



SOCIETY FOR PUBLIC EDUCATION, CULTURAL TRAINING AND RURAL ACTION (SPECTRA)

ANNUAL REPORT 2024-25

“Since 1996, SPECTRA has been empowering marginalized communities in rural Rajasthan through child rights, women’s development, and livelihood security. Our democratic, community-led approach transforms lives by fostering justice and self-governance”.

Pradeep Singh Pundhir



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Message from the Founder

Since establishing SPECTRA in 1996, our journey has been driven by one unwavering belief: that every woman, child, and marginalized community member deserves dignity, opportunity, and self-determination. What began as a grassroots response to unemployment, gender inequality, and social injustice in Alwar has grown into a movement spanning four states. For 28 years, we've stood alongside rural communities, not as saviors, but as partners in their pursuit of justice. Through democratic participation and community-led solutions, we've witnessed the transformative power of empowering people to shape their own destinies. This is our mission this is SPECTRA.

As we reflect on FY 2024-25, we are proud to share the remarkable progress SPECTRA Organization has made in women's empowerment and child rights. With over 1,000,00+ women economically empowered and 50,000+ children benefiting from education programs, our impact continues growing across rural Rajasthan, Haryana, and Himachal Pradesh

This year has been transformative, marked by In FY 2024-25, SPECTRA formed new 30 Self-Help Groups, digitized 80% of members via NABARD, and implemented child rights programs with legal and community action. It treated 2,400 hectares of watershed land, supported 289 farmers in improved farming methods, and built key government and NGO collaborations for sustainable program growth.

This year tested our resilience as we navigated funding uncertainties and expanded our geographic reach. Yet, our 296-strong team remained steadfast, maintaining a 98.9% income utilization ratio while achieving 'IRR NGO 3' grading testament to our operational excellence and financial transparency.

Our gratitude extends to partners like The Hans Foundation, Letz Dream Foundation, IIMPACT, NABARD, and Kailash Satyarthi Foundation. To our Board of Directors, management team, field staff, and countless volunteers your dedication transforms lives daily.

As we advance toward 2026, we remain committed to scaling our livelihood programs, strengthening community governance, and deepening our impact across marginalized communities.



Meet our Board Members



Mr. Pradeep Singh Pundhir is a renowned social activist and founder person of Spectra Organization. He is continually working to promote women empowerment



Mr. Govind Singh- He is a young development professional with a dream to help the Society.



Mr. Ramesh Meena- He is professional and social activist working with a dream to give rural children the best education.



Mrs. Kusum Lata Chauhan - She is a Working as an advocate- with an urge to be helpful to anyone seeking help.



Mrs. Rajni Singh Rajwant is a renowned social activist and working as a health professional in Government Health Department.



Rajkuamr is Senior Program Officer - Education at Aga Khan Foundation.



Mr. Mahesh Chauhan - He is a renowned social who worked in this area for rural people.

About SPECTRA

SPECTRA is a voluntary, non-profit and non-government organization, registered under Rajasthan society's act 1958. SPECTRA has been working since 1996 in the rural and interior pockets of Rajasthan to fulfill the educational and other social needs and requirements of the deprived rural population. Spectra org. is committed to a non-institutional approach, follows the principle of democracy, and promotes women's participation in decision-making as part of its program planning, monitoring, and evaluation. The primary focus of SPECTRA is on the problems of the poor in their struggle to obtain a life of justice and dignity. Child Rights, women's development and awareness generation, Environment stabilization, food security, sanitation, education, rural industries for income generation, and empowerment of the community for self-governance are the most important components of its mission. Child and women's Rights, Gender justice, youth empowerment, natural resource management, and livelihood security are our primary areas of concern.

Our Vision

We at SPECTRA ORGANISATION envision a society where women and children including youth have the guaranteed opportunities of development that enables them exercise their right to education, health, livelihood and social security.

Our Mission

SPECTRA ORGANISATION is dedicated for uplifting the status of women and children including youth especially those from the marginalized section of the society through various development initiatives.

Intervention Areas

Education, Health, Livelihood, WASH, Youth, science and Technology, Natural resource management, Handcrafts products, farmer producer organizations and SHG federation.

Our Values

- **Democracy & Participation:** Promoting democratic principles and women's involvement in all decision-making processes across programs and governance.
- **Community Empowerment:** Following a non-institutional approach that empowers communities for self-governance and sustainable self-reliance.
- **Gender Justice:** Championing women's rights, child protection, and gender equality as fundamental pillars of social transformation.
- **Transparency & Accountability:** Maintaining financial integrity, robust governance frameworks, and ethical practices in all operations.

Organizational Structure

- **Board of Directors:** 7 highly experienced members providing strategic oversight, policy-making, and financial governance
- **Leadership Team:** Comprising CEO/Executive Director, COO, Finance Head, Program Directors, M&E Head, and Communications Lead managing daily operations
- **Staff:** 296 dedicated professionals (77 men, 219 women) across multiple thematic departments and 12 offices
- **Volunteers:** Committed volunteers contributing to community outreach, awareness campaigns, capacity-building programs, and event-based support initiatives



Year: Key Highlight

SPECTRA's performance in FY 2024–25 reflected strong financial discipline, institutional strengthening, and strategic geographic expansion. With an income utilization ratio of 98.9 percent, the organization demonstrated a high level of financial efficiency and accountability. Its program reach extended across Rajasthan, Haryana, and Himachal Pradesh, addressing diverse community needs and reinforcing its commitment to inclusive development. Governance was strengthened through the leadership of a seven-member Board and the dedicated efforts of 296 staff members across locations. To ensure quality implementation and capacity enhancement, SPECTRA prioritized training and digital innovation while fostering valuable partnerships with reputed donor organizations.

SPECTRA's Performance Impacts Community Development



Key Highlights for FY 2024–25:

During FY 2024–25, SPECTRA strengthened its commitment to accountable growth, community impact, and institutional sustainability across its areas of work.

- **High Financial Efficiency**

SPECTRA achieved a 98.9% income utilization ratio, ensuring that financial resources were effectively channelled towards field-level interventions and measurable community impact.

- **Expanded Geographic Reach**

Program operations were successfully implemented across Rajasthan, Haryana, and Himachal Pradesh, significantly expanding SPECTRA's rural development footprint and cross-state learning.

- **Stronger Governance and Human Resources**

The organisation's work was guided by a seven-member Board, supported by 296 dedicated staff members, reflecting strong institutional governance, field presence, and operational depth.

- **Capacity Building at the Community Level**

A total of 158 financial management trainings and 152 SHG management training sessions were conducted, strengthening community institutions, women-led collectives, and long-term sustainability of grassroots initiatives.

- **Digital Systems for Better Monitoring**

SPECTRA strengthened its digital ecosystem by integrating tools such as Digital Aajivika Register, enhancing programme monitoring, transparency, and data-driven decision-making.

- **Focus on Inclusion and Vulnerable Groups**

Special emphasis was placed on women, girls, small and marginal farmers, and vulnerable households, ensuring inclusive access to education, livelihoods, and community institutions.

- **Field-Based Learning and Adaptive Programming**

Insights from continuous field engagement were used to adapt programme strategies, improve implementation quality, and respond to emerging community needs, particularly in the context of climate and livelihood stress.

- **Strategic Partnerships for Growth**

Key collaborations were strengthened with Veddis Foundation, Letz Dream Foundation, Hans Foundation, IIMPACT, and NABARD, reinforcing financial stability and enabling program innovation and scale.

Together, these achievements reflect Spectra continued focus on efficiency, inclusiveness, accountability, and sustainability, while advancing its mission to empower rural communities and strengthen grassroots institutions across multiple states. Together, these achievements underline SPECTRA's commitment to efficiency, inclusiveness, and sustainability while advancing its mission to empower communities and strengthen grassroots institutions across multiple states.



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It's all about making a
difference in their lives

Strategic Goals & Achievements

Goals

SPECTRA Organization's Core Goals of FY 2024-25

- **Improve Leadership:** Continuously strengthen the Governance structure to ensure decision-making is reliable and ethical.
- **Strengthen Operations:** Boost the scalability and reliability of internal Operational Management processes so the organization can grow without breaking down.
- **Ensure Longevity:** Focus on Financial growth and sustainability so the organization can reliably fund its public service mission year after year.
- **Maximize Mission:** Prove and enhance its Social Impact to ensure the work is making a significant, positive difference in the community.

