

ANNUAL REPORT 2018-2019



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

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.

MISSION

OUR HISTORY

Snehalaya is the vision of our founder, Dr Girish Kulkarni, who believes that: “Every woman and child should have the right to a life free from inequality, cruelty and discrimination.”

Girish 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, 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 witnessed 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 home 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 he could help and they said, "Save our children". So, 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 was 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 23 projects in rehabilitation, health, education and advocacy, that over 200,000 people have benefitted from, saving countless lives and giving dignity back to those marginalised by society.

Hello and welcome to our 2018-19 Annual Report which details our 30th year of working for the empowerment of women and children. We can't quite believe it has been three decades since our founder, Dr Girish Kulkarni, took the first step to change the lives of a few people. As a young man starting an NGO, he relied heavily on the support of his family, friends and like-minded people to help him in his mission and Snehalaya has come a long way since those early days supporting around 200,000 people on the way. We are grateful to all who have joined us on our journey and in this report we share stories of some of the people who have been along with us for the ride and contributed to our success. We are grateful to them and the thousands of others who have stood with us against injustice and empowered us to grow into the nationally and internationally recognised organisation we are today.



FROM OUR SECRETARY

Rajiv Gujar, bhai@snehalaya.org

This year has been a consolidation of this legacy as we have seen a rise in the number of babies finding new families through our new adoption center, a continued increase in the health of our children, thanks to our updated hospital facilities and further advances in our education provision. With drought and the environmental issues at the fore of some of society's biggest problems, we are diversifying our approach in rural areas to help reduce farmer suicide and rural to urban migration.

We are honoured that our work with some of the most marginalised people is being recognised. We were flattered to have been chosen to collaborate with state government departments on two projects, a helpline and one-stop center for women and the preservation of the ancient handicraft of Paitani sari weaving.

Girish was also invited to receive an award from Indians for Collective Action (ICA) at their 25 anniversary celebration in California, USA. He took the opportunity to embark on a six-week tour of the States, visiting current supporters and recruiting more at organisations such as Google and Ivy League universities. Our footprint continues to grow with events such as these, as well as an increasing influx of national and international volunteers.

We are grateful for all of your support, whether you have been with us from the start 30 years ago or have recently joined us 30 days ago. We hope you will continue with us for the next 30 years and the 30 after that...

As always, we are on the lookout for great professionals and social workers who can grow with us, please do get in touch if you or someone you know has the skills and drive to make a real difference by joining our team.



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.



SNEHALAYA IN NUMBERS

Education

Balbhavan Est. 2003, students to date: **10,030**
Childline Est. 2003, cases to date: **9,892**
IT Center Est. 2009, beneficiaries to date: **3,541**
Snehalaya English Medium School Est. 2010, students to date: **408**
Agriculture Training Center Est. 2016, beneficiaries to date: **614**
Bedside Assistance Training Est. 2017, beneficiaries to date: **187**



Rehabilitation

Rehabilitation Center Est. 1992, beneficiaries to date: **1,200**
Snehankur Est. 2004, adoptions to date: **693**
Himmatgram Est. 2009, beneficiaries to date: **120**
Snehadhar (Ahmednagar) Est. 2011, women sheltered to date: **1,727**
Snehadhar (Pune) Est. 2016, cases: **308**

Health

Sex Worker Projects Est. 1989, beneficiaries to date: **3,474**
Caring Friends Hospital Est. 2013, in-patients to date: **3,430**
Smile Est. 2015, beneficiaries to date: **25**



Awareness

Yuva Nirman Est. 2009, beneficiaries to date: **7,413**
Radio Nagar Est. 2011, listeners to date: **600,000**
Krushimitra Est. 2018, farmers **2,517**

CELEBRATING 30 YEARS



A man with dark hair and a beard, wearing a white button-down shirt, is looking down at a document he is holding with both hands. He is wearing a watch on his left wrist and has a pen in his shirt pocket. The background is slightly blurred, showing what appears to be an indoor setting with some shelves.

GOOD NEIGHBOURS

As we celebrate 30 years of Snehalaya so too some of our longest serving staff and supporters are also ticking off the years of working for our beneficiaries. Snehalaya may have been the vision of our founder, Girish but he has also encouraged, recruited and inspired a dedicated team, many from the communities we operate in. Their valuable contributions to our vision and mission ensure we continue to work in the best interests of the women and children who are their close neighbours.

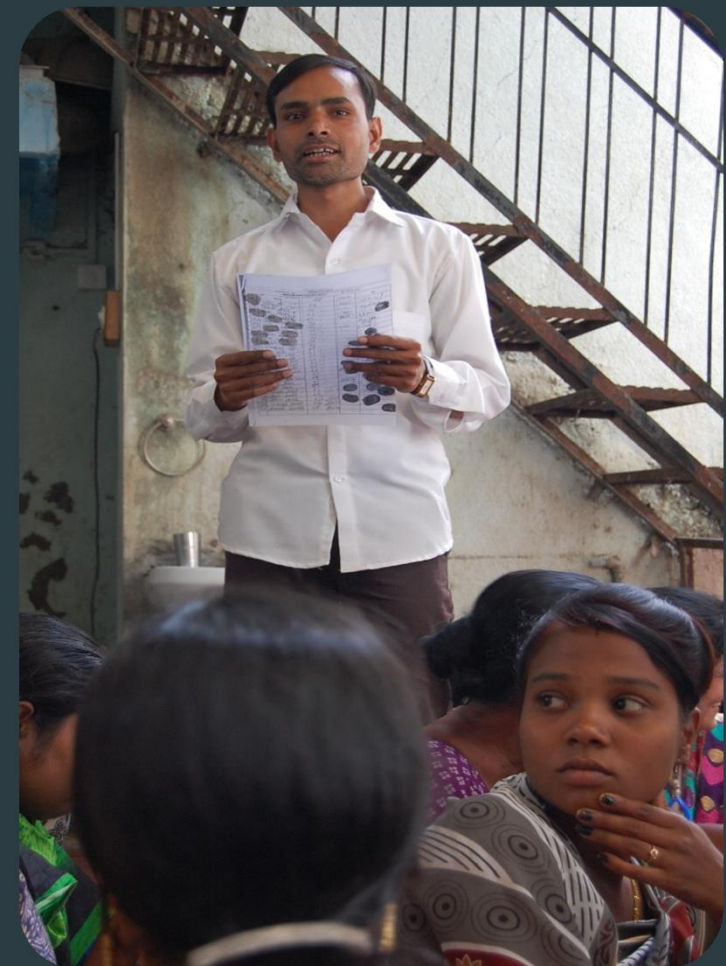
Meet Deepak Buram, Project Co-ordinator for our Snehajyot TI1 project. After completing his 12th standard he pursued his interest in social work by attending night school to graduate with a Bachelors of Social Work (BSW) and also started working as volunteer with us in 1998.

