

Message from the desk of

Secretary of the Executive Board, SAHAY

India has the largest youth population and with this growing contingent of fervid youngsters, the need to create infrastructures - universities, technology and skill training institutes, new sectors and new jobs- is imminent and vital to our country's progress.

This generation is ready to usher a new tomorrow. Yet, a significant number of them, especially the bottom 20% are deprived of the basic necessities of education, health or employment. The problem is further compounded due to the existing societal norms and taboos existing within the lesser privileged communities, which are impediments for these youngsters. Illiteracy among the caregivers, lacking awareness on health and hygiene within the community, absence of learning spaces resulting in low aspiration level and unemployment are the biggest hurdles to the success of children from these communities.

For more than 30 years, SAHAY has been working closely with such countless families to improve the lives of their children and youth. Garnering the support of the stakeholders has been crucial to reaching our objective in helping the sponsored children lead a life of dignity. Establishing a close relationship with communities has also helped us in understanding and addressing their needs better. For instance, depression among adolescent is a plaguing issue all over the world. Intense competition and heightened consumerism may be attributed as the primary reasons. General apathy towards mental health further aggravates the situation. To counter such challenges, we have recently introduced a new program on resiliency to avert the adolescent from falling into this vicious trap. It has been well received and nudged the caregivers to be more involved in understanding such extremely sensitive issues from the perspective of youth.

As we look ahead to our future endeavours, we firmly believe in establishing connect with our communities on a continuous basis; learning, understanding and designing aspects of our programs according to their needs. With the collective efforts of our workforce, we hope to end poverty, for good.

Mr. S. V. Raman, Secretary

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Ranjit Mukherjee
President
SAHAY

SAHAY Executive Board Members



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Ms. Debatri Das, Programs Manager
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BANKS

Kotak Mahindra Bank, Rash Behari Avenue, Kolkata
Indian Overseas Bank, Lake Market, Kolkata
Citibank, Kanak Building, Chowringhee, Kolkata

S. V. Raman
Secretary
SAHAY

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PROGRAMS

HEALTH

A new programme on Resiliency - Chetana - was introduced to increase the ability of our youth to recover from setbacks, adapt well to change, and be persistent in the face of adversity.

About 87% of the trainees had increased ability of self-calming and self-care.

Handwashing is the one of the most effective means to stop the spreading of germs, leading to infections. The program focuses on developing the habit. 42% attitudinal change was observed in towards hand washing with soap and water at critical times among the children aged 3 - 11 years and their parents.



Medical examinations and referral to partner hospitals in case of specialized treatment are provided in all Community Centers and partner projects. 12,364 Medical services were provided to children and youth in CI run clinics and network hospitals.



Irregular food habits and in absence of a balanced diet, malnourishment is rampant in the community. 38% malnourished children were successfully rehabilitated to "normal status" through the nutrition rehabilitation program.

Pooja Sahay
President
SAHAY

PROGRAMS

EDUCATION

7,643 children received financial educational support to continue their education till secondary level of which 88% completed the academic year successfully.

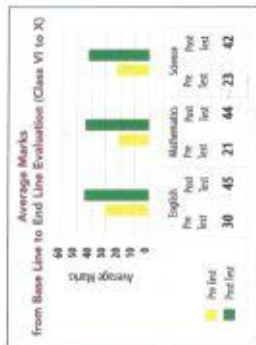
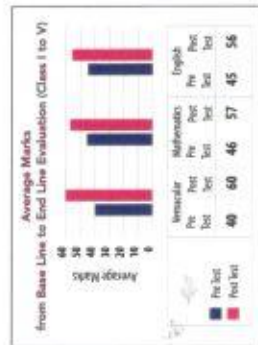
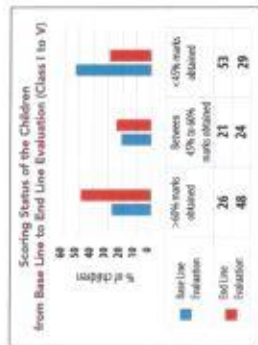
425 youth received education scholarship to complete their secondary education.



Tuitions in Mathematics, Science and Vernacular subjects were held two hours each day for five days a week in Group Tutoring Centres across our operational areas. 1723 children attended the classes which helped in increasing their learning outcomes.

Shikha Sahay
Secretary
SAHAY

EDUCATION



The Education Resource Centres(ERC) program offered subject-specific workshops for youth in grades VI to X, bi-weekly across 3 Community Centers and 3 rural partner projects. Additionally, audio-visual workshops in English, Science and Mathematics were incorporated; several scientific experiments, models development, project work, worksheets and learning approaches were introduced to enhance their learning levels and foundational competencies.

