



SOS CHILDREN'S
VILLAGES
INDIA



ANNUAL REPORT
2015-2016

50
YEARS



SOS CHILDREN'S
VILLAGES
INDIA

A loving home for every child

From today onwards,
I will make my mother happy.
If my mother is happy, my home is happy.
If my home is happy, my society is happy.
If societies are happy, State will be happy.
If State is happy, the nation will be happy.

APJ Abdul Kalam

Former President of India

Oath dedicated to the children of
SOS India by APJ Kalam

50
YEARS



SOS CHILDREN'S
VILLAGES
INDIA

A loving home for every child



SOS child ties rakhi on Dr. APJ Abdul Kalam, Former President of India



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DISCLAIMER: The names of SOS Children below 18 have been changed in order to protect their identities.



sowing
the seed



about US

Children are as responsive to love and care as plants are to water and sunlight. Raising a child is akin to nurturing a little sapling. A child, like a fledgling sapling must be sown in a fertile bed, assured of the security and love provided by a family. Nourishment provided by the SOS mother and a loving environment helps the child, much like the seedling, bloom into an intelligent and model citizen. At SOS we believe that all our children are like plants, each unique in their strength and beauty. Our aim is to help them realize their full potential.



The first SOS Children's Village was founded by Dr. Hermann Gmeiner in 1949 in Imst, Austria. He was committed to helping children in need – children who had lost their homes, their security and their families as a result of the Second World War. SOS Children's Villages of India is a part of the worldwide SOS Children's Village movement and a member of SOS Kinderdorf International, the parent organisation. SOS India now constitutes the largest operation in the worldwide SOS movement spread across more than 132 countries.

The SOS Children's Villages of India came into existence when Dr. Hermann Gmeiner visited India in 1963 at the invitation of the first Indian Prime Minister, late Pandit Jawaharlal Nehru. Pandit Nehru was greatly impressed with Dr. Gmeiner's mission and programmes. It was during this time that the organization, SOS Children's Villages of India, was registered as a society and came into being in 1964. The first Children's Village was established in 1964 at Greenfields, on the outskirts of Delhi.



Since its inception in the year 1964, SOS Children's Villages of India has expanded its care for children in need at a rapid pace. Today, there are 32 SOS Children's Villages including allied projects, Hermann Gmeiner Schools, Social and Medical Centres, Vocational Training Centres and Outreach Initiatives spread across the country. In the last 51 years, three generations of children have been settled, some are doing extremely well and making the organization immensely proud.



Family Based Care, our curative programme reaches out to over 6,700 once parentless or abandoned girls and boys in 32 SOS Children's Villages across India. Each village has 12-15 family homes, with every home consisting of 10 children on an average along with an SOS mother. All round development includes education, nutrition, health and psychological development but also addresses social and emotional needs. This helps the children to settle well in life.

Family Strengthening Program (FSP) is the other core programme run by SOS India which aims to support families and communities to develop their capacity to effectively protect and care for their children, so that they are able to grow within a caring family environment and are prevented from being abandoned. We do this by not only taking care of the educational and healthcare needs of the beneficiaries but also by building sustainable livelihoods for their caregivers. SOS India works in partnership and cooperation with local authorities and stakeholders as well as in collaboration with other charities on the ground in order to prevent crisis and to empower families, thus preventing child abandonment.

SOS Children's Villages also provides educational programmes through its various institutions across a varied range of ages for children as well as young adults. Educational services are offered to children through schools as well as to young adults via vocational educational training centres. *Over 1,00,000 children and young adults are beneficiaries of the education programmes offered via the Hermann Gmeiner Schools and Vocational Training Centres across the world.*

Additionally during natural disasters and man-made calamities SOS India responds with immediate relief support to provide medical, nutritional and humanitarian care. Over a period of time we also provide assistance in rebuilding lives of those children who are homeless, vulnerable and helpless.

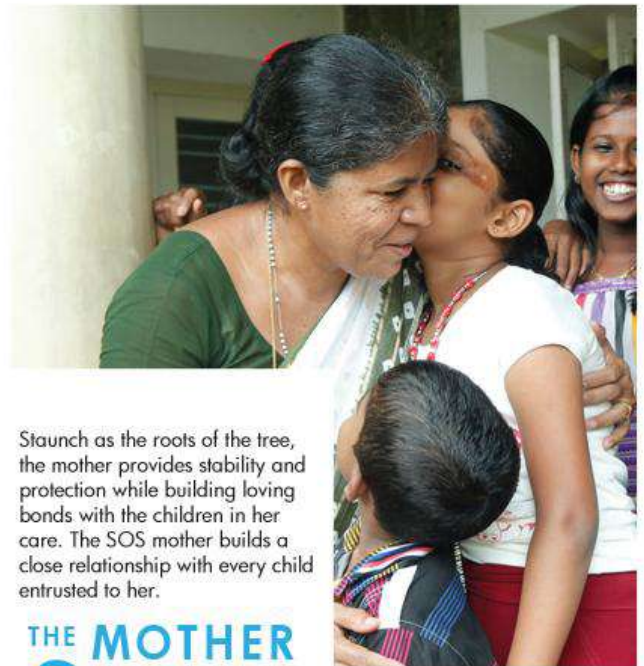
who we are

Family is the heart of any society. Within a SOS family each child is protected and enjoys a sense of belonging. Here, children learn values, share responsibilities and form life-long relationships.

At SOS Children's Villages of India we work for children who are parentless, abandoned or whose families are unable to care for them. These children get an opportunity to build families and lasting relationships. At SOS India, we ensure that children receive the education and skills they need to become contributing members of society.

“Every child belongs.... every child matters.”
Hermann Gmeiner

our unique concept and guiding principles



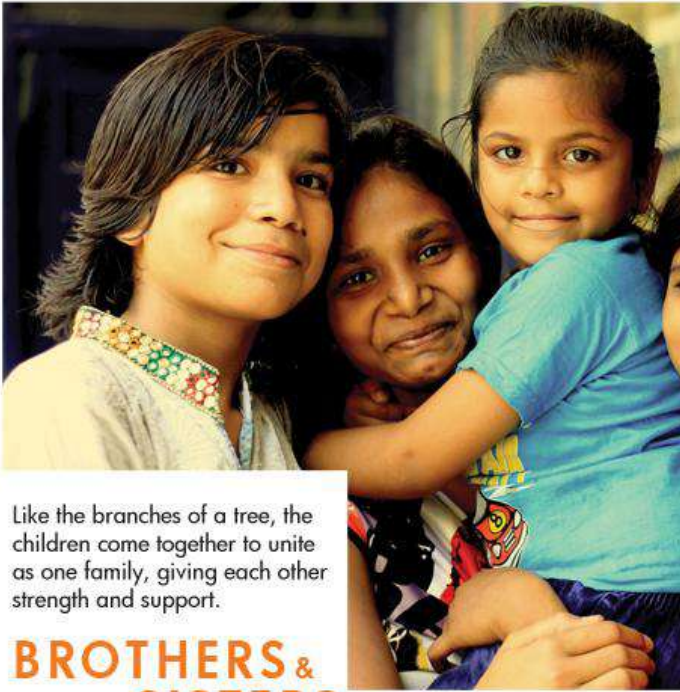
Staunch as the roots of the tree, the mother provides stability and protection while building loving bonds with the children in her care. The SOS mother builds a close relationship with every child entrusted to her.

THE MOTHER



Like every other mother, she lives together with the children, guides their development, and runs her household independently. She recognizes and respects each child's family background, cultural roots and religion.



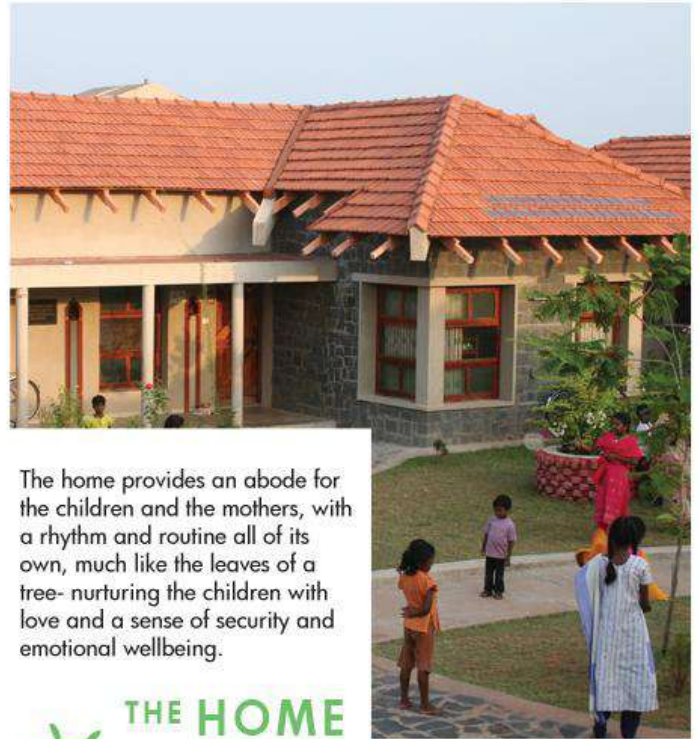


Like the branches of a tree, the children come together to unite as one family, giving each other strength and support.

BROTHERS & SISTERS



Boys and girls from different backgrounds live together as brothers and sisters, while natural brothers and sisters always stay within the same SOS family. These children and their SOS mother build emotional ties that last a lifetime.



The home provides an abode for the children and the mothers, with a rhythm and routine all of its own, much like the leaves of a tree- nurturing the children with love and a sense of security and emotional wellbeing.



Children grow and learn together, sharing responsibilities and all the joys and sorrows of daily life.



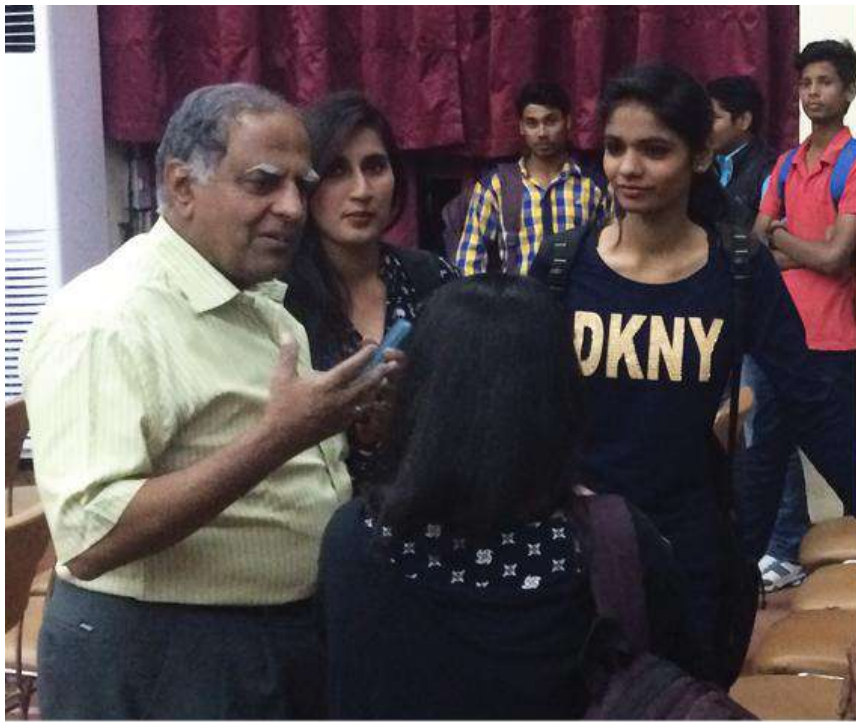
Like a giant tree, the SOS village brings together all the children and mothers, providing them with a community to belong to and grow up in.



THE VILLAGE

SOS families live together, forming a supportive environment where children enjoy a happy childhood. They share experiences and offer one another a helping hand. They also live as integrated and contributing members of the local community. Through his or her family, village and community, each child learns to be socially responsible and participate actively in society.





message from the president

Remember how a tiny sapling after a lot of nurturing grows into a robust tree? That is our commitment to the hundreds of thousands of parentless, abandoned and vulnerable children in India – that we will give them a loving home, a family to call their own, and a chance to live a normal childhood, seeing them become contributing members of society.

Dear friend,

2015 was the year of learning and a lot more of perseverance at play. As part of the global federation of SOS Children's Villages International, SOS India pursued with its commitment to walk the sustainable path of achieving self-sufficiency, not only in terms of being fully self-funded but also with respect to adding more and more vulnerable children in need of care and protection to its family based care and family strengthening programme.

We brought home close to 400 parentless or abandoned children this year and trained 399 Mothers (including existing and trainee mothers) across various SOS Children's Villages in India. Our focus also remained on SOS Youth, towards their settlement in life. I can share with you with immense pride that 100 % of the SOS young boys and girls gained employment in various sectors including hospitality, engineering, healthcare, sales and marketing, and cosmetology among other fields of work. Close to 4,000 beneficiaries were brought in under our Family Strengthening Programme, increasing our reach in the local communities to over 25,000 children including indirect beneficiaries.

At a macro level, according to the India Philanthropy Report 2015 by Bain & Company, our country has added more than 100 million donors to the development space since 2009. Donations by adult population have doubled from a level of 14% in 2009 to around 28% in 2013. This is encouraging, saying the least, but the real question to ask ourselves is: does this result in a greater trust being built toward the non-profit organizations in India?

Organizational capacity, transparency and accountability are all aspects that every donor factors in before or after donating to a cause. Speaking specifically of the child-care space - even though both education and child welfare rank higher among causes to donate to - the lack of sophistication in handling resources, well-structured donor servicing processes and due diligences act as major deterrents for the potential or existing donors to come forward and donate.

Given this backdrop, I am pleased to inform you that in 2014, CRISIL, India's largest credit rating agency, recognized SOS India for demonstrating best practices and exemplary vision. We secured a CRISIL rating of VO2A, indicating the organisation's 'Strong Delivery Capability and High Financial Proficiency'. Credibility Alliance, a consortium of voluntary organizations committed towards enhancing accountability in the voluntary sector awarded us the accreditation certificate for 'desirable norms'. It is one of the highest forms of rating awarded for a period of five years valid from 2014 till 2019. Dun & Bradstreet Information Services India Pvt. Ltd. (D&B India) certified us in June 2015. D&B India considers management competence, performance of industry, operational performance and financial and non-financial trends before giving its opinion on a business or a non-business entity.

We were also certified by TRACE, the world's leading anti-bribery standard setting organization. It means that SOS India successfully completed an internationally accepted comprehensive due diligence process administered by TRACE.

Thus we have consistently improved overall governance as evidenced by the many recognitions and accreditations we have received while working rigorously on the main objective of providing care and protection to the children of our country for the last five decades.

We stand by our commitment to the hundreds of thousands of parentless, abandoned and vulnerable children in India – that we will give them a loving home, a family to call their own, and a chance to live a normal childhood, seeing them become contributing members of society.

I thank each one of our individual donors, corporates, staff and most importantly, the SOS mothers and caregivers, to have stood by us through all these years.

I look forward to your continued association and commitment in the years to come.

Warm regards,

S. Sandliya

President, SOS Children's Villages of India





message from the secretary general

For us, as a 52-year-old child-care organization, the only meaning of empathy lies in bringing unknown, uncared for, abandoned children home to a loving family and then making them part of our lives for the rest of their lives.

It is a life-long relationship.

Dear friends,

"Every child belongs to a family and should grow with love, respect and security" is a value which is part of our DNA and we strive every day to achieve that goal.

As we embark upon our next strategy period "Strategy 2030", 2015 has given us an opportunity to reflect upon our 51 years of work. There are many successes for us to acknowledge, applaud and nurture in order to further strengthen the organization. There are also many challenges that we face with changing times and changing needs of our children and youth.

It is important to build capabilities of coworkers and caregivers to empower them and help them keep pace with changing times.

Besides investing in learning and development, quality of care, highest level of Governance and compliance and innovation have been the key drivers in 2015. Our focus continues to be on finding ways to improve social and emotional wellbeing of our children, besides quality settlement and improved opportunities of first time employment of our youth.

None of this is possible unless all coworkers and care givers are empowered and are willing to give their best every single time. Their emotional wellbeing and happiness plays a very important role. Some efforts made during the year to build team capacities were Youth Coworker's seminar, Mother's workshop and self-track development program for Village Directors. It was matter of great pride for SOS Children's Villages of India invited to the working group formed by the Ministry of Women and Child Development to draft the "Foster Care Guidelines". During the year, we also received recognition and appreciation from State Governments as a successful practitioner organization providing "Alternative forms of Child Care".

As an emerging economy, the world expects India to take care of its needy. SOS Children's Villages of India was no different and we were expected to mobilise greater funds from within the country. Our partners in India, both individual donors and corporates supported us generously and we registered a 51% growth in Incomes. We thank our donors for their support and are very encouraged to continue on our path of self-sustenance and growth.

None of our success would have been possible without the relentless hard work of all our coworkers and care givers I applaud and salute all of them for driving the organizational objectives with such passion and commitment.

I congratulate all our children and youth for this efforts and successes this year and am certain they will continue to work hard to achieve their best.

Warm regards,

Anuja Bansal

Anuja Bansal

Secretary General, SOS Children's Villages of India

family based care

At SOS Children's Villages of India we are committed to the welfare of vulnerable, underprivileged and abandoned children – who are in our care till the age of 25.

One of the USP's of SOS Children's Villages is its unique Family Based Care Programme.



With the help of sponsors, donors and community partners, SOS Children's Villages builds SOS families for children who have lost parental care. In a family home, children grow up with an SOS mother or SOS parents, and sisters and brothers. SOS aunts support the mothers in caring for their children. In turn, the families are part of supportive communities made up of several SOS families. These communities are called SOS Children's Villages.

SOS families provide individualised care and promote the development, education and health of each child. Girls and boys of different ages live together. Every effort is made to keep biological siblings together. The Family Based Care programme of SOS Children's Villages is operational in 32 Children's Villages, spread across 22 States in the country. Through this flagship programme we provide a secure home, loving care as well as meet the nutritional, educational and developmental needs of all the children in our care. Currently SOS Children's Villages of India reaches out to over 6,700 once parentless children. Every home in the village can house up to a maximum of 10 children along with a SOS mother. The capacity of each village is between 12-15 houses. As such a caring and supportive environment is created, which is especially important for children who need special support and protection.



A loving home for every child

ANURAG

BLOSSOMS AT SOS CHILDREN'S VILLAGE KHAJURI KALAN

Anurag (name changed) was brought home to his SOS mother as a 2 year old child. He suffered from a mental handicap that resulted in delayed developmental milestones. He was brought home from another institution as they were not able to take care of special children there.

Today Anurag, a 4 year old, has blossomed into an active child with the love and care of his SOS mother. He can stand without support and crawls very fast. He has now been able to start walking with the help of a walker. Anurag can now say words like "mama and akka" (read mother, father and sister). He is quick to respond when his name is called. He enjoys watching television, playing with his siblings and tries to sing a little tune of his own. He sits with his mother during her prayers, and joins his hands, maintaining silence till the prayers are finished.

Anurag undergoes regular physiotherapy at the Special Activity Centre within the Village Campus. His teachers say he is developing at a rapid pace. Anurag's mental development from a child who did not match the milestones of a two year old to one who is now developing at a fast pace is heartwarming. The village at Khajuri Kalan for special children stands witness to many such miracles.






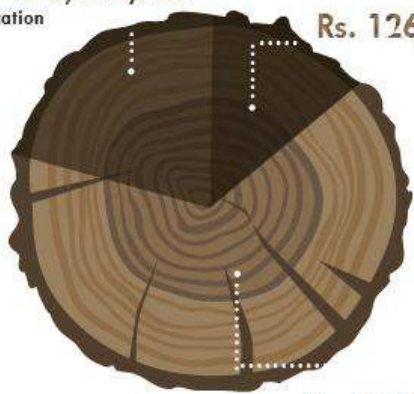







Anurag



Anurag



highlights 2015-2016

| | | |
|---|--|--|
|  <p>6737</p> <p>Total no. of children in Family Based Care programme</p> |  <p>17526</p> <p>Total no. of children below the age of 18 benefitted through Family Strengthening Programme</p> | <p>Budget Allocation</p>  <p>Rs. 1,466,897,305</p> <p>Rs. 179,142,906 Education</p> <p>Rs. 126,367,812 Other</p>  <p>Rs. 1,026,096,640 Programmes</p> |
|  <p>43</p> <p>No. of youth settled by first time employment</p> | | |
|  <p>14</p> <p>No. of youth settled by way of marriage</p> | | |
|  <p>6452</p> <p>children in schools</p> |  <p>812</p> <p>youths in Vocational Training Centres (VTC)</p> | |
|  <p>Rs. 15,000</p> <p>Average first time salaries (Professional Institutes)</p> |  <p>Rs. 9,500</p> <p>Average first time salaries (VTC)</p> |  <p>Rs. 11,551.16</p> <p>Average first time salaries (Family Based Care)</p> |

highlights 2015-2016



01

SOS India continued its efforts towards becoming a self-sustained in 2015. Additionally 2015 also saw a sharp increase in corporate funding, government grants along with a reduction in overheads and optimization of resources. All this was done without compromising on quality of care.

02

It was a proud moment for SOS India when three children from our Children's Village, Khajuri Kalan, dedicated to the care of specially-abled children, participated in the

Special Olympics held at Los Angeles where one of our children Dolly won a silver and a bronze medal in a 10 kilometers and 5 Kilometers cycling events respectively. At the same games another child, Shruti, won a gold medal in a unified volleyball event. Vijay from the same village won the gold medal as part of the football team that participated in an event in the FIFA tournament held in Nepal. Four children from SOS Children's Village Shillong were selected for the President's award for Bharat Scout & Guide.



qualitative aspects of the Family Based Care programme

There are many qualitative highlights too which make the Family Based Care Programme truly holistic in providing individualised care and growth opportunities to the SOS children and youth. The children benefit from many other supportive programmes enumerated below:



A. English Language Proficiency

Communication Proficiency in English language is considered extremely crucial in integrating the youth in society gainfully. SOS India intends that every child under its care has good communication skills in English and accordingly, many innovations have been adopted for holistic development of children under its care.



The following two tools are used for this purpose:

The English Helper

is one such innovation that offers technology enabled solutions to improve English proficiency of the SOS Children. This has led to improved fluency in spoken English, enhanced comprehension, enriched vocabulary in children and better writing skills. Under this Programme, SOS Children are enabled to learn English through the use of Tablets in 27 Villages. A total of 1814 SOS children were benefitted by it during the last financial year.

English Edge

This programme has facilitated enhanced spoken English proficiency of 273 SOS children in five SOS Children's Villages; namely Rourkela, Raipur, Cochin, Puducherry and Greenfields. It also provides for individual practice and speaking time for each student, as well as real-time, two-way communication with every learner. Video Activity as a "learning reflection mirror" is part of this programme too.



