



Celebrating
years **50**



'Looking Forward, Looking Back'

Annual Report 2019-20

Looking Forward, Looking Back ...



2020 marks the 50th anniversary of Udayan – an incredible milestone for any NGO to achieve and something that all who are associated with Udayan, should be proud of.

It is a new era for the organization. The passing of Rev. James

Stevens was an enormous blow and for any non-profit, the transition from one period which was run by the 'Founder,' to one which is run by 'professionals,' is always marred by turbulence.

But the rocky waters have calmed, and as we look forward to the next 50 years, we are filled with optimism, hope and excitement for the impact that we can make on the cycle of leprosy in West Bengal.

The primary focus in the past has been the 'home' – providing nutrition and a clean, healthy, safe place to stay; the provision of good education; and allowing our kids to enjoy a childhood and explore their talents via a variety of 'extra-curricular' activities.

As we look to the next fifty years of Udayan, we resolve to strengthen all programs, but place a particular focus on two key areas:

- ◆ **Employability & Livelihoods;**
- ◆ **Education Outreach in the Leprosy Colonies.**

The provision of education alone is not enough. Our children need one core livelihood skill that can translate into a tangible job to support them and their families for the future.

This is the key to breaking the intergenerational cycle of leprosy, and ensuring that our Udayan families and their children, rise above leprosy and its associ-

ated poverty. Our aim is that no child should fall through the gaps.

The other key focus area for us moving forward, is on the leprosy colonies themselves. For what we do at Udayan is just one half of the story – colony life has an enormous impact on our children and their families, and we must do something to address some of the key issues there.

Our first objective, is the provision of quality early childhood education via balwadis in every colony. Early childhood education will provide the foundation of learning and prepare children for school and life at Udayan. It is currently a vital, missing piece of the puzzle, and we aim to fill this gap at the earliest.

Additionally, there is a need to provide education support to those children who attend local government schools whilst living in the colonies. With a little extra help via tuition and proper resources, we hope to ensure each child completes high school education and reaches their full potential.

It is via these programs that we aim to enhance our impact, and expand our reach. After all, Udayan can only house three hundred children – and there are thousands of children living in the leprosy colonies of West Bengal. With so many more children who need our help, it would be remiss of us not to leverage our strengths and do something to support them.

We, as an organization, have so much to be proud of, and so much to look forward to ... this is the vision, intent and energy we take into the future.

We hope you continue to support us on the journey.

With Gratitude,

EMILY R MENON

Chairperson - Udayan



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On behalf of Lynette and I, we'd like to acknowledge and congratulate Udayan upon achieving 50 Years of wonderful achievements.

Thanks to the vision and hard work of Rev. James Stevens and his team, the lives of thousands of children and their families have been forever changed for the better through the opportunities they were afforded at Udayan.

To see children fulfil their potential is the ultimate gift, and Udayan continues to do this by providing education, shelter, mentoring and life lessons to enable real and genuine change while also encouraging personal growth to flourish.

We both feel privileged to have played a small role in realising the dream of Rev. Stevens that began half a century ago – may it continue to go from strength to strength.

Steve & Lynette Waugh



In 1986 when first I met James Stevens and visited Udayan it consisted of little more than two bungalows, the occupants of which were all boys, the dining hall and James' "office". I had been working on the translation of "City of Joy" and Dominique Lapierre had told me that a visit to the home was a must. I spent most of that first visit prostrate on a bed as a consequence of working in Mother Teresa's Home for the Dying. Nevertheless I was hooked, and a short while later James asked me to coordinate what was then the "Friends of Udayan" in the UK. Little did I know when I cautiously agreed to do so that over thirty years later I would still be involved.

With the passage of the years, others too were "hooked" my husband, who, for all his experience as a senior police officer, could not resist Dominique Lapierre's persuasive charm; Caroline Weldon, a teacher, who at Mother Teresa's beatification in Rome casually (and as it transpired, providentially!) mentioned to me an interest in Father Damien and his work with lepers; Chris Mann, who first visited Udayan as a student from St Joan of Arc Catholic School. The four of us became trustees of the formally established charity "City of Joy Aid, UK" and together we have watched Udayan grow.

It has not always been an easy journey. We have shared in Udayan's difficulties and insecurities but we have shared too, in its triumphs and its joys. Above all, it has been a privilege to witness generation after generation of children receive the care, education and opportunities they might never otherwise have had. On the occasion of Udayan's 50th anniversary we congratulate everyone involved in making that possible.

It would be wonderful to think that a time will come when, with the eradication of leprosy, there will be no need for Udayan, but until that time we wish it every conceivable success!

Kathryn Spink

For the Trustees of City of Joy Aid, UK



Calcutta Foundation

It gives me great joy to see Udayan celebrate its 50th Anniversary and to have been present for the festivities. Reverend Steven's would have been so proud to see his 'baby' flourish and achieve this milestone.

And there is a lot to be proud of. So many lives touched and transformed. So much joy brought into the lives of the children, their families, the Udayan staff, members, donors and supports. This is the beauty of Udayan—it touches your heart and you are changed forever!

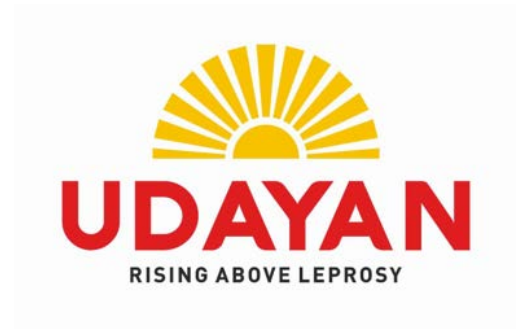
It certainly had that effect on me so many years ago when I first set foot in the place. I was in a very low and dark place, and Udayan lit up my life in so many ways. I feel grateful to be a patron and have done my best to do what I can for the organisation, its children and the communities from which they come from.

May Udayan live on to see another 50 years and do its utmost to rid West Bengal of the scourge of Leprosy which afflicts so many and ruins their lives.

Shamlu Dudeja

Founder - Calcutta Foundation

Patron - Udayan



In spite of concerted efforts by WHO, Governments and NGOs, leprosy remains a major health problem in India, with more than 125,000 new cases detected each year. The physical and mental suffering it brings is immeasurable and a pall of ignorance, superstition and stigma still covers this age-old disease leading to exclusion of the victim from communities as well as educational and livelihood opportunities.

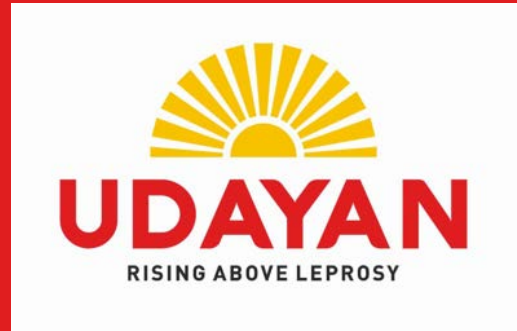
Though leprosy can affect anyone, like all infections, people from socio economically disadvantaged groups are at a much higher risk due to crowded living conditions and poor nutrition, etc. This results in a vicious cycle of disease, disability, exclusion and poverty because of the stigma that still prevails in the community. These factors are perpetuated leading to children of leprosy affected parents often being deprived of education and the normal happy childhood others take for granted. This hampers the opportunities for education and development, condemning them to a life of poverty and unfulfilled potential.

So Udayan was founded 50 years ago and since then, has been providing a safe and loving home and educational opportunities to thousands of children to enable them develop their potential and grow into productive and respected members of community, breaking the chain of poverty, disability and exclusion. Udayan's success can be seen in the number of children who have passed through and have gone onto live fruitful and happy lives in diverse fields.

We hope that as we continue to serve and grow we can improve the services and adapt them to the rapidly changing needs of the modern world, and hope that you will join us as we face these challenges so that these unfortunate children really do see the dawn of a happy, useful and dignified future.

Dr Annamma S John

Secretary



A milestone - 50th Anniversary of Udayan!

It is both a matter of pride and humility to be part of Udayan as it celebrates its 50th year.

Pride - as fifty years has seen Udayan provide a safe place for children who come from homes affected by leprosy. A place that has given them a much needed opportunity to pursue their schooling. Education at Udayan is not restricted to academic content but extends into active and collaborative learning through dance, computers, music, and sports. Educational activities are group oriented and highly active and variety filled. These add to the social aspects of learning. Activities beyond the classroom meet the needs and interests of our children.

