



# PRAGATEE FOUNDATION

Mission for Social, Health & Educational Development

## Annual Report

2021-2022





## Enabling Leadership Project



## Message from our Board & Advisory

This year has been a productive year for Pragatee Foundation. Our programmes have touched the lives of thousands of underprivileged children, girls & women's, bringing about a change which is scalable and sustainable. India's growth has also been accompanied with a fair share of challenges - Unequal power relations driven by caste and class boundaries, patriarchy, and disparate economic opportunities, have added fuel to the fire of poverty and social injustice. To be able bring a more natural balance to power sharing in communities as well as in households, each of our programmes on the ground have been layered with transformative change initiatives.

To be able to bring about the desired change in the communities we serve, Pragatee Foundation has developed an open and transparent organisational culture, based on core values of respect, integrity, commitment and excellence. Significant investments have been made in tapping and managing talent, which ensure efficiency and accountability in the work we do. We also thank our individual, corporate and institutional partners, who have unflinchingly supported our work throughout the year, which has brought us closer to achieving our goal of working with 75 thousand peoples by 2020.

Our work through the year improve health systems in the state has further Strengthened to provide access to quality health and nutrition services for some of the poorest communities. During the year, we worked closely with government schools to implement our programmes. Without their support, we would not have been able to reach underprivileged peoples and make positive changes in their lives

And finally, I would like to thank all members of the Pragatee family, and all our partners, corporate & individuals donors and supportive organisations, who continue to support and believe in our work.

BEST WISHES,

Mr. Kiran Rane  
President  
Pragatee Foundation



Looking back at 2019-20, we had a simply fantastic year. We expanded our rural program to 1,000 children, adding 7 new village schools in Kumta. We introduced Music Basti in Bangalore, Build Maya in Pune, and Just for Kicks in Delhi. We established our first site outside India with 140 Just for Kicks children in 4 villages around Battambang, Cambodia. We invested heavily in our curriculum, pedagogy, and training, which have paid off handsomely in session quality and outcomes. It is hard to imagine that just in February this year, we were watching children tussling around on the football field or holding hands on stage. In just six months, the world has turned upside down and with it, brought unforeseen and unimaginable hardships to the children we work with and their families.

I would like to have outlined a bullish set of plans – expanding our reach and investing in program enhancements. But instead, I will make a bold commitment: we will implement programs that can run during the pandemic, we will continue inculcating the Leadership Skills in our framework, and we will focus on building resilience, positivity, and a strong sense of community – critical skills for the children to survive the crisis and come out of it stronger.

In times of crisis, one sees the worst and the best in people, and we have seen both over the last six months. But this pandemic is a wakeup call, signaling the need for a very different world view – one where we take responsibility for our combined futures. But this world view can become a reality only when we foster the right skills in an entire generation of children. This makes our work even more important, no essential.

We will need all the help to ensure these outcomes. Thank you for your continued support through this difficult time. I am confident that we will galvanize around this moment and work together towards our vision where every child is a leader – a role model, a global citizen and a positive contributor

BEST WISHES,  
Mr. Ravi Sonnad  
CEO  
Enabling Leadership



Pragatee Foundation is place where childrens and youths can learn and share experience with each other and develop life skill with education. I'm very happy for all initiative project run though organization and creating future leaders with expand theirs minds, skill and friendship with trust, cooperation and enthusiasms.

My hearty wishes to all team members and entire family of Pragatee Foundation who are doing excellent work

BEST WISHES,  
Prof. RSS Mani  
Senior Advisory Member

## ABOUT ORGANISATION

Pragatee Foundation is a Non-Government Organization (NGO) public charitable trust registered U/S No. 29 of the B.P.T. ACT 1950. We are working in India from last 15 years. We are focusing in sectors like Social, Medical, and Education. Trust has been done lots of work for social, medical and educational development since its establishment.

We do this through well planned and comprehensive projects in health, education, livelihood, Social & Women empowerment.

Trust is always ready to help to the poor and needy people in a society.

During FY 2019-20, Pragatee Foundation directly reached out to 20 thousand people directly through 13 projects across 4 states, covering more than 15 districts and 10 cities.

## VISION

Provide IT Literacy, Employable and Educational Skill and Social Development

## MISSION

Development of Social, Medical & Education Sectors

## OUR APPROACH

We focuses on developing the potential of women, children's to drive long lasting equitable changes. We strategically emphasise on promoting quality healthcare, inclusive education, and sustainable livelihood opportunities.

### Board of Trustee

Mr. Kiran Rane  
Mr. Dharamveer Singh Arora  
Mr. Narendra Patil  
Mrs. Pawanpreet Kaur Duggal  
Mr. Krishna Bokka  
Mr. Trilochan Singh Duggal  
Dr. Geetanjali Mahadik

### Committee & Advisory Members

Dr. Subhash Pawar - Chief Advisor (Coordinator C-DAC)  
Dr. Bhaskar Dhatavkar - C.E.O. (Ex. Director of Archives Govt.)  
Prof. RSS Mani – Vice President, ITM Group of Institutions  
Mr. Salim A. Patel - Advt. High Court, Mumbai)  
Mr. R. S. Patil - Ex. Education Officer  
Mr. Mukesh Vishwakarma  
Mr. Jaywant Lokhande  
Mr. Madhukar Kamble - (Ex-Mahada Officer)  
Mr. Ratnakar Kudle - Social Worker, Council Member (NMMC)  
Mr. Vikas Mahadik - Senior Reporter / President (N.M.M.P.S)  
Dr. Vishal Lichade - Vidarbha Region  
Mrs. Rani Deokar - Social Worker  
Mr. Chinmay Chavan - Social Worker  
Mr. Prakash Patkar - Social Worker  
Mr. Ramesh Dhamal - Social Worker

### Legal Status

An ISO 9001:2015 Certified Organisation  
Non Governmental Public Charitable Trust  
Regd. u/s no. 29 The B.P.T Act 1950  
Income Tax Exempt Regd. u/s 80/G of the I.T. Act 1961  
Regd. under Foreign Currency Regulation Act. (FCRA)  
Regd. under The Planning Commission (Govt. of India)  
Regd. under NITI Aayog, Govt. of India.

### Registered Office:

Plot No. 603, Bldg. 2-E, Flat No. 1, Bombay Taximens Society, Off L.B.S. Marg, Kurla(w), Mumbai : 400070.

### Head Office

Bapu Chaya Bldg, B-Wing, B1 & B3, Plot No. 185-188, Sector 23, Juinagar, Navi Mumbai : 400 706.

### Bankers:

ICICI Bank Limited, Mumbai  
IDBI Bank Limited, Mumbai  
AXIS Bank Limited, Mumbai  
YES Bank Limited, Mumbai  
Bank of India, Mumbai  
Navi Mumbai Co-op Bank, Mumbai

### Legal Advisors:

Adv. S. A. Patel  
Govandi, Mumbai

### Statutory Auditors:

N. M. Karn & Company,  
Chartered Accountants, Mumbai

### Internal Auditors & Advisor:

Traczen LLP, Bangalore

### Legal Registration Numbers

Regd. No. E-22705  
PAN No. : AABTP0447P  
FCRA Regd. No. : 083990213  
NITI Aayog : MH/2013/0069571  
80-G Reg. No: DIT(E)/MC/80G/1081/2008/2008-09



## Overview and Corporate Information

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*\*All sections are clickable.*





**We feel confident that our intervention has not only helped children work to cope with a tumultuous period but has also prepared them to start their physical school program afresh in 2022**

We started 2021 with far better planning and preparation than the previous year. We had witnessed the gaps in learning over the previous year; so, we knew what to expect and more importantly, what we had to do.

It was clear that schools would likely remain closed for another year, and that we needed a virtual intervention that met the need of the hour. I am incredibly proud of the program our team delivered – we were able to weave together seamlessly our Leadership Framework constructs so essential for the children to inculcate in these times, the medium-specific (football, music and Lego) technical skills that the children are always so excited to learn, but also a hefty dose of academic learning supplementation – all the while ensuring the program maintained its fun and creative characteristics (which was even more essential if we expecting children to beg, borrow and manage an internet connection to attend the sessions and do all the assigned homework.

We used this as an opportunity to teach children how to use tools like Google Search, Video Conferencing, quizzing apps like Kahoot, etc. So, a fun session on learning a Swedish song and building the tallest possible tower became a geography lesson and a session on

football strategy became a research project into the previous world cup. We encouraged children to write their findings in their journals and send a photo of their writing to their teachers. This created an amazing cycle of learning, reflection, collaboration and creative thinking throughout the whole year. We feel confident that our intervention has not only helped children work to cope with a tumultuous period but has also prepared them to start their physical school program afresh in 2022.

This was also a year when we took some foundational decisions. Through the two years of what turned out to be a very creative and successful virtual intervention, we understand the value of standardization and the use of technology to scale our programs and our organization. We revised our Logic Model and improved our Impact Assessment methods. And we've embarked on an ambitious plan to produce standardized but highly customizable curriculum content that can be used by our teachers through a proprietary software app. We've also developed a teacher development framework and a corresponding training plan.

The last two years have given us the confidence to introduce a blended learning program which

we believe will have a significant positive impact on the children's learning.

UNICEF recently forecast that by 2030, 825 million children globally being ill-equipped to enter the workforce. The last two years have only made the need to inculcate Leadership skills in our framework. UNICEF calls these transferrable skills even more critical and essential.



**RAVI SONNAD**

Founder, CEO

Enabling Leadership Foundation



I see students taking themselves seriously, and pushing themselves and their peers every time a new task is given. The idea of what a group is or how to achieve something as a team really comes alive. The students brought a lot of enthusiasm and motivation into the classroom.

**PARTNER SCHOOL HEAD, MUMBAI**



## OUR VISION

**Every child is a Leader :  
a Role Model,  
a Positive Contributor and  
a Global Citizen**

## OUR MISSION

**To enable children from under-resourced schools to become responsible and productive citizens, capable of taking care of themselves and the world around them, by developing 21st century skills to drive change and improve their communities.**



# OUR LEADERSHIP FRAMEWORK & PROGRAMS



Uses the principle of positive play to empower students to design solutions using building blocks for real-world challenges in their home, school or community.



Uses the powerful sport of football to empower children from under-resourced schools to develop leadership skills



Uses the creative medium of music and collaborative song writing to empower children from under-resourced schools to develop leadership skills



## KEY PROGRAM HIGHLIGHTS OF THE YEAR

With the continued school closures this year due to Covid-19, all 3 programs were conducted in the virtual mode as in 2020-21. However, based on what we learnt from last year's virtual program and to facilitate an improved learning experience, some programmatic innovations were introduced this year.

### Thematic unit-based curriculum

- Focus on wellbeing together with leadership skills focus and technical skills focus
- The Virtual Events included a physical component. Music Basti students came together to practice and have their original compositions recorded. just for Kicks, students attempted group challenges physically facilitated by our coaches. Build Maya students came together to showcase their projects that were recorded.

