



CHILD ^{SEXUAL} ABUSE

IS NOT ONLY A **VIOLATION**
OF A **CHILD'S BODY**
BUT OF THE **TRUST**,
IMPLICIT IN A CARE GIVING
RELATIONSHIP!

Child sexual abuse is a **violation** which can have a **significant impact** on how the child as a victim and later on as an adult survivor sees and experiences the world. The effects of child sexual abuse can be **physically, emotionally, intellectually and socially damaging** but if appropriate support is provided, the effects are not permanent.

Based on this understanding **Arpan, a registered NGO based in Mumbai**, started working on the issue of child sexual abuse with a team of dedicated and skilled professionals since the year 2006.

Our journey till now:

The motivation to initiate work on Child sexual abuse (CSA) within Arpan actually started in 2004 when Pooja Taparia, the Founder and CEO, was inspired by the play 30 Days in September, which depicts the trauma faced by a survivor of sexual abuse as they carry on with life, in their decisions, their relationships, their aspirations, their fears, their choices, every day.

In 2006 Arpan started its work on CSA with the Prevention and Healing services.

With one counselor, Arpan began conducting talks to spread awareness on the issue of Child Sexual Abuse. Arpan reached out to housing societies, civil society clubs like Rotary & Lions Clubs, interested colleges or any other forum or platform, where they could reach out to a parent or adult & talk to them about the cause.

Arpan also took on cases to enable adult survivors to come to terms with their trauma as well, and move on to lead more fulfilling lives.

Arpan was registered as a trust on 25th March, 2008 and structured its core interventions within the framework of the following vision and mission:

Vision: World free of Child Sexual Abuse

Mission: To empower individuals, families, communities and society with prevention and intervention skills to reduce the occurrence of child sexual abuse and heal its psychological, social, sexual and physical consequences

Arpan has reached out to over **18,000 children and adults in the last five years** with interventions to prevent instances of child sexual abuse and facilitate the process of healing within survivors of the same.

CEO forward:



The last year has been a year of consolidation for us and putting some systems in place. From writing a Human Resource Management Guideline Manual to detailing and structuring our strategies and projects in a Portfolio Document, Arpan has taken a more organised and planned form. We share this with you in the Annual Report combined with a glimpse of the outcomes and impact of each of our projects we worked on in 2010-11.

We are very pleased to have some of our critical funders, advisors, partners and volunteers share their experience of working with us over the last 2-3 years. Their contribution and support has been very important to the growth and development of Arpan.

In the journey of challenges and solutions the ones who keep us going are our beneficiaries. Their appreciation of our work, the changes we see in them with the help of our interventions, their outright support to us reinstates our faith that we are on the right track. It keeps us motivated and strong to continue to work on an issue like child sexual abuse that creates significant mental residue.

Our outreach has been much more than we envisaged. Though we had targeted 6000 individuals for the year we instead reached out to 10000 individuals and as qualitatively as possible.

Some of the milestones have been moving into our very own office space, partnership with the R. Jhunjhunwala Foundation to support Arpan financially and for Arpan to host that very play that inspired me to work on the issue of child sexual abuse many years ago.

I would like to take this opportunity to thank Mr. Rakesh and Mr. Rajesh Jhunjhunwala for believing in us. There are many more milestones to reach.

We hope you will continue to support us and always be a part of Arpan's journey until we really see a world free of sexual abuse.

Pooja Taparia
Founder & Chief Executive
Arpan

Our Intervention Strategies and Projects

Based on our 5 years of intensive direct work on child sexual abuse, Arpan has successfully structured their services and projects in 2010- 2011 into a holistic intervention model with a balanced emphasis on prevention and healing components and an understanding that every individual (child or adult) and organization that comes in contact with Arpan is a valuable entity, respecting and acknowledging their needs, perceptions and uniqueness is important for the organization.

Arpan’s intervention and services is based on the following 4 interconnected and interdependent strategies, and aims towards providing a comprehensive and holistic intervention model with regard to child sexual abuse:



These **4 strategies of Arpan** were realized through well designed projects under each of the strategies (Please refer to Annexure I for the details on the projects).

Strategy I Direct Services	Project A: Personal Safety Education Project for Children Project B: Psychotherapeutic Services for children & adult survivors of sexual abuse. Project C: Psychotherapeutic Services within institutional set ups.
Strategy II Sensitization of Civil Society on CSA	Project A: Civil Society Events on CSA
Strategy III Training and Capacity Building	Project A: Awareness talks on child sexual abuse - all kinds of networks: Project B: Training of Teachers / Trainers for Personal Safety Education Program. Project C: Capacity building - Govt. & Non- Govt. organizations, corporates. Project D: Working Group on Trauma for mental health professionals & social workers Project E: Trainings on mainstream and alternative therapies for mental health professionals & social workers. Project F: Peer support program in colleges
Strategy IV Research & Advocacy	Project A: Media Documentation - cases reported in newspapers Project B: Sex Offenders Study. Project C: National Policy level (CSA laws) and state laws and protocols

Our Impact in 2010- 2011

Key Highlights for the year:

2010- 2011 has been an enterprising and exciting year for Arpan, there have been many new developments and achievements which we want to share:



Awareness talks with Parents



Training for NGO staff members

Over 10,000 children and adults were reached out (against an estimated target of 6,000) through our various projects in order to prevent instances of child sexual abuse and provide adequate psychotherapeutic support to children, adult survivors of sexual abuse and their families.



Training of Teachers



Training of teachers



Dance movement Therapy in progress



Children of Grade 1 drew their special self during the Personal Safety Education program



Play - Events



Play - 30 days in September



PSE programme for children



19th November Event : World day of prevention of child abuse



Children of Grade 1 drew their special self during the Personal Safety Education program



Children of Grade 1 drew their special self during the Personal Safety Education program

We **hosted a core group of NGOs and lawyers** to develop a detailed draft of laws to address child sexual offences which has greatly contributed to the draft that the Ministry of Law and Justice later developed.



Advocacy of Laws

We **participated in the Mumbai Marathon** spreading awareness about the issue of CSA.

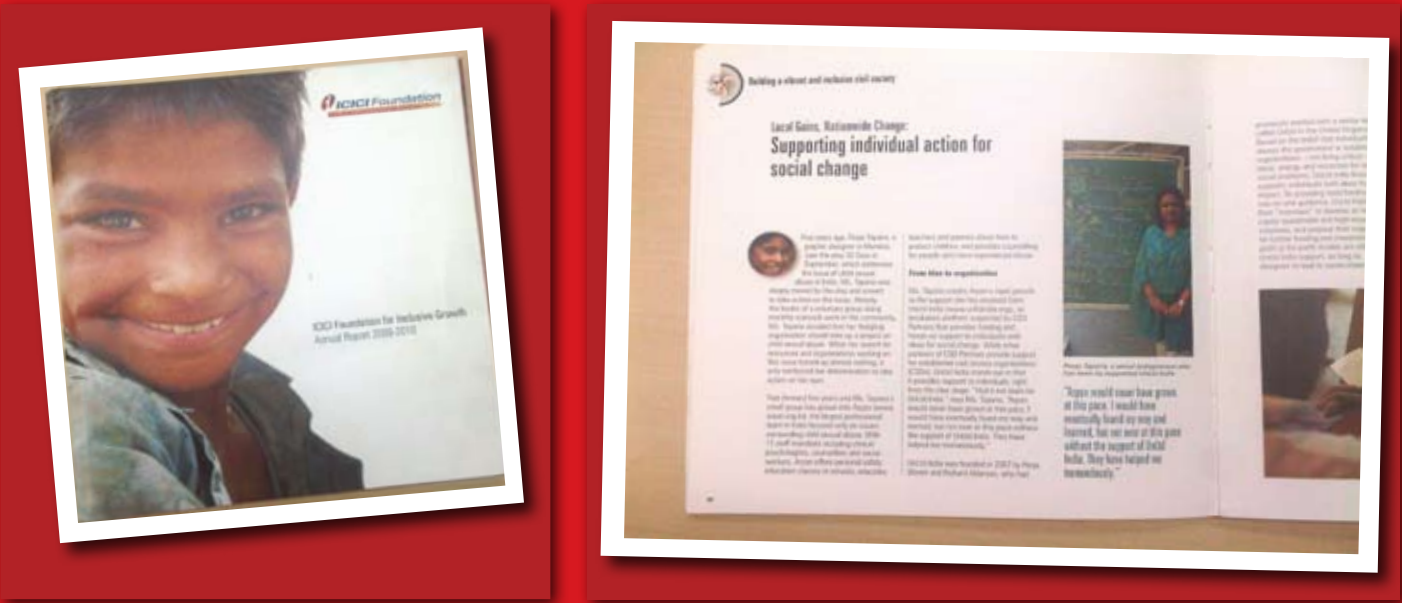


Mumbai Marathon

Arpan raised significant funding this year through a partnership with **R. Jhunjhunwala Foundation** who offered to **contribute to 50% of our budget for the next 3 years.**

R. JHUNJHUNWALA FOUNDATION

There has been **increased media reporting** wherein Arpan and its work on CSA has been reported in various newspapers, magazines and organization report like Pardesi Pulse magazine in Singapore, Sahara Times magazine and the ICICI Foundation Annual Report.



Our work has also been appreciated and awarded with Ms Pooja Taparia, Founder and CEO of **Arpan receiving the Civil Society Karmaveer Puraskaar Award by ICONGO** (Confederation of NGOs) in New Delhi in November 2010.



This year has been a year of growth and evolution at Arpan wherein significant investments have been made both at the programmatic and organizational level to structure the current intervention strategies of Arpan and also provide for an effective support infrastructure to sustain the social impact. One of the critical founding stones for Arpan has been “moving into our own Office space”. So now Arpan has its own office at Goregaon (East) with a energetic and dynamic team of 18 professionals working towards making a significant impact with regard to the issues of child sexual abuse.



