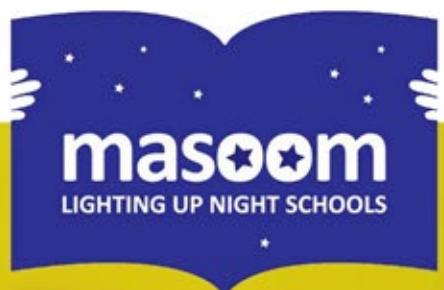


# ANNUAL REPORT 2011-12





OUR **VISION** IS TO SUPPORT YOUTH LEARN WHILE THEY EARN  
OUR **MISSION** IS TO ENABLE HIGH SCHOOL STUDENTS  
ACHIEVE THEIR FULL POTENTIAL THROUGH EDUCATIONAL  
AND POLICY SUPPORT

Masoom is an NGO with a passion for establishing quality education in night schools.

Our students are mostly those that work during the day to support their families, but still nurture a thirst for learning that brings them to school even after a long day at work, and often long gaps in their education.

The Night School Transformation Program is specifically tailored to improve academic performance as well as the standard of living of students, including providing opportunities for higher studies and better employment after graduation.

The Masoom Model is a three-pronged approach to facilitating long term impact through Infrastructure Support, Capacity Building and Advocacy.



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## Message from the CEO

It gives me immense pleasure in sharing with you Masoom's 4th Annual Report.

Our intervention in night schools has been operational for four years now. We are happy to share that we have expanded our programs from 10 to 15 night schools.

Our focus this year was to implement the grading tool and begin the school upgradation process in our night schools. Masoom and XLRI volunteers developed and introduced a grading tool to grade the schools under our program in a scientific manner. This grading tool further led to the development of the School Report Card system. And we are now streamlining a strategy document which will make school upgradation simpler, as also efficiently replicable.

In the light of this, our capacity building component has been realigned to focus on all the stakeholders: the school trustees, head masters, teachers, students, non-teaching staff and parents as well.

This year also marked the forming of a Core Committee of active head masters. A two day retreat was conducted with our core committee members and our key teachers for the purpose module formation. At this retreat we were able to make a draft of our entire school transformation program.

Our Career Cell is now looking beyond scholarships, and we have set up a resource center where courses for computers and English conversation have been started. By this initiative, we hope to greatly improve the employability levels and soft skills of our students. This is also our first step towards sustainability planning.



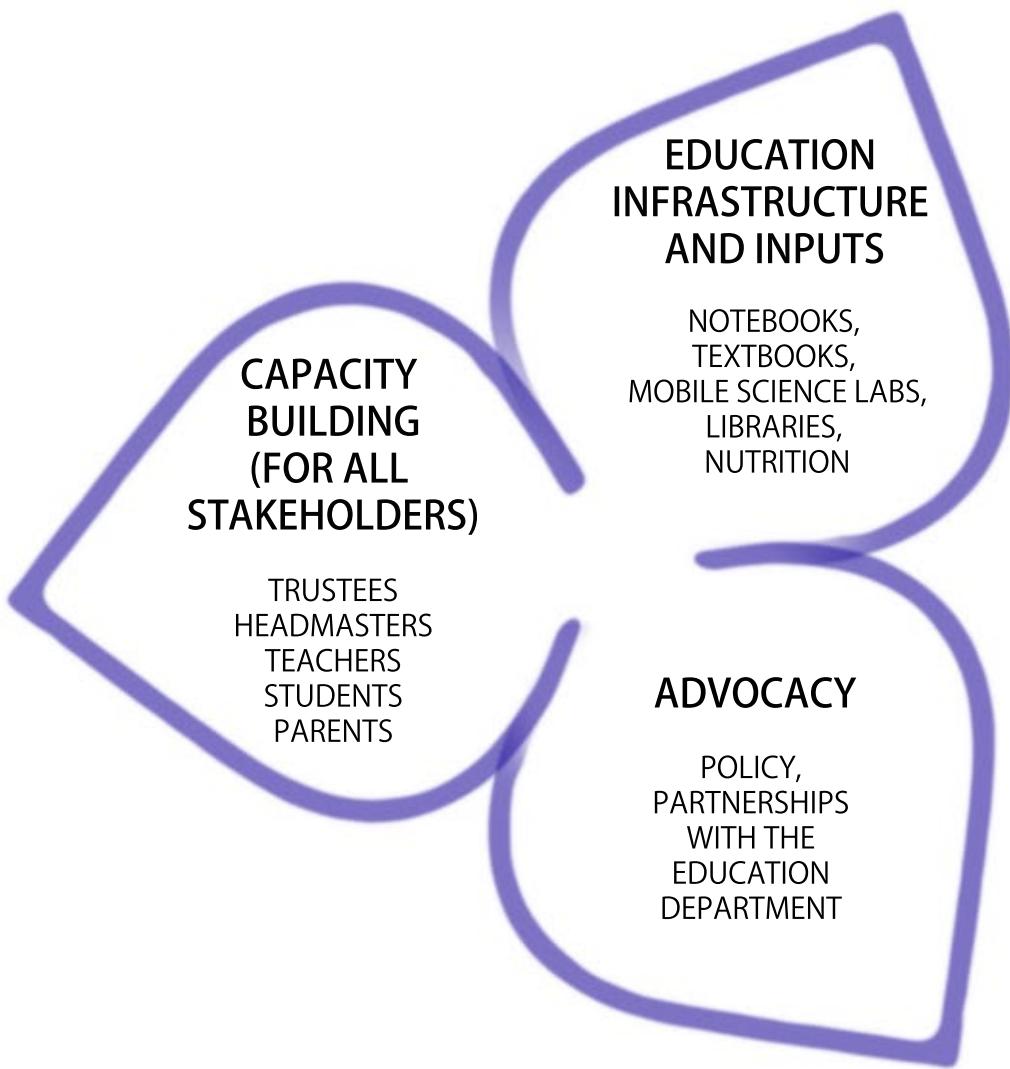
In view of the great outreach planned, we have a steady recruitment drive underway, to get on board capable and driven individuals to facilitate our expansion effectively. We already have in place a second level of management – the Director for Finance and Operations and the Director for Programs. One of the Directors, a chartered accountant, was earlier a volunteer with Masoom and has now made a shift from the corporate sector. The other Director is a Gandhi Fellow and has many years of experience with BMC schools and school transformation programs.

We are thankful to IDFC Ltd. for coming on board with support towards administrative costs for all our 15 schools. This year, we have new funders: Intervida, supporting five schools and Tech Mahindra, supporting one school. We look forward to long engagement with them in the years to come as well. And to our other longstanding supporters, we cannot express our gratitude enough.

The goals we have set for ourselves are high, but with our team's determination and hard work, and the support and blessings of our donors and well-wishers, we are confident to achieve all we set out to in this exciting year ahead!

Nikita Ketkar  
Founder and CEO of Masoom

# THREE PRONGED MODEL



## RESULTING IN

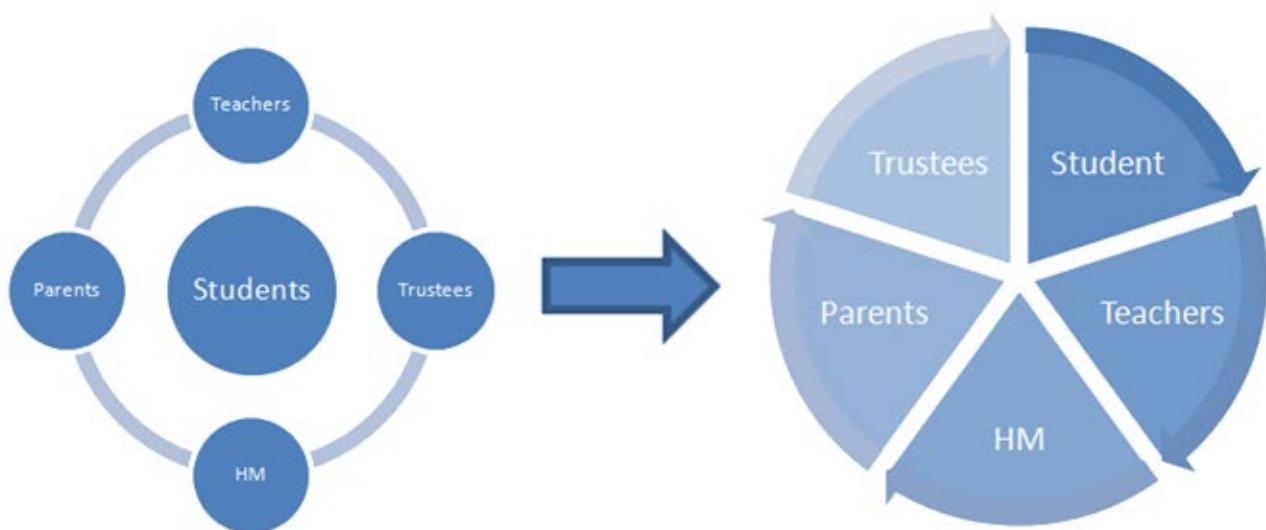
- IMPROVEMENT IN SCHOOL INFRASTRUCTURE, INCREASED ATTENDANCE AND ENROLLMENT: 'PULL FACTOR'
- IMPROVED ACADEMIC PERFORMANCE AND STANDARD OF LIVING
- OWNERSHIP OF TRUSTS, OWNERSHIP OF EDUCATION DEPARTMENT, LEGISLATION TO PLUG GAPS



# PROGRAM: REALIGNMENT OF FOCUS

The Masoom program has undergone an essential and fundamental change.