### On the program development front, we worked on various areas:

- Re-look at our Logic Model and the progression of outcomes and indicators
- Designing a rubric for teacher and professional coach development
- Emphasis and resources for teacher and coach self-learning
- We took help from a specialist agency to review our monitoring and evaluation framework and tools and revise where required. We are excited to roll out the new tools in 2022-23.

# W

I have one student this year who used to badly behave and never listened to anyone. But this year, I see much change in him. Now he pays attention and tries to complete every task before anyone else in the class. He has also started asking many questions and always asks me more about the task

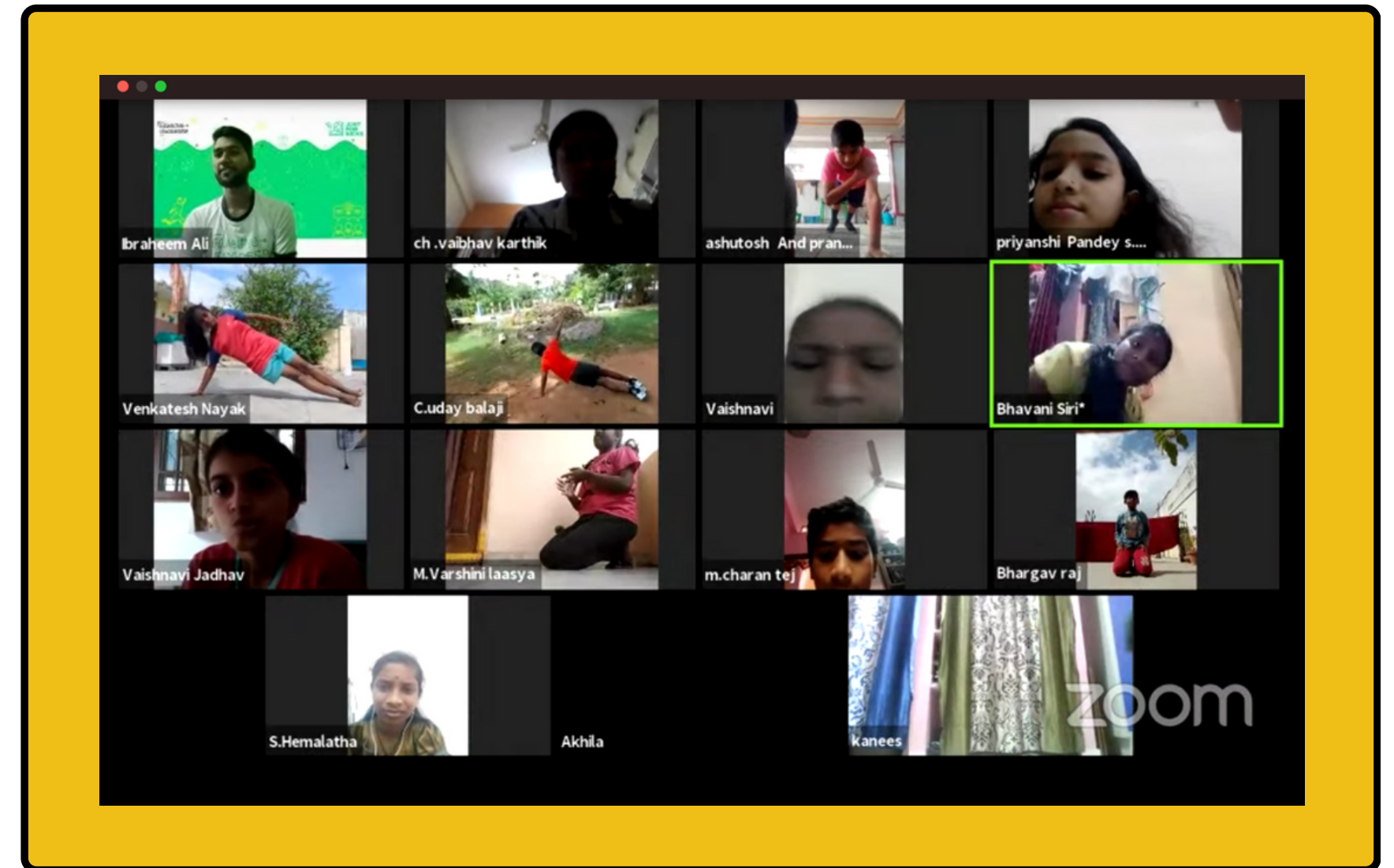
## MUSIC BASTI FACILITATOR, DELHI

We tested the concept of projects and student initiatives at the stalls. The stalls were a lot of fun and the students thoroughly enjoyed them. Since it was all student-led, the journey of designing, decorating, planning and executing the stalls would have a lot of learning

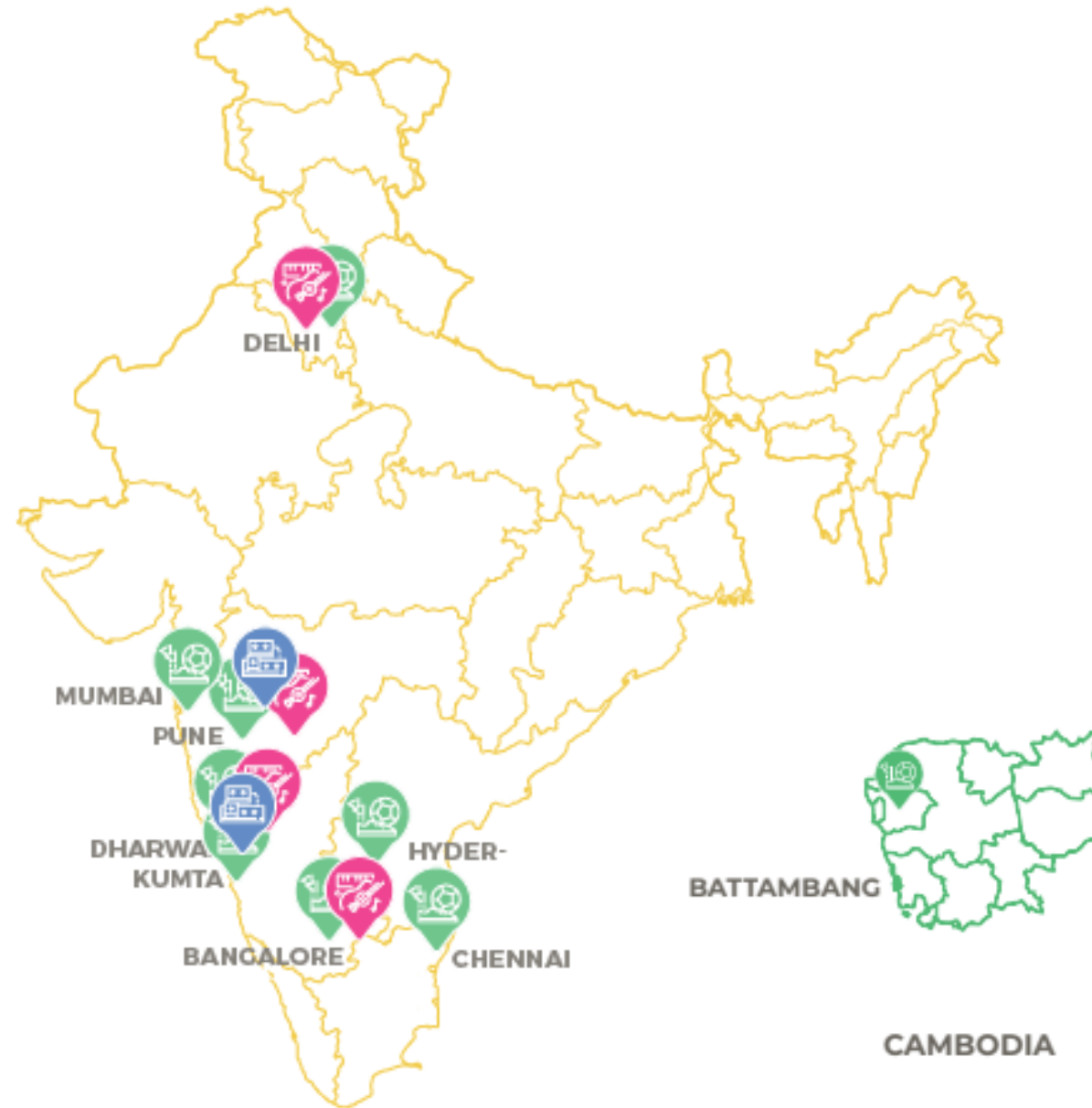
## BUILD MAYA FACILITATOR, BENGALURU

(League) Activities were very well designed, it was challenging for the students, yet it brought them all together and made them function better as a team

