



EMPOWERING WOMEN

Inspiring Change, Shaping Futures

YWCA of Bombay

ANNUAL REPORT 2023-24



Board of Management





YWCA of Bombay

Our Motto

By Love Serve One Another

Vision

To empower women at all levels
To strive for justice

Mission

To reach out to victims of Economic and
Social Injustice and to those manipulated by
Socio-religious and Political powers

CONTENTS

		Pg. No.
1	President's Message	01
2	General Secretary's Message	02
3	Theme	03
4	Treasurer's Report	05
5	Report of Board Management	07
6	Our Presence	08
7	Highlights 2023-2024	09
8	Finance	10
9	Human Resource	11
10	Building	13
11	Membership	15
12	Spiritual Emphasis	17
13	PASI	18
14	PIYA	19
15	Public Relations	21
16	Women's Development Unit	22
17	Asha Kiran	28
18	Internal Complaints Committee	30
19	International Centre	31
20	General Hostels	32
21	Shelter Home	34
22	SGMA Committee	35
23	Nominating Committee	36
24	List of Committees	37

President's Message

As I reflect on my tenure as President, I am filled with gratitude for the remarkable accomplishments we achieved in 2023-2024. It is a testimony of collaborative power and commitment from our members, staff, and volunteers.



We commenced the year with our innovative 'Empower Her' Mela and our 149th Annual Public Meeting which demonstrated our support for young entrepreneurs and community involvement. This event was indicative of how we are able to adapt and create valued experiences for our 147 participants.

Our resolve to maintain and upgrade our facilities has been unshakable. We carried out radical repairs at International Centre, Anugraha Hostel, did some much needed renovation work at Asha Kiran Complex among other places. All these efforts ensure that maximum security is available as well as conducive living conditions for residents.

Asha Kiran's silver jubilee celebration was one of the highlights marking twenty-five years of dedicated service to this area by a committed bunch of people. Our beneficiaries' programs such as Women's Development Complex, Study Center, Crèche, etc have gone a long way in empowering them while providing necessary support services including education.

The International Center has received high ratings on TripAdvisor and Booking.com. This success, plus our hostels being full, shows how we're dedicated to great service and community living.

Bringing back the SGMA Committee has made our organization stronger. We now have Standard Operating Procedures that make us more accountable and better run.

Looking ahead, I want to stress how crucial it is for staff and members to keep working together. Your help, whether on official committees or as eager volunteers, has been key to our success. We need to create an environment that gets young women involved and excited. This will keep the YWCA of Bombay lively and relevant.

I'm happy to see our members taking part at all levels. This teamwork is the heart of our organization. It pushes us towards our goal of making women stronger and creating good changes in our community.

As we think about the future, I want to highlight the need for a more organized and committed team for our Youth Group (PIYA committee). This will ensure the sustainability and continuity of our youth initiatives, fostering the next generation of leaders and changemakers within our organization.

In closing, I'm reminded of the words from Galatians 5:13, "You, my brothers and sisters, were called to be free. But do not use your freedom to indulge the flesh; rather, serve one another humbly in love." This verse beautifully encapsulates our underlying value of "By love serve one another," which we strive to exemplify in all our endeavours.

Together, we have achieved much, and together, we will continue to make a difference. Thank you for your unwavering support and dedication to the YWCA of Bombay. Let us move forward with renewed vigor, serving our community with love and compassion.

Blessy Babychan
President - YWCA of Bombay

General Secretary's Message

Wayne Dyer said, "If you change the way you look at things, the things you look at change."

Throughout 2023-24, the YWCA of Bombay has significantly impacted our community through transformative initiatives. With a dedicated team, YWCA has been a pivotal force in addressing women's issues, and social causes, and empowering both women and youth across Mumbai.



With a heritage spanning 149 years, YWCA has witnessed Mumbai's evolution from the British era to modern India, continuously adapting to meet changing needs. We remain steadfast in our mission to empower individuals and communities through thoughtful and impactful approaches.

In the past year, the YWCA of Bombay has actively engaged in education, livelihood skill training, healthcare, mental health, social causes, youth empowerment, senior citizen support, and combating violence against women. Our impactful programs, including melas, exhibitions, competitions, educational support, and skill training, focus on enhancing financial stability and employability.

We have invested in comprehensive staff development through training programs, ensuring a skilled and motivated team capable of delivering meaningful outcomes. Our commitment to positive change is evident in our strategic initiatives and collaborative efforts, fostering a more empowered and inclusive society.

Reflecting on the past year, the YWCA of Bombay's journey has been marked by growth, resilience, and dedication. From restoring our architectural heritage to vibrant community initiatives, YWCA thrives on prudence and care. Our programmes have touched countless lives, weaving positive change into the fabric of society. Whether empowering women, fostering education, or supporting community growth, we are steadfast partners in progress. Going ahead the focus is to foster inclusive environments, advocate for equal opportunities, and support initiatives that promote social and economic advancement.

Through our leadership, authentic engagement, direct investment, advocacy, and strategic collaboration, we work daily to achieve our collective goals.

Therese George
General Secretary, YWCA of Bombay



Inspiring Change, Shaping Futures

Inspiring Change, Shaping Futures

In today's fast-paced world, the quest for meaning and purpose often leads us to seek ways to inspire change and shape futures. Whether in our personal lives, our communities, or our professional environments, the impact of our actions can resonate far beyond our immediate surroundings. This model of inspiration encourages thoughtful reflection and deliberate action, aiming to create a lasting and positive influence on the world around us.



Inspiring Change

Change begins with awareness and a willingness to act. The first step in inspiring change is recognizing the areas in our lives and communities that need transformation. This awareness often comes from a place of empathy and understanding, as we observe and experience the challenges faced by others.

To inspire change, we must lead by example. Authentic leadership, characterized by integrity, transparency, and compassion, sets the stage for others to follow. By embodying the values we wish to see in the world, we become catalysts for change. This means practicing kindness, showing respect, and committing to fairness in all our interactions.

Moreover, change requires action. It's not enough to merely identify problems; we must actively seek solutions. This involves setting clear goals, developing strategies, and taking decisive steps toward improvement. Collaboration and community involvement amplify our efforts, as collective action often leads to more substantial and sustainable change.

Shaping Futures

Our actions today shape the future of those around us. The choices we make and the behaviours we model influence not only our lives but also the lives of future generations. This involves investing in education, mentorship, and opportunities for growth.

Education is a powerful tool for shaping the future. By promoting lifelong learning and critical thinking, we equip individuals with the skills and knowledge needed to navigate an ever-changing world. Mentorship plays a crucial role as well, as it provides guidance, support, and encouragement, helping others to reach their full potential.

Creating opportunities for others is another way to shape the future. This can be done by fostering inclusive environments, advocating for equal opportunities, and supporting initiatives that promote social and economic advancement. By lifting others, we contribute to a more just and prosperous society.

Reflection and Action

Inspiring change and shaping the future require ongoing reflection and action. Regularly reflecting on our values, goals, and the impact of our actions, helps us stay aligned with our mission. It allows us to celebrate successes, learn from failures, and adapt our strategies as needed.

Taking action involves both small, everyday gestures and larger, strategic initiatives. Simple acts of kindness, such as offering a listening ear or lending a helping hand, can have a profound impact. On a larger scale, supporting community projects, volunteering, and advocating for systemic changes are powerful ways to drive transformation.

Conclusion

Inspiring change and shaping futures is a journey that begins with a single step and continues with sustained effort and commitment. By cultivating awareness, leading by example, and taking deliberate action, we can create a ripple effect that extends far beyond our immediate reach.

Every individual has the potential to be a source of inspiration and a force for positive change. As we navigate our personal and professional lives, let us strive to embody the values of integrity, empathy, and perseverance. Through thoughtful reflection and dedicated action, we can inspire change and shape futures, leaving a legacy of hope and progress for generations to come.

In this pursuit, may we find purpose and fulfilment, knowing that our efforts contribute to a brighter, more inclusive, and compassionate world.





Treasurer's Report

I am pleased to present to you, Financial Statements for the year ended on 31st March 2024 and the Auditor's report to the 149th A G M of Y W C A of B o m b a y, in keeping with good governance practices and statutory compliances.

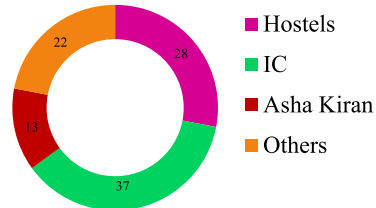


Ms Pavana Anchees
Treasurer

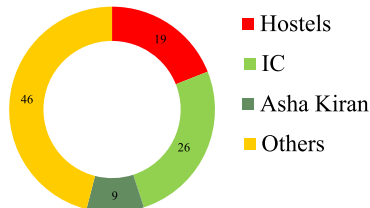
The Audited Statement of Accounts has been circulated to members earlier and will be tabled for adoption. The year 2023-2024 had a conservative budget keeping in mind that we had just come out of the pandemic. The reinvented schemes which were introduced during Covid 19 for hostels and guest house are still being used and eventually will be phased out.

The Income & Expenditure Statement for the year shows a surplus of Rs. 1,41,24,333/- compared to the previous year 's surplus of Rs. 51,20,085/-.

Overall Position of Income (%)



Overall Position of Expenses (%)



An overview of the financial results of our four hostels and guest house is as follows. The same is contained in the bar graph given below. The occupancy has increased due to the markets opening up post-covid and our schemes being extremely lucrative to ensure full occupancy and respite to students and working community.

> **LWH** at Fort has a surplus of Rs. 85,68,246 as compared to last year's surplus of Rs. 83,78,544 and has shouldered the major responsibility in income generation.

