



# ANNUAL REPORT

## 2024-25





# ABOUT CHIRAG



Central Himalayan Rural Action Group (CHIRAG) is a not-for-profit organization committed to uplifting rural communities in the breathtaking Himalayan region. For nearly four decades, we have shared meals, laughter, and hard seasons with the people of the Himalayas. CHIRAG began with a simple idea - communities thrive when they lead their own change. Our work has always been grounded in one belief - solutions must grow from the soil of the place. We don't just aim to make a difference, we aim to make a lasting impact.





## OUR VISION

To be a catalyst for a dignified and equitable society built on solidarity



## OUR MISSION

Fostering a better life for the rural communities through the interventions on Health, Livelihood, Natural Resource Management & Education, while instilling community ownership and leadership for sustainable impact.

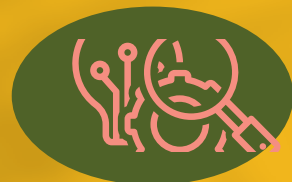


## MOTTO

Go to the people,  
Live among them,  
Learn from them,  
Love them,  
Start with what they know,  
Build on what they have,  
But of the best leaders,  
When their task is accomplished,  
Their work is done,  
The people all remark  
“We have done it ourselves”



## CORE EXPERTISE



Program Design & Development



Grassroot Implementation



Knowledge & Skill Transfer



Advocacy



Policy Inputs & Advisory



# OUR FOOTPRINTS

CHIRAG has a core presence in Uttarakhand and across 4 Himalayan states - Himachal Pradesh, Sikkim, Arunachal Pradesh and Meghalaya. Our efforts actively actualize 15 of the 17 UN Sustainable Development Goals (SDGs).

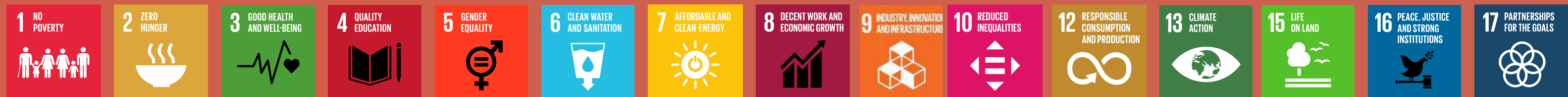
HIMACHAL PRADESH

UTTARAKHAND

SIKKIM

MEGHALAYA

ARUNACHAL PRADESH



# KEY AREAS OF INTERVENTION



## Natural Resource Management

1. Springshed Management
2. Community Forestry
3. Community Empowerment
4. Sustainability



## Education

1. Chirag School
2. Foundational Educational Programme
3. Capacity Building
4. School Infrastructure Development
5. Girls Scholarship
6. Life Skills Education
7. Vocational Education
8. Digital Literacy
9. Youth Development Programmes



## Livelihood

1. Microcredit
2. Farmer Producer Companies
3. Animal Husbandry
4. Common Facility Centres
5. Livestock Enterprises
6. Agricultural Extension



## Health

1. Preventive & Curative Care
2. Rural Health Centre
3. Mobile Medical Unit
4. Specialised Health Camps
5. Sanitation & Hygiene Awareness



# OUR IMPACT SO FAR

## FORESTRY

**14 M+**

Saplings planted

**90 %**

Survival rate of saplings

**1.86 L +**

Directly benefited

**Rs. 28 CR**

Employment generated

**25 K**

Hectares of vegetation enhanced



## SPRINGSHED MANAGEMENT

**5300**

Inventory of Himalayan Springs

**747**

Springs rejuvenated

**1135**

Roof rainwater tanks built

**3.9 L**

People impacted

**1.85 CR**

Per year livelihood generation

**39.26 CR Litres**

Discharge enhancement per year



## HEALTHCARE

**25,000+**

Patients treated every year

**10,000+**

Pathological tests conducted every year

**7,300+**

Villagers reached through awareness sessions each year



# OUR IMPACT SO FAR

## LIVELIHOOD

**35,000**

Farmers reached

**250**

Villages covered

**3.5 CR+**

Cumulative increase in farmers income

**1043**

SHGs formed

**15**

FPOs formed

**Section 8**

Company formed



## EDUCATION

**3 00 ,000 +**

Students & Youth empowered

**150**

Students nurtured/year at Chirag School, with extension to Grade 8

**350 +**

Government schools supported through holistic education initiatives

**4**

Community learning centres

**6 Districts**

Worked across Himachal Pradesh & Uttarakhand





# NATURAL RESOURCE MANAGEMENT

For nearly four decades, CHIRAG has led the restoration of the Himalayan ecosystem - reviving springs, regenerating forests, and addressing urgent ecological challenges through community-driven, scientific solutions. Our initiatives involves



