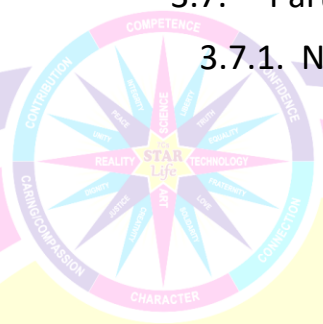


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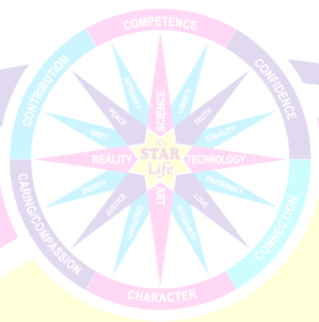
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1. Message from Leadership

1.1. President's Message

Dear Friends, Benefactors, and Partners in Mission,

It gives me immense joy to present the Annual Report 2024–25 of Navjeevan Trust, a testimony to our enduring commitment to serve, uplift, and empower the most marginalized in the regions of Saurashtra and Kutch.

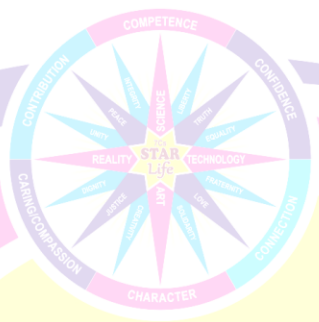
In a world that constantly tests our compassion and resilience, Navjeevan Trust stands as a source of hope and action. Rooted in Gospel values and social justice, the Trust continues to accompany children, youth, women, and vulnerable communities on their journey toward dignity and transformation.

This year's theme, "Making STARS," beautifully captures our shared goal—to nurture leaders and change-makers who are Socially Transformative, Accountable, Resilient, and Skilled. The report reflects how our teams and partners worked tirelessly across 255 villages and 50 slums, impacting lives through education, healthcare, livelihood, governance, and care-based services like Meals on Wheels.

I am especially encouraged by the new programs initiated this year, including the Women Empowerment and Governance Project, and the successful launch of the E2E Project through CSR support. The sanctioning of the UDAAN project by APPI for adolescent health also reflects the growing trust and credibility Navjeevan holds among diverse partners.

Through all these initiatives, we remain aligned with our Strategic Goals 2030, working to build a society that is just, inclusive, and rooted in Gospel love. I am confident that as we move forward, Navjeevan Trust will continue to inspire and lead with faith, integrity, and professionalism.

To our Director, Fr. Thomas Mathew, and the entire team, I offer my heartfelt blessings and thanks. Your work is a powerful expression of the Church's mission in the world today. To our donors, partners, and friends—you are part of this sacred mission.



May the Spirit continue to guide us in building a brighter tomorrow for the communities we serve.

With prayerful blessings,

Rev. Bp. Jose Chittooparambil, CMI
President, Navjeevan Trust
Bishop of Rajkot Diocese

1.2. Director's Message

Dear Friends and Partners in Change,

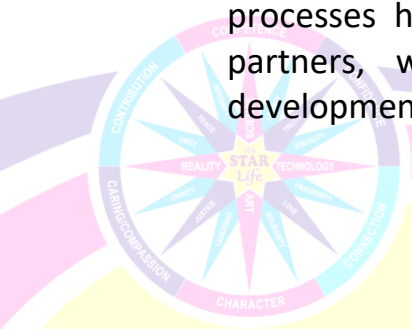
It is with deep gratitude and immense hope that I present to you the Annual Report 2024–25 of Navjeevan Trust. This year, our theme, "Making STARS," reflects not just a programmatic vision—it captures the essence of our mission: to nurture Socially Transformative, Accountable, Resilient and Skilled individuals and communities who can lead change from within.

In 2024–25, we witnessed transformative impact across our interventions—reaching over 67,000 lives through programs in education, health, women's empowerment, livelihoods, governance, and relief. These efforts, rooted in our values of justice, compassion, integrity, and community-led development, are laying the groundwork for a more equitable and inclusive society.

One of the key highlights of the year was the successful launch of the Education to Elevate (E2E) Project, implemented through a new CSR partnership, which ensured school retention, academic progress, and holistic development for out-of-school children. We also proudly initiated the Women Empowerment and Governance Program, promoting rights realization, livelihood security, and leadership among more than 2500 women in 25 villages.

We are equally excited to have secured the UDAAN project from Azim Premji Philanthropic Initiatives (APPI), marking a major step forward in adolescent health and empowerment.

To support this growing scale and complexity, Organizational Development (OD) processes have been a key focus this year. With the support of technical partners, we strengthened our internal systems for human resource development, program quality assurance, and leadership capacity building. This



internal transformation is vital to sustaining impact and aligning with our Strategic Goals 2030.

We remain deeply thankful to our partners—including GSACS, GLPC, Quest Alliance, Tirth Agro Ltd., Misereor, A Chance in Life, and others—for their continued trust and collaboration.

As we look to 2025-26, our priorities include:

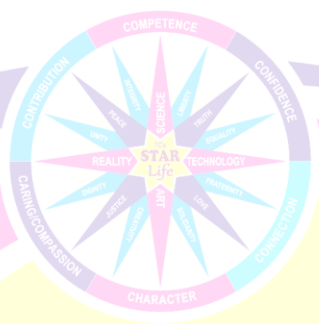
- Strengthening youth leadership through STAR Clubs, GALA events, and community-based civic action.
- Deepening monitoring, evaluation, and CSR engagement systems to enhance transparency and scalability.
- Expanding digital literacy among school children, youth, and SHG members for future-readiness.
- Promoting climate-smart agriculture to support 300+ women and smallholder farmers with low-carbon, nutrition-focused solutions.
- Strengthening internal capacity through OD-driven staff training, program excellence, and reflective leadership.

To our field teams, social work centres, volunteers, and second-line leaders—your resilience and dedication are the heartbeat of Navjeevan Trust. To our donors and well-wishers—your partnership and encouragement make this journey possible.

Together, let us continue Making STARS—lighting up lives, building leadership, and fostering a more just and joyful world.

With gratitude and solidarity,

Fr. Thomas Mathew
Director, Navjeevan Trust – Rajkot



2. About Navjeevan Trust

2.1. Vision:

To establish a just, humane, peaceful, and eco-friendly society where Gospel values of Equality, Fraternity, and Love are lived and shared in the cultural milieu of Saurashtra and Kutch.

2.2. Mission:

Creating empowered leadership for a healthy and resilient society, focusing on disadvantaged groups through access to quality education, skilling, preventive healthcare, women-led governance and relief to the vulnerable.

2.3. Our Theory of Change:

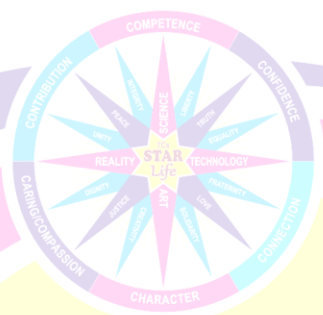
Educated and Empowered Leaders Transform Society.