Achievements

SPECTRA Organization's achievements of FY 2024-25

- Maintained 98.9% income utilization demonstrating strong financial discipline and transparency.
- Expanded geographic reach across 3 states with field offices and specialized thematic teams.
- Launched key programs such as Integrated Livelihood Development Project (ILDP) and watershed rehabilitation with measurable socio-economic benefits.
- Institutionalized democratic community governance models with women in leadership roles.
- Developed digital tools and innovative methodologies for program monitoring and impact evaluation.
- Recognized and supported by major donors and corporate CSR partners for sustained projects.



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INTEGRATED & SUSTAINABLE LIVELIHOOD DEVELOPMENT PROGRAM FOR WOMEN

Overview

The Integrated Livelihood Development Project (ILDP) and Sustainable Livelihood Development Program, supported by the Letz Dream Foundation, is a key initiative focused on **poverty reduction, women's empowerment, and rural development** in the Kishangarhbas and Umrain blocks of the Alwar district, Rajasthan. It employs a comprehensive strategy, providing financial services, skills training, market linkages, and natural resource management support to Self-Help Group (SHG) members.

The core institutional network is the **Udaan Mahila Manch**, a collective federation established since 2018. It drives **financial independence, social dignity, and community leadership** by building financially disciplined SHGs and promoting diverse livelihoods like agriculture, dairy, and micro-enterprise development.

2024-25 Highlights

- Massive Mobilization:** SPECTRA successfully formed 30 new SHG in FY 24-25 and are managing total **705 Self-Help Groups (SHGs)** across the project area and duration with **10000+ SHGs members**
- Udaan Mahila Manch Strength:** The federation established **705 SHGs** with over **10,000+ active women members**, fostering a three-tier institutional structure from the grassroots to the district-Level Apex Body.
- Income and Savings Boost:** Implementation of diversified livelihood models resulted in a notable **30-40% increase in household income** for participating families. The collective SHGs achieved an average monthly savings of Rs. 5,58,500.
- Digital Financial Inclusion:** Over **80%** of **Udaan Mahila Manch** affiliated SHGs were digitized via **Ajivika Digitalization platform**, enhancing transparency and streamlining bank credit access.
- Community Leadership:** **60+ community cadres** known as **Sakhis (Pashu, Krishi, and Adhikar Sakhis)** were trained to provide specialized support for local livelihoods and rights awareness.



**PROJECT TITLE:
ILDP & SLDP**

Achievement and Target with Activity Details

Activity/Indicator	Target (Objective)	Achievement (July 2024 – June 2025)
Institutional Strength & Outreach	Mobilize 2,400 ultra-poor and 2600 poor households in community institutions.	705 SHGs formed and managed, offering opportunities for more women to improve their lives. 10,000+ active women members engaged in the Udaan Mahila Manch federation.
Economic Growth	Increase annual household income by Rs. 55,000–60,000.	Livelihood models led to a 30-40% increase in household income. Average monthly collective savings: Rs. 5,58,500.
Financial Discipline	Ensure implementation of sound financial practices.	95% of SHGs actively adhere to the Panch Sutra (five principles of financial management) .
Capacity Building & Training	Provide support for financial independence, stability, and skills.	158 Capacity Building Trainings 158 Financial Management Trainings 152 SHG Management Trainings.
Livelihood Diversification Training	Diversify livelihoods through livestock and increase agricultural-based income.	168 Improved Animal Management Trainings 145 Modern Agriculture Management Trainings 162 Business Plan Training.

Impact of the Program

The holistic approach of the program has led to significant socio-economic improvements for women and their families:

- Economic Upliftment:** Women used **SHG loans to start or enhance businesses in various sectors, including micro-enterprises, dairy, goat rearing, and agriculture**. This investment increased their production capacity and competitiveness, leading to an improved economic status and standard of living.
- Empowerment and Social Status:** Women gained **self-reliance and independence** from being able to generate their own income and manage finances, leading to increased self-esteem. They now have greater **decision-making power** within their households and actively participate in community activities and governance. Which break the Gender Gap and open opportunities for upcoming generations.
- Institutional Strength & Market Access:** The collective power of the **Udaan Mahila Manch** facilitated strong institutional linkages. For instance, the **community-led dairy value chain linked over 1,150 women** to community-run Milk Procurement Points, ensuring fair pricing and boosting milk yields by **40%**. The digitization of records also improved accountability and access to formal banking services.



Impact Story

From Homemaker to Community Advocate: The Story of Manju Devi

Manju Devi's journey exemplifies the transformative power of the program. After joining a Self-Help Group (SHG) and receiving capacity-building support through the partnership with NABARD and Udaan Mahila Manch, she transitioned from being a homemaker to a respected **community leader**. Using her new self-confidence and knowledge, Manju now **mentors** other women in her village. Critically, she actively **advocates in Panchayati Raj Institutions** (local governance bodies), working to secure rights and entitlements for women in her community. Her story highlights how the program fosters not only economic self-sufficiency but also leadership and socio-economic upliftment at the grassroots level.



IIMPACT EDUCATION PROGRAM

Overview

The Girl Child Education Program (GCEP) across Rajasthan provides non-formal, quality foundational education to out-of-school girls. The program's core purpose is to build **Foundational Literacy and Numeracy (FLN)** and life skills, successfully preparing them for mainstream schooling and self-confident citizenship.

2025 Highlights

- **Robust Teacher Training:** Four batches of **Quarterly Teacher Training (QTT)** were conducted, covering curriculum Levels 1 through 13. This continuous professional development ensured teachers consistently improved their post-test scores, reaching up to **95%**.
- **Targeted Student Growth:** A high participation rate of **95%** of enrolled girls in **Quarterly Girl Assessments (QGA)** allowed for precise academic tracking. Targeted support was provided through regular **Monthly Teacher Meetings (MTM)**.
- **Community Ownership:** Over **210 Centre Management Committee (CMC) meetings** were held per quarter, actively engaging parents to ensure high attendance and mitigate social issues like early marriage.
- **Girls in Learning Centers:** Manage **210 Learning centres** and enrolled **6300+ children**

Impact Story

During Q3/Q4, when Learning Centres (LCs) faced disruption due to teacher exams or winter weather, program **Alumni girls** demonstrated remarkable initiative by stepping up to run the centres. This action ensured the younger girls' education was uninterrupted. This showcases GCEP's success in fostering deep leadership and equipping older girls with the **confidence and voice** to become active advocates for their community's collective educational progress. Also, due to the project able to reduce Child Marriage, Child Labour, trafficking, Health, Nutrition & Wellbeing etc.



PROJECT TITLE: IIMPACT GIRL's CHILD EDUCATION

ACCESS TO JUSTICE FOR CHILDREN PROGRAM REPORT (2024-25)

Overview

The Access to Justice for Children program, run by **SPECTRA Society for Public Education, Cultural Training and Rural Action**, focuses on direct intervention against child marriage and trafficking, rescue operations, and broad community mobilization through awareness and legal follow-up.

2024-25 Key Achievements:

- Preventive Interventions:** The program successfully intervened in **639 Child Marriage cases**. These efforts were backed by **500 instances of persuasion**, securing **138 non-legal Undertakings** to prevent the marriages.
- Rescue and Protection:** The program documented **38 Child Trafficking Cases**. This resulted in the rescue of a total of **100 children (28 girls and 72 boys)**.
- Community Engagement:** Mobilization efforts were significant, securing commitments from **22,626 persons in group pledges**, plus **61 persons in family pledges** and **22 individual pledges**.
- Documentation and Follow-up:** Key administrative steps included the creation of **100 Village Profiles** and **100 Marriage Registers**. Letter of commitment entries involved **35 GD/Diary Entries** and **1 Injunction**.

Impact Narrative:

The program's success is highlighted by the high number of **639 preventative interventions** in child marriages, demonstrating its proactive approach at the community level. By prioritizing **persuasion** and obtaining legal **Undertakings**, the program effectively protects children while building community consensus. Furthermore, the rescue of **100 children** from trafficking shows the program's crucial role in immediate protection and restoring children's rights to safety.



