

4500+ CHILDREN & 87 HOMES STRONG

Annual Report 2019-2020

Madhya Pradesh



Maharashtra






















Goa



Odisha



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VISION

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



MISSION

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

- Increasing adoptions and support to adoptive parents and children
- Maintaining higher standards in child care homes
- Supporting children in their transition into independent living and secure livelihood
- Supporting Government policies and their implementation our role is not only to provide direct services but also act as a catalyst for systemic and sustainable change



VALUES

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

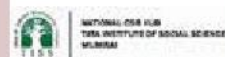
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Registration	Registration Date	Registration No.	Validity	State
Registered as Society	03/09/2002	MH/ 1282/ 2002/ Pune	Lifetime	Maharashtra
Registered as Trust	10/02/2003	F-18514 (Pune)	Lifetime	Maharashtra
Income Tax u/s 12A	03/09/2002	No. Pn.ITO(OSD)/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

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

Listings

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





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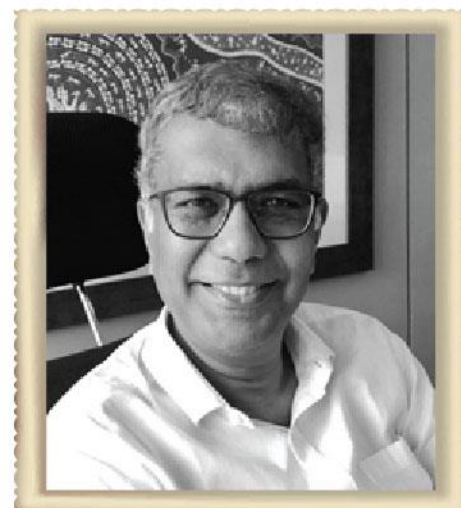
All our dreams can come true, if we have the courage to pursue them – Walt Disney

”

PRESIDENT'S FOREWORD

The primary theme last year was expansion of our work. From 60+ CCIs, we have moved to 87 and today, we support nearly 4500+ children. We will cross 100 CCIs in the coming year. We also built our Aftercare program and have more than 320+ Care Leavers in the program and along with Alumni; we work with more than 425+ Care Leavers. A big 'thank you' and congratulations to the entire CSA team for their hard work and these huge accomplishments!

This growth also makes us one of the largest NGO's working in the Child Protection space.



We also did a landmark project on vulnerability mapping in four districts of Madhya Pradesh. The project reveals the sad fact that there are many children 'out there' in need of care and protection who are left to fend for themselves. It is essential to bring these children into the care and protection system. The sheer numbers of vulnerable children underlines the fact that CCIs have an important role to play and our best strategy would be to strengthen existing CCIs and make them a place of care and nurture, even as capability to do family based rehabilitation is being developed.

We also did a study of children that had been de-institutionalised and sent to live with their family. The study revealed that in a vast majority of cases, there was deterioration in their nutrition and education indicators. Most importantly adequate social investigation is not being done in many cases and no follow-up visits were done. The study highlights the need for proper 'gate keeping' at both entry and exit of the child and that deinstitutionalization is done mindfully keeping the best interest of the child as the core principle.

As I write this note, we are in the 5th month of the Pandemic crisis. It is not only a health issue but one which has an adverse impact on the economy, livelihoods, education, mental health and much more. Some of the indicators of distress due to COVID that we are already seeing are:

- » During 20th March till 10th April, Childline witnessed a 50% increase in calls to 460,000 calls resulting in 9,383 interventions. Rates of child marriage, emotional and sexual abuse, trafficking, abandonment, neglect and child labour are expected to increase, especially of girls, as seen in earlier disasters. (Source: UNICEF report)
- » CCIs are locked down with restrictions on entry of visitors and non-residential staff. Limited staff resources make running homes more challenging. Similarly support and monitoring is more difficult for government and NGO partners.
- » Children in CCIs are cooped up with no interaction with the external world. They are bored and scared. Mental health issues could increase for them.
- » Schooling is either shut or semi online (which is quite challenging to do without proper resources). Tutors are not able to visit in person. There is a huge loss of educational opportunity for these children.
- » 72% of CCIs reported that they fear lack of funding this year and may have to close down.
- » 40% of Care Leavers have not been paid a salary and 30% have lost their jobs. This is a huge and heart-breaking setback for these young adults and even day to day living can become a challenge.
- » Many skilling institutions have either suspended their courses or have moved partially online. 45% of Care Leavers are unable to continue with their courses.

» 61,804 children, out of 400,000 children living in Child Care Homes have been discharged. It is not known how safety and protection are being assured to these children in their homes. (Source: UNICEF report)

All of these indicators are pointing to one brutal truth – vulnerable children will be very badly impacted. There is likely to be a surge of children requiring institutional care and at the same time, CCI's are struggling. All of the issues that CSA is working on – Strengthening CCI's, Aftercare Services, Vulnerability Mapping, and Mindful De-institutionalisation are even more important in this time of crisis and beyond.

In response to some of these challenges, CSA has started a large Digital Engagement Program for our CCI's. The central idea here is to equip each CCI with a Computer Lab, a Smart TV and a decent internet connection. This digital infrastructure is then used to deliver educational and stress-busting content and engagement with the children. Remedial education / regular school classes as well as coaching is being done online. Zumba, yoga and art classes are being conducted by experts. Children in different institutions can say hello and interact with each other. Our Program Officers are able to talk to the trustees and the children over Zoom and WhatsApp calls. In many ways, the constraints of distance and location are being overcome and new opportunities for children are being opened up.

Similarly for our Care Leavers, we have decided that each of them will be given a smartphone and internet connection at the time they enrol in our program. They are being encouraged to join online courses and upgrade other skills as they wait for job opportunities or their training facilities to reopen. As an example, 100+ Care Leavers have been enrolled in an online English language program called Enguru and are learning an important skill for their jobs – conversational English.

In this crisis, I hope that all the stakeholders working in the field of care and protection think hard about how we can achieve excellence, scale and impact. In particular:

- » We must think about a PPP (Public-Private Partnership) model between NGOs and Government so that responsibilities of the state are discharged more effectively.
- » NGOs must collaborate between themselves so that duplication is avoided, best practices shared and scale achieved.
- » We must use technology and data analysis for planning, monitoring and measuring outcomes and impact.

Every crisis is also a time for change, an opportunity to reinvent and reimagine. I hope that we seize this moment and ensure that our children receive the “family like care” that they deserve.

I would like to end by thanking all our donors and supporters. It is due to your generosity that we are able to work. At this time, we need your support even more!

Best Regards,

Vipul Jain

President & Co-founder
Catalysts for Social Action

A NOTE FROM THE CEO

When I look back at 2019, I am filled with joy, gratitude, and pride in what we achieved for our children and what our children accomplished for themselves.

I am proud to share that we have expanded our reach to 87 Childcare Institutions and now serve 4500 children. We are the sole partners for some of these homes as they are located in the most remote and rural parts of the country. Every new home we partner with is a humble step towards our objective of serving more children under institutional care.

Speaking and thinking of the children we ultimately serve always brings me joy. This year is no exception. We are immensely proud and delighted to share that **93%** and **89%** of those who appeared cleared their 10th and 12th grade exams respectively



this year. To me, this reflects our children's innate desire to work hard, succeed and build something for themselves, which keeps us motivated and focused. One of our goals has been to strengthen the aftercare program. **425+** of our children were supported under our aftercare program this year. We are happy to share that **100+** of our young adults are employed, independent and leading a life of dignity.

Our children come under institutional care due to their difficult circumstances but that should not determine their path in life. We, at CSA, believe that working closely with our institutions and strengthening them through programs, training and other initiatives will equip them to provide the care of a family environment to every child. This does not only include avenues to good health, but also safety, companionship, and happiness. We are pleased to share that **86%** of our children are within normal health and BMI standards. For those who do not meet these parameters, we offer supplementary nutrition, with the goal of eliminating nutrition-related issues in our homes. We also work with tuition teachers to provide individual support to every child through small group instruction, ensuring that our children are literate.

Turning 18 is a milestone for many, but this is not the case for our children. For those under institutional care, it is a dreadful and nerve-racking moment because they have to exit the only home they have known, the place they have spent a significant number of years in, often without skills, education or a clear path to an independent life. We begin preparing our children to face the world at 18 by equipping them with life skills, digital literacy, financial literacy, an adolescent health program, and spoken English. In 2019, over **170** children were certified by NIIT, **300** children participated in the life skills program and **230** in our financial literacy program. We are excited to share our learnings from our work in the aftercare space in our recently published white paper "**Empowering Youth Leaving Care at 18**".