B. Multiple Intelligence/Multiple Nature (MI/MN)

is a test used for the measurement of the aptitude of children and aids in steering students to the right career paths. SOS children across the nation have benefitted from this test as a combination of both helps a student in three ways:

Self discovery: Through the MN test one can discover one's key strength.

Career planning: Thereafter, one can choose a stream, identify the right course/degree/path and find the best college/Institutions for the same.

Self improvement: One can also learn to deal with weaknesses, get involved in exciting projects and sharpen one's skills.

Through MI/MN, SOS India has been able to guide and counsel the children under its care effectively about their future plans, based on their MI/MN test results. Once the results are known, requisite support is provided to them for proceeding as per their career plans. The test is done when children are in 8th standard and they are also informed about the process.



C. Career Guidance & Admission Assistance Programme

A career guidance and admission programme has been employed in order to enable SOS students to assess their interests so that they can make the right career choices. It further assists students by providing them information required to seek admission into courses and programs, in colleges and in universities of their choice in India. The team of trained and experienced professionals is fully geared to de-stress and guide the students through the complex process of admissions and ensure they make the right choices. This admission assistance service is provided through a database on institutions of formal and regular university programs that provide higher learning in the country. Their service was provided to eligible youth from 29 of our Villages across the nation during last year.

D. Vocational Training Programme

As part of our long term Youth Settlement Programme under the FBC, SOS India lays a lot of emphasis in integrating and mainstreaming the SOS youth gainfully through their enrolment in professional and vocational training courses. Taking this mandate forward, 34 SOS youth have been enrolled at the Kiki Centre for Technology for long term "Earn while Learn" advanced courses like Tool & Die Making (Manufacturing & Designing), Precision Machinist, Mechatronics (Automation & Robotics) etc.

Training is imparted through the German system of berufsschule or dual model, acknowledged as one of the best training systems in the World. The dual model, where trainees learn simultaneously at the skill development centre and also at a company, creates a highly sophisticated and advanced workforce who can grow from a shift worker to become a major contributor to the Company.



A loving home for every child



Anamika

It was a spine chilling evening of December 2003 when a Doctor heard a feeble cry of an infant. Curious, he started looking for the direction from where the sound was coming. To his utter surprise he saw that a baby was lying in his garage below his vehicle still entangled in its own umbilical cord.

To his horror he found out that it was a baby girl, only few hours old, abandoned unattended and unclaimed. He immediately called SOS Children's Village Bhubaneswar and in no time the SOS staff reached his home and took the child to Capitol Hospital for immediate medical attention. It was a premature baby weighing only 2.250 kilograms and because she had been exposed to the cold for 2-3 hours, her condition had worsened. Nonetheless the doctors' efforts and the staffs' prayers were answered and the baby was brought home at around midnight to the Village.

The baby was handed over to SOS Mother, Ms. Satyabhama Dhal. She accepted the baby into her motherly embrace and this baby was to become a center of attraction and love in the family. She was loved by all her brothers and sisters in the house and occupied a special place in their hearts. But sadly after only a few days the baby caught pneumonia and had to be hospitalized for 10 days. The mother was there with the child to nurse her back to health. She says "those days were the most trying days of her life". The concern for the wellbeing of her child reflected on her face. But with time Anamika regained her health and became an inseparable part of the family.

The same child, Anamika (name changed) has now grown up to be a healthy and intelligent 10 year old girl and is the darling of the village. She is now studying in standard IV in St Joseph Convent School, one of the prestigious schools of the city. She is amongst the toppers of her class and aims to be a doctor in the future. She is closest to her mother and has now started to help her out with minor household chores. Anamika's happiness is reflected on her face, her beaming smile can even light up a gloomy day.

ANAMIKA

FLOURISHES WITH LOVE



Anamika





mother's training programme

A new SOS mother first completes a two-year training programme to become a qualified SOS mother, during which she is called an 'SOS mother trainee'.

The training consists of at least three months' theoretical child-care training and then a twenty-one months of practical on-the-job training.

SOS mothers participate in training sessions throughout their tenure in the village. A two-week training at least once every two years is compulsory for every SOS mother.

In addition, an 'in-service' training of a minimum of one week per year is organised in the village.

At least once every two years, the SOS mothers, SOS aunts and/or family assistants in every village elect an SOS mother representative, who serves as their spokesperson and is parallelly a full time member of the village committee.

The mother representative promotes the SOS mother's work and makes recommendations for further development, after consulting with the other SOS mothers.

mother's training

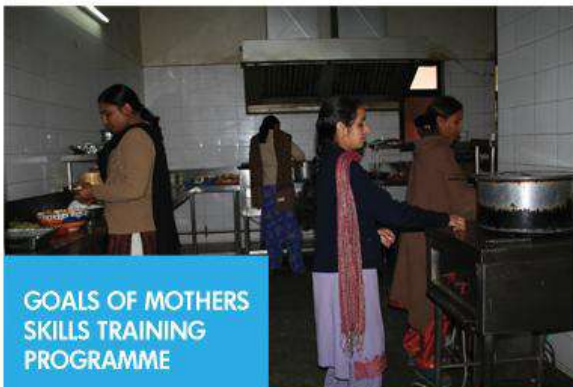
A mother is like a nucleus around which the entire SOS family revolves. She not only provides balance and structure to a household but also provides emotional and mental stability to the family unit. The SOS mother is the main pillar in the child care model of the SOS Children's Villages across the world. The SOS mother builds a close relationship with every child entrusted to her, and provides the security, love and stability that each child needs. As a child care professional, she lives together with the children, guides their development, and runs her household independently. She recognizes and respects each child's family background, cultural roots and religion.

The SOS mother has a crucial task to perform as she accompanies her children along the road to adulthood. To be able to offer the children entrusted to her, a high standard of continuous care, the mother must receive proper training, to upgrade her competencies and overall capabilities. Though much of the necessary knowledge can be gained through



practical on-the-job training, a formal theoretical education is essential. It is against this understanding that a Basic Skill Training programme is implemented for the newly recruited SOS mothers.

Mothers' schooling and training is an integral and an important project of SOS Children's Villages of India (SOS CVI). It imparts training to women who join as prospective Mothers. In India, this centre of training is located in Faridabad. It is the only centre of its kind in India and as such has no regional counterparts. It trains and prepares women to function as Mothers and Aunts for SOS Children's Villages of India. The major objective is to train and guide mothers for effective motherhood. SOS National Training Centre in Faridabad undertakes trainings at the central level for co-workers as well as Mothers/Aunts and mother-trainees. These trainings are of various types namely- Departmental, Functional, Skill Based, Behavioral as well as Basic Orientation type.



GOALS OF MOTHERS SKILLS TRAINING PROGRAMME

The training faculty includes internal resource persons and also professionals and domain experts from the field of childcare and education.

- Provide training in each of the key areas of the mother's description
- Provide future SOS mothers with basic knowledge for child care
- Sensitize them to the care needed by SOS children
- Prepare them to accept and respect the individuality of the child
- Prepare them to handle typical situations in the family
- Help them recognize their limitations and needs, so that the child receives professional help when needed
- Promote their understanding of the SOS concept and SOS India as an organisation
- Help them strengthen themselves (identity; self-awareness; self-confidence, etc.)

training methodology

The emphasis is on the training being a participatory and experiential methodology that would enable reflection and development of skills to conduct practical and action learning workshops with the mothers. A combination of training methods including games and simulation exercises, questionnaires, guided imagery films, role plays, case studies and group discussion are used for maximum impact.



COURSE STRUCTURE

The Mother's training course is designed to cover generic components related to 'Developmental', 'Ecological' and 'Rights' perspective first so that it provides the basic thread in understanding and in applying theoretical constructs and skills for working with children and their families in Individual, Group and Community Settings. A total of ten modules are covered in 3 months followed by 2 months of field placement. The knowledge, skill and application dimensions for each of the module is planned to draw out a programme that is holistic, interconnected and learner friendly.

The entire training facilitates the trainees to plan and undertake mental health activities for enabling, empowering and preparing the children to cope with their inner and outer worlds. To enable the learner to function effectively as a mother, the programme includes understanding of theoretical constructs, development of self, as well as acquisition of skills through experiential and action learning.



methodologies and therapies used

Experiential learning methodology is the dominant mode adopted for developing skills of trainee mothers. Cognitive Behaviour Therapy, Play therapy, Art therapy and Meditation/Yoga were introduced to help in healing mental health. Practical counselling skills, group work and demonstrations, practice sessions and presentations by the teacher-learner - all make the learning mode effective and trainee-friendly.



retirement

Mothers form the backbone of the SOS Family. They bestow love and support to the wards entrusted in their care, helping shape young minds and young lives! SOS India cares for them for all their lives, going much beyond their retirement. From mothers they become grandmothers and are looked after by the organization as such. The age of retirement for a SOS mother is fixed at 60 years of age.

On retirement, all mothers are entitled to a pension, medical insurance, gratuity as well as a disability allowance. The mothers receive a monthly pension equivalent to 60% of their last drawn basic salary. SOS Children's Villages of India greatly values the unconditional love, care and guidance the mothers provide to the SOS children. Once their tenure is concluded, all mothers are welcomed into retirement homes specially built within the premises of a few Children's Villages. This allows them to lead the rest of their lives in a dignified and sustained manner. Additionally, their wards as well as the Coworkers and Village Directors are always available should there be any need for assistance. At SOS India we value our own and we take care of our mothers just as they have taken care of so many during the years they served the children and the organization.



A loving home for every child



Ansamma

SOS MOTHER ANSAMMA

SERVES GOD
BY SERVING
CHILDREN

SHE SAYS, "IT WAS GOD'S
WISH! I LOVE NURTURING A
LARGE NUMBER OF CHILDREN
AND I FIND IMPACTING LIVES
OF CHILDREN VERY FULFILLING."

"Mother's love is bliss, is peace, it need not be acquired, it need not be deserved. If it is there, it is like a blessing; if it is not there, it is as if all the beauty had gone out of life."

– Erich Fromm

This quote is more of a universal truth rather than a revelation. We all view a mother as an epitome of unconditional and self-sacrificing love. She nurtures her children, numbering one, two or three; in the best possible way she can, providing them everything they need, desire and so much more.

However, can you imagine a mother who nurtures, on an average, 20 to 25 children in a lifetime, instead of the usual one, two or three? That's exactly what the incredible SOS Mothers do! This Mother's Day, we celebrated and honoured this unique spirit of motherhood.

Ansamma Scaria is one such mother. As a nun, she had dedicated her life to the service of God for 15 years. But six years ago, a visit to SOS Children's Village Aluva in Kerala, changed her life forever. She fell in love with the children there and decided to serve God by serving them. She responded to her calling, gave up being a nun and became a SOS Mother to eight once parentless children in the same Village. Today, she is a fulfilled Mother, nurturing the lives of those eight happy children!

Today, Ansamma, aged 45, is raising eight happy and vibrant children, five girls and three boys, in House No. 10, SOS Village, Aluva, Cochin. The age of the children in her care ranges from four year old to 15 - Suzie, being the youngest, at four years. Suzie was brought home as a five month old infant and Ansamma is the one who brought her up. They both dote on each other. She says what keeps her fulfilled is the love she gets from her children and the freedom to shape and impact the lives of the children under her care, in her own unique way.

Her challenges as a mother are not unique. They are universal and any biological mother would be able to relate to them. Like all mothers we know, she loves talking about her children. She would happily narrate tales about the little boy who is naughty and doesn't pay any attention to studies, the teenaged daughter who has a hot temper, another teenaged daughter who loves looking at herself in the mirror, the four year old who wants to participate in all the household chores and rituals and ends up messing things all around instead etc.

Ansamma pushes her children relentlessly to excel in their studies. She is also fond of dancing and therefore, encourages her children to participate in various extra-curricular activities and hobbies. And her influence is quite evident as her children are engaged in quizzing, singing, dancing, painting, karate etc.

Ansamma appreciates that society respects her as a SOS Mother for her lifelong service to children and contribution in child care. She visualizes the rest of her life dedicated to the service of SOS children and has no other desire but to retire as a SOS mother and continue to remain an integral part of the SOS family.



mother's training programme



399

No. of mothers trained



112

No. of aunts trained



399

Total no. of aunts who transitioned to becoming SOS mothers



180

Total no. of mothers who have retired

COMPONENTS OF MOTHER'S TRAINING PROGRAMME AND IMPORTANCE PLACED ON EACH COMPONENT AS PART OF THE TRAINING



PERCENTAGE OF MOTHERS AS PER EDUCATIONAL QUALIFICATIONS

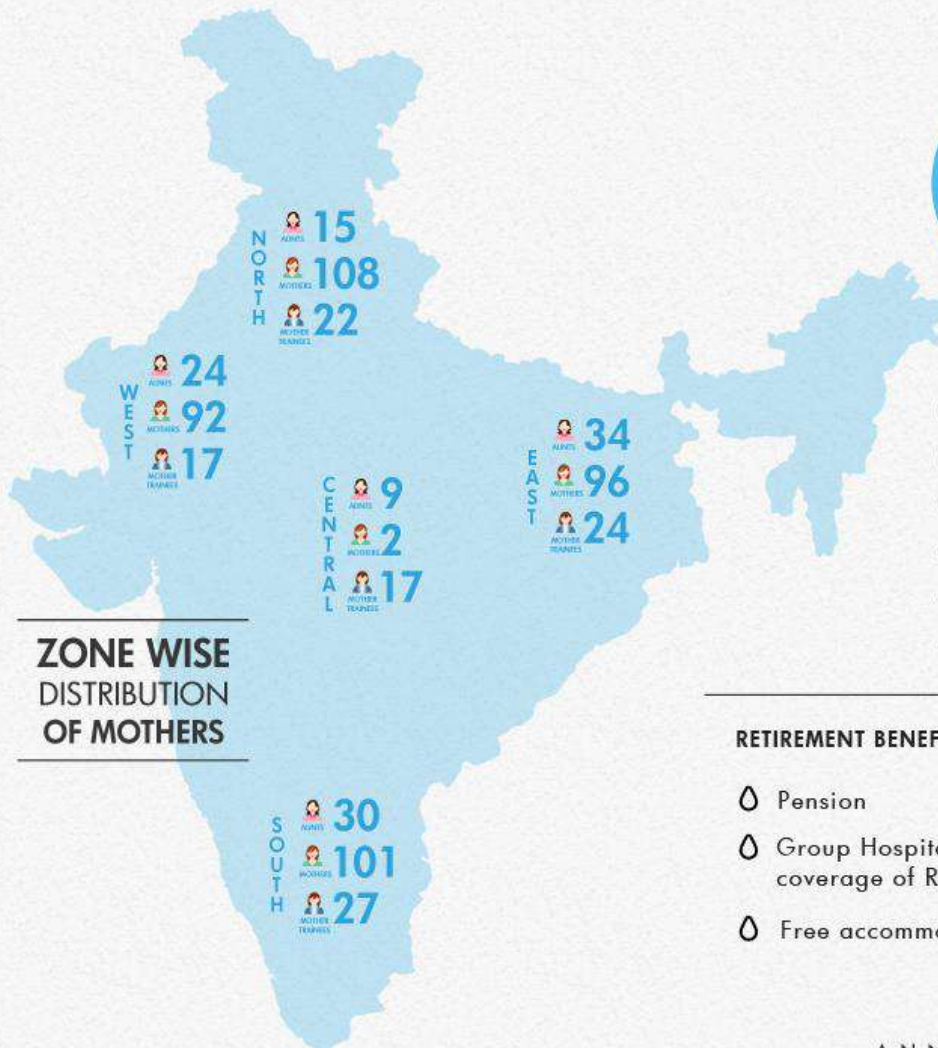


BENEFITS RECEIVED BY MOTHERS

- ☐ Salary
- ☐ P. F
- ☐ Free boarding and lodging
- ☐ Medical re-imbusement
- ☐ Accidental insurance coverage
- ☐ Leaves from day one

RETIREMENT BENEFITS RECEIVED BY MOTHERS

- ☐ Pension
- ☐ Group Hospitalization coverage of Rs. 1 Lac
- ☐ Free accommodation
- ☐ Gratuity
- ☐ P.F Contribution
- ☐ Leave encashment



ZONE WISE DISTRIBUTION OF MOTHERS



response and relief in times of emergency

Natural and man made disasters have deep-rooted impact and the resulting misery have only cemented the SOS resolve towards reaching out to those affected. Each time disaster or calamity has hit India, the SOS Children's Villages of India has stepped up and taken initiatives to help those displaced and/or adversely affected. Sowing a seed in times of emergencies, rescuing children and their care givers from imminent risk or danger, has always been the resolve of the organization. Our long-standing

relationships with local communities, proven infrastructure and logistics, cultural knowledge, and trusted recognition as a reliable partner and quality care enable us to deliver fast relief and partner effectively with other humanitarian organisations and authorities.



Chennai Flood Relief



Chennai Floods Response

On 8 November 2015, severe spells of incessant rain flooded large parts of Tamil Nadu, Andhra Pradesh and Puducherry. Chennai and the surrounding areas of the capital city were severely affected and submerged for days. As per initial estimation, 400 people lost their lives and about 1.8 million people were affected by this disaster. Survivors were bereft of food, shelter and medicine. Our team was on the ground responding in times of emergency, helping and providing relief to hundreds of families with food, ration, clean drinking water and health and hygiene kits. SOS India reached out and provided immediate relief to over 193 families in Chennai, 577 in Puducherry and 1980 families in Nagapattinam. These families were primarily from the FSP community in the vicinity of three of our Villages in the flood affected area. Relief materials distributed in four locations affected by floods in December. A total 800 families were supported through Emergency Relief Program. 5 emergency medical camps were organized in 7 flood affected areas, treating around 600 people affected by floods. The relief work in Chennai, Puducherry and Cuddalore was officially concluded by 31st December, 2015.



nurturing dreams





JN KAUL Institute for Education

Hermann Gmeiner Schools (HGS)

Hermann Gmeiner Schools have been established in several SOS Children's Villages, where a child receives primary and secondary education. These Schools help realize the full potential of each child and enable them to hone their skills. The nine Hermann Gmeiner Schools are located in Faridabad, Bhimtal, Varanasi, Jammu, Bhopal, Bhuj, Nuh, Anangpur and Chennai and are not exclusive to the children of the Villages. In fact, around 30-50 per cent of the students are from underprivileged communities.

Sports education is considered as an integral part of their holistic development and is imparted to primary and pre-primary students at the Hermann Gmeiner Schools in Faridabad and Bhimtal. Thanks to the nurturing provided to our budding talents, many of our students have won awards in various events at the state, national and international levels.

education

Education has the power to transform lives and give flight to dreams, hopes and aspirations of our children. It has been our constant endeavour to nurture the dreams of our children with not only a loving home and a family but also good quality education that enables them to become contributing members of the society and strengthen their social values. Under its Education Programme, SOS Children's Villages of India has set-up kindergartens, primary and secondary schools, professional institutes and vocational training centers. These educational institutions not only cater to children and youngsters under our care but also reach out to children in need from the neighbourhood communities.

Catering to over 7000 students, these primary and secondary schools are well equipped with libraries, laboratories, sports facilities and smart classes which, in turn, are well equipped with computers, projectors and e-learning content.

In line with our Mission "To facilitate Physical, Moral, Social and Academic development of children, enabling them to become conscientious & contributing human beings who will make the world a better place", we have introduced a specially designed theme based curriculum for experiential learning for Classes I and II in 2015. Over time the plan will be upgraded for all classes.

Apart from schools, SOS India also runs two **Vocational Training Centres (VTCs)** with the aim to equip children for adult lives and ensure their bright future. The VTC located at Raipur (Chhattisgarh) and Nizamuddin (Delhi) are affiliated to Directorate General of Employment & Training (DGE&T). They provide training in computer fundamentals, automobiles, electricals, fabrication and personality development. The training is provided free of cost to youth from marginalised sections of the society with the guarantee of a placement. The number of students in these two training Centres as on 31st March, 2016, is 567





SOS J.N. KAUL INSTITUTE OF EDUCATION, BHIMTAL

Affiliated to Kumaun University, was set up to train teachers. Number of seats in the Institute was enhanced from 60 to 100 students last year.



SOS NURSING SCHOOL, FARIDABAD

Affiliated to Haryana Nursing Council and Indian Nursing Council provides ANM (Auxiliary Nursing and Midwifery) and GNM (General Nursing and Midwifery) courses to 120 students every year.

highlights

2015-2016



Ananya Singh
92.40% Com.

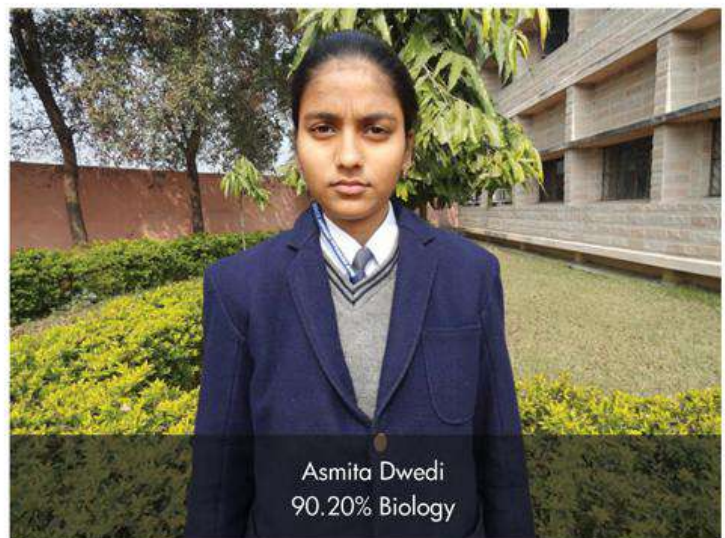
01

The results of the four Senior Secondary Hermann Gmeiner Schools for Class XII CBSE Board exam are: Varanasi - 100%, Jammu - 98%, Faridabad & Bhimtal - 97%. In all these four CBSE Schools, the result for Class X has been 100%.

02

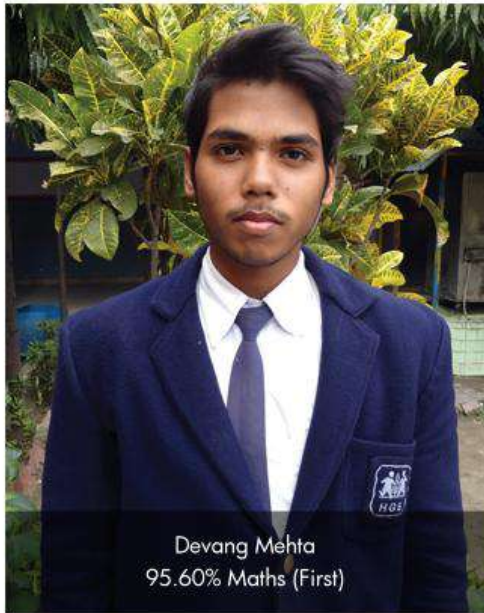
SOS children did academically well during the year 2015-16. Some notable achievements amongst them are those of **Ms. Yesmina Khatun** from SOS CV Hojai who secured 2nd position in order of merit in Master of Social Work (MSW) from

Dibrugarh University, Assam. **Ms. Sai Kanaka Maha Laxmi** from SOS CV, Hyderabad, studying in XII in Kallam Anji Reddy Vocational Junior College, secured 93% in intermediate second year and was declared the state topper.



