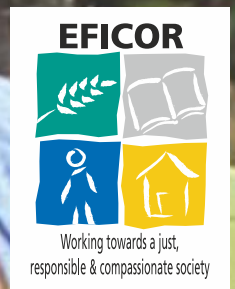


STEPPING AHEAD

ANNUAL REPORT 2013-14



THE EVANGELICAL FELLOWSHIP OF INDIA COMMISSION ON RELIEF (EFICOR)

VISION

A Just, Responsible and Compassionate Society.

MISSION

To establish sensitivity to God's concern on social issues in our nation.

To partner with the Church in addressing Kingdom concerns.

To facilitate communities towards wholistic transformation.

GOALS

1 To influence people, programmes and policies towards a better quality of life.

2 To strengthen and enhance capacities of the Church towards wholistic response to human needs.

3 To empower communities towards sustainable development and well-being.

4 To respond to people in disaster and conflict situations towards rebuilding of lives.

5 To address the issue of HIV and AIDS towards halting and reversing its spread and promoting care and support.

ORIGIN AND HISTORY

EFICOR is a National Christian Organisation engaged in Disaster Response, Development, Advocacy and Training.

It serves the poor, socially excluded and the marginalised in situations of poverty, injustice and disaster irrespective of caste, creed or religion. EFICOR also works towards influencing the faith based organisations in India to address issues of injustice and poverty.

EFICOR is a registered Society under Karnataka Societies registration Act 1960 on April 30, 1980. It was started as the Relief and Development arm of the Evangelical Fellowship of India (EFI) in 1967.

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Registered Office: 1305, Brigade Towers, 135 Brigade Road, Bangalore, 560025.

EFICOR is registered under the Karnataka Societies Registration Act, 1960 (Karnataka Act No.17 of 1960) on 30 April, 1980. The registration number is 70/80-81.

EFICOR is also registered under the Foreign Contribution Regulation Act, 1976 and the registration number is 231650411.

All donations sent to EFICOR are Tax exempted under section 80 (G) of the IT Act of 1961.

Regd. No.DIT (E) 2010-11/DEL – EE21725 - 06042010/4 dated 6/6/2010 valid from 2010-11 onwards.



From the Executive Director

Last year we worked on consolidating our efforts and diversifying in new areas. This year as we move on, we have chosen the theme 'Stepping Ahead' for our Annual Report.

EFICOR is stepping ahead in new initiatives. With new skills and knowledge acquired, sharpened result indicators and with strengthened systems and procedures, we seek to bring transformation among the communities we work with, by addressing the issues of justice and poverty.

In a changing landscape, with new socio-economic challenges, new projects and new sectors, EFICOR has strived to step ahead overcoming the challenges and where possible, utilising every opportunity available to scale up our work to maximise the impacts. We have captured those results in the present Annual Report for you to read and cherish along with us. We hope that you will enjoy reading this report and that the pictures and stories speak to you.

During the year, EFICOR worked in 12 States through 33 development programmes, eight care programmes and five relief operations covering approximately 7.72 lakh families and the population of 39.51 lakhs. This includes nine new development programmes. About 650 people's capacities were built through long and short term training programmes in order to get involved in transforming the lives of the poor. About 3500 people have been motivated to work for the betterment of the poor and needy.

One of the highlights of this year is our involvement in Conflict Resolution and Peace Building Initiatives among the communities in Sahibganj district in Jharkhand and Kandhamal district in Orissa. It's a challenging experience, but with God's grace we are stepping ahead.

We continue to collaborate with the government agencies and other stakeholders in bringing in sustainability in our development efforts.

As we step ahead, we are also working on strengthening our partnership with like-minded organizations to bring in more impact in our work. We want to continue to reach out to confront the most serious challenge of our time: eliminating poverty and injustice of every kind.

We (Staff of EFICOR) would like to extend our deepest gratitude to all of you—Communities and Community Leaders, Network Members, Implementing Partners, Supporting Partners, Government Agencies, the Board and Society Members, who through their contributions have made EFICOR what it is today and enabled us to move towards fulfilling our Vision of "A Just, Responsible and Compassionate Society".

KENNEDY DHANABALAN
EXECUTIVE DIRECTOR

Building Credibility

EFICOR journeyed forward with donors, local communities and wider network to make a difference in improving lives and livelihoods through inclusion, engagement and empowerment during the year.



Dr. Muzaffar Ahmed encouraging Public Private partnership at EFICOR Day held on 30th April 2013

Recognitions

EFICOR at the project locations have participated in the block, district and state level exhibitions, 'Melas' (Farmers' fair), 'Sammelan' (conferences) and meetings to showcase activities. We were awarded certificates of recognition and some were also reported by the press. Some of them were the Kisan Mela in Sahibganj MNREGA Mazdoor Sammelan in Ranchi, Jharkhand and in Laxmipur Block, Koraput District, Odisha.

The Collector of Khandwa District, Madhya Pradesh recognising the impact of the Maternal and Child Health, through the 'Khandwa Bal Vikas' project, Khalwa block, Khandwa district, awarded certificates to all the staff on January 26, 2014.



Project staff of Khandwa Bal Vikas with certificates awarded by the Collector of Khandwa

Best Practices

EFICOR is a member of Humanitarian Accountability Partnership (HAP) and Sphere India Management Committee. Deriving from its best practices, EFICOR provided inputs in preparing guidelines on Community Based Disaster Management (CBDM) for the National Disaster Management Authority (NDMA). EFICOR in partnership with Sphere India also piloted the District Disaster Management Plan, in Bihar which the government launched in July 2013. Inspired by EFICOR's activities, the Bihar State Disaster Management Authority (BSDMA) has planned to initiate the work on State-level Disaster Management Plan.

Health Department of Madhya Pradesh has adopted EFICOR's 'Timed counseling methods' for Maternal and Child Health in Damoh district. At present, all 202 ASHA workers in the Khalwa Block of Khandwa district are using EFICOR's flip charts to counsel pregnant women on ante-natal care and importance of institutional deliveries.



Gigibhai using the weighing machine with a swing

13,500 Anganwadi Centres replicate EFICOR's model

"My work has become very easy..." Says Gigibai a worker of Savalikheda's Anganwadi centre, (which provides basic health care in Indian villages) Khalwa Block, Khandwa District, Madhya Pradesh. Besides her daily task of feeding and providing pre-school education for children along with a helper, she has an important duty to monitor child growth. Having been trained by EFICOR, she learnt how to maintain the Growth Monitoring chart for about 100 to 150 children every month, an important activity of the Integrated Child Development Services (ICDS)



Department. This helped her to identify the children who are malnourished so that she could counsel the mothers on nutrition and even refer them to the nearby hospital for treatment. The moment she placed each child in the hanging weighing scale with trouser, they would start crying, making it difficult for her to weigh a minimum of 100 children in a day. Besides, there was also the fear of the child falling off. Observing Gigibai's challenge, the project identified a solution. They got a weighing machine with a swing for the anganwadi. Now, children eagerly sit on the swing comfortably, making Gigibai's work of recording their weight into a register easy. She is able to maintain the Growth Monitoring Chart by plotting the graph to identify malnourished children.

After seeing the effectiveness of the swing in Savalikheda Anganwadi centre, the District Program Manager of Khandwa district has provided the swing model weighing machine for nearly 1500 Anganwadi centres in the whole district. Noting the success, the ICDS Commissioner of Indore Division in turn has replicated the swing model weighing machines for all its 13,500 Anganwadi Centres!

Conferences and Networks

EFICOR participated in the United Nations Framework Convention on Climate Change Conference of Parties Round 19th Yearly session (UNFCCC Cop19) in Warsaw, Poland along with CANSA from 11th to 22nd November 2013. While issues of Climate Change Adaptation were taken up during the conference, Mr. Ramesh Babu, Director Programmes and Mr Thangmang Doungel, Programme

Co-ordinator – Centre for Policy Studies engaged in lobbying for a fast and transparent decision to control the increase of temperature within 2°C.

EFICOR is actively involved in Climate Action Network – South Asia (CANSA), a network agency influencing both at the Regional and international levels. CANSA has compiled EFICOR's experience and knowledge on loss and damage shared at the regional workshop for policy of respective countries.

Mr. Harshan KY, EFICOR's Manager for Emergency Response and Disaster Risk Reduction – joined 250 other participants in the International Institute for Environment and Development's (IIED) 7th Community-Based Adaptation to Climate Change Conference (CBA7) held in Dhaka, Bangladesh in April 2013. The conference shared the latest thinking on approaches for mainstreaming community-based adaptation in international, national and local planning and processes.

EFICOR's Programme Co-ordinator Mr. Sujit Sahu attended the Eleventh International Congress on AIDS in Asia and the Pacific (ICAAP-11) organised by the United Nations Programme on HIV & AIDS (UNAIDS) and AIDS Society of Asia and the Pacific (ASAP) in Bangkok in November 2013. The conference presented new trends in the field of HIV&AIDS, MDG strategies and funding strategies after 2015 and models of involvement to replicate in India.

Ms. Lalbiakhlui Rokhum (Ms Kuki) Director Training and Mobilization participated in the Lausanne Global Leaders meeting held in Bangalore in June 2013 and was part of the SHALOM track and the Creation Care team.

Ms. Lalbiakhlui Rokhum also encouraged participants at the 'Goot' 500 : inspiration to do right" Conference at Ede, Netherland. The event motivated people to do justice coinciding with the 40th anniversary of Tear Netherland. The event also endeavoured to recognise 500 people who made a difference as a source of inspiration to others.



Inter faith meeting held at COP19, Warsaw, Poland

How we work



Staff members attending Finance Audit Training

How we work

EFICOR's efforts to progress forward were based on the organisation's three year Strategic Plan 2012-15. Focussing on eight themes, both Training and Programmes Departments carried out activities with the support of various Units – Organisational Effectiveness, Finance, Administration, Human Resources, Research, Academic Programmes, Publications, Centre for Policy Studies and Action (CPSA) and Resource Mobilisation.

EFICOR also works with partners who implement development projects, HIV projects and training

programmes. Partners meet together during the year to learn from each other's projects, to discuss future strategy and undergo trainings to enhance their capacity.

Issue based themes



To earn and ensure the trust of our supporting partners, and the public, EFICOR upholds a high standard of ethics and practice to ensure that projects conform to established project management principles, organisation's policies, internal standards, terms and conditions of donor agreements, monitoring requirements and statutory regulations.

Our compliance with all statutory regulations and transparency has gained memberships to Credibility Alliance under Desirable Norms and Guidestar India.

EFICOR also undertook an audit on financial risks to strengthen areas that were of potential risks to the organisation.

Planning meeting held in January 2014 for partners involved in HIV issues.



Evaluation & Impact analyses

EFICOR has undertaken evaluations and impact assessments at the end of the projects during the year. Evaluations were designed to measure sustainability and change across several domains: poverty, education, food security, social capital, household expenditure and savings, health, etc.



Project evaluations and impact assessments at the end of the project were conducted for the following:

Bolangir Integrated Community Development, Project, Bolangir, Odisha (SCOPE Partner project)

Disaster Risk Reduction Project, Lakhnaur, Madhubani District, Bihar

Dungarpur Drought Mitigation Project, Dungarpur, Rajasthan

Holambikalan Urban Slum Project, New Delhi

Kolam Tribal Development Project, Yavatmal, Maharashtra (MVM Partner project)

Phailin Cyclone Relief 2013, Odisha Impact assessment of Phase 1

Sujala Project, Dungarpur, Rajasthan

Punarnirman Project, Rudraprayag, Uttarakhand (Phase II) impact assessment



PACT members involved in group discussion and planning

Organisational Effectiveness

EFICOR has not only been working towards achieving its goals, but also laying emphasis on capturing lessons learnt, analysing and disseminating best practices for replication within and outside EFICOR and for advocacy. This involved working closely with the research team on baseline surveys of two new projects, building capacities of Programme Managers on Humanitarian Accountability Partnership (HAP) benchmarks, organising two batches of Community of Practice with CDOs in Nainital and Ranchi, providing updated documents for access on the Wiki and developing EFICOR policies and manuals.

