



KARUNA BALI FOUNDATION
Bringing Alive Love's Inspiration

Highlight

KB Progress Reflection

(1 January – 30 Sept 2022)

Presented by Departments
on 26 October 2022 at Open Heart

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Introduction

This report is the highlight of the evaluation and reflection which is done in 26 October 2022. Two weeks before the presentation day, all departments were give Term of Reference (guidance) on how to do the reflection and evaluation and what kind report written from the reflection and evaluation.

31 March 2022 we did our three months reflection and evaluation. We did not do the 6-month reflection and evaluation since the agenda in June 2022 was so full. However, we managed to have a light conversation to check-in together, lightly.

Enjoy the highlights!

Ubud, 19 November 2022

Director of KB

Taka

Vision, Mission, Goal, Values

Long Term Vision

A world in which every individual realizes and expresses their utmost potential, where everyone's life is an embodiment of values, and every action benefits humanity

Strategic Framework 2022-2024

Our Short Term Vision

To become a values-based non-formal education development organization that cares about the environment and is able to become a strategic partner in enhancing values-based education in Indonesia

Our Missions

1. Improving the ability of young people to face challenges and make positive changes so they can become leaders for themselves.
2. Strengthening networks for public awareness on values-based atmosphere and waste reduction
3. Increasing capacity, capability and accountability of the organization to become a strategic partner for the development of values-based non-formal education.

Our Goals

1. Provide a safe space for young people to identify themselves and living the values through values-based education
2. Build communication with networks to raise public awareness about values-based atmosphere and waste reduction.
3. Develop an effective systems and media related to information management for the general public in Indonesia.
4. Build the capacity of staff in program management and facilitating the process of knowing the self

