


ANNUAL REPORT 2022-23



I am
Brave

OUR VISION

To develop the awareness and capabilities of individuals who have been deprived of their fundamental rights as a result of the inequalities that exist in our society.



EDUCATION
1,986 beneficiaries



AWARENESS
26,307 beneficiaries



OUR MISSION

To provide rescue, rights and rehabilitative services to the communities in most need. To offer a safe exit point to women and their children trapped in the crippling cycle of poverty and abuse.



HEALTH
4,324 beneficiaries



REHABILITATION
7,048 beneficiaries



TOTAL 2022-23
39,665 beneficiaries



OUR HISTORY

Girish Kulkarni grew up in Ahmednagar enjoying life in a middle-class, loving and supportive family. At eight years old he was taking a shortcut between classes. This took him through one of the city's red-light areas where wandering through the narrow alleys, he saw girls his own age sitting outside brothels selling their bodies to the highest bidder. Even at this young age, the injustice of being born into a poor situation had a profound impact on him, especially when he saw a naked child being beaten and tortured. Her crime? She had contracted syphilis and was no longer able to work. The young Girish felt powerless to help and his inability to intervene haunted him into early adulthood.

When Girish started college, he was reminded of what he had witnessed when a friend took him to the red-light area to meet his mother, sister and grandmother, who were all sex workers. Youth volunteer organisations' slogans of changing the world didn't seem to offer the direct action he felt was needed for these women. Realising his own time and resources were limited, but still wanting to ease his own conscience he decided to think globally but act locally. He thought: "How can I change the lives of at least a few people?" He approached some sex workers to ask them how he could help and they said, "Take our children".

Each day Girish would pick up two children to take them to a park, buy snacks, tell stories or teach them how to ride bikes. Word soon spread and within four months he was entertaining 80 children and building the trust and respect of the sex worker community.

In 1989, Girish founded Snehalaya, appointing three sex workers as trustees. When HIV and AIDS started ravaging the community, a Death with Dignity program, a few roadside huts and a bike and cart, provided palliative care to some of India's first AIDS casualties.

Girish's interventions over three decades ago prove that small actions can have a large impact. Today, over 300,000 people have benefitted from our 20+ projects, saving countless lives and giving dignity back to those marginalised by society.

Reduced new cases of STDs in sex workers, from 56% to 2.3%

Ended child labour & marriage in our city slums

100% condom usage among our sex workers

Ended atrocities on sex workers & minor girls

Ended second-generation prostitution in our district

No minor girls in our district brothels

Reduced new cases of HIV in sex workers, from 17% to 3.4%

Opened the first hospital dedicated to the treatment of people living with HIV/AIDS

Chaired Niti Ayog subgroup on women empowerment 2020-21

Consulted on the latest Central Adoption Resource Authority (CARA) guidelines as a steering committee member

Inspired & piloted the DWC's national One-Stop Centers for women

FROM OUR SECRETARY

As we reflect on three decades of unwavering commitment and service as a registered charity, it is with great pride and gratitude that we share the remarkable journey of our NGO in the pages of this annual report. Over the years, our organisation has stood as a beacon of hope and support for women and children facing adversity.

Our enduring mission to uplift the lives of those in distress has been made possible through the dedicated efforts of our team, the generosity of our donors and the resilience of the countless women and children whose stories we've had the privilege to be a part of. In this milestone year, we celebrate not only the passage of time but the positive impact we've made on countless lives.

We owe much of our success to the sound management practices that have been the bedrock of our organisation. With transparency, accountability and efficiency at the forefront, we have navigated challenges and embraced opportunities to grow and evolve. As we delve into the details within these pages, we hope our stakeholders gain a deeper understanding of the meaningful strides we've taken.

Looking ahead, we remain committed to adapting to the evolving needs of the communities we serve. Our focus on empowering women and nurturing the potential of every child remains steadfast. With your continued support and the collective dedication of our team, we aspire to build on the legacy we've established, creating a future where no woman or child is left without the care and assistance they deserve.

Thank you for your unwavering commitment and leadership, which have been instrumental in shaping our organization's success. Together, let us continue to make a lasting difference in the lives of those who need it most.



Rajiv Gujar
Secretary, Snehalaya



FROM OUR PRESIDENT

I present this annual report with mixed sentiment. We are still learning many things that will bring positive changes to our beneficiaries' lives. I'm putting forward a few things and strive to draw attention to them. For the past two years, we have been working rigorously on mental health and learning new things. In India, millions of people suffering from mental illnesses face ignorance, leading them to challenging lives.

Over the past two years, through the medium of our Mansagram project, under the guidance of Dr Bharat Vatvani, Dr Deepti and Niraj Karandikar, we have successfully treated and reintegrated more than 100 patients back into their homes. This project is soon shifting to a new space, promising more effective treatments for mental health patients. The global environment poses a significant challenge to mental health. Therefore, Snehalaya's active participation, especially through efforts we are making in Kinhavali, Shahapur and our Malpani Smriti Center, is essential. Initiatives such as the Miyawaki Forest and other projects to empower Katkari/Adivasi tribes in their home regions are underway.

In Snehalaya English Medium School, many improvements have been made, such as enhancing the computer lab, expanding the library with more books to successfully promote a reading culture. Our student's interest has grown with the opening of our geography park, which has also been visited by many schools from around Ahmednagar District. Upgrades to our science labs have further enriched our students' knowledge as they experience new instruments and experiments.

Snehalaya has not only excelled academically but has also provided economically disadvantaged children in the vicinity with high-quality education. Mission Super 40 group, through Dr Koparkar, aims to give special attention to selected Balbhavan children, bringing about positive changes in their education and potentially influencing future societal ideals.

Thanks to the perspective contributed by Shashikant Satbhai and Ajit Thadani, Snehalaya has become technologically proficient, simplifying the accomplishment of daily tasks. The installation of solar power plants in our projects has made a positive impact on our electricity bills, significantly reducing our daily expenses. Girish Bhau, Rajiv Gujar and the entire Snehalaya team have successfully completed numerous initiatives, achieving success in various endeavours.

