

PROFILE



THE FULL GOSPEL TRUST OF INDIA



"To ensure smile on every face"

Please do contact us for more details. You can reach us at:

The Full Gospel Trust of India
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PROFILE OF TFG-Trust

NAME OF THE ORGANIZATION (LEGAL NAME)	:	The Full Gospel Trust of India
NAME OF THE NGO IN SHORT (ACRONYM)	:	TFG-Trust
REGISTERED ADDRESS	:	C-523, Divyajyoti Apartment Sector-19 Rohini, Delhi, Pin:110089
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NAME OF THE FOUNDER	:	Rev.Dr. Abraham Sahu
DESIGNATION	:	National Director
EMAIL	:	abrahamsahu@gmail.com
MOBILE	:	+91 9810285469
LEGAL & EXEMPTION DETAILS	:	Registered under Indian Trust Act. In 1995 vide registration 2538/95 Registered under FCRA no. 231650857 in 1997 Renewed on 10.8.2016 vide No. 0300032542016 Registered under 12AA of I.T. Act 1961
PAN NO	:	AAATT5514C

Introduction

The Full Gospel Trust of India (TFG-Trust) which is a Christian development, relief and advocacy organization is registered under Indian Charitable Trust Act in 1995. The **TFG-Trust** is committed to the Millennium development goals (MDG) by enhancing and exploring approaches and now to the Sustainable Development Goals (SDG). In achieving the same we work in partnership with other national and international NGOs and Government of India and other state governments.

TFG-Trust started its mission in early 1994 by a group of social activists from different organization and since then contributing in the area of Health, Education, Livelihood creation, sustainable development, Female literacy, formal education for children, non-formal education, rural employment, income generation skills, SHG formation, community health and awareness program and capacity building of the social sector organizations . The activities reach out to poor and marginalized, women, adolescents and disadvantaged from the rural and urban areas.

The focus is not on transference of a message but on working with community to develop appropriate message. **TFG-Trust** believes in participatory approach and works accordingly for the effective and sustainable development. People from the community should be involved at every stage of development process from the problem and need identification to project formulation, implementation, monitoring & Evaluation. **TFG-Trust** firmly believes that the people's participation leads to long-term efficiency, cost effectiveness, self- reliance, grass root initiatives and finally to enhance the community level organizational capacity.

TFG-Trust is known for its accountability and honesty. We are determined to participate with the global community and assist the government of India and other state governments in their efforts to provide quality life to Indian people including children and women by transforming their life situations through a sustained development approach.

Genesis of TFG-Trust:

The history of TFG Trust is the story of struggles, ups & downs, commitments and unflinching zeal of the founders. In the year of 1995 Rev. Dr. Abraham Sahu, driven by his vision for the North India started this ministry with a team of persons competent in their own field and driven by the same cause and concern. They found that many people are migrating towards metropolitan city of Delhi and other metropolis from the rural areas of the country. People were coming in a large numbers towards Delhi in search of bread & butter for their survival. Because of poverty most of them were compelled to live in the slums and streets. They observed that living conditions in slums are very unhygienic, inhumane and difficult. Apart from many other problems existing in the slums, the children were not going to school and adult were also illiterate. Therefore, they decided to work for the betterment of the lives of underprivileged people. Though they had very limited resources but their dedication and commitment were very strong. They had the determination to devote their whole life for working with these underprivileged people. Thus, the TFG Trust came into existence in 1995 with seven like-minded & devoted governing board members.

Since then, TFG Trust has been working for the needy people of India. The services being provided for community includes sustainable development, relief, rehabilitation, literacy, health and hygiene issues, women empowerment, girl child issues, HIV/AIDS intervention, micro-credit program, SHG groups, leadership development and such keeping in mind the promotion of brotherhood, communal harmony, national integration and peace. Volunteers from the organization are always ready to serve the nation and its deserving people, without any discrimination on the ground of cast, creed, color, sex and religion.

