

Annual Report 2022-23



FOUNDATION FOR AWARENESS
COUNSELLING EDUCATION



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FACE: Growing with Confidence

The organization has been involved in social welfare activities especially in the field of Education, Health, Women Empowerment & Leadership development for the last twenty-one years and has been making all possible efforts to accelerate its activities in these directions to find sustainable answers to uplift the conditions of excluded communities through community-based programs & participatory approach by building support based integrated partnerships for interventions through a range of efforts, and facilitating a condition to open various opportunities for deprived people to address their needs and to 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 every child can get education and enjoy its basic rights, where no communities remain deprived & excluded.

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 their educational needs and enabling & linking the deprived communities to various welfare schemes & programs by bridging the gaps through association, partnership and collaboration

FACE An Introduction

The organization Foundation for Awareness Counseling 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 welfare activities ever since mostly in the district of Pakur, Jharkhand.

FACE came into existence when some like - minded enthusiastic 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 snakebites.

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 journey of FACE. The basic tasks of the organization are eradication of illiteracy and upliftment for socially excluded community. In the last twenty-one years we have been associated with various government and non government agencies through various programmes. Our current Projects -- **Girl Children Learning Centers & English Literacy Project.**

FACE headquarter is in the District town of Pakur at the North Eastern part 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.

From the president's Desk



It is my pleasure to present Annual Report of FACE for the year ended 2022-23. There are many ups & downs, new experiences, revelation and challenges throughout the year. However, we never looked back and continued our efforts with a positive approach. At the end I could say this with proud that we have succeeded in achieving our targets set for the mission and completed all our ongoing projects in time.

The memories of various stages of our twenty-one years of journey as an organization from the period of babyhood to present stage of comparatively matured phase have been encouraging. Our steady evolution is a matter of satisfaction for all of us as an organized team dedication to the cause of social welfare and empowerment of 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 barriers and obstacles and have reached this far. with our continued interactions with various partners, social groups, stakeholders, government departments, funding partners, supporting agencies and various likeminded organizations with common theme, we could develop a firm ground and focus approach to work for the under-privileged sections of the society.

In our activities we mostly focused on education of girl children by building partnership with IIMPACT, Gurugram and presently running 53 Elementary Education Centers for Girls in 50 Villages and English Literacy Project with Vibha-USA in Pakur & Hiranpur 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 zeal and 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 goodwill and deep sense of respect to all community people, Governing Board and staff members, government and non-government agencies and organizations, and all other well-wishers for believing in us, supporting us and keeping our spirit high during our difficult times so we could face those challenges! All of them have been the real players and live wire of all our interventions.

Sharique Hayat Khan
President
FACE

From the Secretary's Desk



The Year 2022-23 is the twenty- year existence of FACE and we continue 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 focused towards Girls children Education and English Literacy in Government schools for the disadvantaged group of society.

It has succeeded at the community level to create an atmosphere to raise the demand for the girl children education. The reach of FACE has become much wider large number of villages has been covered through various project

