

Early intervention center to identify and treat children with hearing impairment to enable the mainstreaming of these children.

To know more about them click [here](#).

PROBLEM

Montfort Care's vision is to enable all children with hearing loss to live to their full potential by making early detection of and intervention for hearing loss through conducting sensitisation and awareness activities, screenings and therapy. A timely intervention was what was needed for these children to prevent long-term or permanent hearing losses they may suffer. Lack of timely intervention for these children can lead to long-term or permanent hearing loss.

DIAGNOSIS

When we started the partnership with Montfort Care in 2018, the intervention was just an idea. They wanted to develop and strengthen the idea of their organisation and build their internal capacity to develop the systems and processes within the organisation. Through their programme, they wanted to reach about 1000 children by 2021. Hence, the following areas were diagnosed that we focused on in the three years of partnership to meet the above-desired goal:

- Designing a proven model of intervention that is ready to scale.
 - Creating a robust impact measurement system that provides insights into the success of the programme which can be communicated to external stakeholders.
 - Creating a diversified pipeline of funding sources that will allow to plan multi-year interventions and reduce the external risks to the programme operations.
- Developing the skills and knowledge of the leader to plan for the growth and sustainability of the organisation.

SOLUTION

To create a proven model of intervention for the organization that is ready to scale

- CARE Manual Approach Note
- Research Database (Outreach)
- Standard Operating Procedures (Awareness, Screening and Therapy Programme)
- Programme Design
- Programme Curriculum
- Child Safeguarding Policy

To create a robust impact measurement system for Montfort Care

- Theory of Change
- Logic Model
- Indicators
- Data Collection Audit
- Data Management System
- Data collection tools

To diversify the pipeline of funding sources for Montfort Care, which allowed the organization to plan multi-year interventions and reduce the external risks to the programme operations

- Website Content and Design
- Marketing Materials (One-pager, Brochure, Elevator Pitch, Logo, Annual Reports)
- Fundraising Plan
- Budget and Cashflow Tracker
- Reports Template
- Donor Engagement Tracker
- Four Fundraising Proposals
- Pitch Deck
- Branding and Design Training

