

Shishu Mandir

Annual Report

2024-25



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Note from our Founder

Looking back at 2024-25

As we complete one more year of service, I look back at the year we had to acknowledge some of the developments here, at Shishu Mandir. The most significant work carried out during the past year was the restructuring of Shishu Mandir. This was the first time that Indian and German societies met to share their views on this topic. The need to restructure society comes from the need to meet the challenges of a fast-moving world.

I am happy that we had an open discussion on the criteria for membership, expansion of EC members, and the creation of one more entity under Section 8 of the Companies Act, which will ensure better governance. We intend to form more management committees where EC members and staff can share the responsibilities for each section. I fully endorse the decision of the EC to engage a professional team to analyse our existing systems and propose the necessary changes that would help Shishu Mandir for better governance.

While there is a desire to increase our services to the poor, both in terms of the number of beneficiaries and also many more projects, I request that we go slowly in any form of expansion, as it is bound to bring down the quality of our services, for which we are highly appreciated by all.

Moving to more pleasant news. This year is also a year of several achievements. I am highly pleased with the completion of the construction of the multipurpose halls (dining hall), which I considered a most urgent need for the school. Where in the past children had their meals in the verandah, facing heat, cold and rain often, it's a joy to see them eating in the hall. Our kitchen is well-equipped and spacious now. It was not a simple undertaking and needed a lot of planning and resources. As we approach 25 years in Kithiganur, I consider the new kitchen



Dr. Hella Mundhra

and hall to be a big gift to the kitchen department, who toil from 5 am to 6 pm every day to provide nutritious and varieties of food to over 500 students and staff.

I am also happy to see an aero-modelling lab in addition to the STEM Lab, to prepare students, especially girls, towards becoming pilots. It will make our children dream big and perhaps realise them.

I am very happy to see the efforts that have been put in for planting trees to increase the greenery both in the school and in the Home. I appreciate all the efforts that are taken to conserve energy through solar power plants, efforts in saving water and a waste management system which is indeed making our school eligible for a green school certification.

Although the Sulibele land was purchased in the year 2008, I had the opportunity to visit it for the first time this year. It was a pleasant surprise to see how well that land is being cared for, with

hundreds of fruit trees and simple construction to make it a campsite. I wish to express my desire to make the campsite even better, with more toilets, bathing facilities and more rooms for the caretaker's family and for our school children when they camp here.

I am pleased to see that we are supporting government organisations now. In the vocational training centre, we worked with an ITI facility which lacked basic facilities for training. Students from the fitters and electrical courses were invited to our centre for practical training. We also trained the final year students of a government school in KR Puram in Tally, which will help them a little in being employed.

I was very happy to hear of the initiatives we took for uplifting some government schools. We installed RO plants in 20 government schools along with water harvesting systems. We are providing computer training in 5 government schools with our mobile computer lab, and have expanded the evening tuition centres from 2 to 5. We support yet another government school with an English teacher and have provided tables, chairs and smart boards to three government schools.

I would also like to acknowledge the work of our Home staff. Receiving the best adoption centre award from the government for three consecutive years for the whole of Karnataka is not a small thing. It is because of the immense work put in by the Home team in taking care of every child who comes to us, and with all kinds of issues, be it waiting for the completion of the DNA test of the biological parents or having a cleft lip who needs several surgeries, their patience and care for the babies and women in crisis deserves to be acknowledged.

It is also gratifying to see that our women empowerment programme through the E-auto project has become a model for several NGOs to replicate in Bangalore as well as in other cities in India. It is a novel project with an impact visible in a short time. 184 women own e-autos because of us, and earn a minimum of Rs.45,000 per month. I am happy that our work can uplift the lives of so many families, and by adopting an

environmentally friendly means.

We are able to handhold a few NGOs to carry out their services for the poor by connecting them with companies and individuals for support. Because of our efforts, Sharon School remains open despite a financial crisis, allowing 230 students to continue their education. Advaya, started by our past students, are backed by us, which allows them to take care of the education of about 100 students. We supported the rejuvenation of Kithiganur Lake and the running of one boys' home and two girls' homes.

Dear members, all this was possible because of your cooperation, involvement and the hard work of our staff. Let us continue to serve the needy in keeping with our motto: Look up to the stars, be aware of the streets beneath!

Dr. Hella Mundhra



Year at a Glance

APRIL 2024 – MAY 2025

This year, we reached well over two thousand children, youth and families, through our programmes. For some, it is about finding a family, for others it's about getting that first payslip. Every programme is an attempt to turn vulnerability into opportunity.

ADOPTION & CHILD-CARE CENTRE

2024-25 KEY NUMBERS

- 30 babies looked after
- 16 in-country adoptions finalised
- 261 prospective-adoptive parents counselled
- 428 Home Study Reports completed (244 new, 184 renewals)
- 357 post-placement follow-up reports uploaded
- 5 expectant mothers in crisis given safe shelter

HOW WE HELP

As a licensed adoption centre, we take in infants and look after them until they find a family, as per CARA guidelines. Our social workers handle the paperwork and rigorous follow-ups to ensure that both, infant and parents are supported as best as possible. Our crisis-shelter services protects vulnerable mothers and safeguards newborns at risk of abandonment.

SHISHU HOME

2024-25 KEY NUMBERS

- 33 resident children
- 25 dedicated staff

HOW WE HELP

Our children's home offers a stable, nurturing environment for girl children, where they reside, are looked after, provided care, balanced nutrition, medical care, access to education and extra tutoring and extra-curricular activities, replicating as much as possible what a family provides.

MANGALA HOME

2024-25 KEY NUMBERS

32 girls supported

- 14 in school
- 6 in college
- 3 at university
- 5 in vocational training
- 4 temporary residents

HOW WE HELP

Mangala Home provides a safe, empowering space where adolescent girls and young women can come for a temporary or long period, to finish school, pursue higher studies or learn a trade. Many come here to have a place that allows them to focus on their education and especially, during exams when a place that is conducive to focus on studies is needed.

