

2019-20 ANNUAL REPORT



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CELEBRATING 30 YEARS

FROM OUR SECRETARY

Greetings from Snehalaya family and thank you to all who contribute to our mission of providing a life free from inequality, cruelty and discrimination to women and children. We have come a long way since 1989, constantly evolving and assimilating new trends while maintaining our core values and essence. Celebrating 30 years this year was an opportunity to look back and consolidate our extensive data. As our organization grows, our priority is to create efficient systems and procedures for staff and volunteers. We have been developing these for some years and our bespoke CRM, donor management and other system-related software are further evolving.

We believe that 'prevention is better than cure' and our unique awareness programs engage with partners to help us reach those living on the edges of society and each year we form many new alliances. Highlights this year include an anti-tobacco campaign with Sambandh Health Foundation and working with Paani Foundation on their Water Cup. We also ensured water abundance for our Himmatgram and local villages through di-silting a reservoir, solving our water problems for at least the next five years. Impressed by our work on women empowerment the Indian Government asked us to pilot a one-stop center for women. We were also invited to join Myna Mahila, which promotes menstrual hygiene in Mumbai's slums, to present the issues sex workers' face. We also partnered with Vowels for People Association to help our English Medium School teachers develop new teaching concepts. The promotion of girl's education with Malala Fund continued with the recruitment and training of more peer mentors who are becoming confident and focused leaders.

To mark 150 years since Gandhi's birth, an energetic team of 200 cycled 900 km spreading Gandhian teachings and philosophy en route. In an innovative concept, we recruited Peer Counselors from older children in our Rehab Center to act as 'elder siblings' to the younger children. Shubhangi from our Balbhavan represented India in the Homeless World Cup, while Bhagyashree from our shelter home secured 80% in her 12th Std exams. Others have found new career options in engineering, software development and table tennis coaching.

The end of the year posed the unprecedented challenges of the pandemic. We faced the dual responsibility to protect our own beneficiaries while also helping daily wage and migrant workers, developing Mission Rahat. With 30 years' experience, our team was perfectly placed to support many and we remain active and ready to achieve greater goals and respond quickly to any new challenges we may face in the future. I sincerely hope you and your loved ones are safe and I thank you for supporting us as we continue to serve our beneficiaries in the ever-changing modern world.

Rajiv Gujar
Secretary, Snehalaya





30 YEARS OF EMPOWERING WOMEN & CHILDREN

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 short cut between classes. This took him through one of the city's red-light areas where, wandering through the narrow alleys, he regularly saw girls his own age sat 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 personally 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 where his mother, sister and grandmother were all sex workers. He had joined youth volunteer organisations but their slogans of changing the world didn't seem to offer the direct action he felt was necessary. Realising that his own time and resources were limited but also wanting to ease his 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 how then he could help and they said, "Take our children".

Each day Girish would turn up to pick up two children and take them to a park, buy them snacks, tell them 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, Girish set up a Death with Dignity program, a few roadside huts and a bike attached to a cart which provided palliative care to some of India's first AIDS casualties.

As you can see over the next few pages, Girish's interventions three decades ago prove that small actions can have a large impact. Today, our 23 projects, that over 200,000 people have benefitted from, save countless lives and give dignity back to those marginalised by society.



30 years of Snehalaya



1989



Girish takes the children of two sex workers away from the red-light area for a few hours a day - founding our Snehajyot project

2006



Anil is one of the team who rescue two minor girls from a sex ring leading to 22 double life sentences in a landmark legal ruling



2011

Snehadhar, our women's shelter & helpline launches to offer short & long-term support



2011

Radio Nagar hits the airwaves as Ahmedagar's 1st Marathi community station



2012

President of India, Dr Pranav Mukherjee, presents Dr Durgabai Desmukh Award



2014

Snehalaya UK is registered as a UK charity to support Snehalaya's projects in India



2015

We produce our first sanitary pads in our Smiile production unit



2015

We partner with Malala Fund to promote girl's education to over 30,000 people



2016

We extend our Snehadhar women's support services to Pune



2017

Training of the next generation of healthcare support staff starts at our hospital



2019

We partner with Paani Foundation on the 2019 Water Cup featuring on Taofan Aalaya



1992

Girish & friends build our dome on donated land - our Rehabilitation Center is founded



2003

Snehalaya's Childline is founded the same year as the national network



2004

Our Snehankur Adoption Center offers support to pregnant women & girls & finds families for relinquished & abandoned babies



2008

We open the doors to India's first hospital dedicated to the care of HIV patients



2009

People living with HIV are given a new life on our organic farm, Himmatgram



2010

Our English Medium School starts for pupils from our Rehab Center & Balbhavan



2012

Snehalaya is featured in the premiere episode of Aamir Khan's *Satyamev Jayate*



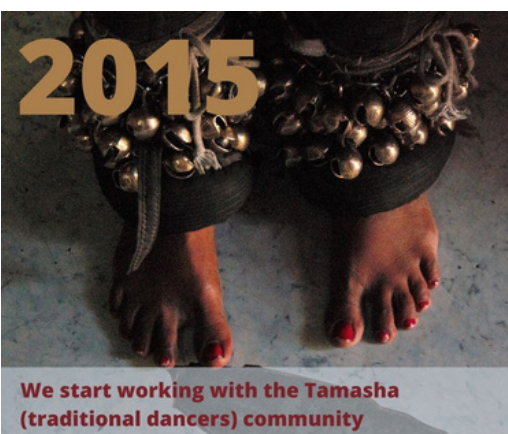
2012

Children start making & selling handicrafts in our Earth Studio



2014

Dr Girish Kulkarni receives Reliance Foundation's Real Hero Award



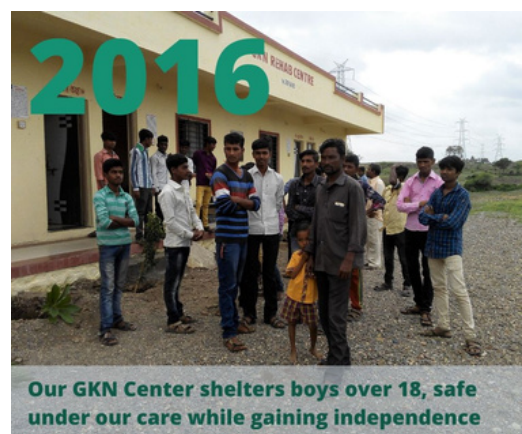
2015

We start working with the Tamasha (traditional dancers) community



2016

Training starts for our first batches of agri-entrepreneurs & technicians



2016

Our GKN Center shelters boys over 18, safe under our care while gaining independence



2020

One-Stop-Center for women is piloted in partnership with the Department of Women



2020

Mission Rahat helps 40,000 migrant workers home during lockdown



Thank you to all who have supported our journey!

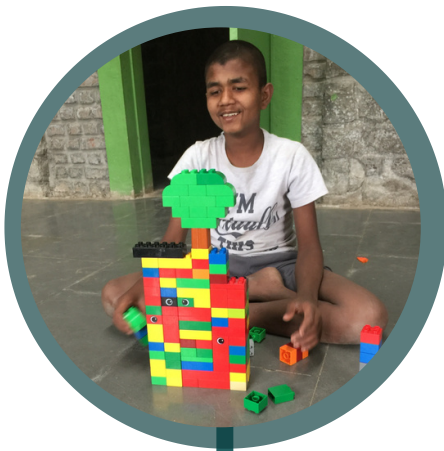
Imagine what we can achieve together in the future...

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.

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.



