

# TAKING FLIGHT

Annual Report 2015-16



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# Message from the CEO

Dear friends,

We tell our children something we have always experienced – “results happen over time, not overnight.” Some of our students found belief in this expression in 2015-16.

This year, Udaan’s core approach of ‘Foundation to Employability’ manifested in the journey of our first batch of students who have become meaningfully and gainfully employed. After having been given wings for the past few years, it was their year of ‘taking flight’. These students have paved the path for the rest to follow. Their success has given an impetus to our convictions.

People ask us, ever so often, to tell them about our impact, our reach, our centres and our beneficiaries. We passionately speak about the small and big shifts we make in attitudes, habits, values, sensibilities and character, alongside academic knowledge and performance. We speak of the need and our efforts to inculcate a culture of constantly questioning and analysing in the young, to encourage them to transcend comprehension and start creating.

When a Kindergarten child cries to come to the centre, when all remedial students in a Math class raise hands to participate, when a rebellious teenager pledges to spend compassionate long hours with his grandparents after a visit to an old age home, or when a youth makes his goal plan as he takes responsibility of breaking the cycle of poverty for his family and community, it is impact for us. Yes, impact needs to be measurable; it needs to have numbers, and numbers do validate all the work that we do. But impact is also about how deeply we reach each stakeholder’s mind and transform their soul.

With our report this year, we want to convey to you the intangible and invaluable transformations of our students across programmes, because they are immeasurable and subjective. We observe and feel these transformations every day and they motivate us to march on, against all odds.

As long as we continue to be blessed with a team of curious children, sincere teachers, passionate volunteers, trusting parents and engaged partners, we will keep on giving wings to our students as they start taking flight.

Thank you for your good wishes and hope for your support always.

Sincerely,

**Ashlesha Chitnavis**



## About Udaan India Foundation

At Udaan, we believe that education is the powerful tool that eliminates inequities and empowers one to break the cycle of illiteracy and poverty. We work to enable a brighter future for children from low-income communities by providing them with the knowledge, skills, values and support to help them achieve their true potential.

Our primary aim is to ensure that every child of school-going age gains a strong and holistic educational foundation to become a responsible, compassionate and confident citizen of tomorrow.

**Children are at the core** of our work. Every effort is directed towards understanding and delivering what is in the best interest of the child. We facilitate the growth of our children and team by nurturing **a happy learning environment**.

We **strive for excellence** in everything we do. We continuously review our performance, set higher benchmarks and persevere to deliver a qualitatively superior experience to all our stakeholders, internal and external. We believe that **mutually beneficial partnerships** with like-minded individuals and organisations enable us to have a greater impact. Thus **together, we achieve more**. We believe that being **open and transparent** in all our communication fosters an environment of mutual trust.

