



# ANNUAL REPORT 2021-22

The Baale Mane  
Gopatapura





# MESSAGE FROM THE CHAIRS

We are delighted to bring you our annual report for 2021-22. Inevitably the pandemic continued to affect our organisation with much of the girls' formal education delivered through online training. Happily, at the end of the year, things have improved considerably, and we can only hope that school and college education in the current year will all be delivered in the classroom.

Nevertheless, in the context of these challenges, we are extremely proud of what the girls and young women have been able to achieve, including an excellent set of academic results, and you can read about this in the report that follows.

There is also no doubt that the need to resort to online schooling helped to accelerate our investment in technology, improving the girls' skills and enabling us to deliver a wider range of extracurricular programmes. For the future, there is no doubt these programmes will be delivered through a blended combination of online and offline (in-person) classes.

Our alumni programmes which we reported about last year has continued to grow from strength to strength and we are particularly proud that we were able to offer additional support to several alumni girls who faced particular challenges as a result of the pandemic.

None of what we are able to achieve would of course be possible without the hard work of our dedicated staff under the leadership of Vinay. We offer huge thanks to them, and are also pleased to welcome Shirley Theresa who joined us as Head of Care Support earlier this year. She has settled in extremely well and is already a highly valued member of the team.

On behalf of the Baale Girls and young women, we are thankful for the support during these difficult times. We look forward to your continued support.



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 US



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

We are an NGO 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 school, we support the young women in higher

**MORE THAN A  
100 GIRLS  
SUPPORTED & COUNTING!**

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, life skills 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.

In 2021-22, we are very happy that more girls have joined the Baale Mane family, and some of the older girls have started new chapters in their lives.



# EDUCATION

## School

The Baale girls attend schools in either English or Kannada medium. We are extremely happy to share that the girls have performed well in school over the past year.

The 10th (SSLC) and 12th standard (Pre-University College) girls achieved fantastic results in very difficult circumstances. The college girls have also done really well.

- ALL 5 GIRLS PASSED THEIR 10TH EXAMS & 3 GIRLS SCORED ABOVE 80%.
- ALL 4 GIRLS SUCCESSFULLY PASSED THEIR 2ND PUC EXAMS, WITH 2 GIRLS SCORING ABOVE 90%

Six girls have started attending Pre-University College and four girls will also be starting college shortly.



We offer additional learning support in any subjects which the girls find challenging. In the last year, many of the girls (above fourth grade) needed tutoring support for Maths and Science. Tuitions were also provided for any other subjects as needed. We are very grateful to have been supported by four different tutors who taught the girls in both English and Kannada medium.

**100%**

OF THE GIRLS  
HAVE MOVED UP  
TO THE NEXT  
GRADE.



## English Language Learning

We have a holistic programme to help the girls learn English. The programmes aim to build the girls' confidence skills in English and use the language in real life. They also aim to improve the girls' vocabulary, speaking, and writing skills, as well as comprehension and application of new concepts.

## Supplementary Learning

Due to their difficult backgrounds, the girls are often behind on their schooling when they join Baale. To support their academic achievement, the girls require additional tutoring support.

Developing the girls' communicative English skills will also help the girls in the job market and the workplace. We also have a reading programme for all the girls. All the sessions have been run virtually.

# EDUCATION



## English Language with British Council

All the girls attend an annual English Language learning programme run by British Council. The programme focuses on improving reading, writing, speaking and listening skills.

The girls have sessions that focus on their communication skills, grammar, sentence construction, vocabulary and creativity. The sessions are interactive and engage the girls through role-plays, discussions, and activities in pairs.

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



reading and comprehensions skills. Through reading fiction books, they built their vocabulary, reading, speaking and comprehension skills. The programme has also encouraged the girls to read more.