Rehabilitation
2,949
beneficiaries

Health
1,877
beneficiaries

Education
3,685
beneficiaries

Awareness
303,652
beneficiaries

Total 2019-20
312,163
beneficiaries

EDUCATION REPORT

India's literacy rate is 74%, yet it still has the world's largest population of illiterate people. By providing and advocating for equality in education we aim to break the crippling cycles of poverty this creates. We provide education to children of sex workers, slum children, people living with HIV, survivors of abuse and many more through our own English medium and slum schools, vocational training and enrolment in further education.

Our work with Malala Fund spreads awareness about girls' rights to education. This year, our peer mentors, recruited from our own projects, played a key role in extending our network by recruiting and training new mentors from local schools, extending our reach to promote girls education. We can already see the impact of empowering our girls with one of our peer mentors topping the tables with 80% in her HSC exams.

Childline cases

Boys = 305 Girls = 331 Total = 636



Shelter = 109



Counselling = 94



Child abuse = 115



Missing, lost & runaways = 117



Child labour = 22



Child marriage = 56



Kidnapping = 18



Beggar = 34

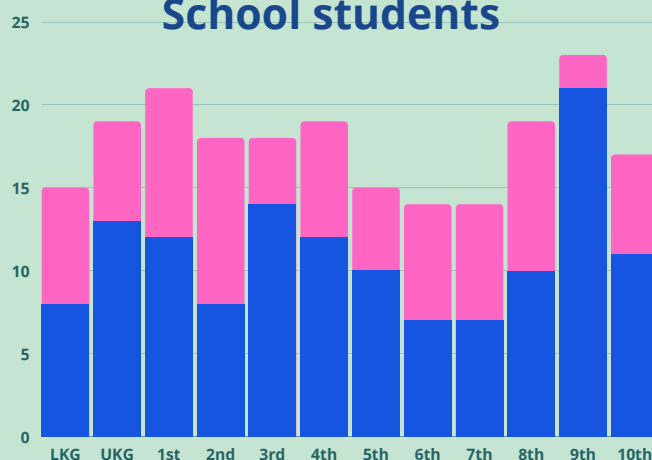


Trafficking = 3



Other = 68

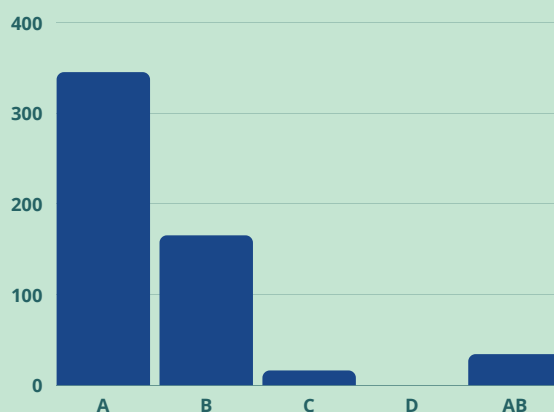
Snehalaya English Medium School students



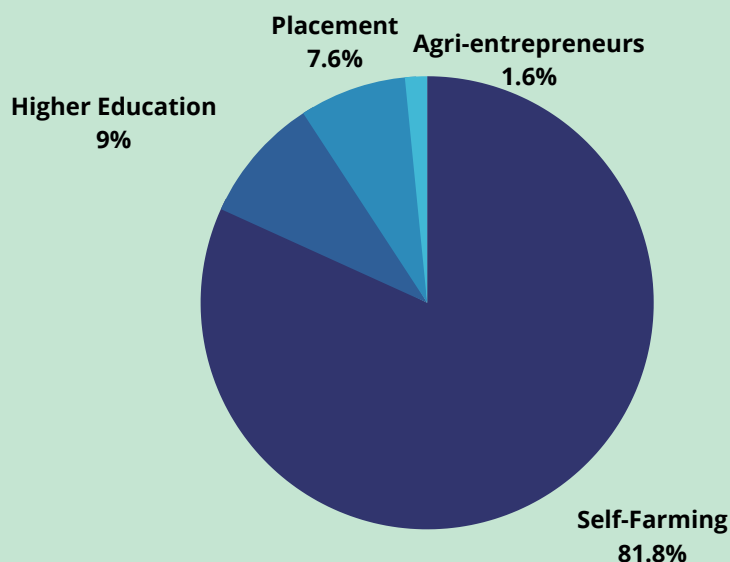
Boys = 133

Girls = 79

Balbhavan Exam results



Agriculture Training Center - Destination of Leavers



**"BALBHAVAN HELPED NURTURE MY PASSION,
PROVIDING A TURNING POINT IN MY LIFE"**
SHUBHANGI



EDUCATION

LIFE GOAL

Shubhangi is one of our oldest beneficiaries from Sanjay Nagar Balbhavan, in one of our city's poorest slums, where she lives with two younger sisters and her brother, father, one of the ubiquitous *vada pav* sellers plying bus stands, and mother, a maid.

We have proudly watched her grow up over the past 13 years and she is currently completing her final years of a social work degree. Seeing her friends give up their education in favour of marriage, the 21-year-old is determined to complete her degree and join the police force before settling down. She is a great role model, still turning up to teach and inspire the next generation and has campaigned for girls' education as one of our Malala campaign peer mentors inspiring others with her motivational speeches and encouraging girls to dream big.

She also has a passion for football and is one of the original members of our women's Satyamev Jayate Football Academy that has represented Snehalaya and Maharashtra at state and national level and is connected to Slum Soccer, a Nagpur-based NGO that uses football as a vehicle to transcend race, religion, language and gender to bring about positive change. Football is also used to develop valuable life skills such as leadership and teamwork while addressing social issues like nutrition, gender equality and environmental awareness.

In July, Shubhangi was one of seven girls chosen by Slum Soccer to represent India in the Homeless World Cup which was held in Cardiff, UK. Her preparation included training camps in Nagpur to allow all players to prepare, learn about the culture

and language of the host nation and improve their communication and leadership skills on and off the pitch. Shubhangi also conducted interviews with the media before leaving for the competition, including Times of India and local television stations.

Travelling to the UK and taking part in the tournament was the experience of a lifetime for Shubhangi and the teams as first they visited Edinburgh, Scotland for a training camp, which included a trip to Glasgow Rangers Football Club, before heading to the Welsh capital for the championship. More than 500 players representing over 50 countries competed in the week-long festival of football, experiencing the power of sport in transforming the lives of people experiencing homelessness and social exclusion. Tens of thousands of spectators watched Shubhangi play as Number 2 for the Indian women.

The 16 women's teams were separated into two competitions; the Celtic Cup and the Homeless World Cup, while the 44 men's teams fought for their positions in six trophy competitions. Mexico's men and women stole the Championship, but it was a historic result for Team India with our women finishing seventh, landing in the top eight for the first time, and the men placing 25th to bring home India's first ever trophy from the competition, the 'Dragon Cup'.

The teams did India proud holding their own against teams from across the world. More importantly this unique experience has fueled Shubhangi's passion to play football professionally and achieve her goal of becoming a sports coach in the Indian Police Service.



"VOPA IS FUELLING OUR PASSION FOR TEACHING" SEMS PRINCIPAL



VOPA's vision is of creating a society which stands on the foundations of the Indian constitutional human values. They deliver customized teacher training, syllabus creation and implementation, adequate use of available school resources, school management services, third party evaluation and monitoring.

LEARNING TO UNLEARN

Our Snehalaya English Medium School was set up in 2010, primarily to provide education to our Rehab Center children, and children from our local slums and communities. Our 225 students come from underprivileged backgrounds and have often been traumatised, resulting in complex emotions, challenges and problems. Understanding and dealing with these require teachers with specialised skills and knowledge and an encouraging and supportive learning environment.

