

(Estd. 1989)



Snehalaya

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Annual Report 2017-2018



From our Secretary

Warm greetings from me and your Snehalaya family and welcome to our Annual Report for 2017-18. If you've visited our projects I am sure you have been impressed with how happy and healthy our beneficiaries are. I am extremely thankful to our supporters who ensure our projects keep running and empower us to be able to improve them to ensure our beneficiaries continue to thrive in life.

I'm pleased to report that this has been an incredibly healthy year with strong financial performance and the opening of two vital, state-of-the-art health facilities. In May, we opened the doors to our new hospital, the first in India dedicated to the care of people living with HIV/AIDS, with free, subsidised and private healthcare available according to need. To help ensure the best care we also introduced a bedside nursing course where our beneficiaries join community members to gain the skills and experience that make them employable in our own or other hospitals.

In November, we opened our new 30-bed adoption center in Kedgoan, Ahmednagar which has specialised paediatric facilities, accommodation for adoptive parents and is a much needed bright and modern facility where abandoned and rescued babies live with comfort and love. We are incredibly grateful to all the supporters who helped us achieve these two major construction projects; it was certainly a team

effort. While there are too many to mention, I am pleased that one of our hospital funders, Mercury Phoenix Trust, founded by the rock band Queen, continues to support our work in other HIV/AIDS-related projects. Having sustainable international support and recognition gives us a much-needed boost.

It's generally accepted that a healthy body plus a healthy mind makes for a healthy life, which is why education has always played a key role at Snehalaya. Therefore we were really happy to embark on our third national campaign in partnership with Malala Fund to promote girls' education. On top of this our education projects were recognised through two national awards this year, PoleStar and Spirit of Humanity. Receiving this recognition is a real motivator to the people who work tirelessly with our beneficiaries to promote and deliver quality and equal education.

Thank you for all of your support and as we are always on the lookout for great professionals and social workers who can grow with us, please let us know if you or someone you know would like to join our team. Please get in touch, we may have the ideal opportunity for you to make a real difference!

Rajiv Gujar, Secretary, Snehalaya
bhai@snehalaya.org





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 they 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 bicycles. 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.

Girish's actions three decades ago are proof that small actions can have a large impact. Today, Snehalaya works across 20 projects, that over 200,000 people have benefited from, saving countless lives and giving dignity back to those marginalised by society.

Vision

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

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.

Our Impact

When we look at our work and the numbers, we realise that behind each statistic is a story of life that you have helped transform and hope that your support has restored.

Education



Balbhavan

Est. 2003, students to date: 9,300

Childline

Est. 2003, cases to date: 9,372

IT Center

Est. 2009, beneficiaries to date: 3,309

Snehalaya English Medium School

Est. 2010, students to date: 332

Agriculture Training Center

Est. 2016, beneficiaries to date: 350

Bedside Assistance Training

Est. 2017, beneficiaries to date: 70

Rehabilitation Center

Est. 1992, beneficiaries to date: 1,120

Snehankur

Est. 2004, adoptions to date: 628

Himmatgram

Est. 2009, beneficiaries to date: 110

Snehadhar (Ahmednagar)

Est. 2011, women sheltered to date: 4,327

Snehadhar (Pune)

Est. 2016, women sheltered to date: 92

Rehabilitation



Health



Sex Worker Projects

Est. 1989, beneficiaries to date: 3,268

Caring Friends Hospital

Est. 2013, in-patients to date: 11,310

Smile

Est. 2015, beneficiaries to date: 25

Sneha-Saksham

Est. 2017, beneficiaries to date: 115

Yuva Nirman

Est. 2009, beneficiaries to date: 6,813

Radio Nagar

Est. 2011, listeners to date: 600,000

Awareness



A young man with dark hair and a slight smile, wearing a blue and green plaid button-down shirt and a black backpack, stands on a busy street. The background is blurred, showing other people and buildings. To the right, a red door or wall is visible with some hardware.

The Only Way is Up!

Many of the people who work in Snehalaya were once beneficiaries themselves. Whether they are in the role of caregiver, project coordinator or a more senior position, no one is more suited to guide and inspire the 20,000 people we reach out to every year. Meet Vishal, project manager of our youth group, Yuva Nirman. His story acts as both a warning and an example of how lives can be turned around no matter how dire the situation.

