



Annual Report 2019 - 2020

The Gaale Mane
Gopalapura





WELCOME FROM THE CHAIRS

Welcome to our latest annual report. The last year has been a challenging year for us all, and inevitably, at the time of writing our thoughts are dominated by the global pandemic. We are delighted to say that none of our girls or staff have been infected by the virus.

We would like to express our appreciation for the efforts of all our trustees and team during this difficult time, and in particular our residential care team, under the leadership of Vinay and our new Head of Care, Bharathi Krishna, who have been magnificent in keeping the girls safe during lockdown. Bharathi, who brings 17 years of experience in the social sector, joined us in January, has settled in well and is already making a very positive impact. To complete the strengthening of our leadership team which has been a focus of the last couple of years, we have also welcomed Radha Venkatesh as our Independence Programme Coordinator.

Despite these current concerns, there have been many positive developments during the last year and these are covered in the report. We are particularly pleased to have instituted a monitoring and evaluation programme and would like to thank Jemima Mclean, our External Relations Manager for her lead on this.

A year ago we reported that our campus extension project was substantially completed. As always, with such projects, the final stages took longer than might be hoped but all work is now complete, the campus has settled down and new levels of tidiness and maintenance mean that we now have facilities for our girls and staff of which we can be proud. We have a fully equipped kitchen and at last have a dedicated sick room where girls who are unwell can be isolated and given careful attention.

We have an ongoing commitment to sustainability: a recent grant from Walmart has enabled us to install a 4kw solar power plant and support from the local Panchayat has enabled us to pipe a fresh water supply to Baale to supplement our bore well which comes under pressure in dry periods. We also have an ongoing programme to improve rainwater harvesting and waste water management.

We hope you enjoy the report.



Indira Raghupathi
Chairman



Chris Harrison
Chairman

Baale Mane Trustees:

- Indira Raghupathi
- Sujatha Sriramiah
- Rakhi Sundar
- K C Venkatesh

Friends of Baale Mane:

- Chris Harrison
- Matt Clarke
- Paula Patel
- Philipp Lotter
- Mark Hodgkinson
- Balraj Tandon
- Sandeep Dwesar
- Vicky Chenery

ABOUT BAALE MANE



Baale Mane works with disadvantaged and abandoned girls from rural Bangalore, India.

We are a social enterprise which aims to empower disadvantaged girls by providing a home, education and holistic development for girls from rural communities surrounding Bangalore. Through a wide variety of programmes, from girls' rights awareness to digital skills to creative expression classes, the girls are enabled to live self-sustaining adult lives.

Many of the girls have been orphaned, abandoned or subject to violence, abuse, neglect or extreme poverty. The girls stay at the home between the ages of 7 to 18, and attend schools in the nearby area. Through the care we provide and range of programmes we offer, the girls are given a second chance at a more positive future.



After they graduate from high school, we support the girls in higher education or vocational training, and then into their first six months of work until they are fully independent. We also provide workshops and extracurricular sessions to raise their individual skills levels, including English classes, leadership programmes and job readiness sessions. Our girls graduate from Baale Mane with a range of qualifications and skills, equipping them for a diverse variety of career paths. We were pleased to celebrate our 10 year anniversary of the Baale Mane at Gopalapura this year, and welcomed our partners and donors to join us in a fun filled celebration of our accomplishments in January.



OUR FRAMEWORK

The structure of Baale Mane and what we aim to provide for the girls is based around the following framework. This framework builds upon the four pillars of The United Nations Convention on the Rights of the Child, an internationally ratified human rights treaty which sets out the rights of children.

The four categories of Survival, Protection, Development and Participation are central to our budgeting and programmes, and integrated into the daily life at Baale. We aim to provide the following resources to all girls at Baale Mane:

SURVIVAL

- Food & nutrition
- Water
- Home & facilities
- Utilities
- Garden

PROTECTION

- Safety & security
- Hygiene
- Health & medical care
- Clothing
- Transport

DEVELOPMENT

- School education
- English Language
- Computer skills
- Extra tuition
- Counselling

PARTICIPATION

- Sports
- Creativity
- Life skills
- Job readiness
- Cultural activities

Our programmes are designed with this framework in mind, and evaluated based on successes in catering for the girls' survival, protection, development and participation needs. Our framework outlines what we promise to the girls in each of these four categories, and what we expect from them in return. In order to ensure that the Baale girls are living up to our expectations and being appreciated for the effort they put in, we have developed a Rewards and Consequences system based around this framework. By raising the girls with an all-rounded upbringing, we aim to enable them to lead self-sustaining adult lives.