There will be many questions still to address as we continue to evolve and we will continue our constant efforts to find answers for the sake of our beneficiaries. Finally, our mission is focused on helping and bringing genuine laughter and a belief and commitment that we will continue to carry on with the support of you all.



Sanjay Gogle
President, Snehalaya

SNEHALAYA 2.0

A LEAP FORWARD

Over the past 34 years, Snehalaya has emerged as a leading and innovative organisation serving the most marginalised sections of our society. Snehalaya has broadened its boundaries and evolved to meet the unique needs of our beneficiaries with innovative service models. One of our most successful approaches has been to engage with as many people as possible willing to support our work, creating a truly participative experience and organisation.

In this time, we have had to adapt to not only the emerging and expanding social issues but many changes in legal, regulatory and statutory requirements. At the same time, we have been striving to meet the maturing expectations of our beneficiaries, donors, corporate partners, volunteers, employees and society.

While we have always been aware of the need to change with the world around us, we have been deeply immersed in responding to our beneficiaries needs. In 2022, we decided to allocate time and resources to focus on our existing provision and identify our strengths and weaknesses to improve our management, functionality and projects. Our main objective was to strengthen our firm foundations to ensure future growth and quality service. Committing to a holistic approach to build resilient management systems, 'Snehalaya 2.0' was launched.

Snehalaya has always believed and ensured in delivering high quality service to beneficiaries. We know that, when each and every department in Snehalaya improves quality of deliverables then overall quality of service will improve. Hence our focus is on enhancing service quality of each



department and we are focusing on employee skill enhancement, improved quality of infrastructure, use of technology to ensure process compliances.

In phase 1, we restructured our management team, more clearly defining roles and responsibilities, our five-year strategic plan and organisational goals. All these changes are linked with improved financial planning. We have improved the review mechanism and launched employee skill development programs. We have new policies and processes to improve quality and transparency. We have introduced some new departments to fulfil stakeholders' requirements, for example, volunteer management and quality departments, centralised outreach and counselling departments and a rehab support department.

In the 2023-24 financial year, the second phase of Snehalaya 2.0 is to improve project-level working. Our focus will be on impact-based service delivery to our beneficiaries with Panchasutri as our guiding principle. Each project will be directly aligned with our strategic plan with a renewed focus on improving employee skills, efficient working techniques and technology for quality, efficiency, transparency and speed.

INFORMATION TECHNOLOGY

Snehalaya can only deliver our services with huge support from our society and our thousands of well-wishers. Therefore, it is important that our systems are efficient and utilise each rupee and each minute of our employees and volunteers time for the best possible service. Over the last few years, Snehalaya has implemented IT applications across our departments and projects to ensure efficient workflows.

Management Systems:

| | |
|-------------|--------------------|
| Donation | Internal Ticketing |
| Beneficiary | Hospital |
| HR | Assets |
| Stores | Fleet |
| School | |

Compliance Mantra to Track Organizational Compliances & many more applications to ensure efficient & transparent working.

Harnessing technology has not only ensured efficient working and improved our speed but it has ensured process driven approach of working. It is important that decisions at all levels are taken quickly and based on facts and figures. Technology is helping us immensely in achieving our objectives. Our motto was always there to work transparently and ensure compliances to all legal, statutory and regulatory requirements. Technology is helping us in all these parameters.

Snehalaya has already been recognised as a trustworthy organisation and now with the introduction of Snehalaya 2.0, it will be recognised as a most professionally managed organisation. We are sure the success of Snehalaya 2.0 will motivate many other NGO's to improve their management system to deliver quality service.

RE-STRUCTURE

Our management team was restructured to better reflect our areas of focus. Our current directors are:

While this has been a team effort we are especially grateful to Shashikant Satbai for his unwavering support in driving, implementing and encouraging this change for the better.



ANIL



AKSHAY



PRITI



JOYCE



PRAVIN



HANIF

DIRECTOR OPERATIONS

ADMIN
CONSTRUCTION
COUNSELLING
GOVERNANCE,
COMPLIANCE
& QUALITY
FACILITIES
MANAGEMENT
HR
IT
PURCHASING
R&D
TRANSPORT

DIRECTOR FINANCE

ACCOUNTING
AUDITING
BUDGETING
CASH FLOW
COMPLIANCE
PLANNING

DIRECTOR PR & FUNDRAISING

CSR
DONORS
EVENTS
FUNDRAISING
MEDIA
PUBLIC RELATIONS
SCHOLARSHIPS
VISITORS
VOLUNTEERS

DIRECTOR INTERNATIONAL

COMMUNICATIONS
DONORS
FUNDRAISING
MEDIA
VISITORS
VOLUNTEERS

DIRECTOR PROJECTS (SHELTER)

FAMILY-BASED CARE
MANASGRAM
REHAB CENTER
SAMPURN SURAKSHA
KENDRA
SNEHADHAR
SNEHANKUR
SNEHASPASH
SNEHJYOT

DIRECTOR PROJECTS (NON-SHELTER)

ACHC
ATC
BALBHAVAN
ENGLISH MEDIUM
SCHOOL
HIMMATGRAM
HOSPITAL
KRUSHIMITRA
KUDDAL/FONDA
CHAT/KOCHARA
MALPANI SMITRI CENTER
RADIO NAGAR
SADGURA STUDY CENTER
SKVK
SNEHA-VATSALYA
SLUM REDEVELOPMENT
UDAAN
YUVA NIRMAN

AMRUT MAHOTSAV

Snehalaya's Yuva Nirman project was launched in 2000 to build the character of India's youth and inspire them to volunteer their services to uplift society. On top of day-to-day engagements with young people wishing to serve society, the project conducts annual youth camps and cycle rallies that focus on particular social issues and provide a taster of social work activities. Our Yuva Nirman team also encourages and supports young people to find employment or start their own initiatives to help others.

