



# ANNUAL REPORT 2024-25

## SHOHRATGARH ENVIRONMENTAL SOCIETY



## Our Guiding Light



### **Dr. B.C .Srivastava**

Founder, SES  
(1952-2022)

**Late Dr. B.C. Srivastava, the founder of Shohratgarh Environmental Society (SES), firmly believed that education is the only key to empower girls. Besides that, Dr. Srivastava was synonymous with environmental issues in Uttar Pradesh. Being a teacher, the subject of education was very close to his heart. To keep his ideologies alive, SES has started**

“Dr. B.C. Srivastava Student Assistance Initiative” to provide financial support to dropout girls, with regular school education back again. Though, he is not physically with us, he will remain guiding force to SES and his spirit will live on in our work. A large section of the young girls contributes to the population of India and their inability to attend regular school, due to poor economic condition, undeniably has implications on societal growth and prosperity of India. Realizing his fact, Shohratgarh Environmental Society (SES) has decided to connect the dropout girls from poor background, It shall enable them to continue regular school education again so that there is no obstacle in their learning process. The initiative will pay school tuition for these girls to let them continue their education without any interruption. We supported five girls throughout the year, covering their tuition fees. This initiative intends to promote the spirit of education and inspire others to support the cause of girl child education. To continue Dr. B.C.Srivastava's legacy of community service and humanity and to keep reaching out to vulnerable population in different parts of the Uttar Pradesh, we seek your support and urge you to make contribution for this noble cause. Your donation to this initiative will create lasting change in the lives of girls.

As we reflect on the year gone by, it is with immense pride that we present the Annual Report 2024-25 of the Shohratgarh Environmental Society (SES). Since our inception in 1985, SES has remained steadfast in its mission to bring positive change to communities through sustainable development, advocacy, and empowerment. This year, we have made remarkable strides in areas such as livelihood enhancement, education, health, disaster mitigation, WASH, and environmental conservation, reinforcing our commitment to creating a more equitable and resilient society.



WASH, and environmental conservation, reinforcing our commitment to creating a more equitable and resilient society. Our Theory of Change continues to shape our approach, guiding us toward fostering self-reliant communities, improving economic opportunities, and strengthening environmental resilience. Through initiatives like the Glow Club Program, which empowered 200 girls with leadership and life skills, and the programme with tribal community, which provided sustainable livelihoods, we have witnessed the tangible impact of our interventions.

This year also marked a significant milestone in our organizational development, with SES progressing from the “Growing” to the “Maturing” cluster under the GROW Fund program, enhancing our effectiveness and sustainability. Furthermore, our pioneering efforts in STEM education opened doors for marginalized girls in Lucknow, instilling curiosity and confidence in their scientific pursuits.

None of this would have been possible without the unwavering support of our dedicated team, partners, donors, and community members who have walked alongside us in this journey. As we move forward, we remain committed to deepening our impact, embracing innovation, and advocating for policies that drive inclusive development.

We invite you to explore this report and celebrate the collective achievements that bring us closer to a society where everyone achieves happiness and well-being sustainably.

**Yours Sincerely ,**

Sandeep Srivastava

**Secretary**

**Shohratgarh Environmental Society (SES)**

## ABOUT US

Shohratgarh Environmental Society (SES) is a development organization established in 1985 to address local safe drinking water issues. Today, SES has evolved into a comprehensive NGO focusing on agriculture, food security, livelihood, health, education, disaster mitigation, WASH and the environment. Our programs prioritize children, women, youth and marginalized groups, emphasizing community engagement, gender participation and ethical ecological values. We work closely with rural communities in Uttar Pradesh and support underprivileged groups in urban areas. SES has gained a strong reputation in Uttar Pradesh and was granted Special Consultative Status by the United Nations in 2011. Annual Report 2022-23

## VISION

Working For a society where everyone achieve personal happiness and well being.

## MISSION

To bring social change involving knowledge sharing, capacity building, experimental learning and entrepreneurial development in sustainable and ecological manner



SES's aim is to promote sustainable development by addressing flood mitigation, food security, education, health, water, sanitation and hygiene. We empower and advocate for vulnerable communities through Community Based Organizations, amplifying the voices of marginalized groups. We provide integrated development training to youth, support during natural disasters and strive for effective programs through research and community participation. Our goal is a society where everyone achieves happiness and well-being sustainably.

## OBJECTIVES OF SES

SES has set forth the following objectives to transform the lives of the poorest people in Uttar Pradesh and overcome challenges posed by limited resources and societal obstacles:

- ◆ Foster self-reliant communities by promoting sustainable agriculture practices, conserving the environment and effectively managing natural resources.
- ◆ Empower women, adolescents, youth and children through inclusive people's organizations that ensure adequate representation, particularly for vulnerable groups.
- ◆ Improve access to affordable healthcare facilities and promote hygienic practices among the population.
- ◆ Expand educational opportunities for adolescents and youth, both formal and non-formal, enabling them to acquire knowledge and skills.
- ◆ Enhance the economic activity and increase the income of marginalized groups through microcredit initiatives.
- ◆ Ensure timely and equitable construction and maintenance of essential water structures.
- ◆ Enhance financial literacy and business planning skills among the community.
- ◆ Facilitate interaction and coordination between community-based institutions, local government authorities and non-governmental organizations to implement effective programs.

## Theory of Change: Shohratgarh Environmental Society (SES)

Shohratgarh Environmental Society (SES), deeply rooted in the vision of its founder, the late Dr. B.C. Srivastava, operates with a fundamental belief: fostering sustainable livelihoods and empowering marginalized communities. It is inextricably linked to environmental well-being and overall societal progress. Our Theory of Change articulates the pathways through which SES strives to achieve its long-term impact of reduced poverty, improved living standards, enhanced economic growth, better health and educational outcomes, increased environmental resilience, and strengthened social cohesion within our operational areas, primarily focusing on the regions of Uttar Pradesh, India.