The focus has realigned from being solely student-centric, to one that is equitably distributed across all the key stakeholders of the night school system. This strategic change will ensure a holistic improvement of schools and in turn enable the long term sustainability of Masoom's impact.



# SCHOOL GRADING SYSTEM

## OBJECTIVE

Masoom felt the need for a more scientific approach to the night school upgradation process and so with the support of a team of professional volunteers, a School Grading Tool has been developed.

The grading tool aims at assessing the performance of a school on various key aspects. All 15 schools have been surveyed and graded, and this has enabled us to identify their strengths as well as areas requiring further attention. Accordingly, a customised plan of action for each school's upgradation has been created –with the ultimate goal of reaching Grade A.

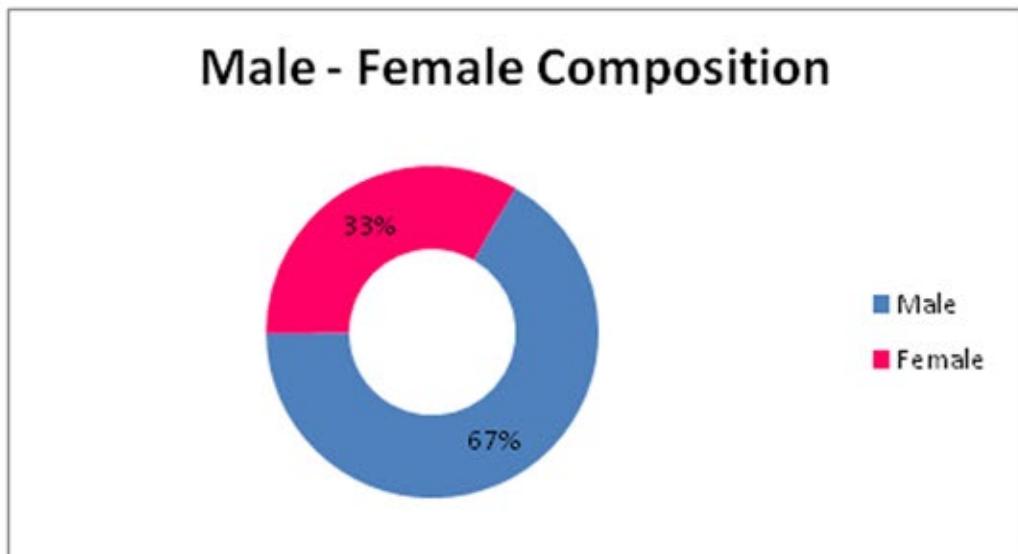
Masoom will continue to use the grading tool to assess all schools under its program.

## METHODOLOGY

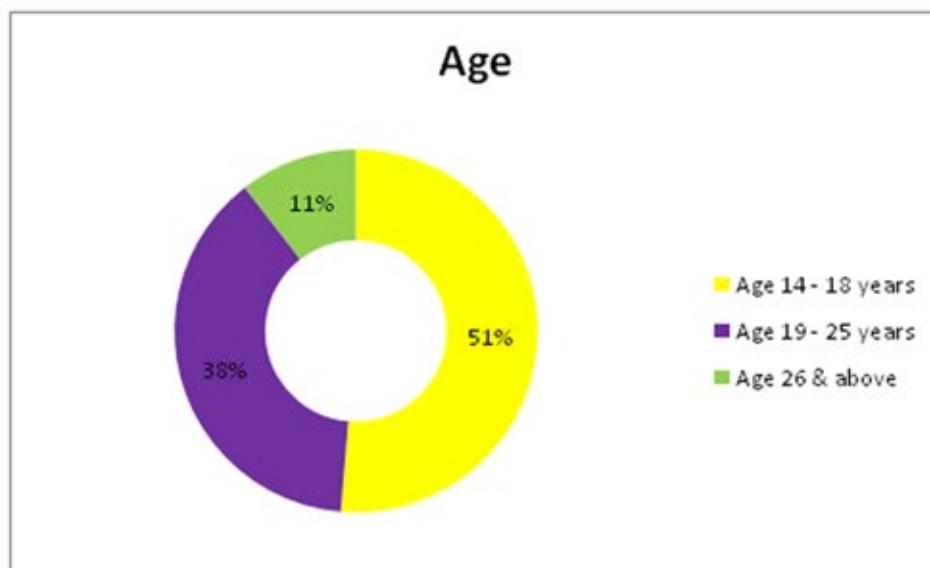
**DESIGN:** The grading tool has two aspects – Survey A and Survey B:

	<b>Weightage</b>
<u>Survey A</u> : covers the 2 major performance indicators -	
SSC Results	20%
Attendance and Enrollment	15%
<u>Survey B</u> : questionnaire to each stakeholder	
160 objective questions on the functioning of the school	65%
<b>TOTAL</b>	<b>100%</b>