Future Plans

Immediate future plans include the following:

- To work out the Strategic Plan 2015-20.
- To work out a strategy to increase Local Resources.
- To intensify Knowledge Management initiatives to capture and disseminate learnings within the Organisation for Replication.
- To franchise Trainings and Workshops through Partners in Regional Languages and Locations.
- To study training programmes and make it relevant to the current needs.
- To mainstream Anti-Human Trafficking.
- To actively engage in Conflict Resolution and Peace Building.
- To scale up and replicate best practices.

Additional Policies introduced

Anti-Fraud Policy
Staff Grievance and Redressal Policy

Existing Policies

Anti-Sexual Harassment Policy
Child Protection Policy
Employment Policy
Environment Policy
Finance Policy
Gender Policy
Persons with Disability Policy
Staff Safety and Security Policy
Whistle Blower Policy



Staff undergoing Finance and budgeting workshop

**Goal 1:
To influence
people, programmes
and policies towards
a better quality of life.**

To promote concern and solicit support for the disadvantaged and the socially excluded, EFICOR forged ahead in mobilising various groups of people into action by broadening their perception of poverty, distress and discrimination.

Micah Challenge India Campaign

The Micah Challenge India is part of the international campaign committed to achieving the Millennium Development Goals (MDGs) in halving poverty by 2015. Aiming at one of the goals i.e., Right to education, it was instrumental in enrolling 210 children in government schools with a special focus on girl child. As a result, these children are also accessing mid-day meal scheme and have shown improvement in their health. 400 people were involved in different ways in the child enrollment. Micah Challenge India also launched a new initiative to intercede for children enrolled in schools. Currently, more than 175 groups are part of the initiative and are recognising their mandate in addressing social issues.

200 children start going to school

Children from villages like Sampad Purwa and Kale Purwa in Bahraich district in Uttar Pradesh had never been to school till early this year. Treated as untouchables because of their scheduled caste status, parents had resigned to the fact that they could never enrol their



Children from Sampad Purwa village reciting Multiplication Tables after attending the school for two months

200 odd children in schools. When Micah Challenge India (MCI) came across the situation in April 2013, it started addressing the issue. MCI organised meetings with parents and village leaders stressing the importance of education for their children. Side by side, it held meetings with government, school authorities and other leaders to advocate for the children's enrollment. By March 2014, more than 200 children have been enrolled. Besides, a school has been sanctioned for Kale Purwa where earlier children had to walk three kilometers everyday to reach their school.

M. A. in Mission and Development Practice

EFICOR began offering M.A course in Mission and Development Practice in 2008 with affiliation to Martin Luther Christian Univeristy, Shillong. This degree programme serves professionals currently engaged in development work. The course was reviewed this year and changes were made in the course content to make it appropriate and relevant. Six students graduated from the fourth batch during the current year.

Research

Research is a vital constituent of all EFICOR's projects. Analyses through quantitative and qualitative methods aid in increasing the knowledge and



A research paper being presented by a researcher



Students pursuing MA Degree attending a lecture

understanding of issues that affect lives, families and communities; their conditions and service delivery systems. Research carried out right from planning and formulation of projects, enabled evidence based advocacy at various levels of involvement to

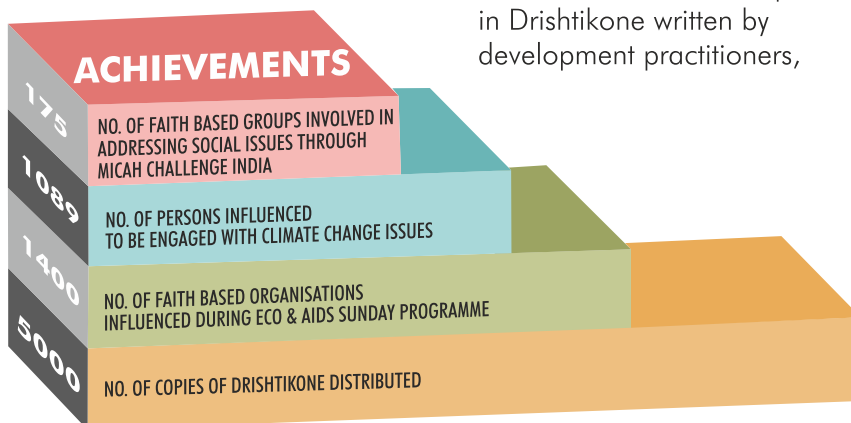
strengthen the resilient capacity of poor communities. Research findings made available to the wider community provided awareness to development workers for their effective involvement with poor communities. Two baseline surveys for development projects were completed during the year and four research projects are in various stages of completion.

Publications

EFICOR publishes 'Drishtikone' to sensitise and challenge its readers to act upon social issues. The current issues focussed on Disability and Social Protection. The magazines were distributed to 5000 people at various national and international forums and to its subscribers. Reflections published in Drishtikone written by development practitioners,

theologians, grass root workers and others have influenced readers to address social issues.

The Social Protection issue was brought out to understand the situation of the existing policies, programmes and its effectiveness. Read by development workers and individuals, Drishtikone received encouraging feedback about being an inspiration towards social action.



Some of the Feedback and responses from the readers include the following...

"Drishtikone is a credible source of evidence in developing interventions on various issues. It helps to understand the depth and magnitude of issues beyond the immediacy of one's area of work. Thereby facilitating networking and coming together of individuals and organisations for greater impact on the lives and systems. Thankful to EFICOR which has initiated this as a tool and resource."
 Vasu Vittal, Mumbai

The particular issues of Drishtikone on 'Disability' and 'Social Protection' are useful, informative and action-oriented informing us about the disabled and the various schemes. Mr. Gabriel Pani, Principal, TLM Platinum Vocational Training Centre, Chelluru, Vizianagaram, Andhra Pradesh.

Hindi and English. The theme adopted 'Eat Wise, Waste Less' for Eco Sunday was to create awareness on food wastage. Faith Based Organisations also participated in a painting competition engaging Children and youth. The theme for AIDS Sunday was 'Stronger Together against HIV'.

Policy Studies and Advocacy

EFICOR has been engaging with Faith Based Organisations and Civil Societies to influence and facilitate effective implementation of policies related to climate, environment and livelihood that impact the poor and the vulnerable. Programmes conducted in this regard have influenced many leaders to bring in changes in their organisations' policies and include caring for creation as a mandate.

which is challenging for us."

Pastor Anil Kumar from St. John's Fellowship Mission says,

"The materials not only motivate and guide us to observe the day, but also provide us with lots of up-to-date information that is sometimes difficult for us to collect. Hence, I use the materials to create awareness in the communities."

EFICOR is advocating for the issue of Climate Change by meeting with Government officials and also through the CANSA platform.

One of the significant activities this year was organising the three day National Consultation on Creation Care and Climate Change held in Chennai in February. 79 leaders from all over India were equipped to respond to the issue. Partnering with World Vision India and Emmanuel Hospital Association have aided in combining their expertise and skills to advocate on the issue. The Conference closed with the signing of the 'Chennai Declaration' which was uploaded on the CANSA website and was translated into Hindi, Oriya and Telugu languages and widely circulated among the participants and their networks. Organisations, theological institutions and individuals were encouraged to take the movement further.



Paintings by children on Eco-Sunday

Eco and AIDS Sunday

EFICOR mobilised Faith Based Organisations to observe Eco-Sunday and AIDS Sunday coinciding with World Environment Day and World AIDS Day. 1400 Faith Based Organisations used EFICOR resource pack containing posters, order of worship, sermon outline and a fact sheet printed in

"Rev. Dr. P.M. Thomas from Gorakhpur says,

"I am very grateful to EFICOR for the materials. They guide us to observe the day systematically with a biblical mandate so that we can be responsible towards people affected with HIV & AIDS. I get a chance to speak about HIV & AIDS,

Workshops held on "Issues and Challenges of Climate Change: A Christian Perspective" conducted in Guwahati and Shimla, prompted 77 leaders to pledge in incorporating climate change issues in their activities. 1089 participants committed to engage with Climate Change issues, changing their lifestyles and taking initiatives in caring for the



A seminar on Climate Change being conducted in Khurda, Odisha

environment after attending 21 awareness programmes and six 'Chat' sessions organized in different places.

EFICOR presented information on Environmental issues, Climate Change and adaptation to 110 participants in four training programmes. Two regional workshops on advocacy for Faith Based Organisations held at the state level had 77 (4 females and 73 males) participants attending the programmes.

What the participants of the National Consultation had to say

I thank God for the privilege and opportunity given to us to sit together to rethink about the responsibility of caring for the creation and the injustices done to the earth. It was a good time of learning and relearning for me. As for the translation, I would be more than happy to do the translation of the Declaration into the Karbi dialect.

Solomon Rongpi, General Secy., CBCNEI, Guwahati

".... Thank you so much for calling for this consultation. It was very informative and action

oriented. Let's hope and pray that this consultation would bear fruit and the message would go down to the grass root level for action plan.

We are grateful to the leadership and the organizing committee for taking care of all the details. We enjoyed the fellowship, deliberations, discussions and hospitality."

Jena, Indian Graduate School of Missiology, Bangalore, Karnataka

Right to Aid

EFICOR initiated the preparation of District Disaster Management Plans (DDMP) for Madhubani, Madhepura, Darbhanga, Nalanda and Gaya in Bihar State, in coordination with NDMA, Sphere India and BSDMA (Bihar State Disaster Management Authority). The DDMP for Madhubani was launched on 12th July, 2013 at Patna, Bihar.



Launch of DDMP, Patna, Bihar

Goal 2:
To strengthen/enhance capacities of the Faith Based Organisations towards a wholistic response to human needs.

EFICOR equips individuals and organisations involved in Community Development with practical knowledge of the context in which they are serving. Participants were adequately prepared with knowledge, skills and attitudes to understand the complex and integrated issues of the rural and urban poor communities.



Social worker's training programme

Social Worker Training Programme

The Social Worker Training Programme (formerly known as CDO Programme) helped participants to integrate their faith along with social work. Those who were ardent about social justice concerns in improving the well being of those who are vulnerable, oppressed or living in poverty deepened their commitment to enhance social and economic justice. The training programmes held in three locations had a total of 59 participants. 13 participants attended the training in Delhi while 17 participants from the Malto tribe attended in Jharkhand and 29 participants from Bihar, Jharkhand and Uttar Pradesh States attended in Patna. Participants representing 28 Faith Based Organisations underwent six weeks of classroom training and five

weeks of field training. Equipped with skills to identify and challenge social injustice, the Social Worker trainees reported their success in advocating for the rights of the poor and vulnerable. They also reported having conducted several awareness programmes on Climate Change, HIV and AIDS etc., in their organisations, faith based organisations and villages. 106 participants attended the refresher course held in two places covering topics on Minority Rights and Livelihood.

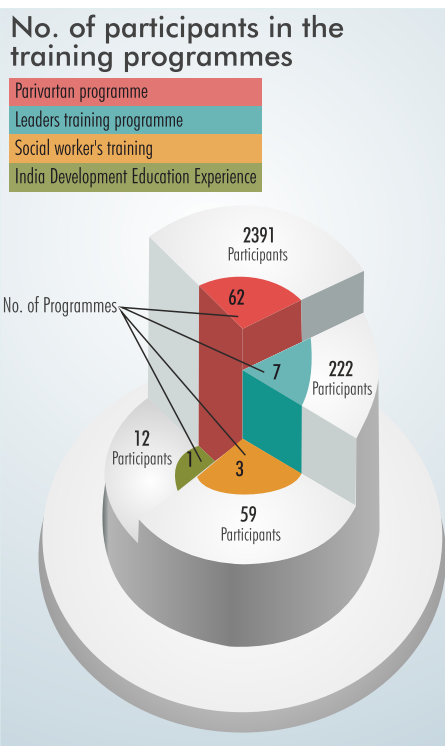
Leaders' Training Programme (formerly Community Transformation Training)

Leaders' Training Programme mobilised men and women development workers as agents of transformation in the communities where they are working. 222 Leaders working among

"It is unbelievable..."



