

JUSTICE

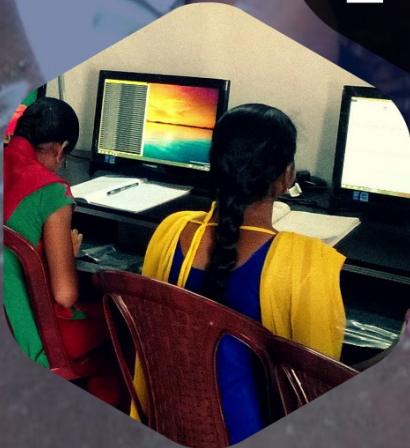
EQUALITY



DIGNITY

NURTURING
A JUST
SOCIAL
ECOSYSTEM

LIBERTY



ANNUAL REPORT

2015-16



CREATING OPPORTUNITIES

Changing Lives



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HELLO



OVERVIEW

CHORD is a non-profit and non-political (Tax exempt entity under Sec 80G/12A of IT Act) relief and development organization. Right from our humble beginnings in 1998 to this day Chord has successfully rescued and empowered with education, counselling and care, over 15000 underprivileged children and has touched lives of tens of thousands through its awareness and sensitization workshops.

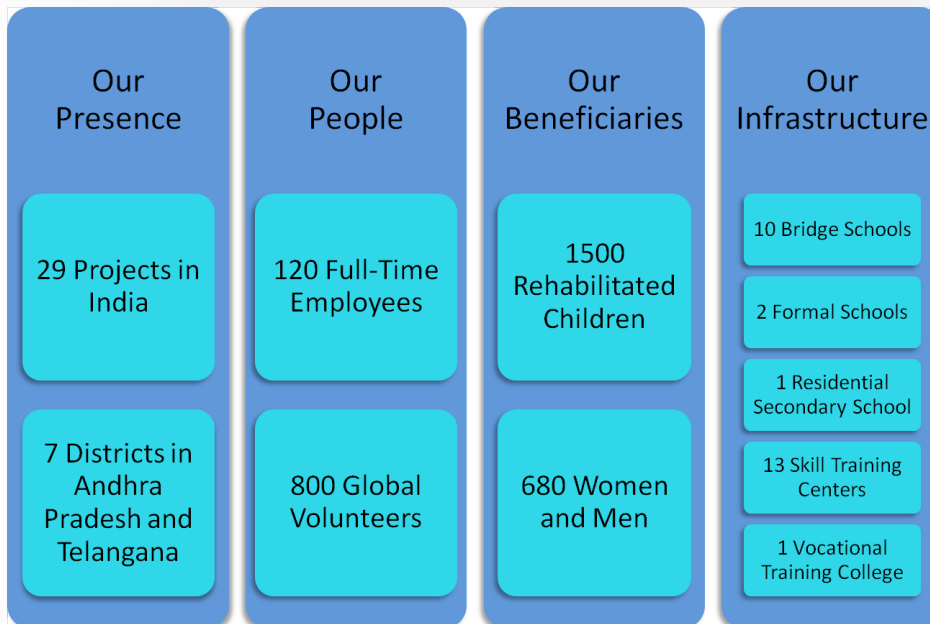
Our imperative to empower with education and training, the lives and plight of the underprivileged continues, with help from volunteers, students, professionals and socially conscious citizens and together we hope that the contribution to our less fortunate friends keeps growing as we do.

MISSION

To implement a robust, replicable and sustainable three-fold community development model to eradicate child labour and alleviate poverty by educating children, training the youth in employable skills, sensitizing the society and empowering the community.

CURRENT GOAL

To liberate and educate another 7000 victims of Child labour by the year 2018



THE REPORT

**From the
President's Desk**



Dear Friends

As the year comes to a close, I am proud to reflect on what a constructive journey of growth it has been for us at CHORD. We are both grateful and gratified. With corporate and government stalwarts at our back, we found both strength and support to march forward with our new endeavours. The Growth Gene Project has been achieving its yearly target and we hope to launch Spriha Collections as a brand by 2018.