**PROJECT TITLE:
CHILD
TRAFFICKING &
CHILD RESCUE**

STRENGTHEN ARTISAN-LED PRODUCER ORGANIZATIONS (OFPO)

Overview

The program aims to establish and strengthen artisan-led producer organizations (OFPOs) *to enhance livelihoods, entrepreneurship, and market access for rural craftsmen and small producers.*

2025 Highlights

- Formal registration of OFPO and **mobilization of over 199 members.**
- Launch of business operations and opening of dedicated bank accounts.
- Implementation of multiple **skill development trainings, including design, pattern cutting, and quality control, benefiting all registered members.**

Impact of the Program

The program enabled local artisans to formalize their businesses, access credit lines, and expand market reach both within and outside the state. Strategic collaborations were established with government and private stakeholders for design innovation and improved marketability of products. Skill upgrades led to higher product quality, increased income, and improved sustainability of operations.



**PROJECT TITLE:
FPO & OFPO
(NABARD)**



SPECTRA FARMER PRODUCER COMPANY PROGRAM

Overview

SPECTRA has established **two women-led producer companies 892 Members in each FPO:**

1. **SPECTRA Adarsh Utpadak Mahila Producer Company Limited**
2. **Alwar Mahila Sangam Producer Company Limited**

To empower marginalized farmers through collective business, improved market access, and better income opportunities. These companies focus on removing middlemen exploitation, fostering direct institutional partnerships, and promoting sustainable value chains such as dairy, buck trading, and agricultural inputs.

2025 Highlights

- **Collective membership has expanded to over 362 women farmers across 45+ villages**, with formal shareholding and direct participation in business decisions.
- Successful implementation of bulk procurement and collective marketing models, resulting in higher input supply, premium sale prices, and significant reductions in individual costs.
- Established **strategic partnerships with government bodies and private organizations, facilitating capacity building, technology adoption, and improved infrastructure for storage, marketing, and digital recordkeeping**.

Impact of the Program:

The FPO initiative has enabled women farmers to access fair markets, secure steady incomes, and make decisions as shareholders, directly benefiting from company profits. Premium prices and reduced input costs have resulted in tangible economic upliftment. Members have received advanced training in technical and leadership skills, promoting gender equity and sustainable rural development. The companies continue to inspire replication of collective action models in new regions and sectors, ensuring lasting community resilience and inclusion.



SUSTAINABLE WATER RESOURCE DEVELOPMENT & MANAGEMENT PROGRAM, RAJASTHAN (CLIMATE CHANGE MITIGATION BY AHT)

Overview

This project focuses on sustainable water resource development and climate resilience in the water-stressed regions of Alwar and Kishangarh-Bas, Rajasthan. *It aims to improve groundwater recharge, promote soil and water conservation, and strengthen climate-adaptive farming practices. The program supports rural communities, especially farmers and women, through structures like ponds, bunds, and irrigation systems.*

2024-25 Highlights:

- **Community Mobilization** strengthened with 18 User Groups, 87 SHGs, and outreach to 3,500 farmers across Umren and Kishangarhbas Blocks.
- **Baseline survey completed with collecting 3504 sample**, providing clear understanding into community needs and resource gaps.
- **Water availability** improved significantly, with watershed structures *increasing the groundwater table by 2-5 feet and enhancing irrigation security.*
- **Soil conservation** achieved, reducing soil erosion and increasing tube well draft time by 1-3 hours.
- **Enhanced agricultural practices** including 750 Soil Health Cards, 30 irrigation systems, and plantation of 900 fruit + 4,500 fodder plants.
- **Capacity building** expanded, with *2,500 farmers trained directly and 10,000+ farmers adopting sustainable agriculture through convergence efforts and working on over all 2400 watershed Land.*

Impact Story:

The program improved water availability by raising groundwater levels and reducing soil erosion through key watershed structures. Farmers adopted better agricultural practices with the support of Soil Health Cards, irrigation systems, and capacity-building trainings. Agro-horticulture activities diversified incomes and strengthened ecological balance. Over 10,000 farmers enhanced their knowledge of sustainable farming techniques. Strengthened community groups ensured improved governance and long-term sustainability of the interventions.



PROJECT TITLE: SUSTAINABLE WATERSHED PROGRAM (AHT)

HP-SRLM PROGRAM

Overview

This program's core purpose for the period of April 2024 to March 2025 was to **strengthen the institutional capacity, financial inclusion and governance systems of Community-Based Organizations (CBOs), particularly the 39 Model Cluster Level Federations (CLFs) across 10 districts in Himachal Pradesh**. The goal was to enhance transparency and sustainability in rural livelihood programs.

2024-25 Highlights

- Strengthened community institutions across 10 districts, **supporting 39 Model CLFs and increasing 162+ Village Organizations** during the year.
- Enabled strong financial inclusion with **6851 SHGs receiving fresh or repeat bank credit linkages** across multiple districts.
- **Facilitated 13 loans worth ₹18.5+ lakh, supporting women entrepreneurs and small livelihood activities.**
- Delivered capacity-building trainings to **129 women leaders through district-level CMTC and PRTI centres**.
- Implemented governance tools including Sashakt and Kunji, completing VO grading and improving financial accountability across CLFs.
- Strengthened monitoring systems through baseline surveys, MIS reporting, DCB tracking, and regular performance assessments in all districts.

Impact of the Program

The project significantly strengthened community institutions, improving the governance capacity of CLFs, VOs, and SHGs across all operational districts. Enhanced financial inclusion enabled women's groups to access credit and enterprise loans, supporting their economic independence and livelihood diversification. Adoption of tools like Sashakt and Kunji improved transparency, financial discipline, and decision-making at community levels. Capacity-building trainings empowered women leaders with skills in bookkeeping, planning, and governance. Regular monitoring, surveys, and MIS systems strengthened data-driven implementation and accountability. Overall, the project fostered stronger, more resilient community structures capable of sustaining long-term development outcomes.



**PROJECT TITLE:
HP- SRLM
PROJECT (GATI)**

HR-LIVELIHOOD AND COMMUNITY MOBILIZATION PROGRAM (HSRLM)

Overview

This program's purpose for the fiscal year 2024-25 was to institutionalize effective financial and administrative practices within Community-Based Organizations (CBOs) in Haryana. The focus was on strengthening **48 Cluster Level Federations (CLFs)**, supporting a network of **445 Village Organizations (VOs)** and **4600 Self-Help Groups (SHGs)** across 2,335 villages in 22 districts.

2024-25 Highlights

- Digital System Rollout:** Training was conducted and data was collected for the **Digital Aajivika Register (DAR)**, a pilot initiative across all districts to capture member details related to livelihood activities and annual income for the **Lakhpatti Didi** potential assessment.
- Infrastructure and Capital Support:** The State Mission Management Unit (SMMU) successfully disbursed **₹5 Crore in Infrastructure Fund to 100 Producer Groups (PGs)** and **₹16.20 Crore for Working Capital to 108 PGs**, ensuring essential funds for starting field work.
- Integrated Farming Promotion:** The team facilitated the formation and fund disbursement for **21 Integrated Farming Clusters (IFCs)** across all districts. These clusters are designed to include 250-300 women farmers involved in multiple livelihood activities.
- Social Security Enrolment (Convergence):** Significant progress was made in leveraging government convergence schemes, enrolling **46,248 members in PMJJBY (life insurance)** and **45,521 members in PMSBY (accident insurance)**.

Impact of the Program

The program's focus on structured financial support and digital enablement has created a measurable pathway for economic advancement. The substantial capital released (**₹21.20 Crore combined**) provides the foundational stability needed for women's producer groups to scale their operations. Furthermore, the systematic collection of data via the **Digital Aajivika Register** is critical for identifying and elevating women producers to **Lakhpatti Didi** status, directly improving household income. By integrating women into social security schemes like PMJJBY and PMSBY, the program has also significantly reduced their financial vulnerability to unforeseen events.



Rapid Impact Project

V-SHIKSHA ENDLINE SURVEY

Key Highlights

- Conducted coordination meetings with Catalytic Corps to understand the project scope and finalize the sample of 15 schools.
- Trained surveyors and supervisors to ensure standardized and high-quality data collection.
- Facilitated access to school enrolment and administrative records through district-level coordination.
- Executed quantitative and qualitative data collection across 15 schools, including assessments, interviews, and observations.
- Digitized, cleaned, and validated all collected data to produce a high-quality, reliable dataset.
- Managed field teams and conducted site visits to maintain data accuracy, consistency, and timely progress

Ongoing Cycle Initiative

VITAMIN ANGELS PROJECT

Project Overview

SPECTRA implemented the Vitamin A Supplementation and Deworming (VAS+D) programme across underserved areas of Alwar district in 2024, ensuring two-cycle distribution of Vitamin A (blue and red capsules) and Albendazole. The organisation is further expanding the programme to Rajasthan, Haryana, and Himachal Pradesh to reach hard-to-access children, supported by trained field teams, government coordination, and digital tracking systems.



