

SETU Annual Report 2024–2025



Trustees Annual Report 2024-2025

Dear Friends,

Greetings from the Setu Family!

As we proudly enter the **18th year of our journey**, we pause to reflect with deep gratitude on how far we've come — and how much more there is to do. What began in 2007 as a humble effort to provide education to the underserved has today grown into a vibrant movement that **empowers children, women, and individuals with special needs** across several communities in **Noida, Greater Noida, Ghaziabad, and Farrukhabad**.

The year **2024–2025** has been one of **expansion, innovation, and consolidation**. Guided by our mission to *Educate, Skill, and Empower the Under-served*, Setu has made meaningful progress across all its flagship projects — **Uday (Education), Saksham (Women Empowerment), Smile (Inclusion for People with Special Needs), and Poshan (Health & Nutrition)**.

We are especially proud to have launched another **school at Habibpur Village, Greater Noida**, bringing holistic education and care to a new community. Our **100% board exam**

success rate, continuous focus on **life skills and digital literacy**, and introduction of **new vocational programs for women and youth** are reflections of your enduring support and belief in our mission.

Through Project Poshan, we reached thousands of families with **nutritious food, hygiene essentials, and preventive healthcare**, while under Project Saksham, **hundreds of women** were trained and placed into dignified employment or started their own small businesses. Project Smile (Life) continued to make strides in integrating **people with special needs** into mainstream education and employment, with several success stories that inspire us every day.

Behind every number lies a story — a child gaining confidence to dream, a mother learning a new skill to support her family, a young girl taking her first steps toward independence, and a specially-abled youth earning their first pay check. These stories of transformation are the true measure of Setu's impact — and has all been made possible because of **you**, our friends, donors, volunteers, and partners.

Your trust, generosity, and belief in the Setu vision have enabled us to **build bridges of opportunity**, and it is your support that continues to sustain our efforts. We are grateful for the faith you have placed in us — and we remain committed to maintaining the highest standards of transparency, accountability, and compassion in all that we do.

Looking ahead to **2025–2026**, we aspire to:

- **Expand digital learning infrastructure** across all Setu schools and skill centres.
- **Strengthen community outreach** through technology-enabled education and training.
- **Deepen partnerships with CSR initiatives and development organizations** to enhance program sustainability; and
- **Continue empowering women and youth** to become self-reliant and contribute meaningfully to their families and society.

With your continued partnership, we are confident that the coming year will bring new possibilities and greater impact. Together, we will keep building a **SETU that connect potential to opportunity, and dreams to reality**.

With warm regards and heartfelt appreciation,

Trustees of Setu

Our Journey So Far

Founded in 2007, *Setu* has remained steadfast in its mission to transform lives through holistic education, skill development, and social welfare initiatives. Over the years, Setu has grown into a vibrant community movement that bridges gaps in opportunity and access, especially for marginalized sections of society. Our flagship projects — **Uday**, **Saksham**, **Saaman (Smile)**, and **Poshan** — embody our core philosophy: to educate, empower, and enable individuals and communities to achieve sustainable growth and dignity.

Key Achievements in 2024–2025

Project UDAY – Empowering thru Education: Education has always been at the heart of Setu’s work. In 2024–25, Setu expanded its educational outreach with the establishment of a new school at *Habibpur Village, Greater Noida*, further strengthening our commitment to making quality education accessible to children from underprivileged and rural backgrounds. With a total of **1,716 students enrolled** across our schools in Nithari, Sadarpur, Changoli, and Habibpur, Setu continues to nurture young minds with care and dedication. The academic performance of our students remains a matter of great pride — we achieved a **100% pass rate for Classes 10 and 12** in 2023–24. As we prepare for the upcoming Board Exams 2025, **39 students from Class 10** and **16 from Class 12** are ready to take their next step towards a brighter future.

Nithari School



Sadarpur School



Habibpur School



Distribution of Gifts, Books, Uniform and Midday Meal



Celebrations: Birthday, Annual Day and Painting Competition:





Cultural Events and Celebrations at School





Teachers Training and Teachers Day Celebrations at School



Project Uday Success Stories



Neeraj, a shy and introverted boy, joined Setu in 2020 as a Class 9 student. Initially an average performer, with the constant encouragement and support of his teachers, he showed remarkable improvement in academics and began participating in co-curricular activities. His passion lies in cricket, and he dreams of becoming an IAS officer. Neeraj belongs to a family of four. His father works as a mechanic and his mother is a homemaker, together earning just ₹8,000 per month. Despite financial hardships, Neeraj remained determined. Just before his Class 12 CBSE Board Exams in 2024, his father suffered a cardiac arrest and lost his job. Undeterred, Neeraj took up part-time work while continuing his studies. His perseverance paid off when he scored **90%**, topping his school. His story is one of courage, discipline, and hope.

Sahiba joined Setu in 2013 as a quiet and underconfident Class 2 student. Through years of patient mentoring and care, she developed confidence and began to excel academically. She loves painting and wishes to pursue a career as a web designer. Sahiba lost her father at a young age, leaving her mother — a domestic helper earning ₹9,000 per month — as the family’s only support. Despite financial and emotional struggles, she remained focused on her goals. Her hard work helped her secure **88% in her Class 12 CBSE Commerce Exams**, emerging as the school topper. Sahiba credits her teachers and Setu’s nurturing environment for shaping her success and is determined to build a better future for her family.



