





Mrs. Nirmala Tandon,  
thanking our valuable donors.

*Dear Friends,*

*When a donor decides to sponsor a cause it is because they believe in the importance of the cause and the change that they wish to see being brought about. At IIMPACT the relationship is not limited to the boundaries of being a 'Donor' and 'Beneficiary'. From the day of its inception the donor walks along the journey of growth of the learning center, visiting the villages, interacting with the community members, parents and most importantly the vivacious girls at each of their centers. The girls on the other hand know who their sponsors are; they have had the opportunity to interact with them on several occasions. For our girls the donor is someone they look up to and feel a special bond with. We take this opportunity of the Donor Special Quarterly Report to thank all our donors for the constant and unfailing belief in our endeavour and without whom reaching out to and educating girls in remote villages would have remained a dream. Today, with your support there are 560 Learning Centers spread across seven states and 17,000 girls are now getting an education.*

We wish you and your  
family a beautiful year  
sprinkled with warmth  
and happiness!!



Looking forward to a bright future!

# IIMFACTS Annual Day celebrated at Kishanganj

The annual day was celebrated at Kishanganj, Bihar, on the 13<sup>th</sup> of November. The students of various learning centers prepared items for the annual day. In Kishanganj we have 50 learning centers and more than 100 items were prepared by the girls. We could not include all the items due to paucity of time but when the visitors left, the programme continued for around 2-3 hours! The community, the elders of the village, and proud parents were thrilled to see the transformation of their girls; that they could sing, dance, act, speak without any hesitation in front of a large gathering of 1000 plus people.

## The feelings and emotions behind the Annual Day

The girls were very enthusiastic about the annual day. Each one of them wanted to be a part of it. Those who did not perform on the main day were in some way involved with the preparations, decorations and helping out the teachers. Many of them came up with their own preparations and requested for a chance to perform in front of their families and friends. Amidst the colours and the large gathering, our girls looked radiant and with smiles on their face put up a beautiful show on stage. Seeing them metamorphose into young confident girls and conduct themselves in such a beautiful manner on stage was indeed very heartening...! All present were won over by the two little girls who recited poems. Girls of class 3 and 4 performed a dance on '*Desh Rangeela*'-a patriotic song and two folk songs. The short play put up by the girls left the audience amazed at the succinctness of the play and the hidden talents among our girls. Some of the older girls who are in class 5 presented songs which still echoes in our hearts...

## Teachers who made it happen !

The entire programme would have not been what it was without the dedicated teachers! The children were ever enthusiastic and the teachers channeled their enthusiasm in the most beautiful way. They would be present for all the practice sessions, choreographing some of the dances themselves, motivating the girls at every step.

We feel that they deserve a very special mention in this issue as they are the force that binds, educates and makes the dream a reality little by little.

One of the teacher's gave the guests a warm welcome and talked about the history of Kishanganj. The guests present were thoroughly impressed by the confidence she exuded.

The programme concluded with the teachers singing the ever inspiring song '*Hum honge kamyab*'. We thank all the teachers for their commitment and efforts in making it happen!



Teachers give a traditional Welcome to the guests

The  
welcome  
speech  
impressed  
all present

Teachers presenting a group song

# A Glimpse of the Annual Day Celebrations



## Donor's visit IIMPACT Centers and share their experiences...

### Mr. R.C Mody visits his sponsored IIMPACT Learning Centre at Chandoli (Dist. Alwar)

I along with Mrs. Nirmala Tandon and Shri Panini Bhatt, Coordinator paid a visit to the Chandoli Learning Centre on the forenoon of Wednesday, Dec 7, 2011.

During some two hours that I spent at the Centre, I took the opportunity of interacting with the children, and members of the local community, both men and women, some of whom were the parents or elders of the children at the Centre. The children enrolled numbered 30, 10 of whom are at class 2 level, as many as 17 at class 3 level and 3 at class 4 level who are shortly going to move up to Class 5 (the highest class up to which a Learning Centre provides education). The attendance on the day of my visit, was almost cent per cent.

While approaching the children, I had in mind some of the observations on the state of literacy in India, as reported in the Annual Status of Education Report (ASER) 2010 which I had occasion to go through, a few days earlier. According to this report while many children in standard I and II were incapable of reading letters, majority of children in Class V could read only Class II level text.