## Our Core Belief

We believe that a sustainable livelihood forms the bedrock of a thriving and equitable society. This is achieved when individuals and communities possess consistent access to the necessary resources (natural, financial, social, human, physical), skills, and opportunities to meet their basic needs, generate dignified income, and build resilience against various shocks and uncertainties. Such livelihoods must be environmentally sound, socially just, and contribute to the holistic well-being of both people and the planet.

# The Pathway to Sustainable Livelihoods

SES envisions a multi-stage and interconnected pathway to achieve sustainable livelihoods and its overarching long-term impact:

## 1. Foundational Step: Empowering Individuals and Communities:

- ▶ If: We provide marginalized individuals and communities, particularly women, youth, and persons with disabilities, with equitable and inclusive access to resources, skills development, and opportunities.
- ▶ Then: They will gain the capacity to engage in decent and dignified income-generating activities, enhance their skills and knowledge, and build their asset base.

## 2. Catalyzing Economic Growth (Driven by Sustainable Practices):

- ▶ If: We promote sustainable and environmentally friendly economic activities, leveraging the strengths of the private sector while ensuring public sector and civil society support for inclusivity. This includes:
  - Enhancing agricultural productivity through sustainable practices (as seen in the Tribal Development Programme's focus on orchard development, horticulture, and water conservation).
  - Facilitating access to financial services and markets for income generation (as outlined in our sustainable livelihood belief).
  - Developing alternative livelihoods and micro-enterprises for vulnerable groups (like the landless families in the TDP).
  - Building skills and capacities through education and training relevant to market demands (as emphasized in both the sustainable livelihood belief and TDP's skill development component).
- And: We ensure the responsible management of natural resources in economic activities, preserving ecosystem integrity and promoting long-term environmental sustainability.
- Then: We will stimulate sustainable and inclusive economic growth within the region, creating more economic opportunities, increasing income levels, and contributing to the long-term development of the area and the country.

## Theory of change



### 3. Enhancing Resilience and Reducing Vulnerabilities:

- ▶ If: We implement measures that enhance the resilience of individuals and communities to economic, social, and environmental shocks. This includes:
  - ◆ Diversifying income sources through both agricultural and non-farm activities).
  - ◆ Improving infrastructure and access to essential services such as safe drinking water.
  - ◆ Promoting climate-resilient agricultural practices.
  - ◆ Building strong social capital and community networks (fostered through SHGs and community mobilization efforts).
- ▶ Then: Individuals and communities will be better equipped to cope with challenges, maintain their livelihoods during difficult times, and experience reduced vulnerabilities.

### 4. Fostering Improved Health and Educational Outcomes:

- ▶ If: We create an enabling environment where children and youth have consistent access to quality education and essential health services. This involves:
  - ◆ Removing financial barriers to education for vulnerable girls (as exemplified by the Dr. B.C. Srivastava Student Assistance Initiative).
  - ◆ Promoting health awareness and providing access to health services.
  - ◆ Potentially linking livelihood improvements with the ability of families to invest in their children's education and health.
- ▶ Then: We will see improved health and educational outcomes within the communities, leading to more resilient and prosperous future generations.

### 5. Strengthening Environmental Resilience

- ▶ If: We actively promote sustainable land use planning and responsible natural resource management practices within our interventions. This includes:
  - ◆ Implementing soil and water conservation techniques .
  - ◆ Potentially promoting biodiversity conservation and sustainable forestry (aligned with SES's environmental focus).
- ▶ Then: We will contribute to a more resilient environment, enabling vulnerable populations, who often directly depend on natural resources, to better cope with environmental challenges and secure their long-term prospects.

### 6. Promoting Social Cohesion and Improved Governance

- ▶ If: We foster inclusive participation, transparency, and accountability in our programs and encourage community involvement in local governance processes. This involves:
  - ◆ Forming and strengthening community-based organizations like SHGs and farmer clubs.
  - ◆ Engaging with local leaders and promoting collective community action.
  - ◆ Ensuring transparency in project implementation and resource allocation.
- ▶ Then: We will contribute to the creation of a more cohesive and connected community and society, characterized by reduced inequalities, greater inclusion and participation, and a more representative democracy. This will also foster an environment conducive to sustainable development initiatives.

## Our Assumptions:

### Our Theory of Change is built upon several key assumptions:

- There is a genuine desire within the target communities to improve their livelihoods and embrace sustainable practices.
- External factors, such as government policies and market conditions, will be supportive of our interventions.
- We will be able to establish and maintain effective partnerships with relevant stakeholders, including government agencies, financial institutions, other NGOs, and community leaders.
- Our program implementation will be effective, efficient, and culturally sensitive.
- We will have access to the necessary resources (financial, human, technical) to implement our programs effectively.

