EdelGive
Foundation
An Edelweiss Initiative

# Let a Thousand
# Flowers Bloom

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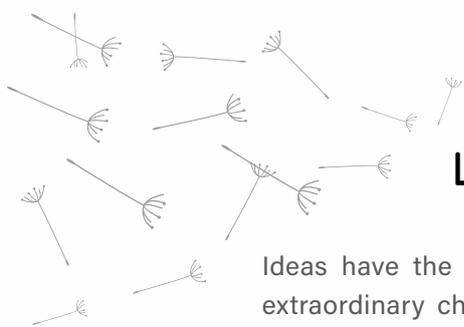
# Let a Thousand Flowers Bloom

Ideas have the power to move mountains. A single, compelling thought can ignite extraordinary change, but it is not merely the brilliance of the idea itself that drives transformation. True progress demands the collective hope and passion of countless minds, the bravery to challenge entrenched narratives, and the determination to rebuild structures to forge new stories.

In 2008, EdelGive embarked on a mission to foster a thriving society by supporting neglected and vulnerable communities. What began as a simple, yet sincere idea gradually resonated with thousands of individuals, collectives, and organizations. This resonance transformed EdelGive from a modest grant-making foundation into a leading philanthropic asset manager.

This remarkable journey has been shaped by many factors, but one element has remained pivotal: our commitment to embracing diverse perspectives and fostering an environment of collective good and unified progress.

EdelGive has consistently taken bold steps to pave an innovative path toward sustainable development. Our approach to philanthropy blends traditional and modern methodologies, creating agile mechanisms that respond to evolving needs. This strategy has enabled us to create a unique niche, allowing our partners, collaborators, and communities to flourish as we move towards a more equitable and prosperous future.

The Annual Report 2023-24 highlights our progress in achieving our mission by aligning our goals with those of our stakeholders while granting our partners the autonomy to pursue their individual interests.

EdelGive's story is not defined by a single idea, but by thousands of ideas that work together, in harmony, to drive our success.
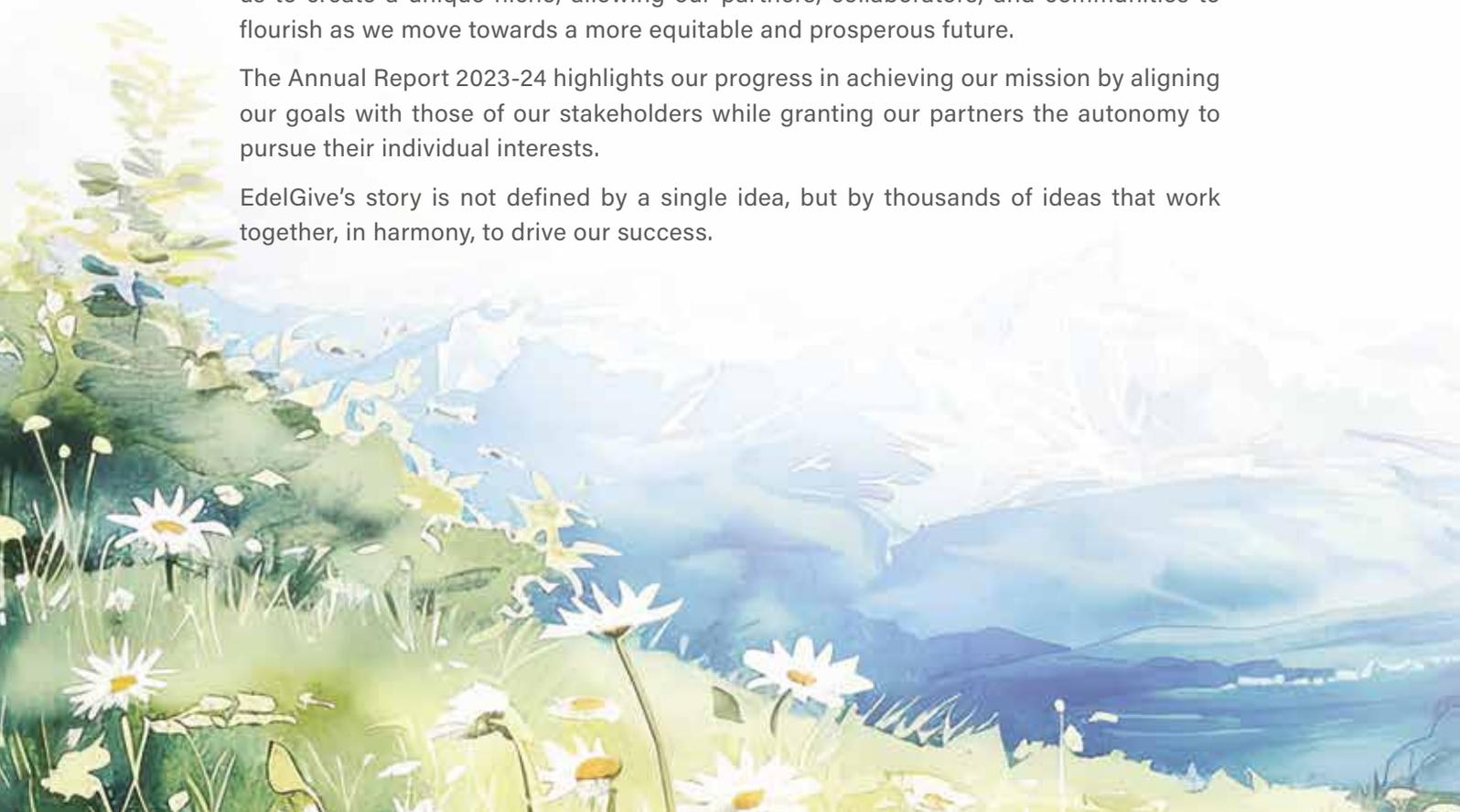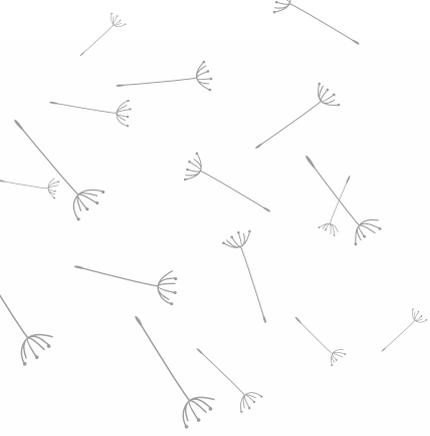
# Table of Contents

# Executive Chairperson's Letter

**Vidya Shah**

Let a hundred flowers bloom, let a hundred schools of thought contend, said Mao in 1956. This slogan was intended to foster the proliferation of intellectual thought, a blooming of diverse viewpoints in the field of science and the arts but soon unleashed a harsh campaign against critics and intellectuals.

Its thought, however, has endured in our collective imagination as May a Thousand Flowers Bloom - as a metaphor for the celebration of diversity, the encouragement of ideas, creativity and innovation, embodying the belief that human progress, foundationally, needs the flourishing of multiple perspectives and approaches, an environment where diverse thoughts and ideas are nurtured and allowed to thrive.

There is a cautionary truth about Annapurna IV, the fourth highest peak in the Himalayas that stands 7,500 metres tall today.

Geologist Jerome Lave's research suggests that around 1190, an enormous landslide slashed perhaps 500 metres from its height, one of the biggest landslides ever recorded. The displaced rock would have apparently buried the entirety of Manhattan to about the height of the Empire

State building.  Unlike business where big is beautiful and the mantra Too Big To Fail is heard all the time, nature has a way of rightsizing itself.

**Along with the right size, Nature also believes in Diversity.  There is no "winner takes all" here.  Indeed, Charles Darwin believed that**

*"it is not the strongest of the species that survives, nor the most intelligent, but the one most responsive to change".* **Responsiveness to change means adaptation and adaptation is not possible without resilience.**

I believe that the role of philanthropy is to let a thousand flowers bloom – ideas, approaches, organisations.  In recent times, funders have been very scale focused.  We are all aware of the outsized challenges we face today and want to see all citizens have equal access to opportunity and move out of the cycle of marginalisation and poverty.  Finding answers to population-scale problems have meant working with governments and state actors to bring about systems change.  Civil society organisations have refined their programmes to enable unit-sized delivery of services so that they

can expand their reach.  Besides, as private philanthropy has grown substantially and provided large grants, organisations that have successfully evolved to deliver impact at scale have been the beneficiaries of such largesse, perversely and inadvertently reducing the space and funding for grassroots CSOs.

We need balance therefore – large CSOs should rightfully own the systems change space.  Large funders should back institution building.  Grassroots CSOs on the other hand, work best with communities and drive sustainable, long-term change – being placed in and of communities, they enjoy a level of trust that is enviable.  When it comes to norms and mindsets, grassroots CSOs have a long history and experience of using approaches and practices that almost invisibly and insidiously change behaviors and beliefs. **Nurturing these organisations requires patience and time. Investing in their capacity as much as their programmes, caring for their well-being and being comfortable with change that from the outside seems to move at a snail's pace are necessary conditions for the philanthropist who cares about communities.**

Darwin's Survival of the Fittest has captured our imagination a century and a few decades later that competition, not collaboration seems the only way for progress.  What is increasingly clear however, is that the problems of the planet can only be solved through individuals, communities, institutions and governments working together.  In fact, we are now able to witness many examples of intricate collaborative systems within and between species that help them evolve and thrive.  Similarly, we need to relentlessly pursue collaboration to save our planet and ourselves.  Besides, constant competition in our daily lives and the workplace is harming our mental health and wellbeing.  We will not progress as a race unless compassion and altruism drive our behaviors.

What if philanthropy approached our world like gardeners tending to a vast, diverse garden? As humans, we have the potential to nurture groundbreaking ideas that could lead us to a better future. Yet, often, our focus shifts to intense competition and scale alone, overshadowing collaboration and empathy.
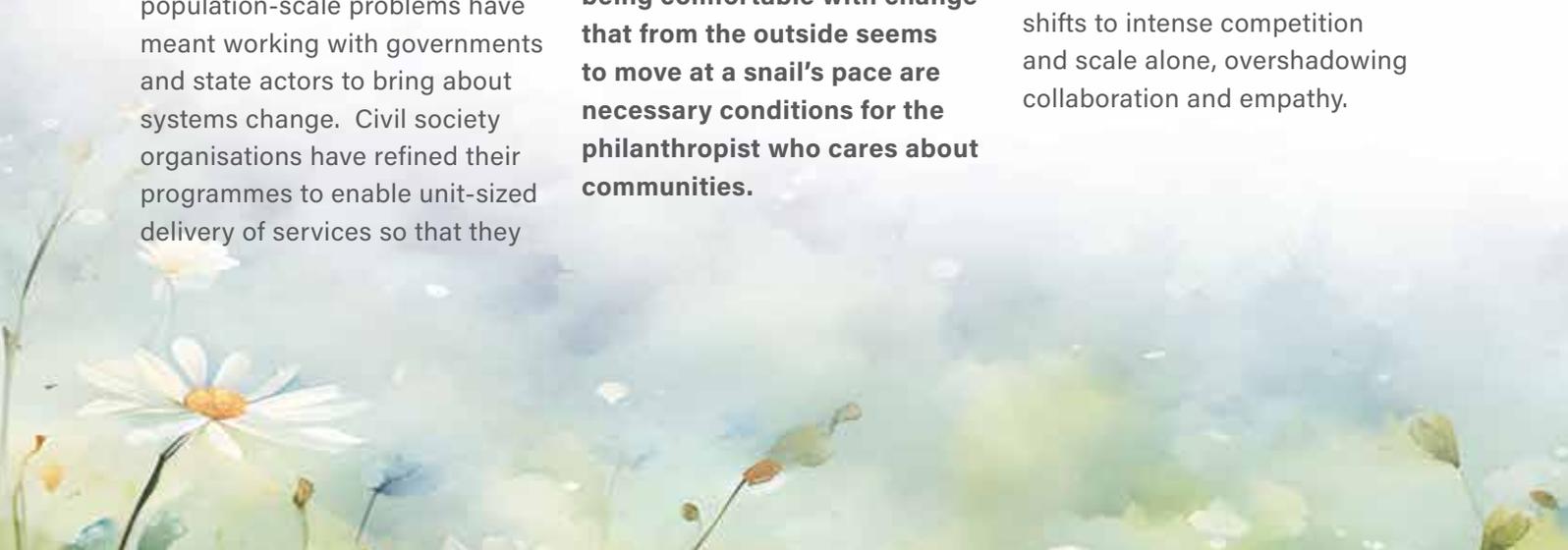
Imagine a garden where plants are scrambling for sunlight and water, each one struggling to outgrow the others. This is what our competitive world can feel like—where the drive to be the best can overshadow the beauty of collective growth. To move from merely surviving to truly thriving, we need to shift our mindset. Let's envision a garden where every plant is given space to grow and contribute. This is how we should approach our ideas and innovations—by creating environments where everyone has the opportunity to thrive.

To move beyond mere survival and towards thriving, we must shift our focus from individualistic pursuits to collective growth. This involves creating spaces where all voices are heard and valued, rather than allowing a select few to act as gatekeepers of ideas and progress.

Audre Lorde once said, *"It is not our differences that divide us. It is our inability to recognize, accept, and celebrate those differences."*

This is a powerful call to action. Our differences aren't obstacles; they are opportunities to break free from narrow beliefs and embrace a more inclusive perspective. By celebrating and integrating diverse viewpoints, we can create a more harmonious and sustainable world.

This process of broadening our vision is not without its challenges. It requires unlearning ingrained biases, letting go of ego, and redefining our sense of identity. The path to genuine inclusivity involves listening to unheard voices and making space for new ideas to emerge. Only by creating an environment where diverse contributions are acknowledged and valued, we can foster an atmosphere where "a thousand flowers bloom."