While we work for our children, who are under institutional care, we are constantly reminded of those who do not come under our purview or even under the purview of institutional care. A recent study estimates that there are **30 million** children who are vulnerable and require attention. With this objective, we conducted a large-scale vulnerability mapping exercise in Madhya Pradesh to train **8000** front line workers to identify vulnerable families and children and to bring them to the notice of authorities so that they can get the support required.

As we were closing the year, COVID-19 struck and generated a completely new and different set of challenges. We moved quickly to ensure that our homes are stocked with basic needs and hygiene products

and continue to monitor them for the months to come. We needed to transition to a digital learning environment to ensure that learning is never disrupted or stopped for our children. Our Aftercare children have had serious challenges as their courses have stopped mid-way and some have even lost their jobs. We are closely watching the situation and doing our best to support them. I want to thank each and every one of you who swiftly stepped forward to bolster and encourage us during this continuing crisis. Our work this year will largely be shaped by this situation and we would love to hear your ideas and suggestions for how to best protect our homes and children.

As we move towards what lies ahead, I am deeply grateful to all our supporters who have stood by our side all along as well as those who have recently come onboard. None of what we do is possible without your generosity and belief in our work. Thank you for the faith you have in us and in our children. I know they will make us all proud. We have a long way to go and thank you once again for joining and walking this path with us.

With Hope and Gratitude,

Anandhi Yagnaraman

CEO

Catalysts for Social Action



CSA'S CAUSE AMBASSADOR

Sandip Soparrkar is a German trained Ballroom and Latin Dance expert. He has trained the likes of Britney Spears, Shakira, Beyonce and even the pop diva Madonna. In Bollywood, he counts superstars like Hrithik Roshan, Priyanka Chopra, Kajol and Ameesha Patel amongst those that he has trained. Sandip is the recipient of 3 National Excellence Awards, 1 National Achievement Award and the DadaSaheb Phalke Award.

Sandip shares his thoughts on being an Adoptive parent and the need to ensure more children are available for adoption -

"I adopted my son, Arjun in 2007 and soon, came to be known as the first single male Adoptive parent in India. It was the culmination of four years of perseverance in the face of uncertainty. Arjun is almost 15, and is making me proud in more ways than one. He loves strumming his guitar, playing with the dog, going out with friends and swimming. Of course, now he does not want Papa around. He wants to do his own thing. In many ways, Arjun has taught me to be reflective, to question what I do, why I do it. I never did that earlier. To me parenting is about friendship - it's a lifetime bond that gets stronger each day.

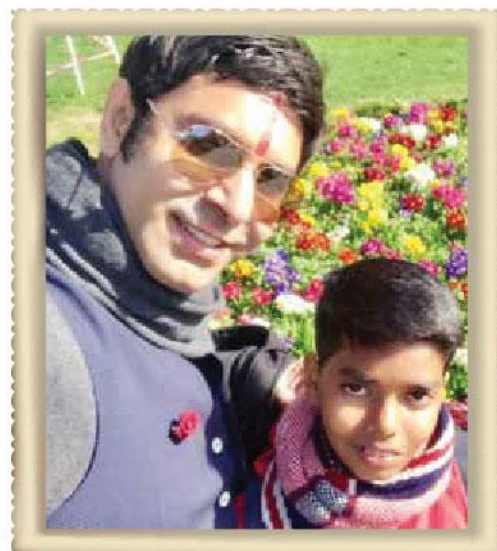
My association with CSA as their Cause Ambassador dates back to November 2010. It's been a decade and a journey that I am proud of! One of the most heartening features that I see today is the transformational change in the mind-set of Indians. I remember, when I adopted Arjun, adoption was a rare novelty, attracting some curiosity and a great deal of bewilderment. Today, I can see that it has become a way of life; more and more Indians are adopting which is truly heartening.

However, the number of adoptions continues to dwindle and in a country with over 30 million children in need of care and protection, why are more children not moving into the adoption stream?

Adoption is by far the best outcome for a child - much better than institutional care. Some reasons for low adoption in India can be attributed to lack of awareness amongst civil society, social workers, police, NGO's and other stakeholders coupled with the Lengthy and cumbersome adoption processes.

CSA's field research and work with CCI's shows that there are many children without parental contact that are languishing in CCI's. CSA through continuous workshops and training focuses on bringing these children into the adoption stream and consistently works towards increasing awareness on Adoption.

I am proud to be associated with CSA and commend them for the phenomenal work they are doing in keeping vulnerable children safe and protected. "I encourage you to come forward and support CSA in their work!"



**Thank You,
Sandip Soparrkar**

OUR REACH

2011

Madhya Pradesh

No. of CCIs **24**
No. of Children Supported **1002**
No. of Districts **10**
No. of CSA Program Staff **8**

2010

Goa

No. of CCIs **12**
No. of Children Supported **402**
No. of Districts **2**
No. of CSA Program Staff **2**

2007

Odisha

No. of CCIs **18**
No. of Children Supported **1136**
No. of Districts **5**
No. of CSA Program Staff **3**

2002

Maharashta

No. of CCIs **33**
No. of Children Supported **1991**
No. of Districts **14**
No. of CSA Program Staff **12**

- NO. OF CCIs **87**

- NO. OF CHILDREN SUPPORTED **4531**

- NO. OF DISTRICTS **31**

- NO. OF CSA PROGRAM STAFF **25**

THE IMPACT YOU ENABLED

87

Total CCIs

4531

Total Children

83%

Children had
no ailments
during end line
health check

86%

Children were
found with normal
BMI status

425+

Adults supported for
Higher Education & Skill
Training

100+

Young Adults
placed in jobs

450+

Children underwent
Computer Training

1380

Children underwent
Child Safety Trainings
across

171

Children
Certified in
Computer
training by NIIT

110

Tuition Teachers
appointed for
After School
Tuition support

276

Children assessed
under Education -
learning outcomes
improved by

33

CCIs

93%

Children who
appeared passed
10th grade exams

23%

in Maths &

89%

Children who
appeared passed
12th grade exams

25%

in Language

300

Children underwent
Life Skill trainings

340+

Children underwent training
on Adolescent Health

230

Children underwent Financial Literacy Training

OUR PROGRAMS



Health & Nutrition

Ensuring children have access to good health & treatments, basic hygiene, nutrition & safe living conditions, thus providing an all-round development for children.



Health, Hygiene & Sanitation

Improving healthcare conditions and practices in CCLs



Bi-yearly dental, eye, ENT and physical health check-ups



Prescription of necessary treatments



Awareness training on basic healthcare & hygiene practices for children and staff



Providing basic & additional hygiene kits, medical kits and sanitation materials



Supplementary Nutrition

Providing nutritional support to improve overall health & BMI



Bi-yearly Body Mass Index assessment



Consultation with nutritionist to ensure proper growth and development



Providing supplementary foods such as breakfast, fruits & vegetables, milk, nutritious snacks, etc.



Regular follow-up & monitoring of nutritional support



Day to Day Essentials

Ensuring the availability of daily life necessities



Providing innerwear, footwear and other essentials



Infrastructure Support

Aiding the development of safe and hygienic living conditions



Supporting construction and repair of toilets and bathrooms



Providing beds & bedding kits, water filters, electrification, cleaning etc.



Education & Nutrition

Ensuring a strong base in learning competencies which help children in their education.



Education

Improving education outcomes and quality of learning



After school academic support through Tuition Training for Language & Mathematics



Recruiting Tuition Teachers and bi-yearly training on innovative teaching & learning practices



Baseline & Endline assessment to review intervention impact



Focussed bi-monthly classroom engagements by CSA Program Officers



Monthly Staff Reviews with all teachers, trustees and CCI managers



Providing educational material: uniforms, shoes, stationery and support for school fees



Providing coaching classes support for 10th and 12th graders



Life Skills

Helping in development of key life skill competencies



Imparting sessions on 21st century life skills: Communication, Self-Awareness, Critical Thinking, Collaboration & Self-Esteem to children above 14



Baseline & Endline assessments



Imparting Adolescent Health Education Program on knowledge, skill and attitude development on sexual health and related aspects



Learning with Fun

Creating an ecosystem for learning and fun



Arranging educational visits to historic places



Celebration of festivals



Learning through extracurricular forums and hobby class



Livelihood & Aftercare

Empower children towards being prepared to lead independent lives after leaving CCLs.



Preparatory Program

Preparing children above 14 years of age for independent life after leaving CCLs



Career awareness, orientation programs and Career counselling sessions



Financial literacy training sessions



Aftercare Support

Helping young adults transition into skilled careers & jobs



Livelihood training and supporting higher education and job placements



Focussed and constant support and mentoring



Support for living essentials like food, shelter and daily necessities



Vocational Training

Providing vocational skill training based on children's interests



Organising vocational skill training for children above 14





Capacity Building & Advocacy

Build capacity of stakeholders at various levels to enhance awareness around best child-care practices and advocating the promotion of adoption.