Measured on this scale, I was pleased to find that the children of Chandoli Centre were far above the all-India levels. Besides, education, I had tried to assess their general awareness, learning of arts and crafts and their interest in music and poetry. In all these areas there was reason for satisfaction. I found them cheerful and friendly, and not shy and with drawing they presented to me some of the products of the crafts they had learnt. All appeared to be in good health. My only message to them and the organizers is to "keep it up" and improve further.

My interaction with a number of village elders, M/s Faku, Budh Singh, Jammi Khan, Juharu, Hakam, Israj and Ms Narmada, Amridi, Akbari, Saliman was equally rewarding. They appeared very much satisfied with the education as well as personality building of their children at the learning centre. The position, they told me was in severe contrast with the adjoining government schools which suffered from the time old problem of teacher not turning up and often not teaching even when present. Another aspect which I noticed to my great satisfaction that there was complete harmony among children of different communities and strata's of society.

While departing, I presented to the Centre a number of general books and learning aids worth Rs 25,000/- gifted by my daughter Dr (Mrs.) Shalini Bansil. These can be used to create a nucleus of a Library for the use not only of the children of Centre but the children and even adults of the entire Village. I am sure the management of the Centre would carefully preserve them and make optimum use of them for the inhabitants of Chandoli.

-RC Mody



*Mr. Mody with the students at Chandoli*



*Girls presenting Mr. Mody with their crafts*

# Ms. Vrinda Raman of Manipal Foundation visits IIMPACT centers in Odisha



-Vrinda Raman, Manipal Foundation

December 5<sup>th</sup>, 6<sup>th</sup> and 7<sup>th</sup> of 2011 shall forever be etched in my heart!

Reason? My visit to the IIMPACT Learning Centers in Gajapati district of Orissa.

When I left Bangalore on the morning of 5<sup>th</sup> December I was just a representative of Manipal Foundation who are supporting a few centers there. However at the end of 7<sup>th</sup> December, I was a new and hopefully a better person. It is a 7 hr drive from Bhubaneshwar to Gajapati. I was received by Rajesh from IIMPACT at Bhubaneshwar. He was with me throughout my visit and his friendly nature and hospitality truly reflected the IIMPACT culture, a taste of which I have had in Gurgaon earlier this year.

We reached Taptapani, a OTDC hotel, where I was booked to stay, at 5 pm. We left my luggage in the room and immediately left to see the evening centers.

The trip made me realize how remote the locations were ! We travelled from 5pm till 9 pm and were able to see only two centers. There was no electricity but the classes were in full swing.

At Gaptima, the teacher, Ms. Pushpitha Mallick was truly impressive. She is the first generation college goer of the village. A tough looking young woman, who obviously took her job seriously. Because there was no electricity, but we were greeted by the girls, all standing and reciting the mathematical tables in a musical note. The sight really impressed me.

The next day we started our journey at 8 am. We were joined by Mr. Duryodhan from CCWD through whom IIMPACT is getting the project implemented. For a person with such a villainous name, Mr. Duryodhan came across as a crusader who walks the entire forest and I noticed that every person on the way was known to him and he had something to ask them regarding their welfare.

All the centers we saw were remote but very well run by the teachers. The handwriting of the girls was uniformly beautiful. Maybe because the Oriya script itself is very artistic. The girls did mathematical sums in the Oriya script and for my benefit did all of it again in the Arabic numerals. In a span of one year they have mastered two languages!

Simili was the biggest challenge of all. We had to trek a long way on the rough terrain. I struggled but did not give up because I saw women and children walking the same way with big loads on their heads and children on their hips. I had to carry only myself. The villagers were very happy to see a "city person" who had taken the trouble of coming to see them all the way. They wanted us to stay back for the night, have dinner, etc. I took leave of them with the promise that I would come back soon to be their guest. We had more centers to see!

Simili has almost 40 girls enrolled in the center and a good number waiting to enroll. I request IIMPACT to open one more center at Simili at the earliest.

At Patipanka the girls greeted us with a welcome song composed by their teacher. The girls are very talented; most of them have such lovely voices.

Our last visit was Pudkima where a young girl rendered a song in Oriya – a prayer to the Lord to help her through the "sansar sagar". The song continues to haunt me – the lyrics so devotional and her voice so divine. As I walked out of the center I wonder what the future had in store for the girl – whether the Lord will help her sail through or not. But then He has sent IIMPACT to them and the girls have reasons to look forward to a better tomorrow.