SHISHU MANDIR SCHOOL

2024-25 KEY NUMBERS

- 315 students enrolled (Prep A – Class 10)
- 135 teaching & non-teaching staff (across Shishu Mandir)
- 100 % SSLC pass rate
 - 6 distinctions
 - 13 first class
 - 2 second class

HOW WE HELP

Our free English-medium school offers our children several opportunities, so that they may discover their talents and interests. Towards this, we have STEM labs, art studios and professional sports coaching, that has translated into good academic outcomes with the school leaving exams. Through our various programmes, we ensure that no child is left behind.

HIGHER EDUCATION PROGRAMME

2024-25 KEY NUMBERS

- 130 students supported and mentored
- 26 colleges & universities represented

HOW WE HELP

This programme enables students who do well in academics to pursue higher education with financial support from us. Additionally, soft-skills workshops and alumni mentoring help equip them for the working world. We enable practical exposure through internships and industry visits, to boost students' confidence and employability.

COMMUNITY COLLEGE

2024-25 KEY NUMBERS

- 428 youth trained across 6 vocational streams
- ≈ 90 % placed within six months of graduation
- 48% female participation in Finance & Accounting

HOW WE HELP

Our courses, from Finance & Accounting to Automotive Technology, delivered employment and upward mobility for school drop-outs and under-employed youth. With strong industry partnerships, we are able to convert training into job offers, with some students embarking on self-employment and setting up small businesses.

GOVERNMENT-SCHOOL SUPPORT

2024-25 KEY NUMBERS

- 1,850 notebook sets distributed in 9 schools
- Water ATMs in 20 schools, reaching 9,800 children

HOW WE HELP

Our support for government schools is aimed at ensuring they have trained teachers, in addition to providing learning materials for students.

CHILD CARE CENTRE

2024-25 KEY NUMBERS

- 90 children for pre-school education
- 25 pregnant women supported

HOW WE HELP

Our Child Care Centre focuses on pregnant women, new mothers and children below the age of 6. For women, we support with medical care, counselling, parenting workshops, and new baby needs.

SOCIAL WELFARE

2024-25 KEY NUMBERS

- Driving School: 1,064 trainees
- E-autos distributed: 184
- Education support & monthly groceries: 200 families
- Education on Wheels: 478 children
- Medical Camps, 2 camps (Dementia & Eye)
- Alcoholics Anonymous: 110 families

HOW WE HELP

We began by supporting families of our children, but have extended it to the community, through several interventions that address social and economic needs, to bring greater stability to families.

IMPACT

We support children, their families and communities. This year, we could reach 4,500 families and 10,278 government school children.

Adoption

CARE, SYSTEMS, AND FAMILIES

Recognised for the third year in a row for the highest number of adoptions in Karnataka, while protecting infants through careful legal and medical checks.

30

BABIES SERVED

16

ADOPTIONS
COMPLETED

428

HOME STUDY
REPORTS

5

WOMEN IN CRISIS
SUPPORTED

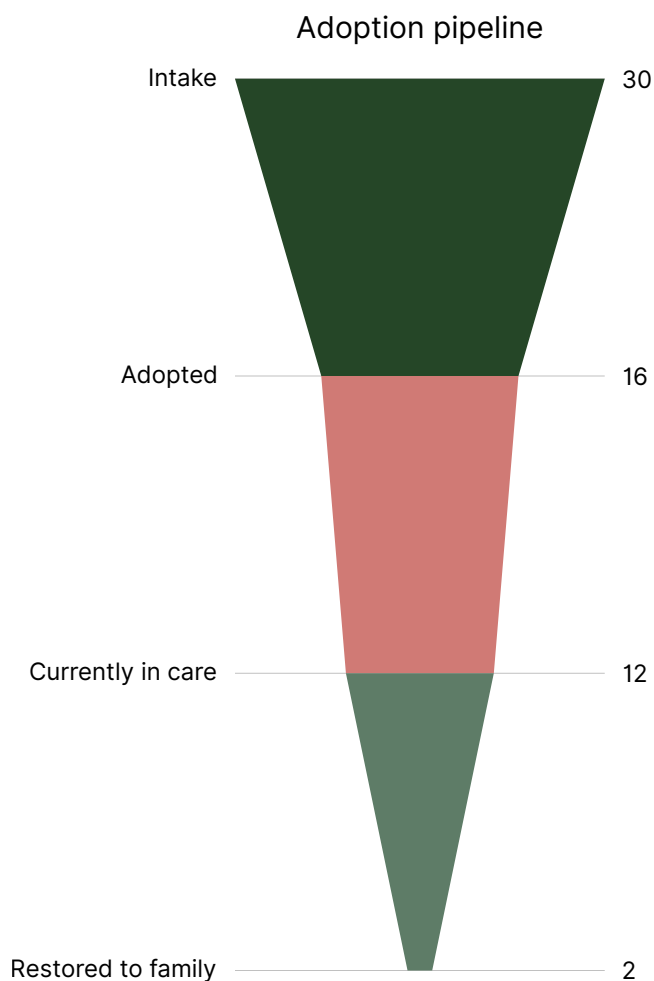
For the third year in a row, Shishu Home recorded the highest number of adoptions in Karnataka, while ensuring every baby received dignified, attentive care from day one. Alongside adoptions, our social workers took up rigorous home study assessments and support for prospective adoptive parents. We also serve as a shelter for women in crisis.