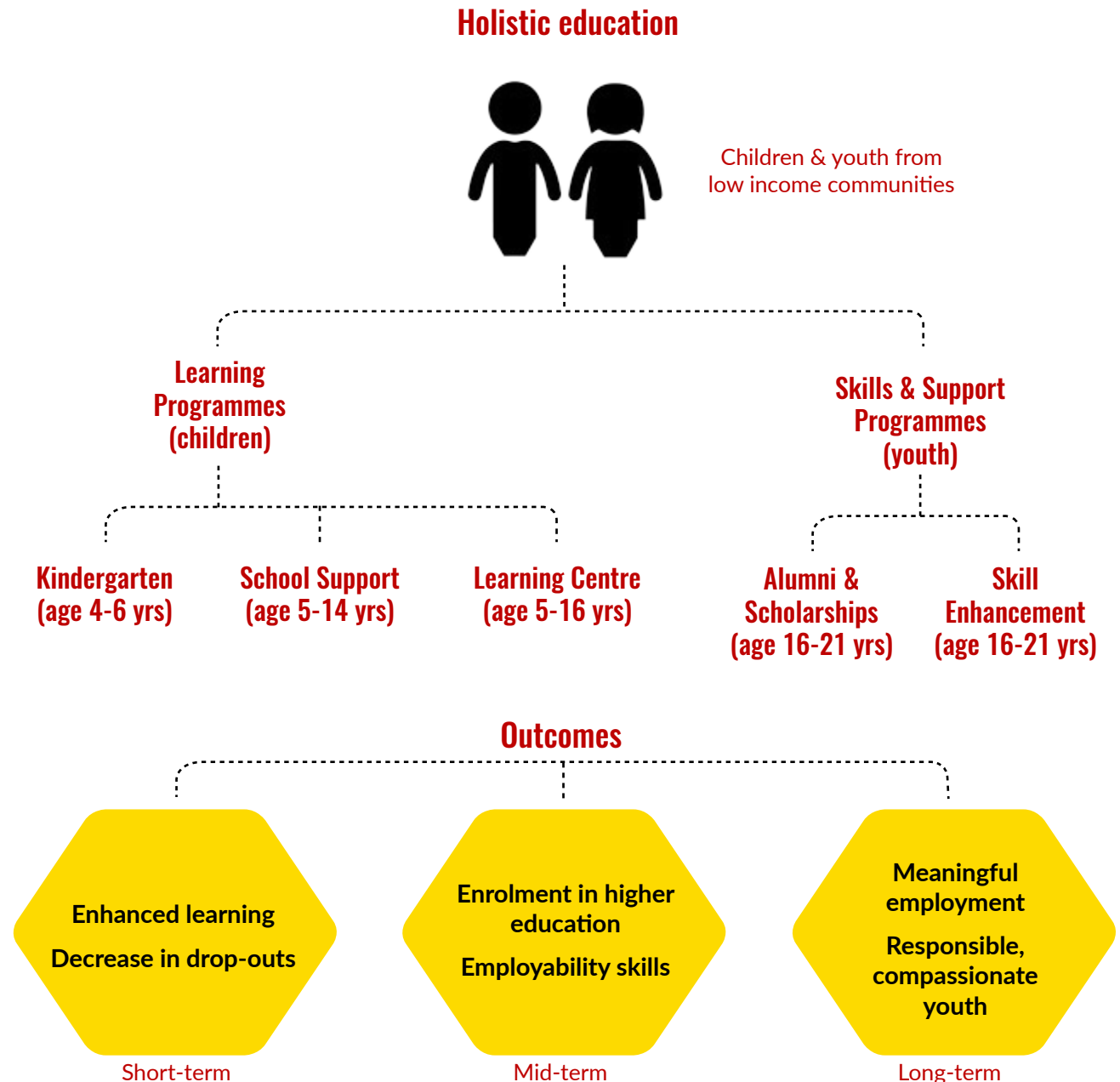
## Our Approach

One of the things that drives us to do what we do is the transformative journey our students embark on right from the time they join us at age four or five. From Kindergarten to college, we walk alongside the children at every step of this journey to provide knowledge, develop skills and attitudes that will help them become productive, employable young adults.

Our Kindergarten programme lays the foundation for formal schooling. Once the children join school, Udaan bridges learning gaps and provides enhanced learning experiences through our after-school programme at the Learning Centre. Saturday Clubs, library facilities, celebrations and events provide experiential and co-curricular learning to foster a holistic development of the children. The last lap of the child's journey with Udaan starts after 10<sup>th</sup> grade with financial support and guidance for higher education and skills training to enhance employability.

The following pages illustrate the lasting impact our work has on our students through their own stories of change.

## From Foundation to Employability



## Our impact at a glance

**57**

children attended  
Kindergarten

**377**

students went to our  
Learning Centre

**691**

students benefitted  
from School Support

**96**

young adults got  
scholarships

**117**

youth were in the Skill  
Enhancement Programme

# 1,338 total beneficiaries

### Where we work

Powai and Chandivali,  
Mumbai

### We work with

Children and young adults  
aged 4–21 years

### Our focus area

Education from  
'Foundation to Employability'

### Our annual expenditure

₹ 90,34,536

## Highlights of 2015-16

- We graduated as Atma partners! Over the last three years, Atma, a non-profit which “empowers grassroots education NGOs to become bigger, better & stronger” has guided us to design and implement processes and systems in areas of Strategy, Human Resources, Marketing and Monitoring and Evaluation. Now, having laid a strong organisational foundation, we as a team are stronger and empowered to achieve much more in the coming years.
- We strengthened and expanded knowledge and skills of the teaching faculty through vigorous teacher trainings. During the year, our teachers went through 29 hours of training (average per teacher) conducted by reputed experts, such as Muktangan on academic concepts and skills, Book Worm on creating an effective library programme and corporate partners on personal effectiveness.
- We moved our Learning Centre to Pawar Public School, a premium school in Powai. Our students now have vibrant classrooms, effective educational tools, premium facilities, a sports ground and even access to an auditorium!
- We collaborated with NTPC to paint the Tirandaz Municipal School to provide a vibrant, conducive learning space for over 700 students.
- We strengthened our partnership with Jardine Lloyd Thompson (JLT), our long-standing corporate partner. A visit from Mr Dominic Burke, Chairman and Group Chief Executive of JLT (in picture), reinforced our relationship, and Udaan continues to be the global choice of charity for the JLT group.
- General Mills (GM) continued their support in promoting and endorsing our cause. With nutrition at the core of GM and Udaan’s partnership objectives, we introduced a Nutrition Curriculum aimed at cultivating positive nutritional behaviour as a lifestyle habit among students and the parent community.
- We welcomed new corporate partners, Embio and Keva & Co. as new additions to the growing list of supporters who join the Udaan family every year.



# Meri Udaan

**“My dream has come true – thanks to Udaan!”**

I'm Neetu Gupta. I've been part of Udaan since I was in the 7<sup>th</sup> grade. Since I was a little girl, I have always wanted to be independent and support my family. Recently, my dream to work in a big company came true!

Before I joined Udaan, my brother was the only working member in the family and he found it difficult to make ends meet for my family of five. Initially, my father didn't want me to study any further than I already had. But my mother insisted that I study and sent me to the Udaan Learning Centre. At the centre, they helped us learn our lessons better and we focused on all the subjects I found difficult at school.

I also learnt how to speak English, how to study our subjects effectively, attended Saturday Club and even went on fun educational field trips. With constant motivation from everyone at Udaan, I became more and more confident. I learnt that working hard will lead the way to success. I worked very hard throughout school and graduated from the 12<sup>th</sup> grade with first class.

