

Trustees Report 2019-2020

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

31st March 2020

Dear Friends Greetings from Setu,

At Setu 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”.

The Year 2019-2020 was cut short by COVID 19, despite this we were able to meet our commitments to our stake holders. We also played an active role in providing food to people affected by COVID 19 at Setu by supporting them during this period and providing them dry ration. Many individual donors have come up and join hands with Setu and together we have been able to be a support in their lives. Due to COVID19 the Class 12 Board exams were also curtailed/postponed .

Thanks to support from our Corporate and individual donors we have been able to successfully work on our mission to Empower Women and the Girl Child thru our projects.

Thanking You
Cordially yours
Trustees of Setu

History and Achievements:

- **2019** – Launch of a **Physiotherapy Lab** for People with disability is up and running at our Village Sadarpur Centre. In addition two of our locations at Village Nithari and Village Sadarpur Noida shall turn Green with the installation of Solar Power Plants at these locations. Our school would be the first school in NCR moving to Non-conventional Energy.
- **2017** – Launch of the exclusive Women Empowerment program (**SWEEP**) at our Multi Skill Centre in Jaipur.
- **2016** – Launch of Skill Programs for Differently abled (students with special needs) (**Project Sammaan**) (formally on 14/11/2016) in Noida.
- **2015** – Launch of the exclusive Women Empowerment program (**SWEEP**) in Noida. The SWEEP Program has since been extended to 4 locations across Gautam Budh Nagar, Ghaziabad and Jaipur. Partnered with Smile Foundation to implement their Skilling program - Step which is now 4 years in running.
- **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.
- **2011** – Launch of Special need centres for physically impaired women & HIV affected women at Pondicherry and Trichy.
- **2008** Start of **Project: “Uday “- Setu Shiksha Jyoti Kendra**. School at Nithari Village Noida with focus to educate girls.
- **2007** - Grooming of over 700 street children to formal schooling



Farewell Party for Class 12 — year 2020

In This Issue

- Projects Progress Report
- Success stories
- Financials 2019-2020
- Compliances
- Governance Policies

Some Success Stories

Five hundred and thirty seven has been placed into jobs/ self-employment 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 Health care students in Hospitals and Homes. Tailoring and Beauty and wellness students generally look at self-employment.



Neetu Kumari lives at Village- Nithari, Sec-31, Noida, Gautam Buddha Nagar. She is 19 (Unmarried) and took up a Job at Telecaller at Megus Costumer Dialog Private Limited at a salary of Rs 9500/- per month. She completed her course in Basic IT Skills from Setu.

She is pursuing graduation first year of BA from distance learning. She belongs to a middle class family with 5 family members. Her father is working as a cable operator. Her family's annual income was 1, 44,000 per annum, this income was not sufficient for a family with 5 members. Neetu always had a dream to support her father financially as well as her own education and being self-dependent. Currently she is earning Rs. 1,14,000 annually and bearing her own expenses. She paid her college fee with her own salary. She gifted saree to her mother was very happy that after a long time her mother has a new dress to wear. She always trying to add basic amenities in her house to improve family's comfort.

SETU Values & Stakeholders

Beneficiary Focus

Ongoing Improvement
Respect and Care

Meeting Commitments
Ethics

Stakeholders

P.L.E.A.S.E.

Values

F.O.R.C.E.

Patrons
Learners
Employees
Associates
Society
Environment

We have the FORCE to PLEASE

SETU | SKILL AND EMPOWER THE UN-SERVED

Project “Uday” – Formal Education at the Setu Shikshajyoti Kendra Village Nithari Noida: Setu provides formal education to children of poor families. Setu Shiksha Jyoti Kendra, Nithari, Noida, started as a primary school over the last twelfth years the strength of children has gone up to 446 and 319 of these are girls in the session starting 2020-2021. The school works in 2 shifts. We started the 2020-2021 session with 110 students in the pre-primary, 141 students in the primary section and the balance 195 in the middle and senior section. 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. The school is running on Solar power also. Adequate seating space is also available for staff and hygienic wash rooms are also available separately for boys and girls. All the students apart from teaching were provided, Books, Uniform, all Stationery items and Midday meal at the school. In additional the students also underwent regular Health, Eye and Dental Checkups along with immunization Camps.

