



Trustees Report 2016-2017

Setu , Gali No 7, Near Masjid , Village Nithari ,Sector 31 Noida 201301

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10 YEARS OF SERVING AND EMPOWERING THE UNSERVED

Annual Report

SPECIAL POINTS OF INTEREST:

- **History & achievement**
- **Our Projects "UDAY", "SAKSHAM", "JAGRITI"**
- **New Facilities at School**
- **"SAMMAN" project**
- **Activities at School**
- **Skill Development**

Dear Friends

Setu entered the 10th year of its operation in April 2017. The last decade has been a story of ups and downs while we reached this milestone we have a lot of success stories also. The year ended with the launch of the Setu Multi-skill Centre at Village Berhampur, Ghaziabad, Uttar Pradesh with grant under the Direct Aid Program of the Australian High Commission in India.

During the year 2016-17:

- The Setu School which started at Village Nithari in 2008 with 2 students now has 345 students including 225 girls. The school is partially funded by Dr. Wilmar Schwabe India, Fidelity International, Mentor Graphics and a major share is contributed by all our individual donors put together.
- The Multi Skill Vocational Training Centres at Village Berhampur Ghaziabad shall cater to skilling around 400 students per annum thus enhancing the overall skilling capacity to 1800 annually across all our Skill Centres. The Capacity at both our existing skill centres at Nithari Village and Sadarpur Village was increased during the year with the introduction of new skill courses in High end tailoring, Hospitality and Beauty & Wellness. The skill centres are partially supported by Fidelity International, MetLife GOSC, Mentor Graphics, Smile and Createnet. High end Industrial Tailoring Machine Skilling was re-introduced after a gap of almost 2 years.
- The Setu Skill Centre for Specially-abled youth was launched in December 2016 with the help of Pricewaterhouse Coopers India Foundation.

As the Journey continues we have over the last 5 years:

- Under the Skills Program trained over 4601 people out of which 4303 are women.
- Organised over 44 health and immunization Camps and helped arrange over 9000 units of blood has been organized at Voluntary Blood Donation Camps.
- Successful conduct of the Setu Shikshajyoti Painting Competition for the 9th time involving all under-served schools across Noida.

Currently the focus is on NCR area, Empowering thru Education at our school in Nithari Village Noida and Empowering thru Skilling and Employability (pre-dominantly the Girl Child and Women) at our Skill Centres in NCR. We also conducted General Health Camps, Dental Care Camps, Eye Care camps, Immunization Camps and Blood Donation Camps to help the Under-served. Workshops on Prevention of Child Abuse and Sexual Harassment at Work Place were also conducted across NCR.

Our Dream is to work with like-minded people, organisations and Corporates to fulfil their and our aspiration of empowering the Under-served thereby leading to achievement of our Vision – "Transforming Lives".

We would also like to take this opportunity to thank all our stakeholders – the students, their parents, donors both individual and corporate our bankers, our suppliers and vendors, the communities we work with and the employees at Setu who helped us be where we are today. Congratulations to all of you.

Cordially yours
Trustees

History And Achievement

2008 - After grooming over 700 children for schooling in **2007**, Setu started a school in Nithari Village Noida which today has 345 children (225 girls) . **Project: "Uday" -Setu Shiksha Jyoti Kendra Noida.**

2011 – Launch of special need centres for physically impaired women and HIV affected women at Pondicherry and Trichy.

2012- Added Skilling to projects with offering to illiterate, Semi- literate & Literate - Digital Learning, Low End Tailoring & High-end Tailoring and in Health Care leading towards Empowerment and Employability. Over last 5 years 4601 people, skilled including 4303 women & 1900 placed.

2015 – Launch of the exclusive Women Empowerment program (**SWEEP**) in Noida. The SWEEP Program has since been extended to 3 locations across Gautam Budh Nagar and Ghaziabad - Project "SAKSHAM", Project -"JAGRITI" and Project -"PRAGATI".

2016 – Launch of Skill Programs for Differently abled (students with special needs) (**Project Saaman**) (formally on 14/11/2016) in Noida.

Setu has pre-dominantly been an Individual donor supported organisation with very less funding from Corporates in its initial years. However with the new CSR Act in place over the last few years a major share of our funding is thru Corporates. Over the last three years we have:

- Partnered with Smile Foundation to implement their Skilling program - Step which is also funded by them catering to 120 students per annum. The project started in 2015 and is now 3 years running.
- Our Education Initiative – Setu Shiksha Jyoti Kendra the School with 343 students at Village Nithari Noida for Under-served children has been funded and supported by Mentor, Metlife GOSC, Interra, Fidelity India, Hughes Systique and Dr Wilmar Schwabe.
- Our Multi Skill Centre at Village Nithari and Sadarpur Colony Noida has been funded by Mentor, Metlife and Fidelity India to ensure Skilling in Basic IT skills, Tailoring and Health Care to around 1280 students per annum under the Setu Women Empowerment and Employability Program.
- The Skill centre for Specially Abled is funded and supported by Price Waterhouse Coopers India Foundation and caters to around 120 People.
- A Multi Skill Centre was launched in March 2017 at Berhampur Colony, Ghaziabad with Support under the Direct Aids Program of Australian High Commission to cater to around 400 women in a year.
- We have partnered with Max Foundation as well as Saket City Hospital in their Initiative of Immunisation and Health Care of Children in Gautam Budh Nagar Noida.

Our Projects “UDAY”

Setu provides formal education to children of poor families. Setu Shiksha Jyoti Kendra, Nithari, Noida, started as a primary school catering to 92 children from Pre Nursery to Class 5 out of which 59 of them were girls and rest all are boys.

Over the last nine years the strength of children has gone up to 345 and 225 of these are girls. The session 2017-2018 shall start with a total strength of 345 students.

The infrastructure increased from a two room shack to a 28 room facility comprising of Classrooms, Science Labs, Library, Computer room, Activity room, a proper lunch Room and a Kitchen.

Adequate seating space is also available for staff and hygienic wash rooms are also available separately for boys and girls. The school works in 2 shifts.

There are 106 students in the pre-primary 120 students in the primary section and the balance 119 in the middle and senior section as we start the session 2017-2018.

At the Setu School out of a total of 345 students currently we have 90 students undergoing formal schooling in Classes 6th to 12th.

During period November 2016 to Feb 2017 we had the FA 2 Examination in December 2016 and the Pre-board examination for Class 9 and 10 in January 2017.

Class 10 and 11 shall be writing their Final examination in March 2017 while all the other classes shall be getting their results on 8th March 2017. Currently we have 90 students and in the new session shall start on 20th March 2017 where we shall be a total strength of around 119 students between classes 6 and 12.

All the students apart from teaching were provided, Books, Uniform, all Stationery items and Midday meal at the school. In addition the students also underwent regular Health, Eye and Dental Checkups along with immunisation.

**“Project
“Uday”-Formal
Education at the
Setu Shiksha
jyoti Kendra
village Nithari
Noida”**

New facilities at Setu School



- In our endeavour to provide Hygienic food & drinking water to students, Setu has setup a new Kitchen. Keeping cleanliness as a key factor, the facility has an automatic Dishwasher, RO plant for providing pure Drinking water thru two new water coolers as well as a world class cooking facility with a new refrigerator. Mid day meal supplement was introduced from 01/04/2016 after an Initial pilot.
- New Benches were provided to Class 11 and 12, along with some new racks for the Library
- Tiling work was completed in the toilets to ensure they remain cleaner.