*"To move beyond mere survival and towards thriving, we must shift our focus from individualistic pursuits to collective growth. This involves creating spaces where all voices are heard and valued, rather than allowing a select few to act as gatekeepers of ideas and progress."*
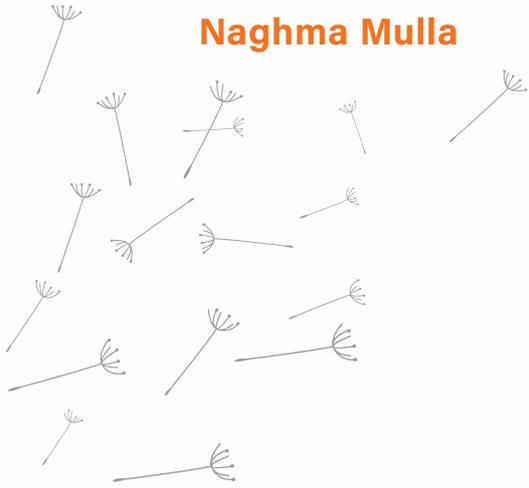
**VIDYA SHAH**

**Vidya Shah**
Executive Chairperson,
EdelGive Foundation

# CEO's Letter

**Naghma Mulla**

"But the Emperor is naked!"

The young boy had yelled, and the crowd had burst out laughing. Everyone could see he had no clothes on. The Emperor was supposedly wearing clothes so fine, they were invisible. But to the crowd, he simply looked naked. Perplexed, but fearful, they aligned to the requirement and gave the emperor what he was seeking... acknowledgement, applause and cheer.

The Mighty Emperor heard the child and turned red with fury and then shame. This is when we readers are informed that he learnt his lesson, and everyone lived happily ever after.

But that's not what happened...

In reality, the Emperor continued the parade gloriously unclothed in spite of the laughing crowds. Taking a cue from him, his ministers began clapping for him again and kept repeating how wonderful he was looking. The crowds stopped laughing and confused, slowly resumed clapping.

The Emperor announced that everyone should be wearing invisible clothes. He asked for an impact report of the advantages of invisible clothes as against clothes that one could see. The need to build capacity of those who could not see invisible clothes was recognised and a systems-change approach was developed to manufacturing invisible clothes. Small tailoring shops would be disallowed and factories for large scale production of invisible clothes would be set up.

Very soon, more people started wearing invisible clothes because they were meeting Sustainable Development Goals.

The Emperor was declared as the beacon of sustainability in an unsustainable world. The little boy, who as a child had yelled out a visible truth, was now an adult, in charge of the Ministry of Invisible Clothes.

And everyone lived happily ever after...

Emperors are forces of power, resource and authority. Their self-image gets reinforced everyday by empires designed around their wishes. It is after all an ecosystem where everyone is aiming for collective and individual success aimed to satisfy the Emperor. Exceptional things must happen to disrupt proceedings of the Court.

On the other end of this spectrum of power stands the humble gardener who has control on effort but not on the result of his efforts. Every element in a garden does what it needs to do and cooperates with other participants. Even then, exceptional things must happen to make it work.

If ever they should believe they are Gods of the gardens, nature will find a way to remind gardeners of their true role. It is not ordinary to have a thousand flowers bloom.

When I had entered the development sector to join a young EdelGive, with not much exposure beyond my little world, I was ill prepared for what I saw.

The extent of marginalisation in the world, the number of biases that further distance us from the poorest, weakest, most deprived people was a shock to my senses. Problems are large, inter-generational, and deeply rooted in society. Which meant any system needed to serve multiple complexities. Hence, any system that offered one solution for the masses was flawed or incomplete.

We learnt about and of the system the hard way, with a small corpus, a young team, but with an army of community based organisations (CBOs) and their leaders who became our friends, philosophers and guides. They taught us, and we listened.

EdelGive became a foundation informed by doers, and GROW became the systems platform that brought them together.

GROW is a grant fund that has 100 portfolio CBOs, all small and mid-sized operating across India in some of the most deprived places. It brought them together to build organisational strength so they could focus on the missions each one of them had. I was trying to explain this powerful idea to a well-meaning funder who responded…

**"Are there even 100 GOOD NGOs in this country? If you find them, share some names with me. I personally think there is a dearth of good work in India. People don't think big here, just keep going after small problems. We need systems change work, not these tiny efforts."**

This is not the first and won't be the last time this has been said. Usually, it comes from a sense of frustration that things don't change fast enough.

*We were putting funds, systems, expertise in the right place but our approach may not necessarily be addressing the need, because needs were relative to people and contexts. We are not solving anything; we are cooking Birbal ki khichdi.*

**Miffed by Akbar's refusal to acknowledge his error in a particular case, Birbal sent a message to the Court that he will not attend till he finished cooking khichdi. After two days of his non-attendance, Akbar went to see Birbal. Birlbal had put all the ingredients in a cooking pot and was cooking khichdi on a flame which was lit five feet below the pot. Akbar was shocked. It was obvious no khichdi would ever cook on a flame that didn't do its job.**

Akbar, unlike the naked Emperor, was quick to acknowledge his mistake and learn his lesson. We, however, continue to put our chosen ingredients in the pot with a flame that is too weak to cook anything of consequence.

With this reality, how could EdelGive with it's small grants believe that our support could change anything or impact any lives? We chose to be gardeners. And in that choice we learnt how difficult it was to relinquish control while working harder than an Emperor.

Philanthropists can be gardeners. Their patient capital, empathetic support can go a long way in the relief that disenfranchised and marginalised people can receive.

The question to ask is, are we the gardeners we need to be?

Almost everyone in the philanthropic sector is now working on systems change which is a great thing. However, we have no common understanding of what the system means in development. And in our attempt to simplify it, we cannot make it the Emperor's invisible clothes of our sector.

*The "system" is not a monolith especially in the development sector. Ideally, it should allow for multiple ideas to flourish, where social innovation thrives. Social evils take generations to be eradicated, so we believe there is something wrong with the role CBOs are playing in the solution.*

There is a belief that systems change will be done by us- the resource holders, the philanthropists, the intermediaries, experts and consultants and that large scale problems need large scale solutions.

Scaled solutions can come from local empowerment to solve problems, from nurturing social innovations. We need large scale structures that fuel local solutions.

Social innovation is at the heart of development work which can then be accelerated by long term thinking, government participation and community interests. **And then a thousand flowers WILL bloom.**

If we truly care, we need to start paying for robust systems and pay for good ideas to be tried, pay for failed attempts so that they become institutionally geared to do better. Like the gardener who toils and ensures the land is nurtured to have a thousand flowers bloom, our efforts must address the resource needs for a sector in dire needs of resources. Our support can be the flame that ignites the system to start working for its purpose.

We can of course be Emperors of our domains, wearing invisible clothes and continue to parade ourselves and our chosen ideas. There will always be our loyal crowd and court jesters giving us the validation we seek.

We can have reports that confirm our practices are the best and celebrate our intelligence to the cheerleaders. There will always be an audience for that too.

Acknowledgement, applause and cheer from a complacent ecosystem is available if that is what we seek. Honesty is not as prevalent as one believes.

**However, there will come a day when one innocent voice will yell out at us...**

**"But he is naked!"**

**For the sake of everything good in the world, I hope that does happen.**

**Naghma Mulla**
CEO,
EdelGive Foundation

# About EdelGive

At EdelGive, our ethos revolves around advancing our mission while allowing our partners the autonomy to pursue their own purposes, especially when serving our communities' needs. We continually strive to develop, refine, and strengthen philanthropic infrastructure for a progressive society and nation. Our meticulously crafted models and robust processes consistently propel us toward our vision. Keeping our grantees at the centre of all our endeavour, EdelGive aims to connect the world of philanthropy to the world of non-profits. This approach – The EdelGive Way, is embraced and valued by every colleague, partner, and grassroots organization we collaborate with.

Founded in 2008, EdelGive is a Philanthropic Asset Manager and advisory Partner to funders including individuals, HNIs, corporates, institutions and Foundations – both domestic and international.

EdelGive provides both financial and non-financial support to small and mid-sized NGOs working with vulnerable communities across India.

## Our Mission

To enable the growth of grassroots organisations working with vulnerable communities across India.

**Keeping our grantees at the centre of all our endeavour, EdelGive aims to connect the world of philanthropy to the world of non-profits.**

## GUIDING PRINCIPLES

We will maintain the highest level of integrity, transparency and ethical conduct.

We will bring a deep commitment to inclusiveness as a fundamental operating principle.

We will promote responsible-and-effective philanthropy through our actions: as custodians of the resources and the reputation of our parent Edelweiss, and all our funding and NGO partners.

We will be a learning organisation – we will embrace new ideas, opinions and perspectives, and a deep generosity of spirit.

We will treat our stakeholders, our NGO partners, our funding partners, our employees and volunteers with respect and empathy.

We will remain secular in our work, beliefs and outlook.

## THEORY OF CHANGE

EdelGive's theory of change is rooted in the belief that empowering individuals and communities drives societal progress. By focusing on quality education, women's empowerment, and community resilience, we aim to address systemic inequalities and build a more inclusive society. We partner with NGOs that understand local needs and deliver high-impact, sustainable interventions. **This approach creates a ripple effect: educated children lead to stronger futures, empowered women foster economic growth, and resilient communities build robust, equitable society.**

## MODEL AND APPROACH
### *Grant-making and Building Funds*

**Sandbox**

EdelGive directly funds key long-term projects in organisations for generational impact.

**Funds under management**

EdelGive make available to funders options of collective and individual grant-making.

**Funds under advisory**

EdelGive provides strategic support to organisations on making grants.

*Grant Utilisation*

**Grants**
To high-calibre, small to mid-size NGOs empowering

**CHILDREN**
Through Education

**WOMEN**
Through Empowerment

**VULNERABLE COMMUNITIES**
Through Resilience Building

Financial Support

- **Building new programmes**
- **Scaling existing programmes**

Non-financial Support

- **Capacity Building**
- **Awareness and Sensitization**

In FY24, we are proud to share that we have been able to influence over **₹461 crores** as commitments to the NGOs working across the country.

Out of a total of 51 NGOs, **18 are cause-based/ one-time grants** and **29 long-term NGO partners** are working tirelessly towards providing quality education to children, ensuring the social and economic empowerment of women, and building resilient communities.

## INFLUENCE THROUGH THE YEARS

**23** states and **167** districts of India

Supported close to **~280** NGO partners

₹**1300+ Crores** influenced through commitments to NGOs

Dedicated nearly **1,000** employee engagement hours
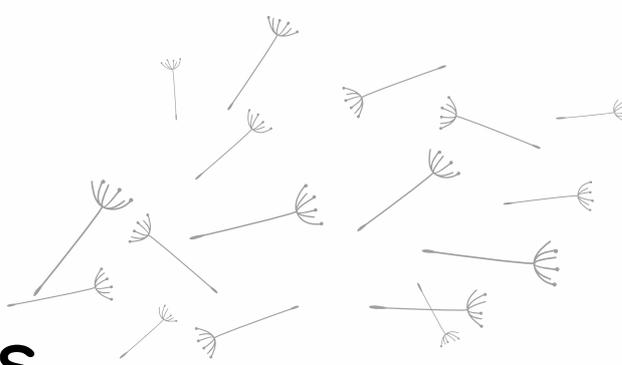
# Investments

Grassroots organisations are constituted by the voice of people they serve and have the power to affect social change at a deeper level. Their integration with communities in some of the most remote locations across India enables them to create targeted interventions, rooted and driven by the communities they support.

With our key focus areas being education, women empowerment, and community resilience and climate action – over the years we have built a special cohort of organisations who are deeply invested in bringing change at the grassroots level.

Community-based organisations, working for and with the community

Integrate feedback from the community to refine processes

Working on stringent budgets and have limited access to grant funding

**OUR PARTNER NGOs**

Solution-focused

Inclusive, ambitious, passionate, and open to learning

Cognisant of the inherent longevity of social change

Agile on execution, but willing to adapt and innovate

# WOMEN EMPOWERMENT

Women are crucial to both family and societal progress. EdelGive believes that with the right opportunities and platforms, women can achieve remarkable growth. We partner with NGOs dedicated to overcoming socio-economic barriers that hinder women and girls, breaking the cycle of inequity.

EdelGive Foundation's women empowerment portfolio fosters a collaborative ecosystem where partners unlock the potential of women and girls. We have created a platform that amplifies their voices and helps them overcome barriers, opening up a future of possibilities.

## Coalition for Women Empowerment

Through strategic advocacy and grassroots leadership, we have formed the Coalition for Women Empowerment (CWE) by partnering with high-calibre NGOs. Together, we strive to dismantle barriers and create a world where every woman and girl can thrive and contribute their unique strengths to society.

This initiative takes an intersectional and integrated approach to women's empowerment, recognizing that the challenges faced by women vary across different social groups. The problems of women in one social group are different from the problems of other women. Our empowerment framework addresses issues with the social context they come from. The intervention considers the socio, economic, and cultural aspects of a woman's life.

## Outreach and Impact

EdelGive has supported **11 projects** with **11 NGO partners** across **10 states** in India in FY24.

**2.53 lakh (15,562 in FY24)** women and girls supported in their fight for addressing gender equality related issues.

**26,545 (2,389 in FY24)** women and girls supported under financial inclusion programmes.

**57,146 (4,432 in FY24)** women supported to get access to rights and entitlements.

Supported **39,557 (6,633 in FY24)** survivors of domestic violence and/or sexual violence in their legal journey.

**25,605 (9,750 in FY24)** grassroots leaders developed and supported formed 6082 (98 in FY24) SHGs/JLGs.

*"Gyan Prakash Foundation is deeply thankful to the Edelgive Foundation for their support since 2016. Their strong backing has enabled us to drive education transformation at school, district, and state levels. From the beginning, our partnership with the Edelgive Foundation has been incredibly enriching. With a solid understanding of our program approach, they have offered critical inputs to improve the program's visibility and effectively communicate the impact. They have given us opportunities to showcase our work to a wider audience through state government forums, NGO and donor community conferences and media coverage. We look forward to continuing this valuable partnership in the future."*

**PALLAVI MUKHEDKAR**
Director

## Our NGO Partners in Women Empowerment

### ANANDI
**District:** Panchmahal
**State:** Gujarat
**Description:** Working with rural women of Gujarat for their social and economic rights through collectivisation.

### KMVS
**District:** Kutch
**State:** Gujarat
**Description:** Focusing on the holistic empowerment of women and girls by addressing their safety issues.

