

Be Water, My Friend



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**EdelGive Annual Report
2024-25**

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EdelGive Foundation in September 2025

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Concept Note

Be Water, My Friend

Since 2008, EdelGive has remained committed to enabling lasting social change by partnering with organisations working with some of India's most marginalised and overlooked communities. Over time, our approach has been shaped not by rigid structures but by a willingness to adapt - to listen deeply, respond to emerging realities, and co-create solutions with our partners. Much like water, our work thrives on movement, flexibility, and persistence.

The past year has underscored the need for such an approach. As challenges around inequality, climate change, and access to basic rights continue to evolve, EdelGive has stayed anchored in trust and collaboration, enabling grassroots organisations to chart their own paths while drawing strength from the collective.

This Annual Report 2024-25 is a reflection of that philosophy. It chronicles how our partners have demonstrated resilience in the face of adversity, how alliances have enabled systems change, and how each small act of support has rippled outward to create enduring impact.

Water teaches us the art of resilience. It adapts to every form it encounters, flowing around obstacles, softening even the hardest rocks, and nourishing all it touches. It is patient yet powerful, gentle yet transformative. This year, as EdelGive reflects on its journey, we embrace this metaphor to describe the essence of our work and the spirit of the communities we serve. We believe that true philanthropy is less about control and more about flow. By being adaptable, by embracing many currents, and by holding steadfast to the belief in a better future, we continue to move closer to a society that is equitable, inclusive, and thriving.

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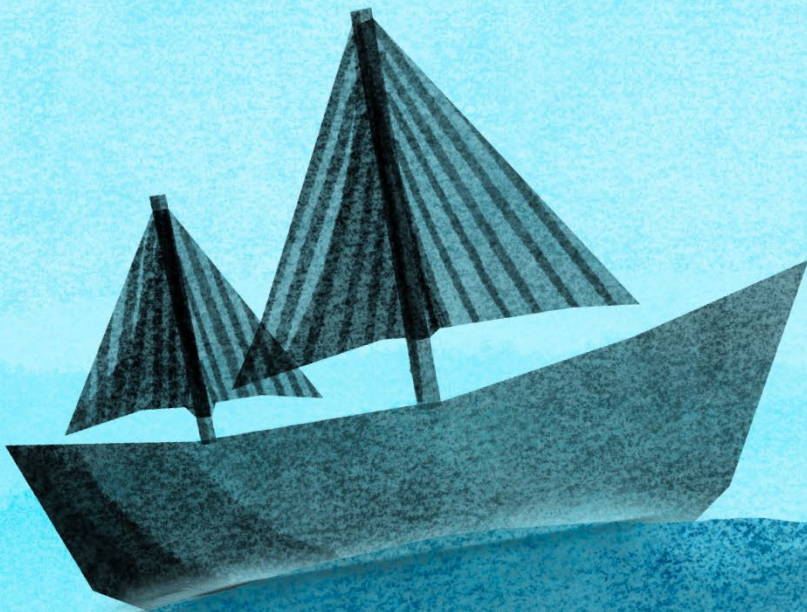
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Chairperson's Letter



Vidya Shah
Chairperson,
EdelGive Foundation

There are few who wouldn't recognise the name Bruce Lee. Whether or not one knows the full extent of his achievements, the name itself evokes strength, courage, and an indomitable spirit. For some, Lee was a martial artist, for others, an actor, a philosopher, an icon. But above all, he was an ordinary individual with an extraordinary vision – one who chose to live a life of relentless discipline and unmatched commitment to his craft.

One wonders if Lee had ever aspired to be the greatest, undefeatable fighter history has ever known. However, what the world surely knows is that he lived and breathed martial arts. He wanted to be the best version of himself and moved with quiet discipline, devoted to his craft, unattached to outcomes.

Like water, he flowed – anchored only to exploring his limitless potential.

And in that becoming, the roles found him: fighter, teacher, actor, entertainer.

Much like Lee, a similar lesson sits at the heart of EdelGive's journey.

We didn't begin with grand ambitions to lead or dominate. Instead, we were grounded in a simple, clear 'why': to bridge the gap between those who have resources and those who urgently need them. While many remarkable organisations were already walking this path, EdelGive chose its own constant – **to strengthen grassroots organisations**, because we believe they are the true catalysts of the change we aspire to witness.

One may argue that we can achieve more if we collaborate more. But we believe that true collaboration cannot be rushed. Nurturing takes time; and we are persistent and hopeful, but not delusional. We cannot compel certain outcomes within fixed deadlines.

Our duty is to give our absolute best while honouring the boundaries imposed by countless visible and invisible barriers. Some goals may be met within the expected time frame. Others may take longer, perhaps much longer. And a few may remain out of reach, at least in this lifetime. Because, when all is said and done, we are still far from the change we envision.

How comfortable are we with that idea? With eyes wide open, cognisant of the risks and challenges, are we prepared to pursue our goals?

For us, the answer has always been a resounding yes.

For us, the mere possibility of failure isn't enough of a deterrent to keep us from trying. Friedrich Nietzsche encapsulated this beautifully, "He who has a WHY to live can bear almost any how."

At EdelGive, we live our 'why' every day, with intentionality, with strategy, and with deep empathy. We move towards our goal – sometimes flowing, sometimes crashing, but never stagnating.

Like water, we adapt. Like Bruce Lee, we strive, not for perfection, but for purpose. We remain grateful to our partners, funders, and the communities we serve. And we carry forward with resolve, knowing that even small ripples can shape vast rivers of change.

CEO'S Letter

The crowd roared in anticipation. 60,000 people had filled the stadium cheering for the two legends in what was being called the greatest sporting event of the 20th century.

He had been the greatest; but inactive for nearly five years. Foreman on the other hand, was the heaviest puncher in the world, the current world champion, a mean machine.

He knew he couldn't win against Foreman by brute force. So, he decided to do the unexpected. He danced, taunted, smiled at his opponent, aimed to provoke.

"That all you got, George?"

He kept talking, grinning through pain; leaning back on the rope taking Foreman's blows on his body, waiting for his moment to strike.

With each punch, Foreman hit harder, with each hit, he exhausted himself some more. Foreman believed he was in control of the match, duped by the hits his opponent was taking.

"I didn't really plan what happened that night," Muhammad Ali said much later. "But when a fighter gets in the ring, he has to adjust to the conditions he faces."

In the eighth round Ali suddenly unleashed a lethal blow that knocked the exhausted Foreman down.

Empty your mind, be formless, shapeless, like water.

When you put water in a cup, it becomes the cup.

When you put water in a teapot, it becomes the teapot, You put it in a bottle, it becomes the bottle.

But water does not only flow on predictable paths. It is not just resilient or reconciliatory... Water is persistent. Its persistence breaks rocks, wears down mountains; its tsunamic fury reshapes geography in a moment. Just like a well-timed punch from a has-been boxer can defeat the toughest opponent... in a moment. Sitting in the media conference after winning her 10th Grand Slam and 3rd US Open, Bill Jean King announced...

"I don't think we will be back next year unless we have equal prize money."

She was stung by the lack of respect and decent pay for women tennis players and chose her post victory moment to demand for equal pay. Of course there was outrage, name calling, and everything that comes when a voice is raised. King focused her energies to rally 60 women

tennis players and form the Women's Tennis Association.

"The best way to handle a woman is to keep her barefoot and pregnant."

"These women say they want to earn the same as us, and that's ridiculous."

Bobby Riggs, a retired tennis player but active misogynist, publicly challenged Jean-King to a match. He claimed women's tennis was so far beneath men's that even post-retirement he would defeat her.

The Tennis Battle of the Sexes is still the most watched tennis match with 90 million people tuning in. Billy Jean King defeated Riggs in straight sets 6-4, 6-3, 6-3.

"If I could be the best, people would have to

listen when I demanded equality.”, King had famously said. She has won 39 Tennis grand slams in her career; was ranked number one for six years.

To beat the system, she had to flow like water. She had to rise within the system she wanted to change. And when King chose her moment, the system shifted, not just for her but for every woman who walked after. The US Open was the first event that agreed to equal pay for players of both genders.

**Now water can flow, or it can crash!
Be water, my friend.**

For all its gentleness, water also chooses the moment to exercise its will and crash with force, for change.

From our early years in school to our adulthood spent in families and offices, we are encouraged to accept things that happen to us, to adjust and overcome. We are told to be water. And we are told it is resilience.

Adapting to circumstances is pointless unless

we pace our flow and time our crash. For most of us, flow is business as usual - simply managing the requirements of our situation. It is when we master flow, that we build our capacity to crash.

Philanthropy is associated with intention and generosity. It flows into the cracks that divide people. To those who are deeply marginalised and far from access to resources of their choice. It is **risk capital for change**. And in that purpose, it has power.

We assume the biggest risk in philanthropy is the risk of failure, of wastage, and most recently, of compliance. This reflects the delusion of our own grandeur.

The biggest risks in philanthropy are risks of delayed interventions, our inability to accept that best laid plans are failing or that people may not really need what we are offering. It is our belief that NGOs - the institutions that actually engineer this change, can make “impact” with only the fuel of good intentions and cheap labour.

Some of us are working to change the way philanthropy structurally engages with

development. EdelGive is determined. We are actively investing in people, processes and institutions to foundationally strengthen the sector. What we inherit is not in our control, but what we do with it, is.

We as members of the local and global philanthropic ecosystem will have to choose our moment of crash. Else we will lie stagnant in cracks not of our choosing.

We have been shown how to choose...

By Mohammad Ali, when he took the punches, punished his body to choose how history would remember him.

By Billy Jean King, when she used her stature to change the way women were paid and treated in tennis.

And by Bruce Lee, when he transformed martial arts into a modern global practice in a world that had never seen it before.

When we choose to use our strength in a way that matters instead of the way most familiar to us, comfortable to us... it is then we become water. It is then that we may grin in pain, look our impossible in the eye, and say--

“That all you got, George?”.



Naghma Mulla
Chairperson,
EdelGive Foundation

About EdelGive

Our ethos revolves around advancing our mission while allowing our partners the autonomy to pursue their own purposes, especially when serving our communities’ needs. We continually strive to develop, refine, and strengthen philanthropic infrastructure for a progressive society and nation. Our meticulously crafted models and robust processes consistently propel us toward our vision. Keeping our grantees at the centre of all our endeavour, EdelGive aims to connect the world of philanthropy to the world of nonprofits. This approach – **The EdelGive Way**, is embraced and valued by every colleague, partner, and grassroots organisation we collaborate with.

Founded in 2008, EdelGive is a Philanthropic Asset Manager and advisory Partner to funders including individuals, HNIs, corporates, institutions and Foundations – both domestic and international.

EdelGive provides both financial and non-financial support to small and mid-sized NGOs working with vulnerable communities across India.

Guiding Principles

We will maintain the highest level of integrity, transparency and ethical conduct.

We will bring a deep commitment to inclusiveness as a fundamental operating principle.

We will remain secular in our work, beliefs and outlook.

We will promote responsible-and-effective philanthropy through our actions: as custodians of the resources and the reputation of our parent Edelweiss, and all our funding and NGO partners.

We will be a learning organisation – we will embrace new ideas, opinions and perspectives, and a deep generosity of spirit.

We will treat our stakeholders, our NGO partners, our funding partners, our employees and volunteers with respect and empathy.

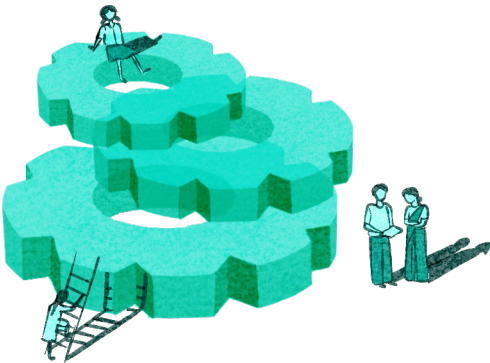
Our Mission

To enable the growth of grassroots organisations working with vulnerable communities across India.

Keeping our grantees at the centre of all our endeavour, EdelGive aims to connect the world of philanthropy to the world of nonprofits.

Theory of Change

EdelGive’s theory of change is rooted in the belief that empowering individuals and communities drives societal progress. By focusing on quality education, women’s empowerment, and community resilience, we aim to address systemic inequalities and build a more inclusive society. We partner with NGOs that understand local needs and deliver high-impact, sustainable interventions. This approach creates a ripple effect: educated children lead to stronger futures, empowered women foster economic growth, and resilient communities build robust, equitable societies.



