



YWCA OF DELHI

OUR RESILIENCE AND IMPACT

ANNUAL REPORT 2019 - 2020





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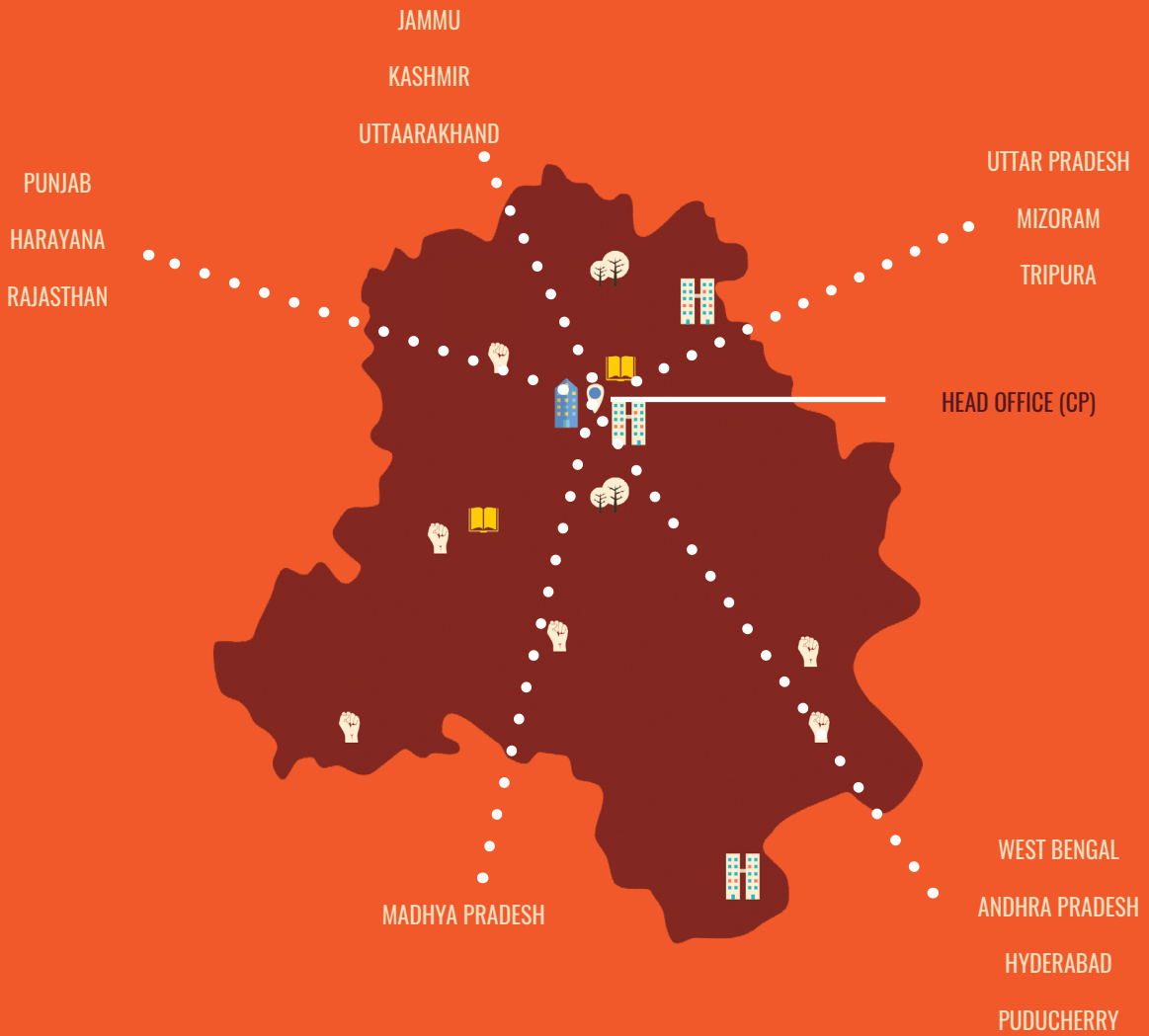
ANNUAL REPORT 2019 - 2020

VISION AND MISSION

Our vision is of a fully inclusive world where social justice, peace, health, care, relief of the poor, education, employment, human dignity, freedom and preservation of the environment are promoted and sustained by women's leadership.




OUR PRESENCE





KEY


 **Community Development Programme (CDP)**
Deenpur
Dhansa
Govindpuri
Mangolpuri
Najafgarh
Sangam Vihar

 **Shelter Home (SH)**
Jahangirpuri
Sarai Rohilla

 **Hostels**
JWWH (Jasola)
CHWW (CP)
PWWH (Shahdara)

 **Women Training Institute (WTI), CP**
Vocational Training Institute (VTI), Dwarka

 **HQ Office CP**

 **Blue Triangle Family Hostel (BTFH), CP**

 **Virtual Trainings**

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NOTE FROM THE PRESIDENT



Hazel Siromoni

THINK ACT INSPIRE 2019-20

At YWCA of Delhi we continued in this past year being thought leaders with an agenda to act upon our vision and mission laid down more than 10 decades ago with an outcome to inspire more and more young women to be able to empower themselves holistically not just in thought but in spirit and action. This year was unique and unprecedented being impacted just like the whole world with the occurrence of pandemic.

It definitely more than ever as the board of management compelled us to be more grounded in our faith and the word of God to help us navigate through these difficult times yet being able to be true to the agenda of being thought leaders, walk the talk and continue to inspire through our works.

As we know that Bible offers a great deal of wisdom that can be applied with surprising relevancy to our lives today. Some of the books in Bible stand out like Proverbs which is full amazing learning and teachings that one can apply to anything from business workings, to personal life, to intimate relationships. The thread from 1 Kings, 2 Kings, 1 Chronicles, to 2 Chronicles which includes the lives of Samuel, Saul,

David and Solomon is full of stories and lessons in leadership that show us what we should and should not do, and the consequences our actions have. In the New Testament, Paul's letters help us further understand faith and how to best put it into practice. Perhaps the most compelling lesson came from the Bible's most significant character. Jesus, found at the center of Matthew, Mark, Luke, and John, who lived a tremendous life on Earth that yielded a variety of potentially life-changing lessons.

I believe very strongly that Jesus is the centre of our work in YWCA using his ministry and his teachings as guidance. Jesus in his works through his ministry was so impactful. He always walked the talk showcasing by example. I believe as board of management we are like his chosen disciples tasked through the works of this stalwart organization and movement YWCA of Delhi serving with love, justice, equity and peace.

The board term of 2019-20 we like Jesus's ministry had a unified character and a unified goal working towards building an organization with equity of resilience, steadfast on its mission and goals while innovating. The Annual Report of 2019 will reflect this very spirit. In all these efforts we are grateful to the continued support of the membership in action and through prayers.

NOTE FROM THE GENERAL SECRETARY

In this ever-changing world, the only constant is Change . In this context, we want YWCA of Delhi to be relevant responding to the emerging needs and challenges in our communities and society. One cannot shy away from embracing changes whether it is small or big. Keeping this in mind, we have invested the last three years in making strategic decisions with regard to structures, processes and systems. Our focus was to continue our impact and touch lives of many through efficiency and innovation.

The past few years have been particularly challenging for us financially. We were not at our best financial health. Our reserves were and are low and the present Covid 19 pandemic fell as a massive shock. We were quick and swift in anticipating the challenges due to COVID 19 and collectively the management developed various scenario models to manage and address the situation. We continue to closely monitoring our finances, reinvent our departments, bringing more programmatic and financial efficiency in our programmes and operations. The process to streamline efficiency and bring down cost initiated three years ago and all the changes have been part of this long term financial and programmatic reinvention plan. The results of past couple of year's work started showing results and we were in the process of emerging out of our deficits in budgets. Our financial planning and projection showed that we would have achieved some financial stability but as it was for the rest of world, we too had to prepare ourselves to deal with Covid 19 Pandemic. All our surplus generating programmes come to a complete halt whereas our fixed cost remained same.