Shefali Shefali joined Setu in 2017 in Class 6 and quickly stood out as a hardworking and bright student. She has always dreamed of becoming a lawyer and enjoys painting in her free time. Her early years were marked by deep challenges. After losing her father, she and her younger siblings were abandoned by their mother and raised by their grandmother, whose only income was ₹6,000 from rented property. During her Class 12 exams, her grandmother passed away, and relatives asked them to leave their home. Despite these overwhelming hardships, Shefali appeared for her exams and scored **71%**. Today, she works as a **Text Annotator at TELUS International**, earning ₹17,000 per month while continuing her studies and supporting her siblings. Her strength and gratitude toward her teachers make her a true role.

Vansh joined Setu in 2016 as a mischievous first grader but, under the patient guidance of his teachers, grew into a focused and disciplined student. His passion for cricket is unwavering, and he dreams of representing India one day. After losing his father early, Vansh’s family struggled to make ends meet on a monthly rent income of ₹8,000. With his elder sister now working, their income has improved to ₹20,000 per month. Vansh’s dedication and discipline helped him represent Setu in the **Noida Gramin Cricket Tournament**, organized by the ITC Group and sponsored by the Shashakt Foundation. His excellent performance earned him district-level training and the potential to advance to state and national tournaments. Vansh’s story reflects determination, focus, and hope for a brighter future.





Prachi, an ambitious and sincere student, joined Setu in 2021, seeking a school that offered both strong academics and holistic growth. Encouraged by her teachers, she excelled in studies and co-curricular activities. Her dream is to become a doctor, and she enjoys reading in her free time. Prachi lost her father at a young age. Her mother, who works as an assistant teacher in a playschool, earns ₹12,000 per month to support the family. Despite these financial constraints, Prachi remained dedicated and scored **88% in her Class 10 CBSE Board Exams**. Since Setu does not offer the Science stream, she now studies at a government school in Delhi but continues to visit Setu for guidance. Her determination and gratitude make her an inspiration for many.

Saniya joined Setu in 2018 as a reserved Class 5 student who gradually discovered her passion for **martial arts and kickboxing**. Under her teachers' guidance, she gained confidence, excelled in studies, and began competing at higher levels. Her mother, a tailor, supports a family of six on ₹12,000 per month. Despite these challenges, Saniya's commitment to her sport never wavered. She won a **Gold Medal in Khelo India Women's Kickboxing (Musical Form)**, a **Silver Medal in Creative Form**, and was the **Runner-Up in the National MMA Knockout Championship**. Saniya continues to train rigorously, aiming to represent India in Mixed Martial Arts. She is deeply thankful to Setu and her teachers for their support and motivation. Her journey embodies strength, perseverance, and pride. She is an ambitious girl with a spark and she is all set to make her country proud in the coming years.



Project SAKSHAM – Women Empowerment & Livelihood Creation: Empowerment lies at the core of Setu's philosophy, and *Project Saksham* continues to be

a powerful force in enabling women to become self-reliant and confident contributors to their families and communities. Through our *Setu Women Empowerment Centres*, **1,600 women** received vocational and skill-based training during FY 2024–25, with **700 women** successfully placed in jobs or becoming self-employed. The year also marked the launch of a new empowerment centre at *Habibpur Village*, expanding opportunities for rural women. Training programs such as tailoring, textile and fashion design, and computer skills have helped participants gain practical knowledge and financial independence, fostering a culture of dignity and self-worth.

Newly launched centre at Habibpur Village Greater Noida



Convocation and Certification Ceremony



Some Success Stories



Her mother, **Sunita Devi**, a single parent, had long been the sole provider, earning Rs. 12,000 per month. Meeting the family's needs was a daily struggle. After **Radhika** completed the **Basic IT Course at SETU** and began earning Rs. 16,000 per month, their situation changed dramatically. The family's annual income has risen by **133%**, allowing them to meet expenses with ease and plan for future. SETU's training not only equipped Radhika with employable skills but also gave her confidence and a sense of dignity.

For years, Veer Mala's father supported the family through his labor job, earning Rs. 2,16,000 annually. Despite his efforts, the family's needs often remained unmet. Enrolling in SETU's **Data Entry Course** gave **Veer Mala** the skills and exposure she needed to find work. With her job as a Quality Analyst earning Rs. 15,000 per month, their family income has increased by nearly **83%**. SETU's guidance empowered Mala to become financially independent and a proud contributor to her family's stability.



Priya's family of seven relied on her father's modest income as a watchman, making it hard to cover even basic expenses. After completing the **Basic Computer Course at SETU**, Priya secured a job as a Sales Executive and now earns Rs. 15,000 per month. The family's annual income has grown by about **90%**, easing financial pressure and improving their quality of life. Through SETU, Priya not only learned essential computer skills but also discovered her confidence and ability to support her family.

Khushi's family of five often faced financial hardship with only one earning member. The **Basic IT Course at SETU** helped her gain practical knowledge and confidence to enter the workforce. After completing the course, she started working as a Tele Caller at Card Expertise Pvt. Ltd., earning Rs. 13,000 per month. The family's annual income has increased by nearly **50%**, giving them financial relief and a sense of security. Khushi credits SETU for giving her the skills that changed her life.