### Jan Sahas
**Districts:** Betul, Shajapur, Chhattarpur, Ratlam, Indore
**State:** Madhya Pradesh
**Description:** Providing protection and promoting human rights of women, girls, and children from the most excluded communities and groups like manual scavengers, survivors of rape and sexual assault, bonded laborers, caste-based sex workers, Dalit and tribal communities.

### Empower
**State:** Delhi
**Description:** Empower partners with local organisations in emerging market countries, and other change-makers, to enable marginalised young people to transform their lives and communities. The organisation is active across Delhi, Maharashtra, Rajasthan, West Bengal, Madhya Pradesh, and Uttar Pradesh.

### Ibtada
**Districts:** Alwar, Bharatpur
**State:** Rajasthan
**Description:** Addressing the socio-economic issues of women and girls in the conservative Meo Muslim community in Alwar, Rajasthan.

### Shaheen
**Districts:** Hyderabad, Rangareddy
**State:** Telangana
**Description:** Conducting inclusivity interventions for isolated and abused women and girls of vulnerable communities.

### AALI
**Districts:** Raebareilly, Ayodhya, Kaushambhi, Sonbhadra, Jhansi
**State:** Uttar Pradesh
**Description:** Addressing women's issues through a rights-based approach as a feminist legal advocacy and resource group.

## CORO

**Districts:** Beed, Latur, Osmanabad, Nanded

**State:** Maharashtra

**Description:** Developing and nurturing a community-based approach to tackle endemic issues in India's most marginalised communities while working towards developing grassroots leadership, women empowerment, and gender education.

## Majlis

**District:** Mumbai

**State:** Maharashtra

**Description:** Working on issues concerning women's legal rights and access to justice by helping women access their rights through legal support in court, training of key stakeholders, policy interventions, and public campaigns.

## Kolkata Sanjog Initiatives

**Districts:** North 24 Parganas

**State:** West Bengal

**Description:** Focusing on policy building, empowerment, and leadership of survivors of violence and discrimination.

## Nishtha

**District:** South 24 Parganas

**State:** West Bengal

**Description:** Functioning as a community-focused, rights-based organisation working for education and empowerment of women.

*"South Orissa Voluntary Action (SOVA) always respects and admires the EdelGive Foundation. They have been a leading light in supporting our work to make a reality of children's education. Their partnership is not only inspiring and energetic but also encouraging to demonstrate and bring constructive changes in society. The lessons we learned from them shaped our involvement with multi–stakeholders to achieve change for children and we have been able to use this knowledge and experience in our other programs. We are proud of this partnership and everything that we are doing for children with the support and mentorship of the EdelGive Foundation, to ensure that every child has access to a good quality basic education"*

**SANJIT PATNAYAK**
Secretary

**Case Study:**

# A VICTORY FOR NAINA BEN AND WOMEN'S FEDERATIONS

Born into a conservative community with defined traditional and societal norms for women, Naina Ben is a shining beacon of change. She dreamt of changing the lives of women in her village, but perhaps even Naina Ben herself was unaware of the extent of her future success. Witnessing and being subject to restricted mobility, limited access to education, and a lack of economic opportunities for women in her village left Naina Ben determined to challenge the status quo. She was unwavering in her decision to transform her life and the lives of the women in her village.



*Naina Ben*



*Naina Ben ▶ with villagers*

Naina Ben reached out to Utthan's team members when they started working in her village, Naldhari. She has since been an active and invaluable part of Utthan. Inspired by the experiences of the members of successful women's federations established in other areas, Naina Ben found her purpose. To better understand the village and women's needs, she started assisting the team with WASH training and awareness programs and attending meetings with the villagers. Naina Ben continued her home visits to follow up on the construction and use of toilets, wash areas, and soak pits.

Now, Naina Ben was ready to start realising her ultimate goal: to form and maintain a women's federation in her village. Undeterred by the initial resistance, Naina Ben was steadfast. The federation continues to provide a supportive environment for its members to share their experiences and address issues faced by them.

Naina Ben's journey from a determined individual to the leader of the women's federation is an inspiration for Naldhari and surrounding villages. One hopes that her journey will encourage others to form similar federations and break free of traditional norms and societal pressures.

# EDUCATION

While working for the vulnerable communities, we understand that by ensuring quality education to their children, we can break the intergenerational cycle of poverty. EdelGive endeavours to resolve systemic challenges in ensuring 'Access to Quality Education' in India.

We have joined hands with grassroots organisations working to promote access to quality education. Embracing the understanding that true power lies not in individual efforts, but in collaborative action, EdelGive Foundation has united exceptional organisations dedicated to providing children with equal opportunities for education. EdelGive Foundation, with unwavering determination, collaborated with the Government of Maharashtra to achieve lasting change. Recognising the need for a sustainable transformation in the educational landscape, they ensured every child's access to quality education. Their collaborative action became the catalyst for a brighter, more equitable future for India.

**Innovation and Experimentation**

**School Transformation and enhancing Learning Outcomes**

**In education, EdelGive is focusing on four key priority areas:**

**Early Childhood Education**

**Research and Advocacy**

## Outreach and Impact

In FY24, EdelGive has worked with **8 NGO partners** while supporting **10 projects** across **4 states** of India. Over the years, through our NGO partners, we have been able to create a significant impact:

Reached out to **20 lakh** children through our learning enhancement programmes, surpassing our own target this year.

Supported **31,000** schools through the Quality Education Programme.

Worked closely with and supported over **74,000** teachers and Government officials for delivery of quality education.

## Our NGO Partners in Education

### Kaivalya Education Foundation

**Districts:** All 36 districts
**State:** Maharashtra
**Description:** Supporting public education system leaders to improve the learning levels of students by enabling stakeholders to improve processes and technology.

### Gyan Prakash Foundation

**District:** All 36 districts
**State:** Maharashtra
**Description:** Joining efforts of various NGOs, corporates, and the government towards improving the quality of public education in rural India.

### QUEST

**District:** All 36 districts
**State:** Maharashtra
**Description:** Pursuing quality-related issues in Early Childhood Education, elementary education, and teacher professional development, primarily through action research in pedagogy.

### LeapForWord

**District:** All 36 districts
**State:** Maharashtra
**Description:** Working on making English teaching techniques accessible to regional language schoolteachers.

### South Orissa Voluntary Action (SOVA)

**Districts:** Koraput
**State:** Odisha
**Description:** Implementing programs on health, education, governance, livelihood, and disaster risk reduction to promote the best interest of disadvantaged communities.

### Samaritan Help Mission (SHM)

**Districts:** Howrah
**State:** West Bengal
**Description:** Empowering underprivileged and disadvantaged members of society, especially women, through community development programs on education, health, and overall development.

### Agastya Foundation

**Districts:** Alibaug, Satara, Howrah
**State:** Maharashtra, West Bengal
**Description:** Building curiosity and nurturing creativity in disadvantaged children and teachers through innovative learning tools.

### Kshamtalaya

**Districts:** Udaipur
**State:** Rajasthan
**Description:** Supporting children, teachers, and school leaders to achieve their true potential and build integrated pedagogical leadership focusing on improved learning experiences and developing community ownership.

## Collaborators for Transforming Education

In 2016, the Collaborators for Transforming Education was formed when EdelGive partnered with the Department of School Education and Sports (DSES). The goal was to revolutionise education through this public-private partnership, aiming to empower students and improve learning. Initially focusing on four districts, their efforts quickly expanded to seven districts in Maharashtra, thanks to the support of multiple funders and three nonprofit organizations.

**CTE is implemented in three phases:**

**Phase I**

**School Transformation Programme**

The primary focus was to test and demonstrate innovative result-oriented processes at the school, cluster, and community levels to improve learning outcomes.

**Phase II**

**District Transformation Programme**

Initiated in July 2018 with the objective of the programme is to improve learning outcomes at the cluster, district, and state levels through capacity building for teachers, improving classroom interactions, and establishing relations between various government forums, such as the Shikshan Parishad (SP), School Management Committee (SMC) and the Gram Sabha.

**Phase III**

**State Transformation Programme**

Initiated in July 2023 with the objective to implement systemic reforms across the state of Maharashtra that will significantly increase learning outcomes within the education system.

## CTE: influence over the years

| | Phase I (beginning 2016) School Transformation | Phase II District Transformation | Phase III State Transformation | Expected Reach (by 2026) |
|---|---|---|---|---|
| **Districts** | 4 | 7 | 14 | 36 |
| **School** | 300 | 12,000 | 30,000 | 1,00,000 |
| **Teachers** | 1,000 | 41,000 | 1,00,000 | 7,60,000 |
| **Students** | 26,000 | 10,00,000 | 26,00,000 | 2,00,00,000 |

**Case Study:**

## EDUCATION GRAM SABHA ENSURES IMPROVEMENT IN SCHOOL INFRASTRUCTURE - CTE

The progress of a child in a school is heavily reliant on a teacher's competence and effectiveness. While teachers play a vital role in the child's education and growth, community and parental support is also crucial. The support from parents and the community at large fosters a positive environment for the overall development of children.



*Building the confidence of both teachers and students.*

And one such exemplary teacher is Ms. Kumbhar from the Adulpeth Zila Parishad school in the Adul cluster of Satara district, Maharashtra. Ms. Kumbhar joined her school six years back and teaches first- and second-grade students. The school had a well-maintained building with about 40 students. But apart from that, the school was lacking in other areas. The school did not have clean drinking water, a compound wall or a separate washroom for boys and girls.

The school was a part of the intervention plan in the District Transformation Phase (DTP). As the best practices were applied to the school, a School Management Committee (SMC) was formed

and started regular meetings. The members convened to identify strategies to fulfil the school's and its students' basic requirements. The Gram Panchayat came forward with funds to build a compound wall around the school building, procure a computer, projector, and printer for the daily needs of the school. In addition, SMC members put in time and effort to fulfil other necessities, like, levelling the playground, provision for digital classrooms, availability of safe drinking water and construction of separate washrooms. Within five years, the school infrastructure had improved beyond recognition, providing a secure and pleasant environment for students and teachers alike.

Furthermore, an Education Gram Sabha was organized which aided the SMC to put forward their concerns and requirements to the Gram Panchayat and secure the required funding.

However, infrastructural improvements must be accompanied by quality education. To achieve this, monthly Shikshan Parishads (SP) were regularised. Shikshan Parishad is a platform for teachers to share their concerns and experiences and support each other. This platform is an indispensable part of capacity building for teachers and for creating a learning plan for students. CTE members are working towards regularising the SPs and improving their quality. The

teachers attend the SPs, discuss ideas for effective classroom practices and conduct outcome-based learning activities for their students.

SPs also enabled teachers to create learning plans for each child based on their existing learning level. The teacher's commitment accompanied by regular parent-teacher meetings, helped the confidence level of the teachers and students. The quality of education improved, and this was visible in the improved learning outcomes of the students. The

number of children enrolled in the school also increased to about 60 students.

Despite all improvements, engagement from parents, who work as daily wage labourers, is still a challenge. But the path is paved for reforms and quality education for all children. The Adulpeth Zila Parishad school is an outstanding example of streamlining processes and including community and parents to transform the school and improve the learning capabilities of students across grades.



*Creating learning plans for each child.*

*"For over 15 years, QUEST has been at the forefront of translating global educational research into practical solutions on the ground. EdelGive's financial contribution has played a pivotal role in implementing our FLN (Foundational Literacy and Numeracy) programs at the district level. Thanks to their unwavering support, we've gained valuable insights into FLN implementation and system strengthening. These insights have directly influenced state–level policy documents. With EdelGive's support, QUEST team collaborated closely with the state, contributing to the drafting of the State Curriculum Framework for the Foundational Stage. We express our heartfelt gratitude for EdelGive's unwavering commitment and support to us."*
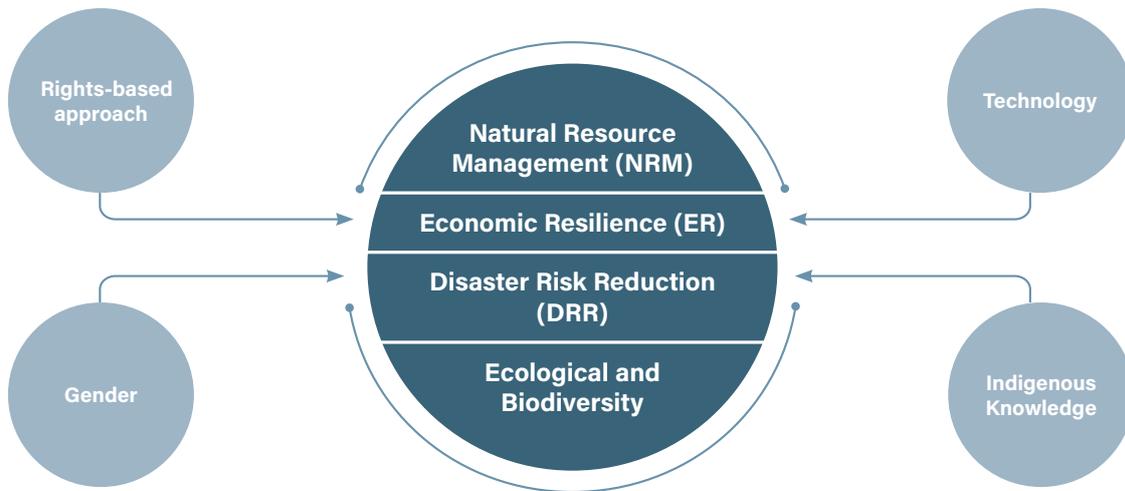
**QUEST**

# COMMUNITY RESILIENCE AND CLIMATE ACTION (CRCA)

EdelGive Foundation recognises that climate change is an interconnected issue, influencing varied sectors and disproportionately affecting those who have minimal contribution to climate crisis. We aim to transform climate change from a "tragedy of the commons" into a catalyst for positive action.

We work with organisations to mobilise resources, coordinate interventions, and build community action, focusing on community-based, inclusive, and nature-respecting approaches. By engaging diverse stakeholders, we aim for both ecosystem-wide and local impact.

In alignment with our priorities, we have identified four strategic areas which are influenced by cross-cutting themes of gender, rights-based approach, technological integration, and tapping into indigenous knowledge of the communities.