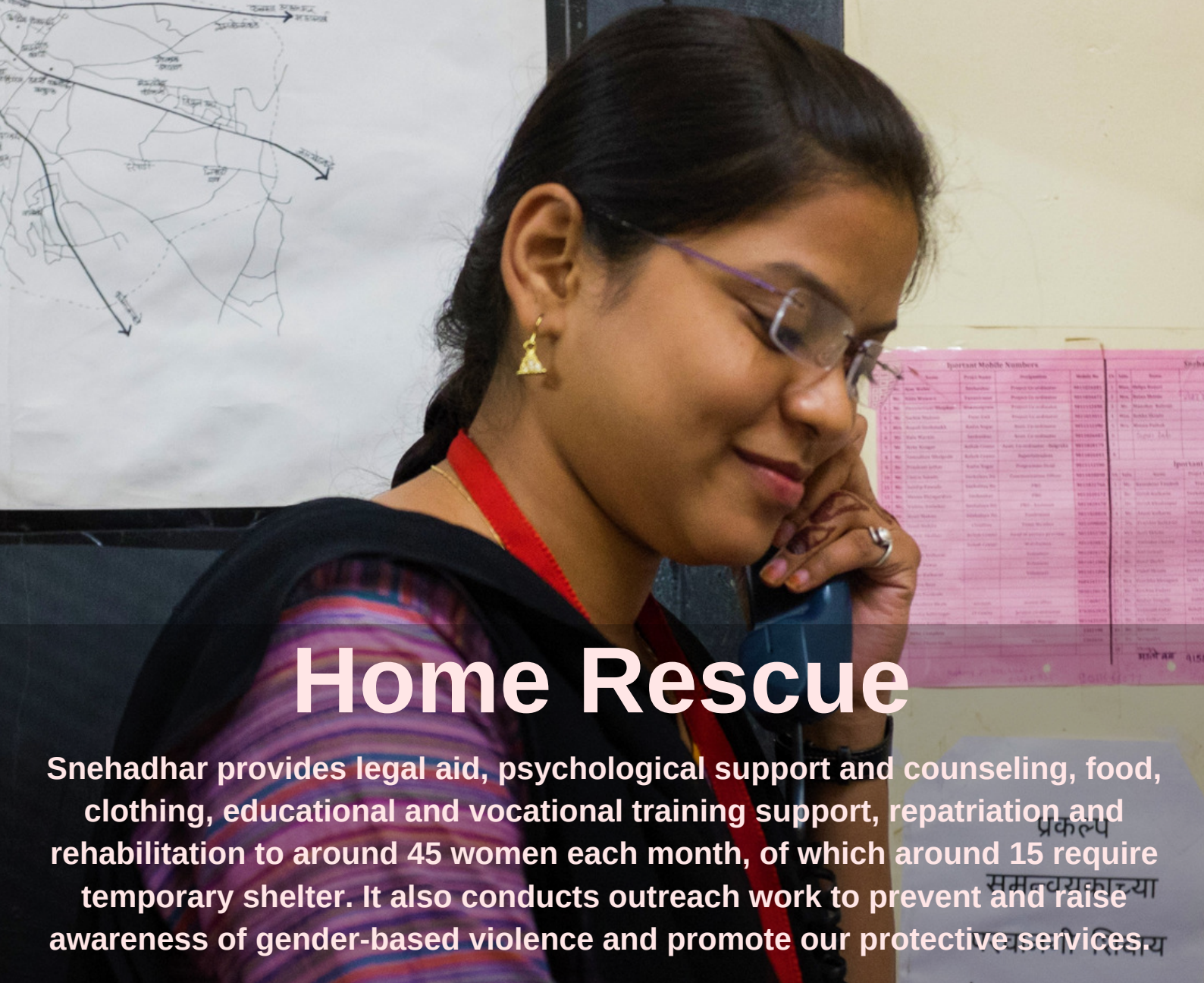
As a young boy, Vishal lived with his younger brother Manoj and his mother, a sex worker in the red light area of Shirampur. His mother was rarely home, leaving Vishal and Manoj to fend for themselves. Vishal reveals: "It was a dangerous environment, one of my classmates was a murderer and others were thieves who taught me the art of pocket cutting. We'd often pick-pocket from people at train stations and were proud of it!"