- New fans, Printer, UPS, Refrigerator, PA & Music System, Invertor & CCTV were also provided.
- The toilets were upgraded with new tiles and equipment along with the compound.
- The lunch room facility was enhanced with additional tables and stools.



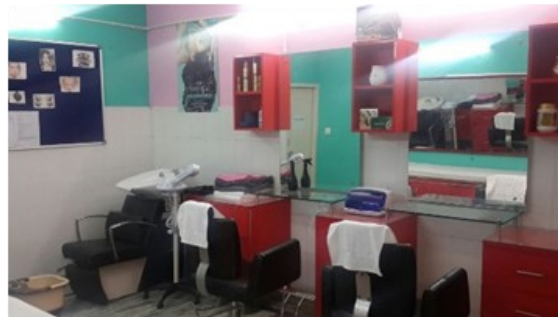
Skill Development

The Focus of the Setu Skill Development Program is mainly women empowerment of under the Setu Women Empowerment and Employability Program (SWEEP). Various project have been launched and Skills are offered in Basic IT, Tally, English Speaking and Retail, Tailoring (Low end as well as High end), Hospitality, Health care and Beauty & Wellness. Skill Development courses are currently offered at our Multi Skill Centre at Village Nithari, Village Sadarpur in Noida and Village Berhampur in Ghaziabad.

“Project Saksham” has been launched at our Multi Skill Centre at Village Nithari & Village Sadarpur in Noida. The Centre at Village Nithari Noida offered skills in Basic IT, English Speaking, Retail, Tally and Tailoring and has a capacity to skill 480 students in a year. During the last one year 179 students were skilled at the centre and another 119 are currently attending. Low-end tailoring was re-introduced at the centre after a gap of two years in Nov 2016.



The Centre at Village Sadarpur Noida offered skills in Basic IT, Tally, English Speaking and Retail, Tailoring (Low end as well as High end), Hospitality, Health care and Beauty and Wellness with a capacity to skill 900 students in an year. During the last one year 595 students were skilled at the centre and currently 270 are students attending. Courses in Hospitality, Beauty and Wellness were introduced in January 2017.



High-end Tailoring under “Project Jagriti” commenced in Feb 2017 with 20 students and the target is to do 40 students per annum. The course duration is 6 month.



In February 2017, a new exclusive skill centre for Women Empowerment was launched at Village Berhampur in Ghaziabad and under “Project Pargati” skills shall be offered in Basic IT, Health Care and Tailoring with a capacity to skill 400 students in a year. As on 31st March 2017 there are 60 women undergoing courses at the centre.



We have no bias towards men and skilling is also offered to them in Basic IT Skills, Tally, Health Care and Hospitality. At our Nithari Centre 120 students are provided skills during one year under the Smile Foundation STeP Initiative and till March 2017 82 students had completed the course out of which 55 had been placed and another 40 were currently undergoing the course.

“Project Samaan” -
KNOW ME FOR
MY ABILITIES,
I AM A
SPECIALLY
ABLED AND AT
SETU ”

“SAMAAN”

As per the surveys one in every 10 children is born with or acquires a physical, mental or sensory disability out of which 35.29% have access to schools.

Setu embarked on the journey to provide Employment or earning opportunities to People with Disabilities with Support from Price Waterhouse Coopers India Foundation.

The Project started with the identification of area of work in Sadarpur Village. A new site was selected and the project site was approved near our existing skill centre once we got in principal approval for the project in October 2016. The construction work on the building started on 21st October 2016 and we in phase 1 decided to have one class room cum for IT, One classroom cum lab for tailoring courses along with space for other activities and a counselling room.

During construction we ensured that the centre be only on ground floor, the size of the rooms and especially the doors be broad enough to allow wheel chair user easy enter. Construction work was completed by 14th November 2016. Colouring of the rooms was also given emphasis to make the centre vibrant and attractive. It was record of sorts for all of us as the project took off in 25 days as against a lead time of 45 days.



While the construction process was on Staff selection started and mobilisation also took place. Team started visiting special schools, community and through personal contacts they started taking admissions. All the equipment were purchased after the completion of the centre.



On 17th November 2016, the centre was formally launched.

We started with 15 students and till now we have 50 students with different disabilities. 23 are doing IT course, 2 are doing sewing, and 11 students Hospitality. The rest 14 students who are intellectually impaired are getting skilled on paper product making currently. After enrolment student's assessment is also being done. This assessment takes time and after the assessment their skill training starts.



Initially the courses were offered only in IT and Tailoring however as we evolved the offering increased based on the needs and we have added:

- Sign Language
- Hospitality
- Beauty and Wellness
- Paper Products making
- Jewellery making
- Scanning Documents

Event & Activities at SETU

World Disability day: Colouring activity was organised on the occasion of Word Disability day 2nd Dec 2016 by the Setu Skill Centre Team at the centre for a students. On 3rd Dec 2016 the Centre staff participated in an event at India Gate in Delhi on 3rd Dec 2016.



“Activities at the skill centre for Specially abled”



Christmas Celebration: Christmas celebration was the first major event at the centre on 22nd December 2016. Volunteers from PWC took actively part in the event.

The Volunteers divided themselves into two groups; one group interacted with students and did colouring activity

while the other group did wall painting. After that Christmas celebration started. Setu school children performed programs followed by cake cutting and gift distribution by Santa. It was a special occasion for all the students you enjoyed a lot.



During the last year a lot of emphasis was placed on development of staff and the Teachers training

- Two special training programs on Student handling were organised for our school teacher in the month of April. Another Workshop was conducted for teachers on healthy eating habits.
- Setu School teachers also went thru a Disaster Management workshop was organised by local gram Pradhan for school teachers. They were given hands on training on how to manage during emergencies like earthquake, fire or any other difficult situation. All teachers who went thru the training also cleared the Disaster management assessment and were certified.



In House Activities in School

- Mr Jang Hwan Lee the MD OF Samsung Data launched the Class 11 at the Setu School and distributed stationery to the school children.
- Students from Mayoor School participated in various Joint workshops with the Setu School students. Science, Maths and English activity were conducted during their visits.



- Birthday celebrations on every third Saturday were organised with support of Mentor Graphics



- International Yoga Day was celebrated on 21st June 2016 at Nithari Campus.



- Celebrations at Setu School: Students celebrated the 70th Independence Day as well as the Republic day with fanfare along with Holi, Rakhi, Janamashmi, Xmas and Id.



- The 70th Independence Day was celebrated with the hosting of the national flag, Cultural show by the students of the school at Nithari & Skill centres at Nithari and Sadarpur and an exhibition by the school children. The function was attended by volunteers from Cognizant, some well-wishers, students and staff of Setu along with the Trustees.
- The 68th Republic day was celebrated with fun and fare at Setu. The highlight of the event was the National anthem which was led by Hearing Impaired students from the Setu Skill Centre for Differently abled followed by a Cultural show presented by the Setu School students.
- Lohri was celebrated with fan and fare at Setu School, Shiv Mandir Gali Vilage Nithari Noida. All students and teachers participated and Lohri was distributed to the children.

