



Centre for Development  
of Social Services

A Project of INFAQ Foundation

# Empowerment

CDSS Newsletter

Eighth Edition

Your donation and continuous support will make it happen

**Agha Hasan Abedi**

*Hilal-e-Imtiaz (Posthumous)*

A Renowned Banker & Philanthropist

Founder's Day 14<sup>th</sup> May



“The Conventional Definition of management is getting work done through people, but real management is developing people through work.”

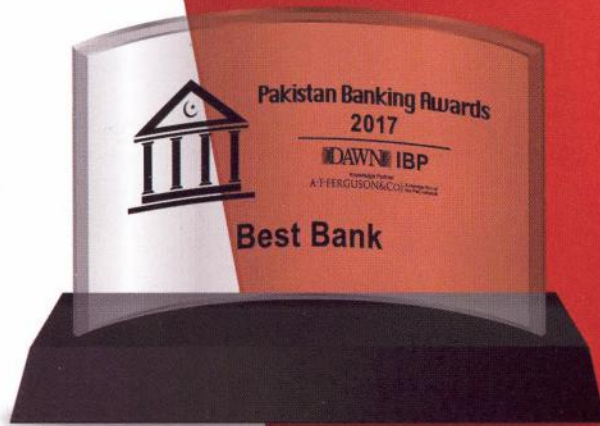


# 'We never lose. Either we win. Or we learn.'

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The Way Forward

Justice Fakhruddin G. Ebrahim, *Hilal-e-Imtiaz*, President, CDSS



My heart fills with immense pleasure and satisfaction, as I observe the progress made by Korangi Academy over a period of 18 years. The seeds of an idea sown in 2000 has blossomed to fruition, and it continue to grow into strong sapling. It is the endeavor of the Board to make the academic quest in a smooth journey full of knowledge, skill development and discovery with joy and pleasure.

Mr. Zafar Iqbal Chaudhry, Co-Chairman, INFAQ Foundation



Teachers must remember that their product will always speak if the students do well in life; and students you owe all to your teachers for spoon feeding you with basic education all these years you spent in KA & IETC. My advice to the teachers and students is to remain focused on their missions – Teachers to provide with total sincerity the best education using all facilities and technology under their command at KA & IETC.

Syed Muhammad Swaleh Naqvi, Chief Adviser, CDSS



Hardships are important as achieving success is a challenge. No matter at what cadre one belongs to success is the ultimate goal. In achieving success, honesty and sincerity play their part. Learning is a continuous process but believing in one's self and working on eternal moral values brings success in different shapes and form.

Mr. Nazim F. Haji, Vice President, CDSS,



Instead of replacing our teachers with technology, we are integrating ICT to provide real-time support, innovation and encouragement to them. Our goal is to facilitate our teachers by relieving them from clerical workload and engaging them in more creative work of imparting instruction using interactive digital technology for multisensory learning by students.

Mr. M. R. Mehkari, Member & Secretary General, CDSS



Character building is an essential aspect of schooling. Teachers must find time to focus on developing students' moral growth and nurturing with educated youth, we also need to produce disciplined citizens and honest leaders for future.