During the popular festival of Makar Sankranti, as the skies literally filled with colourful kites performing breath-taking stunts flying impossibly high one second and swooping down to the earth the next, young Vishal and his friends watched on. Seeing an impressive kite falling onto a railway track, the race was on to see who could claim it first. With his friends ahead of him, Vishal thought if I can't have the kite, nobody will. With this in mind, he threw a rock aimed at destroying the kite but it missed its mark, instead hit his friend on the head knocking him unconscious onto the ground. Panicking and unable to revive him, Vishal and his other friend ran away as their friend lay deathly still on the track. A few minutes later, to their horror the boys heard the sound of a train thundering past, it was the final confirmation that their friend was dead. Vishal was put in a remand home and once released focused on passing his 9th standard exams. However, before he knew what was happening, his HIV+ mother collapsed and died. Not having seen their father for years, Vishal struggled to look after himself and Manoj until he heard about Snehalaya and approached us for help.

"Snehalaya welcomed us with open arms," he says. "Everyone was so warm and caring, I finally felt like I belonged somewhere, I'd never known that feeling my entire life. I let go of my past and vowed to survive, fight and create a life for my brother and I that we could be proud of. Girish has had a deep impact on me. I've seen him dedicate his entire life to children like me and our dreams. He has taught us to embrace one another as family and stand by each other as brothers and sisters. As soon as I was done studying, I joined Snehalaya to assist him in saving the lives of rape and HIV victims, sex workers and abandoned children."



Watch 'ON TRACK,' a short film of Vishal's story on our YouTube channel



Home Rescue

Snehadhar provides legal aid, psychological support and counseling, food, clothing, educational and vocational training support, repatriation and rehabilitation to around 45 women each month, of which around 15 require temporary shelter. It also conducts outreach work to prevent and raise awareness of gender-based violence and promote our protective services

Dolly is one woman rescued by our Snehadhar team in early 2018. The 18-year-old had been living with her father, stepmother and two stepbrothers after her mother had divorced her father years before. As Dolly had grown up and reached her teenage years, her father had started making advances towards her, demanding she have sex with him. Able to fend him off but terrified by this regular harassment Dolly asked her stepmother for help. She was unsympathetic advising Dolly that if such an incident occurred she should keep her mouth shut and consider suicide.

Dolly's father persisted, mentally harassing her and trying to carry out his threats.

When Dolly's stepmother announced she was going away with her sons for a few days her father told her he would use her absence to finally carry out his threat. Dolly was terrified and shared her fears with a neighbour, who is one of our volunteers. She immediately called Snehadhar's helpline to ask us to rescue the girl. We managed to arrive before her father was able to fulfil his evil intentions and brought Dolly to our shelter home. She was mentally disturbed and physically weak but after a few days of nutritious food, counselling and moral support Dolly recovered her strength and confidence, confiding her dream of becoming a police officer.

Dolly moved into our long-term shelter and took admission in our local arts college. She has now also joined the National Cadet Corps (NCC) and is on track to become a police officer. She says:

"Snehadhar has shone a new light onto my dark life!"



CARING FRIENDS HOSPITAL & RESEARCH CENTER

Ray of Hope

Our hospital foundations were laid in the 1990s when our Death with Dignity program literally picked the dying and dead bodies of AIDS victims, that others were too terrified to touch, off the streets and offered them palliative care and funerals. In May 2017, that small cottage hospital which started in a bamboo shack reopened its doors as our Caring Friends Hospital & Research Center, the first state-of-the-art hospital dedicated to people living with HIV/AIDS.

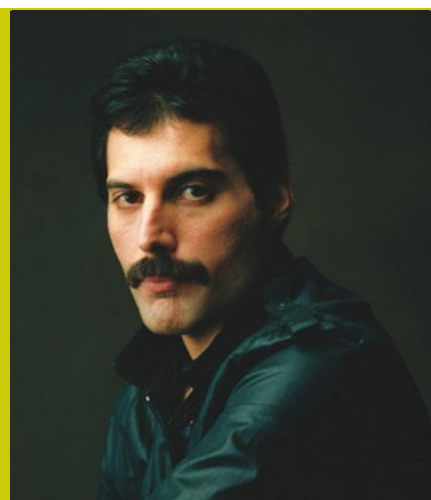
For the first time in India, our resident treatment and rehabilitation center provides affordable, non-discriminatory, quality medical care and treatment to those that others turn away, including HIV patients and the poorer sections of our communities. The 50-bed hospital includes a fully equipped operation theater, general and ICU wards, special rooms for paying private patients, laboratory, X-ray, pediatric sections, dental OPD and all the basic amenities expected from a general hospital. An advisory board consisting of well-known doctors and medical practitioners governs the working of the hospital.

As well as welcoming patients from outside, the hospital also offers comfortable and accessible treatment to the children living in our Rehabilitation Center, many of whom are HIV+. Being able to access specialized healthcare in their own home has seen an increase in school attendance as they no longer have to travel to the civil hospital for minor treatments and health ailments. All new admissions are also able to have a full medical examination and HIV diagnosis and ART is being administered more efficiently and effectively as a result.

