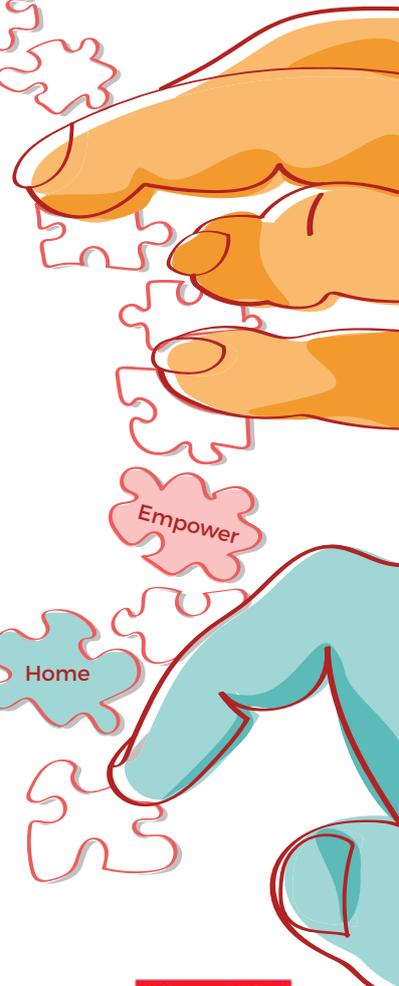
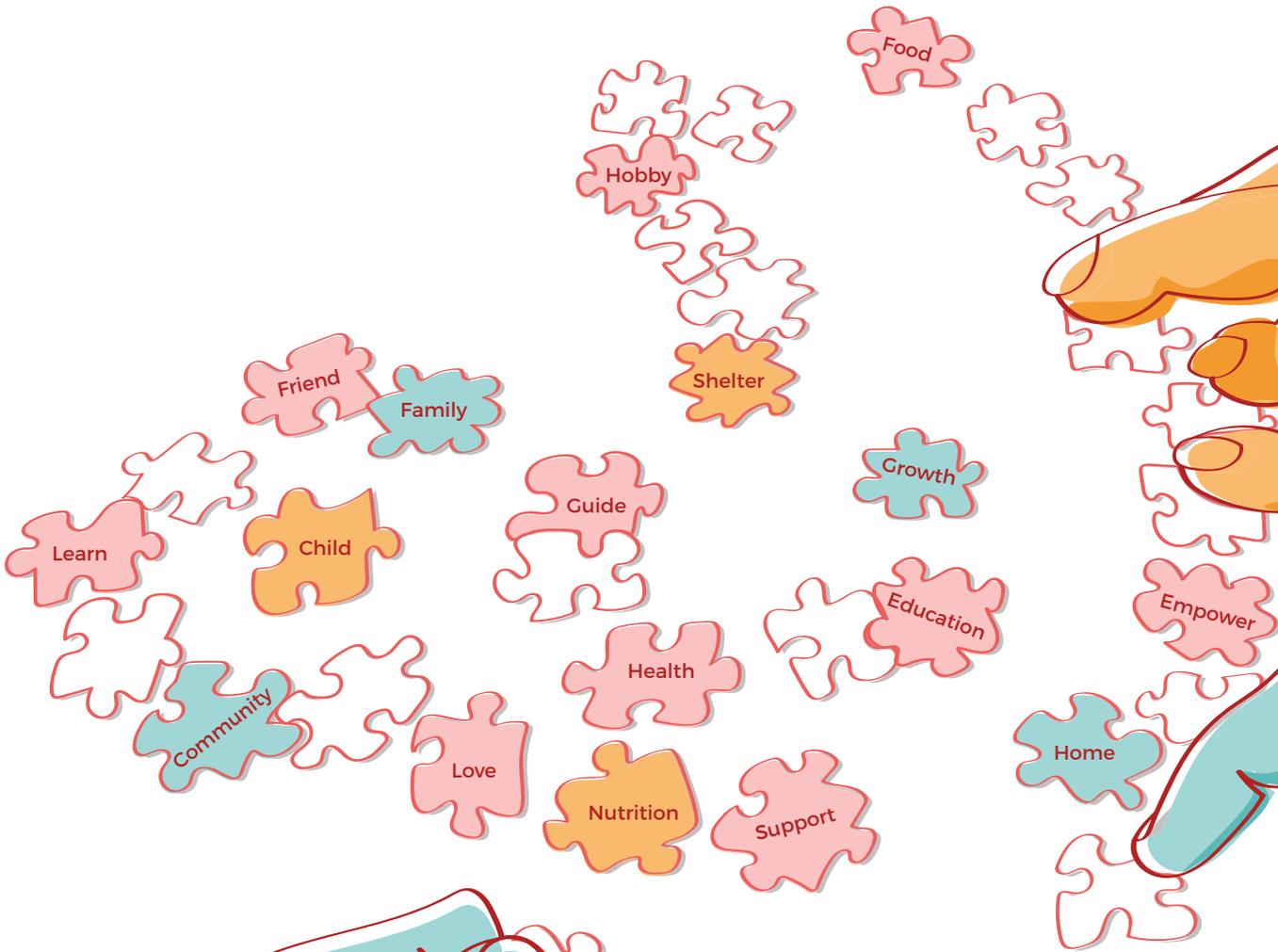


*Annual Report
2023 - 2024*





INDEX

▪ CEO's Foreword	2
▪ CCI Programmes	7
▪ Stories from the Field	11
▪ Aftercare Partnerships	17
▪ Aftercare Impact	18
▪ Success Stories	20
▪ Partnerships	22
▪ Advocacy and Training & Advisory	24
▪ CSA's Team Capacity Building	31
▪ Financials	33
▪ Supporters	42

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Cover Pages: Sarah Anil (NMIMS Design Student)

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CEO's Foreword

Last month, I visited one of our child care institutions (CCIs) in Maharashtra that houses close to 120 girls. The Founder, an elderly gentleman, was narrating the story of how his father had founded the institution purely with the purpose of giving back to society. Over the years, thousands of girls have come and gone through this institution.

When I speak about my visits, I always refer to these institutions as Our Homes. This is a home for girls, some of whom came here when they were just six-years old. Whatever reason brings a child into this institution, once here, this is her home. Our Mission is to provide children living in these homes with a nurturing, supportive and enriching environment, and this would not have been possible without the efforts of our dedicated, like-minded and passionate partners.

So how do we make an institution a home? Our primary goal is to create a family-like environment that offers more than what could be termed 'basic needs'. To us, fostering a sense of belonging, igniting hope and giving children a safe environment – are all basic needs of childhood. For this, we need many hands, heads and hearts that work together... and as we reflect on our journey over the past 22-years, we have a lot to be proud of. With the support of our partners, we have been able to bring colour and joy into children's living spaces. Be it libraries, labs, access to the arts and sports facilities – we ensure every initiative of ours is towards a child feeling at home.

Education and skill development are key components of our programme.

Our partnerships with educational organisations such as Dream a Dream, Khelghar, Bookworm, Ekalavya Initiatives, NIIT, Patang, Eklavya Foundation and ASER have been instrumental in providing quality education and training to our children.

They have learnt essential skills such as English, financial management, computer literacy and career preparation – equipping them with the tools they need to lead independent and successful lives. Our growing list of skill-building institutions understand the background of our youth and give them that extra nudge they need to excel in their courses. Once placed in jobs, our employer-partners mentor these young adults and play a crucial role in helping them transition to the workforce, ensuring they have the opportunities and support needed to build successful careers.

The emotional well-being of our youth is paramount. Our collaboration with YourDOST ensures that our young adults have 24X7 access to counsellors, helping them navigate the challenges they inevitably face.

Our most significant partner is the government which trusts and values the work we do, both with the institutions and in Aftercare. Our Advocacy plays a significant role in bringing awareness and in strengthening the capacity of the functionaries. This partnership is vital in ensuring children are reintegrated into society in a thoughtful and supportive manner. Our collective goal here is to ensure that institutional care is a measure of last resort.

None of this would be possible without the unwavering support of our donors. Your belief in our mission and your generous contributions provide the foundation upon which all our efforts are built. Together, we have created a network of support that empowers our children to dream and achieve their aspirations.

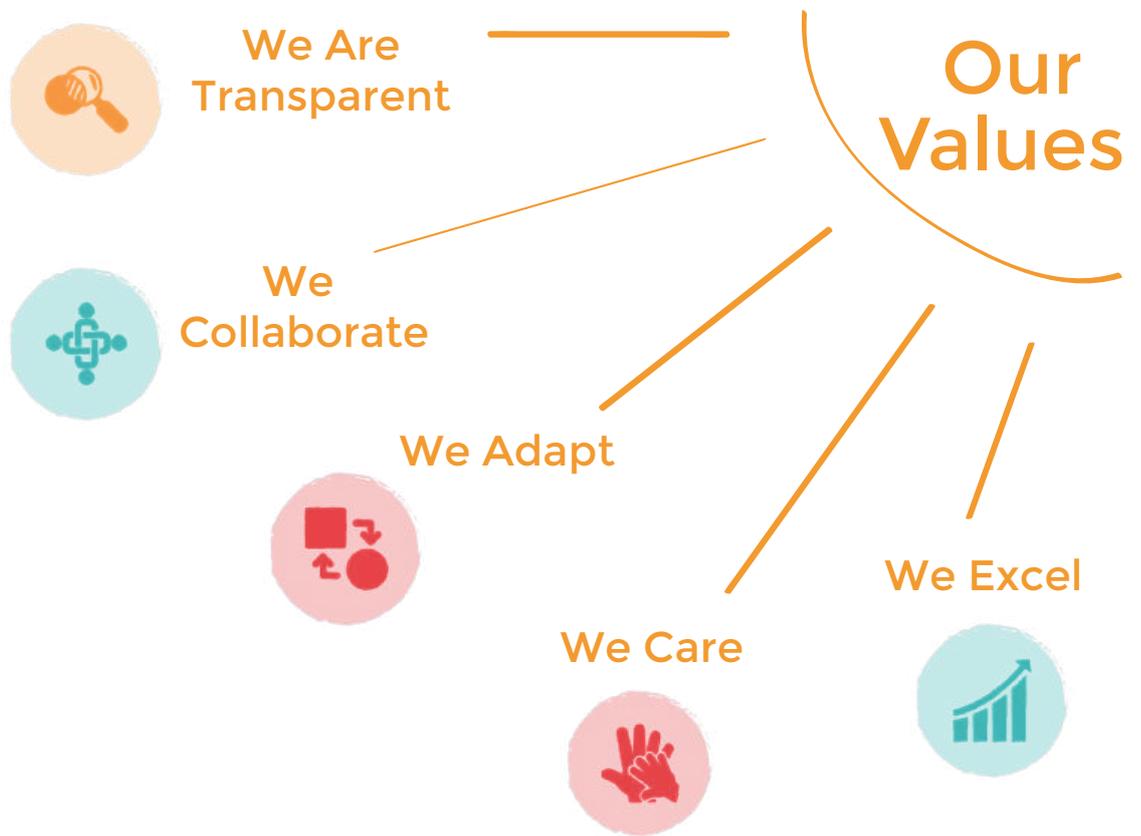
Each partner, supporter and stakeholder plays a significant role in our collective endeavour to provide the best for our children. I am immensely grateful for all your support and look forward to continuing our work together, united by our shared vision of a brighter future for these vulnerable children.