Mamta's father, a private employee earning Rs. 1,80,000 a year, struggled to provide for the family's basic needs. Through a SETU mobilization camp, Mamta enrolled in the **Data Entry Course**, where she gained valuable computer and office management skills. Soon after, she secured a job as a Billing Executive earning Rs. 12,000 per month. Her contribution has raised the family's annual income by **80%**, reducing financial strain and boosting their self-reliance. Mamta proudly attributes her success to the training she received at SETU.

Shefali's family of five in Noida often found it difficult to make ends meet. Determined to change her circumstances, she enrolled in the **CCAB Course at SETU Foundation**, where she developed her technical and communication skills. After completing her training, she joined TELUS International as an Annotator, earning Rs. 12,000 per month. Her income now supports household expenses and has



brought comfort to her parents. SETU's program gave Shefali the tools to achieve independence and become a source of strength for her family.



Suman's husband, a private employee earning Rs. 2,16,000 annually, was the family's only earner, and managing expenses in a rented house was difficult. Through SETU, she completed the **CCAB Course**, gaining practical computer and billing skills. Soon after, she joined Manas Hospital as a Billing Executive with a salary of Rs. 14,000 per month. Their household income has now grown by nearly **77%**, easing financial burdens and improving their standard of living. Suman proudly says that SETU's training helped her transform her family's future.

Ankita's father, a small shopkeeper, managed the family's finances alone. Wanting to share the responsibility, Ankita enrolled in SETU's **CCAB Course** while continuing her graduation. The course gave her the professional skills she needed to enter the workforce. Today, she works as a Computer Operator at Matter Industry, earning Rs. 12,000 per month. The family's annual income has risen by about **60%**, and her father feels relieved and proud. Ankita credits SETU for helping her begin her career and support her family.



Aarti Parcha comes from a middle-class family of five and is known for her sincerity, dedication, and sense of responsibility. She joined the **Active Basic IT and Spoken English Course** at **SETU Foundation** to enhance her communication and technical skills. After successfully completing the course, she secured a job at **Domino's in Noida**. Today, Aarti earns **Rs. 16,000 per month** and is proud of her independence and achievements. Her husband works in a private company with an annual income of Rs. 1,44,000 and was the only earning member earlier. With Aarti's contribution, the family's annual income has increased by **133%**, improving their financial stability and quality of life.

Ku Tannu, a hardworking and sincere young woman, dreamed of becoming financially independent. To build her confidence and career, she enrolled in the **Active Basic IT and Spoken English Course** at **SETU Foundation**. The course helped her gain essential computer and communication skills. After completing her training, she joined **Lonar Buildcon Pvt. Ltd., Noida** as a **Computer Operator**, earning **Rs. 15,000 per month**.





Manorma, Manorma, a resident of **Sadarpur**, belongs to a middle-class family. Though ambitious, she lacked professional skills and opportunities, so She enrolled in the **Beauty Course at SETU**, which gave her the confidence and expertise to start a career. After completing her **three-month training program**, she was employed as a **Beautician at Blish Beauty**. She now earns **Rs. 25,000 per month**, achieving both independence and self-respect. Her family of four depended solely on her father, who earns Rs. 1,44,000 annually from a private job. With Manorma's contribution, the family's annual income has risen by **83%**, greatly improving their standard of living.

Rekha, from **Sadarpur**, always wanted to stand on her own feet, but limited skills kept her from pursuing work. She joined the **Beauty Course at SETU**, where she learned professional grooming and customer-handling techniques. Upon completing the course, she secured a job as a **Beautician at Yes Madam (Noida)**, earning **Rs.10,000 per month**. Her family of four relied entirely on her husband, who earns Rs. 1,80,000 annually through a private job. Meeting daily expenses was often challenging. With Rekha's new income, the family's total earnings have increased by **66.6%**, making life more comfortable and secure.



साधना साधना एक मध्यमवर्गीय परिवार से हैं। वह हमेशा फैशन डिज़ाइन का कोर्स सीखना चाहती थीं ताकि अपने पैरों पर खड़ी हो सकें। उन्होंने **सेतु फाउंडेशन** में पंजीकरण कराया और अपना **फैशन डिज़ाइन कोर्स** सफलतापूर्वक पूरा किया। कोर्स पूरा करने के बाद साधना ने **भवानी कंपनी** में काम शुरू किया और अब वह **महीने का ₹13,447** कमा रही हैं। अपनी आमदनी से वह आत्मनिर्भर और बेहद खुश हैं। साधना के परिवार में पाँच सदस्य हैं। उनके पति एक्सपोर्ट कंपनी में कार्यरत हैं और सालाना आय ₹1,20,000 है। पहले परिवार की ज़िम्मेदारी अकेले उठाना कठिन था, पर अब साधना की आमदनी से परिवार की **वार्षिक आय में 74% की वृद्धि** हुई है, जिससे आर्थिक स्थिति मज़बूत हुई है।



सोनी पाल एक मध्यमवर्गीय परिवार से हैं और हमेशा आत्मनिर्भर बनना चाहती थीं। उन्होंने सेतु फाउंडेशन में पंजीकरण कर फैशन डिज़ाइन कोर्स पूरा किया। कोर्स के बाद उन्हें शाहू कंपनी में नौकरी मिली, जहाँ वह अब महीने का ₹12,600 कमा रही हैं। अपनी मेहनत से कमाई कर वह बहुत गर्व महसूस करती हैं। उनके परिवार में चार सदस्य हैं। उनके पति एक ड्राइवर हैं और सालाना आय ₹1,80,000 है। पहले परिवार की पूरी ज़िम्मेदारी उन्हीं पर थी, पर अब सोनी पाल की आमदनी से परिवार की वार्षिक आय में 84% की वृद्धि हुई है।