- The students of Setu School and Skill centre Nithari celebrated Xmas. It started with students of the senior students at school and the Skill Centre decorating the premises. Later in the day a group of Employees from Cognizant joined in in decorating the school. A cultural program was organised by the students and Santa distributed Candies and Gifts to all students. The gifts were arranged by the employees of Nucleus Software, Aristocrat Technologies, Hughes Systique Corporation and Octane Marketing.



Outdoor Activities for Setu Students

- Career counselling session was organised for the students of Class 9 and 10 at Mayoor School Noida.
- Setu students conduct a street play at a Slum near Lodi Road in Delhi, spreading awareness on the effect of using drugs.



- On 6th October 2016 Class 11th went for an Educational cum day picnic trip to Agra. The trip was sponsored by our advisor Mr. Arun Agarwal. Children had a gala time while they also learnt a lot about the history of Agra.





Similarly, Class 9th and 10th went for day picnic to Delhi on 15th Oct. the trip was sponsored by HSC. Their employees also accompanied our students and teachers for the picnic. They visited Nehru planetarium, India Gate, Jantar Mantar, Raj Ghat and Red fort. It was quite informative and enjoyable trip for them.

In December our pre- primary students were invited by Sarvottam School Noida for celebrating Christmas and for gift-giving. Our Prep 1 and class 1st

along with teachers went to their school where they had organized some outdoor games for our students and they also got gifts at the end of the day.

Employees of Aristocrat celebrated Xmas with the Students of Setu School of class 2nd to 4th, Lots of Fun, Food and gifts were given to all.



“Aristocrat sponsored students of junior classes to Kidszania”

Aristocrat sponsored students of junior classes to Kidszania, it was a great experience for them. They enjoyed making their own pizza and burgers. Such trips are a great learning experience especially for kids in junior section. Thanks to the employees of Aristocrat for giving such exposure to our students.



During the last one year Setu students excelled in various fields and participated in many activities outside school:

- Setu students impress at Noida Lok Manch Inter school competition competing with 11 schools winning in two out of three events they participated.
- Setu Students participated along with students of Mayoor School Sports and Cultural Fiesta. The senior team came second in the 4*100 relay. This was no mean achievement for them as they were competing with some amongst the best. Students from the Setu Skill centre for specially-abled also participated in the event.
- Setu School students excel in an Inter School Sports Meet organisation by Concern India Foundation winning 8 medals in 4 events and also the Trophy for Discipline and Cleanliness among 13 participating schools . Students Secured the Second position at the inter school “Talhunt” organised by Cognizant.
- At the Saksham Bharti Painting competition Setu students came out with flying colours winning 3 prizes.

Health Programs

- On 3rd September a General Health Camp was organized at the Setu School in Nithari Noida. An Eye Checkup Camp for Setu students at Nithari. Over 250 students were covered during the camp on 2nd Dec 2016 by our partners Saket City Hospital Delhi. At our Sadarpur Multi Skill Center general health checkup camp was also organized
- During this year at Blood Donation Camps Organised in Gurgaon, Noida and Jaipur 936 units of blood were arranged thru Voluntary Contributions across 7 organisations.



- A Special Health Camp for Hearing Impaired students and village community along with Ali Yavar Jung National Institute for Hearing Handicapped along with National Institute for the Mentally Handicapped was conducted at the Setu Skill Centre for Differently-abled on 15/02/2017. Over 170 people were examined and the event was inaugurated by Mr. Manoj Kumar MLA Delhi Govt. Eight people were given free hearing aid. The objective of this camp was to reach out maximum number of people with hearing disability.



Major Events



- On 20th Nov 2016 Setu Team participated at the **Airtel Marathon** with the theme "UNITY" with great enthusiasm. It was a first for many and a lot of fun all employees who participated in full strength.

- **Annual Painting competition on 23rd November 2016.** The Ninth Setu Shiksha Jyoti inter School Painting Competition was held at Mayoora School Noida on 23rd November. This year for the first time it was an inclusive painting competition. Along with public school, Ngo school this year he had five special schools who participated in the event. The purpose of the competition was to create awareness towards the education of children from the weaker sections of society so that they could also lead a life to build a great nation. The topics given to the students were Unity in diversity, Fighting environmental pollution and any topic the children felt comfortable with. Over 350 children from schools across Noida, Greater Noida, Ghaziabad and Delhi. The Event was sponsored by Mentor Graphics India P Ltd. Employees of Mentor volunteered in organizing the event. We had winners in all the three categories Privates schools, NGO schools and Special schools. In the first category the yearly shield was awarded to Ryan International School of Noida and the second and the third prizes went to Mayoora School and The Millennium School respectively. In the second category the yearly award was given to Nai Disha School and the second and third prizes went to Sai Kripa and Om Foundation respectively. A Consolation prize was given to Mata Bhagwati Chadha Niketan. The Event was funded By Mentor Graphic.

- The **Annual Setu School Mela** on the occasion of Diwali was a grand success. The event was managed by the students of Setu along with the support of the teachers. We got an over-whelming response this year with more than 600 people participating in the event. It also was a learning event as students learnt about customer handling, sale and purchase. There were lots of games, music, food stalls along with Diwali related products for sale. The Mela started at 10.00 am and got over by 6.00 pm and all of us had a gala time on that day.



- On 14th November at the **Setu School Annual Day** there was an Enthralling show by the students under the theme - "India -Unity in Diversity" which was lauded by all present Parents, Volunteers and Guest. There were amazing performance by the children from all classes which was followed by the Awards Ceremony and hand over of gifts to students courtesy our donors Mrs. Kusum Bhatt, Mentor Graphics and Dabur. Like last years this year also Master Atul excellence award was announced and awarded to Neelam from senior section, Parveen from middle section and Priyanka from junior section. As winter set in Winter Uniform was distributed to Setu School students



- At the Setu School the three week **Summer Camp** in May 2016 was a big success, apart from Remedial classes for slow learners, Student involving them in activities like dance, theatre, art and craft, creation of artifacts for fund raising along with environment initiatives . The summer Camp culminated with Training programs for teachers.



Plantation Drive



Dance Class



Art & Craft Activity

“The summer camp culminated with Training programs for teachers”



Convocations

The HR Head of Metlife Mr Ramanan presided over the Convocation Ceremony for the Skill Courses wherein he distributed certificates to 98 students who completed the Basic IT Skills.



At another event a team from Mentor led by Lorraine-Elvira Suares distributed Certificates to the Skill students who completed the Sewing course.



Students who completed General Duty Assistant course were given certificates on completion of the course at Nithari. During this quarter 40 students got placed from IT course and 10 students from GDA course were placed into Jobs in various organisations with salaries ranging from Rs 5500 to Rs 16000 a month.



At the convocations held during the quarter October to December 2016 Certificates were distributed to Students of Smile Step course at Nithari Centre, GDA students and Tailoring Students at Sadarpur Centre on clearing their assessment.

The first 2 batch of Tailoring courses got over in Feb 2017 and the convocation was held on 27/02/2017 where candidates were awarded certificates by FI CSR representatives Venu Kapoor and Siddharth Mishra.

The tailoring students who completed their course under the Setu Women Empowerment and Employability Program were awarded certificates by Ravi Kaul, Trustee Setu at a ceremony held at our Sadarpur Centre.

