



**Catalysts
for Social
Action**

A family for every child



***Every Child
Matters***

Annual Report 2018-19
www.csa.org.in



Vision

To build a nation where children in need of care and protection are nurtured into a happy and contributing member of society.



Mission

We believe that every child needs a family or a family-like care in a well-managed institution. With this objective we work towards:

- Increasing adoptions and support to adoptive parents and children
- Maintaining higher standards in child care homes
- Supporting children in their transition into independent living and secure livelihood
- Supporting Government policies and their implementation

Our role is not only to provide direct services but also act as a catalyst for systemic and sustainable change.



Values

- Every Child Matters
- Holistic Approach
- Sustainable Change
- Best Management Practices

Registration	Registration Date	Registration No.	Validity	State
Registered as Society	03/09/2002	MH/ 1282/ 2002/ Pune	Lifetime	Maharashtra
Registered as Trust	10/02/2003	F-18514 (Pune)	Lifetime	Maharashtra
Income Tax u/s 12A	10/02/2003	No. Pn.ITO(OSD)/ Regn./80G/12A(a)/45/2003-04	Lifetime	Maharashtra
Income Tax u/s 80G	01/04/2007	No. Pn./CIT- I/12A(a)/80G/243/2007-08/4757	Valid in Perpetuity*	Maharashtra
FCRA Registration	01/04/2008	083930483	01/11/2021	New Delhi

*view IT Circular (Circular No.7/2010 [F.No.197/21/2010-ITA-I], dated 27-10-2010) on below link 'regarding valid in perpetuity' under clause no.5

PAN: AAATC5088N

Listings

We have undergone stringent selection processes with noted funding organisations & institutions after a thorough due diligence process with regards to legal compliance, registrations, financial audits, programs, governance, organisation policies & reporting



NATIONAL CSR FORUM
TATA INSTITUTE OF SOCIAL SCIENCES
MUMBAI

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 Catalystsforsocialaction

 @CSAfamilyforall

 Catalyst for Social Action

 #Catalystsfor-social-action

Our Cause Ambassador



"There is a bond that you can't see, for it's not bound with twine. It's formed from strands within our souls, this love that's yours and mine." Family is the single most important influence in a child's life. From their first moments of life, children depend on parents and family to protect them and provide for their needs. Parents and family together form a child's first relationship.

In my family we have had a case of adoption and that's what inspired me since I was a teenager. When I felt I was emotionally and financially independent I went in for adoption. That's when I got involved with CSA.

Being the first male Single Adoptive Parent in India, through CSA, I got to learn a lot about adoption and post adoption care. This journey has been extremely enriching for me... CSA approached me as their Brand Ambassador and I readily agreed as this is a cause close to my heart. I truly believe in it. I am proud to be part of the CSA family since nearly a decade.

Adopting Arjun has changed my life in a big way. I might not have time for others but for Arjun, I have all the time in the world! It is not necessary that only by giving birth you have a bond with your child. Arjun has brought a new meaning to my life. It took me 4 years to get him home... it was cumbersome... but my fire to adopt kept it going. Being a single adoptive parent is not easy, but not impossible either. I look into every detail for my son. In no way do I feel I lack anywhere in supporting him.

The current adoption scenario in our country is terrible. India is home to approximately 30 million children in need of care and protection. As quoted by Amod K. Nath - Chairperson, Delhi Commission for Protection of Child Rights (DCPCR), probably the highest in the world. Most of these children struggle to survive and very often end up being trafficked or pushed into child labour or illegal works. These children need to be moved to an adoption agency or a child care home. In this way, our role is that of a 'catalyst'. I appreciate the efforts that CSA is putting in bringing about a sustainable change in the lives of these children.

If only more and more people take to the cause of adoption where both the family and the child benefit, so many more children will have loving families. If the thought of adoption crosses your heart, then just go for it. So when our heart talks to us, then it is time that you listen to it and follow it. It is true that our heart is on the left but I strongly believe that it is always right!

Sandip Soparrkar



President's Note



Dear Friends,

Every time I visit a Child Care Institution, two thoughts come to mind. Firstly, thank goodness these children are here... and not on the street, not begging, not in situations where they would be at risk. At least these children have been rescued and are in a place of safety. There are over 30 million orphans in our country and only 400,000 children are in institutional care. So, it is a big deal that these children have found their way to a refuge and are in an institutional framework.

The second thought that comes to mind is that we can and must do something for these children in our care. A well run Children's Home can provide family like care - safety, health, education, life skills and preparation for a career. We can change their life trajectory. We can give these children an opportunity to achieve their potential.

There are 9000+ Child Care Institutions in the country for children in need of care and protection. This represents a huge existing investment in infrastructure - physical, human and social and there is an opportunity to improve rehabilitation outcomes at an incremental cost and effort. This is the task that CSA has taken upon itself. We are currently working with 60+ institutions covering about 3400 children and our 3 year plan is to take this to 10,000 children and 200 institutions across the country.

Our work starts with a base line study of the institution and preparing a 3 year plan to upgrade the level of child care. The starting point is usually infrastructure, safety, health, nutrition and day to day essentials. It includes proper documentation and processes and compliance with the JJ Act. The work then moves onto education, sports and life skills - efforts to develop the potential of every child. Our approach is to carry out programs and then hand them over to the Institution to continue in future. In this way, our role is that of a "catalyst" and a change agent.

The missing link across institutions is preparing children for independent living and a decent livelihood. Our intervention starts at the age of 14 and comprises of life skills, computer and financial literacy along with career awareness. This preparatory program leads onto the aftercare program as the children turn 18 and comprises of skilling / higher education leading to employment. With some support, the child can become a happy and contributing member of society and our mission is accomplished!

Last year 227 children were part of our Livelihood & Aftercare program, out of which 69 children are now on their own feet and in a decent livelihood. When you meet them, it is an emotional moment and all our efforts seem worth it.

Please join us in supporting our work. Children in need of care and protection are the most vulnerable section of society and we must as a society take good care of these children.

Thank you,
Vipul Jain
President & Co-founder

From the CEO's Desk



The Randomness of where we are born, and how much that determines who we become! – Jacqueline Novogratz, *The Blue Sweater*

I came across this line a year ago and since then, I have been thinking about it in the context of our work. The reality is that many of our children neither know where they were born nor who or what they want to become. From an early age, soon after birth, they come under "institutional care." For them, this is their home – the Child Care Institution (CCI).

All of us working with children have heard the saying "It takes a village to raise a child." So, then, what does it take to raise a child who is under institutional care? The basic necessities, such as food, clothing, and shelter, are mostly provided by the home authorities. But as any parent or caretaker would know, there is so much more that needs to be done!