- **82%** OF THE GIRLS SHOWED OVERALL IMPROVEMENTS IN SCORES IN THE 4 KEY AREAS OF GRAMMAR & VOCABULARY, PRONUNCIATION, INTERACTIVE COMMUNICATION AND DISCOURSE MANAGEMENT SKILLS
- **78%** OF THE GIRLS SHOWED IMPROVEMENTS IN THE SPECIFIC AREA INTERACTIVE COMMUNICATION SKILLS

DATA FOR THE ANNUAL BRITISH COUNCIL ENGLISH PROGRAMME

- **90%** OF THE GIRLS SHOWED IMPROVEMENTS IN THEIR READING SKILLS
- **18 GIRLS** OF THE 32 GIRLS PROGRESSED TO A HIGHER GRADE OF READING PROFICIENCY ON COMPLETION OF THE PROGRAMME



## Reading Programme with My Chapter One

The girls attended an annual reading programme. The sessions are interactive and practical, and focus on improving





# OUR PROGRAMMES

## **Life Skills, Sexual Health & Girls' Rights with Enfold**

Our long-term partner organization Enfold runs an annual programme focused on three different topics: life skills, sexual health and girls' rights. Through these interactive sessions, all the girls learn a range of skills which will help them understand their rights, and their bodies as they mature into independent young women. The girls also learn about menstrual and sexual health in regular sessions.

## **Career Counselling with iDream**

The girls attended their annual career guidance programme. They 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, the 10th grade girls opted to study Commerce- CEBA and Arts.

## **Soft Skills with Moody's**

Volunteers from Moody's ran several sessions to help the Pre-University College and Independent girls to learn Business English, writing emails and resumes. They also built a reading circle to read books.

## **Arts and Crafts**

The Baale Mane girls are incredibly creative, and love participating in any arts based activities. Helping the girls express themselves creatively is a very important part of our care programmes.

We ran art classes to teach the girls different art techniques and styles like Madhubani, water colours, and capturing different perspectives. A corporate partner (Firstsource Solutions Private Limited) also taught the girls about how to make puppets. The girls also learnt to make festive postcards using mixed-media.



## **Self-defense**

All the girls attended the annual self-defense session. They were taught the basics of how to stay safe. The girls also learnt how to break from different holds and practiced with each other. The session was also special as the female trainer is the youngest Krav Maga self defense instructor in Karnataka.



# OUR PROGRAMMES



## Counselling

The girls have access to a counsellor who sees the girls on a weekly basis. They attend counselling sessions which are vital to their mental health. Individual sessions are conducted to provide additional support and guidance to improve their well being. The girls are encouraged to seek out the counsellor's help on issues they face.



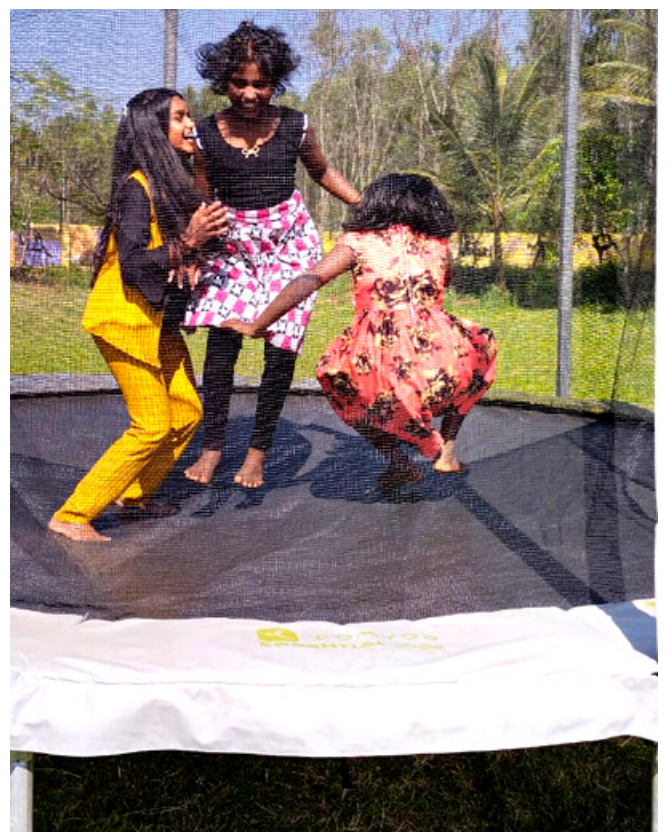
## Physical Fitness

The girls prioritize physical fitness. They practice yoga every morning, and enjoy building their skill levels. The girls also had yoga sessions with Jacquie, a volunteer trainer.

