



YEARS OF KARUNAKARYA



anniversary special

2021 - 2022



annual report
2021 = 2022

anniversary special

20 years of
KARUNAKARYA

20 year memories

This Annual Report is filled with memories from 20 years of Karunakarya.

You will find these special anniversary memories in the following pages

10, 14, 16, 20, 23, 25,
29, 33 and 48

annual REPORT 2021 - 2022

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VISION 2030:

'To develop a confident and responsible community with a strong ethical perspective'

MISSION 2030:

'To empower the children and youth, through holistic education and community based approach.'



FOUNDERS note

2021 - 2022

Dear Readers

We are immensely grateful to share our experiences with you through this annual report. Experiences from the work and relationships at Karunakarya during the past year, the moments of joy and success, but also the challenges which we faced. Even with the many unpredictable events that came our way in the past year, we were always able to work towards the vision and mission of Karunakarya.

This is also the year in which we reached the 20-year Milestone, through perseverance over many years of hard work. The tremendous dedication, zealous and tireless efforts of our staff and associates brought a life changing impact to many kids and youths. It has undoubtedly been worth everything we have invested over the years. With God's power and your active support, we were allowed to arrive here. We are very grateful.



Recap of the year 2021 - 2022

This year was very intense and packed with many challenges. Re-calling all our experiences, we can confidently say that since the Tsunami disaster of 2004, these past two years into COVID-19 pandemic were the most difficult years ever for our organisation as whole. From our observations, the effects have dug deep into the people's social behaviour and state of mind which brought us to a turning point, making us rethink our practices, structures, and approaches. However, for every honest and earnest effort comes along a reward. Being able to see the impact of our efforts as a change in people's lives around us, are the moments which give us joy and strength to carry on.

The COVID-19 Second Wave hits India

The intensity of the pandemic came to an all-time low in February 2021, not long before the second wave started spreading at an even higher rate through whole India in April & May 2021. The terrible consequences of India's overburdened health system have been reported worldwide. Our team delivered food parcels to 210 families in dire need, who once again found themselves at the brink of existence.

This happened just shortly after we, the Directors, went for a promotional trip overseas. The team of social workers and community coordinators did a tremendous job managing the relief work and challenges by themselves with very limited guidance from the Directors.

Promotional Trip Abroad

Just a few days after we left the country for our pre-planned promotional trip, the second wave of COVID-19 hit India very badly. Even overseas we got caught in the local lock-down and restrictions. Even though large gatherings for our Informational and sponsor events were not allowed as planned and hoped for, we were able to meet more people than in other years by organising get-togethers in small groups. This also gave an opportunity to connect with sponsors and associates in a more personal way and spend quality time and develop our relationships. We also had the time to take care of important work for the Partner Organisation. Overall, we were able to achieve a lot and make progress through our trip. The prolonged lock-down in India delayed our return. It was the longest time spent away from India since we settled there in the year 2000.

Education FOR ALL

Since March 2020, throughout India, the children who attend the state schools have not had any school classes. Private schools tried to keep the students busy with learning activities, but in general, this situation has caused most students to not only have school difficulties, but they also experienced psychological strains. We also noted regressions in school skills, social behavior, understanding of values and morals, as well as an increase in child labor. Even if children helped contribute to the family income in this very difficult time instead of doing nothing, it remains a big unknown whether these talented girls and boys will ever come back to school.



Learning from home through the Learning Kit

Challenges are Opportunities

Stay dynamic and be a catalyst for change:

To ensure that education remains a priority, we want the children and youth to learn that nothing and no one can stop them from building their own future – by developing skills for self-reliance they should be able to go their own way driven by their own motivation. They too can become catalysts for change in future. This is best learnt in a practical way, implemented first in our 'Learning Activity Kit' and then continued through our Anniversary event.

Learning Activities FOR ALL Kids & Youth

Our school team at the ARK Primary School has learnt a lot of new things through the COVID-19 pandemic and has developed a schooling concept that can be adapted to any form of teaching (at home, in small groups in the villages, or at school). This concept was adapted and translated into Tamil to reach 350 students (classes 1- 8) from the Evening Learning Centres in the surrounding villages who have lost access to their school. This initiative brought more children to our existing centres. By providing education for these children, we can reduce child labor and convey hope. Finally, the long-awaited decision by the State Government to reopen the state

schools came in October 2021, starting with the kids of higher classes, followed by reopening the middle school in mid-November. The Primary schools reopened again in February 2022.

Learnings of 2021-22

To ensure that there is constant learning and forward movement requires the conscious and targeted use of what has already been learned. By staying tuned-in to make best use of new opportunities we can align and channel our energy towards our Impact-Strategies. During the last year, given the 'new normal' situation we found ourselves in, we were able to analyse some concepts and stimulate restructuring of our various projects, activities, and approaches. We see a great challenge in the educational and emotional needs of the children and youth but also great opportunities for new avenues.



Thank you...

... for your interest and participation in the lives of the young people and families from our projects in India. Our team and beneficiaries gain strength and courage to take new steps in life through your constant appreciation and support. All this would not be possible without you. In the following pages, through articles, stories, and some statistics, you can gain more insight into the work and impact by Karunakarya. We hope you enjoy reading it.

20 year memories

It all started with Christopher Chellapa in the year 2000 when he started working with city slums and starting a simple Slum Outreach program in 2001. On November 19th, 2001, he and along with two trustees, registered the *Karunakarya Trust* for Social, Educational, and Cultural activities. The organisation received the tax exemption of 12A and 80 G in 2002 and the FCRA certificate in 2004.



Quickly the programs found a firm footing in the slum localities. On January 1st, 2001, Karunakarya opened its first *Non-Formal Education (NFE) Centre*, a Transit-school in the roof-room of a solid house in the Periyar Nagar slum.

School drop-out children came to attend 3 hour classes and were then slowly integrated back to their schools.

Children from our NFE program in 2004. More than 15 years have flown by and these children must be all adults now. Karunakarya could help them continue their school education with hope .



20th anniversary celebrations our wonderful Planet earth

Karunakarya's 20th Anniversary celebration was a collaborative effort of Karunakarya's stakeholders from the individual projects, their staff (35) and our beneficiaries (over 280 from 5-22 years). The planning and preparation for the event took 4 months. This occasion offered an ideal opportunity to teach skills for self-reliance through real-life experience for our children and youth on a large scale.

Our campus was converted into an exhibition about 'Our Wonderful Planet Earth'. We children set up exhibition rooms with their hand-made projects and presented them in-person to the visitors and on camera for our 20th Anniversary Video.

The environmental awareness campaign was inaugurated on 12th February 2022 and went on till 28th February 2022. The children set up five exhibition rooms on the topics Space and Galaxies, Nature and Resources, Ecological Balance, Life on Land, Life in Water, Life in Air, and People and Culture.

Their enthusiasm for learning turned all participants into small scientists and artists, which they proved through the variety and quality of the posters and models for the presentations. The video production of our whole event was a special experience for the children as well and gave them an insight into media production. Conveniently, the exhibition was opened right when the schools finally re-opened for all children. This allowed all our children of the ARK and our ELCs to visit in person. We also had over 350 other visitors from the surrounding secondary schools, parents, and people from the villages, our stakeholders and trustees, and some municipal officials.

The full 20th Anniversary Celebrations Video will be available on our web-page and in YouTube soon.



Some of the experiences that our beneficiaries and staff made through our 20th Anniversary Celebrations are highlighted in the following section.

"The past seven years in school helped me a lot. The teachers helped me with my learning. I like Art & Craft very much. My participation in the anniversary was a memorable one. I was a part of the "Space and Galaxies" exhibit. I was able to use my ideas to make models of rockets, telescopes for the group. I want to become a Scientist". Jayachandran (ARK Student)



"I participated in stage dramas, made crafts, and the anniversary activities were very interesting. I thank the school for helping me develop my talents and knowledge". Jacklin (ARK Student)



I'm studying in 12th std in the Business Maths stream. I'm very interested in painting. When I showed my paintings at the Karunakarya's anniversary exhibition, everyone complimented me which gave me more confidence. Karunya ma'am suggested some arts colleges for my higher education. It helped me to think about my higher education and future". Revathi (ELC Student)

"I am so happy and grateful to work in this organisation. During my five years here, I have developed in many ways, professionally. Particularly this year, the anniversary video shooting gave me an opportunity to explore something new, building my confidence in handling media related things". Helena Ruth (ARK Teacher)

"It's been seven years with the Karunakarya Trust. The 20th Anniversary preparation, planning, and involving students in various activities throughout was indeed a great learning experience. The most remarkable quality of the management is their service mindedness". Mary Devotta (ARK Teacher)

"From our Anniversary activities, our students came to know about their own talents. Now our students are asking for more activities to improve their knowledge and skills in a better way". Natarasanpet ELC

The Five Logos of the exhibition, Our Wonderful Planet Earth



THE ARK

Nursery & Primary School

Introduction

Every academic year comes with new opportunities, expectations, and goals. Coming out of a year filled with a lot of ambiguity and having to overcome the challenges of a changing environment, we were guided by our unified vision to develop confidence and responsibility through holistic education. Having not seen our students in person for the most of a year, we were able to restart in-person classes in November 2021 following all the government mandated protocols. The pandemic has affected the educational development of all children across the country. Even though it may be challenging, it is our duty as a school to analyse their status and develop a plan to fill in the gaps and ensure their learning continuity.