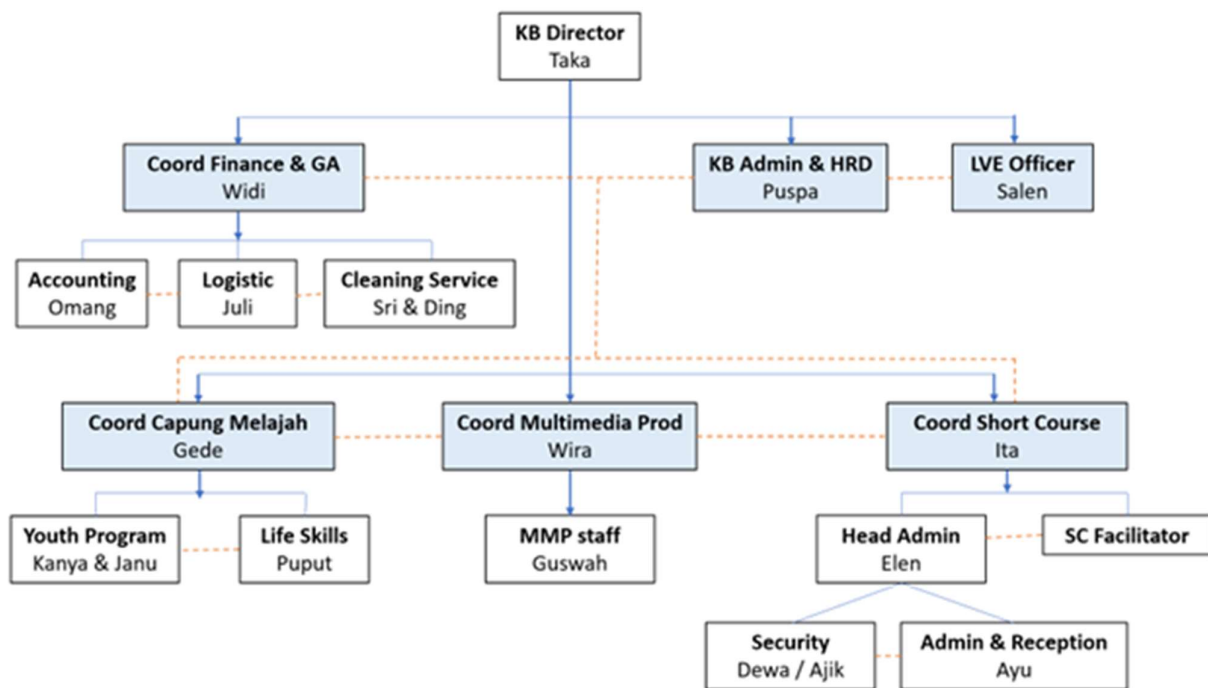
Our Values

God – Love – Integrity – Service

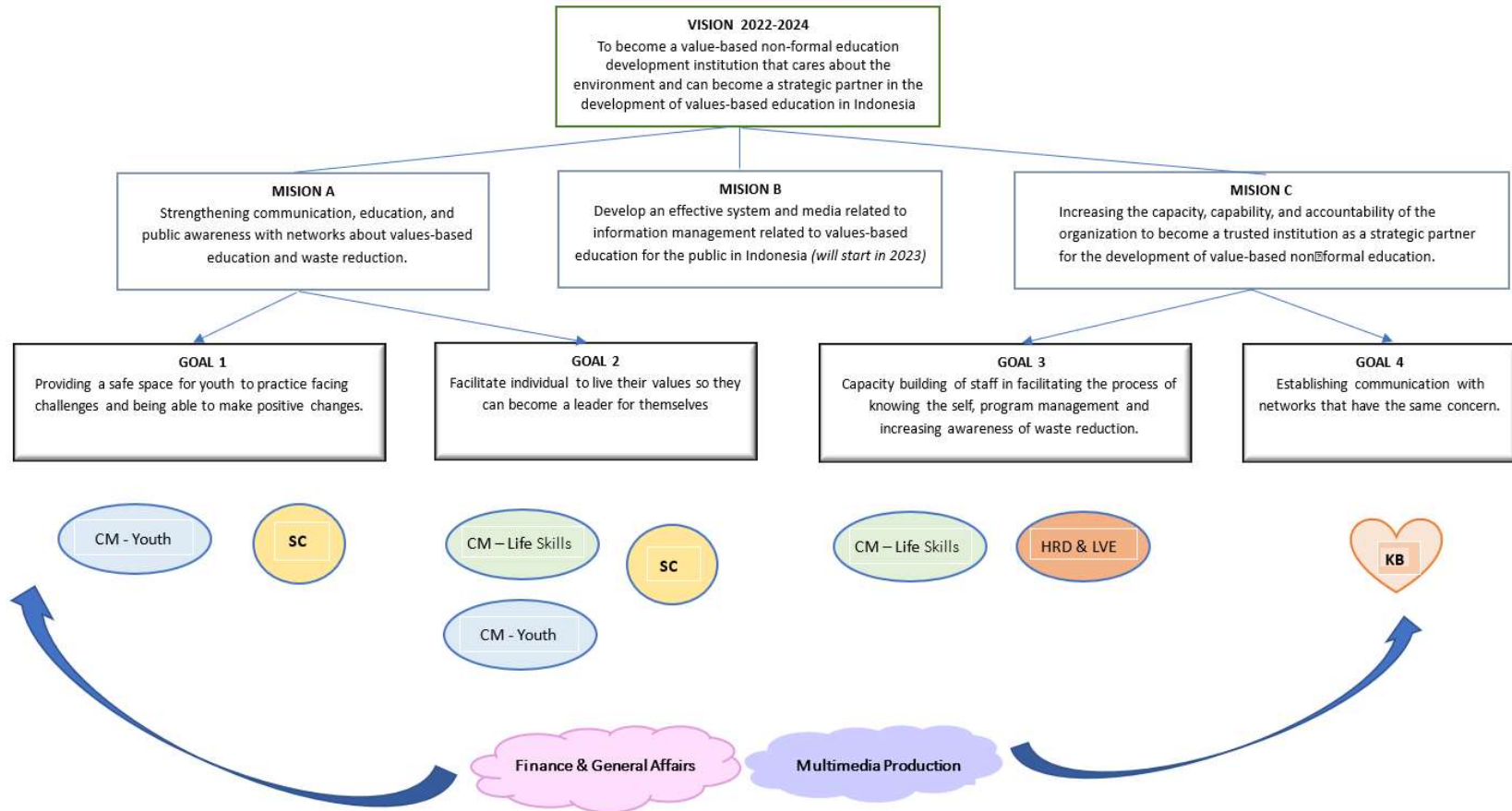
Karuna Bali Operational Team 2022 & Organizational Structure

