

# Director's Report 2015



Deep Griha Society

[www.deepgriha.org](http://www.deepgriha.org)  
[deepgriha@gmail.com](mailto:deepgriha@gmail.com)



## Table of Contents

Celebrating 40 years	2
The vision	5
Introduction	6
Childcare and Child Development	7
Youth Empowerment	10
Women's Empowerment	11
Medical Programme	14
DISHA	15
Rural Development	16
Partners	17
Acknowledgements	18

## Deep Griha Society - Director's Report 2015

2015 is the 40<sup>th</sup> year since Deep Griha started with one small clinic and a vision to promote health and education within marginalised communities. In the words of our Chairperson, "As we celebrate this milestone we want to thank everyone who has been part of the Deep Griha story; beginning with the staff who has developed a close working relationship with our communities; the communities themselves for welcoming, trusting and guiding us; our partners and volunteers for their support; the board for their advice and guidance; finally, our sincere thanks are reserved for our Founding Directors, Dr Neela Onawale and the Late Rev. B R Onawale, for their vision, dedication and commitment."

On 5 July 1975, Deep Griha Society (Light House) opened with a Medical Clinic, called the Maternal & Child Welfare Centre, in one small room on the premises of the United Theological Seminary. The journey from 1975 to 2015 has been a challenging and inspiring one. Deep Griha has grown from one clinic to three urban centres within Pune city and two rural centres outside the city; from one member of staff to 146 in 2015.



Deep Griha has grown in its programmes always as a response to the needs of the community. The clinic highlighted that the underlying cause for ill health was malnourishment, leading to the supplementary nutrition programme for children under 6 years, and pregnant and nursing mothers.



## Deep Griha Society - Director's Report 2015

Deep Griha then moved into its current head office on 13, Tadiwala road in 1978, a ground floor building with a terrace at the time, and there has been no looking back since then. DG's core focus has been the well being of women and children leading to the Balwadi programme, vocational training for women, and school drop-out programme among others.



Today the building has three floors and the terrace is used as well, with over 500 people walking in and out of the building on a daily basis. Apart from the centre on Tadiwala road, Deep Griha runs a centre in Ramtekdi, one in Market yard, near Bibvewadi along with two rural centres: City of Child in Kasurdi and Vidyanagari in Deulgaon Gada. The growth of Deep Griha also reflects the changing needs of the community with a growing demand for computer and English speaking classes that we provide in two urban centres.



## Deep Griha Society - Director's Report 2015

To celebrate the 40<sup>th</sup> Foundation Day, all the ex staff who had been a part of Deep Griha's journey over the years were invited and about 150 joined in on 3 July 2015. It was amazing to learn about the role Deep Griha had played in the lives of not just the participants but also the people who had worked here over the years. The ex employees were overjoyed to be part of the celebrations for this milestone and the current staff was happy to see ex colleagues after years.

