

2025
ANNUAL
REPORT

A journey of care,
collaboration, and change,
creating brighter futures for
every child in our care.



Join the movement

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All artwork on the cover page has been created by the children from our CCLs.

We extend our heartfelt gratitude to LGT Wealth India for their generous support in designing this Annual Report.

Creative Design: Aisha Singh

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Care that Leads

Founder's Note: Vipul Jain

Dear Friends of CSA,

I write this note to you as an opportunity to reflect on the cause that we work with – Children in Need of Care and Protection – and also share CSA's progress during the year.

Anandhi Yagnaraman, our CEO, moved on from the organisation in March 2025. During her tenure of 7 years, CSA grew manifold and so did our impact. I would like to thank Anandhi for her contribution to CSA and wish her all the best.

Smitha Shetty has taken over the CEO role from Anandhi. Smitha has a very interesting background; an engineer and MBA, Smitha worked with Lehman Brothers in the USA and later with Nomura in India for over 15 years. She then switched over to the social sector with different organisations like Sneha and Dasra. Smitha joins CSA with a mission to take CSA forward and make its voice and impact felt in the child protection space across the country. Please join me in welcoming Smitha to CSA.

This year, along with our partner, A Future for Every Child (AFEC) and UNICEF, we organised Avhaan, the first national conference on Aftercare, with participation from over 100 delegates from across the country. The Aftercare program solves for the last mile problem in the journey of rehabilitation. It is life changing and breaks the cycle of poverty and lack of empowerment. Aftercare is a systemic gap across the country and a challenging area to create an effective and scalable intervention.

Our Aftercare program with over 2500 Care Leavers and an enrolment of 700 in this year is the largest program in the country. It is also very effective with less than 5% drop out rate, over 75% resulting in jobs post skilling and over 95% being in continuous employment for over 2 years. We published our White Paper on Aftercare – from Strategy to Implementation at the conference and shared our learnings. There was a lot of sharing from other organisations about their work. It was a great start to collaborative and collective work in Aftercare.

Our work in Child Care Institutions Program continues its impactful work across over 120 Children homes. We have started working with Observation Homes which cater to children in conflict with the law. It is very special to see the impact on children that a good environment and "family like care" makes to their health, learning and self confidence.



Across the country, we are seeing a transition within the child-protection ecosystem, with several CCIs closing and institutional capacity evolving. This shift reflects an encouraging move toward family-based care, where children can grow in familiar and nurturing environments. To help this vision fully succeed, there is an opportunity to strengthen families and communities so they are well-resourced to support children's growth and wellbeing.

By working together to build a long-term, resilient continuum of care - one that includes strong family support, community care, and responsive institutional services - we can ensure that every child has access to the protection and opportunities they deserve. This moment of change is a chance to re-imagine systems with foresight, compassion, and collaboration, so no child is left without a safe and supportive environment.

A pioneering project that CSA is doing is helping government of Maharashtra implement Foster care in the state – setting guidelines and SOP's, training stakeholders and running a foster care pilot. We do see that foster-care could emerge as a viable alternative family based care mechanism provided it is implemented with robust follow-up processes and counselling. We will share our observations and learning as we move forward with this project.

As usual, I would like to conclude this note with a word of appreciation and thanks for our dedicated staff, our partners, our supporters, our donors and patrons. Thank you for believing in our mission and being part of our journey.

With Regards,
Vipul Jain

Care that Leads

Message from the CEO: **Smitha Shetty**

It is with a deep sense of gratitude and excitement that I write my first foreword for CSA's Annual Report. Having joined in January 2025, these past few months have been about listening, learning, and immersing myself in the incredible journey of this organization. The legacy of CSA is powerful, and my focus is on building upon this strong foundation while preparing for the road ahead.

My background across both - the corporate and social sectors have taught me the importance of clear strategy, financial integrity, and sustainable growth. I hope to bring these strengths to CSA, helping us sharpen our operations, scale what works best, and create new and meaningful partnerships.

A Year of Purpose and Impact

This year has been a reminder that real change is possible when people come together with shared purpose. A highlight was signing a three-year MoU with the Government of Karnataka to provide aftercare services across all 31 districts, an important milestone in strengthening support for young adults leaving care.



But the real measure of success lies in the lives we touch. I am inspired every day by the determination of our team and the young people they stand beside. Stories like that of Vinayak Vishwakarma, who trained with us and went on to become a 'Top Performer' hairstylist, speak to the power of dignity and opportunity. Or Shivani (name changed), a spirited girl from a CCI in Pune, who took up karate through our empowerment program. Today, she holds a brown belt, teaches 20 students, and has carved out both income and a future in martial arts. None of this would have been possible without the relentless efforts of our team, who refused to let her circumstances get in the way of her dreams.

New Beginnings

This year also saw us step into new, much-needed spaces. In Madhya Pradesh, we piloted the Support Person Project, ensuring child survivors of sexual abuse are given the legal and psychosocial support promised under the POCSO Act. With the backing of APF, we have been able to ensure that these children are not left to navigate the justice system alone.

We also celebrated a significant milestone with our pilot Foster Care project. We are profoundly grateful for the opportunity to partner with UNICEF on this vital initiative.

Together, we are working to create a model that offers children the warmth and stability of a family, something every child deserves.

For us, this is not just a project but a step towards reshaping how care is defined for vulnerable children.

Looking Ahead

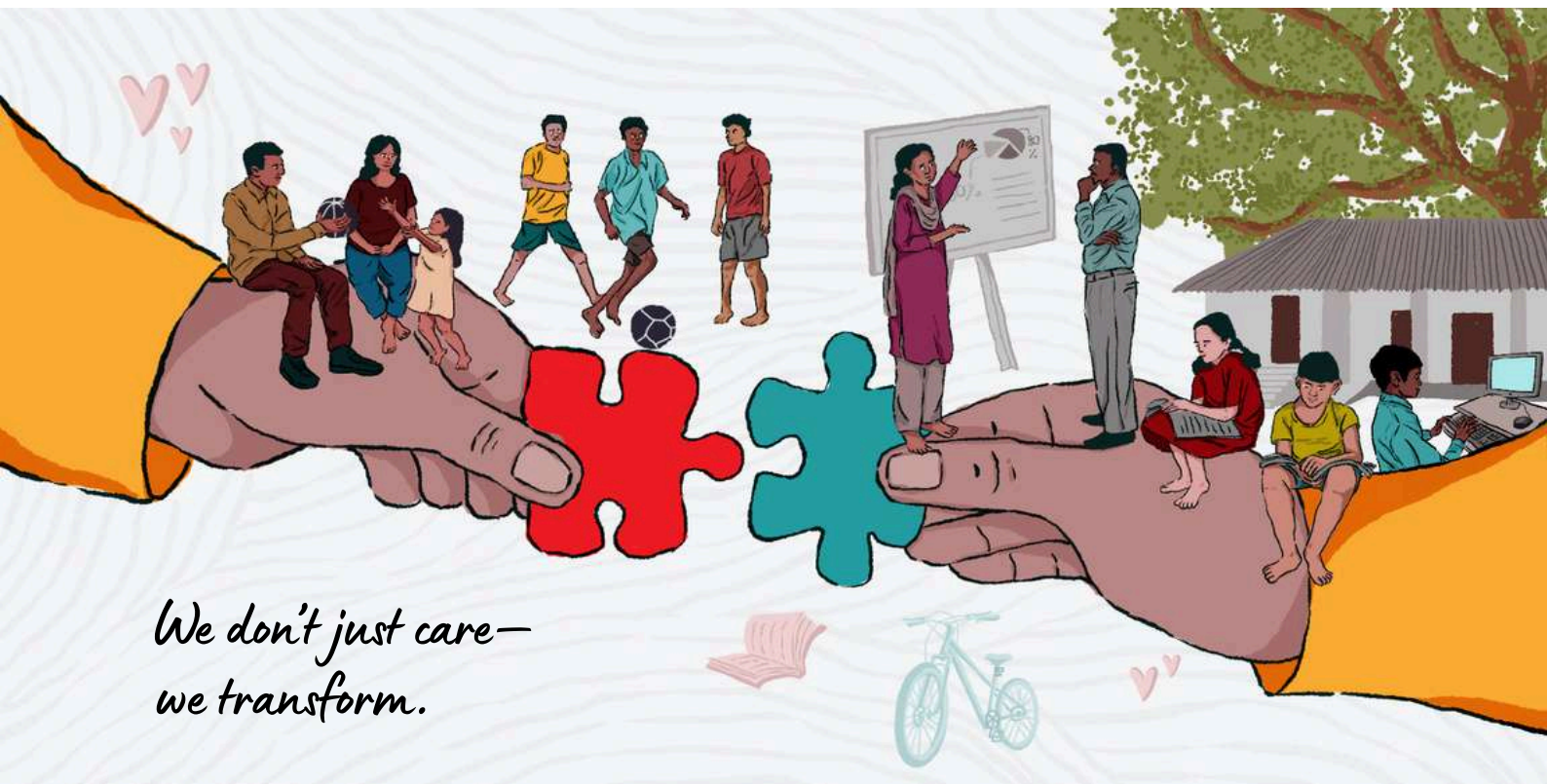
None of this progress would have been possible without the trust and commitment of our partners, supporters, and the CSA team. We are not just changing the lives of children, we are building a more just, compassionate society.