per 7 Juli 2022

| No | Name | Nick Name | Role 2022 |
|----|---------------------------------------|--------------|--|
| 1 | Ni Nengah Widiani (F) | Widi | Coordinator – Finance & General Affairs |
| 2 | Ni Komang Tri Agustini (F) | Omang | Accounting Staff |
| 3 | I Kadek Juliarta (M) | Juli | Logistic & Maintenance Staff |
| 4 | Ni Nengah Sri Hastuti (F) | Sri | Cleaning Service 3 rd Floor (Part Time) |
| 5 | Gede Ayodi Suriawan (M) | Ding | Cleaning Service 2 nd Floor (Part Time) |
| 6 | Pande Nyoman Ita Wulandari (F) | Ita | Coordinator - Short Course |
| 7 | Ni Nyoman Triantari (F) | Elen | Head Admin Short Course |
| 8 | Ni Komang Ayu Purnami (F) | Ayu | Admin & Receptionist Short Course |
| 9 | Dewa Putu Ardika | Dewa / Ajik | Security |
| 10 | Kadek Iwan Kusuma Wiraputra | Wira | Coordinator – Multimedia Prod |
| 11 | IB Ngurah Pustaka Pramana | Gus Wah | Staff Multimedia Prod |
| 12 | I Gede Supardika | Gede | Coordinator - Capung Melajah |
| 13 | Ni Wayan Yuniari Putri | Puput | Team Leader Life Skills |
| 14 | Ni Wayan Yeniari | Yeni / Kanya | Team Leader Youth Program |
| 15 | I Wayan Januarta | Janu | Team Leader Youth Program |
| 16 | Kadek Salendri | Salen | LVE Officer |
| 17 | Ni Made Puspa Dewi | Puspa | KB Admin & HRD |
| 18 | Taka Nurdiana Gani | Taka | |



Program Structure 2022



SC Short Course - **CM** Capung Melajah - **HRD** Human Resources Development - **LVE** Living Values Education – **KB** Karuna Bali

Short Course (SC)



Activities in Short Course



Promotion

- ✓ Social media
- ✓ Student gets student
- ✓ SC goes to school



English & Computer Courses

- ✓ Registration
- ✓ Placement test
- ✓ Scheduling & Payment
- ✓ Pre-class
- ✓ Classes
- ✓ Facilitators share
- ✓ Certificate & report card



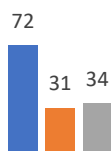
Evaluation & Reflection

- ✓ Students Reflection (start & end)
- ✓ Evaluasi fasilitator oleh siswa
- ✓ Refleksi akhir batch
- ✓ Personal meeting

Students Self Reflection

99 students reflection form in batch II & III

■ English Competency ■ Positive Changes ■ Learning Interest



English Competency:

improve considerably from speaking, writing, and knowing more vocabulary in English

Positive Changes:

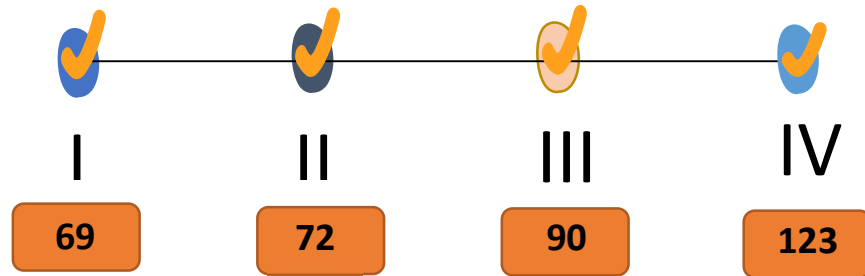
more confident in speaking English

Learning Interest:

increased interest in learning English

English Course Periode 2022

and Number of students per Batch



Notes:

1. Viewed from the number of students, both new and advanced registrants have increased, although not significantly as before the pandemic.
2. Various promotional strategies were carried out to increase the number of students through social media promotions (Instagram), student gets student discount vouchers, and SC goes to school.
3. We also noticed that in the last six months we also give our attention to build the capacity of KB staff through speaking class. We also have activities to share moodle method with facilitators and new admin staff.
4. Short Courses started leaning to digitalization both in classroom learning (using Moodle) and administration (e-forms) so we were able to reduce paper use in SC. It also makes work more effective.

Activities in Short Course



Sharing Moodle with Facilitators



Placement Test



SC Goes to School



Values Group



E-Form Registration



Student Self-Reflection



Learning Activity



End of Batch Facilitator Reflection



Speaking Class



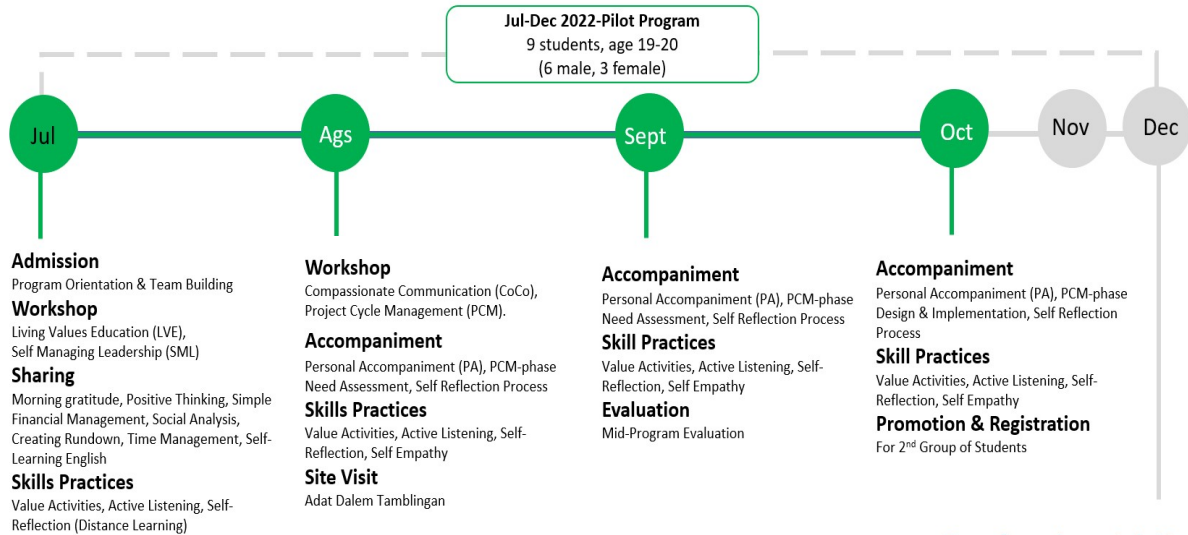
Course Permit Extension

Capung Melajah (CM)

(Literal translation: Dragonfly Learn & Explore)

Yowana Kreatif – Creative Youth

Goal: Young generation in Bali able to live their values to become leaders for themselves and others



Graduation 1st Group



Top Left: Yowana Students facilitating Active Listening Workshop from Public (Youth)

