



**ANNUAL REPORT 2020-2021**





# WELCOME FROM THE CHAIRS

Welcome to our annual report for 2020- 21. A year ago, we expressed our gratitude to our team for their continued hard work through the challenges created by the pandemic. Little did we know that we would be repeating the message again this year. If anything, the past 12 months have been more difficult than the previous 12 months not least as the girls in our care have been attending virtual lessons for much of the year.

Nevertheless, the challenges have brought opportunities, and as you will read in this report, our team have continued to develop and expand our programs, equipping the girls and young women in our care for a self-sustaining adult life. Today we have the most comprehensive range of programs we have ever had, and virtually all of these have been delivered online.

Although we are anxious to return to more in person programs, we have no doubt that virtual education will continue to play a significant role in the future. It is a very efficient use of time and resource and balanced with personal attention has a lot to offer.

All of this has been possible through a significant upgrade in our technology resource: improved broadband, and more laptops for use by the girls. We are extremely grateful to our donors who have helped make this possible.

We are particularly proud of the alumnae programme launched during the year. In the early years of Baale Mane's operations, we did not have the capacity to run anything like the breadth of programs that we run today. As you will read, we are now offering workshops across a range of life skills and these are being well received. We also did not have the funding and resources to support girls into higher education. Today, many of those young women are married with children who are in school and they are looking to enter or return to the workplace. We have been able to offer constructive and effective support to enable them to do so.

None of what we deliver could be achieved without our dedicated staff. We thank them all for their hard work, and in particular are most grateful to our residential staff, who have not been able to leave the home for long periods of time during the period. On behalf of the Baale Girls and young women, we thank them.



Indira Raghupathi  
Chairman



Chris Harrison  
Chairman

### **Baale Mane Trustees:**

Indira Raghupathi; Sujatha Sriramiah;  
Rakhi Sundar; Girish Venkataswamy; K C  
Venkatesh

### **Friends of Baale Mane Trustees:**

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 10 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 young women 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.



# OUR FRAMEWORK

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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

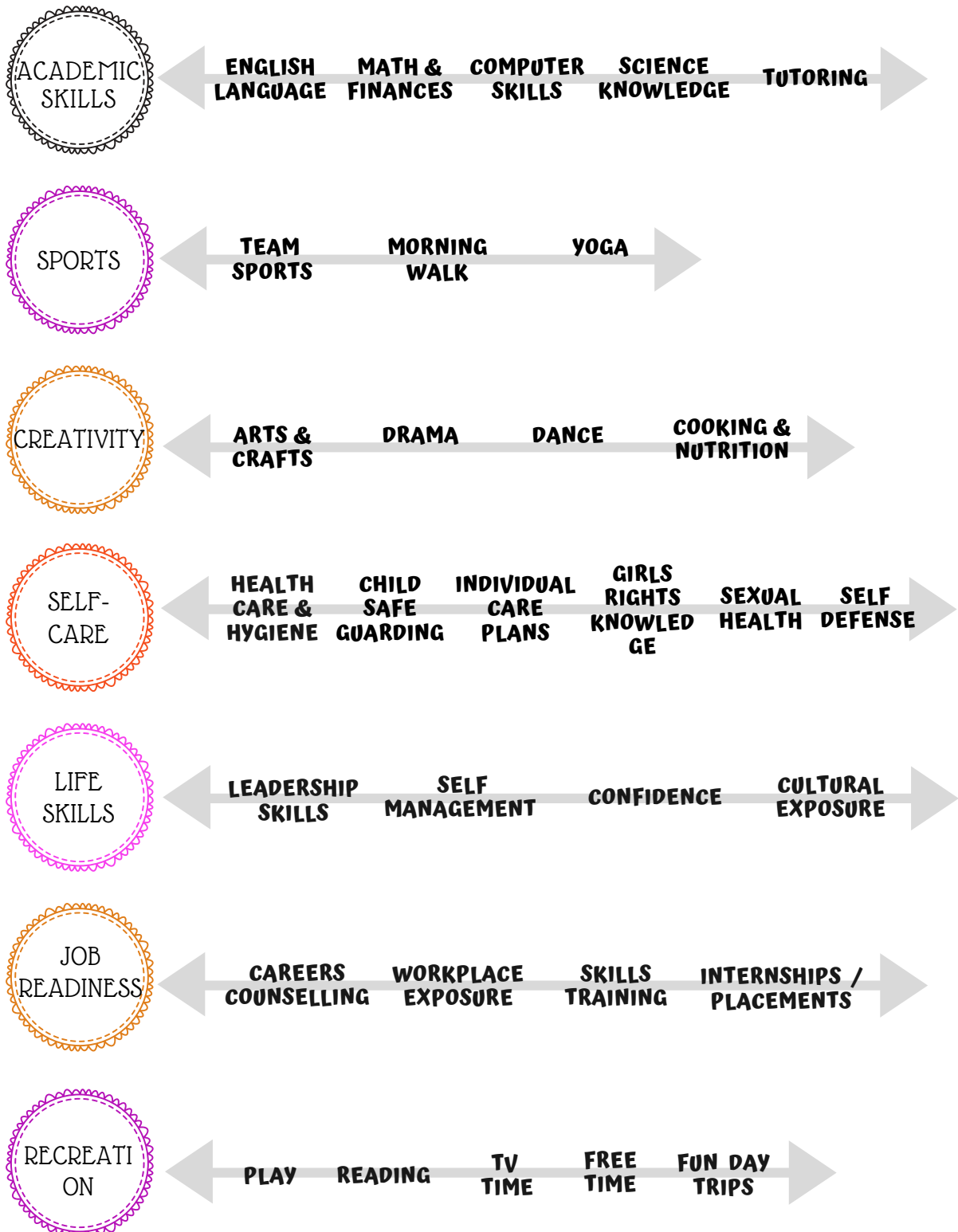
Our programmes are designed with this framework in mind, and evaluated based on successes in catering for the girls' survival, protection, development and participation needs. Our framework outlines what we promise to the girls in each of these four categories, and what we expect from them in return. 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.