Deepak is from Chitragalli, close to one of Ahmendagar's red light areas, where he grew up playing with the children of sex workers. It's also where our first Snehalaya office offered education and counseling to the red-light area residents and Deepak was one of our first volunteer teachers. As it distributed sweets and vada pav to the children, the school became known as 'pav shala'. Deepak's other activities included the distribution of 'Snehavrut', one of our first newsletters, promoting our activities to empower women and educate children, door-to-door. He also joined in with outreach programs for sex workers and was one of the first team members of Childline.

When we partnered with Pathfinder to work on AIDS prevention, Deepak was given the opportunity to work as a district level field officer, initially providing 25 women with their first ever Adhaar card, giving them their own identity and official place in society.

It was a scary time, HIV was spreading rapidly and people were generally unaware of the cause of the deadly disease and, being fearful, they boycotted people who were suffering from it and those they felt were responsible for the spread of it. This included many sex workers, more of whom were dropping in at our center where Deepak and others took care of them. While working on our HIV awareness programs Deepak was ignored, harassed and beaten up when he went to other red light areas to talk about and raise awareness of HIV and its causes and symptoms. Motivated by our founder and his words, "Be the Change you want to see," Deepak continued his work and is now one of the main drivers of our sex worker projects.

When asked about his long relationship with Snehalaya, he says: "I never thought about it as a NGO, for me it is a family. I have celebrated many festivals with the women and their children here and have enjoyed seeing them grow up."



You can read more about Deepak in the Snehalaya publication, *Parispaarsh*.

HEALTH TEST



We have over 100 HIV+ children living at our Rehabilitation Center and while their health is primarily monitored by our Government District Hospital, it is also proving invaluable to be able to conduct testing and treatments within our own Caring Friends Hospital and Research Centre. As part of their treatment, the government hospital conducts biannual CD4 count tests.

These are primarily used to determine the correct doses of Anti-Retroviral Treatment (ART) to give each child - a CD4 count of 200 or below is an indication that the patient has progressed to AIDS.

Dr Abhimanyu Makane, a specialist in HIV-AIDS care and special advisor to our hospital, has been helping us and in 2017 he examined our children and other patients living with HIV. It was found that though some patients were taking the ART medicines regularly, they were not showing significant improvement. So he suggested we start regular, six-monthly 'Viral load testing' of more than 350 beneficiaries including our Rehab Centre children.

The test measures the exact effectiveness of the Anti-Retroviral Therapy (ART) drug given to patients. Any increase in the viral load count above 200 suggests the prescribed drug is not having the required effect and a different ART should be prescribed. This year, Dr Makane oversaw our first viral load testing which identified 39 children showing alarming results. After further investigation they were prescribed second generation ART and now they are taking the correct medication their viral load count has reduced. Their overall health has also improved.

Viral load testing costs are quite high (Rs 9,000 per patient) but are so effective the government has added them to its AIDS control program, however the implementation of the testing is taking time and is not regularly available in our local hospital. With the health of our children at the fore, we are lobbying the government hospital and conducting the tests at our hospital at our own expense until this vital lifeline to many patients is provided for free and on regular basis.

In addition, liver and renal function tests are conducted with our children every six months. We also closely monitor their height:weight ratio as these can indicate early signs of more serious issues. If a HIV+ child loses more than 400g in weight within a single month, blood tests are given and the height and weight measurements are repeated every week until the child returns to normal.



Another health prevention initiative with impact is the hosting of monthly health camps including dental, eye, ear-nose-throat, haemoglobin and blood pathology check-ups for our beneficiaries, ensuring basic health problems which may become major issues are detected and treated in time. We have also partnered with the 'Padmashri Vitthalrao Vikhe Pati Memorial Hospital and Research Center' which provides doctors for the camps and more importantly around-the-clock pediatric interns for our hospital. They are supported by nursing assistants who have graduated from our own 'Bedside nursing assistant skill development course' and well known doctors from Ahmednagar city who regularly volunteer their skills and diagnostic expertise to our patients.

We now plan to take our health services to rural areas of our district through mobile medical vans, with the support of CSR partners working in the field of health and wellbeing. This will be helpful for those living in remote areas with limited access to health services, making it much easier for them to access our hospital for care and treatment.

KNOWLEDGE EXCHANGE

“Tell me and I forget. Teach me and I remember. Involve me and I learn.”

In 2013, our Snehalaya English Medium School took part in the British Council's Connecting Classrooms global education program which gave teachers from the UK the opportunity to visit our school and funded teachers from our school to make return visits to schools in the UK. This proved so valuable in helping our teachers experience and learn from a different education system that our Snehalaya UK education advisor, Sarah Kenning, has since fundraised and recruited for more teachers to visit our Ahmedagar school to share their teaching methods. This year, Sarah also managed to raise funds that allowed three of our Snehalaya English Medium School teachers and our Balbhavan Education Coordinator the chance to spend two weeks visiting five schools in England. This let them gain real insights into what they had been previously taught by observing teachers putting their methods into practice in their classes.

