



150

YEARS OF EXCELLENCE
Empowering Women, Inspiring Change

YWCA of Bombay

EMPOWERING WOMEN INSPIRING CHANGE



ANNUAL REPORT 2024-25

Board of Management

President

Pavana Anchees

Vice President

Susan Jacob
Adv. Nikita Panhalkar

Treasurer

Sharon Solomon

Assistant Treasurer

Adv. Lalitha Fernandes

Recording Secretary

Priya Daniel

Board Members

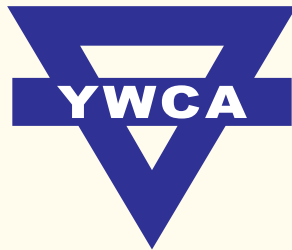
Renuka Reuben
Mrudul Raiborde
Alida D'Souza
Nita Susan Jacob
Suneela Arun Kumar
Sara Oommen
Sylvia Fernandes
Annie Cardoz
Divya John

Board Members (Co-opted)

Husena Barodawala
Nisha Gopalan

General Secretary

Therese George



YWCA of Bombay

Our Motto

By Love Serve One Another

Our Basis

Faith in God the Father Almighty
And in Jesus Christ His Only Son
Our Lord and Saviour and in the Holy Spirit

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

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PRESIDENT'S MESSAGE

A century and a half of working in harmony is our story... the story of the YWCA of Bombay. This is the Lord's doing; it is marvellous in our eyes says Psalm 118, verse 23. A foundation well laid brings forth a strong edifice that weathers all seasons and times. Rooted in the teachings of Christ, our 'Movement' has grown from strength to strength for the past hundred and fifty years. The journey has been wonderful thus far and it will be so for eons to come, I am sure. We are indeed fortunate to celebrate this and share our joy with the world around us, in particular, those with the similar vision and mission. It has been a few months of excitement, energy and enthusiasm as we set on our celebratory phase of our grand sesquicentennial, a milestone for us. As we look back, we see God's miracle working hands upon us, be it the visionary leadership, dedicated workforce, establishment support, expertise and guidance, we were provided with it all.

The Thanksgiving Service in January 2025 marked the beginning of our celebrations this year. There was no looking back thereafter. Members and staff came together in one accord for Walkathon, Annual Public Meeting and Foundation Day celebrations. Gathering together, ideating, planning, and executing have all been exhilarating processes for us. We have proved how team work can bring success. "How good and how pleasant it is for brethren to dwell together in unity", the word of God says. Even as we celebrate this significant year in the history of YWCA of Bombay, we cannot ignore the clarion call to each one of us to arise and shine to dispel the darkness and despair around us, in corners that we can reach out to. We cannot rest on our past glories but move ahead with passion and dedication.

We stand on the threshold of a journey forward with bigger and greater ventures planned and a thousand prayers on our lips. We dare to dream big, not on the wings of fanciful thoughts and plans but on the solid ground set by the pioneering women of the past and the dear ones of the twentieth and twenty first centuries with a fire in their belly to go on and claim success despite odds. Persevere and take on bigger and greater tasks for the communities that we are entrusted with! I call upon each one of you to join in our endeavour of 'empowering women, inspiring change'.



PAVANA ANCHEES
PRESIDENT

**"HOW GOOD AND HOW PLEASANT
IT IS FOR BRETHREN TO DWELL TOGETHER IN
UNITY", THE WORD OF GOD SAYS.**



GENERAL SECRETARY'S MESSAGE

As we mark the 150th year of the YWCA of Bombay, it is with immense pride and deep gratitude that I reflect on this extraordinary milestone. For a century and a half, this institution has stood as a beacon of hope, resilience, and purpose—steadfast in its commitment to empowering women and uplifting communities.

The year 2024–2025 was particularly significant as it brought us to the threshold of this historic celebration. Under the guiding theme, “Empowering Women, Inspiring Change,” we advanced our mission across diverse sectors—education, health, livelihoods, advocacy, and shelter. Through every initiative, we reaffirmed our belief that when women thrive, communities transform.

From skill-building programmes and digital literacy training to psychosocial support and leadership development, our work touched the lives of thousands of women and girls—many of whom have overcome tremendous challenges with strength and dignity. These stories of transformation are the true testament to our legacy.

What continues to set YWCA of Bombay apart is the unwavering spirit of collective action. The commitment of our members, staff, volunteers, donors, and partners has shaped not just programmes, but pathways to justice, equity, and sustainable change. Their continued support has helped YWCA adapt to emerging needs and respond with compassion, relevance, and resilience.

As we look to the future, our vision remains bold and uncompromising—to create a world where every woman is empowered to live with agency, opportunity, and dignity. The journey ahead calls for renewed collaboration, courage, and innovation, and I am confident that together, we will continue to make a lasting impact.

Thank you for being part of this journey—for believing in our mission, and for walking beside us in creating a more just, inclusive, and compassionate world.

With sincere gratitude and hope!



THERESE GEORGE
General Secretary

**THE JOURNEY AHEAD CALLS FOR
RENEWED COLLABORATION,
COURAGE, AND INNOVATION**



EMPOWERING WOMEN, INSPIRING CHANGE

Empowering Women, Inspiring Change is more than a theme, it's a lived reality within the walls and work of YWCA of Bombay. It begins in everyday moments: a woman finding the strength to speak up, a young girl learning that she matters, a quiet hand extended during a time of need.

Here, empowerment doesn't arrive with grand gestures, but with consistency, care, and community. It takes shape in safe spaces where women are not just helped, but heard. In conversations that restore confidence. In opportunities that spark independence. Change is not always loud. Sometimes, it unfolds slowly in the steady return of self-worth, in laughter after long silence, in learning to dream again.

At YWCA of Bombay, women are not just supported; they are seen. They are reminded of who they have always been beneath the layers of struggle.

And when one woman rises, the ripple travels far. Families shift. Communities shift. Futures shift. This is what makes empowerment powerful: its quiet ability to transform. And this is what inspires change that is not by force, but by faith in every woman's capacity to rewrite her own story.



Husena Barodawala
Youth Board Member



150 Year – YWCA of Bombay:

A Journey of Purpose and Progress

In 2025, the YWCA of Bombay completes 150 years—an extraordinary milestone for an institution that has remained steadfast in its mission to empower women and serve communities with dignity and compassion.

Founded in 1875, during a time of great social and cultural change, the YWCA of Bombay emerged as a safe and supportive space for women entering the city in search of work, education, or refuge. Its early work—led by dedicated pioneers such as Henriette Butt, Eliza McRitchie, Mary Vitters, and Mary Sorabji—was shaped by Christian values and a commitment to spiritual strength, practical service, and social upliftment.

From hosting prayer meetings in small flats to offering secure hostels and livelihood training, the YWCA steadily built a reputation for reliability, integrity, and impact. Through decades of transition—from colonial rule to independence, from welfare work to rights-based development—it has evolved with vision and resilience.

Its contributions span across refugee relief during Partition, secretarial training through its Commercial School, vocational programmes for self-reliance, and community work through the Women’s Development Unit. Legal aid, health awareness, digital literacy, and advocacy for justice have become integral parts of its identity.

Yet, the essence of the YWCA has remained unchanged—a place where women find their voice, courage, and opportunity. Across classes, religions, and backgrounds, it continues to unite individuals through service, values, and shared purpose.

As the YWCA of Bombay turns 150, it does more than mark a historic moment—it reaffirms its commitment to shaping a just and compassionate world. It stands not only as one of the oldest women’s organisations in India, but as a living movement—still relevant, still rooted, and still reaching forward.



Report of the Board of Management

The Board of Management of the YWCA of Bombay is pleased to present before you the 150th Annual Report and the Audited Statement of Accounts along with the Statutory Audit Report for the year ended 31st March 2025. Regular meetings of the Board of Management were held throughout the year.

As per the constitutional provision members Husena Barodawala and Nisha Gopalan were co-opted to the Board.

Following Chairpersons were appointed

Administrative Committees Chairpersons

Finance

Adv. Nikita Panhalkar

Human Resources

Renuka Reuben

Buildings

Adv. Lalitha Fernandes

Programme Committees Chairpersons

Membership

Susan Jacob

Spiritual Emphasis

Suneela Arun Kumar

Public Affairs and Social Issues

Nita Susan Jacob

Participation and Involvement of Youth in Action

Divya John

Public Relations

Sylvia Fernandes

Women's Development Unit

Sharon Solomon

Asha Kiran

Alida D'Souza

Internal Committee

Dr. Usha Ubale

Committees for Services Chairpersons

International Centre

Mrudul Raiborde

General Hostels

Priya Daniel

Shelter Homes

Shoba Philip

Other Committee Chairperson

Nominating Committee

Vanita Narvekar

Treasurer's Report

I am pleased to present the Financial Statements for the year ended March 31, 2025, along with the Auditor's Report, to the 150th Annual General Meeting of the YWCA of Bombay.

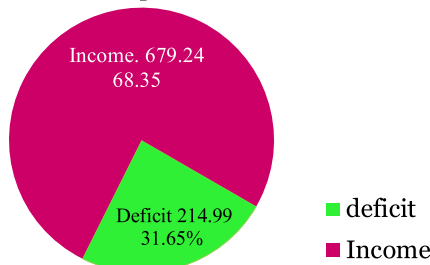


In adherence to good governance practice and statutory compliances, we have ensured transparency and accountability in our financial reporting. The Audited Statement of accounts have been circulated to members in advance and will be tabled for adoption. Notably, the year 2024-2025 witnessed a deficit budget due to essential repairs and upkeep of our International Centre at Colaba and Anugraha facility at Belapur, a critical investment to meet market standards, which is now nearing completion.

