



REALITY GIVES

Making Quality Education a Reality



ANNUAL REPORT

2018-2019

Reality Gives
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www.realitygives.org

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Dear Friends,

I am truly delighted that we are another year closer to the 10-year anniversary of Reality Gives. We have worked tirelessly to reach this important milestone, consistently growing our team, developing our staff and responding to the needs of our beneficiaries.

As we look ahead, it is my priority to ensure that our organisation is set up for the future. It is crucial that Reality Gives continues to make a social impact for decades to come, and the work we achieved in 2018-2019 was designed with this goal in mind.

We streamlined our output and shifted our focus towards cementing the long-term future of our organisation. We invested time in building sustainable processes and systems both within Reality Gives and throughout our Programs so that future teams can continue to thrive. We prioritised the development of our managers, executives and teachers to create strong and confident leaders.

We introduced an Assistant School Leader on our School Program and developed new partnerships with Rubaroo and Umeed to strengthen the education and care our students receive. Partnerships were equally important to our Youth Program and made sure the beneficiaries have access to the best possible opportunities. By teaming up with Antarang, we could support Youth Program students with employability skills, and our new alliance with Yes Akademia will see two students each year attending a young leaders' workshop in Paris. A fantastic opportunity and I can't wait to hear all about that trip.

So after all of this hard work, what is to come in the year ahead? As we approach our tenth anniversary, we feel an even bigger responsibility towards our beneficiaries and our team to plan for the next decade to come. One of our major goals in 2019-2020 will be to create an efficient Monitoring and Evaluation system. This will help us to collect and analyse data to track our Programs, improve our work and increase our impact.

As I look back over the work of this year, I must say thank you to everyone who has helped to make it happen. From our wonderful team to our generous donors, board and partners. You are the reason Reality Gives is able to change the lives of young people and I am so grateful for your continued support.

I look forward to the year ahead with great anticipation and optimism.



Krishna Pujari

REALITY GIVES

Reality Gives is a community-based education NGO founded in Mumbai's Dharavi (one of Asia's largest slums and home to over a million people) and now also active in Sanjay Colony, a slum community in New Delhi. We envision a world where underprivileged communities have equitable access to opportunities and

resources, and believe education is the most powerful tool people can use to break the cycle of poverty. Through our school, youth and sporting programs, Reality Gives has reached over 9000 children and young adults since 2009.



Our Vision

We want a world where all communities have equitable access to opportunities and resources.



Our Mission

We provide young people from underprivileged communities in India with quality education to enable them to maximise their potential.

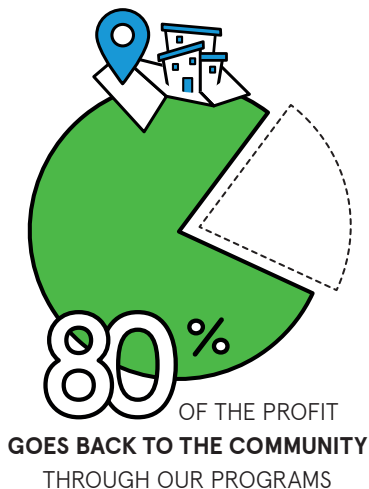


THE REALITY MODEL

Much of our success is down to the work of our sister organisation Reality Tours and Travel (RTT). More than a decade ago when RTT launched its now-famous 'Educational Slum Tour of Dharavi', its goal was to challenge people's negative stereotypes of slum communities and reinvest profits where they belong: back into the local community, for the benefit of local people. Reality Gives (RGi) is the arm through which RTT does this, and together we've helped create positive change in slum communities for many years.

REALITY TOURS & TRAVEL

TAKES YOU ON AN EDUCATIONAL SLUM TOUR



Through this unique social business model, where profits from the tour allow RGi to drive meaningful change in Dharavi and Sanjay Colony, our partnership has achieved international recognition. This has seen RTT win major responsible tourism awards due to the positive impact the tours have on the community through the work of RGi. Recent years have seen RTT expand to offer a wide range of tours across Mumbai and New Delhi. They also offer multi-day tours to both Kerala and Rajasthan - all of which aim to provide authentic, thought-provoking experiences for their guests and generate funds to support RGi.



**VIRGIN HOLIDAYS
RESPONSIBLE TOURISM**
2012



**TO DO! - SOCIALLY
RESPONSIBLE TOURISM AWARD**
2014



**TOURISM FOR
TOMORROW**
2015



**TRIP ADVISOR
CERTIFICATE OF EXCELLENCE**
2011-2018



**INDIAN RESPONSIBLE
TOURISM AWARD**
2018

DHARAVI

Lying in the centre of Mumbai, Dharavi is comprised of over 80 settlements across 1.7 km² and is home to an estimated 1,000,000 people. This makes it 20 times denser than the rest of Mumbai, which is already one of the most densely populated cities on the planet.



Contrary to its reputation as Mumbai's 'Shadow City', it is an area vital to the day-to-day functioning of the city. It is a slum unlike any other, recycling 80% of Mumbai's plastic and home to an industrial sector which produces around thirty billion rupees (six hundred and sixty-five million dollars) of goods annually. Dharavi's residential sector is home to people from across India – a population which speaks 30 languages and practices more than six different religions. Reality Tours and Travel aims to highlight the ingenuity, enterprise and resilience of this incredible place while Reality Gives seeks to address some of the major challenges faced by its residents.

- 2.16 km²
- 1 million people
- Recycles **80%** of Mumbai's plastic waste
- 15,000 hutment (single room) factories
- Around **US\$ 665 million** to **US\$ 1 billion** of goods produced annually
- More than **5,000** businesses
- Over **30** languages
- **6** religions

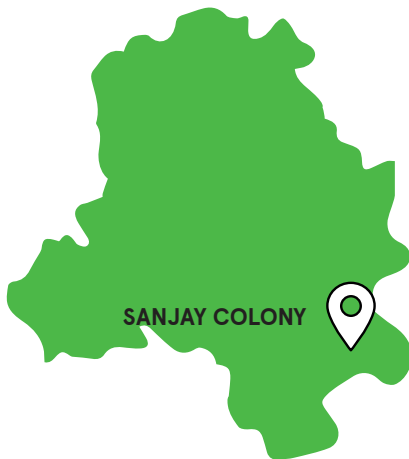


The Dharavi community is all about helping each other and since working for Reality Gives people recognise me from working for the NGO and this makes me feel proud. I have faced many personal problems during my time with Reality Gives but the team has always helped me get through the difficult times, it's not just a workplace, it's a big family.

