



iimpact

Making a difference

ANNUAL REVIEW

2018-19

IIMPACT

is a Non-Governmental Organisation (NGO) based in India that was established in 2003 by the 1978 alumni class of the Indian Institute of Management, Ahmedabad (IIM-A). We believe in providing access to quality primary education to empower and mobilize young girls from rural disadvantaged and socially backward villages in India, enabling them to become active agents of their communities and changing the future of the entire village.

what we aspire for

OUR VISION

IIMPACT's vision is to transform the lives of women, families and entire communities in india by educating and empowering the girl child.

how we do it

OUR MISSION

IIMPACT's mission is to mobilize and motivate non-school going girls, aged 6 to 14, from socially and economically backward rural areas in India, and put them firmly on the track to formal education through quality primary education.

For

16

years

In

11

states

Through

2,500*

centres

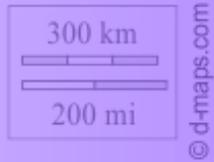
With

1,00,000*

girls

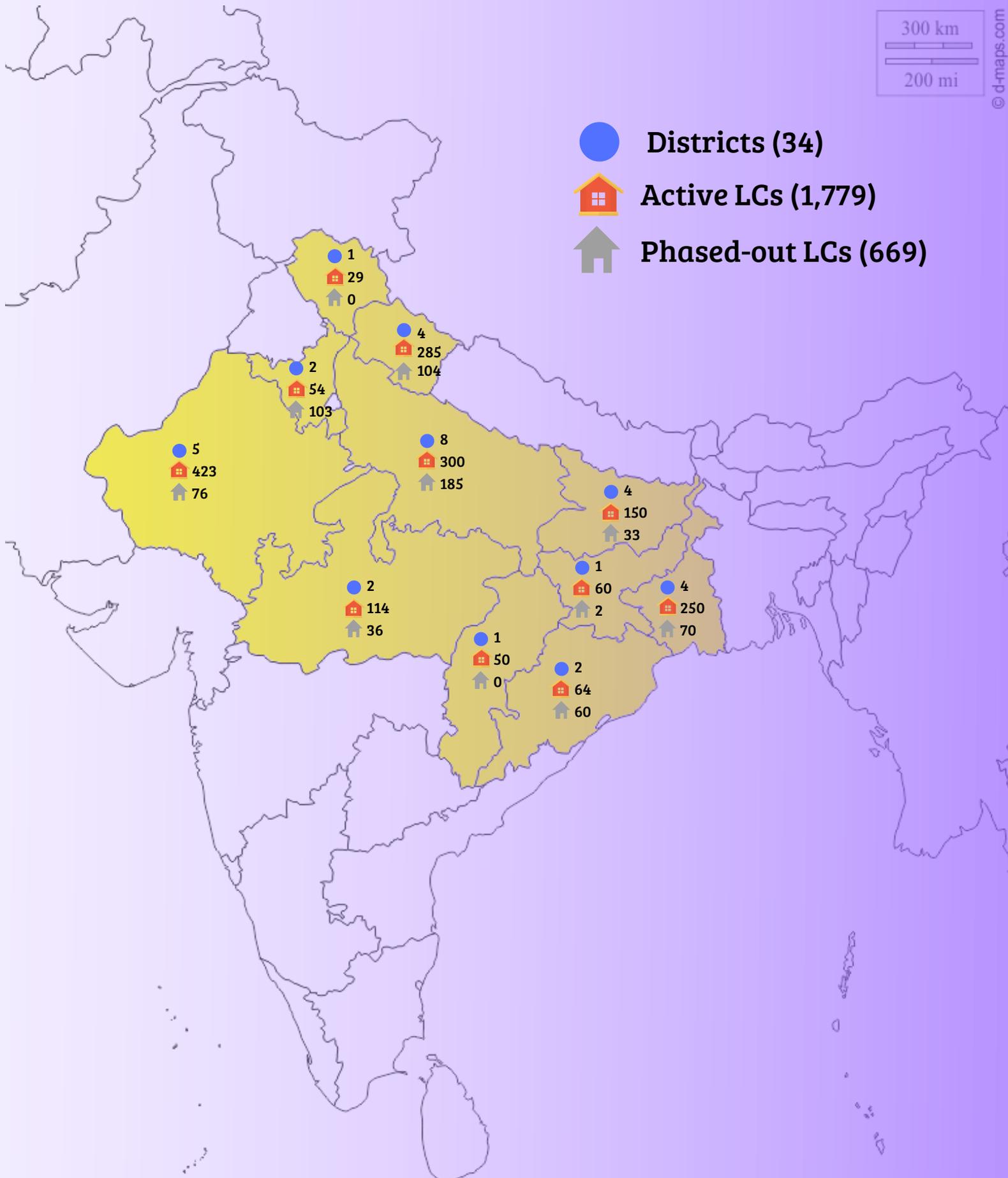
*these numbers represent closest approximations