Our teachers need to be dedicated and socially committed to the cause of education with the devotion to build on their teaching qualifications through additional training in first aid, health education and counseling. While academic performance is important, our team also has a responsibility to develop fully-rounded, confident and emotionally secure children. Realising our teachers need additional support and training to be able to fulfil our needs, we have recruited Vowels of the Peoples Association (VOPA) to develop and deliver a three-year school strengthening program.

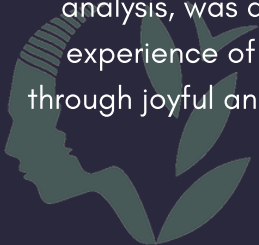
Their work started in July 2018 with an in-depth study of the school through documentation and individual and focused group discussions with teachers, students and our management team and directors. Their three-year development plan for the school, based on their research and SWOT analysis, was designed to improve the learning experience of students and teachers at SEMS through joyful and meaningful education. Extensive

school training started in 2019, new systems were developed and continuous monitoring and follow-up ensured their smooth functioning. Key to the program's success was the motivation and attitude of the teaching staff, achieved through a 26-point program involving participatory methods and interactive exercises. The impact was visible immediately when our teachers sacrificed their paid holidays to undertake training and module development. They also started showing interest not only in the academic development but also the behavioral and overall development of each individual child and their lesson planning has evolved to include more practical examples and demonstrations.

By partnering with a third party in this way, we have been able to understand and face our own strengths and challenges and benefit from a bespoke evaluation and training program with qualified and relevant experts in education. While we still have some way to go, we have already started noticing fundamental changes in our students and teachers which will continue to enhance our school's performance in the coming academic years and, most importantly, increase the academic and personal development of our students.

The program focuses on:

- Content development
- capacity building of teachers
- developing effective systems



HEALTH REPORT



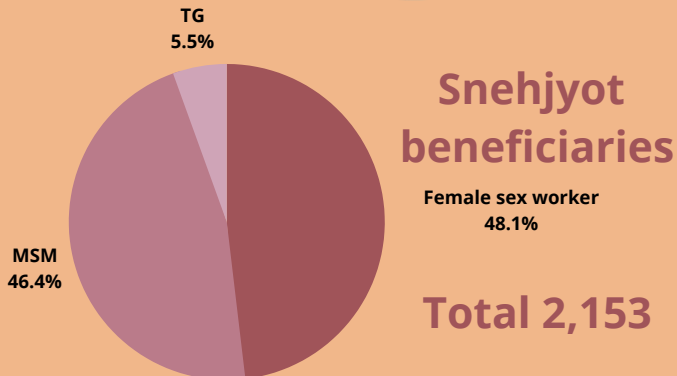
469

IN-PATIENTS
TREATED IN
OUR
HOSPITAL

1,193

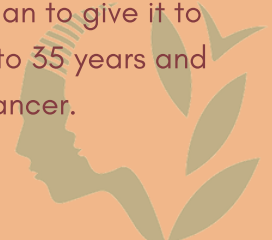
OUT-PATIENTS
TREATED IN OUR
HOSPITAL

Menstrual health and hygiene are not openly talked about subjects and the menstrual health of a sex worker is certainly not open for discussion. Therefore, we were honoured to be invited to Myna Mahila Foundation's annual meet in Mumbai. Thanks to organization like these, the taboos around menstrual health are gradually being dispelled. Our trustee, Jaya, who has served us as a trustee, peer educator, field officer and representative at sex workers at international conferences, was invited to share her own and other sex workers' unique experiences. In an eye-opening talk, Jaya explained that: "With no awareness about sanitation and hygiene, the fear of losing the clients, illiteracy and a string of other taboos surrounding their work, menstrual hygiene is one of the most neglected aspects in the life of a sex worker. Being forced or choosing unhygienic methods, including inserting cotton balls, dirty cloths and even sponges to hide the menstrual cycle, is commonplace to ensure they are able to 'service' their clients."



Addictions are a persistent problem affecting the majority of our beneficiaries in slums and red light areas, many of whom start smoking at very young ages. We have partnered with Sambandh Health Foundation to strictly ban tobacco products in our premises. In May, we took to the streets in a 'Anti-Tobacco Rally' and a pledge was made to over 1,000 beneficiaries to work with allied systems to eradicate the addiction to tobacco. Our children also promised to spread the message in their families, communities and schools.

Carrying the sexual and reproductive health theme forward, The Cancer Aid Society Mumbai, Saideep Hospital, Ahmednagar and our own hospital organized a testing camp for 150 sexually-active beneficiaries. Each year more than 30,000 women in India die of cervical cancer. Human Papilloma Virus (HPV) testing helps in early detection and prevention of the cancer. The HPV vaccine also prevents the cancer and we now plan to give it to all our girls and women, aged nine to 35 years and those at high risk of the cancer.



"STIGMA & DISCRIMINATION AGAINST HIV+ PEOPLE SHOULD BE ERADICATED" CHIEF JUSTICE, JAMKHEDE COURT



#KNOWYOURSTATUS

Every World AIDS Week, we organise a marathon of events to raise awareness of HIV/AIDS. This year took the message of 'Know Your Status' to our city, towns and villages., encouraging people from all walks of life to get tested, the sooner the better, as early detection makes the virus easier to manage.

Our Rehabilitation Center kicked off day one with fun-filled activities including a poster competition and the launch of our Snehyot-designed photo booth with hands holding slogans. The booth proved popular with hands proudly being raised by posing dignitaries, guests, staff and beneficiaries showing their support to end the stigma around HIV/AIDS.

We also took the opportunity to recognize and thank all the amazing and dedicated healthcare providers who have worked closely with us over the years. The main event was our unique matchmaking get-together for people living with HIV/AIDS (PLHA) from our own projects and ART and ICTC centers across the state. As ever, a whirlwind of people looking for their perfect life partner took part in lengthy discussions with families and representatives and strict home visits to ensure compatibility. Eight couples made the grade and tied the knot at our colourful marriage ceremony on 15 December.

Day two saw our teams and photo booth take to the road starting with around 1,200 nurses, medical students, military cadets, teachers and pupils joining forces to take part in our 'Know Your Status' rally. From Ahmednagar District Hospital,

they marched through our city streets chanting their messages of positivity loud and clear for all to hear. The next days took us further afield to Shrirampur, Shevgaon and Jamkhed where our larger sex worker, MSM, transgender and Tamasha communities are based.

Our Snehyot team gathered the finest doctors and health practitioners to give advice on the importance of getting tested, prevention and practicing good habits, the rights of PLHA, effective condom usage and the importance of ART follow-ups and viral load testing (to measure the amount of HIV that is in the blood). The intrepid team also visited schools and a nursing college where students were invited to give their thoughts on why it is important to 'Know Your Status'.

Every event encouraged discussions around health concerns and community issues asking attendees to help spread the word. Screenings of our Rehab Center children's powerful film, 'Think Positive', written, directed and performed by our children, shared the harrowing story of a baby tabandoned simply because it is HIV+. The week was also marked globally as our supporters arranged screenings in many different countries.

The roadshow closed at Ahmednagar's Maliwada bus stand, where the curious crowd were given demonstrations on condom usage and literature on HIV prevention. In seven days we had reached out to thousands of people and spread the word on prevention and rights and, more importantly, raised the importance of making sure you #KnowYourStatus.

