



# Annual Report

## 2021-22





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# About LEAD

LEAD (Leadership for Environment and Development) is a unique, ever growing, live national and international network organization of professionals, also known as Fellows committed to the cause of-“development that is environmentally sustainable, socially equitable and economically viable.” Our purpose is to build leaders who become catalyst for change at different levels. LEAD Fellows, are successful leaders working on a wide range of local to global environmental and development issues in more than 90 countries including Africa, Brazil, Canada, China, India, Indonesia, Japan, Mexico, Pakistan, USA and UK.

LEAD in India began as a program funded by the Rockefeller Foundation and was incubated by TERI and CREED in the early years was subsequently registered as LEAD India in 2000, the result of LEAD Fellows coming together to make the program sustainable even after the funding stopped. We adopted the international mandate to develop leaders of a new generation with skills and knowledge to support a sustainable path. Now we have expanded to cover youth, children, and very soon seniors.

LEAD India is the Indian chapter of LEAD International. Our network in India alone has 229+ Fellows and 3000+ Fellows globally



## Why LEADership?

The challenges of today's times in the modern world are huge and complex, such as unequal development, rising population, diminishing natural resource base, climate change and many others. While there is a plethora of technical solutions, the question is does having technical solutions suffice? Are there more factors to be studied, for the very many innovations to be embedded in the development thinking such that there is a possibility of increased well being generated for all sections in a society. Is there not a need to think and plan in a way that today's solutions do not become tomorrow's problems? While the technical solutions address a part of

the puzzle, to address the adaptive complexities in today's world, we need Leaders- who are the change makers, the catalysts, the enablers of change who can take along different stakeholders,

often with different (and colliding) interests and adapt the solutions through a win-win approach. Leaders who can see the interconnectedness between various issues and take a holistic approach while going forward

## How LEAD defines Leadership?

- Go beyond self- and commit to change and larger good for masses
- Operate with an approach of Ecosystem rather than Egosystem
- See the issues and challenges as inter-connected and identify the 'levers' of change
- Engage and enroll multiple stakeholders/ actors of a system for systemic & long term solutions
- Appreciate & engage with not so like-minded people & perspectives & build on the diversity gained therein
- Pursue a quest towards increased self awareness
- Letting Go

## Our Presence

Our network of Fellows represent different sectors and regions across the country. On a regional level, we have about 78 Fellows in North, 33 in the South, 28 in the East, 56 in the West, 1 in the North East, and 11 in Central India; 24 of our Fellows are currently based abroad. On the sectoral level, we have representation from NGOs, Government, Business, Academia, and Media.



Since the past eight years we have been steadily expanding our programs by engaging with other constituency, youth and children in building leadership. Today we are also a live growing network of 200 plus youth across India. Many of our youth LEADers are spreading their wings and moving for higher education opportunities in environmental science, technology, social entrepreneurship et al, in other countries. Our engagement in building leadership with children under the theme of water conservation reached 2 lac plus across 4 states in India. Our vision to work with the senior population is unfolding to be offered as an ongoing engagement.

## Building Leadership

### Mid Level: Adaptive Leadership Training

Adaptive Leadership training was delivered for Acumen Change Makers in India and South Asia. LEAD India has been in an ongoing way virtually supporting in Adaptive leadership training for Global Change makers and as a coach. LEAD India now has the capability to conduct Adaptive Leadership workshops.

Adaptive Change advisor's (ACA), mission is to "democratize leadership" i.e. Putting leadership tools that drive change into the hands of anyone who drives outcomes. LEAD India has in the past collaborated with Eric Martin, founder of ACA for Youth Leadership program in NCR in 2018. This opened door for further collaborations this year. ACA offered leadership course as a part of Acumen Fellowship. As a part of Acumen Fellowship, Bangalore, training, ACA reached out to LEAD India to come in as observers for the Acumen India Fellowship (Bangalore) online workshop. Having identified LEAD India as future partner, this was a way of capacity building and preparation for facilitating the next Acumen Fellowship workshop in Malaysia in 2021.

As an expert representing LEAD India, Bhawana Luthra, anchored the Malaysia program as the core facilitator with Molly from ACA, UK as the co-facilitator. Although a volunteering position, Bhawana is now trained in running similar programs in the future.



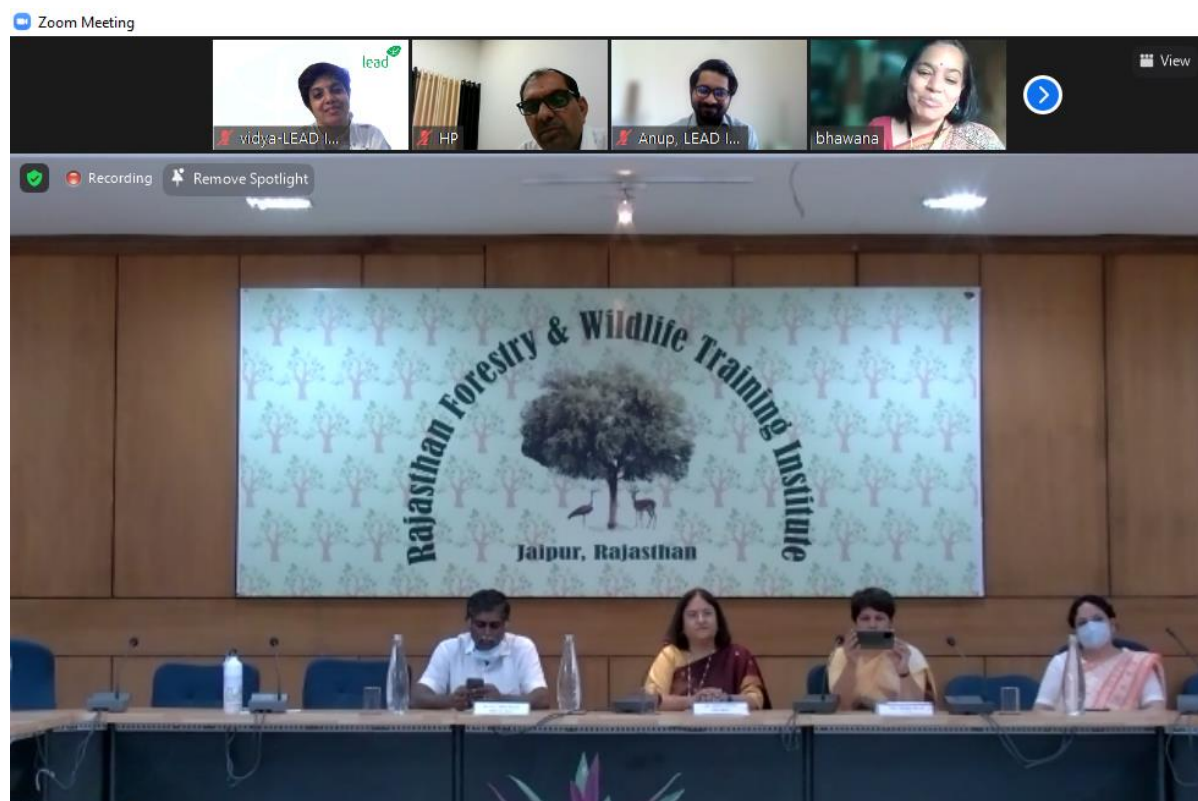
## Outcome for LEAD

- The visibility gained among the youth constituency in the Acumen Fellowship
- Trainings from 7- 11 December 2021 was anchored by LEAD India
- Possibility of more programs with ACI. offline and online, which will generate revenue

## State Level Training Forest Department Rajasthan

On the invitation of the Forest Department of Rajasthan, on the 29th and 30th June 2021, LEAD India conducted a two-day online workshop on “Understanding Self for greater effectiveness”. 30 Senior Forest Officers from across the state were part of the workshop.

The workshop was inaugurated by LEAD Fellow (C-9) and board member Ms. Shruti Sharma, IFS, Chief Conservator of Forest, Government of Rajasthan. Senior officers were assembled at the Rajasthan Forestry and Wildlife Training Van Bhawan in Jaipur for the virtual workshop. LEAD experts remotely facilitated the workshop from Delhi.



## The key topics covered

Understanding self, working on one's inside to make the outer game or teamwork more effective was the primary aim of the workshop. Through fun games, puzzles and discussion the officers explored their own mental models, assumptions and blind-spots that come in their way during daily interactions at home and work.



Guidance from facilitators led the participants to go within deeper, where they looked at their own patterns and likewise of the others around them. The process helped the officers to identifying and build on patterns that works for them and becoming aware of disempowering patterns and the possibility of replacing those with empowering ones. We are grateful to our Fellow Director Shruti Sharma for this opportunity.

## Outcome for LEAD

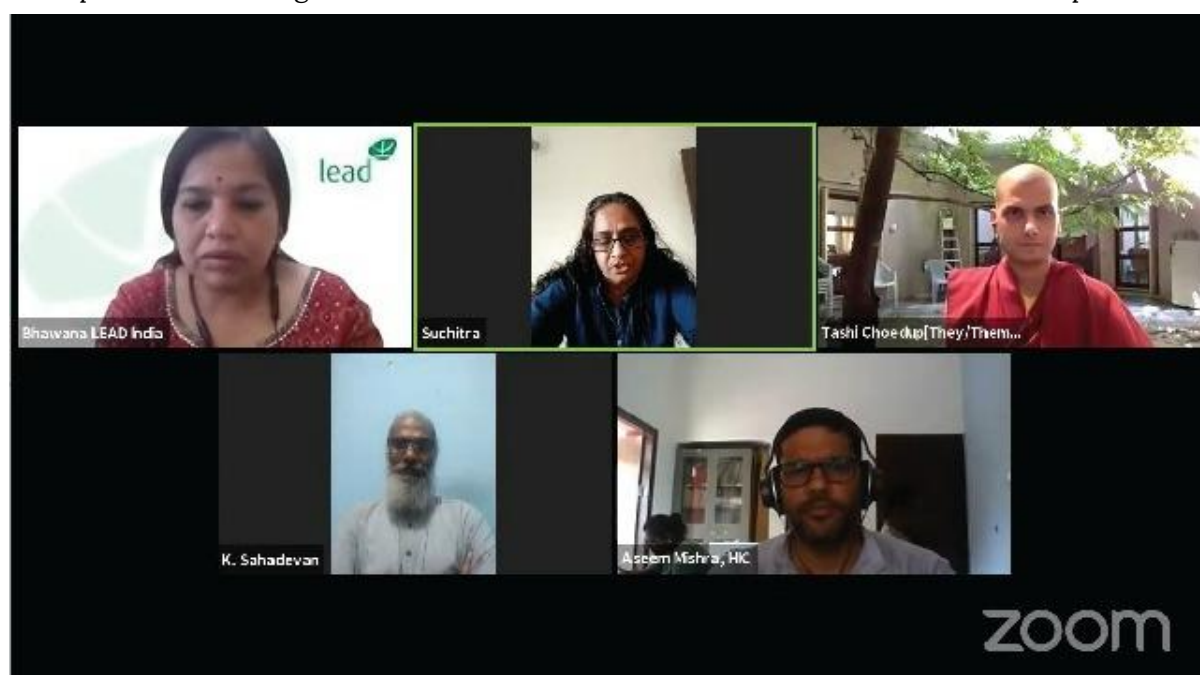
- LEAD's visibility expanded in the Rajasthan Forest Department
- The possibility of future programs with the Forest Departments, both offline and online

## Montford Social Institute Training- Transferring Know how on experiential learning, experiments of LEAD with MSI Hyderabad

LEAD India was invited to address at the Fifth National Conference of All India Association of Mont Fort School on 9th October 2021. The conference theme was "Montfortian Action for total Sustainability". The program was largely attended by the leadership of the Montfort School Association and invitees across India. The conference panel consisted of members from the media, spiritual leader, and members of civil society.

Bhawana Luthra, ED LEAD India, shared about the role that individuals can play in combating the Climate crisis, focusing on the social responsibility of schools in imparting education that can translate into action.

She shared the system's perspective on ways to combat climate change as one that requires attention on multiple sectors and not to see climate change as a standalone issue. Good governance, good development and resilient communities were emphasized as pillars of effective climate response. The role of leadership was much emphasised There was transfer of knowhow on experiential learning. LEAD's work on water conservation was shared as an example of what



schools can do towards sustainability. Developing children as partners of change to adopt sustainable practices and also be instruments who influence family members, peers and neighbours.

## Capacity building program was organized for Montford School's urban

LEAD conducted a one day capacity building program for Montford Program Teams that works with underserved urban clusters. They were trained in applying systems thinking in their field investigations, root cause analysis and project planning.



## Outcome for LEAD

- The visibility gained in the Montfort school associations across India
- LEAD's work well received by the panelists
- Possibility of co-creating programs around sustainability that can generate revenue



## Enhancing Women Engagement in Manufacturing Sector- by building leadership and an enabling ecosystem in the industry and community

The project supported by the Ford Foundation is drawing towards completion. The project period starting from April 2021 to June 2022 was the project extension period. An integrated approach was adopted to create an enabling ecosystem for women in the company and community. ie. to support women in multiple ways, to create an enabling ecosystem where women join or continue to be in the workforce.

In the community, activities around companies, Anganwadi, children, elderly were redesigned. Uncertainty pushed the Team to constantly evaluate the progress and plan further. Monthly review, re-imagining, short term planning was done as per emerging needs. Additional functions bordering relief, care and support were introduced in both the locations, Selaqui and Hisar. Initial plans for April 2022 switched to virtual connection with the villages, through regular virtual calls with anganwadi workers, key point of contact in the village, this continued till August.



Based on consultation in villages, team supported companies to design and execute community engagement plan. Periodically, design, thematic, business, TQM, legal and industry experts were engaged. The experts reviewed externally and shared inputs with HR and project team.

HR along with the project team conducted trainings on health and hygiene, self-care, nutrition for immunity, stress management, hygiene practices for employees including women workforce. The women physically, mentally and emotionally impacted by COVID were counselled by team.

Safe and reliable transport was arranged for women workers. Auto owners were identified in villages. Through meetings, terms of hiring and route maps were firmed up. 27 autos were hired in Hisar and 15 in Selaqui. Drivers underwent a session on gender sensitization and COVID protocol before the service began.

In September 2021, youth who were identified as an additional demographic group were engaged in the extra workload for responding to the emerging situation due to COVID. They underwent leadership training for a purposeful engagement at the time they were idle, education institutes were still closed.

Through the trained youth and the project team, in both locations the company provided material support to those who faced acute livelihood **crisis** or death in the family. Through the project, the company engaged the youth and women trained on running kitchen to provide nutritious food to children and elderly members in the community.

Elderly in Hisar were sensitised about wearing mask, risk of smoking a common hukka and transmission while huddling to play cards



Youth reached out to children of the household where there was livelihood loss or death in the family. Academic support was also rendered to children. For this, due to the strict orders of the panchayat, home visits were permitted, learning centres continued to be shut since the first wave

Periodically, the interaction was held with Anganwadi workers and few key persons in the villages. This helped us gather data on emerging scenarios, and the companies to plan the community engagement design

At the community level, group and individual counselling sessions were held for women who lost jobs during COVID, and those who were fearing to leave homes. Also women headed household who faced losses were counselled by the team and emotionally supported

Continuing from the previous year, the project team again facilitated follow-up meetings between NRLM officials and Selaqui Industrial Welfare Associations (SIWA) to explore outsourcing of ancillary work to self-help groups in future

For dissemination, details about the project were shared through in-person and virtual meetings with Selaqui Industrial welfare Association, virtually with 150 TQM and HR Managers with corporates, multi-sectoral experts in LEAD Network, and 100 youth across India

## Outcomes

**At the Company- a steady mind-set shift and** an expansion in gender sensitivity and openness amongst company officials through periodic joint training by company and project team.

**Investing in enablers for increasing women's participation during COVID times eg.** Safe transport. The project helped facilitate community engagement and dialoguing, thus bridging the gap between community and company.

**Collaboration in the times of crisis:** During the pandemic extending to the second wave, due to the inability of labour to come back, there was a labour crunch at both locations. Stakeholders came together. Companies started reaching out to recruit locally. A win-win outcome was created. In Selaqui, from 20 women pre COVID, number rose to 60 in March. Likewise, the women workforce at DCM is close to 500

**Project served to bridge gap between Company and the community:** The company had the support of LEAD team to come up with strategy and plans to engage with the company around emerging issues and regular review to assess the results and way forward.

**Experience of safe accessibility to work has instilled confidence in women and community:** The hired auto model has minimised public contact for women, therefore safer from COVID perspective, plus a big time saver.

**Stories of women breaking barriers, mental models in families and communities are emerging** Through the project, response to the emerging situations, supporting effected families with food , after school support system, sustained campaign on benefits of work is bringing confidence in the minds of women. Support from youth is slowly aiding elders in changing their opinions about women working outside home. Point in case: Two women in Kutubpur ki Daani are now working in a factory outside the village. This is the first time for women from this village to work in a factory. They are setting an example for others

**Youth as social capital in creating enabling ecosystem for women:** Trained and mentored youth were available to take on additional work which was generated while responding to the emerging situation during COVID wave. Through the project they supported the Company HR at both locations in multiple ways.

**Dissemination:** Project details, outcomes, learnings were shared with LEAD Fellows Network with 200 plus Fellows from diverse sectors, Selaqui Industrial Welfare Association, 17 companies in Selaqui Hub, 5 Companies in Hisar, ISQ Network with over 100 plus HR professionals from Corporate, 300 plus youth in LEAD Network.

**Relationship sustains:** There are ongoing communications with the two companies and few in Selaqui hub on updates and requirements for gender related trainings for employees.

# Youth Leadership

## Youth Leadership and Engagement for Social Action

The 'Youth Leadership and Engagement for Social Action' (YLESA) was a collaborative program of LEAD India that started in September 2020 which envisioned to provide an opportunity to 100 youth from across India to enhance their leadership capabilities for a cause, through multi-dimensional inputs, project design and implementation with mentoring support from experienced national and international faculty.

The program goal was to nurture and channel youth energy for Social Action. Through a social action-oriented one-year leadership journey, the program aimed to hone the abilities of 100 youth across India, direct the passion, energy, drive, and potential of the willing youth to engage for a social cause during the COVID-19 pandemic or any other likely crisis situation in the future.

The program was divided into three phases: **Preparatory phase, Input phase and Action project phase.**

### The Preparatory Phase

**Participants were selected** through a robust campaign and participatory selection mechanism, wherein seekers showing willingness to give back to communities were identified. Out of the total 646 applications received, 97 youth seekers in the range of 19-25 years were selected. Finally, 90 youth confirmed their participation in February and began their leadership journey in March 2021.

**Curriculum was designed** Parallel, the curriculum was developed in a design workshop with a group of leadership and thematic experts from U.S and India. Eric Martin who is an Adaptive Leadership expert and Coach based in New York, his team in India and LEAD program team. Based on this, a strategy for the delivery of the inputs was formed. A six month input phase was envisioned and later executed seamlessly with additional sessions based on the actual training needs that were sensed during the process.

