



Internship Report on-

**“Fundraising and Partnership Development for
Disability Inclusion: A Case Study on Nohor
Foundation”**

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This Report is submitted to the Requirement for the Degree of BBA in Management

Submission Date: 20th December 2025

Internship Report on-

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Disability Inclusion: A Case Study on Nohor
Foundation”

Letter of Transmittal

To

Ms. Jasia Mustafa

Senior Lecturer

Department of Management

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Daffodil Smart City, Birulia, Savar, Dhaka, Bangladesh

Subject: Submission of Internship Report

Dear Madam,

With sincere respect, I am pleased to submit my internship report titled “**Fundraising and Partnership Development for Disability Inclusion: A Case Study on Nohor Foundation.**”

This report has been prepared as a partial fulfillment of the requirements for the Bachelor of Business Administration (BBA) program at Daffodil International University.

The report is based on my internship experience at Nohor Foundation, where I worked with the Resource Mobilization & Communication unit. Throughout this period I gained practical insight into nonprofit fundraising, donor communication, partnership development and the broader realities of disability inclusion in Bangladesh. I have tried my best to present these experiences thoughtfully and to connect them with relevant theoretical concepts learned during my academic studies.

I would like to express my heartfelt gratitude to you for your continuous guidance, thoughtful feedback and kind support during the preparation of this report. Your encouragement has been truly motivating and helped me complete this work with confidence.

I respectfully submit this report for your kind evaluation. Should you require any further information or clarification I will be glad to provide it.

Thank you very much for your valuable time and consideration.

Yours sincerely,



Asifur Rahman Talukder

ID: 221-52-037

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Department of Management

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Certificate of Supervisor

This is to certify that the internship report titled
“Fundraising and Partnership Development for Disability Inclusion: A Case Study on Nohor Foundation”
has been prepared and submitted by **Asifur Rahman Talukder**, ID: **221-52-037**, Batch: **07**,
Department of Management, Faculty of Business and Entrepreneurship, Daffodil International
University.

I hereby confirm that the report is the student’s original work and has been completed under
my supervision as part of the requirements for the Bachelor of Business Administration (BBA)
degree. Throughout the internship period and the preparation of the report, the student has
shown sincere effort, professionalism and a genuine willingness to learn.

To the best of my knowledge, the report meets the required academic standards and is suitable
for submission to the Department of Management for evaluation.

I wish him every success in his academic and professional journey.



Ms. Jasia Mustafa
Senior Lecturer
Department of Management
Faculty of Business and Entrepreneurship
Daffodil International University

Date: 20th December 2025

Acknowledgement

At the very beginning, I would like to express my deepest gratitude to Almighty Allah for giving me the strength, patience and good health to complete my internship and this report successfully.

I would like to extend my heartfelt thanks to my university internship supervisor, **Ms. Jasia Mustafa**, for her continuous support, thoughtful guidance, and encouragement throughout this journey. Her advice helped me think more critically and present my experiences in a structured and meaningful way.

I am also sincerely grateful to the respected Professor **Md. Abul Hossain, PhD**, Head of the Department of Management at Daffodil International University, for creating an environment that encourages learning, field experience and professional growth. His leadership and academic standards motivated me to work with dedication and sincerity during the entire internship period.

My special appreciation goes to **Nohor Foundation** for giving me the opportunity to work in an organization devoted to disability inclusion. I would like to express my deepest thanks to my organizational supervisor, **Mr. Farid Uddin Khan**, from the Resource Mobilization & Communication Department. His mentorship, patience, and willingness to guide me through practical tasks made my internship truly enriching. I also want to acknowledge the support of my colleagues at Nohor Foundation who made my experience memorable and meaningful. Their kindness, teamwork and constant encouragement helped me adapt quickly and feel confident while handling different responsibilities. Working alongside them taught me valuable lessons about professionalism, empathy and collaboration. Lastly, I would like to thank my family, friends and classmates for their constant motivation and emotional support. Their encouragement played an important role in helping me stay focused and complete this report with confidence.

Without the guidance and support of all these individuals, completing this internship and report would not have been possible.



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Declaration

I hereby declare that the internship report titled “**Fundraising and Partnership Development for Disability Inclusion: A Case Study on Nohor Foundation**” has been prepared as part of the requirements for the Bachelor program at **Daffodil International University**.

This report is based entirely on my own work, observations and experiences gathered during my internship at **Nohor Foundation**. No part of this report has been copied or submitted, either wholly or partially, for any academic or professional purpose elsewhere.

I confirm that all information presented in this report is true to the best of my knowledge and any materials or data collected from external sources have been properly acknowledged. I take full responsibility for the content of this report.



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Abstract

This internship report explores the fundraising and partnership development practices of **Nohor Foundation** a nonprofit organization dedicated to promoting disability inclusion in Bangladesh. The study examines how the organization mobilizes resources, engages donors and collaborates with institutional partners to create training, employment and empowerment opportunities for persons with disabilities. Drawing on firsthand experiences from the Resource Mobilization & Communication unit, the report provides insight into proposal drafting, donor communication, CSR outreach and partnership documentation.

The study adopts a qualitative, descriptive approach, using observations, internship activities, meetings and organizational documents as primary sources of information. Key findings indicate that while Nohor Foundation has a clear mission and strong programmatic focus it faces several operational challenges, including limited staffing, inconsistent digital visibility and the absence of a structured donor management system. At the same time, significant opportunities exist in the growing CSR landscape, increasing public awareness of disability rights and expanding demand for digital skills.

Based on these findings the report offers recommendations to strengthen donor engagement, enhance digital communication, improve partnership management and develop internal systems for monitoring and reporting impact. Overall, the internship experience provided valuable exposure to nonprofit operations and highlighted the importance of strategic fundraising and collaborative partnerships in advancing disability inclusion.

Acronyms

ADB	Asian Development Bank
CDD	Center for Disability in Development
CRM	Customer / Constituent Relationship Management
CRPD	Convention on the Rights of Persons with Disabilities
CSR	Corporate Social Responsibility
MoU / MoUs	Memorandum of Understanding
NGO	Non-Governmental Organization
OECD	Organisation for Economic Co-operation and Development

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Chapter 1: Introduction

1.1 Background of the Study

The success of nonprofit organizations that operate in the sphere of disability inclusion depends on their capacity to attract financial resources and develop meaningful collaborations. NGOs that are disability oriented usually work in a challenging environment in Bangladesh where people are not well informed about disability and funds are competent. It has been found that strategic donor engagement and institutional collaborations are key to the long-term organizational sustainability of the nonprofit sector (Lewis 2017). On the same note, disability organizations have to negotiate structural obstacles, stigmatization and lack of resources in the society as they come up with programs that facilitate empowerment and participation (World Health Organization 2011). In this framework, efficient fundraising and collaboration building will be needed not just to sustain the current services but also to increase access to training and job opportunities and longer-term support of people with disabilities (Asian Development Bank 2020).

One of such organizations is Nohor Foundation that strives to build a more inclusive community by providing digital abilities training, open learning spaces, mentorship and employment opportunities to persons with disabilities. The knowledge of the manner in which Nohor organizes resources, involves stakeholders, and fosters partnerships is a valuable insight into the realities of the business of nonprofit operation in Bangladesh. This paper was a result of my internship experience in the organization where I was able to see the actual operations of the organization in terms of donor contact, proposal writing, outreach and partnership coordination. The report tries to relate these first hand experiences with general development principles in order to analyze the role played by mobilization of resources in inclusion of disability.

1.2 Objective of the Study

The reason why this research has been carried out is to learn the role that fundraising and partnership development play in the mission of Nohor Foundation. Nohor is a nonprofit organization that is long term empowering persons with disabilities, thereby relying on effective communication, good partnerships and constant mobilization of resources. The research questions of this paper are aimed at analyzing these spheres with the help of integrating theoretical knowledge and practical experience obtained during the internship.

1.2.1 Broad Objective

The general aim of the research is to learn how Nohor Foundation conducts its fundraising and collaboration development to promote disability inclusion and organizational sustainability.

1.2.2 Specific Objectives

To investigate the ways Nohor Foundation looks at the donors, corporate partners, and supporting institutions

This goal is aimed at learning the communication style of the organization, the approaches to reaching it and how it explains its mission to the potential donors and partners.

To examine the fundraising and communication approaches applied by the organization

This involves analyzing the way Nohor has been communicating with donors, following up, developing proposals and telling stories to gain trust and show impact.

To realize how internship activities play the role of mobilizing resources and building partnerships

This goal links activities like proposal writing, CSR research, outreach and documentation of partnerships to the general process of fundraising and partnership development.