The Income & Expenditure Statement for the year shows a deficit of Rs. 2,14,99,903/- compared to the previous year's surplus of Rs. 1,41,24,333/-.

Total Income/Expenses of the Association (Rs. in lacs)

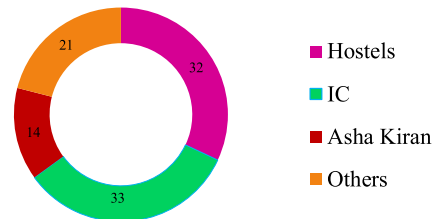
Total Expenses Rs 894.24



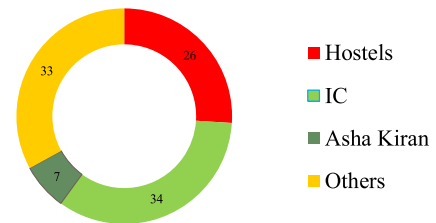
Sources of Income: IC (33%), Hostels (32%), Asha Kiran (14%), and Others (21%). The figures are represented.

An overview of the financial results of our four hostels and International Centre are contained in the bar graph.

Overall Position of Income (%)



Overall Position of Expenses (%)



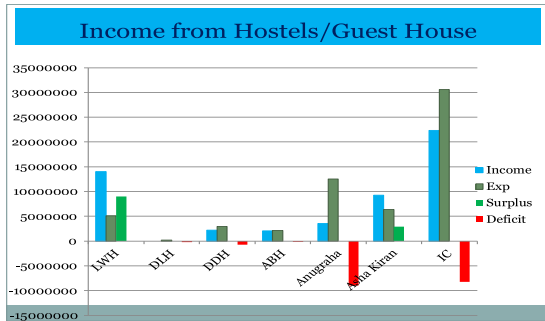
> **Lady Willingdon Hostel** at Fort has a surplus of Rs. 89,72,596 as compared to last year's surplus of Rs. 85,68,246 and has shouldered the major responsibility in income generation.

> **Dipti Dhaman Hostel** at Andheri has a deficit of (Rs. 7,26,342/-) as compared to last year's deficit of (Rs.2,11,237/-) Here we ensured very low rental charges as prescribed by the government to accommodate students from lower economic backgrounds.

> **Anugraha Hostel** at Belapur has a deficit of (Rs 90,03,397/-) as against last year's surplus of Rs 12,31,055/- Low income generation due to repairs carried out in 2024-2025 and low occupancy.

> **Achamma Bhavan Hostel** at Byculla, being a subsidized residence, compared to the other three hostels has a deficit of (Rs. 1,23,738/-) for 2024-25. The deficit for the year 2023-2024 was (Rs 1,72,716/-)

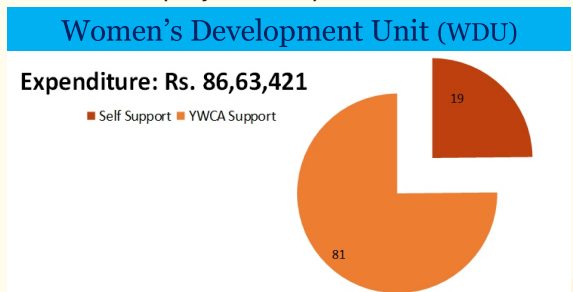
>**Daisy Lawson Hostel** at Colaba is under renovation and therefore we have minimum expenses for this building. Expenses incurred are mainly due to rent, taxes and maintenance.



Asha Kiran has contributed Rs. 92,54,152/- to the income of the Association during the FY 2024-25, compared to Rs.1,00,29,865/- in the previous Financial Year.

International Centre has contributed Rs. 2,23,28,882/- to the income of the Association during FY 2024-25, which has a deficit of approx. 22% in comparison to Rs. 2,85,64,363/- in the previous financial year due to ongoing repairs.

Women’s Development Unit has been the key beneficiary of Bombay Y’s funds to achieve the objectives of the Trust through multiple programme for community development targeting women and children. A total of Rs 86,63,421/- was spent during the year 2024-25 as compared to Rs. 74,17,530/- spent in 2023-2024, scaling up the expenditure by approx. 17%. It is commendable that the department has also been resourceful in soliciting funds for some of their projects this year.



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 levies.

A summary of Income and Expenditure, Investments, and Bank Balances as of 31st March 2025 is given below.

| Overall Position of Income & Expenditure | | |
|--|--------------------|--------------------|
| | 2024 - 2025 | 2023 - 2024 |
| Total Income | 6,79,24,353 | 7,66,57,785 |
| Total Expenditure | 8,94,24,257 | 6,25,33,452 |
| Surplus / Deficit | 2,14,99,903 | 1,41,24,333 |

| Investment and Bank Balances | | |
|-----------------------------------|--------------------|--------------------|
| | 31st March 2025 | 31st March 2024 |
| GOI 8% Bonds, Units of UTI | 4,43,750 | 4,43,750 |
| Fixed/Flexi Deposits | 7,49,62,329 | 9,38,10,393 |
| Savings Bank Balances | 1,70,19,824 | 73,35,925 |
| Current Accounts Balances | 9,76,891 | 46,03,683 |
| Cash and Stamps | 1,50,223 | 1,23,216 |

I 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 Lalitha Fernandes and Therese George who have been ever willing to co-sign cheques and payment vouchers for the Finance department.

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 Pavana Anchees, Board of Management, and Chairpersons of all committees of the Board for the excellent teamwork, and for the suggestions and support given to the Finance Committee.

- Sharon Solomon

Hon. Treasurer

Finance

The Finance Committee comprises of Finance Chairperson, Treasurer and Chairpersons of all committees. All members actively participate in the finance requirements of individual committees and departments and financial matters of the Association as a whole.

➤ During the monthly meetings the Statement of Accounts of all departments are scrutinized and approved.

➤ Mehta Chokshi & Shah conducted regular audits of departments and submitted monthly reports. They were thoroughly scrutinized at periodic audit meetings before reporting to the Board.

➤ At a special Budget meeting, departmental annual budgets were studied and scrutinized in February 2025 and presented to the Board for adoption.

➤ Assets of the Association have been adequately insured.

➤ The half yearly Statement of Accounts has been reviewed by the External Auditor M/s M.M.Nissim & Co.

➤ 90% of the Association's payments are made through online transactions.

➤ The committee has duly monitored Trust Funds and Investments.

➤ Statement of Accounts, Balance Sheet, Receipt and Payments for the year ended 31st March 2025 were studied, scrutinized and presented to the Board.



Human Resources

The Human Resources Department is dedicated to attracting, developing, and retaining skilled and committed personnel while fostering a positive work environment rooted in legal compliance, organizational values, and strategic goals.

Key Highlights:

> Recruitment and Staffing

The department enhanced its recruitment strategy by leveraging diverse outreach channels including churches, educational institutions, media platforms, and job fairs. In an effort to strengthen frontline operations, security services at the International Centre (Fort) and Achamma Bhavan were successfully outsourced to Mahesh Facility Services. Explorations into partnerships with talent acquisition firms are underway to expand our hiring network further.

> Human Resource Information Management (HRIM) System

A major upgrade to an integrated HRIM platform was initiated, covering payroll, attendance, leave, employee records, compliance, and reporting. The evaluation phase has concluded, and agreement finalization is in progress. This transition is expected to streamline operations, reduce manual errors, and support real-time data access for improved decision-making.

> Compensation Review

To ensure transparency and market alignment, a comprehensive review of the pay structure and grading system was conducted. Proposals from three consulting firms were reviewed; two were shortlisted post-interviews and reference checks. Final selection is underway, aimed at implementing a fair and equitable compensation framework.

> Performance Management

A revised, structured performance appraisal system was implemented to promote fairness and accountability. Appraisals for 105 staff were completed in June 2024, led by a committee comprising of the Chairperson, General Secretary, Administrative Secretary, and respective Heads of Departments. The outcomes to formed professional development plans and salary adjustments were initiated.

Staffing Overview:

> **Total Staff Strength:** 124

Permanent: 50 (Full-time: 43 | Part-time: 7)

Contract: 70 (Full-time: 65 | Part-time: 5)

Consolidated Salary Basis: 4

Staff Recognition and Transitions:

> Long Service Awards

The following staff members were honoured during the AGM on 21st September 2024 at Achamma Bhavan:

Clarence John – Senior Receptionist, IC

Nisha Misal – Programme Officer, WDU

Manisha Thakur – Senior Accountant, Byculla

Sachin Birmole – Room Attendant, IC

> Retirement

Ms. Sangeeta Waghela – Room Attendant

> In Memoriam

We deeply mourn the passing of Mr. Prabhakar Ramprakash Mahato, Housekeeping Supervisor, who served for 35 years with commitment and care until 28th June 2024.

Staff Engagement and Well-being:

> Annual Staff Picnic

Held at Sheetal Samudra – Mini Goa, Vasai, with 91 staff participating. The event encouraged team bonding through games, activities, and informal interactions.



➤ **Christmas Get-Together**

Organized on 14th December 2024 at Lady Willingdon Hostel, featuring performances, games, and a festive meal, with nearly 100 attendees receiving Christmas gifts.



➤ **Medical Health Check-up**

A general health assessment was facilitated for all staff, reinforcing the organization's commitment to physical and mental well-being.

Capacity Building and Training

Strategic learning & development programmes were implemented to upskill staff and improve service quality.