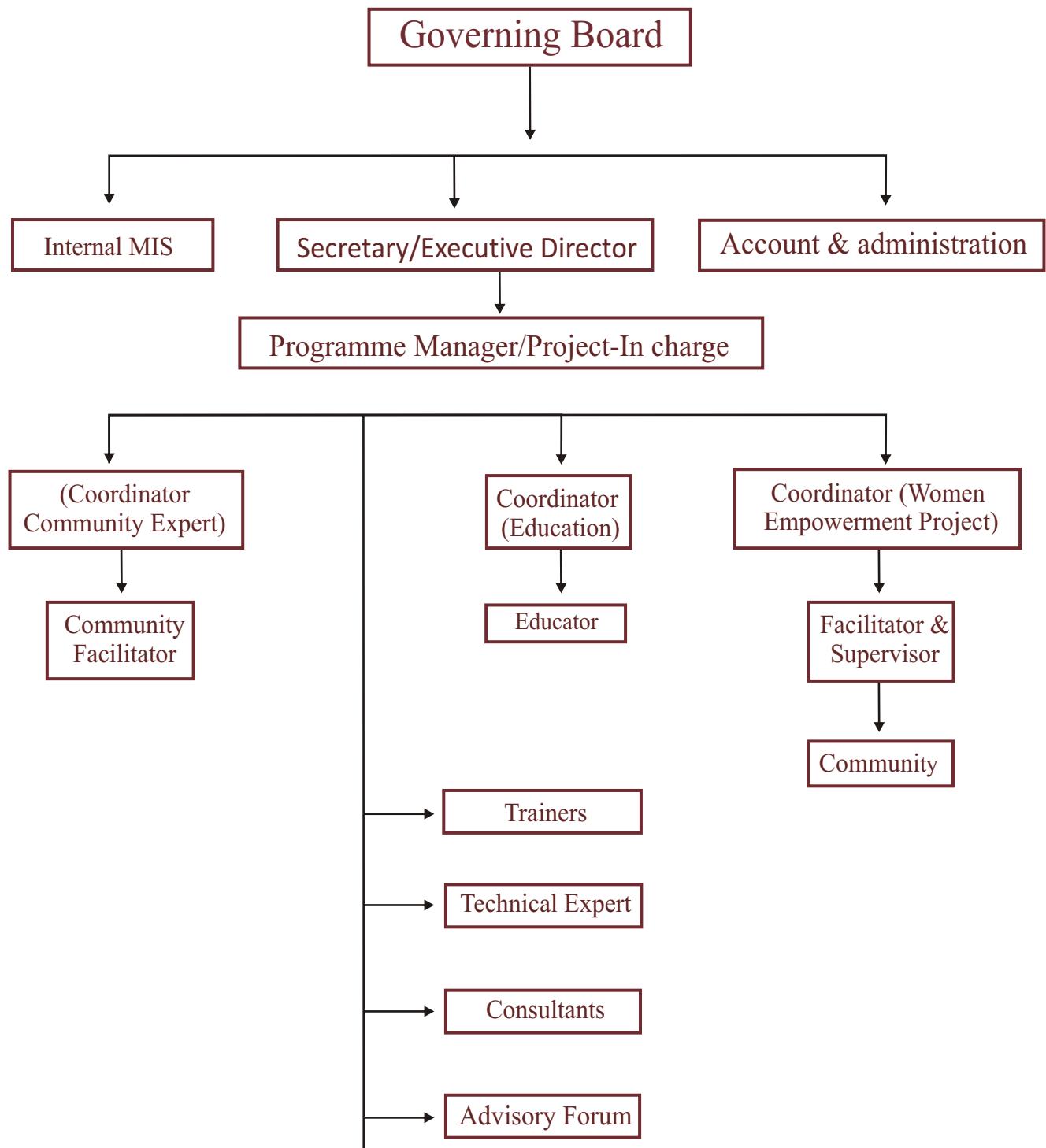
We emphasized in strengthening the internal leadership and skilled individuals leading FACE and we set a new benchmark for ourselves by reaching out to children, adolescents and adult women. Our organization enters into twenty years in 2022-23 with a remarkable confidence with sharpened clarity through improved knowledge and talent based approach.

FACE has always believed that the power of knowledge is being transformed to community and that empowered community gives valuable involvement 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 next 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 girl in the rural and excluded community get proper and meaningful education and become responsible and knowledgeable women 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.TACT,1961:**AAAAF0410EE20168 from 2022-23 to 2026-2027 dated on 23/09/2021
- **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 :**AAAAF0410EF20216 from 2022-2023 to 2026-2027 dated on 23/09/2021
- **NitiAayog Unique ID:** JH/2018/0195764

- **Registered/Head Office:** FACE
Rajapara,
Pakur-816107
Jharkhand
☎ 094311-65148
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 Bikaner & Jaipur, Salt Lake
- **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. Debobrata 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 is of utmost importance for meaningful and productive impact of community based activities. It is also a guiding mirror for the organization to see if activities are undertaken in a systematic manner. 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 functioning, better performance for authentic result. Before we undertake an activity we 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 light of monitoring & evaluation, a need based pattern is developed project wise for systematic functioning and ascertaining the grey areas in Project activities. We give emphasis to anticipation of problems, listing of problems, approach to solutions, and learning areas. We are also specific about various activities and related measurable indicators and determined 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 information gathered and the analysis and comparing it to the set benchmark, formatting the document into formal process, and undertaking rigorous and stringent monitoring at field work.

This is a very important and valuable working system of the organization. This does not only bring into light any discrepancies but also creates a sense of responsibility and accountability among the team.

The monitoring system is led by the secretary and project manager. Each project has field level coordinators and cluster wise supervisors who do the monitoring as well their work according to work plan. The project teams have been trained well to make them well versed in their activities.

Project related documentation is systematically maintained both in the outfield and in the head office. The organization's advisory committee, consultant and pedagogy experts form the core of internal monitoring system. Monthly meetings which are conducted in each project are taken to assess the progress.

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 of 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 sessions/trainings are conducted by the pedagogy expert. Records and registers are kept by field coordinators and monitored by the external resource person. Monthly Project documents and its outcomes are critically perused and discussed by the Secretary with project in charge, supervisors and coordinators.