Rear Admiral (Retd.) Syed A. Baqar, *Hilal-e-Imtiaz (Military)*, CE, CDSS



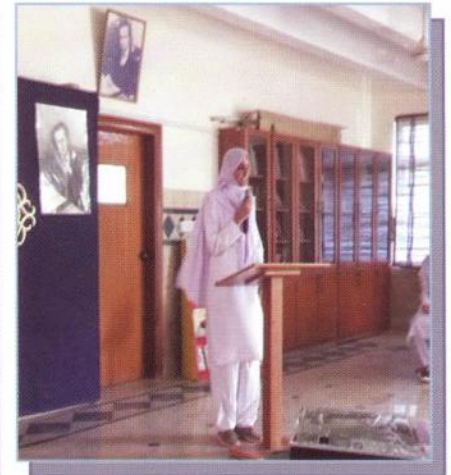
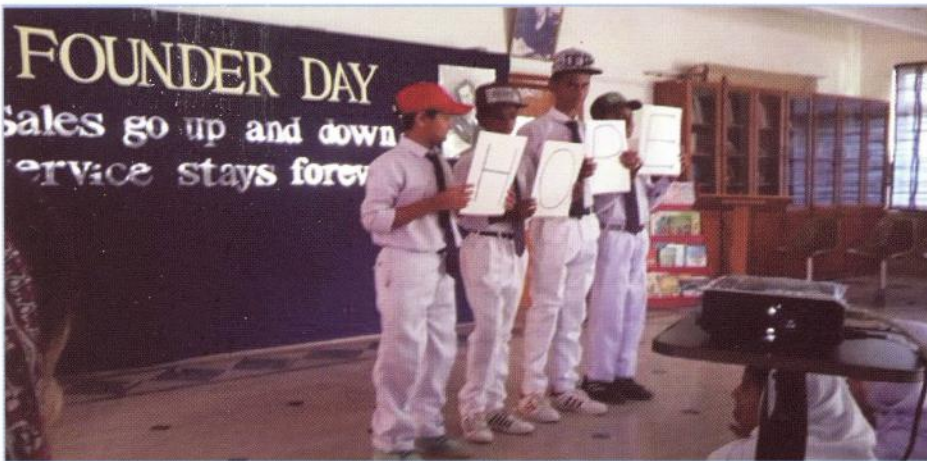
The mainstay and permanency of any educational institution are the teachers and teachers will be as good as they want to be. If they have the urge to become professional educators they will develop obsession to teach. Thus must LEARN TO TEACH and TEACH TO LEARN. Both are complimentary. Much more is required in this regard and it is encouraging to note that we head in the right direction.

## Founder's Day Celebrations

On 14<sup>th</sup> May 2018 Founder's Day was celebrated at CDSS in commemoration of birthday late Agha Hasan Abedi founder of INFAQ Foundation.



Korangi Academy and CDSS are the flesh and blood of that dream. Students presented tribute to Agha Saheb in Assembly through skits and songs. The day was celebrated with great vigor and enthusiasm by students, teachers and staff .



### Editorial Board

Rear Admiral (Retd.) Syed A. Baqar *HI(M)*, CE, CDSS

Mr. Yasir Ashraf, GM (O&P), CDSS

Mrs. Saira Zaidi, Head, IETC

Mr. Akbar M. Bilgrami, Advisor CDSS

Mrs. Asma Nasir, Principal KA

Syed Habib Naqvi, ICT Cell Coordinator

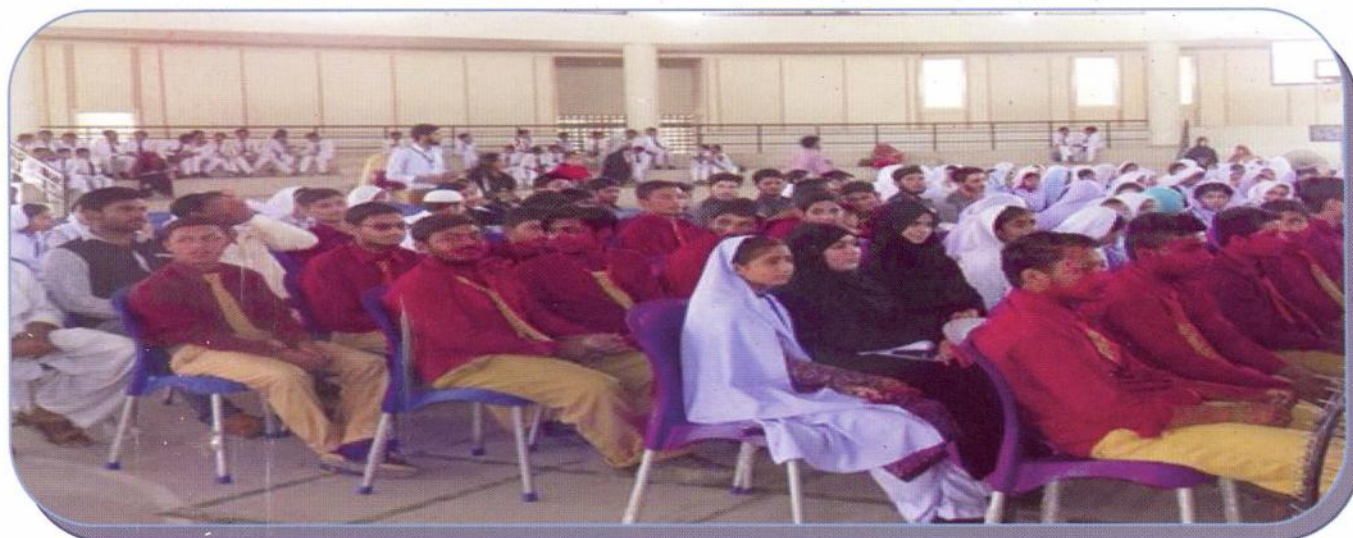
Mr. M. Nadeem Saeed, Program Coordinator