Rights-based approach

Technology

**Natural Resource Management (NRM)**

**Economic Resilience (ER)**

**Disaster Risk Reduction (DRR)**

**Ecological and Biodiversity**

Gender

Indigenous Knowledge

**Natural Resource Management:** We promote sustainable agriculture and water management through initiatives like water structures, solar irrigation, and lake rejuvenation to address water scarcity and ensure food security.

**Economic Resilience:** We enhance economic resilience in vulnerable communities by supporting livelihood projects, skill development, and women-led Farmer Producer Organisations.

**Ecological and Biodiversity Conservation:** We support ecosystem conservation by rejuvenating lakes and protecting indigenous seeds, aiming for long-term environmental sustainability and community resilience.

**Climate Smart-Agriculture (CSA):** Our portfolio organisations enhance farmer resilience and productivity by promoting climate-smart practices, including resilient crops and sustainable irrigation, in alignment with government policies and collboration with local departments.

## Outreach and Impact

In FY24, EdelGive has supported **11 projects** of **9 NGO partners,** working with the most vulnerable communities across **9 states** in India. Over the years, CRCA initaive has achieved significant impact:

*Average **49% (FY24)** enhancement in annual income of farmers.*
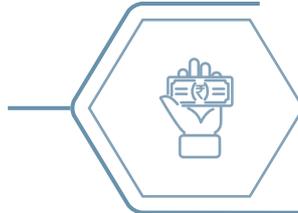
*Brought under irrigation over **3,419 (427 in FY24)** hectares of land, for enhanced agriculture yield.*

*Supported (construction or repairs) **1,911 (348 in FY24)** watershed structures for water conservation.*

*Strengthened **8** Farmer Producer Companies (FPCs).*

*Funded ₹ **767 crores** (₹ **446 crores in FY24)** towards Sustainable Livelihood Programmes, over the past 7 years (2017-2024).*

*Trained **2,52,221 families (69,051 in FY24)** on sustainable agriculture practices.*
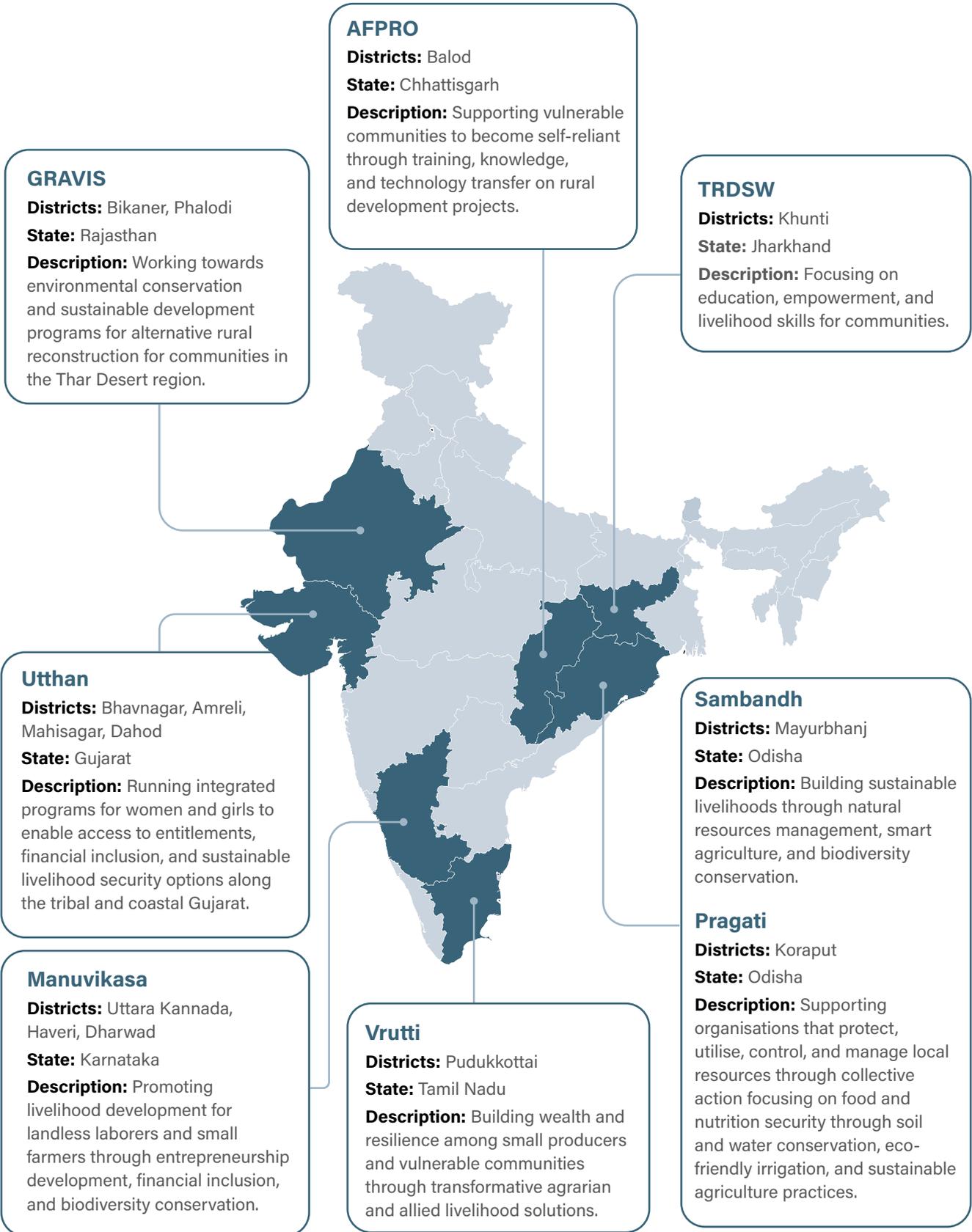
*Supported **26,969 farmers (4,771 in FY24)** for climate-smart agriculture/ organic farming.*

Through our initiatives, we strive to build a more sustainable future, where communities are resilient, ecosystems thrive, and every individual can contribute towards positive climate action.

## Our NGO Partners in CRCA

**AFPRO**

**Districts:** Balod

**State:** Chhattisgarh

**Description:** Supporting vulnerable communities to become self-reliant through training, knowledge, and technology transfer on rural development projects.

**GRAVIS**

**Districts:** Bikaner, Phalodi

**State:** Rajasthan

**Description:** Working towards environmental conservation and sustainable development programs for alternative rural reconstruction for communities in the Thar Desert region.

**TRDSW**

**Districts:** Khunti

**State:** Jharkhand

**Description:** Focusing on education, empowerment, and livelihood skills for communities.

**Utthan**

**Districts:** Bhavnagar, Amreli, Mahisagar, Dahod

**State:** Gujarat

**Description:** Running integrated programs for women and girls to enable access to entitlements, financial inclusion, and sustainable livelihood security options along the tribal and coastal Gujarat.

**Sambandh**

**Districts:** Mayurbhanj

**State:** Odisha

**Description:** Building sustainable livelihoods through natural resources management, smart agriculture, and biodiversity conservation.

**Manuvikasa**

**Districts:** Uttara Kannada, Haveri, Dharwad

**State:** Karnataka

**Description:** Promoting livelihood development for landless laborers and small farmers through entrepreneurship development, financial inclusion, and biodiversity conservation.

**Vrutti**

**Districts:** Pudukkottai

**State:** Tamil Nadu

**Description:** Building wealth and resilience among small producers and vulnerable communities through transformative agrarian and allied livelihood solutions.

**Pragati**

**Districts:** Koraput

**State:** Odisha

**Description:** Supporting organisations that protect, utilise, control, and manage local resources through collective action focusing on food and nutrition security through soil and water conservation, eco-friendly irrigation, and sustainable agriculture practices.

**Case Study:**

# EMPOWERING TRIBAL WOMEN: KAMALA BHATRA'S JOURNEY TO SELF-RELIANCE THROUGH AGRICULTURE - PRAGATI

Kamala Bhatra is a tribal woman from the Makaput village in Chitra Gram Panchayat in the Kotpad block. She lives with her husband and three children. The family depends solely on paddy cultivation during the Kharif season. However, the income of INR 30,000 generated from agriculture is not enough to sustain the family. During every agricultural season, Kamala had to take a loan to procure raw materials such as seeds, fertilizers, pesticides etc. Although Kamala and her husband wanted to grow vegetables, they lacked a source of irrigation and the funds.



*Sowing the seeds of change*



*Walking together ▶
towards self-reliance*

Kamala came to know of Pragati's work in the block and her life took a positive turn. After meeting the team, Kamala became a member of a Farmer Producer Group and started attending meetings to learn more about best agricultural practices. She received training on half-acre model farms and organic farming. With Pragati's support, Kamala managed to build a well for irrigating her piece of land. She availed of a loan from Pragati to purchase and install a solar pump.

The loan came with easy repayment after the cultivation of crops. Additionally, she also received INR 5,000 to buy saplings for the half-acre vegetable model farm.

Kamala started cultivating vegetables such as beans, cauliflower, onions etc. as per seasonal demand in the market. There was no additional expense to irrigate the farm and Kamala had obtained knowledge on preparing and using organic manure through trainings conducted by Pragati. Selling vegetables in the local market earns Kamala a net profit of INR 8,000 to 10,000 per month. Kamala opened a bank account and saved a minimum of INR 1,000 each month. With initial intervention and support from Pragati, Kamala has become independent and self-reliant and no longer needs loans to invest in her farm.

# The GROW Fund

The GROW (Grassroots Resilience Ownership and Wellness) Fund is EdelGive's flagship initiative, designed to bring together leaders from the social sector to support a group of 100 NGOs in their pursuit of organisational sustainability and growth. The GROW Fund collaborative aimed is to shift the philanthropic landscape toward grant-making with strategic emphasis on building capability and resilience of the nonprofits as well as amplifying their programmatic impact.

GROW was created in response to the challenges faced by NGOs, particularly those that were on the front-line, providing critical support to communities devastated by the pandemic. This initiative aimed  to engage a diverse range of stakeholders—including high-net-worth individuals (HNIs), philanthropists, corporate social responsibility (CSR) programs, and consultants—to drive meaningful change within the non-profit sector.
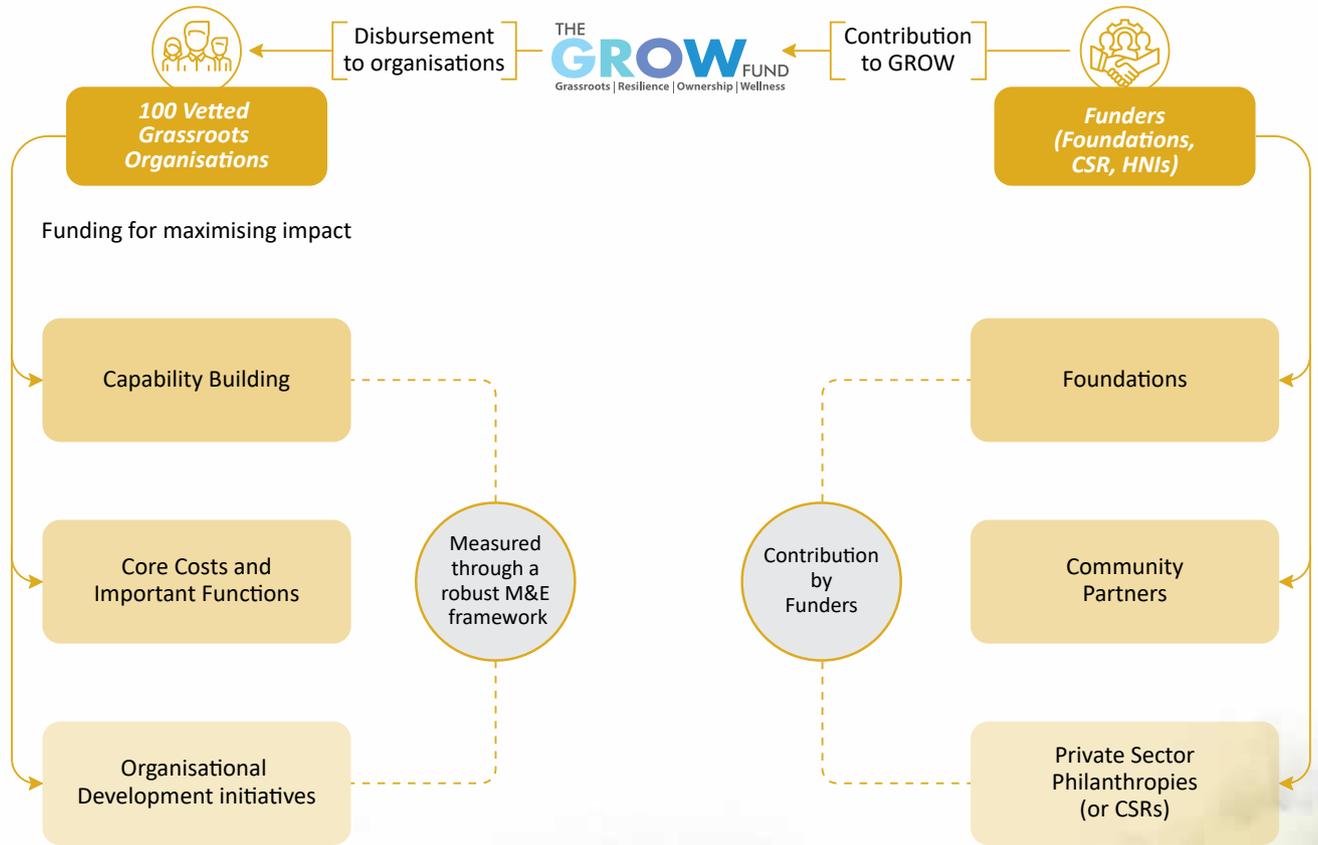
*" Impact India Foundation is grateful to GROW Fund for stepping in at a time, particularly when funds were scarce after COVID –19, when few organisations were willing to recognise the need to support establishment costs such as Salaries, Equipment, Website upgrade. Most funders look purely at Programme Costs that directly target beneficiaries. GROW Fund supported Organisational costs which are vital to the existence and sustainability of Non Government Organisations such as IIF."*

**TEAM IIF**

# The GROW Fund model

Disbursement to organisations

THE **GROW** FUND
Grassroots | Resilience | Ownership | Wellness

Contribution to GROW

**100 Vetted Grassroots Organisations**

**Funders (Foundations, CSR, HNIs)**

Funding for maximising impact

Capability Building

Core Costs and Important Functions

Measured through a robust M&E framework

Contribution by Funders

Foundations

Community Partners

Organisational Development initiatives

Private Sector Philanthropies (or CSRs)

# Capacity Building

Over the two years of the GROW Programme, organisations were given the opportunity to conduct training sessions based on skill mapping, prioritising individuals with leadership traits, often consulting external experts to identify and develop suitable roles for these individuals. These activities aimed to develop and strengthen leadership capacity, improve organisational performance, and align with the organisation's vision and mission.