# PROGRAMME STRUCTURE



Our programmes are divided into key categories which we believe offer the girls a diverse range of experiences and skills. In addition to their school education, these programmes are run during the evenings, weekends and school holidays. We assess the impact these programmes have on the girls' wellbeing and development, and through their combined outcomes we aim to give the girls the skills and confidence needed to lead self-sustaining adult lives.





# EDUCATION

## School

We are pleased to report that the girls have performed well in school over the past year. The 10th (SSLC) and 12th (PUC) standard girls performed really well despite the challenges including delayed examinations. The college girls have also performed well.

Three girls have started attending Pre-University College and three girls have also started college.

After a year of online classes, the girls were all very excited to attend in-person school. They were very happy to see their friends and teachers.



## Supplementary Learning

To support their academic achievement, the girls require additional tutoring support. They have remedial classes in Maths, Science, English, and any other areas to aid them with their lessons at school.

## English Language Learning

We are taking a more holistic approach to

helping the girls learn English. Apart from our annual English language programme, we have added a reading programme for all the girls and spoken English sessions for the Independent girls.

## Reading Programme with My Chapter One

We started with a summer programme for a few of the younger girls who attended a week long guided reading session with reading experts. The sessions are geared towards improving reading and comprehensions skills. Consequently, we are now running a longer reading programme which is interactive, practical and encourages the girls to read more.

## English Language with British Council

The girls have sessions to focus on their communication skills, grammar, sentence construction, vocabulary and creativity. They will build on the previous annual programme where the focus was on their English reading, writing, speaking and listening skills. The younger girls and the Independent girls all attend the language sessions.

British Council also ran a series of workshops on storytelling, how to make an audiobook, how to write a book review, online safety for teens, and effective presentation designs.

To measure the impact of all our programmes, we run a detailed monitoring and evaluation plan. Our partner organizations also test the girls before and after the programmes to gauge the effect.

# COVID-19 AND CHANGES



## COVID-19 PRECAUTIONS

The pandemic has brought unprecedented challenges and continues to impact lives across the world. Baale Mane has experienced many changes in the last year. The girls have learnt and adjusted to different situations from delayed exams to completing most of the academic year in online school.