**Springshed Management**  
Recharging Himalayan springs



**Social Forestry**  
Regenerating forests through collective action



**Community Empowerment**  
Every step shaped by local voices and leadership



**Sustainability**  
Building ecological balance and ownership for generations to come





# SPRINGSHED MANAGEMENT

In the Himalayan regions, natural springs are crucial groundwater discharge points supporting community water needs. Springs, fed by rainfall infiltrating the ground, are vulnerable to changing rainfall patterns and landscape alterations. CHIRAG’s springshed management approach, initiated in 2006, integrates scientific hydrogeology with traditional knowledge, empowering communities to restore and sustain these vital water sources. This approach fosters community ownership, with youth learning to interpret geological clues, and women leading water user groups to collaboratively build check dams and recharge structures.

## Our Core Work in Springshed Management Includes:

**Water Sources Conservation**  
Springshed and watershed treatment through recharge interventions such as check dams, recharge trenches, and afforestation to enhance natural groundwater replenishment.

**Improved Access, Quality, and Hygiene**  
Implementation of rainwater harvesting, distribution networks, solar-powered lifting units, filtration systems, and nutrition gardens to ensure safe and reliable water supply along with sanitation and hygiene improvements.

**Sustainability and Institutionalization**  
Strengthening community mobilization, capacity building, cross-sectoral engagement, and policy advocacy to institutionalize springshed management and ensure long-term governance and resilience.



# Impact Snapshot 2024 - 2025



70

NO. OF SPRINGS RECHARGED



113

NO. OF SPRINGS REJUVENATED



91

NO. OF KEY RESOURCE PERSONS (KRP)



123

NO. OF RAINWATER HARVESTING TANKS BUILT



4761

NO. OF BENEFITTED HOUSEHOLDS



29,278

NO. OF BENEFICIARIES



# Springshed Management: Annual Activity Highlights 2024–25



## Springshed Management Training Programme

Delivered a 3-day training for 95 Forest Department frontline staff across four batches (19–27 September 2024), enhancing their capacity in sustainable water management.



## Community Exposure Visits

Facilitated cross-learning exposure visits between communities from Uttarakhand and Himachal Pradesh to promote knowledge exchange and collaborative development.



## Workshop on Strengthening Forest Ecosystem Services

Collaborative workshop focused on enhancing forest ecosystem services, particularly water, to advance integrated ecosystem management strategies.



## Showcasing Innovation at Uttarakhand Innovation Festival

Presented CHIRAG's innovative initiatives, highlighting advancements in community-led environmental conservation at the Uttarakhand Innovation Festival.



## 3D Printer Training for Technical Skill Enhancement

Conducted 3D printer training program for employees to develop accurate 3D models of project products, fostering technical skills and innovation.



## Review Workshop of Springshed Team

Conducted review workshops for the Springshed Team to reflect on progress made and strategize plans for the upcoming year.



# SOCIAL FORESTRY

Forests in the Central Himalayas are indispensable for sustaining life, livelihoods, and cultural heritage. For generations, local communities have depended on these forests for fuel, fodder, medicine, income, and the preservation of their culture and tradition. CHIRAG's Social Forestry program aims to restore and strengthen the symbiotic relationship between people and their forests, blending traditional knowledge with ecological restoration to foster a sustainable and greener future.

