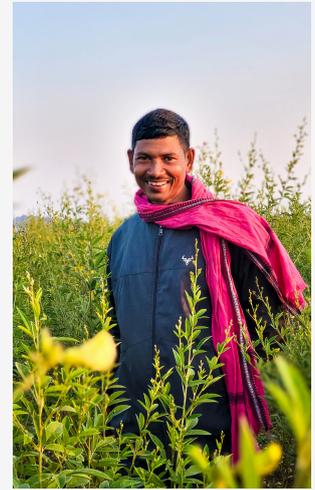


# SANKALPA

## A COLLECTIVE RESOLUTION IN ACTION



## 2023-2024

# ANNUAL REPORT

### Humanitarians in Action Foundation

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## **Introduction**

2023 to 2024 wasn't just another year. It was a turning point in our work for dignity, inclusion, and resilience. At Humanitarians in Action Foundation, we don't start with plans. We start with people. Women farmers in remote villages. Tribal school students challenging the status quo. Volunteers showing up from every corner of the world. Everyday citizens facing hardship with grit and clarity. Their voices shape everything we do.

Sankalpa means a collective resolution. It's not just the title of this report. It's the mindset that powered every decision we made. From organic seed banks to climate action bootcamps, from menstrual health workshops to local nutrition clubs, every effort came from a core belief: real change starts in communities, by communities, for communities. This report isn't just a summary. It's a reflection of lives in motion and futures reimaged. Behind every number is a facilitator on the ground, a partner who showed up, a leader who listened, and a volunteer who chose action over comfort. Together, we've built something participatory, equitable, and deeply human.

## **The Foundation of Our Work**

At the heart of Humanitarians in Action Foundation is a clear sense of purpose. Every action we take and every partnership we build is grounded in a long-term commitment to equity, empowerment, and community leadership. Our work is guided by a shared vision, a mission shaped by real-world challenges, and goals rooted in lived experience. These principles aren't just statements on paper they define how we show up, who we stand with, and what we're building toward.

**Vision:** To create an inclusive, just, and sustainable society by empowering marginalized communities through participatory development processes and social integration.

**Mission:** To organize, empower, and enable rural, tribal, and underserved populations especially women and youth through capacity building, education, sustainable livelihoods, health awareness, and promotion of voluntarism.

**Goal:** To strengthen economic, cultural, and social consciousness among marginalized communities by integrating them into mainstream development through innovative, community-led solutions.

## **Objectives:**

- To federate, facilitate, and catalyse voluntary groups and individuals committed to social change.
- To provide education, training, and management support in socio-economic and rural development fields.
- To implement community-based development projects focusing on participation and sustainability.
- To offer consultancy and collaborate with government and international agencies for development initiatives.
- To promote rural entrepreneurship, environment conservation, public health, and community media.
- To conduct participatory action research across key areas including gender, health, education, and disaster resilience.
- To empower women, reduce gender-based discrimination, and promote socio-economic independence.
- To foster youth-led change and preserve cultural heritage while promoting innovation.
- To improve access to education, health, water, and sanitation for vulnerable groups.
- To advocate for policy changes and social justice through evidence-based programming.

## **Programmatic Focus Areas**

Livelihood and Micro-Enterprise Development

Skill Development & Vocational Training

Women Empowerment & SHG Strengthening

Rural Health, Nutrition & Sanitation

Organic Farming & Sustainable Agriculture

Youth Empowerment and Education

Climate Resilience & Waste Management

Gender Justice & Human Rights

Community Media and Public Awareness

Research, Documentation, and Policy Advocacy

# Message from CEO



This year has been one of resilience, transformation, and deepened community solidarity. We have witnessed the power of collaboration through every project, every health camp, every youth gathering, and every seed planted. In a world facing environmental shifts, social inequality, and economic challenges, Humanitarians in Action Foundation has remained rooted in its mission to empower the marginalized and amplify voices often left unheard. I extend heartfelt gratitude to our team, our field volunteers, community partners, and collaborators, whose energy and empathy became the spirit of many grassroots initiatives. As we share this annual report, let it not just be a reflection of work done, but a promise to continue, grow, and serve with sincerity and purpose.