## JUST FOR KICKS COACH, BENGALURU



## OUR REACH IN 2021-22



**5263**  
STUDENTS SERVED

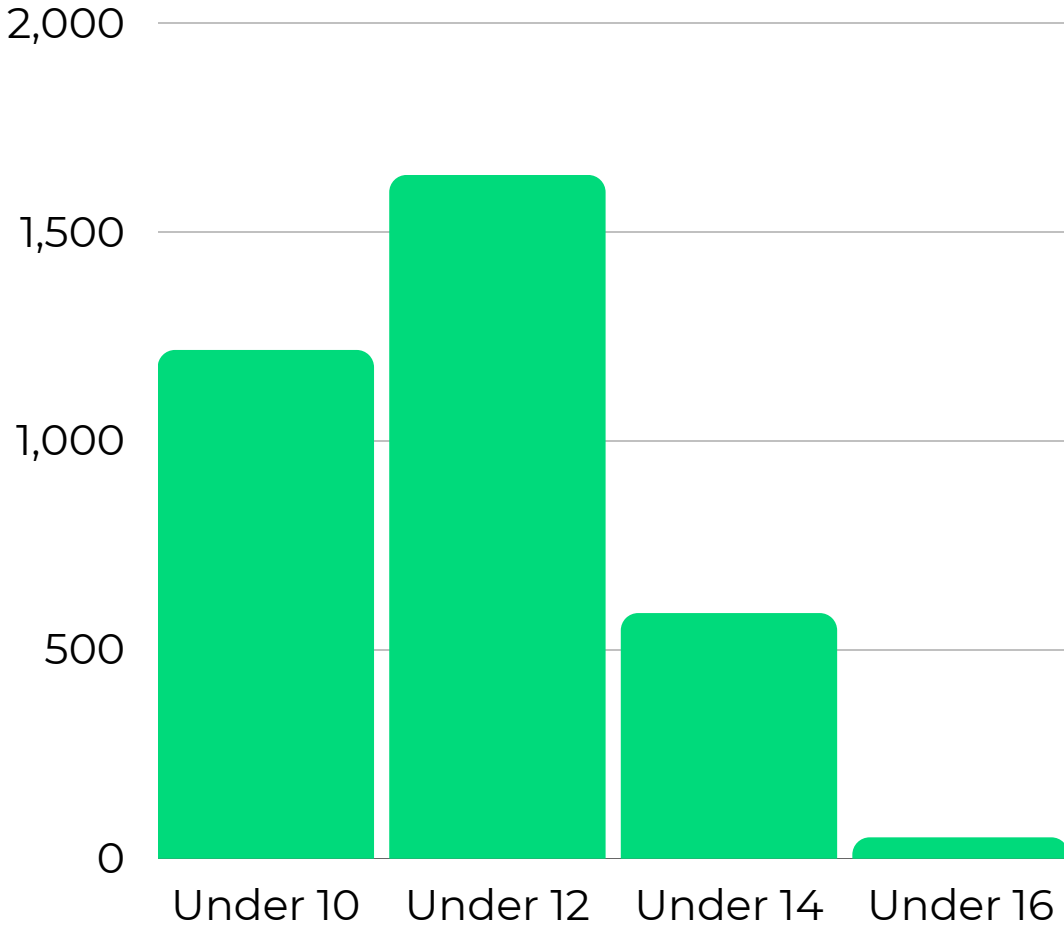
**124**  
SCHOOLS WITH EL  
PROGRAMS

**109**  
EL TEACHERS AND  
COACHES

# NUMBER OF STUDENTS BY AGE (IN YEARS)

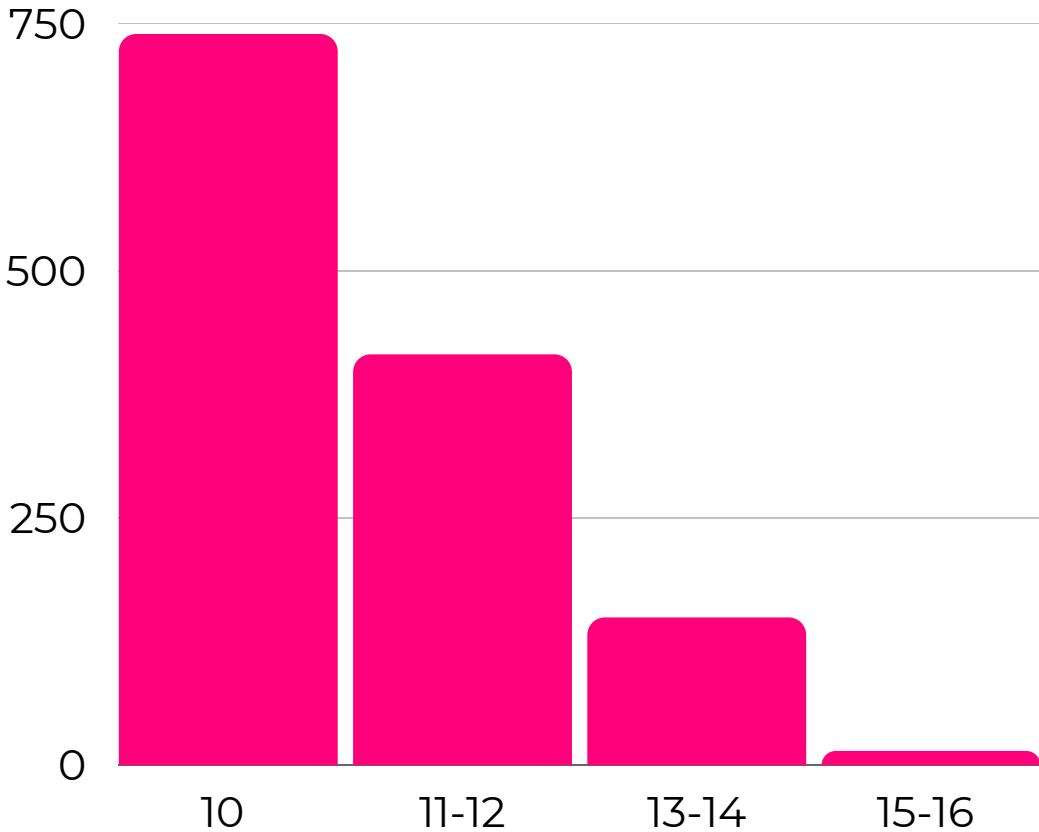
## JUST FOR KICKS

**3481**



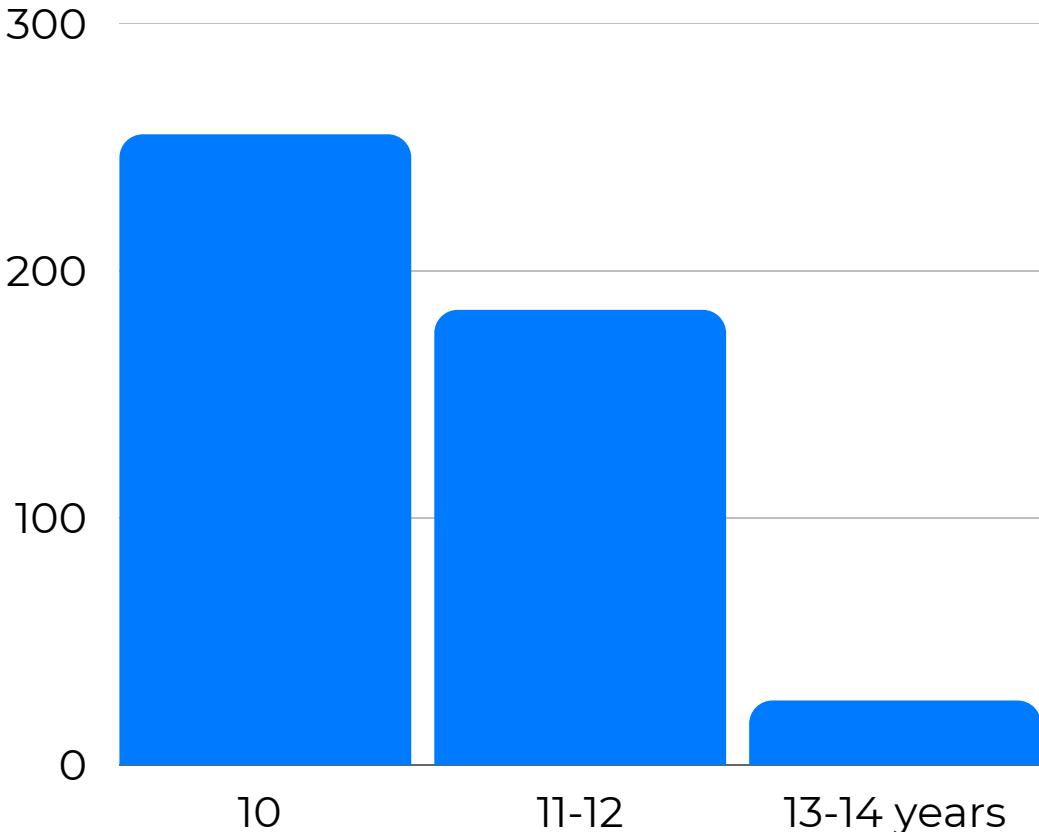
## MUSIC BASTI

**1317**



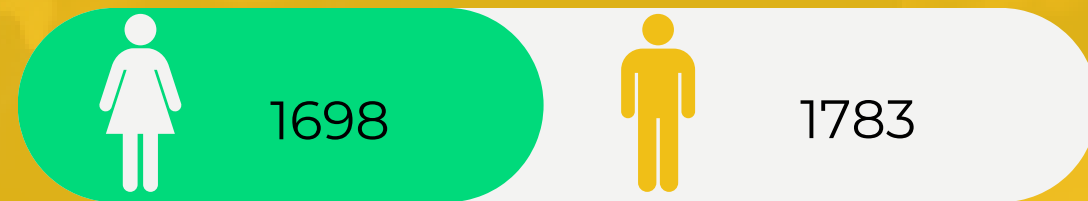
## BUILD MAYA

**465**



## NUMBER OF STUDENTS BY GENDER

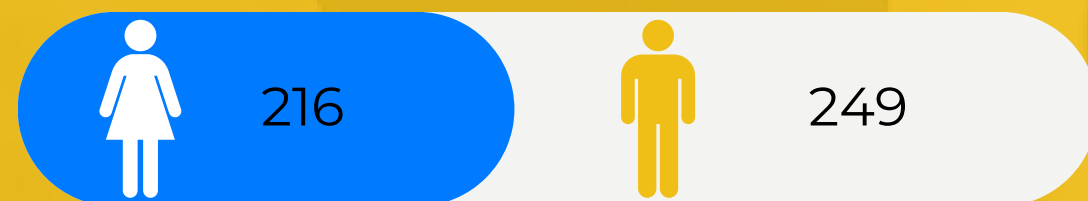
### JUST FOR KICKS



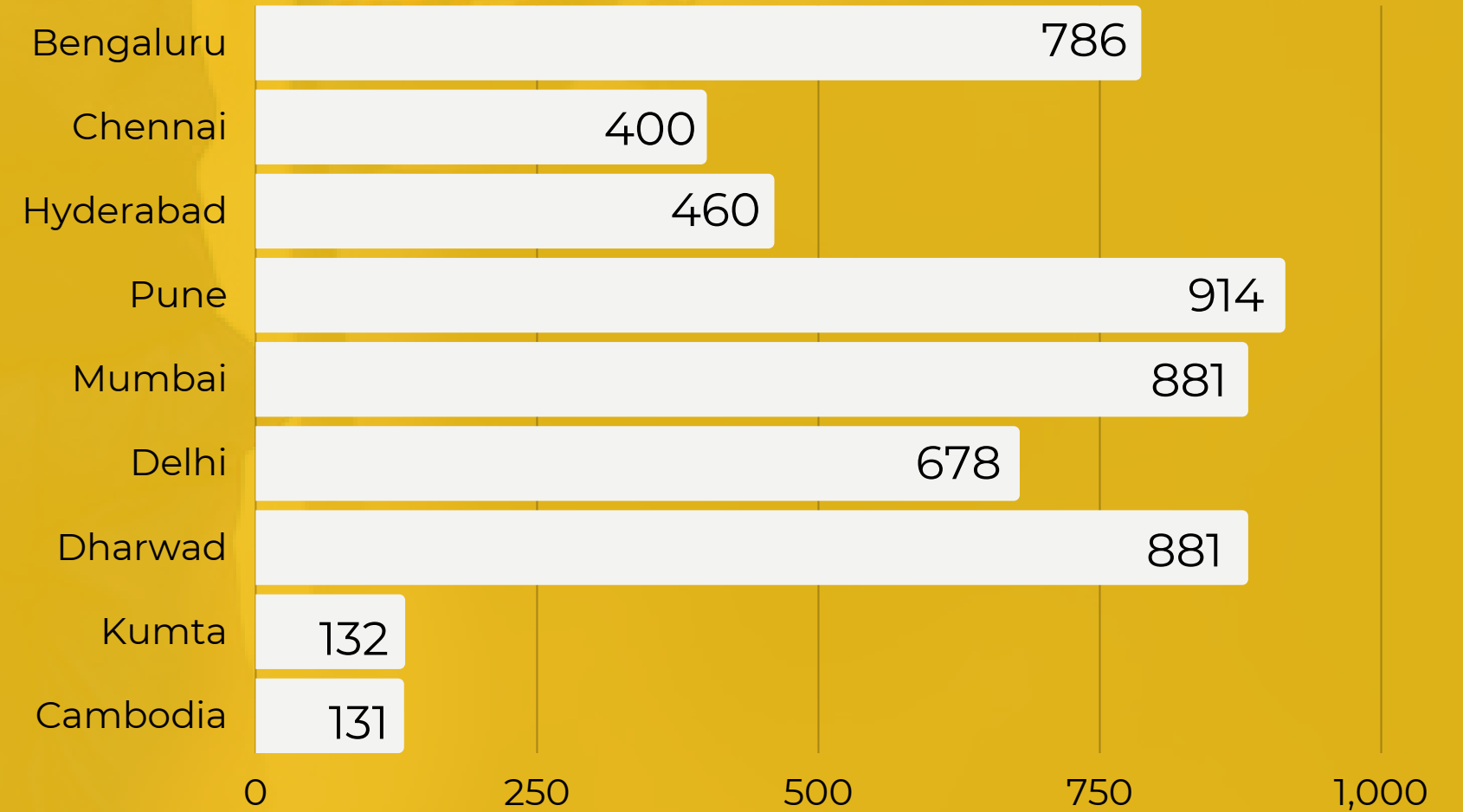
### MUSIC BASTI



### BUILD MAYA

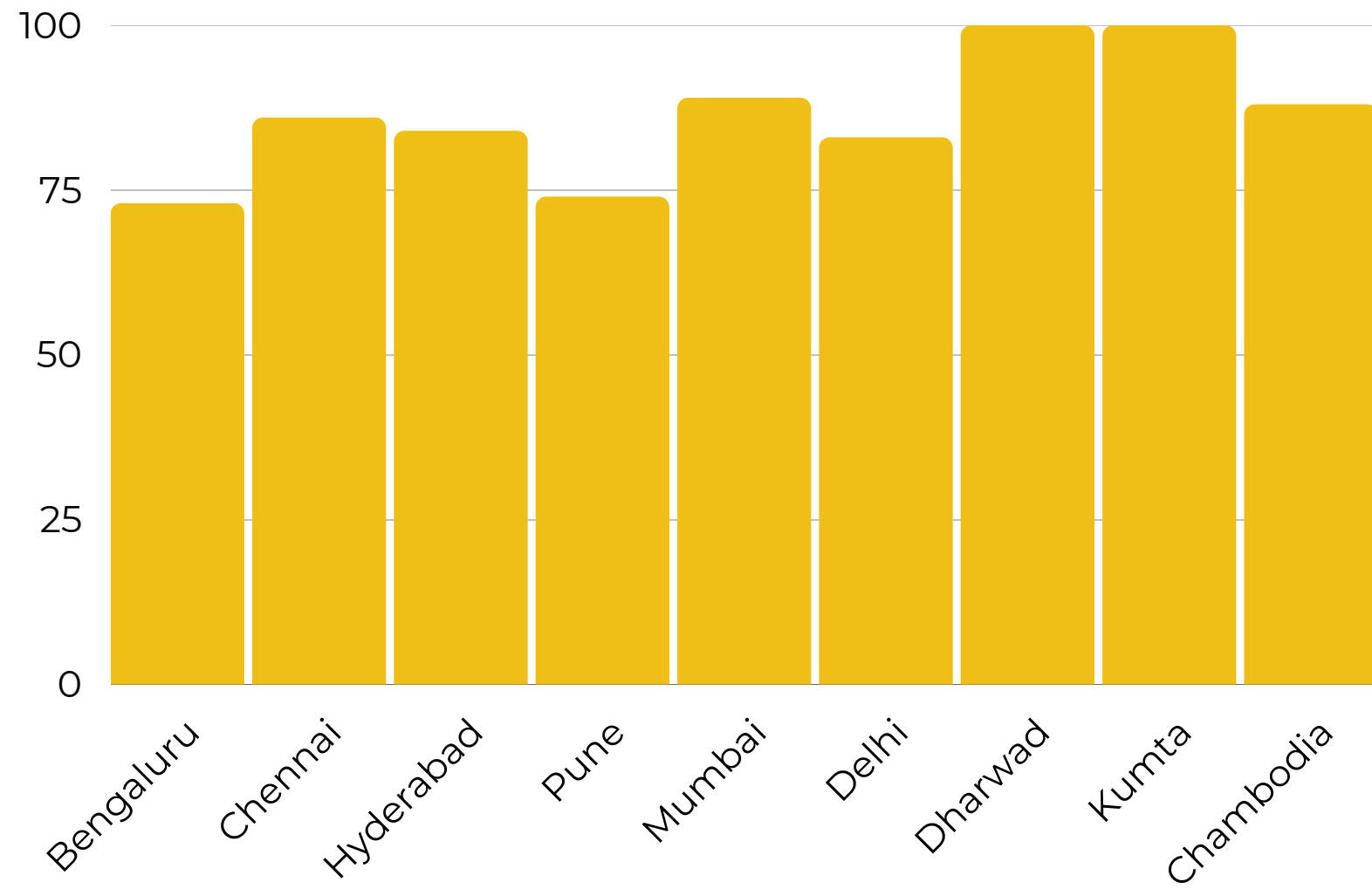


