A BRIGHTER FUTURE FOR CHILDREN, MADE POSSIBLE BY YOU.

VIBHA IS A 501(C)(3) ORGANIZATION, REGISTERED IN THE STATE OF NEW JERSEY, USA. VIBHA'S TAX ID IS 22-3122761
VISION

Ensure that every child attains his or her right to education, health and opportunity.

MISSION

Educate, empower and enable every individual who wishes to make a positive difference in the life of a child.
Dear Friend,

Over the last 27 years, Vibha has been able to identify, seed-fund and scale up several educational solutions that have created large-scale social impact benefiting millions of children. While this is something that many other organizations also do successfully, what makes Vibha's efforts different and remarkable is the fact that it is completely volunteer driven and made possible through the generous support of patrons like you – be it through supporting or organizing fundraisers, monitoring project investments, running awareness campaigns, forging corporate partnerships or mentoring social entrepreneurs on the ground.

Here are some of the big wins you made possible in 2018:

2 Million+ children positively impacted through solution replication and scaling

Established a formal agreement with the Govt. of Andhra Pradesh in India to implement our partner Sikshana’s Motivational program in 1958 public schools across 11 tribal mandals of Vizag district and eventually benefit 73,720 children.

Partnered with local communities and organizations like Amazon, and Texas Instruments to raise more than $120,000 towards the rehabilitation of the schools that were affected in the Kerala floods.

Received the Guidestar Gold Seal 2018 and GreatNonprofits Top-Rated Award for 2018

30+ Solution partners enabled in India and the US

2700+ Special needs children provided with support

3300+ Children in vulnerable situations provided with education and other assistance

17000+ Teachers trained in rural areas

860+ Youth provided with vocational training

Enabled hundreds of grassroots level fundraising events & campaigns

Thank you. You made this possible. Whether you supported us as a donor, volunteer or an event participant, it made a difference. It made an impact. And together we can do even more. As we complete another year, on behalf of everyone at Vibha, I would like to wish you all the very best and request you to continue your support for our efforts.

Best!

Kannan Udayarajan
Volunteer & Chief Executive Officer, Vibha
Our BIG WINS in 2018

2 Million+

Children Impacted
Through Solution
Scaling Partnerships

30
Number of grassroots level solutions supported

2,700+
Children with special needs provided with educational support

17,000+
Teachers trained in rural areas

500+
New Volunteers Engaged

860+
Youth provided with vocational training

3300 +
Children in vulnerable situations provided with education and other assistance

GuideStar Gold Seal
of Transparency
OUR LEADERSHIP

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# OUR LEADERSHIP

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SEED, GROW, SCALE

THE WHY, WHAT AND HOW OF VIBHA'S APPROACH

The last conducted official Census of India (2011) say that almost 99 million school going age children have dropped off and over 33 million of them are engaged in child labor. It was also found that over 20 million children under the age of 6 were severely malnourished and 4.5 million girl children were married - out of which over 3 million become mother of two or more children before they turned 15.

These are staggering numbers. Tackling the systemic issues behind these numbers takes concerted efforts focused on building solutions that are scalable, sustainable and replicable. One that brings all stakeholders - social entrepreneurs, volunteers, donors, government agencies, corporates and the local community firmly together for our children, for our future. This is where Vibha comes into the picture.

Over the last 27 years, Vibha has been able to identify, seed-fund and scale up several solutions that have created large scale social impact benefitting millions of children.

"GROWTH IS NEVER BY MERE CHANCE; IT IS THE RESULT OF FORCES WORKING TOGETHER."
– JAMES CASH PENNEY, FOUNDER, JC PENNEY

But what makes it even more remarkable is that all this is made possible by volunteer efforts – be it through organizing fundraisers, monitoring project investments, running awareness campaigns, forging corporate partnerships or mentoring social entrepreneurs on the ground.