Students of ICT course celebrate the completion of the batch by organising a farewell party - 62 students attend the get-to-gather with snacks and sweets mostly prepared and carried by them from home.

Mr. Arvind Jena VP Strategy and Migration MetLife GOSC handed over Certificates to 124 students who completed the IT Course. Also present on the occasion was the Metlife CSR Representative Abbas Rizvi.

Students doing the General Duty Assistant course were handed over certificates by Richa Sethi Director Learning & Development at MetLife GOSC, also present on the occasion was Abbas Rizvi CSR Coordinator Metlife GOSC along with the Centre In-charge Setu Sadarpur Centre Meena Achvaan and Komal Bhardwaj GDA faculty. The session concluded with an interaction with the students and distribution of a gift item to all students.



Students from IT course went for exposure visit to Logix mall. They got exposure on different retail outlets, different styles of displays etc. It was a practical class cum theory for them. Thirty students benefited from this visit.

Some Success Stories

One Hundred and forty six students has been placed into jobs leading to them ensuring a livelihood and also help raise the living standard of their families. The IT students got jobs at entry level like, computer operator, tele caller, data entry operator, computer teacher etc., while the Heath care students in Hospitals and Homes ,Tailoring and Beauty and wellness students generally look at self-employment.

Bilasi is from Bengal. She is married and stays with her husband in Nithari, Noida. She is 10th pass. She was working as maid before joining the IT course. She is hard working and has interest in learning more. Her husband who is a labourer sent Bilasi to the IT center when he learnt about the Skill course. She completed her course with full dedication.

Her personality has changed a lot. Slowly and gradually she started mingling with the group and participated in group activities. She has come up with a changed personality. She is now more confident and independent. This is her first job after doing the course. She is happy with her job though she wants to grow higher in her life.



SHIVANI

Shivani is 18 years old. She is class 12th pass. She is staying with her mother and younger brother who is in Class 8. Her father doesn't stay with them. Her mother works in a local school with an income of only Rs 3000/- a month.

Her mother is not able to support her higher education so she approached the Metlife sponsored Setu Skill Centre at Village Sadarpur to do the IT course which she joined in June 2016 with the motive of helping her mother in running the family as well as to continue her higher studies.

After completing the course she was placed as a Customer Service Assistant at Delhi Airport Parking Service P Ltd. She is drawing a salary of over Rs 15000/- . She works only 4 days a week in different shifts. Her positive approach and her dedication during the course and placement process has been instrumental in her getting this job. This has helped transform her family as well as she is very happy and satisfied with her training imparted by Setu. Thank You Metlife



MAMTA AT WORK

Mamta is working as data entry operator at OKS Health Care. She has good communication skills. She feels more confident after doing the IT course.

Mamta has done 12th from CBSE Board and now pursuing graduation. Her father is a driver. There are five members in the family. Mamta wants to support her father. When she joined the course she was very keen in getting a job. Her confidence level has increased. She says she has learnt computer and soft skills along with communication skills. She is very much satisfied with the course.

This is her first job. She wants to do a lot in her life. She wants to improve her standard of living.

To conclude considering the progress made at Setu, we would like to Thank all our corporate partners, Donors, teachers and students for helping us create such a wonderful Organisation – Setu.



ASHA

Asha belongs to a very poor family, she always struggled in her life for improvement and betterment. Asha's father is working in a private company as a clerk and her total family's **annual income was Rs. 80000/-per annum** which is insufficient to fulfill the basic need of a family of 5.

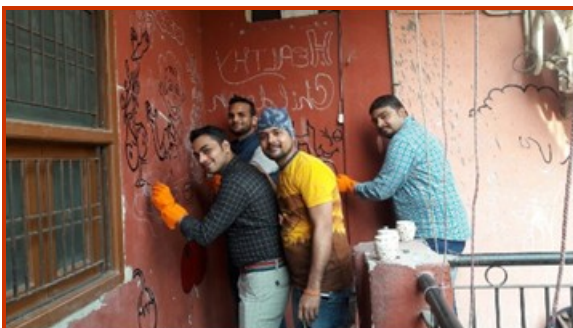
She wants to continue her education after 12th as well, but her family was not able to support her education due to financial conditions. She endeavored to do a job and earn for her higher education as well as for improvement of her family's condition however, it was impossible for her to find a good job without any technical knowledge and it was even harder to crack any interview without basic knowledge of English. So, she wasn't available to find a job after completing 12th. Then, she came to know about the STeP Program launched at Setu and its benefits for the under-served youths through our mobilization.

So she joined SteP course to fulfil her basic requirements of skills which is important for finding a good job. After successful completion of this course she grabbed a job of **Computer Operator cum Billing Executive at JBM Electronics with a salary of Rs. 5500/month**. Asha is very happy with her job as she becomes responsible after this job. Now she is able to help her father and support her own education as well as her siblings education. She and her family would like to thank Setu for supporting her.

Volunteering

Employee Volunteering continued at Setu and many activities were conducted

- Adventure Sports by Team Octane Marketing
- Career counselling by Volunteer from Tata Teleservices Ltd
- Remedial classes by employees of Cognizant and Price water House Coopers
- Talk on Health and hygiene by Dalmia employees
- Waste Management Work shop organised by volunteers from CEIS
- Meditation Moral Values and Story telling sessions conducted by Cdr Chopra
- Workshop on Workshop for Girl Students & Mothers on Health & Hygiene by Proctor and Gamble
- Guest Lecture for Students of Basic IT Courses by volunteers from PricewaterhouseCoopers
- Guest Lecture for Students by volunteers from Genpact on Career counselling.
- Guest lecture was organized on sharpening Excel skill by volunteers from Pricewaterhouse coopers.



Media Coverage

Centre For Differently-Abled Persons

by Arun Agrawal (9810081287)

As per surveys, one in every 10 children is born with or acquires a physical, mental or sensory disability out of which only 35.29% have access to schools. My visit on 22 March to the Setu Multi Skill Centre in Shiv Colony, Sadarpur, Sector-45, Noida, dedicated for differently-abled people turned out to be a great satisfying experience. While interacting with 43 students – a majority of them are hearing impaired – was glad to see that the Centre is equipped with a personalized room for every course and facilitated by a special educator who coordinates the classes for the respective course trainers. It is being managed under the banner

of Setu Foundation in an efficient manner by Ms Meena and Ms Sanjini and the premises – although located in a village area – are spotlessly clean.

The curriculum has been designed keeping in mind a holistic approach by providing more of practical knowledge, incorporating visual aids combined with different cultural and art craft activities. Individualized counselling and assistance is also provided to the students as they need consistent motivation to get through the course successfully after appear-

ing in an assessment exam. **All the courses are provided free of cost with certification from renowned institutions**

The Centre – which opened 4 months ago – has tied up with few companies and corporates to provide placement to the students with adequate remuneration. It is currently providing short-term courses in: Information Technology (IT), Sewing and Tailoring, Hospitality, and Beauty and Wellness.

As the facilities and infrastructure at the Centre provide for intake of more trainees in different disciplines, I hope that readers will help by referring people with disabilities to it so that they can build a good career for themselves and become useful citizens.



