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Snehalaya

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Annual Report 2016-2017



every child &
woman has the
right to live a
life free from
inequality, cruelty
& discrimination



Vision

To develop the awareness and capabilities of individuals who have been deprived of their fundamental rights as a result of inequalities in Indian society.

Mission

To provide rescue, rights and rehabilitative services to the communities in most need. To offer a safe exit point to women and their children trapped in the crippling cycle of poverty and abuse.



From our Secretary

Warm greetings from me and your Snehalaya family and welcome to our Annual Report for 2016/17. Our family wouldn't exist without you so, first and foremost, I'd like to personally thank you for your support. This report provides updates on how you are helping us to develop our staff and improve the lives of our beneficiaries as well as some of our highlights of the last year. Like all families, some of our children need to fly the nest sooner than others and some return after gaining some life-experience. This report covers our first international adoption and the return of one of our beneficiaries to lead a new project.

Being committed to understanding and improving the lives of our staff and beneficiaries equally, this year, we took part in the 'Great Place to Work' survey which measured the pride, motivation and satisfaction of staff. We were pleased to hear how our team feels about working here especially how they believe they are appreciated, have the freedom to make and learn from their mistakes, have empathy and respect for our beneficiaries, trust our senior management and believe we are committed to investing in their personal and professional development.

Initiatives like our annual Snehalaya Awards give us further opportunities to recognise our people and in

the next few pages you will meet Meena and Pravin who were two of this year's recipients. You can also read about other ways we are maximising our human resources through encouraging our team to share and develop their expertise through publications, attendance at national conferences and by expanding and improving their working environments.

Equally we want to improve the professional prospects of our beneficiaries. Vocational training offers them the opportunity to develop employability skills that will help them to support themselves in the future. Our new Agriculture Training Center provides for those wishing to develop their skills in farming technologies and entrepreneurship. We also welcome any support or specialised skills and knowledge you have that we can share with our beneficiaries.

As our projects continue to grow we are always on the lookout for great professionals and social workers who can help us develop and improve our services, if that sounds like you or someone you know please get in touch, we may have the ideal opportunity for you to make a real difference!

Rajiv Gujar, Secretary, Snehalaya
bhai@snehalaya.org





Our History

Girish Kulkarni grew up in Ahmednagar enjoying life in a middle class, loving and supportive family. At eight years old he was taking a short cut between classes. This took him through one of the city's red-light areas, wandering through the narrow alleys, he regularly saw girls his own age sat outside brothels selling their bodies to the highest bidder. Even at this young age the injustice of being born into a poor situation had a profound impact on him especially when personally he witnessed a naked child being beaten and tortured. Her crime? She had contracted syphilis and was no longer able to work. The young Girish felt powerless to help and his inability to intervene haunted him into early adulthood.

When Girish started college, he was reminded of what he had witnessed when a friend took him to the red-light area where his mother, sister and grandmother were all sex workers. He had joined youth volunteer organisations but their slogans of changing the world didn't seem to offer the direct action he felt was necessary. Realising that his own time and resources were limited but also wanting to ease his conscience he decided to think globally but act locally. He thought: "How can I change the lives of at least a few people?" He approached some sex workers to ask how they could help and they said, "Take our children".

Each day Girish would turn up to pick up two children and take them to a park, buy them snacks, tell them stories or teach them how to ride bicycles. Word soon

spread and within four months he was entertaining 80 children and building the trust and respect of the sex worker community. In 1989, Girish founded Snehalaya appointing three sex workers as trustees. When HIV and AIDS started ravaging the community, Girish set up a Death with Dignity program, a few roadside huts and a bike attached to a cart which provided palliative care to some of India's first AIDS casualties.

Girish's actions almost three decades ago are proof that small actions can have a large impact. Today, Snehalaya works across 18 projects, that nearly 200,000 people have benefited from, saving countless lives and giving dignity back to those marginalised by society.

“If not me, then who?
If not now, then when?”

Our Impact

When we look at our work and the numbers, we realise that behind each statistic is a story of life that you have helped transform and hope that your support has restored.

Neo- & post-natal facilities for abandoned infants

Established - 2004

Annual beneficiary reach - 61

Total beneficiaries to date - 561

Annual costs - Rs 5,000,000

Adoption Center

Hospital

Specialising in the care of HIV patients offering treatment & dignity to those that others turn away

Established - 2013

Annual beneficiary reach - 1,107

Total beneficiaries to date - 4,584

Annual costs - Rs 2,500,000

Sex Worker Clinics

Rescue & rehabilitation of trafficked & forced sex workers

Established - 1989

Annual beneficiary reach - 2,323

Total beneficiaries to date - 3,219

Annual costs - Rs 5,633,800

Rehabilitation Center

Foster care to children of sex workers, orphans & those living with HIV

Established - 1992
Annual beneficiary reach - 400
Total beneficiaries to date - 1,072
Annual costs - Rs 9,500,000

Balbhavan (Slum Schools)

Education, vocational training, health initiatives & support for those living in seven slums

Established - 2003
Annual beneficiary reach - 2,000
Total beneficiaries to date - 9,300
Annual costs - Rs 3,000,000