The Covid 19 Pandemic transformed lives for all in a period of 6 months. Similarly, YWCA of Delhi did not remain unscathed. This pandemic, however opened doors to many opportunities directly and indirectly for us. We started new ways of reaching out to people, forged new partnerships, diversified our



Abha Ekka
General Secretary, YWCA of Delhi

portfolio to reach new geography. We have initiated online psychological support and counselling services, which was open to all who needed it. We started online Early Childhood Education Programme and organised virtual summer camps for pre school and toddlers. We were able to digitalise our education programme including admission, conducting classes and evaluation. Now girls and young women , anywhere in India can enrol in any of our education programmes and get a diploma. We have forged close partnership with National Institute of Disaster Management, Ministry of Home Affairs, Govt of India and provided resource support on series of webinars on psychological support and mental health. We have developed partnership with NIDM as a lead partner agency for online training in Delhi, Assam and Nagaland. We are so grateful to the board of management, members, staff and well-wishers for their commitment to the organisation, generosity and for all their continued support. It is a privilege to work alongside colleagues, who give of themselves to the organisation's mandate, often at great personal cost.

“YOU MAY NOT CONTROL ALL THE EVENTS THAT HAPPEN TO YOU, BUT YOU CAN DECIDE NOT TO BE REDUCED BY THEM.”
MAYA ANGELOU

THE BIG PICTURE

4880

lives of women and girls impacted through our programmes

1528

women and girls were provided safe spaces to stay

806

young women and men received trainings in new skills to be entrepreneurs or to start a new career

3949

individuals reached out through virtual trainings during COVID-19

141

networks and partnerships established

Introduced Online Learning Management system for Vocational Education Institutes

Launched Early Childhood Education Programme

STRATEGIC REPORT

ENSURING WELLBEING IN THE COVID 19 PANDEMIC

The meanings of health and illness vary considerably and the way people interpret them determine their health seeking behaviour. As per Global Burden of Disease report, mental disorders accounts for 13% of total DALYs lost for Years Lived with Disability (YLD) and thus contributes to a significant load of morbidity and disability. In India specifically cultural perceptions and beliefs with regard to mental health determine the utilisation of mental health services. As an organisation we are committed to creating safe spaces where conversations around mental health are not a stigma.

The monumental shifts in society brought on by the COVID-19 pandemic, including financial insecurity, loneliness have raised concern for the mental well-being of many, even for those without a previous history of mental illness. During these times of lockdowns and social distancing, various evidence points to the heightened danger for women, children and others at risk of abuse. COVID 19 has changed the way we addressed mental health.

Recognising the rapidly changing context around our communities due to COVID-19, YWCA of Delhi over a span of six months has been actively engaged in creating awareness and building capacities of diverse groups of individuals and professionals to address anxiety and other emerging vulnerabilities. We have been part of over 9 webinars as an Expert speaker that has reached out to thousands of individuals all over India. These Webinars were hosted by the National Institute of Disaster Management, Ministry of Home Affairs, Government of India. A whole spectrum of emerging mental health issues of children due to closures of school, lockdown, positive channelization of negative energy, role of science and spirituality, parent-teacher-children continuum and challenges of COVID-19 were discussed during these webinars.

TRAINING FOR TEACHERS AND GOVERNMENT OFFICIALS

The counsellor of YWCA of Delhi was invited by NIDM to provide a 3-day training program on Child Centric Disaster Risk Reduction on several occasions. So far she has been a part of over 15 trainings wherein participants from different states such as Rajasthan, Tripura, Hyderabad, Madhya Pradesh, Haryana, Jammu and Kashmir, Punjab, Mizoram, Puducherry, West Bengal, Andhra Pradesh, Uttar Pradesh and Uttarakhand have attended in the trainings. The participants belonged to diverse age groups and various sectors of work for example: private sectors, Government departments, grassroot level workers, community workers, social workers, doctors, IAS officers, professors, students, home makers and teachers.

STRATEGIC REPORT

ENSURING WELLBEING IN THE COVID 19 PANDEMIC





विज्ञान एवं अध्यात्म के माध्यम से तनाव मुक्ति: बच्चे, पालक एवं शिक्षकों के संदर्भ में

मुख्य संरक्षक

मेजर जनरल मनोज कुमार बिंदल
कार्यकारी निदेशक
एनआईडीएम

श्री एच. आर. बाखरू
अध्यक्ष
सिंधी हिंदी विद्या समिती




राष्ट्रीय वेबिनार

शनिवार
दि. 08/08/2020
दोप. 03:00 से 05:00

प्रमुख वक्ता



श्री नीरज अग्रवाल
वरिष्ठ शिक्षक,
आई आई एफ लिविंग
एवं प्रतिष्ठ प्रेरक वक्ता



डॉ. नम्रता शर्मा
मनोवैज्ञानिक सहायकार
YWCA of Delhi

प्रेरणा स्रोत



प्रो. संतोष कुमार
प्रमुख
GIDRR, Dighun
एन आईडीएम



डॉ. विकी रूचवानी
वरिष्ठ
सिंधी हिंदी विद्या समिती



डॉ. जार्ज पी. केशवानी
महामंडल
सिंधी हिंदी विद्या समिती

मार्गदर्शक



डॉ. एस.वी. क. सबेकर
कार्यकारी प्राचार्य
डीआरबी
सिंधु महाविद्यालय

संयुक्त आयोजक

बाल केंद्रित आपदा जोखिम न्यूनीकरण केंद्र
राष्ट्रीय आपदा प्रबंधन संस्थान
गृह मंत्रालय, भारत सरकार

दादा रामचंद्र बाखरू
सिंधु महाविद्यालय
नागपुर (महाराष्ट्र)

डॉ. कुमार राका
कार्यक्रम अधिकारी
सीसीडीआरआर,
एनआईडीएम

संयोजक



श्री नवीन एम. अग्रवाल
रुनिस्टार
डीआरबी
सिंधु महाविद्यालय
9273301557

STRATEGIC REPORT

ENSURING WELLBEING IN THE COVID 19 PANDEMIC

Online training on child centric disaster risk reduction begins

FP NEWS SERVICE
Ujjain

Millions of children are affected by disasters like floods, cyclones and droughts every year. The United Nations International Strategy for Disaster Reduction advocated for organised approaches to counter the effects of disasters. Amid covid-19 outbreak, children are the biggest victims affected by the global pandemic and their vulnerabilities are not being reported ade-

quately in the media as narrated by Prof Santosh Kumar, head GIDRR and CCDRR, NIDM.

He was speaking as keynote speaker in the inaugural session of the three-day online training programme on Child Centric Disaster Risk Reduction which began here on Wednesday at MP Institute of Social Science Research (MPISSR). He further articulated that evidence shows that a range of health and psychological risks engendered due to closures of

school and children related services and children are facing multiple problems.

Dr Kumar Raka NIDM, South Campus unfolded the salient objective of the online training programme while making introductory remarks. He stated that the training is to make the participants aware of the sectoral impacts of disaster on children, the process of CC-DRR and its steps, strategies to involve children in DRR activities and the impact of COVID-19 on chil-

dren's well-being and how to address them.

Dr Yatindra Singh Sisodia, director, MPISSR delivered welcome address and highlighted the need of such training programme related to child in extra-ordinary time of COVID-19 period. This online course has two modules: Module-1: Children and Disaster and Module-2: Understanding Child Centric Disaster Risk Reduction. Later in technical session resource persons Dr Kumar Raka NIDM, South Campus delivered

two lectures on disaster.

Namrata Sharma YWCA, New Delhi, Dr Balu I, NIDM, New Delhi, Ranjan Kumar, NIDM, New Delhi will be resource persons for coming two days. The programme is coordinated by Dr Tapas Kumar Dalapati. This online training programme is jointly organised by National Institute of Disaster Management and MPISSR. Over 250 participants from across Madhya Pradesh and adjoining states are participating in it.

