



THE SISTERHOOD FOUNDATION

ANNUAL REPORT
2019-2020





Investing in women has positive ripple effects for wider society. Put Sustainable Development Goal 5, Gender Equality, at the heart of your CSR efforts and support Sisterhood Foundation, as we strive to empower women with courage, care, choices and change.

The Sisterhood Foundation was established in 2010. Our NGO contributes to various projects to support disadvantaged women and girls in India at all stages in their lives.

Investing in women has positive ripple effects for wider society. Hence all the Sisterhood Foundation work in India put UNs Sustainable Development Goal 5, Gender Equality, at the heart of all our local efforts to empower women with courage, care, choices, and change.

The main projects are in the Chennai province of India, where the charity works specifically with providing girls and women with education, empowerment, and independence. In light of the recent global crisis, the support provided by our projects is more needed than ever.

This charity is also the major CSR project of the diversity & inclusion consultancy, Above & Beyond Group, which works on progressing gender equality throughout the world.

The positive economic and societal ripple effects of investing in women are huge, yet girls are often not given access to schools or permitted to get further education, as boys are prioritized. And some women in certain cultures simply lack the skills, encouragement and role models, to have a job and be financially independent.

Together with our local partners in India - Aram Porul, we all work for the sole purpose of giving these women and girls a better and brighter future.

**Tine Arentsen
Willumsen**

Founder & President
Sisterhood Foundation



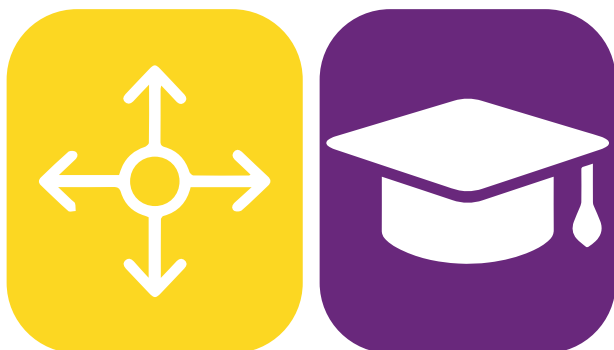


LIFTING WOMEN UP

The Sisterhood Foundation strives to support women and girls at all stages in their lives. By committing to various projects, we intend to have a positive impact on the lives of as many girls and women as possible.



COURAGE
CARE
CHOICES
CHANGE



OUR PROJECTS

CHOICES

The Sisterhood Foundation's "choice" projects provide financial assistance, career guidance, employability skills to girls and help them become concerned citizens.

SISTERHOOD SCHOLARSHIP

It is often the case that in poor slum areas, a son's education is prioritized over the daughter. To address this, Sisterhood Foundation has been providing scholarships annually, to give young teenage girls further college education. Not only are the girls given financial assistance, but they are also provided with monthly training programs which cover topics like: leadership, finance, entrepreneurship and politics. This year we provided scholarships to 82 students from 3 districts in Tamil Nadu, India.

STUDENTS PROFILE

District	No. Of Students	Amount (Yearly Per Head)	Students Category
Chennai	48	5000	College Students
Salem	14	1500	School students
Dindigul	20	3000	College& School students

CLASSES TAKEN

Date	Topic	Trainer	No.of Students	Present
02.06.2019	Google - Girls Intech	Ragav	48	27
07.07.2019	Soft Skill Training	Sanjuala& Praveen	48	44
03.08.2019	Soft Skill Trainning	Veena	48	29
08.09.2019	Empowerment For Girls	Josephine	48	29
06.10.2019	Mental Health	DeepaJegan	48	29
03.11.2019	Later Thinking	Senthil	48	28
08.12.2019	Motivational thinking	Kulandaisamy	48	26
02.02.2020	Daily Science	Arivuarsan	48	34
01.03.2020	Personality Development	Pay Pal	48	35





RESIDENTIAL CAMP

To ensure greater positive impact on the educational advancement of young girls and women, the Sisterhood Foundation hosts an annual, three 3-day residential camps to continue the learning journey of young women. These values-based camps empower the female students with practical skills and encourage their further self-development. The program teaches our scholars leadership, strategic planning, social entrepreneurship, women's issues, and personal mentorship by fellow sisterhood members.