Education for children struggling in mainstream school as a result of their economic situation or health

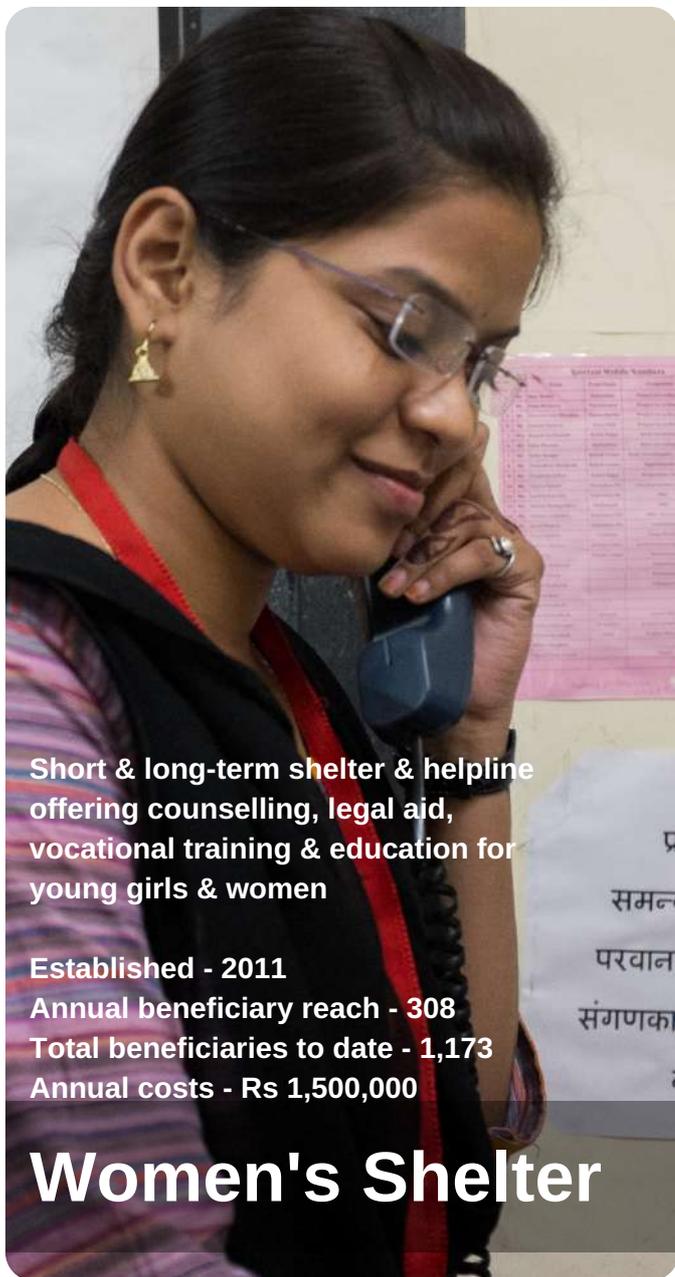
Established - 2010
Annual beneficiary reach - 210
Total beneficiaries to date - 332
Annual costs - Rs 2,100,000

English Medium School

Computer classes for all levels, from word processing basics & creating email accounts to specialised courses in Photoshop

Established - 2009
Annual beneficiary reach - 100
Total beneficiaries to date - 3,100
Annual costs - Rs 500,000