## Daraius and Piroja Mehta visit the IIMPACT Learning Center sponsored by their family



Mr. Mehta teaching the kids.

My sister, Villy Gandhi, was an exceptional and outstanding teacher and Librarian (media specialist). She received many awards for her commitment, dedication and contribution to the school system in the State of New Jersey and the Country beyond. She died suddenly from cancer in July 2000, at the young age of 52. She was a strict yet humane teacher, liked by her students and admired by the faculty. In her memory, our family has adopted a school in Village Singhia, near Kishanganj, North Bihar. This school is now just 18 months old and has 30 girls from the ages of 6 to 14 years

My wife, Piroja, is an active member of the IIM Ahmedabad Class of 1978, which started the IIMPACT initiative some years back. This year, the annual day function was held in the villages around, where there are 50 learning centres educating 1,610 girls. I decided to attend this function for the first time. The chief motivating factor for me was really to see for myself how our family adopted school was functioning and to report to the family what I saw and experienced.

My wife and I visited our adopted school. In a thatched hut, approximately 8 feet by 12 feet, 30 bright and eager girls, of different ages, sat on mats on the floor, to study. The place was naturally lit through the cracks in the cane work, with a black board at one end and a young teacher, Mehrnaz Banu. She has studied up to the 10<sup>th</sup> standard and comes from a village nearby. The whole place was cozy and functional for the 30 eager minds before us. The girls had been divided into three groups depending on their development level. The teacher was able to keep each group engaged - an amazing feat even for the highly skilled academician. One of the older girls was confidently doing a quiz in Hindi on the board. She did not make a single mistake! A younger girl stood up and recited a poem from memory that had been taught to her. It was obvious that there was complete harmony between the students and the teacher. Most city schools would be envious of such a harmonious relationship between student and teacher.

My wife showed the younger girls a cluttered picture with mice hidden within the picture. The girls were asked to identify how many mice they could find hidden. Spontaneously they started counting in English till the number 12. Thereafter, they seamlessly continued counting in Hindi. My wife was very pleasantly surprised.

The tremendous progress, in such a short time, is what has left its deep impression on me.

For me, this experience has been like none other. I have seen poverty up close. But, here, in these little girls, I saw a spark driving them to learn and get educated. The community around has changed with whole-hearted acceptance of education for their girls and daughters. The surroundings were surprisingly clean and the children well-groomed; I wonder if that too is due to the holistic education imparted to the girls? I would like to believe so. I also hope these girls go on to become teachers and spread more education in the communities around them.

Daraius Mehta

## MR. HOMI GANDHI VISITS AN IIMPACT LEARNING CENTER

We arrived at the center around noon. The center is located in a residential lane of the village. When three ladies from the other car were garlanded on entering the center, I realized that they were the supporters of this center. This was confirmed in a few minutes when we introduced ourselves. Three generations of the Dordi family had come to visit the center supported in the name of young Trishta Dordi (14), almost of the same age as the oldest girl child at the center.

After brief introductions by the lady teacher and the Supervisor overseeing many centers in the area, we had chance to interact with children. They recited songs, poetries, and many snippets in Hindi and English. They solved math problems in English and answered many topical questions. They drew a lot of paintings welcoming Trishta, some of which were very colorful and well drawn. Although a little shy at the very beginning, each one of them came out in their true spirit, at times competing for answering the solutions to the questions raised.

I was amazed to see a young girl (apparently in Standard 1) solving the math problems of higher grades. On the other hand, I noticed a few girls in their early teens working in second and third grades. However, it does not matter at what age they get educated so long as the taste of learning was inculcated in them. And this could not be missed by any one when each of them expressed their desire for more learning to the level of doctors and nurses.

As I was walking out of the center, I was looking ahead to those days when this planted desire in the young minds will benefit the unfortunate poor's of India. I thanked my lucky stars for giving our family an opportunity to participate in this challenge of changing the face of Indian girls on the world map. Women Empowerment could not begin at a better place than in educating the girls at the very tender age. Someone has said (author unknown) that when you educate a boy (man), you improve the literacy statistics. But when you educate a girl (woman), you educate the whole village. I sincerely pray that this voice will be truly fulfilled.