Key Highlights

- Successfully used most of the received stock: **9,550 doses of Vitamin A (100,000 IU), 5,570 doses of Vitamin A (200,000 IU), and 5,600 Albendazole doses distributed in 2024.**
- Conducted **two distribution rounds** across villages like Umren and Ramgarh, covering thousands of children under 5.
- Programme expansion planned to **three states (Rajasthan, Haryana, Himachal Pradesh)** targeting **18,000+ beneficiaries** in 2025.
- Strong collaboration with **ASHA, AWW, ANM, and VHSND** platforms for community mobilisation, distribution, and reporting.
- Commitment to **Vitamin Angels' guidelines**, timely reporting, safe handling of commodities, and digital beneficiary tracking.

MSSK

Project Overview

The Women Safety and Counseling Center (Mahila Suraksha evam Salah Kendra), operated by SPECTRA in partnership with Mahila Adhikarita Vibhag (Women Empowerment Department), Government of Rajasthan, provides critical support services to women facing domestic violence, harassment, and legal challenges in Alwar district. The center operates under the NEB (Nari Evam Bal) initiative, offering confidential counseling, legal guidance, and support services to distressed women.



Key Highlights

- **185 women supported** from September 2023 to November 2025 with 100% case resolution rate
- **Zero pending cases** maintained throughout the reporting period, demonstrating efficient service delivery
-
- **8 new cases handled in November 2025** alone, all successfully resolved within the month
- Provided comprehensive counseling, legal support, and crisis intervention services
- Collaborated closely with District Police Department and local administration for effective case management

Impact Story

"When domestic violence shattered my world, I had nowhere to turn. The MSSK Center at SPECTRA became my sanctuary. The counselors listened without judgment, helped me understand my legal rights, and coordinated with police for my protection. Within weeks, I received the support I needed to rebuild my life safely. Today, I'm not just a survivor—I'm empowered to help other women find their voice. This center doesn't just resolve cases; it restores dignity and hope."



SPECTRA Initiatives

These initiatives are executed through the strategic utilization of general crowdfunding and high-impact collaborations with partners including **Saint-Gobain**, **Dasra**, **UK Online Giving Foundation**, **Sahaita**, **Kailash Satyarthi Children's Foundation (A2J)**, and **Bright Funds**.

1. Child Protection and Rights Advocacy

SPECTRA maintains a robust presence in safeguarding vulnerable children through large-scale mobilization and legal awareness.

- **Anti-Trafficking & Child Labor:** Executed intensive awareness campaigns at critical transit hubs, including Alwar Junction, Khairthal-Tijara railway station, and Kotputli-Behrur bus stand, to mitigate risks of human trafficking and child labor.
- **Eradication of Child Marriage:** Engaged in high-level advocacy with **450 religious leaders (Dharmgurus)** to foster community-led resistance against child marriage and promote legal compliance.
- **Safety Education:** Conducted "Good Touch & Bad Touch" awareness sessions across **210 learning centers**, empowering children with the knowledge to identify and report abuse.



Anti-Trafficking & Child Labor



Safety Education to children on
"Good Touch & Bad Touch"



Eradication of Child
Marriage with "Religious
leader (Dharguru's)" in
Alwar religious place

2. Public Health and Hygiene Interventions

Focusing on preventative healthcare and dignity, SPECTRA has reached diverse demographics from industrial workers to students.

- **Occupational Health:** Conducted World AIDS Day awareness campaigns targeting high-risk groups, including **150 long-haul truckers and over 200 industrial workers** and drivers within the Saint-Gobain ecosystem.
-
- **Adolescent Health & WASH:** Facilitated specialized sessions on menstrual and personal hygiene for **100 female students** in government schools.
- **Institutional WASH Standards:** Implemented comprehensive Water, Sanitation, and Hygiene (WASH) sessions for **200+ students**, emphasizing hand hygiene, waste management, and the maintenance of robust water systems for safe school environments.



AIDS Day Awareness Campaign with
Truckers, Car Drivers & Workers



Menstrual & Personal Hygiene
Awareness Session with School
Girls in Govt. School

WASH Awareness Session with
School Students in Govt. School

3. Sustainability and Environmental Stewardship

A cornerstone of SPECTRA's long-term strategy is the transition toward ecological resilience.

- **Renewable Energy Advocacy:** Launched community-wide mass awareness programs to promote the adoption of **solar and green energy**, aligning local development with global climate goals.
- **Environmental Cleaning:** Integrated waste management and environmental sanitation into community development modules to ensure a healthy living ecosystem.



Awareness Session with
Community to Promote Solar
Power Energy and Green Energy



Strategic Impact Summary

By leveraging a multi-stakeholder approach, SPECTRA transforms general crowdfunding into targeted social capital. Each intervention is designed not just for immediate relief, but to build a foundation of **community-led resilience and institutional compliance**, positioning the organization as a key implementation partner for sustainable development in the region.

**"Empowering 1,000,00+ women
and 50,000+ children through
sustainable livelihoods, education,
and community-led governance
across rural Rajasthan, Haryana,
and Himachal Pradesh-
transforming lives with dignity and
justice."**

स्वं सुदृढीकरण हेतु:-

पंच सूत्र

1. नियमित मासिक बैठक
2. नियमित मासिक बचत
3. नियमित ऋण वापसी
4. नियमित ऋण अदायगी
5. नियमित रिकार्ड संधारण



FINANCIAL OVERVIEW

FINANCIAL POSITION

financial position for SPECTRA for the year ended 31st March, 2025, based on the attached audit report:

- **Total Assets:** ₹44,353,068.72
- **Total Liabilities:** ₹44,353,068.73
- **Net Assets (Corpus + General Fund):** ₹30,412,279.73
- **Year-over-Year Growth:** Net assets increased from ₹27,239,567.07 (previous year) to ₹30,412,279.73, representing a growth of approximately 11.7%.

Financial Overview FY 2024–25

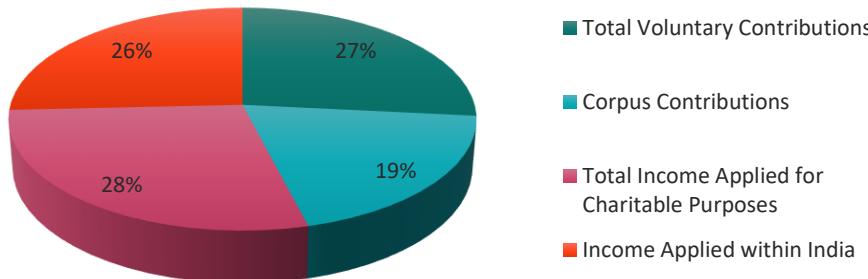
- The organization reported total voluntary contributions of ₹7,50,42,398, reflecting strong donor confidence and funding continuity.
- Corpus contributions amounted to ₹5,48,68,791, strengthening long-term financial sustainability and institutional reserves.
- Total income applied for charitable purposes stood at ₹7,98,22,355, demonstrating effective utilization of funds toward program objectives.
- Income applied within India was ₹7,26,71,067, confirming full domestic deployment aligned with charitable mandate.
- Expenditure focused on education, rural development, environment protection, medical relief, and preservation of forests and wildlife, ensuring programmatic alignment with stated objectives.
- The organization complied with statutory application norms under the Income Tax Act, with no adverse audit observations impacting financial integrity.
- Audited accounts confirm sound financial controls, transparent reporting, and prudent fund management practices.

Donor Relevance Statement

The audited financials demonstrate robust fund inflows, high programmatic expenditure, and disciplined compliance, positioning the organization as a credible and implementation-ready partner for livelihood and climate resilience investments. Notes

FINANCIAL OVERVIEW

Financial Metric (in INR)





IMPACT & OUTCOMES

IMPACT

SPECTRA Organization's Core Goals of FY 2024-25

- Empowered over 1,000,00+ rural women economically through livelihood and financial inclusion programs.
- Reached 50,000 children with education, protection, and rights awareness, enhancing child welfare.
- Improved income for participating households by 30-40%, with increased savings through Self-Help Groups.
- Enabled 15000+ local farmers' collective marketing and entrepreneurship, reducing middleman exploitation.
- Strengthen the 705 SHGs in Rajasthan, 48 CLF, 445 VO & 4600 SHGs in Haryana and in 77 CLF, 668 VO & 6851 SHGs in Himachal Pradesh.
- Revitalized over 2,400 hectares in watershed areas, improving water availability, crop yields, and ecosystem health.
- Enhanced governance and leadership capacity in marginalized communities, fostering self-reliance and gender equity.