Adapting to Changing Environments

The learning continuity of all students worldwide was affected by the pandemic, and our own students were not immune to that. Especially in our target communities, due to a lack of information, uneducated parents, and their financial situation caused by the pandemic, a lot of students were taken out of school. We took different approaches to try and adapt our mode of teaching to reach and teach as many students as possible in their own homes.

Learning Activity Kits

Like the last academic year, we used 'Learning Activity Kits' to reach our students in their homes, as schools were still closed due to the pandemic lock-down. This year, we reviewed our kits and included new topics like career opportunities and environmental preservation through activities that focused on problem solving. Through assignments and projects, the students were able to apply their learnings in their personal lives.

"I joined in the third grade and because of the lock-down, I attended classes for only a short period in school. I got the opportunity to participate in online classes because of my school".

- Shalom, 3rd grade

House visits with learning kits used inside homes, near the homes and even inside the school van !



20 year memories



In Eraiyur, we first started an *Evening Learning Centre* in July 2007 and added Tailoring classes in November. This was the beginning of our story in Eraiyur.

Smaller centres in villages, and the Evening Learning Centres serve as community centres where children come for studies daily. These centers are used for many different activities which help them grow strong in moral values, have access to platforms where they can express themselves, find their talent, and to understand their purpose and scope for their future.

Today, some of our first students have completed a college education, some work with us while they study, and some have integrated into jobs which enabled them to overcome poverty.

The application for a school license got through in May 2010. *The Ark Nursery & Primary School* was officially registered under the education department of the Tamil Nadu State Government, licensed to run as a English-medium private school.



House Visits

To find a solution to a decreased participation, our teachers made house visits on 07.08.2021 to do a field survey. The survey was to review the status of our students, the problems they are facing, and to find the best solution to tackle these problems. We encouraged our students to use the 'Learning Activity Kits' and to visit the school whenever they wish to do so. As newcomers to the ARK, our Kindergarten students did not get the chance to visit the school campus yet. To give the kindergarten students classroom experience, we planned an in-person session every month.

Teacher Development

The focus for our teachers was to enhance their teaching techniques to make sure that their students can continue learning even when faced with an unpredictable environment. If this is achieved, it will enhance them to learn from their environment, and can be pushed to a place where they can face their life with confidence. Teachers focused on developing their technological abilities, as it was an immediate requirement to adapt our teaching process to the current scenario. They learnt how to use different tools to develop the 'Learning Activity Kits'. It was also important to continue the teacher's language skills development which played a vital role to enhance their thought process and confidence comes.

This is a place where I really identified my skills and talents, where everyone gets an equal chance to express themselves. Karunakarya has given me a life changing experience".

- Grace Roseline

"From the moment I was given the opportunity to serve at Karunakarya, I learnt that planning is essential before executing any task. I also got to learn how to prioritise whether a task is more important or less important". - Saraswathi Vijayakumar

"After Corona, handling students was truly a challenge, but I'm still trying to overcome any obstacle that comes my way and do my best". - Kavitha N



Grace



Helena



Jancy



Saraswathi



Kavitha



Nancy



Selvi



Mary Devotta

SCHOOL Programs

Talent Expo: Students being away from school also disconnected them from their creative side. To rekindle their innovation and creativity we organised a talent expo with hands-on activities like drawing, poem writing, singing, public speaking, junk art, model making, and fashion modeling. The overarching topic for the talent expo was 'Our Environment' The activities covered various environmental topics and recycled objects were used for the arts & crafts events.



Women's Day: We organised a Women's Day activity for our students on 08.03.2022. Students made protein bars – a fireless cooking activity and distributed them to the women in their families and to elderly women who live around them. Our students planted seeds of Neem trees and other fruits to present to them. They learnt to plant a seed and consistently follow up on how it grows.



Conclusion

There were many things that made this year a memorable one. There were many opportunities to learn from, to adapt, and implement our vision that we have for The Ark. Even though there are still many uncertainties in the changing environment around us caused by the pandemic, we are confident that we can overcome these challenges by staying united in our vision. Stepping into the upcoming academic year, our focus is to increase the number of students who are enrolled in our school, and to make sure that the children in our target communities are getting the necessary educational support. We trust that the next academic year, we will be able to see students back in our classrooms regularly and that parents will start to value education for their children and act responsibly. We look forward to bringing changes where they are needed to better school education and take it to the next level.

20 year memories

Between 2011 and 2013 the construction of school and community college at Erarayur was completed.

One of the first outreach programs at the school was *Love and Care* in 2019. The children with the help of teachers brought ingredients and prepared snacks at school to be distributed in an old age home. Money was also pooled it to buy them necessary goods.



At Erarayur we had only 3 hours of electricity during our working time, and that also with a lot of fluctuations. To ensure enough teaching time, we arrived at an optimal solution by installing a *solar power system* with battery backup, in September 2013



In June 2013 the staff were trained in the development of *Result-Based Management (RBM)* concepts and the Holistic Development Approach for our projects. The staff were trained to integrate these concepts into their teaching methods for the children in all projects. This concept of planning helps us to identify problem areas and to find possible solutions.

CHILD and Community Development



Child Development

Children are the future of our nation. Karunakarya works mainly with children among the rural communities in and around Eraiyur. Children in our target area mostly have illiterate parents, witness domestic violence at home, and do not have good role models in their own community. Karunakarya's Child Development Activities aim to improve the literacy level of children, educate them on community issues, and shape them as leaders in their own communities. Our focus of the year was to ensure that all the children in our centres improve their academics and thematic knowledge. We want our children to be aware about the different important issues on this earth, learn how to protect our wonderful planet earth and act as leaders.

Adapting to Changing Environments

This year started with lockdowns and restrictions. Children stayed at home for about half the year. It was important for us to continue our active engagement with the children and keep them productive. All activities were conducted within the guidelines of the government restrictions. We were still able to increase our reach despite the lockdown, as the need for intervention rose with the number of children who lost access to school education.

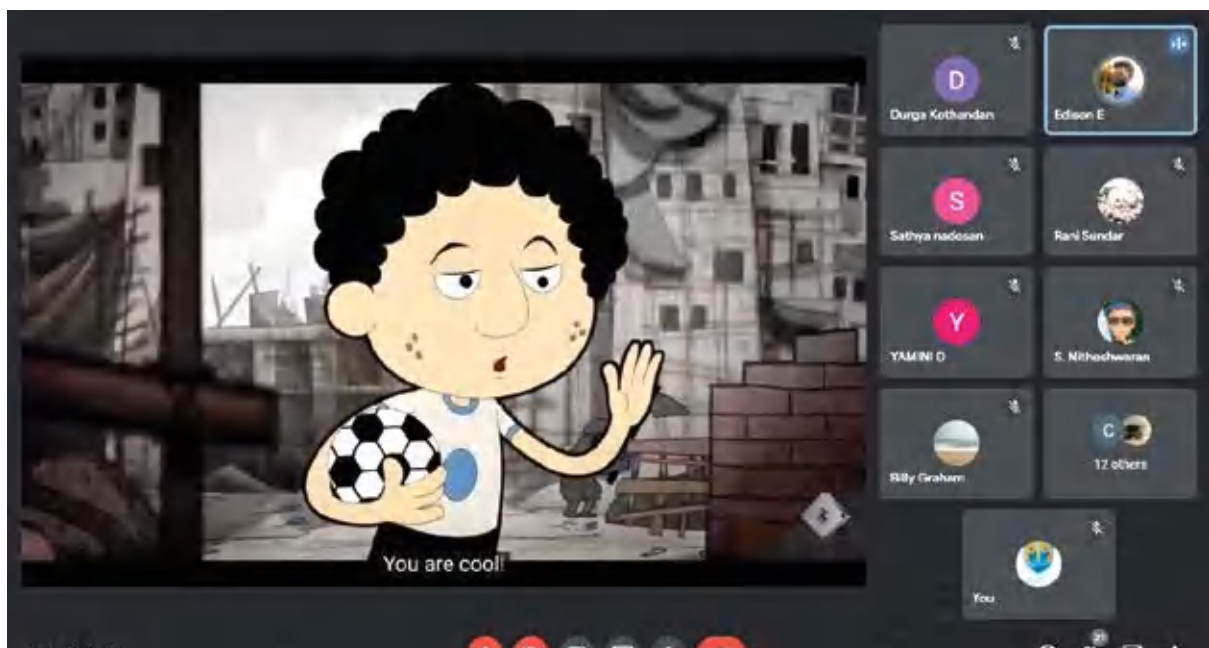


Evening Learning Centres

The Evening Learning Centres (ELC) are our main base that we build up in our target communities. This year, to adapt to the COVID-19 situation, the ELCs were renamed to 'Lock-down Activity Centres'. With the expansion of three more centres this year, we have a total of 9 ELCs with 14 facilitators and 306 children (157 boys and 149 girls). We operated the ELCs on a limited basis, based on the government restrictions and resumed our normal activity when schools reopened in November 2021.