## KEY STUDENT DEMOGRAPHICS\*

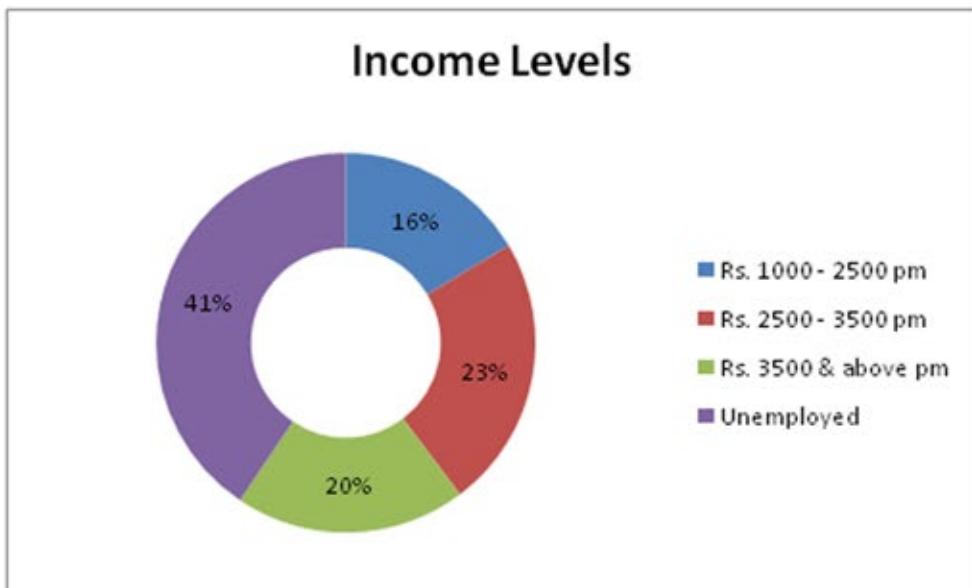


Males : 469  
Females : 236



14 – 18 years : 362  
19 – 25 years : 269  
26 & above (upto 45 years) : 74

\*based on data of regular attendees during the year

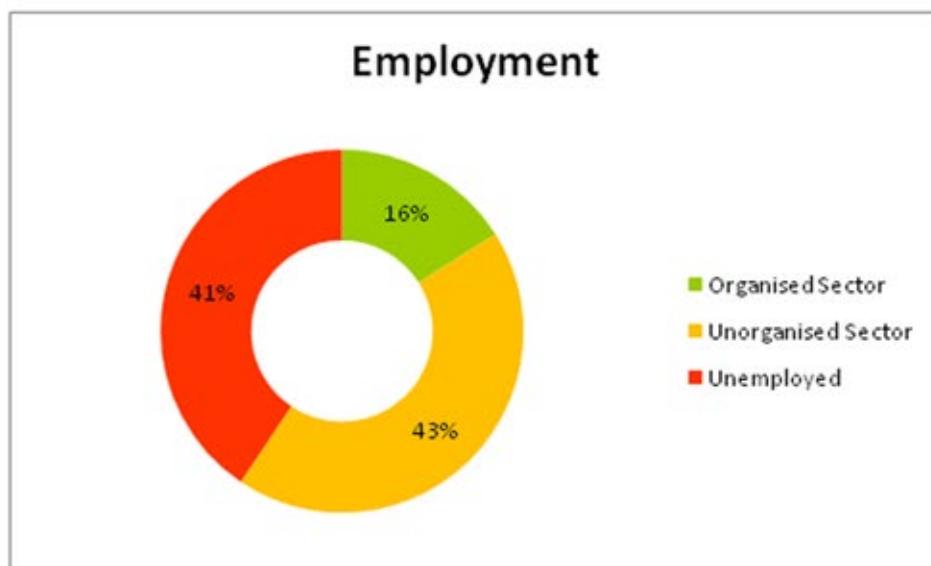


Rs.1000 – 2500 pm : 116

Rs. 2500 – 3500 pm : 164

Rs. 3500 & above pm : 139

Unemployed : 286



Organised Sector : 113

Unorganised Sector : 306

Unemployed : 286

# PROGRAM HIGHLIGHTS

## DISTRIBUTION OF NOTEBOOK & TEXTBOOKS



Masoom provides support for basic educational inputs like notebooks and textbooks that greatly helps to reduce the financial burden on students.

This serves as a great incentive to retain students in school who may otherwise have dropped out as they could not afford the cost of these inputs.

**589** notebooks and  
**379** text book sets were distributed

## DISTRIBUTION OF MOBILE SCIENCE LABS



Masoom provides support in another element of educational infrastructure –science laboratories, a facility that is not available to night schools.

Mobile science labs are installed at our night schools and science practicals are conducted that provide our students, for the first time, an opportunity to perform science experiments.

This facilitates a better understanding of concepts in science and helps them improve their performance in the SSC Board exams.

Mobile labs set up in **5** new schools, science material and apparatus in old schools replenished as per requirements

**255** science practicals were conducted across all **15** schools with an average of **3** out of **4** marks in the post session tests

## BRIDGE COURSE



The Bridge Course is conducted to bring students to the necessary conceptual level in order for them to understand the course content. A baseline test conducted at the start of the course, and an endline test is conducted at the end to map the students' improvement.

Average improvement of **10%** in English and **20%** in Maths in the baseline-endline tests for 8th, 9th and 10th standards

## SUPERSTITION ERADICATION WORKSHOP



A workshop was conducted for students to impart a message of social relevance - eradication of common superstitions.

**319** students across all schools attended this workshop

## DIWALI CAMP



At the Diwali camp, the focus was on personality development.

Various interactive sessions were conducted on anger and stress management, communication skills, etc. including some through games.

180 students attended  
the Diwali camp

## VOCATIONAL GUIDANCE WORKSHOP



Workshops were conducted to create awareness among students about the various vocational options available to them after they successfully pass their SSC exams.

Students of night schools are particularly interested in vocational training.

Workshops were conducted across 10 schools and 150 students benefitted from them

## ENROLMENT DRIVE



Masoom, alongwith dedicated volunteers from Edelweiss and ESSAR, conducted an enrolment drive in the community with a view to encourage adolescents and out-of-school children to enrol in night schools.

**100** students were enrolled in **11** night schools through this drive

## ENGLISH CONVERSATION



The aim of this program is to hone the reading skills of students and to strengthen the basics in English conversation.

**69** reading sessions were conducted by our volunteers using the Hippocampus module

## EXTRA CLASSES



Additional academic support was provided to students of Class 10, through sessions conducted by our volunteers on Saturdays.

**28** Math classes and **16** English extra classes were arranged across all schools for students of Class 10

## ANNUAL PICNIC



An eagerly awaited student picnic was organised this year at Shangrilla water resort.

Such initiatives serve as a welcome break for students from their regular schedules at work and school.

Total **441** students attended the picnic

## LIBRARIES



Libraries have been set up in all 15 schools to inculcate the habit of reading in students. The books are mostly autobiographies and short stories.

Hippocampus libraries  
setup in all **15** schools  
with a **33** book set each

## NUTRITION



Providing nutrition in Night Schools is a basic but invaluable component of the Masoom program, especially so for students who come to school after a long day at work, with no time to eat before or during class. Hunger and exhaustion would otherwise hamper their concentration and attendance.

Understandably, the nutrition program also works as an incentive to retain students in school.

Masoom ensures nutritious, wholesome and interesting snacks to the students. The program runs in all 15 night schools.

Average **859** students  
received nutrition

## FIELD VISITS



A field visit was conducted at the campus of Rashtriya Chemicals and Fertilizers in Chembur, Mumbai.

The resource person organised team building games. A snake show was also held for the students.

The students also visited a water treatment plant of the BMC, a cancer center (run by RCF), and a fire brigade tower.

Around **250** students participated in the field visits

## SPORTS ACTIVITIES



A sports day was organised to encourage student participation in extra-curricular activities.

**307** students attended and participated in the Sports Day

## PSYCHOLOGICAL COUNSELLING



Counselling is provided to students who need help to resolve any psychological problems that may affect their academic performance and to detect any learning disabilities which are then forwarded for remedial counselling.

**174** sessions were conducted with **145** students

## PHONE CALLS & HOME VISITS

To improve attendance and regularity of students at school, phone calls are made to students who are absent for three subsequent days. For those absent for more than a week, a Masoom representative visits their home. These initiatives are taken to ascertain the reasons for absence, and to encourage the students to return to class.

In cases where a student is unable to attend because of issues with work timings, Masoom meets with the employer to negotiate flexible work timings so as to allow the student to attend school.

Masoom co-ordinators conducted **47** home visits and made **741** phone calls. As a result, **87** irregular students started attending school regularly

## HEALTH CAMP



Masoom collaborated with the Bachooali Eye Hospital, Parel and an eye check-up camp was organised in November 2011.

**95** students and **15** adults participated. **45** students got spectacles and **4** students were referred to the hospital for further checkups

## MODERATOR SESSIONS



Special sessions were conducted for Std. 10 students by the moderators of the SSC examinations.

This provided students with invaluable guidance on how to prepare for their SSC examinations across various subjects.

**214** students attended the moderator sessions

## MEETINGS WITH SCHOOL TRUSTEES



Meetings were held with school trustees at 7 schools, to discuss the most pressing issues faced by the respective school, to induct the trustees regarding the Masoom program, and to develop targets for the upcoming year with their support.

## TEACHER TRAINING WORKSHOP



A 2-day residential workshop for all night school teachers was organised in February 2012 at Matheran. The topic of the workshop was *-What is the role of each teacher in the development of their night school ?*

This workshop sought to build teamwork and ownership among teachers who then participated in creating school specific development plans.

**41** teachers and **9**  
non-teaching staff  
attended the Teacher  
Training workshop

## PARENT-TEACHER MEETINGS AND ACTIVATION OF SMCs



11 parent-teacher meetings were conducted with the objective of increasing parent involvement in the students' education. Inclusion of parents often serves as an impetus to attendance levels in the schools.

This year, further steps have been taken to activate School Management Committees (SMCs) and increase the teacher-parent interaction in order to further improve the quality of education in the schools.

## HEADMASTERS' MEETINGS



**13** Headmasters and **4**  
key teachers attended

In February 2012, Masoom held meetings between headmasters and key teachers.

This initiative enabled a qualitative and substantial improvement in communication between teachers, headmasters and Masoom.

## MASOOM'S PROGRAM FOR VISUALLY CHALLENGED STUDENTS



Masoom's Resource Teacher for the blind conducting a class; One of our visually challenged students at a book binding session

There are 46 visually challenged students enrolled at the Maratha Mandir and Utkarsh night schools.

Infrastructural inputs provided to students as per specific needs:

- Talking watches: provided to 22 students
- Braille kits: provided to 16 students
- Walking canes: provided to 12 students
- Writer's fees: paid to those who write the SSC exams on behalf of the blind students –Masoom paid the fee for all its visually impaired students who appeared for the SSC examinations.

Students are trained to read English and Marathi in Braille and to use the abacus or Taylor Frame for numerical calculations.

