

VIKALPA SOCIETY FOR SUSTAINABLE DEVELOPMENT

VIKALPA's PROFILE

A. GENERAL

Name:	Vikalpa, (Chandrapur)
Established (year):	1996
Registration Details: (Act & reg. number)	Registration number:241/96 dt.21.11.96 under Society Registration Act 1860
Date of Registration:	21.11.1996
Type of Organisation	NGO (Non profit, Non political voluntary organisation)
Exemption-I.T/S-11	Section 12 A and 80 G (Renewal in is process)

Contact Information:

Registered Address:	Vikalpa, C/o D.R. Mamidwar, GajananMandir Road, Wadgaon Chandrapur
Address correspondence	for Vikalpa, 162 Pande Layout Khamla Nagpur 25
Phone Nos:	09665013807
Fax	
E-mail	vikalp.ngonagpur10@gmai.com
Website	www.vikalpa.co.in
Field Office Address:	Vikalpa, Natural Resource Management Training Centre , SatichandadDham, Bawaangaon PO Badegoan TalukaSaoner District Nagpur MS India :Pin 441101
Phone Nos:	09665013807
Fax	0712, 2293853

Vision/Mission and Core Values Statement:

Vision and Core Values

VIKALP is committed to: **A self reliant, self propelled and responsible society committed for sustainable development**

Core values:

VIKALP firmly believes in Gandhian ideology and has laid down a value framework within which the organizations will work. These includes Participatory approach , decentralized decision making and Involvement of community in decision making processes and finally work with ShrimadBhagvat Gita Philosophy "**SarvetraSukhinaSantu, SarveSantuNiramaya**" which is reflecting on our logo.

Objectives:

Vikalpa is a voluntary organization registered under society registration Act in 1996 at Chandrapur. Basic objectives of the organization to work in rural area for development through science , technical and spiritual intervention. Vikalpa has focussed on following areas of work.

- Economic rehabilitation of project affected persons from planning, implementation till successfully socio-economically rehabilitated
- Decentralised District Planning of Backward Districts
- Women empowerment including SHG formation, strengthening, training including preparation of SHG Kits, federation documents, micro insurance of the women members of the SHGs and small and micro enterprise promotion
- Entrepreneurial support and hand holding to village youths in land based income generation
- Promotion of Agriculture and Horticulture activities for technological extension, demonstration and dissemination through centers
- Group Building and Awareness Programs for Tribal and Rural Women, JFM focused activities
- Networking with NGOs and People's Organizations on the issues of livelihood and capacity building of the community and community based organizations.
- Advocacy, NREGA, FRA,FC ACT, RTI
- Quality and cost effective education and health services for the marginalised through opening and running schools and hospital in rural areas

Geographical working area(s):

VIKALP presently works in two states : . Maharashtra and , Chattisghar

Key thematic sectors of operations:

1. Quality and holistic Education to the children of marginalised
2. Quality and holistic Health services to poors in villages
3. Women empowerment and income generation through capacity building, institutions strengthening, skill development and market support
4. Decentralized District planning
5. Rehabilitation and Resettlement Planning and implementation for development projects.

Target Population:

*Marginalized , SC,ST, Women, Children from 20 villages around our NRMcentres
Project Affected Population due to land acquisition projects in Maharashtra and
Chhattisghar
Rural women in micro finance and micro insurance*

List some of the concrete plans that Vikalpa wishes to undertake with funding from the public sector:

1. Create good infrastructure for education for the unreached/ marginalised from rural areas with sustainability and self propelled approach .
2. Create good infrastructure for establishing production cum training centre for income generation for women/ girls for rural women who can not do farming and hard work under MNREGA
3. Infrastructure for Skill development to enhance the employability of the youth and women in particular in the rural and urban areas
4. Works with Government for effective convergence of flagship schemes in the rural development

List strengths of VIKALPA:

1. Values on which the entire approach is based i.e. SarvetraSukhinoSantu” Let all be happy and prosperous by out hands, brains and hearts
2. Working with the community directly in all sectors of development from planning to implementation
3. Transparent and participatory approach in decision making

List weaknesses of VIKALPA: (top 3 weaknesses)