Though it was established in 1992, but getting it registered under the appropriate act of Government of India was not done in a hurry. TFG Trust was registered in 1995 in New Delhi under the Indian Trust Act. It has been granted exemption status from the Income Tax Department of the Government of India, obtained the requisite registration under the Foreign Contribution Regulation Act which are necessary for any charitable institution in order for them to receive assistance and support from overseas. The books of

accounts of the organisation are audited annually by a qualified chartered accountant and the Trust affairs are managed by a competent team of Trustees and board members. It is now a voluntary & national level organisation, which works on charitable basis. It has 88 staff members and many other associates who have been working with devotion, passion and honesty for the achievement of goals of the organization which has expanded its activities to 12 states of India namely Delhi, Orissa, U.P, Gujarat, Bihar, Jharkhand, Bengal, Kashmir, Maharashtra, Karnataka, Tamilnadu and Rajasthan. It is soon going to initiate programmes in Chattisgarh, M.P, Uttarakhand and Himachal Pradesh.

VISION

Our vision is for a just and compassionate Indian society in which all people will have the opportunity to achieve their optimum potential.

GOAL

"To carry out charitable, holistic and sustainable development work among the poor, marginalized, downtrodden, illiterate, and vulnerable and the exploited ones, irrespective of their caste, creed, color, sex or religion."

MISSION

"TO ENSURE SMILE ON EVERY FACE" :- This is best done by establishing a redeemed, regenerated and progressive society, which will be free from exploitation, injustice and disparities, where the overall development and dignity of every person will be secured, where people can live in peace, solidarity, co-operation and brotherhood and where the rights of each one will be protected.

PRIORITIES & OBJECTIVES

TFG-Trust engaged in various **health** related project e.g. HIV/AIDS, reproductive & Child health and others, **Community development** – "Enhance sustainable livelihood of marginalized", **Education**-project for the school dropout children- "All children will learn, grow and develop to realize their full potential" and **capacity building** of the social sector NGOs, federations and SHGs are its four main thrust area. **TFG-Trust** has the unique distinction of having several thrust areas with different approaches, which work not in isolation but in tandem to maximize program results within minimum resources.

Focused Programmatic Area

It has been designed in to various programmatic interventions, broadly defined as:

- ❖ Formation of SHG
- ❖ Capacity building of SHG through different training modules
- ❖ Integrated health and nutrition management
- ❖ Adolescent reproductive and sexual health
- ❖ Sustainable agriculture and natural resource management
- ❖ Skill training on different trades
- ❖ Micro Credit and enterprise enhancement
- ❖ Livelihood enhancement, restoration and management, non –farm technology promotion
- ❖ Farm based technology promotion
- ❖ Community research for development

A. TFG-Trust engaged in community Development Program:

- ❖ Formation of SHG and its capacity Building
- ❖ Identification of enterprise, required technology promotion, appropriation of technology and skill development in identified technology
- ❖ Promotion of local gender sensitive institutions through social mobilization process to ensure self governance
- ❖ Income Generation Program
- ❖ Ensuring credit and market linkages
- ❖ Micro finance initiative
- ❖ Skill training
- ❖ Total sanitation campaign

B. Health Promotion Program

- ❖ HIV and AIDS awareness and preventions
- ❖ Reproductive & Child Health Program
- ❖ Pulse Polio awareness program
- ❖ Health Check up Camps

C. Child Development Program

- ❖ Non formal education for out of school children
- ❖ Non formal education for Brick kiln workers and construction site workers children.
- ❖ Fighting Malnourishment amongst children and
- ❖ Compulsory education of children

D. Skill Trainings on different trades

- ❖ Stitching and tailoring
- ❖ Beauty Culture
- ❖ Food Processing
- ❖ Driving Training
- ❖ A.C, mobile, Fridge & cooler repairing
- ❖ Home appliances repairing and maintenance

E. Other relevant experiences:

- ❖ Conducting and providing training to the organization on PRA
- ❖ Farm sector vocational training
- ❖ Project monitoring and evaluation
- ❖ Providing training on issues related to Drug abuse prevention and HIV/AIDS
- ❖ Safety training to girls in schools with Delhi Police and women safety
- ❖ Legal education on rights of Indian citizens
- ❖ Survey and Report writing
- ❖ Research and Studies

Geographical Coverage

TFG-Trust is currently working in selected pockets/districts of 12 states of India namely Delhi, Orissa, U.P, Gujarat, Bihar, Jharkhand, Bengal, Kashmir, Maharashtra, Karnataka, Tamilnadu and Rajasthan. It is soon going to initiate programmes in Chattisgarh, M.P, Uttarakhand and Himachal Pradesh. Total coverage of programs is spread over 20 blocks of 6 districts and more than 1000 villages and 15 resettlement colonies of NCT of Delhi.

