"I WILL GO BACK TO MY SLUM COMMUNITY AND CONVINCE GIRLS AND THEIR PARENTS TO LET GIRLS GO FOR HIGHER EDUCATION."

-Divyaa, Shadhika Scholar, Bengaluru
MESSAGE FROM OUR CEO & BOARD CHAIR

Dear Friends,

2016 was another amazing year of growth for Shadhika. 2016 marked the completion of Shadhika’s 3-year strategic plan where we tripled the number of girls and young women we serve (from 317 to 933), expanded our reach across India from 3 to 6 cities, and saw our revenues grow by 140 percent, all the while maintaining an overhead cost of between 10-15 percent.

But those are just the numbers. What really matters are the stories behind the numbers and how we are helping the girls and young women we support escape discrimination and the threats of violence, child marriage, and trafficking to realize their dreams for their futures.

So, the real success stories of 2016 include: seeing the young women at STOP India, all survivors of sex trafficking, proudly show us their clothing and accessory lines created with Shadhika’s support.

Hearing a presentation – in English – by our Shadhika College Scholars at VACHA, telling us what they have been able to accomplish with our support and how that was impacting their families, their communities, and the opportunities for other girls.

Having the young women at Baale Mane in Bengaluru share with us how the Life Skills course Shadhika is underwriting was preparing them to live independently.

And visiting the home of one the students we support at Uddami, hearing her mother confess that “I used to feel I was unlucky because I only had two daughters. But now I feel very lucky.”

These success stories would not have been possible without the support from all of our donors like you. Like an extended family, your support is enabling these girls and young women to succeed and to thrive.

These days we know that it often feels like the challenges of the world are overwhelming and that it is difficult, if not impossible, to have an impact. But we want you to know that here, in this corner of the world, you are having a profound, generational impact.

So, on behalf of all of the girls and young women Shadhika serves, thank you for your support and encouragement. Together we are changing our world - one girl at a time.

Kim Burnett, President & CEO
May 30th, 2017

Janet Gray, Board Chair
May 30th, 2017
In 2016, Shadhika supported 7 partners across India. Find out more about our partners at www.shadhika.org.

**Delhi:** STOP India
- www.stop-india.org

**Mumbai:** Vacha
- www.vacha.org.in

**Varanasi:** Buddha’s Smile School
- www.buddhas-smile-school.org

**Kolkata:** Uddami Computer Training Centre
- www.uddami.org

**Kolkata:** Paripurnata
- www.paripurnata.org

**Chennai:** Centre for Women’s Development and Research
- www.cwdr.org

www.shadhika.org
OUR MISSION
Shadhika advances gender equality in India by investing in the education, empowerment and economic self-sufficiency of young women and by teaching young men to respect women and girls. By providing funding and support to women-led non-profits in India, Shadhika empowers at-risk girls to realize their aspirations for a better future.

OUR VISION

MORE GIRLS...
- Delaying Marriage
- Succeeding in Secondary School
- Succeeding in College
- Participating in the Mainstream Economy
- Empowered to make their own decisions
- Transforming their communities

WHY GIRLS? WHY INDIA?
Though India is the world's largest democracy, it is ranked 101st out of 136 nations for gender equality by the U.N. Addressing gender inequality and ensuring that girls, particularly at-risk girls, have equal access to opportunities are not just social justice issues, but also economic, health and political issues and have ripple effects across our entire world.

www.shadhika.org
Shadhika's Programs

Support for Success

Many of the girls Shadhika supports are orphans, abandoned, or come from poor families that earn less than $1.50 a day. Because of this, most of the schools these girls attend are sub-standard and they do not receive the 21st-century skills they need to be successful at college or at jobs in the formal economy. Shadhika’s Support for Success program addresses this gap by providing supplemental education for at-risk girls ages 10-24 in the areas of English, computers, and life skills. In 2016, this program operated in Varanasi, Mumbai, Bengaluru, Kolkata, and Chennai.

Left: A young woman at Uddami, Shadhika’s partner in Kolkata, works at her computer.

Shadhika Scholars

Due to the high cost of education and the threat of child marriage, college and vocational training remain out of reach for many young women in India. This is especially true for those served by Shadhika’s grantees. To address this issue, Shadhika provides full and partial scholarships on a competitive basis for the students served by our partners to attend college or vocational training. 19 young women went to college through this program in 2016 to pursue a wide range of degrees, from pharmacology to accounting.