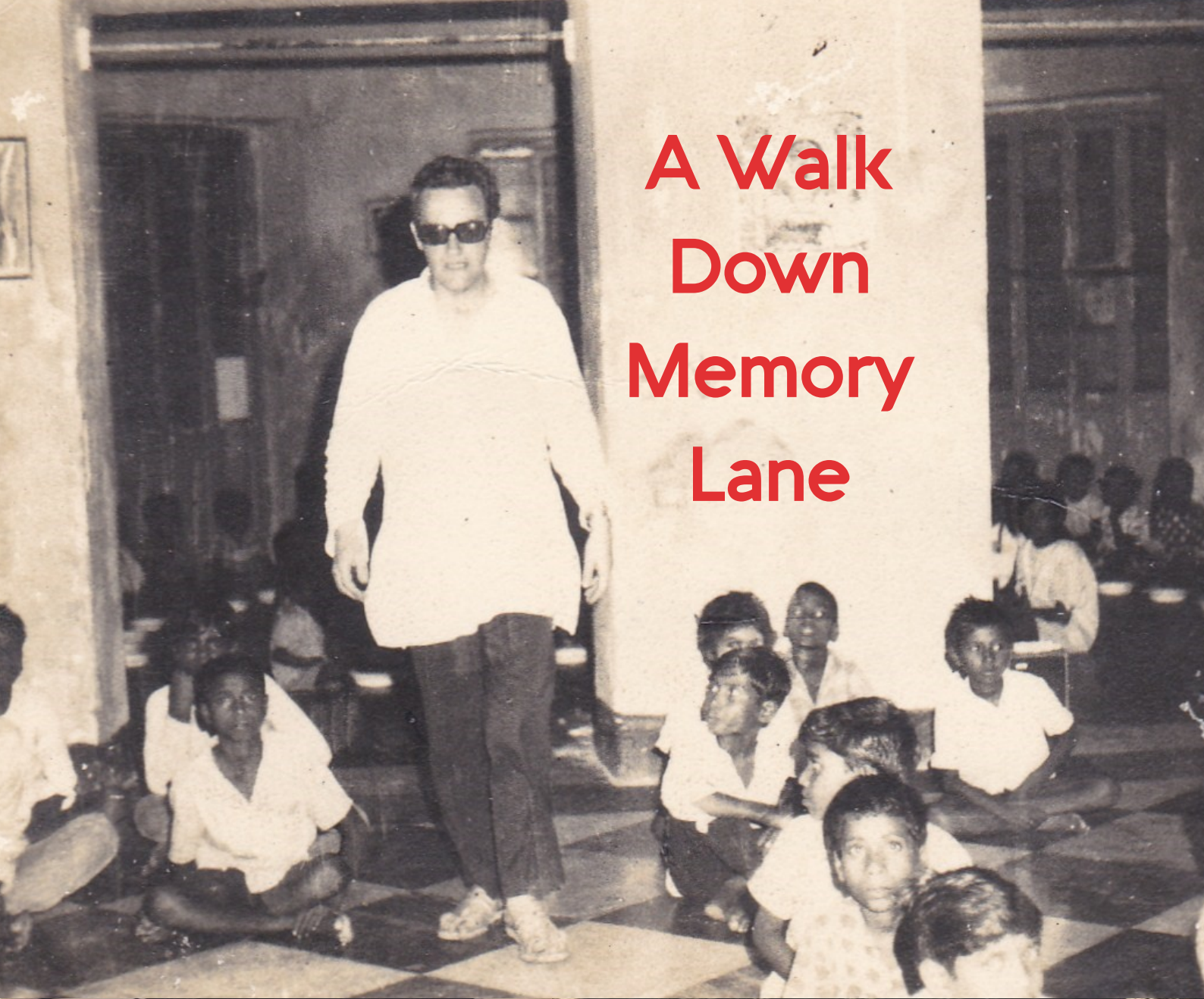
Humility - as in fifty years, thousands of children facing extreme physical, mental and social challenges have been able to use the platform of Udayan to break the cycle of discrimination, isolation and poverty and enter the main stream as productive individuals who have learnt to give back to their communities.

The passage of time has seen Udayan evolve and the coming years shall see growth, I am confident that we shall always be true to our vision and goal- of empowering children affected by leprosy to rise above it.

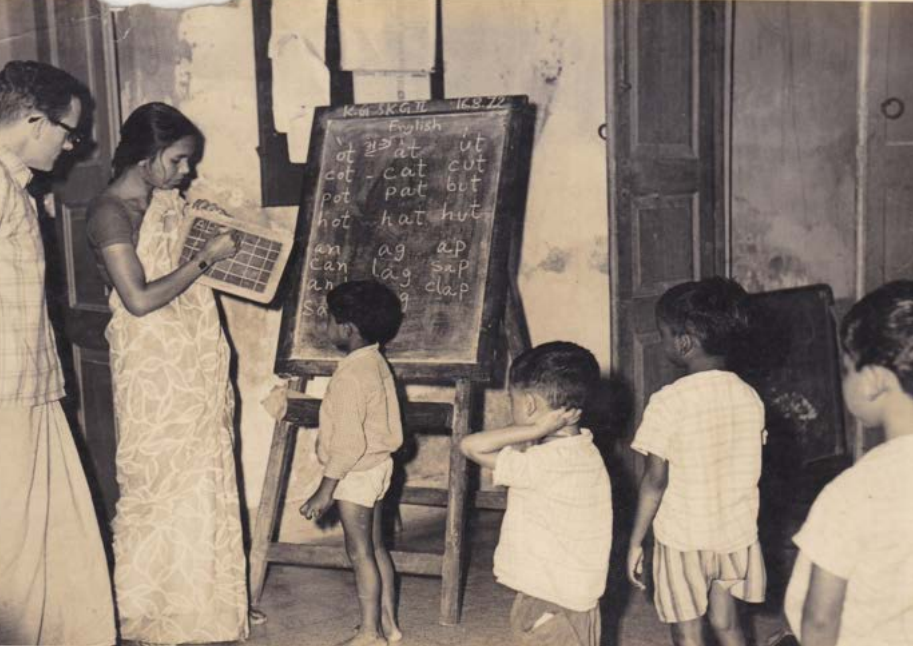
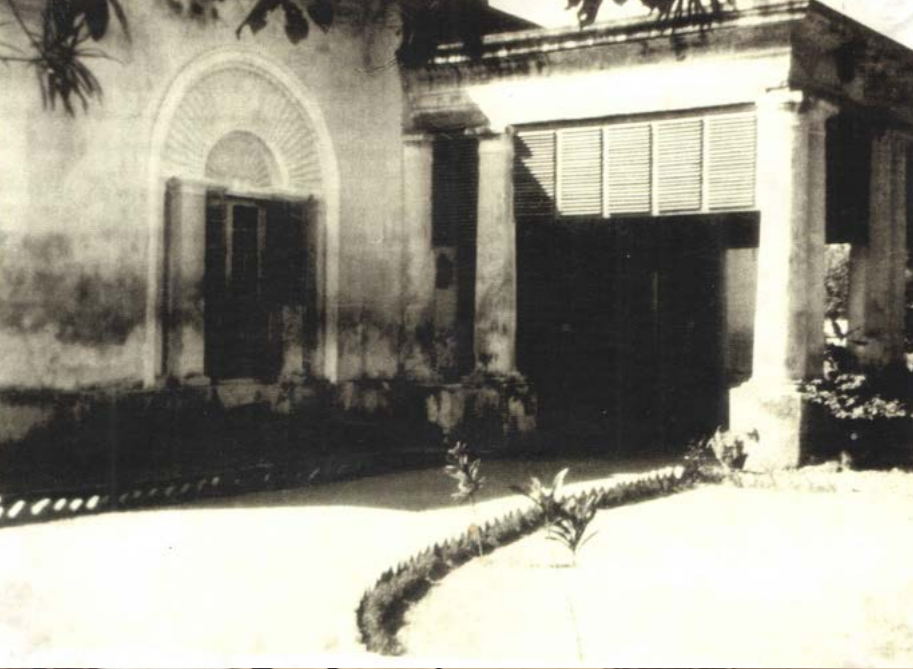
Amrita Isaac Roy

Vice Chairperson - Udayan

A Walk Down Memory Lane









Celebrating
years 50





UDATTAN

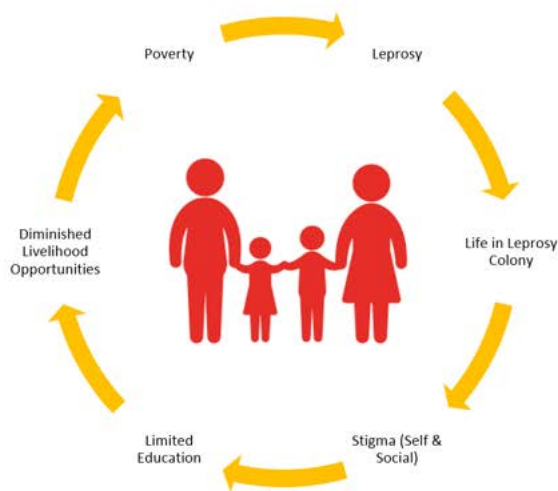
RISING ABOVE LEPROSY





Intergenerational Cycle of Leprosy

Children born into leprosy affected families within leprosy colonies get caught in a vicious, intergenerational cycle of leprosy and poverty.