With Gratitude,
**Anandhi
Yagnaraman**

"Alone we can do so little; together we can do so much."

- Helen Keller



Our Mission

To build capabilities of the child care and protection systems to ensure vulnerable children are provided with the appropriate care and support & are guided towards their full potential.

Our Vision

To build a nation where every vulnerable child is nurtured to become a happy and contributing member of the society.



Our Programs



Institutional Care

We partner with child care institutions (CCIs) to assist them to provide better rehabilitative services for children. We do this by supporting them to give better physical facilities, sanitation and hygiene, nutrition, and medical care for children. Our programmes on education, life skills, recreation and vocational training are aimed at improving developmental outcomes for children. We work closely with the CCI staff to train them in better child care practices for sustained outcomes.



Aftercare & Livelihood

We strive to provide robust support systems and opportunities for young adults leaving institutional care ('care leavers') to empower them to lead independent lives and be contributing members of society. We do this by assessing their skills and aspirations, preparing individualised Aftercare plans in consultation with care leavers, providing need-based support, and mentoring them towards achieving their goals. Our Aftercare Alumni Network helps us stay connected with each other.



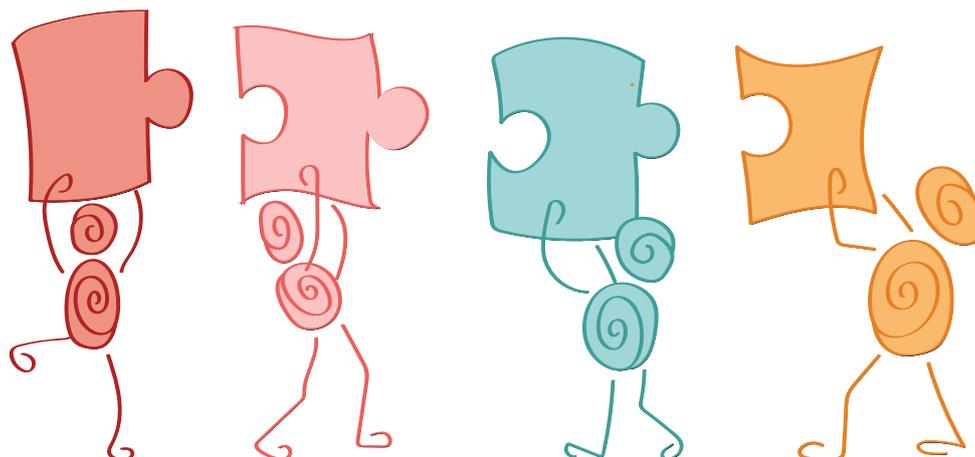
Family-Based Care

We strongly believe in the right of every child to grow up in a safe and nurturing family environment, and work towards making it a reality. Our work includes facilitating need-based support for families to care for their children, supporting CCIs and government authorities for safe restoration of children from institutional care, facilitating legal processes for placement of children in adoption and foster care, and supporting interested persons with information about legal processes related to adoption and foster care.



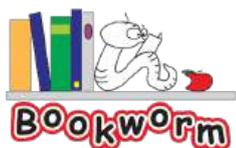
Advocacy, Training & Advisory

We work with stakeholders in the child protection space to strengthen systems and build capacity to implement the Juvenile Justice (Care and Protection of Children) Act, 2015 in letter and spirit. Our work includes conducting training on legal provisions, supporting government child protection functionaries in their role, advocating for better care and rehabilitation of children, undertaking research studies to support evidence-based decision-making, and creating awareness on issues of Child Rights and Child Protection.



Institutional Care: Powerful Partnerships for Education and Joy

This year, a pillar of our work at the institution has been forging impactful partnerships. We recognise the importance of education and enriching experiences for our children and collaborate with incredible organisations like Khelghar, Patang, Bookworm, and the Eklavya Foundation. These partnerships have allowed us to achieve the following:



Khelghar: Khelghar supports us with their joyful learning of different models of Art, Communication and play-way method so that every child in our CCl's has fun as they learn.

Patang: Patang equips us with joyful learning and life skills in Odisha. The organisation has also conducted a capacity building programme for our Odisha-based Programme officers on gender equality.

Ekalavya Initiative: The Ekalavya Initiative offers a conversational English programme 'Bindaas Bol'.

Bookworm: Bookworm helps spark a love for reading in our children through a robust library programme.

Dream a Dream: We implement Dream A Dream's life skills curriculum so that our children can thrive.

Pratham: We were able to assess the education level of our children using the ASER (Annual Status of Education Report) tool from Pratham Education.

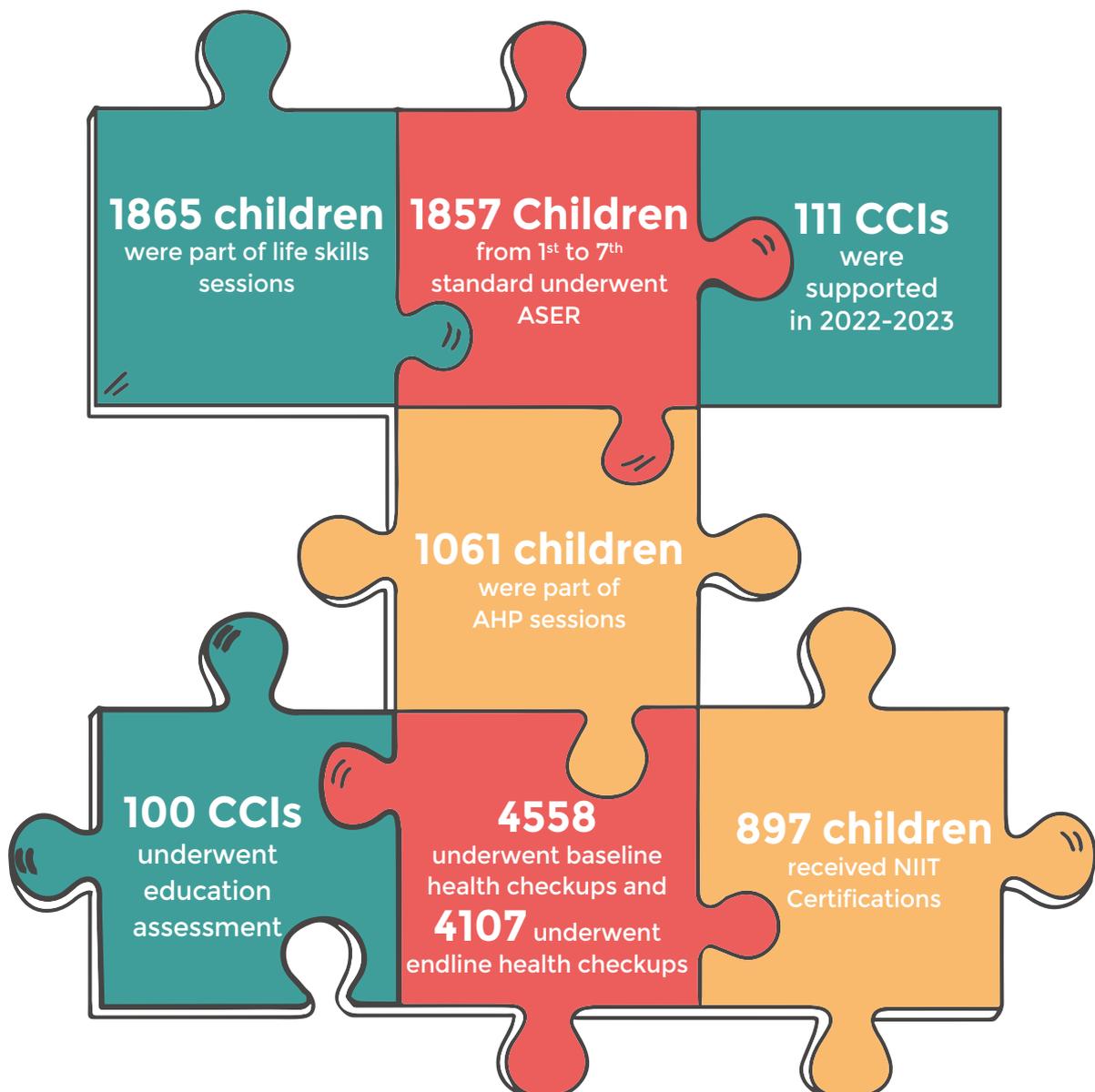
Supporting Children in Conflict with the Law

Building on our successful partnerships, we are thrilled to announce a new initiative supported by the Azim Premji Foundation! Launched in January 2024, this project tackles a critical issue: the well-being of Children in Conflict with the Law (CCL) – often the most neglected group within child protection.

Our goal is multifaceted:

1. We aim to improve the quality of life for children residing in and transitioning out of Observation Homes.
2. We'll work alongside these homes (10 in Madhya Pradesh and two in Maharashtra) to develop or enhance their child care and safety practices.

OUR OVERALL IMPACT IN NUMBERS:





CCI Programmes

Sixes and Smiles: CSA's Children's Premier League

Nothing ignites passion in India quite like cricket. Last year, we witnessed a historic moment for our children – their first ever cricket tournament! We envisioned a local cricket tournament and secured sponsorships from local companies to cover essentials like food and awards including medals, trophies, or certificates. Our efforts culminated in the heartwarming Children's Premier League (CPL) held in Pune. With over 265 participants from various CCIs (Indore, Pune, Lonavla, Sangamner, Ahmednagar, Katni), the CPL saw 11 boys' teams and six girls' teams competing for the coveted trophy. This event transcended the game - it was a beautiful collaboration between CCIs, care-leavers, the CSA team, and our generous donor, Capri Sports. Together, we created a day filled with laughter, sportsmanship, and the joy of competition.





Showcasing Innovation at TLM Melas

We held vibrant Teaching Learning Material (TLM) Melas across various locations with over 85 teachers. These events showcased an array of TLMs, which are not just teaching aids, but testaments to children's creativity nurtured by dedicated educators. Highlighting inclusivity, the materials cater to diverse learning needs. The Melas attracted esteemed guests like Child Welfare Committee (CWC) members and education officials. These events empower our tuition teachers with resources, training, and the fuel for change: hope. For children who might be left behind, the TLMs represent a gateway to academic success, unlocking their full potential to become active contributors to society.