Learning Activity Kits: The Learning Activity Kits model was adapted from the ARK school for the children who attended our ELCs. As the ELC target beneficiaries are different from our school target beneficiaries, the kits were translated to Tamil and periodically circulated to each household in the communities. Most of the ELC students can self-learn in Tamil and this ensured that the children were productively engaged and that their learning continued despite school closures. The children were very enthusiastic, even calling our facilitators to ask questions if they had any. This highlights their willingness and eagerness to learn.

Virtual Child Development Sessions: 11 Bachelor of Social Work (BSW) 3rd year student interns from the Madras Christian College (MCC) Department of Social work participated in Virtual Field Work with Karunakarya from August 2021. They held sessions for



the younger children in our communities, focusing on teaching values. The children were able to join from home if they had a device in the family. Children with an available device were able to join through the devices of the facilitators. As the small kids didn't have any exclusive programs for them since the beginning of COVID-19, they really enjoyed these sessions.

MS Word Training for Facilitators: Due to the pandemic, it was important that our facilitators understood how to use computer programs to create activity sheets and review the work from the children. The workshop was conducted on 24th April 2021. It was beneficial to their professional development and prepared them for changes in work requirements.

20 year memories

Our first **ELC-Evening Learning Centre** started in Periyar Nagar, Thiruvannamipur, in December 2000 on the roof top of a local resident. The ELC in the Thiruvannamipur Fishing Village was started in July 2002. Here we also got the permit to conduct the after-school programs directly in the Government Primary Schools until 2005.

We then rented rooms for these centers and built a spacious shed on a roof top in 2009. The project was very successful and well attended from beginning to end. The specialty of this center was that its location—right at the beach giving us ample space to conduct outdoor programs for both children and the community.

Between the year 2003 and 2007 we opened **ELC's** in Taramani, PK Street, Theresa Nagar and even one Egmore alongwith a collaborator. As we shifted our focus area of work to the rural environment in 2007, the one at Erayur now stands as a model ELC. The ones in the city have been integrated with other NGOs.

Now we have 9 rural ELC centres !

Karunakarya Summer Camps ! 2006 - 2010 : The pictures says it all !



CHILD Development Programs

Independence Day Contest - India Vs. Lock-down: The Learning Activity A contest was organised in honour of the Indian Independence Day, it took place between 15.08.2021 - 18.08.2021. The theme of the contest was "India vs Lock-down" to spread



awareness about how India was affected by the COVID-19 pandemic. It also helped the participants understand the effort of India's frontline warriors who were fighting against the pandemic in India. The contest was home-based and allowed us to engage the children in productive activities at home. Totally 51 children participated and were awarded certificates and prizes.

Children's Parliament: The Children's Parliament is a group of children from a particular village/ community who come together for activities, learning, and most importantly to represent their interests and opinions to the decision makers of their communities. Children gather once a week to discuss various topics related to their human rights and current affairs. One of the projects they undertook was to approach the local community leader to request for a community library. They recognized the need for books and opportunities to expand their knowledge. The community leader replied to them positively with a promise to take steps towards it.



Facilitator Training - Children's Parliament: A training workshop was organised for the facilitators on 26th March 2022 at the Erayur Campus. Ms. Logammal, State Child Parliament Coordinator from Tiruvallur was invited as the resource person for the training. The basic four rights of children were taught, and the facilitators also learnt how to conduct Children's Parliament elections to choose the ministers. They were also taught on preparing the agenda for meetings, how to identify the issues in the community, and plan how to address them using PRA techniques like resource mapping and data collection.

Community Development

Our vision is "To develop a confident and responsible community with a strong ethical perspective". We focus to build good relationships with the men and women of the communities and help the people to take responsibility towards the development of their community. Some staff took extra efforts to meet the tribal communities nearby who were in need to slowly be integrated into our community programs. They face discrimination from other communities, and it is important to promote equal respect.

Community Engagement Programs

Women's Day: International Women's Day Celebrations were organised in eight target villages. A total of 650 women participated in all the eight programs. The theme chosen for this year's Women's Day celebration was 'Gender equality today for a sustainable tomorrow'. The objective of the programs was to create an opportunity for the women to cherish themselves and feel happy being a woman. The women were encouraged and motivated to live a happy life irrespective of their background or situation. They spoke on gender-based violence, equal rights & responsibility, how to teach boys to respect women, and equal education support for girls. The facilitators also organised fun games for the participants after the session. In the end gifts and refreshments were distributed to all the participants.



Children's Day: This was the first public gathering program which we organised in the community after the COVID-19 lockdowns. All together around 300 children and 115 parents and community leaders participated in the program. Children performed skits, dances, singing, and elocution on the topic 'Child Safety'. The newly elected Panchayat leaders who were invited to the program learnt about Karunakarya and our work. They complimented our program and assured us to support our needs to run the ELCs.



Importance of Education: About 60 Bachelor of Social Work (BSW) 3rd year students visited our organisation from the Madras Christian College (MCC) Department of Social work in two separate teams. A team of 15 members interacted with the children in Panchayat Union middle school in Navalur, which is a Tamil Nadu Urban Habitat Development Board (TNUHDB) resettlement area. Around 60 school children (from Class V and VII) participated in the awareness program on 'importance of education'. The second team of about 45 members split into small teams of 4 members and interacted with the people from the community and spoke to them about their livelihood situation, what they desire in their community at present, and know the needs and problems in their community.

20 year memories

Santosh Nagar Football Club for Kids and Teens was conducted for 3 years since 2007 and was continued by the partner thereafter. There were 3 training sessions per week. The Kids took part in tournaments regularly winning a few. One team even participated in the district level tournaments.



Working with *Gypsy children* between 2013 -2015. The gypsy children were reluctant to come to the ELC center at Thiruvannamipur and mingle with other children. To help them integrate we organized a separate program for them with a transition plan. We organized a Summer Camp for ages 5-17. Nearly 30 gypsy children and youth attended the camp and responded well to the activities of the three-day camp. To continue involvement, we conducted a special *Kids Club* on the second Saturday of every month with sessions on craft work, handwork, moral education, cleanliness, personal hygiene, environmental awareness, and premarital awareness. It was a success story with visible difference seen in the children and youth.



RELIEF AND SPONSORSHIPS

The second wave of COVID-19 which started in the month of April 2021, was at its peak in May and June 2021 with a very high death rate. Many people were affected by deaths of loved ones. People were frightened and due to the lockdown, the livelihood of many people was affected. It was important for Karunakarya to intervene and provide aid in the communities with different relief activities, and educational and financial sponsorships.

Relief Activities

COVID-19 Relief: The government of Tamil Nadu announced financial relief for the people who have ration cards. However, people who were out of the system, living in the poorest-of-the-poor conditions, did not have access to any aid. Karunakarya identified 211 families who did not have ration cards from the 18 communities nearby and provided them with dry rations and hygiene kits worth Rs.1450/. A Total of 842 people benefited. The interns from Madras School of Social Work were involved in the relief activities along with the staff team.

Rain Relief: Adding to COVID-19 issues, in the month of November 2021, a thick spell of rain left vast areas of Chennai submerged. For those who were affected by the rain from the surrounding 13 villages, we decided to provide a Tarpaulin sheet for the roof with a rope, plastic sheet for the floor and two bed sheets per house. 112 families were identified and given the relief materials between 23.11.2021 to 27.11.2021. A Total of 448 people benefited from these relief materials.



Sponsorships

Karunakarya reaches out to the individual cases amongst the poorest of the poor who are in a bear-hopeless situation. Karunakarya gives medical, educational, and financial or material sponsorships to such people and have brought hope to many in the past. Some of our sponsorships are described below.

Educational Sponsorship: Our staff who come from our target communities receive sponsorship under Karunakarya's policy. We identified six staff children who study in private schools and government-aided schools. Karunakarya helped them to pay their school fees. Three children who are studying in private schools were partially aided and other three children who are studying in Government Aided Schools were sponsored fully as per policy.

Material Sponsorship: Angel is a 9th standard girl from our ELC who lost her father and was abandoned by her mother. She now lives with her grandparents. She had to walk about 7 km every day to reach her school as her bicycle was broken. Hence, she requested Karunakarya to help her repair her bicycle. Now she can go to school without any difficulties. who are studying in Government Aided Schools were sponsored fully as per policy.