Driving Rural Transformation: A Snapshot of Impact

Economic Empowerment & Livelihoods

1,000,000+

Women Economically Empowered

Achieved through dedicated livelihood and financial inclusion programs.

30-40%

Household Income Increase
Participating families boosted their income and savings through Self-Help Groups.

Community & Social Development

50,000

Children Reached

Provided with education, protection, and rights awareness.

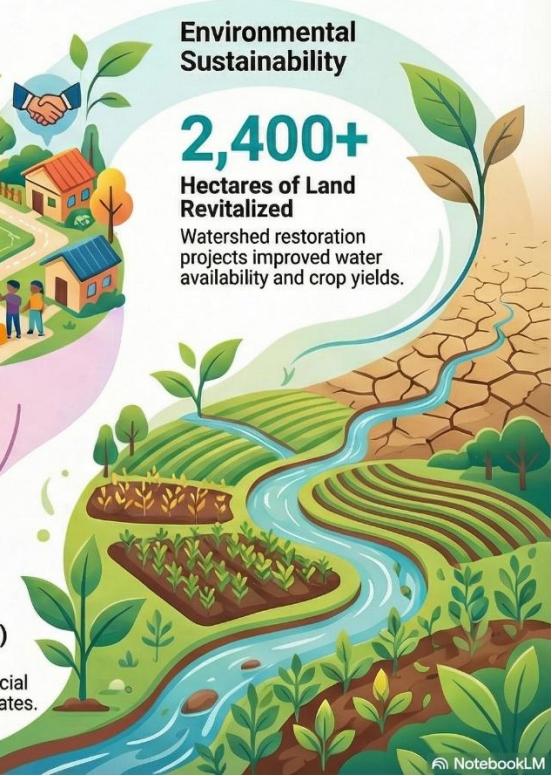


Environmental Sustainability

2,400+

Hectares of Land Revitalized

Watershed restoration projects improved water availability and crop yields.



Enhanced Local Governance & Leadership
Fostered greater self-reliance and gender equity in marginalized communities.

Over **12,000**

Self-Help Groups (SHGs) Strengthened

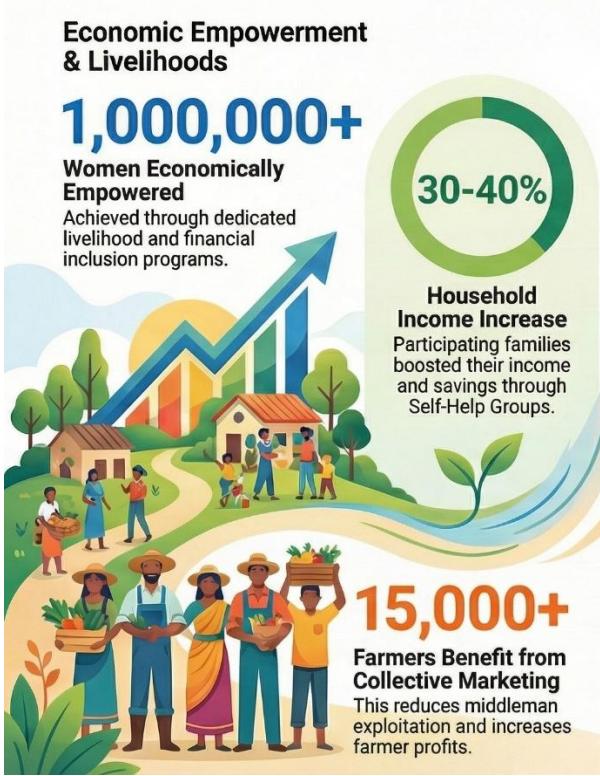
Built robust community financial structures across multiple states.



15,000+

Farmers Benefit from Collective Marketing

This reduces middleman exploitation and increases farmer profits.