Program Experience

Child Rights: We are actively involved in providing children their right to education, health and a dignified life. This is accomplished through various Development project and Foster care programmes we have at Bhalaswa, Surajpark, Munsiri Ram Dairy in North Delhi and in Gujarat, Maharashtra, Karnataka and

Aligarh in UP. We are at present caring for more than thousands of children by providing them with proper formal education, health education and fighting mal nutrition, and education. The activities include mid-day meal for school children, supply of uniforms, dresses, hygienic supplies and shoes etc.

We are focusing on their total growth by ensuring they have access to all available opportunity and provisions of the country. This is done through our Children clubs, annual Baal Grishm Mahostav where more than 5000 children attend the camp each summer. The Children Baal Panchayat and Child parliaments are another highlight of our care for Children.

Education for all: Our commitment lies in accomplishing the national agenda of Education for all. We ensure each one has an opportunity to be educated. To this end we run formal schools at Aligarh in UP and Gandhidham in Gujrat. Our schools are known as "**The Symbiosis International School**". This is registered under the Trust and is recognized by the corresponding state governments of Uttar Pradesh and Gujrat. We also have a number of "Head Start" program for small children. We also provide complete computer education to youth in Delhi and Gujrat.

Our initiatives also include education the **school drop outs** and providing additional coaching to the academically weak children. Hundreds of children are encouraged and are enrolled in formal schooling each year.

For adults we run many **Adult literacy programmes** at Bhalaswa, Surajpark, Badli, Naglidary, Bhagwanpura in Delhi where we attempt to make more than thousands of women functionally literate each year. This activity is also carried out in others states of India including Tamilnadu in South India.

HIV/AIDS awareness program: We are involved in creating awareness regarding HIV/AIDS among the people of India and Delhi in specific. One of our unique call is to engage and challenge the religion heads in India to be involved in it. This is done through one of our popular weekly FM radio program called 'Ek aur Ek Gyarah' every Tuesday on FM Rainbow of All India Radio on their 102.6 Mhz.

Micro – Credit programmes and Self Help Groups: These programmes are best suited for women empowerment. We have 548 SHGs formed in Delhi, 120 in Aligarh and 60 in the Tsunami affected areas of South India where chiefly women are motivated to improve their economical status through saving and availing loan facilities to start small businesses and improve the financial condition of their families. We have plans to expand it to Maharashtra, Karnataka, Uttarakhand and other parts of India. Through these programmes we have till date been able to bring more than 5000 women and their families above the poverty line, those who are rural and urban poor and marginalized.

Vocational training Centre We are running numbers of vocational training centers at Delhi Maharashtra, Karnataka and Uttarpradesh where hundreds of girls and youth are learning various skills like tailoring, pickle making, packaging, driving, species making etc., They are being liberated economically.

Relief and rehabilitation: In national emergencies, be it natural or man made calamities, we assist the victims with emergency needs Prominent among them are Gujrat Earthquake, Tsunami, Floods in Orissa and Bihar and Kashmir, and Kashmir earthquake where, like in other emergencies, thousands are helped with food, shelter and livelihood programmes. Villages are being constructed and means of livelihood are being provided to hundreds of thousands of victims in each such emergency.

Training programmes: The TFG Trust is expanding its base and is growing at a phenomenal rate. This has placed demand for training and equipping its present and future staff. As a result we have

undertaken initiatives to train more workers for future challenges. There are two training initiatives that have been undertaken by us. They are as follows;

Institute of community transformation: In this program persons are given training on social transformation leading to sustained development of the community. They undergo extensive theoretical and practical training with adequate field exposures. At the end of the training they are successfully inducted in one of the existing program of the Trust.

Dorcas Center of Learning for Women : In this programme girls or women numbering to 10 are given training each year on social transformation leading to sustained development of the community. This program has a stronger emphasis on women leadership and women empowerment. The trainees undergo extensive theoretical and practical measures with adequate field exposures. At the end of the training they are successfully inducted in one of the existing program of the Trust

Apart from these the workers are referred to various other training events undertaken by other prominent national and international NGOs and government institutions from time to time.

All these projects and programmes of **TFG-Trust** are aimed at the development of the country and aimed at the welfare of the underprivileged and poor section of the society. TFG trust is committed to serve them without any discrimination against caste, creed, sex or religion.