These objectives give the study a clear direction and explain the functioning of fundraising and partnership development in a nonprofit organization that is focused on disability inclusion. They also associate practical internship experiences with more general nonprofit management concepts.

1.3 Methodology of the Study

The research relies on a qualitative, descriptive research approach which is based on my internship experience in Nohor Foundation. As the aim of the report is to explain the way fundraising and partnership development occur in a nonprofit setting, a qualitative approach was the most suitable. It enabled me to concentrate on actual activities, interactions and observations as opposed to numbers or structured surveys.

The data employed in this report was gathered through two primary sources of information, which include **primary data** and **secondary data**.

1.3.1 Primary data

The primary data that was used in this study was gathered during my internship period in the Resource Mobilization and Communication Department of Nohor Foundation where I was mainly involved in the department. As I was actively involved in daily processes, I could acquire the practical knowledge and experience the working process of fundraising and developing partnerships in a nonprofit organization. These life experiences were the primary background of the research and the means of relating theoretical concepts to practice.

Everyday Activities and Work Practice.

The information was gathered by my routine activity at the internship, including writing donor emails, helping with the proposal preparation, updating outreach materials and arranging documents related to partnership. These activities offered first hand practical experience of fundraising and communication work.

Meetings with Supervisors and Team Members.

Regular discussions with my supervisor and colleagues were also used to collect information. The discussions made me learn about the organizational strategies, decision-making processes and strategies of dealing with donors and partners.

Meeting and Internal Workflow Observation.

Direct observation in internal meetings and relations with the external partners was another significant source of data. The experience of the meetings and the organization of internal processes was a great insight into the operations of fundraising and the creation of partnerships.

The real life experience of working with team members on a daily basis and the solid observation of the day-to-day activities of fundraising and partnership development at Nohor Foundation gave a clear and realistic picture of the operation of the organization. These personal experiences were important in the analysis and findings of this report.

1.3.2 Secondary Data

This study, in addition to the primary data that was gathered during the internship, also utilized a number of secondary data. These resources contributed to the background information and a better idea of how Nohor Foundation strategizes its activities, how it communicates with its stakeholders and how it handles partnerships. The practical findings were backed by the secondary data which presented the formal and documented aspect of organizational activities.

Key Secondary Data Sources

Organizational Documents

Program descriptions, internal guidelines and planning notes were consulted to know the objectives of the organization, activities and approach to disability inclusion.

Sample Proposals and MoUs

Past suggestions and draft Memorandums of Understanding were reviewed to learn about professional formats, language style and how partnerships are formally recorded

CSR Information from External Companies

CSR reports, company Web sites and sustainability reports that were publicly available were examined to find possible partners and their social priorities.

Communication Materials

The posts in social media, outreach messages and campaign materials were examined to comprehend the communication style and the way Nohor Foundation represented itself to the public.

These secondary sources were significant background information that was used to complement the primary data. They assisted one another in providing a more comprehensive and balanced picture of fundraising and partnership development at Nohor Foundation.

1.4 Scope of the Study

This research paper will focus on the perception of the role of fundraising and partnership development in Nohor Foundation, especially the activity performed in the department of Resource Mobilization and Communication. Given that the internship put me in the heart of this unit, the report is centered on the activities, interactions and responsibilities I was engaged in as opposed to the whole organizational structure.

This paper will discuss some of the critical areas such as donor communication, proposal writing, partnership outreach and internal operations that facilitate these operations. It also addresses the way in which communication materials are prepared, the way in which meetings with corporate and institutional partners are organized and how the organization maintains relationships with the stakeholders. The report explains the activities that I was involved in, and the experience that I gained by watching how the team operates on a daily basis.

This is not the focus of the scope of financial auditing, a complete organisational assessment or a long-term program impact assessment, since these were not part of my assigned duties and were not accessible to me as an intern. Rather, it focuses on the practical experiences and knowledge acquired in the course of the internship period that provides a clear and narrowed perception of how resource mobilization helps to include disability in the organization.

1.5 Limitation of the Study

Despite the fact that this research has offered a good understanding of the mechanics of fundraising and partnership development in a nonprofit setting, there were various constraints that influenced the kind of observations and records that I could make. Such constraints are inherent to an internship-based research, but they should be mentioned to represent a clear picture of the scope of the study.

Limited access to internal documents: I as an intern was not allowed to access some sensitive documents like historical databases of donors, internal reports and long-term funding records. These reports would have provided a more in-depth insight into the behavior and trend of partnerships with donors over the years but the access limitations ensured that I only saw the resources that were pertinent to my assigned work.

Partnership confidentiality: There were numerous talks with corporate partners that contained confidential information that was not disclosed to interns in their entirety. Despite being able to see the overall patterns of communication and negotiation tactics, I did not get a chance to see the full logic of the decision, financial commitments or internal reviews. This restricted my study of partnership strategies in a more in-depth way.

Little internship time: Fundraising and CSR relationships take months of planning, communication and follow-up before they can arrive at a final consensus. Since my internship experience only spanned a part of these processes, I did not get to experience a complete

fundraising or partnership cycle. Consequently, my interpretation is founded on the aspects of the process that I saw, as opposed to the whole series of actions.

Relying on qualitative observations: The research is based primarily on day-to-day experiences, discussions and practical tasks as opposed to financial records or quantitative performance indicators. I did not have access to such kinds of numerical assessments, so the report is more on the descriptive information rather than analysis.

Through these limitations, the experience was a valuable and realistic experience of the nonprofit work. The lessons learned in the course of qualitative provided a great perspective of the challenges, strategies and communication practices that influence fundraising and partnership development in Nohor Foundation. The restrictions are only a natural reflection of the boundaries of an internship setting rather than an inability of the study to be in depth or committed.

Chapter 2: Organizational Overview

2.1 Introduction

Nohor foundation is a non profit making organization that aims at empowering the disabled in society by developing their skills, creating awareness and securing employment. Being an emerging organization in the development industry, it has aligned itself with a clear focus on the principles of inclusion and equal opportunity that are in line with the global disability rights frameworks that focus on participation and accessibility (United Nations 2006). The foundation works on the philosophy that meaningful change is initiated by access access to education, training, supportive networks and community resources that help individuals develop confidence and seek independence, which is in line with the models of empowerment based development (Heinsohn 2005)

Throughout the years Nohor has increased its operations by involving itself with a broad spectrum of partners such as corporate partners, universities, hotels and community institutions. Alliances are important in helping the disability organizations to offer programs more effectively and access populations that tend to be left out of the usual opportunities (OECD (Organisation for Economic Co-operation and Development) 2019). Through practical training, mentorship and advocacy, Nohor Foundation is working to establish lasting opportunities that would enable persons with disabilities to engage more in the society in terms of international best practices of inclusive development (World Bank, 2021). (World Bank 2021)

The chapter gives a brief history of the organization, its values, areas of programs, internal structure and strategic position. The knowledge of these factors provides a basis of examining the role of fundraising and partner building activities in the mission of Nohor to include people with disabilities.

2.2 Background

The creation of meaningful opportunities to persons with disabilities who are usually hindered in education, employment, and other aspects of everyday life in the society is the clear and heartfelt purpose of Nohor Foundation. Social stigma, scarcity of resources and unavailable training facilities render many people with disabilities to find the most basic support systems in Bangladesh. Being aware of these historical obstacles, Nohor Foundation decided to create a platform in which people would not only acquire the necessary skills but also feel confident and see the future that would not be defined by the lack of control.

The concept of Nohor was formed based on the fact that the traditional charity models could not be sufficient to cause the long-term change. The disabled required more than temporary help which they needed organized channels to employment, long term mentoring and conditions that do not undermine their capabilities. Having this knowledge, Nohor started providing digital skill training programs to open the gate to new employment. With time, the organization has increased its interest to encompass awareness campaigns, institutional partnerships and advocacy campaigns to alter the attitude toward disability inclusion.

Despite its immature state, Nohor Foundation has gained credibility due to its accessibility and empowerment principles. Through its partnership with corporate sponsors, universities, hotels and community organizations, it has developed a system of support that reinforces its programs as well as expanding its reach. The long-term mission of the foundation is to enable thousands of people to be financially independent by equipping them not only with skills but also with the confidence and support they require to overcome all the challenges in the real world.

Through this, Nohor Foundation keeps expanding as an organization that is based on empathy, practical solutions and a firm belief in the potential of every individual, whether he or she is physically or cognitively challenged.

