



*Change Initiatives*



# ANNUAL REPORT 2023-24

*Change Initiatives*

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# TABLE OF CONTENT

<i>Introducing CHANGE INITIATIVES</i>	<b>3</b>
<i>From the Desk of Secretary</i>	<b>4</b>
<i>About Change Initiatives</i>	<b>5</b>
<i>Geographic Focus</i>	<b>6</b>
<i>Basudha (Environment)</i>	<b>6</b>
<i>Let's Code</i>	<b>10</b>
<i>Digital Literacy</i>	<b>12</b>
<i>Cyber Smart</i>	<b>13</b>
<i>Kisholoy (Education)</i>	<b>15</b>
<i>Nabanna (Gender)</i>	<b>16</b>
<i>Digital Classroom</i>	<b>18</b>
<i>Project Well</i>	<b>18</b>
<i>Awards and Citations</i>	<b>19</b>
<i>Fundraising Events</i>	<b>19</b>
<i>Volunteer &amp; Internship Programme</i>	<b>20</b>
<i>Other Special Events</i>	<b>20</b>
<i>Advisory Board</i>	<b>21</b>
<i>Board Members</i>	<b>22</b>
<i>Financial Brief Report</i>	<b>23</b>
<i>Partners</i>	<b>24</b>

# INTRODUCING CHANGE INITIATIVES



*Change Initiatives is a Calcutta-based non-governmental organisation working in the areas of education, employment creation and environment. We work mainly among women, children and youth.*



# FROM THE DESK OF SECRETARY

DEAR PARTNERS IN DEVELOPMENT,



Another year has gone, and a new one has started. Time to look back and reflect, time to look forward as well.

We begin 2024-24 with our new projects, Be Cybersmart and IRRI Her +.

The Be Cybersmart is an exciting programme. An exponential increase in cyberspace time has taken place, particularly among women and girls. But with it has come dangers. Most women and girls complain of negative experiences in the internet such as data loss, picture manipulation, money fraud and abusive behaviour.

This must stop. We embarked on the StaySafe be Cybersmart Project. We are training 650 young women and girls at the American Centre, Kolkata, on safe internet practices.

We are also building an app where all the learnings at the American Centre will be kept in Learning Modules. The app will be on the Android store and free to use.

We also embarked on the Her+ project. The purpose is to build resilience through livelihood intervention. This resilience will help to combat shocks, notably climate change. The project covers 185 women of Balrampur village which is close to South Kolkata. The women are poultry farmers and they are not only getting trained in livelihood rearing but also in gender resilience, digital literacy and good nutrition practices.

Our director Jhumpa Ghosh has been honoured as British Bengal Icon 2024 at the famous House of Lords in the UK. She has also been honoured by St Xavier's College (Calcutta) Alumni Association at Looking Beyond IV for her leadership in Social, Educational and Philanthropic activities.

We also decided to recast our projects and work in a campaign mode. The first such project is Mission Million Trees, under which we have planted 3.5 lakh saplings.

An important part of the project is the involvement of local self-help groups. We have engaged more than 950 women and they are involved in all aspects from site clearing, building nurseries, transplanting and nurturing the saplings.

The first phase of the Let's Code project is coming to an end in a few months. We are set to start the second phase. We have trained more than 6,500 children from 10 government-aided schools in Coding and Tinkering. We also organised our first Annual School Day under the Let's Code project in May.

Kisholoy, our oldest project, is still in full swing. We have seven schools under the programme, including five in Purulia, where we teach the children basics in foundational literacy, numeracy and environment.

The road is long and the journey goes on. It would not have been possible without the support of our collaborators, supporters, volunteers and well-wishers. Thank you all.

The final hurrah we leave for those who are walking hand in hand in this exciting journey. The children, the boys and girls, the teachers, the youth, the farmers and all the women who have been with us all these years. Everything is For You.

Thank You. Stay Safe and Stay Well.

**Mr. Suryatirtha Ray, Secretary (Honorary)**

# ABOUT CHANGE INITIATIVES

Change Initiatives' mission is to promote learning so that everyone lives a life of dignity, is capable of exercising choices that affect their well-being, contributes to society, and nurtures the environment.

## Mission

Promoting learning for poverty reduction, with a thrust on ICTs

## Vision

Change Initiatives is an organization that takes technology to the grassroots and builds to scale solutions for the most pressing problems of our time.