Organisations focused on providing training sessions to develop technical skills, improve communication strategies, and facilitate the integration of technology solutions into their operations. These sessions addressed specific technological gaps, increased awareness among employees, and enabled efficient utilisation of digital tools and platforms. Feedback from employees was collected to identify specific training needs, and appropriate training interventions were implemented to address these gaps.

# Organisational Development

Under Organisational development, NGOs focused on technological implementation, fundraising, and strategy. For technological implementation, organisations started implementing software solutions and digital dashboards to track programmatic operations and manage data more efficiently.

Organisations made it a priority to stay updated with emerging fundraising trends and practices to explore new channels for funding. This included researching and adopting innovative fundraising strategies to enhance credibility, transparency, and donor retention. Organisations onboarded dedicated fundraising personnel with the right skill set and knowledge of the sector who planned and executed fundraising efforts. Together they designed plans, established robust structures, and streamlined fundraising operations to ensure efficient and effective fundraising activities across traditional, retail and digital channels.

A voluntary component of the GROW Fund was designed to equip 25 organisations with customised quarterly discussions, and track mechanisms to see the growth in their OD journeys.

The outcome was encouraging, with over 11% organisations integrating the learnings into their work, post phase 1. This rose to 24% in phase 2 and further 38% in phase 3.

# Organisational Diagnostic Endline Study:

The GROW Organisational Diagnostics Baseline and Endline Study was a comprehensive evaluation designed to assess the organisational capacity of the GROW Fund's organisations. This report delved into the outcomes of the assessment, aiming to illuminate the programme's impact on improving organisational performance and agility towards higher maturity levels.

The results showed a significant increase in average organisational capacity scores from the Baseline (73.4%) to the Endline (85.7%), indicating an overall improvement.

Communications emerged as the domain with maximum movement across the clusters and with substantial average score movements.
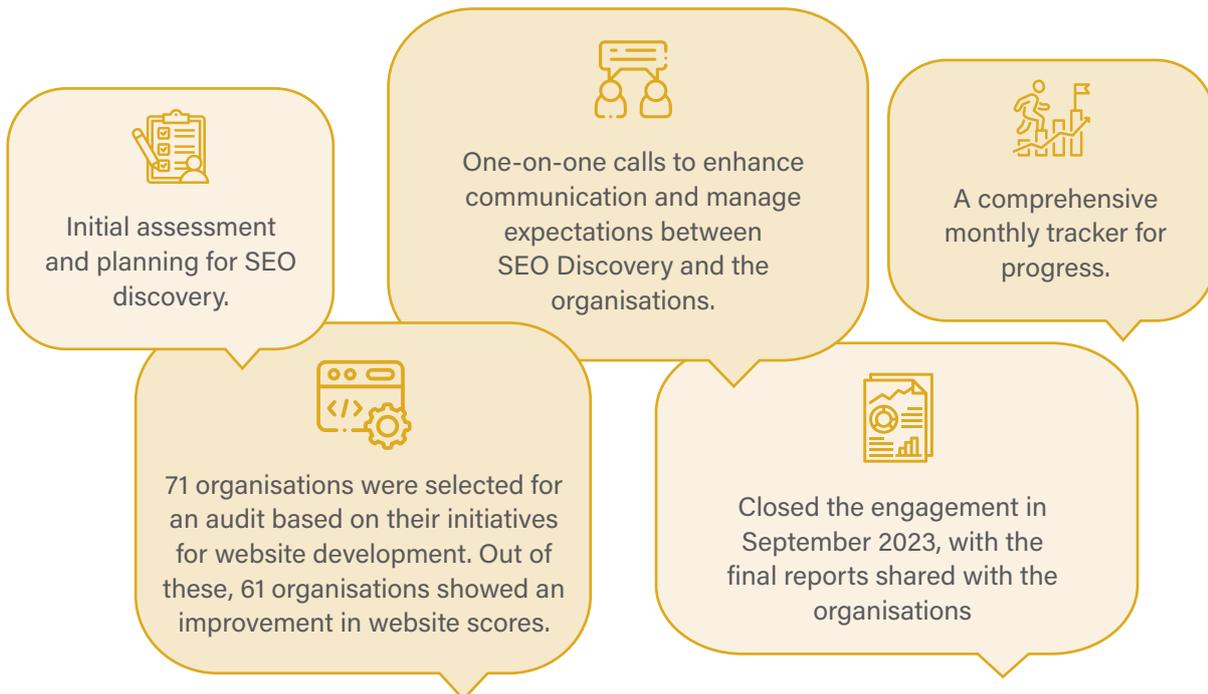
To conclude, the GROW Organisational Diagnostics study provided valuable insights and emphasised the importance of effective communication strategies, robust fundraising initiatives, and strategic partnerships in enhancing organisational maturity and performance.

About
EdelGive

Investments

**The GROW
Fund**

Partnerships

Media, Events and
Campaign

Board Members
and Team

# Key aspects of the programme:

## Website Development and Audit

The GROW Fund supported and oriented organisations to develop or revisit their websites to serve as both an active and accessible source of information and an effective marketing tool. A website audit was conducted to understand the organisation's needs to plan for the digital strategy and to offer customised digital capacity building throughout the program.

This resulted in:

Initial assessment and planning for SEO discovery.

One-on-one calls to enhance communication and manage expectations between SEO Discovery and the organisations.

A comprehensive monthly tracker for progress.

71 organisations were selected for an audit based on their initiatives for website development. Out of these, 61 organisations showed an improvement in website scores.

Closed the engagement in September 2023, with the final reports shared with the organisations

## Learning Resources

A Learning Management System called "The HUB" was developed for the NGOs to access the resources to support their development and encourage the adoption of capacity building solutions. The HUB was launched in December 2022 with content resources curated from Common Capacity Building sessions and supplementary learning resources. Additional content from subject matter experts and agencies for domains such as Fundraising and Communications, nurturing a second line of leadership is in progress.

*"Grow fund was germane to the growth journey of OSCAR. As a growing organisation it is easier to get program funding but very few funders support non programmatic costs. The Grow fund allowed us autonomy to decide where to invest to help build the internal capacities of the organisation. We have used the fund to not only build a strong foundation but also to create a strong brand externally. I am grateful for being part of the Grow100."*

**DR. SHILPI SHARMA**
COO, OSCAR

## Governance

All organisations received grants in four tranches post a rigorous financial compliance process.

These meetings were attended by various agencies funding and community partners and aimed at fostering collaborative thinking.

A Joint Analysis Group (JAG) spearheaded the budget utilisation analysis for the 2 years of the GROW fund and found 91% utilisation to date. Below is an overview:

**Core Cost:**
**95%**

**Capacity Building:**
**79%**

**Organisational development:**
**85%**

To ensure a strong mechanism for accountability, transparency, and equal participation in the GROW fund, multiple forums such as the GROW Funders Committee, the Operating Committee, and Working Groups were institutionalised to review and direct the progress of GROW.

Organisations used the budget by investing in team-building workshops, retreats, and technology adoption as well as focusing on Personnel salaries, communications, fund raising and leadership development.

Various organisations have had the opportunity to plan a 10-year strategy and revise their mission and vision.

*"The much–needed unrestricted funding coupled with interactive online presentations, training and conversations with domain experts gave us the much–needed impetus to capacity building of Sunbird Trust. The exhaustive and holistic baseline and end–line diagnostic reports revealed areas for strengthening and building sustainability across the width of our management, operations and programmes. Platforms like HUB were beneficial to team members beyond those directly involved in the programme. We were indeed privileged to be selected to participate in the GROW initiative that helped us elevate our organisation to a new plane of functioning altogether."*

**COL CHRIS REGO (RETD.),**
Founder, Sunbird Trust

## Key Outcomes

Key highlights of The GROW Fund's performance. The GROW Fund enabled 53 NGOs to raise a staggering 147.9 Cr at the end of the 2-year grant.

### Sustenance

» 27% of organisations have **financial reserves** for 3-6 months, and 10% have reserves for 6-9 months.

» 50% of organisations report **reduced attrition** levels.

» **Improved donor engagement** and retention are seen in 94% of organisations.

### Resilience

» 80% of the cohort reported increased overall knowledge and skills

» 99% of organisations attributed their staff capacity building to the GROW Fund

» 78% of organisations have undertaken Leadership and Board level capacity strengthening

### Future Readiness

» 93% of the cohort have started training a **second-in-line leadership**

» Long term **organisational development plans** developed by 76% of the cohort with capacity building needs identified by 60%

» Increased **access to funding** reported by 84% of organisations

### Program Delivery & Impact

» Improved technology infrastructure lending to **enhanced M&E systems, improved program delivery** for 74% of organisations

» Increased geographical **program coverage** for 72% of the cohort

» Expanded **beneficiary reach** for 87% organisations

### Functional Capacities & Process Strengthening

» 50% increase in **operational efficiency** for 26% of organisations

» Strengthened capacities

» **Communications:** Enhanced visibility via stakeholder engagement & improved online presence for 85% NGOs

» **Fundraising, Networks & Partnerships:** Diversified funding sources, improved donor relations and effective storytelling for 81% of the cohort

### Overall Organisation Growth Trends

» Increased technical know-how of communication strategies and periodic active engagement observed with 65% NGOs

» 86% of organisations have demonstrated overall growth by the end of the GROW Fund

**Case Study:**

# AVANTI FELLOWS - THE GROW FUND'S IMPACT

Avanti Fellows is proud to be one of the 100 changemakers of the Grow Fund. This, being a non-programmatic fund, has greatly helped us over the past two years (FY23 & FY24) in building the core functions of Fundraising, Communications and Human Resources. Besides building the core functions, the fund has helped support the overall operations by holding capacity-building sessions for key functions.



*Training session with the staff, OD initiative*



*The leadership development session for Avanti's core team*

The organisational development initiatives through external consultants in the first year of the grant helped in refining Avanti's vision, mission, and value system. The consultants worked with the core leadership team members, to further create a roadmap for Avanti's impact work. All of the organisational development activities led to the development of the leadership capacity of the core team and the refinement of our ideas on scale, impact,

strategy and organizational culture.

The Fundraising and Communications function at the start of the grant comprised only a one-person team.

The grant helped onboard a Partnership & donor management specialist and a Communications specialist, both of whom have greatly contributed to the fund growth and visibility of our work over the past two years.

In addition to supporting the Communications specialist, the grant also helped develop communications infrastructure with a computer system, video camera, tripod and other essential equipment for the Communications specialist. The partnership and donor management specialist has helped increase our funding by over 6 Crores since the start of the grant. Six new CSR donors have been onboarded

over the past two years with the support of the Partnership and Donor management. 100% Donor reporting deliverables are being fulfilled and continued engagement is maintained with four existing and six new donors. The communications specialist has developed and implemented the annual communications plan & calendar, each year. The communications activities over the past two years of the grant have helped increase Avanti's outreach to complement the fundraising initiatives. The social media following and engagement on LinkedIn have increased to a following of 15,000 people, to date. There are 10-15 social media posts every month which are posted across platforms, which has increased the engagement on our posts. The organisation's website has been developed and is up to date with our programs, impact and partnerships. New initiatives like the annual newsletter, Student impact summary booklet to highlight the student results and placements in top engineering and medicine colleges, an organisation video highlighting the work and impact of Avanti Fellows in the secondary education space working with 6 large public school systems across 20 states and 6 UTs have also been implemented by the

Communications specialist. The fundraising and Communications department has grown to be a 4-member team by the end of the Grow Fund grant period and has matured & strengthened to help the organisation create a greater impact in upcoming years.

The funding support for the Human resource manager has helped in the development of organisational policies, recruitment framework, performance metrics, and activities related to personnel development. The organisational policies that have been updated with the help of the HR manager are Travel Policy, Child Protection Policy, POSH Policy and Asset management guidelines, and the new policies that have been developed with the help of the HR manager are: Safeguarding policy, Diversity & Inclusion policy and Whistleblower Policy. The development of performance metrics has helped better tracking of the KRA and KPIs and has contributed to the enhancement of organisational productivity. The recruitment framework has helped in managing the hiring requirements and attrition rates, better. Overall, the Grow Fund has greatly helped in streamlining the Fundraising, Communications and Human resource function and added value to the organisation

*" We consider being part of the GROW Fund initiative and amongst 100 changemakers a privilege throughout the past two years. With the support of this non-programmatic fund, we were able to focus on the fundraising needs at the organisational level and be able to support donor reporting, prospect research and strategic communications. Overall with this fund, we have been able to increase our funding by 6 Cr. and increase the overall visibility of our impact work through a Donor Management Specialist and a Communications Specialist. We do believe non-programmatic funds would be very helpful for NGOs and should be encouraged in the future."*

**PRIYANKA REDDY**

Head- Fundraising & Communications

# Partnerships

India's social sector has seen both significant growth and disruption. Civil society remains dedicated to socio-economic transformation for widespread prosperity. At the same time, philanthropic funding and approaches have diversified rapidly. EdelGive Foundation aims to forge strong partnerships between civil society organisations and the philanthropic community, bridging gaps and maximising on-the-ground impact.

