



Annual Report 2019 – 2020



Community Study: A Girl's Story

Pages: 28 – 32



KARUNAKARYA





KARUNAKARYA



KARUNAKARYA
COMMUNITY
COLLEGE



Table of Contents

Message from the Founders	4
The Ark Primary School	9
Kids and Community Development	19
Community Study: A Girl's Story	28
Community Skill Development Centre	33
Karunakarya Creations	40
Staff & Programs Lists	45
Financial Report	60

Message from the Founders

Teaching is not only about the knowledge that a teacher has. Teaching is more about sharing experiences and passion, which becomes a testimony to impact change. If teachers can pass on their passion for learning and experience to their students, the student will in turn learn how to experience, grow, and change. They will become testimonies themselves, ready to inspire a new generation.

“To impact people’s life stories, to see change ripple out through us and our staff into the environment around us.

This is what we want Karunakarya to represent.”



In every project area, we focused on ‘experiential learning’ to bring about actual growth. To many, this may be a natural system, especially for people from countries to the West of India. Independent and critical thinking, and having an opinion are very contrary to the conventional way of teaching and learning in India. In the poor communities these traits are considered as inappropriate for their social status. This is where we are working on achieving a breakthrough moment.

Building on a successful year with the focus on ‘creativity and innovation’, we introduced the concept of ‘attitude’ as a new piece to the puzzle. This highlights the importance of values and ethics as important elements to the way we translate our ideas into creating impact. We want to inspire confidence for creative problem solving, instilling values and ethics, and to create testimonies which will ripple into the communities.



Safety for Women

One of the prominent issues in Indian society is gender equality. Women are not considered to have value and respect, and are denied their fundamental and constitutional rights. To create awareness, and develop educated mindfulness in our children, teens and youth, and in their parents, we took two targeted approaches this year.

The first one is in accordance to a mandatory stipulation by the Indian government to implement the POCSO Act (Protection Of Child Sexual Offence). The act was implemented in all our educational projects, with all staff members, and the beneficiaries and their families. This gave



us the opportunity to address other topics like gender equality in traditional households, the value of and respect due to women – **topics which are usually considered “taboo”**.



The second approach towards the safety of women in our immediate impact communities was a **study on the communities’ perspective on issues and experiences regarding the safety of women**.

The study was called “A Girl’s Story” and is highlighted in this annual report as a feature story on page 28. This was a very interesting study for us and the rewards were fulfilling for everyone involved. There were visible changes in attitudes. A ripple was caused in the tradition stereotypes.

COVID-19 Response

At the end of this reporting year, circumstances are influencing an unprecedented change in perspective for our immediate future. India has been in a strictly enforced nation-wide COVID-19 lockdown since March 25th, 2020. With all the companies and manufacturing industries having to adapt to a home-office work force and many of them even having to temporarily shut down operations completely, the Indian economy took a big hit. Moreover, elements of uncertainty and anxiety governed the mental health of almost every employee in the nation, even among the educated and financially stable.



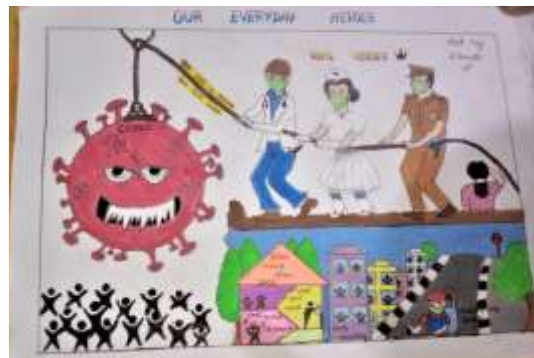
The most vulnerable people in this pandemic are the people who rely on a daily wage. Without savings, their survival is threatened with the restrictions to work during the total lockdown. Majority of the daily wage workers are migrants from different parts of India. The local house owners were also not properly informed about the dynamics and scalability of the situation. They asked the migrant workers who stayed in their houses to leave as they were not able to pay rent. Some of them do not have fixed living quarters and are forced to move back to their places of origin. As there were no transportation services



in operation, millions of migrant workers started walking back to their home towns. Some of them located a few thousand kilometres away. Those who were not able to go back home were placed into refugee camps.

The COVID-19 situation has pushed us to overcome multiple barriers without time for hesitation. We did not have the luxury of waiting to see how the situation will develop. We were called to react to the needs of the present situation. Our current relief activities are focused on providing essential goods to the daily wage and migrant communities. Monthly food provisions and basic sanitation kits have been distributed to approximately 2000 people. From within these communities, we have involved the ladies, who are skilled in tailoring, to produce cloth face masks. Our staff are also engaging the children and youth from these communities with activities and challenges using digital materials. A COVID-19 awareness workbook called **“Do you want to be a superhero?”**, was printed for distribution for the children of The ARK school, and the children from the communities.

The detailed report on the COVID-19 response will be featured in the next annual report, as the activities continue into the new reporting year. The situation is still developing and changing, but the effort shown by our team and sponsors has been massively impressive. We would like to express our thanks to everyone who has contributed, enabling us to operate freely and confidently, bringing hope to the lives of those in need.



The Way Forward

Due to the unprecedented COVID-19 situation, we anticipate that the coming year will be challenging in many ways and that we will be involved in emergency response activities to a greater extent.

Adaptability, creativity, and innovation is needed more than ever in all our teams and on all levels. We are drawing from what we have learnt and experienced so far to build a solid base for our future. The normalization of working from home, social distancing, and the need to use technology to reach, interact, and impact—These are our challenges and simultaneously an opportunity to understand, learn and develop our role in today's world.

“We are unlocking new skills and potential in the way we approach community development work.”



Our efforts of changing the Indian understanding of schooling from “instructing” to “learning” has increased in importance. The teachers are adapting to new systems of facilitating children to learn. They are focused on developing this into a curriculum which will serve as a base concept for when schools will be allowed to restart.

The “Safety for Women” topic created a visible impact in the community, but it is too early to change focus. During the pandemic lockdown, the increased frequency and severity of domestic issues came to light. It is important for us to increase the impact into lasting change when the topic is still fresh in their minds. We want to see the ripple effect expand.



We want to thank everyone for your support in every way.
Be blessed and shine wherever you are and in whatever you do.

Chris & Cynthia Chellappa



We believe that a school is a place where students should feel comfortable to explore their strengths and weaknesses to personalize their learning process, as well as a place where teachers are enabled to practice and upgrade their abilities. When learning happens on the levels of both the student and teacher, it creates an environment for constant learning and development.