An overview of Activities 2022-2023

This year the focus of our activities has been on widening the educational activities for children, learning cum life skill programs for rural women, exposure visits for children and women, training and capacity building of project team, youth, educators, community awareness on health, education, legal rights, community linkages with government departments and government services.

- **Girl Child Learning Centers**

These centers are functioning in 30 villages of Pakur block cover girls from difficult conditions who are either drop-out un-enrolled and irregular. Our primary target is to ensure class based primary education for these girls so that they could continue their further education. An observation of the rural pockets especially the target regions is enough to reflect the disturbing picture of negligence the girls undergo - withdrawn from schools for household chores, early marriage and sickly social practices they are made to drop out from mainstream education Girl children education is a very effective program for community girls. Presently we have been actively running 53 Girl children Learning Centers, and strengthening village based platform for community based interactions for awareness building on a number of issues such as ways to access 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 are able to reach out to 11000 girl children, women, youth & community people and cover them through our programs and activities for them to garner the benefit.

- **Legal Awareness A doorway to community empowerment**

There are various legal rights, cover and protection for excluded rural communities but because of ignorance and absence of legal awareness, excluded and marginalized weaker sections are not able to make use of these facilities. Under a broad based flagship program access to justice launched in 2009, DLSA have undertaken extensive legal awareness camps in rural pockets of Pakur district and FACE feel keen to play active partnership role in legal awareness camps. The program facilitates activities related to legal awareness, legal aid and capacity strengthening of community towards access to their right. The program covers child rights, awareness and entitlements for marginalized people including women, children, and people living with disabilities, scheduled castes, scheduled tribes and minorities.

- **The highlighted community Rights & Legal Awareness issues raised and emphasized includes**
 - Rights to equal opportunities for people living with disabilities
 - MNREGA
 - Divorce Mental health
 - Child marriage
 - Dowry
 - Right to inheritance and property
 - Juvenile justice Act & Child in need care & protection 2016
 - Rights of SC & ST
 - Migration of labor,
 - Kidnapping, Trafficking, and Immoral Trades,
 - Health services and delivery,
 - Domestic violence against woman,
 - Bonded and contractual labor,
 - Working condition for labor Sex trafficking Child labor
 - Right to Information- RTI
 - Untouchability
 - Maternal Health
 - Adolescents Reproductive& Sexual Health
 - POCSO ACT

- **English Literacy Program to empower Govt. school students in English learning**

On the basis of experience in educational field we came to realize the need for proper environment for English teaching in Govt. Schools. Due to the absence of such environment in our Govt. schools, students gradually detach themselves from English language at the time when they need it the most. To overcome the hurdle English Literacy Program initiated by us with the funding support of Vibha-Inc and knowledge support by LFW-Mumbai we could intervene 133 Govt. schools of Pakur and Hiranpur blocks to provide the students easy and appropriate ways to grab English without hesitation and fear. The concept of teaching English through the local languages is the unique selling point (USP) of the program. We have selected the class range III to VIII to implement this program and with a target to reach over 45000 Govt. school children and turn their mindset to love this language. Starting as a pilot for (Dec-21 to March-22) ,it successfully sustained in the session 22-23 with many effective achievements and innovative activities with students/teachers/schools of Pakur & Hiranpur blocks..

- **Health Awareness program for rural community women and Community in general**

Health at best can be defined as a state of complete physical, mental and social well-being and not merely the absence of disease. Reproductive and sexual health and hygiene means to address the reproductive processes, functions and system at all stages of life. It must imply that people are able to have more responsible, safer and well-informed sex life and practices. It means that men and women must have information on access to safe, effective, affordable and acceptable methods of birth control and also have access to appropriate health care services. It must imply to cover people under health education program to make women know to go safely through pregnancy and childbirth and to have the best chance of having a healthy infant.

This program mainly touches the lives of women, children and their families. It aims to teach them to handle the pregnancy and other related health issues. Due to lack of information on these issues the women and girls suffer for ill health which proves a burden for their family and the society. There has always been a problem with the health of women right from their childhood, puberty and pregnancy till their menopause. These health issues are discussed and explained and the excluded women who are generally illiterate and under develop. Through this programme Reproductive and Sexual health information is passed to the women in very effective manner for the good health. These programs are meant to make the women aware of the contraceptives, management of pregnancy and understanding the stage of menopause.

Our program

Girl Children Learning Project



The community girls inhabited pocket is under crippling overpopulation that strain their resources and deprive them of their basic human rights, and make the day to day living a continuous struggle. Because of the overpopulation 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 means for the improvement in their conditions.