Grant-making and Building Funds

Sandbox EdelGive directly funds key long-term projects in organisations for generational impact.	Funds under management EdelGive makes available to funders options of collective and individual grant-making.	Funds under advisory EdelGive provides strategic support to organisations on making grants.
 Children Through Education	 Women Through Empowerment	 Vulnerable Communities Through Resilience Building
Financial Support Building new programmes Scaling existing programmes		Non-financial Support Capacity Building Awareness and Sensitisation

Impact Numbers

₹1,429 Crore

influenced through philanthropic commitments to NGOs across India

₹110 Crore

committed this year alone to 47 NGO partners - 27 long-term and 20 cause-based working across education, women's empowerment, and community resilience

₹80 Crore mobilised this year

through sustainable livelihood programmes supporting resilient communities

Over 2 Crore children

supported with access to quality education

7.6 Lakh + teachers

trained to improve learning outcomes nationwide

2.7 Lakh women and girls

empowered through programmes advancing rights, legal access, financial inclusion, and leadership

32,000+ farmers

supported in adopting climate-smart and organic agricultural practices

80% average increase

in annual income reported by farmers under sustainable livelihood initiatives

Investments

- Women Empowerment
- Education
- Community Resilience & Climate Action
- Our NGO Partners

We believe that change doesn't happen in silos - it flows from the collective will of changemakers, communities, and collaborators. Like water, our journey has adapted to meet the evolving needs of our times, guided by clarity of purpose and deep-rooted empathy.

Over the years, our focus has centred on three interconnected streams:



Women Empowerment



Education



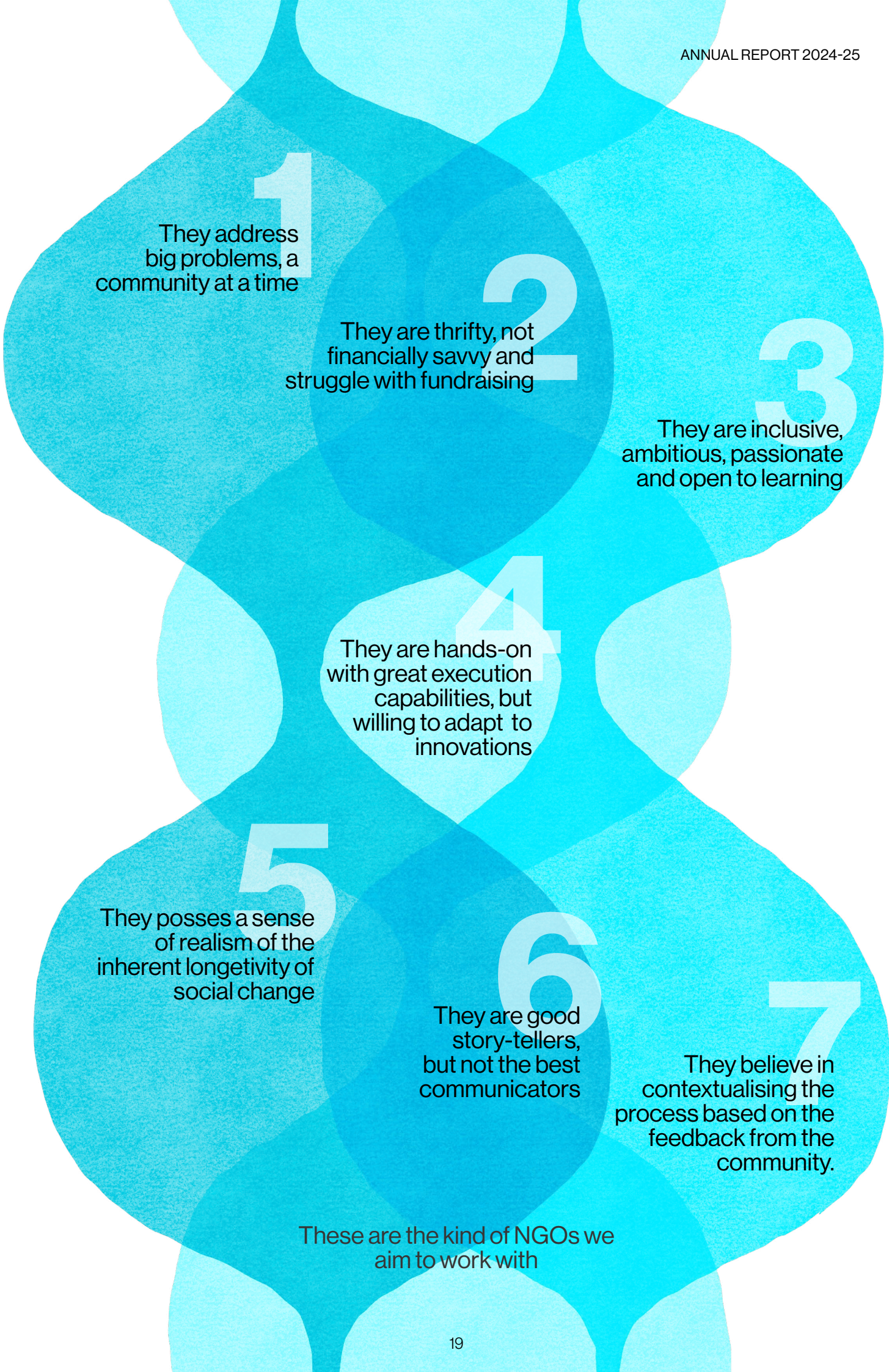
Community Resilience & Climate Action (CRCA)

These are not isolated efforts, but part of a shared ecosystem where rights, resources, and relationships intersect.

Through **strategic partnerships, grant-making, capacity-building, and collaborative initiatives with governments, NGOs, and philanthropists**, we've worked to strengthen the ground where these streams converge - nurturing long-term, sustainable impact and positive social transformation.

Uma Chatterjee,
Founder and Executive Director of Sanjog India

"EdelGive has not only supported Sanjog's programmatic action but has truly been a thought partner, encouraging bold ideas and embracing risk as Sanjog tested and scaled survivor-led models of leadership and social inclusion. The alignment of vision and values is reflected most powerfully in the Coalition for Women Empowerment - a space that has held diversity and ownership to co-create and amplify impact. Sanjog deeply values EdelGive's openness to learn and their ability to recognise and invest in unique ideas and experiments."





Women Empowerment

We work to dismantle the barriers that limit women and girls, creating an environment where equity is the norm, not the exception. Through the **Coalition for Women Empowerment (CWE)**, we unite high-impact NGOs committed to addressing the structural and societal norms that perpetuate inequality.

Our approach is intersectional, grounded in the understanding that empowerment must address the interconnected realities of caste, class, religion, and geography. By working collectively to transform the conditions in which women live, we help create a world where women claim the freedom, resources, and power to define their own futures, amplifying grassroots voices and fostering feminist leadership.

Our commitment is reflected in our focus on five key priority areas, each of which contributes to empowering women and girls:

CWE	Social Empowerment	Freedom from Violence and Discrimination Supporting programmes that challenge harmful norms and foster safer, more equitable spaces.
		Access to Legal Justice Partnering with organisations that ensure survivors have not just legal aid, but dignity and agency.
		Grassroots Leadership Nurturing women to lead from within their communities, becoming catalysts for enduring change.
	Economic Empowerment	Access to Rights and Entitlements Equipping women with the knowledge and tools to claim what is rightfully theirs.
		Freedom from Economic Dependence Enabling financial autonomy through livelihoods, entrepreneurship, and skill-building.

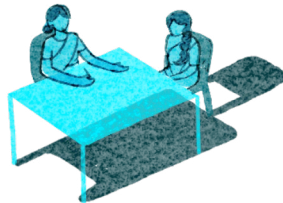
This is more than just aid, it is partnership in action. We work alongside our partners, listening, learning, and creating solutions together. By combining our strengths, we are building a shared momentum that grows from the aspirations of women and contributes to the future of our nation.

EdelGive has supported 11 projects with 11 NGO partners across 9 states in India in FY25. Over the years, through our NGO partners we have been able to create a significant impact:

2.70
lakhs

women and girls supported in their fight for addressing Gender Equality related issues

17,274 in FY25



71,150

women supported to get access to rights and entitlements

14,004 in FY25

35,106

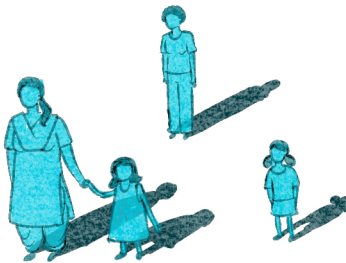
grassroot leaders developed and supported

9,501 in FY25

32,030

women and girls supported under financial inclusion programmes

5,485 in FY25



46,079

survivors of domestic violence and/or sexual violence supported in their legal journey

6,522 in FY25

6,173

SHGs/JLGs formed

91 in FY25

Case Study

From Forest Land to Revenue Land

Securing Land Titles through Grassroots Advocacy in Kanteveda, Gujarat

Introduction and Context

In the tribal village of Kanteveda, nestled in Gujarat’s Ghoghamba taluka, two widowed women - Kokilaben and Manudiben, lived with uncertainty. Though their father-in-law had received a land “sanad” (certificate) in 1992, the formal process of converting forest land into revenue land was never initiated. Without official ownership, their families were left in limbo, unable to access agricultural entitlements, subsidies, or government welfare schemes.

In Lavar Faliyu, where the Adivasi community resides, infrastructure is scarce. Basic services exist in the nearby Thakor Faliyu, but women like Kokilaben and Manudiben often find themselves excluded from state systems due to procedural backlogs and a lack of bureaucratic support.

Intervention by Devgadh Mahila Sangathan & ANANDI

In October 2023, Devgadh Mahila Sangathan, supported by ANANDI, launched a campaign to help women in the region secure rightful land ownership. Together, they guided Kokilaben, Manudiben, and fellow community member Jeniben to file a formal application with the Kantaveda Gram Panchayat.

The journey was not without obstacles; delays from a transfer of the Mamlatdar (Revenue Officer), followed by the Model Code of Conduct during national elections, stalled progress. Refusing to be discouraged, the women escalated their appeal to the Collector of Panchmahal District in June 2024, backed by the collective strength and mentorship of DMS and ANANDI.

Their persistence led to a formal hearing scheduled for 25th July 2024, a crucial breakthrough in a long-stalled process.

Impact

Following the hearing, the long-overdue conversion of forest land into revenue land was approved. Kokilaben and Manudiben now hold formal land titles (7/12 extracts), a vital document that opens access to agricultural subsidies, climate-resilient farming schemes, and food security programmes.

More than a legal win, this milestone marks a shift in power - two grassroots women, once invisible in the system, are now landowners with agency over their future. With land comes not only dignity and recognition but also the ability to nurture livelihoods rooted in sustainability.

This case reaffirms the importance of community-led action. With the right support, even the most marginalised voices can move the ground beneath them.





Education isn't a solo journey, it flows through classrooms, homes, and communities. EdelGive's vision has always embraced this collective power. Since 2016, we've partnered with the Government of Maharashtra to form the **Collaborators for Transforming Education (CTE)** - a public-private alliance designed to reimagine how children learn.

What started in four districts now touches every corner of Maharashtra. Over the years, this initiative has impacted over 2 Crore children, brought systemic reform, and inspired institutions like UNICEF and The World Bank to take notice.

But numbers aren't the real story. The true transformation lies in classrooms where learning feels joyful again, in teachers who feel supported, and in children whose futures now carry a promise. The CTE alliance has flowed into every crevice of the education system, quietly reshaping it from the inside out.

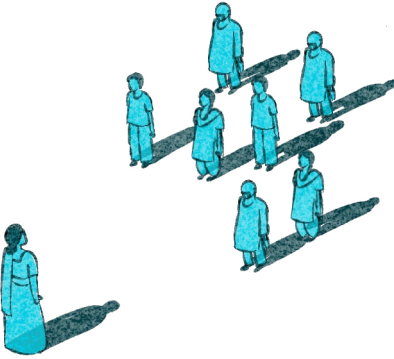
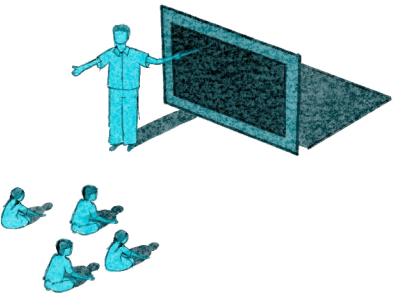
Our impactful endeavours can be classified into four key priority areas:

<p>Strengthening Assessment Systems Enhancing student learning measurement through robust, data-driven, and actionable assessment frameworks.</p>	<p>Teacher Capacity Building Improving teacher skills, pedagogy, and leadership to enable high-quality classroom instruction.</p>
<p>Process Strengthening & Governance Streamlining administrative and academic processes for efficiency, accountability, and scalability.</p>	<p>Community & Stakeholder Engagement Mobilising parents, local communities, and education stakeholders to actively support and sustain student learning.</p>

In FY25, EdelGive has worked with 8 NGO partners while supporting 10 projects across 4 states of India. Over the years, through our NGO partners, we have been able to create a significant impact:

2.2 Crores

children reached through our learning enhancement programmes, surpassing our own target this year



7.7 Lakh

teachers and Government officials were supported and guided for delivery of quality education

1.3 Lakh

schools supported through the Quality Education Programme

Case Study

Creating a Ripple From One Cluster to Many

How a small initiative in Zirpi influenced an entire district's approach to education

Introduction and Context

In Ambad taluka of Maharashtra's Jalna district lies **Zirpi**, a modest village surrounded by farmlands, tribal hamlets, and multilingual households. Here, 9 schools serve over 1,000 children, many of whom speak a different language at home than the one used in classrooms. Teachers face daily challenges in bridging this language gap while trying to keep pace with curriculum demands.

