

ANNUAL REPORT 2024-2025





Table of Contents

Letter from CEO	3
About EmpowHER India	5
Vision & Mission	6
Year at a Glance	7
Program Overview	8
Government Partnership	17
Media & Visibilty	19
Future Focus	21
Team empowHER India	23
Board of Trustees	25
Financials	27

This is where
HER story
begins.

If you empower one woman, you have empowered a समुदाय



Letter from CEO

I was reflecting on a thought which I found interesting—the journey of a nonprofit mirrors the journey of life itself. When a child is born, the world meets them with excitement and uncertainty and also the curiosity of who they might become. A nonprofit is no different. Like a child, it stumbles and grows, learns and unlearns. We celebrate milestones, and witness its setbacks. It evolves through phases of doubt and reinvention, shaped not only by its intentions but also by the world around it.

The social sector is also not a straight path. It is a constantly shifting landscape. Policies change, communities evolve, crises emerge, and new opportunities force us to confront our blind spots. But they also reveal our resilience. Every year feels like a lifetime wrapped into twelve months filled with courage, uncertainty, recalibration, and growth.

This past year, empowHER India lived this truth fully. We experienced remarkable wins, moments that pushed us out of our comfort zone and compelled us to stretch our imagination of what is possible. We also encountered rejection and setbacks, each one urging us to look inward, refine our approach, and return stronger.

Yet, like in life, what ultimately carries us forward is not the highs, nor the challenges, but our commitment. In our personal lives, love anchors us. In work, purpose does. For us, that purpose is unwavering: the adolescent girls and young people we serve.

They are our compass. They are the reason we recommit, reinvent, and rise year after year.

And no one walks this journey alone. Just as a life is shaped by the people who show up for us, a nonprofit is shaped by those who believe in its mission. Our donors, partners, supporters, and well-wishers have been more than contributors, they have been co-travellers in this unfolding story. And to my team, whose dedication forms the heartbeat of empowHER India, I remain deeply grateful. You make the impossible feel within reach.

As we look ahead, we do so with humility and conviction.

Thank you for walking this path with us.



About empowHER India

With three decades of dedicated work at the grassroots level, empowHER India has positively impacted over 90,000+ lives across rural villages. Initially established as a rural development organisation, empowHER India's primary focus has been the empowerment of women, guided by the firm belief that empowering women is the most effective way to uplift the entire communities.

For years, empowHER India spearheaded initiatives targeting adult women, addressing their challenges and helping them reclaim their agency. However, through years of engagement, one profound realization emerged: patriarchy doesn't start in adulthood—it affects women from birth and intensifies as they grow older. The conclusion was clear: to bring about lasting change in the minds, attitudes, and behaviours of future generations, interventions must begin early.