Maths Project Exhibition Celebrated Inclusive Learning

We held Maths Project Exhibition in Pune, Goa, Odisha and Mumbai which was marked by active participation from both students and teachers. The event was graced by the presence of members of the Child Welfare Committees and District Child Protection Unit in all locations. With a focus on inclusivity, the event aimed to engage every child, ensuring their involvement in various activities.



Children showcased their creativity and understanding of mathematical concepts through working models. For younger participants, interactive maths games were designed to enhance their numerical skills and foster a sense of enjoyment in learning.

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Celebrating Literacy and Connection Through Stories

In collaboration with Quest’s innovative ‘Goshtarang’ programme, CSA supported CCIs hosted a storytelling experience for 60 children from Swapnalaya and Panchdeep. The programme used theatrical performances by skilled artists to bring beloved stories to life. Two engaging stories were each followed by interactive activities designed to enhance reading and writing skills. The children revelled in the opportunity to play together, exchange gifts, and reconnect with siblings residing in different CCIs.



Eco-Friendly brick katta at our Dahanu home - a ‘Joy of Giving’ activity

As part of our ‘Joy of Giving’ week, we conducted an eco-friendly brick katta activity at our Dahanu home. More than 30 children transformed plastic waste – bottles, wrappers, and more – into sturdy eco-bricks. Using these, the children constructed an eco-friendly resting area (katta) in the village panchayat office. This project served two purposes; the children learnt about sustainability in action, and interacted with the villagers in the vicinity.



Going Beyond the Classrooms with Career Awareness Programmes

We launched a career awareness programme specifically designed for children in 10th standard and above (14+ years) residing in CCIs in Madhya Pradesh. This programme aims to broaden their horizons and ignite their passion by introducing them to diverse career paths. The programme features interactive sessions led by experienced professionals across various fields. Several sessions on understanding different fields like Civil Services, Banking, Digital/ Animation, Psychiatry and Education are held by our Programme Officers.



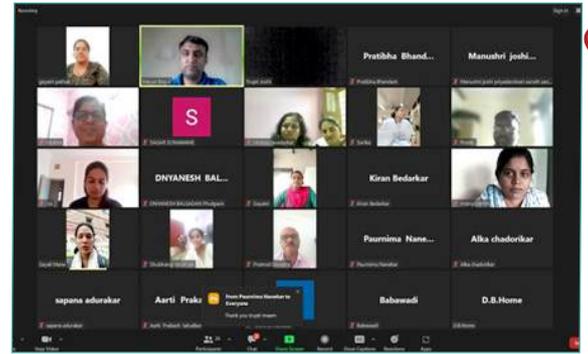
Chess Champs in the Making

A group of seven boys from a Chembur Children’s Home, Mumbai, recently participated in a major chess tournament at Kurla Phoenix Mall, with two additional boys volunteering their time to support the event. The highlight was a match between one of the CCI children and renowned Indian grandmaster Vidit Gujrathi. The tournament provided a platform for these young players to showcase their skills, build confidence, and develop a deeper appreciation for the game.



Workshop Empowers CCIs on Orphan Documentation

An online workshop on orphan certificates, led by Gayatri Pathak, Founder of SANATH welfare foundation organisation, proved to be a game-changer for CCIs. The session was attended by staff members of seven CCIs from Pune and five CCIs from Sangli. It delved into the importance of orphan certificates, explaining their purpose and streamlining the application process. After the workshop, two children secured their orphan certificates, and 12 more certificates in the process of being finalised. This workshop's impact was undeniable – as it empowered CCIs to navigate the process and secure vital documents for their children.



Children Showcase Skills at District Court Exhibition

Maharashtra State Legal Service Authority, in collaboration with CSA, hosted a handicraft exhibition at the District Court in Ahmednagar. Children from two CCIs proudly showcased their creations - rakhis, sling bags, and computer covers. The event, inaugurated by Principal District Judge Yarlagadda and the District Legal Services Authority secretary, drew an audience which included District Child Protection Unit, Child Welfare Committee, Juvenile Justice Board members, and CCI trustees. DLSA even treated the children and staff to breakfast. The event gave the children a platform to showcase their talents and also successful sales of their beautiful handmade items.



CCI Girls Triumph at State Self-Defence Championships

We are empowering girls at a CCI in Odisha through self-defence training. After 12 weeks of dedicated practice, the girls participated in the 3rd District Level Penchak Silat Championship, showcasing their skills and enjoying a competitive spirit. They received certificates and a trophy for their group performance, a valuable addition to their portfolios. The programme's success was further amplified when six Pandit Din Dayal Upadhyay Girls Hostel girls brought home three gold and three silver medals at the Asmita Khelo India state event in Jharsuguda. Local dignitaries, including the MLA and Collector, applauded the girls' talent and dedication, recognising their contribution to the district's pride.



Stories from the Field: How Our Partnerships Empower Our Children

Encouraging Entrepreneurs

Our vocational partners unlocked the entrepreneurial spirit in our children. At Saint Crispin's Home, Pune, a new Entrepreneurship Unit was launched with the help of a Karate instructor who was teaching self defence skills to the girls. He saw that CSA runs a tailoring unit in Saint Crispin's home, and offered to get the Karate uniform stitched by the girls for which he was ready to provide the raw material and additionally our girls would get a chance to earn. Within two months, seven girls learned to sew Karate uniforms and began production. This initiative equips them with marketable skills and the potential to earn income – a valuable stepping stone for their future careers. We've collaborated with a Karate institute to purchase these dresses, ensuring the girls earn revenue from their hard work.



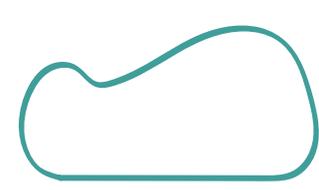
Building Bridges, One Word at a Time

Parimal Mahale (name Changed) was enrolled in CCI in Baramati. He was not from Maharashtra and mostly kept to himself. Being surrounded by marathi speaking children and staff in CCI. He faced a constant barrier which hindered his studies and he couldn't complete his 10th standard exams. Initially, Parimal showed no interest in the tuition class which we were running to build Foundational Literacy and numeracy. He showed a lot of behavioural issues as well.

One day, I took a chance and invited him to sit beside me, and it became clear that he needed emotional support more than just tutoring. We started at the very beginning, with the introduction of alphabets with lots of picture books. Every day, I'd weave communication into our classes, trying to bridge the language gap and give him an opportunity to express.

It was during these interactions that I discovered Parimal's hidden language - art. Whenever I found him upset, I would nudge him towards his paintings. And his transformation was delightful to witness, his grasp on academics blossomed alongside his creativity. Slowly, Parimal began to unfurl. The once-isolated boy found himself drawn to the laughter of the other children. Tentatively at first, he participated in educational fun games that we conduct in classes, but soon he was singing and dancing along with other children. The transformation was remarkable, a testament to the power of connection.





Everyone around us felt the shift in Parimal, once a difficult to deal child was a fun loving eager to learn child. He is an integral part of our classroom now motivating me to make my classes interesting for every child. **-Ms. Tejal, Tuition Teacher, RPACA-B, Pune**

"Teaching was all about textbooks until the tuition teacher training! Now, my lessons are filled with fun activities, thanks to the play-way method. The kids love it, and learning feels like a game."
- Sapna, Tuition Teacher, Pune

Tuition class at CCI in - Ahmednagar

This July, we incorporated a new CCI in Ahmednagar District. We Started our tuition Classes in Babawadi CCI. A first-grader in the CCI was not interested in joining. He came from a different tribe dialect and Marathi language in class was very new for him. He was unable to grasp Marathi leading to initial absences. But our dedicated teacher's interventions using colourful pictures, Story books, art, and educational fun games attracted him to class. Slowly, this young student started recognising Marathi letters and attending class regularly. The transformation is heartwarming. When the teacher arrives in class, they're greeted with a burst of joyous Marathi welcome!!!



How our partnership helped other organisations:

As we collaborate with others, CSA also recognises its role in supporting other organisations that are starting to work in child protection. Badlaav - an organisation launching its work in children's homes in Uttarakhand, visited Pune and familiarised themselves with our health, nutrition, sanitation, education and tuition support programmes. They observed various recreational activities including festival celebrations, Bharat Natyam, Rhythm Gymnastics, participated in kite flying with the children, and attended a Children's Committee meeting. Using this learning, Badlaav an organisation from Uttarakhand replicated our module in 11 children's homes.



Lucy Mathews, Head CCI Operations and Location Head - Pune, says, "Our education partnerships have brought in diverse methodologies tailored to the needs of trauma-affected children. The shift to joyful pedagogy has fostered a sense of belonging and security among the children, which is essential for learning and overall development. This initiative has shown us, when children feel safe and are taught in a fun way, they can overcome past traumas and start showing interest in academics."

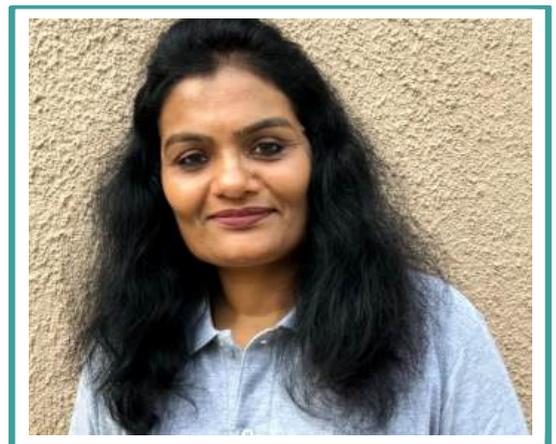


Aftercare and Livelihood

Emotional well-being is the cornerstone of a fulfilling life, especially for those who faced significant vulnerabilities in childhood. Last year, we made great strides in creating safe spaces where our young adults can express themselves freely and receive valuable support.

We partnered with YourDOST, an online counselling platform that provides CLs and CSA staff with free, anonymous text, audio, and video counselling options available for them 24x7. We also established a core alumni committee across all our locations and empowered care leavers through the creation of self-managed alumni clusters.

Shweta Modi, Director - Aftercare and Livelihood Programme, says, "Our partnership with YourDOST has created a culture of emotional wellness in our organisation - among our CLs and our team. We have all benefited from the counselling services and self-assessment activities available on the platform. Additionally, the barefoot counselling training has equipped our team to identify early signs of stress and anxiety, enabling them to extend support to CLs by referring them to experts in a timely manner."



1. Emotional Wellness Programme

In 2023-24, we developed a comprehensive three-tier Emotional Wellness Programme designed to support the well-being of our aftercare CLs.

- **Tier 1:** Building Awareness: We launched the 'My Wellness' video module, which educates CLs on stress management, triggers, and self-awareness, empowering them to take charge of their emotional health.
- **Tier 2:** Accessible Support: Recognising the importance of 24/7 access to support, we partnered with YourDOST, an online counselling platform that provides CLs and CSA staff with free and anonymous text, audio, and video counselling options.
- **Tier 3:** Advanced Care: The programme acknowledges that some CLs may require additional support. We established a system for giving access to advanced counselling and psychiatric services to those in need of such additional care.

