



**GURUJI
EDUCATION
FOUNDATION**

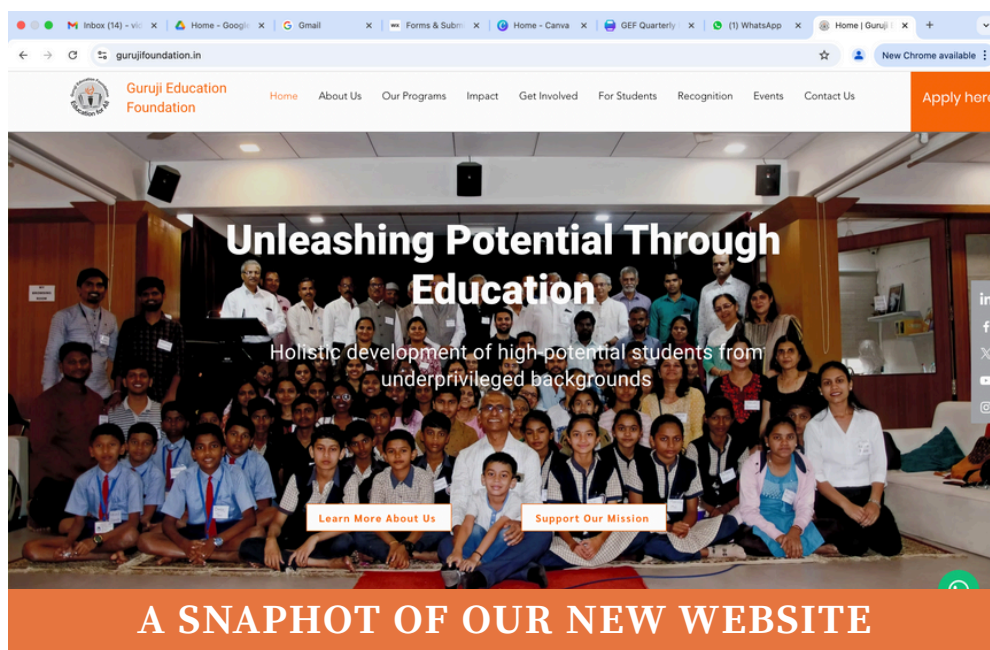
Annual Report 2024-25

*Cover Photo: Scratch Day participants from our Vadakkur School,
Tamil Nadu*

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EXECUTIVE SUMMARY



We are glad to present our report for the financial year 2024-25. We have been growing consistently in various dimensions - our HHE number of beneficiaries has crossed 325 and ADP units are 55 with the student count going beyond 10,000. In the case of HHE, our percentage of rural students stands at 66% while girl students percentage stands at 50% plus. All alumni are meaningfully employed, and a majority of them are either part of the “Cycle of Giving”, or intend to do so, once they take care of their critical liabilities.

Scratch foundation USA chose us for their 4th cohort of SEC (Scratch Education Collaborative). Out of 352 applications from around the globe, 52 were selected, including only 2 from India - we being one of them. Our Tandulwadi school bagged the top award in Jalgaon district under the Chief Minister’s “Majhi Shala, Sundar Shala (My School – Beautiful School)” program. Our Trimbak school was 1 of the 10 schools from

Sindhudurg district, selected for the district-level CS Hackathon Plugged Festival.

We are doing well on the branding and outreach front. Given the scaled growth, we need to use technology for our operations and given the requirements of tomorrow’s job market, we need to focus on real life projects and stream meetings with leaders from the streams. We have to also work on reaching more and more schools, given the critical need of developing our school children.

The report includes progress and roadblocks of various programs, followed by Compliance Activities and details of Mentors, Supporters, Employees, and Donors. We then cover our Centres and Annual Meets. Income and Expenditure for the year, and our Branding and Communication efforts and impact are then discussed. At the end, we present the Plans and Budgets for next year.