EdelGive Foundation recognises that philanthropy must not only increase funding but also ensure it creates significant impact. In FY 2023-24, INR 452 crore was secured through domestic and international support.
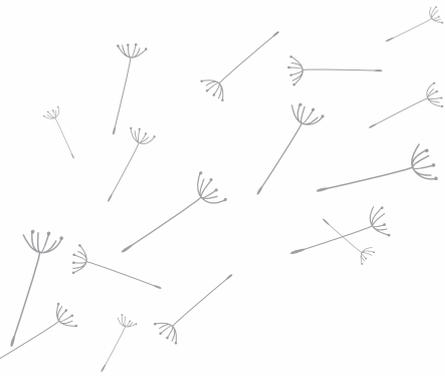
EdelGive Foundation funds and supports promising grassroots non-profits through rigorous due diligence, partnering with both domestic and international donors. As a philanthropic asset manager, we assist funding partners—corporates, HNIs, family offices, and foundations—in defining their philanthropic strategies. We create customized impact strategies tailored to the context, geography, and vision of our partners, offering:
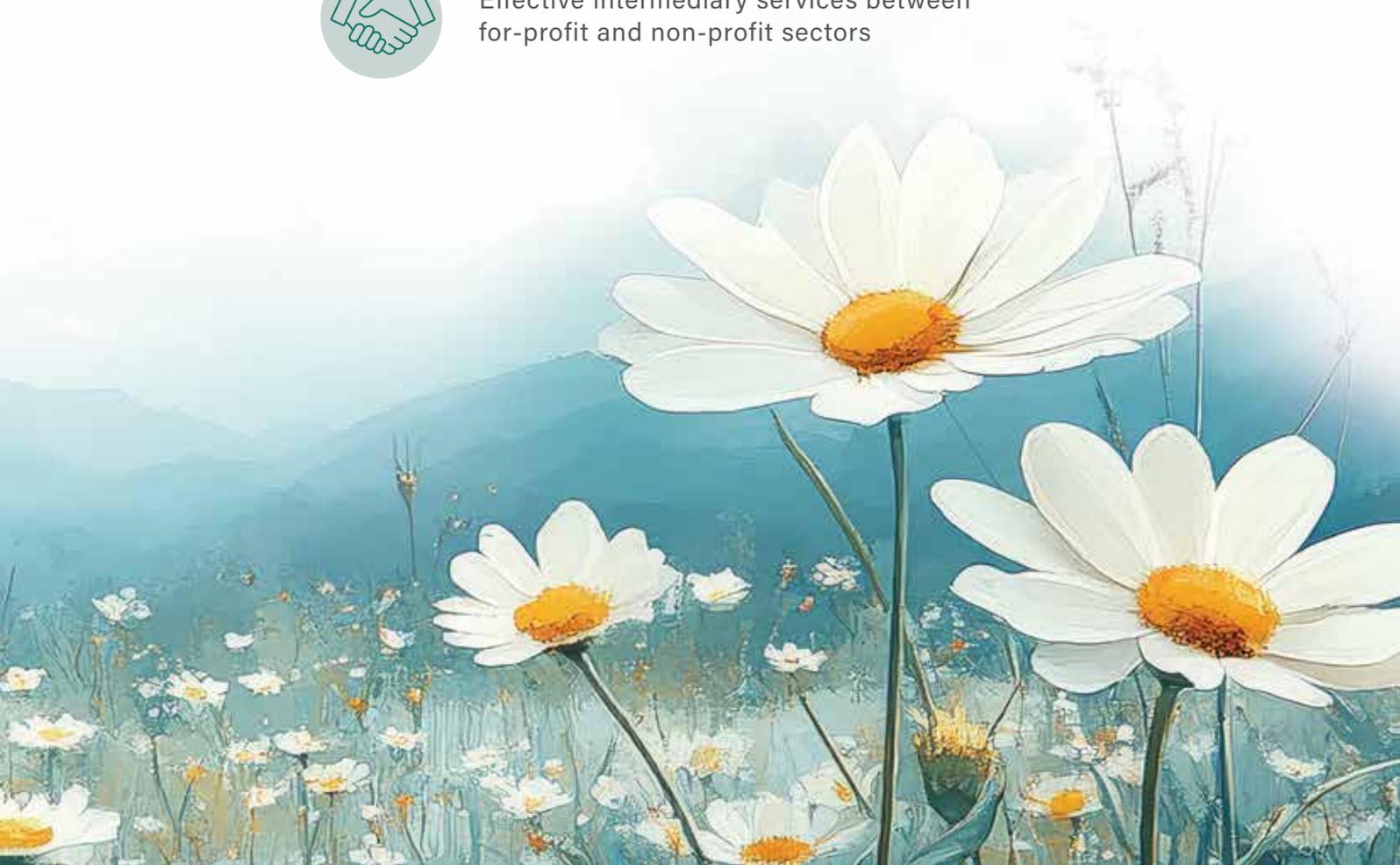
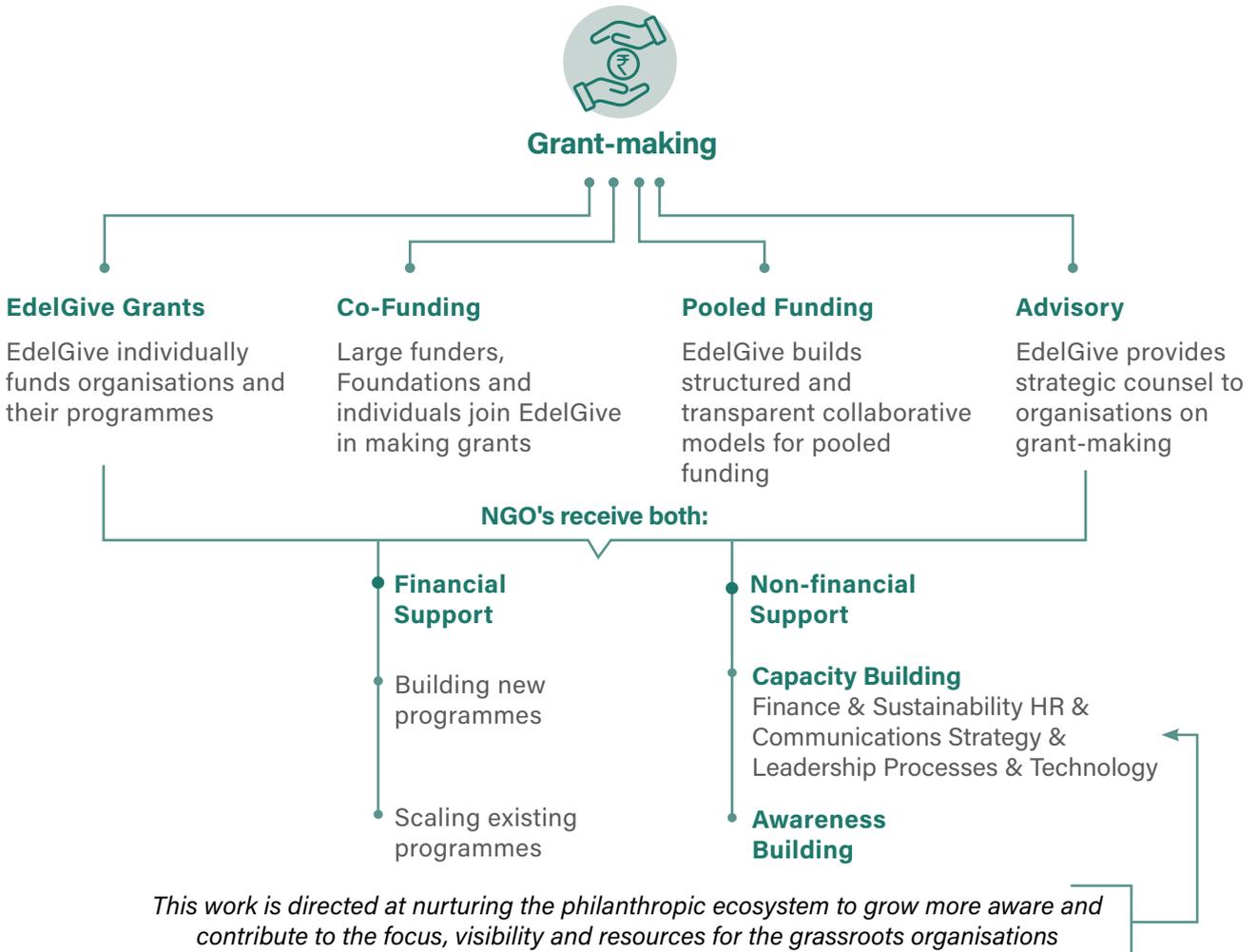Advice on CSR policy and strategy, including innovative funding models

Facilitation of resource and information exchange

Effective intermediary services between for-profit and non-profit sectors

## OUR APPROACH

### Grant-making

**EdelGive Grants**

EdelGive individually funds organisations and their programmes

**Co-Funding**

Large funders, Foundations and individuals join EdelGive in making grants

**Pooled Funding**

EdelGive builds structured and transparent collaborative models for pooled funding

**Advisory**

EdelGive provides strategic counsel to organisations on grant-making

**NGO's receive both:**

**Financial Support**

Building new programmes

Scaling existing programmes

**Non-financial Support**

**Capacity Building**
Finance & Sustainability HR & Communications Strategy & Leadership Processes & Technology

**Awareness Building**

*This work is directed at nurturing the philanthropic ecosystem to grow more aware and contribute to the focus, visibility and resources for the grassroots organisations*

### Non Grant-making

**Research**

Support research on philanthropy trends, other themes etc.

**Convenings**

Conferences & roundtables for sharing, advocacy & networking

**Campaigns**

Campaign on women entrepreneurship

**Media**

Coverage bringing focus on key issues

## OUR COLLABORATIVES

EdelGive is known for its extensive experience and understanding of funding grassroots, with its ability to advise and manage philanthropic funds for a diverse range of donors.

Over the years our collaborative philanthropy approach has been emboldened and validated through our collaboratives.

**The roles we play as the creator and anchor of collaboratives:**



Anchor funder



Input into strategy



Monitoring & Evaluation



Funder servicing



Execution oversight



Communications and advocacy for more support to the collaborative

*"At A.T.E. Chandra Foundation, our commitment to supporting capacity building of NGOs led us to support the GROW Fund by EdelGive Foundation. This initiative was not merely a response to COVID-19 but a strategic effort to ensure the long-term sustainability of 100 grassroots non-profits across India. What truly impressed us was EdelGive's approach to capacity building, which went beyond financial support. It equipped these NPOs with the tools, knowledge, and best practices needed to thrive in a ever changing landscape. This success underscores a vital lesson for all donors: investing in capacity building is not optional—it's essential. We have a responsibility to ensure that NPOs not only meet their funded project outcomes but also focus on long-term vision to create long lasting impact in the communities they serve."*

**POONAM CHOKSI**

Head – Capacity Building,
A.T.E. Chandra Foundation

## Collaborators for Transforming Education



## Coalition for Women Empowerment



In 2016, EdelGive initiated the Collaborators for Transforming Education (CTE) program to bolster the Government of Maharashtra's Quality Education Program. The objective was to address various challenges impeding the quality of learning among students by implementing systemic reforms. The intervention aims to scale up from 4 districts to all 36 districts in Maharashtra.  CTE is collectively funded Tata Trusts, Sita Devi Malhotra Trust, Great Eastern Shipping, Dalyan Foundation, HT Parekh Foundation, Credit Suisse, Douglas B Marshall Jr. Foundation and Soujanya Colors. The NGO partners are Gyan Prakash Foundation (GPF), Kaivalya Education Foundation (KEF), and Quality Education Support Trust (QUEST).

**Since 2016, the Collaborators have positively impacted over one million children, gaining the trust of government stakeholders and becoming a highly esteemed partner. Their success has earned them recognition and invitations to share best practices with organisations like UNICEF and The World Bank.**

The Coalition for Women Empowerment (CWE) was initiated by EdelGive in 2019, bringing together funding and grassroots organisations as stakeholders united by common mission to facilitate social and economic empowerment of women and girls in India. CWE focuses on addressing gender-based violence, enabling grassroots level leadership, access to legal justice, rights and entitlements and employment and entrepreneurship assistance.

The CWE has received support from Chintu Gudiya Foundation, Ford Foundation, Packard Foundation and Forbes Marshall.

## India Climate Collaborative



The India Climate Collaborative (ICC) is a pioneering initiative dedicated to unlocking philanthropic capital, pinpointing key climate priorities, and building an ecosystem for effective funding in India. By harnessing collective action, the ICC seeks to strengthen the Indian climate philanthropy landscape, promoting equitable and impactful climate solutions.

### ICC's key highlights from the period include:

- **Earth Exponential**
  The ICC launched this platform to connect corporate philanthropy with high-impact climate projects, securing over INR 8 Crore for five projects and onboarding 20 more across areas like Nature, Cities, Farms, Jobs, and Resilience.

- **India Clean Air Connect Portal**
  This digital hub promotes air quality improvement across India by providing ecosystem information, event updates, and funding opportunities.

- **Harit Bharat Fund**
  This fund supports local restoration champions with capital, mentorship, and progress tracking. It's backed by six partners including WRI India and Sangam Ventures.

- **Indian Agrivoltaics Alliance**
  The Indian Agrivoltaics Alliance platform aims to integrate low-carbon energy with agricultural improvements, offering technical assistance and fostering dialogue among stakeholders.

- **COP 28**
  At this event, the ICC co-hosted discussions on the G20's Green Development Pact, philanthropy's role in equitable transitions, and financing for energy transitions, while facilitating dialogues among global south communities.

- **Maharashtra Climate Consortium**
  The ICC, with partners like WRI and WOTR, is helping the Government of Maharashtra achieve its low-carbon goals, focusing on clean energy, transport, agriculture, and sustainable cities.

## Migrants Resilience Collaborative



EdelGive remained a key strategic partner in the Migrants Resilience Collaborative (MRC), an initiative led by Jan Sahas, benefiting approximately 6.1 million households this year. The MRC facilitated 4.2 million social security benefits and recovered INR 6 crore in compensation and lost wages for workers.

**Key highlights include:**

- **Community Engagement**
  Jan Sahas established a robust network, training 1,593 volunteers and 275 organizations, and organizing 2,109 One Nation One Ration Card (ONORC) camps in Maharashtra, Chhattisgarh, and Madhya Pradesh to ensure migrant workers' access to rations.

- **Mission BOCW**
  This initiative, active in seven states including Delhi NCR and Karnataka, partners with 11 developers and an investor, operating across over 90 sites to support workers' welfare.