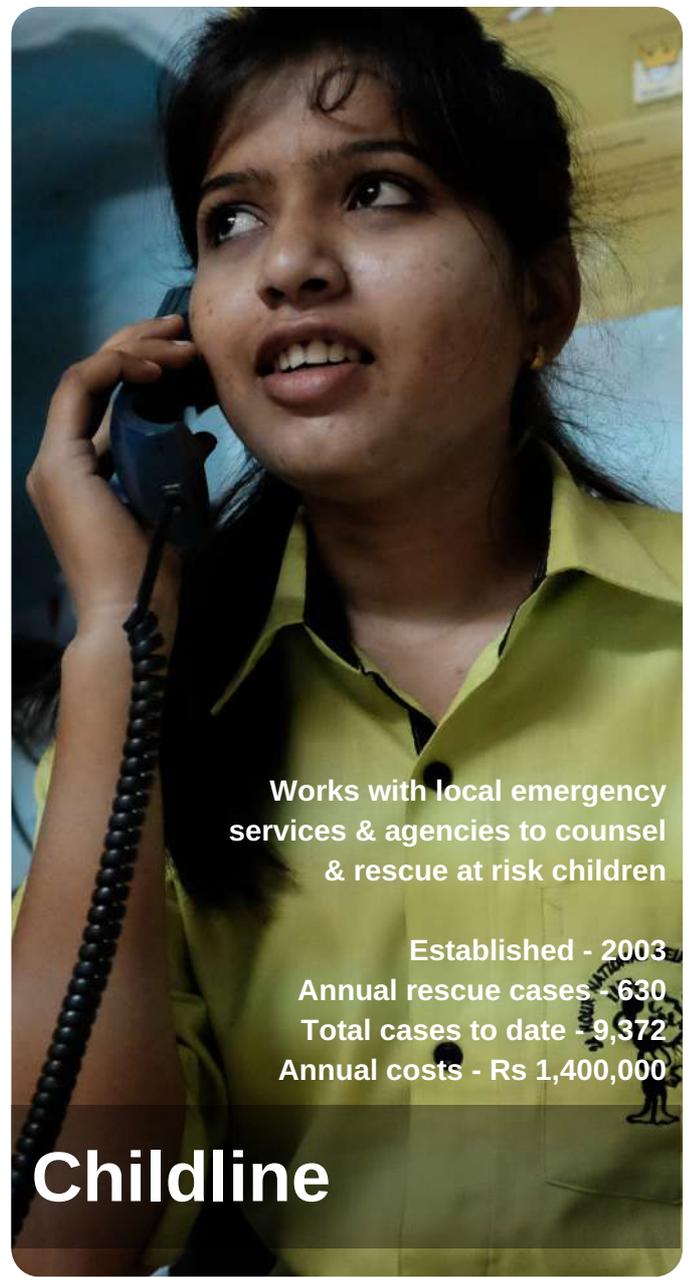
IT Center



Short & long-term shelter & helpline offering counselling, legal aid, vocational training & education for young girls & women

Established - 2011
Annual beneficiary reach - 308
Total beneficiaries to date - 1,173
Annual costs - Rs 1,500,000

Women's Shelter



Works with local emergency services & agencies to counsel & rescue at risk children

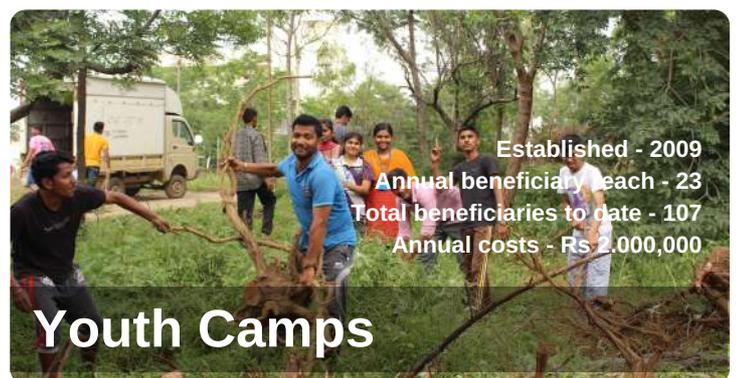
Established - 2003
Annual rescue cases - 630
Total cases to date - 9,372
Annual costs - Rs 1,400,000

Childline



Established - 2009
Annual beneficiary reach - 23
Total beneficiaries to date - 107
Annual costs - Rs 2,000,000

Himmatgram



Established - 2009
Annual beneficiary reach - 23
Total beneficiaries to date - 107
Annual costs - Rs 2,000,000

Youth Camps



Established - 2011
Annual listeners - 400,000
Total listeners to date - 600,000
Annual costs - Rs 1,000,000

Radio Station



Vocational Training



Great Place to Work

We have a unique team here at Snehalaya. Our 250+ staff range in qualifications and experience but their dedication and commitment to delivering great service to our 25,000 beneficiaries each year is consistent. While some are former beneficiaries themselves, others have left highly paid jobs in the corporate world in order to help society. When Great Place to Work offered to survey our staff we jumped at the chance to gain a true insight into what they thought of working here.

Our staff answered a range of questions designed to measure levels of credibility, respect, fairness, pride and camaraderie. Overall the results were positive, demonstrating that we are a good and fair place to work where people feel valued and respected. However, it was the pride our team takes in their work and our organisation that took the top spot in the results table. We also scored highly on justice, suggesting we have a fair work environment allowing people to make contributions equally without prejudice, and that we support them through the provision of training opportunities and the resources and equipment necessary to get work done.

While we did score highly on the other areas, we were a few percentage points behind the 50 best Indian companies to work for average scores that acted as a benchmark for us. As a result of the survey we will be looking at how we can further improve our working environment and will be undertaking follow up surveys to see where we have improved. In the meantime, we are really happy that 79% of those surveyed agreed that “Snehalaya is a great place to work.”

“
Everyone understands & helps each other with their problems
”

“
Snehalaya really is a heaven on earth
”



Health



Social Influence

We believe in sharing our knowledge, experience and expertise to encourage and motivate the social work which is crucial to our nation building. In doing this, we work with many other organisations and individuals to share best practice and models of success. Each year we like to recognise and celebrate those who inspire and motivate us in their contributions to the betterment of society, including our own staff, through our Snehalaya Awards. This year's recipients included our former female sex worker beneficiary and Peer Educator, Meena, and Assistant Director for Health, Pravin.

Meena was born into the traditional 'Kolhati' tribe of Maharashtra. According to their traditions and customs, Meena's parents offered their daughter in the service of God. This meant she was unable to marry and with nowhere to go she was forced to find work in the sex trade. After being 'forced' into prostitution, Meena then had to face atrocities at the whim of her owner, pimps and the police. She was trapped in this vicious cycle for almost 25 years, becoming addicted to alcohol and other vices as a release from the daily traumas she was made to suffer.