One of our HIV+ out-patients, Radha describes what our hospital means to her: "I have been receiving treatment for the last 15 years for this illness (HIV). I have experienced denial, discrimination, disgust and ill-treatment in government as well as private hospitals. Often the treatment given to me has made me feel suicidal and angry at the same time. Caring Friends Hospital has restored my faith in humanity. It has not only treated me well clinically but has also showered me with the much needed love, counselling and confidence to continue to seek treatment. It has become a place of worship for me."

We are especially grateful to the support of Caring Friends, Trial and Virgo foundations and corporate partners such as Bajaj Finance and Larsen & Toubro in achieving this milestone.

We also received support from Mercury Phoenix Trust, set up by the band Queen, when their lead singer, Freddy Mercury, died of an AIDS-related illness. In recognition of this support we have named one of our wards after the musician.





CEO - Vikram

Mr. Shivaji Jadhav

District Program Officer

Dr. Nilesh Parbhari

Medical officer - CFHP

Mr. Rajiv Gujjar

Secretary - Snehalata

D
Place : CFHP

What if it was Your Mother?

We have been working to improve the lives of female sex workers (FSWs) since 1989, motivated by the question our founder, Dr Girish Kulkarni, when taking a short cut through a red light area: "What if this was my sister, my mother, my grandmother?" With this at the forefront of our minds, we are constantly assessing how we can best support sex workers.

For 30 years we have been providing shelter and education to the children of sex workers, breaking the vicious cycle of second generation prostitution, and providing free health check-ups and human rights to the workers. In April 2017, we launched Sneha-Saksham to research and develop a broader range of alternatives to sex work and encourage more women to consider them.

We started by surveying 200 of our registered FSWs to identify those wishing to leave sex work and find out what would motivate them. Challenges included 75% complete illiteracy, psychological damage and social stigmas, however we were determined to overcome them. Focusing our efforts on 200 women a year, we are prioritising those over 35 whose earnings are reduced to as little as US\$1.50 per day, those with teenage children most at risk in red light areas and those with HIV/AIDS.

We've identified many new opportunities, including both paid employment and self-employment, whilst also providing free counselling, de-addiction programs, training and business start-up materials. By offering sustainable incomes tailored to their own domestic situations and skills, we are extending FSWs working lives and improving their socio-economic status, quality of life and life expectancy. It also allows them to move away from the red-light areas and be reunited with their children who live in our shelter home and benefit from improved childhood development by living with their mothers.

Among the women who have transformed their lives is Sunita who, as a sex worker in Ahmednagar, fell pregnant and gave birth to Suraj. When he was just 5 years old Sunita realized he was at risk living with her in the dangerous red light district, and she gave her blessing for him to be brought to live at our children's home. Sunita did her best to visit Suraj as often as she could, but was restricted by her pimp who wanted her to work.

Sunita was among those expressing their desire to leave sex work immediately. Keen to both rehabilitate Sunita and reunite her with the now teenage Suraj, we offered Sunita work in our hospital, on the same campus as our children's shelter home. Sunita now lives alongside women who have experienced similar situations, surrounded by supportive friends, and, most importantly, she is with her son. These days you will find Sunita constantly smiling as she works hard to keep our hospital pristinely clean. Meanwhile, Suraj is over the moon to be reunited with his mum, and visibly proud of her new vocation.

Meet Our Angels

With the opening of our hospital we also launched our latest vocational training. Our Certificate in Bedside Assistance Nursing Training Course (CCBANC) delivers employability-focused training for healthcare assistants through a three-month programme. Class-based learning is complemented with practical teaching in our hospital.

There's an unmistakable spring in the step of a handful of our young ladies, a notable difference in posture and an undoubted confidence as they happily make their way to work. Even to the passing visitor they stand out from the crowd in their bright pink uniforms.

Their placements started in 2017 and they have come to realise as millions of healthcare professionals do, that no two days are the same. For these are the stalwarts and backbone of the medical profession, working tirelessly and doing everything they can to make their patients as comfortable as possible. When we built our new 50-bed hospital it became apparent we would need more staff. What better place to look than our own doorstep? Our course was created to not only meet the needs of our larger hospital but also to provide opportunities to our beneficiaries and girls from our local community.