This social venture catalyst mindset combined with the volunteer driven approach ensures that Vibha’s efforts deliver the maximum Return On Investment (ROI) whether it is volunteer time or funds deployed.
HOW DOES VIBHA DO IT?

ACTING AS A SOCIAL VENTURE CATALYST

Vibha’s project selection philosophy is based on the fundamental principle of maximizing the impact of every contribution. Every project funded by Vibha needs to fit in with the mission and vision of Vibha. The project should not discriminate based on gender, caste, race, religion or language and should be a non-political, not-for profit organization. Apart from the above mandatory qualities expected out of every project, the project selection team has a set of qualitative criteria which will ensure the effectiveness of the project in accomplishing its goals. Vibha makes a concerted effort to select small to medium-sized projects.

Once selected, the social entrepreneur is provided with the necessary seed capital as well as know-how with constant project monitoring assistance through Vibha personnel and staff on the ground that ensures the project is meeting its desired goals. If after a certain period of time (typically 3 years), the project has not achieved its goal of finding a scalable solution for the problem, Vibha starts a gradual exit process so as to ensure the project continues to benefit its beneficiaries with minimal disturbance.

If the project does achieve its goal of finding a scalable cure for the problem it is trying to solve, Vibha now plays the role of disseminating this cure far and wide through various channels including partner NGOs.

In short, it strives to enable people to take responsibility for the situation of an underprivileged child.

PARTNERING WITH GOVERNMENT, CORPORATES, LOCAL COMMUNITIES AND OTHER STAKEHOLDERS

While Vibha can play the role of identifying and fine tuning solutions, we also believe that Government of the respective geography is best positioned to scale and implement any socio-economic solution from an infrastructure and resource perspective. Vibha does not believe in creating parallel systems, we see value in fine tuning or filling the gaps in existing systems to make them more valuable.

The advent of Corporate Social Responsibility as a government policy in many countries has suddenly made available vast amounts of resources to the development sector. But oftentimes these corporates lack the bandwidth or expertise to deploy these resources. Vibha is uniquely positioned to help these organizations by playing the role of an implementation partner. The resources can be channelized to scaling of tried and tested solutions in the Vibha portfolio.

Mobilizing local communities as volunteers or donors in our efforts is a core tent of Vibha’s philosophy. We will continue to invest in and scale these efforts.

ADVOCACY EFFORTS

Where relevant and meaningful, Vibha involves itself in policy advocacy efforts to further the cause of child development.
THE VIBHA METHODOLOGY

SEED
- MARKET RESEARCH
- PRE-FUNDING

GROW
- MONITORING
- CONTINUOUS EVALUATION
- IMPACT ASSESSMENT
- SCALABILITY/REPLICABILITY TESTING

SCALE
- MARKETING
- PARTNER ACQUISITION

1. IDENTIFY MODEL
2. REVIEW SYNERGIES
3. GOVERNANCE REVIEW
4. INITIAL FUNDING

1. PROJECT OVERSIGHT
2. FINANCIAL AUDITS
3. PROCESS IMPROVEMENT
4. CAPACITY BUILDING
5. SWOT ANALYSIS
6. ADVISORY SUPPORT

1. SOCIALIZE MODEL
2. ENGAGE PARTNERS
3. SECURE FUNDS

KEY FACTORS THAT VIBHA EVALUATES IN SOLUTIONS

- Governance
- Fiscal Management
- Program Management
- Planning
- Resource Development
- Marketing & Communication
- Volunteer Management
- Human Resources
- Community Outreach
- Operations
- Collaboration
- Advancing Public Will

Vibha adopted the above criteria from the Atlanta Community Foundation in 2011
BUILDING A SOLUTION

EDUCATION OF CHILDREN OF MIGRANT WORKERS

The 2017 Economic Survey of India estimates that close to 9 Million people migrate every single year from rural to urban areas. Out of this, 6 million are estimated to be school going children who join their parents seeking a better future.