"It is unbelievable, I am writing applications to BDOs and Collectors!" During my college days, I would rather pay a fine of Rs 10 for not submitting my leave letter because I was scared of making mistakes" said Anju. Anju and her sister Savitri from Sivdarshan village, Uttar Pradesh were sent to the Social Workers Training to EFICOR by their organisation. They learnt how to file RTI and file applications for various government schemes allocated to the poor. Confident after the training they have become beacons of hope for their village and people in the area. Anju and Savitri accompany those who are scared of meeting government officials. They have helped three widows get their pensions. They also helped a family get a house under the Indira Awas Yojana scheme. Now they are in the process of fighting corruption in the construction of the irrigation well for the farmers in their village. The two sisters are positive about getting justice soon.



impoverished communities in meeting basic human needs were imparted with skills and knowledge through two residential



programmes held in Delhi along with five regional programmes. Individuals and staff members from Faith Based Organisations attended these residential Leaders' Training Programme. They are now effectively responding to the needs of poor communities through various interventions such as forming Self-Help Groups (SHGs), providing nutritional support to HIV infected and affected families, helping people file RTI requests, etc.

Parivartan Programme:

Parivartan (Transformation) programme mobilised local Faith Based Organisations to transform their communities by challenging injustice and poverty and responding to their needs. Through 62 awareness programmes conducted in 15 States in India, 1253 male and 1138 female participants representing leaders of Faith Based Organisations and community leaders have begun to develop a voice for the underprivileged and unrepresented.

Awareness programmes are conducted by EFICOR's 105

Training providers (TPs), who play a key role in bringing transformation in the communities. Training Pastors, Faith Based Organisations leaders and individuals, the TPs provide biblical mandate as well as skills to address issues of the poor and the marginalized. 50 Faith

Based Organisations are now responding to the poor in their own area.

Sixteen TPs underwent a Refresher course on various issues in order to enhance their skills. TPs facilitate Faith Based Organizations and communities to know the rights of the poor and impart skills to avail various government schemes. With the increased knowledge level on various government schemes, poor people have started availing various schemes like Indira Awas, widow pension, old age pension, disabled pension, smart card and job card etc. 50 Faith Based Organisations and individuals are involved in helping poor and needy in their location by providing food and clothes items, visiting sick people, donating blood, giving free tuition, counselling youth, organising medical and eye operations camp etc.

India Development Education Experience

India Development Education Experience (IN-DEEP) programme was conducted for seven weeks with lectures and exposure visits to tribal and HIV projects for 12 participants. The programme formerly known as TWESO, aided the participants to analyse their response to poverty and injustice which created a deep impact in them.



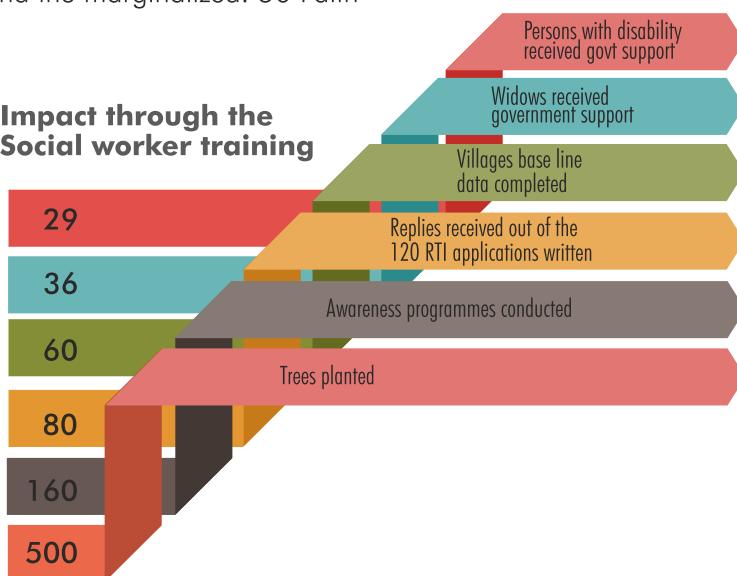
Safe drinking Water brings life to Kawa Tola

CGMP Bhavan, Panki, Palamu, Jharkhand is one of EFICOR's partner organizations implementing the Parivartan programme. The organisation found Kawa Tola village, 13 kms away from Panki Block, in Palamu District to be one of the poorest villages. The people from the village belong to Oraon tribe and earn their living as labourers. CGMP found that during summers there was no safe drinking water in the village. The only water source was a muddy well, which used to dry up in the summers. This made them vulnerable to water borne diseases. The leaders started meeting with the people to find a solution to this problem. CGMP motivated the community to contact NGOs for support. Finally an NGO 'Never Thirst India' came forward to sponsor a hand pump. Collective efforts proved fruitful and the water issue was solved with Kawa Tola villagers enjoying safe drinking water. CGMP also contributed Rs.5000/- for the maintenance of the pump.

Organisational Development programme

EFICOR has undertaken Organisational Development programme for its implementing partner SHALOM in Mizoram. The process includes a review of the Organisation and plans that are in place to formulate organizational policies. Several meetings and workshops have been conducted with the Board and the staff members of SHALOM to build their capacities. Capacity Building Training and a Strategic plan workshop have also been conducted and the ongoing work consists of refining their vision and mission, making Staff Policy, Board and Finance Manuals and Strategic Plan.

Impact through the Social worker training



Goal 3:
To empower communities
towards sustainable
development and well
being

EFICOR engages with vulnerable and socially excluded communities across varied projects, diverse communities and address changing environment in bringing lasting results.

EFICOR along with its partners, reached out to the communities in addressing poverty, injustice and human suffering through 33 projects. In many cases, our programmes integrate livelihood, climate change adaptation and mitigation, maternal and child health and other cross cutting themes like gender, community mobilisation etc. Integrated development strategies assist in analysing interrelated needs and challenges simultaneously. We promote participatory decision-making processes, improve local governance and cooperation, and develop grass root capacity to make long-term enhancement to community living standards. EFICOR prepares Community Based Organisations to continue thier work when the project ends by fostering direct linkages of local communities with the local government.

High yield seeds....

Agriculture is the main source of livelihood for Premlal a resident of Murli Village, East Champaran District, Bihar. Owning half an acre of land, he had to borrow Rs.2000/- to Rs.3000/- at high interest every year to purchase seeds for cultivation. He had to sell some portion of the harvest to repay the loan. He could hardly feed his family of seven members with what was left.

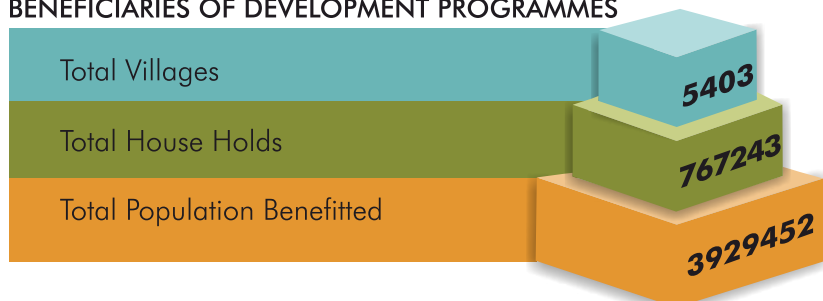
Observing his situation the Village Development Committee in

Premlal’s village suggested his name to be included to receive 20 kgs of high yield certified paddy seeds. There was no need for him to borrow money for buying seeds this year. He was also provided with training in paddy cultivation, utilization of biomass, pesticides and pest management. He cultivated his whole land and yielded good crops which increased his income, saving Rs. 5000/- which he otherwise would have to pay the moneylender. Joyful Premlal remarked “I am very happy with the support I got from EFICOR’s project”.



Prem Lal in his farm

BENEFICIARIES OF DEVELOPMENT PROGRAMMES



Sustainable Livelihood

EFICOR assisted more than 95,212 households improve their livelihoods by working with poor, marginalised, and needy communities to become self-sufficient. The main objective of



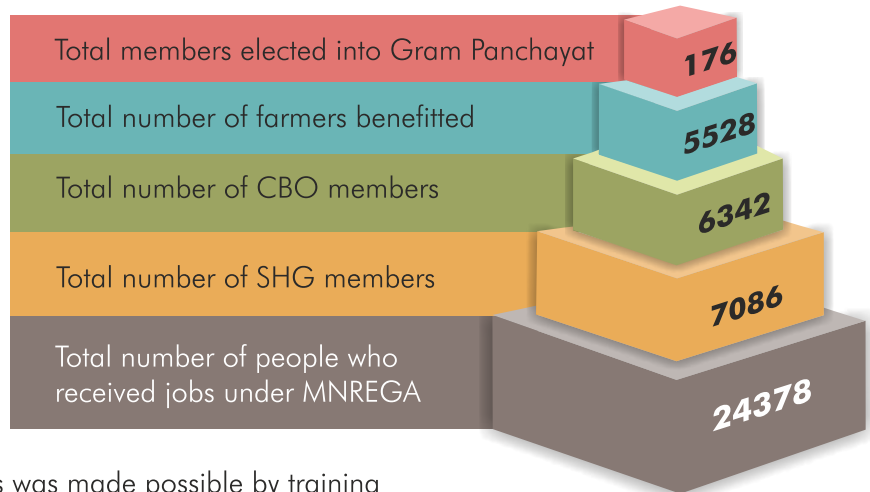
supporting the sustainable livelihood is to expand earning capacity, improve quality of life and minimise risks in order to provide food security. Sustenance options through agricultural and non-agricultural methods empowered individuals, their families and their communities.

Agriculture and land development

Many families have followed traditional farming patterns and the outputs were just enough for the family consumption. Failure of monsoon, poor food production affected them adversely. It deprives them of cash which is required for purchase of food, medicines, school supplies for their children, clothes, etc. This has led to the urgent need for the farmers to respond to changes in situation by adapting their farming system to ensure productivity and increase income to sustain themselves.

EFICOR uses participatory rural appraisals to determine farmers' challenges and needs and their indigenous knowledge. 5,528 farmers across 14 tribal development projects have increased yield of crops essential for their survival and well being.

Impact of our Intervention in Development Programmes



This was made possible by training and exposure visits, making appropriate crop choices, farming techniques and improved irrigation methods. Other activities carried out in facilitating farmers to protect and restore water source by building Water Harvesting Structures (WHS) like ponds, check dams, open wells, etc., and land treatment activities also provided employment opportunities in 78 villages, stalling migration of 4,700 migrant labourers. Such WHS increased water table, improved soil moisture and enhanced crop production and kitchen gardens for 1,519 farmers by 15% percent. The increase in crop yield improved their food security and sale of surplus food helped the farmers meet other

household expenses. Besides, assistance in the formation and strengthening of farmer groups and seed banks.

Non-agricultural Activities

Landless people such as 4 Musahar families in Bihar are involved in petty business through EFICOR's assistance and 58 farmers in Jharkhand are raising livestock in their houses, which increased their household incomes.

