



FOUNDATION FOR AWARENESS COUNSELLING & EDUCATION-FACE

ANNUAL REPORT 2023-2024



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FACE An Introduction

Foundation for Awareness Counselling and Education (FACE) was established as a non-Government Organization on 14th January 2002 and registered under the society Registration Act, 1860. It has been engaged in various educational and community development activities.

FACE came into existence when some like-minded common goal-oriented people came closer to form a group to work together to provide relief to the victims of devastating flood in the district of Pakur bordering West Bengal. Encouraged by their efforts they vowed to volunteer their time and efforts to work in the field of social welfare and engaged in organizing relief and blood donation camps during natural calamity and accidents of magnitude, with the time they started organizing awareness camps against different social evils and superstitions engulfing the ignorant and illiterate mass of the countryside. They took their efforts a step further to arrange the provision for medicinal help especially to victims of disease of epidemic nature and to the victims of dog-bites and snake-bites.

FACE focused its activities for alleviation of deplorable condition of women and children and poverty among excluded rural communities in general. Face has set about its task in the remotest corner of the state of Jharkhand. This was the beginning of FACE. The basic tasks of the organization are eradication of illiteracy and upliftment for socially excluded community. In the last twenty-two years we have been associated with various government and non-government agencies through various programs. Our current Projects -- **Girl Child Education program & English Literacy Project.**

FACE headquartered in the District town of Pakur at the North Eastern strip of Jharkhand. Pakur is still inhabited by schedule castes tribes and minorities living life in complete woes and disarray. The socio-economic development is clouded by the curse of illiteracy, superstitions, myths and poor condition of socially backward community.

FACE: Facilitating Social Conviction

The organization has been involved in social welfare activities especially in the field of Education, Health, Women Empowerment & Leadership development for the last twenty-two years and has been making all possible efforts to accelerate its activities in this direction to find sustainable answers to uplift the conditions of excluded communities through community-based programs, participatory approach by building support based integrated partnerships by making interventions through a range of efforts, and facilitating a condition to open various opportunities for deprived people to address their needs and improve their conditions. FACE, at present, is working with rural children girl & women with primary secondary education programs, supplementary learning and comprehensive reading skill programs in government schools through various government and non-government initiatives mostly in the district of Pakur Jharkhand India.

Our vision

FACE aims to envisage an “**Empowered and Enlightened Society**” where everyone can get education and avail its basic rights, where no excluded communities remain deprived.

Our Mission

To work and create a self-reliant, equitable, value based and educated society by means of social transformation initiatives for empowerment of girl children, women, and deprived communities by addressing educational needs and rights-based deprivations faced by excluded children, women and communities by bridging the gaps through association, partnership and collaboration.

From the president's Desk



This is a great opportunity to present Annual Report of FACE for the year 2023-24. Facing various ups & downs, new experiences and challenges throughout the year. However, we never lost our conviction and continued our dedicated efforts with a positive approach. At the end I could say this with proud that we have again achieved our targets.

The memories of various stages of our twenty-two years of journey as an organization has been quite motivating. Our steady evolution is a matter of satisfaction for all of us as an organized team dedication to the cause of social transformation and empowerment for excluded people, for strengthening of weaker sections of marginalized society.

The path, right from the very beginning, was embedded with challenges and hardships but through our collective efforts we could cross all obstructions and challenges to reach this far. With our continued interactions with various partners, social groups, stakeholders, government departments, funding partners, supporting agencies and various like-minded organizations with common theme, we could develop a firmground and focused approach to work for the under-privileged segment of the society.

Last year we mostly focused on Girl children education project presently running 63 Elementary Education Centers for Girls in 60 Villages and English Literacy Project in Pakur & Hirapur Block of Jharkhand. We have worked in the field of skill development for livelihood; Right based awareness and health awareness. The theme and purpose of all these activities were widely shared to bring to light all these issues from grassroots to higher level of policy makers.

It is my earnest urge and I really wish and resolve my commitment that as an organization we will continue with all these activities reinstated zealand drive for the cause of the weaker sections. Our learning till date would guide us walk ahead with renewed confidence and to strengthen our capabilities further.

May I solemnly express my good will and deep sense of respect to all community people, Governing Board and FACE Team Members, government and non-government agencies and organizations, and all other well-wishers for believing us, supporting and keeping our spirit high. All of them have been the real players and livewire of all our interventions.