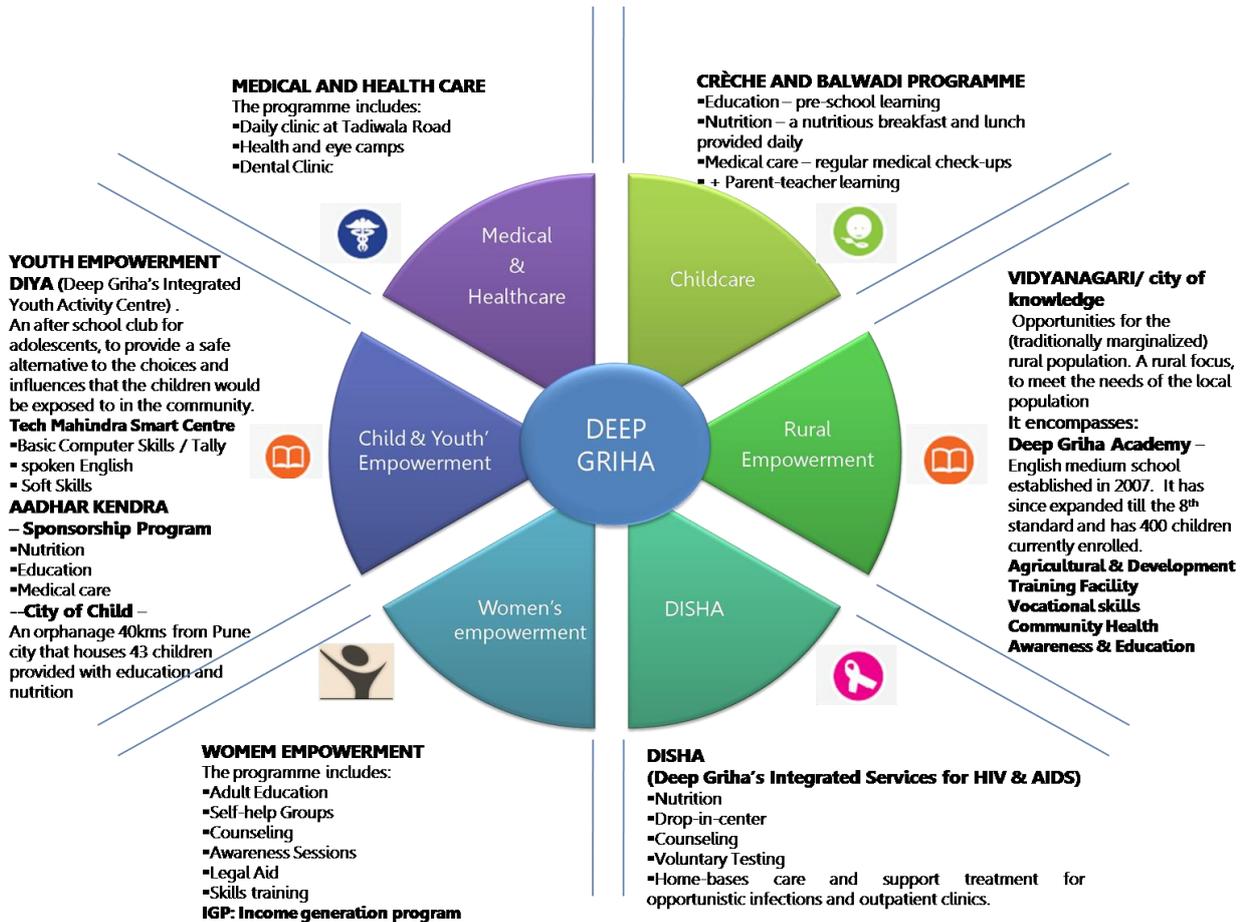


A formal event was organised for 5 July 2015 with Air Marshall S Ramdas as the Chief Guest and representatives from partner organisations, institutional and individual donors as well as other supporters and well wishers. Participants and members of staff performed dances and awareness sketches/skits related to their programme for the invitees.



## Vision Statement

Empowerment of the marginalised through capacity building and sustainable rural and urban development programmes



# Introduction

2015 marks 40 years of community development initiatives for Deep Griha Society. As we look forward to continued sustainability of the programmes in the coming years, we look to the community, our partners and supporters to help us get there.

We continue to bring the entire team together on a quarterly basis and the meetings have been focused on getting all the members of staff to brainstorm about how we can move forward keeping sustainability in mind.

We continue to learn and grow as per the changing environment and changing needs of the community to better the processes in practice.

In a step towards capacity building, we have assigned a Field Worker Coordinator at FWC, it is a rotating post and a new field worker plays the role every month. The Coordinator for the month is responsible for the organisation of any event, delegating tasks to the other field workers, coordinating with Team Leaders and the resource people as well. This new role imparts decision making skills, communication skills and also aids confidence building. Apart from all this, the new roles has also enabled smoother organisation of community programmes and improved coordination among the field workers.

One of the tweaks in practice is that the field workers are planning awareness sessions in the community itself based on topics selected by the women in the community. Making sure the community takes ownership of what they want to learn more about and what they need support with.