Our Learning Centres



© d-maps.com

- Districts (34)
- 🏠 Active LCs (1,779)
- 🏠 Phased-out LCs (669)





Biswajit Sen
trustee & advisor

Mr Biswajit Sen is an IIMA graduate. He is a Senior Rural Development Specialist with extensive expertise in rural livelihoods, education and community-led development. Mr. Sen has successfully founded many pan-India developmental institutions including Nalanda and IIMPACT. His career has also included assignments for international organizations like the World Bank, UNICEF, etc..

We stand for



Integrity



Transparency



Accountability

a letter from our trustee

Social reform in India has been driven through time by stalwarts like Raja Ram Mohan Roy, Jyotirao Phule, and Ishwar Chandra Vidyasagar. Their transformative work included strong emphasis on the promotion of 'education of the girl child'. However, despite their best efforts, the passing of centuries, and even seventy years of Independence, Girl Child Education in India continues to remain the most neglected – and relevant – aspect of our society.

IIMPACT is dedicated to helping realise their vision. IIMPACT focusses on creating a practical, implementable program that can be replicated across remote, rural areas. Robust governing structures and functional models are at the heart of our work and interventions.

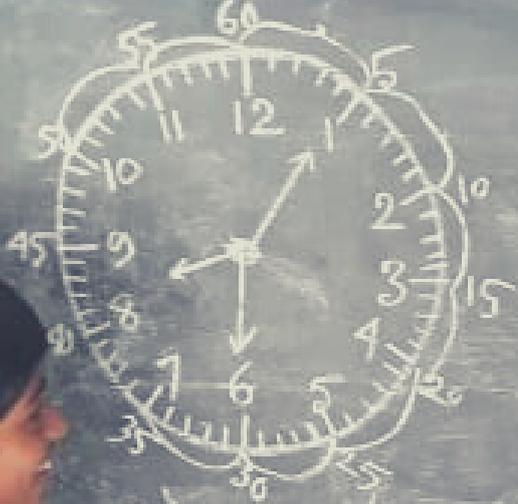
IIMPACT's goals include 'reaching the unreached', delivering high quality Primary Education, and establishing good value systems. Our program is a fun, absorbing, and challenging learning experience that young girls eagerly look forward to. Our single teacher, multi-grade, multi level education system is dynamic. We deliver continuous improvements through regular teacher training and periodic upgrades to teaching-learning materials. In some districts we even provide small libraries for children, as well as maths and science kits. Ongoing, systematic evaluation of our program allows us to identify what works, and what needs strengthening. We partner extensively with field-based NGOs who provide frontline contact with the villagers, basic supervision and a deeper community connect. These partnerships have delivered tremendous value over the years and continue to provide considerable support to IIMPACT's functioning. These NGOs are active partners in IIMPACT's success.

IIMPACT's work and scale have expanded substantively over the last 16 years. IIMPACT continues to be managed by a small, professional team that operates the Learning Centres at very low cost. At IIMPACT we continue to make systematic efforts that would establish us as a major development institution providing quality primary education at low-cost, on a large scale. The future for us involves scaling up to cover more States and Districts so that more girls are provided a good education. Innovating and thought-leadership will be vital to our future success.