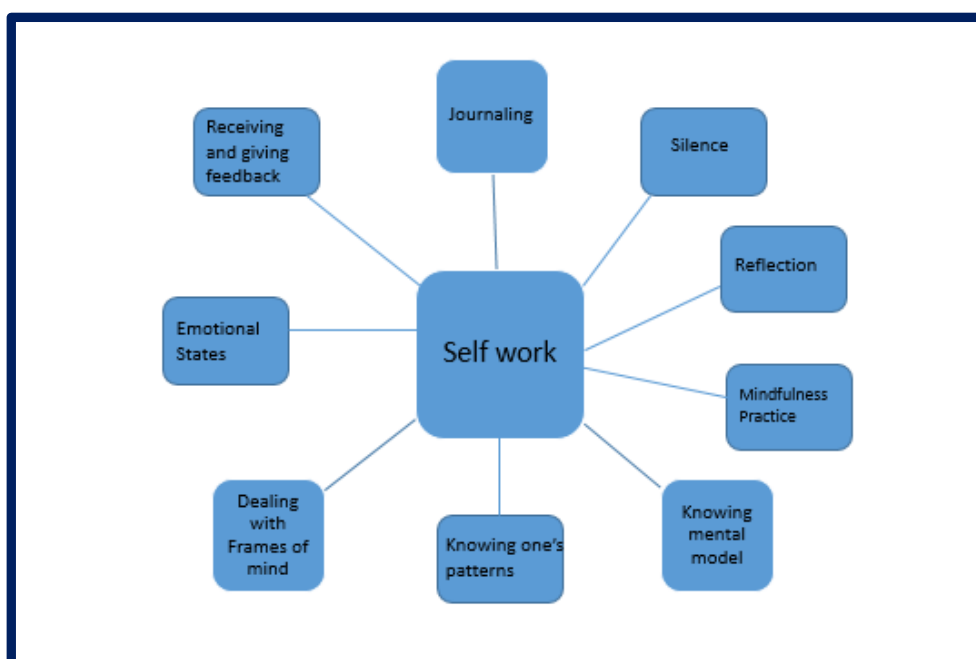
### Inputs Phase

The inputs were delivered in a phased manner, starting from self-work for two months, followed by knowledge inputs for 4 months.

- **Self- work** - Drawing from the LEAD approach, the project began with working on self to make one's outer game effective. The elements of self-work are presented in **Figure** below



**Figure Elements of self-work**



The above practices helped the youth participants in knowing oneself better, which then contributed towards becoming more effective in one's expression with others and the environment.

### • **Thematic Knowledge and Perspective Building**

The key inputs delivered under each theme is listed in the below table (Table 1). Experts from the LEAD Fellow network, alumni from earlier youth program, and partner organizations from across the country and U.S were engaged to deliver these sessions. In all, 100 plus sessions were held during the project period.

The topics in the theme were covered in an engaging manner, **which included** pre-reads, activities, home tasks, discussion, presentation, storytelling and simulation. Additional resources were also shared for further deepening. These themes also set the context for the youth to explore deeper into the pain points, **about which they felt compelled** and relevant to be addressed through social action.

### **Themes and topics covered**

S.No	Thematic Knowledge
1	<b>Public Health</b> <ul style="list-style-type: none"> <li>• Overview in the context of India</li> <li>• Stakeholders- roles and interrelations</li> <li>• Public Health and Governance</li> <li>• Mental health and well-being</li> <li>• Physical health and hygiene</li> <li>• Sexual health</li> <li>• COVID 19: Risk and impacts</li> </ul>

	<ul style="list-style-type: none"> <li>• Migration Policies, Governance, Sharing experience from Chhattisgarh state during the COVID pandemic</li> </ul>
2	<b>Self-Care</b> <ul style="list-style-type: none"> <li>• <b>Understanding self-care</b></li> <li>• <b>Strategies to promote mental, physical and emotional well-being</b></li> </ul>
3	<b>Gender</b> <ul style="list-style-type: none"> <li>• Sexuality and sexual orientation</li> <li>• Gender sensitivity</li> <li>• Women in development</li> <li>• Diversity and inclusion</li> <li>• Gender and language</li> <li>• Sensitization on inclusion of transgender in social projects</li> </ul>

## • Competencies

The key competencies that were worked on, and practiced during the project period are listed in the table (Table 2) below.

**Table 2: List of key competencies honed during the leadership journey**

Competencies
<ul style="list-style-type: none"> <li>• Systems Thinking</li> <li>• Design Thinking</li> <li>• Adaptive Leadership</li> <li>• Democratic Decision Making</li> <li>• Way to take people along</li> <li>• Networking and building partnerships</li> <li>• Stakeholder engagement</li> <li>• Project planning, budgeting, execution</li> <li>• Communication- Interpersonal, Presentation skills</li> </ul>

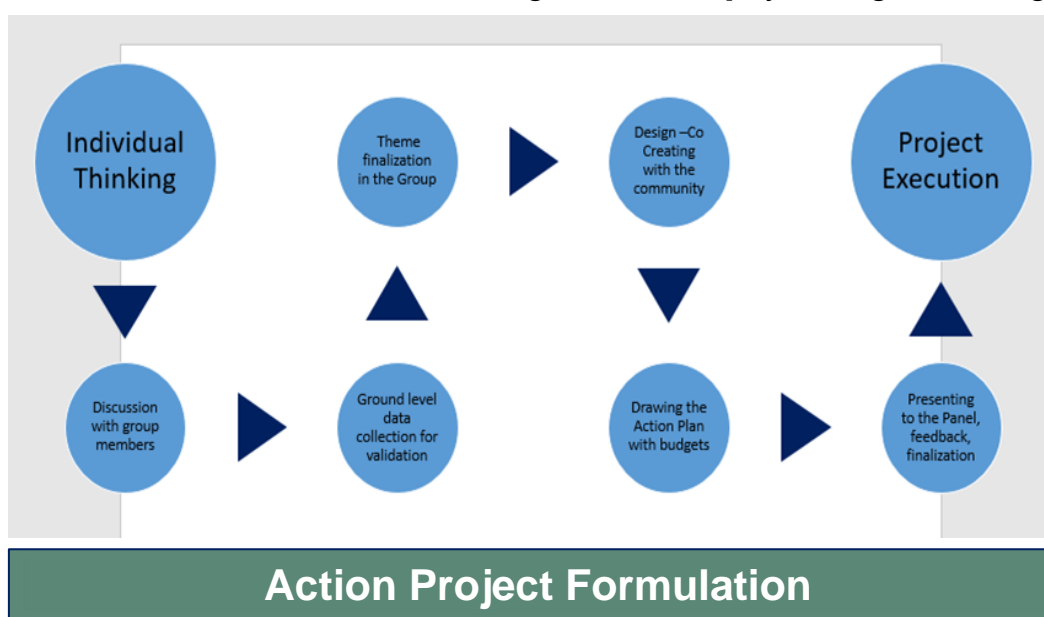
Specific competencies were honed to prepare youth for thinking and action beyond self, for the greater community. The competencies supported the group members to follow the U framework developed by Otto Scharmer, as summarised below.

- **Co-initiating**- Pausing and listen to others and to what life calls you to do.
- **Co-sensing** the field of change, with an open mind and heart.
- **Pre-sensing**- Connecting with the deeper self, inspiration and common will: Pausing and, allowing the inner knowing to emerge.
- **Co-creating** initiatives with the community where one is working. Prototyping through action projects, explore the future by doing.
- **Co-evolving** - This is the future possibility that some of the youth are holding on to, where what has been correlated with the community can evolve further holistically



## Action Phase

**Project Formulation-** A detailed process was adopted. This was done with the intention to build leadership holistically. The purpose was to build capabilities of the participants in project formulation and then execution. There was greater emphasis on creating group projects that would present real time scenario. This will enable participants to experience group dynamics and practice most or all that they have received as inputs. In every group, the first step was individual ideas based on any pain point they deeply felt like working upon. Each idea was shared in the group, discussed and finally the group zeroed in on one idea. Further, this idea was validated in the field and co-created with the community, based on the real life situation. Additional grant allocation to bring depth and expansion to the projects, pushed the groups to redesign the projects with additional resources that were budgeted. The final project design that emerged was



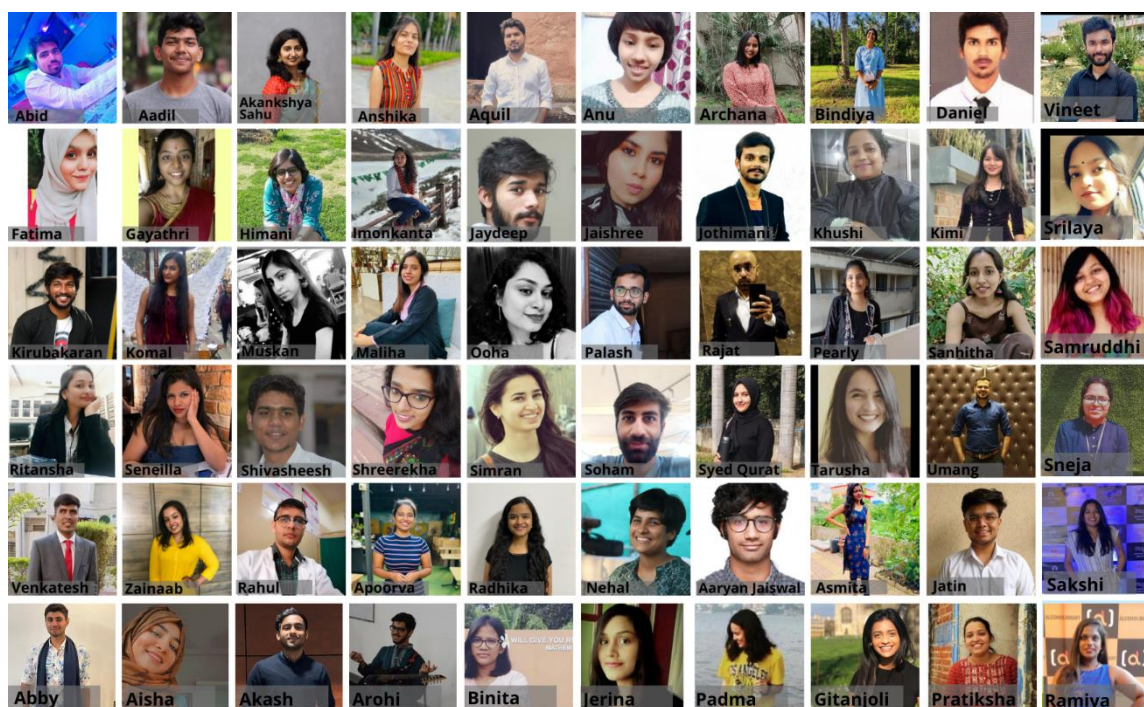
presented to a panel from LEAD India and The U.S. Embassy. Feedbacks were incorporated and the projects were executed.

## Outcomes

The results were observed at three levels, individual, collective and community. This section presents details of the same

### Graduation

60 youth successfully graduation on completion of the YLESA program. The closing event was held on 29th and 30th of March 2022. It was attended by US Diplomats, LEAD India President, LEAD Fellows, Youth Networks across India and YLESA graduates



## Shifts at the Individual level

The self-work and other practices during the leadership journey resulted in individual shifts, internal and external. There was also a move from individual to a collectively held common purpose that led the group to choose a particular theme and situation for social action

- Knowing one's own mental model
- Greater awareness about one's feelings
- Offering oneself to listening to others
- Appreciating multiple perspectives
- Suspending judgements
- Letting go of positions taken
- Accepting the possibility of 'I do not know'
- Accepting diversity and inclusion
- Accepting diverse gender orientation and disability
- Believing and practicing collaboration
- Practicing Empathy and sensitivity
- Practising forgiveness
- Accepting failure and opening oneself to learning from that
- Expressing team spirit
- Finding one's purpose
- Working towards building trust
- Operating from a space of compassion
- Greater confidence in public speaking

Below is an anecdote by Abid on individual shift, the YLESA youth leader who gained much from the program,

“The learning from YLESA training inspired me to continue with the COVID vaccination drive. Journaling and meditation helped me to stay calm during the very long working hours. It was indeed very hectic and energy draining. However, training on suspending judgment, and systems thinking helped me a lot to serve the needy, no matter in what situation I was working. At times I was very frustrated, but I was always inspired with the idea of using my knowledge and skills for the national service. I am grateful to be in the YLESA training”

Abid Hussain, YLESA Youth LEADER  
Buxar, Bihar

### Shifts at the Collective level (Cohort)

- Greater ownership of the collective space
- Camaraderie increased among the participants during group work on thematic assignments and presentations.
- Interaction and bonding between the group increased, paving the way to know each other better and creation of a ‘purpose driven community’
- Volunteering and supporting each other’s projects
- Shared responsibility and efforts was experienced, that go behind the scenes of the real-life scenarios
- Holding the group through purpose driven micro-collective drives
- The value of self-governance, and also how everyone together can make the most of the learning space
- Acknowledging the group effort and not an individual
- Greater awareness, acceptance and empathy for gender orientations
- Greater awareness of making spaces inclusive
- More powerful expression as the project progressed, where participants reflected on their feelings and opened up to sharing with authenticity.
- Move from ‘What I want to offer to the community’ to “Responding to the needs of the community’
- Volunteering and supporting each other for reasons beyond the YLESA project
- Readiness to explore more purpose driven action in the future

The individual and collective shift are visible in action as voiced by the participants. Two anecdotes shared here reflects what they have received in the journey. The collaborative efforts of the YLESA participants to engage in social action and making a difference in the community was in itself a shift, at the individual and collective level. The learnings from inputs leading to individual and collective shifts played a role in the results of the projects designed and executed by the youth. Below is an anecdote by Simran and Vineet , youth leaders on collective shifts they observed during her leadership journey.

As a participant of YLESA program, I found the journey very enlightening. This program empowered us to stop being just silent observers. We identified the social issues that nagged us. We formed groups as per our common interests and to complement each other skills for making the action plans. Most importantly, we held space for those who were actually suffering. We went on-ground, we listened to them, verified our assumptions and added their perspectives to co-create the solutions. In the process, we also had to let go of several ideas, several plans to stay efficient and to do what was in the best interest of everyone concerned especially our target groups.

Simran Kour, YLESA Youth LEADER  
Jammu & Kashmir

I joined YLESA as an individual, now I have a family across India. It is an emotional moment for all of us graduating.

Last night I was reading about Dr. Ambedkar and realised whatever he spoke about Equality, Freedom, the YLESA journey was able to create. Deep gratitude to each member from U.S. Embassy and Lead India, the way they coordinated, guided and supported. Indeed very generous and impactful.

Though I have not met any participant in person, it doesn't seem that way at all. There were ups and down, but the team spirit came stronger and each time the barrier was broken. I hope we continue our journey to serve people, in our own capacity.

Vineet Prakash, YLESA Youth LEADER  
Sasaram, Bihar

### Shifts at the level of Community

**14 concrete Action Projects** were completed by the youth participants. They were engaged in one or more projects. Aligned to the requirement of the grant, all projects were designed and executed to address a situation that emerged during the COVID 19.

S.No	Project Name	A brief description
1	Revitalized minds	Empowering and supporting the mental health of autistic children, youth and neurotypical children and youth, in Pune, Mangalore and Chennai
2	Unscramble	Building resilience and inculcating effective and healthy coping strategies amongst children in distress, to sustain their physical and mental health. Implemented in Delhi cluster, school in Mizoram and in collaboration with a non- formal school in Kolkata
3	Women For Women	Self-sustainable virtual community of 100 working women to support and hold each other

4	Adi Shakti	Equipped women, 15-50 years, with awareness on legal, medical procedures related to atrocities against women and self-defense skills. Implemented virtually, and in Hyderabad
5	ILearn4me	Students from Katrain, Bihar were trained on English language and communication to develop confidence in communicating to the external world
6	Maitri	Women from a community in Pune were trained to make cloth pad and were connected to non- profit organization for continued future supply.
7	Prayaas	45 students of Pune who rejoined school after COVID Pandemic were engaged in learning science through experiments and games. 5 local youth participated to support the team.
8	Dayitva	The project focused on generating awareness about career opportunities in India, and training a group of youth in interview skills. The project was implemented in Ahmedabad and Kochi.
9	Project Dignity	28 women labour were interviewed, in Chattisgarh, Hisar and Jharkhand and they were informed about their rights and benefits they are entitled to. This information is available to inform policy makers who can plan for better health and hygiene services for the labor.
10	Saarathi	A Comic book initiative to raise awareness and knowledge regarding social evils and socio-emotional losses faced by tribal students during COVID pandemic. It was launched in a tribal school in Sonitpur, Assam, reaching out to 500 students.
11.	The Mann talks	20 children between 13-17 years from Jammu district underwent the workshops on life skills for better mental health. Virtual support groups have been formed to sustain the initiative.
12.	Action against Plastic Pollution	200 plus volunteers were enrolled to remove tons of plastic waste from the Mithi river banks, Mumbai. Maharashtra. Collaborations were forged with NGOs to mobilize more youth
13.	21 Days Challenge	Youth from across India undergoing the this leadership journey came together to form new habits and drop degenerative ones. Each participant motivated and anchored each other through inspiring posting of their own daily healthy practices.

14	Super 44 COVID response	A youth led collective COVID response initiative spread across urban and rural India The group of 44 reached out to 700 people , they were supported logistically, and emotionally when the pandemic started peaking in 2021
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## Highlights

- Our President Sri Madan Mohan Mohanka graced the inaugural session, encouraged and inspired the youth with stories from his life.
- LEAD India is grateful to the contributions by LEAD Fellows who engaged in the project as experts. LEAD Fellow Raju Sharma guided the youth on the various opportunities available to the youth to contribute in the project
- LEAD Fellow Snehil Kumar oriented the youth on Systems Thinking
- LEAD Fellow Abhiyanti Tiwari oriented the youth on Public Health
- LEAD Associate Vidya Rajput sensitized the youth on the challenges face by the transgender.
- LEAD Alumni Shivam Shamsheer oriented the youth about Design thinking methodology

## Project at a glance

Outputs delivered	Number
Number of youth applications received	624
Number of youth selected to undergo the learning journey	97
Total number of input sessions	104
Number of sessions- skills	12
Mentoring sessions	45
Number of youth graduated	60
Number of youth who took on leadership roles during the input phase, through the “leadership in action process”	60
Number of youth who participated in the mid-term review and contributed to the program design	60
Participation in the mentoring session	60
Participation in the project feedback session	60
Projects conceptualized and implemented	12
Individual Projects	2
Projects that created External partnerships	13
Number of online peer to peer sessions by the participants	12



## Outcomes for LEAD

- LEAD played an ongoing role along with future leaders to create value on-ground
- LEAD received an opportunity to expand LEAD's network by interacting with international faculty (US and India) who are leaders in their own fields
- There was greater visibility and recognition for LEAD across India through outreach and amplification in the virtual space
- A capacities of youth honed through inputs and action projects, directly meeting LEAD India's mandate of building leaders who are catalysts for change.
- Greater visibility for LEAD's work was achieved by dissemination through our network and social media; greater recognition of LEAD India in all the US Consulates across India and a possibility of further collaborating with the US Embassy in future.