**Online Training Programme on
"Child Centric Disaster Risk Reduction"
For Northern States (Part II)**

2nd – 4th September, 2020 11 AM – 1 PM

Patrons

- Shri K.B.S. Sidhu, IAS, Special Chief Secretary, Punjab cum Director General, MGSIPA
- Major General M.K. Bindal, Executive Director, NIDM, Government of India

Supervision & Guidance

- Mrs. Jaspreet Talwar, IAS, Principal Secretary, Punjab cum Director, MGSIPA
- Professor Santosh Kumar, Professor & HOD, NIDM, Government of India

Programme Coordinator

- Dr. Kumar Raka, Programme Officer, CCDRR Centre, NIDM

Facilitator

- Col. Dalbir Singh, GM (Training), MGSIPA, Punjab

Key Speakers

- Dr. Balu, Programme Associate, CCDRR Centre, NIDM
- Shri Ranjan Kumar, Programme Associate, CCDRR Centre, NIDM
- Ms. Namrata Sharma, Counselling Psychologist, YWCA, New Delhi

Joining Link

[CLICK HERE](#)

Hosted by
Mahatma Gandhi State Institute of Public Administration, Punjab, Chandigarh

in collaboration with
National Institute of Disaster Management, Ministry of Home Affairs, Government of India

STRATEGIC REPORT

STAND AGAINST VIOLENCE

SHELTER HOMES

The Convention for the Elimination of Discrimination against Women (CEDAW) has brought the discourse on Violence Against Women from private into the public sphere. In doing so it recognizes VAW as an infringement of women's basic human rights. Social support indicators including social connectedness, stronger network ties and perceived supportive communities are key factors in fostering resilience among abused women. We believe in strengthening the survivors' support systems.

As advocates for women, provision of safe spaces through our shelter home projects are essential in our efforts to end violence against women and girls. Survivors of violence do not report abuse and often do not seek help from formal service providers and authorities for several reasons. The presence of and support offered by shelter homes can address some of these barriers by encouraging women and girls to seek assistance.

Our Shelter Homes provides secure accommodation for women and girls who are at risk of or who have been subject to violence, although they contribute far more than just a safe place to stay. Shelters provide essential aspects of protection, services and resources which enable women who have experienced abuse and their children to recover from the violence, to rebuild self-esteem, and to take steps to regain a self-determined and independent life.

YWCA of Delhi operates and manages RajKumari Amrit Kaur Short Stay Home and Matritva Chaaya Shelter homes for women who are survivors of violence specially pregnant and lactating women for a long and short stay.

IN THIS YEAR

35 women and 2 children were housed in our RKAK Short stay Shelter Homes .

29 women and 27 children were housed in our Matritva Chaaya Long stay Shelter Homes .

18 women and 12 children were reunited with their families .

24 residents received vocational training
21 families met for family therapy and counselling
16 residents received crisis intervention
8 residents were provided psychiatric treatment
3 women were employed after rehabilitation
Overall, 64 women and 29 children were housed in the year 2019-2020

Regular Counseling services are provided to strengthen emotional, psychological and mental wellbeing. The counseling process consists of case history taking wherein the residents share their history and catharsis helps them in venting out their emotional trauma. The counselor uses an eclectic approach in order to help them overcome their fears and use therapy to enhance self-confidence, self-resilience and self-esteem. Counseling and therapeutic supports help to develop survivor's understanding of the typically complex dynamics associated with abuse and situations of violence. It also assists them to overcome the traumatic effects of it.

YWCA of Delhi empower women to access and receive the range of institutional services and responses to which women are entitled and often require to overcome their experiences of abuse. Legal Aid Services, Police Assistance where-ever required is also organized by inviting experts.

STRATEGIC REPORT

STAND AGAINST VIOLENCE

CASE STUDY OF THEIR EXPERIENCES IN THE SHELTER HOMES

Resident aged 23 years was admitted to Maatritva chaaya shelter home by staff of Bapnu Ghar shelter home. The resident was 3 months pregnant at the time she was admitted. The resident was observed to be weak and disturbed for the first few days. She was taken for a thorough medical checkup to ensure her well being and health of the unborn child. When the resident was enquired about her history and where she belonged to, she reported her entire case but requested the in-charge and counselor not to contact her family, or else they will harm her in every way. A few months later she gave birth to twin baby girls which gave her a panic attack as she would not be able to raise the two alone. The staff kept in constant touch with the resident and took follow up counseling sessions to calm her and provide the much needed support. The resident despite much care of support began having issues with the other residents and staff of the shelter home. She was also facing problems with her children as they had begun to crawl and due to that she felt that they might fall off from the stairs some day, as a result it was decided that the resident be shifted to the

other branch of Maatritva chaaya which was on the ground floor itself. The resident adjusted well and slowly began opening up about her case which turned out to be completely different from the case she had initially reported to the staff.

The counselor and the in-charge dug deep into her case and contacted her mother and sister who were then called to the shelter home. It came as a shock to them because the resident had been missing from her home since 1 year and they thought she was dead. The entire situation was shared with her family and also told about the two girls. The family at first refused to agree to her and did not accept the children. But after long counseling sessions by the in-charge and telephonic conversations, the entire family was called to the center where it was decided that they will support her and help her get back her respect and rights she deserves. With a lot of intervention the resident was finally restored with her family after which she reportedly got married to the father of her children and is now settled with her family.



STRATEGIC REPORT

STAND AGAINST VIOLENCE MAHILA PANCHAYAT

Collective action is needed to fight pervasive threats to girls' and women's rights and Women's collectives have played an important role in community and civic life. Several evidence show that they have been instrumental in helping to break the culture of silence around sensitive matters of violence that they encounter in their daily lives. We believe in building and strengthening these women collectives to amplify voices of the marginalised across a range of stakeholders.

Mahila Panchayat project is a collective approach for community participation in dispute redressal .It talks about women rights and security.These Mahila Panchayats offer crisis intervention and legal aid at community level and help tackle local level legal disputes and assist in reduction and reconciliation of violence against women.

Mahila Panchayat services are delivered by individuals from the same community as those they serve as they are rooted in shared realities and experiences.These cases affect maintenance, domestic violence, alcoholism and other issues. In most cases Mahila Panchayats have been able to resolve the cases at their own level. In some cases, they had to take joint action to create pressure to obtain redressal for the women complainants.

As our response to COVID 19 pandemic ,we adapted and continued to provide support to the communities even during the Lockdown period. We facilitated and provided assistance to community members for the online filling of Ration forms Delhi Government. in getting. 276 forms online forms were filled in,165 families received Ration PDS . YWCA of Delhi Prepare masks for sale and distribution.

Create awareness in community on wearing masks & social distancing to prevent spread of Infection

IN THIS YEAR

- 718 - new cases were dealt
- 402 - cases were resolved
- 27 cases were referred to government authorities
- 84 follow ups
- 48 community meetings
- 49 Panchayat Meetings
- 1164 women contacted through meetings



STRATEGIC REPORT

STAND AGAINST VIOLENCE

सफल केस कहानी
महिला पंचायत -गोवदिपुरी

साजदा अपने माता-पति के साथ महिला पंचायत ऑफिस में आई, उसने बताया की उसके पति, नन्द और सास उसके साथ मारपीट करते हैं और बोलते हैं और दहेज व पैसा लाओ उसकी शादी को 2 साल हुए हैं वह पछिले 7 महीनो से अपने माइके में है |उसका पति बहिर से दूसरी शादी करने जा रहा है ऐसा उसके किसी रश्तेदार ने कहा है |