Despite hours of work each day, her financial condition worsened. She was spending most of her income on her partner who had started falling ill recurrently. Meanwhile her mother took care of her children. Meena always felt that she should leave this meaningless life and start anew, but she just couldn't seem to find her way out. Until she met a peer educator of our Snehjyot (sex workers outreach) project. She talked with Meena and introduced her to Pravin, Snehjyot's project leader. Initially he counseled her on how to take care of her health and avoid contracting sexually transmitted diseases and Meena started regularly attending our monthly health camps. She also attended the counseling sessions we offer for de-addiction.

Through the support we offered Meena felt empowered to make her long wished-for leap of leaving prostitution.

Today, you can find Meena outside our city office where she runs a small tea and snack stall. On top of this, she also works as one of our peer educators, supporting the sex workers in the nearby red-light area and keeping an eye out for trafficked and forced sex workers. Her mother also helps with the business. We have given Meena a much longed-for alternative to sex work and she has become an example to other women like her. Through her role with us she has also gained the respect of the pimps, brothel owners and police who no longer trouble her. She also makes a great cup of chai.

Coming from a poor family **Pravin** never had new books or a uniform for school. With his father working in a flower shop, his mother making 'bidis' for a minimum wage and his two sisters and one brother making six mouths for the family to feed, Pravin supplemented the family income making incense sticks in a factory. Although the children from the nearby red-light area looked up to him, he had no time for friends. Then he met our founder, Dr Girish Kulkarni, and started attending the night care center he had set up.



Girish encouraged Pravin to use his influence to convince other children to attend the classes, but gradually the lure of making more money drew him away and he started a lucrative business selling lottery tickets. In 2003, Pravin realised there was more to life than money and he returned to Snehalaya, volunteering at our Childline. Taking part in an operation to rescue an underage girl from the red-light area inspired him to change his future and seeing his potential, we encouraged Pravin to complete his Masters in Social Work (MSW). In 2006, Pravin closed his lottery business to start working full time for Snehalaya.

He was initially sent on placement to Baba Amte's Anandvan where he made callipers for leprosy patients, returning to Snehalaya to organise a three-day youth camp. Impressed with his dedication and hard work, Girish appointed him as field officer of our Snehjyot (sex workers) project. After arranging an awareness program for World AIDS week, Pravin headed to Kopergaon where he worked as a regional officer. There he took the problems of female sex workers, local criminals, hotel owners and politicians in his stride and his no-nonsense approach soon won their respect. He recruited and trained female sex workers as peer educators, one of whom, Sangita, is now working in his former role of field officer. He also arranged a successful gathering of female sex workers raising awareness of their rights and addressing their health issues.

In 2008, he became the project coordinator of Snehjyot and in 2010, he played a major role in an agreement with Maharashtra State AIDS Control Society securing vital funding and leading to us being recognised for outstanding performance in the field of AIDS awareness and work with female sex workers twice.

In 2013, when Snehalaya developed a new policy for internal governance, dividing our projects into four areas of delivery, health, education, rehabilitation and awareness, Pravin was the natural choice to lead the health strand as Assistant Director. Pravin's journey from child labourer to management is truly inspiring. Today he has a worthy reputation in the field of social work and is an inspiration for other aspiring social workers.

Rehabilitation





New Relationship

Our Snehadhar Pune project celebrated its first year in March. Our Pune shelter was driven by Snehalaya's donors and well-wishers residing in the city wishing to support vulnerable women and raise awareness of our Ahmednagar projects. Within the year it became self-sufficient raising the funds to provide shelter to women in the city through a range of events and activities.

Among the beneficiaries it serves are our own young and older women from our Ahmednagar projects who wish to move to Pune to further their education and employment prospects, meaning we can continue to offer them our support and protection. The center offers accommodation, support and vocational training based on our existing models and even carried out its own matchmaking and wedding ceremony for a beneficiary living with HIV.

March's one-year anniversary celebrations included a 'Health Minister' program by the Astha Breast Cancer Support Group helping to spread awareness of breast cancer to more than 100 women and girls. Later the same month, our inaugural annual awards recognised and thanked our supporters. Our first recipients were Meenakshita Dadhe, founder of Bhagini Nivedita Bank who has been doing extraordinary work for women's welfare, and Veenatai Gokhale, pioneer of the initiative, 'Dene Samajache' (Giving Back to Society).

Contact our Pune team:
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tel: 9011033011

Streetside to Stateside

Since 2004, our Adoption Center has successfully found homes for nearly 600 abandoned babies. It also houses a few older children that have proven harder to place, however this year we reached an important milestone in our history as we celebrated our first international adoption.

The story of Asha is tragic and all too common among our rescued babies. When a young man moved to town bragging about his so-called wealth, fleet of vehicles and more, 18 year old Sangita was taken in and fell for him. When he started promising to marry her, Sangita rebelled against her parents and moved in with her 'fiancé'. In August 2012, she gave birth to Asha. She was also beginning to doubt her fiancé's claims, realising his fleet of cars belonged to his employer, he was financially cut off from his family and he had a reputation for luring young girls by making false promises. He started harassing Sangita and, realising the trouble she was in, she turned to her parents for help which they refused. Sangita was forced to roam the streets with her infant until we found them and, worried about the limited future she could provide her daughter, she gave up Asha for adoption. Little did she know the adventure she was sending her on.