Therefore it is envisaged that a project based educational intervention at the grassroots level for girl child of primary education (I to V) may serve the beginning to address Status of girl child education as observed. While intervention and interaction with the community and minute observation of problems facing the girl children the most noticeable real experienced is 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.

Girl children are the foundation of the family as well as community. Therefore the need for 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 hindrance of girl children education. Need to generate demand of girl's education in family as well as community. Outline plan for setting up learning centers in each village and its activity

- Community meeting for learning center
- Enlistment of girl children
- Selection of educator& supervisor
- Place selection for the running learning center
- Field verification/ observation of enlisted children
- Meeting with their parents

Activities Undertaken

Exposure, Participation & Celebration

To ensure their basic rights and emphasis on learning, the centers are given various kinds of learning based exposure to these girl children and to develop a sense of confidence to be 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 Drama. The accolades and appreciation they 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, Mothers day, Environment day, Teachers day are celebrated among girls and their communities ensuring their active participation to initiate sustainability.

Visual Glimpse of Girl Child Learning Center



Joyful Learning & Extracurricular Activities

In primary education it is very significant that children have a good start where they can enjoy their learning because this provides them the basic 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. Hence, inter centre competitions are organized and the girls from one center are taken to another center with a view to competitive activities for the encouragement, motivation & development of children through competitive excellence.



Capacity building cum Teachers Training-

Training cum Capacity building programs for Girl Child Learning center teachers and supervisors are conducted at regular interval to keep themselves updated and to prepare them for delivering their best to the students of their respective centers.



English Literacy Project-ELP

The Project aims to impart easy and effective English learning skills to students of 133 Govt. schools of grade 3 to 8 from Pakur and Hiranpur blocks where we are serving for the mass students groups around 45000 in coordination and collaboration with Samagra Shiksha, Pakur and Govt. school appointed teachers with the funding support of Vibha-Inc along with knowledge support of LeapForWord-Mumbai. We are pleased to announce that this program has got remarkable response from the beneficiaries as well as Govt. school teachers for whom the entire program is designed and executed. Within a short span of 1 yr the effective outcome of the Project has been reflected through the emergence of students self-confidence and comprehensive knowledge buildup in English learning. The English reading level of students has grown tremendously and now FACE has focused on their spelling and comprehension level improvement.

Activities undertaken

Class activities

Regular class activities with students of grades III to VIII are ensured through the intervention of ELP Govt. school teachers and supportive supervision of FACE Mentors for better pitching of the concepts.



Children Events & Celebration

To boost the confidence level of students in English language, periodic events or live stage performances of ELP students are arranged by FACE-ELP team to provide the students a platform to showcase their talents and to overcome their hesitations in front of guardians /teachers /officials/Audiences. Successful Word Power Championship-WPC was held for the 1st time in the history of Jharkhand at Pakur under the supervision of FACE and guidance support of LFW-Mumbai with ELP students.



Mass evaluation test & motivational rewards

Under ELP component mass student's offline evaluations are ensured and eligible performing students are rewarded with motivational rewards for growing a competitive learning culture among students.



Teachers training & ELP TLM for schools

For the smooth execution of ELP concepts the Govt. school teachers are trained to strengthen their knowledge level and at the same time schools are equipped with TLM chart calendars based on ELP concept modules by FACE for regular classroom practice of ELP and building a self study culture for students at classes



Learning Lab through Digital Learning

Digital learning team has support from NIRANTAR New Delhi where they have learnt how to equip them for digital world. The project "Third Eye" impart a sense of knowledge on digital education. The team has been trained on computer related education, Pod casting, video, photography, story and the most important thing that team has reflected their feeling through the digital eyes. They learnt proper photo shoot and the feelings of the essence and aroma of the photo. The Third Eye Team also transferred their learning to the field level youths & educators for the importance of digital education and they impart 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.



Tutorial Support for marginalized Girl Children

To ensure elementary level tutorial education support and to increase participation of rural communities in strengthening the education level of marginalized girl children FACE has started effective community learning centers for such categories of beneficiaries at three villages of Pakur block in Pakur district from Dec-22 as a pilot with a team of three Educators and one Program facilitator selected and recruited by FACE ,Pakur .The learning centers are conducted after the regular school hours for 4 hrs a day and 6 days a week where 30 marginalized and weak students are enrolled at each center to get tutorial support and for the improvement of their academic levels.



Story of Change....