The new Skill training centres are thriving with enthusiastic young men and women. The children in our bridge and formal schools are doing us proud. "After coming to the training centre, I found friends, an outlet for my troubles, a place to learn something new and an income to send my children to school" said one of our beneficiaries when we met recently.

However, the ordeal continues. Bringing a professional and systematic methodology of grassroots transformation is still a challenge and finding resources to do the same has never been an easy task. The globalized world we live in today, in management terms, is a VUCA world i.e that of Volatility, Uncertainty, Complexity and Ambiguity.

Although interrelated, we must be prepared for each in its own stead - by devoting resources to inventory, investing in information, addressing complexity through structuring and understanding the cause-effect of our actions by experimenting. This is even more critical for an NGO, which depends on multiple stakeholders for its sustenance. But that said, the satisfaction balances out the tribulations and struggles compel us to be innovative.

From one such struggle and out of the box thinking, came the Growth Gene Project - a holistic approach to slum development and many such novel approaches are under the rug, waiting to be lifted, nurtured and given wings to fly. In order to do this, it is imperative that we embrace the associated risks and take a leap of faith. This is what eventually sets the foundation for a fair and just social ecosystem - one that allows its people to be empowered, to have equal access to resources and opportunities so that they may live their lives with what they define as dignity.

We will continue striving to stimulate the community at large towards growth and development through education, skill development and entrepreneurship and we are indebted to our trusted donors without whose contribution this impact would not have been possible. Congratulations to our amazingly committed team that has been

working ever so hard to make this happen.

President

CHORD

GUIDING

Principles



CORE AREAS OF WORK:

- Child Rights (Elimination of Child Labour)
- Education and Training
- Girl Child Education
- Skill Development/Livelihoods
- Vocational Training
- Women Empowerment

VISION:

- Ensuring every child is in school and learning with dignity...
- Every young man and woman trained in skills...
- Every community is progressing and vibrant...

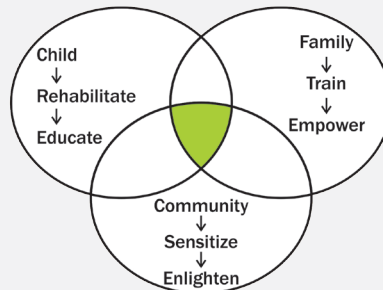
OUR PROJECT BASED INITIATIVES:

- Extensive Survey on Child labour and Enrolment of Victims in to Schools.

- Provision of Remedial Schools.
- Special Training Centres for Skill Based Training.
- Residential schools for the urban poor and Deprived Children
- Projects towards Education of girls
- Formal schools for Mainstream Education
- Vocational Junior college to provide livelihood opportunities.
- Employable Skill Training Centres for Vulnerable Youth.
- Communicative English MicroScholarship Programme.
- Women Empowerment through Livelihood Training.
- Sensitization Programs: Advocacy on the issue of Child labour.
- Placement Cell.
- Volunteering Opportunities for socially conscious Citizens.

Our Development Model

COMPREHENSIVE APPROACH TO ELIMINATION OF CHILD LABOUR AND SUSTAINABLE COMMUNITY DEVELOPMENT



- Providing remedial School Programs for children
- Awareness generation and sensitization among key stakeholders of the community
- Empowering families by training the most vulnerable women

OUR PROJECTS



REMEDIAL SCHOOLS

For rescued victims of child labour.



30% of India's children are still out of school. Remedial schools are Chord's initiative to provide education to victims of child labour who dropped out of school or have never been enrolled in a school. We provide free education for children between 7- 14 years with a specially designed curriculum that caters to the learning capabilities of children with poor educational exposure or retention capacity. We particularly keep in mind that a child takes about 12- 24 months to regain lost education. We strive to empower the students by rebuilding a learning foundation, integrating the child into main stream education and enabling the child toward a sturdy development plan through guidance and care.
NO.OFCHILDREN:600 DURATION:- 12-24 MONTHS

GIRL CHILD PROJECT

For vulnerable and working young girls in slums.