> **DDH** at Andheri has a deficit of (Rs. 2,11,237/-) as compared to last year's deficit of (Rs.72,90,789/- Here we ensured very low rental charges as prescribed by the government to encourage students from lower economic background.

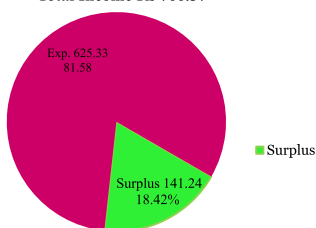
> **Anugraha Hostel** at Belapur has a surplus of Rs 12,31,055/- whereas last year's surplus was Rs 28,12,395/-

> **ABH** at Byculla, being a subsidized residence, compared to the other three hostels has a deficit of (Rs. 1,72,716/-) The deficit for the year 2022-2023 was (Rs 13,54,080/-)

> **DLH** at Colaba is under renovation and therefore we have minimum expenses for this building are mainly due to rent, taxes and maintenance.

Total Income of the Association (Rs. in lacs)

Total Income Rs 766.57



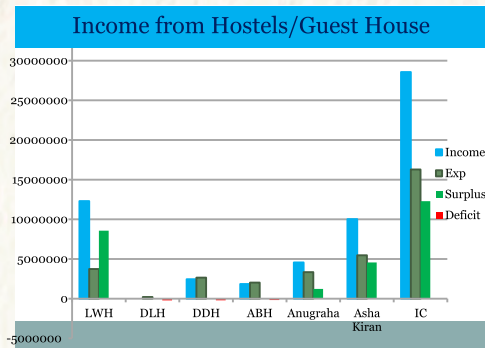
Sources of Income: IC (37%), Hostels (28%), Asha Kiran (13%), and Others (22%). The figures are represented below.





➤ **Asha Kiran** has contributed Rs. 1,00,29,865/- to the income of the Association during the FY 2023-24, compared to Rs.1,05,18,430/- in the previous Financial Year.

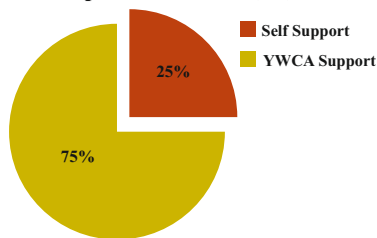
➤ **International Centre** has contributed Rs. 2,85,64,363/- to the income of the Association during FY 2023-24, which has grown by approx. 11% in comparison to Rs. 2,56,64,356/- in the previous Financial Year



Women 's Development Unit has been the key beneficiary of Bombay YWCA's funds to achieve the objectives of the Trust through multiple programmes for community development, targeting women and children. A total of Rs 74,17,530/- was spent during the year 2023-24 as compared to Rs. 63,10,576/- spent in 2022-2023, scaling up the expenditure to approx. 18%. It is also commendable that the department has also been resourceful in soliciting funds for some of their projects this year.

Women's Development Unit (WDU)

Expenditure: Rs. 74,17,530



Tax on Income: Currently no income tax is payable by the Association as per the Bombay Trust Act 1950.

This provision is likely to be repealed. The Association will need to take cognizance of this and make suitable provisions to mitigate risks of potential tax levels.

From the surplus of Rs. 1,41,24,333/- a sum of Rs. 1,20,00,000/- (1 crore and 20 lakhs) has been transferred to the Sinking Fund Reserve.

A summary of the Income and Expenditure, Investments, and Bank Balances as of 31st March 2024 is given below.

Overall Position of Income & Expenditure

	2023-2024	2022-2023
Total Income	7,66,57,785	7,63,18,884
Total Expenditure	6,25,33,452	7,11,98,799
Surplus/Deficit	1,41,24,333	51,20,085

Investment and Bank Balances

	31 st March 2024	31 st March 2023
GOI 8% Bonds, Units of UTI	4,43,750	4,43,750
Fixed/Flexi Deposits	9,38,10,393	7,96,65,505
Savings Bank Balances	73,35,925	1,17,40,195
Current Accounts Balances	46,03,683	6,19,088
Cash and Stamps	1,23,216	1,01,158

I wish to thank our Auditors M/s M M Nissim & Co., Chartered Accountants for completing the audit on time. I also thank M/s Mehta Chokshi & Shah for carrying out the internal audit, and our GST Consultant Mr. Ganesh Shanbaug.

My special thanks to Adv. Nikita Panhalkar, Chairperson-Finance for sharing the responsibility of the Department of Finance and Accounts. My thanks are also due to Lavina Shirsat and Therese George who have been ever willing to co-sign cheques and payment vouchers for the Finance department. Special thanks and appreciation to Ms. Santhi Liju, advisor of the Finance Committee, for her expert opinion on critical financial matters.

I would like to express my heartfelt appreciation to the entire Accounts Department for their hard work, cooperation, and dedicated service. I am grateful to the President Ms. Blessy Babychan, Board of Management, and Chairpersons of all committees for the excellent teamwork, and for the suggestions and support given to the Finance Committee.

Hon. Treasurer





Report of the Board of Management 2023 – 2024

The Board of Management of the YWCA of Bombay is pleased to present the 149th Annual Report, the Audited Statement of Accounts, and the Statutory Audit Report for the year ending on 31st March 2024. Regular Board of Management meetings were held throughout the year.

In accordance with the constitutional provision, Husena Barodawala and Jayanti Premkumar were co-opted to the Board.

The following Chairpersons were appointed:

Administrative Committees

- Finance Nikita Panhalkar
- Human Resource Shanthi Elizebth Liju
- Buildings Lavina Shirsat

Programme Committees

- Membership Pavana Anchees
- Spiritual Emphasis Susan Jacob
- Public Affairs & Social Issues Priya Daniel
- Participation & Involvement of Youth in Action Divya John
- Public Relations Renuka Reuben
- Women's Development Unit Emema Christy
- Asha Kiran Shoba Bhalla
- Internal Complaints Committee Usha Ubale

Committees for Services

- International Centre Mrudul Raiborde
- General Hostels Lalitha Fernandes
- Shelter Homes Sharon Solomon

Other Committees

Nominating Committee Mary Cheru





OUR PRESENCE

Where we make our impact



5
Institutions



7
Membership Areas



31
Communities



2
Shelter Homes



31814
Guests



149
Staff



229
Members



38865
Empowered Beneficiaries



337
Mental Health Initiatives



1638
Health Camps



1273
Awareness Sessions



978
Livelihood Programmes

Institutions

- Mumbai Central
- Andheri
- CBD Belapur
- Fort (2)

Communities

- CBD Belapur
- Chembur
- Geeta Nagar
- Mumbai Central
- Fort
- Andheri

Membership Areas

- Mumbai Central (Byculla)
- Andheri
- CBD Belapur
- Fort

- Borivali
- Chembur
- Bandra



Highlights 2023-2024

Shelter Home- Exceptional Achievement

Sonali Ashok Gaikwad

Completed Hotel Management from Regency, Mumbai and she joined American Ship Royal Caribbean



Empower Her Mela

A proud moment to display the talents of the people we associate with



Asha Kiran Silver Jubilee

A beautiful, silver-lined stepping stone of empowerment



Women's Circle

A platform to stand by her



Finance

In the financial year 2023-2024, the YWCA of Bombay implemented numerous positive changes in its financial operations to ensure smooth and transparent accounting practices. The Finance Committee, consisting of the Finance Chairperson, Treasurer, and Chairpersons of all committees, played a crucial role in these improvements. Each member actively addressed the financial requirements of individual committees and departments, ensuring effective management of the Association's finances.



Ms. Nikita Panhalkar
Finance CP

A key focus was identifying and addressing gaps in financial operations. Monthly internal audits provided valuable insights, allowing the management to stay updated on the financial status and swiftly address discrepancies. This facilitated timely corrective actions and enhanced transparency.

Several changes were introduced to improve financial processes, including the implementation of uniform receipts across all departments and the introduction of QR codes for payments, reducing cash transactions by 90%. Additionally, financial operations were upgraded to Tally on Clouds, linking all YWCA centers and standardizing receipt formats.

During monthly finance meetings, the statement of accounts for all departments was scrutinized and approved. A special budget meeting in February 2024 reviewed departmental annual budgets, which were then presented to the Board for adoption. The Association's assets were adequately insured, and trust funds and investments were diligently monitored.

Overall, YWCA of Bombay's financial operations in 2023-2024 demonstrated a commitment to continuous improvement, transparency, and effective financial management, laying a strong foundation for future growth and success.

WOMEN EMPOWERMENT - Advocacy



Human Resource

The HR department is dedicated to attracting, developing, and retaining a skilled and motivated workforce while fostering a positive workplace culture and ensuring compliance with employment laws and policies. Its efforts are aligned with the organization's goals to drive performance and growth.



Ms. Shanti Elizibeth Liju
Human Resource CP

In the past financial year, the HR department achieved significant milestones, including the appointment of a new General Secretary (GS), which provided leadership stability and strategic direction. Additionally, HR conducted numerous training sessions to enhance employee skills and knowledge, resulting in improved performance, productivity, and engagement. These initiatives have cultivated a more cohesive and capable workforce, directly contributing to the organization's success.

STAFF STRENGTH	149
RETIRED STAFF	6
NEWLY JOINED STAFF	13



Resignations:

During the year, the Committee received 10 resignations.

Staff Picnic

The staff picnic on 6th March 2024 at Shangrila Resort, Kalyan, was a delightful event marked by laughter and camaraderie. Ninety-five staff members attended, enjoying various rides, games, sports, and entertainment. This picnic provided a valuable opportunity for employees to bond outside of work and strengthen team relationships.

