

REPORT

MOST SIGNIFICANT CHANGE (MSC) in the Participatory Community Leadership Development Course (PCLDC) BY LIFE ALLIANCE PAKISTAN

1) Brief introduction of PCLDC and Life Alliance

- PCLDC (Participatory Community Leadership Course), stems from ILDC 2013, When Mr. Hector Nihal from AIDS Awareness Society (AAS), Lahore, Pakistan participated in ILDC 2013. During the ILDC training Mr. Hector Nihal, impressed by participatory methodology, especially the participants as facilitators, he decided to replicate ILDC in Pakistan as part of its PoA (Plan of Action), he discussed his plan with the management of AHI, and with the support of AHI team, organized its first PCLDC in 2014, in Lahore Pakistan, facilitated by late Mr. Francis Ruffi and Mr. Hector Nihal. Since 2014, AAS in partnership with AHI, has organized 7 PCLDCs, in which 123 people from different organizations, from different cities of Pakistan participated. In 2018, Alumni of PCLDC/ILDC were organized under the banner of LIFE Alliance (Local Initiative for Empowerment), with the following structures, secretariat with AAS in Lahore, and has its four regions such as Lahore (central Punjab), Multan (South Punjab), Chakwal (North Punjab, Capital Islamabad and KPK Province) and Hyderabad (Sind Province), according to the existence of the PCLDC Alumni in different cities of Pakistan, with the objectives to organize the trained human resource at one platform, to support and facilitate PCLDC/ILDC Alumni in their personal and community development process and support PCLDC program in Pakistan.
- **Purpose and the target of PCLDC;**
The basic purpose of PCLDC was to train 140 community development workers in last seven years, to facilitate the community development process in their communities, and organize these community development workers, the PCLDC Alumni under the one platform, the LIFE Alliance, and it was expected that about 80% PCLDC Alumni would join this alliance to support PCLDC Alumni in their communities and respond to the local issues with joint effort.
- **Key challenges of PCLDC**
Presently the LIFE Alliance & PCLDC is facing the following key challenges;
 - To mobilize resources for the sustainability of the PCLDC and activities of LIFE Alliance at national and regional level
 - To strengthen regional offices of LIFE Alliance, due to their organizational engagements
 - To mobilize financial resources for the continuity of PCLDC program and organized different activities under the banner of LIFE Alliance.

- **Utilization of MSC to address PCLDC challenges.**

LIFE Alliance plan to use findings of MSC to address the following challenges;

- The MSC stories will be shared with different financial partners to mobilize resources for the continuity of PCLDC program in Pakistan as an evidence of PCLDC impact on individual, organization and communities.
- The MSC stories will be shared with new PCLDC Alumni, as an inspiration, to motivate and mobilize them for their active role in Life Alliance.
- Share with different organization to mobilize new participants for PCLDC training program.

- **Basic information of PCLDC and Life Alliance, including:**

- **Feature of PCLDC alumni**

The PCLDC Alumni are staff of different NGOs, and still engaged in community development activities, where as some of them have left their organizations and presently engaged with for profit organizations, became political activists and leaders, moved to foreign countries, got married and busy in their family life.

- **Total number of PCLDC alumni**

The following number of people were trained as PCLDC Alumni from 2014 to 2022;

# of PCLDCs organized	Year	Number of people participated
1	2014	17
2	2015	17
3	2016	21
4	2017	15
5	2018	20
6	2019	17
7	2020	16
		123

- **Estimated active members of PCLDC alumni/ non-active members.**

- ✧ Active PCLDC Alumni: **67**
- ✧ Non active PCLDC Alumni: **56**

- **Estimated active members of Life Alliance members.**

- ✧ **Lahore;** 23 (21 PCLDC/ILDC Alumni & 02 Representatives of NGOs)
- ✧ **Hyderabad:** 07 (5 PCLDC Alumni & 02 heads of NGOs)
- ✧ **Multan:** 11, (10 PCLDC Alumni 01 representative of Caritas, Multan)
- ✧ Chakwal: 05 PCLDC Alumni

Total active member of LIFE Alliance; 73, PCLDC/ILDC Alumni and representatives of different organizations

- Result and analysis from the Impact Assessment which you did last year
 - In the assessment, how many interviewees you got.

The LIFE Alliance conducted an impact assessment of the PCLDC program with PCLDC Alumni from in 2021. 72 PCLDC Alumni were interviewed, from four regions of LIFE Alliance, a report was prepared and shared with concerned people.

- What you were not able to make clear, what you think to know more (This will be related to the background/reason why you planned to implement MSC)

In the impact assessment process and in the findings of the data analysis, of the last year report, we were not able to assess and collect the stories that highlight the significance of change in the lives of PCLDC Alumni and community in depth.

The MSC process helped to describe the impact of PCLDC in more details and the significance of change in their lives.

2. MSC Training;

The online training on MSC (Most Significant Change), organized by AHI (Asian Health Institute), Japan. In which participants from four countries, Pakistan, Sri Lanka, Philippine and Japan participated. Members of LIFE Alliance, participated in the training. This training had the following three steps;

- **Step 1:** Online training Workshop and Practice on Most Significant Change (MSC).
 - Understanding basic concepts, steps with role playing,
 - Exercises of data collection (interview) and planning,
- **Step2:** Application in each project/activity and report the output and lesson learnt,
- **Step 3)** Sharing online sessions on step 2)

The following members of LIFE Alliance Pakistan, participated in this 1st step of the training, Hector Nihal, Asher Nazir, Naib Zaira, Zaheer Abbas. It was, facilitated by Mr. Horishi Tanaka, Participatory Evaluation Facilitator and coordinated by Kyoko Shimizu San, and Yoyoi San, from AHI. The following key points were discussed, and learnt by the participants;

- Introduction of MSC such as the understanding basic concepts and its 10 steps with role playing and exercises
- Planning for its implementation

This report reflects the process of MSC implementation with PCLDC alumni, its outcome, challenges and learning of MSC team.

- **Reporting period;**
May 2022 to February 2023
- **Proceedings;**
 - **Training Step # 2: Application in each project/activity and report the output and lesson learnt**

To implement the learning of MSC participatory learning, the LIFE Alliance MSC team adopted the 10 steps methodology to use MSC techniques with PCLDC Alumni in Pakistan to assess the impact of PCLDC on its alumni. The following is the details of these MSC 10 steps;

- **Step 01; How to start and raise interest,**
 - **Formation of MSC Implementation Team**
The team for the implementation of MSC technique for the impact assessment of PCLDC Alumni was formed from the members of LIFE Alliance, based on the following members;
 - Hector Nihal, Lahore, Team leader
 - Asher Nazir, Lahore, Team member
 - Niab Zaira, Chakwal, Team member
 - Zaheer Abbas, Chakwal, Team member
 - Micheal Rizwan, Alipur, Team member
 - Sajeela Faiz, Alipur, Team member
 - Kiran Josephine, Hyderabad, Team member
 - Cynthia Ruth Javed, Hyderabad, Team member
 - **Training of MSC Technique Implementation team;**
A training was conducted with the team MSC Techniques Implementation with PCLDC Alumni, on MSC concepts, steps, tools and techniques and how to use it for the impact assessment of PCLDC with PCLDC Alumni, in Pakistan.
 - **Orientation of MSC Team on the process, strategy and implementation plan of MSC**
The MSC Team discussed the strategy, process and developed Plan of Action (PoA) for PCLDC Alumni impact assessment by using the MSC techniques.
 - **Objectives of PCLDC assessment;**
The following key objectives were set for the PCLDC assessment;
 - To assess the impact of PCLDC through reviewing the stories of MSC of PCLDC alumni from four regions of LIFE Alliance in Pakistan by using the MSC techniques.
 - To develop a future strategic plan of PCLDC and LIFE Alliance in Pakistan
 - **Sharing of the MSC Plan of LIFE Alliance with AHI & finalization**
The Plan of Action (PoA) prepared by the LIFE Alliance team, shared with the AHI team and after their feedback it was finalized for its implementation.
 - **Implementation of the MSC Plan of Action**
The each region of MSC Team members identified the potential story teller from their region and selected for the interview. They shared the purpose of the interview and its working methodology.
- **Step 2: Defining the domain of Change;**
The following domain of change was set to determine the impact of PCLDC through MSC (Most Significant Change) stories among PCLDC Alumni;
 1. MSC in PCLDC Alumni community leadership skills such as 1) communication skills, 2) Decision making, 3) Community mobilization/involvement, 4) planning, 5) presentation etc., after participate
 2. MSC in the communities after the implementation of POA (Plan of Action) by PCLDC Alumni

- **Step 3: Defining the reporting period**

The PCLDC Alumni period of defined from 2016 to 2020

- **Step 4: Collecting SC stories**

The MSC Team decided to collect 5 stories from four regions of LIFE Alliance in Pakistan, the total 20 stories were collected from the following PCLDC Alumni
The following criteria was set for the story teller;

- He/she is the Alumni of PCLDC and member of Life Alliance
- He/she is willing to share his/her story of change, and its story has significance of change for him/her or his/her community
- He/she is accessible to make an interview because he/she already participated in the impact assessment process and had their success stories.

