



**iimpact**

**Making a difference**



**ANNUAL REPORT  
2009 - 2010**

**We make a living.... by what we get  
We make a life.... by what we give!**

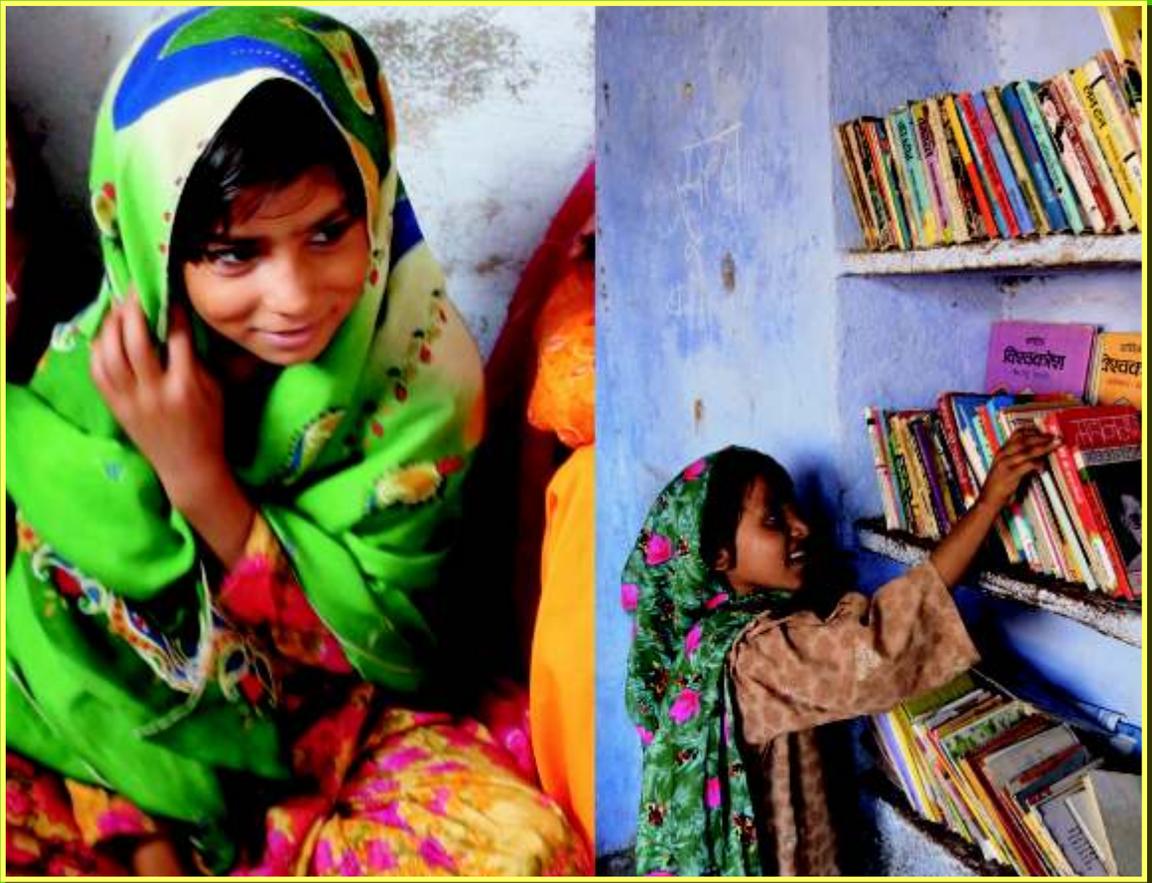
## IIMPACT'S GUIDING BELIEFS

### VISION

The vision of IIMPACT is to take the number of its Learning Centers to 2,000 by the year 2014, which will directly benefit 60,000 girls from socially and economically disadvantaged sections of our society.

### MISSION

Our mission is to mobilize and motivate non-school going illiterate girls between the ages of 6 to 14 and to ensure them quality primary education. We focus on the girl child drawn from poor, socially backward rural areas and disadvantaged communities and put them firmly on the track of literacy through primary education. This has a positive impact not only on the girls, but their families and society as they grow into young adults.



"Education is perhaps the most powerful enabler of human life & equity. It expands our notions of who we are, of what society should be, and how to live in harmony with each other and with nature."

"It is our duty as citizens of the world, to ensure that this almost magical process embraces every child."

(Azim Premji's words on education)

## FROM THE PRESIDENT'S DESK



Dear Friends,

India took a historic step by implementing the Right to Education Act on April 1, 2010. From this day right to education will be accorded the same legal status as the right to life provided by the Indian Constitution. Every child in the age group of 6-14 years will be provided 8 years of elementary education in an age appropriate classroom in the vicinity of his/her neighbourhood. This is a gigantic task as India has about 120 million children, about half of them girls, who are not going to schools.

When IIMPACT started in 2003, our aspiration was to bring quality education to the doorstep of out of school girls. Today IIMPACT is educating over 13,000 girls in 445 schools (single teacher village based IIMPACT learning centers) operating in over 400 villages across the country, with each center covering about 30 out of school girls. Starting with just 12 Learning Centers and 360 out of school girls in 2003, this is a big achievement.

Our success is due to our strong focus on partnerships and our ability to involve local communities. We ensure that local NGOs are involved, parents of children are empowered and encouraged, village communities are collected and empowered. This brings out IIMPACT's role as a leader as well as a catalyst. On one hand IIMPACT hand holds, educates, trains, and provide resources, on the other hand, IIMPACT builds and strengthens community institutions assuring girls' education.

In my visits to the villages where we operate, I have seen visible changes in attitudes of the parents and the village community towards girls, education, marriage, environment, etc; creating an impact far beyond education. We commissioned a study, engaging school and college students to survey the sociological impact of IIMPACT. The responses are heartwarming and it is clear that there is a huge impact in the villages where we operate and massive changes in attitude.

An elder in one of the villages in Haryana where we have been running the learning center for the last 2 years, placed IIMPACT learning center at the top of the list of most places in the village. He feels that the learning center is more important than even the local court



because in the court people go only when they have conflicts, while the learning center was the place that was changing the face of their village itself.

A couple in a village makes sure that their daughter goes to I I MPACT center well fed everyday. The girl recalls that 2 years back, before I I MPACT touched her life, they never bothered about her food. We also found many cases where parents are now buying their daughters good clothes, school bags and uniforms; things which were unheard of before I I MPACT came. We knew well about the gender bias against girls. Such responses are heartwarming and clearly indicate a shift in attitudes towards girls.

We also find that many girls in the age group of 13 years and more come to study in I I MPACT Centres. Most of them would have been married by now but for I I MPACT, as was the practice in these villages for generations.

When we asked a mother, how she monitors the academic progress of her daughter, she gave a very interesting answer. She said that being illiterate, initially she could not figure out anything, but gradually she found ways of checking the progress of her daughter. She would search for newly written pages in her notebooks, ask her to narrate any new poems she has learned or check the text books for pages that have been greased or creased due to continuous use.

I I MPACT has sent 780 girls from primary to higher classes in Government schools. Their parents have become fully supportive of their higher education. They have overcome community pressure and avoided early marriages. In reply to our questionnaire, majority of the parents said that if the education quality of I I MPACT was there, they were even prepared to send their girls to longer distances to study now. The major reason cited for girls not going to school earlier was that schools were far away, boys also studied there, mostly male teachers taught, and lack of toilets.

When I I MPACT was formed, we chose to focus on providing primary education to out of school girls as this was one of the root causes of backwardness in the country. We now find that our efforts are creating an impact beyond education, and transforming life in hundreds villages.