REHAB REPORT

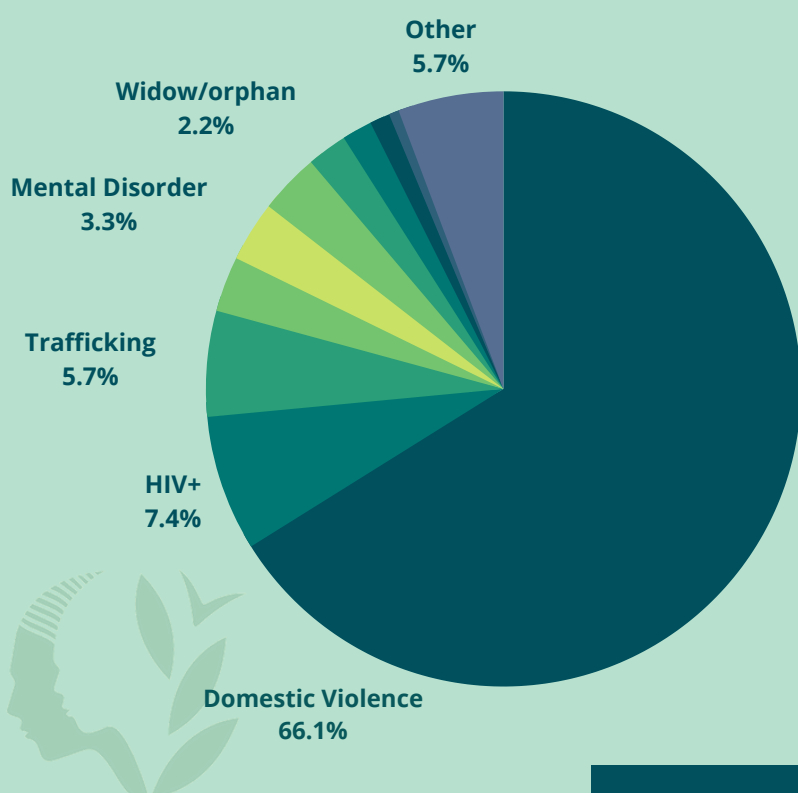
This year saw our first ever international beneficiary, Silvana, who was brought to us by the police when they weren't sure what to do with her! She had been living in India for a few years and become stranded in our district under the control of someone who had promised to start a business with her. Our Snehadhar team, with a little help from Google translate and a former Portuguese-speaking volunteer, managed to interpret her situation and worked with authorities to safely get her home to Brazil.

Living in our women's shelter for around one month, she bonded with many of the women living there, and was highly grateful and impressed with our work. Adding to a memorable experience, she spend her last day en route to the airport visiting the final shooting of *Toofan Alaya* and meeting Aamir Khan.

Our annual match-making event found husbands for two women living with HIV/AIDS and three other beneficiaries of Snehadhar. Before each marriage thorough home visits of the future in-laws are conducted to ensure our women will be living happily every after.

To further our aim of making the communities we serve self-sufficient, we have extended our Snehadhar outreach to develop support groups including female members of the Gram Panchayat, local self-help group members and other enthusiastic female volunteers who can provide immediate support to women and girls in crisis within their own villages.

Snehadhar cases



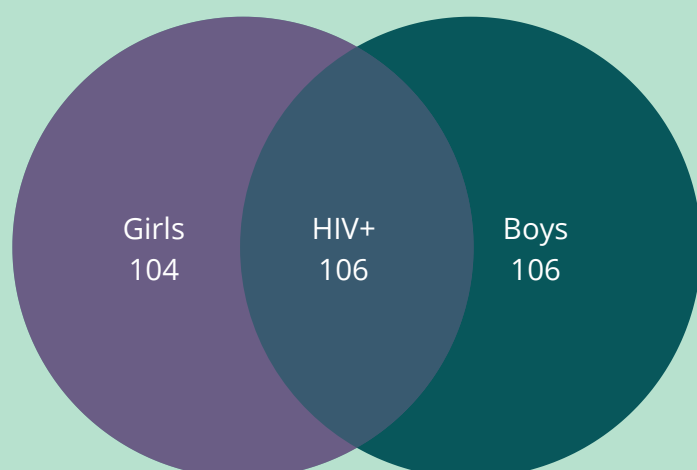
Adopted Babies



26 Girls
20 Boys



Rehab Center



ADOPTING POSITIVE CHANGES

In the early hours of a cold March morning, Alan and Kerry wake in their home in Ohio, USA, warmed by the prospect of starting their 8,000 mile expedition to our Snehenakur Adoption Center, where they finally arrive two days later. Although a little weary, adrenaline fuels their excitement smashing away their fatigue as they finally come face-to-face with their son for the first time. They are joining over 1,200 families that have made this journey since the birth of our adoption center in 2003. While the informal handover ceremony that follows signifies our usual official handover of an infant to its new parents, today we are making history.

REHABILITATION



Two-year-old Ashok is our first ever HIV+ child to be adopted. Abandoned as a baby he has grown up in the loving care of our Rehabilitation Center, where his mischievous sense of humor and cheeky smile, which can light up a room, made him a hit and won over many hearts. Despite this we were unable to find Indian parents to adopt him so we put him forward for an international adoption. When Alan and Kerry saw him they didn't hesitate. To them, as long as Ashok has the right medication, his HIV status can be managed as easily as the health and development of their other two children. This is reflected by the fact that the process for adopting a HIV+ child in the United States is almost the same as for a non-HIV child. They recognise that no matter their age, race, colour or health condition,

Many myths still surround HIV. We want to bust some of those myths and lay the facts down straight.

- The virus dies within seconds of leaving the body when it hits the air.
- HIV can't be passed on through sweat, tears, urine or feces.
- It can't be transmitted when sitting near someone who coughs or sneezes.
- You can't catch it from door handles, sharing drinks, food, plates, towels, toilet seats, cutlery or cooking utensils.
- HIV doesn't survive in water so it's impossible to catch the virus in swimming pools, baths, shower areas, while washing clothes or through drinking water.
- With the right medication, the risk of transmission from mother to child is now as low as 1%.

Only by letting people know the facts can we remove the fear that will help to encourage acceptance.

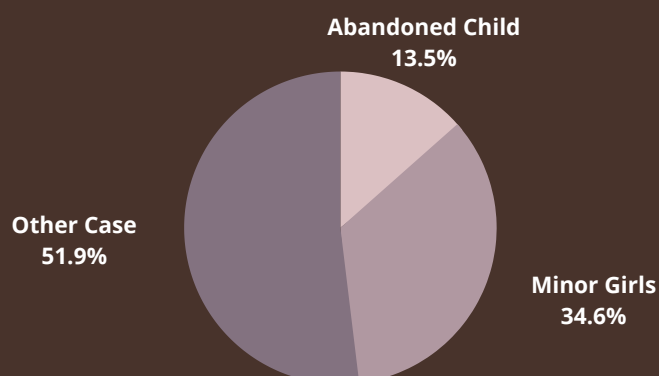
every child needs a family. Little Ashok took to his new parents straight away and after their joyous ceremony, they faced their long journey home together where he would be united with his two older brothers, one adopted from Haiti and the other, the couples' natural child.

Alan and Kerry's actions have paved the way for other couples to do the same. After all, in light of the COVID-19 pandemic, one thing is for sure, HIV is a much more manageable virus, thanks to the progress of Anti-Retroviral Therapy (ART). Using it correctly, a HIV+ person can expect to live a normal life span and treatment has advanced so much it is now possible for a positive couple to have a child who is negative.

We are so happy that Alan and Kerry have chosen to keep us posted on Ashok's progress. He's growing fast and speaking English. Video clips show how he took like a duck to water on his first trip to the local swimming pool, learned to brush his teeth by himself and loves playing in the park with his brothers. The bright lad is now preparing for pre-school and we are so happy to see that he is a regular, happy and healthy little boy.