2.4. Legal Status:

- Trust Registration No. : E/8927/Rajkot
- 12A Registration No. : AAATN3721DE20214
- 80G Registration No. : AAATN3721DF20214
- NGO-DARPAN UID No. : GJ/2012/0051726
- CSR-1 Registration No. : CSR00006635
- FCRA Registration No. : 042050002

2.5. Our Areas of Work:

- ✓ Orphan & Vulnerable Children
- ✓ Small and Marginal Farmers
- ✓ High Risk Groups (HRGs)
- ✓ HIV/AIDS infected and affected
- ✓ Persons with Disabilities (PwDs)
- ✓ Youth
- ✓ Women
- ✓ Adolescent Girls
- ✓ Senior Citizen
- ✓ Relief to poor and vulnerable.



2.6. Our Core Values:

- ✓ **Love for the Poor:** We are deeply committed to uplifting marginalized communities with compassion and care.
- ✓ **Integrity:** We uphold honesty, accountability, and ethical practices in every aspect of our work.
- ✓ **Striving for Excellence:** We continuously aim for the highest standards in all our initiatives to create lasting impact.
- ✓ **Acting Sustainable:** We prioritize long-term solutions and environmental responsibility to ensure a better future.
- ✓ **Teamwork:** Collaboration and mutual respect drive our efforts to achieve shared goals effectively.
- ✓ **Transparency:** We believe in open communication and accountability to promote trust with all stakeholders.

2.7. Strategic Goals 2030

1) Navjeevan Education System for Social Transformation (NESST)

Empower disadvantaged children and youth by providing access to quality education, skilling, and personality development, fostering leadership to contribute positively to society.

2) Education – Preventive Healthcare Program

Improve health outcomes through preventive care and combating malnutrition.

3) Community Development through Gender Equity

To foster community development in rural Gujarat by empowering women to take leadership roles in governance, social action, and economic development.

4) Relief to the Vulnerable

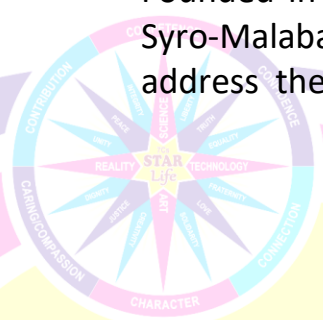
To provide comprehensive relief and rehabilitation services to vulnerable populations, addressing their basic needs, restoring dignity, and fostering community resilience.

5) Organizational Development

To enhance Navjeevan Trust's internal capacity, operational efficiency, staff competencies, and program effectiveness for sustainable growth and impactful service delivery.

2.8. Organizational History

Founded in November 1980, Navjeevan Trust is the social action wing of the Syro-Malabar Diocese of Rajkot, envisioned by late Bishop Jonas Thaliath to address the deep social and developmental needs of Saurashtra and Kutch



region of Gujarat. Under the visionary leadership of Rt. Rev. Bishop Gregory Karotemprel, CMI, the Trust expanded its reach, launching key initiatives like the ‘Meals on Wheels’ program in 2011, which still supports the sick and abandoned daily.

Guided by a succession of committed leaders, Navjeevan Trust today works through 10 thematic sectors—including health, education, livelihood, women’s empowerment, and disaster relief—supported by 21 grassroots partners, over 1000 CBOs, 2 cooperatives, and 7 STAR Learning Centre. In its 44-year journey, the Trust has implemented 118 development projects, impacting over 1.5 million people across 2,000+ villages and slums. Rooted in faith and compassion, Navjeevan Trust remains committed to empowering the marginalized and building a just, resilient society.

2.9. Key Geographical Areas of Operation

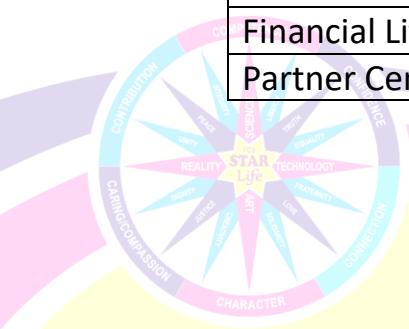
- **Social Work Centres:**
21 Social Work Centres spread across 7 districts 18 blocks covering 131 villages and 36 urban slums.
- **Projects/Program:**
13 Projects spread across 8 districts and 13 blocks covering 255 villages and 50 urban slums targeting 67517 population.

Geographic Footprint

8 Districts
13 Blocks
255 Villages and 50 Urban Slums

Our Collective Reach

Area of Work	Key Metrics
Education	418 children retained with 100% attendance
Employability Skilling	761 youth trained, 81% job placement rate
Food & Nutrition	203 women empowered; 125 kitchen gardens
Women-led Governance	823 women trained; 68 grassroots leaders
HIV/AIDS Prevention	1499 high-risk individuals reached
Meals on Wheels	26880 meals served to 80 sick & abandoned
Health & Wellness	24714 medical Services provided
Financial Literacy	4239 individuals sensitized on banking & credit
Partner Centres (SWCs)	25 community centers active across 7 districts



Key Milestones

- 100% school retention rate for STAR learners
- 730 youth placed in formal jobs in hospitality, ITES, and retail
- 293 women independently accessed govt. schemes
- First-of-its-kind children's parliaments in 13 villages
- Community-led climate-resilient farming scaled across Lambadi block
- 56 high-risk individuals linked to social protection schemes
- Over 5600 households visited for awareness & service linkage

Community Voice

"We couldn't have educated our children on our own. Navjeevan Trust gave them a new life."

— A mother, Rajkot

3. Program-Wise Impact Report

3.1. Education to Elevate (E2E) Project

Objective:

To improve educational access and learning outcomes among out-of-school and dropout children in the region. The project focuses on academic support, life skills development, leadership training, and community engagement to promote retention and holistic development.

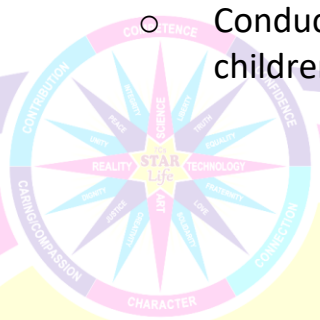
Geographic Coverage: Rajkot & Bhavnagar District

No. of STAR Learning Centres Established: 04

No. of Children Reached: 418

Activities Undertaken:

- Enrolment and academic support for out-of-school children
- Conducted 781 academic sessions across four STAR Learning Centres (SLCs)
- 26 life skills sessions, 35 guest lectures, and yoga & karate classes
- Held a Leadership and Personality Development Camp for Children
- Organized 30 community meetings and regular family visits
- Formed 6 STAR Clubs to promote leadership, teamwork, and extracurricular learning
- Conducted health awareness sessions, improving hygiene in 85% of children.