CHORD believes that education, particularly of the girl child, has been a highly effective tool for social change that includes family planning, subscription to better health care and hygiene for children and equalising the male to female ratio in employment in all sectors. Our organisation strives to protect these young girls and provide them with residential rehabilitation programs as per our development model that enables the child toward academic and intrinsic progress through formal/vocational education. We believe that support during adolescent ages creates a lasting effect on the lives of the girls further empowering them to be independent and responsible women who will grow to lead change in their families and communities.

NO. OF CHILDREN: 210 DURATION:- 24 MONTHS

AASHIRWAD EM SCHOOL

For Remedial school pass outs.



After completion of remedial schools, around 250 urban deprived children i.e. children of migrated labourers are enrolled in residential projects. Our residential school at Bachupally, Qutbullapur Mandal, Ranga Reddy District, is where the child's every need is taken care of so that he/she doesn't drop out owing to lack of financial resources. The main challenge is to adapt the children graduating from the remedial schools into a formal educational environment at our mainstream facility. The facility has classes from Nursery to 10th grade, infrastructure that includes a computer skills lab, full-fledged library, kitchen, CCTV cameras etc. We ensure several learning activities that allow for holistic education of the child
NO.OFCHILDREN: 250 DURATION:- On Going



OUR PROJECTS



DISHA-CHORD HIGH SCHOOL

For urban deprived children

Disha-Chord High School, Kukatpally is the first of its kind, pioneering access to quality formal education for urban deprived children and rescued child labourers. Since the start of this initiative (formal education for mainstreamed children) in 2006, Chord has successfully provided formal education to over 2000



disadvantaged children and enabled them through not only academic support but support for personality development, encouraging co-curricular activities and inculcating the spirit of volunteerism through many community service initiatives. Disha-Chord High School at Kukatpally is a replication of a successful development model established by Chord in collaboration with Berkadia Services India Pvt Ltd.

NO.OF CHILDREN: 150
DURATION: ON GOING

SKILL BHARATH

For unemployed and vulnerable youth.

Skill Bharath Program is an initiative formulated to reduce the cases of unemployment amongst young women and men due to the lack of employable skill. We identify and enrol youth and offer professional training by experts in a particular field so that the beneficiaries may be eligible for employment or be



empowered to start an entrepreneurial venture on the basis of their skills. We also assist in placement opportunities for the graduates in local businesses. TRADES OFFERED – TAILORING & TEXTILE DESIGNING, BEAUTICIAN COURSE, MOTOR DRIVING, SPOKEN ENGLISH, COMPUTERS ANS HOTEL OPERATIONS

NO. OF BENEFICIARIES : 600
DURATION : 3-4 MONTHS

ACCESS MICROSCHOLARSHIP PROGRAM

English language training for the non – elite.

Access is a communicative English language training program where children between the ages of 13- 20, from non-elite backgrounds are given the opportunity to a comprehensive study of the English language. This is done by dividing the students into groups of 20 and conducting after-school sessions for them thrice a week. This program is funded by the U.S. Government and supervised by the Regional English Language Office of the U.S. Embassy and by the Public Affairs Section of the U.S. Consulate General Hyderabad.

NO. OF CHILDREN: 125
DURATION: 24 MONTHS



OUR PROJECTS



GROWTH GENE PROJECT

The Growth Gene Project is a community development initiative by CHORD in collaboration with and supported as a CSR (Corporate Social Responsibility) project of Microsoft IT in Hyderabad. The project focuses on bringing intrinsic growth and development in the Yellammabanda slum, one of Hyderabad's largest urban slums, over a duration of three years (2015-18) through a multi- pronged approach with three collaterals.

- Provision of employable skill training in Tailoring and Computer applications to 450 women, (150 women/ year)
- Rescue, rehabilitation and education of 450 children including child labourers and school drop outs (150 children/ year)
- Sensitization and awareness building through community awareness programs in the slum and counselling for the women

So far, the project has resulted in a training-cum-production-center for the women, where bulk orders for local businesses are stitched and dispatched. The schools have seen a marked improvement in enrollments and various sensitization programs are under way.



