

Sunbird Trust

About the organisation

Sunbird Trust was started in Mizoram in 2004. Through the medium of education, it helps build bridges between various communities in conflict affected Northeast India and their countrymen elsewhere in India. Reaching out to the most underserved communities, Sunbird Trust works to bring about lasting peace and understanding for a better future of self-reliance, dignity, and hope.

The GROW Fund's impact

The GROW Fund has enabled Sunbird Trust to grow in multiple ways. Highlighted below is Sunbird Trust's journey that was enabled through The GROW Fund:

- 1. Funding support leading to organisation growth and retention of talent** - As an NGO, retention of talent is a huge challenge given the competitive pay scales within and outside the sector. The fact that The GROW Fund allows for it to be used for operational expenses enabled to onboard and retain talent that has played a pivotal role in our organisation's growth over the last two years. The fund enabled us to onboard a People & Partnerships Lead and an Accounts Head and support the salary of COO all of whom have been valuable contributors to the organization's growth. The COO has now transitioned to the CEO role and the People & Partnerships Lead has now taken on as the COO.
- 2. Organisation Development and L&D** - The training sessions by GROW on various aspects of Organisation Development such as HR, finance & accounts etc. have enabled us with the knowledge to take a step back and reassess our current structures and processes and adapt some of the new ones which we learned in the training sessions. An example of this is revising our probation review process and our recruitment process which we have now revised and set up using our learnings from the HR training sessions. The Hub learning platform has also played a role in enabling us to look at and Learning & Development opportunities for the team within the organisation by serving as a great platform that is easily accessible and with courses on various topics.
- 3. Visibility and exposure** - Being a part of a network of other NGOs that are also being funded by GROW and being recognized by reputed organisations like Edelgive foundation has also enabled the organisation to establish more credibility and visibility.

Testimonial 1

Ravi KK, State Lead (Assam & Nagaland)

I have been working with Sunbird Trust for the last 5 years and the reason I have been here for so long is because of the myriad of reasons. The autonomy the organization gives has allowed me to flourish professionally, taking ownership of projects and contributing meaningfully. Sunbird Trust's commitment to personal and professional growth has been a catalyst for my continuous development. The deep satisfaction derived from impactful work and a supportive environment makes Sunbird Trust an exceptional organization to be a part of and we are truly fortunate to be supported by platforms

such as GROW fund which not only enables us to do the work, we do but also serves as a great networking platform.

Testimonial 2

Michelle Markos, COO

Our team is what makes everything that we do at Sunbird Trust possible. Funds for operational costs have always been a challenge for NGOs as majority of the funding available majorly goes into programmes, I truly believe that the success and quality of the program depends on the quality of the talent we can bring in and that is where grants like the GROW funds play a major role in making it possible for organizations to implement their vision on ground. The diversity of the team at Sunbird Trust which comes from all over the country and many different communities is what makes it full of learnings to work with the team and is what I love about working at Sunbird, grateful to GROW fund for playing a role in enabling this.

Snapshots

Team attending a Buddy Catch Up Call after introducing the Buddy System for new joinees which was an idea picked up in the HR training session by GROW and then implemented in the organisation.



Team attending Manager 101 Training session with Collab.X Team on building capacity as Managers which was organised as part of our Learning & Development initiatives which was revised after the HR training session by the GROW team.