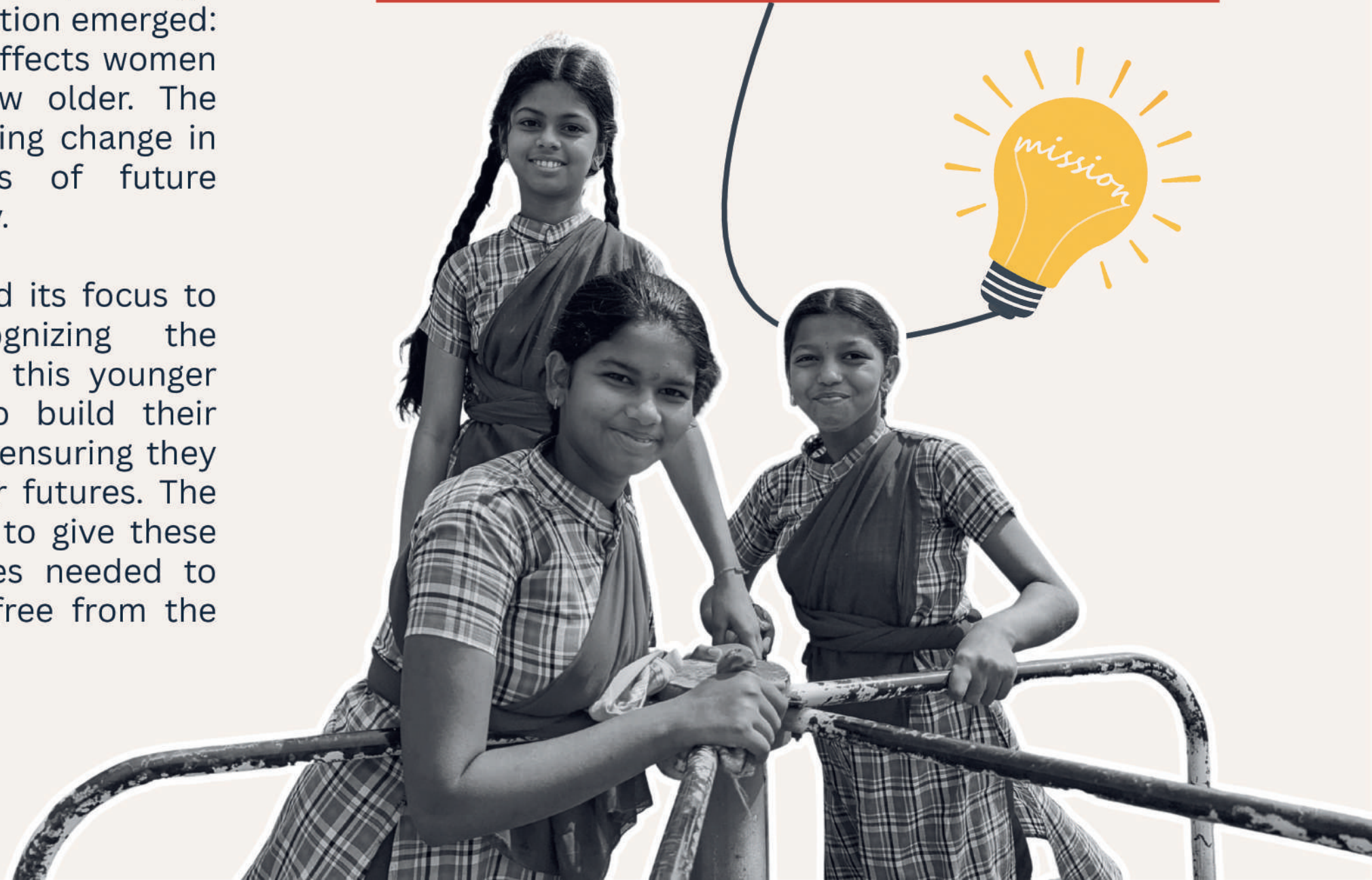
With this insight, empowHER India shifted its focus to empowering adolescent girls. Recognizing the transformative potential of working with this younger demographic, empowHER India aims to build their confidence, independence, and life skills, ensuring they are equipped to navigate and shape their futures. The organisation's interventions are designed to give these girls the tools, knowledge, and resources needed to enhance their life outcomes and break free from the constraints of patriarchal norms.

Vision & Mission



Empowering **HER** to live a life of Dignity and Equity

Impact **1** million women and girls by 2030 through education, sanitation, and life skills