1. **Leprosy** - Children of Leprosy affected families, are at risk of contracting the disease due to the close confines they live in with their parents. Leprosy is transmitted via tiny droplets after prolonged, close contact with sufferers who have not undergone treatment.
2. **Life in Leprosy Colony** – Children grow up in a Leprosy Colony living in sub-standard, unhygienic conditions, where they are at risk of other social evils (abuse, violence), which generates trauma, reinforce self-stigma, inhibit opportunities and exacerbate poverty.
3. **Social & Self Stigma** – Throughout their life, children from leprosy affected families experience social exclusion and stigma – so much so that it manifests in the form of ‘self-stigma’ where their confidence levels and self-belief become severely impaired.
4. **Limited Education** – Those lucky enough to access education, do so at local schools where they are bullied and ostracized by both peers and teachers. Many, especially girls, drop out early.
5. **Diminished Livelihood Opportunities** – With little education and no skills for decent livelihood, income opportunities are limited to options they ‘know’ and ‘see around them’ – daily labouring, rag-picking and begging.
6. **Poverty** – Earning as little as INR 3000-4000 per

month, they become trapped in a life of poverty within the only home they know - the leprosy colony. And as their children enter the world – so the cycle continues.

3 Generations Affected By Leprosy

Sabitri Mandi was just a girl when she got leprosy. Over time, as she lost sensation in her hands and feet, she wounded herself which caused deformities in her fingers and toes. Her and her family live in Nabadiganta Leprosy Colony in Durgapur and she takes the long walk to town every day to beg for a livelihood.

Her daughter, Saraswati also contracted leprosy but was not deformed by the disease - receiving MDT treatment early on and recovering. Unlike her mother, she had the opportunity to go to school and attended the local school in the colony for a few years. This was until teachers began sending kids to agri-fields to help them with planting and harvesting crops. Realizing that her daughter was not learning anything, Sabitri withdrew Saraswati’s admission from school.

Saraswati was not so fortunate but she is glad that her children Barsha, Baisaki and Biswanath, who have been impacted by the stigma of leprosy, had the opportunity of a new life at Udayan and are currently studying there.

This is how leprosy impacts people’s life for generations. It works its way through families who live in close confines, in cramped and impoverished conditions. It thrives on poverty and via its stigma, ensures that people remain in a vicious cycle of disease and poverty.



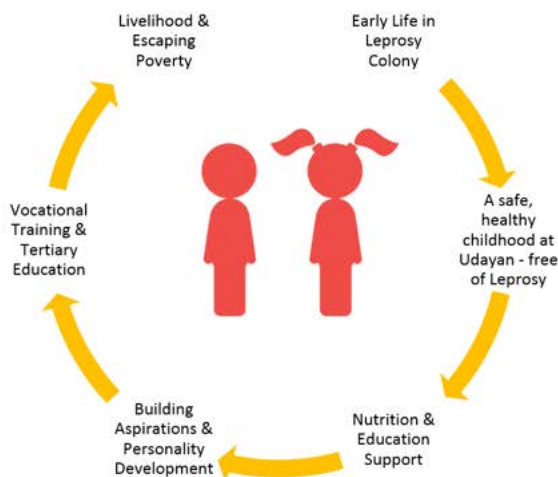
Sabitri (green saree), with her daughter Saraswati (White Saree), son-in-law and grandchildren Barsha, Baisaki and Biswanath.

Udayan: Breaking the Cycle of Leprosy

At Udayan we have a single minded focus – to break the cycle and help our children ‘rise above leprosy’ and its associated poverty - via a life of education, livelihood and opportunity.

We aim to break the intergenerational cycle of leprosy by providing a safe environment for children to grow and pursue studies and later ensure better livelihoods.

It looks like this:



Here is a real life story of Sanjay Neogi who, after attending Udayan, broke free from leprosy colony life and he hasn't looked back!

1. **Early Life in Leprosy Colony:** Sanjay Neogi was living in Kakinara Leprosy Colony, North 24 Parganas. His father, Panchanan was affected with leprosy and had lost sense in his finger due to the disease. Panchanan Neogi was a rickshaw puller and his mother, China Neogi was working as an Aya in Gandhi Prem Nivas Leprosy Hospital, Titagarh.
2. **Safe, Healthy Childhood at Udayan:** In 1993, Sanjay took admission in Udayan and started his education from Udayan Vidyalaya. Sanjay was a calm, focused and obedient boy; he was very good in drawing and other extra curricular activities.
3. **Nutrition & Education Support:** He became strong and healthy at Udayan - getting regular check ups and eating heartily each day. Sanjay completed his Class X examination from Telinipara High School, Barrackpore. In 2006, Sanjay completed his Higher Secondary Examination (Class XII).

4. **Building Aspirations & Personality Development:** At Udayan, Sanjay began to dream of a future and different life for him and his family.
5. **Vocational Training & Tertiary Education** - After completing class XII and later graduation from University of Calcutta, Sanjay took admission in Bankim Chandra College in Naihati. He then started taking tuition classes to support his family as well as prepare himself for a decent respectable job.
6. **Livelihood & Escaping Poverty** - The life of Sanjay's family changed when he got an opportunity as Divisional Manager Club Member position in Life Insurance Corporation of India (Public Sector Unit (PSU) under Government of India) in 2011. His monthly salary is INR 30,000 per month. Besides, he gets festival allowance, monthly incentives and insurance coverage. The job has secured his life and helped him become financially stable. Sanjay purchased land in Barrackpore and constructed his own house. In 2017 he got married to Monalisa, highly educated lady who has completed her Master Degree and she has no history of leprosy. Sanjay's parents, Panchanan and China Neogi stay with him in new house located in Barrackpore. Sanjay arranged for physiotherapy treatment for treating his father's paralyzed finger and now he is fully recovered. Now Sanjay is living a happy life in society without stigma and social discrimination. His wife is now preparing for School Service Test (SST) under State Government.



Sanjay Neogi with his wife, Monalisa.



Sanjay Neogi at the house he purchased in Barrackpore, with his father Panchanan who was earlier a Rickshaw Puller and affected by Leprosy.

Stories of Triumph Over Leprosy

Samar Sardar - Fitter & Turner

Samar Sardar, who is from Simonpur Purulia, got admitted in Udayan in 1991 and graduated in 2005. He got support for his studies up to Higher Secondary. After passing higher secondary exam Samar pursued turner training from Asansol ITI for 2 years. Currently he is working as a machine operator at CERATIZIT group in Howrah. His current salary is INR 18,000 per month. Both his parents are leprosy patients. His father was rickshaw puller. Samar is now married to an ANM nurse and is living a happy and dignified life.



Tapas Das - Railway Technician

Tapas Das son of Sri Jagannath Das, is from Simonpur leprosy colony. He has one brother and two sisters. His father was a leprosy patient. Tapas' association with Udayan was from 1992 to 2003. After passing class X he pursued printing and designing course from Pune which was supported by UDAYAN . After completing studies, he got selected in Railways as a Technician in 2012. Currently Tapas' monthly salary is INR 38,000 and he is now staying in Rourkella with his family.



Ramesh Gope - West Bengal Police

Ramesh Gope son of Chandra Gope lives in Kankardanga Leprosy colony . His father is a Leprosy patient and he is a daily wage earner. Ramesh got admitted in Udayan in 1992 and left Udayan in 2010 . He completed his study up to Higher Secondary. Currently he is in service with West Bengal police and current monthly salary is INR 17,000. He has one brother and one sister. Ramesh Gope is the president of Kankardanga Leprosy colony and he also supervise the 13 no of Leprosy colony.



Stories of Triumph Over Leprosy

Kailash Rana - Mechanic & Railway Supervisor

Kailash Rana who is now 40 years old, took admission in Udayan in 1983 in KG. His association with Udayan was till 1992 after passing class VIII. Kailash is from Nimpura Leprosy colony. After passing out from Udayan he did a 2-year course in Motor Mechanic training from Jalandhar. Currently he is working as a service supervisor of Railway in Chhattisgarh Bilashpur. Kailsah has now lives in a three storey building and own a car. His father's name Kanai Rana who is a Leprosy patient and worked as a daily wage earner.



Shanti Das - Social Worker (NGO Animator)

Shanti Das is the daughter of Budhua Das who is a daily wage labour. Shanti is from the 1st batch girls of Udayan. She left Udayan in 2012 after completing class XII. Both his parents were leprosy patients. Shanti completed her graduation from Bardhaman University after passing which she got a job in mobile company as a store in-charge. Later, she got a job Bardhaman Social Welfare Society as an animator . Her current salary is Rs. 19,000 per month. She has purchased a house in Khana junction near Bardhaman. Her father passed away in 2012 and she now stays with her mother and sister in Bardhaman.



Urmila Mondal - Coordinator (Event Management)

Urmila Mondal, daughter of Tapan Mondal comes from Selimpur colony Dhakuria Kolkata. When Urmila was 1 year old her mother passed away and was brought up by her 7year old elder sister. In the year 2005 when Urmila was 5 years old, she was admitted to Udayan through the German Leprosy project in Ballygaunj Kolkata. After passing from Udayan in 2015, she completed graduation and a computer training course from Youth Computer (West Bengal Govt). Currently she is working in an event management company name Dreamzy as a coordinator with a monthly salary of Rs 15,000 per month. She is recently got married to Dilip Sardar who is not affected by leprosy, and is living a happy life.



