

A Family For Every Child



Donate Now!

Annual Report 2022 - 2023



To be a #SuperCatalyst

Adopt a Home
Support the Livelihood and Aftercare Program
Support Special Programs like Education and Health

Address

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info@csa.org.in

20 YEARS

Transforming Vulnerability into Strength



Contents

CEO's Foreword

Founder's Foreword

Our Interventions & Programs

Key Highlights

Donors & Supporters

Partnerships / Campaigns

Volunteering & Employee Engagement

Events

Success Stories

Financials

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and Fundraising

Dear Friends of CSA,

I recently met Anju*, a confident young lady working with Zurich Life in Mumbai. Just a few months ago, she completed a short course in Business, Financial Services and Insurance, and now earns Rs 20,000.

Anju's childhood was not easy. 18-years ago her mother admitted her two sisters and 5-year old Anju into a child care institution, following their father's demise. Unfortunately, she never had the opportunity to meet her mother again. Anju and her sisters spent their entire childhood in institutional care, and the institution became their family. Reflecting on her childhood, Anju recalls the void left by her parents. She cherishes the love and care she received at the institution, but she still missed her parents deeply. She acknowledges that no one can replace them but appreciates the institution for becoming her new home.

Despite studying in a Marathi medium school, I was amazed at Anju's fluency in English. She credits her English proficiency to reading newspapers, attending summer classes and the dedicated volunteers who worked with the children, teaching them English, sports, chess, and more. Anju was a quick learner with a spark in her eyes, eager to grasp every opportunity offered at such a young age. Her upbringing in the child care institution was filled with love, care, celebrations and an emphasis on building relationships. Above all, they instilled confidence in the children, preparing them to face the outside world.

Anju completed her graduation in Computer Science and initially secured a job with a salary of Rs 7,000. Unfortunately, she lost that job during the Covid-19 pandemic. It was during this challenging time that CSA, looking at her academic scores along with her interest in stock markets encouraged her to pursue a short-term course in the financial sector. Anju's sisters also pursued education, got married and are now working to support their families. Anju fondly recalls her childhood dream of becoming a lawyer, though she acknowledges it as an unfulfilled dream. Nonetheless, she wants to give back by supporting young girls, volunteering, and being there for children who are in a situation similar to hers. Anju expresses her utmost gratitude and says she would consider herself fortunate if given the opportunity to work with CSA.

Anju is just one example among 1,000 young adults supported by CSA who are now standing firmly on their feet, moving towards leading independent lives with dignity. The institution where Anju grew up is one of the 100 partner institutions closely collaborating with CSA. As partners, we collaborate with the CCI authorities to identify areas requiring support, such as infrastructure enhancements, ensuring safe and clean dormitories, addressing health and hygiene concerns, providing proper nutrition, and offering academic support, recreation, sports, and arts opportunities. Our ultimate goal is to prepare these young individuals to confidently face the world beyond their institutional environment. We work individually with each one of them to identify their career path. Our support remains steadfast throughout their education, employment, and even extends for two years after, as we continue to mentor them. They are then welcomed back into our CSA family as alumni.

Creating many Anjus requires collective effort. It involves the institutions that provide care, the government authorities who are present for the children daily, CSA's dedicated

work with these institutions, the funders who believe in our collective vision and of course most importantly, the children themselves who trust and love us unconditionally throughout the process. We are all essential pieces of this giant puzzle and there cannot be a single missing piece. So, thank you for being a part of this puzzle and for playing your role in bringing about crucial transformations in the lives of these children.

Presently, we are working with nearly 5,000 children from various institutions and supporting 1,100 young adults through our livelihood program. We have a long way to go, but every such success story propels us towards our vision. When we witness Anju's desire to contribute, mentor and support girls like herself, we know our efforts have been worthwhile.

We understand that institutional care should be a measure of last resort. Family provides the nurturing environment, but for those who lack a family, institutions must be strengthened to provide family-like care. Our organization began 20-years ago with Adoption as our core area of work and this year we are once again setting our foot in finding family-based care for our children. This year, we are beginning our work in understanding the space of restoration, rehabilitation and foster care. Our work encompasses the entire child protection system, ranging from community outreach to institutional support and rehabilitation efforts. Our Aftercare and Livelihood project serves as a concrete method to ensure successful reintegration into society.

We continue to collaborate with institutions, building their capacity, and we are honoured to receive recognition and appreciation from our government partners. In fact, I am thrilled to share that we will soon conclude a research study on De-Institutionalisation in partnership with the Government of Maharashtra. We are eager to share the report and findings with you shortly. With over two decades of working with these institutions, combined with your unwavering support, we are beginning to see the change!

Thank you for being a part of this journey and for inspiring confidence in all of us at CSA. With your support, we will keep moving forward, driven by the heartwarming stories of individuals like Anju, who aspire to give back and make a positive impact in the world. Together, we can create a brighter future for every vulnerable child.

Thank you for all your support
With Gratitude

Anandhi Yagnaraman
Chief Executive Officer



*Anju's name was changed to maintain privacy.

Dear Friends,

The Annual Report is a great opportunity to reflect and share the challenges, opportunities, achievements and learnings from the year that has gone by.

This year, we have started work to implement our ambitious strategic plan. To recap in brief, the plan calls for a significant scale up of our operations, both in the work that we do with Child Care Institutions and our Aftercare program as well as at a system level by advocacy and training/advisory work. During the past year, apart from scaling our programs, we have augmented our management bandwidth. The next version of RISE-UP, our tech platform is being implemented. We have entered into many new partnerships with specialised organisations to strengthen our service delivery capability. We are incubating our Advisory and Training vertical. We are working more closely with government agencies and functionaries at the state level. All of these are building blocks towards the achievement of our strategic plan.

The quality of care at Child Care Institutions requires more attention from all stakeholders; all children deserve and indeed have the right to a nurturing and safe environment and access to good nutrition, education, sports, recreation, learning and development. The time that a child spends in an institution is precious and an opportunity to make a difference to their life trajectory. Sadly, over 80% of Child Care Institutions are unable to provide more than the very basic facilities. As a nation and a society, we should raise our expectations, and focus on better outcomes from Institutional Care. Our work demonstrates that significantly better outcomes are very much possible. As CSA, we are happy to share our model and learnings with all stakeholders working in the protection space.

The Aftercare program is the critical missing link in the overarching goal for rehabilitation of the child. At the age of 18, the Care Leaver is legally an adult, and thus no longer entitled to the safety net provided by Institutional Care. However at this tender age, the Care Leaver is not equipped to navigate thru the challenges of living independently and getting into a decent job and career. Without help, it is very likely that the Care Leaver gets into situations of vulnerability, abuse or destitution. This is particularly true for girls who are very

vulnerable without a support system. Sadly, Aftercare support is a neglected area. Again, CSA's Aftercare programs prove that with mentoring/handholding and some investment, Care Leavers can lead a life of dignity and become contributing members of society.

Our strategic plan calls for scaling our work and working with 350 CCI's and enrolling 3,500 Care Leavers every year in coming 5 years. These are ambitious goals and we require your support to make them happen. However, with approximately 6000 Child Care Institutions and 50,000 Care Leavers every year, our direct interventions can only reach a fraction of the children and Care Leavers. This is where advocacy and the new vertical of training and advisory becomes important. Our objective is to work more closely with government agencies and other NGO's to build capability at a system level. We will share our experience, learnings and partnerships with other NGO's and stakeholders. We will enter into partnerships model with both government and other stakeholders. With these initiatives, we hope to amplify our impact and "catalyse" systemic change.

I am sure all of us would agree that "family" is the most important ingredient to our own success and happiness. We can thus understand that even among the under privileged, children without family support are the most vulnerable section of our society. They deserve our attention and support. They also respond so well to care and some inputs. This is why this cause motivates all of us at CSA to do our best every day. Please join us in our efforts.

Best regards,

Vipul Jain
Co - Founder & President



The smile!



Vision

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

Mission

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



Our Values



We are Transparent



We Collaborate



We are Caring



We Adapt



We Excel

Our Interventions & Programs

We, at Catalysts for Social Action, meticulously try to enhance every aspect of vulnerable children's lives, like health, nutrition, education, life-skills, emotional well-being, sports and extracurriculars, to equip them for building a fulfilling life.

We do so with the help of our programs such as:



Child Care Institutions:

- To provide basic necessities in the areas of health, nutrition, hygiene & sanitation, safe living spaces for children.
- To improve developmental aspects around education, aftercare initiatives for 18+ year old's, vocational training & mentoring support.
- To build the capacity of CCI management & staff for sustained outcomes.



Aftercare:

Our objective is to establish resilient support systems and offer empowerment to children so that they are well-prepared to lead self-sufficient lives once they turn 18 and are required to leave the Child Care Institute through:

- Enrollment
- Upskilling
- Placement
- Alumni



Advocacy and Training & Advisory:

- To develop and share knowledge drawn from the work carried out by CSA with vulnerable children and care leavers, and to carry out research studies on related issues.
- To partner with stakeholders to strengthen and build their capacity towards ensuring vulnerable children and care leavers facing situations of risk, are provided appropriate care, support and services for their safety and rehabilitation.
- To create awareness on issues related to vulnerable children and care leavers among stakeholders and the public at large.

Our Impact

2022-2023

children reached through the CCIs Program and 960 young adults received Aftercare support in 22-23

4500+

111 CCIs supported and partnered with

of CCIs equipped with functional computer labs

86%

60% of CCIs equipped with functional libraries

children were part of the after-school academic support program

2400+

4000+ children went through a health check up for treatment

after-school academic support teachers appointed across 111 CCIs

122

1200+ children in age group of 6-12 years underwent an education assessment to identify the children's learning outcomes and scope of development

young adults have been enrolled into the Aftercare Program in 22-23

592

250 young adults received training on conversation skills

young adults received training on financial literacy

450+

200+ young adults received training on computer literacy

young adults received training on job readiness

250

239 young adults successfully placed into jobs with an average salary range of 10,000 to 25,000

training institutes partnered with which offer 350+ courses across 28 different sectors

370+

550+ young adults are now part of the csa Aftercare Alumni

We have trained more than 500 people in 2022-23.

