

ANNUAL REPORT 2011-2012

SGBS TRUST – with society, towards serenity

Sree Guruvayurappan Bhajan Samaj Trust (SGBS) founded in 1978 is one of the most popular cultural/social organizations in Bangalore that enjoys immense support from a huge network of corporate and individuals. SGBS cherishes its simple yet fulfilling vision "With Society, towards Serenity" and aims to touch different facets of human life to make the society a better place to live.

The trust is efficiently run by trustees who are Professionals engaged in business or with corporates with complementing skills and experience, and is ably supported by a group of volunteers committed to the cause of the Trust and sharing a vision of making a difference to the society.

SGBS's Vision: Though the initial focus was on Namaskankeertana and promoting arts and culture, the trust has diversified into many areas over a period of time. Currently the SGBS's vision embodies three concepts:

- Reaching out to all sections of society through art, service or training
- Enabling people to be happy and to lead a life of fulfillment
- Motivating people who are leading a life of fulfillment to give something back to the society

SGBS's Mission:

Our mission serves as a blue-print to achieve our vision which encompasses all the vital aspects of a progressive and motivated society that can bring in the required changes for a peaceful and harmonious living.

Through our key programs We have incorporated the most important elements for a successful society viz., educated children , empowered youth, right moral and traditional values, patronizing art, music and culture etc. into it's mission.

The following objectives are set to meet the vision:

- Serving all sections of society and bringing about harmony through focused programs

- Providing primary education for the under-privileged through Shiksha
- Providing vocational training for unemployed youth through Unnati
- Preserving Indian traditions, and promoting art and culture through Utsav
- Grooming today's children into mature, confident citizens of tomorrow (Poornodaya)
- Provide help on various rituals and practices related to funeral services (Samastha)

Social Activities include:

1. Shiksha – Primary education for the underprivileged **Shiksha's philosophy: Education for all**

The primary objective of our Shiksha program is 'education for all' as we believe that education is a fundamental right of every child. With the mounting costs this fundamental right becomes an elusive fruit for many children even in this modern era. Shiksha program focuses on students from economically weaker sections (typical beneficiaries are students whose parents are daily wage labourers, house maids, children supported by single parent etc) and ensures that they are ably supported with school fees and education expenses.

- Shiksha supported the education of 377 students (187 girls , 190 boys) during the year 2011-12.
- Shiksha has actually helped these students from discontinuing their studies for the lack of money.
- Shiksha motivated these students to perform well with its timely help, around 25% of the students are doing extremely well in their academics consistently scoring A+ grades in all subjects.

2. Unnati - Vocational training for the unemployed, under-privileged youth **Unnati's philosophy - "Learn, earn, stand tall"**

At Unnati, the Trust provides vocational skills, life-skills and guaranteed job offers to the under-privileged youth through an extremely well organized, structured training program spanning over 70 days.

Learn : Empower the underprivileged youth with necessary skills
– **They Learn**

Earn : Provide youth with a sustainable job at the end of training – -
They Earn

Stand tall: Provide youth the dignity, self-confidence, value systems and soft skills. This enables them to become better citizens, better prepared to face the day to day challenges of life. It is done through a curriculum that comprises of life skills, presentation skills, language skills, and general awareness of the use of technology. It changes the profile of the youth, enabling them to join the mainstream, with a stable and sustainable income – **they stand tall**

During the year 2010-11 the trust has conducted Unnati training through 5 different batches (27nd batch to 31st batch) and provided vocational training and placement to around 560 students. Till March 2012, 31 batches of training have been conducted and close to 2200 students have successfully completed the training, and employed with reputed companies. This has resulted in provision of far-reaching benefits to that many families/households.

The current vocations include Retail Sales, Industrial Tailoring, Guest Care (hotel and offices), Security Services, BPO/Call Centre (data entry & low end voice), Driving and Industrial Painting. Apart from the core vocational skills, the youth are trained on basic hygiene, life skills & values, spoken English, and basic computer skills.

Looking at the demand in Retail apart from the above vocations a new modified version of retail called "In Store Retail" has been started during the year 2010-11. This consists of 4 day class room training and 3 day (Fri to Sunday) on the job training in real retail stores. This combination of training has helped even students who have not crossed High school to get into retail segment. We had placed around 110 youth through this scheme.

The training is imparted free of cost to the youth. Students are also provided with bus passes, food and training materials (all free of cost). Free Accommodation is provided for outstation candidates. At the end of 70 days' training, they become employable and the Trust facilitates the job placement for all the trained youth, with reputed companies.

The youth are selected through a screening process involving the following criteria: (1) Socially or Economically backward (majority of them with family annual income < Rs 18,000)& (2) Aged 18 or above

Please visit www.unnatibl.org for details

Unnati Impact Analysis

We initiated a lot of steps to connect with old students like Alumini meets, Alumini association, Facebook page for Alumini and regular counseling for Alumini etc. This has enabled us to track their current progress better.