We started IIMPACT knowing that "educating the girl child is a trigger for social reform". The force and passion embodied in this statement propels IIMPACT's staff, its work, supporters, and trustees.



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৪টা ৩০ মিনিট

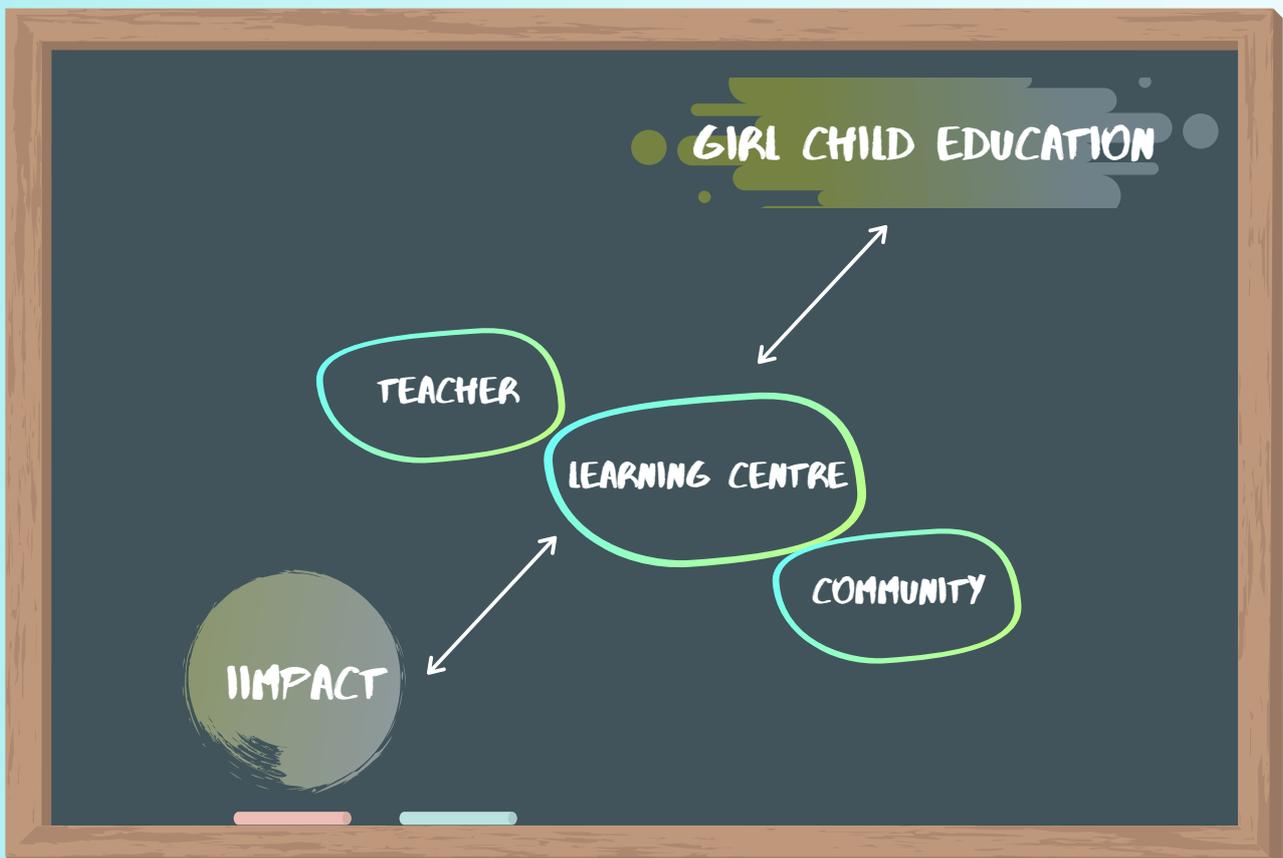
Lalapara

Time is precious, Bandwan, Purulia, West Bengal

IIMPACT Girl Child Education Program

what we do and what guides us

The organisation was formed to create a space for young girls who were not going to school. To provide education to these girls who belong to the country's most economically and financially impoverished households, IIMPACT set up learning centres. Our aim is to break the cycle of illiteracy that girls from such communities are mired in. This is done through local community based learning centres where they get a meaningful and stimulating educational environment upto year 5 of their primary schooling, and are then guided to enter the higher education system. A few focus areas have been established through 16 years of IIMPACT's existence, which guides us in our selection of location and academic initiatives.