2.3 Mission, Vision and Core Values

It is necessary to know the mission, vision and core values of Nohor Foundation to realize the intentions that shape its work. These aspects are indicative of the long-term goals of the organization and the values that influence its day-to-day activities. Despite the fact that Nohor is still a developing nonprofit, its operations clearly show an interest in creating an inclusive society in which people with disabilities will be able to learn, work and live with dignity.

Mission

To enable the persons with disabilities through the avenues of accessible learning, digital skills, mentorship and employment opportunities. Nohor strives to assist people to step to the path of financial independence by providing them with the tools they require to engage in the contemporary society with confidence.

Vision

To establish a society where the disabled have a level playing field, have less obstacles and can be identified by their capabilities and not their weaknesses. Nohor sees a future in which all people have opportunity to realize their potential and live a happy life.

Core Values

Inclusivity: Assuring the accessibility and friendliness of all training programs, communication materials and working conditions to participants with various needs.

Empowerment: To aid trainees to gain self-confidence, practical skills and become self-reliant in the long term instead of depending on temporary help.

Collaboration: This is collaboration with institutions, companies and communities to develop broader networks of support to persons with disabilities.

Transparency: Be truthful and transparent in its communication, keep records of its operations and be accountable in its fundraising operations.

Respect: It is the appreciation of the dignity of each person and the individual strengths and talents that each person contributes to the learning process.

Combined, these values inform the practice of disability inclusion at Nohor Foundation and maintain a sense of purpose and long-term impact in its work.

2.4 Programmatic Portfolio

The programmatic activity of Nohor Foundation is based on the concept of long-term empowerment of people with disabilities. The organization does not provide quick fixes but instead engages in capacity building, confidence and opportunity building so that people can make significant strides towards independence. This strategy is consistent with the development models that have been used in the world that are focused on capacity-building and participation of the marginalized groups (Sen, 1999) (Sen 1999). All the programs have been designed to counter the obstacles that people with disabilities usually encounter, be it in education, employment or social participation. These efforts combine to create a comprehensive portfolio of the vision of the organization towards inclusion and equal opportunity.

Digital Skills Training: The digital training program is one of the main programs of Nohor. The fields that are presented to the participants include web development, graphic design, digital marketing, basic computer literacy and other technology-based skills. The courses are also meant to match the prevailing market needs and provide the participants with an avenue of employment which in many cases can be done at home which is a great benefit to many persons with disabilities. The training sessions are held in a friendly, open atmosphere whereby the learners are free to work at their own pace and have a one on one guidance.

Internship and Job Placement Support: Nohor also understands that development of skills is not sufficient and therefore, it also strives to provide real job opportunities to its trainees. The organization collaborates with hotels, corporate institutions, universities and community organizations to provide internships and job placements. In this program, participants are assisted in preparing interviews, adjusting to workplaces and constant communication to make them feel that they are supported in their transition into professional life.

Awareness Workshops: Social attitudes may also be a major obstacle to inclusion of disability. In order to counter this Nohor holds awareness programs targeted at schools, colleges, individual companies and community organizations. These meetings are dedicated to disability rights, inclusive practice and the value of accessible environments. The aim is to build a more enlightened and understanding society that knows the ability of people with disabilities and allows them to be part of every aspect of life.

Partnership Development and Collaborative Programs: Partnerships are a necessary aspect of the Nohor programmatic model. With the help of corporate organizations, educational establishments, and hospitality industries, Nohor can increase its scope and enhance the opportunities of its trainees. Such alliances allow collective training, campaigning, sharing resources and employment opportunities. A lot of the most influential projects of Nohor are the outcomes of such partnership relations.

Mentorship and Counseling: Nohor also lays a lot of emphasis on personal development in addition to technical skills. Mentors and counselors offer personal assistance to the trainees

teaching them to be confident, to get rid of doubts and to be focused on their goals. This advice is particularly significant to those who might have been discouraged or had fewer opportunities previously. The mentorship program also makes the learners feel that they are supported not only academically but also emotionally.

It is through these interrelated programs that Nohor Foundation aims at establishing a supportive ecosystem in which persons with disabilities can study, develop and get into meaningful employment and social engagement.

2.5 Organizational Structure

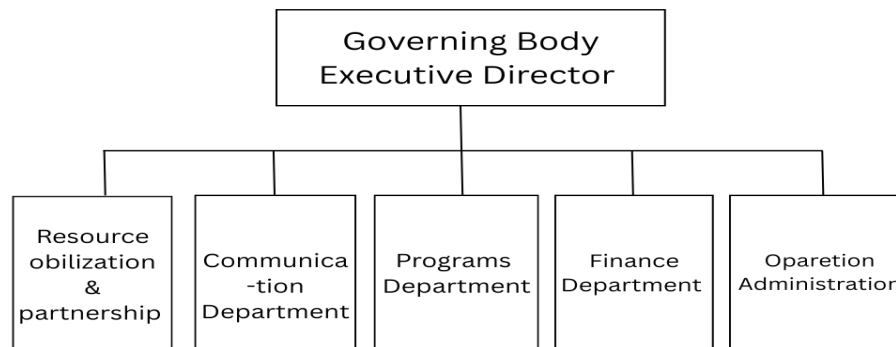


Figure 1 Organizational Structure

Nohor Foundation has a collaborative structure that enables its programs and activities to operate with relative ease despite having a relatively small team. Despite the fact that the organization is still in its inception stage, it has developed a framework that clearly allocates duties to various units as well as promoting coordination among the employees. This organization assists in making sure that training programs, fundraising work, communication work and operational work all proceed in a structured and efficient manner.

The most important element of the Nohor structure is the realization that disability inclusion cannot be achieved merely through training since it necessitates a mixture of resource mobilization, effective communication, good partnerships and well-programmed delivery. All the units are interconnected with frequent communication and planning, though each department plays a particular role in this mission.

Key Organizational Units

Resource Mobilization & Partnerships: This department is at the center of the operation in order to maintain the operations of the organization. It has the mandate of reaching out to prospective donors, building CSR-oriented partnerships, preparing proposals, keeping in touch with partners and seeking new sources of assistance. The team collaborates with corporate bodies, higher learning institutions and community organizations in a bid to attract resources

that enable the Nohor programs to expand. Here, most of my duties were anchored during my internship and this provided me with a close understanding of the importance of this department in ensuring the stability of the organization.

Communication: The Communication unit is in charge of branding, digital content, social media interaction, publications, and outreach to the general population. This team is dedicated to the narration of the stories of the organization its trainees, achievements, events and impact. Any nonprofit needs a powerful communication initiative, which will serve to create trust and attract donors and keep the population in the know. The communication team at Nohor is thus instrumental in creating awareness about the inclusion of the disabled and a good image of the organization.

Programs Department: This is the department which is directly involved in designing and offering training sessions, workshops, mentorship programs and support services to persons with disabilities. The Programs team collaborates with the trainers, mentors and external facilitators to make sure that the activities are in line with the needs of the participants. They also liaise with partners whose offer training facilities or jobs. This department is the working core of the mission of Nohor because of their practical interaction with learners.

Finance Department: The Finance department keeps track of the budgeting of the organization, accounting, expenses, and financial accountability. They make sure that the money is used wisely, and all the financial records are correct and the contributions of the donors are registered and used in a transparent manner. To a nonprofit that depends on external donations and partnerships, a strict financial team is crucial in the development of credibility and accountability.

Operations and Administration: This department deals with logistics, scheduling, documentation assistance, facility management and day to day administration. They make sure that the training processes are organized, meetings are arranged and the internal coordination is effective. They may be working in the background but their work is vital to the overall functionality of the organization.

Combined with these departments is a framework that enables Nohor Foundation to operate efficiently at the same time remain focused on its mission of empowering persons with disabilities. The collaborative structure of the organization despite having a small team ensures that there is a sense of purpose, coordination and clarity in all the activities of the organization.

2.6 SWOT Analysis

A SWOT analysis would be useful in giving a more accurate picture of the strategic position of Nohor Foundation as a relatively new organization in the disability inclusion industry. It is possible to determine where the organization is strong and where some further improvements are necessary by determining its strengths, weaknesses, opportunities and threats. I have made this analysis based on what I have seen during the internship, my secondary data and communication with team members.

Strengths: The transparency and honesty of the mission of Nohor Foundation can be identified as one of its strongest points. The organization is established based on a true dedication to empowering people with disabilities and this mission is in line with much of the CSR priorities in Bangladesh. The goals of Nohor are easily comprehended and identified by corporate partners, academic institutions, and community groups and contribute to building trust and creating meaningful collaborations.