923 children participated in the subject-specific workshops of which 77% had increased proficiency in English, and 85 % had increased proficiency in Mathematics. In addition to this, 314 children participated in the education enrichment camp.

Ranjit Sahay
President
SAHAY

Manan Sahay
Secretary
SAHAY

EMPOWERMENT



agents of change in their communities.

Of the total 6,199 trainees who underwent trainings on **Leadership, Social and Financial literacy, Sports and Arts** for development, 95% have increased life skills and 96% have increased social responsibility.

The participants of Badiao (**Youth Empowerment Fund**) program, after receiving training on planning, monitoring and evaluation, implemented a common project named "No to Tobacco" across all operating areas of the organization. This not only helped the youth in increasing their skills in critical thinking, communication, decision making and problem solving skills, but also helped in increasing their ability to be empathetic, and care for others, making them accountable on social issues of concern. Rallies were held across our Community Centres and Partner Projects to raise awareness



EMPLOYMENT



The programs on employability were designed for a sizeable number of youth to have a paying job by increasing their marketable and job-readiness skills.

395 youth were awarded with scholarship for post-secondary education out of which 337 opted for academic courses in universities and the rest 58 for technical training.

59 youth completed **Career Readiness Training** out of which 34 were provided placements.

As an agency committed to preventing and responding to violence, exploitation and abuse against children, the Child Protection Protocols of the organization are strictly adhered to across all programmes.

From January to March 2019, selection and orientation of participants for all programs designed for the year was carried out.

Sponsorship Relations

The SR team continues to work on strengthening relations between the sponsors and their children. This is done through careful processing of **letters** written by children to their sponsors and vice-versa. It is also done through the medium of updated **photos** and **updated information** of the children that are sent to their sponsors annually. Moreover, the department takes care of all **sponsors' queries** and the **special donations** that they make to enhance the living conditions of their sponsored children. The most impactful of the many approaches is that of the **sponsor visits** which leaves a lasting impression in the lives of children. Every visit turns out to be an enriching and heartening experience.

One such visit was that of **Mr. Bob Doshi and family**, accompanied by **Ms. Susana Eshleman, President, Children International**, and **Mr. Jim Cook, CEO Emeritus**, who are also Sponsors.

Mr Bob Doshi has also been a great patron of the HOPE Scholarship program through which many youth have been encouraged to pursue their higher education.



Information Technology

The organizational operations are heavily reliant on IT. Regular computing needs and web-based applications in use, such as BTS (Benefit Tracking System), Dynamics and E-Requester, increased the demand to add more servers.

Frequent downtime caused due to aging servers and expired warranties limited the deployment of new technologies.

Eventually opting for server virtualization technology and server consolidation, resulted in enhanced operations, saving 33% in overall power consumption, gain in rack space ensured optimal space utilization, improved server administration and redundancy.

Sahay is almost 75% virtualized, running on two redundant host servers. We expect to approach 100% server virtualization within FY2020.

Operations & Purchasing

With increased participation of children and youth in programs, and frequent community meetings with stakeholders, there was an imminent requirement of additional learning spaces and infrastructural changes.

Some of the major tasks accomplished were-

- Infrastructural renovation at all Partner Projects to accommodate growing demand for space to hold the various trainings for youth.
- Complete renovation of the Narkeldanga Community Centre.
- Logistics managed for sixCI+ workshops and twenty-five program meetings.
- Logistics managed for remodelling and inauguration of the Community Centre at Jorasanko as DOSHIDREAM CENTER



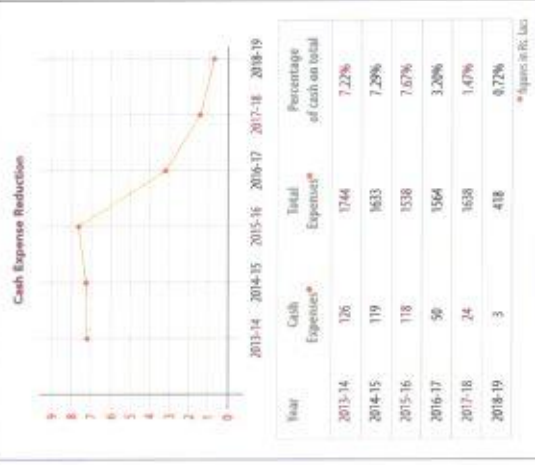
Training for staff

Staffs in various capacities were trained for better productivity and outcome on varied topics, which included:

- Accelerated Teaching Methodology – Teaching Manual Development in Group Tutoring Program
- Safe and Unsafe Touch for Group Tutors
- Mental Health Resilience Training
- Staff sent to British Council for soft skills training.