Education is the power to think clearly,
the power to act well in the world's work,
and the power to appreciate life.
– Brigham Young

Value-based Education

All aspects of our teaching curriculum and the involvement of our students and teachers were set to reflect the core values of the organization: *Respect for all, Quality, Integrity, and Fairness*. The classroom activities, school programs, and the learning outcomes of the students were focused on attaining behavioural change; respecting fellow students, submitting quality assignments, advocating what they believe in and establishing personal standards, and being fair in their actions.



Holistic Development

The values are elements which are derived from the holistic development model which we use in The Ark school. It has 6 different development areas which are important for the wholesome development of a child.



- Emotional
- Spiritual
- Intellectual
- Social
- Physical
- Linguistic



Objectives & Programs

In The Ark school, we have objectives for two beneficiary groups: *Students* & their *parents*. Most rural families with uneducated parents, do not understand their role in nurturing the development of their children. Educating both the children in school and their parents through involvement in school activities, will break barriers and promote innovation.

Student Objectives

2018-19	Assessed Problem	2019-20
Building a responsible student community	We recognized “responsibility” as a deeper issue. We had to break it down to analyze the different elements of responsibility	Teaching the students how to practice responsibility towards themselves & others, and in the classroom
Improving reading & writing skills	The children are focused on memorizing words, and have a slow and inconsistent pace while reading and writing	Concentrate on improving the fluency, comprehension of reading and writing

Parent Objectives

2018-19	Assessed Problem	2019-20
Involving parents in child development	Encouragement and involvement in school activities was not enough to make them take an active interest in the education of their children	Understanding their role in child development

School Highlights – Fulfilling Objectives

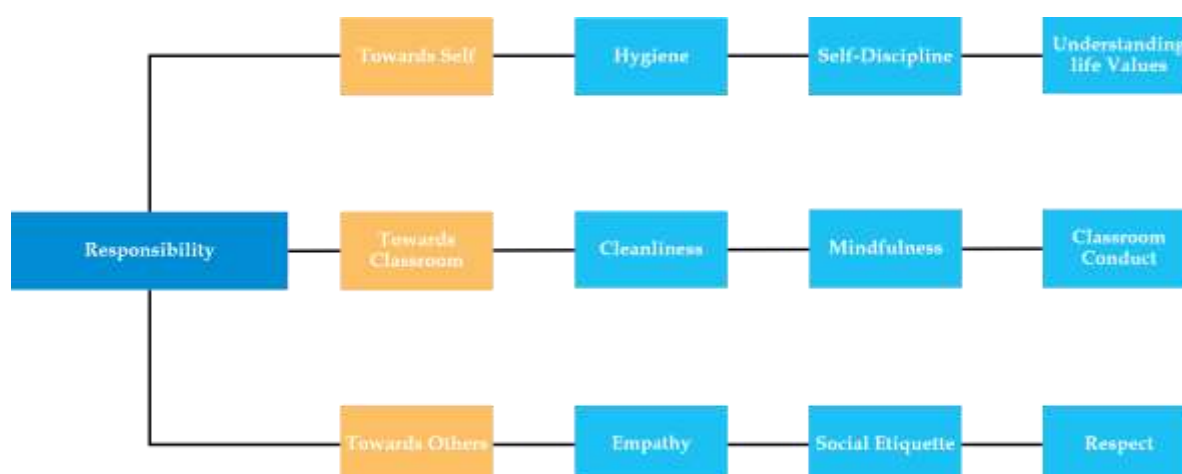
Term - 1: Teamwork	Term - 2: Share & Care	Term - 3: Nature's Gift
<i>Main Event: Sports day</i>	<i>Main Event: Christmas</i>	<i>Main Event: Annual Day</i>
Unity is Strength	Love so Unique	My Village, My Responsibility
Unity in Diversity	Helping Hands	Prevention over Cure
I can't, but WE can	Reach the Unreached	The world is my home



Parents: Understanding their role in their children's education



Different activities were organized for the parents and their children to create good relationships with each other. The events were combined with open days where they came in to receive the termly assessment of their children. Special efforts were taken to increase the involvement of fathers in their children's education.



Students: Teaching responsibility

Continuing from the previous year, the objective ‘Responsibility’ was split into three separate and complementary objectives: Responsibility towards oneself, towards the classroom, and towards others. The values and life skills for each sub-objective is shown in the table above. These values were incorporated into the lesson and curriculum planning, and into the focus themes for each term.

Being a responsible citizen — a TAPS story

Deepak from grade 3 was listening intently to his teacher Archana, who was talking about “Child Safety”. He was learning about the laws of labour which stated that no person under the age of 18 was allowed to be employed, and that the employer can be punished for this offence. The class learnt about the trauma and suffering which child labourers go through. When Deepak heard from the teacher that there is a helpline number for protecting these children, he spoke up and said that he has seen a girl in his community who does not go to school and works as a labourer. He made a commitment that he will call the helpline if he sees the girl working. The teacher was happy and proud that her lesson created a positive impact on the students.



Protection Of Children from Sexual Offences (POCSO)

The Protection Of Children from Sexual Offences Act (POCSO) is a government-enforced mandatory workshop in India. The act provided a robust legal framework for the protection of children from sexual assault & harassment, and pornography, while safeguarding the interests of the child at every stage of the judicial process.



We organized a POCSO training for our staff to ensure that everyone gets accustomed to the act. It was conducted by a team from the Justice and Hope led by Mrs. Pranitha Timothy. The sessions were held separately for staff, students, and the parents. The session presented an open forum for everyone to ask questions. We also had follow-up sessions after the training to recap and ensure the protection of our students.

After the training, a 'code of conduct' was designed for the whole organization. The 'Child Safety Code of Conduct' outlines appropriate standards and behaviour for all adults towards the beneficiaries of Karunakarya. The code serves to protect children in the school and at home, reduce any likelihood for abuse and guidelines to support children.



Teachers Resources & Involvement

The planning for the academic year is not complete without the feedback, suggestions, and idea executions from the teachers themselves. All of them are involved in the decision-making process, which builds commitment and engagement. This year, the focus for teachers was on resource planning, improving teaching competencies, and executing personalized assessment for students.



Revamped lesson plan

A new lesson format was introduced to make the teaching process interactive, meaningful, and effective. The teachers were given objectives and tasks to create activity-based content based on the lessons in the book. The lessons were designed to trigger curiosity and critical thinking in the students.

Seminars & Meetings



Several seminars were conducted to enhance the abilities of the teachers by both external and internal speakers. The themes of the seminars were primarily about understanding student behaviour, teaching vs. facilitating, and English communication. The teachers were given opportunities to conduct seminars so that they may build confidence and share their skills.