Status Updates

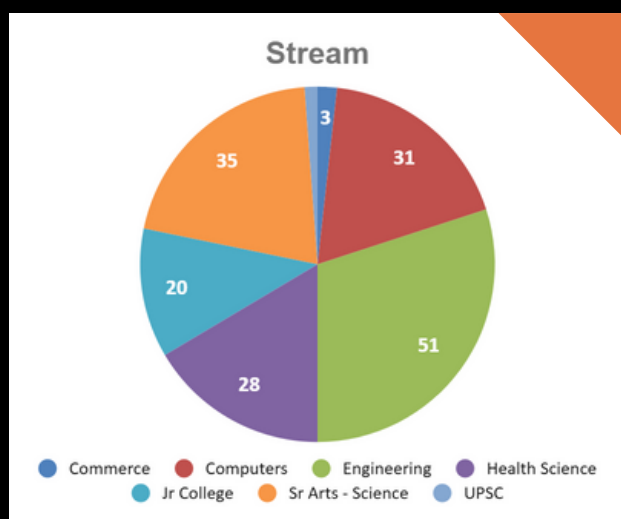
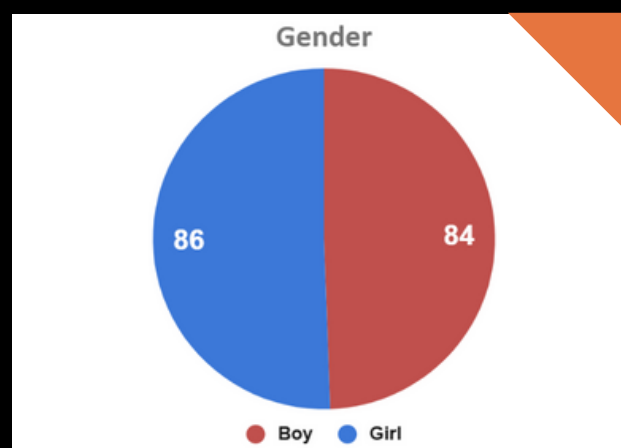
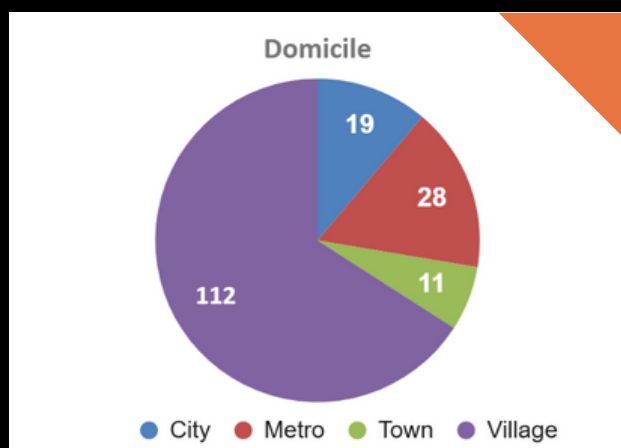
HOLISTIC HIGHER EDUCATION (HHE)



We admitted 69 students in the year, to take the total count of active students to 170. We received 187 applications and the common reasons for rejections were not having a proper career plan (thinking of competitive exams without having the required competencies and backup plans), poor academic performance, and studying in colleges with low credibility.

We had admitted 39 students in the previous year indicating a jump of 77%. 31 students graduated during the year, taking our alumni count to 140.

The graphs below show the demographic distribution of our HHE students with respect to Domicile, Gender, and Stream of Study.



HHE PROCESSES

Mr. Sunil Patil has been ably managing the admission process. The Monthly Thinking Exercise, and Matrix Mentoring systems are well established. Real-life Projects require a stronger push. The Stream Meetings and 6-monthly Appraisals, have not yet really taken off.

SPOKEN ENGLISH

We continue conducting development programs in Spoken English, Time Management, Art of Living, and Financial Literacy. All new joiners are advised by a nutritionist about diet intake by understanding their constraints. We are conducting medical examination of all students at Nanded, which has the largest contingent. We are also rolling out this

activity for our Sambhajanagar students. Dr Yashwant Joshi, ex-director of SGGSI&T-Nanded and WCE-Sangli, helped a lot in this regard. We have started using “Yes I Can” model for Spoken English, wherein we limit the number of students to 4, and give them more speaking opportunities.