माधुरी एक मध्यमवर्गीय परिवार से हैं। उन्होंने सेतु फाउंडेशन से फैशन डिज़ाइन कोर्स पूरा किया, जिससे उन्हें आत्मविश्वास और काम का अनुभव मिला। प्रशिक्षण के बाद उन्हें एक **एक्सपोर्ट कंपनी** में पीस रेट पर काम मिला। अब माधुरी हर महीने लगभग ₹12,000 कमा रही हैं और अपनी आय से बहुत खुश हैं। उनके परिवार में दो सदस्य हैं। उनके पति एक प्राइवेट जॉब करते हैं, जिनकी सालाना आय ₹1,80,000 है। अब माधुरी के योगदान से परिवार की **वार्षिक आय में 80% की वृद्धि** हुई है और आर्थिक स्थिति में स्पष्ट सुधार हुआ है।



Priyanka's Story – A Step Towards Self-Reliance. Coming from a modest middle-class family, **Priyanka** always believed that hard work and persistence could change her life. With limited resources but a clear goal, she enrolled in the **Active Basic IT and Spoken English Course** at **SETU Foundation**. Her sincerity and consistent effort paid off when she was selected to work at Cognizant, Noida. Today, Priyanka earns ₹25,000 per month, a milestone that has filled her family with pride. Her father, who

works in a private job and earns ₹1,80,000 annually, was once the sole provider. With Priyanka's contribution, the family's income has grown by 166%, allowing them to live comfortably and with confidence.

Swati Pal's Story – From Hesitation to Confidence. For **Swati Pal**, the journey to independence began with a spark of courage. Coming from a lower-middle-class family of five, she often doubted her own abilities. But a visit from SETU's mobilization team changed everything. Encouraged to upskill, Swati joined the **CCAB Course at SETU**, where she learned computer and professional communication skills. After completing the course, she joined **Telus Digital** as a **Risk Operator**, earning **₹25,000 per month**. Her father continues to work to meet basic household expenses, but now, with Swati's steady income, the family enjoys greater security and hope for a better future. Swati says, "SETU gave me the confidence I didn't know I had."



Neetu's Story – Learning, Growing, Succeeding. Neetu belongs to a middle-class family and has always been disciplined and hardworking. Wanting to stand on her own feet, she joined the **Tally Course at SETU Foundation**. The course opened doors to a new career, and soon after completing it, she began working at **Domino's in Noida**. Earning **₹15,000 per month**, Neetu now supports her family of five. Her father, who earns ₹1,44,000 annually, no longer carries the burden alone. Together, their family income has increased by **125%**, and Neetu feels proud to contribute equally to her home.

Khushboo Kumari's Story – Turning Effort into Empowerment

Khushboo Kumari, a determined young woman from a middle-class family, wanted to be financially independent. She enrolled in the **Active Basic IT and Spoken English Course** at SETU Foundation, gaining both knowledge and confidence. After completing the course, she secured a job at **Jayanti Kia A2, Okhla**, earning **₹14,000 per month**. Her husband, who earlier earned ₹1,80,000 annually as the only breadwinner, now shares that role proudly with her. Their total family income has increased by **93%**, and Khushboo's success has become a source of joy and respect within her household.





Priti Kumari's Story – Adding Strength to the Family. Priti Kumari dreamt of helping her family move forward, but she lacked the skills to find a good job. When she learned about **SETU's Data Entry Course**, she didn't hesitate. After completing her training, she joined **Altruist as a Team Member**, earning ₹12,000 per month. Her father works as an electrician and earns ₹2,00,000 annually, while her mother takes care of the home. Priti's income now helps cover educational and household expenses, raising the family's total income by **72%**. "Now I don't just dream of a

better life—I'm building it," she says proudly.

Anjali Singhal's Story – Turning Dreams into Reality. When Anjali Singhal first tried finding a job, every opportunity demanded skills she didn't have. Coming from a lower-middle-class family, she was determined not to give up. On her friend's suggestion, she joined **SETU's Data Entry Course**, where she learned both technical and soft skills. After completing the course, she began working at **Niveda Foundation as a Teacher**, earning **₹15,000 per month**. Her father, who earns ₹1,80,000 annually, is now relieved to see his daughter sharing responsibilities. Their total family income has doubled, and Anjali is proud to be a pillar of support at home.



Riwa's Story – Rising with Confidence, growing up in a lower-middle-class family of five, Riwa watched her father, a vegetable seller, work tirelessly to support them. Wanting to help, she joined **SETU's Active Basic IT Course** after hearing about it from a friend. The course gave her the foundation she needed to begin her career. After completing her training, she joined **Smile India Trust** as a Tele caller, earning **₹13,000 per month**. Her father's income alone once made it hard to manage expenses, but with

Riwa's support, the family's income has increased by 65%, bringing stability and pride to their home.

Pinky's Story – Turning Passion into Profession Pinky, a creative young woman from a middle-class family, always loved makeup and dreamed of becoming a beautician. She joined the **Beauty Course at SETU**, where she learned grooming, skincare, and client handling. Soon after completing her course, she started working at **Rekha Beauty Parlour**, earning **₹11,000 per month**. Her husband earns ₹1,50,000 annually, and together they now manage their family expenses comfortably. With her earnings, their household income has increased by **88%**. Pinky says, “SETU helped me turn my passion into a profession.”