Language learners club

The teachers of The Ark School were given an opportunity to refine their English skills in theory and in practice. Mrs. Priscilla, the correspondent of the school conducted these sessions via the Google virtual classroom platform,

Taking on responsibilities

Apart from teaching their assigned subjects, teachers were given organizational responsibility. The big school events were distributed amongst the teachers for which they had to plan the program and student activities in line with the objectives and values. This gave them an outlet to use and practice their organization skills.



Promoting creativity

Teachers were given opportunities to present their lessons in personalized and creative methods. The different student club activities, remedial classes, and evaluation process **also gave them a platform to experiment different ways of presenting 'learning' to the students.** Various programs opened the opportunity to get creative with dance, theatre productions, and craft works.



Teaching vs. Facilitating

A workshop was conducted by an educational professional to emphasise on the difference between teaching a lesson to the students and facilitating a student to learn. Teaching is not restricted to the textbooks and syllabus. Practical application with relevant examples will help the students gain knowledge through experience. Various technological and creative resources and events were utilised to enhance our teaching methods.

Learning to share and care - a TAPS story



The students of 4th and 5th grade had an exciting event coming up. They were going on an excursion. But, before they could go anywhere, they had an important and difficult task to do. The excursion was to be to an old age home where they were going to perform songs and distribute snacks and gifts to the elderly. The important task which they had to do was to raise funds for these gifts

and snacks. So, they set up a piggy bank to collect the money they were going to raise. They started bringing in their allowance from home, which they earned by doing household chores. They also planned to cook and sell snacks to raise even more funds. With ingredients brought from home, they cooked and sold a variety of tasty snacks at special food stalls which the school set up. Altogether, they raised Rs. 6,900. The students prepared more snacks to bring to the elderly, and also brought them a gift of two months-worth of groceries. This experience motivated students to start helping others with whatever resources they had. We took time to observe the positive changes that this had in the classroom as well.



Challenges & Conclusion

- This year, the biggest challenge we faced was to get the parents to pay the tuition fees for their children. The main hindrance was the parents' irresponsibility towards their children's education and the fact that many of them are unemployed. After different trials, we found an appropriate way to collect the fee which was due to us.
- The situation with the fees payment affected the learning of the students. The parents never showed up or showed interest in their children's activities and events.
- We realized that we had a lack of resources to execute the academic year exactly as we had envisioned.



Adapting to our changing circumstances and having to make spontaneous decisions on the way was a good learning exercise for us. We need to keep up the standard of our school and identify with our core values, discipline, and the assurance of the **children's holistic development**. For the upcoming year, we plan on introducing our own evaluation pattern by including different assessments for the learning process of the children. With regard to linguistic development, the children need to improve their vocabulary. Personal development never stops. We can always learn new things and increase our knowledge and experience. The teachers play the most important role to our students, and our plan for them is to become '**knowledge builders**' and impact the lives of our students.



K A R U N A K A R Y A

Kids & Community Development

This project is the centre of our community development work as an organization. Through the children who attend our classes, we focus on reaching the people, being sensitive about their requirements for a better life, and facilitate them to enrich their own **livelihoods**. This year, we started the 'Children's Club' which is an initiative to create future leaders who advocate for the rights of children and humanity.



You cannot get through a single day without having an impact on the world around you. What you do makes a difference, and you have to decide what kind of difference you want to make.

– Jane goodall

The Evening Learning Centres (ELCs) are focused on giving additional lessons to all the children in our communities, irrespective of which school they go to. Government schools in rural areas have a lot of challenges in terms of teaching resources. The ELC programs benefit the children from Government school as well, giving them the necessary tuition to keep on track with their studies. These ELCs from Karunakarya are our solution, aiding the holistic development of all children, their families, and creating life stories that influence their environments. The ELCs are spread across 5 locations, with a total of 160 children attending them between the ages 4 and 14.

Objectives

- To develop the reading and writing comprehension skills in both English and Tamil
Developing numeracy skills in par with their grade level
- To facilitate the children to improve their learning capabilities and their academic performance
- Teaching the values defined by Karunakarya: *Integrity, Respect for all, Quality, and Fairness*
- We want to build good relationships with the communities we work in, and help the people become responsible for the development of their own communities
- Improving the skills and knowledge of our facilitators, so that they can impact the children effectively.



Currently, the attendance of children at our centres is as follows:

Eraiur: 31
 Navalur A: 42
 Navalur B: 32
 Gunduperumbedu: 62
 Arambakkam: 12

The Centres

A new ELC was opened in Arambakkam, which is about 10 km from Eraiyur. Arambakkam has had a recent influx of migrant workers from other parts of the country. Another development regarding our location centres are the Gunduperumbedu and Navalur centres which got shifted from the corridors of a building to rented locations.

Before



After



In 2016, the ELC in Thiruvannmiyur was handed over to another organization due to its geographical location. In the academic year 2018-2019, the respective organization had several challenges in developing the program. Karunakarya took temporary charge of the project once more till June 30th 2019. This bridged the organizational gap and the organization was able to take control once more.

Children's Club

The Children's Club was initiated in all of our communities where we have an ELC. The club is for the children between the ages 10 and 14 who attended our classes. They aim at empowering children to advocate child rights, and facilitating them to become future leaders. Through our activities, the children learn their rights and how to identify threats in their communities which affect their safety. We taught them how to identify these problems and come up with creative solutions. Each centre has an elected leader and a unique name which is chosen by the group.



Regular Activities

The main role of our daily activities at the Evening Learning Centres is to facilitate the children to learn and do their homework. The children often do not have the required help or environment at home to be able to finish their school work. We provide them with facilitators and an environment to learn in a holistic way. This means, that our centres also focus on extra-curricular activities to ensure holistic development.

The children are encouraged to participate in games and activities to stimulate their social and physical development. Physical development also contributes to mental strength and intellectual development.

Art & Craft is another regular activity in the ELCs to develop creativity. Apart from the regular activities, the children had various one-time activities such as balloon sculpting and face painting.



Special Programs



Becoming a role model

My name is Vijay. I am studying in the 7th grade of the government school. My parents are rag-pickers and I have two younger brothers. After the Chennai floods, we were involuntarily shifted to Navalur by the slum relocation authorities. I started coming to the Evening Learning Classes (ELCs) after my regular school hours. I did not know how to read or write in English,



and I failed to get sufficient grades in most of my classes. After attending the ELCs, my English literacy skills became better and I improved in my studies as well, to the praise of my teachers. I learnt a lot of values through the ELCs as well. When my grandmother was sick, I started helping her at home. I got rid of my stage fear, and I am now brave enough to stand on stage and speak. I also got rid of people in my life, who were a bad influence on me.