Asmita Dwedi
90.20% Biology





Devang Mehta
95.60% Maths (First)

Mr. Prabhat, a youth from SOS CV Greenfield scored 10 CGPA in class X and Ms. Dhana Lakshmi from SOS CV, Visakhapatnam scored 98% in class X Board exam.

03

To nurture the HGS students into smarter,

happier, confident youths and to develop their mental and behavioral skills, we organised an Inter-HGS Sports and Literary Competitions and Science and Art Exhibitions. During 2015-16, HGS Varanasi was overall Champion in Sports and HGS Bhimtal was the champion in literary competitions.



Kunal Rai
93.20% Maths (Third)

04

Our children also performed well in sports and arts during the year. Our girls from SOS CV, Begusarai, represented the Bihar State Team in the Junior National Championship of handball; one girl won the gold medal, another won the bronze medal. Two children from Bhubaneswar were selected for the Junior and Senior level National Kho-Kho games. Madhu from Khajurikalan was awarded the Balshree Award by the Government of Madhya Pradesh for her drawing & painting skills.

05

Assessment of VTC Raipur was conducted externally and the overall result has been 90% and placement has been at almost 80%.

06

The Nursing school in Faridabad has received recognition and an affiliation with Civil Hospital, Fortis Escorts Hospital, SRS Sunflag Hospital, IBS Hospital and VIMHANS, IBHAS. The Nursing School has a record of 100% placement in hospitals like Medanta, Fortis, Apollo, Jaypee Hospital etc.



Anshika Jaiswal
93.80% Maths (Second)



A loving home for every child



ANAND

CONVERGENCE BETWEEN FAMILY STRENGTHENING PROGRAMME & FAMILY BASED CARE PROGRAMME

Anand appeared in the 10th Board exam in 2012 and topped in the school with 88%. He had always dreamt of becoming an engineer, and therefore, took science stream in his +2. He continued working hard for top ranks and secured 90% in his 11th grade. Finally, he scored 95% in his class 12th board exam and ranked 8th in State of Chhattisgarh. He also cracked the Chhattisgarh Pre Engineering Test (CGPET) and got admission in Shankaracharya Institute of Technology, Bilai in B. Tech, IT. Anand is currently pursuing his engineering and has laid the path for a bright future ahead for himself and his family.

Often, nurturing dreams of our children requires the organization to think innovatively and commence new initiatives. A case in point is that of Mr. Anand Burman from Raipur that showcases the convergence between two of our flagship programmes, Family Based Care Programmes and Family Strengthening Programme.

Anand is a 17 year old boy, part of the Raipur Family Strengthening Programme. Anand's mother, a widow, lives with her three children in Mana Basti. After her husband's death, she did not give up hope and worked hard as a daily wage worker to earn a living. Although she is not educated, she had a strong desire to see her children educated and settled well. She is fully aware that higher education is the only way towards a living fulfilled and happy life and attaining respect in the society. Fortunately for her, Anand is a bright, sincere and diligent student and a big support to his mother and two younger siblings. He tried his best to reduce her stress and extend all possible support to ease their hardships. However, his mother asked him not to worry about their daily struggles and to focus only on his studies.

In the year 2011, SOS India had launched a youth scholarship programme which entitled any youth from the Family Strengthening Programme community with a good academic record to be admitted into the youth facility in the Village. Under the super vision of our FSP coworker, Anand was selected for this scholarship programme and was admitted in the youth facility of SOS Children's Village, Raipur. At that time Anand was a student of class 9th. After coming into the youth facility, he had access to all the facilities and cherished the opportunities he was given. He started working very hard in his studies and as a result he topped his class with 86% marks in 9th standard. This boosted his morale and made



A loving home for every child

Abhishek's father was transferred from Mumbai to Varanasi in the year 2011. One of the hardest aspects of shifting their base was choosing an appropriate school for him to join. After visiting many local schools, they finally visited the Hermann Gmeiner School in Varanasi. Abhishek was impressed with the infrastructure and conducive learning environment that the school had to offer and was admitted to standard VII.

He was made to feel at home at once as his teachers and peers were kind and welcoming. He had always been a painfully shy child. The school created the opportunity for him to participate in a poetry recitation competition. This helped Abhishek break the ice and gain some recognition and popularity. Since then, Abhishek has gone on to win many accolades and has managed to add many feathers to his cap. He went on to participate and win awards in many Inter-HGS, district level, state as well as national level competitions and won prizes including the Best Student award from Ministry of Environment, Forest and Climate Change, Govt. of India, for his contributions to Save The Nature Programme. According to Abhishek, Herman Gmeiner School has given him the opportunity to grow and excel.

Abhishek has now resolved to become a doctor and insists that the school and teachers have helped him get to this point.

He says that he feels very lucky to have joined HGS when he moved to Varanasi and hopes all children can have the same opportunities he has been able to secure through their own schools where the growth and development of children is the primary agenda.

ABHISHEK

NAME: ABHISHEK DUBEY

CLASS : XII B

D.O.B : 7TH JANUARY, 2000

FATHER'S NAME:

SHRI BRIJ SHEKHAR DUBEY

MOTHER'S NAME:

MRS. SUNITA DUBEY

He says, "Whatever resources and guidance I required to pursue my dreams - my school and teachers have always provided that! They extended a helping hand to help me reach my goals".



family strengthening programme

Program's Goals & Objectives

- Enable the parent/caregiver to become financially secure and self-reliant by livelihood enhancement and financial inclusion.
- Ensure that the children targeted get access to education by facilitating and financially supporting education and other basic amenities.



No child should be at the risk of losing parental care and every child deserves to be nurtured so that they may reach their full potential. Therefore, the SOS Family Strengthening Programme (FSP) focuses on the subset of the communities that are vulnerable and below poverty line families which are predominantly headed by a single parent (mostly women). This program reaches out to over 17,000 children and their families in 32 locations across 22 states in India. It's run in slums and rural areas, within a 30 kilometres radius of a SOS India Village. Spanning 3 to 5 years, the programme aims to enable families to move out of the vicious cycle of poverty towards greater dignity and self-reliance by ensuring education of children and income generating capacity development of the primary care givers.

The issues being addressed by the programme include:

- Financial insecurity hence the vicious cycle of poverty
- Lack of awareness and capacity to become self-reliant
- School drop-outs, child labor, illiterate caregivers, lack of knowledge about government policies and benefits.



AISHA BEEVI

TRANSFORMS INDIA

Aisha Beevi is a changemaker, a transformer! She has transformed not only her own life but her community as well. She lives with her husband Salim and three children in a Government Poromboku (encroached) land beside the canal passing through the village in Edathala Panchayat, Cochin. They have no land nor a house of their own. Her husband is a chronic asthma patient and requires a lot of medical attention. Her children are studying

in school. At the time of enrolment into the Family Strengthening Programme (FSP) in 2011, she did not have any regular source of income or livelihood. She was weak both physically and economically and found it difficult to afford even three square meals a day for her family.

During the initial days in the Family Strengthening Programme she was shy and was not comfortable mingling with others. When a Self Help Group (SHG) was formed she was not ready to take up any leadership role because of her fear and

nervousness in facing others. However, she started responding well to various capacity building and skill training programmes organized under the project.

Her regular attendance started impacting her attitude and improved her confidence. Gradually she became the leader of the SHG group, Karunya, of which she is a member herself.

She was motivated to start a small tea shop in her house. In 2013, the SOS Family Strengthening Programme supported her in scaling up the tea shop and she also started selling snacks and tiffins. The grinder provided to her helped her reduce the work load. She worked hard to run both her home and the tea shop from 3 pm to 11 pm. In 2014, Family Strengthening Programme provided the second income generation support by way of a refrigerator and she added cold drinks to her menu. This also enabled her to store left over milk, Dosa/Idly batter etc. The shop began to flourish and she renovated the tea shop and even employed staff. Her polite nature also drew people to her tea shop and she started earning a steady flow of income.

As a mother, she gives a lot of importance to educating her three children and they are now doing well academically. Her relationship with the community is cordial since she is helpful in nature. Gradually, she started emerging as a leader in the locality. Many in the community observed her and were motivated by the hard work she had put in towards becoming economically self-sufficient. Seeing her confidence and leadership qualities, they requested her to be a candidate for the local body election and with gentle persuasion from the Family Strengthening Programme coworkers as well as with the support of many in the community, she filed her nomination as an Independent candidate. Thanks to the overwhelming support of her peers, she was elected from Ward No. 4 of the Edathala Gram Panchayat. She began her journey as an elected representative of her community by taking her oath and charge on 12th November, 2015.

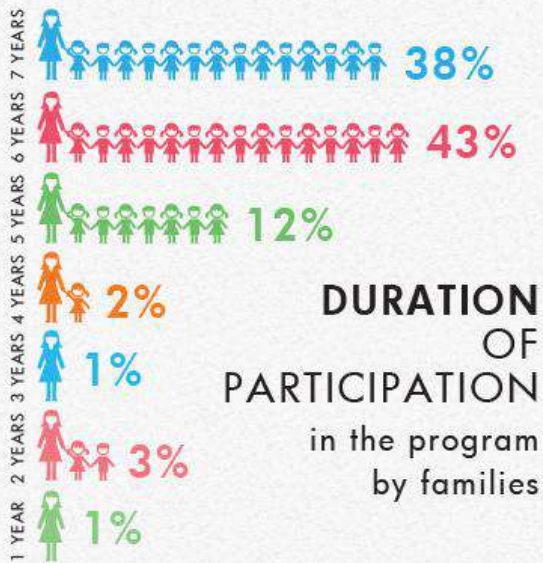
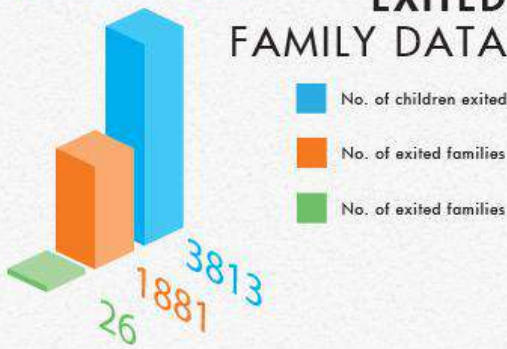


It is a happy moment for the community of the SOS Family Strengthening Programme cluster in Cochin since they now have a representative of their own in the local Panchayat; someone who can address their issues. They also feel that they now have better access to various Government Schemes and expect a brighter future for everyone. They hope the helpful and supporting nature of Aisha Beevi will contribute further to improve the quality of their life and that of their community.



A loving home for every child

EXITED FAMILY DATA



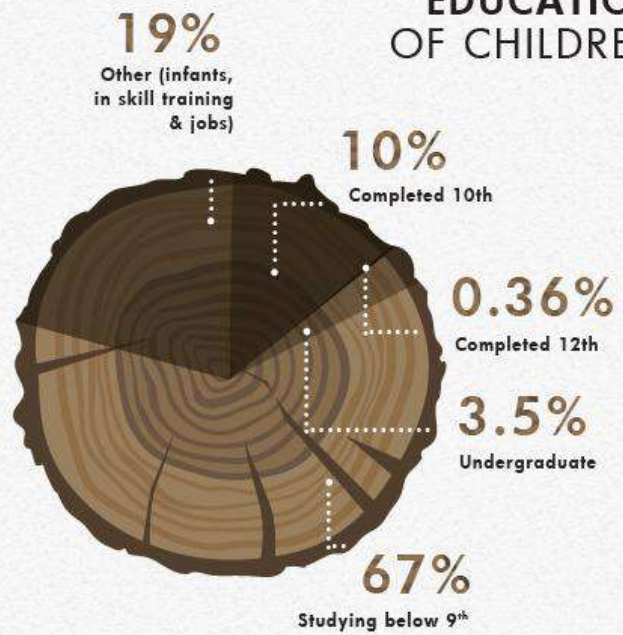
DURATION OF PARTICIPATION in the program by families



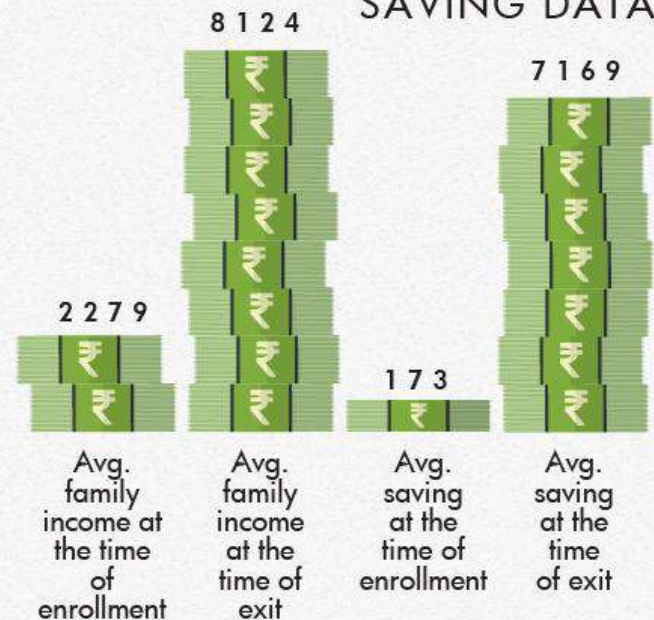
SELF HELP GROUP MEMBERSHIP

family strengthening programme

EDUCATION OF CHILDREN



INCOME AND SAVING DATA



LIVELIHOOD SUPPORT

87% - provided economic support for individual as well as group livelihood activities.

were not economically supported - 13%
 (The main reasons were migration, employment after capacity building support and reluctance of the caregiver to take up any economic activity during their involvement in programme)

Implementation Strategy and Key Performance Indicators



WOMEN EMPOWERMENT & LIVELIHOOD

- Organize and strengthen Self Help Groups (SHGs) to promote income generation activities and saving habits
- Provide knowledge and capital support via SHGs or independently to pursue income generation activities such as tailoring, bag making, animal husbandry, vegetable vending, running small enterprises, pot making etc.
- Create market linkages for selling their produce
- Organize training programmes for entrepreneurial development of caregivers
- Link them to at least one government scheme related to health, housing or insurance
- Conducting Adult literacy and Financial literacy programmes on a regular basis
- Encouraging women livelihood initiatives towards more dynamic and sustainable growth

- Age appropriate tuition support for the children in school.
- Providing educational support to the children including school bags, uniform, books etc.
- Monitor school attendance to stop & ensure minimal drop-outs
- Workshops for career guidance, vocational programmes for older children
- Inculcating good parenting habits including children's hygiene, health and sanitation

CHILD DEVELOPMENT



fostering growth



youth settlement programme

"We at SOS have the responsibility of shaping and moulding impressionable young minds and their careers"- states Ms. Anuja Bansal, Secretary General, SOS Children's Villages of India. She stresses "Our aim is to equip every young person with the necessary social, emotional and educational skills and prepare them to become economically independent life. We believe that no matter how difficult it may be, no youth should be left behind"

Fostering growth and settling our youths is one of the core focus areas of the organization. Children join the SOS Family at a very tender age. At SOS, we constantly strive to nurture these young saplings to fruition through our long term child care programme. From the time they enter an SOS Children's Village, they are gently steered toward becoming independent, self-sufficient and contributing members of society. It is an important milestone in the work of an SOS Children's Village when its youths take charge of their own lives, employment and the responsibilities of providing for themselves.

Boys and girls are nurtured in an SOS home as brothers and sisters under the care of a SOS mother till the boys are shifted to Youth Homes physically distanced within the same SOS Village and families. The girls continue to be with the Mother and brothers and sisters till they move out for higher studies.

The SOS Youth Programme is part of our larger flagship programme called Family Based Care (FBC). The organization does not consider its responsibility to be over till every SOS child is settled as a contributing member of society and integrated in to it. The upper limit of extending support to its youth under this programme is 25 years of age.

Arunodaya is for boys aged 14-18 years; **Sopan** is for those in college or undergoing professional/higher education; **Gharonda** is for working professionals. **Arunodaya**, **Sopan** and **Gharonda** stand for Care, Exposure and Integration respectively. Throughout this journey from **Arunodaya** to **Sopan** to **Gharonda**, a child's growth and developmental needs are understood and addressed adequately. For smooth transitioning to a safe space, outside of the children's village, every child undergoes counselling and guidance to help them adjust well to a new family environment. **Care**, then, becomes a crucial part of a child's growing up and it is with this care and nurturing that the child enjoys adolescence and youth.

Sopan is when the children have completed their schooling and they move to colleges and vocational courses. They are rigorously counselled and are guided to choose a career path. Young minds by now have explored the various options they have in life, from pursuing higher education to training from various colleges and vocational training centres. Through the **Sopan** period the youth go

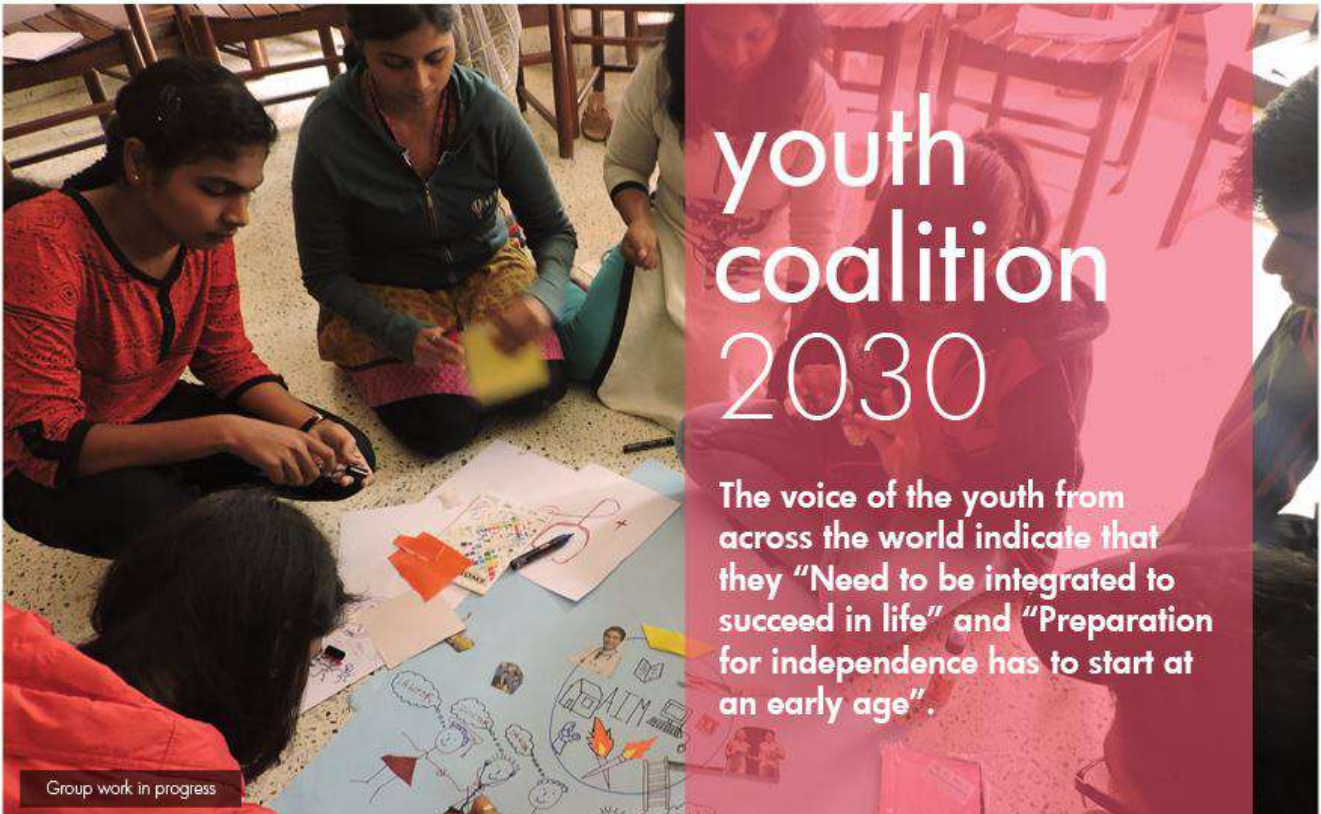


As on December, 2015, SOS India has been instrumental in settling
5,453 children
from different projects across India.



to colleges and vocational centres to acquire skills for employability. Gharonda, which is home to working professionals, offers learning and growth opportunities to young adults. They get to strengthen their behaviour, confidence & skills needed to take responsibility of building their own future and to become independent. This transition period from childhood to adulthood and then to settlement is a slow guided process for the youth at SOS. During this period the young boys and girls are promised a financial stipend of up to Rs. 2000 per month which helps supplement their incomes and in turn prepare them for an independent living.

'Child Money Grant' better known as CMG is money deposited in the name of the child. This money earns interest and grows with the child. Youth above the age of 25 are eligible to claim the total amount and often use the money for their entrepreneurial ventures, to buy land, build a house or any other purpose that provides them with long term stability.



Group work in progress

youth coalition 2030

The voice of the youth from across the world indicate that they "Need to be integrated to succeed in life" and "Preparation for independence has to start at an early age".

Fostering growth is also about giving a voice to the youth and empowering them with leadership qualities, ability to be a part of a decision and policy making process, question norms or conventions and out of box thinking abilities.

The Youth Coalition 2030 Project was initiated by SOS Children's Villages International with an aim that it will define the future strategy for the global work of SOS Children's Villages & guide the work for children and young people in more than 132 countries after 2016.



In order to implement this Project in India, 22 youths were selected from 113 applicants from across all Children's Villages in India. Young motivated people, with good communication & computer skills aged 18 to 24 years, were selected to form the National Group. From the National group of 22 youth, Ms. Anadi Bisht from SOS Bhimtal & Mr. Ramesh Barri from SOS Vishakapattanam represented the voice of youths from India. They had to articulate and put forth their issues such that these issues are recognized as part of the global strategy of SOS Children's Villages.

Anadi & Ramesh attended the first meeting that took place at Tirana, Albania between May 6-10, 2015 where 16 passionate young people from across 10 countries came together, worked out a joint plan, improved their personal and professional skills and worked together as a team. On their return, Anadi & Ramesh ran consultations with their peers at national level. The first two day consultation and workshop was held at Pune on June 18th and 19th, 2015. It was attended by 26 participants in the age group 15-18 & 19-24 years from various SOS CVs. Ms. Anuja Bansal, Secretary General, addressed the youth. She encouraged our youths to be 'Influencers' at both small (school, village, society etc.) and large (world and nation) platforms. She stated "Speak up and influence the policies at global level. That way, the circle of influencing keeps growing. Make your voice heard for the benefit of all young people."