After my 12<sup>th</sup> grade, my family wanted me to move back to my village to take on some responsibilities. But I wanted to study and I told my *didis* at Udaan that I wanted to go to college.

The *didis* talked to my parents and convinced them that my education was very important. Udaan gave me a scholarship so I could go to college and also hired me as a part-time teacher. I was ecstatic – I was studying and earning money at the same time! For the next three years, Udaan helped me learn at college and also contribute towards my family's income.

In my last year of college, I landed an internship with Jardine Lloyd Thompson (JLT). I learnt a lot and worked hard during my internship. After I graduated, I started working with JLT as an associate! I've always wanted to work for a big company after completing my studies – so this is a dream come true!

The girls from my community come to talk to me about their dreams and aspirations. And it makes me very happy to share my journey with them. A lot of them tell me that they want to be like me. I tell them how important it is to work hard and not let go of their dreams even when faced with challenges.

I'm very happy with my job at JLT – and I get a lot of support and encouragement from my team and manager there. My parents are very proud of me. I will always continue to be a part of the Udaan family and help others realise their dreams.





Even after passing out from Udaan, Neetu is a regular visitor at our programmes and continues to be part of the Udaan family



## **“My youngest daughter Jaya loves going to school!”**

I'm Babu Rawat. I live in Olympia Basti in Powai and work as a construction worker. My three children are studying at Udaan. My youngest daughter, Jaya, is in Kindergarten.

Jaya's behavior has changed dramatically after she joined Udaan. I don't have to ask her to get ready for school now – she wakes up early and asks her mother to help her get dressed. She has also picked up on basic manners and greets everyone she meets. She teaches my wife and me what she learns in school. We are very happy to be her students!

Our neighbours appreciate our children's success. I'm glad my children are studying with Udaan. I would not settle for any other place. I believe Udaan is best for our children. They are disciplined now and they have all improved their performance and behaviour. I am grateful that they are guided by very good teachers. We want them to do well and lead a good life.

## **Kindergarten - ‘Meri pehli Udaan’**

Our Kindergarten programme lays the foundation of language, numeracy, physical, and cognitive skills in a safe, secure and happy learning environment. We focus on helping our students develop social skills and inculcate an awareness of healthy habits from a very young age. We teach through a child-centric, integrated approach that caters to different learning styles, ensuring that the child is ready for formal schooling to start his learning journey positively.

In 2015-16, in line with our child-centric approach, our young learners built their language and cognitive skills through playful enactments as animals, fruits and vegetables. They learnt the story of nine little birds which introduced them to counting and played number games such as ‘What's next’ which required them to predict the next number in a sequence. At the end of the year, the parents were proud to see their children write their names and count the letters in them too!

As their first step towards caring for the environment, our students planted saplings in the Kindergarten premises. The surroundings became their classroom. While their teacher read out ‘I like the World’ in a park, our little explorers walked around to find the things that sprung out of their book! On Sports Day, they raced each other, cheered for their houses and embraced the competitive spirit. Our young learners' first brush with our country's culture takes place at Udaan, with first-hand experiences. There was evil to be destroyed during Dussera, good to be rejoiced during Diwali, kites to be flown during Makar Sankranti, our flag to be saluted on Independence Day and colours to be celebrated during Holi!

We worked closely with the parents to convey the importance of holistic education and good health in their children's lives, through three parent-teacher meetings and health awareness sessions with Dr. Gaurang Desai. We introduced the Progress Card to document a formal record of our students' performances. In the coming year, our curriculum will feed the curiosity in our little learners. We will extend parents' involvement in the child's learning process so they can support learning even at home. We also plan to start a new Kindergarten in Sangharsh Nagar, Powai.



# At our Kindergarten

(In Tirandaz Municipal School and in Udaan Community Kindergarten, Powai)

57

children enrolled

We had

3

teachers

We held

2

assistant teachers

2

assessments

**Duration: 10 months, Monday through Friday for two and a half hours**

# Learning Centre

At our Learning Centre, we bridge learning gaps to help enhance academic comprehension and maximise our students' potential. We equip each child with relevant, age appropriate knowledge, skills and values. We believe in creating an environment of joyous learning to facilitate an interest in education and foster mental, physical and emotional development. We create awareness among parents about the significance of education as a medium of progress.

In 2015-16, we created a curriculum to move students from comprehension to analysis and delivered interactive lessons through new teaching methodologies. Our holistic approach in teaching English through Karadi Path helped our students learn through music, action, stories and conversations. Our primary school children learnt basic math through the story of a number-crunching dinosaur, educational puzzles and games. At higher grades, we trained our students in higher order thinking by adopting strategies like 'Think aloud'. We had 13 teachers and three assistant teachers this year.

Through our partnership with Avanti, our 9<sup>th</sup> and 10<sup>th</sup> grade students reached higher levels of learning through peer instruction and collaborative learning. Udaan's teachers worked with Avanti and created a solid base of concepts that yielded results in 10<sup>th</sup> grade exams. The pass percentage for 10<sup>th</sup> grade this year was 90.9%, with 64% of our students securing 1<sup>st</sup> Division. Priyanka Singh was our top scorer with 91%!