The Baale Mane team has also worked hard to ensure the girls are happy and healthy. We have also worked with our partner organizations to adapt our programmes. We still have precautionary measures at Baale Mane to protect the girls. These measures adhere to the guidelines in Karnataka and India and change as needed, in response to the situation. The girls attend physical school and college classes while maintaining precautions like masking, social distance & going to school in Baale transport. Our programmes are all still being conducted virtually.



## TECHNOLOGY UPGRADES & VIRTUAL SESSIONS

Thanks to support from generous corporate partners, we have been able to improve our technology at Baale Mane.



There are more laptops as well as improved internet connectivity. We have worked with our long-term partners to make most of our programmes suitable for online sessions. We ran virtual life skills sessions with our partner organisation **Enfold**. The girls also attended an English Language Learning programme with **British Council**. This year we added a dedicated reading programme run by **My Chapter One** which the girls are really enjoying.

We also organized art sessions for the girls where they learnt different styles. The girls love to express themselves through art.

In response to the pandemic, we supported the families of the Baale Mane girls and the alumni with care packages (food and hygiene essentials). In some cases, we also provided nominal financial support to our alumni who were hit hard by the pandemic.





# OUR PROGRAMMES

## Counselling

The girls have counselling sessions on a weekly basis, which we consider to be vital to their mental health. Individual sessions are conducted, and the girls are encouraged to seek out the counsellor's help on issues they face.

## 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, all the girls are learning a range of skills which will help them understand their bodies and rights as they mature into independent young women. Apart from sessions for the girls, the Baale Mane team and trustees have also attended sessions on restorative justice practices, child protection and more.

## Careers Counselling with iDream

The girls are attending their annual career guidance programme. The girls have assessments to understand their aptitude and interest levels. They also have group career sessions and 1-on-1 counselling. This year, with expert guidance from the counsellors & based on their own interests, most of the 10th grade girls opted to study Commerce – CEBA or SEBA.



## Physical Fitness

The girls have prioritized physical fitness. They practice yoga every morning, and enjoy building their strength and stamina. The girls had yoga sessions with Jacqueie, a volunteer trainer. They love to cycle and have been making the most of the new cycles we received from our partner organization, **The Kiran Anjali Project**. The care team also takes the girls for long walks around the home, when possible.





# OUR PROGRAMMES



## Creativity

The Baale Mane girls are incredibly creative, and love participating in any arts based activities. This year we ran several different classes. The girls learnt various styles of art like mandala and how to draw nature scenes from a local artist and one of our corporate partners ran Origami sessions. We are now running a longer art programme on painting.



## Learning about Sustainability

Baale Mane has a long-term goal of improving our sustainability in terms of power consumption, water usage, food, and composting. In turn, building knowledge about water conservation is also a key goal. Educating the girls and staff about conservation practices that they can adopt is also crucial to our long-term sustainability plan. Over the years, we have worked towards making the campus solar-powered to ensure constant power supply. The girls and staff also segregate waste and compost the kitchen waste.

We partnered with **Why Waste** to educate the girls about water conservation, our role in it, and conversations with their founder Garvita Gulhati. (Why Waste is India's largest youth led movement working towards water conservation). The girls learnt water conservation and had to come up with solutions for a village facing water problems. They had so many creative ideas. They also participated in a book reading session for "The Sustainability Stories" storybook for children.

The girls interacted with Mr Vishwanath (who is a founder of Biome, an environmental design company) who also spoke about water sustainability and simple practices they could adopt like the Tippy Tap.

We are working towards rainwater harvesting, borewell rejuvenation, sewage water treatment, and water filtration projects as part of our comprehensive water project.



# 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 and other individual donations. Once they have graduated from their studies, we provide them with further support into their first jobs, to allow them to save some money and have a smooth transition into working life.

This year three girls have started college. Our current batch of independent girls are pursuing degrees in Aviation Management, Commerce, Journalism & Psychology.

One of our older girls has started working with an International hotel chain after completing her higher education in Hotel Management. We are very proud of her!