In spoken English, we have so far taught 16 batches covering 110 students, and are currently teaching 5 batches covering 34 students. Mr Sharad Deogekar has taken over the leadership role from Mrs Harshita Goyal. We thank Mrs. Goyal for her great services.

COMPETITIVE EXAM LAB

We also have moved to the next phase of Competitive Exam Lab under the leadership of Mr Ram Joshi, an ex-Secretary with Government of Maharashtra. These exams not only test intelligence and academic competence, but also endurance and passion to continuously work hard. In view of this, three of our GEF students have taken a fresh

stance for the 2025 exams. We will take stock of other GEF students after the end of their academic year (end-May/June 2025), and add some more students to the lab.

STREAM MEETINGS & REAL-LIFE PROJECTS

Mr. Arvind Dhupkar is running stream meetings for Computer/IT students, and Mr Satish Wagh for Mechanical Engineering students. We need to start these for other streams as well.

Mr Piyush Jain and Mr Vidyut Navelkar are executing some real-life projects such as Automation of ADP processes, and Development & maintenance of our new web site.

GEF STUDENT LEADERSHIP TEAM

We established a GEF Student Leadership Team last year and relied on them for planning annual days and understanding students’ views before taking decisions. We also conducted a 1-day workshop for all of them in August 2024 at Pune.



GEF STUDENT LEADERSHIP TEAM WORKSHOP @PUNE

ALUMNI CONNECT

Mr. Shridhar Vaishampayan led the Alumni Connect program with the help of Mr. Nandoo Hatakar, Mr. Tarak Seth, Ms. Meghana Karlekar, Mrs. Sujata Bhogate, and Mr. Vishnu Nikam.

The team did a wonderful job in contacting and connecting with almost all our alumni. The team found that all the alumni were grateful to GEF for the support that they were provided. Following is a brief summary of their findings:

What worked well

1. GEF's focus on holistic development has been instrumental in shaping academic and professional journeys of the students
2. Advice and suggestions from their Mentors were invaluable in planning their learning roadmap
3. GEF provided an opportunity to connect with GEF seniors working in the same field, for receiving guidance based on their experiences
4. GEF provided several trainings as well as opportunities to collaborate on various projects/initiatives, which played a key role in up-skilling
5. The entire GEF community is incredibly supportive and friendly, always willing to help and provide guidance when needed
6. Volunteering and Anchoring opportunities given to the students in all events / activities of GEF helped the students to become better planners, and also boosted their confidence.

