

SHAPING THE FUTURE

WITH INTEGRITY, RESPONSIBILITY, AND UNFOLDED POTENTIAL

ANNUAL REPORT 2023-24



KARUNAKARYA



ANNUAL REPORT 2023-2024

S.NO.	CONTENTS	Page No.
1.	INTRODUCTION & OUR PROJECTS – CATALYSTS FOR CHANGE Focus Of The Year, Focus Groups, Vision & Mission	2
2.	THE ARK NURSERY & PRIMARY SCHOOL State Board Academic Program: Nurturing children’s values, Life Skills & Responsibility	6
3.	CENTER FOR COMMUNITY DEVELOPMENT & EDUCATION Initiatives for Children, Youth, Families & Community Development	17
A.	INITIATIVES FOR CHILD DEVELOPMENT - EVENING LEARNING CENTERS Daily Literacy Classes, Life Skills & Forums, Talent Promotion Programs	17
B.	INITIATIVES FOR TEENS & YOUTH DEVELOPMENT Life Skills, Talent and Skill Workshops, Career Preparation, Forums & Leadership Development	25
C.	COMMUNITY SUPPORT PROGRAMS Family Forum, Awareness Camps, Sponsorships & Assistance	30
4.	KARUNAKARYA TEAM Team Strengthening Programs, Seminars & Capacity Building	38
5.	APPENDIX Program list and Statistics, Feedback and Testimonials	46
6.	FINANCIAL REPORT 2022-23 A Consolidated Statement of Income & Expenditure	59
	CONTACT	



1. INTRODUCTION

SHAPING THE FUTURE: WITH INTEGRITY, RESPONSIBILITY, AND UNFOLDED POTENTIALS

Refining the Vision and Mission Statement in 2022 marked the beginning of a transformative journey for our organization. Over the course of a year, we diligently focused on nurturing a culture of respect, clarifying roles and responsibilities, enhancing team capabilities, and providing valuable upskilling opportunities for our teams. Our concerted effort has led to significant progress, restructuring, and propelling us forward. This year has been marked by dedicated investment from our teams and many encouraging testimonies of change.

OUR PROJECTS – CATALYSTS FOR CHANGE

At the heart of Karunakarya, our partner organisation in India, are two core projects: the ARK School and the Community Education Centre (CEC). While the former emphasises formal education, the latter focuses on informal development activities. The attitude of every employee plays a crucial role in realising the organisation’s shared vision and mission.

Through a thorough organizational review conducted by an external consultant, we gained valuable insights and a new perspective. To promote unified thinking, we invested in employee training last year and organized comprehensive workshops for the entire team. These sessions deepened understanding of holistic development approaches, improved relationship-building skills, and identified common needs, obstacles, and blind spots in systems and paradigms. The workshops allowed us to shape mindsets, gain fresh insights for future improved collaboration, to strengthen connections with people. The main goal was to be able to translate efforts into tangible, measurable effects and leave a lasting change in the community.



Ark School’s Sports Day showcases their teamwork.

OUR FOCUS GROUPS

Our efforts are directed towards the advancement of children and adolescents from underprivileged and deprived communities, recognizing the diverse spheres of influence that shape their development. While the family holds the strongest sway and serves as the primary environment where children spend their time, the neighborhood also exerts a significant impact on family dynamics and subsequently, on the development of children

Therefore, our approach cannot solely focus on children and teens; addressing the challenges they face necessitates the involvement of both parents and, at times, the broader community. By collaborating with parents and the community, we can better support children in their growth and empower them to overcome poverty.



Karunakarya's Pongal celebration, creating lasting memories and joyful moments with our teens & youth.

OUR EMPLOYEES – THE TORCHBEARERS

Currently, the entire team, including the dedicated administration and finance team, consists of around 35 full-time positions spread across approximately 50 employees and around 2 full-time positions spread across 24 interns and volunteers. There are currently 4 vacant full-time positions.



OUR VISION & MISSION – FOCUS OF ALL ASPECTS

Since all of our initiatives for development, programs, and project-designs are focused on the vision and mission statement, we would like to present the report outline focused on the connection between our mission statement and our output and how it may contribute to fulfil the vision. The list below explains how we plan activities for achieving the desired outcome that align with the primary aims of the vision and mission statement, planned with the logical frame work.

NURTURE INTEGRITY & RESPONSIBILITY

Nurture values for character building, Awareness, promoting participation, opportunities for involvement, nurture responsibility for own learning and development

EQUIP TO UNLEASH POTENTIAL

Laying foundations for talent and interest discovery through various platforms and activities

BUILDING SKILLS FOR SELF-RELIANCE

Build on foundations to develop Knowledge, Creativity & Innovation, building thinking & application skills

EMPOWERED TO OVERCOME AND IMPACT OTHERS

Ability to overcome challenges and find meaning in life, to use their abilities to help others

We strive to create platforms that nurture values, self-esteem, and responsibility while providing opportunities for skills development. Our ultimate goal is to unleash the potential of individuals, empowering them to become self-reliant and capable of overcoming poverty. Witnessing this transformation and the ripple effect as they impact others around them, building a brighter future, is the essence of our existence. Achieving this outcome is what truly satisfies and drives us forward.



LOGICAL FRAMEWORK – OUR BLUEPRINT FOR THE YEAR

The planning concept includes a meticulous brainstorming to identify the root causes of problems/challenges and likewise to find suitable solutions to impact for positive change. This process helps to keep the focus on the problem and solution evaluation while planning the various activities and programs throughout the year and for all projects. The vision and mission of the organization should always reflect to achieve our ultimate goals: Nurture Values & Potential, Build Skills, Overcome and Impact, which includes development opportunities for our beneficiaries, their parents, the community as well as for our staff.

ACADEMIC PARTNERSHIP

Our partnership extends to hosting fieldwork interns specializing in community development, medical psychiatry, and human resource management from Madras Christian College, alongside students focusing on youth development from the Rajiv Gandhi National Institute of Youth Development. Notably, we have reached another significant milestone by signing an MoU with the Department of Social Work at Madras Christian College, cementing our commitment to a prolonged and meaningful collaboration.



PERMISSIONS

In March 2023, we successfully secured the renewal of our FCRA Certificate from the Ministry of Home Affairs, enabling us to continue receiving foreign funding vital for our operations. Then, in May 2024, we took another significant step forward by officially registering our organization with the Ministry of Corporate Affairs. This registration empowers us to engage in impactful activities under the CSR framework, utilizing funds from esteemed Indian companies dedicated to corporate social responsibility.

CAMPUS RENOVATION

Throughout the monsoon season, our campus faced significant challenges as the grounds became entirely unusable, hindering the movement of school vans and depriving children of outdoor play areas. Fortunately, an unexpected injection of funds allowed us to initiate a comprehensive renovation endeavor. This financial boost facilitated the complete transformation of the premises, involving the installation of drainage canals, paving of refurbishment of security and EB rooms, and relocation of gates and parking spaces for school vehicles. By August 2023, the project was successfully concluded, effectively mitigating all waterlogging issues. Subsequent monsoons have testified to the project's success, now providing ample opportunities for children to engage in outdoor activities. Even the revamped side portion has emerged as a favored play and activity area among teachers and children.



KARUNAKARYA'S COMPREHENSIVE CAMPUS RENOVATION



CONCLUSION

The dedication and flexibility exhibited by all teams in embracing these changes were truly commendable. They meticulously executed strategic plans and systems, resulting in significant successes. Countless stories of impact and change were observed and documented, underscoring the effectiveness of our new approach. However, despite these achievements, there are areas in our work where we face challenges that necessitate changes to be addressed in the coming year. With determination, we move forward and eagerly anticipate another fulfilling year, ready to witness further positive change around us.

WITH GRATITUDE

We are delighted that, thanks to the efforts of our team, we have been able to share many success stories with you through this Annual Report.

We extend heartfelt gratitude to all supporters of Karunakarya, whether through financial contributions, volunteerism, or dedicated employment. The collective efforts fuel our mission and drive our progress.

In the upcoming sections, we are pleased to present our goals, elaborate on our approaches, and highlight the touching moments we encounter while interacting with those we serve. On behalf of the beneficiaries, the team and the Management.



C. CHELLAPPA & CYNTHIA.C
FOUNDERS



THE ARK NURSERY & PRIMARY SCHOOL

“Teaching is not about answering questions but about raising questions – opening doors for them in places that they could not imagine”

Located in the remote of Kanchipuram, our school has 92 students and 18 dedicated staff members, serving over 12 villages within a 25km radius aligning with our vision to overcome poverty through education, we strive to empower our students with the tools they need to succeed. By fostering a learning environment that encourages the positive utilization of knowledge and skills, we aim to cultivate compassionate, responsible individuals who contribute meaningfully to their families, communities, and society at large. In this report, we highlight our efforts to provide quality education and holistic development opportunities, guided by the belief that knowledge, skill, and experience are the building blocks of a brighter future. Being a part of early childhood education allows us to engage in the most crucial phase of development.



FOCUS OF THE YEAR

To achieve the objectives for the year, the program plans are categorized in different segments, either daily, weekly, termly, or yearly and are built around the annual focus themes and for each focus group, which are the following:

1. **Values:** Stick Together, Respect, Empathy, Team
2. **Celebrating Families:** learning to maintain healthy relationships to help families, enhancing the children’s overall development.
3. **Academic Development:** Focus on language learning to enhance their overall learning outcome.



To fulfill our objectives centered on this theme, our initial step involves training teachers, empowering them to effectively guide children in line with our goals. Recognizing parents' pivotal role in influencing their child's development, we actively involve them, equipping them with essential parenting insights and skills necessary for fostering their child's holistic growth. Understanding that this approach may be novel to parents within our focus group and this current generation, we provide support in navigating the rapid societal changes in parenting practices.

FOCUS GROUP: CHILDREN - OUR FUTURE

Children actively apply their knowledge and skills in constructive ways, fostering a thriving environment within their families and communities.

The holistic development of our children encompasses the cultivation of values, the acquisition of knowledge, and the honing of skills. Emphasizing these aspects with confidence and independence, every interaction with children is carefully crafted to integrate a skill or value throughout their educational journey that they not only will become self-reliant but also develop the abilities to overcome obstacles and impact others around them for a better future.



ACTIVITIES AND PROGRAMS FOR STUDENTS

* NURTURE INTEGRITY & RESPONSIBILITY *

ASSEMBLY

The school assembly, held every Friday with each class taking turns, serves multiple objectives including fostering discipline, motivation, confidence, values, morals, and communication skills among students. It also aims to promote a healthy culture through various activities while providing an opportunity to instill morals and values through stories, talks, or reflections.



The assembly follows a structured procedure including the recitation of national and cultural elements, followed by presentations on different subjects in various forms such as role-plays, singing, quizzes, and demonstrations. Students celebrating birthdays are honored during the assembly, and teachers utilize the platform for announcements. Conducted in the auditorium with access to electronic devices, the assembly serves as a platform for students to showcase their talents, gain confidence, and strengthen their rapport with teachers, ultimately aiming to channelize their potential for further growth.



ANNUAL FOCUS THEME - STICK TOGETHER

Playing as a team requires a great deal of understanding and patience. To cultivate these qualities throughout the term, we organized activities that emphasized peer relationships, teamwork, adapting to one another, respecting everyone, and ensuring inclusion during playtime throughout the school days.

SPORTS DAY

Every year, Sports Day presents a prime opportunity for us to engage with the children on the annual theme. While the primary focus remains on physical activity, health, and the development of gross motor skills, the event offers a myriad of opportunities for concept exploration and talent development, including in the realm of art. Cutting and pasting the colorful fabric bits to create a beautiful and unique backdrop for Sports Day garnered undivided attention and equal enthusiasm, just as performing in their sports events to win the annual rolling trophy for their team did. Guided by teachers Grace and Delphia, the fifth grade students demonstrated leadership by assisting their peers, while all collaborated to overcome challenges and complete the centerpiece ahead of schedule. This project not only fostered creativity, teamwork, and problem solving skills but also showcased the students' ability to take initiative and work collaboratively towards a shared goal.



REMARKABLE CHANGES

Students were consistently granted the freedom to decide whether to attend school, with parents refraining from enforcing or disciplining their children to attend daily. In this context, students with an 80% attendance record were rewarded with leadership opportunities, recognition, and special prizes, leading to a remarkable increase in student scoring attendance over 90% from 5 to 54 students. The increased attendance percentage is a remarkable achievement which lead to a number of improvements in the development of the children.

* EQUIP TO UNLEASH POTENTIAL *

ANNUAL FOCUS THEME ACADEMIC DEVELOPMENT

In addition to classroom instruction and covering the curriculum, we strategically allocated ample time to address all facets of development. Approximately 60% of our time was dedicated to curriculum-related activities, while 40% was devoted to enriching co-curricular pursuits, extracurricular engagements. This balanced approach provided extensive opportunities for students to participate in diverse activities such as backdrop creation, culinary arts, handicrafts, and various performing arts like roleplays, discussions, and projects, through platforms such as assembly, programs, talent expo and subject exhibitions. These activities effectively ignited their enthusiasm for learning and allowed them to make meaningful connections with their lessons, thereby nurturing their skills and talents.



* BUILDING SKILLS FOR SELF-RELIANCE *

LANGUAGE DEVELOPMENT AND SKILL BUILDING

The language development and skill-building initiatives have yielded significant progress across various domains. Access to library books and readable content has facilitated a gradual transition from word-by-word reading to fluent comprehension. In contrast, independent reading exercises have encouraged personal interpretation and deep understanding. Persistent practice with homework, articles, and assignments has resulted in notable improvements in writing skills, evidenced by enhanced speed and legibility, and improved presentations in exams and classwork. Furthermore, activities such as story recreations, debates, and group discussions have boosted children's confidence in oral communication. Notably, during the Annual Day program, 80% of the children displayed fluency and confidence, marking a substantial reduction in stage fright compared to previous performances.