LIFE Alliance Region	Name of story collector	Name of the story teller
Lahore:	Asher & Hector	1. Asher Nazir
		2. Capt. Shumila Sharoon
		3. Iqbal Sani
		4. Muhammad Amer
		5. Khalid Mehmood Anjum
Multan:	Michael & Hector	6. Ajaz Ahmed
		7. Memona Mukhtar
		8. Sofia Barkat
		9. Alvacious Albert
		10. Nazia Shabeer
Hyderabad:	Cynthia, Kiran & Hector	11. Kiran Josephine
		12. Cynthia Ruth
		13. Marvi Rajput
		14. Noor Alam
		15. Khawar Gill
Chakwal & Islamabad:	Naib, Zaira, & Hector	16. Naib Zahra
		17. Muhammad Sajid
		18. Mr. Zeshan Ishfaq
		19. Neleem Irum
		20. Rizwan Tariq

- **Collection of the stories**

The stories were collected by the MSC Team from each region, the team members of each region collected the stories based on the physical and digital interviews. They also shared the purpose of these stories, and asked their consent for photographs and sharing these stories with AHI and other PCLDC Alumni and LIFE Alliance members. The following key questions, based on the domain of the PCLDC impact assessment were asked by the interviewers from the story tellers.

- Name and name of the organization
- Year of participation in PCLDC
- How was your experience of PCLDC
- How did you used your community leadership skills

- What is the impact of your work on the community/people
- What is the most significant change you felt in yourself during or after the PCLDC in last 3 years?
- Why this change is significant for you?

LIFE Alliance Region	Name of the story teller	Story Title
Lahore	1. Asher Nazir	Education can liberate bonded labour children at Brick Kiln Units
	2. Iqbal Sani	Actions speaks louder than the words
	3. Khalid Mehmood Anjum	Community leadership builds political leadership
	4. Muhammad Amer	Our small action can bring big change in the lives of poor people
	5. Capt. Shumila Sharoon	Hatred to love & care for transgender
Hyderabad	6. Kiran Josphine	Never gave up in life
	7. Cynthia Ruth	Self Confidence is important for personality growth
	8. Marvi	Self-awareness fasten the process of personal growth
	9. Noor Alam	Service of community nourishes Community leadership
	10. Khawar Gill	Only you can change yourself no one else
Multan	11. Ajaz Ahmed	Belief in humanity removes biases
	12. Memon Mukhtar	A good facilitator can make your life better
	13. Sofia Barkat	Focusing on best skill can change your life
	14. Alvacious	Self-awareness is important for professional development
	15. Nazia Shabeer	Break the shell of personal fear for professional growth
Chakwal & Islamabad	16. Naib Zaira	Joint Efforts can bring sustainable Change
	17. Muhammad Sajid	Community participation is key for sustainable development
	18. Mr. Zeshan Ishfaq	self-realization and overcoming the personal weakness
	19. Nageela Iram	Traditional teacher to community development facilitator
	20. Rizwan Tariq	Humanity is supreme over everything

- **Story writing & sharing with the team members**

After the interview of each story teller, the information shared by the interviewees were written, compiled, and wrote a story of the story teller about his/her Most Significance Change, it was shared among the MSC Team members and regional level, and then shared with the team leader of MSC team.

After the feedback from AHI about the MSC stories, the MSC team of Life Alliance, revisited all the MSC stories and coordinated with the story tellers of all four regions, and asked them about the impact of Significance of Change in themselves and in their community. Based on the response the story tellers, the MSC team rewrite all the 20 MSC stories, and discussed it in MSC Team meeting, and shared it with AHI for their comments and feedback.

With the rewriting of the stories, the importance of significance of change was realized by the story tellers as well as by the MSC team and it helped to understand the importance of their story in their context and the value of the impact of significance change was highlighted among story tellers as well as for the community. As team leader of MSC Team, and organizer of PCLDC, felt proud that the (AHI & AAS) small initiative of PCLDC has long lasting positive impact not only in the lives of PCLDC Alumni and most deprived, rejected and neglected communities of our society, such as transgender, child bonded labour of brick kiln units, PWDs (Person with Disabilities) gypsies and rural communities of remote areas.

- **Step 05: Selecting the most significant of the stories**

The Most Significance Change (MSC) stories were selected in the two levels;

- **Level one: At regional level;**

In the first part, MSC stories were selected from each region by MSC Team members, MSC team leader and members of LIFE Alliance at each region. In this process, all the five stories were shared, studies and evaluated, all the members felt that all the stories are very much impressive and heart touching and they selected one the MSC story with consensus on the bases of the Most Significance of Change and its impacts on the lives of PCLDC Alumni or community.

The following stories were selected as the MSCs at each regions;

Region	Selected Story	Reason for selection of the story
Lahore	Mr. Asher Nazir; Education can liberate bonded labour children at Brick Kiln Units	Because, the initiative was taken to provide the basic education to the bonded labour children at brick kiln units, and the children were able to get their basic right of education, some of the children were streamlined in the government and private school after getting basic education from non-formal schools. This process has the long lasting impact on the lives of the bonded labour children and their parents, because only education can change the mind-set of children and liberate them from bonded labour.
Hyderabad	Ms. Kiran Josephine; Never gave up in life	In spite of lot challenges of being disable person, she was able to support 25 Person With Disabilities to improve their socio economic situation, with courage and struggle successfully implemented the project, and changed the socio economic situation of PWDs.

Multan	Mr. Ajaz Ahmed; Belief in humanity removes biases	He break the barriers of religious and cultural biases and supported the children of Hindu community for the enrolment in educational institute and promoting interfaith harmony in his community, motivated his organizational staff to continue it at community level.
Chakwal	Muhammad Sajid; Community participation is key for sustainable development.	He used the participatory approach in his community that brought policy level change in his organization, that community development projects should be implemented through local community based organizations that gave sustainability and ownership at community level and reduced the expenditure of the community development projects.

- **Level two: At National level;**

In the second part the one Most Significance story was selected by members of MSC Team and MSC Team leader at national level. In this process, all the four Most Significance Change (MSC) stories selected are regional level were shared among the MSC and members of LIFE Alliance, after studying, and evaluating of each story, one the Most Significance Story was selected with the consensus of all team members and team leader. The selected MSC story, **Muhammad Sajjad, PCLDC Alumni 2018, he says that the “Community participation is the key for sustainable development”**.

The MSC story was selected on the following bases, 1) It reflected MSC at individual level in PCLDC Alumni, as he was shy person, hesitant to communicate in the group and with its management, 2) MSC at organizational level, with his efforts his organization decided to implement community development projects through VDC (Village Development Committee) not through different vendors, to ensure the community participation in community development projects, there was a strategic change at the organizational level, 3) MSC at Community level, with the formation of VDC (Village Development Committees), the local community was fully involved in the community development process in their village, in this process local community leadership was development, community got the ownership of all the community development projects, and these project became low cost, completed in less time, and ensured the element of project sustainability. The following story was selected.

- **Step 6. Feeding back the results of the selection process**

The feedback process was completed at two level, at the first level, after the completion of the story, the MSC team leaders shared the story with the story teller and asked his comments and feedback about the story, the comments of the story teller were added and deleted from the story, they felt proud for being instigator of this change and appreciated the process as well as the role of PCLC in their life and validated the change in their community described in the story.

At the second level, two feedback sessions were held, one in Lahore, with the members of LIFE Alliance and PCLDC Alumni from Lahore who participated physically in the feedback session, whereas the other PCLDC Alumni from other regions participated in this session through zoom link. Whereas the second session was held on 4th February 2023 online after the feedback from AHI team on the MSC report. The following points were discussed and highlighted;

The stories of 1st and 2nd version were shared with the story tellers, highlighting the Most Significance of Change in each story. The story tellers were amazed with the change that has happened in the communities with their efforts. The members of the LIFE Alliance, appreciated the role of MSC Team for collecting the stories and presenting them in very effective way. The members of LIFE Alliance, PCLDC Alumni and story tellers felt proud of their contribution in the social change in themselves and in the communities. They said the story collection, and selection of Most Significant Change story was very good, it helped us to look at the story from different angles and perspectives such as what is the meaning of significance change for people, the significance of change is realized by the story tellers and it is captured by the MSC team, this MSC is happened with the support and cooperation of AHI, and AAS, they have facilitated this process of social and personal change in the lives of PCLDC Alumni and community, they suggested we must appreciate these story tellers and add their pictures with their story and try to publish these stories to share with other people. They appreciated to role of PCLDC for building the capacity of PCLDC Alumni and members of LIFE Alliance, to explore their community leadership skills and personal abilities to bring social change in the society. They said all the stories are very impressive and heart touching that express the need of the continuity of PCLDC program for the young people in Pakistan.