CHORD- SUPER GAS CENTER FOR LEARNING IS HOLISTIC SCHOOL -CUM- SKILL TRAINING CENTER

CHORD- Super Gas Centre for learning is Holistic School-Cum-Skill Training Centre that aims to liberate two hundred disadvantaged rural children and train 100 vulnerable and jobless youth by providing them with basic school education and employable skill training under one roof.

School education:

- To employ education as a preventive pedagogy to curb children from being exploited.
- To empower children to have their own identity and lead a dignified life.
- To provide opportunities to acquire bridge school, formal school education and vocational training.
- To assist them to settle down independently in society.

Skill development:

- Developing job worthiness among unemployed youth
- Creating free access to employable skill training
- Providing skill centers as a potential employment opportunity.
- Creating awareness about the relevance of skill training in current job environment.



OUR PROJECTS



Where do we go from here?

For the last five years, the agenda was simple, the goal was clear, the plan was set and achieved by the year end, further, new goals were set, new plans made and achieved, only this time, one notch above. Our growth has been quite upward and onward, but 2016-17 calls for more.

We look to expanding our work in more districts in Telangana and Andhra Pradesh. We must establish more projects similar to the Growth Gene Project and the Supergas Skill Center that allows for a wholesome community development initiative that affects the life of each member of the family and hence, every member of the community. We also aim to expand into activities that can counter climate change in our little way – through our schools and training centers.

However, the questions rang loud and clear.

How high should we aim? How much can be realistically achieved?

The demand for community based services grows higher than ever before. We are constantly confronted with challenges to innovate and conceptualize new methods to make optimal usage of the available resources. We believe that the immediate aims can be achieved in the span of the next 1-2 years if we have support from the community and corporate stalwarts. We are looking to indulge interns from management and arts colleges to design innovative systems to improve our current projects and to scale them. Once a project's full potential is reached, redesigning and replicating is a matter of commitment and patience.

Our two imperative needs are:

Infrastructure:

Our organisation has now identified a sharp rise in the number of children and youth, who are in need of similar support. To fulfil this requirement and centralize operations for better control and coordination, we need a bigger facility to build a formal school for mainstreamed child labourers, a health centre and skill training centre for our skill based training initiatives. We require more machinery such as tailoring equipments, computers and other infrastructure that can allow for a professional set up. In order to allow for improved teaching methods, we also require teaching tools like abacus, projectors and access to online educational libraries.

Focus On Mobilizing Resources:

We need to augment our work with the government resources in other districts in order to expand. We also need the support of with corporate partners who have faith in us, in order to take replicate the projects which have great change potential in the current societal situation. We are also mobilizing our resources to be better prepared for the uncertainties that may affect our work due to the dynamics of globalization taking effect, by gathering information, building inventory and testing our approaches.

VIP

CELBREITIES AND DIGNITARIES AT CHORD



Ms. Marianne Groeneveld - Klunder, Director - HR SHV Energy N.V. The Netherlands and Mr. Ajay Kumar, CEO have together inaugurated CHORD-SUPERGAS centre for Learning Building at Bollaram, Hyderabad



Qualcomm vice president hoisting the national flag on the republic day at Bachupally School



Mr. Carlo Gorini, Chairman TFL Quinn India Pvt Ltd. and team at Disha-Chord School, Kukatpally



Tailoring Unit launched at PJR Nagar by Serlingampalli MLA Sri. Arikapudi Gandhi and Local Corporator Sri. Doodla Venkatesh Goud



Tv Actress Smt. Saraswathi Pradeep at the Growth Gene Project Yellammabanda



Access POWWOW Celebrations attended by Mr. Gabriel Hons-Olivier PAO, US Consulate Hyderabad

HIGHLIGHTS

Events and Launches



DISHA - CHORD High School Inaugurated by Mr. Justin Wheeler, CEO, Berkadia.