Director's Report



2020 is a special year for Udayan as we completed 50 years of our presence. It was a time to reflect, cherish and applaud our successes. It is a matter of great pride that over decades we have been true to

our goal. We transformed broken and shattered lives of children with leprosy background to happy, carefree and fulfilled lives by providing them a secure and nurturing environment.

Since the humble beginning in 1970 when Udayan was registered in West Bengal, we have been able to make significant progress. We restore their childhood; we create the means and encourage them to envisage their dreams and strengthen them to break the cycle of leprosy and self stigma.

Strategy

The Governing Body and Management conducted its Annual Strategy Workshop to upgrade and document our organization strategy going forward for the next 5 years. The strategic plan of Udayan envisages a strong outreach program to create education and livelihood opportunities for the children and their families. It was an energising exercise and all were invigorated and excited by the vision moving forward.

Programs

We are providing parental care to more than 270 children directly and also have 1500 indirect beneficiaries. We are planning to reach out to another 2500 beneficiaries through Balwadi, formal school education, vocational support and income generation activities through our Outreach Program.

Education plays an important part in every child's life and we continue to focus on providing quality schooling, professional and vocational education to our children. During the entire year, we identified our clear objectives;

- A) Ensuring one employable skill through a recognized educational course for our children, with special focus on girl child.
- B) Ensuring computer literacy to cover MS office, power point, excel, email and internet usage amongst our children.
- C) Karate and yoga classes for all children for self-defence, discipline and better health.

Many new initiatives were also taken for quality settlement of our youth. The multi-dimensional competency building program for the youth has been incepted during the period. The Positive Youth Development Program is designed for the young brigade of Udayan who are in stage of career aspiration or in their first employment. During the year, 7 youths are continuing their education in the field of nursing & midwifery degree course.

There was a reformation of the education structure in Udayan Vidyalaya by introducing multi-grade teaching methodologies which saw improvement in academic progress of children. Positive changes in regards to education, discipline and participation among children have been noticed during the reporting period.

Children's admission in Udayan has been completed by rigorous baseline survey in 9 leprosy colonies, group discussion with the community members and door to door family survey. This was conducted by the team of Udayan and Mrs Emily R Menon- Chairperson of Udayan. A total of 33 children (12 girls & 21 boys) have joined Udayan in the month of November 2019.

Governance

We have ensured timely renewal of licenses under child care for smooth functioning of Udayan, with the objective of ensuring all policies and

Udayan once again participated in an awareness Rally on World Leprosy Day.



LEPROSY AWARENESS PR

Leprosy is Like any Other Disease and it is The



UDAYAN

A WELFARE HOME FOR CHILDREN OF
VILL, & P.O.-Sewli, Telenipara, Barrackpore

Observed by-



Udayangram, P.O. - Sewli, Telenipara, Barrackpore-20Pgs (W), KOL-121

standards in compliance as per the requirements of the organization.

To further strengthen the Child Protection Policy with zero tolerance for any forms of abuse, child protection workshops were conducted for children and staff members during the year. All our staff members are aware about the amendment in the Juvenile Justice Act.

We are thankful to our governing body members for their constant support, timely approval and valuable suggestions towards betterment of Udayan. Monthly Governing Body meetings and interaction with children and staff members during visits instill a family environment in Udayan.

Human Resources

Functioning of Human Resources has also been further strengthened. In Udayan we have 32 dedicated professionals and social staff members committed to the cause of child welfare, vision and mission of the organization. They are placed in different programmes and administrative functions. It is essential that all the staff members are equipped with the latest skills and sector knowledge, our constant endeavour is to build team capacity and encourage them. Training on Juvenile Justice Act, Alternative Child Care, Child Participation and Protection, Positive Youth Development and Resilience building for all the staff members have helped them

to achieve programmatic proficiency and improve their relationship with the children.

We also improved the Udayan Performance Management System and a performance linked increment policy was implemented for the staff members. Capacity Building Workshop for teachers on teaching methodology with special emphasis on the usage of technology in classes was held at school. Our HR Policy was reviewed and revamped, and as a group, we defined the core values of Udayan that all are committed to stand by.

Additionally, an Udayan Staff T-Shirt was rolled out for special functions which generated a lot of pride and camaraderie among staff.

None of our work would be possible without the hard work put in by our staff members, brothers and mothers who have relentlessly worked towards guiding and supporting children, teaching them good values like respect, integrity, trust and hard work for their better future and to break the cycle of leprosy, self stigma and become self reliant through employability. I salute them for their commitment!

Fundraising

Our child sponsorship program was launched, which is supported by an online donation facility on our



Staff sporting the new Udayan T-Shirt as Uniform for special occasions

website. We have started sending child profiles to individual sponsors, now they know details about their sponsored child. Additionally we engaged the expertise of fundraising consultant Nandita Dalal for defining our Case for Support as well as for developing a detailed fundraising strategy. This has given us a clear vision and action plan to support our sustainability and growth plans in coming days. We also developed a more robust donor reporting and stewardship plan to enhance our communication with donors.

Support provided by donors, both internationally and from within the country is particularly encouraging for Udayan. The supports are inclusive of small one-time donations, large sponsorships and corporate grants. During the financial year we received support from international donors like City of Joy AID UK, Steve Waugh Foundation, Australian Consulate and National corporate like SBI Life Insurance, and non-profits such as Mukul Madhav Foundation, Calcutta Foundation, Rotary India Literacy program, Wipro Foundation and many more. Total Receipts stood at INR 1,57,67,724 of which INR 95,29,591 was generated from domestic sources.

Communication

Communication has remained a key focus for us as it is an integral aspect in ensuring the transparency of the organisation and strengthening relationship with all the stakeholders. We made extra efforts to take our social media to new heights and have been quite active on Facebook and even launched an Instagram account which is now becoming more active.

Our digital newsletters are being sent regularly to our key stakeholders to provide information about all activities of Udayan, along with all stories posted on our blog. Our website was updated with COVID19 information to keep people informed of our response.

Finance

The Auditors' Report together with notes is self-explanatory. The finance the statutory audit was conducted by Stag & Associates. The Internal Audi-

tors of Udayan are Mr S Bhar & Co., Chartered Accountants. We also made efforts to revamp our accounting system and developed all new line items which are in alignment with our annual budget forecast.

Other


The volunteer program has taken a shape now, during the year 6 international volunteers provided unconditional support to our children; and shared their values, culture with our children. They supported to enhance children's competency through their expertise. To support this initiative we upgraded our guest rooms to make them more inviting and 'like home'. Thanks to support from Hazel Nash for this.

During the period we have completed renovation of Nivedita Bhawan with the financial support received from Steve Waugh Foundation. The outside painting work of Dining Hall & Udayan Corporate Office has been completed. The Rabbit shade is converted to Lalita Steven's Family Centre, where parents of our children take rest here during their visit to Udayan. The Dominic Park is decorated with beautiful seasonal flowers. The library room has been renovated and made child friendly.

Everything we do at Udayan has been possible due to the support received from our donors, sponsors, corporate supporters, foundations, Government & non-government bodies, governing body members, friends, well wishers and staff members—few of them who have been walking with us through all our trials and tribulations throughout the year. On behalf of the board members and entire Udayan family, I am truly grateful and would like to thank all our donors and well-wishers for taking care of children and supporting them to break the cycle of leprosy and self stigma.

Dipak Sahu
Director Udayan





Program Highlights

In 2019-2020, Udayan directly supported 270 children and more than 1500 beneficiaries were indirectly supported. Udayan's support has helped children to grow in a child friendly environment and obtain all round development.

Udayan staff members, including Mrs Emily R Menon, Chairperson of Udayan, have conducted baseline survey in 9 leprosy colonies of west Bengal to complete child intake criteria in 2019. Through the process of one-to-one basis interaction with parents and children, house and colony visits by Director and Assistant Director, Udayan has completed intake of 33 children (12 girls & 21 boys) in the month of November 2019.

A highlight of the year 2019-20 was that SBI Life Insurance was nominated for FICCI CSR Award for its support of Education. As a partner NGO, Udayan had successfully achieved stage II shortlisting criteria and was promoted for final selection procedure. Representatives from the Birla Institute of Management Technology and Senior Management from SBI Life Insurance visited Udayan and were impressed by our work - interacting with our children residing within premises, parents and settled children, also visiting the colonies and conducting a staff meeting.

During the period, 6 interns of Masters in Social Work from Rabindra Bharati University and one intern of Mass Communication from Symbiosis, Pune completed their one month internship in Udayan. Udayan provides a great learning ground for these students, and we in-turn, get value from their contribution and support.