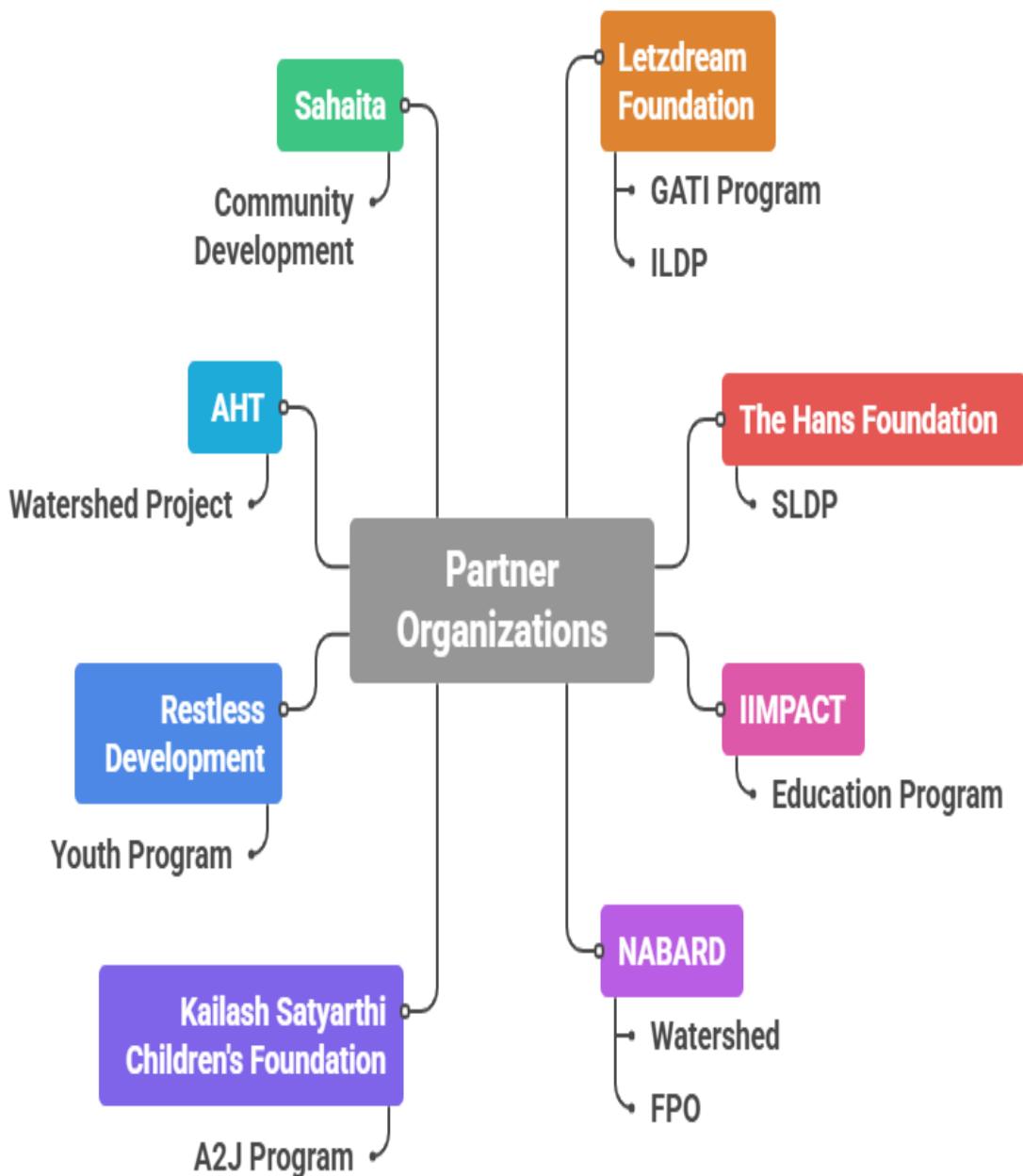




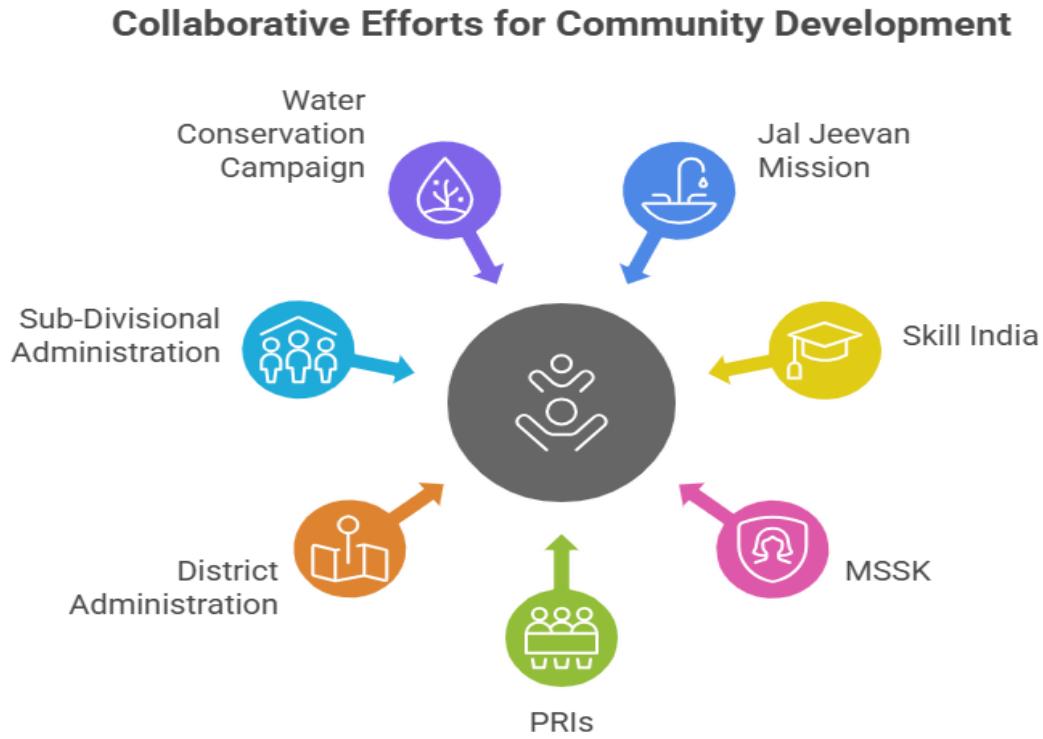
STAKEHOLDER ENGAGEMENT

PARTNERS & COLLABORATIONS

FUNDER PARTNERSHIP MATRIX



GOVERNMENT PARTNERSHIP MATRIX



CORPORATE PARTNERS

CSR Program Recognition



DONORS & SUPPORTERS

MAJOR DONORS (ABOVE ₹10 LAKHS)

Top Donor Focus Areas



Governance & Transparency

Letzdream Foundation - GATI leads in governance and transparency initiatives.



Education & Community Development

IIMPACT excels in education and community development projects.



Livelihood Development

Letzdream Foundation - ILDP focuses on livelihood development programs.

SUPPORTING DONORS (BELOW ₹10 LAKHS)

Distribution of Donors by Type (donors)



3 Individual Donations

Contributions from individual donors



2 Government Organizations

Funding from government entities



1 Trusts

Support from charitable trusts



1 Corporate CSR

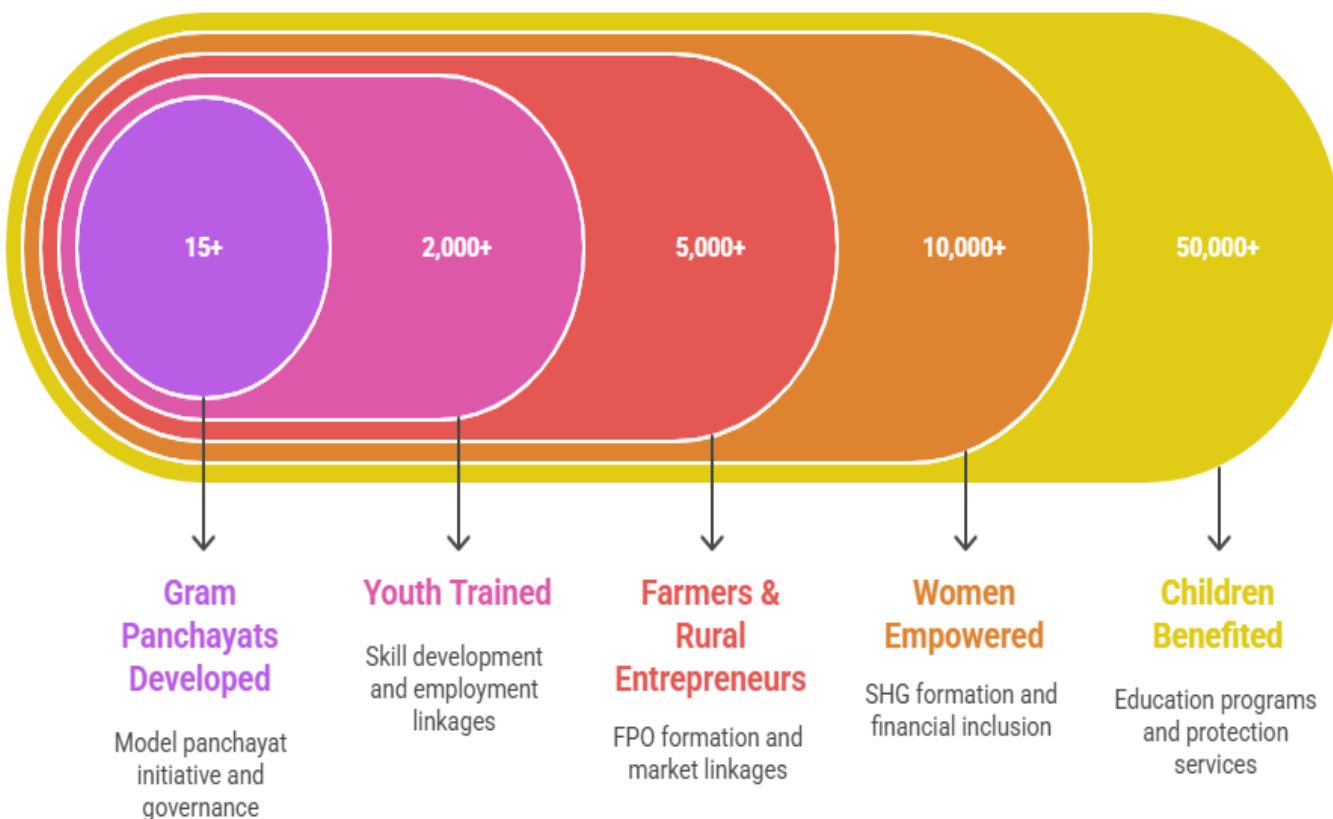
Funding from corporate social responsibility

COMMUNITY ENGAGEMENT

Direct Beneficiary Impact (FY 2024-25)

Beneficiary Category	Number Reached	Key Interventions
Women Empowered	1,000,00+	SHG Formation, Livelihood Support, Financial Inclusion
Children Benefited	50,000+	Education Programs, Child Rights, Protection Services
Farmers & Rural Entrepreneurs	5,000+	FPO Formation, Training, Market Linkages
Gram Panchayats Developed	15+	Model Panchayat Initiative, Governance Strengthening
Youth Trained	2,000+	Skill Development, Employment Linkages

Beneficiary Reach by Category (FY 2024-25)



Geographic Coverage

Category	Details
States Covered	Rajasthan, Haryana, Himachal Pradesh
Districts	Multiple districts across 3 states
Head Office	E11, Patel Nagar, Mannaka Road, Alwar, Rajasthan - 301001
Program Office	2 (Katori Wala- (Alwar), Ratakalan- (Khairtal-Tijara), Rajasthan)
Field Offices	10 offices across Rajasthan, Haryana & Himachal Pradesh
Total Offices	12

Community Participation Activities

Activity Type	Frequency	Participants	Impact Area
SHG Meetings	Monthly	10,000+ women	Economic Empowerment
Gram Sabha Participation	Quarterly	Village communities	Local Governance
FPO Member Meetings	Monthly	Farmers & Artisans	Market Access
Youth Training Programs	Ongoing	2,000+ youth annually	Skill Development
Child Protection Awareness	Regular	Communities & Schools	Child Safety
Watershed Committee Meetings	Bi-monthly	Community members	Water Management
Women's Day Celebrations	Annual	Thousands	Gender Awareness

Transparency & Governance Metrics

Governance Indicator	Status	Details
NGO Grading	IRR NGO 3	Valid till March 24, 2026 (Fitch Solutions)
Board Meetings	Quarterly	95%+ attendance requirement
Audit Status	Clean	No adverse comments in last 5 years
Statutory Auditor	Appointed	M/s Rajesh Ram Dev & Co.
FCRA Registration	Active	Annual compliance maintained
NGO-DARPAN	Registered	Government of India portal
Income Utilization Ratio	98.9%	Efficient fund deployment
Financial Survival Days	134 days	Moderate financial health
Current Ratio	3.0	Strong liquidity position
IT Infrastructure	Advanced	Cloud-based MIS, ERP (Tally & QuickBooks)



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FUTURE STRATEGIES: 2025-26 PRIORITIES

2025-26 PRIORITIES

SPECTRA Organization's Future Strategies & Priorities of FY 2025-26

- Scale up and expand livelihood programs to reach more marginalized rural women and farmers.
- Deepen community governance by empowering SHGs and federations for self-reliance.
- Enhance digital infrastructure and use data for evidence-based program decisions.
- Expand water conservation and watershed activities in arid and semi-arid regions.
- Strengthen financial sustainability through diversified funding and improved income generation models.
- Continue child protection initiatives focusing on prevention, rescue, and rehabilitation.
- Foster market access and entrepreneurship via producer companies and value chains.