### Monitoring and Evaluation:

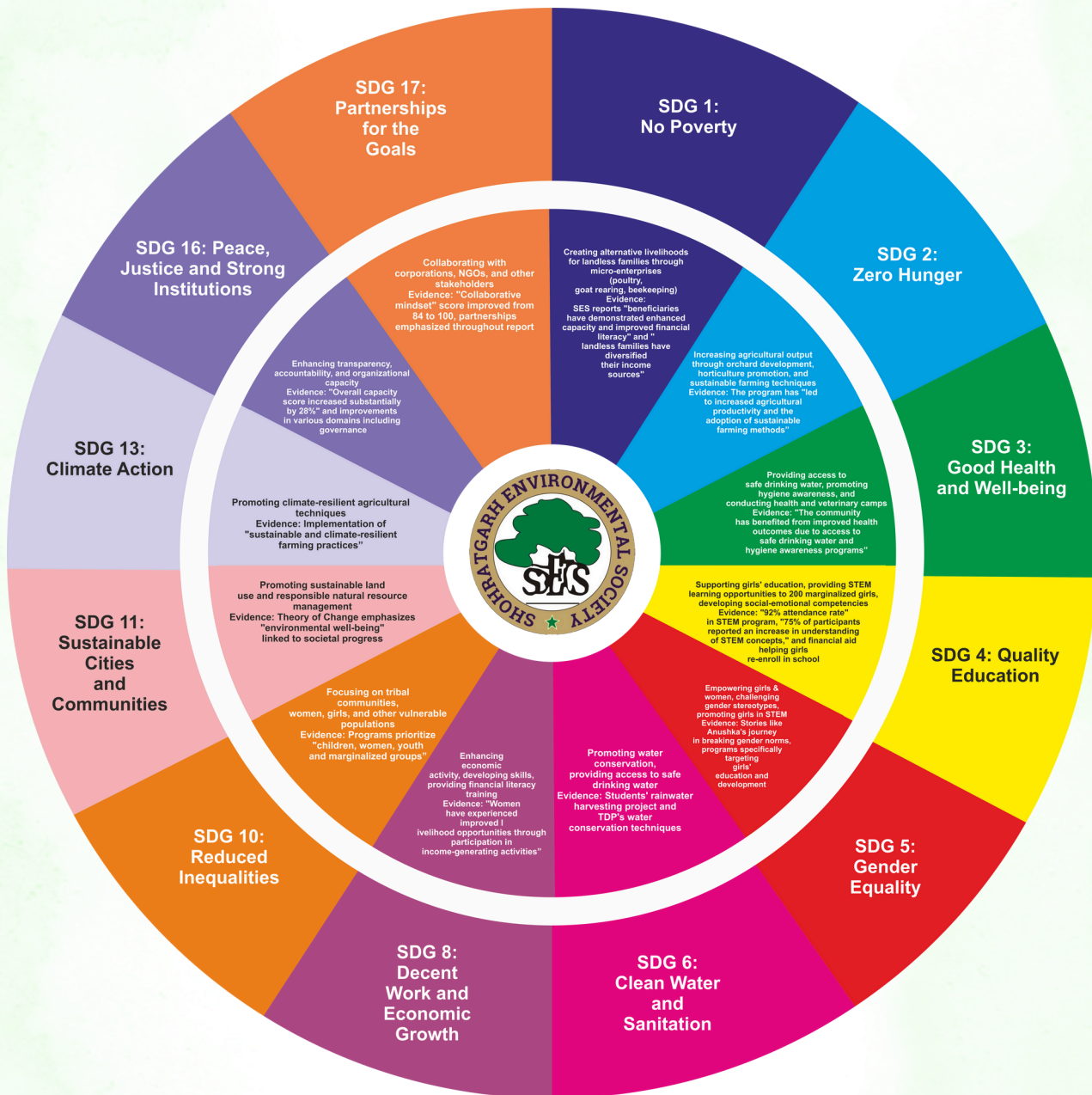
SES is committed to rigorous monitoring and evaluation processes to track our progress along this Theory of Change. We will utilize a range of indicators to assess our outputs, outcomes, and progress towards our long-term impact goals. This includes measuring changes in:

- **Economic Indicators:** Income levels, agricultural productivity, access to financial services, employment rates, asset ownership.
- **Social Indicators:** Women and youth's empowerment (e.g., participation in decision-making, access to resources), health outcomes (e.g., access to safe water, sanitation, health service utilization), educational attainment and retention rates, levels of social capital and community participation.
- **Environmental Indicators:** Adoption of sustainable agricultural practices, water conservation measures, changes in natural resource management, biodiversity conservation efforts (.
- **Governance Indicators:** Transparency in project implementation, community participation in decision-making, accountability mechanisms.

SES's Theory of Change provides a comprehensive framework for our work. By focusing on empowering individuals and communities, catalyzing sustainable economic growth, enhancing resilience, improving health and education, strengthening environmental stewardship, and promoting social cohesion and good governance, we are confident in our ability to contribute significantly to long-term positive change in the lives of the community and other marginalized populations in Uttar Pradesh. We believe that this integrated approach, grounded in Dr. Srivastava's vision, will pave the way for a more equitable, prosperous, and environmentally sustainable future.



# SES and Sustainable Development Goals



# Glow Club Program: Empowering 200 Girls for a Brighter Future

In the year, **Global Glow** successfully implemented the **Glow Club Program**, benefiting **200 girls** (11-19 years) across vulnerable communities in slums of Lucknow. Grounded in the **CASEL framework**, the program aimed to develop **social-emotional competencies**, fostering confidence, leadership, and academic success in young girls.

## Program Objectives Aligned with CASEL's Core Competencies

The Glow Club Program was structured around **five key CASEL competencies**, ensuring a holistic approach to personal and academic growth:

### Self-Awareness

- ◆ Helped girls recognize their strengths, values, and emotions.
- ◆ Encouraged reflection and goal-setting for personal development.

### Self-Management

- ◆ Developed emotional regulation and stress management strategies.
- ◆ Built resilience through mindfulness and coping techniques.

### Social Awareness

- ◆ Enhanced empathy and understanding of diverse perspectives.
- ◆ Encouraged inclusivity and community engagement.

### Relationship Skills

- ◆ Strengthened communication and teamwork abilities.
- ◆ Promoted positive peer interactions and mentorship.

### Responsible Decision-Making

- ◆ Empowered participants to make ethical, constructive choices.
- ◆ Guided them in creating impactful social projects.

## Outcomes & Impact

The CASEL-based curriculum led to significant positive changes, including:

- ◆ 200 girls engaged in structured social-emotional learning sessions.
- ◆ Notable academic improvements, particularly in literacy and STEM subjects.
- ◆ Community-driven initiatives, addressing issues like environmental sustainability and gender equity.
- ◆ Stronger peer support networks, fostering long-term emotional well-being.

## Key Learnings:

Participants gained self-awareness, recognizing their strengths and emotions, while self-management strategies helped them build resilience and handle stress effectively. The program fostered social awareness, encouraging empathy and inclusivity, and strengthened relationship skills by promoting positive peer connections and mentorship.

A key learning was that SEL directly enhances academic performance, with participants showing improved focus and motivation, particularly in literacy and STEM subjects. The emphasis on responsible decision-making empowered girls to initiate community-driven projects, addressing local challenges with leadership and collaboration.