Alan and Kerry play down any sense of heroics, but they are pioneers, sending out a clear message to one and all that with the right care and love, an adopted HIV+ child can complete a family as equally as any other child.

Where our 52 babies came from in 2019-20



"I LOVE BEEING A BIG BROTHER & HELPING YOUNGER CHILDREN" PEER COUNSELLOR



A problem shared is a problem halved, so the saying goes. Some people are lucky to have a friend, family or counselor they can confide in. At Snehalaya, we feel extremely lucky to have experts locally and from around the world who give their time freely to support our staff and beneficiaries.

KEEPING COUNSEL

One such person is Dr Charles Tauber, founder of Coalition for Work with Psychotrauma & Peace (CWWPP), who has been supporting our Rehabilitation Center in a unique initiative. Having worked with the psychological issues of war victims, asylum seekers and others experiencing trauma, Charles believes in equipping people with tools they needed to help themselves.

With overstretched resources struggling to adequately support our 200+ children who have experienced trauma, Charles offered us guidance and support on adopting his 'Barefoot Therapist' model. This involved recruiting and training some of our older children, empathetic and sympathetic towards the issues our children have faced in the past and still deal with in varying degrees, to act as 'peer counsellors'.

Ten of our older boys and girls, who were already acting as unofficial mentors to younger children and displaying maturity in these qualities, were selected to run a pilot program. Their first task was to understand the role of a peer counsellor which was done through role play and discussions on what makes a good counselor. They agreed that they need to be good listeners, non-judgmental, sympathetic to what they hear and treat any issues brought to them in the strictest confidence.

The mentors showed incredible sensitivity and insightfulness and, after a month or so of intense preparation, were ready to put what they had learned into practice. Acting as a link between our children and staff, they would talk and listen to

preparation, were ready to put what they had learned into practice. Acting as a link between our children and staff, they would talk and listen to their peers, regularly meeting with Charles online and our counselling and caregiving teams to advise them of issues and seek advice on how best to approach and handle certain behaviors and situations.

It worked! The children in our shelter responded almost immediately, seeking the mentors out when they had a problem they wanted to discuss with someone not in 'authority'. The mentors were also proactive in identifying and referring children to our professional counselling team and highlighting the immediate issues that we needed to address and suggesting relevant interventions and group activities.

Wanting to do more they planned and managed their own events, including raising awareness of child rights through presentations, films, competitions, quizzes, games, dramas and song and dance performances. Needless to say the kids took part with great enthusiasm while learning a thing or two along the way about their rights

Our peer mentors have exceeded all our expectations as we have watched them grow and develop their counselling, communication, teamwork and leadership skills. Their input and insights have proven so valuable that we now regularly seek their views and opinions as genuine representatives and ambassadors of all of the children living in our care.



**"I AM NOW AN EXPERT IN FRONT-END
DEVELOPMENT"
SOFTWARE ENGINEERING STUDENT**

CREATING OWN IDENTITIES

Our current Rehabilitation Center, established in 1992, has provided shelter, healthcare and education to over 1,000 children. Many have 'graduated', returning to their families, moving on to the next stage of their lives or, as in the case of the first children our founder cared for, have found employment within Snehalaya. One of the highlights of our year is our Diwali annual reunion, with former beneficiaries bringing their new families and stories of their lives today with them.

We have always worked to reintegrate beneficiaries back into society with the life skills and education that will help them succeed in living independently.

Providing a rounded, quality education is vital in breaking the cycles of exploitation and poverty that brought them to our doors. To help this, we have developed a range of in-house skill development projects including nursing, weaving, handicrafts and small industry. More recently we have collaborated with others offering specific trade, skills and professional training. In the last year, we have seen our children take up some interesting and diverse opportunities, with many gaining employment or moving onto more advanced courses.

With girls being encouraged globally to undertake science, technology, engineering and maths (STEM) studies and careers, we are proud to report that our female students are embracing the opportunities this is presenting. This year, four of our girls successfully passed a challenging written test and interview to secure places on a two-year software development course at NavGurukul's Bangalore campus. As well as

learning coding and IT skills to build apps, they also studied personality development, boosting their self-confidence. They have recently completed their course and have their pick of well-paid jobs. Another two girls are also smashing traditional stereotypes by pursuing a three-year diploma in mechanical engineering in Pune. Two years in, they are doing very well and looking forward to building professional careers in this male-dominated field.

Wherever possible we nurture skills in which children already have an interest. One of our older boys completed a one-year naturopathy course and is now working in Ahmedabad's Yogaashram.

Four others who had worked with our grounds staff tending to our trees and plants were thrilled to study gardening and landscaping at the prestigious Rahuri Krushi Vidyapeeth. All four are now employed or freelancing as gardeners in our local MIDC area. Three others whose artistry stood out completed a carpentry furniture course in Solapur. One is now working with a popular furniture firm in Pune. Another of our talented students with a flair for hair dressing is employed in the a prestigious salon and is studying advanced styling.

Six teenagers from our Balbhavan and Rehab Center were selected by national level table tennis coaches and players to train as coaching assistants at Radiant Sports Academy. All six are now employed at the Academy or well-reputed schools and other sports academies in Pune.



**"THERE ARE SOME GREAT IDEAS
COMING FROM THE WORKSHOP"
VIKAS SAWANT, UNICEF**

A FAMILY FOR EVERY CHILD

Both Indian values and science affirm that children grow best in healthy families. While we have always had the best interests of our children at heart, research shows that living in institutions affects their brain development, interactions with the world around them and behaviour. Children from institutions have a higher risk of developing physical and mental health problems, attachment disorders and difficulties living in the community as adults. Recent changes in national and state legislation acknowledge this and prioritise the retention or reunification of children within their families.

Determined to lead rather than follow, we set up our own Family-Based Care (FBC) team in 2018 to explore and provide the support that will create family-based solutions to children in need of care and protection. Since then, our research has shown that while the children living in our Rehabilitation Center come from a range of backgrounds and are orphans or semi-orphans, many of them have families that are living and they are primarily here due to ill health and poverty. We believe that, where it is safe to do so, it is our duty to ensure as many children as possible are living in a family environment, which is in their best interests, and although there will always be a need for CCIs this should be the final option.

Therefore, we are currently developing effective family strengthening will not only prevent further children from being placed in care but, when safe to do so, will also help reintegrate those currently living in care back into their families. In the future,

we will also be planning to recruit and train foster carers, both in family and group home settings, and are committed to creating a replicable model of an empaneled NGO acting as a district-level, one-stop-shop for FBC.

To help with this, in February 2020, we hosted an immersive simulation lab that allowed child protection allies in Maharashtra a hands-on look at transitioning from a system relying on CCIs to a system based on a range of FBC and family strengthening services. Our credibility allowed us to approach the Maharashtra Commission for Protection of Child Rights (MSCPCR) and secure Chair, Pravin Ghuge's support. Our facilitator was Children's Emergency Relief International (CERI)'s Global Director of Advocacy, Ian Forber-Pratt, who has been involved in drafting the guidelines for FBC at the national and state level and has also been providing us with guidance on the move towards FBC.

Government representatives involved in child protection, including members of the District Child Protection team, Child Welfare Committee team and representatives from UNICEF, SOS Children's Villages, CSA, Prerana, Miracle Foundation and Swanath Foundation. The government and NGO teams exchanged ideas and experiences helping to bring further clarity on the direction we should be heading and the roles we all have to play in the success of FBC. As the first pilot of this conference model in South Asia it was a huge success!