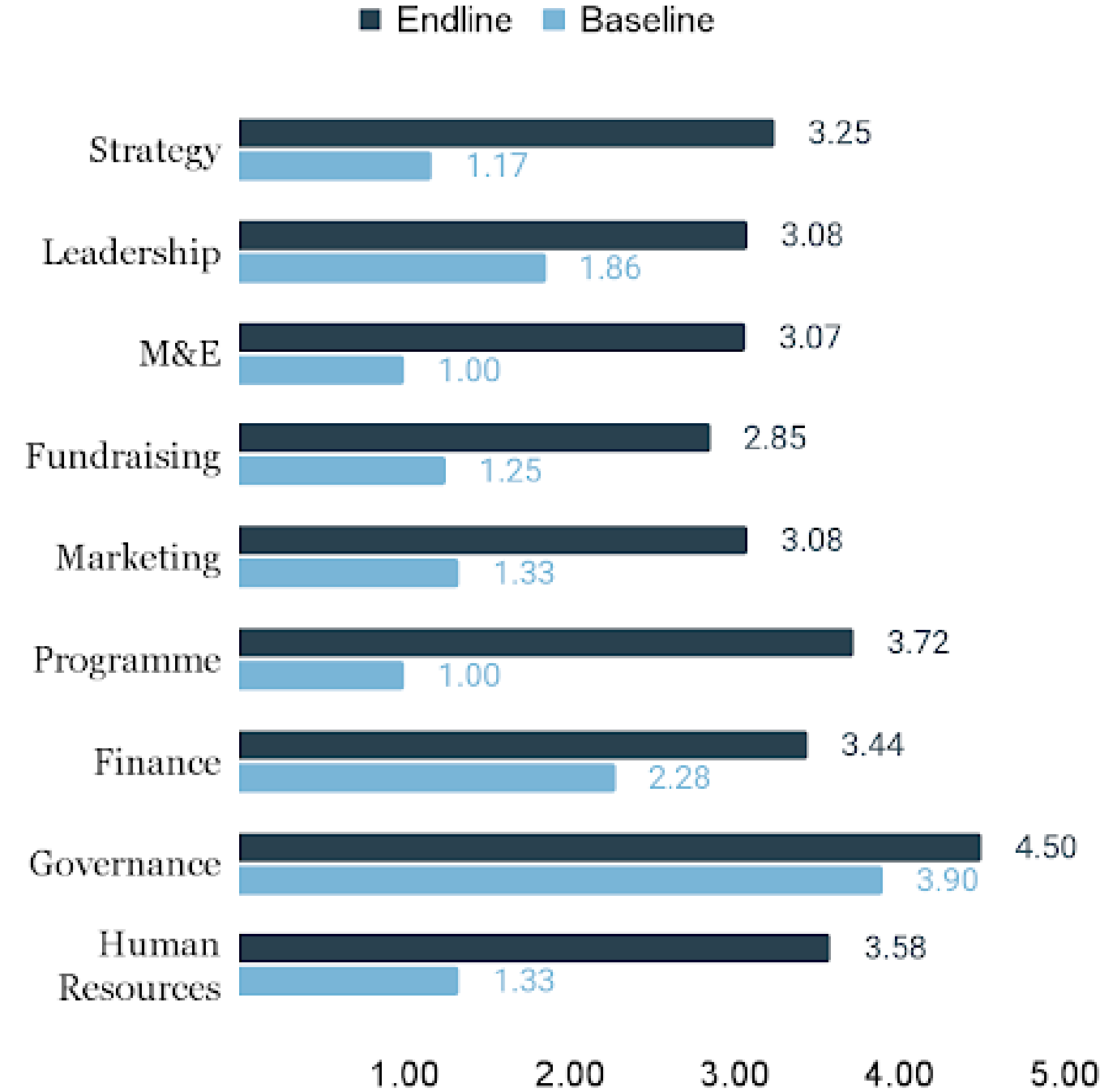
To develop the skills and knowledge of the leader to plan for the growth and sustainability

- Leadership skills audit
- Leadership Development Plan
- Leadership Coaching
- Strategy planning

MONTFORT CARE *Case Study*

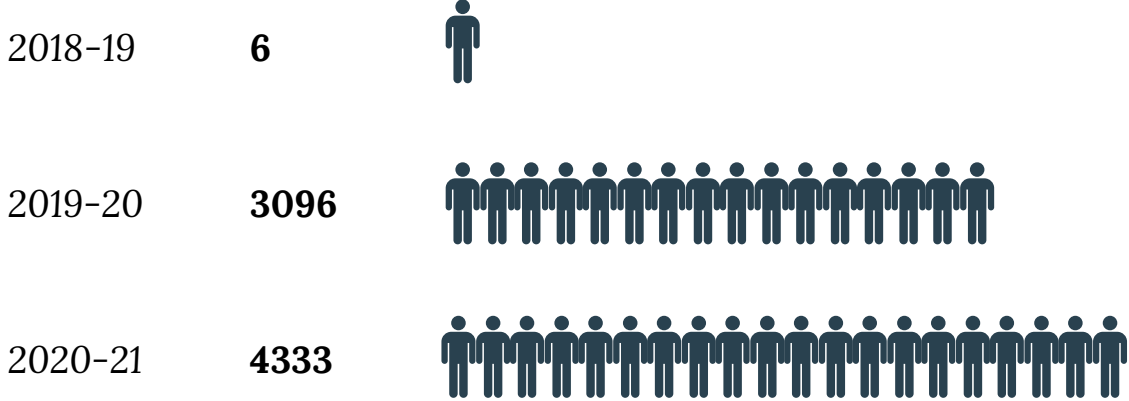
OUTCOMES

Montfort showed an **average growth of 1.72** across the 9 Organisational Development areas of the Life Stage Survey. Their absolute **endline LSS survey score was 3.40** (on a scale of 5)