Year at a Glance

160+ Villages in Maharashtra

16 Blocks

3,200
adolescents
empowered through
SETU life skills sessions

4243
students gained access
to safe, usable toilets
under SAPHL

80000+ **11390+**
Students Parents
reached through government partnership

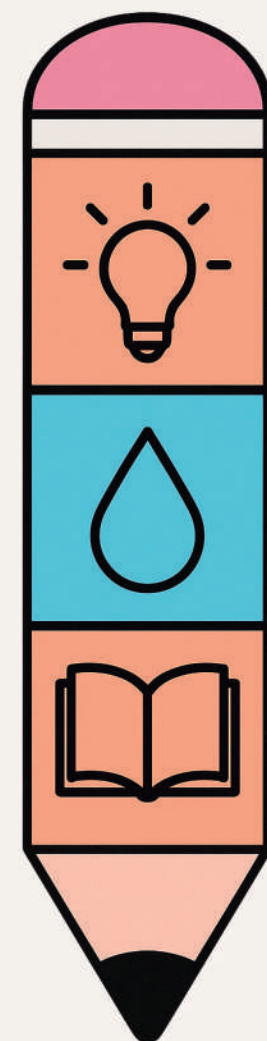
1150+
teachers are
trained in
delivering
financial
literacy
sessions to
students

450
Children at RJMV
School have
been provided
with enhanced
education and
greater
opportunities.

300
government
officials
engaged to
support smooth
program delivery.

Program Overview

Direct Interventions



SETU

Life skills that give adolescents a voice and a choice

SAPHL

(Sanitation Access Program for Hygiene Literacy)
Dignity through safe sanitation

Education

25 years of learning, growth, and progress



SETU SKILLS THAT SHAPE FUTURES

(Direct Intervention)

Many adolescents in villages lack decision-making and self-advocacy skills. SETU provides tools to help them navigate school, relationships, and life.

YEAR AT A GLANCE

41 schools
7 blocks
12 villages
3,700+ sessions
3200+ adolescents
3000+ parents and community stakeholders

TESTIMONIAL

Period blood is just blood - it's not dirty! Now that I know the truth, I'm making sure my younger sister and others don't get the wrong info.

- Anushka Patil, SETU Beneficiary

SETU 2024-25 Highlights

- 90% reported stronger decision-making skills
- 85% improved in effective time management
- 89% gained accurate knowledge of their bodies and reproductive system
- 82% understood correct menstrual hygiene practices
- 88% confidently challenged myths around menstruation
- 88% developed clarity on gender roles and social inequalities
- 85% felt confident about personal financial planning



PROGRAM SPOTLIGHT!

Throughout the year, we engage in numerous activities to support adolescents and their communities. Here's a quick look at the moments, partnerships, and milestones that made a real difference and remind us why this work matters.

TESTIMONIAL

These sessions have helped me and my daughter understand the importance of things like safe and unsafe touch. It's not always easy to talk about. Teaching girls these basics will help them stand strong in life.

- Nita Patil, Mother of an empowHERed Student



HDFC Securities supported the financial literacy program to equip adolescents with money management skills. A pilot workshop reached 10,000+ community members in Karjat, paving the way for larger outreach.

Collaborated with Karjat Police and local authorities to enhance community safety and awareness through CSA workshops.

Conducted workshops in Karjat, Pen, and Alibaug to introduce empowHER India's programs to officials and SETU schools, recognising schools and teachers for their successful implementation in 2023-24.

Conducted 41 rounds of Training of Trainers (ToTs) and workshops to enhance delivery, including theme-based sessions for parent meetings and revision sessions.

1,800+ children showcased their learning through various creative expressions at My Journey with SETU events across 41 schools, with parents and teachers participating and presenting certificates.

**Financial
Literacy
Program (FLP)**



**Partnerships
for Change**



**Block-Level
Engagement**



**Training &
Capacity
Building**



**My Journey
with SETU**



SAPHL SAFE TOILETS, CLEAN SCHOOLS, HEALTHIER FUTURES

(Direct Intervention)

Lack of clean toilets causes many girls to miss school or drop out. SAPHL promotes safe sanitation and educates children and parents on the importance of hygiene.

What we did in 2024-25

The initiative improved facilities in 24 schools by adding 39 toilets, 71 urinals, and 19 handwash stations.

Hygiene Bazaars engaged 1,034 students and 910 parents, showcasing creative hygiene projects.