Our 31st youth camp was a multicultural and inclusive celebration of the Amrit Mahotsav of Indian Independence attended by 450 youths from across the Indian states and youth activists from Bangladesh and Nepal. Guests and speakers included: Maharashtra Governor, Bhagatsinh Koshiyari, retired Supreme Court Justice, Hemant Gokhale, Bangladeshi human rights activist, Tandra Barua and President of the Gandhi Ashram Trust in Naokhali, Bangladesh, Major General (retd) Jiban Das.

In a world where violence and hatred appear to be on the rise, our camp celebrated what connects rather than divides us. Social work helps us identify with and appreciate the different areas of our society and by sharing their strengths and abilities the youth is able to address the issues that will improve our country. We were honoured to have attracted a diverse range of social activists to share their experiences with the assembled youths providing them a holistic view of how lives can be dedicated to service in a range of ways. Joining the Snehalaya team to address the campers were Anna Hazare, filmmaker, Swati Chakraborty Bhatkal, founder member of Paani Foundation, Lancey Fernandes, Samaritan Help Mission founder, Mamoon Akhtar, Padmashri Poptrao Pawar and senior freedom fighter, Dr S N Madhu Das.

The camp also included our annual awards ceremony for those making a difference in their communities. Among this year's recipients were Nick Cox, our long-term volunteer from UK, Ranjana who left the flesh trade to run her own flour mill business, and Saba Ali, a former Balbhavan student who is now an engineer. Mamoon Akhtar was awarded this year's Smt Shobha Mahadev Kulkarni Adarsh Teacher Award.

Over the three-day camp, participants also enjoyed Bharat Darshan each evening along with a program which introduced students from abroad to the culture, history and various service activities of India. On 15 August we combined our annual celebrations of Independence Day and our children's birthday's with *Bharat Ki Santhan*, a musical program expressing the cultural diversity of India led by our own beneficiaries. Supporting cultural programs from every state represented traditional dances, from Bhangra to Kathakali as well as Sufi, Shiksha Snehal Parsekar Bharatanatyam, Lavani and other traditional Maharashtrian performances. Campers also enjoyed a historical tour of Ahmednagar as well as visits to other social organisations and universities in our district and the Gandhitirtha at Verul, Ajintha and Jalgaon.

Thank you to Anamprem, Vidyarthi Sahak Samiti, Srigonda, Snehprem, Karjat, Uchal Foundation, Shevgaon, Snehsawali, Beed and others who helped organise the camp.







OUR FAVOURITE UNCLE

Ramesh Kacholia, fondly known to us as Ramesh Uncle, is a trained lawyer and former Birla Vice-President by trade and a passionate philanthropist at heart. Over five decades he has built a strong and informal network with colleagues, friends, relatives and associates to create Caring Friends. The group includes social workers, entrepreneurs, professionals, businessmen, volunteers and others worldwide. He connects hundreds of social organisations in all parts of India, including Snehalaya, with financial support, a sense of humanity, institutional values and service. He has also connected us with other social organisations allowing us to collaborate and inspire each other, forming lasting bonds and friendships.

Now in his nineties, Ramesh Uncle continues to support over 100 organisations nationally and has personally provided the initial financial assistance to budding social institutions. To date, Caring Friends, with Ramesh Uncle tirelessly leading the way, has raised more than Rs 200 Crores towards some of the most pressing social issues. With no formal employees or overheads, Caring Friend's philosophy is to invest in founders rather than projects and Ramesh Uncle has personally given unparalleled and unwavering support to our founder Girish, sense-checking new ideas and guiding the transformation of Snehalaya.

Ramesh is known for gifting his favourite books to friends and so Girish decided to return the favour by writing his own tribute to his 'uncle'. *Devaswarup* and English translation, *Divinity Personified* (translated by Director of Fundraising, Dr Priti Bhombe), details the life journey of our mentor-guide-supporter-advisor and is available at Snehalaya. The book documents Ramesh Uncle's life and how he was hugely influenced by meeting

the legendary Baba Amte and his wife Sadhanatai. We were honoured when our uncle came for the book launch in December, spending a full three days catching up with the progress of our projects and interacting with staff and beneficiaries.

We also enjoyed hearing him reflect on his journey through an interview held at the launch with our Vice President, Rajeev Singh. While recalling his upbringing, Ramesh Uncle described his humble beginnings with his father working in a textile mill in Akola, a town in the Vidarbha region of Maharashtra. There were 11 in his family, including his four brothers, three sisters and grandparents. Despite their poor financial situation, the family was actively involved in social and religious activities. Ramesh Uncle completed his primary and secondary education in municipal schools before moving to Mumbai to complete his post-graduation in law. He settled in Mumbai, where his financial status grew, although he always kept his personal expenses to a minimum giving a significant share of his income to those in distress.

He also recalled the most significant milestone in his life, in 1981 when he met the Amtes. The couple inspired and guided his path to philanthropy and he soon started working closely with social organisations while continuing his employment in the corporate world. Retired for decades, Ramesh Uncle still turns up to his office every day to connect with donors and catch up with his 'nieces and nephews' working across India on a range of social issues. His boundless energy and natural charm have contributed significantly to our success and we are so grateful for his patronage and his belief that: "Only empathy has the power to give a contented life".



MISS HEENA SHAIKH

20 May, 2004 - 4 November, 2022



BAHAADUR (BRAVE HEART)

We are saddened to inform you that our dear sister, Miss Heena Shaikh lost her brave battle against cancer on 4 November 2022. She was and will always be thought of as one of Snehalaya's brightest stars. Heena was just six years old when she arrived at Snehalaya's Rehab Center. It was clear from the start, with her winning smile and caring personality, that she was destined to be a popular member of our family. She excelled in sports and performance but dance was her true passion. People would comment on her unique style that won her many competitions. As Heena reached her late teens, all was going well and a future in dance was on the horizon.

In April 2019, her world was turned upside down when a small pain in her left leg intensified. It was the start of the pandemic and lockdown, she was unable to travel to see the specialists in Mumbai she so desperately needed to see. Heena spent several months in agony before being diagnosed with bone cancer in the lower left leg. As lockdown eased, she was finally admitted to TATA Memorial Hospital in Mumbai, where she began chemotherapy. However, she was also advised that surgery was required to avoid the cancer spreading.