## Our Interventions Includes:

1. Nursery Raising
2. Soil and Water Conservation
3. Native Species Plantation
4. Forest Fire Prevention
5. Empowering Van Panchayats & Local Institutions
6. Community Capacity Building & Training
7. Local Ownership and Management
8. Enhancement of Microclimate, Biodiversity, and Ecological Resilience



# Impact Snapshot

## 2024 - 2025



**3,37,088**

**NO. OF SAPLINGS PLANTED**



**175**

**NO. OF NURSERIES RAISED**



**317**

**NO. OF NURSERY PERSONS**



**4761**

**NO. OF BENEFITTED HOUSEHOLDS**



**29,278**

**NO. OF BENEFICIARIES**

# Stories of Change



## No Time to Wait..!!

Ramesh Phatak, Gram Pradhan,  
Bageshwar

*“Few years back we were forced to ration water as we were running low on spring water sources. The time where we once spent waiting in queue to fetch water for our daily needs has been cut down dramatically through CHIRAG’s interventions like rainwater harvesting tanks and recharge initiatives. Now, with water more readily available, we can devote ourselves to tending our fields and caring for our cattle. Previously we were using the water very conservatively and we used it with great caution, always worried that someone might accuse us of taking more than our share. We were surviving with 5 buckets of water a day but the actual requirement is around 10 counting in cattle and washing.*

*But now, everything has changed. I have even planted a few hybrid trees from the city around the new pits and trenches, where the captured moisture helps them thrive. I shared saplings of amla, amrit and mango with my neighbors, hoping to spread this new growth and optimism throughout our village”*



## Onions: Not All Tears Are Sad

Prakash, KRP, Champawat

*“There used to be a terrible water shortage in our village, and most of the day was spent fetching water. We have experienced such a severe situation that we used to buy even basic vegetables from other villages. I had never even seen a single onion plant in my village because, without enough water for daily consumption, how could we grow them? The women in our village used to spend around 4 hours per day fetching water alone. This delayed household chores, left no time for other activities, not even for resting. CHIRAG constructed rainwater harvesting tanks that collect rainwater from rooftops, alongside solar pumping systems and deep recharge pits that replenish nearby springs. After the arrival of rainwater harvesting tanks, the village women benefited the most. Now, they hardly spend any time fetching water and, moreover, use the extra time to raise cattle and grow vegetables. I have started growing coriander, potatoes, and onions in my kitchen garden using the excess water flowing from the tanks. It makes me very proud to say, 'Now I am growing onions too in my garden,' and I harvested around 100 kg of onions last time. When we cook food we grow ourselves, it makes me very happy, both for myself and my stomach. I am sure every household in my village is getting similar yields”*



## Water has Settled the Marriage Issue

Padma Devi, Beneficiary

*“Fetching water was a daily struggle in our village. People would throw their vessels around, and there was always a lot of noise and confusion. The water level is hardly an inch in depth we used to use large spoons to scrape water from the ground into our containers. Everyone had to wait in line for their turn, with each person allowed to fill about five buckets of water. CHIRAG constructed few rain water harvesting tanks, and extended the water supply with multiple water post across every street of the village and made the interventions to recharge the spring. Marriage is considered a good omen in many villages, but the challenges it caused for our villagers made it less auspicious for us. Whenever a marriage was planned in our village, every household was expected to lend one container of water to the family holding the wedding. This meant that we had to fill one container for them and another for ourselves. Now, almost every household has a piped water connection, which has brought great relief from all the drudgery. We view marriages in a completely different light now, and neighboring villages are showing more interest in marrying into our village. Thanks to the regular water supply, I can also grow green chilies and potatoes to meet our household needs”*



# EDUCATION

In the Himalayan villages, a classroom is more than four walls - it's a place where dreams take root. Since 1990, CHIRAG has walked alongside children and youth, nurturing their growth through learning that is local, inclusive, and deeply human.

## CHIRAG'S EDUCATIONAL FRAMEWORK

### Chirag School - "Mudbrick to Microchip"

Igniting curiosity and confidence through quality, experiential education in the mountains

### Foundational Education Programme

Revitalizing government schools by training and supporting local educators to uplift every child

### Scholarship Programme

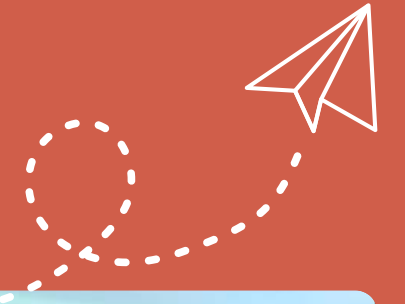
Supporting girls from marginalized backgrounds - with financial, academic, and emotional support to help them stay in school and thrive

### Youth Development Programmes

Fostering self-belief through mentorship, life skills, and platforms like the International Award for Young People

### Vocational Training Centres

Bridging learning and livelihood through skill-building





# CHIRAG SCHOOL

Chirag School is a Hindi-medium K-5 school for children belonging to economically and socially weaker sections from the surrounding rural areas.