महिला पंचायत स्टाफ ने साजदा को समझाया की बनिा तलाक के आपका पतिदूसरी शादी नहीं कर सकता तोउसने कहा की उसकी ससुराल वालों से बात हुई है उन्होने कोर्ट में केस दर्ज किया है | साजदा व उसके माता-पति को को कहा गया की महिला पंचायत लड़के वालों को पंचायत में बुलाकर बात करेगी | महिला पंचायत ने साजदा के ससुर से फोन पर बात की उन्होने कहा की वे पंचायत में नहीं आएंगे | पंचायत ने पहले उन्हें प्यार से समझाया की यहाँ पर आपकी भी पूरी बात सुनी जाएगी परंतु वे तैयार नहीं हुए तब महिला पंचायत ने उन्हें कहा की यदवि महिला पंचायत ऑफिस नहीं आए तो हम साजदा को महिला आयोग लेकर जाएँगे और यदवि कोर्ट में ही जाना चाहते हैं तो महिला पंचायत साजदा को मुफ्त कानूनी मदद भी दिलाएगी अब नरिणय उन्हें करना है | महिला पंचायत द्वारा दिये गए समय पर साजदा का पति अपने एक रश्तेदार के साथ महिला पंचायत में उपस्थित हुआ | साजदा के जैसे ही उसके पति की आयु भी कम थी महिला पंचायत ने दोनों की बात सुनी और काउन्सलनिंग की | इसी तरह दो काउन्सलनिंग सत्रों में साजदा का पति व ससुराल वाले उसे ले जाने को तैयार हो गए यही साजदा व उसके माता – पति भी चाहते थे | ससुराल वालों ने कोर्ट में कोई केस दर्ज नहीं किया था | साजदा अपने ससुराल गई महिला पंचायत स्टाफ ने लोक डाउन के समय में भी फोन द्वारा साजदा के संपर्क में रहे और दोनों की पर काउन्सलनिंग करते रहे वर्तमान में दोनों सही से रह रहे हैं इस प्रकार महिला पंचायत के सहयोग से साजदा को अपना अधिकार मिला व अब वह घरेलू हिसा से मुक्त है |

A DAY IN THE LIFE OF A MAHILA PANCHAYAT LEADER

मेरी यात्रा,

मैं सुनीता सन 1998 से वाई० डब्ल्यू०सी० ए० आफ दल्लिी के साथ जुडी, तब मैं त्रलोकपुरी सेंटर में इसटेब्लिशमेंट स्टाफ के रूप में काम कर रही थी , उस समय में 19 साल की थी मुझे पैसे कमाने में कोई रुचि नहीं थी | काम करने का मुख्य कारण था टी 0 वी 0 को ठीक कराना | मेरा वेतन कुल तीन सौ रूपए था, दो महीनो में टी०वी० तो ठीक हो गया परंतु मैं अपने काम से जुड़ गई | फरि 2009 में मेरे कार्यकाल में सबसे बड़ी परेशानी आई मेरा तबादला त्रलोकपुरी से गोवदिपुरी कर दिया गया , मैं अपने घर दो बस बदलकर काम पर गोवदिपुरी सेंटर आने लगी | अपने काम से जुड़े आज मुझे 22 साल हुए हैं ,और इन सालो में मैंने बहुत कुछ सीखा | मेरा आत्म वश्वास बडा और मुझ में अपनी बात कहने की हमिमत आई | TRAININGS द्वारा काम को बेहतर ढंग से करने की सीख मलिी |मेरे सहकरमचारियों के साथ और वभाग के मुख्या के प्रोत्साहन से मेरी हनिदी में तो सुधार आया ही साथ ही में अब थोडा- थोडा कम्प्यूटर भी सीखने लगी हूँ | मुझे अपने काम से कुछ ऐसा प्यार हुआ है की इसे छोड़ना असंभव है | सच में आज मैं अपने जीवन की कल्पना वाई ०डब्ल्यू०सी० ए ऑफ दल्लिी के बनिा नहीं कर सकती | वर्तमान में मैं पैरलगिल वरकर महिला पंचायत में काम कर रही हूँ |

Sunita



STRATEGIC REPORT

STAND AGAINST VIOLENCE

WORKING WOMEN HOSTEL

Ensuring safety of women has been the mandate of the organisation from the time the organisation began. Historically, many local YWCA associations to ensure that young working class women, arriving alone, have decent clean-living spaces initiated Working Women Hostel Programme that facilitated women to pursue careers in cities and be economically independent. The concept of working women hostel and safe space is undergoing change with time and context and we as YWCA of Delhi are challenging and adapting ourselves with new emerging philosophy.

YWCA of Delhi has been running and managing three working women's hostels located in different parts of Delhi. This is aligned to YWCA of Delhi's mandate to ensure that working women are provided with a safe space to live. The Centenary Working Women's Hostel (CWWH) situated in the heart of Delhi and has nearly a 100 percent occupancy throughout the year.

The Ministry of Women and Child Development jointly with the Ministry of Development of North Eastern Region, Government of India has set up the Working Women's Hostel in Jasola Vihar, New Delhi for women of the North eastern States and other women arriving in Delhi for work. YWCA of Delhi manages the hostel on behalf of the Ministry of Development of North East Region. Therefore Jasola Working Women Hostel displays a blend of ethnicities and diverse cultures living in harmony. The third Working Women Hostel managed by YWCA of Delhi is the Priyadarshini Working Women's Hostel (PWWH) in Shahdara. This is managed under an agreement with the Department of Women and Child Development, Government of NCT. This MOU has come to an end in August 2020.

In the year 2019-2020 we have provided services to a large number of women even during the critical time of COVID-19 lockdown. Despite facing challenges, all staff of hostels worked extra hours to

overcome these difficult times and ensure a comfortable and safe place to stay. During the COVID lockdown period YWCA hostels provided safe and comfortable homes to many medical staff presently, in spite of the pandemic.

We are proud to have provided residential facilities to more than 22 medical professionals both doctors and nurses, who were working during the lockdown period. We developed new SOPs to manage and operate hostels aligned to GOI guidelines. We also created quarantine spaces and systems to ensure safety of residents and contain the spread of infection. Our staff, particularly the housekeeping staff have received several rounds of training to help them deliver their duties in a safe environment.

redressal for the women complainants.

IN THIS YEAR

A total of 1020 working women availed services of hostels

415 new residents joined the Working women Hostel

STRATEGIC REPORT

STAND AGAINST VIOLENCE

WORKING WOMEN HOSTEL



STRATEGIC REPORT

STAND AGAINST VIOLENCE

PUBLIC AFFAIRS AND SOCIAL INITIATIVE AND YOUTH ENGAGEMENT

“We make history or history makes us” Marge Piercy.
We believe in redefining the narrative around women and girls; from victims and vulnerable, to powerful agents of change and critical drivers of progress.

The Public Affairs and Social Issues Department in collaboration with Youth Department organized several workshops for the Young women and girls of Women’s Training Institute in YWCA. Issues ranged from sexual harassment, accessing social support, where to get help and how to deal with the emotions.

IN THIS YEAR

500 students have received training on matters of gender and gender based violence. We have also been part of One Billion Rising Campaign to voice against increasing violence against women.



STRATEGIC REPORT

EDUCATION PROGRAMME FOR CHILDREN

Education transforms the lives of children and therefore access to quality education is critical as it creates a pathway for them to lead a dignified life. We believe that access to quality education is not for the privileged only. Therefore we strive to break down the barriers to education by helping poor and vulnerable children by supporting them to improve their learning skills. Our work goes beyond the borders to improve their literacy and numeracy skills but we provide them a fun and safe environment to learn.

YWCA of Delhi through its Child friendly spaces programme being implemented in Najafgarh Centre and Ashoka Road - Neighbourhood School strives to provide a safe & secure learning environment for children in order to address gaps in basic skills. These interventions comprise remedial classes to children attending schools as well as drop outs. The Neighbourhood school focuses on children currently enrolled and attending school. These children either live in Night shelters and nearby slums located in Central Delhi. Najafgarh and Dhansa village centres address learning opportunities among children who are school dropouts. These programmes support skills of reading, writing, english, hindi and building understanding of mathematics and science subjects. We teach them step by step. We believe that access to education is a fundamental human right and every child is entitled to it.

We engage with children using innovative techniques involving Storytelling session through Flash Cards, Drawing, Poetry, Indoor & Outdoor Games, Sessions on Life skills and cultural programmes. YWCA of Delhi in partnership with Delhi Minority Commission created awareness about Education Scholarship programme in communities and facilitated families to prepare documents that were to be issues by from various government departments

like income certificate, opening of bank accounts, arranging original fee receipt from school, Report cards, updated Aadhar card, caste certificate etc. for online registration & uploading of documents on the website while filling up their scholarship forms. Last year we facilitated

IN THIS YEAR

40 children were enrolled in Neighbourhood School .
95 children in Najafgarh and Dhansa village
Applications for 430 children uploaded on the portal.