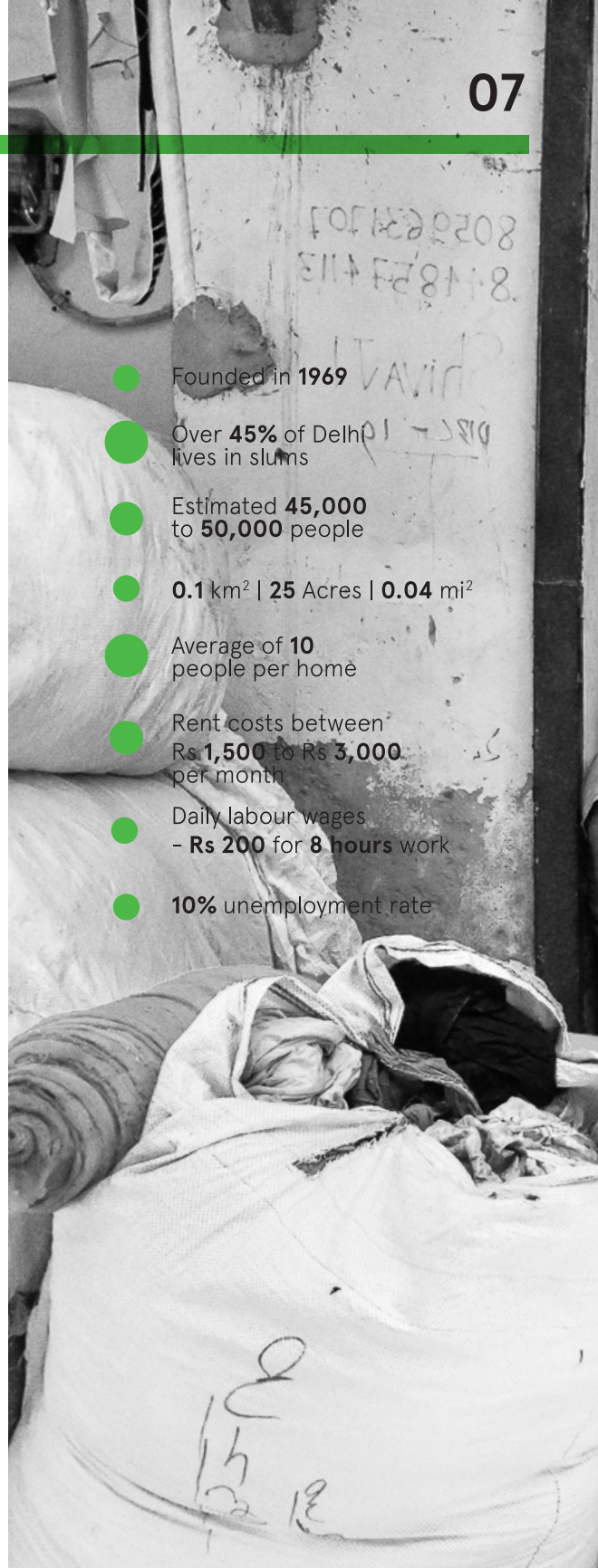
Karthika Nadar, Executive to Head Office

SANJAY COLONY

Sanjay Colony is a small slum built on 25 acres (0.1 km²) of land near New Delhi's Okhla Industrial Area. It is home to approximately 50,000 people in a city where more than 45% of the population live in slums.



Although it is much smaller than Dharavi, the same widespread spirit of determination to break the cycle of poverty exists. Though the community faces many challenges, its burgeoning clothes recycling and manufacturing industry stands out among a variety of enterprises and small-scale businesses – with few resources available, Sanjay Colony has developed a successful micro-economy. Reality Tours and Travel began offering tours in Sanjay Colony in 2016, which allowed Reality Gives to expand our mission and start providing quality education in a second location. We believe people from underprivileged communities across India (not just Dharavi and Sanjay Colony) deserve the same, and our ambition is to help even more cities as we grow.



- Founded in **1969**
- Over **45%** of Delhi lives in slums
- Estimated **45,000** to **50,000** people
- **0.1 km² | 25 Acres | 0.04 mi²**
- Average of **10** people per home
- Rent costs between **Rs 1,500** to **Rs 3,000** per month
- Daily labour wages – **Rs 200** for **8 hours** work
- **10%** unemployment rate



Thanks to Reality Gives lots of people now speak good English in Sanjay Colony, it is such a change in the community and girls also have good jobs now. So many people are coming to Reality Gives to learn and they are inclusive for all. I started as a student on the Youth Empowerment Program and graduated, I was then given the opportunity to interview with Reality Tours and Travel and became a tour guide. It was my first job and I was the first female in my family to work, it completely changed my life. Thank you to Reality Gives for this opportunity.

Hema Singh, RTT Tour Guide

OUR APPROACH

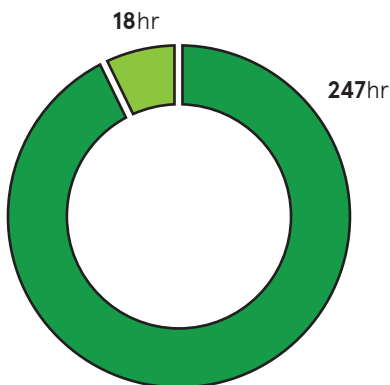
Quality contextual education for children and youth is lacking in urban slum communities, especially sustainable interventions lead by community members. The 'three pillars' which form the basis of our work are designed to address this problem: designing and using contextual curricula that is relevant to our students' real-life experiences and needs, hiring our team members from the community, and offering them quality, in-

house training opportunity. We are proud of the fact that the vast majority of our teachers and operational staff come from the communities they now serve, and hope this will lead to a sustainable channel of benefits including a reduction in gender inequality, thanks to our 100% women powered teaching team, and a marked improvement in young people's access to quality education.

TRAINING & DEVELOPMENT

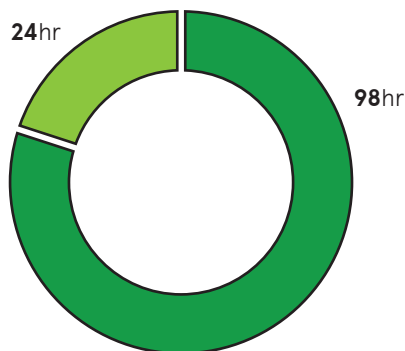
YOUTH EMPOWERMENT PROGRAM

The Youth Empowerment Program (YEP) Team supports youth aged 16 and above in their educational and personal journeys. We provide the team with a combination of trainings focused on teaching techniques and personal development, to equip them with the confidence, skill-set, and best practices they need to empower our students. In 2018-19 the team received a total of 260 hours of training, ranging from dedicated English sessions with volunteers from the UK, independent lesson planning, vision setting, writing a personal narrative, and brainstorming solutions to global issues such as the refugee crisis



SCHOOL PROGRAM

At our School Program education is a combination of Academics, Values, and Exposure, and our goal is to develop empowered young people who have a well-rounded personality and are caring, imaginative, sensitive individuals. To facilitate this, our team received 122 hours of training focused on teaching techniques and personal development training throughout 2018-19. It focused on classroom management, lesson planning, pedagogy, and behaviour with topics such as how to build a positive classroom culture for learning, data analysis of assessments to enhance lesson planning, reading strategies, parental engagement and nurturing 21st-century skills for our students.



■ Teaching Techniques ■ Staff Development

■ Teaching Techniques ■ Staff Development



I started with Reality Gives as a student and then started working for them as a computer teacher. Since then I progressed onto Program Coordinator, Assistant Manager and this year I was promoted to Program Manager. I am really happy to be working with the senior team, building confidence and leadership skills and finding ways that I can support the Youth Empowerment Program Team that I now manage. I have come a long way since I first got involved with Reality Gives and am proud of how far I have come.

Ravikumar Shahu, Program Manager

PROGRAMS SUMMARY

We believe that education has potential to change lives, and deliver a variety of programs in schools and community centres across Dharavi and Sanjay Colony.

Focusing on youth empowerment, primary education and a number of extracurricular activities, our programs are united by their emphasis on quality.