This concise summary captures the key aspects of SPECTRA's work, impact, and future articulated in the annual report, presented in clear and accessible language.



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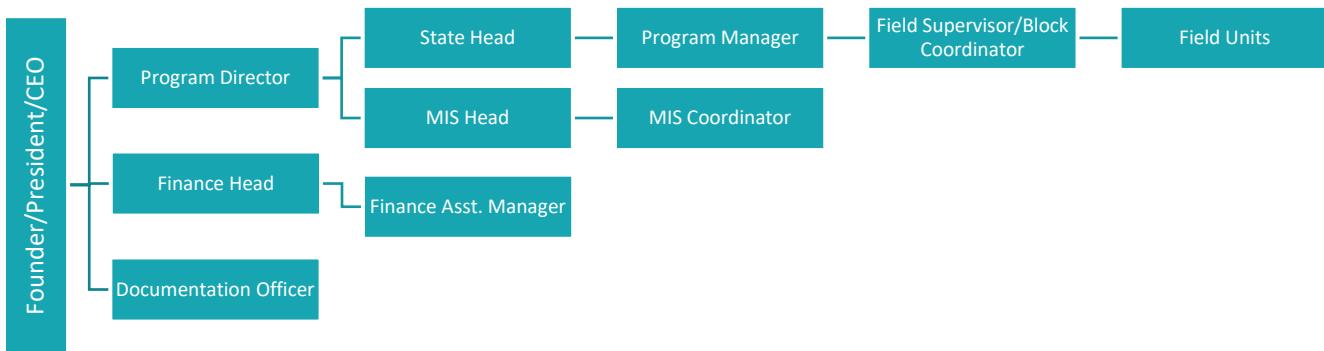
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ACKNOWLEDGEMENTS

LEADERSHIP TEAM & TEAM COMPOSITION

Team Composition



Leadership Team

Name	Designation	Department/Area	Key Responsibilities
Pradeep Kumar	Chief Executive Officer (CEO) / Executive Director	Overall Leadership	Leads the organization, ensures strategic execution, represents SPECTRA at national and international platforms
Mahesh Singh	Program Director	Operations	Manages program implementation and internal operations across all projects
Ved Prakash	Finance & Accounts Head	Finance & Compliance	Ensures financial management, donor reporting, compliance, and audit coordination
Shital Verma	Documentation Officer	Education & Child Rights	Leads Girl Child Education Program and child protection initiatives
Kanchan Singh	Documentation Officer	Livelihood & Economic Development	Oversees SLDP, ILDP, FPO formation, and women's economic empowerment programs
Mukesh	State Head (Rajasthan)	Health, Water & Sanitation	Manages watershed development, water conservation, and health programs
Hari Singh	State Head (Himachal Pradesh)	M&E and Impact Assessment	Assesses project impact, tracks KPIs, prepares donor reports, ensures accountability
Giriraj	State Head (Haryana)	Communications & Partnerships	Handles media outreach, advocacy efforts, donor relations, and strategic partnerships

SPECIAL RECOGNITION & AWARDS

Vande Ganga - Water Conservation & Public Campaign Certificate

- Awarded By:** Government of India & Chief Minister Water Conservation Campaign, Rajasthan
- Program:** Vande Ganga - Jal Sanrakshan - Jan Abhiyan (Water Conservation - Public Campaign)
- Recipient:** SPECTRA Sansthan
- Location:** Village Dhantrad Thana, District Khairthal-Tijara, Rajasthan
- Date:** June 20, 2025
- Recognition For:** Outstanding work in environmental conservation and water conservation initiatives under the "Vande Ganga" water conservation - public campaign, and excellent work in water conservation field



Sub-Division Level Independence Day Certificate

- Awarded By:** Sub-Divisional Administration, Kishangarh Bas, District Khairthal-Tijara, Rajasthan Government
- Program:** Sub-Division Level Independence Day Ceremony, 2025
- Recipient:** SPECTRA Sansthan (Non-Governmental Organization), Kishangarh Bas
- Date:** August 15, 2025
- Recognition For:** Excellent work accomplished by the institution in the social, institutional, and awareness-raising fields in the area during 2024-25, honouring the bright future of the institution
- Issued By:** Manish Kumar Jatav, Sub-District Collector & Sub-Divisional Magistrate, Kishangarh Bas (Khairthal-Tijara)





CONTACT INFORMATION

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Social media:

LinkedIn: <https://www.linkedin.com/in/spectraalwar/-Pword>

Facebook: <https://www.facebook.com/spectraalwar.....Pass>

Instagram: <https://www.instagram.com/spectraorganisation/?hl=en>

YouTube: <https://www.youtube.com/channel/UCP3gJdb8E2GtEMc2mDc630g>

Blog: <https://spectraprogram.wixsite.com/spectraorganization>

Twitter: <https://twitter.com/spectraalw>



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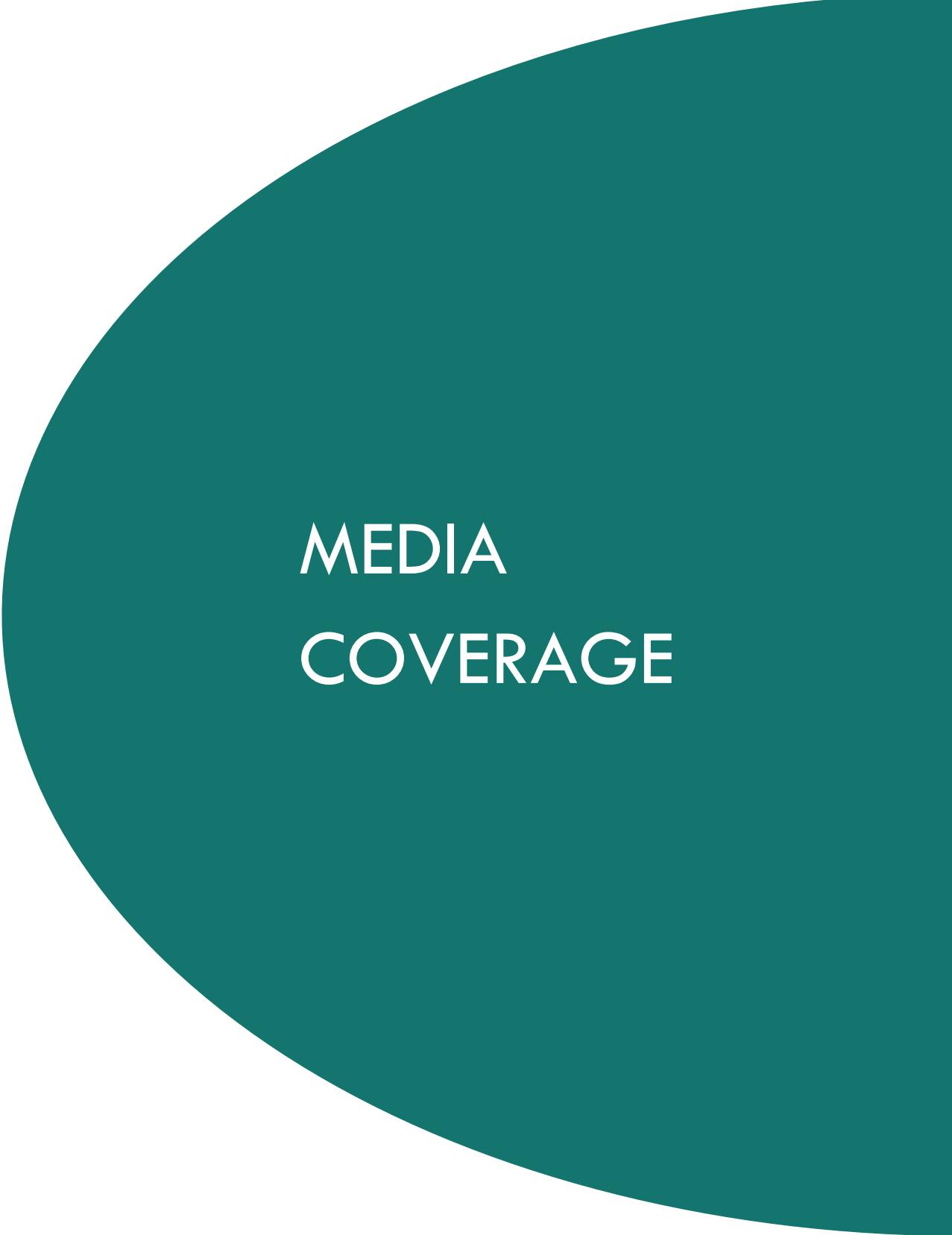