Delicious food and refreshing beverages catered to everyone's preferences, and the serene venue offered a relaxing environment for attendees to unwind and recharge. The event was a resounding success, fostering a positive work culture and leaving lasting memories. The staff gave positive feedback, expressing gratitude to the HR Committee and the Board of Management for recognizing the importance of such events in enhancing employee morale and promoting a positive work environment. Your investment in our well-being has had a significant impact on strengthening our team bonds.

Christmas Get-Together



The YWCA staff and members gathered for a Christmas Programme on 8th December 2023 at YWCA, Fort. The day-long event began with a warm welcome and a devotional song by LWH staff. The entire YWCA family came together, with staff performing songs and dances in beautiful, colorful attire, entertaining everyone present.

Following the performances, a sumptuous lunch was enjoyed by all. Group games, organized by staff members Mildin and Christina, engaged nearly 100 participants, providing great enjoyment.

The programme concluded with a heartfelt "Thank you" to all staff, who also extended their sincere gratitude to the President and Board of Management for the opportunity to showcase their talents. All participants and staff received a Christmas gift, marking the end of a joyful and memorable day.

Highlights of the Year

The past year at YWCA was marked by notable achievements and improvements across the organization. Monthly HOD meetings, chaired by the HR Chairperson and President, ensured consistent communication and alignment of goals. Performance evaluations for 110 staff members were conducted on 13th November 2023, with the evaluation team comprising HR Committee members, Committee Chairpersons, the General Secretary, the Admin Secretary, and respective HODs. Staff



The HR Committee played a pivotal role in ensuring smooth operations, adhering to Policy and advising the Board on HR matters. We extend our gratitude to the President and Board of Management for their support. Our dedicated TEAM YWCA deserves commendation for their unwavering support, cooperation, and dedicated service, contributing significantly to our achievements.

Additionally, the appointment of the new General Secretary brought guidance and strategic focus, while training initiatives enhanced skills and engagement, fostering a more cohesive workforce and driving organizational success.



contributions were appreciated, and areas for improvement were communicated effectively.

The addition of Advocate T. Vijaykumar as Labour Lawyer provided crucial guidance on legal matters. Comprehensive training sessions were held for HODs and staff, covering Spoken English, IT, Goal Setting, Time Management, and Mental Health, enhancing overall performance.

An annual medical assessment was followed by diligent follow-ups for staff requiring immediate attention.

A new dress code was introduced for female utility staff, and recognition for exceptional performance was shown through appreciation letters, while disciplinary actions were taken where necessary. Job descriptions were updated as needed.



Buildings

Executive Summary:

The mission of the Buildings Department is to ensure the safety, integrity, and sustainability of all structures within our jurisdiction. We aim to uphold building standards, enforce regulations, and foster an environment that supports community well-being and growth.



Ms. Lavina Shirsat
Buildings CP

This year has been both productive and challenging for the Buildings Department. We made significant strides in our mission to ensure safety and compliance. Here is an overview of our key accomplishments



Major Structural repairs

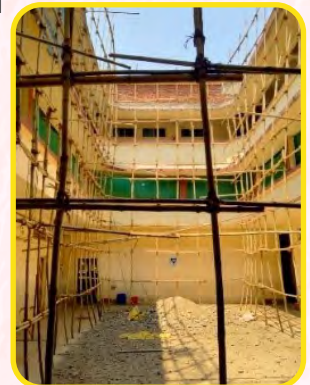
International Centre (IC)- Fort

In 2023-2024, we commenced major projects, with the long-awaited structural repairs for the International Centre (IC) taking center stage. As a key revenue-generating building, the IC plays a critical role in the organization's financial success, necessitating significant attention to its operational efficiency and structural soundness. Prioritizing the IC for repairs, maintenance, and overall management is essential to ensure it continues to function effectively and without disruption.

The initial structural audit of the IC was conducted in 2019, prior to the COVID-19 pandemic. A second structural audit took place in July 2023, providing updated insights into the building's condition. Following this, we began logistics for the repairs on 10th March 2024, marking the start of a comprehensive restoration process to ensure the building's structural integrity and safety.

Anugraha Hostel building Belapur Repair

Last year, the Anugraha Hostel (AH) facility experienced significant leakages that required immediate attention after the monsoon season. Heavy rains caused water infiltration, leading to damage in various parts of the building. To address these issues, we initiated a comprehensive repair plan, focusing on sealing compromised areas, improving drainage, and reinforcing affected structures.



Anugraha under repair

These post-monsoon repairs were essential to ensure the safety and longevity of the building and to prevent further complications in the future. Our goal is to complete the repairs efficiently while minimizing disruptions. The repairs at Anugraha Hostel began in March 2024.

Below are a few pictures showing the condition of the AH facility during the monsoon season.



Condition of the Anugraha Hostel during monsoon



Minor Structural repairs:

Asha Kiran Complex Water Tank Issue

The Asha Kiran Complex faced a significant issue with its underground water tank, where sewage water was seeping into the drinking water supply due to a leak. To resolve this, we had to repair or replace the faulty cast iron underground drainage pipes causing the leakage which delayed the work on the underground water tank until the drainage pipes were fixed.

To ensure a steady water supply for the entire complex during this period, we installed two new Sintex tanks. These tanks provided clean water while we addressed the underground water tank issue. We constructed a stable concrete stand to support these tanks. Additionally, we installed plumbing from the Brihanmumbai Municipal Corporation (BMC) inlet to the new Sintex tanks and connected these tanks to the overhead water tanks.

Understanding the urgency, we worked diligently to complete these projects which required careful coordination and expertise to ensure a reliable and safe water supply system throughout the complex, prioritizing safety and health.



The Other Repairs

The building committee also addressed the urgent repair needs of Lady Willingdon Hostel (LWH) including window lintel repairs, clearing choked pipes and fixing terrace leaks. Additionally the committee repaired awning of Achamma Bhavan Hostel (ABH). Uco Bank broken tiles were also replaced.

Documents filing process for all buildings

This year, we undertook a comprehensive review of our building documents. The process started with collecting all documents from various centers. We then sorted and organized these documents into categories, naming and labeling each folder to facilitate quick identification. For larger sets of documents, we created an index to serve as a reference point for locating specific documents. These were physically placed in appropriate folders, with access restricted to authorized personnel only. We established a system for retrieving these documents from storage and arranged a secure storage facility for this critical data.

Given the large volume of documents, the filing system is still in progress. Concurrently, we are also digitally uploading these files.

Building Permits and Inspections

We began the long-overdue verification and streamlining of building compliances. This included a detailed review of issued permits, as well as an analysis of the types of inspections conducted and their outcomes.

Acknowledgments

We extend our gratitude to the Buildings Committee members and departmental staff. Special thanks to the contractors and partners who contributed to this year's success. We also appreciate the noteworthy partnerships and collaborations with other departments and external stakeholders.



Membership

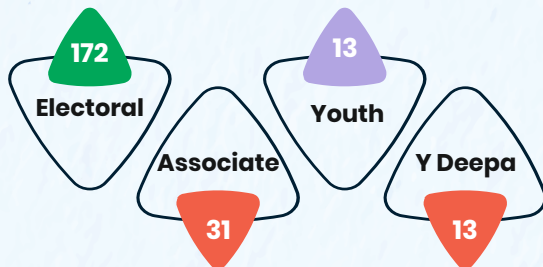
Membership is the foundation of all YWCA committees and activities, through which members promote the vision and mission of the Association. This is rooted in the idea that individuals, though unique in their gifts and roles, are part of a larger body or community, working together as a team to achieve goals set before them. The core objectives set for the Membership Team are:



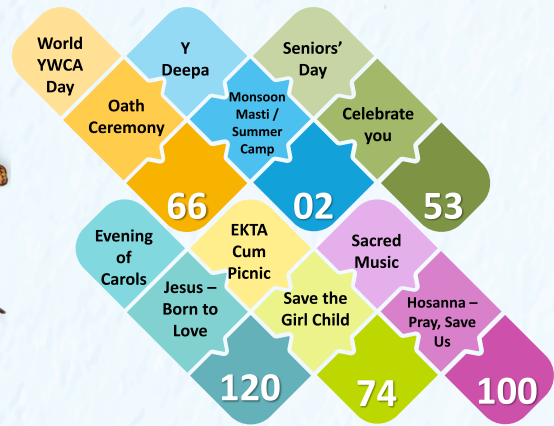
Ms Pavana Anchees
Membership CP

- To create generation Y leaders for tomorrow.
- To engage young people in community development and advocacy.
- To strengthen the movement to address key issues by the youth and for the youth
- To empower young people, especially girls in decision making which is aimed at positive social impact.
- To provide an interactive platform for young people to brainstorm and create a sustainable and effective action plan

Membership as on 31st March 2024



Membership programmes with theme and number of participants



Area Activities

We have the unique advantage of having 7 area groups viz. Andheri, Bandra, Belapur, Borivali, Byculla, Chembur and Fort. The areas plan activities that are a mix of interactive sessions, learning experiences, service to society, visits, etc.

- Informative Talks by Experts/Visits and Activities by Area Members

Internal Activities with no. of participants



90

Homeless Street Children Project of Scots Kirk

40

Bal Asha Trust

60

Shepherd's Widows Home – Byculla

48

Visit to Nair Hospital's Children's Ward

120

Immanuel Mercy Home

60

Dilkhush Orphanage

40

Mumbai Public School, Deonar

100

Murbad - Malnourised Children Single Mother

Outreach Activities with no. of participants



Testimonies

Husena Shamsheer Barodawala

"It was indeed a transformative opportunity for me at the YWCA. I was immersed in a vibrant atmosphere of inclusivity and empowerment. Engaging in diverse programmes and initiatives I discovered my strengths, and developed new skills with a supportive community."



