

ANNUAL REPORT 2013-2014

FOREWORD

Greetings. FY 2013-14 has been a year of recognition for Unnati where Unnati has been spotted by various organizations for its accomplishments, potential to scale and more such aspects and acknowledging the same through rewards. These things were possible with the grace of God and support by Unnati staff, Volunteers and all donors and well-wishers. This year also saw trust working closely with SGBS Unnati Foundation (SUF) for setting up solid base for expansion by bringing onboard likeminded people to the SUF board who put forth solid foundation and leadership for expansion opened outside Bangalore and started delivering results.

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 Namasankeertana 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 2013-14. 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 35% of the students are doing extremely well in their academics consistently scoring A+ grades in all subjects.
 - During the interview our panels give counseling to the students about the importance being attentive in studies and how much impact it can make. We also cheer up students who have performed well in academics/sports etc and give them a public applause and you can't miss the spark in their face.

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. We are making the parents to understand the seriousness of this and trying to increase compliance level.

Based on our past experience of interacting with 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. This has been happening since last year. 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. During this year's interview we have interacted with the parents to understand how many people could benefit out of it. It has been found handful of few continued the treatment who could see the benefit others discontinued the treatment in between. The councilors felt in general the response rate is good but discontinuity of the treatment is an issue and they have emphasized on the need to continue the treatment this year.

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 2013-14 the trust has conducted Unnati training through Bangalore center in 5 different batches (38th batch to 42nd batch) and provided vocational training and placement to around 600+ students. Till March 2014, 42 batches of training have been conducted out of Bangalore and close to 3100+ 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.

Outside Bangalore the 8 other centers (Ahmedabad, Chennai, Coimbatore, Delhi-Badrapur, Delhi, Nasik, Pune and Raichur) have trained and placed around 440+ students via Unnati training model.

The current vocations include Retail Sales, Guest Care (hotel and offices) , Administrative Assistant (data entry & low end voice) and beautician course for girls. Apart from the core vocational skills, the youth are trained on basic hygiene, life skills & values, spoken English, and basic computer skills.

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.

Unnati is always on constant focus to improve their training contents and delivery to stay on top of the market needs and continue to hold a coveted position of employer's choice when it comes to requirement. The following are the few examples

- a) We have added lots of equipment/accessories and enhanced our beautician lab to improve their employment opportunities.
- b) Also to enable better and greener job prospects for our Administrative Assistant's candidates we have added basic accounting and introduction to Tally as part of the curriculum.

Please visit www.unnatibl.org for details.

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.

The acoustics of the Unnati auditorium and the quality of the programs have a special mention among the audience who attend the cultural programs which is evident from the forums in Internet/socialmedia fondly referred as "Unnati-concert". In turn the world class artists who

perform in these programs also have talked about the decorum of audience which in turn makes them to deliver their best. Beyond which every artist has talked in High regards about Unnati and they are acting as Ambassador to Unnati by way of reaching out to more people in India and across the Globe.

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 – 437 students i.e. around 450+ per annum (approx)
- b. Unnati Bangalore– 610 youth (approx) during 2013-14: target from current year is 750
- c. Unnati (other centers) - 445 youth (approx)
- d. Utsav –2500 (approx) persons from different walks of life
- e. Samastha – Facilitated over 350 families

REWARDS & RECOGNITIONS

Unnati's work has been recognized by various organizations and corporates. The following are the sample list of awards that have been awarded to the organization and/or to the trustee.

CII/NSDC - 'Power to empower' (skills enterprise plan competition)
presented to Mr.Ramesh Swamy - Lead Trustee
Winner in Operations category- 18-03-2014

2.Rotary, Bangalore Kalya and rotary Ramamurthy Nagar vocational Service Award to Mr.Ramesh Swamy and Mr.A.S.Narayanan for their services to community - 08-10-2013

3.Youth Group of Hemophilia Federation (India) to Mr.Ramesh Swamy for facilitating 3rd annual youth meet - 01-12-2013 (**VMware Foundation**)

India NGO Awards 2012-13, to Unnati a joint venture of the Rockefeller Foundation, EdelGive Foundation and the Resource Alliance.

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.

The 35AC is certificate is valid till 31st march 2015.

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

ANNUAL BUDGET FOR 2032 -14

- a. Unnati : Rs 94,00,000 (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 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 2012-13 the Trust employed 20 full-time staff with 9 of them in teaching and the rest 11 related to Administration, Finance and Operations.

The average salary per head (total salary paid divided by total number of staff) was Rs 147715 per annum. The highest salary paid to any single individual was Rs 38,200 per annum (Ms. Madhuri) and the lowest paid to any single individual is Rs 7,450 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 | 0 | 0 | 0 |
| 5,000 - 10,000 | 4 | 3 | 7 |
| 10,000 - 50,000 | 4 | 9 | 13 |

STAFF TRAINING AND WORKSHOPS

Unnati did not depute any of our staff for any sort of outside training during FY 2013-14 But Unnati staff members have conducted different workshops to different corporate teams and staff in other centers also in house training for staff

| Date | Particulars |
|------------------------------------|---|
| 31st may, 1st ,7th and 8th Jun.13. | Conducted training in life skills to employees of NABARD financial Services. Its a 4 day training session at Unnati 18 employees underwent the training |
| 26th Oct 2013 | 4 faculty from Unnati Mr.Ranga,Ms.Anita, Ms.Girija Krishnan, and Mr.Padmanabhan were deputed to Delhi (Manesar) for selection as trainers for CSR prog of IICA(Indian Institute of Corporate affairs.) on 26-10-13 out of whom the first 3 were selected as trainers to conduct the IICA CSR Prog |
| 8th Nov 2013 & 7th Dec 2013 | .Unnati conducted one month ('FINISHING SCHOOL') Life skills, Spoken english and Computer skills course to about 30 students of cauvery Degree College, Gonikoppal, Karnataka |
| 20th Nov.13 to 24th Dec.13. | Life skills. spoken english ,values were imparted to 5 employees of 'Ground Strokes' at Unnati center |
| | TrainOur Trainers for 14 participants and 8 participants on different dates to train our faculty at Bangalore/other replication centers on different times |

TRAVEL

There were no international travel expenses incurred by the NGO towards Board & Staff members

Local Conveyance

The reimbursement expense for Local conveyance is done for various staff and volunteers. This amounts to Rs 167,361 for FY 2013-14. The Local conveyance includes local travel related to the staff on regular operations, purchase, and expansion related activities and also conveyance expense paid to volunteers.

India Travel Expense

During FY 2013-14 travels were made by staff members to different part of country in related to administrative and operational aspects of different centers, Networking with different organizations, Receiving Awards and Training purposes etc. The total expenses incurred during the year is Rs 113,045/

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.

In the FY 2013-14 there were 6 Trustees. Details are given below.

1. Mr. Ramesh Swamy (Lead Trustee)
2. Mr. K.V. Natesan
3. Mr. B. Sivakumar
4. Mr. M.R. Subramanian
5. Mr. A.S. Narayanan
6. Mr. M.V. Ganesh

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 N H Subramaniam
2. Mr V S Jayaraman

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.

Lead Trustee of the NGO (Mr Ramesh Swami) is not paid any remuneration and he draws ZERO salary/remuneration.

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 10+ centres outside Bangalore during FY 2014-15

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.

***** END OF DOCUMENT *****