The biggest gap that exists today in these institutions is the lack of preparation for our children to face the world. This past year, at CSA, we have focused on preparing these children to transition them into independent adults, leading a life of dignity. It is an immense source of pride for us to share that – 69 children from our Aftercare program are now skilled and employed!

Building institutional capability has been another focus area. We believe that it is the only way we can ensure that our institutions provide quality care to our children for many years to come. Our trainings for Caregivers include modules on Best Child Care Practices and Personal Safety to ensure that the institution remains a happy and a safe place for every child. We have also supported the institutions with fundraising, building visibility, as well as access to Government funds.

Personally, I have learned a lot this year. I continue to learn about our children, their needs, their dreams and their aspirations. I am learning about our institutions, their challenges, and most importantly, what needs to be done to ensure that our children feel safe and happy.

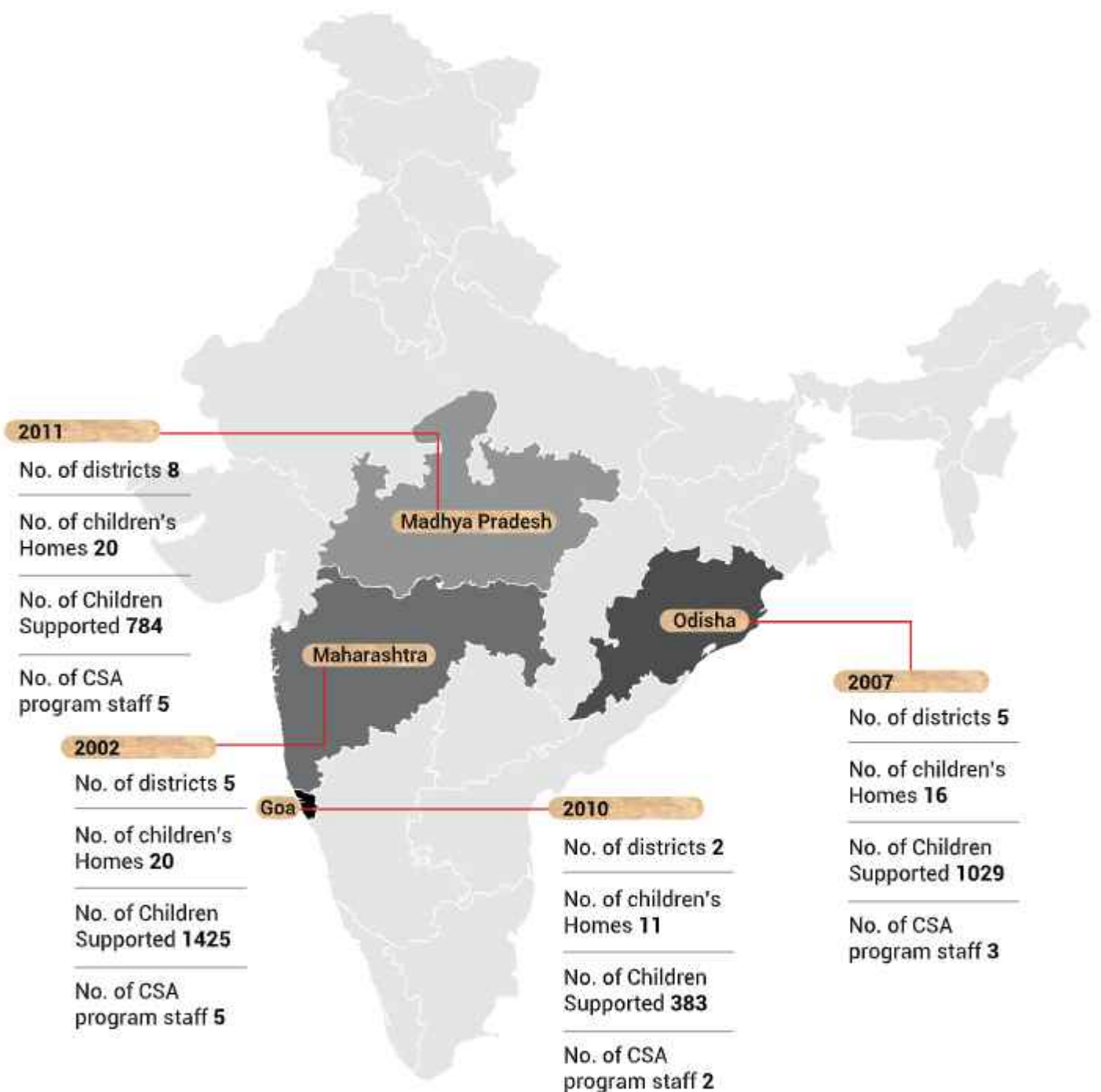
Our Mission 2022 is to serve 10,000 children and as we embark on this journey, I would like to thank all of you who have supported us, guided us, and stood by us in our commitment to serve our children. It could not have been possible without you!

As I take this opportunity to share some of our successes with you, I seek your support and good wishes for another successful year for us at CSA and more importantly for our children.

Thank you,
Anandhi Yagnaraman
CEO of Catalysts for Social Action



Presence across India



Total : No. of districts **20**
 No. of children's Homes **67**
 No. of Children Supported **3621**
 No. of CSA program staff **15**

Areas of Work

CSA partners with child care institutions and works to improve and enhance the quality of care to children. The primary intervention originates from our belief that a happy and healthy childhood is the right of every child.



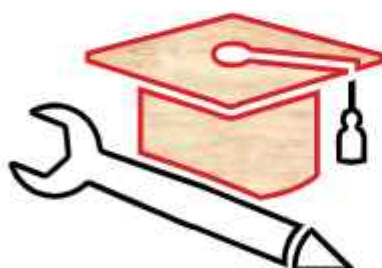
Health & Nutrition

- Health & WaSH (Water, Sanitation & Hygiene)
- Supplementary Nutrition
- Infrastructure
- Day to Day Essentials



Education & Child Development

- Education
- Recreation
- Sports



Livelihood and Aftercare

- Preparatory Program – Career Awareness & Life Skills
- Aftercare support – Higher Education & Skill Training
- Computer Training
- Financial Literacy