The program highlighted the importance of sustainability, with educators and communities advocating for long-term SEL integration. As a result, the initiative inspired schools to adopt similar models, ensuring continued impact beyond its initial implementation.

## Voices of Change

Anushka, a 16-year-old girl, resides in a traditional community where societal norms often dictate the roles and expectations of women. Despite the challenges imposed by her environment, Anushka has demonstrated exceptional courage and determination in breaking away from these conventions. Her story is one of perseverance, self-discovery, and empowerment, where she has not only transformed her own life but also positively impacted those around her.



**“I refused to let anyone tell me what I could or couldn't do. I knew I was capable of more than just fitting into a mold”- Anushka**

Anushka was born into a family with three sisters and two brothers. Her father, Ramnaresh, desired a son and, in the absence of one during her early childhood, began raising Anushka in a manner typically reserved for boys. This included dressing her in boys' clothes, cutting her hair short, and encouraging her to participate in activities traditionally associated with boys. As Anushka grew older, she embraced this identity, finding strength and resilience in her unique upbringing.

Her mother, Ranjan, played a supportive role, allowing Anushka to explore her interests and build her own identity, even when it conflicted with societal expectations. Anushka's upbringing, though unconventional, provided her with a strong foundation of self-confidence and independence.

When Anushka reached the 8th grade, she discovered her passion for Taekwondo. Joining the Taekwondo classes marked a significant turning point in her life. Despite facing criticism and opposition from her community for engaging in a sport perceived as unsuitable for girls, Anushka persevered. She worked tirelessly, honing her skills, and eventually became a national-level Taekwondo player.

Anushka's success in Taekwondo not only brought her recognition but also challenged the stereotypes that girls should adhere to traditional feminine roles. She became a symbol of strength and determination, inspiring other young girls in her community to pursue their passions fearlessly.

**"Gender should not define a person's potential. Anushka has proven that girls can do anything boys can."- Ramnaresh (Anushka's Father)**

Throughout her journey, Anushka encountered numerous challenges. Her appearance, attire, and lifestyle often drew negative attention and unsolicited advice. Many people in her community urged her to grow her hair, wear traditional clothes like salwar suits, and abandon Taekwondo, arguing that it could hinder her prospects for marriage due to potential injuries.

Her relatives were particularly vocal, insisting that Anushka should conform to societal expectations of being a "good girl." They criticized her for lacking traditional feminine qualities, such as cooking, dancing, or singing, which they believed were essential for a girl's identity and future. Some even went so far as to say that Anushka appeared more like a boy than a girl, which they deemed inappropriate and undesirable.



Despite these pressures, Anushka remained steadfast in her beliefs and goals. She refused to let societal norms dictate her life choices. Instead, she focused on her Taekwondo training, excelling in the sport, and teaching it to younger girls in her community. Her dedication to her craft and her determination to stay true to herself became a source of pride for her parents, who supported her every step of the way.

Glow Club, SES supported programme focused on empowering young women, played a crucial role in shaping Anushka's mindset. Through the club's session, Anushka found a safe space to express herself, explore her identity, and connect with other like-minded girls.

Glow Club provided Anushka with the tools and resources she needed to navigate the challenges she faced, boosting her confidence and resilience. The club's emphasis on self-worth, leadership, and advocacy further solidified Anushka's belief in her own abilities and inspired her to become a voice for change in her community.

Anushka's achievements have not only brought her personal success but have also positioned her as a changemaker in her community. As the first girl in her neighbourhood to reach the national level in Taekwondo, she has shattered stereotypes and opened doors for other girls to explore non-traditional paths.

By teaching Taekwondo to young girls, Anushka is actively empowering the next generation, giving them the tools to defend themselves and the confidence to pursue their passions, regardless of societal expectations. Her story has become a beacon of hope and inspiration, encouraging others to challenge the status quo and fight for their dreams.

Anushka's impact extends beyond her immediate community. Her story has resonated with many, drawing attention to the importance of breaking free from rigid gender norms and embracing individuality. By refusing to conform to societal pressures, Anushka has demonstrated that true success comes from following one's passion and staying true to oneself.

Her journey has also highlighted the critical role of family support in nurturing a child's potential. Anushka's parents, especially her father, played a pivotal role in her development, allowing her to explore her interests without imposing gender-based limitations. Their unwavering support has been instrumental in her achievements and has set an example for other families in the community.

## For Project Videos Please scan the QR Code



# STEM Programme

The STEM program was initiated to empower 200 marginalized girls (class VI-VIII), from low-income schools of Lucknow by fostering their interest in STEM subjects. Through hands-on learning experiences, mentorship, and STEM-themed DIY projects, the initiative aimed to bridge the gender gap in STEM education. Over the past year, we have witnessed remarkable progress in student engagement, skill development, and confidence-building. This report outlines the program's objectives, achievements, challenges, and future directions for expansion.

## Program Objectives and Vision

The STEM Sparks program was designed to achieve the following objectives:

- **Increase Accessibility:** Enable marginalized girls to explore STEM fields through interactive and affordable DIY projects using recycled materials.
- **Skill Development:** Enhance problem-solving, critical thinking, teamwork, and leadership abilities through experiential learning.
- **Career Inspiration:** Demonstrate the practical applications of STEM concepts and encourage girls to pursue STEM-related higher education and vocational careers.
- **Breaking Barriers:** Address societal and institutional obstacles that hinder girls' participation in STEM education and provide mentorship and guidance to boost their confidence.

## Program Implementation

### *Workshops & Learning Modules*

- **DIY STEM Projects:** Participants engaged in hands-on projects such as rainwater harvesting system, Drip Irrigation System, Solar Oven etc using batteries and motors.
- **STEM Mentorship:** Qualified STEM educators and mentors provided step-by-step guidance, helping girls develop problem-solving and troubleshooting skills.
- **Collaboration & Teamwork:** The program encouraged peer collaboration to build communication and teamwork skills, essential for STEM careers.
- **Community Engagement:** Partnerships with local NGOs, educators, and tech professionals ensured wider impact and sustainability of the initiative.

