NELE, A Caring home for children

For destitute children, it's a place to call as their own, where they learn the joy of living, the joy called home, the firm footing below our feet called NELE**.**



EXECUTIVE SUMMARY

This report provides a brief overview of the 'vision, goals and objectives, organizational lineaments and process workflow, achievements and future plan of action' of NELE, an organization, envisaged to strive for the rehabilitation of destitute children, envisioned as a harbinger of hope for the underprivileged children and ideated with the motto of SEVA(Service). The report attempts to chart the trajectory of NELE, its organizational evolution, some recent developments in Organizational processes, a summary of the 2013-14 progress report and some steps envisaged to better serve our children.

INTRODUCTION

NELE(Kannada: HOME) is envisioned as a refuge and ray of hope to many young lives with the twin objectives of rehabilitating destitute, underprivileged children and emerging as a hub for multifarious Community activities via different Vocational Training Centers empowering Women and youth in the neighborhood like Tailoring, Computer training etc.

NELE has touched many hearts and changed many lives, enabling, empowering and ennobling underprivileged children by equipping them with Formal Education, moral and cultural values with the express aim of transforming them into socially responsible and enlightened citizenry. Since its inception in 2000, NELE has rehabilitated around 1000 children. The Government of Karnataka, in recognition of the Service rendered by NELE, has conferred the "BEST CHILD CARE INSTITUTION" award on NELE for the years 2010 and 2011.

ORGANIZATIONAL OVERVIEW

ORGANIZATIONAL PHILOSOPHY

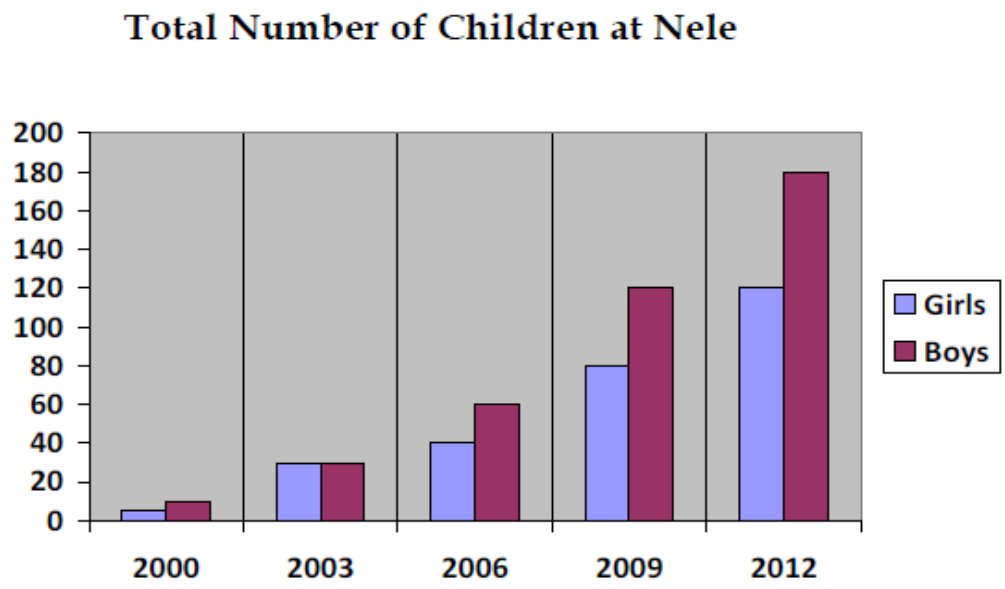
SEVA has been enshrined as the bedrock and Guiding Principle of NELE. At NELE, we strive to instill this idea within all personnel and it is sought to imbue every activity with the idea of SEVA.

The central focus of NELE is 'The Child', around which all activities are woven. NELE, as an organization, strives towards creation of an Organic Ecosystem which can facilitate Holistic Development of a Child which among other facets includes playing the role of a catalyst and a channel for the blossoming of the Innate Potentialities latent in the Child

ORGANIZATIONAL STRUCTURE

NELE was started in the year 2000 with 15 kids. Today, there are altogether 9 NELE centers - 6 in Bengaluru and one each in Mysore, Tumkur and Shivamogga - housing over 250 children. Out of the 6 centers in Bengaluru, three cater to Female children and the remaining three are earmarked for MALE children. The children are from the age group of 6-16 yrs. Some Undergraduate students too are housed at NELE centers. There are total of 151 boys and 108 girls studying from 1st grade up to Undergraduate level.