View and download the program, workshop templates and report at www.snehalaya.org/fbc-sim-lab.



Mr. Mahesh Ramesh
Para Legal P...

A TRUE FRIEND

On 26 January 2020, one of our latest projects, Ahmednagar District's Sakhi One-Stop Center (OSC), was inaugurated by Guardian minister of Ahmednagar, Mr Hasan Musshariff and other dignitaries including District Collector, Mr Rahul Dwivedi.

Initiated by The Ministry of Women & Child Development in all districts country-wide, the aim is to help women in difficulty, particularly those facing violence. The center is based on the model of our existing Snehadhar project, adding to the services it provides with emergency and non-emergency services available 24/7. This includes medical, legal, psychological support, temporary shelter, counseling, etc, available to all woman and girls, irrespective of their age, nationality, home location, etc.

Sakhi OSCs are monitored by a committee set up and presided over by the District Collector. They are run by non-profit organisations in collaboration with the District Women & Child Welfare Department (DWCD), health, legal, home and social justice departments, the state legal services authority and local district governance.

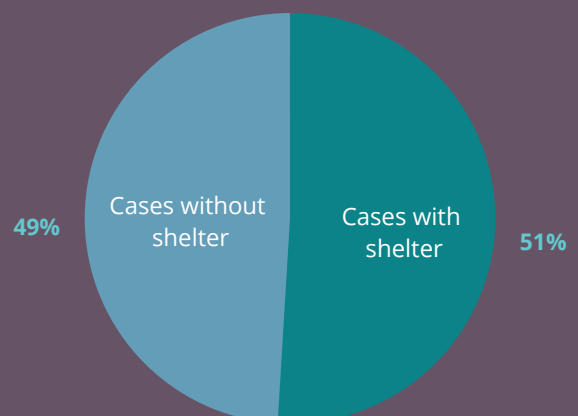
Our dedicated team includes a center coordinator, para-medical worker, law expert, counsellors and social workers, supported by a police van and ambulance. They are there to help women and girls immediately lodge police investigations, access legal support and guidance, receive counseling and emergency medical aid and connect to the state or central government schemes offering financial aid, all within one initial visit to the center. Temporary shelter of up to five days can also be provided; those in need of

longer-term shelter are admitted to Government-aided or NGO shelter homes such as Snehadhar.

The Sakhi OSC phone number is displayed in public places, including hospitals, police stations, schools, colleges and anywhere else that women and girls who may need to call the center can see it. Victims of violence, such as acid attacks, cybercrime, sexual and other abuse, trafficking, rape, sexual harassment in the workplace, dowry deaths and domestic conflict can approach the OSC directly or can be referred by medical professionals, lawyers, Asha workers, Gram Panchyat members, social workers, Anganwadi workers or any concerned citizens.

Our OSC has been one of the most active centers between its inauguration and the end of the financial year handling 58 cases involving women and girls, including 50 reports of domestic violence, the rescue of two trafficked women, one sexual abuse of a minor and one cybercrime. One Stop Centers in other districts regularly approach our team for understanding the modus operandi in challenging cases which the team readily helps with in every way possible.

OSC cases





AWARENESS

CYCLING FOR UNITY

To celebrate the 150th birthday of Gandhi, our 'Sadbhavana Cycle Rally' offered a small but significant attempt to reunite the estranged hearts of the people.

With mutual distrust, hatred and violence on the rise due to social inequality, discrimination, caste-based violence, the rapid destruction of environment and a sense of instability and confusion amongst the younger generation, it feels like mutual love and cooperation are gradually disappearing from society. In a move to help the youth find the right route through the chaos, our rally served to highlight the life, works and thoughts of Lokmanya Tilak, 'Bapu', Mahatma Gandhi and Vinoba Bhave.

Starting on 11 September, the 125th birth anniversary of Acharya Vinoba Bhave (legendary Gandhian and pioneer of the 'Bhudaan Movement') from his birthplace in Gagode, and ending on 2 October, the 150th birthday of Gandhiji, at his Sevagram Ashram in Wardha, cyclists also visited the home of Lokmanya Tilak in Pune. A core team of 40 enthusiastic and determined participants, ranging in age from five to 55, covered around 1,000 km in 23 days. These included our founder Dr Girish Kulkarni, Yuva Nirman team, volunteers and social workers from other like-minded organisations.

Cycling for approximately 30 to 35 km each day, the team's travels brought them closer to the local cultures and communities they were passing through. Those joining the rally for short distances

included veteran Gandhian and National Youth Project founder, 90-years-young legend, Mr Subba Rao who joined in Aurangabad, boosting the core team's energy levels. Those who couldn't actually participate in the cycle showed their support by providing overnight shelter in marriage halls, temples, mosques, gurudwaras, schools, colleges, hospices, etc and by supplying food and water.

The rally proved to be a unique experience for our younger volunteers, who aspire to work at grassroots level to change and develop society, as they were offered a glimpse into the work done by other social organizations and dedicated activists. This helped them to better understand the living conditions of different vulnerable communities. They also gained first-hand experience, working alongside organisations on water conservation, village sanitation, tree plantations, slum development, rehabilitation, advocacy, youth projects and the welfare and empowerment of women and children.

Participants also spread messages inculcating the virtues of love and respect, unity in diversity and harmony through slogans and brochures depicting the teachings of Gandhiji and Vinoba Bhave.

Other highlights included 'Bharat ki Santan', a musical spreading the message of unity in diversity and harmony performed under the direction of Mr Rao and the singing of Gandhiji's favourite bhajans and songs on unity and brotherhood, spreading the message of peace and oneness amongst all, as the sun set on the final day of the cycle at Sevagram.

**"SNEHALAYA IS AN INSPIRATIONAL,
PATHFINDING PLACE"
AAMIR KHAN**



WATER CUP

In 2013, we featured in the first ever episode of TV hit, *Satyamev Jayate*, where host Aamir Khan highlighted social issues affecting India and we were able to establish our Satyamev Jayate (SJ) Gram in our Rehab Center. While all of our projects are focused on women and child empowerment, we also seek to address the root causes to prevent their exploitation. With drought and the resulting high numbers of farmer suicide and rural to urban migration seriously affecting our catchment area, more and more women and children are vulnerable and at risk from opportunists, desertion and poverty. Therefore, in 2013, we also organized a national conference to address the drought situation.

In 2016, the team behind Satyamev Jayate established Paani Foundation to make villages water-abundant by bringing farming communities together to reduce the impact of drought and preserve their communities. Working for a common cause, they asked us to provide the facilities for their Water Cup competition 2017-2018 training programs.

This brought trainee teams from all corners of Maharashtra to our campus where they learned how to maximize the impact of competition through training in scientific watershed management, leadership and community-building. It also gave us a unique opportunity to present our work to them.

In 2019, the Foundation asked us to deepen our relationship with them by partnering their Water Cup competition. The competition encourages villages to apply their training in watershed management to see who can do the maximum work for water conservation in the period of the competition. Our role was to manage the funds raised to provide JCB/Poclain machines to villages from donations made specifically for this purpose. Our team

managed online, individual and corporate donations and also coordinated the hire and payment of suppliers providing the machinery. The cost of supporting one village's Water Cup efforts was around Rs one lakh and we were overwhelmed by the response, with Rs 3.29 Crore raised from almost 12,000 donors. With this we were able to provide machinery to 319 villages allowing them to carry out the vital desilting work and build structures like contour trenches, farm ponds and compartment bunds that would catch more water during monsoon season.