Tripti's Story – Empowerment Through Skill, Tripti a homemaker from a middle-class family, always dreamed of contributing financially. Her love for beauty and makeup inspired her to join the **Beauty Course at SETU**. The practical training she received helped her gain the skills needed to start working as a **Beautician**, earning **₹10,000 per month**. Her husband earns ₹1,68,000 annually from his private job, but managing household and school expenses for their two children was difficult. With Tripti's contribution, their income has increased by **71%**, easing financial pressure and boosting her confidence.

गुड्डी देवी की कहानी – आत्मनिर्भरता की ओर कदम - गुड्डी देवी एक मध्यमवर्गीय परिवार से हैं और हमेशा अपने परिवार की आर्थिक स्थिति सुधारना चाहती थीं। उन्होंने SETU स्किल सेंटर में **सिलाई कोर्स** में दाखिला लिया। प्रशिक्षण पूरा करने के बाद, वह **डी.के. फैशन** में सिलाई का काम करने लगीं और अब **₹8,500 प्रति माह** कमा रही हैं। उनके पति ऑटो ड्राइवर हैं और ₹12,000 प्रति माह कमाते हैं। पहले परिवार का खर्च चलाना मुश्किल था, लेकिन अब गुड्डी की आमदनी से परिवार की आय में **50% की वृद्धि** हुई है। आज गुड्डी आत्मनिर्भर हैं और उनके परिवार का जीवन पहले से बेहतर है।



मुशरत की कहानी – मेहनत से मिली नई पहचान - मुशरत एक मध्यमवर्गीय परिवार से हैं और अपने पिता के संघर्ष को देखकर हमेशा कुछ करना चाहती थीं। उन्होंने SETU स्किल सेंटर में **टेलरिंग कोर्स** किया, जहाँ उन्होंने सिलाई के आधुनिक तरीके सीखे। कोर्स पूरा होने के बाद उन्हें **एल्लोरा इंटरप्राइजेज** में नौकरी मिली, और अब वह **₹9,000 प्रति माह** कमा रही हैं। उनके पिता किराना स्टोर पर ₹10,000 प्रति माह कमाते हैं। पहले घर का खर्च मुश्किल से चलता था, लेकिन अब परिवार की **आय में लगभग 70% की वृद्धि** हुई है। मुशरत का आत्मविश्वास और सफलता उनके परिवार के लिए प्रेरणा बन गई है।



Project Smile (Life) – Inclusion for People with Special Needs

Setu's commitment to inclusivity and dignity for individuals with special needs continues through *Project Smile (Life)*. This initiative has made significant strides in integrating differently abled individuals into mainstream education and employment. In 2024–25, **10 individuals with special needs** were successfully placed in gainful employment, reflecting our belief in ability beyond disability. The *Physiotherapy Facility* at our Nithari Centre is now fully operational, offering essential support to children and adults requiring specialized care. Alongside, regular assessment, certification, and employability training programs ensure continued development and integration of beneficiaries into society.





Physiotherapy Facility



Some Success Stories:

Ujjwal's Journey of Independence: Ujjwal, a young man with an intellectual disability, lives with his family of seven in Noida. After losing his father, the family depended solely on his elder brother's income. Ujjwal's mother always wished for him to become self-reliant. Through Setu's mobilization team, she learned about skill training opportunities for specially-abled youth and enrolled him in the **Hospitality course** at Setu. After successfully completing the course, Ujjwal secured a job at **Synergy Consulting** as a Housekeeping Assistant. His biggest achievement is his ability to **travel independently to work every day**—something his family once thought impossible. Today, he earns **Rs. 16,271 per month** and has become a proud, contributing member of his family. His mother says Setu gave her son not just a job but dignity and confidence.



Manav Sharma – From Dependence to Dignity: Manav Sharma, a 5th pass youth with an intellectual disability, lives with his retired father and homemaker mother. His family's dream was to see him lead a happy, independent life. When they came across Setu's skilling program for the specially-abled, they immediately enrolled him in the **Hospitality course**. After completing his training, Manav joined **Synergy Consulting** as an Office Boy. He now earns **Rs. 16,271 per month**, supports his family, and feels immense pride in being financially independent. His father says, "We



always believed Manav could do something meaningful—Setu helped turn that belief into reality.”



Sumant – Turning Disability into Strength: Sumant was born with a hearing impairment, but he never let that define him. His father, a daily wage worker, learned about Setu’s centre for specially-abled youth and enrolled him in the **Basic IT course**. Despite communication challenges, Sumant showed remarkable dedication and quickly adapted to digital learning. After completing his course, he began working as a **Team Member at Garden Galleria Mall**, earning **Rs. 18,000 per month**. His family of four, including his homemaker mother and younger brother, is immensely proud of his achievement. Setu’s support helped Sumant channel his potential and become an example of resilience and independence.

Rohit – Overcoming Silence with Skill: Rohit, a hearing-impaired youth and 10th pass, always dreamed of living life on his own terms. With limited options and communication barriers, he struggled to find direction until his parents enrolled him in the **IT course at Setu**. His perseverance paid off—he was soon placed at **Minda Silca Engineering Pvt. Ltd.**, Greater Noida. Earning **Rs. 17,000 per month**, Rohit now contributes to his family of four. His father works as an office assistant, while his mother manages the home. Setu’s training not only gave Rohit a job but also the **confidence to navigate the world independently**.