In Solidarity

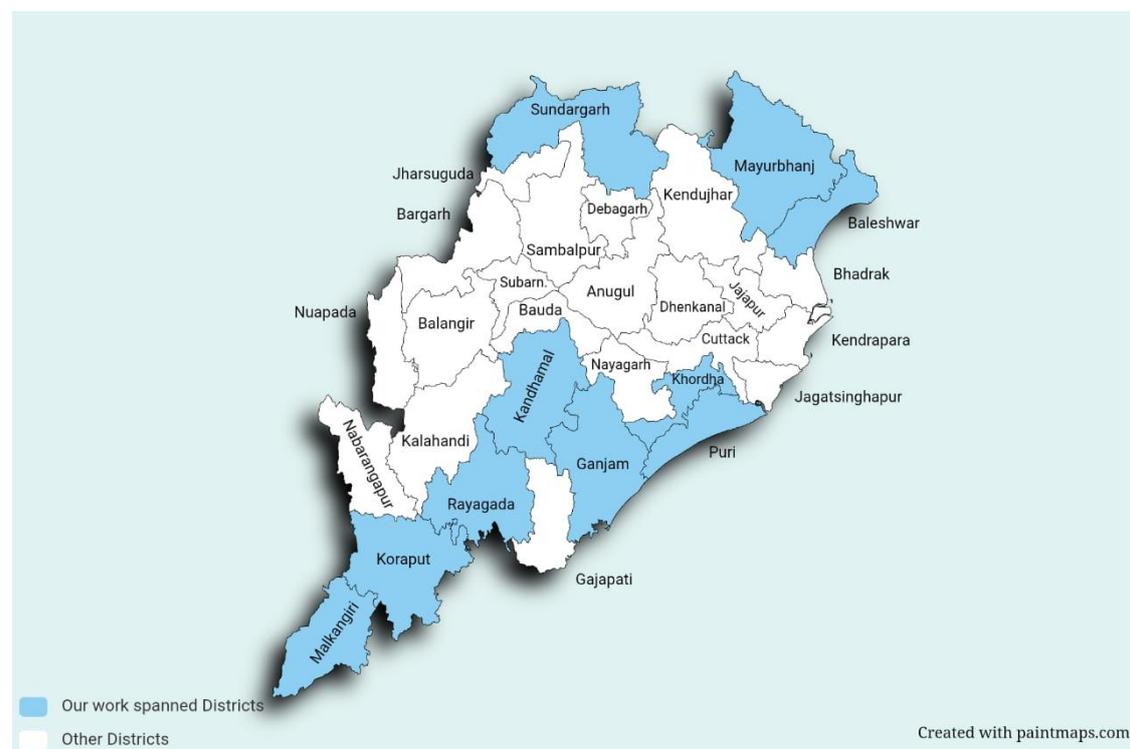
Basanti Sarangi  
Chief Executive Officer

## Year at a Glance (2023–2024)

- 11 Humanitarian Aid Volunteer volunteers engaged alongwith local volunteers
- 8,200 individuals reached through direct field interventions
- 95 health check-up camps conducted
- 320 women trained in micro-enterprise skills
- 1,100 households adopted kitchen gardens
- 75 awareness sessions on menstrual health, nutrition, and hygiene
- 250+ youth engaged through leadership and sports events
- 9 districts in Odisha actively served

## Geographical Reach

Our work spanned across the following districts in Odisha:



In each district, we conducted programs tailored to the specific needs of tribal communities, women-led households, coastal populations, and disaster-prone settlements.

## The Interventions

### 1. Health Check-ups and Awareness

Humanitarians in Action Foundation prioritised accessible healthcare for underserved and disaster-affected populations throughout the reporting year. Regular health check-up camps were conducted in interior villages, urban slums, and flood-prone areas where public health infrastructure remains limited. These camps offered free general consultations, maternal and child health assessments, screening for common diseases, and distribution of essential medicines. With support from local Primary Health Centers, accredited social health activists, and a dedicated team of medical professionals, these camps addressed seasonal illness outbreaks, rising cases of anaemia, skin infections, and respiratory conditions. Beyond medical aid, the foundation invested in health literacy by conducting awareness sessions on handwashing, personal hygiene, water purification, nutrition, family planning, and adolescent health. These sessions were delivered using pictorial flipbooks, videos, and folk media, ensuring cultural sensitivity and local relevance. Special efforts were made to engage school children and young mothers

through group counselling and question-answer formats. The health initiative helped reduce dependency on informal health providers, improved timely referrals, and enabled the community to make informed decisions related to health and well-being.