COGNITIVE DEVELOPMENT

Language composition initiatives such as "Scoop it!" actively involved children in crafting English sentences, leveraging their existing language skills as a foundation. Visual aids and practical applications during and assignments underscored the importance of understanding parts of speech and sentence structure. Additionally, children were prompted to connect new information with prior knowledge, notably in subjects like aerodynamics, astronomy, gardening, bird watching, and mental calculations, fostering deeper thinking and understanding.

LEARNING THROUGH MEDIA

In the realm of science and technology, children delved into various subjects including astronomical concepts, space travel, and principles of flight, enriching their comprehension of the universe and aerodynamics. Hands-on experiments, such as crafting elephant toothpaste, ignited a profound interest in chemistry. Furthermore, their exploration of locomotive engines, diverse train types, and the energy utilized in locomotives broadened their understanding of transportation systems.



STUDENT PRESENTING HIS HOLIDAY ACTIVITY

ZOOM, ZOOM, WE ARE GOING TO THE MOON

In our July assembly at ARK School, we discussed India's Chandrayaan-3 space mission to the Moon's South Pole. On July 14th, students eagerly watched the countdown and launch of Chandrayaan-3. We kept the excitement alive throughout the 41-day mission by exploring related topics like Chandrayaan 1 and 2, Vikram lander, Pragyan rover, and Chandrayaan's lunar orbit journey. Even rural children have easy internet access, but mastering information management skills from a young age is crucial. To prepare our students for 21st-century challenges, we introduced "Media" classes this academic year. Ms. Latha, a dedicated teacher, leads engaging sessions. We are pleased to witness the high on-time assignment submission rates, reflecting students' strong interest and engagement.

LEARNING THROUGH EXPERIENCES

Practical experiences played a pivotal role in enriching students' learning journeys. Excursions to diverse locations such as the Children's Traffic Park, Fanus Eco Park, and the Underwater Aquarium provided hands-on opportunities for immersive learning. Engaging in bird-watching activities not only expanded their understanding of avian species but also fostered meaningful connections through direct interaction with wildlife. Additionally, initiatives promoting gardening and planting saplings instilled a sense of responsibility towards environmental stewardship, empowering students to actively contribute to the preservation of our natural world.



The parents are eagerly waiting and enjoying their children's performances.

ANNUAL DAY PROGRAM

Our Door to the Future, irrespective of communal or economic differences, education can change the status and future of their families. We highlight its importance and value. The program honored Dr. APJ Abdul Kalam's life in four episodes, with teachers playing diverse roles for an impactful presentation. Each student's family received a plant in tribute, emphasizing growth and knowledge. Student performances, including a standout mime depicting Kalam's scientific journey, left a profound impression, reinforcing the importance of education and ambitious dreams.

Color-Color, what do you see?

Kindergarten students immersed themselves in a series of activities revolving around primary colors. They participated in “show and tell” sessions, sharing their favorite colored toys, brought items in primary hues, wearing primary-colored clothes, engaged in conversational games with peers about colors, and recited rhymes like “My Favorite Color is Red” and “Sivappu Thottu.” The classroom was adorned to complement the theme, fostering an immersive environment.



These activities aimed to reinforce various concepts:

- Hearing, Speaking, Comprehension: Introducing the “This & That” concept enabled students to express preferences and ideas using simple sentences related to colors. During a story session titled “Fairies in Primary Land,” students attentively listened and actively participated in recall sessions, providing accurate answers.
- Mathematics: Students explored patterns through shapes and created their own patterns during an activity.
- Coloring activities and games designed to stimulate critical thinking were centered around primary colors, encouraging students to explore different aspects of color theory.

* EMPOWERED TO OVERCOME AND IMPACT OTHERS *

x Impact Observation:

- Children exhibited remarkable attentiveness during programs, readily offering support to their peers, while older children naturally demonstrated care and concern for younger ones. Fourth and fifth-grade students took the initiative to independently plan and coordinate the Teacher’s Day celebration.

HEARTWARMING TEACHER APPRECIATION



In a heartwarming show of gratitude, fifth-grade students, supported by Principal Mrs. Karunya, organized a touching teacher appreciation event on the school’s newly laid pavement. Led by Kanish Kumar, Kevin, and Dhanciga, students from grades 3 to 5 crafted and distributed thank-you cards with precision. The celebration featured a warm welcome,

heartfelt cards, and an engaging 'dog and bone' game, skillfully organized by the students. The fourth-grade students ensured order, showcasing commendable organizational skills. Reflecting on the pre-organizing work, these children demonstrated exceptional organizational prowess. The event concluded with a sweet treat, emphasizing students' growth and fostering a positive school culture.

OUR FOCUS GROUP PARENTS – OUR STAKEHOLDERS

The family actively plays a significant role in the lives of children to raise them into better, compassionate, and responsible human beings who contribute positively to society and lead fulfilling lives. Parents are their source of joy, inspiration, and providers. They provide them with a healthy home, food, and relationships, and provide them with the required materials for their educational needs. Extending their support to motivate the child to learn, practice, and complete their homework, organizing their bags for tomorrow, and planning their journey or occasions without disturbing their school or learning were this year's focus areas.

ACTIVITIES AND PROGRAMS FOR PARENTS

* NURTURE INTEGRITY & RESPONSIBILITY *

Relationship Building: Nurturing robust bonds with parents has yielded significant improvements in their child's academic achievements and overall well-being. Additionally, it bolsters backing for the school's endeavors and ensures parents are intimately involved in celebrating their child's milestones of joy.



Awareness, Health and Safety: Parental understanding of school routines, child safety, cybersecurity, and the importance of balanced nutrition is enhanced through orientation videos and regular updates on Parent-Teachers Days and Progress Review meetings. Parents are sensitized to actively listen to their children's experiences at school, with peers or outsiders as well as being alert to unusual behavior to identify possible unhealthy developments quickly.



A JOYFUL FAMILY CAN MAKE EVERY CHILD HAPPY TO THEIR FULLEST

Nurturing Values: Parents are encouraged to maintain a healthy relationship within their family and others, to strengthen their family bonds, reinforce values and positive attitudes, inspiring the child to respect and practice a polite attitude in resolving personal differences.

Responsibility: Punctuality and timeliness and adhering to schedules and rules is a very important value to be trained for the child's future. It is essential that the parent supports the adherence on all levels, such as coming on time to school, submitting their work on time, keeping to schedules for various programs and events, attending to the child's daily need for school material supplies according to their daily routine as well as for special occasions.

Communication: The student's diary serves as the daily updates on homework and information from school to parents. Further, the establishment of WhatsApp groups for each class has significantly enhanced communication between parents and staff, enabling prompt updates on classroom activities and homework, thus fostering a strong partnership in guiding and assisting children.

Participation: Parental involvement in the child's development, such as paying interest in the academic progresses, areas to improve, or participation in programs and events is not only important for the child's wellbeing but will also accelerate the child's growth. To increase parental attention to the child's development, we made various efforts to improve this area with the focus on maximizing the participation in the following ways.

Volunteering: Parents are involved to accompany and help the teachers and children at the time of programs, excursions or talent days, and also giving them an opportunity to prepare homemade snacks and meals during events such as sports days, annual day and staff gatherings.

Parents-Teacher Association: The robust involvement of parents, exemplified by individuals like the PTA members, who extend their voluntary involvement across various domains within the school community. This includes active participation in promoting school initiatives, observing the needs of the parents and school and promoting admission of children.

Progress Meetings: Additionally, parents demonstrate a strong commitment to academic success through regular attendance at open days and proactive communication with staff regarding their children’s academic progress and behavior, showcasing a comprehensive dedication to the educational journey of their children.



PARENT, STUDENT AND TEACHER'S REVIEW MEETING FOLLOWING ASSESSMENT



ENTHUSIASTIC MOTHER'S WHO PARTICIPATED IN A GAME ON THE DAY OF OUR SPORTS DAY

X Impact Observation:

We witnessed a significant enhancement in parental involvement in caregiving, accountability, and participation, directly stemming from the emphasis placed on timely school fee and material payments, alongside a focus on emotional and social support.

ANNUAL FOCUS THEME – CELEBRATING FAMILIES

FAMILY FEST - “My hope and dream for my family”

The mental well-being of a child is deeply intertwined with the health of their home environment. Through various scenarios and incidents, we’ve identified underlying gaps that need addressing. Our aim is to shift the parent’s perspectives by centering the future of their children as the primary focus. Our goal is to empower families by emphasizing their crucial role in nurturing compassionate individuals. One initiative, “Celebrating Families,” encouraged parents to envision their family’s future through art or text. The children practiced a presentation on the theme of “My hope and dream for my family” and presented a heartwarming performance. Additionally, children prepared photo frames for their parents in advance, with photos taken at the event serving as cherished memories of the day. This initiative fostered trust and approachability among parents, who appreciated the school’s efforts. Overall, the event was memorable, eliciting emotions and fostering precious moments for all involved.



STUDENTS PRESENTING "HOW TO EMPATHIZE WITH EACHOTHER"



TEAM-The Ark Nursery & Primary school

OUR FOCUS GROUP TEACHERS – OUR TORCHBEARERS

Equipped staff to empower and support children in fully utilizing all available opportunities to enhance their knowledge, skills, and manners, ultimately enabling them to become responsible individuals within their family and society. Evolving technology and development make teachers responsible for equipping children with knowledge, skills, values, and the right attitude to find their path to success. The planning, implementation, review, improvements, and scrutinization were done with the concern and development of the child.

HOLISTIC DEVELOPMENT APPROACH

This year we focussed on reinforcing and broadening the concept and understanding of application of the holistic development concept. In a two days workshop, we were guided through intensive brainstorming discussions, activities and group tasks to a new perspective on the root causes of social problems that often remain hidden and unnoticed. The workshop were essential to align the approach to the vision and goals of the organisation as well as to the application of the concept while identifying and implementing the goals for our focus groups in school.

CURRICULUM PARTNERSHIP

We have joined a partnership with Classklap, an educational service provider, to offer support throughout the academic year. This collaboration delivers customized execution plans, question papers, and remedial content aligned with LSRW standards for English and Bloom's taxonomy for various subjects. It ensures a structured approach to content delivery and assessment. Teachers undergo independent evaluations by Classklap at least twice a year, providing a balanced perspective on their competency and areas for improvement.

* NURTURE INTEGRITY & RESPONSIBILITY * BUILDING SKILLS FOR SELF-RELIANCE *

FOCUS AREAS OF TRAININGS, WORKSHOPS & PERSONAL LEARNING: IMPLEMENTATION SKILLS

Through program execution, teachers utilized innovative methods to present themes and topics, fostering increased student participation in major programs. Teaching adaptability has improved through multitasking and addressing recurring issues, coupled with a conscious effort to enhance teaching methods and integrate them into the classroom.

- Remedial actions for students, including consistent observation and follow-up, have significantly boosted student development and academic performance.
- Clear allocation of responsibilities ensured quality and standards in daily routines and school programs, defining roles effectively.
- Prompt communication with the team and parents contributed to the smooth flow of plans and to be prepared for the situations.

INTERPERSONAL RELATIONSHIPS:

- **Colleague Interaction:** Regular meetings and term reviews cultivate a collaborative environment among teachers, facilitating the sharing of insights and ideas, and ultimately enhancing educational strategies.



Trainings, workshop and skills developments for teachers at Karunakarya Ark School

- **Parent Involvement:** Term reviews offer valuable insights into students' home environments, fostering empathy and understanding of their development and potential behavioral challenges. This engagement contributes to more effective teaching and learning outcomes.

FOSTERING CONTINUING EDUCATION:

- **Language Skills:** Emphasis is placed on ongoing improvement in language proficiency, with a particular focus on English, to elevate teaching quality and enhance student understanding.
- **Technology Proficiency:** Teachers develop confidence in utilizing technology, enhancing their ability to access information and elevate educational standards.
- **Awareness of Current Trends:** Engaging with contemporary educational topics enabled teachers to grasp the importance of ongoing learning and cultivate their passion for professional growth within their field.



Photography workshop and training for staffs at Karunakarya

TRAINING PROGRAMS

Teaching demands a perpetual embrace of new skills, necessitating adaptation to evolving trends in education, technology, and organizational dynamics. To aid teachers in navigating these demands and expectations, we design experiential learning and skill-building programs tailored to the needs of the 21st century. By offering a robust foundation, we empower teachers to effectively implement our plans and programs with optimal efficacy. The training sessions focus on two key aspects, each comprising various sessions:

- **Core Training Sessions**

These sessions focus on various critical areas such as mission alignment, worldview empowerment, and practical applications like “Logical framework” and Goal Setting, which help in defining roles, responsibilities, and objectives for the academic year. Training and workshops on life skill development and psychological understanding build the essential support for achieving the academical and organizational goals.

- **Classklap Training**

Detailed sessions include Classklap methodologies, meeting structures, feedback mechanisms, and resource utilization, which are crucial for the standardized delivery of educational content.

- **Innovative Teaching and Learning**

Teachers are encouraged to creatively develop new activities, themes, programs, and lesson presentations to spark student curiosity and encourage expression. Lesson plans are carefully crafted to provide contextual understanding, connecting with students' prior knowledge and promoting higher-order thinking skills.

- **Life skills and Psychological Understanding**

Workshops facilitated by experts such as Ms. Anitha, Ms. Nilofer, and Mr. Joshen delve into the psychology of learning. These sessions elevate teachers' comprehension of student behavior's and developmental stages, empowering them to recognize obstacles and offer tailored assistance.