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MEDIA COVERAGE

महिलाओं को सशक्ति और आत्मनिर्भर बना रहा स्वयं सहायता समूह

अंग्रेजी, 4 अक्टूबर (मुकेश भावान बंसल): राष्ट्रीय ग्रामीण भावानउत्सवका गांव में अरती आजीविकामिशन के द्वारा डीपीएम स्वयं सहायता समूह की महिलाओं सत्त्वीर के मार्ग दर्शन में गठित ने समूह जुड़कर गांव में छोटी सी किए गए स्वयं सहायता समूह को दुकान की चूहाएँ मिलायी की स्वयं महिलाओं को स्वालिले की राह दिखने में सार्थक साबित होते नजर आ रहे हैं स्पेक्ट्रा एलडीएफ अंजू जी का कहना है कि कई समूह की महिलाएँ सफल रोजगार का न सिफ़ अपनी तकदीर को संवार है बल्कि जब कभी सहायता बनी है यह स्वयं सहायता समूह की महिलाएँ जानकारी देते हुए। मुप से पैसा लेकर काम दिखायी हैं जो सिर्फ़ तकदीर और भाव्य के भरोसे रहती है स्पेक्ट्रा एलडीएफ अंजू और एलडीएफ स्पेक्ट्रा प्रोग्राम एसोसिएट निम्न सिंह ब्लॉक फतेहाबाद प्रेरणा



है और स्वयं का भी अपना रोजगार खुलवाया जाता है ताकि हर महिला आत्मनिर्भर बन सके स्पेक्ट्रा एलडीएफ अंजू का कहना है मिली की आर्थिक स्थिति कमज़ोर थी पिंकी को चुंडी में आम कम हो रही थी पिंकी अपने हाथ से कोई नया कार्य करना चाहती थी तब पिंकी ने स्पेक्ट्रा एलडीएफ टीम को बताया कि वाहाना रोजगार का प्रशिक्षण देकर मुप के माध्यम से रोजगार करवाया जाता है।

महिलाओं को सशक्ति व आत्मनिर्भर बना रहा स्वयं सहायता समूह

अंग्रेजी, 20 सितम्बर (मुकेश बंसल):



ना कहावत का प्रशासन और ठेकेदार कर पंचायत से जुड़े लोग मौजूद रहे।

खेरथल में जूते बनाने वाली कंपनी से तीन बाल श्रमिक मुक्त कराए

अलवर @ पत्रिका. उमंग की। मुक्त कराए बच्चों को चाइल्ड लाइन टीम को सौंपा गया है। ये बाल श्रमिक अलवर, यूपी और बिहार के रहने वाले हैं। इनसे 10 से 11 बच्चे काम करवाया जाता था। टीम को किशनगढ़बास में भी बालश्रम करवाने की सूचना मिली थी, लेकिन पुलिस जापा नहीं मिलने से कार्रवाई नहीं हो पाई।

बाल विवाह मुक्त भारत अभियान के तहत जागरूकता शिविर आयोजित



किशनगढ़बास @ पत्रिका. पंचायत समिति के ग्राम तहनोली में जस्ट राइट्स फॉर चिल्ड्रन, एक्सेस जस्टिस फॉर चिल्ड्रन कार्यक्रम अंतर्गत स्पेक्ट्रा संस्था बाल विवाह निषेध अधिनियम 2006 के अंतर्गत जागरूकता शिविर आयोजित किया गया।

शिविर के दौरान स्पेक्ट्रा संस्था के प्रोजेक्ट मैनेजर गुलाब शर्मा ने बताया कि बाल श्रम कानूनी अपराध है बाल विवाह में सम्मिलित होने वाले पंडित, कार्ड छापने वाला, हलवाई, टेट लगाने वाले सहित सम्मिलित होने वाले सभी लोग कानूनी रूप से अपराधी की श्रेणी में आते हैं। बाल विवाह के समाज में अनेक दुष्प्रभाव पर चर्चा की गई। कार्यक्रम में स्पेक्ट्रा संस्था से लोकेश कुमार ने बताया कि बाल विवाह सामाजिक कुरीति है सामाजिक बुराई को जड़ से उखाड़ कर फेंकना है एवं बाल विवाह के दुष्प्रिणाम पर विस्तार से प्रकाश डाला।

इस दौरान बाल मजदूरी अधिनियम की जानकारी दी तथा बाल विवाह निषेध अधिनियम 2006 पर प्रकाश डाला। बाल विवाह निषेध अधिनियम की

जानकारी देते हुए बताया कि बाल विवाह का नानूनी अपराध है बाल विवाह में सम्मिलित होने वाले पंडित, कार्ड छापने वाला, हलवाई, टेट लगाने वाले सहित सम्मिलित होने वाले सभी लोग कानूनी रूप से अपराधी की श्रेणी में आते हैं। बाल विवाह के समाज में अनेक दुष्प्रभाव पर चर्चा की गई। कार्यक्रम में स्पेक्ट्रा संस्था के प्रोजेक्ट मैनेजर गुलाब शर्मा ने बताया कि बाल श्रम कानूनी अपराध है एवं बाल श्रम रोकने के लिए शिविर के दौरान जागरूकता पर प्रकाश डाला।

इस दौरान बाल मजदूरी अधिनियम की जानकारी दी तथा बाल विवाह निषेध अधिनियम 2006 पर प्रकाश डाला। बाल विवाह निषेध अधिनियम की विवाह के दौरान स्पेक्ट्रा संस्था से लोकेश कुमार ने बताया कि बाल विवाह सामाजिक कुरीति है सामाजिक बुराई को जड़ से उखाड़ कर फेंकना है एवं बाल विवाह के दुष्प्रिणाम पर विस्तार से प्रकाश डाला। इसके पश्चात सभी को बाल विवाह रोकने के लिए शापथ दिलाई गई। इस अवसर पर स्पेक्ट्रा संस्था से फील्ड कॉर्डीनेटर सरोज, सहित कई दर्जनों महिलाएँ मौजूद रहे।

फतेहाबाद: हरियाणा राज्य समूह की अध्यक्ष हैं खाध्य तेल का प्रामीण आजीविका मिशन के तहत फतेहाबाद जिले में एमसीएलएफ प्रेरणा महिला क्लस्टर संगठन के तहत सीएमटीसी में चल रही फार्म लाइवलीहुड की ट्रेनिंग स्वयं सहायता समूह की महिलाओं की एक्सपोज़र विजिट करवाया गया। यह ट्रेनिंग हरियाणा राज्य ग्रामीण आजीविका मिशन के डीपीएम सत्त्वीर कुमार की मार्गदर्शन में चलाई जाती है जिसमें बीपीएम सुभाष, एलडीएफ अंजू, रवि शर्मा, एरिया कोर्डिनेटर अनिल, उपस्थित रहते हैं। वर्मी कंपोस्ट की विजिट की गई स्वयं सहायता समूह की महिलाओं के द्वारा रोजगार किया जा रहा है सानिता रानी उत्पादक मिलने से कार्रवाई नहीं हो पाई।

“SPECTRA Organisation is a registered society under the Societies Registration Act of 1958 | Registered on October 31, 1996

The organization is also FCRA registered for receiving foreign contributions and holds NGO-DARPAN registration with the Government of India”.

THANK YOU