The girls practice mindfulness and meditation. They also play games and sports like badminton, lagori in the evenings. Cycling is a beloved physical activity, and the girls love to cycle at any time. As a special treat to celebrate New Year's we brought a trampoline to Baale Mane. All the girls and staff had a really great time jumping on it.

## TCS World 10K Run

Team Baale Mane took part in the TCS World 10K this year. All the Independent girls, some of the Pre-University College girls, alumni and staff ran the Majja (fun) run, along with individual fundraisers who helped us raise funds for our operations and programmes. We walked, ran, and danced to the finish line.





# OUR PROGRAMMES

## Shadhika Virtual Leadership Summit

In 2021, the Shadhika scholars attended the annual virtual leadership summit.

The girls attended sessions on email, presentations, mental health, job readiness skills, goal-setting, creative advocacy, leadership training and building community outreach projects.



## Baale Mane Non-Residential Girls Support Programme

The non-residential support programme evolved out of a change in circumstances. A few girls, whose families have experienced a change in circumstances, have been able to successfully reintegrate with their families under the guidance of the relevant government agencies.

Seven girls are now living with their families, and have personalised care and support plans based on their individual circumstances. Baale Mane continues to support their education and personal development, and they have access to

the full range of programmes we provide. As they are not living at the home, some of the early challenges they have faced are having access to technology and travelling to and from college each day. We are continuing to develop this new programme and whilst there are challenges, there are also new opportunities for both the girls and for Baale Mane.



## Stories from Baale Mane - Vanitha, 26 years

She is a strong, determined young woman who has clear goals and eventually wants to buy a house.

"COVID-19 changed my life in many ways. I lost my job and was unable to support my family. We received a care package with essential rations and some hardship funds (from Baale Mane) which helped with the rent, electricity bills etc.

With Baale Mane support, I was able to go back to college. I got a scholarship to finish my college degree. I was also able to get a full-time paid internship. I enjoy attending all the life skills, art and English Language sessions. The English sessions are really great, After the sessions, I felt so confident talking in English at my workplace.



# 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.

In 2021, two girls started college. Our current batch of independent girls are pursuing degrees in Aviation Management, Commerce, Journalism & Psychology.

One of our older girls is in the final semester of her degree in Aviation Management. She has been successfully participating in intercollegiate events and also participated in an aviation-based competition which required participants to create two on the spot presentations related to aviation and solving real-world problems. If that wasn't enough of a challenge for her, she also presented a paper in Aviation Logistics at a National Aviation symposium and has been recognised for her outstanding performance.

Another one of our older girls who is pursuing her degree in Journalism & Psychology has been participating in public speaking competitions in college. She attributed her success to the English learning programmes.



Apart from the English Language Learning programmes, art sessions, supplementary education sessions, we also run a series of programmes for the Independent girls which include life skills and soft skills sessions with Moody's.

The girls attended life skills sessions with **Enfold**. These sessions cover a variety of topics that are specifically chosen for the older girls. The girls attended sessions on women's rights, personal and online safety, menstrual and sexual health, money management, negotiation, coping with failure, interpersonal relationships, role of values and respect, effective communication and understanding emotions and conflict.



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

The **Baale Mane Alumni Network** is a community of young women with shared experiences. Over the years, we have expanded the programmes at Baale Mane and the alumni did not have the benefit of the full range of programmes currently provided.

The network is also a great opportunity to build on the values and rights that the alumni have learnt at Baale Mane. It will help the young women who have been full-time mothers re-enter the workplace.

They 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. Our long-term objective is to develop the network into a self-managed initiative where the women themselves are the leaders for the Alumni Network.