OUR PROGRAMMES



SURVIVAL

We aim to ensure the girls survival needs are met through providing them with a nutritious diet and a loving home. We also provide training and sessions in areas such as **cooking, taking care of the home,** and **gardening,** to ensure they are able to utilise these skills later in life.

DEVELOPMENT

School education

The Baale girls attend schools in either English or Kannada medium. We are pleased to report that the girls have performed well in school over the past year. Although school exams were delayed due to COVID-19, report cards from throughout the year show the girls improving in many areas. The 10th (SSLC) and 12th (PUC) standard girls have also received their end of year results, which are largely positive.

English Language with **British Council**

British Council have coordinated a range of sessions to help build the girls' written and spoken English. Their annual programme allows the girls to practice their skills on a weekly basis through interactive discussions. We also coordinated a summer programme focussed around 'Amazing Animals' for the younger girls and 'Lights, Camera, Action' for the older group. The girls loved the sessions.

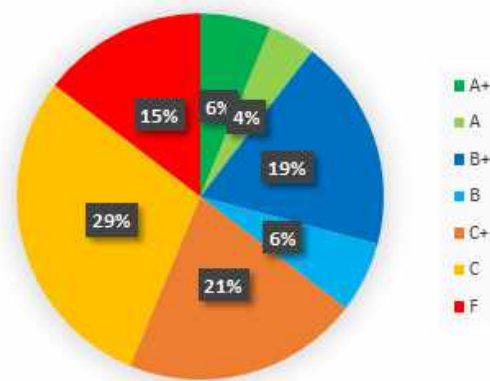
Computer Skills

In addition to computer classes run by our computer teacher, the girls have taken part in a coding course this year, which aimed to teach them basic coding skills in a fun and interactive way. The independent girls also did a 10 week course on MS office skills.

PROTECTION

The protection of the Baale girls is of the utmost importance to us, and we provide this in a range of ways, from security around the home to frequent medical check ups. We also run programmes such as **self-defence** and **first aid,** to build the girls' knowledge and capacity.

SSLC Overall Grades (All Subjects)



67%

Of PUC subjects were passed first time

85%

Of all girls passed directly to the next grade

Tuition

Due to their difficult backgrounds, the girls are often behind on their schooling when they join Baale. To support their academic achievement, many of our younger girls require additional tutoring support. For the older girls, achieving well in exams is very important, so we offer tutoring in subjects such as Maths, Accounting and Science.

Counselling

A therapist comes to Baale Mane on a weekly basis to support the girls through counselling sessions, which we consider to be vital to their mental health. Both individual and group sessions are conducted, and the girls are encouraged to seek out the counsellor's help on issues they face.



OUR PROGRAMMES

PARTICIPATION

Life Skills, Sexual Health & Girls' Rights with Enfold

Enfold have been running a programme focused on three different topics: life skills, sexual health and girls rights. Through these interactive sessions, both the younger girls and the independent girls are learning a range of skills which will help them understand their bodies and rights as they mature into independent young women.

Job Readiness

We run an annual Job Readiness programme, teaching the independent girls skills such as resumé writing, interview skills and presentation abilities. The girls look forward to these monthly sessions, conducted at a corporate office, as a chance to gain skills and become familiar with the business environment.

Careers Counselling with iDream

iDream Careers ran a series of careers workshops which aimed to introduce the girls to a range of careers paths. They coached the girls through assessment tests and 1 on 1 sessions, providing advice on how to follow the career paths of their choice.

Leadership with Shenomics

Shenomics, a leadership training company specialising in empowering women, designed a leadership programme for the Baale Mane girls. It consisted of a training weekend where they learnt a range of leadership skills, and a community outreach project where the girls will have the opportunity to pass on these skills.

Creativity

The Baale Mane girls are incredibly creative, and love participating in any arts based activities. This year, one of our alumni girls has been running dance classes for the girls, where they built their talent and expressed themselves. Our long time supporters at [Stepwell](#) (formerly Sangam) have also run some arts and crafts sessions, where the girls participated in a range of fun activities.



Sports

The Baale girls participate in yoga sessions each morning, and enjoy building their strength and stamina. We have also recently built a new sports court, which the girls love to use to play sports including football, badminton and even cycling. We are still raising funds for sports equipment.

Cultural activities

There are a range of cultural activities celebrated at Baale, with a variety of religions, cultures and festivals. No matter the cause, the Baale girls ensure they are colourful and fun filled festivities.