Key Achievements:

- ✓ 100% retention rate—no dropouts during the project phase
- ✓ 75% of children showed significant improvement (25%+) in reading, writing, and math
- ✓ Strong community and parental engagement with 66% parent participation
- ✓ Visible transformation in personal hygiene, confidence, and participation among children
- ✓ Recognition and support from local government departments and stakeholders.

Impact Stories:

1. Transformative Leadership and Personality Development Camp

Children like Dixita, Pratigna, and Kinjal joined the Leadership and Personality Development Camp with low self-confidence and limited communication skills. Through interactive sessions on self-awareness, public speaking, and teamwork, they gained the courage to lead group activities and express themselves with clarity. By the end of the camp, they emerged as confident young leaders and were awarded the STAR Award for their outstanding participation—proving that with the right environment, every child can shine.

2. Anchal's Journey: From Nepal to a Bright Future in Veraval

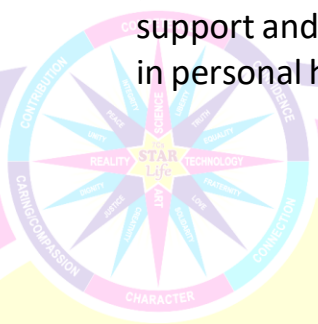
Anchal, an 8-year-old migrant girl from Nepal, faced repeated rejections from local schools due to nationality issues. Her family, determined to provide her with an education, turned to the E2E project for help. With persistent advocacy from the Project Manager and Coordinator, and support from the community, Anchal was admitted to Veraval Kanyashala in June 2024. Meanwhile, she gained confidence and learning support at STAR Learning Centre No. 2. Anchal's story showcases how inclusive education and community advocacy can change lives.

3. Amar: From Shadows to Sunshine

After losing her father, Amar, a 12-year-old girl from the slums of Veraval, took on major household responsibilities, making it difficult for her to attend classes. The E2E team, with the support of a dedicated helper and her mother's cooperation, intervened to ensure her regular attendance at STAR Learning Centre-1. Amar now participates actively in her studies and dreams of a brighter future—an inspiring testament to what community collaboration can achieve.

4. The Transformation of Dhaval and Jay

Brothers Dhaval (Class 5) and Jay (Class 3) came from a financially struggling family and were on the verge of dropping out due to poor hygiene and academic performance. The project team enrolled them in SLC-1, offering personalized support and consistent follow-ups. Today, both boys have significantly improved in personal hygiene, show increased classroom engagement, and are progressing



well academically. Their journey highlights the value of compassionate intervention and continuous mentoring.

Voices from Caregivers

“We couldn’t have educated our children on our own. Navjeevan Trust has given them a new life.” — Mother of two sponsored children.

Outcome

- ✓ 100% school retention rate of enrolled children
- ✓ Increased academic confidence, especially among girls
- ✓ No dropout and absenteeism, even during seasonal migration
- ✓ Improved personal hygiene, discipline, and emotional well-being
- ✓ Parents have shown greater involvement in children’s education.
- ✓ The project is laying a strong foundation for a generation of confident, capable, and compassionate youth.

3.2. Employability Skilling and Leadership Program

Objective

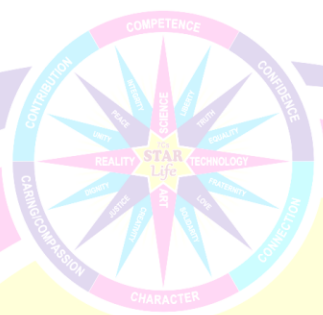
To equip school drop-out and unemployed youth from marginalised communities with employable skills for sustainable livelihoods across rural and semi-urban areas of Saurashtra Region – Gujarat.

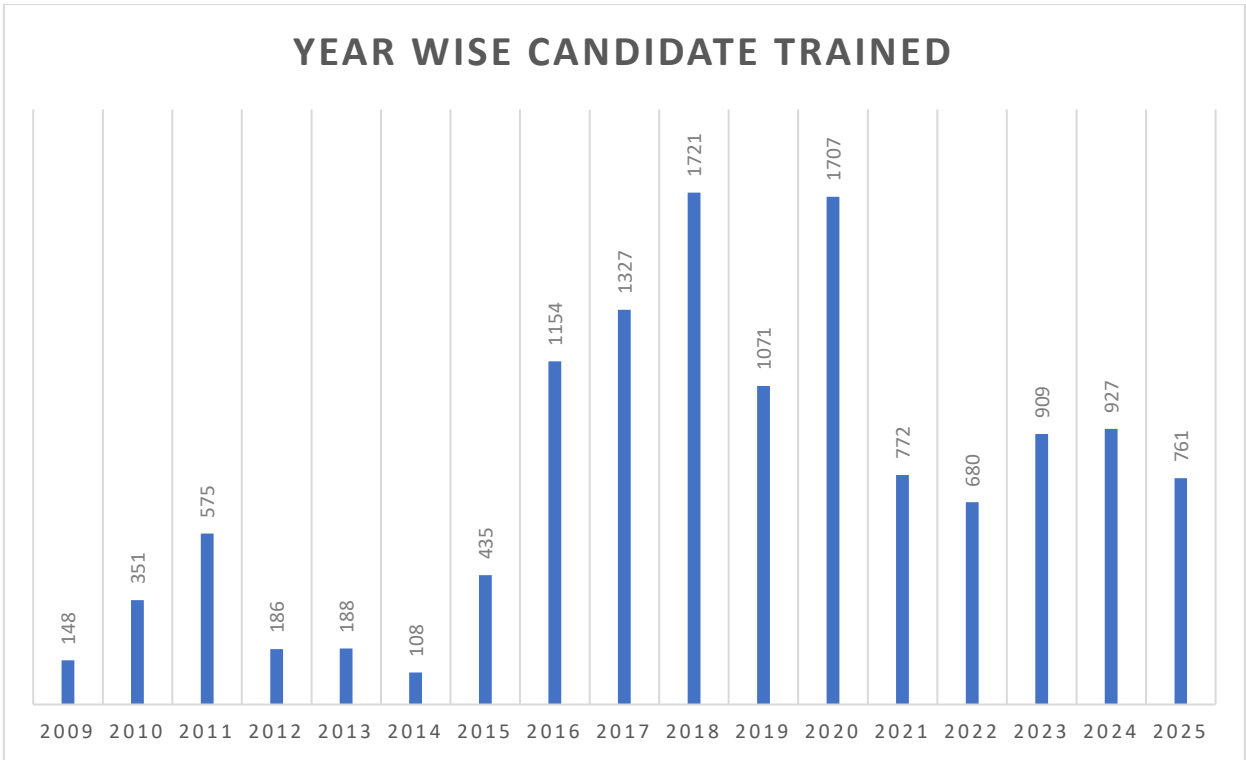
Overview

Since 2009, Navjeevan Trust has facilitated comprehensive employability skill training across 33 domains, benefiting over 12340 youth. These interventions have evolved to address emerging market demands, leveraging both government and independent initiatives.