Our Saturday Clubs encouraged experiential and active learning. Clubs like Spoken English, Photography, Fun with Science and Nutri Chef ensured that our students experienced theoretical concepts first-hand. Our primary school children now introduce themselves in English and our 2<sup>nd</sup> graders can dramatise the story 'The Last Leaf' in English.

Life Skills and Children's Movement for Civic Awareness (CMCA) created active citizens out of the children who went into their *bastis* to talk about recycling paper and e-waste. Nutri Chef introduced children to local, nutritious and cost-effective foods which made their way to the family's kitchen.

Our students experienced Science through shadow puppets, animation booklets, magnets and batteries and bulbs – all without a textbook! Our Photography club saw children armed with cameras and volunteers in tow, clicking away to capture the world around them.

We had 22 field trips this year, including one to the community park where students studied nature, made cards with flowers and gifted them to the park keepers! At the Butterfly Park, the children learnt all about butterflies. Older students learnt to distinguish between real and fake notes at the RBI Monetary museum, and were introduced to the wonders of the world through replicas in Nerul Park.

This year, we initiated a mentorship programme in collaboration with Mentor Me India for our 8<sup>th</sup> graders. The students welcomed 39 *didis* and *bhaiyyas* as mentors, who are helping them with emotional support and guidance to tide over the trying period of adolescence.

Continuous assessments (five during the year) ensured our students performed to the best of their ability. Competitions, rewards and positive reinforcement fostered confidence and provided space for all children to exhibit unique talents.

We are committed to conveying the significance of health and hygiene to our students and parents. Titan Eye Care, Powai organised an eye camp for our students and teachers. Extending the objective, we created and implemented an active nutrition curriculum integrated into our daily lessons.

The year ended with a joyous farewell in a Summer Camp presentation. Our students presented everything they had learnt through the year in the form of music, storybooks, dance, forum plays and street plays.

Next year, the curriculum and teaching process will be directed towards higher order thinking skills. A Read and Write programme will be initiated to reach out to academically weak students who without support could potentially join the vast volume of drop outs.



## “At Udaan, learning is fun”

I'm Kuldeep Mali. I joined Udaan seven years ago in 1<sup>st</sup> grade. At Udaan, I really like how teachers explain the subjects in detail. I love Math and with the help of my teachers here, I topped my Math exam in 6<sup>th</sup> and 7<sup>th</sup> grade! Udaan treats us equally and with respect. It makes me feel good about myself. I have changed at Udaan. I never listened to my mother before and did things as I pleased. Now, I've realised the importance of discipline and good behaviour.

I love going on field trips! We went to a museum and learned about the life of Gandhiji. At Hanging Gardens, we had a nice time with our friends and teachers. At Udaan, I get to learn and have fun too! I learnt football and cricket here and I am getting good at them! When I grow up, I want to become a doctor like my father wants. I want to open a hospital named after my parents and help people who cannot afford medical care, especially the elderly. Children should respect their parents and care for them in old age.

## At our Learning Centre

(In Pawar Public School, Sangharsh Nagar, Chandivali)

**377**

students enrolled

**22**

field trips

**5**

assessments

**Duration: 10 months, Monday through Friday for three hours**

# School Support Programme

In the School Support Programme, we partner with municipal and low-income community schools to enhance the quality of education by providing vibrant learning spaces, experiential learning and supplementary programmes that make learning fun. This helps create interest in the learning process and encourages children to come to school, thus, decreasing drop-out rates.

In 2015-16, we wanted to inculcate a yearning for reading and learning. We extended the 'Hamaari Udaan' library to Tirandaz Municipal School and continued the programme at the Shobhadevi low-income school. Animated stories, audio-visuals and sight word walls brought characters alive through role play. A room replete with colourful books drew the children into the magical world of stories. Three teachers helped conduct the programme this year.

Aimed at supporting the school towards becoming semi-English medium in the next few years, we started a spoken English programme this year, helped by two teachers. Stories such as 'Brown Bear, Brown Bear, what do you see?' helped our students learn the names of things in their classrooms. Our teachers narrated action rhymes to help build vocabulary and enacted simple dialogues to remove the fear of English at the primary level.

Three of our teachers tutored academically bright students through a Scholarship programme to help them prepare for the State Board scholarship examinations. During the Saturday Clubs, conducted by five volunteers and teachers this year, we saw students of the Science club happily exhibiting their cup phones, compasses and torches to peers while animatedly explaining the concepts of sound, light, shadows and directions.

After the Diwali holidays, our students were delighted to come back to a clean and vibrant school, thanks to NTPC which sponsored a fresh coat of paint on the school's common space. Our teachers came together to stage a street play '*Mujhe farakh padta hai!*' to help students understand their responsibility in keeping their school and their city clean.

Next year, while continuing our current initiatives, we will extend the Library and Spoken English programmes to cover more children from Marathi medium schools.

"I like reciting rhymes. I like to learn English. I never enjoyed it before!"

-**Ankit Sha**, 2<sup>nd</sup> grade, spoken English class

"I learn new things in the Scholarship class. I like the difficult questions in the Buddhimata class because it challenges me to think."

-**Sakina Sheikh**, 4<sup>th</sup> grade, Scholarship programme

"I love stories – my favourite is Cinderella and I love enacting it in class. It was a lot of fun when *didi* asked us to add to the story. We made up a version of how Cinderella's sisters became friends with her after she married the prince."