With the support of well-wishers and enlightened donors who support and inspire us, we hope to cover 20,000 girls in the coming year.

With best wishes and warm regards,

Anil Tandon  
President (I I MPACT)



## EVIDENCE OF CHANGE-A SURVEY

IIMPACT has been in existence since 2003 and has seen its reach grow steadily. We have witnessed the beginning of a transformational change emerge within the areas we operate in. This is a good time to take stock, to reflect on our impact and the changes that have taken place within the village community.

### SYNOPSIS OF THE SURVEY

To evaluate the impact of our intervention on the community and their attitudes on a variety of issues, we conducted a dip stick study in some of the areas in which we have been active. A group of young volunteers took on the task of studying social transformation in the village communities since IIMPACT stepped in by speaking with the girls, their parents, the village community and teachers.

A week was dedicated to surveying a total of 10 villages in adjoining districts of Alwar, Rajasthan and Mewat, Haryana. The sample was distributed between villages where IIMPACT centers have existed from around 1 year to 6 years. The population is almost entirely rural and agrarian, and comprises largely of Meos and other SC/ST groups.

### VILLAGES COVERED

STATE	DISTRICT	NUMBER OF VILLAGES	NAME OF THE VILLAGES
RAJASTHAN	ALWAR	6	BANDIPURA, SALPURIBAS, SALPURI, MOREDA, MAHUA-KHURD, JATOLI,
HARYANA	MEWAT	4	SALAHEDI, RAIPURI GHASEDA, FIROZPUR NAMAK

### PROFILE OF INDIVIDUALS INTERVIEWED UNDER THE STUDY

STUDY TOOLS	WOMEN WHOSE DAUGHTERS ARE IN THE CENTERS	MEN FOLK	GIRLS STUDYING IN THE CENTERS	TEACHERS OF LEARNING CENTERS	TOTAL
FOCUSSED GROUP DISCUSSION	130	300	0	0	430
INDIVIDUAL DISCUSSION	37	27	35	10	109
TOTAL	167	327	35	10	539



Total No. of House Holds Covered by the Study : 700

The survey found that the situation that IIMPACT faced in the early days has changed significantly. The men folk of these villages were then unhappy that their women had conspired to send girls to the learning centres. Initially skeptical, they could only see games being played and songs being sung as IIMPACT introduced innovative application based teaching techniques which made learning fun. It was only later that they realized that these were actually all very effective teaching methods and that their girls were now learning far more than their sons who were in their local schools.

It is the same men now who come forward to personally organize and host large functions to felicitate girls who pass the class V exams from their villages, greeting members of the IIMPACT team with great affection and warmth. Despite being so very poor, they all contribute towards such events. They even willingly forgo their valuable daily wages traditionally earned from a day in the fields in order to greet us in their villages when we pay a visit with our donors. They are visibly proud of their girls and their achievements. There has been an incredible social transformation in such a short span of IIMPACT's existence.

The villagers now proudly name IIMPACT Learning Centres as places of pride in their villages. Learning Centres are ranked even more important to them than the places of worship.

A total of 539 individuals answered a question on how much importance they place on IIMPACT learning centers. Here is what we came to know: 65% said they felt that the IIMPACT center was the most important and useful place in their village. The reasons being: educated girls will change the destiny of their village.

Total Respondents*	Those placing the panchayat bhawan as most important and useful place in the village	Those placing government school as most important and useful	Those placing IIMPACT center as most important and useful	Those placing other places as most important and useful in the village
539	20%	5%	65%	10%

\*Including Girls & Teachers

Parents are now increasingly supportive of their girls' education and play a very active role in ensuring that the girls go to school. They take care that the girls are given a nutritious diet and that they are freed from the household chores. They take pride in dressing their girls up for school. They monitor their academic progress, even if they, being illiterate, have to pretend to understand what is being taught. They ensure that not only the girls but the teachers come to the centre every day. They actively participate in parent teacher meetings and ensure that things are moving in the right direction in the academic progress of their girls. They also invest in lanterns which will allow the girls to study after dark, ensuring them continuous, uninterrupted education.



In answer to a question posed to parents of the girls in the centers, all of them accepted that their attitude has changed towards their daughters.

TOTAL RESPONDENTS*	THERE IS NO CHANGE IN THE ATTITUDE - EARLIER ALSO I HAD EQUAL CONFIDENCE IN HER	MY VIEW HAS CHANGED, NOW I HAVE MORE CONFIDENCE AS SHE HAS PROGRESSED IN STUDIES
494	0	100%

\*Excluding Girls & Teachers

One mother said that earlier her daughters used to roam about and just come back home without even washing hands at meal times. But now the girls not only wash their hands but eat in a very civilized manner. They have become well mannered. They recite poems, sometimes even in English. Many people accepted that their older daughters, who are now married, did not get this opportunity and got married totally illiterate. They now feel bad for the ones who did not get an opportunity to go to school.

These illiterate parents take immense pride in having learnt from their daughters how to write their own names and more. They have a better understanding about the importance of hygiene in their daily lives, the right food to eat and have a better overall understanding about the world around them.

The concept of getting their daughters married off at an early age is very quickly disappearing. Parents have declared that they will not marry their daughters before the age of 18 years and even later if she shows a desire to go in for further education. They have seen an amazing increase in self worth and a sense of dignity in their girls. They now constantly request IIMPACT to introduce secondary education for the girls!

#### Respondents who now believe that girls should get married only after age 18

TOTAL RESPONDENTS*	YES %	NO %
494	70	30

\*Excluding Girls & Teachers

Parents also highlighted the fact that educating a daughter would improve not only their own lives but also that of the family in which she ultimately gets married into, thereby touching a multitude of lives. Their extremely proud faces and the marked enthusiasm in their eyes speak for themselves.

#### Level upto which parents would like their girls to study

NO. OF RESPONDENTS*	UP TO PRIMARY	SEC. AND H. SCHOOL	GRADUATE	POST GRADUATE
494	5%	30%	60%	5%

\*Excluding Girls & Teachers

This is a far cry from the early days when getting parents to send their girls our LCs was met with uncertainty and reluctance.

We find that IIMPACT is not merely educating girls but is also simultaneously transforming the lives of these girls and of those around them in most positive manner. The mindset of the village community is being impacted in the most powerful way.



## TESTIMONIALS

Dear Nirmala,

I read the report with great interest and I am very happy that your activities are reaching out to more and more disadvantaged girls from our poorest and most deprived communities.

It is with great interest I read the collaboration with Agastya Foundation. We have often shared our simple science experiments with them and Ramji Raghavan the founder is a friend.

The work of IIMPACT is of a deep foundational nature. In this long struggle there would be many ups and downs but we must try our best to work with our marginalized people.

in peace  
Arvind Gupta

### Monica Dhawan's Visit to Rewasa – words from her letter...

"The highlight of the visit of course was the time spent with the 30 little girls in the class. Their age ranged from 6 years to maybe 9 or 10 years. It was explained that the class was divided into 2 groups, the average learners, and the fast learners. The teacher, in this case Rupa, worked her way through both groups, at the same time. And what a great job she is doing! I was surrounded by 30 happy and smiling faces, bursting to break into poetry, song, maths tables and the English alphabet. No back bencher here, I discovered. Everyone wanted to be centre stage and showered me with their knowledge and affection. I sat in the center of a circle on the ground and the little ones kept inching closer and closer. I felt my hair being touched, by back gently tapped and everywhere I looked was a sea of beaming little faces.