1. Source of sustainable finance not available
2. Can not hire competent professional social workers for want of paying/ earning capacity of Vikalpa
3. Do not have fund raising strategy /policy

B. ORGANISATIONAL ELEMENTS (Related to Governance)

Does the Organisation have an Independent Board?	Yes	✓	No	
Frequency of Board Meetings	Executive Meeting every quarter			
In last 2 years what was the shortest gap between meetings?(In months)	3 months			
In the last 2 years what was the longest gap between meetings? (In months)	4 months			

Board members:

	Name / Address	Occupation (or past occupation, if retired)	Relation to other senior office bearer, including Board/CEO/staff	Money value of all benefits received from board function, annually
1	Dr.P.K. Gandhi 162, Pande Layout , Khamla Nagpur 25	Social Service	No	Nil
2	ShriD.R. Mamidwar Snehdad, GajananMaharaj Mandir Road Chandrpur	Retired as Director Coal India	No	Nil
3	ShriAmrutDhanw atey, behind 19 DandigeLayout Shankar Nagar Nagpur	Environment and Wild Life Expert	No.	Nil
4	Dr. ShyamPadole, Near Hanuman Temple Telecom Nagar Nagpur	Rtd professor	No	Nil
5	Dr. R.P. Moghe Sadashiv, Samarth Nagar Nagpur	Working as research officer Anukar Seeds Nagpur	No	Nil
6	Dr. SmitaBhabra Global EnviroWHC Road Shankar Nagpur rd Nagpur	Environment Expert	No	Nil
7	Mrs. AditiTatawar, Shweta Nursing Home, Bazar, Chandrapur	Housewife	No	Nil
8	Prof. ArwindSowany, 23 Kamalkuti, Congress nagarNagapur	Professor CP& Berar College	No	Nil
9	KiritiDiwakarPart eki, Sitanagar, Nagpur	Working in RTO Nagpur	No	Nil

Chief Executive/Functionary:

Name:	Dr. P.K. Gandhi Secretary			
Date of Appointment:	7.2.2010			
Is Chief Executive the Founder of the Organization?	yes	✓	No	
Does Chief Executive work full time with the org	yes	✓	No	
If No, then what is the other occupation; provide details				
Is s/he member of any network-Govt. or otherwise; if yes, names	No.			
Chief Executive's Contact Details:	162, Pande Layout, Khamla Nagpur 25			
Phone Nos:	09665013807			
Email:	vikalp.ngonagpur10@gmail.com			

Succession Planning:

Does the Organization have a succession plan?	yes	✓	No	
Details:	Vikalp has plan to promote the young new professional who are now employees as well volunteering for the organization in its endeavors			

Names and Positions of Second Line managers:

	Name	current position	appointed since	date joined
1	Prof. Arwand Sowany	Joint Secretary	Founder Member	
2	Dr. R.P. Moghe	Treasurer	Founder Member	
3	Dr. Smita Bhabra	Vice President	Founder Member	

Organisational Structure (describe):

Organisation is governed by Executive Committee of Vikalpa comprising of nine members. Main functionary includes Hon. Secretary, Joint Secretary Treasurer and Working President
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C. FINANCE AND ADMINISTRATION ELEMENTS**Foreign Currency Receipts:**

Can the Organization receive Foreign Currency?	yes	✓	No	
Registration Details: (Act & reg. number)	FCRA Registration: 083810052			
Date of Registration:	6.6.2006			
Has latest FCRA return been filed? Period and date of filing	Yes			

Details of Past Budgets: (Details of last 3 years)

Financial Years	Total Income (Rs in Lakhs)	Total Expenditure (Rs. in Lakhs)
2011-12	20,66,604	14,96,130
2012-13	42,70,867	38,99,564
2013-14	36,32,111	37,77,184
Start		End

Details of Past and Present Institutional Donors/clients : (For 3 years)