The Team at Arpan



Arpan Manual



Arpan Office

Project Wise Impact- 2010- 2011:

Strategy I: Direct Preventive & Psychotherapeutic services for children & adult survivors of sexual abuse & their families: Prevention and healing services have been provided to children, adult survivors of sexual abuse & their families through the Personal safety project & the psychotherapeutic interventions offered by Arpan.

Project I:Personal Safety Education Project:

We worked directly with children in 5 Bombay Cambridge Schools across Mumbai and reached out to over **2000 children within grade first to fifth** with personal safety messages in order to empower them to prevent instances of sexual abuse as well as report cases of inappropriate behaviour and abuse.

Arpan also facilitated development of system and protocol for all the 5 BCG schools for reporting and managing child sexual abuse cases.

The pre & post tests with a representative sample of children in all 5 schools reported the following impact in retention of personal safety messages and the knowledge, skill and attitudinal shift within children with regard to Child sexual abuse and reporting of the same.

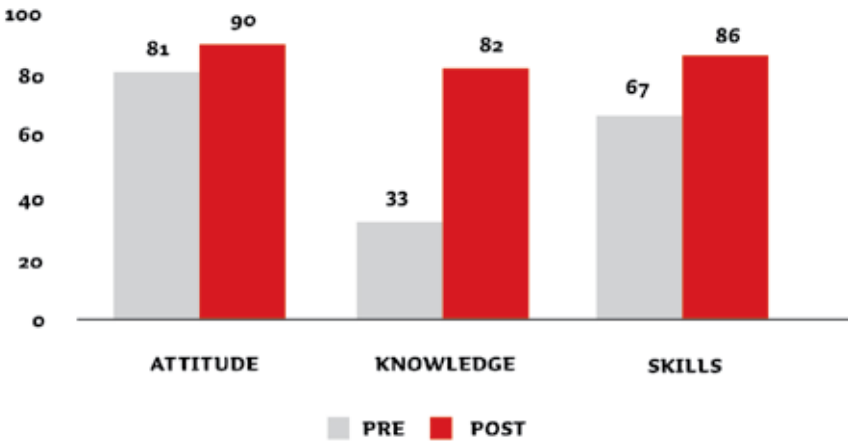


Figure 1: Knowledge, attitude and skill shift among children across 5 BCG schools

Figure 1 indicates that:

- The average increase in attitude of children with regard to child sexual abuse prevention & reporting was 9%
- Children indicated a 49% increase on an average in knowledge and information about CSA which was the first step towards enabling them to prevent any instances of sexual abuse and approach professional support in case of instances of abuse
- It was also visible that there was a 19% increase in skills of children between pre and post session which indicated that children were better empowered to prevent cases of sexual abuse, inappropriate behavior as well as report any such instance to their trusted adults.

As a part of the Personal Safety Education project, we also reached out to 1085 parents across the 5 schools providing them with information on child sexual abuse as an issue, personal safety project and the role they could play as a support network for their children.

These sessions included parenting skills related information to enable parents to effectively prevent instances of child sexual abuse as well as effectively deal with any disclosure and provide adequate support and care to the child if there is an instance of sexual abuse.

Most of the parents shared that the Personal Safety Education project with their children has formed a bridge of communication between them and their children; they are now comfortable discussing issues or concerns related to their children.



Personal Safety Education Project conducted in schools

I am very happy about this program where children are getting education on safety. BCG have done good job and even your team. All the best.

A parent who attended the Parent's session at BCG school organized by Arpan.

I think that this education is very important for every parent, so that they can share and understand their child's problem even better.

A parent who attended the Parent's session at BCG school organized by Arpan.



Personal Safety Education Project conducted in schools

Project II: Direct Psychotherapeutic Services:

Arpan has successfully provided mainstream and alternative therapies like dance, art, play therapy etc to children and adult survivors of sexual abuse and their families in order to facilitate the process of healing and reintegration.

This year we have also continued **individual and group psychotherapeutic work in 1 shelter home, Advait Foundation**. The services within the shelter home set up is geared towards facilitating the process of healing and trauma resolution for rescued minors and for children from lower socio-economic communities respectively within these homes.

• Direct Psychotherapeutic Services:

98 children and 4 adult survivors accessed psychotherapeutic services from the in-house Arpan counselors.

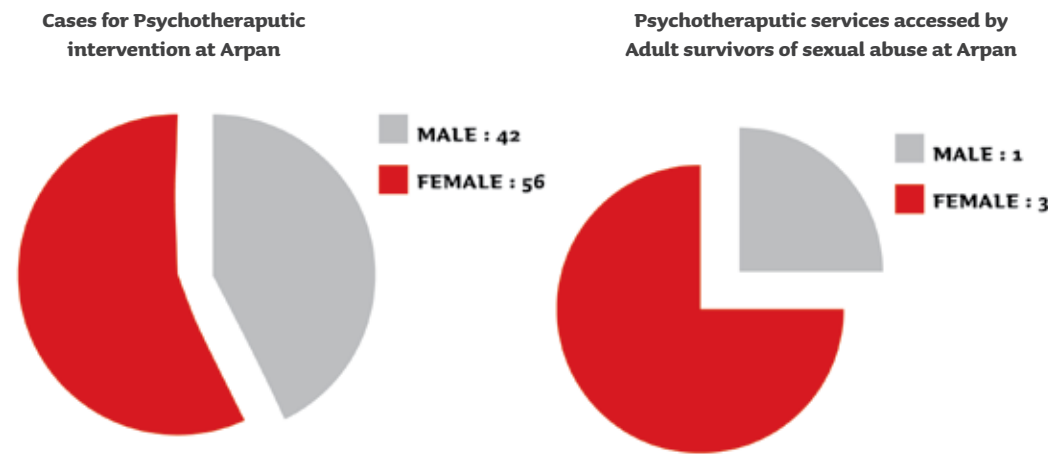


Figure 2: Distribution of male and females in cases of children and adult survivors accessing psychotherapeutic intervention at Arpan

Figure 2 clearly indicates the distribution of cases among male and female clients in both children and adult survivors of sexual abuse, wherein in case of children, it was realized that the maximum cases were reported in the category of inappropriate touching by boys under the Personal Safety Education Project.

The psychotherapeutic paradigm of Arpan details a 3 step process of dealing with cases of child sexual abuse:

- **First level** is to **“STOP the ABUSE”** with support from the family members, guardians and caretakers.
- **Second level** is to **“CREATE a SUPPORT SYSTEM”** around the child so that the system can provide a safety net for the child during the therapeutic process. The support system could include all trusted adults of the child like parents, teachers, peers, siblings etc.
- **Third level** is to **“FACILITATE the HEALING PROCESS”** through mainstream and alternative psychotherapeutic services.

• **Psychotherapeutic Support within Institution:**

Arpan counselors worked with 15 girls within the Advait home this year, where **8 girls out of the 15** were provided direct individual psychotherapeutic support and all 15 underwent group therapy.

The key themes of change among girls at Advait home which were observed by the Arpan counselor included:

- Reduction in anxiety symptoms,
- Reduction of physical symptoms of severe anxiety,
- Transition from “no” talk to talk,
- Ability to have greater awareness about one’s anger than before, being able to say “no”, greater empathy, greater self awareness, transition from highly vulnerable to reduced vulnerability,
- Transition from self harm to reduced or no self harm,
- Better learning and implementation of life skills (how much to disclose, to take time before speaking/ reacting etc),
- Increase in internal motivation to change.

This expansion has also been facilitated with an intention to replicate the current intervention strategies of Arpan across geographical & socio-cultural settings and also sustain the social impact which we are successfully creating.

Strategy II: Creating sensitization on Child Sexual Abuse with relevant civil society groups:

Civil society events are conducted on regular intervals by Arpan, independently or in partnership with like-minded organizations working on child sexual abuse and child rights in order to create greater sensitivity, visibility and awareness about the issue of CSA and Arpan’s interventions within the civil society. In 2010-2011, Arpan collaborated with CCDT and FACSE to organize a street play and poster display on **19th Nov, the World Day of Prevention of Child Abuse** at two stations in Mumbai, Churchgate & Mumbai central. Through this event, Arpan reached out to over 100 individuals creating awareness on CSA.

Arpan also hosted Lillette Dubey’s ‘30 Days in September’ play on 13th Nov. and created awareness amongst 300 individuals on the effects of CSA on adult survivors. Arpan also participated in the Mumbai Marathon to create awareness about the issue of Child sexual abuse.

Strategy III: Capacity Building and Training of relevant stakeholders:

In 2010- 2011, Arpan has made a significant move towards supporting their direct interventions and services with sensitization and training and capacity building of relevant stakeholder groups like parents, teachers, mental health and health professionals and shelter home care-takers.

This strategic expansion has been made in order to ensure that a safety and support net is created in the family, school, community & at larger society level by these stakeholders, to prevent instances of child sexual abuse & provide adequate & appropriate care and support to children who are vulnerable or are victims of sexual abuse.

Project III: Awareness talks on CSA- with all kinds of stakeholder

Arpan has reached out to 1258 stakeholders which, includes parents, teachers, college students NGO staff, volunteers etc. across NGO’s, educational institutions, civil society groups and clubs etc. through **awareness talks**.

Figure 3 indicates **the rise in comfort levels of students from TISS and Sophia College** post the awareness session. 50.41% out of 178 students in the respective colleges indicated a rise in their comfort levels post the session.