Employee Engagement activities with corporate offices are gaining popularity and the fundraising team has created a planner that makes it easy for the corporate as well as the Deep Griha team to organise and follow through on events. The feedback from corporate offices so far has been extremely positive and we look forward to building partnerships that will help the community further.

A year of changing, growing and also staying true to the core of 'In Giving you Receive'

# Childcare

## Crèche and Balwadi Programme

- Education – pre-school learning
- Nutrition – a nutritious breakfast and lunch provided daily
- Medical care – regular medical check-ups

### THEN

In 1979, which was the International Year for children, Deep Griha inaugurated its first full day care centre or crèche facility for children in Yerawada. June 1979 also saw the first crèche open at Family Welfare Centre on Tadiwala road for about 50 children under the age of six years. In August 1979 the Ramtekdi centre saw the first Balwadi open for children between 3 and 5 years of age.

Over the years the numbers of crèches and pre-schools continued to grow, with the introduction of mobile crèches in 1985 for children of construction workers. The mobile crèches moved with the migrant community, from construction site to construction site. They ensured that the children not only had a safe environment but also met their basic needs, where the older ones dropped in after school hours and got help with their studies as the younger ones napped after a morning of activities.

In the 90s Deep Griha ran 55 Balwadis or pre-schools in Pune city till the Government introduced Aanganwadis, which came up right next door to the Balwadis. In keeping with the changing needs of the community and being averse to replicating programmes, Deep Griha closed down the Balwadis and went back to crèches as working mothers in the community expressed a need for full day care services. Today we have 10 crèches running in three urban communities looking after 217 children.

### NOW

The crèches create a safe place for 217 children who are over six months old and under five years old from 9:30am to 5:30pm. The crèche facility also ensures that women from the community can go out and work without worrying about their children at home. The crèche provides all the children with a nutritious breakfast and lunch. Laddoos, specially created in collaboration with Design Impact, are a part of their breakfast three times a week.

Medical check-ups are conducted through the year in addition to height, weight and haemoglobin check-ups every six months, which help to monitor children's growth.

### Parent-Teacher meetings

Meetings between parents of Balwadi children and their teachers are organised once in two months. Apart from updates and reminders these meetings are also used as a platform to conduct awareness sessions on the importance of health, healthy eating, hygiene and other topics.

Direct participants	Indirect beneficiaries
217	500

# Child Development

## Aadhar Kendra – Sponsorship Programme

- Nutrition
- Education
- Medical care

The Aadhar Kendra (AK) or sponsorship programme started in 1989 with 200 children and till date works to ensure that children from single parent homes or orphans can stay in school and continue their education without further straining their already financially strained families and guardians.

We have had 551 children pass through this programme over the years, many of them have since moved out of the community for jobs, marriage or because of family relocation. We are in touch with many still and aim to organise a reunion of all the students that we can track down as part of Deep Griha's 40<sup>th</sup> year celebrations. This initiative is a first step towards exploring whether we can create a support loop so that young people who have benefitted from the programme can now support the programme going forward.



2014- 2015 saw 330 children in the programme, with new children being registered as well as some dropping out. The Aadhar Kendra continues to provide: everything that the students need to stay at school - uniforms, books, stationery, school fees and bags, along with one meal a day and free medical check-ups and care. The programme also pays for any other extra classes or coaching that the students require through the year. Apart from the basics the children continue to have recreational activities planned throughout the year, like hobby classes, birthday parties, festival celebrations, and exposure visits or picnics when supported by a corporate office. General updates are sent out to the sponsors once a year while the children make special "Happy New Year" cards for them. Apart from the regular correspondence, individual correspondence is possible through the Aadhar Kendra staff: they translate the cards and letters received for the students and vice versa. Age appropriate awareness sessions on various topics as well as career guidance sessions are provided to the older students.

We currently have four Aadhar Kendra current and ex students working with Deep Griha, two full-time and two on a part time basis, we would like to increase that number going forward.