The three strategic questions, added to the consultation process were as follows:

- How can youth be motivated to maximize their potential?
- What are the challenges faced by our children while growing up in village and when they go out to study/work?
- Three things that should be done to help better prepare you for in life?

The Youth leaders debated and brain stormed on various issues concerning their social integration, youth care, early guidance and career counseling, employability, better employment opportunities, importance of IT & language skills etc. Based on the results Youth Employability was the topic for the second consultation which was conducted for a focus group of 8 members in December. Youths from FBC, FSP and settled youth between 17 to 24 years.

Anadi and Ramesh took part in the second Youth Coalition meeting held at SOS Children's Village, Morocco from January 23, 2016 to February 2, 2016. They shared their experiences and findings of the Second National Consultation on the Employability topic. The 2030 Youth Coalition members representing their countries worked in pairs to draw up a plan on how they want to stay active and drive youth reforms in their country during 2016. They had also discussed these ideas with the national coordinators and agreed on which of these ideas can be jointly implemented by young people with the support of SOS coworkers.



Coordinating youth in the expressive mood

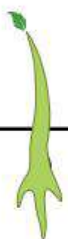


Group photo of Participants of the Youth Coalition 2030

Many opportunities and ideas have emerged for SOS India to implement.

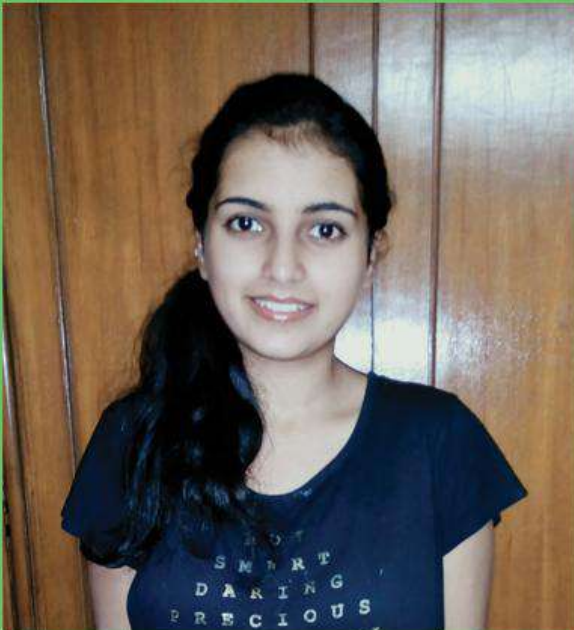
Ms. Anadi Bisht has been selected as one of the four Spokespersons to represent youth from across the world at the General Assembly (GA), at Innsbruck, Austria from June 23 to 25, 2016.

We recognise that youth need to actively participate in discussions and decisions relating to their lives. With this mandate we have decided to strengthen our Youth Coalition in India. Four regional coalitions have been formed and these young people will meet regularly in 2016 to help strengthen the work of SOS Children's Villages of India.



A loving home for every child

She speaks extremely fondly of her experience, saying "The most memorable part about the whole experience was meeting young people from different SOS Villages across the world. It was amazing to find out that their way of thinking was very similar to ours."



ANADI

Anadi was brought home to SOS Children's Village, Bhimtal on 15.4.1996 from Dehradun when she was only 4 days old. Anadi was always an amiable and popular child, loved by all in her SOS family, village as well as by her peers in school. From the very beginning her academic performance was outstanding and she was also extensively involved in extra-curricular activities winning many accolades for the same. She successfully completed her class Xth from Hermann Geminer School, Bhimtal and secured an impressive 100% marks in every subject. She was selected from SOS Children's Villages of India for MUWC Norway Scholarship and pursued an IB Diploma from UWC, Norway. Anadi is currently doing her Bachelors in Biotechnology from Bangalore City College.

RAMESH

Mr. Ramesh Barri, the other Youth Representative, is from SOS CV, Vishakapatnam. He is presently pursuing 4th year, MBBS from Maharaja Institute of Medical Sciences in Vijay Nagaram. He recalls the experience of being a member of the Youth Coalition as the best experience of his life.



He says, "As a member of the National Group of the Youth Coalition, I travelled abroad for the first time and I can never forget the excitement and happiness. The whole experience was empowering as well as enriching. I learned a lot through this initiative and this will have a lasting impact on me."



"I am here Because of SOS Children's Villages. This motivates me to help poor children so that they may get an education, stand independently, help their families and be of support to someone in their society." says Maya.

MAYA DHAL

GIVES BACK TO SOCIETY

Maya Dhal's (24) journey as a SOS child has been exceptional. She is a change maker and gives back to society what she received as a child. Growing up in SOS Children's Village Bhubaneswar she thrived on the love and support of her SOS family and the village community. It motivated and enabled her to excel academically and get a good job. Her belief that every child should have the same opportunity has led her to the slums to teach school dropouts and help them return to the classrooms.

As a college student Maya used to purchase books and other teaching material for 27 children living in a slum in Bhubaneswar with her own pocket money. Most of them had dropped out of school, but returned to school eventually with her support.

Maya was only four months old when she joined her SOS Children's Villages family after the death of her parents. Her fondest memories are of celebrations and festivals – "the gatherings, the love and the bonding we shared apart from the ordinary days".

Maya studied hard to be accepted in a Bachelor of Science programme in a hotel and hospitality management course. She is convinced that giving a child an education does not necessarily require many resources, just a lot of commitment.

She is proud of each of her achievements, but describes her appointment as a management trainee in a prestigious hotel and convention centre as one of her biggest. She was chosen out of 800 other students.

"Children like Maya are an inspiration to all young people in SOS Children's Village and her story helps motivate all children choose meaningful career paths to fulfill their dreams," says Ajaya Dash, Village Director of SOS Children's Village, Bhubaneswar.

Maya wishes for a better world and hopes that everyone does their bit to help the needy and contributes to create a better and safer environment to live in, especially for girls.



marriage

With financial stability and security come the next big step in a youth's life; marriage, the legal and emotional union of two individuals and their families.



It is considered to be an integral part of the Indian social structure and ethos. The SOS family works the same way as most Indian families do when it comes to getting their children married off. The SOS Mother with the support of the Village Director looks for a suitable match for her settled and mainstreamed children.

Like all parents, we at SOS also try to fulfill our responsibilities of finding life partners for our settled youth. Marriage assistance is, thus, provided to youth at the time of their marriage which includes financial support of up to Rs. 25,000. Utilization of this support is to be jointly decided by the youth, SOS Mother and the Village Director. Often times the marriages are solemnized in the SOS Village where the youth grew up.



SURABHI SHARMA

Surabhi Sharma was brought to SOS Children's Village, Bhopal at the age of 3 with her siblings-a brother and a sister-Vimal and Vinitha. As a child she was friendly and cheerful.

In the year 2008, she undertook a course in General Nursing and Midwifery (GNM) at R.D. Gardi College of Nursing, Indore. She is currently working at M. Y. Government Hospital Indore.

In January, 2016, Surabhi got married to Mr. Raja Singh who was her classmate at Scholar Yard H. S. School. Mr. Singh is from Indore and was earlier working at K.C. Wakhariya & Co., a Chartered Accountancy firm. Not only has he cleared his C.A. examination but has also ventured into a new business of his own involving fisheries in a 4 acre pond in Indore. He also continues to work as a Chartered Accountant. Surabhi and Mr. Singh are part of a family of five including them, his mother, father and younger sister.

Surabhi feels extremely lucky to have married Raja and expressed her happiness saying "I feel very happy in my married life with Raja".

We, her SOS family, wish her a lot of happiness in her new life!

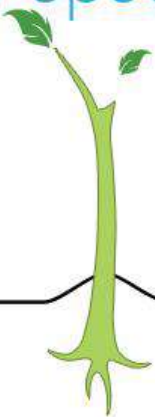


events

A tree is only as strong as its roots! 2015 marked a year for rejoicing as we saw four SOS Villages in different parts of the country grow from strength to strength.



Achievements in Special Olympics



When hard work bears fruit, it marks a truly memorable moment for the entire SOS family. Special Children from SOS Children's Village, Khajuri Kalan recently made India proud with their inspiring accomplishments at Special Olympics in Los Angeles (LA 2015). The 2015 Special Olympics World Summer Games opened on 25 July 2015 in Los Angeles, California. It featured competitions in aquatics, gymnastics, track and field, basketball, football (soccer) and many other summer sports involving 6,500 athletes with intellectual and physical disabilities from 165 countries. The athletes displayed the true meaning of courage, joy and determination. LA2015 was the largest sporting event in the world in 2015.

Dolly, Shruti and Vijay, all differently abled, brought laurels to India by competing in the cycling and football tournaments in the Los Angeles event that opened on 25 July 2015.

Dolly suffered severe burns as an infant and lost her eyelids. She had to undergo several corrective surgeries to be able to sleep properly again with her eyes closed. The scars remained though. In her formative years, it resulted in low self-esteem and loneliness. However, Dolly did not let her scars blemish her future. She concentrated on cultural and athletic activities, excelling in cycling. In 2014, she won two Gold and two Silver medals at national level and secured a place for herself in LA2015 wherein her hard work paid off and she won a Silver medal in 5kms and a Bronze medal in 10kms time trail, thus, inspiring millions of children worldwide.

Shruti was found abandoned at a very young age. She discovered the love of a family again when she was bought home to SOS Children's Village at the age of seven. Though a deaf and mute child, Shruti always showed an eagerness to overcome life's challenges. She was interested in sports since her childhood. In the last few years she participated in several co-curricular activities and won many awards. In 2015, Shruti got selected to represent India in Special Olympics. She was extremely self-motivated and determined to win a Gold medal for her country. In a special match at LA2015, Shruti finally fulfilled her dream by winning a Gold medal and making India proud.



Vijay is a mildly intellectually challenged fourteen year old boy. He has low IQ and hence finds it difficult to concentrate on his studies. He studied till standard V and is now attending a vocational training programme. Nevertheless, he

is athletic and has exhibited excellence in playing various sports. He has also won many prizes in various football championships organised at the state and national levels. Observing his special talent, a professional Football Coach has also been arranged for Vijay. Due to his steady and brilliant performance in Football, he was selected to represent India at LA2015. Vijay practiced for more than five hours daily; he made his team and country proud by emerging fourth in the tournament.

Dolly, Shruti and Vijay are exemplary case studies of the immense potential that is harboured within every home of SOS Children's Village of India. They are an inspiration to all those who find their own obstacles insurmountable, leading the way with hope, encouraging people to explore possibilities.



Anniversary Celebrations

"A commitment to long term care"

Last year they celebrated their anniversaries marking thirty and twenty five years of their service to once parentless and abandoned children of the nation.

Hojai:

In 2015, SOS Children's Village Hojai celebrated completion of 30 glorious years of serving children in need of care and protection in a befitting manner. SOS India President Shri S. Sandilya and Secretary General Smt. Anuja Bansal graced the occasion along with Shri Basanta Das, Hon'ble Cabinet Minister, Water Resources, Fisheries and SC/ST Welfare, Government of Assam and a host of other distinguished guests, government officials.

Shri Tarun Gogoi, Chief Minister of Assam, had sent a written message, lauding the years of service of the Village and SOS India as an organization. He specially praised the unique child care model of SOS Children's Villages. He wrote "SOS India's unique child care system facilitates upbringing of every child by ensuring family environment, a loving home, SOS mother, brothers and sisters and a community. 30 years is a long journey and SOS Children's Village Hojai has pioneered a family approach to long term care of parentless and abandoned children in our society. In doing so, it has also achieved phenomenally in the field of gainful settlement of children and youth in the mainstream of society".

Located in a semi-urban area under Hojai Municipal Board, there are various facilities present within the Village campus such as 20 family homes for 200 children, a dispensary, two playgrounds, a computer lab for children, an auditorium, a community house, village facilities and residential co-worker's cottages. The campus is a secure, gated community. To add beauty to the campus, there are two well fenced water bodies (ponds) in the Village campus with beautiful water lillies. The children at SOS Children's Village Hojai are going to 15 different schools and colleges spread across Hojai and other towns like Nagaon, Tezpur and Guwahati. A few children are studying outside Assam too.



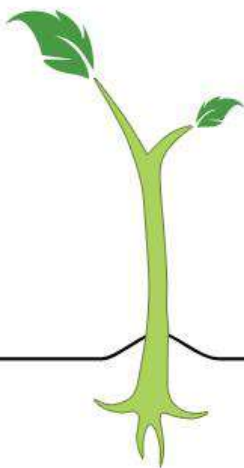
Bhopal:

In 1984, a poisonous gas leak killed tens of thousands of people in Bhopal (Madhya Pradesh), leaving several thousand others with permanent and partial disabilities. Called the world's worst industrial disaster, its effects are still being felt, decades afterward. The need of the affected children led to the setting up of SOS Children's Village, Bhopal. In 1989, the State Government donated 10 acres of land, about eight kilometres from the city centre. On 20th December 1989, with 5 family houses and 18 children, the Bhopal SOS Children's Village came into being. However, children affected by the gas tragedy weren't the only ones who needed help, and SOS began to take in parentless and abandoned children from all over Madhya Pradesh. At present, 59 boys stay at youth facilities and 189 children in the Village. In the course of the last 25 years, SOS Children's Village Bhopal has looked after 478 children. Once parentless, abandoned or on the verge of abandonment, two generations of children are now leading constructive lives. The anniversary was celebrated with colorful performances by SOS children.



Bhubaneswar:

In 2015, the SOS Children's Village Bhubaneswar celebrated its 25th year of being a part of the SOS family in India. The initiative to set up an SOS Children's Village in the capital city began in 1988. In 1989, the state government donated 10.06 acres of land at the western end of the city and construction work began. The first few families were housed in rented accommodation in 1990. In 1992, the first occupants moved into three family houses in the new Village. By 1993, all family homes were occupied and the Village, within 20 minutes' drive of all important places in the city, was fully operational. Currently 148 children are living in family homes under the care of loving mothers and 78 youth are staying at different youth facilities. The Village has helped over 100 children to get settled successfully in the last 25 years. 23 November, 2015 marked a special day for the SOS project in Bhubaneswar.



Bengaluru:

Established in 1989 the well-equipped village has not just educational and medical facilities but also social amenities. The Village administration regularly organises extracurricular activities for the children, in areas such as classical dance, instrumental music, vocal music, drawing and painting. It also promotes sports such as cricket, athletics, volleyball, badminton and holds karate classes on a regular basis. In addition, the village administration periodically conducts personality development and career guidance programmes for the children. At present, 136 children live in the Village under the loving care of 11 dedicated mothers. Besides, there are 27 girls staying in College Hostels. There are 42 adolescent boys under the Youth Programme Units and about the same number are staying in College/Hostels. 9 youths are in the Gharonda programme.

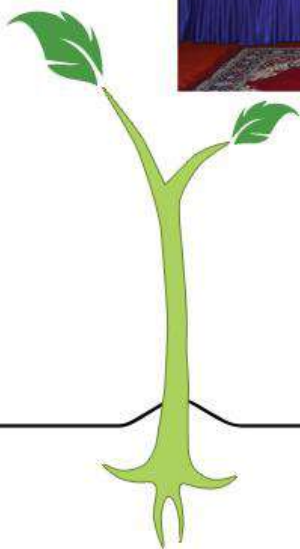
The Village was dedicated to the nation on 23rd December 1990 by the President of SOS-Kinderdorf International, Mr. Helmut Kutin. It was a proud moment for SOS Children's Villages of India as its Bengaluru Village celebrated a milestone of 25 years in 2015. Settled youths from Bengaluru Village travelled great distances to attend this celebration and share their stories of triumph and overcoming trying circumstances.



Cochin:

It was a proud moment for every member of SOS Children's Villages of India as the SOS Village at Cochin celebrated its 25th anniversary in 2015. All mothers, children, settled youths and functionaries came together to celebrate their Silver Jubilee anniversary. Colourful performance by children, settled youths sharing their experiences and a photo exhibition depicting the journey of the Village over the last 25 years, kept spirits up during the celebration.

Mr. Helmut Kutin had initiated the beginning of the Village by giving the SOS mothers the keys to their homes. The milk-boiling ceremony (a part of the house-warming ritual) was done by Shrimati KB Valsala Kumari, an IAS officer who was then the Secretary of Social Welfare. On 2nd February 1990, SOS mothers and 28 children started their journey in Aluva. It was a matter of pride that 100% of the first batch of children taking the SSLC and HSC examinations from the Village passed. At present there are 15 children studying in nursery classes, 116 children at school level, 25 children at degree level, 3 children at the post-graduate level and 9 children studying vocational courses. Children who have emerged as contributing members of society are the real success indicators of the work done by SOS India. Academic achievers, such as Dr. Anupama (Ayurveda physician), K Rekha (PhD from Kaladi Sanskrit University), Jincy V Mathew (LLB), have made the Village proud.



National Arts and Sports Competition



In 2015, SOS Children's Villages of India (SOS India) had organized a series of regional and zonal level arts and sports competitions which culminated into a National Level Competition and a gala grand finale event. The National Arts and Sports Competition provides our children a significant platform to shine and showcase their talents. This pan India competition is organised across all the 32 children's villages to commemorate the Universal Children's Day on 20th November. The grand finale event witnessed all the participating children from across the country gathering in one place and getting inspired by some remarkable and inspiring tales from four settled youths.

20th November 2015, the Universal Children's Day, also marked the day for the Award Ceremony wherein the winners received not only awards but inspiration for striving harder from their successfully settled older brothers & sisters. The event also showcased cultural talents of SOS children. The play on Nirbaya, play on misuse of a mobile phone by boys of SOS Village Bawana & the arts exhibition of the paintings of the National Arts Competition added colour and vibrancy to the event.

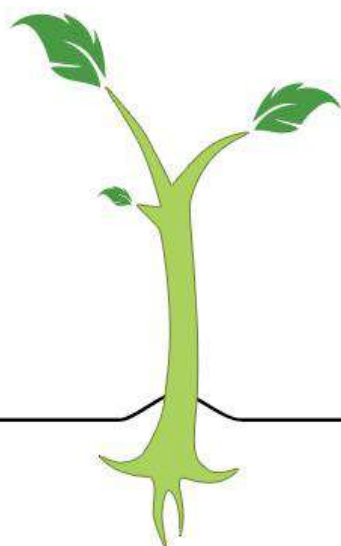
As the SOS family celebrated the Universal Children's Day, it also took a pledge, with support of its donors, sponsors & friends, to do everything in its power to protect and promote children's rights to survive, thrive, learn, grow, make their voices heard and reach their full potential.

The results of the National Sports Competition are as follows:

- West Zone won the Girls Basketball Match & Runner Up was South Zone
- East Zone won the Boys Football match & Runner up was the West Zone
- Boys team of East Zone also won the football match between boys v/s girls match

The results of the Arts Competition are as follows:

- **0 to 10 yrs** 1st – Karan of North Zone; 2nd – Himanshu of West Zone & 3rd – Sharwan of East Zone.
- **11 to 14 yrs** 1st – Jyoti of North Zone, 2nd – Mili of East Zone & 3rd Kishore of South Zone
- **15 to 18 yrs** 1st – Vishal of North Zone, 2nd - Vishnu of West Zone & 3rd Rakheena of North Zone



State Level Seminar

Quality Care for Every Child

Jointly Organized By

SOS CHILDREN'S VILLAGES AND TATA INSTITUTE OF SOCIAL SCIENCES,
HYDERABAD

Seminar Venue :

Auditorium, Administrative College of India, College Park Campus, Banjara Hills, Hyderabad.

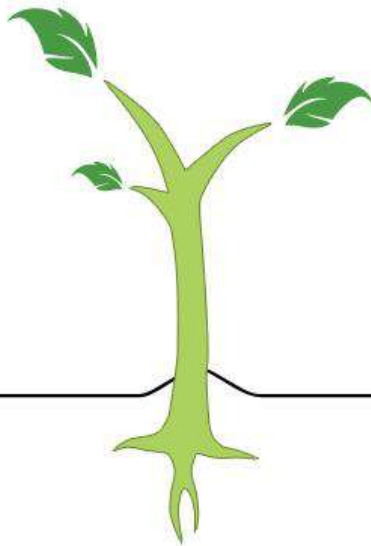
20th August 2015

advocacy

Just as the vitality and nourishment provided by sunshine and water is essential for the growth of a sapling, advocacy is the fodder that is critical for creating an enabling environment for our children.

Sri N.NARASIMHA REDDY
MEMBER, HOME AFFAIRS, GOVT. OF TELANGANA.

Ms.ANUJA BANSAL
SECRETARY GENERAL, SOSCVI



The work of SOS Children's Villages is based on protection of children's rights. We work in the spirit of the United Nations Convention on the Rights of the Child and promote these rights through our unique Family Based Care model and the Family Strengthening Programme across 22 states and in 32 Villages in India.

Since its inception in India, advocating child's rights has been an integral part of SOS India's endeavour of providing a loving home to every child in need of care and protection. Every child deserves a happy childhood, the opportunity to grow up and thrive in an environment that takes care of their safety, security and also addresses their social, emotional and economical needs. He or she deserves a caring family and an emotional patronage to grow into a better individual. This is exactly what SOS Children's Villages of India stands for -- "No child should grow up alone"

highlights

2015-2016

Engagement with the Government

1.

SOS Children's Villages India has been made a member of the Working Group for preparing the 'Foster Care Guidelines' set up by the Ministry of Women and Child Development (WCD), Government of India. On this occasion SOS India was represented by Dr. Archina Dhar. Additionally we have participated in two meetings held on 11 and 26 August, 2015 at Shastri Bhavan. SOS India has also submitted its recommendations for the draft guidelines on Foster Care. As part of the working group we have also submitted recommendations for formulating protocols, child protection and advocacy for implementation of foster care in the country.

2.

SOS Children's Villages India through Dr. Archina Dhar received an appreciation letter from the ministry for her contribution to the work done by the Working Group set by the WCD Ministry, Government of India on Foster Care guidelines.

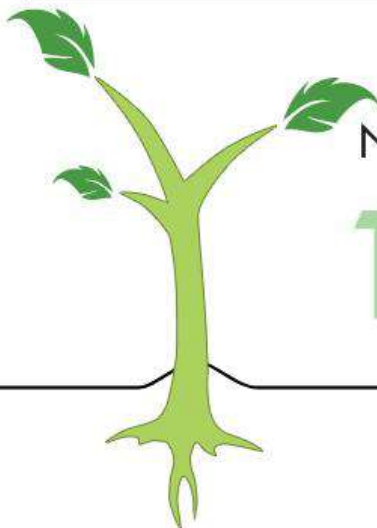


3.