## Outcomes & Impact

- **Student Engagement:** 92% attendance rate among participants, demonstrating strong commitment and interest.
- **Skill Development:** 90% of girls showed improvement in logical reasoning, problem-solving, and critical thinking.
- **Academic Improvement:** 75% of participants reported an increase in their understanding of STEM concepts, leading to better grades.
- **Confidence Boost:** 85% of participants expressed greater self-confidence in their STEM abilities compared to the start of the program.
- **Career Aspirations:** 40% showed interest in pursuing higher education and careers in STEM-related fields.
- **Parent & Community Awareness:** Families and local educators acknowledged the positive impact of STEM education, promoting a cultural shift towards gender inclusivity.

- ✿ **Hands-On Learning is Transformational:** The DIY approach made STEM more relatable and engaging.
- ✿ **Mentorship Drives Growth:** Personalized support empowered girls to take ownership of their learning process.
- ✿ **Community Partnerships Enhance Outreach:** Collaborations with schools, local institutions, and NGOs maximized program impact.
- ✿ **Resource Constraints:** Procuring affordable materials and maintaining consistent funding remain ongoing challenges.
- ✿ **Scaling Model Needs Refinement:** Adapting the program for larger groups while maintaining quality mentorship requires additional strategic planning.

## Voices of Change

It started with an observation. During the monsoon season, rain poured down relentlessly, yet most of it simply ran off the school's rooftops, wasted. A group of ten girls from Shanti Public School, Lucknow guided by their science teacher, decided to take action. Instead of letting the water vanish, they envisioned a system that could capture, store, and utilize it efficiently. Their journey began with research. The girls studied the basics of rainwater harvesting, exploring how rooftop water collection systems worked. Their teacher encouraged them to think critically and design a model that reflected both sustainability and practical utility. With notebooks filled with sketches, they mapped out a plan—a system that would channel rainwater from the school's rooftops through a network of gutters, pipes, and storage units. The challenge was to create a working model, demonstrating how water could be collected, filtered, and reused.

*"At first, we didn't think we could build something like this on our own. But working together, experimenting with materials, and seeing the water actually flow into our storage tank—it was incredible! I never imagined learning science this way could be so fun and meaningful."*

**-Astha Dixit, Student, Class X**

Over several weeks, their classroom transformed into a small-scale workshop. Working in teams, they gathered materials—PVC pipes, mesh filters, storage barrels, and recycled materials—sourced from the local market and donations. The excitement built as they started assembling their rainwater harvesting model.



*“Watching these girls take ownership of the project, problem-solve, and bring their ideas to life has been truly inspiring. They demonstrated incredible perseverance, teamwork, and creativity, proving that when given the right support and opportunities, young minds can drive real change. This project was not just about rainwater harvesting—it was about building confidence, leadership, and a passion for STEM.”*

*- Mayank Yadav, Science Teacher, Shanti Public School*

Each girl took on a role. Some worked on installing miniature gutters to collect rainwater, while others focused on constructing a filtration system using layers of gravel, sand, and charcoal to purify the water. The final step was ensuring that the stored water could be used effectively for gardening and sanitation. The moment of truth arrived. They simulated rainfall conditions by pouring water onto their rooftop model, watching intently as it flowed smoothly through the channels, filtered out debris, and collected into the storage tank. Their excitement was palpable—it worked!

When the model was ready, the girls showcased it in a STEM workshop, proudly explaining their design to students, teachers, and visitors. Their innovative thinking was met with enthusiasm and admiration, prompting discussions about scaling the concept for real implementation within the school.

*“At first, it seemed impossible—we had no idea how to build something like this. But every challenge pushed us to think differently, test new ideas, and refine our work. Problem-solving isn't just about finding answers, it's about believing that we can solve them.”*

*-Asiya Bano, Student, Class X*

Through their hard work, these girls didn't just build a rainwater harvesting model—they built confidence, curiosity, and a vision for sustainable solutions. Their project showed that STEM education can go beyond textbooks, empowering young minds to create real change.

**Scan the QR Code to explore project photos:**



## Grow 100

The Shohratgarh Environmental Society is committed to continuous organizational development as a key driver for enhancing our effectiveness and maximizing our impact. This year, we undertook a comprehensive assessment, comparing our endline data with the baseline from April 2022 to gauge our progress and identify areas for further growth, under the GROW Fund Program.

### Key Objectives

Our core organizational development objectives within the GROW Fund program were to:

- 🔗 Enhance fundraising strategies and diversify funding sources to ensure financial sustainability.
- 🔗 Improve communication strategies and strengthen our branding to increase visibility and stakeholder engagement.
- 🔗 Optimize administrative resources and operational efficiency to maximize our impact.
- 🔗 Strengthen our human resources, finance, and risk management practices to build a resilient and compliant organization.

### Capacity Building Journey and Achievements

With the invaluable support of the GROW Fund, we embarked on a capacity-building journey that has yielded significant outcomes. The GROW Fund provided comprehensive support, including organizational diagnostics tools, capacity-building sessions, personalized check-ins, website audits, and resources.

- 🔗 Our overall capacity score increased substantially by 28%, moving from 65% at baseline to an impressive 93% at endline.
- 🔗 This progress propelled us from the "Growing" cluster to the "Maturing" cluster, signifying significant organizational growth and enhanced capabilities within the GROW Fund framework.

### Domain-Specific Progress

We made remarkable strides across all 12 assessed domains, demonstrating our commitment to holistic development within the GROW Fund initiative.