Awards

Setu received recognition for its contribution to the social sector

- Received the award for the humanitarian efforts of organising Voluntary Blood Donation Camps from Mr. Madan Chauhan, Honorable Minister UP Govt. at an event organised by Rotary in June 2016.
- Winner of GuideStar India NGO Transparency Award 2016. Qualified for “Advanced Level- GuideStar India Gold”.
- Champion for Change Award” as “Ambassadors of National Road Safety”
- Setu was recognized by Delhi Public School for its social cause.



Testimonial-Our Well-wishers Speak

1. Lorraine Rodrigues , Country General Manager Fidelity International

“Oxygen in the Delhi Haze

Yesterday I walked through what used to be a clean, beautiful village of Nithari, now turned into a slum through rapid urbanisation. Open drains filled with brackish water define the edges of the narrow gully leading to SETU School. SETU is a Hindi word meaning “bridge”. It is also the school’s motto, Skill and Empower the Un-served.

When I got there, the cab driver told me that the village of Nithari is a famous village, and I’ll let you google it to find out why. Suffice to say, that when Ravi Kaul, the founder, opened the school’s doors in what used to be a cowshed with three toilets, for many months, no one dared send their children through these gates.

Now, on the anniversary of the school’s 10th year, it offers a lifeline not only for the children from this village in the form of education, but also offers skills training to the adults of the village to give them the chance of earning a living.

Inside, kids in their bright orange polo shirts and blue trousers were brimming with excitement, waiting to give us a traditional Indian welcome of marigold and kumkum. A little shy, but with a sparkle in their eyes as they carried out their special duties, making us feel special.

The opening dance performance to their school song ‘*Dilhaichhotasa*’ encapsulated the grace, innocence and pure potential of these gorgeous children. Their world so different to ours. Their potential determined by ours.

Being in their presence was like breathing oxygen in the Delhi haze.”

Thanking you

2. Arvind Jena Sr. Director & Global Migrations Leader at MetLife - “Congratulations for the fantastic Centre, Good Look for the future”

3. Richa Negi North Corporate Responsibility Coordinator Price Waterhouse Coopers India Foundation— “Excellent job done with dedication and transparency. Keep up the good work and all the best for all your projects”

4. Akhilesh Tripathi Director Dr Wilmar Schwabe India P Ltd. – “ Setu has been working with Dr. Wilmar Schwabeindia private limited on CSR initiatives since 2015.After the first phase in March 2016 and we had renewed our relationship for the year 2016-17 also.

We find the organisation responsive, professional, and committed, deadline oriented, transparent and comfortable to work with.

Best of Luck Setu

5.Sumit Chopra and Family –“Thanks for your cooperation and enthusiasm. It was really wonderful to celebrate my son Hitansh’s birthday with you all”

“Thanks To
All”

Acknowledgments: We thank all our donors for their financial as well as In-kind support which helped us meet our objectives.

- **In Kind Support:** During the year In-Kind Support was received as follows:
 - Aristocrat Technologies India Pvt. Ltd. Noida provided Tables and Chairs for Lunch room,
 - Samsung Data Systems India P Ltdgave Stationery Item,
 - Hughes Systique Corporation Gurgaon provided us Wall Fans, Fans, UPS and other Computer accessories
 - ATS Infrastructure Noida supplied Tiles for Toilets,
 - Mentor Graphics India P Ltd Noida –Birthday Cakes & Eatables for Events,
 - RatnaSagar provided us with School Copies ,
 - Xavient Technologies, Nucleus Software, Birlasoft provided toys and gifts for the school students,
 - Metlife GOSC for giving us computers ,
 - Price Waterhouse Coopers provided bags for the students.

Key Funders and Funding Raising arrangements : Apart from our Individual Funding most of our Funding was project based and the details are as follows:

- The Setu Shikshajyoti Kendra (School) at Village Nithari “ Project Uday” was is partially funded by Dr. Wilmar Schwabe India, Fidelity International, Mentor Graphics , Global Giving UK and thru contributed by all our individual donors put together.
- The Multi Skill Vocational Training Centres “Project Pragati” at Village Berhampur Ghaziabad has been funded under the Direct Aids Program of the Australian High Commission.
- The Multi skill Centre “Project Saksham” was funded by Metlife GOSC, Mentor Graphics India and Fidelity International along with many individual donors at Sadarpur Village and by Fidelity International, Dr Wilmar Schwabe India P Ltd, Smile foundation and many individual donors at Nithari Village.
- The Setu Skill Centre for Specially-abled youth “Project Samaan” has been funded by Pricewaterhouse Coopers India Foundation.
- “Project Jagriti” at Sadarpur Village has been funded by Creatnet Services Ltd.

“Individual and others organization who made donations”

Individual and others organizations who made donation are: Late Chuni Kaul, Neera Kaul, Ravinder Kaul, Amit Batra, Ashutosh Chadha, Raju Taneja , Manish Sahi, Sudesh Bhagat, S Viswanathan, Veenu Jaichand, Rajiv Agarwal, Kawaljit Singh, Yasmeen Khan Swati Mehta Tarun Seth, Karan Lalawat, Meenakshi Kaul, Vipin Chutani, Samsung Data Systems India Pvt Ltd, Harinderjit Singh, Synergy Corporate Interiors P Ltd, Capt Amitabh Bakshi, Megha Sen, Anil Kumar Tikku, Seth Dua & Associates, mCarbon Tech Innovation Pvt. Ltd, Rajiv Kaul, K N Nayak,, C V V S Krishna, Ayesha Asif Chaudhary, Ravi Kathuria, Udai Singh, Rohit Sharma, Pramod Kumar, N Sivasamban, Sandeep Godkhindi, Simi Bhatt, Sima Wakhlu, Ashok Kaul, N K Varadarajan, Devendra Kalra, Renu Sood, Anil Garg, Subasna Dewani, Valerie Sharma, B C Lohani, Manmohan Daga, Ashok Singh, Anil Danda, Manish Jindal, SarikaPugla, Dinesh Kaushik, Arvind Mehrotra, Sunil Kumar Bhutani, Maithily Saran Gupta, K VR Mohan Das, Ashok Sharma, Anupam Suri, Hughes Systique Pvt. Ltd, Chitra Narayanan, Combustion Research Associates, S C Kapoor, LeeladharKantham Reddi, Rajeev Mittal, Nirmal Tikku, Ravinder Nath Gupta, Arun Agarwal, Kamini Prasad, Darshan Bhat, Rajeev Pathak, Nafees Ahmed, Chandrasekhar T D, Rajni Gola, OpinderSapru, V Anand, Shankar Viadyalingam, Skytone Tradelinks Pvt Ltd., Kusum Bhatt, Manisha Pandey, Jyotsna Srivastava, Dimple, Preeti Darbari, Dr Akhuary ,Ajit Kumar, Monika Saluja, Santosh Mahi, Kalpana Ahuja, Geetanjali Kumari, Sunita Nauri, Mayoora School A Unit of V R Educational Trust, Harpreet Mutneja, Geetanjali Dutta, Punit Modhgil, Ranjan Kohli, Rajiv Grover , Cecil Maithily Gupta, Anand Shankar G, M/s BHEL (SSBG), Anuja Sengar, Chinmaya Saxena, Mrudula M Shah, Sandeep Singh, Robins Joseph. Ashish Bhan and Daisy Kaul.