# REVITALIZED MINDS



A project to support children and youth affected by mental health issues in three different locations

November 2021 – March 05, 2022.



Due to various situations that emerged during COVID Pandemic, unprecedented adverse situations prevailed in the lives of many youth and other groups that severely affected their mental health and wellness



Our project was implemented in Chennai, Pune & Mangalore as per the needs identified in the groups identified in each location

Need based online and offline mental health workshops for autistic children in Chennai, neurotypical youth in Pune and Mangalore and frontline anganwadi workers in certain periurban locations of Mangalore.

Partnerships were forged with NGOs and Government agencies and specialists– Yoga, Physical Exercises, Art, Craft



The project reached out to 320 persons, including youth, children, parents, teachers and anganwadi workers with need based sessions

Regular practice of therapy at home and school had a positive effect on the autistic children Anganwadi workers trained for spread awareness about mental health

**LEADers**  
Jothimani  
Bindiya Shetty  
Jaishree Bajaj



Youth expressed feeling safe and grounded when faced with stressful situations Children are aware of tools to come out of daily stressful situations.

## Next Steps

Partnerships with NGOs and experts for future sustained action





# UNSCRAMBLE



To help children and adolescents to cope with the challenges during the pandemic through different sessions. Session included reading, art and experience sharing under the theme of Happiness, Health promotion and life skill development.

THE PROJECT WAS CARRIED OUT IN  
DELHI, MIZORAM, AND KOLKATA.

Closing of schools, restrained living, lack of social interaction as well as lack of physical activities had a negative impact on the physical and mental health & well-being of children and adolescents. We therefore aimed to support them build resilience and healthy coping approach.



The target group consists of children who lost their parents because of the pandemic, slum kids, and school students.

LEADERS - ARCHANA, MALIHA, KIMI, JATIN,  
SIRIVANI, AHTISHAM

An online community of students for peer-group support has emerged. Inculcated the practice of journal writing as a means of effective coping for the students. It has built a stronger sense of adaptive capability in children through the close-knit social network.

It has developed a stronger sense of resilience and adaptive capacity in children by building a close-knit social network in smaller children, which was hampered during Covid 19.



WHAT NEXT

Plans are in motion to utilize social media as means of an awareness campaign in hopes of reaching wider audiences as well as parents.

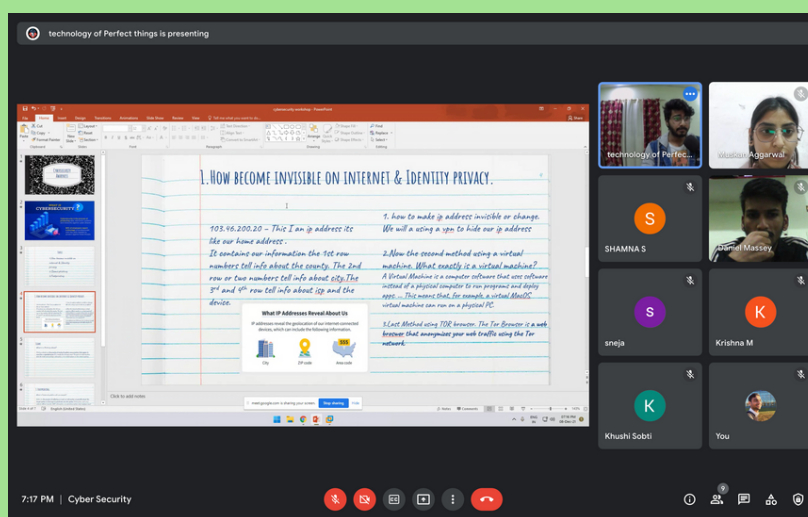




# WOMEN FOR WOMEN

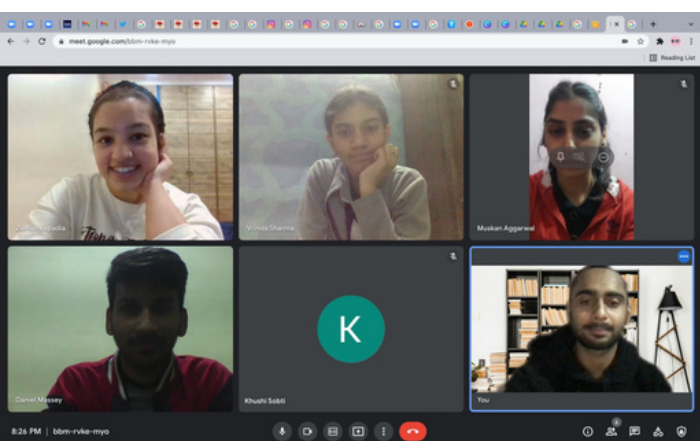


A community by the women for the women to create a safe space, a support system for working women, where women share ideas, stories and opportunities, which can in turn generate value for other women/ eg in upskilling and networking.



For many working women, challenges magnified due to pandemic. Our research showed nearly 7/10 women experienced negative shifts routinely, an impact covid - 19 pandemic. Furthermore, for many women, income went down and work life balance got disturbed.

Women from urban and peri urban areas who were seeking to be a part of a community to get support on various matters affecting their daily lives.



**LEADers**  
Akash, Danile, Muskan Agarwal, Samruddhi, Sneja, Radhika

- Sessions on various topics like Graphology Cybersecurity Networking
- Conducted an interview with Divya Shah who is working along the same lines with the purpose of creating a community.
- Created an instagram page to create awareness about our initiative and facilitate sensitization.
- Personal interactions with women who joined the community to establish a connection and know their story

## What NExt

- Hold space for 2-3 months where those who are showing leadership, can be enrolled to take this further
- Connect with group with resource persons who may be interested to come in pro bono and do sessions that are need based
- Have virtual sharing exchanges with other women's virtual groups with similar purpose







@project\_adi\_shakti  
#istandbyadishakti

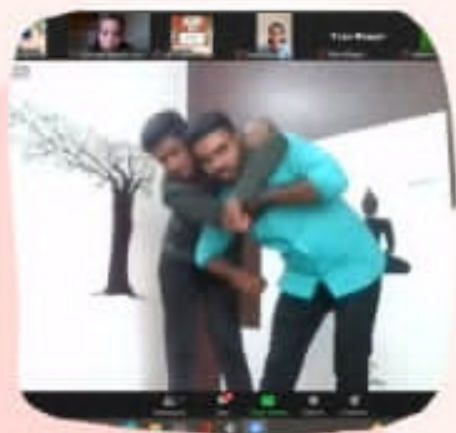


## 1 What is Project Adi Shakti?

A project to take action against Gender based Violence by equipping girls and women with legal rights, knowledge and self defence skills.

## 2 Need for Adi Shakti?

During the Pandemic induced lockdowns, violence against women in form of sexual harassment and domestic abuse saw a rise, where 77 cases of rape were reported everyday and domestic violence case numbers was above 3 lacs.



## 3 How and for whom?

We conducted a series of 3 Online workshops with various professionals like an Activist, Doctor, Lawyer, Police officer and a Self Defense trainer for girls and women across the country from the age group of 15-50 years. We also conducted an offline self defence workshop in Hyderabad.

## 4 Outcome and future of Adi Shakti ?

Approximate reach was 200+ girls and women from different walks of life. Adi Shakti hopes to continue to make an impact and reach out to more women through a Digital guidance book which will have curative information from the learnings of our workshops.



## Team Members!

Zainab Z Kapadia  
Sanhitha Goka  
Srilaya Gottimukkala  
Palash Agarwal  
Arohi Taparia





# I LEARN 4 ME

KATHRAIN, ROHTAS DISTRICT,  
BIHAR, INDIA

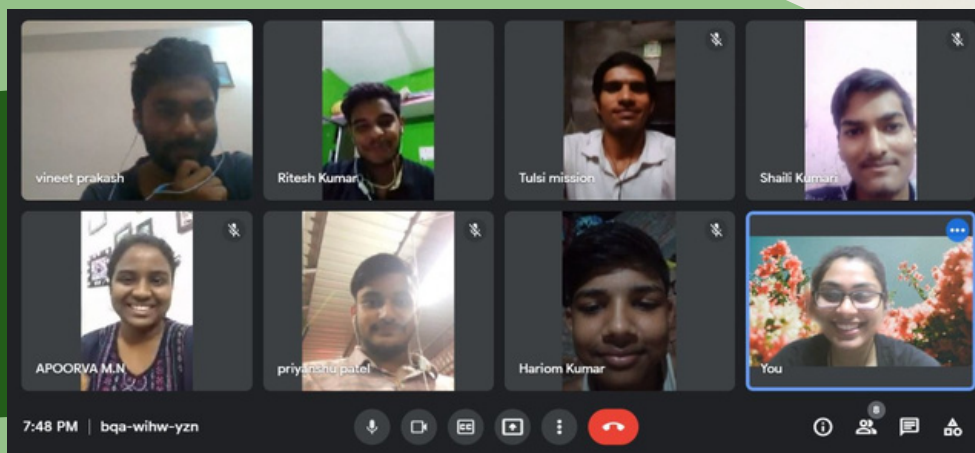
Inspiring first  
generation  
learners of a  
primary school  
from rural Bihar  
to learn English



This initiative  
employed joyful  
and playful ways to  
mentor the  
youngsters on team  
work and public  
speaking

Students who know and speak English have greater access to resources that may help them progress in life. During the COVID-19 pandemic, students of this project were isolated at home, and had no one who could impart language skills to them.

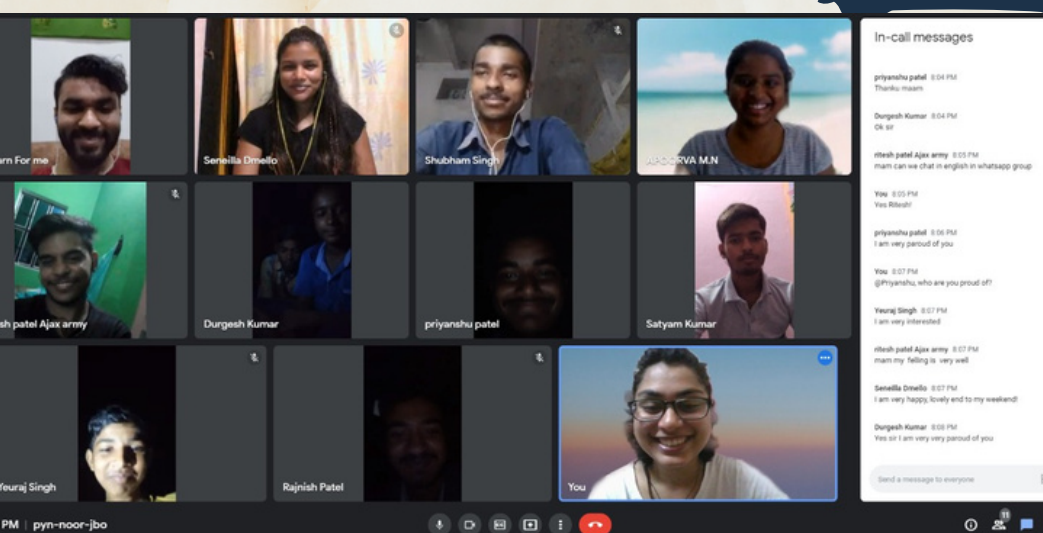
THE PROJECT  
ENABLED LEARNING  
THROUGH VIRTUAL  
SESSIONS ON ZOOM



AS THE PROJECT  
PROGRESSED, THE STUDENTS  
SHOWED CONFIDENCE WHILE  
SPEAKING ENGLISH

THEY LEARNT NEW WORDS  
AND TO FRAME SIMPLE  
SENTENCES

LEADERS  
Seneilla, Ooha, Apoorva,  
Vineet, Shivasheesh



THEY ARE  
SHOWING GREATER  
EASE IN READING,  
WRITING AND  
ENGAGING IN  
SIMPLE  
CONVERSATIONS IN  
ENGLISH

WE ARE CURRENTLY WRAPPING UP BY CONDUCTING REFLECTIONS ON THE PROJECT'S JOURNEY, AND PROVIDING THE PROJECT PARTNERS WITH RESOURCES TO USE INDIVIDUALLY, IF THEY'RE INTERESTED

THE TEAM HAS COMMITTED TO BE CONNECTED WITH THE STUDENTS VIRTUALLY TO PROVIDE MENTORING SUPPORT, ESPECIALLY FOR THEIR CAREER

WE ARE ORGANISING BOOK SHELVES AND BOOKS FOR THE COMMUNITY LIBRARY IN THE VILLAGE







# Maitri

## GROUP MEMBERS

Umang Jasani  
Pratiksha Puneekar  
Gayathri  
Fatima Zohra  
Kirubakaran

## WHAT?

We identified women who lost their source of income during the COVID Pandemic and skilled them in making reusable menstrual pads and linked them with employment opportunities

## WHERE?

The training was online. Women joined from different cities- Pune, Chennai, Delhi, Surat and Bangalore.

## WHOM?

Women from different backgrounds and age-groups joined the sessions. Homemakers from rural, urban and semi-urban areas.

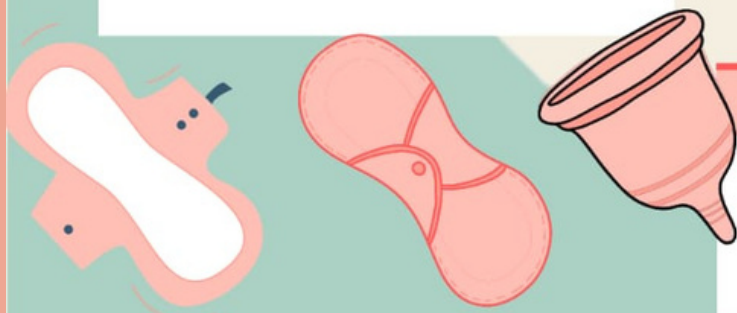
## WHAT EMERGED?

- 38 women skilled in making cloth pads.
- Gained awareness about myths around menstruation, sustainable menstrual products, economic, environmental benefits and advantages of cloth pads.
- Gained community entrepreneurship skills
- Few women started earning after being contracted as suppliers by NGO Kamakhya



## WHAT NEXT?

The training was online. Women joined from different cities- Pune, Chennai, Delhi, Surat and Bangalore.



# PRAYAS



## GROUP MEMBERS

Umang Jasani  
Pratiksha Puneekar  
Gayathri  
Fatima Zohra  
Kirubakaran



## WHAT?

Facilitated experiential learning for students of low income community government schools, who experienced learning gaps during COVID Pandemic lockdown



## WHY?

To bridge the gaps created in education and creative engage children and get their attention in learning beyond textbooks

## WHAT EMERGED ?

A very participative and enthusiastic students who engaged in science experiments

Access to science experiment kit by students

Spirit of volunteerism invoked among local youth

## WHERE?

Jilla Parishad Prathmik Shaala, Undri, Pune

## WHOM

School children from economically weaker section, studying in 7th-8th grade in Undri Government school.



Going forward, we will continue to conduct the sessions and organize a science fest for the kids in the first week of Apr'22

## WHAT'S NEXT?

A science fest where school students will demonstrate their learning through small Do-it-yourself projects

Donating the science experiments kits to schools to sustain the process for future batches.





# DAAYITVA

Helping native Hindi speaking and vernacular language school & college students to skill in English communication.



More than 30 sessions have been conducted to assist participants to boost their proficiency in English speaking and understanding. And holded career counseling sessions for youth in online and in offline sessions for Engineering , MBA, Medicine and UPSC.

Many Undergrad UG students were confined to their homes and online classes due COVID-19 induced pandemic.

Their opportunities to learn and communicate with peers were restricted. Sessions provided them the platform to learn, practice skill development and build cohorts.

Sessions were done online, so students from Delhi, UP,Gujarat, Maharashtra and Kerala joined. career counseling Online and offline sessions held in Kerala.



Career counseling ,creating awareness about various top careers available in India and making them aware of these positions and to guide them how to prepare for it.

August, 2021 continued till Feb, 2022 Online activities for career counseling are ongoing.

vernacular medium schooled students fraternity , currently pursuing graduation or job seeking candidates.career counseling, youth from classes 9-12 and for college students.

Continuing with the session on Sundays and magnifying the cohort. The WhatsApp group created in the beginning will continue to be operational. career counseling, Created 3 UPSC groups of 750 members and helping them with Upsc materials including current affairs and toppers notes and it will continue for next 2 years. Shared contact details for addressing their doubts in various career issues.



**LEADers**  
Himani Pandey, Aadil M Moopen,  
Akankshya Sahu,Komal Jain.





# Project Dignity



To focus on the lives of daily wage labourers, especially of women and child migrant labourers, working on the streets. Document and publish stories of how covid impacted their life, in an engaging photo-story format. And to bring awareness about schemes and their rights amongst this population in their local languages.

COVID-19 wreaked havoc across states, especially those with large migrant and vulnerable populations. Without wages, this population was overnight exposed to an exponential risk of food scarcity, unemployment, poverty and high contradiction of COVID-19. And it was seen that many labourers were unaware of the benefits they could avail through government schemes. Therefore we decided to focus on women daily wage labourers working on the streets.

Jharkhand (Bokaro Steel City and Dhanbad, Chattisgarh (Raipur)  
Haryana (Hisar)



Women daily wage labourers (especially unorganised sector) and particularly those working on streets in harsh weather conditions. These include road sweepers, women involved in brick formation work (Chimni Bhatta), women working as vegetable sellers, rag pickers etc.



To conduct further surveys to know more in depth about the issues faced by the women and attempt to create awareness and write articles in the newspaper.

**LEADers – Qurat, Rahul, Aisha, Anu, Gitanjali**

August 2021 – March 2022

We discovered several problems faced by the women, such as  
There is no washroom in the workplace where they may change their pads during menstruation. As a result, they must use the same pad for extended periods of time, resulting in serious infections and other diseases.

They must retain their pee for extended periods of time because there is no restroom nearby to use while working.





# Saarthi

Self help and awareness generation to kids missing on learning and affected due to pandemic induced lockdown and school closures under YLESA project . The areas of focus include social evils and socio emotional losses and how to deal with them .



From October 2021 to march 2022 , March 23rd the comic was launched and distributed to the students.

Gandhi Ashram School,  
Tezpur , Assam

To promote safe and healthy living of the community by Providing awareness regarding social evils and building up healthy communities helping each other up .