Right: Mamta, a 3rd-year Shadhika College Scholarship recipient from Buddha’s Smile School, Shadhika’s partner in Varanasi.

www.shadhika.org
We met Sneha on our very first visit to Vacha, Shadhika’s grantee partner in Mumbai.

At that time, she had been participating in Vacha’s after-school program for 6 years, learning 21st-century skills like English, computers, and leadership skills and taking action to advance girls’ rights. Though shy, Sneha immediately stood out, for her curiosity about us, her willingness to speak in English, and her broad smile, which lit up the room.

Like many of the other young women we met that day, Sneha’s family lives in a single-room house in a basti (slum) in Mumbai on less than $5 a day. In her community, few girls get the chance to go to college. But Sneha had a dream to work in a bank, and so in 2015, she applied to Shadhika’s Scholars program and received a full scholarship.

Since receiving her scholarship, we’ve watched Sneha come into her own, navigating the successes and setbacks that inevitably come from such a journey. Vacha and Shadhika supported her as she struggled in her first year against the pressures in her community for her to fail. And we celebrated with her this past year as she gained greater confidence, won an array of academic awards, and led an educational event on women’s rights at her college.

In 2017, Sneha will be part of the first class of Shadhika Scholars to graduate. She’s excited to reach that milestone and she’s already preparing for job interviews after graduation. Like her smile, her success shines like a beacon in her community – lighting the way for girls behind her and demonstrating to her community what girls can accomplish if given a chance to pursue their dreams.

"I'm usually very quiet but now I will break out of that silence." - Sneha
Shadhika's Programs

Ready for Work

In India, only 29% of women work in the formal economy and because their parents are primarily day laborers or domestic workers, the girls we serve have little-to-no understanding of what kinds of jobs are available to them, how they would find a job, and how to comport themselves in the workplace. Shadhika provides job readiness training to help overcome these obstacles, place them into jobs, and transition into the formal economy. In 2016, this program operated in Delhi, Mumbai, Bengaluru, Chennai, and Kolkata.

Left: A fashion student at STOP India, Shadhika's partner in Delhi, presents her design.

Strong Organizations for Strong Girls

Because the success of Shadhika is closely tied to the success of our partners, Shadhika provides technical assistance to help our partners become strong and healthy organizations. As part of this, each year we hold a 3-day retreat in India where participants from our grantee sites learn new skills, share best practices, and collaborate on common issues.

Right: The leaders of CWDR, Shadhika's partner in Chennai, present at the 2016 Annual Partner Retreat.
Stories of Impact

Field Letter: Baale Mane, Bengaluru

The overwhelming emotion one gets from visiting Baale Mane is love and joy. Because of this, it’s easy to forget the tragic and often harrowing journeys that brought these girls here. Baale Mane currently supports 50 girls and young women – 50 stories of hardship and grief. There’s the young woman who was orphaned after her parents died of HIV/AIDS, another who was found abandoned on the streets by her father after the death of her mother, and another who was rescued by the police after repeated abuse by her stepfather. We hear these stories but we do not dwell on them. Because at Baale Mane, these young women are taught that while these experiences are a part of their lives, they do not define who they are or limit their futures.

They are learning this lesson, in part, as a result of their new Life Skills course that Baale Mane launched in June of 2016 with a Shadhika grant. This course prepares the girls for living independently because, like our foster care system in the U.S, all Baale Mane girls must leave the home at age 18 and live on their own in the city. This course prepares the girls for this change.

During our site visit, we met the young women currently taking this course. They discussed their hopes and dreams for their education, careers, and independence. Above all, the young women at Baale Mane yearn for their own place, a home that they create by themselves, for themselves. A home where they truly belong. Baale Mane and Shadhika are helping to prepare them for that dream.

Left: Baale Mane’s house mother shares a hug with a young woman.
2016 Achievements

933
Girls and young women served in 2016

$102,000
Grants and services awarded

36
Young women placed in jobs in the formal economy

19
Young women awarded full college scholarships

93%
Young women who completed secondary school

99%
Girls escaping child marriage

96
Young women provided job readiness training

280
Boys and young men who received gender awareness training

89%
Increase in women's rights awareness
2016 Financials

2016 Expenses

Administrative Expenses
$12,282

Fundraising Expenses
$24,564

Program Expenses
$208,793

Program Expenses

Shadhika Scholars
$28,808

Ready for Work
$35,233

Support for Success
$115,859

Other
$10,627

Strong Organizations for Strong Girls
$18,266

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Many thanks to our 2016 supporters!

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