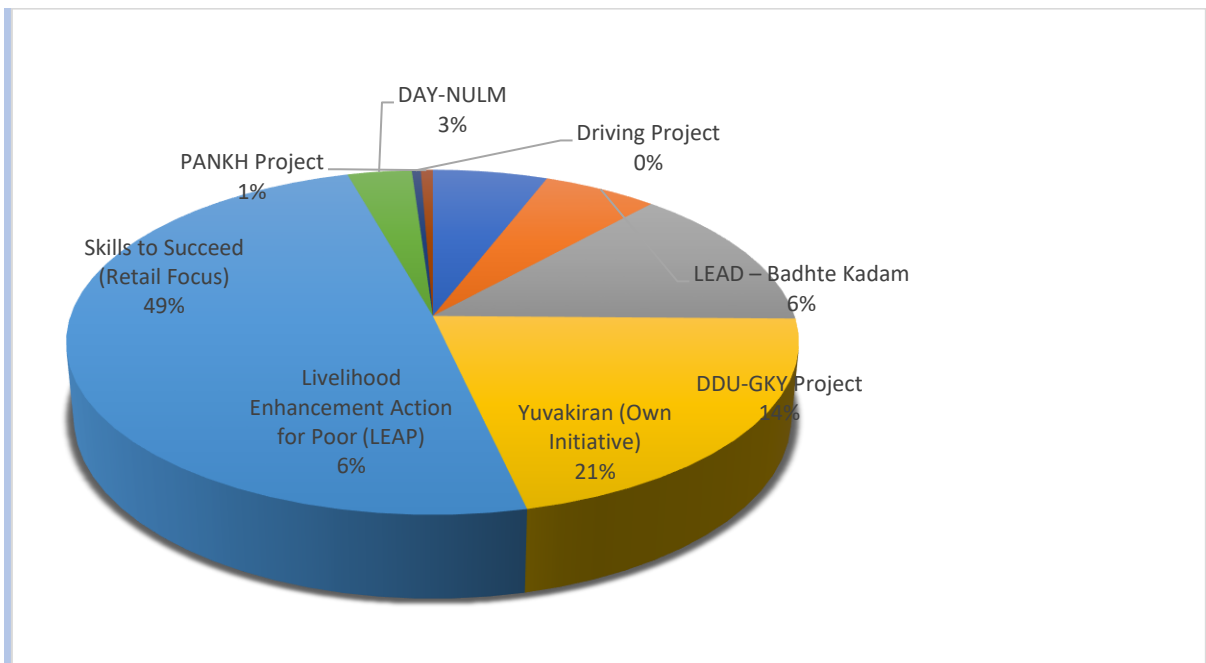
Geographic Coverage: Rajkot, Surendranagar & Kutch District

Cumulative Impact (2009–2025)



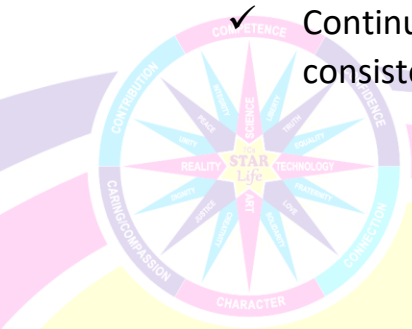


Project Wise Youth Trained



Key Highlights (2024–25)

- ✓ 927 youth trained across 10+ skill sectors during 2024–25.
- ✓ Continued focus on retail, healthcare, IT, and tailoring—sectors with consistent demand.



- ✓ Strengthened industry linkages and post-training placement support.
- ✓ Integrated soft skills and digital literacy components into training modules.

Outcomes & Success Indicators

- Over 70% of trained youth in 2024–25 secured employment or started self-employment ventures.
- Increased participation of young women in trades like bedside assistance, tailoring, and retail.
- Notable improvement in income levels, job retention, and self-confidence among beneficiaries.

Innovations & Learnings

- Customized training batches aligned with local employment trends.
- Introduced hybrid learning models post-COVID to extend reach.
- Collaboration with government schemes, CSR Partners and other funding agencies ensured wider coverage and certification.

Impact Story

“I was unsure about my future and working small jobs in my village. After joining the Skills to Succeed program, I learned computer skills, life skills, and improved my understanding of finance. The training gave me the confidence I needed. Today, I work as an Accountant in a Hospital, earning Rs. 20,000 per month. I feel proud to support my family and stand on my own feet.”
— Pradipsinh, Bhuj – Kutch

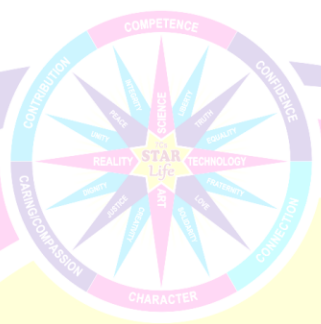
3.3. Sanjivani: Food & Nutrition Security Program

Objective

The Sanjivani Project aimed to strengthen sustainable agriculture, nutrition security, and access to entitlements for rural communities. The outcomes below reflect both the achievements and insights gained during the reporting period.

Geographic Coverage:

10 Villages of Lambadi block of Surendranagar



household nutrition but also started a technical nursery, sharing knowledge and supporting nearby farmers. His journey reflects the project's power to revive traditional practices through modern techniques and grassroots empowerment.

3.4. Combating HIV/AIDS: Prevention, Care and Empowerment

Objective

To reduce the transmission of HIV among high-risk populations, specifically Female Sex Workers (FSWs) and Men who have Sex with Men (MSM), through a comprehensive approach that includes behavioural change communication and direct services delivery.

Geographic Coverage:

- Rajkot City
- Morbi City and Rural Area

Total HRGs reached: 1499

No. of Hot Spots: 58

Key Impacts:

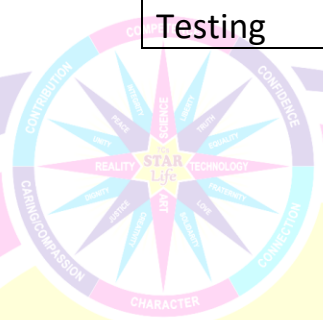
- 197 new registrations reflect successful identification and trust-building with at-risk individuals.

Outreach & Contact:

- 15715 one-to-one and group contacts made, reinforcing awareness, follow-up, and linkage to services.

Clinical & Diagnostic Services:

Service Area	Frequency	Total Served	Description
Clinic Services	Ongoing	4943	HRGs accessed regular medical services, STI treatment, referrals, and counselling.
TB Screening	Quarterly	4788	Early detection and referral of TB symptoms through community and clinic-level screening.
HIV Testing	Every 6 months	2503	Regular HIV screening led to early detection of 5 positive cases, now linked to care.
RPR (Syphilis) Testing	Every 6 months	2549	16 reactive cases identified and referred for follow-up treatment.