During their visit in October, our teachers visited classes of all ages that are using different teaching methods and innovations. This allowed them to see how practical lessons, with teachers acting as guides, helps children develop their own knowledge, making them more self-dependent and creative. They also learnt more about learning objectives, teaching aids, lesson planning, sharing of best practice, peer observation, student wellbeing, language teaching and the value of constructive feedback in a positive learning environment.



Since their return all four teachers have shared what they learned with their peers in our school and Balbhavan, working with them to modify their classrooms, with new seating plans according to abilities and strengths, and flexible group study sessions, our children are now able to support each other better. They have also replaced their previous disciplinary process with a rewards system. As a result there has been an improvement in classroom management and behavior which in turn has had a positive impact on our students' concentration levels and performance.

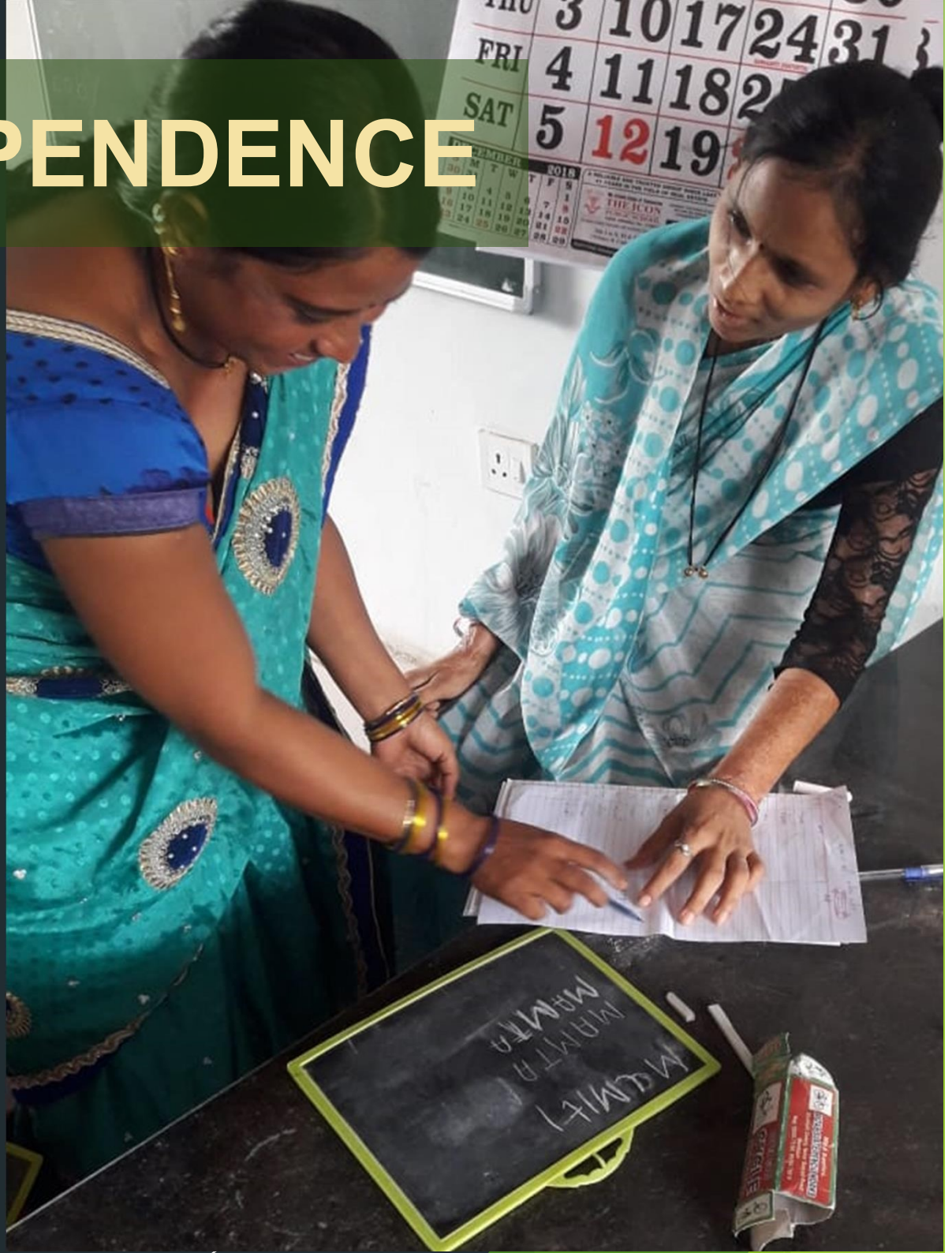
Our team also learned how UK teachers evaluate and monitor their students' progress through technology and individual student records and have implemented new systems for recording attendance, progress, homework, etc. Through the implementation of these and other simple but effective changes, our students learning has improved and we hope to continue to fund exchanges. In an exciting development, we are also currently investigating opportunities to create a similar program for UK students to visit Snehalaya and for our beneficiaries to visit UK schools.



PATH TO INDEPENDENCE

For over 20 years, our Snehjyot Targeted Intervention (TI) 1 project has catered to the health, rights and livelihood needs of women who are victims of commercial sexual exploitation and trafficking (VCSET) in Ahmednagar district.

In 2017, The Curry Stone Design Collaborative (Collaborative) and the Curry Stone Foundation (CSF) started working with our Snehajyot TI1 team on our Niramay (Pure and Clean) project.





Our collaboration with Curry Stone Foundation is also redeveloping our Sanjay Nagar community

Every human, including VCSET, deserves the right to work and live in healthy surroundings and after repetitive counseling about their health and sanitation, beneficiaries in Shevgaon approached us for technical assistance to create a model work and living space with decent lighting, ventilation, access to water and sanitation. Collaborative Director Sandhya Naidu worked with 45 women for almost 15 months developing such a space, consulting them on every design decision including the programming, layout and interior design, selection of fabrics, tiles, trash bins, potted plants etc. The women contributed ideas and directly benefitted by learning and understanding how to create their own safe and clean spaces.