One of those to complete her certification is 19-year-old Rachna. Since starting in our hospital she has been a star employee who works with dedication and contentionsness and has that all-important quality of an easy-going, cheerful rapport with patients. She has lived at Snehalaya for around five years and has already shown she is a bright and talented young lady excelling in many vocational courses on offer, including handicrafts and tailoring. She is also HIV+ and not afraid to tell you so, stating: "Why should I stay quiet about this? It's part of me and who I am."

Meal times are a busy in the Snehalaya canteen, as around 350 kids eat their dinner. At one of the dining tables sits Rachna, for once not joining in the conversations of the girls around her. Her normally outgoing demeanour seems to be missing and she has a pensive and faraway look. When it becomes painfully clear that something is wrong, one of her friends asks why she looks so sad. She replies: "One of my patients died last night," causing those around her to fall silent. "I was very fond of her, we were always joking and laughing together." All stays quiet until one of the group announces: "I think you are a great nurse," the others nod in agreement. "If I were in hospital, I would want you to take care of me." This causes Rachna to blush and the faint trace of a smile can be seen. Rachna says good night to her friends and makes her way to her dorm.

The next morning she walks through Snehalaya's grounds, passing a small group of boys doing their morning exercises. Rachna gives a playful slap on the back to one who is telling her she looks like a 'pink flower' in her uniform. She makes her way up the hospital steps and to the ICU ward, pausing briefly to stop and chat to the visitors who have assembled in the waiting room. At her station a colleague is packing up after her night shift and gives Rachna an update on the night's activities and they agree to meet up later. As she enters her ward she gives a big beaming smile to all of her patients and their relatives and so begins another day at our hospital.



ICU - FEMALE

Snehalaya
NURSING CENTRE



Journey to the Future

Our Snehankur Adoption Center is the largest in India with over 600 babies placed since 2004. Having outgrown our previous facility we opened the doors to our Vatsalayamurti Smt Rupali Jayakumar Munot Child Development Center on 26 November 2017.

The babies in our center have been abandoned or relinquished by their mothers, many rescued by our other projects and volunteers, and our new center has extended our capacity to be able to provide state-of-the-art services for up to 100 children, including those with special needs.

Designed by Architect Kavita Gathani-Pathak of Pune's Kool Homes who gave her services free of charge, it also has offices, guest rooms for adoptive parents, a neo-natal intensive care unit (NICU), a room for older children room, a temporary shelter for mothers, counseling rooms and plenty of open space for babies and children to play and relax.

The center is named after Smt Rupali Munot who, inspired by the extraordinary job of real life heroes and our committed workers, dedicated herself to raising the funds necessary to complete the project. Speaking at the opening which included one of our first adoption ceremonies of a partially sighted, 19-month-old girl by a young couple from America, she said: "The completion of this project has strengthened my belief that everything occurs due to God's will and we are just here to execute that will."

Among the chief guests were Anna Hazare and Maharashtra State Child Rights Commission President, Praveen Ghuge, who visited our projects before his appointment to the Commission to better understand the concept of child development. He expressed that our project is an example of a successful social initiative based purely on public participation, adding: "It is giving a new hope to the children who are abandoned in the garbage, on roads, in public places. Children who are left to die, children caught in child labor and orphans and disabled children."

Our President Sanjay Gugle explained how the legal adoption of our babies is providing a home, family and future. At the same time oppressed women are being provided employment, education, legal and medical assistance, as well as counseling, changing their destinies by helping them become self-sufficient and respected.

Our work extends beyond Ahmednagar as we establish support groups for adoptive parents from cities across India, many of whom were among the hundreds attending the opening, and find parents for our special needs and disabled children from different parts of the world. Our future plans include the development of a National Level Training Center for Adoption and Child Development.



#WithMalala

In August 2017, we started our one year Educate. Empower. Lead. campaign, in partnership with Malala Fund, Free a Girl and Nationale Postcode Lotterij. Over 200 of our own girls aged between 13 and 17 learnt more about growing up, sex education, human, women and child rights and the law, gender equality, girls' education and further information about how one girl, Malala Youszafi, has made a difference to girls' education worldwide.

It was important that our children played an active role in the program and we recruited, trained and encouraged a network of peer mentors to discuss their views on the issues, present workshops, take photos, shoot videos, attend training, meet with stakeholders and take the message to a further 3,000-plus girls in our district.

One of them, Asha is a strong and confident 16-year-old who enjoys playing cricket, reading and studying geography and has the ambitions of becoming a police officer. She and her brother have been living at our shelter home since 2009 when her father died, and their illiterate mother was no longer able to offer them a safe home and education. Asha is determined to break the cycle of poverty she was born into by succeeding in her own future, saying: "The staff and children here are very supportive and encouraging in making sure I get the best education. My mother wants me to return home and start working to help support her, but I know I need to stay here if I want to become an IPS officer."