**Rema Harish,
Executive
Director**

a note
**from the
director**

Dear Friends

It is my privilege to reflect upon one more year of IIMPACT – my first in this sector and with IIMPACT. In the last 16 years, IIMPACT has already trained over 2,500 teachers and educated nearly 1,00,000 girls. Seeing the transformation that we bring to the teachers and girls was an experience of a lifetime for me. Some of our girls have sent their daughters to the Learning Centres (LCs) and some have come back as teachers – a testimony to the connect that the girls have with the LCs and the change in mind set brought about by the intervention.

In 2018-19, we were supported by more than 90 donors, we opened nearly 300 new LCs , we stepped into 11 new rural blocks with 5 new Partner NGOs and we thank each of our Donors and Partners. We welcomed 9 new employees into the IIMPACT family and that included me. Nearly half of these were in new roles created for better facilitation support to our Centres. We entered into partnerships with Academic experts like JodoGyan, Agastya International Foundation and Pratham Books to improve the educational experience at our LCs. The work of IIMPACT over the years has been significant but the environment is changing fast and we need to improve continuously to stay relevant. To this end, we have increased our focus on assessments, research and data to garner evidence which will help us to continuously learn from everything we do and make this an integral part of decision making at IIMPACT.

As I continue my journey with IIMPACT, guided by the Board and supported by a passionate and hard -working team, newer questions keep rising to the surface - How do you convince communities about the importance of educating their girls for a brighter tomorrow when they are fighting for basics today ? How do we enable the girls with the knowledge, skills and competencies to get ahead in their learning journey beyond the Primary Education that we provide? These are just some of the thoughts that keep us awake at night and make our days so worthwhile.



A girl practising Math problems at an LC in village Sukhpuri of Khargone district in Madhya Pradesh

how we ensure quality education at the learning centres

our academic strategies



Multi Grade Multi Level (MGML)

All learning centres are Multi Grade Multi Level Classrooms (a classroom that has two or more grade levels of children studying together). All our teachers are equipped through periodic training with strategies to effectively handle such classes.

26

workshops in 2018-19



Quarterly Teacher Training (QTT)

Quarterly Teacher Training (QTT) workshops are conducted by IIMPACT trainers & resource persons for teachers in small batches. We build capabilities of all teachers at the IIMPACT learning centres this way. All QTTs are conducted in the MGML format.

243

workshops in 2018-19



Quarterly Teacher Training in Bankura district, West Bengal



Activity based learning using Jodo Gyan Ganit Mala at Dakwangaon centre in Tehri Garhwal district of Uttrakhand

In collaboration with



Supported by R. Jhunjhunwala Foundation & Others



A Trust For Learning and Cooperation



Pratham

Every Child in School & Learning Well



Azim Premji Foundation



DIGANTAR

Education for Justice and Equality



Training of Trainers (TOT)

Training of Trainer workshops are held to build capabilities of our own trainers. This year it included training by Jodo Gyan, Agastya, Srajan for Pratham Books, where IIMPACT trainers and Partner NGO resource persons were trained.

8

workshops in 2018-19



Direct Teacher Training (DTT)

Direct Teacher Training (DTT) workshops are conducted by external trainers or IIMPACT trainers directly with our teachers. **Four** DTTs were organized in collaboration with Jodo Gyan (Curriculum Partner for Mathematics) and **five** DTTs for libraries were organized in collaboration with Srajan- Pratham (Curriculum Partner for Library).