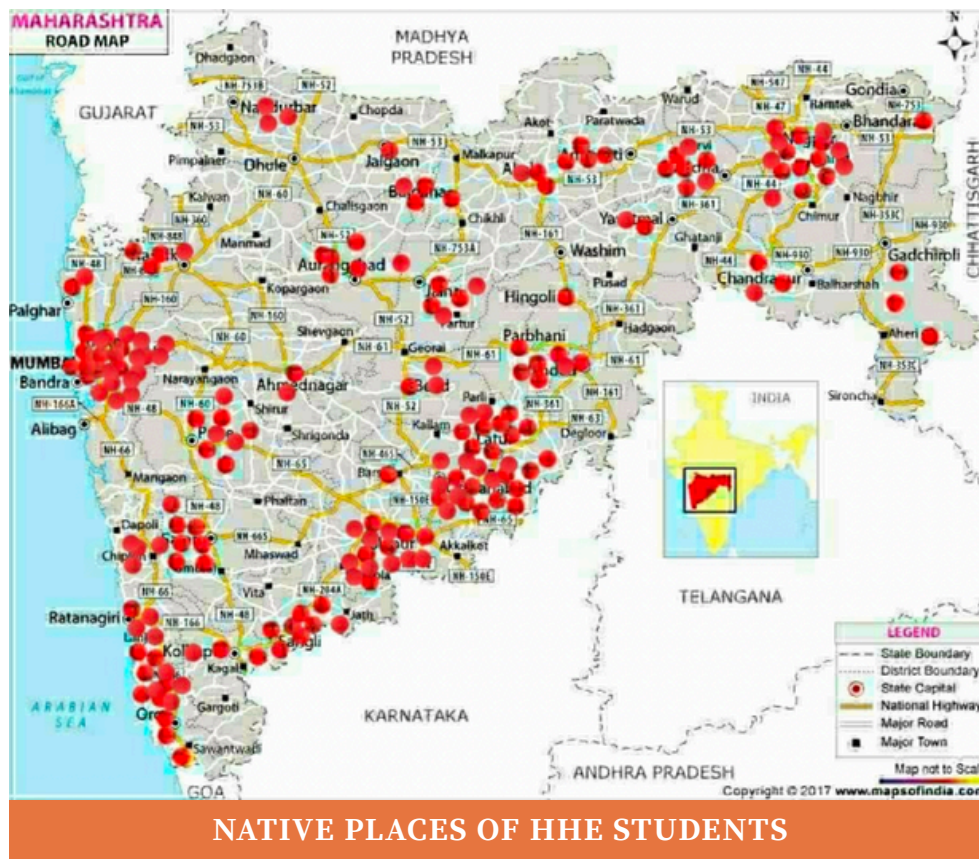
What could be improved

1. GEF should increase its leverage of social media to create an awareness of the work done, and get more supporters
2. GEF can participate in various events to showcase the work done and get more supporters
3. GEF should apply for Central and State Government grants/funds for skill development in rural areas e.g. Deen Dayal Upadhyay Grameen Kaushalya Yojana (DDU-GKY), so that GEF can reach out to more rural beneficiaries
4. GEF should reach out to Tribal areas like Melghat and give them opportunities to grow.

We also tried to understand the impact of HHE in terms of alumni income, and their contribution to the development of their family and community. Following are a few key findings from the study:

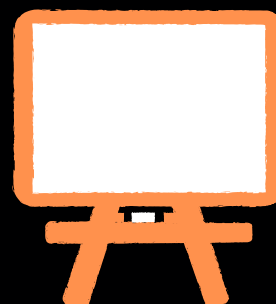
1. Over 73% of our alumni have monthly incomes greater than Rs.20,000
2. Over 36% support the monthly expenses of their family either fully or partially. Another almost 58% not only support the monthly expenses, but have gone beyond and also supported capital expenses such as construction/buying / improvement of home, buying appliances and equipment at home/farm/shop, etc
3. Over 63% of our alumni have supported the education of 1 or more others. For those supporting more than 1, the average number of others being supported works out to 2.8. With a very conservative extrapolation of these numbers, we can safely assume 1 secondary beneficiary for each primary beneficiary (i.e. GEF alumnus) on an average
4. Over 94% of our alumni have inspired others within their family and wider community to continue their education. For those who have inspired more than 1, the average number of others inspired works out to 3.3. With a very conservative extrapolation of these numbers, we can safely assume each GEF alumnus inspiring 2.5 others on an average.





Status Updates

ADOLESCENT DEVELOPMENT PROGRAM (ADP)



We have made rapid strides here. We now have 45 schools, 3 hostels, and 7 community centres enrolled for our AKTIV (Amit Khare Training for Indian Villages Thinking and Teaming Lab) program, and 1 each for Spoken English and Maths Lab program for teachers. We have 11 more schools in the process of joining these programs, with most of them expected to join by Jun 2025.

We did not include school students in the Annual Days this year, and are exploring option of conducting a separate annual day for school students.

SCRATCH

We conducted two Scratch Festivals that culminated in Scratch Days held on 10 Aug 2024 and 7 Feb 2025. The festivals were led by Mrs Dnyanada Wagh, and Mr Gopal Kalpathi respectively. The guest speaker for the August Scratch Day was Dr Anand Nadkarni, a renowned psychiatrist, thinker, dramatist, musician, poet, sketch artist, and senior social worker. Mr Sunil Raithatha (MD Vinodrai Industries and Chairman, Board of Governors, SGGSIE&T - Nanded), and Mr Sunil Chitale (President Kalpvruksha Systems) were the guest speakers for the February Scratch Day.