Self Help Groups empowered women to have confidence and vision and helped them to resolve to transform their communities. 606 such Self Help Groups (SHGs) comprising 7,086 members saved a total of ₹ 96,26,170/-. SHGs' linkage with the government schemes gained access to livelihood enhancement funds in Andhra Pradesh, Bihar, Jharkhand and Rajasthan. As a result, 826 female SHG members of 148 groups are involved in income generation programmes such as, goat and pig rearing, vegetable cultivation, sale of pickles, leaf plates and rose cookies and running tent houses and grocery shops etc. These programmes have provided additional income of ₹1500-2000/-per month for each of the members.

EFICOR strengthened community led village leadership i.e., 553 Village Development Committees (VDCs/CBOs) which consists of



Malto tribal women in Rajmahal, Jharkhand involved in rice cultivation

4206 men and 2136 women. These CBOs are taking initiatives to draw government attention towards development, ensuring justice and concern for the socially excluded and are involved in mobilizing the community to plan for their villages. This has benefitted 8,276 people. 800 Malto people participated in a meeting and presented their issues before the District Collector and Block Officers in Sahibganj district of Jharkhand.

EFICOR also assisted tribal communities to access various government schemes that have been introduced to them. To name a few, 689 Below Poverty Line (BPL) households from Bhil communities in Rajasthan and Musahar communities in Bihar received cash from the government to construct houses. 30 public distribution centres and 26 schools are functioning regularly in the Musahar community. Besides that, the community accessed old age pensions, widow pensions, education, scholarship, cash to purchase seeds and facilitation/support for marriages. EFICOR facilitated 40,395 families in accessing job cards under the Mahatma Gandhi National Rural Employment Guarantee Scheme in which 24,378 families were provided with jobs for an average of 40 days which includes 2,343 Pahariyas and 1,508 Musahar communities.

Climate Change Adaptation, Disaster Risk Reduction and Mitigation

The confluence of climate change and the inadequate natural resource pool are causing serious long-term issues of ecological viability. Fertile cultivable land has decreased considerably, soil nutrient depletion is occurring in many areas and land degradation and desertification continues to accelerate in barren lands. Drought is also a serious concern



EFICOR staff member explaining about World Environment Day to school students in Chitrakoot district, Uttar Pradesh

that threatens the livelihoods of farmers in arid areas.

Traditional farming is commonly called subsistence farming because there are no surpluses generated and that which are generated are consumed by the family. These farmers have household expenses that need to be met, for which now they not have to raise crops for home consumption and also sell surplus food production. By imparting strategies and techniques of disaster risk reduction to protect and restore ecosystems, EFICOR helps in making people more resilient to the effects of climate change. In drought conditions, we promote agriculture, developing sustainable small-scale irrigation, improving the land and watershed management with a goal of increasing farmers' income.

Farmers in Chitrakoot were introduced to climate adaptive low cost bio-char technology for the first time. 125 farmers have applied soil and water management techniques. 180 poor farmers from Bundelkhand region have reported 15 % increase in their crop yield. Poor communities face disasters repeatedly year after year, making

them more and more vulnerable. EFICOR is preparing 22,590 households to mitigate the risks caused by floods and droughts by enhancing their capacities in 175 villages.

Community mobilisation, formation and training of Disaster Mitigation Committees (DMCs) and Task Forces for effective disaster preparedness and response are some of the activities in Disaster Risk Reduction. EFICOR assisted disaster prone and affected communities in developing measures to reduce risks such as deepening of ponds, erecting water harvesting structures, tube wells and manual check dams, drip irrigation, livelihood diversification and afforestation. This helped them to maintain water bodies, minimise soil erosion, improve soil fertility and increase their crop production. Construction of water harvesting structures under MGNREGA scheme in the villages also provided additional income to the community.

New hope through vegetable farming

Parag owns 3 bighas (0.75 acre) of land, in Amilliha Purwa, Karwi Block, Chitrakoot District, Uttar



Pradesh. This area suffers from low rainfall, drought and poor agricultural output, leading to food scarcity. Although Parag is a hard working man spending all his time cultivating wheat and horse gram in two bighas (1/2 acre) his crops did not meet his household needs. So he would send his married son to work in Delhi and Punjab for three to six months while his daughter in law and four grandchildren lived with them. Parag also went out of his village for labour work to earn some extra income to provide for the family.

When he heard that EFICOR is planning a 'Demonstration farm' in his village Amilliha Purwa, Karwi Block, Chitrakoot District, Uttar Pradesh he readily offered his land. EFICOR provided trainings and conducted exposure visits to Krishi Vigyan Kendra (KVK) and Allahabad Agriculture University.

Parag also gained new techniques like making Biochar compost, use of organic pesticides, use of drought resistant seeds and water management. He planted 16 fruit trees around the demonstration farm.

With EFICOR's technical inputs Parag grew various kinds of vegetables such as cabbage, cauliflower, chilli, brinjal, tomato, ladies finger, spinach, cumin seed, green peas, fenugreek, coriander, onion, etc. Parag's hard work yielded surplus vegetables that



A mother and child in Maternal and Child Health project, Damoh District

provided for his family and the excess sold in the market. Earning Rs. 20,000/- from the sale of vegetables brought happiness to Parag's family and they are expecting a steady income from the sale of vegetables. Now his son has decided to stay in the village to work with Parag in cultivation.

Promoting Primary Health

Most of the maternal and infant deaths in the rural areas would have been easily prevented, if there was awareness on maternal and child healthcare and availing government facilities and schemes. EFICOR's three maternal and child health projects designed with government agencies and health authorities to strengthen the existing health care infrastructure system benefitted 619,046 households.

EFICOR trained frontline health workers such as Anganwadi Workers (AWW) and ASHA (Accredited Social Health Activist) workers, facilitated in preparing behaviour change communication materials and mobilised communities by encouraging pregnant women and mothers before avail government health facilities, bringing children to immunization clinics, improving village sanitation etc. Families received information and gained awareness of maternal and child

health care and thereby reducing their vulnerability and to rely on government health structures. As a result, 664 Village Health Sanitation and Nutrition Committees (VHSNC) have a Village Health Plan in three project locations in Jharkhand and Madhya Pradesh. They are empowered to mobilise resources and access critical assistance to save lives and improve maternal and child health for the long term.

2,629 AWWs and 1,715 ASHA workers were trained in nutrition, growth monitoring chart, counselling on maternal and child health. 649 Traditional Birth Attendants (TBA) were trained in identification of danger signs during the pregnancy, safe delivery and also referral. As a result, 22,212 pregnant women and 15,122 lactating women were counseled. 300 severely malnourished children were referred to the Nutritional Rehabilitation Centres.

Urban Poverty

The colossal growth of urban slums has been on the increase with the influx of rural migrants in search of jobs posing several threats and problems in discrimination, exploitation, disease, pollution, increasing poverty and deprivation. EFICOR has been involved in six urban projects focusing on

Children at Risk, Income Generation Programmes, Health, Advocacy, Creating Awareness on their Rights and Privileges and access to Government Schemes. Among the 118 vulnerable poor children, 79 are enrolled in different schools and 18 students have been guided for higher education in the University after completing their school education. 20 girls who had undergone training in tailoring are earning an average income of Rs.2,000/- per month, while others are involved in small business contributing to their family income. 2,051 households are accessing safe drinking water and 992 patients have been referred to government hospitals for further treatment, thereby improving the health of communities. The slum communities were introduced to rights based gender issues, personal care and hygiene to improve family and social status and refrain from domestic violence. 1,482 people accessed various government schemes and entitlements from the local authorities. Some of them were Widow and Old Age Pensions, Ration Cards, certificates for Physically Challenged, Income Certificates, Birth Certificates, Aadhaar Cards, Caste Certificates etc.

Disability pension for Shakila and Zamalludin

Shakila and Zamalludin manage their family needs through the meagre earnings from the petty shop which they run in Sri Ram Colony, Khajuri Khas, New Delhi. Both of them are physically disabled. Shakila's left leg is paralysed from birth and Zamalludin cannot see with his right eye. With five daughters and four sons, the couple struggle to meet all the household expenses. Learning about the lack of sustainable income, EFICOR's partner SPTWD assisted the couple in obtaining a Disability certificate in order to access disability



pension, through a process of submission of relevant documents and certification by Government doctors. Both Shakila and Zamalludin are confident that they will get disability pension, an additional income that will definitely support their family. They are very happy and grateful to the project for the support.

Disability

EFICOR Livelihood Resource Center (LRC) creates opportunities to youth with disabilities by imparting relevant skills training to gain employment. Partnering with other training institutes, the centre provided appropriate soft skills and technical skills to 184 Persons with disabilities (PWDs) - females 71 and males 113. out of which 136 PWDs secured jobs in one of the 14 companies comprising hospitality, retail, finance, Business Processes Outsourcing (BPO) and Information Technology (IT) sectors. 1,052 PWDs who registered at the centre were screened and assessed for jobs and counseled for a career based on their aptitudes and skills. The centre also assisted the candidates for self employment, in accessing government schemes and linking The companies which participated in three job fairs during the year, recruited 71 PWDs

A job to stand on his own legs

Disabled from birth, Roopak lost his wife while giving birth to their son in Bihar. Due to poor financial situation, Roopak migrated to Delhi with a hope of employment, leaving his son behind to be cared by his parents-in-law. Having passed 12th standard and with 60% disability, finding a job was a challenge for him. He had hoped to get a job and bring his son to Delhi.



Roopak receiving Staff of the Month Award (Extreme right)

EFICOR's Livelihood Resource Centre (LRC) provided Roopak with training in Tally and English communication and supported him with travel allowance to attend the training. With proper guidance and support he developed skills in communication. After the training he was placed in Vishal Mega Mart Vikaspuri, New Delhi as a Customer Care Executive on a monthly salary of Rs.8000/-, taking care of the billing process in the store. He hopes to visit his son soon who is now three years old. He also received 'Staff of the Month Award' recently.

Roopak thankful to LRC's support said that he is now happy with his life.



Goal 4: To respond to people in disaster and conflict situations towards rebuilding of lives.

EFICOR reached out to victims of disasters and assisted in recovery and reconstruction.

Disaster Relief

EFICOR responded to five disasters consisting of three flood situations, one fire accident and a cyclone which benefitted 7711 households. Adhering to international standards laid down by Red Cross Code of Conduct, Sphere Project and Humanitarian Accountability Partnership (HAP), the disaster affected received food and household materials after assessing their need. Priority was given to vulnerable groups such as PWDs, widows, elderly women headed families and those living below the poverty line. Relief interventions were made more effective due to partnerships with local partners and volunteers who had storage facilities, have developed good rapport with the affected communities and were familiar with the affected area.

Flood Relief

Floods caused due to monsoon rains devastated Uttarakhand, Bihar and Himachal Pradesh.

EFICOR's relief team comprising of staff and partners upon reaching the flood affected people, made rapid assessment of the destruction and identified the most vulnerable households after transport and communications system were restored. In Rudraprayag and Chamoli Districts of Uttarakhand 2160 most affected families from 32 villages from eight blocks received relief materials worth ₹ 5000/- ensuring a month's food provision and basic household items to return to their normal way of living. The affected families were dependent on pilgrim tourism. They lost family members to the flash flood in June last year. EFICOR also distributed relief materials to 201 households with the help of partners in Kinnaur, Himachal Pradesh. Severe flood in Bihar affected six districts, causing damages to crops and property and claiming several lives due to inadequate embankment of the Ganga river. River water inundated the lands damaging several hectares of cash crops along the river and forcing displaced vulnerable people to take shelter on roads and nearby schools. EFICOR provided emergency relief to 2000

households through its partners in Begusarai and Bhagalpur districts with 20 Kgs of wheat flour, two Kgs of Sattu, two Kgs of Dal, two liters of mustard oil, one Kg of sugar, a kg of salt, candles and match boxes.