Asha was placed in our adoption center, where two second-generation Indian dentists from California found her. Although we miss her cheeky face, we've been receiving updates and are happy that she is settling into her new life very well. She has also secured her place in Snehalaya's history as the first child to be adopted internationally.





Empowering Women - Strengthening Democracy

Though India is the world's largest democracy, women in India still find themselves under-represented and far-removed from decision-making levels. They face many political, socio-economic, ideological and psychological obstacles which need to be removed to enable their equal participation in all spheres of life. Young women need to be able to realise their potential through guidance and nurturing, so that a bright future that awaits them. This is our mission and was also the backdrop to the formation of the National Women's Parliament (NWP) to generate new ideas, concepts, theories and ideologies for women empowerment.

Shilpa Kedari, Project Manager, and Priyanka Sonwane, Superintendent of our Snehadhar (women's shelter and helpline) project were among thousands of women invited to attend the three-day NWP 'Empowering Women - Strengthening Democracy', organized by Andhra Pradesh Legislative Assembly in February.

It was a mega event with 91 women parliamentarians, 401 legislators, 300 social and corporate sector leaders from India and abroad and over 10,000 'socially and politically sensitive' female students in attendance. Our team and they were able to hear from the Buddhist spiritual leader, The Dalai Lama, Union Ministers, Chief Ministers, other parliamentarians, actress Manisha Koirala and many other dignitaries. Plenary discussions included socio-political challenges, women's status and decision making, building identity, vision for the future, malnutrition, social security, sexual harassment, sanitation, oppression and other gender-based problems.

“Attending the NWP was a wonderful example of women power in action and a great learning experience. All women need is the support of each other to overcome hurdles and achieve goals, add in the support of government and a real difference can be made.”

Shilpa Kedari, Project Manager, Snehadhar

Awareness



शुद्ध जगत् लोकाध्यय
रेडिओ नगर 90.4 FM
आरंभ-वर्ष २०१०

ROPER

A New Wave...

Our community radio station, Radio Nagar 90.4 FM, has gone from strength to strength since it opened on 13 January 2011. Reaching 25km across the airwaves, it reaches out to an audience of 400,000 daily.

Our tagline 'Awaj Tumcha' reflects our mission in giving the voiceless a voice and reaching out to all levels of society living in our communities, particularly those suffering deprivation. Not only does it offer entertainment, news and discussion of current affairs, it also provides a platform for the community to express their own views and register their opinions on the issues affecting them through phone-ins, outside broadcasts and voxpops.

Being a community station, it's also very important to us that we give an opportunity to our own homegrown local talent to showcase their various skills and knowledge in the fields of literature, music and drama and we regularly welcome guest programmers for interviews and to present their own shows.

This year, after seven years of extensive broadcasting some of our equipment was beginning to show its age and the station underwent a long overdue makeover and upgrade of our technical equipment, including a brand-new transmitter, two well-equipped studios and extended space. The recruitment of a young, talented team of seven led by Station Director, Devashish Shedge brought an extra shot of energy to the project. The team was in place for the inauguration of our new premises by well-known Indian playback singer Suresh Wadkar on 'Gudhi Padwa', Maharashtrian New Year, 28 March 2017.

With our new team in place, we extended our programming to 15 hours each day which required a revamp to our schedule. The focus remains community-centric, but with even more public participation in programs designed to create and increase awareness through light entertainment. Our signature live broadcast program, 'Nagari Misal' highlights the local happenings and issues in and around Ahmednagar while other interview-based programs introduce role models such as entrepreneurs, businessman, and social workers. 'RadioKatta' is a daily broadcast specially aimed at the youth, highlighting issues related to them in a playful and satirical way. Our popular 'KinchitKavi' character discusses current issues with sarcasm and a pinch of humour. Most importantly, the daily happenings and news from our 18 other projects are highlighted in the show 'Snehavarta', and informative promotions bring to light the support and campaigning we do for women and children throughout our district.

We have seen great results, yet we still face the major challenges experienced by nearly all Community Radio Stations across India - revenue generation and self-sustainability. We are hopeful that with the recruitment of a marketing professional we will be able to expand on our commercial advertisements and fundraise through collaborations to ensure our investment in our station and youth talent is fruitful.

Having 15 hours of broadcast is like feeding a big giant, To fill each minute of the radio time with a variety of programs in continuity is very challenging.

**Devashish Shedge,
Station Director, Radio Nagar**

Education



The Baker Boys

Once the boys in our care reach 18 we are no longer their legal guardians. While some wish to continue their studies others are keen to spread their wings and start work. However, having lived in an institution for many of their formative years it's impossible to expect our children to adapt to life back in the 'real' world overnight. Our solution was the GKN Center, next to our farm around 7km from our Rehabilitation Center, a space where the young men can learn to live independently with the security of our support to enable a smooth transition.