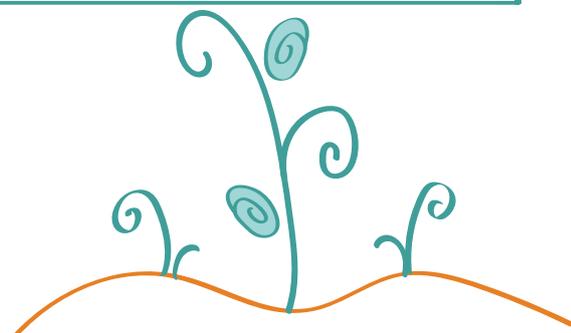
2. Job Readiness Programme

Recognising the challenges faced by CLs transitioning to work, CSA partnered with Mindificent Consulting to design a job readiness programme. This one-day programme equips CLs with essential skills like workplace communication, resume writing, grooming, interview preparation, managing the workplace, and coping with change. Pilot workshops in Mumbai and Pune were conducted for 41 CLs, as our team imbibed the training. Now, trained CSA team members will roll out the programme further.



3. Aftercare Engagement with CCL (Children in Conflict with Law)

CSA has been working in the aftercare space with Children in Need of Care and Protection in Mumbai for close to 10 years. However, while working with CNCP children, we realised that children in conflict with law also need support that can bring significant transformation to their lives. As a testament to our work, we were approached by the District Child Protection Officer (DCPO) Thane and a Juvenile Justice Board (JJB) member to extend our support to children in conflict with the law. As a pilot initiative, we started our work with 10 youths from the Bhiwandi observation home in Thane.





Being a challenging initiative, we launched this pilot in partnership with multiple stakeholders, including JJB, DCPO, Aashiyana (counselling partners), NGOs, and the police department. During this pilot initiative, there were numerous challenges, including student dropouts, lack of support from parents, and legal restrictions. However, we navigated these challenges by conducting deeper counselling engagements with parents and the youths. CSA conducted career awareness programs, one-on-one counselling, and individual rehabilitation plans to help them reintegrate into society. With our vast network of training institutes, the youths were enrolled in skill development courses based on their interests, aptitude, and market opportunities. Overall, seven youths received job-oriented skill development courses, and three of them got employed soon after completing the course. Apart from career support, we partnered with agencies like Kshamata Foundation and Nivara Kendra to arrange shelter support for youths who needed a safe place to stay.

For CSA, this was a valuable learning experience for foraying into the CCL space and supporting vulnerable youths. The project has given us the confidence to reach out to more youth from observation homes. It also reaffirmed our faith in the power of partnership with like-minded organisations in bringing about societal change. Seeing the transformational changes, there is now hope among the observation home authorities, government officials, and parents regarding the future of these youths. We also hope that this intervention will prevent youths from getting stuck in the vicious cycle of anti-social activities.

4. Strengthening Alumni Engagement

In 2023-24, we have significantly strengthened our alumni network. We established a core alumni committee across all our locations and empowered CLs through the creation of 10 self-managed alumni clusters in five states, encompassing over 900 CLs. Engagement activities included state-level annual meetings in Pune, Mumbai, Goa, Madhya Pradesh, and Odisha. We are further enhancing communication with monthly alumni newsletters co-created by CLs in three locations. These newsletters will highlight key activities, stories, and valuable service information.

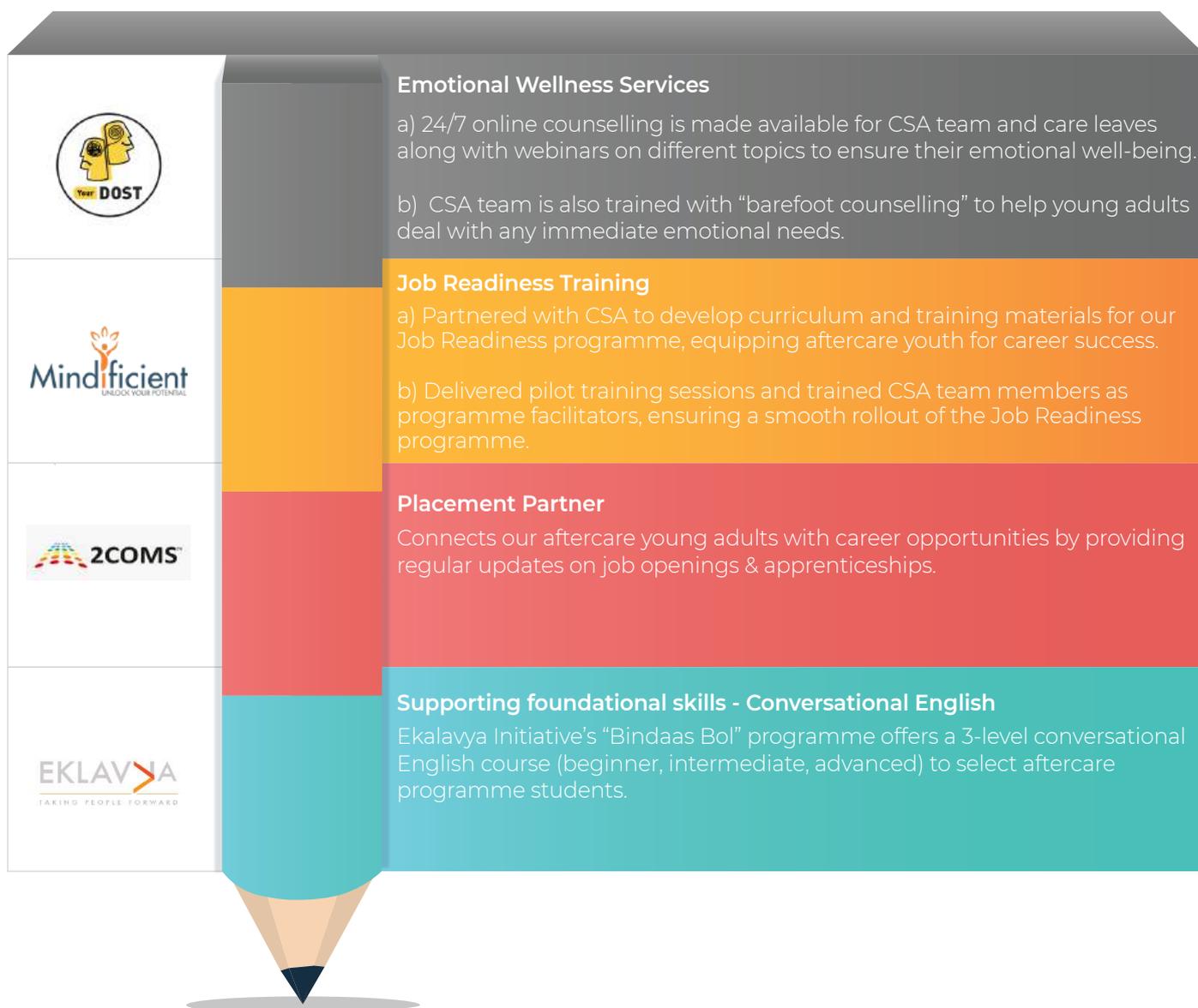


5. Partnering with Karnataka Belagavi for Aftercare Support

In November 2022, CSA approached the Belgavi DCPO, Karnataka to discuss the need for aftercare support and how CSA's interventions could benefit the district. On receiving official data, we were able to conduct a Career Awareness Session in a Government Aftercare Home, after which we signed a Letter of Association with the DCPO. In 2023, we began our collaboration of giving aftercare support to young adults. A formal partnership was established through a Letter of Association signed with the district's DCPO. The collaboration included meetings to discuss aftercare needs and processes, a letter sent by the DCPO to CCIs encouraging collaboration with CSA, and recognition of CSA's work in DCPO presentations. As a result, CSA has supported 18 young adults, with five currently receiving On-the-Job Training with stipends between ₹7,000 to ₹12,000.



Aftercare Partnerships:



We were able to access government schemes for our MP care leavers:

- Aftercare sponsorship scheme for 200+ CLS at ₹ 4000 per month.
- CM Bal Ashirwad Yojana - 80 CLs received ₹ 5000 per month
- 14 CLs received Scooties and two received laptops from the District Collector amounting to ₹ 15 lakh
- Two CLs received laptops from the District Collector
- Thirteen CLs are using Food Slips.
- One CL will soon be allotted a flat under the Pradhan Mantri Awas Yojana.

Aftercare Impact No - 2022-2023 & Overall



Partner Speaks!

A Successful Aftercare Partnership!

CSA and A Future for Every Child (AFEC) have been collaborating on the development of a holistic Aftercare programme since 2019. Over the years, we have grown and added components to the programme so that it leads to better outcomes for Care Leavers (CLs), and incorporated data-driven methodology to continuously improve efficiency.

We have some amazing results to show our hard work over the last five years across five states. Over 2000 CLs have joined the programme and been funded for either vocational training or higher education. Less than five percent have dropped out while enrolled in an educational programme; 95% have successfully trained in an employable skill or added to their educational credentials. Over 76% of the CLs who completed training were able to get a job, and 90% of the employed CLs stayed employed even after two years.

What makes it possible for us to achieve such high success rates?

The key innovation in our programme is the long-term connection between programme staff and CLs, not just during their education but also for at least two years after they get a job.

CLs have grown up in CCLs as one child in a crowd, starved for individual adult attention. When a youth enters our programme, they are assigned a Programme Officer (PO) who serves as their counsellor and single point of contact throughout the programme. The PO operates almost as a surrogate parent, providing guidance and mentoring to the youth over multiple years.

POs are responsible for many aspects of the programme. They provide career counselling, assist youth in creating actionable career plans; help them with obtaining identity documents, admission, housing & job placements; authorise tuition and other expenses; motivate and encourage those who face difficulties; and accompany the youth with finding solutions to their challenges. They are the people the youth turn to during emergencies. POs interact in local languages and are a comfortable, constant, and trusted adult presence in CLs' lives.

The POs come from varied backgrounds, but are united in their passion to help the youth become the best versions of themselves. They are often responsible for 50 or 60 youth at a time, spread over a large geographic area, but they go above and beyond to ensure no young adult feels alone as they face challenging choices in their journey to independence.

Our gratitude goes to the POs who are the reason our CLs are able to successfully rehabilitate into mainstream society!



Gita Gopal

President, A Future for Every Child

Success Stories



PUNDALIK'S JOURNEY FROM ADVERSITY TO TRIUMPH

After growing up in Aurangabad, Pundalik Salve found himself at the Chembur aftercare home. He managed to excel in his 12th standard and CSA's Aftercare programme helped Pundalik find his potential. We provided him with comprehensive career guidance, financial literacy, and the development of a robust career plan. Armed with all this preparation, he enrolled at the Commando Career Academy in Sangli, Maharashtra. Here, he excelled at the demanding Agnipath-Indian Navy recruitment process. He continued with rigorous training at INS Chilka, Odisha, qualifying as an Electrician. Today, Pundalik is a successful Indian Navy officer, earning an annual salary of 4.76 lakhs with promising increments. Moreover, he will receive a corpus of 11.7 lakhs upon completing his service.