#### MANAGEMENT ANNOUNCEMENT

Mr. Yasir Ashraf, CMO, INFAQ Foundation, who has been appointed as General Manager (Operations & Projects) of CDSS  
Mrs. Asma Nasir, Vice Principal, Korangi Academy has been promoted as Principal Korangi Academy in recognition of her past performance.  
We wish both of them success and long lasting association with the organization.

## Activities in IETC 2018

CDSS - IETC - SWD (Social Work Department), Celebrated "Career Counseling & Student's Day" for Awareness of the students on March 17<sup>th</sup>, 2018. Session was conducted by the facilitators of the organization "Hopes are still alive"



World Heart Day "Celebrated by the students of Intermediate Section at IETC"



## Annual Prize Distribution 2017

On 18<sup>th</sup> November 2017, students, Teachers and Staff were acknowledged for their outstanding performance in the year 2016-17 in an auspicious ceremony of Annual Prize Distribution held at Multi-Purpose Hall.

Mr. Shehzad Jeeva, Director at AKU-EB was the Chief Guest who presented teacher of the year crest. Best performers in different categories were also recognized on the day. Students presented tribute to Dr. Ruth Pfau German-Pakistani Physician. Co-Chairman, INFAQ Foundation Mr. Zafar Iqbal Chaudhry honored the ceremony as the special guest.

Other dignitaries were Mr. Nazim F. Haji (Chairman Management Committee), Mr. M. R. Mehkari (Member & SG, CDSS), Ms. Ameena Saiyid, Managing Director OUP Pakistan and Board Member INFAQ Foundation, Rear Admiral (Retd.) Syed Ahmed Baqar, *HI(M)* Chief Executive INFAQ Foundation & CDSS, Ms. Saira Zaidi, Head, IETC and Dr. Sajid Ali, Associate Professor at Aga Khan's Institute for Educational Development.



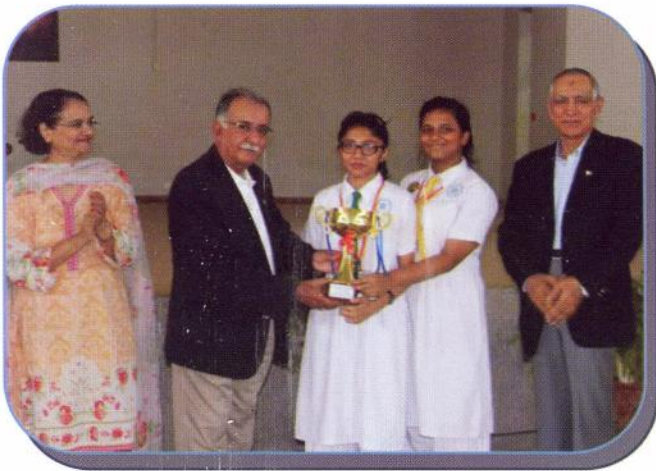
## 11<sup>th</sup> Inter-School Declamation Contest

Korangi Academy hosted their 11<sup>th</sup> Declamation Contest on 28<sup>th</sup> October 2017. 11 schools had entered their most eloquent speakers in the contest to win the prestigious trophy. The overall School Trophy was won by MAMA PARSI school. Individual winners were:

1<sup>st</sup> Position :Ayesha Shoaib from Mama Parsi School

2<sup>nd</sup> Position :Taha Shabir from Shah Wilayat School

Audience Choice: Syeda Sania Moosvi from Al-Murtaza Girls Branch



## An Online Essay Contest

Korangi Academy had announced an Online Essay Contest . Hundreds of exceptionally written entries were submitted online and the essays were evaluated over time. The prize-distribution ceremony was held at the end of the 11<sup>th</sup> Declamation Contest held on 28<sup>th</sup> October 2017. The winners were :