The **Gyan Prakash Foundation**, working across 17 districts, believes in the ripple effect - strengthen one cluster well, and others will follow. In July 2024, they chose **Zirpi cluster**, which spans across Gram Panchayats, as the anchor for a new approach to educational transformation.

Intervention

From the outset, the Foundation focused on **deep engagement**. Their team visited schools regularly, sat in on lessons, and spoke with teachers, parents, and local administrators to understand ground realities. It became clear that teachers needed more than just policy directives, they needed support, collaboration, and shared learning spaces.

The Foundation introduced the idea of **Teacher Collectives** - peer-led forums where teachers could meet, reflect on classroom challenges, and co-create solutions. The Cluster Resource Group (CRG), made up of selected teachers, was activated to plan and lead these sessions.

The first **Teacher Collective** was held on **6th September 2024**, bringing together educators from the Zirpi cluster. The focus was practical: lesson planning for bilingual learners, aligning daily teaching with learning outcomes, and sharing effective classroom strategies. Teachers didn't just attend, they contributed, questioned, and grew. Gyan Prakash Foundation played a catalytic role, offering structure but allowing ownership to rest with the cluster's educators. Each month's session was to be planned by the CRG, based on insights from classrooms and teacher feedback.

Impact

Zirpi's Teacher Collective was the first of its kind to take place in the district that academic year. Its success drew attention. Shrimant Gangavane, the cluster head of nearby Rohilagad, attended a session and was inspired to replicate the model in his own schools. He invited the Foundation to facilitate similar planning in his cluster.

This sparked a domino effect. Reports from Zirpi and Rohilagad were shared at the taluka and district levels, prompting district officials to **scale Teacher Collectives across all clusters** in Jalna.

What began in one village became a movement. The ripple from Zirpi has now spread district-wide, influencing how teachers collaborate, learn, and improve. As the process evolves, the focus remains on refining quality, ensuring that each collective is not just a meeting, but a meaningful space for transformation.

Zirpi's story is proof that real change in education doesn't always begin with grand reforms. Sometimes, it begins in a single classroom, with a shared conversation and the courage to try something new.





Community Resilience & Climate Action

At EdelGive, we don't see climate action as a fight, we see it as a relationship. A dialogue between communities and ecosystems. A chance to flow with nature, not against it.

Our CRCA initiatives focus on those most impacted by climate change but least responsible for it. We support grassroots partners who are restoring balance by harvesting rain, reviving lakes, promoting climate-smart agriculture, and preserving indigenous knowledge.

Gender

Technology Integration

Indigenous Knowledge

Rights Based Approach

Natural Resource Management

Building solar irrigation systems, water structures, and sustainable agriculture practices to ensure food and water security.

Climate-Smart Agriculture

Training farmers to adopt resilient crops and smart farming methods in harmony with local ecosystems and policies.

Economic Resilience

Strengthening livelihoods through skill-building, women-led FPOs, and financial inclusion strategies.

Biodiversity Conservation

Protecting seeds, forests, and traditional ecological wisdom to sustain life beyond today.

Cross-cutting themes of **gender equity, rights-based frameworks, technology, and community wisdom** anchor everything we do. Because we believe resilience isn't about resistance; it's about adaptation.

In FY25, EdelGive has supported 11 projects of 8 NGO partners, working with the most vulnerable communities across 8 states in India.

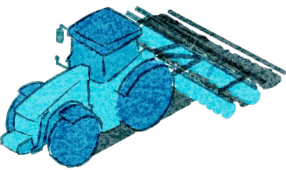
Over the years, through our NGO partners, we have been able to create significant impact, achieving our targets in a few critical areas:

80%
average enhancement in
annual income of farmers

FY25

2,59,381
families
trained for sustainable
agriculture

7,160 in FY25



8,556
watershed structures
for water conservation
supported (construction
or repairs)

6,645 in FY25

3,862
hectares of land brought
under irrigation, for
enhanced agriculture yield

443 in FY25



8
Farmer Producer
Companies (FPCS)
Strengthened

31,884
farmers supported for
climate-smart agriculture/
organic farming

4,915 in FY25

Case Study

A Victory for Naina Ben and Women's Federations

Introduction and Context

Born into a conservative community bound by traditional norms, Naina Ben grew up witnessing the restrictions imposed on women; limited mobility, little access to education, and few economic opportunities. These realities, coupled with her own experiences, ignited her determination to challenge the status quo. While she dreamt of changing the lives of women in her village, Naldhari, even she could not have foreseen the scale of her impact.

Intervention

When Utthan began working in Naldhari, Naina Ben immediately reached out to the team and began assisting them in their efforts. She participated in WASH (Water, Sanitation, and Hygiene) training, conducted awareness programmes, and accompanied the team to community meetings. She also took on follow-ups with households to encourage the construction and use of toilets, wash areas, and soak pits.

Inspired by the success of women's federations established in other villages, Naina Ben envisioned creating a similar space on her own. Despite initial resistance, she was determined to form a federation that would give women a collective voice and the confidence to address shared challenges. With persistence and the support of Utthan, she laid the foundation for a federation in Naldhari.

Impact

The federation has since evolved into a safe and supportive platform for women to share experiences, raise concerns, and find solutions together. What began as one woman's dream has now grown into a collective movement empowering members to assert themselves in community decisions, challenge social norms, and support one another in building stronger, healthier lives.

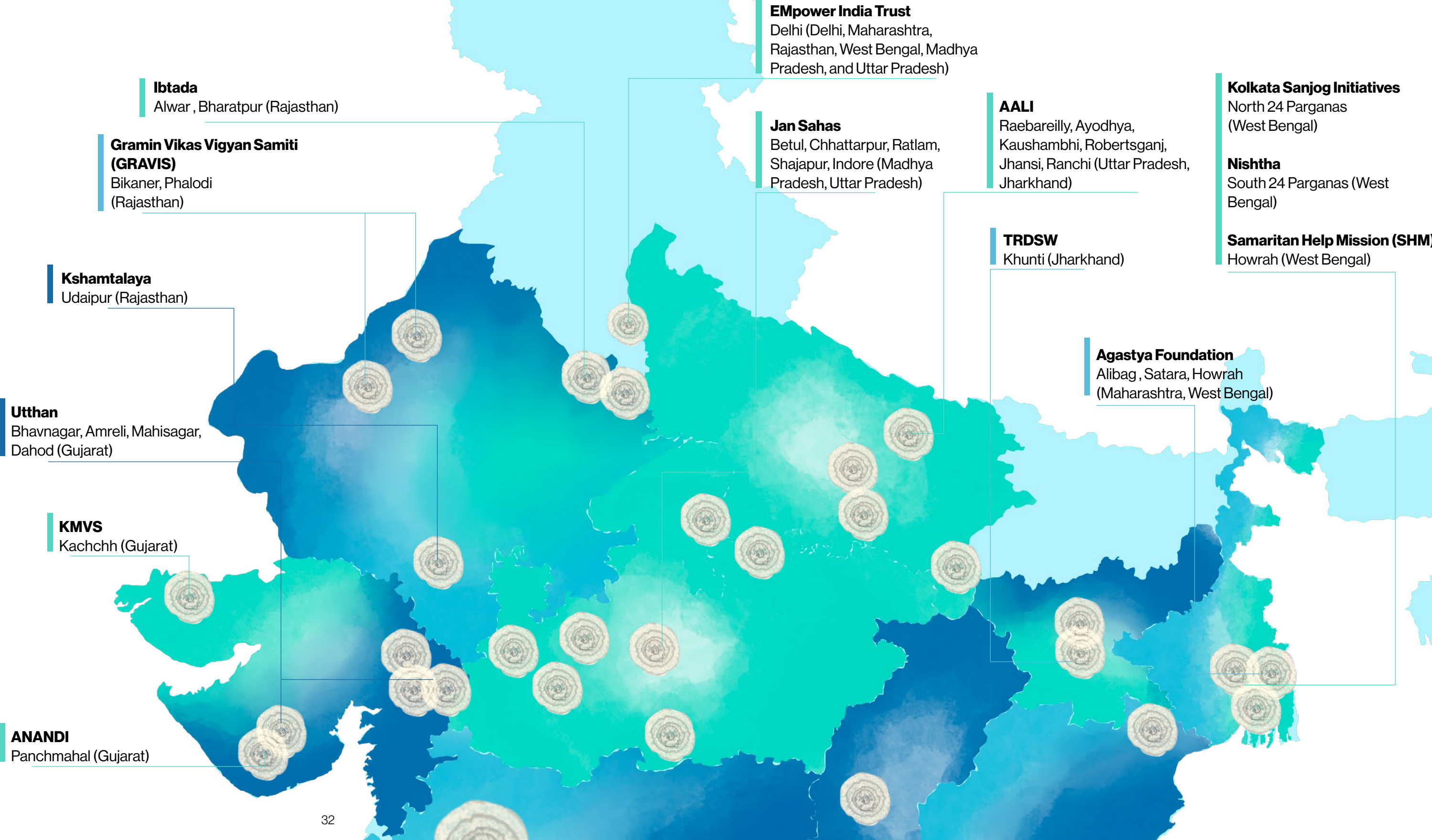
Naina Ben's journey from a determined individual to the leader of a federation stands as a powerful example for Naldhari and neighbouring villages. Her story demonstrates how grassroots leadership, when nurtured, can transform not just individual lives but entire communities.

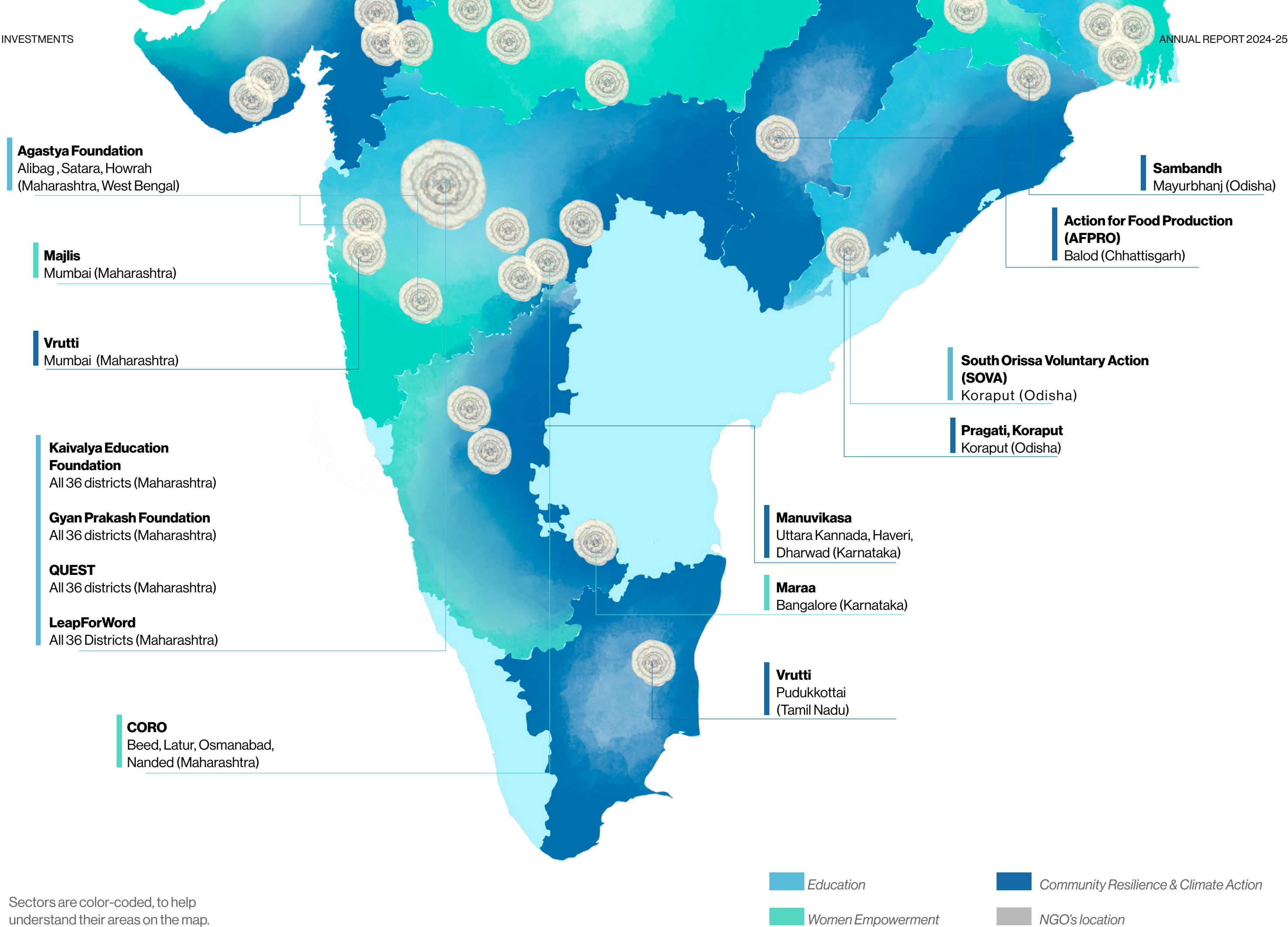


Our NGO Partners

Sectors are color-coded, to help understand their areas on the map.