Certificate from the Child Welfare Committee

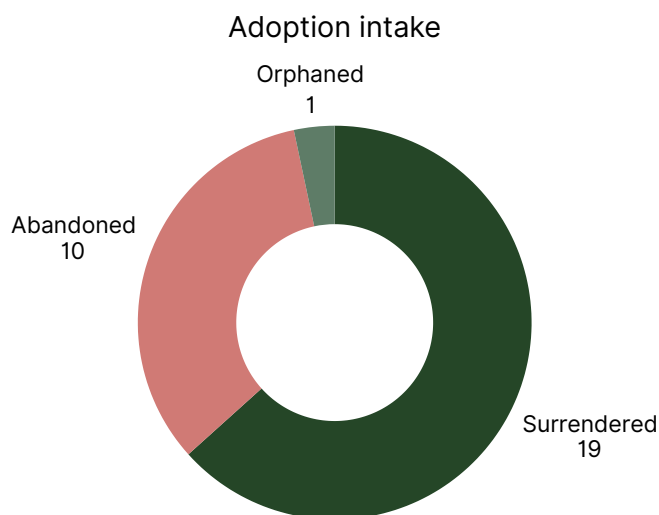
2024–25 KEY NUMBERS

- **30** babies (**19** surrendered, **10** abandoned, **1** orphaned; **13** boys, **17** girls; **9** with special needs; **6** under POCSO)
- **Outcomes:** **16** adoptions; **2** restored to biological families; **12** babies currently in care.
- **Home Study Reports:** **428** completed (**244** new, **184** revalidation).
- **PAP counselling:** **261** prospective-adoptive parents (PAP) supported with counselling.
- **Post-placement:** **357** follow-up reports uploaded.
- **Women in crisis:** **5** supported during pregnancy (safe shelter/medical); 4 in-house / 1 hostel



ADOPTIONS AT SHISHU

While we continue to take newborns who are abandoned or given up, we also accept those with **special needs** as many Homes are unable to do so because of the additional cost of medical needs. **Time to placement** stretched for complex POCSO/abandonment cases because of legal and DNA clearances, which kept some babies in care longer; while this safeguards children's rights, it also increases caregiving demands. On a positive note, **428** HSRs and **261** families were counselled, pointing to a growing willingness to adopt.



Complex cases ↑ → Longer stays
→ Higher need for neonatal & caregiver support.

EXTRAORDINARY CASES

POCSO RESCUE

A 12-year-old was admitted by the Child Welfare Committee at eight months of pregnancy. She delivered via C-section and chose to surrender the baby. Not long after, the young girl lost her mother as well. We secured her a school and hostel admission and admitted her older sister to Mangala Home and our School. We have committed to support both the girls.

REINTEGRATION WITH BIOLOGICAL FAMILIES

Two infants were restored to their biological families after thorough counselling and due diligence confirmed that to reunite them was in each child's best interest.

SYSTEMS, OUTREACH & PREVENTION

Many prospective parents struggle with the paperwork and processes with adoption. While we support the process with Home Study Reports **(428)** and **post-placement follow-ups (357)** we also offer counselling for waiting parents **(261)** this year).

PREVENTION & OUTREACH

We organised a district-wide **adoption rally** with the DCPU to raise awareness about adoption and sensitise the public on it. We also held a half-day training for ASHA workers who are the frontline health workers under the National Rural Health Mission.



With Guardians of Dreams, an NGO working with 150 child care institutions across India

To assist women in crisis and newborns without families to find a home, is central to our work at Shishu Mandir.

Children's Homes

SHISHU MANDIR CHILDREN'S HOME & MANGALA HOME

A steady bed, a steady timetable, a steady adult, routines that let children learn, heal and grow.

Shishu Home provides a safe place of residence for girl children from our school, whose home situations are either unsafe or unsupportive, where they are at risk of being removed from school. Our Mangala Home offers a safe, empowering space for adolescent girls and young women for temporary shelter or long stay, whether to have a place to study for exams, or attend a course or focus on their future.

SHISHU MANDIR CHILDREN'S HOME

33

CHILDREN

6

NEW ADMISSIONS

25

STAFF

24/7

CARE

THIS YEAR'S HIGHLIGHTS

- **33** children in care; **6** new admissions; **25** staff (incl. 3 part-time tutors).
- **Basketball court renovated** (new tiles, poles, backboards).
- **Health & safety:** regular checks; study hour with housemothers, social workers & tutors.
- **Transitions:** three children rejoined their families; two left as they have started working.



Putting up a play is one of several fun activities children do at the Shishu Home

MANGALA HOME

32

GIRLS

14

SCHOOL

6/3

COLLEGE /
UNIVERSITY

5/4

VOCATIONAL /
TEMPORARY

MANGALA HOME

- **32 girls: 14 school • 6 college • 3 university • 5 vocational • 4 temporary**
- **Turned 18:** Anusha, Nishya, Sheethal left the Home as per the rules. Nishya and Sheetal volunteer for our Evening Study programme.
- **Aspirations:** Keerthishree, Lavanya, Bhagyashree completed 2nd PUC and have started college.
- **Bridge between our Homes:** Lots of shared events, visits, and a joint graduation ceremony that brought both groups together.



Tree planting is one of several “going green” activities



A picnic on a pleasant spring day

Our Homes provide round-the-clock care, nutrition, and tutoring for children recovering from neglect or family breakdown. Here, they have the space, care and opportunity to study, grow, discover their talents, and build a strong and supportive network. They experience stability and a stronger foundation from which to plan their future.



Salina Tamang

OUR ALUMNI

- Salina completed her beautician course, finishing top of her class, and is now working. Nethravati earned her Nursing diploma and is employed in a clinic.
- At Mangala Home our senior girls balanced board-exam preparation with home responsibilities, mentoring younger children at the Home. Bhagyashree hopes to pursue engineering and wrote the Karnataka entrance exam.

STUDY SUPPORT & ROUTINES

We ensure there is time allocated for study and homework. Our Homes are equipped with a library and we make sure that children have the learning support they need.

HEALTH, NUTRITION AND FREE PLAY

All children receive regular health checks and monitored for developmental progress. Food cooked and served is balanced, nutritious, and uses local produce. Children are encouraged to use the after-school hours to play, learn and further their interests.



Children's Day celebration at the Shishu Home

School

KG TO CLASS 10

Ensuring every child is supported to complete school, and given opportunities to explore and discover their talents and interests.