- **Government Engagement**
  In Punjab and Chhattisgarh, the MRC enhanced social protection through collaborations with local and state government agencies, improving the implementation of welfare programs and training field staff.

*"Our 10-year collaboration with EdelGive in India has been a most enriching journey. We particularly appreciate EdelGive's long-term commitment to NGO partners and its focus on strengthening the organisational capacity and resilience of the social sector. EdelGive's visionary foresight has allowed us, as foreign donor, to stay at the forefront of significant developments in the social sector. The team continues to highlight important topics such as a more trust-based approach and a fair share of donors in organisational costs. After many years of working together, we feel deeply connected with the EdelGive team through a profound friendship, for which we are very grateful."*

**SUSANNE GROSSMAN**
Managing Director, Dalyan Foundation

## Pay-What-It-Takes



The PWIT India Initiative was launched to address the issue of chronic underfunding faced by NGOs in India. This underfunding often limits their growth, and ability to achieve impact, thus holding back progress on the pressing social issues in India. The initiative is led by The Bridgespan Group and five anchor partners – A.T.E. Chandra Foundation, Children's Investment Fund Foundation, Ford Foundation, Omidyar Network India, and EdelGive Foundation

**Over the past year, the initiative focused on various outreach efforts:**

- **Awareness Generation**
  Published over 10 articles, reaching around 1.2 million readers through industry channels like IDR and mainstream media such as Forbes India. Held a session on organisational resilience with the ILSS Fundraising cohort, involving more than 20 organisations. Developed a compendium of PWIT-aligned approaches from 10 to 15 funders and hosted a third learning circle in Delhi with over 7 global foundations, including Packard, Ford, and CIFF.

- **Publications**
  Released a Year 3 research paper on PWIT-aligned practices of 14 funders in India, including EdelGive Foundation, and published a directory of approximately 100 intermediaries supporting NGOs in India.

- **Enabling NGOs**
  Conducted True Cost computation workshops in Kolkata, a session on financial resilience for the ILSS fundraising cohort, and participated in major industry events like India CSR Summit, Samagam 2023, and AVPN South Asia Summit.

*" For us, The GROW Fund is synonymous to systemic change and dignity for civil society action in India. We are deeply grateful to the EdelGive Foundation for this opportunity. At a time, when the country was reeling under COVID and other social crises, GROW reinforced our belief in the power of grassroots organisations to drive lasting change, with grace. While the support provided to the GROW partners was unrestricted, EdelGive Foundation made an extra effort to understand the unique challenges faced by them and responded swiftly. This independent yet personalised approach ensures that the impact is both deep and enduring. This partnership not only validates The GROW Fund's innovative model but also amplifies its reach and effectiveness across India. "*

**JARNAIL SINGH**
Deputy Director, MacArthur Foundation

# Media, Events and Campaigns

At EdelGive Foundation, communication is essential for fostering dialogue and advancing industry knowledge. Our mission is to build a well-informed development ecosystem that supports communities in need through education and information. By leveraging media and technology, we focus on sparking conversations, building networks, and sharing knowledge to drive collective action on pressing societal issues.

# EVENTS

## EDGE

EDGE 2024, held after a 3-year break, successfully brought together key stakeholders including government officials, corporate foundations, research agencies, CSRs, and civil society organisations. Over three days, the event featured a structured agenda designed for deep discussions on crucial topics, aiming to influence NGO empowerment through The GROW Fund initiative.

The first day launched the EDGE stage with renowned speakers from the social sector discussing sectoral growth, goal-setting, resource utilisation, and strategic planning. Naghma Mulla, CEO of EdelGive Foundation, led the discussions, with support from Atul Gandhi, COO, and Executive Chairperson Vidya Shah.

EDGE 2024 not only left lasting memories but also inspired participants to pursue their goals with renewed determination. The event's success promises even more impactful experiences in the future.

### Report Launch - EdelGive Hurun India Philanthropy List 2023

In 2023, to better understand philanthropic giving in the country from a data-based evidence perspective, EdelGive Foundation partnered with Hurun Research Institute to release the 10th edition of the EdelGive Hurun India Philanthropy  List 2023. The report stands as more than a mere compilation of data; it serves as a powerful testament to the philanthropic landscape in India. Beyond spotlighting the top 100 most generous individuals in the nation, it casts a revealing light on the sectors and regions benefitting from this benevolence. Delving deeper, the report unveils the thematic areas most favored for funding, unveils city-wise contributions, and celebrates the remarkable contributions of women philanthropists.

- Through this report, areas ripe for growth and investment are identified, enabling resources to be directed by stakeholders towards initiatives that promise lasting impact and transformation. Together, the power of data is harnessed to inspire informed action and drive meaningful change in our society.



## CAMPAIGNS



### UdyamStree – national campaign to promote women entrepreneurship

In its endeavour to promote women entrepreneurship as a key driver for women's economic empowerment in India, EdelGive launched the UdyamStree campaign in 2021.

Some of the key impacts of the campaign include – educating 2800 women on government schemes across 4 districts, of which 2040 women received benefits under relevant schemes and loans with a collective value of more than Rs 26 lakh disbursed. partnership with FICCI to foster women entrepreneurship, and with State Education Department of Maharashtra to sensitise young minds, around entrepreneurship being a viable career option. Under the campaign, EdelGive also engaged with key government institutions and government representatives to amplify the communication and outreach.

The campaign was awarded on several occasions which included the Best Campaign in Not-for-Profit and Association Sector Campaign in the sector awards category at Fulcrum Awards 2022, and Gold Award under the Not-for-profit category at the SABRE South Asia Awards 2022.

## Stree-Leads: Women in Leadership

Following the success of UdyamStree campaign to boost women's entrepreneurial spirit, EdelGive's mandate pivoted from women entrepreneurship to women's participation in the workforce. In 2023, EdelGive launched the Stree-Leads campaign to support women in leadership.

### Objectives of the Stree-Leads campaign

To bring together and sustain a network of aspiring and seasoned women leaders on a common platform.

To leverage the insights and experiences of seasoned women leaders and mentors from across sectors to inspire greater female representation in the private sector roles.

Build creative interventions to drive dialogue and communicate the impact and pathways of promoting women in leadership to the target audience to effectively lead the change.

Throughout the journey from UdyamStree to Stree-Leads, the campaign is deeply rooted in the welfare and financial empowerment of women, first by fostering entrepreneurship and then by accelerating women's leadership in critical sectors like Finance and Economics. At its core, we seek to challenge and dismantle the structural barriers that limit women's advancement, promoting gender diversity and inclusivity as essential catalysts for societal and economic progress.
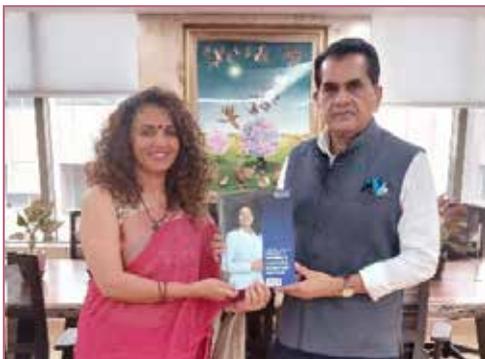


*Naghma Mulla, CEO, EdelGive Foundation, presenting report on 'A Study on Pathways to Leadership for Women in Finance and Economic Sectors' to the Amitabh Kant, highlighting its alignment with the government's women-led development mandate and sharing her personal leadership journey.*



*In line with EdelGive Foundation's mission to ensure economic empowerment for UdyamStrees, Naghma Mulla moderated a session on 'Women-led Enterprises and Economic Development' at the G20 Empower Inception Meeting.*



*Team EdelGive along with Haqdarshak visited Rajasthan to meet women entrepreneurs from the grassroots and support them in formalising and scaling up their businesses.*

# THOUGHT LEADERSHIP

EdelGive has cemented itself as a key player amongst esteemed global agencies within the space of philanthropy. At the core of its mission lies a commitment to fostering a vibrant ecosystem of giving, built upon curated roundtables and dynamic discussion forums which serve in uniting diverse stakeholders in a shared quest for meaningful impact.

## INK '23 FutureVerse (September 22-24, 2023)

As a Spotlight Speaker at INK '23 FutureVerse, Naghma Mulla, CEO, EdelGive Foundation, underscored the importance of asking the fundamental question, "What do you need?" as a precursor to embarking on the journey of giving. Naghma delved into the complexities of the philanthropic landscape and suggests ways to make philanthropy meaningful for the giver and the receiver.



## A Study on Pathways to Leadership for Women in Finance and Economic Sectors ( December 7, 2023 )

Launched by Vidya Shah, Executive Chairperson, and Naghma Mulla, CEO at EdelGive Foundation's event India@2047: Pathways for Women in Leadership in Delhi. The Keynote Address was delivered by former bureaucrat Mr. Amitabh Kant, G20 India Sherpa, GoI & former CEO NITI Aayog The Fireside chat featured Dr. Shamika Ravi, Member, Economic Advisory Council to the Prime Minister of India (EAC-PM) in conversation with leading journalist Faye D'Souza, Founder Beetroot.



Other speakers at the event included Lalitha Kumaramangalam, Former Chairperson of NCW; Manjushree Dayanand, Executive Director, Sports Authority of India; Aditi Jha, Director & Country Head: Legal & Government Affairs, LinkedIn India; Shruti Das, Director, Marketing and Communications at Nasscom Foundation and Saloni Malhotra, Vice President, Paytm.

## AVPN

At AVPN South Asia Social Investment Summit held in 2023 at Mumbai, Naghma Mulla participated in a panel discussion – "Localization and Infrastructure Funding to NGOs for Delivering on SDGs". The discussion revolved around the "Principles for Giving with a Gender Lens" with an aim to provide a framework to help philanthropists make intentional progress toward closing the gender gap in the region.

Other speakers on the panel were Gayatri Nair Lobo, ATE Chandra Foundation, Tina D'souza, Macquarie Group Foundation, and Nivedita Narain, Charities Aid Foundation, India.



# MEDIA COVERAGE



*In a candid chat with Varadarajan Rajagopalan, host DevX podcast, Naghma delves into the nuances of modern philanthropy and how to strategically approach it.*
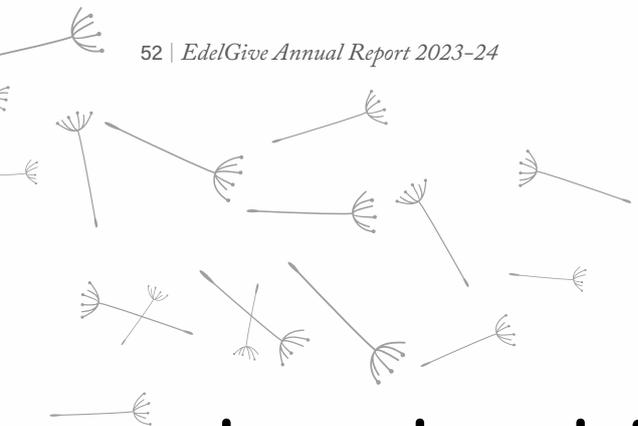


*Economic Times Government*



*Observer Research Foundation*



*Outlook Planet*



*People Matters*

# Leadership and Team

# Board of Directors

### Deepak Mittal
#### *CEO, Credit, Edelweiss Group*

Deepak Mittal has around two decades of experience in the financial services and has played several key roles in the organization, the most recent being the CEO of Edelweiss Tokio Life Insurance – one of the fastest growing insurance companies in India. Prior to this, Deepak helped scale up the Capital Markets business at Edelweiss and went on to become the Chief Financial Officer, where he helped steer the firm through a successful Initial Public Offering in 2007. He has also led the Group's new strategic initiatives and played a key role in the expansion of various Group businesses, including the acquisition of Anagram stock broking.

An MBA from Indian Institute of Ahmedabad, Deepak holds a Chemical Engineer Degree from IT-BHU.

### Kunal Shroff
#### *Managing Partner, Chrys Capital*

Kunal Shroff is the Managing Partner at ChrysCapital and has been with the firm since 1999. He manages the organization and plays a critical role across various functions including investments, portfolio management and client relations. Kunal was previously at Chilton Investment Company where he covered technology stocks, and at Goldman Sachs in their principal investment area in New York where he focused on private equity and mezzanine investments. He received a BS in computer science with magna cum laude honours from Cornell University. He is also a Founder of Ashoka University.

## Rati Forbes

### *Director, Forbes Marshall Group*

Rati Forbes is a Director of the Forbes Marshall Group and heads the Forbes Foundation. She has been recognized for her social initiatives both within the company and in the wider world. She chaired Confederation of Indian Industry's western region cell for social development, whose main objective is to sensitize corporate entities to their social responsibilities. She also serves on the boards of several foundations and non-profits across India. Rati graduated in Psychology with Honors and Sociology from the University of Mumbai and has also taken special courses in human resources, organizational behavior and strategic philanthropy. Rati also holds a Masters in Sustainability Management and Leadership from Cambridge University.

## Vidya Shah

### *Executive Chairperson, EdelGive Foundation*

Vidya Shah is the Executive Chairperson of EdelGive Foundation, an organisation set up by Edelweiss Group in 2008, with the aim of funding and building the capacities of grassroots organisations across India.

With over three decades of rich industry experience, Vidya has channelled EdelGive's structure of giving to include both financial and non-financial support to over 150 grassroots organisations, scaling their budgets, impact, and reach, exponentially.

She also serves on the boards of various prominent Civil Society Organisations such as Akshaya Patra Foundation, Agastya International Foundation, Janaagraha Centre for Citizenship and Democracy, Centre for Social Impact and Philanthropy at Ashoka University, Olympic Gold Quest, Mann Deshi Foundation, and the Indian School of Public Policy. She is also a member of the Governing Board of the Indian Institute of Management, Udaipur. Additionally, Vidya is also on the board of several international organisations including WINGS and Empower Families for Innovative Philanthropy. Most recently she has joined the Asia Gender Network, a group of members curated by AVPN, committed to changing the future for Asian women and girls.