## **2. Sustainable Agriculture**

To strengthen rural livelihoods and reduce environmental degradation, the foundation expanded its Sustainable Agriculture Program by working closely with smallholder farmers and farming collectives in tribal and semi-arid regions. Training sessions were conducted in collaboration with local agronomists and experienced practitioners, introducing farmers to low-cost sustainable techniques such as intercropping, seed treatment using traditional formulations, mulching, water harvesting, and the preparation of organic compost. Demonstration plots were established to showcase the benefits of natural farming over chemical-intensive practices. Farmers were also guided on soil testing, mixed cropping, and the use of bio-pesticides, with a strong emphasis on ecological restoration. In drought-affected pockets, the foundation introduced community-based irrigation models using solar pumps and local water bodies. Farmer field schools were initiated to promote peer learning, particularly among women farmers who often lacked access to extension services. Additionally, the program connected farmers to local government schemes that support input subsidies, insurance, and credit. This approach not only enhanced agricultural productivity and household income but also helped reduce the carbon footprint and revive age-old farming traditions rooted in sustainability.



### **3. Kitchen Gardening Initiative**

The Kitchen Garden Initiative was implemented as a practical response to household-level food insecurity and poor dietary diversity. With a focus on pregnant women, lactating mothers, and children, the foundation encouraged families to grow vegetables, fruits, and herbs in available open spaces such as courtyards, rooftops, and unused land. Through detailed training sessions and live demonstrations, beneficiaries were taught to use compost made from kitchen waste, rainwater harvesting containers, vertical gardening setups, and pest deterrents using locally available materials. Each participant was provided with a starter kit containing seeds of iron-rich and vitamin-rich vegetables, basic tools, and an instructional guide translated into local dialects. Nutrition education sessions were conducted to help families understand the importance of balanced meals, food combinations, and cooking methods that preserve nutrients. Women were trained to become nutrition ambassadors, tasked with monitoring gardens, encouraging healthy cooking practices, and helping other households set up their own plots. The program also facilitated seed exchanges and seasonal crop planning to ensure year-round availability of fresh produce. As a result, there was a notable increase in vegetable intake, improved child feeding practices, and a reduction in household food expenses. Moreover, the initiative encouraged environmental stewardship and created shared spaces for learning and collaboration.



#### **4. Disaster Preparedness**

Odisha's coastal vulnerability to cyclones and floods underscored the need for comprehensive disaster preparedness. Humanitarians in Action Foundation scaled up its efforts to build local resilience by involving community members, youth, schools, and grassroots institutions in systematic training and planning. Community-based disaster risk management sessions were conducted to educate people about climate change impacts, early warning signals, emergency response protocols, and resource mobilisation. Children were engaged through games, mock drills, and storytelling, helping them understand how to stay safe and help others. Village Disaster Management Committees were reactivated and supported to draft disaster response plans tailored to local risks, infrastructure, and population dynamics. Special attention was paid to vulnerable groups including the elderly, persons with disabilities, and women-headed households during planning exercises. The foundation collaborated with local authorities to organise evacuation drills, distribute safety materials such as life jackets and first aid kits, and ensure that safe shelters were accessible and functional. In some regions, digital platforms were used to disseminate early alerts through mobile messages and community radio. The initiative helped reduce fear, encouraged cooperation across groups, and ensured that disaster response was quicker, safer, and more inclusive.



## 5. Micro-Enterprise in Tribal Pockets



To address persistent poverty and unemployment among tribal communities, the foundation implemented a micro-enterprise support program that blended traditional skills with modern enterprise development. After mapping local crafts, raw materials, and artisan communities, the foundation offered structured training in areas such as bamboo craft, pottery, leaf-plate making, herbal product packaging, and eco-tourism services. Participants were taught how to create market-friendly products while retaining their cultural identity. Training also covered bookkeeping, basic financial management, pricing strategy, packaging design, customer interaction, and market research. Support was extended in accessing institutional credit, joining cooperative structures, and registering for government support schemes like skill development missions and tribal

welfare grants. Women and youth entrepreneurs were mentored regularly to manage production, handle feedback, and improve business viability. The foundation facilitated participation in local and regional exhibitions, where tribal entrepreneurs could showcase and sell their products to larger audiences. The program not only enhanced income opportunities but also elevated self-worth and restored pride in indigenous knowledge systems that are often overlooked in mainstream development narratives.