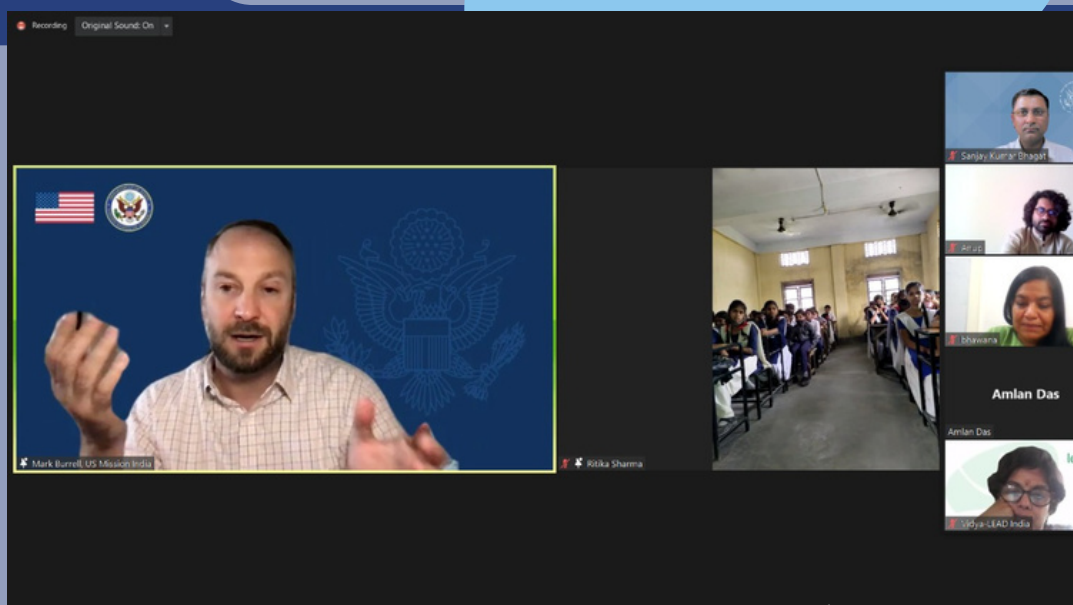
School students are the beneficiaries of the comic book which is self help and interactive type . The kids have received the comic with great joy .



what emerged - saarthi is a friend who helps out during difficult times....likewise our comic book saarthi has become a friend to the kids

LEADers - Amlan , Nehal , Pearly, Tarusha

what's next - making revised version of comic and implementation at various schools of different regions and states.





# THE MANN TALKS

A project that built fun, participatory workshops to raise mental health awareness



SHOMALLI MOHALLA  
IN OLD SATWARI,  
JAMMU, JAMMU AND  
KASHMIR, INDIA



This initiative began during the COVID-19 pandemic to support children and adolescents

Breakdown of the safety net of protective family, peer groups, and psychological support from teachers had led to a rise in psychological distress among children and adolescents.

## A MIX OF SITUATIONS COMPLICATED THE PROBLEM

Home confinement, parental anxiety, lack of physical activities or direct social interaction, and disruption in routines.



## THE PROJECT'S FOCUS HAD MANY BRANCHES

- Raising awareness about various aspects of mental health
- Peeping into one's own mental health
- Going inside oneself through art
- Identifying one's own nonviolent expressions
- Identifying self-defeating labels about oneself
- Setting a positive self-image

# 20

FAMILIES AND CHILDREN  
BETWEEN THE AGES OF 13-  
17 BECAME PART OF THE  
PROJECT

## LEADERS

Simran Kour, Hemani Singh,  
Janvi Kour

## BIRTH OF A COMMUNITY AND HOPES FOR A BETTER FUTURE

A REGIMEN OF WEEKLY ACADEMIC SUPPORT AND MONTHLY FOLLOW-UP WORKSHOPS ON MENTAL HEALTH HAS BEEN ESTABLISHED

PLANS ARE IN MOTION TO REPLICATE THE PROJECT IN OTHER PARTS OF JAMMU

A VIRTUAL MENTAL HEALTH GROUP HAS EMERGED TO SUPPORT CHILDREN IN NED



WORKSHOPS FOR PARENTS WITH A FOCUS ON THE MENTAL HEALTH OF CHILDREN HAVE BEEN CONDUCTED

LINKAGES HAVE BEEN CREATED WITH LOCAL CIVIL SOCIETY ORGANISATIONS FOR LONG-TERM HOLISTIC DEVELOPMENT OF CHILDREN-CENTRIC, ACADEMIC, AND CO-CURRICULAR SUB-PROJECTS AND ACTIVITIES





# MITHI RIVER

MITHI RIVER CLEANUP, a community service initiative to make sure we're the last generation to clean the trash

After India's independence in 1947, Mumbai became the financial center of the country and a focal point for migrants, which generated slums like the one in Dharavi, south of the Mithi River, which has been considered the largest in Asia, spreading out on more than 216 hectares.

I had identified that environment as an aspect was neglected during COVID and had approached Beach Please for collaboration for the same.



Mithi River, Mahim Causeway, Mahim.



While visiting the Mithi River, I came to realise that even though Maharashtra being the first state to ban single waste plastics the use has not yet stopped and majority waste that we clean are single waste plastics along with COVID wastes such as masks, surgical gloves, hats etc.

As the Native American Proverb Says, "We have not inherited the land from our ancestors, We borrow it from our future generations"

We are doing it for our future generation as well as for mother nature. We humans litter and harm the environment but we don't take up the responsibility to clean it.

LEADER  
Ramiya. R. Pillai



With this initiative, I want to raise awareness about COVID wastes as well as single waste plastic being dumped openly in the environment.





# 21 Day Habit Challenge



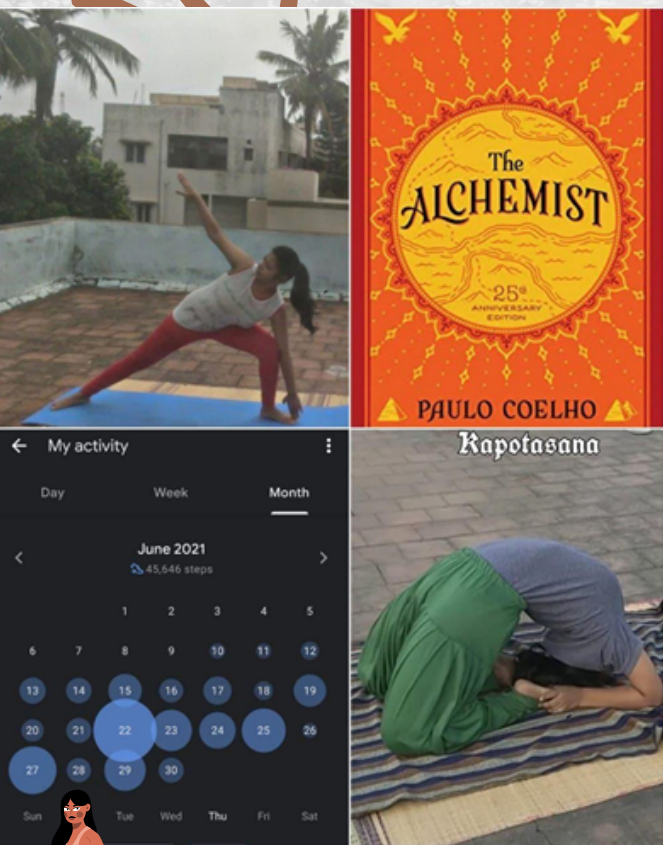
According to the research, it takes 21 days to fully form a new habit, as that's how much time is required for new neuropathways to be fully formed in the brain.



We decided to pick up two habits and let go of one. The habit's we felt would be most beneficial to our age group are,

1. Waking up early/ Doing yoga or exercises
2. Book Reading group
3. Cutting out social media/ Avoiding procrastination & wasting time

Due to COVID, being indoors and alone made it difficult to adapt. It was easy to be online almost all the time which led to addiction to social media and online media platforms. Giving rise to new habits and challenges. To find freedom from these habits and form new ones, we thought of the 21 Days Habit Challenge.



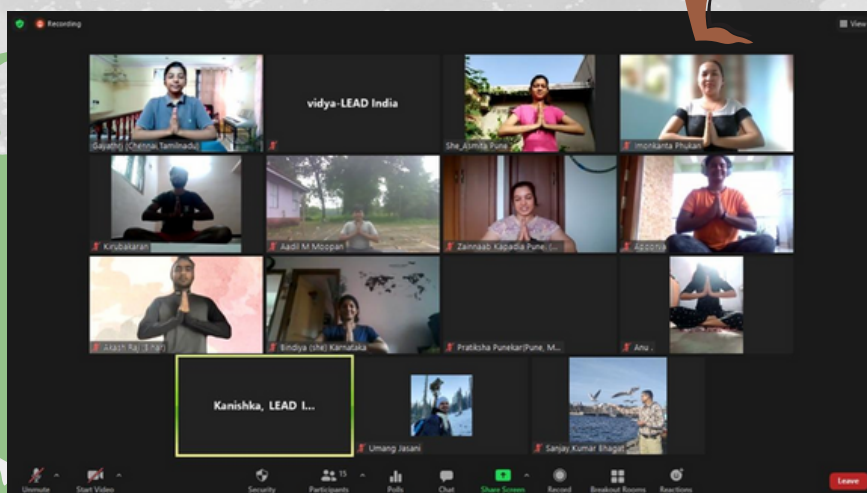
We started on 21st of June, 2021 with 21 members initially in two groups one focusing on book reading and other on daily routine. More joined us later People were excited about the idea and motivated to join the club and make a change in their daily routine

Total of 25 workout champions joined the wakeup and workout group and 22 members in the book reading group.



We regularly connected through zoom meetings. We paired up and would check up on each other to support and motivate one another.

This idea actually emerged through the covid awareness campaign as we focused on Lifestyle and Health during Covid. The workout helped our physical well being and by doing it as a community helped us improvise each and every day and feel more connected.



So now for us we are replacing the word 'challenge' with a habit pattern and extending our connections for 45 days and later 90 days if possible.





# SUPER 44 - COVID AWARENESS CAMPAIGN

To provide the most accurate information, help to people in need during the Pandemic. Our focus was to provide to people who were unequipped with means of supporting themselves or their loved ones during COVID. Yet, the reach was not limited to hospital beds or medicines. Support branched out into Mental Health, Food and Nutrition, Positive Affirmations, contacts with On-Field Professionals, Awareness and Community Support.

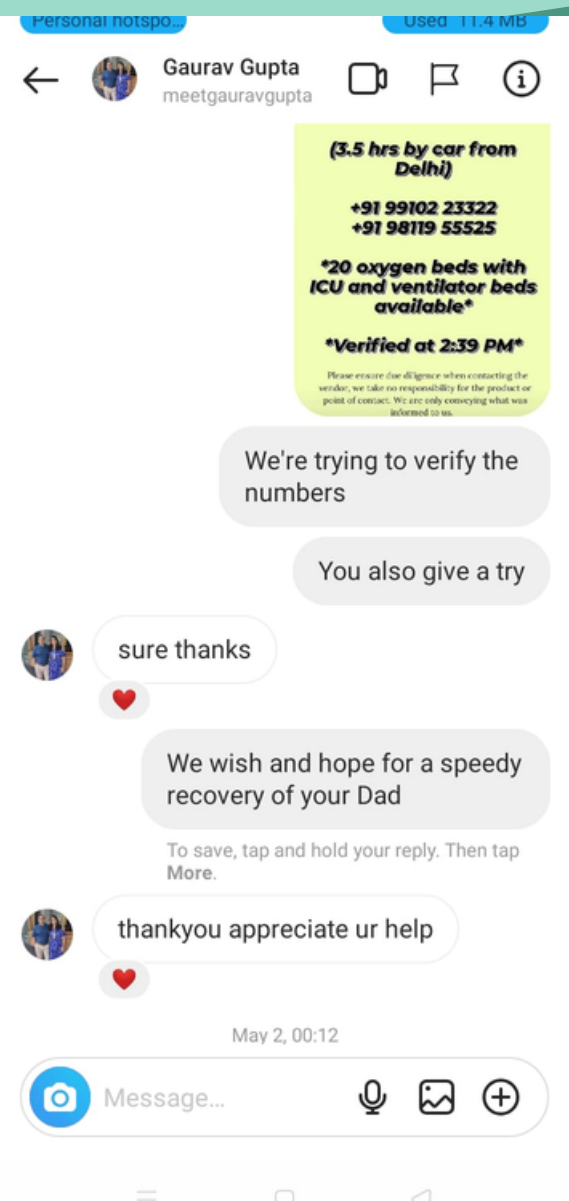
Covid-19 worsened people's lives, making it difficult to help one another. Especially with the high number of cases and need for more support at hospitals and other governing bodies, we decided to help people by providing them with leads for emergency resources. We wanted to give them hope and courage that someone is there to help them however possible.



THE COVID AWARENESS CAMPAIGN HAPPENED ONLINE WITH THE HELP OF VARIOUS SOCIAL MEDIA PAGES AND A GROUP OF 48 VOLUNTEERS WORKING VIRTUALLY DAY AND NIGHT, SOURCING RESOURCES, COMMUNICATING THROUGH CALLS AND TEXTS, AND CONDUCTING VARIOUS LIVE SESSIONS ON SOCIAL MEDIA.

23RD APRIL 2021 TO 30TH SEPTEMBER 2021

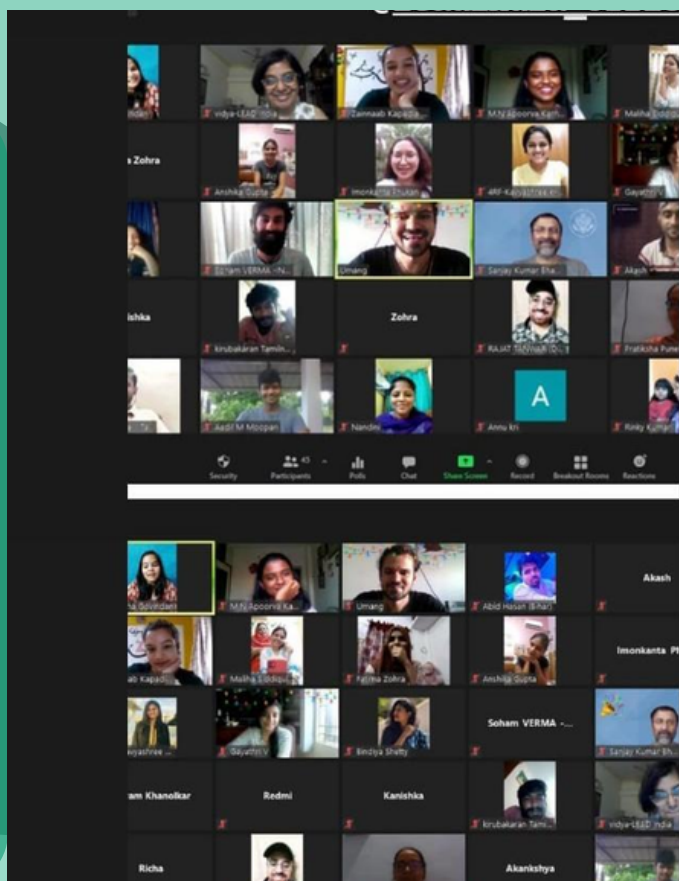
PEOPLE IN NEED OF COVID RELATED RESOURCES, MENTAL HEALTH SUPPORT AND ANY OTHER HELP DURING THE PANDEMIC.



- Not always did I get a positive response on calls, some people got angry and cut the call, some were harsh too but I felt that my goal here was helping people and if this is the path so everything's okay and worth it.

- Only the collective effort could make things like saving a life possible

This campaign Helped me improve my communication by reaching out to unknown individuals. Listening to the people who were in need of help and the love they gave us back made us empathetic.



To keep the group always available to help anyone in any situation however possible and be prepared for the future circumstances when there is a need for help, so that we as a group could come up with the best possible solutions and resources.





# Happiness



A couple of dozen people from the YLESA team, were trying to spread happiness in every possible way virtually.

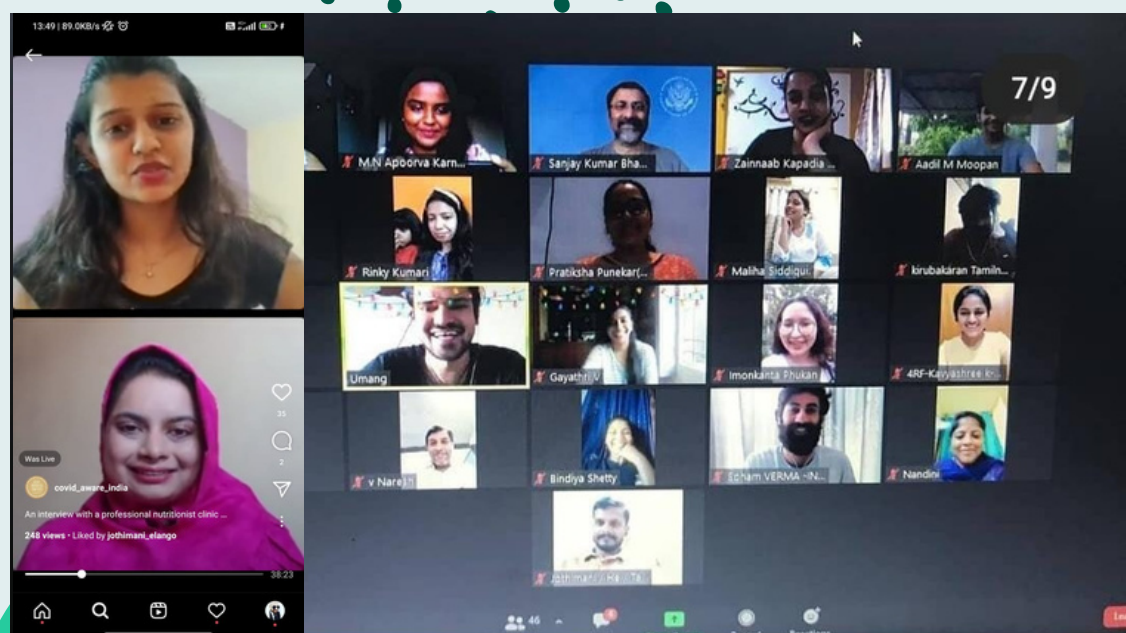
during the pandemic there was a lot of anxiety, stress, fear, negative emotions flowing in everyone's life through social media, television, and surroundings while most of us locked down in a restricted environment.



During the whole 2nd pandemic wave in India. April to September 2021.

spread happiness within the YLESA community, LEAD team by checking on with each other personally, reaching out to the external world virtually and everyone around us.

We were shocked to see that the reality was much worse than we thought and there's a lot more sorrow and unhappiness in people's lives with lots of fear, even within our team. But the hope with which our team flared through was commendable as we conducted many virtual sessions almost every week and brought smiles to more than 1000 of faces.



Virtually through social media platforms like instagram, insta live, insta stories and video reels, Facebook live, twitter posts, zoom virtual webinars/ virtual fun activities and virtual music shows.

To bring happiness everywhere around wherever we will be. Some of us in the team are already working for the better mental health of the society by way of social projects and some aspire to work for the happiness of the world in future, and are looking for such opportunities.



## IATTS Forum- Progress after COVID 19 Pandemic

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In December 2019, ten shortlisted candidates from across the country were invited to Delhi for the final selection round led by Japanese dignitaries, India Committee members and LEAD India representatives.