On International Women's Day 2018, we inaugurated a new space in the lanes of Shevgoan red-light now used for empowerment programs, literacy and job training and workshops free of cost. The main intent is to VCSET the choice to learn new livelihood skills on their terms and stop new women from entering the flesh trade. This year, a series of workshops have been held for the residents, the first of which was on waste management and recycling. Discussions about types of waste generated and the women's habits of throwing waste on the road led to the suggestion of many innovative ideas and implementation to keep Niramay's surroundings clean and hygienic.

A second workshop demonstrated how to use waste wires to make glass stands and tea coasters. It was inspiring to see young and older women using their creativity to make things out of the wires. Other demonstrations included manufacturing cleaning materials such as phenol and liquid soap which the women are now making and selling for household use. A further two-day workshop introduced the making of agarbatti (scented incense sticks) where participants were amazed to see how waste flowers could be converted into beautiful, fragrant sticks. At the request of the women, we have also started an adult literacy class (75% of our sex workers are totally illiterate) which has received an overwhelming response.

Further steps are being made to conduct a market survey on the demand for all these products which VCSET can manufacture. This will identify assured buyers and large-scale manufacturing of the products can begin. This intention is to encourage more women to take up these alternative income-generating activities to empower them to leave sex work and pave the way to drastically improved lives.



SILK ROUTE TO THE FUTURE

The Paithani of Maharashtra is not just a silk sari but a treasured heirloom that is passed down through the generations. Famous for centuries, with literature documenting its existence from the pre-Mughal era, the Marathmola (Marathi style) pattern is a particularly popular choice for wedding saris. However, modernization in manufacturing, style and trends have put the tradition of hand-making saris in decline and is in danger of dying out altogether.



With 30 years' experience working with women, Maharashtra Small Scale Industries Development Corporation (MSSIDC) approached us to help them keep the Paithani tradition alive. They wanted to find, train and employ women giving them the opportunity to learn new skills and keep an important legacy going which fitted nicely with our mission to empower women. We were able to recruit women and young people including those wishing to leave prostitution, who are HIV-positive and physically or financially challenged, from our local urban and rural areas.

By joining hands with MSSIDC we are not only empowering the women but also giving them a certified government license to call themselves Paithani artists so they can eventually can start a self-employed business of their own and play their part in preserving the traditional art of Maharashtra 'Marathmoli Paithani'.

MSSIDC and Snehalaya's nine-month course delivers 20% theory and 80% practical skills training to candidates in the art of making Paithani saris, through trained traditional Paithani artisans employed by MSSIDC. Trainees are also provided accommodation and food and receive a stipend throughout the course. And once they are fully qualified they receive Government certificates and support in placements, starting their own manufacturing unit, raising their seed investment for their business start-up and assured market rates for their finished saris and Paithani material.

Our first handmade Paithani has been completed and is now on sale with the MSSIDC. Paithani saris cost range from Rs 7,000 to Rs 1,00,000 and with golden zari work it can cost significantly more.

THE CARING FRIEND



Maharashtra is one of the most drought prone areas of India and many of our beneficiaries come from farming communities where they work on farms for a daily wage. Due to environmental changes water shortages have been extreme, which makes farming an increasingly tough occupation which has led to increases in farmer suicides and economic migration to urban areas.

This leaves many women and children in villages unsupported and vulnerable to atrocities, trafficking and easy targets to be caught in the flesh trade. All these lead to situations where they need our help. To help address this crisis and take preventative action at the root cause, we have started 'Krushimitra'; the word means 'farmer's friend', which we think says it all.

Keeping in mind the drastic changes affecting the environment, our project's core intention is to preserve cultivatable agricultural land and make the over-developed land productive again through the utilization of modern, sustainable agricultural and irrigation technologies, giving our beneficiaries a chance to be change makers and rewrite their own fortunes. Working with Fullerton India we are doing this by creating support groups of farmers and empowering them to create sustainable farming practices.

Our Krushimitra team includes farmers from the local communities we are working in, and the beneficiaries are embracing the project and looking forward to working together to make a change in traditional cultivation methods to achieve higher yields. The team approaches farmers and encourages them to work together in practical sessions, group discussions, talks from guest speakers, activities and training on sustainable and effective farming methods, water management and the use of technology in farm production methods.

The team also arranges residential courses for farmers at our Agricultural Training Center, exposure field visits to large-scale farms, industries and educational institutions and organises farmer fairs where communities can come together to share best practice and join or form their own cooperatives and practice sustainable agriculture methods.



SPACE DIARY

This year we opened our Center for Excellence, a space for our beneficiaries where they can spend time to develop themselves. Using funding from our education campaign with Malala Fund we consulted with our children to design the space they wanted.

It was important to give them a place to pursue the educational activities they enjoy to enable them to explore and acquire new knowledge and skills while developing their own personalities.



Our Center for Excellence has a library, displaying books on varied subjects, which was established with support from our education partner eClerx. It has proven to be very popular with the children who are forming lines to take out books in Marathi and English. Books are said to have a nature of 'no complains, no demands', silently giving away knowledge and expecting nothing in return and we usually find our children reading biographies, autobiographies, novels and reference books that help them with their studies. One beneficiary, Danish, says: "Books are my friends and I love reading them. Reading has become my new hobby; which the Center for Excellence has helped me nurture". Another quoted from Harry Potter: "When in doubt, go to the library".