- **Leadership Development** – Ms. Leila Passah (3-day offsite + 3 virtual sessions)
- **Advanced Excel** – Training by IC CP Ms. Mrudul
- **National Flag Protocol** – Session by Dr. Usha Ubale
- **POCSO and Para-legal Training** – For WDU social workers
- **Health & Hygiene** – Led by Nursing educators
- **Housekeeping Skills** – Bed-making for Utility & Room Attendants at IC

HR Governance and Compliance

➤ **Monthly HOD Meetings**

Regular interactions between the President, HR CP and Department Heads ensured operational coordination and responsive HR management.

➤ **Legal Compliances**

Continuous support from legal advisor Advocate T. Vijaykumar ensured adherence to labour laws and employment standards.

➤ **Policies and Internal Communications**

Timely circulars, memos, and internal notices maintained transparency and facilitated smooth administration.

➤ **Recognition and Disciplinary Measures**

Staff demonstrating excellence received appreciation letters. Disciplinary matters were handled sensitively and in line with organizational policy.

The Human Resources Department, with guidance from the HR Committee, remained focussed on institutional strengthening, employee development, and fostering a value-driven workplace. We extend our sincere gratitude to the President, HR Chairperson, Board of Management, and all staff members for their support, cooperation, and dedication throughout the year.

Buildings

The Buildings Department ensures the safety, integrity, and sustainability of the built environment through effective regulation and responsible development. In 2024–2025, we strengthened building safety, enhanced compliances, and advanced sustainable practices, despite ongoing challenges. This report highlights our key achievements, major initiatives, and priorities for the year ahead.

Legal Consultant: Advocate V. K. Nair was appointed as the Legal Consultant to provide legal advisory services on property and tenancy matters. The Building Committee finalized Annual Maintenance Contracts (AMCs) for key services across all Y-Buildings. Responsibilities included receiving feedback from the concerned staff, obtaining 3 quotes for each service, vendor follow-up, reviewing terms & conditions, securing Finance and Board approvals. AMCs ensure smooth maintenance and uninterrupted services across all premises.

Infrastructure Maintenance & Restoration Report

1. YWCA International Centre

Major repairs and upgrades were undertaken at the YWCA International Centre in 2024–25 to address structural deterioration.

Key Highlights:

➤ **Structural Repairs:** Comprehensive repairs from terrace to basement, including anti-corrosive treatment, balcony waterproofing, and recasting of Drop Pardi. All breaches were addressed in compliance with BMC norms after detailed assessment.

➤ **Plumbing Enhancements:** Upgraded tank interconnections, drainage systems, and pipelines to improve water conservation and monitoring. Dedicated tanker water lines were added to prevent cross-contamination.

➤ **Painting & Branding:** Interior and exterior texture painting completed. A new metallic YWCA International Centre name board was installed, enhancing visual identity.

➤ **Electrical & Safety:** Electrical audit followed by necessary repairs and replacements of cables, switches, and conduits. Work concluded with safety certification.

➤ **AC & Window Upgrades:** Realigned AC drainage and repositioned units for enhanced aesthetics. Installed sliding windows with grills, replacing in-built AC units for a modern look.

➤ **Solar & Basement Compliance:** Solar panel issues were resolved as per BMC norms. The basement was fitted with a new exit door as mandated, approved by the BMC ward officer.

Waterproofing & Ventilation: Completed balcony waterproofing with matching tiles for visual harmony. Basement ventilation has significantly improved.

Challenges:

➤ Delays due to monsoon, labour shortages, and internal processes

➤ Unplanned structural removals and additional rectifications

The repairs have enhanced the building's safety, durability, and appearance. Final work is underway and on track to finish within the revised budget and timeline.



Anugraha Repairs & Renovation Highlights

The Anugraha Repairs Committee successfully executed key repair and renovation works:

➤ Terrace Waterproofing & Structural Repairs

Leakages were resolved through waterproofing and structural patchwork. Additional drain holes were added, and solar panels were relocated above the dormitory to free up terrace space.

➤ Toilet Renovation

Guest and staff toilets were upgraded with new units, tiling, and fittings. Balwadi toilets were redesigned for children and helpers.

➤ Painting & Refurbishment

RCC generously provided complimentary painting for the Balwadi and meeting room, improving their appearance.

➤ Security & Facility Upgrades

A new portable security cabin was installed. Windows were repaired, locks serviced, and a changing room was created for male security staff.

➤ Future Planning – Borewell Proposal

A borewell is proposed to support eco-friendly water solutions. An expert identified a suitable site for optimal water yield.



LWH Infrastructure Update

➤ Terrace Waterproofing

Waterproofing of the LWH terrace has been successfully completed, enhancing structural integrity and preventing seepage.

➤ Water Line Interconnection

The BMC water outlet line of LWH has been efficiently interconnected with the IC system to improve water distribution and ensure reliable supply during shortages.

➤ Terrace Access Steps

New steps between the LWH and IC terraces have been constructed to improve accessibility and provide a safe secondary exit in case of emergencies.

Asha Kiran Infrastructure Update

➤ Water Supply Enhancement

Three 5,000 litre Sintex tanks have been installed to ensure a reliable year-round water supply. These are fully integrated with the BMC inflow and connected to the overhead tanks. Major underground tank repairs are scheduled for the next financial year.

➤ Elevator Upgradation

Both OTIS elevators at Asha Kiran have been successfully upgraded, enhancing safety and operational efficiency.

WDU Balwadi/ Crèche Update

➤ Facility Enhancement

Balwadi painting was completed at LWH and Byculla. Chembur Crèche painting is scheduled next, while IC Balwadi will be painted by BDS contractors as part of the ongoing repair works.

➤ CCTV Installation

Cameras have been repositioned for improved coverage. A new self-recording CCTV unit has been approved for the Chembur crèche.

➤ IC Balwadi Relocation

The IC Balwadi has been temporarily relocated to the LWH hall to ensure a safe environment for children during repair work.

➤ Y Programmes

Programmes were conducted at ABH while the LWH hall was in use for Balwadi activities.

Building Permits and Inspections

Compliance verification and regularisation processes were initiated across all YWCA buildings. Necessary corrections were made to licenses and permits. Inspections were conducted to ensure continued safety and regulatory adherence.

Membership

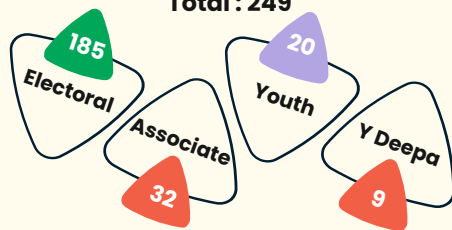
Membership forms the foundation of all YWCA committees and initiatives, uniting individuals with diverse strengths to collectively advance the Association's mission and vision. It fosters a sense of shared purpose and teamwork to drive impactful change.

Core Objectives of the Membership Team:

- Develop future-ready Generation Y leaders
- Engage youth in community development and advocacy
- Strengthen youth-led responses to key social issues
- Empower young people, especially girls, in decision-making roles
- Provide a dynamic platform for youth to ideate and implement sustainable action plans

Membership as on 31st March 2025

Total : 249



Membership Committee Highlights

This year, the Membership Committee successfully organised intergenerational programmes that brought together Y Deepa youth and senior members, fostering meaningful connection, learning, and collaboration across age groups. Members actively participated in the initiatives outlined below.



Y Deepa Club

Y Deepa is an active club for children aged 8 to 18, offering a safe and supportive space to develop life skills and explore their talents.

A key highlight this year was the Summer Camp, which saw enthusiastic participation across age groups. Activities included:

- Self-Defence Workshops – Building confidence and basic safety skills
- Art & Craft Sessions – Encouraging creativity through hands-on projects
- Dance Classes – Enhancing physical fitness and self-expression
- Creative Thinking Activities – Promoting imagination, problem-solving, and teamwork

The programme contributed to noticeable growth in the children's creativity, confidence, and collaboration. Y Deepa remains a vibrant platform for nurturing and empowering young minds.

Senior Citizens' Programme

The Senior Day Programme, themed 'Evergreen,' featured an informative health session by Dr. Evelet Sequeira with interactive games, and vibrant participation from senior members. Highlights included a lively dance, musical chairs, and a festive community meal, making it a joyful and memorable event.



Special Event: Music Movement Therapy (MMT)

In October, the Chembur Area launched Music Movement Therapy (MMT) for 28 special children from Seva Dhan. The initiative aimed at supporting their physical, emotional, and social development through the therapeutic use of music and movement.

Conducted by Jude Rodrigues, the sessions integrated audio, visual, and kinesthetic elements, creating an engaging and inclusive environment. The interactive approach fostered a strong teacher-student bond and contributed to the overall well-being of the participants.