## NUMBER OF STUDENTS BY SITE

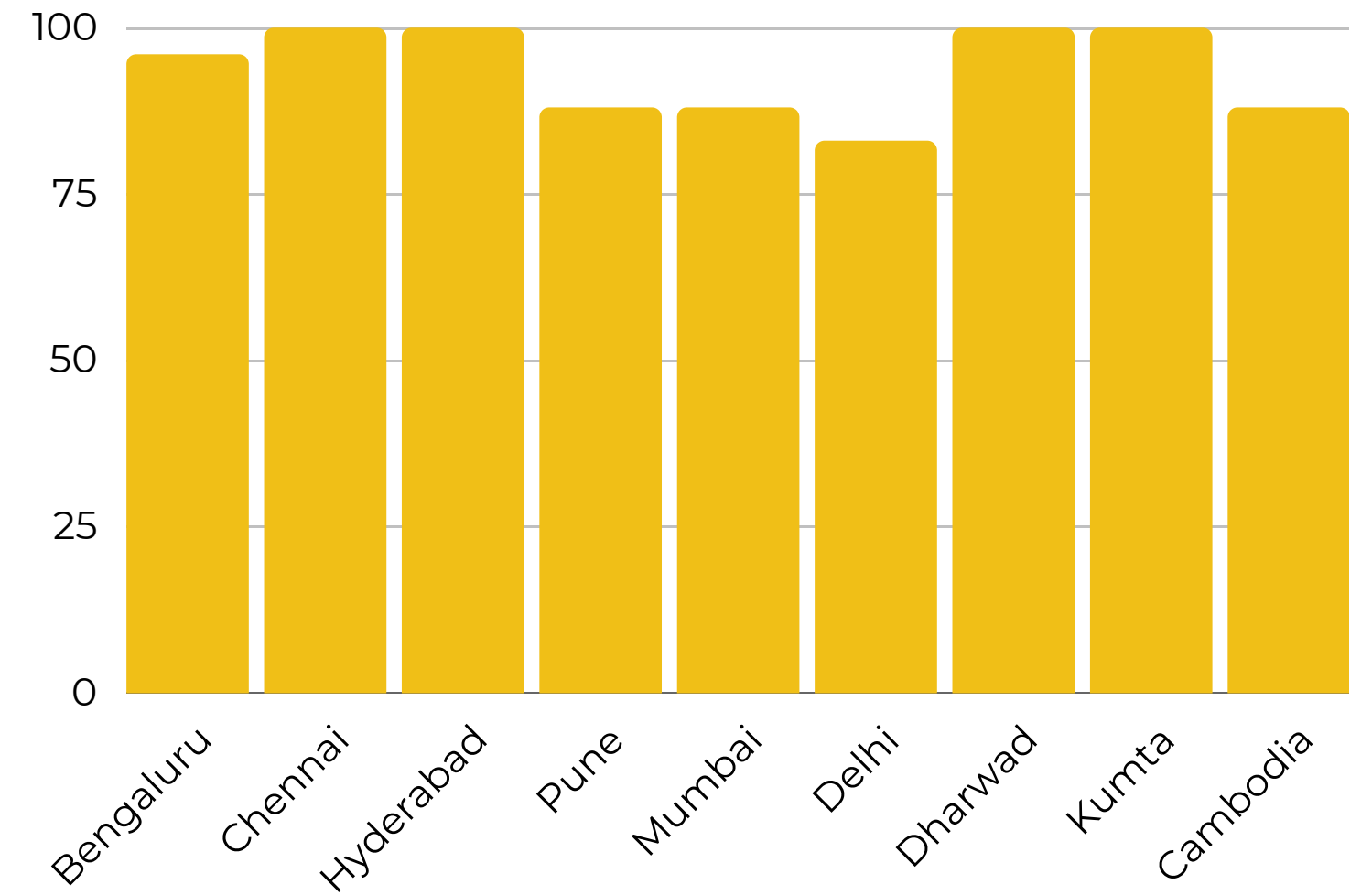


Despite ongoing uncertainties owing to the pandemic, we are proud to have been able to achieve high levels of session completion and student attendance across all sites.

## AVERAGE STUDENT ATTENDANCE (%)



## SESSION COMPLETION RATE (%)



# OUR IMPACT





## IMPACT MEASUREMENT

The children we work with, especially girls, do not have the opportunity to learn and develop leadership skills and life skills that are critical for them to thrive and be successful in school and beyond. Empowering them with these skills is at the heart of our work.