STRATEGIC REPORT

EDUCATION PROGRAMME FOR CHILDREN



STRATEGIC REPORT

EDUCATION PROGRAMME FOR CHILDREN

YWCA of Delhi has featured in several Live discussion programs called “Guidance for students – Exam Helpline”. The National Council of Education, Research and Training (NCERT) in 2019 through its project telecasted on National Television (Swayam Prabha channel #31) and live on Youtube was aimed to bring students on a platform where they could seek help from professionals in dealing with stress due to examination and build awareness so that skills to manage anxiety board examinations. This program was an effort made by the government in

order to make professional help available to every child of our country whether from the urban or the rural sector or even from the very basic villages where such professional help is not available. This program also received many on-line questions as well as live calls were received from different parts of the country. A team of Experts from the education and psychological sector were invited to be a part of the panel and talk about major issues arising during the times of board examinations and other related problems.



Ms. Namrata Sharma
YWCA of Delhi, New Delhi



STRATEGIC REPORT

VOCATIONAL SKILL BUILDING AND EDUCATION PROGRAMMES

We are committed to equip young people with the knowledge and know-how to handle business opportunities and future job endeavors. We believe that personal development, education and vocational skills development are the way to end poverty. We endeavour to make these opportunities accessible to young people for a better future.

YWCA of Delhi with its Vocational Training Institutes over the years has developed a full-fledged accelerated skills training programme to link learning and livelihoods for young people with forward linkages to employment avenues. We have an impressive footprint in terms of its partnership approach, face-to-face and e-learning training content and methodology, capacity building of faculty members and job placement.

IN THIS YEAR

706 students enrolled for diploma courses
77 companies offered jobs to our students
Affiliation for 2 courses with Sector Skills Council was completed
30 Students from the Department of Fashion Technology completed their internship with the Ministry of Textiles
Matrix hair color company conducted sessions on hair coloring and designing with HBC students of WTI.

The 1st Convocation Ceremony at Vocational Training Institute was held on 2nd November 2019 for the batch of 2018-19. 150 students graduated. The Chief Guest for the event was Col. Anil Kumar Pokhriyal, CEO & Executive Board Member, MEPS (Management & Entrepreneurship and Professional Skills Council)

Women's Training Institute held its Convocation Ceremony for the 2018-2019 batch when 75 students position holders received their diploma out of 644 graduates. The Chief Guest for the event was

Ms Swati Maliwal, Chairperson of Delhi Commission for Women and Dr. Mamta Sharma, Principal of Aditi Mahavidyalaya, Delhi University



STRATEGIC REPORT

VOCATIONAL SKILL BUILDING AND EDUCATION PROGRAMMES

KEEPING THE DOORS OF LEARNING OPEN DURING COVID - 19

COVID-19 disrupted our education and training programmes at a critical juncture. Continuation of teaching and learning was extremely important and we had to quickly adapt to digital and virtual options.

Classes for all the courses were immediately launched over an e-learning virtual platform by the faculty members for the students during the COVID -19 Lockdown . We revisited our curriculum and developed e learning management systems for major courses.

In order to equip faculty members , online Training Sessions on Google Applications, Advance Excel, Audio and video editing in PPT presentations, Communication and Presentation Skills etc. using Google meet. There have been several virtual Career Counseling Sessions.

Virtual Webinars were regularly conducted 4 sessions per week on the various topics related to the courses available with us. This generated further awareness and helped in promotion for the new academic sessions. Several short promotional videos of the courses along with Alumni testimonial were uploaded on Social media platforms

Final Examinations for all the courses were conducted online over Google classroom.

The new Academic sessions started on 31st August 2020 on the virtual platform of Google Classrooms. Regular classes are being conducted for the courses FT, OM, IT and Interior Designing.

FREE LIVE WEBINAR on Weave Pattern Design

 By IT Department , YWCA OF DELHI

WEDNESDAY
23rd SEPT, 2020
3 PM - 4 PM

Download Google Meet
Meeting ID :- ohk-onab-tyh

For Any Query

Call :- 7011299060

Email :- admission@ywcaofdelhi.org

www.ywcaofdelhi.org

STRATEGIC REPORT

VOCATIONAL SKILL BUILDING AND EDUCATION PROGRAMMES

EARLY CHILDHOOD EDUCATION

For YWCA daycare students, 2019 was a year of fun, learning, and growth. Our students participated in pretend play, explored buildings with different materials in our new maker space, read lots of books, and so much more. Every single day at the YWCA daycare is filled with fun activities that help children grow socially, emotionally, physically, and cognitively.

YWCA of Delhi daycare Centre provides a safe and healthy environment for children to learn social, emotional, physical, and cognitive skills, in programs that are designed to complement their home experiences.

HERE ARE WHAT PARENTS TO SAY ABOUT THEIR CHILDREN'S EXPERIENCE AT THE CENTRE

“I really want to appreciate the services of Ywca daycare. My daughter’s name is Aalisha and she is going to the day care since she was just one year old and now she is going to be nine. I personally like the day care very much area wise, location wise, safety, staff and attendant who are taking care of the kids. Ywca day care staff and care takers are very nice and humble to our kids and treat them nicely too. **Thank you” Aradhana Samuel (Mother of Aalisha)**

“Leaving your kid to unknown place is not easy but YWCA - Child Care made that quite easy and comfortable for me and my kid. It’s a great place for kids with all necessary facilities. Teachers and care takers are very supportive and caring. Proper schedules (meals & sleeping time) are followed for the children. Apart from this day to day entertainment & learning activities are also the part of schedule no matter the age of child. I was very happy to see my small one year kid performing actions on poems and playing with colors. I have personally seen kids having fun whenever I visited the place. One of the most important concern of parents is security which is very well taken care of in YWCA. Apart from this, the YWCA creche is just not a one room creche, it’s a huge campus having open parks where kids can play and enjoy the beauty of nature. I am very thankful to entire YWCA team & caretakers for their love and care towards our kids which has helped us to peacefully perform our office duties during day time.”**Neeta Lakhani(Mother of Virat)**



STRATEGIC REPORT

VOCATIONAL SKILL BUILDING AND EDUCATION PROGRAMMES

OUR RESPONSE TO COVID 19 SCENARIO

Our 2020 daycare year started much like many years, with anticipation of what is to come along with excitement over seeing our young learners grow as students.

As spring approached, we encountered the need for a new normal. Our utmost commitment to what is best for daycare kids compelled us to shift our focus to virtual family support as many of our families felt the burden of COVID-19 deeply through job loss, inability to access stimulus checks and already tight budgets being stretched to the maximum. We had to close down the daycare for a temporary period as per government guidelines. To continue our engagement with children, YWCA of Delhi adopted online mode on early childhood education. We made modules that initiated our virtual interaction with toddlers. These included action songs and fine/gross motor activities) and after-schoolers (including stories, riddles, tongue twisters) along with we have started early childhood education such as online summer camp, and virtual storytelling program.

SUMMER CAMP - Three weeks filled with fun and knowledge, with activities such as art and crafts,,, dance, music, storytelling, and more! This lockdown was challenging for kids as well and this online summer camp was perfect platforms for kids to socialize with other kids. We used only waste materials or easily-available materials at home for the Activities as it was not at all safe to get stationery material during the Covid -19 situation and it was also kept in mind that there should be no less fun and enjoyment for the

kids even if they are at home and attending the summer camp. Children ages 5 to 11 years old joined our fun-filled online Summer camp experiences, specialized theme activities, exciting virtual excursions to keep them engaged and learning new skills.

The activities were so designed that children could perform them on their own, online dance parties were organized, fun games like Simon Says, or handling a balloon/ball with one hand along with the stories matching the themes for the week.