- **Upskill Training**

Teachers participate in specialized training focusing on 21st-century educational skills-collaboration, critical thinking, communication, and creativity. Additional sessions cover diverse topics such as learning styles, storytelling, photography, and effective use of educational technology.

- **21st -century educators**

A Three-day interactive sessions led by Mr. Allen and Ms. Karunya focused on integrating collaboration, critical thinking, communication, and creativity into teaching practices. Additional training covered learning styles, storytelling, and the use of educational technology.

GOING FORWARD

In our pursuit of nurturing holistic child development, we prioritize encouraging children to utilize their knowledge and skills positively and productively. Our approach is tailored to build confidence and promote independence while fostering a diverse range of talents and abilities, such as:

- Language proficiency, written as well as spoken Logical, arithmetic, and analytical skills Conceptual and factual knowledge.
- Ability to use Media and Technology for learning and development Platforms to nurture problem-solving skills, creativity and innovation.
- Opportunities for various forms of art Opportunities for various physical development such as games and sports

CONCLUSION

In our journey of nurturing young minds, witnessing the spark of ambition igniting within our students is unparalleled. Inspired by space exploration and remarkable figures like Mr. Abdul Kalam, students express their aspirations, from aspiring scientists to zookeepers or metro drivers, seamlessly integrated into their curriculum to inspire a pursuit of education, expand their knowledge base, and develop their skill sets. Some students' unwavering determination to pursue their dreams brings joy to their parents, reflecting on a year filled with growth opportunities. Committed to students' success, we renew our dedication to nurturing each child's potential as we close another chapter, carrying invaluable lessons and shared memories. United in our pursuit of excellence, we extend gratitude to all who have journeyed with us, eagerly anticipating the adventures ahead.





2. COMMUNITY EDUCATION CENTER

INITIATIVES FOR CHILDREN, YOUTH, FAMILIES & COMMUNITY

Karunakarya's community initiatives are strategically organized into four key categories, each meticulously designed to cater to the unique requirements of our diverse focus groups: Child Programs, Youth Programs, Family Programs, and Community Programs. Our operational scope primarily encompasses eight villages surrounding Erailur. Through holistic efforts directed at these focus groups, we are dedicated to realizing our organization's vision and mission by empowering communities to take ownership of their growth journey. To facilitate this transformative process, our staff underwent a series of vision cascading and capacity-building workshops. These sessions, including the Holistic Development Workshop and Empowered Worldview, were specifically crafted to equip our team with the tools and mindset necessary to embrace a new approach to our work.

FOCUS OF THE YEAR

- This year, our overarching goal is to enhance our impact within these villages through a more cohesive approach. To facilitate this, we have introduced a novel initiative called the Family Forum. Moreover, existing programs dedicated to children and youth have been harmonized to ensure a collaborative effort in village development. Community visits and relationship building with stakeholders were given a priority.
- We also rolled out online student attendance tracking system to enable data available for the visual dashboard and launched to beta version of the dashboard.
- To enhance quality of student learning and to equip our facilitators, dedicated measures were taken such as an exclusive staff to monitor learning module implementation and training of facilitators with respect to delivering academic inputs for students.



Discussion on Relationship building among students and staffs

- We have also done a comprehensive medical screening for all students partnering with a newly opened medical college on general paediatrics/general medicine, dentistry, and ophthalmology.

THEME OF THE YEAR 2023-2024

In the year 2023-2024, our central theme was "Love and Kindness," aligning closely with Karunakarya's core value of "Respect for All." This theme underscores our commitment to fostering a culture of empathy and understanding. In our evening tuition classrooms, we actively promote these values by recognizing and appreciating positive behavior among participants. Additionally, we organize special events centered around the theme to facilitate a deeper understanding among our students.

Why Love and Kindness?

Children are influenced by the environments they inhabit, including their families and communities. Unfortunately, many of these environments are marked by violence and disorder, lacking positive role models for our youth to emulate. Therefore, it becomes imperative for us to instill values of love and kindness while actively promoting positive behavior among our participants. By doing so, we aim to create a nurturing and supportive environment where our students can thrive and develop into compassionate individuals.



Workshop and training on innovation and skill development



Building friendship across the communities

INITIATIVES, PLATFORMS & PROGRAMS FOR CHILDREN

OBJECTIVE OF THE YEAR

The objective of our child development programs is to see Children are educated and equipped to value themselves, families and others. We are functional in 8 villages with 9 centres and a total of 287 students enrolled in these centres.

FOCUS OF THE YEAR

To enable this change the desired change and to meet our objective, we utilize evening classes as the primary platform and focused on deliver the following in this year:

- Conduct regular ELC to impart literacy
- Imparting values & life skill education
- Organizing talent events and sports & Skill building workshops (as part of the regular program, i.e. child journalism, magazines workshop)
- Forming and strengthening of children club and parliament

EVENING LITERACY CLASSES

Daily Literacy Classes & Developmental Programs

* BUILDING SKILLS FOR SELF-RELIANCE *

Karunakarya's flagship program, the Evening classes, has transformed from a traditional tuition centre to a structured initiative with various support systems for student learning and behavioral development over the years.

Three key components of these evening classes include:

- Literacy Development (LSRW Skill) through an in-house curated learning module focusing on Reading, Writing and Arithmetic,
- Behavioural Development with a focus on integrating values into our deliverables, particularly through Arts & Crafts, and Leadership Development (Child Parliament) by engaging students from VI grade onwards in addressing child-related issues.



Activities conducted during evening class learning centers



Children at the Evening Class practice their foundations in the module lessons, do their homework, and prepare for assignments.

LEARNING MODULES AND ACADEMIC DEVELOPMENT

This year's focus has been on enhancing quality through gap analysis, streamlining learning module implementation and assessment systems, and facilitating upskilling of facilitators. An Academic Coordinator has been recruited to ensure prompt implementation of learning modules. Pre-assessment of students' Reading, Writing, and Comprehension skills in English, Tamil, and Mathematics is conducted at the beginning of the academic year. Inter-assessments are carried out at specific intervals to track progress and improve students' language skills to foster independent learning. The digitization of module content in English, Tamil, and Mathematics has been completed, with plans to publish modules and workbooks in printed format for easier implementation.

CONTINUOUS LEARNING

Identifying suitable facilitators matching quality standards and community passion remains a challenge in villages. A mentorship model is being developed to train potential youth to conduct centres according to requirements, while also receiving academic and career support. Meanwhile ongoing training sessions and reviews were conducted to upskill and guide our facilitators.

DATABASE MANAGEMENT

Our year-long endeavor to enhance student database management and integrate online tools has achieved a significant milestone. We have successfully implemented an online attendance system for evening classes and special events, alongside a customized online registration form, courtesy of our tech partners at Bhumi. With the

invaluable support of our intern, Alden Sankey, a postgraduate of Statistics from Central University of Haryana, our team has achieved a commendable 90% integration of student information online. Additionally, beta versions of data visualization dashboards have been launched, facilitating the analysis of student participation patterns and their correlation with various parameters. This project holds promise for integrating student learning progress and measuring behavioral improvements in the future, reflecting our commitment to continuous enhancement in educational practices.



Art and craft works

A BRAND-NEW FACILITY

A dedicated facility for evening classes has been established in Vattambakkam village in collaboration with a community member, addressing the need for workspace and enhancing program quality implementation. Plans are underway to revamp facilities in other villages identified for improvement in the upcoming academic year.



* EQUIP TO UNLEASH POTENTIAL *



An educational excursion to guindy National Park and Brilla's Planetarium

TO THE WORLD OF SPACE

In April, children ranging from grades one to six, enrolled in CEC, embarked on an educational excursion to Guindy National Park and Brilla's Planetarium. This outing was meticulously designed to ignite their curiosity about astronomy and the wonders of space. Entering a state-of-the-art theatre, students were captivated by a mesmerizing 5D virtual reality show, gaining a glimpse into the vast expanse of the cosmos. Subsequently, amidst the lush surroundings of Guindy National Park, the children immersed themselves in the exploration of reptiles and the breathtaking beauty of nature. The excursion proved to be an unforgettable experience, providing the young learners with opportunities to delve into realms they had never before encountered. It was a journey filled with awe and wonder, fostering a sense of wonderment and discovery among the students, leaving an indelible mark on their young minds.

BREAKING BARRIERS TOWARDS EXCELLENCE: PRIYANKA'S SUCCESS

Priyanka (name changed), a vibrant 5th-grade student at Koolankalcherry Government Primary School, is a shining example of resilience in her Irular community. Despite her parents' separation, she is raised by her grandmother and shows exceptional dedication to education in a community where schooling is scarce. Through our Evening Class in her village, Priyanka receives crucial academic support from our team. Her outstanding performance as a class topper recently earned her selection among 25 students in Kanchipuram district for a



prestigious screening process, part of a government-private partnership providing educational opportunities in a model school. With personalized coaching from our team and support from the school headmistress, Priyanka's selection underscores her potential and the transformative impact of educational initiatives in underserved communities.

FOCUS ON BEHAVIOURAL DEVELOPMENT

* NURTURE INTEGRITY & RESPONSIBILITY *

Efforts to promote positive behaviour and good conduct among students have led to the development of a framework linked to a reward system. In commemoration to the Independence Day on 15th of August, students and facilitators collaborated to form classroom rules through an activity to together address behavioural issues and general discipline.

ANNUAL THEME: LOVE & KINDNESS - CHILDREN'S DAY CELEBRATION

Children's day is commemorated on November 14th every year in India. We utilise this opportunity to engage with our children in a more focussed and meaningful manner, addressing some of their needs. This year, the theme was on Child Protection emphasising the Karunakarya Value, "Respect for All". Cultural performances by the children and insightful presentations by Child Parliament members illustrated their roles and responsibilities in ensuring a protected and safe environment for children. Along with CEC children, parents, and village stakeholders, also attended these events fostering a collective celebration of safeguarding children and cultivating a culture of respect for all. The program fostered meaningful interaction with the community, facilitating the sharing of important information about family forums and skill development activities.



Classroom rules orientation



CEC Children's day program

x Feedback & Impact

At the Children's Annual day event I learnt kindness and love and understood all humans are good and equal. I realise I am a special person. I resolve not to be addicted to internet. (Jebaz, Student from Gunduperumedu)

CHILDREN'S ANNUAL DAY

The Annual Day for CEC Children on December 2, 2023, brought together 123 participants under the theme of "Love and Kindness," aiming to instill empathy and inspire positive societal changes. Children actively participated in various activities throughout the event, showcasing their talents to promote these values. Led by Ms. Metlida from Aide et Action and her team, the program sessions were carefully designed to resonate with the children's enthusiasm, using innovative methods to facilitate creative interactions aligned with the theme. This resulted in a deeply enriching experience that not only increased participant engagement but also left a lasting impact, reinforcing values of compassion and empathy. Children actively contributed to the program's execution, showing their dedication to embodying love and kindness. Additionally, an integrated talent show recognized the children's commitment to consistency and discipline, highlighting the importance of their conduct in building a harmonious society.



CEC Children's annual day

COUNSELING AND PERSONAL CARE

At Karunakarya, we prioritize individualized care for every child. Our committed counselors personally visit the homes or schools of children requiring attention, collaborating with parents and teachers to tackle their issues effectively. Tailored one-on-one counselling, therapy, or necessary interventions are promptly provided, with diligent follow-ups. Additionally, we've conducted IQ assessments for all children, enabling us to identify those who may benefit from specialized teaching methods and content delivery. This comprehensive approach ensures that each child receives the support and resources they need to thrive academically, emotionally, and socially.



Counselling and IQ assessments



Medical screening organized

MEDICAL SCREENING

We focus on the holistic development of children and see poor health could hinder a child's academics as well as life in general. This year we organized a comprehensive medical screening for all our Evening Class students, focusing on general medicine/pediatrics, ophthalmology, and dentistry. This was possible to the collaboration made between Karunakarya and Rajalakshmi Health City, an emerging medical college in the neighbourhood.

* EMPOWERED TO OVERCOME AND IMPACT OTHERS *

A SIMPLE INITIATIVE - A NEW OPPORTUNITY

In the outskirts of Nattarasanpettu village resides an Irula tribal community. Despite past unsuccessful attempts, a CEC student of Class IV, demonstrated remarkable leadership and inclusivity by inviting two girls from the Irula hamlet. With parental consent, these newcomers then extended an invitation to another friend. The girl's initiative not only promotes inclusion but also creates opportunities for our team to establish connections with their families, potentially reaching the entire community in the future.



Upliftment caused by an simple implementation

x Impact Observation

Suresh (name changed), an eighth-grade student from Koolankalcherry, was skipping school unnoticed by his parents, meticulously pretending to attend classes. His mother, unable to detect his deceit, only discovered the truth in April 2023 when a concerned neighbor intervened. Distressed, she sought help from our CEC facilitator. With compassion, Durga addressed the issue with Suresh, who subsequently began attending classes regularly, including evening sessions organized by Karunakarya. When Suresh faced health issues, Karunakarya's medical screening program provided assistance and follow-up care. A year later, he has transformed into a dedicated student, consistently attending school and showing remarkable progress and resilience.

x Feedback & Impact

Sports events are really interesting. We are thankful to Karunakarya for organizing a volleyball coach and proving sports kit for us. (Kishore, Youth from Vattambakkam)

* NURTURE INTEGRITY & RESPONSIBILITY *

CHILD PARLIAMENT

Child Parliament is an effective leadership forum for young students to take responsibility for themselves and their community's welfare. Students engage, discuss and debate social matters that concern them and take ownership of improving their places. They also get involved in civic issues where they could bring change. Each member holds a portfolio aka "Ministry" to look after specific matters of interest. Child parliament occurs once in 15 days and students above VI grade participate. This year's child parliament initiative started with the publishing of Child Parliament manual and a comprehensive training in March 2023. In October 2023, a subsequent workshop focusing on Child Parliament was held to sustain the momentum and refine the facilitation and execution skills of our student leaders.