Brother Joseph, St. Catherine of Siena Orphanage & School

"I extend our deep gratitude to team YWCA for the outreach work undertaken to support the malnourished women and children of the Murbad area. Your dedication reflects the compassionate spirit of our faith, bringing hope and tangible aid to those in need. May God bless you abundantly for your kindness and continued service to humanity. May your service inspire others."

Jottings

Jottings, the in-house monthly newsletter of the YWCA of Bombay, continues to be published online. This approach demonstrates a strong commitment to cost-effectiveness, environmental sustainability, and inclusivity. The soft copy of the newsletter is now in colour, enhancing its visual appeal and making it more engaging for readers. This adds a layer of attractiveness and professionalism to the publication, enriching the reader's experience.

For members who cannot access online facilities, hard copies of the newsletter are printed. This thoughtful consideration ensures inclusivity and accessibility for all members. By offering both online and hard copy options, the YWCA of Bombay accommodates the diverse needs of its members while prioritizing cost-effectiveness and environmental sustainability. This balanced approach highlights the organization's commitment to serving all community members inclusively.

Guidelines have been created for Jottings to transform it into an effective tool for communication, creativity, and productivity. This ensures that information is shared accurately, concisely, and understandably by all.



Spiritual Emphasis

To develop and improve spiritual well-being of members and beneficiaries. Instead of theoretical to show people our kindness and support in deeds or action

To promote an interest in the study of comparative religion with a view to emphasizing the Christian message.



Ms. Susan Jacob
Spiritual Emphasis CP

- Weekly Prayer Fellowship meetings were conducted in various areas.
- Devotion Booklet was released by President and Spiritual Emphasis Team
- Bible quiz was conducted in Bandra and Borivali Area

Retreat

➤ The purpose of a retreat is to take a mindful break. To set aside time specifically to withdraw from your everyday life with the intention to rest, reinvigorate and transform. It allows us to recharge, gain perspective, and perhaps even undergo personal growth or transformation. The main intention is to pause, reflect, and come back with renewed energy and clarity.

20
**Retreat -
Leaving no
one behind**

30
**Retreat -
Building
Youth**



Vacation Bible School (VBS)

VBS was conducted from 9th to 11th November for 3 days with 140 WDU community children at Byculla, Fort and Belapur. Theme was 'Pleasing God'. It was an exciting time with action song based on stories from the Bible.

Overnight Retreat

Members were blessed, physically in relaxed atmosphere away from the daily chores and spiritually with practical lessons on living out the Christian faith in today's time.



World Day of Prayer

This year's theme is "I Beg you, bear with one another in love". World Day of Prayer is led by an international, inter-church organisation of women, which enables us to hear the thoughts of those women from all parts of the world: their hopes, concerns, and prayers.

Week of Prayer

The World YWCA - YMCA Week of Prayer was held from 12-18 November, YWCA and YMCA organisations around the world come together in a spirit of reflection, prayer, and unity throughout the week.



Public Affairs & Social Issues

The Public Affairs and Social Issues (PASI) committee is a forum for promoting awareness about critical social issues (especially those related to women) and educating the public about the same. It allows its participants the freedom to debate, discuss and express their views on any relevant topic.



Ms. Priya Daniel
PASI CP

INITIATIVES OF PASI	
Objective	Participants
'Conserving the Heritage Structures in Mumbai - Conserve and restore Heritage structures in its original beauty.	38
Tuberculosis - Silent Killer - Prevention through early detection	40
Water Conservation - Global warming and climate change led to delayed rains, causing water scarcity.	55
Awareness on 'Elder Abuse' - End the cycle of harm happening to senior citizens	72
Leadership Skills and Goal setting - Improve the confidence & Intelligence & Focus on Goal settings	184
Cancer-Reducing Risk, Early Detection and Control - Prevention through early detection	36
'Children Victims of Aggression and Child Labour' - Enlightened 'Child Labour Laws' and existing 'Child Rights'	35
E-waste Management & Responsible recycling! - Contribute towards a better environment and to join the E-waste Revolution movement	48
Procedures on Civil service Entrance exams and advantages of Govt jobs - Guiding students in deciding their future careers	130
'Break the Silence Stop the Violence' - Procedures for NC, FIR and criminal trials including evidence, when we face violation of our rights.	51

Objective	Participants
Domestic and family Violence - Enlighten and empower the survivors with the provisions of the law and legal right.	50
Nomination & Will - Enlighten and empower the survivors with the provisions of the law and legal right.	52
60 Years of Dowry Prohibition Act - Enlighten and empower the survivors with the provisions of the law and legal right.	57
Gender based Violence - Enlighten and empower the survivors with the provisions of the law and legal right.	30
Legal advice on Property - Enlighten and empower the survivors with the provisions of the law and legal right.	30
Giving woman a second chance after a break - Motivate the women who embarked on or returned to their professional journeys after a career break	90
Anti- Dowry Awareness Rally - Eradication of dowry custom from the Society	8
33% Women's Reservation Bill recently passed in the Parliament - Enhance Women self-representation and self-determination in politics	33
Impact of social media on the life of students - Enhanced the public speaking and debating skills	70
Exploring the History and Challenges of the Dalit Women's Movement - Empower the women for equality	42
Intersectionality as a Feminist Theory and Practice - Empower the women for equality	42

The participants include NGOs like YWCA of Bombay, Vachha Foundation, MAVA, Jagruti Kendra, TISS, Majlis, Bombay Catholic Sabha, Colleges like Saboo Siddik Engineering College, Maharashtra College, NM College and Bharti Vidyapeeth College Research Centre, Belapur.

Students from St. Anne's High School, General Public, YWCA Members, and well-wishers from across the country.



Participation and Involvement of Youth in Action

Musical Bazaar

The PIYA Committee, in collaboration with the YMCA of Bombay, organized a successful Christmas Musical and Bazaar on December 15, 2023. The event began with an opening prayer led by the YWCA, setting a respectful tone for the evening.

A live musical band, known for its beatboxing skills, entertained the audience and created a festive atmosphere. This was followed by a DJ set from Pagel Naronha, which further enhanced the celebratory mood.

Dinner was a highlight, starting with creamy mushroom soup and featuring live counters with pasta and chicken. A Christmas cake added a special touch to the meal.

The event attracted around 128 attendees and included well-structured segments with opening and closing prayers by the YWCA and YMCA, respectively. The program was skilfully managed by Master of Ceremonies Divya from YWCA and a volunteer from the YMCA.

To enrich the festive experience, a selfie point and tasteful decorations were set up, adding to the Christmas spirit. The collaboration between the PIYA Committee and the YMCA of Bombay resulted in a memorable event that strengthened community bonds and celebrated the holiday season.

Mental Health

In February, the YWCA undertook a vital initiative to support students dealing with academic, peer, and family pressures by focusing on mental health awareness. Recognizing the need for such support, the YWCA reached out to various colleges and received a positive response from Mount Fort Junior college. A meeting with the Principal emphasized the importance of mental health, particularly during exam periods, leading to the scheduling of a session.



Ms. Divya John
PIYA CP

On February 15th, Ms. Shraddha Sankulkar, an experienced psychologist with over 25 years of expertise, conducted a session on mental health for 11th-grade students. Her engaging presentation included interactive activities that resonated with both students and staff.

To acknowledge their contributions, Ms. Sornalatha presented tokens of appreciation to the Principal and Ms. Sankulkar. The Principal received a YWCA history book, a brochure, and a thank you card, while Ms. Sankulkar was given a bouquet and a token of appreciation.

Feedback from students was positive, highlighting the session's impact and value. The event concluded with snacks and a group photo, fostering a sense of community and positive accomplishment.

YWCA plans to follow up with additional sessions for those who missed the first event and further support for those who attended. This initiative successfully achieved its goal of providing valuable mental health resources to students, reinforcing YWCA's commitment to making a positive difference in their lives.

STUDENTS OF MOUNT FORT JUNIOR COLLEGE



Women's Circle

The introduction of the Women's Circle initiative marked a significant step for YWCA, aiming to create a supportive environment where women from all backgrounds could connect, share, and grow without judgment. This forum was designed to be an inclusive space, allowing individuals to express their authentic selves freely.

The initiative gained momentum through discussions with Ms. Helen Chopde at the Salvation Army, who connected YWCA with Hostel Warden Ms. Leela Pawar. After careful planning, the first session was scheduled for March 8th, International Women's Day, adding meaningful context to the launch.

With limited time, YWCA engaged Ms. Violet D'Souza, a Counselling Psychologist, and Ms. Ronita D'Souza, a Clinical Psychologist, to lead the session. Their expertise and tailored activities resonated with over 45 students, including Ms. Pawar and Lieutenant Anandarani from the Salvation Army, enriching the dialogue and experience.

The session was a success, with participants embracing the safe space, sharing their insights, and expressing appreciation for the initiative. Lieutenant Anandarani praised the event, noting its positive impact on community empowerment.

The day concluded with refreshments and a photo session, celebrating the successful pilot of the Women's Circle. Moving forward, YWCA plans to enhance the initiative with one-on-one counselling and follow-up sessions, continuing to provide support and empowerment for all participants.

WOMEN CIRCLE GATHERING & MEDITATION



TEAM ACTIVITIES



Public Relations

The Public Relations (PR) Committee of the YWCA of Bombay serves as the custodian of the organization's brand image and reputation. By engaging with both internal and external stakeholders, the committee plays a crucial role in creating awareness about the YWCA's vision, mission, programmes, activities, and facilities through a multifaceted approach that includes social media platforms and in-person interactions.