*Paramedical Officer Swapan Naiya
distributing medicines at the Fred
Kahl Health Centre.*

Home, Health & Wellbeing Program

- ◆ **Capacity Building of House Brothers & Mothers -** The sense of security and belongingness of children in Udayan are entrusted by our 4 house brothers and 4 house mothers. Their guidance and unconditional love during developmental path of children and respect towards their background, cultural roots and religion contributed every bit towards our mission and vision. Throughout the year we provided in-house orientation to our Brothers and Mothers on the Juvenile Justice Act, Alternative Child Care, training on Child Participation and Protection, Positive Youth Development. Following orientations have not only improved technical knowledge among the staff but also supported the staff members to address different issues of our children.
- ◆ **Safe Food Hygiene Rules Adopted—** Udayan adopted Safe Food Hygiene Rules for cooks and kitchen operations in 2019-20 to ensure the highest level of hygiene and food safety for our children. According to the set rules, cooks are instructed to use clean clothing, face mask, head cover, gloves and maintain hygiene while cooking and serving food. Dining room and kitchen hygiene measures are also followed by our staff.
- ◆ **Nivedita Bhavan Upgrade –** Nivedita Bhavan, the girls' wing of Udayan, has undergone renovation works with the support of Steve Waugh Foundation. We have done plinth protection and repairing of pavement for strengthening building and assembly area, inside and outside water proof painting, inside and outside plumbing work, and window netting to protect children from vector borne diseases. The new look of Nivedita Bhavan has become quite attractive.
- ◆ **Nutrition Revision -** The nutrition chart for our children has also been revised by introducing Dalia Khichdi, Suji polaw (poha) and increased use of chick peas at snacks time. Each child uses their own utensils while taking food.
- ◆ **Launch of Fred Kahl Health Centre—**In April 2019, Fred Kahl Medical centre of Udayan inaugurated with the capacity of 8 beds for boys and 6 beds for girls. In case of illness, children are referred to take rest in medical centre under the care of para medical staff.
- ◆ **Regular Health Check Ups for Children -**All children in Udayan went through full body check-up once in a month by the Visiting Doctor



Kitchen staff adhering to the new 'Safe Food Hygiene Rules' adopted at Udayan.

(Paediatrician). A lady gynaecologist visits thrice in a month to Udayan to sort out and treat common reproductive health issues of the girls like individual menstrual problem, and menstrual abdominal pain. Girls are provided sanitary napkins on regular basis to ensure their menstrual hygiene.

- ◆ **Health Awareness Sessions** -Udayan with support of medical personnel from various fields organised orientation programmes for children on health and hygiene, water borne disease, vector borne diseases, HIV/AIDS & reproductive health. The medical camps for eye, ear, dental and skin screening for Leprosy was also organised during the period.
- ◆ **Children's Club Activities** -The discipline and sense of responsibilities among children have been developed by their continuous involvement in children's club activities. Organising functions, festivals and celebrations have increased their confidence level, involvement, decision making capacity and leadership quality.
- ◆ **Beautification of Grounds** -The natural scenic beauty of Udayan make the premises attractive and visitor-friendly. Keeping the promise we have started beautification of Udayan by re-

designing Dominic Lapierre Park with beautiful seasonal flowers. We developed flower garden at Fred Kahl Health Centre too, and completed white wash and painting of Udayan Vidyalaya building, Kitchen and corporate office, colouring front gate of Udayan, wall painting by our children and renovation works in Nivedita Bhawan and other cottages.

- ◆ **Kitchen Garden Development** -Udayan has developed two kitchen gardening fields to grow vegetables. Other than our previous kitchen gardening field, the low land situated back side of Charinda is converted to kitchen garden. It provides a good number of vegetables during the summer.
- ◆ **Hygiene & Handwashing Training** -Children of Udayan developed the habit of "6 steps hand wash procedure" and they practice before and after meals. House brothers and house mothers provided training sessions to the children on personal hygiene and ensure their personal hygiene on daily basis. Children are also provided with sufficient amount of detergent powder to clean their clothes. They are also given hair oils, bath soaps, tooth brush and paste, and shampoos to foster good personal hygiene.



Eye testing camp



- ◆ **New Laundry Machine** – An industrial laundry machine was also provided by Steve Waugh Foundation and has solved the problem of bulk washing of clothes at Udayan. As per the weekly schedule, each cottage washes their clothes in the laundry machine. The bed sheets and pillow covers along with their daily clothes are also washed with the support of maintenance staff – and dried on new clothes lines installed on the terraces of Nivedita Bhavan and Charinda.



- ◆ **Girls Mental Health, Saadhak Program**—The second phase of Saadhak training programme, parallel counselling system was conducted which helped children overcome their confusion and dilemmas. The Saadhak coach helped them to find out the right path of thinking and improve their skill of self-expression. The session has strengthened their emotional quotient.



Girls participating in the 'Saadhak Program' tackling mental health.



*Girls proudly sporting new uniforms -
dressed and ready to learn!*

Education Program

In the year 2019-20, the education structure of Udayan has been reformed and strengthened through various activities.

PRIMARY SCHOOL – UDAYAN VIDYALAYA

- ◆ **School Capacity & Results** - In 2019-2020, Our 121 children from Kindergarten to Class IV have got their education from 6 Primary school teachers in Udayan Vidyalaya. During this period, overall 70% of the children have shown improvement in academic performance whereas 33% of children have secured 70% and above marks in Annual Final Examination.
- ◆ **Education Structure at Udayan Vidyalaya** -At the beginning of academic session primary school teachers prepared their weekly, monthly and yearly session plan and throughout the year they took several revision classes and chapter wise class tests on a weekly basis. The multiple assessment process has helped children to memorize their studies and promote them with good marks in classes. With the support of the Assistant Director, teachers prepared 3 sets of question banks for each class and anonymously questions were set for Annual Examination.
- ◆ **New Multi-Grade Teaching Methodology** - Multi-grade teaching methodology adopted by Udayan Primary Vidyalaya has helped to develop social, emotional and verbal skill among children and also increase their self-esteem. A child-centred, caring learning environment enabled children to learn in a joyful way and connect it with daily practices. The subject specific project activities, learning by playing, chart presentation, clay modelling and introduction of new teaching methodologies not only helped children understand better, but also create a fun loving classroom sessions.
- ◆ **Introduction of Extra Learning Activities** –This year saw Udayan Vidyalaya place additional focus on the cognitive development of the children. Daily news reading is conducted in the morning by the children. There are new Vidyalaya Display board activities, outdoor game classes, story-telling and reading classes in the library and computer classes in the computer lab are undertaken during the period. Vidyalaya has also started a weekly Art & Craft class from KG to Class IV with the help of an external professional artist. The overall developmental activities have improved teacher children relationship and learning mechanism. Additionally, newly introduced monthly teachers’ meeting with the Director inspired the teachers to explore innovations in routine teaching.
- ◆ **Joyful Learning Teacher Training**-A three-day teacher training program was held during the year by an external resource, on joyful learning, dealing with weak learners, new methodologies of learning and discipline in the classroom. The teachers learned about primary counseling and the process of learning in joyful manner with



Teacher Training at Udayan Vidyalaya

the help of Teaching Learning Materials. The teachers, with the help of resilience building exercise tools, practiced various activities such as mind refreshment, self-assessment, trust, concentration mechanism, with the children in the classroom.

- ◆ **External Education Evaluation** -The Udayan Vidyalaya from KG to Class IV underwent an external educational evaluation process, conducted by school teachers from the Modern School, CBSE Barrackpore in 2019. Our teaching methodologies and relationship between the teachers and children were highly praised and appreciated by the external evaluators.

SENIOR STUDENTS & PRIVATE TUITION CLASSES

- ◆ **Student Performance & Recognition**- In 2019-20, our all children have been successfully promoted to next grade. Udayan's children attend class V in Govt Aided High School namely, Sewli High School for Boys and Girls (separate), Telinipara High School and Wesley High School. During the year, our 13 boys and 9 girls have appeared for the Madhyamik Examination under West Bengal Board of Secondary Education. The 5 boys and 3 girls have appeared for Higher Secondary Examination (Class XII) under West Bengal Council of Higher Secondary Education. Jagriti Sangha Club of Barrackpore hosted an appreciation program to congratulate our 18 children of Madhyamik and 2 children of Higher Secondary Examination. These children who have succeeded in 2019. On the platform our children have got recognition from local leaders and influential personalities.

- ◆ **School Relationship Building** -The quarterly visit by Assistant director to the mentioned schools to hold discussion with the teachers and principal has helped to build a supportive relationship with Udayan. A long trusting relationship has enabled us to monitor academic & overall progress of the children and helped us to focus on child-specific intervention. The visit of school by the SBI Life Insurance during their evaluation process has also satisfied them.

- ◆ **Private Tuition & Coaching** -Private tuition coaching classes were arranged for children for their academic improvement and assistance. In the evening classes from 6.30 pm to 8.30 pm, professional teachers took interactive classes on English, Science and Maths as per the routine. Our house brothers and house mothers also helped children to complete their daily school home works and complete school project by the support of computers and web browsing.