Adoption

Aiding institutions to identify children in need, helping them & the prospective adoptive parents to ensure easy adoption



Assessing parental contact of children at CCIs and reporting them to child welfare committees to ensure legal adoption eligibility



Supporting prospective adoptive parents with application inquires & documentation process



Grassroot level training for Anganwadi workers on adoption processes & aid in identifying children in need of care & protection



CCI Building Capacity

Enhancing capabilities of CCIs by aiding in funding, management and advocacy



Train CCI Trustees, Management & staff on Juvenile Justice Act, documentation & record maintenance and best childcare practices



Stakeholder Workshops & Trainings

Building awareness about childcare in CCIs and adoption practices



Conducting sensitization workshops for grassroots level workers, CWC, hospitals, police, adoptive parents and judiciary



Training the CCI Staff on Juvenile Justice Act

OUR CHILDREN OUR HEROES

Children are resilient and can emerge victorious even from seemingly impossible circumstances! So many children from our partner CCIs have excelled in various ways and are indeed 'Our Heroes'!

Heroes from Odisha

Children from Banabasi Seva Samiti, Baliguda CCI participated in **State Level Annual program "Mahak"**, organised by Odisha State Child Protection Society (OSCPs) and **won first prize** in group dance competition & **second prize** in running race.



Children from Bal Gopal Seva Niketan CCI performed "Ghumra" a folk dance at **District & State Level** and won accolades.

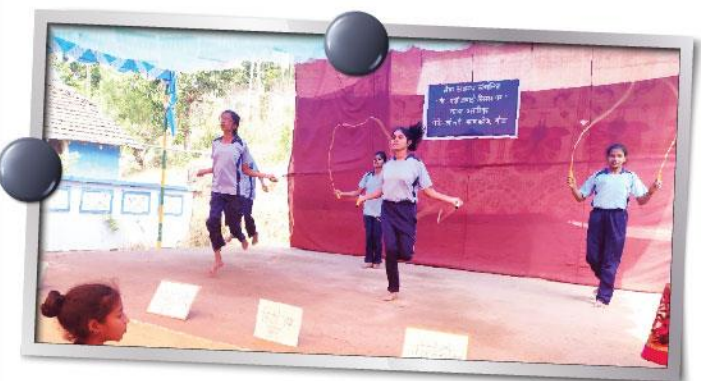


Heroes from Goa

Livia was the **first child** in Goa who was placed with her foster mother Maria through CSA's efforts and her story was featured as part of a film shot by HBO. This short film was screened in New York in December 2019 and Livia and her mother were invited for the film's premier to New York. Livia also got an opportunity to meet **J K Rowling**, celebrated author of the "Harry Potter" series!



As part of the 'Fit India' movement, girls from **Seva Sankalp CCI in Goa**, participated in fitness activities like skipping and cycling which continued for a period of 5 hours. Mrs. Sulochana Sawant, President, BJP Mahila Morcha and wife of honorable CM of Goa, Mr Pramod Sawant, attended the program. CSA's partnership & support was highly appreciated.



Heroes from Pune

Children from one of our Pune CCIs participated in **District level Kabaddi competition** organized by Women and Child Development Department Pune. They won the competition and qualified for the Divisional competition and stood first in the divisional level competition.



Akar Shisode from one of our Pune CCIs stood **second** in his college and scored 78% in his HSC - 12th grade examination.



Héroes from Mumbai



Children from Girivanvasi Pragati Mandal CCI in Dahanu participated in **Bal Mahotsav Palghar District** competition and **Bal Mahotsav Konkan District** competitions and won 16 and 25 prizes respectively across various categories.



Children from Government Children's home participated in **sports festival** organised by **WCD department, Thane** and won 13 prizes in various sport events.



Rekha is from a CCI based on the outskirts of Mumbai. She was diagnosed with tuberculosis in March last year, and her haemoglobin level was very low; with proper medical care and nutritious diet, she has now recovered from tuberculosis. Despite her health condition, Chaitali was able to prepare for her SSC - 10th grade exams and has passed her examination with **66.5%**.

Heroes from Madhya Pradesh



15 youngsters supported under our Aftercare program were invited for a workshop organised by **Juvenile Justice committee MP, UNICEF and WCD, MP** to share their experiences and support received from CSA. Following this, the Department asked CSA for a report on the Aftercare program being implemented by CSA with the objective to explore opportunities for further collaboration.



Faheem from one of our CCIs in Khandwa district participated in the Inter school Sports & Games competition which is also recognized by Ministry of Youth Affairs & Sports and was awarded as the **best player** in football championship.



“

You see things and you say, 'Why?' But I dream things that never were and I say, 'Why not?'
– George Bernard Shaw

”

OUR TRAILBLAZERS-YOUNG ADULTS

Once children turn 18, they have to move out of the Child Care Institutes (CCIs) and have to figure a way to navigate through the complexities of life on their own. We are committed to supporting these young adults to enable them to be able to stand on their feet. Here are a few inspiring Young Adults who have beaten the odds and are progressing towards a promising future.

Graphic Designer with Clover Infotech, Mumbai



Jumman was just 3 when he lost his parents. With the help of a social worker, he was admitted into a CCI and after becoming 18, he was transferred to an Aftercare Home in Mumbai. He overcame all his struggles and completed his HSC with 72%. With CSA's intervention, he enrolled for a graphic design course and was able to get placed at one of our CSR Partner - **Clover Infotech's** office as a Graphic Designer trainee. Jumman was also the first young adult from our program to participate in the Tata Mumbai Marathon in January 2020 in the 10 Km category. He underwent training with Striders. and he successfully completed his race in 1hr 8mins! We are proud of Jumman and can't wait to see what life has in store for him!

Sales Executive with Zudio store, Thane-Mumbai



Vinita lost her parents when she was 10 and along with her brother was admitted to a CCI in Dahanu. Once she turned 18, she was shifted to Kshamata Foundation (Girls Aftercare Home) in Thane. Through our Flight @18 program, we were able to help clarify her career related doubts. We enrolled her for a Retail Management course at **TATA Strive** for 3 months. She completed the course and was placed in Zudio Store, a clothing brand as Sales Executive. She is earning ₹10,000 per month with incentives. Vinita is confident and armed with a smile, she is ready to take on the world!

Hardware Technician in Goa

Akash was born in a very poor family and with limited exposure, financial pressure and with support, he was unable to clear his Grade 10 examination. In order to support his family, Akash started doing some odd jobs like working at a petrol pump, other times as a delivery boy. With CSA's intervention, Akash was enrolled in a basic hardware networking course and was also motivated to reappear for his exams. Akash completed his basic hardware networking course in December 2019 and secured a job as a Hardware Technician in **"Softtech Computer Services"** - Panjim, Goa with a salary of ₹8000 per month. Presently, he is continuing with his work and is preparing for his open school grade 10 exam via NIOS. We wish him the very best with his future!

Working at a hotel in Baramati

Sarika's parents are farmers and due to financial difficulties, she has been staying at a CCI in Pune. With the help of CSA's career awareness sessions, she was enrolled for a Hotel Management course in Baramati. After completing her 6 months course, she is now working in Hotel Sai Inn, Baramati and earning ₹9000 a month and financially supporting her family. Sarika is happy to be able to support her family and she looks forward to a bright future!

Sales Executive at HDFC Bank, Madhya Pradesh

Simran is a single parent child & her journey is very inspiring. She is an intelligent girl with a positive outlook towards life. She was enrolled by her maternal uncle in one of CSA supported CCI in Madhya Pradesh. After scoring 78% in Grade 12, she was in a dilemma as to what is in store for her. Seeing her inclination and seriousness, we enrolled her for an Office Administration Course from ICICI Academy of Skills and got her placed in HDFC bank as a Sales executive. Currently, Simran is pursuing her higher education and we are glad to be a part of her journey!

CREATING SUSTAINABLE CHANGE THROUGH ADVOCACY

Vulnerability Mapping and Adoption Awareness project

We partnered with the Department of Women and Child Development (DWCD), Indore Division, Madhya Pradesh for a pilot project to train 8000 Anganwadi Workers (AWWs) in 4 districts of the Division to conduct a vulnerability mapping exercise. The objective of the training was to enable the AWWs to identify vulnerable children in their area and report them to appropriate authorities for necessary action. 51 trainings were conducted to train almost 8000 AWWs from Indore, Khandwa, Dhar and Barwani. They were trained on child rights, provisions related to Children in Need of Care & Protection (CNCP) in the Juvenile Justice Act, 2015, and alternative care for CNCP.

The training was followed by a survey conducted by AWWs to identify CNCP in their local areas. Close to 2000 forms with the information of children in possible need of support were received by us. Around 400 investigations were conducted by us which needed urgent attention and the information was submitted to the district authorities.