Top Right: Yowana Students Group 1

Bottom Left: Yowana Students visit to Wisnu Foundation at Tamblingan

Bottom Right: Yowana Student Practice Facilitating Values-Based Activity

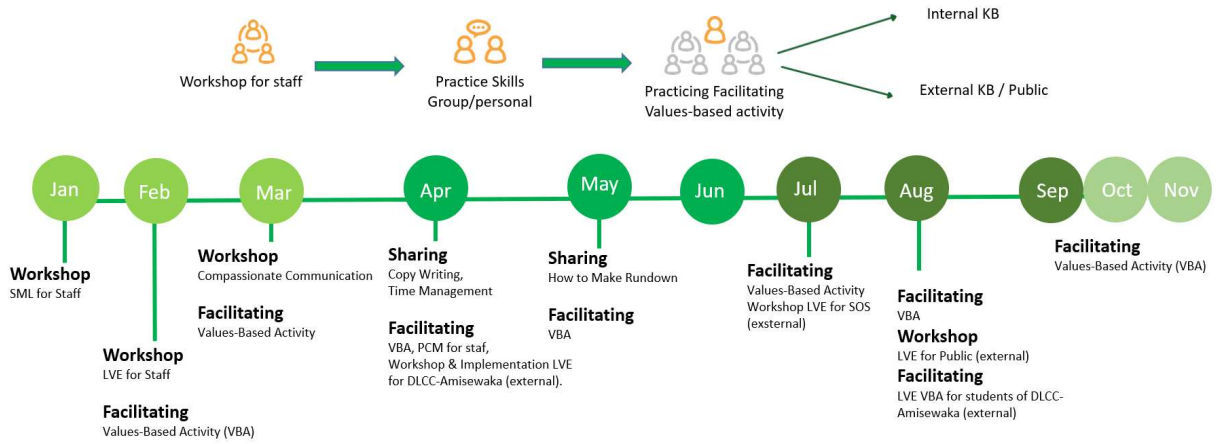
Middle: Yowana Students Practicing Self-Empathy

Sharing Progress by Students is in p. 17 & sharing of Yowana Facilitators in p. 19

CM - Life Skills

Goal: Increase capacity, capability and accountability of organizations to become strategic partners in the development of values-based non-formal education.

KB Staff Capacity Building Flow 2022



1 - LVE Workshop for Teachers & Management of DLCC Amisewaka, 2 & 3 - LVE Workshop for SOS
 4 – LVE Workshop for Public, 5 – Facilitating Values-Based Activity for DLCC Amisewaka Students



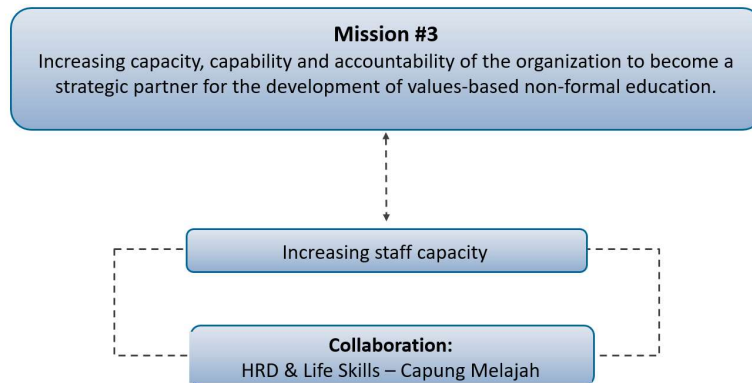
Capung Melajah Facilitators: Gede, Puput, Janu, Kanya

Human Resources & Development (HRD)

Collaborating with Life Skills Capung Melajah



Puspa



2022 Activities

Staff Capacity Building



1. Self Managing Leadership (SML)
2. Living Values Education (LVE)
3. Compassionate Communication
4. Project Cycle Management (PCM)
5. Copy Writing & Digital Marketing
6. Time Management



1. Facilitating Values-Based Activity (31)
2. Active Listening (16)
3. Conflict Resolution (8)
4. Compassionate –Communication (3)

Administration



1. Staff Working Agreement
2. Staff Orientation
3. Staff Data Base (CV, working agreement, paid leave, sick leave)
4. Admin (in-out letters) of KB
5. KB Activity Report

Finance & General Affairs (FGA)



Widi
Coordinator



Komang
Accounting



Juli
Logistic



Sri
Cleaning



Ding
Cleaning

Finance

- Taxes and BPJS YKB
- YKB cash & bank bookkeeping
- Payroll
- Provide financial reports
- Documentation of financial report data
- The transition from Ni Kadek Endriyani to Ni Komang Tri Agustini
- Facilitating sharing on Managing Personal Finance to Yowana Creative students