Unnati Replication

We have successfully partnered with 6 other NGOs and have implemented Unnati program in their centers till 2010-11. In 2011-12 we have partnered with additional 2 NGOs and opened Unnati centres in Nagpur and Indoor.

We were happy to note that around 150 youth have been trained and placed by each centre.

SGBS Trust has helped "SGBS Unnati Foundation" (A not for profit Section 25 company) to take Unnati program across the country. The foundation's main objective is to train youth and make them employable across country.

SGBS Trust has helped the "SGBS Unnati Foundation" to train IOCL pump attendants on customer interaction related modules. Over 200 attendants were trained under this program.

Unnati Utsav

Preserving traditions, promoting art & culture

Unnati's Utsav in years has become synonymous with extremely well planned and executed a six week cultural and musical odyssey. This program includes concerts of music, dance, spiritual discourses and devotional music. This 'free entry for all' event attracts the most enthusiastic, engaging and interactive audiences from all over Bangalore, also helps in raising funds for various trust activities.

Sanathana Dharma Samstha - Funeral services and facility to

conduct the last rites for the departed souls.

Please visit our website www.unnatibl.org for more details.

BENEFICIARIES

- a. Shiksha – 377 students i.e. around 350+ per annum (approx)
- b. Unnati – 560 youth (approx) during 2011-12: target from current year is 750
- c. Utsav – 2500 (approx) persons from different walks of life
- d. Samastha – Facilitated over 350 families

ALIANCE/MOU

We have a Joint venture with Forum Germany for creating curriculum for retail supervisor modules.

Agreement with “SGBS Unnati Foundation” for replicating Unnati model across country.

REWARDS & RECOGNITIONS

- 1) “For the Sake of Honour Award” from Rotary Club of Bangalore Cantonment to our Lead Trustee Mr Ramesh Swami on recognizing his outstanding contribution as a founder of Unnati program. This was awarded on 20th Oct 2011.
- 2) Award for the Appreciation from “NTR Memorial Trust” for the organization in working towards Vocational Skill and Training.
- 3) Certificate of Recognition from Global Fund For Children “For Uplifting the Dignity of Vulnerable Children and Youth”
- 4) In recognition of the services rendered to the youth by the trust our Lead Trustee Mr Ramesh Swami was invited to give a Guest Talk to inspire the Management Graduates of KIMS (Kirloskar Institute of Management Studies).
- 5) Our Lead Trustee Mr.Ramesh Swamy was in Kenya for an inspiring Quest (leadership programme) with the Rockefeller Foundation, 26 – 30 March 2012. The Quest was designed to develop the participants’ understanding of one of Rockefeller’s key funding areas, PRIDE (Poverty

Reduction through Information and Digital Employment), which addresses high unemployment needs, primarily in rural areas, by creating jobs at scale. Some details about this can be found in <http://unnatiblogspot.wordpress.com/2012/06/22/unnati-at-the-rockefeller-quest/>

ACCOUNTS

Trust maintains accounts on an accrual basis, and in compliance with the Generally Accepted Accounting Practices of India (India GAAP). The operations of the Trust are audited regularly. Trust has been promptly fulfilling the obligations under different statutes, especially the stringent requirements stipulated by the Govt of India while awarding exemption u/s 35AC of the Income Tax Act. The trust had applied for permanent 80G and the got the same. It's validity is from 1st of Apr 2010 till it is rescinded.

During the year 2011-12 the trust has applied for renewal of 35AC and got the same. It is very heartening to note that the trust is able to consistently get the 35AC for 4 successive terms for operational expenses and corpus.

The audited abridged financials and also various certificates are available at www.unnatibl.org

ANNUAL BUDGET FOR 2012 -13

Shiksha & Other form of educational assistance – Rs 13 Lakhs

Unnati – Rs 90 Lakhs

Utsav – Rs 14 Lakhs

Samastha – Rs 2 Lakhs

EXPENDITURE FOR THE CAUSE

In order to ensure that maximum benefits are accrued to the cause, the Trust actively contains its administrative expenses to the barest minimum, often around 4% - resulting in 96% of the donated money going directly to service the cause.

Program expenses are met out of the donations received from

individuals and Corporate / CSR sponsorship proceeds.

Donations to Unnati are 100% tax exempt u/s 35AC of the Income Tax Act. Donations to other activities of the Trust are exempt u/s 80G of the Act.

STAFF

In the FY 2011-12 the Trust employed 18 full-time staff with 10 of them in teaching and the rest 8 related to Administration, Finance and Operations.