## Our objectives

a) Providing after-school education to poor children and engaging in their mental development as well as interacting with their parents and community. b) Offering skill-development training to young boys and girls and the youth c) Mentoring the youth for entrepreneurship and d) Empowering communities and the vulnerable through awareness and counseling on social issues, gender, and the environment

## Key Themes



**Environment**



**Education**



**Empowerment**

## Strategies

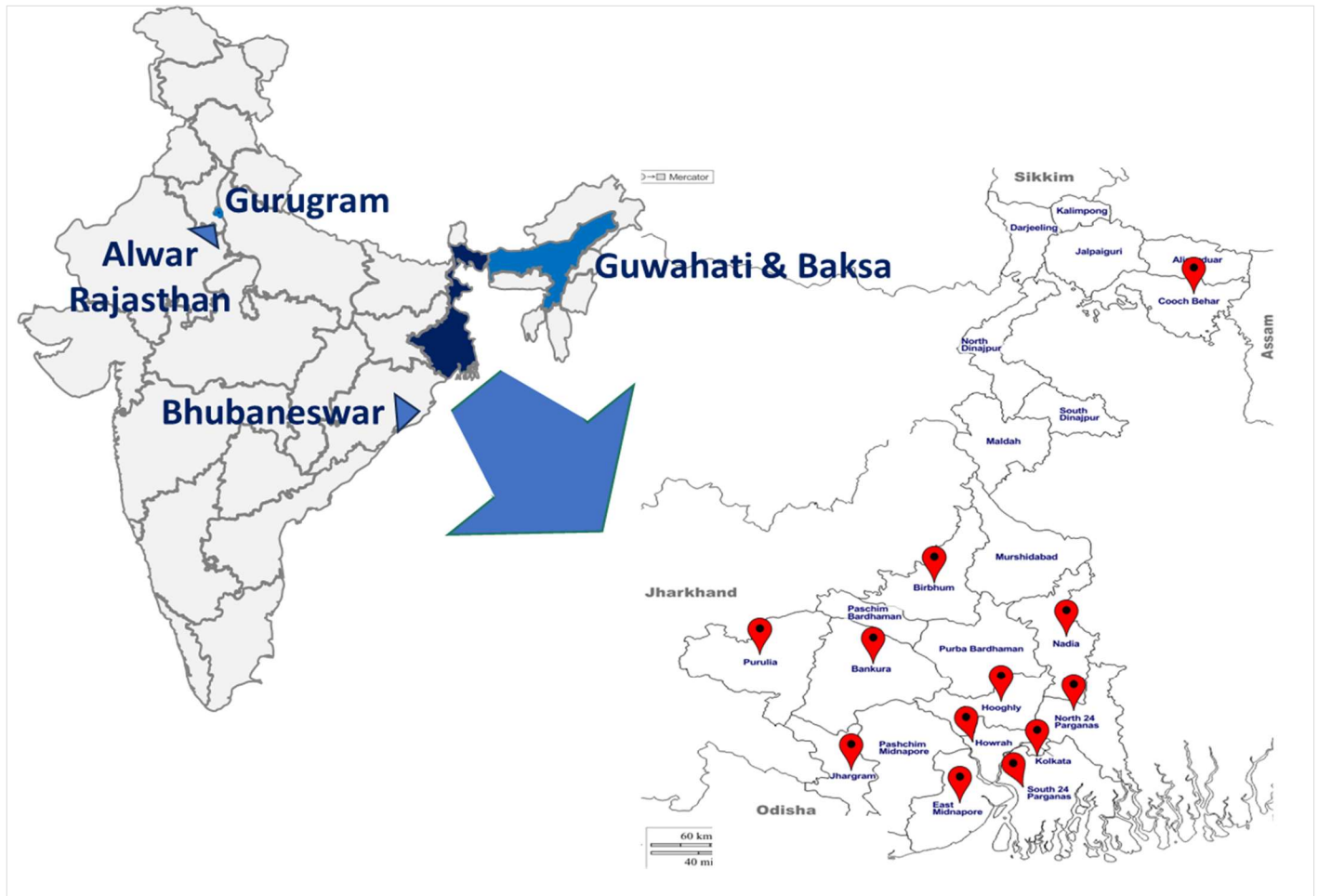
a) Implementing proven solutions in development that are based on the principles of evidence-based approach to poverty reduction b) Using ICTs and proven ICT-based solutions to development as they accelerate development outcomes and impact c) Set up human development centers as a single place to carry out all community development activities besides being a meeting place for women, children, and youth

## Principles

Work among the vulnerable sections of society — women, youth, children, the aged and the disabled.



## GEOGRAPHIC FOCUS



## BASUDHA (Environment)

Project Name	Target Group	Location	Target Number	Number Achieved	Funding Agency
Plant Mangroves - Rebuild Sundarbans	Empowering Change: Women SHGs Leading the Battle Against Climate Change and Deforestation	Village: Nazat Gram Panchayat: Nazat Block: Sandeshkhali-I CD block	50,000	50,000	Schneider Electric India Foundation

Under the Basudha (The Earth) initiative, the Mission Million Trees and Plant Mangroves - Rebuild Sundarbans programmes, Change Initiatives is focused on combating climate change and reducing deforestation. Through these programmes, we have planted nearly 3.20 lakh saplings of mangroves, fruit trees, and wood trees across West Bengal, including the Sundarbans and districts such as Jhargram, Nadia, Hooghly, Purulia, and Bankura, as well as urban areas like Kolkata and New Town. By empowering local communities and engaging self-help groups (SHGs), this initiative contributes significantly to restoring ecosystems and enhancing biodiversity.