Sharique Hayat Khan
President
FACE

From the Secretary's Desk



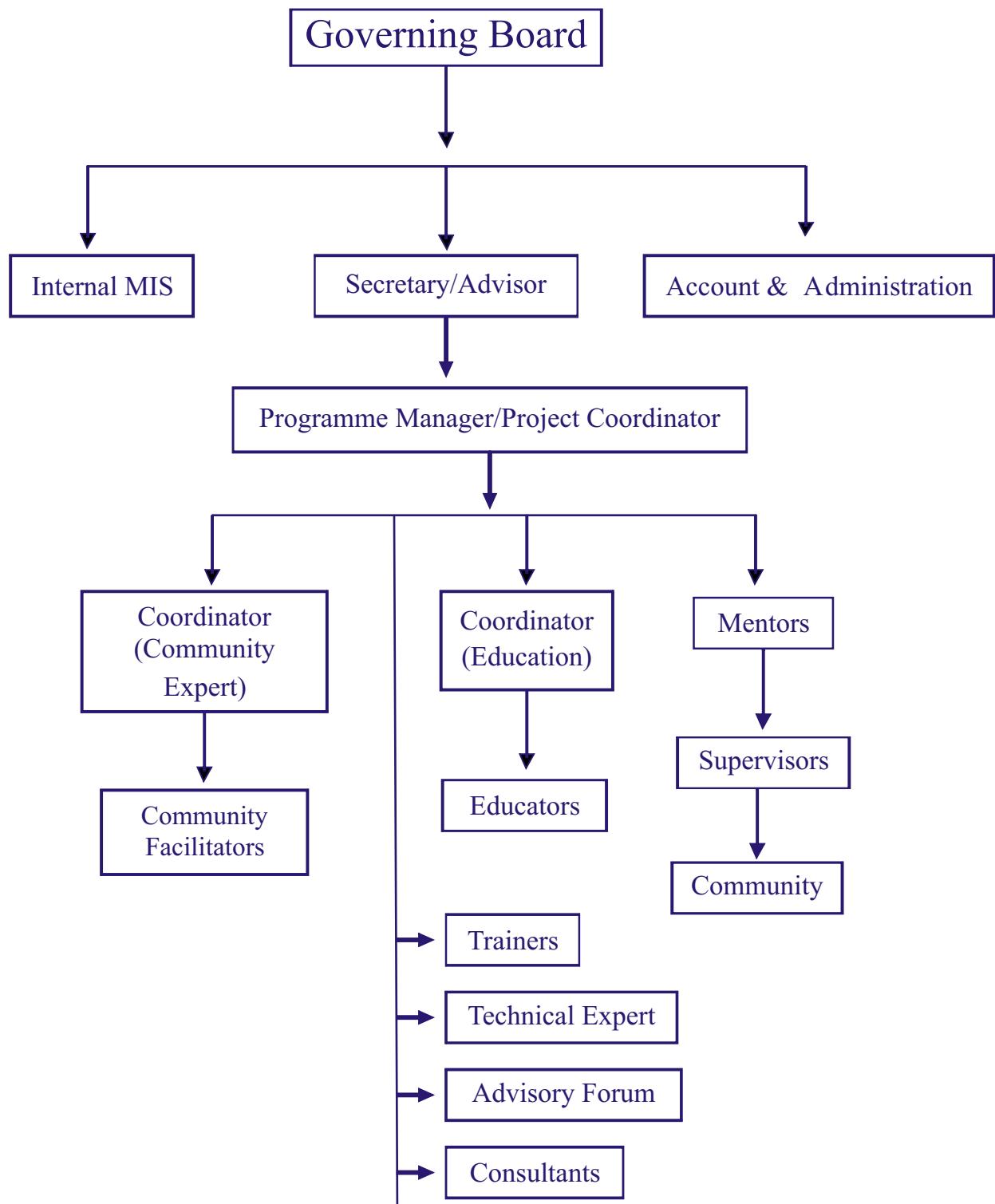
Foundation for Awareness Counselling & Education-FACE is presenting its Annual Report 2023-24. Ours is the organization that is in existence for twenty-two years and continues to work for the excluded community with various projects like; Education, Health, Women Empowerment, Leadership Development and Grass-root Awareness Building. This year was more dedicated towards Girls child Education program and English Literacy project in Government schools for the disadvantaged group of society. It has developed a positive atmosphere at the community level to build an atmosphere to raise the demand for the girl children education. FACE has out-reached much wider by covering large number of villages through various projects.

We emphasized in strengthening the internal leadership and skilled individuals leading FACE and we set a new benchmark for ourselves by reaching out to Children, Adolescents and Adult Women. Our organization enters into twenty-two years in 2023-24 with a remarkable confidence and sharpened clarity through improved knowledge and talent-based approach.

FACE has always believed that a community can be transformed through the power of Education and that empowered community gives valuable participation and contribution to the society. The entire organization along with our Governing Board and external stake-holders worked jointly in a participatory manner to work with our priority of educational areas and plans to upscale our impact over the coming years. Finally, I would like to thank whole team of our organization-who worked hard in demanding environment to improve the education of the most vulnerable women & children to take up closer to our vision. We have a dream that each and every child in the rural and excluded community get proper and meaningful education and become responsible and knowledgeable at community level.

Ritu Pandey
Secretary
FACE

Organizational Structure



Legal Status

Registration Details:

Registration Act, 1860 Regd. No: 192 dated on 14 January 2002.

➤ **12A/AAOFI.T.ACT,1961:**

CIT/DHN/Tech/12A-30/2005-06/2219-21 Dhanbad dated on 29th July 2005

AAAAF0410EE20168 from 2022-23 to 2026-2027 dated on 20/09/2021

➤ **FCRA Registration no:** 337780015 dated on-01/10/2023 to 30/9/2028

➤ **PAN no:** AAAAF0410E dated on-14th January 2002

➤ **TAN no:** RCHF00102E dated on 10th November 2007

➤ **80 G :** SSAA/Dhanbad/Tech/80G-7/2013-14/589-92 dated on-21st May 2013 AAAAF0410EF20216 from 2022-2023 to 2026-2027 dated on 23/09/2021

➤ **Niti Aayog Unique ID:** JH/2018/0195764

➤ **Employer Provident Fund Code number:** JHRAN3273492000

➤ **Employee State Insurance Corporation:** 60001874890001399

Registered/Head Office:

Foundation for Awareness, Counselling & Education-FACE

Street Name--Rajapara, Post & District--Pakur,

Pin Code -- 816107, State--Jharkhand

☎ 094311-65148

☎ 062993-65527

E-mail: face 197@rediffmail.com

ritupanday16@gmail.com

Website: www.faceindia.net

Our Bankers:

i. State Bank of India, Pakur

ii. Punjab National Bank, Pakur

iii. State Bank of India, Main branch New Delhi

Auditor:

S. K Mishra & Co,

Chartered Accountant

Pakur, Jharkhand

Governing Board

NAME	DESIGNATION	ADDRESS	OCCUPATION
Mr. Sharique Hayat Khan	PRESIDENT	Thanapara, Pakur	Social worker & Pedagogy Consultant
Mr. Vidyasagar Choudhary	VICE- PRESIDENT	Tantipara, Pakur	Social Worker
Ms. Ritu Pandey	SECRETARY	Rajapara, pakur	Post Graduate Program Development Management & Clinical Psychologist
Mr. Devabrata Sinha	TREASURER	Thanapara, pakur	Social Worker & Financial inclusion Consultancy
Mr. Ratan Singh	MEMBER	Bank Colony, Pakur	Social Worker& Secretary, Dist. Sports Association
Mr. Birendra Pathak	MEMBER	Tinbangla, Pakur	Social Worker& District Sports facilitator
Mr. Chanchal Jha	MEMBER	High School Road, Pakur	Social Worker& Education Trainer
Ms. Rosa Soren	MEMBER	Gokulpur, Pakur	Social Worker& Community Facilitator
Ms. Atreyee Chandra	MEMBER	Garia, Kolkata	M Phil in Clinical Psychology & Special Education Trainer

Monitoring and Evaluation practices

Effective and efficient use of available resources utmost importance for meaningful and productive impact of community-based activities. It is also a guiding mirror for the organization to verify the systematic & objective oriented implementation of the Project. Top-down and bottom-up method of activity- based directions and related information collection of the process and methods of implementation and their observation and evaluation keep a project moving in a planned manner. Therefore, a well-designed process of monitoring and evaluation is the livewire of the organization. It ensures better implementation, result oriented performance & transparency. We undertake activities have a clear vision that what achievement is expected to be seen at the end of the project. We work by developing some specific questions and the strategies and activities to be followed giving emphasis on all important ingredients of the Theory of Change to bring out the best from the programs being implemented i.e.