Mr. Gandhi & Mrs. Tandon

## TRISHTA DORDI VISITS THE CENTER SPONSORED BY HER FAMILY

During my visit to IIMPACT-SARD Learning Center, I learned much about the lives and education of the girls in the school. I was delighted to meet all of the girls who were very friendly. A very warm welcome awaited me at the gates of the school. They adorned garlands and placed them on my neck and they wrote welcome on the floor; however I took most joy in the smiling faces of all the girls. I was also impressed with the material that they were learning. The teacher was sweet and cared for the progression of the childrens' education. The students demonstrated their math, reading, and art skills. They were all grouped into three grade levels, and their skills matched accordingly. I was very much impressed with their quick math and their beautiful artwork. The best part of the entire visit was interacting with the girls; they laughed, joked, and learned with me. At the end of my visit, I handed out biscuits and took much pleasure in the girls' joy. I believe a school like IImpact-SARD Learning Center should be in every village to provide opportunity for girls, who all have boundless potential. The entire experience was wonderful and I hope to be able to help in the future and see the girls again soon. I salute all the people of IImpact-SARD Learning Center for providing these young women with a proper education.

-Trishta Dordi



Trishta with the girls

# Diegueno Daughters



Maya and Devan distributing blankets

Maya and Devan, both students of the Diegueno Country School, California, visited the center at Mewat sponsored by their school. They were accompanied by their parents Lokesh, Kristen and their grandparents. This school has been supporting us for the last 3 years. They have named this center the 'Diegueno Daughters'! Students from this school and girls from the center exchange letters, photographs and cards whenever possible. Maya and Devan, on a family trip to India were extremely keen to meet their friends personally and finally put a face to the 30 names they keep hearing about. Here Maya writes about her experience.

*Today, I found myself stepping into a world of hope as I approached a typical Indian village in the foggy countryside of Gurgaon. My eager family and I were greeted by a curious crowd of villagers who left their household chores and followed us down to the school room for the young girls of the village. When we entered the school room, we were given a cheerful, traditional Indian welcome from the students. Eagerly, the girls set to work reciting poetry, singing beautiful songs, and demonstrating their skills in arithmetic. I was very surprised to learn that these girls had learned how to read, write, speak a*

*little English, and do both basic and advanced arithmetic in a short period of only one or two years. Before my visit, The Diegueno Daughters had only been a name to me, but now I think of it as a school enlightening both the future of the village and the future of India. My inspiring experience has reminded me of the hope that children bring and of how important and life-changing an education can be. I can't wait until next year when I get to see both the girls and their village again!*

-Maya Tantuwaya; 11 years old, 6<sup>th</sup> grade  
Diegueno Country School, USA



Maya reading out letters from students of  
Diegueno Country School



Maya distributing chocolates to the girls

# Events & Activities

## Teachers Training Workshop



Workshop in progress

**November 2011- Sitapur:** A higher level academic training programme was organized for 50 teachers working at IIMPACT Learning Centers in Sitapur district of UP. The training focused on Class 3 & 4 level education.



**16<sup>th</sup> Dec-Alwar:** A workshop for teachers covering pedagogy, TLM's and Teacher personality was conducted which was attended by 30 teachers.



IIMPACTS Programme Manager conducting the workshop for Teachers

**20<sup>th</sup> Dec-Diamond Harbour, W.B:** A one day teacher's workshop conducted by IIMPACT Programme Manager for 30 teachers of IIMPACT- CINI at Diamond Harbour.



CYSD-IIMPACT Workshop

**26<sup>th</sup>-31<sup>st</sup> Dec, Mayurbhanj:** The 3<sup>rd</sup> round of Teachers Training was organized for teachers at Thakur Munda Block of Mayurbhanj, Orissa for 36 teachers under IIMPACT-Sir Dorabjee Tata Trust supported Learning Centers.



Teachers at the workshop



IIMPACT team visit

## EXPOSURE VISIT OF NEW STAFF TO ALWAR:

An exposure visit was organised for the new staff. They interacted with the girls and were familiarized with the multigrade multilevel teaching.

## PRELIMINARY VISITS TO PROPOSED LOCATIONS

IIMPACTS Programme Manager visited Kota and Shahjahanpur to carry out a preliminary survey of the region. It was found that these areas would benefit from the opening of learning centers.