During my term holidays, I went to bathe in a nearby pond with some of my friends. We saw a young man standing waist-deep in the water with a baby in his hands. By talking to him, we found out that his wife had recently passed away, and he was going to drown himself and the baby in the pond. We spoke to him and were able to convince him to go home and live for

his and his wife's baby. My friends and I brought him to the bus to go back home and made sure that he got onto the bus. Before he left, we collected all the money we had in our pockets, which was about Rs. 300 and gave it to him. I wouldn't have been able to say what I said to that man without what I have learnt from the Children's Club at Karunakarya.

"I want to become a doctor some day."

Awareness Programs

Many issues consume the people in rural communities. But because of how common they are, the people have become desensitized towards them. The biggest threat of this situation is that the children grow up thinking that issues like domestic violence, and alcohol and drug abuse are normal. The different awareness programs organized by Karunakarya are targeted to break this cycle and protect the future. We organize workshops exclusively for men and women. The awareness programs are mostly held during official gatherings to ensure maximum reach of our message.

House visits

Once a month, the ELC facilitators visit the homes of the children. We do this to build a good relationship with the community, and to be aware of their needs and family situations. The visits are beneficial to the families as it gives them a platform to share their worries. Most of the families suffer from alcoholic men, and do not have a firm grasp of their situation.

World Day against Suicide

On September 23rd 2019, the children from the Navallur ELC went on a rally around their community, carrying signs and chanting slogans against substance abuse, and distributing pamphlets. The community was gathered for a public meeting where people from the rehabilitation centre ADOPT spread awareness about alcoholism, aided by testimonies from former addicts, and a role-play performed by the children.



Sponsorships

Every year, we identify families and individuals who are in dire need of help through our survey system. We give financial support to children and youth who qualify for scholarships by paying for their school or college education. The children who attend our ELCs receive school materials. The children of staff members receive a full scholarship if they are enrolled in The Ark School, and a partial scholarship if they are enrolled in other schools. Some people are also in need of medical assistance and treatment. We help in that regard as well, as much as is in our capabilities.



Viji (40) was provided with a leg brace, a pair of sandals and a crutch to make herself independent. She has been living with Polio since she was a child. Now, she can go about her essential tasks on her own, and has new hope in her life.

Sponsorship List 2019-2020

Purpose	Place	Nos.	Details
Education	Chennai & Eraiyur	21	School Fees
Total Amount: INR 342,454.00			
Medical	Chennai & Eraiyur	3	Doctor Consultation & Medical Expenses
Total Amount: INR 18,161.00			
COVID-19	All Locations	8	Relief Packages
Total Amount: INR 26,000.00			

Facilitators' Training

Our facilitators are the ambassadors for our target communities. Karunakarya takes on the responsibility to equip them with new skills and knowledge through different training sessions and workshops. They were also given opportunities to practice their creative skills through a workshop on how to use arts and crafts to communicate with the children.

In the month of May (18.05.2019), a training session was held to improve the effectiveness of their impact in their communities, and to plan the modules for the upcoming academic year.

Every month, review and feedback sessions are held to evaluate the activities of the previous month and to plan for the next.



The facilitators count as staff members of Karunakarya and also participate in all the staff events, and in the internal and external teacher's training programs. They were also present for the POCSO (Protection Of Children from Sexual Offence) training, and participated in the staff trip and staff fellowship programs.

Facilitator's Comment

Ezekiel from Gunduperumbedu says that being an ELC facilitator brings him joy. Even though he has personal problems at home, it consoles him to be around children and to help them. He has improved his English skills and has discovered a skill and love for craft work. Ezekiel says that the environment at Karunakarya gives him space to share and face his issues, and that the support he receives is unique.



Challenges & Conclusion

- A few parents still do not understand the importance of a child's holistic development and are not happy that we offer a lot of extra-curricular activities. They believe that learning and memorizing the education material from schools is the only development necessary for a child.
- The parents are skeptical about the ELC because it is free-of-cost. The traditional mindset reflects that unless it has a financial value, will it have quality as well.
- The expansion of the ELCs to new locations is hindered by the unavailability of qualified facilitators and tutors, and financial resources.
- The new Arambakkam ELC produced many challenges as it is a very neglected community. There are no roads or street lights, making it difficult to ensure the safety of the child. The children were picked up and guided towards the ELC with torches. But, the parents were still scared to send their children for the classes.



Analyzing the success and challenges of the previous year, the coordinators and facilitators have constructed a tentative plan for the next academic year. The main focus **will be on strengthening the Children's Clubs** in all target communities. We also want the parents to be more involved in the development and education of their children. Special attention will be given to the men in the families, organizing exclusive activities for them and making them aware of their role in their families. Spoken English classes and adult literacy classes will be offered. We will also scout villages who are in need of educational development, to open new ELCs.

A Girl's Story

In the past couple of decades the focus on women development by various organizations has improved the reach and impact to provide space and opportunity to all women in every aspect of life. However, in India, women still face very sickening issues such as female feticide and infanticide, gender discrimination based on dowry conflict, human trafficking, sexual harassment, domestic violence, negligence and inaccessibility to healthcare and education.

This raises one single question: “Is a woman safe in today’s India?”

The following pages are part of a study by Karunakarya to put a spotlight on the discrimination and safety issues of women in the societies. Workshops and sessions were conducted to highlight core issues, life stories and experiences were recorded, and thoughts and learnings were shared. Most importantly, commitments were made by many—to be the change that the society needed to experience.



Problems for women development in India

Poverty

Alcoholism

Psychological
Issues

Gender Bias

Hygiene



50% Indians believe that it is justifiable to beat women



19 Indian wives are attacked with acid everyday



91% of Indian women are sexually abused by someone they know

Out in the rural areas of India, A girl is born

- She will not be educated because the family must pay for her wedding. And that is already a big financial burden.
- She is kept at home and is made to work in the house.
- The male child is protected and pampered. Even for food and healthcare, she will always come second to the men in the house.
- A girl is trained not to have an opinion. She is trained to be a servant. She is not allowed to have dreams and aspirations.



A Girl's Safety

There is no respect for women in our society. All are treated differently, depending on whether they are rich or poor, educated or uneducated.



After marriage, men beat their wives and children when they are drunk, until they bleed and have to go to the hospital.

Even in my own house, my sister was wounded this way and taken to the hospital

A girl's safety in her own community



40%

No

I do not feel safe

30%

No access to help

What we believe in

In a country ruled by misogyny and patriarchy, we believe that **education can still save India's future generations**



We want a place where a girl feels empowered, and where a boy can say **"I will be better than my father"**.

We have integrated gender equality into our every-day life at the school

We want to make this value a norm. Not a lesson.

Breaking Stereotypes



"Boys and girls should be treated equally at home. Parents should give the girls as many things as they give to the boys. Including a good education."