SAHIL'S INSPIRING JOURNEY TO ENTREPRENEURSHIP

After Sahil's parents separated, his mother took up a part-time job to raise him and his brother. Sahil found a place at the Sanath Welfare Foundation CCI in Pune, where he completed his 12th standard. We created a personalised Aftercare plan to support his goals of working in hospitality management. He enrolled into a three-year BSc in Hospitality for which he received financial aid and mentorship from CSA. After graduating, he embarked on his career as an Assistant Supervisor at a hotel in Pune, starting with a salary of Rs. 12,000/-. Today, he's a proud owner of 'The Ice Cream Café,' generating a monthly turnover of ₹300,000. He draws a salary of ₹20,000 while reinvesting the profits to fuel his business's growth.



AARTI'S BRIGHT FUTURE IN NURSING

Aarti lost both her parents at an early age and entered Anand Baalgram CCI, Nanded, at a young age. She was determined to study and took up Nursing as a profession. She approached CSA for support in pursuing advanced nursing studies. This resulted in a tailored aftercare plan for a one-year. After a Basic Bachelor of Science in Nursing program at Skandha Nursing Institute, Bangalore, she secured a nursing position at Deenanath Mangeshkar Hospital in Pune, earning ₹25,000 per month. She performed exceptionally well in the Government DMER exam, securing an impressive 10th rank in the orphan category. She is now a nurse at a Government Hospital in Satara, with a salary of ₹60,000 per month.



NIRALI: FROM ADVERSITY TO ACHIEVEMENT

Orphaned at a young age, Nirali Mohanty found her place in SOS Children's Village, Faridabad, Haryana. After completing her Bachelor's in Social Work, she moved to Indore to pursue her Master's degree but was unable to due to financial setbacks. A college professor from Indore School of Social Work got in touch with CSA's MP team to fund her education. This support enabled Nirali to successfully complete her Master's in Social Work, during which she actively participated in academic pursuits enriching her skills and network. She currently works for the Trident Company as the People's Officer, earning ₹36,000 per month.

Partnerships

Tech Mahindra SMART Academy for Healthcare

Tech Mahindra SMART Academy partnered with CSA to change the lives of 20 young adults. Expert training and mentorship throughout 2024 empowered them for careers in healthcare. The academy also supported CCI children's participation in a Science Exhibition, opening doors to showcase their talents.



CIE Mahindra Training Institute

CIE Mahindra Training Institute empowered Conflict with Law Children through exceptional skills training and successful job placements. Their support ensures a smooth transition for CLCs, providing continuous skill development from admission to placement. 17 young adults have benefited from this, with over 90% securing higher-paying jobs.



Thriving Partnership with Government ITI Aundh

As of March 2024, 29 young adults from CSA were enrolled in diverse programmes, with the Government Industrial Training Institute's proactive support. This includes streamlined admissions, open communication, and progress updates, enabling tailored support. Together we equip young adults with skills and pave the way for employment opportunities.



Symbiosis Partnership Empowers Youth and Caregivers

As of March 2024, 8 young adults from CSA have enrolled in various programmes at the Symbiosis Skills and Professions University. Symbiosis educates caregivers on two and three year diploma programmes, fostering professional growth for those supporting young lives.

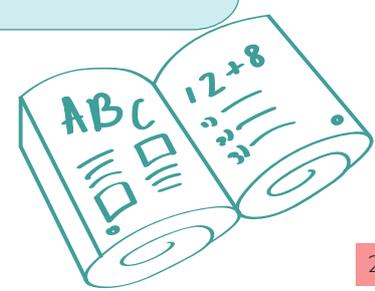


Zomato Fuels Healthy Growth at SCH

CSA's four-year partnership with Saint Crispin's Home (SCH) focuses on holistic child development. In January 2024, a collaboration with Zomato's Feeding India initiative secured comprehensive nutrition for SCH children. This includes breakfast for all and meals for those directly under their care, promoting self-sufficiency and long-term stability for SCH.



SECTOR	NO. OF YAs	REMARKS
 Armed Forces	4	3 Agniveer and 1 National Defence Academy
 Police Force	5	All YAs in Maharashtra state services
 Entrepreneurs	7	YAs with a shop/service business in Computer hardware/mobile repairing Beauty Parlour Hotel Event Management
 Engineers	8	Working in various designations including, Graduate Engineering Trainee Design Engineer Sales Engineer Field Engineer Junior Architect
 Award Winners	2	Bal Snehi Awards constituted by Maharashtra State Child Protection Commission, WCD, and UNICEF



Advocacy, Training & Advisory

On April 23, 2023, CSA introduced the Training and Advisory vertical. We recognise that the child protection and child development system in India is complex and multifaceted, and that there are several challenges that stakeholders face in their efforts to protect and empower children. These challenges could range from a lack of resources and infrastructure to a lack of understanding of legal and policy frameworks, to cultural and social barriers that impede effective intervention.

Through this vertical, we aim to address these challenges and build the capacities of stakeholders to effectively respond to the needs of vulnerable children. This could include training on child protection laws, guidelines, and best practices, as well as capacity-building programmes as per the Juvenile Justice (Care and Protection of Children) Act, 2015. We also leverage our deep understanding of grassroots child protection practices and put together training material and modules on different aspects of the Act.

CSA seeks to achieve three objectives:

- Build and strengthen the capacities of stakeholders.
- Create awareness among stakeholders and the public.
- Transfer CSA's knowledge and good practices to stakeholders.



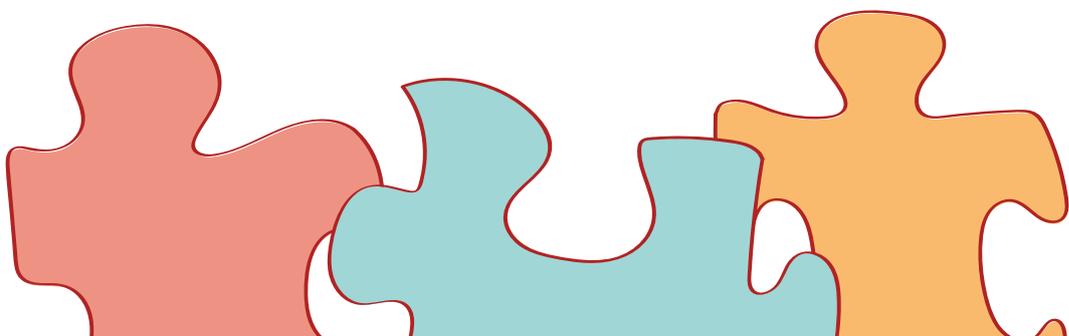


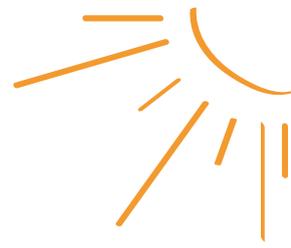
Deepesh Choukse, Head of Training & Advisory and Location Head – Madhya Pradesh spoke about the importance of partnerships with all the stakeholders in the child welfare space. He says, “The Child Protection framework operates as an evolving ecosystem. The government is the biggest stakeholder to ensure compliance of laws and policies. It is therefore paramount that all partners work closely and that is why we develop training resource material and conduct training periodically with them.”



The Advocacy vertical of CSA has a two-fold objective. Firstly, it aims to draw knowledge and learnings from CSA's on-the-ground programmes and disseminate them to policymakers and stakeholders through white papers, conferences, journal publications, and similar platforms. Secondly, it focuses on conducting research studies and pilot projects in collaboration with the WCD department of respective states to identify systemic strengths, areas of improvement, and support government functionaries in the implementation of the law and government policies.

Satyajeet Mazumdar, Director - Advocacy says, “This year, we soared with our partnerships! We built on existing collaborations with state WCD departments and joined forces with leading child protection organisations like Prerana, Snehalaya and Miracle Foundation India. A landmark first for us is our partnership with UNICEF India to strengthen foster care services in Maharashtra. These alliances not only amplify our reach and impact, but also fuel our mission: protecting and nurturing vulnerable children, all while fostering a wealth of shared knowledge.”





1. Government and Ecosystem Engagement

A. Building Pathways for Foster Care in Maharashtra

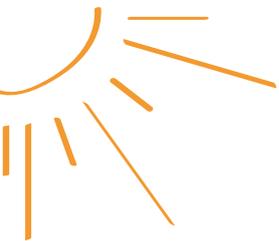
Partnering with UNICEF, we started this project in December 2023, covering 10 districts of Maharashtra. The objective of the project is to examine systemic challenges in the implementation of foster care services in the state and to work with government functionaries and other stakeholders to build a robust and sustainable model. The project entails analysing strengths and gaps in existing practices, conducting capacity building workshops for government functionaries and staff of CCIs, organising public awareness programmes, and supporting the District Child Protection Unit in carrying out their responsibilities.



B. Forum Exploring Family Support and Alternative Care

This forum, a collaboration between Catalysts for Social Action, Prerana, and Miracle Foundation India focuses on developing conceptual clarity among stakeholders on issues related to family-based alternative care. It organises quarterly workshops for stakeholders on key concepts like alternative care, family strengthening, deinstitutionalisation and gatekeeping. In August 2023, CSA hosted a workshop in Mumbai on deinstitutionalisation after the outbreak of COVID-19. Participants from 23 organisations working in the child protection space, including CCIs, shared their experiences and challenges in the workshop.





C. Examining the Impact of Deinstitutionalisation on Children in Maharashtra

Between February to November 2022, our team conducted a research study with permission from the Department of WCD, Government of Maharashtra, on deinstitutionalisation of children in Maharashtra during COVID-19. The study focussed on processes and procedures which were followed prior to and post deinstitutionalisation, support received, and the current status of children and their families. The study interviewed 254 children who had been deinstitutionalised, 405 parents/guardians of the same children, and 36 government functionaries across 10 districts. The final report was submitted in November 2023, to the Commissioner, Department of Women and Child Development, Government of Maharashtra.

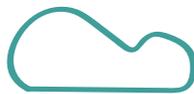


2. Partnerships and Collaborations

D. Workshop on Family Strengthening and Family-Based Alternative Care

In December 2023, we collaborated with NGOs Prerana, Miracle Foundation, and Snehalaya to hold a workshop in Nashik on Family-Based Care for children in need of care and protection. It was attended by around 50 participants including CWC members, DCPU staff, and CCI staff from the region. The workshop addressed key concepts in family-based alternative care, including deinstitutionalisation and gatekeeping. Attendees discussed the challenges of implementing these approaches, explored ways to overcome them and emphasised the importance of collaboration in reshaping care for children in need of care and protection.