I am deeply thankful to my predecessor – Anandhi Yagnaraman and to every member of the CSA family for bringing us this far. As we step into the future, I look forward to working alongside each of you to take this mission forward. Thank you for walking this path with us, and for being true Catalysts for Social Action.

With Regards,
Smitha Shetty



Our Vision, Mission & Approach



At CSA, care is more than compassion, it is action with intention. For over two decades, we've worked to ensure that children in need of care and protection don't just survive, but thrive. Our approach is grounded in empathy and delivered through structured, data-informed, and scalable programs.

Our belief is simple yet powerful:

**When we nurture children with dignity, stability, and opportunity,
we create the conditions for lifelong transformation.**

OUR VISION

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

OUR MISSION

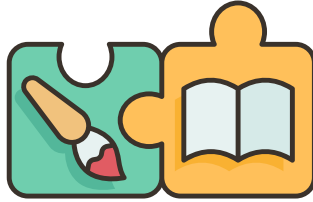
To strengthen the capabilities of India's childcare and protection systems—ensuring that vulnerable children receive the care, guidance, and long-term support they need to realise their full potential.

Our Values

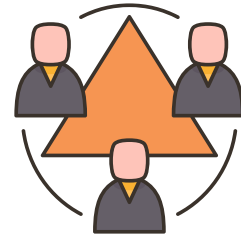
These five words shape everything we do, from grassroots engagement to national partnerships:



We **Care** deeply and unconditionally.



We **Adapt** to the needs of every child, context, and challenge.



We **Collaborate** with government, civil society, and community.



We Are **Transparent** in our actions and accountable in our outcomes.



We Strive for **Excellence**, always.

Our Approach: Systems, Support, Sustainability

CSA's model is designed to strengthen the ecosystem around each child, whether within a Child Care Institution (CCI), during the transition to adulthood, or as alumni navigating independent life.

We work through three core strategies:



Our Programs

Institutional Care

We partner with childcare institutions (CCIs) to enhance rehabilitative services for children. Our support focuses on improving physical facilities, sanitation, hygiene, nutrition, and medical care. Our programs in education, life skills, recreation, and vocational training aim to improve developmental outcomes for children. We work closely with CCI staff to train them in best practices for sustained child welfare.

Aftercare & Livelihood

We are committed to providing strong support systems and opportunities for young adults leaving institutional care (care leavers). Our goal is to empower them to live independent, fulfilling lives and actively contribute to society. We assess their skills and aspirations, develop personalized Aftercare plans in consultation with care leavers, provide need-based support, and mentor them to achieve their goals. Our Aftercare Alumni Network facilitates ongoing connection and peer support.

Family-Based Care

We firmly believe every child deserves to grow up in a safe, nurturing family environment. We work to make this a reality by providing need-based support to families caring for children. Our efforts include supporting CCIs and government bodies in facilitating the safe restoration of children from institutional care to families, assisting with legal processes for adoption and foster care, and providing information to interested persons on legal procedures related to adoption and foster care.

Advocacy & System Strengthening

We collaborate with stakeholders in the child protection ecosystem to strengthen systems and build capacity for implementing the Juvenile Justice (Care and Protection of Children) Act, 2015, in both letter and spirit. Our work involves conducting legal training, supporting government child protection functionaries, advocating for improved care and rehabilitation of children, undertaking research to guide evidence-based decisions, and raising awareness on issues of child rights and protection.

Care that Nurtures

Institutional Care

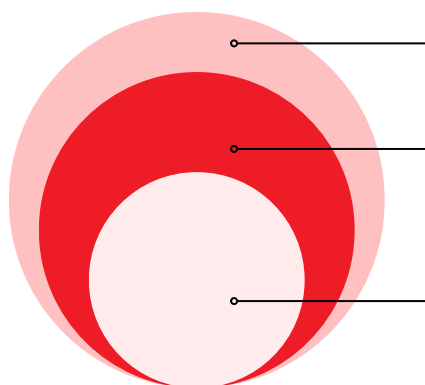
CSA's work with Child Care Institutions (CCIs) lies at the heart of our mission to ensure holistic care and development for children in need of care and protection. Across our supported homes, we focused on nurturing safe, stable, and enriching environments for children who had faced abandonment, abuse, neglect, or other traumatic circumstances.

Through a structured framework, CSA's teams worked hand-in-hand with government bodies, child welfare committees, home authorities, and caregivers to address both institutional gaps and individual child needs. Each CCI became a space of transformation, where every child was seen, heard, supported, and guided toward a better future.

CCI Presence (as of FY 2024–25)

As of March 2025, CSA was associated with **111 Child Care Institutions (CCIs)** across five operational locations in four states: Maharashtra, Goa, Madhya Pradesh, and Odisha.

Location	Children's Home	Observation & Children's Home	Observation Home	Special Home	Total
Goa	5	-	-	-	5
Madhya Pradesh	18	-	6	1	25
Mumbai	14	2	2	-	18
Odisha	21	-	-	-	21
Pune	30	12	-	-	42
Total	88	14	8	1	111



A total of **4,523** children were supported across these CCIs during the year

4,247 children (94%) constituted: CNCP (Children in Need of Care and Protection)

276 children (6%) constituted: CCL (Children in Conflict with Law)

A Journey from Weakness to Wellness

Niharika (name changed), a child from a single-parent household, was recently admitted to a CCI in fragile health. Her haemoglobin levels were alarmingly low (below 7), leaving her physically weak and frequently exhausted. Under medical guidance, she was put on a course of five iron injections, supported by supplements.



Thanks to timely intervention and continuous care, her latest test results showed a haemoglobin level of 10.6, a remarkable improvement. Today, Niharika is active, energetic, and visibly healthier, marking a strong step forward in her recovery and well-being.

Our Overall Impact in Numbers

3307

Children received academic support

111

CCI's were supported in 2024 - 2025

1451

Children were part of Adolescent Health Program sessions

3887

Children received support through routine health checkups

882

Children received NIIT Certifications

Programs for Children in CCIs (2024–25)

At CSA, our commitment to holistic child development extends beyond foundational support in education, health, and nutrition. Throughout the year 2024–25, we designed and implemented a range of special initiatives that brought joy, learning, exposure, and emotional growth to children across our supported Child Care Institutions (CCIs). These experiences were instrumental in enriching childhood and building confidence, creativity, and connection.

Math and Science Exhibitions

To honor the birth anniversary of the mathematical genius Srinivasa Ramanujan, CSA organized Mathematics Exhibitions across multiple locations, including Pune, Ahmednagar, Odisha, Mumbai, and Raigad. The exhibitions aimed to foster a love for mathematics and science among children living in Child Care Institutions, while promoting creativity, experiential learning, and confidence-building.

More than 150 children from 48 CCIs across Pune, Mumbai, and Odisha actively participated in the exhibitions. The events featured children aged 6 to 18, who took initiative in preparing and presenting innovative math and science projects. The atmosphere promoted peer learning, leadership, and self-expression, turning these events into vibrant showcases of young talent.



Volunteer and Stakeholder Engagement

In Pune, 15 volunteers from Worldline played an active role, engaging with children, encouraging their presentations, and celebrating their creativity.

In Odisha, government stakeholders including DCPU officials, Child Welfare Committee members, and representatives from the Center for Social Justice attended the exhibitions, reinforcing the importance of such academic engagements.

The exhibition held in Belapur witnessed the participation of dignitaries from Mirae Asset Foundation and members from the CWCs of Raigad, Palghar, and Mumbai Suburban, who lauded the children's efforts and CSA's initiatives.

Blending Education with Art and Culture

In Pune, children from ABB Lonavala CCI added a beautiful cultural touch to the celebration with a graceful Bharatanatyam performance, blending the rigor of math with the grace of art.

In Belapur, a unique magic painting session was conducted during the inauguration, with guests and children participating together.

All exhibitions emphasized eco-friendly practices, using sustainable materials such as jute, paper, recycled bottles, and other biodegradable elements for decoration and model-making.



Creative Projects and Exhibits

The children's exhibits reflected a blend of mathematical logic, scientific exploration, and artistic expression. Each project was guided by CSA teachers and aligned with themes of sustainability, innovation, and STEAM-based learning.

Math & Science Games

Waste Management

Satellite & Communication



Acid Rain

Holograms

Sustainable Art Forms

Children's Premier League (CPL) 2024–25

CSA's annual cricket tournament - Children's Premier League (CPL), returned with renewed enthusiasm in 2024–25, bringing together over 250 children and staff from 13 CCI's across Pune, Ahilyanagar, Sangli, and Solapur.

Distict
matches with
35 CCI's



6 Boys' and
Girls' teams at
National Level
CPL

First Time-ever:

A team of CCI alumni (18+ years) participated, showcasing the lasting impact of CSA's long-term support.



The tournament was inaugurated by Mr. Anand Shinde, Member of the Child Welfare Committee (CWC), Pune, and concluded with a felicitation ceremony graced by CWC representatives from Ahilyanagar and Sangli. Held at the OFA cricket ground, the CPL fostered a spirit of competition, inclusion, and connection. While trophies and medals recognized sporting excellence, the real takeaway was the sense of self-belief, pride, and unity the children carried home.