Kiran – A New Voice of Confidence: Kiran, a 12th-pass young woman with a hearing impairment, once struggled to find her place in the world. After her father, who works as a roadside tailor, learned about Setu’s programs, he enrolled her in the **IT course**. There, Kiran discovered her passion for computers—something that relied more on focus than hearing. After completing her course, she joined **Zudio at GIP Mall** as a Team Member, earning **Rs. 14,000 per month**. With six family members and her mother no longer around, Kiran is now the first in her family to work in a mall. Her journey is a story of courage, skill, and the power of opportunity.

Rohit – Learning to Stand Tall: Born with a hearing impairment, Rohit had to discontinue school early due to financial constraints. His father, a milkman, struggled to support their family of four. Determined to change his future, Rohit joined Setu’s **IT training and grooming sessions**, where he learned essential life & communication skills. Though formal employment was challenging, Rohit started his own **ironing service**, earning **Rs. 12,000–14,000 per month**. His parents are proud of his transformation—from a shy, dependent boy to a confident, self-earning young man. Setu’s mentorship helped him discover self-worth & independence.



Sandeep – Small Steps, Big Progress: When Sandeep first came to Setu, he was withdrawn, avoided interaction, and found it difficult to follow instructions or make eye contact. Through six months of continuous **behavioural, emotional regulation, and academic sessions**, his progress was remarkable. He can now read simple sentences, understand number concepts, and actively participate in classroom activities. His parents feel relieved and grateful seeing these positive changes. For them, Sandeep’s smile and growing confidence are the biggest rewards.

Aas – Building Everyday Skills: A young boy with an intellectual disability, lives in a joint family of seven. His father, who runs a small shop, wanted his son to become more capable and socially active. He enrolled Aas in Setu’s **IT and ADL (Activities of Daily Living)** sessions. Over six months, Aas learned money handling, improved emotional control, and gained confidence in social situations. Now, he helps his father manage the shop and interact with customers. His parents proudly say that Aas’s world has become brighter and more meaningful with Setu’s guidance.



Shahrukh – From Isolation to Independence: Shahrukh, one of two brothers with an intellectual disability, lives with his parents and siblings. His father, a shopkeeper, enrolled him in Setu’s **IT course** after hearing about the program from the community. Initially hesitant, Shahrukh soon began to show improvement in social behaviour, self-regulation, and basic numeracy. After a year of continuous effort, he now helps his father **run the family shop**, earning **Rs. 10,000–12,000 per month**. His parents say Setu not only gave their son vocational skills but also restored their hope for his future.



SETU SKILL AND EMPOWER THE UN-SERVED

SETU SHIKSHAJYOTIKENDRA
100% Board Results Class 10
CONGRATULATION

Aditi Thakur
91%

Hemanti Sahu
83.2%

Aniket Haldar
80.8%

Gaurav Bharti
80%

BEST OF LUCK FOR YOUR NEXT CHALLENGE

Setu, E-mail: contact@mysetu.org.in Website: www.mysetu.org.in

Project POSHAN – Health, Nutrition & Hygiene

Health and nutrition form the foundation of well-being, and *Project Poshan* continues to be the backbone of Setu’s community outreach efforts. During 2024–25, the project reached out to over **12,000 families** across *Gautam Budh Nagar* and *Farrukhabad*, improving health awareness and access to nutrition. Under *Project Poshan*, Setu organized a series of impactful workshops aimed at promoting health, well-being, and awareness among the community. A total of **37 workshops** were conducted, covering diverse topics related to physical, mental, and emotional health. Through these initiatives, Setu reached and benefitted over **1,20,881 individuals**, distributing nutritious food and essential healthcare products to promote healthier lifestyles.

The program included **Menstrual Hygiene sessions** that focused on educating women and adolescents about menstrual health, hygiene practices, and dispelling long-standing taboos associated with menstruation. Participants were encouraged to adopt hygienic products and proper self-care during menstrual cycles. **Health Check-up Camps** were also organized, providing free **dental, eye, and general health screenings** to detect early signs of health issues and offer preventive care solutions.

Recognizing the importance of nutrition in overall well-being, Setu conducted **Sessions on Gut Health**, where experts highlighted the significance of a balanced diet, digestive wellness, and the role of probiotics. To support emotional resilience, **Mental Health, Stress, and Anxiety sessions** addressed common challenges faced by individuals,

offering coping strategies, relaxation methods, and awareness on maintaining psychological well-being. Complementing these, **How to Deal with Stress sessions** taught participants practical techniques such as mindfulness, breathing exercises, and simple lifestyle changes to manage stress effectively.

The initiative also featured a **Session on Cancer Awareness**, which educated participants on early detection, preventive measures, and the importance of regular screenings for different types of cancer. A **Session on Domestic Violence** provided vital information on identifying abuse, understanding legal rights, and accessing support systems, empowering individuals to seek help and protection.

Finally, **Yoga Sessions** were conducted to promote physical fitness, mental calmness, and holistic health. These sessions incorporated guided yoga postures, breathing exercises, and meditation practices to enhance overall wellness.