"My mom never shares any of her issues with us. Due to the insecurities from abuse she faced earlier, she always fears everything. Hereafter, I will spend more quality time with her."



Women Speak Out



“We need to act with wisdom”

“Women are submissive, but they should fight for justice”

“I want to help others who are suffering due to alcoholism in the family”



I married for love and
companionship

My husband sold me for a night with
a stranger. He needed alcohol money

Even though I wanted to die, I had to
survive for my daughter's sake

Through Karunakarya I have become
independent. I have grown in self
confidence and courage

I can finally be who I really am



KARUNAKARYA
COMMUNITY
COLLEGE

(Community Skill Development Centre)

Every individual is a leader in their family, community, institution, and society at large. It is their responsibility to take initiative, be focused, and impart the right values. We want the youth to be aware of their opportunities, build character, and become leaders of change.



Whatever you do, do it with purpose...

Opportunities will seek you.

Happiness will chase you.

– Najwa Zebian

Youth Development

There were a few changes which were made regarding how we approach the topic of youth development. The communities are in dire need for youth role models. Other important topics were responsibility towards oneself and the environment. This pushed us to involve the youth in welfare activities. The State Directorate of Higher Education also gave us permission to conduct life- and communication-skills training, and career guidance programs for children aged 12-14 in nine government schools.

Objectives

- Help the youth who have economical instability to learn new skills, and use them to sustain their livelihood.
- Give exposure and teach teens and youth (12–21) to have SMART and PURPOSEFUL goals and progress in life.
- Help the youth to execute their talents and interests. To help them be confident, responsible, and ethical.
- Enhance the skill of the youth (16+) and the uneducated, to help them be confident in their own abilities, become employable, and pursue higher goals.

Beneficiary	Programs	Participation
Government Schools	Life Skills & Communication Skills training, Career Guidance programs	1700
Teens & Youth (Communities)	Life Skills, Skill & Personality Development, Talent Building & Exposure, Career Guidance Programs	300
Youth	Leadership Development programs	35

Life Skills Development

The life skills and personality development programs which are organized by the Karunakarya Community College are focused on the social, spiritual, and emotional development of the teens and youth. Values and social etiquette are very important lessons for teens in rural communities because they often do not have any stable role models to look up to.

Community—Regular Activities



Teens and Youth programs were planned on every 2nd and 4th Saturday of the month. Teaching values is very relevant to the youth communities, especially among those who attend our program. We conducted teamwork activities with inter-village mixed groups to teach them to respect and befriend each other. We had regular discussions and workshops to talk about discrimination on various fronts and how we can change our attitudes to be a change in the community. Other important topics of our life skill development meetings were social behaviour, coping mechanisms, and personal etiquette.

Government Schools—Regular Activities

The students from government schools have the opportunity to receive a free education and making use of the facilities provided by the state. The underlying truth behind the development of students is that many of them do not have the expected life skills and knowledge with respect to their age. The Department of Higher Education in Chennai granted us permission to conduct Life Skill and Communication Skill Classes in 9 different Government High Schools.



Creativity - Innovation & Talent Building

The personalities and behaviour of teens and youth must always be in constant and positive transformation. Ignorance is one of the main problems in our communities, which hinders them from growing and utilizing their innumerable capabilities. The utilization of their time and energy in a productive way depends on talent identification, development, and exposure.

CreaZone



In the 2-hour sessions every Wednesday, the participants of CreaZone could choose to take part in an activity of their own interest after a 10 min. life skill session with the whole group. The different activities included self defense, Computer skills, Music, Art & Crafts, English, Volleyball, and Science. In self defense, the

participants learnt warm-up exercises and basic defense blocks; in the computer skills classes, they learnt the basic hardware setup of a computer, and how to use software like MS Word and Paint; the music participants learnt keyboard scales, chords, and how to read music notes; In crafts, they made different decorations, origami, and picture frames; Basic Grammar, pronunciation, and conversation skills were taught in English; Team roles, and volleyball techniques were taught to the volleyball participants; Through different experiments in the science group, the youth learnt about holograms, the chemical bonding of atoms and molecules, waste management, and how to build a generator.



Teens and Youth Talent Fest



The theme for our Teens and Youth Talent Fest was “My India—Today and Tomorrow”. The theme was focused on kindling thoughts about the different needs of the country for a positive transformation through creative expression. The three categories were art, speech, and crafts.

Sports Contest

The sports contest was held on 13th July, 2019. The teens and youth are passionate about sports but rarely get the opportunity to practice them. The goal of this program was to create an interest to pursue regular sports activities for their physical and emotional development; to build confidence, sportsmanship, and inclusive participation. Different track events like sprint races, relays, and sack races were held. A Throwball and Volleyball tournament was conducted for the girls and boys respectively.



Youth Leaders

The youth are the change makers in tomorrow's society. The theme of this program was “Light up and Lift”. The objectives of this program were to equip them with knowledge and skills to benefit the welfare of their own communities, to understand the needs, and to teach them the qualities of a good leader. The participants were very interactive and participated with enthusiasm.



Career Guidance Programs

Community Groups

The youth from our communities are not able to make the connection between what they learn in school, and what they aspire to become. This leads to a lot of school dropouts and the youth will eventually be underprepared for their career lives. The career guidance programs are a step towards keeping the youth interested in their school work by giving them a purpose and a goal.



Government Schools



We organized career guidance programs in 5 Government schools. We taught the importance of setting up goals and improving their skill sets, and we showed them what their various career opportunities are. We helped facilitate the official career guidance program by the TNSCB Navalur together with the Hope Foundation Matriculation School in Kannagi Nagar.

Career Exhibition

The career exhibition was conducted on the 25th January, 2020. The purpose of this exhibition was to inform the teens and youth about various career opportunities, and the skills and qualification required to achieve that respective career goal. The educative take-away from this exhibition was that the youth were able to identify the relevance of their present school work in preparation for the future.



Challenges & Conclusion

We gained a lot of experience from this years activities. The program were very beneficial to the teens and youth. They come back voluntarily and participate with enthusiasm. The timings of the schools, colleges, and work places sometimes caused a hindrance to their regularity. It is up to us to keep in touch with our participants to help them and guide them through their life progresses.



Initially, there were a lot of behavioural disturbances caused by the teens and youth who came from different villages. We gave them strict consequences and had to filter out some of the trouble makers and counsel them.

We want more of the participants to increase regularity.

Next year, we will canvass participants for bridge courses, and continue guiding them through their career opportunities by preparing them for a successful work life.





KARUNAKARYA



When women are able to live in a safe and secure environment, they can participate effectively in the economy and society.