The year 2024–25 was marked by several milestones. With the support of well-wishers, community, CSR partners, and individuals, the school building was extended to Grade 8, with academic year starting from FY 2025-26, which will allow more children to continue their education in a safe and stimulating environment.

Our students explored a wide range of learning opportunities including STEM Workshops, Storytelling performances, morning assemblies, creative art, sports, other cultural celebrations and more.



## Impact Snapshot 2024 - 2025



116

TOTAL NUMBER OF  
STUDENTS IN THE SCHOOL



7

TOTAL NUMBER OF  
TEACHERS IN THE SCHOOL



17

NUMBER OF STUDENTS PER  
CLASS



# EDUCATION OUTREACH PROGRAMMES

In the remote villages of the Kumaon Himalayas, CHIRAG's Education Programmes began with a simple belief: *every child deserves the chance to learn, grow, and dream.*

Over the years, CHIRAG has strengthened learning beyond classrooms through mentorship, skill development opportunities, capacity-building, and instilling confidence in students - a commitment that continues to prepare them for the future challenges.



# Impact Snapshot 2024 - 2025



**53**  
GOVT SCHOOLS  
REACHED THROUGH  
VARIOUS  
INITIATIVES



**2021+**  
STUDENTS  
ENGAGED



**30**  
LOCAL EDUCATORS  
ENGAGED



**82**  
GIRLS SUPPORTED  
THROUGH  
SCHOLARSHIP



**4**  
COMMUNITY  
LEARNING CENTRES  
ESTABLISHED

## EDUCATIONAL OUTREACH FRAMEWORK

- Foundational Education Programme
- Capacity Building
- School Infrastructure Development
- Girls' Scholarships
- Life Skills Education
- Vocational Education
- Digital Literacy
- Youth Development

# Outreach Educational Interventions



## Training of Local Educators

30 local educators, known as BalShikshaks, were trained to strengthen foundational literacy and numeracy of 918 students in government primary schools



## ASER Evaluation

Student learning levels were assessed using ASER tools to track progress and identify areas for targeted support



## Strengthening SMCs

School Management Committees were engaged in discussions to enhance accountability, strengthen school functioning, and encourage community participation in education



## Cybersecurity Awareness

Students from Grades 3-5 attended awareness sessions on online safety, cyberbullying, and digital gaming



## Extracurricular Activities

Students actively engaged in sports, cultural events, and inter-school competitions, while also celebrating festivals and special occasions nurturing teamwork, creativity, and a sense of community in schools



## Financial Support to Girls

82 girls received comprehensive financial support covering school fees, books, stationery, uniforms, shoes, and other essentials to ensure their education continues without any financial burden on the families

# Outreach Educational Interventions



## Health Checkup for Scholars

Regular health camps were organized for scholars, covering vital parameters such as blood pressure, blood sugar, blood group, height, weight, and other key health indicators. These check-ups help in early detection of issues and promote overall well-being



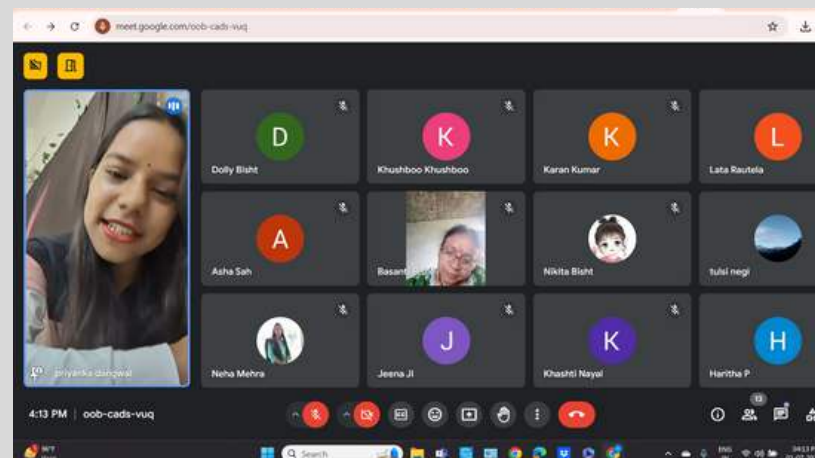
## Academic Support

Scholarship girls received regular tuition support in subjects where they needed additional help. Monthly sessions were organized, along with an intensive residential workshop during the winter vacation to strengthen their academic foundation