It was an emotional moment. Here were 30 little angels, from a remote backward village, who could read, write and count, add and subtract and had an equally enthusiastic teacher who was mouthing silently everything they said with such pride on her face. And I thought there will be 30 families in the future who will have a literate daughter, wife, daughter-in-law and mother and what a huge difference she will make in her family and her community and her country. Maybe I got a little carried away, but there was no doubt in my mind, the greatest gift you can give a child was education and I was so so fortunate to be able to help towards providing this to my 30 little ones in Rewasa in district Mewat.

My compliments and gratitude to IIMPACT for giving me the opportunity to be able to do so."



Dear Nirmala,

We were very impressed with the quality of work we saw in Alwar, Nirmala, not to mention your missionary zeal and dedication.

We do not want any centers associated with us, or for the fact that we are donating money to be known to the beneficiaries. We do not intend visiting any of the centres on a regular basis, as that is just a distraction for you from your work. We are confident that the money will be well spent.

Vikram Tandon

Naveen Anand and his wife Neera visited their sponsored centre in Ghairbasai in October 2009. Excerpts from his write up which featured in the IIM A Alumnus magazine.

“A girl is considered “Ghar ki Lakshmi” How can you have Lakshmi without Saraswati ?”

....“I enrolled as a sponsor for one such centre. For a small sum I support a centre at a village Ghairbasai in District Alwar, which teaches some 30 girls. I decided to visit this centre on October 23, and our host Urvashi Nair who works with IIMPACT accompanied me and my wife to the village. This village is located some 40 km off the NH8 in Alwar District, and when we reached, we realized that a world so completely different from ours exists only 40 km from the highway. Nobody in this village knows how to read, except the young girls who have gone through the IIMPACT centre. These girls can read, write, do three digit by three digit multiplication, and read the headlines of the newspapers. What is more, they do not learn by rote, but are encouraged to think intelligently. The end result is amazing....”

....“I am not surprised after visiting the school that this is transforming the lives of these families in a way which is so fundamental. It is laying a strong foundation of enquiry in the young and pure minds, and it leaves them far more confident and able to achieve heights which our Governmental system has not delivered....”

“I was amazed how such little money can truly play such a transformational role. I urge all my co-alumni to support this extraordinary initiative.”



## OUR OPERATING MODEL



Our operating model involves working with partner NGOs who are familiar with the region in which our work is done and are in a position to overcome local sensitivities due to their past work in the same communities. Such NGOs normally work in community development or in the propagation of micro credit and Self Help Groups. It is not necessary for our partner NGOs to be in education, as this is where IIMPACT steps in. IIMPACT selects sites in highly disadvantaged areas, sets up schools, monitors their functioning, trains and re-trains teachers and helps garner funding so that more and more girl children have a chance to get educated. IIMPACT ensures that donor funds go directly, in their entirety, for running the schools, paying the teachers and for school supplies. The administration costs and overheads are NOT charged to donor accounts. These are borne entirely by one of our donors. IIMPACT provides management know-how and capacity building. IIMPACT partners with local NGOs and uses their services to develop a grass-roots organization for teaching.

IIMPACT monitors the performance of the girls and grades the education provided at every level. All along, objective criteria are used and regular reporting is done. We screen local NGOs, establish our teaching modules and ensure successful implementation. With this model, our geographical reach extends over many districts in India.



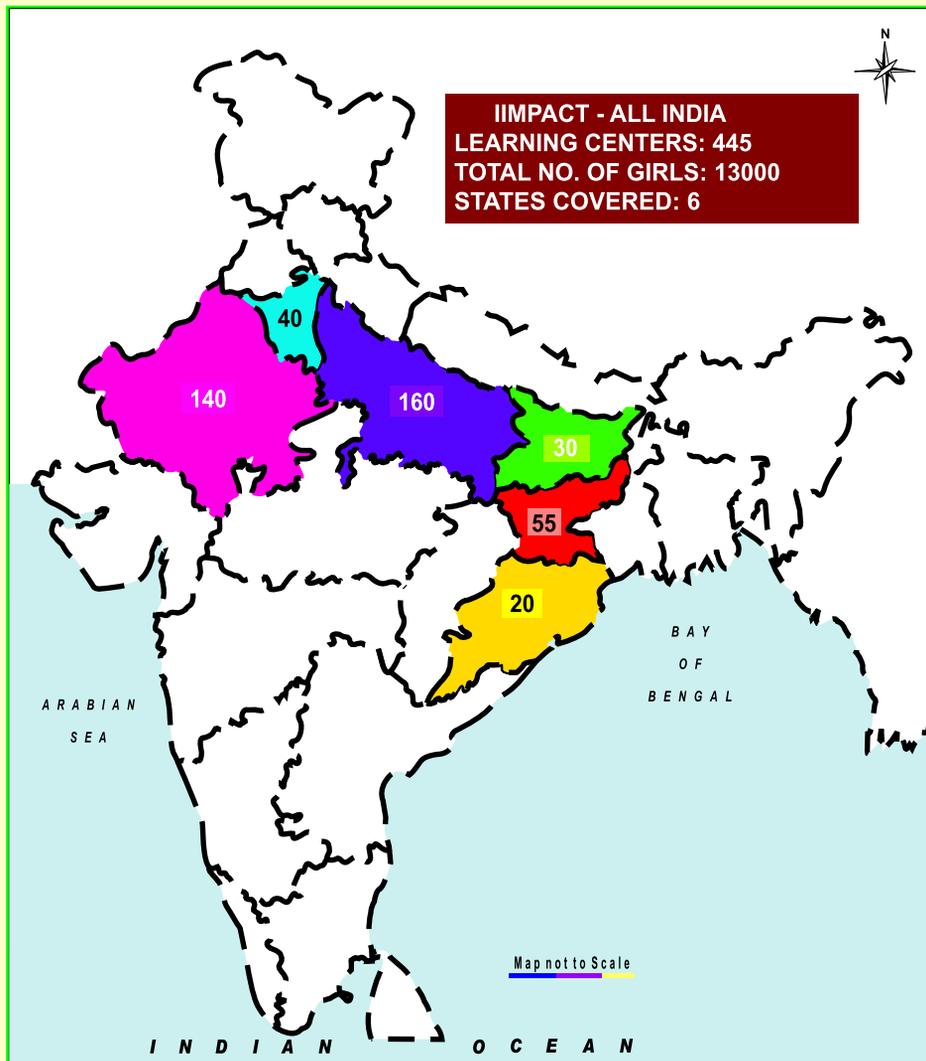
## THE YEAR IN REVIEW

We forged ahead as per our plans for the year 2009 - 2010 by introducing Learning Centers in 2 additional states: Orissa and Bihar.

20 Learning Centers were started in Gajapati District of Orissa and 30 in Kishanganj District of Bihar. In addition 3 new districts were added in our existing hubs. In UP 30 centers each were started in Reusa block of Sitapur and in the Shravasti District. 30 Learning Centers were also started in West Singhbhum of Jharkhand.