To study if our programs were making the intended impact, we use a 360-degree approach to evaluation. Our teachers and coaches assess all students on growth in leadership skills and technical skills. School teachers and students themselves complete a survey that gives us insights into their perceptions of program impact. We also conduct parent focus groups to help us get their perspective on program impact and various other feedback areas

*Due to the continuing Covid-19 crisis in 2021-22, school closures and lockdowns, we could not conduct all planned focus-group discussions and stakeholder interviews.*



### NUMBER OF STUDENT ASSESSMENTS ANALYZED

**JUST FOR KICKS**

**2890**

**MUSIC BASTI**

**830**

**BUILD MAYA**

**377**

**63**

**PARTNER SCHOOL  
TEACHER SURVEYS**

**1438**

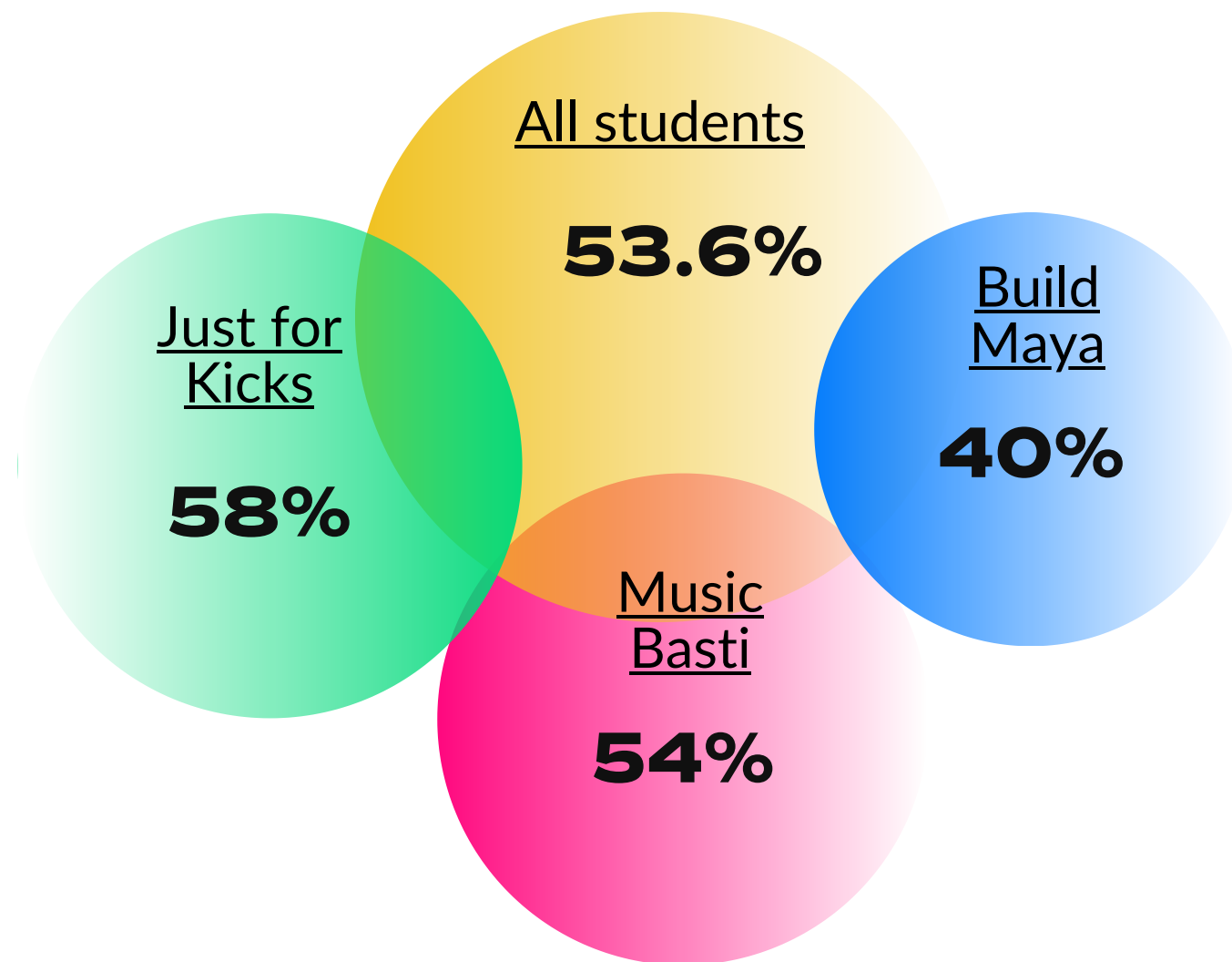
**STUDENT SURVEYS**

**7**

**PARENT FOCUS  
GROUP DISCUSSIONS**

# OVERALL PROGRAM OUTCOMES

## % STUDENTS WITH IMPROVED AVERAGE LEADERSHIP SCORES BASELINE VS ENDLINE



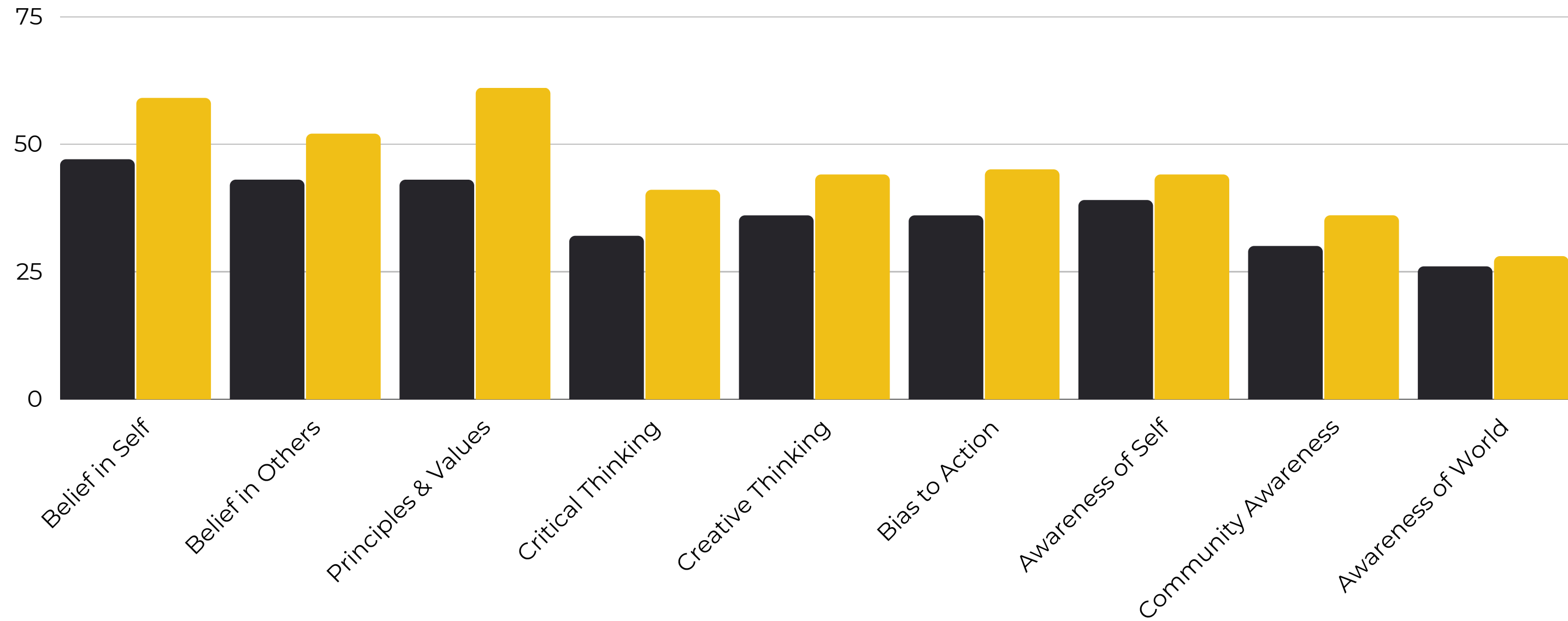
**2.09**

Average Student Leadership Score (Baseline)

**2.52**

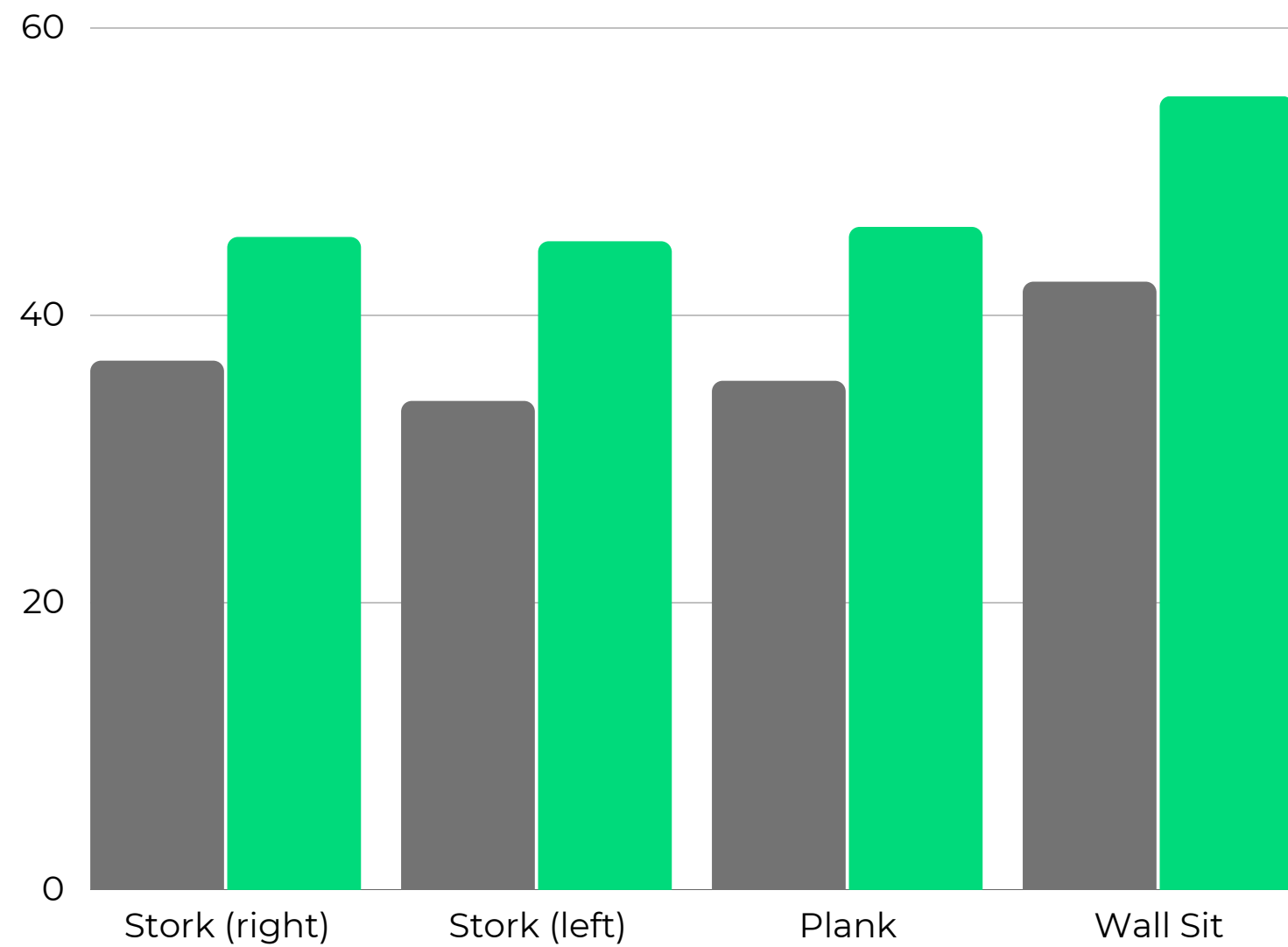
Average Student Leadership Score (Endline)