The project is on for the last eleven years and we introduced smart classes to help enhance the quality of delivery as well as leaning of the students. Digitization shall also help in standardising curriculum and ensure that the marginalised student get the same quality of education as any other child in the country. Based on learning and ambition of the senior students we also put them thru skill training once they complete their education to ensure they are employed when they become adults so that they can support their families.

Values for SETU

F.O.R.C.E.

- **Beneficiary Focus**
 - Curriculum Management
 - Delivery Management
 - Learner Development Management
 - Records Updation
- **Respect and Care**
 - Equality (Gender, Caste, Role, Level etc..)
 - Respect for State Laws
 - Respect for Policies and Processes
- **Ethics**
 - Correct Representation
 - Individual Integrity
- **Ongoing Improvement**
 - Waste Elimination
 - Error Elimination
 - Effort Reduction
 - Self Development
- **Meeting Commitments**
 - Timeliness
 - Completeness
 - Correctness
 - Planning & Reviews

SETU | SKILL AND EMPOWER THE UN-SERVED

Project Saksham – Vocational Skill Development Creating Employability: 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), Textile, Hospitality, Health care, Fashion Design and Beauty & Wellness. Skill Development courses are currently offered at our Multi Skill Centre at Village Nithari, Village Sadarpur in Noida and at Dawas, Jaipur, Rajasthan. Over last 8 years 9332 people gained skills including 7658 women & 3530 placed.

“Project Saaman” – Mainstreaming of People with Special Needs: We started with 15 students in 2016 and till date to summarize we have 714 the total enrolments, assessed & certified 497 and 130 have been employed/self- employed/ Mainstreamed.

After enrolment student’s assessment is also being done. This assessment takes time and after the assessment their skill training starts. Courses are offered in Basic IT, Tailoring, Sign Language, Hospitality, Beauty and Wellness, Paper Products making, Jewellery making, Scanning Documents, Basic Cookery, Remedial Classes, Grooming & Professional etiquette and English Communication. We also have a provision of a Physio-care and Rehabilitation Centre available for them.

Success Stories

Shikha Singh is 20 years old belongs to an average family living in Village Nithari Noida. She always had a dream of doing a job to support her family. She wanted to enhance her communication skills and a desire to learn computers. She came to know about SETU from our mobilization camps and she enrolled herself in Smile course. After completed her course she got at job Sky Technology, Sec-31 as Data Entry Operator with salary of Rs 8000 per month.

There are 6 members in her family which includes her parents, an ailing grandmother and 2 sisters. Her father is doing a private job and was the only earning member in the family. Her family’s annual income is Rs.1,68,000/- . This income is just sufficient to fulfill the daily needs of a family. But to manage medical bill of her ailing grandmother along with school fees of two kids, it is insufficient. He was a very hesitant girl but after joining a Basic IT Course at Setu with the help of her teacher she started to understand the topics she gained confidence. She also started helping her peers while learning and also worked upon his difficulties. By the end of this course she gained the confidence to face the interviews and her personality was also improved.



Success Stories

Manisha Singh has been a student of Setu since class nursery and passed out as a student in the session of 2018-19. Her performance has been praiseworthy and she has scored 76% in the 12th Board exams with a distinction in three subjects. She did computer course from Setu after her exams to upgrade her skills and now she is working as a customer care executive so that she can support her family as well as her further studies.

Manisha was always a diligent student with a smart and confident personality. Her family conditions are not very easy with three siblings and low family income. Manisha has taken it upon herself to improve the circumstances of her parents and siblings.



Manisha's father is the care taker of a community hall in one of the sectors of Noida. Her mother is a house wife. She has one brother and two sisters. Her elder sister is pursuing graduation and supporting herself by giving tuitions since the family's financial situation is not very strong.

Manisha aims to join the banking sector and she has started working hard towards achieving her goal. Setu congratulates Manisha for her good performance and wishes her the best for her future!

Stakeholders of SETU

P.L.E.A.S.E

- **Patrons**
 - Meeting Commitments
 - Ethics
- **Employees**
 - Meeting Commitments
 - Respect and Care
 - Ongoing Improvements
- **Society**
 - Meeting Commitments
- **Learners / Students**
 - Meeting Commitments
 - Beneficiary Focus
- **Associates**
 - Meeting Commitments
 - Ethics
- **Environment**
 - Respect and Care
 - Respect for Environment

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 & Skilling and Livelihood creation
- Enabling Empowerment of People with Disability
- Caring for Human Health

SETU Programs focused on:

Women and Youth Empowerment and Livelihood Creation

- Formal Education
- Digital and Vocational Skilling

Health and Rehabilitation

- Blood Donation & Health Camps
- Prevention of Sexual Abuse Workshops (POCSO and POSH)
- Physio-care for the Differently abled
- Support for COVID19 affected

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.