Around 30 boys currently live in accommodation funded by GKN Sinter, alongside some of our project staff and their families and our new Agricultural Training Center. From here they cycle to our Rehabilitation Center to catch our school bus to college or to the factories based in the surrounding industrial area where we have secured them apprenticeships and jobs.

Two of the boys living at the center are Sanjay and Rajendra. Sanjay works as a food technologist, while Rajendra is continuing his studies at college. However, each Friday they take on different roles as apprentice bakers under the guidance of David, an artisan baker from Australia. David spends his winters just outside Ahmednagar at Meherabad, the samadhi site of Meher Baba, where he has built his own stone-bake oven. Each Friday he fires up the oven to produce delicious bread goods made to order in a relaxed yet professional atmosphere. Having been a baker for many years he is keen to share his knowledge and we are really happy he offered our young men the opportunity to get involved through a 20-week, paid training program.

Since the boys began baking in February they have mastered the art of making a range of breads including sourdoughs, multi-seeds, bagels, baguettes, focaccia, ciabatta and sweet treats such as cinnamon buns and croissants. On top of that they are also learning about stock control and ordering of supplies, order processing, accounting and marketing and the growth in their confidence is visible every week they return to Snehalaya with their latest batch of baking.

Once they complete their placement, Sanjay and Rajendra will have the skills to qualify them for work in commercial bakeries and we hope David will take on another pair of boys to learn the skills of his trade. Also, while artisan breads aren't on the shopping list of many people in Ahmednagar yet, there is high demand in Pune and Mumbai. With our boys becoming masters in this specialised and unique skill there is huge potential for a Snehalaya bakery to supply these cities as well as supplying our own kitchen and introducing a new taste in baked goods to Ahmednagar.



Cultivating Talent

Our Rehabilitation Center provides a home to the children of sex workers, orphans, those living with HIV and others in need of care that their parents cannot provide. Our shelter 'Home of Love' does much more than provide a roof, food and education, we instil a sense of social responsibility and many of our students are inspired to go on and serve others in society. We are always proud to see them graduate into social work, even more so when they chose to return to Snehalaya to help us in our mission.



Our newest Project Manager, 26-year-old Mahesh, is one of these former beneficiaries. He first came to our children's shelter home when he was in 4th standard, admitted by his mother after his father, who was on a disability pension from the army, passed away. He stayed at our home until he reached 11th standard. Unfortunately, at the time we did not have the resources to support his education further so, taking the advice of our founder Girish he signed up for an Industrial Training Institute (ITI) course which would give him practical skills to find a job and support himself through his 12th standard and university. Completing the course, he found work as a lathe turner and took over responsibility for looking after his mother while also studying towards a four-year BSc in agricultural technology.

We're so happy to have him back with us, using his qualification in heading up one of our newest projects, our Agricultural Training Center, which bridges the gap between young people from our rural district looking for work and the companies desperate for skilled workers. Our first batch of students started their studies in November and Mahesh is proving to be a great leader. He says: "Snehalaya gave me ambition, I wouldn't be where I am now without that. I've always been grateful for that and I would do anything for this organisation that gave me a childhood. I'm really happy that as soon as I graduated I was able to find a place working here."

Our Agricultural Training Center delivers employability-orientated training for farming technicians. Supported by Syngenta Foundation and backed by the Government of India, the aim is to create a new generation of agri-entrepreneurs and agriculture technology assistants with the functional knowledge and skills to apply agricultural technology in rural farming communities.



#WithMalala



We reached 27,000 people in Ahmednagar District when we supported the Malala Fund to promote the award-winning documentary, '*He Named me Malala*'. Our campaign to promote girls' education made a real impact on girls like Anjali.

When Anjali's father's health prevented him from working he felt the only option for his 18-year old daughter was to find her a marriage match. Unfortunately for the family, the husband they found had tricked them. He suffered from night blindness and was violent to Anjali on their wedding night. Unwilling to put up with this, Anjali escaped and travelled the 120 km back to her hometown.

It seems like fate that on the day she returned home our #StudentsStandwithMalala roadshow was screening '*He Named me Malala*' and Anjali joined hundreds of other girls to hear the story of the Nobel Peace Prize winner. Inspired, Anjali thought, "If a 12-year-old can do all of this for her education, I can fight for mine too." The very next day, Anjali came to our Shevgoan office to share her own story. Moved by this and her passion for education we committed to help her achieve her ambition of becoming a social worker and we enrolled her in college, agreeing not only to support her but her younger sister too.

We will continue to support Anjali until she achieves her goal. Speaking to us recently about her how much she is enjoying her time at college and how thankful she is to Snehalaya for her new-found life, she said: "I am confident and want to continue my studies in Pune once I complete my current course. Now I am daring to dream of a brighter future and want to support other girls who are in difficult situations".

Anjali could see that an education would give her the ability to make her own decisions and the right to make her choices. Like Anjali, many other girls in our community will also have a chance to dare to dream and shape their futures, thanks to campaigns such as this and the support of Snehalaya.

Education Hub

Close by the army cantonment area of Ahmednagar lies Bhingar, an ancient suburb of the city with tightly packed streets and ancient buildings. Its once busy and central state transport bus stand had become obsolete and neglected with many alcoholics and vagrants hanging around and sleeping there.