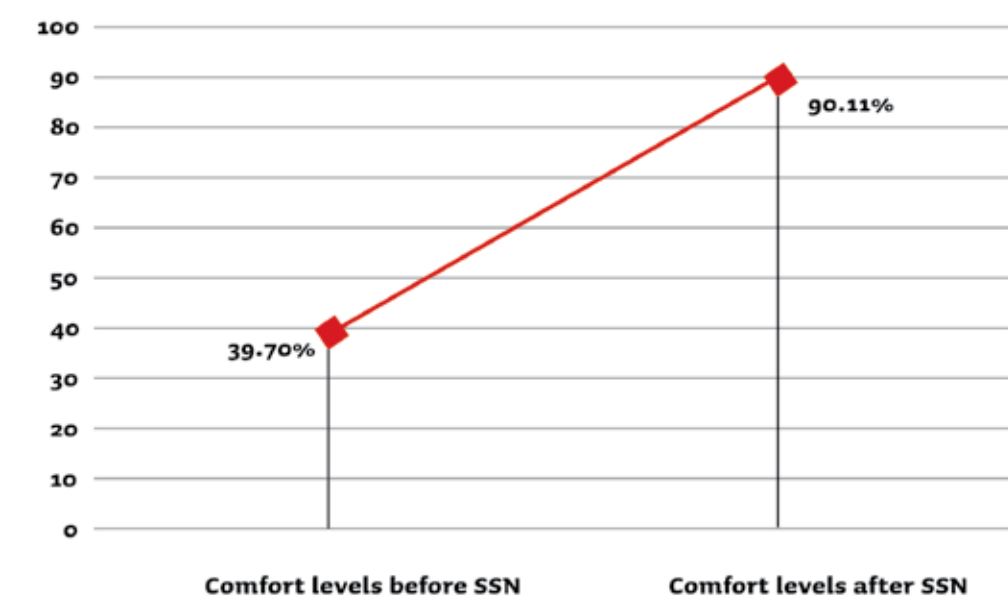


Figure 3: Rise in comfort levels among students of TISS and Sophia college post the awareness sessions.

Project IV: Training of Teachers/ Trainers for Personal Safety Education Programme:

Through the Training of Teachers project, **207 teachers** were trained and their capacity was built to not only conduct the personal safety education model in their respective schools but also handle the first level disclosure in cases of child sexual abuse. Post the TOT, the teachers went on to conduct the PSE module within their schools and **reached out to over 2940 children and over 2233 parents across 5 schools** in Mumbai.

Testimonials from our clients:

Due to the interventions here, I feel that XXXXXXXX is already coping with the overall crisis.....

Mother of a 11-yr old girl child undergoing therapy at Arpan.

Last time around when I first came to meet Didi, I was scared I was not sure what was going to be asked. But today I am happy to come & meet Didi.

A child, attending therapy at Arpan.



Rescued minors undergoing dance movement therapy

I can see a change in me being able to contain my feelings at work and also not needing to cry so easily. I learnt a lot about trauma and how it could have affected my thinking patterns. Also I learnt so much about myself and my relations. I wish I could come twice a week for counseling.

Adult survivor of child sexual abuse, 29 years old undergoing counseling at Arpan.

Rescued minor undergoing therapy at Arpan

When I think about my past, I think I used to find it difficult to understand myself. Now I feel I know myself better. I can share. There is more information available therefore there is greater understanding.

Rescued minor undergoing therapy at Arpan

Initially I used to be very scared...now it has decreased. I can speak, I can ask.

The Pre and post test results of the Training of teachers indicated an average of **19.34% increase** in knowledge, attitude and skills among teachers after the session.

Through the TOT module, Arpan reached out to **over 5173 children and adults**.

The training of teachers project also provided the teachers undergoing training with an opportunity to clarify their understanding of child sexual abuse, share their own experiences and build a sensitive attitude towards children and the issue of child sexual abuse.

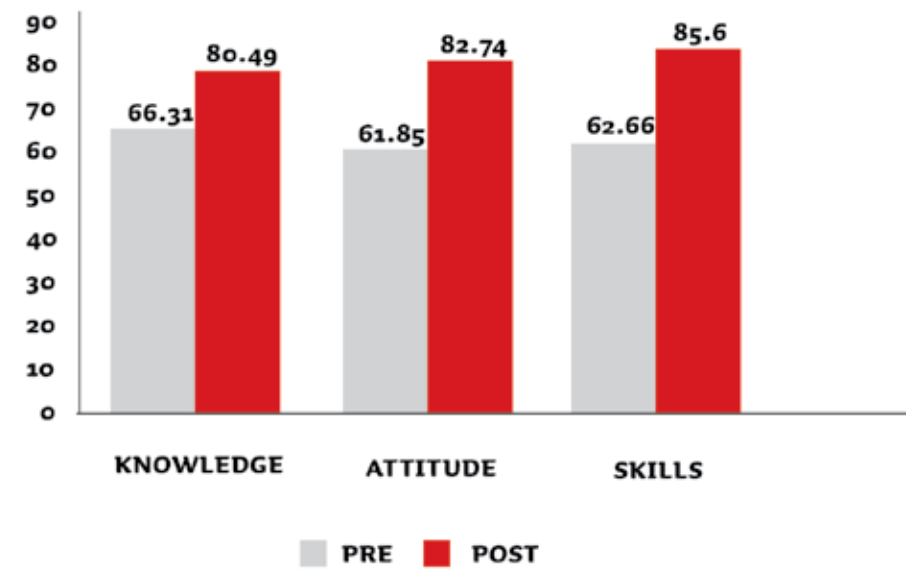


Figure 4: Increase in Knowledge, skills and attitude among teachers post TOT

Teachers’ training

The Pre and post test results of the Training of teachers indicated an average of **19.34% increase** in knowledge, attitude and skills among teachers post the session.



During one of the Teachers’ training sessions



I am really very happy that the children are lucky to learn PSE. I wish I had sessions like these, & then I wouldn't have gone through such situations in my life.

- A teacher at the training of teachers session.

Project V: Capacity Building of Non-Government Agencies

This year, Arpan also initiated the intensive NGO capacity building project which offered training workshops for NGO’s working with children where their staff would be trained on CSA and also on first level disclosure skills. **29 NGO staff** members were trained through this project and Arpan constantly worked with the NGO to develop structures within their set up to identify and deal with cases of child sexual abuse.

Resources were invested to build capacity of mental health professionals and social workers to create a group of trained professionals who can provide adequate and relevant mainstream and alternative therapies in case of child sexual abuse through the Working Group on Trauma & Workshops for mental health professionals.

Project VI: Working Group on Trauma

In 2010- 2011, **15 mental health professionals** including social workers attended the Working Group on Trauma which was mentored by prominent psychotherapist Dr. Rani Raote, based in Mumbai.



Working group on trauma

Being involved with the study group for ARPAN for the last three years has truly been a rewarding experience. In this group I have seen a mixture of clinicians and social workers. Some are very invested in increasing their knowledge base and learn more skills and have gone on to undertake trauma training like EYE MOVEMENT DESENSITIZATION and other methods like Somatic therapies. Learning about trauma, its effects on the bio psychosocial functioning of the survivor, the limitations of talk therapy has helped to develop the confidence of several members of the group.

Dr. Rani Raote, facilitator, Working Group on Trauma

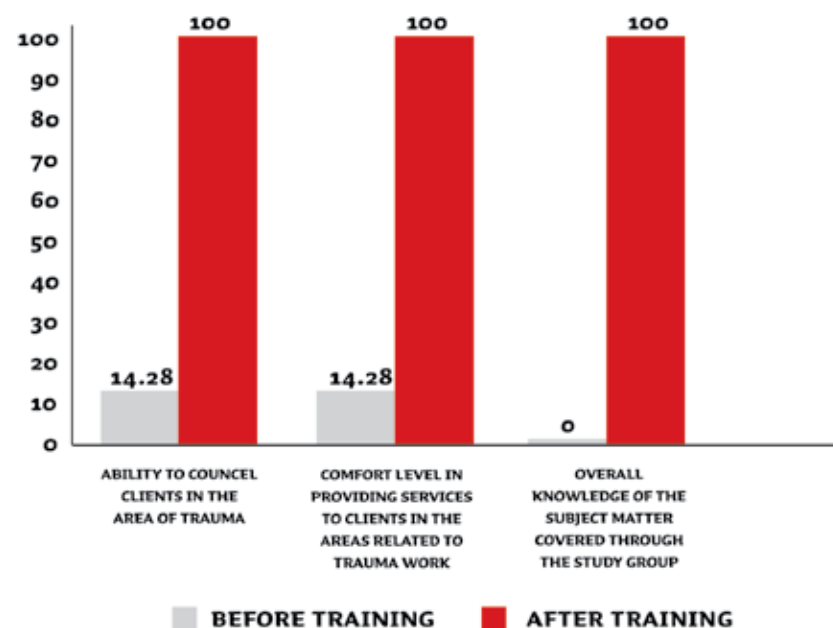


Figure 5: Knowledge, comfort and skills among Working Group on Trauma participants before and after training

71.43% of the participants strongly agreed that their learning objectives were met and the training equipped them with enhanced knowledge, understanding and skills. Figure 5 presents the knowledge, comfort and skill enhancement pre and post the Working Group among the participants

The following testimonials from the participants of the Working Group indicate the knowledge enhancement and skill development which they have experienced by being a part of the Working Group:

Due to the enriching discussion in all the sessions, I have been able to apply most of the learning's to my clients. Also, the case discussion provides a platform to share each other's perspective and receive inputs to improvise our work. It also helps me to learn from other group members, besides the mentor.

I like and enjoy each and every session of the study group as it's filled with loads of discussion, sharing of experience, strategies, theories, etc. Each session enhances my confidence to work with trauma cases.

Participants from the Working Group of trauma

Project VII: Trainings on Mainstream and Alternative Therapies for Mental Health Professionals and Social Workers

5 capacity building workshops have been conducted with mental health professionals like school counsellors, social workers etc. during 2010-2011 within organizations like Umeed Counseling center, Tata Institute of Social Sciences, Bombay Cambridge schools etc. Over 100 professionals were reached out too.

A comparison of comfort levels of mental health professionals in Umeed and BCG schools post sessions to deal with cases of child sexual abuse showed a significant increase in the level of comfort after the workshop among the professionals.

Figure 6 indicates a significant shift in the comfort levels of counsellors in both these organizations post the capacity building workshops.