YOUTH EMPOWERMENT PROGRAM



ENGLISH



COMPUTER



LIFE SKILLS

SCHOOL PROGRAM

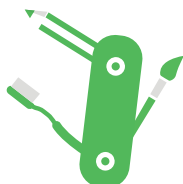


PRE-SCHOOL



PRIMARY SCHOOL

EXTRACURRICULAR PROGRAM



GIRLS' FOOTBALL
ACADEMY



CRICKET
ACADEMY



SPECIAL
ACTIVITIES

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YOUTH **EMPOWERMENT** PROGRAM



ENGLISH



COMPUTER



LIFE SKILLS

SCHOOL **PROGRAM**



PRE-SCHOOL



PRIMARY SCHOOL

EXTRACURRICULAR **PROGRAM**



GIRLS' FOOTBALL
ACADEMY



CRICKET
ACADEMY



SPECIAL
ACTIVITIES

YOUTH EMPOWERMENT PROGRAM

📍 Active in Dharavi (Mumbai) & Sanjay Colony (Delhi)

Comprised of our English, Life Skills and Computer courses, we deliver our Youth Empowerment Program in Mumbai and New Delhi. It is aimed at participants aged between 16 and 35, who enrol mainly for one of three reasons:

1. They attended schools where English was not taught or was very basic. When they finished and wanted to proceed to further education they found it difficult as the majority of the colleges teach in English.
2. They dropped out of school at an early age and struggled to find a job. They see proficiency in English, life skills and computers as being key to giving them improved access to job opportunities.
3. Many young women join our program as they want to enhance their status in their (or their husband's) family, by showing that they are educated. While they may not be able to access further education or pursue a career, these skills are important for their self-confidence and self-worth, and enable them to assist their own children with their education.

SCHOOL PROGRAM

📍 Active in Dharavi (Mumbai)

When it comes to primary education, high pupil to teacher ratios, a shortage of infrastructure and poor levels of teacher training are widespread in the world's most underprivileged areas. Teaching content and methods must also be improved – the 'rote method', which revolves around repetition and recall of facts, words and sentences without digesting and thinking about information, is still common. Working with 16-to-35-year-olds in our Youth

Empowerment Program we have seen first-hand how a lack of quality primary education negatively impacts one's career, further education opportunities and also sense of self-confidence and self-worth. Our School Program goes to the root cause of this and aims to give primary aged students the strong foundations from which they can grow and develop into confident, educated, empowered individuals.

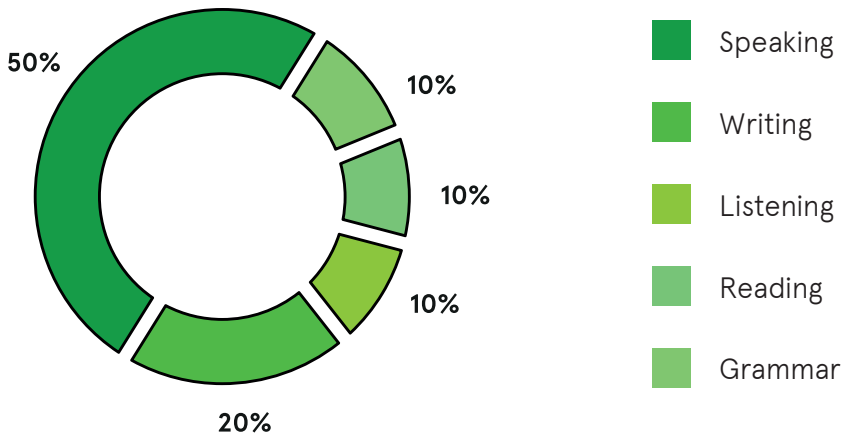
EXTRACURRICULAR PROGRAM

📍 Active in Dharavi (Mumbai)

In underserved and densely-populated areas, there is little opportunity or space for young people to play. With this in mind, we supplement our formal education programs with a combination of sports, arts and workshops to teach

the types of skills that can't be taught in a classroom alone. Through these activities we aim to develop talents, interests and passions as well as teaching practical skills.

YOUTH EMPOWERMENT PROGRAM | Functional English



355 STUDENTS

In our communities, English is widely seen as an important skill for improving employability and subsequently, quality of life. We provide English lessons from Level 0 to Level 3, delivered in 2 hour sessions, in both Dharavi and Sanjay Colony for students 16 years +, 5 days a week for 2-3 months per batch (depending on English level). The syllabus covers the basics of English in reading, writing, listening and speaking and is taught through a variety of techniques contextualised to the local environment with the aim to give learners the confidence to use English in both their daily life and employment. In 2018-19 we introduced an additional Level 0 Warm Up

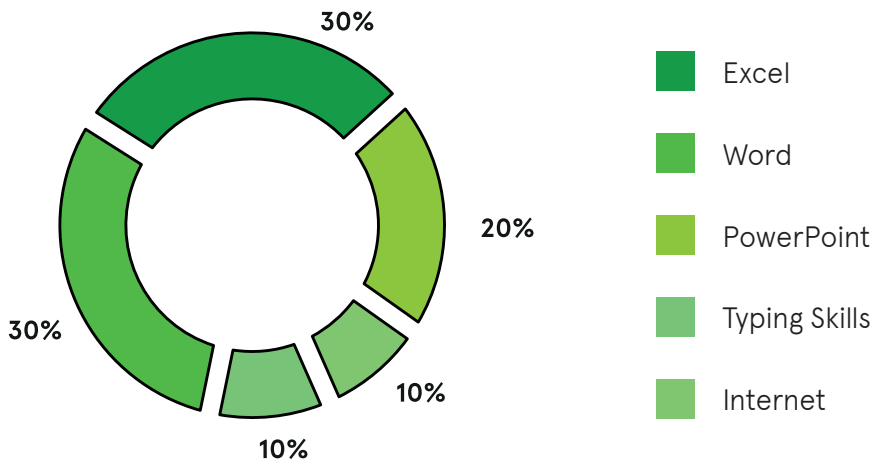
class for those students who needed to learn the basic skills such as holding a pen and the alphabet. The teams further ensured feedback was collected from each student to better understand how we can continually improve our teaching. In addition, 2 further teachers were hired and trained in Dharavi to teach Level 0, Level 1 and Level 3 English. Certified students were also taken on educational exposure visits in both Mumbai and Delhi, as a fun group activity where they could also gain more knowledge about the areas visited and to celebrate their achievements.



Reality Gives is a great platform for underprivileged students to still learn English to a high standard but free of cost. We use different teaching techniques to engage students to learn more effectively and support the students in achieving their goals.