The other strength is the fact that the foundation is increasingly gaining reputation in offering digital skills training that is practical and relevant to the current trends in job market. This emphasis on employability is what makes Nohor one of the most notable nonprofits, which provide more general types of assistance. Although the organization is still in the process of development, its programs show a contemporary and solution-based approach which is attractive to partners who want to produce a tangible change.

Weaknesses: Nohor has a number of internal challenges in spite of its potential. Lack of a well-organized donor management system is one of its weaknesses. In the absence of a centralized system to monitor the interactions with donors, follow-ups, and communication history, it will be hard to keep long-term relationships or to coordinate multiple outreach activities simultaneously.

Moreover, the organization has a relatively small team to work with, and it tends to have staff members perform multiple tasks simultaneously. This may delay the process and restrain the capacity of the organization to develop its programs or have bigger collaborations. The other issue is the inconsistent digital presence. Despite the fact that Nohor creates significant work, it is not always translated into the regular updates of the content and effective online storytelling, which restricts the possibility to approach potential donors and create awareness.

Opportunities: Nohor Foundation can develop greatly, in particular, with the growth of interest in disability inclusion in Bangladesh. The need to embrace diversity, accessibility and socially responsible employment practices is being appreciated by more companies. This change opens new opportunities of partnership, CSR investments and joint programs that assist persons with disabilities.

The rising need of digital skills in industries is also a favorable positioning factor of Nohor. With the employers in need of people with technology-related skills, the training programs provided by Nohor will receive even more attention and support. Collaboration with universities, hospitality industries and corporate entities is another chance to conduct joint workshops, training facilities and employment placement programs.

Threats: Nohor operates in a competitive environment similar to other nonprofits where there are several organizations that are competing over the same CSR funds and donor attention. The larger network and visibility of established nonprofits can at times to the detriment of smaller organizations which could equally be effective.

There is also the threat of economic uncertainty. In times of financial decline, companies can change or decrease their CSR budgets, which makes it difficult to have nonprofits to guarantee long-term commitments. Moreover, social misconceptions regarding disability can also be

persistent, which may restrict the employment opportunities of the trainees even in the cases when they are very skilled. Such social obstacles may delay the inclusion-based initiatives.

All in all, this SWOT analysis shows the potential and the current challenges of Nohor Foundation. The organization can keep developing and consolidate its position in promoting disability inclusion in Bangladesh by leveraging on its strengths and addressing its areas of improvement.

Chapter 3: Theoretical Aspects of Fundraising and Partnerships Development

3.1 Introduction

Fundraising and partnership development play a very important role in the sustainability and effectiveness of nonprofit organizations. For organizations working in social development and inclusion, financial support and collaborative relationships are not only needed for daily operations but are also key to ensuring long-term impact. A clear understanding of the theoretical aspects of fundraising and partnerships helps explain how nonprofits raise funds, build trust and maintain strong relationships with donors and other stakeholders.

In the case of Nohor Foundation fundraising and partnership development are closely linked to its mission of empowering persons with disabilities. The organization depends on donor contributions, corporate social responsibility (CSR) support and institutional partnerships to carry out its training programs, mentorship activities and employment support initiatives. These efforts are influenced by concepts such as resource mobilization, stakeholder involvement and collaborative development, which guide how the organization approaches fundraising and partnerships.

This chapter focuses on the theoretical foundations of fundraising and partnership development as they relate to Nohor Foundation. It discusses how fundraising ideas have evolved over time the key theories that shape donor engagement, different partnership models used by nonprofit organizations and the regulatory environment for fundraising in Bangladesh. By connecting theory with practical experience, this chapter helps explain how the fundraising and partnership activities observed during the internship align with broader nonprofit management principles.

3.2 Concept and Evolution of Fundraising and Partnership Development

Nonprofit organizations have evolved with regards to fundraising. Previously, it primarily involved gathering donations but it is now a more planned and relationship process. The contemporary fundraising also attaches significance to the establishment of long-term relationships with the donors, establishing mutual trust and making sure that both the organization and the donor have similar values and aims. Similarly, partnership development has also gone past the short-term sponsorships. It is now concerned with developing partnership relations whereby various stakeholders cooperate to accomplish similar social goals.

In the case of such organizations as Nohor Foundation, fundraising and partnership development are not two different activities. Financial sustainability of the organization will rely not just on the ability to receive funds but also on the ability to have good and sustainable relations with donors, corporate social responsibility (CSR) partners, educational institutions and community organizations. Through these relationships, the organization can be assured of constant support and enable it to plan and execute its programs in a better manner.

3.2.1 Evolution of Fundraising Concepts

Previously the main activities in fundraising were the gathering of a one time donation or the issuance of a charity based appeal. Nonprofit strategies of the modern world, however, put a greater emphasis on relationship based fundraising, in which donors are considered long term partners and not short term contributors. According to researchers, a successful fundraising process should rely on effective communication, transparency in how the funds are used, accountability, and frequent reporting on the impact. These factors contribute to developing trust and make donors willing to contribute to an organization in the long run.

The fundraising practices of Nohor Foundation are in line with this current trend. The organization does not rely on one time donations but prepares well structured proposals and keeps in constant contact with the donors as well as following up on discussions and matching its programs with the priorities of corporate social responsibility (CSR). The strategy assists in forming long term relationships and makes its activities more sustainable.

3.2.2 Growth of Partnership-Based Development

Development of partnership has emerged as a significant approach to social development work. In the present days nonprofit organizations are increasingly collaborating with corporate organizations, universities and other institutions to access financial resources, technical knowledge and expanded networks. This strategy acknowledges that multifaceted social issues, like inclusion of disabled people, cannot be efficiently tackled by an individual organization acting alone.

Nohor Foundation is no exception and adopts this partnership-based strategy by actively working with hotels, universities and corporate CSR teams. The organization can use these partnerships to increase its training services, establish jobs and reinforce the support networks of persons with disabilities. Such alliances enable Nohor to amplify its influence as it shares the burden with other stakeholders, who are interested in an inclusive development.

3.3 Theoretical Framework of Fundraising and Partnerships

Some theories can be used to understand the way fundraising and partnership development operates in nonprofit organizations.

3.3.1 Resource Mobilization Theory

According to resource mobilization theory, social organizations are successful in their achievement based on their capacity to obtain and utilize resources efficiently. The resources involve not only financial resources, but also skills, networks and institutional resources. The proposal writing, CSR outreach and donor communication of Nohor is in line with this theory because it is actively mobilizing resources to support its programs.

3.3.2 Stakeholder Theory

The stakeholder theory underlines that organizations should take into account the interests of all groups of people that are involved in or affected by their operations. Stakeholders in fundraising and partnership development are the donors, CSR partners, beneficiaries, staff and the wider community. The engagement strategy of Nohor is a representation of the stakeholder theory since it is balanced between the expectations of the donors and the needs of people with disabilities.

3.3.3 Relationship Marketing Theory

The relationship marketing theory emphasizes the role of long term relationship as opposed to transactional relationship. In the nonprofit fundraising, this implies constant communication, sharing of impact stories and gaining trust with the donors. The focus on follow-ups and engagement of donors that is witnessed in Nohor is a reflection of this theory.

3.3.4 Social Exchange Theory

The social exchange theory describes partnerships as mutually beneficial relationships where both parties are benefiting. CSR partnerships provide both social impact and brand value to companies, and financial or technical assistance to nonprofits. The collaborative relationship between Nohor and its partners is an indication of this exchange-based comprehension of collaboration.

3.4 Models of Fundraising and Partnership Development at Nohor

On the one hand, the practical models can be identified in the fundraising and partnership work of Nohor even though it is not officially documented.

3.4.1 Proposal-Based Fundraising Model

Nohor greatly depends on systematic proposals to transfer its mission, programs, and impact to donors and CSR partners. This model focuses on transparency, donor priorities and quantifiable results.

3.4.2 CSR Partnership Model

The organization interacts with corporate CSR teams to create partnerships to train, employ and create awareness. This model is concerned with long term partnership and not short term sponsorship.

3.4.3 Relationship-Oriented Donor Engagement Model

The Nohor donor engagement strategy is based on regular communication, updates and follow-ups. This model intends to create trust and motivate to support again.

3.4.4 Network-Based Collaboration Model

Nohor extends its reach and influence by collaborating with universities, hotels, and institutions by sharing resources and networks.