- **Step 7. Verification of stories**

The Most Significant Change (MSC), stories shared by the PCLDC Alumni in four regions of LIFE Alliance were validated from different sources such as;

- From organizational management and colleagues of the PCLDC Alumni
- From local people and beneficiaries linked with the story and story tellers
- Observations of LIFE Alliance members and MSC team from all four regions

The following means and strategy was used for the validation of the MSC stories;

- The MSC stories were shared with the concerned organizational management, his/her colleagues, members of the community and members of LIFE Alliance where the story teller (PCLDC Alumni) is linked.
- The MSC stories were shared and discussed in the online feedback session, and with the common consensus, the MSC stories were finalized.
- The story tellers were asked to share pictorial, video clips and media reports about their story

Evidences of verified MSC stories of PCLDC Alumni (Story tellers)



Figure 1 children with disabilities and children at literacy centre studying and comments by Govt. Literacy department, about Negeela Teaching



Figure 2 Activities by Naib Zahra with youth in Chakwal



Figure 3 Women Development Centre established by Nazia Shabeer, Alipur, embroidery work by young girls



Figure 4 Community development and political leadership of Noor Alam, Hyderabad



Figure 5 Transgender vocational skill development program by The Salvation Army, Pakistan, the initiative of Capt. Shumila Sharoon, PCLDC Alumni

• Step 8: Quantification

The major focus of MSC team was on the qualitative data of story tellers, however the quantitative data was also analysed, while in the selection process of the Most Significant stories. Total 20 MSC stories from four regions were collected, where it was realized that with the efforts of individual PCLDC Alumni, many people benefited especially the most neglected and deprived communities of the society, such as child bonded labour at Brick Kiln Units, Gypsies, Transgender community and children of coal mines, whereas basic principles of participatory approaches and community participation were implemented that benefitted large number of people, such as;

LIFE Alliance Region	Name of the story teller	Story Title	Number of beneficiaries
Lahore	1. Asher Nazir	1. Community participation is key in community development	60
	2. Iqbal Sani	2. Actions speaks louder than the words	50
	3. Khalid Mehmood Anjum	3. Community leadership builds political leadership	250
	4. Muhammad Amer	4. Our small action can bring big change in the lives of poor people	50
	5. Capt. Shumila Sharoon	5. Hatred to love & care for transgender	20
Hyderabad	1. Kiran Josephine	6. Never gave up in life	120
	2. Cynthia Ruth	7. Self Confidence is important for personality growth	39
	3. Marvi	8. Self-awareness fasten the process of personal growth	65

	4. Noor Alam	9. Service of community nourishes Community leadership	10,000
	5. Khawar Gill	10. Only you can change yourself no one else	30
Multan	6. Ajaz Ahmed	11. Belief in humanity removes biases	60
	7. Memona Mukhtar	12. A good facilitator can make your life better	1250
	8. Sofia Barkat	13. Focusing on best skill can change your life	450
	9. Alvacious	14. Self-awareness is important for professional development	40
	10. Nazia Shabeer	15. Break the shell of personal fear for professional growth	35
Chakwal & Islamabad	11. Naib Zaira	16. Joint Efforts can bring sustainable Change	50
	12. Muhammad Sajid	17. Community participation is key for sustainable development	4,000
	13. Mr. Zeshan Ishfaq	18. self-realization and overcoming the personal weakness	50
	14. Nageela Iram	19. Traditional teacher to community development facilitator	350
	15. Rizwan Tariq	20. Humanity is supreme over everything	50
			17,019

- **Step 9: Secondary analysis and meta-monitoring**

The all the 20 MSC stories are recorded and kept for further secondary analysis and meta- monitoring purpose by the LIFE Alliance and MSC Team, as a record of Life Alliance. They are kept in the file of MSC (Most Significant Change Stories) as PCLDC Impact Assessment file, at AAS office in the cabinet as well in the soft in PCLDC Impact Assessment MSC folder in laptop.

- **Step 10: Revising the system**

The MSC implementation process helped the LIFE Alliance team, to revisit its plans its programs and projects, especially the PCLDC program with specific such strategy and framework that focus on the Most Significant Change (MSC) in the lives of beneficiaries of each intervention.

- **Learning;**

- The MSC process should be short and implemented without any delay. Because it is difficult to give so much time for this lengthy process by MSC team and also to engaged the beneficiaries for 10 to 12 months for one activity When. It is short the task could be completed within the decided time, the MSC team could fully focus on this MSC process.
- Team should be confirmed to engage in the MSC process to complete it in 1 or 2 months, and the MSC team member should fulfil his/her commitments.

- Where internet services is not good, the digital process is not practical advice, It is suggested to do this process physically with the concerned persons.
- Be careful in the selection of your MSC Team. The following indicators are suggested for good MSC Team;
 - The MSC team member should fulfil his/her commitments
 - Have alternatives
 - Consider his/her interest, capacity and skill (interviewing, listening, communicating to understand the community issues.) to accomplish the set targets as MSC Team member
 - He/she have enough time and has the flexibility (to understand the situation of community) understanding the nature of the task etc.
- Be careful in the selection of story tellers for their availability. The following indicators are suggested;
 - The story teller may/are supposed to have the stories with significance of change among its beneficiaries.
 - The story teller is approachable, accessible and willing to share his/her story in detail
 - There should be some criteria for the sample size of the MSC stories from each community or group (enough numbers are needed to evaluate the impact).
- The geographical area should be in your access and have enough resources to accomplish the task
- MSC process is very useful tool for in-depth understanding of the change, and its significance for individuals and communities, the change can be seen and validated, which is very much helpful for future planning.
- The validation process in the MSC, provide evidence of significance change in the community and helps to add missing points and delete the extra points of the MSC story, that can strengthen and increase the values of Most Significance of Change (MSC).

- **Challenges**

The following challenges were faced by the MSC Team during the implementation of MSC tool with the PCLC Alumni;

- Because some of the interviews were conducted through zoom link, the internet connection disturbed the process, in this situation conduction the interview was a big challenge to collect the required information.
- Pakistan was going through two main problems such as political unrest and instability and heavy rains and flooding situation, in this situation it was a challenging task to conduct the interviews of PCLDC Alumni

- **Positive things & Impact of MSC training**

- Alumni got confidence to implement and decide themselves

- Alumni changed their approaches from charity-based to community-based one. Then, it impacted on community.
- Alumni recognized the values on interfaith, multi-culture and are promoting them in community
- Common understanding about the impact of PCLD among team members was developed. That how PCLDC has changed the lives of so many people, as well as the lives of PCLDC Alumni, because before this MSC process, the members of LIFE Alliance were not fully aware about the impact of PCLDC, through this exercise they came to know about the Most Significances changes and they developed a common understanding that PCLDC has a very strong impact on the lives of PCLDC Alumni and their community with whom they are engaged.

MSC process helped to build the capacity of team members on the utilization of MSC techniques in its interventions.

- MSC process was an opportunity for MSC Team and LIFE Alliance members to;
 - Enhance the ownership of team members for LIFE Alliance,
 - Building team,
 - Networking among alumni for re-learning in the future.
 - Got to know each other beyond the PCLDC badges
 - It was an encouragement for alumni to learn together
- Re-recognition of the importance of participatory approach
- Asking changes to individuals, not asking about a project,
It is good because it helped us to dig out the Most Significance Changes in individuals and communities, the focus was the impact, the Most Significance Changes and its significance in the lives of community, and PCLDC alumni. The focus of MSC was changes in individuals not on the process of the project.
- It is the effective tool for making clear the impacts on different aspects on individuals and communities. Then, we can understand what really happened on them.

● **Conclusion;**

At the completion of MSC process of selection and analysis of Most Significant Change stories of story tellers (PCLDC Alumni) and against the set domain of change for MSC, such as;

1. MSC in PCLDC Alumni community leadership skills after participation in PCLDC
2. MSC in the communities after the implementation of POA (Plan of Action) by PCLDC Alumni

The MSC stories reflect the effects of community leadership skills among PCLDC Alumni and highlights the importance and value of PCLDC program in Pakistan and results of their Plan of Actions (PoAs) that was developed during the PCLDC training, and implemented, it has long lasting impact on the lives of PCLDC alumni and in their communities. The MSC stories are the result of motivation, inspiration, skills and commitment of PCLDC Alumni, that has not change only the PCLDC Alumni, but lives of local communities, which is incredible.