The nature of migration is such that these children more than often miss out on their fundamental right to education. The migrant population keeps moving from one worksite to another denying the children continued access to schools and other educational opportunities.

These barriers are further augmented by the risks of living in temporary homes (often tents at construction sites) and the economic uncertainties faced by their parents. Girl children often have the additional responsibility of managing household chores as well.

Various government agencies and non-profits have realized the magnitude of this program and have been working on addressing this at different levels. But the scale of the problem combined with the local dynamics of each area further complicates the problem.

TOP SOURCE STATES FOR MIGRANT WORKERS

Uttar Pradesh
Bihar
Madhya Pradesh
Punjab
Rajasthan
Uttarakhand
Jammu and Kashmir
West Bengal

TOP DESTINATION STATES FOR MIGRANT WORKERS

Delhi,
Maharashtra,
Tamil Nadu,
Gujarat,
Andhra
Telengana
Kerala.
EXPLORING A "SCALABLE, SUSTAINABLE AND REPLICABLE" SOLUTION

Vibha has been working on supporting solutions in this space since 2006 in 4 different states. More than $100,000 is invested every year in this space and close a Million Dollars have been deployed till date.

Based on our experience, we strongly believe that the need of the hour is a sustainable and replicable solution which has the local government and the employers (mostly builders) of the migrant labor force as the key stakeholders. Local governments have resources and frameworks that can scale whereas the local employers often have more visibility into the migrant workforce demographics.

To further develop this opportunity, in early 2017, Vibha commissioned a state of the union study (summary provided in next page) to explore opportunities in building a unified model for the education of children of migrant workers.

2006
Vibha starts involvement in education of children of migrant workers

$100,000+
Annual Disbursement to implementation partners

Maharashtra
Gujarat
Uttar Pradesh
West Bengal

States where Vibha supports programs for education of children of migrant workers
### SUMMARY: STATE OF THE UNION STUDY

**EXPLORING OPPORTUNITIES IN EDUCATION OF CHILDREN OF MIGRANT WORKERS**

<table>
<thead>
<tr>
<th>STAKEHOLDER</th>
<th>FOCUS AREA</th>
<th>KEY FINDINGS</th>
<th>OPPORTUNITIES</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>GOVERNMENT</strong></td>
<td>Rules and policies for education and welfare of migrant workers' children</td>
<td>Comprehensive welfare policies existed for the workers, but (1) seldom addressed the welfare of the children of the workers. (2) varied from state to state (3) most state and local governments are yet to identify children of migrant workers as a priority</td>
<td>Lead/Partner in advocacy efforts to (1) identify education of children of migrant workers as a focus area with specific policies and budget allocation (2) ensure implementation of welfare policies concerning education of children of migrant workers</td>
</tr>
<tr>
<td><strong>EMPLOYERS (MOSTLY BUILDERS)</strong></td>
<td>Employer views, limitations, and potential opportunities for working together</td>
<td>(1) Most employers did not view the education of their worker's children as a priority or responsibility (2) Welfare Cess paid by employers to government remain unused for various reasons</td>
<td>Lead/Partner in efforts to (1) Educate, empower and engage employers through shared vision, training and ensuring transparency on ongoing progress (2) Identify components that can be supported by the employer or other CSR initiatives</td>
</tr>
<tr>
<td><strong>NON PROFITS</strong></td>
<td>Working models of other nonprofits in the same space</td>
<td>Non-profits were aware of the collaboration opportunities with the government, but often (1) lacked the resource bandwidth to coordinate activities (2) had very limited success in involving builders (3) lacked the maturity to work with a strategic road map</td>
<td>(1) Provide staff augmentation supporting advocacy and stakeholder coordination (2) Develop plans to incentivize employer involvement (3) Train first and second level leaders of implementation partners in Vibha's &quot;Seed, Grow, Scale&quot; methodology</td>
</tr>
</tbody>
</table>
Next Steps

The opportunities revealed by the study has opened up a world of possibilities for Vibha to create a unified solution in the space.