Governing Body and Membership Profile

Governing body of **TFG-Trust** consists of 7 active and highly experienced and qualified rural development professionals with 5 male and 2 female members. The 3 governing body members are full time active working executives of the organization. Governing body members are having 10– 25 years experience in the development field with national and international exposures. Some members are having hand in experience in working with international donor organizations besides that they have expertise in Community Development, Health, Education, Agriculture and Horticulture, Micro Finance, Livelihood promotion, Capacity building of grass root level and national level organizations, Research, **feasibility study and Participatory Rural Appraisal** in Indian Context.

Sl.No.	Name	Age	Sex	Position held
1	Rev. Dr. Abraham Sahu	64	Male	Chairman
2	Mr. Satyajit Sen	37	Male	Secretary
3	Mrs. Edna Minz	41	Female	Member
4	Miss. Maleeta	25	Female	Member
5	Mr. Shankar Pawar	37	Male	Member
6	Mr. Chandrabhan Rahi	40	Male	Member
7	Mr. Phillip Malakar	45	Male	Treasurer

Staff Structure and Profile

TFG-Trust currently has 15 technical staff at managerial positions from various technical backgrounds i.e. agriculture, Skill building Rural and Urban Development. It also has specialists on SHG, micro finance, community health management. Personal management and M&E, gender equity and justice issues.

In second line **TFG-Trust** has a group of more than 50 field workers at the project level. In the front line, for the projects initiation/ implementation in the field, **TFG-Trust** have a group of experienced & qualified field workers and volunteers.

Each Sector has a sectoral leader i.e. in **Health, SHG & Livelihood, Skill Training, Child envelopment, Micro finance**. These sectoral leaders report to Executive Director of the Organization. We have sufficient manpower with expertise to handle social sector projects in an efficient manner.

Technical Expertise / Know how available

A. FINANCIAL RESOURCE MANAGEMENT:

- **TFG-Trust** regularly uses established procedures to maintain its revenue and expenses in balance.
- **TFG-Trust** budgeting process leads it to allocate funds in a way that closely reflects its organizational priorities.
- **TFG-Trust** regularly modify program expenditures based on findings presented in internal financial reports
- Cash management procedures lead to timely disbursement of funds.
- A monthly financial reporting system exists and is accurate, timely and used for program and strategic management
- External financial audits are performed with regular and appropriate frequency.
- Audit finding are closed within six months of audit report.
- **TFG-Trust's** procurement practices are documented and contribute to the effective use of resources.

B. HUMAN RESOURCE DEVELOPMENT:

- **TFG-Trust** routinely offers staff training.
- **TFG-Trust** has an annual staff training plan.
- **TFG-Trust** staff training directly contributes to the achievement of its organization's objectives.
- **TFG-Trust** appears to have non- HIV/AIDS capacity building expertise that would benefit other NGO's/ like minded personnel's.
- Annual performance evaluations are conducted and merit increases applied as appropriate.
- Job description are documented, well defined and updated periodically.
- **TFG-Trust** has appropriate staff skills and numbers to achieve mission.
- Supervisory practices enhance staff capacity to meet the organization's objectives.

C. ORGANIZATIONAL SUSTAINABILITY:

- **TFG-Trust** work to establish cash reserves equivalent to 15% of annual operating budget.
- **TFG-Trust** is experiencing important barriers to sustainable programming in the NGO.
- **TFG-Trust** has cost recovery mechanisms built in to service delivery.
- Resource base is diversified.
- Projects are supported on a multi-year basis.
- **TFG-Trust** has an endowment or similar mechanism in place which provides long-term financial sustainability.

D. NETWORKING & PARTNERING:

- **TFG-Trust** actively engages in productive partnerships with other organizations.
- Partnerships foster financial benefits and technical skills that enhance the **TFG-Trust's** ability to accomplish its mission.
- Through partnerships, the **TFG-Trust** develops new networks and relationships that enhance

- its ability to accomplish its mission.
- **TFG-Trust** plays leadership role in promoting coalitions and network.
- **TFG-Trust** maintains a collaborative relationship with the government in the areas in which works.