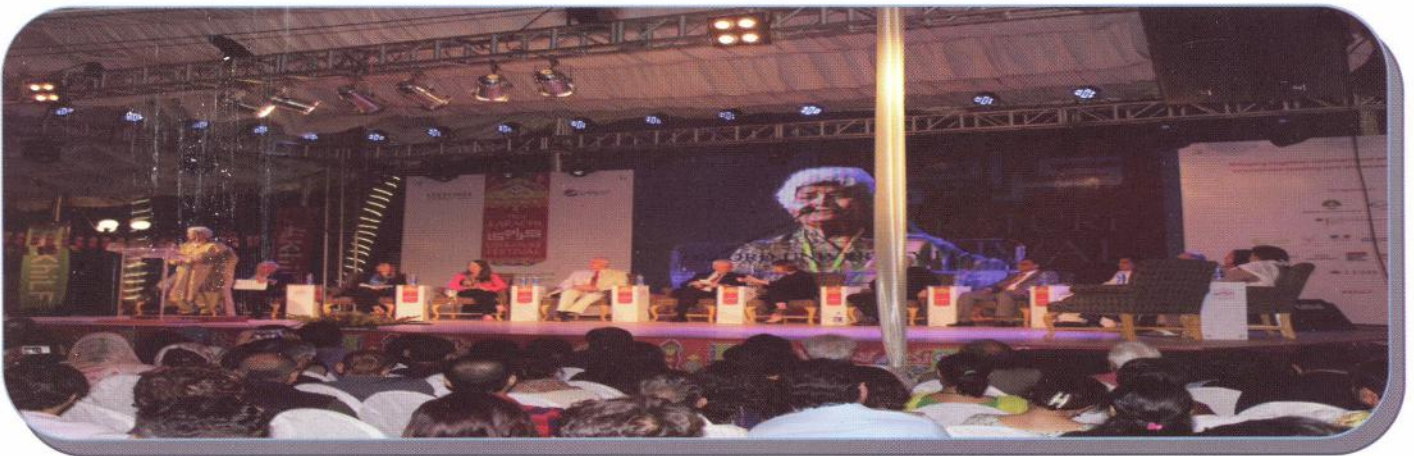
1<sup>st</sup> Position : Hammad Ali from Al Murtaza Boys Branch

2<sup>nd</sup> Position: Kinza Naz from Al-Murtaza Girls Branch



## INFAQ Foundation Best Urdu Literature Prize , KLF-2018

The 3<sup>rd</sup> Urdu Fiction Presented by INFAQ Foundation to Ms. Altaf Fatima at Karachi Literature Festival, 2018 organized at Beach Luxury Hotel Karachi. Syed A. Baqar, *HI(M)*, Chief Executive, INFAQ & CDSS, addressed the gathering and gave the best Urdu fiction prize.



### Rise Again By Rida Rubab (X-A)

Maturity comes with experience, not with age. I have experienced the hardest times of my life but the thing that I always learnt is after facing the darkest of times how to rise again.

Different situations and problems are the part of life. I have experienced quite a lot to tackle such difficulties. Whenever I fall down, stress out and lose hope of better in life, I stand again to prove that I am strong enough to face any problem or any challenge. My failure is an experience gained towards success.

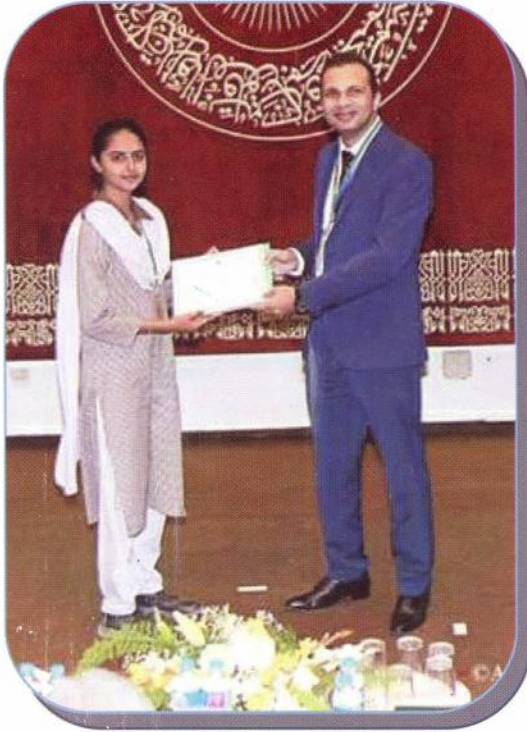


I have cried in the past but now I keep a smile on my face to show and prove that I can manage myself in all situations; every day I rise again and turn to a new leaf by keeping a positive attitude towards life. Time has great power to change and heal anyone. I think I was not mature enough to understand 'life' but as time passed by it taught me great many things. Now I feel I am not the same as I was before, my thoughts have now totally changed.