Capacity Building & Advocacy

- Adoption
- CCI Capacity Building
- Stakeholder Workshops & Trainings

Health & Nutrition



Education & Child Development



Livelihood and Aftercare



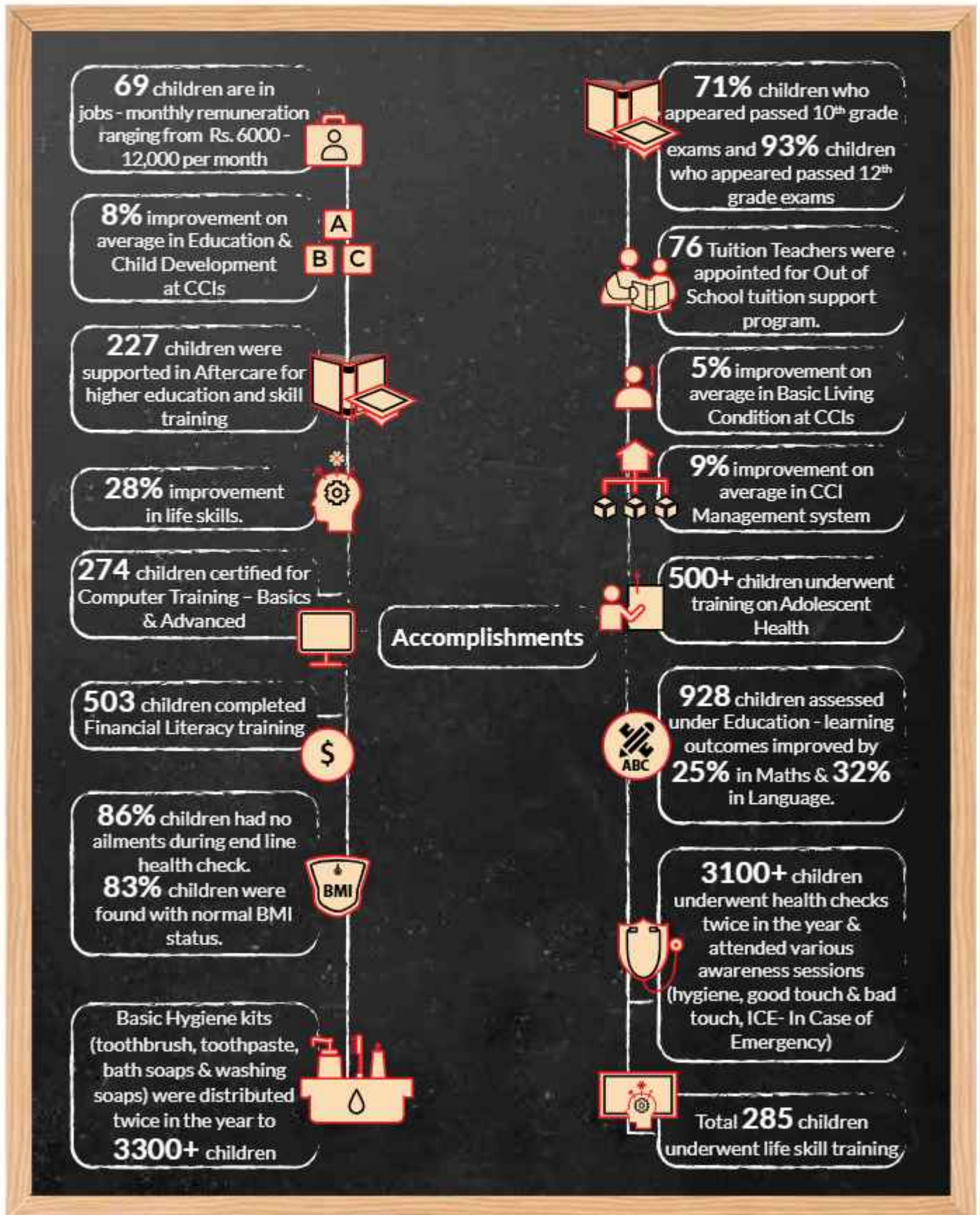
Capacity Building & Advocacy



Year in Review

The past year has been an incredibly satisfying year for CSA across all our programs!

Our Impact is showcased below -



Our Work In Adoption

**ADOPTION
IS A JOURNEY OF FAITH,
FROM
BEGINNING TO END**

JOHNNY CARR

We at CSA continue our endeavour to facilitate adoption.

Helpline

550 queries answered on adoption through our Helpline.



Awareness & Capacity Building Workshops

- Workshops with Anganwadi workers/Helpers & Hospital staff on the process & benefits of adoption and how to identify CNCP and reporting structure.
- **100+ participants** trained in Pune.
- Workshops done in Pune with 50+ adoptive & pre-adoptive parents
- **Program with the Goa Govt.** - One day workshop with children with no parental contact on meaningful adoptions.



Children were declared legally free for adoption and their names added to CARINGS

- Assessing parental contact of children in CCI's and reporting them to the CWC/DCPO to make them legally free for adoption.
- **In Gajpati distt, Odisha** - 15 children were made legally free for adoption and their names are on CARINGS.
- **In Goa - Round Table conference** - 23 children are in the process of becoming legally free for adoption.



Media Engagements

- Talk show on "Adoption Awareness Day" in Goa by Anandhi (CEO) - All India Radio & FM

Back to School - #SchoolChaleinHum



"One Child, One Teacher, One Pen, and One Book can change the world!" This was quoted by Nobel Peace Laureate Malala Yousafzai. At CSA, we strive to make the lives of children under institutional care better and YOU supported us in this venture. As another school year was upon us, we went out there and made a list of school items that these children needed and YOU helped us make a child's future POSSIBLE and BRIGHT.

Run for a Cause

Tata Mumbai Marathon 2018

Every year, thousands of enthusiastic seasoned & first time runners gather to participate in The Tata Mumbai Marathon, which is the largest marathon in Asia as well as the largest mass participation sporting event on the continent. Our long-time supporter, Mr. Francis Fernandes ran the Half Marathon as a Senior Citizen in support of our organisation for which we are deeply thankful! We also thank our ever-energetic bunch of supporters who come out year after year to support CSA in the Dream run!



For the Women of Tomorrow



On #InternationalWomensDay, we ran a campaign on Global Giving to empower and educate girls about menstrual hygiene. We promoted this campaign through various channels - Social Media, website & emailers. Global Giving provided a matching grant for the amount raised by us.

Be a Donor, Be a Hero

The Tax Saving Challenge is a yearly event enabling tax payers to donate to a cause of their choice and save tax in the process. CSA participated in the DanaMATCH and Letzchange Tax Saving Challenges and we were amply supported by teams at Clover Infotech & Kale Logistics whereby, they tripled the impact of their donations.

We thank all donors who supported this campaign & helped us raise matching grants from our partners!



Building Sustainability at our CCI's!

CSA works as a catalyst to upgrade the way children are looked after in the Child Care Homes. Our approach is to do a baseline analysis and implement programs to fill in the gaps in partnership with management of the CCI's. Our interventions and impact assessments demonstrate that substantial and measureable change is very much possible.