She adds: "I am really enjoying taking part in the campaign. I got to visit new places and enjoyed working alongside the Malala staff team and I feel like I had an equal responsibility to make the campaign a success. At first, I was nervous about speaking in front of large crowds, but I am now very confident, especially after girls have come up to me to thank me for sharing my presentation.

"I am proud to be standing with Snehalaya and Malala to help improve girls' education and empower girls by explaining their rights and giving them inspiration to do the same. Before this campaign I saw boys as being above girls but by telling other people about gender equality I have begun to believe in myself and can see we are equal."



We Are Family

Nick Cox is a trustee of Snehalaya UK who has been living with our beneficiaries at our Rehabilitation Center in Ahmednagar for the past three years. Here he shares just one of the many stories that inspire him to stay...

Part of my job here is to coordinate volunteers and guests and familiarise them with what we do. I've done this hundreds of times but it never gets boring as it never ceases to amaze me just what brilliant and innovative work is being delivered across Snehalaya's 20 projects. I often ask guests to not only ponder what is being achieved but to also think about what would happen if the projects weren't here. What would the outcome be? And more importantly what would happen to the people that we serve?

Being here for a long time allows me the luxury of continuity, yet no two days are the same and priorities shift on a daily basis. Inevitably some things catch you by surprise. Until this year I had neither witnessed when or how a beneficiary is admitted. Then, one day I happened to be at the Child Welfare Committee for a meeting. As it finished, I noticed two little boys having tiffin with a man I presumed to be their father. I was wrong, he was their uncle, sharing a final meal with them before handing them over to Snehalaya's care.

He watched on as the boys joined me in the vehicle returning to Snehalaya. (I later learned, the boys' parents had died of AIDS-related illnesses and their uncle was unable to look after them.) This was the last link to their parents and while the eldest was very brave, his younger brother was clearly distressed. Fortunately, I was with some of our older girls who could relate to the boys, having also once been in their position, joining our Snehalaya family for the first time. They came into their own, taking on as what I can only describe as motherly roles, distracting them by playing games, pulling faces and showing videos on my phone.

Clutching their shared carrier bag which simply contained a couple of samosas and a toy car, the boys entered their new home. The eldest who is HIV+ was immediately prescribed the appropriate medication and both were kitted out with new clothing - Snehalaya in action. A few months later they are both going to school, the 11 year old being very determined with his studies. I don't have favourites, but I feel a real connection to this kid who is so clever and polite which makes me think his parents and uncle did a pretty good job while they could.

If we can eradicate AIDS, then half of the Snehalaya kids wouldn't have to be here, simple as that. Most of the 250+ children that live here have been affected by HIV and AIDS in some way or other. I count my blessings that I'm also here. In the 1980's I stood helpless as so many friends, work colleagues and public figures succumbed to AIDS, wondering who would be next?

I no longer feel helpless and am so glad to be part of an organisation that is tackling the prevention of AIDS at grassroots level.





Top Class

Over the past few years, Our Balbhavan project has gone from strength to strength resulting in a 400% increase in A and B grades for the children attending our after school classes. We are really proud of the team and were delighted when their commitment and performance was recognised through two national awards in 2017.

Established in 2003, our Balbhavans are classes hosted in seven community halls in six of Ahmednagar's slums. Initially the project worked with over 2,000 children but in 2015 a new approach was initiated to focus on 100 children from each area. The 700 children were chosen from single-parent and very low income families with a limit of one child per family then assessed and divided into three groups – Chandra (Moon), Pruthvi (Earth) and Surya (Sun) - based on their skills levels in Marathi, English and maths. Our education team developed a curriculum and workbooks to complement the students' school lessons which allows them to progress at their own pace and advance once a certain level has been achieved. The results have been incredible with a 400% increase in A and B grades achieved at school in the first three years of the new scheme.

The scheme has been so successful that our local schools are asking for our workbooks and curriculum to share with their other pupils and many other organisations are eager to replicate our model in their communities. Combined with our home visits to identify and counsel school drop outs back into education, the team is making a definite impact on views towards education with a significant rise in the number of families living on a daily wage investing in their children's education through private tuition.

As a result we were the first ever recipient of the PoleStar Social Impact Award for Education. The Annual PoleStar Awards recognise outstanding talent among Indian media professionals and encourages exemplary work in IT and Business Journalism. In 2017, they introduced the social impact awards in the categories of education, livelihood, health and empowerment and our Balbhavan was selected as outstanding winner based on our excellent work, impact and scalability.