I have no desire to play the game of being better than anyone, in any shape or form. I just aim to be better than I was before. My bitter sweet experiences have taught me great lessons that make me rise again like a phoenix.

### Sijjil Khan's Outstanding Performance Award By AKU-EB

Sijjil Khan of Korangi Academy received the High Achievers' Award in a prestigious ceremony held on 16<sup>th</sup> November 2017. The award was in recognition of her outstanding result in Urdu in the AKU-EB Class IX Annual Board Examinations 2017. Korangi Academy is very proud of her achievement and wish her continued success in all academic endeavours.



### Book Festival 2018

Easy access of information through technology these days has declined the book reading trend among youngsters across the globe; however once the book reading habit is developed there is no turning back from this addiction. An effort was made to reverse this changing trend at Korangi Academy by organizing an in-house book festival to develop interest of students in reading books.



## What Makes an Effective Nonprofit?

A nonprofit's effectiveness depends on philanthropic goals set as a donor. Effective nonprofits and those having the potential to be effective are often underfinanced and stretched to their limits. Many worthy nonprofits suffer cash flow problems; poorly developed finance, management, and fundraising systems; and inadequate training of management and staff in essential skills.

### Qualities and Characteristics Common to Effective Nonprofits

Fundamentally there are five qualities and characteristics common to effective nonprofits. Organizations with these elements are likely to deliver results and have impact.

#### Clear Mission and Purpose

The most fundamental quality of an effective nonprofit is clarity about its mission both what it seeks to accomplish and why this purpose is important.

The nonprofit should communicate its mission clearly to all its stakeholders board, management, staff, donors, volunteers, partners, and the general public so that everyone understands its goals and works toward a common purpose. All the nonprofit's programs and operations should be aligned to advance its mission.

In addition, effective organizations document the need for their services and explain the value they add. For example, human service organizations should be able to explain how their services meet real demands and fill gaps. Arts and culture groups should be able to describe how their work enriches the community and specific audiences.

#### Ability to Perform Key Functions

Effective nonprofits are able to perform six essential functions necessary to fulfill their missions:

- Communicate vision and mission;
- Engage and seek stakeholders' input in designing programs, including people who use its services, and serve its target community appropriately;
- Achieve results and track impact;
- Manage an active and informed governance structure;
- Secure resources appropriate to its needs;
- Plan for the future.

A seventh function is the key to effectiveness: making it part of the organization's culture to evolve its programs and operations as it learns from stakeholders, from its assessment of impact, and from new knowledge in its field. In short, the nonprofit should be a learning organization.

#### Strong Practices, Procedures, and Policies

Effective nonprofits also follow good practices in three functional areas: finance, governance, and organizational and program development.

#### Financial

Yearly audits are conducted and made available upon request.

Financial statements are prepared quarterly, following a consistent format.

Solid fiscal management processes are in place. Good practices include a board finance committee, careful cash monitoring, and regular budgets monitored with monthly cash flow statements.

There is a diverse range of supports, such as individual donors at varying levels, foundations, and government or other institutional contributors.

Efforts are in place to establish and maintain a reserve fund, ideally equal to 3 to 6 months of operating expenses.

#### Governance

Strong leadership runs the organization.

An active process exists to properly handle governance issues.

A board nominations process and board term limits are in place.

Regular and ongoing evaluation of programs and fundraising plans takes place.

Board meetings are scheduled for the year.

Written policies set expectations, increase efficiency, and promote transparency and accountability in operations. Examples include policies for board term limits, personnel hiring and management, conflicts of interest, and investments.

The organization demonstrates flexibility to adjust to environmental shifts.

#### Organizational and program development

A strategic plan is in place and used. It is reviewed annually and adjusted as necessary.

Regular client input is welcomed and used for continual program improvement. The organization can demonstrate involvement of constituents in planning and evaluation.

Other organizations doing similar work speak highly of the organization.

Staff can articulate key accomplishments, lessons learned, and future directions.

The organization is recognized as an institution; it is not identified solely with one or two individuals who work there.