Financial Year	Donor Agency/ Govt Body	Foreign /Indian	Total Contribution (Rs in Lakhs)	% of Income	Purpose of Grant/ Donation
2013-14	Karnataka Emta Coal Mines		7.28	19.79	Rehabilitation and resettlement of PAFs
	DRDA Raigad		2.63	07.52	SHG training and mobilization
	DPDC Nanded		5.86	15.93	District Planning and vision document
	NIWCYD		1.36	03.69	BEGF Planning
	WCL Wani north		3.58	9.73	Rehab and resettlement
2012-13	KECML		10.07	23.58	Rehabilitaiton
	DRDA Raigad		0.86	2.01	Women empowerment
	WCL Penganga		4.54	10.63	R&R
	DPDC Nanded		2.6	6.08	District Plan preparation
	Karnataka Emta Coal Mines Limited	India	16.16	38.3	Rehabilitation and Resettlement of PAFs
2011-12	Maharashtra State Mining Corporation	India	5.95	14.1	Socio-economic studies of farmers
	Western Coalfields Ltd.	India	0.48	1.1	Rehabilitation and Resettlement of PAFs
	NIWCYD under BRGF	India	6.2	14.7	Decentralized district planning
	DRD Raigad	India	2.6	6.2	SHG strengthening

Details of Own Resources including corpus, if any:

Financial Year	Nature of Resources	Total Contribution (Rs in Lakhs)	% of Income
2013-14	Abhyudaya School fees	10.28	27.95
	Sale of farm produce of school	4.85	13.19
2012-13	Sales	5.08	13.58
	Donation	14.58	34.14
	Abhyuday School	2.53	5.92
2011-12	Income from NRM centre, agriculture sales from the produces of the centre	4.1	9.71
	Collection of school fee	1.99	4.71
	Donations/ box collection to school/organisation	0.35	0.83
	NRM training centers receipt	1.37	3.25

Any Community account (eg. SHGs, Cooperatives, Federations) where any Board/Staff member is signatory:

Nil

Name of Community	Bank name, branch, a/c no.	Operation since when	Amount in Credit-Rs.	Future plans (of NGO with regard to the group)

Details of Major Assets:

	Asset	Value (Rs in Lakhs)	Source of Funds
1.	Building	30.05	Grants from the industries for their various works on

			R&R/ studies etc and income from the training centre
2.	Xerox Machine	01.07	As above
3	Fixed Deposit Receipt	3	FD
4	Mini Magic Bus	4.38	As above
5	School Bus	11.00	School fees/transport fee

Audits:

Does the organisation have a regular internal audit system? In-house / external-Name and address	Yes	<input checked="" type="checkbox"/>	No	
Period for which last internal audit report is available	2010-12 2011-12, 2012-2013 ,2013-14			
Does the organisation have a statutory auditor?	Yes	<input checked="" type="checkbox"/>	No	
Name and address of the statutory auditor	Shri J.P. Joshi and Associates Chartered Accountant Gandhi Nagpur			
Year since when the above firm has been the organisation's statutory auditor				
Does the organisation publish/bring into public domain, the annual accounts?	Yes		No	
What form in which the annual accounts has been brought to public domain?				
Latest year for which accounts published				
Does the organisation share its financial statements with the target communities? If yes, how?				

✓

Procedures:

Set of administration instructions/procedures available?	yes	<input checked="" type="checkbox"/>	No	
Policy on segregation of duties?	yes	<input checked="" type="checkbox"/>	No	
Policy on fraud, theft, malfeasance and misappropriation?	yes	<input checked="" type="checkbox"/>	No	
Purchasing process ensures best value?	yes	<input checked="" type="checkbox"/>	No	
Appropriate cash disbursement system?	yes	<input checked="" type="checkbox"/>	No	
Payments supported with original bills etc	yes	<input checked="" type="checkbox"/>	no	
Regular bank statements available?	yes	<input checked="" type="checkbox"/>	no	
Periodic reconciliation of accounts?	yes	<input checked="" type="checkbox"/>	no	
Fixed assets records maintained?	yes	<input checked="" type="checkbox"/>	no	
Inventory records maintained?	yes	<input checked="" type="checkbox"/>	no	
Accounts - manually maintained or computerised?	man		comp	<input checked="" type="checkbox"/>
Cash/bank book- manual or computerised	man		comp	<input checked="" type="checkbox"/>
Rough cash book maintained?	yes		no	<input checked="" type="checkbox"/>
Integrated (joint) books of accounts maintained for	yes		no	<input checked="" type="checkbox"/>

all funders with separate funder wise ledgers?				
Is cash in the physical control of the person who authorises payments?	yes		no	✓
Are salaries above Rs 1000/- pm paid by a/c payee cheque/ direct account transfer?	yes	✓	No	