Earlier in the year we were also awarded the national Spirit of Humanity Award for Education, covering our Balbhavan, English Medium School and IT Center. We were up against some stiff competition from many other fantastic organisations doing great work in the field of education but stood out for the impact our projects are making on some of the poorest sections of society.



A man with a mustache, wearing a light-colored patterned shirt and a lanyard, is driving a blue tractor. He is looking towards the camera with a slight smile. The background shows a rural landscape with bare trees and a clear sky. The tractor is blue and has some text on it, including 'AMC'.

Cultivating Growth

Our Himmatgram, 'Hamlet of Courage' is no ordinary farm, as well as being 100% organic it is also managed entirely by our beneficiaries, including those living with HIV/AIDS. As well as producing crops and dairy products for our Rehab Center, it also offers a supportive, 'family' environment where people can live their lives with dignity.

The main aims of any farm and family are to cultivate and grow and in 2017 we secured an extra three acres to expand the variety of produce we provide to our shelter home. It took one month to turn the rocky terrain into arable land and put in the topsoil and irrigation. Having this extra acreage means we can now grow more protein-rich staples like mung beans, red-eyed beans, soya bean as well as cereals such as maize and sorghum. It also means we can start providing variety in the vegetables and pulses we deliver to our shelter home, providing a more balanced diet.

We also recruited a new project manager. Kalidas left a career in banking and finance in 2015 to join Snehalaya when, facing a transfer with the bank to another city he paid a visit to Snehalaya a few days before his planned departure. He realised that his heart was in his home city and giving back to society through social work. We were very lucky and instead of packing for a big move to a new city he moved into our shelter home becoming a caregiver to some of the boys who live with us.

He did a great job in that role and in 2017 he was promoted to the role of project manager of our Himmatgram. He and his wife and baby son moved to our GKN Center, which is where our over 18 boys live, on the doorstep of our farm. As well as working with the 26 people living and working at the farm he is also able to keep a fatherly eye on our older boys. He says: "There are challenges in my role, for example we are not making any profit yet and water is a constant issue. I'd like to welcome more beneficiaries to our home of courage which in turn would increase production and the supplies we send to our other projects. For now though, as long as everyone I work with is happy then I am happy too."

Computer vision

Our Center of Hope (IT Center) offers many, government-accredited computing courses, design courses like AutoCad and soft skills training and is recognised as a good place for local Ahmednagar employers and small business owners to look for administrative and entry level staff.

The centre also delivers vocational training and has many industry partnerships in the hospitality and retail sectors providing apprenticeship and skills-based placements to our graduates.

Shailesh is visually-challenged and a beneficiary of our sister NGO, Anamprem. He comes from the tribal village of Varde, Yavatmal District in the Vidarbha region of Maharashtra. His father is a farmer, his mother is a housewife and his elder brother is a lab assistant. The total income of the family is very meagre and their farming income is fully dependant on the monsoon, so droughts or floods have made the family's life extremely difficult. Despite of all these hardships, Shailesh's father made sure his son went to a school in Chandrapur, but by the time his son reached 8th Standard he had exhausted his options to educate him further.

Hearing about Anamprem, Shailesh was admitted in 2018 and enrolled in 9th standard with his education, accommodation and food expenses taken care of. Shailesh was now able to dream of becoming a computer programmer and when our IT Center held a free computer literacy seminar in Anamprem, he was inspired to complete his MS-CIT. He was admitted to our center and with the help of our Job Access with Speech (JAWS) software completed the course with flying colours. Now Shailesh is completing an advanced courses in computing and is well on his way to becoming a computer programmer.



Highlights

At the start of 2018, our founder, Girish was invited to share his story and inspiration for Snehalaya at three TEDx talks, idea-focused events covering a wide range of subjects to foster learning, inspiration and provoke conversations that matter.

IIM Kashipur's fourth TEDx event, 'Shaping The Future' gave an emphasis on ideas laid bare before the audience, generating as many interpretations as there were people in the audience itself.

At the inaugural TEDxSKNCOE (Sinhgad Institute's Kashibai Navle College of Engineering, Pune) the aim was to provide an open platform to thoughts by presenting thinkers, believers and doers. With the premise of: 'Our thoughts, sensations, and desires determine what we perceive and how we perceive the challenges and ordeals in life set us apart from others. The perception, like a mirror, sets a distance between the reality and the phantasm present on the other side of it. It is when we work outside our boundaries and confined norms, we give a new pathway to our vision and step towards building a strong, conjoined, supportive society.'