Amol Langer, Khushbu Dublish, Dadasaheb Pandit Gaikwad and Mohammad Sajid Idrisi were selected, two each for the 63rd and 64th batch respectively for 2020 trainings. Due to COVID 19 Pandemic, the timeline for the training were indefinitely deferred to the next year.



Currently, Amol Langer, Khushbu Dublish, Dadasaheb Pandit Gaikwad and Mohammad Sajid Idrisi are being supported for the intercountry documentation. The first batch of two youth are scheduled to participate in the fall session of the Forum.

Alumni network in India is steadily expanding. A structure and processes have been devised to engage them in community projects. A project on waste management is underway.

LEAD India functions as IATSS India Secretariat since early 2018. The Forum aims to bring out the best qualities in individuals who will one day become future leaders in the ASEAN region. As a partner, LEAD India identifies high calibre young professionals across sectors with the potential to become a part of the knowledge exchange platform in Japan.

## Outcome for LEAD

- Six youth leaders trained and the possibility of the number growing every year
- Visibility and recall of brand LEAD India has gone up among young working professionals
- A growing network of alumni who are LEAD India's social capital and there are opportunities for joint
- Possible collaborative projects with Japanese automobile companies in India



## Australian Funded project on marine plastic pollution

In March 2022, LEAD India in collaboration with Visakhapatnam-based India Youth For Society (IYFS) founded by LEAD Fellow Appala Reddy launched Clear Coasts Campaign (CCC). The project is funded by the Direct Aid Program of the Australian Government. The initiative aims to raise awareness about marine littering and plastic pollution.



An inaugural function was held in Vishakapatnam on 26th February 2022. As a side event on this occasion, an awareness program on plastic and marine pollution control measures was organised at the Welcome Hotel. Samuel Myers, Vice Counsel announced the funding support to the marine plastic pollution prevention project. The event was attended by students, the resident welfare association, the fisherman community, vendors, recyclers, and officials from the urban local bodies.

### Outcomes for LEAD

Possibility of further engagement with the Australian High Commission for environmental projects in India.

# Integrating Sustainability in Business\_\_\_\_\_

## Diagnostics study at DRL, Vishakhapatnam

LEAD India in collaboration with LEAD Fellow, Snehil Kumar, LEAD India conducted a situational analysis at DRL to find out the root cause of a higher number of defects and rejection of their products. For this, diagnosis was carried out through a rapid assessment.



A five days exploratory consultation was carried out through participatory methods and tools. The purpose was to find out the current practices, preparedness for execution of a new process and any factors (technical / behavioral) that could cause hindrance or resistance

## Outcome for LEAD

- Detailed presentations were made to the leadership team highlighting the road map and for shared understanding and inputs and feedback
- Likelihood of organization wide customized workshops in future

# Partnerships

## Supporting Other Fellowship – Acumen

Adaptive Change advisor's (ACA), mission is to "democratize leadership" ie. Putting leadership tools that drive change into the hands of anyone who drives outcomes. LEAD India has in the past collaborated with founder of ACA , Eric Martin, for Youth Leadership program in NCR in 2018. This opened door for further collaborations in 2021.



ACA drives leadership course for the Acumen Fellowship. LEAD India was selected as facilitators of adaptive leadership training for Acumen India Fellowship, Bangalore, training. Trainings were conducted from 7- 11 December 2022. Initially LEAD was engaged as observers, as a part of capacity building and then later, the facilitation role. Having identified LEAD India as future partner, this was a way of capacity building and preparation for facilitating the next Acumen Fellowship workshop in Malaysia that was organised in February 2022.

As an expert representing LEAD India, Bhawana Luthra, anchored the Malaysia program as the core facilitator with Molly from ACA, UK as the co-facilitator. Although a volunteering position, Bhawana is now trained in running similar programs in the future. She is offers her service as a panel member in the Fellows selection committee of Acumen India

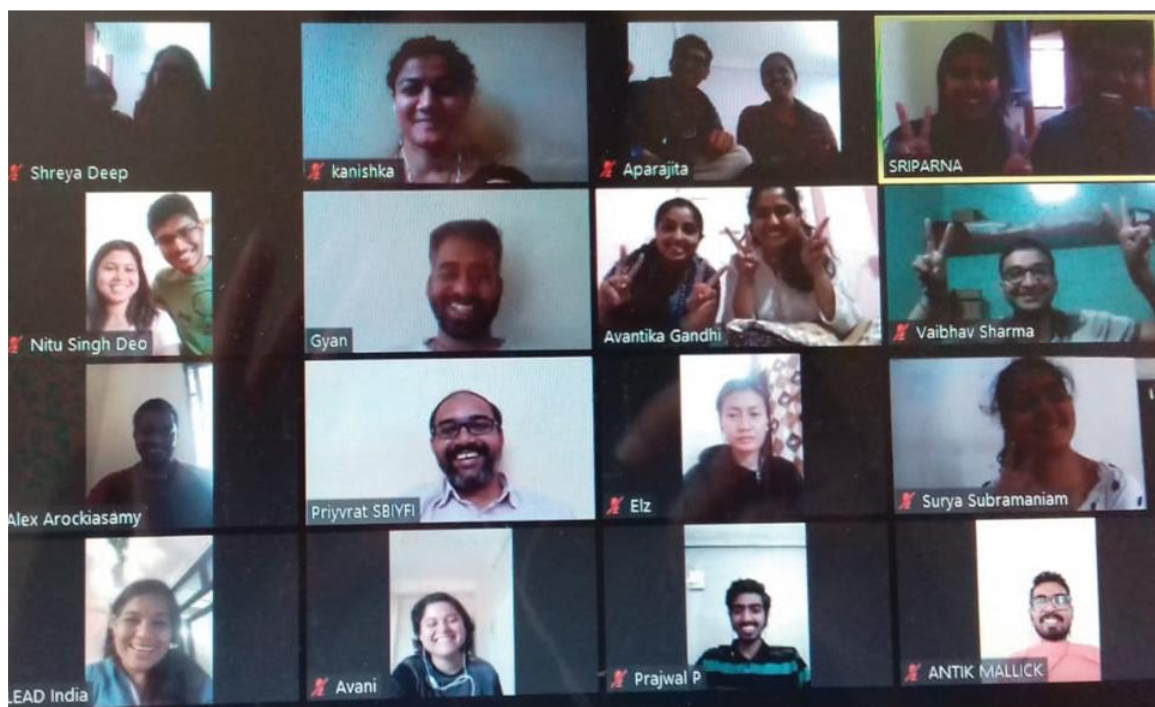
### Outcome for LEAD

- The immense national and international visibility gained among the youth constituency in the Acumen Fellowship
- Possibility of more programs with ACI. offline and online, which will generate revenue



## Consultation with SBI for youth conclave

On 9th and 10th April 2022, the Youth For India Conclave was organised at Vishwa Yuvak Kendra, New Delhi on the theme Through the Lens of Youth Engagement and Social Innovation: 10 Years of Youth for India Fellowship. SBI Foundation held consultation with LEAD India to design the world café format on various themes.



SBI Youth for India fellowship is a 13-month rural development initiative by SBI Foundation that allows urban youth to bridge the urban-rural divide by creating meaningful projects with grassroots NGOs. The fellowship's annual event 'YFI Conclave' helps its stakeholders leverage meaningful partnerships that can further strengthen its rural development initiatives on the ground.

This year, the YFI Conclave witnessed the presence of distinguished leaders, scholars and experts from the development sector. It is not only a platform to share ideas and encourage good work but also a platform to explore the next generation of ideas led by our youth

The Conclave event saw many interesting workshops with relevant industry experts who guided SBI YFI alumni on the subjects like visual thinking techniques to enhance creativity, innovation and new perspectives, Design Thinking and Innovation, and Legal Compliance for the NPOs/NGOs of India. The event also had an Advisory Forums which hosted a collaborative discussion between alumni and field experts in the domain areas of Education, Environmental Protection, Alternate Energy, Health, Women's Empowerment and, Livelihood & Social Entrepreneurship which could potentially lead to partnerships and act as a knowledge base for other attending stakeholders.

## Sharing knowhow with leadership school- Disom

Disom – The Leadership School is a movement that nurtures future political and social ‘Servant Leaders’.

The school is a lived experience of deep democracy; intense, peer-based and self-driven. It encourages leadership that shares responsibilities and decision-making with communities and constituencies with humility, compassion and grace. It fosters leaders who are driven by a spirit of service and see power as a means to achieve shared wellbeing.

Disom is collaborating with LEAD India, where Bhawana, ED, LEAD offers know-how with the youth undergoing the journey.

### Outcome for LEAD

- Awareness about the leadership trainings offered by LEAD India has gone up among youth across India
- A growing network of Disom alumni who are part of India's social capital. There are possibilities for collaborative projects with the youth

## Earth Day celebration- Entrepreneurship award

LEAD India collaborated with Tears of the Earth Organization (TEO) and Astronomy Initiative (TEAI) and the Earth Day network to celebrate 51st anniversary of Earth Day, on 22nd April 2021.

The Dais, Tears of the Earth with the support of Earthday.org & Partners present

### Earth Day Festival

Commemorating | 51st Earth Day | 22nd April 2021



**Webinar on Earth Day with the theme, 'Restore Our Earth'**  
 Hosted by The Dais SDG Lab - Guru Nanak Khalsa College, Yamuna Nagar  
 12.00 PM - 01.30 PM IST | Live on Facebook @thedaisindia



		
Master of Ceremony Dr. Catherine Masih, GNK College	Speaker Ms. Radhika Kothari, LEAD India	Speaker Mr. Runit Walia, EarthDay.Org
		
Moderator Dr. Amarjit Singh, GNK College	Speaker Dr. Monika Jain, BUAT	Speaker Ms. Mansha Tejpal, Eezeegrow Hydroponics





















In this event, Khalsa college of Haryana, one of the members in the network, organized a webinar where experts across India presented their plans/suggestions/thoughts of ways to save Earth.

The LEAD fellow Ms. Radhika Kothari, consultant with the Leh Nutrition Project, shared her thoughts and insights from her experience working at the grassroot level in the Ladakh region.

## Outcome for LEAD

- Collaboration with TEO amplifies LEAD's brand presence and awareness among various stakeholders- academia, youth, civil societies, corporate etc, at the national and international level
- More collaborative events with TEO in the pipeline

## Partnership growing with Medha in the youth leadership space

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A virtual Young Leaders' Conclave themed "*Driven by Passion*", was organised on 21st January 2022.

An open space was available to the young leaders to come together, explore challenges in their communities, and support one another as they work towards solutions. Apoorva Gowda, a youth leader from YLESA project represented LEAD India.

In the forum, youth shared their experiences of going on a non-traditional career path and the factors that led them to do so. The youth discussed ways to improving career-related awareness and access to support systems that could sustainably help the youth in planning their passion.

## Outcome for LEAD

- The interactions created a space for sharing and learning
- Future collaborations and joint programs are being planned with Medha

# Action Project

## LEAD India as a partner of ICCROM for Net Zero: Heritage for Climate Action Project (HCAP).

HCAP was conceived under First Aid and Resilience for Cultural Heritage in Times of Crisis (FAR), which is a flagship programme of ICCROM. It is an 18-month multi-level capacity development project, (starting in July 2022 till December 2023) rooted in the idea that every place has a 'climate story' embedded in its cultural heritage.

One of the primary aims of this project is to enhance risk reduction and coping capacities of vulnerable heritage communities. The focus of the project is to bring transformative change through heritage-based and community-led climate action.



**Dr. Webber Ndoro,**  
Director-General,  
ICCROM



**Hon. Minister, Mr. Simon Kofe,**  
Minister for Justice,  
Communication & Foreign  
Affairs, Tuvalu



**HRH Princess Dana Firas,**  
UNESCO Goodwill  
Ambassador for Cultural  
Heritage and President,  
Petra National Trust, Jordan



**Mr. Ernesto Ottone Ramirez,**  
Assistant Director-General for  
Culture, UNESCO



**Dr. Alexandra Xanthaki,**  
United Nations Special  
Rapporteur in the Field of  
Cultural Rights



**Mr. Tim Badman,**  
Head of Heritage, Culture,  
Youth, IUCN

### Culture for a livable future

24 January 2022 | 13:00 CET

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Simultaneous Interpretation  
Available in French and Arabic

The initiative will address the interconnected issues of heritage safeguard, decarbonizing, the upholding of cultural rights and sustainable development of vulnerable cultural bearers, effecting change at a local level, all this while strengthening efforts globally.

Project proposals will be invited on the topic of 'Use culture-based climate solutions'. To be received by the first week of May 2022, these would typically be solutions to reduce/mitigate greenhouse gases, enhance preparedness, help communities cope with loss and damage, and facilitate peaceful and just transitions. Out of these five projects will be selected

The project is comprised of the following four phases: –

Phase 1: Situation Analysis and Data Gathering (July – December 2022) – Upon selection, teams at the 5 innovation sites, will receive seed grants to gather oral histories. Working across sectors and using local cultural heritage resources, they will assemble place-specific knowledge on livelihoods, sustainable resource management, as well as coping with climate variability and extremes. The teams will learn to cross-link this information to climate change and variability data.

Phase 2: 4-week in-person workshop (February 2023) – Participants drawn from the respective teams at the 5 innovation sites, will develop mitigation and adaptation strategies for their respective sites. They will enhance their skills for working with cultural bearers and heritage communities, to reduce their vulnerabilities to climate risks. Participants will be given hands-on training for enhancing emergency preparedness for at-risk communities and their local cultural heritage resources, protecting them from climate-driven disasters and/or conflicts.

Phase 3: Project implementation at five innovation sites (March – August 2023) – The 5 teams will field-test at least one mitigation or adaptation solution at each innovation site. In this phase, their action will be supported with distance mentoring and seed grants.

Phase 4: Final symposium (November 2023) – This phase will bring together results, as well as insights gained through the work carried out at the innovation sites. The outcomes collected in this phase will be disseminated through an international symposium. A final free to download, open-access publication, will present the case studies of the innovation sites and summarize the proceedings of the symposium and will be released in January 2024.

LEAD India as one of the partner organization, alongside other Government Ministries and institutions from across the globe, including

- The Culture and Museum Division of the Ministry of Internal Affairs of the Republic, Kiribati
- Casa K'ojom, Guatemala
- Leadership for Environment and Development (LEAD), India
- Confederation of Risk Reduction Professionals (CRRP), India
- The School of Architecture of Federal University of Minas Gerais (UGMG), Brazil
- The State Institute of Historical and Artistic Heritage of Minas Gerais (IEPHA-MG) Brazil
- Local Governments for Sustainability – South American Secretariat (ICLEI), Brazil
- U-INSPIRE Alliance

The role of partner organizations is multiple including raising awareness about the project, support in calling for proposal by amplifying the application process, online and offline through the LEAD Network and our partners. Going forward LEAD will support at each phase of the project, in capacity building and mentoring support as necessary.

## LEAD as Partners of ICCROM, for the Climate. Culture. Peace Conference



**BRITISH COUNCIL** Department for Digital, Culture Media & Sport

**24 - 28 Jan 2022**

**Climate Culture Peace**

**55 partners**

**33 countries**

A virtual conference, knowledge portal and network

**A participatory and inclusive dialogue on **CULTURE** - the missing link for climate action**

**Do you have a story to share?**

Climate.Culture.Peace is calling for contribution

**Deadline - 22 December 2021**

Research/knowledge presentations

5-Min Ignite talk

Media/multi-media presentations

Place-based case study

Follow us: [far\\_iccrom](#) [far\\_iccrom](#) Write to us at: [ccp@iccrom.org](mailto:ccp@iccrom.org)

Climate. Culture. Peace was a virtual Conference (**24-28 January 2022**) organized by ICCROM. The Conference was designed to better understand climate risks to culture and heritage of a place, and how in turn, culture and heritage could reduce emissions, as well as help with adaptation to climate change. It was rooted in the idea that every place has a climate story. this story is embedded in the culture of a place, which in turn is shaped by the dwelling environment and years of human-earth interactions.

A report was published on the rich array of knowledge and diverse perspectives brought together by the Climate.Culture.Peace Conference, a project conceived by FAR –(First Aid and Resilience for Cultural Heritage in Times of Crisis), a flagship capacity development programme of ICCROM.

LEAD India was one among the 55 organizations in 33 countries that endorsed the Climate. Culture. Peace project and joined ICCROM in this transdisciplinary initiative for building knowledge and developing a network for culture-based climate action. Partners comprised of education and research institutions; climate change and disaster risk management agencies; cultural heritage departments, museums and archives; international organizations for safeguarding culture and heritage; national heritage NGOs and foundations; and humanitarian and development aid agencies.



The abstracts received for the Conference were reviewed by an 18-member multidisciplinary scientific committee, drawn from the consortium of partners, including Dr. Abhiyant Tiwari who is a LEAD Fellow. The committee was instrumental in designing the Conference, moderating, promotion, and the call for proposals, ensuring that diverse sectors and voices were represented.

Post the paper presentation, through an iterative process, the committee drafted the recommendations for actionable next steps. The final document was disseminated amongst all Conference partners, moderators and speakers for their comments. A series of reflection sessions were held with key speakers to work on the foundation and further develop an actionable agenda.

Developing the recommendations for actionable next steps was an iterative process. Based upon key takeaways from sessions, moderators, the scientific committee and the organising team, recommendations were shared in the closing panel and then disseminated amongst all Conference partners, moderators and speakers for their comments. Two reflections sessions were held with key speakers to build upon this foundation and further develop an actionable agenda.

Contributors across Climate.Culture.Peace converged on the idea that culture and heritage have a role in shaping, understanding and responding to the intersecting crises we face today.

However, to put this idea in practice fundamental shifts are needed in our understanding of culture, nature, heritage and climate change. The discussions during the Conference reaffirmed that we cannot continue with 'business as usual' and that we must make changes. While concluding, participants were reminded to rise above this challenge, and carry hope. A call was made to tap into the ancient wisdom of Indigenous people, past and present, which emphasises multi-species justice, and points to our individual, as well as collective responsibilities of 'living with the land' and the 'law of the land.'

## LEAD India as Network Partner @Samvaad National Interfaith Summit

LEAD India was selected as the Outreach Partner organization of Seeds of Peace India's Samvaad National Interfaith Summit. Seeds of Peace is an organization that works on inter-faith peace and has initiatives running across the world, including South Asia.

India's most impassioned interfaith advocates are convening at::



### National Interfaith Summit

December 11, 2021

University Educators • Peacebuilders • Journalists  
Dialogue practitioners • Legal professionals  
Policymakers • Faith Leaders • Students  
NGOs • Activists • and more...

## ARE YOU INVITED?

Write to us for an invite at [uchanda@seedsofpeace.org](mailto:uchanda@seedsofpeace.org)  
or register at [seedsofpeace.org/samvaad](https://seedsofpeace.org/samvaad)

LEAD India found the purpose of LEADership building as one of the common areas of work for both organizations. In September and October 2021, LEAD amplified the message exclusively with Fellows and Youth network across India.