## **6. Menstrual Hygiene Management**

Addressing menstrual hygiene was critical in tackling school dropout among girls and reducing infection risks among women in rural and tribal areas. The foundation implemented an inclusive and education-focused program that helped create safe environments for menstrual awareness. Sessions were held in schools, community halls, and adolescent girls' groups where facilitators used culturally appropriate methods such as storytelling, role play, and visual aids to explain menstruation, hygiene products, body changes, and emotional wellbeing. Sanitary kits were distributed, comprising reusable cloth pads, storage pouches, and soap. These were complemented by skill-building sessions where women and older girls were trained to make their own pads using cotton cloth and stitching machines, generating both awareness and livelihood. Boys and male community members were included in open forums to promote empathy, reduce stigma, and normalise the conversation around menstruation. The foundation worked with school authorities to ensure that girls had access to clean, private toilets with water, and trained teachers to handle menstrual health sensitively. The initiative created a ripple effect across villages, improving girls' school participation, encouraging intergenerational dialogue, and influencing local planning on women's health.



## **7. Youth Leadership and Life Skills**

The foundation placed significant emphasis on youth as agents of social change and community development. Through structured programs in both rural and peri-urban locations, youth were offered opportunities to explore their identity, develop leadership qualities, and contribute meaningfully to local initiatives. Life skills education included modules on stress management, goal setting, active listening, public speaking, digital literacy, and teamwork. These were delivered through interactive formats such as sports, art, drama, and group discussions. Selected youth were identified as peer leaders and supported to run their own awareness campaigns on issues such as early marriage, substance use, gender-based violence, and climate change. The foundation facilitated exposure visits to government offices, civil society networks, and vocational training institutes to broaden their understanding of civic participation and career options. In partnership with local employers, job readiness workshops and internship placements were organised. Youth were encouraged to form collectives that could represent their interests in gram sabhas and school management committees. This comprehensive engagement led to greater confidence, higher aspirations, and a shift in how communities viewed the potential of their younger generation.



## **8. Strengthening Community-Based Institutions**

Building strong, inclusive, and functional community institutions formed the backbone of the foundation's development strategy. The year saw extensive work in reviving and strengthening local organisations such as self-help groups, farmers' clubs, adolescent groups, women's federations, and village development committees. These groups were supported through capacity-building workshops on participatory planning, grievance redressal, meeting management, conflict resolution, and financial literacy. The foundation provided facilitation support to help groups prepare micro-plans, conduct

needs assessments, and negotiate with Panchayati Raj Institutions for resource allocation. Women-led institutions were given additional training on gender rights, legal safeguards, and maternal health entitlements. Special focus was given to documentation and compliance, enabling groups to access public schemes more effectively. Networking platforms were created where representatives from multiple villages could share experiences, challenges, and strategies. By the end of the year, several of these community-based institutions began taking charge of monitoring school functioning, managing community assets, and advocating for local development issues. The foundation's work in this area helped shift ownership of progress to the communities themselves and made development more democratic and rooted in local priorities.



## **9. ESC Volunteer Collaboration and Cross-Cultural Exchange**

The year 2023–24 saw a deepening of international volunteer engagement through the European Solidarity Corps (ESC), whose members were hosted in collaboration with OSVSWA and actively supported the initiatives of Humanitarians in Action Foundation. Their contribution went far beyond support roles, becoming an integral part of the community experience. With a spirit of openness, service, and creativity, ESC volunteers brought fresh perspectives to local programs and formed meaningful bonds with people from tribal and rural communities. Their work spanned education, culture, environment, and community engagement. The following points outline the key contributions in greater detail

### **I. Visual Storytelling and Community Documentation**

ESC volunteers played a pivotal role in capturing the day-to-day stories of change across communities. Armed with cameras, notebooks, and open hearts, they documented interviews with farmers, adolescent girls, women entrepreneurs,

and elders. They produced short videos, personal profiles, and village snapshots which were later featured in newsletters, blog series, social media posts, and donor reports. These stories were not just promotional they were educational and inspiring, often told from the voices of local people. They also developed community wall displays and traveling exhibits showcasing images of resilience, education, and inclusion, which were presented during village festivals and school events.



## II. Support for Public Events and Community Exhibitions

Volunteers co-hosted a range of community events with enthusiasm and precision. During *International Yoga Day*, they helped facilitate group yoga sessions in schools and community halls, joined by villagers, youth, and teachers. For *World Environment Day*, they organised poster competitions, exhibitions of upcycled materials, and message trees where schoolchildren wrote pledges. Volunteers were instrumental in organising *Inter-School Football Matches* to promote physical health, teamwork, and gender inclusion, ensuring equal participation of boys and girls. They also supported cultural events like *Folk Song Evenings* and *Village Talent Shows* where local artists were invited to perform, promoting heritage and intergenerational learning.