As shared by CSA team member Lucy Mathews during the closing remarks,

"CPL served as a platform not just for play, but for learning teamwork, building resilience, breaking gender norms, and creating lifelong memories."

From Struggling Learner to Confident Leader

Shweta (Name Changed), a 10th-grade student at Swapnalay CCI, faced significant academic challenges when she joined 8th grade. Her understanding of Mathematics and English was at a primary level, and she struggled to keep up. With CSA tuition classes, specially designed Teaching-Learning Materials (TLMs), and persistent support, Hansika's grasp of concepts steadily improved.

Today, she not only excels academically, particularly in Maths and English but also serves as a Child Leader in her Children's Committee. Her journey is a shining example of how consistent, tailored learning can unlock leadership and confidence in children.



Educational Exposure Visit to KidZania

A memorable educational visit to KidZania in Mumbai was organized under the support of Mirae Asset Foundation. KidZania, an experiential indoor theme park, allowed children to explore over 100 professions through role-play, ranging from firefighters and bankers to doctors and designers. The visit successfully blended **fun and learning, equipping children with communication, budgeting, and decision-making skills.** Girls from participating CCIs enthusiastically shared feedback, highlighting how the experience inspired self-confidence and broadened their aspirations.



Recreational Outings and First-Time Experiences

In November, a water park outing in Ahmednagar brought immense joy to 350 children. For many, it was their first time experiencing such a space, and the day was made even more special through engaging activities like camel, bullock, and tractor train rides, along with shared meals and laughter.



These trips helped create unforgettable memories while fostering joy, confidence, and social bonding.

In Solapur, a group of girls from Backward class Girls hostel (BCGH) CCI embarked on a Children's Day trip to Almatti Dam, Kudale Sangam, and a garden, marking their first outing since the COVID-19 pandemic.



Dan Utsav – Celebrating the Joy of Giving

Dan Utsav was celebrated across 17 CCIs in Madhya Pradesh, Pune, and Mumbai, engaging 667 children in vibrant activities such as *diya painting*, *wall art*, *utane making*, *drawing*, *Warli painting*, and sessions on menstrual hygiene, along with the distribution of sanitary pads. The festival helped instill in children the joy of giving and sharing, emphasizing that acts of kindness bring as much happiness to the giver as to the receiver.

Shivani's Inspiring Karate Journey

Shivani, a spirited young girl from SCH CCI in Pune, began learning karate through CSA's empowerment program in 2021. With every belt upgrade, her skills and confidence grew. Her dedication culminated in earning a brown belt, catching the attention of Saint Crispin's School, where she is now employed as a karate coach for 20 students, earning ₹100 per student.

This opportunity has given Shivani not only financial independence but also the foundation for a promising career in martial arts. She now stands as a role model for many other girls in care.



Celebrating Days of Significance

Teacher's Day - Honouring the Pillars of Learning

For the first time, CSA celebrated Teacher's Day to honour 207 educators, tuition teachers, instructors, coaches, trainers, and counsellors, across four states. They received trophies, diaries, flasks, tote bags, and handmade cards from children.

Vachan Prerna Din - Igniting the Joy of Reading

On October 15, Ankur Asmita marked *Vachan Prerna Din* with the joy of reading. Girls explored a wide range of books at their own pace, reaffirming the value of reading for both pleasure and learning in a calm, inspiring setting.

Marathi Language Gaurav Diwas – Celebrating Language and Culture

At the Govt. Girls' Junior & Senior CCI, Miraj, 24 girls marked Marathi Language Day with poems, essays, stories, and a street play on women's safety. Guests, including literary dignitaries, lauded their creativity and pledged free private coaching support.

National Education Day - Inspiring Young Minds

CSA and the District Legal Services Authority, Pune, marked National Education Day at Maharishi Karve Stri Shikshan Santhan CCI. Senior Advocate Sujata Tambe inspired children with real-life stories, highlighting the power of education.

Children's Day Celebrations

In Solapur, Children's Day and Child Rights Week saw girls from BCGH CCI enjoy their first post-pandemic outing to Almatti Dam, Kudale Sangam, and a garden. Their joy and excitement made the trip a truly meaningful experience.

Constitution Week – Fostering Civic Awareness and Equality

Through the We Shall Overcome campaign in MP and Mumbai, we promoted gender equality and rights awareness via sessions, a chess tournament, and discussions, instilling justice and democratic values in children.

Makar Sankranti – Traditions and Creativity

On January 14, 2025, children at the Observation Home in Jabalpur celebrated Makar Sankranti by engaging in joyful kite-making activities. The colourful kites symbolized hope, tradition, and the joy of simple pleasures, giving children an opportunity to express creativity while participating in a cherished cultural festival.



Care that **Continues**

Aftercare: Building independent lives

CSA's work doesn't stop when a child turns 18. In fact, this is where one of our most vital forms of care begins. For young adults leaving Child Care Institutions (CCIs), the transition into independent life can be uncertain and isolating. Without the right support, even the brightest potential risks being lost to circumstance. That's why CSA's Aftercare program is designed to provide not just a bridge, but a runway, extending care into mentorship, skills, wellness, and opportunity.

At a Glance: Aftercare Impact 2024–25

Key Metric, Numbers

Key Metric	Numbers
Young Adults enrolled in Aftercare	699
Young Adults employed	468
Total placements to date	1,308 (Placement rate: 78%)
Alumni supported through ongoing mentoring	1,350
Alumni clusters for peer engagement	15
Skill advancement via alumni network	21
New courses offered this year	14
Training institute partnerships	79
Placement agency partnerships	7
CLs supported under govt. schemes	270+
Dropout rate	4%

Bridging Worlds: An Evening with Aftercare Achievers and Donors

Six alumni from Mumbai and Pune shared their journeys, stories not just of success, but of struggle, vision, and growth. These conversations reminded us that shared lived experience is one of the most powerful forces in social change.



Vaishnavi Sharma: From Aspiration to Aviation

Growing up in Indore, Madhya Pradesh, Vaishnavi lost her parents early and was placed in a CSA-supported CCI. Through CSA's life skills sessions and adolescent health programs, she began to see herself as more than her circumstances.



Driven by a lifelong dream to work in aviation and hospitality, she enrolled in an 8-month diploma course at Fledge Institute, Bhopal. CSA supported her through every step, fees, accommodation, essentials, and continuous mentoring.

Today, Vaishnavi is a Front Office Executive at The Maple Hotel, earning ₹18,975/month. From a CCI to a career in hospitality, Vaishnavi's path reflects how ambition meets opportunity through the right care.

Learning That Lasts: Skills for the Real World

Our programs go beyond placements. Through sessions on communication, resume building, grooming, interview preparation, and professional conduct, young adults walked away not just with job-ready CVs, but life-ready confidence. In 2024–25, CSA supported:

298

CLs through
Conversation Skills
Training

500

CLs through Financial
Literacy Workshops

790

CLs through Job
Readiness Training

250

CLs trained through
offline bootcamps

540

CLs trained via online
modules

**CLs – Care Leavers (Care Leavers are young adults who move out of a Child Care Institution and begin their journey toward independent living.)*

Conversational Skills Training

Helps care leavers improve their everyday spoken English, comprehension, and confidence through structured, level-based online sessions.

Financial Literacy Workshops

Teach young adults how to manage money wisely, budgeting, needs vs. wants, saving, and basic financial planning, using a practical, simplified curriculum.

Job Readiness Training

Equips care leavers with essential employability skills such as communication, time management, CV writing, interview preparation, and workplace behaviour.

Offline Bootcamps

A one-day, activity-based workshop where youth practice real workplace scenarios, communication etiquette, teamwork, and interview skills with trainer support.

Online Modules

A set of self-learning videos covering core life and career skills — communication, time management, self-awareness, CV preparation, and interview readiness.

Systemic Support: Strengthening the Aftercare Ecosystem

CSA has long believed that institutional change cannot happen in silos. This year marked a significant milestone with the signing of a three-year MoU with the Directorate of Child Protection, Government of Karnataka, enabling CSA to offer structured aftercare services across 31 districts in the state.

Alongside this, 270+ Care Leavers accessed financial support under key government schemes including:

- Ladki Bahin Yojana (Maharashtra)
- Green Passage Scheme (Odisha)
- CM Bal Ashirwad Yojana (Madhya Pradesh)

Greeting card created by CCI child

Shubham Santosh: From Loss to Leadership in Healthcare

After losing his parents in an accident, Shubham was placed in a CCI in Osmanabad, Maharashtra. A promising student, he dreamed of a career in healthcare but didn't know how to get there.



Today, Shubham is a Pharmacy Officer in the Maharashtra Government, earning ₹54,000/month. His journey proves that with consistent support, trauma can become tenacity.

CSA's career awareness sessions helped him identify a clear path. He enrolled in a 4-year B.Pharm program at the Government College of Pharmacy, Aurangabad, with CSA providing tuition fees, living essentials, and an aftercare kit.