3. Stakeholder Engagement

E. Training Session for PACT India

Our team conducted training on Child Protection Policy and Protection from Sexual Exploitation and Abuse for Prakhyaata Abhinand Charitable Trust (PACT), an NGO supporting children with special needs in India. PACT adopted the Child Protection Policy and the Protection from Sexual Exploitation and Abuse policies from CSA. The training covered key topics like policy details, prevention strategies, effective reporting, and best practices, aiming to equip PACT staff for better child protection.



F. Training Session for Superintendents and CCI Staff at Solapur

We organised a two-day training programme in collaboration with Miracle Foundation India in Solapur, Maharashtra for over 50 CCI staff members to address challenges in documentation, aftercare, and adoption. The programme covered the Juvenile Justice (Care and Protection of Children) Act, outlining staff roles and responsibilities, and rehabilitation and restoration processes. Emphasis was placed on rigorous documentation, case file management, and developing Individual Care Plans (ICPs) and Social Investigation Reports (SIRs).



G. Training Session for CCI Staff at Pune

In collaboration with the NGO Saathi and the Department of Women and Child Development (WCD), Government of Maharashtra, CSA conducted training of staff from 40 CCIs of the Pune region on managing case files and best practices for child rehabilitation in CCIs. The session covered processes from intake to release, emphasising the importance of ICP and SIR for successful rehabilitation.



H. Meeting of Chief Functionaries of Child Care Institutions at Goa/MP/Orissa

We held meetings with the trustees and chief functionaries of partner CCIs in Goa, MP, and Odisha to highlight the roles and responsibilities of CSA and CCIs towards children's wellbeing. The CCIs learned best practices from each other. And, the meetings served as a knowledge-sharing forum for CCI staff, CWC, State Commission for Protection of Child Rights, and WCD dignitaries to discuss on-field challenges, recent developments, and emerging trends.





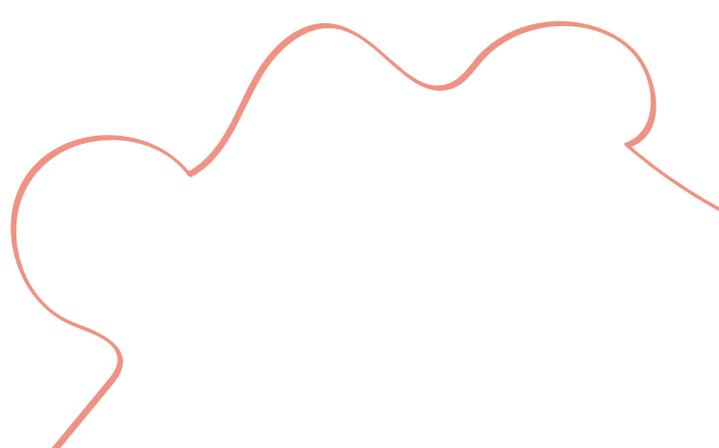
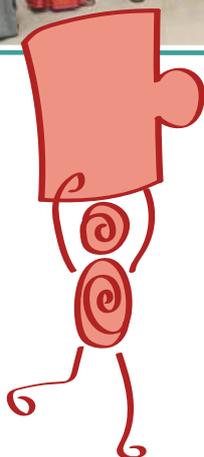
I. Goa Partners Unite for Child Protection

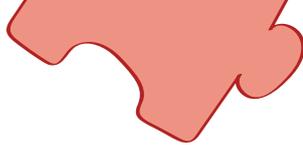
We conducted state partners meet with 18 CCI's in Goa that CSA is associated with directly and indirectly. The objective was to create a common understanding of CSA's programmes, the Juvenile Justice (Care and Protection of Children) Act, 2015 and Mission Vatsalya. The meeting was attended by members of the Child Welfare Commission - North and South members, the State Commission for Protection of Child Rights, Integrated Child Protection Scheme programme officer and those incharge of CCI's in Goa. All the stakeholders came together to work towards making Goa a model state in child protection.

4. Future Plans and Goals

Through the Advocacy vertical, we hope to expand our scope of work in the future towards family-based alternative care, placing emphasis on family strengthening to prevent unnecessary separation of children from their families, and ensuring the safety and well-being of children who are deinstitutionalised. We also aspire to cover all aspects of the care continuum, ensuring each child is matched with the most suitable care option in their best interest.

With the introduction of our Training and Advisory vertical, we are aiming to expand and tailor our programmes to be more responsive to the needs of all our stakeholders. By fostering stronger community engagement efforts, we will ensure that our training directly addresses the most critical requirements of our communities.

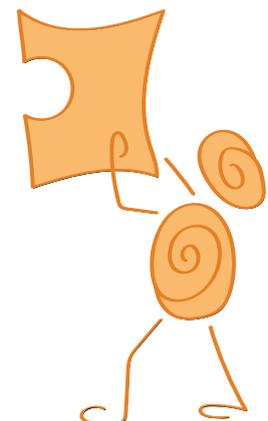
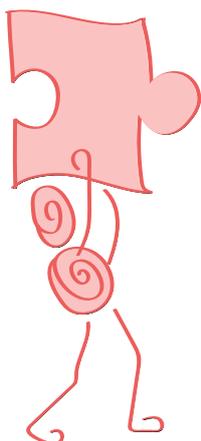




CSA's Team Capacity Building

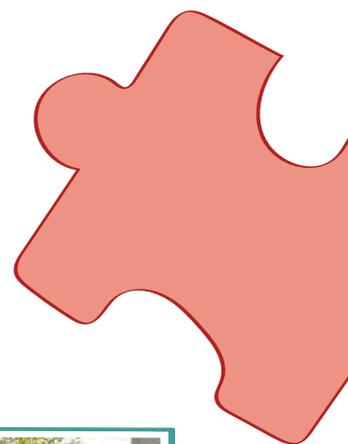
Empowering Our Teams: Annual Training - May 2023

Last year's annual training at the Yuva Center in Kharghar, Raigad, embodied our theme, "Building a Stronger Foundation Together." For ten days, CSA teams from Maharashtra, Odisha, Goa and Madhya Pradesh immersed themselves in a dynamic programme of learning, skill-building, and team-building. We revisited existing practices, explored new legislation and deepened our understanding of our work.



Team Bonding And Beyond: In Our Annual Team Induction And Training Last Year

We chose “Playfulness at Work” as the theme of our annual team retreat. Close to 100 of us from all our teams in Madhya Pradesh, Odisha, Goa, and Maharashtra came together at Alibag this year. We learnt the importance of togetherness through team building exercises and games. We also revised CSA's policies and values and also acknowledged and rewarded our team for their dedication and commitment to our cause.



CSA - Credibility and Accountability Disclosures

Board of Trustees

Sr. No	Board Member	Designation
1	Arti Vakil	Board Member
2	Atul Singh	Board Member
3	Bhaskar Bhattacharya	Secretary
4	Javed Tapia	Board Member
5	Neeti Chopra	Board Member
6	Shibani Vipul Jain	Board Member & Co-founder
7	Vinayak Kamath	Treasurer
8	Vipul Jain	President & Co-founder
9	Vivek Sarin	Board Member

Board Meeting Details

Board Meetings held between 01/04/2023 and 31/03/2024	
28/04/2023	Managing Committee Meeting
13/07/2023	Managing Committee Meeting
27/09/2023	Managing Committee Meeting
27/09/2023	Managing Committee Meeting
15/12/2023	Managing Committee Meeting
21/02/2024	Managing Committee Meeting

CSA Secretariat

1. Staff Details as on 31/03/2024

Gender	Employees full time (remunerated staff)	Consultants/ Contract Full time (remunerated)	Consultants/ Contract Part time (remunerated)	Volunteers Full time (pro-bono/ not remunerated)	Volunteers Part time (pro-bono/ not remunerated)	Total Team Full time
Male	39	4	0	2	0	45
Female	51	0	0	5	0	56
Total	90	4	0	7	0	101

2. Full-Time Staff (Payroll)

Sr. No	Role/Designation	Male	Female	Total
1	Accounts Officer	0	1	1
2	Admin & Accounts Executive	2	3	5
3	Assistant Manager - Donor Development & FR	0	0	0
4	Assistant Manager - Learning	0	1	1
5	Assistant Manager - Finance	1	0	1
6	Assistant Manager - Program	0	2	2
7	CEO	0	1	1
8	Communications - Associate	0	0	0
9	Executive - Admin & Procurement	1	0	1
10	Executive Accounts and Finance	2	3	5
11	Head - Advocacy	1	0	1
12	Head - Aftercare & Livelihood Program	0	1	1
13	Head - CCI Program	0	1	1
14	Head - Communication & Fundraising	1	0	1
15	Head - Finance & Accounts	1	0	1
16	Head- Development	1	0	1
17	Junior Executive Accounts and Finance	1	0	1
18	Manager - Advocacy	-	1	1
19	Manager - Communications and Partnerships	-	1	1
20	Manager - Program	-	1	1
21	Manager - Aftercare	-	1	1
22	Office Assistant	1	-	1
23	Program Manager	1	0	1
24	Program Officer	11	14	25
25	Program Officer - Advocacy	4	0	4
26	Programme Officer - Adoption	0	0	0
27	Programme Officer - Aftercare	11	10	24
28	Senior Manager - Aftercare	2	0	2
29	Senior Manager - Partnership (A & L)	1	0	1
30	Senior Program Officer - Learning	0	1	1
31	Senior Accounts Officer	0	0	0
32	Senior Program Officer - Aftercare	3	1	4
33	Senior Program Manager	1	0	1
34	Senior Program Officer - CCI	2	3	5
	Total	48	46	94

3. Project (Field) Staff (on contract including part-timers)

Location	Designation	Female	Male	Total
Goa	Case Worker / Counsellor	2	0	2
	Tuition Teacher	19	0	19
Madhya Pradesh	Care Giver	1	1	2
	Case Worker / Counsellor	-	1	1
	Cleaner	1	1	2
	Computer Teacher	1	1	2
	Driver	-	1	1
	Nutritionist	0	0	0
	Tuition Teacher	17	23	40
	Vocation/Extra Curriculum Teacher	3	7	10
Maharashtra	Care Giver	0	0	0
	CCI Supervisors	2	1	3
	Cleaner	2	1	3
	Computer Teacher	10	12	22
	Consultant - Data Impact	0	0	0
	Cook	1	0	1
	Nutritionist (Per Visit)	2	0	2
	Tuition Teacher	39	6	45
	Vocation/Extra curriculum Teacher	2	0	2
Odisha	Case Worker / Counsellor	0	2	2
	Cleaner	2	1	3
	Computer Teacher	21	16	37
	Cook	0	0	0
	Driver	0	0	0
	Tuition Teacher	55	23	78
	Vocation/Extra curriculum Teacher	0	0	0
Grand Total		180	97	277