- Why is the activity needed?
- What is the content of activity?
- How that activity to be taken up under sub-activities?
- What is the methodology for activity implementation?

In the context of Monitoring & Evaluation(M&E) project-wise specific patterns are developed for systematic functioning of project areas. We give emphasis to anticipation & listing of problems, approach to goal-oriented solutions and activity cum plan-based result. We are also specific about various activity related measurable indicators for determining the whole process through scale and frequency, setting up roles and responsibilities and monitoring in the same line, determination of the process to use the collected information and its authentic analysis and comparison to set benchmark, formatting the document into formal process, and undertaking rigorous and stringent monitoring at field work.

This is a crucial and valuable part of our organization's working system. This not only helps to find gap also creates a sense of responsibility and accountability among the team.

The monitoring system is led by the secretary cum advisor, project manager and coordinator. Each project has field level mentors and cluster wise facilitators do the monitoring as well as their assigned project work. The project team is trained well to make them well versed in their activities. Project related documentation is maintained systematically both at centers and head-office. The organization's advisory committee, consultant and pedagogy experts form the core of internal monitoring system. Weekly and Monthly meetings are conducted in each project to assess the progress.

Monitoring and Evaluation practices

The account officer is in charge of the account section. There is a systematized system of accounting manual and followed to record proper cash inflow and outflow.

Educators are involved in educational management at the centers. Facilitators can directly intervene in the community activities. Documentary management of the organization has well defined system of reporting and recording each area of activity.

Project based capacity building session/training has been conducted by the pedagogy expert and the project coordinator. Documentation is maintained by field facilitators and coordinators and monitored by the Project advisor and external person. Monthly project documents and its outcomes are finally scrutinized by the Secretary cum Advisor with project in-charge and coordinators.



Activities 2023-2024

Girl Child Education Program under funding support from IIMPACT Gurgaon

Girl Children Learning centers are functioning in 60 villages of Pakur block to provide educational support to girls from difficult circumstances who are either drop-out, never-enrolled or irregular. Our primary target is to ensure class and age specific education for such children for continuing further education.

An observation of the rural pockets especially the target regions is enough to reflect the disturbing picture of negligence these girls undergo-withdrawn from schools for household chores, early marriage, made to drop out from mainstream education because of community tendency of not letting them mix with the boys after a certain age. Girl children education is very effective program for community girls. We have been running 63 Girl children Learning Centers.

Apart from education we are strengthening our learning centers as village-based platforms for community-based interactions for awareness building on various issues such as available facilities and services, rights-based issues, health and education issues, linkage with government departments, social groups, partnership with various organizations, communication with media. We have successfully reach out to 13000 girl children, women, youth & community people and covered them through our programs to enable the down-trodden community to avail of the provisions.

The target villages are under crippling overpopulation that strain the target community with their resources and deprive them of their basic rights and make the day to day living a continuous struggle. Due to high population landholding of each agricultural family reduces from generation to generation and livelihood opportunities continue to decrease. Agriculture still is the backbone for sustenance, but in places where families do not possess sufficient land for livelihood, they need alternatives and the ways to learn and earn from other sectors. Education is perhaps the only and the ultimate hope for the improvement in their conditions.

Therefore, it is envisaged that a project based educational intervention at the grassroots for girl children of primary level (class I to V) may form the beginning to address status of girl child education. While intervention and interaction with the community some observation of problems faced by these girl-children the most noticeable experience is the glaring negligence of educational needs of girl children in early childhood that results in children making very poor beginning in formal schools and they remain mere visitors to school without any proper learning. Girls are the foundation of the family as well as community.

They need basic and primary education and lifelong learning and development, addressing the educational needs of girl children must find the priority. If the girl children are not properly provided education it adversely affects their development. Due to house-hold chores, taking care of their siblings, earning for their family and early child marriage are the major hindrances towards education of these girls. Therefore, it seriously needed to work for creating demand for girl-child education in the family as well as community.



Exposure, Participation & Celebration

To ensure their basic rights and to emphasize on learning, the centers have given various kinds of learning-based exposures to these girl-children to develop a sense of confidence and to make them aware of the realities around so that they can accelerate their efforts to be at par with the outside world. They are also given exposure at district level programs to exhibit their ability in reading, writing, dictation, rhymes, debate, dance and drama. The appreciations get encourage them to raise their efforts.

To inculcate a sense of moral values and respect for nationalism and humanism all important days and occasions such as all National days, Mother's Day, Environment Day, Teachers Day are celebrated among girls and their communities ensuring their active participation to initiate sustainability.



Joyful Learning & Extracurricular Activities

In primary education it is very important that children have a good start where they can enjoy their learning because it provides them the foundation level education. Hence creation of joyful learning environment at centers has been our focus. Use of proper teaching-learning material for interest-based learning, Peer group Learning, dance, and song activities, play-way methods and teachers' active participation are specifically ensured. Healthy rivalry and a spirit of competition help in bringing out the best from them. Hence, inter-center competitions are organized and the girls from one center are taken to another center for competitive activities for the encouragement, motivation & development of children through competitive excellence.



Knowledge sharing with Adolescents Girls on Reproductive Sexual Health & Life-skill Development--

FACE has extended its Girl Child Education Program by incorporating awareness activities with adolescent girls through regular tutorial sessions on reproductive-sexual health & life-skill development. FACE has developed a tracking system to monitor adolescent girls progress & empowerment by building a strong network. This initiative has helped the beneficiaries to become aware and well conscious about their health issues & effective life-skills.



Capacity Building on Teaching Methodology-

Capacity building session for various education Program for teachers and supervisors are imparted at quarterly basis on subject based teaching methodology to keep them updated and to prepare them for delivering their best to the students.