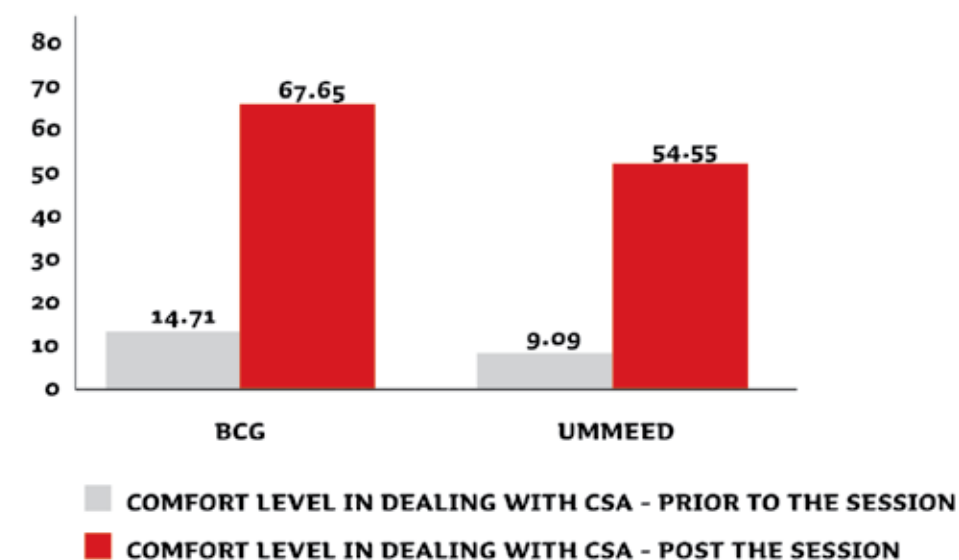
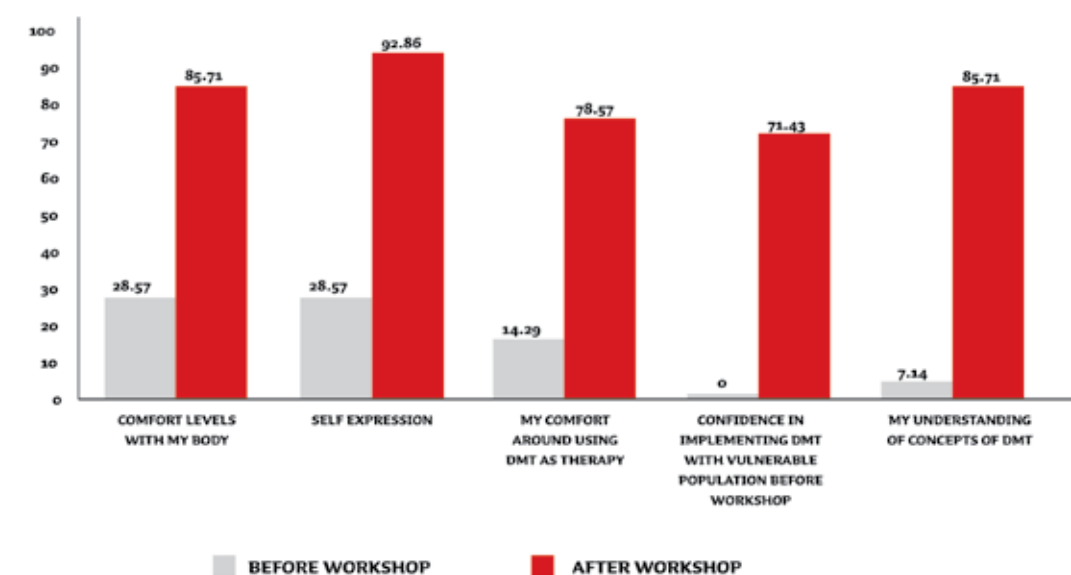


Figure 6: Understanding, comfort and confidence levels of participants' pre and post the DMT workshop

In 2010- 2011, Arpan conducted a special training workshop on Dance Movement Therapy in association with Kolkata Sanved. **67.14%** of the participants have reported increased levels of comfort and confidence with using DMT as a therapeutic mode post the workshop

Figure 7 presents the shift in comfort, confidence and understanding levels of the participants post the DMT workshop.



Each & every exercise was very good. The sharing added a lot of value to the whole experience. I liked the way it was conducted, the way each & every person was made to feel comfortable enough to participate. Relaxation techniques were very beautiful and insightful. Over all a great learning & an enriching process.

Jyotti Savla,
clinical psychologist



Dance movement therapy

Strategy IV: Research and Advocacy at the systemic level:

Arpan strongly believes in the power of knowledge and research to make social change and facilitate evidence based advocacy.

Project VIII: Advocating for National & State Laws and Protocols (CSA related Laws)

In 2010- 2011, Arpan has successfully coordinated an advocacy group of experts (lawyers, social activities and social workers) and like-minded organizations to critique and constantly review and provide recommendations on the existing or new laws with regard to CSA in order to develop a legislative system (both substantial and procedural) which will act as a deterrent to potential abusers and punish accused and convicted offenders of CSA.

The recommendations made by this committee were accepted within the National Level Child Sexual Offences Bill which is supposed to be tabled in the parliament.

Organizational development and Evolution

Arpan has significantly invested in creating & structuring a strong physical & administrative infrastructure this year to sustain the projects & social impact. Some of the key developments at organizational level are:

- We have moved into our own office space which gives a unique physical identity to Arpan. The office space has been created with an intention to provide for in-house counselling services with a special space create for counselling sessions.
- We have introduced the Human Resource Manual of Arpan which has not only structured the human resource management functions of the organization but has also provided all employees with formal job contracts and clear job descriptions.
- We have focused a lot of attention this year on structuring our data collection, analysis and documentation system to strengthen the internal monitoring of Arpan projects as well as to create effective and authentic external communication content.
- A special document termed as “Portfolio of Arpan and its work” has been created for both internal staff learning and external communication purposes. (This document details the work of Arpan and is available on request).
- We have entered into a sustainable partnership with the R. Jhunjhunwala trust who have committed to funding 50% of the budget at Arpan thereby providing scope of growth and further evolution of Arpan and its work.

The Future Ahead

Strategic Roadmap : 2011-2012

STRATEGIES		PROJECTS	2011 - 2012 OUTREACH
Prevention and Healing Programs	Direct Preventive and Psychotherapeutic services for children and adult survivors of sexual abuse and their families	Personal Safety Education Program	Grade 1- 5 Direct work - Translate existing module into Hindi & pilot with 500 children. Develop 3 new tools in English to implement the PSE program with Grade 1- 5 children, pilot & roll out. Continue existing module also and reach out to approx. 1500 children.
		Psychotherapeutic services to child and adult survivors and their families	10 ongoing cases + 100 new cases (includes cases of sexual abuse, attempted abuse, inappropriate behaviour/ touching)+ 15 family members.
		Institutions - rescued and sexually abused minors	15 girls of Advait, Offer program to 1 more shelter home (maybe 15 girls). Total cases - 30
	Creating sensitization on Child Sexual Abuse with relevant civil society groups	Civil society events	Joy of Giving week event, Nov. 19th World day of Prevention of Child Abuse event, Mumbai Marathon, Kala Ghoda Festival, college events, and others. Approx. 1000 people.
		Awareness talks on CSA - all kinds of stakeholders	2000 Teachers, Parents, Care takers, NGO Professionals & Staff, B.Ed D.Ed, Social Work, Psychology and Counseling Students & media & health professionals.
		Training of Teachers / Trainers for Personal Safety Education Program	TOT with teachers / trainers in schools indirectly reaching out to approx. 13,000 children & 4500 parents. Develop TOT manual on PSE program & complete kit with resources for Grade 1- 5.
		Capacity building - govt. and non govt orgs., corporates	200 NGO and Health professionals reaching out to approx. 1000 beneficiaries indirectly. Psycho education of 8 caretakers in institutions of sexually abused survivors.

PROGRAMMES	STRATEGIES	PROJECTS	2011 - 2012 OUTREACH
Prevention and Healing Programs		Working group on trauma for mental health professionals and social workers	15 counselors - continue working group on trauma
		Trainings on mainstream & alternative therapies for mental health professionals & social workers	4 workshops and other trainings - 60 professionals
		Peer support program in colleges	Roll out and reach out to 1000 college youth with awareness on CSA and train at least 5-10% students to become peer supporters
	Research and Advocacy at the systemic level	Media Documentation - cases reported in newspapers.	Ongoing media documentation, publish analysis of media reported cast of the last 4 years recorded by Arpan
		Sex Offenders Study	Secondary research on sex offenders based on global studies available
		National Policy level (CSA laws) and state laws and	Pursue advocacy for CSA laws be brought in as a legislation or as a change in the IPC along with relevant state laws and protocols related to CSA
			Total outreach: 6,500 individuals directly, 18,500 individuals indirectly TOTAL - 25000 individuals

Key Terminologies used in the road map:

Vision: The social change which the organization has envisaged in the long term. The vision is a very broad and all encompassing dream or concept which lays the foundation for the existence of the organization and is not time bound. This is an umbrella which constantly guides the organization in their impact, objectives, activities, operations, policies etc.

Mission: The social reality or change which the organization wants to actualize in a set time period which could be as broad as 20-50 years of its existence. The mission statement follows from the vision of the organization and more specific in terms of the target groups, strategies, purpose and activities of the organization. Mission statements can be also termed as long term impact statements and they could be designed for the overall organization, for programme units and for specific projects also.

Empower: This a process of change in knowledge, attitude and skills for respective target groups so that a desired behaviour, perception, thought process can be effectively generated and lead towards action and strategies which will be beneficial to the required social change. This process will be initiated and supported through training programmes, awareness campaigns, training of trainers depending upon the group which the organization is working with

Civil Society: Civil society in the context of the road map relates to a number of civil groups like rotary clubs, lions clubs, residential associations, voluntary organizations, women’s clubs etc. Events will be used largely as a tool to create awareness about the issue of CSA and sentize the target population about the need to prevent and heal in this phenomena

Capacity Building: This is a process of enabling stakeholders (teachers, parents, government officials etc.) through the knowledge, skill and attitude paradigm to build their confidence, information level and bring about perceptual change in order to prevent instances of CSA and heal the psycho-social effects of the same as well as create a support and safety network for children.