STI Cases Treated	As needed	56	Early identification and management of STIs reduced risk of transmission and long-term effects.
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This year’s health outreach deepened community trust in preventive health services and significantly expanded diagnostic access. The integration of clinic-based services with field outreach created a comprehensive health ecosystem—bridging awareness and treatment for some of the most pressing public health concerns.

3.5. Community Development through Gender Equity

Objective

To empower 2500 women from vulnerable and low-income households in 25 villages of Limbadi block of Surendranagar district through enhanced participation in governance, access to rights and entitlements, and promotion of sustainable livelihoods and food security.

Geographic Coverage:

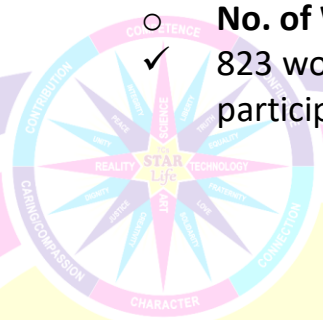
25 villages of Limbdi block of Surendrangar District

Activities Conducted

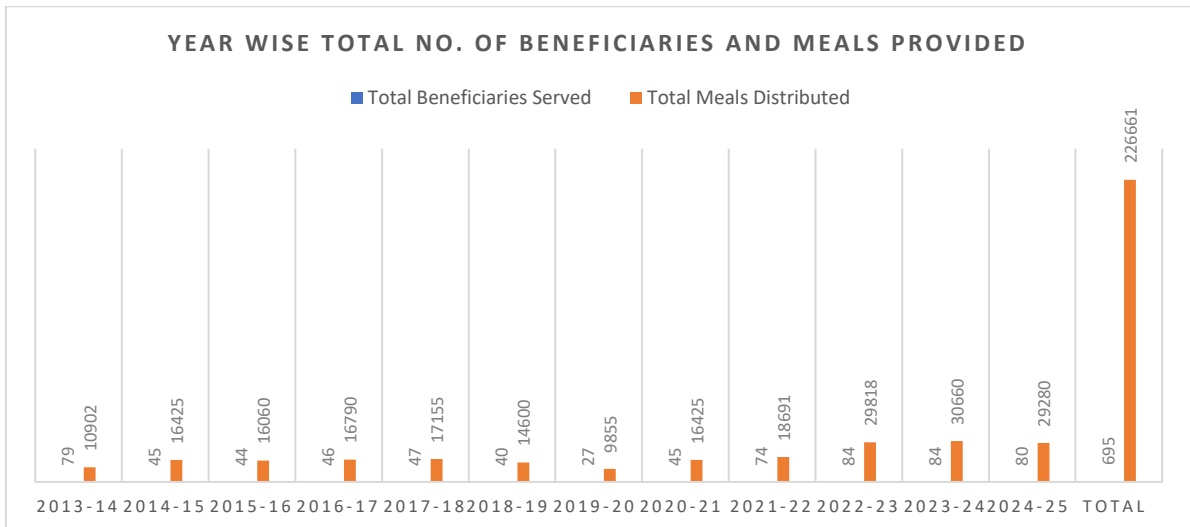
- **Capacity Building (21 key training events):**
- ✓ Women CBO orientations on Gram Sabha, participatory governance, grassroots democracy processes and systems (394 women)
- ✓ Training on rights and government schemes (314 women)
- ✓ Sustainable agriculture training for women farmers (115 women)
- **Community-Based Organization (CBO) strengthening:**
- ✓ Strengthened 50 women’s CBOs, involving 620 members
- **Health, Nutrition & Livelihood Support**
- ✓ Developed 54 nutrition initiatives, including kitchen gardens and tree plantations
- ✓ Initiated 4 women-led livelihood units
- ✓ Facilitated eligibility document access for 191 households
- ✓ Facilitated application government schemes application for 310 households.

Key Impact

- **No. of Women Empowered Socially and Economically**
- ✓ 823 women trained in different areas – rights & entitlements, gram sabha, participatory governance systems, and sustainable agriculture.



■ **Graphical Presentation**



3.6.2. Dry Ration Kit Distribution

Objective: Navjeevan Trust distributes dry ration kits to the marginalized families to lessen the financial burden.

- **Geographic Coverage:** 9 slums of Rajkot City
- **No. of Beneficiaries:** 20
- **Total Kits Distribution:** 260

3.6.3. Cloth Bank

Objective: Address Clothing Needs and Promote Sustainability through the Cloth Bank initiative for marginalized communities.

- **Geographic Coverage:** Rajkot
- **Total Clothing Received:** 1106 Pairs
- **Total Clothing Distributed to needy:** 632 Pairs

3.7. Health Wellness

3.7.1. Navjeevan Satellite Clinics

Objective:

To provide accessible and quality primary healthcare to rural communities through clinics, with a focus on preventive care and early diagnosis.

Geographical Coverage:

1. Surendranagar District:
 - ✓ Parnala

- Improved mobility and pain management among elderly and chronic illness patients through TENS therapy.
- Wellness events like karaoke aerobics, Antakshari, and traditional games fostered joy, social bonding, and mental wellbeing.
- Celebrating birthdays and anniversaries created emotional support systems, especially for isolated individuals.
- Strengthened community engagement and awareness about healthy living through consistent outreach.

“The Wellness Centre is not just about therapy—it’s about happiness, connection, and dignity.”

— Participant, Rajkot

3.7.3. Navjeevan – BKPPDMS Partnership

Objective: To provide healthy life style and wellness.

Geographical Coverage: Rajkot

Activities:

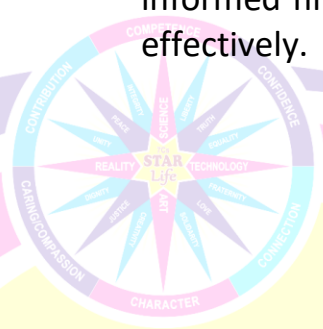
- Warm Up exercises which included - karaoke chair aerobics helped the patients to relax and enjoy the session.
- Birthday and Wedding Anniversary Celebrations were held during the session to remember and share the joy of the important events in life.
- A nutritious breakfast was served followed by Antakshari (song-based game) and some games from Khel-mahakumbh to make the event more enjoyable and healthier.

3.8. Finance Literacy Program

Overview

The Finance Literacy Program is Navjeevan Trust’s strategic response to bridge the gap between communities and formal financial systems. In collaboration with Federal Bank, the initiative promotes financial literacy, responsible saving, credit awareness, and digital inclusion across diverse population groups.

The program specifically targets youth, women, farmers, small entrepreneurs, and senior citizens—empowering them with knowledge and tools to make informed financial decisions and engage with banking services confidently and effectively.



Objectives

- To create awareness of financial rights, safe banking practices, and government welfare schemes.
- To promote the use of digital banking tools, including UPI, mobile banking, and Aadhaar-enabled payments.
- To foster responsible credit behavior and planning among small entrepreneurs, SHG members, and farmers.
- To instil early financial habits among school-going youth and vocational trainees.