There is also a computer lab providing access to a whole world of information. Like most youngsters, our beneficiaries enjoy learning through digital touch, making research easier and more interesting to them. Staff from our IT Center visit regularly to deliver computer courses like MS-CIT, helping the children gain basic knowledge of computers and programs that help them become digitally literate. Akash who has just completed 10th standard says: "I have developed an interest in Basic Rural Technology. I have learnt more about it through Google and aim to making a career in it. I thank the Center for Excellence for giving me an opportunity to think outside of the box". Indeed the words of Bill Gates are turning into a reality, "We are changing the world with technology".

Our recent 12th standard topper Bhagyashree says: "I downloaded and practiced question papers for my 12th standard exams which helped me achieve 82%. I also like to



watch judo match videos on YouTube which is a sport I love to play. I am looking forward to continuing to use technology to help me achieve my dream of becoming an IPS officer"

It is just not about studies, our center has become a space for the kids to explore themselves and a totally new world outside of their daily routine. Daily newspapers are delivered and left in our group study space so the children can browse and keep up with the latest news between their studies. Most importantly, the center provides them the freedom to learn at their own pace, think about the things they could possibly do and places no limits on their potential, after all:

"The people who are crazy enough to think they can change the world are the ones who do."

A TALE OF REBUILDING INNER SELF

Bebi has been Head of our Girls Department at our Rehabilitation Center, with responsibility for over 100 under-18 girls on her shoulders, since 2014. She is a mentor, friend and guide to all.

Bebi was recognized for outstanding work as a staff member for her passion and enthusiasm in our annual awards, she was presented the 'Late Gopalbai Gujar Award', for her unique contribution to rehabilitation work. Bebi says that she is simply doing her duty by helping girls find new paths to their future; exactly the way Snehalaya helped her to start anew.

She first visited Snehalaya with one of our volunteers, Sarika, to learn more about



our organization. Bebi wanted to leave her disturbing past behind and grab a second chance for herself. She had always wanted to be a teacher and had completed her Diploma in Education in a small town in Kolhapur District.

While teaching in a private English medium school, her parents decided it was time that she got married. Marriages in small towns are arranged at a very young age and Bebi's marriage had been fixed to her maternal uncle for a long time so it was just a matter of finalizing the formalities. Bebi was married and went to stay at her husband's place, next door to her own family.

Soon she discovered her husband was already having an affair with someone else. It was double blow as her trust in her husband and maternal uncle was shattered.



Fortunately, her parents and brother supported her in separating from him. It was in this delicate state of mind that she came to Snehalaya. However, when she learned there was a vacancy for an assistant teacher in our Education Department she jumped at the opportunity and joined our Rehab Center as an assistant teacher in 2012. This helped her regain the much needed confidence and positivity to move on in life. Being young she got along easily with the children, quickly bonding and becoming popular with them. She felt at peace.

Gradually her natural talent was recognized and she was elevated and given responsibility for heading the Girls' Department. Her responsibilities include supervising the work of our care takers, looking after the health and hygiene of the girls, solving their problems and counseling them about their issues. This year, she successfully handled cases registered under section 376 (rape victims) and admitted to our Rehab Center by the Child Welfare Committee (CWC). Bebi not only counseled them, but also helped them go through the psychologically painful process of medical examination, getting over the social stigma of rape and helping them face the world again. She is ensuring that all girls are brought back into mainstream education and are able to rebuild their dreams to achieve something in life. She has been so much more than a mother to all of them.



BHARAT JODO

Our Rehabilitation Center was primarily set up to provide the basic needs of vulnerable children particularly orphans, semi-orphans, those from red-light areas and living with HIV/AIDS. Our project has developed over the years and we recently welcomed 30 boys from Kashmir and the Indo-Pak border who live together with their Kashmiri caregiver in our 'DeepJyoti Bharat Jodo Bhavan.'

The boys were brought to us following flooding and terrorist attacks in their villages where their houses were destroyed. Most had lost one or both parents and had been forced into child labour and begging and all were considered to be extremely vulnerable and at risk of being drawn into illegal activities such as the sex trade or terrorism. Two Snehalaya volunteers pursuing their civil service training in Kashmir came across these children and one of them, Saurabh Deshmukh, suggested we take them in.

The project started with eight children, some of whom were malnourished and/or had been abandoned and were living on the streets and vulnerable to trafficking and addictions. Their basic needs including schooling and education were severely disrupted in the politically-sensitive areas of the Kashmir Valley.

Having lived through these experiences they have complex emotions and problems and understanding and managing them requires our specialised skills and knowledge. When they arrived, we were not sure how they would react to our harsh and hot climate and were apprehensive about them becoming homesick. There were also reservations about whether they would like our food, understand our language or integrate with the other children in our Rehab Centre.