Date	Venue	No.of Students	Trainer
26-30, Dec 2019	Community Seva Centre, Salem	Chennai - 29 Salem - 14 Dindigul - 17 Volunteers - 6	Prasanna, Saravanan, Komala





A^BC^D

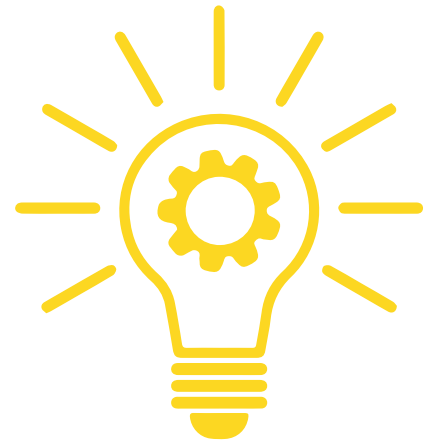
ENGLISH CLASSES

English is a vital skill when creating new opportunities and gaining choices. We have partnered with 6 girls' schools and NGOs in Chennai to provide 600 students with comprehensive English language teaching to give them a competitive advantage when going into the workplace or further study.

Name of organization	No.of Students	Venue
Vaishnavi welfare Charitable trust	50	Rani Lady meyyammai girls hr.sec school
Vaishnavi welfare Charitable trust	58	Avvai Homes
ELF learning centre	100	Presidency school
Iniya Udhayam Charitable trust	95	Govt.High school
Iniya Udhayam Charitable Trust	47	Govt.High school

EMPLOYABILITY SKILL TRAINING

To help recent graduates successfully transition into the workplace, we organized 3-day Employment training programs. Through this program we reached over 600 students in their second and third years, developing their communication, motivation, and team-building skills.



Date	Name Of the College	No. of Students	Trainer
15-12-2019	Kanika Parmeshwari Arts & Science College	38	E.L Praveen Kirubakaran
24-01-2020	Emerald Heights college of Arts and science	110	E.L Praveen Kirubakaran
13 -02 2020	Stella Maries	75	Prasanna & E.L Praveen Kirubakaran
28-02-2020	Palanisamy College for Women,	80	E.L Praveen Kirubakaran
05-03-2020	Annai Aravindu College for Women	120	E.L Praveen Kirubgaran





CARE

GIRLS' HOSTELS

Sisterhood Foundation is currently supporting a school in a tribal village with an attached hostel for girls, that is providing a supportive environment for the young women to fully pursue their educations.

We pay salaries for two teachers and have also supplied English and Maths materials.





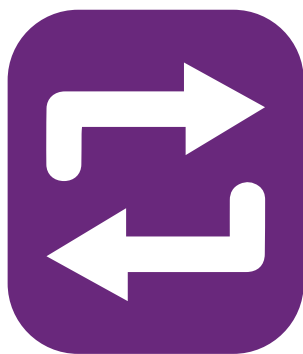
RURAL GIRLS' RIGHTS

We help girls, aged 13 to 18 years old, become aware of women's rights and health.

WOMEN'S HEALTH SANITARY PROGRAM

Sisterhood Foundation has organized an awareness program for adolescent girls and women in the villages of Nilakottai block, regarding Safe Menstrual Hygiene. There is an absence of guidance, facilities, and materials for school girls and menstruation is still considered taboo. With better education we can ensure safety and hygiene.





CHANGE

We support and create changemakers among women. Within our sisterhood leadership school, we train women on leadership so they can mentor other women and be the change to their and others' lives.

WOMEN'S LEADERSHIP CAMP

In 2017 we began a two-day Sisterhood course, equipping career women with the tools to advance in their careers. In 2020, we are continuing this program to support and create changemakers by providing perspectives, skills and networking connections.

Date	Venue	No.of Participants	Trainer
27-29 Nov 2019	Arulvile, ECR.	12	Arul Dev



COURAGE

WOMEN'S ENTREPRENEURSHIP SUPPORT

With the help of our Indian partner the Sisterhood Foundation has, since 2014, supported 70 women entrepreneurs to start their own businesses through small investments, training and education. Not only does this work help women gain self-sufficiency and self-confidence but it means they can provide for their families and become role models for the next generation. The wider ripple effects have meant that 150 women are now in employment.

The revolving fund awards small loans to entrepreneurial women at an interest of 6% to 12% per annum. The repayment period ranges from 12 – 24 months and then re-paid money is re-invested in similar enterprises, thus increasing the number of women we support, and a sustainable method of investment in the community.