- Education
- Community Resilience & Climate Action
- Women Empowerment
- NGO's location





Sectors are color-coded, to help understand their areas on the map.

GROW Fund

Key Outcomes

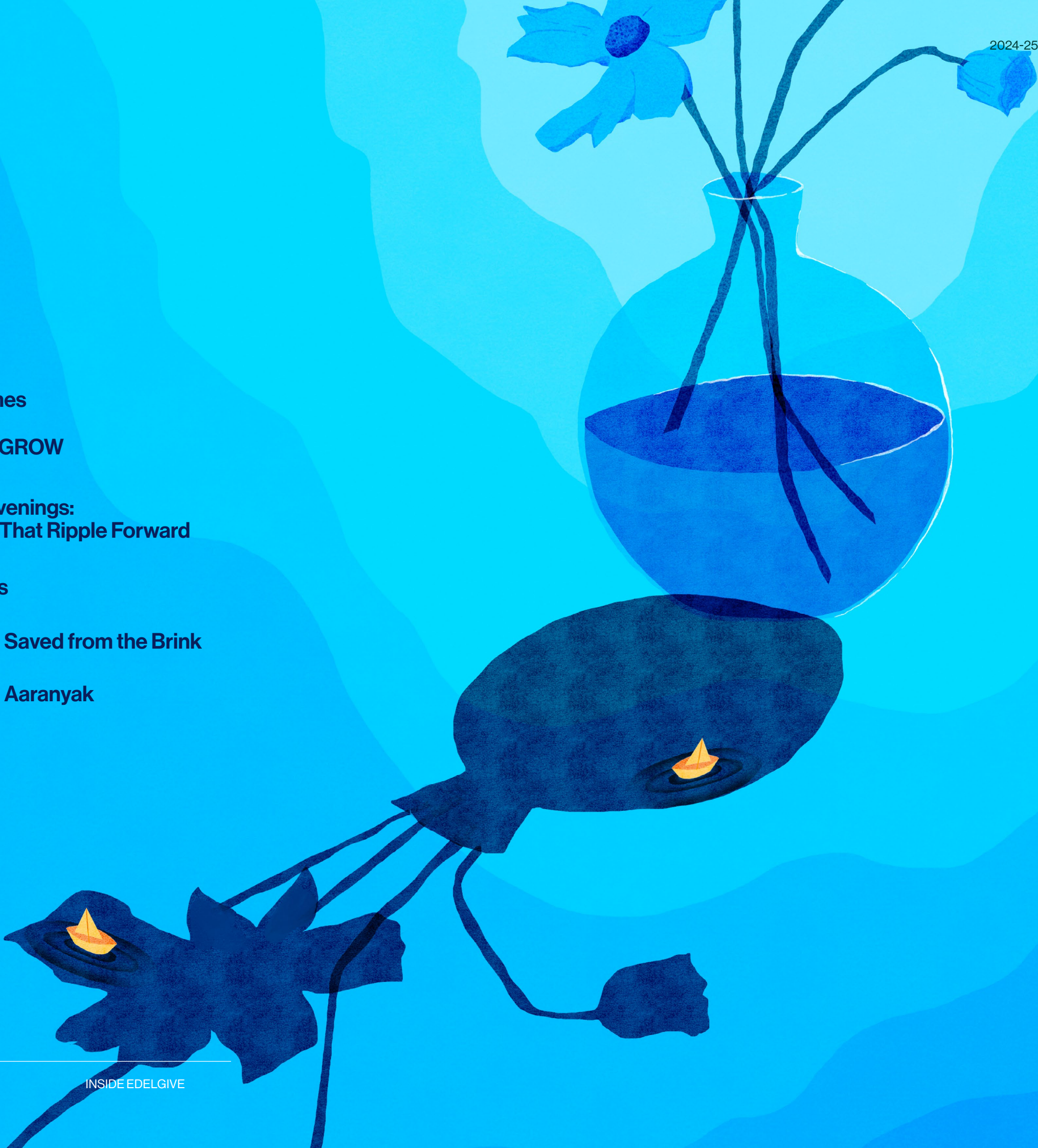
Maslow for GROW

GROW Convenings:
Reflections That Ripple Forward

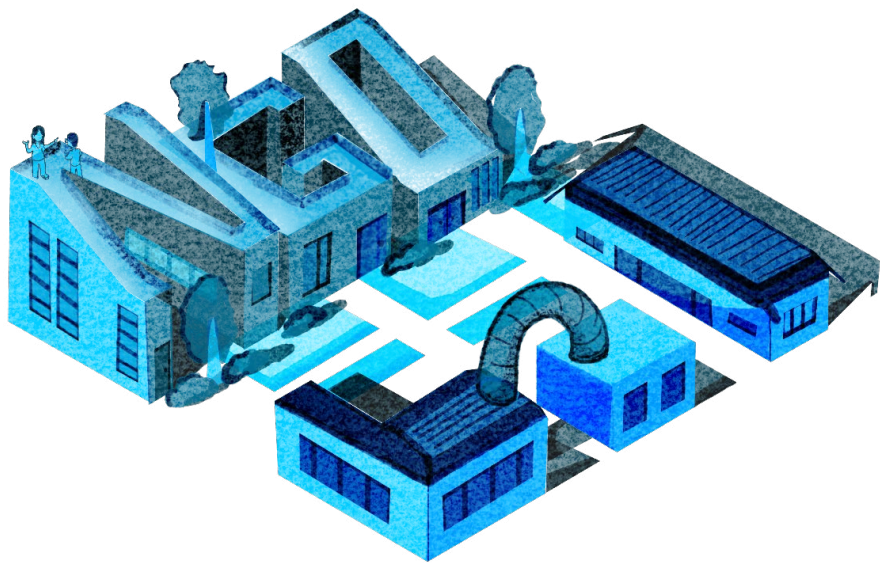
Our Partners

Case Study: Saved from the Brink

Case Study: Aaranyak



The **GROW Fund**, short for Grassroots Resilience, Ownership, and Wellness was conceived as a bold response to a sector in distress. In the aftermath of the COVID-19 pandemic, grassroots NGOs had stepped up as first responders, often at great cost to their own operational health. Recognizing that mission delivery cannot exist without institutional strength, **EdelGive**, along with social impact leaders and funders, launched GROW to shift the philanthropic mindset from **programmatic funding to long-term resilience**.



Launched as a two-year initiative, GROW supported a diverse cohort of 100 NGOs across India, providing:

Flexible funding to sustain and expand core operations	Structured capacity-building in leadership, finance, communications, governance, and digital transformation	Customized organisational development (OD) tailored to each NGO's maturity and context

Supported by key ecosystem partners - **Social Lens, Grant Thornton, and the Business Support Group (BSG)**, the initiative also created '**Lumos**', a bespoke internal software platform that enabled seamless implementation and learning.

GROW aimed for **sector-wide shift**, to prioritize those who delivers impact.

Key Outcomes: Shifting the Foundations of Impact

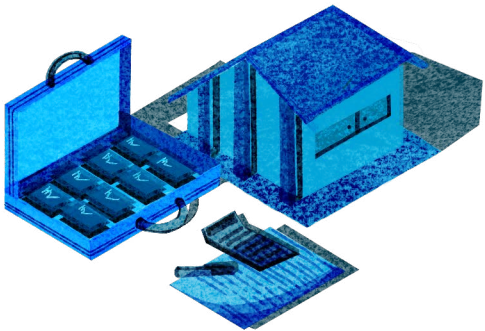
Sustenance and Financial Stability

₹147.9 Cr
in funding mobilized by
NGOs over two years

37%
now have 3–9 months of
financial reserves

50%
report reduced attrition

94%
improving donor relationships
and engagement



Organisational Resilience

99%
reported increased staff
capacity

80%
upskilled their teams

78%
pursued board-level and
leadership development
efforts

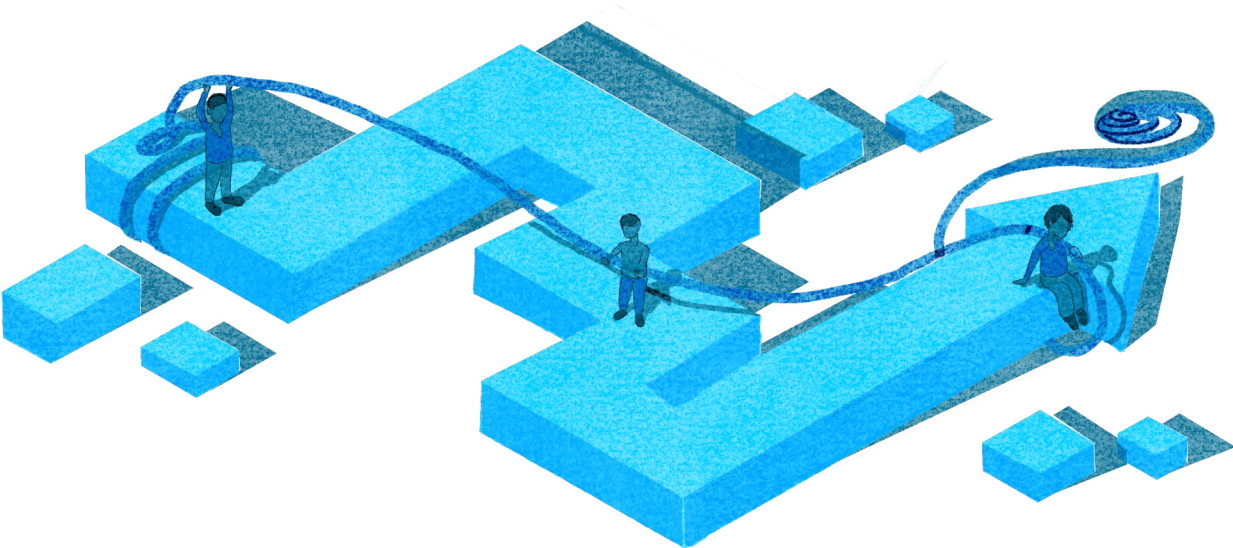
Future Readiness & System Strengthening

93%
initiated second-line leadership training

76%
created long-term OD plans

60%
identified specific capacity priorities

84%
improved access to diverse funding sources



Growth & Sectoral Visibility

86%
showed overall organisational growth

65%
advanced strategic communication capabilities, enhancing visibility and leadership in the sector



Programme Delivery and Infrastructure

74%
upgraded tech infrastructure, improving M&E systems.