Together, these multifaceted efforts under *Project Poshan* reinforced Setu's ongoing mission to nurture healthier, more informed, and empowered communities.

Project Poshan – Distribution of Nutritive items , Blankets, Rations, Millets, Gifts, Immunisation & Hygiene workshops



Through these initiatives, Setu continues to uphold its vision of building bridges — connecting communities to opportunities, individuals to education, and society to a more equitable and compassionate future. Each milestone is a reminder of what collective commitment and compassion can achieve, and every achievement brings us closer to realizing our dream of an empowered, inclusive India.

SETU SKILL AND EMPOWER THE UN-SERVED

SETU SHIKSHAJYOTI KENDRA
100% Board Results Class 12
CONGRATULATION

Vaishali
91.2%
Humanities

Ishika Gupta
90.2%
Humanities

Kriti Mishra
87%
Commerce

BEST OF LUCK FOR YOUR NEXT CHALLENGE
Setu, E-mail: contact@mysetu.org.in Website: www.mysetu.org.in

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 partially funded by Dr. Wilmar Schwabe India, Fidelity International, Synergy Advisory and Telus International.
- **The Setu Shikshajyoti Kendra (School) at Sadarpur Colony - “Project Uday”** was funded by Synergy Consulting and NTT Data.
- **The Setu Silver Lining Public School at Village Habibpur - “Project Uday”** was funded by Dana Charitable Foundation.
- **The Multi Skill Centres “Project Saksham”** are funded by Fidelity International at Sadarpur Village, RMSI, Telus Digital and Seimens at Sector 12 Noida and at Nithari Village by Seimens EDA, RMSI and Telus Digital.
- **The Setu Skill Centre for Specially-abled youth “Project Samaan”** has been funded by Clarivate.
- **Project Poshan** has been funded by Dabur, Wilmar Schwabe and individual donors.

In Kind Support: During the year In-Kind Support was received from Ratna Sagar provided us with School Copies along with Telus International, Hughes Systique and Synergy Advisory for provided toys and gifts for the school students.

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 and Rehabilitation

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.

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: AAFTS3491LE20035 from AY 22-23 to AY 26-27
5. 12A Certificate Number: AAFTS3491LF20033 from AY 22-23 to AY 26-27
6. FCRA Certificate Number: 231661024 dated 20/08/2009 valid till 30/09/2029
7. Bankers:
 - Union Bank of India, Local shopping Complex, Mayur Vihar Phase 1, Delhi 110091

- State Bank of India, B Block Commercial Complex, Sector 31, Noida 201301
- State Bank of India, New Delhi Main Branch, Sansad Marg, New Delhi 110001

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

2.3 Governing Body: Total members 4 as on 31/03/2025

Name	Occupation	Board Position	Appointment Date	Meeting Attended	Remuneration/ Meeting Fees Paid	Remarks
Ms. Parneet Mehrotra	Social Worker	Trustee	09-04-2022	3	Nil	
Mr. Ravinder Kaul	Director Diva Learning Solutions P Ltd	Trustee	24-02-2003	3	Nil	Chief Trustee
Ms. Vidya Viswanathan	Researcher and Teacher	Trustee	06/05/2023	0	Nil	Independent Trustee
Mr. Raghuraj Kishor Singh	Chartered Accountant	Trustee	09-04-2021	3	Nil	

2.4 List of Advisors as on 31/03/2025

Name of Advisors	Occupation	Role	Remuneration/ Meeting fees Paid
Ashish Bhan	Vice President Starry	Funding Advisor	Nil
Raju Taneja	Management Consultant	Management Systems Advisor	Nil
Ms. Preeti Darbari	Director Pickles Communication	Marketing Advisor	Nil

2.5 Management Team as on 31/03/2025

Name	Designation	Date of Appointment	Remuneration/ Meeting fees Paid	Remarks
Mrs. Manisha Pandey	Principal Setu School Nithari	04-04-2014	Yes	
Mrs. Namita Bagla	Principal Setu School Sadarpur	18-06-2021	Yes	
Mrs. Dimple Vohra	Project Coordinator	17-02-2009	Yes	
Mr. Kalpana Ahuja	Placement Head	13-07-2015	Yes	
Mr. Raghuraj Kishor Singh	Finance Head	01-07-2018	Nil	

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

Detail of Staff Members as on 31/3/2025

No of employees and Remuneration Slab:

Gender	Paid Full time Regular	Paid Part time Trainees	Paid Part Time	Paid Consultants	Total
Male	7	0	2	0	9
Female	59	0	24	0	83

Total	56	0	26	0	92
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Slab of gross salary (in Rs.) plus benefits paid to staff	Male	Female	Total
0 to 5000	0	0	0
5000 to 10000	0	1	1
10000 to 25000	8	54	62
25000 to 50000	1	24	25
> 50000	0	4	4
Total	9	83	92

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, 2025.

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. 7.28 Lakhs per annum and the Lowest paid staff (Full Time) Rs. 1.35 Lakhs per annum

Governance Policies



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
 - Reduce, Recycle and Reuse
 - Plastic Free Setu



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”.

Acknowledgements

We extend heartfelt thanks to all our donors, partners, staff, and volunteers who have walked this journey with us. Your belief in Setu’s mission continues to inspire us to reach further and serve better. Together, we are shaping a future full of promise and opportunity.