We ran a series of sessions on menstrual and sexual health, parental care, and women's rights. They also attended life skills sessions with the Independent girls.

The pandemic adversely affected some of our alumni and families. 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 supported young

women through a short term limited hardship fund for those who lost their jobs to help them through the crisis.



## Stories from Baale Mane - Shivamma, 27 years old

Shivamma is an ambitious young lady who wants to run her own beauty parlour.

"I am lucky enough to be a Baale girl, it has always given me hope and confidence. I still feel cared for and know that I will always be part of Baale Mane. During COVID-19, I had a very difficult time through pay cuts, job loss, and illness.

With the hardship funds, I was able to pay rent for my accommodation. During this time Baale Mane also helped me build my skills. I completed my dream hairdressing course." Now, I have a job at a much better Beauty Parlour as a beautician and a hairdresser.

# 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 essential costs at Baale Mane.



We want to recognize the amazing support from **Malini and Raj**. Thanks to their support we were able to manage costs for our essential care-giving team,

**Swiss Re Global Business Solutions India Private Limited** very generously supported the Baale Mane girls by improving our technology capabilities. They contributed laptops for the girls to attend online programmes.

We want to thank **Akshaya Patra Foundation** for very generously supporting the girls and residential staff with healthy, nutritious and tasty meals during the lockdowns.

**Daan Utsav (Joy of Giving Week):** In 2021, we ran online campaigns to raise dry groceries and other essentials. We received generous in-kind contributions from a range of sources, including: Swiss Re, Moody's, Nurture International School & other corporate supporters.



# 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 deeply appreciate your continued support.

Overall fundraising has been improving, Although local fundraising is still a challenge. We are always looking to collaborate with new partners and supporters.

In the past year, we completed a number of projects related to our campus maintenance which included building upkeep, mosquito netting the dormitories, installing a water heater for the dormitories, and vehicle repairs.



## PROJECTS

A key priority is to raise funds for the running of the Baale Mane home. We would like to find support for the general operations which covers routine costs and maintenance that is essential to the smooth functioning of Baale Mane.

We are also working on our Comprehensive Water Project. We want to install 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.

**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 2022), 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, 2022			
	2022	2021	2020
	Lakh Rs	Lakh Rs	Lakh Rs
<b>Funds at beginning of year</b>	249.1	216.2	186.6
Monetary Donations	125.9	131.6	131.2
In Kind Donations	0	17.5	6.5
Bank Interest	2.2	3	3.5
<b>Income for the year</b>	128.1	152.1	141.2
Operational costs	127.6	119.2	111.6
<b>Surplus for the year</b>	0.5	32.9	29.6
<b>Funds at end of year</b>	249.6	249.1	216.2
<b>Represented by:</b>			
Fixed Assets	146.5	162	152
Cash on hand and at bank	108.2	89.3	66.9
Other net current assets/(Liabilities)	-5.1	-2.2	-2.7
<b>Total:</b>	249.6	249.1	216.2

The chart above shows the split of the total annual operating costs for Baale Mane in the year ended 31st March 2022.



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 an amazing team who work so hard to care and raise the girls, and are fully committed to ensuring their 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.

## TEAM MEMBERS



**Vinay GS**  
Head of  
Operations  
and Education



**Shirley Theresa**  
Head of Care  
Support



**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



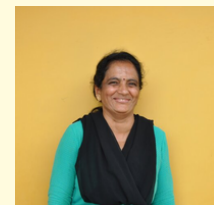
**Mangamma**  
Care Worker



**Ambika**  
Support  
caregiver &  
assistant cook



**Roopa**  
Accounts  
Manager



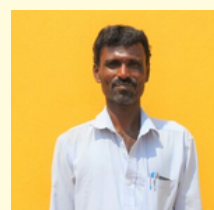
**Radha Naik**  
Cleaner



**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 has resumed, please write to us for more details.

## 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.



**The Baale Mane**  
**Gopalapura** 

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[https://www.instagram.com/baale\\_mane/](https://www.instagram.com/baale_mane/)