SUMMER HOLIDAYS



COVID-19 PRECAUTIONS AND IMPLICATIONS

The past few months have been challenging for Baale Mane, and have required resilience from the Baale girls, commitment from the staff and alteration to many of our programmes. Throughout it all, keeping the girls happy and healthy has been our top priority.

Amid the outbreak of the COVID-19 virus, Baale Mane has implemented a number of actions and precautionary measures to protect the girls at Baale Mane to the best of our abilities, carried out in line with Karnataka state and Indian national government guidance, including:

- None of the girls are currently attending school, until it is considered safe.
- Sanitation plans have been put in place, including deep cleans and regular sanitation.
- No visitors are permitted to enter the Baale Mane site.
- Any girl or staff member who shows symptoms of COVID-19 will be placed into isolation.



VIRTUAL AND ADAPTED SESSIONS

Despite these restrictions, Baale Mane have been fortunate in being able to continue running sessions and supporting the girls. We have run a number of our programmes virtually, and have been working hard to increase our technology to support virtual learning. Our partner organisation **Enfold** have been running virtual sessions, including a session on emotions during COVID-19 times. We also organised a week long virtual English course with **British Council**, which the girls really enjoyed. To improve the girls' maths knowledge, we recently began a financial literacy programme. We also conducted some virtual careers sessions, with one on 'Women in IT' run by our new partner **Revolent**. Our biweekly trustees calls are looked forward to by the girls, with dance contests, book clubs and comedy sessions. In addition, the care workers have been running a variety of activities for the girls, including cooking competitions, yoga classes, sports and dance sessions. The older girls who live in the city are continuing with their studies remotely, supported by their colleges.



INDEPENDENT AND ALUMNI GIRLS



INDEPENDENT GIRLS

Our independent girls are those over the age of 18 who have moved into Bangalore city to study on college or vocational courses. Throughout this time, they are given support with their education, accommodation and other living costs, many through scholarships with Shadhika. Once they have graduated from their studies, we provide them with a further 6 months of support into their first jobs, to allow them to save some money and have a smooth transition into working life. Our current independent girls are studying on courses including Aviation Management, Digital Marketing, Hotel Management and Commerce.

We have had two Social Media Interns from Baale Mane over the past year. Mirekha and Navya (both Independent girls at college in Bangalore) handled our social media posts for three months each. Some of their posts are showcased below.

One of our independent girls, Navya, was selected to go to the US to speak at fundraising events organised by our partners, Kiran Anjali Project and Shadhika. Despite unfortunate timing with COVID-19, Navya had an exciting trip, where she met donors in Seattle and Denver, recorded live interviews and saw snow for the first time!



ALUMNI GIRLS

Our alumni girls are those who have graduated from Baale support. We have recently begun an Alumni network, which aims to connect our alumni and gain their insights into programmes and improvements at Baale Mane. Some of our alumni still remain involved with us, such as Nandini, who runs regular dance classes for the Baale girls. We hope to build these connections further over coming years.

Alumni employers include:

- Shadhika
- Enchanting Travels
- MA Braganza & Associates
- Canara Bank
- Lionbridge

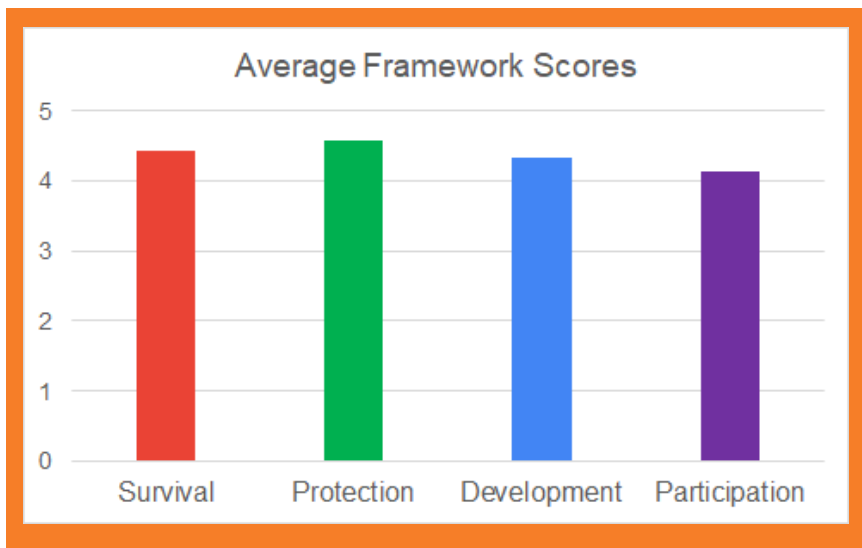


MONITORING & EVALUATION

The monitoring and evaluation system we have created is designed to measure our impact in the 4 key areas of Survival, Protection, Development and Participation. There are 4 key tools we measure these impacts with:

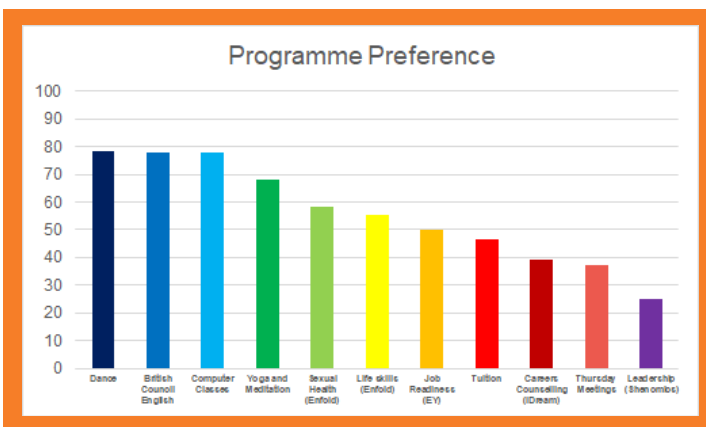
1. A **health report** filled out medical professionals, a nutritionist and the Baale therapist
2. A **development report** filled out by our external providers and programme leads
3. A **comprehensive checklist** to measure our maintenance and safety measures
4. A **self-assessment survey** filled out our girls, independent girls, alumni and staff

OVERALL DATA



Graph 1: Mean results of the girls' abilities in the core framework areas. Rated by younger girls, independent, alumni and staff on a scale of 1 (disagree) to 5 (agree), in answer to questions asking their agreement to a range of statements. These include 'I feel safe at the Baale Mane home' (protection) and 'I always attend the extra sessions at Baale' (participation). The overall average scores all fall between 4 (slightly agree) and 5 (agree).

Graph 2: Percentage of girls who selected each programme when asked which programmes they enjoyed



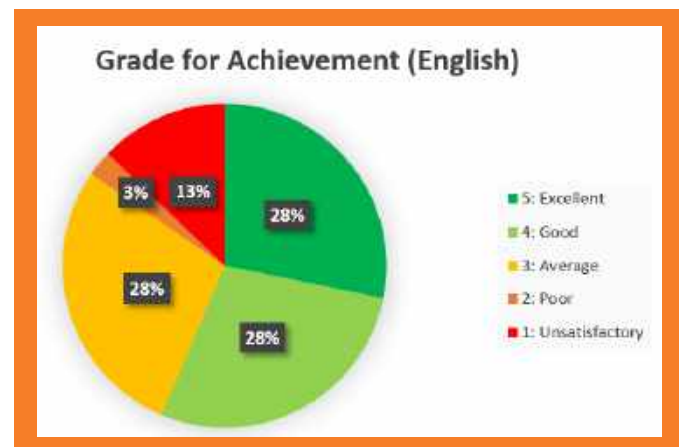
92%

Of girls believed they were putting in their best effort academically

100%

Of girls said they felt safe at Baale Mane

75%
Of girls reported high confidence in Computer Skills



Graph 3: Overall results of the girls' achievement in English classes, assessed by the British Council tutors.

PARTNERS AND DONORS



The Friends of Baale Mane: The Friends of Baale Mane is a UK registered charity founded to support the Baale Mane Girls Home, providing key funding, capacity building support and dedicated to making our cause global.

The Kiran Anjali Project: The Kiran Anjali Project's mission is to provide guidance and financial support to institutions offering education to disadvantaged children, especially girls, in India. KAP covers many of the development costs for the girls who are at Baale..

Shadhika: Shadhika is a US-based NGO with a mission to invest in the education, empowerment, and economic self-sufficiency of girl children for India's future. Shadhika has provided invaluable support to us for our transition and independence programmes, to assist us in our mission to nurture and enable our girl children to lead a self-sustainable adult life.

The Kavitha Foundation: The Kavitha Foundation is a Dutch organisation, founded to fund some of the education costs of our girls.

Individual Supporters: This year we had many individual champions who helped the girls in different ways, from critical fundraising activities, to giving in kind, to running different volunteering programmes.

We are grateful for the support that we received from all of our partners.