## PROGRAM IMPACT OVER THE PAST FOUR YEARS

	2008-09	2009-10	2010-11	2011-12
<b>Schools</b>	<b>2</b>	<b>6</b>	<b>10</b>	<b>15</b>
<b>Students</b>	<b>60</b>	<b>200</b>	<b>450</b>	<b>860</b>
<i>Provision of school supplies and nutrition have encouraged an increase in attendance. Home visits and phone calls to absent students have prevented further drop outs.</i>				
<b>SSC Pass Percentage</b>	<b>36%</b>	<b>69%</b>	<b>70%</b>	<b>72%</b>
<i>The success rate has doubled over the past four years as a result of initiatives like extra classes and study material, guidance sessions with SSC moderators, science labs, etc.</i>				
<b>Enrollment of out-of-school students</b>	<b>-</b>	<b>-</b>	<b>42</b>	<b>100</b>
<i>Campaigns by way of street plays and door-to-door visits helped to augment the enrollment of students to the night schools, as well as created awareness about Masoom's program.</i>				
<b>Teachers trained</b>	<b>10</b>	<b>18</b>	<b>45</b>	<b>100</b>
<i>A key teacher has been appointed in each school to closely monitor the implementation of Masoom's program, thereby providing support and ongoing feedback to our team.</i>				
<b>Scholarships</b>	<b>-</b>	<b>19</b>	<b>47</b>	<b>67</b>
<i>Granted to students pursuing higher studies or enrolling in vocational courses. Scholarships are need based as well as merit based.</i>				

# MASOOM'S SUCCESS STORIES



**SUNITA KAMBLE**

Sunita is a widow, who now lives in her brother-in-law's house. Even at the age of 44 she holds a firm resolve to complete her SSC and secure a job at the BEST (Brihanmumbai Electric Supply and Transport Company) where her husband used to work. Sunita enrolled at Sahakar Night School but was facing difficulties when it came to developing the habit of studying and learning the English language. The Masoom co-ordinator for Sahakar took special interest in Sunita's case, and through various awareness sessions and constant motivation, instilled in her a focus towards studies. Through Masoom's library, Sunita was able to access books to develop her reading skills. She was also provided English language Hippocampus books to build her comfort with English reading.

Today, Sunita is a regular student. She counts reading as her hobby, and particularly enjoys books on short stories and general knowledge. She has passed the 9th standard and is now confident of clearing her SSC with marks that will enable her to secure her dream job with BEST.



**YASHWANT JADHAV**

Yashwant N Jadhav studies in the 8th standard at the Maharashtra Night School. During the day he works as an office boy in a corporate organisation. He was motivated to complete his education to procure a higher paying job. However, with his work hours, he would often go for a long time without eating and would end up attending school on an empty stomach. If he tried eating after work, either by buying a snack or making a quick trip home, he would be late for class. Eventually, he found this schedule to be too hectic and as a result he started missing classes.

Masoom's nutrition program was introduced to his school last year. When Yashwant heard of this, he started attending regularly.

"I like the pohe and shira that's given to us. I would be so hungry at the end of the day that the thought of attending classes for 4 hours was daunting. The nutrition provided by Masoom solved a lot of my problems. I don't have to go home or somewhere else to eat. I save time and can focus on coming to school. It's really good for those students who come to school directly from their jobs. I can now concentrate on my lectures better," says Yashwant.

Yashwant aspires to be a Government officer and serve the people. After his higher secondary education he will approach us for guidance on appearing for the relevant entrance exams.



**VISHWAS MULAM**

Vishwas Mulam is 30-years-old and studying in Utkarsh Night School. He failed SSC last year after losing his eyesight. Vishwas was not born blind but due to an eye ailment, he slowly started losing his vision and eventually lost complete vision while in his 10th. As a result of his loss of vision and subsequent failure in SSC, he was suffering from acute depression and lack of self confidence.

The Masoom resource teacher for blind students came in contact with him and realised that Vishwas still had a strong desire to complete his 10th. With her help, he completed his basic rehabilitation programme (three months) at the National Association for the Blind (NAB). She counselled and enrolled him in Utkarsh Night School wherein he was given the requisite material for studying to clear his exams. He then began learning Braille. As he was weak in Math, the resource teacher taught him the Abacus and Teller as well. He was provided with a mobile phone –received from a donor– wherein he would upload sound clips of his syllabus and listen to it.

With these resources and his own determination, Vishwas secured a first class (65%) in his SSC. He was a topper at Utkarsh Night School, surpassing all visually impaired and normal sighted students.



**SALIL KALE**

Salil is 25 years old and currently working as a ward boy at KEM Hospital, Parel. Simultaneously, he is also continuing his education and studies in the 9th standard at Social Night School.

Salil always faced a lot of problems when it came to studying. Although he put in a lot of efforts, he found it difficult to retain what he studied. Last year, he failed in the 9th standard. None of his teachers could figure how to improve his performance, or where were the gaps in his efforts.

As per the advice of the Masoom co-ordinator, Salil was referred to a Masoom counsellor. After three sessions with Salil, the counsellor diagnosed that Salil had a learning disability. However, she felt that with the right learning techniques, he still had the ability to clear his exams. She guided him on certain study and meditation techniques. Salil was also taken for testing to Sion Hospital, where his condition was certified. This will now make him eligible for concessions, such as extra writing time during his Board exams.

Using the advice of the counsellor, and under the guidance of Masoom's co-ordinator, Salil cleared his 9th standard exams. He now looks forward to clearing the SSC and getting a promotion at KEM Hospital.



**SUSHMA MOHITE**

In 2003, Sushma was employed as a temporary worker at an Aanganwadi at Parel. For 8 years, her wages were almost half of those of full time workers since she had not cleared SSC, having failed in English and Maths. Due to this she was not eligible for permanent employment at the Aanganwadi. Although supervisors at work always insisted on her completing her studies, she didn't follow through as her life revolved only around her marriage, motherhood and household chores. In 2011 during an enrollment drive, she was approached by Masoom for enrollment at the Ambedkar night school. After some convincing, Sushma took the step and enrolled back at school.

With the help of inputs from the Masoom program, and with her own determination and hard work, Sushma scored 55% in the SSC examination this year, and her score of 72% in Maths was the highest in her batch. Sushma says that her husband and family have been her pillars of support and strength. She gives a lot of credit to her teachers for all the encouragement and for giving her direction. With an aspiration to complete her education till HSC, she has enrolled herself in an arts course at a Marathi medium junior college.

## A FEW WORDS FROM OUR VOLUNTEERS



N. KRISHNAN

"After 17 years of running with the ups and downs of the financial sector, I felt I needed to explore ways in which I could make a difference in the 'real' world. I heard about Masoom through Edelgive and immediately felt a pull towards the cause - what could be more rewarding than helping children who'd been forced to opt out of a regular education get back on the stairway of life through an effective night school programme? The first set of visits to the schools brought home the magnitude of the challenge, but seeing the dedication of Nikita and her team, I felt optimistic that Masoom would be able to make significant positive impact. Fortunately, Masoom was just embarking on establishing a comprehensive grading tool, that would help evaluate all the 15 night schools under its coverage and serve as a foundation for a full-fledged school transformation programme and I was able to play a key role in the design, testing, administration of the tool and subsequent analysis. This exercise gave me great insights into Masoom's work and set the stage for continued involvement with Masoom, especially the strategic plan for the next phase of growth. I look forward to seeing Masoom's footprint grow, as its lights up the lives of our children".

*Krishnan is a Financial Services Professional and Former Head of Research, CLSA Asia Pacific Markets*



ANNA HANKIMAA

Anna, a volunteer through Masoom's partner NGO Atma, worked closely with the Masoom team in developing the Human Resources function and systems. No doubt, the project was tedious and vast, but Anna enjoyed the process and the experience of working at Masoom. "It was fun working at the Masoom office. Every day was different and the team was very welcoming."

Some key deliverables of Anna's work include a detailed Employee Handbook with the significant HR policies and organisation practices, various HR templates, Staff Induction Plan and well-defined KRAs for each position. Anna also helped to restructure Masoom's central filing system.

Anna is still in touch with the Masoom team. "I believe Masoom is doing very important work in helping night school students succeed."



DIWAKAR KAUSHIK

Diwakar, an MBA from XLRI (Jamshedpur) remains one of Masoom's most involved volunteers. Even while in a full time position at a large corporate house, Diwakar would make it a point to regularly volunteer his time to Masoom for various management and strategy tasks over the course of 7-8 months. Some of the key areas of his involvement were recruitment, streamlining of budgets and process improvements. In a phase where Masoom did not have a second level in management, these were critical inputs. "It was a great experience to work with Masoom. The belief in the cause, passion of the whole team and focus on getting things right were the highlights of my Masoom experience."