Medical Sponsorship: Mr. Murugan is a 23-year-old young man who was addicted to drugs due to an incident in his college. He is a college dropout. His father had left the family when he was young, and his mother took care of him and his two younger brothers by selling flowers in Purasaivakkam. Their family suffered a lot because of the pandemic and lockdown as well as their debts from Mr. Murugan's drug rehabilitation treatment. Karunakarya arranged a place in a rehabilitation centre in Chennai where he is since September 2020. Due to the severe effects his addiction caused to his health, the rehabilitation is taking more time. Since his admission 19 months ago, we could see a big difference in his behaviour and thinking. We wish that Mr. Murugan will come out of the effects of drug addiction soon and that he can take care of himself and his family.

Conclusion

This year, even though we had lockdown restrictions for more than half a year, we were able to reach more people in the community. Our program participants benefited from our awareness programs on gender equality, managing internet safety, and on environmental awareness. They will now be able to face their community issues with confidence in their day-to-day life. Many people in the community learnt about the skills of their children through the Environmental Awareness Campaign. People trust Karunakarya which allows us to focus on long-term projects in the communities for sustainable development.

20 year memories

In our first years, especially until 2010, the number one priority was to help children stay in school, supporting them with the facilities they need to overcome the financial constraints of the parents. Between the years 2002 and 2019, nearly 550 ELC children received full *scholarships* and about 50 received partial scholarships.

Teens & Youth Development Activities

Skill Development Centre

India has the largest youth population in the world; around 66% (more than 808 million) of the total population is below the age of 35 and nearly 40% of the Indian population is aged 13 to 35 years. The teens and youth have great potential to be change makers in society if we provide them with opportunities to develop their skills and motivate them to become responsible human beings. We work with the teens and youth in and around Eraiyur, Kancheepuram district, Tamil Nadu, India, where we are located to help them to gain or develop necessary skills and values. Nearly 250 teens and youth (12-23 years) from 12 villages benefited from our programs.

We aspire our Teens and Youth to,

- Take initiatives for their development and the development of their community
- Build their skills and confidence
- Be responsible to others and themselves
- Do what is right and impart right values on others
- Be good leaders by taking efforts for a self-sustaining community

Adapting to Changing Environments

It was once again an extraordinary year like that of 2020-21 with uncertainties caused by the continuous effect of the COVID-19 pandemic and lockdowns. The teens and youth lacked opportunities to learn and were not aware of their own needs and the needs of the community around them. Most of them lacked proper guidance from their parents or society. We continued to focus on creating online and at-home learning opportunities to develop some essential skills, independence in learning, and developing leadership skills. We sent the activities to do through WhatsApp and texts to the contacts we had from previous programs in schools and villages.

Career Preparation Courses: The 6-month Career Preparation Course was focused to help the participants connect their past learnings, critically think, and be creative. We also encourage them to take up competitive exams. The topics included:

- Logical Reasoning & Emotional Intelligence
- Values & Situational Intelligence
- Verbal Reasoning & Problem Solving
- Spatial Reasoning & Kinesthetic Intelligence
- Science and Technology
- Self-sustenance & Supporting Others

We provided hard copies of the content as well as web pages for the youth to work at their own pace at home. The content was divided into three levels - Level 1: 12-14 years Level 2: 15-17 years; Level 3: 18 years and above. We also conducted one class per week via Google meets every Tuesday July 2021 to Feb 2022 for live interaction and clarification of questions. On average, 30 students attended the weekly classes. Around 40 hard copies of each topic were circulated.



Career Development Courses

With Interns from the Madras School of Social Work (MSSW):

Student interns from the Madras School of Social Work (MSSW) had extended their support in some of the programs, for the participants to learn something new and get exposure to people from different walks of life. We had 8 sessions on Career Development with the support of 3 MSSW students on every Tuesday and Thursday in the month of June 2021 for about 1.5 hours each.

The sessions that were conducted are: Aiming High, Setting Goals, Story Telling & Story Writing, Role play, Debate on Government Jobs Vs Private Jobs, Effects of COVID-19 and Safety Measures, and the Importance of Education and Skills. The debates and activities were much helpful for them to build confidence and express their thoughts. Around 21 teens (12-15 years) and 4 youth (16-21 years) had participated.

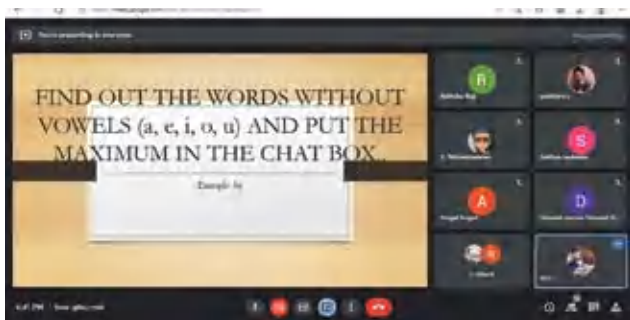
With Interns from the Madras Christian College (MCC):

11 Bachelor of Social Work 3rd year student interns from MCC conducted few activities on Career Preparation during the Career Preparatory Course and Communicative English Course on Tuesdays and Thursday's evenings, conducted virtually. Overall, 58 students, comprising 45 students from 12-15 years and 13 students from 16-23 years participated.

"I liked interacting with the students and the support from the staff. I learnt how to provide knowledge and experience with beneficiaries. I also learnt to bring out students' talents and keeping up with work in an organisation". - Yamini, BSW 3rd Year, MCC Student Intern

Communicative English Course: The Communicative English Course aimed to help the teens and youth to learn some necessary language skills and soft skills, through individual worksheets and blogs. The topics that will be covered in the Communicative English Course are:

- Introduction, Reading Skills, Parts of Speech, Tenses, Voices and Speeches
- Auxiliaries, Comparison, Listening Skills, Figures of Speech, and Conversation
- Writing skills, Reports & Letters, Communication & Research skills, Presentation Skills



Once a week, we conducted a class via Google Meet every Thursday from July 2021 to December 2021 for live interaction and clarification of questions. On average, 25 students were attending the weekly classes. Around 40 hard copies of each topic were circulated.

"I learnt the different types of tenses... and learnt how to use them in sentences. I learnt to speak a little English and I can now understand when others speak in English". - Angel, IX Std

Youth Programs

Teens & Youth Annual Day: The Teens & Youth Annual Day was conducted on 11.12.2021 with the theme 'Be a Change and Make a Change'. This was our first physical gathering after one and a half years. It helped the participants to analyse themselves for their personal development and observe others to help them develop on a peer-peer basis. There



were cultural programs which consisted of singing, dancing and skits. After the cultural programs, there was a brainstorming session on what it means to make a change by having a purpose and direction with responsibility and consideration of others. All the 148-youth participated actively and learnt many useful things to prepare themselves for a life with responsibility.

Youth Leadership Development

Young people can transform society positively when they are guided and encouraged to be involved in the welfare of their communities. The Youth Leadership Training Program is a platform for the youth to develop themselves holistically and to be a positive influence on their peers. The targeted age group is between 13 and 23. We couldn't meet regularly due to the lock-down restrictions and changing schedules. We were still able to meet albeit less frequently to discuss, learn and do certain things that were helpful to know one another better and think about the different needs and problems in the community.

Purpose

- The youth should be confident and responsible, engaging in the community by using their time and talents productively.
- The youth should be creative, critically think, and work with one another to do good towards the needy people around them.

20 year memories

Our *Youth groups* started in the slums of Chennai in June 2005. We also formed groups for sports and community awareness for the youth from Eraiyur and nearby villages. In many one-day youth camps, there were conflicts because of drunkenness, rivalries, or ego issues. While travelling in a van as part of the camp



activities, two boys from different areas got into a fight. A comment on one of the girls resulted in two boys from different areas pulling knives on each other. Chris had to separate the boys himself.

Over time the youth learnt how to Interact and take part in activities peacefully with each other, and regularly. Today, many of them say that this was the "golden time" of their life.



Karunakarya Community College (KCC), was opened in Chennai in June 2015 and accredited by the Tamil Nadu Open University (TNOU) in the same year. We offered courses like Computer Application, Desktop publishing, Computer hardware. TNOU Gold Award for Community College Students was won by our students in 2012 and 2014.

Though this one year diploma course was well recieved in the beginning it refused to pick due to various reasons. We have now changed our approach from vocational training towards upskilling them through life skills, talent exposures, with career preparation and short skill courses for the age group 12-22. This is proving to be popular and helpful to the rural students.

Activities: A training session was conducted once in a month for the youth groups. The participants discussed the different problems and needs in the community and brainstormed some initiatives that could be taken by themselves or with the help of the village leader.