- 🔗 **Leadership and Board:** We enhanced clarity in roles and responsibilities (baseline score: 70, endline score: 84), strengthened strategy formulation (baseline score: 73, endline score: 84), and improved donor engagement (baseline score: 80, endline score: 89).
- 🔗 **Strategy and Planning:** We achieved significant growth in strategic planning (baseline score: 72, endline score: 98) and strategic implementation (baseline score: 64, endline score: 93), showcasing improved alignment with our mission.
- 🔗 **Risk Management:** We bolstered our risk management practices with improvements in risk planning (baseline score: 65, endline score: 90) and risk mitigation plan implementation (baseline score: 63, endline score: 77).
- 🔗 **Partnerships and Collaboration:** We fostered a stronger collaborative mindset (baseline score: 84, endline score: 100) and enhanced collaborative practices (baseline score: 71, endline score: 85) to maximize our collective impact.
- 🔗 **General Compliance:** We significantly improved our management of compliance risks (baseline score: 74, endline score: 94) by establishing robust internal processes.
- 🔗 **Financial and Accounts Management:** We enhanced financial planning and budgeting (baseline score: 52, endline score: 93), financial management (baseline score: 66, endline score: 94), and accounting management (baseline score: 75, endline score: 100), ensuring greater financial health and accountability.

## Key Learnings:

This organizational development journey within the GROW Fund program has provided us with valuable learning and insights:

- 🕒 The importance of the GROW Fund's capacity-building support in driving significant organizational improvements.
- 🕒 The effectiveness of virtual platforms facilitated by the GROW Fund for learning and knowledge exchange, particularly in overcoming challenges like the COVID-19 pandemic.
- 🕒 The necessity of targeted interventions within the GROW Fund program to address specific challenges, such as skill acquisition and human resources management.

### Looking forward, we are committed to:

- 🕒 Sustaining our progress and maintaining our "Maturing" cluster status achieved through the GROW Fund program.
- 🕒 Further streamlining our processes to enhance efficiency and effectiveness.
- 🕒 Continuing to strengthen our fundraising and communication efforts to ensure long-term sustainability and visibility.
- 🕒 Investing in ongoing training and development to address skill gaps and empower our team.

Our unwavering commitment to organizational development, supported by the GROW Fund, will ensure that the Shohratgarh Environmental Society is well-equipped to achieve its mission, create a lasting impact, and serve our beneficiaries effectively.

## Abhyuday- Fostering Collaborative Growth- Annual Gala

The annual gala, **Abhyuday**, brought together key stakeholders from civil society, government, and the market to foster dialogue and action toward empowering civil society in Uttar Pradesh. The event revolved around the **Samaaj, Sarkar, Bazaar** framework, championed by Rohini Nilekani, highlighting the synergy needed between society, state, and market for sustainable progress.

### Key Highlights:

The event featured **keynote speeches, panel discussions, interactive sessions, and case studies** exploring challenges and opportunities in civil society empowerment. Experts from diverse fields participated in engaging conversations, paving the way for collective action.

## Speakers' Insights

### Dr. Heera Lal, IAS

*"Uttar Pradesh's development must be people-centric, driven by a strong civil society. Empowering communities is fundamental for good governance. The Samaaj, Sarkar, and Bazaar framework provides an essential roadmap for integrated development."*

### Dr. Anup Bharati, Lucknow University

*"Education and research play a crucial role in strengthening civil society. Academia must work closely with social organizations and the government to promote policies that drive inclusion and sustainable change."*

**Faruk Rehman Khan, COO, International Agency**

*"Economic empowerment is a pillar of societal progress. The private sector must collaborate with civil society to ensure responsible business practices that promote social welfare and economic resilience."*

**Sandeep Srivastava, Secretary, Shohratgarh Environmental Society**

*"Abhyuday showcases the potential of collective action. Civil society organizations must actively engage with both Sarkar and Bazaar to implement impactful initiatives that transform lives across Uttar Pradesh."*

## Key Learnings:

- ◆ Strengthened collaboration between civil society, government, and businesses.
- ◆ Actionable recommendations for policy enhancement and grassroots initiatives.
- ◆ Commitments from stakeholders to support inclusive and sustainable development.

**Conclusion**

Abhyuday 2024 reaffirmed the crucial role of civil society in shaping Uttar Pradesh's future. By leveraging the synergy between Samaaj, Sarkar, and Bazaar, stakeholders committed to transformative efforts that empower communities and drive holistic development.

This event laid the groundwork for continued dialogue and collaborative action, ensuring that Uttar Pradesh progresses towards an inclusive and resilient society.

**Scan the QR Code to explore Abhyuday Workshop photos:**



## Voices of Change

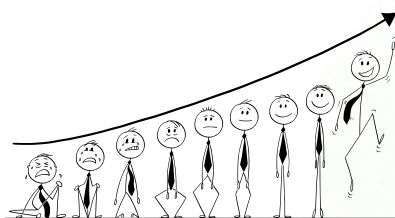
Imagine a group of dedicated people at the Shohratgarh Environmental Society. They work hard to help the community at grassroot. They plan projects to help people earn a living in a sustainable way. They also keep track of their money and how well their projects are doing. But as the Society grew bigger and did more work, keeping everything organized became a bit like trying to juggle many balls at once. They had information about their team in one place, details about their different projects in another, and their money matters somewhere else. It was getting harder to see the whole picture and make sure everything ran smoothly. Mr. Sandeep Srivastava, the Society's secretary, recognized this bottleneck. He envisioned a system that could weave together all their activities – from the initial planning ,reporting and tracking. He dreamt of a central digital hub that would empower his team with real-time data and streamline their workflows.

**"Looking back, the GROW Fund process helped us identify areas where we could be more efficient. While we didn't implement 'ngomarg.com' through this specific program, the need for better integration of our teams, projects, and finances became very clear. A system like that has the potential to truly empower organizations like ours to focus more on our mission and less on administrative hurdles. If we were to adopt such a platform, I believe it could be a game-changer for our productivity and impact."**

**-Sandeep Srivastava, Secretary,SES**

This vision began to take shape when the Society connected with a technology-focused social enterprise. After several discussions and understanding the unique needs of a grassroots organization, the idea of implementing an Enterprise Resource Planning (ERP) system tailored for NGOs began to materialize. They decided to use a system they called "ngomarg.com."

The initial phase was met with a mix of excitement and apprehension. Some of the older team members, comfortable with their established routines, were hesitant about embracing new technology. However, the younger generation, familiar with digital tools, saw the immense potential. The implementation team from the SES patiently guided everyone through training sessions, explaining the benefits in simple, relatable terms. They emphasized how ngomarg.com would reduce paperwork, save time, and ultimately allow them to focus more on their core mission – serving the environment and the community.