This includes

1. CWC members,
2. DCPOs,
3. CCI staff,
4. VLCPC members,
5. Staff of NGOs .

Training topics included Children's Rights, Juvenile Justice (Care and Protection of Children) Act 2015, Individual Care Plan, Children's Committee, Child Protection Policy, Role of Care Givers in CCIs, Adoption, Foster Care, Rehabilitation and Reintegration, and Aftercare.

As for formal partnerships, we have:

1. Permission letter from WCD, Maharashtra permitting us to work with CCIs in Maharashtra.
2. 5-year MoU with Directorate, Women and Child Development permitting us to work with CCIs, care leavers, and stakeholders in Madhya Pradesh.
3. A permission letter from CWC, Indore appointing a team member as Support Person for victims of child sexual abuse as per the POCSO Act.
4. A permission letter from District WCD, Indore, for training VLCPC members in the Indore district.

Over the last 20 years!

1592 Young Adults have been enrolled into the Aftercare program since 2014

21000 Children have been impacted by the CCI program since 2002

Key Highlights

CCI Program



Goa

Bookworm Library Initiative:

Set up libraries in 4 CCI's with donated shelves and books, held 31 sessions with children over 8 months.

Art Studio:

We set up an art studio in Seva Sankalp where children can learn and explore their creativity. The studio has all the necessary art supplies and equipment.

Museum on wheels:

On September 25th, Goa hosted a Museum on Wheels event. Approximately 200 children from various organizations attended and enjoyed exploring exhibits featuring art, paintings, sculptures, coins, and more.

Supported Young Adults:

During this year, the Aftercare Program supported 20 new young adults who had aged out of institutional care. These young adults were provided with career guidance, education support, and life skills training to help them lead an independent life.

Setting up Science and Math Lab:

We established a science and math lab at Aashiyana Madhur Sandesh Vasco to enhance children's learning. The lab is equipped for experiments and concept exploration.

Movable Science Lab:

In Sr. Adorers, we set up a movable science lab for the children. This lab provides a hands-on learning experience and helps children understand science concepts better.

Expansion of Aftercare Work:

The Aftercare Program has expanded to Belgaum, Karnataka, with the District Child Protection Unit's Letter of Agreement. We held career awareness sessions for young adults in the government-run aftercare home to enhance their career prospects.

Mumbai

Mental Health Group Counselling Sessions:

Counselling sessions for two CCIs in Mumbai covered topics like Emotion Expression, Value-Based Communication, Self-Image, and Sexuality. After the sessions, positive behavioral changes were observed, including improved anger management and reduced use of profanity.



Kitchen Garden:

With donor support, we established a kitchen garden in one of our supported homes. Children planted various vegetables and successfully harvested them, using the produce in their meals and sharing with other CCIs.

Library Set-up:

17 CCIs established or upgraded libraries, and 7 CCIs created child-friendly spaces.

Education:

19 CCIs received the E-learning device 'Kompkin,' which contains video lessons for the entire state board curriculum. It's user-friendly for both tuition teachers and students, facilitating independent learning.

Computer Training:

30 children completed the basic computer course, and 42 completed the advanced course.

Madhya Pradesh

Exposure Visit:

Career exposure visits for children in Child Care Institutions introduce diverse career options. Recently, we took kids from MP CCIs to Polytechnic College, IIM Indore, Arena Institute, Indo German Tool Room, and National Skills Training Institute.

Community Need Assessment:

A community needs assessment in Jabalpur, in partnership with DWCD Jabalpur and monitored by the Juvenile Justice Committee, aimed to address the pressing needs of local juveniles and provide actionable recommendations.

Financial Literacy Training:

Over 180 Care Leavers have received Financial Literacy Training to improve their money management skills, including budgeting, investing, insurance, loans, and interest, for better financial wellbeing.

MLMF (My Life Mere Faisle):

"My Life Mere Faisle" is a program for adolescents that empowers them to make informed decisions about various aspects of their lives. It's divided into three phases, emphasizing decision-making, aspirations, body changes, and gender.

WCD Meeting with 30+ YAs in Jabalpur:

Dr. Vishal Nadkarni and Mr. Ashish from Madhya Pradesh's Women & Child Development Department met with our Jabalpur Aftercare Young Adults.



Odisha

Capacity building of District Child Protection Officers on Aftercare support, Puri:

The Women and Child Development Department, Government of Odisha organised a residential training of District Child Protection Officers on Alternative Care. CSA was invited to facilitate the session on Aftercare. The session was attended by DCPOs from all 30 districts of Odisha. We covered the basics of Aftercare support and discussed essential components of Aftercare services and how the DCPOs can ensure the same to care leavers. We expect this interaction with the DCPOs to aid the implementation of this project in the coming months



- Digitally equipped 20 CCIs, deployed 19 computer teachers in CCIs and spoken English classes to 1 CCI.
- Conducted tuition teachers training of all the CCIs and executed capacity-building workshops for caregivers.
- Achieved highest enrollment in Aftercare program during the year 2022-2023 as a result of an improved understanding of the landscape and cooperation by CWC and Children's Homes.



Aftercare & Livelihood.

The Aftercare & Livelihood program aims at making youths termed as Care Leavers (CLs), self-reliant and is an effort to fill gaps around making immediate career choices, support for job-oriented skill training and/or higher education, life skills & job readiness & placements.

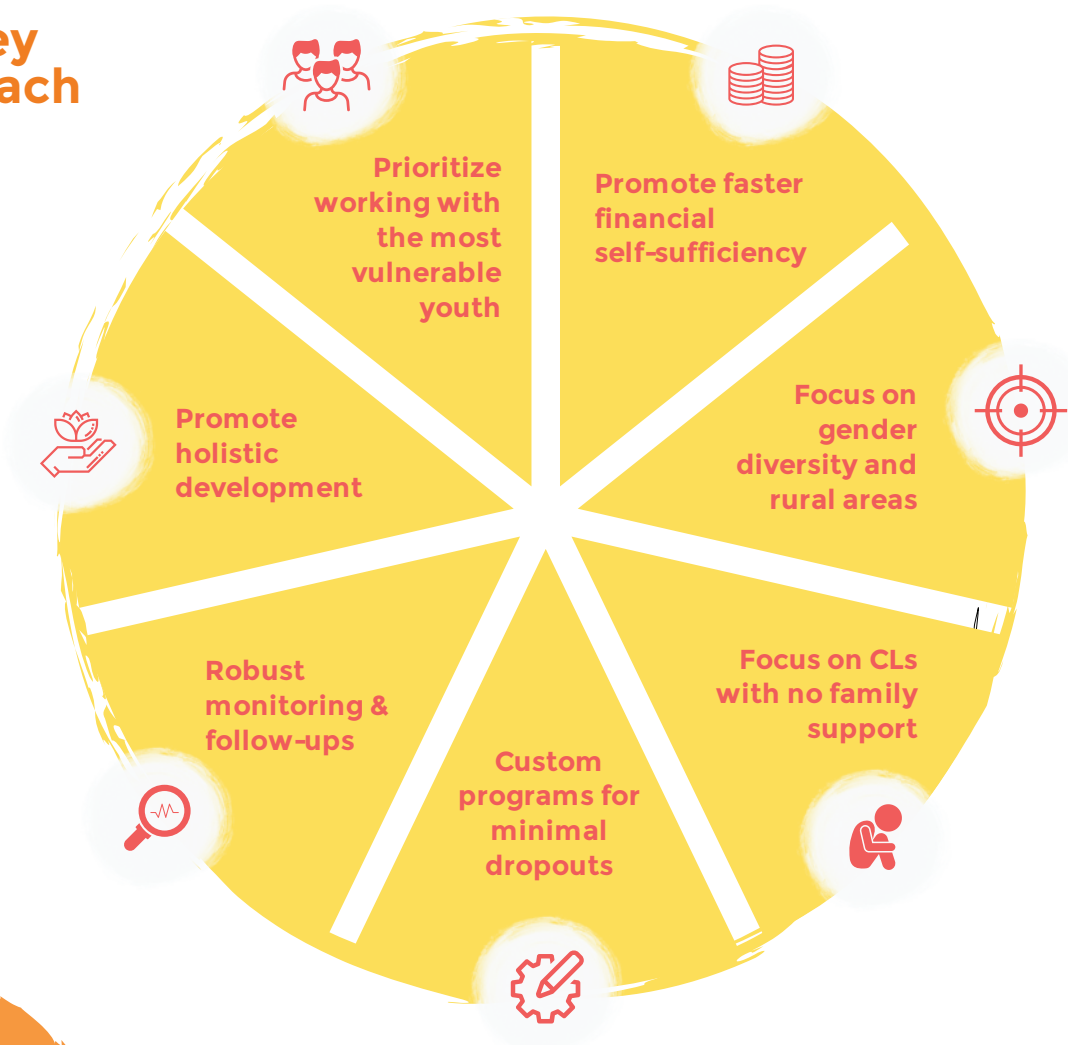
Objective

- To support vulnerable youths leaving care to achieve their immediate career goals.
- To empower them to become self-reliant & lead a life with dignity.

Geographical Area of Implementation & Beneficiaries

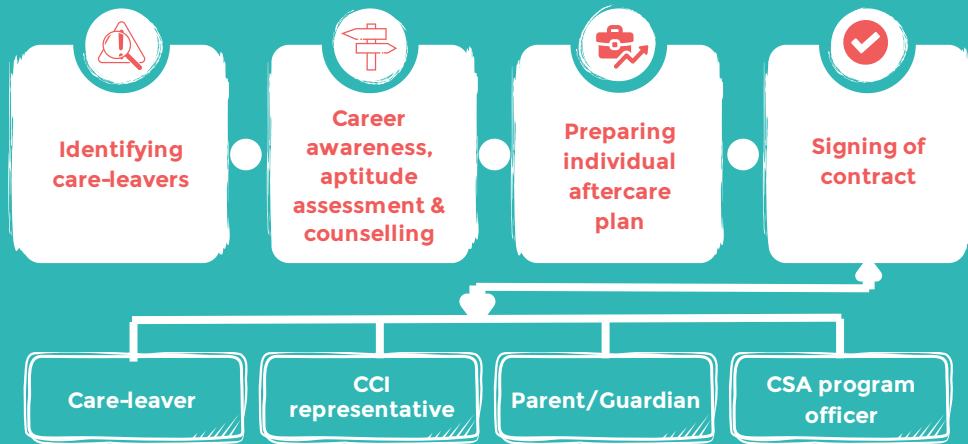
CSA has its presence or 4 states Maharashtra, Odisha, MP & Goa (more than 45 districts).