Logistic

- Procurement of goods
- Inventory
- Maintenance
- Prepare accommodation for Yowana Creative students
- Coordinate the annual General Cleaning activities

Cleaning Service

- Clean the facility KB building

General Cleaning KB, 30 August 2022

(Staff & Youth Program Students)



Multimedia Production (MMP)



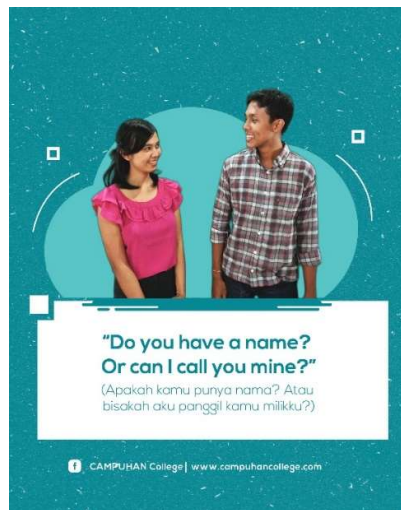
Wira & GusWah

MMP Creation 2022

| No | Item | Short Course | Capung Melajah | LVE | KB | Sub Total |
|---------|-------------------------------------|--------------|----------------|-----------|-----------|------------|
| 1 | Design for Social Media | 57 | 47 | 2 | 3 | 109 |
| 2 | Video Reel for Instagram | 37 | 18 | | | 55 |
| 3 | Video for English Values Activities | | | 3 | | 3 |
| 3 | Poster Design for National Days | 28 | 28 | 28 | 28 | 28 |
| 4 | Documentation (Photo/Video) | 6 | 10 | - | 1 | 17 |
| Total = | | 128 | 103 | 33 | 32 | 296 |



Some examples of MMP Creation



Living Values Education (LVE)



Salen, Puspa, Manik

LVE Activities 2022



Workshop LVE

Administration, give the registration number to the organizer and ask organizer to complete the required forms. Until Sept there are 15 LVE Workshops, in 4 locations with a total of 259 participants.



VBA Online
'Cool Wednesday 3'

Facilitating Online Cool Wednesday "Value Activities" every Wednesday with Puspa, 27 online session from 9 Mar- Sept 2022



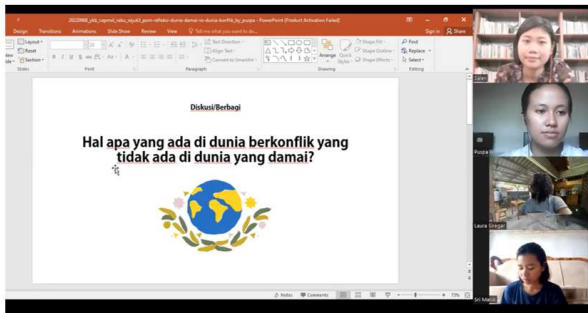
Translation

- Rainbow Booklet (Young Adults, 3-7, 8-14). The Rainbow Booklet Young Adult is in the process of completion. It has been checked by LVE Officer and then the National Coordinator.
- Distance Learning Materials



Social Media

- Content
1. FB&IG articles every Monday
 2. IG Stories every Sunday
 3. Skill LVE FB & IG every Wednesday
 4. FB & IG Reflection Points every Friday
- The LVE Officer is assisted by Manik, an Apprentice Staff - design and uploads posts on LVE's FB & IG.



Exploring Peace



Energizer before Session

Some testimonies from Cool Wednesday Participants Posted in LVE Indonesia Instagram



DLCC Amisewaka

Responses

- a. Amisewaka appreciated the training and the accompaniment done by KB. Two training had been provided (LVE Educator Workshop & LVE Integration) to 19 person (teaching and non-teaching)
- b. We were also involved in their home visit as an observer to give input.
- c. They request us also to introduced to students (100) in August 2022. Five (5) facilitators were involved and two of them were from other departments (LVE & HRD).
- d. The plan had been adjusted few times according to their situation.