3. 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 2023-24: The overall income was Rs. 903.10 Lacs (previous year Rs. 670.58 Lacs). In the case of Application of Funds on its Core Projects, mainly on Project Uday, Project Samman, Project Saksham and Project Poshan was Rs 861.61 Lacs (previous year Rs. 669.58 Lacs). The total expenditure on the addition in Assets at the Schools and Vocational Skilling Centres was Rs 42.65 Lacs (Previous Year Rs 40.78 lacs). Out of the total receipts of Rs 670.58 Lacs a sum of Rs 11.01 Lacs (including interest earned) was received in our FCRA Account. The utilisation out of the FCRA Account was Rs 10.61 lacs. The administration cost has been curtailed to around 1 % of the total expenses.

Loan repayment due to Trustees was Rs. 10.96 lacs against 17.96 lacs last year.

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 underserved of society.

The Abridged accounts (audited) as on 31/03/2025 are as follows:

Balance Sheet		
All figures are Rs in lacs		
	31/03/2025	31/03/2024
Assets		
Fixed assets	172.49	161.31
Cash and bank balances	69.13	19.35
Other current assets	20.94	11.62
Total Assets	262.56	192.28
Liabilities		
Corpus	0.47	0.47
Loans and borrowings	10.96	17.96
Current liabilities and provisions	39.36	4.49
Excess of Income over Expenditure	211.77	169.36
Total Liabilities	262.56	192.28

Income & Expenditure Statement		
All figures are Rs in lacs		
Income	31/03/2025	31/03/2024
Donations from Indian sources	816.16	596.03
Donations from International sources	10.98	5.75
Fee Receipts	71.38	63.83
Other income	4.49	4.97
Total Income	903.01	670.58
Expenditure		
Salary and Benefit	234.25	155.14
Professional Charges	50.66	70.78
Centre Running Expenses	403.35	307.34
Rent for Projects	107.89	80.03
Scholarships	21.30	13.47
Workshop Expenses	4.49	3.77
Donation	.78	.69
Administration and other Expenses	6.42	5.58
Depreciation	31.47	32.78
Total Expenditure	861.61	669.58
Excess of Income over Expenditure	42.40	0.99

Receipts & Payments Account		
All figures are Rs in lacs		
Receipts for the year ended on	31/03/2025	31/03/2024
Opening Cash and Bank Balance	2.30	8.59
Earned/ Self-generated income	71.38	63.83
Donations/ Grants from Indian sources	816.16	596.02
Donations / Grants from International sources	10.98	5.75
Loans / Overdraft	22.28	7.00
Other receipts	4.19	0.19
Total Receipts	927.30	681.38
Payments for the year ended on	31/03/2025	31/03/2024
Capital items/ assets purchased for the organisation	42.65	40.78
Purchase of investments	42.94	0.0
Grants/ donations to other organizations	0.78	0.69
Loans and advances	8.53	0.29
Other payments	816.27	633.82
Repayment of Loans	7.00	3.50
Total Payments	918.17	679.08
Closing cash & bank Balance	9.13	2.30

Project and address for correspondence:

1. **Setu Schools**
 - 1.1 **Gali No 7, Near Masjid, Village Nithari, Sector 31, Noida (U.P.) 201301.**
Principal – Manisha Pandey, +91 9599953726
 - 1.2 **Sadarpur Colony, Near Kashi Ram Flats, Sector 45, Noida (U.P.) 201301.**
Principal – Namita Bagla, +91 9810991811
 - 1.3 **Silver Lining Public School, Village Habibpur, Greater Noida (U.P.) 201306**
Principal – Jyoti Gupta, 91 1206546264
2. **Setu Skill Centres**
 - 2.1 **Gali No 7, Near Masjid, Village Nithari, Sector 31, Noida (U.P.) 201301.**
Vocational Skill Head – Charu Singh, + 91 1204234542
 - 2.2 **Gali No 1, Sadarpur Colony, Sector 45, Noida (U.P.) 201301**
Centre Head – Jyoti Arora, + 91 8448163437
 - 2.3 **Z-147, Sector 12 Noida (U.P.) 201301**
Centre in Charge – Kalpana, + 91 9289644811
 - 2.4 **Silver Lining Public School, Village Habibpur, Greater Noida (U.P.) 201306**
Centre – In Charge, Kalpana Ahuja + 91 1204185425
3. **Setu Skill Centre for Specially abled, Setu School Gali, Sector 45, Noida 201301**
Centre Head – Meena Achwaan, +91 8448163427

For Contribution:

Cheques/DD to: Setu, C-201, ATS Greens 1, Sector 50, Noida 201307, Mobile: +91 9810909928.

Bank for Transfer in INR:

Bank: Union Bank of India, Mayur Vihar Phase-I Extension, New Delhi 110091

Beneficiary Name: SETU, Account No: 520141001308951, IFSC/RTGS Code: UBIN0905461

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

BANK for Transfers in USD (\$):

Bank: State Bank of India, New Delhi Main Branch, Sansad Marg, New Delhi 110001

Beneficiary Name: SETU, Account No: 40056481827, SWIFT Code: SBININBB104, IFSC Code: SBIN0000691



Project Office: Setu, Gali No 7, Near Masjid, Village Nithari, Sector 31 Noida 201301
SETU, Registered Office: C-72, Basement Floor, NDSE Part II New Delhi 110049
Phone: +91 9810909928 Email: contact@mysetu.org.in Website: www.mysetu.org.in