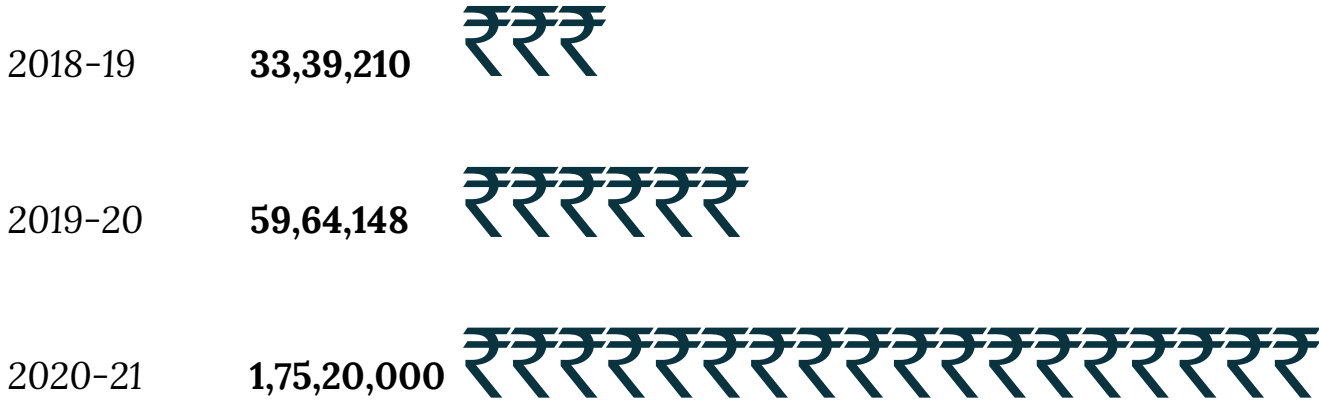


Montfort was able to scale up its stakeholder reach by **700x** (therapy by 7x), **budget by 5x and team by 7x**

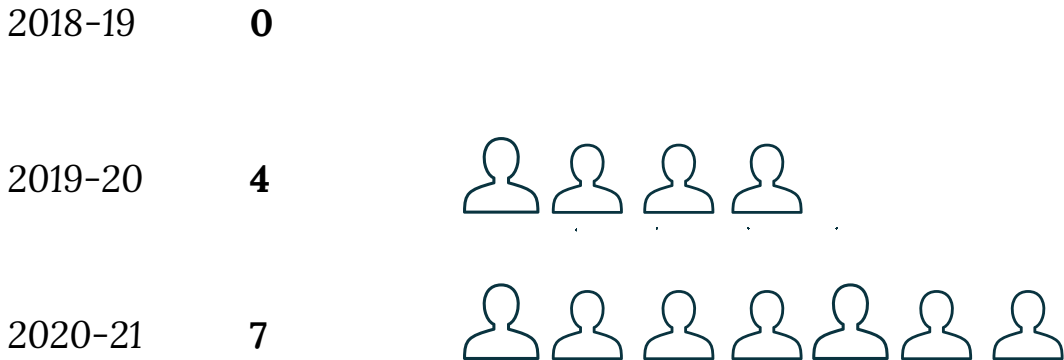
Stakeholders



Budget (INR)



Staff (excluding leadership)





“When I look back at the three years, Montfort Care only had its name whereas the idea behind it was fragmented and not properly articulated. We only had basic information on what kind of programme we wanted to launch. We also didn’t have a team. But yet, Atma came forward and partnered with us. This is not an exaggeration but I really feel that the kind of things we have done in the last three years, would take me ten years to do if Atma wasn’t there. Right from the beginning of the partnership, we had a five-year plan which was duly followed throughout our partnership tenure and we were able to achieve those goals in three years only.”

Brother Ranjit
Director, Montfort Care