Classroom rules orientation

THE PROBLEM TREE ANALYSIS AND ITS IMPACT

In the Child Forum in one of the villages we initiated a "Problem Tree Analysis", which is an exercise to analyse the root cause of a problem and helps to find the solution to it. The children expressed many issues, such as teachers in school using mobile phones during classes, a teacher using tobacco products in school, unsafe commuting to schools for girls, etc. The children were given guidance how they can address some of these issues at their possible level as part of their Child Forum activities.



Child parliament problem solving tree

OBSERVATION OF A GOVERNMENT BODY MEETING

The representatives from six of our Child Forums had a unique opportunity to attend Grama Sabha (local village government body) hosted by respective local government units on 15th of August, commemorating Independence Day of India. Students and facilitators witnessed how local issues are debated and solutions framed by elected representatives.

* EMPOWERED TO OVERCOME AND IMPACT OTHERS *

A PETITION FOR A VILLAGE LIBRARY

Recognizing the significance of reading, our evening classes emphasized its importance to students, particularly in a village where a culture of reading was lacking, despite many being first-generation graduates. Accessing local newspapers required a journey of around 12 kilometres, highlighting the need for a public library and reading room in Eraiyur, as identified by our child parliament leaders. Presenting a proposal to the village leader, our student leaders advocated for this necessity. In March 2024, our efforts bore fruit when we received an invitation to the opening of a library facility in Eraiyur, made possible through CSR funding, marking a pivotal step in fostering literacy within the community.

EMPATHY LEADS TO RESPONSIBILITY

A proactive student from Navalur faced a distressing family situation leading to school dropout, raising concerns about potential influence from peers engaged in substance abuse. To mitigate risks, the family relocated the teen to aid a friend in farming activities in another village. Prompted by one of our child parliament leader, our staff intervened. Upon visiting, we found the teen involved in agricultural and cattle herding work. Counselling sessions with the parent and teen ensued, with plans to reintegrate him into school next academic year. Additionally, efforts are underway to enrol him in a student hostel, fostering a supportive environment conducive to his academic and personal growth.

RESTORING BUS FACILITY

Siruvanjur and Nattarasanpattu villages fall under the governance of Nattarasanpattu Panchayat, situated approximately 7 kilometers away from the main road with access to public transportation. Many children rely on walking or hitchhiking to reach school if private arrangements aren't possible. Recognizing this issue, our child parliament leaders debated and drafted a petition, with facilitator and staff support, urging for extended public transport. This petition was submitted to the panchayat leader who collaborated with government officials. Through collective efforts, buses were reintroduced to the village in September 2023, marking the first service post-Covid-19 lockdown, significantly enhancing accessibility for residents.

CONCLUSION

Children at Karunakarya have been presented with a plethora of opportunities and enriching experiences through our diverse range of activities and programs. These initiatives not only foster a strong sense of teamwork and belonging among the participating children but also fuel their desire for personal growth and development. However, we recognize the need to enhance participant regularity to maximize the impact of our endeavors. By ensuring greater consistency in attendance, we aim to amplify the positive outcomes and benefits derived from our programs, thereby further empowering the children to thrive and succeed in their educational and personal journeys.



Wider range of activities are practiced till now to develop the childrens of the community

INITIATIVES, PLATFORMS & PROGRAMS FOR TEENS & YOUTH



Exploring new places offers a platform for learning new skills

Young adults and youth represent a highly promising demographic yet engaging them effectively for training and development requires a blend of entertainment and education. Particularly in the aftermath of the COVID-19 pandemic, we observed a decline in youth participation in meetings and programs. Concurrently, concerning trends such as school and college dropouts resurfaced, alongside a disturbing rise in substance abuse among underage boys and instances of juvenile delinquency.

PROGRAM OBJECTIVE

Our goal is to empower young people to be responsible for themselves and towards their communities and be self-reliant. To enable this we aim to engage with youth in the age group Karunakarya team devised a strategic approach emphasizing relationship-building and fostering friendships among young adults. Our aim is to address their life challenges comprehensively and provide essential support for their personal growth and development.

We used the existing program platforms, which are:

- Awareness & Exposure Programs (Life Skills & Values, Field Trips, Talent workshops)
- Teens And Youth Clubs (Sports Activities & Leadership Development Programs)
- Skill Development Courses, Career Preparation Programs



Training for skill development

OUR FOCUS OF THE YEAR

The team engaged in thorough discussions regarding the community's needs in youth development, leading to a focused strategy on the following aspects:

- Form And Strengthen Youth Clubs / Sports Clubs
- Train Youth On Leadership Development
- Offer Career Guidance And Skill Development

Our ultimate aim for youth realize our goal of empowering youth to drive sustainable success and positive change within their communities. We have paid personal attention to youth who needed guidance with respect to career and life and persistently working towards making an everlasting impact.

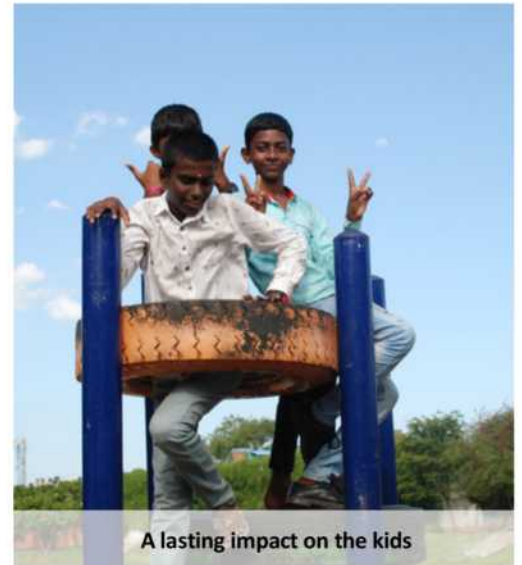
AWARENESS & EXPOSURE PROGRAMS

* NURTURE INTEGRITY & RESPONSIBILITY *

A TRIP TO REMEMBER

The teens and youth of Karunakarya embarked on an enriching exposure visit to Chennai city on June 29, 2023. While our target villages are in close proximity to Chennai, for many from these suburban areas, experiencing city life remains a distant dream. This meticulously planned excursion aimed to provide an unforgettable experience, blending learning with enjoyment for our participants. A group of 60 teenagers and youth were treated to a visit to the historic Egmore Children's Museum, where they explored diverse exhibits arranged around various themes. Each student was equipped with trivia sheets to document their observations and learnings. Following a satisfying lunch, our journey continued to the Chetpet Eco Park, offering students the chance to revel in boat rides and extensive playtime amidst nature.

The highlight of the day was undoubtedly the return trip via Chennai Metro, a first-time experience for many, including Ritika of 12th Grade, our CEC member from Siruvanjur. Her excitement mirrored that of her peers who cherished the moment as a lifelong memory. Overall, the trip not only left a lasting impact on the students but also provided valuable bonding opportunities for our facilitators and staff, strengthening our sense of bonding.



A lasting impact on the kids

YOUTH ANNUAL DAY CELEBRATION

The Teen and Youth Annual Day celebration on November 25, 2023, drew 77 participants from the Community Education Center (CEC). Themed "Love and Kindness," (our annual theme) it aimed to foster compassion, educate on etiquette, and inspire positive change. Activities showcased talents and dedication to these values, emphasizing social responsibility. Distinguished speaker Mr. Robin led sessions tailored for youth engagement, emphasizing love and kindness through presentations on skill development. Teen participation was active, with involvement in program execution and a talent show, promoting punctuality and discipline.

Overall, the event provided transformative experiences, advocating for compassion and empathy.



Youth annual day

TEENS & YOUTH CLUBS & SPORTS

* NURTURE INTEGRITY & RESPONSIBILITY * EQUIP TO UNLEASH POTENTIAL *

A PLATFORM FOR MANY OPPORTUNITIES

Our dedicated staff members actively participate in sporting activities such as volleyball or football, fostering bonds with the youth. Additionally, we seize the opportunity to impart valuable insights on career paths, life skills, and positive behaviours during these interactions. This initiative serves a dual purpose: firstly, to establish connections with the youth, encouraging their participation in other programs; and secondly, to identify and nurture exceptional sporting talents within the community.



Football training

Through sports, we aim to empower youth, instilling values of teamwork, leadership, and personal growth, contributing to broader societal advancement. Sports serve as a powerful global tool for development, fostering community engagement and facilitating meaningful interactions with young people to drive social change. At Karunakarya, we utilize sports initiatives in various locations. In Vattambakkam, Koolankalcherry, and Gunduperumedu, we spearhead exclusive sports programs aimed at nurturing youth development.

YOUTH ENGAGEMENT IN VATTAMBAKKAM: The impact of the “Problem Tree Analysis”

In Vattambakkam, we organized a participatory rural appraisal exercise on November 18th, with the objective of fostering community rapport and laying the foundation for a future youth club. Prior to this, our coach, Mr. Venkatesh, actively engaged the youths in sports coaching sessions, igniting their interest in sports learning, as evidenced by their enthusiastic participation in the sessions. Subsequently, on the same day, we conducted a Problem Tree Analysis (PTA) session with the youths, delving deeper into the education-related issues prevalent in the community. During this session, the youths candidly shared their concerns, ranging from drug availability and abuse to educational challenges and lack of positive role models. The solutions proposed by the youths encompassed various areas, including career guidance, parental involvement, extracurricular activities, sports promotion, and skill development opportunities. Additionally, they emphasized the importance of recognizing local talent and prioritizing youth development by local authorities. Through this analysis, we uncovered hidden talents like gymnastics prowess, highlighting the need for better recognition and support for individual achievements. Overall, the event facilitated stronger connections with the youths and empowered them to actively engage in their own development, signalling a promising step towards addressing community challenges collaboratively.



Youth sports



Kids warming up

*** EMPOWERED TO OVERCOME AND IMPACT OTHERS ***

A HUMBLE REQUEST WELL REWARDED

In Vattambakkam, we launched dedicated sports for teens and youth, providing professional volleyball coaching. However, the absence of a suitable playground hindered effective practice. Our staff empowered child parliament members involved in sports initiatives to address this issue. During the Grama Sabha gathering on August 15th, our student leaders raised the concern, urging authorities to utilize the local school playground. Acting swiftly, the leader appealed to the headmistress present, who graciously permitted students to play on school premises. Furthermore, the local leader arranged for floodlights to ensure safe play during dusk, demonstrating a commitment to enhancing recreational opportunities for the community’s youth.



Volleyball coaching

SKILL DEVELOPMENT ACTIVITIES & CAREER PREPARATION

* BUILDING SKILLS FOR SELF-RELIANCE * TALENT BUILDING: PHOTOGRAPHY WORKSHOP

Journalism students from Madras Christian College, interning with Karunakarya, spearheaded a series of photography workshops for teenagers and youth within the organization. A total of 6 sessions were conducted from July 21, 2023 till October 20 2023. The workshops, designed to expose rural youth to the art and techniques of photography, covered a range of topics including the fundamentals of photography, types of cameras and their features, different shooting modes, composition techniques, and framing.

A SIMPLE BEGINNING – A NEW PERSPECTIVE

The primary objective behind these workshops was to nurture talent among rural teens and youth, providing them with a platform to explore their creative potential. One notable outcome of these sessions was the remarkable journey of Antony (name changed), a child parliament leader from Navalur. Inspired by the workshop, Antony participated in a short film competition organized by his school. His talent and dedication shone through as he progressed through several stages of the competition, ultimately clinching victory at the zonal level. Through initiatives like these photography workshops, Karunakarya continues to empower rural youth, enabling them to discover and showcase their talents on broader platforms, thereby fostering personal growth and community development.



Antony, a child parliament leader from Navalur

UNLOCKING NEW HORIZONS - ENGLISH LANGUAGE COURSE

In the words of Pandit Jawaharlal Nehru, "English is our major window on the modern world." In today's dynamic educational and professional realm, language proficiency is not just advantageous but imperative for accessing numerous opportunities. At Karunakarya, we understand the importance of overcoming language barriers to empower our youth to seize these opportunities. It's our responsibility to equip them with the necessary skills for success in their careers and lives. Hence, we've initiated English language courses at our Eraiyur campus, designed to complement their academic curriculum. These fortnightly sessions, led by consultant Mr. Paulaiiah and supported by Mr. Vignesh, cover essential topics like English Communication and Reading Practices. Our aim is to remove language obstacles, enabling our youth to thrive in an interconnected world.

* NURTURING FIRST-GENERATION GRADUATES *

(A Comprehensive Approach To Youth Education And Career Development)

In our community, where many youths are the first in their families to pursue higher education, supporting them on this journey is paramount. Our talent-building programs offer diverse skills and opportunities, while our career guidance initiative aids high schoolers in discovering their passions and achieving success in their chosen paths. We provide crucial support for students who have dropped out of high school or college, facilitating their re-entry into education. Additionally, we assess the career interests of middle schoolers, guiding them in selecting the appropriate academic track for high school.



Career guidance consultation for teens

x Impact Observation - Potential Unleashed

Revathi attended Karunakarya night school for a few years and looks back on a fulfilling time where she always felt supported. She participated in many fine art activities at Karunakarya where she discovered her talent. When she decided to pursue a fine arts education, she dreamed of enrolling in one of the best schools, the Government College of Fine Arts in Chennai.

Due to stiff competition and limited experience, she could not pass the entrance exam. With our support, she found an interim solution and completed a one-year certificate program in digital design, and we found an art teacher who was willing to prepare her for a retry for the entrance exam. She then passed this with notable success in 18th place out of 90 available. Now she is happily studying at the college, and we have provided her with the course tools and materials to ease her financial burden. She thanks Karunakarya for helping her discover her passion and for becoming a more compassionate and confident person who is now ready for a new chapter in life and a world of opportunities.