Our Key Approach

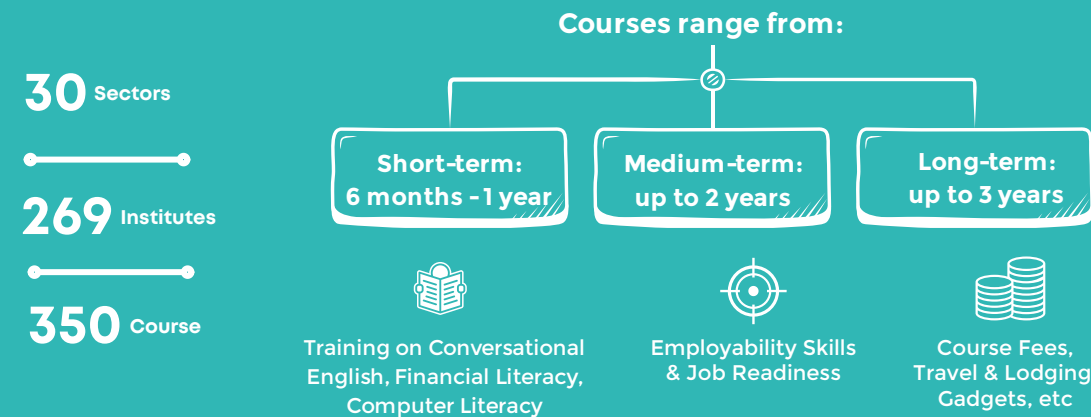


Key Engagements

1. Enrolment



2. Upskilling



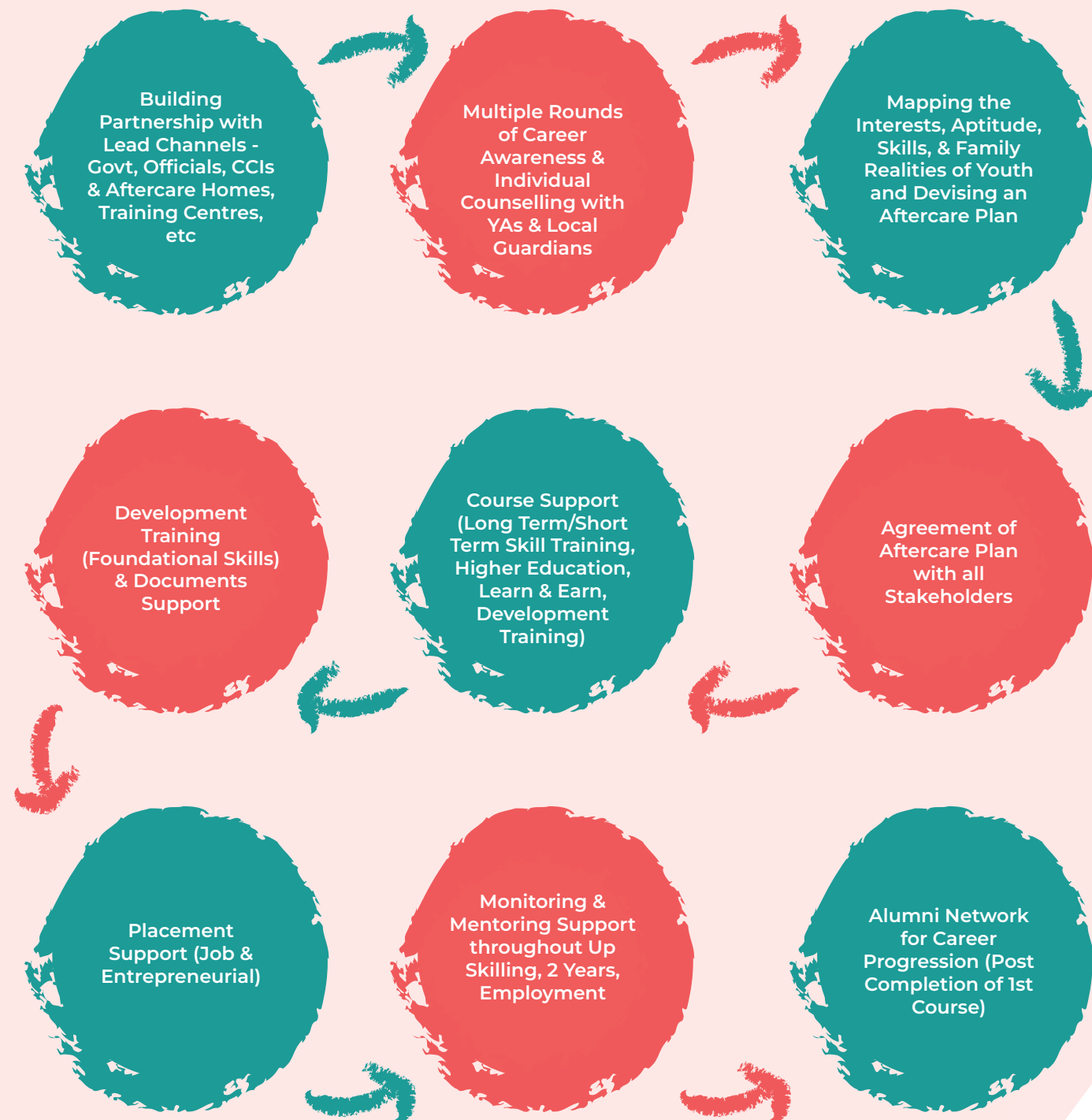
3. Placement



4. Alumni / Graduation



Journey of the CSA Aftercare and Livelihood Program



Aftercare Impact No - 2022-2023 & Overall (Beginning to 22-23)

Impact in 22-23

| | |
|-------------|---|
| 960+ | YAs received Aftercare Program & Support |
| 27+ | YAs received support to advance skills under the Alumni Program |
| 250+ | YAs received Conversation Skills |
| 450+ | YAs received Financial Literacy |
| 200+ | Young Adults received training on Computer Literacy |
| 239+ | Young Adults successfully placed into jobs with an average salary range of 10,000 to 25,000 |
| 250+ | YAs received Job Readiness Training |
| 600+ | YAs got enrolled in Aftercare Program & Support |

Overall

| | |
|---|--------------|
| YAs got enrolled in Aftercare Program & Support | 1600+ |
| YAs received support to advance skills under the Alumni Program | 50+ |
| YAs received Conversation Skills | 500+ |
| YAs received Financial Literacy | 1000+ |
| Young Adults received training on Computer Literacy | 500+ |
| Young Adults successfully placed into jobs | 472+ |

Study of children who have been deinstitutionalized in Maharashtra.

In partnership with the Department of Women and Child Development, Government of Maharashtra, CSA is undertaking a Research Study on deinstitutionalization of children from Child Care Institutions in Maharashtra during COVID-19. The study is being carried out in the context of concerns regarding the safety and well-being of children who were deinstitutionalized in the midst of the pandemic. The study commenced in January, 2022, and data collection was completed by November, 2022. The Study team is presently working on drafting the report, which is expected to be released by October, 2023.

The following are highlights of the study

- As part of the Study, data of children who were deinstitutionalized from CCIs of 10 districts of Maharashtra was collected. The team received data of approximately 1600 children, of which 405 children were included in the Study.
- Data for the Study was collected through six tools (questionnaires) - one each for children, parents/guardians, CWC members, DCPU members, CCI staff, and one for study of children's case files maintained by CCIs.
- The study commenced with a pilot in 3 districts and a team of 5 Research Investigators. The pilot aimed to test the tools and methodology of data collection.
- After the successful completion of the pilot, a two-day in-person training was held for 14 Research Investigators to prepare them for conducting home visits and administering the study tools. The Research Investigators were equipped with an in-depth understanding of the subject and skill sets to conduct the home visits.
- A total of 405 parents/guardians and 254 children were interviewed (only children between 14-18 years of age at the time of deinstitutionalisation were included in the study)
- The data collected includes children from an urban, and rural mix from 10 districts and around 70+ CCIs.

Other updates

- In consultation with WCD, we prepared CSA's 3 year Madhya Pradesh State Action Plan for carrying out various activities with the objective to strengthen child protection systems in Madhya Pradesh. The action plan includes components of CCI support, Aftercare and Training & Capacity Building.
- CSA had conducted a community needs assessment exercise in Gwarighat, Jabalpur, Madhya Pradesh in February-March, 2022 under direction of the Juvenile Justice Committee (JJC) of the Hon'ble High Court of Madhya Pradesh to understand the situation of children in the community better, and provide them with necessary support. A camp was setup to address various issues being faced by children and families in the community, such as children being denied school admission, lack of key identity documents, and and lack of knowledge and linkages with social welfare schemes.
- CSA was invited to facilitate the session on Aftercare by The Women and Child Development Department, Government of Odisha to provide a residential training of District Child Protection Officers on Alternative Care.
- CSA was invited for the release of the 'Compendium on Alternative Care Practices in India' organized by India Alternative Care Network in Delhi. CSA's Aftercare program has been documented in the compendium.