Funder & Funding Raising Arrangements

Organizations Setu is associated with

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Technical Arrangements & Program Partners

Setu Technical and Program Partners

Setu as Member/Advisor on Sexual Harassment Committee

4/2/2017 Copyright Setu 2015 www.mysetu.org 14

Focus Areas and Sector Expertise

MISSION: Skill and Empower The Unserved

Setu endeavours to play a vital role in

- Enabling the Growth of Children and Youth
- Enabling Empowerment of Girl child & Women Thru Education and Skilling and Livelihood creation
- Caring for Human Health

SETU Programs shall focus on:

- Women and Youth Empowerment
- Formal Education
- Digital and Vocational Skilling
- Health and Rehabilitation
- Blood Donation & Health Camps
- Prevention of Sexual Abuse Workshops (POCSO and POSH)
- Skilling of Differently abled

Setu mainly works with Communities, Corporates and other NGOS. We do not work directly with the Government. With Communities we look at the under-served and involvement in our Education and Skill cum Employability programs. For Corporates we are the implementing partners for their CSR Initiative and for NGOS, we work jointly to achieve and assist in meeting our objectives. We also have some NGOs as our technical partners and have rights to use their content to foray our Skilling Initiative.

Compliances

2.1 Organisation information

1. Registered address: **C-72, Basement Floor, NDSE Part II, New Delhi 110049**
2. Address for Correspondence: **C 201, ATS Greens 1, Sector 50, Noida 201301**
3. Registration no.: **1313 dated 24/02/2003**
4. 80G Certificate Number: **DIT (E) /2007-2008/S-3533/03 2521 dated 12 /11/2007**
5. 12A Certificate Number: **DIT (E) /2002-2003/S-3533/03 882 dated 26 /09/2003**
6. FCRA Certificate Number: **231661024 dated 20/08/2009 valid up to 31/10/2021**
7. Banking Information:
 - Indian Rupee Account - Banker : Corporation Bank Mayur Vihar Phase 1 Delhi, Setu Collection Account, Saving Account No: SB01005941 RTGS/IFSC code is: CORP0000546 , NEFT code 054600101005941
 - Foreign Exchange Account- Banker: Corporation Bank Mayur Vihar Phase 1 Delhi,Setu, Account No SB16150001, Swift Code: CORP00005

2.2 Statutory Auditors: Rupesh Goyal and Associates Address: 203-204 Avadh Complex, D-5,Laxmi Nagar Delhi. Tel: 9212621732

2.3 Bankers:

Corporation Bank, Local shopping Complex, Mayur Vihar Phase 1 ,Extn., Delhi 110091
State Bank On India, B Block Market, Commercial Complex , Sector 31 Noida 201301

2.4 Governing Body: Total members 8 as on 31/03/2017

Name	Occupation	Position in Board	Date of Appointment	Meeting Attended	Remuneration/Meeting fees Paid	Remarks
Ms. Neera Kaul	Social Worker	Trustee	07-04-2007	1	Nil	Related to Chief Trustee
Mr. Ravinder Kaul	Director Diva Learning Solutions P Ltd	Trustee	24-02-2003	4	Nil	Chief Trustee
Ms.Preeti Darbari	Director Pickles Communication	Trustee	10-08-2015	4	Nil	
Mr. Ashish Bhan	Director Business Development AM-DOCS USA	Trustee	09-01-2015	0	Nil	Based in USA
Mr. Punit Modhgil	Director Octane Marketing	Trustee	09-01-2015	4	Nil	
Ms.Vidya Viswanathan	Researcher & Writer	Trustee	10-08-2015	4	Nil	
Ms. Diya Wazir Singh	Social Worker	Trustee	10-08-2015	4	Nil	
Ms. Sanjina Wali	Entrepreneur	Trustee	09/04/2017	1	Nil	

2.4 List of Advisors

Name of Advisors	Occupation	Role	Remuneration/ Meeting fees Paid	Remarks
Mrs. Indira Kaul	Retired School Principal	Education Advisor	Nil	Also Setu School Principal
Mrs. Prabha Raina	Retired School Principal	Counselling Consultant	Nil	
Mr. Atul Agarwal	Retired	Social Advisor	Nil	
Mr. Manish Jindal	Chartered Accountant	Financial Consultant	Nil	
Mr. Rohit Kohli	Chartered Accountant	Audit Consultant	Nil	
Mr. Anil Saha	Industrialist	Advisor	Nil	
Col Dr. Tarun Kaul	Retired Army Officer	Health Care Advisor	Nil	Brother of Chief Trustee

2.5 Management Team

Name	Designation	Date of Appointment	Remuneration/ Meeting fees Paid	Remarks
Mrs. Ravinder Kaul	Chief Trustee	24-02-2003	Nil	Since inception
Mrs. Jyotsna Srivastava	Program Director	21-05-2010	Yes	
Ms. Geetanjali Kumari	Head Vocational Training	12-12-2012	Yes	
Mrs. Shilpy Arora	Vice Principal Setu School	04-04-2014	Yes	
Mrs. Dimple Vohra	Project Coordinator	17/02/2009	Yes	
Mr. Kalpana Ahuja	Placement Head	13/07/2015	Yes	
Mr. Ravinder Bhatt	Finance Head	01/04/2008	Nil	Part Time

3. Accountability and Transparency:

- No remuneration, sitting fees or any other form of compensation has been paid since inception of the Trust, to any of the Trustees or Board members.
- No reimbursements have been made to Board Members towards any Travelling Expenses (to attend Board meetings).
- None of the Trustees travelled in India or abroad on Trust funds

No of Employees & Remuneration Slab

Details of staff members

Gender	Paid Full time Regular	Paid Part time Trainees	Paid Part Time	Paid Consultants	Total
Male	2	0	0	2	4
Female	18	0	13	17	48
Total	20	0	13	19	52

Slab of gross salary (in Rs.) plus benefits paid to staff	Male	Female	Total
0 to 5000	0	2	2
5000 to 10000	2	14	16
10000 to 25000	2	31	33
25000 to 50000	0	1	1
>50000	0	0	0
Total	4	48	52

Note 1. The staff table includes the stipends, honorarium to trainees, salary to staff as well as paid consultants in the respective categories for the year ending March 31, 2017.

Note 2. Setu very strictly follows the Minimum wages Acts of respective states. Hence no staff is appointed or working less than the Minimum Wages Act in their respective states wherever they are employed.

Head of the organization: (including honorarium) Rs. 0.00 (NIL). Head of Organization at Setu is our Mentor and Chief Trustee who holds an honorary position and is not paid any remuneration.