## City of Child



In 1990, about ten years after the Aadhar Kendra programme started, planning began for the City of Child project, an indication of Deep Griha's foresight and planning for sustainability before it became a buzz word. Deep Griha noticed that although through the sponsorship programme, it was able to support young people living with single parents or with extended families some of the children and families required more support. A residential facility was planned to provide accommodation through the academic year for children from the sponsorship programme where the adults available were unable to provide necessary care for the children. Along with the students the idea was to support women who needed a place to call home as well.

11 boys and a girl moved into the City of Child premises in 2002, and for all them the silence was deafening to begin with, as they were used to the hustle and bustle of the urban communities. We had 41 boys staying at the City of Child for 2014 – 2015, the Government authorities require for a boys' residential facility to be completely separate from a girls' one, which is why we only have boys at the City of Child just now. All the children's educational, nutritional, medical, recreational and emotional needs are met at the City of Child. Awareness sessions, fun workshops, movie time, counselling are all part of the children's weekly schedule to address most of the needs of young boys.

Various groups come to City of Child to conduct camps, we also have groups who come to spend time with the children, or volunteer their time on various tasks required around the premises.

A group of young students from Audencia comes out every year, and this year they raised for a shed over the boys rooms, a solution to prevent rainwater seepage. They also repainted the dormitories. Many camps were held at the City of Child through the year including nursing camps.

Direct participants	Indirect beneficiaries
330	1000

# Youth Empowerment

- DIYA
- Tech Smart Centre

One of our newer projects, started in 2008, DIYA aims to provide a safe space for young boys and girls after school hours. The young people in the community are exposed to various influences in the community; most of them are not conducive to their healthy and positive development. The DIYA centre provides an alternative to the young people and at the centre we have computer classes, English speaking classes, dance classes, karate classes, and some vocational training courses as well.

The DIYA centre aims to provide an alternative for the children as well as develop capabilities to bring them more opportunities for employment through vocational training.



Various employee engagement activities with corporate offices take place at the DIYA centre, and these events are a big hit with the children as well as the employees who come to spend time with the children. Relevant awareness sessions are conducted apart from fun and games activities.

The Tech Smart centre opened at Deep Griha in April 2014. The Smart centre works on English language development, basic computer skills and personality development of the enrolled students, the new aspect is job placement. The Tech Smart centre also takes on the responsibility for the last mile connectivity by organising interviews for the students who graduate from the programme.

146 students graduated from the Tech Smart centre and 106 also got placed at jobs after they finished the course. Of all the Tech Smart centres that are run by Tech-Mahindra Foundation in Pune, the one at Deep Griha had the highest placements. The Tech Smart team at Deep Griha deserve an applause for this performance in their first year. The Deep Griha field workers also play a part in connecting candidates with the mobilisers.

.Direct participants	Indirect beneficiaries
256	768

# Women's Empowerment

“There is no tool for development more effective than the empowerment of women” - (Kofi Anan).

In the year 1986, Deep Griha Society took the first step towards the empowerment of women. The Women Empowerment Project was designed with the vision to build confidence in women from the marginalized communities, to help them understand that they are important members of society, to provide them with the equal chance of getting education, encourage social interaction and to provide them with the vocational skills to raise their economic status, to support their families, making them self sustained and independent.



In the journey of forty years, Deep Griha is on its 29th year of working to empower the women who face discrimination and prejudice, are victims of abuse and whose lives often revolve around their homes and families. This programme has been creating opportunities for learning for the women from the community, from learning to read and write to learning skills that can lead to income generation. Women's day and World Literacy day have both been celebrated with great enthusiasm over the years by women in the programme.

Women who went through the literacy programme asked for the chance to keep studying leading to Deep Griha's post literacy programme. Another example that Deep Griha has always created programmes in response to needs voiced by the community. In the year 2014 – 2015, 51 women attended literacy and post literacy classes and appeared for exams as well, from the three urban communities.



## Deep Griha Society - Director's Report 2015

Awareness sessions conducted for the women cover topics ranging from HIV awareness, dengue and swine flu, to prevention of suicide, introduction to employment opportunities and approximately 2,600 women attended these sessions over the year.