The graphic below depicts the numerical growth of children at NELE:



The following provides an overview of the STAFF at NELE:

Fulltime workers – 20(Women:14, Men:6)

In-house workers – 14

Home teaching –8

Workers who joined us this year -4

The locations of the various NELE Centers are as follows:

1. Nele Narendra: Laggere, Bengaluru

2. Nele Nivedita: Jnanabharati Post, Bengaluru

3. Nele Namma Mane: HBR Layout, Bengaluru

4. Nele Ashakirana: RT Nagar Main Road, Bengaluru

5. Nele Chandana: Nagarthpet, Bengaluru

6. Nele Vasudha: J.P. Nagar, Bengaluru

7. Nele Ajitha: Bogadi 2nd stage, Mysore

8. Nele Dwaraka: Someshwarapuram, Tumkur

9. Nele Madhava: Kallahalli, Shivamogga

GETTING INVOLVED

Listed below are different modes of engaging with NELE. The list is just indicative and not exhaustive. Newer dimensions of engagement could be explored after careful deliberation:

1. VOLUNTEERING and MENTORING: You can be their friend, guide, philosopher and mentor, spend your free time with the children engaging in different curricular and extra-curricular activities like DRAMA,DEBATING,PAINTING etc.

2. DONATIONS and SPONSORING: (Individually or Collectively as an Organization)

a. Donate provisions, Equipment like Computers etc.

b. For Rs 30000, you can Sponsor the entire expenses of a child per year or alternatively on a monthly basis too.

c. For Rs 9000, you can sponsor the Education of a child per year

d. Funding Specific proposals at NELE centers like providing Solar Heaters/geyser, Bunker beds, lockers etc.

All donations have Tax concessions under Section 80(G) of the Income Tax Act, 1961

3. EDUCATIONAL CAPACITY AUGMENTATION:

a. You can conduct Tuitions/Tutorials for Children on Weekends aiding them in their Academics - English, Science, and Mathematics.

b. You can conduct workshops on Select Topics of mutual interest.

c. STORY TELLING and Screening of Educational Videos

d. Imparting Computer Skills

4. STAFF DEVELOPMENT PROGRAMS:

Augmentation of Organizational Capacity through imparting Organizational skills to Staff manning NELE.

MODUS OPERANDI

Before delving into the method of operations at NELE, it is important that we understand the background of the children at NELE.

Children who belong here are:

- Rag pickers
- Beggars
- Orphans
- Those without proper parenting
- Those having undergone traumatic experiences
- Other poor kids who don't have opportunities

Against the backdrop of the aforementioned information, it should be clear that the children who are inducted in to NELE have not experienced a Normal upbringing, have been witness to violence and trauma of different forms. **Discipline, Dedication and Deference** are sought to be instilled in the Children. The child, upon induction goes through the following stages:

REGISTRATION and COUNSELING: The children are registered by gathering appropriate information and conducting necessary Background checks, subsequent to which the children are counseled appropriately. Counseling as a process happens on a continuous Basis for which we have a Dedicated Team of Professionals which looks into this arena.

SCHOOL ENROLLMENT and MONITORING: The children are enrolled to near-by Schools and their progress is monitored. NELE Staff attend the PARENTS-TEACHERS meetings to assess and monitor the progress of the wards.

HEALTH and HYGIENE: Every year, all children undergo ANNUAL HEALTH SCRUTINY. In addition, NELE arranges MONTHLY DOCTOR visits to each Center to monitor the Health of children. Special attention is given to the Health of FEMALE children with Gynecologists attending to the same. Hygiene is an aspect which is given significant attention. Hygiene Committees have been formed which monitor The Hygiene Levels at each Center and reports are scrutinized. Children are imparted YOGA lessons.