-**Abhishek**, 7<sup>th</sup> grade, Library programme

"Udaan has helped our school immensely. Our students' attendance has increased significantly. I want to continue this partnership with Udaan and help the school grow."

-**Principal**, Tirandaz Municipal School (Hindi medium)



# In our School Support Programme

(In Tirandaz Municipal School and Shobhadevi School, Powai)

572

students benefitted from  
our Library programme

**Duration: 8 months,  
once a week for one hour**

119

students benefitted from our  
spoken English programme

**Duration: 8 months,  
twice a week for one hour**

51

students enrolled in the  
Scholarship programme

**Duration: 8 months,  
four times a week for one hour**

40

students benefitted from  
our Saturday Clubs

**Duration: 20 Saturday Club  
sessions of one and a half hours each**

# Alumni and Scholarships

Each year, students who pass out from the Udaan Learning Centre after their 10<sup>th</sup> grade become part of the growing Udaan alumni family which has 99 members. It is at this time in our students' lives when their goals, aspirations and plans for the future become overwhelming, that we help them make informed career choices and understand the significance of education and a professional degree. We provide them with financial support to ensure that the students do not drop out of their educational journey due to financial constraints and are able to pursue their dreams.

The year 2015-16 was special because it was this year that our core approach of 'Foundation to Employability' saw success. Udaan's first alumni batch of 2010 graduated and some of our alumni found meaningful employment. Of the 11 students from the batch, six completed their graduation and three took up employment with reputed companies such as Tata Consultancy Services (TCS) and JLT. Among the others, one has chosen to pursue a master's degree and two are following their dream of becoming chartered accountants. Three students who completed their vocational training in hospitality are currently employed while another is working in an event management company. Vinay Giri, our top performer, is in his last year of computer engineering and has an offer letter to work at Accenture, after completing his degree in June 2016.


Our alumni continued to support the Udaan objectives. From teaching to office support to managing events and helping in the community, our alumni followed the get-give principle wholly. Four of our alumni aspire to be teachers and worked as assistant teachers with Udaan to get a hands-on learning experience that will help them take up professional teaching in the coming years.

While the alumni meetings (seven this year) continued to guide and counsel our students, we also introduced 'Transforming Indians to Transform India', a national initiative conducted by the Chinmaya Mission as regular sessions. The sessions are a sequence of seven modules aimed at harnessing the energy of the youth towards bettering themselves, their communities and the society at large. The modules were aligned to our overall objectives of helping the youth become responsible and compassionate citizens of tomorrow.

We introduced formal internships for youth to help them successfully transition from college to a workplace environment. This new opportunity opened up the corporate world to the students – the glass façade, the gleaming interiors, the corporate systems and structures, the deadlines, the mentors, the team work, meeting people, and the rush of new learning. We were delighted to receive positive feedback from JLT and Nomura who offered internships to four of our students.

Over the years, the Scholarships Programme has been instrumental in encouraging our students to continue their educational journey to pursue higher academic goals. This year, a total of **96 students received scholarships worth Rs 11,59,568**. The Alumni and Scholarships Programme has enabled Udaan students to pursue higher education in varied fields such as nursing, optometry, information technology, vocational training and home science, apart from Commerce and Science streams.

In 2016-17, we will create an extensive platform for counselling and mentorship to enable our alumni to reach personal and professional goals.



# In our Alumni and Scholarships Programme

We gave scholarships to

57

students in school  
and junior college

39

students in degree college  
and professional courses

## “Udaan is helping me follow my dreams”

I'm Tayappa Aadimani. I've been with Udaan for 11 years. Udaan is a different experience altogether – I feel so free there! I have no inhibitions now. I used to get easily distracted and never paid attention to academics in school. This affected my grades in the 10<sup>th</sup> grade prelims. The *didi* at Udaan helped me realise that I needed to focus on academics if I wanted to excel in life. At my school, it was not easy to get the teacher's help because there were too many children. I loved Udaan because they taught me the way I understood best. With Arun *bhaiyya*'s help, I scored 53% in my 10<sup>th</sup> grade board exams!

I have also changed a lot as an individual. I want to work in the banking sector and I have started preparing for it. I did the NIIT computer course and Udaan also helped me enrol for the Minimal Competency Vocational Course in Banking and gave me a scholarship too! After working for a few years, I want to start my own business. My parents are very supportive of me.

# Skills Enhancement Programme

In our Skills Enhancement Programme, we equip youth with skills and attitudes to help them gain meaningful employment and economic independence. We train our students in basic computing skills, spoken English and soft skills and direct them towards education that will improve their employability.

We understand that computer competency enables our students to be efficient learners and professionals. Udaan equips students with basic knowledge and skills in computer literacy through its NIIT accredited computer centre. In 2015-2016, we continued to implement the NIIT curriculum and improvised our teaching activities and evaluation modules to raise benchmarks in digital literacy and application. We partnered with Aptech Ltd to help our competent and interested students to gain advance level skills in professional computer courses. At Aptech, eight students were trained on domain specific computer skills such as Accounts Pro which enabled them to work with Tally 9.0, a crucial skill required for aspiring accountants. Among them were Shama and Durgawati, our two successful candidates who secured a promising internship with Jardine Llyod Thompson (JLT) after the training.