Ms. Renuka Reuben
PR CP

Objective of the department: To increase the visibility of the organization by creating a strong online presence through:

Website: Ensured a professional and user-friendly website that provides information about the mission, vision, services and contact details.

Social Media: Uploaded activity programme photos on major social media platforms (e.g., Facebook, Twitter, LinkedIn, Instagram). Also created and uploaded posters throughout the year for

- Creating Awareness
- Spreading Information
- Providing Inspiration
- Testimonies

Consistent Branding, Visual Identity and Design Templates: Ensured consistency in branding across all platforms, including logo, colours, and messaging. As a part of streamlining the template design and size adaptation, standardize the YWCA Brand and Visual Identity for all events and programmes purchased a paid version of Canva Pro (designing app). Created a template for recruitment adverts and social media days and working on programme and events template

Additionally, the PR Committee acts as a liaison between the YWCA and various governmental authorities and corporates. This role involves building and maintaining relationships that are vital for the organization's growth and sustainability. **YWCA of Bombay sent across Christmas goodies in potli bags** (stitched by our tailoring unit) **consisting of Brownie, Planner and bookmark** to express gratitude to 300 partners from the Government, Police and Institutions as a token of gratitude for their continued support in our activities and also fostering goodwill within the community. Gesture was well-appreciated by all recipients.



Created membership ID Cards with lanyard which is a practical and tangible way to increase visibility, brand recognition, professionalism, members involvement. Also serving as a promotional tool as it includes QR code for easy access to additional information. A training on how to use official email communication via outlook software and email etiquette was organized which serves as a means of conveying professionalism, branding, and legitimacy in business interactions, in collaboration with HR and conducted by Saisha Bacha YWCA member for 24 staff.



Contribution towards APM

Designed Invitations (formal and mela), Social Media Posts, Text and Video Reminders:

Promoted the APM across digital platforms, reaching a wider audience, generating interest in the event, ensuring attendance and keeping participants informed about the event details.

Building Facade Banner: The creation of a large 48 feet drop-down banner for the building facade likely grabbed the attention of passersby and added to the visual impact of the event.

Selfie Backdrop: Designing a selfie backdrop added a fun and interactive element to the event, encouraging attendees to engage.

Emceeing: Committee members, Husena, and Smriti served as emcees for the APM programme, guiding the audience through the event and maintaining its flow and energy.

Overview PowerPoint: Collating an overview PowerPoint presentation likely helped in providing attendees with a comprehensive understanding of the organization.

YWCA Bookmark: Designing and printing bookmarks featuring a brief introduction to the facilities and courses offered at YWCA was a thoughtful way to provide attendees with a tangible takeaway that also promotes the organization.



Contribution towards Asha Kiran 25th Anniversary Celebration on 6th April

Invitations: Created anticipation and excitement among invitees.

Emblem: Created an emblem for the 25th Anniversary Celebration which added a special touch and serves as a symbol of the milestone event, making it memorable for attendees.

Backdrop: provided a visually appealing background for photo opportunities and branding.

Drop-down Banner: A drop-down banner effectively communicated about the event and created a welcoming atmosphere for attendees.

Souvenir: Designed a souvenir book for the 25th Anniversary Celebration gives a tangible keepsake to remember the event, which reflects the significance of the occasion.

Designed cover page of nursing prospectus conveying professionalism and competence while appealing to prospective students interested in pursuing a career in nursing.

Prepared Guidelines, period and content of Annual report to create a comprehensive and informative annual report that effectively communicates the organization's performance and impact.

Designed Jottings front page for making it professional and give a new and attractive look

Created Email signature as it involves balancing professionalism and standardization with personalization

Overall, the PR Committee plays a pivotal role in advancing the YWCA's mission and ensuring its continued relevance and impact in the community.



Women's Development Unit

Childcare is a crucial aspect of social security for women workers, alleviating the multiple burdens they face and supporting their empowerment. Recognizing the importance of a d e q u a t e childcare, the



Ms. Emema Christy
WDU CP

YWCA of Bombay provides essential services to women in our communities, especially where safe and sufficient facilities are lacking.

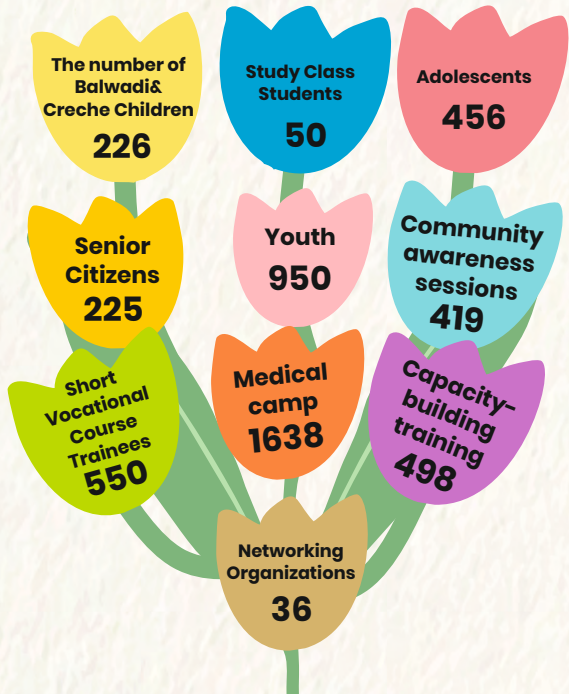
The early years of a child require nurturing care, as neglect can adversely affect health, well-being, overall development, and education. Our crèches offer a safe environment for children to grow and develop their skills. Currently, we house 226 children across four Balwadis and three crèches.

We organize events such as sports days and celebrate various seasonal and national festivals, fostering a vibrant community spirit. Our curriculum includes awareness on global issues like water conservation and environmental protection, as well as practical knowledge on safe and unsafe touch, health, nutrition, hygiene, waterborne disease prevention, and road safety. Regular puppet shows and playtime with toys donated by Toy Bank enhance the joyful learning experience. Additionally, annual excursions and visits to botanical gardens provide experiential learning opportunities for the children.

Highlights:

- Bunny Tamtola at Balwadis
- Bright Start is a joint effort between Kelloggs India and Decimal Foundation to provide a fortified cereal breakfast to 238 children & The Breakfast Revolution (TBR) to 153 community children of YWCA.

- Maha poshansapakhwada for 673 Balwadi parents.
- Balwadi teachers' participation in exhibitions of Stories and Puppet training organized by Mumbai Mobile crèche, Toy Bank, etc throughout the year.
- Annual outings to Mango Garden, Acharya Garden, Harish Mahindra Children's Park, and SK Patil Udyan



Study Centres

YWCA study centers are committed to providing comprehensive education through tutorials for students in grades 1 to 9, primarily serving Marathi and Urdu medium students. In addition to academics, these centers offer students opportunities to showcase their talents through various YWCA programs.

Adolescent Groups

The YWCA believes that strong girls and sensitive boys are more likely to become equal and productive citizens. To support this vision, we conduct sessions on mental health, gender equality, disaster management, waterborne diseases, and the Protection of Children from Sexual Offences (POCSO). Each community has one or more adolescent groups. Additionally, we organized a notebook distribution drive, benefiting 456 adolescents in the community.

Youth Groups

A strong present builds a better future, and India's vibrant youth population exemplifies this potential. Recognizing the youth as its greatest asset, the country is paving the way towards a promising future. We are actively working in five communities, engaging with over 950 youth annually. We organize activities such as theatre training, career fairs, Environment Day celebrations, and Ozone Day events, which see enthusiastic participation from the youth. It was heartwarming to see 38 young members from our communities perform at APM 2024.

Supporting Senior Citizens

In Mumbai, senior citizens often face social isolation and loneliness due to changing family structures and the hectic lifestyles of the younger generation. The breakdown of traditional support systems and the prevalence of nuclear families can leave the elderly feeling disconnected and marginalized.

To address this, 225 senior citizens across our four communities participated in various sessions on yoga, meditation, and festival celebrations. We also organize short trips to encourage mobility and promote a healthy lifestyle. A traditional dance performed by eight senior citizens at APM 2024 was much appreciated by all.

Capacity Building and Awareness Sessions

We conducted workshops on anaemia, good parenting, disaster management, meninism, transgender issues, and sustainable livelihoods. A total of 222 beneficiaries attended these sessions, enhancing their knowledge and skills for a better quality of life.



Skill Development Departments

Vocational Training Course

The Women's Development Unit focuses on empowering women by providing job placements and, in some cases, assisting individuals in setting up their own entrepreneurial ventures. We offer short-term courses for housewives and women with basic education to help them become financially independent and empowered. These courses are designed to be brief, with minimal fees, but provide extensive knowledge.

Our aim is to support the economically weakest sections of society through various vocational training programs. In addition to these courses, women and girls participate in awareness sessions and workshops to ensure their overall development and empowerment. The following vocational training courses were held from April 2023 to March 2024

Nursing Care Course

The Nursing Care Course for the 2023-24 batch began on 22nd June 2023 with 68 students enrolled, including 25 referred by the Dosti Foundation and 11 sponsored by the Rotary Club of Mankhurd. In addition to the regular syllabus, students attended sessions on diabetes awareness, dialysis, stress management, and self-defense. They participated in various activities, including a Patriotic Song Competition, Christmas Celebration, Anand Mela, visits to Bal Asha Trust and the Planetarium, a picnic to Rajodi Beach Resort, and singing and dance competitions.