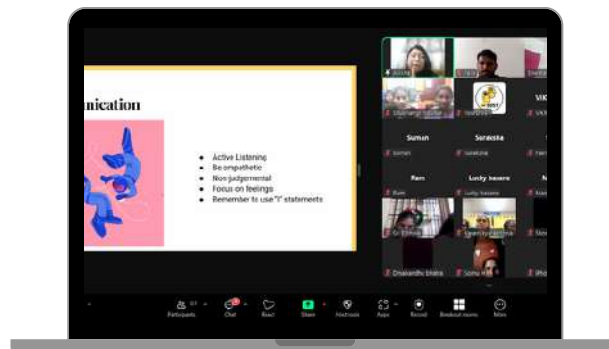
Mental Health Matters: Emotional Wellness Through YourDOST

This year, 700+ Care Leavers and all CSA staff received 24x7 access to professional mental health support through CSA's partnership with YourDOST.

In addition, two national webinars addressed vital themes:

- Safe Social Media Usage & Cybersecurity (300+ participants)
- Building Safe & Meaningful Relationships (250+ participants)

These sessions created brave, supportive spaces where Care Leavers could ask questions, share challenges, and find community.



Screenshot from online webinar



Why Aftercare Matters

Aftercare is not a program. It's a promise, that every young person stepping out of care will not be stepping out alone. With every resume built, every mentor call made, and every salary earned, our young adults prove that continuity of care creates continuity of progress. They are no longer just care leavers. They are entrepreneurs, educators, athletes, and changemakers. CSA continues to stand beside them, not as guardians, but as guides, as they navigate, explore, and define success on their own terms.

Vinayak Vishwakarma: Redefining Beauty and Success

Vinayak was just 11 when he lost both parents. With the help of a local NGO, he found safety in a CCI. It was there that CSA connected with him and helped unlock a dream he hadn't voiced before, a career in the beauty and wellness industry.

With CSA's guidance, Vinayak enrolled in a 10-month Beauty & Makeup course at Time Machine Institute and earned additional certifications. CSA provided all-round support, fees, travel, mentorship, and post-training transition.



Today, he is a top-rated stylist and massage therapist on the Urban Company platform, earning ₹30,000/month, and was recognized as a Top Performer in March 2025.

“People used to see my loss first. Now, they see my skill.”
– Vinayak

Staying Connected: A Thriving Alumni Community

CSA doesn't just support individuals, it cultivates a network. In 2024–25, alumni engagement deepened across five states through 15 active alumni clusters involving 1,350+ Care Leavers (CLs).

Highlights from the Year:

- 25 cluster-level meetings on themes like financial literacy, emotional resilience, and leadership
- State-level alumni meets across five locations, engaging 350+ participants
- Launch of creative alumni-led initiatives:
 - The CSA Anthem
 - Alumni-published newsletters (Goa and Mumbai chapters)
 - A leadership workshop with Mumbai's core alumni focused on self-awareness and network strategy

Ribika Nag: Healing Herself and Others

Hailing from Kalahandi, Odisha, Ribika grew up in deep financial hardship. She completed her 12th grade at a CSA-supported CCI but lacked direction for what came next.

Through CSA's career counselling and mentoring, she was guided into a General Nursing & Midwifery (GNM) course. CSA provided everything, from tuition to supplies to consistent emotional support.



She began as a trainee nurse at Gupta Nursing Home and is now employed full-time at Narayan Hospital, earning ₹16,000/month. Ribika's journey shows that the right support can turn uncertainty into strength, and care into caregiving.

At CSA, transformation doesn't end when a young person steps into adulthood, it deepens. Our Aftercare program supports young adults as they navigate the most critical life transition: from care to independence.



National Conference on Aftercare Services

Ahvaan - A Call to Action

Ahvaan - A Call to Action: National Conference on Aftercare Services, was a first-of-its-kind event which brought together 130+ stakeholders who are key players in the aftercare ecosystem. The conference created a platform for learning, exchange, and collaboration, where participants shared best practices, discussed challenges, and explored bold and innovative approaches to ensure aftercare services are available to every care leaver (CL). The conference was hosted by Catalysts for Social Action (CSA), in partnership with A Future for Every Child (AFEC) and UNICEF, and saw participation of care leavers, government agencies, NGOs, and corporates from over 14 states.

Ahvaan marked a significant step toward uniting stakeholders to build a future where every care leaver can transition into independent adulthood with dignity, security, and opportunity.



Care that **Connects**

Donor Engagement Activities

Christmas Celebration with Avendus

As part of an employee engagement drive to support and connect with children, CSA partnered with Avendus employees for a day filled with creativity, teamwork, and joy. The event kicked off with a storytelling session where children, divided into four groups, transformed their own drawings into imaginative stories, nurturing both collaboration and self-expression.



Laughter and excitement peaked during the lively Skip Chair Game, adding a burst of energy to the day. To make the celebration extra special, each child received a warm hoodie and a snack box filled with paneer tikka, muffins, and Frootis, while employees were provided with water bottles to stay refreshed.



Avendus employees participated with great enthusiasm, engaging in conversations, exchanging stories, and building genuine connections with the children. Their involvement made the initiative a truly memorable experience, leaving behind smiles, warmth, and cherished memories for all.

Deloitte Impact Day Celebration at Bal Kalyan Nagari

As part of Deloitte's annual Impact Day, 25 volunteers from Deloitte joined hands with CSA to celebrate Christmas with the children at Bal Kalyan Nagari. The day was filled with laughter, creativity, and festive cheer.



The event began with warm introductions and ice-breaker dance activities that helped the children and volunteers connect with ease. This was followed by a hands-on craft session, where the volunteers guided children in making festive decorations and art pieces, sparking joy and creativity.

Together, they decorated the Christmas tree, turning the space into a vibrant and heartwarming celebration zone. Snacks were shared, conversations flowed, and a sense of togetherness filled the air.



The highlight of the day was a surprise visit from "Santa Claus", one of the volunteers in costume, who delighted the children by handing out chocolates and spreading festive cheer.



The event was not just a celebration of Christmas but also a beautiful example of corporate engagement that brought smiles and memorable moments to the children. We deeply value Deloitte's continued support and spirit of giving back.

Brilliant Polymers – Employee Engagement Activity

As part of the School Chale Hum initiative, Brilliant Polymers conducted a vibrant and engaging employee engagement activity at BKN. A total of 14 employees and 6 employees' children participated, making it a truly inclusive and community-centered event.

The session featured a series of creative activities such as badge-making, wall-hanging creation, and bookmark designing. Employees and their children enthusiastically collaborated with the students, fostering interaction, creativity, and teamwork. Adding to the excitement, the children of BKN performed energetic songs and dance routines, creating a joyful and celebratory atmosphere.



P&G Employee Engagement Visit – Chembur Children’s Home

The P&G team visited Chembur Children’s Home for an enriching employee engagement session. Volunteers were divided into smaller groups to facilitate meaningful interaction with the children. The teams conducted a series of action-based activities, including a fun relay where each participant mimicked and passed on an action to the next, creating an atmosphere of laughter, teamwork, and enthusiasm.

Bringing festive cheer to the afternoon, one of the team members dressed as Santa Claus and distributed gifts to the children, adding a joyful and memorable highlight to the visit.



IDFC Bank Exposure Visit

Thirty young adults from Thane and Palghar districts participated in an exposure visit to IDFC Bank branches, aimed at enhancing their understanding of banking operations and potential career pathways.

During the visit, they observed real-time branch activities, interacted with bank staff, and explored the various functions within a banking environment, from customer service to operations. A special Systematic Investment Plan (SIP) session, designed specifically for young adults, introduced them to the basics of saving, investing, and financial planning.



Care that **Strengthens**

Advocacy & System Strengthening

The Advocacy and system strengthening department is dedicated to strengthening the capacity of stakeholders within the child protection and rehabilitation ecosystem. Through well-structured interventions, evidence-based training modules, and strategic partnerships, we aim to enhance the knowledge, skills, and effectiveness of professionals working to safeguard and support vulnerable children.

The team, through structured training programs, capacity-building workshops, and expert advisory support, aim to empower professionals working with vulnerable children, ensuring they are well-prepared to address complex challenges. Our approach integrates evidence-based methodologies, contextual insights, and collaborative partnerships to drive sustainable improvements in child protection systems.

For the year 2025-26, key initiatives will include customized training modules for frontline workers, leadership development programs for child protection officials, and advisory support for policy implementation.

Key Highlights

15+ capacity building workshops
600 participants including CCI staff, DCPU, SJPU, CWC, and JJB members.

Organized specialized sessions on **Individual Care Plans, Juvenile Justice Act, Adoption and Foster Care procedures, and Child Rights.**

Continued support to Observation Homes in MP and MH under **Azim Premji Foundation project.**

Introduced webinars, thematic orientations, and launched the **'Mind Our Work'** learning series.

Strengthened documentation with updated evaluation formats for CCIs and enhanced team skills through **internal refresher training.**

Activities

1

Capacity Building for PACT India on Juvenile Justice and Child Protection

CSA facilitated a capacity-building session for **PACT India**, a Bangalore-based organization working with CCIs. The training was designed to strengthen their understanding of the Juvenile Justice (Care and Protection of Children) Act, 2015, and its practical implications in institutional care.