Trained **8000**
AWWs from Indore
division



2061 survey forms
received with details
of children in need of
support



371 social
investigations
conducted by us
for critical cases



2 children identified and
rescued, placed at child
care institution and mother
being provided with
medical support

Post-training, information was received by the CSA team from an Anganwadi worker about two destitute children living with their mentally challenged mother in the outskirts of Indore. A detailed investigation by the CSA team revealed that the children had no one to take care of them and had to beg to feed themselves. This investigation report was handed over to DWCD who then forwarded it to Childline for rescue of the children. While the children were rescued, produced before the Child Welfare Committee, and placed in a child care institution, the mother was admitted to a hospital by the police for her medical needs.



CSA's Aftercare program whitepaper - "Empowering Youth Leaving Care at 18" - released

We published a whitepaper describing our learnings from providing Aftercare services to over 300 Care Leavers together with our partner **A Future for Every Child**. Our Aftercare program prepares kids above 14 years of age growing up under institutional care for life outside the CCI. It also supports those who leave institutions on turning 18 for completing their education, to get vocational training, and to find a job so as to enable them to lead respectable and independent lives. This paper documents the processes employed, strategy, challenges, and learning which CSA has gained in the process of supporting 300+ Care Leavers since 2016. The objective of the paper is to highlight the various components of a successful Aftercare program which enables youth leaving institutional care to become contributing members of the society.

"Does deinstitutionalization always serve 'best interest' of the child?" - A study

We conducted a study to understand the ground realities of the restoration of institutionalized children with their families, and published a paper with our findings. The paper argues that deinstitutionalization without necessary precautions, adequate support, and monitoring of outcomes can actually be detrimental to the best interest of the child. The study analyzed the outcomes of restoration of 29 children who were in institutional care. Points of analysis included the legal and administrative process which was followed for restoration, whether post restoration monitoring and support was provided, and how restoration had impacted various growth and development parameters of the children. The study found that in most cases, the process mandated by law for restoration was not followed and post restoration support was provided to none of the children. In its conclusion, the paper recommends necessary action to protect the best interests of children who are restored to their families.

CAMPAIGNS

#SchoolChaleinHum - Back to School Campaign

"An investment in knowledge pays the best interest". Our goal with this year's Back to School campaign was to bring joy and cheer for our children as they began their new school year. The campaign was amply supported by in-kind donations and monetary support. We raised ₹50,000 through our online campaign. We were able to provide children with new stationary kits, school bags and books. With your help and support, we could make a child's future happy & bright!



#YouCanGiveToo - Daan Utsav Campaign

"For it is in giving that we receive" was this year's motto for Daan Utsav and all the activities revolved around giving the children from supported Child Care Institutions a different experience and engaging them in activities which made them socially more responsible, aware and gave them an opportunity to give back in their own ways. The CSA team in Mumbai spent one afternoon with young, vibrant, confident girls from an Aftercare home in Thane named Kshamata. We engaged in singing, dancing, diya painting & jewellery making all of which was led by the girls. The highlight was a display of beautiful hand-made items by the girls which got sold out in no time!

Through one of our corporates - ICICI Prudential Life Insurance, we were able to raise ₹57,000 for children from CCIs in Madhya Pradesh.



Adoption Campaign

Adoption carries the added dimension of connection and widening the scope of what constitutes love, ties, and family. We fully support legal adoption that can provide children from CCIs a loving home. According to the Ministry of Women and Child Development, about **8,677** children, including **5,033 girls*** are available for adoption at childcare institutions. Opening your heart to children in need will not only fill that void and complete your family, but will also give these children the love that they deserve.

The month of November is celebrated as **International Adoption Month**. Our endeavour is to move more children into the adoption stream and we ran this campaign to garner support towards various adoption initiatives. Through this campaign, we raised ₹2,00,000 which was generously matched by a donor by ₹1,50,000. We are thankful to our donors for their support in making this campaign successful.



There are no unwanted children, just unfound families



* Source: India Today 29th June 2019

#SantaBankeDeko - Christmas Campaign

For most of us, Christmas is a time of joy, but there are children in child care institutions who do not experience a joyful and warm Christmas. We created a series of social media posters around this theme - Become 'Santa' for children at CCIs. With the help of a few of our donors, we were able to spread cheer and smiles during Christmas.



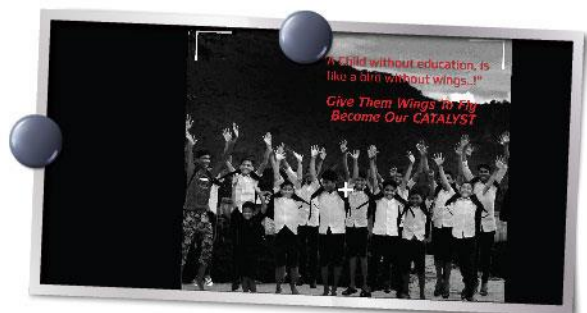
Tata Mumbai Marathon 2020 - Runner Campaigns

At the TMM2020 this year, for the very first time, one of our supported young adults, Jumman participated in the 10Km category run. Jumman, a teenager, grew up at a childcare institution for a major part of his life. He trained with Strider's team for a few weeks prior to race day. A fundraising page was set up and we were successful in raising close to ₹2,00,000. Jumman was also able to complete his run in 1 hour which is a huge feat for him as this was his first experience of participating in such a big event.



Tax Saving Challenge Campaign

*Tax Saving Challenge Campaign
The Joy of gifting a child in need
The Joy of saving on your taxes
The Joy of matching to increase your impact*



Through Give India's Tax Saving Challenge campaign this year, together with our supporting corporate partners, individuals and our social media platforms, we were able to raise ₹20,80,000 and received a matching grant of ₹6,00,000. The stupendous success of this campaign is attributed to our supporting donors and partners - thank you from the bottom of our hearts!

OUR CORPORATE PARTNERS

Corporate Partnerships are a critical pillar of support enabling lasting, transformational change for children residing at CCIs. Over the years, our CSR partners have reinforced their faith in us through their continued support. We thank all our partners and supporters for their unwavering support.

'ADOPT A HOME' PROGRAM PARTNERS

The 'Adopt a Home' project aims towards adopting child care institutions (CCIs) and supporting children at these CCIs with basics, improve developmental outcomes around education, build capacity of the CCIs and transform these CCIs into 'Model Child Care Homes' through a structured and well-developed series of interventions.



Accelya Kale Solutions

Ms. Neela Bhattacharjee - Managing Director & Executive Director

"Accelya has been supporting Catalysts for Social Action (CSA) for many years as a part of our CSR initiative. Children are our future and we are happy to support CSAs projects which help children in need of care and protection to have access to health, hygiene, nutrition and education. In addition, they are provided with skills to help them earn a living and become independent individuals once they step out of child care institutions (CCIs). These projects have benefitted over 1500 children across 20 child care institutions in India."



Bettering Lives, Together



Capri Global Capital Limited

Mr. Rajesh Sharma - Managing Director

"At CGCL, our motto has always been to support organizations that have embarked on providing quality and active learning experiences to the next generation, thereby, ensuring equitable access to the self-development system. We at CGCL are pleased to associate with CSA and extend the company support to strengthen the educational foundation of children in CCIs by improving their competency levels and improving the literacy and livelihood rates of children admitted to the institute"



**Clover Infotech Pvt. Ltd.****Mr. Javed Tapia - Managing Director**

"Nurturing children who need care and protection in a familial environment is important to ensure their transformation into socially responsible citizens. CSA has been quietly doing noteworthy work in this area and the impact it has created across India has been significant. The fact that the organization also focuses on imparting higher education and vocational skills makes its child care – comprehensive, complete and distinct."

ICICI Prudential Life Insurance Co. Ltd.**Mr. Judhajit Das - Chief Human Resources**

"We are delighted to partner with Catalysts for Social Action (CSA) and supporting them in making a difference to the lives of underprivileged children through Program Asha. CSA truly understands children and their developmental needs and Program Asha has been conceived as an integrated, holistic development program for underprivileged children focusing on health, nutrition, education and other well-being outcomes. Our partnership with CSA dates back over a decade and we take great pride in our association. Our very best wishes to Team CSA for the year ahead."

**Parksons Packaging Ltd.****Ms. Shiana Makhija - Chief Human Resources Officer**

"As an organisation Parksons Packaging keenly invests in sustainable development of the society at large, we are happy to engage with CSA in supporting holistic development of children at Child Care Institutions in Pune and Mumbai. One of the key highlights of our partnership is the opportunity for our employees and their families to interact with these children through various activities which gives them a chance to get to know the children, their joys and challenges. We wish CSA and the team continued success in their work of empowering children in need of care and protection."