Our dream is a world where the work that CSA does is no longer required – the CCI's and the governmental system are able to provide a nurturing environment and ensure good outcomes for children in need of care and protection. We are a long way from this dream as a country, but one of our goals is to ensure that the upgraded standards of child care at a CCI can be sustained even if CSA was to withdraw support.

Towards this goal of Building Sustainability, CSA is already carrying out certain steps.

Compliance with regulatory environment:

- Ensuring that all our partner CCI's are registered with the Government authorities
- Training CCI's on compliance under the JJ Act and ensuring that children are approved by the respective CWC/ authorities
- Training of the CCI Management on Child Safety and POCSO (The Protection of Children from Sexual Offences) Act

Transfer of programs and best practices:

- Training of Child Care Staff
- Transfer of some key programs such as health check-ups, hygiene, nutrition etc. to the CCI management
- Helping CCI's connect better with local community and assistance in meeting various requirements.

As a result of these initiatives, over 90% CCI's are registered and the balance are in the process of doing so. Many of the CCI's have started receiving funds from the government under the Integrated Child Protection Scheme (ICPS). Connects with local community were made as a result of Daan Utsav programs. Some programs such as health and hygiene have been transitioned to the CCI Management to run and manage on their own. Many programs such as tutor support are being funded jointly by CSA and the CCI.

A success story of sustainability is the nutrition program supported by Givaudan for one of the large CCI's in Pune. Based on health check-up data, nutrition was identified as a big gap. We started with supply of specially prepared nutritional supplements, fruits and vegetables. Consultation with nutritionists helped identify changes in the diet that could be done in an economic manner. Over a three year program, the BMI level of children was measured and data used to monitor the nutritional status. Today over 90% of the children are in acceptable BMI range and the program has been handed over to the CCI to run independently.

Our plan is to continue to build the capability of our partner CCI's both in terms of knowledge and ability, to raise resources from local donors and government programs such as ICPS. Over a multi-year engagement, we will transition most of our programs relating to the basics – health, nutrition, sanitation, hygiene, day to day essentials to the CCI so that they can carry out the same on their own. This way one key result area of sustainability can be achieved.

There is a huge gap in programs that help children reach their potential and transition into independent living and decent livelihoods. Thus, education, life skills, career awareness and preparatory and aftercare programs will be an area of increased focus. Even here, we will partner with other NGO's, skilling partners and government so that we can create an ecosystem that is self sustaining. There are 9000+ Child Care Institutions in the country and therefore, sustainability and scalability are key goals for CSA in the years to come.



Yogesh Barkute

passed his BSW exam with 75%; he wants to pursue a career in the social sector.

WCD Goa is now associated with CSA and is working to support an alternative care for CNCP children in a Children's home.

34 Children in Mumbai, Maharashtra were certified with **Basic & Advanced NIIT Computer Certification**

Pooja Mahar

16 year old from Odisha won an **All-rounder Champion's Trophy** at Bhubaneswar's State level ITI Fest in February 2019.

Banabasi Hockey Team

Received Rs. 48,000 from **Team Canada** at the Men's Hockey World Cup 2019. 7 boys out of the trained group got selected for district level hockey team & they played Nalco cup in May 2019.

Ranjita Majhi

A 12 year Old girl from the interior pockets of Kalahandi District fought against her child marriage & received the **President's Bravery Award** on 26th January 2019.



Children from one of our CCI's in Pune participated in district level

Kabbadi, painting, relay and dance competitions

Deepesh Choukse and Pranshu George are now part of the CCI inspection committee formed by District administration (WCD) Indore and Jabalpur.

6 of our kids from one of the CCI's in Madhya Pradesh participated in National, State, Divisional and District level **Athletic competition.**

2 of our girls from Madhya Pradesh CCI got admission in State Academy of Sports for advanced level **training of horse riding.**

One child from Madhya Pradesh CCI also participated in a National level **chess competition and spelling competition** and won the bronze medal.



stories to
inspire

Aftercare Shining Stars



Shrikrishna - Pune

(22 years old)

- Did an AC repairing course from ICICI Skill academy
- Worked for 1.5 years and drawing a salary of Rs. 21,000
- Got his first contract for Rs. 9 Lakhs!
- Now has a team of 7-8 people working under him.



Hanumant - Pune

(19 years old)

- Completed a 3 year diploma in Mechatronics
- Currently placed as an operating engineer trainee, drawing a salary of Rs. 20,000 per month.



Akansha - Madhya Pradesh

(19 years old)

- Training from State Equestrian Academy, Bhopal
- Won a Silver medal in Junior Horse Riding Championship
- Currently working in Jaipur and earning a monthly salary of Rs. 15,000.





Seema - Madhya Pradesh

(19 years old)

- Completed Auxiliary Nursing course from Kasturba Gandhi Nursing college, MP
- Working as a trainee nurse at CHRC Indore - which is one of the best hospitals.



Shantanu - Maharashtra

(18 Years old)

- Completed his diploma in hair technology from VLCC Mulund, Mumbai
- Currently placed at a Hair salon in Mumbai, Maharashtra drawing a salary of Rs. 8,000 per month.



Sangeeta - Maharashtra

(19 years old)

- Completed her nursing course through Tata Strive, Thane
- Currently she is working at KJ hospital as an Assistant nurse drawing Rs. 7,000 per month.



Value Creation through CSR Partnerships



accelya

Accelya has been our longstanding committed and anchor CSR partner since the beginning of CSA. It is due to their support that we were able to expand into Odisha, develop many of our flagship programs and build capabilities of CSA.

Project SAMBHAV covers **1550+** children residing in **18** Child Care homes, many of which are in some of the most rural parts of the country. The initial goal of this project was to transform these institutions into "Model Homes" with acceptable standards of child care, good educational and life skill inputs. The scope was extended to aftercare and supporting them to get into a decent livelihood. Now building sustainability has been added as an additional goal for the project.

The overall program results were very encouraging –

- Over **90%** of the children have been found to be **without ailments**
- **82%** of the children are in **acceptable BMI** range
- Over **800+** children are being provided supplementary nutrition support – breakfast or evening snacks
- Children have been showing **steady improvement** in age & grade appropriate level competencies due to **Education program** interventions
- Overall, **74 youngsters** have been supported for Higher Education and Skill training
- **18 young adults** are in **jobs** with salaries ranging from Rs. 8,000 – Rs. 22,000 per month.