Two schools received Best SAPHL School Awards for their hygiene practices.

SAPHL collaborated with the government and Block Education Officers to ensure long-term hygiene standards.

Student-led maintenance groups were established to oversee cleanliness and water supply, fostering ownership.

This blend of infrastructure, government support, and student involvement ensures SAPHL's sustainability.



TESTIMONIAL

Students learned the importance of cleanliness through activities like waste sorting and painting, developing healthy habits such as handwashing. This initiative, led by empowHER India, contributes to a healthier school environment.

- **Jalandhar Devrao Wagh, Head Master - RZP Mandawane, Stakeholder of SAPHL.**

The Impact

Over 4,243 students now have safe sanitation, enhancing girls' comfort during menstruation, improving school attendance, and promoting better health. Parents are actively involved in maintaining the facilities.



EDUCATION AT RJVM

25 YEARS OF BUILDING BRIGHT MINDS

(Direct Intervention)

At RJMV (Rakesh Jain Madhyamik Vidya Mandir), education goes beyond books. We prepare children to think, create, and solve problems so they're ready for the future.

Innovation
meets
Education



What we did in 2024-25

- Students engaged in 742 Industry-Based Training classes and completed over 100 projects.
- The launch of a 3D printing lab resulted in 40+ student models.
- At the Creators' Carnival, 350+ students exhibited their innovations to 450 visitors, generating ₹10,750 from sales.
- Health camps screened 350 children and provided support like eyewear.
- RJMV prioritised holistic growth with sports, nutrition guidance, and cultural events.
- Teachers received training in digital tools and modern teaching methods, enhancing interactive learning and exposing students to technology, physical well-being, and creativity.

The Impact

- More than 450 children benefited from quality education, technology, and skills training.
- Students developed practical solutions like waste management models and digital tools, while also improving their confidence and entrepreneurship.
- Access to health support further improved attendance and well-being.

GOVERNMENT PARTNERSHIP

THIS YEAR, WE HELPED FAMILIES TAKE CHARGE OF THEIR FINANCES.

In rural areas, financial decisions impact girls' education and early marriage. Through a partnership with **Know Your Money** by **HDFC Securities**, we taught financial literacy to help families plan, save, and support their children's education.

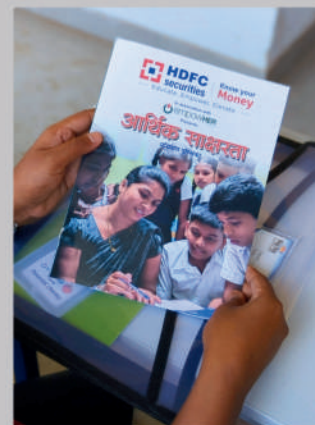
What we did

More than 1,090 teachers were trained, and 1,030 schools received handbooks, flipcharts, and films. In 150 villages, over 11,390 parents, mostly mothers, joined our financial literacy workshops, while students learned simple ways to save and budget.

We also mobilised more than 35 CRPs to support the community intervention.

We created handbooks, flipcharts, and short films in local languages so the learning felt familiar and easy to understand.

Teachers then brought these concepts into subjects like math and social studies, helping children see money management as part of everyday life, not just a one-time workshop.



The Impact

- Taught over 80,000 students basic money management skills.
- Helped parents save for children's education.
- Promoted family discussions about delaying daughters' marriages.
- Aided teachers in incorporating financial lessons into daily education.

Money management is now part of daily education and home life, encouraging planning, saving, and improved decision-making.



MEDIA & VISIBILITY

Change happens when stories are shared.

By amplifying the voices of adolescents and their families, we brought rural issues like life skills, sanitation, and financial literacy into the public eye.

Impact

83%
growth in
social media
followers.

240%
rise in online
reach

This year, we launched empowHERing Conversations, uniting NGOs, experts, and beneficiaries to address adolescent issues, collaborating with organisations like CRY and TechNova. Influential speakers such as Allison Ochs and Mini Mathur joined discussions on menstrual hygiene and life skills.