315

STUDENTS

49

TEACHING &
SUPPORT STAFF

100%

SSLC PASS

6 / 13 / 2

DISTINCTION /
FIRST / SECOND

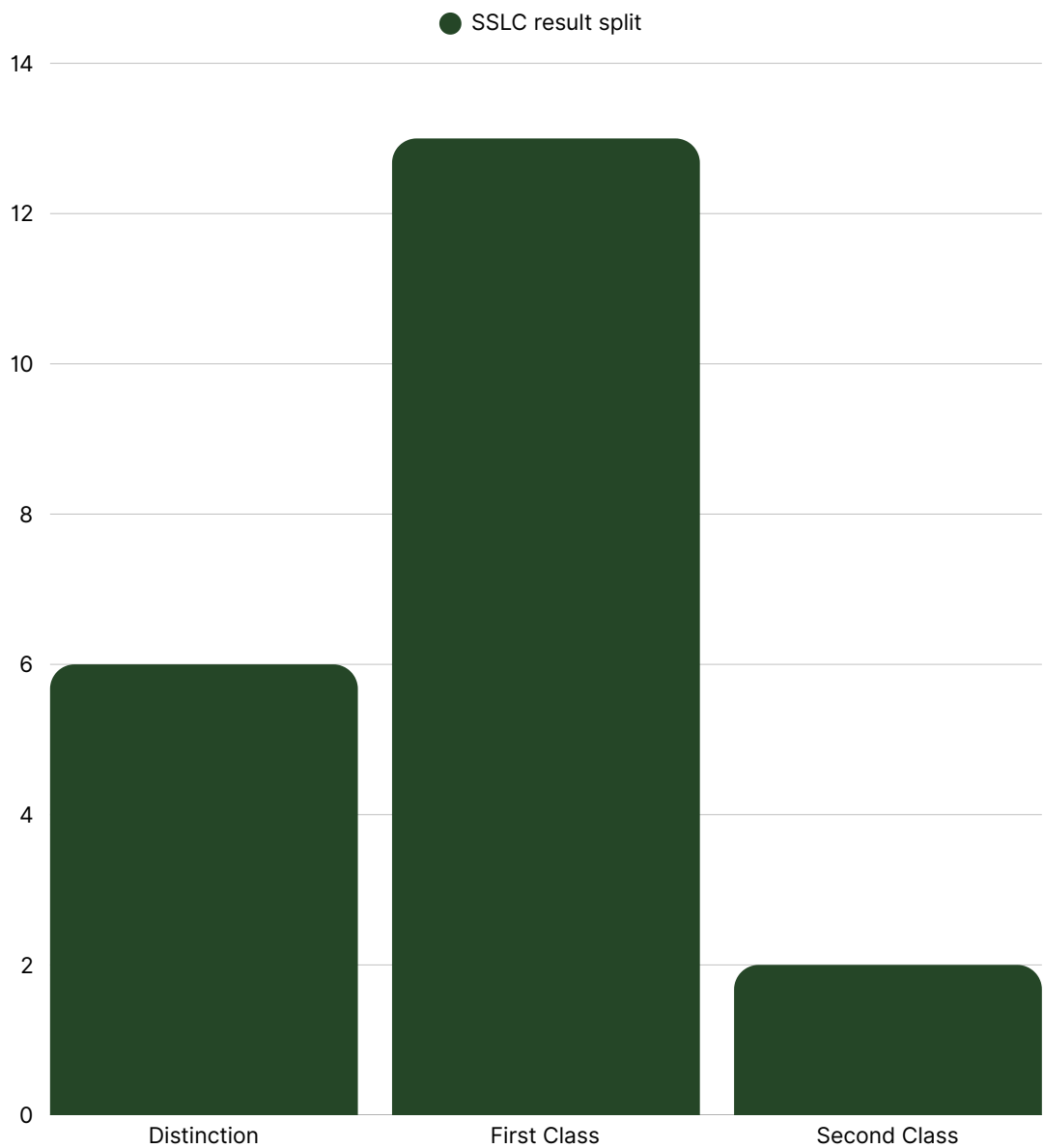
With two-thirds of our students being girl children, our school is enabling opportunities for first generation learners who otherwise might have lacked education, skills and the confidence to rise above their socioeconomic situation.



We believe education is key to breaking the cycle of poverty

CHOOSING BETWEEN SSLC AND NIOS

While we offer the State School Leaving Exam board, not all our children are able to complete it. So, we reintroduced the National Institute of Open Schooling (NIOS) as an alternative for students aged 14 and above to complete their education at their own pace. This academic year, we enrolled 15 students (5 girls and 10 boys) who were mentored by a team of 5 teachers



To complete the SSLC is a huge achievement, a first for many of our students' families.

STEM & labs

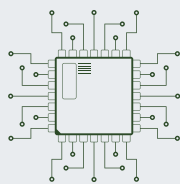
Hands-on STEM programmes through mentor-led sessions and clubs:

- Minecraft Airport Design
- Flight simulation & paper aircraft challenges
- Astronomy nights with telescope viewings of Venus and the Moon
- Robotics builds: face-detection, smart homes, robotic arms, gas/water detectors

STEM SPECIALS

Minecraft Airport Design, mentored by Boeing volunteers

Fifteen middle-schoolers collaborated to plan and build a fully functional “mini-airport” in Minecraft, complete with terminal zones, runway logic and safety signage. The project demanded math skills (scale, ratio), applied physics (movement and sequencing) and iterative problem-solving. Mahalakshmi and Jaffar (Class 6) and Harini (Class 7) stood out for their creativity.



Presenting a face detector model
in our STEM Lab



Display of aircraft in our
Aeromodelling lab

Sport & fitness highlights

- **Qualified for** district-level volleyball & basketball; selected for state level basketball, table tennis and athletics
- **Professional coaching** in basketball, badminton, football, swimming, endurance training and chess
- **Facilities:** new long-jump & triple-jump pits, courts for football and volleyball and table tennis room



Sports, art, performance are given equal importance as academics to allow children to discover where their talents lie

State selections across three disciplines

Across the year, eight students earned state-level selection across table-tennis, athletics and basketball. **Thilothama** and **Sindhu** stood out for their performance; Sindhu won the state level table tennis tournament while Thilothama had the extraordinary achievement of representing the state in athletics, table tennis and basketball. Priyadarshini represented our school at the state level chess tournament.