Free Medical Camp for Women at Belapur

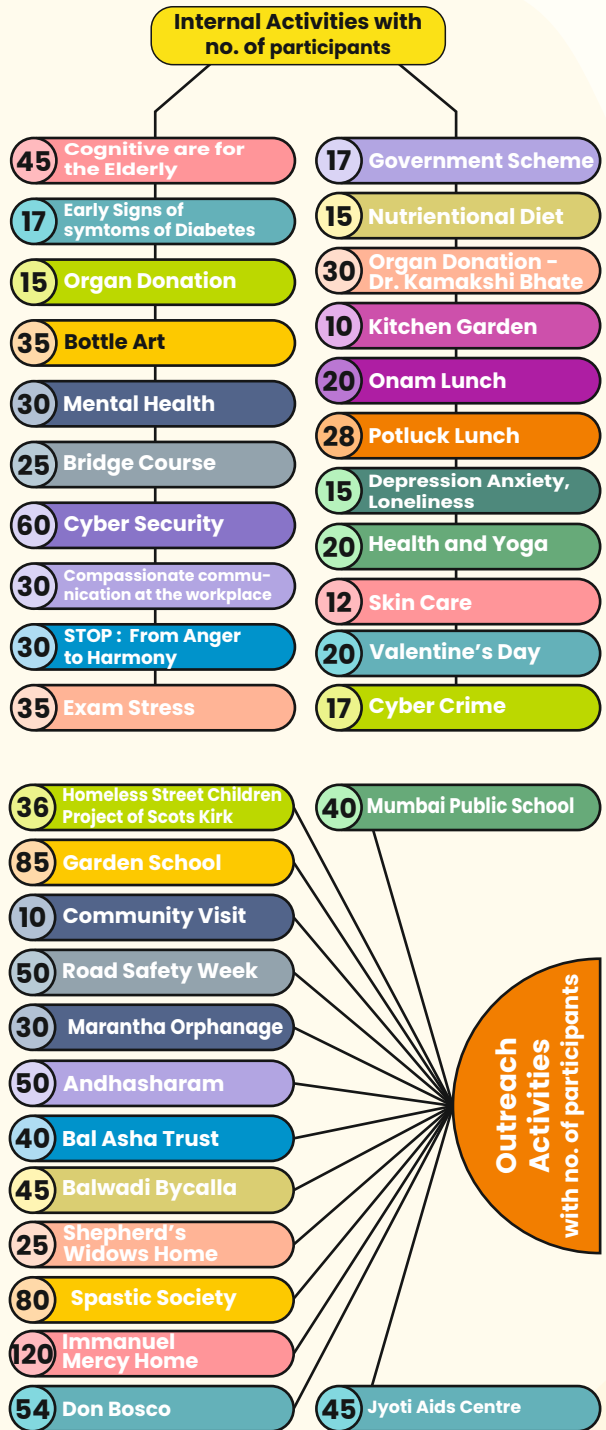
On 21st July 2024, the Belapur Area members organized a full-day Free Medical Camp for Women at Anugraha. Despite challenging weather conditions, approximately 60 women, along with several Anugraha Hostel residents, benefited from free consultations with specialist doctors.

The doctors were warmly welcomed and felicitated by the residents, adding a personal touch to the event. WDU stalls brought vibrancy to the day. The camp was well-received and impactful, with follow-up plans currently underway.

Area Activities

YWCA of Bombay benefits from the active involvement of seven area groups: Andheri, Bandra, Belapur, Borivali, Byculla, Chembur, and Fort. These areas regularly organize a variety of initiatives, including interactive sessions, educational programmees, community service, and exposure visits which includes

- Expert-led informative talks
- Member-led visits and hands-on activities across communities
- Area meetings are held every month for regular planning and followup of activities and programmees



Spiritual Emphasis

Honouring 150 Years of Faith in Action

As part of the YWCA of Bombay's sesquicentennial celebrations, the Spiritual Emphasis Committee curated a series of deeply meaningful initiatives that strengthened our collective journey of faith, fellowship, and reflection. This historic year offered an opportunity to not only commemorate the past but to renew our spiritual commitment for the years ahead.

To mark this significant milestone, a commemorative calendar and bookmark were specially designed and printed thoughtful keepsake symbolising our journey in service, faith, and empowerment.

Vacation Bible School (VBS): Nurturing Young Faith

One of the most heartwarming highlights was the Vacation Bible School (VBS), held across four community centers—Fort, Byculla, Andheri, and Belapur. A total of 196 children participated in a three-day programme centered around building faith through fun-filled, interactive learning.

Children eagerly engaged in creative and spiritually uplifting activities, fostering both joy and growth. Each child received a token of appreciation for their enthusiastic participation, reinforcing the value of inclusion, encouragement, and community outreach in early faith formation.

World YWCA & YMCA Week of Prayer: Moving with Faith

Observed under the powerful theme **"Moving with Faith,"** this week-long spiritual journey began with an inaugural service at **Taylor Memorial Methodist Church**, where **President Pavana Anchees** welcomed the congregation and General Secretary **Therese George** led the scripture reading.

Each day unfolded under a unique sub-theme, hosted by different centers and led by inspiring spiritual leaders:

- Through the Storm – Rev. Yogesh Malkalwar (The Taylor Memorial Methodist Church)
- Through the Drought – Pastor Vinny Verghese (YWCA Andheri)
- Through the Valley – Sister Sandra Joseph (YMCA Ghatkopar)
- Through the Field – Pastor Selwin Thangaraj (YMCA Belapur)
- Through the Fire – Pastor Santan Dias (YMCA Andheri)
- Through the Dark – Pastor Rajesh Mathew (YWCA Byculla)
- Through the World – Rev. Alwin Raj (YWCA Fort)

These soul-stirring reflections offered moments of prayer, insight, and renewal. Area representatives and Spiritual Emphasis Committee members actively participated in each service, with warm fellowship over refreshments following each gathering.

World Day of Prayer: Celebrating Divine worth held at Anugraha, Belapur, the World Day of Prayer centered around the theme "I Made You Wonderful" (Psalm 139:14). The event opened with a welcome from Gissy Jacob, a prayer by Lovey Pariyaram, and storytelling from the Cook Islands, presented by Noreen Peters, Geeta Daniels, Angela Fernandes, Flory D'Souza, and Shama Chatterjee. Scripture was read by Sara Oommen, followed by intercessory prayers led by members from the Belapur area. The guest speaker, Rebecca Isaac, shared a compelling message on self-worth rooted in God's love, creating a space for deep spiritual connection and worship.



Teacher-Parent Spiritual Discourse Programme : Faith in Education

In collaboration with The Teachers Compass Team, the Committee hosted a unique Spiritual Discourse Programme aimed at parents and middle school educators. The session included:
 > **Facilitation on the Biblical Worldview (BWV) by Anita Lazarus**, attended by around 30 participants.

Interactive breakout rooms encouraged discussions on integrating Christian values into subject teaching.
 > **Workshop on “Optimizing Learning with AI Tools” by Sulbha Shantwan**, equipping teachers with practical resources. The initiative received overwhelmingly positive feedback and reinforced the role of faith-based values in holistic education.

Spiritual Retreats: A Time of Renewal

Two spiritual retreats offered space for contemplation, renewal, and encouragement:

45
Retreat -
New
Season

30
Retreat -
The word of God
in Every Aspect of
our Life

These retreats provided spiritual rest and strength, drawing participants closer to God’s word and His promises.

Ongoing Initiatives: Prayer and Study

The Committee continues to hold online monthly intercessory prayer meetings, alongside area-wise Bible studies. These consistent gatherings serve as spiritual anchors, fostering connection, community, and deeper engagement with scripture.

In this remarkable 150th year, the Spiritual Emphasis Committee celebrates the unwavering presence of God in our journey. Through every event, prayer, and reflection, we reaffirm our mission of faith in action—to be a beacon of spiritual strength and transformation in the lives of individuals and communities. We thank all contributors, volunteers, speakers, and members for their wholehearted involvement and look forward to continuing this journey with renewed purpose and divine guidance.



PASI

Public Affairs and Social Issues

Advocacy, Awareness, and Action: Standing Together for Justice and Empowerment (2024–25)

In its 150th year, the YWCA of Bombay continued its legacy of advocacy through the dynamic efforts of the Public Affairs and Social Issues (PASI) Committee. Rooted in civic responsibility, gender equity, social justice, and human rights, the Committee led a series of impactful sessions, campaigns, and training programmes to educate, engage, and empower individuals and communities.

We began the year with a **Voter Awareness Programme** led by Mr. Dolphy D'Souza, highlighting the civic duty to vote and the importance of informed electoral participation. Sixty participants learnt how democratic engagement ensures accountability and upholds constitutional values.



An insightful online session titled **'Women's Mental Health as Human Rights'** was conducted by Urja Trust, encouraging 40 participants to view mental health through an intersectional and rights-based lens. Emphasis was placed on social determinants, trauma awareness, and community-based interventions.

A deeply reflective session on the **Israel– Hamas Conflict** explored the geopolitical and biblical dimensions of the crisis, led by Dr. Jerry D'Souza. This session helped 37 participants understand the context with compassion and clarity.

Dr. Vibhuti Patel presented the pioneering work of Nobel Laureate **Claudia Goldin** on gender gaps in workforce participation, reaching 53 participants. The session focused on structural barriers, generational shifts, and the need for policy reform to promote workplace equity.

In a session on **Strengthening Communication**, 52 participants explored how listening is central to meaningful dialogue, fostering stronger personal and professional relationships.

The **Solidarity Rally to End Violence Against Women** united over 365 participants across Byculla, Andheri, and Belapur. With stirring messages from speakers including Audrey D'Mello, Dr. Usha Ubale, and senior police officials, the event served as a powerful collective stand against gender-based violence.



The **Week Without Violence**, held in collaboration with Majlis, featured six well-attended sessions across YWCA centers. Topics included domestic violence, property rights, financial abuse, child safety, trauma, and self-defense—reaching over 390 participants in totality.

A Child Protection Awareness Session on safe and unsafe touch was conducted at Gulalwadi Municipal School for 68 children. Delivered in an interactive and age-appropriate manner, it emphasized body autonomy, assertiveness, and the importance of trusted adults.

On **World AIDS Day**, the PASI Committee visited Ashray Trust in Bandra, spending time with 40 children of HIV-affected parents. The visit left a lasting emotional impact, reminding us of the value of compassion.

An online session on **Basic Human Rights** emphasized right to life, liberty, education, and dignity, while a session on **Teen Issues** sensitively addressed puberty, peer pressure, substance abuse, and communication for 80 HR College students.