Deep Griha realised that many of the awareness sessions conducted for the women would have a larger impact if these sessions were conducted for adolescent girls as well. Leading to the Girl Child Development Programme that organises awareness sessions for young girls. Sessions on reproductive health, personal health and hygiene, personality development are among the topics covered. 41 seminars were conducted from 2014 – 2015 with almost 1500 young girls in attendance.

Among all the awareness sessions conducted the legal ones are carried out with the help of students and staff from ILS Law College in Pune. They conduct Legal Aid Clinics for women from the community once a month, at two of our centres, and apart from that conduct awareness sessions for the women to educate them about their legal rights.



Deep Griha continues to monitor about 80 Self Help Groups in the urban and rural communities and although it does ensure that the documentation is maintained, the field workers are observers in the meetings and do not interfere in the decision making process. Women have gotten loans for medical emergencies in the family, education loans or to set up a business. The next step is to support and equip the women to apply for loans for income generating activities rather than recurring expenses as tends to be the trend.



## Deep Griha Society - Director's Report 2015

The Income Generation Programme seeks to improve the income generation capacity of women in the community over a period of time. We have started with our members of staff to keep the production going, and DISHA field workers have been making quilled cards on order or for festivals. The income generated is already three times of what it was last year, a sign of growth for sure. The IGP has a long way to go before it reaches its goal, for the coming year the goal will be to more than cover the salaries of the ladies, as only when that is possible will be able to reach out to women from the community to be part of the IGP.



Direct participants	Indirect beneficiaries
2455	5000

# Medical Programme

As mentioned, Deep Griha started off as a one room medical clinic with one member of staff, over the years the medical aspect has played an intrinsic part of almost all the programmes at Deep Griha.



The clinic at Family Welfare Centre on Tadiwala road runs daily with a morning and evening session and at Jyoti Development Project in Ramtekdi on Wednesday afternoons. A DOTS (Directly Observed Treatment, Short course) centre operates out of the Family Welfare Centre too, which helps identify patients in need of special nutrition along with their treatment and this year we had an average of 55 patients of them 5 patients had Multi-Drug Resistant TB. All the children from the crèche as well as the children from the sponsorship programme have regular health check-ups through the year.

The Ophthalmology clinic ran only for a few months this year due to the unavailability of the doctor. The Dental clinic on the other hand has gone from two days a week to four days a week. Half a day on Tuesdays is saved for DISHA and Sahara Aalhad clients, and the clinic operates all day on Monday, Wednesday and Friday. The Dental team also conducts periodic rural camps usually at a school and last year they went to Deep Griha Academy as well as a secondary school in Dhaigudewadi.



Direct participants	Indirect beneficiaries
22253	66759

# DISHA

DISHA – Deep Griha’s Integrated Services for HIV and AIDS, has been about awareness, prevention, care and support for people living with HIV. The awareness sessions through the year have been focused on the rural community. The team has been conducting street plays and sharing information at village market days, as those guarantee a crowd and also at High schools outside Pune. Awareness sessions for truckers at the wholesale market, and also at other organisations were conducted over the year taking the number of people awareness sessions were conducted for to 7,564.



DISHA continued to provide nutrition and SAM therapy (a combination of Selenium, Aspirin and Multi-Vitamins) to aid higher immunity for clients from the community that are registered with DISHA. Regular testing camps apart from the monthly clinic were also conducted for the community and the clients.

The Melava+ event that seeks to bring people living with HIV together to find life partners was attended by 450 people and 6 couples got engaged because of the event.

World Aids Day saw a rally on the 1<sup>st</sup> of December followed by a week of awareness activities across the city including Rangoli competition, testing day, thematic dance competition among other activities.

Due to the drop in funding for the programme, the DISHA team has been collecting donation in kind from the community for the community and very commendably they raised about 541Kg of dry rations through the year worth Rs 12,882, demonstrating that every bit counts.



Direct participants	Indirect beneficiaries
7564	15128

## Rural Development



The number of students registered at Deep Griha Academy over 2014-2015 was 407. The growing number of students makes the construction of the Phase II of the school building even more urgent. Last year we started with the construction of one geodesic dome to serve as a standalone classroom as we wait for the big building. We have reached out to Friends of DGS UK and Deep Griha USA to help us raise our share of funds as British Gas will sponsor 50% of the construction.