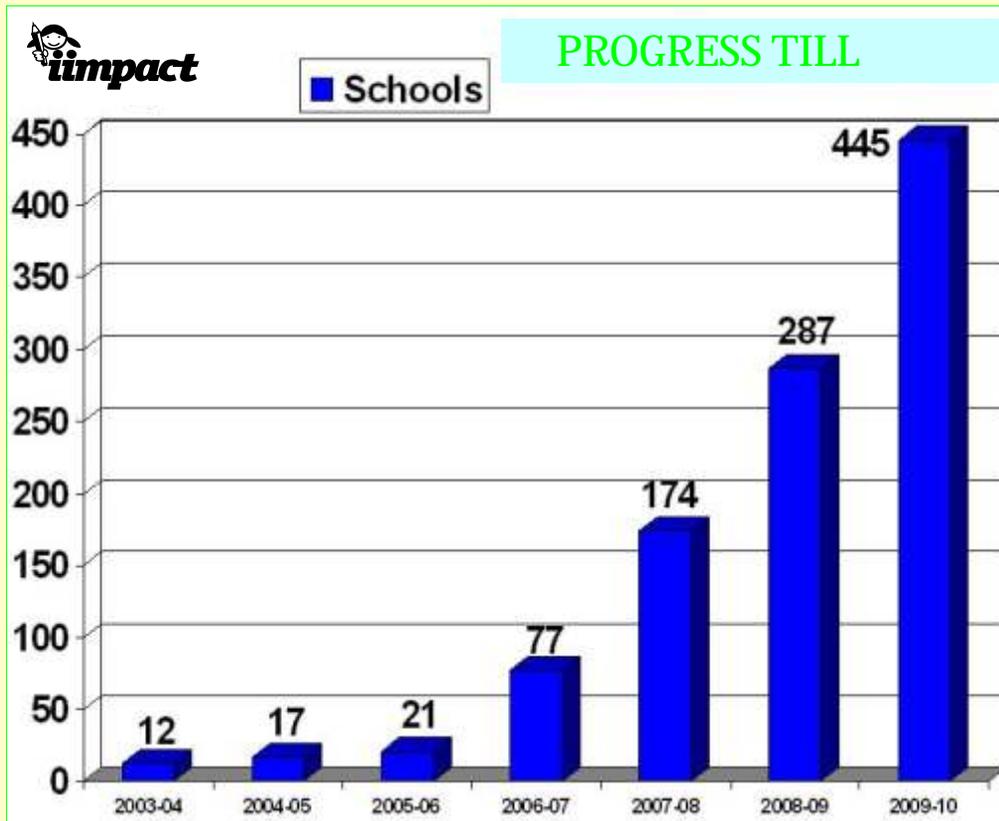
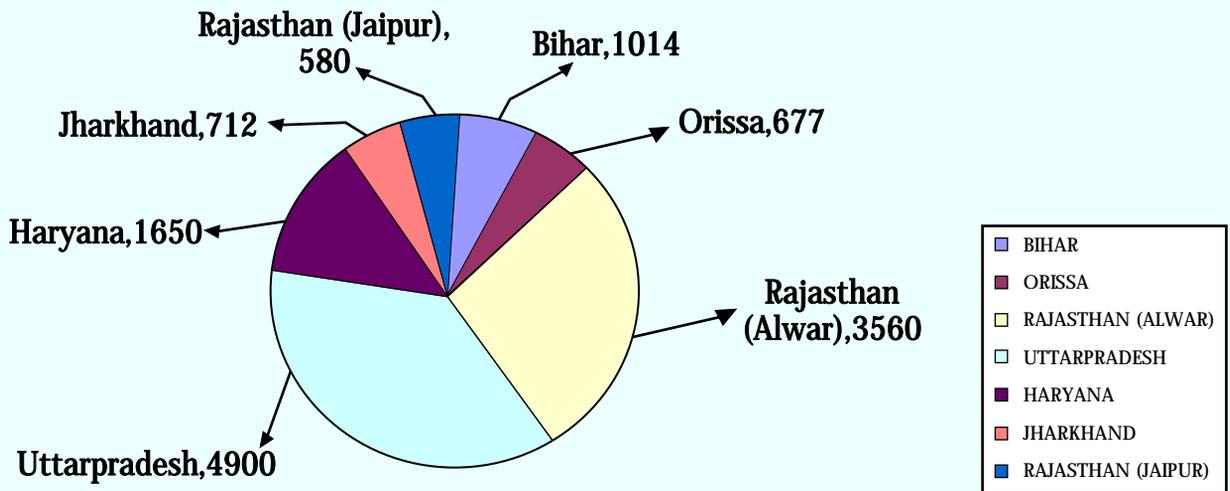
This took the total number of IIMPACT Learning Centers to 445 and total number of girls to over 13000. These are girls who have never been to school before. The IIMPACT Learning Centers in their villages have indeed opened up a whole new world for them.

## IIMPACT LOCATIONS



# OVER 13,000 GIRLS COVERED BY IMPACT IN 6 STATES

## NUMBER OF GIRLS



## INTRODUCTION OF NEW HUBS

### DISTRICT KISHANGANJ OF BIHAR



The inaugural function was graced by Mr. P.D. Rai, Member of Parliament from Sikkim, his wife Mrs. Jean Rai, Mr. Anil Tandon, President of IIMPACT, Mrs. Nirmla Tandon, Chief Operating Officer of IIMPACT, Mr. Junned Khan, Programme Manager of IIMPACT and Mr. Kalyan Jee Singh, Project Officer of IIMPACT. From our local partner NGO, Azad India Foundation, Mrs. Yuman Hussain, Director AIF and Mr. Jawed Azad (former Minister in the Bihar Government) were also present.



IIMPACT started 30 Learning Centers in the most backward villages of District Kishanganj in Bihar. The inauguration of the centers was organized on 4<sup>th</sup> Feb 2010 at village Singhia. The programme benefits over 1000 out of school girls in this area where the need was immense. A mere 18% of the female population is literate here.

**Eco Friendly Learning Centre Structure**



## DISTRICT GAJAPATI – ORISSA



In January 2010, IIMPACT started 20 Learning Centers in the tribal, hilly villages of District Gajapati in Orissa. This entire area is set in the most inaccessible mountainous terrain and represents very low female literacy rates. The schools are either completely absent in the tribal forest villages or are at a far distance making it difficult for girls to access. During the

month of January IIMPACT selected 20 teachers from the neighborhood and conducted their training programme. Each trained teacher took charge of 1 village, verified the survey data, gained access to community centers to conduct classes and enrolled the out of school girls in the centers. The Learning Centers started functioning from the last week of January 2010. A formal inauguration of the project was organized on 23<sup>rd</sup> February 2010 at Haraguda Village of Mohana Block of District Gajapati .

## DISTRICT SHRAVASTI – UTTAR PRADESH



IIMPACT started 30 learning centers in 30 villages of Shravasti District. These centers will provide education to around 950 out of school girls in this neglected area with an 18% female literacy rate. IIMPACT has selected the backward Jamunaha block of Shravasti District to establish the learning centers. The block has about 71 villages almost all of which are reeling under acute poverty. The number of out of school girls is naturally very high in these villages. The female literacy in Jamunaha is a mere 12.04%.

IIMPACT conducted a survey of 30 villages here in January 2010 in partnership with a local NGO, DEHAT. The survey helped create a list of all out of school girls, to establish contact with the community and to identify teachers for the project.



GLIMPSES  
OF  
LEARNING  
CENTRES



## ACADEMIC ACHIEVEMENTS DURING 2009-2010

This year marked a noteworthy chapter in IIMPACT's history as for the very first time 163 girls from IIMPACT centres in Mehmoodabad, UP appeared for these exams . They made us all very proud as each of these girls obtained a first division!

This year's overall academic results were once again outstanding with a 100% pass rate across Alwar & Mehmoodabad.