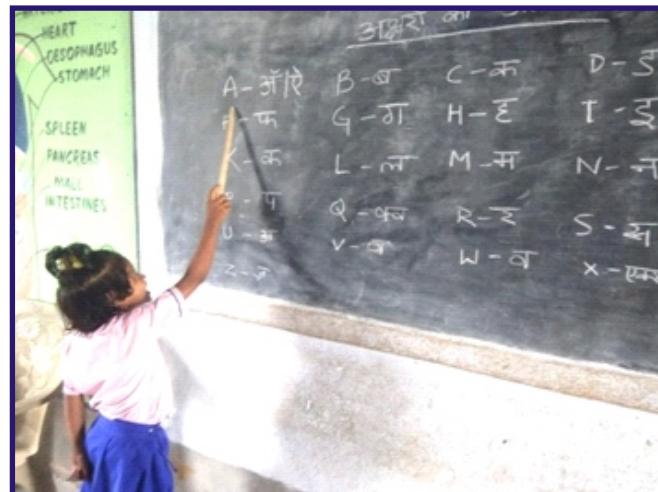
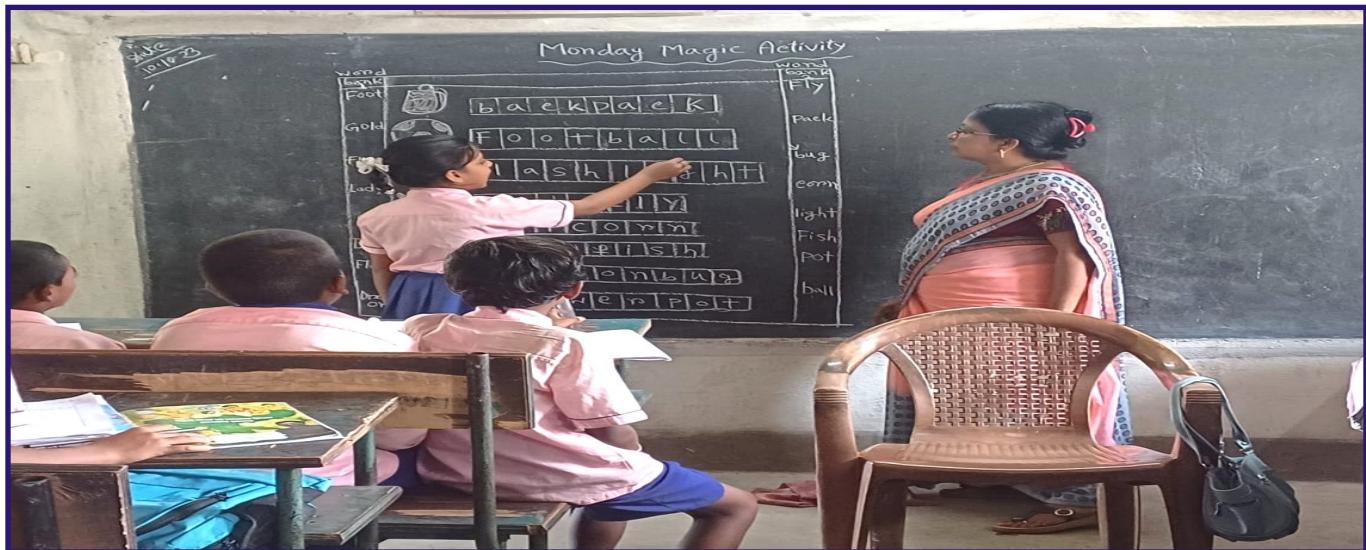


English Literacy Project-ELP under funding support from Vibha Inc.

The Project impart easy and effective English learning skills along with confidence boosting events for students & school community awareness to 133 Govt. school students of grade III to VIII from Pakur and Hiranpur blocks. Engaging students in collaboration with Samagra-Shiksha (SS) Pakur and Govt. school's English Literacy trained teachers. It was fruitful experience for us to get such significant transformation in students English concept development and school teachers overwhelming support for the transformation. The remarkable outcome of the Project is clearly visible through the student's self-confidence and comprehensive knowledge development in English learning. The English learning outcomes of students have grown up and now FACE is working on effective sustainability & saturation of the Project by Schools.

Student's Concept Development through class-room engagement

Through regular guidance & follow-up of Govt. school graded III to VIII students English learning concept enrichment is ensured with the collaborative approach of assigned Govt. school teachers and FACE Mentors to achieve the Project objective of student's better learning outcomes. Student's Special engagement activities English Paragraph reading, Monday-Magic/Tuesday-Twist initiated for better comprehension & competitive culture development in English subject.



Children Events & Celebration

To elevate student's confidence level in English language/subject, Block level special events or live stage-shows with students were conducted at Pakur & Hiranpur by FACE to provide the students a platform to express themselves and showcase their talents and to boost their confidence in English in public domain by overcoming hesitations and fear.

Motivational rewards for Block level as well as School level event performers also acted as encouragement catalyst for other students to participate in future. The government officials' motivational presence and appreciative remarks encouraged the students as well as the members of the project team to work in a more goal-oriented manner for such students and school transformations.



Community Awareness under English Literacy Project

English Literacy Project intervened in only school level activities but also broadened its reach to school communities during school summer vacation (May-June 2023) & School PTM's FACE intervened in community awareness with parents of weak performing schools to understand the importance of Education, necessity of English and especially to encourage them for their attentive engagement in their children educational journey through one-to-one parents' interaction. Some intervened locations for community interaction were Bahirgram, Samsera, Patraparaetc from Pakur block where as Gopalpur, Ramnathpur from Hirapur blocks.



ELP Teachers Training & TLM support for Schools

Since Govt. school teachers are the key players of English Literacy Project to achieve its objectives, their English teaching capability enhancement is one of the major focus areas of this Project. FACE facilitated for them off-line training to strengthen their knowledge level in ELP teaching concepts and on the other hand schools were equipped with TLM and calendar based on ELP concepts by FACE to promote regular classroom practice and to promote self-study culture in students.



Learning Lab through Digital Learning

Digital Learning team with the support of **NIRANTAR** New Delhi has helped a great deal to make the team learn how to be equipped for the digital world. The project "Third Eye" sensitizes the digital education learning. The team has been trained on computer related education, Pod-casting, video, photography, story and above all skills to reflect feelings through the digital eyes. They learnt proper photo shooting techniques and the feelings of the essence and aroma of the photos.

The Third Eye team also shares their learning to other field level youths & educators for the promotion of digital education by imparting knowledge of proper photo & video shoot, making Google Docs, creating E-mail ID, Zoom link, writing a case study through story format. Creating a story from the picture.