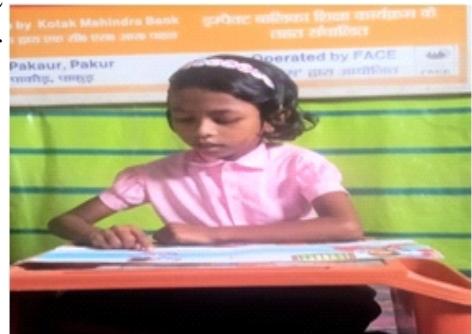
In the development sectors we have been providing integrated model of education for the socially excluded communities for promotion of education by undertaking various education program i.e. Early Childhood Education, Primary Education, Secondary level Education, Adult education with emphasis on functional literacy and livelihood skill development education. Education is the backbone of quality and meaningful progress of human beings and without education we cannot develop as human societies. Air, water, food, cloth & home are essential for survival but we must understand that education is equally essential to all human beings. In the context of Pakur district we must know that it is the second most backward district in India. So we are keen to focus on holistic and integrated model of education so that the blot of illiteracy could be wiped out. For the last twenty one year's FACE has imparted education to children and mainstreamed them into various government and private institutions and as a result of our efforts about **200 girls and boys** are today professional adults working in various sectors. Here we have been highlighted some case studies of those who motivated & inspired us to do more work for the community and mainstream into the society. In English Literacy Project FACE has uplifted more than **45000 students of Govt. schools (grade 3 to 8)** in the last one& half years by making them competent in English learning.



Suraiya Parvin

Parents. Her father re-married and started living with his in-laws as his wife. She got her upbringing by Her grandparents under extreme poverty. Realizing the importance of education and knowing the facilities of Girls Education Center of FACE, her grandmother approached us For her admission in our Learning Center at Siteshnagar.

While admission she confessed her un-ability to support her with proper learning & financial support. In the initial stage she was a shy and calm girl who used to remain silent & alone. She became inquisitive and active with regular participation of center activities extraordinary interest in the academic work. Along with studies, she is at the forefront of games, drawing pictures and telling short stories. She loves to recites stories at center which she heard from her grandmother. Her memory power has grown higher. By getting inspiration from GCLC teacher's role in the center, she also wants to become a teacher to serve the community. Now she has become a motivational factor for other GCLC girls and also became a proud factor for our Siteshnagar GCLC center.



Story of Change....

Anuwara Bewa, aged 42 yrs is an uneducated mother of a GCLC, Udaynarayanpur student Tuhina Khatun. The centre issponsored by **Sarojini Trilok Nath Trust** facilitated by **FACE, Pakur** and supported by **IIMPACT**. She is an active and conscious parent of this learning centre. Though uneducated yet her contribution for the learning centre is always remarkable. She positively participates in each and every learning centre activity of parents. She often visits learning centre to observe class activities, teacher's and children's engagement which is inspirational for us. She constantly encourages other members to come forward too. She has five daughters and one son and out of them two daughters has already completed 5 years in this center and have mainstreamed in government school. Her two daughters are currently studying in matriculation. Presently her daughter Tuhina Khatun is studying in the learning center of IIMPACT. Her husband was a migrant labour and was died suddenly in Delhi just spending 10 years of marriage life which caused the family has suffered badly. Our GCLC teacher Siuli Khatun educated her children in these critical times. Anuwara Bewa especially considers Siuli Khatun as her role model as she has educated her three daughters in these difficult circumstances. She has been always grateful to FACE and IIMPACT for providing quality education to such families.



Anuwara Bewa



Lakhmipriya Das

This side Lakhmipriya Das D/O Utpal Kr. Das aged about 22 yrs with academic qualification B.A and currently serving as a dedicated teacher of G.C.L.C Ilami centre Sponsored by ACSR initiative by Kotak Mahindra Bank supported by IIMPACT and run by FACE. She loves to teach her students with full of compassion. She started to gain knowledge from the first day of her joining at FACE. She became a teacher and began to groom herself as an effective primary level teacher. She equipped herself with logical and psychological approaches and aptitude of teaching. She learned different

types of useful teaching methods and class management activities through training provided by FACE. Lakhmipriya Das developed her attitude and behavior as a student friendly teacher nicely with appreciable communication skills and became a motivational & inspirational factor for her students. She has developed a strong bonding with all guardian and community. Lakhmi is gaining success day by day in her teaching career with the prime focus on students discipline, curriculum-based education and by sharing her views to live a social and discipline life which she has learned from rigorous teaching trainings of FACE. With her cool, smiley and effective teaching methods she has motivated her students to have the goal to get higher Joyful learning environment for her students. She is a very active and bright teacher of our organization. She wishes to be a successful teacher.



Story of Change....