SPORTS: Children at NELE are encouraged to participate in various Sporting Events which take place at various Levels of District and State. They are also provided appropriate facilities at the NELE Centers.

EXTRA-CURRICULAR and CO-CURRICULAR ACTIVITIES: Children are encouraged to participate in various activities like DRAMA, DEBATES, MUSIC and DANCE. Training is imparted to them in Traditional Art forms like YAKSHAGANA and MUSIC. They have participated in many competitions and won Laurels.

STORY TELLING SESSIONS: Every week, Story-Telling Sessions are held wherein accomplished Raconteurs visit each Center and narrate Inspiring Stories to Children. The feedback from the Children has been very encouraging. VALUE EDUCATION is sought to be imparted via such an initiative.

VOCATIONAL TRAINING:

One of the objectives of NELE is to emerge as an Enabler and Anchor to the Neighborhood Community. In order to further this objective, Vocational Training Courses have been undertaken based on the requirements of the Surrounding Community. WOMEN have been particularly benefited from such overtures.

Tailoring and Computer Skills are imparted to the surrounding Community at various NELEs. At Narendra Nele, around 50 people are undergoing Training. People who have graduated out of these Vocational Programs have joined the Industry, some have turned Entrepreneurs and started their own enterprises.

MANAGEMENT:

We have a Central Committee which co-ordinates different functions like Child Development, Staff Appointments and Development, Operations, Fund Raising, Corporate Relations and Finance across all NELE Centers. Each NELE has a Local Committee which oversees the Activities of Each Center and co-ordinates with the Central Committee. Staff Meetings are held regularly at different NELE Centers. Regular Visits by Central Committee members take place for better Appraisal of mandated Activities.

MISCELLANEOUS:

Periodic reports and interactions happen between NELE and the CWC(Child Welfare Committee) of the Government. Requisite Documentation is maintained at NELE. Our Accounts are regularly audited and requisite documents are maintained.

We strive to maintain **Cordial and robust Community Relations** at each Center by Inviting the Neighborhood during Festivities, Celebratory Occasions. NELE Children are invited to participate during festivities and Community Gatherings regularly.

STAFF:

A dedicated and highly motivated work-force is a huge asset to any organization. Periodic assessments and appraisals are undertaken to keep the staff motivated and up to speed. Workshops are conducted every month to train the Staff on different aspects like Donor Management, Operations, Counseling, Digitization Initiatives, Organizational Management etc.

SOME ANECDOTES

a. The Seva day activity was to clean up a temple compound which was unkempt. A student from Namma Mane Nele after the activity turned around to say this :

“We used to always feel very scared seeing this land even though it’s a temple land, but within half a day on account of the SevaDay activity we made it so clean and neat. If we really make up our mind we can achieve whatever we want to isn’t it!”

It is definitely true....we can achieve great heights too!

b. At Nele, children are taught prayers which they have to sing before partaking of food.

An incident which happened at Vigneshwara’s house of Chandana Nele is chronicled here: Before Food he started chanting prayers which startled his mother, who called up the



Nele office and opined, ’We are Non-vegetarians and he says these slokas and prayers which we never do. Thanks for making my son so very knowledgeable’

ACHIEVEMENTS

- Sri.Nagesh is in his 4^{th} yr BVA (chitrakala) course
- Sri.Vinod is studying towards his MCom degree
- Sri Lakshminarayana and Kum.Namita are studying B.Com,
- Sri Bheemaraya and Sri Sunil are studying B.A
- 4 boys and 4 girls are going through their Pre-University Education
- Shaktisurya has embarked on his own business after finishing 10^{th} grade

- Ramesh, after finishing his Pre-University Education, is now a car driver and is also performing 2 other jobs concurrently.
- Mahendra and Manjunatha are working at different companies
- Mylara is working in the Medical Arens.

RECENT DEVELOPMENTS

A brief overview of the recent developments has been compiled, enumerating developments encompassing Academic, Co-Curricular and Extra-Curricular accomplishments of Children as also augmentation of Organizational Capacity to support the various activities.