Stories of change

Our holistic educational activities are designed to bring educational reformation for the socially excluded communities through initiatives like Early Childhood Education, Primary & Secondary level Education, Adult education based on functional literacy and livelihood skill development, Girl Child Education & English Literacy Project. We believe “Education is the backbone for quality and meaningful progress of human beings and the development tool for the human societies”. It is equally as essential as air, water, food, cloth & home for the survival of human beings. As we know Pakur is one of the most backward districts of India we emphasized on holistic and accessible educational models to wipe out the blot of illiteracy. For the last twenty-two years FACE has imparted education to 15000 children and mainstreamed them to various institutions and our efforts today about 200+ boys & girls are professionally working in various sectors. Through English Literacy Project-ELP, FACE has uplifted more than 45000 beneficiaries (graded 3 to 8) of Govt. schools by enhancing their English learning outcomes.

Here we have highlighted some transformational stories of those who have motivated & inspired us to elevate our efforts more for the well-being of the community and to bring them to the mainstream in to the society.

FACE transformational Stories

Pratima Kunai, a student of G.C.L.C.Nabinagar

Pratima the youngest daughter of a five-member middle-class family. Both parents are illiterate. Her father is a e-rickshaw driver and works for the whole day. Her mother is a bidi-binder. Her elder sister dropped out from mainstream education due to lack of awareness & interest.

When Pratima was enrolled in our Nabinagar centre she was very disobedient and inattentive in the class. She did not mix with other girls nor she talk to them. Even at the age 9 yrs she did not have any grasp over alphabets. She had issues with concentrating in studies. In the beginning, this girl



could not recognize numbers or letters. She did not even know how to write letters in four lines. But she developed passion for studies gradually. In absence of conducive learning environment, she had dissuaded from studies. Since her elder sister eloped and got married, her freedom was restricted by her family due to which she remained alone and quiet. She neither spoke much to anyone nor met anyone. Even she hesitated to talk to the centre-educator. Gradually through regular grooming, encouragement

& motivational interactions with parents through CMC meeting, a remarkable change was observed in her. Her parents also started motivating her for more engagement in centre activities. Since then that girl of negative mindset started opening up and getting friendly towards others. The girl who used to hesitate in talking to other girls, now developed leadership features and has become the class monitor.



Stories of change

Now she is well adept in taking to all skills like peer learning, monitoring, leadership, communication, creativity, and



interactive and responsive approach. Presently the girl is at Level VII. She has attained age and class specific ability and can read with comprehension almost all the books in the Barkha series. She can understand basic things by reading simple sentences in English. She has memorized tables from 2 to 20. She can introduce herself with confidence. She understands numbers from 1 to 1000, addition, subtraction, multiplication, division, and the meaning of (+, -) in word problems. She has also interest in

drawing. She tries to do well in every field. She participates in every event and encourages others to study as well. She likes to read, plant trees, and do cleaning. She studies well with full concentration. The child has also developed leadership abilities and self-confidence. She wishes to reform society by becoming an IPS officer and wants to help the destitutes.

Halima Khatun transform her life through Education

She belongs to a very simple farming family. Her family has always been aware of the importance of education. Although a simple farmer her father realizes the importance of education very well. He has a passion for educating his sons and daughters with a strong desire to make them successful in life. But he faced the obstacle as there is no facility for higher education nearby. There is a primary mission school in the village where Halima started her primary education. For higher education, one had to come to the nearby town 6 km away from the village. Under-developed roads, shortage of transport & safety matters restricted the families from sending their daughters for education. But she did not give up and convinced her family for taking higher education from the town by travelling the distance on foot daily with some of her other like minded friends. She was strongly opposed by her grandfather but got the support from father.



She had a desire since childhood to become a teacher. She got enrolled in Bangla Kanya Madhya Vidyalaya in Pakur & happily started attending the school on foot with a couple of friends. Had to go through a lot of difficulties yet she passed her Matric examination in 2010 with a 1st division. She had to suppress her desire of reading science due to community obligations and got enrolled in humanities. Just after her intermediate examination, her marriage was fixed. She passed the intermediate exam with a 1st division. Even after her marriage her destiny supported her as fortunately her husband was an educated man.



Stories of change

He marked her interest in studies. He wanted her to continue her studies further. With his support she completed her Graduation from K.K.M. College Pakur.

Then she heard about girl learning centres through a friend. She got a chance to teach at GCLC Ranipur in 2018. She was very happy that she would be able to teach girls like her and help them to get educated. Initially she lacked leadership qualities. She used to do everything out of fear. She lacked courage, now she is able to learn how to teach through Quarterly Teacher Training and it made her confident, courageous, and self-reliant. She is very satisfied from the bottom of her heart. After mainstreaming all the girls in 2022, the new session started again in 2022 itself. Along with teaching, she has also completed B.Ed. and M.A. Today, she herself feels proud that she is helping girls to get education and could mainstream them. FACE has made a huge contribution to this, and she thanks FACE from the bottom of her heart for her positive transformation.



Bukmani Bibi is one of the Education Inclined Parents from Girl Children Learning Center village-Siteshnagar.

She is an active, conscious & supportive parent helping children of Siteshnagar Learning Center. She is from a very backward rural household & her simplicity is visible through her natural politeness and good manners. She is illiterate, yet her mind is always ready to learn and guide. She never blames her parents because they were also unable to educate her, but she wants all her kids to study and succeed rather than remain ignorant like her. She makes an effective contribution to the center meetings, carefully listens to all the meeting's points, implements them, and informs the absent parents regarding all the discussed issues. As a result, she is always committed to the organization's center-based programs & activities. She always expresses her heartfelt gratitude to the institute because her two daughters, Mujlema and Ujlema, are pursuing higher education at Girls Jidato High School Pakur. Her third daughter, Salma Khatun, is currently pursuing level VIII classes of GCLC grade II. Salma is also a topper in her class in all subjects, including extracurricular activities like quizzes & events.



She strongly believes that if FACE had not existed, she would not have been able to provide a quality education to all her daughters. According to her the education system in Girl Children Learning Center is much superior to the education that a girl can obtain in a rural private school although spending a high educational cost. She also believes that if the girl's foundation is good, higher studies will be easier. She expresses her heartfelt gratitude to FACE and IIMPACT organizations for making it possible and convenient by empowering girls of such ordinary village households through quality education and making every parent's dream come true with their girl children. Existence of FACE in this area is quite a satisfactory feeling for all the parents living in the community.

Impact of Girl Child Education Program by FACE

Empowering Girls, Transforming Communities through Girl Child Education: A Case Study of Pakur block, from Pakur district Jharkhand

Pakur is the most illiterate & backward district of Jharkhand and listed as an aspirational district by Niti Ayog having majority of remote rural villages with S.C, S.T & minority population. This area had plenty of challenges, including less access to education, poverty, community violence, social inequality and gender discrimination. This story highlights the transformative impact of girl child educational empowerment in the selected intervened area named Jhikarhati, Sangrampur, Ilami & Chanchki of Pakur block.