Nazia Gafoor, English Teacher

YOUTH EMPOWERMENT PROGRAM | Computer Skills



238 STUDENTS

Practical knowledge and understanding of computers are also seen as vital skills for accessing improved employment and education opportunities. Delivered through 1.5 hour classes in both Dharavi and Sanjay Colony, 5 days a week, totalling 42 lessons over a 3 month period our bespoke Practical Computer Program covers MS Office 2016 programs and the basics of Windows and the internet, which students learn through practical tasks such as CV writing, becoming familiar with Word and Excel and

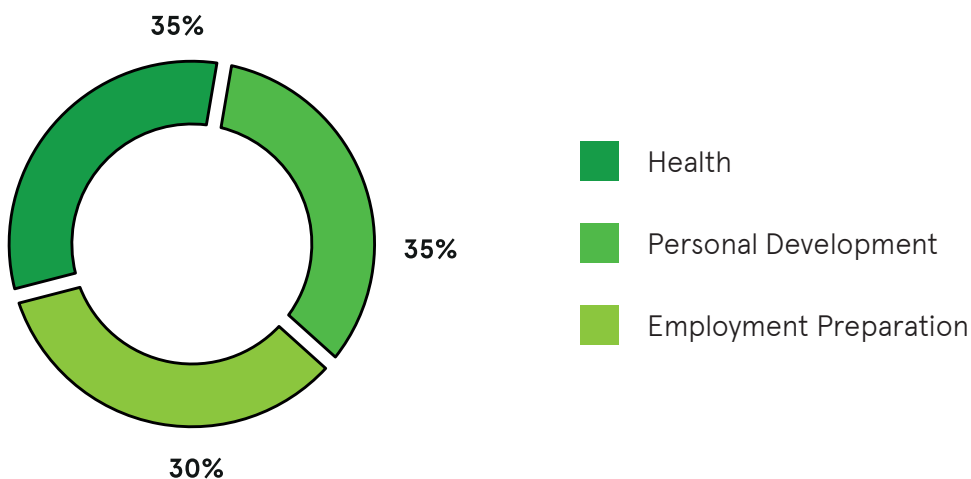
creating their own PowerPoint presentations (which they then deliver to an audience composed of their teachers, peers and other guests). This program is available both through the Youth Empowerment Program and as a stand-alone course for other students who are 13 years and above. On completion of the course and clearing the final assessment the students receive a certification and we celebrate their achievements.



Working for Reality Gives is a blessing for me as I truly discovered my ability to teach students. I learnt the difference between just being a teacher and a professional teacher, introducing the values of respect and care into every lesson!

Rashi Saini, Computer Teacher

YOUTH EMPOWERMENT PROGRAM | Life Skills



20 STUDENTS

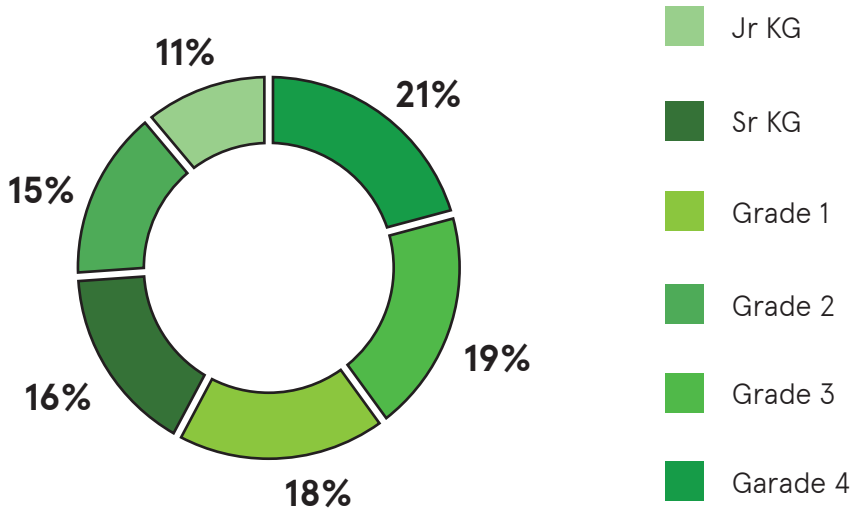
The third and final component of our Youth Empowerment Program is Life Skills, which was also developed internally using a blend of Indian and international experts, with local understanding and sensitivity toward culture, religion and traditions at its core. The course covers topics as wide-ranging as gender and equality, personal development, sexual education, interview techniques, body language, personal grooming and etiquette. Through this we aim to give the youth from our communities the knowledge, tools and support they need to overcome some of the issues and

challenges they face. Given the sensitive nature of many aspects of this course, it is taught in Hindi, enabling students to fully articulate their thoughts and feelings. While employability and further education are vital to the future of our students, so too is a pride in who they are, where they are from and the confidence and belief in themselves to be able to be an active and empowered member of society. In 2018-19 we conducted a number of workshops both internally and with external providers who are specialists in their field, giving our students a wider exposure.



When we first introduced Life Skills students didn't understand the concept and how it would benefit them but once they completed the course they felt really empowered. Being a Life Skills teachers it reminds me on a daily basis how I can live a more fulfilling and healthy life myself. It should be promoted more as a subject especially in underprivileged communities as it could help improve their quality of life and teach necessary skills.

Marchang Ranshingla, Youth Program Manager



423 STUDENTS

Education Director and School Leaders. Our teachers also were able to attend external training at the Avasara Academy in Pune to learn about the integration of values and skills whilst teaching and also the Kids Education Revolution hosted by Teach for India to learn how students can be developed as community leaders. Our Project Day was special this year; with a focus on the community we work in, the children explored different solutions to problems they see in Dharavi itself, such as the desalination of water. With an incredible attendance from all our supporters they witnessed first hand the confident, curious and caring children we are supporting in their growth and development through the school program.

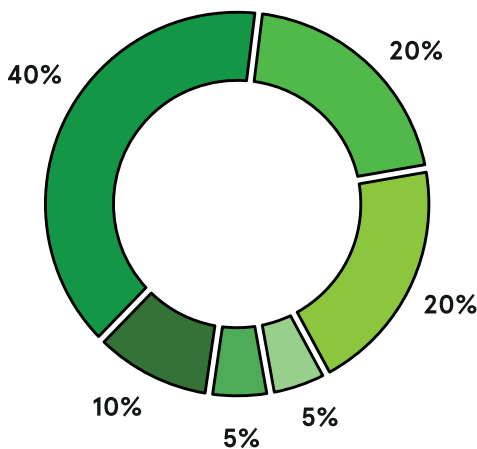


I love being in school with my teachers, they have taught us so many things, from academics to life skills and they show us so much care and support us whenever we have problems. I enjoyed the exposure visit we went on to the Prince of Wales Museum as I got to see and learn about so many animals and birds that I'd never even seen before!

Nandini Thakur, Grade 3 Student

EXTRACURRICULAR PROGRAM

Girls' Football Academy



- Football Skills & Techniques
- Warm Up & Cool Down
- Football Matches
- Life Skills
- Fun Games
- Feedback & Discussion

● ● ● **28 STUDENTS**

Girls in our communities often do not have exposure or the opportunity to play sports, they are often taken out of education early, marry young and there are few facilities available to play sport through school. Our Girl's Football Academy runs for Under-12's, Under-14's, Under-16's and 16 Years and above with training sessions every Saturday and Sunday. It provides a platform to develop their fitness, team-working skills and even learn more about nutrition in a safe space, the football sessions are about more than just sport. Certificates are provided to the players for attendance, skills and practice development to encourage engagement, improve their confidence and instill

pride in their achievements. Through the German Consulate we were able to provide the girls with a new sports kit this year and a select few players were even able to attend an event dedicated to women's football, "She Plays All Win" hosted by the Indo-German Chamber of Commerce, whilst testing their skills against other players from all over Mumbai. The final ceremony to mark the end of the Football season is always filled with a great deal of enthusiasm, reflection on how much they have improved over the year and speeches from both the players and coaches before each student is awarded with a final certificate.