SCHOLAR 30

Mr. Sunil Dodeja is running two batches of the Scholar 30 program – one for Nerul Students and one combined for Tandulwadi and Vairag students.

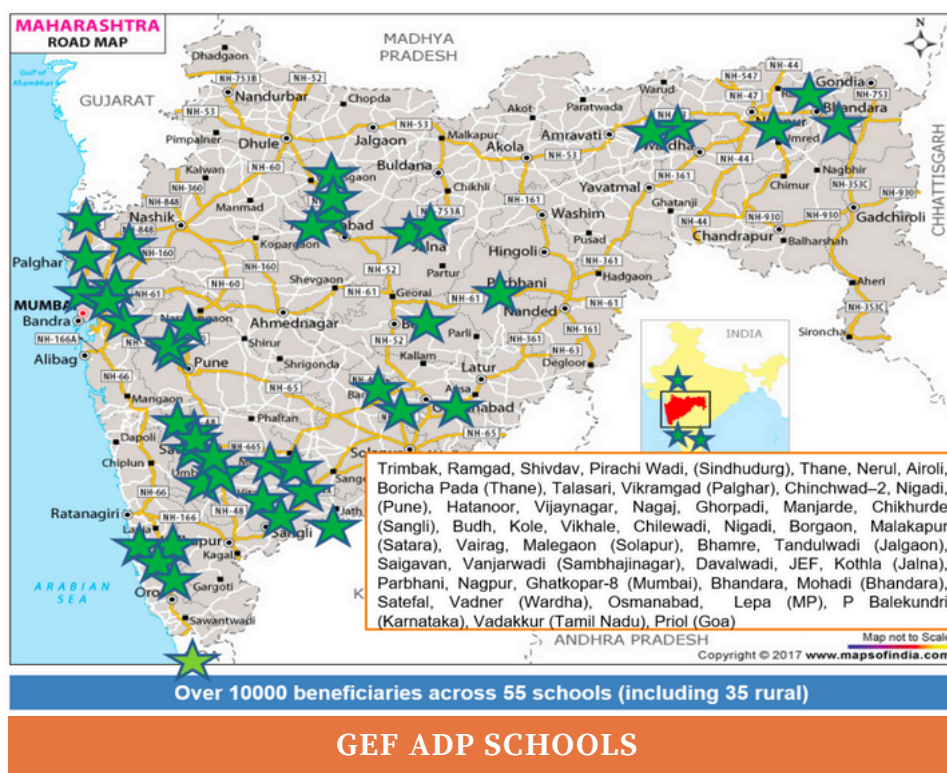
SPOKEN ENGLISH

In the case of Spoken English program, we have taught 5 batches of school teachers covering 71 teachers and 9 batches of school students covering 132 students. Currently we are teaching 7 batches of school students covering 124 students.

MATH LAB

We have deepened the impact of our Adolescent Math Lab project. It is known that competency in Mathematics, at conceptual levels, is required for successful STEM (Science Technology Engineering Mathematics) careers, which have a better future. As per Pratham ASER report 2022, 80% of Class 5 can NOT do subtraction and 62% of Class 8 students can NOT do division. We found these numbers to be worse when we visited rural schools. We have developed two handbooks that cover basic concepts such as numbers and operations, fractions, negative numbers, and algebra, and started teaching them as a part of our Infosys sponsored project. We are in the midst of developing a handbook for Geometry as well.

The Math Lab project is led by Dr. Lalita Deshpande and is supported by the author of the handbooks, Mrs. Vipula Abhyankar, Mr. Alok Kelkar, Ms. Revati Gore, Mr. Sanjay Dongre, Mr. Suhas Sawant, and Mrs. Jyoti Sulkhae. This year, we have conducted Math Lab sessions for 696 students from 5 schools, and 8 teachers from 8 schools.



