



**KARUNA BALI FOUNDATION**  
Bringing Alive Love's Inspiration

# NEWSLETTER

March 2023





*Dear Friends of Karuna Bali,*

*On behalf of the entire Karuna Bali Foundation team, we want to extend our warmest wishes for good health to all of our beloved friends of Karuna Bali Foundation. As we navigate these uncertain times together, it's more important than ever that we take care of ourselves and each other. We hope that you and your loved ones are staying safe and healthy.*

*It is with deep gratitude that we welcome you to our latest newsletter. As we continue to navigate the challenging times brought on by the global pandemic, we are reminded of the immense impact that your generosity and support have had on our organization and the communities we serve. Thanks to your unwavering commitment to our mission, we have been able to make a meaningful difference in the lives of countless individuals in Bali and beyond.*

*We are excited to share with you some of the latest updates and highlights from our programs and initiatives, and look forward to your continued partnership in the months and years to come. As you read through the updates and stories in this edition, we wish you a happy and engaging reading experience.*

*Warm Regards,  
Wayan Rustiasa – Head of Council of Karuna Bali Foundation*





In late November 2022, the Karuna Bali Council was able to have their first live meeting in three years.

We have met many times over that period, but always on Zoom. To finally have the four of us, Wayan, Iluh, Suzanne and Rog together in the same space, was so exciting for us all. I think at times we wondered if that day would ever come, and we often fretted about the future of KB, the wellbeing of the staff and students, and it was so nice to finally be able to give each member of the staff a hug and find out how they were and how they had grown in the last three years.

On a more personal note, it was great to see Iluh looking so much better after her five years of bad health.

Covid has taken quite a toll in Bali, much greater than anything that was experienced in Western Nations. People taking to the streets to sell various items, selling their cars, borrowing from the bank to eat, and as you can imagine when that goes on for an extended time it creates a lot of stress and hardship, we were really surprised by the degree of pain and suffering. The people are so relieved to have tourism coming back in numbers again.



KB as an organization was stretched at times with work from home rules that affected the one-year program and stopped all the on campus short courses. Thank goodness, due to an Australian donor, we were able to keep the team paid during that time. What a gift that was. The benefit being shared extended beyond the immediate KB family, as they in turn supported their family and others in their village communities.

Taka took on the role of Director and Chairperson just months before the real impact of Covid and navigated the team through coping with work from home and other obstacles. In the end, it was decided to pause for a year (July 2021-July 2022) and invest in team training and capacity building, increasing the staff's facilitation skills and their experience of LVE and NVC. All of which has resulted in them becoming more confident in themselves, more open and more involved.



The growth in the staff is a definite benefit of all that has happened. Wayan and Suzanne spent three days meeting with the staff one by one and gaining a great insight into KB's activities over the past two years. It was a great process and appreciated by all and provided an in-depth look at all the changes and potentials now in place.

It was wonderful to finally be there on the ground and spend two weeks reviving our relationship with KB and the team after three years. We returned home very reassured that KB is in good hands.

Given the uncertainty caused by lockdowns and work from home restrictions the team were looking for a best next option and they decided to do a deep analysis of how they all felt, which not surprisingly was tired and stressed. So they set about strategic planning and decided to dive into an experimental period, mixing up roles combined with in-house capacity building. The team have often said they wished they could have the benefit of the one year program themselves and so in this was their time, an opportunity that never would have been possible at any other time.

What birthed out of that period was a number of things.

Many have changed their roles and take a much bigger role in determining their future with KB and its development in the future.



Gede completed an external part-time course with an organization called Same Skies, and learnt about about Project Cycle Management and inand in turn with the team, implemented that knowledge in a modified experimental six-month course. That is the program that graduated on 2nd December 2022. The Short courses are doing well and while nowhere near the numbers before, they are busy every day and the numbers are growing.



The highly successful Short Courses program was decimated, which pushed the team to make the transition to online teaching. Easy to say, difficult to do and even harder to attract students, but they persevered with great heart and kept the program alive. It is in house again and growing well. We now have a team that is versed in Online Teaching and marketing, something that has many potential applications in the future.



Some of the staff switched roles and are trying their hand in new roles, which adds to the diversity and capacity of the team.