### RESULTS AT A GLANCE

PROJECT AREA	NUMBER OF GIRLS APPEARED	PASSED	FIRST DIVISION	SECOND DIVISION
ALWAR	205	205	191	14
MEHMOODABAD	163	163	163	NIL

## IIMPACT GRADUATES CONTINUING WITH THEIR EDUCATION



## ACTIVITIES

### ING VYSYA FOUNDATION, BANGALORE AND ING FOUNDATION, AMSTERDAM, SUPPORT IIMPACT'S MOBILE LAB PROJECT



IIMPACT believes that that best form of learning by our girls about the science associated with our environment is through simple demonstrations and practical examples. For this, a pilot project has been set up at Mehmoodabad, Lucknow, sponsored by ING Vysya Foundation, Bangalore, and ING Foundation, Amsterdam. Starting from August 2010, this project will be housed in a mobile lab which will travel to our Learning Centers as per a planned journey cycle. It will impart basic exposure about our environment and the importance of its protection to our girls and their community. Simple experiments, models and project work are meant to excite the curiosity and thinking of our girls. This project is fully designed by the help and cooperation of Agastya International Foundation, Bangalore, who have done extremely successful and pioneering work in this field in Southern Indian states.

### SOLAR POWERED, COMPUTER AIDED LEARNING CENTER PROJECT



In yet another pioneering pilot project, funded by R. Jhunjunwala Foundation, IIMPACT has powered ten of its most backward Learning Centers in Alwar, Rajasthan with solar energy to run laptops and computers donated by Chevron Lubricants and Deutsche Bank. From April 2010, these laptops will run with educational material developed by Azim Premji Foundation in Bangalore and donated to IIMPACT. This pilot project is expected to introduce a new paradigm in the way education is imparted in our Learning Centers. Since these Learning Centers have no access to electricity, the solar panels will also power two lights and two fans besides the laptop. This project is fully designed by the help and cooperation of Selco Solar Pvt. Ltd, Bangalore, a social enterprise started in 1995 to provide sustainable energy solutions and services in under-served situations.



## EVENTS



### Children's Camp at Raichur

146 children from 9 centres attended this three day long camp.

### Standard Chartered Marathon, Singapore

In December 2009, 3 youngsters ran the StanChart Marathon in Singapore to raise funds for IIMPACT on behalf of EPICS. The proceeds were matched by Barclays Bank.

### Pan IIM Golf Tournament

IIMPACT co-sponsored the PAN IIM golf tournament held at the ITC Classic Golf Resort in Haryana where over 100 golfers participated.

### Fun Day in Mewat

Girls in Mewat treated to a FUN DAY where they sang the famous Bryan Adams song 'On A Day Like Today'

### ING Vysya celebrates CFC Day with IIMPACT at a Science

ING Vysya celebrated its foundation day at the Lucknow Science Centre with girls from their sponsored Learning Centres. Over a 100 girls were treated to informative Sci Max movies which explored the effects of global warming in the world around us.



# CELEBRATIONS

ANNUAL DAY CELEBRATIONS HELD AT JAMUA RAMGARH - NOVEMBER 2009.



## WORKSHOPS

### TEACHER'S TRAINING AT RANCHI

A two day training programme was conducted in the month of January at Kundy in Ranchi for the members of the Center Monitoring Committees. The main focus of the training programme was to help them ensure regular functioning of the centres and elicit community participation in the effective running of the centres.



### FOUNDATION TRAINING FOR TEACHERS – MAHMOODABAD MAY 09

A curriculum training workshop was held during the month of May 2009 at Sahbhagi Shiksha Kendra, Lucknow.



### TEACHER'S REFRESHER TRAINING AT MEWAT, HARYANA

Teacher's refresher training forms an integral part of the IIMPACT/SARD girls education programme and the various aspects of teaching and learning is taken care of during these sessions including usage of TLM, knowledge sharing of teachers with relation to the children and community members. This helps in the total skill development of the teachers and better management of the centres.



## STAFF CAPACITY BUILDING ON COMMUNITY MOBILIZATION



### TRAINING OF TEACHERS

During February 2010, 30 teachers were selected to conduct the learning centers. They underwent a 5 day training programme.

IIMPACT supervisors at Alwar area undertook a workshop in January 2010



### EXPOSURE VISIT FOR THE COMMUNITY MEMBERS

Education of the girls in rural areas is not possible without community support. Most parents are not aware of the importance of education. In order to fill that void IIMPACT organized an exposure visit to Alwar for some parents in February 2010. They were introduced to IIMPACT learning Centres, teacher training centres and other community members. This helped these parents gain a better understanding of the significance of education in the lives of their daughters.



# THANK YOU TO OUR DONORS

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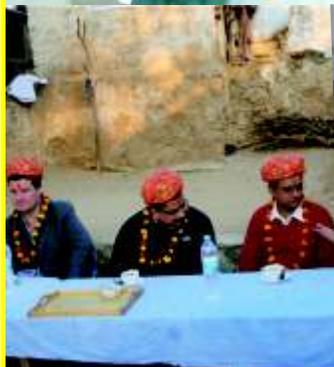
## OUR SPECIAL THANK YOU TO THE R. JHUNJHUNWALA FOUNDATION FOR ITS GENEROUS SUPPORT



The R. Jhunjhunwala Foundation currently supports 100 Learning Centres educating 2876 previously 'out of school' girls.

### OUR SPECIAL VISITORS

- Abhijit Banerjee Of EPICS visited centres along with his parents
- Monica Dhawan and Krishan Dhawan
- Jayant Mehrotra CFO ING Vysya Bank
- Joyatri Ray Director Projects ING Vysya Foundation
- Jas Grewal
- Behram and Rena Baxter
- Mansi Baijal and Bipasha from Concern India Foundation
- Ravi Mehra VP Finance DraftFCB Ulka and his team
- Doug Watson
- Pawan Bassi
- Peggy Albrecht
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- Naveen and Nira Anand
- Jyotsna Laroia
- Chaitanya Bhalla
- Devraj and Reena Singh



## INSPIRING STORIES

### Anupi's Well Kept Secret

Anupi Devi is a determined, very quiet teenage girl living in village Mallahan Purva in UP. Though married at a very young age (as is customary in her community), Anupi still stays in her own family home in this village.

Her life story is a sad one - Anupi tragically lost her mother to a severe illness when Anupi was barely two. Soon after this tragic loss her only sibling, a younger brother, was murdered by roadside dacoits, an incident during which Anupi was badly beaten up and greatly traumatised. She suffered a huge emotional and psychological jolt. Anupi was now left to look after her very old and feeble father who is almost totally blind.

When IIMPACT's education programme was introduced in the vicinity Anupi was one of the only girls in her village who approached the teacher saying - " Didi I also want to study - can you teach me please. But how do I get myself enrolled? Maybe I am too old!" The teacher was encouraging and in return Anupi promised to be regular in her attendance and to work harder than everyone else, even though she was married and had huge responsibilities to shoulder. Anupi has never gone back on her word.

Life has not been smooth sailing for Anupi. Her young husband Balwant had never been in favour of her going to the Learning Centre as he did not think there was any place for education for Anupi at this 'late' stage of her life. However, Anupi's amazing dedication has helped her achieve her secret desire. She has been gently defying her husband by secretly leaving her house once she has tended to her household chores, to attend class while he is out to work in another city.

Anupi learnt how to read and write in a period of 6 months. So proud was she of her achievements that Anupi would occasionally borrow a neighbor's mobile phone, dial her husband's number and speak with him. As she gained in confidence she even dared asked her husband to buy her a cell phone.