WCD Ministry, Government of India, invited SOS Children's Villages of India to present our model of 'Group Foster Care' in a National Consultation organised by the Ministry in February, 2016 at New Delhi.

4.

SOS Children's Villages India was also invited to present the SOS model of care and give recommendations to the Government of Telangana for drafting their policy on 'Orphan and Vulnerable Children' being developed by the State Government. The model of care was presented to the expert committee set up for this purpose by the State Government. The consultation was organised by the Government of Telangana at Hyderabad on 22 August, 2015.



Networking with NGOs

1.

TISS (Tata Institute of Social Sciences) invited Dr. Archina Dhar as a resource for 'curriculum development' and for a workshop on 'child protection' for a vocational course being conducted by TISS. It was held in Mumbai from 14 -18 January, 2016 and the travel and lodging costs were borne by TISS.

2. SOS India participated in a meeting organized by IACR at NCPCR for stock taking on children of the country from 21 -22 January, 2016.

3. We participated in a National consultation on 'Missing children' organised by NACG EVAC at Habitat Centre.

4. SOS India also participated in a policy consultation on street children organised by Save the Children at India Habitat Centre, New Delhi, on 4th August, 2015.

5. SOS India participated in a National consultation on Right To Education in Delhi organised by the Right to Education Forum.

6. Dr. Archina Dhar from SOS India served as a panelist in a seminar on 'aftercare' for children without parental care organised by Udayan Care at India International Centre on 3rd September, 2015.

7. SOS India participated in a two day consultation on National Policy for Children organised by India Alliance for Child Rights at YMCA from 30th September to 1st October 2015.

Government of Telangana), Ms. Anuja Bansal Secretary General, SOS Children's Villages of India and Prof. Lakshmi Lingam, Deputy Director, TISS. The seminar had eminent speakers from the State of Telangana. There were more than 100 participants from different NGOs, UNICEF, Telangana Ministry as well as organisations working with children. The panel discussions were on models of alternate care in the country, UN Alternate Care Guidelines, monitoring of care facilities and the way forward for the Government for programmes on children without parental care. The seminar was also widely covered by the media.



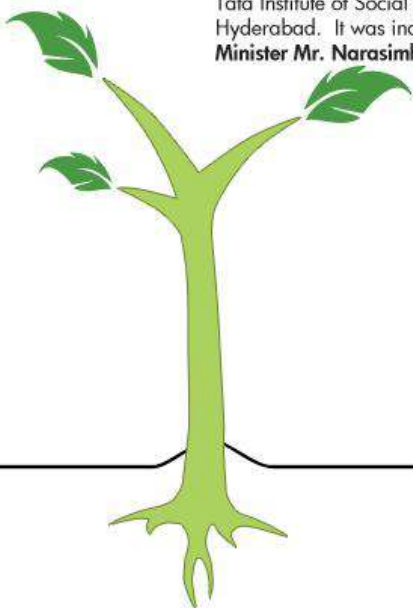
Seminars

a. Seminar on 'Quality care for Every Child' held in Hyderabad in collaboration with TISS Hyderabad

SOS Children's Villages of India organized a seminar on 'Quality care for every child' at Administrative Staff College (ASKI), Banjara Hills, Hyderabad on 20th August, 2015. The seminar was organised in collaboration with the Tata Institute of Social Sciences (TISS), Hyderabad. It was inaugurated by the **Hon'ble Minister Mr. Narasimha Reddy (Minister for**

b. Seminar on 'Alternative Care: Emerging Scope and Possibilities' organised in Pune in collaboration with TISS Mumbai

SOS Children's Villages of India organized a seminar on 'Alternative Care: Emerging Scope and Possibilities' in Pune on 4th December, 2015 in collaboration with the Tata Institute of Social Science (TISS), Mumbai. More than 150 participants from Child rights NGOs, District Child Protection Officers from all Districts of Maharashtra, INGOs, academia and Government participated in the seminar. The Chief Guest of the seminar was **Mr. Ravi Patil**, Deputy Commissioner, Department of Women and Child Development, Government of Maharashtra and the guest of honour was **Mr. K.G. Chaudhary**, Principal Magistrate, Juvenile Justice Board, Pune.



| SOS CHILDREN'S VILLAGES OF INDIA | | | |
|--|---|----------|----------------------|
| STATEMENT OF AFFAIRS AS AT 31ST MARCH 2016 | | | |
| AS AT 31.03.2015 | LIABILITIES | SCHEDULE | AS AT 31.03.2016 |
| 2,024,896,167 | Project Fund | 1 | 2,155,430,815 |
| | Liabilities: | | |
| 396,042,826 | Children's Money Gift | 2 | 427,225,854 |
| 15,937,787 | Long Term | 3 | 21,322,027 |
| 14,790,776 | Short Term | 4 | 26,438,470 |
| | Provisions: | | |
| 0 | Long Term | 5 | 0 |
| 15,514,717 | Short Term | 6 | 18,874,900 |
| 2,467,182,273 | TOTAL | | 2,649,292,066 |
| AS AT 31.03.2015 | ASSETS | SCHEDULE | AS AT 31.03.2016 |
| 1,134,012,922 | Fixed Assets | 7 | 1,128,668,691 |
| 67,225,882 | Capital Work in Progress | 8 | 121,323,804 |
| 691,841,209 | Investment in Approved Securities | 9 | 794,435,514 |
| | CURRENT ASSETS: | | |
| | Cash and Bank Balances | | |
| 728,444 | Cash in Hand | 10 | 803,899 |
| 261,743,904 | Balance with Banks (Including Flexi Deposits) | 11 | 298,610,448 |
| 3,444,020 | Cheques in Hand /DD in Hand | 11A | 7,621,528 |
| 262,158,195 | Time Deposit with Banks | 12 | 238,851,724 |
| | Other Current Assets: | | |
| 10,506,700 | Security Deposits | 13 | 11,122,265 |
| 1,289,055 | Imprest with Co-Workers | 14 | 1,235,568 |
| 985,454 | TDS Recoverable | 15 | 2,530,674 |
| 33,246,488 | Other Recoverables | 16 | 44,087,951 |
| 2,467,182,273 | TOTAL | | 2,649,292,066 |

Significant Accounting policies and Notes to Accounts

30

As per our separate Audit Report of even date for Jagdish Chand & Co.
Firm registration No. 000129 N
Chartered Accountants



(Ravi Goel)

Partner

Membership No. 078748

Place of Signing: New Delhi

Date : 27th May 2016



for SOS Children's Villages of India



(Rivu Banerjee)
Chief Financial Officer



(Anuja Bansal)
Secretary General

50
YEARS
**SOS CHILDREN'S
VILLAGES
INDIA**

financials

income and expenditure

47

| SOS CHILDREN'S VILLAGES OF INDIA | | | |
|--|--|----------|----------------------|
| INCOME & EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31.03.2016 | | | |
| INCOME | | | |
| PREVIOUS YEAR | PARTICULARS | Schedule | CURRENT YEAR |
| 717,473,873 | Contribution from Overseas Donors | | 784,462,512 |
| 518,329,991 | Contribution from Domestic Donors | | |
| 164,225,088 | Gross Receipt | 17 | 556,412,111 |
| 354,104,903 | Less- Fund Development & Communication Expenses | 18 | 190,320,212 |
| | | | 366,091,899 |
| 9,613,495 | Government Grants | | 27,369,481 |
| 161,214,288 | School Fees | | 181,824,780 |
| 59,175,159 | Bank Interest /Profit on Redemption on Mutual Funds Units | 19 | 90,255,501 |
| 859,735 | Income from Rent / Lease | 20 | 2,561,900 |
| 12,000 | Profit on Sale of Assets | 21 | 0 |
| 7,884,177 | Miscellaneous Income / receipts | 22 | 14,331,232 |
| 1,310,337,630 | TOTAL - I | | 1,466,897,305 |
| EXPENDITURE | | | |
| PREVIOUS YEAR | PARTICULARS | Schedule | CURRENT YEAR |
| 25,749,876 | Grant to Affiliated Projects | 29 | 17,599,459 |
| 25,749,876 | Sub Total 'A' | | 17,599,459 |
| | Project expenses | | |
| 524,706,851 | = Direct Operating Expenses | 23 | 568,282,361 |
| 358,114,326 | = Personnel Expenses | 24 | 369,337,950 |
| 38,913,772 | = Repair & Maintenance | 25 | 42,222,537 |
| 22,804,699 | = Travel Expenses | 26 | 23,731,485 |
| 5,015,896 | = Communication & Postage Expenses | 27 | 5,122,879 |
| 14,736,870 | = Administrative Expenses (including Publicity) | 28 | 17,399,428 |
| 964,292,414 | Sub Total 'B' | | 1,026,096,640 |
| | School expenses | | |
| 30,845,341 | = Direct Operating Expenses | 23 | 33,655,816 |
| 95,182,164 | = Personnel Expenses | 24 | 112,605,367 |
| 5,894,796 | = Repair & Maintenance | 25 | 5,566,996 |
| 16,333,115 | = Travel Expenses | 26 | 15,475,728 |
| 859,025 | = Communication & Postage Expenses | 27 | 949,808 |
| 8,709,705 | = Administrative Expenses (including Publicity) | 28 | 10,889,191 |
| 157,824,146 | Sub Total 'C' | | 179,142,906 |
| | Non project expenses | | |
| 29,816,859 | = Direct Operating Expenses | 23 | 49,042,121 |
| 66,897,778 | = Personnel Expenses | 24 | 61,939,649 |
| 3,132,231 | = Repair & Maintenance | 25 | 2,923,336 |
| 6,710,263 | = Travel Expenses | 26 | 4,991,718 |
| 1,356,977 | = Communication & Postage Expenses | 27 | 1,496,411 |
| 5,470,953 | = Administrative Expenses (including Publicity) | 28 | 5,974,577 |
| 113,385,058 | Sub Total 'D' | | 126,367,812 |
| 1,261,251,494 | Total Expenditure excluding depreciation - II (A+B+C+D) | | 1,349,206,817 |
| 49,086,136 | Surplus / (Deficit) before Depreciation - III (I - II) | | 117,690,488 |
| 74,714,482 | Less Depreciation for the year | 7 | 75,844,253 |
| -25,628,346 | Net Surplus / (Deficit) for the year | | 41,846,235 |

Significant Accounting policies and Notes to Accounts

30

 As per our separate Audit Report of even date
for Jagdish Chand & Co.

 Firm Registration No. 000129 N
Chartered Accountants

(Ravi Goel)

Partner

Membership No. 078748

Place of Signing: New Delhi

Date : 27th May 2016



for SOS Children's Villages of India

(Rivu Banerjee)

Chief Financial Officer

(Anuja Bansal)

Secretary General

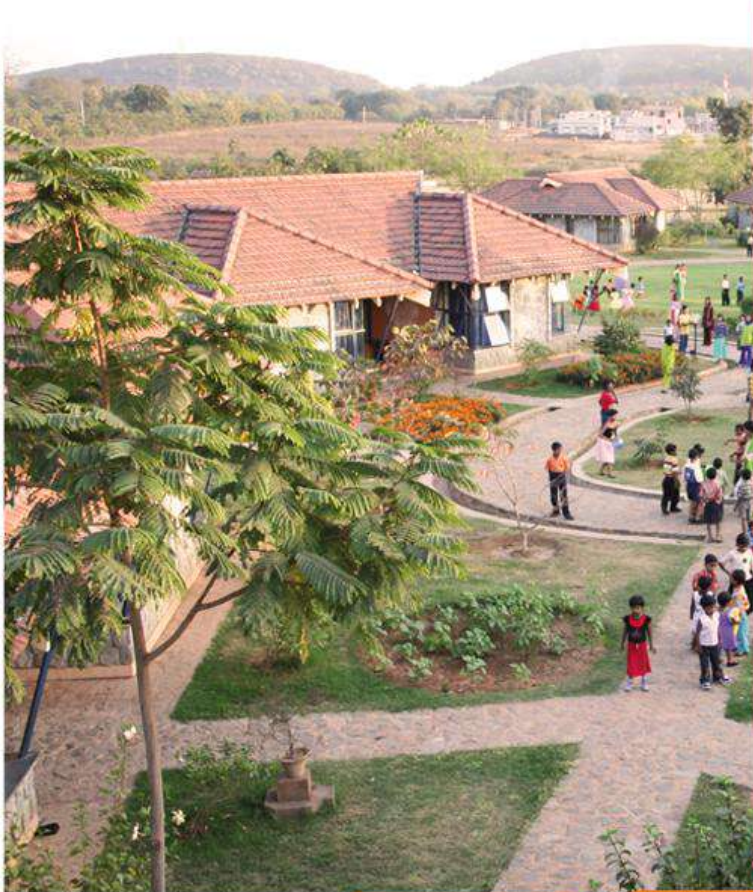
 SOS Children's Villages of India T +91 11 43239200
 National Office F +91 11 43239292
 Plot Number 4, Block C -1 Toll Free 1800-102-6905
 Nelson Mandela Marg soscv@soscvindia.org
 Vasant Kunj, www.soschildrensvillages.in
 New Delhi - 110070
 India

A loving home for every child

board members

SOS Children's Villages of India is governed by Board of Directors who constantly strive to make SOS India follow the highest standards of Governance and Compliance while guiding the management to strengthen its policies and strategies to work efficiently and effectively. The board meets at least four times a year to review and guide the organization.

Our diverse board consists of very senior corporate leader, successful professional and all of them are completely committed to social development and to the cause of SOS Children's Villages.



Mr. S. Sandilya
(President)



Mr. Siddhartha Kaul
(President of SOS Children's Villages International)



Mrs. Seema Chopra
(Member)



Mrs. Sarita Gandhi
(Vice President)

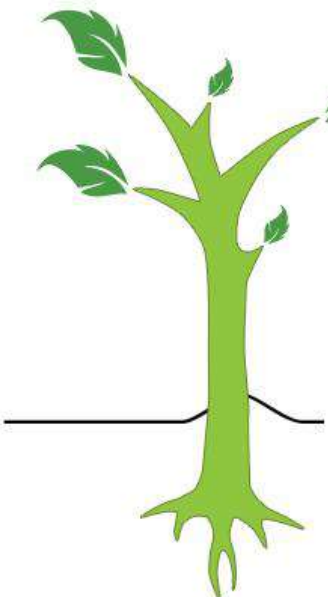
A commerce graduate from Chennai University and an MBA from IIM Ahmedabad, Mr S. Sandilya is currently the Non-executive Chairman of Eicher, Mastek, Chairman,

Lean Management Institute of India, a National Council Member of the Confederation of Indian Industries (CII), a member of the Governing Body of the Quality Control of India, and a member of the Board of Lean Global Network, USA. In the past he has also been the President of SIAM and International Motorcycle Manufacturers Association, Geneva.

Mr. Siddhartha Kaul is the global President of SOS Children's Villages International. Prior to that, he was in-charge of the Asian continent as Deputy Secretary General. During his 34 year tenure in Asia, Mr. Kaul was actively involved in strengthening SOS foot print in Asia. The government of Vietnam recognized his instrumental role in re-establishment of organization in the country and bestowed on him numerous awards including the prestigious Friendship Award in 1992.

Mrs. Seema Anand Chopra is a freelance journalist and also participates in the family business in the Punjab Kesari group. She is a member of the Indian Society of Authors. She is a Trustee and a member of the advisory board of the Mata Pushpa Gujral Nari Niketan and A.N.Gujral School run by the former Prime Minister of India, Shri I.K.Gujral. She is the Chairperson of the American Smith Institute for special needs children and also the Vice President of the Udaan Educational Society for special children in Jalandhar.

She has done her Post Graduate Diploma in Personnel Management and Industrial Relations from XLRI, Jamshedpur. Mrs. Gandhi has worked with the Eicher Group in Corporate HR and was on the management board of three Eicher Schools at Alwar, Parwanoo and Faridabad. As the Secretary of the A.I.W.C. she was involved in managing number of projects in education, women and children health and welfare and income generation for the underprivileged.





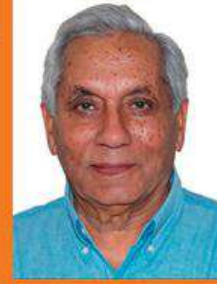
Mr. Ashok Behari Lall
(Vice President)



Ms. Shubha Murthi
(Continental Director and Deputy Secretary General for Asia - SOS Children's Villages International)



Mrs. Uma Narayanan
(Member)



Mr. Devinder Rai Puri
(Member)

Mr. Lall has done his B.A. (Arch. & Fine Arts) from Cambridge University, U. K. and Architectural Association Diploma from London. Mr. Lall is a Member of the Indian Institute of Architects, Council of Architecture (India), Indian Society of Lighting Engineers, Indian Society of Heating, Refrigeration and Air-conditioning Engineers and Academic Council (Architecture), Jodhpur, University. He is also the Convener of Delhi Urban Arts Commission Work group on Energy.

Ms. Shubha Murthi is the Deputy Secretary General for Asia of SOS Children's Villages International, the umbrella organization of SOS Children's Villages. A University of Delhi graduate, she is a post graduate in Business Finance and Computer Application. Ms Shubha Murthi has held and worked in various positions over the years within the organization. For the last 10 years she has been an active member of the group which defines and works on the "Core Policies" of the organization.

Uma Narayanan joined our Board of Directors in 1979 as representative of SOS Children's Village, Chatnath Homes, Chennai. She founded SOS Children's Village Chatnath Homes at Chennai in 1968 together with an interested group and in collaboration with SOS India. Continuing this introduction to child welfare, she established Karna Prayag Trust, an adoption cum foundling home in 1980. For her dedicated services, she received "Golden Badge of Honour" from SOS Children's Villages International.

Mr. Puri, a retired IPS Officer, is the representative of SOS Children's Village, Rajasthan. He was Senior Vice President of Jet Air and Chairman of RSRTC during the year 1987-90. He served the Indian Police Service during 1956-87 and retired as DG, Rajasthan. Mr Puri completed BA (Hons) in 1951 from University of Delhi and completed M.A. LL.B. from University of Delhi in 1954.



Mr. Ashis Kumar Ray
(Member)



Mrs. Navita Srikant
(Member)



Mrs. Valli Alagappan
(Member)



Mr. D. Ranganathan
(Treasurer)

Mr. Ashis Kumar Ray is a practicing Chartered Accountant with an independent practice. He also remained President of Gillanders Arbuthnot & Co. Ltd. for about fifteen years, starting in 1967. Mr. Ray did his post-graduation in Commerce & L.L.B. from University of Calcutta and C.A. from Institute of Chartered Accountants of India. He is the representative of SOS Children's Village, Kolkata.

Navita Srikant is a Chartered Accountant and is a globally recognized expert in Forensic Accounting and Anti-corruption by American Bar Association, OECD and other International professional bodies. Navita has worked/advised several global multilateral development banks including the World Bank and ADB. In 2010, she was invited to consult with India's Central Vigilance Commission, providing invaluable counsel in the drafting of the country's first Anti-Corruption Strategy.

An active social worker, Mrs. Valli Alagappan is also the Managing Trustee of MR. Omayal Achi MR. Arunachalam Trust. She has also been a member of the National Committee for Promotion of Social and Economic Welfare, Ministry of Finance, Government of India (1997-2000).

Mr. Ranganathan is a qualified Chartered Accountant with more than 27 years of experience. Now he is an independent consultant and advisor for specific assignment of an NGO in Delhi and runs and manages a few schools in the North East of India. A member of Finance Committee of Central University of Haryana, Gurgaon and an external faculty Member of NIILM, Greater Noida, he is also the Honorary Vice Chairman of Association for Cricket for the Blind in India (ACBI).





Mr. M.S. Ramachandran
(Member)

Mr. M.S. Ramachandran holds a Bachelors Degree in Mechanical Engineering. He joined Indian Oil Corporation in 1969 and worked in several areas before being appointed as Executive Director, Oil Coordination Committee set up by the Government of India in 1998. He joined the Board of Indian Oil Corporation as Director (Planning & Business Development) in 2000. He was the Chairman of Indian Oil Corporation from 2002 to 2005.

Mr Ramachandran was conferred with Chemtech-Pharma Bio Hall of Fame Award, 2005 for outstanding contribution to the petroleum and petrochemicals industry.



Mrs. Sudha Shastri
(Member)

Mrs. Sudha Shastri graduated from IIM Calcutta in 1985. Following several years of solid HR grounding from Eicher & Pertech Computers Ltd (PCL), she started an HR consulting firm Inputs, – dedicated to helping clients hire, retain and nurture the best talent in the country. She is on the board of Directors/Advisors to several social organisations. She is an executive coach and has worked with several CEOs and athletes, including one who has won an Olympic medal. She is an active member of TIE New Delhi, where she heads a special interest group for sports and fitness entrepreneurs.



Ms. Subha Rajan Thampi
(Member)

Ms Subha Rajan Thampi joined CII (Confederation of Indian Industry) in 1990. She was the first CEO of the OIFC (Overseas Indian Facilitation Centre), jointly organized by the Ministry of Overseas Indian Affairs Diaspora. She has been a part of the world economic forum and the India Economic Summit. Currently, she is the Director of CII and is involved in Counseling, CSR, Trade, Economic Promotion and Nation Building activities.