Patni Financial Advisors**Mr. Arihant Patni - Managing Director**

"We feel strongly about the care and education for the underprivileged and with that regard we are extremely proud to be associated with CSA. They have managed to reach out to hundreds of children and ensure they are well looked after through proper hygiene, nutrition and education. Our journey with CSA has been amazing - the attention to detail and the care they have shown in providing support to the CCIs is remarkable."





Worldline India Pvt. Ltd.

Mr. Deepak Chandnani - Managing Director, Worldline South Asia and Middle East

"We as an organisation have always believed in creating an impact and in supporting the areas where there is immense requirement i.e. Health, Hygiene, Nutrition & Infrastructure for the underprivileged. Through our partnership with CSA, we are reaching out to child care homes in Odisha, Lonavala & Vasai (Mumbai) and providing support to over 300+ children. It has been an amazing experience understanding & providing support and upliftment to these children."

'ADVOCACY AND ADOPTION' PROGRAM PARTNER

This project was focused on large scale sensitization of grass root level workers in Madhya Pradesh - Anganwadi workers & helpers and ASHA workers on safe abandoning of children, protecting children & increasing the number of children in the adoption stream.

A Family for Every Orphan



'HEALTHCARE' PROGRAM PARTNER

The 'Healthcare' project specifically focuses on ensuring children at CCIs are healthy without any major ailments and provided with required hygiene material to maintain good health and hygiene.



P & G Health Limited

Ms. Ruchita Mehra - Director, Communications, CSR & Digital

"I would like to congratulate Catalysts for Social Action for their exemplary efforts towards supporting children in institutional care. Health being one of the most important aspects of overall development of children, P&G Health India is honoured to have been able to do its bit as a Catalyst by joining hands as CSA's 'Healthcare Partner' under our CSR initiative SEHAT. We are immensely impressed with the commitment and professionalism of the entire CSA team, and delighted to see that all agreed projects and activities were executed on time and as per plan. Thank you Team CSA for your untiring efforts, which in turn also enabled us to experience the joy and satisfaction of making a difference to the lives of these wonderful children."

'LIVELIHOOD AND AFTERCARE' PROGRAM PARTNER

The 'Livelihood and Aftercare' program aims at making youth out of CCIs, self-reliant and is an effort to fill gaps around career awareness, support for higher education or vocational training, life skills and facilitate job placements so these young adults can look forward to a promising future.



A Future for Every Child

Ms. Gita Gopal - Founder and President

"In my capacity as Founder and President of A Future for Every Child (AFEC), a non-profit registered in the US, I have had the privilege of working closely with CSA in implementing and expanding a program to provide children aging out of institutional care with the support needed for them to acquire skills to become gainfully employed and firmly established on the path to economic independence. I can testify to the extremely cost-effective way CSA runs its programs, and to its transparency and cooperation with us. It is indeed a pleasure to partner with CSA to create employment opportunities for the underprivileged."

'NUTRITION' PROGRAM PARTNER

The objective of this project is to provide supplementary nutritional support to children under institutional care, improve their BMI levels and bring it within the normal range so children can be healthy.

Givaudan India Private Limited

Mr. Sanjoy Shaw - Human Resources Director

"Givaudan and CSA have been partnering from 2015 onwards. Under its Global Purpose, Givaudan has been actively working to reduce and eliminate malnutrition and its ill effects from vulnerable Communities, one of whom are children. We appreciate the work done by CSA on Projects Poshan and Aahar where children in residential homes have been supported through focused initiatives to improve their nutritional status. We, at Givaudan, believe that when we work together, great things can be achieved. Through our partnership with CSA, we hope that the vulnerable children in India are taken care of and their futures are improved due to better nutrition."



'SOCIAL MEDIA' PARTNER



Ethinos

Mr. Sidharth Hedge - Managing Director & Founder

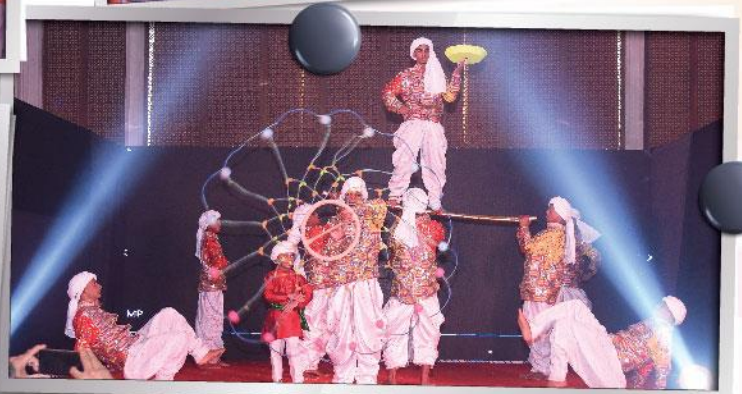
"Thank you to Team Ethinos and Siddharth Hegde for supporting us with our Social Media."

EVENTS AND ENGAGEMENTS

Corporate Partnerships are a critical pillar of support enabling lasting, transformational change for children residing at CCI. Over the years, our CSR partners have reinforced their faith in us through their continued support. We thank all our partners and supporters for their unwavering support.

Young Rangeelas - Annual Fundraiser Event

The annual event this year was an eclectic mix of traditional, affordable art forms & dances performed by children from our partner Child Care Institutions. Every year, this event serves as a platform to celebrate our work and our children. Over 50 children performed traditional dance forms from the states they belonged to under the tutelage of a professional choreographer. The hard work and excitement of children to come and perform for Young Rangeelas was a treat to watch! They also enjoyed a Mumbai Darshan trip after the event. Many of these children travelled outside their CCIs for the first time and visiting Mumbai was like a dream come true for them!



Celebrate Life - Fundraising Event

One of our long time avid supporter, **Ms. Farhana Vohra** organised this fundraising event in aid of CSA. An evening of fun, fashion and art, Celebrate Life saw many celebrities walk the ramp in designer wear in support of CSA. The art auction helped raise close to ₹4,00,000. We are thankful to Farhana for her enthusiastic support over the years!



Marathons - Mumbai, Pune & Indore

This year all the Marathons we participated in were very unique and special since our Aftercare youngsters too ran with us. We received an overwhelming response, with over 30+ participants in each marathon. It was a first hand experience for many of them. We are hoping to have them in much larger numbers next year.

Pune Marathon- A team of 25 participants joined the marathon in Pune which included 15 Aftercare young adults and few employees from **Medline Industries** - one of our corporate supporters and CSA staff. The entire experience was filled with excitement from start to finish and we thank everyone who came out in support of CSA.



Indore Marathon - Team of 35 runners including CSA team, Aftercare young adults and staff from **Indore WCD department** ran for CSA. This was our first time at the Indore Marathon. It truly was an amazing experience for the youngsters as well as the team.



Mumbai Marathon - A team of 40 enthusiastic participants danced away to the lively beats of 'dhol' as part of the Dream run! We were a mix of CSA employees, corporate employees and Aftercare youngsters. **Ms. Farhana Vohra, Mr. Satyajeet Mazumdar, Ms. Swheta Aggarwal** & our star young adult - **Jumman Sheikh** ran the 10 Km race category for CSA and they also raised funds. We were also supported by **Mr. Arihant Patni** (Managing Director - Patni Financial Advisors) and **Mr. V Vaidyanathan** (Managing Director & CEO - IDFC First Bank) who ran for us at TMM 2020.

A huge shout out to everybody for their participation and support via the various Marathons!



International Women's Day - March 2020

There is nothing more powerful than a woman determined to rise in spite of her hardships. We decided to celebrate our young aftercare girls who have stood against all the odds and survived and achieved all their dreams. With the help of **Bajaj Capital Limited**, we organized a session with the gynecologist and spoke about menstrual hygiene, cervical cancer and much more.



Employee Engagements

Health Camp with P&G Health

P&G Health is our healthcare partner and they supported 54 CCIs with various health & hygiene interventions. In Mumbai, some employees visited a few CCIs during health check up camps. The employees along with our team helped in the execution of the health check ups - they helped with filling children's health data forms, measurement of height & weight and conducted hand washing activity with all children.



Christmas with Clover Infotech

"Not all santas wear big red suits, Some go to the office everyday!"

For most of us, Christmas is a time of joy and gifting, but there are children in child care institutions who do not have a chance of experiencing the joy of receiving secret gifts. So for the festive season, with the help of Clover Infotech and their employees, we were able to bring cheer in the lives of these children. We organised a Christmas get together in 2 of our Mumbai homes and distributed gifts, played games and enjoyed a variety of different snacks.



Board Games with Parksons Packaging

"Just one game they said, and started to play - that was yesterday"

That is how much our kids enjoyed this activity with Parksons employees! We had a professional board game company come over and they organised this session wherein they made children and the employees play 5-6 games. Excitement, giggles and some cheating - it was all part of the fun times that children and employees enjoyed! The activity was followed by some yummy snacks and many many memories to cherish thereafter.