As part of our ongoing mangrove restoration efforts, we are preparing to plant 50,000 mangroves at Nazat, located in Sandeshkhali, North 24 Parganas. This initiative aims to utilise vacant spaces for plantation, with the active involvement of local Self-Help Groups (SHGs).



By engaging these SHGs, particularly women-led groups, we are not only promoting environmental conservation but also empowering local women by assigning them key responsibilities in the field. Around 10 SHGs, comprising approximately 500 women, have taken part in this project. To ensure the success of this initiative, we have held multiple meetings with SHGs, panchayat members, and the local Block Development Officer (BDO). These meetings emphasised the importance of mangrove plantations in protecting the local habitat and laid the groundwork for selecting the plantation site. GPS technology was used to gather precise location data, and thorough site preparation, including fencing with nets, was completed to safeguard the area.

Our efforts were further reinforced through the celebration of Mangrove Day on July 26, which served to raise awareness about the critical role mangroves play in coastal resilience. Volunteers from our corporate sponsors also visited the plantation site and actively participated in planting the saplings, showing their support for the cause. Additionally, interns from the Kalinga Institute of Industrial Technology, Bhubaneswar, Odisha, and Faculty Center for Integrated Rural Development And Management (RKMVERI, Narendrapur Campus) visited the site to gain insights into the project's operational framework.





Strict monitoring of the plantation site is being carried out to ensure the survival and healthy growth of the saplings, marking this project as a comprehensive and sustainable effort to restore vital ecosystems.

Project Name	Target Group	Location	Target Number	Number Achieved	Funding Agency
Mission Million Trees	The target group for this initiative includes women-led Self-Help Groups (SHGs) and local communities in West Bengal, Assam, Rajasthan, and Gurugram, focusing on environmental sustainability and community empowerment	West Bengal (Bankura and Purulia districts), Assam (Baksa district), Rajasthan (Alwar district), and Gurugram	17,000	17,000	Schneider Electric India

As part of our commitment to environmental sustainability, Change Initiatives is planting 17,100 saplings across various locations in India, including West Bengal (10,000 in Bankura and 2,000 in Purulia), Assam (2,500 in Baksa), Rajasthan (2,500 in Alwar), and Gurugram (100). This initiative supports our mission to combat deforestation, restore ecosystems, and engage local communities in these diverse regions.





In all these locations, the focus is on restoring native species and improving biodiversity. By involving local women-led self-help groups (SHGs) and tribal groups in Assam, we not only enhance environmental conservation efforts but also empower these communities by giving them a central role in the implementation of the project.

This plantation drive not only addresses climate change but also promotes long-term sustainability through community involvement, particularly with SHGs and tribal groups. By integrating ecological restoration with community empowerment, we aim to foster a collective commitment to a greener and more sustainable future.



Through these efforts, Change Initiatives continues to align its environmental conservation mission with community participation, creating a model of sustainable development that benefits both people and nature.

## LET'S CODE

Location	Target Group	Impact	Funding
Kolkata	Students from Government schools	<b>6,726 Students</b> from 10 government schools in Classes VI to IX learning coding and tinkering	Capgemini
Madhyamgram	Tribal children of Khelaghar	<b>68 students</b> from class II to VIII learning basic computer and tinkering	Capgemini

The Capgemini Let's Code Project, launched on July 27, 2021, by Change Initiatives, is an ambitious program designed to make coding and technology skills accessible to students in 10 government schools in Sonarpur, South 24 Parganas, West Bengal. This three-year initiative has enrolled 6,794 students from Classes VI to IX. Extending beyond Sonarpur, the project welcomed the participation of Madhyamgram's Khelaghar, marking a significant milestone in its reach and impact.

The project has transformed learning in partner schools by operating coding and tinkering lab such as Sonarpur Vidyapith, Ghasiara Vidyapith, Balia Nafar Chandra Balika Vidyalaya, Garia Harimati Devi Uchcha Balika Vidyalaya, Kalikapur Basanti Devi Balika Vidyalaya, Kalikapur Ramkamal Vidyapith, Rajpur Vidyanidhi High School, Laskarpur Rabindra Vidyapith for Girls', Greenpark Siksha Sadan High School and Kamrabad Uchcha Balika Vidyalaya. The lab consists of four desktops, a projector, a 3D printer and other TLM items. All the labs have their internet facility for a better learning experience.



The main objective of the coding classes was to empower students with basic computer knowledge, fundamental coding skills and computational thinking abilities. By utilizing Scratch and Python, we aimed to make coding accessible and enjoyable for young learners, fostering their creativity and problem-solving capabilities. By introducing coding and tinkering as an integral part of their curriculum, we aimed to equip these young learners with essential skills to thrive in the digital age and foster a passion for technology and innovation. The project is based on the principle of project-based learning.



The children learn basic coding in Scratch and Python, with the learning aligned to building projects that can impact their daily lives.