Facilitators Team (Pressure & Stress): It was a learning experience in accompanying other institution in knowing and applying LVE. It is a teamwork. All feelings, thoughts and strategies are always shared and discussed.

Travelling time: Acceptable. It took 2,5 – 3 hours driving (depend on traffic)

Payment: So far it is a reimbursement for fuel, meals, and fee when we come to do training or to do regular accompaniment. They provide the accommodation. The contract has not been signed yet. We understand their challenges. New team, need adjustments (there had been five staff members of DLCC resigned so far), plus their donor is very demanding (less understanding of situation in the location).

Is the training impacting negatively on KBs in-house activities: No. It is in alignment with the staff capacity building activities. It has been thought since the beginning of designing Amisewaka and staff capacity building.

Can this concept be extended/offered to other schools: Yes, the main concept can be applied everywhere but the details will be tailor-made. It need discussion with the requester. We will not offer until we see how the impact in Amisewaka. There has been a request from another school (Sunrise School in Kerobokan). We are going slowly with this, at least until 2024. The focus is in building the capacity of KB staff.

Sharing of Progress from Yowana Students

Me - before and after joining Creative Yowana

Indi: Previously I rarely participated actively in class. When giving opinion in class, my voice is low, I'm in a hurry and shaking nervously. Because of that, I was afraid to actively participate, such as raising my hand or speaking in front of the class. After I joined Yowana Creative, I became more confident and started to actively participate because the learning environment is safe for me to express myself and there is no right or wrong. Here I feel freedom in opinion, expression and not afraid to be wrong. I got the chance to guide activities such as Morning Gratitude, Value Activities. With a learning style like this, it helps me to be more daring and enthusiastic in trying.

Ningsih: In the past, I often interrupted other people during conversations. After participating in active listening activities, I gained knowledge on how to listen and speak well. Now, I also feel more responsible for what I do, whether it's in homework or schoolwork. In addition, I have been able to accept suggestions and criticisms from my parents where in the past I was more often ignored these suggestions and criticisms.

Ding: Previously, when I was asked to give my opinion, I spoke too fast. I also feel that I am always right and get angry easily when my ideas are not approved by others. After I joined Yowana Creative, I became calmer and more patient when situations were challenging. I check within myself and think about how I respond when communicating with others.

Desta: Before joining this program, I saw myself as lacking in gratitude, often complaining about circumstances, and not being responsible for my time. After I joined this program, I felt a big change in myself as I can be grateful, enjoy and appreciate whatever I have. I also became more patient, able to be responsible with the time and roles that I got. The following workshops/exercise helped me:

- LVE helps me in carrying out every task with values such as peace, responsibility, respect and others.
- SML helps me to know myself and realize my weaknesses, strengths, challenges and what I need to achieve my goals.
- Compassionate Communication helps me to empathize with myself and become a calmer person without getting stuck in past problems
- Conflict Resolution helps me identify ways to solve problems without violence.
- Active Listening helps me to become a more polite person in communicating and to be a better listener than before.

Anom: After following the program for two months, the fear lessened a bit, and my confidence started to increase. I am also more willing to accept challenges. My panic has lessened a bit and I'm trying to stay calm and enjoy the process.

From the workshops I got, the Compassionate Communication workshops were the most meaningful to me, especially self-empathy exercises. Before joining this workshop, I immediately released all my emotions or feelings. I'm also easy to react. However, after attending this workshop I have become more patient, calm, and not directly insulting or judging others. I am also more able to control my emotions.

Arisoma: When I'm still at home, I feel confused about how I can achieve my goals. However, when I joined Yowana Creative, I started to have an idea of how to achieve my goals. In addition, my parents really support me to process. The lessons I got at the SML workshop helped me to be more confident, patient and recognize my weaknesses.