Programme Manager interacts with the community at Shahjahanpur

## SPREADING THE CHRISTMAS WARMTH AND CHEER!



Mr. Dhawan distributing the blankets

**IIMPACT distributes blankets:** Mr. Krishan Dhawan, President, IIMPACT distributed blankets to girls at Mewat Learning Centers. This is part of a program under which we distributed 888 blankets to our students in Mewat this year to help them better cope with the harsh winter in North India. This is a repeat and extension of a program started last year. The program is funded by a group of individual well wishers. Our sincere thanks to them for their kindness and thoughtfulness.



Team of Tex Corp gifted shawls to our girls

**Tex Corp. distributes shawls to our girls:** The team of Tex Corp. visited the centers sponsored by them and was amazed at their sincerity that in spite of the bitter cold these girls come to learn regularly. Touched by this unwavering will to attend their classes the company decided to give each of the girls shawls to keep them warm. The team distributed shawls at the Tauru center and Rehna Center. The girls were thrilled to receive the soft and warm shawls. Today, one can see the girls of this center happily trotting to their classes, the shawls wrapped tightly around them. Each one takes special care of their shawls and wouldn't exchange it for anything else!

### A Special Thank You!

Jayaraj , Prakash and team members of Pro-Active Solutech (India) Pvt. Ltd. developed the IIMPACT software site. We thank them for this truly valuable contribution.

## Visitors to our Centers

- Amina Charania from Sir Dorabjee Tata Trust
- Prof. Srikant Datar, Harvard Business School, an IIMA 1978 alumnus
- Mr. Arindam Banerji, Managing Director/Global Head-GBS Service Centres, Deutsche Bank
- Mr. Ram Menon & Mr. Ashim Ghosh, IIM-A Alumni
- Mr. Ati Manav Gaur, Public Affairs Officer, Dow AgroSciences Ltd.
- Ms. Isabella Chan, US Embassy
- Ms. Susanna Hagen, Travel Journalist and Responsible Tourism Expert, Austria
- Monica Suri , Complex Director Human Resources and Training, Westin Hotels
- James Lamont, South Asia Bureau Chief Financial Times
- Girija Shivkumar, Reporter, Financial Times



Ms. Isabella Chan



Mr. Menon and Mr. Ghosh



Mr. Ati Manav Gaur



James Lamont and Girija Shivkumar



Prof. Datar and Mr. Dhawan

Prof. Srikant Datar from the Harvard Business School, an IIMA 1978 alumnus and IIMPACT supporter, visited a learning centre in December. Here he is seen interacting with the school children and illustrating an innovative way to remember the 9 times table.



Susanna and Monica

*"Working in the field of responsible tourism gives me the opportunity to see many interesting projects worldwide. Though, would I have to pick my favourite projects now, they would be the two IIMPACT learning centers I was privileged to visit on the occasion of my last North India trip. These girls touched my heart in a very special way and I could see that the learning centers mean an uplift to these villages. Education surely is one of the most vital tools to fight poverty and I firmly believe that when you educate a girl you educate the whole family. Let me wish you all the best for your most valuable work and the chance to open many more learning centers throughout India."*-  
Susanna Hagen.

*"It was really good and both my kids enjoyed the experience which was humbling." –Mr. Arindam Banerji visited IIMPACT learning Centers at Kolkata*

## *Readers Digest features IIMPACT in its 'Heroes' Section!!*



### HEROES: The Growing Impact of IIMPACT Extract from Reader's Digest November 2011

What started at a fun-filled gathering of old students is changing the lives of thousands of little girls—and the very fabric of rural India.

“When I grow up, I want to become a teacher,” says Rubina. That’s the kind of new-found aspirations expressed by about 17,000 little girls like her from as many as 560 locations in rural India, whose lives Tandon and his classmates have touched through IIMPACT, a charitable trust they set up just eight years ago.

For countless underprivileged girls in rural India, education is among the last things their folks care about. The daily lives of these children revolve around performing household chores or attending to their livestock. Many of them get married without learning to read, but thanks to IIMPACT, Rubina and thousands of others now have a fair chance of escaping such a bleak future.

By the end of 2003, the first 20 learning centres had been established in premises made available by village panchayats. In 2006, IIMPACT started expanding to other states where literacy and primary-school facilities were most deficient. Using an operating model developed by IIMPACT—it has training, learning and teaching methodology and materials—local grassroots NGOs were engaged to operate more learning centres in the various regions.