2013-14 Progress Report:

- The children of Nivedita Nele are being imparted Computer Skills, spoken English lessons, Crafts and Yakshagana classes. In Yakshagana, they are currently being taught the Sudarshana and Vijaya contexts.
- At Ashakirana and Narendra Nele, teachers are being recruited to undertake Home tuitions in various subjects as part of the Education Augmentation program. Efforts are being made to enlist the help of Volunteers in this regard too.
- Committees have been formed in Namma Mane, Chandana, Aashakirana.
- **Aakashvani** broadcast a program about Nele, last year. The children also performed in the same.
- Namma Mane Nele student Suresh has secured 82% in SSLC and 80% in his 1st year of PUC and is currently studying in his 2nd year of PUC.
- Last year, Vinod secured 75% in BCom.
- Children from Ashakirana Nele have secured the first prize in Pratibha Karanji
- Students of Nivedita Nele participated in Elocution about Swami Vivekananda in their schools and secured prizes.
- Children from Chandana, Namma Mane and Narendra Neles took part in Kabbadi competitions at the Taluk level and secured the first and second positions.

- Suresh and Lakshminarayan took part in their College Athletics competition and in the 400m medley, secured the first prize.
- In the Kabbadi competition which took place at Makkala Mantapa , Namma Mane children secured the first place and Chandana children secured the second place. Around 20 teams participated in the competition.
- The children from Chandana Nele are being imparted Green wicket cricket training.
- On 4-11-13 Sri Sri Pejawara Mutt Swamiji visited Vasudha Nele and blessed us all.
- Training of Teachers: Narendra Nele organized a 2 day Prashikshana (Training). Shri Krishnamurthy from Shikaripur imparted the training. Shri Madhusudan Adiga handled a Session on law to the Nele workers.
- All NELEs have been instructed to constitute HYGIENE and DISCIPLINE Committees manned by both Children and Staff in Managerial Roles with the idea that Hygiene consciousness would be better instilled among children if they are put in charge of Self-Appraisal.

Cultural Activities

- Namma Mane Nele had organized a 3 day trip to Shiradi with the committee members in the month of July-2013.
- On the occasion of Kanakadasa Jayanthi, the children of Namma Mane nele went to Kaaginele and were the Prabandakas.
- Namma Mane Nele Organised a trip to Adichuchanagiri
- Chandana Nele, Narendra Nele had organized a Medical camp in the month of October and December. Around 500 children got their Health scrutinized.
- In April 2013, a Training Workshop spanning 15 days was conducted on Personality Development. This was not restricted to NELE Children alone and was attended by 130 children.
- During summer holidays, children are sent to Primary Summer classes, Vedic Classes etc
- Children, interested in Art, were imparted training by Sri Mahendra, an Artist, at Chandana Nele on 8-2-2014.

ENVISAGED FUTURE PLAN OF ACTION

Expansion Plan:

There are plans mooted to start additional centers in other cities and towns so as to be able to absorb additional children.

Organizational Development:

Steps related to Process Streamlining, Organizational Re-structuring are in the pipeline. Weathering Organizational Churn and Building Redundancies in Capabilities are being looked into carefully. Digitization Initiatives are on the anvil so as to improve Efficiency, Performance and simplify procedures.

Career counseling Wing:

It has been observed that in order to facilitate better absorption into Post-Education vocations, there is a need to counsel the wards early in their careers about the different streams available and matching them with their interests so as to enable them to make Informed choices in fashioning their careers. This wing could aid us in this endeavor.

Alumni Network:

Maintaining a strong connect with the Alumni is important and there are steps being taken in this regard.

Staff Development Programs:

Many Team building activities are being planned and staff are being imparted requisite training periodically to enhance their capabilities and knowledge.

Center of Excellence and Collaboration:

Steps are being taken to improve the Delivery Quality of existing activities and also to expand the Activity Profile of Children. The idea is to establish NELE as a Center of Excellence in the arena of Rehabilitation of Destitute Children. In this regard, collaborations with many sister organizations is being planned to augment and expand existing capabilities. SKILL DEVELOPMENT initiatives for Children are also being conceived.