The average salary per head (total salary paid divided by total number of staff) was Rs 133769 per annum. The highest salary paid to any single individual was Rs 3,44,667 per annum (Ms. Radhika Choudary) and the lowest paid to any single individual is Rs 54,750 per annum (Mr. Sekhar and Mr. Joseph).

Slab of gross salary per month (in Rs) plus benefits paid to staff	Male staff	Female staff	Total staff
Less than 5000	2	0	2
5,000 - 10,000	6	8	14
10,000 - 50,000	0	2	2

STAFF TRAINING AND WORKSHOPS

- 1) One day workshop on accreditation of VTP (Vocational Training Program) organized jointly by KVTSDC [Karnataka Vocational Training and Skill Development Corporation] & Quality Council of India was attended by two of our faculty members on 28th Apr 2011.
- 2) One day workshop on Uniform Software for reporting attended by two of our operational staff on 31st May 2011 conducted KVTSDC [Karnataka Vocational Training and Skill Development Corporation]
- 3) Training on Teaching techniques to all the Staff, Faculty and Volunteers was conducted by an eminent corporate trainer from Mumbai Ms Khurshida Merchant at our premise on 28th June 2011.
- 4) Life skill workshop for the trainers conducted by Unnati team to the volunteers between 10th Oct 2011 to 14th Oct 2011.
- 5) Youth leadership program for Unnati students for 31st batch conducted by Rotray team on 29th Dec 2011.
- 6) Two of the staff members attended the seminar on "Women and Employment" organized by Karanataka Women Development Corporation on 23rd Jan 2012.
- 7) Four of our staff attended 3 day training conducted by Forum International (Germany Based Organization) at Bangalore between 26th Jan 2012 to 28th Jan 2012.

TRAVEL

During the FY 2011-12 Unnati staff members and faculty members went on official travels to different places inside India for training the Unnati staff in other centres and also for specific monitoring purpose. There were travel made by staff for sourcing candidates. Beyond which there were also travel made to get some approvals etc. Overall travel expense were in the range Rs 47,000/.

All the travel expenses of the trustees (both national and international) are borne by the trustees themselves.

CONSTITUTION OF TRUST

The Trust is a registered body under Indian Trust Act – registration number Trust/718/10A Vol.BII/S.487/CIT-II/93 dated 15th June 1993.

Various other registrations of the Trust are:

1. Under Section 12A of Income Tax Act - Trust/718/10A Vol.BII/S.487/CIT-II/93 dated 15th June 1993.
2. PAN No: AADTS9185M
3. Permanent 80G DIT (E/80G(R/472/AADJS9185M/ITO(E)-3/2010-11
4. Under Section 35AC / 80 GGA of the Income Tax Act - F.No.270/25/2003-NC, S.O.No. 485(E) valid upto 31st March 2015
5. Under Foreign Contribution Regulation Act – 094421067

TRUSTEES

Trustees comprise of professionals from corporate & self employed individuals based in Bangalore, who believe in the goals of the Trust, and are passionate about achieving them.

Currently there are 7 Trustees. Details are given below.

1. Mr. Ramesh Swamy (Lead Trustee)
2. Mr. K.V. Natesan
3. Mr. B. Sivakumar
4. Mr. K. Ravindran

5. Mr. A.S. Narayanan
6. Mr. Mahesh Ramakrishnan
7. Ms. Susheela Venkataraman

CO-OPTED MEMBERS

To avail the service of experienced & committed volunteers, the Trust has Co-opted members. Rules are put in place for the induction of Co-Opted members. Currently there are three Co-opted members whose names are given below.

1. Mr. Ganesh Veniteswaran
2. Mr. Venkat Ramani
3. Mr. Karthik

REMUNERATION TO TRUSTEES & CO-OPTED MEMBERS

Trustees and Co-opted members are honorary positions. Trustees including the Lead Trustee and Co-opted members are not paid any remuneration, fee or monetary reward of any nature.

REIMBURSEMENTS TO TRUSTEES & CO-OPTED MEMBERS

Trustees and Co-opted members don't claim any reimbursement for expenses incurred by them in the course of trust activities.

TRUST MANAGEMENT

Meeting of the Trustees are held generally once a month, in which all the key decisions are taken. The decisions are taken mostly in a unanimous manner.

DESSIMINATION OF TRUST ACTIVITIES / FINANCIALS

The Trust activities, key milestones, reports and press coverage are announced during the Trust programs and are featured in the website of the Trust. The audited abridged financials are also uploaded to the website for public viewing.

FUTURE PLANS

More Unnati centres will be opened up in different places. Any specific plans for Unnati foundation

Formal way of studying the impact analysis by covering around 30% of the students got trained during the last 3 years.

NOTE OF GRATITUDE

The Trustees record their deep appreciation and sincere thanks to all the donors and patrons for their unstinted support, monetary and otherwise. The Trustees also record their appreciation to all the volunteers who have assisted in furthering the cause of the Trust.