# % Students showing improvement in leadership skills - Baseline Vs Endline

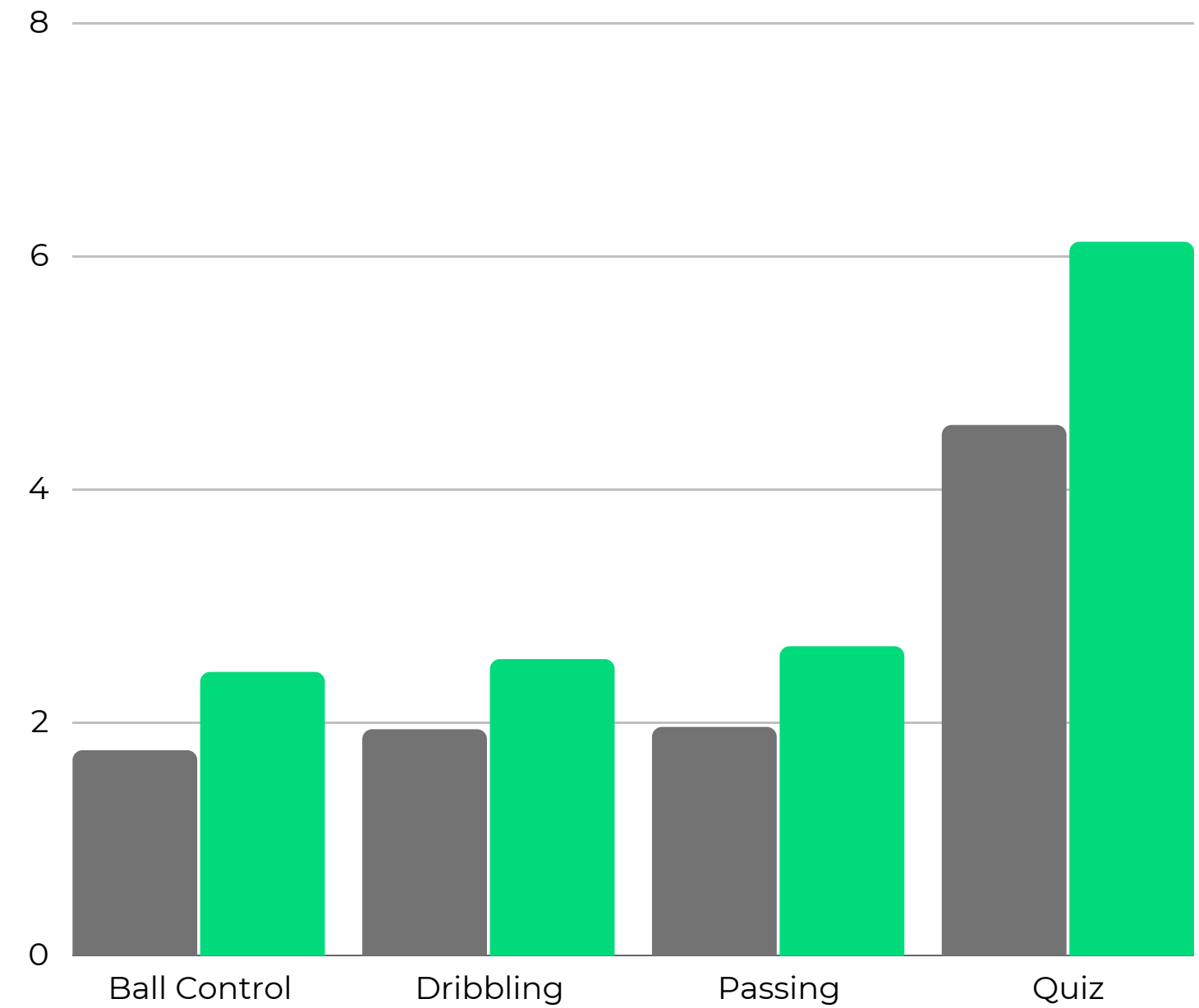


# Just For Kicks

## STUDENT IMPROVEMENT IN FOOTBALL SKILLS (VARIED SCALES)

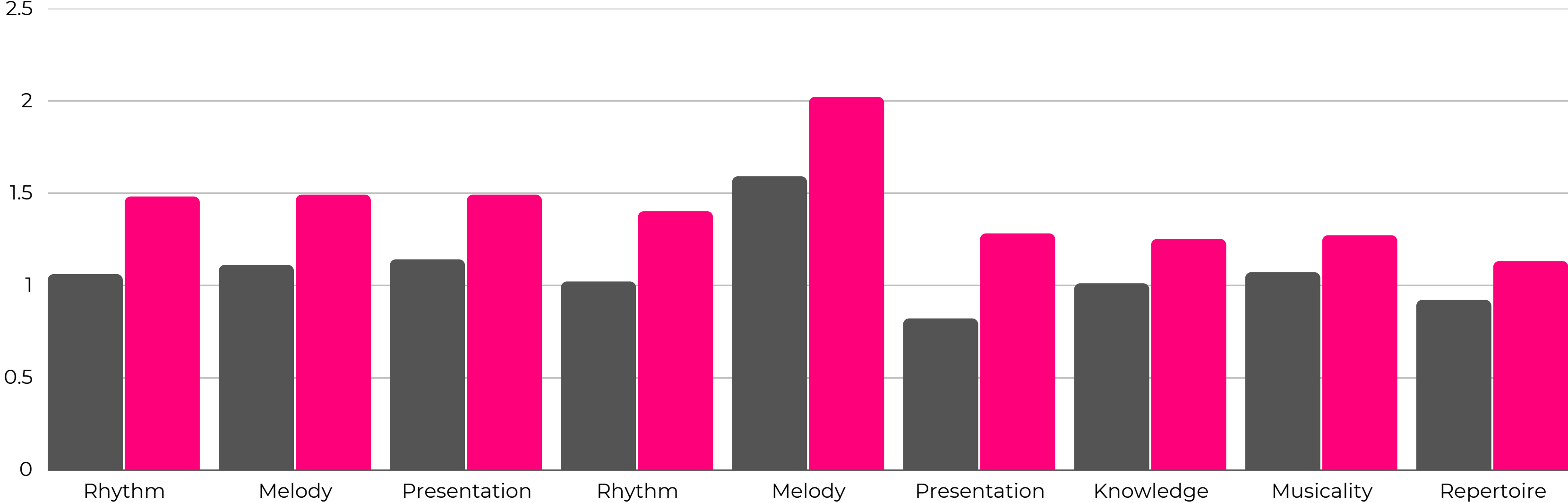


## STUDENT IMPROVEMENT IN PHYSICAL FITNESS (SECONDS)



# Music Basti

## STUDENT IMPROVEMENT IN MUSICAL SKILLS



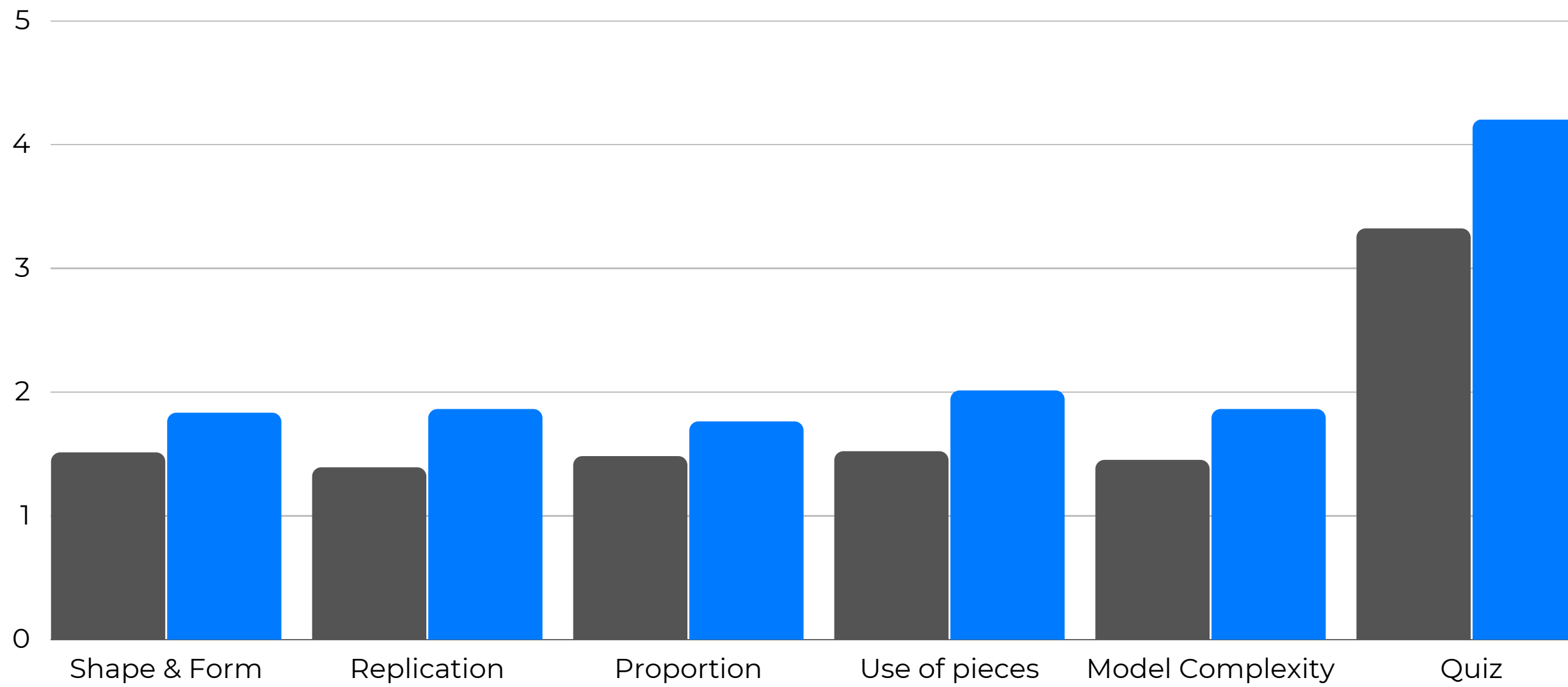
**PERFORMANCE**

**MUSICALITY**

**MUSICAL AWARENESS**

# Build Maya

## STUDENT IMPROVEMENT IN MODEL MAKING SKILLS (VARIED SCALES)

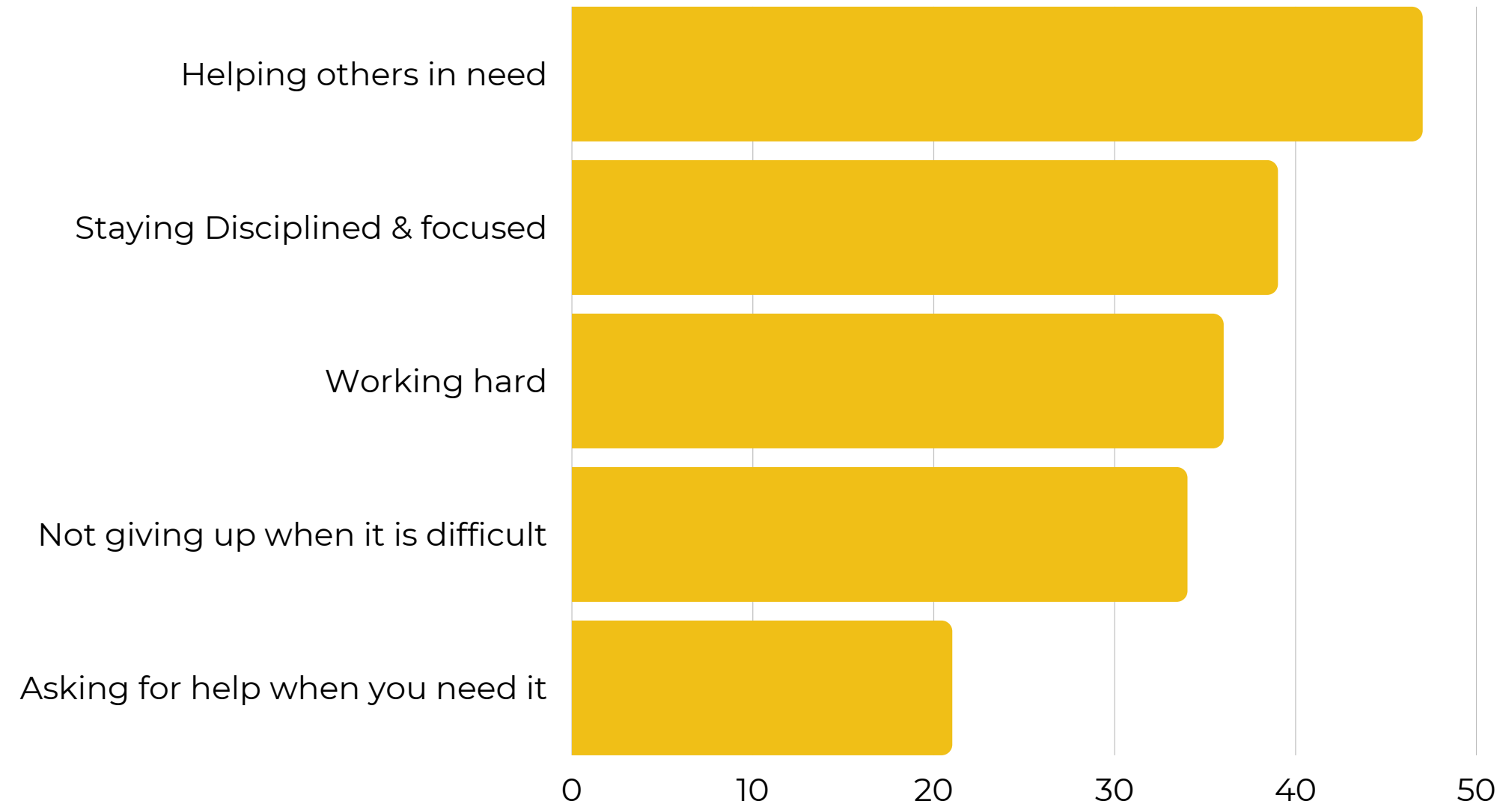




**OUR STAKEHOLDERS SPEAK**

# STUDENT FEEDBACK

Below is a summary of responses when we asked students what they thought was the most important thing they learned through the program this year.





# PARTNER SCHOOL FEEDBACK

Areas where Partner School teachers think we made the biggest change in students