DIVYANG CHILDREN PROJECT

We have moved ahead – albeit a bit slow – on rural divyang children project. We started working in Jan 2024 to get the list of Divyang children in Sawantwadi taluka of Sindhudurg district. We received a list of 538 students having various disabilities, and decided to start with visually impaired students. After continuous efforts to contact parents of these children, we could contact 30 students and arranged an eye checkup in Sawantwadi. Ten students came for the checkup. They were given medicines, spectacles and advise for further investigations. This project was done till May 2024 in collaboration with Niramay at Kolgaon near Sawantwadi. The project was handled by Dr. Lalita Deshpande and Mrs. Vandana Karambelkar.

INFOSYS PROJECT

Infosys provided funds of Rs. 27 Lakhs for our ADP program. We chose to implement Scratch Lab, Math Lab, and Science Lab in five rural schools namely Tandulwadi (Jalgaon), Trimbak (Sindhudurg), Malegaon (Solapur), Manjarde (Sangli), and Pant

Balekundri (Belagavi). We extended Scratch lab program and systematized Maths Lab program, and developed Science labs to develop good understanding of the Science concepts. None of these schools had working Science labs. We are able to show statistically significant difference in maths and Science lab, and are developing right measures for doing so for Scratch lab. The project is overseen by Dr Lalita Deshpande, with the help of Mr Saurabh Raut.

SANSKAR KENDRA

Mrs. Sharayu Ghadi, has piloted a sanskar kendra program focused on Values, Mental & Spiritual Development, with a batch of 20 students at Munage village in Sindhudurg district.

The objective of the program is to inculcate good values, build mental concentration and memory, and develop deep understanding of morality, which would not only help the students in their cademic and personal development, but will also inspire them towards becoming socially conscious, patriotic, and responsible citizens.

The program, which is conducted as a series of 2 hours sessions every Sunday evening, covers a wide range of topics and activities such as recitation of Shlokas and understanding their scientific significance, meditation, activities for improving memory, and our festivals and culture.

We are now exploring the possibility of piloting the program as a 5-day camp during summer vacations as well as spreading this to other villages around.



SANSKAR KENDRA

*Other Updates***e-INNOVATIVE COUNSELLING**

We have been catering to our own, as well as external students and covered 20 students. Mrs Anju Lele is driving this.

COMPLIANCE

We need to comply with the charity commissioner, income-tax, and FCRA processes. We are compliant with them, except that we could not submit our budget in time, as they don't accept after 28 Feb 25 and we had mysterious postal delays. Mr TV Balasubramanian and Mr Mehul Surve are taking care of this activity.

SUPPORTERS

Overall, we have more than 400 supporters, who help us in identifying students, mentoring them, mobilizing finances, and networking with other entities. We have to build a proper database of all the supporters.

EMPLOYEES

We have hired Mr. Saurabh Raut as a Program Coordinator. Besides in part time roles, we have Mrs Priyanka Nikte for Accounts, Mr Santosh Nikte for

Administration, and Mrs Nusreen Mulla, Mrs. Savitri Patil, and Mr Omkar Rasal as Scratch teachers.

DONORS

Last year, we had 149 named donors including 8 international donors. The domestic donations were Rs. 88 Lakhs and international donations Rs. 36 Lakhs. While we value each and very donation irrespective of the value, we would like to mention a few significant donors. Dr. Prerana Rane Foundation (DPRF) donated Rs. 2 Cr towards corpus. Dr Lalita Deshpande, who was at the helm of DPRF, has suggested using the funds for paying staff salaries, and purchasing laptops for students. Other significant corporate donors include TAP Charity Inc., General Manufacturing and Trading Corp., ADCL FAFECO Engineering Pvt. Ltd., Nano-Mag Tech, and HD Fire Protect.

MENTORS

We have 120 mentors for HHE, 48 teachers of Spoken English, and 6 core Scratch teachers.

COLLABORATION WITH OTHER ORGANIZATIONS

We believe that the task at hand is enormous and it calls for collaboration. Some of the organizations also provide volunteers and they may be able to help us to take on more programs. Our collaborator, TAP charity Inc. has been providing excellent support to us. They are offering their time, treasure and talent. Besides, we are collaborating with Spandan, Sangli, Niramaya, Sawantwadi, and Anwaya, Thane.