Two new concepts were birthed:

**Capung Melajah:** The name given to a new action team.

The direct translation is: Capung means Dragonfly and Melajah is mixed from two words, 'Melajah' (Balinese) = Learning and Jelajah' (Indonesian) = Explore In many cultures, the Dragonfly is revered for its ability to adapt to any environment and that resilience combined with the courage to try new things inspired the team. That philosophy gives definition to a new approach they wanted to take helping young people develop their capacity, and prepare for a changing world. All of the new training that the staff engaged in was implemented in the Yowana Kreatif project.

The Capung Melajah team also assisted a newly established non-profit organization on the North Coast of Bali named Desa Les Community Center (DLCC) Amisewaka, in using the Living Values Education (LVE) approach. A series of LVE workshops have been given to help the staff and students in creating a Values Based Atmosphere. DLCC Amisewaka is an American funded organization that built a 100-student school at Desa Les. The lady managing the school has been a sponsor of students at KB for some years in the past. Seeing the difference, the personal growth in each of her students at KB, she proposed the organization to spend time and money to develop a KB style approach.



That required the KB team to step up to the challenge and put their training into practice, demonstrating how a values-based atmosphere and Conflict Resolution can work at all levels in a school environment. It proved to be quite a challenge for both the new school's teachers and students who have never experienced the concept before, and even more so for our core team who were responsible for delivering the practical application of KB's Approach. It's an ongoing commitment on KB's part extending into 2023 giving the team priceless confidence building in facilitation at all levels.



**Yowana Kreatif:** The name given to the 6-month pilot project.

The direct translation is: Creative Young People

We also arrived in time to be able to attend the Graduation of the young people completing the 6-month pilot project, Yowana Kreatif.

This program offers some soft skills, immersion in **Living Values Education** applied to life, **Compassionate Communication** based on **Nonviolent Communication** by Marshall Rosenberg, **Self-Managing Leadership** (a course from Oxford Leadership Academy), and **Project Cycle Management**. The chance to facilitate values activity for their friends and to facilitate a small workshop about Active Listening for the public was also given to the students so they could share what they have learned within six months' course.



The end-of-year graduation ceremony was also very sweet. They performed a wonderful dance, sharing from the heart the things that had changed in themselves and their life as a result of their time at KB, but even more beautiful than that was the parents who stepped up to share from the heart. How grateful they were that their children had this opportunity to grow and how profoundly it had changed them and deepened their character and compassion.



## What's Next?

After the 6-month pilot project of Yowana Kreatif 1st Group, we will continue to the 2nd Group of the pilot project of Yowana Kreatif.

After completing the evaluation of the 1st Group, we found that the students got tremendous benefits from the project. Their self-confidence improved after joining the workshops and daily practical skills education related to soft skills. Soft skills are personal attributes that enable someone to interact effectively with themselves and others. Those soft skills given to the students during the project are the practices of **Living Values Education** (active listening, conflict resolution, values based activities), **Distanced Learning Self-Reflection** and the practice of **Nonviolent Communication** (self-empathy). Through facilitating the soft skills, the students have a better understanding and relationship with themselves, their families and also their friends.



At the end of 2022 we conducted another need assessment for young people in Bali related to their needs and challenges. The assessment was conducted due to the switch of situation from pandemic to endemic. We invited the young generation in Gianyar, in the age of 16-35, to participate by filling questionnaires through Google Form. There were 79 respondents from all the regencies in Bali.



Yowana Kreatif project is focusing on young people in the age of 18 to 22. We analyzed the data on those ages and 49 out of 79 respondents are in the age range of the project. Mostly, the respondents were having challenges in adapting and interacting with others.

They need soft skills as well as hard skills to overcome their challenges (*hard skills or technical skills, are skills learned through education or hands-on experience*). English and Computer application are being mentioned quite many by the respondents.

Therefore, for the 2nd group, we will provide both soft skills and hard skills for the new intake. The 2nd group of the pilot project will start in July 2023 and will be conducted for one year: 9-months of learning process and 3 months of preparation, admission tests and evaluation of the project.



We look forward to updating you as the year develops. This is a progressive pilot development for our team as they take all their new skills and apply them to the management of their various departments and the development of KB. We are watching like proud parents.

*Thank you for taking the time to read our newsletter and for your continued support of the Karuna Bali Foundation. Together, we are making a real difference in the lives of those we serve.*

*We look forward to keeping you updated on our progress. If you have any questions or feedback, please don't hesitate to reach out. Thank you again, and we wish you all the best.*