Cyclone Relief

Phailin Cyclone which made a landfall at Gopalpur, Odisha left a trail of destruction affecting 18 districts in Odisha damaging shelter, livelihood and infrastructure and killing 13 people. EFICOR's relief team immediately took up the rapid assessment with the Inter Agency Group Coordination Committee. Identifying 2683 most affected families in seven villages from Ganjam and Rangeilunda blocks in Ganjam District, EFICOR provided a month's provision of food, clothes, hygiene kits and tarpaulins to cope with their distress.

Fire Relief

Fire accidents in slums and in rural villages devastate the poor as their houses are built of extremely inflammable materials and their household articles are turned to ashes. The affected people earn their living as labourers, rickshaw



Pankajini and Tapan with relief materials

Relief assistance a ray of hope

Pankajini Sadangi, a 58 year old widow along with her only son Tapan Sadangi who is mentally challenged hails from Khatia village. The only source of their income was a small pan (betel) shop, which was insufficient to meet their basic needs on a regular basis. She was away to attend a Hindu funeral ritual when Phailin struck.

When she returned, it was heartbreaking to witness the loss of

their house and the pan shop. They had lost ornaments and household items worth around ₹ 20,000, which was their hard earned asset. Pankajini said, "it is beyond our capacity to cope with this unexpected loss." The appropriate and timely provision of EFICOR's relief assistance brought a ray of hope to settle down this family and she said, "The relief is appropriate to our family need and taste. This God given help has removed all my worries for basic food items for a period of one month"

pullers or through petty businesses. They suffer a great deal losing all what they own when the fire affects them. EFICOR responded to a fire accident in J.J Colony, Bawana slum, New Delhi and provided food and household articles to 500 affected families.

Disaster Rehabilitation

EFICOR continued to stand with the disaster affected community to restore their lives after having lost their family members, livelihood, livestock and household articles. Most importantly, the Cash for Work (CFW) programmes provided food security for families in the aftermath of Uttarakhand Flash flood and Phailin Cyclone in Odisha.

Punarnirman Cash for Work Project

Identifying various areas of need such as agricultural land restoration, pedestrian path, water storage tanks, 443 families from five villages in Ukhimath block, Rudraprayag District of Uttarakhand engaged themselves with Cash for Work for 42 days and earned ₹16,800/- each. Most of the families used their earnings for their food items while others spent on children's education. Through awareness, training and networking with local government and like minded NGOs, 109 people accessed government compensations for the loss of mules, livestock and agricultural land. Four Disaster Management Committees formed of six men and six women in each committee were empowered in providing awareness for effective disaster preparedness and also were actively involved in Cash for Work programme. Fifty vulnerable families also received livestock to generate income for their livelihood.

Phailin Cyclone Restoration

The Cash for Work programme for 25 days took place in New Golabanda village of Kamalapur Panchayat in Rangeilunda block, Ganjam district, Odisha. Repairing village roads, cleaning of debris and water stagnation and repair of

houses assured an income of ₹ 7500/- each to 274 vulnerable families. Non-asbestos sheets were provided to 352 families to reconstruct their roofs that were blown away by the cyclone. Constant engagement with local government and like minded NGOs in advocacy and networking for the cyclone affected, helped 289 families in accessing financial assistance of ₹ 4500/- from the government to repair fishing vessels. Formation of a Disaster Management Committee and 15 Self Help Groups has empowered the community to handle issues and seek solutions.



Water supply for the village

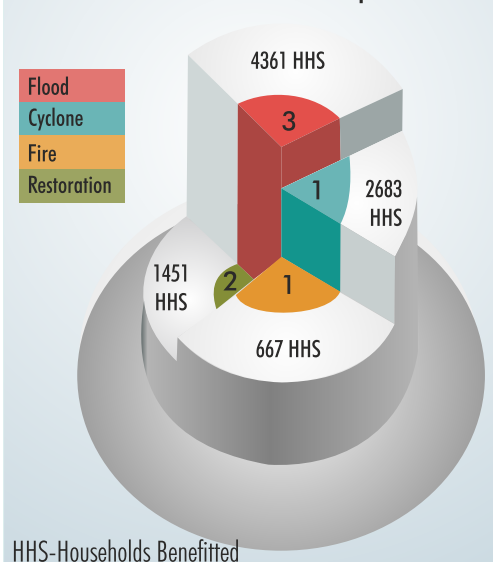
Water supply was one of the biggest issues for Badasu villagers in Ukhimath block of Rudraprayag District until the flash flood struck. The villagers had to walk about 2 kms to fetch water for drinking and household use in the hilly area. When EFICOR learnt that the village is facing water shortage during the survey, several options were explored to find a solution to the problem. Under the Cash for Work (CFW) program three water harvesting structures were constructed in the village. These structures met the needs of 133 families. The villagers are using the water from these water harvesting structures for washing and drinking. They are deeply grateful for the new water source. They need not go far for fetching water and can use their time for other activities.

Peace and Reconciliation

EFICOR identified the need for strengthening communities it serves, to have positive responses during difficult conflict situations. Training enabled community leaders to express their own perspective to resolve conflict and keep peace within their own community. EFICOR has started empowering communities to initiate peace committees. These committees are expected to help in identifying potential outbreak of conflict, analyse cases, assist in resolving community conflicts and launch development programmes with different stakeholders in the locality.

A peace building training programme was held in Jharkhand from 15th to 17th November 2013 for leaders from Malto and Santhal communities who are in conflict, to enhance their skills to effectively intervene in situations of conflicts. 55 participants (8 females and 47 males), representing community leaders, partners and staff received a three-day training to commence peace building initiatives where they work. Besides, a Training of Trainers on Peace Building was also held. As a result, 7,395 community members in Kandhamal, 150 Malto villages and two communities in Assam were involved in peace building initiatives after the training.

No. of disasters and households benefitted in Disaster Response





Goal 5: To address the issues of HIV and AIDS towards halting and reversing its spread and promoting care and support.



Conference on addressing issues of HIV & AIDS, held in Patna Bihar

The HIV and AIDS programmes have continued to evolve in addressing the needs of People Living with HIV and AIDS (PLHA), through the involvement of local Faith Based Organisations and the wider community. Focusing on care, support and education, have been considered to be effective and sustainable.

EFICOR considers the Faith Based Organisations' vital role to effectively address the issue of HIV and AIDS. Eight 'Channels of Hope' (CoH) workshops conducted for 292 Faith Based Organisations increased awareness and motivated them to show compassion for those infected and affected with HIV. Change in attitude, brought through workshop have empowered them with knowledge on prevention techniques, care and support skills, motivated 285 Faith Based Organisations to participate along with EFICOR in its three-pronged approach of HIV prevention, care

and advocacy. Trainings imparted on the aspects of HIV resulted in 84 active care givers taking care of 340 PLHAs and their family members. Pastors, care givers and support groups are also monitoring the health and other issues of PLHAs.

Prevention

Prevention efforts targeting those at greater risk can stem the spread of HIV. 10,500 individuals who underwent intensive behaviour change education, accepted their high-risk behaviour and expressed their willingness to change. About 500 children and youth who underwent Life Skill Education and Adolescent Health Education Programmes decided to avoid risky behaviours and pledged to go for HIV testing and protect themselves and others as well. 82,500 people benefitted through the Information, Education and Communication (IEC) materials on HIV and AIDS awareness. 9,000 individuals who

underwent intensive one-to-one and one-to-group behaviour change education, expected to change their risk behaviour. Out of these, 50 truck drivers have reported that they have changed their sexual behaviour.

Care and Support

Communities face persistent challenges to overcome the stigma that surrounds the disease, creating barriers to prevention and care. Whereas 350 PLHA families and 403 orphans and semi-orphans have reported their acceptance by Faith Based Organisations and are receiving regular care and support.

741 Children Living with HIV & AIDS (CLHA) are receiving nutrition, educational materials, other emergency assistance and are continuing their education. 800 PLHA and 500 CLHA have reported improvement in their health after receiving Home Based Care (HBC). Having received treatment for Opportunistic Infections (OI), Anti-retroviral Therapy and nutrition, 747 families expressed confidence to lead their lives with a positive attitude. These families are part of and are connected to 46 active, Faith Based Organisations and Community based Support Groups (SGs) and Self Help Groups (SHGs) for timely care and support. 377 PLHA reported that they have gained confidence and have disclosed their status to the community and have received acceptance.

180 PLHAs trained in various skills and having received financial assistance reported 25% -75% increase in their monthly income

through various livelihood engagements. Thirty Female Commercial Sex Workers (FCSWs) have moved away from their profession and are actively engaged in alternative livelihood.

Advocacy

Actions are taken to ensure that PLHAs are linked to PLHA networks and registered with the government to access facilities that they are entitled to. PLHA communities are more proactive in engaging with the State AIDS Control Society (SACS) and have asked for their

rights to be included in the State programme planning and implementation committees.

Through our advocacy efforts, 914 PLHAs received free access to HAART (Highly Active Anti-Retroviral Therapy), 660 PLHAs were given free treatment for their regular OIs, 106 widows availed Pension of ₹ 1,000/- per month and several PLHAs have accessed various types of financial support and schemes that have been instituted for their well being.



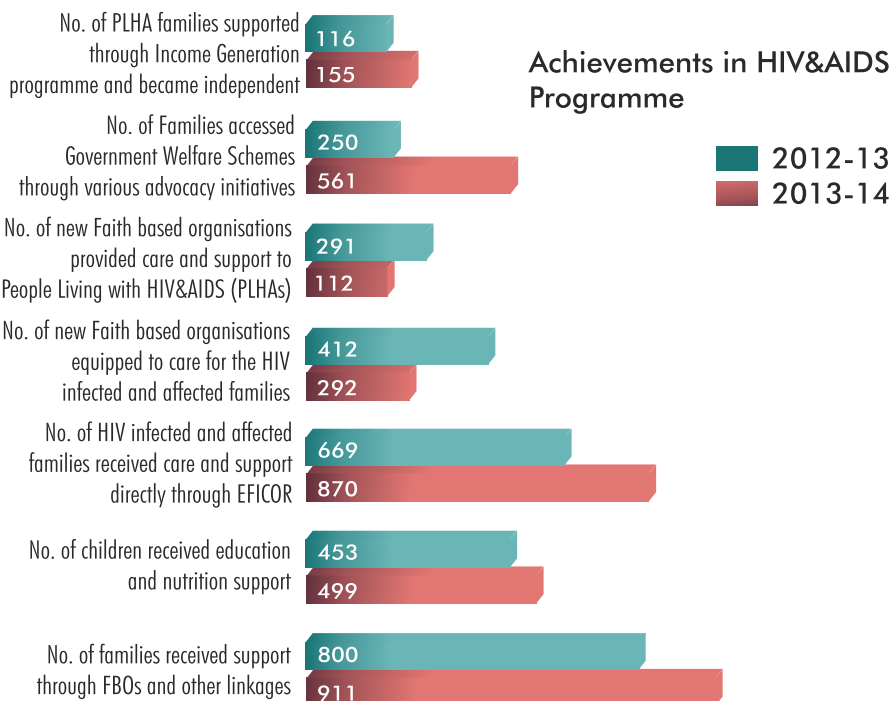
Ensuring care & Envisioning well-being of PLHA workshop

The Story of Melody and her family



Melody contracted HIV from her husband who left her for another woman. Her HIV status was known during her second pregnancy through her second husband Chhuana. The couple was planning to abort the baby. Living in poor economic condition, and with Melody's poor health, they were led to SHALOM, EFICOR's partner in Aizawl, Mizoram. At that time, Melody's was two months pregnant and her first baby was eight months old. After counselling, she was given immediate support to bottle feed her baby and nutritious food for herself. Melody was also enrolled in the PLHA support list for monthly nutrition, treatment and emergency support until the family was able to manage on their own. To strengthen the family income, Chhuana was provided with skill training and financial assistance for silkscreen printing. Gradually their family income increased and they were able to save money. By February 2014, they were able to start a small business of their own. With improved health and income, able to meet their basic needs the family's confidence has been renewed to face the world, and they are much happier.