Clinical internships started on 3rd October 2023 at several hospitals, including Dalvi, Ruxmini, BSES, B.D. Petit Parsee General, Jain, and Wockhardt Hospitals. Staff attended a vocational board meeting to discuss adding a Hindi medium to the Nursing Care course and obtaining a registration number for the Nursing and Bakery departments through MSBSE. Rasika Dabre and Akshaya More attended a seminar on the New Education Policy on 23rd November 2023.

Final exams were held from 8th to 20th April 2024, with 66 students appearing and 63 passing with distinction. Graduates have begun employment at various hospitals.

The valedictory function on 4th May 2024 at Byculla featured Dr. Nidhi Jain, Nursing Superintendent at Wadia Hospital, as the Chief Guest. She emphasized the importance of attitude, commitment, skill development, and training in nursing. President Blessy Babychan, WDU Co-Chairperson Pavana Anchees, WDU committee members, and WDU Assistant Coordinator Archana Lade congratulated the graduates. Certificates were distributed, and the event included prayer songs, farewell songs, and student speeches about their YWCA experience. Rasika Dabre and Akshaya More anchored the event, and Shraddha Dhepe delivered the vote of thanks.



Cookery Bakery and confectionery

At YWCA, we address vitamin and mineral deficiencies by teaching the science of cooking. Since 1991, our bakery unit has offered government-recognized programs like the Craft Course in Cookery, Bakery, and Confectionery, training over 500 individuals who now work in the hotel industry or as successful entrepreneurs and home bakers.

We focus on educating people from diverse background, ensuring our programs are affordable and incorporate the latest teaching methods. We stay updated with bakery advancements and organize competitions, workshops, and industry visits.

Recent highlights include an industrial visit to Cakeology (6th October 2023), the Bakery Business National Trade Fair (29th November 2023), and a visit to O Cakes (7th February 2024). Our Sports Day was on 24th January 2024, and Chef competition occurred on 9th February 2024, with Chef Yash Singh from Taj Hotel as our chief guest. Medals and certificates were awarded to Sarvesh Bhuvad (1st prize), Sayada Amjadi (2nd prize), and Safiya Ansari (3rd prize). Final exams for theory and practicals were successfully conducted.

Industry visits to 'O Cakes'



The success story

Tailoring Student –Byculla

Alicia, a college student living in Mumbai with her aunt and grandmother, enrolled in the YWCA tailoring class. As a dedicated student, she began taking small stitching orders and successfully completed the course. Currently, she earns between Rs. 10,000 to Rs. 15,000 per month and collaborates with designer studios.

Balwadi child –Belapur

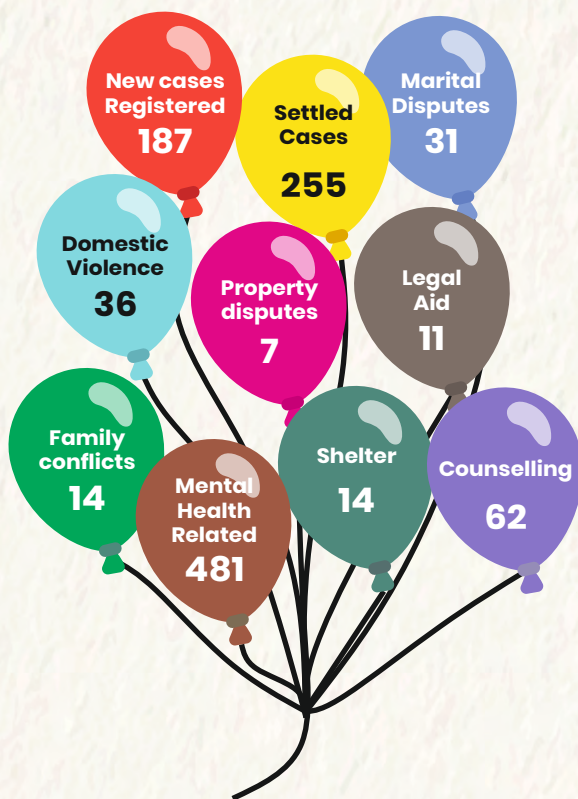
At Belapur Balwadi, Anugrah Shyam Tamang, enrolled in the Nursery class, initially faced significant challenges. He was non-verbal, highly active, and struggled with sitting still and eating independently. Thanks to targeted therapeutic interventions and the consistent efforts of his teachers, Anugrah has made substantial progress. He can now speak, eat on his own, and participate in his studies. His parents are delighted with these positive changes.



Acupressure Session

Aasra- Family Counselling Centre

Aasra, a drop-in center established in 1998, has been dedicated to empowering women through its counselling services. The center addresses both the psychological and social needs of women in distress. Aasra operates across multiple locations, including Asha Kiran, Andheri, Byculla, Fort, and Belapur. The list of services includes counselling, follow up and home visits, legal aid, referral, court visits, helping women take police support, create awareness among women regarding laws and their rights, providing shelter, rehabilitation, providing psychological counselling etc.



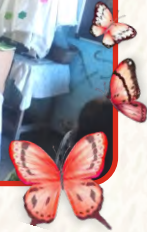
Aasra – Success stories.

A female client from Mumba who had been living with her parents for 20 years due to her in-laws' refusal to accept her after her love marriage, faced additional challenges when her husband lost his sight. Initially, her father supported them, but he was later forced to leave. Her parents also refused to care for her husband. Seeking help from Aasra, we conducted a thorough case study and initiated several joint meetings with her in-laws through home visits and counseling. Though they initially promised Rs. 5,000 per month, the payments stopped after two months. With our intervention, including a referral to Agripada police station, we ensured the payments resumed. We also helped her find a position as a study class teacher in Byculla, leading to her satisfaction.

16-Year-Old Runaway girl from Delhi spent three days at Andheri station before seeking help from a shopkeeper who referred her to our counseling center. After completing the shelter procedures, she was placed in a shelter home and then presented to the Child Welfare Committee (CWC). Following all CWC procedures, she was reunited with her parents with the support of our Head of Department and WDU social workers.

Marital Dispute: A couple who had been fighting for years due to the wife's refusal to feed the husband's mother sought our help. The husband learned about Aasra and approached us. We conducted individual, couple, and group counselling sessions with both parties and their relatives. Through these sessions, they acknowledged their mistakes, and we facilitated an amicable settlement. The couple is now living harmoniously.

Homebound Wife: A woman was homebound for three months while her husband refused to bring her home or cover her expenses, claiming she had left voluntarily. Through multiple counseling sessions, we discovered that both parties were in their second and third marriages, respectively, with family interference exacerbating the issue. After counseling both the couple and their families, they agreed to a mutual settlement.



Asha Kiran

The Asha Kiran (AK) Complex of the YWCA of Bombay in Andheri stands as a 'Ray of Hope' for its beneficiaries and the surrounding communities. It is dedicated to the holistic development of women and girls from different age groups, cultures, castes, and creeds. The AK offers shelter to senior citizens, transient guests, working women, and a study center for underprivileged children. It also includes a crèche for children of domestic workers, and conducts awareness and advocacy sessions for community women. The AK department helps in forming self-help groups (SHGs).

Our facilities features a unique amphitheatre, an auditorium, and a meeting room for conferences and church services.

Resident Senior Citizens

Our senior residents live happily in self-contained, well-furnished single rooms. They enjoy a bright and airy lounge with cable TV and housekeeping services. Their spiritual well-being is also supported, and they actively participate in all our in-house programmes.

Transient Guests

We provide single and twin-sharing rooms for women on business trips, work assignments, or academic pursuits from across India and the world. The rooms are spacious, airy, bright, and comfortably furnished. Our cafeteria offers nutritious and tasty food to all guests.

Crèche

Our Crèche serves children of female domestic workers, providing nutritious food in the afternoon followed by siesta time.



Ms. Shobha Bhalla
Asha Kiran CP

Morning and evening play times include activities with cars and slides, while mid-morning sessions focus on learning rhymes, alphabets, colours, and shapes. Success stories include children who were mildly retarded and couldn't walk or talk but now can. They actively participate in annual programs and enjoy an annual picnic. We also provide awareness sessions on good parenting and nutrition to their parents.

Extension Classes

Our traditional classes in Bharatanatyam, Kathak, beauty (basic and advanced), tailoring (basic and advanced), mehndi, and English speaking courses continue to benefit the community. Students who pass the exams receive certificates.

Study Center

We offer daily study help for weaker children in languages, social studies, math, and science. Our dedicated teachers also take extra classes and provide awareness sessions on contemporary topics. Career guidance is part of their teaching, and students participate actively in YWCA programs.

Beneficiary Sessions

We conduct sessions on disaster management, fire drills, and SHG formation in our conference hall.

Silver Jubilee Celebration

The celebration of Asha Kiran's 25th Silver Jubilee took place from April 2nd to April 6th, 2024. Our journey began with a grand rehearsal on April 2nd, 2024, and a professional photographer captured these cherished moments for our commemorative souvenir.

The highlight was the Jubilee Mela on April 5th, 2024, featuring 22 stalls and activities, including the popular Tambola game. The festivities culminated on April 6th, 2024, with a captivating program showcasing our dedication and the quality of our work.

The celebrations were a resounding success, leaving a lasting impact on all attendees. This event marked a significant milestone in our organizational journey, celebrating 25 years of dedication and excellence.

In conclusion, the 25th Silver Jubilee celebrations are a testament to our commitment to excellence and our resolve to create meaningful experiences that enrich and inspire our community.

Alumni 2024



Women's Day



Donation To Tailoring Class



Information of Govt schemes



Study Center



Beauty Parlor Classes



Mehndi Classes



Tailoring Classes



ASHA KIRAN SILVER JUBILEE CELEBRATION



Internal Complaints Committee

The YWCA of Bombay held two significant meetings on the 22nd of January and the 29th of April 2024, attended by members Dr. Usha Ubale, Nikita Panhalkar, Shama Chatterjee, and Dr. Lata Clements. The staff present included Therese George (General Secretary), Vidula Raj, Archana Lade, and Vimal Prabhu.