The #ConsentSeRishta Tweet-a-thon promoted national dialogue on consent, while the Navratri 9 Girls campaign highlighted voices from SETU sessions.

We observed significant days like Women's Equality Day and World Mental Health Day to raise awareness, partnering with agencies like The Filmsters for impactful storytelling. Our initiatives gained visibility through regional media, enhancing outreach for rural girls.

This year, our voices reached far beyond our villages

Scan to explore our blogs and more!



Watch our empowHERing Conversations.



कर्जतमध्ये विद्यार्थ्यांच्या सुरक्षेसाठी जाणीव जागृती अभियान उपक्रम
मेळ : बदलायू पटनेनेर राग्यात पोलीस प्रसामनाकडून शाळेतील विद्यार्थी व विद्यार्थिनी यांच्या संख्येसाठी शाळेला जाऊन संस्था जाणीव जागृती अभियान



Future Focus

Growing our reach is important, but so is ensuring communities take ownership of change. By balancing expansion with deeper engagement, we can build impact that lasts.

Money Matters, Bigger & Bolder

With **Know Your Money**, our Financial Literacy Program will expand across Maharashtra and equip rural women to take charge of their financial futures.

SETU Gets Stronger

Launching a two-year pilot, giving adolescents more time to grow skills, confidence, and resilience.

Schools That Empower

- 6 new SETU blocks in Raigad & Chh. Sambhajinagar
- Many more schools retrofitted under SAPHL
- 4 new toilets built
- IBT labs & digital learning at RJMV

Fueling Momentum:

With stronger partnerships and policy support, we're ready to scale. We're also stepping up our work on child sexual abuse by building awareness, safer spaces, and quicker response pathways for communities.

By 2026...

Thousands more adolescents, parents, and rural women will have life skills, financial literacy, and safe sanitation — pushing us closer to our mission: 1 million empowered by 2030.



TESTIMONIAL

During my visit, teachers told me how students used to stay silent about menstruation and reproductive health. But now, they talk openly. I saw this change myself—8th and 9th-grade girls spoke to me without hesitation. It's amazing to see their confidence grow!

- **Punita Gurav,**
DEO,- RZP, Alibaug,
Stakeholder of SETU



Team empowHER India

CHANGE IS DRIVEN BY PEOPLE...

This year, our team grew stronger and larger — with more hands and hearts driving expanded sessions, deeper partnerships, and greater impact on the ground.

Behind every session, toilet, or campaign is a dedicated team of field workers, teachers, trainers, and coordinators.

60+ staff across the field and headquarters

Volunteers and interns strengthened delivery

Local trainers ensure cultural relevance



LEADERSHIP & BOARD OF TRUSTEES

FOUNDER

Mrs Urmila Jain

BOARD OF DIRECTORS AND TRUSTEES

Mr. Sanjiv Anand - Chairman

Mr. Utsav Kapadia

Ms. Shefali Kapadia

Mrs. Varsha Jain

Mr. Vishal Jain

ADVISORY BOARD

Mr. Sushil Kumar Jiwarajka

Mr. Paras Chowdhary

CEO

Ms. Anamara Baig

INSTITUTIONS AND CORPORATE PARTNERS

HDFC Securities

JNPA

Perowshaw Dhunjishaw Bolton Charities

Tegral India Private Limited

Shri Shreyans Trust

Endurance-Sevak Trust

Roop Manek Bhanshali Charitable Trust

Alkyl Amines Chemicals Limited

Overseas Polymers Pvt. Ltd.

Sykes & Ray Equities (I) Ltd.

Engichem Speciality Chemicals Pvt. Ltd.