9

workshops in 2018-19

story of

a learning centre

Dehradun, Uttarakhand

In 2012, IIMPACT reached out to the community of Vikasnagar block in Dehradun district for the Girl Child Education Program. A survey of the block showed that there indeed was a village where a learning centre could be set up. This was Bulaki Wala village, with around 350 households. We found a change-leader here who was ready to run the centre as a teacher. Setting up the centre was not going to be easy. A population which is predominantly Muslim would have to accept a teacher who was Hindu. It eventually turned into a safe space to which the community could send their girls.

So far 62 girls have been part of this centre and can proudly call themselves literate. Initially the centre had girls from varied age groups, one would be able to see 14 year olds alongside 7 year olds reading the same books and reciting the same poems. It was a proud moment, as one of the parents there expressed, to enter the space of the centre and watch their girls reciting poems in English. This centre was set up in a generous community member's half-constructed house. While there were walls made of bricks, the floor was dried mud, packed tightly everyday after sweeping and mopping. Girls found an open area outside to play. The Teaching Learning Materials would either be hanging on the walls or be found in a large aluminium box with all the other books and notebooks.

Having seen an example of a community led program such as the learning centre, the village has now opened up to even more opportunities that come their way for the upliftment of the village. Girls enroll themselves in the open schooling system to continue their higher education and find opportunities of being a teacher at IIMPACT. Children from nearby centres meet to celebrate events together and feel part of the community of literate young girls.

'girls in Bulaki Wala village feel safe with their teacher'

'parents feel proud when they see their girls reciting English poems'

'the learning centre has opened doors to more opportunities'

1,779

Learning Centres were active this year



281

among them were opened this year!





Learning Centre in village Saklupura in district Karauli, Rajasthan



महोत्सव
www.impact.org

दस्तावेज़ जो मतदान केंद्र पर पहचान के लिए प्रयोग किये जा सकते हैं।

- | | |
|----------------------|---------------------------------|
| 1. मतदाता पहचान पत्र | 7. स्मार्ट कार्ड |
| 2. पासपोर्ट | 8. राष्ट्रीय लोक कार्ड |
| 3. ड्राइविंग लाइसेंस | 9. स्वास्थ्य बीमा स्मार्ट कार्ड |
| 4. वोट पहचान पत्र | 10. पेंशन दस्तावेज़ |
| 5. पासपोर्ट | 11. सरकारी पहचान पत्र |
| 6. पैन कार्ड | 12. न्याय कार्ड |

Girls graduated from IIMPACT now studying in Government School Siroli, Mewat, Haryana

story of a girl child

Mewat, Haryana

Tanya is a 12-year-old girl studying at the learning centre in Rawa, Mewat. She has been visiting the centre for 5 years, which was when the centre had started as well. Girls in her village often complain of lack of safety from anti-social elements. Girls of all ages, even 6 year olds are seen with covered heads in this predominantly Muslim area.

The parents are concerned for their girls safety and the IIMPACT centre being run in a compound that connects many households makes the parents and the girls feel secure. Tanya's family ensures that the centre is kept clean and welcoming for all the other girls who come to study here.

One of Tanya's favourite learning materials at the centre is the 'rangometry' kit. She enjoys building shapes from them and replicating the colours in her own projects. She wants to become a teacher in the future, she would teach English along with her best friend Sehreen, who she met at the centre as well.

The primary teacher at the government school in her village says that the students who study at the IIMPACT centre are more active in the government school classroom and raise the level of the rest of the class. Currently Tanya is finishing the last few levels of class 5 at the IIMPACT Learning Centre and is already enrolled in the government school. Many girls from Tanya's family are now enrolled at the IIMPACT centre.

'having a centre so close to her home makes her free from worries'

'games and engaging material make her want to keep coming'



3,603

girls finished class 5 from our learning centres this year



16,928

girls were enrolled in the learning centres this year

story of a teacher

Bankura, West Bengal

Laxmimoni Soren is a tribal lady who has been teaching at Kesiadoba village in Bankura for 9 years now. Her goal is to do more than just teach girls. She got involved with villagers and parents to set up a children's park.