By Atif Kamal  
(IT Manager, INFAQ Foundation)

## Library Day 2018

Library Day was celebrated in KA, students from all three sections actively participated on the occasion. In a lively and interesting manner importance and significance of books was highlighted through skits, tableaux, quiz competition and a debate between old school and modern school of thought emphasizing the merits and demerits of tangible books and e-books.



### Effective Teacher Professional Development

Teachers' Professional development can be defined as teachers' ongoing learning to improve the way they teach & learn, and it occurs in both formal and informal ways. The most familiar formal structure of professional development usually feature a combination of presentations, hands-on workshops, and collaborative teamwork that are often organized in advance by school and capacity building institutions.

Teachers also routinely set their own, informal, ongoing PD agendas, such as taking additional courses, pursuing graduate study, personal study of their subject matter or teaching approaches, sharing resources and ideas with colleagues, and building learning networks through social media.

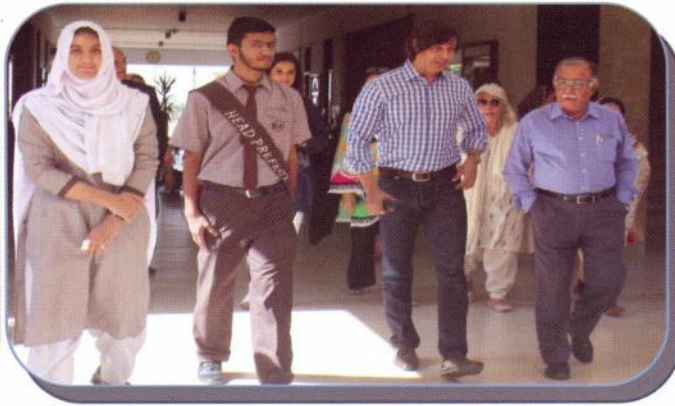
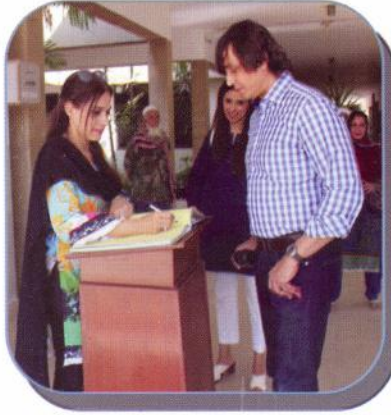
According to research, effective teacher professional development:

- Recognizes that teachers are professionals who should be given an opportunity to select what they would like to learn from a variety of research-based ideas about improving students' learning.
- Provides long-term, ongoing opportunities for teachers to reflect upon both their chosen and mandatory PD experiences.
- Provides opportunities for teachers to coach one another and work together to analyze new teaching techniques, which often connects new teachers with experienced colleagues.
- Provides opportunities for teachers to study and gather data on the effects of changes in their teaching approach, particularly in response to new ideas or initiatives in education.

One of the clearest findings from modern research is that "one-time" workshops have little long-term impact on how someone teaches. Research also confirms that all forms of PD require a sustained commitment of time and resources; that teachers need to have the chance to put what they learned into practice and to reflect on how new ideas and teaching approaches work within their classrooms; and that students are more successful when teachers have meaningful, ongoing, PD opportunities.

## Visits at KA

Co-Chairman, INFAQ Foundation Mr Zafar Iqbal's Family visited CDSS offices, facilities and met the staff and students.



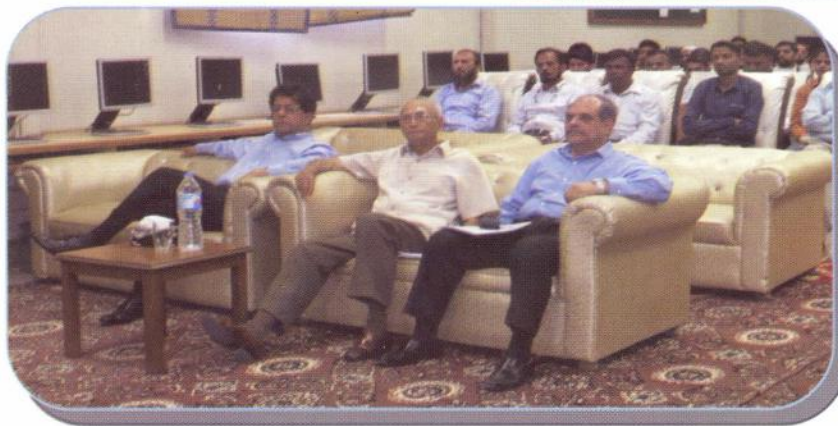
Syed Tariq Hussain (Former Founder President Emirates Global Islamic Bank & Former CEO, Takaful Pakistan Ltd, Islamic Insurance visited INFAQ House and CDSS Korangi.