E. EQUITABLE PARTICIPATION:

- **TFG-Trust** ensures that community leadership has the necessary skills to carry out programs.
- Evidence of participatory approaches.
- Uses strategies to build constituency ownership of programs.
- Evidence of collaboration / partnering with other NGO's /CBO's.
- Evidence of networking with other NGO's /CBO's.
- **TFG-Trust** regularly engages relevant policy makers and institutions in dialogue that contributes to equitable and participatory implementation.
- **TFG-Trust** projects consistently promote equity at all stages of its design and implementation.
- **TFG-Trust** modifies projects to address changing participant needs and priorities.
- **TFG-Trust** stakeholder participates assessing needs, and in designing, implementing, monitoring and evaluating projects.

F. PROGRAM CAPACITY-GENERAL

- Demonstrates ability to conceptualize a problem.
- Demonstrates situation assessment skills.
- Evidence of data collective skills.
- Evidence of ability to sensitize a community.
- Evidence of ability to design a program response to a stand problem.
- Exhibits existing training capacity through curricula, training materials, staff and evaluation tools.
- Evidence of monitoring and evaluation skills.
- Evidence of community mobilization skills.
- Demonstrates knowledge on sexual issues.
- Speaks freely on sex and sexuality.

G. ORGANIZATIONAL LEARNING:

- **TFG-Trust** uses results – based indicators to assess project impact.
- Important information is openly shared throughout the NGO
- Staff routinely has the information it needs to do its job effectively.
- **TFG-Trust** promotes replication of model projects.
- **TFG-Trust** has a system in place to apply best practices and lessons learned in program development and organizational management
- **TFG-Trust** encourages risk taking, innovative practices and creativity amongst staff.

Partner Organizations





Governance

TFG-Trust is having separate policies on the following issues:

- ❖ **Human Resource Manual [HR Policy]**
- ❖ **Inclusion [Diversity policy to include disadvantaged]**
- ❖ **Financial [Financial Management Policy and Guidelines]**
- ❖ **Anti Bribery Policy**
- ❖ **Policy on Combating corruption**
- ❖ **Gender Policy**
- ❖ **Child Protection Policy**

Key - Interventions by TFG-Trust:

1. Training and induction of social workers
2. Institute of community transformation
3. Gujarat relief rehabilitation program
4. Phoolwari Child Development project- Holistic approach
5. Computer Training
6. Training of Social worker
7. Super Cyclone
8. Symbiosis International School, children education
9. Orissa Flood relief
10. support to children and women at risk project
11. Foster Care Program
12. Flood relief
13. Tsunami relief & rehabilitation project
14. Kashmir Earthquake relief & rehabilitation
15. Symbiosis International School, children education
16. Women empowerment project
17. People empowerment Project
18. Micro credit program
19. Bihar Flood relief
20. HIV/AIDS awareness project
21. People empowerment Project
22. computer Training
23. Child Survival Project
24. Gender Resource Centre, SSK

25. Self Help Group and Bank Linkage program
26. Save Women Save Delhi
27. Women safety and security training for girls
28. Smash Hunger
29. Flood relief - Kashmir
30. Digital Indian Computer skill training
31. Mumbai slum fire relief
32. Thane Children welfare program
33. Karnataka children welfare program
34. Training of social worker
35. Training in community transformation

Future Perspective Plan of TFG-trust:

- To ensure primary education for all children and fight malnutrition among them,
- To provide non-formal education to the street & working children chiefly from the deprived section of our society,
- To promote literacy among adults, illiterate & needy villagers from rural areas and slum dwellers of urban areas,
- To adopt and care for orphan and semi orphan children especially girl children by protecting their rights to food, shelter, security, health and education,
- To provide health care and education to the needy and deserving,
- To create awareness among and care for people and their families who are affected by HIV/AIDS, TB, Malaria etc,
- To conduct vocational training and counseling for adolescents and needy people,
- To generate opportunities for income among unemployed people – especially the youth and adolescents,
- To provide relief and rehabilitation care to the victims of any natural or manmade calamity,
- To work on gender issues and welfare issues for women and children – especially girl children;
- To provide awareness to the people about environment issues,
- To create awareness among people about their legal rights, justice issues, advocacy etc.,
- To rescue the already or likely to be trafficked and rehabilitate so that they live a dignified life
- To promote Brotherhood, Communal Harmony, National Integration at all levels.
- To network with the likeminded organizations inside and out of India



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