On 5 October 2021, a date Heena would never forget, her leg was amputated above the knee. Less than a week after her surgery, Heena stunned us all by returning to the dance floor, tentatively at first but quickly gaining confidence and performing her distinctive moves on her remaining leg. While she took her diagnosis and invasive treatments in her stride, they limited her regular routine and she was often bored while her friends were at school. We engaged a local artist to teach her the Indian art of Mandala, and her unique and imaginative designs soon captured a lot of attention.

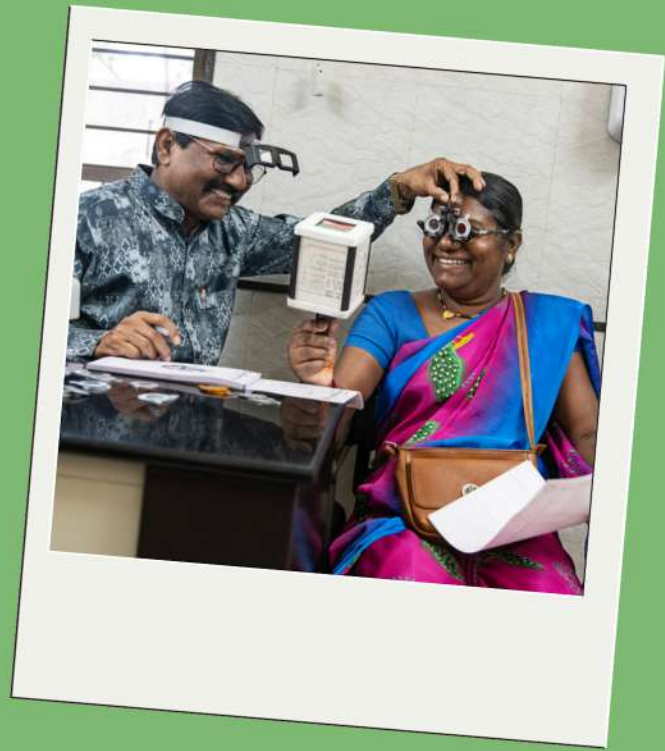
Life carried on and she would make the best of each day, especially when a prosthetic leg made her more mobile. It was her strength of character that served her well when, during one of her routine hospital appointments, she learned her cancer had spread to her lungs. Undeterred, she travelled to Pune for an exhibition of her Mandala artwork which coincided with her 18th Birthday. She charmed all with her artwork making many sales and also gained admission to the local art college of her choice, although she could only attend a few classes before her growing lesions caused her too much pain.

Anyone who has experienced terminal cancer will know what a long drawn-out process this can be, with endless check-ups, tests and treatments. Teamwork makes the dream work and Heena's team included her nurse, case-worker and counsellor who turned her frequent trips to Mumbai to see her oncologist into memorable experiences with sightseeing trips. Local and Mumbai oncologists, other doctors and advisors, including a UK doctor who had helped first diagnose her cancer, her caregiver, who was with her 24/7, and her friends, who remained faithful and loyal until the very end, all had one aim - to make Heena's last days as comfortable and enjoyable as possible.

It's never easy saying goodbye and coming to terms with a person who passes so young. Seldom have we seen such strength and stoicism in someone of any age. But it's by these very virtues, Heena has left behind the most beautiful legacy with her artwork, dance videos and memories of her courage. As Heena herself said: "No matter what obstacles and challenges you may face, never give up your life of dreams."

PARTNERS IN HEALTH

Our Caring Friends Hospital was originally started in 2008 as a community health center, expanding in 2017 with the opening of our state-of-the-art hospital in our Rehab Center in the industrial area of Ahmednagar. Originally catering to people living with HIV/AIDS (PLHA), it has evolved in response to the health needs of our nearby communities. During the COVID pandemic it became a dedicated COVID Care Hospital. Post-COVID many people were reluctant to visit a doctor let alone take hospital admission or undergo treatments. Our hospital which had been providing services free of cost and had enjoyed a moderate footfall has seen the number of patients reduced to almost negligible rates.



In January 2022, Sattva Consulting approached us to explore working with us on our projects for PLHA and identified our hospital as having the potential to become a self-sustainable model. They are working with FHI 360, a global organization that mobilises research, resources and relationships to enable people in 60 countries to lead full and healthy lives. They are funded by the US Agency for International Development (USAID), which aims to save lives, reduce poverty, strengthen democratic governance, and help people emerge from humanitarian crises and progress beyond assistance.

Sattva were confident that with the right strategies, extensive marketing and examining our health provision through a larger lens we could transform our hospital into a social enterprise model. Following a rigorous selection process with visits from the Sattva and FHI 360 teams, submission of extensive

documentation and many follow-up calls, we were one of only seven Indian organisations selected. We had to agree to deliver on milestones such as creating a business plan, income streams, expanding staffing and services, developing our outreach strategy and introducing hospital management software. In return we are being nurtured, advised, trained and provided consultation to increase our patient footfall and implement a cross-subsidisation model and are participating in the Awards against Milestone program where funding is released against the desired milestone.





Since the launch of the program in November 2022, we have appointed new staff and consultants and introduced new business and outreach strategies, new services such as ophthalmology, including cataract surgeries, and ENT and expanded existing services such as dentistry and geriatric care services for all patients, irrespective of their HIV status.

Our hospital has already achieved many milestones and is reaping the benefits with expanded and diversified medical services resulting in increased patients and awareness. Our outreach work ensures healthier communities in our district with health referrals following routine tests such as blood sugar levels and HB count. There is still much work to be completed but we are confident with this mentoring and support our hospital will continue to grow, serving more patients, irrespective of their financial, social or health status, in need of our specialised and professional care.