Revathi

x Feedback

Being a college student myself without professional training in teaching, sometimes, I found it hard to control students and maintain classroom discipline in our CEC. This activity My Freedom, My Rules helped me form classroom rules collaboratively with students and I can always direct my students to these rules framed by them in case of any deviations. (Sai Sudarshana, CEC Facilitator, Navalur)

x Impact Observation

One of the participant of this program, Jayarani, a youth leader & CEC Facilitator was successfully placed in a multinational bank.

CONCLUSION

We firmly believe that achieving sustained success and fostering positive change among youth necessitates a persistent approach and innovative thinking in program delivery. In an era where young people are increasingly immersed in gadgets and social media, we understand the importance of adopting out-of-the-box strategies to effectively engage and inspire them. By staying adaptable and forward-thinking in our methods, we can effectively equip today's youth with the skills, knowledge, and motivation needed to become catalysts for enduring positive transformation.



Innovative activities was constantly implemented to foster positive change



INITIATIVES FOR FAMILY & COMMUNITY SUPPORT ACTIVITIES

THE VITAL ROLE OF FAMILIES

Families are fundamental for children's growth providing sustenance, shelter, and emotional support. Yet, many struggle to meet their needs adequately, leading to dysfunctional environments. Karunakarya acknowledges the vital role of families, engaging with them through home visits and special events like Pongal and International Women's Day. These initiatives aim to deepen connections and address significant issues, recognizing the importance of family dynamics in shaping children's lives.

OBJECTIVE OF THE YEAR

Communities possess resources and potential to enhance their standard of living. However, it is often the poverty mindset that impedes progress, leading them to rely on external assistance for their livelihoods.

This year, our initiatives for families and communities focused on empowering individuals to take ownership of their circumstances and drive their own growth and development. By instilling a sense of responsibility and self-reliance, we aim to break the cycle of dependency and inspire communities to harness their inherent strengths for sustainable progress and prosperity.

Through collaborative efforts and fostering a mindset of empowerment, we believe in unlocking the full potential of communities to create positive change and improve their quality of life.

FOCUS OF THE YEAR

This year, the key focus was to establish and strengthen family forums in at least 2 villages and take community connections to the next level by engaging actively with village stakeholders and other persons of influence in villages:



Struggling families, poverty

- School headmasters, village presidents, and other political and key leaders.

We want to see families and communities play an active role in holding ownership of children's growth and well-being. The result we would like to see is:

- Equipped families value and protect their children through enhanced capacity & responsible communities addressing the issues of their children and youth.

FOCUS OF THE YEAR

Community and home visits have long been essential components of Karunakarya's community programs. This year, with a deliberate aim to fortify community bonds and foster collaboration with families and community leaders, we made a concerted effort to engage with the relatives of our student participants and local leaders. These initiatives have facilitated deeper understanding and cooperation in our work, while also ensuring that parents are acquainted with our vision and objectives. By actively involving families and community leaders, we are strengthening our collective efforts towards creating positive change and nurturing a supportive environment for the holistic development of our youth.



DISASTER - CYCLONE MICHAUNG

Cyclone Michaung's flooding in Chennai and nearby areas from 2nd to 4th December 2023 severely impacted low-lying areas, notably the Irula tribal community, including Koolankalcherry village, where 14 families closely linked to Karunakarya, suffered significant damage to their traditional thatch and mud buildings. While local companies provided initial relief, long-term solutions are imperative. These include renovating roofs and converting clay floors to concrete to mitigate future rainy season damage. Upon assessing the community's needs, discussions with the village president revealed the government's plan to allocate land for the community by next autumn.

Karunakarya aims to synchronize renovation efforts with this initiative, temporarily pausing renovations. We'll reassess needs during resettlement and continue supporting the community accordingly.



An old couple of the Irula tribal community



After effects of Cyclone Michaung

FAMILY FORUMS: A NOVEL METHOD TO EMPOWER FAMILIES

Empowering Families to collaboratively explore solutions to communal challenges

* NURTURE INTEGRITY & RESPONSIBILITY *

In a significant stride forward this year, we have established Family Forums in two key villages, Koolangalcheri and Siruvanthur. These forums serve as gathering points for adult family members of children enrolled in our centres, as well as other community members interested in the development of their village's children. Through a meticulously designed program, participants are exposed to sessions derived from the Empowered Worldview module. These sessions,

These sessions, facilitated by Mr. Allen Benjamin, a seasoned consultant and community training expert, encourage reflection on identity, purpose, and local resource mobilization. Together, participants collaboratively explore solutions to communal challenges.

* EMPOWERED TO OVERCOME AND IMPACT OTHERS *

A PLACE WHERE IMPACT BECAME VISIBLE

The response from the Koolangalcheri community, particularly a tribal hamlet entrenched in poverty, has been overwhelmingly positive. Participants have committed themselves to actively enhancing their livelihoods and social circumstances. During one of the sessions, the participants were challenged to make an effort to write to the government for the allotment of a housing scheme to their community. With the assistance of the village leader, representatives from the community submitted a petition to the district collector and subsequently they got houses allotted.



Koolangalcheri community

x Impact Observation - DETERMINATION FOR CHANGE

Prema (name changed), a resilient woman from K. village, aspired for education despite her family's traditional views where education was never considered for her. She clung to dreams of learning, hoping for an opportunity in the future. Today, as a mother of three in the Irula tribe, she held onto the hope that her children would have opportunities she didn't. Marriage brought a different reality. Her husband, soon became an alcoholic, subjecting her to abuse. Fearful that her children might emulate him, Prema was determined they'd receive an education and not share their father's fate, aspiring for a more meaningful life. Struggling with debt after her son's surgery, she found support in an organization that helped her repay the debt. Inspired, Prema dedicated herself to an Evening Learning Center (ELC), ensuring her children's participation



Prema's children

With three levels of structured learning, her son, Aghesh (name changed), progressed with her unwavering support. Today, Aghesh achieved the 9th standard, a notable feat in their Irula community centered around snake-catching. Prema's story reflects determination and a mother's enduring love, breaking the generational cycle of hardship with newfound educational possibilities.

x Feedback & Impact

Despite living in poverty, our family used to borrow money every year to make some trips to other cities to fulfil certain customary and religious obligations. Attending Family Forums helped me understand the significance of living under the means and manage our finances judiciously so that we are not caught in the debt trap. (Participant, Family Forum, Koolangalcherry) [\(More impact stories available in the Intern Involvement and in Child Activities report.\)](#)

WHEN VILLAGE LEADERS UNDERSTAND TRANSFORMATION

To initiate a community forum in N.P. village, a September 2, 2023, event at the village community hall aimed to enhance understanding between Panchayat authorities and villagers. Invitations were extended to the local Village president and ward members. As an appreciation for the Village Administration's allocation of the community hall for CEC activities and recognizing a community need, we donated 100 chairs to the village community hall, well-received by

leaders, fostering meaningful interactions. Our team provided a concise overview of our village work, highlighting our mission and positive impact on youth. The village panchayat president, in his speech, commended our efforts and expressed interest in closer collaboration, aspiring to extend our initiatives to all government schools within his jurisdiction. Village leaders interacted with CEC children, distributing them water bottles and thoughtful gifts.

COMMUNITY ENGAGEMENT PROGRAMS

STRENGTHENING COMMUNITY RELATIONSHIPS

* NURTURE INTEGRITY & RESPONSIBILITY *

HEALTH AND COMMUNITY SPIRIT - PONGAL CELEBRATIONS

Karunakarya celebrates Pongal, Tamil Nadu's vibrant harvest festival, as a platform for cultural enrichment and community engagement. This year, festivities were divided into two phases: one targeting children and parents in our community education centers on January 12 and 13. As anticipation for Pongal mounted, we took a unique approach to promote awareness about healthy eating habits. Through an interactive jumbled jigsaw puzzle activity featuring food images, families engaged in discussions on nutrition and health impacts. The program concluded with the sharing of Sweet Pongal, emphasizing the festival's essence. These efforts not only honored Pongal's cultural significance but also fostered awareness and empowerment within our communities. Despite challenges like childhood anemia and malnutrition, identified during medical screenings, we remain committed to addressing these issues, particularly the prevalence of unhealthy dietary habits among village children.



Parents and children together play an activity to learn about healthy food choices

BUILDING RELATIONSHIPS: KARUNAKARYA'S PONGAL EXTRAVAGANZA IN PERIYAR NAGAR

Karunakarya orchestrated a heartwarming Pongal celebration in Siruvanjur's Periyar Nagar, predominantly inhabited by fish vendors. The event aimed to foster community bonds and uplift the spirits of hardworking individuals. Festivities included Kolam Potti, enriching the streets with colorful patterns and cultural expressions. The traditional Uriyadi game infused laughter and camaraderie among participants. Children, usually left at home, engaged in inclusive activities, spreading joy. Freshly cooked Pongal symbolized harvest spirit, shared to enhance unity. Competitions rewarded participants, emphasizing an appreciation for community involvement.



Pongal celebration at Periyar Nagar, Siruvanjur

The day concluded with gratitude expressed by local leaders and a Pongal celebration at Periyar Nagar, Siruvanjur. Karunakarya staff, highlighting the significance of such events in nurturing a close-knit society. Beyond mere festivity, the celebration became a platform for cultural exchange and community building, leaving a profound impact on attendees. We capitalize on this experience to expand our programs to this community in the future. Karunakarya staff, highlighting the significance of such events in nurturing a close-knit society. Beyond mere festivity, the celebration became a platform for cultural exchange and community building, leaving a profound impact on attendees. We capitalize on this experience to expand our programs to this community in the future.

CONCLUSION

Our family and children initiatives were designed to catalyze the growth and development of children by shifting the expectations of parents and communities from relying solely on NGOs for their development to taking ownership of their own growth and sustainable development. While these initiatives yielded powerful impacts, we encountered challenges in some villages where there was a lack of response, hindering the establishment of family forums. Additionally, we observed a concerning trend of non-participation among male members that requires urgent attention. Moving forward, we are committed to addressing these obstacles through targeted engagement efforts and tailored interventions, ensuring that all members of the community are actively involved in the journey towards collective growth and prosperity.

SPONSORSHIPS

FINANCIAL SUPPORT FOR EDUCATION, HEALTH AND LIVELIHOOD

* BUILDING SKILLS FOR SELF-RELIANCE *

EDUCATION SPONSORSHIPS

At Karunakarya, we firmly believe that a lack of resources should never stand in the way of a child or youth's potential for growth and success. That's why we are committed to providing sponsorships to ensure smooth educational and training journeys for our children and youth.

- For instance, one exceptionally diligent student named *Ranjana* who actively participated in our programs received full sponsorship for college tuition fees, enabling them to pursue an undergraduate program in commerce.
- Similarly, another talented student *Revathy*, who discovered her passion for fine arts through Karunakarya's programs, received assistance in securing a coveted seat at a prestigious fine arts college, along with a complete stationary art kit for her first year.
- Children who are enrolled in our evening classes and are in need of support for school supplies received a stationary kit (27 children from across 9 villages).
- In addition to educational support, we also prioritize the well-being of our participants. Recognizing the importance of hydration for overall health, we provided high-quality steel water bottles to all our students enrolled in evening classes, addressing a concern highlighted during medical screenings. A total of 250 bottles were distributed. This initiative ensures that every child has access to clean water throughout the day.
- In the aspect of community collaboration, we sponsored 100 plastic chairs for the village community hall of the panchayat in Nattarasanpettu. In return, they have offered us to use the room on the roof for the evening class free of cost.

SEWING MACHINE SPONSORSHIP - SKILLS & SELF-RELIANCE

Six used sewing machines we received as donation were also distributed to needy women with stitching skills. The acquiring of a machine will help them to get stitching contracts and gain some additional income to the family. Enabling them to use their skills and be self-reliant will give them the sense of dignity and make them more confident..

x Impact Observation - A SKILL UNLEASHED FOR SELF-RELIANCE

Furthermore, our commitment extends beyond educational sponsorships to practical support. Through generous donations from Karuna Creations, we were able to distribute six sewing machines to individuals from various villages. *Ranjana*, a former CEC facilitator and long-term associate, is a shining example of the transformative impact of such donations. Having received a sewing machine herself, she skilfully trained in stitching and tailoring, empowering herself



Revathy with her art kit



Students who received water bottles



Collaboration with the community



A woman presented with sewing machine

and contributing to her community's economic development. These initiatives exemplify our dedication to nurturing talent, promoting holistic well-being, and fostering sustainable growth within our community.

HEALTH & REHABILITATION

Youth *Rahul* (name changed), a resident of Navalur, had been battling osteoporosis until Karunakarya stepped in, providing comprehensive medical treatment and rehabilitation services. This year, our efforts bore fruit as Rahul received a disability certificate from the Department for Empowerment of Persons with Disabilities, Government of Tamil Nadu. We have also initiated the process for a monthly disability pension through the government, currently under consideration. Moreover, we are exploring avenues for imparting skill training to Rahul, offering potential for income generation.



Rahul with his family and Karunakarya members



Shanker after the completion of 1 month of rehabilitation program

Similarly, *Shanker* (name changed), a resident from Navalur, undergoing treatment for addiction, received consultation and therapy from the Schizophrenia Research Foundation (SCARF), completing a month-long rehabilitation program. He was trained in stationery material production at SCARF and subsequently discharged. While our financial assistance to these individuals concludes officially, our teams remain actively engaged in providing follow-up support. Our interns and counselor, Nilofer, have played pivotal roles in these endeavors.