Vibha is now exploring operational strategies with already identified high potential, high capacity grassroots level implementation partners like the "Door Step School" in Maharashtra to realize and "templatize" further efficiencies in existing implementations.

This will be a long but another exciting journey in Vibha’s history. Lessons learned from past scaling successes will definitely go a long way in fulfilling the dream of ensuring meaningful education to the children of migrant workers.

The Goal

Vibha’s objective is to pioneer a scalable, sustainable and replicable model for education of children of migrant workers that will -

(a) leverage existing frameworks, resources and guidelines provided by the Government of India and various other state/local government agencies
(b) integrate employers of migrant workers as a key stakeholder
(c) provide a uniform template that will enable local implementation agencies to realize efficiencies resulting from economies of scale
(d) strategically track year over year progress against defined metrics
### Statement of Activities

#### Changes in Unrestricted Net Assets

#### Revenues and Other Support

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contributions</td>
<td>$691,784</td>
</tr>
<tr>
<td>Special Events</td>
<td>$877,224</td>
</tr>
<tr>
<td>Less Direct Benefit to Patrons</td>
<td>($378,236)</td>
</tr>
<tr>
<td>Other Income</td>
<td>$15,830</td>
</tr>
<tr>
<td><strong>Total Revenues and Other Support</strong></td>
<td><strong>$1,206,602</strong></td>
</tr>
</tbody>
</table>

#### Expenditures

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program Support Expenses</td>
<td>$869,795</td>
</tr>
<tr>
<td>General and Administrative Expenses</td>
<td>$67,502</td>
</tr>
<tr>
<td>Fundraising Expenses</td>
<td>$137,266</td>
</tr>
<tr>
<td><strong>Total Expenditures</strong></td>
<td><strong>$1,074,563</strong></td>
</tr>
</tbody>
</table>

#### Increase (Decrease) Revenue Over Expenses

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Increase (Decrease)</strong></td>
<td><strong>$132,039</strong></td>
</tr>
</tbody>
</table>

#### Net Assets, Beginning of Year

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Net Assets, Beginning of Year</strong></td>
<td><strong>$1,387,906</strong></td>
</tr>
</tbody>
</table>

#### Net Assets, End of Year

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Net Assets, End of Year</strong></td>
<td><strong>$1,359,964</strong></td>
</tr>
</tbody>
</table>

#### Donations/Grants 57.6%

#### Volunteer Events 41.4%

#### Program Services 81%

#### Fundraising 13%

#### Management 6%

#### Interest 1%
A BIG THANKS!

TO ALL OUR SUPPORTERS WHO MAKE VIBHA POSSIBLE

DUE TO SPACE CONSTRAINTS, ONLY DONORS WHO CONTRIBUTED $1500 OR MORE ARE LISTED HERE. PLEASE CONTACT OFFICE@VIBHA.ORG FOR MORE DETAILS

INDIVIDUALS

Anamika Talwar
Andrea Till
Aniket Shah
Anshul Agrawal
Avinash Narasimhan
Balaji Venkataraman
Bhavana Bajaj
Chalam Plachikkat
Chandra Sheila
Chinmayi Bhavanishankar
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Vinita Sangtani
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Yelena Epova

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"NEVER DOUBT THAT A SMALL GROUP OF THOUGHTFUL, COMMITTED CITIZENS CAN CHANGE THE WORLD; INDEED, IT’S THE ONLY THING THAT EVER HAS"

MARGARET MEAD

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DONATE : VIBHA.ORG/DONATE

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STOCKS, SECURITIES, PROPERTY, PLANNED GIVING, BEQUESTS : EMAIL OFFICE@VIBHA.ORG

CONTACT

INFO@VIBHA.ORG.
TELEPHONE: 408-997-9992
FAX: 775-593-1061

1030 E EL CAMINO REAL,
#424 SUNNYVALE, CA
94087

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