Achievements in HIV&AIDS Programme



Disseminated Information, Education and Communication (IEC) materials to 30,292 persons and Behaviour Change Communication (BCC) materials to 1,01,101 persons

EFICOR'S RESOURCES



THE EVANGELICAL FELLOWSHIP OF INDIA COMMISSION ON RELIEF
 308 MAHATTA TOWER B-54, COMMUNITY CENTRE JANAKPURI NEW DELHI - 110 058
 CONSOLIDATED BALANCE SHEET AS AT MARCH 31, 2014

As at 31.03.2013 (Rs.)	LIABILITIES	SCH	As at 31.03.2014 (Rs.)	ASSETS	SCH	As at 31.03.2014 (Rs.)
28,557,657.79	General Fund	A	31,255,035.39	Fixed Assets		
246,800.00	Corpus Fund	B	307,300.00	Organisational		13,768,527.02
1,112,958.55	Asset Replacement Fund	C	2,515,509.55	Project	H	3,980,412.82
4,444,265.41	Endowment Fund	D	4,429,401.41			
2,039,688.35	Project Asset Fund	E	3,168,878.86			
				Current Assets, Loans & Advances	I	
2,338,722.00	Earmarked Funds	F	3,594,288.00	Bank Balances		
	Relief / Rehabilitation for Victims of Natural Calamities			With scheduled Banks		
20,493,596.42	Rural Development		34,212,987.61	- In Current Account		126,782.99
11,232,900.91	Awareness Camp/ Seminars/ Workshop / Meeting/ Conference		8,190,828.00	- In Savings Bank Account		15,762,766.79
-	Co-ordination / Implementation		-	- Fixed Deposits	J	49,253,389.00
851,133.00	Current Liabilities	G	1,320,561.00	Loans & Advances	K	5,409,756.02
	Amounts Payable			Advances / Deposits		593,155.18
71,317,722.44			88,994,789.82	Amounts Recoverable	L	
						88,994,789.82

Significant Accounting Policies and Notes to Accounts - Schedule 'N'
 Schedules A to L and N form an integral part of the Balance Sheet.
 In terms of our separate report of even date

For Ray & Ray
 Chartered Accountants
 Firm Regn. No. 301072E



[Signature]
 SAMIR MANOCHA
 PARTNER
 Memb. No. 91479

PLACE : NEW DELH
 DATE : 18 JUL 2014

[Signature]
 SANJAY PATRA
 CHAIRMAN
 EFICOR BOARD

[Signature]
 GABRIEL GONSALVES
 TREASURER
 EFICOR BOARD

[Signature]
 KENNEDY DHANABALAN
 EXE. DIRECTOR / SECRETARY
 EFICOR BOARD

EFICOR'S RESOURCES

THE EVANGELICAL FELLOWSHIP OF INDIA COMMISSION ON RELIEF 308 MAHATTA TOWER B-54 COMMUNITY CENTRE JANAKPURI NEW DELHI - 110 058								
CONSOLIDATED INCOME & EXPENDITURE ACCOUNT FOR YEAR ENDED MARCH 31, 2014								
Year Ended 31.03.2013 (Rs.)	Expenditure	SCH	Current year 31.03.2014 (Rs.)	Year Ended 31.03.2013 (Rs.)	Income	SCH	(Rs.)	Current year 31.03.2014 (Rs.)
331,898.00	<u>Project / Programme Expenses</u>				<u>General Donation</u>			
	Relief / Rehabilitation for Victims of Natural Calamities		20,000.00	6,911,662.23	Foreign Contribution		10,577,480.32	
135,667.00	Rural Development		306,950.00	889,409.00	Local Contribution		873,099.00	11,450,579.32
569,102.00	Awareness Camp/Seminars/ Workshop/Meeting/Conference		620,587.00	3,678,970.47	<u>Other Income:</u>		2,929,197.00	
4,186,685.46	Co-ordination / Implementation	M	7,863,099.44	137,030.00	Bank interest		18,977.00	2,948,174.00
	<u>Other Expenditure</u>				Misc. Income			7,110.00
	Depreciation			17,691.00	Interest on tax refund			34,029.02
	Less: Depreciation pertaining to Project Assets		2,905,374.33		Sale of Project Assets			
3,770,490.56	Fixed Assets short receipt (net) on physical reconciliation		-					
1,687,357.83	Excess of Income over Expenditure		2,723,881.58	11,634,762.70				14,439,892.34
6,411,410.24	Excess of Income over Expenditure transferred to Earmarked Fund		5,629,255.90	1,687,357.83	Excess of Income over Expenditure			2,723,881.58
				3,770,490.56	Transferred to General Fund			2,905,374.33
				953,561.85	On Account of depreciation			
				6,411,410.24	On Account of Fixed Assets Short receipt (Net) on physical reconciliation			
								5,629,255.90

Significant Accounting Policies and Notes to Accounts - Schedule 'N'
Schedules M and N form an integral part of Income & Expenditure A/c.
In terms of our separate report of even date

For Ray & Ray
Chartered Accountants.
Firm Regn. No. 3010728


SAMIR MANOCHA
PARTNER
Memb. No. 91479


SANJAY PATRA
CHAIRMAN
EFICOR BOARD


GABRIEL GONSALVES
TREASURER
EFICOR BOARD


KENNEDY DHANABALAN
EXE. DIRECTOR / SECRETARY
EFICOR BOARD

PLACE : NEW DELHI
DATE : 18 JUL 2014



The Evangelical Fellowship of India Commission on Relief ABRIDGED BALANCE SHEET AS ON 31ST MARCH 2014

Particulars	Current Year		Previous Financial Year	
	Amount	%	Amount	%
Assets				
Fixed Assets	1,77,48,939.84	19.94%	1,74,87,507.63	24.52%
Loans & Advances	61,02,911.20	6.86%	26,91,630.09	3.77%
Investments	4,92,53,389.00	55.34%	3,71,87,029.00	52.14%
Current Assets	1,58,89,549.78	17.85%	1,39,51,555.71	19.56%
Total	8,89,94,789.82	100.00%	7,13,17,722.43	100.00%
Liabilities				
General Fund	3,12,55,035.39	35.12%	2,85,57,657.79	40.04%
Corpus Fund	3,07,300.00	0.35%	2,46,800.00	0.35%
Endowment Fund	44,29,401.41	4.98%	44,44,265.41	6.23%
Asset Replacement Fund	25,15,509.55	2.83%	11,12,958.55	1.56%
Project Asset Fund	31,68,878.86	3.56%	20,39,688.35	2.86%
Earmarked Funds	Balance			
Goal No.1	46,38,577.00	5.21%	46,30,174.00	6.49%
Goal No.2	17,35,971.00	1.95%	56,14,750.91	7.87%
Goal No.3	3,42,12,987.61	38.44%	2,04,93,596.42	28.74%
Goal No.4	35,94,288.00	4.04%	23,38,722.00	3.28%
Goal No.5	18,16,280.00	2.04%	9,87,976.00	1.39%
Current Liabilities	13,20,561.00	1.48%	8,51,133.00	1.19%
Total	8,89,94,789.82	100.00%	7,13,17,722.43	100.00%

Summary of Accounting Policies:

Fixed Assets are stated at cost less depreciation. Fixed Assets includes Organisational Assets & Project Assets.

Asset Replacement Fund is for the purpose of replacing the assets whenever need arises.

Endowment Fund:- Award for an individual outstanding contribution in the development sector & welfare of EFICOR staff.

Earmarked Fund is for specific purposes or to meet future commitments.

Investments are governed by Section 11(5) & Section 13 of Income Tax Act, 1961

In general EFICOR's accounting is on Cash Basis, however the interest from investment is on accrual basis.

Separate Books of Accounts are maintained for Foreign and Local Contribution.

Corpus Fund: Contribution from staff and others is part of Corpus of EFICOR.

Foreign Currency Transactions: Foreign Exchange is converted at the rates applicable on the date of receipt /sale/surrender of the foreign exchange.

To claim exemption u/s11 of IT Act 1961, EFICOR has spent more than the required percentage of expenses i.e 85%.

Other Information

Our Auditors:- M/s. Ray & Ray, Chartered Accountants
205, Ansal Bhawan,
16, Kasturba Gandhi Marg,
New Delhi - 110 001, India,
E-Mail. rayandraydelhi@vsnl.com

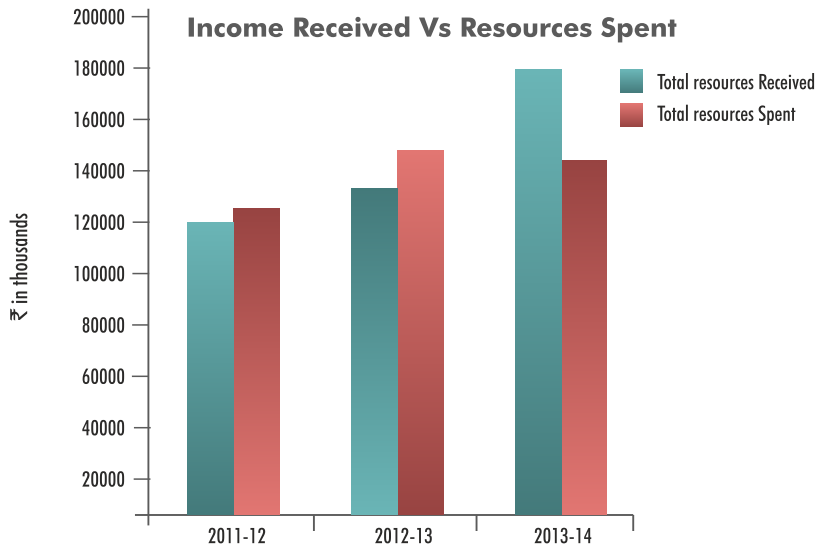
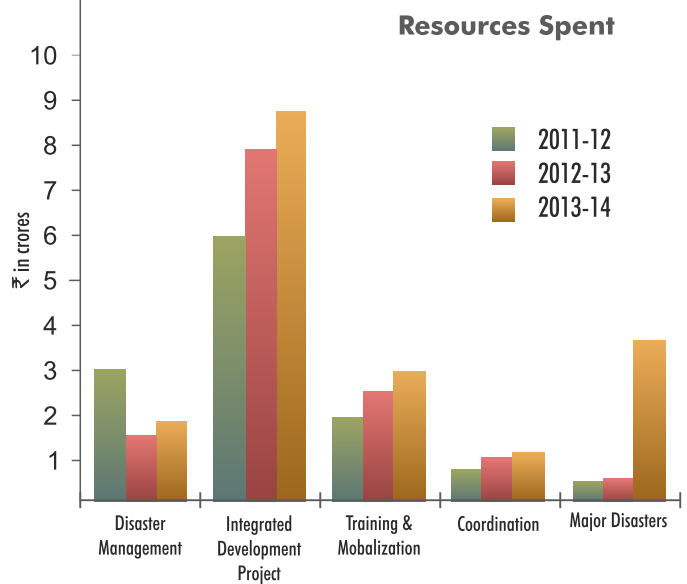
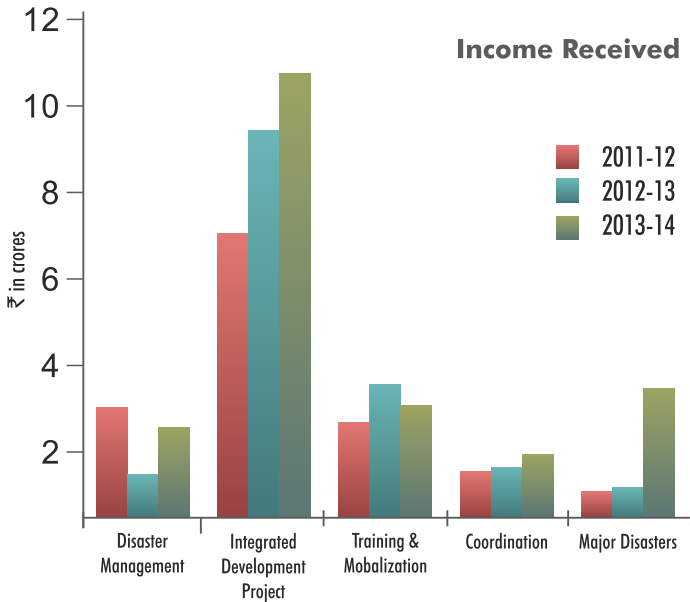
Our Bankers are:-