Jewellery making & Paper Quilling with Parksons Packaging

Figuring unique employee engagement activities to make it enjoyable for children and employees is a fun challenge for our team. Keeping up with this trend, a jewellery making & paper quilling workshop with the help of talented young girls from Kshamata Foundation was organised for the employees of Parksons Packaging. This was a super fun and engaging activity where the children of our Mumbai CCI learnt how to make bracelets, earrings etc. with beads made out of magazine covers and paper quilling. All of them thoroughly enjoyed the activity.



VOLUNTEER VOICES

"The heart of a volunteer is never measured in size, but by the depth of the commitment to make a difference in the lives of others"

**Sehar Gupta:**

My one month internship at CSA was a very fruitful experience. As a marketing and communications intern, I was given the opportunity to work on the design of numerous campaigns. The positive work environment and supportive mentors made interning at CSA an absolute pleasure. As part of my internship, I also volunteered as an English teacher at a CCI. The girls were very enthusiastic and keen to learn and after interacting with the children, I understand why the CSA team is so passionate about their cause. The time that I spent with the children is something that I will always remember and I cannot thank CSA enough for giving me this opportunity.

**Wynnona Fernandes:**

I interned with CSA from 1st June - 12th August 2019 teaching English at a girls home in Mumbai. I have taught English at multiple institutions before, but none have ever offered me the level of independence CSA did. I was able to completely control how and what I taught. The best part of working with CSA is that you learn as you teach. With each class, I gained more information on my students and the best way to engage with them. This really helped make the classes more effective and interesting. All of the people I worked with were extremely helpful and approachable, always ready to offer advice and encouragement.

**Ameya Sawant:**

My internship at Catalysts for Social Action was an eye-opening experience, both personally and professionally. Due to the pandemic, the internship was fully digital, but the people at CSA made me feel as if I was a part of their team. I worked mainly on creating content for social media for CSA's Young Adult Programme, webinars and other events, while also contributing to the brochure and annual report designs. It was a great learning experience not just in creating content but also of working and communicating in a professional environment. The supportive mentors and staff made the journey fun and I thank them for the lessons which helped me grow as a future professional.

**Vignesh Narayanan:**

Internship with CSA will go down as one of the best experiences of my life. I enjoyed the work so much that I did not realize how time passed. I worked on a diverse set of projects such as fundraising campaigns, creating a CSR contact list, visiting a Child Care Institutions (CCIs) to conduct a health camp, creating videos for CSA etc. Conducting a health camp at two of the CCIs in Mumbai was a very humbling experience. The kids at the CCIs were full of energy and very welcoming towards us, despite having gone through a lot of adversities in life. I am greatly inspired by the team at CSA as they keep working relentlessly towards giving the unprivileged children a decent livelihood and also help them start earning for themselves and be independent once they grow up. I would like to sincerely thank my mentors Ms. Kinjal Mehta, Ms. Kshirodinee Sahu, Ms. Wilma Correa and the entire CSA team for providing me with this gratifying opportunity. I would also like to thank them for supporting and helping me through the internship. As I was leaving, my mentor Ms Kinjal said, "Never stop volunteering" and this is something that I would like to take away and would urge everybody else to do as well.

**Aditya Bhagat:**

Working with CSA for the internship was a great learning experience for me. It gave me the opportunity to collaborate and work in professional conditions under a very supportive team of CSA. During these unprecedented times, the overall workflow was much better than what I had expected. Supportive mentors, clear-cut communication and helpful staff made the experience much smoother. I created videos, posters and other visual media designs for creating awareness for their child care programmes. I would like to thank CSA for giving me the opportunity to not only enhance my abilities but also contribute and work for a noble cause.

Managing Committee

CSA Managing Committee Members are a group of highly qualified & passionate professionals each, well established and recognized in his/her field of work. CSA's Managing committee has 9 members. The members contribute time and ideas to the overall design of initiatives & each Managing Committee member takes on the responsibility for a specific activity.



VIPUL JAIN
Co - Founder & President



SHIBANI JAIN
Co - Founder



BHARATI DASGUPTA
Co - Founder



BHASKAR BHATTACHARYA
Secretary



VINAYAK KAMATH
Treasurer



JAVED TAPIA
Trustee



VIVEK SARIN
Trustee



ATUL SINGH
Trustee



ARTI VAKIL
Trustee

OUR TEAM



ANANDHI YAGNARAMAN
CEO



SATYAJEET MAZUMDAR
Head - Advocacy



SHWETA MODI
Head - Programs
& Operations



WILMA CORREA
Sr. Manager - Development
& Communications



YOGESH GOVIND
Head - Finance &
Accounts

Communications & Donor Relations Team



KSHIRODINEE SAHU
Asst. Manager -
Donor Development & FR



KINJAL MEHTA
Asst. Manager - Communications
& Donor Relations

Finance & Accounts Team



PRASHANT NAIK
Accounts Officer



NILAM KADAM
Sr. Accounts Executive



RAKESH GURAV
Office Assistant

IMPACT



SAI SARANYA K
Manager - Impact

Mumbai Program Team



MUGDHA MOUJE
Asst. Manager
Program



PALLAVI KOLI
Asst. Manager
Program



SWAPNALI KAMLE
Program Officer



SAGAR KHARAT
Program Officer



MANITA SHARMA
Program Officer

Pune Program Team



LUCY MATHEWS
Program Manager



AMOL MORE
Program Officer



MAYUR BAGUL
Program Officer



SHANKAR THAKUR
Program Officer



TRUPTI THAKUR
Program Officer

Madhya Pradesh Program Team



DEEPESH CHOUKSE
Program Manager



KRITI PARASHAR
Program Officer



PRANSHU GEORGE
Program Officer



RAHUL PATEL
Program Officer
- Aftercare



SNEHA JAIN
Program Officer



VAGISHA SINHA
Program Officer
-Adoption



HARSHITA HANOTIYA
Program Officer



AARADHANA LODHA
Program Officer

Goa Program Team



MALVIKA MIRASHI
Program Officer



AMANDA AUGUSTA NORONHA
Program Officer

Odisha Program Team



MIHIR PANDA
Program Manager



ABINASH JENA
Program Officer



BIJAYA KUMAR SUNA
Program Officer

WHY DONORS SUPPORT CSA?

The unflinching support of our donors and supporters, enables a life-altering change in the lives of children in need of care and protection. Here's what a few of them have to share:

Mr. V Vaidyanathan - MD & CEO of IDFC First Bank

"I think very highly of the team at CSA, I have known them for 12 to 14 years. They are wonderful people very committed to the cause they are working for. Specifically, this is what CSA does - there are a large number of child care homes where children are placed before some of them are eventually placed into a family. And while they are at the child care homes, CSA provides them with additional medical support, entertainment support, tuitions when the children come back from school and such things which are really very important. So to all of you at CSA you are doing an absolutely wonderful job. Keep it up! To all of you who want to support them, let me say that your money is very safe and is being put to a really good cause. I assure you of this as I am personally a contributor to CSA. So thank you very much to the team at CSA."

Ms. Zohra Hajiani - Managing Partner at Validus Wealth

"For me the fact that CSA is trying to uplift the most beautiful creations of God (our kids) is hugely motivational. I love their energy, exuberance that I have experienced in my brief interaction with kids. Their eyes are filled with dreams to rule the world and I feel most obliged to be able to contribute in my small way. CSA is the force of wind which is ushering these kids to fly high and live a blessed life."

Mr. Satish Ambe - Founder & Director Sophtimize Consultancy Services Pvt. Ltd.

"My association with CSA began with its inception. Since then, I have witnessed its phenomenal work in childcare. CSA has not only ensured lateral growth by bringing in many more childcare institutes under its care but also by increasing depth & spectrum of childcare activities it performs.

In addition to addressing most necessary health and nutrition needs of children under institutional care, CSA eventually started focusing on their overall growth. The specialized programmes related to Skill Development and Livelihood which are assigned based on individual's aptitude and interest as well as participation in collaborative social & cultural activities are aimed at making them knowledgeable & independent citizens. Moreover, capacity building and improving quality of life at Childcare institutes are supplementary critical areas that CSA addresses with rigour.

Needless to mention, it requires huge time, efforts and funds to address these activities with desired results consistently year after year. The passionate team at CSA has been instrumental in accomplishing this effectively as well as in building many successful careers. I congratulate entire CSA team for this and wish them very best for future endeavours."



FINANCIALS AND CREDIBILITY

NGOs are diverse in nature, form and function and can only be considered credible if they uphold the three pillars of an effective organization-governance, accountability and transparency. Through the Annual Report, we endeavour to adopt more efficient systems of disclosure around critical areas.