Unable to comprehend how she had gained so much confidence and learnt how to read and dial numbers Balwant confronted Anupi during one of his visits to the village. He demanded to know how she had learnt to recognise numbers and use a mobile phone. Anupi was too scared to let him know where she went during his absences as she did not want to be stopped from continuing with her education. She kept quiet.

She can now be seen proudly carrying her own mobile phone quickly darting out of the classroom when her husband calls. He is still unaware of the fact that she is enrolled with IIMPACT. She is determined to continue with her education and is convinced that her husband will be very supportive once he sees for himself the benefits education has made to their own small family. She will decide when she will share with him this well guarded secret.



## EDUCATION KNOWS NO AGE LIMITS



Ramsingh is one of IIMPACT's many dedicated teachers who has had the privilege of teaching young primary level school girls in the remote villages of Alwar in Rajasthan. His classroom always promises to be lively, interactive and yet very orderly. He truly shares a close bond with the students as they communicate with him freely, without a hint of hesitation.

When recently asked to share some of his more memorable experiences in a classroom situation he enthusiastically talked about the most unusual student that he had worked with in all his years as a teacher.

Johar a resident of Kishangarh village in Alwar district had been watching young girls all around him as they went to IIMPACT Learning Centers and returned bubbling over with a fund of knowledge that they had acquired there. Johar had a deep desire to do the same. The only challenge being that Johar is 70 years old and a completely illiterate male member of the community. Johar feels that he has lived his life well and achieved whatever he could given his circumstances. His only regret was that he may die without the ability to read and write. He repeatedly requested and finally convinced Ramsingh to allow him to sit in the Learning Centre in the company of girls, all of whom were under 14 years of age, so that he could quietly imbibe some of the learning that was taking place. He promised to sit in the far corner of the classroom. Ramsingh did not have the heart to deny an elder something so basic.

The next morning Johar arrived very much in time for class. He was carrying a bag made out of faded pieces of cloth which he had stitched overnight to carry his tattered notebook and pencil. A little hesitant at first (as he was old enough to be the girls' grandfather) Johar soon started to enjoy his new avatar as a student. He continued to come to class for over a year. Ramsingh could count him amongst one of his more regular students -never missing a day at the centre.

On pressing the fast forward button you can now find Johar writing more than just his name and reading the daily newspaper as he can now read and write and also solve simple mathematical problems. He feels he is privileged and can now die a happy man as he has managed to fulfill his dream of gaining the stamp of literacy, something he previously thought impossible.

A friend to his classmates, Johar is now on a personal mission to ensure that young girls continue to benefit from education just as he has.

Age has certainly not gone against Johar, a great inspiration for many learners both young and old in a village community where education was previously never given much importance.



## OUR PARTNER NGOs

### IBTADA

Ibtada is a non-government organisation which has done substantial work in empowering women through self help groups (SHGs) and in arranging micro credit in the Mewat region of Rajasthan. Today more than 200 such SHGs have been formed. They associate with milk cooperatives, household savings and women's education. Their link with the mainstream banking system has now led these SHGs to avail of a vibrant saving-credit based micro finance channel. Ibtada's work with IIMPACT Learning Centers is spread over 90 villages in two blocks in the Alwar district of Rajasthan.

### NALANDA

Nalanda is an NGO which has conducted substantial work in educational innovation, teacher selection & training, curriculum development and monitoring basic education field projects. It has implemented several support assignments in primary education in Uttar Pradesh for Girls Education Programme. Nalanda also works as a technical consultant for the Bal Adhikar Pariyojna sponsored by UNICEF in the carpet belt of Uttar Pradesh. Nalanda's work with IIMPACT Learning Centers is spread across 110 villages in the Mehmoodabad block of Sitapur district, Uttar Pradesh.

### PRERANA

Prerana is an organisation committed to Rural Development for the last 19 years. The areas Prerana is associated with are education and child rights, women empowerment, village development, sustainable agriculture and rural health. Prerana in collaboration with

Reach India has implemented its education improvement programme initiative in villages in Raichur district. The objective was to ensure that every child is in school and is getting quality education through Child Activity Centres in collaboration with every child in several villages of Raichur district. Prerana also works towards women empowerment through co-operatives.

Prerana's girl child education programme with IIMPACT was inaugurated early last year and currently runs centres across 15 villages in Raichur district, Karnataka.

### SARD (Society for all Round Development)

SARD is a non-profit organization aiming at increasing the participation of minorities and disadvantaged communities in mainstream development processes. SARD has worked in the region for over a decade promoting education, health and micro-finance. The issue of disabilities has also been dealt with by SARD within the village communities.

Mewat, a culturally contiguous region located 64 kms southwest of Delhi, is situated in and around the Aravali range of mountains. Access for education in Mewat has been a major problem, particularly for girls. The female literacy rate here ranges from 1.76% to 2.13%, this is the lowest in the country. IIMPACT's girl child education programme in collaboration with SARD in Mewat, Haryana was inaugurated in September, 2008. Centres have already been established across 17 villages and are running successfully.



## AZAD INDIA FOUNDATION (AIF)

Azad India Foundation was formed in the year 1998 at District Kishanganj, Bihar. AIF started its activities with one non formal education and vocational training center for women in one village. Over the last 10 years AIF has become a leading organization in the fields of female literacy, formal education for children, non formal education, rural employment, income generating skills, SHG formation, community health and awareness and programmes on various other social issues. IIMPACT partnered with AIF In January 2010 to further the cause of girl child education in the most deprived and backward villages of this district in Bihar. We are currently running 30 Learning Centers in Kishanganj villages with AIF.

## DEHAT

Developmental Association for Human Advancement, popularly known as DEHAT, is an autonomous voluntary developmental association working in the Bahraich district of Uttar Pradesh. DEHAT was established in the year 1990 by some enthusiastic youths residing in the most backward rural areas. It started its activities through a school opened for 'Tharu' tribals and forest village children. In the year 2009, DEHAT was awarded the prestigious Manjunath Shanmugam Award for integrity. IIMPACT has started 20 Learning Centers in the villages of Shravasti District in partnership with DEHAT, covering over 600 girls who have never been to school.

## CCWD



CCWD (Committee for Child and Women Development) is a non-government developmental organization registered under the Societies Registration Act in the state of Orissa. CCWD has been working in Orissa for the past 2 decades and is one of the leading grassroots organizations working with child rights, livelihood and education. CCWD is successfully running 20 Learning Centers in the tribal villages of Gajapati District covering about 700 previously out of school girls.