Awards: Setu received recognition for its contribution to the social sector

Winner of GuideStar India NGO Transparency Award 2017, 2018, 2019. Qualified for “Platinum award”.

Setu in the Press:



सेतु फाउंडेशन की ओर से मिले सर्टिफिकेट दिखाती महिलाएं।

264 महिलाओं को दिए डिप्लोमा सर्टिफिकेट

मोएडा, (पंजाब केसरी): महिलाओं को आत्म निर्भर बनाने के लिए छात्र छात्राओं को नि:शुल्क प्रशिक्षण दिया जा रहा है। सेक्टर-31 स्थित निवारी में सेतु फाउंडेशन की ओर से दीक्षांत समारोह का आयोजन किया गया। इस अवसर पर सेतु फाउंडेशन की ओर से नि:शुल्क प्रशिक्षण प्रहण करने वाले 264 छात्र-छात्राओं को डिप्लोमा सर्टिफिकेट दिया गया। जिसमें छात्राओं ने सिलाई कढ़ाई, ब्यूटी, कम्प्यूटर सहित आदि कोर्स में डिप्लोमा किया था। इस अवसर पर सेतु फाउंडेशन के प्रमुख रवि कोल के द्वारा छात्र छात्राओं का प्रशिक्षण सर्टिफिकेट दिया गया।



सेक्टर-59 स्थित पर्ल एकेडमी में आयोजित कार्यक्रम में मौजूद लोग • जागरण

जागरण संवाददाता, नोएडा : सेक्टर-59 स्थित पर्ल एकेडमी व सेतु फाउंडेशन मिलकर महिलाओं को आर्थिक रूप से सशक्त बनाने की मुहिम चला रहे हैं। इस अभियान के तहत 25 महिलाओं ने बुधवार को डिजाइन, पैटर्न मैकिंग और निर्माण संबंधी कोशल के क्षेत्र में चार महिने का सर्टिफिकेशन कोर्स पूरा किया। इस अवसर पर कैपस में दीक्षांत समारोह का आयोजन किया गया था, जहां प्रशिक्षित महिलाओं को प्रमाणपत्र प्रदान किए गए। समारोह में एक फैशन शो का भी आयोजन किया गया। सर्टिफिकेट प्रोग्राम में बेहतरीन प्रदर्शन करने वाली टॉप 3 महिलाओं, शालू देवी, रुखसार त्यागी और रेखा रानी को कोर्स के दौरान शानदार परफॉर्मेंस देने पर ट्रॉफी प्रदान कर उन्हें सम्मानित किया गया।

शिविर में बनाए डिजाइनर वियर पहनकर की वॉक

कंसोकेशन डे का हुआ आयोजन



डेली न्यूज, mX सियेरेटर

जयपुर। सेतु फिंश केन्द्र की ओर से प्रशिक्षण शिविर संपन्न होने के बाद कंसोकेशन डे का आयोजन किया गया।

कार्यक्रम को खास बात रही कि इसने प्रशिक्षण लेने वाली कर्च ने खुद के डिजाइन गारमेट पहनकर

वॉक किया। इस अवसर पर संस्था के ट्यूटी रवि कोल मौजूद रही। संस्था की ललितका बरहिलवाल ने बताया कि कर्च को कम्प्यूटर, सिलाई, पैरान डिजाइनिंग, टेम्पेटाल और हील्स सप्लन का नि:शुल्क प्रशिक्षण दिया जाता है। प्रशिक्षण पूरा करने वाली 209 कर्च को प्रशिक्षण पत्र प्रदान किए गए।

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

In Kind Support: During the year In-Kind Support was received as follows:

- Mentor Graphics India P Ltd Noida – Birthday Cakes & Eatables for Events,
- Cognizant Technologies – Eatables for Events and Scholarship for Students
- Ratna Sagar provided us with School Copies ,
- Xavient Technologies, Nucleus Software, Aristocrat provided toys & gifts for the school students.

Success Stories

Poonam is a girl of positive attitude. She has perseverance and positivity and has all the qualities it takes to be a self-dependent. While pursuing a regular degree, she enrolled herself in IT and Spoken English course to improve her communication skills and IT basics. Poonam also improved IT and communication skills and preparing herself for higher education, better job and brighter future.