Pre intervention condition of the area:

Due to illiteracy, orthodox and traditional customs & thoughts of the families girl children of the area never promoted for Education and the community mindset was built as Education is not for girls and they are born to work for home. Girl children education was never given importance and their futures were fully dependent on the decisions of their families. Early girl child marriage was common in the area which also restricted them to get proper education. Not only girls due to illiteracy, the women of the area were also in a miserable condition they were not allowed to go out, talk to strangers and participate in community events. They passed their entire life within the four boundaries of their home.

Post Intervention Impact of the Community:

Foundation for Awareness Counselling & Education-FACE NGO implemented a girl child educational empowerment program through its learning centres at different-different villages of the target area with the funding support of IIMPACT Gurugram. Even at the initial stage FACE also got a lot of challenges during community survey of the Girl Child Education program. The parents didn't show interest towards girl's education and didn't disclose proper girl child data to our coordinators. Their sole intention was about getting instant benefits for the family without any educational activity. Mitigating all these challenges FACE initiated its learning centres but due to non-responsiveness of parents, students were not regular, had lack of cleanliness, less educational environment in families even parents didn't participate in educational meeting at learning centres. FACE through its holistic and dedicated approach continued its reformative campaign through girl children learning centres and, in a few years, it started getting positive impacts of the program. The dedicated efforts of FACE paid at the long run which are clearly visible through the improvement of the girl children's life, adolescent girls life-skill development, adult women (parents) behaviour and thoughts for education and overall community upliftment.

FACE is proud to share the achievements it had through the visible transformations of the communities which are as follows –

- ❖ Increased attendance and regularities of girl children in centres as well as in Government Schools
- ❖ Improved learning environment at direct as well as indirect families
- ❖ Growth in higher education of girls in the community
- ❖ Parents are now regular at community management committee (CMC) meeting
- ❖ Parents demand increased for getting their girl children admission in FACE learning centres and are seeking admission information in well advance.
- ❖ Communities are now investing in centres for better learning infrastructures.
- ❖ On visualizing the transformation other near-by communities are also demanding girl child learning centres at their village from FACE.
- ❖ Communities are taking special initiatives to conduct events for girl children.
- ❖ The trust of community has improved significantly in a social sector organization due to the exceptional work of FACE and it has been supporting other organizations to do other social activities conveniently.

Visuals of FACE Girl Child Education impact:



Stories of change

English Literacy Project CHAMP-Raj Mandal

S/O Mr. Meghnath Mandal a grade-IV ELP student from Govt. school P.S. Talvadanga ,Pakur. This 10 years old



student belongs to a poor family and at the same time having disability with legs but his disability couldn't stop him from becoming a complete personality. Raj's father is a hardworking labour and mother is a housewife. Monthly Income of the family ranged around to Rs. 7,000-10,000 per month which restricts the family to arrange additional tuition classes for him due to maintenance of his other two siblings and they entirely depend on the school for providing him a quality educational background. Although being not so literate his parents have a dream to see Raj as successful learner and compete with others by overcoming his disabilities.

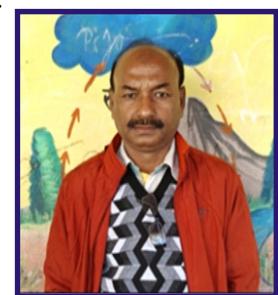
Transformational Impacts of ELP

Raj was not been keen learner from his initial school days and was suffering from in grasping learning concepts, Initially the fear factor of reading English started grabbing him that resulted in running away from study. He started hiding himself from teacher's eyes. English word reading and spelling and meaning were just like puzzle for him. In the year 2023 when he promoted to grade-III he became the direct beneficiary of ELP and regular class activities by teacher & continuous mentoring by FACE coordinator successfully helped him develop the grasping capacity and learning interests in him towards English. His positive transformations were closely monitored by school teacher Mrs. Nilam Marandi and FACE mentor Mrs. Priya Das which are clearly visible through the huge progress in his ELP performances. With each ELP assessment he improved himself and in the grade-III endline test he scored 70% marks which entitled him to achieve ELP reward for star performer from FACE. He was also rewarded for outstanding performance in English paragraph reading contest at school level. His positive transformations are well acknowledged by his parents as well as teachers at various platforms with words of appreciation for the FACE initiatives.



English Literacy Project as a Change Maker and fruitful association with Government Teacher to continue the method & techniques of English Education

Azharul Hoque is one of the most renowned and hardworking teachers of Pakur block of Pakur district of Jharkhand assigned to teach English subject & acting as the nodal teacher for ELP for the primary and upper primary students of Upgraded High School Rahaspur having UDISE- 20101006501 and situated at a Rahaspur village of Pakur Block .He always felt the need of English for the academic growth of students and wanted to do something out of the way to make his students at-least capable of reading English correctly.



Stories of change

His productive desires never achieved success because of the practical gap between grade-wise text book level & student's actual base level and also as it is a time-consuming act, levelling students in a short session due to additional school level official works which take majority of his work time.

Transformational Impacts of ELP



When FACE introduced this ELP program in his school, he grabbed the opportunity and from day one showed his energetic dedication and determination towards making his children competent in English by keeping himself in constant touch of FACE mentor for resolving his English teaching queries under ELP concepts. He has actively participated and has also made his students to participate in all ELP activities conducted by FACE with the conviction that “Learning is an integrated process”.

His regular attentive observation towards every student's progress and take strategic action with non-performing students through parent's intervention made his students well conscious about effective & attentive learning. His systematic school routine management to balance ELP classes along with his other academic subjects are the real instances for others to follow. He has received top performer teacher award for ELP activity “Monday-magic” in Dec-23 and encouraged his students to get rewarded at various ELP event categories during 2023-24. Engaging students with quizzes, word games & black-board reading are his regular class-room part to keep the learning interest levels of students positive & intact.

Teacher's Feedback-- He appreciated the way the contents & activities are shared under ELP and showed his gratitude to FACE for implementing such an outstanding program for the academic empowerment of both students as well as teachers in English subject. Teaching a subject like English through local language (Hindi) in such a comfortable way is really a boon for the teachers and we must cultivate this tradition till the students become self-motivated towards such learning.