Apart from the English programmes, art sessions, supplementary education sessions, we also run a series of programmes for the Independent girls which include life skills, job readiness, financial literacy and leadership programmes.

The girls attended life skills sessions with **Enfold**. These specifically curated sessions

covered a host of topics like women's rights, awareness about First Aid, value of interpersonal relationships and healthy relationships, menstrual health, mental health, personal hygiene including birth control. The girls also attended sessions about self-care, learning how to get documentation & self-identity, registration of marriage, and finance management.



Our long term corporate partner **Moody's** are also running a series of sessions to build and improve the girls' communication skills.

## Job Readiness

We run an annual Job Readiness programme, teaching the Independent girls and Alumni women 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.

**A key part of our programmes involves finding work-experience, internships and job opportunities for the girls. We are always looking for partner organizations to support the girls.**



# ALUMNI NETWORK



In early 2021, we successfully launched the **Baale Mane Alumni Network**. The network was set up as a result of feedback from the alumni women (as part of our Monitoring & Evaluation review). The young women highlighted key areas where they felt the need for support. Over the years, we have expanded the programmes at Baale Mane and the alumni did not have the benefit of the programmes currently provided.

This is also a great opportunity to build on the values and rights that the alumni have learnt at Baale Mane. It will help alumni who have been full-time mothers re-enter the workplace. The women will also be able to educate their children while being role models as strong, independent women. Ultimately, they will be able to give back to the wider community.

Currently, we have about **30 active members** of the Alumni Network. We are working to engage with 10 more young women to join the network. Our long-term objective is to develop the network into a self-managed initiative where the women themselves are the leaders.

While starting the network, we worked with Vaideshwari (who is an alumna). As an Alumna intern she supported the Independence Programme Coordinator by connecting with the young women, data collation and helping organize sessions for the alumni women.

We started with a series of workshops and training sessions which include First Aid, menstrual health, self-care, self-identity,

essential documentation (like marriage registration), childcare and parenting skills.

They also wanted to build their job readiness skills, so we organised sessions to build their confidence in CV writing, job applications, and interview skills.

COVID-19 hit some of our alumni and their families very hard. They lost their jobs and had no means to support their families. We provided the alumni and their families with essential care packages (food and sanitary items). We also set up a short term limited hardship fund for those who lost their jobs to help them through the crisis. We also organized sessions on health and safety.



We are working to help alumni members return to the workplace and in some cases, pursuing higher education. We supported Megha who wanted to return to the workplace by helping retrain her and support her successful job search. Vanitha one of our alumnus, returned to college to finish her graduate studies. She is pursuing a Bachelor of Commerce degree.

Our Alumni women are employed in amazing organizations like Enchanting Travels, Airtel, HDFC Bank, Pantaloons JW Marriott, and Need Base India.



# 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 supports many of our educational and development programmes for the younger girls. Thanks to their amazing support, we were able to provide COVID-19 care packages to the families of Baale girls & the Alumni women.

**Shadhika:** Shadhika's mission is to invest in the education, empowerment, and economic self-sufficiency of girls. Shadhika supports many of our transition and independence programmes, Thanks to their amazing support, we were able to provide for the Alumni women and their families.

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

We also want to acknowledge the incredible support from one of our long-term corporate partners, **Easyaccess Financial Services Limited**. Thanks to their contributions, we were able to take care of many essential costs at Baale Mane.



**Firstsource Solutions Limited:** Thanks to their incredible contribution to improve our internet connectivity, the girls have been able to attend online school and other programmes regularly.

**Daan Utsav (Joy of Giving Week):** In 2020, we ran campaigns on online portals to raise dry groceries and other essentials via online campaigns. Baale Mane received generous in-kind contributions. Our donations came from a range of sources, including: Swiss Re, Moodys, KLE Nagarbhavi school and Nurture International School.

We received enough dry food provisions to last us a few months along with clothes, stationery, toiletries, and other items for the girls.





# FUTURE FUNDING & PROJECTS



## FUNDING

Thanks to all of our supporters, the girls have been happy and healthy over the last year. All of them have been able to continue their studies and take the next steps in their journeys to becoming self-sustaining adults. We appreciate your continued support.