Psycho-therapeutic Interventions: These would refer to both mainstream convention counseling and therapy as well as alternative therapies like dance, drama, art etc.

Peer Support: This is a process of creating peer led support networks in case of adolescents, young adults, adult survivors of sexual abuse etc. in order to provide a safety and support network for the respective target groups in order to prevent any further instances of sexual abuse and access available healing services for psycho-social empowerment.

Personal safety Education (PSE): refers to the innovative methodology used to empower children with personal safety skills so that they can prevent sexual abuse. It also involves reaching out to parents and teachers with important skills to help keep children safe.

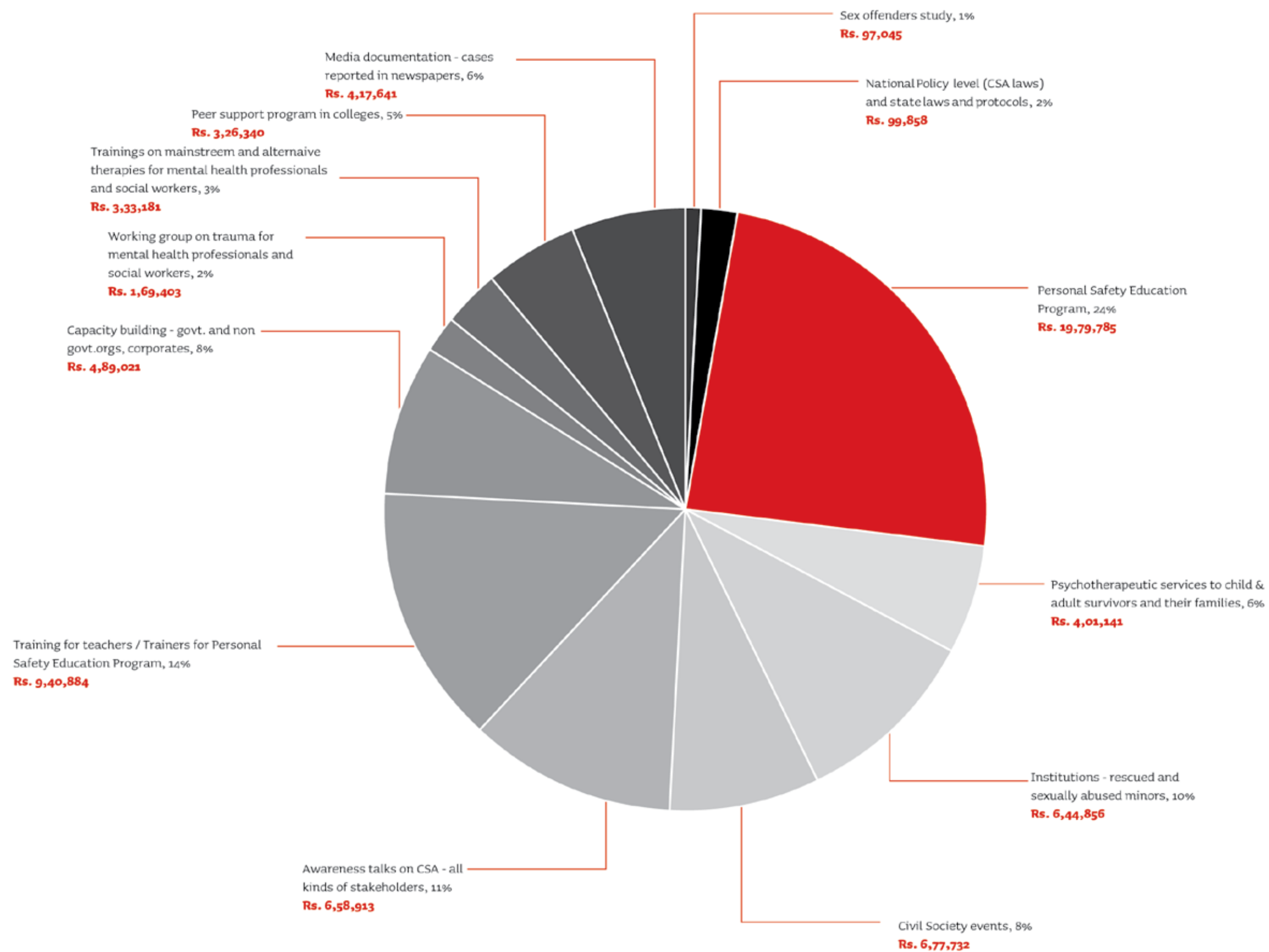
The strategic roadmap of Arpan indicates not only a significant increase in outreach for the coming year but also presents the new projects which we intend to introduce. Next year will also see the release of the Media Publication Study which is being compiled by Arpan on the basis of the media reported cases for the last 4 years.

Training and Capacity building will be a key area of focus for Arpan next year with an increased emphasis on reaching out to larger number and varied groups of stakeholders through the professionals trained by us. This focus will not only increase Arpan’s scope and reach in terms of geography and socio-economic and cultural set ups, but will also create a platform for replication of the Arpan intervention model.

Peer Support Project will be a new area of work next year which will intend to enable and empower young adults within colleges to become first level support for their peers who might be adult survivors of child sexual abuse.

Research and Development work will also gain a lot of importance at Arpan in the coming year in order to constantly learn from the field through various research studies like the “Sex Offenders Study” and through development work in terms of developing manuals, modules for training and replicating the current strategies of Arpan with other likeminded organizations.

Expense Pattern



Funders and Supporters: Notes for Arpan

All our funders, advisors , partners & volunteers have contributed immensely to Arpan in various ways. We take this opportunity to thank everyone who’s been a part of Arpan’s journey right from the beginning. Some of them have taken the time and effort to write a note for us.

Sanjeevani Jyoti Charitable Trust

Mr. Sanjeev Taparia’s contribution goes beyond the monetary support he has given to Arpan and continues to do so. At a time 3 years ago when Arpan had barely begun and we didn’t have much funds he offered his office space for us to use. Working out from an office space bought focus and we were able to work better and grow faster. For 2.5 years he accommodated Arpan’s growing team and gave us the platform that we so much needed by taking care of our overhead expenses. His contribution at the early stages of Arpan will always be remembered and much appreciated.



“It gives me immense pleasure and inner satisfaction to be associated with ‘Arpan’ since their starting days and seeing them grow from a small fledging NGO to a full grown professionally working NGO and building strong credibility with the good work that they have done during this period. This has only been possible due to the enthusiasm and the leadership qualities in Pooja who has been the founder of this NGO and the commitment and hard work that ‘Arpan Team’ has put in behind this.

The reason which empowered me to associate with ‘Arpan’ was the cause that they had chosen to work for i.e. Prevention of Child Sexual Abuse. Sexual abuse is a deep social malice leading to a traumatic experience for most children. They tend to develop low self esteem, tremendous amount of shame and guilt thereby affecting their thought processes and beliefs about themselves. Arpan had a focussed objective to work in this area with a commitment that they wanted to fight against its happening and help those who have been affected with it. This made me decide to support Arpan.

Arpan has grown from a 2 member team to more than a 10 member team and has this year reached out to over 10000 adults and children with its prevention and healing programs in Mumbai. Together with being structured in their approach in conducting the personal safety education programmes, healing programmes, training NGOs for prevention and intervention skills etc they have been equally innovative in their approaches by participating in the Mumbai Marathon, conducting plays and movies to create awareness and working on national policy level by lobbying for introducing laws on child sexual offences in the IPC and/ or a separate legislation on the same, etc. They have done impact assessment of their work and presented proper reports for the same and have been astutely working within the budgets that they have been able to get.

I believe that Arpan has become the biggest NGO in India working in the area of Prevention of Child sexual abuse and their pace of growth can be seen as their current year aim is to increase their reach to more than 20,000 people which is doubling from what they did last year.

I would continue my endeavour to support this cause and would want to take this opportunity to congratulate team ‘Arpan’ for the efforts they are putting towards improving and contributing to the society in their own unique way !!”

- Sanjeev Taparia, Trustee, Sanjeevani Jyoti Charitable Trust

UnLtd India

The contribution of UnLtd India to Arpan has been of immense value so much so that, had it not been for their guidance and support Arpan would not have grown so fast and so well. They support start up social entrepreneurs and their continuous financial and non financial support for 3 years helped Pooja tremendously in areas of Strategic Planning, Budgeting, Connecting with Experts, Networking, Peer Consultancy, Capacity Building and Leadership.



“Pooja started her journey with Arpan at the same time as we started our journey with UnLtd India. Even though she was a part of our first cohort of investees, we relate to her more as a fellow changemaker.

Over the last three years Arpan has grown from an idea to a point where today it reaches out to 6000 number of people every year. Arpan has also contributed to and led on the design of solutions that can radically bring down the instances of abuse.

We have had the privilege of being a witness to this transformation. Some of the things that have left us inspired and moved are as following:

• Team’s commitment to the cause – Working against abuse is not an easy task. It requires one to have a blend of courage, compassion and vulnerability. Having said that, every time we visit Arpan, we are completely blown away by the sheer determination of the team to do whatever it takes to solve this issue.

• Integrated nature of the model – Unlike many other initiatives tackling abuse, Arpan has always held the belief that it is essential to work on prevention and cure as well as to work with both victims and abusers. This belief has led to the design of a complementary model where programs tackle the issue from all sides.

• Visionary leadership - Pooja’s personal story mirrors the path of many visionaries. Her passion towards the cause, constant movement towards better quality of work, ability to mobilise people, money and resources, willingness to learn and adapt, humility to accept her role not as a leader but as an advocate for the cause, conviction in her work during tough times – all of these make Pooja an incredible leader.