**Seeds of Peace** is a global peacebuilding and leadership development organization, headquartered in New York. For over 30 years, it has been working to develop courageous leaders who work to create just and inclusive societies. In India, we are based in Mumbai and have been actively working for the last 20 years with adolescents and youth to promote harmony using a peace education paradigm.

## LEAD India Foundation – U.S.A Celebrating 75<sup>th</sup> birth anniversary of Dr. Abdul Kalam

LEAD India Foundation, USA in collaboration with Liberty Foundation, Hyderabad invited LEAD India to share perspectives on youth leadership in India.

LEAD India Foundation, US is a brainchild of Dr. APJ Abdul Kalam's Vision 2020 and was founded with the mission to preserve and protect the planet in multiple ways. The event was a tribute to respected past President, Dr. APJ Abdul Kalam.

LEAD India represented by Bhawana Luthra shared about LEAD's youth initiatives, honing leadership skills of the youth for nation building and engaging them as responsible citizens. The event witnessed participation of think tanks, authors, bureaucrats, diplomats across the globe. Notable environmental activist, Vandana Shiva addressed the gathering, sharing about organic farming and linking it to Dr Kalam's vision. The space was shared by eminent speakers, multi-sectoral leaders across India and other countries.

At the event, the winners of the Global essay writing competition on the theme "CREATING A LIVABLE PLANET EARTH" were announced.



### Outcomes for LEAD

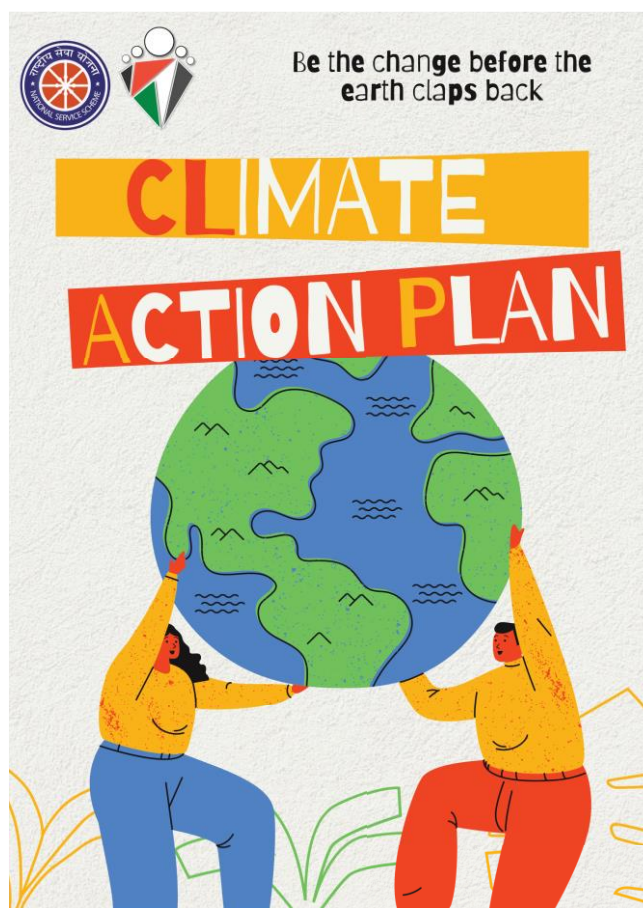
Collaboration with LEAD India Foundation, USA amplifies LEAD's brand presence and awareness among various stakeholders- academia, youth, civil societies, corporate etc, at the national and international level

### Climate Action Plan CLAP @ Kaizen 2021

LEAD India was invited as a jury member at the IIT Kaizen's 2021 CLAP event to assess the entries. In this competition, participants were guided to use En-ROADS Climate Solutions Simulator for creating a scenario to mitigate global warming. The challenge was to send in entries, solutions that bring temperature to the internationally agreed target of below 2°C by 2100. A preliminary descriptive question answer round was held to screen the applications. The top teams were then invited to present their solutions to the Jury.

The suggestions common to all the finalists were:

- Efficient vehicle electrification techniques and infrastructure to reduce the carbon footprint;
- Incentivizing the use of electric vehicles
- Afforestation;
- Utilizing the free lands area for windmills,
- Solar panels
- Advancements in carbon and methane removal,
- Increasing the overall forest area;
- Spreading awareness on reducing family size and population control
- Subsidizing renewable resources and high taxes for fossil fuels
- Switching to no paper policy in offices to reduce deforestation
- Decreasing the deforestation rate through agricultural efficiency
- Reducing dependency on animal products (food) by investing in non-polluting alternatives.



## Outcomes for LEAD

Collaboration with IIT over the years has helped in amplification of LEAD's brand presence, LEAD's expertise in many thematic areas including climate change. awareness among various stakeholders- academia, youth, civil societies, corporate etc, at the national and international level.



# COVID Response

## Relief Response Super 44

A youth led collective COVID response initiative spread across urban and rural India. The group of 44 youth from the YLESA project organised themselves and reached out to 700 people, they were supported logistically, and emotionally when the pandemic started peaking in 2021.

## Seva by youth LEADers during COVID Pandemic

S.No	Name	Place	Individual action
1	Apoorva,	Bangalore, Karnataka	<p>Awareness campaign and sensitization of kids to feed the street dogs in the absence of people who fed them pre-covid.</p> <p>She conducted awareness program on mental and physical health by collaborating with doctors and dietitians and making it accessible to various communities.</p> <p>Connected needy people with hospitals and blood banks, donated food kits to the underserved, raised 18k+ funds individually to provide warm blankets and sweaters to the underserved during the pandemic.</p>
2	Bindiya Shetty,	Mangalore , Karnataka	<p>During the lockdown, she and her peer served meals to the needy people, delivered covid protection kits, medicine etc. Further, at her college, she supported in gathering and collating information on people who sought support.</p>
3	Soham Verma,	Mumbai , Maharashtra	<p>Cognizant of the distress, negativity and despair Covid 19 Pandemic brought, Soham initiated positive covid stories. He felt while the negative impacts can be worked upon through social action, positive stories during covid need to be shared to bring positivity and hope. He started collecting stories across the world and sharing with others on his insta page <a href="https://www.instagram.com/positivestoriesbycovid/">https://www.instagram.com/positivestoriesbycovid/</a></p>
4	Abid Hussain	Buxar, Bihar	<p>He had a strong will to serve affected people's during this Pandemic. He was selected to support the Health Department of Govt. of Bihar for their COVID 19 Vaccination program. He was involved in raising awareness about the benefits of taking the vaccine, village survey and coordination during the actual vaccination.</p>

5	Rahul Sharma	Kutubpur ki Dani, Hisar,aryana	In addition to the many youth campaigns he runs periodically, during the second wave he initiated a campaign to wear masks. He created posters and displayed them at strategic locations in the village, also took out a youth rally to bring people attention to this very important protective measure.
6	Shivasheesh	Bhopal, Madhya Pradesh	Volunteered during the first and second COVID wave at Gandhi Bhawan, Bhopal where he resides. As a part of a bigger group, made arrangements for accommodation, lodging and food for more than a hundred security force personnel (police) of the city during the initial lockdown of COVID. Various types of facilities were provided to those affected by Corona, also organizing food and water for the staff of the medical department (doctors, nurses etc.).
7	Gayathri	Avadi, Tamil Nadu	Supported her mother in running a small scale unit for producing disposable bedsheets and pillow covers for hospitals nearby.  During the second wave COVID, they supported by donating 100 sets to the municipal hospital at Avadi, Tamil Nadu.
8	Umang Jasani	Ahmedabad, Gujarat	Umang engaged with children from underserved community in Ahmedabad to facilitate experiential learning. With schools shut during the lockdown, students were losing interest in self-study with no external support. Ten children were supported with science and math kits, DIY projects and other resources. The idea was to increase student engagement, curiosity thereby encouraging them to pursue learning beyond the classroom; to question, to experiment and to apply learnings to solve community problems. Online sessions were held on weekends with support from other collaborators who helped with computers and internet connectivity in the community. The program culminated with a science project competition where children sent their entries. This short term project saw a lot of enthusiasm among the children and has the potential to be scaled up using technology.
9	Venkatesh Naik	Telangana	Venkatesh encouraged people to donate blood/plasma during the Pandemic. After a personal experience (in grade 12) when he learnt about the difficulties in finding donors, Naik started to bridge the gap between the donors and the patients by facilitating the entire process virtually. During Covid while patients struggled to get plasma, Naik started a drive for plasma donation. "This initiative was started to create awareness among people who recovered from Covid to donate their plasma to save other patients suffering with Covid. Many benefitted from the initiative during the pandemic.



## Virtual sessions conducted by the youth LEADers during the COVID Pandemic. The details are as given below

.No	Event name	Date/ Platform	Description
1	You are not alone in this	8th May 2021/ Insta-Live	The online conversation focused on ways to cope with anxiety and mental health during COVID Pandemic. Ms. Surbhi Shah, a freelancer therapist advocate for mental health and holistic wellness was invited as an expert and YLESA Warrior Maliha Siddiqui, pursuing Mass communication at St. Xavier's College, Kolkata, anchored this session. Questions were invited from viewers and responded to.
2	Mental Resilience during Covid	16th May 2021/ Insta Live	The conversation was around coping with loss and uncertainty during COVID. Ms. Rasini Bandara, Psychologist at Mind Heals Pvt (ltd), visiting lecturer, public speaking and personality development coach, Sri Lanka was invited to share her insights from her experience and YLESA Warrior ,Arohi Taparia, pursuing BA (H) in Applied Psychology at Amity university, Jaipur was in conversation with her. Questions were invited from viewers and responded to.
3	Zindagi Haseen Hai.	22 May 2021/Facebook live	The conversation revolved around how COVID Pandemic is impacting our lifestyle, YLESA Warrior, Zainaab Kapadia, pursuing in final year of BBA, a Certified Graphology was in conversation with YLESA Warrior Amlan Das, Youth activist, Tezpur Assam, pursuing BALLB, Galgotias University The session was an interactive one, responding to the questions from the audience
4	Lockdown Syndrome	30 May 2021/ Zoom live and Facebook Live	Vikram Khanolkar, IIM student, para-athlete, motivational speaker, was in conversation with YLESA Warrior, Umang Jasani, Marketing executive and a climate enthusiast. The conversation was around how to come out of any situation that life may throw at anybody, story of courage, grit and success.  The conversations were Interspersed with fun filled games facilitated by the YLESA group members and music by Sukrutha Govindan, an independent singer and voice-over artist.

5	Eat Good Feel Good	6 June 2021/ Insta Live	Dt. Ummehani Bhanpurawala, Clinical dietitian, nutritionist and founder of nutrition byhani was in conversation with YLESA Warrior Asmita Khule, CMA final year at St. Mira's college, Pune.  The session covered various aspects about eating healthy for our physical wellbeing.
6	Keeping it Queer in quarantine	13 June 2021/ Instagram Live	The conversation was about building an inclusive mindset that saves lives, especially, during the Pandemic. YLESA Warrior, Abby, Multimodal learner, Edupreneur and queer expressionist was in conversation with YLESA Warrior, Jaishree Bajaj, BBA student, and an advocate for mental health issues.
7	AMOR	27 June 2021/ Zoom and Facebook live	Session on Self love and self healing was conducted by two YLESA warriors Samruddhi, IIT Kharagpur graduate, and Ooha Maruri, a student of nutrition. The event was hosted by Apoorva, and Jaishree Bajaj.  YLESA Warrior Sessions were interspersed with music from Abhinav Sarmah, an environmental science at Tezpur University and Muskan Rajini, a budding flutist and a travel Enthusiast.  This interactive session focused on taking the path of self love and self healing as a way to connect with oneself to bring out the best that one can offer to people around oneself.

## Let's Talk Series #7

Have you been Vaccinated?  
with

### Dose of Love

Importance of love during the pandemic



**Imonkanta Phukan**  
YLESAian  
A student of chemistry & life  
She aspires to be a chemist  
& work for society



**Rajat Tanwar**  
YLESAian  
A student of law, life, & morality  
He aspires to be an advocate  
& work for society



**20 JUNE**  
**SUNDAY, 6 PM**

Insta live : @covid\_aware\_india

Seventh in the series of session presented by " Covid Awareness Campaign " a youth initiative under the YLESA, a LEAD India project in collaboration with the U.S. Embassy.

## Let's Talk Series #6

### Keeping it queer in quarantine !!

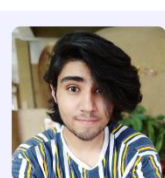
As the Pandemic turns the world into a perpetual waiting room, the LGBTQIA+ voices aren't waiting. Join us for a conversation about building an inclusive mindset that saves lives in and out of this pandemic.



**13 JUNE | SUNDAY | 5 PM**

Host: Maliha

Insta live: @covid\_aware\_india



**Abby**  
Multimodal learner, Edupreneur  
and queer expressionist

Sixth in the series of session presented by " Covid Awareness campaign " a youth initiative under the YLESA, a LEAD India project in collaboration with the U.S. Embassy



## Supporting Rehabilitation through building Livelihood building

Leherein, a Boston based Not for profit has reached out to LEAD India. The organization is founded and run by women, Indian diaspora in Boston, New England area. They support vulnerable communities in India, girl child education.

LEAD India played the role of identifying potential beneficiaries, who are adversely impacted economically, due to the COVID Pandemic.

### Outcome for LEAD

- LEAD Program team used the opportunity for capacity building of youth. The YLESA program youth were therefore engaged to identify potential beneficiaries in their own geographical area
- Leherein and LEAD supported Mithwa Samiti, founded by LEAD Associate Vidya Rajput, The support is helping in skill building of transgender to increase their employability in the post pandemic period.

## LEAD Fellow Engagement

Fellows Name	Details
Snehil Kumar	Resource Person ( YLESA project)
Dr. Abhiyant Tiwari	Resource Person- Global Health (YLESA project)
Dr. Chandra Mohan	LEAD International Session
Shruti Sharma	Facilitated workshop for Rajasthan Forest Department
Raju Sharma	Speaker and Guest at YLESA Inauguration ( YLESA project)
Gajanan Kale	Speaker and Guest at YLESA Inauguration ( YLESA project)
Vidya Rajput	Resource Person ( YLESA project)
Kapil Mohan	Speaker and Guest at YLESA Inauguration ( YLESA project)

# LEAD Fellows & Youth LEADers-Awards and Accolades



Parag Rangnekar (Cohort 11) recognised as the Responsible Tourism Pathfinder by the Outlook Responsible Tourism Initiative.



Ruchi Varma (Cohort 18) founder and CEO, to HumanQind is a fellow at Echoing Green's .



Dr. Madhu Varma (Cohort ) appointed as Chairperson of the Technical Committee of the Wetland Authority of Delhi by the Department of Environment, managing 1000 wetlands of Delhi.

Dr. Madhu Varma was recognized as Tiger Champion for her contribution to the conservation of the habitat of this Charismatic species.

Dr. Madhu Varma, chief economist, WRI India has been nominated by the Ministry of Environment, Forests and Climate Change, Government of India to the Expert Committee to prepare a vision plan for strengthening project tiger (2021-2031).

Dr. Madhu Varma was selected by UNESCO, France as top 20 women scientists of India based on her International and National contribution to Science.



Aman Singh's (Cohort 12) Krishi Avam Paristhitiki Vikas Sansthan (KRAPAVIS) has won the prestigious India Biodiversity Award for 2021.





Pallava Bagla was made one of the faces of India's Covid 19 vaccination drive!!

Mr. Pallava Bagla won the prestigious Red Ink Award for 'India Science Channels' story 'World's First Fully Equipped Mobile Covid-19 Testing Lab'. - 2021, given by the Mumbai Press Club in the Science & Innovation category. This feature was part of series 'Life in Science with Pallava Bagla'.



BMS Rathore has been conferred with life time achievement award by Natwest Bank (formerly RBS) for his contribution to Conservation.



Mr. Pankaj Satija was appointed as the Managing Director of Tata Steel Mining.



Amreen, Alumini, Youth LEAders as Changemakers work during the COVID 19 Pandemic has received the recognition that is well Deserved for the past.

# Governance

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## LEAD India Board

### Mr. Madan Mohanka, President



LEAD India in collaboration with LEAD Fellow, Snehil Kumar, LEAD India conducted a situational analysis at DRL to find out the root cause of a higher number of defects and rejection of their products. For this, diagnosis was carried out through a rapid assessment.

The MM Group of Industries consists of, Maple Orgtech (India) Ltd., MM Aqua Technologies Ltd., Hosch Equipment (India) Private Ltd. and Tega Industries Ltd. Maple Orgtech Ltd. is the only company responsible for manufacturing and marketing EM (Effective Microorganisms) Technology in India. The company has made footprints in almost all the States of India through Channel

Marketing, State Government Departments, NGOs, Co-operatives, Corporate and other Constitutional Bodies. The objective of Maple has been to ensure that sustainable development takes place both in agriculture and non agriculture segments along with natural resource conservation. Maple EM technology is a tool to improve life by offering safe, natural and cost effective solutions to environmental and health challenges. It is a service-oriented company with a vision to create prosperity with effective management of natural resources.

MM Aqua Technologies Ltd. formerly known as Munters India commenced operations in 1991. With a mission to achieve excellence in energy conservation and environmental protection, MM Aqua specializes in the design of wastewater treatment systems for various applications in diverse industries such as paper mills, food processing plants, dairies, sugar mills, breweries, petrochemical and textile plants and as well as for municipal sewage.

Hosch Equipment Pvt. Ltd. is a joint venture company with Hosch (G.B.) Ltd. Established in 1991, it is part of HOSCH Group worldwide. The company specializes in manufacturing of Conveyor Belt cleaning system.

Tega Industries Ltd. is the world's third largest company designing solutions in the field of mining equipment. Tega's philosophy is to uphold traditional values through the empowerment of professionals, providing technical and economically unrivalled solutions to complex problems in mining, beneficiation, power, material handling and engineering.

Mr. Mohanka is also individually involved in various social service activities for the education and development of the underprivileged. He is the Patron and Chairman of an Art group called Ranan, consisting of young artists and guides and helps them in promoting traditional Kathak, choreography and dance-theatre.