The findings of MSC stories and impact assessment process has the following recommendations;

- The PCLDC program has been a source of Most Significance Change at personal, organizational and community level in Pakistan therefore, it is continue its valuable contribution, to prepare Most Significant Change Makers in the society.
 - To strengthen story tellers to be key persons/core change makers in the communities to expand participatory leadership through the training and network/group organizing in the regional level of LIFE Alliance,
 - To focus on the specific topics/issues in local/regional level for contributing to foster the community leaders in regional level, to take local initiative to contribute in the accomplishment of Global targets of SDGs such as Climate Action, No poverty and gender equality, Peace, Justice and strong institutions etc., as joint venture of LIFE Alliance with the support and contribution of supporting organizations lead by PCLDC Alumni.
- **Future strategy of PCLDC/LA**

Based on the findings of PCLDC impact assessment and MSC stories of PCLDC Alumni, the future strategic planning of PCLDC program in Pakistan, was discussed and strategized in a session organized in Lahore with the members of LIFE Alliance (PCLDC/ILDC Alumni), including Life Alliance regional coordinators, and representatives of member organizations.

Details of the participants

s.#	LIFE Alliance Regions	# of people participated physically	# of people participated on Zoom Link	Total
1	Lahore	12		12
2	Multan	01	1	02
3	Chakwal		2	02
4	Hyderabad		2	02
		13	5	18

The following points were discussed, highlighted and decided;

- The Most Significant Change (MSC), stories of PCLDC Alumni are very impressive, heart touching and reflect the impact of PCLDC on the individuals, their organizations and in the communities.
- PCLDC is a unique training, because of its format, content and its impacts on the lives of people, organizations and on PCLDC Alumni, therefore, it should continue in future too.
- AAS, AHI and LIFE Alliance team should jointly work together to make PCLDC accessible, to many people and organizations at regional level.
- It has the following key characteristics;
 - Level 1: Organize regional PCLDC at four regions, each PCLDC is consisted on three days, on basic principles of participatory approaches, each regional workshop has 20 participants
 - Level 2: Support and facilitate participants from PCLDC for ILDC program of AHI, in selection, planning and management process and in follow-up activities of ILDC Alumni in Pakistan
Revise the present content of PCLDC and make it more regional
The reason to focus on region is to strengthen and expand the LIFE Alliance, and engage PCLDC Alumni/LIFE Alliance members for its sustainability.

- The leadership of LIFE Alliance should focus on the resources mobilization for the continuation of PCLDC in Pakistan
- Organize refresher courses or reunion seminars with the PCLDC/ILDC Alumni once a year
- Develop whatsapp groups of each region to strengthen the coordination among members of LIFE Alliance, to actively participate in PCLDC and LIFE Alliance activities
- Considering the importance of Climate Change, and its drastic impacts on the lives of people, make tree plantation component of each PoA (Plan of Action) at every PCLDC training
- This idea was generated from the strategic planning session, as how LIFE Alliance can contribute, to reduce the drastic effects of Climate Change, as Pakistan is in those countries that are under the sever threat of Climate Change, as the disastrous flood 2022. Which is low cost and many people can participate in this campaign, as this campaign was initiated in PCLDC 2022, It was not the result of MSC findings but the result of the discussion of strategic planning session.

LIFE Alliance/AAS would continue its efforts to mobilize resources for these activities, although present situation is not so favourable, but it is a future planning, and we hope we will have some better options.

- For the sustainability of PCLDC train 10 Life Alliance members 2 from Chakwal, 2 from Hyderabad, 2 from Multan and 4 from Lahore regions as Participatory Approach Facilitators, in 2023 to effectively implement PCLDC at regional level.
- Engage regional LIFE Alliance members in planning and implementation of regional PCLDC in their regions, monitor and have follow up on the PoAs of PCLDC Alumni,
- Organize 4 meetings at each region and 2 meetings at national level of the executive members of LIFE Alliance for strategic planning and discussion on key issues, the host organization is responsible to host these meetings.

- **Report writing and submission to AHI**

The report of the PCLDC impact assessment through MSC stories is prepared and shared with the AHI MSC team.

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Annexure: 01 Collected stories

1. Life Alliance Lahore Region

- **Interviewee: Asher Nazir**
- **Interviewer: Hector Nihal**

Story Title: Education can liberate bonded labour children at Brick Kiln Units

He said, I participated in PCLDC 2017, this training was a unique experience for me, in this training, the two points had very strong impact on my life, one the participatory approach and methodology that was very much emphasized in the training, secondly the community exposure direct interaction with the most marginalized people of the society, I visit of brick kiln workers, the children of brick kiln workers, who were working with their parents, without any educational and health facilities, the feeling of depravedness was obvious from the faces of the children, I decided to utilize the learning of participatory approach and proposal writing skill I learned in the training, with these children, and at the completion of the training I developed and wrote a project proposal for the education of the children, which was focused to involve the community participation, teacher and venue will be provided by the community, and other logistics will be provided by the URI, the project approved and successfully implemented, this was one year project, from this project 25 children of brick kiln workers were streamlined in the government and primary school and parents of the children realized the importance of basic education. This efforts brought a significant change in the lives of the parents and children of brick kiln workers as well as in me too, I bring also change in my organization's intervention strategy, in every project and intervention the participatory approaches, and the elements of community participation are very much focused and we have very positive results.

Reason of Significance:

The basic reason of significance is that the children of brick kiln workers started going to schools, who were working with their parents in making the bricks at the brick kiln workers. The parents realized that education is the only weapon that can help them to come out of this cycle of poverty and bonded labour, and it only happened with the learning from PCLDC exposure visit at brick kiln workers, that inspired to work for the provision of basic education to the children of brick kiln workers to break the cycle of bonded labour of brick kiln workers.

- **Interviewee: Iqbal Sani**
- **Interviewer: Asher Nazir & Hector Nihal**

Story Title: Actions speaks louder than the words interfaith harmony

He said, my name is Iqbal Sani from Lahore, the Alumni of PCLDC 2017, I belong to a Muslim Community, and practicing Muslim. The religious biases are very much common, taught, promoted, and practiced in our society and used to degrade people of other religion. I was busy in my daily routine life and had no concern about the life of other people, but when I participated in the PCLDC, this training became life changing factor, not only for me but my family too. In the PCLDC training there were different topics, such as self-

awareness, leadership, community development, proposal writing, and peace building etc.,. The session on peace building, participants shared their religious biases, and discrimination being faced by Christians and Muslims. The Muslims being majority in the country they did not realize the issues and problems of Non-Muslims. There was one sentence shared in the training peace starts from me, this sentence clicked me very much, at that time I decided to work for peace and interfaith harmony within my capacity. There was a conflict between Christians and Muslim in one of the area in Youhanabad Lahore, due to bomb blast in 2015. I involved myself in the reconciliation process by meeting with people and community leaders of both sides, and reduced the tension, I played very important role in building the bridge of dialogue, to bring interfaith harmony in the society, and finally the situation was settled down. He further described that this process did not stop here, in my personal family, my wife did not liked the Christians, she had the feeling of hate and biases, I started to work on her, and slowly I took her with myself in different programs organized by Peace Centre by a Christian organization, where Muslim scholars participated and they talked about interfaith harmony, she saw that there were many Muslims, who don't have any biases, and they were eating with Christians and Non-Muslims. This process changed her mind set and beliefs that she had received from her family, schooling and society. Now she has convinced her family members, that all human beings are equal and no religion is superior to others, we must respect the people of other religion, she regularly participate in different programs events organized by Non-Muslim organizations, for example she participated in Hindu religious festival Holi, and distributed sweets among the participants, he said her daughter is the only Muslim girl who has Christian girls friends her class and she shares eatable items with her, where as other Muslim girls has religious biases. Someone asked her daughter, why she does like it, why she does not behave like other girls, she replied because my father is doing like it, he don't have any religious biases, he works and eat with Non-Muslims so I follow my parents.

Reason of Significance change:

The reason of significance change is the breakthrough of religious biases at personal, family and community level in his personal and family life, he and his family has accepted that people of other religion are also human being and has equal rights to live, they practice these human values in their home, school and community. This behaviour change is result of the self-realization of humanitarian values, personal conviction and experience of PCLDC training workshop, where all participants practices these human values, and inspired me to practice it in our home. Now his wife is promoting interfaith harmony in his family and his daughter is promoting interfaith harmony in her school, I myself is presently working as human rights and interfaith harmony promoter activists, which will bring ultimately social and interfaith harmony in Pakistani society. The behavior, attitude and human values practiced at home has a long term impact in the society.