Positive Outcome: A group of students from Eraiyur and Ottagaranaï went to meet the village leader to convey some of the needs in their village and engaged themselves in



community activities. Some of the participants did a brief survey about community problems such as the cows on the roads, lack of a library, improper maintenance of public ponds, etc.

Also, the youth group in Eraiyur thought about the needy tribal group in a nearby village and tried to extend their support in motivating the children there by meeting them weekly once from March 2022 for at least 2-3 months. They

told them inspiring stories and conducted games and encouraged them to attend the schools regularly.

Progress of the Meetings:

In April 2021 we continued the meetings in Kannanthangal, Ottangaranai, Eraiyur, Navalur, and Gunduperumbedu. But we were not able to conduct them from May 2021 to July 2021 due to the lockdown and restrictions. We restarted the teens and youth meetings in Navalur in March 2022.



Conclusion

In spite of the difficult COVID-19 situation, we wanted the beneficiaries to be responsible towards one another, value one another, and be integral and fair in their practices. We were able to bring out the best of their efforts and talents by teaching them new things and how to utilise their skills to develop them. With our continued efforts, we were able to enhance some essential 21st century skills, teaching the teens and youth to Critically Think, Collaborate, Be Creative, Do research, Take Initiative and Take Leadership. Also, conducting the classes using online tools has developed the technological skills of our beneficiaries, and has given them a necessary skill set for their future careers. Beyond all, the character of many teens and youth has changed positively and this makes us refreshed to tackle another year ahead.

Goal Setting through Problem Identification

A huge aspect of Karunakarya is analysing the needs of our target communities, to be able to serve them in the best way possible. We use the Result Based Management (RBM) system to reverse-engineer the objectives we set by identifying the core problem which is affecting the achievement of our organisational goals. The outcomes of every year are analysed to ensure that our objectives are met. Doing this on a continuous basis gives us the ability to track progress and plan our goals and objectives for the upcoming years. We have presented the most relevant problems which were identified across our 3 main projects: The Ark Nursery & Primary School, The Skill Development Centre, and Child and Community Development Program.

The Ark Nursery & Primary School

The two main focus areas which were identified in the last academic year were ...

1. Basic Linguistic Development

There are several factors that influenced the stagnation of the student's linguistic skills. Even though the change in the school structure due to the pandemic was the main influencing factor, we were able to identify the underlying core factor.

Identified Problem:

The infrequent attendance and participation in reading activities has hindered the cognitive and speaking development of the students. In many cases they were not able to pronounce and connect syllables and could not comprehend simple instructions.

Derived Objectives:

- It is important for us to encourage student participation. To tackle this, we will focus on teaching the students about how discipline in attendance, time-management, and taking up the independent responsibility of their homework can improve their learning and life skills.
- Increasing reading fluency and speaking ability pronunciation by awakening an interest to read and practice the language
- Building independence in comprehension without students having to rely on help from adults

2. Lack of interest in curriculum-based activities

Many students showed interest and enthusiasm to participate in extracurricular and co-curricular activities. However, the same energy is not channeled to their curriculum-based activities. Our school focuses on holistic development, and even though extracurricular activities play a big part in this, so does knowledge building and basic understanding of curricular topics.

Identified Problem:

- Due to their low linguistic comprehension skills, the students are unable to apply their learning in an effective way. This creates a disinterest in curricular activities, as they do not see its use.

Derived Objectives:

- Addressing challenges of the individual students will help them gain confidence in learning and will eventually improve their performance
- Educating them on the importance of their personal efforts, ability to learn from their environment, and how to apply their classroom learning externally
- Students should be able to manage and prioritise their curricular and non-curricular activities, channeling their concentration on the work they execute

CHILD & Community Development

The welfare of marginalised communities faced a lot of regression during the COVID-19 pandemic. People lost their income which led to familial problems and abuse. The two main problems which were identified are ...

1. Misuse of the internet and social media:

As many children and youth were stuck at home due to school closures and the lock-down, for a long time they did not have any productive outlet for their time. The most accessible form of entertainment was content on the internet and social media.

Identified Problem:

- Lack of supervision and positive influence from parents and peers led to safety issues and abusive behaviour
- No creative outlet for the children and youth to spend their time more productively

Derived Objectives:

- Make the children and youth aware about the dangers of the internet and how to protect themselves
- Teach them how to use the internet effectively for their own development
- Create opportunities for the children and youth to find other ways to invest their time

2. Women lacked a platform to speak out about their issues:

Many women in the communities come from abusive households. The lock-down was especially difficult for them as they did not have opportunities to have space and time for themselves.

Identified Problems:

- Men and youth were not aware of the issues that women face. They are stuck in traditional and regressive practices that are harmful to women.
- Women do not feel safe to speak out against their treatment in the communities

Derived Objectives:

- Organise workshops and events for communities to address issues such as gender equality, and women's issues.
- Structure a system in which women can share their experiences with their peers and receive proper guidance and support.



20 year memories



When we started out, many women from underprivileged communities were completely illiterate. This not only limits their work opportunities, but also raises social barriers and impacts their self-esteem. Many of them worked as domestic helpers at houses of the middle-class families and some were door-to-door flower vendors. We conducted *literacy courses* for women from 2001 to 2004. At the end of classes, they could read the number and direction boards of the bus, read the news, and understand what their children were learning etc.

From June 2003 until May 2006, we offered a 3 6months *Tailoring State-accredited certificate course* in the Chennai office premises. The objective of the training was to empower them to start their own tailoring business. The course taught the first step for stitching children's clothes, home furnishing pieces, uniforms, and women clothing pieces.



As we started the project for ELC in Erayur, we saw the interest of the rural community to learn tailoring to empower them for income generation and self-reliance. We started the first course in October 2007. In 2008, we started to integrate the training for textile products designed for our own use. The aim was to sell the products and use the profits to make the project self-sustainable. We named this project "*Karunakarya Creations*".

The products were custom designed, exported to Europe until 2016 and sold at local markets and in boutiques.

SKILLS Development Centre

In our activities with the teens and youth from our target communities, we have identified one main problem which was common for the majority.

1. Lack of focus and proper guidance to utilise their time and express their talents in productive ways.

It is often seen in marginalised communities that the people lack a general drive to work against their existential situation. There are different factors to take into account that may bring about this mindset including education, early child employment, or familial situations. We have identified two factors towards which we can direct our approach.

Identified Problems:

- Lack of purpose and direction. Many youths look for temporary gratification, without focusing on long-term goals and sustainable solutions.
- Lack of interest and motivation. The youth from these marginalised communities often do not have good role models in their lives and give in easily to peer pressure. This causes a lack of time investment in finding solutions and can also lead to early substance abuse.

Derived Objectives:

- Help the youth to become confident in their own abilities and responsible for their own actions.
- Involve the youth in activities that benefit the whole community, showing them how they can influence a change.
- Innovative problem solving and decision-making workshops



Afterword: Re-aligning Strategies



It was seven years ago that we felt the needs, challenges and opportunities of our target groups change. We felt that a re-alignment of our Vision and Mission statement would help us direct our focus to ensure the desired impact in the development of our target group, the children, and youth of the rural community.

Now, after seven years, and especially after the pandemic, we feel very strongly that we again arrived at a crossroad where a review of our focus and statements, and our objectives and strategies would be beneficial to achieve more impact to change the lives of the children and youth of underprivileged background in our target areas.

Because of the impact that the pandemic had on teens and youth, we see a need to put more focus on them in the transition phase from school to training, from training to job placement, and even to those wanting to explore further growth opportunities. We want to ensure that young people gain hope for their future by building confidence, discovering their talents, and being able to develop skills which will enable them to stand in life as self-reliant and responsible people.