As most people in the village were uneducated, the opening of a Learning Centre caught the attention of many. Girls of the village, who had not joined the centre, spent most of their time helping their parents with household work, playing with sticks because they had no toys, or roaming around in the village. Upon visiting Bankura and noticing the girls from the Learning Centre play on swings, they expressed the need for a park too.

To provide a play area teacher called for a community meeting and discussed how a children's park could be built for all the girls to play in. During the meeting it was planned that a kitchen garden will also be developed along with the installation of a few swings and flowering plants. Within three days the plan was executed with contribution from villagers in the form of materials needed; like wood, nylon ropes, pins, bamboo, cow-dung, saplings, manure, net for fencing etc. Together an empowered teacher had helped transform the lives of the girls in the village who were not even a part of the IIMPACT Girl Child Education Programme.

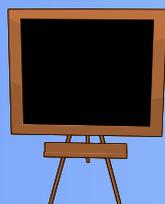
'by teaching one she taught many'

'she built a children's park for the kids of other villages'



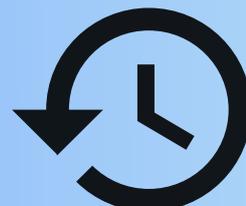
1,779

teachers are currently
teaching in IIMPACT learning
centres



279

training workshops have been
conducted



170 hrs

of training given to each
teacher this year



Once a student at IIMPACT LC, she graduated in 2006. Now she is a teacher at IIMPACT, Rajpur block, Mewat, Haryana

story of

a community

Kandhamal, Odisha

'the community came together to find a location for the LC'

'CMC members went to the government officials to get official permissions'

Partiguda, is a small village, surrounded by forests, rivers, & mountains. Most of its inhabitants are farmers and their families are Below Poverty Line. During IIMPACT's survey, Partiguda was identified to be a village with very low literacy rates and the children of this village were found to not be getting proper guidance or exposure to quality education. Rather, they would mostly assist their parents in doing work at home, in the farms, or at construction sites. To cater to the same, IIMPACT team interacted with the villagers to discuss the opening of IIMPACT's Learning Centre.

Initially, a small open space in the house of one of the villagers sufficed but later an increase in student-strength resulted in a shortage of space. Thereafter, the teacher discussed the challenge with a ward member who called a community meeting. The supervisor addressed the issue by explaining the importance of girl child education and the issue of lack of space was discussed and after some convincing the villagers were ready to arrange a bigger space for running the Learning Centre. After considering all options it was decided that the empty building of the Forest Department which was out of use would be the most suitable.

The villagers then took permission from the Forest Department and after a few days the keys of the building were handed over to the teacher. Since then the classes have been running smoothly with the children. The girls enjoy learning action songs, studying using learning materials, celebrating festivals, and spending time with other girls at the Learning Centre.



1,500*

villages across India have been reached so far



18,000*

people from the communities across India are currently working with us through Centre Management Committees (CMCs)

*these numbers represent closest approximations

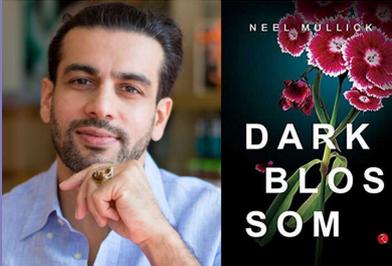


Teacher conducting CMC meeting in Bajarpurwa village of Lakhimpur district, Uttar Pradesh

July 2018

#readforcharity

Neel Mullick's 'Dark Blossom', India's new literary sensation, donated 50% royalties to IIMPACT



moments of the year 2018-19

inspirations

September 2018

Titan ECHO launch

Titan ECHO (Educate to Carry Her Onwards) was a company-wide program conducted by TITAN for supporting the girl child. Rana Uppalapati, a Titan business associate and an international skater, took up the mammoth task of skating the Indian Golden Quadrilateral (6,000 Km) in 90 days to raise funds for the education of girl children, create awareness among 6 lakh people about child safety, and reach out to 6 lakh children through partnership with CII-Young Indians.