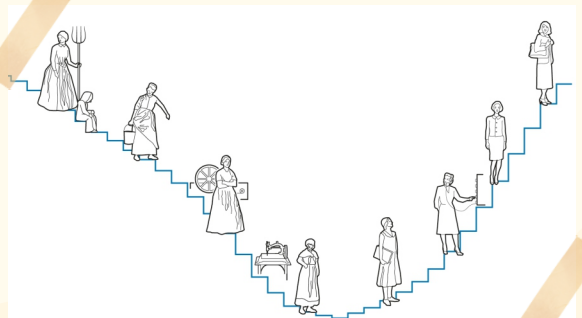
The **Joyous Walkathon** celebrating 150 years of YWCA brought together 200+ members and community participants for a spirited walk through Fort, symbolizing unity, legacy, and hope.

The closing highlight was a specialized **Training Programme on Supporting Women in Distress**, held at Asha Kiran, Andheri, for members of the Archdiocese Women's Commission.

With expert guidance from Majlis, it strengthened participants' capacity to respond empathetically and effectively to women in crisis situations.



This year, the PASI Committee remained steadfast in its mission—to inform, inspire, and ignite change. Through each dialogue, awareness effort, and act of service, we reaffirmed our commitment to justice, inclusion, and dignity for all. We thank our collaborators and God's enduring guidance as we carry forward this vision.



PIYA

Creative Expression, Celebration & Capacity Building, Participation and Involvement of Youth in Action

The PIYA Committee continued its mission to nurture creativity, promote emotional well-being, and build future-ready skills among youth and young adults through thoughtfully curated events.

➤ **Busting Stress through Creative Expression**

On 26th October 2024, the Committee hosted “Bust Stress through Creative Expression” at Candies, Pali Hill, with 31 participants aged 7 to 74. In a serene setting, members explored Dot Mandala Painting under the guidance of in-house artist Mallika Amulraj, learning techniques with dotting tools and experimenting with texture, fluidity, and colour contrast. Each created two artworks, enjoying a joyful outlet for emotional release. The session ended with refreshments and positive feedback was received in praise of the therapeutic, inclusive, and welcoming atmosphere.



➤ **Christmas Movie Night**

On 21st December 2024, the Committee hosted a Christmas Movie Night at Candies Café, screening the classic ‘Elf’ for 30 enthusiastic youth. The evening featured a live carol performance, festive snacks, and special treats contributed by Beverly.

For many, it was their first Christmas celebration, fostering joy, inclusivity, and shared values of kindness, cheer, and togetherness.



➤ **Entrepreneurship Mindset and Roadmap**

On 9th January 2025, the PIYA Committee, in collaboration with Xavier Institute of Engineering, held a session on “Entrepreneurship Mindset and Roadmap” for 40 students. Dr. Royal D’Souza shared practical insights on business ideation, planning, risk-taking, and sustainability. YWCA staff introduced the organization’s mission, and participants left motivated to pursue entrepreneurship as a career path.



Through creative expression, festive engagement, and skill-building, the PIYA Committee created meaningful touchpoints for youth and the wider community. Each initiative contributed to emotional wellness, personal growth, and social connection—aligned with YWCA’s commitment to holistic empowerment.

Public Relations

Celebrating 150 Years of Presence, Purpose, and Promotion

The YWCA of Bombay's 150th anniversary marked a significant milestone, making it as a year of celebration, visibility, and outreach. The Public Relations Committee played a pivotal role in promoting the YWCA's mission, building stakeholder engagement, and strengthening the organization's brand through traditional, digital, and in-person platforms.

Key Responsibilities

- Enhancing brand awareness
- Engaging internal and external stakeholders
- Liaising with corporates, donors, and authorities
- Promoting programmes and initiatives
- Contributing to organizational growth and visibility

Major Initiatives

- **150th Year Merchandise:** Designed and sold branded mugs, bags, T-shirts, keychains, bracelets, and caps at various events, building identity and support.
- **Email Migration:** Transitioned from Outlook to Google Workspace, enabling enhanced collaboration, storage, and security.
- **Guest Engagement:** Created custom bags for guests at the International Centre as a gesture of welcome.
- **Website Revamp:** Engaged with professional designers to refresh the website's look and user experience.

Campaign Highlights

- Designed digital posters, videos, and social media content to raise awareness, promote vacancies, and showcase ongoing activities.
- Distributed YWCA branded Christmas goodies to key stakeholders, expressing gratitude for their unwavering support.
- Developed all communication creatives for the 150th year events—including invites, banners, backdrops, and souvenirs.

Kala Ghoda Arts Festival (KGAF) 2025 Collaboration:

YWCA's Lady Willingdon Hostel was selected as a venue for the Silver Jubilee of KGAF—a proud moment as our 150th year aligned with KGAF's 25th. Over nine days, the premises welcomed diverse audiences for workshops in art, music, theatre, and lifestyle.

A unique installation titled *"The Journey Within"* by JD Institute symbolically depicted the healing process through art—amplifying YWCA's commitment to holistic well-being.

Together, these efforts reinforced the YWCA's enduring legacy and vibrant relevance in today's world.



Women's Development Unit

Empowering Lives, Strengthening Communities

The YWCA of Bombay continued its unwavering commitment to community development, education, health, safety, and women's empowerment across neighbourhoods during this impactful year. Through inclusive programs, strategic collaborations, and heartfelt interventions, the WDU Committee enabled individuals and families to thrive in safe, nurturing, and empowering environments.

Nurturing Children with Joy, Learning, and Confidence

Children from the Balwadi, Crèche, and Study Classes experienced a season of growth and joy. February picnics to Rock Garden and Rani Bagh sparked curiosity and environmental appreciation. Our Children's Day Talent Show celebrated poetry, dance, and song, with performances rewarded through prizes and shared gifts, instilling confidence in young participants.

Fifteen students also engaged in a unique Children's Carnival in collaboration with the Decimal Foundation and Arya Honda Centre, exploring hands-on skills like tire changing, spray painting, and polishing—offering exposure to real-world experiences.



Building Healthier Communities through Awareness and Action

WDU conducted sessions on Family Conflict Resolution and Menstrual Hygiene across five locations, reaching 287 individuals. These discussions encouraged healthier communication and reduced stigma around women's health.

A **Seed Balls Workshop** in partnership with The Turning Tide & Hope Foundation saw 50 senior women from Byculla embrace sustainable living and natural farming practices. Meanwhile, a **LPG Awareness Programme**, "Meri Rasoi Meri Jimmedari," taught cookery and bakery students about kitchen safety, culminating in engaging quizzes and awards.

We hosted a **Cervical Cancer Screening & Health Camp** in collaboration with the Family Planning Association and L&T, benefiting 172 individuals. A **hearing check-up camp** by Montfort Care helped identify ENT concerns in children. Additionally, 76 community members were assisted in obtaining **Ayushman Bharat Health Cards**, improving access to government healthcare services.



Empowering Women through Livelihood and Leadership

Our flagship programme, "The Power of Sisterhood: Women Supporting Women," brought together over 100 women for a capacity-building session led by Dr. Royal D'Souza of Don Bosco Institute, blending entrepreneurship with leadership and support networks.

SHG members showcased their entrepreneurial talents at the **Thanksgiving Event** in January and the **APM Event** in February, selling homemade food, jute bags, and jewellery. Students from our bakery training programme displayed teamwork and salesmanship through their own stalls. Graduates from beautician, tailoring, and mehendi courses transitioned into client-facing work, reinforcing financial independence and confidence.



Fostering Safety and Collaboration with Law Enforcement

A group of 27 women from Geeta Nagar participated in a police outreach visit to discuss public transport challenges and local safety issues. The meeting resulted in constructive outcomes, including plans for self-defense training, CCTV installations, and stronger police engagement—highlighting the power of community police collaboration.

Celebrating Culture, Unity, and Social Justice

YWCA's cultural calendar served as a platform for awareness and solidarity. On **Human Rights Day**, youth participants performed street plays on gender equality, education rights, and domestic violence—raising powerful voices for justice.

In January, 84 seniors participated in **Umang 25**, India's largest senior citizen talent show hosted by Silver Innings. Their energetic performances demonstrated that creativity and spirit are timeless and age is no barrier.

On **International Women's Day**, a vibrant rally from Elphinstone Bridge to SPGR Hall was followed by an inspiring programme that included cultural performances and the launch of key safety tools like the 'Safetipin' App and 'Help Contact Directory'. The day celebrated women's resilience and community solidarity.



Festivals as Bridges of Joy and Togetherness

Festival celebrations continued to be vital community connectors.

- **Diwali:** Rangoli competitions, diya-making, and sweet distributions brought light and unity.
- **Christmas:** Skits, carols, gifts, and feasts spread festive cheer across age groups and centers.
- **Eid:** Shared delicacies and stories promoted respect and interfaith understanding.
- **Holi:** A vibrant celebration of color, joy, and community bonding.

These celebrations created safe, inclusive spaces to foster intergenerational and interfaith harmony.

Transforming Lives: Real Stories of Change

- Adhya Rohit Sang, a four-year-old rescued from a kidnapping attempt, now lives in safety at Asha Sadan, through a joint intervention with Tata Institute of Social Sciences.
- Sangeeta Mishra, age 13, found hope and healing after escaping abuse, supported by YWCA and the Child Welfare Committee.

➤Vansh Chauhan, a shy Balwadi student, transformed into a confident learner through the care and support of YWCA's nurturing environment.

These powerful stories remind us of the real, human impact of our mission.

Celebrating Strength through Sports

On **March 22nd**, over 200 children and youth participated in a spirited **Annual Sports Day** at Jhula Maidan, Byculla, marking YWCA's 150-year celebration. Events included races, cricket, and kho-kho. Local leaders, including YWCA's Senior Secretary Amulraj, encouraged participants to embrace self-belief and the community spirit. Geeta Nagar emerged as the winning group, while all teams celebrated in unity.