VIRTUAL STORYTELLING PROGRAM - storytelling are effective tools to learn a language, fun way for children to learn language, for this reason YWCA OF DELHI initiated to make learning motivating and lasting through storytelling so we have started our virtual storytelling sessions in the month of August with 18 students. In this program we included toddlers and preschooler. We explored good stories according to the age group and for toddlers we include some basic concept such as colours, shapes, opposites etc... we are getting good feedback from parents for our virtual storytelling session as during covid-19 situation parents do not want to send their kids to school so they could get a good learning platform for their kids.

Office Management Department - Alumni Speak

ADMISSIONS OPEN FOR 2020-21 BATCH

ENROLL NOW - www.ywcaofdelhi.org -... See more



YOUTUBE.COM

YWCA OF DELHI - OFFICE MANAGEMENT ALUMNI SPEAK

STRATEGIC REPORT

PARTNERSHIPS AND NETWORKING

We understand that building partnerships and networks is not about an option to choose but it is critical for creating greater impact. Our alliances exist along a broad spectrum of agencies from Government , for profit companies , ngos etc.

WE REPRESENT IN THE INTERNAL COMPLAINT COMMITTEE OF 24 GOVERNMENT MINISTRIES AND DEPARTMENTS

1. Ministry of Personnel, Public Grievances & Pensions
2. Ministry of Finance, Department of Disinvestment
3. Department of Women & Child Development - HeadQuarters
4. Ministry of Corporate Affairs
5. Centre for Railway Information System
6. FSSAI
7. Sports Authority of India
8. Ministry of Home Affairs
9. State Bank of India , HQ
10. Delhi Urban Art Commission
11. Central Adoption Resource Authority (CARA)
12. Ministry of Law and Justice, Department of Justice
13. Ministry of Home Affairs, National Intelligence Grid (NATGRID)
14. Ministry of Health & Family Welfare
15. Bharat Broadband Network Limited
16. National Capital Region Transport Corporation
17. Department of Women & Child Development : GNCTD
18. Delhi Jal Board
19. Dept. of Telecommunications
20. I.G.D.T. U
21. Department of Posts
22. IAAS-National Health Agency, Govt. of India
23. Department of Administrative Reforms & Public Grievances
24. State Bank of India , Local Head Office
25. Ministry of Textiles

THROUGH OUR SHELTER HOME PROJECT WE WORKED IN PARTNERSHIP WITH

GOVERNMENT DEPARTMENTS :

Department of Women & Child Development
Delhi Commission for Women.
Child Welfare Committee
Delhi police.
DUSIB (Delhi Urban Shelter Improvement Board
DLSA (Delhi State Legal Services Authority)
MCD (Delhi Municipal Corporation)
Mobile Health Unit.

NON PROFIT ORGANISATIONS

Nirmal Chaya
Snehalaya
Umit Ki Kiran
Nav Kiran
KI Nepal
Meiti India
Koshis
Bapnu Ghar
Mahila Samaan Ashyana Shelter.
One Stop Centre
And Hospital
IHBAS
Hindo Rao
Kamla Nehru Maternity hospital
Babu Jag Jeevan Ram Hospital
Ambedker Hospital
Local Dispensary Jahangirpuri
Pant hospital
Local dispensary Sarai Rohilla

STRATEGIC REPORT

PARTNERSHIPS AND NETWORKING

OTHER

Embassy of Nepal

THROUGH OUR EDUCATION INSTITUTES WE HAVE PARTNERED WITH

GOVERNMENT DEPARTMENTS LIKE

Ministry of Textiles
Management & Entrepreneurship and Professional Skills Council , Sector Skill Council , National Skill Development Corporation
Government of NCT of Delhi , for Career Conclave

COMPANIES :

Fevicryl
Maped Company
77 companies offering jobs to students

THROUGH OUR SOCIAL DEVELOPMENT PROJECTS WE PARTNERED WITH

NON PROFIT ORGANISATIONS

Butterflies
One Billion Rising celebration with SANGAT A FEMINIST NETWORK.
D L S A
Delhi Minorities Commission
Centre for Women and Development Studies

OTHER HIGHLIGHTS

SISTERHOOD OF VOLUNTEERS



OTHER HIGHLIGHTS

CHRYSANTHEMUM SHOW

The 71st Chrysanthemum Show was organised in December, 2019. The event was dedicated to “Women Leadership in Climate Change”. Each year this show is dedicated towards a theme and the participants from the Government Dept. like President House, NDMC, Railways, participate, showcasing their Chrysanthemum flowers making it one of the most awaited, widely anticipated and unique event for the people of Delhi. This annual winter event is known all over India for its display of several varieties of chrysanthemum flower arrangements and

open to the public. Documentaries were screened for students and staff of YWCA as well as YMCA with a focus on preserving and protecting the environment. We partnered with CMS VATAVARAN, an established name that promotes sustainable and environment friendly living in India. Using films as a window to delve into issues of environment, the festival showcased the best of Indian and International films and documentaries.



OTHER HIGHLIGHTS

BLUE TRIANGLE FAMILY HOSTEL



PERSONNEL COMMITTEE REPORT

An Organization is a social entity that functions continuously to achieve its pre-defined goals and its success depends on the knowledge, skills, behavior and the ability of the workforce of the organization. Human Resource plays a critical role in the stability and progress of any organization. The Personnel Committee always attempts to formulate strategies related to the welfare of the organization and its employees. To this end, strategic management and the ability to provide nimble, yet firm leadership, plays a vital role. However, internal and external factors are a constant variable in determining outcomes. The COVID-19 pandemic constitutes the singular most destructive externality this year. Its impact across the world has invariably caused problems for the organization and has translated into our HR policies as well. The singular challenge for the Personnel Committee was to reconcile the functioning of the organization during and after lockdown mandates, with well-being of its employees. In this endeavor, the Personnel Committee took the following important and sweeping changes:

- Remote working and coordination was enshrined in the personnel policy;
- Remote learning was implemented throughout the various institutions managed by the organization.

The Personnel committee also focused on the streamlining of the departments and ensuring the right number of staff at right positions so that individuals with the skills, experience and spirit of teamwork are able to contribute effectively.

The Committee maintains its commitment to the goal of ensuring an enriching environment for the employees so that they stay committed to delivering on the expectations of the organization. We strongly believe that it is the quality of one's trust that determines success in any endeavor and that trust is only built when the workforce is assured that just as it stands with the organization; the organization will stand with them in times of need. Over the years, the PC has worked to nurture a relationship of mutual respect and understanding among the employees. The staff of YWCA has shown inspiring strength, zealously, and courage by standing with the organization through this unprecedented crisis and the committee expresses its gratitude to them for their support.

In addition to the above, following other significant decisions were taken by the PC in the year 2019-20:

- Formulating of Committee Members for the policies on Child Protection & Whistle Blower
- Formulating the guidelines for Work from Home Policy
- HR Audit for Educational Institute, GA & Accounts Department
- Labour License for hiring outsourced staff
- Training & Development Programs
- Setting up of KRAs for individual staff members
- Amendments in Personnel Policy
- Operating procedures for sanitization, and working in office.

IN THIS YEAR

We made 26 new recruitments

4 staff retired

Over 20 trainings organised in house to build capacities of staff

TREASURER REPORT

HIGHLIGHTS OF THE YEAR

There is an increase in our overall income of 3.65% in comparison to previous year increase of 4%. The Net Deficit during the year 2019-2020 is Rs. 56,47,243/- (Rs. Fifty Six lakhs Forty Seven thousand two hundred and forty three only). There is a decrease in deficit by 56% from the previous year 2018-19. This decrease in deficit is due to increase in interest income and capitalization of the renovation work of Rs. 54,71,642/- (Fifty four lakhs seventy one thousand six hundred and forty two only).

The gross income from our Education programme is Rs. 4, 65,18,615/- (Rs. Four Crore Sixty five lakhs Eighteen thousand Six hundred and fifteen only) reporting a decrease of 5.78% over the previous year. During the year the gross income from our Hostels including BTFH is Rs. 5,74,16,200/- (Five core seventy four lakhs sixteen thousand and two hundred only) reporting an decrease of 3.79% over the previous year. Priyadarshini Working Women's Hostel, Rohini Working Women's Hostel & Jasola Working Women's Hostel are under MOU with Government. The Hostel fees for PWWH, RWWH and JWWH are decided by the Government. RWWH was handed over to the Government in September 2019 hence there is a decrease in our Receipts from hostels.