Through an engaging, structured curriculum, Change Initiatives' educators have demystified coding and equipped students with real-world problem-solving skills, fostering critical thinking and creativity. Hands-on activities, workshops, and interactive projects have helped students develop a deeper understanding of programming while learning valuable life skills like teamwork, innovation, and effective communication.



Beyond coding, students were encouraged to participate in various extracurricular activities that broadened their horizons. Science exhibitions, quiz competitions, theatre festivals, debate competitions, and sports tournaments, including football and kabaddi, have energized school communities and given students platforms to express their talents. Students eagerly participated in these activities, developing confidence and a passion for STEM (Science, Technology, Engineering, and Mathematics) fields. For example, Sonarpur Vidyapith students showcased exceptional projects in science exhibitions, and Balia Nafar Chandra Balika Vidyalaya students displayed a keen interest in debates and theatre arts.

First Annual Meet Programme was held at Nazrul Tirtha on 22<sup>nd</sup> June 2024 which allowed students to exhibit their innovative projects like Anti Sleep Alarm for Driver, Smart Obstacle Avoider, Smart Helmet, Automatic Door Lock System, Automatic Water Dispenser, etc before a wider audience, demonstrating the skills and knowledge they gained through the project.

The Let's Code Project has empowered students in a way that reaches far beyond traditional education, instilling in them the confidence to pursue technology and innovation. By providing access to tools and knowledge essential for the digital world, the initiative is creating a foundation for a more inclusive, forward-thinking society. Through this investment in youth, Change Initiatives and Capgemini are equipping students with the skills to shape their futures and make meaningful contributions to their communities and beyond.

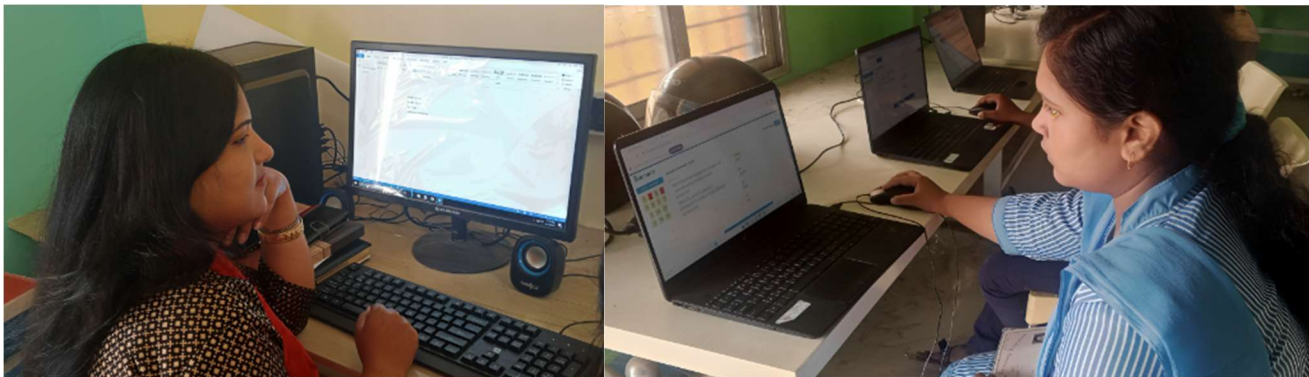


# DIGITAL LITERACY

Project Name	Target Group	Location	Number Achieved	Funding Agency
Capgemini Digital Literacy Mission	Individuals aged 14-70	Calcutta	13,080	AADHAAR Capgemini We Kare Society