Annexure I - Project Program Lists

The ARK Nursery & Primary School

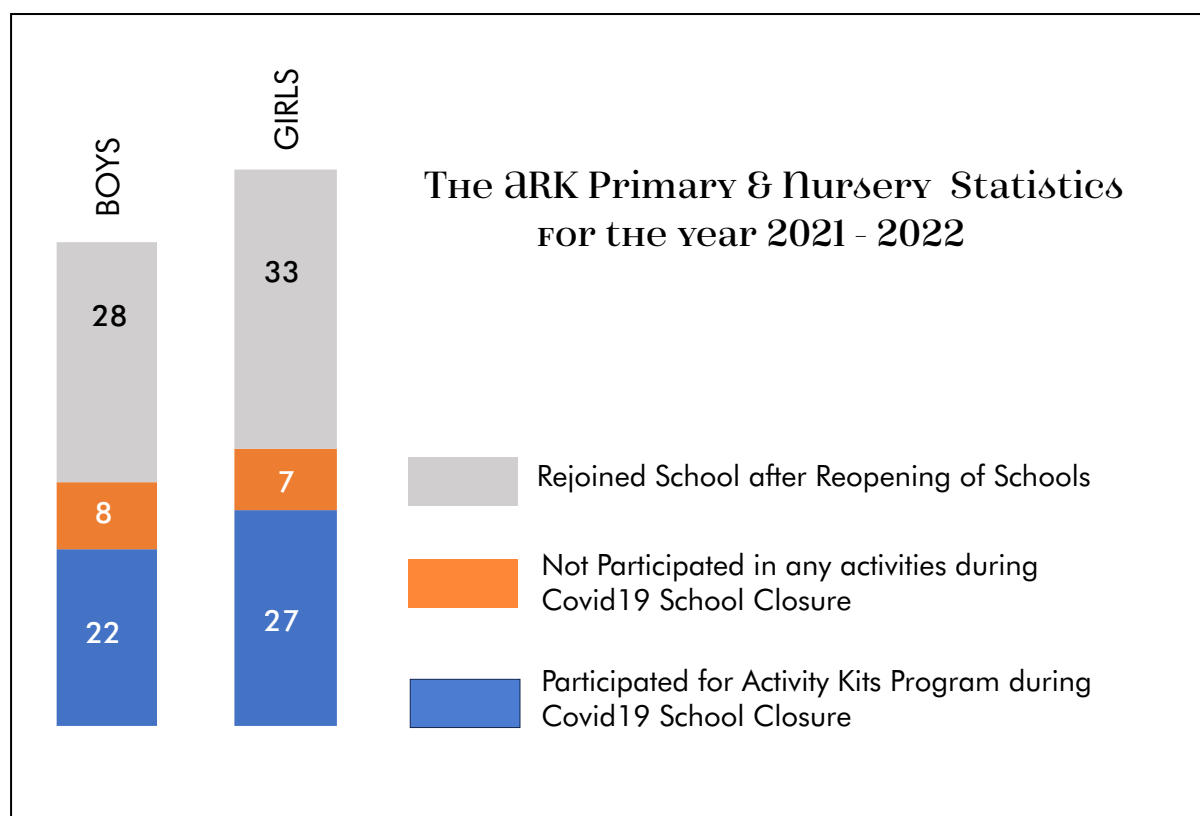
Student Program List - Academic Year 2021 - 2022

DATE	PROGRAM	OBJECTIVE
07.09.2021	"Student Orientation – Classes I to V"	To evaluate and support students from Class I to V
09.09.2021	Student Orientation	To evaluate and support Kindergarten students
08.10.2021	Talent Expo	To kindle the interests of students in singing, drawing, poetry, essay writing, public speaking
01.11.2021	School Opening for Direct Classes	As ordered by the Tamil Nadu Government, re-opening the school for direct classroom learning after 18 months of lock-down
20.12.2021	Half Yearly Program	To display their creativity and talents through joy-filled song and dance
12.01.2022 - 28.02.2022	Environmental Campaign Exhibition	To celebrate the Theme "Wonderful Planet Earth" and to mark our 20th Anniversary, meaningful presentations, models, posters were made for an exhibition participated by all members of Karunakarya
04.03.2022	Talent Expo - Quiz	To develop knowledge about our world through a quiz
09.03.2022	Talent Expo Junk Art	To kindle their creativity on the 3Rs – Reduce, Reuse, Recycle. Junk Art created using used materials
26.03.2022	Talent Expo - Fancy Dress & Model Presentation	To overcome stage fear, learn voice modulation, and presentation through Fancy Dress & Model Presentation
08.03.2022	Women's Day	To appreciate women in their family, students prepared protein balls by themselves and gave it to women in the community and their families
30.04.2022	Graduation & Farewell	To encourage their commitment and persistence in learning, a small graduation celebration for UKG and Class 5 students was held.



TAPS - Program List of Staff - Academic Year 2021 - 2022

DATE	PROGRAM	OBJECTIVE
06. 05.2021 - 08.05.2021	RBM Review & Planning	To evaluate and support students from Class I to V
07.08.2021	Survey	To evaluate and support Kindergarten students
05.09.2021	Teacher's Day	To kindle the interests of students in singing, drawing, poetry, essay writing, public speaking
02.10.2021	20th Anniversary Plan	As ordered by the Tamil Nadu Government, re-opening the school for direct classroom learning after 18 months of lock-down
11.12.2022	"POCSO Awareness Meeting for staff"	To display their creativity and talents through joy-filled song and dance
23.12.2021	Internet Usage Policy Workshop	To celebrate the Theme "Wonderful Planet Earth" and to mark our 20th Anniversary, meaningful presentations, models, posters were made for an exhibition participated by all members of Karunakarya
18.12.2021	Christmas Program	To develop knowledge about our world through a quiz
05.03.2022	Women's Day Celebration	To kindle their creativity on the 3Rs – Reduce, Reuse, Recycle. Junk Art created using used materials
08.03.2022	Women's Day Celebration	To encourage and edify women in the villages, the staff took part in events in ELCs and gave words of encouragement



Evening Learning Centres

CHILD Development Activities Program Lists - 2021 - 2022

DATE	PROGRAM	OBJECTIVE
07.04.2021	World Health Day in Eraiyur and Arambakkam	To help the children realize their roles and contribution towards public and society.
16.04.2021	World Art Day in Navalur	To enhance the artistic skills among children.
22.04.2021	Earth Day in Eraiyur	To teach the children how to take care of and safeguard our environment
09.05.2021	Mother's Day in Eraiyur	To help the children understand the value of their mothers and the importance of respecting them
April 2021 – October 2021	Implementation of the Learning Activity Kits	To improve the literacy level in children and productively engage them at home during the lock-down
05.06.2021	World Environment Day in Eraiyur	To help children understand the importance of protecting our environment
07.06.2021	Food Safety Day in Eraiyur	To bring awareness among children on the importance of eating hygienic and healthy food
26.06.2021	International Day Against Drug Abuse and Illicit Trafficking in Eraiyur	To bring awareness among children about consequences we are facing by the usage of drugs
01.07.2021	World Doctors' Day in Eraiyur	To help children to understand the efforts and sacrifices of doctors during the pandemic and their importance in society.
03.07.2021 & 05.07.2021	International Plastic Bag Free Day in Eraiyur	To create awareness about the issue of plastic pollution in our area
07.07.2021	World Day for International Justice in Navalur	To help children understand the status of Justice in our world



DATE	PROGRAM	OBJECTIVE
15.08.2021 - 19.08.2021	Independence Day	A contest was conducted at all centers on the theme "Independent India vs Lockdown" to create an opportunity for the children to improve and exhibit their talents.
29.08.2021	National Sports Day	To raise awareness about the significance of physical activities and sports in life.
01.09.2021	Virtual awareness session about Child Labour	Conducted by MCC Interns to help the participants learn about the effects of Child Labour and how to prevent taking part in it
02.10.2021 & 06.10.2021	Gandhi Jayanti Day in Vatambakkam and Eraiyur	To teach the children about the power of non-violence and tolerance.
07.09.2021	Teacher's Day in Eraiyur and Gunduperumbedu	To celebrate the birth anniversary of Dr. Radhakrishnan and to know the important role that teachers play in the life of students.
08.09.2021	Virtual awareness session about Traffic Rules	Conducted by MCC Interns to make the participants learn how to follow traffic rules and signals
10.09.2021	Awareness about Pollution	To create awareness about issues of pollution on earth
15.09.2021	Virtual awareness session about Government Schemes for Children	Conducted by MCC Interns to utilize the needed schemes and make it known to other children
22.09.2021	Virtual awareness session about Food and Malnutrition	Conducted by MCC Interns to bring awareness among the small children to follow healthy food habits
29.09.2021	Importance of Education by MCC Interns	Virtual awareness session about Importance of Education by MCC Interns to understand the need to pursue education and learning continuously
06.10.2021	Team Work & Leadership by MCC Interns	Virtual awareness session about Team Work & Leadership by MCC Interns to teach the importance of a team work and leadership
10.10.2021	Child Rights	Virtual awareness session on Child Rights by MCC Interns to teach the children about the rights for children
13.10.2021	Good Manners by MCC Interns	Virtual awareness session on Good Manners by MCC Interns to educate the children to have good actions and behaviour toward others.