During the six weeks of the competition, an average of 1,50,000 people a day offered *Shramdaan* (voluntary labour) to help villages build watershed structures. These numbers peaked on Maharashtra Day, 1 May, when over 500 of our own staff and beneficiaries joined thousands more for a special Mahashramdam effort to help participating villages.

For the first time since 1972 both the large water reservoirs which supply water to many of our projects were completely dry. This was having serious consequences on the health, hygiene and economy of our local community, the availability of drinking water, cattle and dairy businesses and crops. Working with Paani Foundation and Anandwan Progressive Alliance for Community Action we removed silt to deepen and allow the reservoirs to accumulate larger quantities of rain water. Over 25 days preceding the monsoon, the silt was spread over the dry, arid land around the villages to make it more fertile, which included the creation of more fields at our Himmatgram and the planting of 30,000 trees to increase rain coverage and reduce summer temperatures.

FUNDRAISING REPORT FUN

Each year we are overwhelmed, surprised and highly entertained by the activities our supporters plan and manage to help raise the vital funds we require to keep our projects running. While we can't physically be there for all of them we are able to sometimes join online or simply offer our support by promoting them through our social media. Here are just a few examples from this year which show how a little imagination can go a long way in spreading the word and generating funds for Snehalaya while also getting people involved in fun and unusual activities that they wouldn't normally participate in. The more fun and unusual, the better we say!



Thanks to Fiola, Clive and Christer who took on a unique adventure to raise funds for us.

The 'Naan Violence' threesome's chosen adventure was the Rickshaw Run, starting in Jaisalmer, Rajasthan. They covered 3,000 km of Indian roads and traffic to ultimately reach Kochi, Kerala, within a two week deadline, with their fate firmly resting on co-operation from Tinkle, a seven horsepower rickshaw. While the starting and end points were defined, the organisers were clear that: "The only certainty is that you will get lost, you will get stuck and you will break down."

We were so happy that despite all the above, plus dog bites and food poisoning, they were able to detour to Snehalaya. After a day of countless breakdowns on the road from Nashik, they arrived late but still in time to meet with our fascinated women and children, sharing stories from their journey and hearing more about life here. After a good night's sleep, they also had time for Tinkle to drop a few children at our English Medium School before continuing their journey south, fueled by their visit to reach the finish line.



World Yoga Day saw a group of supporters gather under the shade of an enormous tree, practicing their Tadasana, Vrikshasana and Bhujangasana positions. But wait, this wasn't an ashram in Rishikesh or a retreat in Goa, the ancient art of yoga was being practiced in our Snehalaya UK trustee Sarah's back garden in Leicester, UK. Her close friends and family were learning the basic principles from Sarah's colleague, Margot. As the session stretched on, a live link up with our Rehab Center gave our children the chance to enthusiastically join in. Unfortunately, they weren't able to enjoy the post-workout traditional English afternoon tea and cake, but they have directly benefitted by the funds raised.



also secured corporate grant sponsorship from the Columbus office of Terracon Consultants Inc. Thank you so much to the team at Snehalya OSU and all those who have supported them.



University in the UK for over a decade which has seen over 100 student and staff volunteers visit our Indian projects. Each year the university hosts an abseil off one of their buildings for adventurous volunteers to fundraise for donations to our cause.

As well as scaling the heights, volunteers also host their own events such as curry nights and cake sales which have raised thousands of pounds in vital funding of our work. This year, a group of event management students also chose to support us through an assessed project and they chose to manage a colour run, based on Holi festival. We are incredibly grateful to the university and the amazing volunteers who have contributed in so many different ways and to the many who are still in contact and continue to support us.

Courageous

Feeling inspired?

If you would like to follow in any of these fundraisers steps and create your own event or support groups for Snehalaya please get in touch via give@snehalaya.org.



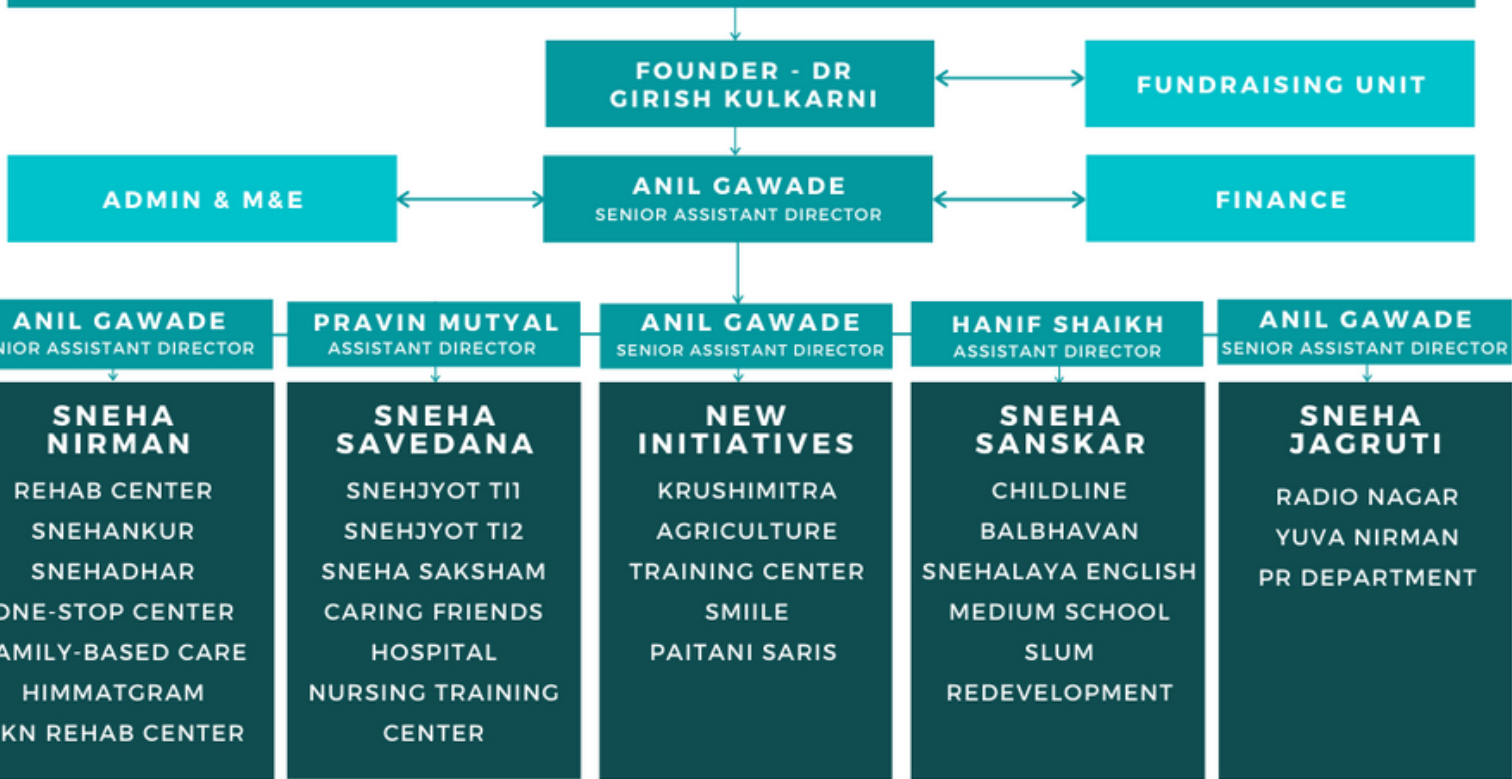
Thanks to East Midland Marathi Association (EMMA) for kicking off our #30for30 campaign with their magical Diwali celebrations in Leicester, UK. This launched a month of fundraising activities around the world from film nights in the USA and UK to art classes, quiz nights, sport-a-thons and art classes. As well as highlighting our work to hundreds of people many funds were raised to support our work. A heartfelt thank you to everyone involved.