INTERNS INVOLVEMENT



Students from the Department of Journalism, MCC

At Karunakarya, we have fostered enduring collaborations with esteemed academic institutions to collectively drive social change over the years. Social work students engage with us for NGO orientation sessions and fieldwork training in small teams, infusing our efforts with fresh energy and innovative ideas. They diligently assist individuals with diverse needs and facilitate group interventions for CEC/ARK School students. Additionally, they organize community awareness events to promote understanding in villages.

During this year, we engaged 23 interns from 4 colleges, each serving our organization for 3 months and mostly for 2 days weekly. This year, Karunakarya extended its training program beyond social work students, welcoming 10 students from Madras Christian College's Department of Journalism, from second- and third-year courses. It was our first opportunity to engage 3 interns for an entire academic year. On a special mission was Alden, a student specializing in statistics, from the Central University of Haryana who played a pivotal role in assisting the CEC team with database management.

A GLIMPSE OF INTERNS INVOLVEMENT AND ACHIEVEMENTS

- The Third-year journalism students conducted six engaging photography workshops for our teenagers, which were enthusiastically embraced.
- Meanwhile, the Second-year journalism students were diligently engaged in event photography and contributed stories for our newsletters throughout the entire academic year.

- A student from the Central University of Haryana played a pivotal role in assisting the CEC team with database management and liaising with our tech partners, BHUMI, to develop online tools for data analytics. Together, we aim to create lasting impact and foster positive change in society.
- The social work interns, Joshen and Sandiya, both from Madras Christian College, brought unique expertise and dedication to their roles. They were tasked with admitting four children from the Irular Community in Serpanancherry, who had dropped out of school, and were identified during their fieldwork activities. Joshen, specializing in medical psychiatry, conducted an impactful session on child psychology for our teachers.
- Sandhiya, focusing on Community Development, organized a transformative community event in Koolankalcherry, educating participants on kitchen gardening and providing vegetable seeds for self-reliance. She also organized a community event in Koolankalcherry, orienting participants of the Family Forum on kitchen gardening and distributing vegetable seeds for self-reliance on nutritional needs. Families were encouraged to view it as an income-generating opportunity.
- Thompson and Dhanush, specializing in Human Resources Management at MCC, contributed significantly during their fieldwork at Karunakarya. Dhanush successfully enrolled differently-abled youth, Sakthivel, in the government pension scheme for the disabled, a remarkable breakthrough in supporting their livelihood. Thompson displayed compassion by arranging transportation and accompanying an elderly couple from Navalur to receive treatment for kidney ailments.
- Four first-year MSW Youth Development students from the Rajiv Gandhi National Institute of Youth Development have successfully completed their fieldwork training at Karunakarya. Despite hailing from different states and not being fluent in Tamil, the local language, these students seamlessly integrated into our team and engaged effectively with beneficiaries. Their dedication and adaptability were evident as they successfully conducted case studies



Student of Statistics from Central University of Haryana coaching our facilitators on Data Management



Mr. Joshen and Ms. Sandhiya, students from the Department of Social Work, MCC



Student visitors from SRM University

x Feedback & Impact Observation - Sowbarnikha.S.H (Department of Journalism, MCC)

“Working with Karunakarya was really life-changing. I had a really amazing experience. I learned so many new things through them. I loved seeing those big smiles on kids for small joys. I had helped with a Pongal event for a community, and the feeling was really just pure satisfaction. The way kids ran around with happiness made me feel really happy. I developed professionally and personally a lot. I got to understand my interests in photography. I’m really proud and happy that I was part of the NGO Karunakarya, which uplifts so many communities in so many ways.”



CONCLUSION

Through a diverse array of initiatives spanning child and youth programs, community engagement, and skill-building endeavors, Karunakarya continues to forge meaningful connections and foster holistic development within the communities we serve. Our steadfast commitment to empowering individuals and nurturing community cohesion underscores our dedication to creating lasting positive impact. Intensifying community visits and working holistically on multiple focus groups was a challenging yet rewarding experience for our team. We learned several dynamics in villages and are learning to work around them to make an impact. As we reflect on our achievements, we prioritize areas to improve and remain resolute in our mission to uplift and empower, endeavoring to catalyze even greater transformations in the years ahead.



Evening Class facilitators at a training session



Children receive help in their school work, and catch motivation through genuine care



Fathers participate at the family forum sessions



A small initiatives of interns - the children show the success of the seeds planted a few days ago



KARUNAKARYA TEAM

CAPACITY BUILDING, PROGRAMS & TESTIMONIALS

Karunakarya has consistently demonstrated adaptability and responsiveness to community needs, annually adjusting its strategies and team resources accordingly. To enhance the alignment between planning and execution, the organization has revamped its planning and budgeting processes. This involved meticulous planning of program proposals and budgets well in advance, facilitating seamless implementation. Several sessions to address gaps were held to make processes smooth and easy. This year, there has been a significant emphasis on adopting a holistic development approach, prioritizing the physical, emotional, and social well-being of beneficiaries. Staff members were tasked with understanding the importance of community-based interventions and devising action plans tailored to address community needs comprehensively.

Mr. Allen Benjamin collaborated with us for three months to provide training in strategy, planning, and implementation to the project team, offering valuable insights that have shaped our planning processes and providing practical training to our teams to date. As a result, our approach has evolved to embrace a holistic framework that caters to the needs of children, youth, families, and the broader community while focusing on our vision and mission:

- Nurture Integrity & Responsibility
- Equip To Unleash Potential
- Building Skills For Self-Reliance
- Empowered To Overcome And Impact Others



Allen Benjamin at a training session

CAPACITY BUILDING & PROGRAMS

Training programs were designed to equip teams with essential skills, enhancing their understanding of project requirements and organizational expectations. This fostered improved collaboration and communication, nurturing a cohesive team environment. Initiatives were carefully aligned with the organization's vision and mission, ensuring staff felt valued and connected to the broader mission. Additionally, numerous team-building events were organized to further strengthen bonds among staff members.

TRAINING ON HOLISTIC DEVELOPMENT APPROACH

Holistic development is fundamental to addressing the comprehensive needs of individuals and communities, acknowledging that well-being encompasses physical, social, and emotional dimensions. Our organization has embraced a holistic development approach rooted in values and principles, aiming to empower individuals and communities to

to thrive and achieve sustainable development. These values guide our actions and decision-making, ensuring that our programs are ethical, inclusive, and culturally sensitive. Our empowerment program must focus on skill-building, education, and capacity-building initiatives through which we aim to cultivate self-reliance, resilience, and sustainable development.



EMPOWERED WORLDVIEW WORKSHOP

The Empowered Worldview model ignites deep and enduring community transformation, especially when combined with other project models. It functions as a behavior change framework, targeting dependency mindsets while fostering individual empowerment. Its curriculum delves into identity, self-esteem, hope, and future aspirations, elevating empowerment levels. Participants are motivated to build connections across diverse viewpoints and work together towards common objectives. They are empowered to embrace courage and unleashing their potential, leveraging resources creatively to enhance the well-being of their families and communities.

x Feedback & Impact - Jeyarani (Evening Class Facilitator)

“This workshop has been an eye opener for me to understand that a problem must be addressed from its roots rather on the surface. Previously I used to look at only the problems faced by the community children. But Now I have learnt that a problem must be taken care of from its root cause.”



x Feedback & Impact - Saraswathi (Teacher)

“The session and the activities conducted during the training was an eye opener to me about teamwork and coordination. I was also reminded of that me being responsible to bring about a change in students’ life, which in turn creates a ripple effect in the families and then in the community.”



x Feedback & Impact - Anjali (Housekeeping)

During our teachers' day celebration, "The Chief Guest's experience of how he took advice from his teacher and handled failures in his life was a great motivation to me. I am inspired to handle my life situations so that I can turn my stepping stones to success and be a beacon light to others."

**RECREATION TRIP FOR STAFF**

The staff trip on September 9, 2023, aimed to foster team bonding and offer a refreshing break from work routines. Activities included mall exploration (a new exposure for many employees from the villages), a beach visit, and a buffet lunch, all intended to strengthen team relationships and provide relaxation amidst busy schedules. The beach outing offered a serene setting for relaxation, with staff engaging in games and leisurely walks. Sharing a meal together further promoted unity and belonging. This excursion provided a valuable opportunity for employees to recharge, boosting morale and productivity upon return.

x Feedback & Impact - Blessy (Evening Class Facilitator)

"I had an unexpectedly wonderful time during the staff trip. The other department staff were surprisingly friendly, which I didn't expect. Exploring the city and mall was stunning, and the beach activities provided a great stress-relieving experience Overall, I enjoyed the day wholeheartedly."

**KARUNAKARYA'S 22ND ANNIVERSARY**

On the 18th of November 2023, we celebrated a thanksgiving Fellowship with all Staff to remember the journey of Karunakarya for the past 22 years. A presentation that depicted the achievements and milestones of Karunakarya was made by the admin team. This was an eye-opener for many newly joined staff to understand the journey of Karunakarya over the years.

x Feedback & Impact - Blesson (Social Worker)

I was moved to see that a humble beginning of a transit school for the dropouts has now developed extending their support to various sectors like children, youth, families, and communities. I was amazed to see that once there was a Karuna Creation unit and the products were sold as a part of social entrepreneurship. I was able to sense the efforts taken by the directors and teams to bring the organization to this level. I am very happy to be a part of Karunakarya at this stage and I would like to thrive and involve myself for the vision of Karunakarya in the future years.

**x Feedback & Impact - Beulah (Teaching and Social Work Assistant)**

To see the work of Karunakarya in the Tsunami affected area was mind blowing. I understood the impact that Karunakarya was trying to make in the community to stretch another extra mile and help the needy. I was also impressed by the effort taken by the Community Development team for doing the relief work during the covid period and help the people whose livelihood was affected.

**WOMEN'S DAY CELEBRATION**

On March 9, 2024, our male staff organized a Women's Day program to honor the achievements and contributions of women in our community. Mrs. Rachel Jacob, Head of the Journalism Department at MCC, graced the event as the chief guest, inspiring attendees with her insights. In her address, she stressed the significance of women taking control of their empowerment and urged them to uplift and support each other, emphasizing the strength found in solidarity and collective empowerment.



x Feedback & Impact - Latha (Teacher)

I felt incredibly encouraged hearing from the men of our organization about me. It made me feel truly valued and special that day. I'm going to use this motivation to fuel my own self-motivation and to inspire others, including the men I encounter daily. As a woman, I aspire to be a source of inspiration for others and our community.



GOODBYE'S AND NEW BEGINNINGS

In 2023–24, key staff transitions occurred within the organization. Ms. Nilofer, the ARK school and community projects counselor, departed in October, leaving behind a unique understanding of children's needs. Ms. Sathya, a teaching and social work assistant and a passionate young woman who loved the children dearly, relocated due to marriage. Mr. Joshua Billy Graham, Project Coordinator of the Community Education Centre, concluded his impactful five-year tenure to pursue career growth. His leadership facilitated the effective operation of the evening learning centers by engaging stakeholders and collaborating with government bodies to maximize program benefits, notably during the COVID-19 pandemic. Social workers Charles Vickas, Blesson Levi, and Buelah joined the team in June, contributing to holistic initiatives for children, youth, families, and the community. Additionally, an Academic Coordinator role was established to ensure quality at Community Learning Centers, led by Mr. Vignesh since February 2024. This role focuses on managing and enhancing evening learning centers, including the implementation of the Triple-R Module to bolster students' foundational skills.



Mr. Joshua Billy Graham's farewell

CONCLUSION

This year, our focus has been on elevating staff capabilities through targeted training initiatives aligned with our organizational vision, mission, and values. We've witnessed a significant shift in staff mindset and approach, with a deeper understanding of our organizational ethos and a stronger commitment to our mission. We understand that investing in staff development is essential for both individual growth and the long-term success of our programs. With an empowered and aligned team, we're poised to achieve greater milestones and make a lasting impact in the years ahead.