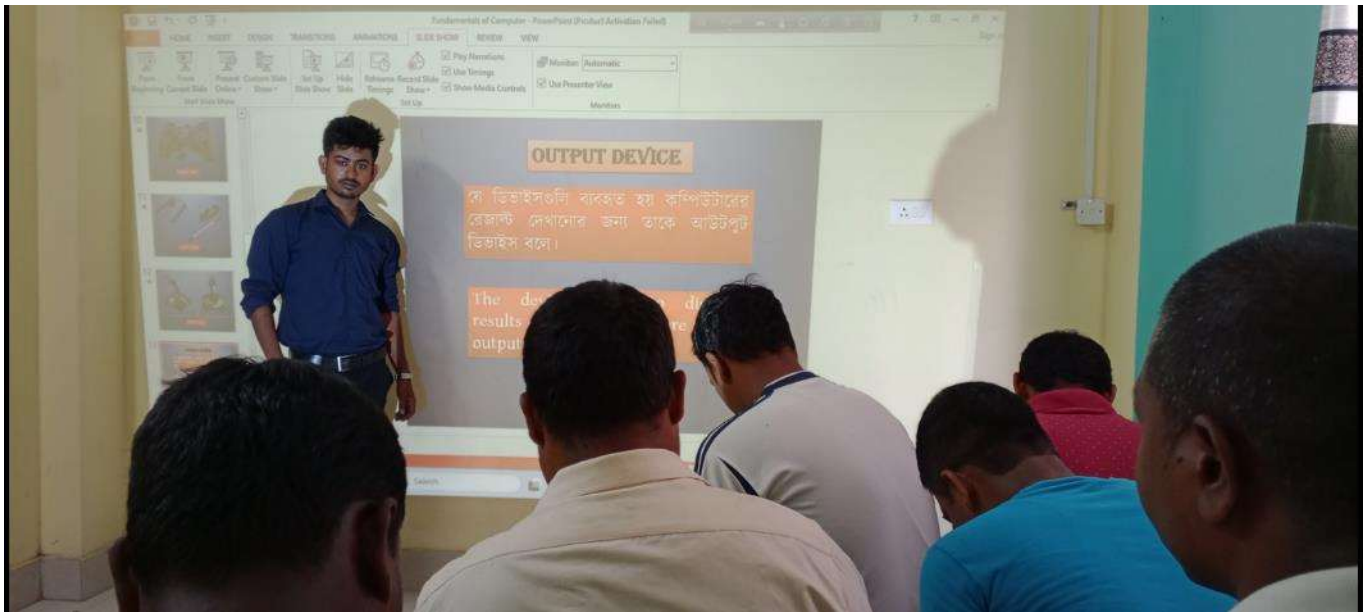
Entering its eighth year, the Digital Literacy programme remains dedicated to empowering individuals by equipping them with essential skills such as internet navigation, email and social media usage, downloading examination and government forms, purchasing transportation tickets, and using payment applications. A key focus of the programme is on cybersecurity, ensuring participants gain the knowledge needed to protect themselves in the digital landscape during their daily activities.

The programme is designed for individuals aged 14 to 70, and Change Initiatives established digital three literacy centers, including one in Lake Town and five-spoke centers located in Sundarbans, Bhargar, and Medinipur, Purulia and Bankura following the hub-and-spoke model. Prior to initiating training, we prioritised raising awareness about digital literacy and its objectives. We engaged with various groups, families, and individuals, stressing the significance of digital independence in adapting to the ever-evolving technological landscape.



To encourage participation, we motivated individuals to visit the centres and attend classes at their convenience, promoting a proactive approach to developing digital skills. This training initiative has also been implemented in numerous schools.

Over the past three years, we have trained approximately 6,000 students, with 700 students receiving training in the last year (FY-2023-24). The training and certification process for students is ongoing, and we continue to place a strong emphasis on cybersecurity, ensuring that participants are well-prepared to navigate the digital world safely and effectively.

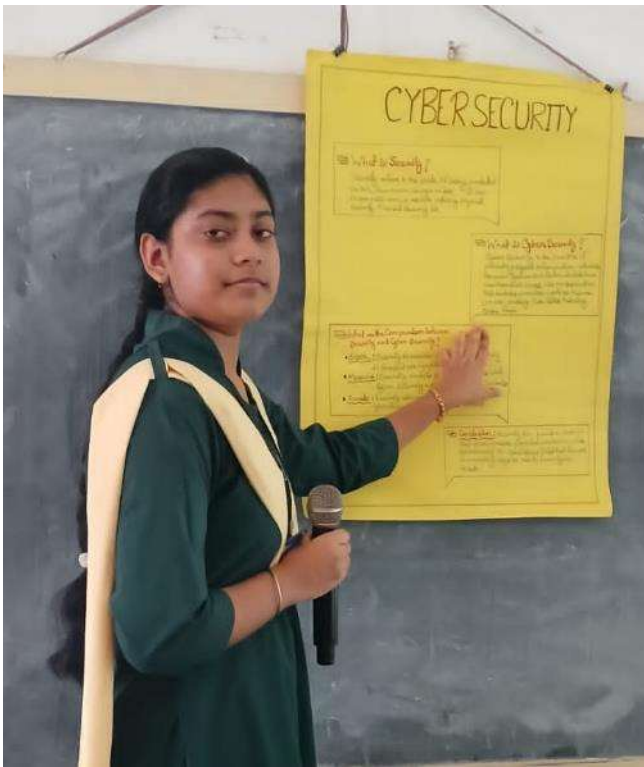


### Objectives of CDLP

1. To empower communities with capacity building & training programmes and make them digitally literate using ICT as an outreach platform.
2. To create an opportunity for collaboration of industry bodies to enhance digital literacy in the country.
3. To facilitate deployment of rural citizen services through digital means thus reducing frictional losses suffered by under-served communities in trying to meet their basic human needs.
4. Target group: The CDLP centres aim primarily to engage citizens in different age groups across diverse communities across India to significantly impact human development indices. Women, youth, and children in urban, semi-urban & rural communities will be the primary target groups.
5. Each CDLP centre will be housed in a unique community, and the idea is to extend the outreach to the whole community to bridge the digital divide.