We recognise the vital importance of communicative English for students, candidates seeking employment or employees in a workplace. In 2015-16, our spoken English programme continued to lay down the foundation for language competencies which concentrated on communicative and functional English. We did this through the Preparatory Course and the YUVA English Programme. Sessions supported by our corporate volunteers, reinforcing the importance of English for communication in today's world. In 2015-16, we trained groups of students on 'looking inwards' and developing skills to understand their strengths and weaknesses and

attitudes as well as adopting strategies to overcome challenges. These life skills sessions conducted by the training department of JLT helped our students make immediate connections between attitudes and personal and professional growth.

We believe that education must take one towards financial security, social standing, physical comfort and emotional well-being. We, therefore, initiated efforts towards mentoring our students on career choices which will enable them to secure better employment. In addition, we extended financial support this year to help students of our Skills Enhancement Programme too, to continue pursuing higher academic aspirations.

Despite all the progressive programmes and opportunities for learning and growth, there are realistic challenges which affect the effectiveness of the programme. Factors such as irregularity of attendance, dropping out, lack of accountability and self-motivation and lack of commitment all affect the realisation of our objectives. These challenges, at times, can be attributed to the students having to negotiate a job, college, family and household expectations. However, many times, it is ignorance and the inability to see the big picture and understand the need to imbibe habits and values which are obstacles in their path towards their goals. These are hurdles which we will strive to overcome with consistent counselling and a robust youth programme.

In 2016-17, we intend to work with credible partners towards skills and vocational training that focus on employability. We will initiate a formal mentoring programme with our corporate partners to guide and counsel youth to reach their goal.



# In our Skills Enhancement Programme

93

students enrolled at our computer center

72

were certified by NIIT & Aptech

70

enrolled in our spoken English classes

45

students successfully completed the course

**Duration: 4 months for two hours per programme**

58

students attended life skills sessions

## “Udaan helped me become a confident professional”

I'm Shama Shaikh, and I'm a Commerce graduate. Growing up, I saw my mother struggle to raise us on her own. I always wanted to help and share her responsibility. So while I was finishing college, I also took up a data entry job. I wanted to work in a multi-national company. One of my friends recommended Udaan and I joined the NIIT course at Udaan's Computer Centre. I also enrolled for spoken English and soft skills sessions and did a Tally course at Aptech. The classes really improved my confidence in public speaking. The NIIT course helped me bag an internship with Jardine Lloyd Thompson (JLT)! At JLT, my mentors were very helpful and I learnt many new things. If not for Udaan, I would have got this opportunity. Udaan taught me never to lose hope. Now, I have a new dream – to work at JLT and make my mother proud!





## **Sports Meet**

*We continued our tradition of celebrating team spirit and sportsmanship this year. Students, volunteers, parents and the entire Udaan team celebrated the Annual Sports Meet on January 31. The theme this year was 'competing with your own self', encouraging students to raise their benchmark of performance and channeling their competitiveness in the right direction. Just before the day's excitement ended, students performed a short yoga display, while 'Dance Initiatives', a youth group, instigated a flash mob and a crowd of more than 600 danced to their tunes!*



## Summer Camp

*With academics and exams out of the way, we welcomed the summer this time with a summer camp in April. The two-week camp included learning dance, music and drama pivoting on the theme, 'Life Skills - as I have learnt' from our volunteers. On the day of the presentation, students from 4<sup>th</sup> to 8<sup>th</sup> grade performed street plays, dance dramas and a medley of dance forms from all states to represent India together as one nation.*

## Daan Utsav

At Udaan, we celebrated Daan Utsav from October 2 to October 6. During this 'joy of giving' festival, 40 corporate volunteers from Jardine Lloyd Thompson and General Mills interacted with students at our Learning Centre to share their interests, experiences and learning. Our students learnt calligraphy, made Diwali lanterns and were introduced to currencies of the world. To express their respect, our students created gratitude cards for the brave Army jawans posted in the Leh-Ladakh region.



# Partnerships

At Udaan, we believe that collaboration is critical to achieving our vision. When we begin an association with our corporate sponsors, knowledge partners and individual volunteers, they all become part of the Udaan family. Each year, we work towards building our family. This year was no different – we strengthened our ties with our existing partners and volunteers and established new connections.

## Corporate partners

Since 2009, we have been actively collaborating with corporates to make a positive and sustainable social impact. Our partnership model is based on sharing a relationship which is mutually beneficial to our partners' mission and our objectives. Over the last seven years, the Udaan beneficiary base has grown from 400 to 1,300, primarily because of the strategic partnership it has established with corporates whose CSR objectives are aligned with Udaan's goals. We also encourage employees of our corporate partners to volunteer in all the Udaan projects that match the values of their organisation. Employee engagement in Udaan programmes not only creates a sense of social commitment and responsibility, but also provides an excellent opportunity for team building and leadership development for employees.

This year, we partnered with General Mills to launch a nutrition programme which was in line with General Mills' mission of 'nourishing lives'. Our collaboration with General Mills focuses on providing our students with nutritious meals and we created a nutrition programme at the Learning Centre with experts from General Mills and academicians from Nirmala Niketan College of Home Science.