At UnLtd India, our core belief is that individuals with ideas, passion and entrepreneurial skills are powerhouses of change and that it is critical to invest in such individuals. Working with Pooja and Arpan has only reinforced our belief in the power of individuals to create change.”

**- Pooja Warier, Co Founder, UnLtd India
- Richard Alderson, Co Founder, UnLtd India**

Partners

Bombay Cambridge Gurukul (BCG) Schools

BCG schools have been our laboratory since the year 2008 giving us the opportunity to develop, try and test our school module with children. Their faith in Arpan has been tremendous and we will always appreciate their support.



“Arpan has been working with the schools of Bombay Cambridge Gurukul from 2008.

They began with implementing the PSE programme (Personal Safety Education) as a pilot study for the primary section in one of the schools of Bombay Cambridge Gurukul. For the initial two years staff from Arpan implemented the lesson plans, conducted follow-up sessions and provided counselling where required.

Over the last three years the PSE programme has been successfully integrated into the school curriculum across all the five schools of Bombay Cambridge Gurukul. This involved planning and working in close coordination with the Principals and Headmistresses of the primary section.

The PSE program has been an important inclusion to the school curriculum. A large part of children’s development is based in a healthy social environment. With the PSE, there was a 2-fold benefit. The teachers awareness of student’s issues increased and therefore their sensitivity; also students awareness created a stronger possibility for their safety. With the number of disclosures, it was a revelation even to the counsellors about the frequency and gravity of issues such as child sexual abuse and incest in seemingly normal families.

Arpan has provided training through workshops for various categories of staff in BCG. These include • Training for school counsellors to handle disclosures, and provide support to students in the school setup • Workshops for Head Mistresses and teachers on ‘Understanding child rights, sexuality and child sexual abuse’ • Training for teachers to implement lesson plans on the CSA with students from Std 1 to 5.

All the above training was conducted at various points through the academic year. The Arpan team also attended the teacher’s lesson planning sessions and provided them with feedback and support to develop the skills to conduct sessions with the students. These sessions were greatly appreciated by the teachers.

Arpan has also provided counselling to a few students who made disclosures when the lesson plans were implemented. All the work done in BCG has been carefully documented by Arpan and has created a valuable data base for this sector.

Working with Arpan has been an enriching experience for BCG. All the staff have had the opportunity to explore and understand CSA.

Both the teachers and the students of all the BCG schools are now being empowered to work towards a making a safe environment for our students. We would highly recommend this program for all schools who want a student sensitive environment and aware teachers.”

- Achama Matthew, CEO, Bombay Cambridge Gurukul Schools

Advisors

Dr. Lois Engelbrecht



Lois has been one of Arpan’s most important Program Advisors since 2008. Her vast experience of over 18 years in the field of child sexual abuse and her openness to sharing and helping Arpan has tremendously helped Arpan with initiating numerous preventive projects. She continues to visit us once every year and advises us on almost everything we do at Arpan.

“I first met Pooja and ARPAN during a workshop in which I was part of the training team with Tulir in Chennai. Their passion and commitment to immediate action was evident, working while still at the workshop to revise for Maharashtra the materials made for Tamilnadu. I was then invited to help with a workshop they conducted in Mumbai and have returned several times since. I’m impressed with their desire to learn and openness to try different methods of confronting sexual abuse. I have learned a great deal about NGOs and social work in India and continue to meet professionals that expand my understanding of sexual abuse internationally. I was born and grew up in India, so returning as an adult professional has been wonderful for my education and for my soul.”

- Dr. Lois Engelbrecht, Founder Trustee,
Centre for Prevention and Treatment of Child
Sexual Abuse, Manila, Philippines

Dr. Nachiket Mor



Nachiket contributes regularly to Arpan not only financially but by playing an important role of a mentor for Pooja. Over the last 2 years he has guided her in taking critical strategic decisions and also connecting her with opportunities that have helped her grow as an individual as well as a leader. He has always responded to every single call for help to take forward the mission of Arpan.

“I am a big admirer of the manner in which Pooja Taparia, the Founder of Arpan, has been able to bring Arpan to this stage despite facing many challenges. In my view, her unique ability to ferret out supporters and win them over with her strong commitment and passion for a cause that she believes in, is the secret to her success. I want to wish her and Arpan all the very best in the years to come.”

- Nachiket Mor, Chairman, Sughavazhvu Healthcare, Thanjavur /
Director, IKP Centre for Technologies in
Public Health, Hyderabad

Volunteer

Husain Quettawala



Husain’s commitment and determination is inspiring. Over the last 5 years Husain has been one of those consistent volunteers who have helped in Arpan’s work by readily volunteering at events and also raising funds.

“Every drop in the ocean can make a difference, a simple smile can make someone’s day, a warm gesture can shatter walls...

I learned about Arpan through a friend while I was visiting India from Europe (where I lived at the time). Arpan had organized a Christmas party for the underprivileged children in Worli for which I volunteered. It was a heartening experience to see that the children were having so much fun.

I realised it is small contributions like these which go a long way. Something that Pooja said has stayed with me, she said, ‘Husain, I need a six figure contribution from you – S.M.I.L.E.S. and a little time, that’s all’.

At the time Arpan’s main objective was to make little differences in the lives of people through events/ gestures like the Christmas party. It was a wonderful platform for people like me who wanted to volunteer. I loved the idea and the people associated with it. I was completely motivated and when in India, I decided to volunteer at such events.

In 2007, Pooja decided to focus Arpan’s efforts towards creating awareness and prevention for Child Sexual Abuse (CSA)– which she has passionately and successfully pursued. Having understood the issue and goals set out, I decided to be part of the CSA activities. At Arpan I am involved mainly in raising funds through various channels/ platforms including the Mumbai marathon.

Over the years, I have come to realise that no matter what organisation you support somewhere someone is likely to benefit from your efforts. Contribution can be in any form, a little time spent, or money donated can make a difference – do what you can, and when you can – because it all counts. “

- Husain Quettawala

Our Financial Performance

- Balance Sheet
- Income and Expense statements
- Receipts and Payments
- Schedule of Expenditure

Balance Sheet

The Bombay Public Trusts Act, 1950
SCHEDULE - VIII [Vide Rule 17 (1)] Name of the Trust : ARPAN
Registration No. : E/24873 (BOM)
BALANCE SHEET AS AT 31 ST MARCH, 2011

FUNDS & LIABILITIES	RUPEES	RUPEES	PROPERTIES & ASSETS	RUPEES	RUPEES
Trusts Funds or Corpus :-			Immovable Properties :-(At Cost)	-	-
Balance as per last Balance Sheet	41,661		INTANGIBLE ASSET:		
Adjustment during the year (Annexure 1)	2,25,400	2,67,061.00	Balance as per last balance sheet		
Child Sexual Abuse Fund (Annexure 2)			(1) LOGO	8,437.00	
opening balance	10,49,763.93		Additions during the year	10,000.00	
addition during the year	28,56,048.20		Less : Sales during the year	-	
Less : Child Sexual Abuse fund utilised (Annexure 3)	29,54,168.58	9,51,643.55	less: Depreciation up to date	4,609.00	13,828.00
Loans (Secured or Unsecured) :-			(2) WEBSITE:	5,625.00	
From Trustees		-	Additions during the year	-	
From Others		-	Less: Sales during the year	-	
Liabilities :-			Less : Depreication up to date	1,406.00	4,219.00
For Expenses (Annexure 4)	62,261.33		COMPUTERS:		
For Advances	-		Balance as per last Balance Sheet	63,497.00	
For Rent & other Deposits	-		Less: Sales during the year	-	
For Sundry Credit Balance	-	62,261.33	Additions during the year	91,556.00	
			Less: Depreciation up to date	78,117.00	76,936.00
			DIGITAL CAMERA		
			Balance as per last Balance Sheet	3,757.00	
			Less: sales during the year	-	
			Additions during the year	-	
			Less : Depreication up to date	564.00	3,193.00
			BOOKS		
			Balance as per last Balance Sheet	8,380.00	
			Additions during the year	2,773.00	
			Less : Sales during the year	2,390.00	8,763.00
			OFFICE EQUIPEMENTS		
			Balance as per last Balance Sheet	11,993.00	
			Less: sales during the year	-	
			Additions during the year	65,250.00	
			Less : Depreication up to date	1,798.00	75,445.00
			Loans (Secured or Unsecured) :		
			Good / doubtful :-		-
			Loans Scholoarships		
			Other Loans		-
			Advances :-		
			To Trustees	-	
			To Employees	11,000.00	
			To Contractors	1,04,078.00	
			To Lawyers	-	
			To Others (Annexure 5)	1,92,256.00	
			+ Income Outstanding :-		
			Rent		
			Interest accrued but not due		
			Other Income		

FUNDS & LIABILITIES	RUPEES	RUPEES	PROPERTIES & ASSETS	RUPEES	RUPEES
Income & Expenditure Account : Balance as per last Balance Sheet	99,529.29		CASH AND BANK BALANCES		
Add/Less : Surplus / Deficit	2,16,742.39		(A) in Saving Account with Bank of Baroda	6,38,087.86	
			In Saving Account with HDFC Bank	33,721.20	
As per Income and Expenditure Account		3,16,271.68	In fixed deposit with Bank of Baroda	4,00,000.00	
			(B) With the Trustee	28,316.50	11,00,125.56
Total		15,97,237.56	Total		15,97,237.56

As per our report of even date		The above Balance Sheet to the best of my/our belief contains a true account of the Funds and Liabilities and of the Property and Assets of the Trust.	
Income Outstanding : (If accounts are kept on cash basis)			
Place : Mumbai Dated :	Chartered Accountants		
	Auditors		
	Greta Crasto	Rent	: NIL
	Membership No. 48605	Interest	: Nil
	For and on behalf of	Other Income	: NIL
	Ganesh & Rajendra Associates		
	Chartered Accountants		
		TOTAL Rs.	: NIL
ICAI Firm Registration No. 103055W		TRUSTEE Dated at :	