## Life Skill Training

Designed to build self love, confidence, communication, decision-making, problem-solving, and teamwork. It has equipped them with practical skills to handle challenges in academics and everyday life with resilience and self-belief



## Career Counselling

Guided the youth in exploring different career paths, understanding higher education opportunities, and setting personal goals. These sessions helped them make informed choices about their future and motivated them to work with clarity and confidence



## Home Visits

Regular home visits were conducted to build stronger connections with families, understand the challenges faced by students at home, and provide the necessary support. This has created trust and encouraged parental involvement in the child's education



## Plantation Drive in Schools

Students actively participated in plantation drives organized in their schools, planting saplings and learning the importance of caring for the environment. Students have named their sapling and are cared by themselves nurturing a sense of responsibility

# Outreach Educational Interventions

## Meet with the Duke of Edinburgh

Our students had the opportunity to interact with His Royal Highness, Prince Edward, Duke of Edinburgh, during his visit, where they showcased their efforts, shared their aspirations, and experiences of IAYP journey



## Exploring Career Options

Four students were selected to visit the TS Rahman Institute in Mumbai, where they explored maritime industry courses. This exposure broadened their understanding and expanded their interest in potential careers in Merchant Navy.

# Outreach Educational Interventions



## Improving Reading Habit

Books were donated to government schools to strengthen classroom libraries, creating joyful reading spaces and encouraging children to develop the habit of reading



## Youth Development

Over 141 students participated in the International Award for Young People (IAYP) programme, engaging in outdoor activities, community service, and creative projects that built leadership, teamwork, and life skills



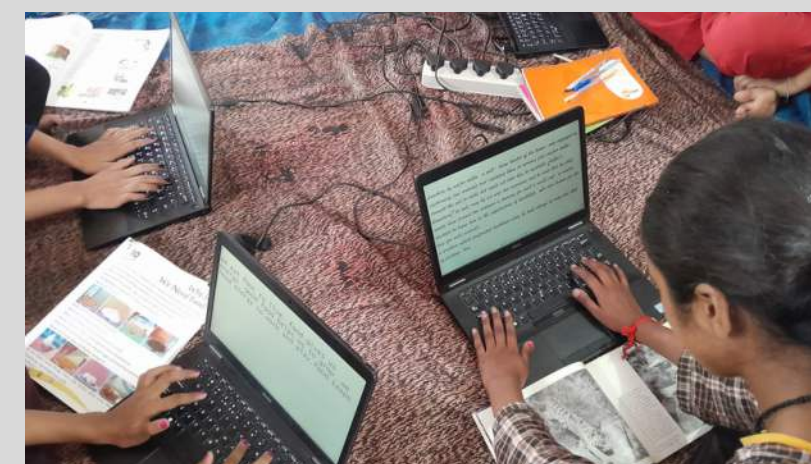
## Skill Development

Vocational training in stitching and tailoring was provided to over 14 women and adolescent girls, enabling them to pursue income-generating opportunities



## In School Digital Literacy

11 computers were provided to 5 schools, enabling students to build foundational computer skills and strengthen digital awareness



## Beyond School Digital Literacy

150 students were enrolled in basic IT courses across four Digital Learning Centres, building essential skills for education and employability

# Stories of Change



### I remember the trees!

Vanya Singh  
Alumni of Chirag School

*I remember the trees. I remember much more than that of course, but when I think of Chirag, the first thing I think of are the trees. They constituted the raw material of our entire world—they were secret places and barriers, classrooms and playgrounds. The six years I spent in the school were spent in and around trees. It wasn't just the trees. What I remember from my time in Chirag is a movement of constant growth. The space around us grew; the timetable, the uniform, the assemblies and lunches, the very subjects we studied—everything was open to change, experimentation, growth. It resulted in a childhood full of excitement and exploration. The teachers, tireless, were constantly thinking of new ways to explain concepts. Chirag taught me, in other words, how to pay attention. To the angle and quality of sunlight, to the way people laugh, to beetles and berries, to the chemical composition of soil, and the syntax and structure of a sentence. It taught me the value of community; that sitting on a mat on a sunny day sharing a meal with friends can make most things better. That each person experiences the world differently, but by coming together people can create something greater than the sum of their parts. As a writer and an actor, these have become the fundamental tenets that guide my work. The years I spent in Chirag became the bedrock on which my value systems were built. It will always be special to me.*