Stories of change

ELP TRENDSETTER SCHOOL

UMS Bahirgram situated in the outskirts of Pakur block of Jharkhand having UDISE- 20101004201 and student strength of 300+ served by 5 teachers. Since being a remote and rural location, the literacy graph of the community is very low. Although the school is having a good infrastructure & intent to cater quality education to grade I to VIII students but ignorance of parents and to some extent shortage of teachers had been a visible challenge for the school to bring out the best learning outcomes from their students. Despite HM Mr. Shree Kant Suman & his dedicated teachers' team efforts the academic growth of the students was average. Confidence level of the students was not up to the mark and English was really fearsome subject for the students to grab and understand which was easily visible through their detachment from English. Reading, Spelling & Meaning all the segments of English were in poor condition for the students.



Transformative impacts of ELP

In the year 2022 FACE introduced English Literacy Project-ELP in the school for grade III to VIII students under the mentorship of FACE coordinator Hina Parveen and two school teachers Mr. Dharmendra Kr. Ojha and Mrs. Bale Soren as the nodal teachers for ELP teaching. The Project came as a boon for the teachers to teach their students English subject with easy and effective methodologies. Various ELP activities initiated by FACE in the school enhanced the confidence level of the students through participation.



From day-1 the teachers

took the Project as a mission to develop their students English learning skills and the outcome is now visible as the students have inclined towards English class level activities, Quizzes and have been selected for Block level ELP events, winning rewards for top performances & seeking additional English classes for their betterment in the subject. Our community awareness camp in the school also improved the engagement levels of the parents towards their children's academic growth. With the student's progress School CRP Mr. Rajnish Kumar Sinha also started regular review of the Project during his visits and supporting FACE mentor with effective ideas for implementation.



Our Supporters

We express our heartfelt gratitude to all the donors who have stood with us for implementing the project, believing in our mission to educate, empower and enable every individual who wishes to make a positive difference in the life of the underprivileged children.



Financials-Audit Reports 2023-24



SKMR & CO

Chartered Accountants

Post Office Road, Pakur

Mob: +91 7250499761

Email: casuryakesh@gmail.com

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF
FOUNDATION FOR AWARENESS, COUNSELLING
& EDUCATION(FACE)

Report on the Financial Statements

We have audited the attached Balance Sheet of FOUNDATION FOR AWARENESS, COUNSELLING & EDUCATION(FACE), At:- Pakur, Distt:- Pakur(Jharkhand) as at 31st March, 2024 and the Income & Expenditure Account for the year ended on the date, and a summary of Significant Accounting Policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation of the statements that give a true and fair view of the Accountants of India. This responsibility includes the design, implementation and maintenance of internal control relevant to the preparation of the financial statements that give a true and fair view and are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with the standards on Auditing issued by the Institute of Chartered Accountants of India. Those Standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Society preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of the accounting estimates made by managements, as well as evaluating the overall presentation of the financial statements.



Financials-Audit Reports 2023-24

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion and to the best of our information and according to the explanation given to us, the financial statements read with notes there on give a true & fair view in conformity with the accounting Principles generally accepted in India-

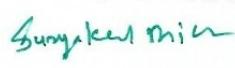
- a) In the case of Balance sheet, of the state of affair of Foundation for Awareness, Counseling and Education as at 31st March, 2024;
- b) In case of Income &Expenditure Account of excess of Expenditure Over Income for the year ended on that date.

Report on other Matters:

- (i) We have obtained all the information and explanation which to the best of our knowledge and believes were necessary for the purpose of our audit.
- (ii) In our opinion proper books of account have been kept by the society so far as appears from our examination of books of accounts.
- (iii) The Balance Sheet and income & Expenditure Account dealt with by this report are in agreement with the books of accounts.

Place: Pakur
Date: 19/09/2024



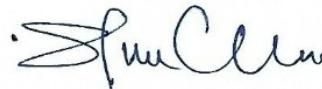
For SKM R & CO.
Chartered Accountants
[FRN 017909C]

Suryakesh Kumar Mishra
Partner
M.No.- 305162

Financials-Audit Reports 2023-24

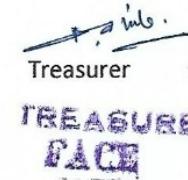
FOUNDATION FOR AWARENESS, COUNSELLING & EDUCATION (FACE), AT+PO:- PAKUR, RAJPUR- DISTT:- PAKUR(JHARKHAND)

ACCOUNTING POLICIES AND NOTES: For the Year Ended 31st March 2024.

1. The society has received piece of land as gift as detailed below:
 - (a) 2002-2003 , 10 Kathas in Mouza- Champa Danga no. 129,P.S.- Pakur, District- Pakur.
 - (b) 2005-2006, 8 kathas 5 dhur, Plot No.274 in Mouza- Champa Danga No.129, P.S.-Pakur, District-Pakur.
2. No depreciation has been charged on the fixed assets.
3. The fixed assets are shown at cost value.
4. The Income and Expenses are accounted for on cash basis.
5. The organization has followed manual for the purpose of financial management expenditure.


President
**President
FACE**


Secretary
**Secretary
FACE**


Treasurer
**TREASURER
FACE**

Financials-Audit Reports 2023-24

FOUNDATION FOR AWARENESS COUNSELLING AND EDUCATION (FACE)
PAKUR (JHARKHAND) - 816107

CONSOLIDATED BALANCE SHEET AS ON 31.03.2024

LIABILITIES	AMOUNT	AMOUNT	ASSETS	AMOUNT	AMOUNT
<u>Capital Fund</u>			<u>Fixed Assets</u>		
IIMPACT - Pakur	22,500.00		IIMPACT - Pakur	2,58,000.00	
Vibha (ELP)	97,667.62	1,20,167.62	FACE- Main	4,57,085.00	
			Vibha (ELP)	99,000.00	8,14,085.00
<u>General Fund</u>					
FACE- Main			<u>Cash at Bank</u>		
As per Last A/c	4,46,104.37		IIMPACT (PNB 6119000100017062)	1.76	
Add: Drshti cap on 31.03.2022	8,622.79		FACE- Main (PNB 6119000100017071)	52,618.81	
Add: Excess of Income over Exp.	24,411.98	4,90,486.87	SBI 11440440358	6,505.79	
	11,347.73		SBI 40100396294	197.98	
<u>Unspent Fund</u>			State Bank of India 5835	12,155.64	
FACE- Kolkata		41,522.64	FACE- Kolkata		
IIMPACT - Pakur		2,57,549.42	SBI 61105375207		41,422.64
<u>Liabilities</u>					
Payable to JTT	500.60		<u>Cash in hand</u>		
Payable to TET	12,279.18	12,779.78	FACE- Kolkata		100.00
Student Reward Exp		13,686.00			
Audit Fee		3,000.00	<u>Loan and Advances</u>		
			TDS Face		12,104.71
		9,39,192.33			9,39,192.33

In terms of our separate report of even date.