We strengthened our partnership with Jardine Lloyd Thompson which continued to fund us as their NGO of global choice. Keva & Co. which leans towards equipping young people with skills to help make them employable, funded our Skills Enhancement programme under their 'We Care' initiative.

## Financial Support

All Individual Donors

Embio Limited

General Mills (GM)

Give Foundation

Jardine Lloyd Thompson (JLT)

JLT Employees

Keva & Co. Pvt Ltd

NTPC Ltd.

Rotary Club of Mumbai Lakers

United Way of Mumbai

Vivero Pre-school

## Other Support

Arjun Travels

Bhagirathi Travels

Glenmark Pharma

MCGM Education Dept.

Rajan Chakravarthy & Associates

Titan Eye care

## Volunteers at Udaan

We believe that a mammoth task like breaking the cycle of illiteracy through education cannot be achieved in isolation. We work with our volunteers to match their strengths and interests to our requirements so as to create meaningful, symbiotic long-term relationships with them. Our volunteers represent our core value, "Together we achieve more."

In 2015-16, **232 volunteers** engaged with Udaan, supporting us in activities ranging from teaching and handling field trips to managing events. Corporate volunteers from JLT and General Mills taught Science and Social Science to students at our centres and trained youth in spoken English and life skills. Individual and corporate volunteers participated in the Saturday Clubs at our Learning Centre and partner municipal schools.

Interns from management schools such as Shailesh J Mehta Management Institute, IIT, Narsee Monjee Management Institute and Symbiosis helped us with creating trackers to analyse our programme data and also create qualitative impact reports.

We thank all our volunteers who have strengthened our hands with their support in different areas.



## Knowledge partners

Since education is at the core of every thought and action at Udaan, we reach out to experts to ensure that we provide our students with the best support in the classroom. This year, we continued to partner with expert agencies to bring in competent, experience professionals who had the necessary know-how.

**Apnishala** - Life skills for secondary school students

**Aptech Ltd.** - Advanced computer courses for youth

**Atma** - Capacity building of our organisation

**Avanti Learning Centre** - Preparing our eligible students for engineering competitive exams

**Centre for Learning Resources** - Helped us design educational tools and curriculum for first generation learners, especially for languages

**Children's Movement for Civic Awareness** - Awareness and training children on civic rights and responsibilities

**Disha Counselling** - Aptitude testing and career counselling for students

**Karadi Path** - Enhanced English learning through action, music, and imagination

**KOOH Sports** - Physical development and team spirit through sports

**MCGM Education Dept** - Partner school through the School Support programme

**Mentor Me India** - Mentoring Programme at Udaan Learning Centre

**NIIT** - Basic computer curriculum at Udaan Computer Centre

## Infrastructure Support

Hiranandani Group for Kindergarten

Hiranandani School for Sports ground

Pawar Public Charitable Trust for the  
Learning Centre

Transocean for Office and Computer  
Centre

Rotary Club of Mumbai Lakers for Youth  
Programmes



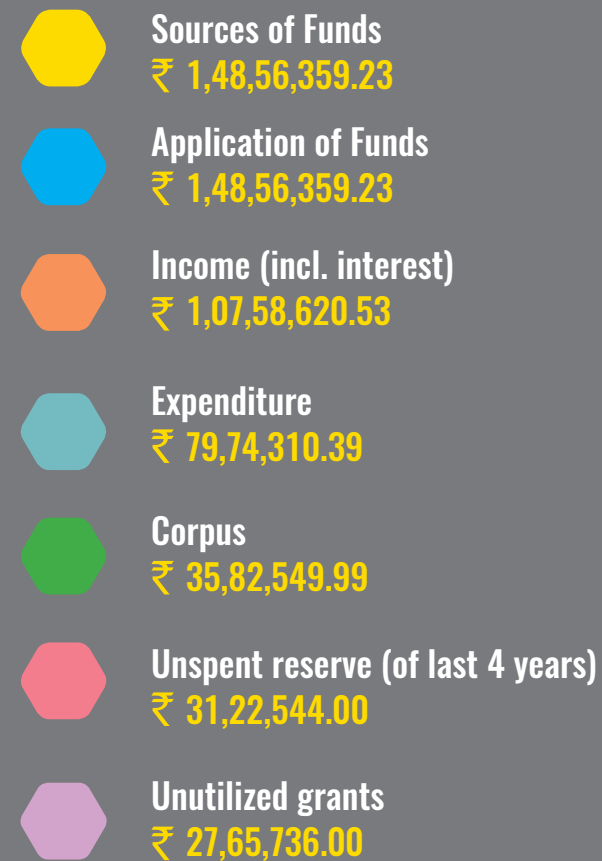
ATMA  
AN ACCELERATOR FOR EDUCATION



Udaan was certified by Atma as a scalable and sustainable education NGO in May 2016

# Financials

As on 31/3/2016



Our detailed financial statement for the year 2015-16 is presented in the facing page.