Mind Our Work Sessions – Mind Our Work is CSA's internal learning and capacity-building platform which aims to reinforce that continuous learning is an essential trait of a Catalyst. 5 sessions were conducted in the year 2023 under the MOW initiative. The sessions revolved around recent developments in the field of child protection in India, important issues, and subjects relevant to CSA's work. There were various topics covered under the MOW sessions -

1. Vulnerable Children and the Role of Child Care Institutions in Child Protection
2. Juvenile Justice (Care and Protection of Children) Act, 2015 - Understanding the act and its important provisions
3. Social Investigation Report (SIR) - The significance and process
4. Individual Care Plan (ICP)
5. Mission Vatsalya

- **Training for NGO staff** - Makkala Jagriti - Makkala Jagriti is a Bangalore-based organization working for the holistic development of vulnerable children. One of their projects is focused on working with the Government CCIs in 10 districts of Karnataka. Catalysts for Social Action was invited by Makkala Jagriti to conduct a training session for their team on Child Rights and Child Protection. The team was trained on JJ Act, with a special focus on the Children's Committee which they want to activate. The training was conducted in Bangalore and was attended by around 15 participants who formed the core group of the team who worked with the CCIs.

- **Training of Staff of Child Care Institutions, South Goa, 3-4 November 2022** - Catalysts for Social Action was invited by the Child Welfare Committee (CWC) of South Goa to facilitate a 2-day training of the staff of South Goa's Child Care Institutions on the Juvenile Justice Act and Aftercare services. The training was jointly organized by the Department of Women and Child Development, Goa, the Collectorate of South Goa, and the Child Welfare Committee of South Goa. Training topics included registration of CCIs, procedures related to admission and restoration of children, individual care plan for children and provisions of the Act related to safety of children in institutional care.

- **Madhya Pradesh** - A CSA team member from Indore was appointed as a support person for POCSO cases under the POCSO Act by the Child Welfare Committee, Indore. The support person is responsible for assisting the children during the legal procedures, accessing compensation to be received, and facilitating other available services for the children under the act.

Our Supporters



Impact



Support



Project



Homes Supported



Accelya

No. of children supported: 1500+
No. of homes supported: 20
Project: adopt a home
No. of children impacted over Years of support 15,000+



Clover

No. of Children Supported: 185+
No. of Homes Supported: 5
Project: Adopt a Home
No of Children Impacted Over Years of Support 1000+



AFEC

No of Young Adults Supported: 416
Project: Aftercare & Livelihood



Ideal cures:

No. of Children Supported: 85
No. of Homes Supported: 1
Project: Education & Livelihood



Abbas merchant:

No. of Children Supported: 28
No. of Homes Supported: 1
Project: Adopt a Home



Manish choksi:

No. of Children Supported: 85
No. of Homes Supported: 1
Project: Education & Livelihood



Aditya birla capital:

No of Children Supported: 200+
No of Homes Supported: 5
Project: Adopt a Home



Givaudan:

No. of Children Supported: 180+
No. of Homes Supported: 1
Project: Nutrition Support



Brilliant polymers:

No. of Children Supported: 36
No. of Homes Supported: 1
Project: Adopt a Home
No of Young Adults Supported: 8
Project: Aftercare & Livelihood



P & G:

No. of Children Supported: 2400+
No. of Homes Supported: 56
Project: Healthcare Partner



Capri global:

No. Of Children Supported: 800+
No. Of Homes Supported: 23
Project: Education And Preparation To 'World Of Work' Interventions With Children Of Ccis In Madhya Pradesh



Parksons packaging:

No of Children Supported: 120+
No of Homes Supported: 2
Project: Adopt a Home



Charak pharma:

no. of Children Supported: 145+
No. of Homes Supported: 2
Project: Adopt a Home
No of Homes Supported: 40
Project: Digital Engagement Program



Patni wealth advisors:

No of Children Supported: 35+
No of Homes Supported: 1
Project: Adopt a Home

Our Supporters



Impact



Support



Project



Homes Supported



Prashant deshpande:

No of Children Supported: 35
No of Homes Supported: 1
Project: Adopt a Home



Suminter india organics:

No of Children Supported: 65+
No of Homes Supported: 1
Project: Adopt a Home



Maheshwari investor:

No. of Children Supported: 85
No. of Homes Supported: 1
Project: Adopt a Home



Tapia charitable trust:

No of Children Supported: 30
No of Homes Supported: 1
Project: Adopt a Home



Marcellus investment:

No. of Children Supported: 85
No. of Homes Supported: 1
Project: Health, Nutrition & Basic Facility



Trilegal:

No of Children Supported: 90+
No of Homes Supported: 2
Project: Adopt a Home



SBI caps:

No of Children Supported: 480+
No of Homes Supported: 5
Project: Education Support For Children At Cci's in Maharashtra, Madhya Pradesh & Odisha



Wipro:

No of Children Supported: 260+
No of Homes Supported: 7
Project: Education



SMT. trivenibai charitable trust:

No of Children Supported: 85
No of Homes Supported: 1
Project: Adopt a Home



Worldline:

No of Children Supported: 440+
No of Homes Supported: 5
Project: Adopt a Home
No of Children Impacted Over Years of Support 2000+



KDDL:

No. of Young Adults Supported: 8+
Project: Livelihood & Aftercare

Our Supporters



Impact



Support



Project



Homes Supported



Adf foods:

No. of Children Supported - 12
No of Homes Supported – 1
Project Name – Livelihood & Aftercare Support

**RAHUL
SUBRAMANIAM
AND SONICA
PATHAK**

Rahul subramaniam And sonica pathak

No. of Children Supported - 43
No of Homes Supported – 1
Project Name - Adopt a Home



Ambit oditi foundation:

No. of Children Supported - 12
No of Homes Supported – 1
Project Name - project - Livelihood & Aftercare Support

**RASHMI
BALDOTA**

Rashmi baldota

No. of Children Supported - 59
No of Homes Supported – 2
Project Name - Adopt a Home



Apcotex industries limited:

No. of Children Supported - 120
No of Homes Supported – 3
Project Name - adopt a Home



Rpg foundation

No. of Children Supported - 80
No of Homes Supported – 1
Project Name - Adopt a Home

**AVANTIKA
SINHA**

Avantika sinha

No. of Children Supported - 125
No of Homes Supported – 1
Project Name - Adopt a Home



Suminter foundation

No. of Children Supported - 133
No of Homes Supported – 2
Project Name - Adopt a Home & Aftercare and Livelihood

**THE IDEXNINE
TECHNOLOGIES
PRIVATE LTD**

The idexnine technologies Private ltd

No. of Children Supported - 29
No of Homes Supported – 1
Project Name - Livelihood & Aftercare Support

**TAPIA
CHARITABLE**

TAPIA CHARITABLE

No. of Children Supported - 36
No of Homes Supported – 1
Project Name - Adopt a Home

**SMT. MANIBEN
SMARAK NIDHI
TRUST**

Smt. Maniben smarak nidhi trust

No. of Children Supported - 45
No of Homes Supported – 2
Project Name - Adopt a Home

**PRATAP
SNACKS
LIMITED**

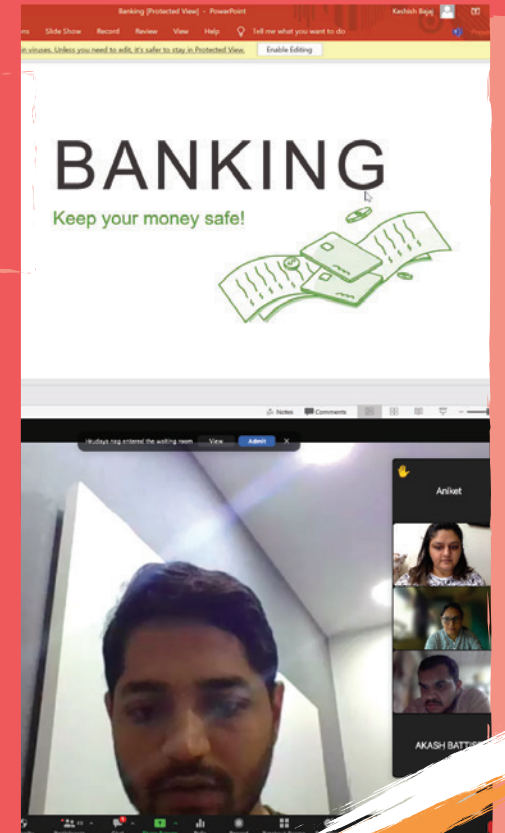
PRATAP SNACKS LIMITED

No. of Children Supported - 28
No of Homes Supported – 2
Project Name - Education Project

Volunteering & Employee Engagement



Throughout the year we had various virtual sessions from the IDFC First employees for our Young Adults. Touching upon aspects related to finance, interviews, grooming and details about banking sectors in India. We had around 15 sessions conducted throughout the year. All these sessions were very engaging and helpful.



Employee Engagements

We have done multiple employee engagements throughout the year with our various partners pertaining to their program support or campaign support. These visits enable us to ensure that they are in touch with how our programs work and also engage with the children they support.



Tarang

Celebrating 20 years of our journey working with children, we hosted a memorable event on February 10, 2023. The event "Tarang" was aimed at acknowledging the contributions of various stakeholders towards the holistic development of children and inspiring and motivating them towards independent and dignified lives!

The event was graced by esteemed representatives from UNICEF and DCPO. Our supporters and donors - Accelya, ICICI Prudential, Clover Infotech, Worldline, P&G Health, KDDL, Maheswari Investors formed an integral part of our journey and made the event a roaring success.

The Tarang Mela was an unprecedented opportunity for our donors and supporters to get deeper insights into our programme initiatives and interact with our aftercare youths. Our guests witnessed the talents, success and energy of our youths live at the mela.

We are thrilled to announce the resounding success of our 20th-year celebratory event Tarang. The event marked the celebration of our 20-year-long journey working with vulnerable children across four states in India.

This spirit of celebration was carried across the other states as well - Maharashtra, Goa and Madhya Pradesh under the theme **Parindey** "Giving Wings to Childrens Dreams" - an opportunity to recognise and celebrate the children we work with and their achievements. We also wanted to acknowledge the efforts and support of each and every stakeholder who are responsible for these achievements! The respective events were graced by the dignitaries and WCD members from each state making it a resounding success.