Impressions from Staff training sessions, programs and get-togethers





Charles Vikas

(Social Worker,
Community Education Centre)

“ I work in CEC department where I get the opportunity to work and meet different communities of people to help people to help themselves. The working environment in Karunakarya is pleasant and holistic and there is professional and personal growth to me. I’m highly contented with my job in Karunakarya! ”



**Durga (Beulah) (Social Work Assistant,
Community Education Centre)**

“ I work in CEC department. The working environment in Karunakarya is peaceful. I’m working with children, youth, family and community. The organisation helps me to understand my potential and I apply it in the field. I’m learning new things everyday. I have a passion towards social work. The organisation paves a way for me to work in social work field. ”

TESTIMONIALS FROM STAFF & INTERNS



Newbin Santhosh
(Program Director,
Community Education Centre)

“ The remarkable collaborative work culture within Karunakarya is inspiring. The seamless cross-functional and interdepartmental interactions aimed at achieving shared objectives never fail to impress me ”



Blesson
(Social Worker,
Community Education Centre)

“ Working at Karunakarya has taught me moral values. As a fresher, this organization has given me the opportunity to work at the grassroots level, thereby improving my professional skills and deepened my understanding of life’s purpose. ”

APPENDIX - PROJECT PROGRAM LISTS & STATISTICS

2. THE ARK NURSERY & PRIMARY SCHOOL

Date	Assembly	Learning Objective
16.-19.06.2023	Welcome Assembly & Student Orientation on Rules & Readiness	To prepare students for the new academic year and help them to understand and follow the school rules and regulations
Every Friday	Student's weekly Assembly - Based on their Curriculum	To build confidence to perform & present before their class, school and parents without stage fear
14.07.2023	Chandrayaan 3 Launch - Special Assembly 1	To Kindle their interest and awareness about space
15.08.2023	Independence Day - Special Assembly 2	To promote love for the country, remember the sacrifice of freedom fighters
26.01.2024	Republic Day - Special Assembly 3	To remember the formation of our country and our National Constitution
Date	Academic learning	Learning Objective
Weekly 1 class	Media Classes	To stimulate interest in Science and Technology, building vocabulary - (Space & Space station, Chandrayaan 3, Railway Locomotive, Aerodynamics, Elephant Toothpaste)
June - Aug. 2023	Talent Expo 1 - Story Telling competition	To Kindle the imagination skill and train the concepts of story telling
Oct. & Nov. 2023	Talent Expo 2 - Percussions, Songs, Show & Tell	To learn about different rhythms, how to describe the significance of daily used objects
July & Nov. 2023	KG: Hands on Activity	To conduct various activities on the different themes and concepts to develop their knowledge and cognitive skills.
25.08.2023 & 12.02.2024	STD: Hands-on Activity (People who help us & Sandwich-making)	To exhibit different names of the professionals and to learn kitchen vocabulary
Sep. - Oct. 2023	Talent Expo 3: Junk Ark, Model Making & Drawing	To promote independency in preparing their own models and learn to extract and prepare the content for presentation
26.10.2023	Tamil Exhibition: Language Expo	To kindle their creativity by recreating models or projects based on innovations based on their lesson Inventors and their creations
27.10.2023	Common notice board activities	To Kindle creativity and inculcate learning habits by solving different activities on the notice board
20.12.2023	Talent workshop 1: Photo Frame making with Fabric	To stimulate creativity, imagination, innovation and aesthetic sense and practice fine motor skills
10. & 11.01.2024	Talent workshop 2: Cake baking	To enhance creativity and fine motor skills and to strengthen vocabulary knowledge

02.02.2024	Talent workshop 3: Aerodynamics (1-5), Color Day (KG), Fireless cooking (1-2), Gardening (3-5)	Create interest in Science and understand the concepts of flying, the primary colours, and learn about gardening and cooking without fire
23.02.2024	Talent workshop 4: Bird Watching	To develop the love for nature, vocabulary expansion, to learn and appreciate about the birds and their characteristics, and about ecological balance
15.03.2024	Talent Expo 2 – LSRW Activities	To build the capacity of the children to comprehend and use effective interpersonal communication
Date	Special Days - Programs	Learning Objective
05.09.2023	Teacher's day celebration	To promote unity and respect towards each other
Oct 2023 & Feb. 2024	Excursions: Vandalur Zoo (KG), Aquarium, Traffic park & Metro ride (3-5), Fanus Bird Park (1-2)	To experience what they have learned in the classroom and stimulate the explorer spirit
14.11.2023	Children's Day	To educate the importance of education in life and practice empathy for peers
01.& 26.11.2023	Unique Karate Tournament & Karate practice	To inculcate self confidence and self control
23.03.2024	Karate Grading Exam 1 & 2	To give the students an opportunity to graduate one more grade/belt in Karate skills
Date	Major Programs	Learning Objective
12.08.2023	Annual Sports Day: Theme: Stick together	To build their physical strength through sports, games and value team spirit
16.12.2023	Family fest: Theme: My dream for my Family	Celebrating Families by nurturing parental responsibilities, and ensuring a healthy home environment for children
02.03.2024	Annual Day Celebration Theme: Your Door to Your Future	To prioritize education and to realize it's value.
13.04.2024	Graduation & Farewell: Theme: Bloom wherever you are planted	To encourage and appreciate Grade 5 and UKG students to transit to their next step
Date	Programs for Parents	Learning Objective
July	Academical Orientation through videos	To know and help students follow the rules and regulations of the school routines. Helping parents to prepare and motivate children
14.10.2023	Open day 1 - Cybersecurity and Mobile usage	To know the progress of students and discuss with parents to promote holistic development
13.01.2024	Open day 2 - Reflecting on the Family fest individually	To involve parents to participate and support students in their learning

TAPS TRAINING PROGRAM FOR TEACHERS		
Date	Program	Objective
27.05.2023	Learning style – Anitha	A session to make aware the teachers on the different learning style like visual learning, auditory learning, reading, writing, kinesthetics and tactile learning skills.
03.06.2023	Story telling – Cynthia	To develop communication, social and listening skills, build confidence, to enhance imagination, to instil curiosity and boost the memory of students.
08.06.2023	Karunakarya Design planning Training	This training focussed to identify the creative and logical thinking. We were also taught how to implement problem solving tactics
27.06.2023	Problem solving training workshop – Allen	Enhance decision-making, critical thinking, and creative problem-solving skills. Apply both logical and creative methods to address issues and make decisions
06.09.2023	21st century education Collaboration training	This training was conducted for providing a collaborative, practice-based process It helps them to design enriching learning activities for their learners.
18.09.2023	Critical thinking training	Identify obstacles hindering student progress, assess their severity, find solutions, and implement critical thinking methods to enhance student standards.
27.09.2023	Communication & Creativity training	The training emphasized enhancing everyday classroom soft skills. Learn to design activities transferring these skills to students, stimulating their interest, and improving learning outcomes.
19.10.2023	Classklap Teachers Training	Support teachers with cohesive learning materials and processes to drive improved learning outcomes.



Team: The Ark Nursery & Primary School

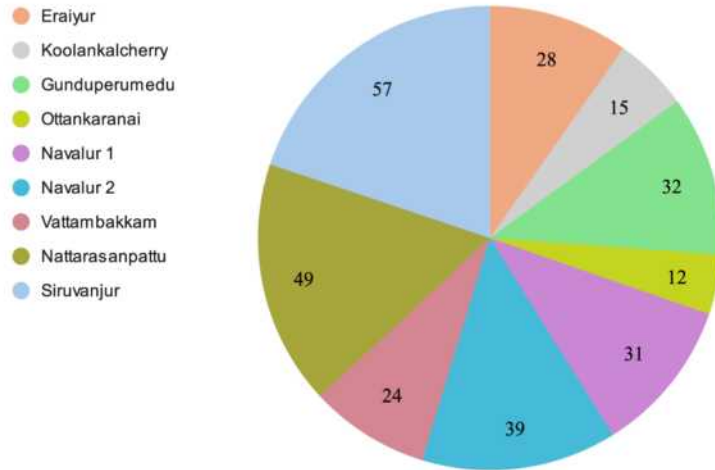
3. COMMUNITY EDUCATION CENTER

A. INITIATIVES & PROGRAMS FOR CHILDREN 2023-24

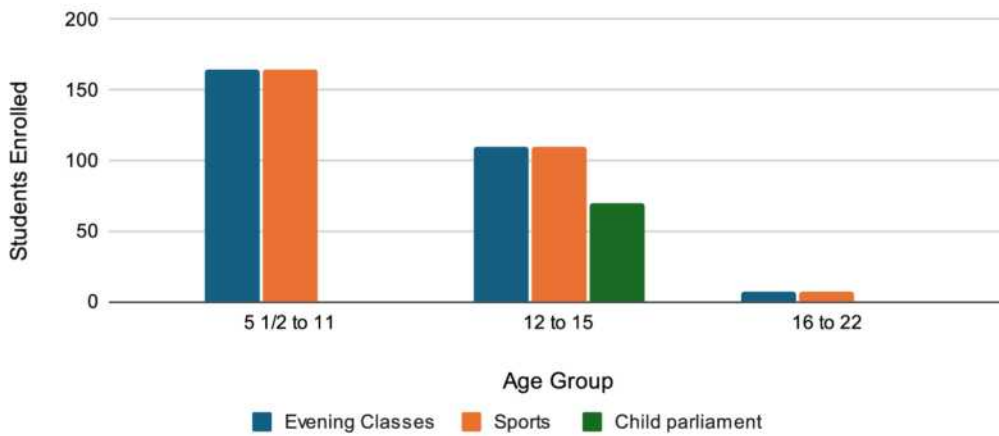
Date	Event	Location	Learning Objective
12.-14 06.2023 & onwards	Evening Tuition inaugural(30 topics delivered over an academic year)	All Centers	Improvement of LSWR Skills and value integration
15.06.2023	CEC Module Pre-assessment	All Centres	Improvement of LSWR Skills
08.07.2023	Medical Screening of all CEC students	All Centres	Diagnosis and early intervention of any physical ailments that would hinder child's wellbeing
26.07.2023	Launch of Online attendance system for students	Eraiyyur	To orient staff on new database management system and its functions
05.10.2023	CEC Module Inter-assessment	All Centres	Improvement of LSWR Skills
From July onwards	CEC Children Sports(Weekly)		Games and recreational activities for CEC students
From July onwards	Art and craft activities(Monthly 2x)		Exposure and practice on arts and craft works
22.03.2023	Commemoration of World Water Day		Understand the significance of preserving water
05.06.2023	Commemoration of World Environment Day		Awareness on protection of the environment
15.08.2023	Commemoration of Independence Day in India		Remembering the freedom struggle and duty towards the nation
05.09.2023	Celebrating Teachers' Day		Gratitude towards teachers and understanding of teaching profession
02.10.2023	Celebrating Gandhi Jayanthi		Remembering the life of Mahatma Gandhi and importance of non-violence
14.11.2023	Celebrating Children's Day		Understanding Child rights and protection
26.01.2024	Celebrating Republic Day		All Centers

AWARENESS, VALUES, LIFE SKILLS, EXPOSURES AND TALENT BUILDING			
Date	Event	Location	Learning Objective
17.04.2024	Child protection awareness rally	Siruvanjur	Understanding child rights and safety
15.05. to 02.06.2023	Summer special activities for CEC children	All Centers	Value integration and talent building
03.06.2023	ELC Children's Class 1-5	All Centers	Exposure trip to astronomy and space science
14.08.2023	Independence Day Celebration in villages	All Centers	Formation of Classroom rules. Topic: My Freedom My Rules
PROGRAMS WITH AND FOR PARENTS			
Date	Event	Location	Learning Objective
14.11.2023	Parents Meet & Children's Day program, Topic: Respect for All	All Centers	A combined program with focus on Values and team work and an opportunity for kids to practice their talents in a skit performance
02.12.2023	CEC Children's Annual Day	All Centers	Value integration and team work
12.01.2023 & 13.01.2024	Parents Meet & Pongal Celebration - Awareness on Healthy Food habits	All Centers	A combined program with focus on Promoting health and wellbeing and spend a good time with activities for all.
26.01.2024	Parents Meet & Republic Day Celebration	All Centers	Awareness on constitution and duty towards the nation
CHILD PARLIAMENT - STUDENT LEADERSHIP			
Date	Event	Location	Learning Objective
17.07.2023 onwards	Child Parliament, reinitiation in centers (Twice a month)-	Specific Centers	Student leadership and civic engagement [Eraiur, Siruvanjur, Koolankalcherry, Gunduperumedu, Navalur, Nattarasanpattu]
15.08.2023	Child parliament members participating in Grama Sabha	Specific Centers	Student leadership and civic engagement collaborating with local government [Vattambakkam, Siruvanjur, Navalur, Nattarasanpattu]
24.10.2023	Child Parliament Workshop	Eraiur	Upskilling CP members for effective functioning

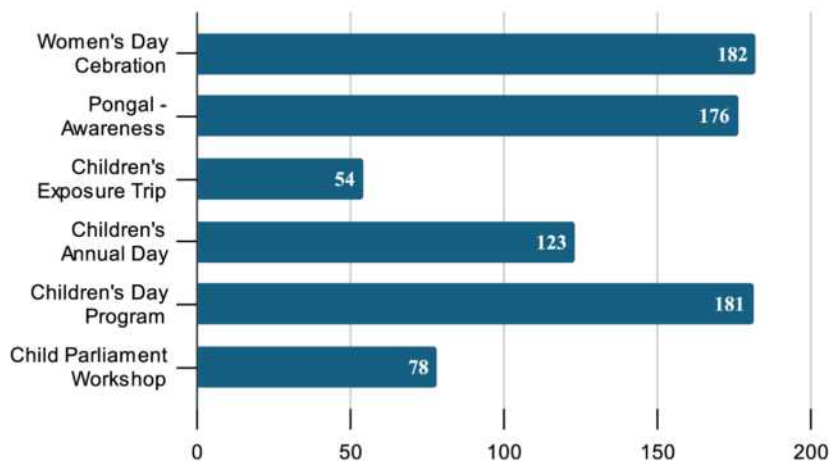
Evening Literacy Program - Student Strength center wise



Child Development Programs - Participant Age Group



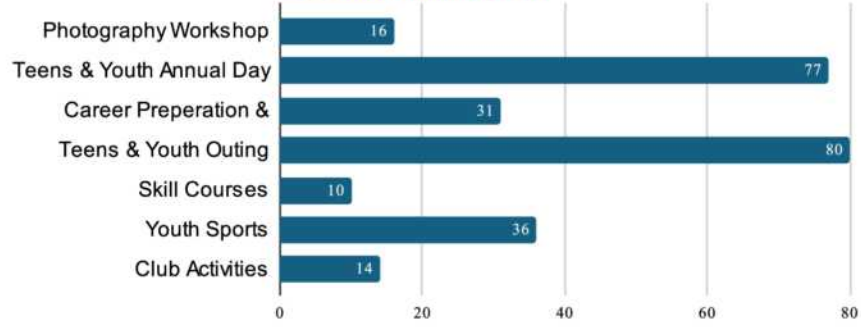
Child Development Programs Student Participation