Shiba Sarkar, a 9-year old enthusiastic and hard-working student of Grade 4 from PS Choti Aliganj, Pakur a village with very low literacy rate and a part of urban slum area. His father Bhagwat Sarkar is an auto-driver managing the 5 members family with his solo earning efforts While his mother is a housewife. He is the eldest among his one brother and one sister. His family's monthly income ranges from Rs. 10000-14000.



Shiba is among those students who have the capacity to achieve success but lack in proper guidance and motivation. Like other average students, he also had fear and lots of hesitation in understanding and pronouncing simple English words. English Literacy Project under FACE initiative and its user-friendly modules have helped him to bring out tremendous change in his vocabulary. He often takes the ER book from the teacher and notes down the words and its meanings with the help of his teacher. During last mass evaluation of ELP 2022-23(Mass test) held in the school, he scored **78%**

which shows his hard work and dedication towards grasping new skills and making a better version of himself. He also got selected for semifinal round of Word Power Championship 2022-2023. Now he can easily read 4 or more letters word with comprehension.

The ELP school teacher Mrs. Papri Mandal and Shiba's parents have acknowledged the improvement and thanked FACE for initiating such an effective English Literacy Program. They are trying their level best to support this little star as per their capacity.

Ajay Kumar Mandal one of the most dedicated and hardworking teachers of English Literacy Project who teaches English along with other subjects to class 6 to 8 students in UMS Murgadanga (UDISE-20100904601) of Hiranpur block. He felt the need of English in the present scenario and wanted to do something out of the way to make his students capable at least to read and understand



English correctly. As we know where there is a will, there is a way. When we introduced this program to his school, he grabbed the opportunity and from day one, he showed his determination towards making his students English competent. His school UMS Murgadanga is located in the rural area of Hiranpur block where the literacy rate is nominal among villagers who believe Education is the secondary priority. Facing all these challenges he has been on his way to build a powerful



next generation who will understand the strength of Education. By keeping regular touch

Story of Change....

the FACE mentor to get the updates of the ELP activities and its execution process, he has actively participated in each and every activity conducted under ELP by FACE. He observes his student's progress and responds immediately to the parents when he finds any sort of irregularity or problem in his students learning process. He nicely manages the ELP classes along with the other academic subjects and departmental works. To make the learning concepts and modules more interesting, he frequently conducts weekly quiz related to ELP modules. His constant support and guidance to the students is well known to the parents and student's attendance rate has effectively increased in school to get his classes especially of ELP modules which is really appreciable honor for a teacher



Feeling proud to share the transformative story of a school, **UMS Kismat Kadamsar** having UDISE profile - **20101000301** and student strength of **675**, located in the rural belt Jhikarhati of Pakur block having nominal modern facilities and less literacy ratio .It is one among the 109 ELP enabled schools of Pakur block which was an average school earlier with no special academic achievements but with the inception of English Literacy Project and through the positive and dedicative efforts of our **ELP teachers/HM/CRP/Mentor** now the school



culture has entirely changed. The school has maintained its Green ELP category of good progressive school status throughout now the students of this school anxiously wait for the **ELP** activities for participation to show their confidence as well as abilities which they have achieved through ELP concepts. The success of the school reflected more widely when 2 girl students from the primary grades of the school cracked **Word Power Championship-WPC** quarter finals and one became runners up in the finals of WPC, Pakur 22-23 and created milestone for the school as well as brought proud moment for us. Each and every member of the school has deep respect and trust on the program running by FACE and supporting their level best to improve their students English learning capabilities.

Our Supporters

We express our heartfelt gratitude to all the donors who have stood with us during this crisis, 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 2022-23



SKMR & CO

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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, 2023 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.



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, 2023;
- 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: 12/10/2023



For SKMR&CO.
Chartered Accountants
[FRN 017909C]