Media Coverage



Parindey

Celebrating 20 Years of Transformation

We are thrilled to present the highlights of our 20th-year celebratory event, "**Parindey**," which unfolded across three remarkable locations - Pune, Madhya Pradesh, and Goa. The theme "Parindey," meaning "birds," was conceived through collaborative discussions with our MP team, symbolizing our commitment to recognizing and celebrating the children we serve and the invaluable contributions of our stakeholders, encapsulated by the tagline, "Giving Wings to Children's Dreams."

In Pune, the event united CSA's stakeholders, featuring the unveiling of our Annual Maharashtra Report for 2021-2022 and "Our Trailblazers-Hamari Kahaniyan" success stories. Guest speakers from the government, including the Asst. Commissioner of Women and Child Development and Pune District's Women Development Officer, praised CSA's transformative work. A surprise gift from alumnus Aryan Dolare, a vibrant canvas painting, symbolized CSA's catalytic role.

In Madhya Pradesh, our young participants led the event, sharing life stories and aspirations through cultural performances. Representatives from various organizations commended our children's courage and provided valuable counsel.

In Goa, distinguished guests graced the occasion, celebrating CSA's two-decade journey. Children took center stage, showcasing their talent and resilience through cultural performances. A symbolic cake-cutting ceremony marked the milestone.

"Parindey" was more than a celebration; it was a platform to acknowledge children's crusades and triumphs. Children and alumni shared inspiring life stories, leaving a lasting impact. Here's to 20 years of transformation and giving wings to children's dreams!



Media Coverage



Success Stories

Sarojini Harijan (20 Years)

Background:

Sarojini, an ambitious girl from Nabrangpur successfully overcame the adversities of being orphaned at a young age. Staying at Pandit Deen Dayal Upadhyay CCIs, she completed her 10th grade with first division. Post 18 years, the District Child Protection Officer approached CSA for guiding her toward a successful career journey.

Course & Career Journey:

The CSA team identified her strengths and aptitude during the career awareness and counseling sessions.

With a solid aftercare plan, she was enrolled in a 2-year ITI Electrical course at Govt. ITI Nabrangpur.

Amidst the pandemic, she completed her course and CSA supported her with conversational English training and placement guidance.

With her persistence, she landed a job in Devi Aquatech Ltd in Andhra Pradesh as a machine operator earning R.s 11,000/month.

Based on her performance she got promoted to the post of supervisor in the same company with a salary of R.s 15,000/month.



Amit Ramachandra Mehrotra (28 Years)

Background:

Ambitious & hardworking Amit was admitted to CCIs when he was orphaned at a young age. He completed his graduation while staying at the CCIs. However, he was struggling to find a job without proper guidance and employable skills.

Course & Career Journey:

The CSA team provided him with career counseling and helped in identifying certificate courses with high employability.

With a solid aftercare plan, he was enrolled in a 2-month.

Power-BI Certificate Course at Compufield Institute.

CSA supported him with course fees and some daily essentials support.

He joined as an MIS officer at Integreon Company with a monthly salary of Rs. 29,000/-.

With his hard work, he got a salary hike and is now earning Rs 34,000/- per month.



Success Stories

Dinesh Gupta (26 Years)

Background:

Being orphaned at a young age, Dinesh was admitted to YMCA CCIs, Andheri.. Staying at the CCIs, he completed his BSc Computer Science. Being a studious youngster, he was keen on pursuing additional certifications for his career progress.

Course & Career Journey:

In the Aftercare program, he underwent a career awareness and assessment module leading to a comprehensive career plan preparation.

Based on his individual career plan, he opted for Web Development & Data Management Course at NIIT Foundation

During the course he got opportunities for virtual internships at leading companies JP Morgan Chase, Accenture etc.

He also completed the Aspire Leadership Course by Mittal South Asia Institute at Harvard University.

Initially he got placed in Tech Mahindra in a customer support role with a salary of R.s 24,000/- month

With his efforts, he progressed to the role of Executive software developer at Mirae Assets with a salary of 37,500/- month.



Pooja Shashikant Nithore (21 Years)

Background :

Pooja is 21 years old and from Pune, Maharashtra. She was admitted to Pandita Ramabai Mukti Mission, a Child Care Institution by her father at a very young age as he had financial issues.

After her enrolment in CCIs, she had no contact with her father, despite all these problems she completed her graduation by staying in the CCIs.

Career Journey :

After her graduation she was shifted from the CCIs to her relative's house, where she faced discrimination and problems due to which she had to stay with her friend.

During the process CSA got in touch with Pooja and understood her needs. She was enrolled in a 3 month Online BFSI course from NIIT Foundation with the help of CSA.

While pursuing the course she also started working to sustain herself. She completed her course and got a placement in NIIT Foundation itself as a trainer in Mumbai , wherein now she earns a Salary of Rs. 25,000/- per month.



Bridging Learning Gaps Amidst Pandemic Disruptions

In response to the educational disruptions caused by the pandemic, CSA undertook a comprehensive Readiness Assessment in 2022. This assessment aimed to gauge the impact of pandemic-related challenges on students' learning levels and bridge emerging gaps. Here's how CSA approached this endeavor:

Understanding the Pandemic's Impact & Designing the Readiness Assessment Tool

The pandemic forced widespread school closures and an abrupt shift to online learning, posing considerable challenges to both students and educators. This situation led to learning setbacks and worsened educational inequalities. Recognizing these issues, CSA decided to deviate from its original evaluation methods and conducted a Readiness Assessment instead.

CSA collaborated with an external subject matter expert to create a reliable and valid assessment tool. This tool comprised language and arithmetic evaluations tailored to children's proficiency levels. The assessment tasks were age-appropriate, providing insights into language comprehension, communication skills, and mathematical abilities.

Assessment Results and Actionable Insights

The Readiness Assessment was administered to students in Grades 1-7. Based on the difference between their official grades and learning outcomes, students were categorized into three ranges:

On Track: Students whose learning outcomes matched their school grades.

Needs Improvement: Students whose learning outcomes lagged by up to 2 grades.

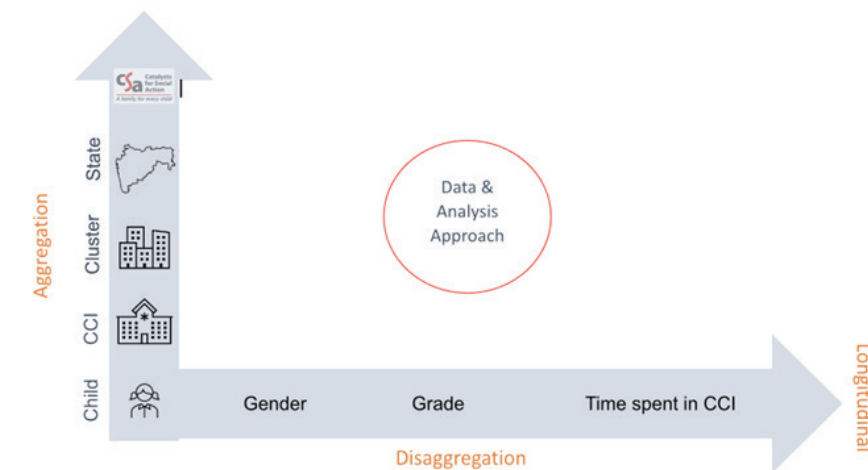
Needs Attention: Students whose learning outcomes were 3 or more grades behind.

The assessment didn't focus on tracking progress or percentage improvement; rather, it aimed to identify the students' actual learning levels. Notably, the assessment revealed that 52% of children had learning levels in arithmetic below their school grades, and 45% showed similar gaps in language learning.

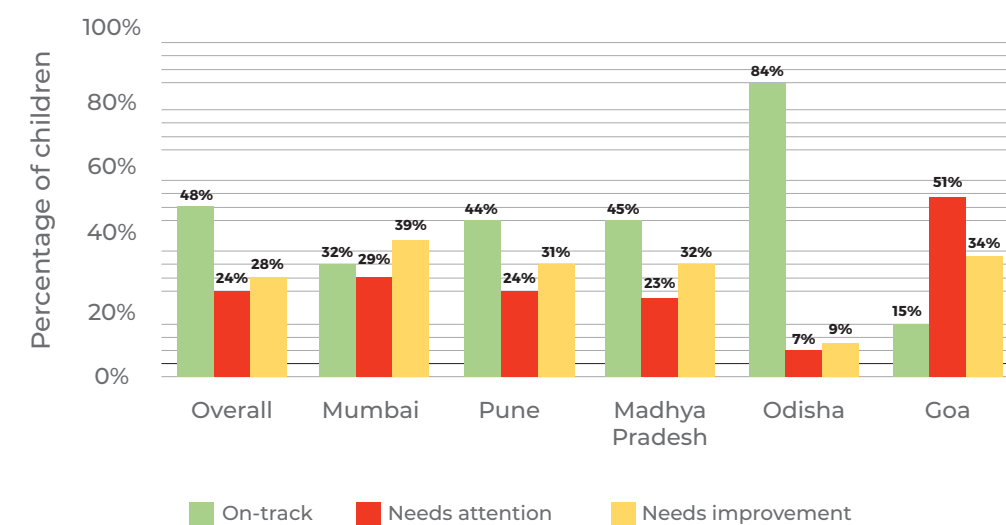
Leveraging Data for Strategic Intervention

CSA utilized the disaggregated data at the state and Child Care Institution (CCI) levels. This data informed strategic teacher re-grouping and training efforts. By tailoring teaching methods to individual learning levels, CSA aimed to effectively address the identified gaps and ensure better educational outcomes for all students.