# IIMPACT FINANCIAL SUMMARY FOR THE YEAR ENDED 31<sup>ST</sup> MARCH 2010



## IIMPACT RECEIPTS & PAYMENTS ACCOUNT FOR THE YEAR ENDED 31<sup>ST</sup> MARCH 2010

RECEIPTS	AMOUNT Rs.	AMOUNT Rs.	PAYMENTS	AMOUNT Rs.	AMOUNT Rs.
<u>To Opening Balance</u>					
Cash in Hand	246.00		By Bank Charges		5,186.45
Balance with Axis Bank Ltd	9,018.00		By Computer Consumables		20,730.00
Balance with ICICI Bank Ltd - Pune	1,482,047.67		By Donation Given for Education Purposes		19,142,000.00
Term Deposit with ICICI Bank Ltd	293,725.00	1,785,036.67	By Legal & Professional Charges		42,389.00
To Donations received in Indian Rupees - Specifically for Administrative Expenses	2,500,000.00		By Meeting & Functions		89,085.00
To Donations received in Indian Rupees - For running the learning centres	15,605,295.22	23,235,106.77	By Office Expenses		125,088.00
To Donations received in Foreign Currency	5,112,277.00	3,000.00	By Printing & Stationery		129,426.00
To Membership Fees Received			By Rent Paid		292,100.00
To Interest from Bank	20,448.00		By Salary & Allowances		1,191,555.00
On Term Deposits	133,401.00		By Telephone Expenses		68,578.00
On Savings Bank Accounts			By Travelling Expenses		388,496.00
		153,849.00	By Water & Electricity Charges		27,043.00
			By Fixed Assets Purchased		
			By Computers	33,800.00	
			By Furniture & Fixtures	2,900.00	
			By Inverter	31,100.00	
			By Closing Balances		
			Cash In Hand & Bank Balance	3,065,921.99	
			Balance with ICICI Bank Ltd - FCRA Account	207,421.00	
			Term Deposit with ICICI Bank Ltd	314,173.00	
<b>TOTAL Rs.</b>		<b>25,176,992.44</b>	<b>TOTAL Rs.</b>		<b>25,176,992.44</b>

FOR IIMPACT

(TRUSTEE)

PLACE : PUNE

#REF!

(TRUSTEE)

(CA Chandrasekhar L.S.)

AS PER OUR REPORT OF EVEN DATE  
FOR AND ON BEHALF OF C. R. SAGDEO & CO.,  
CHARTERED ACCOUNTANTS,

PARTNER MEMBERSHIP

NO.: 44265 Honourary Auditors

THE BOMBAY PUBLIC TRUSTS ACT, 1950

SCHEDULE VIII [Vide Rule 17 (i)]

Name of the Public Trust : IMPACT

Registration No. : 19138 dated 1/10/2003.

Balance Sheet as at 31st March 2010

FUNDS AND LIABILITIES	Rs.	Rs.	PROPERTY AND ASSETS	Rs.	Rs.
<b>Trusts Funds or Corpus</b>			<b>Immovable Properties</b> [at cost]		
Balance as per last Balance Sheet	46,000.00		Suitably classified giving mode of valuation)		
Adjustment during the year (give details)			Additions or deductions (Including those for depreciation) if any during the year.		
Add : Membership Fees Received	3,000.00	49,000.00			
Add : Entrance Fees	-				
<b>Other Earmarked Funds</b>			<b>Investments</b>		
Surplus on Transfer of Property					
Reserved Fund			<b>Furniture &amp; Fixtures</b>		
Any other Fund			Balance as per last Balance Sheet	134,381.00	
<b>Loans (Secured or Unsecured)</b>			Additions during the year	34,000.00	
			Less : Sale during the year	-	
<b>Liabilities</b>			Less : Depreciation up to date	15,283.00	153,098.00
For Expenses	40,664.00		<b>Computers</b>		
For Unspent Balance of Specific Donation	1,144,887.55	1,185,551.55	Balance as per last Balance Sheet	39,680.00	
For Rent and other deposits	-		Additions during the year	33,800.00	
For Sundry Credit Balances	-		Less : Sale during the year	-	
<b>Income &amp; Expenditure Account</b>			Less : Depreciation up to date	44,088.00	29,392.00
Balance as per Balance Sheet	840,936.87		<b>Loans - (Secured or Unsecured)</b> Good / Doubtful		
Less : Appropriation, if any	-		Loans Scholarships		
As per Income & Expenditure Account	1,752,801.77	2,593,738.44	Other Loans		
Add : Surplus			<b>Advances</b>		
Less : Deficit	-		To Trustees	-	
			To Employees	-	
			To Contractors	-	
			To Security Deposit	46,000.00	
			To Prepaid Taxes	12,284.00	58,284.00
			<b>Income Outstanding</b>		
			Rent	-	
			Interest	-	
			Other Income	-	
			<b>Cash &amp; Bank Balance</b>		
			[a] In Saving A/c	3,272,638.99	
			In Term Deposit With Bank	314,173.00	
			[b] With the Trustee	-	
			[c] In Hand	703.00	3,587,515.99
<b>Total Rs.</b>		<b>3,828,289.99</b>	<b>Total Rs.</b>		<b>3,828,289.99</b>

The above Balance Sheet to the best of my/our belief contains a true account of the Funds and Liabilities and of the Property & / Assets of the Trust.

Trustees

(1) \_\_\_\_\_

(2) \_\_\_\_\_

PLACE : Pune  
Date : 1st July, 2010



As per our report of even date  
For C. R. Sagdeo & Co  
Chartered Accountants,

(CA) Chandrasekhar L.S.)  
Partner,  
Membership No.: 44265  
Honourary Auditors



THE BOMBAY PUBLIC TRUSTS ACT, 1950

SCHEDULE IX [Vide Rule 17 (i)]

Name of the Public Trust : IIMPACT

Registration No : 19139 dated 1/10/2003.

Income & Expenditure Account for the year ended 31st March 2010

EXPENDITURE	Rs.	Rs.	INCOME	Rs.	Rs.
To Expenditure in respect of properties Rates, Taxes, Cesses Repairs & Maintenance Salaries Insurance	-	-	By Rent (accrued) (realised)	-	-
Depreciation (by way of provision or adjustment)	-	-	By Interest (accrued) (realised)	-	-
To Establishment Expenses	-	-	On Securities	-	-
To Remuneration to Trustees	-	-	On Loan	-	-
To Remuneration (in the case of math) to the exchequer of the math, including his household expenditure, if any	-	-	On Bank account	-	133,401.00
To Legal expenses	-	-	By Dividend	-	-
To Audit Fees	-	-	By Donations in Cash or Kind - Domestic	-	18,105,295.22
To Contribution & Fees	-	-	By Donations in Cash or Kind - in Foreign Currency	-	5,112,277.00
To Amount written of (a) Bad Debts (b) Loan Scholarship (c) Irrecoverable rents (d) Other items	-	-	By Membership & Subscription	-	-
To Miscellaneous Expenditure	-	-	By Income from other sources in details as far as possible	-	-
To Depreciation	-	59,371.00	Interest on Term Deposit with Bank	-	22,721.00
To Amount transferred to Reserve or specific Funds	-	-	By Excess Provision Written Off	-	-
To Expenditure on object of the trust (a) Religious (b) Educational (As per Schedule - 1) (c) Medical Relief (d) Relief of poverty (e) Other Charitable Objects	- 21,561,521.45 - - -	- - 21,561,521.45	By Transfer from Reserve	-	-
To Surplus carried over to Balance Sheet	-	1,752,801.77	By Deficit carried over to Balance Sheet	-	-
<b>Total Rs.</b>		<b>23,373,694.22</b>	<b>Total Rs.</b>		<b>23,373,694.22</b>

The above Income and Expenditure Account to the best of my/our belief contains a true account of the income and Expenditure of the Trust.

Trustees

(1) \_\_\_\_\_

(2) A. B. Bhandarkar



As per our report of even date  
For C. R. Sagdeo & Co,  
Chartered Accountants,

(CA. Chandrasekhar L.S.)  
Partner.  
Membership No.: 44265  
Honourary Auditors



PLACE : Pune  
Date : 1st July, 2010



The salary and benefits of the NGO Head, the highest paid staff member and the lowest paid staff member.

Head of the organisation:	Rs. ___Nil_____ per month
Highest paid:	Rs. 50000 per month
Lowest paid:	Rs. 5000 per month

Remuneration and reimbursements to Board members - ZERO

Distribution of staff according to salary levels and gender break up.