- ◆ **New Digital Learning Classes** -From 2019, apart from private tuition classes and self-study hours, Udayan has launched 'Digital Learning Classes' for the children from class 1st to class 10th. 'Digital Learning Classes' is a package of software comprises subjects like Mathematics, Bengali, Physics, Chemistry, Life science, English, History and Geography. Through the visual, interactive way of learning children understand the chapter more clearly. The interest level of children also increases due to visual and joyful interactive sessions. With the support of computer & projector, teachers takes classes of different subjects. They also conduct interactive session with the children to clear their doubts.



Evening Tuition Classes taking place with senior students.



Reading program taking place in the newly renovated library at Udayan.

- ◆ **Computer Literacy Classes** -In 2019, our 64 children of Class V to Class VIII have completed certificate computer training course comprising of basic computer skills, programming, Microsoft Office, Internet and web. Children were divided in to 4 groups and the training was imparted by an expert computer trainer at our computer lab.

- ◆ **Annual Education Excursions** - Udayan conducted yearly excursion for children in the month of February 2020. The children of Primary school visited one day outing to Alipur Zoological Park and Birla Institute of Technology at Kolkata. A two-day trip was organized for children of Class V and above visited two days trip to Santiniketan, Birbhum district of west Bengal. Santiniketan is famous for Vishwa Bharati University founded by Rabindra Nath Tagore and its various aesthetic cultural aspects. All the children participated and enjoyed during the trip.

OTHER EDUCATIONAL ACTIVITIES

- ◆ **Upgradation of Library** -Udayan library has been revamped with the support of our volunteers from UK. The books and shelves are rearranged; walls are painted with colourful cartoons, floor mats are replaced and it has become a perfect child-friendly library for our children. The Kindergarten class room wall of Udayan Vidyalaya has been painted with beautiful scenery by our volunteers. We thank our volunteers Anna Rowan, Rowan, Hannah, Dylan, Anna Irving, Olivia for their volunteering support to Udayan and spending quality times with our children. Their involvement with our children and volunteering work has overwhelmed us.
- ◆ **Teacher's Day Celebration** -The love, bonding and relationship among children and teachers was celebrated through 'Teacher's Day' on 5th September and 'Children's day' on 14th November 2019 at Udayan. Teachers, staff and children jointly participated in various activities & games, performed drama and songs and celebrated these days with lots of fun and enjoyment.



Education Excursion to Birla Industrial & Technological Museum



Ramesh Gope works for the West Bengal Police and at just 28 years old is the elected leader of Kankudanga Leprosy Colony. He graduated from Udayan in 1992

Employability Program

- ◆ **Child Development Plans** - Settlement of children and reintegration to the society is the one of the core objectives of Udayan. The process of settlement starts from the time a child enters Udayan, by introducing the Child Development Plan (CDP). The development of children is progressed and ensured by following the specific planned activities depicted in the CDP throughout the year.
- ◆ **General Nursing Midwifery Students** - During the year, 5 girls have been promoted to 2nd year of General Nursing Midwifery (GNM) course in Apollo College of Nursing, Chhattisgarh and 2 girls, after successfully completing their Class XII board examination, have got admission in GNM in Rastogi College of Nursing, Chhattisgarh.
- ◆ **Vocational Training Orientation Program** -An orientation program focused on moral, ethical and social behaviors during period of vocational training was organized for the children. During the discussion children got primary ideas about residential training institute, class room sessions, hostel rules, method of relationship building with co-students & faculty, travel guidelines and many more. During the process children got an understanding about the expected changes in their life to prepare themselves for future.
- ◆ **Travel Norms for Vocational Training Students** -The travel norms for the children of Udayan, children pursuing vocational courses and residing in the training institutes are followed and intimated to their parents. For these children, parents are only allowed to take them from institution during vacations with prior approval to Udayan.
- ◆ **Career Counselling** -A career counselling session was organised for children of class X and above. During the session, discussions were held on various career options, minimum qualification requirements and job descriptions. After the session children shared their thoughts and queries.
- ◆ **Training Institution Visits, Chhattisgarh**-A team of Udayan staff comprising Director, Asst Director and staff members visited training institutions in Chhattisgarh and attended a meeting with top administration. The progress of our children, their accommodations in Institutions and placements from the institution were monitored during the visit.



Senior Management of Udayan visited Apollo College of Nursing in Chhattisgarh

- ◆ **Aspiration Building of Children** - An aspiration building orientation was held with the parents and children at Udayan. During the orientation various scopes of career opportunities of children have been discussed with children and their parents by Assistant Director. Udayan Director discussed about our mission to provide employable skill to each child of Udayan and inspired parents to encourage children for completing their basic class 12th examination. Now parents are also aware about value of education and importance of self-reliance through respectable employment. Additionally, experience sharing by the elders and ex-Udayan students has built aspiration for our children. On the occasion of 50th celebration 6 of our ex-students shared their life experience in Udayan and path of their successes with our existing students. The discussions inspired and built positivity in our children.
- ◆ **Life Skills & Resilience Building** -The life skill education training and resilience building training were conducted for the children at Udayan on weekly basis. The resilience building training designed on various activities helped children to fight back with adverse situation and strengthened their analytical skill to assess situation.
- ◆ **Parental Guidance Sessions** -Parental guidance was provided to our settled youth on regular basis. Emphasis on their saving habits, relationship with their co-workers and seniors, opting for better opportunities and behavioral assistance were provided to them.
- ◆ **Database of Vocational Training Institutions** - Udayan has developed a data base for potential institutions for vocational training courses. The data base was upgraded as per the discussion with institution to provide better job, market-oriented training and placement facility to our children.
- ◆ **Jodhpur Park Apartments** – During the year, work commenced on vacating the Udayan Jodhpur Park Apartment to make way for new ex-students accessing vocational training in Kolkata. We are planning the renovation of the apartment to house ex-students in the coming year.
- ◆ **New Youth Development Program**—Udayan has conceptualized and adopted ‘Youth Development Program’ in 2019-20. The program is focused on the multi-dimensional competency building of Udayan’s youth those are supposed to be pursuing vocational training or enter in job market in near future. By the introduction of 7 Cs of competency building (Confidence, Connection, Contribution, Coping, Character, Competency and Control) enables them to solve their own problem. The program focuses on strengthening the following aspects among our children.
 - ⇒ Leadership development by facilitating decision making, ownership and discipline activities.
 - ⇒ Enhancement of communication skill by participation and presentation.
 - ⇒ Time management by discipline, prioritizing and setting goals.
 - ⇒ Team work by participation, respect, building trust and social interactions.
 - ⇒ Self-assessment and evaluation by continuous self -monitoring, area of improvement and accomplishment.
 - ⇒ Conflict resolution/ adverse situational stability by adopting changes, situational analysis, developing plan, detachment and moving forward.



*Senior students participate
in resilience building
exercises*



Synthesiser classes at Udayan

Extra-Curricular Program

- ◆ **Tackling Self Stigma** -Children of Udayan made us always proud for their performance in extra curricular activities. Many prizes are won by our children in external competitions and on prestigious platforms. This program is crucial to helping build the confidence of our students and is a pivotal step in overcoming the crippling 'self stigma' that so many leprosy affected families suffer from.
- ◆ **Sports & Physical Activity** - Children at Udayan regularly play cricket, football and basketball in the Udayan playground. The enthusiasm and dedication of our children towards sports has impressed all our visitors. A professional football coach was appointed in Udayan for providing football coaching of football to our boys.
- ◆ **Interschool Football Success** - In 2019, six of our boys have participated in Barrackpore Block level Interschool Football Tournament and won 2nd runner up prize. A friendship football match was organised at Udayan play ground between our football team and external local club on 15th August 2019. Our children have won by 4-1.
- ◆ **Music Classes & Singing Award** - regular music classes helped our children to gain their self-confidence, enhanced their social communication skills and flourished their inner positivity. Children have also continued learning Guitar and Synthesiser and are practising Dance via regular on-campus classes. These classes help them to rehabilitate their self-esteem, vitality, healthy mind and build their cultural aspect. Children at Udayan perform classical dance and get the opportunity to appear for examination in classical dance. Sima Karmakar has won first prize in singing and essay writing in Sewli High School annual day function. Our 3 girls have participated in singing competition in Kanyashree Platform at Barrackpore Sub Divisional level.
- ◆ **Art Classes Kick Off at Udayan** - Children at Udayan achieve their personality growth, stimulate senses and sensibilities, awakening their creati-



Udayan Annual Sports Day was a grand success!

ty and explore their expression of thoughts by practising art. Weekly Art classes in Udayan help children to exhibit their talent, improve their concentration, releases their mind from stress and past trauma, promote experimental innovations, and fulfil colours in their life.

- ◆ **Vipassana Meditation & Yoga** -Udayan initiated a Vipassana Meditation programme from August 2019 for our children where they learn meditation skills to deal better with frustration, stress and depression in daily life. Children start their day by practising 15 minute meditation schedule which keeps them refreshed, enthusiastic and full of positive energy. Mantra Institute of Health & Fitness Management has started Yoga session for our children from September 2019. Regular practice of Asanas (different posture in Yoga) by our children supports them to release mental tensions develop physical fitness and relax their mind. Our children have become more disciplined and concentrate better in their studies. Integrated holistic development for physical, mental, moral and spiritual aspect attained by practising Yoga and meditation on regular basis. Weekly Yoga Classes and regular practice of meditation have brought positive energy and positive attitude in the life of our children.