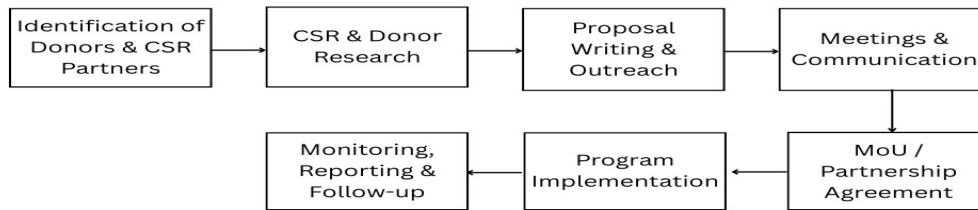


Figure 2 Models of Fundraising and Partnership Development

3.5 Regulatory Framework for Fundraising and Partnerships in Bangladesh

The national laws governing the operation of nonprofits affect fundraising and partnerships activities.

3.5.1 NGO and Funding Regulations

The organizations that are funded by foreign or institutional sources are required to meet the regulations established by the organizations like the NGO Affairs Bureau and other governmental bodies. Such laws promote transparency and accountability in raising funds.

3.5.2 CSR Policy Environment

CSR initiatives promoted by the government open up chances of nonprofit-corporate partnerships. This policy atmosphere encourages social development through the involvement of the private sector through organizations such as Nohor.

3.6 Challenges in Fundraising and Partnership Development

The challenges in fundraising and partnerships include the lack of resources, no system of managing the donors, competition to attract CSR financing and reliance on the external partners. These issues have an impact on sustainability and demand strategic planning and capacity building.

3.7 Opportunities for Fundraising and Partnerships

The rising interest in CSR and the growth of disability inclusion, online fundraising options and the development of corporate-NGO cooperation are good chances that Nohor can use to enhance its fundraising and partnership policies.

3.8 Summary

This chapter has delved into the theory of fundraising and partnership development that apply to non profit making organizations such as Nohor Foundation. The chapter offered a conceptual background to the research of the role of resource mobilization and partnerships in organizational sustainability by analyzing the major theories, models, regulatory frameworks, challenges and opportunities. These theoretical contributions can be used to contextualize practical fundraising and partnership activities that were experienced during the internship and set the groundwork to further analysis in the subsequent chapters.

Chapter 4: Internship Experience and Field Observations

4.1 Contribution to Fundraising

At Nohor Foundation, fundraising was one of the primary spheres, where I could make a significant contribution during my internship. Being a member of the Resource Mobilization and Communication department, I was able to get a personal experience of what nonprofits do to prepare, organize and present their work to potential donors and partners. Fundraising is not merely a plea of seeking financial aid it entails strategic communication, prudent research and systematic relation development. I could contribute to these initiatives through several assignments that helped me to learn more about the internal processes of nonprofit resource mobilization.

Composing Donor E-mails and Communication Materials

I was also tasked with writing outreach donor emails and messages as a regular part of my job. These messages presented the mission of Nohor Foundation, outlined the current activities and partnership opportunities. These emails helped me to understand the significance of the tone, clarity and professionalism when addressing donors. I was taught how to put the work of the organization into perspective in a manner that was simple and yet persuasive such that the message conveyed the purpose of the organization as well as the values of Nohor.

Writing and Revising Proposal Documents

I was also involved in drafting proposal documents to prospective partners. This involved making sections on program activities, anticipated results, budgets and benefits of partnership. In this process, I came up with an idea of how detailed and structured proposals must be. I also learned that the donors would like to see a passion of the organization as well as planning, feasibility and long-term sustainability. The proposal work enabled me to understand how Nohor can align its mission with the interest of donors to create a better fundraising case.

Carrying out CSR Research and Donor Mapping

The other significant input I made was doing some research on CSR-based organizations in order to find possible donors. I have checked company websites, annual reports, and CSR portfolios to get to know their priorities and previous initiatives. This study assisted the team in making decisions on the best organizations to implement Nohor mission. This assignment helped me realize the importance of nonprofits knowing the motivation of the potential donors before contacting them. Aligning the interests of corporate partners with the objectives of Nohor is likely to bring a positive response.

Follow-Up Communication: Support

The follow-up communication is an essential element in the fundraising process, and I helped the team with the follow-up by assisting in the tracking of the responses, writing the reminder and making the communication logs. This experience made me understand the significance of timing and consistency in the engagement of donors. A timely follow-up will rejuvenate a conversation that may have become stagnant whereas a missed follow-up will lead to a missed opportunity. Assisting in these activities allowed me to know the dedication needed to develop donor relationships.

Arranging and Maintaining Outreach Records

I helped in arranging outreach files, updating donor lists, and maintaining records of communication in order. Such activities can seem to be administrative, but they are important to keep the work on the professional level and not to leave any donor unattended. This piece of work made me understand the significance of documentation in nonprofit fundraising, particularly in follow-up planning and long-term relationship management.

In general, my efforts in fundraising enabled me to witness the number of various factors that contribute to the sustainability of a nonprofit. Through the writing of communications, assisting in the preparation of proposals, research and assisting in the keeping of donor records, I was able to get a first-hand understanding of the meticulous and strategic nature of work needed to establish solid fundraising foundations. These experiences did not only enhance my professional competencies, but they also helped me to understand better how nonprofits such as Nohor operate to attract the resources necessary to facilitate disability inclusion.

4.2 Contribution to Partnership Development

Types of Partnerships Associated with Nohor Foundation

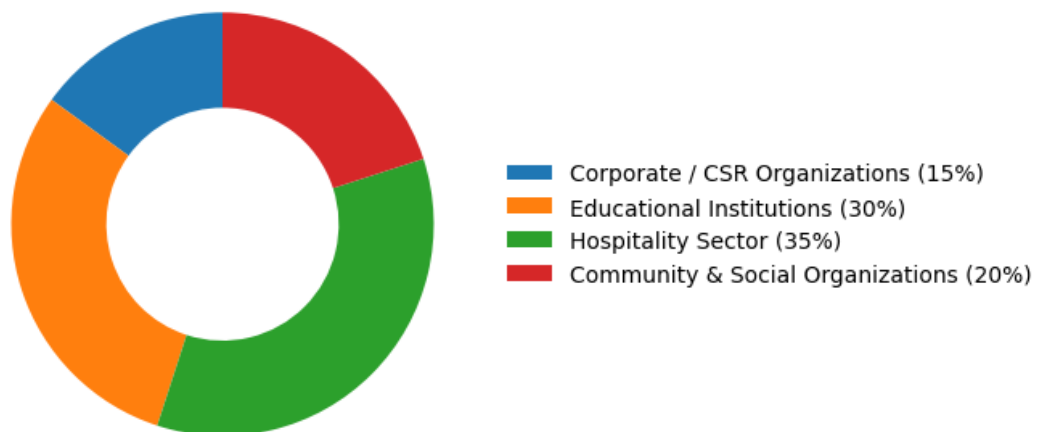


Figure 3 Types of Partnerships Associate with Nohor Foundation

Other than fundraising, another key area that I was able to make contributions in the course of my internship at Nohor Foundation was in partnership development. Partnerships are essential in the work of the organization since they provide access to training facilities, employment

opportunities, advocacy efforts and long-term cooperation. The participation in this process helped me to realize that it is necessary to establish relationships that are not based on financial assistance but on the values and mutual development.

Helping to write MoUs and Partnership Documents

A key task that I had to perform in partnership development was to assist in drafting Memorandums of Understanding (MoUs) of new partnerships. These documents defined the roles of both Nohor Foundation and its partners, defined the scope of work and made both parties understand what was expected of them. Writing MoUs made me realize the value of the use of clear, precise and professional language. I got to know that every minute aspect of timelines to description of activities makes a good and clear partnership agreement.

Favoring Negotiation and Discussion Processes

I was also able to observe and facilitate the negotiation between Nohor and other partners. Although I did not participate in the process of decision-making, I helped in the preparation of meeting briefs, gathering of background information and assisting the team in fine-tuning partnership terms. These experiences enabled me to learn how organizations seek the common grounds, how they coordinate their objectives and how they address issues when they are engaging in a collaborative discussion. These interactions inspired me to understand how serious communication and patience can be used to create a sustainable partnership.

Research on Potential Partners

I was also tasked to research institutions, universities, hotels, and corporate organizations that can fit into the mission of Nohor. I have checked their websites, previous activities, CSR priorities and inclusion efforts to understand whether they were the right partners. This study played a critical role in assisting the team to target organizations that were interested in social impact. This work taught me the importance of nonprofits finding partners with whom they share common values in addition to resources.

Making Meeting Notes and Presentation Materials

When I was on the internship, I helped in the preparation of meeting notes, outlines and simple presentation materials that were utilized in discussions with partners. These papers assisted the team in communicating with each other better and organizing themselves whenever meetings were in progress. The process of making these materials helped me understand the importance of communicating information in a clear and succinct way when handling external stakeholders.