Support Through Services and Networks

YWCA continued essential casework, assisting families with documentation, admissions, and financial access. Notably, **Rs. 130,599 in scholarships** were distributed through NMMC. Our **22 Self-Help Groups**, comprising **237 women**, continued to foster mutual support and entrepreneurship across 30 communities.

Strategic partnerships with **L&T, Zakat Foundation**, and other civic bodies enhanced our capacity to serve and strengthen our communities.



Looking Forward

As we reflect on these months of purposeful action and community transformation, our commitment remains clear: to serve with compassion, innovate for impact, and empower every life we touch. With gratitude for every partner, volunteer, and beneficiary, we step forward—united in purpose, stronger together.

| Objective | Beneficiaries/ Members |
|--|------------------------|
| General Medical camps & Hearing camps - 20 camps | 1847 |
| Skill Programmes | 336 |
| Success Stories | 320 |
| Special Events | 587 |
| Senior Citizen Programmes | 229 |
| Networking NGOs and different institutions | 50+ |
| SHG groups - 22 groups | 243 |
| Youth Programmes | 313 |
| Adolescent Group | 1864 |
| Women Awareness Sessions | 2184 |
| Case work | 166 |
| Admission referred from social worker | 22 |
| Received scholarship from NMMC for poor and needy school and college going students. | Rs.130599 |
| Total communities | 30 |

Asha Kiran – A Ray of Hope

Asha Kiran, the Women's Development Complex of the YWCA of Bombay, continues to serve as a beacon of hope and empowerment for women and children across backgrounds, age groups, and communities. Strategically located in the heart of the city, Asha Kiran offers a spectrum of services—from residential and educational to vocational and emotional support—designed to promote holistic development and dignity.

Residential Programmes

Senior Citizens' Residence

Women aged 62 to 95 years enjoy secure, fully furnished single rooms with attached bathrooms, meals, medical care, and a vibrant environment. Regular celebrations—birthdays, Elder's Day, Christmas, and more—create a sense of family and belonging.

Transient Guest Accommodation

With over 830 guests this year, Asha Kiran provides short stay lodging for women travelling to Mumbai. Many are repeat visitors, reflecting the trust and comfort experienced. Rooms include single and twin sharing options with online payment facilities.

Facilities and Rentals

Asha Kiran houses a conference hall, meeting room, open-air amphitheatre, and a well-stocked library. These facilities host diverse events—from professional meetings and workshops to cultural sessions and community programmes. The library remains a valuable resource for students, residents, and guests preparing for exams.

Vocational Training & Extension Classes

Tailoring and Beautician Courses with three tailoring and four beautician batches this year, 114 women received hands-on training in dress designing, makeup, salon management, and more—empowering them to become financially independent.

Mehendi Classes

Thirty students learned basic and advanced bridal Mehendi, cone making, and shading techniques.

Bharatanatyam Classes

Over 50 women and girls continue learning this classical art form from expert Prasanna Nambiar.

Supportive Services

Study Classes

Twenty-two students from marginalized communities received academic guidance from Std. 7–10 through committed teachers and volunteers.



Crèche Services

Thirty-two children (ages 2.5–4) of working mothers are cared for in a safe, nurturing space, provided with meals and engaging activities.

Sahara Counselling Centre

With 39 cases this year, the centre addressed domestic violence, mental health, and senior citizen issues. Services include counselling, legal referrals, and follow-up support.

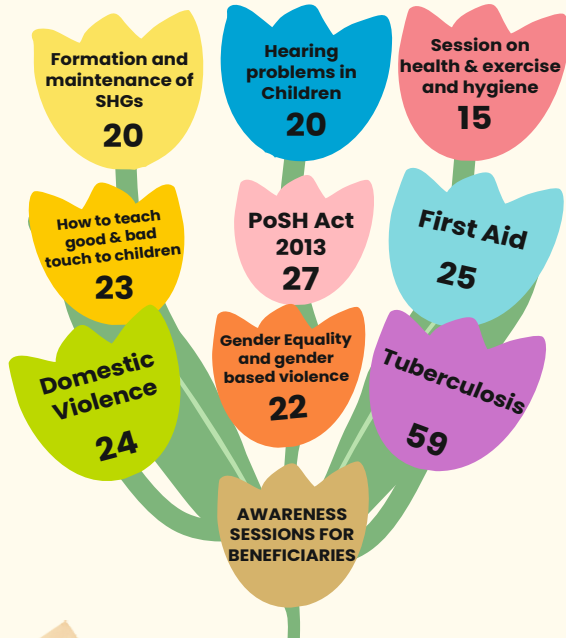
➤ One elderly resident, robbed during travel, was stabilized emotionally and received full recovery of her documents through prompt action.

➤ Another woman, formerly a shelter resident, was supported through courses, employment, childcare, and counselling. She is now financially stable, reconciled with her husband, and employed at a skin clinic.

Senior Citizen Welfare Programme

Launched on January 16, 2025, to mark YWCA of Bombay's 150th year, this initiative offers social, mental, and recreational engagement for senior women. It aims to foster a sense of belonging and community support.

Number of beneficiaries



Special Events at Asha Kiran: Celebrating Empowerment and Community Spirit

From May 2024 to April 2025, Asha Kiran hosted a series of vibrant events fostering education, empowerment, health, and cultural engagement for women, children, youth, and



senior citizens. Highlights included a lively Summer Camp for 59 children, enriching picnics, and an inspiring Children's Day celebration with Lions Club support. Health remained a priority with multiple medical camps, including hearing and wellness checks for crèche children, and a large community health camp benefiting 88 participants.

Cultural programmes like Independence Day, Republic Day, and Christmas saw enthusiastic participation from children, while Human Rights Day and Youth Meetings sparked dialogue on rights and gender equality. The Diwali Mela and Women's Day showcased community talents and entrepreneurship.

A landmark moment was the celebration of Asha Kiran's 26th Anniversary alongside the 150th year of YWCA of Bombay. Themed "Empowering Women, Inspiring Change," the event featured dynamic performances, NGO collaborations, a fashion show, and a buzzing mela—truly reflecting YWCA's legacy of service and solidarity.

Each event was a testament to Asha Kiran's commitment to holistic development, unity, and social impact—laying the foundation for many more meaningful milestones ahead.

Talent and Skills

Hanumant Dopre, a dedicated, and hardworking staff member of YWCA, penned a heartfelt poem about the YWCA of Bombay and its impactful work. His creative expression has deeply touched the hearts of many."

The financial year 2024–25 witnessed the blossoming of Asha Kiran through a variety of activities, courses, new projects, and the positive impact on our beneficiaries. We were able to empower many girls, women, children, and senior citizens from nearby communities, helping them move closer to achieving their dreams. We are grateful that throughout this journey, we stayed true to our motto: By Love, Serve One Another.

International Centre

Delivering Excellence in Hospitality Amidst Transformation

The year 2024–2025 marked a defining phase for the International Centre, with a strong focus on guest satisfaction, operational excellence, and infrastructure upgrades. Despite ongoing renovation work, we continued to offer our guests comfort, warmth, and efficient service. Our guest house hosted a diverse clientele, consistently maintaining an average room occupancy of 70%. Our reputation for reliability and women-led service continues to inspire trust and gain repeat patronage.

Operational Highlights

- **Major waterproofing and structural repairs** began in March 2024 to resolve persistent leakages and address BMC compliance for lease renewal.
- **Ambient lighting upgrades** were initiated to enhance the property's aesthetic appeal.
- **Toiletry kits** were introduced to elevate the guest experience.
- IC was successfully listed on **Go-IBIBO/MMT**, boosting online visibility and bookings.
- A structured **annual marketing** plan was launched to drive occupancy and revenue.
- An **internship programme** was introduced to promote innovation and build industry linkages.
- The **Head of Department attended Hospitality Expo 2025**, staying abreast of the latest industry trends and technologies.



Guest Experience & Feedback

Guest **feedback responses** were received this year, reflecting high satisfaction with cleanliness, food quality, staff courtesy, and location.

“Absolutely wonderful stay... perfect location, clean rooms, warm service, and women-led staff presence was empowering.”

Alessandra, Italy (10/10)

“Highly recommended... the team went above and beyond to make me feel comfortable.”

Liza Rozovsky, Germany (9/10)

Regular feedback review and service improvements ensure that we remain responsive to evolving guest expectations. This report stands as a testament to the team's commitment to upholding the YWCA's values through thoughtful, guest-centric hospitality.



General Hostels

YWCA of Bombay – Working Women Hostels

YWCA of Bombay's Working Women Hostels continue to embody the vision of providing "a home away from home" to women seeking safe, affordable, and supportive accommodation in the city. These hostels offer more than shelter—they are spaces of empowerment, growth, and community for working women, students, and trainees who migrate to Mumbai from across the country.

Achamma Bhavan Hostel – Mumbai Central

Situated in the heart of Mumbai, Achamma Bhavan provides a clean, secure, and economical stay, primarily serving women from lower-income backgrounds. With two dormitories housing 23 residents and a guest room for three, the hostel welcomes women from diverse regions, backgrounds, and faiths—offering them a nurturing space as they pursue employment and personal aspirations. Empowerment and engagement are central to its ethos. Regular in-night programs featuring discussions, skits, and talks on women's issues—such as domestic violence, girl child education, and workplace challenges—foster confidence and leadership among residents. National events like Independence Day and Republic Day were celebrated with enthusiasm and unity. The Christmas celebration on 11th December 2024 brought festive cheer, joy, and togetherness for residents and guests alike.