## III. Development of Education and Communication Materials

ESC volunteers designed and co-created educational materials that reflected local themes but used innovative, visual methods. For example, they produced

colourful posters on handwashing steps, menstrual hygiene, and climate change using pictorial storytelling. They developed a set of activity cards for peer educators covering soft skills, emotional intelligence, and conflict resolution. For teachers, they helped design visual aids, classroom games, and simple digital presentations in both English and regional languages. These materials were later translated and printed as reusable resources, helping schools and community groups improve the quality of non-formal education sessions.

#### IV. **Facilitation of Cross-Generational Dialogues**

Understanding the importance of intergenerational learning, ESC volunteers created safe spaces for dialogue between youth, elders, and children. In storytelling circles held under village trees, grandmothers shared folk tales while young girls presented puppet shows. At community cafés, elders spoke of agricultural traditions, while youth discussed digital futures. These sessions bridged age gaps and enabled shared problem-solving on issues such as migration, early marriage, and changing climate patterns. Volunteers encouraged respectful conversations and used interactive tools like photo cards, maps, and role plays to spark deeper reflection.

#### V. **Support in Event Planning and Logistics**

Volunteers took active roles in behind-the-scenes planning of large-scale outreach activities. This included preparing invitation cards, sourcing materials, arranging seating, testing audio systems, creating stage backdrops, and setting up information corners. Their commitment was visible in every detail from ensuring the football nets were secure to preparing activity zones for children at village fairs. They also managed registration counters, coordinated time schedules, and supported volunteers from local youth clubs. Their strong work ethic and cheerful presence helped improve both the planning process and the overall experience of community events.

#### VI. **Creative Arts and Cultural Exchange**

ESC volunteers brought artistic energy into daily activities through drawing, painting, music, and theatre. They painted murals in school corridors and Anganwadi centres depicting themes like environmental conservation, girls' education, and cultural harmony. They taught children songs in their native languages and, in turn, learned and performed Odia folk songs during community celebrations. In several schools, they organised *Art Days* where children painted with natural colours and made crafts from recycled items. Theatre was used to explore social themes volunteers scripted and performed small skits alongside youth clubs on gender equality, school attendance, and substance abuse awareness. These cultural exchanges sparked joy, creativity, and mutual respect.

#### VII. **Digital Documentation and Global Outreach**

Volunteers supported the foundation's online presence by preparing weekly updates, writing field blogs, and editing video content that highlighted the

essence of community-driven change. They helped improve the design of the foundation's website and built slide decks for presentations to partners. Their work ensured that global audiences, donors, and partners could witness the reality on the ground through a human lens. They also managed virtual engagement during international observance days by conducting online awareness campaigns that featured voices from rural Odisha.



#### VIII. **Flexibility and Cross-Thematic Collaboration**

What made the ESC volunteers stand out was their adaptability. One day they could be helping a teacher with classroom activities, and the next, they might be building seed beds with farmers or organising a cleanliness drive at a bus stop. During flood preparedness weeks, they supported mock drills and helped create emergency contact charts. During winter, they distributed handmade woollen kits for children in hilltop villages, stitched and donated by volunteers' networks abroad. Their flexibility and willingness to learn from the local teams, without imposing their own agenda, created a trusting atmosphere wherever they worked.

#### IX. **Capacity Building of Local Youth and Peer Learning**

ESC volunteers inspired local youth to take initiative and become active in community work. Through workshops on volunteerism, leadership, civic responsibility, and creativity, they helped youth clubs strengthen their identity and purpose. Volunteers also hosted peer exchanges where local and

international youth could discuss issues such as climate action, gender roles, and global citizenship. These sessions helped local youth improve communication skills, develop confidence, and see themselves as part of a broader movement for positive change. Many young people later initiated their own campaigns or joined local planning meetings after interacting with the volunteers.

X. **Strengthening Mutual Respect and Solidarity**

The lasting legacy of ESC volunteers lies in the relationships they built relationships rooted in respect, learning, humour, and shared purpose. They celebrated local festivals like Raja and Makar Sankranti with host families, joined in wedding ceremonies, and offered basic language exchange classes. Community members welcomed them not just as helpers but as extended family. Through shared meals, village walks, daily routines, and honest conversations, these volunteers created a culture of solidarity. Their presence reminded everyone involved that transformation begins with connection, and that the strength of development lies not just in programs, but in the spirit of humanity they carried and shared.