Highest paid Full Time regular staff Rs. 5.40 Lakhs per annum and the Lowest paid staff (Part Time) Rs. 0.30 Lakhs per annum

Governance Policies

Core Values and Work Ethics:

Beneficiary Focus
Respect and Care for all
Meet Commitments to all
Display Integrity in our dealings
Look at Continuous Improvement and Skill Development

Code of Conduct:

- Our Board ensures our organization's compliance with applicable laws and regulations of the land including applicable anti-bribery and anti-corruption laws and regulations and obtain all statutory approvals required to carry out its activities;
- Our Board have established principles, policies, protocols, establish code of ethics and/or code of conduct which inter alia prohibits bribery/corruption and ensures our organization's and its officials compliance with its own rules, regulations and byelaws
- We and our staff/employees neither give and nor agree to give, promise or offer to give, any unlawful/unethical loan, gift, donation, payment, or other thing of value directly or indirectly, whether in cash or in kind to or for the unlawful/unethical benefit of any person;
- We and our trustees/officials/directors/employees and staff are not an government official, employee, or an agency which is controlled by any Government in any manner;
- Our organisation has not been blacklisted by any Central / State Government departments or by any donor/funding/ grant making organisations.
- Our organisation does not have any litigation-civil or criminal pending against it.
- Our organisation is not blacklisted or subjected to any adverse action by any government department or by any government agency.
- Our organisation has not been blacklisted by any donor/ funding/ grant making organisation.
- Our organisation does not employ or deal with any entities or individuals known by our organisation to support terrorism.
- Our organisation does not employ children for work.
- Our organisation does not fund any political or religious organisation.
- Our Organisation has proper policies against harassment of women and children in place.

Financials

Basis of Accounting:

The financials have been prepared under the historical cost convention and accrual method. Income and expenses are accounted on the basis of Generally Accepted Accounting Principles (GAAP) and practices and Accounting Standards (AS) issued by the Institute of Chartered Accountants of India for NGOs wherever applicable, except where otherwise stated.

An overview of our financial performance in the year 2016-17 there was a reasonable increase in Income by way of donations and Grants from all sources. The overall income was increased from **Rs. 128.09 Lacs** in 2015-2016 to **Rs. 201.40 Lacs**, an increase in income of **Rs. 73.31 Lacs** on the previous year. In the case of Application of Funds on its Core Projects, mainly on Setu Shiksha Jyoti Kendra & Vocational Skill Training Centres was **Rs. 175.42 Lacs** (previous year **Rs. 120.38 Lacs**). [The total expenditure on the addition in Assets at the school and skill training centre was **Rs 33.38 Lacs** (Previous Year **Rs 5.91 lacs**).

The substantial increase of Income for the year clearly indicates that the organization is ready to take new challenges and also expand its programs vertically and horizontally to other areas as per the 'Vision – Transforming Lives' and with the motto to 'Skill , Educate and empower the under-served'.

It also clearly indicates and evidences the trust of the people at large particularly the funding agencies and corporates who really believe that Setu can deliver quality services to the under-served of the society. The Trust mobilized funds during the year, from various sources with the efforts of the Trustees, Board Members, Advisory Committee Members, and Staff, including getting financial aid from the corporate fraternity, other Trusts and NGOs, besides funds from individuals in India and abroad.

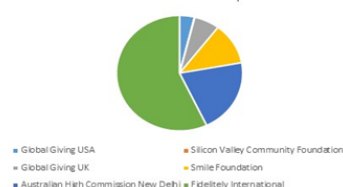
Out of the total receipts of **Rs 201.40 Lacs** a sum of **Rs 66.78 Lacs** (including interest earned) was received in our FCRA Account from Global Giving UK & USA, Silicon Valley Community Foundation, Smile Foundation, DAP, and Fidelity International.

1.Details of Receipts in FCRA Account 2016-2017 including deemed receipts

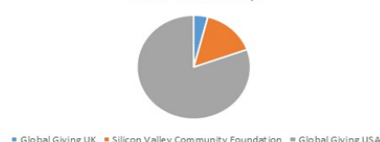
Donors	Percent	2016-2017	
		Amount	Rs
Global Giving USA	4%	251917	
Silicon Valley Community Foundation	0%	9531	
Global Giving UK	6%	433964	
Smile Foundation	12%	780250	
Australian High Commission New Delhi	21%	1393000	
Fidelitely International	57%	3808773	
Grand Total		6677436	

Donors	Percent	2015-2016	
		Amount	Rs
Global Giving UK	4%	17755	
Silicon Valley Community Foundation	15%	68148	
Global Giving USA	81%	355156	
Total		441059	