Anugraha Hostel – Belapur

Set amidst greenery in CBD Belapur, Anugraha offers a peaceful and disciplined environment ideal for working women and students. The three-storey facility features study rooms, a lounge, dining hall, and a large open quadrangle for community events and workshops. Weekly church services and community outreach programmes further enrich the hostel's holistic approach of well-being and spiritual growth. On 15th March 2025, Anugraha marked its 35th Anniversary with a joyful celebration attended by 80 guests, residents, and staff. The event included cultural performances, games, and touching testimonies. A symbolic Love Apple tree was planted by the President to commemorate the milestone, celebrating Anugraha's enduring legacy of support, reflection, and community spirit.



Dipti Dhaman Hostel – Andheri West

The largest of the YWCA hostels, Dipti Dhaman houses 100 women and is strategically located with excellent connectivity. It also offers an in-house canteen known for nutritious and tasty meals. Quarterly in-night events provide creative platforms for residents to showcase their talents, while guest speakers lead sessions on topics like cybercrime and personal safety. National holidays are marked by guest addresses, reinforcing civic awareness and unity. The 2024 Christmas celebration was a warm, joyful gathering for residents, committee members, and staff.



Lady Willingdon Hostel – Fort

Located in a prime heritage zone, the UNESCO-recognized Lady Willingdon Hostel serves professional women from diverse fields—journalists, chartered accountants, lawyers, and others. The volunteer-led committee works with staff to ensure safety, smooth administration, and community life.

Throughout the year, the hostel hosted awareness programmes, national celebrations, and the Christmas in-night. On 11th December 2024, residents, guests, and the Youth Wire team came together for a vibrant evening of carols and skits. The celebration ended with candle lighting and a collective singing of ‘Silent Night.’ On Republic Day, the Tricolour was hoisted by the Western Region Vice President in the presence of police officers and residents, reinforcing patriotism and civic pride.

Our hostels continue to uphold the YWCA's mission by offering safe, nurturing spaces that promote dignity, solidarity, and empowerment. We are grateful to God Almighty for His protection. We extend a heartfelt thanks to our President, Board Members, hostel committees, and staff for their unwavering support, compassion, and dedication in creating a true home away from home for so many women.



Shelter Homes

The Shelter Home project has seen significant and meaningful growth over the past year. From its modest beginning in 2019, and supported through ongoing government funding, the Shelter Home has evolved into more than just a safe space—it is now a place of healing, empowerment, and transformation. With two established centres—**Ashraya Nivara Kendra (Borivali East)** and **Umeed Nivara Kendra (Borivali West)**—the initiative stands as a beacon of hope for women in distress. A joint collaboration between the **Municipal Corporation of Greater Mumbai and the YWCA of Bombay**, the Shelter Home is now regarded as a **model institution** by municipal authorities. In 2024–25, we provided protection and support to **368 women**, serving a wide range of vulnerable groups, including survivors of domestic violence, rape victims, women with mental health issues, roadside destitutes, senior citizens, and unwed mothers. Referrals came from both government bodies and civil society organizations. Alongside shelter, we offered services such as legal aid, psychological counselling, and rehabilitation support. The team conducted over **200 counselling sessions**, with **41 residents** receiving psychological support and **28** successfully rehabilitated.

Understanding that safety alone is not enough, the Shelter Home adopted a **holistic approach** – focusing on emotional well-being, life skills, and long-term self-reliance. Our calendar included **festive celebrations** (Diwali, Holi, Independence Day, etc.) and community-building activities like storytelling, dramatization, group games, and art competitions. These helped foster trust, confidence, and a sense of belonging.

Our **awareness sessions** reached hundreds of participants and covered essential topics like **violence, cybercrime, hygiene, health, disaster preparedness, self-defence, and legal rights**. Partnerships with professionals and volunteers brought additional value—such as medical sessions by Dr. Gitika from Lions Club and legal awareness sessions facilitated by local police.

Residents were also guided in accessing government entitlements like **pensions, ration cards, Aadhar cards**, and schemes through regular coordination with agencies. Our team ensured their integration into systems that support their long-term well-being.

Skill-building was a key area of focus. Several residents completed training in **nursing, beautician work, tailoring, and computer skills**, empowering them to begin earning independently. Recreational and developmental outings – such as **picnics and farm visits** provided joy, exposure, and a break from routine life.

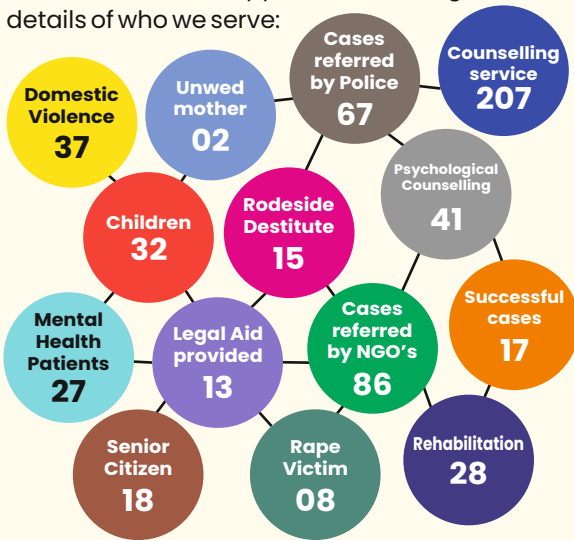
Increased visibility through advocacy, public banners, and participation in exhibitions helped spread awareness and reach more women in need. Donations were encouraged in the form of dry rations and essentials to ensure nutritious meals for residents.

The Shelter Home continues to celebrate the resilience and potential of each woman.



The growth and impact of the Shelter Home is a result of dedicated staff, responsive systems, and a shared commitment to dignity, justice, and empowerment. It continues to be a sanctuary and a launchpad—forging pathways to brighter, independent futures.

We have been able to provide refuge and empowerment to around 368 women enriching their lives through education, healthcare and support. Following are the details of who we serve:

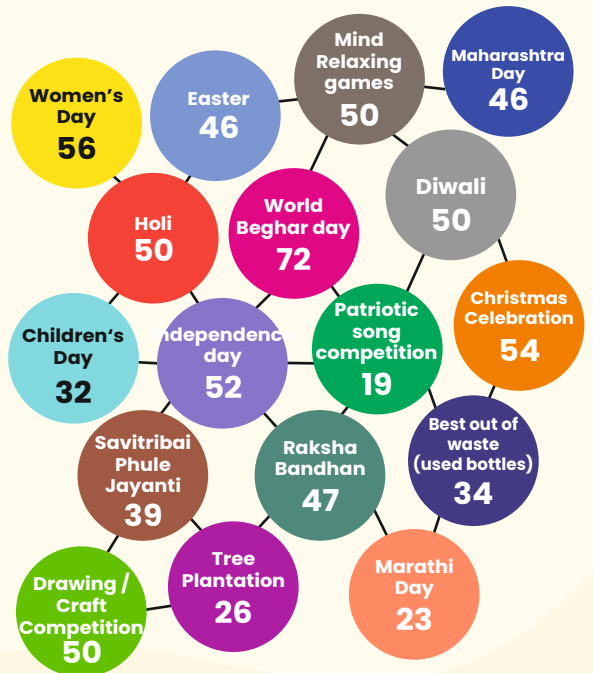


Rooted in compassion and guided by a commitment to dignity and empowerment, the transformation of our Shelter Home began with intentional steps to better serve our residents. Recognizing that safety alone was not enough, we broadened our focus to include holistic support—addressing emotional healing, life skills, and long-term self-reliance. This shift was fuelled by the dedication of our staff, input from those we serve, and a desire to create lasting impact. What began as a place of refuge has grown into a multi-site model of integrated care, aligning with the Sustainable Development Goals and creating pathways for individuals to thrive.

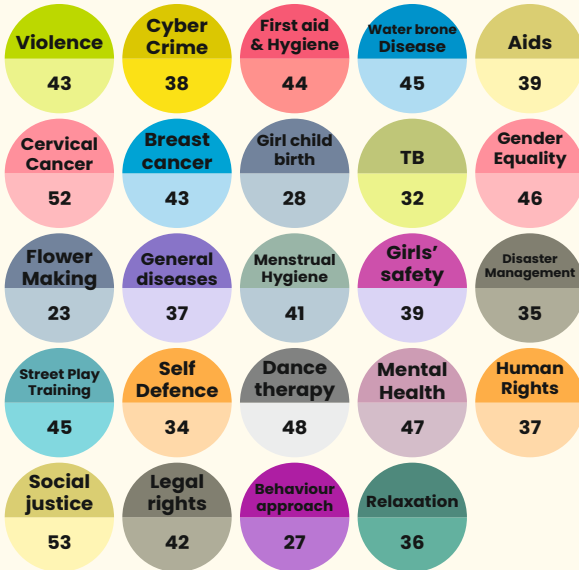
The Shelter Home staff work seamlessly as a team while providing help to the residents. Personal interaction, conducting games, dance, community songs, storytelling, dramatization, as also celebrating Christmas, Diwali, Holi, Independence Day, Women's Day, World Beghar (Homeless) day have helped to better understand them.

We also make sure that residents are informed about a range of their entitlements and the staff actively support them in accessing these benefits. This includes coordination with various agencies to help them obtain pensions, Public Distribution System (PDS) services, ICDS benefits, Aadhar cards, ration cards, identity documents. The staff also assist in connecting residents to all relevant government schemes (Yojanas) that can support their needs and well-being.