## STAY SAFE, BE CYBER SMART

Location	Target Group	Impact	Funding
Kolkata	Adolescent girls and young women in the age group of 16-25	650 Young women will become Cyber Smart	American Center Kolkata



The Be Cybersmart project aims to make young women feel safe when they use their mobile phones and surf the internet on their laptops and computers. The Internet and mobile phone have opened the doors to young women and girls to a wonderful range of opportunities but also exposed them to cyber-risks and threats. One in three have reported negative experiences on the Internet. These include cyber-bullying, propagation of misinformation and hacking or misuse of social media profiles. The project supports adolescent girls and young women in the age group of 16-25 to develop critical thinking skills, provide tools and generate awareness about their cyber footprint and privacy, develop competencies to deal with online safety issues such as hacking and bullying, and become responsible digital content creators and users.

The Be Cybersmart project has engaged with 650 young women students from Bengali vernacular high schools (grades 10-12) and colleges from Kolkata and some suburbs and from various ethnic, cultural, religious, and social strata of the society including underserved communities. As many as 10 workshops will be held at the American Centre with the young women in 2024 where they were trained on how to combat cyber risks and fight online threats by a group of experts. Till March 2023, we have done one workshop with 54 students of two schools. The American Centre became a safe space for the young leaders to network, meet peers and discuss critical issues such as how to fight mis/disinformation and build a resilient and informed generation and communities. The empowered young women and girls have now become Cybersmart and are now holding follow-on workshops in their communities among their peers and elders.





## KISHOLOY (EDUCATION)

Location	Target Group	Beneficiary Numbers	Funding
Barrabazar area of Purulia District	Tribal Children under Sabar Community	225	Crowd Funding
Dhakuria, Kolkata	Kids of Panchanantala Slum	26	Crowd Funding
Madandanga and Kantabele Village, Nadia District	3 to Youth	90	Local Donation, Community Foundation, US Change Initiatives own funding
Canning, South 24 PGS	4 to Youth	65	Community Foundation, US
Ranaghat, Nadia	4 to Youth	45	Community Foundation, US

Kisholoy, our child education initiative, has been nurturing young minds for over a decade. Initially focused on providing essentials like exercise books, textbooks, and pencils to village children, the program has since expanded to establish and manage learning centers and schools. Currently, we operate seven schools in rural areas and a slum in Kolkata, with an emphasis on foundational literacy, numeracy, and providing nutritious meals.

We're now supporting five Sabar schools at Barrabazar block of Purulia, providing primary and pre-primary education to 225 children across Jahanabaid, Beldih, Garasagma, Jilling, and Latpada Sabar Schools. These students, from pre-primary through Class V, attend remedial classes in key subjects such as Mathematics, Bengali, Geography, History, and General Science at the Sabar Bikash Kendras. Alongside essential educational materials, we distribute hoodies during winter. We also renovated the Beldih Sabar Bikash Kendra by painting the school building and improving sanitation facilities with a new toilet block.



We regularly provide tiffin to the Sabar children, including items like puffed rice (muri), ghugni, poha, eggs, sweets, and milk. Additionally, well-wishers sometimes sponsor lunch on special occasions, such as their birthdays or wedding anniversaries. Students engage in yoga and physical training and participate in cultural celebrations, including Saraswati Puja, Republic Day, and Teachers' Day.

To further support education in Purulia, we've awarded scholarships to 20 academically promising but economically disadvantaged students from Madhyamik and Higher Secondary levels in Barrabazar block to assist them in pursuing higher studies.

In the Panchanantala slum, we support the Panchanantala Shishu Prathamik Vidyapith every Saturday by providing tiffin and interactive, engaging lessons. Here, children from pre-primary to primary levels receive education with a focus on fostering computational thinking through creative and participatory teaching.



Our learning centers in Canning (South 24 Parganas), Madandanga, and Kantabele (Nadia) provide a range of services, including remedial classes, extracurricular activities, stage performances, pre-primary support, early childhood development, libraries, and innovative learning techniques. We also offer scholarship support to college-bound students. Volunteers, both local and international, play an active role in supporting these initiatives, enriching the experience and impact of the Kisholoy program.

## NABANNA (Gender)

Project Name	Target Group	Location	Number Achieved	Funding Agency
HER+ West Bengal Livestock Learning Lab	175 Women poultry farmers	Balarampur, South 24 Parganas	175	International Rice Research Institute

The Nabanna initiative of Change Initiatives empowers women through skill development, entrepreneurship, and awareness-raising. The CGIAR Initiative on Gender Equality (HER+) is dedicated to harnessing gender and social equality for resilience in agri-food systems, focusing on empowering women as key partners and drivers of climate change solutions. The HER+ West Bengal Livestock Learning Lab, implemented by Change Initiatives in Balarampur, South 24 Parganas, is a pilot project funded by the International Rice Research Institute. The Learning Lab aims to address the multiple vulnerabilities faced by women in rural communities through a series of tailored socio-technical innovations and training.