DATE	PROGRAM	OBJECTIVE
20.10.2021	Career Guidance	Virtual session on Career Options in IPS, UPSC, and Teaching by MCC Interns to help the children get exposure to different opportunities
24.10.2021	Creative Thinking	Virtual awareness session on Creative Thinking by MCC Interns to conduct interactive activities through word connection and riddles
03.11.2021	Firework Safety	Session on Safely Handling Crackers by MCC Interns to give awareness to children on the danger of mishandling crackers and to ensure safety to all our children
05.12.2021	World Soil Day	To raise awareness: soil degradation & erosion
18.12.2021 & 20.12.2021	Annual Day	Celebrating Annual Day to motivate the children to "Always be joyful"
15.12.2021 - 23.12.2021	Outreach Activity	Teaching the children to love the poor by spending time with them and donating useful materials
11.12.2021 & 23.02.2022	Craft Activity	Craft Activity in Gunduperumbedu & Otankaranai to improve craft skills in children
26.01.2022	Republic Day	To educate the children on the Republic of India
04.02.2022	World Cancer Day	Programs carried out in the Navalur ELCs to give awareness to children about Cancer and the reasons for Cancer
1.10.2021 – 28.02.2022	Anniversary Preparation	Preparation for Karunakarya's 20th Anniversary - Environmental awareness campaign
26.02.2022	Outdoor Games in Gunduperumbedu	To improve the physical development of the children
14.02.2022 - 19.02.2022	Week of Love on Valentine's Day	Celebrated in Eraiyur and Navalur to make the children understand about the true love of family, teachers, friends, and community
10.02.2022	World Science Day in Navalur ELC	To give awareness to the children about Science and Technology
16.03.2022	National Vaccination Day	To educate children on the benefits of vaccination
22.03.2022	World Water Day in Eraiyur and Vatambakkam ELC	To teach the children on the uses of water, how it's getting polluted, and how to save water

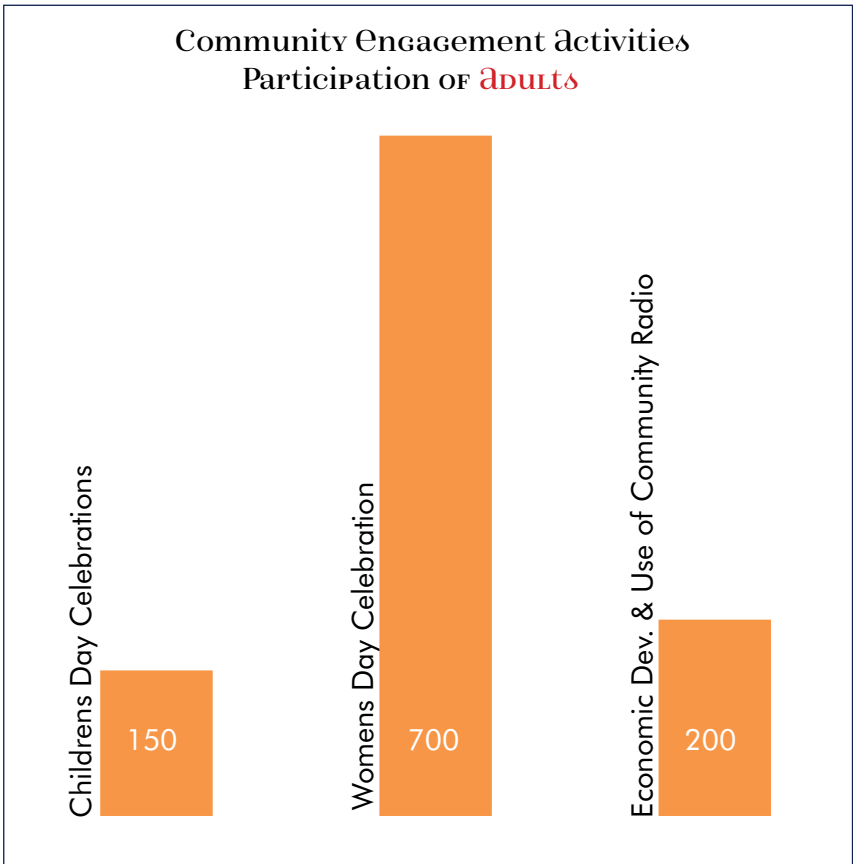
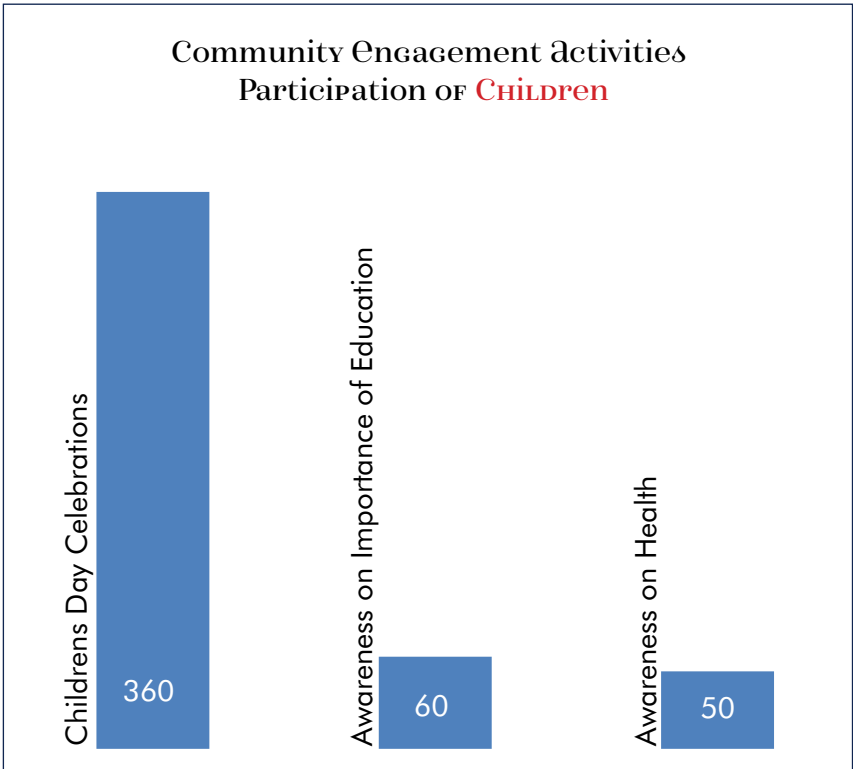


Community Engagement Activities - 2021 - 2022

DATE	PROGRAM	OBJECTIVE
13.11.2021 - 01.12.2021	Children's Day Celebrations at Navalur, Nattarasanpet, Siruvanjur, Vatambakkam, Eraiyur, Otankaranai, and Gunduperumbedu with the theme "Child Safety"	To educate the children and parents on Child Safety and to introduce Karunakarya to the newly elected local government.
14.02.2022 - 28.02.2022	Environmental Awareness Campaign (Wonderful Planet Earth) at the Eraiyur Campus	To celebrate the 20th Anniversary of Karunakarya meaningfully and to bring out the skills from children and showcase them to the community people and visitors.
08.03.2022 - 17.03.2022	Women's Day program in Eraiyur, Navalur, Ottangaranai, Nattarasanpattu, Vattambakkam, Gunduperumbedu, Siruvanjur, Kulangalacherry	To create an opportunity for the women to cherish the day and feel happy for being a woman. To make them understand the need for Gender equality today for a sustainable tomorrow
09.03.2022	Awareness on the importance of education at the Navalur Government school and community visit carried out by the MCC Bachelor of Social Work students	To create awareness about the importance of Education to the children and also to understand the situation of the community
11.03.2022	Awareness on Health at the Government Primary School, Nattarasanpet by SRM Nursing College students	To create awareness about good practices and healthy food habits
31.03.2022	Survey on the development and usage of community radio by MCC Journalism students in Eraiyur & Navalur	To understand the development of people in Eraiyur & Navalur and their interest in media



COMMUNITY ENGAGEMENT ACTIVITIES - 2021 - 2022 STATISTICS



No. of Children



No. of Adults

YOUTH & SKILL DEVELOPMENT PROGRAMS 2021 - 2022 STATISTICS

S.No	PROGRAM	BOYS	GIRLS	TOTAL
1	Lockdown Activities	15	10	25
2	Career Development Sessions (MSSW Interns)	9	16	25
3	Career Preparatory Course	42	67	109
4	Career Preparation Activities (MCC Interns)	21	37	58
5	Communicative English Course	40	57	97
6	Teens & Youth Annual Day	80	68	148
7	Teens & Youth Clubs (5 villages) (Leadership Developm.)	53	39	92
8	Awareness Effective Use of Smartphone	20	5	25

Total participants (without repetition, approx) **130** **140** **270**



Youth & Skill Development Program List: 2021 - 2022

Creativity & Talent Building Programs

DATE	PROGRAM	OBJECTIVE
10-05-2021	Lock down Activities	To utilize time,talents and treasures properly. To be positive and have good relationships in the family. To learn something new or re-learn what is already learnt
01.06.2021 - 30.06.2021	Career Development Sessions (Tuesday and Thursday)	To help the teens and youth to engage positively in the talent building practices and use their creativity as well as critical thinking.
01.08.2021 - 30.09.2021	Brainstorming Activities on Career Preparation	To critically think and solve problems by relating with known information
11.12.2021	Teens & Youth Annual Day (Be a Change & Make a Change)	To help the participants analyze themselves for personal betterment and analyze others to help them to be better