Endorsing Significant Partnerships

My work was also related to actual partnerships that Nohor was building at that moment. As an example, I helped in preparing documents and communication to collaborate with **Imperial Hotel** and the **BUBT Social Welfare Club**. My participation in such partnerships made the experience feel significant since I was able to observe how the work I was doing was directly helping trainees and the organization.

My experience in partnership development made me realize that nonprofits create good networks that facilitate their mission. By writing documents, researching, aiding negotiations and assisting in meeting preparations, I was able to understand that a lot of planning is needed to make and sustain meaningful partnerships. These experiences taught me that partnerships are founded on trust, communication, and common objectives and that they are significant in enabling disability inclusion to happen.

4.3 Organizational Challenges Identified

As an intern at Nohor Foundation, I have been able to witness various organizational issues that influence the effectiveness with which the team is able to conduct its fundraising and partnering efforts. These issues are not due to a lack of effort or commitment but rather they reveal the realities of a developing nonprofit that has little resources to work with. These issues are significant to understand as they determine the capacity of the organization to increase its programs and enhance its effectiveness in disability inclusion.

Inadequate Donor Management System

The lack of a well-organized system of donor management was one of the most evident problems. Follow-up reminders and communication histories as well as donor information were frequently monitored manually. The team was trying their best to maintain order, but the absence of a centralized system complicated the process of tracking the conversations currently going on, tracking the promises or arranging the follow-ups regularly. This constraint may reduce outreach speed in a competitive fundraising environment and result in missed opportunities.

Uneven Digital Marketing and Visibility

Nohor Foundation is a good organization with a good work, but its presence on the internet does not necessarily correspond to the significance of its influence. Social media updates and storytelling are not always regular because of the limited number of manpower and a small communication team. This influences the perception of the potential donors, partners and the general population towards the organization. Good digital presence is essential to nonprofits and inconsistent content may complicate the efforts of Nohor to raise support or create wider awareness of disability inclusion.

Absence of a Dedicated Communication Team

Since various duties are assigned to few personnel, there is a tendency to share communication activities across departments. This complicates the process of developing refined outreach content, developing campaigns with proper planning or staying in touch with stakeholders. There should be a special communication unit that would assist in ensuring that messages are consistent, professional and within the voice of the organization.

Excessive reliance on Small Staff Base

Members of the team at Nohor are highly dedicated, yet the organization has small human resources. This has the effect of causing workloads, duplication of roles and reduced adoption of new ideas. When multiple projects are being executed at the same time, certain tasks can be postponed just because of the lack of sufficient people to work. This is a typical problem of expanding nonprofits that impacts operational efficiency.

Poor Monitoring and Impact Reporting Systems

Donors usually want to see the visible results of the effects they are making. Nohor is not yet at the stage of a well-developed system of monitoring outcomes or recording long-term results, though the organization collects general feedback and monitors the progress informally. This complicates the ability to provide detailed impact reports to donors which can be a significant consideration in obtaining recurring support or larger partnerships.

Reliance on External Partners to Deliver the Program

Though partnerships are associated with great opportunities, dependence on outside institutions may cause problems as well. In case one of the partners delays communication or postpones a meeting or alters the priorities within it, Nohor has to alter its plans. This reliance may cause the training processes, job placements or collective events to be slowed down, particularly where the organization has fewer options.

These issues depict the points at which Nohor Foundation can expand in its further development. Although the mission and programs of the organization are good, better systems, increased human resources and enhanced communication can assist Nohor to be more effective and establish a firmer base to impact in the long-term.

4.4 Skills and Learning Outcomes

Nohor Foundation internship was not only to help the organization in its operation but also a valuable learning experience that enabled me to develop both personally and professionally. The activities I performed and the experiences I received helped me to acquire a certain amount of practical skills that will remain with me throughout the course of my academic and professional life. These competencies were developed as a direct result of the daily tasks of fundraising, communication, research and partnership development and each one represents a different facet of the nonprofit operations.

The main skills and learning outcomes that I acquired during the internship are explained below:

4.4.1 Communication

Communication was another of the most valuable skills that I gained, and it was in a professional and effective manner. Composing donor emails, composing outreach messages and drafting partnership content made me understand the importance of using clear respectful and purposeful language. I also got to know how to use different tones based on the audience when writing to a corporate partner, a university representative or a member of an internal team.

Attending the meetings allowed me to see how senior employees relay their ideas, bargain terms and have a positive, confident demeanor. These experiences helped me to develop my capacity to communicate effectively, act responsibly and professionally in various communication environments.

4.4.2 Research

The other key competence that I acquired was the competence of conducting targeted research. I also spent considerable time in the CSR portfolio, browsing the websites of companies and examining their social priorities of the prospective partners. This made me realize what organizations consider when selecting a cause to work with.

This study taught me the process of establishing compatibility between the mission of Nohor and the interests of a prospective partner. I also got more accustomed to the process of collecting information using various sources, comparing information, and presenting the results in a manner that will be useful when making decisions. This ability will be applicable in future studies and even in the workplace where one has to be able to analyze things informedly.

4.4.3 Negotiations

Even though I was not directly involved in negotiating with partners, I was able to observe the negotiation processes firsthand and assist them with preparation of background and drafting of documents. Observing such interactions allowed me to realize that nonprofits need to strike a balance between their needs and the expectations of the outside partners.

I also came to understand that negotiation is not only about requesting resources but also about offering value, listening and responding with concerns and finding a compromise that will

benefit both parties. These observations made me value patience, diplomacy and confidence that is needed to establish effective partnerships.

4.4.4 Strategic Learning

My collaboration with the Resource Mobilization and Communication department assisted me in becoming more strategic in my thinking. I started to realize that even such minor activities like writing emails or making proposals are a part of a bigger picture of donor engagement, long-term planning and organizational sustainability.

I was able to understand how to relate the strengths of Nohor like its online training programs with the interests of partners to develop meaningful collaboration opportunities. This strategic thinking enabled me to view the larger picture behind my daily tasks and enhanced my planning, prioritizing and decision-making skills.

4.4.5 Inclusion Awareness

Probably the greatest learning lesson of my internship was a better understanding of disability inclusion. My experience with an organization that works with the empowerment of persons with disabilities made me realize the social and structural barriers they experience and the necessity to create the most accessible and supportive environments.

I gained the knowledge of inclusion being not only a policy but also a mindset through workshops, discussions and program activities that I must be able to empathize, respect and willing to question assumptions. This realization has informed my perception of social responsibility and motivated me to be more conscious of how systems and workplaces can be made more inclusive.

On the whole, the internship was a valuable learning experience that allowed me to develop in the areas of communication, research, strategic thinking and social inclusion knowledge. These are the skills that have gained a significant role in my personal growth and will also shape my future career and academic life.

4.5 Implications for Fundraising Success

During my internship experience at Nohor Foundation, I realized that effective fundraising is not the product of a single effort or activity it is the product of a number of interconnected practices that combine to create trust, prove effectiveness and solicit long-term support. The lessons I have learned in this time came with several significant implications on how Nohor will be able to reinforce its fundraising strategies and remain an organization.

Effective and Unambiguous Communication fosters Trust

In the course of my duties, I noticed that donors will react positively to the communication being clear, timely, and professional. It is not only in the form of a proposal email or a follow up message or a progress update, but also in the manner information is shared, that reflects credibility of the organization. This implies that the quality and consistency of communication can greatly boost the confidence of donors and have a high probability of receiving the support.

Frequent Donor Interaction Results in Better Relationships

Among the most significant lessons that I got is that donors desire to feel that they are attached to the work in which they are involved. Frequent interaction, e.g. updating or appreciating, is a way to sustain that relationship. I was personally involved in how even the smallest gestures such as recognizing the contribution of a donor can create a goodwill and motivate them to further the partnership. Constant communication keeps the donors updated and convinced that their assistance is bearing fruits.

Digital Storytelling Increases Visibility and Reach

Storytelling and success sharing in the digital world is a significant contributor to fundraising in the modern world. As an intern, I realized that organizations are being found by a large number of people using social media and digital platforms. By telling stories about its trainees, Nohor demonstrates its work or updates people on the current programs, this makes people realize the importance of the work done by the organization. Powerful storytelling may help to bring in new donors, volunteers and partners who relate to the mission.

Evidence-Based Reporting Enhances Credibility

Donors are more demanding in terms of transparency and results. My conversations with supervisors and participation in proposals helped me understand that organizations should have strong data, definite outcomes and documented results, which can demonstrate the effectiveness of their programs. Although Nohor is still working on its monitoring system, the reinforcement of this sphere can help its proposals sound more convincing and relations with its donors become more sustainable.