The dome classroom has been accepted by the children with a lot of enthusiasm and they refer to them as igloos. This year we introduced Kurtas as the new uniform, as we noticed that the young girls in the skirts didn't participate in outdoor activities as they were shy. The kurtas afford the same freedom of movement to the boys and the girls.



In the last academic year, we conducted a Dental camp for the older students at the school and also conducted an awareness session on 'My body, myself and identity' for the children from Standards 6 & 7. We also ensure that we celebrate all the festivals at school so the children learn to embrace differences all around them and learn to respect each other's faith. In the same vein Deep Griha Academy continues to accept children with varying learning abilities to further enable the children to embrace differences. Parents were invited to showcase what the children do at school through open days during the year as well as an Annual day.



The children continue to learn through project work with an emphasis on agriculture in the form of each class' individual vegetable patch. The idea behind the vegetable patches per classroom is to ensure that our students recognise the importance of growing food as well as maintain the connect between education and agriculture. The vegetable patches function as platforms for learning and ensure that the learning is relevant to the children and the environment that they come from. Apart from the children's vegetable patches they have also been working on the school vegetable patch. This year we harvested, sunflower seeds, cluster beans (gavaar), brinjals, coriander, cucumbers, tomatoes and chillies. The children helped out some on the farm and also held small sales at the school for the teachers.



Staff training activities continued through the help of volunteers and various resource people. WNS and EXL volunteers came out regularly through the year and carried out activities with the students as well as the children.

We also invited students from the local regional language schools to enjoy the school premises as they do not have access to the kind of space that we do at Deep Griha Academy. We aim to share more of the resources available to us with the neighbouring schools over the next academic year.

Direct participants	Indirect beneficiaries
467	1401



# Deep Griha Society - Director's Report 2015

## Acknowledgements

Everything that we have been able to achieve over this year would not have been possible without the support of many individuals, organisations, and corporate offices. We may not be able to include everyone in this list, but we would not be here if it wasn't for each one of you.

All the donors and sponsors

All the volunteers who have invaluable contributed to our various projects

Deep Griha USA  
Friends of Deep Griha UK  
First Community Church  
Global Ministries, US  
Association UniversL

Barclays  
BNY Mellon/UWW  
British Gas/Centrica  
Credit Suisse  
Cummins India Ltd  
Eaton Technologies  
EXL  
iNautix  
Tech-Mahindra  
WNS

Alliance for Global Education  
Design Impact  
DiA – Development in Action  
ECF – Equal Community Foundation  
Nursing Colleges  
Sahara Alhad  
SANGAM( International Guild Centre),  
Social Work Institutes

Sr. No	Programme	Participants	Indirect beneficiaries
1	Childcare	217	500
2	Child Development	330	1000
3	Youth Empowerment	256	768
4	Women's Empowerment	2455	5000
5	Medical Programme	22253	66759
6	DISHA	7564	15128
7	Vidyanagari	467	1401
	<b>Total</b>	<b>33542</b>	<b>90556</b>

\*Direct beneficiaries include those who have directly participated in our various programmes whereas the indirect beneficiaries include families and members of the community who have benefitted from the empowerment of the direct beneficiary.



A year of celebrations and much to be grateful for, we look forward to going on as we started. Thank you for being a part of our journey.

**Would you like to be a part of our journey?**



This is how you can.....

- Be an ambassador for Deep Griha Society
- Sponsor a child
- Adopt a project
- Donate to a program
- Make a wish come true – ask for our wishlist
- Help us organize a fundraising event
- Volunteer with us

To learn more about us please visit our website [www.deepgriha.org](http://www.deepgriha.org)

To help us with fundraising please write to Rahul C on [deepgriha.eft@gmail.com](mailto:deepgriha.eft@gmail.com)

For more information please write to Ashlesha O on [deepgriha@gmail.com](mailto:deepgriha@gmail.com)