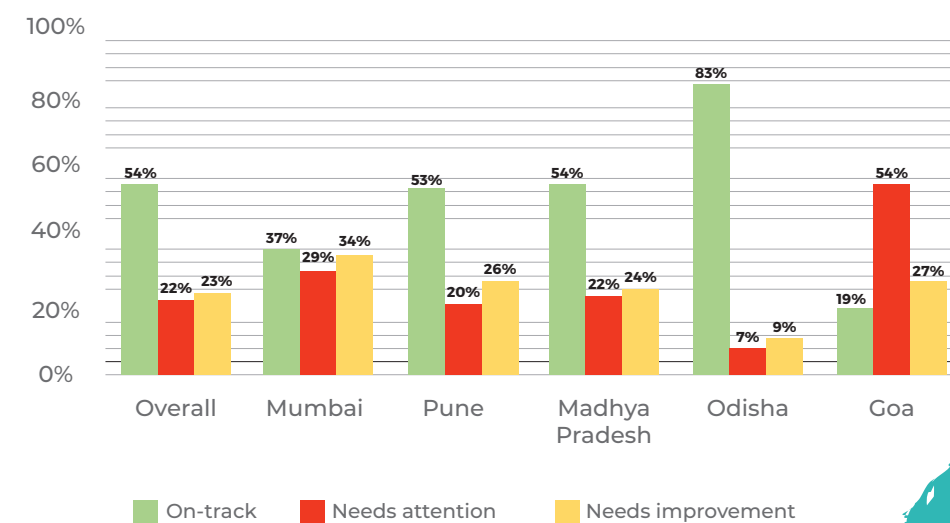
Through this Readiness Assessment, CSA adapted to the challenges of the pandemic era, gaining crucial insights into students' learning levels and proactively working to bridge pandemic-induced gaps in education.



Performance of Children in Maths Education Readiness Assessment



Performance of Children in Language Readiness Assessment



Partnerships / Campaigns

School Chalein Hum

We partnered with Brilliant Polymers as our #BackToSchool partner and they supported 45 homes and 2000+ children with stationary and other educational requirements. We're fortunate to have Brilliant Polymers as one of our most active donors. Their commitment to excellence shines through in every project and contribution they undertake. With a keen eye for details, they ensure that our project objectives are met, leaving a lasting impact on the communities we serve.



Secret Santa

This season was the most cheerful of all for children of our supported homes. We were supported by many donors like Trilegal, Kale Logistics, Marcellus, Give India etc and helped us spread happiness and smiles among children in need. They supported the gift of happiness on festive days that brought a glimmer of hope in their lives.



Tax Saving Campaign

Through this campaign we reached out to Individuals to support CSA in our various projects like nutrition, education, health, hygiene, day to day essentials. We were able to reach out to multiple individuals and create some noise.



Tata Mumbai Marathon

Like every year CSA was a part of the TMM marathon edition this year as well. We had ICICI Prudential supporting us through this wherein their Team participated in the Marathon. Apart from this we also had our staff and Young adults run for CSA and have a fun filled day. Creating Presence and branding opportunities for us.

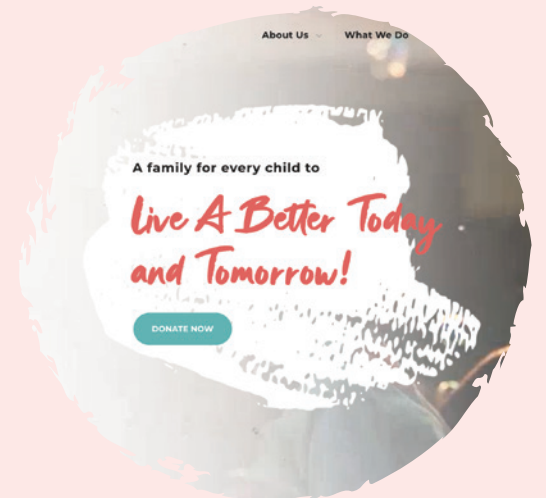
Har Ghar Tiranga

When people come together, our joys multiply. We have been grateful of IDFC First Bank for celebrating the 75th Independence Day with our CCIs across India with more than 3000 children at 90 CSA-supported homes. With their support, we were able to spread the joy of freedom to all of our youth through the #HarGharTiranga campaign.



New Website

We launched our brand new website this year with new colors and better navigation that helped us have a better stand at marketing and reach our donors efficiently.



Credibility & Accountability Disclosures

CSA Organisation-Board of Trustees

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

Board Meeting Details

Board Meetings held between 01/04/2022 and 31/03/2023

| | |
|------------|-----------------------------|
| 22/04/2022 | Managing Committee Meeting |
| 15/07/2022 | Managing Committee Meeting |
| 16/09/2022 | Managing Committee Meeting |
| 16/09/2022 | Annual General Body Meeting |
| 16/12/2022 | Managing Committee Meeting |
| 15/02/2023 | Managing Committee Meeting |

CSA Secretariat

1. Staff Details as on 31/03/2023

| 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 | 35 | 0 | 8 | 86 | 5 | 24 | 86 | 86 |
| Female | 40 | 0 | 15 | 146 | 7 | 12 | 146 | 146 |
| Total | 75 | 0 | 23 | 232 | 12 | 36 | 232 | 232 |

2. Full - Time Staff (Payroll)

| SR. No | Row Labels | Male | Female | Total |
|--------|--|------|--------|-------|
| 1 | Accounts Officer | | 1 | 1 |
| 2 | Admin & Accounts Executive | 1 | | 1 |
| 3 | Assistant Manager - Donor Development & FR | | 1 | 1 |
| 4 | Assistant Manager Learning | | 1 | 1 |
| 5 | Asst. Manager - Finance | 1 | | 1 |
| 6 | Asst. Manager - Program | | 2 | 2 |
| 7 | CEO | | 1 | 1 |
| 8 | Communications - Associate | 1 | | 1 |
| 9 | Executive - Admin & Procurement | | 1 | 1 |
| 10 | Executive Accounts and Finance | | 2 | 2 |
| 11 | Head - Advocacy | 1 | | 1 |
| 12 | Head - Aftercare & Livelihood Program | | 1 | 1 |
| 13 | Head - CCI Program | 1 | | 1 |
| 14 | Head - Communication & Fundraising | | 1 | 1 |
| 15 | Head - Finance & Accounts | 1 | | 1 |
| 16 | Head- Development | 1 | | 1 |
| 17 | Junior Executive Accounts and Finance | 1 | 1 | 2 |
| 18 | Manager – Advocacy | | 1 | 1 |
| 19 | Manager - Communications and Partnerships | | 1 | 1 |
| 20 | Manager - Program | | 1 | 1 |
| 21 | Manager -Aftercare | | 1 | 1 |
| 22 | Office Assistant | 1 | | 1 |
| 23 | Program Manager | 1 | | 1 |
| 24 | Program Officer | 9 | 13 | 22 |
| 25 | Program Officer - Advocacy | 1 | | 1 |
| 26 | Programme Officer - Adoption | | 1 | 1 |
| 27 | Programme Officer-Aftercare | 4 | 7 | 11 |
| 28 | Senior Manager – Aftercare | 1 | | 1 |
| 29 | Senior Manager - Partnership(A & L) | 1 | | 1 |
| 30 | Senior Program Officer - Learning | 1 | | 1 |
| 31 | Sr Accounts Officer | 1 | | 1 |
| 32 | Sr Program Officer- Aftercare | 3 | 1 | 4 |
| 33 | Sr. Program Manager | 1 | 1 | 2 |
| 34 | Sr. Program Officer- CCI | 3 | 1 | 4 |
| | Total | 35 | 40 | 75 |

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

| Location | Designation | Full Time | | | Part Time | | | Grand Total | | |
|----------------|-----------------------------------|-----------|------|-------|-----------|------|-------|-------------|------|-------|
| | | Female | male | Total | Female | male | Total | Female | male | Total |
| Goa | Case Worker / Counsellor | | | 0 | 2 | 1 | 3 | 2 | 1 | 3 |
| | Tution Teacher | | | 0 | 10 | 1 | 11 | 10 | 1 | 11 |
| Madhya Pradesh | Care Giver | | | 0 | 2 | 1 | 3 | 2 | 1 | 3 |
| | Case Worker / Counsellor | | | 0 | 3 | | 3 | 3 | 0 | 3 |
| | Cleaner | 1 | 1 | 2 | | | 0 | 1 | 1 | 2 |
| | Computer Teacher | | | 0 | 6 | 4 | 10 | 6 | 4 | 10 |
| | Driver | | 1 | 1 | | | 0 | 0 | 1 | 1 |
| | Nutritionist | | | 0 | 2 | | 2 | 2 | 0 | 2 |
| | Tution Teacher | | | 0 | 31 | 16 | 47 | 31 | 16 | 47 |
| | Vocation/Extra Curriculam Teacher | | | 0 | 5 | 7 | 12 | 5 | 7 | 12 |
| Maharashtra | Care Giver | | | 0 | | 1 | 1 | 0 | 1 | 1 |
| | CCI Supervisors | 5 | 3 | 8 | | | 0 | 5 | 3 | 8 |
| | Cleaner | 7 | 2 | 9 | | | 0 | 7 | 2 | 9 |
| | Computer Teacher | | | 0 | 7 | 16 | 23 | 7 | 16 | 23 |
| | Consultant - Data Impact | | | 0 | 1 | | 1 | 1 | 0 | 1 |
| | Cook | | | 0 | 3 | | 3 | 3 | 0 | 3 |
| | Nutritionist (Per Visit) | | | 0 | 5 | | 5 | 5 | 0 | 5 |
| | Tution Teacher | | | 0 | 34 | 12 | 46 | 34 | 12 | 46 |
| Odisha | Vocation/Extra Curriculam Teacher | | | 0 | 7 | 3 | 10 | 7 | 3 | 10 |
| | Case Worker / Counsellor | | | 0 | | 2 | 2 | 0 | 2 | 2 |
| | Cleaner | 2 | | 2 | | | 0 | 2 | 0 | 2 |
| | Computer Teacher | | | 0 | 6 | 5 | 11 | 6 | 5 | 11 |
| | Cook | | | 0 | 1 | | 1 | 1 | 0 | 1 |
| | Driver | | 1 | 1 | | | 0 | 0 | 1 | 1 |
| | Tution Teacher | | | 0 | 19 | 17 | 36 | 19 | 17 | 36 |
| | Vocation/Extra Curriculam Teacher | | | 0 | 2 | | 2 | 2 | 0 | 2 |
| Grand Total | | 15 | 8 | 23 | 146 | 86 | 232 | 161 | 94 | 255 |