Slab of gross salary per month (in Rs) plus benefits paid to staff	Male staff	Female staff	Total staff
Less than 5000	-	-	-
5,000 – 10,000	-	1	1
10,000 – 25,000	4	1	5
25,000 – 50,000	1	-	1
50,000 – 1,00,000	-	-	-
Greater than 1,00,000	-	-	-

Total cost of **international travel** by all personnel (including volunteers) & Board Members – Nil

Total cost of **national travel** by all personnel (including volunteers) & Board Members – Rs. 427,251.00



# OUR GOVERNING BODY

## PRESIDENT

### Anil Tandon

Managing Director, Tex Corp Ltd

President Zipper Association of India, B. Tech (Electrical), IIT Kanpur & PGDM, IIM Ahmedabad. 10 years in Marketing and Sales of Auto components. Started own Company in 1987 to manufacture zippers. Tex Corp today is India's second largest manufacturer of zippers and leading exporter.

## TREASURER

### Amal Jajodia

Chief of International Operations, Pidilite Industries

B Tech. (Mechanical), IIT Mumbai & PGDM, IIM Ahmedabad. Experience includes Blue Star, Blowplast, Ciba Geigy and Kodak, both in India and abroad. Was based in London for 6 years. Currently with Pidilite Industries. His multinational, multicultural and multifunctional experience spans over 30 years.

## SECRETARY

### Rahul Tandon

Vice President, Adayana Inc.

Commerce Graduate from Allahabad University. Post Graduate Diploma in Management from IIM Ahmedabad. Experience of 30 years in consumer products marketing and setting up of new businesses, including joint ventures. This work experience is across diverse industry groups in India and overseas with companies like Eureka Forbes Ltd., The UB Group, Hindustan Unilever Ltd, etc. Active involvement at Adayana with Human Capital Development and soft infrastructure development.

## MEMBERS

### Satish Kumar

Managing Director and CEO of Henkel India Ltd, a subsidiary of the German consumer goods major, Henkel KGaA PGDM, IIM Ahmedabad and an Alumnus of Columbia University's Senior Executive Program. Over 30 years experience in industry. Management Committee Member, Southern India Chamber of Commerce, The Madras Chamber of Commerce & Industry and India Soaps and Toiletries Makers Association. Past President, Madras Management Association and Indo- German Chamber of Commerce.

### Devraj Singh

Chief Executive Officer, Green Infra Limited

B, Tech (Mechanical), IIT Delhi & PGDM, IIM Ahmedabad. Rich experience in industry and consulting spanning over 30 years with the last 14 years as Chief Executive / Business Head in SRF Ltd., Escorts Ltd. and TBM Consulting

### Arvind Mahajan

Executive Director, Advisory Services and Head of Energy, Infrastructure & Government Practice of KPMG.

B.Com (Hons) from SRCC, Delhi University & PGDM, IIM Ahmedabad. Over 30 years experience in industry and consulting. Previously, Partner/Executive Director of IBM Business Consulting, PricewaterhouseCoopers Consulting and A F Ferguson Consulting (now part of Deloitte Touche)

### R. Ambarish

Founder & Managing Partner, SRB2Group, LLC A portfolio management and advisory firm.

B.E. (Electrical Technology & Electronics) from IISc (Bangalore), PGDM, IIM Ahmedabad & Ph.D.(Finance), Stern School of Business(NYU). Over 20 years of experience in global financial and securities markets including as Vice President, Citibank/Salomon Smith Barney, and Principal Financial Officer at the World Bank. Faculty member at several business schools, including the Stern School of Business (NYU), McGill University (Montreal), the University of Wisconsin (Madison), and Georgetown University (Washington D.C)

### Krishan Dhawan

Managing Director, Oracle India.

B.A.(Economics) St. Stephen's College, Delhi & PGDM, IIM Ahmedabad. Worked at Bank of America for over 20 years in senior positions in India, Asia and the United States. Now heading Oracle in India.

### Biswajit Sen

Rural Development Specialist, World Bank, Delhi

B.A.(Econ), Delhi University & PGDM, IIM Ahmedabad. Experience of over 25 years in the development field. Initiated and mentored several national level NGOs including PRADAN and GDS. Advisor to UNICEF in African and Central Asian countries, to the Government of Switzerland Aid in India and the McArthur Foundation



## SUPPORT US

As you read this, the lives of many girls are being transformed by IIMPACT Learning Centres in their neighborhoods. However there are countless others still waiting for the opportunity to study. IIMPACT allocates specific schools to donors, if desired. IIMPACT also sends regular updates about the progress of the children and their achievements to donors with respect to their allocated schools. We are expanding our activities and setting up Learning Centers in additional villages. Remember, it costs ONLY Rs 75,000 or USD 1750 per annum per IIMPACT Learning Centre to change the lives of about 30 young girls. If you can sustain this for a period of 5 years you could possibly have changed their lives, and those of people around them, forever.

If you wish to contribute, please follow the procedure below:

### DONORS IN INDIA:

The cheque should be made in favour of 'IIMPACT' and mailed to:  
Amal Jajodia, A302, Rushi Tower, Lokhandwala Colony, Andheri (W), Mumbai 400053.  
Donations are exempt under Sec. 80G of the Income Tax Act 1961.

### DONORS OVERSEAS:

US Dollar funds may be transferred direct to our new FCRA account through Telegraphic Transfer or Wire Transfer as per the details provided below. Once that is done, an email mentioning the amount and date along with a copy of the SWIFT message sent by your bank MUST be sent to Amal Jajodia at [amalajajodia@hotmail.com](mailto:amalajajodia@hotmail.com), and Nirmala Tandon at [iimpact@texzipper.com](mailto:iimpact@texzipper.com)

- a) Beneficiary's name : IIMPACT
- b) Account Number of beneficiary : 003905015481
- c) Name & address of beneficiary's banker : ICICI Bank., 1194 / 8, Ghole Road, Shivajinagar, Pune, India - 411005
- d) Swift code / Routing number : Pay to J.P. Morgan Chase Bank, New York, Account No. 400808595 USD, SWIFT CODE - CHASUS33XXX (FED ABA 021000021) for further credit to ICICI Bank, SWIFT CODE ICICINBBCTS for final credit to above account number of IIMPACT
- e) Any other details / Purpose of remittance :  
Donation of US\$ \_\_\_\_\_ (amount) to IIMPACT from \_\_\_\_\_ (name of donor)

### INFORMATION FOR DONORS IN USA:

You can route your contribution through the American India Foundation in order to benefit from US tax exemptions. You will get a tax receipt from AIF directly, which is a US registered charity.

Please send your US Dollar cheques payable to American India Foundation with the IIMPACT Fund written in the notes of the check and inform Nirmala Tandon at [iimpact@texzipper.com](mailto:iimpact@texzipper.com).

American India Foundation, 216 East, 45th Street, 7th Floor, New York, NY 10017, Ph: 646-530-8965, Fax 212-661-9350.



You too can influence the future of potentially half the country's population by joining hands with IIMPACT





*"No matter how little you contribute  
it will make a big difference to their future"*



**iimpact**

Making a difference

N-14/31, Ground Floor, DLF City Phase - II, Gurgaon-122 002

Ph.: 0124 - 4276865 - 67

E-mail : [nirmala.tandon@iimpact.net](mailto:nirmala.tandon@iimpact.net), [iimpact@texzipper.com](mailto:iimpact@texzipper.com)

Website - [www.iimpact.net](http://www.iimpact.net)