Sr.No.	Name	Age (years)	Gender	Occupation	Relation to Managing Committee	Position on Managing Committee	No. of years associated with the Organisation	No. of meetings attended out of total during the year	Remuneration and Reimburse-ments in Rs.
1	Vipul Jain	62	Male	Retired	Husband to Shibani Jain	Co-Founder & President	18	6	NIL
2	Bharati Dasgupta	77	Female	Retired	Mother of Shibani Jain	Co-Founder	18	0	NIL
3	Shibani Jain	55	Female	Business	Daughter of Bharati Dasgupta, Wife of Vipul Jain	Co-Founder	18	6	NIL
4	Bhaskar Bhattacharya	64	Male	Retired	None	Secretary	4	5	NIL
5	Vinayak Kamath	49	Male	Business	None	Treasurer	10	3	NIL
6	Javed Tapia	53	Male	Service	None	Trustee	11	4	NIL
7	Vivek Sarin	68	Male	Business	None	Trustee	4	5	NIL
8	Arti Vakil	63	Female	Service	None	Trustee	1	5	NIL
9	Atul Singh	46	Male	Service	None	Trustee	1	4	NIL

Managing Committee Meeting Details

Managing Committee members visited our Childcare Institutions in Indore, Madhya Pradesh in Nov 2019. They interacted with our children, CCI staff and with the Government officials. The trip ended with an interaction with our AfterCare young Adults.

Some glimpses from their visit-



Meetings held between 01/04/2019 and 31/03/2020

27/04/2019	Managing Committee Meeting
20/07/2019	Managing Committee Meeting
20/07/2019	Annual General Body Meeting
21/11/2019	Managing Committee Meeting
22/11/2019	Managing Committee Meeting
20/02/2020	Managing Committee Meeting

CSA Employees & Contract Staff

Employee and Staff Details as on 31/03/2020

Gender	Employees full time (remunerated staff)	Employees part 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	Total Team Part time
Male	6	0	15	48	3	32	24	80
Female	9	0	16	76	2	41	27	117

Full Time Employees

Sr. No.	Designation	Male	Female
1	CEO	0	1
2	Head - Program & Operations	0	1
3	Head - Advocacy	1	0
4	Head - Finance & Accounts	1	0
5	Sr. Manager - Development & Communications	0	1
6	Program Manager	2	1
7	Manager - Impact	0	1
8	Assistant Manager - Donor Development & FR	0	1
9	Assistant Manager Program	0	2
10	Asst Manager - Communications & Donor Relations	0	1
11	Program Officer	1	0
12	Accounts Officer	1	0
Total		6	9

Project Staff on Contract

State	Designation	Full Time			Part Time			Grand Total		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
Goa	Nutritionist	0	0	0	1	0	1	1	0	1
	Programme Officer	0	2	2	0	0	0	0	2	2
	Tuition Teacher	0	0	0	0	6	6	0	6	6
	Tuition Teacher	0	0	0	0	6	6	0	6	6
MP	Caretaker	1	1	2	0	0	0	1	1	2
	Case Worker	0	0	0	1	0	1	1	0	1
	Driver	1	0	1	0	0	0	1	0	1
	Nutritionist	0	0	0	0	6	6	0	6	6
	Programme Officer	2	5	7	0	0	0	2	5	7
	Social Investigator	0	0	0	6	5	11	6	5	11

MP	Tuition Teacher	0	0	0	3	6	9	3	6	9
	Tuition Teacher	0	0	0	6	9	15	6	9	15
	Vocation/Extra Curriculum Teacher	0	0	0	5	5	10	5	5	10
Mumbai	Consultant - Education Module Implementation	0	0	0	0	1	1	0	1	1
	Cook	1	0	1	0	0	0	1	0	1
	Nutritionist	0	0	0	0	2	2	0	2	2
	Office Assistant	1	0	1	0	0	0	1	0	1
	Programme Officer	1	2	3	0	0	0	1	2	3
	Sr. Accounts Executive	0	1	1	0	0	0	0	1	1
	Supervisor	2	2	4	0	0	0	2	2	4
	Tuition Teacher	0	0	0	2	4	6	2	4	6
	Tuition Teacher	0	0	0	3	9	12	3	9	12
	Vocation/Extra Curriculum Teacher	0	0	0	4	0	4	4	0	4
	Programme Officer	2	0	2	0	0	0	2	0	2
Odisha	Tuition Teacher	0	0	0	2	3	5	2	3	5
	Tuition Teacher	0	0	0	10	5	15	10	5	15
	Vocation/Extra Curriculum Teacher	0	0	0	2	0	2	2	0	2
	Cleaner	1	1	2	0	0	0	1	1	2
Pune	Cook	0	1	1	0	0	0	0	1	1
	Dietician	0	0	0	0	1	1	0	1	1
	Programme Officer	3	1	4	0	0	0	3	1	4
	Tuition Teacher	0	0	0	1	4	5	1	4	5
	Tuition Teacher	0	0	0	1	4	5	1	4	5
	Vocation/Extra Curriculum Teacher	0	0	0	1	0	1	1	0	1
	Grand Total	15	16	31	48	76	124	63	92	155

Gender wise Distribution of Project Staff on Contract

Category	Male	Female
Full time	15	16
Part time	48	78

Accountability and Compliance Report

1. Distribution of Paid Employees according to Compensation Levels as on 31/03/2020

Slab of gross salary (in Rs) plus benefits paid to staff (per month)	Male	Female	Total staff
Less than 5000	34	47	81
5,001 – 10,000	18	29	47
10,001 – 25,000	5	10	15
25,001 – 50,000	9	9	18
50,001 – 1,00,000	3	4	7
Greater than 1,00,000	0	2	2

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

Head of the Organisation	₹2,00,000 per month
Highest paid staff member	₹2,00,000 per month
Lowest paid staff member	₹33,025 per month

3. Employee International Travel (in the year 2019-20) = NIL/-**4. Annual Gross Remuneration paid to Managing Committee**

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

5. Amount reimbursed (in Rs.) to Managing Committee in the financial year 2019-20 for the following items

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

6. Distribution of Paid Employees according to Compensation Levels as on 31/03/2020

Main Bankers	Statutory Auditors
Name of Banker: 1) HDFC Bank(Saving A/C) 2) HDFC Bank (FCRA)	Name of Audit Firm: J.D.Bhagchandani & Co (Jayesh D Bhagchandani)
Address: HDFC Bank: Saurabh CHS, Off Service Road, Eastern Express Highway, Near Modi Hyundai Showroom, Panchpakhadi, Thane 400602 ICICI Bank: A Shangrila Gardens, Bund Garden Road, Pune 411001	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
Name of Audit Firm: Jain Tripathi & Co.
Address: 204-B, Ruby Apartment, Sir M. V. Marg, Andheri East, Mumbai 400069 Phone No.: 022 26830868 Email ID: admin@jaintripathi.com

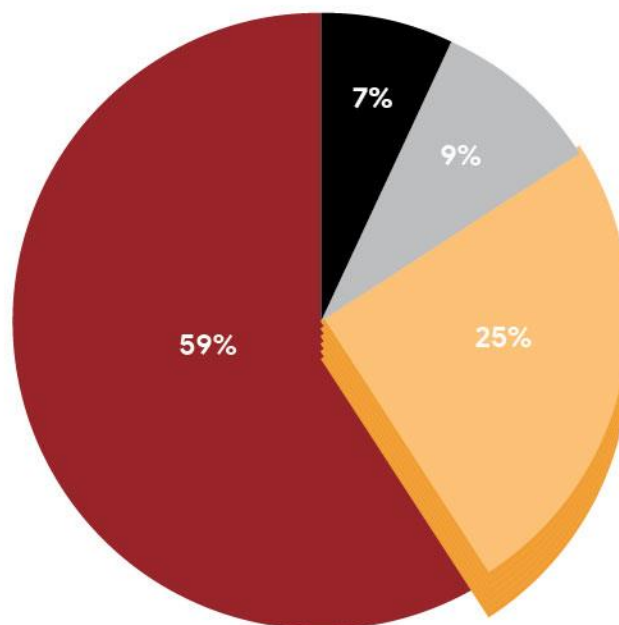
7. Date of Filing Returns

For the financial year 2019-20, date of filing Return	
Income Tax Return:	Yet to be filed (Due Date Oct 31st)
FCRA Return:	Yet to be filed (Due Date Dec 31st)
Trust / Society / Company Annual Return:	Yet to be filed (Due Date Sep 31st)