Punctuality and Value for time

Taking initiative & active involvement in all activities

Curiosity and motivation to learn & grow

Regular attendance at school

Participation in class in better academic performance

Discipline and dedication

This year the students participated very well. It was thought that the children would not be interested in the activities as they would again be online, but the students would be ready every Saturday with new enthusiasm.

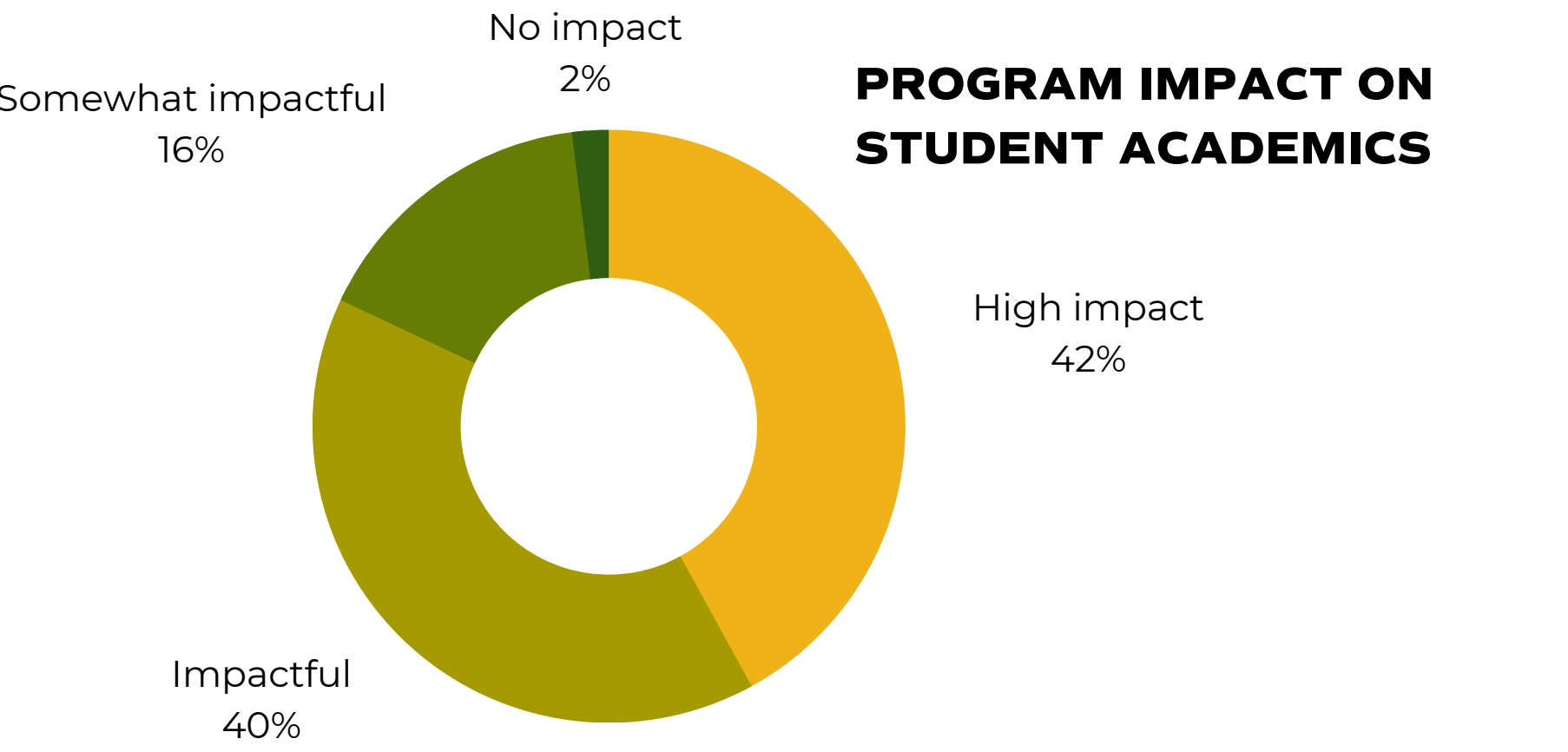
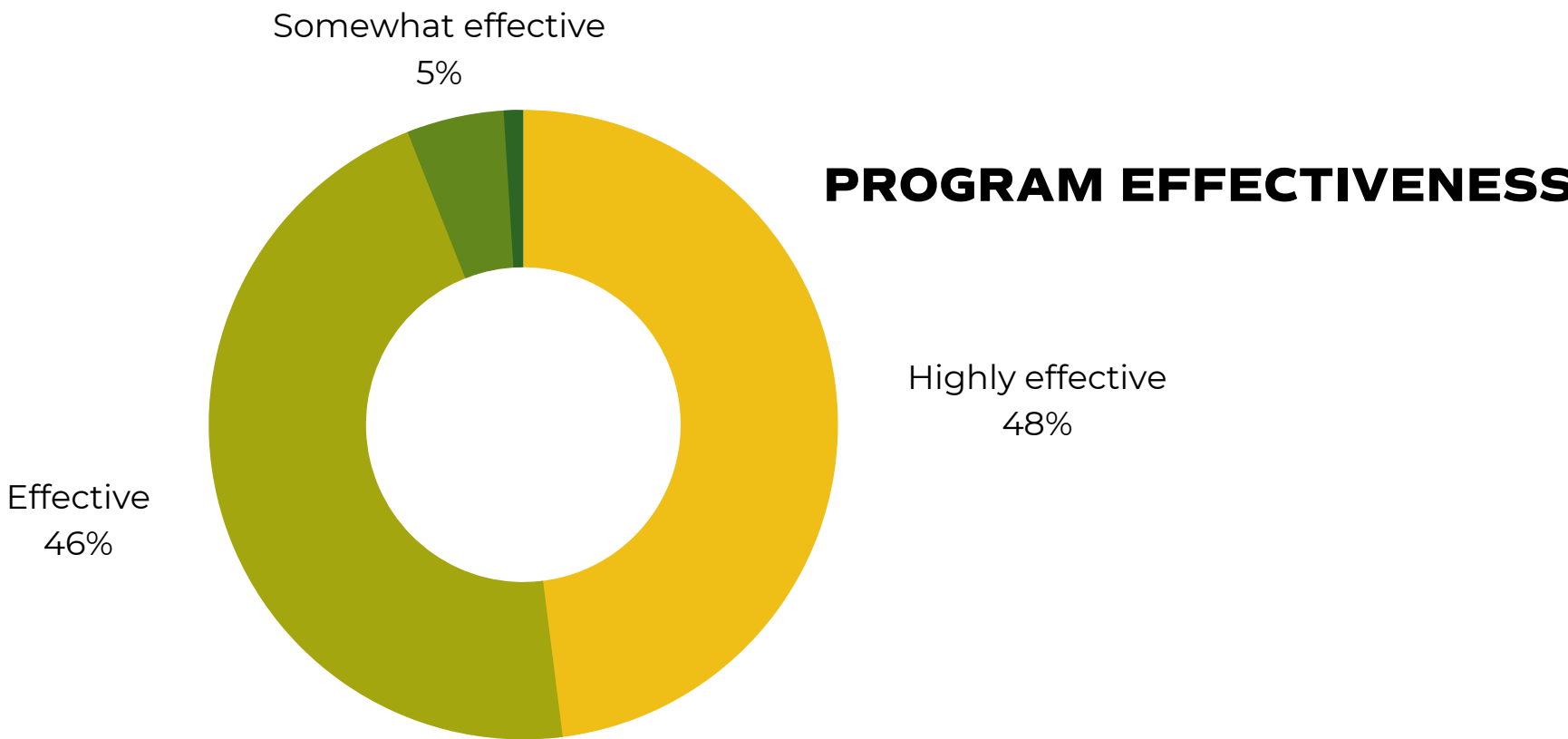
**TEACHER, AHILYADEVI HOLKAR SCHOOL, PUNE**

Just for Kicks coaches were always helpful. They trained my students well to achieve their goals and objectives. The confidence that they built in students led them to win a cup for our school.