Representing India at Unicon 21

In a proud moment for Shishu Mandir and India, 10 students, led by long-time mentor, David Foy, represented the country at Unicon 21, the global unicycling championship in Minnesota, USA.

Athletes from 28 countries participated. Punith, Kokila, and Balaji cleared IUF Level 5, placing among the top 10 unicyclists worldwide.

The students had the opportunity to visit Aurora Flight Sciences, Boeing HQ, and Washington, DC, including the White House and Lincoln Memorial.



Infrastructure

In August, we inaugurated our Multipurpose Hall, a significant addition to the school's infrastructure. It serves as a space for breakfast and lunch everyday, for afternoon rest for our youngest children, as a venue for celebrations, parent-teacher meetings, activities, games and even competitions.

We also refurbished our kitchen, which now supports more efficient and hygienic food preparation.

Two new classrooms were inaugurated on the first and second floors.

An Aeromodelling lab was also inaugurated and equipped to help students design and build model airplanes using balsa wood and other lightweight materials.



Our refurbished kitchen



All smiles at the opening of the Multi-Purpose Hall

In support of the girl child

The Aspire Programme by KPMG continues into its 11th batch, empowering academically strong girls from Class 9 onwards with a holistic 9-year support structure. Batch 11 started with 13 new students, with an orientation session attended by students and parents with KPMG representatives. Aspire students are divided into mentorship groups, each led by KPMG Associate Directors. Mentors guided the girls on academic planning, personal growth, and goal-setting through regular check-ins.

In January, a global team from Boeing visited Shishu Mandir to inaugurate the Sukanya programme, first announced by the Prime Minister of India last year. Under this initiative, any girl from a financially disadvantaged background who completes her 12th grade in the science stream with at least 60% marks will be eligible for a scholarship of up to Rs 8 lakhs to become a pilot. This amount will fully cover her training until she becomes a certified pilot.

Higher Education

DEGREES, DIPLOMAS & FIRST JOBS

First-generation scholars move from classrooms to careers with mentoring, stipends and steady academic hand-holding.

MILESTONES & STORIES

- 8 Academic Excellence Awards (SGPA ≥ 9.0)
- Alumni participated in Bharatanatyam festival in Paris and feted as **Junior Cultural Ambassadors**
- **Community** service with notebook distribution across schools and blankets for migrant families
- **3 alumni** represented Bangalore North University in **state-level basketball**

130

STUDENTS
SUPPORTED

26

COLLEGES &
UNIVERSITIES

The programme funds tuition, travel and essentials while standing as guardian representatives, to track attendance, academic progress and well-being. We also add exposure visits, workshops and interview practice so that these first-generation learners can comfortably navigate college systems and prepare for the workplace.



Ruchita (2nd row left) and Jennifer (centre, first row) at the Bharatanatyam performance in Paris

2024-25 KEY NUMBERS

- **130** students continued beyond school for PUC, undergraduate, postgraduate and diploma at 26 colleges.
- Support covers fees, learning materials and any miscellaneous expenses; we monitor attendance and academic progress.
- Continue to mentor via workshops, mock interviews and alumni talks.

WHY THIS PROGRAMME IS NEEDED

By a mix of both financial support and mentoring, we are helping our students stay in college. Soft-skills training and exposure to workplaces build confidence so they can translate degrees into jobs.



Rotary Youth Leadership Awakening Camp, 2025

Our endeavour is to take every child as far as possible on their educational path, so that they can achieve some stability as adults.

Academic support & mentoring

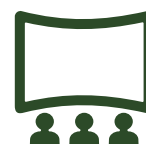
Our higher education group visit Shishu Mandir once a week, where they get together over lunch, participate in programmes, share any concerns or problems with us, and get support where needed. This is a key part of our programme.



Notebook distribution at a government school by our alumni

Paying it forward

We encourage our higher education cohort to participate in community service to continue this cycle of support. We have a Rotaract Club of Shishu Mandir with 67 members who run several welfare programmes for children in government schools, like notebook distribution and menstrual hygiene workshops.



Degrees matter but we would like our children to grow into confident and compassionate citizens; an asset, not liability, to society.

Community College

SKILL PATHWAYS TO FIRST JOBS

Training youth with skills that will always come in handy, to remain employed.

428

YOUTH TRAINED

90%

PLACEMENT RATE

6

TRADES DELIVERED

48%

WOMEN IN FINANCE
& ACCOUNTING

Our courses are designed to equip youth with employable skills. We offer finance & accounting, graphic design, two-wheeler, electrical, beautician and tailoring courses. Our trainers train and simulate real-world experiences. At the end of the course, our placement team arrange for interviews to place our graduates in employment as quickly as possible.

NOTABLE PARTNERSHIPS & VISITS

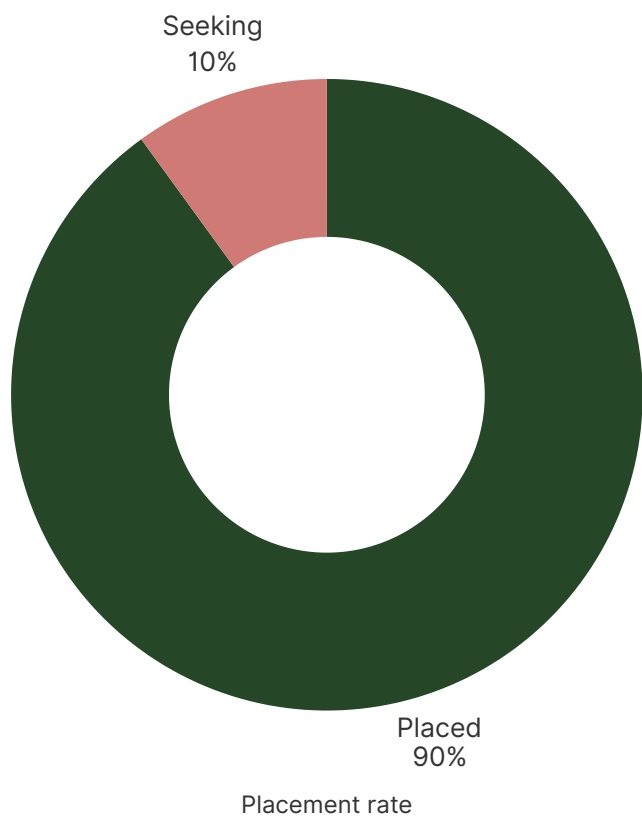
- **Schneider Electric** leadership and global foundation visits, commit to 3,000 solar lights (₹75 lakh) for slum communities.
- **Union Minister for Skill Development and Entrepreneurship Jayant Chaudhary** visits.
- **Northern Trust** volunteering; **KPMG** sessions on financial literacy & careers.