With the 25-year-old stand being of no use to the people in Bhingar, the area became surrounded by dirt and filth with the buildings falling into disrepair, roofs were collapsing, windows were being stolen and the flooring was decaying, causing concern and a headache for the nearby slum residents.

When the youth activists of 'JayBharat Tarun Mandal' a slum directly behind the Bhingar Bus stand decided to take action, it was Snehalaya they approached. They had seen our social work and education in action in the area for over 10 years and we were well known for recruiting and working with volunteers through our 'Urja' balbhavan, founded in Bhingar under the guidance of Dr H K Hulbe. Coincidentally, our educational activities in Urja, based in the nearby cantonment (army) area, was beginning to outgrow the room provided.

Having been approached by the youth to help find a solution to the decaying bus stand it was decided that it would make an ideal replacement for the Bhingar balbhavan. Our Balbhavan coordinator, team and local volunteers started cleaning the premises, cleaning away the filth, garbage and wild thorny bushes that had colonised the structure. As the building started to reappear, many people donated old furniture, light bulbs and electrical fittings from their houses to bring the rooms back to life. The Wishing Well Foundation helped with the finishing touches, providing good quality curtains and essential furniture. Within a short space of time a welcoming and colourful community center was up and running, conducting activities for the children and youths belonging to the minorities staying in the neighboring slums.

Thanks to our Balbhavan team and youth power a place full of filth and illegal activities was transformed into a clean and colourful hub for educational and recreational activities for youths and children.



Friendly Focus



Laltaki is similar to any other slum you see in Ahmednagar or India. Narrow lanes, tightly-packed rows of houses, a hubbub of activities enclosed within a grey, smoky atmosphere and heady scent of mixed cultures, customs and religions. Through the haze, groups of children make their way towards a community hall, among them is Shankar.

A few years ago we would have found him sitting on his doorstep staring into thin air. The youngest in a family of three brothers, he was mischievous, inviting trouble and creating difficulties for his parents who earn their living by selling clothes door-to-door. Our Balbhavan team persuaded his parents to send him to our community school. He wasn't enthusiastic, he joined in with games, but refused to finish them if he didn't have his own way. Our team persevered, coaxing him to channel his energy in a more positive way. "Gradually, I could see a change. He began to complete his tasks and mingle with others and he learnt to control his emotions. Importantly, Shankar began to understand the importance of boundaries," says his proud teacher.

Study and games with his friends at the Balbhavan are now an integral part of his life. He smiles and talks more and, most importantly, eagerly bounds through the doors of our Balbhavan realising his future is brighter through education. He was also one of the first to volunteer for our Childline Balmitra (Friends) team, a network of children from Ahmednagar's slums who act as ambassadors for the helpline and child protection service. Now the former fist-fighting trouble-maker is encouraging others like him to make a positive change through engaging with our services.



News in Brief

Our **Childline** was the first in India to receive ISO 9001:2008 accreditation. This recognises our work in implementing and managing quality management systems standards to ensure we meet the needs of our beneficiaries and other stakeholders while satisfying statutory and regulatory requirements.

Our **Rehabilitation Center's** children's home has been successfully re-evaluated and re-accredited by the Indian Government recognising and approving the care we provide to the children of sex workers, orphans and those living with HIV.

Our **English Medium School** successfully completed all the government requirements to allow us to progress our teaching to 8th standard. We also successfully recruited new students from our local communities which is helping to integrate our own children with those from outside our organisation to further break down the stigmas associated with HIV.

Our **GKN Center** for boys over 18 has been expanded with new dormitories and staff accommodation.

Boys and girls from our Rehabilitation Center and Balbhavan have a new passion – football. Our men and women's teams took part in the **Slum Soccer** State Championships both bringing home the Fair Play Award for being the most supportive teams. Two players also represented the state at the National Championships where our Assistant Director for Education, Hanif Shaikh, took on the role of state coach.

Following last year's riots in Shrirampur which displaced many of the sex workers who were based there, we have opened a **new office in Shirdi**. The pilgrimage town attracts millions of visitors each year which creates the demand for sex workers and therefore the services we provide them in managing their health and accessing their rights.

Our **latest publication** is '*Parisparsh*' Volume 2, which shares the vision, techniques and practicalities for replicating our Balbhavan model. It also shares the stories of our staff who have played a key role in this unique model of change and the slum dwellers, including some of the 7,000 slum children whose lives and prospects have been improved as a result.

We were invited to attend a conference on sex trafficking hosted by **UN Women** in Delhi which brought together NGOs and other organisations working to prevent the flow of women and children forced into sex work.

Our Snehalaya UK team held a successful fundraising event, photography exhibition and magazine launch for **International Women's Day** in London, UK introducing new supporters to our work in India.

Sachin Raje continued to build upon our presence in the USA organizing a musical fundraiser in North Carolina and connecting us with supporters who have since registered Snehalaya as a **US charity**.