Unique Document Identification Number (UDIN) for this document is 24305162BKCPSS9039

Place: Pakur

Date: 19/09/2024

For SKMR & CO.
 Chartered Accountants
 Firm Reg. No. 017909C


 Suryakesh Kumar Mishra
 Partner
 M.No. 305162


 President
President
FACE


 Secretary
Secretary
FACE




 Treasurer
TREASURER
FACE

Financials-Audit Reports 2023-24

FOUNDATION FOR AWARENESS COUNSELLING AND EDUCATION (FACE)
PAKUR (JHARKHAND) - 816107
CONSOLIDATED INCOME & EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31.03.2024

PARTICULARS	AMOUNT	AMOUNT	PARTICULARS	AMOUNT	AMOUNT
<u>Expenses under IIMPACT</u>			<u>Grant Received during the year</u>		
TLM	4,17,600.00		IIMPACT		
Training/Workshop	4,76,078.00		Grant	66,35,608.00	
Project Office Mgt & Monitoring Cost	6,11,650.92		Vibha (ELP)	26,17,797.00	
Honorariums	48,24,351.00				
Bank Charges	1,013.32				
Establishment Cost of New L. C.	1,25,000.00				
Alumni Engagement	44,736.00				
Office & Other Adminstrative Exp	1,35,177.00	66,35,606.24			
<u>Expenses Under Vibha</u>					
Event & Celebration	79,850.00				
Stationery & Xeroxing	7,315.00		Membership fee	18,000.00	
Monthly Teacher & Staff Meeting	30,590.00		Donation	3,000.00	
Travel & Communication	1,92,000.00				
Rewards for Children	4,32,891.00				
Project Advisory Forum	41,095.00				
Honenorium	17,16,000.00				
Rent	90,000.00				
Office & Other Adminstrative Exp	45,974.92				
Bank Charges	8,173.52	26,43,889.44	Other Receipts (Face Main Account)		
			Scrap Sale	2,694.00	
<u>Expenses Under Drshti Human</u>					
Training & Workshop exp	21,630.00				
Management and Monitoring Cost	16,460.00				
Honorarium	1,71,000.00				
Audit Fee	3,000.00				
Bank Charges	236.00	2,12,326.00			
<u>Expenses Under FACE Main</u>					
Bank Charges	8.27		<u>Bank Interest</u>		
Office Exp	8,192.00		IIMPACT (PNB 6119000100017062)	4,067.00	
Postage	41.00		FCRA SBI 11444935835	9,504.00	
Website Renewal Charges	5,200.00	13,441.27			
<u>Excess of Income over expenditure</u>					
FACE Main	11,347.73		SBI 11440440358	2,746.00	
Vibha (ELP)	(16,588.44)		PNB 6119000100017071)	1,095.00	
Drshti Human	(2,09,580.00)		FACE- Kolkata		
IIMPACT Pakur	4,068.76		SBI 61105375207	1,101.00	
Face Kolkata	1,101.00				
		92,95,612.00			92,95,612.00

In terms of our separate report of even date.

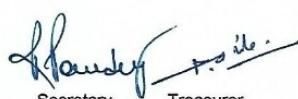
Unique Document Identification Number (UDIN) for this document is 24305162BKCPS9039

Place: Pakur

Date: 19/09/2024


 President

President
FACE


 Secretary

Secretary
FACE




 Suryakesh Kumar Mishra
 Partner
 M.No. 305162

TREASURER
FACE

GET INVOLVED

As a Citizen

If you ever care for condition of children and community in extreme difficult conditions who are one of the most deprived sections of our society as they suffer from extreme forms of exclusion and destitution. As citizens, we can do a number of things together to alleviate their sufferings such as developing awareness about their life and sharing the same with others. We can even connect these people in need with the NGOs and govt.-managed institutions working for their welfare. If interested citizens want to do something worthy and become part of a systematized effort, they are most welcome to join hands with FACE.

As an NGO or Individual

FACE is always open for collaboration with people and organizations working for excluded children and community in difficult circumstances. We heartily extend our resources, materials, publications, and whatever we have for the benefit of others in their effort for community welfare.

As a Professional Social Worker

If you are looking for an opportunity to work, internship and volunteer with children, excluded women and deprived community in need of care, empowerment and protection, then FACE can be a place of your choice.

Transparency & Disclosure 2023-2024

Sl. No.	Name	Designation	Gross Remuneration under project-based work
1	Mr. Sharique Hayat Khan	President	Zero
2	Mr. Vidyasagar Choudhary	Vise- President	Zero
3	Mrs. Ritu Pandey	Secretary	319800
4	Mr. Devabrata Sinha	Treasurer	Zero
5	Mr. Ratan Singh	Member	Zero
6	Mr. Birendra Pathak	Member	Zero
7	Mr. Chanchal Jha	Member	Zero
8	Mr. Rosa Soren	Member	Zero
9	Mrs. Atr eyee Chandra	Member	Zero

Accountability & Transparency:

No travel and other reimbursements have been made to any board member during the board meeting.

Highest paid salary and lowest paid salary under project base budget by the directive of the funding organization.

Highest paid Rs. = 24000 /- Per month

Lowest paid Rs. = 5000 /- Per month

Staff Details: (as onmarch 31, 2024)

Gender	Paid Project based full time	Paid Project based Part time	Paid casual time	Unpaid Volunteers
Male	14	01	01	500
Female	66	03	00	500
Total	80	04	01	1000

Distribution of staff according to salary levels (as March 31, 2024)

Slab of Gross salary (in Rs.)	Plus, benefit paid staff	Male	Female	Total
<2000		00	00	00
2001-5000		00	63	63
5001-10000		02	00	02
10001-20000		10	02	12
20001-30000		02	01	03
30000>		00	00	80

Total Cost of International Travel by all staff during the year: NIL

● **Foundation for Awareness Counselling & Education-FACE**
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PO+PS+Dist- Pakur -816107
Jharkhand

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● www.faceindia.net

● face197@rediffmail.com