ALUMNI OUTCOMES

Average salary on first placement is Rs 14,576 and at the end of two years, Rs 23,700. Each alumni donates Rs 500 from their first salary which is used for community welfare such as blanket distribution and government school support.



Hands-on training in trade skills



A supportive environment for youth who are returning to education



Spoken English, computer skills and life skills help students prepare better for jobs

4 alumni were selected for a 21-day entrepreneurship development programme by Schneider Electric India Foundation.

TRADES & LEARNING MODEL

Training includes life skills, spoken English, music, theatre, basic computer skills, sex education and awareness sessions. We emphasise attendance, punctuality, teamwork and communication - habits employers look for.



EMPLOYERS & INTERVIEW PIPELINE

We actively engage with prospective employers and now welcome several of them for campus interviews. Employment pipeline is 50% through repeat companies, 20% with new companies, 5% campus interview, 5% secure jobs independently and a further 10% choose alternative paths or drop out.



In a short span of 3-6 months, these youth rediscover hope and optimism for their future

We follow up with employers and alumni for a 2-year period to address issues and concerns both may have, and to ensure that our students find a stable and steady workplace.

CHALLENGES

Training alone does not equip a youth to take up employment and remain at work. Approx. 10% quit in the first year.

OUR RESPONSE

While we do stress on the expectations of a workplace and employers, it's when students join the workforce do they truly understand it. Our support at this time is critical to keep them employed and help them navigate the workplace.

English
basics

Digital
basics

Attendance
support

Mock
interviews

Alumni
support

Recognition

Tech Mahindra Foundation Award

Simon was awarded the Facilitator of the Year by the Tech Mahindra Foundation recognition as part of their annual recognition of staff associated with the SMART programme supported by them nationally.

Mobilisation

Taking the programme to youth

Our team of 5 work to mobilise students by visiting slum communities, meeting youth and families, door-to-door campaigns, school & college outreach, community meetings to make our programmes reach more youth.



Simon (left) collecting his award



Raising awareness about our programme

One of our most successful programmes, the Community College has proven that there are more pathways to learning and employment, besides academics.

Child Care Centre

PRE-SCHOOL SERVICES

A pre-school for the community children, set up so that mothers can return to work, children are nutritionally and developmentally supported

90

CHILDREN
BETWEEN 3-6
YEARS

12

STAFF - SUPPORT
AND TEACHING

30

STUDENTS
SUPPORTED FOR
EVENING STUDY

25

PREGNANT AND
NEW MOTHERS

Our child care centre is a multi-purpose space, serving as a pre-school for children between 3 and 6 years and an evening study centre for government school children. Pregnant and new mothers come once a month to meet a doctor, collect rations, and attend workshops on wellness and parenting.



We believe in enabling a strong foundation for education

FACILITATORS & VISITORS

- Dezdy Dimi, a Bulgarian air hostess turned Montessori trained teacher visited every Tuesday.
- Pradeep, our teacher trainer, spent a week with the teachers and students for training.
- Johanna and Katrin from the German society, and Karin, President of the German society visited the centre.

A WARM MOMENT

We had an unexpected visitor this year. Charan, a young man arrived at the school. An alumnus of our centre, it was wonderful to see that he has completed his education and is employed. It was touching to see that he remembered us and made the effort to visit and spend time. He donated Rs 10,000 to the centre and distributed sweets to the children.



Gathering for the monthly distribution of provisions

Supporting pregnant women, new mothers and young children in a crucial period of their lives.

Driving School & E-Auto Project

LICENCES, LIVELIHOODS & CLEAN COMMUTES

From first lessons to first fares, our driving school is enabling better work, higher wages, and more confidence in women.

300

APPLICATIONS
RECEIVED

267

LEARNERS
TRAINED

184

E-AUTOS
DEPLOYED

4 lakh

EARNINGS
MILESTONE

What began as a small step to empowering women has become a movement in the city, changing lives significantly. Mothers who couldn't afford rent now run stable households, young women are planning college studies, and communities are definitely inspired.

NOTABLE MOMENTS

Offering opportunities for trans people: 7 trained in our school with 3 given e-autos, enabling an alternative to begging.

Community connection: Women drivers are responding to distress calls, serving the very young and elderly.

In Memoriam: Ms. Nagavalli, an e-auto driver, passed away from cardiac complications. The e-auto community rallied to support her family.



Finding confidence behind the wheel

KEY INSIGHTS

- 50% of the e-auto drivers have changed houses, from tiny one room sheet houses to more stable buildings, affording the higher rent.
- 15% leased a house (min. Rs 3 lakh) with own savings.
- Nearly all are prioritising children's education and quality of life.
- Nearly all of them are free of debt.

WHEN WOMEN DRIVE

Our drivers are extremely happy as they are independent and can set their own work hours. It means that they can now spend time with their children, even dropping off and picking them from school. They enjoy having a weekly day off, which they could not have, while working as domestic help. All of them expressed a newfound respect as auto drivers, which has boosted their confidence.



Rajeswari Vijaykumar, our 1000th trainee

Women auto drivers on the road, afford a sense of security to young girls and women in the city.