In the session, participants including the Board members of PACT were guided through the policy drafting process, ensuring contextual relevance and compliance with national child protection frameworks. In addition to the legal overview, the training included a hands-on module on the development and implementation of institutional Child Protection Policies (CPP) and Prevention of Sexual Harassment (POSH) Policies.



This engagement marked a significant step in CSA's advisory outreach, helping build institutional capacities for organizations catering to highly vulnerable groups and reinforcing best practices in alternative care and protection.

2

Orientation on Juvenile Justice System and Restorative Practices

To equip our field teams with a robust understanding of the juvenile justice system, a two-day orientation program was organized, focusing on the structure and functioning of the Juvenile Justice Board (JJB). The sessions provided clarity on procedural safeguards, roles of key stakeholders, and the principles of child-friendly justice.

The sessions provided clarity on procedural safeguards, roles of key stakeholders, and the principles of child-friendly justice. In addition, team members undertook an exposure visit to the Special Juvenile Police Unit (SJPU) in Indore, enhancing their on-ground understanding while helping contextualize legal provisions within real-world operations. The orientation also integrated learnings from a visit to Enfold Proactive Health Trust, Bangalore, where the team was



Comprehensive Child Protection Training –
Khandwa, Madhya Pradesh

introduced to restorative justice frameworks. These practices emphasize healing, accountability, and reintegration, marking a critical shift from punitive approaches to child-centred rehabilitation.

3

Strengthening Internal Capacities through Annual Induction and Exposure to Restorative Justice

In June 2024, CSA conducted its **Annual Team Induction and Training**, a cornerstone event for cross-functional learning and capacity building across departments. The multi-day residential program brought together team members from all locations to align on strategic goals and deepen their understanding of CSA’s programmatic frameworks.

The session aimed to build a robust understanding of the ICP process, an essential statutory tool under the Juvenile Justice (Care and Protection of Children) Act, 2015, which ensures that each child in a CCI receives individualized, need-based planning and support. This training marked a critical step in improving case management practices within the district, enabling frontline workers to adopt a more structured, rights-based, and child-centric approach.



Caregiver Training in Ahmednagar A Joint Initiative with Miracle Foundation

4

Focused Training on Individual Care Plans in Ahmednagar

In July, CSA conducted a targeted, full-day training workshop on Individual Care Plans (ICPs) in Ahmednagar district, attended by 35 key stakeholders including CCI superintendents, counsellors, and case workers. The training was initiated in close collaboration with the District Child Protection Unit (DCPU) and the Department of Women and Child Development (DWCD), in response to specific implementation gaps observed at the field level.

5 Multi-Stakeholder Training on Juvenile Justice Procedures in Ahmednagar

In July, CSA, in collaboration with the District Legal Services Authority (DLSA), conducted a comprehensive day-long training workshop for frontline stakeholders in the juvenile justice system. The session was attended by 50 participants, including members of the Special Juvenile Police Unit (SJPU), the Juvenile Justice Board (JJB), Child Welfare Committee (CWC), and the District Child Protection Unit (DCPU).

The workshop aimed to foster a shared understanding of roles, responsibilities, and legal procedures under the Juvenile Justice (Care and Protection of Children) Act, 2015, and Model Rules 2023, with a focus on improving the procedural handling and protection of children alleged to be in conflict with the law.

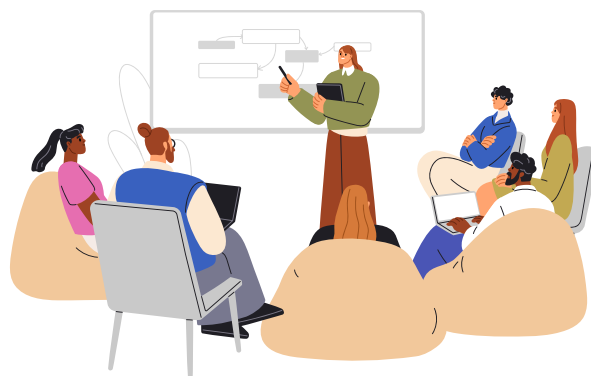
6 Caregiver Training in Ahmednagar: A Joint Initiative with Miracle Foundation

In October, CSA, in collaboration with the Miracle Foundation, conducted a one-day training program for caregivers from Child Care Institutions (CCIs) across Ahmednagar district. The training brought together **37** participants, including housemothers, wardens, and frontline staff who play a critical role in the daily care and emotional well-being of children residing in institutional settings.

The primary objective of this session was to enhance the caregiving skills, child-centric practices, and emotional responsiveness of participants to help ensure a nurturing and protective environment for children.

The training was greatly enriched by the active engagement of the **District Child Protection Unit (DCPU)**, whose full team participated and supported the session throughout the day.

This collaborative initiative marked an important milestone in building the competencies of CCI staff and laid the foundation for future training and mentorship support in the region.



District-Level Trainings on Adoption and Foster Care Processes

7

Comprehensive Child Protection Training – Khandwa, Madhya Pradesh

In October, CSA facilitated an intensive three-day training program for the team of Musht Samajik Seva Sanstha, a grassroots organisation working with vulnerable children in Khandwa, Madhya Pradesh.

The training created a space for meaningful dialogue, case-based learning, and peer exchange, enabling participants to reflect on their current practices and align with child-centred approaches.

8

District-Level Trainings on Adoption and Foster Care Processes

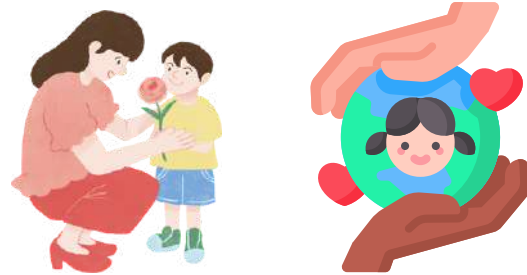
In November, CSA conducted three district-level workshops on the legal and procedural aspects of adoption and foster care in collaboration with the District Legal Services Authority (DLSA) and respective Departments of Women and Child Development (DWCD).



District-Level Trainings on Adoption and Foster Care Processes

These workshops were tailored to address operational challenges, demystify legal ambiguities, and enhance the clarity of roles among various child protection stakeholders.

CSA's workshops across Solapur, Sangli, and Ahmednagar brought together judges, child welfare officials, and CCI leaders to strengthen adoption and foster care practices.



From legal procedures and inter-agency linkages to heartfelt personal experiences, the sessions inspired collaboration and offered clear pathways for smoother, child-focused transitions.

9

Online Training: 'Mind Our Work' – Focus on Children in Conflict with Law

In October, CSA hosted a national-level virtual training, 'Mind Our Work' (MoW), focused on Children in Conflict with Law (CCL). The session aimed to deepen team understanding of The Juvenile Justice (Care and Protection of Children) Act, 2015, Model Rules, 2023, and the roles of the Juvenile Justice Board (JJB) and associated child-friendly procedures. The training **strengthened internal alignment** around child protection standards, ensuring that CSA's work with children in conflict with law remains legally compliant and ethically grounded.



10

Orientation on Revised CCI Evaluation Methods

As part of our ongoing commitment to continuous improvement and data-driven program management, CSA conducted a structured internal training for Program Officers and Location Heads. The objective was to orient teams on the newly revised Child Care Institution (CCI) evaluation framework for the year.

Building on past learnings, the CCI evaluation tool was simplified to focus on core indicators, child safety, education and healthcare quality, infrastructure and staffing, and emotional wellbeing. Digitally integrated into mobile-friendly Google Forms, it now enables efficient, real-time data collection. Training sessions guided staff through the revised parameters, digital entry and submission, and using findings for local planning and action.



Orientation on Juvenile Justice System and Restorative Practices

11

Pune CCI Trustees' Meeting February 15, 2025

In February, CSA organized a strategic meeting in Pune with nearly 40 Trustees of CCIs to strengthen collaboration and share updates on key programmatic areas. The meeting was attended by senior officials from the Women and Child.



Pune CCI Trustees' Meeting

Welfare Department and Child Welfare Committees (CWCs) from Pune and Ahilyanagar, reflecting strong government engagement. This platform allowed for direct interaction between institutional leaders and CSA's program heads, creating space for shared learning and future planning.

Discussions addressed policy and operational needs, including documentation support via DLSA, more caregiver training, advocacy for orphan certificate issuance, and extending programs to Ashram Shalas. The session strengthened collective ownership and partnerships between CSA, government bodies, and CCIs for holistic childcare and rehabilitation.

12

Odisha CCI Trustees' Meeting

To strengthen collaboration and reflect on the progress made, CSA organised the Odisha Partners' Meet in March, bringing together trustees from 21 CCIs. The meeting served as a platform to share learnings, challenges, and future goals related to child development and protection.



Odisha CCI Trustees' Meeting

The two-day event fostered open dialogue between CSA and CCI trustees, addressing child protection gaps, training needs, and the importance of structured Individual Development Plans. CSA reaffirmed its support through ongoing training, policy guidance, and documentation assistance, strengthening the shared commitment to holistic childcare and future readiness.

Why Advocacy and System Strengthening is important?