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- **Interviewee: Khalid Anjum Meo**
- **Interviewer: Asher Nazir & Hector Nihal**

Story Title: Community leadership builds political leadership

He said, I am a community development worker from Lahore, I participated in PCLDC 2017, where I learned many things from different topics discussed in the training, and I had the chance to learn about different issues of the community, especially the exposure visit of gypsy community. In this training I got the opportunity to look at the community problems from different perspective, before this training I was looking for the temporary solutions of their problem, but now I look for the permanent solutions of their problems and my focus is the gypsy community of my constituency. On the leadership session the different leadership roles were discussed such as religious leader, community leader and political leader, the role of political leaders were was much criticized, at that moment I decided that I will become the real political leader and be the voice of the people, especially the most neglected community, the 'gypsies'. From this training I got the confidence and understanding of the community problems in depth. I felt that instead of focusing on individual people's problem, and doing the charity work, I need to focus on the community problems for long term social, economic and political solutions, then I joined the Pakistan Muslim League (PML-N), and now I am an active political leader of my party, representing the issues and problems of gypsy community and with the help of our local political leadership I have helped the gypsy community to make their Computerized National Identity Cards (CNIC), which was a big problem for them, as many of them don't have the legal documents required for the CNIC. He said to solve this problem we had gypsy community meetings, I mobilized the local gypsy community leaders, and we had had lot advocacy meetings with government official and political leadership, finally the NADRA organized a mobile CNIC camp in the community, and CNIC facility was provided them at their door step. He said it was one of their major problem of the gypsy community of his constituency. Now I with the community participation and political leadership involvement, helping the gypsy community to solve their local community problems.

Reason of Significance:

The reasons for significance is that gypsy community's one of the oldest problem was resolved, the issues and problems of most neglected community were highlighted and addressed by the concerned departments such as the Gypsy Community was able to make their Computerized National Identity Cards (CNIC) a legal document, which is one of the basic requirement of any official work was made with the support of Khalid Meo, PCLDC Alumni by utilizing his political leadership and communication skills, through different advocacy meetings with officials, which was impossible for gypsy community by themselves.

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- **Interviewee: Mohammad Amer**
- **Interviewer: Asher Nazir & Hector Nihal**

Story Title: Our small action can bring big change in the lives of poor people

He said that I participated in PCLDC in 2017, I had never attended such type of training in my life, I had never thought about the people who are in great need and how they are living in their difficult conditions, I never thought of helping such people, whom I see them on the roads, such as baggers, and the poor peoples. However, I realized this in the

community exposure visit at brick kiln factory, that poor people needed support to improve their socio economic conditions. I feel that PCLDC has set my personal direction of life to help the people in need. After this training I have made a group of 25 people and we share some amount from our income on monthly bases and each month we collect about 60 to 65 thousand rupees and gave it to some needy persons especially to the orphan and poor children, and arrange for their food. Our this initiative has changed the life of may people, many orphan children were able to continue their education and had good food to eat, it helped the children who were near to dropout from the schools due to tuition fee, and lacking educational material, they continued their education he said we also supported some very poor families with food items, so that they can also feed children which, was a big achievement for us. We feel very satisfied that with our small contribution orphan children are able to continue their education.

Reason of Significance:

The significance of this change is that the orphan children who were near to become dropout from schools, were able to continue their education, and the parent who could not buy the food for their children due to the loss of job during COVID 19 lockdown, were able to feed their children, with the charitable activities of this group. The inspiration and motivation to help the people in need with joint efforts was received from the different activities of PCLDC training.

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- **Interviewee: Shumila Sharoon**
- **Interviewer: Asher Naziar & Hector Nihal**

Story Title: Hatred to love & care for transgender

Capt. Shumila Sharoon, from Salvation Army Church Lahore, participated in the PCLDC training in 2018. She said this training is very much unique from other trainings I have attended. The community exposure of PCLDC was a life changing incident for me, I got a chance to visit Transgender community at their Dera (rented house), during the exposure visit I was very much offended by the language and the life style of the transgender, I also complained about it to the organizers, but during the discussion about the exposure visit sharing, by the comments of the participants and the facilitators, I realized that I was wrong, I must understand their problem and their issues. I set my personal goal to know more about them, I decided to work for the betterment for this marginalized community, it was the most significant change in me, as well as the religious leadership level, I started searching and studying about them, and convinced my leadership to work for the rights of transgender community in Pakistan. I shared my idea with my leadership, in the beginning it was the resistance just like me, because transgender community is not accepted and respected in the Pakistani society, but I was able to convince them and slowly the management and leadership of the Salvation Army was able to understand my point of view and agreed to work for their betterment. I invited transgender community to my office, a group of transgender came to The Salvation Army Headquarter office, I introduced them to my colleagues, they were respectfully received, it was the first time that a transgender has visited such a religious institution, they felt very much hounoured and thankful for the

leadership of the Salvation Army. I felt happy, encouraged and proud that the leadership of The Salvation Army has opened their doors for transgender community.

Now the Salvation Army has developed a program the betterment of transgender community, which is being lead by me, the transgender community has become part of my Pastoral Ministry, we have developed a program for the socio economic development of transgender community. It is only because of the PCLDC training and guidance of my facilitators.

I have realized that most effective community development is building relationship among people, give them respect, listen their ideas, restore the trust and solve their problems with them,

I can say that PCLDC is not just a course, it is a way of personal and organizational development, the confidence I gained helped me to work at national and international platforms and advocate the rights of the transgender community in the Salvation Army.

Reason of Significance:

The reason of significance is that transgender community got acceptability by the religious leadership of the Salvation Army at Church level. The transgender betterment program has designed and developed by the management and leadership of the Salvation Army Pakistan. They have nominated a special person to work for the betterment of transgender community which is a drastic change it Church level, and it only happened because of the exposure visit of transgender community during the PCLDC training 2018, that helped to look at the other side of the coin, to understand the real life of transgender community, understand their issues and problems, and forced me to break my biases and myths, it motivated and inspired me to work for the betterment of transgender community.

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2. Life Alliance Hyderabad Region, Sindh

- **Interviewee: Kiran Josephine**
- **Interviewer: Cynthia Ruth**

Story Title: Never gave up in life

I am Kiran Josephine PCLDC Alumni 2014 which was organized by AAS- Pakistan; I participated as Volunteer of Hayat-e-Nau Rehabilitation Centre for Disabled Children a Project of Hayat-e-Nau Society for Human Development- Hyderabad (Pakistan). Being Differently Abled, it was a good opportunity to learn from different people. The participants of PCLDC supported me to participate in different activities that gave me confidence to explore my leadership and communication skills. Soon after the training I got a chance to work with the DEEP Organization, to work in a project, "Support for Person with Disabilities" in Hyderabad, in partnership with INGO from Finland. Being a PWD, it was very challenging to lead this project but thanks to the confidence, the communication and leadership skills I gained from PCDLC I was able to complete this project successfully.

The management of Deep Organization and beneficiaries of this project highly appreciated for my efforts, leadership and management skills.

Reason of Significance:

The significance of this change was that I personally gain the confidence, and courage to face the challenges, and successfully implemented the project without any infrastructural support. 25 PWD were able to establish their small business to overcome their financial problems, their social and financial conditioned improved. I feel it was only because of the PCLDC, that gave me confidence and conviction, to never gave up, and this approach has helped me to great opportunities one by one. And it not stops till today.

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- Interviewee: Cynthia Ruth
- Interviewer name: Kiran Josephine

Story Title: Self Confidence is important for personality growth

My name is Cynthia Ruth and I was 2017's PCLDC Alumni which was organized by AAS-Pakistan. It was a start of my career with Hayat-e-Nau Rehabilitation Centre for disabled children a Project of Hayat-e-Nau Society for Human Development- Hyderabad (Pakistan) as Volunteer. Starting my career with such kind of magnificent opportunity was a blessing for me. I was so into my comfort zone but after being participated in PCLDC was totally a different experience for me. I got chance for the very first to speak and represent the organization I was serving as volunteer in front of many people. PCLDC played a vital role in my personality growth personally as well as professionally. It enhanced my knowledge and helps me build great understanding of community and its' problems. This golden opportunity substantially development my leadership skills and increase my confidence level which help me stand where I am today.

Reason for Significance:

The reason of significance is that a second-line leadership is being developed in the Hayat-e-Nau Society for Human Development, and after PCLDC training. I have taken more responsibilities in my organization, which has given me the confidence to explore the leadership, and management skills that I've learned in the PCLDC training, furthermore My Increasing confidence has to led me to the position of volunteer to the Project coordinator. Considering my interest and abilities to handle the project and organizational issues, the organizational leadership is looking towards me as the future of the organization, and this change gave me positive energy and Confidence.