CELEBRATING WOMEN

Since Girish and his team began their work in the red-light areas back in 1989, Snehalaya has and always will be about female empowerment. Looking back, we have had many inspirational women contribute to our mission. Whether worker, beneficiary, politician or supporter, we've always had the gutsiest of women alongside us. Is it any wonder that International Women's Day (IWD) is celebrated with great fervor across our projects?

It is quite rightly a day of celebration, for women are working alongside men on all fronts, holding office from the highest levels such as President and Finance Minister of India. Indian women have leaped from hearth to space breaking through previously impenetrable frontiers.

As you would expect, IWD is a huge celebration of our own women and supporters working to reduce the gender divide and is a dedicated day to recognise the unique role of women in our world. This year, we asked all of our staff and beneficiaries to write notes to the women who inspire them. This initiative was inspired by our Snehalaya UK trustee, Sarah Kenning, who held a similar activity last year in her school. She had printed Snehalaya postcards and left them for colleagues to write their messages to women they admire and Sarah then posted them to arrive on IWD. She repeated the exercise this year, with other Snehalaya UK trustees taking part.

Obviously, we wanted to join in too! We distributed notes for people to write their messages of appreciation and encouragement to women across our projects. The response was overwhelming and love was in the air as we distributed the notes to our Snehalaya wonder women. Receiving almost 35% of the notes was Rekha, one of the workers in

our kitchen. Those who have visited Snehalaya will remember her as a warm and positive mother figure to our children. She and everyone receiving the notes were overwhelmed by the kind words their colleagues and beneficiaries had shared and we plan to make this an annual IWD event.

The main event is always organised by our Snehadhar project and this year, chief guest, Bhagyashree Patil, Secretary of the District Legal Services Authority, reasserted our views that our country's economic progress is only possible if every woman at grassroots level is educated, literate and financially empowered. This was reinforced by Neeta and Rucha Patil from Srijan Mahila Project, Mumbai, stressing that the economic development of women is only possible through financial literacy. Professor Richa Sharma, Ahmednagar College, also advocated for education, stating when one girl learns, the whole house will learn.

Assistant Police Inspector, Pallavi Deshmukh, provided an introduction to cybercrime, explaining how online sexual abuse can be emotional as well as physical, and detailed the laws protecting women. District Legal Services Authority Committee Member, Advocate Sarika Khakal, gave practical information about the National Legal Services Authority (NALSA), a website providing free legal services and information about the schemes available to Indian women.

We are sure you will agree, we've come a long way since 1989 in our pursuit for women's equality and empowerment. However there is still a long way to go and we won't give up until all woman enjoy equality.

SCHOOL OUTFIT



When our school first opened in 2010, our children studied in very small rooms with limited facilities. Today's students are able to discover much more through hands-on experiences across our campus, including our new science labs, geography garden, library, music room, computer lab, sports room and art studio. We encourage our children and visiting schools to explore and experiment with all of our resources to help them discover the wonders of education and the world.



It's been proved that activity-based learning improves students' understanding. Being able to mix their own formulas and take part in practical work in our sciences labs with their own hands will help our children to understand more about science and nature.



Our Geography Park allows students to learn all concepts, including navigation guides and grids, an experimental eclipse of the sun, polar star viewer, as well as global uplift maps and replicas showing river routes and catchment areas and geographical development in Maharashtra, the Himalayas and India.

The park is proving very popular with guests, including many of our local schools who bring students to study our planet and Universe through the interactive exhibits.





CRICKET FEVER

Cricket fever was high in March at Snehalaya when, ahead of the IPL season, we held our own Snehalaya Premier League Cricket Tournament. Congratulations to all 124 players who took part, we had so much fun and a lot of healthy competition over the two days. The tournament was primarily a team-building event for our hard-working staff but also included some of our beneficiaries.

The 12 teams, four women's and eight men's teams, were drawn under the captainship of Snehalaya management and honorary directors. Staff from all areas, levels and locations of the organisation were involved, from directors to drivers and counsellors to kitchen staff.

The battles were fierce and spirits were high as the 10 matches played out. Special mention must go to our commentators who kept the crowds of spectators entertained with their witty banter and encouragement of the players. Founders 11 and Legs 11 were ultimately crowned champions with further awards for fair play, best team player, bowler etc. However, teamwork was the real winner with friendly rivalry put aside to celebrate everyone's success in a fantastic event.

Manager of the winning women's team, Joyce says: "The event was so much fun and I got to know staff I don't work with every day a lot better. There were a few comments about how we had practiced more as a team in the run up to the matches but given it was all about team building I feel proud that my team took it seriously putting the time in to identify our individual and team strengths. I believe that if you fail to prepare then you prepare to fail and the proof is in the spectacular trophy

now sitting in pride of place in my office. I look forward to next year's competition and being able to spend more time with colleagues from across Snehalaya in a fun and supportive break from the pressures we work under every day."

Winner of the best bowler award and member of the men's winning team, Hanif says: "Our team was made up of all ages, from 19 to 60, and it was amazing to come together to play, working in harmony with each other despite the generational gaps. I met people I never work with normally and understanding our different strengths and weaknesses helped our team to the final. Whether on the pitch or in a project, team efforts always win and when each member shares their individual strengths it serves to encourage and inspire the rest of the team."

We are grateful to our HR team for managing such a brilliant inaugural event as part of their staff development strategy.







CHANGING DESTINIES

From day one, when our founder started reading stories to two children of a sex worker, Snehalaya has always believed and proven that education is vital in the development of India's children and youth and when you educate girls they become financially independent and empowered women. Working across the semi-urban and rural areas in Maharashtra's biggest district, we address social issues such as gender inequality and violence, poverty, unemployment, trafficking, migration, child marriages and child labour on a daily basis, many of which are rooted in illiteracy and lack of education. Therefore, our education projects have been developed to bring about fundamental changes to transform the lives of the children, women and youth that we work for and with.