72%
expanded geographic coverage

87%
reached more beneficiaries

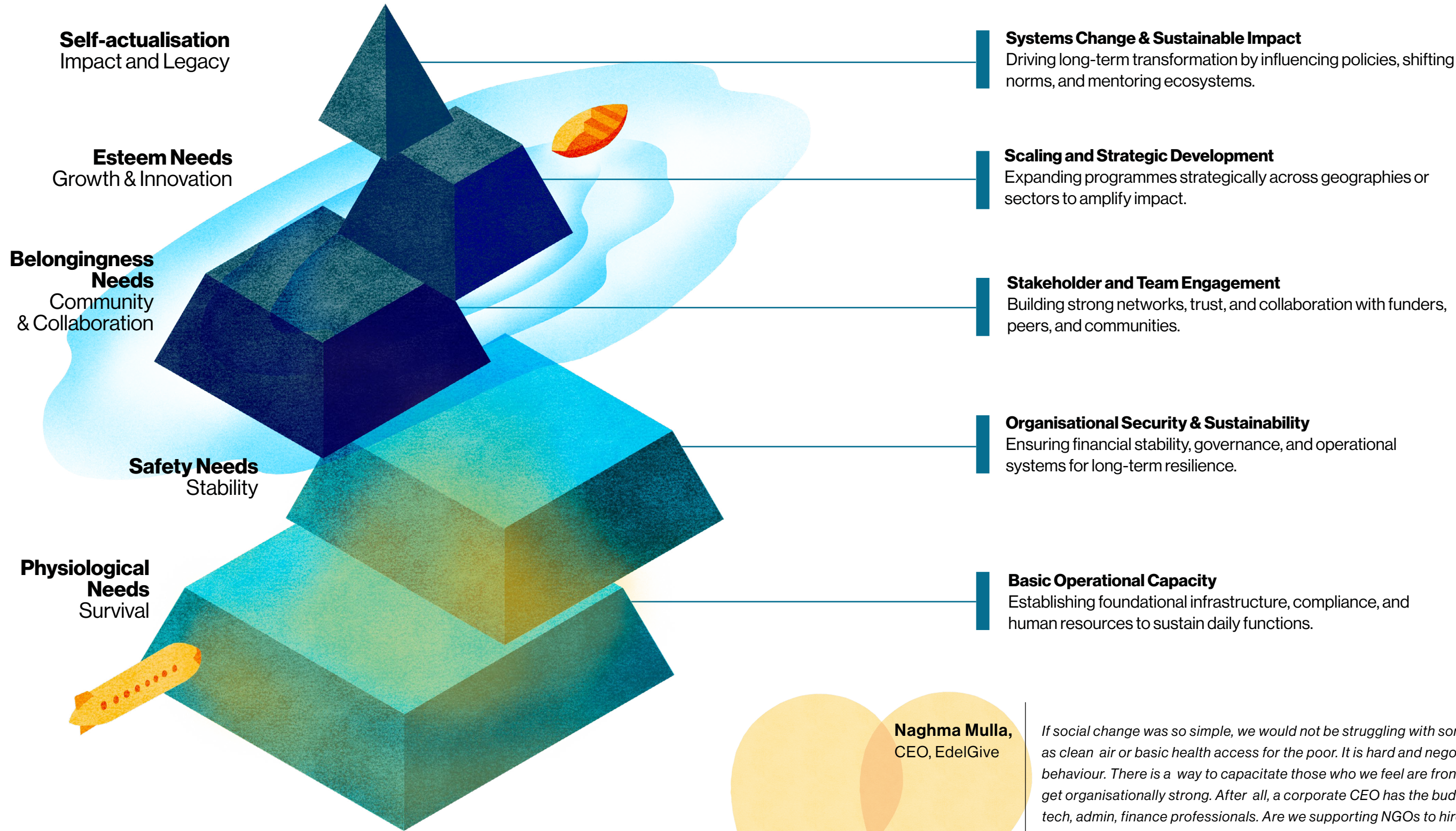
26%
saw a 50% rise in operational efficiency

85%
improved communication capacity

81%
strengthened storytelling and partnerships

Maslow for GROW

Grassroots Resilience Ownership and Wellness Maslow's Hierarchy of needs can be adapted to an Organization's Capacity Needs



Naghma Mulla,
CEO, EdelGive

If social change was so simple, we would not be struggling with something as simple as clean air or basic health access for the poor. It is hard and negotiates with human behaviour. There is a way to capacitate those who we feel are frontline workers to get organisationally strong. After all, a corporate CEO has the budgets to hire HR, tech, admin, finance professionals. Are we supporting NGOs to hire capacities that can allow the CEO to move aggressively to solve the real problems?

Trust is a two-way street. For our desire for giving with trust, the funding community can aim to be trustworthy too. Maslow has delivered for GROW. We now have to deliver for the sector.

GROW Convenings: Reflections That Ripple Forward

Six months after the close of Cohort 1, EdelGive hosted four regional Convenings - North, South, East, and West, bringing together GROW partners to:

Reflect on progress and challenges

Share strengthened capacities in tech, HR, planning, and domestic fundraising

Identify gaps in HR retention, evaluation, and performance systems



These convenings reaffirmed that while capital is vital, **trust, peer learning, and adaptive support** are what sustain long-term transformation.

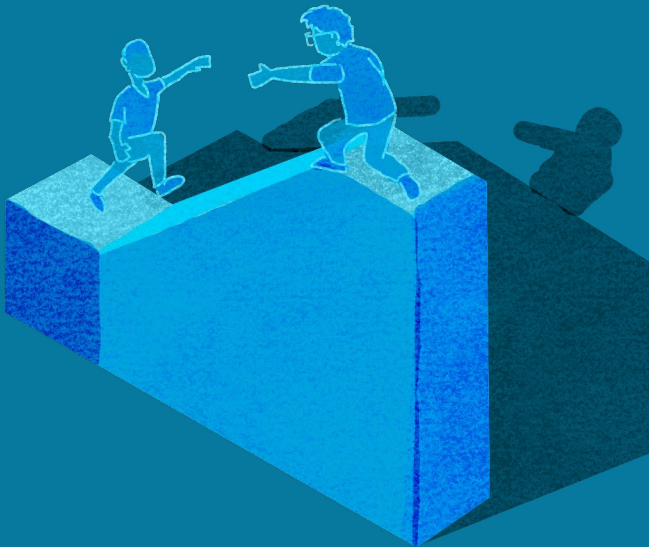
Our Partners

Core Partners

- Gates Foundation
- Rohini Nilekani Philanthropies
- Manan Trust
- ATE Chandra Foundation
- MacArthur Foundation
- Rainmatter Foundation
- Indus Foundation of Utah
- Edelweiss Group
- Dalyan Foundation
- Oak Foundation
- Omidyar Network
- Famy Care Private Limited
- India Infoline Financial Services Limited
- Onward Foundation
- H T Parekh Foundation
- Harish and Bina Shah Foundation
- Sir Dorabji Tata Trust
- ICICI Lombard General Insurance Company Ltd.
- IDFC First Bank Ltd
- Skoll Foundation
- Global Fund for Children

Community Partners

- Sanjay Purohit
- Sanjeev Bikhchandani
- Rashesh and Vidya Shah Family Foundation
- Rati Forbes
- Sunil Anand
- Govind Vaidiram Iyer
- Mekin Maheshwari
- Ashish Kacholia
- Vikram Lal
- Jagdish Chander Mehta
- Aakash Chaudhry
- Prashant Prakash
- A Private Philanthropy Partner
- Venkatesh Kini



Case Study

Saved from the Brink

How Kishori Vahini Rescued a Young Girl from Trafficking

(Names and locations changed for confidentiality)

Introduction

On the night of **11th December 2024**, 16-year-old Swastika went missing from her home in **Howrah district**, West Bengal. Her parents, desperate for help, approached the local police but were met with delay and apathy. As hours passed with no leads, fear and uncertainty took hold.

In Shalika village, **Prerana Kayal**, a member of **Nishtha’s Kishori Vahini (Girls’ Collective)** and Swastika’s cousin, heard the news. With no time to lose, she mobilised the collective demonstrating the power of grassroots vigilance and sisterhood.

Intervention

That same night, Prerana convened an emergency meeting with the Kishori Vahini. By morning, a small group of girls and Swastika’s parents arrived at the **Nishtha office**. Based on the details shared, the team identified telltale signs of **trafficking**, not a simple case of a runaway.

Thanks to the **capacity-building support under the GROW project**, Nishtha’s staff and the trained girls escalated the case to the **Superintendent of Police (SP)** confidently and collectively demanding immediate action.

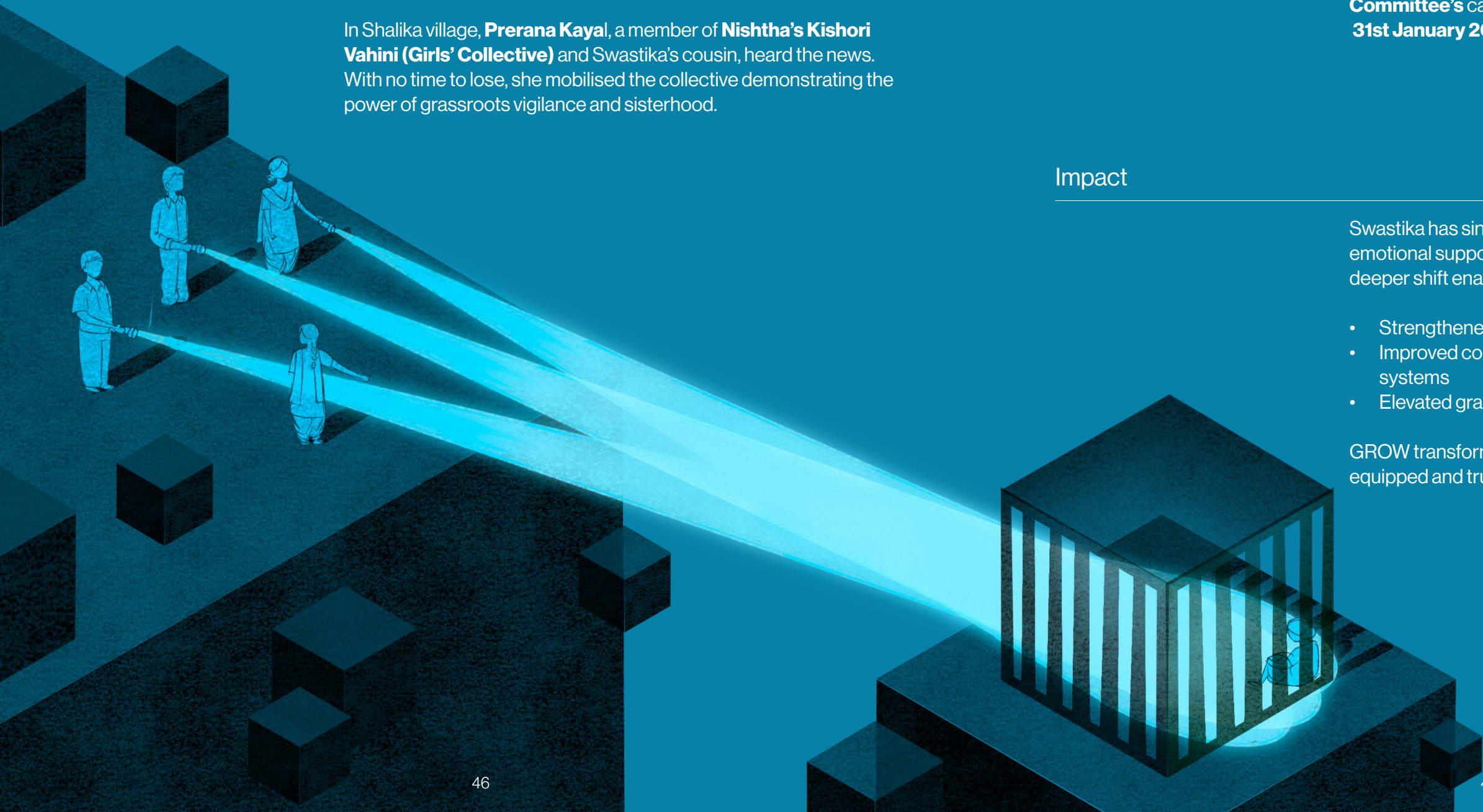
Their advocacy worked. That night, police located Swastika in **Tollygunge**, where she had been lured under false pretenses. She was rescued the next day, placed under the **Child Welfare Committee’s** care, and safely returned home on **31st January 2025**.

Impact

Swastika has since rejoined school and continues to receive emotional support from the Kishori Vahini. Her rescue reflects a deeper shift enabled by GROW:

- Strengthened and trained adolescent girl collectives
- Improved collaboration with law enforcement and protection systems
- Elevated grassroots leadership among young women

GROW transformed courage into capacity. When communities are equipped and trusted, they act decisively and protect their own.



Case Study

Aaranyak

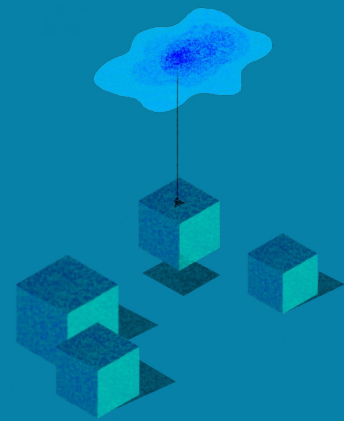
Building from Within for the Road Ahead

Aaranyak, a 34-year-old organisation dedicated to conserving biodiversity, embarked on its Organisational Development (OD) journey through the GROW Fund in April 2023. Recognising the need to strengthen internal systems and future-proof the organisation, Aaranyak used GROW's support to streamline processes, clarify roles, and embed resilience. Initially, the complexity of OD felt overwhelming, but with a clear intent, the team leaned into capacity building across fundraising, HR, risk management, and technology. Over the course of the journey, Aaranyak progressed from reflection to readiness, strengthening both operations and culture.

Timeline and Milestones

- Fundraising & HR Training:** Three-day training programmes enhanced organisational and staff capacity.
- CB/OD Software Implementation:** Computer training, OD/CB software, and digital adoption embedded into daily operations.
- Communication Strategy:** Development of internal communication training and external marketing efforts, including website overhaul and a short film.
- Risk Management & Strategic Planning:** Conducted workshops to strengthen institutional foresight and agility.