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- Interviewee: Ms. Marvi Bibi
- Interviewer: Kiran & Cynthia

Story Title: Self-awareness fasten the process of personal growth

She said, my organization Roshan Samaj sent me to the training in Lahore, Participatory Community Leadership Training Course (PCLDC), from Mirpur Khass. As a NGO worker, I find this training very useful, it not only changed my personal life, but also helped me to improve my working style as an NGO worker. In the training I experienced the real sense of implementation of participatory approach, and I involved this approach while I was working in my community.

The self-awareness session helped me to identify my personal potential, based on these reflections I decided to start my personal business, and I developed a road map for my financial freedom. After the training along with my NGO work I started my personal business of ladies garment with its special unique quality of Shindi culture, which has provided me an opportunity to explore my personal leadership and communication skills, and helped me to address my financial issues and problems, after the collapse in social sector or NGO work.

Reason of Significance:

The significance of this change is that it changed my personal status from an NGO workers to a business women, and developed a personal entrepreneurship, this process gave me confidence and courage to face the challenges of life. It is only because of the motivation and inspiration for personal growth and personal development I received from the PCLDC training, it helped me to establish my personal business of ladies garments. The confidence I gained supported me very much to strengthen my business.

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- **Interviewee: Noor Alam**
- **Interviewer: Kiran & Cynthia**

Story Title: Service of community nourishes Community leadership

Noor Alam said he participated in PCLDC 2017, from Hayat-e- Nau Organization, Hyderabad, it was a first training for 10 days for me. I felt very hesitant in the beginning of the training because there were participants from different parts of the country. But I was surprised to see that everyone encouraged me to take part in the different activities, working in small groups helped me to overcome my hesitation, this process gave me confidence. The session on community development and leadership motivated me to do something for the community. One day I was given the chance to lead the session, and in the role play I played the role of political leader, that was portrayed very negative picture of a political leader, I got lot of appreciation, I got encouragement, that helped me to explore my internal capabilities and my leadership skills, during this training day after day I felt change in myself. When I came back to my organization, I started leading the programs and started taking part in the community development and political activities in my area. I got interested in the Pakistan People's Party and joined the local group of young people. I started using different tools I learned in the training such as mobilizing community for collective actions. With the joint efforts of people we were able to solve the community

problem of clean drinking water in our area. Now I am very active member of Pakistan People's Party (PPP) and its leadership has nominated me to take part in the local bodies' election as a Chairman, therefore in these days I am busy in my political campaign for voting, and I am confident that with the support of people I will become a Chairman in my Union Council. I feel that only services of the community makes you a leader. Now I feel that the PCLDC training became the turning point of my life. It give me my life's future direction for my career.

Reason of Significance:

The reason of Significance of change is that he is that now he is socially and politically active in helping people to solve their community problems, he joint Pakistan People's Party (PPP), and representing minority community at political party level. The PCLDC training helped him to explore and exercise his political leadership skills. The PCLDC training gave him a vision, and future direction for his professional career. Now he is a political leader representing minority community in his Union Council to address the community problem of his locality.

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- **Interviewee: Khawar Gull**
- **Interviewer: Kiran & Cynthia**

Story Title: Only you can change yourself no one else

Khawar participated in PCLDC 2017, from a DEEP Organization from Hyderabad, Sindh, Pakistan. He said the PCLDC training has a long lasting impacts on my life. I did not expected, that this training would change my life, it was a turning point in my life, because before this training I was not so much serious about my personal life, family matters and my future career. I was part of the company of bad boys of my area. The every session in the training was amazing, but the session on self-awareness, was life changing for me, when we were having reflection on our personal life line, I realized how much my parents have done for me, and I am wasting my time, the family resources, the other activity was the exposure visit of the gypsy community, where are realized the challenges of these people and compared it with my personal life, I realized that I want to live a better life, the personal life changing process started, it awaken my conscious and I started to focus on my career, and decided to do something special in my life, I should be the supporting hand for my family. After the training I focused on my personal life career, and I tried to look for different opportunities, finally I got the opportunity for going to Greece, I decided to avail this opportunity and went to Greece, then I went to Turkey and after lot of struggle now I am living a very good life, and I have developed my professional career, I am supporting my family, the financial and social status of me and my family is changed. I feel it is only because of the PCLDC training, it had given my vision, and confidence to achieve my personal life goals, I feel that if I had not participated in this training I would have been not in Turkey, and living and life in the bad company of my friends.

Reason of Significance:

The significance of this change is that the social and financial status of me and my family is changed, I left the bad company of my friends, and we are living a better life. It is only

because of the PCLDC training that gave me a vision of my professional career, and a road map how to achieve it. Because before this training my family member, friends tried their best to change my bad life style, but I did not listened to them. Only when I decided I want to change myself, I changed my life style

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3. Life Alliance Multan Region, South Punjab

- **Interviewee: Ajaz Ahmed**
- **Interviewer: Hector Nihal & Michael**

Story Title: Belief in humanity removes biases

Ajaz Ahmed said he participated in PCLDC 2015, with reference of Mr. Francis Ruffi, from RASTI. The PCLDC has given me a road map for my personal and organizational growth, before this training I had made my organization because I wanted to work for the betterment of people, but I was stuck up, I did not know how to move forward. After this training my concepts about community development were cleared, I understand the process of community development, formation and role of NGOs. The knowledge and confidence I gained from the PCLDC I utilized at two level, first to strengthen my organization the STEP Organization, and second to strengthen my roots in the community and building relationship with government institutions and at community level by organizing small groups. On the bases of my efforts I was selected by the community as Councilor at Local Bodies Election, and I served my community as a councilor and with the participation of the community we were able to do many community development action in my constituency. My STEP Organization is also very active and we are doing different projects in the community. I feel that it is only because of the PCLDC that has given me practical approach of working with people for their development, I used my key learning without people's participation community development is incomplete, so I applied it in my organization and in the community that has given very positive results, with that I started trusting on the community and realized their importance in the community development process. Second change I felt in myself was that my concepts about other religion were changed, now I believe all humans are equal, no religion is superior than other, we can live and eat with each other, . Now I am a different personality, I am working for the interfaith harmony, I have facilitated many Hindus for social relief activities and motivated my colleagues to remove their biases. There is a great change in me and my working strategy, now I have a strong network of community development workers, and I do all my activities with their participation, my colleagues and I work with non-Muslims without any biases and prejudices.

Reason for Significant Change

The most significance of this change is attitudinal and behavior change of his colleagues for interfaith harmony, reduced religious biases, as the supported the children of a Hindu family to get admission in the school in his area, this process has a lifelong impact on the life of children, and families of Muslims and Hindu. He feel that main reason for Significant Change in him and in his organization is the learning PCLDC, it has cleared his community leadership and community development concepts and removed the religious biases. It

motivated him to become local body councilor of his Union Council to address the community problems in his union council. Being a community leader he was able to solve the community level problems at local government level. He made a network of community workers in different basities (villages), that has close coordination to address the community problems at community level.

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- **Interviewee: Ms. Mamona Bibi**
- **Interviewer: Michael Rizwan**

Story Title: A good facilitator can make your life better

She said it was my first time travelling to Lahore alone without my family 10 days, in my life, because in our culture females are not allowed, but my family trusted on Sir. Hector Nihal and allowed me to participate in the PCLDC training in 2020. It was one of the significant change happened in me that I decided to participate in PCLDC training, breaking the social and cultural barriers.

This training was a new world for me, I came from a remote area, not having good English or qualification, I was very much worried and hesitant to participate in any activities. But I was astonished to see that during the training by taking part in different activities, slowly, slowly I was able to break all my personal fears, and hesitations, I got the encouragement from my trainers and colleagues, that build my self-confidence and vision for the betterment of women in my locality and growth of my Anmole Federation, a grassroots level women's organization, consisted on 60 SHGs (Self Help Groups) and 6 CLAs,(Cluster Level Associations), having more than 1500 women as its members. The confidence and courage I received from PCLDC, has helped me to lead my organization more effectively, As per our plan of action we were able to support Person with Disabilities for medical certificates, help them for CNIC and registered them in Esas program government of Pakistan, who were facing lot of challeges without CNIC in their life, and were deprived from the government facilities for PWDs. My leadership and communication skills helped me to bring socio economic change in the lives of rural women, and lead my organization in more effective way.

