

## India Foundation for the Arts

### The GROW Fund's impact

India Foundation for the Arts (IFA) is among the few, if not the only, arts and culture organisation to be selected in the GROW's 100 cohort. We, at IFA, take pride in being in this cohort while being thankful for the support it has provided us.

In India, and especially so in the post-pandemic times, the already minimal support for arts and culture has been shrinking further. At such a critical time, being supported by The GROW Fund, for core costs, has taken the pressure off IFA for a bit and allowed us some time to continue our work without worrying about these costs for two years. Also, the credibility that comes with being GROW's 100 is a huge plus which IFA uses in its pitches for fundraising as it sets a standard of due diligence process in the selection process as well as the faith placed in us by the donors. IFA has gained immensely from the dedicated and thoughtful capacity-building training conducted by GROW Fund. It has helped us understand the best practices related to the various functions of the organisation. More specifically, for IFA, these trainings along with the intense organisation diagnostic assessment helped us to identify the gaps and areas of improvement and compelled us to work on them. From the diagnostic assessment, we identified the importance of documenting organisational crises in the recent times, how we handled it, our learnings from each experience and the resultant recommendations for future, in a crisis management document that we collectively put together.

The assessment, along with the domain specific trainings by GROW team, also helped us identify the need for an organisational information technology (IT) policy as well as contributed towards the updation of our human resources (HR) manual. IFA ensured that the various staff attended these capacity building trainings to update their knowledge and skills. These trainings have also informed our endeavour in working towards redesigning our website and identifying the specific areas of improvement that need updating or rehauling. Throughout the GROW grant, IFA has seen value in these capacity building trainings and the idea and thoughtfulness behind these have had a profound impact on us. Inspired by these trainings, IFA is paying it forward with various capacity building trainings in place for its over 130 current project coordinators that IFA implements projects with. These trainings include conducting regular financial workshops with all our project coordinators, which educates and supports them in using the funds in the most optimal manner, account keeping and financial reporting; as well as conducting bilingual (English and Kannada) POCSO (Protection of Children against Sexual Offences Act) Training for the project coordinators – teachers and artists – with whom IFA implements projects in schools to ensure protection and safety of children. IFA has also put in place two yearly trainings/workshops for its staff for capacity building which so far have included pottery workshop and financial management workshop.

The film supported by The GROW Fund on the story of IFA will help us reach wider audiences during outreach and communicate better with diverse stakeholders that include potential applicants as well as donors. The support through the film will enable us to communicate the idea, values and work done by IFA. Finally, IFA has started using the HUB as a rich resource for staff. This has been one of the bonus outcomes of the GROW grant. It has enabled us to share the platform with our staff as we see the value in it as a resource to improve individual and collective skills and knowledge.

## Testimonial 1

### **C Suresh Kumar, Senior Manager, Management Services, IFA**

The GROW Grant has enriched IFA in various ways. It has helped bridge the gap between inflows and outflows which would have otherwise cut into our surplus. We were able to reduce the impact on Admin costs from Foreign Contribution, which otherwise would not have been possible. It has offered us an opportunity to revisit the institution's statutory compliances and feel gratified that we are on the right track, fulfilling all required compliances. We feel that it has increased credibility of the organisation as well as increased networking. We also see value in the regular interactions with the GROW Team in form of trainings, presentations, and online meetings, giving us the opportunity to increase our existing capacity and knowledge, which will augur well for the institution's sustainability in the longer run. In all, we are proud to be part of GROWs 100 and thankful as well.

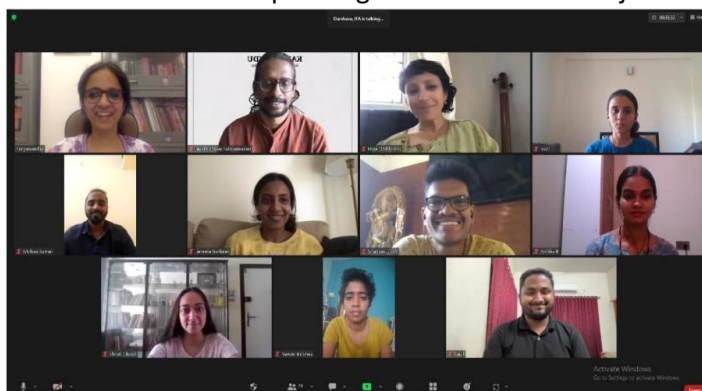
## Testimonial 2

### **Menaka Rodriguez, Executive Director, India Foundation for the Arts (IFA)**

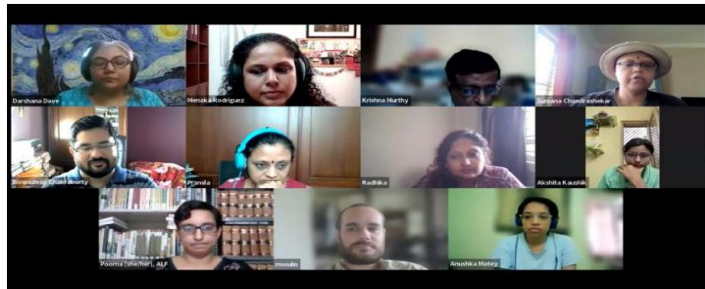
The GROW Fund and our journey with it over the two years has been very special for IFA. Our engagement and relationship with GROW started during the rigorous due diligence and selection process. As an arts and culture organisation to be recognised, selected and to be offered the opportunity to build deeper relationships with a donor like EdelGive has meant a lot to us. The grant came to us at a very crucial time when IFA went through a transition of leadership (in the second year of the grant), so the support of critical core costs took some pressure off. We have benefited immensely from the domain specific trainings over the two years that have strengthened capacity for teams across the organisation. My engagement with the diagnostic assessment offered an opportunity to explore processes at the foundation and reflect on possibilities for new directions, making us future ready. We know and appreciate that being GROW's 100 is an honour that distinguishes us and adds to our credibility in the field.

## Snapshots

- Financial Workshop during Orientation with Project Coordinators:



- POCSO Training for IFA Staff and Project Coordinators who work in schools



- Pottery Workshop for IFA Staff