Education is the most powerful weapon which you can use to change the world. Nelson Mandela

## SOSTTI Activities

40 graduating students received City & Guilds certificates from Co-chairman, SOSTTI, Mr. Yacoobali G. Zamindar and Member Technical Education Committee TTI from INFAQ Foundation, Mr. Rafiq Mehkari.

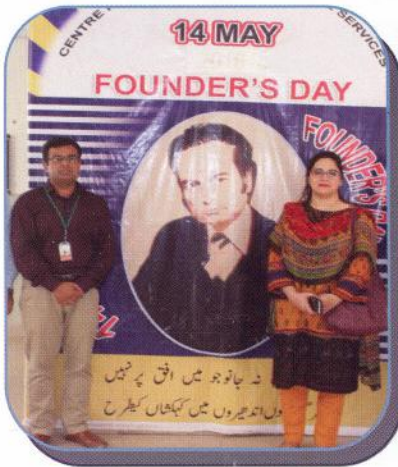


## Visits & Visitors at CDSS

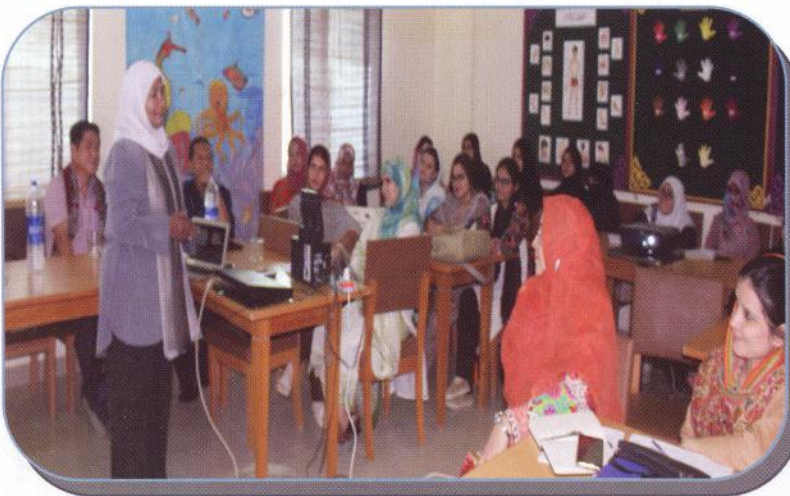
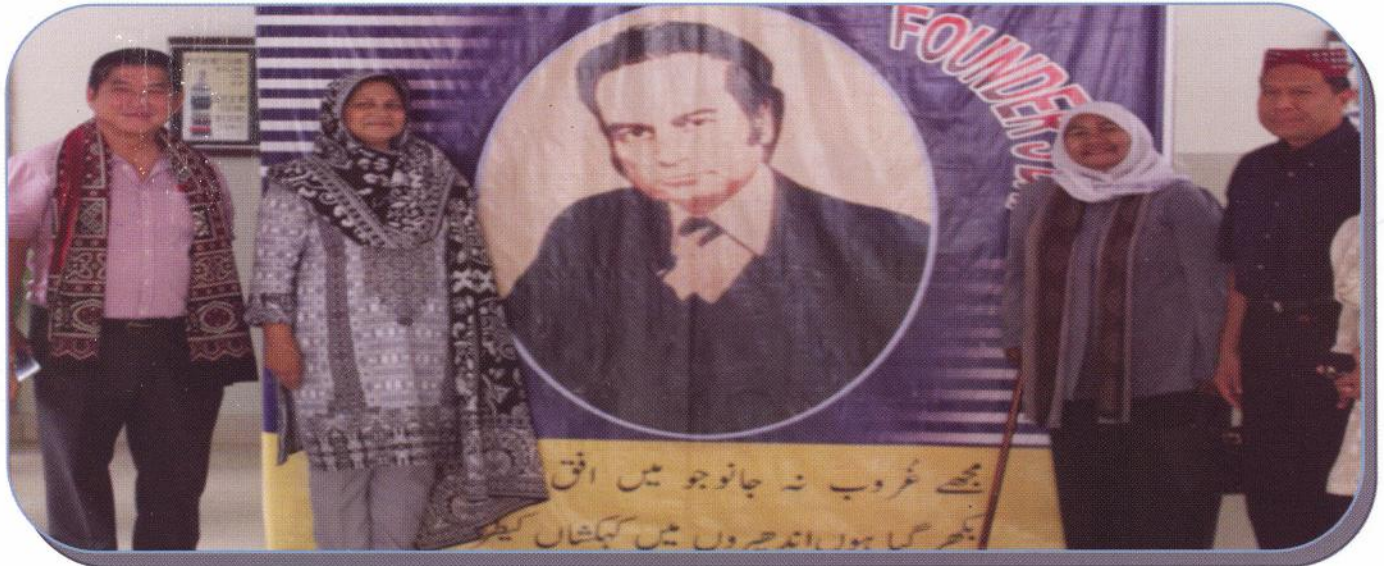
Mr. Fayyaz-ur-Rehman Khan (GM, Ihsan Trust, Meezan Bank Ltd.) presented donation cheque to Mr. Akbar M. Bilgrami, Advisor CDSS at INFAQ House.