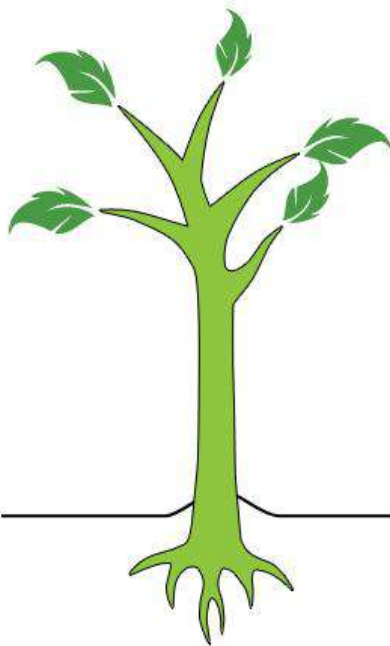


Ms. Anuja Bansal
(Secretary General)

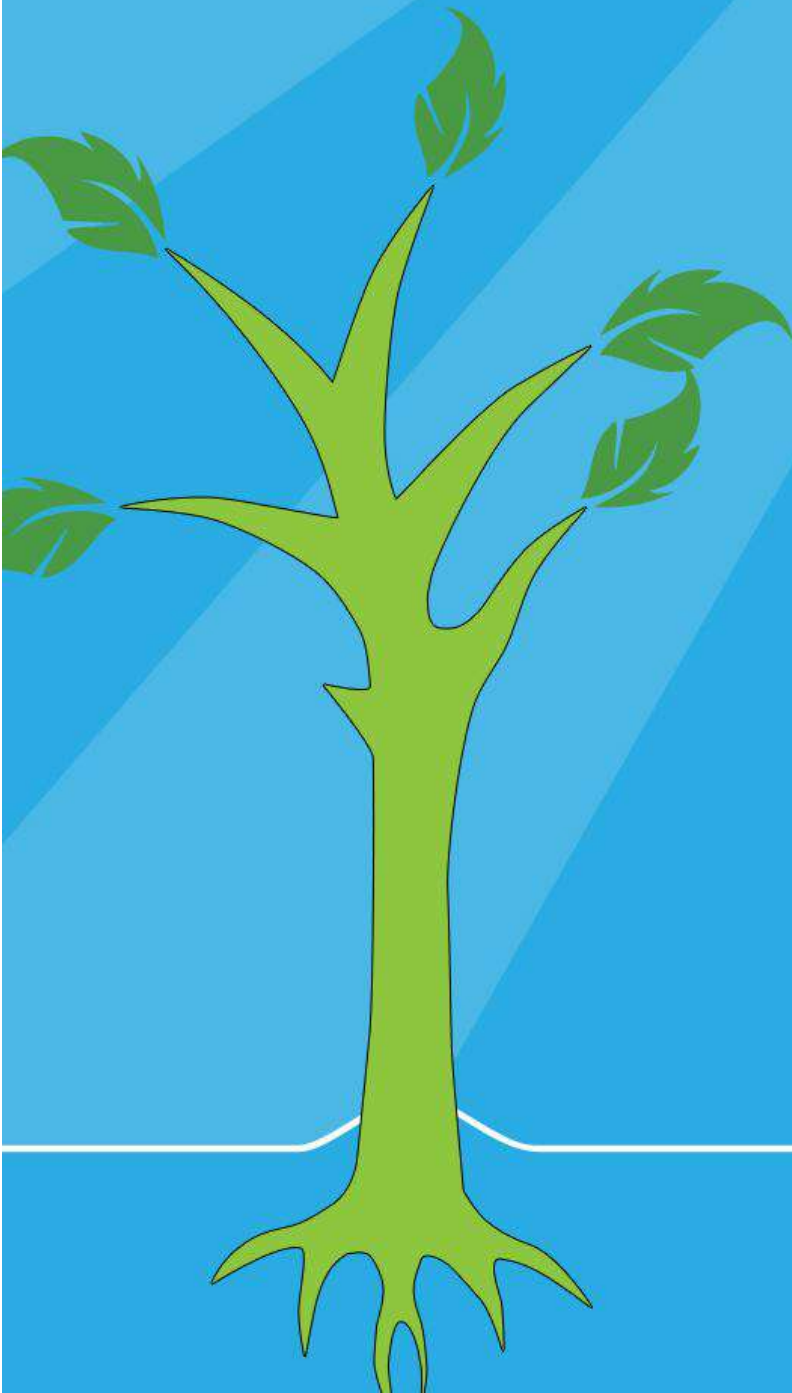
Ms. Anuja Bansal is a Chartered Accountant with over 20 years of work experience. Before SOS Children's Villages of India, she worked with Oxfam India as Director, Operations. Anuja has vast experience in the social development sector and has worked with organizations like Child Rights and You (CRY), ACCESS Development Services and Bharti Foundation. Having worked in areas of child rights, livelihood promotion and disaster management, she has strong understanding of the development sector.

national /international travel by staff and board members

1st April 2015 to 31st March 2016



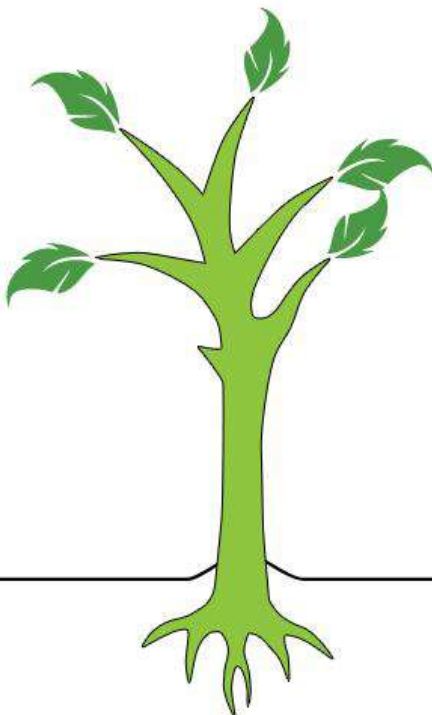
sustaining the legacy



fund development communications

The SOS strives to invest a significant amount of resources and effort in nurturing our children and ensuring the best possible care for them. Fund Development Communications (FDC) serves as one of the key pillars that allow us to sustain the legacy that we have built. Since the SOS intervention involves long term quality care being provided to children for 25 years, financial support needs to be sustained.

India is an emerging economy and in the face of its fast paced progress it is only natural that we, the citizens of the country, take full responsibility of our children who are without parental care. SOS Children's Villages of India would like to become self-reliant with funds being raised from within the country in order to support maximum number of children who are in need of love, care and protection. As India leaps into its next phase of growth and development, our success will depend on how well we bring up the children of our country. It is, therefore, imperative that the emotional, economic and social needs of all children is taken care of, including their healthcare and educational needs.



highlights 2015-2016

01 2015 has been a great year for Fundraising with a registered growth of 51% in revenue over last year. Individual partnerships grew at a rate of 23% of the total revenue over last year. There has been a 31% increase in overall donor base. The revenue from child sponsors has grown by 20% over the last year and from general donations has grown by 35%. The revival of lapsed donors is the highest by SOS India compared to many other NGO's in the child care space as per the Benchmarking study done by the INGO's in India.

02 Corporate partnerships saw unprecedented growth in revenue with an increase of over 100% in the previous year. There has also been a threefold increase in acquisition revenue. Some very large partnerships were acquired this year. The revenue contribution through corporate partnerships increased from 31% to 43% of the total revenue this year. This is a paradigm shift from the earlier trends and is likely to continue, given the huge potential and allocation on Corporate Social Responsibility by corporates.

03 Our digital channels have contributed up to 18.4% of the overall revenue of Individual Partnerships.. Strategic partnerships were made with new crowdfunding Platforms in particular for emergency fundraising during humanitarian disasters like Jammu and Kashmir floods, Nepal earthquake and Chennai flood response. "Hand-in-hand" a parent campaign was also run extensively across our digital channels which urged the readers to lend a hand in support of underprivileged children.

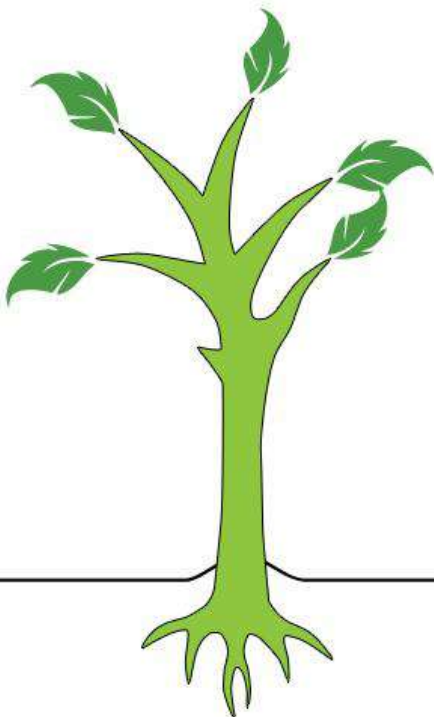
04 Fund Development collaterals were partially revamped with emphasis placed on better alignment to branding guidelines. A uniform look across all collaterals was ensured to create a stronger recall value.

05 Donor Servicing was further streamlined with technology upgrades of the Donor Management System and regular quality audits. Data for corporate reporting was strengthened. We constantly and relentlessly endeavour to improve servicing to both domestic and international donors. This year, our ranking moved from 69% to 82% by International Donor Servicing (IDS).

06 SOS Children's Villages India was listed in the global "Dun Bradstreet". Additionally the SOS-India "Crisil Accreditation" has also been renewed.

corporate partnership

SOS Children's Villages of India particularly takes pride in multi-stakeholder engagements, wherein CSR is not just about donations but taking joint ownership of child development. We believe that to maximize the positive social impact in the long run, successful CSR projects require engagement not only from the companies and its senior management, but a more holistic engagement from its employees, consumers and external stakeholders as well.

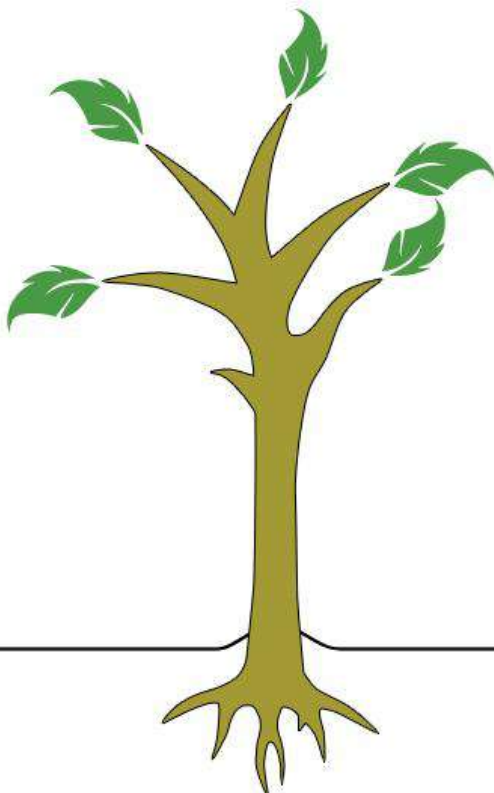


Mentioned below are the Corporate Partnerships forged during 2015-16:

- AGA Assistance Private Limited
- Airpush India
- Anglo American Group Foundation
- Applied Materials
- Autodesk India
- Bajaj Allianz General Insurance & its employees
- Balmer Lawrie & Co.
- Bank of America
- Berger Paints
- Bharti Group
- Blue Cross Laboratories
- BMR Associates
- Brahmos Aerospace
- Canara HSBC OBC Life Insurance
- CAF India
- Capital One
- Carrier Air-conditioning and Refrigeration Limited
- Caterpillar Foundation
- C & S Electric Limited
- Dantal Hydraulics
- DELL
- Dimension Data
- Drish Shoes
- EIH Limited (The Oberoi Group)
- Food Panda
- 4Life Foundation
- GAIL (India) Limited
- Godrej industries
- Mphasis & its employees
- Newgen Software Technologies Limited
- Northern Trust
- Tata Steel Processing and Distribution Limited
- Target Corporation
- TrelleborgVibracoustic
- United Technologies
- United Way Mumbai
- VMware Software
- XL Business Services



- EIH Associated Hotels Limited (The Oberoi Group)
- EMC²
- Ernst & Young
- Exide Life Insurance
- FC Sondhi & Co
- Federal-Mogul Goetze India
- Fena Foundation
- Flemingo Duty free Private Limited
- Goodyear South Asia Tyres Private Limited
- Give India
- Gripple India
- HDFC Standard Life Insurance
- HSBC Future First
- HSBC Electronic Data Processing India Private Limited
- Herbalife & its Distributors
- Indus Towers
- ING Vysya Foundation
- Interglobe Aviation (Indigo)
- Johnson & Johnson
- KPMG
- Lajjya Dev Darshan Charitable Trust (Hi-Tech Gears Limited)
- Mankind Pharma Limited
- Mastek
- Metso Corporation
- Microsoft & its employees
- Mitsui & Co. India Private Limited
- M/S. TSYS Card Tech Services India Private Limited
- North End Foods
- Nirmala Devi Charitable Trust (Tapasya Group)
- Otis Elevator Company (India) Limited
- PoddarTyres
- Radha and Sri Venkatnarayan Trust
- RocSearch& its employees
- RIICO
- RITES Limited
- Rourkela Steel Plant
- SanDisk Corporation
- SBI Life Insurance
- Schneider Electric
- SITA Information Networking Computing India
- SONY India Software Centre Private Limited
- State Bank of India
- M/S. Signal Hill Capital Advisory India Private Limited
- M/S. Indiex Trent Retail India Private Limited
- M/S. DHL Express India Private Limited
- M/S. Fidelity Business Service India Private Limited
- M/S. Imurata Machinery India Private Limited
- M/S. IBM India Private Limited
- M/S. Teradata
- M/S. Valmet Automation Private Limited
- M/S. Taegutec India Private Limited
- M/S. IMI Norgen Herion Private Limited
- M/S. Lahmeyer International (India) Private Limited
- M/S. Doosan Power Systems India Private Limited
- M/S. Orix Leasing & Financial Services India Private Limited
- M/S. Seagate Technology HDD India Private Limited



- M/S. Godrej Natures Basket
- M/S. Vasudha Pharma Chem Private Limited
- M/S. Virgo Valves & Control Private Limited
- M/S. Emerson Electric Co. India Private Limited
- M/S. Emerson Climate Technologies Limited
- M/S. ASCO Numatics (India) Private Limited
- M/S. Emerson Industrial Automation And Power Generation India Private Limited
- M/S. Emerson Process Management Chennai Limited
- M/S. Volkswagen Finance Private Limited
- M/S. Bajaj Allianz General Insurance Co. Limited
- M/S. Western Outdoors Interactive Private Limited
- M/S. Emerson Process Management Power & Water Solutions India Limited
- M/S. Max Life Insurance Co. Limited
- M/S. Bechtel India Private Limited
- M/S. Mercer Consulting (India) Private Limited
- M/S. Cholamandalam MS General Insurance Company Limited
- M/S. Neuman And Esser Engineering India Private Limited
- M/S. Dainel Measurement Solutions India Private Limited
- M/S. Radisson Blu Hotel
- M/S. Analog Devices India (P) Limited

individual partnership

SOS Children’s Villages of India relentlessly endeavors to provide curative support to abandoned & parentless children. This journey is aided by a progressive and burgeoning Indian economy and a substantial increase in acquisition of new donors who have extended their generosity to our cause.

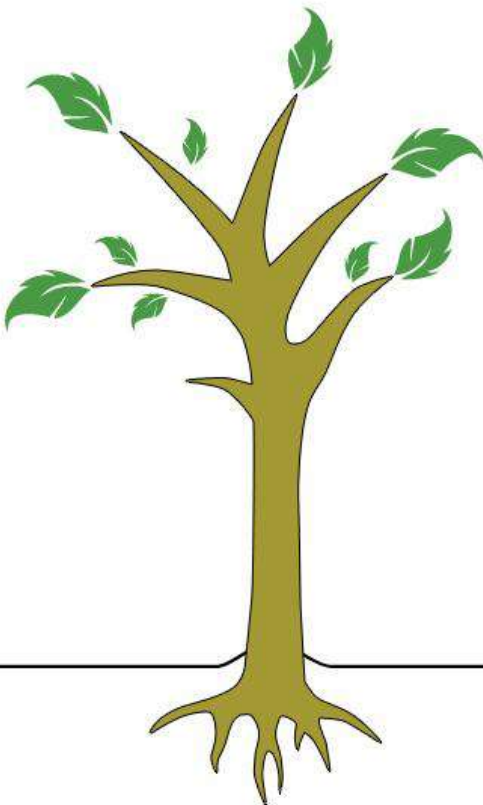
While economic growth may have slowed of late, India’s rapid expansion over the past decade has led to a significant increase in personal wealth. According to the CapGemini Asia-Pacific Wealth Report 2015 [3] Asia-Pacific is now home to the world’s largest



population of high net worth individuals (HNWIs), with 4.7 million, having overtaken North America. India’s HNWI population boomed to 198,000 in 2015, with a total wealth of over \$785bn. Bain’s research found that in 2009, only 14% of the adult population across India donated cash, and some 12% donated time – by 2013, this had increased to 28% and 21% donating money and time respectively, which means that more than 100 million Indians were contributing.

The research also highlighted that India is ahead of comparable developing countries in terms of the proportion of its population making charitable donations. India is now ranked 69th on the World Giving Index, having moved from the bottom to the middle of the pack. **According to the Charities Aid Foundation (CAF) World Giving Index 2014[5], more Indians donate money to charity in a typical month than anywhere else in the world, with 249m Indians giving in 2014 overall.**

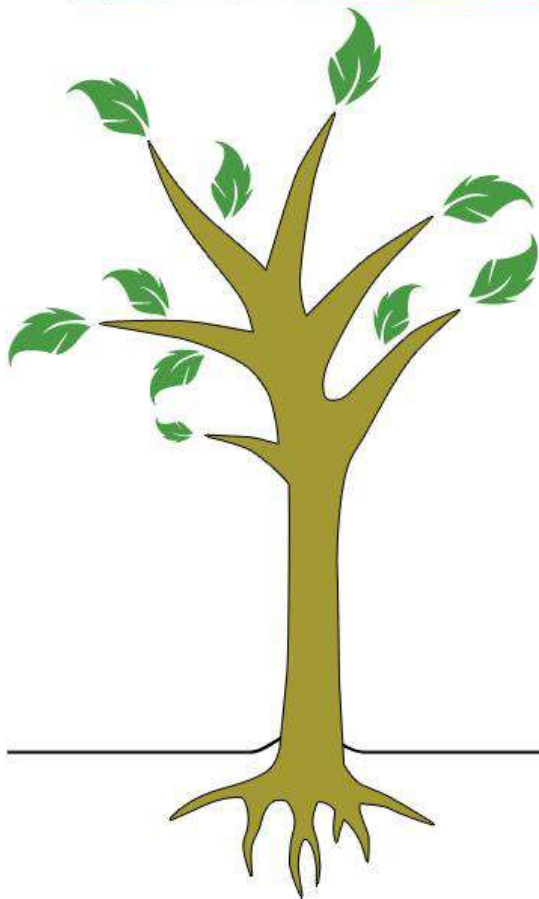
Reflecting India’s steepest development challenges, the most highly supported causes are health and education. SOS Children’s Villages of India has been traditionally dependent on overseas donations for over 50 years, but in recent times due to the positive perception and favourable predictions of the Indian economic growth, there have been challenges from donors in the west to support our programs in India. SOS India has been assigned the task to attain self-sustainability by the year 2020. We are constantly working towards achieving this goal & our individual contributions have



been growing year on year. Our number of new donors has grown by 30%. The contributions of the new and existing donors grew by 24% over the last year. Over 61% of our old donors have renewed their donations and continually supported us year on year on account of their belief in our cause and the credibility of our work.

As India emerges as an internet savvy country, our digital income has grown substantially over the last year and constitutes about 18.4% of our total income.

We hope to accomplish our goal of becoming a self-sustained member of the SOS Federation by 2020, constantly learning, innovating and achieving higher standards of performance and efficiency.



Join us as a part of the SOS Family and **make a difference!**

Inspired individuals worldwide have been the biggest change makers and every act of their kindness, every act of love, deserves to be reciprocated and acknowledged. SOS Children's Villages of India would not have been able to carry out its mandate of giving loving homes and families to once parentless and abandoned children without the whole hearted support, generosity and partnerships of its stakeholders; Government, individuals and Corporates.

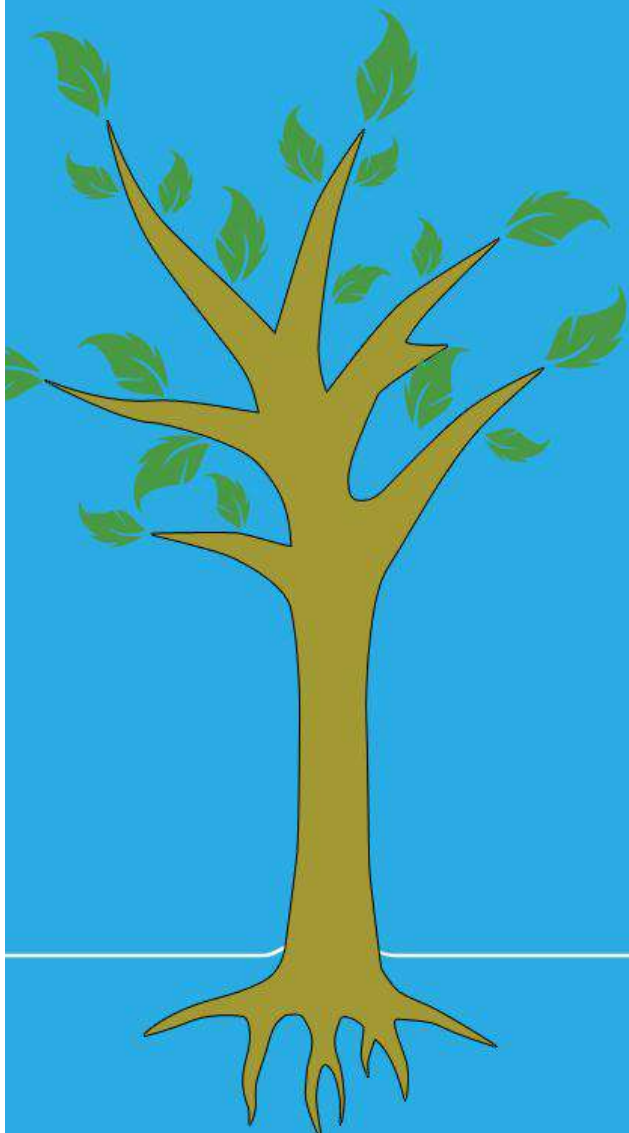
MR. RAJAT SINHA

Mr. Rajat Sinha is a Pune based Marketing Consultant who has always been keenly involved in social causes, especially in organizations that are dedicated to working with vulnerable children. He became aware of SOS India's work in 2008 and started investing in us in a small way by contributing Rs. 6000/- per annum for sponsorship of a girl child at SOS CV, Pune. He continued his support by sponsoring two children. Impressed with the depth and expansive nature of our programmatic interventions, as explained by our IP Team from Mumbai in 2014, he instantly agreed to continue his support and contributions towards sponsoring three more children from the village in Pune and two children from



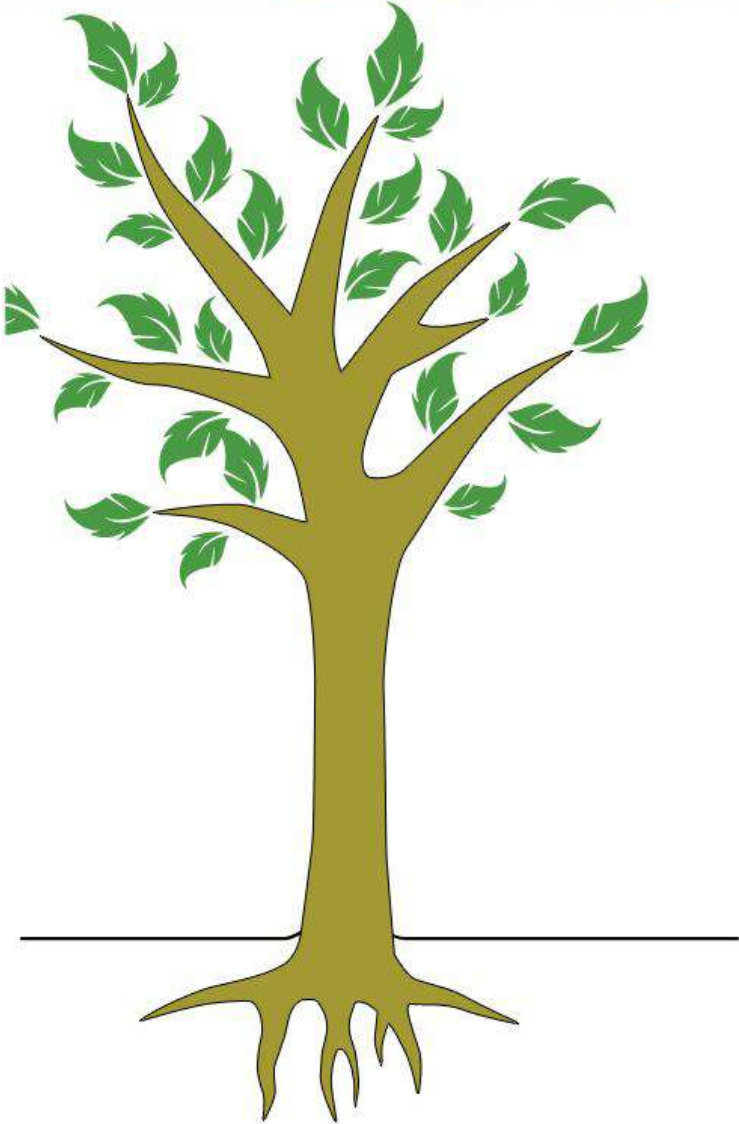
FSP, Pune. Along with child sponsorships, he has also been contributing funds for other urgent requirements of the organization. He donated Rs. 40,000/- for Nabanita and Rs. 50,000/- for Adhi, which went toward funding their higher education expenses even though they were not his sponsored children. Last year he donated Rs. 5.27 lacs for capital assets for few requirements in CV Pune & solar water heaters for CV, Alibaug. He has also visited both the Villages and interacted with the children while showing keen interest in the capital assets in Pune. We thank Mr. Rajat Sinha for his continued support and for remaining invested in the lives of SOS children!