Experience delivering education in our city slums and our girls' education campaigns with Malala Fund, has encouraged us to focus our efforts. An opportunity to do more came when the late-Balasaheb Hire, a lawyer and social worker, donated 15,000 square feet of land at Mehekari village. Mehekari (pop 3,000) is about 25 km from Ahmednagar, nestled in hills. It is a drought prone village, completely dependent on bore wells, where villagers survive on income from dairy farming. Around 95% of the population belongs to nomadic tribes, particularly the Vanjari community. Most are in the lower economic classes and while the sources of income for villagers are limited, sources of education and social upliftment are even fewer.

There is a single school, teaching up to 10 standard, but a lack of experienced teachers and administration limits the education provided. When we arrived, the village also lacked facilities such as a good community library or study hall

and the village leadership was stuck in a rut, unable to initiate new ideas and thought processes. Young girls and women were generally not allowed to study beyond secondary school, resulting in less than 30% literacy and very few income-generating skills in the female population. Given the severe lack of educational opportunities available in the village, we initiated a pilot project dedicated to supporting education and our Centre for Rural and Youth Development was initiated in 2021. The Sadguru Seva Prerna Kendra was then inaugurated by Padmashri Popatrao Pawar of Ralegaon Siddhi, in 2022.

Facilities include a study hall and a well-stocked library, including the books essential in preparing for the many competitive exams required for professions in India. All village children and youths are provided free membership with unlimited access to the space, books and computers. No-one ever needs to miss an online lecture or tutorial, despite the frequent power cuts in the village, as a back-up generator provides an uninterrupted power supply.

Our space and library have become very popular with those studying in Mehekari and those from adjoining villages are also travelling to use them. Our future plans include an open gym as many students aspire to join the police. We are also planning a women empowerment skills development centre to provide training and workshops in various handicrafts, tailoring and more to enable women and girls to start their own businesses.

We are proud to report that five young people from the village have now been accepted into the Mumbai Police.

TRANSFORMING SLUMS

We have always believed that education is not only a basic need, giving valuable direction to creating meaningful lives, it is also essential in cultivating human values that allow us all to live with pride in our society. In the past few years, the National Education Policy has expressed concern over India's school dropout rates and reinforced the desire to reduce them. Much research has been done to figure out how to make schools attractive and learning enjoyable. However, while our country is peaking in progress, the education and employment within the lower sections of our society remains a burning issue.

Our Balbhavan project was originally initiated in Sanjay Nagar in 2003. This was in response to the many calls coming into our Childline reporting around 94% of the children there were involved in child labor and marriage, begging and addictions. We started a playgroup for children which also offered individual and group counseling which helped build trust of both children and their parents. This opened the doors to address the broader issues we continue to tackle today, such as the development of toilets, electricity and water supplies. Today, we operate in six Ahmednagar city slums through seven unique and award-winning Balbhavans.



MISSION SUPER 40

Mission Super 40 is a three-year career guidance and personality development program for 40 committed 10th and 12th standard Balbhavan students. Guided by Snehalya Pune team's Shubhangi and Vinay Koparkar, it is designed to help our youths become rounded and well-educated citizens with the skills to secure the employment that will help them live prosperous and fulfilled lives.

We want to create outstanding individuals, providing them personality development and opportunities to explore and choose the right career paths. Classes, IT training, guest lectures and field visits give them a taste of higher education and diverse career opportunities that navigates them towards their own highway to success. Life skills, including high-thinking, humanity, social commitment, duties and responsibilities, are also covered to help students consider three areas:

How to choose a career | How to identify your abilities and aptitude | How to shape a career.

Outcomes

- Academic & professional artistic skills
- Commitment to society & community
- Culture & tradition
- Financial management
- Focus on interests & hobbies
- Honesty, gratitude & humility
- Innovation
- Leadership
- Mental, intellectual & physical health
- Quality of life
- Social responsibility
- Reduced dropouts
- Sustainable employment
- Vocational skills

CULTIVATING COMMUNITIES

In 2018, we visited a project in Usmanpura in Aurangabad with large numbers of uneducated youths. They had a school set up which was uncared for and damaged with the pervading stink of garbage, dirt and the nearby public toilets putting children off attending classes. Those using the space were abusive using obscene language, drinking, playing cards, betting and smoking.

Having asked for our help and following the same model and principles that have worked so well in Ahmednagar, our team worked on establishing relationships with the children and their parents while also informing the community about our plans to open a Balbhavan. Every community is different and home visits helped us to understand their specific needs. At the same time, we started activities to identify students for our Balbhavan by playing their favorite games with them and finding out what they would like to read and write about. However, a major issue remained with many drunks sitting at the Balbhavan gate and harassing our students. We, the community and municipal corporation explained our mission to them and encouraged them to move on.

More children started turning up, including many more girls and we began to transform their space. We recruited volunteers who, with the help of the students, cleaned and transformed the center. We created an office from where we collected educational materials, toys and office materials. We connected with local citizens, explaining the problems we were facing, inspiring people like Shailesh Chabukswar, a well-known face of the Ambedkar Movement, to support us.

Today, parents send 100 students to our Balbhavan with trust. They and their children feel empowered through our bespoke curriculum and are initiating their own community activities with the support of over 100 volunteers. Students have i-cards, student records and other documentation and take part in educational, sporting and cultural competitions. They are often joined by visitors, impressed by our work, who come to celebrate their birthdays, festivals, celebrations and anniversaries, bringing gifts of educational materials and snacks.

Operating an educational project in such a barren and neglected space was a huge challenge but from the filth and sea of drunks, a lotus has bloomed.



EDUCATED CHOICES

Deciding a future career is never easy and we often rely heavily on our parents, families, friends and teachers to guide us in our choices. For the children growing up under our care, their view of the world and the careers it offers are often limited to those they interact with on a daily basis. Therefore, it's no surprise that many express desires to enter the police, social work, healthcare, hospitality, driving etc.

While we appreciate our children considering paying it forward through service to their country, we also want to ensure they are making the right choices for them. To help them with this we have introduced an education committee to help children decide on the right paths after 10 and 12 std exams. It can be confusing deciding the route to your chosen career and the committee helps us and our children discuss and finalise their education plans.