Geographic Coverage:

Rajkot, Paddhari, Gondal and Lodhika block of Rajkot District.

Key Engagements & Outreach

Activity Type	No. of Events Held
School-Based Financial Literacy Sessions	12
Meetings with Farmers	24
Self-Help Group (SHG) Sessions	23
Senior Citizens Awareness Meetings	23
Entrepreneurial Financial Sessions	12
Digital Banking Awareness Camps	12
Vocational Training Student Sessions	23
Total Individuals Reached	4239

Key Impacts

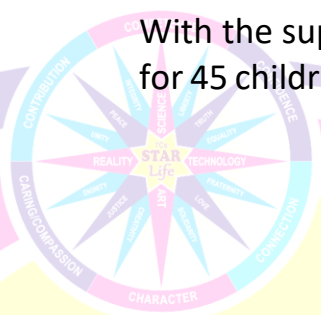
- 4239 individuals directly sensitized on key topics such as digital payments, safe credit, savings, and government-linked financial schemes.
- SHG women and farmers reported increased use of formal banking channels and reduced reliance on informal loans.
- School children and youth displayed improved understanding of saving habits and digital transaction safety.
- Senior citizens were sensitized to avoid fraud and adopt secure financial tools.

3.9. Partnered Social Work Centres: Collective Impact

3.9.1. Navjeevan Welfare Centre – Lodhika, Rajkot

▪ Community Development Initiatives

With the support of Navjeevan Trust, the Lodhika centre runs a vibrant Balwadi for 45 children from surrounding villages. Its popularity stems from the nurturing



environment and active learning approach. Evening tuition classes serve 25 students, and five Balmandal groups offer children opportunities for leadership, learning, and collaboration.

▪ **Health, Livelihood & Social Support**

The centre provides a clinic that serves economically marginalized families who cannot access modern healthcare. A three-month tailoring training prepares women for self-employment, with certification awarded on completion. The centre has four SHGs and seven Senior Citizen Groups, all of which are engaged in regular meetings, support activities, and community awareness programs.

▪ **Cultural & Outreach Activities**

Regular house visits by coordinators ensure deeper engagement with families and identify emerging needs. Children participate in year-round cultural activities and competitions—including rakhi making, flag design, singing, and dancing—culminating in vibrant celebrations like Garba and Christmas.

3.9.2. Devemata Welfare Centre – Ribda, Rajkot

▪ **Educational Initiatives:** Supported by Navjeevan Trust, the Ribda centre runs tuition classes across four villages—Ribda, Rib, Valadhari, and Vavdi—accommodating both government and private school children. A Balwadi with 10 students runs daily at Lodhika. Five villages benefit from Balmandal groups, fostering child participation and development.

▪ **Community Engagement & Health Services:** Senior Citizen Groups are active in four villages, holding awareness programs and bi-monthly meetings. Six SHGs meet regularly, guided by centre coordinators. House visits by centre staff promote trust and provide follow-up care. A community clinic serves not only local residents but also industrial workers. In emergencies or for bedridden patients, coordinators provide door-to-door medical support.

▪ **Culture & Creative Activities:** The centre organizes a variety of cultural events throughout the year, from kite flying to dance, drama, and singing performances. December showcases performances by Balwadi, Balmandal, and tuition students in an atmosphere of celebration and community bonding.

3.9.3. Nishkalank Mata Welfare Centre – Ranpar, Jamnagar

▪ **Spiritual & Celebrations:** Patron Day, Christmas and New Year were celebrated with community masses and cultural programs. The bishop and nearby centres participated in key events. Children joined in with music, dance, and festive joy.



- **Education & Children Development:** Kindergarten reopened in June, 2024 with 16 new students. 10-15 children attend tuition classes regularly. A summer camp featured games, races and quizzes. Children also took part in arts, sports and memory contests.
- **Women Empowerment & SHGs:** SHGs actively engage in mission Mangalam scheme of government of Gujarat securing bank loans and raising Rs. 2,00,000.00 Women's Day featured cultural contests and celebrations.
- **Health & Social Support:** The Centre's dispensary serves nearby villages with basic medical care. Special aid was provided for a young man's hospital treatment in Jamnagar.
- **Cultural Engagement:** Key celebrations included Independence Day, Raksha Bandhan, Diwali, Children's Day and Grandparent's Day, fostering joy and community bonding.

4. Collaborations & Donor Support

4.1. List of key funding partners

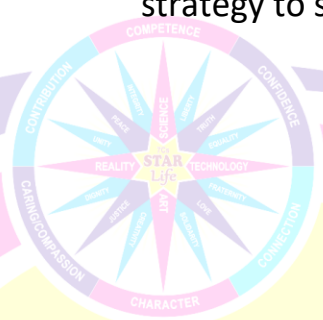
1. Gujarat State AIDS Control Society, Department of Health & Family Welfare, Government of Gujarat
2. The Gujarat Livelihood Promotion Co. Ltd., Department of Rural Development, Government of Gujarat
3. Quest Alliance, Bangalore
4. The Tirth Agro. Ltd., Rajkot – Gujarat
5. A Chance in Life, New York
6. Misereor, Aachen, Germany

4.2. List of key Technical Partners:

1. Gujarat University, Technical Support Agency, for DDU-GKY – Gujarat
2. Central Technical Support Agency, NIRD-PR for DDU-GKY – Gujarat
3. Technical Support Unit, GSACS, Ahmedabad
4. Caritas India, New Delhi
5. Western Region Social Service Forum, Bombay

Resource Mobilization Overview

Navjeevan Trust continues to strengthen its fundraising and donor engagement strategy to support scalable and impactful community development initiatives.



- **New CSR Partnership for E2E Project**

In 2024–25, a new CSR collaboration was initiated for the Education to Elevate (E2E) Project, focusing on educational access for out-of-school children. The first phase was successfully implemented, demonstrating strong outcomes in school retention, academic improvement, and community participation.

- **New Initiative on Women Empowerment Launched**

A new project titled “Women Empowerment – Rights Realization and Livelihood Security with Women-led Governance” was successfully launched this year. It empowering 2500 women in 25 villages through participatory governance, livelihood promotion, nutrition gardens, and access to entitlements. This initiative has strengthened grassroots leadership and enhanced the voice of women in local decision-making.

- **Retention of Core Donor Partners**

Despite a dynamic funding landscape, Navjeevan Trust retained all major institutional and government donors, who continued to support programs in HIV prevention, youth skilling, education, women’s empowerment, and community health. Their continued trust reflects our credibility, transparency, and field-level impact.