UHG volunteers dayout with Chord Children



Interns from Ashoka University at Chord's Growth Gene Project, Yellammabanda



Qualcomm volunteers at Aashirwad school, Bachupally



Teacher Training by Zav Foundation



Berkadia Team having good time with Chord Children

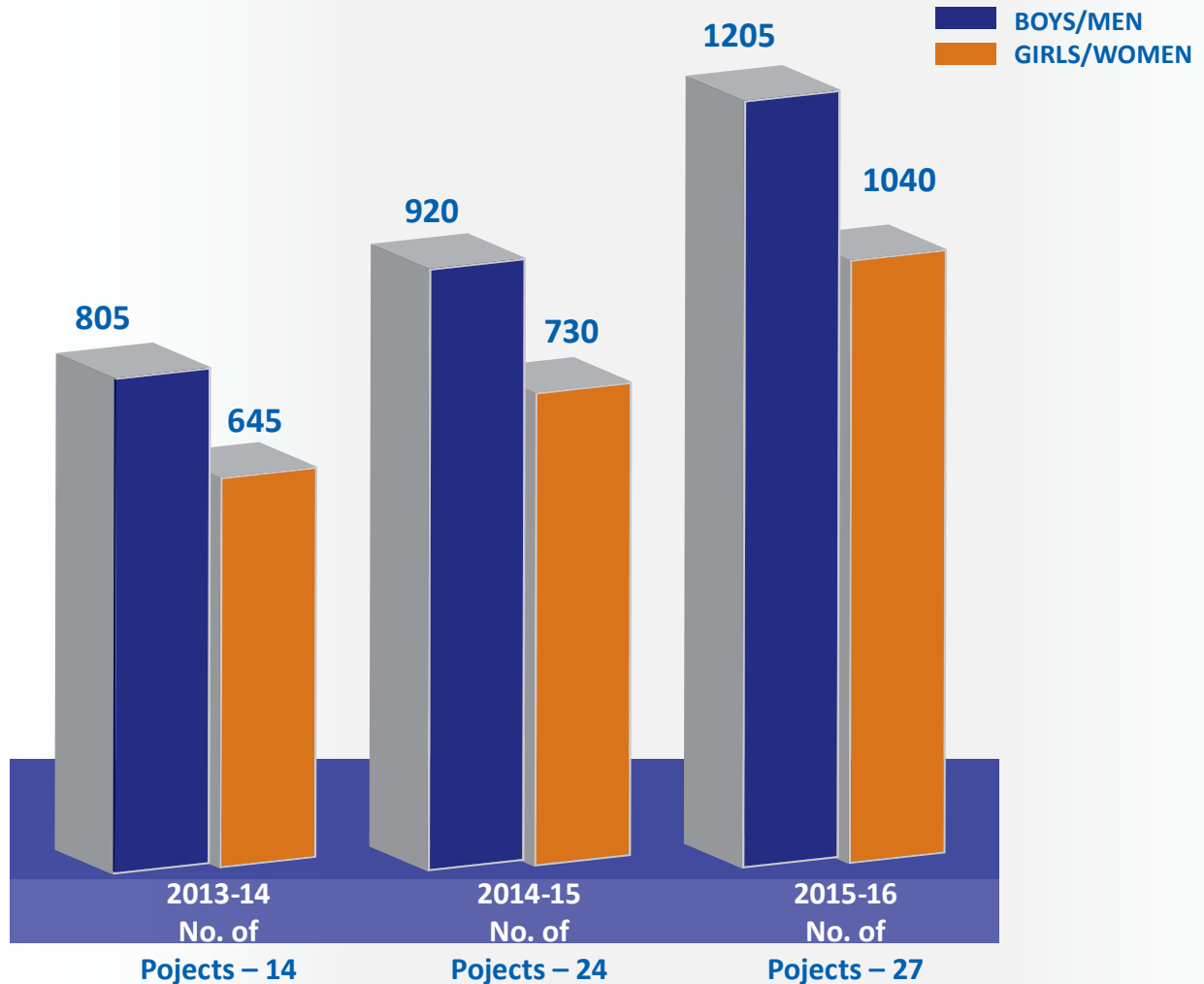
GROWTH

2015 - 2016



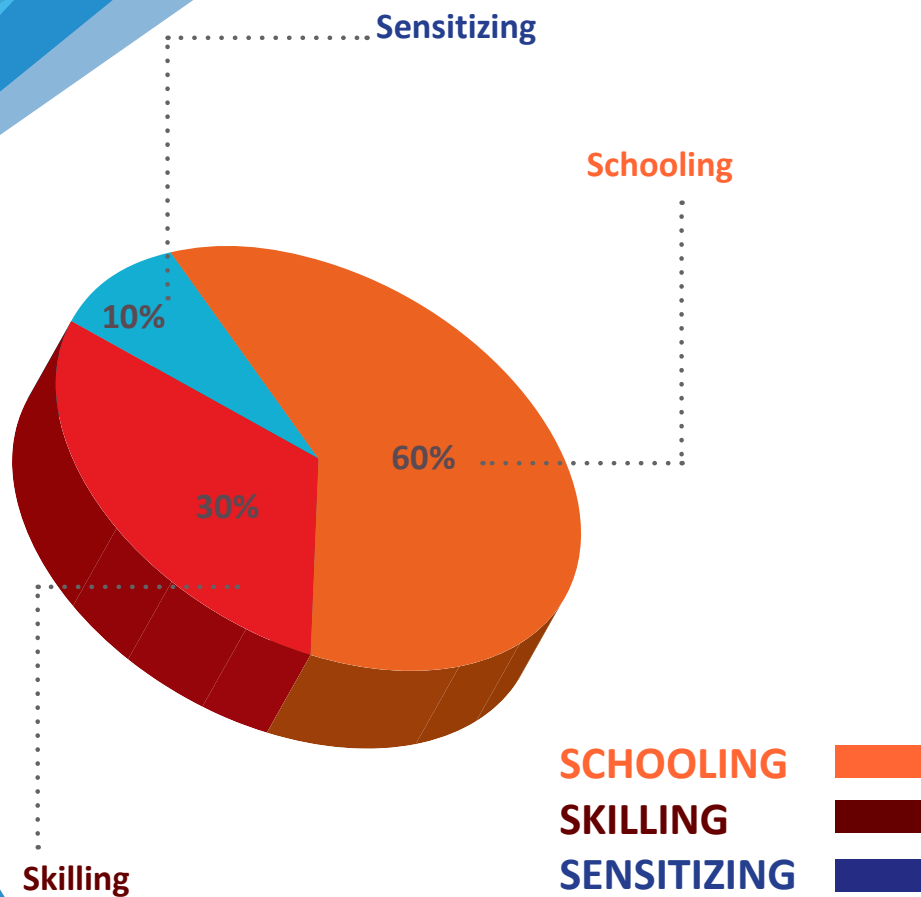
OVERALL GROWTH GRAPHIC

NUMBER OF BENEFICIARIES TRAINED AND EDUCATED
(DURING THE LAST THREE YEARS)



VITAL STATS

2015 - 2016



DEMOGRAPHICS

No. of Children in Bridge schools 1000

No. of Children in high schools 400

No. of Youth and women trained in Skills 680

No. of staff employed 120

No. of volunteers 800

No. of bridge schools 8

No. of high Schools 2

No. of Skill Training Centres 13

No. of awareness campaigns 24

OUR STRENGTHS

- 18 years grass root involvement against Child Labour
- Committed Leadership with twenty nine years' experience in development sector
- Child centric community development model
- Strong Community support
- Excellent Civil Society Network
- Self – sufficient infrastructure
- Dedicated and sensitive team
- Solid experience and expertise in Education and Training
- Proven track record
- Multi stakeholder partnership process adopted for holistic development

FOUR IMPERATIVES OF OUR EDUCATION AND TRAINING

- Food And Nutrition
- Water And Sanitation
- Education And Development
- Livelihood Opportunity

Our up-coming projects

- Community Health Project,
- Skill Institute and Infrastructure Development for additional 500 children

SUCCESS

STORIES & MEMORIES



Nalli Surendra(Driver)

“Earlier, every day was a struggle when I worked as a labourer for minimal wages.



I lived with a sense of hopelessness and dread. The Skill Bharath Program was the learning experience that changed my life. The Driver’s Training course helped me land a job as a driver in Qatar. I cannot be more grateful to Chord for reaching out to people like me.”