The project's objectives include building climate resilience, promoting economic empowerment, facilitating social empowerment, improving nutrition and health, testing innovations, and fostering



stakeholder collaboration. By developing and implementing context-specific Socio-Technical Innovation Bundles (STIBs), the Learning Lab equips women farmers with adaptive practices to manage climate risks and enhance food security. In addition, skill development and business management training are provided to improve economic stability, while workshops on gender equality and women's rights empower women to take on leadership roles within their communities.



A comprehensive situational analysis conducted by Change Initiatives before the project launch revealed the challenges faced by women poultry farmers, informing the design of targeted interventions. The project not only addresses economic and social challenges but also emphasizes the importance of environmental sustainability by promoting adaptive practices and raising awareness of climate change impacts.

The sustainability strategy focuses on building organized women's groups to foster collective decision-making, enhancing livelihood opportunities, and cultivating leadership skills. By partnering with local stakeholders, Change Initiatives ensures continued support and scalability, ultimately creating lasting impacts that empower women and promote resilience in agri-food systems.





## DIGITAL CLASSROOM



In today's digital era, it is essential to complement traditional learning with digital education. Unfortunately, many schools lack the necessary facilities to support this. Digital and smart classrooms can create an interactive and engaging learning environment that fosters creativity, critical thinking, and problem-solving skills. They allow teachers to present complex concepts in a simplified and visually appealing manner, making it easier for students to grasp new ideas.

To address this gap, Change Initiatives has established two digital classrooms in the Sundarbans: one at Mangal Chandra Vidyapith High School in Gosaba and another at Rananbelkia High School, also in Gosaba. The primary objective is to promote digital learning among underprivileged students in these selected schools.

Each digital classroom is equipped with a smart Android projector, sound system, UPS, and computers. After installing the equipment, we provided training to teachers on how to effectively use this technology in their lessons.

As a result, more than 3,000 underprivileged children have benefited from these digital classrooms, transforming their learning experience into a hybrid model that combines both traditional and smart learning approaches. This initiative not only aims to empower students with the digital skills they need to succeed in an increasingly technology-driven world but also empowers teachers, enhancing the overall educational landscape in the area.



## PROJECT WELL

Providing clean water and sanitation in rural areas remains a significant challenge. Aligned with the sixth Sustainable Development Goal of 'Clean Water and Sanitation,' the Change Initiatives Project Well has made a meaningful impact on rural communities and the environment over the years. The project aims to prevent arsenic contamination of groundwater through indigenous technology and the establishment of bacteria-free, arsenic-free bi-tech wells equipped with iron-removal filters.

Currently, there are 166 bi-tech wells under the "Arsenic Mukto PanioJal" initiative across five blocks in North 24 Parganas (Baduria, Deganga, Habra, Swarupnagar, and Gaighata) and one block in Nadia (Chakdaha), West Bengal, India. Additionally, 100 toilets have been installed to further enhance sanitation in these areas. Approximately 2,500 families and 10,000 consumers benefit from the wells, while about 200 families benefit from the toilets each month.

The project modernizes old dug-wells into advanced bore dug-wells (bi-tech wells) that draw water from upper arsenic-free aquifers. In the fiscal year 2023-24, we established 5 bi-tech wells and 30 toilets, and we continue to advance this initiative in collaboration with Project Well, US.



## AWARDS AND CITATIONS

- ✚ Jhumpa Ghosh (Director) - Honored as **British Bengal Icon 2024** at the prestigious House of Lords in the United Kingdom.
- ✚ Jhumpa Ghosh (Director) - Recognized by the **St. Xavier's College** (Calcutta) Alumni Association at Looking Beyond IV in 2024 for her exemplary leadership in Social, Educational, and Philanthropic activities.
- ✚ Change Initiatives received a **Certificate of Accreditation** from the *Credibility Alliance* in 2024.
- ✚ Change Initiatives - Winner of the **Gender and ICT Award 2023**, presented by the APC Women's Networking Support Programme and the Global Knowledge Partnership, in the category of Community/Individuals Advocacy and Networking, (<http://www.genderawards.net/winners/2003/winners.htm>).
- ✚ Nabanna - Received an Honorary Mention at **Prix Ars Electronica** in 2004, recognizing its significant contributions and achievements.

## FUNDRAISING EVENT

Change Initiatives has organized several Fundraising events in the financial year 2022-23. The main objective of the fundraising campaigns are to reach more and more people and for seeking their support.

The Fundraising events which were organized last year, were:

SI No.	Fund Raising Event	Time
1	Puja Dress for the slum kids of Panchanantala	September'23

2	Hoodies for the Sabar kids of Purulia	November'23
3	Lunch for the Sabar Kids	January'24

With the help of social media, Change Initiatives mainly reaches potential donors and ask them for some support. The generous people help Change Initiatives financially to support the deprived kids. We have distributed new Puja Dress among the children of Panchanantala slum and Hoodies to Sabar tribal kids of Purulia in the time of winter.

## VOLUNTEER & INTERNSHIP PROGRAMME

During the 2023-24 session, Change Initiatives welcomed interns and volunteers from various universities and colleges. This collaborative effort provided a valuable platform for students to gain insights into the practical aspects of Rural Management, organizational operations, and project monitoring, allowing them to acquire hands-on experience and participate in exposure visits.