Her family has 5 members and have limited financial resources as her father is in a private job and the sole earning member in the family. Poonam is a cheerful girl with great ambitions for future. She is passionate about being self-dependent and is well performing her job while at the same time supporting her family in whatever ways she can.

She is currently working at Dominos as a team member and drawing a salary of Rs 6,240/- every month to bear her educational and training expenditure. Poonam is now self-dependent and helps in bearing family expenses also.



Current and Past Donors



SETU SKILL UPLIFT
EMPLOYEE THE
UN-SERVED

Success Stories

Renu Kurmi was a student of Commerce in Setu in the session of 2018-19. She appeared for her CBSE Class 12 Board exams in 2019. Renu further polished herself in Setu and passed the 12th board exams with flying colors. She has scored 81% in the 12th Board exams with a distinction in four subjects. She aims to do hotel management and start her own bakery later in life

Renu has a charming, serene and very confident personality. Her performance in school was always superlative and she dreams of changing her family's circumstances. Her family lives in very difficult conditions with just a single room with a tin shade. Her father is an auto rickshaw driver. Her mother is a house wife. She has one brother and one sister. Her brother has stopped pursuing further studies due to lack of money. He is working in a shop to contribute to the family income to some extent.

She has qualified for NCHM JEE 2019 written exam and now she is pursuing hotel management IIHM Panipat. Wishing all the Best to Renu for a bright future

Our Fundres

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, NTT Data , Gcube and Hughes Systique, Synergy Consulting, Global Giving and thru contributed by all our individual donors put together. This Project has also been run with the financial assistance of OEL under its CSR Activities. The view expressed herein should not be taken, in any way, to reflect the official opinion of OEL.

The Multi skill Centre “Project Saksham” was funded by Fidelity International along with many individual donors at Sadarpur Village, by Metlife GOSC at Jaipur and Mentor Graphics India, Dr Wilmar Schwabe India P Ltd, Orange Foundation, 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 along with Individual donors.

“Project Jagriti” at Sadarpur Village has been funded by Creatnet Services Ltd.



2. 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: 520101244718861, RTGS/IFSC code is: CORP0000546

Foreign Exchange Account- Banker: Corporation Bank Mayur Vihar Phase 1 Delhi, Setu, Account No 520281000389418, Swift Code: CORPINBB606

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

Organizations Setu is associated – Employee Engagement

SETU SKILL AND EMPOWER THE UN-SERVED



Success Stories

Nisha Sharma is 18 and unmarried living at Sadarpur Colony Sector 45 Noida and there are total 4 members in family. She is not very much educated but do have the courage & dream of being self-dependent and live a good life. She visited our center & got herself enrolled in Basic IT course. She is presently a Junior Teacher at Trishakti Jan Kalyaan Sanstha.

She knew nothing about computer but showed the courage to start learning. Nisha was a good student and worked hard to learn computer basics. She always attended classes sincerely.

She belongs to the family where girls are not allowed to do job due to orthodox thinking. She also wanted to continue her study also. Seeing her good work and her family condition Setu staff motivated her and her family to do job so that she can become self-dependent and continue her study. Now she is earning Rs 8,000 per month. Her living condition has also improved and she can contribute in family expenditures. She is also capability to do digital marketing. **Looking forward for Nisha's career growth.....**



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 is not blacklisted or subjected to any adverse action by any government department or by any government agency nor has our organisation has not been blacklisted by any donor/ funding/ grant making organisation.
- Our organisation does not have any litigation-civil or criminal pending against it.
- Our organisation does not employ or deal with any entities or individuals known by our organisation to support terrorism.
- Our organisation does not fund any political or religious organisation.
- Our Organisation has proper policies against harassment of women and children in place and we do not employ children in our organisation.

Setu Child Protection Policy - Keeping Children Safe

Setu is committed to promoting the rights of children including their right to be protected from harmful influences, abuse and exploitation. Setu takes active measure to ensure children's right to protection are fully realized. Setu acknowledges its expectation that its employees and other who work with Setu have children's best interest at the heart of their involvement with Setu. The Child Protection Policy is Setu's statement of intent that demonstrates our commitment to safeguarding children from harm and makes clear to all in the organisation and who come into contact with us what is required in relation to the protection of children, and that child abuse in any form is unacceptable to Setu. Setu is committed to actively safeguard from harm and ensuring children's right to protection are fully realized. We take seriously our responsibilities to promote child safe practices and protect children from harm, abuse, neglect and exploitation in any form. In addition, we will take positive action to prevent child abusers from becoming involved with Setu in any way and take stringent measures against any Setu Staff and / or Associate who abuses a child. Our decisions and actions in response to child protection concerns will be guided by the principle of "the best interests of the child".