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

| Category | Male | Female |
|-----------|------|--------|
| Full time | 08 | 15 |
| Part time | 86 | 146 |

Credibility Alliance
Norms Compliance Report

1. Distribution of Paid Staff(Payroll + Contract Staff + Contract Field Staff + Consultant) According to Compensation Levels as on 31/03/2023

| Slab of gross salary (in Rs) paid to staff (per month) | Male | Female | Total Staff |
|--|------|--------|-------------|
| Less than or equal to 5000 | 67 | 98 | 165 |
| 5,001 - 10,000 | 27 | 61 | 88 |
| 10,001 - 25,000 | 7 | 6 | 13 |
| 25,001 - 50,000 | 21 | 24 | 45 |
| 50,001 - 1,00,000 | 5 | 8 | 13 |
| Greater than 1,00,000 | 4 | 2 | 6 |

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

| | |
|---------------------------|--------------------------|
| Head of the Organisation | : Rs. 2,47,840 per month |
| Highest paid staff member | : Rs. 2,47,840 per month |
| Lowest paid staff member | : Rs. 14,536 per month |

3. Staff International Travel (in the year 2022-23) = NIL/-

4. Annual Gross Remuneration paid to Board of Trustees

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

5. Amount reimbursed (in Rs.) to Board of Trustees in the financial year 2020-21 for the following items:

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

Main Bankers & Auditors

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

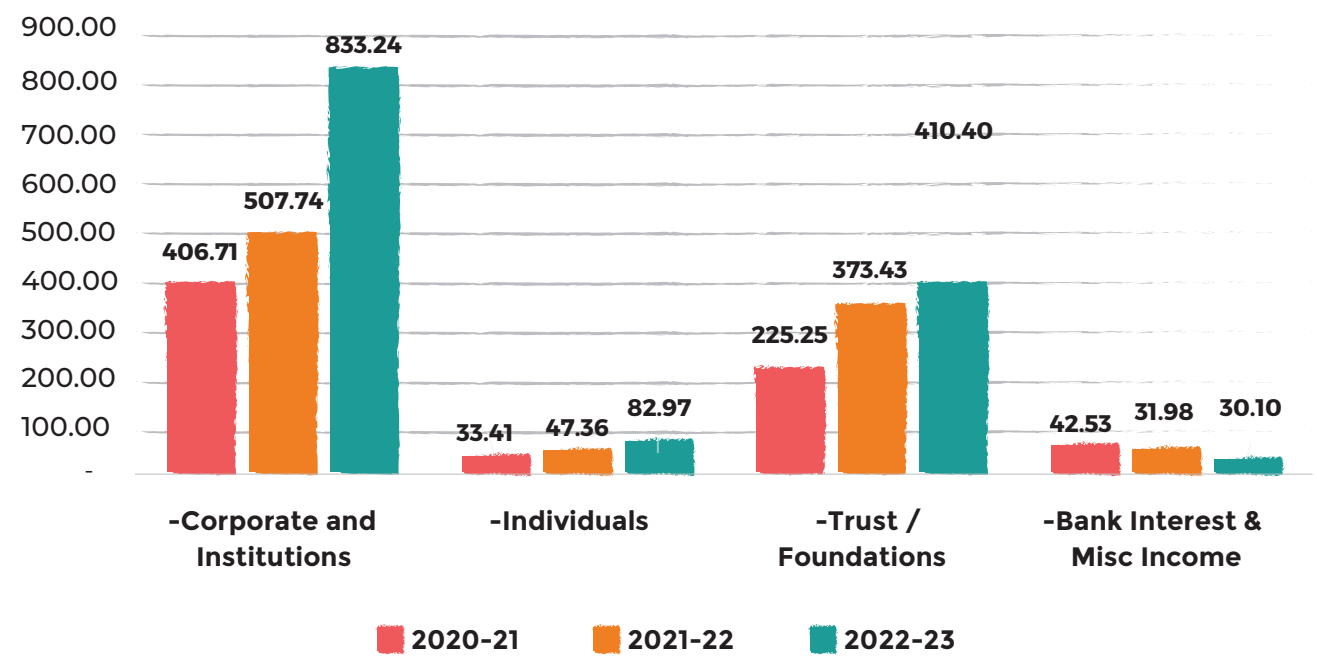
6. Date of Filing Returns

| For The Financial Year 2021-22, Date of Filing Return | |
|---|---------------|
| Income Tax Return: | 20th Oct 2022 |
| FCRA Return: | 27th Dec 2022 |
| Trust / Society / Company Annual Return: | 26th Sep 2022 |

Income Graph

| INCOME | FY 2022-23 | FY 2021-22 | FY 2020-21 |
|-------------------------------|--------------|-------------|-------------|
| - Corporate and Institutions | 8,33,24,331 | 5,07,73,626 | 4,06,70,552 |
| - Individuals | 82,97,377 | 47,36,453 | 33,41,133 |
| - Trust / Foundations | 4,10,39,581 | 3,73,43,492 | 2,25,24,906 |
| - Bank Interest & Misc Income | 30,10,148 | 31,98,250 | 42,52,821 |
| Closing Balance | 13,56,71,437 | 9,60,51,821 | 7,07,89,412 |

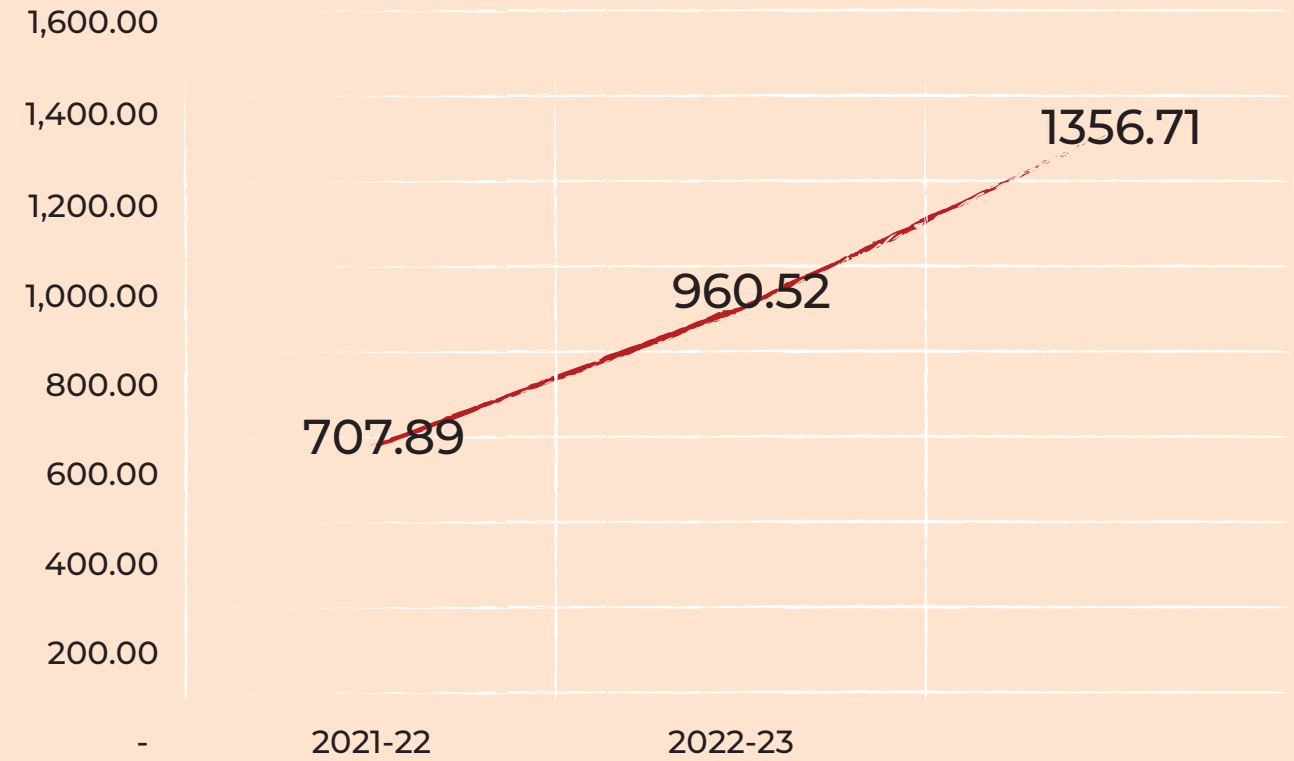
Income - FY21 vs FY22 vs FY23



Income 2022-23



Income Trend (3 Years)