Mr. Madan Mohanka and his wife, Mrs. Manju Mohanka, are blessed with two sons and two grandchildren. Mr. Mohanka is the recipient of the following accolades:

- Samman Patra – From the Income Tax Department, India in 2002
- Certificate of Honour from the Government of the Republic of Ghana in 2003



- TieGER Award for Entrepreneur of the Year 2006 by The Indus Entrepreneurs, worldwide body of Entrepreneurs
- Lifetime Achievement Award from the Indian Institute of Mineral Engineers for outstanding contribution to Mineral Engineering in India – 2008
- Award of Excellence for contribution to society and achievement in the field of his vocation – conferred by Rotary Club of Calcutta Metropolitan – R.I.District 3291 – 2011-12
- Outstanding Entrepreneurship Award of the 3rd Annual Asia Pacific Entrepreneurship Awards 2011 by Enterprise Asia
- Distinguished Alumnus Award from Indian Institute of Management, Ahmedabad on the occasion of the Golden Jubilee Celebrations of the Institute – 2011
- Ernst & Young Entrepreneur of the Year 2012 (Finalist)
- Certificate from Parambik Shiksha Vibhag, Government of Rajasthan

### Mr. Neelesh Kulkarni, Vice President



Neelesh Kulkarni has a range experience of implementing a participatory development project in a micro watershed to developing a natural resource management plan for a river basin. He has worked as consultant to grass root level NGOs and was also an advisor on Water Resource Development to Government of India. His experience of over 17 years includes support to NGOs for preparation of participatory water management plans all over the country, facilitating efforts for developing pro poor water policy for the country, and initiating dialogue with elected representative on water governance.

Neelesh worked as a consultant to Government of Maharashtra and the World Bank for pre-feasibility studies in Jalswarajya project in rural water supply and Sanitation sector. He has worked with various government departments especially in Maharashtra for developing participatory approaches in their working through innovating change management processes. Apart from his work in the water sector, Neelesh being an Electronics engineer has also worked with the Information Technology Task Force of the government of Maharashtra and was instrumental in formulating a comprehensive IT policy for masses in Maharashtra. He is responsible for business development at PriMove

### Dr. Geetam Tiwari, Director



Dr Tiwari is Professor, Civil Engineering and Dean of IIT Delhi. She received the International Velocity Falco Lecture Prize, the Stockholm Partnerships award, the Centre for excellence grant from VREF, and the Prince Michaels award. She is advisor to Urban Age series of conferences coordinated by London School of Economics since 2005. She is editor-in-chief of the International Journal of Injury Control and Safety Promotion.

She has extensive research experience in dealing with transportation issues of special relevance to low income countries. These include development of bus systems and road designs that would make transportation efficient and safer.

She has been working in the area of traffic and transport planning focusing on pedestrians, bicycles and bus based public transport systems. Some of her projects include Development of a Bicycle Masterplan for Delhi, analysis of traffic on Indian Highways, crash analysis on rural and urban roads, public transport planning.

She has published over 70 research papers on transportation planning and safety in national and international journals, peer reviewed seminar proceedings and edited four books on transportation planning and road safety.

She is advisor to Urban Age series of conferences coordinated by London School of Economics since 2005. She is editor\_in\_chief of the International Journal of Injury Control and Safety Promotion.

### **Mr. Gajanan Kale, Fellow Director**



Gajanan Kale works at Apeksha Homeo Society (NGO) as Assistant Project Director since 14 years. Apeksha Homeo Society is working in Vidarbha since 34 years in Education, livelihood, health, Women Empowerment, Natural Resource Management etc. sectors. He is responsible for Coordination and management of Livelihood & Natural Resource Management programme, to organize training programme for grass root level people and field staff. He is overall responsible for organization activities. He has experience of over 18 years in community development. He has promoted the organic agriculture practices, planned electricity, bio-mass generation,

planted solar charging station and promoted Kitchen gardens. He has built the Child Friendly low cost Toilet through water and sanitation programme. Gajanan Kale is the president of Dream Organization since 2001.

### **Mr. N Muthu Velayutham, Fellow Director**



Mr. N. Muthu Velayutham is a professionally trained social worker with in-depth field knowledge on micro finance, community enterprise, medicinal plants conservation and local health (traditional) knowledge for primary health care. He has built several community based models for equitable & sustainable development of human and natural resources through the Covenant Centre for Development (CCD) and Community Enterprise Forum India (CEFI).

He did his graduation in Rural Development Science (B.Sc.) & Post Graduation in Master of Social Work (M.S.W) with specialization in Community Development, a Post Graduate Diploma in Entrepreneurs Development (PGDED) and Master of Philosophy (M.Phil) in Social Work with specialization in Rural and Urban Community development.

He is co-founder of NANBAN Trust, a center for dis-privileged children and founder president of CCD, a developmental organization for promoting community employment to reduce migration. He is founding Director of Grama Mooligai Company Ltd. (GMCL) owned by CBOs as medicinal plants enterprise.

Few programs coordinated by him include:

- Developing livelihood support system for CBOs on traditional crop based activities with Ford Foundation;
- Medicinal plants based activities with HIVOS;
- National Innovation Foundation (NIF), Ahmedabad documentation traditional knowledge and grass root innovations in Tamilnadu;



- Medicinal plants field study in 8 states and an International conference on medicinal plants supported by Oxfam GB;
- Coastal ecosystem program supported by Ford Foundation;
- Sacred Mountain conservation program of ATREE, Bangalore;
- Relief & rehabilitation in Tsunami affected areas supported by Ford Foundation, Oxfam GB and Misereor Germany.

### Ms. Shruti Sharma, Fellow Director



Shruti SHARMA, Former PCCF and Head of Forest Force, Rajasthan. She was Associate Professor at the Indira Gandhi National Forest Academy/IGNFA, Dehradun and taught Wildlife Management and Biodiversity Conservation to probationers of the Indian Forest Service. She was on deputation to the Forest Research Institute (Indian Council of Forestry Research and Education/ICFRE), Dehradun as the Deputy Conservator of Forests (Non-Wood Forest Products Division). She conducted research on medicinal plants, developed herbal gardens, and taught Conservation of Biological Resources, Eco-development, Wildlife Management and Wetland

Management to MSc and PGD students at FRI University. She also conducted short term courses on Ecotourism-Planning and Management; Sustainable Development of NWFP and Medicinal Plants. She has experience in protected area management.

From 1996-2000 she was posted as Director of Keoladeo National Park, Bharatpur. Prior to this, she served as Deputy Conservator of Forest (Wildlife) Kota, District Forest Officer (Tonk) and Assistant Conservator of Forests, Bharatpur. Before joining the IFS, she worked as PGT biology teacher at Army Public school and Bluebell School, Delhi from 1983 to 1987. Ministry of External Affairs, Govt. of India has made a documentary on her work titled, 'Pride of India' and translated into various other languages. Her educational qualification includes Bachelor and Masters in Zoology from the University of Delhi and Bachelor of Education from the same university. She has a Masters in Forestry from Indira Gandhi National Forest Academy, a PG Diploma in Wildlife Management from the Wildlife Institute of India, Dehradun.

### Ms. Deepshika Deka, Fellow Director



In 2011, Deepshikha Deka joined OIL Corporate Office - a public sector oil company engaged in exploration & production of crude oil and natural gas - as Senior Manager (P.R.) and is now working as the Chief Manager (P.R). She holds a bachelor degree in Electrical Engineering, Masters in Business Administration and is a Fellow of LEAD. Apart from energy management, Ms Deka has worked as a change agent or Internal Coach in OIL strategic change initiative called 'Breakthrough performance (BP) Project to enable the organisation to transformation itself into a vision driven and value governed organization

Her work involves Visionary Planning exercises, facilitating Dialogue sessions on critical issues of the organisation and conducting change management programs for people at different management levels for fostering change in the organisation culture and climate. She designs and conducts intensive programs & workshops on the concepts of Learning Organisation, Leadership Development, Systems thinking, Ethics & Values and Emotional Intelligence. She is also involved in community work for women entrepreneurs and artisans and is interested in Systems Thinking tools for dealing with complex environmental issues, use of Dialogue as a tool for harnessing collective intelligence of groups and communities.

She has been involved with various programs of LEAD namely Climate Change Leaders(CCL) project as member of Regional Advisory Council (RAC) of the North Eastern (NE) Region and mentored CCLs from Assam for leadership capacity building at grass root level, Cohort Trainings and other programs on capacity building



# S. Sahoo & Co.

## Chartered Accountants

### Independent Auditor's Report

To,  
The Members of Board  
Lead India, New Delhi

### Report on the Financial Statements

#### Opinion

1. We have audited the accompanying financial statements of **Lead India** [Registration No. S.38/26 dated 15-11-2000 Registered under The Society Registration Act 1860 (the "Society"), which comprise the Balance Sheet as at 31 March 2022, the Income and Expenditure Account, Receipt and Payment Account for the year then ended, and significant accounting policies and notes to the financial statements.
2. In our opinion and to the best of our information and according to the explanations given to us the aforesaid financial statements give the information required by the Act in the manner so required and comply, in all material respects, with the conditions laid down in the Scheme for the management and administration of the Society and the rules made thereunder, to the extent relevant and applicable, and give a true and fair view in conformity with the accounting principles generally accepted in India, of the state of affairs of the Society as at 31 March 2022, and its surplus for the year ended on that date.

#### Basis of Opinion

3. We conducted our audit in accordance with the Standards on Auditing (SAs). Our responsibilities under those Standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Society in accordance with the Code of Ethics issued by the Institute of Chartered Accountants of India ('ICAI') and we have fulfilled our other ethical responsibilities in accordance with these requirements and the Code of Ethics. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### Responsibilities of the management for the Financial Statements

4. The Society ('management') is responsible for the preparation of these financial statements that give a true and fair view of the financial position and financial performance of the Society in accordance with the accounting principles generally accepted in India. This responsibility also includes maintenance of adequate accounting records in accordance with the provisions of the Act for safeguarding of the assets of the Society and for preventing and detecting frauds and other






5. In preparing the financial statements, management is responsible for assessing the Society's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Society or to cease operations, or has no realistic alternative but to do so.

6. Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Standards on Auditing will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence including the utilization certificates submitted by the sub-recipients, that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the management.





- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
8. We communicate with the management regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

#### Other Matter

9. We have also issued our audit report as per Form No. 10B pursuant to the requirements of section 12A (1) (b) of the Income-tax Act, 1961.

#### Report on Other Legal and Regulatory Requirements

10. We also report on the following points as under for the year ended 31 March 2022:

- a. Society has maintained its books of accounts in electronic mode. The books of accounts are updated and maintained by the finance department of the Society on regular basis. The books of accounts are maintained in New Delhi location. In our opinion and accordingly information provided to us, proper books of accounts are maintained by the Society and the same is maintained in accordance with the provisions of the Act and the rules made thereunder;
- b. Receipts and disbursements are properly and correctly shown in the accounts;
- c. The cash balance, vouchers, bank book etc. are in custody of Chief Executive Officer and the same are in agreement with Books of account on the date of our audit;
- d. All books, deeds, accounts, vouchers or other documents or records required by us were produced for audit;
- e. Finance team of the Society appeared before us and furnished all information required for audit;
- f. In our opinion and according to the information provided to us, no property or funds of the Society were applied for any object or purpose other than the object or purpose of the Society;
- g. Society has invested its surplus in fixed deposit of scheduled Bank as defined in Reserve Bank of India Act, 1934 as well as under the provisions of section 11(5) of the Income Tax Act.
- h. In our opinion and according to the information provided to us, in this year there is no alienation in the immovable property of the Society wherever applicable;
- i. There is no special matter which we may think fit or necessary to bring to the notice of Board Members or any other user of the financial statement, status of major compliance is as under ;
  - a. Society has filed its Income Tax Return for the Financial Year 2020-21 on or before the due date prescribed under section 139(1) of the Income Tax Act.





- b. Society has filed its Annual FCRA Return for the Financial Year 2020-21 on or before the due date prescribed under the Foreign Contribution Regulation Act 2010.
- c. Society is filling quarterly intimation of receipt of foreign contribution received, as per the requirement of the Foreign Contribution Regulation Act 2010.
- j. In our opinion and according to the information provided to us, no cases of irregular, illegal or improper expenditure or failure or omission to recover moneys or other property belonging to the Society or of loss, or waste of moneys or other property thereof, and whether such expenditure, failure, omission, loss or waste was caused in consequence of breach of Society or misapplication or any other misconduct on the part of the board members or any other person while in the management of the Society were identified;
- k. In our opinion and according to the information provided to us, no board member has any interest in the investment of the Society;
- l. In our opinion and according to the information provided to us, no board member is a debtor or creditor of the Society. Further, Society only has investment in the form of fixed deposits and bonds of government of India and all fixed deposits/investments are in name of the Society;
- m. In our opinion and according to the information provided to us, no irregularities were pointed out in the books of accounts of previous year.

**For: S. Sahoo & Co**  
**Chartered Accountants**  
**Firm Registration No.: 322952E**

**CA. Subhajit Sahoo, FCA, LLB**  
**Partner**  
**Membership No.: 057426**



**Place: New Delhi**  
**Date: 29.09.2022**  
**UDIN: 22057426AYYWAC5448**



<b>BALANCE SHEET AS AT 31st MARCH, 2022</b>			
	<b>SCHEDULE</b>	<b>2021-2022</b>	<b>2020-2021</b>
<b>SOURCES OF FUNDS</b>			
<b>I. FUND BALANCES</b>			
a. General Fund	[01]	14,986,043	12,969,685
b. Corpus Fund	[02]	8,534,940	8,534,940
c. Asset Fund Fund	[03]	153,615	189,712
<b>TOTAL</b>	<b>I</b>	<b>23,674,598</b>	<b>21,694,337</b>
<b>II. LOAN FUND</b>			
a. Secured Loan		-	-
b. Unsecured Loan		-	-
	<b>II</b>	<b>-</b>	<b>-</b>
<b>TOTAL Rs.</b>	<b>[I + II]</b>	<b>23,674,598</b>	<b>21,694,337</b>
<b>APPLICATION OF FUNDS</b>			
<b>I. FIXED ASSETS</b>			
Gross Block	[04]	1,177,086	2,070,927
Less: Accumulated Depreciation		938,158	1,763,506
Net Block		<b>238,928</b>	<b>307,420</b>
<b>II. INVESTMENTS</b>	[05]	<b>13,430,708</b>	<b>12,984,960</b>
<b>III. CURRENT ASSETS, LOAN &amp; ADVANCES</b>			
a. Loan & Advances	[06]	568,188	963,485
b. Other Current Assets	[07]	267,361	359,696
c. Cash & Bank Balance	[08]	9,829,721	7,828,192
	<b>A</b>	<b>10,665,270</b>	<b>9,151,373</b>
<b>Less: CURRENT LIABILITIES &amp; PROVISIONS</b>			
a. Current Liabilities	[09]	660,307	749,416
	<b>B</b>	<b>660,307</b>	<b>749,416</b>
<b>NET CURRENT ASSETS</b>	<b>[A - B]</b>	<b>10,004,963</b>	<b>8,401,958</b>
<b>TOTAL Rs.</b>	<b>[I+II+III]</b>	<b>23,674,598</b>	<b>21,694,337</b>

Significant Accounting Policies and Notes to Accounts  
The Schedule referred to above from an integral part of the Balance sheet.

**INTERMS OF OUR REPORT ON EVEN DATE**

For & on behalf :  
**S.SAHOO & CO.**  
Chartered Accountants

CA (Dr.) Subhajit Sahoo, FCA, LLB  
Partner  
M No. : 057426  
FR No. : 322952E

Place : New Delhi  
Date :



For :  
**LEAD INDIA**  
Bhawana Luthra  
Executive Director

For :  
**LEAD INDIA**  
Gajanan Anandrao Kale  
Treasurer

<b>INCOME &amp; EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31st MARCH 2022</b>			
	<b>SCHEDULE</b>	<b>2021-2022</b>	<b>2020-2021</b>
<b>I. INCOME</b>			
Grant-in-Aid	[10]	9,071,237	5,142,486
Donation		644,862	470,000
Other Income	[11]	134,803	453,365
Interest Income	[12]	819,585	1,183,875
<b>TOTAL Rs.</b>	<b>I</b>	<b>10,670,487</b>	<b>7,249,726</b>
<b>II. EXPENDITURE</b>			
Programme Expenses	[13]	6,851,867	7,005,376
Administration Expenses	[14]	883,406	1,094,917
Training Activities	[15]	362,160	691,873
Governance Expenses	[16]	291,349	540,402
Covid-19 Expenses		249,000	60,320
Depreciation	[04]	62,512	78,978
Less: Depreciation Transferred to Capital Fund	[03]	46,165	55,561
<b>TOTAL Rs.</b>	<b>II</b>	<b>8,654,129</b>	<b>9,416,305</b>
<b>III. Excess of Income Over Expenditure Transferred to General Fund</b>	<b>[I-II]</b>	<b>2,016,358</b>	<b>(2,166,579)</b>
Significant Accounting Policies and Notes to Accounts The Schedule referred to above from an integral part of income & expenditure account	[17]		
<b>INTERMS OF OUR REPORT ON EVEN DATE</b>			

For & on behalf :  
S.SAHOO & CO.  
Chartered Accountants

CA (Dr.) Subhajit Sahoo, FCA, LLB  
Partner  
M No. : 057426  
FR No. : 322952E

Place : New Delhi  
Date :



Bhawana Luthra  
Executive Director

For :  
LEAD INDIA

Gajanan Anandrao Kale  
Treasurer



RECEIPTS & PAYMENT ACCOUNT FOR THE YEAR ENDED 31st MARCH 2022			
	SCHEDULE	2021-2022	2020-2021
<b>I. RECEIPTS</b>			
<b>OPENING BALANCE</b>			
<b>Foreign Projects</b>			
Cash-in-Hand at Delhi		203,424	175,111
<b>Cash at Bank</b>			
Citi Bank (Main A/c)		1,931,792	4,447,434
Citi Bank Multi Deposits (Sweep A/c)		1,664,193	1,453,145
State Bank of India (Utilisation A/c)		3,412	3,320
Investment in Fixed Deposits with Citi Bank		12,780,337	11,159,521
<b>Indian Projects</b>			
Cash in Hand		9,108	313,588
<b>Cash at Bank</b>			
Citi Bank		269,844	736,526
YES Bank		341,828	742,368
Citi Bank Multi Deposits (Sweep A/c)		3,339,122	2,920,260
		<b>20,543,060</b>	<b>21,951,273</b>
Grant Received	[10A]	9,071,237	5,142,486
Donation		644,862	470,000
Other Income	[11A]	134,803	453,365
Interest Income	[12A]	202,532	2,488,562
Project & Other Advance & TDS		474,225	-
		<b>10,527,659</b>	<b>8,554,413</b>
<b>TOTAL Rs.</b>	<b>I</b>	<b>31,070,719</b>	<b>30,505,686</b>
<b>II. PAYMENTS</b>			
Programme Expenses	[13A]	6,851,867	7,005,376
Administration Expenses	[14A]	867,357	1,094,917
Training Activities	[15A]	362,160	691,873
Governance Expenses	[16A]	291,349	540,402
Covid-19 Expenses		249,000	60,320
Project & Other Advance & TDS		75,702	569,737
		<b>8,697,435</b>	<b>9,962,625</b>
<b>CLOSING BALANCE</b>			
<b>Foreign Projects</b>			
Cash-in-Hand at Delhi		160,762	203,424
<b>Cash at Bank</b>			
State Bank of India (FCRA Main A/c)		2,996,583	-
Citi Bank (Utilisation A/c)		680,965	1,931,792
Citi Bank Multi Deposits (Sweep A/c)		1,664,193	1,664,193
State Bank of India (Utilisation A/c)		3,504	3,412
Investment in Fixed Deposits with Citi Bank		12,780,337	12,780,337
<b>Indian Projects</b>			
Cash in Hand		30,508	9,108
<b>Cash at Bank</b>			
Citi Bank		264,435	269,844
YES Bank		452,875	341,828
Citi Bank Multi Deposits (Sweep A/c)		3,339,122	3,339,122
		<b>22,373,284</b>	<b>20,543,060</b>
<b>TOTAL Rs.</b>	<b>II</b>	<b>31,070,719</b>	<b>30,505,686</b>