Last year (FY 2022-23), we had six enthusiastic students from the KIIT School of Rural Management in Bhubaneswar and four aspiring students from the Institute of Rural Development Management (IRDM) Faculty Centre in Narendrapur who actively engaged in our internship program. Their dedication and passion brought fresh perspectives to our organization, enhancing the synergy of ideas and fostering innovation. we also hosted nearly 50 volunteers across our various programs.

## OTHER SPECIAL EVENTS

### ***Empowering Young Adults: Transformative Alliance with Partner Hooghly***

Change Initiatives, in collaboration with Partner Hooghly—an organization dedicated to supporting young adults with mental challenges—is making a meaningful impact in the community. Partner Hooghly operates a training and production center where these young adults create various products, including spices, squash, pickles, wax diyas, and rakhis. We support this initiative by selling these products at various events, such as fairs and school functions.

The funds raised from these sales are returned to Partner Hooghly to further improve the well-being of these individuals. Additionally, the rakhis made by them are sold in schools and colleges. To enhance their learning experience, we have also hired a special educator. Together, we are promoting independence and inclusivity for these young adults.

### ***Online Quiz Competitions***

Change Initiatives organizes online quiz contests on special events like World Environment Day, Independence Day, etc. The link of the quiz is shared among the schools and the students enthusiastically participate in the quiz contest. After successfully getting the qualification marks, students are awarded online certificates.



## ADVISORY BOARD



### Bishakha Ghosh

Born and raised in Kolkata as the oldest of two siblings, Bishakha Ghosh learned Economics from great teachers at Presidency College and Calcutta University.

Now she is an Associate Professor at Kalyani University. She is irresistibly drawn to the power of words and the lure of distant places.

### Indira Kanjilal

Sr Manager, Editorial, ICRA Ltd, Indira Kanjilal is an editor, writer, translator.

She works for women and children's education and healthcare. She is working to make a slum school into a Happy School at Panchanantala, Dhakuria. She has also been working on domestic violence and gender discrimination in an individual capacity.



### Dr Rupak Goswami

Rupak Goswami is currently a Fulbright Visiting Scholar at University of California, Davis.

Rupak teaches agriculture and rural development at the Integrated Rural Development and Management Faculty Centre of Ramakrishna Mission Vivekananda Educational and Research Institute, Kolkata. He is a PhD from Bidhan Chandra Krishi Vishwavidyalaya, Kalyani.



## BOARD MEMBERS 2023-2024

Name of Board Member	Designation	Gender	Age	Profession
<b>Sanghamitra Majumder</b>	President (Honorary)	Female	53	Service. M.Sc. Economics. Calcutta University
<b>Dr Sarmistha Banik</b>	Vice-President (Honorary)	Female	51	Professor Physics. BITS Pilani
<b>Suryatirtha Ray</b>	Secretary (Honorary)	Male	58	Journalist. MA in Economics from Delhi school of economics
<b>Sumita Mandal</b>	Treasurer (Honorary)	Female	52	Service. M.Com Calcutta University
<b>Soumen Gupta</b>	Members (Honorary)	Male	59	Cost Accountant
<b>Sudipto Das</b>	Members (Honorary)	Male	56	Consultant
<b>Mrs. Sujata Chatterjee</b>	Members (Honorary)	Female	72	B.Sc. Former Education Worker in UK.

**Relationship between Board Members: None**

## Financial Brief Report

Total income and expenditure of Change Initiatives for the last three years as per audited accounts (in Rs).

Years	2023-24	2022-23	2021-22
Total Income	14,583,568	20,917,481	12,956,572
Total Expenditure	16,29,272	15,599,723	86,26,109

Annual receipts of the organization. (Receipts are the total money received by Change Initiatives in a year in Rs) for the last three years:

On the basis of source:

RECEIPTS (for last three Financial Year)	2023-24	2022-23	2021-22
Self Generated (fees/ subscriptions/ interest/ community contributions etc)	--	--	---
Donations from Indian individuals	95,573	279,813	5,62,287
Donations from foreign individuals (under FCRA)	---	12,616	4,26,939
Grants from Indian sources (trusts/ govt/ companies/ foundations)	10,851,261	1,44,97,406	94,61,397
Grants from International sources (under FCRA)	33,27,421	58,77,262	94,61,397
<b>TOTAL RECEIPTS</b>	<b>28,814,675</b>	<b>20,667,097</b>	<b>1,28,63,623</b>



## PARTNERS



**Below are some of the names of Partners whom we work/worked with.**

Toronto Calcutta India Foundation

UNESCO, Social and Human Science Sector, Paris

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 About 50 Gram Panchayats of Nadia, 24 Parganas (North) and 24 Parganas (South)  
 Above 500 Schools  
 Farmers' Club, SHG, CBO  
 And  
 Many more.....