Each child is asked to decide three future career roles and are tasked with researching which colleges and courses will help them achieve their ambition. They then present the plan to the committee who help guide them further and evaluate how realistic their choices are before approving for their timely admission. This process is proving very successful in ensuring our young people make the right choices and stick to them, greatly reducing the numbers of drop outs once they start college.

In some cases, the young person doesn't have the academic strength to continue their education beyond 12 std, this is when Sachet Foundation steps in with their portfolio of vocational skills training projects. Sachet have employed a full-time counsellor at Snehalaya to interact with our children to provide careers guidance and facilitate

vocational skills learning. Based in our SKVK vocational training unit, they have developed metalwork, beauty parlour, fashion, two-wheeler and automobile repair and carpentry training on-site, providing many young people with the practical skills that will lead to well-paid employment.

Sachet has also been reaching out to other NGOs and organisations that can offer further training to help our children achieve their dreams and have been instrumental in placing them in hotel management, carpentry and sports-based training across the country. Once they have sourced training they inform our students and consult with families of those interested. They help coach applicants for their interviews and ensure they fully understand what they are signing up to. Once selected and placed they take continuous follow-up to make sure all is well. Most of the training they manage leads to full-time employment for our young people, setting them up with secure futures.

Giving our young people the responsibility to decide their own futures and interrogate their strengths and passions is paying off. Our success rate is high and we are confident the skills we are arming them with before they reach 18 provide a strong foundation to help them stand on their own two feet once they leave our care.



LEAVING HOME...

Despite the fact that for many of our children we provide the only family they have ever known, we are only licensed by the government to look after them until they reach age 18 when they are considered to be adults. While we aim to place as many as possible in college, back with their relatives or in suitable employment with accommodation provided, for many this is not an option. It's also well documented that children who have grown up in institutions like our Rehab Center need additional support to adjust back into the 'real world'.

In the past year, we have been developing aftercare homes for our over 18s. These are in rented homes accommodating up to eight young adults within Ahmednagar city. The main purpose is to support them into living independently as adults while also helping them to adjust to living outside our institution. We are confident that by providing this facility our children will be able to learn the skills we normally learn from our parents and other relatives, such as cooking, money management and house-keeping with support from our counsellors and case managers.

Our first group of six boys aged over 18 moved into our first aftercare home in December. We are

pleased to report that they are thriving, continuing their education and working part time to cover their rent and living expenses. They cook and clean together and are doing well in both their studies and work. Before they left our Rehab Center we hosted a farewell program giving them and their friends a chance to say goodbye. The aftercare boys shared their gratitude for all the support their Snehalaya family had given them over the years, thanked the staff that have cared for them and described their excitement about moving on to live in our aftercare homes. The send-off was emotional but we reassured them it was not goodbye but see you later.

Previously, despite our best intentions and preparation of children, too many of our former beneficiaries have struggled living independently, particularly those living with HIV. Our aftercare homes give them the independence they crave once they reach 18 but with the safety net of still being Snehalaya beneficiaries. They take complete responsibility for their daily routines and activities, while regular check-ins from our team ensure they have support on hand whenever they need it.

“

I am really enjoying living with my Snehalaya brothers in our own home. I am enjoying more freedom and there are so many differences. the main one being we are trusted to make our own rules to grow and learn independently.

I am happy this home is available to us, we appreciate the support of the FBC team who are always there to help us with any issues we are experiencing.

Suraj, 18

”



BOLLYWOOD NIGHTS

A huge thank you to the Just Bollywood team at Imperial College London Indian Society. Over the past two years they have given incredible support raising funds for our projects. They named us their official charity partner for their Just Bollywood event, the UK's largest inter-university dance competition, both this and last year. They also chose to donate profits from their East meets West show which fuses culture, history and people from across the globe in thrilling displays of song, dance and fashion.

Our Snehalaya UK team was honoured and excited to join this year's Just Bollywood event which saw 10 universities battle it out at Queen Mary's People's Palace, London, displaying an amazing range of talent and raising over £3,000 to support our projects. We were also given a stand where we were able to directly engage with students and their families, many of whom live in the UK. We were also invited on stage to talk about our work and beneficiaries benefiting from the fundraiser.

The performances were dazzling as the teams took us through our old story books reimagining our favourite fairy tales through dance. The judges, who included artistic directors of Bollywood Dance School, Rohan & Shruti Shah, Indian ballerina, Pia Sutaria and choreographer, Ash Oberoi, had a very difficult job. Congratulations to the top three dance groups: Imperial College London, University of Cardiff and University of Nottingham.

All teams also completed a three-week fundraising challenge to support our work and raised an amazing amount of money together! Congratulations to University of Leicester and UCL for being the top two teams and absolutely smashing their targets of £1,000.



THANK YOU!

Thank you to all of our supporters, we wouldn't exist without you. From the single person donating a small cash sum, the fundraisers running events and those sharing our news through social media to those giving in-kind donations of clothing or meals to celebrate a birthday or remember a loved one, we appreciate and thank every last one of you. It would be impossible to list you all, but we know who you are and we hope you realise that every contribution you make, no matter how big or small, is making a positive difference to our beneficiaries' lives. We would also like to thank some of our funding and corporate partners who not only provide financial support to realise our ambitions but also offer us the guidance and reassurance that keeps us motivated, sustainable and successful.