Every woman and girl has the right to live in safety in her home and community. – Helen Clark

Being Self-Sustainable

Karunakarya Creations is a unique project which supports women and acts as a catalyst which trains women in the community to become self-employed, and to help them become financially independent. Women have an inherent ability to learn and survive the most difficult circumstances. But, they are often overlooked by the community and are considered weaker and secondary members of society.

Hence, their opinions are not considered in their families and in the wider community. To combat this issue, the Karunakarya Creations project creates impact by providing revenue-generating opportunities to them, empowering them to establish their role as a decision maker and influencer.

The project also provides a place for rehabilitation and a safe working environment for people with mental and physical disabilities, and people who come from abusive domestic environments. Karunakarya Creations is built as a self-sustainable project.



Objectives

- Providing a safe training and work environment, as well as rehabilitation for those people who require it.
- Creating a platform for training for people to discover and develop their potential. Trainees are given a source of income as compensation and a contribution towards their financial independence.
- Develop the community by strengthening the potential of women through various projects.

Training Program

The training program is focused on enabling women to become entrepreneurs in their own craft of textile production, once they have mastered the skills and techniques. This year, Karunakarya Creations had two trainees who started in the beginning of 2019. The training continued until July 2019, after which they were prepared for the shift from training to becoming self-employed. The shift to self-employment has 3 stages:

1. Completion of training and taking on 70% of their workload from the organization, and the rest of their workload from private customers.
2. Reducing to 40% workload from the organization, and building up their own local network of customers.
3. Becoming fully reliant on their own customer base, with the option of accepting orders from Karunakarya.



Bead Decorations

Karunakarya Creations is supporting a young man with a genetical skin disorder who has become a talented master craftsman in bead pattern designs. He creates his own designs and decorative pieces like butterflies, flowers, and Christmas decorations. He is a good example that all people are given a creative talent, and he is fortunate to have discovered it.



Exhibitions



Karuna Creations organized a few exhibitions to display and sell the products made exclusively during the training program. The products are also used as gifts to our sponsors and staff for various occasions. These exhibitions and sales also gave our trainees an opportunity to experience the selling of their own products. The notable events and sales exhibitions are listed below.

- Small orders of various products were supplied to Ms. Yasmin's boutique and sold on commission.
- Mr. and Mrs. Chellappa organized several meetings with sponsors and well-wishers in September and October 2019 where they had the opportunity to place a sales stand for our products.
- Friends of the Karunakarya's founders, Mr. and Mrs. Chellappa, in Switzerland voluntarily organize the sales of our products at different seasonal markets throughout the year. The village Spring market and the village Summer market were held on April 28th and August 28th respectively. The product stock was also sold at different Winter Bazaars.
- This year, a Christmas gift sale was organized for the staff in the Erailur campus throughout December. The stall was very successful, and gave the staff of Karunakarya an opportunity to purchase quality textiles produced by their own work colleagues. The staff were very happy and requested for an annual Christmas sale.



Challenges & Conclusion

Our trainees come mostly from instable homes. This means that there are a lot of emotional challenges and barriers to their productivity. This affects the training process, self-confidence, attendance regularity, and the quality of production.



The trainees are not able to fully comprehend the concept of the self-employment process. They seem to be overwhelmed by the responsibility of owning a business and having to simultaneously cope with their domestic situations. Unfortunately, due to the severity of their domestic situations, both the trainees were forced to discontinue the training. There was a lack of response in our search for new trainers and trainees.

There was a decline in orders from local boutiques, which hindered the income generation. The unit was not capable of producing due to the absence of production staff.

The Karunakarya Creations project design is very beneficial for the women from the communities because it provides flexibility and accommodates people with all kinds of emotional and physical drawbacks. We realized that with the right trainer-trainee pairing, they can do remarkable things and produce top quality products. It is important that our trainers have an



empathetic character to support the women emotionally throughout the training. We learnt that the trainees who are a part of the project for a long time get very comfortable with this style of working and earning, which is a possible reason for their lack of confidence to set up their own textile production business. Since keeping on the trainees long-term to produce for Karunakarya is not the end goal of our project, we have decided to take a break to re-evaluate our conceptual structure, training methods, and re-align our goals. We plan to re-start this project with a new strategy and are looking to make a greater impact through this project in the future.



K A R U N A K A R Y A

Staff & Programs Lists

Karunakarya Staff Lists

The Board of Trustees

<p>President</p> <p>Mr. Christopher Chellappa</p> <p>Managing Director – Karunakarya</p>	<p>Trustee</p> <p>Mr. Felix Gloryraj</p> <p>Architect</p>
<p>Trustee</p> <p>Mr. Abhishek Paul</p> <p>HR Professional</p>	<p>Trustee</p> <p>Mr. Shinu Thomas</p> <p>Consultant</p>

Admin Staff

Name	Role	Capacity
Christopher S. Chellappa	Director – MD & Community Projects	87.5%
Cynthia R. Chellappa	Director – Admin & Finance	87.5%
Priscilla Selvakumari	Director – HR & TAPS Correspondent	100%
J. Anitha	Accountant	87.5%
G. Meenakshi	Accountant	87.5%
K. Anjali	House Keeping	20%



The Ark Primary School

TAPS Admin & Teaching Staff

Name	Role	Capacity
Karunya Beulah	Principal & Teacher	100%
Shalini Merine George	HR/Admin & Teacher	100%
Saminathan / Kavitha D.	Admin & Accounts	100%
R. Selvi	Teacher - KG	87.5%
L. Savitha	Teacher - KG	87.5%
T. Jancy Jasmine	Teacher - KG & 1 st Grade	100%
S. Nancy	Teacher - 1 st Grade	100%
Archana	Teacher - 2 nd Grade	100%
N. Kavitha	Teacher - 3 rd Grade	100%
M. Saraswathi	Teacher - 4 th Grade	100%
Mary Devotta	Teacher - 5 th Grade	75%
Helena	Teacher - 5 th Grade	100%
Grace Roseline	Teacher - Life Skills, Art & Craft	69%
Sivaraman	Teacher - Karate	4 Hrs. / Week
Harrison	Teacher - Music	4 Hrs. / Week
Aswin	Teacher - PTE	4 Hrs. / Week



TAPS Housekeeping & Security Staff

Name	Role	Capacity
M. Geetha	Helper – KG / House Keeping	100%
G. Vijaykumar	Facility Maintenance & Driver	100%
Rajesh	Facility Maintenance & Driver	100%
R. Sasikumar	Facility Maintenance & Gardener	100%
V. Bhuvaneshwari	House Keeping	100%
S. Kasthuri	House Keeping	100%
S. Suganthi	House Keeping	100%
R. Vijan	Night Security	100%