4. Gender-Wise Distribution of Project Staff (Contract Staff + Consultant)

Category	Male	Female
Part time	97	180

Credibility Alliance Norms Compliance Report

1. Distribution of Paid Staff(Payroll + Contract Staff + Contract Field Staff + Consultant)According to Compensation Levels as on 31/03/2024

Slab of gross salary (in Rs) paid to staff (per month)	Male	Female	Total staff
Less than or equal to 5000	44	91	135
5,001 – 10,000	37	80	117
10,001 – 25,000	10	23	33
25,001 – 50,000	27	27	54
50,001 – 1,00,000	8	10	18
Greater than 1,00,000	2	3	5

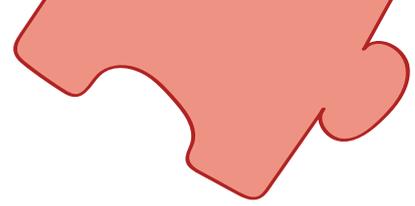
2. Staff remuneration [Monthly salary - Payroll] in Rupees (including Professional Charges)

Head of the Organization	Rs. 2,83,334/- per month
Highest paid staff member	Rs. 2,83,334/- per month
Lowest paid staff member	Rs. 17,360/- per month

3 Staff International Travel (in the year 2023-2024) = NIL/-

4. Annual Gross Remuneration paid to Board of Trustees

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



5. Amount reimbursed (in Rs.) to Board of Trustees in the financial year 2023-24 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 & Auditors

Main Bankers	Name of Banker: 1) State Bank of India (FCRA Main A/C) Address: N. D. MAIN BRANCH, 11, Sansad Marg, New Delhi, Delhi 110001 2) HDFC Bank(Saving A/C) 3) HDFC Bank (FCRA Utilisation Account) Address: HDFC Bank: Saurabh CHS, Off Service Road, Eastern Express Highway, Near Modi Hundai Showroom, Panchpakhadi, Thane 400602
Statutory Auditors	Name of Audit Firm: J.D.Bhagchandani & Co (Jayesh D Bhagchandani) Address: 110, E-Square, First Floor, Above SBI, Subhash Road, Vile Parle (East), Mumbai , Maharashtra - 400057 Tel: 022-28321862 Email id: jbhagchandani@hotmail.com
Internal Auditors	S. Sahoo & Co. (Partner - Subhajit Sahoo) 14 Palam Marg, Vasant Vihar, New Delhi Phone: 011-41090039/26191252 E-mail: s.sahoo.co@gmail.com Web: www.ssahoo.com

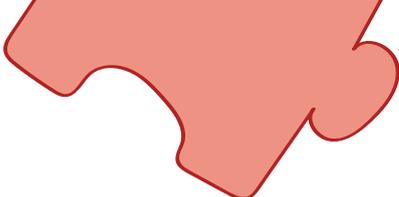
7. Date of Filing Returns

For the financial year 2023-2024 date of filing Return	
Income Tax Return:	25 th Nov 2023
FCRA Return:	22 nd Dec 2023
Trust / Society / Company Annual Return:	28 th Nov 2023

SUMMARY BALANCE SHEET						
FUNDS & LIABILITIES	FY 2023-24	FY 2022-23	FY 2021-22	FY 2023-24	FY 2022-23	FY 2021-22
				PROPERTY & ASSETS		
Sources of Funds				Application of Funds		
- Corpus Fund	45,279,824	53,573,703	68,150,529	- Fixed Assets	2,366,199	3,307,189
- Reserve and Surplus	9,564,328	(163,107)	(235,397)	- Investments (Long term)	51,150,718	58,317,511
Current Liabilities and Provisions				Current Assets, Loans and Advances		
- Current Liabilities	1,042,399	799,853	767,836	- Cash & Bank Balances	1,404,903	15,033,399
- Provisions	875,072	1,773,333	2,193,699	- Loans and Advances	1,035,958	2,648,144
- Donor Advance	-	1,575,000	10,000,000	- Other Current Assets	1,601,004	1,570,424
TOTAL	56,761,623	57,558,782	80,876,666	TOTAL	57,558,782	80,876,666

SUMMARY INCOME & EXPENDITURE ACCOUNT						
EXPENDITURE	FY 2023-24	FY 2022-23	FY 2021-22	FY 2023-24	FY 2022-23	FY 2021-22
Programme Expenses				INCOME		
- Health & Nutrition	37,242,053	37,895,361	35,764,327	Donation		
- Education and Child Development	40,966,704	37,815,633	21,792,473	- Corporate and Institutions	126,430,434	50,773,626
- Livelihood and Aftercare	45,710,538	39,658,438	31,692,329	- Individuals	15,077,707	4,736,453
- Capacity Building & Advocacy	2,725,439	8,066,538	3,209,985	- Trust / Foundations	4,068,643	37,343,492
Non-Programme Expenses				Other Income	3,069,116	3,198,290
- Staff Costs and related expenses	6,728,830	5,712,128	3,856,051	Membership Fees	9,000	8,000
- Fund Raising Expenses	946,909	2,455,855	1,618,634			
- Admin Expenses	3,416,104	2,787,732	2,532,042			
Depreciation	1,190,887	1,216,461	1,237,513			
Surplus/(Deficit) of Income over Expenditure	9,727,435	72,291	(5,663,493)			
TOTAL	148,654,900	135,680,437	96,059,861	TOTAL	148,654,900	96,059,861





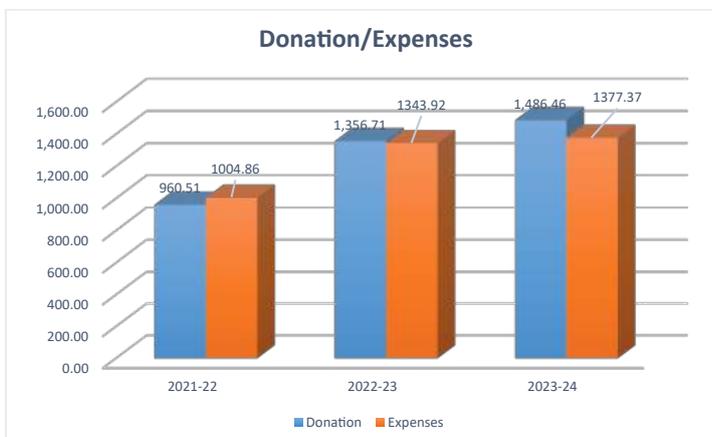
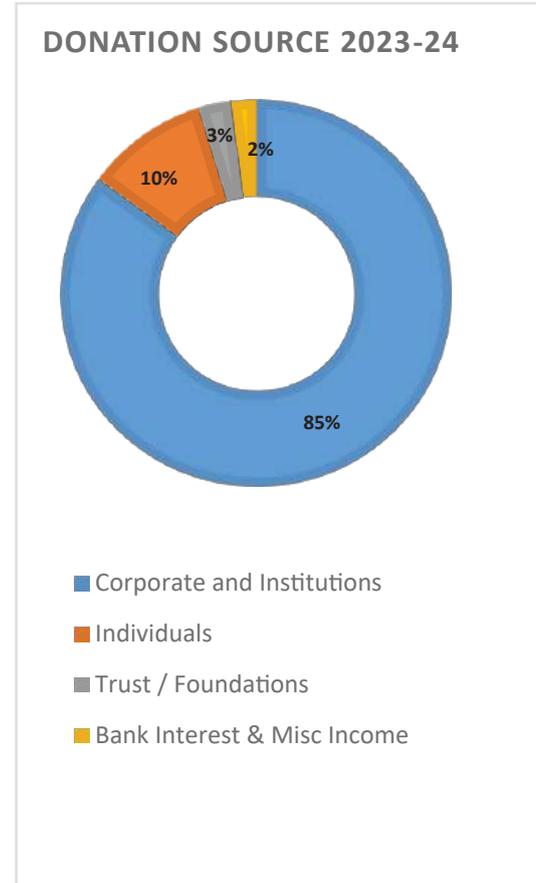
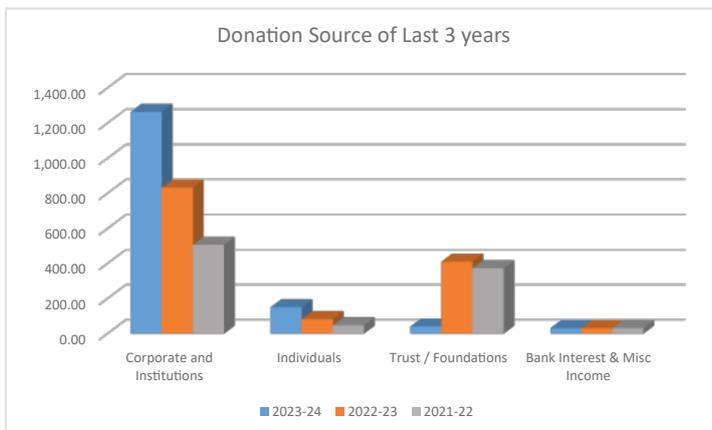
Donations

Donations of last 3 years (In Lakhs) - Source

	2023-24	2022-23	2021-22
Corporate and Institutions	1,264.30	832.71	507.74
Individuals	150.78	82.97	47.36
Trust / Foundations	40.69	410.40	373.43
Bank Interest & Misc Income	30.69	30.63	31.98
Total Donations	1,486.46	1,356.71	960.51

Total Donation & Other Income and Expenses of last 3 years (In Lakhs)

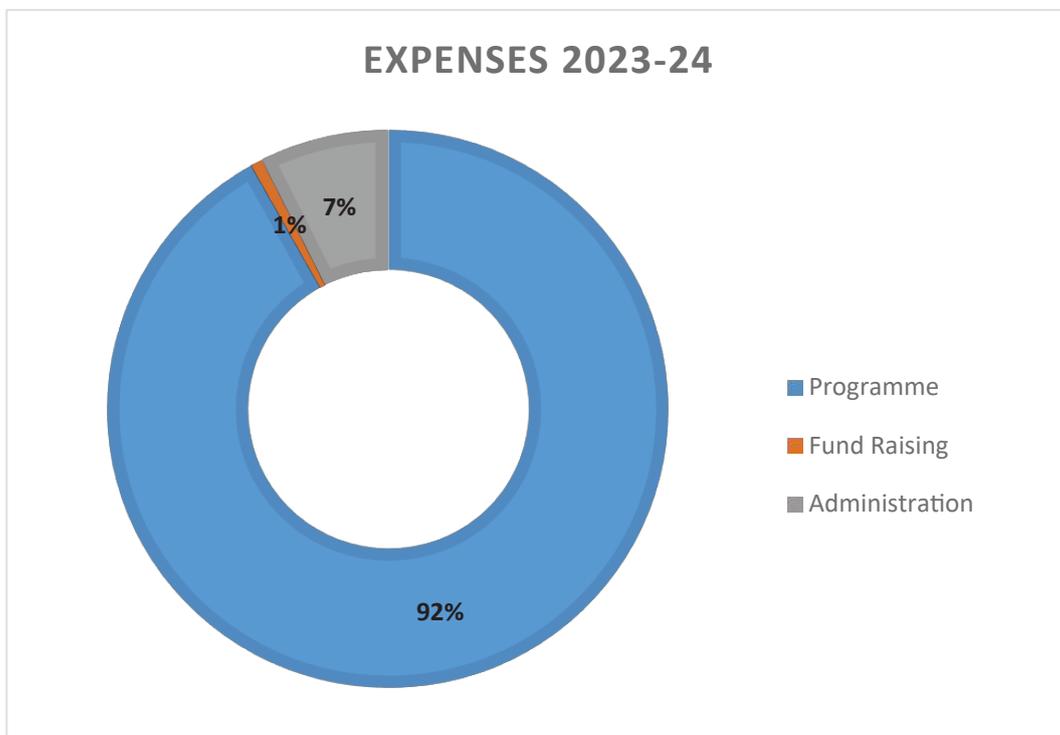
	Donation	Expenses
2021-22	960.51	1004.86
2022-23	1,356.71	1343.92
2023-24	1,486.46	1377.37