Dewa: I didn't think broadly before joining the Yowana Creative program. There are many things I don't know. However, after joining this program, I gained a lot of new knowledge and lessons through workshops. The workshop helped me in developing myself. For example, in the past I was impatient, insecure, afraid of meeting people and afraid of giving my opinion when telling stories and afraid to argue in front of many people. Now, I'm brave even though not completely. I have also become more patient and prefer to listen to people a lot. In this program I had the opportunity to take turns guiding Values Activity exercises. It helped boost my confidence. In the Compassionate Communication workshop, I practice my patience. By attending these workshops, my self-discipline is trained and my interaction with the environment around me increases.

Gede - There are several benefits that I felt after participating in the Yowana Creative program:

- Previously, I did not know my potential. After I joined Yowana Creative, I got the opportunity to practice to know myself so that I know my strengths and weaknesses.
- I joined the Yowana Creative program, I often felt panicked and lacked confidence in every activity I participated in. After I joined this program, I became calmer because I did silence before and after activities.
- From the LVE workshop, I learned how to know myself and live the values that exist within myself, for example the value of serenity. I recognize that the value of serenity or calm is within me and I learn to live that value.
- From practicing active listening, I learn how to share experiences with others. Before that I was a person who didn't talk much. In addition, I practice being fully present when listening or listening to what friends are telling me, and reflecting on content and feelings.

Suar: Before I joined the Yowana Creative program, I was not independent enough. After joining this program, I became more independent. I feel a change in the way I talk to other people. I have also become more patient in responding to people. By following the workshops provided in this program, I learned to solve problems.

Sharing from Yowana Facilitators

Gede: Joining the Capung Melajah team, I experienced several new learnings including how to work as a team, because before that I was used to working alone. Apart from that, I also started learning to work at a faster pace, because apart from focusing on Yowana Creative, I also involved in the capacity building process and was directly involved in DLCC-Amisewaka companionship. This way I learn to focus and set priorities. During the process of accompanying Yowana Creative students, I also experienced new learning. I learned how to turn on the qualities of love, calm, and lightness in myself in every process of companionship that is done.

Puput: The benefit that I got while participating in this program was by listening to the experiences of the facilitators during the de-brief I learned a lot of new things. One of them is when I accompany students, I learn to understand by listening to students more. What I realize is sometimes I am impatient with the student process so I give advice to students. I need to study a lot to provide a safe and comfortable space for students to grow. I am happy to get new opportunities to learn and develop myself in facilitation through my participation in this program.

Janu: Joining Capung Melajah, I feel that my knowledge regarding LVE has increased, especially regarding workshops. In some of the discussions I did not express much opinion. I took the time to observe and listen because I realized there were things I didn't know. During the process in the team, I realized I didn't have the ability to lead or initiate something yet. On the other hand, I feel lucky to have the opportunity to facilitate workshops for students and Amisewaka. Besides that, the team always gives me space to pause for a moment (not expecting me to speak, if I don't have an opinion yet).

Kanya: Being a part of Capung Melajah makes me learn and grow even more. I have experienced many valuable things, both self-awareness, my relationship with the team or staff and with students. The thing that has helped me the most in growing is my participation in workshops held inside or outside the CC Building, for example Amisewaka. I realize that every opportunity and trust given to me in facilitating helps me develop and improve my skills. Besides that, I feel more able to make meanings to what I experienced here. I am very grateful for this.

Beneficiaries of Karuna Bali (Direct & Indirect)

in 2022

| Department | Beneficiaries | | Note |
|--|---|------------------|---|
| | Direct | Indirect | |
| Short Course - (English & Computer) | 4 full-time staff 6 part-time Facilitators | 354 students | |
| Capung Melajah (CM) - Youth Program & Life Skill | 4 full-time staff 9 students | 10 youth | Participants in Active Listening Workshop run by Yowana Students |
| HRD & CM – Life Skills | 16 full-time staff | 100 students | Amisewaka |
| Multimedia Production | 2 full-time staff Dept: SC, CM, FGA | not counted yet | Their design is put in the social media |
| LVE | 1 full-time staff | 30 participants | Cool Wednesday (online values activity) |
| | 5 trainers | 259 participants | 15 Workshop in 4 locations |
| Finance & GA | 3 full-time staff 2 part-time staff | | |