ANNUAL MEETS

We conducted annual meets at Thane, Pune, Nanded, Aurangabad (Sambhajinagar) Osmanabad (Dharashiv), and Nagpur centers. The meets are described in our JFM quarterly reports. The annual meets were handled by students and supported by Mr Avinaash Surve, Mr Mohan Varadpande, and Dr Lalita Deshpande.

INCOME & EXPENDITURE

This year our income reached Rs. 141 lakhs as against the planned Rs.135 lakhs. Rs. 36 lakhs were received from international sources. The income also includes student repayment of Rs. 11.5 lakhs, alumni donations of Rs. 8.45 lakhs, and interest of around Rs. 5 lakhs.

Our administrative cost is Rs. 2.4 lakhs which is 1.7% of the total income. We spent Rs. 96 lakhs on HHE and Rs. 28 lakhs on ADP including AKTIV, and the Infosys project. Our spend on activities like library, annual days, etc. was around Rs. 3 Lakhs.

BRANDING & COMMUNICATION

We have revived our web site and are more regular with our redesigned newsletter Disha, and quarterly reports. Mr.Vidyut Navelkar has been doing a great job in managing this portfolio.

RECOGNITION

Scratch foundation USA chose us for their 4th cohort of SEC (Scratch Education Collaborative). They had 352 applications from all around the globe, of which only 52 were selected, with GEF being one of the two selected from India.

TECHNOLOGY

Given the scaled growth, we need to use technology for our operations and need to increase our efforts in this direction and support Mr Tarak Seth and team.

GEF CENTRES

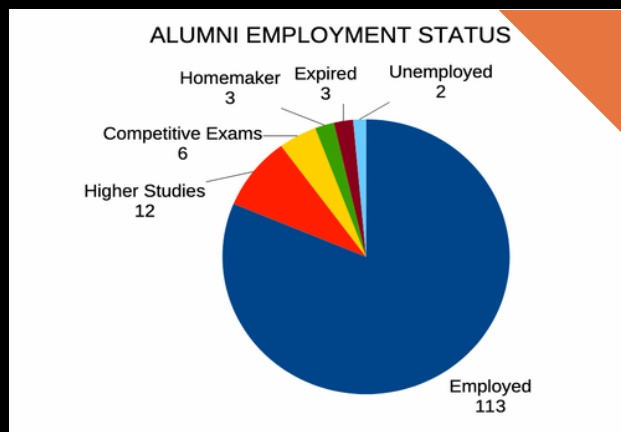
We have started Centres in Jalgaon, Belgaum and Goa, and are in the process of starting Centres at Bangalore and Hyderabad. Following are the Centre Heads, all of whom are doing a fabulous job:

CENTRE	CENTRE HEAD
Belgaum	Mr.Pramod Hashilkar
Dharashiv	Mr B D Chavan
Goa	Mr Vidyut Navelkar
Jalgaon	Mr Dilip Chaudhari
Kankavli	Mrs Vandana Karambelkar
Nagpur	Mr Mohan Varadpande
Nanded	Mr Tilak Jadhao
Pune	Mrs Jyoti and Mr Saranag Sulakhe
Sambhajinagar	Dr Dilip Bhawe
Satara	Mr. Vishnu Nikam
Tamil Nadu	Mr. Venkatesh Kuppuswamy
Tuljapur	Mr Ganesh Chadre
US	Mr Prashant Phatak

Last Year's Impact

HOLISTIC HIGHER EDUCATION

We present the impact of our work through the following pie-charts:



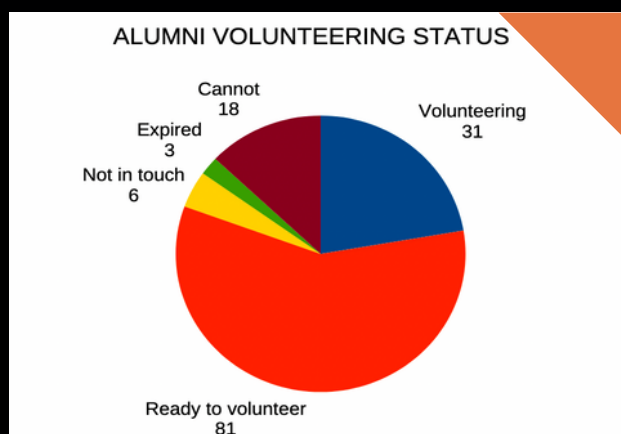
94%

*employed, pursuing
higher studies, or
preparing for
competitive exams*



72%

*ready to pay, paying,
completely paid, or
continuing to donate
beyond*



80%

*volunteering, or ready
to volunteer*

ADOLESCENT DEVELOPMENT PROGRAM

This year we serviced around 10,000 students from 55 schools / hostels with the help of various programs.

In Summary

WHAT WORKED

HHE

- Student intake
- Mentoring
- Monthly Thinking Exercises
- Initiation of GSLT
- Alumni connect

ADP

- Added many schools

FINANCE

- A little above target
- Infosys supported a project

OUTREACH & BRANDING

- Timely reports and newsletters
- Launch of new website
- Flyers, brochures, posters, proposals developed for various purposes

ANNUAL DAYS

- Conducted at all major centres

OPERATIONS

- Pretty systematic

WHAT COULD BE BETTER

HHE

- Real life projects
- Stream meetings
- Cycle of Giving

ADP

- Some schools are sluggish, some dropped out

FINANCE

- No luck with other major corporates yet

OUTREACH & BRANDING

- Limited engagement on social media – Need timely reporting, more content and content creators
- Experiment with musical concert for fund raising
- CSR outreach and outcomes

ANNUAL DAYS

- Quality could be improved further

OPERATIONS

- Use of technology

Next Year 2025 - 26

BUDGETS

We have planned for an outlay of Rs. 203 lakhs as depicted in the table below:

Project	Number of Beneficiaries	Cost per beneficiary in INR	Total cost in INR lakhs	HR requirements
HHE	200	75,000	150	150 mentors; 10 stream leaders, 1 FTE admin
AKTIV (Amit Khare Training for Indian Villages)	15000	200	30	10 core teachers, 2 regional coordinators, 1 manager
PLL (Physical Literacy Lab)	35 Schools	6400	2.25	Will use AKTIV manpower
EIC (E-innovative Counselling)	50	2,500	1.25	3 counsellors
Science Lab	2 schools	3,00,000	6	5 mentors and 5 school teachers
Staff Salary	Admin (1.2 L), 2 Field coordinators (2.4 L), Manager (4.4 L)		8	
Technology Solution			5	3 mentors and 8 developers
Contingency			1	
TOTAL			203.50	

PLANS

We will grow and stabilize the existing programs in the coming year 2025 - 26.

HOLISTIC HIGHER EDUCATION

We plan to:

- add 60 new students to HHE
- regularize meetings of all streams
- start 6 monthly appraisals
- facilitate real-life projects

ADOLESCENT DEVELOPMENT PROGRAM

We target to impact 15000 school students and reach out to 25 new schools through various programs in the coming year. We are trying to start programs in mixed (offline-online) mode, and focus on developing brighter students as trainers. We are ready with Critical Thinking, Math Lab, Entrepreneurial Mindset, and Science Lab programs.

OPERATIONS

We are in the process of reconstituting our Management Committee and redefining our objectives. The proposed new office bearers are, Dr Pradeep Waychal – President, Dr Lalita Deshpande – Vice president, Mr Avinash Surve – Secretary, and Mrs Priyanka Nikte – Treasurer. The new committee will decide the objectives and share with the Leadership Team for their feedback.

Following are a few priorities identified for next year:

- hiring administrative staff and coordinators / trainers for ADP programs
- identifying & onboarding more institutional donors with a longer-term commitment to support our growing scale of operations
- identifying/building appropriate IT solutions
- adding more mentors and tracking mentors' performance

Make a difference to someone. And to yourself

DONATE ■ VOLUNTEER



<https://www.gurujifoundation.in/get-involved>

Contact Us

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