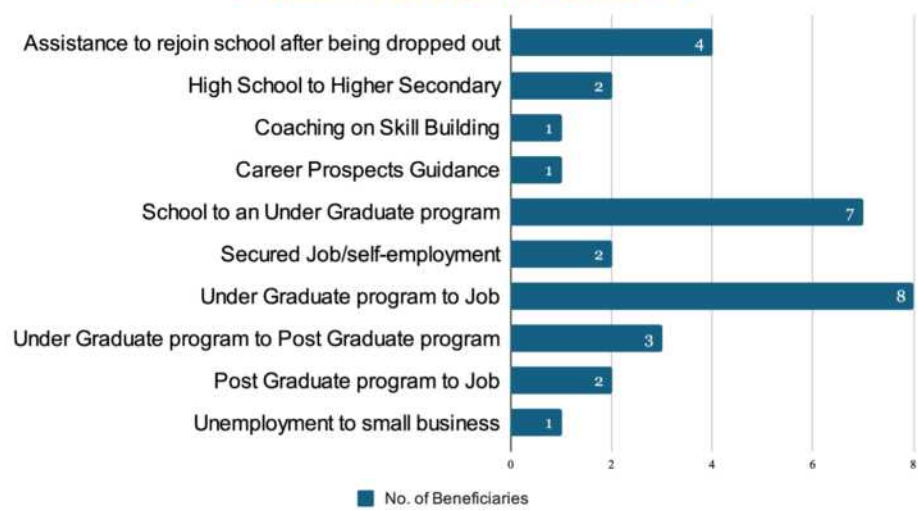
B. INITIATIVES & PROGRAMS FOR TEENS & YOUTH

Date	Event	Location	Learning Objective
10.06.2023 onwards	Youth club launch (Training: Twice a month)	Eraiyr	Imitativeness and leadership for youth
16.06.2023 to 25.08.2023	Launch of Youth Sports	Koolankalcherry, Eraiyur, Vattambakkam, Gunduperumbedu	talent exposure, Integration of life skills and values through sports
29.06.2023	Teens and Youth Outing	All	Learn history, promote social awareness and exposed to modern public transport system
13.07.2023 to 09.03.2024	Youth club launch (Training: Twice a month)	Gunduperumedu	Imitativeness and leadership for youth
07.08.2023	Problem Tree Analysis	Vattambakkam	Empowered Worldview Workshop: Social awareness and self-responsibility in community
15.08.2023	Youth Relationship building event	Gunduperumedu	
25.11.2023	CEC Teens & Youth	All	Sensitization on Love & Kindness
	Annual Day celebration		
SKILL BUILDING AND CAREER GUIDANCE			
Date	Event	Location	Learning Objective
19.05.2023	Career Guidance group session	Vattambakkam	Sensitize youth on career opportunities available with respect to their educational background and orient about Karunakarya's career guidance initiatives
21.07.2023 to 20.10.2023	Photography workshops(6 sessions)	Eraiyr	Exposing participants to photography skills and kindling their creativity
09.04.2024 to 25.07.2023	Basics of Computer Course	Eraiyr	Youth skill building through computer literacy. Certificates distribution for successful completion
26.01.2024 onwards	English Language Course(Twice a month)	Eraiyr	Self-development and language skills

Youth Development Programs: Student Participation



Career Guidance & Support Delivered



Team: Community Education Center

C. INITIATIVES & PROGRAMS FOR FAMILIES & COMMUNITY			
Date	Event	Location	Learning Objective
10.06.2023 onwards	Home Visits Every 2nd and 4th Saturday	All Areas	Relationship building and child welfare
22.06.2023, 25.08.2023	Problem Tree Analysis	Ottankaranai/Nattarasanpattu	Social awareness and empowerment of community members to be responsibility towards themselves and their community
24.07/ 01.08 & 07.08.2023	Problem Tree Analysis and Family forum Lauch	Eraiyr/Siruvanjur/ Koolankalcherry	
02.09.2023	Community Forum & Handing over chairs to the village community hall	Nattarasanpattu	To establish community relationships and collaboration
03.11.2023	Sensitization Program on Ill Effects of Tobacco	Koolankalcherry	To create awareness on health and wellbeing
17.11.2023	Distribution of used sewing machine to community members	Nattarasanpattu, Siruvanjur, Ottankaranai	Community empowerment and self-reliance
13.01.2024	Community engagement through sports and games	Periyar Nagar-Siruvanjur	Relationship building and awareness on healthy food choices at Pongal festival
26.01.2023	Community organization event	Periyar Nagar-Siruvanjur	Awareness on educational & career opportunities for children and youth through government schemes



SPONSORSHIP & ASSISTANCE

S. No	Type of Sponsorship	Name of Beneficiary	Support Rendered
1	Education Sponsorship for Staff Children studying in The Ark Nursery and Primary School	Perrarasu N.	Contribution to Annual School fees (as per Organizational Policy)
2		Monisha N.	
3	Education Sponsorship for Staff Children studying in Other Schools	Kamalesh K.	
4		Joanna Catherine	
5		Jonathan	
6	Education Sponsorship for deserving student from The Ark Nursery and Primary School	Kevin Ezekiel	Payment of Tuition Fees
7	Education Sponsorship for youth from Karunakarya Community	Ranjana N.	Education Sponsorship for UG College Fees
8	Educational material aid	27 students from all CECs	Sponsorship for school supplies (Bag and Stationeries)
		250, all children enrolled in CECs	Sponsorship for daily required school accessories (Steel water bottles)
		Revathy S.	Sponsorship of specialized Arts stationery kit for UG Fine Arts Course
9	Medical Sponsorship	Shankar	To enable economically weak and differently abled youth
		Rahul	To support a semi orphaned youth recover from substance abuse and mental illness
		Amaravathi	Monthly expenses for medicine and treatment for lonely old widow
		Vetrivel	Monthly expenses for medicine and treatment for deserving young man with genetical skin disease.
10	Material Sponsorship as Community Collaboration Initiative	Natarasanpatu	Sponsored 100 plastic arm chairs

TEAM KARUNAKARYA

STAFF GET- TOGETHER AND FELLOWSHIP MEETINGS		
Date	Program	Objective
28.04.2023	Staff Get-together	Reflection on the previous financial year and the way forward for the new one..
22.05.2023	Staff Get-together	Refreshing session on the Ultimate Development Goals, a holistic development concept, which the organization uses in planning for all focus groups.
16.06.2023	Staff Get-together	A motivational program to emphasize on best performance and effective implementation of organizational goals and plans.
15.07.2023	Annual planning presentation to the Trustees	Presentation of annual planning for programs for children, youth, families, and communities, achieved through the problem and solution analysis methods.
09.09.2023	Teacher's Day Celebration	To honour all the staffs for their dedication and efforts and the importance of how a good teacher should impact the lives that they meet every day.
30.09.2023	Staff Trip	To enjoy a day out together, to build stronger interpersonal relationships.
28.10.2023	Staff Get-together	Spending some quality time together, celebrating birthdays and sharing creates a good balance between work and staff-relationships.
18.11.2023	Karunakarya 22nd Anniversary	To remember the Journey of Karunakarya understanding the growth and development and important milestones of the organization throughout the years.
16.12.2023	Annual Staff Fellowship	To appreciate all the staff for their tireless effort for the growth of the organization. To strengthen team building and communication between staff.
02.01.2024	New Year Fellowship	To begin the new year with a fresh mind focussing on the implementation of the values aligned with the mission and vision of the organization.
27.01.2024	Staff Get-together	To strengthen the teams and build their relationships, the teams presented their activities to each other and celebrated their special moments.
09.03.2024	Women's Day Celebration	To celebrate and appreciate the womanhood and their importance in the organization and society.

TRAINING PROGRAMS FOR COMMUNITY EDUCATION CENTER			
Date	Event	Location	Learning Objective
31.05.2023	Webinar on Story Telling with data	Online	Understanding visual dashboards and applying it for program improvement
08,09.06.2023	Project design workshop	Eraiur	Program planning budgeting
23.06.2023	Webinar on Psychological safety at workplace	Online	To understand the importance of having safe and comfortable work environment
15.07.2023	Capacity Building on Facilitation Skills	Eraiur	Upskilling on classroom management
02.08.2023	CEC Module training	Navalur	Upskilling on curriculum implementation
09.09.2023	CEC Facilitators Workshop	Eraiur	CEC facilitator upskilling for effective program implementation
26.01.2024	Language Workshop for CEC Facilitators	Eraiur	CEC facilitator upskilling and self-development
10.10.2023	Social Worker Conference at MCC	Tambaram	Staff upskilling and self-development
03.08.2023	NGO orientation to students of Social Work, SRM University	Eraiur	Orienting student social workers on functioning of NGO and Karunakarya's programs
05.10.2023	NGO orientation to students of Social Work, RGNIYD	Eraiur	Orienting student social workers on functioning of NGO and Karunakarya's programs
16.02.2024	Singing of MoU with madras Christian College	Tambaram	Collaborations and academia engagement



Department wise average Capacity & number of individuals engaged			
Department	Roles	Capacity	Nos.
Mangement & Administration	CEO, HR & Facility and Maintenance, Admin & Accounts, Night Security (FT)/ House Keeping, Gardener (PT)	455%	7
The ARK Nursery & Primary School	Headmistress, Admin & Accounts, Class Teachers, House Keeping (FT)/ Special Teachers, School Van driver(PT)	1667%	20
Community Education Center	Program Director, Project Social workers & assistants, Academic Coordinator (FT) /Evening class teachers, Project Coordinator (PT)	1180%	24
Cross-Departmental	Counsellor (FT)/ Psychologist Consultant, Project Design & Dev. Consultant (PT)	135%	3
Honorary Service	Admin, Documentation and Marketing, Project Design & Dev. Expert	50%	2
Interns	2 Social work schools (MSW 1st year), Journalism (2nd & 3rd year), Data Analytics project	100%	23
Total capacity of avarage engaged capacity / Total number of individuals engaged		3587%	79



On the day of our Team Lunch

2023-24 CONSOLIDATED FINANCIAL STATEMENT

1. EXPENDITURE	
A. The ARK Nursery & Primary School	Indian Rupees
Salaries & Allowances, Insurance, Staff Meeting & Training (Teaching & Non-Teaching staff), Staff's children Edu. Sponsorships	3,317,960.00
Administration Expenses (Printing & Stationary, Telephone & Internet, Mailing, Auditor Fees, Repair & Maintenance, Refreshment, Travel etc.)	460,589.93
Student Programs (Material for Class room, Programs, etc.)	1,294,397.01
School Van Expenses (2 Vans, Fuel, Fitness control, Insurances, Repair & Maint.)	1,412,871.66
Purchase of Assets Inverter (2), Mobile phones (7)	116,651.00
Compund Fencing	146,589.00
Fixed Deposit (Mandatory Security for Teacher's Salary)	350,000.00
Total A	7,099,058.60
B. Community Education Center (Child, Youth & Families)	
Salaries & Allowances, Insurances & Staff expenses (Coordinators, Socialworkers, Counsellor)	2,610,085.00
Administration Expenses (Printing & Stationary, Auditor Fees, Repair & Maintenance, Refreshment, Travel etc.)	285,523.90
Child Development Initiatives: Evening Class Project (9 Centers) (Teachers Salaries & Allowances, Class Programs, Minor- Sponsorships, Talent & Sports Programs, Child Forum, Health & Awareness, Case work)	810,583.50
Youth Development Initiatives: Leadership & Skill Building Initiatives, Sports, Life Skill Activities, Youth Forum, Health & Awareness, Case work	90,358.00
Family & Community Support Initiatives: Health & Awareness, Case work, Family Forum, Relief, Medical, Education & Material Sponsorships	184,185.00
Purchase of Assets (Two Wheeler TVS IQUBE, TVS Sports & Fans)	258,148.00
Construction of Roof for Vattambakkam Classrom	215,295.00
Total B	4,454,178.40

C. General Project Expenses (supporting the functioning of the projects)	
Program Staff Salaries & Allowances, Insurances, Staff Expenses	542,015.32
Salaries & Allowances, Insurances & Staff Expenses & Training, Program	1,206,274.00
General & Admin related expenses (Office Rent, Internet & Phone, Stationary & Printing, Computer Accessories, Transport, Refreshment, Repair & Maintenance, Insurances, Renewals & Licenses, Auditor Fees, Asset (Inverter), etc.	774,253.70
Campus Renovation (Gate and compound re-work, Paving, EB/Security room, Ramp)	1,842,092.00
Total C	4,364,635.02
Grand Total of Expenditure (INR)	15,917,872.02
2. RECEIPTS	
Carry over from previous year (all accounts)	1,471,558.25
Receipts from Foreign Donations, Bank Interest, Sales of Assets	14,706,287.01
Receipts from Local Donations, Bank Interest, Sale of Scrap	51,933.00
Receipts from TAPS School Fees (Outstanding Fees 2022-23, Fees 2023-24 & RTE Scholarships), Bank Interest, Sale of Scrap	2,632,969.00
Fees waivers (Write-offs due chnged in RTE) - INR 555,381.26	
Grand Total Receipts (INR)	18,862,747.26
3. BALANCE on 31.03.2024 of Bank & Cash (INR)	2,944,875.24

Note: The amounts mentioned above are reflecting the consolidated income and expenses and balance available in bank and hand. They appear differently grouped than in the audited financial statement for the purpose of the readers better understanding.

Thank you for your kind support,
With best wishes and regards,

Chief Functionary, Mr. C. Chellappa



We extend our heartfelt gratitude for your thoughts and encouragement and assistance, including support. Coming together to create opportunities for these children and youth to nurture their skills is immensely significant for us and even more so for them.

For more information about the projects and how to get involved, please check our website

www.karunakarya.org



K A R U N A K A R Y A
With Integrity, Responsibility, and Unfolded Potential



Our Address:

Karunakarya Trust, No 1, Church Road, Eraiyur Village,
Mathur Post Sriperumbudur Taluk,
Kanchipuram District, 602105
Tamilnadu, India

www.karunakarya.org