For Foreign Contribution -
State Bank of Mysore, Nehru Place,
New Delhi-19 ,
S.B A/c. No.54015789609
For Local Contribution -
State Bank of India, Janakpuri,
New Delhi-58,
S.B A/c. No.30647111974

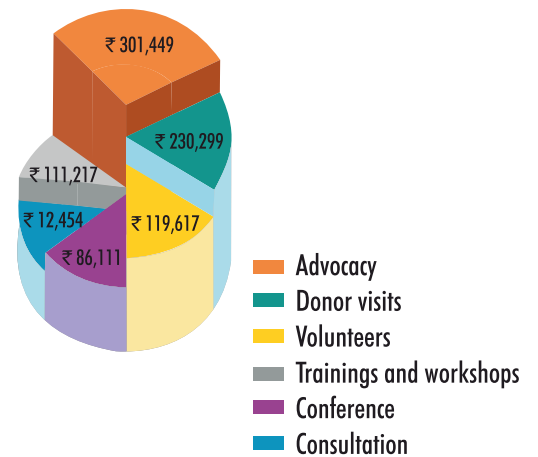
ABRIDGED INCOME & EXPENDITURE ACCOUNT FOR THE YEAR ENDING 31ST MARCH 2014

Particulars	Current Year		Previous Financial Year	
	Amount	%	Amount	%
Income				
Goal No.1	1,88,360.00	1.30%	5,88,686.00	5.06%
Goal No.2	3,90,880.00	2.71%	1,37,450.00	1.18%
Goal No.3	30,000.00	0.21%	12,000.00	0.10%
Goal No.4	-	0.00%	10,000.00	0.09%
Goal No.5		0.00%		0.00%
Resource Facilitation	1,38,30,652.34	95.78%	1,08,86,626.70	93.57%
Total	1,44,39,892.34	100.00%	1,16,34,762.70	100.00%
Expenditure				
Goal No.1	4,92,238.00	4.20%	4,09,122.00	4.11%
Goal No.2	1,28,349.00	1.10%	1,35,481.00	1.36%
Goal No.3	3,06,950.00	2.62%	1,35,667.00	1.36%
Goal No.4	20,000.00	0.17%	3,31,897.00	3.34%
Goal No.5	-	0.00%	24,500.00	0.25%
Resource Facilitation	78,63,099.44	67.11%	41,86,685.46	42.09%
Depreciation on Assets	29,05,374.33	24.80%	37,70,490.56	37.90%
Loss on sale of Assets	-	0.00%	9,53,561.85	
Total	1,17,16,010.76	100.00%	99,47,404.87	90.41%
Deficit / Surplus	27,23,881.58		16,87,357.83	

Annual Audited Statement of Accounts would be available on request.



Foreign Visits undertaken during the year 2013-14



Permanent Account Number (PAN) AAATE0123A
 Tax Deduction Number (TAN) DELE00661D
 Income Tax Exemption Number (u/s 12A) Trust/718/10A/Vol.AI/E-39

Registered Office: 1305, Brigade Towers, 135 Brigade Road, Bangalore, 560025.
 EFICOR is registered under the Karnataka Societies Registration Act, 1960
 (Karnataka Act No.17 of 1960) on 30 April, 1980.

The registration number is 70/80-81.
 EFICOR is also registered under the Foreign Contribution Regulation Act, 1976
 and the registration number is 231650411.

All donations sent to EFICOR are Tax exempted under section 80 (G)
 of the IT Act of 1961. Regd. No.DIT (E) 2010-11/DEL –
 EE21725 -06042010/4 dated 6/6/2010 valid from 2010-11 onwards.



EFICOR's Resourcing Partners



Tearfund values its long standing partnership with EFICOR in serving the poor in India. Our partnership reflects a shared vision for compassionate service and joint aspiration for bringing justice. We have together, learnt precious lessons from those we serve and celebrate this mutually rewarding relationship.

We commend the work of EFICOR in emergency relief, building resilient communities, influencing policy and equipping faith based organisations to address social concerns. The leadership of EFICOR has tried to incorporate prevention strategies in addressing human trafficking through building sustainable livelihoods. They have started addressing Climate Change adaptation at community level and are raising awareness among faith based organisations leaders for a nationwide response.

In the last two years EFICOR has scaled up its work in forming two new project clusters in Bihar and Bundelkhand. We have together responded to two large humanitarian emergencies; cyclone Phailin in Odisha and flash floods in Uttarakhand. The launch of the District Disaster Management Plan (DDMP) in Patna, Bihar was a milestone achievement in 2013.

I wish Rev. Kennedy Dhanabalan and his leadership team our best wishes on behalf of all my colleagues at Tearfund.

Prince David
Country Representative - India
Tearfund

World Renew is happy to be a long term partner of EFICOR. Over the past fifteen years we have worked together in integrated community development programme in Jharkand, Odisha and West Bengal. We appreciate EFICOR's commitment to the poor and its desire to carry out participatory community development approaches. EFICOR also works in public and private partnership – in helping communities to link to local facilities.

EFICOR shares World Renew's commitment to work with the poorest of the poor in this integrated and sustainable community development. We have also partnered with EFICOR for high quality disaster response work.

We thank the staff and Board of EFICOR for their commitment to excellence on behalf of the poor of India.

Kohima Daring
Country Team Leader
World Renew Bangladesh



We thank all individuals and organisations that contributed towards EFICOR's programmes and activities to support the poor and the marginalised.

Regular Supporting Partners

- 1 Canadian Food Grain Bank
- 2 Cedar Fund, Hong Kong
- 3 DFID - U.K
- 4 ERIKS, Sweden
- 5 Health Bridge Foundation, Canada
- 6 Leonard Cheshire Disability - South Asia
- 7 Micah Network, U.K
- 8 S.E.L., France
- 9 Stichting World Servant, Netherlands
- 10 Swedish Medical Mission
- 11 Tear Australia
- 12 Tear Fund, Netherlands
- 13 Tear Fund, New Zealand
- 14 Tearfund, UK
- 15 World Relief, Canada
- 16 World Renew, USA

Major Supporting Partners

- | | | |
|--|--|---|
| <ol style="list-style-type: none"> 1 AGSM, Khurda 2 Amit Kumar 3 Archana Pandey 4 Ashirvadam G. 5 Bipu Kanti 6 Butler Methodist Church 7 Cherian Thomas 8 Christian Samuel Barnabas 9 Compassion East India 10 Delhi Mizo Thalai Inkhawmi 11 Dhanraj 12 Diya Singh 13 Doon Carrying Company 14 Grace Mary Mammen 15 Evangelical Baptist Convention Church 16 Evangelical Christian Association | <ol style="list-style-type: none"> 17 Gurgoan Christian Fellowship 18 HDM Industries 19 ICRM Central Church 20 Interserve India 21 Karunakaran I.L. 22 Koramangala Methodist Church 23 Kuki Worship Service 24 Light Foundation 25 Manali Baruah 26 Meera Ninan 27 Mizo Welfare Association 28 Mysore Hope Centre 29 Narayana Balachandra 30 NWGEL Church 31 Paul Jaya Raja 32 Prem Nijhawan | <ol style="list-style-type: none"> 33 Rahul Jain 34 Rayalu N. 35 Sathu V. 36 Sonajharia Minz 37 St. John's Methodist Tamil Church 38 Sunithi Stephen 39 Thomas Swaroop 40 UNFPA, New Delhi 41 World Vision India |
|--|--|---|

Human Resources



Christmas get-together

EFICOR continued its efforts to provide an enabling environment to attract, nurture and retain staff who commit themselves to its vision, values and work and to put their skills to effective use.

Aligned to the Strategic Plan, Human Resources initiatives were consistently applied to internal policies and practices, ensuring a respectful environment to all staff members. Anti-Fraud Policy and Staff Grievance and Redressal guidelines were developed during the year.

Values

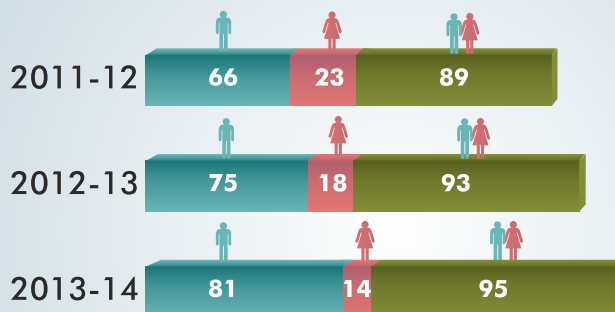
EFICOR gives prominence to its most important resource – its staff members. Values and beliefs are being integrated into all Human Resource management systems, processes, activities and programmes through several seminars, retreats, and training events throughout the year.

Recruitments

EFICOR's staff strength increased by 6% to 95, with the recruitment of 16 new staff at an attrition rate of 6.34, ensuring that the right people are in the right place with emphasis on excellence and teamwork as part of our culture. Diversity recognized to be important to our strategy, gender diversity has been identified as a key area for improvement.

Staff movements

There were six transfers within the field and short term transfers during disaster relief in Uttarakhand Flood Relief and Phailin Cyclone Relief in Orissa.



Staff strength in the past three years.

Staff development and learning

Committed to providing staff members with tools and skills they need, EFICOR developed their capabilities with the right skills and competencies. EFICOR offered a variety of training and development opportunities during the year to support project implementation and to strengthen new functional roles. 70 staff were trained on Team building, Leadership, Advocacy, Watershed Management, Disaster Management and other specialized trainings to improve skills in accomplishing their roles. Some of the training provided were:

Training programme using Adult Learning Process

To conduct training programmes that are transformative and indelible, 16 staff members underwent an in-house five day training on Adult Learning Process. This methodology has been observed to have created lasting and profound changes in the knowledge, skills and attitudes of those trained through EFICOR's earlier training programmes.



Staff undergoing Adult Learning Process training

Cash Learning Partnership, (CALP) training, Kathmandu

The training undergone by the Manager, Emergency Response and DRR gave him an in-depth understanding of cash and voucher transfer programmes (CTP) in humanitarian responses (inclusive of slow onset emergencies, immediate relief operations and early recovery phases). The training helped in improving knowledge and understanding of the design and implementation of quality cash and voucher programmes. The training was applied during the Phase 2 of the Uttarakhand Flood Relief programme.

Channels of Hope Training

Staff members of HIV projects were trained as Facilitators of Channels of Hope Training in March 2014 and were certified to conduct programme in their areas.



Staff performance reviews

The annual performance appraisal process took place for each staff during the year, with a focus on career development and training needs.

Staff Welfare

EFICOR encourages staff to visit the field locations with their families to sensitise them on poverty. 70% of the staff members went on vacations which have been beneficial for improved mental skills and increased creativity. EFICOR presented Long Service Award to staff members on completion of 25 years of service and felicitated newly married staff and birth of children.