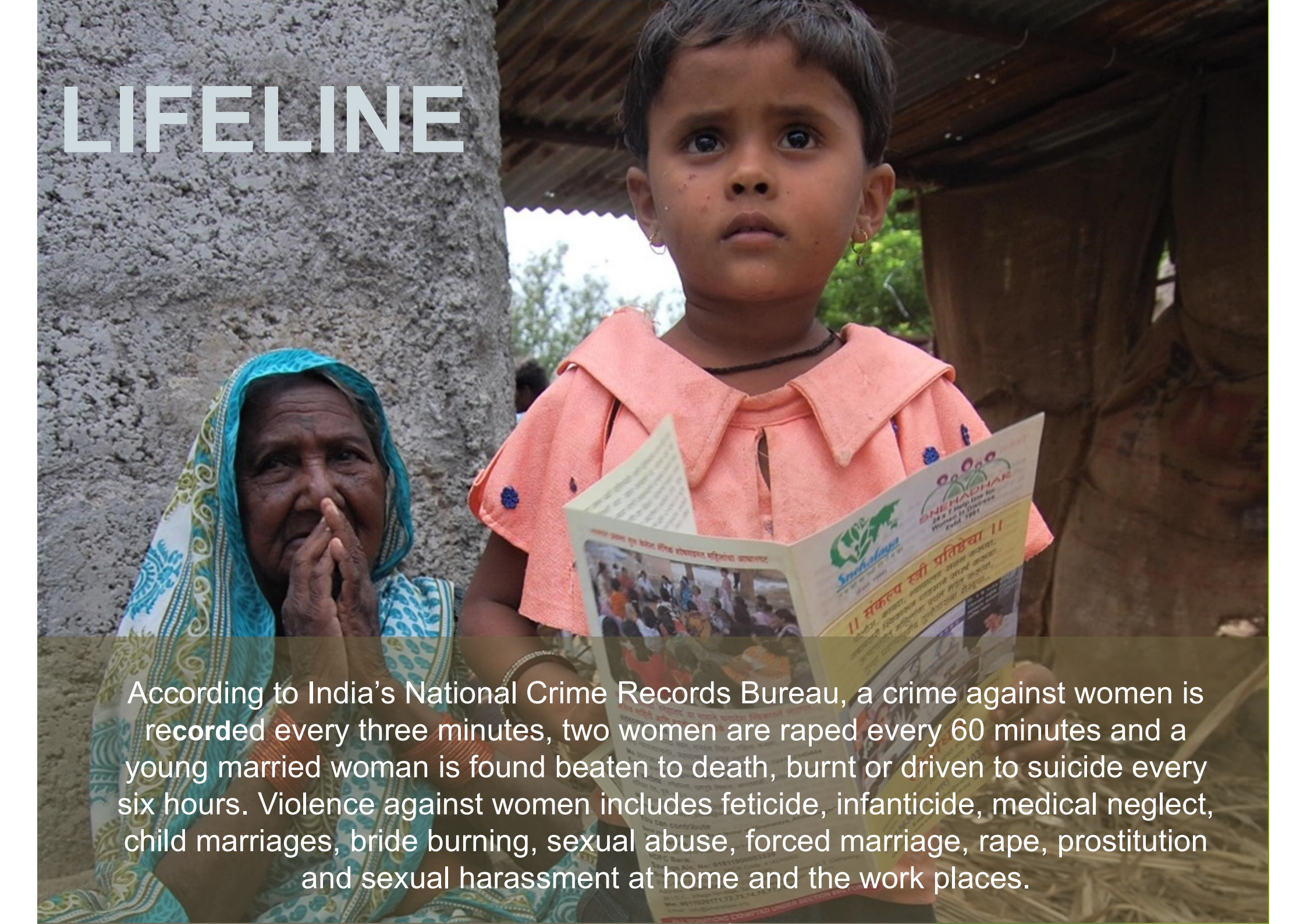
All these doubts and apprehensions were quickly put to rest as they settled and adapted easily and were soon understanding and speaking Marathi and teaching a few Kashmiri words to their Maharashtrian friends. By understanding and adapting to their different needs and enrolling them in our Snehalaya English Medium School we have seen improvements in their academic performance and they truly are part of the family.

Dr Deepak, founder of the Laxmi-Deepak Trust who helped construct the boys 'Bharat Jodo' dormitory says: "We have been saying the pledge of our country every day. The construction of Bharat Jodo Bhavan in Snehalaya has given me an excellent opportunity to help all my brothers who are in distress and practice what I have been saying."

Many of the Kashmir children are highly intelligent and keen to persuade higher education with the ambition to return to Kashmir and help make it prosperous and secure. When recently asked his future dreams, one of the first Kashmiri children to arrive, Bilal, replied, "I will take home all the love I have received here to my Kashmiri friends and serve my people with my education".



LIFELINE



According to India's National Crime Records Bureau, a crime against women is recorded every three minutes, two women are raped every 60 minutes and a young married woman is found beaten to death, burnt or driven to suicide every six hours. Violence against women includes feticide, infanticide, medical neglect, child marriages, bride burning, sexual abuse, forced marriage, rape, prostitution and sexual harassment at home and the work places.



Our Snehadhar Project offers legal advice and support, counseling and guidance to deal with all of the above issues and we are extremely proud that our work has been recognised by The Maharashtra State Women's Commission as a leading example of pioneering work in women empowerment at local and rural levels. The Commission improves the status and dignity of women in society by effectively monitoring implementation of laws affecting women and advises the government on all matters related to the improvement and up-lifting the dignity and status of women, and we were honored when they invited us to consult with them on their latest initiative.

In December, we came together to develop a pilot helpline and one-stop-shop for women and girls to provide support services including individual, group and family counseling, legal aid in divorce /separation cases and conflicts with the law, intervention, protection and support for individual cases. Monthly outreach activities to create awareness about women's rights and government schemes and to address local-related issues are also being organized in villages throughout our district. Seminars with workshops on women-related laws and their implementation with activists, representatives from the Ministry of Women and Child Development and office bearers of the Commission will provide further insights about these laws. They will also discuss scenarios of atrocities against women in Maharashtra and share ideas for a safer and healthier society for all women and girls.

We aim to provide all these services to more than 850 beneficiaries a year and quarterly analysis of calls attended, interventions, number of women repatriated or reintegrated with their families, receiving legal aid, counseling, follow up visits/calls and attending outreach activities will be evaluated. If successful, this pilot program will be then be replicated at one-stop centers all over Maharashtra by the Commission with support from local NGOs such as Snehalaya.

THE SKILL DONORS: OUR VOLUNTEERS



It's a fact: volunteers live longer - Google it!

The seeds of Snehalaya may have been planted by Dr Girish Kulkarni but he would be the first to admit it wouldn't have flourished without the handful of volunteers who joined forces with him back in 1989. Since our humble beginnings, volunteers have been the backbone of our work and continue in their thousands to deliver their time and skills to make Snehalaya so effective. Almost all of our projects are supported by local business people, social workers and activists, legal and medical professionals, government service employees, students and too many others to list. Some have been with us from the start, others are more recent, some volunteer a few days or hours a week, for others it's almost a full-time job, but we genuinely appreciate and couldn't survive without each and every one of them.