OD Journey: From Reflection to Readiness



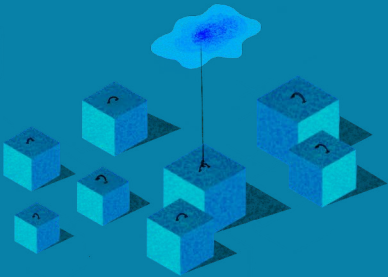
- Introspection and Understanding**
At the outset, Aaranyak acknowledged operational fragmentation, unclear roles, and siloed communication. OD processes were clarified across strategy, risk management, technology, and finance. Regular executive and management meetings representing all 14 divisions enabled structured planning, oversight, and more precise communication. While leadership and management had a strong grasp of OD, engagement at the staff level required ongoing investment.
- Preparing and Organizing**
To decentralise leadership, Aaranyak formed a cross-divisional management group and a core leadership team. Training across



fundraising, HR, and tech upskilled staff and built accountability. Technology integration accelerated with GROW support. Feedback loops strengthened internal alignment, while structured review and tracking ensured systematic progress.

Advancing and Assessing
Baseline and endline diagnostics were introduced, with Aaranyak's capacity scores rising from **71% to 93%** between April 2022 and January 2024 (a 22% increase). Dedicated OD/GROW subcommittees and a monitoring framework ensured distributed leadership. Despite challenges around resource personnel and skill gaps, continuous learning, trial-and-error in M&E, and strategic hiring including an HR consultant enabled efficiency and alignment.

Reflection and Future-Looking
By Phase 2, Aaranyak shifted focus from programmatic to organisational development. Structured feedback systems, preparation for second-line leadership, and a 4-5 year strategic roadmap have been put in place. The organisation now prioritises consolidating gains over expanding scope. Future priorities include addressing communication and technology challenges, strengthening brand presence, and using consultants where needed.



Impact and Outcomes

- **22% growth in OD capacity scores (from 71% to 93%)**
- Strengthened fundraising, HR, and leadership capacity
- Integrated technology and communication systems
- Reduced delays due to structured goal-setting and oversight
- Greater internal clarity, accountability, and shared ownership

Challenges and Lessons Learned

OD's breadth initially felt overwhelming. Limited staff buy-in and skill gaps required deliberate change management and iterative learning. Structured planning, monthly reviews, and continuous training proved vital in building alignment. Aaranyak's journey highlights that OD must be phased, realistic, and embedded across leadership levels and not just at the top.

Conclusion

Aaranyak's journey through GROW illustrates the power of grassroots organisations when trusted to lead their own change. From diagnostics-driven reflection to a forward-looking strategic roadmap, Aaranyak has built resilience, agility, and internal clarity. With its systems strengthened and a committed leadership pipeline, the organisation is well-positioned to continue driving conservation impact while adapting to future challenges.

Partnerships

- Coalition for Women Empowerment (CWE)
- Collaborators for Transforming Education (CTE)
- India Climate Collaborative (ICC)
- Migrants Resilience Collaborative (MRC)
- Pay-What-It-Takes (PWIT) India Initiative

The Indian development sector continues to evolve with the strength of its most powerful current - its grassroots organisations. These aren't just institutions; they are vessels of community wisdom, resilience, and the collective aspiration for a more equitable nation.

We see ourselves as a bridge - fluid yet focused, guiding philanthropic capital where it can ripple outwards into lasting change. As a **philanthropic asset manager and advisor**, we work at the confluence of ambition and empathy, bringing together corporates, family offices, HNIs, international donors, and grassroots changemakers.

This year, our partnerships helped unlock **₹110.5CR** in cumulative support, a testament to the trust placed in our collaborative model and expanding global outreach.

From Education to Women Empowerment, Climate Action to Migrant Relief, we have continued to deepen impact with a dual focus: **resilience of organisations and transformation of systems**.

Building on the momentum of The GROW Fund, we launched **GROW+ Mission Climate** - a new chapter in climate philanthropy centred on **grassroots leadership** and **community-rooted solutions**. Through every initiative, our approach remains clear: channel capital not as charity, but as intentional, strategic investment in a better future.

Customised Philanthropy

Every philanthropic journey is unique. That's why we co-create **tailored strategies** that align with each partner's goals, geography, and values - whether it's advising CSR policy, designing funding models, or building bridges between sectors.

Our role as an intermediary is fluid and adaptive - able to carry trust, resources, and ideas across sectors, borders, and causes. From in-depth due diligence to ongoing ecosystem engagement, we work to ensure that every rupee flows where it can create the deepest impact.

Ashray Hastha Trust

AHT plays a key role in advancing the GROW+ Capacity Building and Organisational Development (CB-OD) initiative, focusing on building new ideas, innovations, and skills in the space of climate action and closing critical knowledge and resource gaps for grassroots climate action. Our support to EdelGive, is to strengthen the NGOs' capacities to design and manage effective climate projects while enhancing internal systems across governance, finance, HR, and technology. Through a thoughtful mix of tailored training, peer learning, workshops, and assessments delivered both online and offline, AHT empowers anchor partners and their networks to drive sustained, community-rooted climate impact.

Our Approach

Management Desk

Guidance and advice
Funding existing projects

Advisory Desk

Customised strategies

Collaboratives

CTE
CWE
GROW

A Collaborative Approach

Over the past six years, we have anchored five collaboratives backed with compliance, management and an efficient system that reflect our philosophy of collective strength, equity, and long-term systems change.

These initiatives demonstrate how fluid partnerships, rooted in trust and shared intent, can adapt, scale, and flow where they are needed most.



Coalition for Women Empowerment (CWE)



Collaborators for Transforming Education (CTE)



India Climate Collaborative (ICC)



Migrants Resilience Collaborative (MRC)



Pay-What-It-Takes (PWIT) India Initiative



Coalition for Women Empowerment (CWE)

A systems-led, survivor-centred movement for gender equity
CWE embodies EdelGive's commitment to integrating gender across every dialogue in India's development discourse.

In FY25, it supported 11 projects across 8 states, working with NGOs to:



Prevent violence	Promote legal access, income generation, and leadership
Advance women's rights and entitlements	Driving systemic advocacy despite funding and digital inclusion gaps
Using arts-based advocacy and male ally engagement	Key insights from CWE's work include: Empowering survivors and young women to co-lead programmes
Offering holistic, context-specific capacity-building	

CWE partners are now moving beyond programmes to influence public systems, embedding their work within governance structures for lasting impact. The path to gender equity may be long - but CWE ensures we do not walk alone.



Collaborators for Transforming Education (CTE)

Transforming Maharashtra's education system through systemic reform

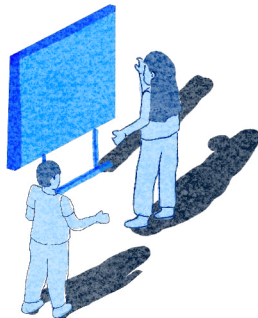
Launched in 2016, the CTE initiative began with a bold mission: to support the Government of Maharashtra's Quality Education Programme by addressing structural barriers to learning outcomes. From 4 districts, the programme has scaled to all 36 districts, with impact numbers reflecting its sweeping reach:

Over
2 Crore
children



Nearly
1 Lakh
schools

Around
10 Lakh
teachers



Over
10,000 govt.
functionaries



Initially supported by funders such as **Tata Trusts, Sita Devi Malhotra Charitable Trust, and Credit Suisse**, the programme evolved through three phases:

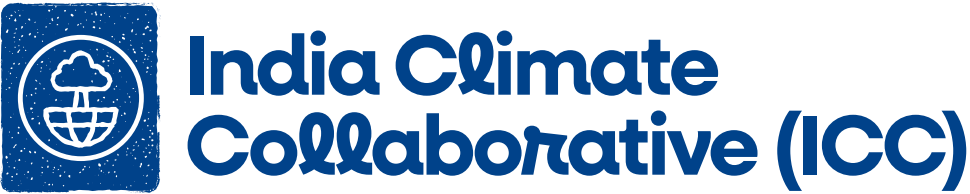
Phase I: Pilot (4 districts)	Phase II: District Transformation Programme (DTP) (MoU signed in 2022)	Phase III: State Transformation Programme (StTP) (Launched July 2023)
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StTP is now fully aligned with NEP 2020 and NIPUN Bharat, with a focus on institutionalising reforms and nurturing strong academic-administrative partnerships. The government is committed to sustaining these efforts, ensuring that quality education becomes a right, not a privilege.



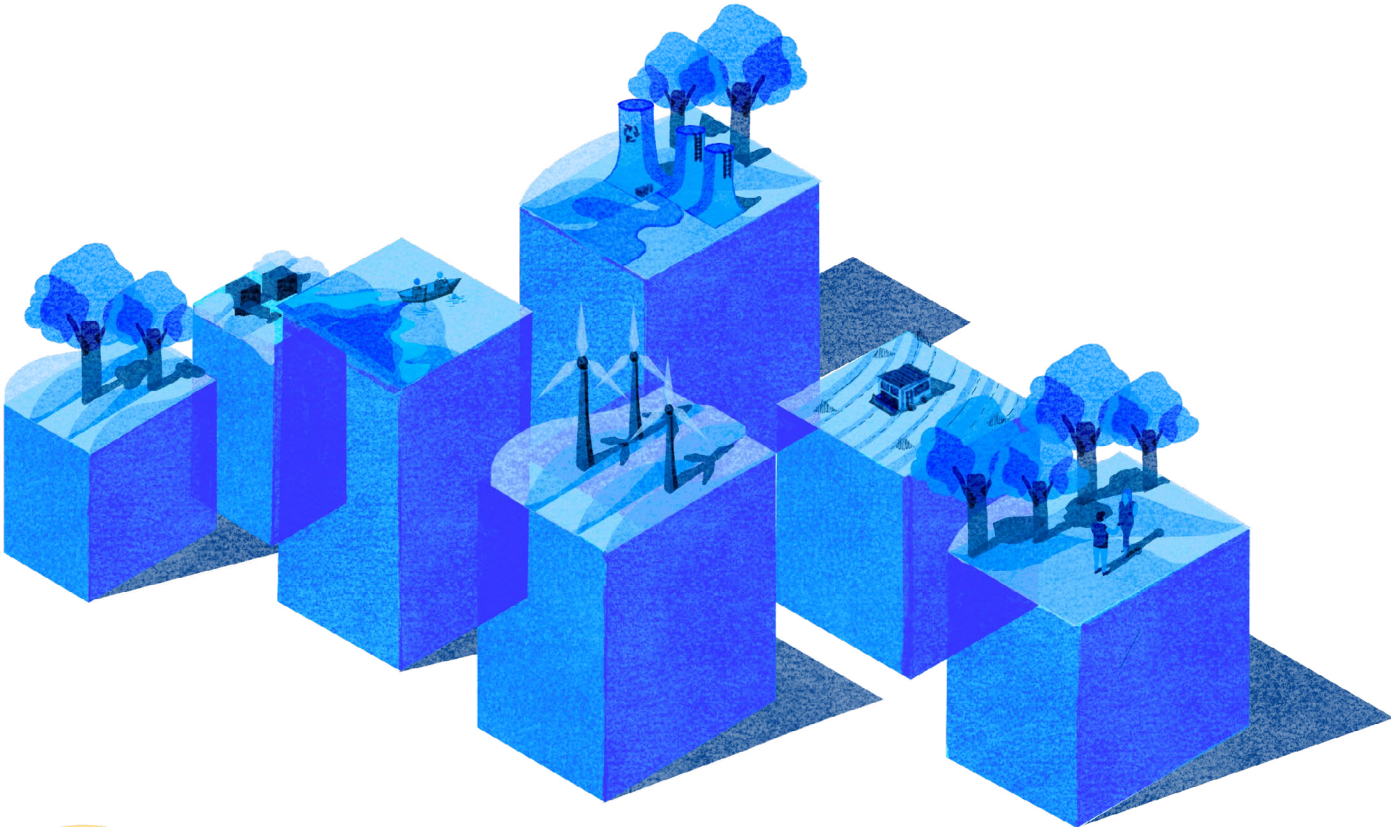
MacArthur Foundation

We are supporting the initial two-year planning phase for the GROW+ funds which aim at uniting grassroots organisations across India working on climate vulnerabilities, including those that may not explicitly mention climate change in their mission. Building upon the successful journey of the GROW Fund with EdelGive, MacArthur is now supporting us to plan and provide non-programmatic grants to cover core organisational costs, offer climate expertise through expert networks, and strengthen organisational capacities in monitoring & evaluation, human resources, and finance. Our ultimate goal is to foster a local India-rooted climate action ecosystem powered by ensuring long-term resilience and impact in addressing the country's climate vulnerabilities.



Catalysing equitable, climate-resilient action at scale

ICC is India's first collaborative effort to build a climate philanthropy ecosystem. Through strategic funding, ecosystem building, and innovation, ICC is advancing a shared climate vision.