### Building a foundation for life

Ganga Bisht  
Alumni of CHIRAG Scholarship

*My name is Ganga Bisht, and I come from the village of Chaukhuta Kasiyalekh in the Nainital district. My father, Mr. Suresh Singh Bisht, and my mother, Mrs. Bhagwati Devi, raised me and my four siblings. I am currently pursuing my graduation in Dehradun, a path made possible by the unwavering support I received from CHIRAG and Dayal Trust during my crucial school years, from 10th to 12th grade. Their assistance went far beyond financial aid; it was the encouragement and guidance that truly helped me navigate that period. After completing my schooling, CHIRAG's guidance continued to be a beacon for me. They pointed me toward the Him Jyoti Vocational Institute in Dehradun, where I completed a valuable six-month course in Accounts and Tally. This training became the foundation for my professional career. Today, I am proud to be working as a Consultant in the Accounts and Taxation field at Grant Thornton Advisory Private Limited in Dehradun. The journey to this point has been a testament to the belief and support of many. I will always be profoundly grateful to CHIRAG and every person who has helped me reach this stage in my life. Their contributions have not only shaped my career but have also instilled in me a sense of gratitude and a commitment.*



### A Journey of Transformation

Kiran  
Former CHIRAG BalShikshak

*“My name is Kiran, and my journey began at Government Primary School Ramgarh Talla. Like many schools in rural areas, we faced challenges in providing quality education. CHIRAG gave me the opportunity to become a Balshikshak. That wasn't just a job; it was a turning point in my life. CHIRAG's training and my experience in school improved my teaching skills. I learned to create teaching-learning materials in a structured way. These experiences have opened my mind to think creatively and out of the box. I taught Hindi, Mathematics, stories, poems, and games. I made sure every child felt included and confident. I also worked closely with parents, because I believe that when families and teachers work together, children truly thrive. Being a Balshikshak has transformed me. I've grown so much, both as a teacher and as a person. The skills and confidence I've gained are changing my life and the lives of my students. From being a BalShikshak, I have now transformed into a full-time teacher at Don Bosco School, Haldwani. I am deeply grateful to CHIRAG for believing in me and giving me this chance to make a difference. Their support has not only changed my life but has also helped me contribute to a brighter future for the children of my community.*



# LIVELIHOOD

We believe that sustainable economic growth is the foundation of resilient and thriving rural communities. We've spent years listening, learning, and working with local communities to strengthen the roots of their economy. Our livelihood programs are rooted in sustainability, innovation, and inclusivity, creating diverse opportunities tailored to local needs and natural resources. Our key initiatives include:

## Microcredit

Providing financial tools for small-scale entrepreneurship

## Farmer Producer Organisations

Strengthening collective farming and market access

## Animal Husbandry

Improving productivity and income through better livestock care

## Common Facility Centres

Equipping communities with shared infrastructure

## Livestock Enterprises

Enabling local value addition through dairy and poultry

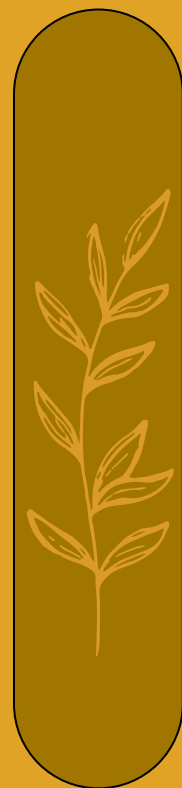
## Agricultural Extension

Supporting innovation and best practices in farming





# LIVELIHOOD



# Impact Snapshot

## 2024 - 2025



165

LIVELIHOOD INTERVENTION VILLAGES



1500+

INDIVIDUAL TRAINED AND EMPOWERED IN FARMING AND RURAL ENTERPRISES



2.6 Cr

INCOME GENERATED THROUGH, AGRICULTURE, WOMEN-LED MICRO ENTERPRISES AND OTHER FORESTRY, SPRINGSHED MANAGEMENT ACTIVITIES



# HEALTH

CHIRAG makes healthcare accessible for rural communities by offering medical services through our health center, mobile medical van and health education, delivering care where it's needed most in the remote villages of Uttarakhand.