Income & Expense Statements

The Bombay Public Trusts Act, 1950	SCHEDULE - IX [Vide Rule 17 (1)]
Registration No.: E/24873 (BOM)	Name of the Trust : ARPAN
INCOME & EXPENDITURE ACCOUNT FOR THE YEAR ENDING : 31ST MARCH, 2011	

EXPENDITURE	RUPEES	RUPEES	INCOME	RUPEES	RUPEES
To Establishment Expenses (Annexure 6)		6,55,926.61	By Interest (realised):		
			On Bank Account	45,493.00	45,493.00
To Legal Expenses		850.00	By Dividend		-
To Auditor Remuneration		28,803.00	By Donations in Cash or Kind		6,17,472.00
To Depreciation		86,494.00	By Grants		-
			By Income from other sources		2,87,351.00
			Sundry balance w/back		38,500.00
		7,72,073.61			
To Surplus carried over to Balance Sheet		2,16,742.39			
Total Rs.		9,88,816.00	Total Rs.		9,88,816.00

Schedule of Expenditure

Name of the Trust : ARPAN ANNEXURE OF EXPENSES FOR THE FINANCIAL YEAR 2010 - 11		
PARTICULARS	AMOUNT	TOTAL
CORPUS FUND		
Bombay Cambridge School - Andheri		2,25,400.00
CHILD SEXUAL ABUSE FUND		
Ajay Maheshwari	21,000.00	
Arjun Somani	10,000.00	
Bindu Ananth	50,000.00	
Mustafa Merchant - Furniture Kraft	8,000.00	
Nachiket Mor	25,000.00	
Namrata Agarwalla	18,000.00	
Optimum Securities Capital Pvt. Ltd.	40,000.00	
Oswal Projects Ltd	5,00,000.00	
Ruchika Agarwal	21,000.00	
R Jhunjhunwala Foundation	15,00,000.00	
Sanjeevani Jyoti Charitable Trust	2,00,000.00	
Shree Hazarimal Somani Memorial Trust	19,425.00	
Suraj Shetty	60,000.00	
Tushar Vir	25,000.00	
Connect India	3,53,623.20	
Umakanth Adiga	5,000.00	28,56,048.20
CHILD SEXUAL ABUSE FUND UTILISED		
Advait expenses	9,440.00	
Conveyance Expense	1,53,369.00	
Counselling Charges	14,100.00	
Studygroup Expenses	23,154.00	
Printing & Stationery Expenses	1,12,795.00	
Postage & courier expenses	2,861.71	
Mobile & Telephone expenses	39,887.37	
Consultancy Expenses	73,975.00	
Event Expenses	1,57,454.00	
Marketing & Communications Materials	72,932.00	
Registration charges - Marathon	6,192.50	
Resource Development for PSE Program	72,200.00	
Workshop Expenses -Dr. Lois	11,656.00	
Workshop Expenses -DMT	1,40,689.00	
Workshop Expenses -RMP	17,560.00	
Workshop Expenses - Spoken Communications	5,903.00	
Workshop Expenses - Gender Sexuality	3,850.00	
Salaries	20,36,150.00	29,54,168.58
LIABILITIES FOR EXPENSES		
Ganesh & Rajendra Associates	22,326.00	
Kolkatta Sanved	(6,600.00)	
New Booms ads	(354.00)	
Sun fine Papers Pvt Ltd.	(711.00)	
UMS Design	(4,000.00)	
TDS on professional fees	15,600.00	
TDS on Brokerage	3,500.00	
TDS on Contracts	1,065.00	
TDS on Salary	8,389.00	
Professional tax payable	20,950.00	
Mobile Charges payable	2,096.33	62,261.33
ADVANCE TO OTHERS		
Security Deposit - office	1,80,000.00	
Prepaid expenses	367.00	
TDS recoverable from Radheshyam Prajapati	3,500.00	
TDS recoverable from Employees	8,389.00	1,92,256.00

PARTICULARS	AMOUNT	TOTAL
ESTABLISHMENT EXPENSES		
Bank charges	1,126.00	
Internet charges	13,170.00	
Office expenses	8,500.00	
Postage & courier - General	1,703.61	
staff welfare expenses	22,690.00	
Advocacy expenses	8,056.00	
Capability Building for staff	14,550.00	
Loss by theft	500.00	
Honorarium Expenses	2,000.00	
Interest on TDS	295.00	
Misc. expenses	7,796.00	
Printing & Stationery Expenses	55,000.00	
Newspaper,books & periodicals	548.00	
Office rent	60,000.00	
Repair & Maintenance expenses	21,640.00	
Consultancy Expenses	1,01,909.00	
Travelling & conveyance expenses	53,938.00	
Business promotion expenses	315.00	
Brokerage	35,000.00	
Salaries	2,47,190.00	6,55,926.61
OTHER INCOME		
Counselling fees	13,050.00	
Honorarium received	43,560.00	
Study circle	9,250.00	
Tickets - 13th Nov Event	87,800.00	
Workshop Fees - DMT	66,900.00	
Compensation from employees	45,333.00	
Sale of items	1,320.00	
Misc income	2,238.00	
Training Fees-CSA Programme	17,900.00	2,87,351.00

Statement of Receipts & Payments

ARPAN - 10, ARUN BUILDING, 34, NARAYAN DABHOLKAR ROAD, MUMBAI 400006,
Registration No. : E/24873 (BOM)
STATEMENT OF RECEIPTS AND PAYMENTS FOR THE YEAR ENDING 31ST MARCH 2011

RECIPTS	RUPEES
Cash In Hand	2,684.00
Cash In Bank	7,25,302.00
TOTAL OPENING BALANCE (A)	7,27,986.00
Donations Towards Child Sexual Abuse Project	28,56,048.20
Donations Towards Corpus Fund	2,25,400.00
Voluntary Donations	6,17,471.80
Sale of books	2,390.00
Counselling Fees	13,050.00
Honorarium income	43,560.00
Study Circle Fees	9,250.00
Tickets -13th November Event	99,400.00
Compensation from Employees	45,333.00
Training Fees Towards CSA Project	17,900.00
Dance Movement Therapy Workshop Fees	57,400.00
Maturity of fixed deposits	3,00,000.00
Misc. Income	3,558.00
Interest From Bank	38,099.00

RECIPTS	RUPEES
TOTAL (B)	43,28,860.00
TOTAL RECEIPTS (A+B)	50,56,846.00
PAYMENTS / EXPENDITURE	RUPEES
Councillor fees	14,100.00
Conveyance	2,07,307.00
Training fees for staff	14,550.00
Cash loss by theft	500.00
Newspaper, Books & Periodicals	548.00
Advait expenses	9,440.00
Advocacy expenses	6,898.00
Brokerage	35,000.00
Postage & Courier	4,566.00
Printing & Stationery	1,68,953.00
Study Group Expenses	23,154.00
Telephone Expenses	37,790.00
TDS Remittance	37,996.00
Event expenses	1,45,454.00
Honorarium paid	2,000.00
Marketing & Communication materials	72,932.00
Making charges towards Trust logo	10,000.00
Audit Fees	20,432.00
Bank Charges	1,126.00
Internet Charges	13,170.00
Purchase Of Air conditioner	65,250.00
Purchase Of Books	2,773.00
Purchase Of Computers	91,556.00
Office rent	60,000.00
Bank Of Baroda Fixed Deposit	3,00,000.00
Security deposit - office	1,80,000.00
Capital work in progress	1,04,078.00
Resource development for PSE Program	55,980.00
Registration Charges For Marathon	6,192.50
Office expenses	8,500.00
Dance Movement Therapy Workshop Expenses	1,35,389.00
Workshop Expenses - Dr.Lois	11,656.00
Workshop Expenses - RMP	17,560.00
Workshop Expenses - Spoken Communication	5,903.00
Workshop Expenses - Gender Sexuality	3,850.00
Workshop Fees paid	7,400.00
Staff Emoluments	22,55,205.00
Staff Welfare expenses	22,690.00
Consultancy Fees	1,58,293.00
Miscellaneous Expenses	8,888.00
Advance To Employees	8,000.00
Repairs & Maintenance expenses	21,640.00
TOTAL PAYMENTS (A)	43,56,719.50
Closing balance	
Cash on hand	28,316.50
Cash in bank	6,71,810.00
TOTAL CLOSING BALANCE (B)	7,00,126.50
Total (A)+(B)	50,56,846.00

*Prepared on the basis of audited balance sheet.
Complete audited statement is available on request.

Our Identity and values:

Arpan is a registered Public Charitable Trust by legal status and conviction. (Registered under the Bombay Trust Act, Registration No. E24873; dated 25/03/2008)

Our projects, strategic and organizational structures and policies at Arpan are strongly guided by the following values:

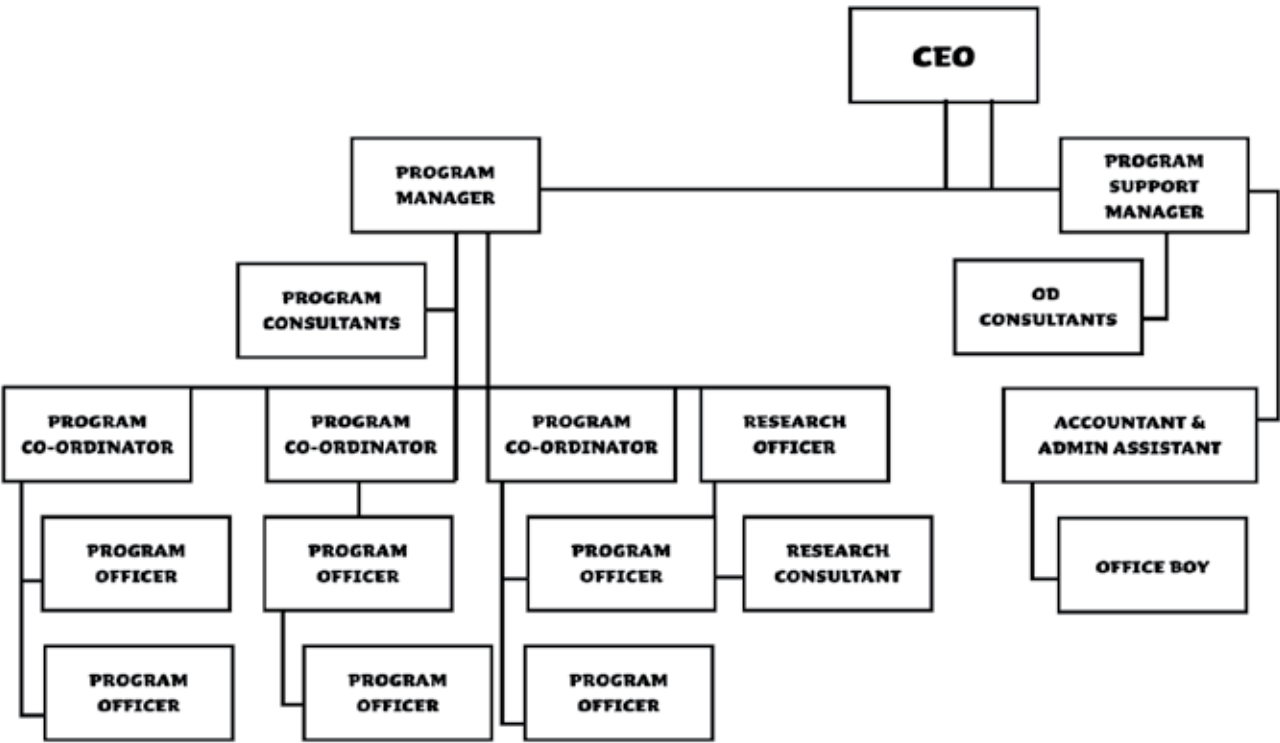
Respect: To respect each other’s views and feelings within the organization and with people you work with as a representative of Arpan. To surely express ourselves, our opinions, suggestions and feelings in a respectful manner while regarding the dignity and self worth of other individuals.

Support: To be supportive of each other within the organization and Arpan’s beneficiaries and clients

Accountability: To work with complete transparency and integrity and in a manner wherein the employee is accountable towards the organization and all internal and external stakeholders for one’s actions, thoughts, ideas.

Passion: To be passionate about the work we do so that we do our best

Excellence: To do everything with excellence and aspire for nothing less than excellence. To be organized in one’s work while inspiring others to excel and reach the optimum levels of their potential. Excellence is also portrayed in the constant learning and evolutionary attitude of the Organization and its people.



The management and staff at Arpan is guided by an esteemed and expert board of trustees. The details of the trustees are mentioned below:

NAME	PROFESSION	DESIGNATION ON BOARD	AREA OF COMPETENCY
Suman Srivastava	Ex-CEO, EURO RSCG	Trustee	Strategic Direction, Finances, Marketing
Achama Matthew	CEO, Bombay Cambridge Gurukul schools	Trustee	Strategic Direction, Program Development
Vaishali Kapadia	Asst. Art Director, Spenta Multimedia	Trustee	Design & Media Strategy
Pooja Taparia	CEO, Arpan	Trustee	Administration, Operations, Communication, Program Development, Fund raising
Noopur Jhunjhunwala	Nominee by R.Jhunjhunwala Foundation	Trustee	Strategic Direction

Pooja Taparia receives a remuneration of Rs. 50,000 per month as Chief Executive Officer of Arpan. In 2010 - 2011, 7 board meetings were conducted.

Registered Office: 10, Arun bldg., 3rd flr, 34, Narayan Dhabolkar Road, Mumbai – 400 006

Working Office: 1st floor, 9/3 Cama Industrial Estate, Val Bhatt Road, Goregaon (East), Mumbai – 400 063

Bankers: Bank of Baroda, Malabar Hill, Mumbai – 400 006 and HDFC Bank, Fort, Mumbai – 400 023

Auditors: Ganesh and Rajendra Associates, 103, Madhu Industrial Park, Avadh Narayan Tiwari Marg, Mogra Village, Andheri (East), Mumbai – 400069

Distribution of staff according to salary as on 31st March, 2011
All staff are female.

SLAB OF GROSS MONTHLY SALARY (IN RS.) PLUS BENEFITS PAID TO STAFF	FULL TIME	PART TIME	CONSULTANTS	TOTAL STAFF
< 5,000	-	-	-	0
5,000 – 9,999	-	-	-	0
10,000 – 24,999	5	2	1	8
25,000 – 50,000	3	-	-	3
50,001 – 1,00,000	1	-	-	1
Total	9	2	1	12

Remuneration of 2 highest paid employees: Rs. 50,000/- & Rs. 32,000/-

Remuneration of lowest paid staff member - Rs. 10,000/-

No international travel has been made by any Board member or personnel for Arpan.



Thank You

All our well wishers and donors whose support has helped us to sustain and grow our work.
Donors in alphabetical order:

Abbas Merchant	Arjun Somani
Abid Khokawala	Arun Nanda
Aditi Puri	Arwa Mamaji
Adnan Lokhandwala	Arwa Merchant
Ajay Maheshwari	Aseema Mamaji
Akhtar Peerbhoy	Asghar Merchant
Alifiya Mamaji	Ashok Mehta
Amrita Purkayastha	Ashok Zaveri
Anoop Rajan M	Ben Cherian
AP &Co Chartered	Bharat Sanitary Stores

Bindu Ananth	Natasha Ruparelia
Bombay North	Neeru Nanda
Brinda Shoorji	Neha Mehta
Deepak Sitaraman	Neshaminy Dalal
Deepika Unni	Nikhil Shoorji
Dhaval Udani	Nisreen Mamaji
Dr Kothari	Optimum Securities Capital Pvt. Ltd.
Dr Nayan Sanghvi	Oswal Projects Ltd.
Druva Patel	Parashar Ruparelia
Duriya Kathawala	Perin Kalolwala
Erach & Roshan Sadri Foundation, UK (via Connect India)	Pooja Nanda
Fahris Nagree	Pradeep Gode
Faiz Nagree	Priya Nijhara
Fakhru Petiwala	Quettawalla Family
Faraz Nagree	R. Jhunjhunwala Foundation
Fatima Sham Mahimwala	Rahul & Ruchika Agarwal
Fazila Nagree	Rahul Sogani
Femisa Arsiwala	Rohit Talwar
Fridaus Nagree	Romin Aspi Rustom
Gaurav Kanal	Rukshana Lokhandwala
Gazala Vahanvaty Kajiji	Ruzbeh Bacha
Harshad Thakkar	Sachin Jaiswal
Hasni Dalal	Sakina Mamaji
Huzefa Roowala	Sanjeevani Jyoti Charitable Trust
Ilham Nabi Merchant	Shabbir Lokhandwala
Inner wheel Club	Shakera Nagree
Jai Tandan	Shakera Quettawalla
Julie Shah Nagree	Sharfaraz Furniturewala
Juzar Mamaji	Shehnaz Peerbhoy
K. K Unni	Shivani Jain
Kamlaben Hansraj	Shobha S. Iyer
Kanhaiyalal Taparia Charity Trust	Shraddha Thakkar
Karl Wadia	Shravan Malani
Kaveesh Nath	Shree Hazarimal Somani Memorial Trust
Ketan Shah	Shyam Sonthalia
M. G Umakantha Adiga	Siddhant Khanna
Mahendra Shantilal Jhaveri	Sixofus Design
Mahima Nanda	Sugra Bagasrawala
Maria Philipose	Suman Srivastava
Mariam Mamaji	Sunil Gandhi
Mehta Charitable Trust	Suraj Shetty
Moiz Pardiwala	Tan Samal
Muffaddal Indorewala	Tasneem Nagree
Mumtaz Arsiwala	Tasneem Roowala
Munira Mamaji	TheBathStudio Pune
Murtuza Ali Peerbhoy	Tushar Vir
Murtuza Lokhandwala	Uday Nanda
Mustafa Merchant	Umme Aiman Merchant
Nabil Mahimwala	Unaiza Lokhandwala
Nachiket Mor	Vaishali Mehta
Nadeem Kajiji	Vidya Damani
Namrata Agarwalla	Zahida Tawawalla
Narottam Sekhsaria Foundation	Zainuddin Quettawalla
Naseem Arsiwala	Zoher Mamaji
Natalia Nagree	

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- Our Board of Trustees – Achama Matthew, Noopur Jhunjhunwala, Pooja Taparia, Suman Srivasatava and Vaishali Kapadia

Your support has been extremely valuable last year and we hope you will continue your support this year too.

Thank you!

You can continue to help by:

Talking about the issue

- Talk to your friends and family about CSA. Learn more about CSA on www.arpan.org.in
- If you have experienced CSA or know of someone who has, reach out to us on support@arpan.org.in or 98190 86444.

Volunteering

- We need individuals with varied skills and resources to help our work grow.
- Tell people about Arpan and the work we do.
- Help us get access to networks like schools, clubs, residential societies, NGOs, any platform to talk about CSA and create awareness.

Donating

- Sponsor Teaching @ Rs. 900 ---- no. of children personal safety skills
- Sponsor Training @ Rs. 300 ---- no. of parents, teachers and other adults on CSA.
- Sponsor Counseling for ----- no. of survivors heal @ Rs. 2000 per month per person.

Ways to donate:

- You could send a cheque in the name of ‘Arpan’ to our office.
- For bank transfer details contact us on info@arpan.org.in.
- To donate online connect with us

You will be sent a **receipt and 8oG tax exemption certificate**.

If you are an NRI holding Indian passport you can pay directly to Arpan from any account either in India or abroad. If you are a PIO (holding passport other than of India) or a person of foreign origin you can donate to our partner ‘Connect India’ in the UK. Send a cheque in the name of ‘Connect India’ to P. O. Box 667, Borehamwood, London, United Kingdom, WD6 9DR.

For bank transfer details contact us on info@arpan.org.in

Do visit us!
Do call us in advance to arrange a mutually convenient timing.

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