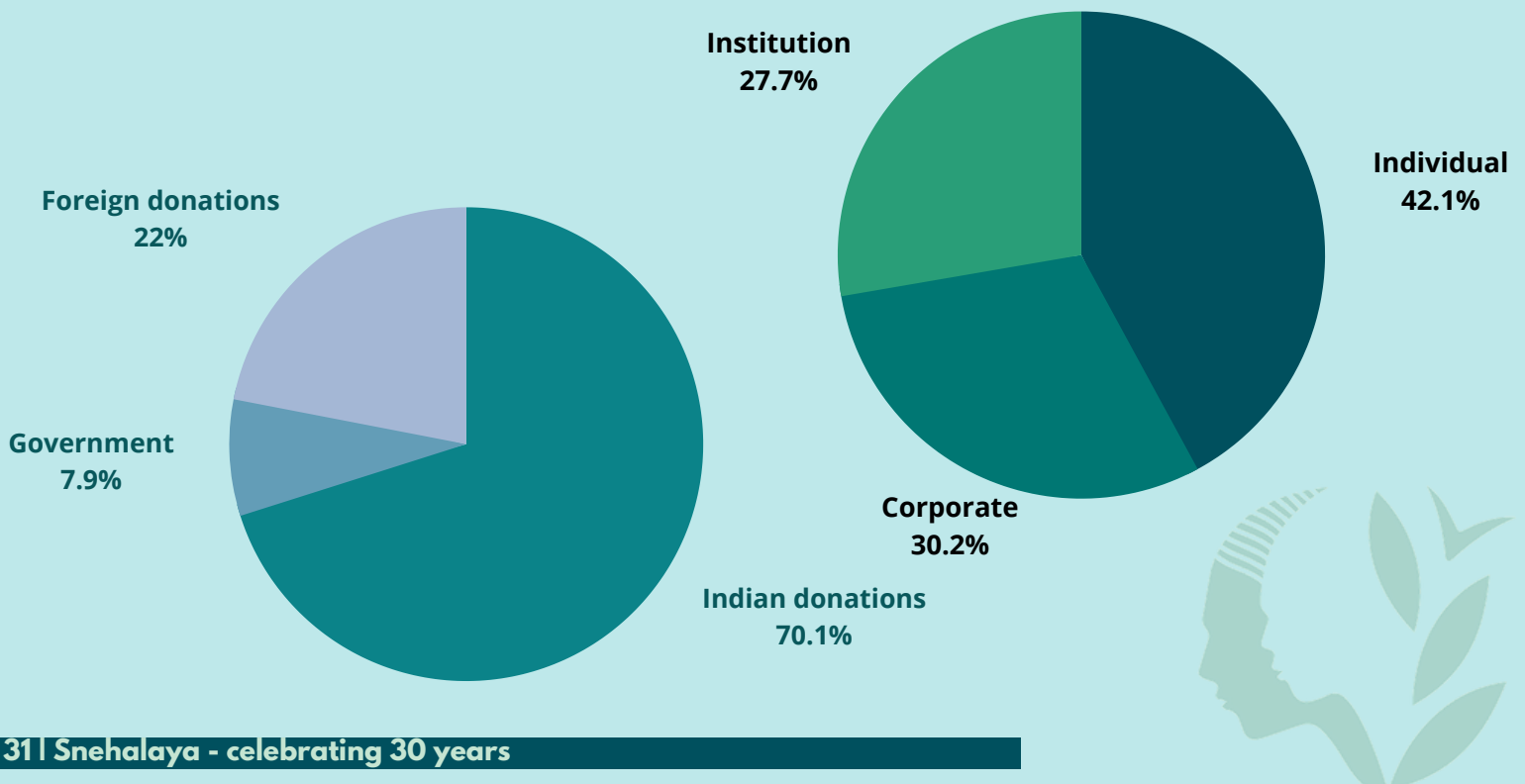
Thank you to our US supporter Meena Sundaram of Abhinaya Arts who partnered with Asha for Education – Boston Chapter and Snehalaya Americas Inc to organise and direct an evening dedicated to ghazals. The fundraiser in Lexington, Massachusetts, USA, featured locally-based artists and a live band performing curated selection of film and non-film couplets by well-known artists including Begum Akhtar and Mehdi Hassan.

Snehalaya Organisation Chart

BOARD OF TRUSTEES



Sources of Funding



Financials

Statement of Income & Expenditure Accounts For The Year Ended March 31, 2020

Income	Rs in Lakhs
Grants & Donations	912.7
International Sources	256.9
Bank Interest Received	6.1
Misc Receipts	96.5
Expenditure over income (Deficit)	-
Total	1,272.2

Expenditure	Rs in Lakhs
Food, Grains & Vegetables	58.3
Education & Skill Development	23.5
Health & Medicines	31.9
Livelihood	12.7
Program & Social Activities	330.1
Salaries & Honorarium	290.0
Farming	57.0
Other Expenses on the Object of the Trust	98.0
Repairs & Maintenance (buildings, electrical & vehicles)	40.7
Establishment Expenses	25.0
Rent	6.6
Insurance	4.1
Audit Fees	0.0
Depreciation on Assets	166.5
Excess of Income over Expenses (Surplus)	127.8
Total expenditure	1,272.2

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 : 414240001

Balance Sheet as at March 31, 2020

Liabilities	Rs in Lakhs
Trust Fund or Corpus	529.7
Ear Marked Trust Fund	2,397.4
Depreciation Fund	59.4
Loans	0.1
Other Current Liabilities	0.5
Provisions	28.8
Income & Expenditure A/c	276.4
Total (deficit/surplus)	3,292.2

Assets	Rs in Lakhs
Fixed Assets	1,776.8
Fixed deposits - banks & other Investments	1,217.3
Other Deposits	9.3
Stock in hand	3.5
Accrued Interest on fixed deposit	157.3
TDS	22.6
TCS	0.1
Tax paid against Income Tax appeal	6.4
Rent Receivable	0.3
Prepaid Rent	1.8
Grant Receivable	48.6
Other Current Assets	0.2
Cash & Bank Balances	48.1
Total	3,292.2

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



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	Shshikant 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	Total
<5,000	37	61	98
5,000 to 10,000	64	108	172
10,000 to 25,000	35	9	44
25,000 to 50,000	1	-	1
50,000 to 100,000	-	-	-
over 100,000	-	-	-
Total	137	178	315

Total cost of international travel by all staff during the year-Nil

Annual remuneration of two highest paid employees:

- Rs 396,000/- Senior Assistant Director
- Rs 300,000/- Medical Advisor

Remuneration of Lowest paid Staff members:

- Rs.15,600/- Field Supervisor

Staff details as on March 31, 2020

Gender	Paid Full Time	Paid Part Time	Paid Consultants	Total
Male	115	27	1	143
Female	131	42	-	173

Identity

Snehalaya is a voluntary organisation registered in 1991 under the Societies Registration Act 1960 (Reg No MH2220/A'nagar) and in 1995 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.

Snehalaya has received Accreditation from Credibility Alliance (CA/82/2013), a consortium mandated to audit NGOs, for the standard of good governance organisation & transparency.

We have ISO 9001/2008 accreditation and are certified by Charities Aid Foundation (F-2169).

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



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.



Koya & Company Construction Limited



Please visit us!

Snehalaya

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

Tel: 0241 2778353

email: info@snehalaya.org

Find out more about our life-changing
work at www.snehalaya.org

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