## Rural Health Centre

Establishing a central hub for healthcare services in rural areas



## Preventive Services

Implementing health education and awareness program



## Curative Care

Providing consultations, diagnostics, and laboratory support



## Mobile Medical Unit

Delivering healthcare services to remote and underserved areas



## Community-Centered Healthcare

Ensuring equitable and accessible healthcare for all





# HEALTH



# Impact Snapshot

## 2024 - 2025



55

RURAL VILLAGES REACHED



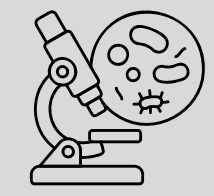
645

MOBILE OUTPATIENT SERVICE (MOPD) CAMPS CONDUCTED



15,500

BENEFICIARIES SERVED THROUGH MOPD & RURAL HEALTH CENTER



5646

LABORATORY PATHOLOGY TESTS PROVIDED

# Health Programmes and Interventions



## Rejuvenating Nutrition Gardens

Established in primary schools, involving over 100 students to promote hands-on learning about healthy eating and sustainable gardening practices.



## Seed Distribution

Distributed beetroot seeds to households with anemic women as part of a sustained nutrition intervention.



## Maternal & Child Health

Education on breastfeeding, nutrition, and vaccinations to improve maternal and child health outcomes.



## Chronic Disease Management

Developed and distributed guidebooks to assist households in the home management of anemia, blood pressure, and diabetes, promoting better health outcomes



## Community Mental Health Awareness

Raised community awareness and provided guidance on managing mass hysteria to promote psychological well-being.



## Strengthening Emergency Response

Provided essential medical supplies to institutions to enhance emergency preparedness and immediate healthcare response.

# Health Programmes and Interventions



## Best Out of Waste Initiative

Organize creative competitions to encourage recycling and reuse, fostering environmental awareness and sustainable practices.



## Cleanliness and Sanitation Campaigns

Mobilized community members through cleanliness rallies to promote village sanitation and foster a healthier environment.



## Waste Management and Awareness

Installed dustbins in public village spaces and conducted awareness activities to encourage proper waste disposal among community members.



## Menstrual Health and Awareness

Conducted open dialogue sessions titled "Maa, Beti aur Gupsup" with adolescent girls, boys, and women to break taboos and create safe spaces for discussing menstrual health, while integrating nutrition education to support well-being.



## Poshan Melas: Promoting Nutritional Awareness

Organized Poshan Melas to encourage students to consume meals made from local, indigenous ingredients while educating them on the nutritional value of these foods.



# STORY OF CHANGE



*“I get my free medicines and checkup from CHIRAG’s Mobile Medical Van. This vehicle must keep running - it’s for old people like us. I have joint pain and breathing trouble... I can’t travel far. But this vehicle comes to my village, I can talk to doctor and get my medicines. It gives me so much relief”*