Suryakesh Kumar Mishra
Partner
M.No.- 305162

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

CONSOLIDATED BALANCE SHEET AS ON 31.03.2023

LIABILITIES	AMOUNT	AMOUNT	ASSETS	AMOUNT	AMOUNT
Capital Fund			Fixed Assets		
IIMPACT - Pakur	22,500.00		IIMPACT - Pakur	2,58,000.00	
FACE- Main	2,42,711.00		FACE- Main	6,87,296.00	
Vibha (ELP)	1,14,256.06		Vibha (ELP)	99,000.00	10,44,296.00
Drshti Human Proect	2,18,202.79	5,97,669.85			
General Fund			Cash at Bank		
FACE- Main			IIMPACT (PNB 6119000100017062)	20,179.98	
As per Last A/c	4,31,633.76		FACE- Main (PNB 6119000100017071)	24,242.10	
Less: Drshti cap on 31.03.2022	3,663.79		Vibha (FCRA SBI 11444935835)	35,256.06	
Add: Excess of Income over Exp.	18,134.40	4,46,104.37	Drshti (SBI 11440440358)	2,18,202.79	
			FACE- Kolkata		
			State Bak of Bikaner & Jaipur	40,321.64	
Unspent Fund					
As per Income & Exp. Account			Cash in hand		
FACE- Kolkata		40,421.64	IIMPACT-Pakur	165.00	
IIMPACT - Pakur		2,77,892.64	FACE- Kolkata	100.00	265.00
Liabilities					
Payable to JTT	500.60				
Payable to TET	12,279.18	12,779.78	Loan and Advances		
Audit Fee Payable (Vibha LLP)		20,000.00	TDS Face		12,104.71
		13,94,868.28			13,94,868.28

In terms of our separate report of even date.

Unique Document Identification Number (UDIN) for this document is 23305162BGXOXS1072

Place: Pakur

Date: 12/10/2023

For SKMR & CO.

Chartered Accountants

Firm Reg. No. 017909C

Suryakesh Kumar Mishra

Suryakesh Kumar Mishra

Partner

M.No. 305162

President

Secretary

Treasurer



Suryakesh Kumar Mishra
**FOUNDATION FOR AWARENESS
 COUNSELLING AND EDUCATION-FACE**
 President Secretary Treasurer



FOUNDATION FOR AWARENESS COUNSELLING AND EDUCATION (FACE)
PAKUR (JHARKHAND) - 816107
CONSOLIDATED INCOME & EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31.03.2023

PARTICULARS	AMOUNT	AMOUNT	PARTICULARS	AMOUNT	AMOUNT
<u>Expenses under IIMPACT</u>			<u>Unspent Balance on 01.04.2022</u>		
TLM	1,74,388.00		IIMPACT	4,61,818.94	
Training/Workshop	5,07,652.00		FACE Kolkata	39,616.64	5,01,435.58
Project Office Mgt & Monitoring Cost	5,93,178.00				
Honorariums	42,71,066.00				
Bank Charges	734.30				
Courier & Conveyance	3,800.00				
Alumni Engagement	36,336.00	55,87,154.30			
<u>Expenses Under Vibha</u>			<u>Grant Received during the year</u>		
Event & Celebration	66,455.00		IIMPACT		
Stationery & Xeroxing	3,004.00		Grant	54,12,753.00	
Monthly Teacher & Staff Meeting	26,600.00		Vibha (ELP)	22,39,276.00	
Travel & Communication	1,92,000.00		Drshti Human	3,00,000.00	
Rewards for Children	3,98,730.00		Vibha	13,840.00	
Honorarium	15,60,000.00				
Rent	84,000.00				
Printing & Stationery And Off. Consum.	20,120.00				
Audit Fee	20,000.00				
Bank Charges	141.60	23,71,050.60	Membership fee	9,000.00	
			Donation	21,000.00	
<u>Expenses Under Drshti Human</u>					
Stationery & xerox	8,752.00				
Training & Workshop exp	5,840.00				
Establishment Cost	15,000.00				
Honorarium	57,000.00				
Travelling & Communication	1,500.00	88,092.00			
<u>Expenses Under FACE Main</u>					
Training/Workshop	12,248.00				
Bank Charges	41.60				
Office Exp	2,941.00				
Postage	71.00				
Travelling & Communication	15,140.00		<u>Bank Interest</u>		
Website Renewal Charges	5,000.00		IIMPACT (PNB 6119000100017062)	4,868.00	
Annual Report	5,200.00		Vibha (FCRA SBI 11444935835)	10,418.00	
		40,641.60	Drshti (SBI 11440440358)	2,631.00	
<u>Unspent Balance on 01.04.2023</u>			FACE- Main (PNB 6119000100017071)	328.00	
IIMPACT Pakur	2,77,892.64		FACE- Kolkata		
FACE Kolkata	40,421.64	3,18,314.28	State Bank of Bikaner & Jaipur	805.00	
<u>Excess of Income over expenditure</u>					
FACE Main		18,134.40			
Vibha (ELP)		(1,21,356.60)			
Drshti Human		2,14,539.00			
		85,16,569.58			85,16,569.58

In terms of our separate report of even date.

Unique Document Identification Number (UDIN) for this document is 23305162BGXOXS1072

Place: Pakur

Date: 12/10/2023

President

Secretary

Treasurer

FOUNDATION FOR AWARENESS
COUNSELLING AND EDUCATION-FACE

President

Secretary

Treasurer

For SKMR & CO.