CURRICULUM & SAFETY

All our trainees get as many hours of practical training as they need and some of our senior auto drivers mentor the new trainees and share their experiences. Technical training is offered by the Mahindra team. Additionally, we also offer life skills, basic English and self defence sessions.



Flora (centre) with new trainees

THE NOVELTY OF WOMEN DRIVERS

Women auto drivers are still not very common in the city. But our drivers are changing that. Not only are more women coming forward to participate in this programme, but they are working together. One of the challenges has been of harassment from male auto drivers. The group reported instances of verbal abuse, physical intimidation, and being denied the right to stop their vehicles, with many of the male drivers doing so under the influence of alcohol. A formal complaint was handed to the local political leaders.

On the positive side, Atos organises a biannual dedicated event for our e-auto women where they listen to their experiences, to see how they can address some challenges or upgrade their experience. This year, every driver was given a phone stand to enhance their comfort and efficiency while driving. The sessions end with an extravagant meal for all the women.

The highlight this year was when Ms. Allison Kirkby, CEO, British Telecom, along with her board of directors visited Bangalore and requested an auto ride with one of our drivers! It will be remembered by all of us for a long time.

When women are empowered to become independent and self-employed, the whole family benefits.

1000th TRAINEE

We reached a milestone, when we admitted our 1000th trainee in our driving school. Rajeswari Vijaykumar was raised by a single mother and managed to study till the 7th. Her mother, a vegetable vendor, got her married very young to a chronic alcoholic. She endured years of emotional neglect, financial instability, and domestic hardship and raised her two young sons by working as a domestic help, earning ₹6,000 a month. Her children are 5 and 2 and her husband is mostly absent. Rajeswari's aspirations are clear: to provide her children with the education and opportunities she never had. Enrolling in Shishu Mandir Driving School is a step towards financial independence and self-respect.

AUTO ANGELS

Gitanjali, an e-auto driver, encountered an elderly lady who appeared to be disoriented and alone. She brought her to the police station, where it was discovered that she was reported missing. Gitanjali traced the woman's address and successfully reconnected her with her family.

Tamilselvi, an e-auto driver, was approached by a neighbour at 1 am as he needed to admit a pregnant woman to the hospital. She immediately obliged and in appreciation of her timely assistance, the family offered Tamilselvi the honor of naming the newborn.



Gitanjali



Tamil Selvi



Community Support

FAMILIES & GOVERNMENT-SCHOOL OUTREACH

Ensuring that everyone in the community benefits from one of our several programmes, towards eradicating poverty and enabling a life of dignity.

4500

FAMILIES
SUPPORTED

200

EDUCATION &
GROCERIES

10278

GOVT-SCHOOL
CHILDREN REACHED

650

BLANKETS
DISTRIBUTED

Our social welfare work focuses on a few areas such as education for children, medical programmes, clean water access and basic household needs such as solar lights and blankets. Of these, the education programmes span a range of activities so that all children in the community have opportunities to learn and grow.



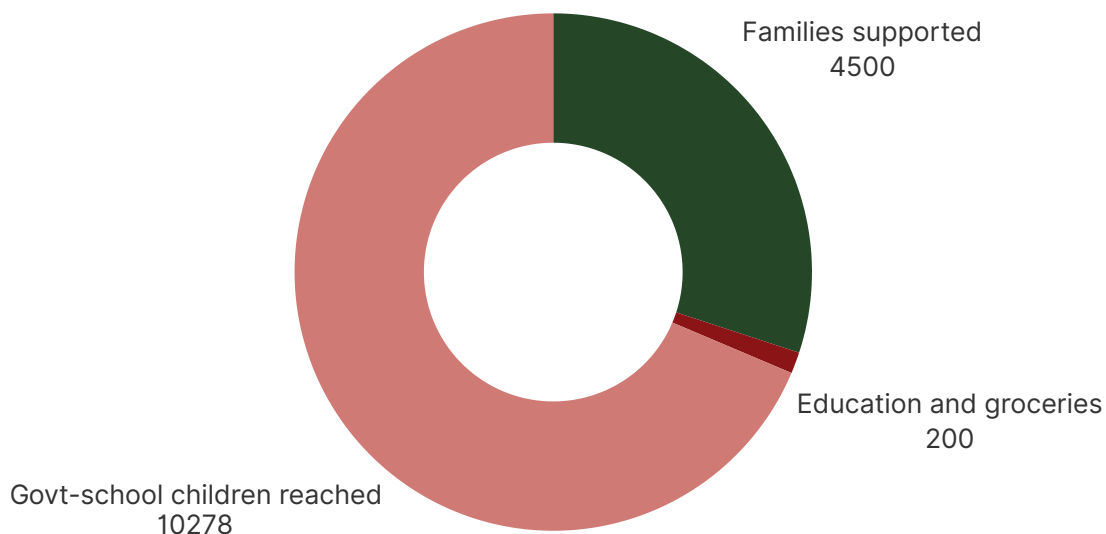
Our team of social workers visit every family we support

2024-25 KEY NUMBERS

- 4,500 families with education continuity, emergency aid and counselling.
- 200 children and their families supported with education sponsorship and monthly groceries.
- 10,278 children in 20 government schools have access to clean and safe drinking water.

SOCIAL CHANGE

While we are aware that the pressing need of the villages around us is for better education, better healthcare and stable employment, we are also keen to address social concerns such as high alcoholism, unstable family dynamics, treating the girl child as inferior to sons, chronic debt, and sanitation and hygiene.



Ration distribution



RO water plant inauguration at a government school

For us to see generational change, education must be supported with empowering families and communities.

TRAINING TEACHERS

We have formalised our Teacher Development Programme led by Mr Pradeep Kumar and offered to schools. Four batches totalling 135 teachers from Bangalore, Tumkur and Kollegal went through the training.