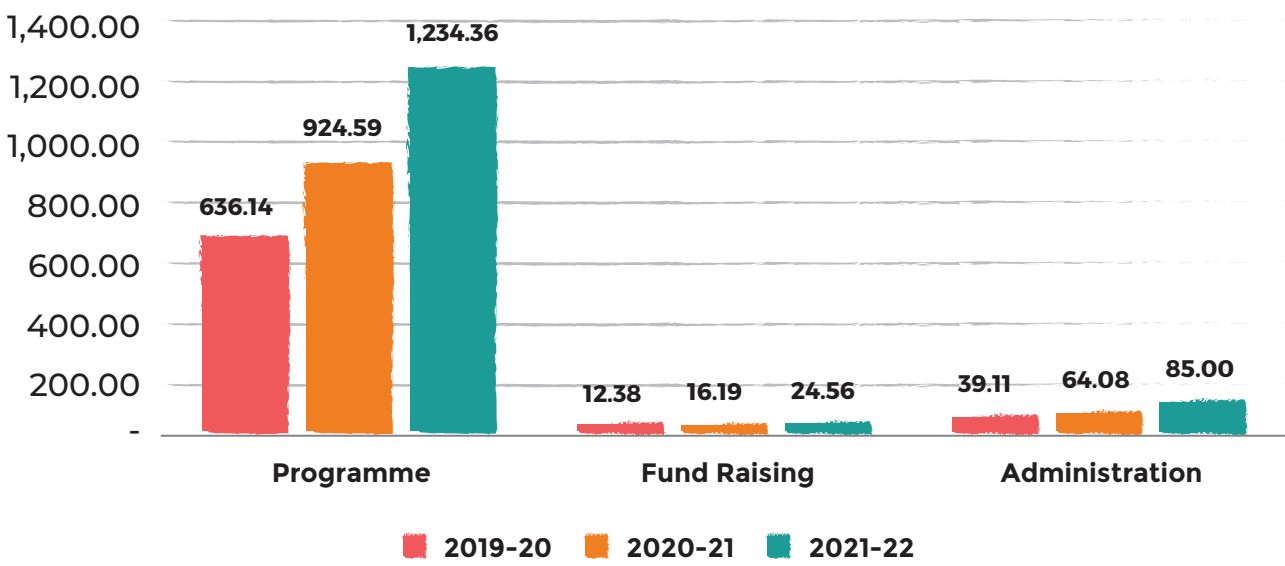


Expenses Graph

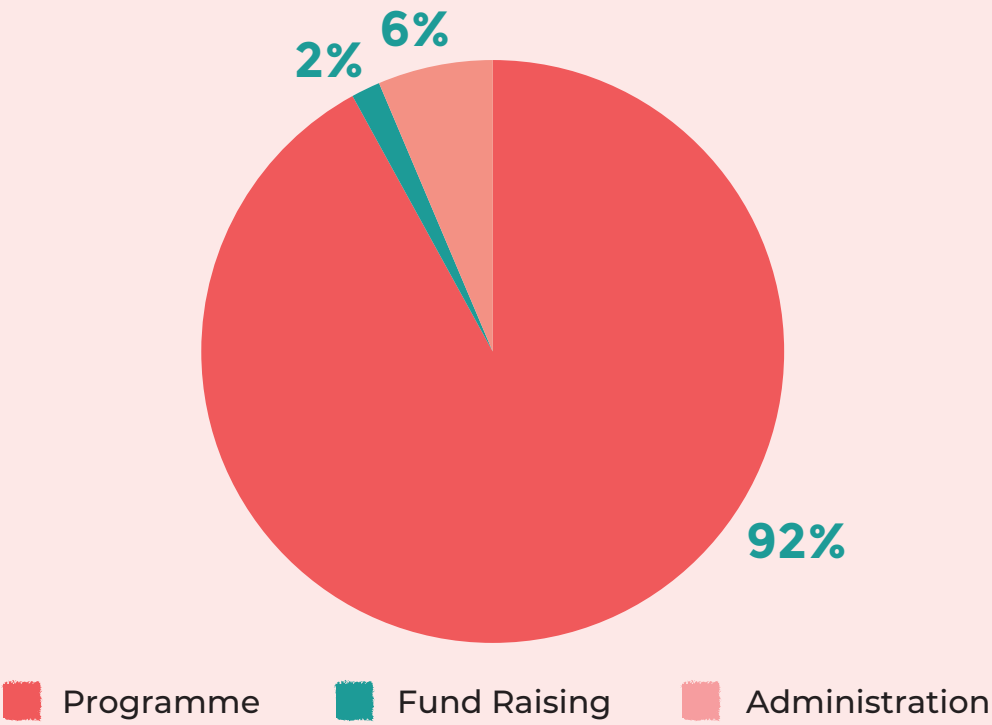
| EXPENSES | FY 2021-22 | FY 2020-21 | FY 2019-20 |
|----------------|--------------|--------------|-------------|
| Programme | 12,34,35,971 | 9,24,59,114 | 6,36,13,700 |
| Fund Raising | 24,55,855 | 16,18,634 | 12,37,664 |
| Administration | 84,99,860 | 64,08,093 | 39,11,444 |
| Total | 13,43,91,686 | 10,04,85,842 | 6,87,62,808 |

| Programme Expenses | FY 2021-22 | FY 2020-21 | FY 2019-20 |
|---|--------------|-------------|-------------|
| Health & Nutrition | 3,78,95,361 | 3,57,64,327 | 3,09,14,097 |
| Education and Child Development (+ DEP) | 3,78,15,633 | 2,17,92,473 | 1,58,60,183 |
| Livelihood and Aftercare | 3,96,58,438 | 3,16,92,329 | 1,47,39,075 |
| Capacity Building & Advocacy | 80,66,538 | 32,09,985 | 21,00,345 |
| Closing Balance | 12,34,35,971 | 9,24,59,114 | 6,36,13,700 |

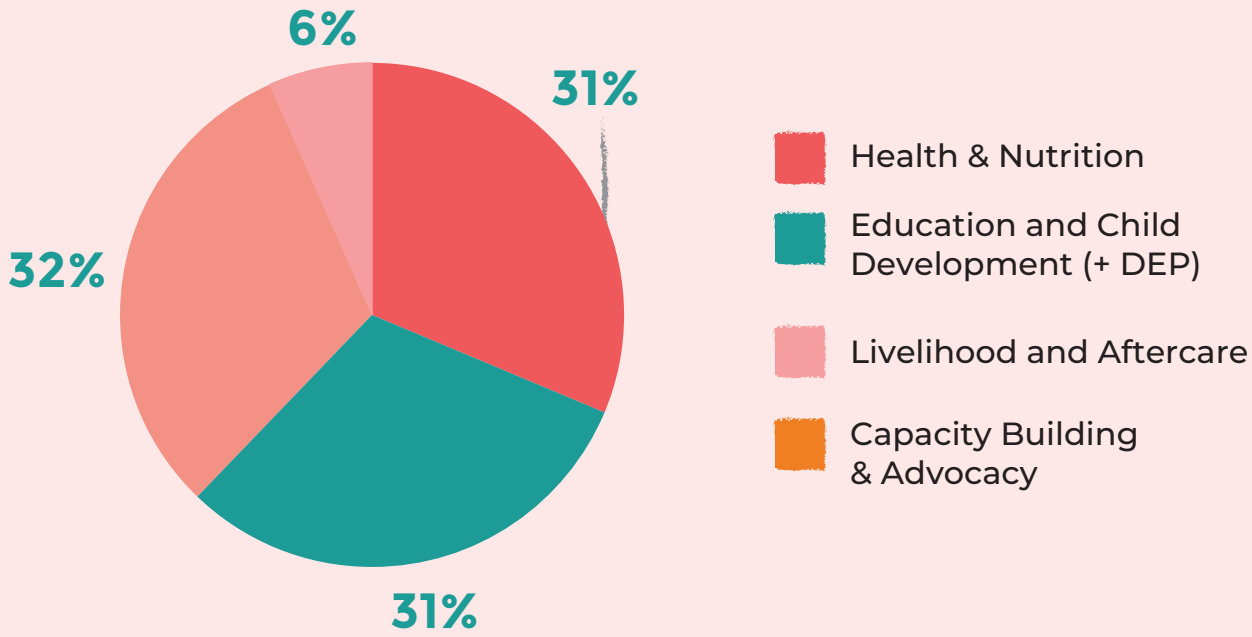
Expenses - 3 FYs



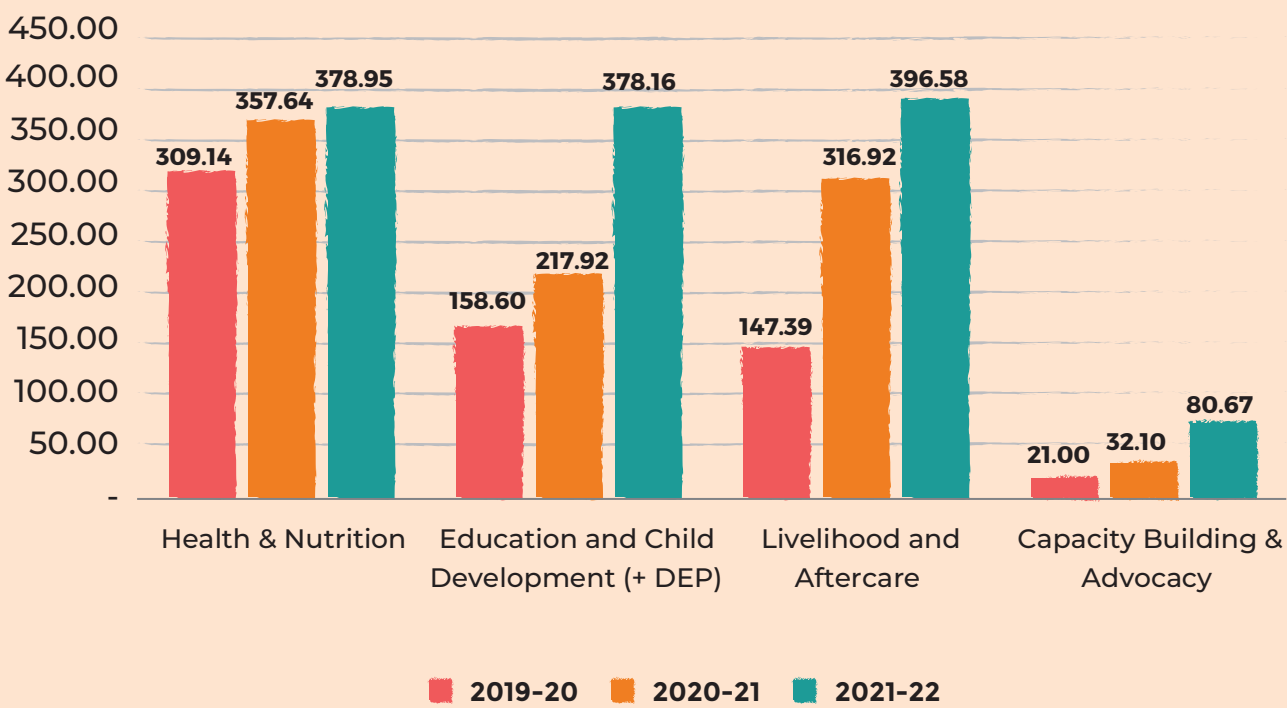
Expenses 2022-23



Programme Expenses



Program Expenses 3 FYs



Expense 3 FYs