TEDxVBIT (Vignana Bharathi Institute of Technology), Hyderabad's theme of #RoadnotTaken, invited Girish and others who: 'Delivered their ideas and shared their life experiences about how they ditched the conventional (career) paths and resorted to the ones of their interests,' to provide the audience with personal life stories about their experiences, 'coupled with a pinch of inspiration.'

#LettersforHer was the brainchild of Antaraa Anandan, a second-generation Indian high school student living in Illinois, USA who wanted to do something to demand change for women in India and show solidarity to our female survivors.

We received literally hundreds of handwritten cards with heartfelt messages which were distributed to women and girls across our projects on International Women's Day 2018. A huge thank you to Antara, everyone who received one was really touched to know that people on the other side of the world were thinking of them.



Watch Girish's talks on our YouTube channel



With the opening of our new hospital we now have improved facilities to host health and dental camps.

Over the year, our employees took part in a health check-up, our Rehabilitation Center children were also given routine medical assessments and received dental treatments in our dental OPD and we welcomed employees from local industries in the MIDC area of Ahmednagar to visit for health examinations too.

Credibility Alliance

Norms Compliance

Governing Body

Executive Committee & Annual Gross Remuneration Paid

S. No	Name	Designation	Monthly Salary plus benefits paid to staff	Total
1	Sanjay Gugle	Chair		
2	Rajiv Gujar	Secretary	<5,000	145
3	Arun Ramchandra Sheth	Trustee	5,000 to 10,000	108
4	Jaya Jogdand	Trustee	10,000 to 25,000	37
5	Rajiv Singh	Trustee	25,000 to 50,000	1
6	Jyoti Ekbote	Trustee	50,000 to 100,000	-
7	Suhas Ghule	Trustee	over 100,000	-
8	Sangita Shelar	Trustee		
9	Naresh Katore	Trustee		
10	Firoz Tambatkar	Trustee		
11	Satish Kane	Trustee		
12	Ramakant Tamboli	Trustee		
13	Beharam Nagarwala	Trustee		
			Total	291

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

Annual remuneration of two highest paid employees:

Rs 360,000/- Senior Assistant Director

Rs 288,000/- Medical Officer

Remuneration of Lowest paid Staff members:

Rs.15,600/- For Security Officer

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

Staff details as on March 31, 2018

Male	107	Full time	217
Female	184	Part-time	74

291 **291**

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.

Financials

Statement of Income & Expenditure Accounts For The Year Ended March 31, 2018

Income	Rs in Lakhs
Grants & Donations	331.65
International Sources	193.55
Bank Received	49.22
Misc Receipts	50.94
Expenditure over income (Deficit)	-1.87
Total	627.22

Expenditure	Rs in Lakhs
Food, Grains & Vegetables	50.45
Education & Skill Development	45.15
Health & Medicines	38.81
Livelihood	31.90
Program & Social Activities	13.72
Salaries & Honorarium	167.31
Farming	7.96
Other Expenses on the Object of the Trust	24.98
Repairs & Maintenance (buildings, electrical & vehicles)	22.65
Establishment Expenses	65.07
Rent	4.66
Insurance	19.80
Audit Fees	0.001
Depreciation on Assets	134.75
Excess of Income over Expenses (Surplus)	-
Total expenditure	627.22

Auditors

ABHAY BHANDARI CHARTERED ACCOUNTANTS
Pooja Complex, Chandani Chowk, Opp. Ahmednagar
College, Ahmednagar - 414 001. Maharashtra.
Tel: 0421- 2342956, 2342960

Balance Sheet as at March 31, 2018

Liabilities	Rs in Lakhs
Trust Fund or Corpus	438.42
Ear Marked Trust Fund	1995.05
Loans	0.00
Income & Expenditure A/c	-76.82
Other Current Liabilities	28.74
Total (deficit/surplus)	2385.39

Assets	Rs in Lakhs
Fixed Assets	1581.90
Fixed deposits with Banks & other	
Investments	549.94
Stock in hand	4.17
Other Current Assets	161.62
Cash & Bank Balances	87.76
Total	2385.39

Detailed Statement of Accounts is available on request

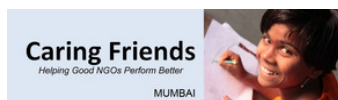
For deposits being made in ₹ INR. All deposits qualify for 80G tax exemption.

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



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.



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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