Skill Development Programs

DATE	PROGRAM	OBJECTIVE
01.04.2021 - 31.03.2022	Youth Leadership Development Program (Meetings with Teens and Youth in 5 Villages)	To become confident and responsible, by being involved in the community through the utilization of their time and talents; to critically think and collaborate with one another for a positive change through innovative problem solving.
From July 2021 Flexible (6 months/ Student) Virtual Classes on Tuesdays	Career Preparatory Course	To be positively engaged while at home during the lock-down, to be efficient in their fields of interest, and take up competitive exams confidently.
From July 2021 Flexible (3 months/ Student) Virtual Classes on Thursdays"	Communicative English	To help the teens and youth to be positively engaged while at home during the lock-down, and to help them to learn necessary language skills and soft skills, through the individual worksheets and blogs
11.12.2021	Teens & Youth Annual Day (Be a Change & Make a Change)	To help the participants analyze themselves for personal betterment and analyze others to help them to be better

Awareness Program

DATE	PROGRAM	OBJECTIVE
10.05.2021	Awareness on "Effective Use of Smartphones"	To make the teens, youth, and adults to think about the different ways how smartphones could be used for learning and to teach the responsibilities for protecting themselves and others

Consolidated - Sponsorships 2021 - 2022

S.NO	DETAIL OF SPONSORSHIPS	NO. OF BENEFICIARIES
1	"Medical Sponsorship 1. for an old widow's medicines 2. a young man's drug rehabilitation, 3. a young bed ridden man's surgeries and medical care, 4. for a young man's treatment for rare hereditary and severe skin disease"	4
2	Financial help to a widow for urgent roof repair	1
3	Material Sponsorship - a bicycle for a school girl with no access to transport to school	1
4	Educational Sponsorship for Community staff's children's school fees	6
	Total	12



Consolidated -Relief Work 2021 - 2022

S.NO	RELIEF WORK	FAMILIES	INDIVIDUALS
1	Covid19 - Lock-down Relief - 211 Provision packets	211	842
2	Covid19 - Lock-down Relief Education Material Packets for school children	22	22
3	Covid19 - Lock-down - Relief Financial help in times of a crisis	2	7
4	Covid19 - Lock-down - Relief Financial help for medical urgency	1	4
5	Monsoon Relief - Waterproofing for leaky hut roofs	112	448
	Total	348	1323

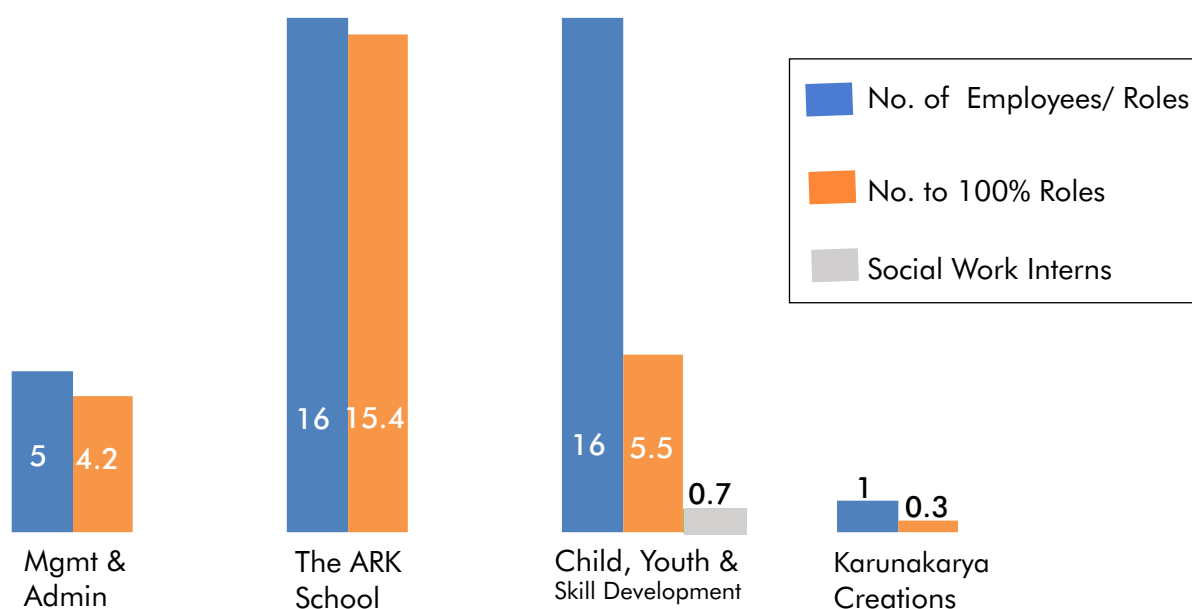
Annexure II - Human Resources

Employees & Consultants

During the last year we had a few challenges with filling the facilitator vacancies in a few of our target villages' Evening Learning Centres. Due to a lack of facilitators and a low number of children attending the classes in one of the locations, we decided to close that centre. At the same time, new opportunities opened elsewhere, and we were able to open 3 new centres.

The chart below shows the number of persons, number of roles to 100%, and the number of volunteers engaged in the different projects/departments.

The chart below shows the number of persons, number of roles to 100%, and the number of volunteers engaged in the different projects/departments.



In 2021-22, the Karunakarya team consisted of a total of 38 people equal to 25.5% of 100% roles in total shown in four categories or department groups, from left to right.

(blue column = number of persons; red column = the average percentage compared to 100% job roles)

During the whole year, we were able to engage 20 interns from different reputed Social Work Colleges. Their field work consisted of 2 working days per week over a period of 2 months, which is nearly 75% capacity in total for the whole year. As they had to fulfill a set of learning goals which the college prescribed, Karunakarya only partially benefited from their input. Nevertheless, Karunakarya is very pleased to involve interns and sees it as a great opportunity for both sides.

Programs for Staff & Consultants

The year is usually very packed with work-related programs and tasks to complete. To balance this, we want to consciously provide room for fellowship, team activities, games and celebrations. Due to COVID-19 restrictions this was very limited, however, we did our best to use every opportunity as and when it was possible:

DATE	PROGRAM	TOPIC & OBJECTIVE
21.08.2021	Staff Get-together	Topic: overcoming the fear in our lives and move forward with courage
06.11.2021	Staff Get-together	Topic: Vision, Mission & Values of organization
18.12.2021	Staff Annual Get-together	Topic: Enjoying fellowship time & lunch together
03.01.2022	New Year's Staff Get-together	A reflection of the year 2021 in Karunakarya - and moving ahead into the new year with a Vision and taking up ownership of our responsibilities
05.02.2022	Karunakarya 20th Anniversary Opening Event of the Environmental Campaign	Celebrating 20 years of Karunakarya through a PowerPoint presentation with photos and milestones to review each year.
08.03.2022	Women's Day Program	Topic: Appreciating the importance of Women in society, followed by a time of fellowship and games

Training Report

As the restrictions of the COVID-19 pandemic eased, and gatherings and activities were allowed once again, we provided time to our teams for learning and developing skills.

Here are some of the major and important trainings we organised during the year:

DATE	PROGRAM	TOPIC & OBJECTIVE	PARTICIPANTS
22.04.2021	Professional Development Training	To understand, prepare and present subject topics. To improve fluency in communication	The Ark Nursery and Primary School Teachers
24.04.2021	Stimulating Students thinking	To educate the facilitators on creating Activity sheets for the students and understand students' thinking	Evening Learning Centre Facilitators
21.08.2021	MS-Word	To educate the school teachers and facilitators on using MS word for improving documentation and monthly reporting	The Ark Nursery & Primary School Teachers and Evening Learning Centre Facilitators
11.12.2021	POCSO Awareness Program	Policies and regulations to work with Children. The salient features of POCSO Act.	All Karunakarya Staff
23.12.2021	Internet Usage Policy	To educate the staff regarding the internet usage policies.	All Karunakarya Staff
26.03.2022	Child Parliament	To assist the facilitators to form and conduct child parliament	Evening Learning Centre Facilitators

20 year memories

In 2006, we started a *small village health center* in Thiruvanniyur Kuppam. It was a small clinic for emergencies, general care, and minor health issues. A doctor was present twice a week for nearly two years. We had a total of 200 patients who paid Rs. 5 per visit, which included consultation and medicines.



Tsunami Relief 2004



We focused on the rebuilding and rehabilitation of two of Tamil Nadu's worst affected villages - Kallar and Velipalayam.

We helped by providing trauma management, skill courses for women, and school integration for children, setting up NFEs and Tuition Centres. The project was completed on September 30th, 2006.

Flood Relief 2015



Chennai experienced the worst flooding in 100 years. We provided the victims with medical, sanitary and hygienic emergency packages. For the "worst affected" we provided food, tarpaulins, blankets, and water containers.

Covid Relief 2020



Karunakarya distributed survival packages for @ 800 families and migrant workers in dire need of support. Our Textile Unit of Karunakarya stitched over 3,500 masks within 3 months along with 6 ladies from the community.

13,500 persons were reached through our awareness programs



www.karunakarya.org

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