- ◆ **Karate Classes for All**—Karate classes by expert coach help all the children to learn skill of self-defence, improve their analytical power and find solution by themselves. Through Karate, children have learned the value of hard work, dedication, discipline, concentration and developed social and intellectual traits. In 2019, five of our girls attended Block Level Karate Competition and two of them have been especially recognised by the jury members for their extra ordinary performance.



- ◆ **Cottage Christmas Decoration Competition** – Christmas celebration in Udayan is always special and children exhibit their talents through decorating their cottages by adopting social awareness themes. This year our girls of Nivedita Bhawan decorated their home on theme of save water and plastic free environment. Their decoration disseminated the message of saving water, conservation of water, environmental hazards due to plastic and water pollution. The creative presentation and understanding of our children on environmental issues impressed the jury members and they won the first prize.



- ◆ **Annual Sports Day at Udayan** - Annual sports day was organized in the month of March 2020. Biscuit race, jumping bags, marble race, cock fights, high jump, skipping race, 100 meter run, 300 meter run, hit the target, tug of war, go as you like and many activities were organized for our children. At the end of the function a friendly cricket match between children vs. staff was organized and our children have won the match.

- ◆ **Festival Celebrations** - Together Udayan children and staff celebrate various regional and national festivals. Children develop cultural aspect, Indian origin and also increase their tolerance to other religious by observing such festivals and birthdays of great people.

⇒ Children celebrated following festivals with joy and happiness:

- ⇒ Birth Day Of Netaji Subhash Chandra Bose on 23rd January
- ⇒ Saraswati puja on 29th January
- ⇒ Republic Day on 26th January
- ⇒ Holi in 3rd March
- ⇒ Independence Day on 15th August
- ⇒ Teachers' Day on 5th September
- ⇒ Viswakarma Puja on 17th September
- ⇒ Children's Day / Birth Day of Jawaharlal Neheru on 14th November
- ⇒ Christmas celebration on 22nd December

- ◆ **Birthday Celebrations** – The family of Udayan celebrated birthdays of all children and Staff members by cutting cakes and organizing small recreational program. The bonding of love and respect mutually build a loving family relationship.



Udayan's Pandemic Response

◆ Education:

During COVID-19 lockdown, when children were at home with their family members, Udayan made its best efforts in keeping kids engaged with curricular and co-curricular activities. Despite facing challenges of limited access to technology, Udayan continued imparting education through online classes and Whatsapp groups. Besides, our teachers also stressed upon creating awareness around basic hygiene, including frequent hand wash and use of face masks – to keep COVID at bay.

For younger kids, the classes were of shorter duration and could be easily conducted over simple phone calls or sometimes the Whatsapp video calls. For children in higher grades, Google meet classes were also conducted. Udayan's intent was to keep children well in touch with the subjects by revising concepts from time to time.

During COVID -19 pandemic, 6 children (Girls) of Class 11th and 12th stayed in Udayan from March 2020 onwards under the supervision of a house mother. They continued their online classes from Udayan. Even with the limited access to resources, Udayan staff members provided their best services to the children.

In un-lockdown-4, after necessary precautions and disinfection of the entire premises, we have brought back 40 children from Class IX to XII in the month of September 2020. Slowly with necessary precautions, Udayan is getting back to its regular operations.



◆ Dry Ration Distribution:

The lockdown brought a lot of challenges for people in the leprosy colonies, since they lost their livelihoods such as rag-picking and daily wage work. The families could hardly arrange for their daily meals and were unable to ensure proper nutrition which is critical during leprosy treatment.

To combat this situation, Udayan extended its support by providing dry ration for families facing loss of livelihood due to COVID-19. In April 2020, Wipro Foundation extended support of INR 6 lakh for dry ration. Udayan team and volunteers made sure that this support reaches the needy families. Around 600 families in 10 leprosy colonies were benefitted.

SBI Life Insurance also extended support from May to July 2020. Under this, 270 children from 216 families in 17 leprosy colonies were provided dry ration.

◆ Post lock down strategic plan:

Udayan developed a post lockdown, new normal strategy to re-open Udayan in Un-lockdown-4. Focusing on the post-lockdown scenario, Udayan is channelizing its efforts to ensure the protection of our beneficiaries and staff members. The Governing Body of Udayan with our Director, Dipak Sahu, developed a detailed operational strategy and implemented the same in the last week of September before bringing back children to Udayan.

⇒ **Cleanliness and Hygiene** – To maintain the cleanliness and hygiene, Udayan ensured regular sanitization of premises including doors, walls, windows,



electronic devices and furniture. Wearing masks has been made compulsory and regular hand washing is a must. Kitchen cleanliness is another important aspect and the staff maintains proper sanitization of groceries and vegetables. Frequent hands wash by cooks are being monitored by the Accountant and Store Keeper. Food is served with spoons and tongs.

- ⇒ **Entry and Visit** – Any staff or visitor with COVID symptoms are strictly not allowed to enter the premises. Visitors, sponsors and volunteers visits have been restricted for the time-being and the entry gate has been equipped with thermal scanner. Post-lockdown children’s admission in the premises was done in a phase-wise manner.
- ⇒ **Helpline and Contact Persons** – The public helpline number is displayed prominently at several places in the premises. A contact person is appointed for every cottage and regularly reports the health status of children on a daily basis to paramedical staff. The paramedical staff will bring to notice of any illness to the Director.

◆ **COVID-19-Warriors of Udayan**

Udayan feel proud for our girls who have dedicated their lives as Nurses (COVID – Warrior) to provide support to COVID 19 patients. Our 11 girls are working as Midwifery Nurses in COVID Wards of

Government and Private hospitals and are strictly following the government guidelines. Gayatri, Arpita, Daibati, Asha, Kiran, Archana, Kabita, Tumpa, Laxmi, Khukumoni and Tumpawill always be remembered as achievers in the history of their service as nurse, for their service towards mankind and fight against the CORONA Virus. Udayan salutes our courageous girls for their humanitarian service and we feel proud of them.



Our People

GOVERNING BODY

Emily R Menon - Chairperson

Emily has over two decades of experience in establishing and managing Non Profits and community organisations in both India and Australia. Originally from Australia, Emily moved to India in 2007, and spent 10 years providing philanthropy and CSR advisory services to HNI and corporate clients in India before pivoting into Non Profit Communications consulting. Emily was the first woman Chair of the Australia & New Zealand Business Association in Mumbai and sits on a number of NGO boards in India.



Annamma S John - Secretary

Annamma S John has 27 years work experience in clinical management of leprosy, training, monitoring and evaluation of leprosy and related programmes, research, and working with partners and communities. A graduate in Medicine from National Medical College and the School of Tropical Medicine, Annamma worked for 5 years in a Mission Hospital at Shillong. She then worked in clinical and administrative roles in The Leprosy Mission Hospital, Kolkata for more than 20 years. She has worked in Bangladesh as an advisor for The Leprosy Mission Bangladesh and collaborated with the Government Leprosy programmes in training for staff in the National Leprosy Eradication Programme.



Amrita Isaac Roy - Vice Chair

Amrita Isaac Roy has 18 years of work experience in the fields of social development and academics. She holds a MA in Political Science, an M.Phil in International Organization and a B.Ed. She has been a Senior



Research Analyst at the Institute of Economic Growth, Delhi, a Research Consultant with Swayam, Kolkata and a Human Rights Consultant with Centre for Developments and Human Rights, New Delhi. Presently, she is Dean of Modern English Academy (ICSE & ISC) Kolkata, and is responsible for all administrative and academic aspects.

Geoffrey Rodrigues - Treasurer

Geoffrey graduated from St. Xaviers College with a B.Com Honours Degree and worked with Lawrence & Mayo as a Branch Manager for 15 years before transitioning to BNK Solutions as an Assistant Manager in a number of different processes. Geoffrey left the business sector to work in the development sector and was the Administrator at Udayan for 3 years before returning to business at ASI Services Pvt. Ltd where he is the Regional Manager for Eastern India and has been so for the last 9 years. Geoffrey has a passion for Udayan and has dedicated many years to the Governing Body, serving a number of them as Treasurer.



Mahua Hazarika - Member

Mahua is a partner at Rickshaw, a creative design and digital firm. She's worked in both, advertising and marketing, and has a combined experience of 23 years. She did the rounds at McCann Erickson, Bates and Lowe among others, and then joined the marketing team at Beam Global on Teacher Scotch Whisky. She was part of the marketing team that set up Vogue in India and then moved to Diageo, where she looked after the scotches portfolio.



To identify problems or barriers, in terms of marketing and communication and then seek ways to overcome them is what gives her the greatest joy. Together with Rickshaw, Mahua has worked on several marketing

initiatives for Non Profits such as Iskcon Food Relief Foundation, St Jude's Cancer Centres, Vanni, Caped and Udayan amongst others.