ICICI Prudential has been the key partner for our programs in Madhya Pradesh. Under Project Asha, **740+** children living in **13 CCI's** have been supported. Some of the key achievements under the program were –

- **Basics are in place** – Water, Sanitation, Toilets & Bathrooms, Basic infrastructure work
- **Upgraded knowledge of CCI's** with regards to JJ Act Compliance & ensured that they are compliant in their documentation
- **Helped CCI's register under Juvenile Justice Act**; out of 14 CCI's supported from Year 1, 12 CCI's registered under JJ Act – 2 have received 'Fit Institution' certification & should be registered shortly
- **Education focus** has resulted in children having age & grade appropriate level competencies at the primary level
- Number of children **completing 10th & 12th grades has been increasing** year after year
- Livelihood & Aftercare interventions have led to **40+ children securing jobs** and becoming independent & contributing members of society



Givaudan

Givaudan has partnered with CSA under project POSHAN to provide nutritional support to children. The project was implemented at a large CCI in Pune to improve nutritional status because good health is fundamental to child development and has an impact on health and cognitive skills life long. Over a four year long program, the key achievements were –

- Over **90%** of the children are in **acceptable BMI** range
- Out of the common children present during the period of the program, **100%** of the children have moved from severely undernourished to normal BMI range

We have been able to document our learning's & findings from this project into a case study to demonstrate the effectiveness of our intervention in turning around the health of children at CCI's.



Worldline has been supporting the Adopt a Home project in rural Odisha to help the CCI transition into a 'Model home' over a span of time. There has been a positive impact in the basic areas of support being provided to children. Focus is on improving education and development related outcomes for the children & building the capacity of the CCI management. A few notable achievements were –

- Over **95%** of the children have been found to be **without ailments**
- Over **98%** of the children are in **acceptable BMI** range
- **Education focus** has led to improvement in children's age & grade level competencies
- Increase in number of children completing 10th & 12th grades
- **12 youth** receiving Aftercare support since last year. Livelihood & Aftercare interventions have led to 40+ children securing jobs and becoming independent & contributing members of society



Adopt a Home project



Project to Move Children into the Adoption stream



Adopt a Home project



Support Campaigns & Marathon



Infrastructure support



Adopt a Home project

Tapia Charitable Trust

Computer Lab set up

Our Volunteers



Ravi Kungwani

NMIMS Batch, Internship 2019

My internship at CSA has been an enriching experience and I thoroughly enjoyed it. As part of the internship, I was made to work on a number of tasks, few of which I had never done before, like curating the Annual Report. Other tasks included working with various global crowd sourcing portals and promotional campaigns. The entire team at CSA works enthusiastically towards the noble cause of adoption and child care in India. Visit to one of the CCIs made me realize that these children, if mentored well, could scale great heights. CSA is doing just that, being there for them so that they could unveil their potential. I am glad that I got this opportunity to add value in whatever little way I could contribute to the noble cause that CSA is striving towards.



Ishan Mudgalkar

NMIMS Batch, Internship 2019

Working with CSA has been an incredible learning and impactful opportunity. My tasks were very diverse and I was asked to do things that I had never done before, or that I knew very little about, such as establishing mailing lists, brainstorming for an online fundraising campaign and even preparing annual report designs. The high level of ownership and responsibility that they have given us, has allowed me to learn and to contribute much more to this organization than I would have ever expected. CSA has provided us with a unique platform to experiment on ideas as well as to challenge and innovate our minds. I have thoroughly enjoyed my time here and it's been a valuable and life changing experience altogether!



Shubham Apte

NMIMS Batch, Internship 2019

My internship at CSA has taught me a lot, both professionally and personally. Working at CSA has been a rewarding experience. My work included creating an alumni committee and writing several success stories. My work exposed me to the plight of under-privileged children in India. It was a fulfilling and rewarding experience working for the betterment of the children. The CCI visit was a joyous experience, largely due to the enthusiastic and energetic children with whom I got associated with. Working with CSA and their team was a thorough, enriching experience.



Aarohi Khandelwal

Yes Foundation, Internship 2019

The best part of working at CSA was the positive work environment coupled with friendly attitude towards their peers. Working at CSA boosted my confidence level and allowed me to explore various opportunities which I never thought I'll be able to execute. Professionalism was one of the many things which I learned here and would take back with me. CSA made me future ready to work as a full time employee in a firm. I'm glad I could be a part of this organization and contribute little to a noble cause. I had a great experience and would remember all the learning and guidance for a lifetime.



Kashish Ramrakhiani

NMIMS, Internship 2019

It was a privilege to get an opportunity to work with CSA as an intern. I created a video for the Organization to guide the prospective adoptive parents through the process of adoption. It gave me opportunity to talk to the prospective parents, subject experts and various stakeholders in the field of adoption. This experience helped me gain various insights in the field. The positive atmosphere of the office, in which everyone works in unison for the noble cause of childcare, kept me enthusiastic in my course of internship. Supportive mentors and friendly colleagues made my journey learnable, fun and memorable.



Tanmay Betrabet

Asoka University

Interning at CSA was an incredible learning experience for me. I got to contribute in a full spectrum of activities that CSA is involved in. Right from teaching the children in the child care institution, the basics of English communication, to working on CSA's projects for the Daan Utsav initiative, I was taking on a new challenge every day. A perfect balance of on-field and in-office work has now equipped me with a unique skill set. I was glad to be a part of the noble work CSA engages in and I will continue to support the cause and the organisation that has taught me so much in the short six weeks that I spent there.

Daan Utsav

Here's a look at how we participated in India's Festival of Giving - "Daan Utsav". This year our motto was #wegivetoo. Children from different CCI's took part in various activities & were able to experience the joy of giving through small acts of kindness.

#WeGiveToo



As part of the "You are the change" initiative, children were part of a radio show



Children thanking a Police Officer as part of the "Salute to Heroes initiative"



Children along with the CSA team & the CCI staff engaging in a cleanliness drive.



Children thanking a local vendor as part of the "Salute to Heroes initiative"



As part of the "We Thank You" initiative, children visited the fire station and thanked the fire fighters.

Let Me Fly

CSA Annual Fundraiser 2018



Vipul Jain - President & Anandhi Yagnaraman - CEO



Girls from Dahanu enthralled the audience with an endearing folk dance



Goa musical band put up a scintillating performance!



Odisha team - Won the audience with their spectacular Hip Hop dance!



The awesome CSA team behind Let Me Fly



Winners! MP Malkhamb team with Shibani - CSA's Co-Founder



Our very own Picasso! Aryan from Pune explaining his artwork - Pola



MP team - Rocking the stage with their Malkhamb act!



Mumbai team - Children from ROH in their Punjabi Avataar!