Shaheen, Tailor

“I am 18 yrs old and a resident of the



Yellamabanda slum. I come from a very poor financial background and it was extremely difficult for us to make ends meet. GGP was truly a blessing in my life. The training in the Tailoring course helped me learn many different techniques and I can proudly say I am now proficient in the skill of tailoring. Chord recognized my work and I’m now chosen for further training and employment in designing in the Growth Gene Project Social Enterprise. I sincerely thank Chord for this opportunity.”



Naveen Kumar

His name is Naveen Kumar. He lost his Father when he was barely six years old on account of prolonged illness and a massive heart attack. His mother is currently eking out a living working as a domestic worker. It was his uncle who enrolled his name at the Chord School. He believes that it was the best decision he has ever made in his entire life since this has positively changed the life of the

boy for good. Now Naveen is studying in 5thclass and has been doing well despite all the odds



Sailaja

She hails from a poor family barely eking out a living as daily wage labourers. Like many of the numerous migrant families they live in a shed in a slum viz. Gokul plots. She had to undergo the physical trauma of servitude and hard labour at such a young age and could never come to grips with the harsh reality of child labour forced upon her. After CHORD team enrolled her into the bridge school sponsored by Qualcomm, she claims to be living a dream and enjoying her childhood like all other children with dignity. Chord is providing Sailaja with free education, educational material consisting of text books, notebooks, geometry box, pencils, pens, and school uniforms, clothes, shoes, school bag, lunch box. She is presently studying in fourth class and is performing very well.

FINANCES

APPLICATION OF FUNDS



FINANCES

APPLICATION OF FUNDS

Income & Expenditure for the year ended 31st March 2016

Income	2014-15 Rs.(Laks)	%	2015-16 Rs.(Laks)	%
Govt.Grant in Aid	23.00	10.00%	32.76	12.00%
Foreign Contribution	70.77	30.00%	72.04	26.00%
Local Donations	137.51	59.00%	168.57	61.00%
Others	1.72	1.00%	1.99	1.00%
	233.00	100.00%	275.36	100.00%

Expenditure

Expenditure on women,children&youth	212.62	94.00%	227.6	83.00%
Depreciation	13.18	6.00%	16.10	6.00%
Excess of Income over Exp	7.20		31.66	11.00%
	233.00	100.00%	275.36	100.00%

*Unaudited Figures

LEGAL

**ESSENTIAL
INFORMATION**



CHORD is a Registered Society

- Registered under Public societies Registration Act 1350 (F) Regn. No. 988/98 of Hyderabad, A.P
- Registered under section 12 AA of the Income Tax Act, 1961
- Exempted under section 80 G of the Income Tax Act.
- Registered with the Ministry of Home Affairs under Section 6 (1) of the FCRA Act, 1979.

Key Office bearers as on 31st march 2016

Name	Designation
Suman C. Malladi	Founder & President and Chief Functionary
Ch. Rajashekar	Vice – President
D. Somashekar	Treasurer
V. Manohar	General Secretary

Bankers:

Canara Bank, kundambagh Hyderabad
And Axis Bank KPHB Kukatpally,
Andhra Bank, JNTU, Hyderabad
Kotak Mahindra Bank, Kukatpally, Hyderabad

Auditors:

Kishore & Venkat ASSOCIATES,
130/2RT, SR Nagar, Hyderabad
Vennapusa & Sunkara
Flat No. 203; plot No.88, Sri Sadan Apartments,
BSP Colony, Motinagar Hyderabad

Thanks and appreciation to:

Government

National Child labour project (NCLP) & Sarva
Siksha Abhiyan (SSA)

Private Foundations

Manav Seva Sangh and Manav Mitra

Corporate Houses

UBS, Microsoft India, Charities Aid Foundation India,
Qualcomm, Indigo Airlines, Accenture, TFL Quinn India Pvt
Ltd, United Health Group, Berkadia, and Super Gas.

International

PISM, USA
US Department of State CAF America

CHORD Team

All our other gracious donors and
Volunteers for their generous Support and solidarity

“There comes a time when one must take a position that is neither safe, nor politic, nor popular, but he must take it because conscience tells him it is right.”

— Martin Luther King Jr.



ANNUAL REPORT
2015-2016

Registered Office:

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