Setu Technical and Program Partners



Setu as Member/Advisor on Sexual Harassment Committee



2.4 Governing Body: Total members 9 as on 31/03/2020

Name	Occupation	Position in Board	Date of Appointment	Meeting Attended	Remuneration/Meeting fees Paid	Remarks
Ms. Neera Kaul	Social Worker	Trustee	07-04-2007	3	Nil	Related to Chief Trustee
Mr. Ravinder Kaul	Director Diva Learning Solu-	Trustee	24-02-2003	3	Nil	Chief Trustee
Ms. Preeti Darbari	Director Pickles Communication	Trustee	10-08-2015	2	Nil	
Mr. Ashish Bhan	VP at Starry USA	Trustee	09-01-2015	0	Nil	Based in USA
Mr. Raju Taneja	Management Consultant	Trustee	09-04-2019	3	Nil	
Ms. Vidya Viswana-	Researcher & Writer	Trustee	10-08-2015	2	Nil	
Ms. Diya Wazir Singh	Social Worker	Trustee	10-08-2015	1	Nil	
Ms. Sanjina Wali	Entrepreneur	Trustee	09/04/2017	3	Nil	
Ms Navneet Agarwal	Social Worker	Trustee	25/09/2017	0	Nil	Based In UK

2.5 List of Advisors

Name of Advisors	Occupation	Role	Remuneration/Meeting	Remarks
Mrs. Indira Kaul	Retired School Principal	Education Advisor	Nil	
Mr. Manish Jindal	Chartered Accountant	Financial Consultant	Nil	
Col Dr. Tarun Kaul	Retired Army Officer	Health Care Advisor	Nil	Brother of Chief Trustee

2.6 Management Team

Name	Designation	Date of Appointment	Remuneration/ Meeting fees Paid	Remarks
Mrs. Ravinder Kaul	Chief Trustee	24-02-2003	Nil	Since inception
Ms. Sanjina Wali	Trustee	09-04-2017	Nil	
Ms. Manisha Pandey	Principal Setu School	04-04-2014	Yes	
Mr. Kalpana Ahuja	Placement Head	13-07-2015	Yes	
Mr. Raghuraj	Finance Head	01-07-2018	Yes	Part Time

3.0 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

4.0 No of employees and Remuneration Slab:

Detail of Staff Members as on 31/3/2020

Gender	Paid Full time Regular	Paid Part time Trainees	Paid Part Time	Paid Consultants	Total
Male	0	0	0	0	0
Female	21	0	19	0	40
Total	22	0	19	0	41

Slab of gross salary (in Rs.) plus benefits paid to staff	Male	Female	Total
0 to 5000	0	0	0
5000 to 10000	0	6	6
10000 to 25000	0	30	30
25000 to 50000	0	4	4
> 50000	0	1	1
Total	0	41	41

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, 2020.

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. 8.62 Lakhs per annum and the Lowest paid staff (Part Time) Rs. 0.72 Lakhs per annum



Success Stories

Nisha is unmarried and there are total 5 members in family. She is not very much educated but do have the courage & dream of being self-dependent and live a good life. One day she met SETU counselor who told her about our organization and our course at Sadarpur Center Noida. She visited our center & got herself enrolled in Basic IT course.

She belongs to the family where girls are not allowed to do job due to orthodox thinking. She also wanted to continue her study also. She always wanted to become self-dependent. She knew nothing about computer but showed the courage to start learning.

Seeing her good work and her family condition Setu staff motivated her to do job. Setu staff also motivated her family to allow her to do job so that she can become self-dependent and continue her study. Now she is earning Rs 72,000 per annum thru LIC, has bought a new computer to enhance her knowledge. Her living condition has also improved and she can contribute in family expenditure.