Our Accomplished Judges for CSA's Got Talent

Planners on a Mission



First row from bottom L-R: Pranshu George (Programme Officer - Madhya Pradesh), Manita Sharma (Programme Officer - Mumbai), Malvika Sudame Mirashi (Programme Officer - Goa), Pallavi Koli (Asst Manager- Aftercare), Mugdha Mouje (Asst Manager- Mumbai), Lucy Mathews (Program Manager- Mumbai), Kriti Parashar (Programme officer- Madhya Pradesh), Kinjal Mehta (Asst Manager Donor Relations & Communications), Amod Ghaisas (Accounts Assistant)

Second row L-R: Yogesh Govind (Head- Accounts & Finance), Sai Saranya (Manager Impact & Technology), Shweta Modi (Head- Program & Operations), Vipul Jain (Co- Founder), Anandhi Yagnaraman (CEO), Wilma Correa (Senior Manager- Donor Development & Communication), Satyajee Mazumdar (Head- Advocacy),

Third Row from L-R: Rakesh Gurav (Office Assistant), Suchith Rao (Asst Manager- Goa), Abinash Jena (Programme Officer- Odisha), Prashant Naik (Accounts Officer), Mayur Bagul (Programme Officer - Pune), Sneha Jain (Programme Officer - Madhya Pradesh), Anupam Subhadarshan (Asst Manager- Odisha), Deepesh Choukse (Manager- Madhya Pradesh)

CSA Team



CSA Organisation – Managing Committee

Sr. No.	Name	Age (Years)	Gender	Occupation	Relation to Managing Committee	Position on Managing Committee	No. of Years Associated with Organisation	No. of Meetings Attended out of Total During the Year	Remuneration & Reimbursements in ₹
1	Vipul Jain	63	Male	Retired	Husband of Shibani Jain	Co-Founder & President	17	6	NIL
2	Bharati Dasgupta	77	Female	Retired	Mother of Shibani Jain	Co-Founder & Trustee	17	2	NIL
3	Shibani Jain	54	Female	Business	Daughter of Bharati Dasgupta, Wife of Vipul Jain	Co-Founder & Trustee	17	4	NIL
4	Bhaskar Bhattacharya	64	Male	Retired	None	Secretary	3	6	NIL
5	Vinayak Kamath	49	Male	Business	None	Treasurer	9	4	NIL
6	Javed Tapia	53	Male	Service	None	Trustee	10	0	NIL
7	Vivek Sarin	48	Male	Business	None	Trustee	3	6	NIL
8	Arti Vakil	63	Female	Service	None	Trustee	1 month	0	NIL
9	Atul Singh	46	Male	Service	None	Trustee	1 month	0	NIL

Managing Committee Meeting Details

Board Meetings held between 01/04/2018 and 31/03/2019

30/06/2018	Managing Committee Meeting
22/09/2018	Managing Committee Meeting
22/09/2018	Annual General Body Meeting
01/02/2019	Managing Committee Meeting
01/02/2019	Special General Meeting
02/03/2019	Managing Committee Meeting

CSA Employee & Contract Staff

Employee and Staff Details as on 31/03/2019

Gender	Employees full time (remunerated staff)	Employees part time (remunerated staff)	Consultants Full time (remunerated)	Consultants Part time (remunerated)	Volunteers Full time (pro-bono/ not remunerated)	Volunteers Part time (pro-bono/ not remunerated)	Total Team Full time	Total Team Part time
Male	6	0	10	43	0	44	16	87
Female	8	0	20	61	0	48	28	109

Full-Time Employees

Sr. No.	Designation	Male	Female
1	CEO	0	1
2	Head - Programme & Operations	0	1
3	Sr Manager - Finance & Accounts	1	0
4	Sr Manager - Donor Development & Communication	0	1
5	Programme Manager, Madhya Pradesh	1	0
6	Manager – Impact	0	1
7	Sr. Programme Officer, Goa	1	0
8	Programme Manager, Pune	0	1

Sr. No.	Designation	Male	Female
9	Asst Manager - Donor & Communication	0	1
10	Sr. Programme Officer, Mumbai	0	1
11	Sr. Programme Officer, Mumbai	0	1
12	Programme Officer, Pune	1	0
13	Sr. Programme Officer, Odisha	1	0
14	Accounts Officer	1	0
Total		6	8

Project Staff on Contract

State	Designation	Full Time			Part Time			Total		
		M	F	Total	M	F	Total	M	F	Total
Goa	Care Taker	1	0	1	0	0	0	1	0	1
	Case Worker	0	1	1	0	0	0	0	1	1
	Programme Officer	0	1	1	0	0	0	0	1	1
	Tuition Teacher	0	0	0	1	7	8	1	7	8
Madhya Pradesh	Care Taker	1	1	2	0	0	0	1	1	2
	Driver	1	0	1	0	0	0	1	0	1
	Nutritionist	0	0	0	0	2	2	0	2	2
	Programme Officer	1	3	4	0	0	0	1	3	4
	Supervisor	0	1	1	0	0	0	0	1	1
	Tuition Teacher	0	0	0	10	20	30	10	20	30
	Vocation/Extra Curriculum Teacher	0	0	0	5	3	8	5	3	8
Mumbai	Care Taker	0	5	5	0	0	0	0	5	5
	Nutritionist	0	0	0	0	1	1	0	1	1
	Programme Officer	0	1	1	0	0	0	0	1	1
	Supervisor	0	3	3	0	0	0	0	3	3
	Tuition Teacher	0	0	0	0	9	9	0	9	9
	Office Assistant	1	0	1	0	0	0	1	0	1
	Consultant - Media & Communication	0	0	0	0	1	1	0	1	1
	Consultant - Education Module Imple.	0	0	0	0	1	1	0	1	1
Odisha	Programme Officer	2	0	2	0	0	0	2	0	2
	Supervisor	1	0	1	0	0	0	1	0	1
	Tuition Teacher	0	0	0	18	5	23	18	5	23
	Vocation/Extra Curriculum Teacher	0	0	0	3	3	6	3	3	6
Pune	Cleaner	2	2	4	0	0	0	2	2	4
	Cook	0	2	2	1	0	1	1	2	3
	Dietician	0	0	0	1	0	1	1	0	1
	Tuition Teacher	0	0	0	2	9	11	2	9	11
	Vocation/Extra Curriculum Teacher	0	0	0	2	0	2	2	0	2
Grand Total		10	20	30	43	61	104	53	81	134

Gender-Wise Distribution of Project Staff on Contract

Category	Male	Female
Full Time	10	20
Part Time	43	61

Accountability and Compliance Report

1. Distribution of Paid Employees According to Compensation Levels as on 31/03/2019

Slab of gross salary (in ₹) plus benefits paid to staff (per month)	Male staff	Female staff	Total staff
Less than 5000	0	0	0
5,001 – 10,000	0	0	0
10,001 – 25,000	0	0	0
25,001 – 50,000	4	4	8
50,001 – 1,00,000	2	3	5
Greater than 1,00,000	0	1	1