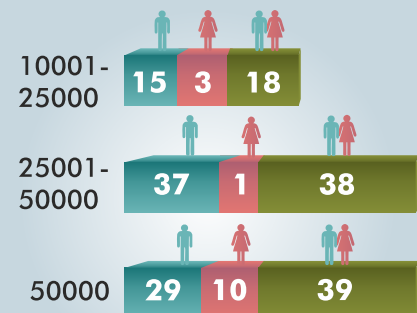
EFICOR has covered 57 staff members under the National Pension Scheme, 55 staff members have also been covered under Mediclaim Policy and the process of registration is on for the rest of the staff members.

Staff grievances and forums were coordinated and issues addressed to foster a healthy workplace. Two staff members are pursuing higher studies with financial support from EFICOR.



Staff members in group discussion at the New Year Retreat

Slab of gross monthly salary plus benefits in ₹ paid to staff during the year



An intern making a presentation

Internship Programme

EFICOR hosted 14 student interns pursuing Masters in Social Work and Theology from several Indian Universities and abroad. 45 students from two colleges on exposure visits to Delhi office received information about EFICOR's work.

JOIN US IN TRANSFORMING THE LIVES OF POOR & MARGINALISED

Your contributions will help poor people to have a better life in India.

- ₹ 5000/- would provide seeds, fertilisers and tools for a family to grow their own vegetables and crops.
- ₹ 7000/- would provide tuition support to a child for a year.
- ₹ 5000/- would make an adult tribal person literate.
- ₹ 6,000/- will cover the cost of skill training of a Commercial Sex Worker for alternate income generation.
- ₹ 5,000/- covers the cost to provide care to a HIV infected person.
- ₹ 3,000/- would cover the cost to provide school supplies for a HIV and AIDS infected and affected child for a year.

Cash/Cheque/D.D. _____ for Rupees _____

All donations sent to EFICOR are Tax exempted under section 80 (G) of the IT Act of 1961.

Please turn over to fill in your contact details.

EFICOR Board

Name, Educational Qualification & Background	Gender	No. of Board Meetings Attended	Role in EFICOR Board
Mr. Sanjay Patra, F.C.A Executive Director Financial Management Services Foundation	M	JULY 18, 2013 FEBRUARY 21, 2014	Chairperson
Rev. Dr. Lalchungnunga M.Phil., Ph.D. (Pol. Sc.), B.D., Chairman – Mizoram Board of School Education	M	JULY 18, 2013	Vice Chairperson
Mr. Gabriel Gonsalves L. Ph.D., M. Div., M.A. (Ling), Dip.SW. Executive Director, IDEA	M	JULY 18, 2013 FEBRUARY 21, 2014	Treasurer
Rev. Kennedy Dhanabalan B.Sc., B.D Executive Director, EFICOR	M	JULY 18, 2013 FEBRUARY 21, 2014	Secretary
Mr. N. R. Rayalu CEO, New Pension System Trust	M	FEBRUARY 21, 2014	Member
Rt. Rev. M. U. Kasab Bishop of Marathwada Church of North India	M	JULY 18, 2013 FEBRUARY 21, 2014	Member
Rev. Monadeep Daniel Member, Delhi Brotherhood Society	M		Member
Mrs. Porkodi Prabhakaran Ph.D., M.A. (Pol Sc.), B.Th Principal, Bishop Cotton Women's Christian Law College	F	JULY 18, 2013	Member
Mrs. Kokila Desai Secretary, Women's Ministry Evangelical Fellowship of India	F	JULY 18, 2013 FEBRUARY 21, 2014	Member
Dr. Sanajharia Minz, M.Sc., M. Phil., Ph.D., Associate Professor, Jawaharlal Nehru University	F	FEBRUARY 21, 2014	Elected Member on July 18, 2013
Rev. Richard Howell M.A., M.Th., Ph.D General Secretary, Evangelical Fellowship of India	M	JULY 18, 2013	EX-OFFICIO MEMBER
Rev. Mansang Songate, M.B.A Executive Director, NEICORD	M	JULY 18, 2013	EX-OFFICIO MEMBER
Mr. Sundar Daniel Executive Director, NEICORD	M	FEBRUARY 21, 2014	EX-OFFICIO MEMBER

The Board Members are not related by blood or marriage.



EFICOR Board Meeting in progress

The strong and visionary leadership provided by the Board Members contributed greatly to EFICOR's steady progress. Led by Chairperson, Mr Sanjay Patra, the Board provided direction to the Executive Director and ensured that all mandatory responsibilities, financial health of the organization and compliance to applicable laws and regulations are maintained.

The Board meeting minutes and resolutions were circulated among the Board Members. The Board approved policies, provisional and final budgets, audit reports, annual reports and evaluated the performance of the Directors. The Board also participated in two Standing Committees – the Governance and Finance.

The Board and Society meetings were held on 18th July, 2013 and 21st February, 2014. No remuneration was paid to The Board members for their work as Board members; however, a total of ₹196,694/- was spent on accommodation, travel and conveyance for the Board Members to attend the meetings.

The Board and Society Members actively participated as resource persons in EFICOR trainings and in other programmes.

My contact details:

I would like to donate regularly monthly quarterly one time

Name: _____

Address: _____

Contact Phone: (M.) _____ (₹) _____

E-mail: _____ Signature _____

All donations sent to EFICOR are Tax exempted under section 80 (G) of the IT Act of 1961.

Please mail this form along with your donation to :

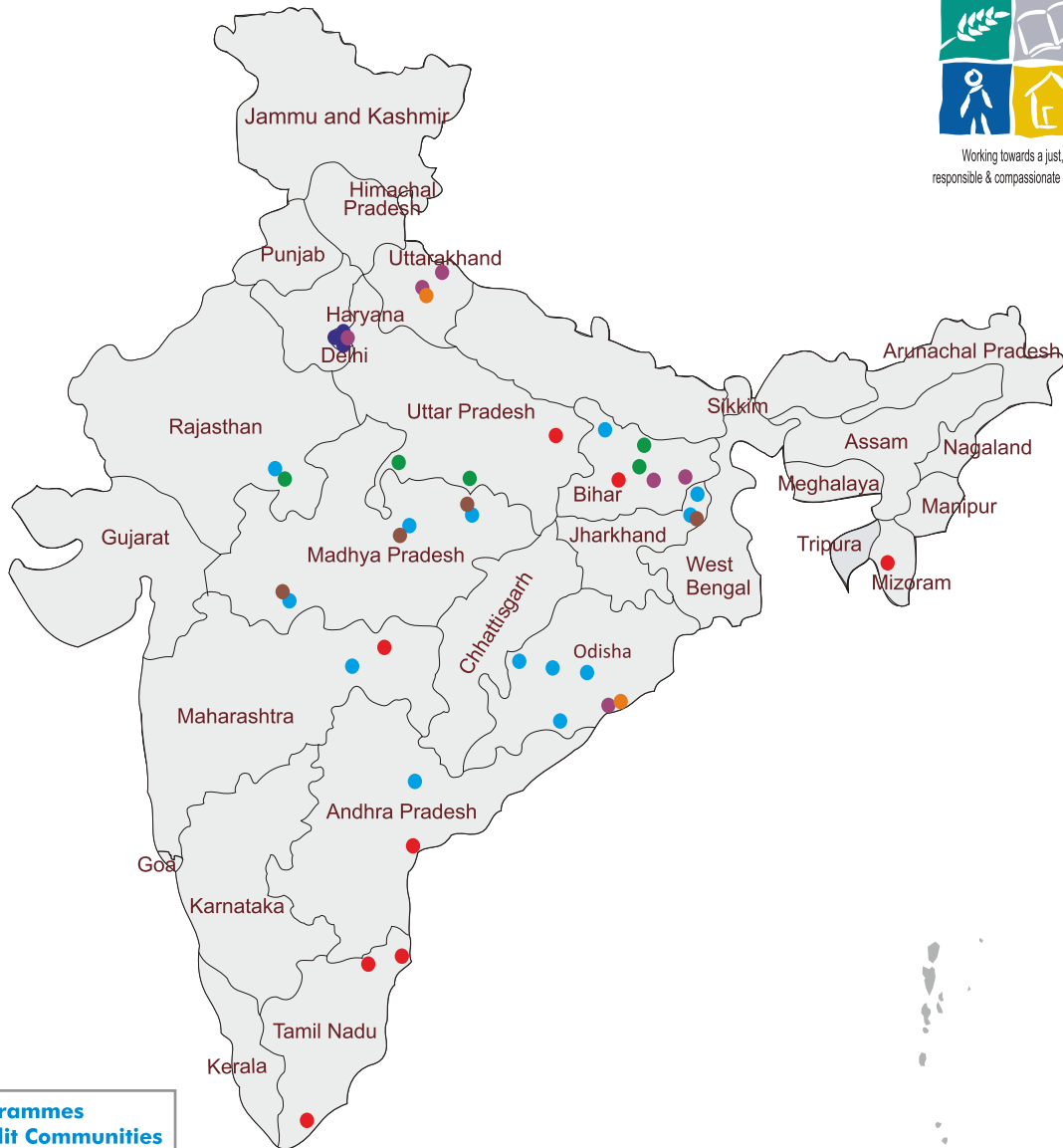
EFICOR, 308 Mahatta Tower B-Block Community Centre, Janakpuri New Delhi 110 058,

Telefax: 011-25516383/4/5, Mobile: 99711231003

or email your response to us at hq@eficor.org.



MAPPING OUR INTERVENTIONS



<p>Development Programmes Tribal, BPL and Dalit Communities Food Security</p> <p>Andhra Pradesh, Khammam District Bihar, East Champaran District Jharkhand, Pakur District Jharkhand, Sahibganj District Madhya Pradesh, Damoh District Madhya Pradesh, Khandwa District Madhya Pradesh, Satna District Maharashtra, Yavatmal District Orissa, Bolangir, District Orissa, Koraput District Orissa, Nuapada District Rajasthan, Dungarpur District</p>
<p>Disaster Relief</p> <p>Bihar, Begusarai & Bhagalpur Districts Himachal Pradesh, Kinnaur District New Delhi, Bawana Odisha, Ganjam District Uttarakhand, Rudraprayag & Chamoli Districts</p>
<p>Disaster Rehabilitation</p> <p>Odisha, Ganjam District Uttarakhand, Rudraprayag District</p>

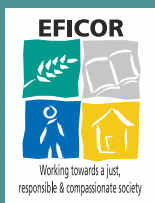
<p>Climate Change Adaptation & Disaster Risk Reduction Disaster prone communities</p> <p>Bihar, Madhubani District Bihar, Samastipur District Rajasthan, Dungarpur District Uttar Pradesh, Chitrakoot District Uttar Pradesh, Jhansi District Uttar Pradesh, Chitrakoot District</p>
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<p>Urban Slum Communities</p> <p>Holambi Kalan, North West Delhi Sri Ram Colony, Khajuri Khas, North East Delhi Tilak Vihar, West Delhi</p> <p>Livelihood Resource Centre - Disability</p> <p>New Delhi</p>

<p>Health</p> <p>Jharkhand – Pakur District Madhya Pradesh – Khandwa District Madhya Pradesh – Damoh District Madhya Pradesh – Satna District</p>

<p>HIV & AIDS Infected & Affected</p> <p>Andhra Pradesh, Prakasam District, Chirala Bihar, Patna Maharashtra, Nagpur Mizoram, Aizawl Tamil Nadu, Chennai, Tambaram Tamil Nadu, Tirunelveli, Valliyoor Tamil Nadu, Vellore Uttar Pradesh, Gorakhpur</p>
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<p>Training and Capacity Building</p> <p>All states</p>
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EFICOR

308, Mahatta Tower,

B-Block Community Centre, Janakpuri, New Delhi-110058

Telefax: +91 11 25516383/84/85 Mobile: 9971231003

E-mail: hq@eficor.org | www.eficor.org