We also have a strong base working nationally and internationally, with Snehalaya offices run by volunteers in Mumbai, Pune, UK, Germany and USA. Our global reach means we regularly welcome volunteers from all around the world. Last year over 100 volunteers travelled from countries including USA, Germany, Switzerland, Italy, The Netherlands, United Kingdom, Spain, Basque Country and of course India. Between them they managed to generate and fundraise over Rs 10,00,000 and spend over 5,000 hours with our staff and beneficiaries.

Many find volunteering at Snehalaya such a life changing and rewarding experience that they return again and again, becoming familiar faces. We are truly humbled by the great work they achieve and they have rightfully taken their places as loved members of our Snehalaya family.



Everyone has the potential to volunteer. You just have to have the passion to bring whatever skills and experience you can offer. Take our Chinese volunteers and English teachers, Bobo and Jessie. They introduced our children to their culture by celebrating Chinese New Year here. Activities such as learning how to use chopsticks, making veg dumplings, writing names in Chinese and other games and performances really took our children on a journey to the Far East.

Whoever you are or wherever you are from, you can bring a whole new world of culture and skills to our beneficiaries. Recently we have seen volunteers delivering English, music and singing, art and music therapy, guitar tuition, self-defence, careers advice and film-making. Many also go into our offices to help with much needed administrative work and social media.

If you would like to join our growing family, you can find out more or apply to volunteer with us by visiting www.snehalaya.org/volunteer-for-us.



OUR OWN FLORENCE NIGHTINGALE

Beyond the mythical perceptions of what angels are, in reality some come in more earthly forms such as doctors, nurses, teachers, friends or perhaps a good neighbour. For Snehalaya, our angel came in the guise of Florence Koenderink, not from Never-Never Land but The Netherlands. She teaches and advises on good institutional childcare around the world, writing countless books on the subject and becoming a valued member of our Snehalaya family.

Florence's dedication and empathy with all the children and staff are second to none, which truly makes her an angel to all she comes into contact with. Our very own **Florence Nightingale!**

Always a popular visitor at Snehalaya, with the kids and staff alike, her no-nonsense approach has benefited us in ways we could never imagine when she first got in touch in 2011. This was initially a Skype meeting followed by a visit of several months, observing our Rehabilitation Centre and discussing various methods our management team could implement. She also provided training to caregivers and coached a trainer to train future staff in her methods.

The main issues addressed and included implementing effective, positive disciplining methods, balancing the diet and monitoring the growth of our children and providing guidance on a few medical issues that came up. During this first visit, Florence also visited Snehankur, our adoption center, and provided advice for the improvement of care there as well.

Since then Florence has visited almost every year bringing new improvements at every step to increase our support by a further notch. These include continued improvement of the children's diet, awareness and implementation of child safeguarding, responsible management and monitoring of health and ART adherence of HIV positive children and understandings of basic child psychology, as well as continuous advice on medical issues as they arise.

During some visits, Florence has also held seminars and workshops for Snehalaya's other project staff as well as representatives of institutions, social workers from around Ahmednagar and on occasion the Child Welfare Committee, to help raise understanding and awareness on a range of methods of good practice. At any given time Florence can be situated somewhere else in the world, delivering her message of good child healthcare practice to those in need and, when not in Ahmednagar, almost daily Skype, WhatsApp and email communications ensure she is still on call to offer practical advice and support to our childcare team. It's thanks to Florence that we have seen marked improvements in the health of our children and a decrease in mortality rates. With her finger constantly on the pulse of the latest trends, legislation and best practice in childcare she has most recently been helping us to better understand the importance and benefits of a global shift towards family-based care.





SNEHALAYA AMERICAS

Snehalaya Americas Inc was founded by our supporters living in the States in 2017. The registered charity is strengthening our support base in America and helping connect us with foundations, companies and individuals that raise awareness of our work. We are extremely grateful to our US supporters who created an American organization for us and also gave our founder Girish the opportunity to tour the States and spread the word about our work.

Indians for Collective Action (ICA), established by Indian students at Berkeley University, California in 1968, celebrated their Golden Jubilee by honoring organizations and personalities for their social contribution. We are proud to say that Girish was one of five awardees who travelled to Santa Clara, California to accept an award and also share his insights into atrocities on women in India, to an audience of 500 successful and socially sensitive Americans and NRIs.

The awards also gave Girish the opportunity to interact with US-based organisations like Maitri and Narini doing similar work, as well as established supporters like Asha for Education who have provided funding to our school. We were also able to raise further funds as long-time supporters, Chitra and Srikanth Belwadi and their family also managed a Snehalaya stall selling artifacts and jewellery from our Earth Studio that proved so popular they quickly sold out!

Girish's six-week US tour took him across the states from the west to east coasts and back again. Making the most of his time, our US friends opened their homes and communities, hosting a packed schedule of formal and informal get-togethers and meetings as well as arranging radio and TV interviews and meetings with social workers and teachers. Highlights included a visit to Google HQ and several universities, including Stanford where he met Sir John Leroy Hennessy, the tenth President of Stanford University known as 'the godfather of Silicon Valley' who was awarded the Turing Award for the development of the reduced instruction set computer (RISC) architecture in the 1980s. He was also able to speak with students about the social issues affecting India and our international volunteering program at other Ivy League and state universities including Harvard, Georgetown, Boston, Maryland and Texas.



Girish's visit helped expand our network of US supporters, the challenge now is how we build on his visit. Snehalaya Americas Inc is a volunteer-led organization that needs help from US-based volunteers who can help spread the word about the work we do. If you would like to join our network of US-based supporters please get in touch.