About
EdelGive

Investments

The GROW
Fund

Partnerships

Media, Events and
Campaign

**Leadership
and Team**

She spent the first 11 years of her career in the field of investment banking with companies like ICICI, Peregrine and NM Rothschild. She joined Edelweiss in year 2000 and was its Chief Financial Officer until 2007. In 2019, she was been recognised as one of India's Top 100 Women in Finance by Association of International Wealth Management of India (AIWMI) and she was also recently recognised by Abhyuday Vatsalam as the 'Exemplary Woman of the Year' in Philanthropy, 2022.

Vidya holds an MBA degree from the Indian Institute of Management, Ahmedabad.

## Naghma Mulla

### *CEO, EdelGive Foundation*

Naghma Mulla is the CEO of EdelGive Foundation, and the Board member of EdelGive Foundation. Over the last decade of her association with EdelGive, Naghma has driven the vision of the foundation, strengthening its core principles of collaborative philanthropy; and transforming it from a grant-making foundation to a philanthropic asset management platform, today.

Naghma has a decade long career in the development sector, forging valuable partnerships with diverse international and Indian stakeholders. A strong advocate for collaborative philanthropy, she has been the brainchild for innovative collaborations in Education, Migration, Women, Climate and Capacity Building. The GROW Fund, a first of its kind philanthropic fund for 100 NGOs to support organizational building in development sector has been designed and executed by her.

Naghma is General Board Member at Goonj, a part of the core committee at India Climate Collaborative and Core Advisor to the Migrants Resilience Collaborative, the largest migrant collective in the world. She is an Advisor to One Future Collective, a feminist youth led not for profit organization, and an Advisory Council Member to Social Lens.

Naghma is a Chartered Accountant from the Institute of Chartered Accountants of India and has a Master's Degree from Pune University.

## CORE TEAM

### Atul Gandhi
*Chief Operating Officer*

Atul brings over 15 years of expertise in the development sector to his role at EdelGive. His career includes significant positions with organizations such as the Mahatma Gandhi Institute of Medical Sciences, Pathfinder International, and TISS, where he has worked on programs funded by USAID, BMGF, and The Global Fund to Fight AIDS, TB, and Malaria, focusing on public health initiatives. In addition to his fieldwork, Atul has extensive experience in developing monitoring and evaluation plans, designing computerized MIS applications, and conducting evaluations at various stages of projects. He holds an M.Sc. in Statistics and a Ph.D. in Population Studies from the International Institute for Population Sciences (IIPS) in Mumbai.

## INVESTMENTS

### Ahmad Bari
*Head, Sandbox Grants*

Ahmad serves as the Senior Lead for Women Empowerment at EdelGive Foundation in Mumbai, where he spearheads the gender strategy, oversees investments, and manages partnerships with civil society organizations. His role encompasses both strategic and programmatic support for non-profits, and he plays a key role in managing internal and external stakeholders involved in gender-focused initiatives. Ahmad has been instrumental in the Foundation's growth and development. Prior to joining EdelGive, he worked with New Concept Information Systems in New Delhi, where he conducted research on social development issues and coordinated with multiple development institutions. He holds an M.Phil. in Inclusive Development and Social Justice and an M.A. in Social Work, both from the Tata Institute of Social Sciences, Mumbai, and a B.Sc. in Industrial Chemistry from Aligarh Muslim University, Aligarh.

### Sukhreet Bajwa
*Lead, Community Resilience & Climate Action*

Sukhreet heads the Community Resilience and Climate Action portfolio at EdelGive Foundation. With over seven years of experience spanning government, academia, civil society, and the private sector, she brings a wealth of knowledge to her role. She holds a Master's in Disaster Management from the Tata Institute of Social Sciences, Mumbai, and a Bachelor's in Commerce with Honors in E-Commerce from Panjab University, Chandigarh. Sukhreet's expertise includes disaster risk management, climate change, sustainability, and resilience building. Her core skills are in research, program planning and implementation, and capacity building

About
EdelGive

Investments

The GROW
Fund

Partnerships

Media, Events and
Campaign

**Leadership
and Team**

### Sonia Pereira
*Lead, Education*

Sonia Pereira has completed Master of Social Work from the College of Social Work, Nirmala Niketan. She has ten years of experience in the social sector and has specialised in programme management, partner collaboration and support, especially in the fields of child rights, women's rights, education, child protection, and Early Childhood Care and Development (ECCD). At EdelGive, she works across various thematic portfolios including Women Empowerment, Education and community resilience and climate action for program implementation. She is passionate about women's rights, child rights, and mental health.

### Aiswarya Augus
*Associate Lead, CRCA*

Aiswarya Augus has earned her M.Sc. in Public Policy and Human Development from United Nations University in the Netherlands. She also has a background in Economics and has earlier worked as an Analyst. In the past, she has also associated with United Nations University Climate Resilience Initiative and NGOs like Let's Do It World and Naandi Foundation.

## PARTNERSHIPS

### Rajat Khurana
*Head, Partnerships*

Rajat joins us with 16 years of experience in Asset Management, Wealth Advisory and Investments Product. In his recent role at Lighthouse Canton as Senior Vice President, he excelled in private markets business at LC Capital India, focusing on fundraising from large institutional clients. Rajat's diverse background includes valuable contributions at firms such as HSBC Asset Management, HSBC Bank, Standard Chartered Bank and INDmoney, spanning domains like product, asset management, venture capital and wealth management.

### Neha Chaturvedi
*Lead, Partnerships*

Neha is a seasoned Development Sector Professional with 13 years of experience in Corporate Social Responsibility (CSR). At EdelGive, she is responsible for managing key donor relationships and overseeing the entire process of program design, monitoring, and implementation. Her expertise spans various cause areas, including Women Empowerment, Livelihood, WASH, Education, and Sports, and involves collaboration with diverse stakeholders. Neha holds a Master's in Social Work and a B.Sc. in Bioinformatics from Devi Ahilya University, Indore.

### Nafisa Lokhandwala
*Lead, Partnerships*

Nafisa brings 10 years of experience of working with intermediaries and grassroots organisations. She is skilled in partnerships, relationship building and management, operations, project management and communications. She has previously worked with Catalysts Management Services Pvt. Ltd, Dasra, SBI Foundation amongst others. She has a master's degree in International Development Management from the University of Nottingham. At EdelGive, Nafisa is responsible for managing key donor relationships.

### Arif Pathan
*Lead, Partnerships*

Arif has over a decade of professional experience in financial services, investment advisory & global investment immigration solutions.

He is a commerce graduate from Mumbai University and did his MBA in finance from Pune University.

Arif started his career with Citibank India at their Mumbai office and has worked in other sectors as business development professional.

He brings experience & knowledge in advising multiple asset classes viz Mutual funds, PMS, AIF, real estate and investment immigration to his clients.

### Priyanka Ghadge
*Associate, Partnerships*

Priyanka comes with over 11 years of experience overall. She has been an "Administrative and Operations Coordinator" at the NGO -'I Am A Teacher', managed plans, and supervised overall admissions and Placements, counselling, event management, and marketing strategy across various platforms. Prior to this, she was an "Operations Coordinator and Executive" in using effective marketing and communication solutions to drive sales growth and boost client brand equity with organizations such as Love and Cheesecake, Den Satellite Pvt Ltd., and Vodafone Essar Pvt Ltd.

## MONITORING AND EVALUATION

### Renuka J Wagh
*Senior Lead, Impact & Learning*

Renuka is responsible for designing, developing, and ensuring the effective operation of M&E systems at EdelGive, providing crucial evidence for strategic decision-making by the foundation. With over 16 years of experience in the development sector, she has a diverse background working with both funding and implementing organizations. Renuka holds a Master's in Health Sciences from the University of Pune.

### Sagar Kadam
*Lead, Impact & Learning*

Sagar ensures the smooth operation of M&E systems at EdelGive, collaborating closely with his team. He brings over 12 years of experience in developing and implementing M&E systems and has led numerous research projects. His extensive background includes roles with NIRRH (ICMR), KHPT, FHI360, Neerman, and Americares. Sagar holds a Master's and M.Phil. in Social Work, as well as a Master's in Population Studies from the International Institute for Population Sciences (IIPS), Mumbai.

### Amit Nalawade
*Associate Lead, Impact & Learning*

Amit holds a degree in Statistics and brings extensive experience in monitoring and evaluation. He has collaborated with numerous national and international NGOs, significantly contributing to projects at Apnalaya and Bal Raksha Bharat. In these roles, he played a pivotal part in coordinating monitoring and evaluation functions for various projects.

### Ruchika Chaudhary
*Associate, Impact & Learning*

Ruchika supports the Monitoring and Evaluation Team at EdelGive by collecting, interpreting, and reporting data. She also designs and analyzes structural systems to enhance business decision-making for the Foundation. Prior to joining EdelGive, Ruchika interned with NIIT. She holds a Master's in Computer Applications (MCA).

## FINANCE AND COMPLIANCE

### Pooja Bhatt
*Manager, Finance & Compliance*

Pooja brings over 9 years of professional experience, has earned her MBA in Finance and Management and is currently CA final student. She has completed her articleship from Joshi Nair & Associates, and her industrial training from Welspun Corp. Ltd. Pooja has worked as Team leader - Accounts and Finance with Craftsvilla Handicrafts Pvt. Ltd. for 2 years, and also as a Financial Analyst with New Haribhakti Business Services LLP. During her years of work, she been part of power, steel , textiles, e-commerce, manufacturing & banking company audits.

### Prashant Malkar
*Manager, Finance & Accounts*

Prashant has 26 years experience of finance and accounts in various line of Business, out of that 16 years he has been associated with Edelweiss Group. At EdelGive he is responsible for accounts , audits, statutory matters for Commodity market, NBFC, Debt Market, EdelGive Foundation , liasionsing for Statutory audit with S.R. Batliboi, BSR Associates (KPMG), PWC, G.K.Choksi & Company Ahmadabad, Khandelwal Prakash Murari & Company. Initial 5 years of his work experiance, he was associated with R.S.Sanghavi & Associates, Chartered Accountants as Audit Assistant, he looked after the Revenue Audit of various Nationlised Banks, Statutory, Tax & Internal Audit of various companies, Partnership Firms.

## GROW AND CAPACITY BUILDING

### Parul Saklani
*Lead, Grant Management*

Parul Saklani holds a Master's in Social Work and has four years of experience in the social sector. As a Gandhi Fellow (2015-2017), she worked on projects in Rajasthan's government schools focusing on menstruation awareness, education, and child sexual abuse. She then served as a Program Leader at the Piramal Foundation (2017-2019), designing processes and training for Gandhi Fellows. At Sattva, she supported Meghalaya's CLLMP and scaled similar principles in Gujarat's Atal Jal Bhujal Yojana. Parul also contributed to the ELEMENT RFP for NEIDA, developed a project management unit for 100 model schools in Karnataka, and implemented socio-emotional learning in Jharkhand. She now leads Grant Management at EdelGive Foundation.

### Dwayne D'Souza
*Lead, Learning and Development*

Dwayne is an instructional designer with 5+ years' experience working in the e-learning industry. He has developed courses for learners in the tech industry as well as the medical industry. His expertise lies in content editing, design, and management.

## DONOR MANAGEMENT

### Shruti Ahuja
*Lead, Donor Management*

Shruti has 8 years of experience, with 4 years in social development. Her expertise includes Donor Reporting, Budgeting, and Program Management. She has also worked in the IT sector at HCL Technologies and AT Kearney. Shruti holds a BTech in Computer Science from Amity University and an MBA from Bayes Business School, London.

## COMMUNICATIONS

### Nidhi Pathak
*Head, Communications*

Nidhi comes with over 16 years of experience in corporate and social development sectors. She has worked across diverse industry settings, ranging from non-profit to CSR. Nidhi has completed her MBA in agribusiness marketing and has worked in various capacities with several reputed organizations including Tata Chemicals Ltd, Ambuja Cement Foundation, WOTR and others. Prior to joining EdelGive, Nidhi was managing communications for Americares India Foundation.

### Nayantara Dutta
*Lead, Communications*

Nayantara is a Marketing and Corporate communications professional with 10 years of experience in the industry. Prior to this position she lead and managed the social media and public relations efforts for Tata Trusts across its initiatives and geographies for 8+ years. In this time she launched initiatives and campaigns and build brands and recognition for work done, establishing the organization as a leader in the sector. She has previously managed Marketing Communications for Taj London. She is passionate about developing and generating awareness for brands that are creative, innovative and work towards equity and equality for all.

### Mrunmayee Deshpande
*Associate, Communications*

Mrunmayee, who attended schools across Europe, Saudi Arabia, Oman, and India, developed a passion for Arts and Social Sciences early on. She completed her Junior College at Lady Amritabai Daga College, Nagpur, focusing on Economics, French, Political Science, Child Development, and History. She earned a BA in Sociology from AURO University, Surat, with English Literature as a minor, and a Master's in Social Work from Parul University, Vadodara, where she worked on environment and education projects. Her internships include NGO Aroha in Nagpur, where she gained skills in reporting, documentation, and product photography, and EdelGive Foundation, where she now works full-time in Communications.

# HR AND ADMIN

### Heena Chougle
*Lead, Human Resources*

With over 9 years of experience in HR, Heena comes with an expertise in recruitment, talent management, organisation development, training and development and employee engagement. She was last associated with Edelweiss Group with their Corporate HR team. She is a self-driven and decisive professional with the passion for building and retaining highly effective teams. At EdelGive she will be responsible for managing People processes for the team.

### Sandeep Pawar
*Assistant Manager, Admin Support*

Sandeep has an overall experience of around 20 years across different sectors with around 7 plus years of experience working in the social sector with Akanksha Foundation & Sneha, in support functions. Prior to joining EdelGive, he was working with Campbell Shipping Pvt. Ltd. in the Human Capital department, managing administrative and employee engagement responsibilities.

### Aasiyah Khan
*Secretary and Admin Support*

Aasiya's extensive background in executive support and her expertise in diverse corporate environments make her a vital asset to Naghma's team. Starting her career at Bombay Works Software Solutions in 2011, she refined her skills before moving to the UAE in 2015. There, she excelled as a Relationship Manager at Innovations Groups, managing key accounts for major banks. Her experience spans administrative, HR, and executive support roles, collaborating with top CEOs and management teams. Aasiya is also an avid reader and traveler, bringing a well-rounded perspective to her work. Her seasoned experience and diverse skills position her to significantly enhance operational efficiency at EdelGive.