Credibility Alliance

Norms Compliance

Governing Body

Executive Committee & Annual Gross Remuneration Paid

S. No	Name	Designation
1	Sanjay Gugle	Chair
2	Rajiv Gujar	Secretary
3	Arun Ramchandra Sheth	Trustee
4	Jaya Jogdand	Trustee
5	Rajiv Singh	Trustee
6	Jyoti Ekbote	Trustee
7	Suhas Ghule	Trustee
8	Sangita Shelar	Trustee
9	Naresh Katore	Trustee
10	Firoz Tambatkar	Trustee
11	Satish Kane	Trustee
12	Ramakant Tamboli	Trustee
13	Beharam Nagarwala	Trustee

Monthly Salary plus benefits paid to staff	Male	Female	Total
<5,000	16	96	112
5,000 to 10,000	52	74	126
10,000 to 25,000	31	18	49
25,000 to 50,000	1	-	1
50,000 to 100,000	-	-	-
over 100,000	-	-	-
Total	100	188	288

No travel reimbursements were made to Board Members to attend Board Meetings.

Total cost of International travel by all staff during the Year-Nil

Annual remuneration of two highest paid employees:
Rs 324,000/- Senior Assistant Director
Rs.276,000/- Medical Advisor

Remuneration of Lowest paid Staff members:
Rs.24,000/- For Sweepers

Staff details as on March 31, 2017

Gender	Paid full time	Paid part time	Paid consultants	Volunteers
Male	94	6	3	-
Female	110	78	-	-
Total	204	84	-	-

Identity

- Snehalaya is a voluntary organisation registered in 1991 under the Societies Registration Act 1960 (Reg No MH2220/A'nagar) and in 1995 under the Foreign Contribution Regulation Act (FCRA) Reg No 083720087.
- Snehalaya is registered with the Income Tax department under 12A Nsk/Tech/12A(a)93/1993-94 of the Income Tax Act 1961
- All contributions to Snehalaya are exempt under Section 80(G) of the Income Tax No CIT(E)/12A(a)/80G/135/2008-09/1916) of the Income Tax Act 1961.
- Income Tax Permanent No: AAETS3394M.
- Snehalaya has received Accreditation from Credibility Alliance (CA/82/2013), a consortium mandated to audit NGOs, for the standard of good governance organisation & transparency.
- We have ISO 9001/2008 accreditation and are certified by Charities Aid Foundation (F-2169).

Financials

Statement of Income & Expenditure Accounts For The Year Ended March 31, 2017

Income	Rs in Lakhs
Grants & Donations	354.89
International Sources	159.34
Bank Received	39.86
Misc Receipts	55.96
Expenditure over income (Deficit)	-
Total	610.05

Expenditure	Rs in Lakhs
Food, Grains & Vegetables	55.44
Education & Skill Development	31.47
Health & Medicines	24.53
Livelihood	28.3
Program & Social Activities	16.94
Salaries & Honorarium	158.83
Farming	8.03
Other Expenses on the Object of the Trust	18.02
Repairs & Maintenance (buildings, electrical & vehicles)	19.58
Establishment Expenses	58.19
Rent	4.38
Insurance	20.19
Audit Fees	0.001
Depreciation on Assets	109.36
Excess of Income over Expenses (Surplus)	56.78
Total expenditure	610.05

Auditors

ABHAY BHANDARI CHARTERED ACCOUNTANTS
Pooja Complex, Chandani Chowk, Opp. Ahmednagar
College, Ahmednagar - 414 001. Maharashtra.
Tel: 0421- 2342956, 2342960

Balance Sheet as at March 31, 2017

Liabilities	Rs in Lakhs
Trust Fund or Corpus	393.42
Ear Marked Trust Fund	1656.44
Income & Expenditure A/c	-74.95
Other Current Liabilities	20.46
Total (deficit/surplus)	1995.48

Assets	Rs in Lakhs
Fixed Assets	1310.93
Fixed deposits with Banks & other	
Investments	412.73
Stock in hand	10.26
Other Current Assets	121.79
Cash & Bank Balances	139.77
Total	1995.48

Detailed Statement of Accounts are available on request

For deposits being made in ₹ INR. All deposits qualify for 80G tax exemption.

Bank Name: State Bank of India
Branch : MIDC, Nagapur - Ahmednagar
Name of Charity : Snehalaya
Account Number : 35952926993
IFSC code: SBIN0006040
MICR number : 414002002



Thank You!

Thank you to all of our supporters, we wouldn't exist without you. From the single person donating a small cash sum, the fundraisers running events and those sharing our news through social media to those giving in-kind donations of clothing or meals to celebrate a birthday or remember a loved one, we appreciate and thank every last one of you. It would be impossible to list you all, but we know who you are and we hope you

realise that every contribution you make, no matter how big or small, is making a positive difference to our beneficiaries' lives. We would also like to thank some of our funding and corporate partners who not only provide financial support to realise our ambitions but also offer us the guidance and reassurance that keeps us motivated, sustainable and successful. Thank you!



Please visit or give us a bell...

Snehalaya
239 F Block, MIDC,
Ahmednagar,
Maharashtra 414111,
India
Tel: 0241 2778353
email: info@snehalaya.org

Find out more about our life-changing work at
www.snehalaya.org
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