2. Employee Remuneration (Monthly salary) in Rupees (including Professional Charges)

Head of the Organisation	₹ 1,66,667 per month
Highest paid staff member	₹ 1,66,667 per month
Lowest paid staff member	₹ 27,244 per month

3. Employee International Travel (in the year 2018-2019) = NIL/-

4. Annual Gross Remuneration paid to Managing Committee

Sr. No.	Name	Gross Remuneration (₹ p.a.)
1	Vipul Jain	NIL
2	Bhaskar Bhattacharya	NIL
3	Vinayak Kamath	NIL
4	Bharati Dasgupta	NIL
5	Shibani Vipul Jain	NIL
6	Vivek Sarin	NIL
7	Javed Tapia	NIL
8	Atul Singh	NIL
9	Arti Vakil	NIL

5. Amount reimbursed (in ₹) to Managing Committee in the financial year 2018-19 for the following items

1	International Travel	NIL
2	Domestic Travel	NIL
3	Local Conveyance	NIL
4	Entertainment Expenses	NIL
5	Others	NIL

6. Main Bankers & Statutory Auditors

Main Bankers	Statutory Auditors
HDFC Bank(Saving A/C) Saurabh CHS, Off Service Road, Eastern Express Highway, Near Modi Hyundai Showroom, Panchpakhadi, Thane 400602	Name of Audit Firm: J.D.Bhagchandani & Co (Jayesh D Bhagchandani) 110, E-Square, First Floor, Above SBI, Subhash Road, Vile Parle (East) Mumbai, Maharashtra - 400057 Tel: 022-28321862 Email id: jbhagchandani@hotmail.com
ICICI Bank (FCRA) A Shangrila Gardens, Bund Garden Road, Pune 411001	

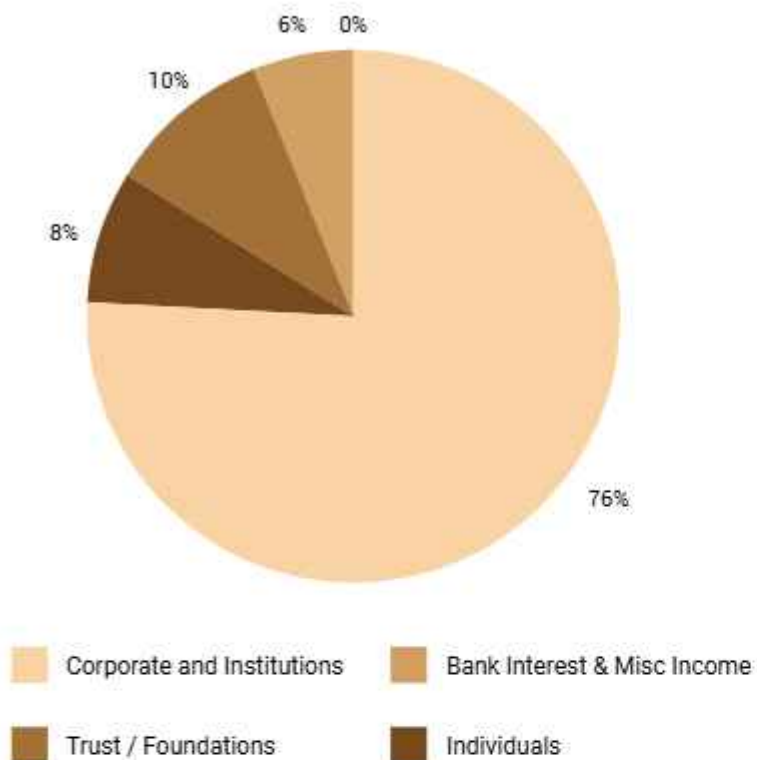
7. Date of Filing Returns

For the financial year 2018-19, date of filing Return

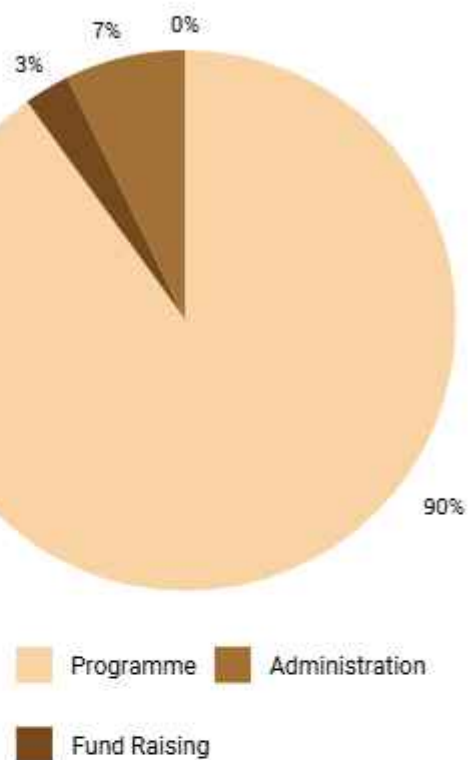
Income Tax Return	Yet to be filed (Due Date Sept 30 th)
FCRA Return	Yet to be filed (Due Date: Dec 31 st)
Trust/Society/Company Annual Return	Yet to be filed (Due Date Sept 30 th)