*Diwakar has now moved on from the corporate sector and is currently working in Bihar on horticulture plantations under the NREGA program.*

## SOME OF OUR FORMER STUDENTS, NOW AS MASOOM VOLUNTEERS



ANISH JADHAV

Masoom awarded a scholarship to 26 year old Anish, a former student of Maratha Mandir night school, to pursue his Diploma in Electrical Engineering from Kohinoor Technical Institute. In 2012, he successfully completed the Diploma while securing a 1st class.

Anish says he will always be grateful to Masoom for the support he received. "Since Masoom helped me to complete my diploma, it becomes my duty to help Masoom." Recently, Anish undertook the electrical wiring work for Masoom's new computer center, and he did not charge any fee for his labour. "Masoom is helping night school students, so I think I should also help Masoom as per my capacity. Here onward also I will help Masoom as and when possible."

*Presently Anish works as a guard, but also independently undertakes contracts for electrical works.*



**GORAKH LAD**

Gorakh, a former student of Sahakar Night School is a familiar face at Masoom events for the past two years. He has been consistently volunteering for events like the picnic, sports competitions, annual event, etc. and helps manage the large number of students usually present at these events. Gorakh has now become a pillar of support for Masoom. He gets along well with staff and students alike.

Gorakh is a passionate volunteer. "Masoom is helping Night School students selflessly, so I feel I should also contribute to an organization that did so much for me."



**KIRAN YADAV**

Kiran is currently a student at Utkarsh Night School, Worli and is always at the forefront helping out at the Diwali camp, field visits and picnics. He enthusiastically takes charge of managing students at these events. Kiran has a special purpose at heart too – he is passionate about creating awareness about the evils of substance abuse and has taken several initiatives in talking to students about tobacco and alcohol addiction. Through Masoom, he plans to organize de-addiction camps in the night schools.

## HEADMASTERS AND TEACHERS VIEWS ON MASOOM



**Ms. S KADAM**

HEADMISTRESS,  
MEENATAI KURUDE GIRLS  
NIGHT SCHOOL  
(VIDYAMANDIR), WADALA

"Masoom has proven to be very beneficial for our school. It is helping night schools take into consideration the educational, psychological and economical capacity of students. Field visits and picnics have helped to create a stress-free and joyful environment. Students are doing science practicals on their own and the entire credit for this goes to Masoom."

Masoom has now devised the SSC Improvement Program which has boosted the confidence of students as well as teachers.

Scholarships and awards at the annual event has rejuvenated both teachers and students who are now rewarded for their success in the SSC exams. This has encouraged them to double their efforts. I would say Masoom is like a 'lamp' to guide, inspire and encourage our

"Attendance at our schools has increased due to Masoom's support. We can see the holistic development of students due to nutrition, English conversation classes, textbooks and other facilities. There is a big change and revolution in night schools with the entry of Masoom."



**MR. KERKAR**

ASSISTANT TEACHER, SARVAJANIK NIGHT SCHOOL, DADAR



**MR. PATIL**

HEADMASTER,  
AGARKAR NIGHT SCHOOL,  
WORLI

"Masoom provides much needed support to students across all sections of society. It has not only provided infrastructural support to night schools but is also striving hard for all-round development of students. Masoom is working hard for quality improvement of night schools with the support of teachers, headmasters, parents and society."

Masoom provides notebooks, textbooks, question sets, guides, daily nutrition, science mobile labs and material and organizes educational trips and trainings for students and teachers, vocational guidance, counseling, health check-ups, English conversation classes and SSC moderator sessions. It also provides employment opportunities and scholarships to students. These initiatives have done wonders for our night school students. Masoom has an unparalleled place in the hearts of students, teachers, parents and trustees."

# FINANCE

## *ambavat jain & associates LLP*

Chartered Accountants

(Registered with Limited Liability under The Limited Liability Partnership Act, 2008 with Registration No. AAA - 7120)  
 5-B, Ground Floor, Onlooker Building, 14, Sir, P.M. Road, Fort, Mumbai - 400001.  
 Tel/Fax: 91-22-43153000 e-mail : it@spireindia.com

### **FORM NO. 10B**

#### Audit report under section 12A(b) of the Income Tax Act, 1961, in the case of charitable or religious trusts or institutions

We have examined the Balance Sheet as at 31 March, 2012, and the Income and Expenditure account for the year ended on that date, attached herewith, of M/s. MASOOM having its Head office at B-402, EMGEE GREENS, INDIA STEEL GATE, S.M.ROAD, WADALA (EAST), MUMBAI - 400 037 and assessed to tax vide PAN : AACTM1118K and Report that:

1. These financial statements are the responsibility of the management. Our responsibility is to express an opinion on these financial statements based on our audit.

2. We conducted our audit in accordance with auditing standards generally accepted in India. Those Standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on the test basis, evidence supporting the amounts and disclosures in the financial statements. An Audit also includes assessing the accounting principles used and significant estimates made by the management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

3. We have obtained all the information and explanation which, to the best of our knowledge and belief, were necessary for the purpose of the audit.

4. In our opinion, proper books of account have been kept by the head office of the assessee so far as appears from our examination of the books.

5. In our opinion and to the best of our information and according to the explanation given to us, the said accounts, read with notes thereon, if any, give a true and fair view:

i. in the case of the Balance Sheet, of the state of the affairs of the assessee as at 31st March, 2012; and

ii. in the case of the Income and Expenditure account, deficit of the assessee for the year ended on that date.

The prescribed particulars are annexed hereto.

#### For Ambavat Jain & Associates LLP

Chartered Accountants

Firm Registration No. : 109681W

Membership No. : 126305

Place : Mumbai

Date : 07 September, 2012

\*Post Constitution of LLP, the Registration Number of LLP with ICAI is WRO/LLP/002/AAA-7120



***ambavat jain & associates LLP***

Chartered Accountants

(Registered with Limited Liability under The Limited Liability Partnership Act, 2008 with Registration No. AAA - 7120)

5-B, Ground Floor, Onlooker Building, 14, Sir, P.M. Road, Fort, Mumbai - 400001.

Tel/Fax: 91-22-43153000 e-mail : it@spireindia.com

**ANNEXURE**

**MASOON**

**Statement of Particulars**

**I. Application of income for charitable or religious purposes**

1 Amount of income of previous year applied to charitable or religious purposes in India during that year.	Rs. 52,26,473.33
2 Whether the trust/institution has exercised the option under clause (2) of the Explanation to section 11(1)? If so, the details of the amount of income deemed to have been applied to charitable or religious purpose in India during the previous year,	NIL
3 Amount of income accumulated or set apart / finally set apart for application to charitable or religious purposes, to the extent it does not exceed 15 percent of the income derived from property held under trust wholly in part only for the purposes.	Rs. 7,83,971.00
4 Amount of income eligible for exemption under section 11 (1)(c): (Give details).	NIL
5 Amount of income, in addition to the amount referred to in item 3 above, accumulated or set apart for specified purpose under section 11 (2).	NIL
6 Whether the amount of income mentioned in item 5 above has been invested or deposited in the manner laid down in section 11(2)(b)? If so, the details thereof.	Not Applicable
7 Whether any part of income in respect of which an option was exercised under clause (2) of the Explanation to section 11(1) in any earlier year is deemed to be income of the previous year under section 11(1B)? If so, the details thereof.	NIL
8 Whether, during the previous year, any part of income accumulated or set apart for specified purpose under section 11(2) in any earlier year:	
(a) has been applied for purposes other than charitable or religious purposes or has ceased to be accumulated or set apart for application thereto, or	NIL
(b) has ceased to remain invested in any security referred to in section 11(2)(b)(i) or deposited in any account referred to in section 11(2)(b)(ii) or section 11(2)(b)(iii), or	NIL
(c) has not been utilised for purpose for which it was Accumulated or set apart during the period for which it was to be accumulated or set apart, or in the year immediately following the expiry there of ? If so, details thereof.	NIL

**II. Application or use of income or property for the benefit of person referred to in section 13(3)**

1 Whether any part of the income or property of the trust/ institution was lent, or continues to be lent, in the previous year to any person referred to in section 13(3) (hereinafter referred to in this Annexure as such person)? If so, give details of the amount, rate of interest charged and the nature of security, if any.	NOT APPLICABLE
2 Whether any land, building or other property of the trust/institution was made, or continued to be made, available for the use of any such person during the previous year? If so, give detail of the property and the amount of rent or compensation charged, if any.	NOT APPLICABLE
3 Whether any payment was made to any such person during the previous year by way of salary, allowance or otherwise? If so, give details.	REFER ANNEXURE 1