PARCO Corporate Communication Team Mr. Salman Zakir, Management Executive – II and his colleague Ms. Momal Rabeal visited CDSS/KA.



The Malaysian team of experts on Early Childhood Education (ECE) visited Korangi Academy & IETC. The CDSS Management briefed about the ECE system being followed in KA & IETC and arranged visits to the play group classes. The Malaysian team members appreciated the quality of education and free-of-charge facilities provided to the students of KA/IETC.



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## About CDSS

INFAQ Foundation had purchased a plot of about 100 acres from Karachi Development Authority in 1985 for development of Social Services (CDSS) in 2001. It was registered under the Society Act of 1860. The Governing Body is the primary policy making forum of CDSS has appointed a Management Committee to supervise the day to day management of the Korangi Projects.

The objectives of this initiative are to promote community welfare programs including community development, provide quality education and medical aid to the poor, and support meritorious students for higher studies.

## Korangi Academy (KA)

Korangi Academy was established in 2001 to impart quality education and enhance faculties of the talented and deserving children of deprived families. This three-storey, elegantly designed and custom-built educational complex has a total covered area of 94,390 sq. ft. It has well-equipped science labs, computer labs and audio visual aid labs, as well as well-maintained library. Besides hockey/cricket/football fields, canteen & cafeteria, there is also modern Multipurpose Hall with a capacity to accommodate around 1,000 people.

## Infaq Education & Training Centre (IETC)

This girls' only institute aims to provide quality informal and formal education through its Senior Girls' School, Intermediate Girls' College, Graduate Classes and Elementary Teachers' Training. The course offered by IETC are registered with Education & Literacy Department of Sindh.

## Infaq Community Healthcare Centre (ICHC)

ICHC was established in 2001 to provide healthcare services to students of CDSS projects and their families. It has now grown into a fully-functional primary healthcare centre, catering to the needs of the surrounding population. Around 300 patients visit the ICHC daily who avail these services for a token fee of Rs. 10.

## Craft Training & Adult Literacy Centre (CTALC)

CTALC was formed by CDSS and is being managed by Behbud Association Karachi Since November 2002. This centre aims to empower the community girls around the CDSS through acquiring technical/vocational skills. CDSS is responsible to run this centre besides providing building and equipment, while Behbud, with its vast experience in running women empowerment projects, provides expertise and management.

## SOS Technical Training Institute (CDSS Campus)

SOS Technical Training Institute is a joint venture of SOS Children's Villages of Sindh and INFAQ Foundation. INFAQ is responsible to bear the cost of building, equipment, furniture, fixtures and training aids for the Institute, while SOS Children's Villages of Sindh provides running expenses to manage the Institute as a social welfare project.

## Boys Hostel

KA has the facility of a full fledged hostel. The ORP students live in it throughout the academic session at no cost.

Additionally, the students appearing in Boards examinations are provided hostel facility for 4 months before the examination. This facility allows the students to prepare for the examination with concentration which is not available to them in their domestic environment. The hostel is closely supervised by wardens.



## Centre for Development of Social Services

A Project of INFAQ Foundation, founded by **Agha Hasan Abedi**, a well-known banker and philanthropist

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