"I have worked with many organizations but SOS Children's Villages has made a strong impact on me because of the professionalism and accountability of the staff. I appreciate the organization for the priority it places on the holistic development of once parentless and vulnerable children. I also appreciate that year-on-year the organization comes up with various ideas to improve the services provided to children as well as the quality of education they receive."



human resource

Being a self-implementing organization, SOS India has a large network of coworkers spread across the nation at both State and National levels. We follow a comprehensive and robust method of monitoring and evaluation so as to drive as well as ensure efficient use of all our resources.



ONE Movement 2015-16

The team at SOS India consists of over 1,700 coworkers. The system has been put in place to assess and evaluate the work done by them which also serves as a performance management system and is known as 'One Movement'. Its primary agenda is to develop a strong Board and Management that can help in the achievement of strategic goals, strengthen quality care toward coworkers as well as establish a system integrated with the international federation.

- The focus of the 'One Movement' for the year 2015 was to achieve the Strategic Objective of operational excellence and high employee satisfaction by having higher effectiveness of Human Resources in fulfilling the mission of the organization. In order to achieve the same, the following initiatives were undertaken: We have participated in the **Great Places to Work** Survey conducted by The Great Places to Work Institute, India and were ranked amongst the 10 best NGOs to work for in the year 2015. The Trust Index for us was 3 points higher than the India top 50 organisations who also participated in this survey. This reflects that our employees are very appreciative of the organisation and its culture.
- People policies are constantly benchmarked with the industry and compliance is a key area on which the HR Deptt focusses. Leave encashment policy, DA, Travel policy, record keeping policy, Group hospitalisation coverage policy for coworkers and their parents are some initiatives aimed at making SOS a great place to work.



YOUTH COWORKERS WORKSHOP

The main objective of this intervention was to convert our 'youth houses' to 'youth homes'. This required:

- Transforming the profile of our youth coworkers from wardens or caretakers to mentors or guides for adolescent children.
- Changing the physical appearance of Youth House. The young boys should not perceive it as a hostel but a home.
- Equipping the youth coworkers with the skill to guide the youth, such that these youths learn to aspire for more, take responsibility of their own lives, prepare and work hard to meet their own life goals.



SIGHTS ON SKY, A PRINCIPAL'S WORKSHOP

It was held in October, 2015 at Vishwa Yuva Kendra, Delhi. The workshop was organised for the Principals of all SOS educational institutions across the country and it focused on following areas:

- Development of leadership skills
- Transformation from good to great
- Setting higher benchmarks for self & team

WE CONNECT SESSIONS

An internal sharing platform for SOS coworkers was created in 2015 with the objective of creating a discussion forum among employees on topics directly aligned to the Organization's vision and mission through employee participation. Sessions on Social Media and its usage, tax saving methods etc. were conducted.

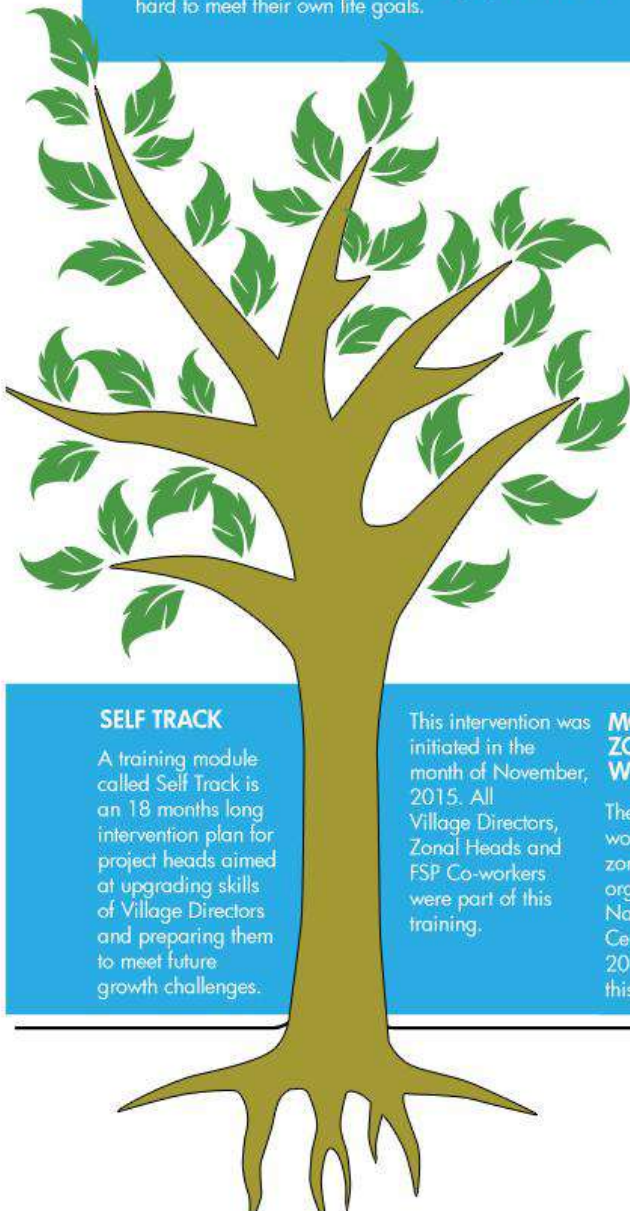
EMPLOYEE ENGAGEMENT

The Performance Management System was further strengthened by conducting it online in HR-eConnect, thus reducing paperwork and manual efforts. This has helped create transparency and ensure timely completion of the process. Employee engagement initiatives are being executed to reenergize coworkers for the following:

- Festival celebrations
- Birthday celebrations
- Team lunches
- Mother's Day
- SOS Day
- Annual Picnics

THANK YOU CARDS

These were initiated in 2015 to promote a culture of appreciation in order to recognize the assistance given and received by an employee.



SELF TRACK

A training module called Self Track is an 18 months long intervention plan for project heads aimed at upgrading skills of Village Directors and preparing them to meet future growth challenges.

This intervention was initiated in the month of November, 2015. All Village Directors, Zonal Heads and FSP Co-workers were part of this training.

MOTHERS ZONAL WORKSHOP

The annual zonal workshop for all zones was organized at National Training Centre (NTC) in 2015. The focus of this year's

workshops was on self-awareness and addressing physical, mental & emotional needs of children & Adolescents. A standard

training curriculum was designed for this purpose. With a dynamic society, the needs of the children also continually change and as such this

poses a different set of challenges to the parents. We need to adapt our curriculum for the mothers in order to meet these demands and this was most recently done in 2015.

A loving home for every child

RITA ROY

Service Period: 06.07.1992 to 29.02.2016 (More than 23 years of Service)

It is quite common to find case studies of coworkers in SOS India who have put in more than 20 to 30 years of service to the organization and retire from here with honour and dignity. They conclude their tenure with a sense of purpose and fulfillment as they were able to dedicate their lives to a noble cause; to the care and holistic development of once parentless and abandoned children.

Ms. Rita Roy is one such case. She had joined the SOS Children's Villages of India in the year 1992 as an Education Coworker. She joined the Girls' facility in Kolkata during a period of crisis and was put in charge of almost 90 young girls. She accepted the challenge with confidence and facilitated shifting the girls into a

rented accommodation, thereby, successfully resettling the girls under her care.

Ms. Roy worked as Youth Coworker for 10 yrs. While working as a Youth Coworker at the girls facility she supported many in improving their academic performance during their board examinations and consequently better performance was noticed. She also successfully worked and managed the first generation of youth during a period of crisis.

Additionally, Ms. Rita Roy also handled the SMP & Outreach Programmes when they were first commenced. Through the outreach programme she was able to build awareness on child rights, gender discrimination, health and hygiene etc.

After working as a Youth Coworker she was transferred to a Children's Village in the year 2003. There she handled not only young children but also older girls. Many girls under her care smoothly transitioned and integrated with the world outside of SOS India, thanks to her consistent support. She was instrumental in admitting girls in various professional and vocational courses, always stressing on the importance of a strong academic background. One of her wards, Kamalika Ghosh, during her tenure, completed her MBA and is now employed with a renowned corporate as a human resources personnel with an attractive remuneration and respectable stature.

Ms. Roy was always well known amongst her colleagues for being extremely passionate towards her work, cooperative, amiable and capable of working very well with her team, always ready to lend a helping hand to those in need. One of the qualities that made her stand out was her ability to maintain equilibrium even during large scale changes within the organization.

Rita Roy had a successful tenure of almost twenty three years of service to SOS Children's Villages of India. As an education coworker she was able to develop a strong bond with the children. She takes immense pride in the fact that she worked for an esteemed child care organization which has a very unique concept providing alternate family based care to children who have lost parental care. **"It's been an honour to be able to shape so many young lives" says Ms. Roy.**



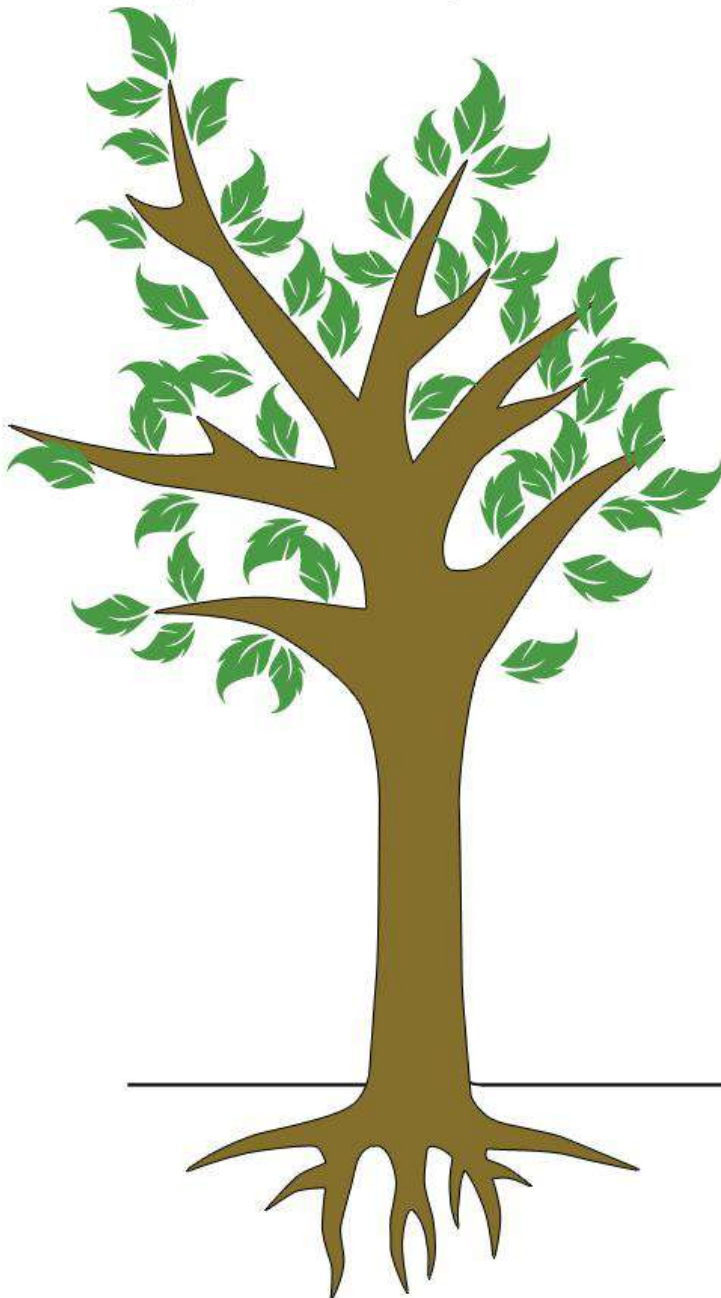
Prem Pandhi Award

Appreciating and recognizing efforts by coworkers has been always been a focus area for the organization. 'Prem Pandhi' award of honour was initiated in the year 2009. Mr. Prem Pandhi, ex-member of Board and a longstanding friend of SOS Children's Villages of India expressed his desire to institute an award scheme for coworkers of SOS Children's Villages of India. The award comprises of a medal and citation as well as a cash award of Rs. 25,000/-. The Late Mr. Prem Pandhi gave a fixed deposit of Rs. 5,00,000/- to SOS India for the purpose of instituting the award. The annual interest earned out of this deposit is used for the award.

Coworkers are shortlisted for this award based on the criteria of performance, dedication and length of service. In order to be

eligible for the award a coworker must be employed with SOS India for a minimum of seven years. This year nominations for the award were collected and the same were finalised through the committee.

The recipient of the Prem Pandhi award for the year 2015 was SOS Sr. Co-worker for Youth, Mr. Binod Chettri from SOS Children's Village in Shillong. He has been part of the SOS Family since 2005 and received this award for his outstanding contribution and relentless work for children and youth. The impressive award ceremony was held during the Annual Co-Worker Seminar of 2015 at the National Training Centre in Faridabad and it was organised by the Prem Pandhi Foundation.



50
YEARS

SOS CHILDREN'S
VILLAGES
INDIA

A loving home for every child

1st April 2015 to
31st March 2016

SALARY BENCHMARKS



Highest paid member (Secretary General):

RS. 38,44,797/-

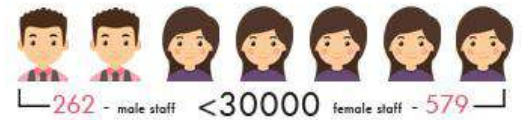
Lowest paid member:

RS. 1,16,824/-

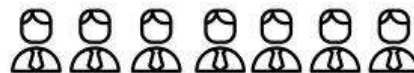


human resource

GROSS MONTHLY SALARY



1749
EMPLOYEES IN TOTAL



WITHIN WHICH,
193
EMPLOYEES ARE NEW

153
HAVE RESIGNED

44
HAVE RETIRED

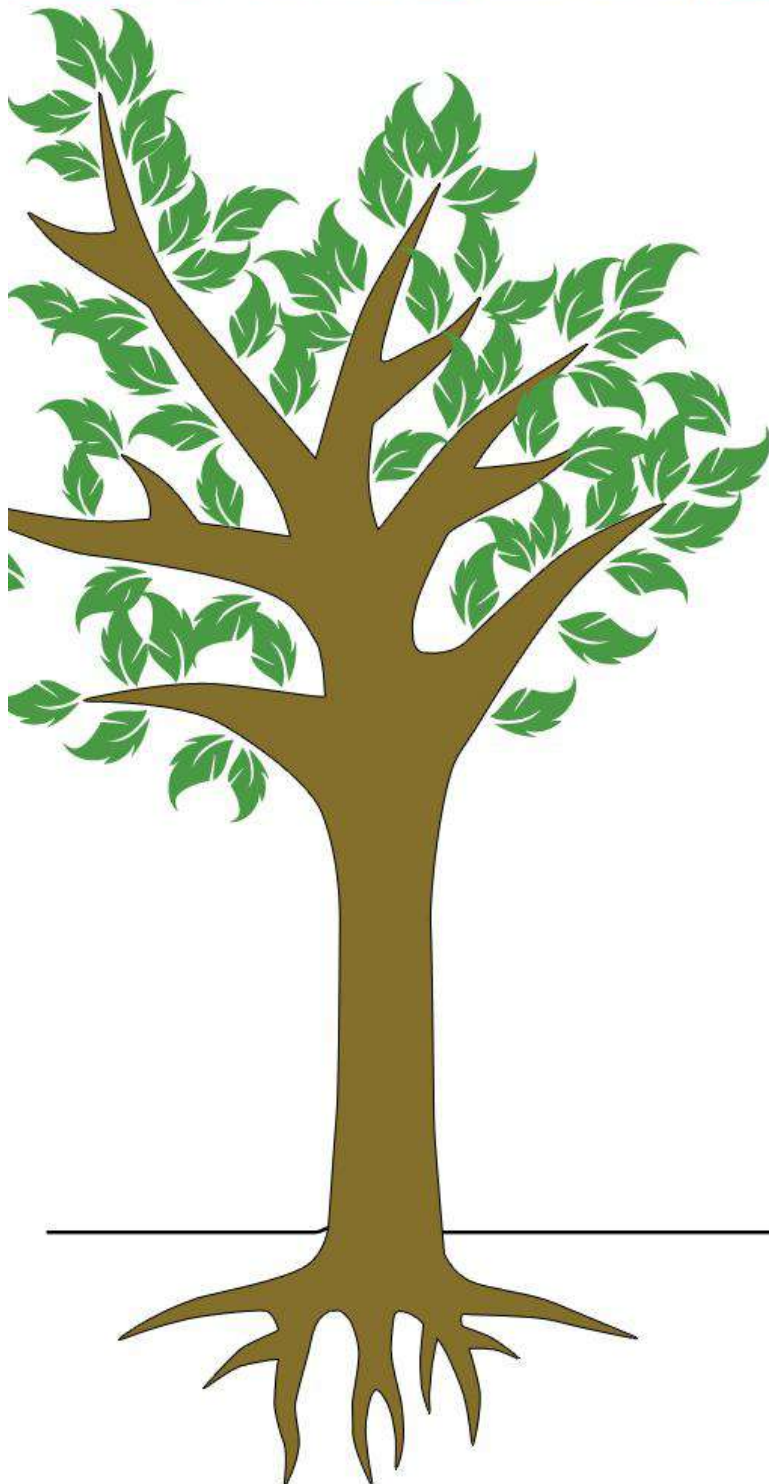
8.70%
HAD A TURNOVER

81.68%
RECEIVED TRAINING



recognitions

SOS Children's Villages of India has over 1700 coworkers across 32 children's villages in India. We, as an organization are dedicated to strengthening quality care for our children and strengthening our family of all our coworkers ensuring their growth and wellbeing.



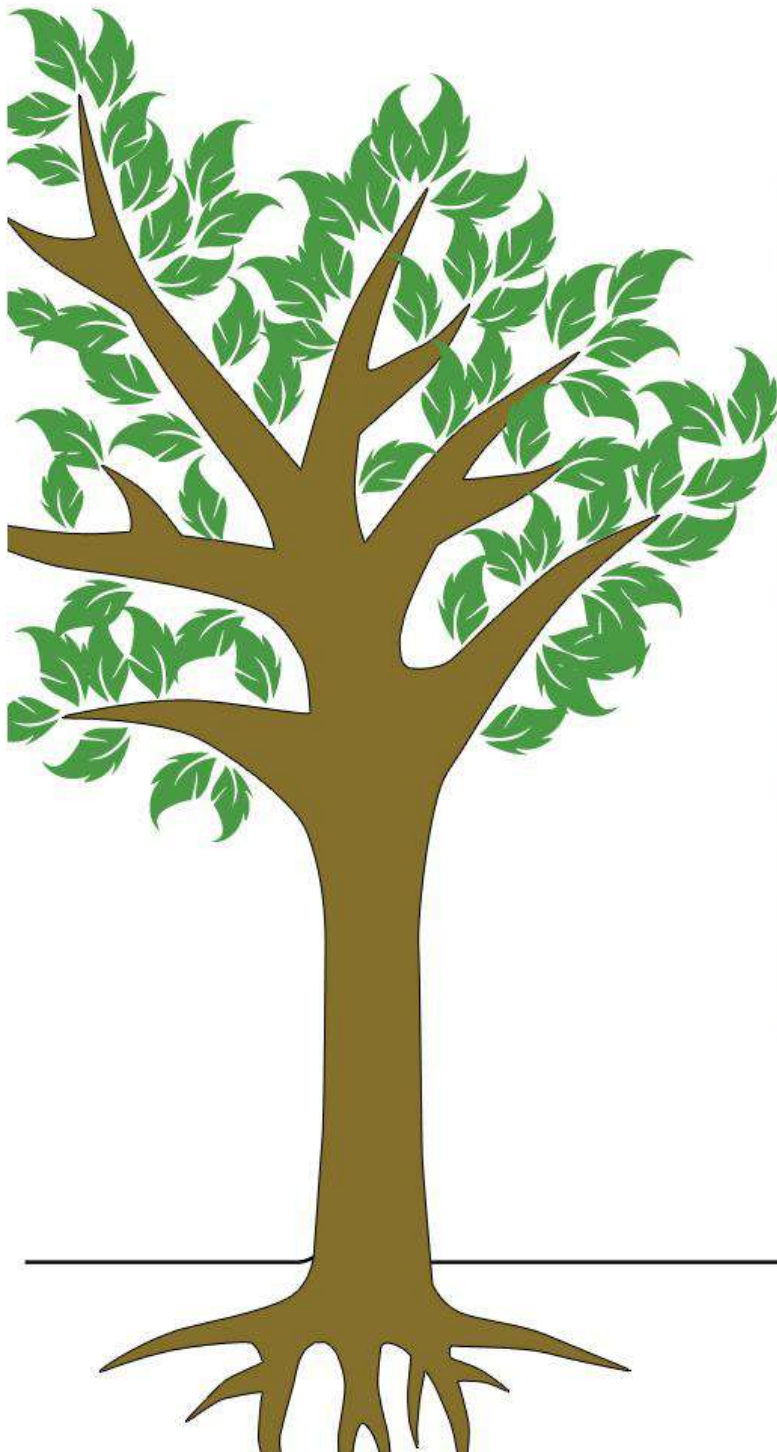
CRISIL and Credibility Alliance accreditation

The CRISIL and Credibility Alliance accreditation added tremendously to the brand value of SOS Children's Villages of India. CRISIL (Credit Rating Information Service of India), India's largest credit rating agency recognized SOS Children's Villages of India for demonstrating best practice and exemplary vision. SOS Children's Villages of India has secured a CRISIL rating of VO-2A. This grading indicates the organization's 'Strong Delivery Capability and High Financial Proficiency' adjudged in relation to other VO's. As a global analytical company providing ratings, research, and risk and policy advisory services, CRISIL develops a customized framework that assesses a voluntary organization's capability to achieve its stated objectives in a sustained manner.