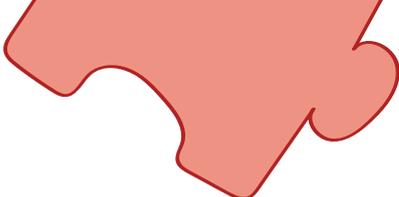


Expenses Graph

Expense of last 3 years (In Lakhs) - Category

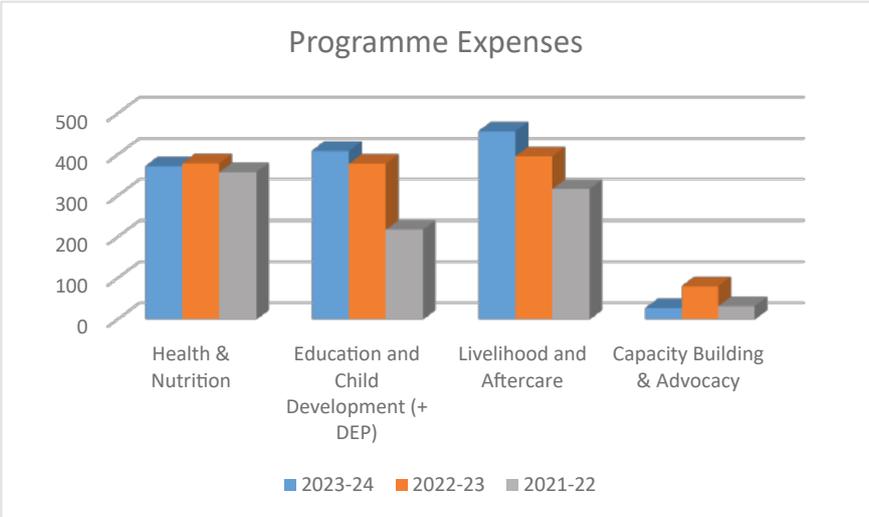
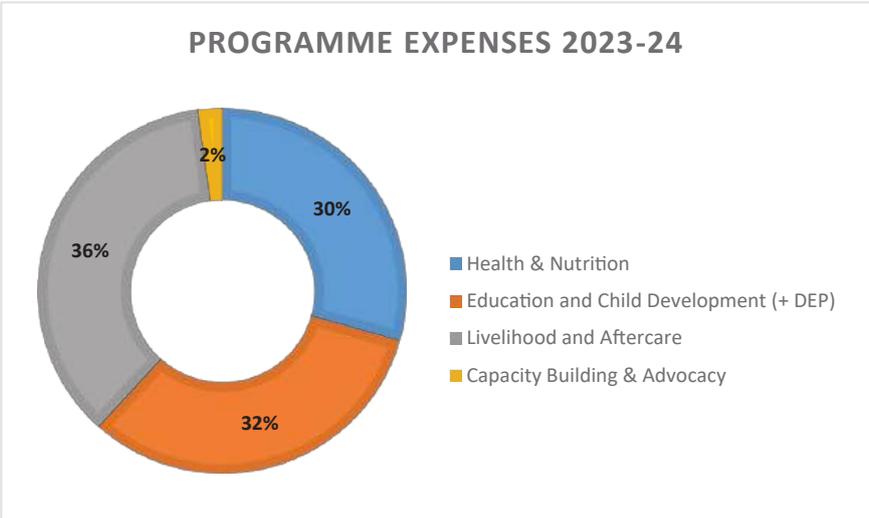
	2023-24	2022-23	2021-22
Programme	1266.45	1234.36	924.59
Fund Raising	9.47	24.56	16.19
Administration	101.45	85.00	64.08
Total Expenses	1,377.37	1,343.92	1,004.86





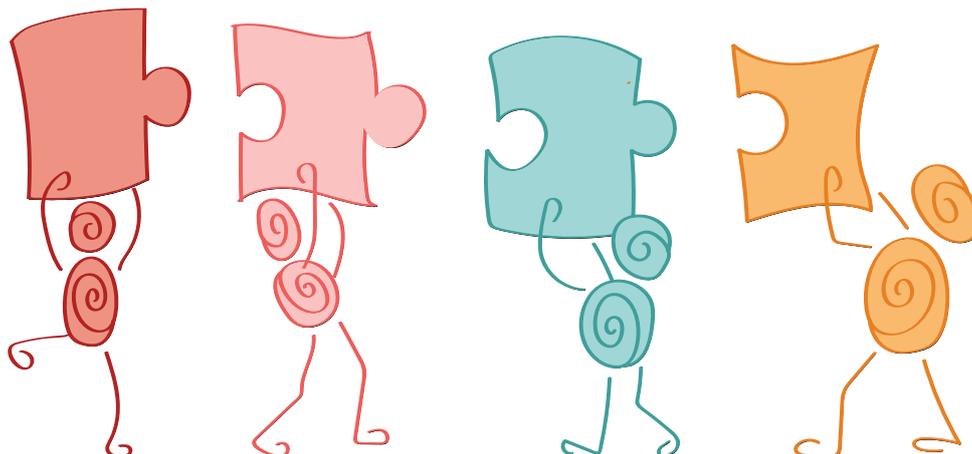
Program-wise expenses of last 3 years

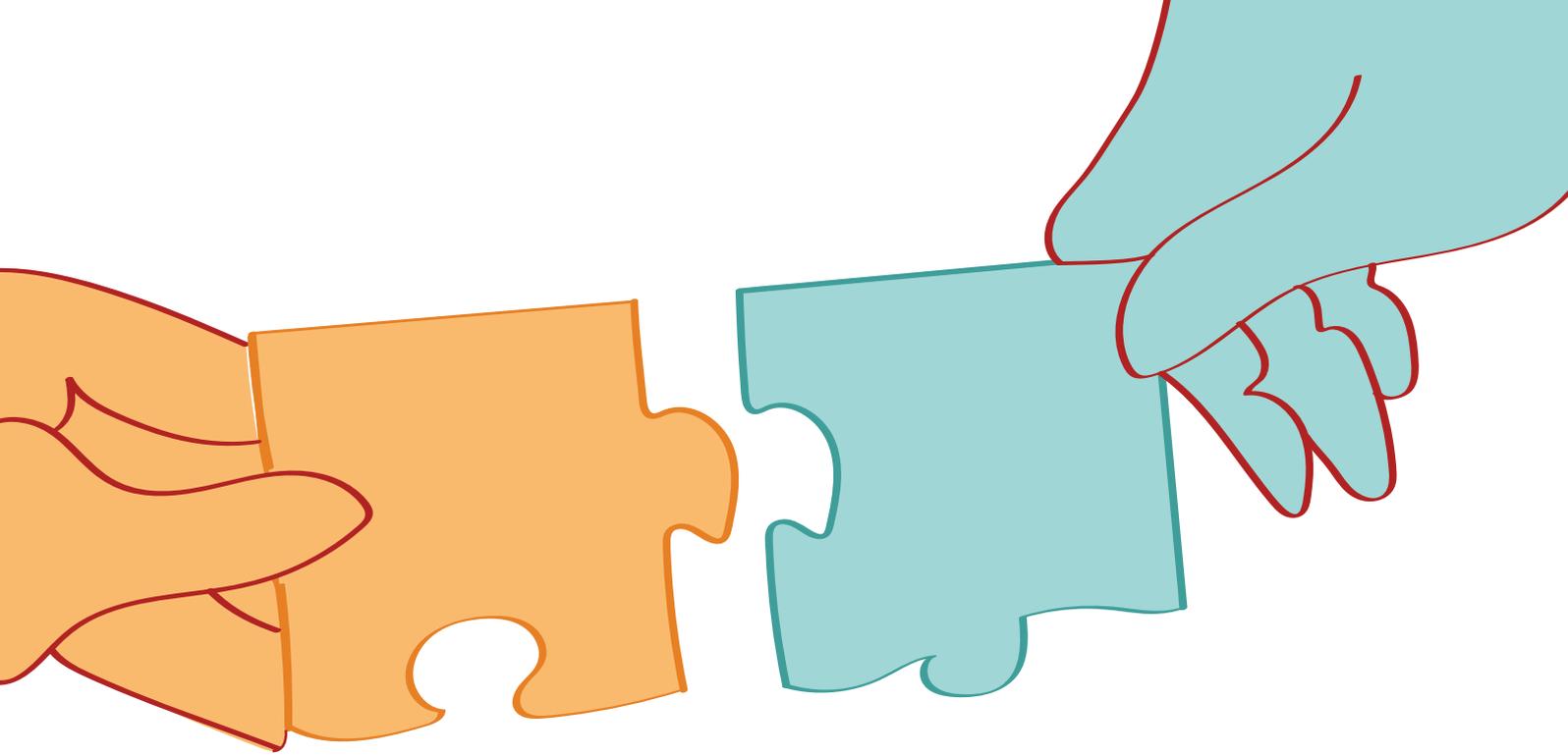
	2023-24	2022-23	2021-22
Health & Nutrition	372.42	378.95	357.64
Education and Child Development (+DEP)	409.67	378.16	217.92
Livelihood and Aftercare	457.11	396.58	316.92
Capacity Building & Advocacy	27.25	80.67	32.1



Our Supporters

accelya





711 & 712, Bhaveshwar Arcade Annex, Nityanand Nagar, Opp Shreyas Cinema,
LBS Marg, Ghatkopar(W), Mumbai 400086, Maharashtra, India.

info@csa.org.in | www.csa.org.in

 Catalysts for Social Action (CSA)  [catalystsforsocialaction](https://www.instagram.com/catalystsforsocialaction)  Catalysts for Social Action
 [@Catalysts4SA](https://twitter.com/Catalysts4SA)  [@Catalysts4SA](https://www.youtube.com/@Catalysts4SA)