Girls meet with representatives of Kiran Anjali Project during their annual visit

Daan Utsav (Joy of Giving Week):

In 2019 Baale Mane received many generous contributions, both in-kind and financial support. Our donations came from a range of generous sources, including: Swiss Re, Moodys, Lionbridge, First Source, HUG, KLE Schools, DPS North Bangalore, and others. We received enough dry food provisions to last us a few months along with clothes, stationery, toiletries, games, and other items for the girls.



Independent girls with Shadhika's outgoing director Kim during her visit in January



FUTURE FUNDING & PROJECTS

FUNDING

2020 is a challenging time for the world. We appreciate your continued support. We are raising funds in a few different areas, for both smaller and bigger projects. Two key projects we are currently raising funds for are Health & Hygiene, with a campaign currently ongoing on [GiveIndia](#), and Nutrition with a campaign run by The Friends of Baale Mane through The Big Give which aims to raise £20,000.

Another project we are raising funds for is a Comprehensive Water Project. Our borewell has come under pressure, so we are in the process of delivering a holistic water rejuvenation solution which addresses our water shortage issues in a cyclic manner that aims to renew our water creation while reducing, reusing and recycling the water.

Project Name	Cost (approx)
Health & Hygiene campaign	INR 3,00,000
Nutrition Campaign	£ 20,000 (in GBP)
Sports Campaign	INR 1,20,000
Comprehensive Water Project	INR 19,20,000
Software Project	INR 2,30,000

PROJECTS

Over the past year we completed a number of projects due to the support of our generous donors. WM Global Technology Services India Private Limited (Walmart Global Tech India) supported us on three major projects - upgrading our kitchen equipment, installing a solar power unit and weather proofing the yoga pavilion. Thanks to Anthill Creations who built us a new playground from recycled materials. We are also delighted to be partnering with Revolent, through their Revolts for Good programme. They have been working with us to create a database to track the progress of our girls and assist us in donor management. We are also initiating a new mentorship programme in partnership with Shenomics, where girls from Baale Mane are partnered with young professionals to provide career guidance.

Additionally, In these socially distant times, good internet connectivity and technology has become a top priority to ensure that we are able to continue working. Therefore, we are also raising funds to upgrade the technology at Baale Mane.

As our sports court was recently completed, we are also raising funds to provide team sports equipment like football goal posts, multi-purpose nets, and basketball hoops.

For any other fundraising information, please contact us at info@baalemane.org or follow us on social media to find out about our latest fundraising campaigns.



Girls playing Volleyball on the Sports Court

FINANCIAL STATEMENTS

Due to COVID-19, our annual financials for the 2019-20 year have been delayed. If you are interested in viewing our audited financials, please head over to the Baale Mane [website](#) after October to view our full financial statements.

OUR STAFF



We have a dedicated staff team who are fully committed to ensuring our girls' needs and ambitions are met. Each staff member contributes to our work in their own capacity, and is an essential member of the Baale Mane team. We would like to express a huge thank you to each of them for their dedication and hard work during the recent challenging times.

TEAM MEMBERS



Vinay GS
Head of
Operations



**Bharathi
Krishna**
Head of Care



Nidhi Mukundan
Fundraising &
Communications
Manager



Jemima McLean
External Relations
Manager



Sanjna Achayya
Supplementary
Education
Manager



Radha Venkatesh
Independence
Programme
Coordinator



Vanaja G S
Senior Care
Worker



Rathi Shetty
Senior Care
Worker



Mangamma
Care Worker



Roopa
Accounts
Manager



Radha Naik
Cleaner



Gowramma
Cook



Bhaskar
Maintenance



Lokesh M
Driver



Kamala T
Assistant Cook



GET INVOLVED

Connect us to your network

If you know anyone who might be interested in getting involved with us - this could be a company with a CSR requirement, an individual or a funding organisation - please share our cause.

Donate

To donate to Baale Mane with funds or in-kind, please visit our [donation](#) page to find out more and to view a list of our needs. We are also listed on Amazon Smile.

Volunteer

Find out about our volunteering opportunities by getting in touch with us on info@baalemane.org. We accommodate local and international volunteers who can commit their skills for projects at Baale. On site volunteering will only resume when the pandemic allows.

Get in touch

Drop us an email at info@baalemane.org and our team will get back to you as soon as possible, or call us on 96063 65444.



Follow us on social media to get regular updates about our daily lives and more.

<https://www.facebook.com/baalemane/>

https://www.instagram.com/baale_mane/