Financial Snapshot

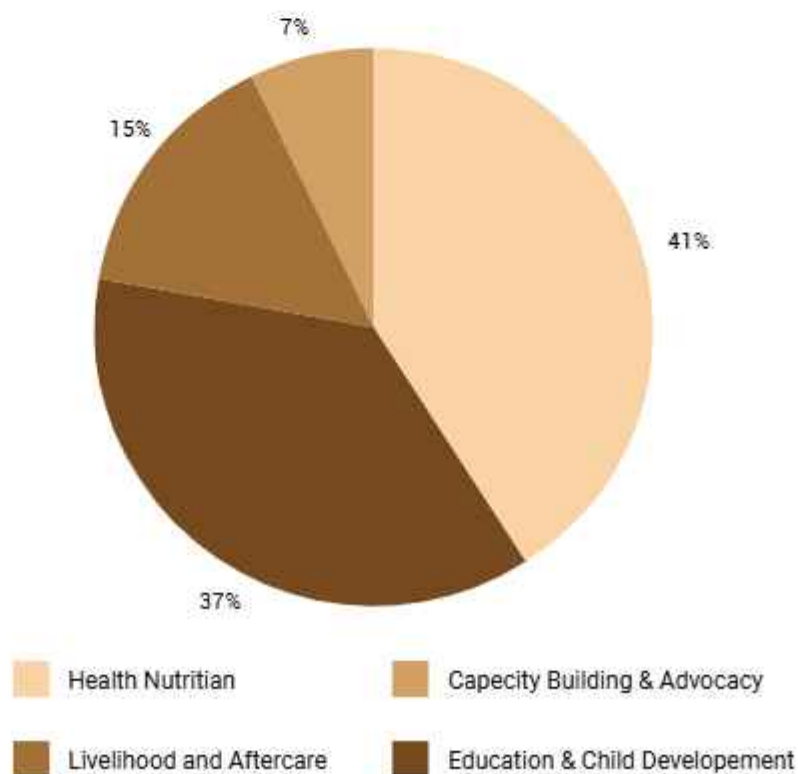
Income 2018-19



Expenses 2018-19



Programme Expenses



Balance Sheet

Funds & Liabilities	2018-19	2017-18	Property & Assets	2018-19	2017-18
Sources of Funds			Application of Funds		
- Corpus Fund	5,77,51,414	4,87,38,914	- Fixed Assets	4,22,499	2,54,544
- Reserve and Surplus	83,41,793	60,16,846	- Investments (Long term)	5,24,41,072	4,27,85,371
Current Liabilities and Provisions			Current Assets, Loans and Advances		
- Current Liabilities	2,57,008	2,09,539	- Cash & Bank Balances	1,19,21,032	99,97,322
- Provisions	1,09,957	2,75,593	- Loans and Advances	4,54,844	12,13,735
			- Other Current Assets	12,20,726	9,89,920
Total	6,64,60,172	5,52,40,893	Total	6,64,60,172	5,52,40,893

Note: Summarized from Accounts audited by M/s J.D.Bhagchandani & Co., Chartered Accountants for the even period Prior year's comparisons have been regrouped wherever found necessary.

Income & Expenditure Account

Expenditure	2018-19	2017-18	Income	2018-19	2017-18
Programme Expenses			Donation		
- Health & Nutrition	1,66,28,066	1,77,77,419	- Corporate and Institutions	3,62,34,653	2,98,31,524
- Education and Child Development	1,50,97,291	1,25,78,181	- Individuals	36,84,880	35,21,940
- Livelihood and Aftercare	63,61,598	76,16,117	- Trust / Foundations	48,44,515	29,57,044
- Capacity Building & Advocacy	27,52,380	28,25,051			
Non-Programme Expenses			Interest	29,05,857	35,40,268
- Staff Costs and related expenses	12,79,569	10,88,863			
- Fund Raising Expenses	13,94,113	18,66,759			
- Admin Expenses	17,43,776	13,65,869			
Depreciation	88,165	96,839			
Surplus/Deficit of Income over Expenditure	23,24,947	(53,64,322)			
Total	4,76,69,905	3,98,50,776	Total	4,76,69,905	3,98,50,776

Note: Summarized from Accounts audited by M/s J.D.Bhagchandani & Co., Chartered Accountants for the even period Prior year's comparisons have been regrouped wherever found necessary.

We Thank You for your SUPPORT

“Coming together
is a **BEGINNING**,
staying together
is **PROGRESS**;
and working together
is **SUCCESS**”



HENRY FORD

We have had the good fortune of a large number of donors, well wishers & supporters, who have over the years been an integral part of CSA's success at several levels. We deeply value the zeal, passion, larger than life generosity and commitment that our supporters continue to provide us.

- Sandip Soparrkar for his continued association with CSA as the Cause Ambassador
- Our Dynamic Managing Committee members for selflessly devoting their time and efforts to CSA's growth
- Baaya Design for their unflinching support year after year during the CSA Fundraiser 2018 – Let Me Fly
- All Artists for very generously showcasing one of a kind art pieces for the CSA Fundraiser 2018 – Let Me Fly – Art Auction
- All our CSR Supporters - Accelya, A Family for Every Orphan, Aditya Birla Capital, Givaudan, ICICI Prudential Life Insurance, Kale Logistics, Medline Industries, Parksons Packaging, Worldline for their ongoing support
- Mr. V Vaidyanathan for gracing the CSA Fundraiser 2018 – Let Me Fly as our Chief Guest
- Ms. Farhana Vohra, Ms. Coleen Khan Affonso and Nupur Asthana for being the judges for CSA's Got Talent
- Trustees & children from all participating Child Care Institutions at CSA's Got Talent
- The Art Address, Baaya Design & FSCA Art Galleries for their support during the CSA Fundraiser 2018 – Let Me Fly
- ICICI Prudential Life Insurance Co Ltd. for participating at the Mumbai and Delhi Marathon and promoting CSA's cause
- Special Thanks to Mr. Francis Fernandes for being our cause champion, year after year & raising funds for CSA at the TATA Mumbai Marathon 2019
- Accelya, Clover Infotech, ICICI Prudential Life Insurance Co. Ltd and Kale Logistics employees who donated towards CSA via monthly payroll & various campaigns
- Clover Infotech, Kale Logistics and Parkson's Packaging team for engaging with children from different CCIs in Mumbai through different activities
- All our generous individual donors, interns, volunteers and vendors for their support & co-operation

Appeal

It's been a wonderful year gone by! We would like to take this opportunity to thank each and every one of you for the unflinching support and contribution towards catalysing change in the lives of children in need of care and protection.

With your support, we have been able to impact over 3600 children this year with a place to live, learn and feel safe. We are eternally grateful to everyone who has supported us in our fight to uplift the lives of these children. The enthusiasm we saw in 2018 brought a strong inflow of funds to the endowment during this year, and further pledges for the next few years.

Your donation will help change lives of many more children in the coming years. Every contribution counts. Please spread the love and support. It will go a long way to inspire people to donate to worthy causes that are putting their best efforts to help the less fortunate in terms of getting access to basic health & hygiene, improving living conditions and even assisting in acquiring proper education and hope for a stable future.

You can continue to create an impact by supporting various program interventions mentioned below -



Health checks /
Immunization /
Deworming



Hygiene kits,
Sanitation kits &
awareness



Supplementary
Nutrition



Education – School
material, Tuition
teachers, Life Skills,
Coaching support,
Adolescent Health
program



Day to Day
Essentials – Clothes,
footwear, inner wear,
bedding kits



Recreation –
festivals, fun days,
self defence courses



Basic Infrastructure
(Improve living
conditions for
children)



Aftercare
(Preparatory –
Computer training,
Career awareness,
Life skills)



Livelihood &
Aftercare (Skill
training, Higher
Education, Job
placement,
Mentoring)



CCI Capacity
Building (CCI
management &
staff)

Global Giving Rewards

Global Giving rewards organizations for **Effectiveness** and **Engagement**.

We are thrilled to be recognized by Global Giving!





Family is not defined
by our genes
it is built & maintained
through love.





Artwork by children from our partner CCI's in Pune

Email info@csa.org.in

Website www.csa.org.in

Registered Office

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