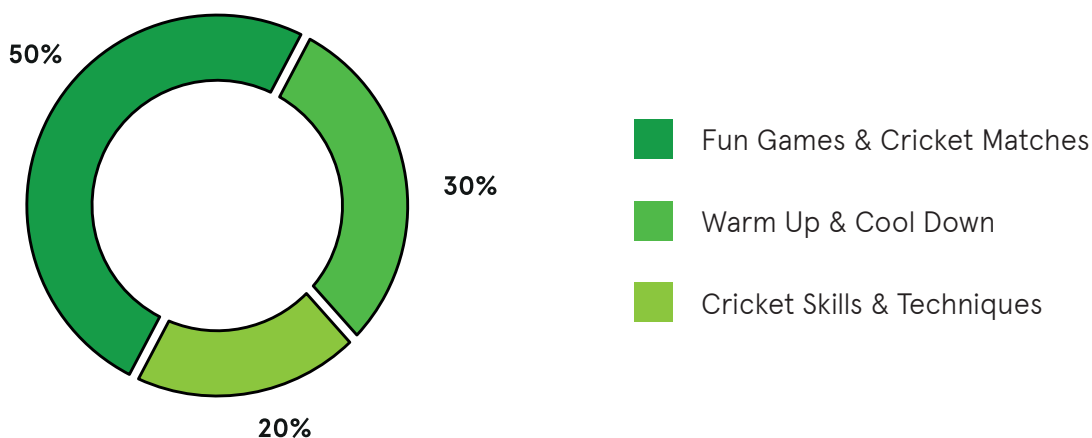


I came to know about Reality Gives in 2014 when I signed up for the football practice for the first time. I felt I was really getting quality and proper coaching at each practice session and it was all free of cost. Over the years I became a good football player and my strength really increased as we got to play on a proper football ground. Thank you so much to Reality Gives for this wonderful experience!!

Hinduja Arundas, Girls' Football Academy Player

EXTRACURRICULAR PROGRAM

Cricket Academy



●●●●●● 63 STUDENTS

The Reality Cricket Academy which runs in partnership with Project Front Foot, offers training provided by coached from HB Sports to Under-12s, Under-14's and Under-16's with practice sessions taking place in both the mornings and evenings, three times a week. With the founder of Project Front Foot, Vic Mills coming to Mumbai for a month to observe the program it was a privilege as always to have him with us for his annual visit after 10 years of him starting the program with Reality Gives. With a focus on different skills and team building, the training sessions further develop the players in their

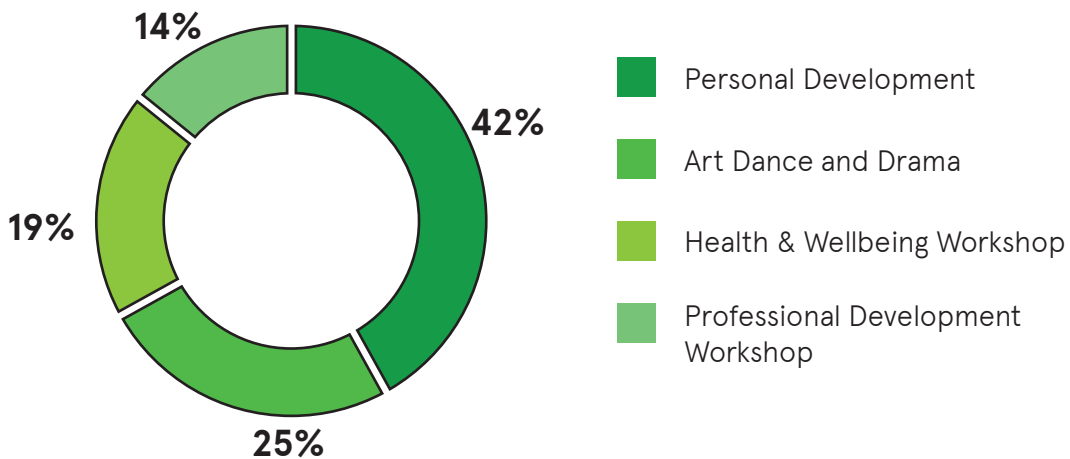
overall confidence. Players are awarded with certificates for attendance, skill and practice development to recognise their efforts and achievements throughout the season. The German Consulate provided brand new kits for the players this year which were distributed at the beginning of the season. Participation in the annual 'Friendship Cup' was a key match again in 2018-19 and the team members all received medals following the match with special recognition given to 'man of the match' and the best in each skill.



5 Years ago a friend told me about free cricket coaching with Reality Gives but I didn't realise that we would get equipment, professional coaching, a proper ground to play on and sports kit. I learnt so many things through this training, the rules, skills and even discipline. I played for the Under 12's, Under 14's and Under 16's and have had such a great time in these 4 years - I want to say a big "Thank You" to Reality Gives for providing this opportunity.

Rajesh Jaiswar, Boy's Cricket Academy Player

EXTRACURRICULAR PROGRAM | Special Activities



 249 STUDENTS

Through valued collaboration with national and international partners we provided a variety of special activity workshops and classes at our Community Centres in Dharavi and Sanjay Colony, ranging from dance sessions run by Danceworx Academy to yoga classes led by the Health Living Studio and career ready workshops conducted by Antarang. A small group of

students were also exposed to the world of photography with workshops conducted in Dharavi itself by photographer, Kiran Ambwani, who had come all the way from Canada. Learning about the functionality of the camera and the importance of composition, the students came away from the workshop with great enthusiasm and a new skill!



I joined the photography workshop as it was a great opportunity to learn something new. I got the opportunity to take photos in different places and I learnt how to properly use a camera and what things to consider when taking a photo. Thank you to the Reality Gives team for this wonderful workshop!

Kathirvel, Student



We believe in clear transparency and accountability. The information provided here is intended to go beyond compliance, laws and regulations and give a

thorough view of the structure and functioning of our organisation.

REGISTRATION DETAILS

REGISTRATION	REGISTRATION DATE	REGISTRATION N°	VALID UNTIL
Registered as Society	04/08/09	1704/2009/G.B.B.S.D.	Permanent
Registered as Trust	03/08/10	F-39966	Permanent
12A	01/04/11	INS./ 44701	Permanent
80G	01/02/14	DIT(E)/MC/80G/457/ (2011-12)/2013-2014	Permanent
FCRA	30/06/17	83781548	30/06/22

Main Bankers

Name of Banker: Axis Bank
Address: Natasha 21C to 25C, Hill Road,
Bandra (West), Mumbai, 400050
Account Code: 912010062629765
SWIFT Code: AXISINBB028
IFSC: UTIB0001621

Statutory Auditors

Name of Auditing Firm: S M Lasrado
Address: Silver Symphony, Church Avenue,
Santa Cruz West, Mumbai 400054
Telephone: +91 22 26051441
Email: stanlasrado@gmail.com

BOARD MEMBERS ON 31st MARCH 2019

NAME	POSITION	SEX	AGE	OCCUPATION	AREA OF COMPETENCY
Amit Roy	President	M	44	Banking	Management
Adidas Jacob	Vice-President	M	75	Business	Management
Piyasree Mukherjee	Treasurer	F	39	Service	Social Work
Aashita Meera	Member	F	48	Consultant	Education
Akshay Tandon	Member	M	32	Business	Design and Communications
Rishab Maskara	Member	M	33	Business	Sales and Marketing
Uday Pujari	Member	M	35	Other	Accountancy