January 2019

Rickshaw Rally (a Tuk-Tuk race)

Five friends Daniel, Todd, Tyson, Darren, & Lawson embarked on a two-week long, three-wheeled Indian adventure starting from the southern jungles of Kerala to the northern plains of Rajasthan with no predetermined routes and no back-up, on their two Tuk-Tuks, with a mission to help others and raise as much funds as possible for IIMPACT.

celebrations

November 2018

Hand-wash Day

Four-step hand-wash activity was conducted to emphasize the importance of washing hands, using recommended techniques, for better health & hygiene. The teachers educated the girls about how hands can be carriers of many germs and how keeping hands clean can protected them from various illnesses



December 2018

Winter is here!

IIMPACT & its partner NGO ALERT Sansthan collaborated with Narayan Sewa Sansthan, Udaipur to provide good quality woollens to nearly 1,000 girls studying in IIMPACT Learning Centres at Railmagra, by New Year's Eve. Another 1,000 girls were provided quality woollens in Kanpur with the generous support of Mr. Vipul Kedia & friends.



October 2018

International Girl Child Day

This day was celebrated at IIMPACT's Learning Centres to create awareness about gender inequality, nutrition, legal rights & medical care. Discussions were held to warn girls about discrimination, violence & forced child marriage. All this has helped sensitize the community on the rights of the girls, their care and education.



testimonials from change-makers



Girls energising at LC
in district Khargone, Madhya Pradesh'

TEAM CSR (TITAN Co. Ltd.)

We are proud of our association with IIMPACT – the NGO that is working very effectively to mainstream less privileged girls in very remote areas and helping them to continue their education in schools.

IIMPACT is always very flexible and open to ideas for overall improvement of their programs and are open to work with other NGOs too. Their cheerful and positive staff is very responsive to suggestions and requests.

They have evolved extremely well over the last few years and have led many girls on the path to literacy. We are sure that they will grow from strength to strength. We wish them continued success in everything that they do.

Rajeev Chaba (MG Motor India)

“ IIMPACT is a very meaningful and impactful initiative started by IIM Ahmedabad Alumni with the big idea of educating girl child in primary education in our rural areas where girls are neither comfortable travelling long distances to the school nor there are school at all. I have been personally associated with the initiative since last 5 years and I really appreciate their passion, efforts and dedication with their team working tirelessly to make sure all centres operate in spite of endless challenges they face every day. At MG Motor India we have started supporting IIMPACT since a year under “MG Changemakers” & “Worth Waiting For” program. We share a common vision with them and committed to provide basic education to girls which in turn will help us achieve our goal of gender diversity, a core value at MG India. We are looking forward to a long lasting & impactful association with IIMPACT in future.

Dr. Sarika Kulkarni (IIFL Foundation)

As a CSR head I come across and work with a whole plethora of organisations but IIMPACT clearly stands out on several fronts. Clear focus and vision, meticulous planning and flawless implementation skills, perennial availability for any queries etc. but what truly stands out is their passion and constant endeavour to do better than the previous year. They have brought so many best practices in the program and have made learning for the poor, drop out girls super interesting and fun. Working with IIMPACT has been a great learning experience for me. I wish them one more successful year of nation building

our partner NGOs



Alert Sansthan
Azad India Foundation (AIF)
Center for Child and Women Development (CCWD)
Center for Environmental and Socio Economic Regeneration (CESR)
Child in Need Institute (CINI)
Disha Social Organisation
Foundation for Awareness Counseling and Education (FACE)
Gayatri Memorial Foundation (GMF)
Gayatri Seva Sansthan
Gramrajya Vikas Evam Prashikshan Sansthan(GVPS)
Institute For Development Support(IDS)
Kenduadihi Bikash Society
Mahan Sewa Sansthan
Mahatma Gandhi Seva Ashram
Manav Seva Kendra
Mount Valley Development Association (MVDA)
Nirdesh
Pahal Jansahyog Vikas Sansthan
Paras Swayamsevi Sanstha (PSS)
Purvanchal Rural Development and Training Institute (PRDTI)
Samarth Foundation
Sarvodaya Ashram
Shrushti Seva Samiti
Society For Public Education Cultural Training & Rural Action
(SPECTRA)
Society For Uttarachal Development & Himalayan Action (SUDHA)
Tatvasi Samaj Nyas
U.P Vanvasi Seva Sanstha