**"Sometimes, it felt like we were working in silos. Keeping track of project progress and sharing information across different teams could be challenging. The idea of having everything in one place, like with 'ngomarg.com' as we discussed, sounds incredibly helpful. It would save us so much time on paperwork and coordination, allowing us to dedicate more energy to the actual work on the ground."**

**-Ashish Kumar, HR Manager**

Slowly but surely, the system began to integrate into the Society's operations. Project managers started using it to track milestones, allocate resources, and monitor progress against set targets. The finance team found it invaluable for managing budgets, processing payments, and generating transparent financial reports for donors. Communication became more efficient, with announcements and updates shared through the platform, reducing reliance on scattered emails and phone calls.

The next step to enhance the ERP is to report to donors, which used to be a time-consuming ordeal, became streamlined with readily available data. Project monitoring will become more proactive, allowing for timely interventions and course corrections. The centralized system will foster better collaboration and information sharing among different teams.

What was truly remarkable was the spirit of sharing that emerged. Sateep Shivastava, witnessing the transformative power of ngomarg.com within his own community, took the responsibility to extend this benefit to other grassroots NGOs facing similar challenges.

The story of the Shohratgarh Environmental Society and ngomarg.com became a beacon for other organizations. It showcased how embracing technology, with careful planning and a people-centric approach, could empower even the most grassroots initiatives to scale their impact and operate with greater efficiency, ultimately strengthening the entire ecosystem of social change. The seed of efficiency, once planted, had blossomed into a shared resource, fostering progress across the non-profit landscape.

## **The Integrated Tribal Development Programme (TDP)**

The Integrated Tribal Development Programme (TDP), funded by NABARD, is designed to empower the Tharu tribal community in the Pachperwa block of Balrampur district, Uttar Pradesh. The program focuses on 450 tribal families involved in "Wadi" farming and 50 landless families, with the overarching goals of enhancing agricultural productivity, generating income, empowering women, and fostering overall socio-economic development.

## Objectives:

**The TDP pursues a multi-faceted approach, reflected in its core objectives:**

- To increase agricultural output through the development of orchards, promotion of horticulture, adoption of sustainable and climate-resilient farming practices, and implementation of water conservation techniques.
- To develop the skills of community members through the establishment and strengthening of Self-Help Groups (SHGs) and farmer clubs, promotion of orchard development, facilitation of income generation activities, and provision of financial literacy training.
- To empower women within the Tharu community through the formation and support of SHGs, initiation of income-generating activities such as vegetable cultivation and sanitary pad manufacturing, and skill development in non-farm activities.
- To enhance the health status of the community by providing access to safe drinking water, promoting hygiene awareness, and conducting health camps and veterinary camps.
- To create alternative livelihood opportunities for landless families through the promotion of micro-enterprises, including poultry farming, goat rearing, and beekeeping.

## Outcomes:

**The TDP has achieved and aims to achieve a range of positive outcomes, demonstrating its impact on the Tharu community:**

- The program has led to increased agricultural productivity and the adoption of sustainable farming methods.
- Women have experienced improved livelihood opportunities through participation in income-generating activities.
- Beneficiaries have demonstrated enhanced capacity and improved financial literacy.
- The community has benefited from improved health outcomes due to access to safe drinking water and hygiene awareness programs.
- Landless families have diversified their income sources through engagement in micro-enterprises.
- The program has fostered increased trust and collaboration between project staff and the community.



## Key Learnings and Adaptations

The implementation of the TDP has yielded valuable learnings, leading to adaptations and strategies to overcome challenges:

- The program highlights the importance of consistent and proactive community engagement. Low initial community participation was addressed through regular field visits and community mobilization efforts, emphasizing the need for building trust and ownership.
- The program's experience in handling social dynamics and local politics underscores the importance of promoting collective community engagement to ensure inclusivity and minimize potential conflicts.
- The program's approach to livestock maintenance demonstrates the need for context-specific solutions. Strategies were implemented to address challenges like coop maintenance in waterlogged areas and ensuring feed availability, highlighting the importance of adaptability.
- The emphasis on the timely distribution of chicks and other materials to reduce mortality rates underscores the significance of efficient logistics and program management.

## Developing CSR Fundraising Strategy

A Corporate Social Responsibility (CSR) strategy is becoming increasingly inevitable for non-governmental organizations (NGOs) in India. There are various reasons for which Shohratgarh Environmental Society (SES) planned to develop CSR Strategy:

- **Funding Diversification:** CSR initiatives by corporations represent a significant funding source, allowing NGOs to diversify their funding base and reduce reliance on traditional philanthropy.
- **Resource Mobilization:** CSR partnerships can provide access to not only financial resources but also other valuable resources like skilled volunteers, technology, and infrastructure.
- **Enhanced Credibility and Visibility:** Partnering with reputable corporations on CSR projects can enhance an NGO's credibility and visibility, raising awareness for their cause.
- **Alignment with Sustainable Development Goals (SDGs):** CSR activities are increasingly aligned with the UN's Sustainable Development Goals, providing a framework for NGOs to contribute to global development efforts.
- **Long-term Sustainability:** A well-defined CSR strategy enables NGOs to build sustainable partnerships with corporations, ensuring long-term financial stability and programmatic impact.

Given these factors, developing a targeted and effective CSR strategy is crucial for SES to secure funding, expand its reach, and achieve its mission of working in agriculture, food security, livelihood, health, education, disaster mitigation, WASH, and the environment.



## Objective:

- The primary objective of the project is to create a comprehensive CSR Fundraising Strategy for SES. This is crucial for funding diversification, resource mobilization, enhanced credibility, alignment with SDGs, and long-term sustainability.
- The project aims to focus on local CSR and tailor a fundraising strategy to the specific needs of the organization.
- WeDoGood (the partner) will match skilled volunteers with SES based on project requirements and volunteer expertise.

This includes volunteers like Siddhant Nair, a consultant at Accenture, and Abhishek Kushwaha, founder of Socio Niti.