Program Expenses

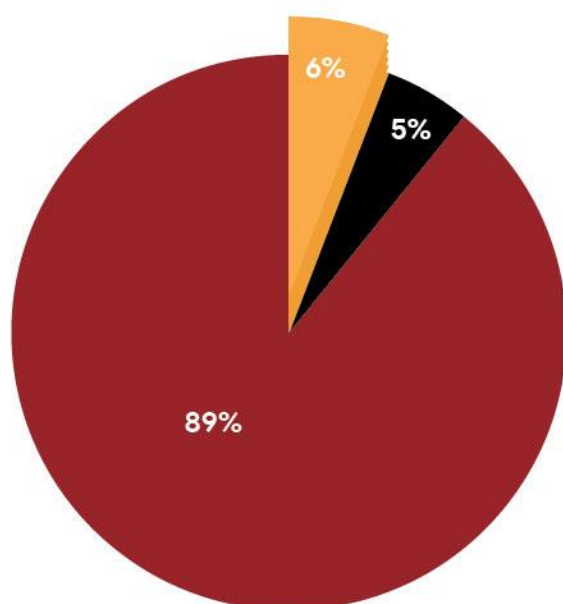
Income 2019-2020

- Corporate and Institutions
- Individuals
- Bank Interest & Misc Income
- Trust / Foundations



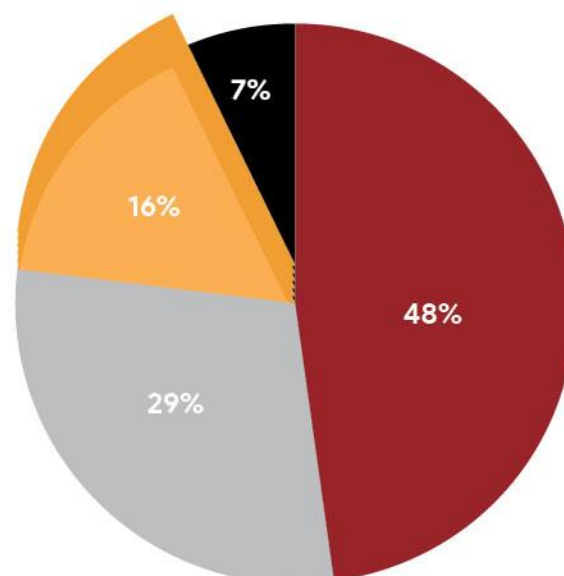
EXPENSES 2019-2020

- Programme
- Fund Raising
- Administration



EXPENSES 2019-2020

- Health & Nutrition
- Livelihood and Aftercare
- Education and Child Development
- Capacity Building & Advocacy



Balance Sheet

FUNDS & LIABILITIES	2019-20	2018-19	PROPERTY & ASSETS	2019-20	2018-19
Sources of Funds			Application of Funds		
Corpus Fund	6,29,65,316	5,77,51,414	Fixed Assets	13,85,037	4,22,499
Reserve and Surplus	42,30,728	83,41,793	Investments (Long term)	5,91,38,220	5,24,41,072
Current Liabilities and Provisions			Current Assets, Loans and Advances		
Current Liabilities	2,88,585	2,57,008	Cash & Bank Balances	49,58,103	1,19,21,032
Provisions	3,27,721	1,09,957	Loans and Advances	11,83,654	4,54,844
			Other Current Assets	11,47,336	12,20,726
Total	6,78,12,350	6,64,60,172	Total	6,78,12,350	6,64,60,172

Income and Expenditure of Account

EXPENDITURE	2019-20	2018-19	INCOME	2019-20	2018-19
Program Expenses			Donation		
Health & Nutrition	2,66,25,517	1,66,28,066	Corporate and Institutions	3,41,39,032	3,62,34,653
Education and Child Development	1,60,98,181	1,50,97,291	Individuals	40,36,093	36,84,880
Livelihood and Aftercare	88,02,242	63,61,598	Trust / Foundations	1,48,64,346	48,44,515
Capacity Building & Advocacy	35,25,717	27,52,380			
			Interest	50,40,266	29,05,857
Non-Program Expenses					
Staff Costs and related expenses	17,12,849	12,79,569			
Fund Raising Expenses	38,55,709	13,94,113			
Admin Expenses	14,05,568	17,43,776			
Depreciation	1,65,020	88,165			
Surplus/(Deficit) of Income over Expenditure	(41,11,065)	23,24,947			
TOTAL	5,80,79,737	4,76,69,905	TOTAL	5,80,79,737	4,76,69,905

ACKNOWLEDGING YOUR SUPPORT



“No one who achieves success does so without acknowledging the help of others. The wise and confident acknowledge this help with gratitude.” - Alfred North Whitehead

We thank you for bringing a smile, positivity & hope in our children who are under institutional care. We value your patronage and appreciate your confidence in us. We thank...

- » All our individual donors, volunteers, interns and vendors for their support & co-operation
- » Sandip Soparrkar for his association with CSA as the Cause Ambassador
- » The Managing Committee members for engaging closely and supporting the team
- » Mr. Gandhi and Mr. Deshpande for adopting CCI
- » Baaya Design for their support during the CSA Fundraiser 2019
- » All our CSR partners- Accelya, A Family For Every Orphan, A Future for Every Child, Aditya Birla Capital, Capri Global, Clover Infotech, Givaudan, ICICI Prudential Life Insurance, Patni Financial Advisors, Procter & Gamble Health Limited, Parksons Packaging, Rukmani Social Welfare Trust, Tapia Charitable Trust and Worldline India Pvt. Ltd. for their ongoing support
- » Mr. Thomas Varghese for gracing the CSA Fundraiser 2019 - Young Rangeelas as our Chief Guest
- » 3 judges of the Young Rangeelas event- Ms. Farhana Vohra, Ms. Isheet Das & Ms. Suman Aggarwal as our Chief Guest
- » Ms. Farhana Vohra for organizing “Celebrate Life” in aid of CSA
- » Striders for training our Aftercare children for Tata Mumbai Marathon 2020
- » Trustees & children from all participating child care institutions at CSA’s Fundraiser 2019 - Young Rangeelas
- » ICICI Prudential Life Insurance and Procter & Gamble Health Limited for participating in Mumbai and Delhi Marathon 2020 in support of CSA
- » Thank you to all the runners from Mumbai, Pune and Indore marathons
- » Accelya, Clover Infotech, ICICI Prudential Life Insurance and Kale Logistics employees who donated towards CSA via monthly payroll & campaigns
- » Clover Infotech, Parksons Packaging and Procter & Gamble Health Limited for engaging with children from different CCIs in Mumbai through different activities

BECOME A CATALYST OF CHANGE - JOIN THE MOVEMENT

With your support, we have been able to impact the lives of over **4500 children** this year with a place to live, learn and feel safe.

We are eternally grateful to everyone who has supported us. Your support can help change the lives of many more children in the coming years. No matter how big or small, every contribution counts. **Our goal for 2021 is to provide support to 100+ homes** and create an impact in lives of underprivileged children and Young adults.

You can continue to create an impact by supporting our program interventions mentioned below:

<https://csa.org.in/donate-new/>



Health checks /
Immunization /
Deworming



Hygiene kits,
Sanitation kits &
awareness



Supplementary
Nutrition



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



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



Recreation –
festivals, fun days,
self defence courses



Basic Infrastructure
(Improve living
conditions for
children)



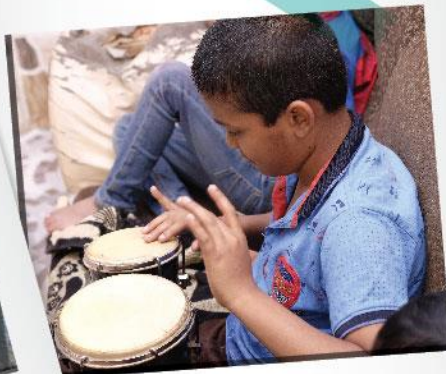
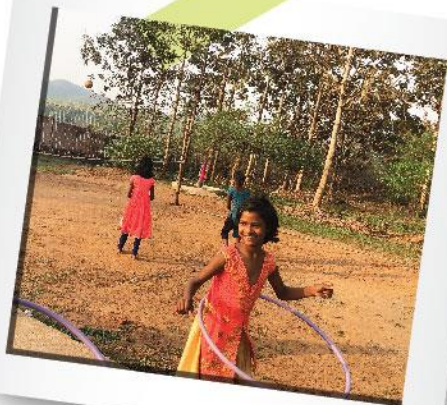
Aftercare
(Preparatory –
Computer training, Career
awareness, Life skills)



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



CCI Capacity
Building (CCI
management &
staff)





A family for every child

#MainBhiCatalyst

Artwork by children from our partner CCIs in Pune

Registered Office

Pune Office: Catalysts for Social Action
Accelya Enclave, 685/2B & 2C, 1st Floor,
Sharada Arcade, Satara Road,
Pune - 411 037, Maharashtra. INDIA.
Tel: +91-20- 6608 3777 Extn. 3959

Head Office

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Ghatkopar (W)
Mumbai - 400086, Maharashtra. INDIA.
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