Community & ELC Staff

Skills & Community Development Staff

Name	Role	Capacity
D. Paulaiah	Community Skills Training Coordinator	100%
Joshua Billy Graham	Child & Community Development Coordinator	100%
N. Sathya	ELC Facilitator	25%
B. Rajalakshmi	ELC Facilitator	25%
A Esekial	ELC Facilitator	25%
C. Rekha	ELC Facilitator	30%
S. Rani	ELC Facilitator	30%
K. Swetha	ELC Facilitator	25%
V. Jayarani	ELC Facilitator	25%
Anbupriya / A. Aarthi	ELC Facilitator	30%
Karthikayan / Divya	ELC Facilitator	30%
S. Nancy	ELC Facilitator	25%

Karunakarya Creations

Karunakarya Creations Trainees & Staff

Name	Role	Capacity
S. Vijayanathan	Bead Artist	37.50%
M. Geetha	Tailor Trainee	80%
NA. Sivagami	Tailor Trainee	80%

Internees

Trainees

No.	College, Department	Capacity
3 Internees	MCC, B. Social Work	2 months – 40%
2 Internees	Rajiv Gandhi School of Social Work	2 months – 25%
Various Consultants	Individual & Companies	Occasionally





Staff Program Lists

Programs for All Staff

Date	Program	Objective
24.04.2019 & 25.04.2019	NSDC – Review meeting by ICRDCE in Chennai	Reviewing the requirements for attaining NSDC certifications
01.06.2019	POCSO Awareness meeting for staff	To highlight the causes and impacts of sexual abuse
05.06.2019 & 20.06.2019	Workshop on Prevention of Children against Sexual Abuse (POCSO)	Policies and regulations to work with children
29.06.2019	POCSO Awareness meeting for staff	Fight for rights with integrity, and understanding the psychological behaviour
04.10.2019	Staff trip to Mahabalipuram	Recreation
26.10.2019	Farewell for 5 interns	Honouring their contributions
21.12.2019	Staff Christmas Program & Christmas Sale	A time for fellowship and team building & Appreciation for Karunakarya Creations Staff
04.01.2020	New Year's Fellowship	Review the previous years, take learnings and go forward with new motivation
07.03.2020	Balloon Sculpting	Training for creative teaching
07.03.2020	Women's Day	Staff fellowship with a focus on appreciating women
16.03.2020	Awareness Program on engaging with Civil Society amidst the COVID-19 pandemic	Spreading awareness material to the communities

Programs for TAPS Staff

Date	Program	Objective
22.06.2019	Staff training: Phonic sounds by Ms. Jancy	Training teachers on how to teach phonetics to children
24.08.2019	Staff training: Syllabification by Ms. Mary	Training the staff on the different types of syllabification and their rules
19.07.2019	Guests	A session on Teaching vs. Facilitating

Programs for Skill & Community Development Staff & Facilitators

No.	College, Department	Capacity
24.04.2019 & 25.04.2019	NSDC – Review meeting by ICRDCE in Chennai	Reviewing the requirements for attaining NSDC certifications
10.09.2019	Training Program on Life Skills and Career Preparation	Training the staff for the sessions with the teens and youth
16.12.2019	Campaign on Child Trafficking and Protection by NEEDS and HDRF	To build a child-friendly environment and connecting with like-minded organizations



Beneficiary Program Lists

Programs for TAPS Students

Date	Program	Summary
19.07.2019	Guest activities	The guests performed various activities with the children like storytelling, songs, and physical exercises
03.08.2019	Sports Day	Theme: "I can't, but WE can" Various team sports
09.08.2019	Pre-Independence Day	Teaching prosperity, heritage and the culture of our nation
14.08.2019	Talent Expo	The students planned and organized their own activities and materials
30.08.2019	Post-Independence Day	The roles and responsibilities of the 3 national defence forces
05.09.2019	Teacher's Day	To honour the teachers with gifts and a day of fun activities
13.11.2019	POCSO Awareness	Educating the children to be aware of sexual abuse
14.11.2019	Children's Day	Teaching values through the art of balloon sculpting
19.12.2019	Student Outreach Program	The children raised their own funds to buy gifts for an old age home. They also conducted various activities with the residents
24.01.2020	Republic Day	The children presented the forming of the constitution
31.01.2020	Field Trip	The children visited the Birla Planetarium, watched a space show and learnt about rockets.
04.02.2020	Talent Expo	To promote healthy eating and remove the stereotype of women doing the cooking, the theme for this talent expo was "fireless cooking"
18.02.2020	Kindergarten Trip	A trip to Eden Garden – a poultry farm, and a day of outdoor adventure games

TAPS Programs for Objective: Parent Involvement

Date	Program	Objectives
06.07.2019	POCSO Awareness meeting for parents	<p>"What does abuse mean?"</p> <p>"Who all are the target group?"</p> <p>"How can we protect an abused child?"</p> <p>"What can we do if the child experienced sexual abuse?"</p>
07.09.2019	Exhibition	The students got a chance to present their creativity to their parents. They collected their own material to create different projects, showing what they have learnt at school using creative arts and crafts.
12.10.2019	KG Parents meeting	To introduce the school's kindergarten program
07.12.2019	Christmas Program	<p>Theme: Reach the Unreached</p> <p>The students prepared various performances for their parents to show the values of loving and caring for the unreached.</p>
11.01.2020	Open Day during Pongal: Rangoli Competition & Exhibition	The Pongal celebrations were combined with an open day and rangoli competition for the parents to participate in the activity along with their children. Many parents participated to make their children happy.
14.03.2020	Graduation & Farewell	Badges were distributed to the 5 th standard students with their qualities and unique strengths.



Programs for ELC Attendees

Date	Program	Summary
22.04. – 26.04.2019	Summer camp in Navalur	To make children responsible towards themselves, others, and their environment
15.04.2019	Field trip to the Zoo	This was a reward for the regular attendees of the ELCs.
13.05. – 17.05.2019	Summer camp in Eraiyur	To make children responsible towards themselves, others, and their environment
July 2019	Started the Children's Club in Gunduperumbedu	Empowering the children to advocate child rights
July 2019	Distribution of school material	Meeting the needs of underprivileged children who cannot afford their own school material
10.08.2019	Inter-Center Talent Competition	Creating an opportunity for the children to exhibit their talents
July & August 2019	POCSO – Good touch vs. Bad touch	Awareness to ensure that the child is protected against advances of sexual offence
November 2019	Awareness program in Navalur	Road safety and waste management awareness
07.12.2019	Annual Day	For all children below 10 years old. Sports and other activities
February 2020	Week of Love	To help the children learn about unconditional love towards family and the community, and towards oneself and friends
March 2020	COVID-19 Awareness	To create awareness on the symptoms, and preventive measures which everyone has to follow