Apcotex

At Apcotex, our partnership with EdelGive through the Apcotex-EdelGive-Utthan program reflects our enduring commitment to sustainable community development. After a successful Phase 1 over 4 years, we launched Phase 2 in FY 2023-24. This initiative deepens and broadens our engagement on ensuring access to safe drinking water and improved sanitation across six villages near our Valia factory in the Bharuch district of Gujarat. What stood out to us was EdelGive's emphasis on community empowerment. By integrating gender inclusivity and strengthening local governance structures, the programme goes beyond providing infrastructure to create lasting change. For us, this experience reaffirms a critical insight: true sustainability is achieved not by short-term fixes, but by investing in people and processes that empower communities to lead their own transformation.

Key achievements include:

Earth Exponential:

A platform that connected CSRs with climate solutions, unlocking

₹8 crore+

in funding for 5 projects across Nature, Cities, Farms, Jobs, and Resilience

Indian Agrivoltaics Alliance:

A national platform launched at the first Agrivoltaics Summit to support clean energy and rural livelihoods

Maharastra Climate Consortium:

ICC partnered with the state and technical institutions to develop sectoral strategies aligned with India's net zero 2070 goal

India Clean Air Connect:

Launched in September with Asar and Sensing Local, it serves as a digital hub for collaboration on air quality



Harit Bharat Fund:

Launched to restore landscapes and support local champions, with contributions from WRI India, Sangam Ventures, and others

COP28 Engagement:

ICC hosted panels, receptions, and cross-south dialogues on unlocking green finance and philanthropy's role in equitable transitions

ICC continues to function as a flow catalyst, linking capital, community, and climate action.



Uplifting India’s informal workforce through access and accountability

Led by Jan Sahas and powered by partners including EdelGive, MRC has supported over 7 million households since 2020, unlocking over ₹2200CR in benefits and support.

Key impacts include:

₹26CR

in recovered wages for 30,000+ workers

4,000+

rescues from bonded labour



3,00,000+

helpline calls handled

FY25 Highlights:

BOCW partnerships

in Punjab and UP improved social security delivery (reduced scheme delivery time to 51 days)

Digital employment verification

pilot with Ooru Digital via CredIssuer platform

Migrant Workforce Accelerator

supported 7 startups, impacting 1,00,000+ workers and generating ₹0.1CR in revenue

MRC is reshaping how migrants are seen, not as transient labour, but as citizens with rights and resilience.



Dalyan Foundation

Dalyan is currently engaged with EdelGive in the final phase of the Climate Technology and Environment (CTE) programme, supporting organisations such as GPF, KEF, and Quest. Beyond this, we at Dalyan continue to partner with portfolio organisations including Sambandh, SOVA, and Torpa, reinforcing its commitment to grassroots climate and development efforts. In the past, Dalyan has also contributed to the GROW initiative, providing both financial support and technical expertise to build institutional strength and resilience among local actors.

Our long-standing partnership with Edelgive Foundation has grown out of a shared commitment to strengthening India’s NPOs and promoting their resilience. We appreciate Edelgive’s focus on smaller, less recognised organisations and the clear commitment to fair sharing of NGOs operational costs. Edelgive’s forward-thinking approach, visionary leadership and commitment to respectful partnerships make them an invaluable ally for our work. It is a privilege to join hands with a partner who truly believes in the transformative power of collaboration - and it’s a great pleasure to regularly engage with Edelgive’s team for mutual learning.



Pay-What-It-Takes (PWIT) India Initiative

Reimagining philanthropy through trust-based, true-cost funding

The PWIT Initiative addresses a core challenge in Indian philanthropy - chronic underfunding of operational costs. Anchored by EdelGive and five other leading funders with The Bridgespan Group, it advocates for long-term, flexible funding to empower NGOs to thrive, not just survive.



Gates Foundation

The Gates Foundation supports the GROW Fund, a two-year initiative led in partnership with EdelGive. The programme focuses on funding collaborative efforts aimed at strengthening internal capacities and organisational development for grassroots organisations, particularly in the areas of human resources, technology, and finance. The GROW Fund seeks to build long-term resilience, encourage funders to adopt trust-based approaches, and provide non-programmatic grants that lay the groundwork for building a trustworthy environment in the sector.

Highlights from this year include:

Year 3 report featuring
14 PWIT-aligned funders

Workshops on financial resilience and true-cost computation

Global learning circle with funders like Hewlett Packard Enterprise, Ford Motor Company, Children’s Investment Fund Foundation, and LGT Group



Presence at **India CSR Summit, AVPN South Asia, Samagam 2023**

PWIT is proving that financial resilience is not overhead, it impacts infrastructure.

Compendium of funder practices and directory of 100+ intermediaries



Outreach via 10+ media articles reaching

10 Lakh readers

Notes about our partners

Apcotex:

Our partnership with Apcotex has been a true example of what meaningful CSR can look like. From the very beginning, the team brought clarity of purpose and a deep commitment to creating long-term, community-led change. They've never approached this work as a one-time intervention, but as a sustained effort to strengthen systems and empower people especially through their continued support for the Apcotex-EdelGive-Utthan programme.

MacArthur Foundation:

The MacArthur Foundation has been an extraordinary partner in our journey to strengthen India's grassroots ecosystem through the GROW Fund. They embraced the idea that unrestricted, long-term funding is critical for organisations to build strong institutions, invest in their people, and respond to the needs of their communities with autonomy and confidence.

We are honoured to continue this partnership through GROW+, a new and ambitious phase that builds on the foundation of GROW. With MacArthur's early support, GROW+ will deepen our focus on climate resilience, institutional strengthening, and creating enabling environments for grassroots organisations to thrive.

Dalyan Foundation:

Our partnership with the Dalyan Foundation has been one of deep alignment and mutual respect. Across multiple projects, Dalyan has brought not only generous support, but also a strong commitment to thoughtful, sustainable, and locally driven solutions.

What we value most is their consistent belief in the power of grassroots organisations and their willingness to invest in long-term capacity building, rather than short-term outcomes. Dalyan's collaborative spirit, openness to learning, and deep trust in EdelGive and our nonprofit partners has allowed us to co-create programmes that are both impactful and resilient.

Ashray Hastha Trust:

Our partnership with Ashray Hastha Trust on GROW+ marks the beginning of an exciting new chapter in our shared commitment to strengthening India's grassroots ecosystem. From the very outset, the team at Ashray Hastha Trust has demonstrated a deep understanding of the development landscape and a strong belief in the power of locally rooted solutions.

Their early support to GROW+ is a testament to their bold vision and trust in collaborative philanthropy. It has enabled us to launch this next phase of our journey, one that not only builds on the success of GROW but also deepens our focus on climate resilience and the institutional strengthening of frontline organisations.

Gates Foundation:

Our collaboration with the Gates Foundation across the GROW Fund and the Women in Leadership (WIL) program has been a powerful affirmation of what values-aligned, strategic philanthropy can achieve.

What we deeply value is GF's consistent commitment to long-term systems change, their openness to co-creation, and their trust in EdelGive to work closely with grassroots partners. Together, we have been able to build programs that not only respond to immediate needs, but also lay the foundation for sustainable, sector-wide impact.

Inside EdelGive

Media

Employee Wellness:
Fostering Growth at EdelGive
Foundation

Media

In 2024–25, EdelGive Foundation deepened its commitment to shaping a robust philanthropic ecosystem and empowering resilient grassroots organisations—by sparking conversation, sharing knowledge, and building public will. Across platforms, media, and partnerships, EdelGive’s **advocacy strategy flowed intentionally**—connecting data to dialogue, research to policy, and people to possibility.

Through

National Campaigns

Digital Platforms

Leadership Forums

Global Media Engagement

We fostered dialogue that not only informed but inspired.

This year’s efforts were a powerful reminder that **change doesn’t just happen on the ground—it begins with the stories we tell and the voices we elevate.**

Stree-Leads Women in Leadership



Launched in **2023**, Stree-Leads is EdelGive’s flagship initiative aimed at advancing women’s leadership in the private sector, particularly in **finance, tech, economics, and philanthropy**. Anchored in insights from a commissioned study (Pathways to Leadership for Women in the Finance and Economic Sectors), the campaign seeks to address structural barriers and shape targeted, evidence-led solutions.

In 2024, the initiative was repositioned as Stree-Leads to better engage its **core audience - mid-career women professionals and senior champions**, through a multi-format strategy combining **research, mentorship, storytelling, and high-level engagement**. Its key achievements include:



Stree at The Table Podcast (SATT) Podcast:



The podcast challenged workplace gender norms through personal narratives and practical insights.

It amassed **90 Lakhs+ YouTube impressions, 3,00,000+ engagements, 1,00,000 hours of watch time**, and strong international listenership across **40+ platforms**. It was also featured in Apple Podcasts’ “New and Noteworthy”.

Mentor Onboarding & Engagement:

11 senior industry leaders were onboarded as mentors, providing guidance and credibility across corporate, philanthropic, and entrepreneurial sectors.

Policymaker Engagement:

Active participation from MPs and senior policymakers through op-eds and interviews helped strengthen the platform's visibility and legitimacy.

Thought Leadership & Media Reach:

EdelGive's CEO and campaign ambassadors contributed widely to public discourse through industry stories, authored articles, and event dialogues resulting in a **readership reach of over 6 Crores.**

Credible Voices & Collaboration

High-profile supporters including Vidya Shah, Executive Chairperson, EdelGive Foundation, Sasmit Patra, National Spokesperson of Biju Jananta Dal, Rita Bahuguna Joshi, Former Member of the Lok Sabha, and others reinforced the campaign's influence and expanded its reach across sectors.



Through Stree-Leads, EdelGive has amplified the narrative on workplace equity, positioning women's leadership as both an economic and societal imperative.

womenAccelerate: Actionable Solutions for Women's Advancement

In parallel, **womenAccelerate** emerged as a platform to surface the experiences and solutions of **working women professionals** from India's private sector.

- Over **120 entries** from **30+ companies** across **6 sectors**
- Reviewed by a jury of esteemed leaders including **Amb. Nirupama Rao, Vidya Shah, and Aparna Uppaluri**

The initiative convened top corporates like **Axis Bank, Godrej Capital, and Yes Bank**, along with DEI experts, to identify actionable insights. These culminated in a **compendium of recommendations**, launched at a high-profile event with:

- Endorsement by **Smt. Meenakshi Lekhi**, Former Minister of State for External Affairs
- Participation from **UN Women, NASSCOM**, and key parliamentarians



EdelGive Foundation's WomenAccelerate: A Compendium For Women In Leadership Reveals That 50% Of Male Respondents Perceive Women As 'Too Emotional' To Lead

The launch attracted **75 media features** via Businesswire and reached **47L+ readers**. Six major publications including **ET HR World, BusinessWorld, and Amar Ujala** covered the event.

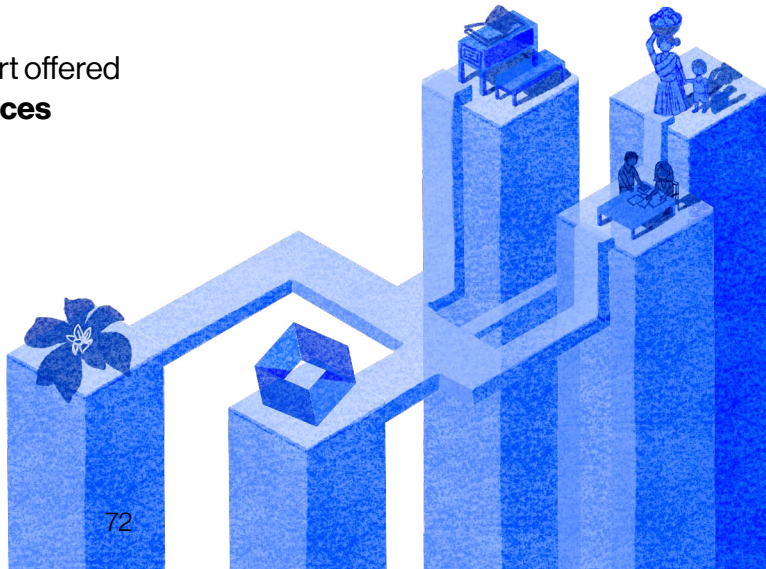
Knowledge Leadership: EdelGive-Hurun India Philanthropy List 2024

In November 2024, EdelGive and Hurun India unveiled the 11th edition of the Philanthropy List, profiling the country’s most generous individuals. The report celebrated India’s resources and examined:

- Thematic preferences in giving
- City-wise contributions
- Emerging female philanthropists



Beyond showcasing generosity, the report offered a strategic roadmap for **directing resources where they matter most.**