In the past year, through well-structured trainings, strategic partnerships, and evidence-informed interventions, we have successfully contributed to enhancing the skills and understanding of key stakeholders within the child protection ecosystem. From institutional caregivers and CCI trustees to legal authorities and child protection officials, our efforts have focused on building a unified, responsive, and informed network of professionals committed to safeguarding children's rights. As we move forward, our focus remains on creating lasting change through knowledge sharing, systemic strengthening, and empowering those who are closest to the lives of vulnerable children.



Care that **Finds Families**

Building Pathways for Foster Care in Maharashtra

CSA, in partnership with UNICEF Maharashtra, is undertaking the project 'Building Pathways for Foster Care'. The project seeks to understand reasons behind the challenges and gaps in the current Foster Care system. This initiative aims to create a blueprint and a model for Foster Care for Maharashtra. Additionally, the project adopts a dual approach by simultaneously strengthening existing foster families and improving casework practices and management.

Objectives of the Project

To **comprehensively understand the current landscape of foster care** in Maharashtra, including prevailing perceptions, practices, and challenges.

To **collaborate with key stakeholders** to strengthen existing systems and practices related to foster care and alternative care.

To **build awareness and support children** and families in foster care, creating an informed community.

Government and ecosystem engagement - Partnerships and collaborations

1 District level workshops with Child Protection Functionaries

District-level workshops with government child protection functionaries and stakeholders were organized with an average of 45-50 participants including members of CWC, DCPU, CCI, Childline and local NGOs. The workshop consisted of sessions on **Family-Based Alternative care, Model Foster Care Guidelines, 2024** and group work on preparing an action plan for the district. A total of 12 district level workshops were conducted.



Preparedness beyond intentions: Why counseling matters in Foster Care

Ms. Sujata, 57, a single woman from Mumbai, explored foster care after being found ineligible for adoption due to age. Oriented by CSA on the process and requirements, she applied via the CARINGS portal in December.

A home study by DCPU, Childline, and CSA found her and her mother emotionally willing but unprepared for fostering, especially since her age limited eligibility to children 12+, whereas they preferred a younger child. Concerns included lack of prior experience with institutionalised children, no concrete schooling or healthcare plans, and frequent extended stays in Kerala, raising stability issues.



CSA recommended preparatory steps - school visits, counselling, and involving family. After informing her sister, the family expressed preference for a child from Kerala. In April, Ms. Sujata withdrew her Mumbai application, deciding to pursue foster care in Kerala.

The case highlighted the importance of thorough psychosocial assessment and readiness before placement to ensure the child's best interest.

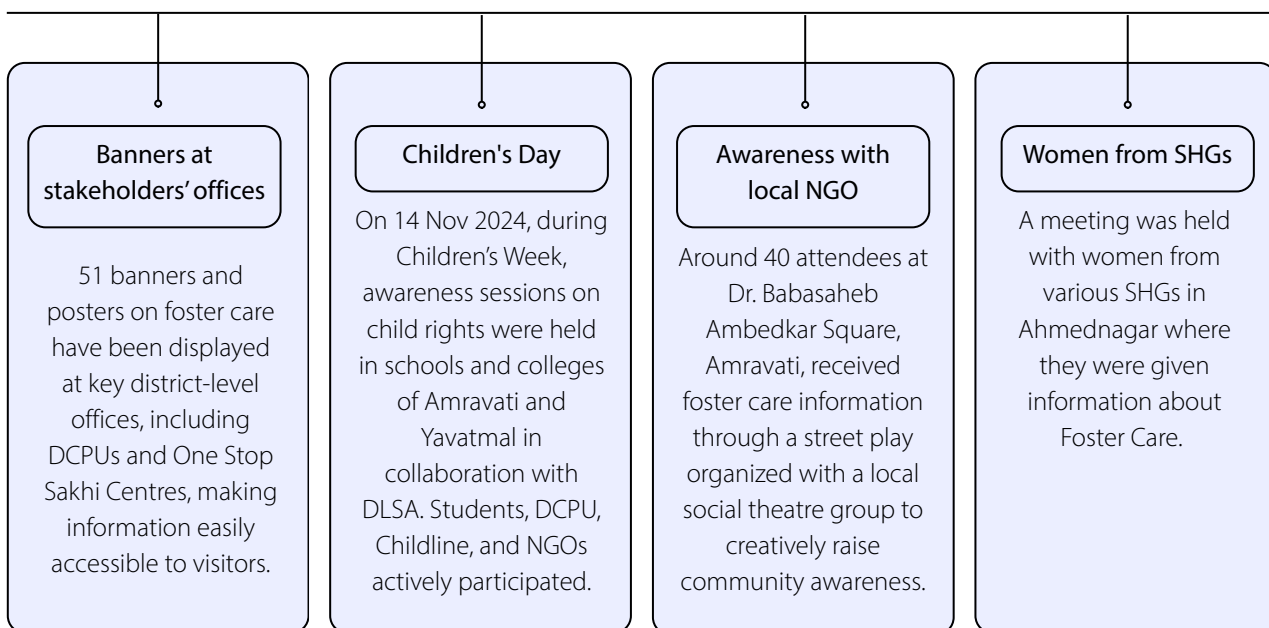
Names have been changed to protect privacy.

2

Community Engagements - Stakeholder engagement

During the year we organized several events to raise awareness about the new foster care guidelines. Around 5000 people were reached with the information of Foster Care. Through these discussions and events, we aimed to generate awareness about foster care, encouraging more individuals to consider becoming foster parents. Following these events, there has been a noticeable increase in curiosity about the foster care scheme. Some of the unique events are listed below, highlights of the year.





Preparedness beyond intentions: Why counseling matters in Foster Care

Mrs. Naziah Alam, and her spouse, a young couple in their late 30s, from Mumbai City, are adoptive parents to two children and were keen on adopting a third child. However, they learned that current regulations prevent them from doing so. During their inquiry, Ms. Naziah shared that they recently had a biological child, now four months old, and were exploring options for the future, possibly after a year or two.

CSA provided detailed information about foster care, explaining the requirements, the temporary nature of the arrangement, and the profiles of children eligible for placement. The couple expressed appreciation for learning about foster care as a potential option for the future but decided to revisit the idea after their infant is older.



CSA shared foster care leaflets with them for further understanding and remains available to support them when they are ready to proceed.

Names have been changed to protect privacy.

3

Cases/Queries

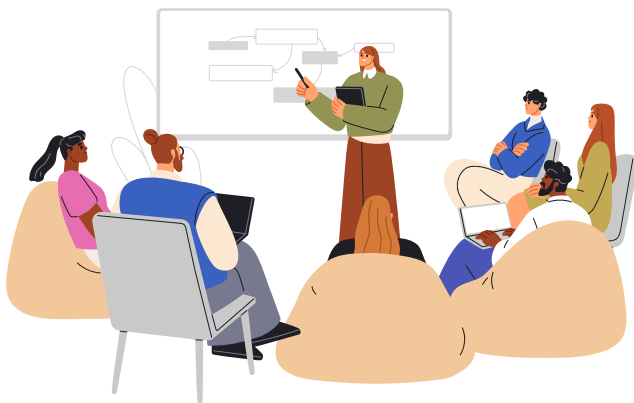
Our awareness efforts have resulted in several queries coming from people in the districts. Among them, a few **Prospective Foster Parents (PFPs)** are currently being supported by the team for their registration.

- In Ratnagiri, the DCPU has collaborated with us to register three PFP applications in their district.
- In Mumbai City, the DCPU has sought assistance from our team to complete an online application.

The team is also supporting them to conduct the Home Study Report (HSR). Around **35 queries** have been registered with us, and one placement has been made in Mumbai Suburban where 2 children have been placed under Foster Care.

4

Developing training and knowledge materials on foster care practices



Despite growing attention towards family-based alternative care (FBAC) in both international and national policy frameworks, institutional care continues to be the most commonly accessed form of alternative care, even though the Juvenile Justice Act recommends it only as a last resort.

In Maharashtra, unrelated foster care placements remain very limited, with fewer than 20 children reportedly placed under such arrangements. Against this backdrop, CSA, in partnership with UNICEF Maharashtra and Professor Mohua Nigudkar of TISS, has contributed significantly to knowledge-building efforts aimed at strengthening FBAC implementation in the state.

The modules have been informed by:

- Field-level insights from CSA's programmatic work across districts;
- Casework experience and interactions with stakeholders including CWCs, DCPUs, and CCI staff;
- A desk review of existing literature, policy documents, and civil society interventions in India.

The seven-module training manual has been prepared which has around **50 hours** of inputs which addresses the spectrum of Family Based Alternative Care and key aspects of foster care: The manual responds to field-identified gaps and provides clear procedural guidance to those working in the child protection system.

Fostering connections: From CCI donors to Foster parents

Two orphaned siblings living in a CCI in Borivali, Mumbai, had their basic needs, education, and emotional well-being supported by the institution. Among its regular donors and volunteers were Mr. and Mrs. Boolani from Thane, who built a strong bond with the children over time.



Having no children of their own, the Boolanis wished to care for the siblings permanently but learned the children were not legally free for adoption. When informed about the Foster Care Scheme, they sought guidance from CSA. CSA clarified the difference between adoption and foster care, assisted them in checking their CARA adoption status, and coordinated the foster care process across two districts and multiple agencies.