CREDIBILITY ALLIANCE NORMS COMPLIANCE

Governing Body

Executive Committee & Annual Gross
Remuneration Paid

| S. No | Name | Designation |
|-------|--------------------|----------------|
| 1 | Sanjay Gugle | Chair |
| 2 | Arun Sheth | Vice-Chair |
| 3 | Kaustubh Amte | Vice-Chair |
| 4 | Rajiv Singh | Vice-Chair |
| 5 | Rajiv Gujar | Secretary |
| 6 | Meera Kshirsagar | Asst Secretary |
| 7 | Suhas Ghule | Asst Secretary |
| 8 | Jaykumar Munot | Treasurer |
| 9 | Jaya Jogdand | Trustee |
| 10 | Beharam Nagarwala | Trustee |
| 11 | Shashikant Satbhai | Trustee |
| 12 | Sangita Shelar | Trustee |
| 13 | Firoz Tambatkar | Trustee |

No travel reimbursements were made to Board Members to attend Board Meetings.

| Monthly Salary plus benefits paid to staff | Male | Female | TG | Total |
|--|------------|------------|----------|------------|
| <5,000 | 24 | 38 | 3 | 5 |
| 5,000 to 10,000 | 82 | 77 | - | 159 |
| 10,000 to 25,000 | 75 | 62 | - | 137 |
| 25,000 to 50,000 | 3 | 5 | - | 8 |
| 50,000 to 100,000 | 3 | - | - | 3 |
| over 100,000 | - | - | - | - |
| Total | 187 | 182 | 3 | 372 |

No international travel by taken by staff.

Annual remuneration of two highest paid employees:

- Rs 9,60,000/- Director
- Rs 7,88,004/- Director

Remuneration of Lowest paid Staff members:

- Rs 27,120/- Peer Educator

Staff details as on March 31, 2023

| Gender | Paid Full Time | Paid Part Time | Paid Consultants | TOTAL |
|--------------|----------------|----------------|------------------|-------|
| Male | 131 | 26 | 6 | 163 |
| Female | 166 | 17 | 6 | 191 |
| Transgender | 3 | 3 | - | 3 |
| TOTAL | 297 | 46 | 12 | |

Identity

Snehalaya is a voluntary organisation registered in 1991 under the Societies Registration Act 1960 (Reg No MH2220/A.Nagar) and in 2010 under the Foreign Contribution Regulation Act (FCRA) Reg No 083720087.

Snehalaya is registered with the Income Tax department under 12A Nsk/Tech/12A(a)93/1993-94 of the Income Tax Act 1961. All contributions to Snehalaya are exempt under Section 80(G) of the Income Tax No CIT(E)/12A(a)/80G/135/2008-09/1916) of the Income Tax Act 1961.

Income Tax Permanent No: AAETS3394M. 80G certification: AAETS3394MF20214. 12A certification: AAETS3394ME20214.

Snehalaya has received Accreditation from Credibility Alliance (CA/17/2019), a consortium mandated to audit NGOs, for the standard of good governance organisation & transparency.

Snehalaya has Gold Seal of Transparency from Guidestar India, Three-Star Rating with Give India and is a Top-Ranked Organisation with Global Giving.



FINANCIALS

Statement of Income & Expenditure Accounts For The Year Ended March 31, 2023

| Income | Rs in Lakhs |
|-----------------------------------|----------------|
| Grants & Donations | 1,083.94 |
| International Sources | 450.23 |
| Bank Interest Received | 170.99 |
| Misc Receipts | 22.97 |
| Expenditure over income (Deficit) | - |
| Total | 1728.14 |

| Expenditure | Rs in Lakhs |
|--|-----------------|
| Food, Grains & Vegetables | 88.40 |
| Education & Skill Development | 52.61 |
| Health & Medicines | 45.96 |
| Livelihood | 13.87 |
| Program & Social Activities | 34.58 |
| Salaries & Honorarium | 386.70 |
| Farming | 3.44 |
| Other Expenses on the Object of the Trust | 206.11 |
| Repairs & Maintenance (buildings, electrical & vehicles) | 62.55 |
| Establishment Expenses | 53.53 |
| Rent | 14.82 |
| Insurance | 5.71 |
| Audit Fees | 0.00 |
| Depreciation on Assets | 205.14 |
| Excess of Income over Expenses (Surplus) | 558.15 |
| Total expenditure | 1,728.14 |

For deposits being made in ₹ INR. All deposits qualify for 80G tax exemption.

Bank Name : HDFC
Branch : Ahmednagar, Ambar Plaza Building - A,
Opposite Old S T Stand, Station Road, Ahmednagar,
Maharashtra 414001
Name of Charity : Snehalaya
Account Number : 01811000053339 - Savings
IFSC code : HDFC0000181
MICR number : 414240002

For deposits being made in foreign currencies as per FCRA regulations.

Bank Name: State Bank of India
Name of Charity : Snehalaya
Account Number : 40153553940 - Savings
SWIFT code: SBININBB104

Balance Sheet as at March 31, 2023

| Liabilities | Rs in Lakhs |
|--------------------------------|-----------------|
| Trust Fund or Corpus | 730.72 |
| Ear Marked Trust Fund | 2,537.16 |
| Depreciation Fund | 301.23 |
| Loans | 0.05 |
| Other Current Liabilities | 44.23 |
| Provisions | 0.53 |
| Rent Deposit | 1.00 |
| Income & Expenditure A/c | 2,348.79 |
| Total (deficit/surplus) | 5,963.73 |

| Assets | Rs in Lakhs |
|--|-----------------|
| Fixed Assets | 2,489.69 |
| Fixed deposits - banks & other Investments | 2,719.59 |
| Other Deposits | 10.03 |
| Current Assets, Loans and Advances | 88.79 |
| Stock in hand | 9.53 |
| Accrued Interest on fixed deposit | 365.51 |
| TDS | 61.60 |
| TCS | 0.61 |
| Tax paid against Income Tax appeal | 6.45 |
| Rent Receivable | 2.40 |
| Grant Receivable | 16.18 |
| Other Current Assets | - |
| Cash & Bank Balances | 193.33 |
| Total | 5,963.73 |

Detailed Statement of Accounts is available on request

Auditors

ABHAY BHANDARI CHARTERED ACCOUNTANTS

Pooja Complex, Chandani Chowk, Opp.
Ahmednagar College, Ahmednagar - 414 001.
Maharashtra, India
Tel: 0421- 2342956, 2342960

Please visit us!

Snehalaya, 239 F Block, MIDC, Ahmednagar, Maharashtra 414111, India

Tel: 0241 2778353, 9970982505, email: info@snehalaya.org

Find out more about our life-changing work at www.snehalaya.org. Follow us and share the love:



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