The meetings focused on several key areas to enhance the organization's effectiveness and address any harassment issues faced by members and staff at work place.

A primary agenda was to investigate and resolve any complaints about members and staff, ensuring a harmonious and productive environment within the organization. This involved a thorough review process, addressing grievances, and implementing solutions to foster a supportive community.

Another critical aspect discussed was the need to raise awareness among staff and members about various important issues. This initiative aimed to enhance knowledge, encourage proactive participation, and build a well-informed and cohesive team.

The meetings also covered to resolve sexual harassment at work place and the role of the YWCA as an NGO. It was noted that if a company or organization invites YWCA to be its external committee member, it is imperative to represent YWCA with professionalism and dedication. This would not only uphold the organization's reputation but also extend its influence and collaborative efforts in the community.

Further, the Continuous Professional Development (CPD) of staff was highlighted. The CP, GHS, and IC Manager attended an online Certificate PoSH training conducted by the National YWCA from the 24th of January to the 14th of February 2024.

An essential part of the agenda was the plan to conduct PoSH (Prevention of Sexual Harassment) training across different YWCA centers. These discussions and plans reflect the YWCA of Bombay's dedication to addressing such matters proactively, fostering continuous learning, and upholding its values in external collaborations.



Dr. Usha Ubale
PoSH CP

International Centre

Hospitality Services Overview:

➤ As we reflect on the past year, we are pleased to provide an overview of our hospitality services and performance. Our commitment is to create memorable experiences for our guests while upholding the highest standards of hospitality and sustainability, staying true to the mission of YWCA of Bombay.

➤ Our organization's long-standing reputation is a valuable asset, fostering confidence and reliability among guests and ensuring a comfortable stay each time they visit Mumbai.

➤ We received excellent feedback from our guests on TripAdvisor and Booking.com throughout the year. Guests praised our cleanliness, meals, location, and friendly staff.

TripAdvisor Guest Feedback:

Shakira York, UK

➤ "YWCA is a fine and professional guesthouse. It provides excellent service with courteous, kind, and efficient staff. The price, which includes breakfast and dinner, is superb for its prime location near Colaba's attractions and within walking distance of Churchgate and Marine Drive. The front desk, especially Priyanka and Cajetan, are welcoming and helpful."

AlisonH970, Bradford, UK

"Simply Superb! I've been visiting this wonderful place since August 2014, with a 3-year gap due to Covid. I returned in February and stayed for three weeks from August 15 to September 5 with my daughter. It feels like a home away from home. The location is central, very clean, with excellent food at reasonable prices, and most importantly, the staff are helpful and go the extra mile."



Ms. Mrudul Raibode
International Center CP

I wouldn't stay anywhere else in Mumbai! Additionally, it's an NGO, and profits support projects to help women and children out of poverty. A special thank you to manager Vimal and his exceptional team!"

Highlights of the Year:

➤ To address the ongoing issue of leakage on the west side and from the terrace of the building, a structural audit was conducted. Based on the report, renovation and waterproofing work was proposed and initiated.

➤ To enhance customer service in the front office, rooms, and dining facility, a training session on Effective Communication Skills (Verbal & Written) was conducted by Ms. Mrudul Raiborde (IC CP) for the front office staff and room attendants.

➤ We are in the process of integrating with the GO-MMT (OTA) platform, which will increase the visibility of our online presence and connect us with a larger guest base in India.

Booking.Com Awards

➤ Travellers Review Award 2023 – 8.1/10



➤ Travellers Review Award 2024 – 8.2/10



General Hostels

The 4 YWCA Hostels is not just a place to stay; it cultivates qualities of self-reliance, accountability, and orderliness among its residents. Here, a diverse tapestry of women, each with their unique personalities, cultural backgrounds, habits, and preferences, coexist harmoniously under one roof, exemplifying the beauty of Unity in Diversity.



Ms. Lalitha Fernades
General Hostel CP

Each hostel is centrally located in different parts of the city, with a unique ambience, meticulously neat and the aesthetics is beyond imagination rendering full occupancy throughout the year.

In essence, life in the Hostel transcends mere accommodation, enriching the lives of its residents with invaluable experiences, bonds, and moments of shared joy and solidarity.

Overall, hostel life is a dynamic and enriching experience that leaves a lasting impression on everyone residents / guests. It's not just about the place you stay; it's about the people you meet and the memories you create along the way.

Performances of the residents and guests during Christmas are a joy to behold, classy, stylish, amateurs bordering on the professional: a sheer delight to the audience.

Dipti Dhaman

DDH is strategically located, its proximity to the metro and railway station makes well connected with the other modes of public transport makes it a favoured place of stay. Andheri being a socio – economic hub with scores of opportunities for work and education ensures full occupancy throughout the year.

Residents live in 3, 4 and 5 seater bright, airy, spacious and well furnished rooms. Each of the four floors has a large lounge with cable tv, exercise cycle to cater to the couch potato and the fitness freak. This is the largest YWCA hostel housing 100 residents. The need for discipline, cleanliness, responsibility and empathy is emphasized upon in this aesthetic community living. There is a joyful camaraderie amidst the residents from diverse backgrounds. The cafeteria provides highly nutritious and delicious food throughout the day which is an added attraction. Innights / programmes are held for the residents in which they enthusiastically participate, besides medical and other important talks are organized for them. Christmas programme was full of fun showcasing the resident's talents. National festivals are observed very solemnly and everybody is expected to take active part in it.

Lady Willingdon

Nestling between the prestigious St. Anne's School and the International Centre, behind the gulmohur and laburnum the stately and graceful Lady Willingdon Hostel lives up to its name. Its fine architecture and spacious rooms houses 66 residents and 15 guests. With almost all of the city's top offices located in its vicinity 100% occupancy is ensured throughout the year. The women here are professionals in different fields like lawyers, journalists, engineers, architects, chartered accountants, professional fashion designers, bank managers, etc. There are two, three and four seater spacious rooms, twin sharing and single guest rooms. The rooms are much in demand throughout the year because of its strategic location and easy accessibility. Residents hold interesting in-nights are held on topics of specific interest.

Achamma Bhavan

Achamma Bhavan Hostel, is centrally located between Mumbai Central and Byculla, provides affordable accommodation with two well furnished dormitories accommodating 23 working women and trainees, along with a cozy three-seater guest room.

Nutritious and delectable meals are offered to all residents and guests, ensuring both sustenance and satisfaction. The hostel reverberates with patriotic fervor during national festivals like Independence and Republic Day, fostering a sense of pride among its occupants. In-nights are a cherished tradition, offering a platform for residents to mingle, showcase their talents and forge lasting connections. The eagerly anticipated Christmas programme adds a touch of festive cheer to the hostel's vibrant atmosphere.

The Quiet room provides a tranquil atmosphere of reflection and gratitude, bestowing a sense of serenity and spiritual nourishment upon all who dwell here. It is an enriching experience living in Achamma Bhavan (ABH).

Anugraha

Anugraha is situated in CBD Belapur with amidst green surroundings. It is a 3 storeyed building with a study room on each floor. The Meeting room is used for outreach programmes which are held for community development. Every Sunday 2 Church services are held. Anugraha is a boon for working women and students pursuing higher education. The Hostel has a peaceful ambience which fosters personal growth. An open quadrangle hosts programmes, workshops, and celebrations. While the lounge, quiet room and spacious dining hall cater to various needs.

Safety is paramount with round the clock security ensuring a safe environment. Students enjoy the convenience of study rooms on the upper floors. National Holidays are celebrated with enthusiasm, fostering a sense of unity among committee members, staff and residents.

Our deep gratefulness to our Almighty God for showering His blessings on us throughout the year in keeping our hostels safe, secure. Our thanks to the General Hostel Committee and the Board of management.



Shelter Homes

Our resident Sonali Gaikwad did her Hotel Management and after that she worked in a reputed hotel - Regency in Mumbai and she joined an American Ship Royal Caribbean.



Ms. Sharon Solomon
Shelter Home CP

Dependents	Residents
Domestic Violence	31
Children	14
Unwed mother	1
Mental Health Patients	14
Roadside destitute	6
Cases Referred by Police	21
Cases Referred by NGO's	47
Senior citizens	8
Rape Victim	3
Legal aid provided	7
Rehabilitation	17
Psychological counselling	249
Successful cases	20
Counselling Service	165

Shelter Home conducted 15 celebrations and programmes and 10 awareness sessions.

Achievements and Updates

Five girls successfully completed self-grooming and English-speaking courses. Ms. Geeta Sharma, having completed her English-speaking course, is now employed with a salary of Rs. 10,000. Smita Gupta earned a diploma in Para Social Work, while Meena Pai passed her SSC exam.

One of our shelter residents was selected for a special government initiative that chose ten individuals with disabilities and health issues from across Maharashtra. Our resident received a Yellow Ration Card, granting her access to ration, gas, medicine, and other government benefits.

Additionally, the shelter home participated in the BMC Exhibition, setting up a stall where they received a positive response and sold jute bags, puntis, and other small items. Four girls from the shelter also worked at Borivali railway stalls, selling incense sticks and earning Rs. 500 per day.





SGMA Committee

Accountability and Governance at YWCA of Bombay (SGMA)

The YWCA, as a membership organization, is primarily accountable to its members, then to the local community, and finally to the stakeholders who support its programs and initiatives. As a member of the World YWCA, the YWCA of Bombay is also accountable to its sister associations worldwide.