3. Financials - The Abridged accounts (audited) as on 31/03/2020

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 2019-20: The overall income was **Rs. 275.70 Lacs** (previous year **Rs. 288.82 Lacs**). In the case of Application of Funds on its Core Projects, mainly on Project Uday, Project Samman & Project Saksham was **Rs 241.20 Lacs** (previous year **Rs. 248.75 Lacs**). The total expenditure on the addition in Assets at the school and Vocational Skilling Centres was **Rs 12.01 Lacs** (Previous Year **Rs 20.07 lacs**). Out of the total receipts of **Rs 275.70 Lacs** a sum of **Rs 4.72 lacs** (including interest earned) was received in our FCRA Account.

The progress during 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.

Balance Sheet		
All figures are Rs in lacs		
	31/03/2020	31/03/2019
Assets	0	
Fixed assets	55.33	55.16
Cash and bank balances	6.86	17.07
Other current assets	5.32	6.65
Excess of expenditure over income	6.98	41.48
Total Assets	74.49	120.37
Liabilities		
Corpus	0.47	0.47
Loans and borrowings	57.48	78.20
Current liabilities and provisions	16.54	41.70
Total Liabilities	74.49	120.37

Receipts & Payments Account		
All figures are Rs in lacs		
	31/03/2020	31/03/2019
Receipts for the year ended on		
Opening Cash and Bank Balance	12.70	2.48
Earned/ Self-generated income	16.31	23.56
Donations/ Grants from Indian sources	254.60	253.25
Donations / Grants from International sources	4.72	11.59
Loans	0.30	0
Other receipts	0.24	0.10
Total Receipts	288.87	290.88
All figures are Rs in lacs		
	31/03/2020	31/03/2019
Payments for the year ended on		
Capital items/ assets purchased for the organisation	14.28	10.42
Purchase of investments	0.95	0.06
Grants/ donations to other organizations	0.00	0.00
Loans and advances	18.37	7.45
Other payments	253.72	249.90
Total Payments	287.32	278.17
Closing cash & bank Balance	1.55	12.70

Income & Expenditure Statement		
All figures are Rs in lacs		
	31/03/2020	31/03/2019
Income		
Donations from Indian sources	254.60	253.25
Donations from International sources	4.72	11.59
Fee Receipts	14.47	22.01
Other income	1.91	1.97
Total Income	275.70	288.82
Expenditure		
Project Costs – Education Centre	89.48	141.84
Project Cost - Skill Centre	77.05	81.02
Project Cost - Events	8.67	8.26
Rent for Projects	43.15	37.48
Scholarships	6.85	4.79
Administrative Expenses	4.15	2.35
Depreciation	11.85	9.64
Total Expenditure	241.20	248.75
Excess of Income over Expenditure	34.50	40.07

Project and address for correspondence:

1. Setu School, Gali No 7, Near Masjid, Village Nithari, Sector 31, Noida (U.P.) 201301.

Principal – Manisha Pandey, +91 9599237790

2. Setu Skill Centre, Gali No 7, Near Masjid, Village Nithari, Sector 31, Noida (U.P.) 201301.

Program Coordinator and Centre Incharge – Kalpana Ahuja, + 91 8285213130

3. Setu Skill Centre, Gali No 1, Sadarpur Colony, Sector 45, Noida (U.P.) 201301

Centre in-charge – Jyoti Arora, + 91 8447354612

4. Setu Skill Centre for Specially-abled, BR-12, Sector 45, Noida (U.P.) 201301

Project Coordinator , +91 9810909928

5. Setu Skill Centre, D-225, Jagdamba Nagar, Dawas, Jaipur, Rajasthan - 302006

Skill Centre Incharge – Latika Thapliyal, + 91 8505099078

6. Setu Skill Centre, Laliya ka Bas, Jaipur, Rajasthan - 302026

7. Address for Correspondence (Office):

Setu, C-201 ATS Greens 1, Sector 50, Noida (U.P.)- 201307, India.

Mobile: +91 9810909928.

8. Registered Office:

Setu, C-72 Basement Floor, NDSE Part II, New Delhi -110049

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 for Transfer in INR:

**Bank: Corporation Bank,
Branch: Mayur Vihar Phase-I Extension, New Delhi 110 091
Beneficiary: Setu Collection Account**

**Account No. 520101244718861,
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.

BANK Details for Transfers in USD (\$):

**Bank: Corporation Bank,
Branch: Mayur Vihar Phase-I Extension, New Delhi 110 091
Beneficiary Name: SETU**

**Account No: 520281000389418,
Accounts Type: Saving,
SWIFT Code: CORPINBB606**



**Thank
You**