United Way

INDIVIDUAL DONORS

Rachna Shamsi

Shobha Gopal Motwane

Mahek Bhavesh Sukhani

Utsav Rasiklal Kapadia

Shefali Kapadia

Natasha Vohra

Ruchi Dhiman

Alok Trivedi

Jameel Kaur

FRIENDS OF empowHER INDIA

Arti Vakil

Sakshi Koli

Khushi Rochani

Enactus HRC

ECF (Equal Community Foundation)



FINANCIALS

The Maharashtra Public Trusts Act, 1950

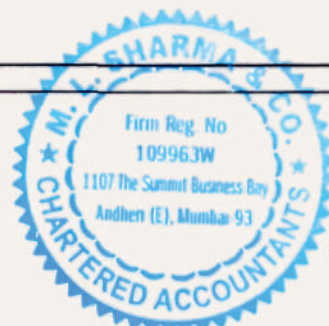
SCHEDULE - VIII
[Vide Rule 17 (1)]

Name of the Public Trust : EMPOWHER FOUNDATION (Formerly Known As SKS CHAKSHU FOUNDATION)

Registration No E - 14562

Balance Sheet as on 31st March, 2025

FUNDS AND LIABILITIES		Rs.	Rs.	PROPERTY AND ASSETS		Rs.	Rs.
Trusts Funds or Corpus :- (As Per Annexure "A")				Immovable Properties :- (At Cost) (As Per Annexure "B")			
Balance as per last Balance Sheet		4,22,85,430.00		Balance as per last Balance Sheet		2,44,39,517.00	
Add :Donation Received during the year (as per details attached)		10,00,000.00		Additions :			
		4,32,85,430.00		i) Land of training centre			
Less :Adjustment to Income & Expenditure account		(1,12,91,290.00)	3,19,94,140.00	ii) Building of training centre			
				iii) Building - School			
Other Earmarked Funds :-				Less: Sales during the year			
(Created under the provisions of the trust deed or				Depreciation up to date		-	2,44,39,517.00
scheme or out of the Income)				Investments :- (As Per Annexure "C")			
Depreciation Fund				Note: The market value of the above investments			3,19,94,139.73
Sinking Fund				is Rs. 4,87,49,070.00/-			
Reserve Fund				Fixed Assets :- (As Per Annexure "D")			
Class Room Fund				Balance as per last Balance Sheet		21,55,966.50	
Any other Fund (As Per Annexure "A")		2,69,83,575.00	2,69,83,575.00	Additions during the year		3,25,300.00	
Loans (Secured or Unsecured) :-				Less: Sales during the year			
From Trustees				Depreciation up to date			24,81,266.50
From Others		-		Loans (Secured or Unsecured): Good / doubtful			
Liabilities :-				Loans Scholarships (As Per Annexure " E ")		8,40,000.00	
For Expenses		1,76,488.00		Other Loans		-	8,40,000.00
For Micro Financing Scheme		1,20,000.00		Advances :-			
For Rent and Other Deposits		-		To Trustees			
For Others		6,625.00	3,03,113.00	To Employees		64,807.00	
Income and Expenditure Account :-				To Contractors			
Balance as per last Balance Sheet		(1,05,922.49)		To Lawyers			
Less: Appropriation, if any		42,10,932.00		To Deposits		2,22,000.00	
				To Others		3,79,717.00	6,66,524.00
Add/(Less) : Surplus/(Deficit) as per Income and		(81,32,888.89)		Income Outstanding :-			
Expenditure Account.....				Rent Receivables			
		(40,27,879.38)		Interest Receivables			
Add: Transfer from Corpus Fund		70,80,358.00	30,52,478.62	Other Receivables		1,24,275.54	1,24,275.54
				Cash and Bank Balances :-			
				(a) In Saving Account with		17,87,583.85	
				(b) In Fixed Deposit Account			
				(c) With the Trustee			
				(d) With the manager		-	17,87,583.85
				Income and Expenditure Account :-			
				Balance as per Balance Sheet			
				Less: Appropriation, if any			
				Less: Surplus as per Income and			
				Expenditure Account			
Total Rs..			6,23,33,306.62	Total Rs..			6,23,33,306.62



As per our report of even date
FOR M.L. SHARMA & CO.
FIRM REGN NO. 109963W
CHARTERED ACCOUNTANTS

(Vikash L. Bajaj) Partner
Membership No. 104982

* Income Outstanding
(If accounts are kept on cash basis)
Rent :
Interest :
Other Income :

TOTAL RS.