“We created a child-friendly system where teaching methods are interesting, with no emphasis on rote learning,” says Biswajit Sen. “No books are given to the girls at the preliminary stage, when they are taught the alphabet and numerals with the help of printed cards.” “IIMPACT lays stress on a child-centred education,” explains Nirmala Tandon. “Every child is appreciated regularly. It may be at the morning assembly, where a girl is able to express herself freely. It may be for art, craft and stories for creativity and expression. There’s abacus, pebbles and sticks for mental stimulation, singing and dancing for joyful experiences—all these are key to our program.”

“An educated girl makes a big difference,” explains Ravi Kumar, 21, the teacher at one centre in Moreda village, Rajasthan. “Not only does she become aware of the importance of nutrition, cleanliness and health, she also takes along productive ideas to the family she gets married into.” In other words, the hand that rocks the cradle rules the world. Indeed, some girls are themselves discovering IIMPACT. Sushama Malik belongs to a very poor agricultural family in Orissa’s Gajapati district. Through her playmates, she came to know about a nearby IIMPACT learning centre and told her parents that she wanted to enroll there. She’s ten years old, but only in standard two now. Yet, had it not been for IIMPACT, she’d never have gone to school. “When I grow up,” says the confident, bright-eyed girl, echoing Rubina Bano who lives a thousand kilometres away, “I want to be an *anganwadi* teacher.”

Eight years on, an idea that took shape at just another alumni meeting now spreads its learning centres across seven states—Rajasthan, UP, Bihar, Haryana, Jharkhand, Orissa and West Bengal. “From the current 560, we plan to increase the number of centres to 2000 over the next three years,” says IIMPACT president Krishan Dhawan, “and that should help educate 60,000 girls.

## Case Studies



Shahanara Khatun

Sahanara Khatun, daughter of Abdul Gaffer Lasker was an out of school girl. She lives in the village Patra and was married at a very early age of 13yrs. Her husband works at another place and so she stays with her parents. Being faced with such a case for the first time IIMPACT counselled her parents and in-laws about the negative effects of marrying at such a young age and how it would affect the health of their daughter. It took some time to make them realise the importance of educating their daughters, and convince them to send the younger daughters to school and not be married off so early. They were shown the school and the way lessons are taught. Today Sahanara is coming to school since the last year and at present she is studying in class II. Her sisters will soon be joining Sahanara at the IIMPACT learning center.



SHAGUFTA BEGUM  
Kishanganj

My name is Shagufta Begum. I am 10 years old. I study in the Farigora Aalima Learning Center. I have 3 sisters and one brother. I have never been to a school but now with the learning center starting in the village I have started going there. Now I know the tables till 6 and I can write words and sentences. I can also read and solve some math sums. My teacher Sajeeda Madam comes and talks to my parents. When some days I don't go to school she comes home and takes me to the center. I really like to study and want to continue studying. In the beginning madam would come daily and tell my parents to send us to study.

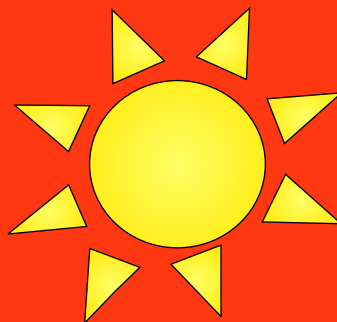
### UPCOMING EVENTS

*New Learning Centers:* In the next quarter – January to March 2012 we plan to start new centers at the following locations:

- Kota-Rajasthan
- Shahjahanpur-Uttar Pradesh
- Jaunpur- Uttar Pradesh

This would mean that our reach will expand to approximately 20000 girls! Adding about 2500 more out-of-school girls in our quality primary education project.

*Digantar Exposure Visit:* IIMPACT has been invited by DIGANTAR, Jaipur for a visit in the month of January, 2012. Three members of IIMPACT team will be attending this programme.



*Welcome Aboard!*

*We welcome our new staff members*  
*Neha Vashistha- Project officer, Training*  
*Priyanka Konsam-Project Officer, Documentation*  
*Devesh Chandra- Project Officer, Rajasthan*  
*Kamla Bisht- Data Entry Operator*



*A heartfelt thank you from all  
the girls for this wonderful gift that  
will remain with them for a lifetime!*