Financial Summary

In a move to strengthen financial processes, SAHAY has reduced cash payments substantially from 126 lakhs in 2014 to less than 12 lakhs as projected in year 2019. To further strengthen overall processes, automated accounting systems were successfully implemented in 7 Sub Projects from Financial Year 2018-19 starting Dec 2018. April 2019 onwards, these 7 subprojects will prepare computerised accounts and Financial Statements.



	Amount in Rs. '000	
	31st March 2019	31st March 2018
Balance Sheet as at 31st March, 2019		
Assets		
Net Current Assets	13,499	6,281
Fixed Assets	14,805	12,615
Fixed Assets Held for Sale	0	331
TOTAL	28,304	19,227
Liabilities		
Capital Fund	28,082	19,029
Earnest Money	222	198
TOTAL	28,304	19,227

Income & Expenditure Account for the year ending 31st March, 2019

	31st March 2019	31st March 2018
Income		
Contribution Received	1,80,236	1,24,766
Other Income	2,538	1,574
TOTAL	1,82,774	1,26,340
Expenditure		
Total Expenditure (Note 1)	1,73,721	1,54,339
Excess/(Deficit) of Income over Expenditure	9,053	[27,999]
TOTAL	1,82,774	1,26,340

	31st March 2019	31st March 2018
Total Expenditure		
Educated Program Expenses	23,416	15,611
Employed Program Expenses	1,129	2,037
Using Health Services Program Expenses	13,910	11,159
Empowered Program Expenses	13,512	8,551
Exhibiting Health Behaviour Program Expenses	6,575	6,722
Special Project Expenses	4,610	5,876
Training & Development Expenses	3,821	3,536
Universal Values & Other Activities Program Expenses	15,788	21,026
Partner Project Disbursements	45,473	41,121
Program Support and Project Administrative Expenses	42,510	36,369
Depreciation	2,648	2,331
Loss on Sale of Fixed Assets etc.	300	0
Security Deposit written off	29	0
TOTAL	1,73,721	1,54,339

Our Community Centres and Partners

COMMUNITY CENTRES	HOOGLHY
Community Centre - Narkeldanga	Tarakanth Maternity and Child Welfare Centre
Community Centre - Jorasanko	Satyā Bharati
Community Centre - Hazra	Kalyan Bharati
24 PARGANAS (SOUTH)	MALDA
Bani Mandir	Economic Rural Development Society
Baikunthapur Sishu Seva Kendra	MIDNAPORE
Mukti Ananda Tirtha	CINI-Moyna Rural Health Development Centre
Economic Rural Development Society	WEST DINAJPUR
Ashurali Gramonnayan Parishad	Economic Rural Development Society
24 PARGANAS (NORTH)	
Socio Legal-Aid Research and Training Centre	
BANKURA	
Gandhi Vichar Parishad	

Total number of children- 3,392
Total number of youth- 10,304

CI+

CI+, an initiative aimed towards building organizational capacity began in April 2018; saw the participation of the entire staff of SAHAY including the staff across the Partner Projects.



Aligning employees' job role with the core values, mission and vision of the organisation, and establishing the key components such as feedback, human connection to strengthen the existing program design; new components were introduced to measure and ascertain its scalability through lean experiments.

The first year had various lean experiments conducted on topics/problems related to the 5 Strategic Objectives, laying emphasis on the process over the final outcome. Several teams, comprising of staff across departments, Community Centres and Partner Projects conducted these experiments.

One such experiment was conducted on nutrition-empowering mothers to monitor their child's growth at home. Samples of 20 undernourished children were selected as a part of this study to assess and document the effect of this experiment.

Each mother was handed a MUAC (Mid-Upper Arm Circumference) tape and a tracking chart in 4 colours to indicate the weekly progress of the child. It was observed that the mothers were using the MUAC tape as instructed, leading to considerable awareness and proactive involvement regarding their child's nutritional status. 88% of the mothers reported the MUAC tape was easy to use and almost 100% understood risks that entail malnutrition and they preferred this method over others.



Annual Review and Planning Meet

On the 15th and 16th of November 2018, the Annual Review and Planning Meet (ARPM) was held for all staff and facilitators. Each department and Community Centre showcased their achievements in their respective fields, highlighting issues that required immediate attention, and added possible solutions to these challenges. The plans for the upcoming year were also discussed.

A high level of energy and participation could be seen in the various group activities and interactive sessions that were conducted on CI values and team bonding.