• Total cost of international travel for organisational work by all personnel (including volunteers) & Board members (Rs.) : **zero**

• Total cost of national travel by all personnel (including volunteers) & Board members (Rs.) : **146,891**

DISTRIBUTION OF PAID STAFF ACCORDING TO COMPENSATION LEVEL ON 31st MARCH 2019

GROSS SALARY + BENEFITS PER MONTH (Rs.)	MALE	FEMALE	TOTAL
< 5,000	1	0	1
5,000 – 9,999	3	16	19
10,000 – 19,999	2	21	23
20,000 – 29,999	0	2	2
> 30,000	2	4	6
Total	8	43	51

STAFF CONTRACT DETAILS ON 31st MARCH 2019

EMPLOYMENT CONTRACT	MALE	FEMALE	TOTAL
Employees full time (remunerated staff)	2	41	43
Employees part time (remunerated staff)	3	1	4
Consultants full time (remunerated staff)	0	0	0
Consultants part time (remunerated staff)	3	1	4
Volunteers full time (pro-bono/not remunerated)	0	5	5
Volunteers part time (pro-bono/not remunerated)	1	2	3
Total	09	50	59

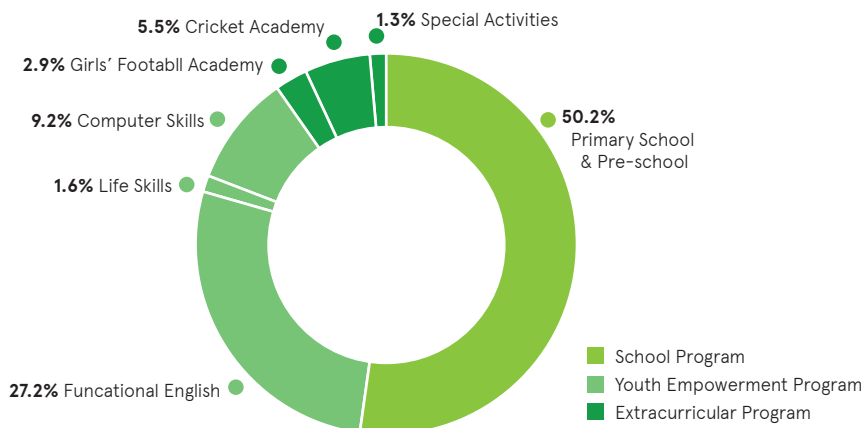
BALANCE SHEET ON 31st MARCH 2019

LIABILITIES	TOTAL (RS)	ASSETS	TOTAL (RS)
General & Earmarked Funds:		Moveable Properties	80,342
Corpus Fund	1,953,255	Deposits	379,979
Income & Expenditure Account	(-577,180)	Prepaid Expenses and Advances	41,608
	1,376,075		
Donation Received in Advance for 2018/19	1,500,000	Closing Stock	0
Duties and Taxes Payable	145,269	Bank	3,283,672
Salary and Sundry Creditors	759,804	Cash	106,394
Provision for Expenses	110,847	Total	3,891,995
Total	3,891,995		

PROGRAM EXPENDITURE FOR THE YEAR TO 31st MARCH 2019

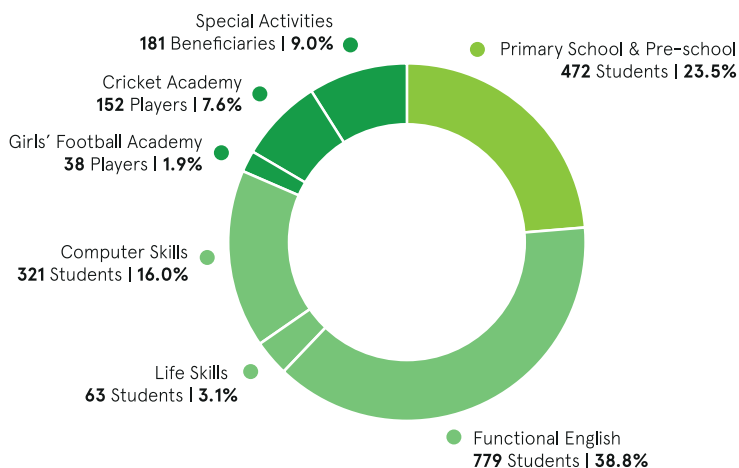
PROGRAMS 2018/19	TOTAL EXPENDITURE (Rs.)	BENEFICIARY No.
School Program		
Primary School & Pre-school	5,604,268	423
Youth Empowerment Program		
Functional English	2,921,956	355
Life Skills	168,262	20
Computer Skills	983,194	238
Extracurricular Program		
Girls' Football Academy	314,401	28
Cricket Academy	593,992	63
Special Activities	140,635	233
Total	10,726,708	1360

PROGRAM EXPENDITURE



PROGRAM PARTICIPATION

Dharavi & Sanjay Colony



Dharavi, Mumbai

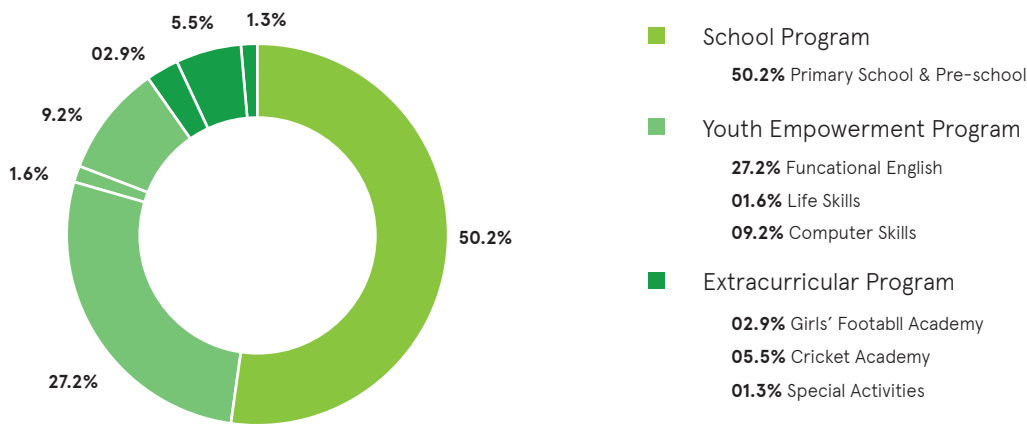
Primary School & Pre-school	423 Students 40.3%
Functional English	193 Students 18.4%
Computer Skills	153 Students 14.6%
Cricket Academy	63 Students 6%
Girls' Football Academy	28 Students 2.7%
Special Activities	189 Students 18%

Sanjay Colony, Delhi

Functional English	162 Students 49.6%
Computer Skills	85 Students 26%
Life Skills	20 Students 6.1%
Special Activities	60 Students 18.3%