After a community meeting for the learning centres in Sirmaur district, Himachal Pradesh

our governing body

President: Arvind Mahajan

Secretary: Mythily Ramesh

Treasurer: Sharad Agarwal

Members: Anil Tandon, Nandita Vohra, Nirmala Tandon, Ravi Sreedharan, Rema Harish, Satish Kumar, Urvashi Nair

Advisors: Abhaya Borwankar, Amal Jajodia, Biswajit Sen, G. Srinivasan, Krishan Dhawan, Manish Gupta, Piroja Mehta, Shivani Mehta, Sham Wagh, Venkataramana Annavarapu

our management team

Executive Director:

Rema Harish

Chief Operating Officer:

Sandeep J. Kapur

**Honorary Director
HR & Communications:**

Urvashi Nair

Head Finance:
Balaji Govindarajan

Head Training:
Preeti Munjal



A girl in learning centre
of Sirmaur district, Himachal Pradesh



NICE TO MEET YOU!



gratitude towards ...

Corporate Social Responsibility (CSR) Donors



MPS



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JUMIO



Foreign Charities

Schools

Trusts

Foundations

*All donors without a logo have been formatted in an empty box with the name only.

financial highlights for 2018-19



EXPENDITURE	AMOUNT Rs.	AMOUNT Rs.	DONATIONS RECEIVED	AMOUNT Rs.	AMOUNT Rs.
Centre Operating & Monitoring Expenses			Centre Specific		
INR	17,54,24,246		INR	19,50,61,258	
FCRA	94,83,042	18,49,07,288	FCRA	1,59,84,900	21,10,46,158
			Project Donations		
Expenditure on National resource training centre		21,63,564	National Resource Training Centre		25,00,000
Training of Trainers		14,81,102	Training of Trainers		15,00,000
General Expenditure		1,33,77,559	General Operations Support Donations		1,00,00,000
			Other Donations		
			INR	56,77,515	
			FCRA	13,24,668	70,02,183
			Interest Income and other Miscellaneous Income		25,82,980
Excess of Income over Expenditure carried forward		3,27,01,808			
TOTAL Rs.		23,46,31,321	TOTAL Rs.		23,46,31,321

FOR IIMPACT

(TRUSTEE)

(TRUSTEE)

Place : Gurgaon
Date: 09/09/19

Additional Annual Review disclosures and audited accounts may be viewed on our website on this link : <http://www.iimpact.org/category/iimpact-annual-reports/>

A Poem by Irene Yaa Frimpomaa Sasu

She is a Communications Director
at the Foundation For Access & Empowerment, US



Haniya celebrates Diwali
in Selaqui LC in Dehradun, Uttrakhand

AM A CHILD NOT A BRIDE.
Slowly I moved, Mother! Father!
Where did I go wrong?
Why can't I be educated?
What is the difference between a girl and a boy?
Why don't I deserve everyone's love?
I have been stereotype as a girl in our society.
Men come to pay for my dowry
Just for me to be a bride.

AM A CHILD NOT A BRIDE.
I believe education is for everyone.
Treat me as such.
Daddy! Mummy!
A girls place is not only in the kitchen.
Trust everyone has a bright future
including I, the Girl child.
I am begging not for food,
neither for shades.
I am begging for education.

All of us at IIMPACT have felt a connection with the cause of Girl Child Education somewhere and sometime in our lives. It is the one thing that connects our team, the girls, the community and all our partners in our common goal. If you too have thought of educating a girl child, join us as one of our supporters.

You too can Make a Difference!
We look forward to your support