NEWS IN BRIEF

In October, we gave ourselves an ambitious target of raising Rs 1 crore in one day for our anti-trafficking work. In a real team effort, staff and beneficiaries engaged in a day of fundraising running a call center, activities and project visits to share how we prevent exploitation and trafficking. Partnering with corporate supporters, foundations, volunteer teams and individual donors, including our Rehab Center children and other beneficiaries, we secured Rs 68 lakh in match funding ahead of the day. Raising another Rs 20 lakh in less than 24 hours, we raised over Rs 88 lakh in total. Thank you to everyone who supported us, allowing us to focus on the women and children who benefit from our services!

We are recognized as experts and leaders in our field, as demonstrated when our founder, Dr Girish Kulkarni, was appointed as a Committee Member for recruiting and selecting Ahmednagar's new Child Welfare Committee and Juvenile Justice Board.

Our Adoption Center was appointed to the Central Adoption Resource Authority (CARA) Steering Committee giving us a voice to advocate for adoptive children on a national scale.

We are committed to providing our staff with a good working environment and have founded an Employee Cooperative Credit Society to enable them to invest their savings and access loans when needed

We have been working in Sanjay Nagar since 2004 when we set up our first Balbhavan (slum school). Now, under the Government of India's Pradhan Mantri Awas Yojana (PMAY) 'Housing for All' scheme, Ahmednagar Municipal Corporation, Curry Stone Design Collaborative, Hunnarshala Foundation and Snehalaya Foundation are redeveloping the 2 acre slum area. This will create 298 locally-owned homes constructed with input from the community, who have also taken on the financial and social responsibilities to take ownership of the development.



THE ROAD AHEAD

Like most 30 year olds, we have reached a time in our life to reflect on how far we have come and consider our place in relation to the external and internal changes that impact our work in today's society. Having grown and matured, we are in a position to consolidate our position as the leading NGO for women and children in our district. With others approaching us to replicate our models and an established national and international profile, we have exciting and sustainable plans and strategies in place to continue to build on our strong foundations. We invite you to get on board for the next leg of our journey which includes:

Identifying & recruiting the best talent & expertise

Increasing our Corpus funds

Establishing a new wing for hand-holding & keeping in touch with our former beneficiaries

Increasing our national & global presence

Developing replicable models of our projects

Developing a system of mentoring to organizations wishing to replicate our work

Reviewing our constitution

Reviewing our staff induction program

Strengthening our school working with NGO, Vowels of the People, to increase the impact of our educational institution

Transforming our Rehab Center to improve the living conditions & environment of our children's shelter

Continuing to promote our specialist hospital for HIV+ patients through outreach work & networking

Extending our Customer Relationship Management system to maintain case records & connect with our supporters & volunteers more efficiently

Strengthening our fundraising, monitoring & evaluation & governance

Building & strengthening our regional partnerships & presence

Continuing to develop environmentally responsible initiatives

Developing new staff accommodation

Research & consultations into atrocities on women

CREDIBILITY ALLIANCE: NORMS COMPLIANCE

- Snehalaya is a voluntary organization 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/17/2019), 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 (Superstar) Organisation with Global Giving

Bank Name: HDFC

Branch: Ahmednagar, Ambar Plaza
Building A, Opposite Old S T Stand, Station
Road, Ahmednagar, Maharashtra 414001

Name of Charity: Snehalaya

(Savings) Account Number: 10811000053339

IFSC code: HDFC0000181

MICR number: 414240001

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



STAFF & GOVERNANCE

Annual Gross Remuneration

Monthly Salary Plus Benefits Paid To Staff	Male	Female	Total
< 5000	38	46	84
5,000 To 10,000	55	106	161
10,000 To 25,000	41	7	48
25,000 To 50,000	1	0	1
50,000 To 100,000	0	0	0
Over 100,000	0	0	0
Total	135	159	294

Annual Remuneration of two highest paid employees	
Sr. Asst. Director	396,000
Medical Officer	300,000
Annual Remuneration of lowest paid employees	
Watchman	15,600

Staff Details as on March 31, 2018		
Gender	Full Time	Part Time
Male	99	37
Female	121	56

Total cost of international travel by all staff during the year – Rs 96.802

Governing Body

Executive Committee

Sanjay Gugle	Chair
Arun Sheth	Vice-President
Kaustubh Amte	Vice-President
Rajiv Singh	Vice-President
Rajiv Gujar	Secretary
Meera Kshirsagar	Asst Secretary
Suhas Ghule	Asst Secretary
Jaykumar Munot	Treasurer
Shashikant Satbhai	Trustee
Firoz Tambatkar	Trustee
Beharam Nagarwala	Trustee
Jaya Jogdand	Trustee
Sangita Shelar	Trustee

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

FINANCIALS

Statement of Income & Expenditure Accounts for the Year Ended March 31, 2019

Income	Rs in Lakhs
Grants & Donations	492.95
International Sources	355.46
Bank Received	60.62
Misc Receipts	53.32
Expenditure over income (Deficit)	0
Total	962.35

Expenditure	Rs in Lakhs
Food, Grains & Vegetables	51.58
Education & Skill Development	25.83
Health & Medicines	37.53
Salaries & Honorarium	205.53
Farming	2.13
Other Expenses on the Object of the Trust	135.97
Repairs & Maintenance (buildings, electrical & vehicles)	32.14
Establishment Expenses	66.67
Rent	6.26
Insurance	3.27
Audit Fees	0.001
Depreciation on Assets	169.95
Excess of Income over Expenses (Surplus)	225.49
Total expenditure	962.35

Balance Sheet as at March 31, 2019

Liabilities	Rs in Lakhs
Trust Fund or Corpus	479.26
Ear Marked Trust	2250.87
Loans	0.5
Income & Expenditure A/c	148.67
Other Current Liabilities	26.42
Total (deficit/surplus)	2905.72

Assets	Rs in Lakhs
Fixed Assets	1731.72
Fixed deposits with Banks & other Investments	903.62
Stock in hand	5.59
Other Current Assets	159.87
Cash & Bank Balances	104.92
Total	2905.72

Detailed Statement of Accounts is available on request

Auditors

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

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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