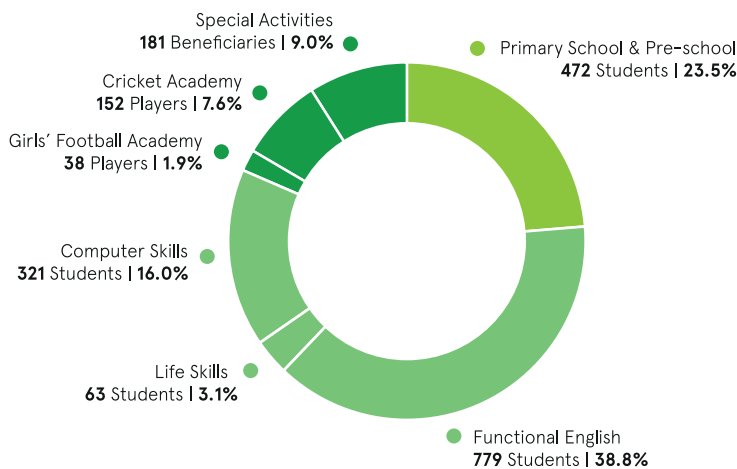
- School Program
- Youth Empowerment Program
- Extracurricular Program

PROGRAM EXPENDITURE

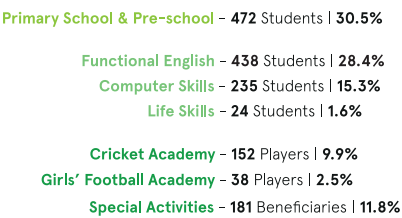


PROGRAM PARTICIPATION

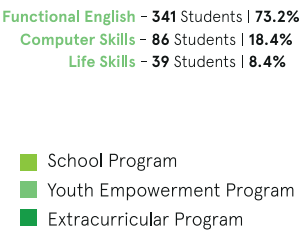
Dharavi & Sanjay Colony



Dharavi, Mumbai



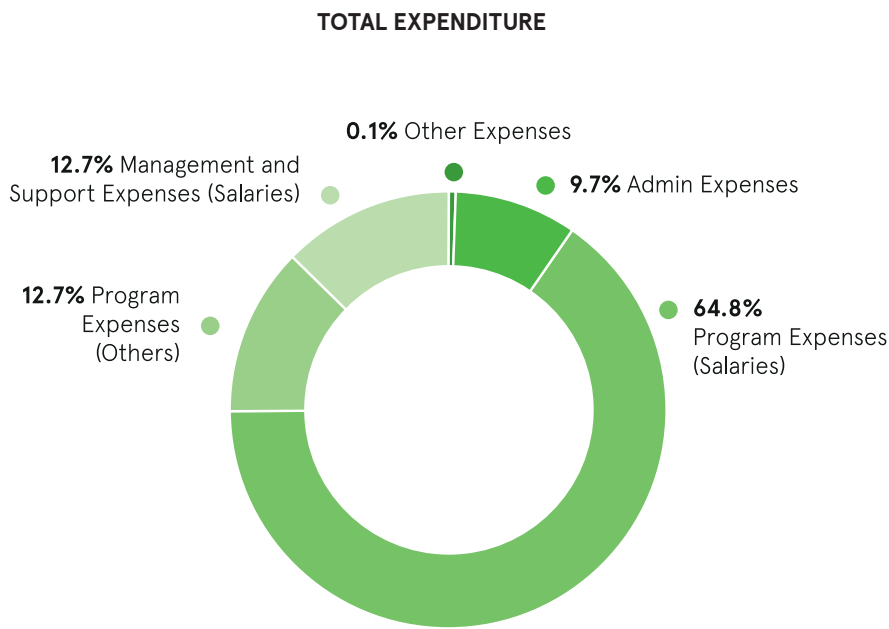
Sanjay Colony, Delhi



INCOME AND EXPENDITURE FOR THE YEAR ENDED 31st MARCH 2019

EXPENDITURE	TOTAL (Rs.)
Admin	
ESIC and Provident Fund Expenses	563,112
Accounting Expenses	262,374
Advertising and Marketing	54,247
Other	325,419
Total Admin Expenditure	1,205,152
Program Expenses	
Salaries	7,924,832
Other	2,801,876
Total Program Expenditure	10,726,708
Management & Support	
Salaries	58,685
Total Management & Support Expenditure	58,685
Other Expenses	
Depreciation on Assets	9,211
Total Other Expenditure	9,211
Total Expenditure	11,999,756

INCOME		TOTAL (Rs.)
Merchandise Profits – Reality Tours		1,151,126
Donations – Reality Tours		7,750,000
Donations – Other		5,905,509
Bank interest		14,565
Expenditure incurred by Reality Tours		2,002,238
Total Income		13,670,074
PROFIT/ (LOSS)		98,773



Our team is key to everything we do - with over 50 staff members, including teachers, office staff, sport coaches and Directors - the hard work and dedication shown by each is vital to our success. Alongside talented, motivated local staff, many of whom

started with us as students and have since developed into teachers and managers, we collaborate with sector experts and a small number of international advisors who have been selected for the relevancy of their experience and strength of their insight.



Our core team is augmented by our active Board Members, all experts in their various fields of work, ranging from communications to education, finance, business, marketing and social work. Volunteers from India and Overseas bring in a wealth of knowledge and skills, adding further value to our team and unforgettable memories.

Numerous other supporters (both local and international) have collaborated with us in an advisory capacity. It is thanks to all of these combined that we are able to pursue the 'best practice' and quality which underpins each and every one of our programs.



Reality Gives is a small team of individuals who are all there for the same purpose, to work in and for the community. Communication and transparency are key and to support each other at every given opportunity. Our bond as a team is strong and this allows us to go above and beyond for our students, to understand their personal situations and to help them develop and grow in every possible way.

Reena, English Teacher





As an NGO we could not do the work we do without our incredible supporters and volunteers – Our Reality Gives Community. The hard work and dedication of our volunteers and generosity of our donors allows us to develop our team, continue to provide education to our beneficiaries

and continually aim higher with the work we do. We extend our gratitude to each and every one of the organisations and individuals listed overleaf, each supporting us with our mission to provide quality education to youth and children in both Dharavi and Sanjay Colony.



ORGANISATIONS

Access Analytic Solutions Pvt Ltd	Cosy Ideas	Leftfield
Aria Advisory	Dasra	M/S Godavari H Vaid Foundation
Atlas Consultancy Services Ltd	Dharavi Art Room	No Nasties
ATMA	Dharavi Market	Oberoi International School
Australian Consulate	DSB International School	Pack for a Purpose
Badger & Co. Leather	Google	Procam International Ltd
Baraka	Harvard University South Asia Institute	Sant Kakayya Vikas Sanstha
Boston College School of Social Work	I Was A Sari	Serendipity Organics
Cafe Zoe	Indian Gymkhana	Suzette Creperie & Cafe
Chelsea FC	L K Nakashe Consultants Pvt Ltd	