4 Whether the service of the trust/institution were made available to any such person during the previous year? If so, give details thereof together with remuneration or compensation received, if any	NOT APPLICABLE
5 Whether any share, security or other property was purchased by or on behalf of the trust/institution during the previous year from any such person? If so, give details thereof together with consideration paid	NOT APPLICABLE
6 Whether any share, security or other property was sold by or on behalf of the trust/institution during the previous year to any such person? If so, give details thereof together with the consideration received	NOT APPLICABLE
7 Whether any income or property of the trust/institution was diverted during the previous year in favour of any such person ? if so, give details thereof together with the amount of income or value of property so diverted.	NOT APPLICABLE
8 Whether the income of property of the trust/institution was used or applied during the previous year for the benefit of any such person in any other manner? If so, give details.	NOT APPLICABLE

**III. Investments held at any time during the previous year(s) in concerns in which person referred to in section 13(3) have a substantial interest.**

Sl. No.	Name and address of the concern	Where the concern is a company, number and class of shares held	Nominal value of the investment	Income from the investment	Whether the amount in col. 4 exceeds 5 percent of the capital of the concern during the previous year---say, Yes / No.
1	2	3	4	5	6.00
NOT APPLICABLE					
Total					

For Ambavat Jain & Associates LLP

Chartered Accountants

Firm Registration No. 109681W



Sanjay Pawar

Membership No.: 126315

Place : Mumbai

Date : 07 September, 2012

\*Post Constitution of LLP, the Registration Number of LLP with ICAI is WRO/LLP/002/AAA-7120



**Annexure 1 : Details of payments made to persons referred to in section 13(3) of the  
Income Tax Act, 1961**

Name	Designation	Amount (Rs.)	Nature of Expenses
Nikita Ketkar	Trustee	3,96,000	Salary for Managing the Affairs of the Trust
Nikita Ketkar	Trustee	24,000	Travelling and Telephone Allowances



***ambavat jain & associates LLP***

**Chartered Accountants**

(Registered with Limited Liability under The Limited Liability Partnership Act, 2008 with Registration No. AAA - 7120)  
 S-B, Ground Floor, Onlooker Building, 14, Sir. P.M. Road, Fort, Mumbai - 400001.  
 Tel/Fax: 91-22-43153000 e-mail : it@spireindia.com

**REPORT OF THE AUDITORS RELATING TO ACCOUNTS AUDITED UNDER SUB-DIVISION (2) OF SECTIONS 33 & 34 AND RULE 19 OF THE BOMBAY PUBLIC TRUSTS ACT.**

**MASOOM**

Registration No.: E-24715  
 Name of the Public Trust : MASOOM

For the year ending : 31st March, 2012

A.	Whether accounts are maintained regularly and in accordance with the provisions of the Act and the rules;	Yes
B.	Whether receipts and disbursements are properly and correctly shown in the accounts;	Yes
C.	Whether the cash balance and vouchers in the custody of the manager or trustee on the date of audit were in agreement with the accounts;	Yes
D.	Whether all books, deeds, accounts, vouchers or other documents or records required by the auditor were produced before him;	Yes
E.	Whether a register of movable and immovable properties is properly maintained, the changes therein are communicated from time to time to the regional office, and the defects and inaccuracies mentioned in previous audit report have been duly complied with;	Yes
F.	Whether the manager or trustee or any other person required by the auditor to appear before him did so and furnished the necessary information required by him;	Yes
G.	Whether any property or funds of the Trust were applied for any object or purpose other than the object or purpose of the trust;	No
H.	Whether any property or funds of the Trust were applied for any object or purpose other than the object or purpose of the trust; The amounts of outstanding for more than one year and the amounts written off, if any;	NIL
I.	Whether tenders were invited for repairs or construction involving expenditure exceeding Rs. 5000/-;	Not Applicable
J.	Whether any money of the public trust has been invested contrary to the provisions of Section 35;	No
K.	Alienations, if any, of the immovable property contrary to the provisions of Sec. 36 which have come to the notice of the auditor;	No
L.	All cases of irregular, illegal or improper expenditure, or failure of omission to recover money or other property belonging to the public trust or of loss or waste of money or other property thereof, and whether such expenditure, failure omission, loss or waste was caused in consequence of breach of trust or misapplication or any other misconduct on the part of the trustees or any other person while in the management of the trust;	No
M.	Whether the budget has been filed in the form provided by Rule 16A;	Yes
N.	Whether the maximum and minimum number of the trustees is maintained;	Yes
O.	Whether the meetings are held regularly as provided in such instrument;	Yes
P.	Whether the minute books of the proceedings of the meeting is maintained;	Yes
Q.	Whether any of the trustees has any interest in the investment of the trust;	No
R.	Whether any of the trustees is a debtor or creditor of the trust;	No



- |    |  |                |
|----|--|----------------|
| S. | Whether the irregularities pointed out by the auditors in the accounts of the previous year have been duly compiled with by the trustees during the period of audit; | Not Applicable |
| T. | Any Special matter which the auditor may think fit or necessary to bring to the notice of the Deputy or Assistant Charity Commissioner.                              | No             |

**For Ambavat Jain & Associates LLP**  
 Chartered Accountants  
 Firm Registration No.: 109681W



*Sanjay Pawar*  
 Sanjay Pawar  
 Membership No.: 126305  
 Place : Mumbai  
 Date : 07 September, 2012

\*Post Constitution of LLP, the Registration Number of LLP with ICAI is WRO/LLP/002/AAA-7120



THE BOMBAY PUBLIC TRUST ACT, 1950

SCHEDULE - IX

(Vide Rule 17 (1))

Name of Public Trust : MASOOM

Registration No. : E-24715

Income & Expenditure Account for the year ending 31.03.2012

EXPENDITURE	AMOUNT	AMOUNT 31-3-2012	AMOUNT 31-3-2011	INCOME	AMOUNT	AMOUNT 31-3-2012	AMOUNT 31-3-2011
To Expenditure in respect of properties				By Rent			
Electricity Charges	23,228			Accrued			
Repairs and Maintenance	39,673			Realised			
Telephone expenses	87,878						
Office Expenses	25,479			By Interest			
Office Maintenance	14,620			Interest on FD	30,731		
Depreciation	1,27,227			Realised on Bank Accounts	63,322		
Other Expenses	70,044	3,88,149	4,62,917			94,053	31,736
To Remuneration to Trustee		3,96,000	3,87,600	By Donation			
To Legal Expenses		59,276	65,253	By Grants			
To Audit fees		29,214	22,210	By Income from other sources			
To Bank Charges		2,688	1,130	By Transfer from Reserve			
To Amount written off :				To Deficit carried over to Balance Sheet			
(a) Bad Debts	-	-	-				
(b) Loan Scholarship	-	-	-				
(c) Irrevocable Rents	-	-	-				
(d) Other items	-	-	-				
To Miscellaneous Expenses		59,746	40,533				
To Depreciation		-	-				
To Commission Paid		-	-				
To Transfer to :							
Devdravya Fund	-	-	-				
Ordinary Fund	-	-	-				
To Expenditure on Objects of the Trust		-	-				
(a) Religious	-	-	-				



(b) Educational						
Educational Set up Expenses						
Electricity Expenses	-					
Telephone Expenses	-					
Repairs and Maintenance	-					
Office Rent	3,66,900					
Conveyance	52,245					
Salaries	13,59,024					
Other Expenses	1,06,635					
Printing and Stationeries	24,268					
Educational-Material Expenses	4,92,847					
		24,01,919	11,07,418			
ii) Educational Training						
Training- Teacher, Student,						
Parents	97,980					
Training-Blind	6,280	1,04,260	43,031			
iii) Educational Cost-Activity						
Activity Material Expenses		1,93,765	1,63,214			
iv) Educational - Other-Activities						
Activities-Cocurricular		4,60,168	3,05,772			
(c) Medical Relief	-	-	-			
(d) Relief of Poverty	-	-	-			
(e) Other Charitable Objects		11,31,288	4,96,400			
To Surplus carried over to Balance Sheet		-	22,84,902			
<b>TOTAL</b>	<b>52,26,473</b>	<b>53,80,280</b>		<b>TOTAL</b>	<b>52,26,473</b>	<b>53,80,280</b>

As per our report of even date.