The Boolanis applied in December 2024, and by April 2025, the children were placed with them under a one-year foster care order. CSA continues to support the family with follow-ups, school admissions, and career guidance.

This case demonstrates how consistent community engagement, legal clarity, and dedicated support can transform donors into foster parents, giving children a loving home and a stable future.

Names have been changed to protect privacy.

Activities in the reporting period

Our focus in this phase of the project has been on learning from the program and practices of Prerana. Activities include:

1

On-the-Job Mentoring



Shadowing Visits:

CSA team members have accompanied Prerana staff during 12 family visits /home visits to observe case management and intervention strategies.



SIR training: The team has attended SIR training organized by Prerana which focused on good practices of conducting a social investigation.



Family Support Meeting: These meetings are for all the families who are part of Prerana's family strengthening program. The sessions cover common topics since these themes are frequently discussed with each family. The CSA team attended this meeting as well to understand the process.

2

Learnings from the engagement

Stakeholder Collaboration

We learned the importance of involving local organizations, community leaders, and government bodies to build a strong support system for families.

Tracking Progress:

We realized how essential regular follow-ups and measurable goals were to ensure families received the planned support and used it effectively.

Family Strengthening Sustainability

We gained insights on identifying strategies that empower families to become self-reliant, reducing their dependency on external aid over time.

Learning by Observation

By shadowing experience we saw how to handle real-life situations, understand family dynamics, and make practical decisions during challenges.



Co-organisation of Odisha Adoption Conclave with UNICEF and Government of Odisha

CSA co-organised the Odisha Adoption Conclave in collaboration with UNICEF and the Department of Women and Child Development, Government of Odisha. The event facilitated the sharing of good practices on adoption processes and challenges across states, and highlighted the need for convergence and systemic strengthening to ensure the best interests of children in need of permanent families.



Contribution to Training Module Development in Karnataka

CSA participated in a strategic meeting organised by the Karnataka State Commission for Protection of Child Rights (KSCPCR) focused on the development of a training module for social workers engaged in adoption and foster care. Participation in National Foster Care Consultation in Jaipur: CSA took part in a two-day Foster Care Consultation convened by UNICEF in Jaipur, attended by organisations working on family-based care across India. The consultation focused on finalising a Parenting Module for Foster Caregivers, being developed by IIHMR University in partnership with UNICEF.

Support Person Project

Operationalising Support Persons under the POCSO Act - Madhya Pradesh

Catalysts for Social Action (CSA) was entrusted by the Azim Premji Foundation to lead an 18-month pilot project in Madhya Pradesh aimed at strengthening the role of Support Persons under the *Protection of Children from Sexual Offences (POCSO) Act, 2012*.



Under the Act, a Support Person is a trained professional who walks alongside child survivors of sexual abuse and their families, supporting them through every stage of the legal process, ensuring access to medical care, psychosocial counselling, and victim compensation. Through this pilot, our goal is to build a coordinated, survivor-centric system that minimises re-traumatisation and closes procedural gaps.

We began by bringing key stakeholders and facilitated a multi-stakeholder training in Indore with members of the Child Welfare Committee (CWC), police officials, identified Support Persons, and representatives from the District Child Protection Unit (DCPU). The session focused on role clarity, inter-agency coordination, and child-sensitive engagement protocols.

In parallel, we partnered with the Women & Child Development Department to conduct a POCSO awareness and cyber-safety session at Gyanoday School, Ujjain. Through interactive discussions, we empowered students with knowledge of their rights, safe online practices, and the steps to seek help in situations of abuse or grooming.

This pilot not only deepens CSA's engagement with the legal and care systems, but also positions us to create a replicable model for integrating Support Persons into the child-protection ecosystem. The insights and evidence from the project will guide policy recommendations and strategies for scaling in partnership with government and allied stakeholders.

Care that is **Accountable**

Credibility and Accountability Disclosures

At CSA, accountability is more than compliance—it is a cornerstone of our credibility. Every rupee entrusted to us, every decision taken, and every partnership built is guided by a deep sense of responsibility toward the children and young adults we serve. Our governance structures, transparent financial practices, and dedicated leadership ensure that the organization remains not only mission-driven but also ethically sound and operationally strong. By adhering to the highest standards of oversight and compliance, we uphold the trust placed in us by donors, partners, governments, and the communities we support.

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

Board Meeting Details FY 24 - 25

Date of Meeting	Details
22 May 2024	Managing Committee
29 Jul 2024	Managing Committee
20 Sept 2024	Managing Committee
20 Sept 2024	Annual General Meeting
11 Dec 2024	Managing Committee
21 Feb 2025	Managing Committee

CSA Secretariat

Staff Details as on 31/03/2025

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)
Male	40	6	208	0	0
Female	53	5	143	0	0
Total	93	11	351	0	0

Full-time Staff (Payroll)

Designation	Male	Female	Total
Accounts Officer	3	3	6
Admin & Accounts	3	4	7
Assistant Manager Donor	1	1	2
Assistant Manager Learning	2	2	4
Assistant Manager Finance	2	0	2
Assistant Manager - Program	2	2	4
CEO	0	1	1
Communications - Associate	0	0	0
Executive - Admin & Procurement	0	1	1
Executive Accounts and Finance	3	4	7
Head - Advocacy	1	0	1
Head - Aftercare & Livelihood Program	0	1	1
Head - CCI Program	0	1	1
Head - Communication & Fundraising	1	0	1
Head - Finance & Accounts	0	1	1
Junior Executive Accounts and Finance	1	0	1

Designation	Male	Female	Total
Manager - Advocacy	0	1	1
Manager - Communications and Partnerships	0	0	0
Manager - Program	2	1	3
Manager - Aftercare	1	0	1
Office Assistant	0	1	1
Program Manager	2	1	3
Program Officer	5	13	18
Program Officer - Advocacy	0	4	4
Program Officer - Aftercare	8	10	18
Senior Manager - Aftercare	2	0	2
Senior Manager - Partnership (A & L)	1	0	2
Senior Program Officer - Learning	1	0	1
Senior Accounts Officer	0	1	1
Senior Program Officer - Aftercare	5	1	6
Senior Manager - Donor Management	0	1	1
Senior Manager - Impact	1	0	1
Assistant Manager - Impact	0	1	1
Manager - HR, IT, Admin	0	1	1

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

	Designation	Total
Goa	Care Giver	1
	Case Worker/Counsellor	3
	Cleaner	0
	Computer Teacher	2

Goa	Driver	0
	Nutritionist	19
	Tuition Teacher	0
	Vocation/Extra Curriculum	0
	Teacher	0
	Counsellor	0
	Cook	0
	Instructor	0
	Supervisor	0

	Designation	Total
Madhya Pradesh	Care Giver	2
	Case Worker/Counsellor	4
	Cleaner	1
	Computer Teacher	32
	Driver	1
	Nutritionist	3
	Tuition Teacher	56
	Vocation/Extra Curriculum	72
	Teacher	0
	Counsellor	0
	Cook	2
	Instructor	0
	Supervisors	0

	Designation	Total
Maharashtra	Care Giver	0

Maharashtra	Designation	Total
	Case Worker/Counsellor	2
	Cleaner	11
	Computer Teacher	48
	Driver	0
	Nutritionist	2
	Tuition Teacher	82
	Vocation/Extra Curriculum	20
	Teacher	1
	Counsellor	0
	Cook	0
	Instructor	0
	Supervisors	1

Odisha	Designation	Total
	Care Giver	0
	Case Worker/Counsellor	0
	Cleaner	1
	Computer Teacher	29
	Driver	0
	Nutritionist	0
	Tuition Teacher	70
	Vocation/Extra Curriculum	2
	Teacher	0
	Counsellor	0
	Cook	0
	Instructor	0
Supervisors	0	

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

Category	Male	Female
Part Time	0	0

Credibility Alliance Norms Compliance Report

*Distribution of Paid Staff (Payroll + Contract Staff + Contract Field Staff + Consultants)
according to compensation levels as on 31st March 2025*

Slab of gross salary (in Rs) paid to staff (per month)	Male	Female	Total Staff
Less than or equal to 5000	0	0	0
5,001 - 10,000	0	0	0
10,001 - 25,000	6	9	15
25,001 - 50,000	14	22	36
50,001 - 1,00,000	9	12	21
Greater than 1,00,000	3	5	8

INDEPENDENT AUDITOR'S REPORT

To,
The Board of Trustees,
Catalysts for Social Action,

Opinion

We have audited the financial statements of Catalysts for Social Action (the trust), which comprise the balance sheet as at March 31, 2025, the Income and Expenditure Account for the year then ended March 31, 2025 and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements of the Trust are prepared, in all material respects, in accordance with the Maharashtra Public Trusts Act, 1950 (the Act).

Basis for Opinion

We conducted our audit in accordance with Standards on Auditing (SAs). Our responsibilities under those Standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the trust in accordance with the ethical requirements that are relevant to our audit of the financial statements, and we have fulfilled our other responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation of the financial statements in accordance with the Act and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the trust's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the trust or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the trust's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with SAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with SAs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

Identify and assess the risks of material misstatement of the financial statements, whether due to

fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion.

The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the trust's internal control.⁴¹

Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the trust's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the trust to cease to continue as a going concern.