*Govindi Devi,  
Chopra Village,  
Nainital*

# Organization Registration Details



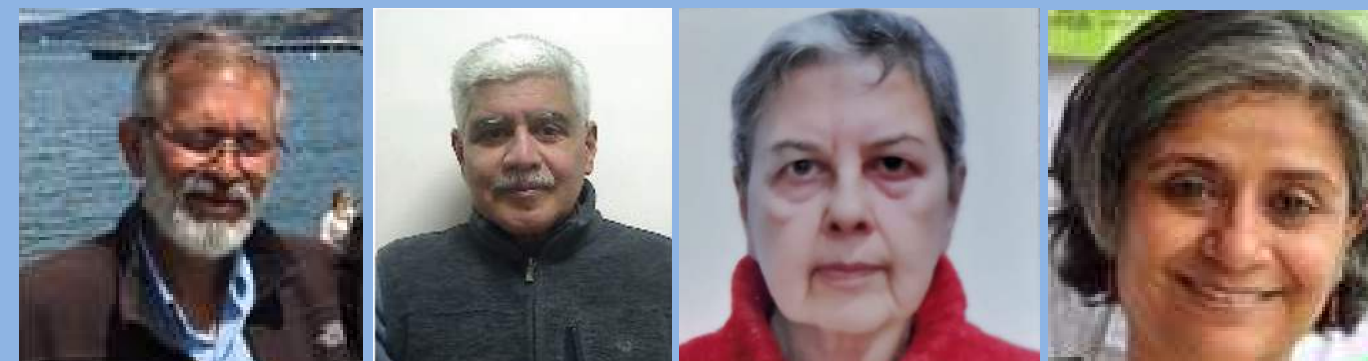
1.	Name of the Organization	<b>Central Himalayan Rural Action Group (CHIRAG)</b>
2.	Registered Office	C-57, Friends Colony, New Delhi 110 065
3.	Head Office	Village Simayal, PO Nathuwakhan, Nainital District 263158, Uttarakhand
4.	Legal Form Registration No. Date of registration	Indian Societies Registration Act of 1860 16928 29 <sup>th</sup> July 1986
5.	PAN Number	AAATC0256C
6.	12 A registration Number and date	AAATC0256CE20164, Valid 31/03/2027
7.	80G registration Number & date	AAATC0256CF19875, Valid 31/03/2027
8.	FCRA Registration	FCRA No. 231650446 dated 5 <sup>th</sup> July 1987 Valid till- 31/12/2026
9.	CSR Registration	CSR00004689
10.	NGO Darpan Registration	DL/2017/0164691
11.	Name of Chief Functionary • <i>E-mail id</i>	Dr. Badrish Singh Mehra <a href="mailto:badrish@chirag.org">badrish@chirag.org</a> , <a href="mailto:info@chirag.org">info@chirag.org</a>
12.	<b>Annual Turnover last 4 years:</b> 2021-22 (As per audited report) 2022-23 (As per audited report) 2023-24 (As per audited report) 2024-25 (Un audited)	Rs. 9,07,61,951 Rs. 6,08,43,428 Rs. 9,86,90,031 Rs. 12,19,77,246



# Governance, HR and other Financial Management

## List of Governing Body

Sr No.	Name	Designation
1	Er. Radhesh Lall	Chairman
2	Dr. Prashant Updadhaya	Vice Chairman
3	Dr. Ruma Mukherjee	Member
4	Ms. Kamani Prakash	Member



*Note: None of the organization's Board Members are receiving any form of remuneration, financial compensation, or benefits from CHIRAG.*

## Finance and Accounting System

- Maintain a dedicated account for CSR grants to prevent fund diversion.
- Statutory Audit: Conducted by a Chartered Accountant (CA) and submitted annually
- Utilization Certificates (UCs): Submitted to the company, certifying proper fund usage.
- Follow Indian Accounting Standards (Ind AS) or Non-Profit Accounting Standards.
- Use digital transactions (avoid cash payments for traceability).
- FCRA Filed Annual basis
- Bank reconciliation – Monthly basis
- Mode of salary payment – Bank transfer
- Signatory in cheques – Jointly
- Maximum amount of cash payment as per organization policy – Below Rs. 5,000

## Leadership

- Executive Director
- Senior Team Leader
- Team Leader
- Project Coordinator
- Technical Expert
- Social Expert
- Field Staff



# Our Partners



PRATAAP SNACKS LIMITED



an initiative of  
**Datanet India Pvt. Ltd.**



# ACKNOWLEDGEMENT

***As we reflect on another successful year, we extend our heartfelt gratitude to our generous donors, dedicated volunteers, and steadfast supporters. Your unwavering commitment and support have been instrumental in helping us achieve our mission and serve our community.***

***To our donors, thank you for your financial contributions that have made a profound impact on our programs and initiatives. Your belief in our vision inspires us every day and enables us to continue our work.***

***To our volunteers, friends and well wishers, your time, energy, and passion are invaluable. You are the backbone of our organization, and your tireless efforts allow us to extend our reach and effectiveness in ways we could not achieve alone.***

***To all our supporters, your encouragement and advocacy amplify our efforts and create a ripple effect of positive change. Together, we have made significant strides, and we look forward to continuing this journey with you.***

***Thank you for standing with us and for being an integral part of our community. Together, we can achieve even more in the coming year.***





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