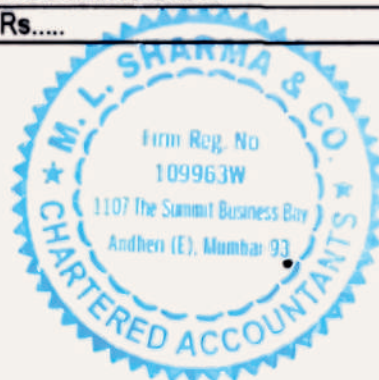
The above Balance Sheet to the best of our belief
contains a true account of the Funds and Liabilities
and of the Property and Assets of the Trust.
For empowHER Foundation
S.N. Kapatkar
TRUSTEES
Authorized Signatory

Place : MUMBAI
Date: 27 SEP 2025

Name of the Public Trust : EMPOWHER FOUNDATION (Formerly Known As SKS CHAKSHU FOUNDATION)Registration No. - E - 14562

Income and Expenditure Account for the year ending 31st March, 2025

EXPENDITURE	Rs.	Rs.	INCOME	Rs.	Rs.
To Expenditure in respect of properties :- Rates, Taxes, Cesses Repairs and maintenance Salaries Insurance Electricity & Internet - Ops Depreciation (by way of provision of adjustments) Other Expenses	74,934.00 56,692.00 -		By Rent (accrued) (realised) (Gross TDS - Rs. 2,34,408/-, P.Y.-2,18,298/-) (accrued) By Interest (realised) * On Securities On Income Tax Refund On Bank Account i) On Fixed Deposit ii) On S. B. A/C		23,44,074.00 - 26,360.00 53,073.00
To Establishment Expenses (As per Annexure "F")		40,43,583.86			79,433.00
To Remuneration to Trustees			By Dividend		-
To Remuneration (in the case of a math) to the head of the math, including his household expenditure, if any ..			By Donations in Cash or Kind		11,850.00
To Legal & Professional Charges		31,46,564.00	By Capital gains on Mutual Fund Units		43,73,926.23
To Audit Fees		43,200.00	By Grants		
To Contribution and Fees			By Income from other sources		36,320.00
To Amount written off : (a) Bad Debts (b) Loan Scholarship (c) Irrecoverable Rents (d) Other Items			By Transfer from Reserve		-
To Security Charges (Edu)			By Deficit carried over to Balance Sheet		81,32,888.89
To Depreciation					
To Capital Losses on Mutual Fund Units					
To Amount transferred to Reserve or Specific Funds					
To Expenditure on Objects of the Trust (a) Religious (b) Educational (c) Medical Relief (d) Relief of Poverty (e) Other Charitable Objects	54,60,557.66 21,52,960.60 -	76,13,518.26			
To Surplus/(Deficit) carried over to Balance Sheet					
Total Rs.....		1,49,78,492.12	Total Rs.....		1,49,78,492.12



As per our report of even date
FOR M.L. SHARMA & CO.
FIRM REGN NO. 109963W
CHARTERED ACCOUNTANTS

(Signature)
(Vikash L. Bajaj) Partner
Membership No. 104982

* Strike off whichever is not applicable

For empowHER Foundation

(Signature)
Authorized Signatory
TRUSTEES

Place : MUMBAI
Date: 27 SEP 2025



www.empowherindia.org
info@empowHERindia.org

STAY IN TOUCH



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