Investment in our Fixed Deposit as at the end of year is Rs. 8,74,56,050/- (Eight core seventy four lakhs fifty six thousand and fifty only). There is an increase in fixed deposits due to accumulated interest on matured fixed deposit being reinvested.

The income earned during the year from these fixed deposits and bank account is Rs 69,86,675/- (Sixty nine lakhs eighty six thousand six hundred and seventy five only). The General Fund of the YWCA of Delhi is Rs. 26, 02, 08,656/- (Twenty six crore two lakhs eight thousand six hundred and fifty six only) as at the end of financial year 31st March 2020.


We would like to place on record our sincere thanks to our statutory auditors, M/s Ray & Ray Associates. We are also thankful to our Internal Auditors M/s. Sahoo & Co.

We would like to thank the President Ms. Hazel Siromoni for her advice and guidance in improving the functioning.


We take this opportunity to extend our sincere thanks to the Vice Presidents, the Board Members, Assistant Treasurer, the Chairperson and the members of the Finance Committee. I would also like to thank the General Secretary, Ms. Abha Ekka, Accounts team, Administrative Secretary Ms. Kiran Khurana, all Head of Departments and the staff of YWCA of Delhi for their significant support throughout.

Ms. Maria Gabriel
Asst. Treasurer

BALANCE SHEET

YOUNG WOMEN'S CHRISTIAN ASSOCIATION OF DELHI CONSOLIDATED BALANCE SHEET AS AT MARCH 31, 2020			
PARTICULARS	SCHEDULE	AS AT 31.03.2020 (INR)	AS AT 31.03.2019 (INR)
<u>FUNDS AND LIABILITIES</u>			
CORPUS FUND		7,500,000	7,500,000
GENERAL FUND	1	260,208,656	265,855,899
DESIGNATED FUNDS	2	104,633	104,633
PROVISIONS	3	24,475,178	22,778,942
CURRENT LIABILITIES	4	29,600,384	24,961,931
TOTAL		321,888,851	321,201,405
<u>ASSETS</u>			
FIXED ASSETS	5	174,741,890	188,533,889
INVESTMENT	6	87,456,050	81,734,990
CURRENT ASSETS AND LOANS & ADVANCES	7	59,690,911	50,932,526
TOTAL		321,888,851	321,201,405
<p>Significant accounting policies and Notes form an Integral part of the Balance sheet</p> <p>In terms of our report of date attached</p> <p>For Ray & Ray Chartered Accountants (Firm Regn. No- 301072E)</p> <p style="text-align: center;">For Young Women's Christian Association of Delhi</p> <div style="display: flex; justify-content: space-between;"> <div style="width: 30%;"> <p>sd/- Samir Manocha (Partner) Membership No. 091479</p>  </div> <div style="width: 30%;"> <p>sd/- Abha Eldka (General Secretary)</p> </div> <div style="width: 30%;"> <p>sd/- Maria Gabriel (Honry. Assistant Treasurer)</p> </div> </div> <p>Place: New Delhi Date : 30.09.2020</p>			

BALANCE SHEET

YOUNG WOMEN'S CHRISTIAN ASSOCIATION OF DELHI			
CONSOLIDATED INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED MARCH 31, 2020			
PARTICULARS	SCHEDULE	AS AT 31.03.2020 (INR)	AS AT 31.03.2019 (INR)
INCOME			
INCOME FROM PROGRAMME/PROJECT			
EDUCATION PROGRAMME		46,518,615	49,370,203
HOSTEL RECEIPTS		57,416,200	59,677,041
OTHER PROJECTS		13,118,938	10,909,240
HALL AND EQUIPMENT CHARGES		7,218,997	6,675,991
INTEREST INCOME		15,456,307	5,908,801
OTHER INCOME		1,035,388	3,272,653
TOTAL		140,764,445	135,813,929
EXPENDITURE			
EDUCATION PROGRAMME	8	42,325,984	42,465,376
HOSTEL	9	51,238,080	54,806,127
OTHER PROJECT	10	10,987,297	9,433,183
EMPLOYEE BENEFITS	11	13,800,224	13,532,772
OTHER EXPENSES	12	7,310,272	5,738,502
DEPRECIATION	5	20,749,831	22,805,937
TOTAL		146,411,688	148,781,897
SURPLUS/ (DEFICIT) FOR THE YEAR		(5,647,243)	(12,967,968)
TOTAL		140,764,445	135,813,929
Significant accounting policies and Notes form an integral part of the Income & Expenditure account			
In terms of our report of date attached For Ray & Ray Chartered Accountants (Firm Regs. No- 301072E)		For Young Women's Christian Association of Delhi	
sd/- Samir Manocha (Partner) Membership No. 091479		sd/- Abha Elkka (General Secretary)	sd/- Maria Gabriel (Hon'y. Assistant Treasurer)
Place: New Delhi Date: 30.09.2020			

NOMINATING COMMITTEE REPORT

Greetings to you all on behalf of the Nominating Committee (NC), YWCA of Delhi. The NC members comprised of an excellent team who worked earnestly with commitment and enthusiasm.

1. Ms. Rekha Kapila
2. Ms. Minakshi Singh
3. Ms. Dora Prem
4. Ms. Susan R Chacko
5. Ms. Aruna Jayant
6. Ms. Sumita Kumar
7. Ms. Sheeba Verghese(NC Chairperson)

We are all aware that the date of renewal of the membership was extended to the 31st of July 2020 as a result of the pandemic. The eligibility and electoral lists were prepared by the MAP committee and same was handed over to the NC chair on 31st July 2020 at 5 pm.

The first Nominating committee's meeting was held on zoom on the 24th of August 2020. The members made a unanimous decision to conduct the entire nominations and election online and the same was conveyed to the members through an email but as a few members objected to this, the nominations were done online and the elections were held on the 17th of August 2020 in the YWCA premises between 10 am and 2.30 pm.

The NC meetings were held on 24th August, 19th Sept, 28th Sept, 30th Sept, 3rd Oct, 8th Oct, 16th Oct 2020. The NC members brought home cooked food, snacks, juices etc. as the YWCA was not be able to provide food and snacks and reimburse conveyance expenses due to financial issues but were provided with hot coffee and tea whenever needed. NC members were extremely cooperative, the time spent together in planning the nominations, and the election process was a very rich experience that can never be erased from each one's memory.

As the decision to hold in person elections was conveyed to the office of the GS, she had to write and seek permission as very strict measures and restrictions were laid down by the Delhi Govt. for large gatherings due to the pandemic.

Members were informed of the same and were instructed to strictly adhere to the regulations laid down by the office of the Deputy Commissioner of police, New Delhi.
66 members cast their votes for the 18 contestants for various posts.

It is time to ponder as to why members become so politically oriented as the election time approaches. Have we ever thought why elections are important for member organizations? One must ,as a member never forget that each one of us have equal responsibility in building up the association. None is greater or smaller.

What is our interest in the elections? Is it to bring in a person of our choice or to bring in leaders with experience, credibility, and calibre and to nurture young leaders who can take the movement forward to a new realm?

The issues facing membership organizations are seemingly endless – membership growth, finance and personnel matters, better engagement with members, developing the board and leadership, embracing and utilizing technology and positively representing the organization to public at large.

NOMINATING COMMITTEE REPORT

Fair and transparent elections promote the general welfare of the organization as well as create a positive public image to members and non-members alike.

Elections must be held to give members an opportunity to engage in the organization and a chance to connect with organization's leadership. The members should be made aware of the skills and management capabilities of potential leaders in order to allow them to choose the right leaders and not bring in members who have limited vision for the association.

The NC work was very intimidated and challenged but the cooperation of the NC members helped us complete the work in the most transparent manner. Since there were several challenges before the committee, an eligibility criteria was laid down based on which candidates were put up in various posts. We thank and praise God that none of the members got infected with the COVID 19 virus during the entire process which lasted over two months despite members travelled long distances using public and private transport from several places of Delhi-NCR.