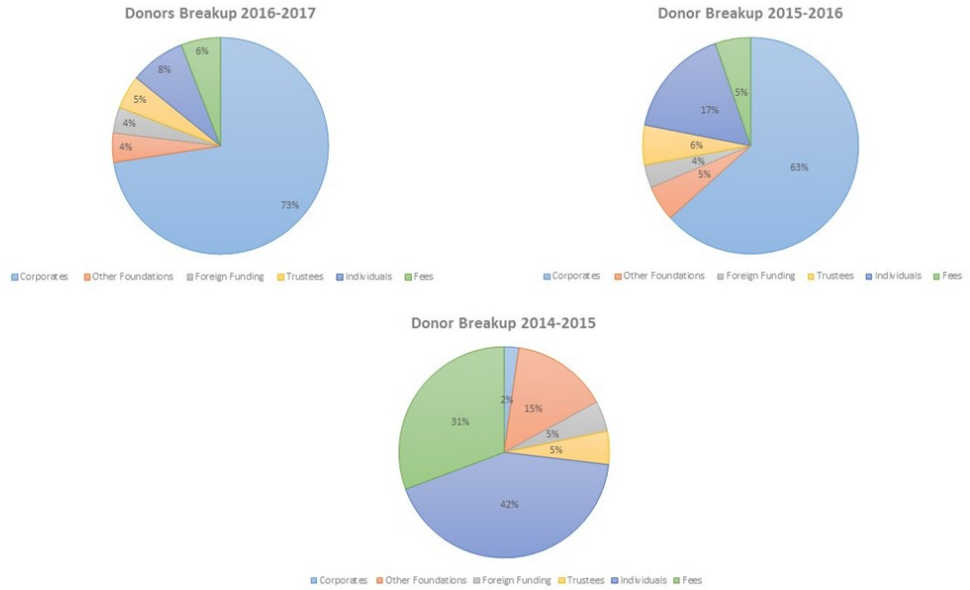
Donor wise Break up



Donor wise breakup



2. Collection Breakup



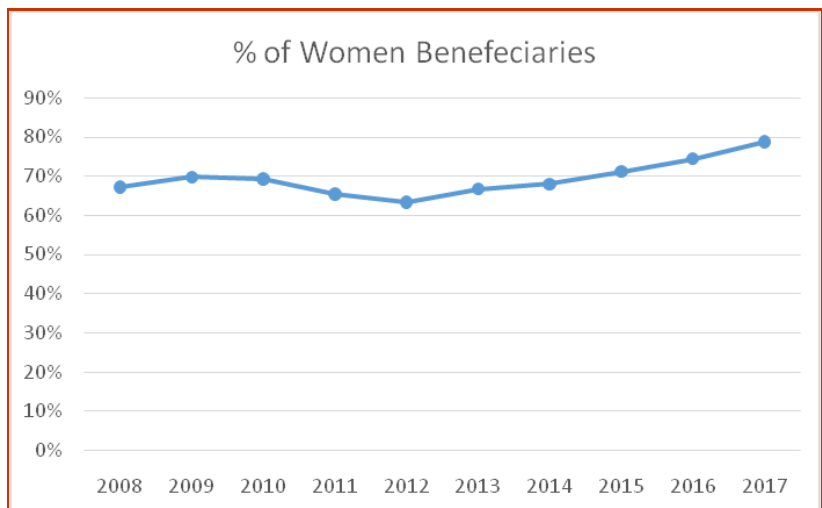
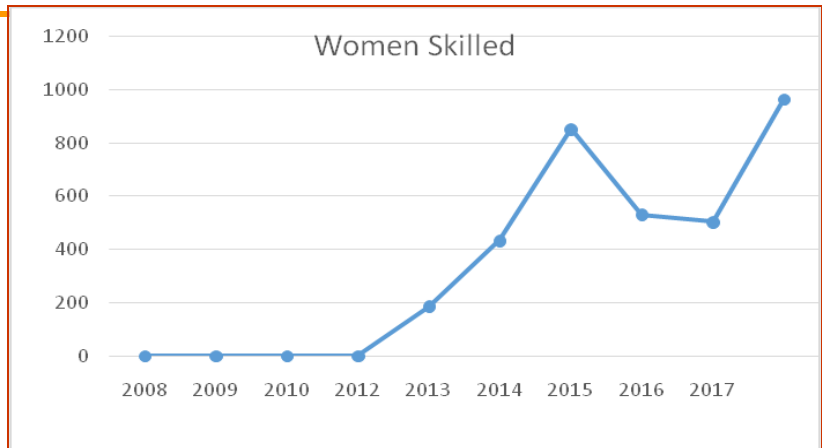
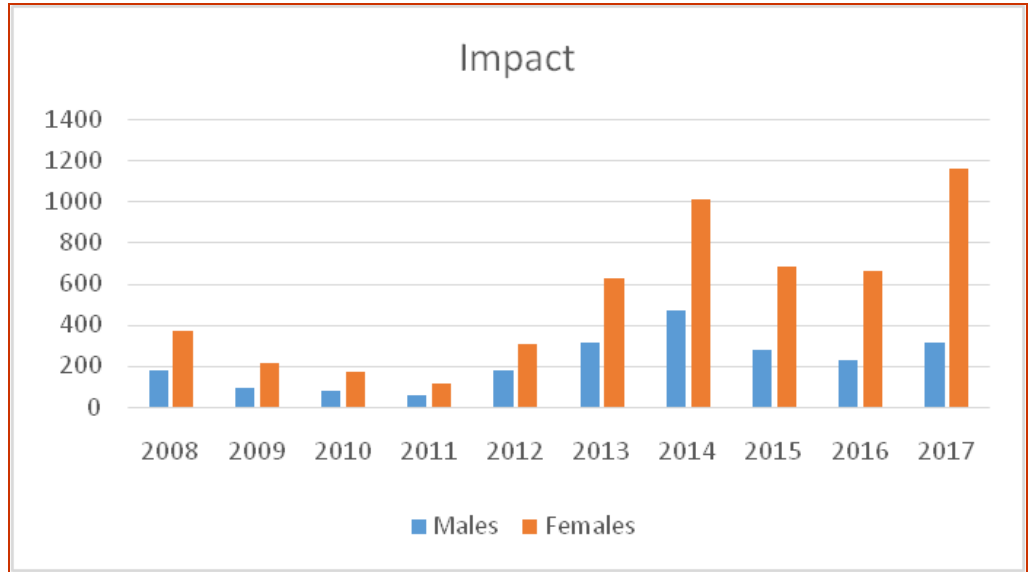
The Abridged accounts (audited) as on 31/03/2017 are as follows

Balance Sheet		
	All figures are Rs in lacs	
Assets	31/03/2017	31/03/2016
Fixed assets	39.43	14.72
Cash and bank balances	15.90	4.34
Other current assets	4.84	3.43
Excess of expenditure over income	43.45	69.43
Total Assets	103.62	91.92
Liabilities		
Corpus	0.47	0.47
Loans and borrowings	76.34	77.71
Current liabilities and provisions	26.81	13.74
Total Liabilities	103.62	91.92

Income & Expenditure Statement		
<i>All figures are Rs in lacs</i>		
Income	31/03/2017	31/03/2016
Donations from Indian sources	121.97	109.57
Donations from International sources	66.78	4.42
Fee Receipts	11.90	14.04
Other income	0.75	0.06
Total Income	201.40	128.09
Expenditure		
Project Costs - Education Centre	101.32	75.59
Project Cost - Skill Centre	20.35	10.96
Project Cost - Events	5.59	6.57
Rent for Projects	33.76	22.80
Scholarships	4.73	0.63
Administrative Expenses	1.00	0.96
Depreciation	8.67	2.87
Total Expenditure	175.42	120.38
Excess of Income over Expenditure	25.98	7.71

Receipts & Payments Account		
<i>All figures are Rs in lacs</i>		
Receipts for the year ended on	31/03/2017	31/03/2016
Opening Cash and Bank Balance	4.13	3.16
Earned/ Self-generated income	12.32	12.73
Donations/ Grants from Indian sources	121.97	109.56
Donations / Grants from International sources	66.78	4.43
Loans	4.58	1.22
Other receipts	0.06	0.04
Total Receipts	209.84	131.14
<i>All figures are Rs in lacs</i>		
Payments for the year ended on	31/03/2017	31/03/2016
Capital items/ assets purchased for the organisation	26.75	4.91
Purchase of investments	3.36	0
Grants/ donations to other organisations	0.15	-
Loans and advances	5.94	6.25
Other payments	161.49	115.85
Total Payments	197.69	127.01
Closing cash and bank balance	12.15	4.13

Operations Data



Project & Address for correspondence

1. Setu School, Gali No 7, Near Masjid, Village Nithari, Sector 31, Noida
Program Director - Jyotsna Srivastava, + 91 9958914533
Program Coordinator - Geetanjali Kumari, + 91 8285213130
Skill Centre Head – Kalpana Ahuja, + 91 9873342721
Project Coordinator School – Dimple, +91 9810909928
2. Setu Skill Centre, Gali No 1, Shiv Nagar, Sadarpur Colony, Village Sadarpur, Sector 45, Noida
Program Coordinator - Geetanjali Kumari, + 91 8285213130
Location Head – Meena Achwaan, + 91 9999353367
3. Setu Skill Centre for Specially-abled, Gali No 1, Shiv Nagar, Village Sadarpur, Sector 45, Noida
Program Director - Jyotsna Srivastava, + 91 9958914533
Location Head – Meena Achwaan, + 91 9999353367
4. Setu Skill Centre, 532, Budh Vihar, Berhampur Village, NH 24, Ghaziabad 201009
Program Coordinator –Geetanjali Kumari, + 91 8285213130
5. Address for Correspondence (Office):
Setu,C-201 ATS Greens 1, Sector 50,Noida (U.P.)-201307, India.
Mobile: +91 9810909928.



“Thank You”

All Contributions to Setu are Tax Exempted under section 80G of Income Tax Act 1961.

For sending your contributions, kindly see the details below:

BANK DETAILS:

Bank: Corporation Bank,Branch: Mayur Vihar Phase-I Extension, New Delhi 110 091
Beneficiary: Name: Setu Collection Account
Account No: 054600101005941, **Account Type:** Saving Bank,IFSC/RTGS Code: CORP0000546

In case of Cheques/Demand drafts, the same are to be sent to: Setu,C-201 ATS Greens 1, Sector 50,Noida (U.P.)-201307, India.Mobile: +91 9810909928.