Thought Leadership: Global Conversations, Local Resonance

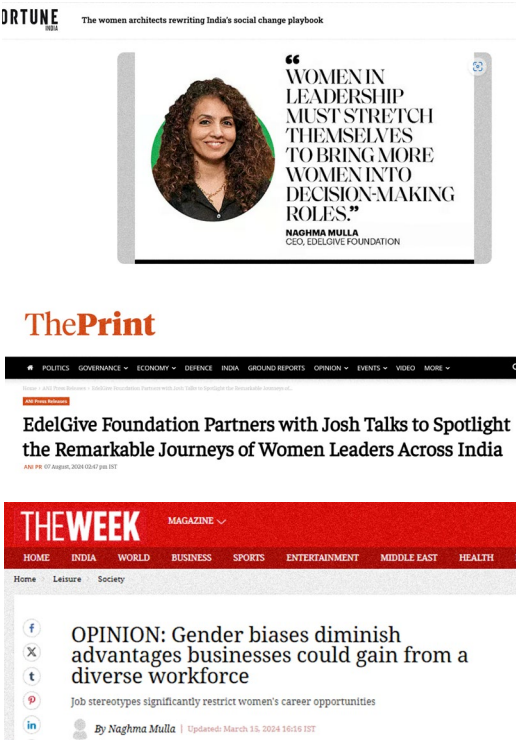
CEO **Naghma Mulla** represented EdelGive on several prestigious platforms, advocating for equity, collaboration, and community-led change:



- INKtalks**
On evolving philanthropy
- AVPN Conference (Abu Dhabi)**
On social investment
- Climate Week NYC**
Linking equity to environmental action
- Opportunity Collaboration (Mexico)**
On grassroots ecosystem building
- Reykjavik Global Forum (Iceland)**
On women transforming global systems
- Future Forum & World School Summit (Dubai)**
- Collab Summit (March 2025)**
On cross-sector global partnerships

Media Reach: Conversations that Carried Across India

Around 260 media stories published across print, digital, and broadcast platforms
54 Crore+ cumulative readership and viewership across India and globally
Featured in leading national and regional outlets including: <i>Fortune India, The Economic Times, The Print, Outlook India, Amar Ujala, The Week, Network18, YourStory, BusinessWorld, Dainik Bhaskar, and more</i>
Coverage spanned EdelGive's key themes: women's leadership, climate action, trust-based philanthropy, and grassroots resilience



Our thought pieces focused on:

- **Women's leadership as an economic imperative**
- **Gender-responsive HR policy**
- **Emotional intelligence in leadership**
- **Philanthropy's role in achieving India's SDG goals**

Partnerships with platforms like **Storyboard18** delivered **10L+ viewership**, and media collaborations (e.g., Josh Talks, CSR Box) further amplified reach.

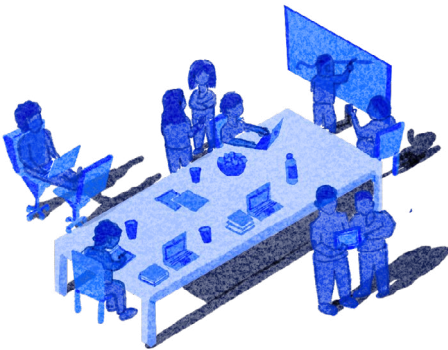
Through **Stree-Leads, womenAccelerate, public policy engagement, and high-impact storytelling**, EdelGive used media not just as a mirror—but as a **movement builder**. Advocacy, for us, is not just raising voices; it is about **changing the conversation, one ripple at a time**.

Employee Wellness: Fostering Growth at EdelGive Foundation

People make things happen. In everything we do - from driving systems change to reimagining philanthropy, it is our team's passion, resilience, and values that make the impact possible.

This year, our focus on employee wellness evolved to encompass not only mental and emotional well-being, but also professional growth, leadership development, and meaningful engagement. We continued to align our Talent Management and Talent Development strategies with EdelGive's mission, ensuring that every team member is supported, heard, and empowered to thrive.

By integrating wellness with learning, feedback with growth, and recognition with purpose, we are nurturing a resilient and future-ready workforce, one that carries EdelGive's vision forward with integrity and excellence.



Key Initiatives

Leadership Meet-Ups - Team Huddles

Our quarterly team huddles created a transparent, two-way dialogue between leadership and teams. These sessions offered a space for employees to voice ideas, feedback, and concerns, fostering openness and connection across the organisation.

Fun Activities and Milestone Celebrations

Our Culture Crew Committee ensured that EdelGive remained a joyful, appreciative space. From celebrating personal and professional milestones to organising fun team-building activities, this initiative strengthened camaraderie and celebrated the everyday moments that matter.

Learning Pods

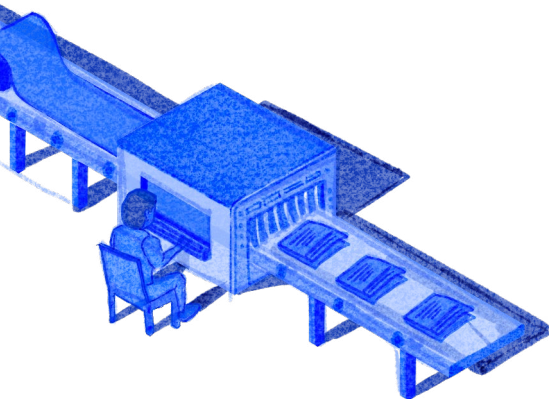
With the launch of the Learning Lab Committee, we prioritised continuous learning as a pillar of workplace wellness. Through curated internal and external learning pods, team members engaged in peer-led sessions that supported cross-functional knowledge sharing, collaboration, and skill-building.

Rewards & Recognition Programme

We introduced an annual Rewards & Recognition programme to honour excellence in three key categories:

- Collaborator Award
- Star of the Year
- Synergy Award

Nominated based on performance, leadership, and innovation, winners were celebrated by the CEO, reinforcing a culture of appreciation and ambition.



Leadership and Team

Board of Directors



Vidya Shah
Executive Chairperson,
EdelGive Foundation



Rati Forbes
Director,
Forbes Marshall Group



Kunal Shroff
Managing Partner,
Chrys Capital



Ranu Vohra
Co-founder & Exec. Vice
Chairman, Avendus Group



Paula Mariwala
Founding Partner,
Aureolis Ventures



Naghma Mulla
CEO,
EdelGive Foundation

Management



Lisa Rodricks
Chief Operating Officer



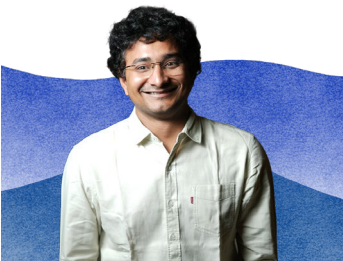
Deepa Shivanand Walawalkar
Chief Financial Officer



Rajat Khurana
Chief Business Officer



Heena Chougale
Chief Human
Resources Officer



Rohit Kumar
Coordinator,
Strategy and Operations



Nayantara Dutta
Lead, Communication



Shruti Ahuja
Senior Lead,
Donor Reporting



Mansi Gaur
Assistant Lead,
Donor Reporting

Finance & Compliance



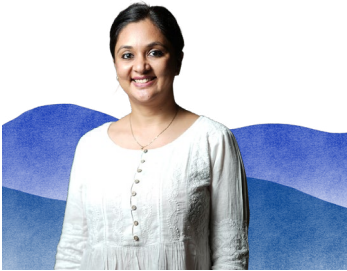
Prashant Malkar
Lead,
Finance & Compliance



Pooja Bhatt
Lead,
Finance & Compliance

Donor Reporting

GROW+



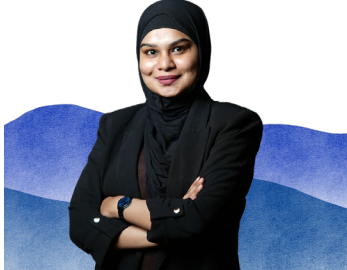
Sukhreet Bajwa
Head, GROW+



Dwayne Dsouza
Lead, The HUB



Shruthilayaa Sasidharan
Lead, Process & Operations



Tanaz Ayub Shaikh
Jr. Lead, Operations

HR & Admin



Aasiya Khan
Jr. Lead,
HR & Admin

MEL



Renuka J Wagh
Head, Impact & Learning

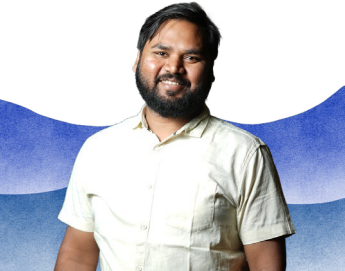


Ruchika Chaudhary
Assistant Lead,
Impact & Learning

Partnerships



**Mohd Arif
Maimurtuza Pathan**
Lead, Servicing



Kunwar Bipin Chandra
Lead, Servicing



Nafisa Lokhandwala
Lead, Servicing

Process
Excellence Unit



**Sagar Harishchandra
Chavan**
Assistant Lead,
Process Excellence Unit

Sandbox



Aiswarya Augus
Lead, CRCA



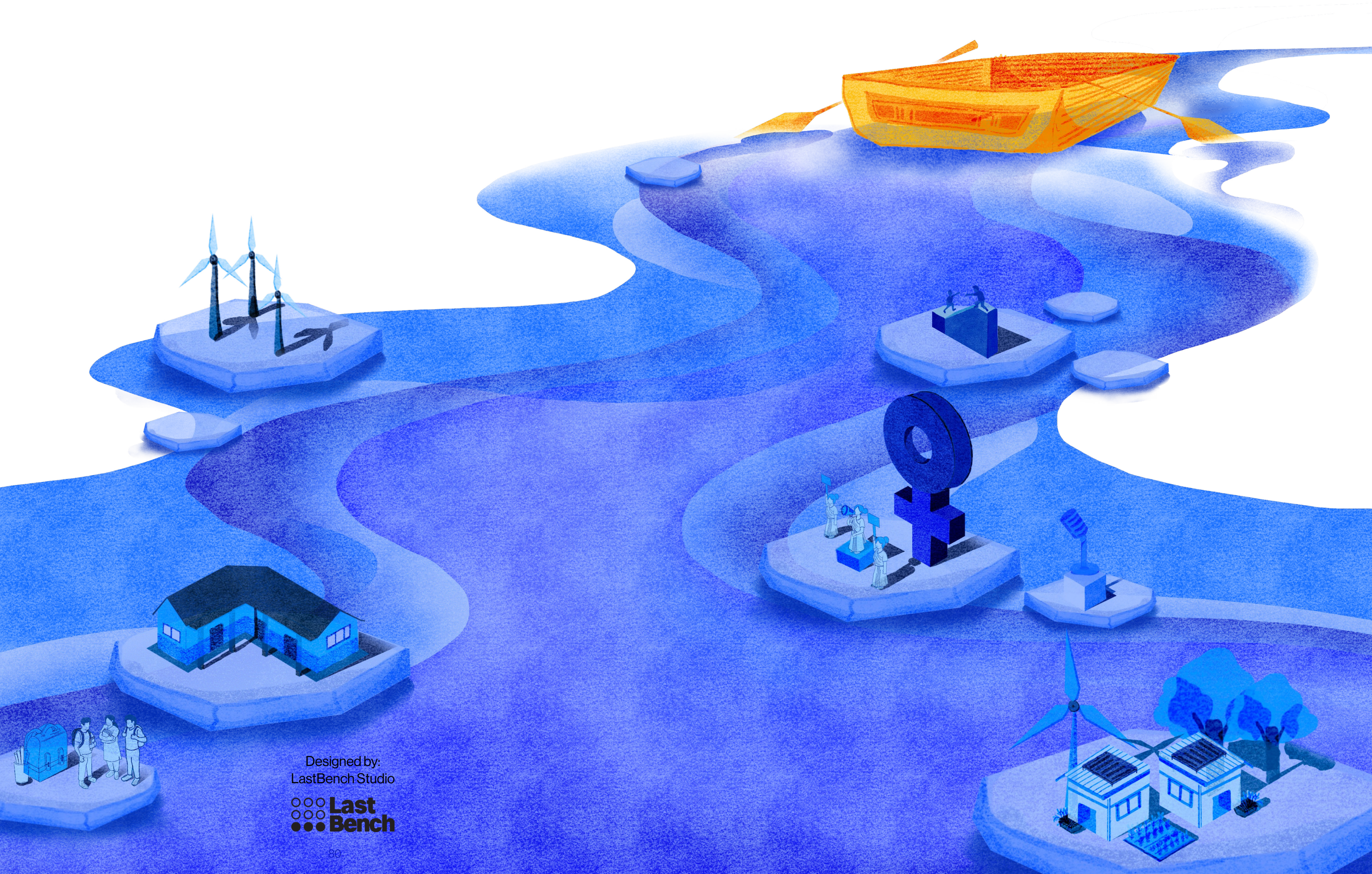
Chetan Bhimesh Somkuwar
Lead, Education



Sanjana Suresh
Lead, Gender



Saba Wajid Ali Siddique
Assistant Lead, Gender



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