For Ambavat Jain & Associates LLP

Chartered Accountants

Firm Registration No. : 109681W



Sanjay Pawar

Membership No. : 12630

Place : Mumbai

Date : 07 September, 2012



Nikita Ketkar  
Trustee  
Place : Mumbai  
Date : 07 September, 2012

Ketkar

Vineet Ketkar  
Trustee  
Place : Mumbai

\*Post Constitution of LLP, the Registration Number of LLP with ICAI is WRO/LLP/002/AAA-7120

**THE BOMBAY PUBLIC TRUST ACT, 1950**  
**SCHEDULE - VIII**  
**(Vide Rule 17 (1))**  
**Name of Public Trust : MASOON**  
**Registration No. : E-24715**  
**Balance Sheet as on 31.03.2012**

FUND & LIABILITIES	AMOUNT	AMOUNT 31-3-2012	AMOUNT 31-3-2011	PROPERTY AND ASSETS	AMOUNT	AMOUNT 31-3-2012	AMOUNT 31-3-2011
<b>Trust Funds or Corpus :</b> <b>( As Per Annexure A )</b>				<b>Immovable Properties : (At Cost)</b>			
Balance as per last	6,45,000			Balance as per last Balance Sheet	-		
Adjustment during the year	5,00,000	11,45,000	6,45,000	Addition during the year	-		
				Less : Sales during the year	-		
				Depreciation up to date	-		
<b>Other Earmarked Funds :</b> <b>( As Per Annexure B )</b>				<b>Investments :</b>			
Ordinary Fund	-			Balance as per last Balance Sheet	-		
				Add : During the Year	17,45,000	17,45,000	
<b>Loans (Secured or Unsecured) :</b>				<b>Plant &amp; Machinery :</b>			
From Trustees	-			Balance as per last Balance Sheet	1,36,291		
From Others	-			Addition during the year	2,23,912		
				Less : Sales during the year	-		
<b>Liabilities :</b>				Depreciation up to date	1,27,227	2,32,976	1,36,291
For Expenses	23,634						
For Advances	-						
For Rent and other Deposits	-						
For Telephone	632						
For Electricity	1,512						
For Audit Fees	29,214	54,992	64,712	<b>Loans (Secured or Unsecured) :</b>			
				Goods/Doubtful	-		
<b>Income and Expenditure Account</b>				Loans Scholarships	-		
Balance as per last Balance Sheet	46,70,965			Other Loans	-		
Less : Appropriation if any	-						
Add : Surplus as per Income & Expenditure Account	-			<b>Advances :</b>			
<b>Less : Deficit</b>	(8,80,301)	37,90,664	46,70,965	To Trustees	-		
				To Employees	-		
				To Other (Prepaid Rent)	1,08,000	1,08,000	77,000
<b>TOTAL</b>	<b>49,90,655</b>	<b>53,80,676</b>		<b>Deposits :</b>			
				Office Rent Deposit	30,001		
				PT Excess Payment	275	30,276	15,001
				<b>Cash and Bank Balances :</b>			
				a) Bank of India	28,66,709		
				b) Cash In Hand	7,695	28,74,403	51,28,143
							24,241
				<b>TOTAL</b>	<b>49,90,655</b>	<b>53,80,676</b>	

As per our report of even date

For Ambavat Jain & Associates LLP  
Chartered Accountants

Firm Registration No. : 109681W\*

Sanjay Pawar  
Membership No. : 126305  
Place : Mumbai  
Date : 07 September, 2012



Nikita Ketkar  
Trustee  
Place : Mumbai  
Date : 07 September, 2012

Vineet Ketkar  
Trustee  
Place : Mumbai

\*Post Constitution of LLP, the Registration Number of LLP with ICAI is WRO/LLP/002/AAA-7120

## MASOON

### SIGNIFICANT ACCOUNTING POLICIES AND NOTES FORMING PART OF THE BALANCE SHEET AS AT 31ST MARCH, 2012 AND THE PROFIT AND LOSS ACCOUNT FOR THE YEAR ENDED ON THAT DATE

#### **1. BACKGROUND:**

M/s Masoom is a charitable trust registered under the Bombay public Trust Act 1950 vide Regn.No E-24715 dated 14th January, 2008 having PAN AACTM1118K

Further, the above trust has obtained a certificate u/s 80G(5) of the Income Tax Act 1961 dated 6th January, 2009 vide Letter No. DIT (E)/MC/80G/1126/2008/2008-09.

The Trust's primary focus is to establish and maintain after school resource centers, night schools and day care creches.

#### **2. SIGNIFICANT ACCOUNTING POLICIES ADOPTED IN THE PREPARATION AND PRESENTATION OF THE ACCOUNTS :-**

##### a) BASIS OF ACCOUNTING:

These financial statements are prepared under historical cost convention on an accrual basis.

##### b) USE OF ESTIMATES:

The preparation of the financial statements in conformity with the generally accepted accounting principles requires the trustees to make estimates and assumptions that affect the reported amount of assets, liabilities, revenues and expenses and disclosure of contingent liabilities on the date of the financial statements. Actual results could differ from the estimates. Any revision to accounting estimates is recognized prospectively in current or future periods.

##### c) REVENUE RECOGNITION:

Contribution received from the donor is accounted as a corpus donation where the intention of the donor has been specified and a letter to that effect is received from the donor. Otherwise the contribution is treated as ordinary donation and accounted for on the date of receipt.

##### d) EXPENSES:

All expenses are accounted for on accrual basis except those with significant uncertainties.

##### e) FIXED ASSETS & DEPRECIATION:

Fixed Assets are stated at cost less depreciation. Depreciation on Fixed assets are provided on written down value method under section 32 of the Income tax Act, 1961 and in accordance with and at the rates specified in New Appendix I of the Income tax rules, w.e.f. 02/04/2005.

f) Where internal evidence in the form of vouchers towards expenses are partially not available we have relied upon the external documents authenticated by the trustee and as well as written in the books of accounts.

g) Current year figures have been regrouped and rearranged whenever necessary and rounded off upto nearest rupee.

#### **3. DISTRIBUTION OF STAFF ACCORDING TO SALARY LEVELS:**

Slab of gross salary (in Rs.) plus benefits paid to staff (per month)	Male staff	Female staff	Total staff
Less than 5000	-	2	2
5,000 - 10,000	5	4	9
10,000 - 25,000	3	7	10
25,001 - 50,000	-	1	1
50,001 - 1,00,000	-	-	-
Greater than 1,00,000	-	-	-

#### **4. STAFF REMUNERATION PAID DURING FINANCIAL YEAR 2011-12**

Head of the organisation: (including honorarium)

Rs. 396,000

Highest paid Full Time regular staff

Rs. 204,000

Lowest paid Full Time regular staff

Rs. 47,754



5. COST OF NATIONAL AND INTERNATIONAL TRAVEL BY TRUSTEES / STAFF MEMBERS: NIL

6. ANNUAL GROSS REMUNERATION PAID TO TRUSTEES:

Sr. No.	Name	Amount (Rs.)
1	Nikita V Ketkar	396,000
2	Vineet V Ketkar	NIL
3	Dr. C. D. Bangargi	NIL
4	Vidya Shah	NIL
5	Aditya Natraj	NIL
6	Aashu Calapa	NIL

7. AMOUNT REIMBURSED TO ALL THE TRUSTEES TOWARDS THE FOLLOWING (in Rs.)

Sr. No.	Particulars	Amount (Rs.)
1	International Travel	NIL
2	Domestic Travel	NIL
3	Local Conveyance	12,000
4	Entertainment Expenses	NIL
5	Others	12,000

As per our report of even date,

For Ambavat Jain & Associates LLP

Chartered Accountants

Firm Registration No.: 189681W  
  
 Sanjay Pawar  
 Membership No.: 126303  
 Place : Mumbai  
 Date : 07 September, 2012

For MASQOM



Nikita Ketkar  
 Trustee  
 Place : Mumbai  
 Date : 07 September, 2012

Vineet Ketkar  
 Trustee  
 Place : Mumbai

\*Post Constitution of LLP, the Registration Number of LLP with ICAI is WRO/LLP/002/AAA-7120

**The Bombay Public Trust Act, 1950**  
**SCHEDULE - IX C**  
**(Vide Rule 32.)**

**Statement of Income liable to contribution for the year ending on 31st March, 2012.**

Name of Public Trust: **MASOOM TRUST**  
 Public Trust Registration No.: **E-24715**

**Rupees**

I. Income as shown in the Income and Expenditure Account ( Schedule IX ) :	NOT APPLICABLE TO EDUCATIONAL INSTITUTIONS
II. Items not chargeable to Contribution under Section 58 and Rules 32:	
(i) Donations received from other Public Trust and Dharmadas	
(ii) Grants received from Government and Local authorities	
(iii) Interest on Sinking or Depreciation Fund	
(iv) Amount spent for the purpose of secular Education	
(v) Amount spent for the purpose of medical relief	
(vi) Amount spent for the purpose of veterinary treatment of animals	
(vii) Expenditure incurred from donation for relief distress caused by scarcity, drought, flood, fire or other natural calamity	
(viii) Deductions out of income from lands used for agricultural purpose :-	
(a) Land Revenue and Local Fund Cess	
(b) Rent Payable to superior landlord	
(c) Cost of production, if lands are cultivated by trust	
(ix) Deductions out of income from lands used for non - agricultural purpose :-	
(a) Assessment, cesses and other Government or Municipal Taxes	
(b) Ground rent payable to the superior Landlord	
(c) Insurance	
(d) Repair at 10 per cent of gross rent of Building	
(e) Cost of collection at 4 per cent of gross rent of buildings letout	
(x) Cost of collection of income or receipts from securities, stocks, etc. at 1 percent of such income.	
(xi) Deductions on account of repairs in respect of buildings not rented and yielding no income, at 10 per cent of the estimated gross annual rent.	