Ms. Lun Samte, the Election Secretary, assigned to help and assist did a commendable job. In spite of her core responsibility of managing affairs at the CHWW she was always available to help us.

We are grateful and thankful to the GS and the few support staff available. They too ensured that our work went on without hurdles.

This report will be incomplete if the involvement and the hard work of the four tellers i.e. our associate members goes unmentioned. They willingly came monitored the election process and lead the counting of votes. The NC team is very grateful to them for their wholehearted participation.

1. Capt. Rama Arya
2. Ms. Noni Jolly
3. Ms. Vandana Choudhary
4. Ms. Nutan Chopra

The YWCA of Delhi and the NC team is grateful and thankful to each of you.

Ms. Sheeba Verghese
Chairperson, Nominating Committee

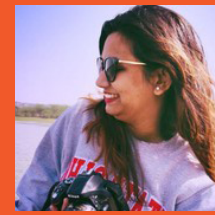
BOARD MEMBERS



Ms. Hazel Siromoni
PRESIDENT



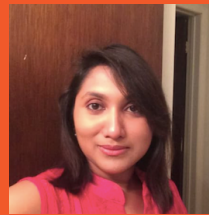
Ms. Kavita Nathan
VICE PRESIDENT



Ms. Zoe Christopher
VICE PRESIDENT



Ms. Nikita Joseph
TREASURER TILL MAY 2020



Ms. Maria Gabriel
ASST. TREASURER



Ms. Sona Jharia Minz
RECORDING SECRETARY
- TILL JULY



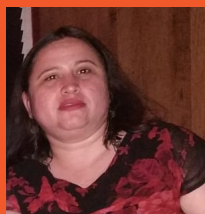
Ms. Zarina Bazliel
BOARD MEMBER



Ms. Rekha Kapila
BOARD MEMBER



Ms. Anuvinda Varkey
BOARD MEMBER



Ms. Maria Willis
BOARD MEMBER



Ms. Mercy Rao
BOARD MEMBER



Ms. Shikha Rebecca John
BOARD MEMBER

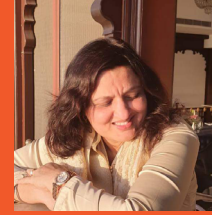
BOARD MEMBERS



Ms. Meriel Michael
BOARD MEMBER



Ms. Noni Jolly
BOARD MEMBER



Ms. Vandana Chaudhary
BOARD MEMBER



Ms. Jeyaashri C Samuel
BOARD MEMBER



Ms. Beulah Preeti Nadar
BOARD MEMBER

COMMITTEE MEMBERS

PERSONNEL COMMITTEE

Sl. No.	Name of the Member
01.	Ms. Maria Gabriel (Chairperson)
02.	Ms. Zarina Bazliel (Co- Chairperson)
03.	Dr. Annie Mathew
04.	Prof. Abdul Aziz Seyid

FINANCE COMMITTEE

Sl. No.	Name of the Member
01.	Ms. Kavita S. Nathan, (Chairperson)
02.	Ms. Chinnamma Varghese
03.	Ms. Meriel Irene Joy Michael
04.	Ms. Sumita Kumar
05.	Dr. P.L.N. Raju

BUILDING COMMITTEE

Sl. No.	Name of the Member
01.	Ms. Jeyaashri C. Samuel (Chairperson)
02.	Ms. Anuvinda Varkey
03.	Dr. Annie Mathew
04.	Mr. John Mackly

SHELTER HOME COMMITTEE

Sl. No.	Name of the Member
01.	Ms. Shikha Rebecca John (Chairperson)
02.	Ms. Apphia A Daniel
03.	Ms. Susan R. Chacko
04.	Ms. Irene Cherian
05.	Ms. Dora Prem

WORKING WOMEN'S HOSTEL COMMITTEE

Sl. No.	Name of the Member
01.	Ms. Maria Antoinette Rajamani (Chairperson)
02.	Ms. Irene Rita Simon
03.	Ms. Juliet Extros
04.	Ms. Helen Victoria Saldanha
05.	Ms. Dolly Solomon
06.	Ms. Kamla Stalin George
07.	Ms. Iris Fredrick
08.	Ms. Zoe Christopher

EDUCATIONAL INSTITUTE (WTI & VTI) COMMITTEE

Sl. No.	Name of the Member
01.	Ms. Zarina H. Bazliel (Chairperson)
02.	Ms. Beulah Preeti Nadar (Co-Chairperson)
03.	Ms. Noni Jolly
04.	Ms. Lalita Sen Joshua
05.	Ms. Sylvia Lal
06.	Ms. Minakshi Doreen Smith
07.	Ms. Romila Singh

PASI COMMITTEE

Sl. No.	Name of the Member
01.	Ms. Anuvinda Varkey (Chairperson)
02.	Dr. Jyotsna Chatterjee
03.	Ms. Ella Sonawane
04.	Ms. Bhawna Rahel

COMMITTEE MEMBERS

BLUE TRIANGLE FAMILY HOSTEL COMMITTEE

Sl. No.	Name of the Member
01.	Ms. Meriel Irene Joy Michael (Chairperson)
02.	Ms. Jeyaashri C. Samuel (Co-Chairperson)
03.	Ms. Shirley Samuel
04.	Ms. Mavis Russell
05.	Ms. Honey Joshua

RELIGIOUS EDUCATION COMMITTEE

Sl. No.	Name of the Member
01.	Ms. Mercy Rao (Chairperson)
02.	Ms. Mavis Russell - Co-Chairperson
03.	Ms. Dheera Bhola
04.	Ms. Mary Michael
05.	Ms. Molly Cherian

MEMBERSHIP AND PROGRAMMES COMMITTEE

Sl. No.	Name of the Member
01.	Ms. Rekha Kapila (Chairperson)
02.	Ms. Dimple Tresa Abraham
03.	Ms. Apphia Akanksha Daniel
04.	Ms. Vandana Choudhary

YOUTH COMMITTEE

Sl. No.	Name of the Member
01.	Ms. Maria Gabriel (Chairperson)
02.	Ms. Akanksha Bhatti - Co-Chairperson
03.	Ms. Beulah Preeti Nadar

COMMUNITY DEVELOPMENT PROGRAMMES COMMITTEE

Sl. No.	Name of the Member
01.	Dr. Sonajharia Minz (Resigned) (Chairperson)
02.	Ms. Noni Jolly (from Aug'20 onwards) (Chairperson)
03.	Ms. Vanaja Gabriel - Co-Chairperson
04.	Ms. Saumya Jogy
05.	Ms. Anuvinda Varkey
06.	Ms. Chinnamma Varghese
07.	Ms. Vandana Chaudhary

NOMINATING COMMITTEE

Sl. No.	Name of the Member
01.	Ms. Shiba Verghese (Chairperson)
02.	Ms. Rekha Kapila
03.	Ms. Dora Prem
04.	Ms. Minakshi Singh
05.	Ms. Sumita Kumar
06.	Ms. Aruna Jayant
07.	Ms. Susan R. Chacko

EXECUTIVE TEAM

Abha Ekka - General Secretary

Kiran Khurana - Administrative Secretary

Rita Dasgupta- Deputy Director Hostels

Rita Aggarwal- Ex HOD PASI & Youth

Anita Keskar- Ex Deputy Director Education Institute

John Rodrigues - Ex Purchase Officer

Linda Gangmei- HOD Shelter Home

Renuka Das- HOD MAP and REC

Nafees Ahmed - HOD CDP

Shalini Sunny - Senior Coordinator Education Institute

Ruby Rajeev - Office Manager

Sarita Sharma - HR Officer

Sweetie Dogra - Accounts Manager

Deepa Rani Zhosto - Coordinator

Sarika Tandon - BDE

Lun Samte - Coordinator CHWW

Jyoti Nagwansi - Coordinator JWWH

Satish Kumar - Coordinator BTFH

Narendar Tongaria - Project Engineer



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ANNUAL REPORT 2019 - 2020