Reason of Significance:

The significance of this change is that the I was able to help more than 25 Persons with Disabilities (PWDs), to have their basic identity document CNIC (Computerized National Identify Card), and medical certificate of person with disabilities, as it was part of my plan of action, now with these documents these PWDs are able to avail government facilities for PWDs, and they can be mainstreamed in the society. Secondly as the Anmol Federations gets stronger under my leadership, more than 1500 rural women are able to change their socio economic status. I feel that this change is due to the training, because through participating if the training, I was able to gain self-confidence, courage and strategy to work for the betterment or people and growth of my organization,

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- Interviewee: Safia Barkat
- Interviewer: Michael Rizwan

Story Title: Focusing on best skill can change your life

I am Safia Barkat, I participated in PCLDC 2019, I was working as a teacher in community schools, a project of Caritas Pakistan Multan in Mumtazabad, Multan. The training was a life changing process for me, there were many things that had been very effective and forced me to bring changes in my personal life, I was impressed by the training methodology and participatory approach. One of the greatest change I felt in myself was that I started using facilitation skills in my teaching classes by involving them in the learning process, now I give more important to the children, and their parents because they the main stakeholders, I involve them in learning process. On the bases of self-confidence and communication skill I was able to get a job in formal school, where I used participatory techniques and focused on activity based learning, that helped me to become trainer for teachers on activity based learning, involving children in different activities. Now I am working as a teacher in a formal school as well as trainer for activity based learning methodology for teachers of different schools. It has also income my income and social status.

Reason of Significance:

The most significance of this change is that she moved from traditional teaching style to participatory teaching methodology, and focused on activity based learning in her class, these approaches and techniques created the interest in the non-formal school children, and the number of children increased in her school, and interest for education developed among working children, many of them were mainstreamed in the formal schools, and lot of working children availed their basic right of education, that changed their life and provided the opportunities to learn technical skill and had better opportunities for professional life, through this process she gained confidence and started teaching in the formal school, due to my participatory techniques in the class, the management of the school asked me to conduct training workshop with teachers of the school, in this process the dropout ratio in her school was reduced. Now I feel that it was only because of the self-confidence I gained from PCLDC, and the facilitation and communication skills I learned they played an important role in my personal growth, because with these skills I got better job in the formal schools and now I am working as a teacher as well as teacher's trainer on activity based learning, that helps in creative thinking and exploring inner abilities of the students.

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- Interviewee: Alvacious Kamran
- Interviewer: Michael Rizwan & Hector Nihal

Story Title: Self-awareness is important for professional development

My name is Alvacious Kamran, alumni of PCLDC 2019. He said I was working as a teacher in community schools of the project of Caritas Pakistan Multan in Khanawal. During the PCLDC training the self-awareness session changed my life, it became a turning point of my life. In the reflection I was able to reflect on the personal life and decided to development my professional career and become financially strong. During the training before going to bed I did my professional career planning, following were the key points, 1) Apply for government jobs, 2) focus on my agricultural land and livestock, 3) construction of a good house in my village. This career development road map became clearer at the end of every day during the training. After the training I discussed my career plan with my project manager, she supported my plan and allowed me to apply for the government job as a teacher. I followed the process and after clearing of different procedurals and interview I got a job of a teachers near to my home at Government Boys High School, Dunia Pur, Khanawal. Then I resigned from my job from Caritas and joined government school teacher. Then I focused on my 2nd target, I did very much hard work to set my agricultural land, and after six months I was able to start a livestock business with five animals, God blessed my efforts and work and now I have a good livestock business of 15 animals. During this period of time, with the support of my family members able to build my house in my village. The most significant change is that the local and provincial political leadership recognize me, because I am also involved in the social and political activities in my area. It is only because of the confidence I got from PCLDC, with the communication skills I am able to motivate and mobilize people for the community development activities in my area.

Reason of Significance:

The significance of this change is that it has changed his social and financial status in his village, he has a well-organized agricultural and small dairy form, that has strengthened his financial position in the community, and now active in local politics and community development activities. It is only because of the vision, and community leadership skills he learned in the PCLDC training.

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- **Interviewee: Nazia Shabeer**
- **Interviewer: Michael Rizwan**

Story Title: Break the shell of personal fear for professional growth

I participated in the PCLDC Training in 2019, from RASTI Alipur, as I was working as the Non Formal School Teacher. As a Non Formal School teacher I was limited only to my work and didn't had any future planning for myself, but after this training my life was changed. In the beginning of the training I was very much hesitant, but as the time passed I felt lot of changes in myself such as I felt my hesitation was reduced, my self-confidence increased, and I come out of my personal shell, and started activity participating in the different activities. During the training I realized that I have a purpose of my life, I was able to find my purpose of living that gave me encouragement for my personal growth and to work for the young girls of my area. Then I with the help of my friends organized a young girls youth group and started Women Development Centre (WDC), in our area, and started

small business with the stitching and embroidery skill we had, it helped the young girls to generate income for themselves and for their family. It was very much encouraging for me that in one year we were able to earn more than 80000/-, it was a big amount for us. Our this process gave young girls a vision and thinking for personal career development, and some of the girls started their personal small business, which is very much encouraging form me.

Reason of Significance:

The significance of this change is that it gave a vision, mission and personal career development roadmap for life, to those young girls who were just living a normal routine life, this change helped young girls to utilize their embroidery and stitching skills to start small business, to generate income for themselves and for their family, it helped young girls to organize their abilities and skills at one platform, that brought change in the lives of at least 25 young girls. One girls have established her business of embroidery, and she is earning money for herself and her family. I feel this is only because of the learning and motivation I received from PCLDC training, that helped me to for a group of young girls and established Women Development Centre in my village, and started a business of stitching and embroidery ladies garments. The confidence and skilled I gained that supported me very much to grow in my life.

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4. Life Alliance Chakwall and Islamabad Region,

- **Interviewee: Naib Zaira**
- **Interviewer: Asher Nazir & Hector Nihal**

Story Title: JOINT EFFORTS CAN BRING SUSTAINABLE CHANGE

She said after PCLDC training I can feel two major changes in me and in our youth group, 1) before this training I had an idealistic approach, I wanted to do lot of things, but I could not, because I was a self-centered personality, sometime I was overconfidence, but after this training I realized the importance of people's participation in the development process. The format of the training was very interesting that forced everyone in the training on participation in different activities of the sessions, I realized that with the participation of other people, the results were very positive, at the end of the sessions everyone got the encouragement, that build their confidence, I observed the people on the first day who were very hesitant and reluctant to talk, on the last they day were full of confidence, they were different personalities. The session on community development, group formation and advocacy had very positive impact on me, therefore in my Plan of Action, I decided to focus on our youth group with practical approach, I reorganized it, the Chakwal Youth Group, that is now socially and politically active and working to engage young people in positive activities, 2), before this training I was an ordinary member of the group, but after

this training I utilized my communication and leadership skills I learned from PCLDC, and now I leading the Chalwal Youth Group, and involved young people from University and colleges of Chakwal, with the objectives to bring socio politico and economic change among young people and involve them in positive activities, to change the mindset of people through personality development trainings. The key achievements of the Chakwal youth groups are, a) they organized a program at University of Chakwal that was honoured by Minister of Higher Education & IT Punjab Raja Yasir Humayun Sarfaraz, local Parliamentarians, VC of University of Chakwal, District Administrator, about 500 representatives of Civil society and students from a University and different colleges participated, that was highly appreciated by the guest of honours, that was great encouragement for me and my groups. Another initiative I have taken is that I have started a training based on the principals and methodology of PCLDC, with young people of my Chakwal Youth Group, with my team of 5 persons.

Reasons for Significant Change

The significance of this change it that a social and political leadership developed in me that made almost a dead Chakwal Youth Group, socially and politically active, that has has organized different programs on social issues at city level. Now its leadership is working with youth at college and University level, and engaged in different youth development activities. With this initiative the now young people are engaged in positive activities instead of negative activities. I would say with any doubt this change is only because of the learning, motivation and inspiration of PCLDC training, that has convince me to trust on people, and involve them in the community development process, by joint and organized efforts we can bring social change in the society, and youth has the power to bring this change.

- **Interviewee: Muhammad Sajid**
- **Interviewer: Niab Zaira & Hector Nihal**

Story Title: Community participation is key for sustainable development

Mohammad Sajjad, said I am a development professional, and have over 16 years of strong experience in the fields of Programme and implementations. I have worked with National & International organizations and presently working PAK MISSION SOCIETY (PMS).

For the Most Significant Change (MSC) story, I would like to thank AAS Pakistan for providing me an opportunity for 10 Days PCLDC Course in 2019. In my past career I haven't attended this type of course/ training, which was very fruitful for me. After this training two things were very much significant in me, such as I gained the confidence, that was realized by my senior management, when I shared my experience of PCLD, my management was astonished to see the change in me, and they appreciated me and the organizers of PCLDC. They decided that every year they would like to send their two to three staff members in this training, which was very much encouraging for me. Secondly I decided to apply the participatory approaches in the field. Which was a drastic change in the organization's project implementation approach.