Significant Accounting Policies and Notes to Accounts

[17]

The Schedule referred to above from an integral part of Receipt and Payment Account A/c

IN TERMS OF OUR REPORT ON EVEN DATE

For & on behalf :  
S.SAHOO & CO.  
Chartered Accountants

CA (Dr.) Subhajit Sahoo, FCA, LLB  
Partner  
M No. : 057426  
FR No. : 322952E

Place : New Delhi  
Date :

For :  
LEAD INDIA

Bhawana Luthra  
Executive Director

Gajanan Anandrao Kale  
Treasurer





		Amount in (Rs.)	
SCHEDULE FORMING PART OF FINANCIAL STATEMENT			
	2021-2022	2020-2021	
<b><u>SCHEDULE [01] : GENERAL FUND</u></b>			
Opening Balance	12,969,685	15,136,264	
Add : Excess of Income over Expenditure	2,016,358	(2,166,579)	
<b>TOTAL Rs.</b>	<b>14,986,043</b>	<b>12,969,685.17</b>	
<b><u>SCHEDULE [02] : CORPUS FUND</u></b>			
Opening Balance	8,534,940	8,534,940	
Add : Membership Fees	-	-	
<b>TOTAL Rs.</b>	<b>8,534,940</b>	<b>8,534,940</b>	
<b><u>SCHEDULE [03] : ASSET FUND</u></b>			
Opening Balance	189,712	245,273	
Add: Asset Purchased out of Capital Grant	70,000	-	
Less: Fixed Assets Writeoff	59,932	-	
Less : Depreciation Charged out of Grant Assets	46,165	55,561	
<b>TOTAL Rs.</b>	<b>153,615</b>	<b>189,712</b>	
<b><u>SCHEDULE [05] : INVESTMENT</u></b>			
Fixed Deposits with Citibank	13,430,708	12,984,960	
<b>TOTAL Rs.</b>	<b>13,430,708</b>	<b>12,984,960</b>	
<b><u>SCHEDULE [06] : LOAN &amp; ADVANCES</u></b> (Unsecured, Considered Good, unless otherwise stated)			
<b><u>FCRA SECTION</u></b>			
Security Deposit	-	328,218	
Other Advance	413,821	384,534	
<b><u>INDIAN SECTION</u></b>			
Security Deposit	80,000	80,000	
Advance for Project Expenses	50,000	50,000	
Other Receivables	24,367	120,733	
<b>TOTAL Rs.</b>	<b>568,188</b>	<b>963,485</b>	
<b><u>SCHEDULE [07] : OTHER CURRENT ASSETS</u></b>			
<b><u>FCRA SECTION</u></b>			
Tds Receivable A.Y. 2022-23	53,669		
Tds Receivable (Earlier Years)	130,581	228,184	
<b><u>INDIAN SECTION</u></b>			
Tds Receivable A.Y. 2022-23	25,413		
Tds Receivable (Earlier Years)	57,698	131,512	
<b>TOTAL Rs.</b>	<b>267,361</b>	<b>359,696</b>	
<b><u>SCHEDULE [08] : CASH &amp; BANK BALANCE</u></b>			
<b><u>FCRA SECTION</u></b>			
<b><u>Cash-in-Hand (INR)</u></b>			
Delhi Head Office	160,762	83,557	
<b><u>Cash-in-Hand (Foreign Currency)</u></b>			
British Pound	-	119,867	
<b><u>Cash at Scheduled Bank</u></b>			
State Bank of India (FCRA Main A/c)	2,996,583		
Citi Bank (Utilisation A/c)	680,965	1,931,792	
Citi Bank Multi Deposit (Sweep A/c)	1,749,196	1,691,185	
State Bank of India (Utilisation A/c)	3,504	3,412	
<b><u>INDIAN SECTION</u></b>			
<b><u>Cash-in-Hand (INR)</u></b>			
Delhi Head Office	30,508	9,108	
<b><u>Cash at Scheduled Bank</u></b>			
Citi Bank	264,435	269,844	
Citi Bank Multi Deposits (Sweep A/c)	3,490,893	3,377,599	
Yes Bank	452,875	341,828	
<b>TOTAL Rs.</b>	<b>9,829,721</b>	<b>7,828,192</b>	





**SCHEDULE [09] : CURRENT LIABILITIES****FCRA SECTION**

Sundry Creditors	475,284	382,795
Audit Fee Payable	-	108,000
Expenses Payable	3,871	6,187
TDS Payable	-	57,875

**INDIAN SECTION**

TDS Payable	7,412	19,662
Sundry Creditors	173,740	174,897

**TOTAL Rs.**

<b>660,307</b>	<b>749,416</b>
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**SCHEDULE [10] : GRANT-IN-AID****FCRA SECTION**

Opening Balance of Unspent Grant

**Add : Grant Received During the Year**

Creating an Enabling Environment for Women in Organized Sector	6,630,674	-
Building Youth Leadership for Sustainable Development and Environment	1,140,709	2,180,727
World Affairs in Theory and Pratics	427,148	1,049,237
Youth Leadership and Engagement for Social Action	-	1,322,370
Youth Leaders As Change Makers	725,322	-
Sustainable Mountain Development Summit -IX (ICIMOD)	147,384	590,151

**TOTAL Rs.**

<b>9,071,237</b>	<b>5,142,486</b>
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**SCHEDULE [11] : OTHER INCOME****FCRA SECTION**

Gain on Money Exchange

8,383	-
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**INDIAN SECTION**

YIF Orientation Sessions	105,020	-
SBI Youth for India Fellowship Program	-	446,865
Womens Forest Guard Leadership Training, Govt of Rajasthan	-	3,000
Sale of Scrap	21,400	3,500

**TOTAL Rs**

<b>134,803</b>	<b>453,365</b>
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**SCHEDULE [12] : INTEREST INCOME****FCRA SECTION**

Interest from Saving Bank A/c	99,914	92,153
Interest from Multi Deposit (Sweep A/c)	64,232	94,069
Income from Fixed Deposits with Citi Bank	493,196	724,965

**INDIAN SECTION**

Interest from Saving Bank A/c	20,325	49,027
Interest from Multi Deposits (Sweep A/c)	141,918	203,738
Interest on IT Refund	-	19,923

**TOTAL Rs.**

<b>819,585</b>	<b>1,183,875</b>
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**SCHEDULE [13] : PROGRAMME EXPENSES****FCRA SECTION****Creating an Enabling Environment for Women in Organized Sector****Programme**

Salary & Honorarium	219,000	1,013,252
Fully Functional Model Creche	102,348	-
Building Women Leadership	-	69,499
Community Sensitisation	229,741	1,006,204
Peer to Peer Mentoring	39,583	129,240
Training Women on Self-Defense	99,834	103,953
Day Care Home for Elders & Children	2,110,944	752,526
Community Kitchen	171,560	-
Monitoring	165,784	120,000
Communication Expenses	28,098	55,258
Travel, Fooding & Accommodation	303,955	305,308
External Evaluation	322,456	150,000
Capital Expenses	70,000	-
Transport Service From the Villages	387,018	-
Event Cost	191,890	-

**Administration**

Office Rent	-	182,000
Travel	4,299	274
Audit Fees	-	60,000
Water & Electricity Expenses	3,720	36,916
Communication Expenses	3,503	4,164



Hospitality & Pantry  
Website Renewal Charges  
Other Administration Expenses  
Bank Charges

21,600	3,395
8,326	9,423
12,962	14,991
5,173	-
4,501,794	4,016,403

**Youth Leaders As Change Makers**

**Programme**

Travel, Fooding & Accommodation  
Supplies (Audit Fees & Communication Expenses)  
Contractual Services (Monitoring & Evaluation and Professional Fees)  
Network Platform  
Follow On Activities  
Common Session

-	207,021
-	11,632
-	8,853
100,922	83,360
-	25,738
1,918	19,719
102,840	356,323

**World Affairs in Theory and Practice**

**Programme**

Salary & Honorarium  
Travel  
Supplies (Audit Fees & Communication Expenses)  
Contractual Services (Monitoring & Evaluation and Professional Fees)  
Recruitment  
Live Simulation of Diplomatic Negotiation  
Virtual Session  
Report Writing

-	485,765
-	55,065
-	38,814
-	394,095
-	18,696
20,560	52,440
-	11,295
-	62,994

**Administration**

Electricity Expenses  
Office Rent

-	33,409
-	22,051
20,560	1,174,624

**Youth Leadership and Engagement for Social Action**

**Programme**

Salary & Honorarium  
Supplies (Audit Fees & Communication Expenses)  
Contractual Services (Monitoring & Evaluation and Professional Fees)  
Recruitment  
Report Writing  
Virtual Session  
Action Project  
Social Inclusion

389,945	407,785
29,592	22,161
687,000	86,550
-	23,270
48,000	24,800
17,214	-
108,000	-
276,670	-

**Administration**

Office Rent  
Water & Electricity Expenses

58,767	103,242
20,777	8,106
1,635,965	675,914

**Sustainable Mountain Development Summit- IX (ICIMOD)**

**Programme**

Salary & Honorarium  
Design Charges  
Communication Expense  
Content Management & Coordination  
Photo Story Contest  
Platform & Other Designing Cost  
Proceedings & Policy Briefs Report  
Video Recording & Editing of Clip

14,828	399,015
-	50,000
-	79,792
45,000	-
22,000	-
36,361	-
35,000	-
55,539	-
208,728	528,807

**The Disposable PPE Pandemic: An Analysis (IATSS Forum)**

**Programme**

Data Collection  
Data Entry & Documentation  
Printing & Publication

89,000	-
49,000	-
28,000	-
166,000	-

**Co-Creating Future Strategies From Grassroots Stories: Covid-19 & Internal Migration (IATSS Forum)**

**Programme**

Accommodation  
Documentation A/V  
Fooding  
Data Collection  
Photo and Video Editing  
Printing & Stationary  
Travel

14,000	-
25,000	-
4,690	-
79,000	-
10,000	-
14,360	-
19,950	-
167,000	-





Building Sustainable Communities (IATSS Forum)

Programme

Compost Maker  
Fooding  
Plastic Bins  
Printing & Stationery  
Travel  
Waste Processing

6,100	-
3,200	-
8,650	-
26,910	-
1,280	-
2,840	-
48,980	-

INDIAN SECTION

Water Conservation Project

Programme

Workshop in Schools

-	253,305
-	253,305
6,851,867	7,005,376

TOTAL Rs.

SCHEDULE [14] : ADMINISTRATIVE EXPENSES

FCRA SECTION

Audit Fees  
Bank Charges  
Repair & Maintenance  
Salaries & Other Related Expenses  
Consultancy Charges  
Communication Expenses  
Staff Welfare & Refreshment  
Health & Safety  
Hospitality & Pantry  
Travelling & Conveyance  
Interest on delay in deposit of Stat. Dues  
Other Administration Expenses  
Postage, Printing and Stationary  
Professional Charges  
Office Rent  
Asset Written off

-	17,300
3,539	1,955
49,505	52,878
452,006	384,251
28,750	-
-	3,165
4,545	17,720
548	450
72,307	52,996
13,210	94,487
-	2,709
10,178	812
13,312	620
50,000	-
-	86,224
16,049	-

INDIAN SECTION

Audit Fees  
Bank Charges  
Communication Expenses  
Commission Charges  
Electricity Expenses  
Travelling & Conveyance  
Other Administrative Expenses  
Office Rent  
Furniture & Fitting - Rent  
Interest on delay in deposit of Stat. Dues

-	10,000
59	-
-	393
-	20,000
-	9,740
42,991	42,764
5,006	18,000
75,000	248,060
45,000	30,000
1,401	393

TOTAL Rs.

883,406	1,094,917
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SCHEDULE [15] : TRAINING ACTIVITIES

FCRA SECTION

Cohort Training Expenses  
(19th & 20th Batch)

-	25,000
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INDIAN SECTION

SBI Youth for India Fellowship Program  
Content Development & Teaching aids for Environment Education  
YIF Orientation Sessions

-	427,681
257,140	239,192
105,020	-

TOTAL Rs.

362,160	691,873
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SCHEDULE [16] : GOVERNANCE EXPENSES

FCRA SECTION

Research Development & Communication

22,055	-
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INDIAN SECTION

Research Development & Communication

269,294	540,402
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TOTAL Rs.

291,349	540,402
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*[Handwritten signature]*

<b>SCHEDULE FORMING PART OF RECEIPT &amp; PAYMENT ACCOUNT</b>		<b>2021-2022</b>	<b>2020-2021</b>
<b><u>SCHEDULE [10A] : GRANT-IN-AID RECEIVED</u></b>			
<b><u>FCRA SECTION</u></b>			
Creating an Enabling Environment for Women in Organized Sector	6,630,674	-	-
Building Youth Leadership for Sustainable Development and Environment	1,140,709	2,180,727	-
World Affairs in Theory and Pratics	427,148	1,049,237	-
Youth Leadership and Engagement for Social Action	-	1,322,370	-
Youth Leaders As Change Makers	725,322	-	-
Sustainable Mountain Development Summit -IX (ICIMOD)	147,384	590,151	-
<b>TOTAL Rs.</b>	<b>9,071,237</b>	<b>5,142,486</b>	
<b><u>SCHEDULE [11A] : OTHER INCOME</u></b>			
<b><u>FCRA SECTION</u></b>			
Exchange Gain	8,383	-	-
<b><u>INDIAN SECTION</u></b>			
YIF Orientation Sessions	105,020	-	-
SBI Youth for India Fellowship Program	-	446,865	-
Womens Forest Guard Leadership Training, Govt of Rajasthan	-	3,000	-
Sale of Scrap	21,400	3,500	-
<b>TOTAL Rs</b>	<b>134,803</b>	<b>453,365</b>	
<b><u>SCHEDULE [12A] : INTEREST INCOME</u></b>			
<b><u>FCRA SECTION</u></b>			
Interest from Saving Bank A/c	99,914	92,153	-
Interest from Multi Deposit (Sweep A/c)	6,221	217,840	-
Income from Fixed Deposits with Citi Bank	47,448	1,673,234	-
<b><u>INDIAN SECTION</u></b>			
Interest from Saving Bank A/c	20,325	49,027	-
Interest from Multi Deposits (Sweep A/c)	28,624	436,385	-
Interest on IT Refund	-	19,923	-
<b>TOTAL Rs.</b>	<b>202,532</b>	<b>2,488,562</b>	
<b><u>SCHEDULE [13A] : PROGRAMME EXPENSES</u></b>			
<b><u>FCRA SECTION</u></b>			
<b><u>Creating an Enabling Environment for Women in Organized Sector Programme</u></b>			
Salary & Honorarium	219,000	1,013,252	-
Fully Functional Model Creche	102,348	-	-
Building Women Leadership	-	69,499	-
Community Sensitisation	229,741	1,006,204	-
Peer to Peer Mentoring	39,583	129,240	-
Training Women on Self-Defense	99,834	103,953	-
Day Care Home for Elders & Children	2,110,944	752,526	-
Community Kitchen	171,560	-	-
Monitoring	165,784	120,000	-
Communication Expenses	28,098	55,258	-
Travel, Fooding & Accommodation	303,955	305,308	-
External Evaluation	322,456	150,000	-
Capital Expenses	70,000	-	-
Transport Service From the Villages	387,018	-	-
Event Cost	191,890	-	-
<b><u>Administration</u></b>			
Office Rent	-	182,000	-
Travel	4,299	274	-
Audit Fees	-	60,000	-
Water & Electricity Expenses	3,720	36,916	-
Communication Expenses	3,503	4,164	-
Hospitality & Pantry	21,600	3,395	-
Website Renewal Charges	8,326	9,423	-
Other Administration Expenses	12,962	14,991	-
Bank Charges	5,173	-	-
	<b>4,501,794</b>	<b>4,016,403</b>	





### Youth Leaders As Change Makers

#### Programme

Travel, Fooding & Accommodation	-	207,021
Supplies (Audit Fees & Communication Expenses)	-	11,632
Contractual Services (Monitoring & Evaluation and Professional Fees)	-	8,853
Network Platform	100,922	83,360
Follow On Activities	-	25,738
Common Session	1,918	19,719
	<u>102,840</u>	<u>356,323</u>

### World Affairs in Theory and Practice

#### Programme

Salary & Honorarium	-	485,765
Travel	-	55,065
Supplies (Audit Fees & Communication Expenses)	-	38,814
Contractual Services (Monitoring & Evaluation and Professional Fees)	-	394,095
Recruitment	-	18,696
Live Simulation of Diplomatic Negotiation	20,560	52,440
Virtual Session	-	11,295
Report Writing	-	62,994

#### Administration

Electricity Expenses	-	33,409
Office Rent	-	22,051
	<u>20,560</u>	<u>1,174,624</u>

### Youth Leadership and Engagement for Social Action

#### Programme

Salary & Honorarium	389,945	407,785
Supplies (Audit Fees & Communication Expenses)	29,592	22,161
Contractual Services (Monitoring & Evaluation and Professional Fees)	687,000	86,550
Recruitment	-	23,270
Report Writing	48,000	24,800
Virtual Session	17,214	-
Action Project	108,000	-
Social Inclusion	276,670	-

#### Administration

Office Rent	58,767	103,242
Electricity	17,452	8,106
Water Expense	3,325	-
	<u>1,635,965</u>	<u>675,914</u>

### Sustainable Mountain Development Summit- IX (ICIMOD)

#### Programme

Salary & Honorarium	14,828	399,015
Design Charges	-	50,000
Communication Expense	-	79,792
Content Management & Coordination	45,000	-
Photo Story Contest	22,000	-
Platform & Other Designing Cost	36,361	-
Proceedings & Policy Briefs Report	35,000	-
Video Recording & Editing of Clip	55,539	-
	<u>208,728</u>	<u>528,807</u>

### The Disposable PPE Pandemic: An Analysis (LATSS Forum)

#### Programme

Data Collection	89,000	-
Data Entry & Documentation	49,000	-
Printing & Publication	28,000	-
	<u>166,000</u>	<u>-</u>

### Co-Creating Future Strategies From Grassroots Stories: Covid-19 & Internal Migration (LATSS Forum)

#### Programme

Accommodation	14,000	-
Documentation A/V	25,000	-
Fooding	4,690	-
Data Collection	79,000	-
Photo and Video Editing	10,000	-
Printing & Stationary	14,360	-
Travel	19,950	-
	<u>167,000</u>	<u>-</u>



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