

MEMBER INDUCTION MANUAL

WHO WE ARE

About

Sristi Foundation was named after a Sanskrit word which means **creation**. Indeed, we want to create a world for those who are marginalised and people with intellectual and developmental disability, a world which they could call their own, and where everyone would be treated with equal respect.

To achieve this goal, we bought 8.39 acres of land in Thazhuthali Village (30 km from Pondicherry). There we started to establish our Sristi Village a self-sustaining and eco-friendly community (still upon completion) with our first members who already live, learn and work on the land. Through these two years experience, we realised that they had the chance to transform their lives. Besides, facts and figures reveal that in India, a large majority of people with intellectual disabilities live in rural area and do not benefit from any adequate training opportunity. This whole set of information and our own experience inspired us to launch and continue our activities.

Vision

An inclusive society where children and people with intellectual and developmental disabilities are respected, valued and have choices to lead an holistic and dignified life together. Sristi Foundation believes in an inclusive and eco-responsible world, where everyone would be given the opportunity to reach his full potential regardless of disability, race, gender, etc.

Mission

To enable persons with disability and other marginalised groups to live as independently and as fully as possible through economic and social empowerment.

Scope

The target group consists of people who are intellectually disabled and who belong to marginalised groups.

Why Sristi?

If you dream of a world where every single person regardless of their disability is treated with respect and given every single opportunity to prove themselves and create a place where they can sustain using their own abilities, if you want to create such world of equality and compassion, if you believe in what we believe, then Sristi is the place for you. Here we create such world with creators like you.

Sristi's Core Values

- ✓ Inclusive Community: The community which consists of people from different backgrounds, some of them having some kind of disability and some of them without any disability, all live in a place helping each other in day to day works, surviving, progressing, learning and growing in to better humans.
- ✓ Eco-friendly: The place which doesn't affect the mother nature and help the earth to survive.
- ✓ Self Sustainability: The organisation which is marching towards self sustainability where it can survive on its own by producing and creating all its basic needs.

We believe,

- (i) Every single person has got their own ability and has at-least one skill which when worked upon can create wonders.
- (ii) Every single person regardless of their disabilities should be given a role and should be treated with respect.

WHAT WE EXPECT

For Induction

All the community members who are invited to stay in the village as a community should meet certain considerations. This is because we want to provide a place for the people who are in real need.

- Not just orphans or abandoned, every single person who is in real need are invited to stay in the village. But always the first preference goes to the intellectually disabled and people having developmental disability because the village is primarily created for them, all others stay with them to support them and help them.
- People at Sristi should feel they really need care and attention, so that they can be invited to stay with the community.
- People who are invited to stay as a community member must have a minimum age of 16.

Final decision would stay with the board members of Sristi whether to accept a person to stay with them or not.

Required Documents

- All medical documents related to health of the member who is going to be inducted.
- Disability certificate given by the Government
- Any proof like Ration card or Aadhar card or any similar document.
- Any reference letter from any reputed person.

Points to be noted

- If a person has some allergy or needs special medication, it should be informed to the management beforehand, so that we can take care of that person in the right manner.
- Periodical get together happens for parents or guardians with the management, their children and other community members. All parents or guardians should attend all these meetings.
- Certain important events happen in Sristi Village which should be attended by parents or guardians. They will be informed beforehand regarding these events.
- If they can, we encourage contribution from their side for community members during the training period. Not a compulsion but a request.

WHAT YOU CAN EXPECT

After Induction

All new community members after induction will go through a 10 days observation period during which they will be allowed to understand the premises and other community members. They also will be made comfortable for a good stay and they can decide whether they want to stay or not after that period. During this period all the other community members are also allowed to think whether they want the new person to be a part of their family or not.

This will help everyone become comfortable with each other and also this will avoid all the unnecessary conflicts and this will also help us to run village as a family thus making the family members decide whether they need the new one to be a part of their family or not thus giving them enough responsibility.

This observation period may increase depending on the person and on the approval of other community members.

Training Period

There will be three years training period which is mainly based on farming. Our main training is farm related training but depending on member's interest we may also train them in other additional tasks.

We also give training related to all day to day activities to all our community members.

This training may increase depending on that particular community member.

After Training

After training they may choose to work outside and Sristi will help them find a suitable job.

They also can choose to stay as a permanent member in special cases and help people in farm. They'll be given all the facilities they need.

Decision of making a community member a permanent resident completely stays with the Sristi Management.