INDIVIDUALS

Abbi Webster	Barlas Cillov	Deborah Crawley	Giulio Saturni
Abigail Fearon	Basil Lichtsteiner	Deborah Dodd	Gozen Niron Kurt
Adair Lara	Ben Rosenbaum	Deborah Pickering	Grace Duffy
Adam Pankhurst	Ben Strauber	Debra Holland	Gregory Berleur
Adam Seres	Bernard Fyles	Declan Sharp	Gregory Kroitzsh
Alan Creegan	Betty Carthy	Deepak Batra	Gretchen McPherson
Alessia Gusmaroli	Bibek Sengupta	Dilip Mehta	Hannah Bhattaherj
Alexander McCabe	Birgit Griem	Dominioni Alyssa	Hannah Gregory
Alexis Burgess	Bjorn Stibbe	Donald Kronenberger	Harish Bhandari
Alison Spencer	Bonnie K Guttman	Doris Müller	Harriet Cherry
Alma Davies	Bruce Levin	Elena Ustsilovska	Harsh Hiro Sadhvani
Alysha Nair	Bruyas Pauline	Elisa Iori	Heath Matthews
Amardeep Parmar	Bryan Renzi	Emily Thiagaraj	Helen Absalom
Andrew Simpson	Carl Alexander	Emma Docherty	Helen Bradley
Angela Bell	Carlotta Trevisan	Emma Donoghue	Huub van den Berg
Angus Scobie	Carol Barnby	Erin Petrey	Ian Cunningham
Anita Oza	Cassandra Baker	Esna Kassulke	Ian Norman
Ankita Gupta	Catherine Irving	F Guzman	Ian Thomas
Ann Rigby	Chris Fernandez	Felicia Albert	Ilaria Sabini
Anna Comparin	Chris Foster	Fenella Kelly	Imogen Loxam
Anna Storer	Christian Brugger	Filippo Fusi	J Bruce Buchan
Anne-Marie Gautier	Christine Fandrich	Flore Lepastourel	Jackie O'Dowd
Antoine Salotti	Christine Sevdalis	Francesca Castaldelli	Jacqueline Gosnell
Anuradha Mohan Jasani	Christopher S Dunlavey	Francesco Isidori	Jacqueline Williams
Arindonm Datta	Cillian McNamara	Francis Wright	Jaina Minton
Arnaud Labre	Claire Worsfold	Francois Sonnevile	James McIntyre
Arvind Ratanji	Clara Campanelli	Frank Hollowell	James Thompson
Augusto Di Giacinto	Claudia Van Den Heuvel	Frank Kerrigan	Janak Kapadia
Avery Newton	Claudio Borsani	Frans Van Bijsterveld	Jane Salkeld
Awad Awad	D Frith	Gabriele Busanello	Janet Augustine
Ayse Akinal Serpil	Daniel Hawblitzel	Ganesh PG	Janet Elliott
Bala Rao	Daniel Imhof	George Caldwell	Janet Maurer
Barbara Batchelor	Danielle Gauvin	George Postrozny	Janice Thomson
Barbara Borsani	David Clarke	Ghileana Galli	Jason Murphy
Barbara Warhaftig	David Hay	Giulia Raspolini	JB Milleret

Jeff Bardwell	Manish Fatania	Paul White	Shyam Balasubramanian
Jeff Collard	Mara Ardine	Paul Whittle	Siddharth and Neha Amin
Jo Carthy	Marc Oberhauser	Peter Feldman	Siew-Ching Leong
Joanne Chambers	Marcus Lovejoy	Philip Woolff	Silvia Giovanettoni
Joanne Karcz	Margaret Ashton	Plachikkat Viswanath	Simon Apen-Sadler
Joanne Kean-Mayes	Marie Michelizza	Punam Chopra	Simon Littlejohns
John Connolly	Marion Adams	Rachel Gross	Simon Parker
John Vo	Mariota Dunning	Rachele Francescutti	Simone Lippi
Jonathan Brack	Mark Ingrey	Ralf Seppelt	Siobhan Quinn
Jonathan Culver	Mark Opdyke	Rebecca Davies	Snigdha Dutta
Jonathan Ephron	Mark Sainsbury	Rebecca Smith	Sofia Campo
Jonathan Hansen	Martin Rogers	Renato Masi	Sonia Nolan
Jonny Clarke	Mary-Ann Arentz-Bakker	Renee Raper	Sophie Hampel
Joseph Bird	Matthew Aldridge	Reshma Khiani	Soumil Gajendragadkar
Josh Childs	Matthew Timmons	Richard Both	Stanley Robinson Jr
Joyce Deighton	Max Mills	Richard Hubbert	Steffen Lempp
Julia Hui	Maxi Reick	Richard Raub	Stephen Menham
Julia John	Meera Kuntawala	Richard Viera	Stephen Whitehouse
Julie Wright	Melanie Krauss	Richard Wood	Sudeep Gohil
Justin Armitage	Michael Hou	Rita Coyne	Sunil Nayak
Karen Anderson	Michael Peter	Robert McClarence	Susan Starr
Kate Brown	Michel Vincent	Robert Rusk	Tadashi Inoue
Katherine Keister	Michela Varena	Ronald Dapsis	Taranath Nayak
Kelvin Barber	Mike Leech	Rosemarijn de Boer	Taylor Harbold
Kenneth Legg	Mireille Versteeg	Rubina Jogee	Teenal Sethi
Kevin Houghton	Mykell Wilson	Rudolf Scheenjes	Thomas Evans
Kingsley Dawson	Navin Kuntawala	Sabishi Shankar	Thomas Garvey
Kyle Jahner	Navneet Sankarambadi	Sachin Kewalramani	Thomas Moore
Laura De Martino	Neel Moti Shahani	Sahar Ateeq Agboatwala	Tim Norman
Laura Hames	Neeta Pandey	Sailesh Shah	Tobias Daniel
Laura Mottola	Neil Gilbertson	Sally Dugan	Udit Dalal
Laura Thoben	Nicolette Davies	Sally Neville	Urvashi Patel
Lebaron Preston	Nikhitha Cheeti	Sam Gluck	Vaishali Chopra
Lesley Gresty	Niranjan Gawli	Samantha Weiss	Verena Weber
Lesley Hill	Odile Gautier	Sandra Dorey	Vikash Tewarie
Leslie Silk-Champagne	Olga Odonovan	Sanjay Naran	Vikram Shroff
Lewis Judge	Olive O'Dowd-Booth	Sarath Koka	Vishal Mistry
Linda Cohen	Ombretta Giaccon	Saurabh Mishra	Walter Archambo
Linda Fenton	Orhan Mengulluoglu	Saurabh Tiwari	Warren Newell
Lindsey Davidson	Ozgur Dindar	Sean McNamara	Wolfgang Stadlet
Lisamaria Bigoni	Paolo Marrone	Serhat Dogan	Wybren van der Vaart
Lisa Turner	Paromita De	Shaila Nayak	Yannic Kadau
Lucjan Kolbusz	Patrick McRae	Shana Sandberg	Zach Breckin
Lucy Evans	Patrick Vanderpant	Shawn An	
M Lammers	Paul Cornmell	Samuel Reese	
Maninder Mahal	Paul Gabriel	Shona Pollock	

VOLUNTEERS

Nadia Vigolo
Charlotte Watkins

Simon Mundy
Louise Cook

Kurshid X Pithawalla
Jasmine Mojica

Kristin Templin
Amy Kim

WE CAN'T DO WHAT WE DO WITHOUT YOU **TAKE ACTION**



COME ON A TOUR

80% of the profits from all tours go toward supporting the work of Reality Gives.
Visit **www.realitytoursandtravel.com** to find out more.



DONATE

Every rupee, penny, dollar and euro goes directly to supporting our programs.
Support us at **www.realitygives.org/donate**



DONATE IN KIND

Email **donate@realitygives.org** to find out
what materials and equipment we currently need.



VOLUNTEER

Give your time, skills and enthusiasm to support the work that we do.
Find out at **www.realitygives.org/volunteer**



FUNDRAISE

Raise money. Raise awareness. Challenge yourself.
For further information contact us at **donate@realitygives.org**



www.realitygives.org



info@realitygives.org

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