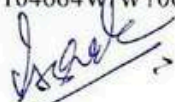
We communicate with management regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Report on Other Legal and Regulatory Requirements Opinion

Further we report that:

- (i) we have obtained all the information and explanations, which to the best of our knowledge and belief, were necessary for the purpose of our audit.
- (ii) in our opinion, proper books of account as required by law have been kept by the Trust so far as it appears from our examination of those books.
- (iii) the Balance Sheet and Income and Expenditure Account dealt with by this report are in agreement with the books of accounts.
- (iv) in our opinion and to the best of our information and according to the explanations given to us, the aforesaid Financial Statements read together with the Notes thereon, give a true and fair view in conformity with the accounting principles generally accepted in India, of the state of affairs of the Trust as at March 31, 2025, and its surplus for the year ended on that dated.

For Kamdar Desai & Patel LLP
Chartered Accountants
FRN: 104664W/W100805


Urmil Shah
Partner
M No: 101324
UDIN: 25101324BMIPLJ5853
Date: 20/09/2025



CATALYSTS FOR SOCIAL ACTION
Bombay Public Trust Regn No. F-18514 (Pune)
Schedule VIII [Vide Rule 17(1)]
Balance Sheet as at 31st March, 2025

FUNDS & LIABILITIES				PROPERTY AND ASSETS			
	Sch	Rs.	Rs.		Sch	Rs.	Rs.
Trust Fund :- CORPUS				Immovable Properties :- (At Cost)			
Balance as per last Balance Sheet		4,52,79,824		Balance as per last Balance Sheet		-	
Add: Donation Received during the year		3,01,00,000		Additions during the year		-	
Less: Utilisation		(1,38,48,487)	6,15,31,337	Less: Sales during the year		-	
				Depreciation up to date		-	
Other F earmarked Funds :-				Investments :-		7,27,48,866	7,27,48,866
Loans (Secured or Unsecured) :-				Furniture & Fixtures :-			
From Trustees				Balance as per last Balance Sheet		22,35,648	
From Others				Additions during the year		8,46,448	
				Less: Sales during the year		-	
				Depreciation up to date		9,47,544	21,34,552
Liabilities :-				Loans (Secured or Unsecured): Good / doubtful			
For Expenses		7,62,570		Advances :-			
For Advances (Including Fees)		10,04,896		For Property		-	
For Other Deposits		-	17,67,466	To Employees		10,72,500	
For Sundry Credit Balances		-		To Others		16,66,825	27,39,325
Income and Expenditure Account :-				Deferred Revenue Expenditure			
Balance as per last Balance Sheet		95,64,328		Stamp Duty & Brokerage Expenses		-	
Less: Appropriation, if any		-		Additions during the year		-	
Add: Surplus/(Deficit) as per income and Expenditure Account		1,01,88,486	1,97,52,814	Less: Written Off during the period		-	
				Cash and Bank Balances :-			
				(a) Bank		54,18,635	
				(b) Cash in Hand		10,239	
				(c) With the Trustee		-	
				(d) With the Senior Clerk		-	54,28,873
Total			8,30,51,617	Total			8,30,51,617

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

For Kamdar Desai & Patel LLP
Chartered Accountants

Urmil Shah
Partner
M.No. 101324
Place : Mumbai
Date: 20 SEP 2025



CATALYSTS FOR SOCIAL ACTION
Bombay Public Trust Regn No. F-18514 (Pune)

Vipul Jain
Trustee

Vinayak Kamath
Trustee



CATALYSTS FOR SOCIAL ACTION
Bombay Public Trust Regn No. F-18514 (Pune)
Schedule VIII [Vide Rule 17(1)]

Income and Expenditure Account for the period from 1st April 2024 to 31st March 2025

EXPENDITURE				INCOME			
	Sch	Rs.	Rs.		Sch	Rs.	Rs.
To Expenditure in respect of properties :-				By Rent		-	-
Rates, Taxes, Cesses		-		By Donations		16,78,55,248	16,78,55,248
Repairs and maintenance		-		By Dividend		-	-
Bank Charges		-		By Indirect Income			
Insurance		-		Interest Earned		36,46,921	36,46,921
Depreciation		-		By Miscellaneous Income		12,646	12,646
To Professional Fees		8,12,547	8,12,547				
To Contribution and Fees		-	-				
To Property Tax		-	-				
To Miscellaneous Expenses		-	-				
To Depreciation		9,47,544	9,47,544				
To Expenditure on Objects of the Trust							
Religious		-					
Educational		5,48,72,943					
Other Charitable Objects		10,46,93,295	15,95,66,238				
To Surplus carried over to Balance Sheet			1,01,88,486				
Total			17,15,14,815	Total			17,15,14,815

For Kamdar Desai & Patel LLP
Chartered Accountants

Urmil Shah
Partner
M.No. 101324

Place : Mumbai



CATALYSTS FOR SOCIAL ACTION
Bombay Public Trust Regn No. F-18514 (Pune)

Vipul Jain
Trustee

Vinayak Kamath
Trustee



CATALYSTS FOR SOCIAL ACTION
Bombay Public Trust Regn No. F-18514 (Pune)
Balance Sheet as at March 31, 2025

Particulars	Schedule No	31-Mar-25 Amount (Rs.)	31-Mar-24 Amount (Rs.)
Sources of Funds			
Trust and Corpus Fund	1	6,15,31,337	4,52,79,824
Reserves and Surplus	2	1,97,52,814	95,64,328
Total		8,12,84,150	5,48,44,152
Application of Funds			
Fixed Assets	3	21,34,552	22,35,648
Investments (Long term)	4	7,27,48,866	5,07,34,981
Current Assets, Loans and Advances (A)			
Cash & Bank Balances	5	54,28,873	14,07,505
Loans and Advances	6	12,20,171	7,53,391
Other Current Assets	7	15,19,154	16,30,098
Less: Current Liabilities and Provisions (B)			
Current Liabilities	8	10,04,896	10,42,399
Provisions	9	7,62,570	8,75,072
Net Current Assets (A-B)		64,00,732	18,73,523
Total		8,12,84,150	5,48,44,152

The schedules referred to above form an integral part of the Financial Statements.

Notes to Accounts

For Kamdar Desai & Patel LLP
Chartered Accountants
ICAI Firm Registration No: 104664W/W100805

Urmil Shah
Urmil Shah
Partner
Membership No.: 101324
Mumbai
Date: 20/4/2025



For Catalysts For Social Action

Vipul Jain *Vinayak Kamath*
Vipul Jain **Vinayak Kamath**



CATALYSTS FOR SOCIAL ACTION

Bombay Public Trust Regn No. F-18514 (Pune)

Income & Expenditure Account for the year ended March 31, 2025

Particulars	Schedule No	31-Mar-25 Amount (Rs.)	31-Mar-24 Amount (Rs.)
Income			
Donations	10	16,78,55,248	14,55,76,783
Other Income	11	36,59,567	30,78,116
Total		17,15,14,815	14,86,54,900
Expenditure			
Programme Related Expenses	12	15,10,44,340	12,66,44,735
Charity Event Expenses	13	15,79,551	9,46,909
Administration Expenses	14	77,54,894	1,01,44,934
Total		16,03,78,785	13,77,36,578
Surplus/(Deficit) of Income over Expenditure Before Tax and Depreciation		1,11,36,030	1,09,18,322
excess provision of interest		-	-
Depreciation		9,47,544	11,90,887
Surplus/(Deficit) of Income over Expenditure Before Tax		1,01,88,486	97,27,435

The schedules referred to above form an integral part of the Financial Statements.

Notes to Accounts

For Kamdar Desai & Patel LLP

Chartered Accountants

ICAI Firm Registration No: 104664W/W100805

Urmil Shah

Partner

Membership No.: 101324

Mumbai

Date: 20/9/2025



For Catalysts For Social Action

Vipul Jain

Vinayak Kamath



CATALYSTS FOR SOCIAL ACTION

Bombay Public Trust Regn No. F-18514 (Pune)

Income & Expenditure Account for the year ended March 31, 2025

Particulars	Schedule No	31-Mar-25 Amount (Rs.)	31-Mar-24 Amount (Rs.)
Income			
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Administration Expenses	14	77,54,894	1,01,44,934
Total		16,03,78,785	13,77,36,578
Surplus/(Deficit) of Income over Expenditure Before Tax and Depreciation excess provision of interest		1,11,36,030	1,09,18,322
Depreciation		9,47,544	11,90,887
Surplus/(Deficit) of Income over Expenditure Before Tax		1,01,88,486	97,27,435

The schedules referred to above form an integral part of the Financial Statements.

Notes to Accounts

For Kamdar Desai & Patel LLP

Chartered Accountants

ICAI Firm Registration No: 104664W/W100805

Urmil Shah

Partner

Membership No.: 101324

Mumbai

Date: 20/9/2025



For Catalysts For Social Action

Vipul Jain

Vinayak Kamath



Our Supporters

We extend our heartfelt gratitude to all our supporters whose generosity and partnership have empowered our work this year. Your continued trust strengthens our mission and helps us create lasting impact for children across our programs.





Catalysts For Social Action
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400079

 Catalysts for Social Action (CSA)

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