**Gross Annual Income chargeable to contribution Rs.** **NIL**

Certified that while claiming deductions admissible under the above Schedule, the Trust has not claimed any amount twice, either wholly or partly, against any of the items mentioned in the Schedule which have the effect of double deduction.

**Trust Address :**

B- 402, EMGEE GREENS, INDIA STEEL GATE,  
 S.M. ROAD, WADALA (EAST),  
 MUMBAI -400037

**For Ambavat Jain & Associates LLP**  
 Chartered Accountants  
 Firm Registration No. : 109681W

*Sanjay Pawar*  
 Membership No. : 126305  
 Place : Mumbai  
 Date : 07 September, 2012



**For Masoom**

*Nikita Ketkar*

Nikita Ketkar  
 Trustee  
 Place : Mumbai  
 Date : 07 September, 2012



**Vineet Ketkar**

Vineet Ketkar  
 Trustee  
 Place : Mumbai

*Ketkar*

\*Post Constitution of LLP, the Registration Number of LLP with ICAI is WRO/LLP/002/AAA-7120

## THE WAY AHEAD IS AMBITIOUS AND EXCITING.

Masoom plans to expand its outreach from 15 to 40 schools for the academic year 2013-14. After 5 years of implementing the Masoom Model, we feel it is time to enter the next phase –one of accelerated growth– to reach as many night school students as we can. This next phase comes with its own logistic and strategic challenges. We believe that with the firm groundwork laid so far, the support of our donors and volunteers, and the determination of our team, this dream shall soon become a reality.

Masoom will keep up the momentum in the following years as well, with growth plans that are nothing short of exponential.

Along with growth, we plan to:

- 1) Develop a detailed **STRATEGY DOCUMENT** of our school upgradation methodology, to enable efficient replication of intervention across schools
- 2) Further **STREAMLINE OUR OPERATIONS** and become a process driven organisation
- 3) Focus on **CAPACITY BUILDING OF ALL STAKEHOLDERS** to amplify their contribution to the program
- 4) **REVIEW THE ORGANISATION STRUCTURE** for optimum efficiency
- 5) Draw up a **SUSTAINABILITY PLAN** for the long term; and
- 6) Rapidly **EXPAND THE CAREER CELL**, to train more students in computer literacy and English conversation, and enable placements in higher education, vocational courses and jobs.

Program Developments:

- **SSC Improvement Plan:** A focussed initiative for SSC students across our schools. A special Masoom team will work solely on this program, providing valuable inputs, coaching and guidance to Standard 10 students with a view to greatly improving SSC results in 2013.
- **E-learning Modules:** Audio-visual techniques to be introduced in our schools to aid learning and improve the quality of teaching.
- **Refining the Bridge Course:** Finetuning the course content and making it an excellent resource material that could be distributed to other schools as well.
- **Girls' Program:** We plan to devise a program to support the need of our girl students. The underlying research is currently in progress.

**We look forward to the journey ahead and what it holds in store for us. We invite you to be a part of this transition, and contribute in whatever way you can – either by donations, volunteering in our programs or helping with strategy development.**



# MASOOM GOVERNANCE

## THE TRUSTEES

### **Nikita Ketkar - Founder and CEO**

A post graduate in Political Sciences from Mumbai University, Nikita has had an exciting and varied background - she has worked as a journalist, a lecturer and a social worker before qualifying for the Indian Civil Services. Nikita along with a team of night college students conducted a research on the educational challenges faced by night schools.

### **Mrs. Vidya Shah**

Vidya is an Executive Director and Head of the EdelGive Foundation. She is responsible for providing strategic direction to the Foundation as well as guiding its overall development. Vidya is an MBA from the Indian Institute of Management (IIM), Ahmedabad.

### **Mr. Aashu Calapa**

Aashu holds a Master's Degree in Personnel Management and Industrial Relations from the Tata Institute of Social Sciences (TISS), he has over 17 years of experience in Human Resources.

### **Mr. Aditya Natraj**

Aditya is the Founder and Director of the Kaivalya Education Foundation which works to transform government schools. With an MA in Economics and an MBA from INSEAD, Aditya has previously worked as a Program Director at Pratham and Consultant for the World Bank in Afghanistan.

### **Mr. Vineet Ketkar**

Vineet is a Chartered Accountant by profession and has worked with numerous corporate organisations before he established his own practice. He provides financial guidance to Masoom.

### **Dr. Chandrashekhar Bangargi**

A doctor by profession he has been guiding Masoom on advocacy issues.



## OUR FINANCIAL SUPPORTERS



THE GLOBAL FUND FOR  
Children



## OUR PROGRAM PARTNERS





## OUR DONORS - INDIVIDUAL & OTHERS

Anulekha Menon  
Arzoo Gowitrikar  
Ashish Kejriwal  
Atul Tibrewal  
Deepali Rele  
Diwakar Kaushik  
Jay Moghe  
Jayshree Modak  
Kavita Anand

Kedar Degvekar  
Krishnan Neelkantan  
Pooja Taparia  
Priti Nair  
Rajesh Radhakrishnan  
Ramya Krishna  
Ranga  
Rashmi Patnakar  
Rema Subramanium

Shilpa Deshpande  
Subhash Degamia  
Sunita Manwani  
Tushar Patankar  
Yasmini Shirke  
  
Freedom of Expression  
M/S JHD Computer Solutions  
Nomura Financials

## VOLUNTEERS

Aditya Phadke  
Anuj Gupta  
Banerjee  
Chanakya Arora  
Deepika Ranganathan  
Dhairya Dhruv  
Diwakar Kaushik  
Harshad Karandikar

Himanshu Taparia  
Kartik  
Manali Khandelwal  
Mangesh Naik  
Priti Nair  
Priya Singh  
Raina  
Rajalaxmi Dixit

Rasesh Seth  
Rema Subramanium  
Shahvir Irani  
Shurbhi  
Shweta Surve  
Siddharth Dadalani  
Tony Singh  
Vidya Rao

## EDELWEISS VOLUNTEERS

Aditi Chand  
Divya Gala  
Kavita Pandya  
Neel Shah  
Neha Pandit  
Nilesh Gugale

Omkar Hadkar  
Prajesh  
Ravi Pilani  
Rinku Devani  
Rucha Naik  
Rutu Charan

Salil Thanawala  
Sonia Bhavani  
T.V. Rangaswami  
Vidya Dayal

## ANZ VOLUNTEERS

Abhinav Suri  
Guruprasad Narvekar  
Meher Bharucha

## IL & FS VOLUNTEERS

Nupur Lall  
Rahul Mehta  
Ranjita Deo



## Special thanks to the Trustees, Head Masters and Teachers of Masoom's 15 night schools

Adarsh Night School  
Agarkar Night School  
Utkarsh Night School  
Social Night School  
Sahakar Night School  
Kirti Night School  
Vidyamandir Night School  
Maratha Mandir Night School

KMS Night School  
Nanaware Night School  
Sarvajanik Night School  
Modern Night School  
Maharashtra Night School  
Ambedkar Night School  
Gokhale Night School

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**The Masoom Core Committee has been constituted which includes some of our Headmasters. The members are as under:**

Sanjay Kadam (Nanaware Night School)	Nikita Ketkar
Anant Patil (Agarkar Night School)	Ankush Jagdale
Sangeeta Kadam (Vidyamandir Night School)	Suryakant Deshpande
Satish Inamdar (Maharashtra Night School)	Sanjay Kanse
Tanaji Khade (Sarvajanik Night School)	

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**Masoom is a trust registered under the Bombay Public Trust Act, 1950 (Regn. No.: E24715)**

**All donations are eligible for deduction under section 80G of the Income Tax Act, 1961**

**Masoom is registered under the Foreign Contribution Regulation Act, 2010 (FCRA Regn. No.: 083781290 valid till 26th September, 2016)**

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**Our Bankers:** ICICI Bank and Dena Bank



## The Masoom Team



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