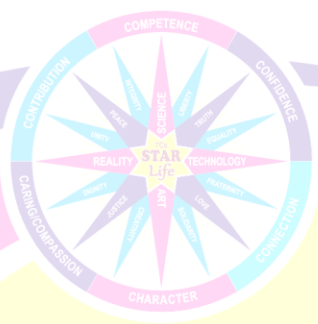
Through proactive outreach, value-aligned partnerships, and transparent communication, Navjeevan Trust remains committed to expanding its donor base, particularly within the CSR ecosystem, while deepening relationships with longstanding supporters.

5. Organizational Development

Objective:

Navjeevan Trust is committed to continuous learning and institutional growth. Through its Organizational Development (OD) Process, the Trust has strengthened its internal systems and capacities to ensure sustainable growth, enhanced governance, and greater impact in serving marginalized communities across Gujarat.

The OD process has played a critical role in building resilience, accountability, and adaptability within the organization, while aligning teams with Navjeevan’s long-term mission and Strategic Plan 2030.



Agencies Supporting the OD Process

1. ATMA
2. Quest Alliance

Provided capacity-building inputs in governance, strategy, and leadership and supported in Strengthening human resource management system, program management and youth focused strategies.

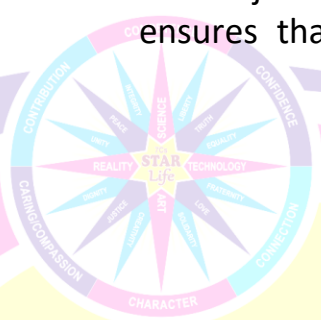
Key Areas of Organizational Development

- Human Resource Management: Improved recruitment systems, performance review mechanisms, and team well-being practices
- Fundraising: Diversified funding sources and developed proposals aligned with thematic priorities
- Finance: Strengthened internal controls, accounting practices, and compliance frameworks
- Marketing & Communications: Developed tools for digital visibility, branding, and stakeholder engagement
- Strategy: Integrated Strategic Plan 2030 into program design and team alignment
- Monitoring & Evaluation: Adopted result-based frameworks and real-time tracking tools
- Leadership Development: Mentoring second-line leadership and promoting participatory management
- Governance: Enhanced board engagement, transparency, and policy implementation

Impact of the OD Process

- ✓ Established clear SOPs for finance, HR, and program operations.
- ✓ Enhanced staff capacity through training, exposure visits, and structured reviews.
- ✓ Strengthened internal accountability systems and documentation practices.
- ✓ Improved organizational readiness for donor audits, CSR partnerships, and scale-up.
- ✓ Fostered a culture of reflection, collaboration, and innovation.

As Navjeevan Trust evolves to meet emerging challenges, the OD process ensures that the organization remains mission-driven, people-focused, and



systems-strong—positioning it as a credible and strategic development actor in Gujarat.

6. Empowering Through Learning

▪ Staff Orientation Training – 12th April, 2024

A staff orientation session was held on 12th April, 2024 for team members from TICC, TIFSW, E2E and Sanjivani Projects. The session facilitated by Mr. Jayanti Makwana, focused on the cultural orientation of the organization, helping new and existing staff align with Navjeevan Trust's values, vision and work ethics.

▪ TOT Training on Effective Community Mobilization – 24th 26th April, 2024

From 24th to 26th April, 2024, a Training of Trainers (TOT) session was conducted for the Sanjivani team, Mr. Joseph Patelia was the facilitator. The focus was on effective community mobilization strategies to enhance grassroots engagement and impact. A total of 42 staff members and centre staff attended the training, which equipped participants with practical tools and methodologies for mobilizing communities and fostering sustainable development.

▪ Culture Workshop for Staff – 25th June, 2024

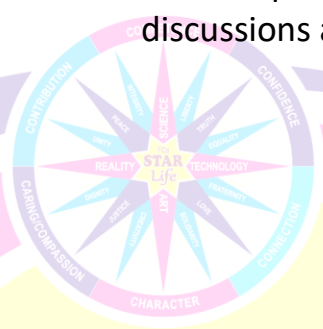
On 25th June, 2024, second Culture Workshop was held for the staff to explore and strengthen the organization's core values and cultural alignment. A total of 22 team members participated in interactive discussions and activities designed to reinforce team cohesion and shared organizational principles.

▪ OD Workshop-02 – 16th to 18th July, 2024

From 16th to 18th July, 2024, the OD Workshop-2 was conducted in Bangalore with Anita Madam facilitating the sessions. The workshop focused on enhancing organizational development practices, resource mobilization and leadership skills. Fr. Thomas Mathew, Mr. Jayanti Makwana and Mr. Vijesh George was attended the workshop, contributing valuable insights to the discussions. This session was crucial for strengthening internal capacity and fostering a collaborative work environment.

▪ Culture Workshop – 24th July, 2024

On 24th July, 2024 an OD workshop was held focusing on organizational culture supported by ATMA as part of OD process, coordinated by Wisdom Tree. The workshop was attended by key team members, who actively engaged in discussions and activities aimed at strengthening the organization culture.



▪ **Azim Premji Philanthropic Initiative (APPI) – Pre-Project Visit – 6th & 7th August, 2024**

As part of the initial engagement with the Azim Premji Philanthropic Initiative (APPI), a pre-project visit was conducted by the Program-lead to fine-tune the concept, assess organizational strengths and field presence. The visit focused on understanding Navjeevan Trust's operation approach, team capacities, and alignment with APPI's vision. This step marked a significant move toward collaboration, laying the foundation for a strong, impact-driven partnership.

▪ **Culture Workshop & Onam Celebration – 14th September, 2024**

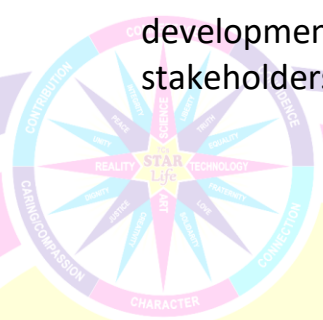
On 14th September, 2024, Navjeevan Trust organized a day of culture reflection and celebration, combining a workshop on human dignity with a vibrant Onam Celebration. The day began with a Culture Workshop facilitated by Fr. Dipak, centered on the theme of Human Dignity. Staff members reflected on core values such as respect, inclusion, and the role of dignity in personal and professional spaces. Following the workshop, the team came together for a lively 'Onam Celebration,' featuring traditional floral decorations, games and a festive meal. This celebration of cultural diversity fostered team spirit and friendship. A total 45 staff members participated in both events, reinforcing Navjeevan Trust's commitment to a value-based, inclusive, and people-centered organizational culture.

▪ **Sanjivani – II: Project Team Orientation – 20th September, 2024**

An orientation session for the Sanjivani-II: Rights Realization and Livelihood Security with women-led governance was conducted on 20th September, 2024 to align the project team with the goals, strategies, and implementation framework of the new phase. A total of 8 staff members participated in this focused session, which covered key components such as logical framework, community engagement strategies, monitoring indicators, and reporting protocols. The orientation aimed to ensure a shared understanding of the project's vision and to equip the team for effective field execution. This internal capacity-building effort helped strengthen team clarity, improve coordination, and set a strong foundation for the project's rollout.