2021 is a challenging time for the world and fundraising has been especially difficult as people focus on their lives.

A crucial project which we worked on was to improve internet connectivity to Baale Mane so that the girls could attend online school and other sessions without any disruptions. We now have a leased internet connection to Baale Mane which has ensured that the girls are able to attend all their online sessions with minimal disruptions.

The girls were able to play more sports like Badminton, Basketball, Volleyball and more with support from a corporate partner organization. Their incredible support helped us provide the girls with sports equipment.

Over the past year, we have also completed a number of projects related to our campus maintainance which includes building upkeep, window changes, roof replacement, and electrification of solar water heaters.



## PROJECTS

In the next year, the Comprehensive Water Project is a major project for which we are raising funds. 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. The project includes: rainwater harvesting, water filtration, sewage water plant, and borewell rejuvenation.

We are also always looking for work-experience, internships and job opportunities for the older girls to help build their exposure to the corporate world.

We are raising funds for two different campaigns. The girls are participating in the **500K Step Challenge** to raise critical funds for the home and support the girls on their journey to becoming independent, happy adults. It is inspired by Gandhiji's Salt March, an act of defiance and part of the Indian civil rights movement. The Friends of Baale Mane are also running a **festive campaign** for the walk to raise £10,000 for the girls' well-being.

**For any other fundraising information, please contact us at [info@baalemane.org](mailto:info@baalemane.org) or follow us on social media to find out about our latest fundraising campaigns.**



# FINANCIALS

The financial information provided here shows the financial results of The Baale Mane Trust (until 31st March 2021), and is extracted from our accounts, audited by M A Braganza Associates. If you are interested in viewing our audited financials, including data for The Friends of Baale Mane Gopalapura, please head over to our [website](#) to view full financial statements.

Statement of Affairs at 31 March			
	2021	2020	2019
	Lakh Rs	Lakh Rs	Lakh Rs
Funds at beginning of year	216.2	186.6	91.6
Monetary Donations	131.6	131.2	188.6
In Kind Donations	17.5	6.5	7.4
Bank Interest	3	3.5	3.9
Income for the year	152.1	141.2	199.9
Operational costs	119.2	111.6	104.9
Surplus for the year	32.9	29.6	95
<b>Funds at end of year</b>	<b>249.1</b>	<b>216.2</b>	<b>186.6</b>
<b>Represented by:</b>			
Fixed Assets	162	152	129.1
Cash on hand and at bank	89.3	66.9	56.9
Other net current assets/(Liabilities)	-2.2	-2.7	0.6
<b>Total:</b>	<b>249.1</b>	<b>216.2</b>	<b>186.6</b>

The chart above shows the split of the total annual operating costs for Baale Mane in the year ended 31st March 2021.



Expenditure at Baale Mane, with the exception of programme personnel costs and our Independence and Transition programme, are recognised under the 4 principles of the 1989 UN Convention on the rights of the child: Survival, Protection, Development and Participation.



# OUR STAFF



We have a fantastic team who work so hard to care and raise the girls. 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 through these difficult times.

## TEAM MEMBERS



**Vinay GS**  
Head of  
Operations



**Nidhi Mukundan**  
Fundraising &  
Communications  
Manager



**Sanjna Achayya**  
Supplementary  
Education  
Manager



**Radha Venkatesh**  
Independence  
Programme  
Coordinator



**Vanaja G S**  
Deputy Head of  
Care



**Rathi Shetty**  
Senior Care  
Worker



**Mangalamma**  
Care Worker



**Ambika**  
Support  
caregiver &  
assistant cook



**Roopa**  
Accounts  
Manager



**Radha Naik**  
Cleaner



**Kamala T**  
Cook



**Bhaskar**  
Maintenance



**Lokesh M**  
Driver



# GET INVOLVED

## 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 part of the [Amazon Gift A Smile](#) programme.

## 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. Drop us an email at [info@baalemane.org](mailto:info@baalemane.org)

## Volunteer

Find out about our volunteering opportunities by getting in touch with us on [info@baalemane.org](mailto: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](mailto: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/](https://www.instagram.com/baale_mane/)