Information Systems and Technology:

Does the organisation use up-to-date computers?	yes	✓	No	
Is there a system of internal and external backups of data in place?	yes	✓	No	
Is there a system of passwords in place?	yes	✓	No	
Are all machines adequately protected with anti - virus software	yes	✓	No	
What are the computers used for? Explain briefly	Day to day communication amongst stakeholders/ members/ target groups Data Management and transfer Document Management and transfer Email. FAX communication Data collection from public domain Web site for public viewing Account Keeping			
Are these computers also used by the target community?	yes	✓	No	

D. HUMAN RESOURCES ELEMENTS

Number of Staff:

Contract type:	Number of staff:
Full time	19
Part time	03
Volunteers (unpaid)	15
Trainees	Nil
Other	Nil
Female staff as % of total staff	50%
Staff with disabilities as % to total staff	0.5%

Policies and Procedures:

Does the organisation have an organogram?	yes	✓	No	
Does the organisation have a recruitment policy?	yes	✓	No	
Does the organisation have a published salary scale?	yes	✓	No	
Are appropriate job descriptions in place?	yes	✓	No	
Does the organisation have a staff appraisal system?	yes	✓	No	
Is the organisation committed to staff development?	yes	✓	No	
Are all statutory personnel regulations complied with? PF/Gratuity/TDS etc.	yes		No	✓

Does the organisation have systems of periodic internal review or monitoring? If yes, please state the frequency and name of agency that conducts such review:

Executive Body of Vikalpa during its meeting undertake the review of the progress of works of the organization/ appointment/payments/ receipts etc

E. PROGRAM ELEMENTS

Approach to Development (describe briefly):

Vikalpa with its core value believe in extending helping hand to have nots through its actions in the fields of education, health, empowerment , technology extension etc. While taking up the programme vikalpa wants it to be self sustained and self propelled. It is with this view vikalpa will establish its own Natural Resource Management Centre and Quality School to ensure income for the education of the marginalized learning in school. Vikalpa is also planning to development community managed resource center for women around the NRM campus.

Development strategy of the organization or equivalent in place?	yes	✓	no	
Development strategy or equivalent regularly updated?	yes	✓	no	
Phase-out strategy planned?	yes	✓	no	

List broad features of your organisation’s approach/strategy in field intervention (describe briefly):

1. School of the marginalised is being established . This is concept school being developed to restore the priority sector Agriculture and inculcate the interest of the rural children in agriculture through quality education which will have focus on agriculture and technological innovation in natural resource management. It is with this view vikalpa started its first school .
2. Under the women empowerment programme, Viklap has plan to establish Community Managed Resoruce Centre to support women group in taking up their income generation, micro finance and market support
3. In the decentraliseddecentralised planning vikalpa is creating group of volunteers in the block level to participate in planning process from village level (Micro planning)
4. Under R&R sector, Vikalpa has established its credential with the industries who will support to the organisations in taking up the R&Rprogrammes

Program Activities:

Type of Activity (Education, Health, Nutrition of Women and Children, Water, Sanitation, Agriculture, Food Security, Skill development for employability enhancement; Civic services, environment protection etc.)		Funding Support from: Specify name of agency – State / Central Government; INGOs; bilateral / multilateral agencies; any other (specify)
Linkage with flagship programs – MGNREGA, NRLM, NRHM, SSA, welfare provisions for aged, differentially abled		
1	Planning of Rehabilitation and Resettlement of project affected persons due to land acquisition of various public and private sectors	Central Public Sector State Public Sectors Private mining and power sectors
2	CSR planning and implementation	Corporate sector
3	District planning	State Government
4	Women empowerment	State Government
5	Education/ training/	Self generation through donation and help from other NGOs

Core Programs Implemented:

Programme description	Nature of Resources	Value of funds
Rehabilitation and Resettlement planning and implementation	Karnataka Emta Coal Mines Limited	30.32
Socio-economic studies	Maharashtra State Mining Corporation	5.95
Rehabilitation and Resettlement planning and implementation	Western Coalfields Ltd.	3.78
District Planning	NIWCYD under BRGF	6.2
Women Empowerment	DRDA Raigad	3.94
Rehabilitation and Resettlement planning and implementation	Adani Private Limited	3.2
Training Opening of new school “ Abhyuday Global Village School	MCED In principal approval for non grant school under Maharashtra Self Finance (Recognition and Regulation) Act 2012	0.4

Evidence of Development Impact in Core Areas (describe):

<ol style="list-style-type: none"> 1. Vikalpa's intervention yielded sound policies of the industries with reference to rehabilitation and resettlement of the project affected persons. 2. With the new concept of schooling for the marginalised , interest of the rural women has been busted to spare their time for education of their children as is evident from the progress of the children and capacity of the mothers of the children to speak to teachers on the issue.

3. Comprehensive District Perspective Plan and vision documents are the outcome of the decentralised planning process undertaken by the Vikalpa

List (in approximately 100 words) evidence of sustainable community interventions in environment, assets creation and change efforts:

1. Voice of the PAPs especially women in decision making with reference to their rights under the law has been adequately felt in securing their source of income and homestead .
2. Promotion of organic farming , avoiding toxic pesticides insecticides, use of integrated waste management, use of improved farm equipment to reduce the drudgedory is being strongly felt as change effects is seen around the NRMcentre of the Vikalpa
3. Enhanced knowledge about RTE/RTI/FRA/MNREGS is felt while working with the community
4. Two biodiversity management committee and one people biodiversity register prepared in the villages around PA MansingDeo Wild Life Sanctuary)

Explain briefly your organization's development plan for next 5 years:

1. Development of quality education school for the marginalised which will be self sustained, not dependent on government grant, natural resource focussed.
2. Technology demonstration park in the sector of agriculture and natural resource management
3. Food Processing and Milk processing and training centre
4. Prepare decentralised district plans with micro planning process

Key milestones/turning points in your organizational approach:

VIKALP, as the name suggests was formed to find an alternatives to the mainstream development process. Vikalp means alternatives; for the institution it is further to this: **appropriate and just.**

Appropriate is not a static entity but is a continuous process evolving and dissolving into the next. This is the guiding philosophy of VIKALP. It was while working with Coal India Limited, a government of India Public Sector , that Dr. P.K.Gandhi and Mr. D.R. Mamidwar, then Director of Coal India realized the consequences of development on the environment and the tribal people. It gave these a seed for thought. Both of them worked on resource integration and recycling of mine wastes for the benefits of the communities. Around the same time three others viz. MsSmitaPandya (Environmental Engineer) , Mr. Amrit Dhanwatey (Wild Life Warden) and Dr. Kharat (Director, Institute of Science) were discussing the use of science and technology education as a tool for empowerment of the villagers. All the five used to meet occasionally and the thoughts were exchanged. As a group, they called it VIKALP meaning ALTERNATIVE; they took the responsibility of hosting the 3rd Vidarbha ParyavaranParishad (Vidarbha Environmental Conference) in 1994. The conference was held at Chandrapur the district headquarters of the district in Maharashtra in which about 80 groups (NGOs and activist groups) participated. The success of the conference ignited a desire for this informal group to register as a society under society registration act 1860

VIKALP is committed to: **A self reliant, self propelled and responsible society committed for sustainable development. Under this following mile stones achieved**

1. Established its name in R&R sector in development projects. Now it has linkage with public sectors, state government and corporate sectors
2. Established its first school which will impart quality education to marginalised at very low affordable

cost to be supported by the farm based income for the school. The school is self financed , self sustained and agricentric Details can be had from www.avgschool.co.in

3. Could develop more than 200 SHGs with more than 2500 empowered women to run their own income generation programme, micro finance and micro insurance

Recent External Evaluations/Research/Publications:

Program	Evaluator (name etc. and commissioned by)	Date/Period	Comments
JFM awareness	Research publication of RuchaGhate, with SHODH	2012	Research papers writes Vikalpa has been active village Kargata for building awareness on JFM and helped the community in establishing forest protection committees under the Joint Forest Management Programmes

Awards/ Recognitions received from Government and other Organisations: Vikalpa is working with Government in planning process and undertaken visioning for five district and prepared comprehensive vision document 2030