K Mohanchandran - Governing Body Member

K Mohanchandran has 30 years of experience in the hospitality industry and has worked at the Taj Group since 1989. Presently, he is the Area Director—Udaipur and Jodhpur and General Manager of the Lake Palace, Udaipur. An alumnus of the Institute of Hotel Management, Pusa, New Delhi, Mohanchandran has worked across all hotel functions and in multiple locations with the Taj Group. He is also a Board Member of the Hyderabad Conventions & Visitors Bureau, HCVB; and was the President of the Hotel & Restaurants Association of Telangana State for the period 2017-19.



Rajkumar Fenn - Governing Body Member

Rajkumar Fenn has a total work experience of over 45 years and has worked extensively in the hospitality industry. His expertise lies in the field of marketing, sales and operations. He has Bachelors in Commerce and has worked with some of the most widely known brands like Camellia Group, Rainbow Infrastructure & Housing Development Limited, IISD Edu World – Hospitality & Culinary Arts, CB Richard Ellis South Asia Pvt. Ltd, Ambuja Realty Ltd (previously known as Ganpati Greenfields Ltd), and Remington Rand of India Limited Calcutta. He also had a brief stint of around two years at an NGO, AG CARE, as a consultant to train the team to raise funds for the various projects of the NGO.



LEADERSHIP TEAM

Dipak Sahu - Director

Dipak has 21 years of experience in both International and National non profits. He holds M.com, LLB Degree from Utkal University and certificate course in Integrated Early Childhood Development for young vulnerable children and Monitoring & Evaluation from Global Health (USAID). Dipak has a vast experience in the development sector in position of senior management in SOS Children’s Villages of India, Catholic Relief Services and CAN Kids. He has been associated with Government of West Bengal as a member in DCPS and was invited as a resource person by WCD Government of West Bengal on Alternate Child Care. As a development professional he has experience in the areas of child protection & development, alternate child care, child labour, disaster mitigation, Livelihoods, rehabilitation, social inclusion, strategic policy and programmes, financial management, donor relation and Government & Non Government partnerships.



Adrija Mitra - Assistant Director

Adrija has over 13 years’ experience in the field of Child development, Child rights, Child protection and public health. She holds Msc. Degree in Economics and completed her Post-Graduation Diploma in Human Rights from Indian Institute of Human Rights. She has worked with Corporate and international NGOS and has been working as a Programme Leader in different domains for last 11 years. She has worked with many renowned organisations like SOS Children’s Villages of India, Catholic Relief Services, Hope Foundation, and Hindustan Latex Limited. She has done in-depth study in the field of community mobilisation, Self Help Group promotion, Participatory Rural Appraisal, capacity building & placement, vocational training and Government partnership.





New school bags for kids—thanks to our generous supporter, SBI Life Insurance.

Our Donors & Supporters



Australian Government
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Mukul Madhav
Foundation



Calcutta Foundation

Hazel Nash, pictured opposite, members of the Eton College community and friends of Fred Kahl, were instrumental in supporting the development of the Fred Kahl Health Centre Facilities at Udayan, in memory of her late husband, Fred Kahl.

A big thank you to all our Individual donors who have sponsored children this year - your support is valuable!



A girl child from Rahmatdanga Leprosy Colony



Independent Auditor's Report

To The Member of

Udayan

Report on the financial statements

We have audited that accompanying financial statement of **UDAYAN, P.O Vill-Sewli, Telinipara, Barrackpore, Kolkata-700121** which comprise the Balance Sheet as at March 31, 2020, the Income and Expenditure account and Receipt & Payments Accounts for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's responsibility for the financial statements

Managements is responsible for the preparation and presentation of these financial statements that give a true and fair view of the financial position, financial performance and cash flow in accordance with the accounting principles generally accepted in India. This responsibility also includes maintenance of adequate accounting records and preventing and detecting frauds and other irregularities, selection and application of appropriate accounting policies making judgments and estimates that are reasonable and prudent and design, implementation and maintenance of adequate internal financial controls, that were operating effectively for ensuring the accuracy and completeness of the accounting records, relevant to the preparation and presentation of the financial statements that give a true and fair view and are free from material misstatement, whether due to fraud or error.

Auditor's responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We have taken into account the accounting and auditing standards and matters which are required to be included in the audit report. We conducted our audit in accordance with the standards on auditing specified by the institute of chartered accountants of India. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and the disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risk of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal financial control relevant to the preparation of the financial statements that give a true and fair view in order to design audit procedures that are appropriate in the circumstances. An audit also includes evaluating the appropriateness of the accounting estimates made by the management, as well as evaluating the overall presentation of the financial statements.



Signature



We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion on the financial statements.

Opinion

In our opinion and to the best of our information and according to the explanations given to us, the aforesaid financial statements give the information required by the W.B societies registration act, 1961 in the manner so required and give a true and fair view in conformity with the accounting principles generally accepted in India except those stated in note below:

1. In the case of the balance sheet, of the state of affairs of the company as 31st March 2020
2. In the case of the income & expenditure accounts, of the surplus (Combined) for the year ended on that date, and

Report on Other Legal and Regulatory Requirements

As required by the W.B societies registration act 1961. We report that

- (a) We have sought and obtained all the information and explanations which to the best of our knowledge and belief were necessary for the purposes of our audit.
- (b) In our opinion proper books of accounts as required by law have been kept by the society so far as it appears from our examination of those books.
- (c) The balance sheet, the statement of profit and loss and the cash flow statements dealt with by this report are in agreement with the books of account.
- (d) In our opinion, the aforesaid financial statements comply with the accounting standards specified by the institute of chartered accountants of India.

Date: 29.10.2020

Place: Kolkata



For, STAG & Associates

Chartered Accountants

FRN:823413E

Satish Agrawal

Satish Agrawal

M.No:303516

UDIN: 20 303516AAAAAV4623

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UDAYAN
P.O.-VILL-SEWLI, TELINIPARA, BARRACKPORE, KOLKATA - 700 121
COMBINED BALANCE SHEET FOR F.C. AND LOCAL A/C AS AT 31ST MARCH 2020

As at 31-03-2019	LIABILITIES	Schedule No.	FC	LOCAL	As At 31-03-2020	As At 31-03-2019	ASSETS	Schedule No.	FC	LOCAL	As At 31-03-2020
27,930,980.68	CAPITAL FUND	1	14,365,368.92	11,992,774.29	26,358,143.21		FIXED ASSETS :	6	46,276,076.84	13,546,719.00	34,363,203.71
13,463,653.09	CHILDREN WELFARE FUND	2	12,850,864.59	612,788.50	13,463,653.09	35,937,137.71	Gross Block		19,810,411.13	5,649,181.00	34,363,203.71
5,447,585.64	GENERAL RESERVE FUND :				12,333,257.45	9,907,755.00	Accumulated Depreciation	7	26,465,665.71	7,897,538.00	9,240,395.00
	As per Last Account			5,447,585.64	12,333,257.45		Net Block		-	9,240,395.00	9,240,395.00
	Add : Excess of income over expenditure			6,885,671.81		461,204.00	INVESTMENT	8	28,204.00	20,000.00	48,204.00
	Less : Excess Expenditure over Income			12,333,257.45			ADVANCE & DEPOSIT				
602,037.50	AGRICULTURAL DEV. FUND	3	462,294.50	-	462,294.50		CLOSING STOCK IN HAND :				
125,218.24	SOLAR POWER PLANT FUND :	4	125,218.24	-	125,218.24	293,312.88	Wheel Chairs		11,290.32	277,798.56	289,088.88
712,160.00	EMPLOYEES GRATUITY FUND :		257,724.00	468,977.00	726,701.00		CURRENT ASSETS :				
	As per last accounts			454,436.00			TDS Recoverable				
	add: Contribution during the year			14,541.00			Udayan Local Account		208,231.00	9,569,222.68	208,231.00
	Add : Interest during the year						CASH & BANK BALANCES :	9	1,471,331.22		11,040,553.90
	Less: Disbursed during the year										
1,101,117.00	LIABILITIES FOR EXPENSES :	5	123,252.00	1,388,926.00	1,512,178.00	141,409.00					
	Outstanding Liabilities for Expenses			208,231.00	208,231.00	2,783,342.56					
141,409.00	Udayan FC Account										
49,524,161.15			28,184,722.25	27,004,954.24	55,189,676.49	49,524,161.15			28,184,722.25	27,004,954.24	55,189,676.49

Date: 29/10/2020
Place: Kolkata



For Stag & Associates
Chartered Accountants
FRN:328413E

Satish Agrawal
SATISH AGRAWAL
M. NO- 303516

UDIN - 20303516AAAAAV4623



“Not all of us can do great things. But we can do small things with great love.”

~Mother Teresa



P.O: Sewli Telinipara,
Village - Sewli, Barrackpore
Kolkata - 700121, West Bengal, INDIA
PH: 033 25351589 M: 9748998092
www.udayan-kolkata.in