Observation of Important Days – ELC Attendees

Date	Program	Objectives
30.07.2019	World Day against Trafficking	How to behave towards strangers, the vulnerability of children, and precautions that they can take
15.07.2019	World Youth Skills Day	Learning life skills and work skills
15.08.2019	Independence Day	To develop a patriotic responsibility to the environment
01.09.2019	World Day against Suicide	To sensitize children on addiction and suicide
05.09.2019	Teacher's Day	Appreciating the work of our facilitators
02.10.2019	Gandhi Jayanthi	Social and physical activities
14.11.2019	Children's Day	To make children proud of their childhood experiences and to build confidence
15.01.2019	Pongal Celebrations	To teach the importance of farmers and appreciate the food we eat
07.12.2019	Annual Day	For all children below 10 years old. Sports and other activities
26.01.2019	Republic Day	Patriotism and Responsibility
28.02.2019	National Science Day	To help the children learn about unconditional To create an interest for science



Community & Awareness Programs

Date	Program	Objectives
23.09.2019	World Day against Suicide	A rally campaign was organized where the children walked through Navalur, campaigning against substance abuse and creating suicide awareness
28.11.2019	Men's Day Celebration	Helping men to understand and cherish their roles in the family, molding a healthy environment for their children
08.03.2020	Women's Day	Creating an opportunity for fellowship between the women of the communities

Programs for Community Parents

17.07.2019	Parents Meetings Held thrice a year in all ELC locations	To make the parents understand the activities, concepts, and holistic teaching approach of Karunakarya.
19.07.2019		
02.11.2019		
11.11.2019		
14.11.2019		To sensitize the parents about eh protection of children from sexual offence
21.01.2020		
25.02.2020		Creating an opportunity for children to showcase their talents to their parents
27.02.2020		

Government School List

- Govt. Hr. Sec. School, Mathur
- Govt. Hr. Sec School, Panruti
- Govt. High School, Nattarasampattu
- Govt. High School, Chennakuppam
- Govt. High School, Gunduperumbedu
- Boys Hr. Sec. School, Sriperumbudur
- Govt. Boys Hr. Sec. School, Padappai
- Govt. Girls Hr. Sec Scl. Salamangalam
- Govt. High School, Umayalparanacherry

Life Skill Development Programs in Government Schools

Date	Program	Objective
Tuesday & Fridays (As per schedule)	Life Skills & Communication skills in Govt. Schools	Teaching values, and how to apply them with confidence
12.04.2019	Career Guidance Navallur TNSCB	Setting goals, and gaining knowledge about different career paths and the skills needed to achieve them
24.07.2019	Community Elders meeting	Presenting the different ways in which Karunakarya can involve in their communities

Career Guidance in Government Schools

13.08.2019	Padappai	To inform the teens and youth from government schools about different career paths, and the respective skills needed
21.10.2019	Sriperumbudur	
10.01.2020	Panruti	
20.01.2020	Gunduperumbedu	
21.01.2020	Salamangalam	
06.03.2020	Kannagi Nagar	

Community Life Skill Development & Career Preparation Programs

Date	Program	Objective
01.04.2019 & 17.04.2019	Computer & English Crash Course	To enable the youth learn independently
27.04.2019	Field Trip	Big City Exposure
22.06.2019	A Purposeful Life	Every action must have value and a worthy purpose
10.08.2019	Ethics and Morals	Reflecting on the absolute values and standards of life
24.08.2019	Being role models	Every experience is an opportunity to learn
27.09.2019	Interpersonal relationships	Understanding different kinds of relationships
26.10.2019	Overcoming obstacles	How to make a plan and process it
23.11.2019	Annual Day	Defining success and how to and a content life
25.01.2020	Career Exhibition	Giving exposure on 12 different relevant career paths
22.02.2020	Exam Preparation	Understanding the assessment structures, learning techniques, and examination rules

Community – Creativity & Talent Building Programs

Date	Program	Objective
Weekly (June – March)	CreaZone	Talent Identification & Development Programs
13.07.2019	Sports Competition	Build confidence and build inter-village relationships
28.09.2019	Youth Leaders Development Program	Teamwork & Leadership Theme: Light and Lift
08.02.2020	Talent Fest	Explore, express talents and creativity Theme: My India Today & Tomorrow
14.03.2020	Theme: Building up talents	Build self-esteem

Consolidated Financial Statement

Karunakarya - Educational & Social Activities	2019-2020	
	Income INR	Expenditure INR
Donations received	7,929,999.46	
Income from Bank Interest	56,892.00	
Total	7,986,891.46	
The ARK Nursery & Primary School		
School Fees Receipts (2019-20 AY incl. Scholarships)	1,426,354.00	
School Fees Receipts (2016-19 AY incl. Scholarships)	635,866.00	
Salaries & Allowances		3,896,841.93
Project Program Cost		998,346.00
School Van Cost		579,860.16
Project related Administration Cost		211,646.63
Assets		92,843.00
Total	2,062,220.00	5,779,537.72
Community Skill Development Center (KCC)		
Salaries & Allowances		440,621.00
Life Skill & Career Guidance programs (& Students Contributions)	9,000.00	38,497.00
CreaZone - Talent Programs		115,144.00
Repair & Maintenance		104,367.00
Project related Administration Cost		93,462.51
Assets (Sales & Purchase)	1,900.00	55,691.00
Total	10,900.00	847,782.51
Evening Learning Centers		
Salaries & Allowances		677,554.22
Project Programs Cost (& Students Contributions)	2,600.00	156,136.00
Project related Administration Cost		36,967.00
Educational Sponsorships		342,454.00
Total	2,600.00	1,213,111.22
Seminars & Awareness Programs		
Awareness Programs		22,022.00
Skill Training (Karunakarya Creations)	90.00	124,110.19
Total	90.00	146,132.19
Socio Relief & Sponsorship Expenses		
Medical & Relief		27,627.00
COVID19 Lockdown - Livelihood Relief		26,500.00
Total		54,127.00
General Programs		
Income from Staff Quarters Rent	19,500.00	
Salary, Allowances & Staff Expenses		1,432,202.01
Rent & Electricity		219,974.00
Vehicle Maintenance & Insurance		66,019.00
Administration Expenses (Printing, Stationary, Telephone, Mailing, Internet Charges, Auditor Fees, Travel, Computer Consumables and		482,842.09
Total	19,500.00	2,201,037.10
Grand Total	INR 10,082,201.46	INR 10,241,727.74

Thank you for your kind support. With Best Regards.

Mr. C. Chellappa, Chief Functionary





K A R U N A K A R Y A

No. 1, Church Road, Eraiyur,
Kanchipuram, Tamil Nadu, India

info@karunakarya.org