Properly Organized Partnerships lead to LTC Support

Fundraising and partnership development are inseparable. I was informed that partnerships that are run efficiently by good communication, expectations and follow-up that are followed to the letter tend to become lasting associations. This is particularly significant in long-term support

of nonprofits such as Nohor which are dependent on long-term funding to operate their training programs and advocacy efforts.

All the implications of these experiences point to the fact that trust, communication, storytelling and relationship management are the foundation of a successful fundraising process. With the reinforcement of these spheres, Nohor foundation will be able to keep growing its horizons and enhance its sustainability and provide even more people with disabilities with the opportunity.

4.6 Reflection on Internship Experiences

My internship experience at Nohor Foundation was far beyond a professional experience it was a life-affirming experience that helped me to realize the reality of nonprofit work, see the difference that disability inclusion work can make and have a greater sense of purpose in my career goals. During the internship, I not only acquired technical skills but also valuable lessons about working in a team, empathy and the commitment to serving marginalized communities. The reflection on this experience has enabled me to value the way theory, practice and personal development are united in the real world settings.

Making the academic learning relevant to real work

Among the most rewarding experiences during the internship was the opportunity to witness how the things I have learned in my academic courses can be applied in my everyday work. The elements of strategic communication, stakeholder engagement, organizational behavior and marketing principles all were important in the tasks I was involved with. This relationship between learning in the classroom and the experience allowed me to learn these concepts in a more meaningful manner. I also understood that theoretical knowledge can only be useful when it is applied to address actual issues and to aid in the process of actual decision-making.

The Heart of Nonprofit Work

My collaboration with the Nohor team demonstrated to me the challenging and rewarding nature of nonprofit work. Each activity like writing an email, writing a proposal or planning a document leads to the greater cause of empowering persons with disabilities. I was able to observe how a small team can make a significant change, despite having few resources. The experience made me value the zeal, strength and innovation of operating an organization whose mission is to solve social problems.

The Lesson of the Significance of Empathy and Inclusion

Working in an organization dedicated to the inclusion of disability helped me to see the world in a more compassionate way. I got to know of the obstacles that persons with disabilities encounter that are not only physical but also social and psychological. The interactions, observations, and stories exchanged in the organization helped me gain a better insight into the reasons behind the importance of inclusive practices in workplaces, educational institutions and communities. This is the awareness that I will take with me even after the internship.

Increasing Trust via Accountability

The internship also made me gain confidence as I was assigned duties that demanded serious consideration and professionalism. I felt trusted and appreciated, whether it was writing donor communication or making meeting briefs. Every task helped me to perfect my writing, think tactfully and carefully observe details. The responses I got with supervisors helped me to develop and realize how I could get better with each step.

Nurturing Professional Discipline

Working in an organized set up made me realize the value of time management, organization and accountability. I got to know how to manage several tasks, meet deadlines and adapt to unforeseen changes. These are skills that are required in any profession and since I developed them with the help of actual experience, I became more disciplined and flexible.

Valuing the strength of Teamwork

During the internship, I learned that teamwork is the key to the success of nonprofit organizations. Although the staff at Nohor Foundation is limited in number, they work together to make sure that all the programs, partnership and communication initiatives proceed. This experience has taught me that effective interpersonal relations and support to each other are the most important to cope with the challenges of the organization.

The internship as a whole was a transformative experience that expanded my knowledge of social development and made me even more motivated to make a contribution to meaningful work in the future. It enabled me to develop as a student and as a person who appreciates inclusion, teamwork and caring. The experience that I have gained in Nohor Foundation will stay with me throughout my academic life and influence my career choices in the future.

Chapter 5: Findings and Recommendations

5.1 Findings

The chapter reflects the main findings that I gained during my internship experience at Nohor Foundation. These results are the truth about working within a nonprofit organization that is expanding and points at the strengths, gaps and opportunities that affect fundraising, partnership building and the overall organizational performance. The insights were based on daily activities, observation, communication with the team members and internal workflow exposure.

5.1.1 Mission-Driven Programs Strength

The strength and clarity of the mission statement of Nohor Foundation is one of the most important findings. It has a specific interest in disability inclusion, and the intention is well-represented in its programs particularly digital skills training, mentorship and job placement programs. Organizations that have clear missions attract partners and donors positively and Nohor has a solid base to fundraise and develop partnerships as it aligns with the national and global disability inclusion efforts.

5.1.2 Structured Donor Management Systems Requirement

One of the recurring remarks was that there was no centralized donor management system. In one unified platform, communication logs, details of donors, follow-up schedules, and proposal histories were not kept. This result is significant since a lack of consistency in documentation may result in lost opportunities and undermine the long-term engagement of donors. An organized CRM system would enable the team to monitor interactions in a more efficient way and establish more professional relationships.

5.1.3 Increasing Corporate Partnership Potential

The internship showed that corporate organizations are interested in disability inclusion initiatives to a significant degree. CSR activities are making many companies increasingly socially responsible, which presents a firm chance of Nohor increasing its network of partners. Hotel partnerships and university and corporate organizations during my internship revealed that Nohor can establish long-term relationships in case of the enhancement of communication and outreach strategies.

5.1.4 Scarcity of Digital Visibility and Storytelling

The other important conclusion is that the online presence of Nohor Foundation is not quite as detailed and effective as the work itself. Although the organization is engaged in meaningful training and advocacy programs, the same activities are not always posted online. This restricts chances of new donors, involvement of volunteers or awareness creation. Enhancing online storytelling may greatly contribute to the publicity and success of the organization in raising funds.

5.1.5 Workload is heavy because of low staffing

The organization has a small staff that undertakes various duties in programs, fundraising, communication and operations. This puts a lot of workload on the staff members and delays the processes like follow-ups, proposal writing, and documentation. This result indicates that the hiring of new employees or the establishment of special departments to be responsible in communication and mobilization of resources might enhance the overall efficiency.

5.1.6 Good Prospect in Digital Skills Development Programs

The focus of Nohor on the digital training of skills became a significant strength. These programs are quite relevant because of the growing digital economy in Bangladesh and the rising need of remote friendly jobs. The trainees are acquiring workable skills that can make them acquire meaningful jobs. This observation means that online training initiatives can be used as a powerful pillar in future fundraising bids and partnering pitches.

5.1.7 Significance of Monitoring and Impact Reporting

The other significant discovery is that Nohor Foundation should have a more organized program outcomes and reporting system. Donors are demanding more and more evidence of impact that is data-driven and detailed. In the absence of effective monitoring systems, it is hard to measure improvement or present success stories. Enhancing impact reporting would assist the organization to attract more sustainable funding.

5.1.8 Team Collaboration and Positive Organizational Culture

The Nohor Foundation has a positive, amicable, and enabling workplace atmosphere despite the scarcity of resources. Employees support each other, distribute duties and collaborate in order to solve problems. This positive culture boosts productivity and morale and it shows the real interest of the organization on social impact. Good internal culture is a good asset to any nonprofit.

5.1.9 Youth Engagement and Volunteerism

The organization already started cooperating with university clubs and student-led organizations. This indicates that there is good future prospect of youth involvement, which will assist in workshops, awareness creation and organization of events. The involvement of young volunteers will not only increase the reach of the organization but also raise awareness about the inclusion of disability among the youth.

5.1.10 The Partnership Development needs to be constantly followed up

Another significant conclusion is that the development of partnership is a long-term process that needs constant communication, understanding each other and following up. Numerous prospective partnerships are left unfulfilled as meetings are postponed or calls are not returned as a result of workload in the staff. Enhancement of this factor would make the difference between more successful partnerships. These results give a clear image of the current state of the organization with its strengths that Nohor can utilize and areas that they should develop.

These insights will be used in order to inform the recommendations included in the following section and assist the organization in becoming more effective, sustainable and impactful.

5.2 Recommendations

Judging by the observations, experiences and key findings during my internship in Nohor foundation, it is possible to formulate several recommendations on how the organization could be enhanced to become stronger in terms of fundraising, partnership development and overall functioning. These recommendations are not attacks, but feasible ideas that may assist Nohor to leverage on its current strengths and overcome some of the challenges that have been identified above. These recommendations aim at helping the organization to be more sustainable, visible and effective in its mission of empowering persons with disabilities.

5.2.1 Build a Structured Donor Management System

Introduction of a more organized donor management system is one of the most significant things that Nohor can do. This may be accomplished with a basic CRM (Customer /Constituent Relationship Management) system or even a properly structured spreadsheet system first.