Programmes Celebrated in Shelter Homes: -



Awareness sessions



Activities conducted at the Homes: -

All residents are encouraged to participate in all activities of the Shelter Homes, some of which are enumerated below:

Donation and Infrastructure

Appeal for donation and specific requirement lists were circulated. Our appeal is for items that would sustain and lead to nutritious meals.

We have emphasized the need for dry grains / rations and have requested our donors to avoid giving food such as breakfast, dinner, snacks, fruits etc.



Achievements so far:

- Two residents completed the Nursing care course
- One resident obtained 86% in BMS (HR)
- Two residents completed Beautician course successfully
- One resident completed the tailoring course.
- One resident completed SY BCom (BAF)
- Five girls completed computer courses at different institutions

Medical treatment: -

Medical treatment was provided to our residents:

- Financial help was extended to a resident for her operation at Shatabdi hospital
- Another needed treatment at an ENT hospital.
- Private treatment was provided to one resident with skin infection.

Accolades received from BMC

- Central government appointed an Inspection officer Mr. Prashant to visit our Shelter Homes. They expressed their appreciation for our work.



Thanksgiving Service at Afghan Church, Mumbai on 25th Jan, 2025



Internal Committee

The PoSH Committee of the YWCA of Bombay comprises Dr. Usha Ubale (CP), Dr. Lata Clements, Shama Chatterji, and Adv. Nikita, external member Dr. Kamaxi Bhate, and staff representatives – Dolcy Dsouza, Treesa Rex, Sameksha Khandagale, Therese George, and Vimal Prabhu. The committee remains committed to strengthening awareness, compliance, and capacity building across the organization.

During the year, the committee under the leadership of Dr. Usha Ubale conducted a **Training of Trainers (ToT)** for YWCA Heads of Departments and members. This two day intensive programme, held from 10:00 a.m. to 5:00 p.m., included thematic sessions, practical exercises, and case studies. The trained members and staff will now cascade the learning by conducting sensitization sessions within their respective departments and communities, thereby ensuring wider outreach and sustainability of efforts.

In addition to internal initiatives, the YWCA PoSH Committee was also invited to participate as members of Internal Committees (IC) of other organizations, reflecting the credibility and expertise of its members.

The committee also held review meetings to assess ongoing work and plan ahead. Key priorities include departmental training and targeted stakeholder workshops to build awareness, accountability, and inclusivity. These efforts underline the YWCA's strong commitment to fostering a safe, respectful, and supportive workplace environment for all.



SGMA Committee

The YWCA of Bombay, as a membership-based organization, upholds accountability first to its members, then to the broader community, and finally to its supporters and stakeholders. As part of the World YWCA, it also remains answerable to its global sister associations.

Committed to ethical conduct and strong management, the organization emphasizes continuous self-assessment to stay responsive to emerging needs and trends, aligning its work with strategic goals.

The SGMA (Standards of Good Management and Accountability) Committee was revived in October 2022 and was chaired by Adv. Lalitha Fernandes. Since its inception the committee focused on documenting and implementing Standard Operating Procedures (SOPs) across departments. Preparing the SOPs requires immense research work on the functioning of the departments and detailed study on areas which need improvement. Based on this information the SOPs are prepared with a view to clarify the roles and responsibilities of staff and members in achieving the YWCA's mission.

The committee also reviewed and updated existing SOPs. This is an ongoing process and periodic review and upgradation is required to suit the changing needs of the stakeholders remain relevant with the provisions of law.

This year the committee successfully completed compiling the SOPs for HR and Membership which are two major departments of the organization. The SOPs for HS, WDU, IC, Finance and Buildings was also reviewed and updated.

We extend our gratitude to the Board members, committee members and staff for their support and contributions, We are also grateful to God Almighty for His continuance guidance throughout our journey.



Nominating Committee

A meeting of the Nominating Committee was held on 28th April 2025, to discuss the election schedule. A letter was sent to the Membership Committee asking for the Electoral Roll 2025 – 26.

Electoral and Eligibility List

The Membership Committee furnished us with the list of 163 (One hundred and sixty-three) 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 sent via email. All members were also informed about this through WhatsApp.

Process

The organization received and followed guidelines on the election process from YWCA of India, as outlined in the Uniform Constitution. Nominations for the Board of Management, Office Bearers, Nominating Committee Chairperson and Members were called from 163 (One hundred and sixty-three) eligible Electoral Members. Out of the 163 eligible electro members, six members could not be contacted to send out the nomination forms as they were outstation. 157 electoral members could be contacted to whom the nomination forms were sent.

69 (Sixty-nine) members responded with nominations. 32 (Thirty-two) electoral members were further considered with consent letters, and biodata sent to them.

Election details

Election will be held on **Saturday, 27th September 2025 between 10.00 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.

Best wishes to the New Board and all the Committees.

Vanita Narvekar

Chairperson, Nominating Committee

Tellers

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

Nominating Committee

Vanita Narvekar – Chairperson
Priya Daniel – Board Member
Dr. Lata Clements
Ovita Parulekar
Angela Fernandes
Smita Pathak
Clotilda D'Souza

List of Committee Members

Administrative Committees

Finance

Nikita Panhalkar (CP)
Sharon Solomon
Mrudul Raiborde
Nita Susan Jacob,
Sylvia Fernandes
Lalitha Fernandes
Alida D'souza
Susan Jacob
Renuka Reuben
Divya John
Priya Daniel
Sara Oommen
Suneela Arun Kumar
Sara Oommen
Annie Cardoz

Personnel

Renuka Reuben (CP)
Alida D'souza
Anuradha Patil
Sarasa Isaac
Mallika Amalraj
Mrudul Raiborde
Clotilda Fernandes

Buildings

Lalitha Fernandes (CP)
Sara Oommen
Swati Das
Anuradha Patil
Lora Saldanha
Mrudul Raiborde
Alida D'souza
Priya Daniel

Committees for Programmes & Activities

Membership

Susan Jacob (CP)
Sara Oommen (Co-CP)
Rekha Joshi
Sadana Powar
Angela Fernandes
Lovey Pariyaram
Sunila Sanjeev
Louella Rana

Teofilda Pinto
Ceydricka D'Souza (Senior Citizens)
Mallika Amulraj (Y Deepa)
Mary Cheru (Jottings)

Jottings

Mary Cheru (CP)
Sharon Pires
Elizabeth Kurien
Meena Azavedo
Angela Fernandes
Ovita Parulekar
Alice Panikal

Spiritual Emphasis

Suneela Arun Kumar (CP)
Susan Jacob - (Co CP)
Geeta Daniel
Noreen Peter
Caroline Fernandes
Lovey Pariyaram
Prabhavathy Christdoss

PASI

Nita Susan Jacob (CP)
Priya Daniel
Usha Ubale
Mary Mathew
Jayanti Premkumar
Clotilda D'Souza
Susy Babychan

PIYA

Divya John (CP)
Annie Cardoz
Joshna Maggie
Divya Roy
Husena Barodawala
Mallika Amulraj

Public Relations

Sylvia Fernandes (CP)
Renuka Reuben
Divya John
Husena Barodawala
Annie Cardoz
Doris Bhandari
Sara Gaikwad
Sharon Pires

IC

Usha Ubale (CP)
Nikita Panhalkar
Lata Clements
Shama Chatterjee
Therese George
Treesa Rex
Dolcy D'Souza
Vimal Prabhu
Dr. Kamaxi Bhate (External)

WDU

Sharon Solomon - (CP)
Suneela Arun Kumar (Co - Cp)
Shama Chatterjee
Shoba Philip
Caroline D'Souza
Sarasa Isaac
Sharon Pires
Divya Roy

Asha Kiran

Alida D'souza (CP)
Sharon Solomon (Co-CP)
Lata Clements
Vinita Reuben
Indira Jenna
Sadhna Pawar
Geeta Murdeshwar
Pamela Gomes
Komal Oberoi

Shelter Home

Shoba Philip (CP)
Indira Jenna
Juliet Solomon
Flory D'Souza
Elizabeth Jacob

Committees for Residential facilities**International Centre**

Mrudul Raiborde (CP)
Pamela Azaredo
Sonal Ohol
Vanita Narvekar
Jane Rodrigues
Lora Saldanha
Yasmin Koshy

General Hostels

Priya Daniel (CP)
Swati Das

Lora Saldanha
Anuradha Patil
Sara Oomman
Achamma Bhavan
Swati Das (CP)
Rekha Joshi
Saroj Hilbert
Vanita Narvekar
Hilda Patrao

Anugraha

Sara Oommen (CP)
Mary Cheru
Jyotima Rajput
Sunila Sanjeev
Vimala Karkara
Dipti Dhaman
Lora Saldanha (CP)
Meena Azavedo
Meena Sathe
Daksha Kanavia
Vinita Reuben
Nutan Mistry

Lady Willingdon

Anuradha Patil (CP)
Smita Pathak
Ceydrica D'souza
Elaine Fernandes
Ratna Bhattacharya

SGMA

Sylvia Fernandes (CP)
Lalitha Fernandes (Co-CP)
Shama Chatterjee
Ovita Parulekar
Yasmin Koshy
Wilma Galboa
Usha Ubale

Constitution Review

Lata Clements
Meena Azavedo
Shantha John
Nikita Panhalkar
Ovita Parulekar
Sharon Pires
Rekha Joshi
Vinita Reuben

Ex-officio on all committees

President – Pavana Anchees



EMPOWERING WOMEN, INSPIRING CHANGE

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.
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18, Madame Cama Road, Fort,
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Email: hod.hostels@ywcabombay.co.in

YWCA of Bombay

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Twitter: [@of_ywca](https://twitter.com/of_ywca)
Linkedin: <http://linkedin.com/in/ywca-of-bombay-90b120282>

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150 Glorious Years



OF BOMBAY