In our previous community development approach we were working through the vendors, for building infrastructure and construction work in the community, but the result was not according to our standards, there was no quality work and misuse of fund.

Based on the learning of PCLDC, I decided to apply community participation approach and I convinced my high management, they agreed. I followed the community development process and steps I learned at PCLDC, and formed the VDC (Village Development Committees) at villages level. Each VDC have 15 to 20 members and they select their own Sectary and president.

After the formation of VDCs all the community development projects and activities at community level were carried out through CVDs such as construction and management of infrastructures as community level, they were trained in community leadership, monthly saving and record keeping, how to record the saving & expenses, after the involvement of VDCs, the results totally different, I and my higher management noticed that now there is a community ownership, there is a quality in work & projects are completed within time and sustainability came in community which was very incredible. Now I am so happy because if there is an issue or needs in village the VDC address the issue/need and solve it through own resources. VDC also conduct regular monthly meetings to address the village issues and discuss the possible solution. They have developed coordination and linkages with other NGOs and organization looking the solutions of their problems, it is remarkable achievement, it only because of the PCLDC learning and its utilization.

Reason for Significant Change

The significance of this change is that it helped an organization to change its working strategy of community development at community level. Now the community participation and community involvement is important for every project implementation process, it gave ownership to the community, reduced the logistical expenditure of the community development projects, and brought sustainability in the community projects. In this process the community leadership and community ownership developed. It happened due to the utilization of the learning of PCLDC. The PCLDC gave him self-confidence and techniques of community development process. Now the community involvement and community participation is very important and included in all projects.

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- **Interviewee: Zeshan Ishfaq**
- **Interviewer: Naib Zaria**

Story Title: self-realization and overcoming the personal weakness

Mr. Zeshan said I participated in PCLDC 2017 batch, the uniqueness of the PCLDC is that the person, what he wants to learn, he is asked to lead that topic, which was wonderful experience for me. I learned how to identify personal weakness and make it your personal strength through different activities and tools used in the training. One of my self-realization was that one of my weakness is that I learn many new things, but I never practice it, but the change I felt in myself was that I decided to utilize my learning in my field, so I made the a plan of action to create awareness through theatre, and after the

training I implemented my plan of action, I got lot of appreciation from the people, their feedback was encouraging that gave me lot of encouragement and motivated me to do more. It was only because of the PCLDC training, that has changed my life, I have participated in many trainings before the PCLDC and after the PCLDC, and I have no doubt to say that PCLDC is unique, its format is unique, it forces participants to reflect and

Reason of Significance:

The significance of this change is that it made me more practical person, I started implementing my learning with more conviction and commitment. It had very positive impact on the results of my work with young people. I feel it is the result of PCLDC training format that force you for internal change, that I felt it in the PCLDC training because before this training I was unable to utilize my learning into practice, but in this training it was the self-realization of my weakness, and it helped me to convert this weakness into positive action, to make it my strength.

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- **Interviewee: Nageela Irum**
- **Interviewer: Naib Zaira & Hector Nihal**

Story Title: Traditional teacher to community development facilitator

She said I am professionally I am a teacher, working in the literacy department government of Punjab. I have literacy centre at brick kiln unit, where majority population is Pakhtoon Community. I participated in PCLDC 2020. It was an eye opener training for me, it helped me to understand the community development process and role of community development worker. Before this training I was just a formal teacher, just going at the centre and teaching and coming back to my home, due to this the performance of literacy centre was very weak. I did not had any coordination with the parents of the children, my behavior was rude with the children and parents. But after the PCLDC I was totally a different teacher professionally. I realized that I have the responsibility to change the lives of these most deprived and deserving children. The key to accomplish this target is trusting on the community and involvement of the community in the education process of their children. I focused on the behavior and of the children and their parents, I increased my time duration at the Literacy Centre, and started visiting the community, with this effort, the interest for education among children and their parents started increasing and the enrollment at the centre was increased. Mostly Pakhtoon community don't allow their young girls to go out of their homes, or for study, but due to my communication skills I learned from PCLDC, they trusted me. The parents allowed their young girls to join the literacy centre. She said one family had two children with disability, and they were not interested for their education, but with my effort, I convinced them to enroll these children at Literacy Centre, this effort changed the thinking of the parents and family members toward to Children with Disability. My Literacy Department gave me the award of best teacher on the admission of Children with Disability at Literacy Centre. She said now I am not a traditional teacher, I am now a community teachers and facilitator, I feel that without community participation social change in the society is not possible. The community has crucial role in the development of the people.

Reasons for Significant Change

The significance of this change is that it changed the working style of non formal literacy centre, it became child friendly, from traditional teaching style to activity based learning style, with the home visit relationship community became stronger, the level of trust of children and parents increased, that also increased the number of children at non formal literacy centre, the children with disability were enrolled and they also got the opportunity to get the basic education. The government literacy department recognized my this effort and gave award for it. The fact is that this motivation and working strategy I learned at PCLDC training, that has cleared my concepts and my role as literacy centre teacher, and the role of community participation. Trusting on the community has strengthened my conviction of working for the betterment of people.

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- **Interviewee: Fiazan Tariq**
- **Interviewer: Naib Zaira & Hector Nihal**

Story Title: Humanity is supreme over everything

He said I participated in the PCLDC 2015, on the invitation of Mr. Francis Ruffi, who was a great trainer, and this training was very much unique for me. We were asked to live in one room, people from different cultures and religions. Before this training I had some biases about the people from other cultures and religions, but during this training I had the opportunity to understand the values and behaviors of people from other culture and religion that changed my behaviour, I realized that all people are human being, the humanity is first, the culture, ethnicity and religion is the secondary. The most significant change I felt in myself was that my all negative biases were removed, I started accepting the people from all cultures and religions and I decided to promote these values, so when I came back to my office, I started practicing and promoting these values, and worked for the interfaith harmony, our with this efforts the situation in the communities also changed, when the people saw people from different religions and sects are sitting at one platform, it gave a very positive message to the people of other religious leader's congregation or community.

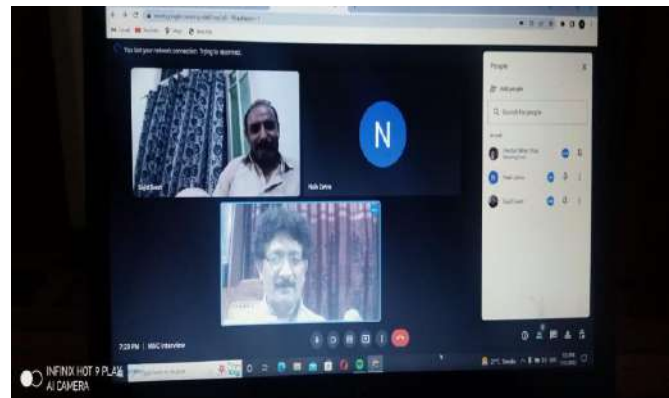
Reasons for Significant Change

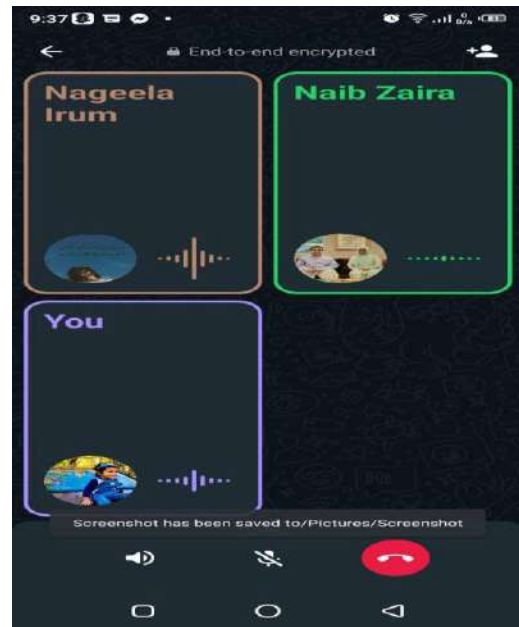
The significance of this change is that values of interfaith harmony in the society were promoted through different activities and actions that reduced the elements and chance of religious conflicts and biases in the society. It only happened through the format of the PCLDC training, that provides the opportunity to young people from different religions and cultures to live together, understand each other's values, behaviours and religious faiths and accept them as human being.

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PICTORIAL VIEW

- Collection of MSC Stories;





- **MSC Stories Feedback Session**



- **Future Strategic Planning of PCLDC Program in Pakistan**