CREDIBILITY ALLIANCE awarded an accreditation certificate for 'desirable norms' to SOS Children's Villages of India. It is one of the highest forms of rating and was awarded for a period of five years from 2014 to 2019.

Dun and Bradstreet(D&B) certification

Dun and Bradstreet (D&B) is the world's leading provider of commercial information and insights since 1841. D&B India has certified SOS Children's Villages of India in June, 2015, including listing the organisation's name in the Dun & Bradstreet Global Database.



D&B considers management, competence, industry performance, operational performance and financial and non-financial trends before giving its opinion on a business entity.

TRACE certification

SOS Children's Villages of India has been certified by TRACE which means that SOS India has successfully completed a comprehensive due diligence process administered by TRACE, the world's leading anti-bribery standard setting organization. The successful completion of TRACE certification demonstrates a commitment to commercial transparency, allowing the certified entity to serve as a valued business partner to multinational companies.



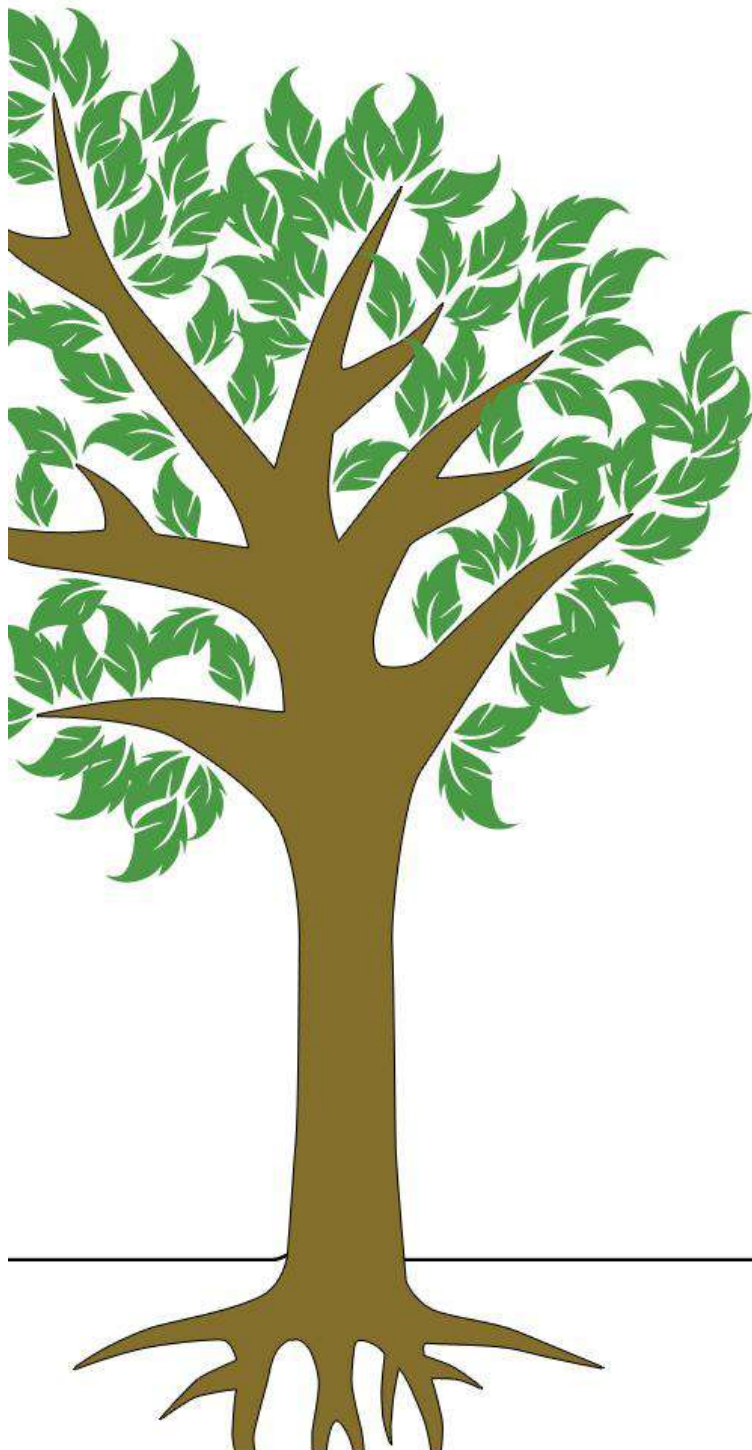
listed as one of the top ten NGO's to work for

Great Places To Work

SOS Children's Villages of India was rated as one of the top 10 NGOs to work for through a Survey conducted by The Great Place to Work Institute.

Working in the development and social sector is beyond the purview of most people even though doing something for our fellow human beings ranks high on the list of self-satisfying and fulfilling actions. In 2015-2016, in order to quantify this satisfaction that research, consulting and training firm Great Places to Work (GPTW) moved past its corporate-centric surveys to list the best NGOs to work for in India instead during 2015-16.

According to the GPTW trust, pride and camaraderie are the top criteria, among others, in deciding if a place is indeed a great place to work at. They assessed whether the employees trust the employers, see if they feel proud to work for their organization and if they get along well with their peers and seniors. The results were impressive as most coworkers were found to take great pride in their work and were happy with their respective work environments. SOS Children's Villages of India has over 1700 coworkers across 32 children's villages in India.



communications

In a span of last five years, SOS Children's Villages of India, through its communications, has come to be seen as one of the quality names in the Indian social-development sector. Its brand presence has strengthened over time and through its various online and offline platforms, its focus has been on serving as a mouthpiece for both the internal and external stakeholders.

While SOS India has done great work over the last 51 years helping many young people find their path in life, we have been very shy of publicity. We have often not spoken about the work we do, however, we realize that to carry the message and needs of the children to the citizens of India and the world at large we must share how our work has brought about change. This opens a new window of opportunities.

Our work helps us to reach out to over 6,700 children through our Family Based Care programme and to over 17,000 children through our Family Strengthening Programme.

Over the last one year the organization also saw huge potential in investing in new media initiatives, investments for which started three years ago. It resulted in an increase of almost 90% in the online giving patterns, and the number of committed and sporadic donors, tripled and quadrupled respectively.

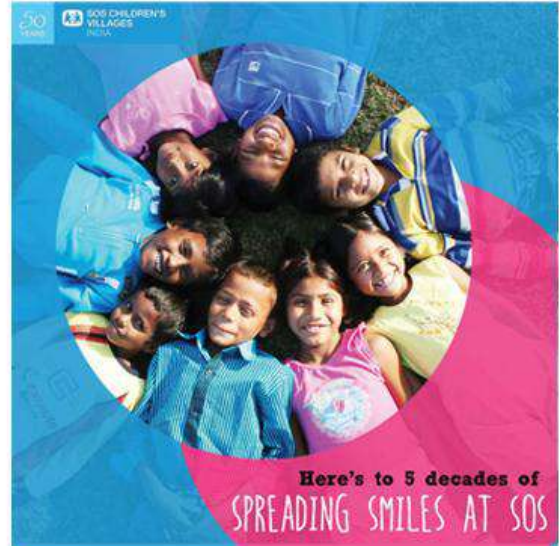
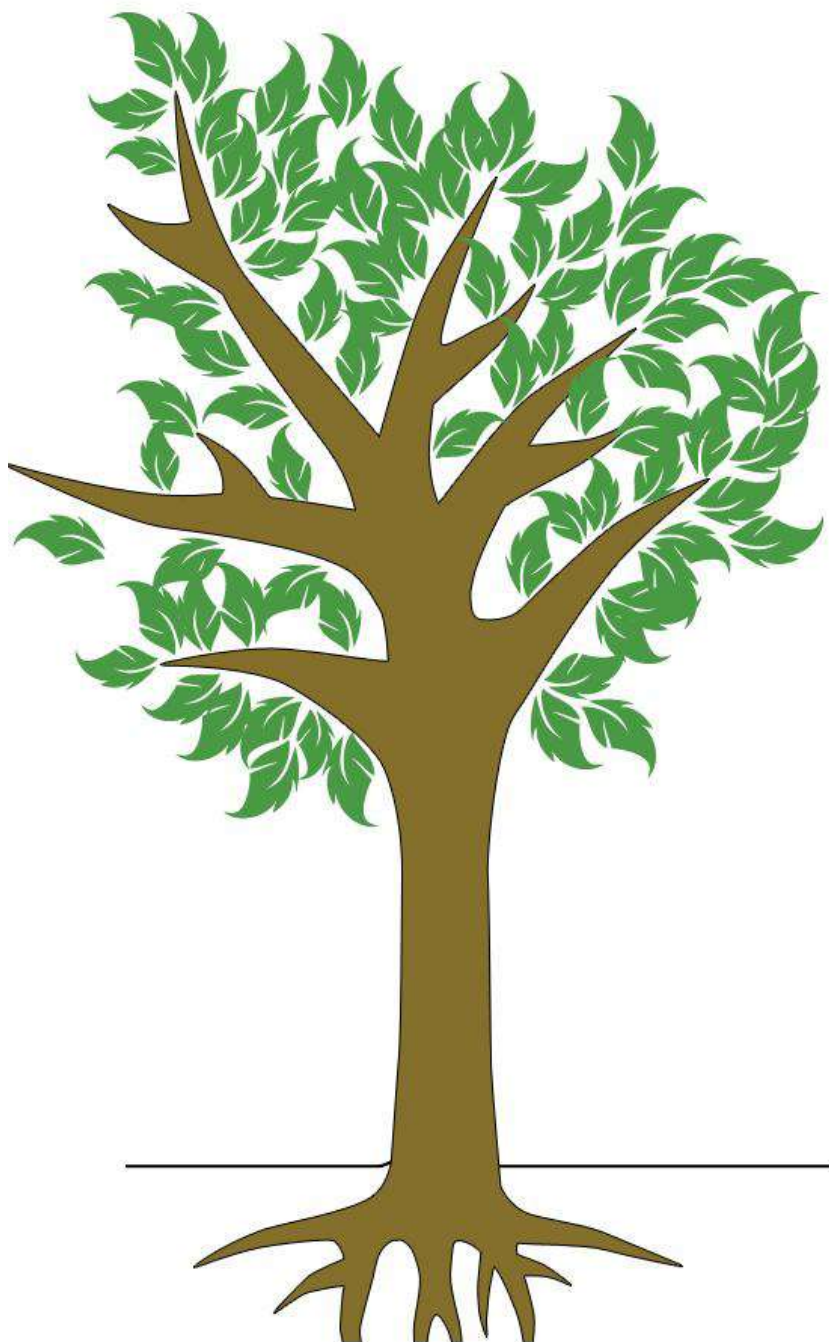


So far, the focus has remained three-fold – increasing brand awareness, raising funds for programmes and emergencies while mobilizing resources and implementing online advocacy and needs-based campaigns.

In terms of the digital incomes, SOS India, as against the benchmark of 21% (UNICEF) in the sector, is contributing 17% to the entire individual giving through its new media initiatives.

We have come a long way in our journey of creating a stronger brand and in raising funds through servicing the existing donors and acquiring new ones, but there is a lot to do in establishing

ourselves as the leading child-care NGO in the country, and as a pioneer in development communications in the Indian social-development sector.



Some of our leading Campaigns in the course of the last year (2015-16) are:

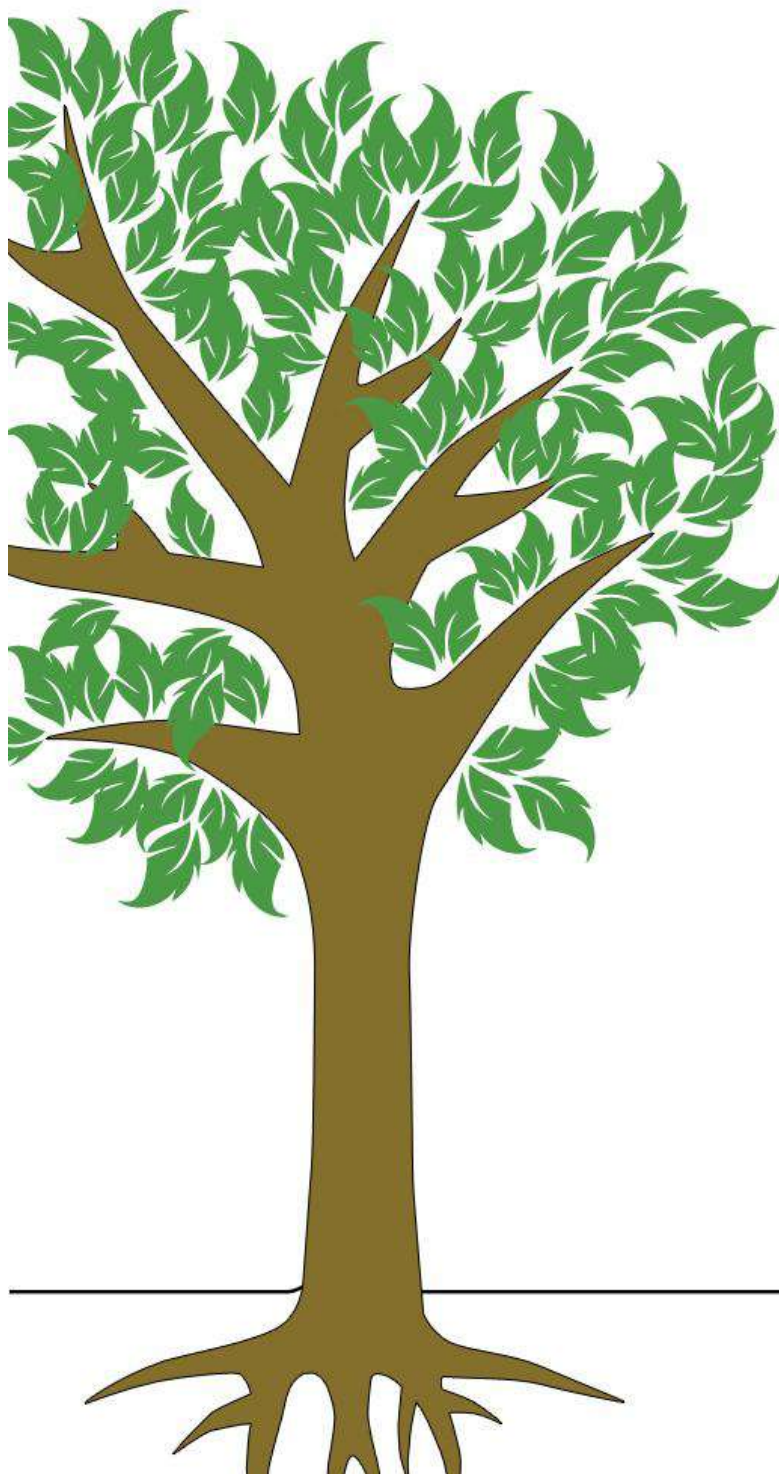
Hand in Hand campaign

We live in a tech-savvy world, wherein the youth are in a powerful position of driving change but are completely consumed in their own lives. While individuals today make use of their hands for use of all technology, they do not lend a hand to those in need. The basic ethos driving the 'Hand in Hand' campaign was our lack of empathy as a society.



The campaign was initiated in and has been running since April 2015. It is focused on showing the audience how they too can be change makers. It has been significantly successful in raising awareness online via SOS India's digital channels.

the 3rd Child campaign



In a country like India where people feel that raising more than 2 children would be expensive and that a family of four makes for the perfect sized family unit, we conceptualised the "3rd Child Revolution."

The concept behind the campaign is that the children at SOS Children's Villages of India would become their 3rd child.

By providing support to SOS India and associating themselves with our family, the donor could support the upbringing of a 3rd child, who could grow up in the comforts of a home, with the support of a family and the security of an education. This would satisfy not only the donors but also the SOS family. The campaign was run between 17 May and 22 August 2015 and saw large scale appreciation and success online.



Joy of Giving

Daan Utsav also known as **The Joy of Giving Week** is a "festival of philanthropy" that aims to become a part of the Indian ethos, with the Week being celebrated every year covering Gandhi Jayanti by engaging people through "acts of giving" - money, time, resources and skills - spanning the corporate, NGO and government sectors, schools, colleges and the general public.

Every year SOS Children's Villages of India runs a digital campaign during this week that spans from 2nd to 8th October. This opportunity is used not only to create more awareness about SOS India's work but to also support the organisation's fundraising efforts.

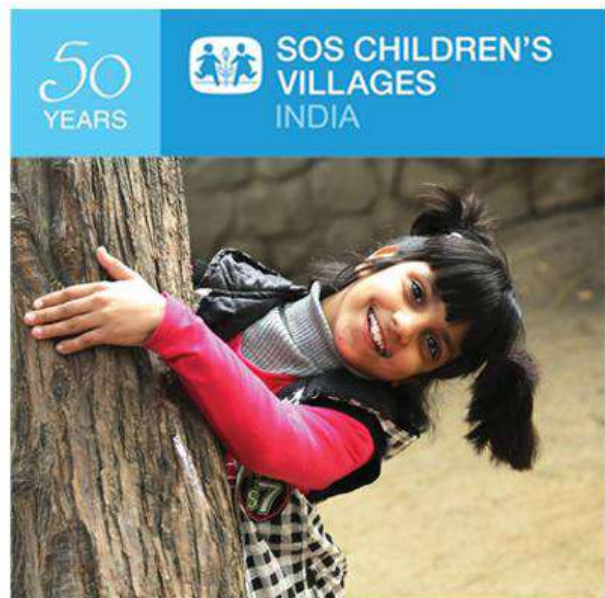
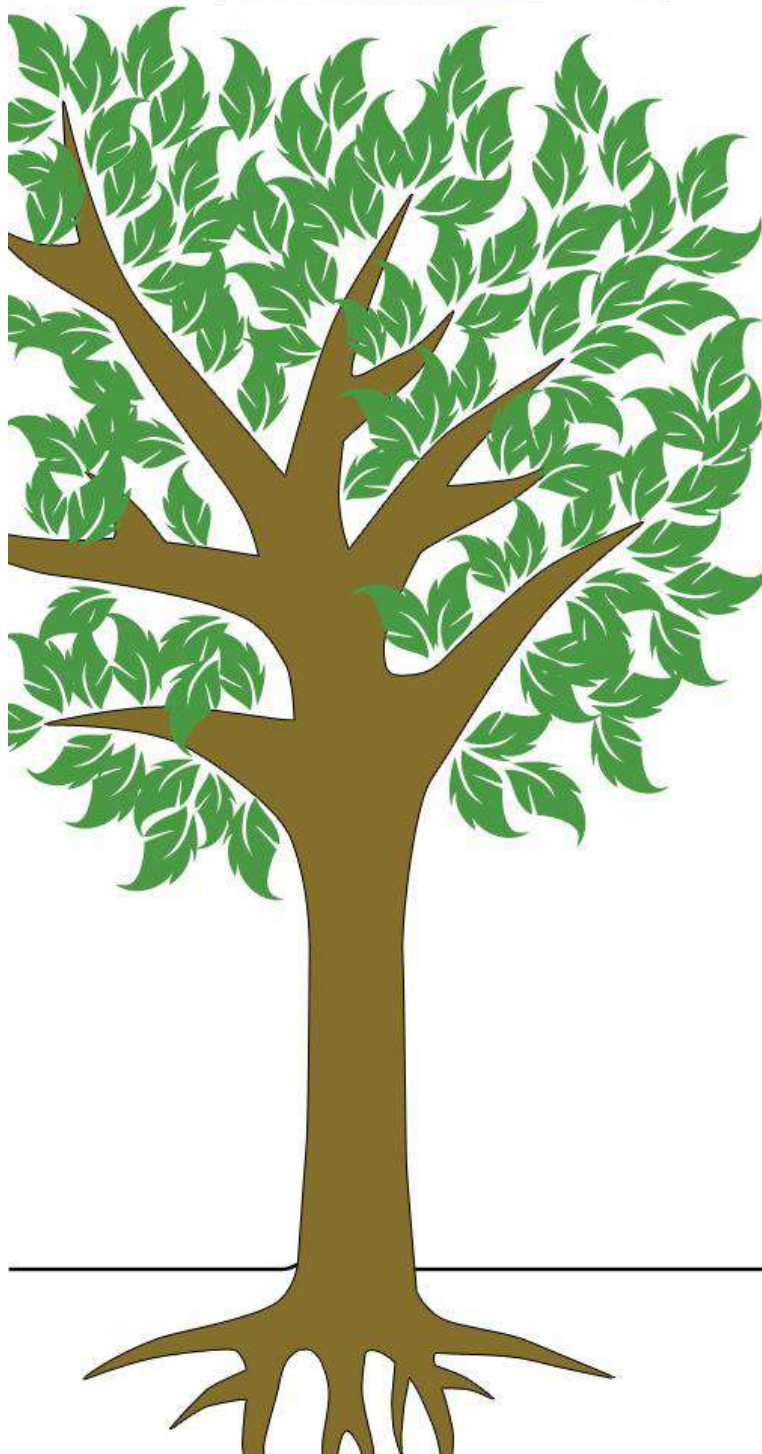


the World Of Zero campaign

According to Census of India, there has been a steady rise in the number of children involved in labourious work in the country, from 11.28 million in 1991 to 12.6 million in 2011. Bereft of any options, many vulnerable children, in particular those that have been abandoned, work to earn their daily bread in order to survive. As of 2011, the total number of child labourers in the country stands at 4.3 million (Census Of India). To live without a family, friends or anybody to call your own could be the biggest nightmare of all. For millions of children in India, this is a reality.

With a view to raise awareness about their cause, SOS Children's Villages Of India launched its #WorldOfZero campaign on 21st January 2016 as a Facebook application which helps its users get a perspective on what it feels like to be alone, without family, friends or any support system. The application performed exceedingly well, some of the highlights of the campaign were:

- The popularity of the campaign delivered an engagement rate of 13% with over 5000 application replays
- The hashtag #WorldOfZero trended on twitter for 3-4 hours on 9th and 10th February 2016





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