**SCHOOL TEACHER, ST ALBERT SCHOOL, HYDERABAD**



Below is a summary of responses from our partner schools when we asked them about the impact of our programs on their students



The organization's goals are to foster critical thinking and problem-solving skills in students through various creative methods. In the Build Maya program, the use of day-to-day issues as problems made it very easy for the students to relate to them.

### TEACHER, SANT TUKARAM E-LEARNING SCHOOL, PUNE

## OUR FACILITATORS SPEAK....

“ We were fortunate to be able to run a small part of the program in the school. During the in-school sessions we could see how much the students enjoyed playing with the medium and how engaging and interactive the activities were. We saw every child (fast-slow learners, extroverts-introverts, naughty- calm) engage in a very positive manner with the medium which really highlights the power of our medium. ”

“ I personally felt the bond between my students became stronger. I noticed a huge rise in empathy, care , kindness and support for each other...from making sure everyone attended othe session to sharing devices. ”

“ A big change I noticed in my students is taking initiative. All my students participated very well and I can see that they are giving their 100%. They come forward to take the lead in the team, to learn new skills or to help teammates. Several students were active in helping their community in various ways. I am really proud of my batch this year! ”

“ I have observed that my kids are taking the lead now. They are able to express themselves and even talk about what they did not feel went right. ”



## GIRL CHANGEMAKERS

Creating a world of equal opportunities for girls and boys is central to our work. Whether it is through ensuring that no girl child is left behind, that every batch has an equal number of girls and boys or creating opportunities for girl leadership, we constantly strive towards this goal.

This year a group of 10 Just for Kicks girls from three schools in Malavani area of sub-urban Mumbai took the initiative to form a 'Learning Community' and be changemakers in their communities. Their goal was to change parent mindsets towards girls' right to play as most girls in the community live in are not allowed to play sports or use a public playground.

The group of girls was mentored by their female Just for Kicks coaches, themselves from the very same communities....their role models. The Learning Community girls printed and distributed pamphlets

to parents, performed street plays and conducted friendly sports events for girls.



Promotion Poster By EMpower Foundation on Twitter. Aliya (right corner)

Aliya, a Just for Kick's student from Shindewadi MPS, Mumbai was invited to participate in EMpower Foundation's webinar, "A Seat at the Table: Dia Mirza in conversation with Girl Leaders". Aliya was one of 3 girl leaders chosen to represent girls and the issues they feel need to be tackled to help them live their full potential, especially in the context of the pandemic.



**GOVERNANCE**

## FISCAL ENTITIES

Stitching Enabling Leadership (Netherlands)  
Enabling Leadership Pvt Ltd (Singapore)  
Enabling Leadership (USA)  
Enabling Leadership (UK)

## ADVISORS

Gowri Ishwaran  
Anu Anand  
Sunil Deshmukh  
Vikas Gattani  
Shiva Venkataraman  
Kevin Kurian  
Shekhar Ranganathan

## IMPLEMENTATION PARTNERS

Children's Future International, Cambodia

## BOARD OF DIRECTORS

Enabling Leadership USA  
Balaka Ghoshal  
Jay Bala  
Ravi Sonnad

Enabling Leadership Netherlands  
Adriana Stoel  
Priya Stocks  
Ravi Sonnad  
Matt Sibbing

Enabling leadership UK  
Dean Anderson  
Frances Carroll  
Ravi Pandit

Enabling Leadership Singapore  
Uma Natarajan  
Ashish Wadhvani  
Sam Bedi

Enabling Leadership Global Governing Council  
Ramkey Ananthakrishnan  
Uma Natarajan  
Nicholas Bryan-Brown  
Priya Stocks  
Ravi Sonnad



**FINANCIALS**



**Income Expenditure Accounts 2021-22**

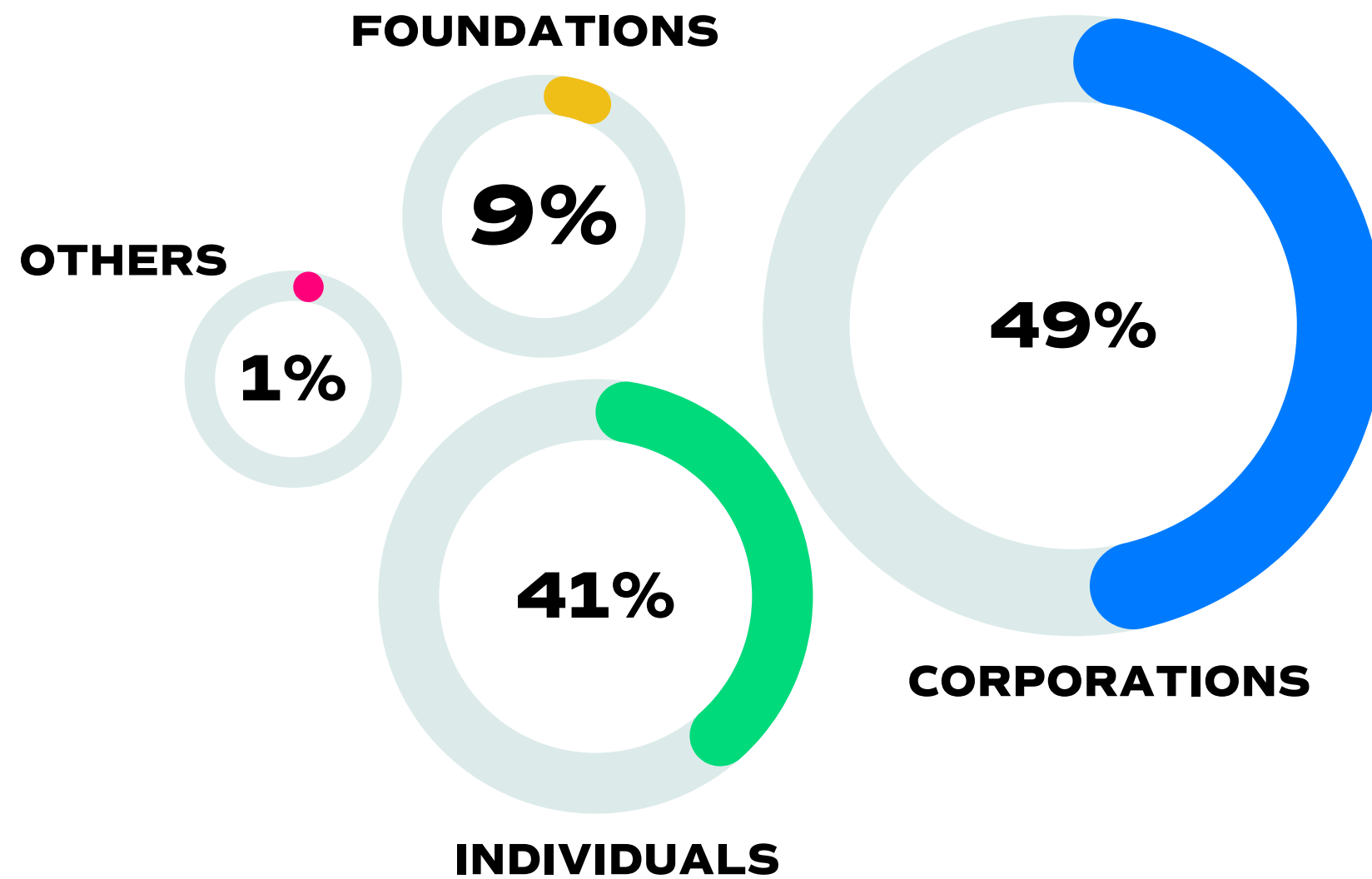
**TOTAL REVENUES  
7,56,77,010 INR**

**TOTAL EXPENSES  
5,88,74,479**



## Donations by Investor Type (2021-22)

It goes without saying that the generosity of our valuable donors across the world plays the most critical role in making our work possible. Efficiency, frugality and transparency are always central to how we deploy our investments to provide the greatest benefit to the communities we serve.



SOURCE OF REVENUE	AMOUNT (INDIAN RUPEES)
CORPORATIONS	<b>3,72,18,791</b>
INDIVIDUALS	<b>3,09,12,178</b>
FOUNDATIONS & TRUSTS	<b>71,13,644</b>
OTHER SOURCES	<b>4,32,396</b>
TOTAL REVENUES	<b>7,56,77,010 (INR)</b>

## Operating Expenses (2021-22)

PROGRAM SERVICES	AMOUNT (INDIAN RUPEES)
PROGRAM SALARIES	<b>3,74,45,326</b>
PROGRAM EQUIPMENT & MATERIALS PRUCHASE	<b>33,75,884</b>
PROGRAM EVENTS	<b>21,25,947</b>
CAPACITY BUILDING EXPENSES	<b>10,28,862</b>
MONITORING & EVALUATION	<b>9,04,378</b>

PROGRAM SERVICES	AMOUNT (INDIAN RUPEES)
COMMUNICATIONS & PUBLICATIONS EXPENSES	<b>16,41,447</b>
OVERHEAD SALARIES	<b>62,57,479</b>
GENERAL & OTHER OVERHEADS	<b>60,95,155</b>
<b>TOTAL EXPENSES</b>	<b>5,88,74,479 (INR)</b>

# INSTITUTIONAL FUNDERS



SONY MUSIC



# LIST OF DONORS

## \$100,000 AND MORE

Sony Music Entertainment India Private Limited  
Aparna Santosh Nayampalli

## BETWEEN \$25,000 AND \$50,000

B4U Broadband (India) Private Limited  
Empower The Emerging Markets Foundation  
Hugo Boss  
Metro Brands Limited

## BETWEEN \$5001 AND \$10,000

Armstrong Machine Builders Private  
Limited  
Archana Vasudevan & Sriram  
Vasudevan  
Mythri Movie Makers  
Ravi Sikka Memorial

## BETWEEN \$50,001 AND \$100,000

L&T Hydrocarbon Engineering Ltd.  
Intralox India Pvt. Ltd

## BETWEEN \$10,000 AND \$25,000

Divgi Torqtransfer Systems  
Flow Edge Financial Solutions Pvt. Ltd.  
IVY Entertainment Private Limited  
Renault Nissan Technology & Business  
Centre India Private Limited  
Nandji Mehrotra  
Space Matrix Design Consultants Pvt. Ltd.  
Surabhi Bikhchandani

## BETWEEN \$1 AND \$1,000

Total Number of Donors - 790

[Click the Link to see the full list](#)



# PRAGATEE FOUNDATION

Mission for Social, Health & Educational Development

Bapu Chayaa Apartment B-Wing, B-01 & B-03, Plot  
No.185-188, Sector-23, Juinagar,, Bala Nathu Thakur  
Marg, Navi Mumbai, Maharashtra 400706

[www.pragateefoundation.org](http://www.pragateefoundation.org)

!LEADERSHIP →  
LEADERSHIP  
~

**WE BELIEVE EVERY CHILD CAN BE A LEADER**

[www.enablingleadership.org](http://www.enablingleadership.org)

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