By adhering to ethical behaviour and high standards of management and accountability, the organization aims to maintain the credibility associated with its name throughout its history. The self-assessment processes initiated by the YWCA will help it become agile, identify trends, needs, and issues, and develop strategic plans to achieve its goals.

The SGMA committee was revived in October 2022 by President Blessy Babychan. Chairperson Adv. Lalitha Fernandes and her team of senior members continued their work in 2023-2024. One of the main functions of the SGMA committee is to document policies and Standard Operating Procedures (SOPs) for various departments of the Association, ensuring that members and staff understand their roles and responsibilities in achieving the organization's vision and mission. The committee focused on establishing SOPs for departments including Human Resources, Buildings, Membership, Public Relations, Public Affairs and Social Issues, Spiritual Emphasis, and the Asha Kiran Community Centre. They also reviewed and implemented SOPs prepared in the previous year, making any necessary additions or alterations.

The SGMA committee thanks the Board members and the various committees for their meticulous scrutiny and valuable input on these documents. Special thanks to Anita Singh, YWCA staff, for her assistance in preparing these documents.

Lastly, we are grateful to God Almighty for His guidance and presence throughout our journey. PR, PASI, SE, AK, POSH, Buildings, Hostels, are ready for use.



Ms. Lalitha Fernandes
SGMA CP



Report of the Nominating Committee

A meeting of the Nominating Committee was held on 17th May 2024, when the election

schedule was discussed and letter was sent to Membership Committee requesting for Electoral Roll 2024 – 25.

The Membership Committee furnished us with the list of 162 (One hundred and sixty-two) electoral members age-wise and area-wise.

The eligibility Electoral List was prepared and put up on the office Notice Board at all centres and also sent via email. This was informed in advance to all the members through WhatsApp.

Nominations for the Board of Management, Office Bearers, Nominating Committee Chairperson and Members were called from 152 (One Hundred and Fifty-Two) eligible Electoral Members in addition to 10 (Ten) out station members to whom the nomination forms were sent. 77 (Seventy-Seven) members sent in their nominations.

Election will be held on Saturday, 21st September 2024 from 11.00 am to 2.00 pm at YWCA of Bombay, 75, Motlibai Street, Near Maratha Mandir, Byculla, Mumbai 400 008.

I thank the Tellers, the Nominating Committee Members and the Staff for their full support and active participation.

We wish all the very best to the new Board and all the Committees.



Ms. Mary Cheru
Nomination CP

Tellers

Indira Jenna
Sushila Shetty
Jayanti Premkumar
Jyotima Rajput
Alpana Banerjee
Latika Pillai



Nominating Committee

Mary Cheru – Chairperson
Shobha Bhalla – Board Member
Shama Chatterjee
Priscilla Albuquerque
Sharon Pires
Lovey Pariyaram
Nutan David

List of Committees

Administrative Committees

Finance

Adv. Nikita Panhalkar
Shobha Bhalla
Adv. Lalitha Fernandes
Pavana Anchees
Lavina Shirsat
Priya Daniel
Mrudul Raiborde
Susan Jacob
Suneela Arun Kumar
Renuka Reuben
Annie Cardoz
Emema Christy
CA. Santhi Liju
Divya John
Husena Barodawala
Jayanti Premkumar

Personnel

Santhi Elizabeth Liju (CP)
Renuka Ruben
Divya John
Dr. Lata Clements
Lovey Pariyaram
Mallika Amulraj
Shobha Bhalla

Buildings

Lavina Shirsat (CP)
Lalitha Fernandes
Mrudul Raiborde
Pavana Anchees
Jayshree Bardey
Suneela Arun Kumar
Sharon Pires
Dr Usha Ubale
Shobha Bhalla

Committees for Programmes & Activities

Membership

Pavana Anchees (CP)
Lora Saldanha
Flavy D'souza
Ceydrlica D'souza

Mary Mathew
Dr. Sonal Ohol
Nita Susan Jacob
Teofilda Pinto
Swati Das
Helen George
Rajitha Chandran
Santi Liju

Jottings

Swati Das (CP)
Carol Monthero
Hilda Patrao
Meena Azavedo
Clotilda D'souza
Rekha Joshi
Nutan David

Spiritual Emphasis

Susan Jacob (CP)
Suneela Arun Kumar (co CP)
Susy Babychan
Patrica Furtado
Angela Fernandes
Vanita Narvekar
Prabhavarthy Christdoss
Lalita John

PASI

Priya Daniel (CP)
Susan Jacob
Angela Fernandes
Flavy D'Souza
Lalitha Dhara
Saroj Hilbert
Rajitha Chandran

PIYA

Divya John (CP)
Annie Cardoz
Jyotima Saurabh Rajput
Sharon Solomon

Public Relations

Renuka Reuben (CP)
Dr. Anuradha Patil
Clotilda D'Souza
Husena Barodawala
Ovita Parulekar
Saisha Bacha
Smruti Vishnu Shinde

ICC

Dr Usha Ubale (CP)
Dr. Lata Clements
Shama Chatterjee
Nikita Panhalkar
Therese George
Vimal Prabhu
Archana Lade
Vidhula Raj
Aileen Marques (External)

WDU

Emema Daphne Christy (CP)
Pavana Anchees (Co-Cp)
Mercy Itty
Shama Chatterjee
Jayshree Bardey
Nilambari Ahir
Mallika Amulraj

Asha Kiran

Shobha Bhalla (CP)
Priya Daniel (Co-CP)
Vimala Raichur
Lalitha Dhara
Sylvia Fernandes
Susy Babychan
Nutan Mistry
Smita Pathak

Shelter Home

Sharon Solomon
Aneesha Reuben
Flory D'Souza
Lathika Pillai
Flavy D'souza

Committees for Residential facilities**International Centre**

CP - Mrudul Raiborde
Dr Lata Clements
Ovita Parulekar
Jane Rodrigues
Pamela Azaredo
Lavina Shirsat
Jayanti Premkumar

General Hostels

Lalitha Fernandes (CP)
Jayshree Bardey
Suneela Arun Kumar
Sharon Pires
Dr. Usha Ubale

Achamma Bhavan

Jayshree Bardey (CP)
Marienel Baptista
Neelambari Ahir
Hilda Patrao
Saroj Hilbert

Anugraha

Suneela Arun Kumar (CP)
Yasmin Kuruvilla
Rajitha Chandran
Mary Mathew
Jyotima Saurabh Rajput

Dipti Dhaman

Dr. Usha Ubale (CP)
Sylvia Fernandes
Shama Chatterjee
Lora Saldanha
Noreen Peters

Lady Willingdon

Sharon Pires (CP)
Prabavarthy Christodoss
Maria Corera
Teofilda Pinto
Lovey Pariyaram

SGMA

Lalitha Fernandes
Rekha Joshi
Mary Mathew
Mary Cheru
Dr. Usha Ubale
Dr. Sonal Ohol
Dr. Anuradha Patil
Angela Fernandes

Vanita Narvekar

Ex-officio on all committees

President – Blessy Babychan



EMPOWERING WOMEN

Our Offices & Hostels

Andheri

Asha Kiran
53, J.P. Road, Andheri West,
Mumbai - 400058
Ph: 022-26702831 / 72
Email: ak.secretary@ywcabombay.co.in

Belapur

Anugraha Hostel, Sector - 8, CBD - Belapur,
Navi Mumbai - 400 0614.
Ph: 022 - 27570786
E-mail: anugraha@ywcabombay.co.in

Byculla

75, Motlibai Street, Near Maratha Mandir,
Byculla, Mumbai - 400 008.
Ph: 022 - 23096544
E-mail: gs.ywcabombay@gmail.com

Fort

18, Madame Cama Road, Fort,
Mumbai - 400 001
Email: acc.manager@ywcabombay.co.in

Dipti Dhaman Hostel

Asha Kiran
53, J.P. Road, Andheri West,
Mumbai - 400058
Ph: 022-26702831 / 72
Email: andheri.hostel@ywcabombay.co.in

Anugraha Hostel

Sector - 8, CBD - Belapur,
Navi Mumbai - 400 0614.
Ph: 022 - 27570786
E-mail: belapur.hostel@ywcabombay.co.in

Achamma Bhavan Hostel

75, Motlibai Street, Near Maratha Mandir,
Byculla, Mumbai - 400 008.
Ph: 022 - 23096544
E-mail: byculla.hostel@ywcabombay.co.in

Lady Willington Hostel

18, Madame Cama Road, Fort,
Mumbai - 400 001
Ph: 86550 93534
Email: fort.hostel@gmail.com
Email: hod.hostels@ywcabombay.co.in

YWCA of Bombay

Website: www.ywcabombay.co.in

Facebook: [facebook.com/ywcabombay](https://www.facebook.com/ywcabombay)

Instagram: [ywcaofbombay](https://www.instagram.com/ywcaofbombay)

Twitter: [@of_ywca](https://twitter.com/of_ywca)

Linkedin: <http://linkedin.com/in/ywca-of-bombay-90b120282>

International Centre

18, Madame Cama Road, Fort, Mumbai - 400001.

Ph: 022 - 66247222

Email- ic.manager@ywcabombay.co.in



The Beginning of a New Era

A group of seven women, seen from behind, are walking away from the viewer down a narrow street at night. They are wearing colorful saris in shades of red, yellow, blue, and orange. The street is illuminated by warm, golden streetlights, creating long shadows on the ground. The buildings on either side are simple, and the sky is dark with a few stars visible. The overall atmosphere is serene and hopeful.

YWCA of Bombay
at the Threshold of the
Sesquicentennial Jubilee