Chartered Accountants

Firm Reg. No. 017909C

Suryakesh Kumar Mishra

Partner

M.No. 305162



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

CONSOLIDATED RECEIPTS AND PAYMENTS ACCOUNT FOR THE YEAR ENDED 31.03.2023.

RECEIPTS	AMOUNT	AMOUNT	PAYMENTS	AMOUNT	AMOUNT
<u>Closing Cash and Bank Balances</u>			<u>Payment Under IIMPACT</u>		
Cash at Bank			TLM	1,74,388.00	
IIMPACT			Training/Workshop	5,07,652.00	
Punjab National Bank	2,04,258.28		Project Office Mgt & Monitoring Cost	5,93,178.00	
FACE- Kolkata			Honorariums	42,71,066.00	
State Bank of Bikaner & Jaipur	39,616.64		Bank Charges	734.30	
FACE- Main			Courier & Conveyance	3,800.00	
Punjab National Bank	5,790.70		Alumni Engagement	36,336.00	
FACE (Drshti Human	3,663.79	9,454.49			55,87,154.30
State Bank of India (FCRA)		1,36,612.66	<u>Payment Under Vibha</u>		
			Programme Exp		
<u>Cash in hand</u>			Event & Celebration	66,455.00	
IIMPACT	13.00		Stationery & Xeroxing	3,004.00	
FACE- Main	317.00	330.00	Monthly Teacher & Staff Meeting	26,600.00	
			Travel & Communication	1,92,000.00	
<u>Grant Received during the year</u>			Rewards for Children	3,98,730.00	
IIMPACT (Grant)			Hononiorum	15,60,000.00	
Vibha (ELP)	54,12,753.00		Rent	84,000.00	
Vibha (ELP) Received in FACE Main	22,39,276.00		Printing & Stationery And Off. Consumab	20,120.00	
Drshti Human	13,840.00		Bank Charges	141.60	23,51,050.60
	3,00,000.00		<u>Payment Under Drshti Human</u>		
Membership fee	9,000.00		Stationery & xerox	8,752.00	
Donation	21,000.00	30,000.00	Training & Workshop exp	5,840.00	
			Establishment Cost	15,000.00	
<u>Other Receipts (Face Main Account)</u>			Honorarium	57,000.00	
Scrap Sale		195.00	Travelling & Communication	1,500.00	88,092.00
			<u>Payment Under FACE Main</u>		
			Training/Workshop	12,248.00	
			Bank Charges	41.60	
			Office Exp	2,941.00	
			Postage	71.00	
			Travelling & Communication	15,140.00	
			Website Renewal Charges	5,000.00	
			Annual Report	5,200.00	40,641.60
<u>Bank Interest</u>			<u>Closing Cash and Bank Balances</u>		
IIMPACT			Cash at Bank		
IIMPACT (PNB 6119000100017062)	4,888.00		IIMPACT (PNB 6119000100017062)		20,179.98
FACE- Kolkata			FACE- Kolkata		
State Bank of Bikaner & Jaipur	805.00		State Bank of Bikaner & Jaipur		40,321.64
FACE- Main			FACE- Main (PNB 6119000100017071)		24,242.10
FACE- Main (PNB 6119000100017071)	328.00		Drshti (SBI 11440440358)		2,18,202.79
Drshti (SBI 11440440358)	2,631.00		Vibha (FCRA SBI 11444935835)		35,256.06
Vibha (FCRA SBI 11444935835)	10,418.00				
			<u>Cash in hand</u>		
			IIMPACT	165.00	
			FACE- Kolkata	100.00	265.00
		84,05,406.07			84,05,406.07

In terms of our separate report of even date.

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Place: Pakur

Date: 12/10/2023

For SKMR & CO.

Chartered Accountants

Firm Reg. No. 017909C



Suryakesh Kumar Mishra

Partner

M.No. 305162

President

Secretary

Treasurer

FOUNDATION FOR AWARENESS COUNSELLING AND EDUCATION-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 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 2022-2023

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	2,85,275
4	Mr. Debora 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. Atryee 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 at march 31, 2023)

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, 2023)

Slab of Gross salary (in Rs.) Plus benefit paid staff	Male	Female	Total
<2000	00	00	00
2001-5000	01	63	64
5001-10000	01	00	01
10001-20000	10	02	12
20001-30000	02	01	03
30000>	00	00	80

Total Cost of Travel by all staff during the year: 15140.00/-

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



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Pakur-816107, Jharkhand
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