▪ **Workshop on finalization of STAR Master Course Modules – 8th October, 2024**

A strategic workshop was held on 8th & 9th October, 2024 to finalize the STAR Master Course Modules, an integral part of Navjeevan Trust's youth development and skilling initiative. The session brought together key stakeholders including the Education Lead, Centre Managers, and Placement In-



charge to collaboratively review and refine the course content. The workshop focused on aligning the curriculum with the current needs of youth, industry relevance, and employability outcomes. Inputs were shared on practical skills, soft skills, and placement preparedness, ensuring the program is both comprehensive and actionable. This collective effort marked an important step in strengthening the youth development program, paving the way for more impactful training and better outcomes for young learners.

▪ **Education to Elevate (E2E) Project Orientation – 26th October, 2024**

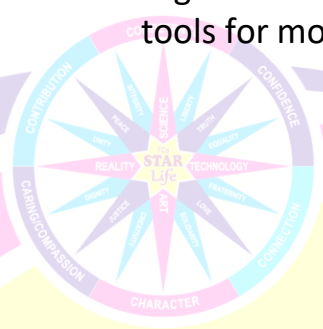
On 26th October, 2024, Navjeevan Trust conducted an orientation session for team members involved in the newly launched Education to Elevate (E2E) Project. The session aimed to introduce the project's objectives, implementation strategies, and expected outcomes. A total of 7 team members participated in the orientation, which covered key focus areas such as enhancing access to quality education and community-based education support systems. The session also emphasized the role of each team member in driving the mission of educational equity. This orientation laid the groundwork for cohesive planning and effective execution of the E2E project, reinforcing the team's commitment to uplifting underserved learners through innovative education models.

▪ **Personality & Leadership Development Camp – 26th to 30th October, 2024**

From 26th to 30th October, 2024, Navjeevan Trust organized a Personality and Leadership Development Camp under the Education to Elevate (E2E) Project. The camp focused on building self-awareness, confidence, and leadership skills among children through interactive sessions and activities. A total of 28 children participated in the five-day camp, offering a nurturing environment for personal growth and future leadership.

▪ **Staff Capacity Building Workshop – 3rd and 4th February, 2025**

Navjeevan Trust organized a two-day Staff Capacity Building Workshop on 3rd and 4th February, 2025 focused on strengthening internal systems and fostering alignment across teams. The workshop was designed around two key themes: Organizational Communication and Organizational Development Alignment. A total of 40 team members participated in interactive sessions, reflective exercises, and group activities aimed at enhancing collaboration, clarity in communication, and strategic alignment with the Trust's mission and evolving programs. This workshop served as a significant milestone in promoting a shared organizational culture, encouraging open dialogue, and equipping staff with tools for more effective team engagement and project delivery.



▪ **Three-Day Staff Capacity Building Training on Community Mobilization – 17th to 19th March, 2025**

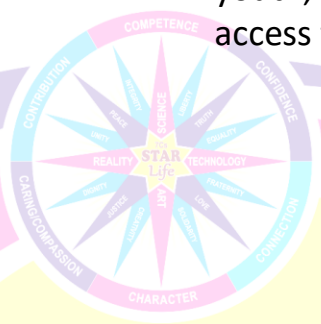
Navjeevan Trust conducted a three-day staff training from 17th to 19th March, 2025 at the Rajkot campus, focused on Community Mobilization for teams working under Youth Development, Education to Elevate, Targeted Intervention, and Women Empowerment projects. A total of 35 staff members participated in interactive sessions led by Mr. Yesudas. The training covered practical strategies for grassroots mobilization, project-wise planning, and organizational culture development. The workshop strengthened team capacities in community engagement, deepened alignment with Navjeevan Trust's values, and encouraged collaborative planning across departments.

7. **Way Forward – 2025–26 Priorities**

As Navjeevan Trust continues its journey toward the Strategic Goals 2030, the year ahead will focus on consolidating program quality, expanding thematic depth, and strengthening institutional capacity.

Strategic Priorities

- **Enhance Program Quality and Professional Standards**
Strengthen result-based frameworks, field-level supervision, and team capacities to ensure consistency, accountability, and impact across all interventions.
- **Strengthen Youth Leadership**
Scale up STAR Clubs in both rural and urban areas, organize GALA (Growth and Leadership in Action) events, and promote youth-led civic engagement through community projects and campaigns.
- **Mainstream Gender and Governance**
Deepen women's participation in grassroots governance by linking women-led CBOs with Panchayati Raj Institutions and promoting rights-based advocacy platforms.
- **Promote Climate-Smart Agriculture**
Support 300 women and smallholder farmers with low-carbon, nutrition-focused solutions such as organic farming, nutrition gardens, and water-smart techniques.
- **Drive Digital Empowerment**
Introduce digital literacy and online safety modules for school children, youth, and SHGs, equipping them for a tech-driven world and enhancing access to services and opportunities.

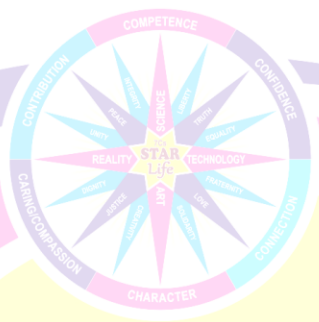


- Advance Institutional Development
Strengthen internal systems through the OD process with a focus on:
 - ✓ Monitoring, evaluation, and real-time data systems
 - ✓ Team learning and leadership mentoring
 - ✓ Proposal development and donor readiness
- Expand Partnerships and Resource Mobilization
Build new CSR alliances, diversify philanthropic support, and pursue strategic collaborations in education, health, climate resilience, and adolescent empowerment.

Navjeevan Trust invites donors, institutions, and changemakers to join hands as we work to nurture resilient communities and empowered leaders across Gujarat. Together, we can create lasting change rooted in dignity, equity, and hope.

Partner organizations

1. Christ Multi Super Specialty Hospital, Rajkot
2. Karunalaya Gram Vikas Kendra, Parnala
3. Shanti Niketan, Tokrala
4. Shree Niketan, Nanikathechi
5. Jyoti Niketan, Chachana
6. Premal Jyoti Kendra, Wankaner
7. Deepthi Health Centre, Morbi
8. Navjeevan Welfare Centre, Lodhika
9. Devmata Welfare Centre, Ribda
10. Snehdhara Ashram, Sarapdad
11. Sneha Jyoti Samajik Kendra, Dolti
12. St. Joseph Health Centre, Hapa
13. Nishkalank Mata welfare centre, Ranpur
14. Christ School, Rajkot
15. St. Xavier's High School, Kutch
16. Navshakti Vidyalaya, Rajkot



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Facebook: <https://www.facebook.com/NavjeevanTrust01/>

YouTube:

<https://www.youtube.com/channel/UCSJ4BJRSLT4o7ZDqRJCDZNg/videos>