# THEORY OF CHANGE

## INPUTS

- Skilled team of grassroots facilitators, volunteers, and educators
- Strategic partnerships with local bodies, health centers, and schools
- Modest funding and community contributions
- Training modules, educational materials, seeds, and medical kits



## ACTIVITIES

- Health check-ups, hygiene awareness, and nutrition education
- Skill development, micro-enterprise and livelihood support
- Kitchen gardening and sustainable farming promotion
- Youth leadership, disaster preparedness, and community engagement



## OUTCOMES

- 8,200+ individuals directly impacted
- 1,100 kitchen gardens established
- 320 women trained in enterprise-skills
- 250+ youth mobilized through clubs and events



## OUTCOMES

- Improved health-seeking behavior and food security
- Increased women's income and decision-making capacity
- Strengthened youth engagement in civic and climate action
- More resilient and self-organized rural communities

Figure Illustrating the pathway from grassroots engagement to long-term community empowerment.

## Annexure: List of Events & Trainings

Location	Event/Training Name	Participants
Puri	Health Camp & Nutrition Awareness	110
Ganjam	SHG Skill Development Workshop	45
Malkangiri	Youth Climate Action Training	60
Koraput	Menstrual Hygiene Awareness Camp	85
Sundargarh	Organic Farming and Composting Training	35
Balasore	ESC-Led Intercultural Day	120
Kandhamal	Micro-enterprise Promotion Bootcamp	50
Mayurbhanj	Community Disaster Preparedness Drill	100
Rayagada	Kitchen Garden Setup and Seed Distribution	70

## Challenges and Lessons Learned

This year presented unprecedented rainfall and flash floods, delaying agricultural timelines and displacing families. Accessing remote communities required innovative planning, including the use of bicycles and boats. Another lesson emerged from menstrual health sessions the importance of engaging male stakeholders early to reduce stigma. We also realized the need for more structured peer leadership in youth programs to ensure sustainability.

## Looking Ahead: 2024–2025 Plans

- Promote digital literacy in underserved communities through storytelling-based tech sessions
- Women empowerment and micro-enterprise development
- Promote rooftop and container gardening in urban informal settlements
- Launch women-led grain storage groups with traditional silos and seed banks
- Train 100 local youth as community climate action volunteers using visual toolkits
- Facilitate theme-based volunteering (e.g., eco-clubs, arts for awareness, health fellows)
- Promote women in STEM fields by organising science workshops, coding clubs, digital labs, and mentorship with women scientists

## Acknowledgments

To every community member who opened their homes and hearts to us, to every woman who shared her journey, to every youth who took charge of change, we offer our deepest gratitude. Our team of grassroots facilitators, program managers, international volunteers, donors, and well-wishers together make up the family that is Humanitarians in Action Foundation.

Together, we carry forward the spirit of **Sankalpa** a collective resolution to build an equitable, inclusive, and resilient tomorrow.



## ***Independent Auditor's Report***

To the Members of **MS HUMANITARIANS IN ACTION FOUNDATION**

### **Report on the Audit of the Standalone Financial Statements**

#### Opinion

We have audited the financial statements of MS HUMANITARIANS IN ACTION FOUNDATION ("the Company"), which comprise the balance sheet as at 31st March 2024, and the statement of Profit and Loss for the year then ended, and notes to the financial statements, including a summary of significant accounting policies and other explanatory information.

In our opinion and to the best of our information and according to the explanations given to us, the aforesaid financial statements give the information required by the Act in the manner so required and give a true and fair view in conformity with the accounting principles generally accepted in India, of the state of affairs of the company as at 31st March, 2024 and its profit/loss for the year ended on that date.

#### Basis for Opinion

We conducted our audit in accordance with the Standards on Auditing (SAs) specified under section 143(10) of the companies Act, 2013. Our responsibilities under those Standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the company in accordance with the code of Ethics issued by the Institute of Chartered Accountants of India together with the ethical requirements that are relevant to our audit of the financial statements under the provisions of the companies Act, 2013 and the Rules thereunder, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the code of Ethics. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### Key Audit Matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the standalone financial statements of the current period. These matters were addressed in the context of our audit of the standalone financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters. We have determined the matters described below to be the key audit matters to be communicated in our report.

#### Information other than the financial statements and auditors' report thereon

The Company's board of directors is responsible for the preparation of the other information. The other information comprises the information included in the Board's Report including Annexures to Board's Report but does not include the financial statements and our auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.