MEDICAL CAMPS

- Dementia India Alliance awareness camp (11 Mar 2025) with referral to NIMHANS
- Eye camps with Shankara Eye Hospital: 31 underwent cataract surgery



Teacher training in progress

EDUCATION OUTREACH

We have several interventions towards supporting children in schools in our communities:

- Educational Sponsorship Project for 200 students (91 boys, 109 girls) enrolled across 26 English-medium schools, with one third having lost one or both parents.
- 478 students benefitted from Education on Wheels, where a fully-equipped bus with a teacher visits 4 schools weekly for computer education.
- 5 evening study centres running with 200 students supported through it.
- Evening study classes, track suits and uniforms for children, laptops for schools also set up in nearby government schools.



ALCOHOLICS ANONYMOUS

110 (approx. 37%) of our students have an alcoholic parent. To support them and other neighbouring families affected by alcohol addiction, we host the AA meetings on campus, four times a week (7–8 PM). Average attendance is about 20, but those who are regular are showing progress.



CLEAN WATER

With the support of Herbalife, we were able to equip 20 government schools across Bangalore with water purification units. This ensured purified drinking water for approximately 9,500 children. Each unit had a capacity of 250 litres/hour and came with stainless steel storage tanks and an adequate number of water taps to ensure easy access for all students.



Installation of water ATMs

BLANKETS FOR URBAN HOMELESS

With the support of Sri Sai Garments Company, we distributed warm blankets to 650 people in 10 underserved areas, K. Narayanapura, Pai Layout, H Cross, Kithaganur, Bhattarahalli, Anandapura, Akshaya Nagar, Marathahalli, Kundalahalli, and Dodda Kuntanahalli. The Rotaract Club of Shishu Mandir took charge of field surveys, to identify beneficiaries, and distribute the blankets.



Blanket distribution

Donors • Visitors • Funders

PEOPLE WHO MAKE THE WORK POSSIBLE

Transparency, sincerity and absolute commitment form the foundation of our donor relationships.

THIS YEAR

2350

DONORS

22

INSTITUTIONAL
FUNDERS

13500

VISITORS

14000

VOLUNTEER
HOURS

We are supported by organisations, foundations, individuals, with funding, resources, technical training and support, infrastructure additions, tutoring and other volunteering support, and donation of materials.



The basketball court was inaugurated by Mr Yuki Kita, President and CEO of FANUC India, and Dr Hella Mundhra

2024-25 KEY NUMBERS

- **Donors: 2,500 individuals/families** contributed across programmes.
- **Institutional funders: 22** supported infrastructure addition and upgrades, teachers salaries, meals, and materials.
- **Volunteers** spent **14,000 hours** offering time, knowledge and material support.

SHISHU MANDIR SOCIETIES

The Shishu Mandir society in India is the primary fundraising body with sister societies in Germany and Switzerland, along with the Friends of Shishu Mandir supporting where needed.

Donors fund the month; funders build the year; visitors keep us honest.

Shishu Mandir - Zukunft für Kinder e.V. Germany: The Shishu Mandir German Society continues to raise funds for us, a significant portion through the sponsorship programme. Special funds were raised for adoption services through **Baby Nest**. The **Hübner** and **Kennedy Foundation** also extended their support this year, contributing towards the driving school initiative. The Rahim Foundation continued its valuable support this year as well, funding the education of 200 students across 26 schools.

Shishu Mandir – Schweiz: The Swiss society continued to support us in identifying new sponsors and raising funds for our adoption programmes.

Our adoption programme received valuable support from **Ms. Cindy Barker** from the USA and the **Government of India**.

Our school continued to receive financial support from several corporate partners, including **Boeing, KPMG, Blue Yonder (JDA), Northern Operating Solutions Pvt. Ltd., Indfrag Biosciences Pvt. Ltd., Informatica Business Solutions Pvt. Ltd., Equal Sky, Ion Exchange, Target, Accel India Management Company Pvt. Ltd., Daiwa Corporate Advisory India Pvt. Ltd., PVH Arvind Fashion Pvt. Ltd., Databricks India Pvt. Ltd., Netskope Software India Pvt. Ltd., and TE Connectivity Pvt. Ltd.**

Our school also received generous contributions from over **2,500 individual donors**.

For the first time, we received funding from **FANUC India Pvt. Ltd.**, which supported the reconstruction of the basketball court, improvements to the children's home, and various school sports activities.

We also received matching grants from **Boeing** through the YourCause platform. Under this programme, Shishu Mandir receives a contribution of USD 10 per hour for every hour an employee volunteers at our organisation. These funds are utilised to support the development of our children, covering infrastructure needs, staff salaries, nutritious meals, and a wide range of extracurricular activities such as dance, music, theatre, sports, yoga, chess, and more.

Target Corporation India Pvt. Ltd. remains our biggest supporter for the community college, supporting staff salaries, student meals, and the purchase of machinery and equipment essential for skill training.

Tech Mahindra extended its support towards the operational expenses of selected vocational courses, particularly those under the SMART Programme.

The **Schneider Electric Foundation India** continued to support our Electrical Training programmes by funding both operational costs and infrastructure needs.

For our e-auto project, our biggest supporter is **Herbalife International India Pvt. Ltd.**, who provided 115 e-autos last year. In addition to supporting the training of women drivers, they also contributed to the installation of pure drinking water systems and rainwater harvesting structures in 20 government schools this year. For the first time, **Concern India Foundation** joined hands with us by supporting the distribution of 30 e-autos and funding the training of 55 women in driving.

We also received generous contributions from several organisations, including **NASSCOM Foundation, YourCause, Online Giving Foundation India, CAF America, Myriad USA, CAF India, UK Online Giving Foundation, Give Foundation**, and the **Guardians of Dreams Foundation**.

We hosted **six volunteers from Germany** who supported us in the homes and schools and **30 interns from professional colleges**, mentored and placed across departments. Visits from **KPMG, Daimler**, and **Atos** brought encouragement and learning opportunities for our children.

We remain deeply committed to nurturing every child and family who walks through our doors.

Thank you all for believing in our mission, for your time, and for walking this journey with us.



Empowering youth to acquire skills



Supporting women towards independence



Hella and members of the German society with Veda Prasad at the kitchen inauguration



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