Each hexagon unit represents ₹10,00,000 approximately

## Balance sheet

### Sources of Funds

For the year	2015-16	2014-15
Corpus fund	35,82,549.99	35,82,549.99
General fund	53,85,529.24	37,72,219.10
Unspent reserve	31,22,544.00	30,11,770.00
Unutilised grant	27,65,736.00	12,65,796.10
<b>Total</b>	<b>1,48,56,359.23</b>	<b>1,16,32,335.19</b>

### Application of Funds

For the year	2015-16	2014-15
Cash and bank balance (including investments)	1,49,64,534.63	1,16,38,778.29
Loans and advances	1,44,292.60	91,329.90
Less: Current liabilities	2,52,468.00	97,773.00
Net current assets	1,48,56,359.23	1,16,32,335.19
<b>Total</b>	<b>1,48,56,359.23</b>	<b>1,16,32,335.19</b>

All figures in ₹

## Income & Expenditure

### Income

For the year	2015-16	2014-15
Grant income	34,38,286.99	13,95,277.00
Donations	63,18,871.99	67,11,561.78
Fee from students	1,12,800.00	1,00,720.00
Interest	8,58,661.55	6,49,640.59
Miscellaneous receipts	30,000.00	-
Excess provision written back	-	2,500.00
<b>Total income</b>	<b>1,07,58,620.53</b>	<b>88,59,699.37</b>

### Expenditure

For the year	2015-16	2014-15
Grant expenses	34,38,286.99	13,95,277.00
Programme expenses	44,43,175.84	38,08,086.00
Administrative expenses	92,847.56	1,33,950.10
<b>Total expenditure</b>	<b>79,74,310.39</b>	<b>53,37,313.10</b>

For the year	2015-16	2014-15
Excess of income over expenditure for the year	27,84,310.14	35,22,386.27
Less: Provision for unspent reserve	11,71,000.00	22,00,000.00
Income & expenditure, beginning of the year	37,72,219.10	24,49,832.83
Income & expenditure, end of the year	53,85,529.24	37,72,219.10

# Compliance Disclosures

This information is provided to maintain a transparent organisation in compliance with laws and regulations, in addition to standard accountability norms. The following Information is an overview of our structure and functioning.

## Identity

Udaan India Foundation is a Trust registered in New Delhi with registration number 868, dated February 28, 2009. It is registered under section 80G of the Income Tax Act (1961), no. DIT(E)/2010-2011/U-315/1724. Our FCRA registration number is 231661505, valid till May 08, 2019.

## Registered Address

### **Udaan India Foundation**

B-65, 2<sup>nd</sup> Floor, East of Kailash,  
New Delhi - 110065

### **Name and address of our bankers**

HDFC Bank  
Prudential Building, Hiranandani Business Park,  
Powai, Mumbai - 400076

### **Name and address of our auditors**

Rajan, Chakravarthy & Associates  
E-605, Greater Kailash-II,  
New Delhi -110048

## Staff Details

Distribution of staff according to salary levels as on 31/03/2016 (incl. full time/part time/contract/consultant/other staff)			
Slab of gross salary (in ₹) plus benefits paid to staff (per month)	Male staff	Female staff	Total staff
Less than 5,000	0	4	4
5,000 – 10,000	1	6	7
10,000 – 25,000	0	6	6
25,000 – 50,000	0	1	1
50,000 – 1,00,000	0	1	1
Greater than 1,00,000	0	0	0
<b>Total</b>	<b>1</b>	<b>18</b>	<b>19</b>

Remuneration of the head of the organisation ₹0

Remuneration of highest paid person in the organisation ₹6,27,500

Remuneration of lowest paid person in the organisation ₹97,904

## Governance

Details of Board Members as on 31/03/2016				
Name	Gender	Age	Position on Board	No. of meetings attended
Mamta Rangan	Female	47	Chairperson	4
Padma Vaswani	Female	70	Trustee/ Secretary	4
N Rangarajan	Male	52	Trustee/ Treasurer	4

### Notes on the board:

- No board member is related to another.
- Board rotation policy exists but is not applicable yet.
- The board met four times in FY 2015-16.
- The board approves programmes, budgets, annual activities, and audited financial statements and ensures Udaan's compliance with laws and regulations.
- No board member received remuneration of any kind, including travel.

# Help more children take flight this year

Choose how you would like to contribute to the Udaan family

## DONATE

**Your donation can help support a child from 'Foundation to Employability'.**

You can donate to Udaan in one of the following ways:

- Through cheque payable to Udaan India Foundation
- Through a bank transfer to account number 02392000004643 in HDFC Bank, Powai, IFSC Code: HDFC0000239
- Through GiveIndia at the following link:  
[www.giveindia.org/m-1305-udaan-india-foundation.aspx](http://www.giveindia.org/m-1305-udaan-india-foundation.aspx)

## VOLUNTEER

**Our students can learn a lot from the quality time you spend with them and the experiences you share.**

To volunteer, write to us at [volunteer.uif@gmail.com](mailto:volunteer.uif@gmail.com)





# EMPOWERING THROUGH EDUCATION

## **Udaan India Foundation**

2202, Odyssey 2, Hiranandani Gardens, Powai, Mumbai 400076  
022 40000392 / [udaanindia1@gmail.com](mailto:udaanindia1@gmail.com)

[www.udaanindiafoundation.org](http://www.udaanindiafoundation.org)  
[www.facebook.com/udaanindiafoundation](https://www.facebook.com/udaanindiafoundation)