- An end-to-end CSR strategy document containing outreach strategies, message/email templates, and potential leads.
- Template text and brochures for initial outreach.
- Review and recommendations for existing collaterals (proposal/pitch deck and email structure).
- A sample list of potential local donors.
- Training materials for pitching to corporates, including a checklist for effective conversations.

## Potential Learning:

### For SES:

- Enhanced capacity in CSR fundraising, leading to greater financial stability and program effectiveness.
- Improved communication and outreach materials, enabling more effective engagement with potential corporate partners.
- A structured approach to engaging with corporate donors, maximizing the success of fundraising efforts.
- Knowledge transfer from skilled volunteers like Siddhant Nair (Accenture consultant) and Abhishek Kushwaha (Socio Niti founder) in fundraising strategy and execution, building internal capacity.

# The Dr. B.C. Srivastava Student Assistance Initiative

The Dr. B.C. Srivastava Student Assistance Initiative, established by the Shohratgarh Environmental Society (SES), honors the legacy of its founder by providing financial aid to girls aged 11-19 who have dropped out of school due to financial hardship. The program aims to empower these girls through education, recognizing its vital role in individual and societal progress.

## Objective:

### Catalysing Educational Access and Empowerment

The initiative is driven by a set of clear and compelling objectives:

- **Re-enrollment Support:** To facilitate the return of dropout girls (11-19 years) from underprivileged backgrounds to formal education by covering their school tuition fees. This objective directly addresses the financial barriers that prevent these girls from continuing their schooling.
- **Empowerment through Education:** To equip girls with the knowledge, skills, and critical thinking abilities necessary for their personal and professional development. This objective focuses on the transformative power of education in shaping the girls' futures.
- **Gender Equality Promotion:** To actively contribute to reducing the gender gap in education and fostering a society where girls have the same opportunities as boys to access and benefit from learning. This objective aligns the initiative with broader social goals of equity and inclusion.
- **Honoring a Visionary's Legacy:** To uphold the commitment of Dr. B.C. Srivastava to education and community service by investing in the education of future generations of girls. This objective connects the initiative to the values and principles of the organization's founder.

## Number of Girls supported in the year

## Outcomes:

### Realizing Transformative Change

The initiative anticipates a range of positive outcomes, demonstrating its impact on individuals and the community:

- **Increased Re-enrollment Rates:** A measurable rise in the number of dropout girls who return to and remain in school due to the financial assistance provided. This outcome directly reflects the success of the re-enrollment support objective.
- **Improved Academic Performance:** Enhancement in the girls' academic achievements as a result of removing financial burdens and providing a stable learning environment. This outcome highlights the link between financial security and educational success.
- **Enhanced Life Skills Development:** The acquisition of essential life skills, including critical thinking, problem-solving, and self-confidence, through the process of education. This outcome emphasizes the holistic development of the girls.
- **Community Development:** A positive ripple effect on families and the wider community, driven by the increased contributions of educated women to social and economic progress. This outcome showcases the long-term benefits of investing in girls' education.
- **Empowered Girls, Brighter Futures:** The girls are empowered to build better lives for themselves, with increased opportunities for employment and economic independence.

- **Gender Equality and Social Progress:** The program contributes to a more equitable society by promoting girls' education and narrowing the gender gap.
- **Community Upliftment:** Educated girls are more likely to positively impact their families and communities, leading to overall progress.
- **Honoring Dr. Srivastava's Legacy:** The program ensures that Dr. Srivastava's vision of empowering girls through education continues to inspire future generations.

## Key Learnings:

### Insights for Program Enhancement and Scalability

- **Effective Targeting and Outreach:** The importance of targeted outreach strategies, involving collaboration with schools, community leaders, and NGOs, to identify and engage with the most vulnerable girls.
- **Transparent Selection Processes:** The necessity of establishing clear and transparent application and selection processes to ensure fairness and accountability in the distribution of financial assistance.
- **Holistic Support Systems:** The value of providing not only financial aid but also mentorship and exploring collaborations for additional resources (e.g., school supplies) to create a comprehensive support system for the girls.
- **Robust Monitoring and Evaluation:** The critical role of tracking participant progress, monitoring attendance, and conducting regular evaluations to measure program effectiveness and identify areas for improvement.
- **The Power of Education as Empowerment:** Reinforcement of the understanding that education is a powerful tool for empowering girls, transforming their lives, and contributing to broader social change.
- **Community-Driven Development:** The recognition that investing in girls' education has significant positive spillover effects on families and communities, contributing to overall development.

The collage is titled "Participants from the year 2024-25" in a blue banner. It features a portrait of Dr. S.K. Srivastava in the top left corner. The central part of the collage is a grid of images showing girls in school uniforms, some holding certificates or application forms. The application forms are titled "PROFORMA REPORT FOR THE SCHOLARSHIP" and include fields for "NAME", "ADDRESS", "CONTACT NO.", "MOTHER'S NAME", "FATHER'S NAME", "DOB", "RELIGION", "CASTE", "MOTHER'S OCCUPATION", "FATHER'S OCCUPATION", "MOTHER'S EDUCATION", "FATHER'S EDUCATION", "MOTHER'S INCOME", "FATHER'S INCOME", "MOTHER'S CONTACT NO.", "FATHER'S CONTACT NO.", "MOTHER'S ADDRESS", "FATHER'S ADDRESS", "MOTHER'S OCCUPATION", "FATHER'S OCCUPATION", "MOTHER'S EDUCATION", "FATHER'S EDUCATION", "MOTHER'S INCOME", "FATHER'S INCOME", "MOTHER'S CONTACT NO.", "FATHER'S CONTACT NO.", "MOTHER'S ADDRESS", "FATHER'S ADDRESS". At the bottom left, there is a "DONATE NOW" button and a QR code. At the bottom right, there is a logo for "SUSTAINABLE ENVIRONMENTAL SOCIETY" and "SHRI S.K. SRIVASTAVA" with the motto "• JEEBHOH •".

# Resource Partners



# Networks





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