

## **ANNUAL REPORT 2012-2013**

### **FOREWORD**

Greetings. FY 2012-13 has been an eventful year for the trust especially with good number of Unnati training centres opened outside Bangalore and started delivering results. As they say the proof of the pudding is in eating and we see the same in Unnati replication where the concept of replication has gone beyond board rooms to actual ground level and started delivering results. Apart from this the trust has managed to continue all the regular ongoing activities with the grace of God and support of all our well wishers, donors and volunteers.

### **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
- 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 437 students (220 girls , 217 boys) during the year 2012-13. As per our existing norms we give preference to support students who have been supported in the last year to ensure the continuity of the support.

- Support for scholarship is extended upto Rs 2000/ per student in consideration with growing education expenses.
- 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 30% of the students are doing extremely well in their academics consistently scoring A+ grades in all subjects.

Also to inculcate more seriousness on the progress and also to increase the touch base of the candidates with the trust we have started insisting the submission of mid-term mark sheet from parents. The initiative is slowly attaining compliance with around 50%+ parents submitting their wards mid term marksheet.

Based on our past experience with interacting the parents we found lots of families are affected because of the husband being alcoholic. To address this problem in holistic way we have availed the service of Rehabilitation councilors and Doctors from NIMHANS who have come to our premise during the Shiksha interview and counseled the parents. They also gave the helpline numbers for the follow up treatment. Lots of families felt it has been useful information as they are not aware of such facilities etc. We will judge the impact of this during our interaction with parents in the next year's interview.

## **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 2011-12 the trust has conducted Unnati training through 5 different batches (33rd batch to 37th batch) and provided vocational training and placement to around 530+ students. Till March 2013, 37 batches of training have been conducted and close to 2500+ 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, Guest Care (hotel and offices), BPO/Call Centre (data entry & low end voice), and Beautician. Apart from the core vocational skills, the youth are trained on basic hygiene, life skills & values, spoken English, and basic computer skills.

We have started a new vocation i.e. Beautician for women during the last year.

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

Since lots of youth (more than 70%)for the training are coming from outside Bangalore the trust has managed to hire hostel facilities closer to the training centre. This ensures the commuting related logistics are minimized and there by encouraging more youth to join.

Please visit [www.unnatibl.org](http://www.unnatibl.org) for details.

### **Unnati Impact Analysis**

Unnati impact analysis was done as a result of sponsored project from CAF. This has enabled us to conduct a formal analysis of the impact though we are confident about the impact of the program. 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. In the last year we have contacted close to 300 students (spanning from 14<sup>th</sup> batch to 31<sup>st</sup> batch and roughly spanning the years 2008-09 to 2011-12). Of the students interviewed we found most of them claimed up their career ladder and we could see them drawing salaries more than 50% than their start and in some cases upto 200%. This proves to the fact that Unnati has created a great impact in their economy status. Some of the people have migrated back to their home town with a different job in such case they are earning a salary almost on par with their initial salary. Since they have moved back to their home town all the establishment related expenses for them have come down and could manage with the same salary level. Among the people who have left the job we found most of them have done so to go for higher studies. These are the youth who had higher education aspiration and due to financial situation they couldn't pursue. Due to Unnati they could land in a job and earn enough to clear the debt or fund their education etc. This way we could see Unnati has played a critical role in achieving the dream of the youth. Close to 10% of the candidates who are women left the job due to marriage

### **Unnati Replication**

As a result of successfully running Unnati in Bangalore for more than 7 years we started looking out for replicating Unnati through like-minded partners (typically NGOs and Social Entrepreneurs) in different places across India. In this regard we have Digitized the curriculum, Created training modules for train the trainers etc.

We have successfully joined hands with 6 partners and replicated Unnati program in 6 different places outside Bangalore. Apart from this the trust is managing 5 centres outside Bangalore.

A new section 25 company " SGBS Unnati Foundation " ( A Not For Profit Company ) has been formed to replicate the program across the country. Five centres through this Company has already been started outside Bangalore

1. Delhi [Sponsored by ESSEL Foundation],
2. Chennai [Sponsored by Titan Industries],
3. Raichur [Sponsored by CISCO],
4. Ahamadabad [BOSCH and Caring Friends Mumbai]
5. Coimbatore [Sponsored by Ravi Krishnamoorthy of Microchip]

We have trained and placed close to 200+ youth through centres outside Bangalore. These centres over a span of 10 years can train 3000+ youth and thereby bringing a permanent change to their families.

We are working on a sustainable model wherein the employers shall pay a small amount as placement fees and the balance will come from various Govt schemes, grants from foundations and corporate csr programs. Though this model looks viable on paper but in reality due to various market conditions, locations etc it is not fully translating into reality. But we are working continuously in realizing this model.

### **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](http://www.unnatibl.org) for more details.

### **BENEFICIARIES**

- a. Shiksha - 437 students i.e. around 450+ per annum (approx)
- b. Unnati - 560 youth (approx) during 2012-13: 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) Unnati featured in Jaya TV's popular program Visu-Arattai Arangam, which proved to be the foundation stone for opening of our Chennai centre on 18th June 2012.
- 2) Credibility Alliance has evaluated Unnati program on various criterias related to governance transparency etc and awarded Certificate of Accreditation – which is valid upto 29.8.2017

## **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 1<sup>st</sup> of Apr 2010 till it is rescinded.

The 35AC is certificate is valid till 31<sup>st</sup> march 2015.

The audited abridged financials and also various certificates are available at [www.unnatibl.org](http://www.unnatibl.org)

## **ANNUAL BUDGET FOR 2012 -13**

- a. Unnati : Rs 1,00,71,000 (750 students)
- b. Shiksha and Other educational assistance: Rs 13,00,000
- c. Utsav : Rs 14,00,000
- d. Samastha :Rs 3,00,000

## **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 6% - resulting in 94% 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 2012-13 the Trust employed 20 full-time staff.

The average salary per head (total salary paid divided by total number of staff) was Rs 120653 per annum. The highest salary paid to any single individual was Rs 3,43,00 per annum (Ms. Madhuri) and the lowest paid to any single individual is Rs 57,133 per annum (Mr. Ravindra).

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	8	8	16
10,000 – 50,000	0	2	2

## **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. Beyond which there were also travel made to get some approvals etc. Overall travel expense were within Rs 15,000/.

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 15<sup>th</sup> 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 31<sup>st</sup> 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.

In the FY 2012-13 there were 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 (retired during the year)
5. Mr. A.S. Narayanan
6. Mr. Mahesh Ramakrishnan (retired during the year)
7. Mr. M.R.Subramanian ( joined during the year)

## **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 ATIVITIES / 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**

Trust has plans to open 5 more centres outside Bangalore during FY 2013-14

## **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 staff and volunteers who have assisted in furthering the cause of the Trust.