The names of the donors, contact, communication history, areas of interest and follow-up dates should be centralized in a database. Follow-up email templates, thank-you messages and updates could be stored and used again to make them consistent. The review meetings should be regular to monitor those donors who require follow-up and the level of each relationship. Such a system would assist in avoiding lost opportunities, better relationship building and making Nohor look more organized and professional as a nonprofit.

5.2.2 Enhance Online Presence and Narration

The digital presence of Nohor Foundation has a high potential but has not been exploited fully. Online communication can be greatly improved to aid in raising funds as well as creating awareness. Posting regularly on social networks such as Facebook, LinkedIn and potentially Instagram can be used to keep the profile in sight. The content may involve stories of trainee success, behind-the-scenes shots of the training sessions, updates about partnerships and comments of the staff or beneficiaries. The cause may be made more relatable and interesting through short videos or testimonials of the trainees and partners. The progress can be demonstrated by impact summaries like the number of trainees supported this month or the number of partnerships established. With a more regular and innovative narration of its story, Nohor will be able to find new donors, volunteers and partners who do not otherwise learn about its work.

5.2.3 Develop a Special Communication and Outreach Division

Since communication is known to be an important part of fundraising and partnership development, Nohor could use at least one full-time member of staff or a small team that would focus on communication. This department may deal with social media, web updates, donor newsletters, media coordination and campaign development. Dedicated communication team would see to it that the external communication is uniform, professional and in line with the values of the organization. They might also assist in writing proposals and designing presentations, which would make fundraising materials more professional and attractive. Although the team may be small in size, it would be a good idea to delegate roles of communication to make Nohor appear more formidable to the external environment.

5.2.4 Invest in Monitoring and Impact Reporting Systems

Nohor should have a better-organized mechanism of capturing and presenting its impact to gain credibility with donors and partners. The organization can start by establishing simple indicators like: number of trainees enrolled, number of trainees completing courses, number of job placements and feedback of the participants. At the very first stage, simple databases, shared documents, or Google sheets can be used. Impact reports can be prepared on a monthly, quarterly or annual basis and shared with the donors and partners. This will not only present fundraising proposals with more power but also assist Nohor to take a look at itself internally to understand what is doing the trick and where they need to improve.

5.2.5 Partnerships Growth and Diversification

Nohor already began establishing meaningful partnerships but it can continue to diversify and expand its partnerships. The company has a chance to develop additional partnerships in the banking, IT, telecom, e-commerce and education sectors. The universities can be approached not only to participate in events and clubs but also in internship exchanges, research and joint projects. It is possible to persuade corporate partners to develop inclusive internship or job opportunities that are offered to Nohor trainees. Diversification of partnerships will help Nohor not to be overdependent on few partners but make it more stable.

5.2.6 Improve Employee capacity and role definition

As it is a small team and responsibilities are frequently shared, Nohor might be helped by more specific roles and a slow increase in the staff. The job roles and responsibilities may be written in such a way that every staff member understands their areas of core focus. Volunteers and interns can be recruited where possible to help in communication, research and administration. In the long run, with the capacity to hire new personnel particularly in terms of communication, monitoring and fundraising, pressure on the current staff can be greatly alleviated. Having a better separation of responsibilities will assist in enhancing efficiency and decreasing burnout among employees.

5.2.7 Develop periodic training and reflection spaces of staff

As trainees get the advantage of organized learning, the staff members also have the advantage of continuous learning and reflection. Nohor may organize regular internal seminars that enable the team members to exchange information on issues such as communication skills, proposal writing, disability inclusion or project management. After large events or projects reflection meetings may be held to discuss what went well and what may be improved. These are practices that contribute to stronger learning culture inside the company, openness and constant improvement.

5.2.8 Involve More Young people and Volunteers

Youths and students can also be good partners in awareness campaigns, events and workshops. Nohor can institutionalize a volunteer program in which students assist in the social media campaigns, organization of events, content development and community outreach. Collaborations with campus organizations (such as social welfare or IT organizations) may result in frequent interactions as opposed to occasional events. Volunteers would also assist in spreading the message of Nohor through their own networks making it more visible. This is not only beneficial to the work of the organization, but it also assists in creating a more conscious, sensitive younger generation.

All of these recommendations are aimed at helping Nohor Foundation to be a promising, committed organization to be more structurally strong and sustainable. Through the enhancement of systems, enhancing communication and enhancing its partnerships, Nohor can further develop its influence and provide sustainable opportunities to persons with disabilities. When implemented in a slow and careful manner, these measures can make the organization expand without losing the genuineness and human touch that make its work so valuable

Chapter 6: Conclusion

Conclusion

The internship experience at Nohor Foundation was an excellent learning experience that enabled me to relate the theoretical information with practical application. My participation in fundraising, communication and partnership building helped me to gain a practical understanding of how nonprofit organizations operate, especially those that are aimed at disability inclusion in Bangladesh. This report is the reflection of the main experiences and observations during my internship.

Among the lessons learned during this experience is that disability inclusion does not only end in running programs but also in changing attitudes, providing opportunities and equal access to skills and employment. This is evidenced by Nohor Foundation digital training, mentorship and job placement programs. Nevertheless, the long-term effect of the organization is largely reliant on robust fundraising mechanisms and successful relations.

Through the internship, I was able to understand the value of communication and donor involvement in the continuity of nonprofit work. Meanwhile, I noticed such challenges as a lack of resources and the necessity to have more powerful digital presence and organized systems. These issues notwithstanding, Nohor Foundation can be grown immensely based on the growing interest in CSR and the growing awareness of disability rights.

In general, this internship helped me to enhance my competencies and knowledge on inclusive development. Nohor Foundation is a prospective company that has a dedicated team and I believe that the information in this report will help it to grow and prosper.

Appendix: Letter of Appointment



Date: July 07, 2025

To:

Asifur Rahman Talukder
Associate – Resource Mobilization &
Communication
Nohor Foundation

Subject: Appointment Letter

Dear Asifur,

We are pleased to offer you the position of Associate – Resource Mobilization & Communication at Nohor Foundation, effective July 1, 2025.

You have been selected based on your qualifications, experience, and passion for inclusive social impact. We are confident you will make a significant contribution to our team and mission.

Terms of Appointment:

1. Salary: Your monthly consolidated salary will be BDT 8,000 (Taka Eight Thousand only).

2. Working Days: You will be required to work 5 days a week (Sunday to Thursday).

3. Probation Period:

- The probationary period will be 6 (six) months from your date of joining. It could be subject to 4 months based on your performance.

- During this period, you will be eligible only six paid leave.

- You may receive travel allowance only when required for an official project, subject to prior approval.

---If your performance does not meet the agreed-upon KPIs (Key Performance Indicators), the organization reserves the right to terminate you without any notice during the probationary period.

4. Confirmation: Upon successful completion of your probation and satisfactory performance review, your position may be confirmed in writing.

We are excited to have you on board as we continue building a more inclusive future for all.

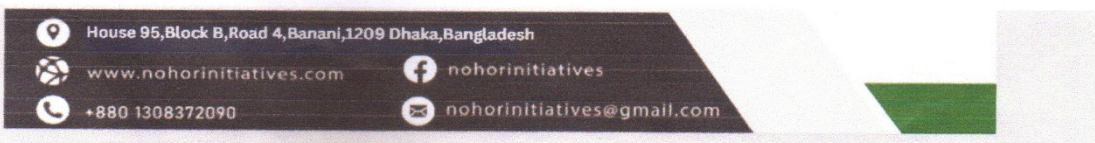
Please sign below to confirm your acceptance of the above terms.

With warm regards,


14/07/2025

Farid Uddin Khan
General Secretary, Founding Trustee


Nohor Foundation



Appendix: Internship Certificate



NOHOR

Foundation

Reg No. IV-01,2025

Date: 15th September, 2025

Experience Certificate

This is to certify that Mr. **Asifur Rahman Talukder**, a student from the Department of Management, major in E-Business Management, Daffodil International University, worked at Nohor Foundation as an Associate in the Department of Resource Mobilization and Communication for a period of 3 months, from June 15, 2025 to September 15, 2025.

During his internship period, Mr. **Asifur Rahman Talukder** made valuable contributions in:

- Fundraising from Individual Donors and Corporates
- Expanding Donor Networks
- Proposal Writing and Partnership Communication
- Content Development in Support of Organizational Activities

Throughout this period, he demonstrated sincerity, commitment, and professionalism in his responsibilities. His ability to engage with partners, draft impactful proposals, and contribute to communication initiatives was commendable.

We wish him continued success in his future academic and professional pursuits.

Farid Uddin Khan

Founder & Executive Director

Phone: 01634-776629

Email: foundationnohor@gmail.com



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