As a new initiative one tailoring unit was set up in Nilakottai with the fund of sister hood. The women were given training.





Date of Loan	Name of the beneficiary	Business	Loan Amount	No.of Womens involved
02.05.2019	Neela	Fish Sales	25000	1
23.05.2019	Selvarani	Petty Shop	25000	1
24.05.2019	MERDS	Coconut leaf knitting	100000	7
01.06.2019	Vaigai	Tailoring Unit	200000	15
15.11.2019	Makers Kart	Tailoring unit	200000	15
15.11.2019	Shanthi	Muruku Shop	200000	6
20-01-2020	Radhika	Financial Service	200000	1

NEW LOANS AND GRANT REPAYMENT

Except for the tailoring unit setup by Vaigai, repayment has been over 99%. We have extended moratorium of loan in the month of March due to COVID.

PREVIOUS YEARS

In the last 6 years we had supported projects apart from scholarship and others. Here is a quick glimpses



WOMEN'S DAY CELEBRATION

International Women's Day (IWD), also called International Working Women's Day, is celebrated on March 8 every year. At sisterhood we host sports meets for girls as a gesture of girls strength and equality.

The past couple of years we have been conducting football tournaments for women. This year we couldn't host it because of Covid.



DOMESTIC VIOLENCE

PCVC is a chennai based organisation committed to transforming lives of women who are victims of domestic violence. Sisterhood foundation supported project “Vidiyal” to provide comprehensive care to “burn survivors”. The donation was used to pay salaries of therapists, counsellors and social workers for a year.

SISTERHOOD LEADERSHIP TRAINING CENTRE

Kalvarayan hills is one of the most backward tribal areas in TN. Families migrate to other states in search of employment every year. Various attempts were by the local NGOs to train the women in different skills so that they can earn in the village itself. To provide such training program “Sisterhood Leadership Training Centre” was built in the local school. A class room of 700 sqft and 4 toilets were built for this purpose.

SKILLS ON WHEELS

For many women it is difficult to come to common centre to learn skills. Inorder to reach them who are outside the reach of transportation, Sisterhood foundation sponsored vehicle which can bring digital skills to poor women. The van visits different villages and organises multiple digital skills training programes.



SISTERHOOD SUCCESS STORIES



Kanchana

“Why should I do what society tells me to do? Why should I care for others over myself?”

Kanchana, a Sisterhood member for 3 years, questions her position as a woman in India.

Raised in Chennai, Kanchana was born to a male less family consisting of her mother, grandmother, and older sister. Despite her family being unable to find much work, she had always dreamt of studying microbiology to one day work in a hospital. Yet withal, she was unprepared for the hardships she would face as a female in this field. During her first year of college, however, she joined the Sisterhood Foundation.

While with the organization, she was able to form leadership, financial management, and organizational skills. She was shown the potential that women can and should have in society. Kanchana said, “I learned to take a step back and see what my needs are.” She began to question conventional practices of getting married, working in the domestic sphere, and having children early on. She also started to challenge the dominance of men in the workforce; she ponders, “why are they paid more than us?” and “why are we asked how we will get married if we work, but they are not?” While speaking about her family, Kanchana tells about an instance in which she had come home late and her mother was angry with her. “Why,” she asks, “would my family be so worried about me? What issues do I face outside and at home?”

Through the Sisterhood Foundation and her own experiences, she learned to respond to problems instead of just reacting to them. She realized that women should be able to make choices without being scared. Most importantly, she discovered an unmatched camaraderie with the volunteers and other members. With this strong network of peers, she was able to find courage to follow her dreams.

Today, having graduated from the SRM Institute of Medical Science with a B.Sc and MSC in microbiology, Kanchana works as a lab technician at SIMS Hospital. Through the Sisterhood Foundation, she is not bound by society's expectations of her and continues to pursue what she loves. She's even encouraged her sister to push through the resistance from her relatives and pursue an MBA in HR.

Kanchana is excited to cultivate her career despite any backlash she may face in the future. In addition, she wants to have a family. She also hopes to open a school one day to teach future generations of the insights she learned from her life. “We [as women] should be able to make our own decisions without anyone compelling us to, and we must share this insight with other girls so that they can achieve this same clarity.”



Jeeva

Strong-willed and determined, Jeeva is among the 25% of women who study law. Although the institutional odds are against her, she has shown herself as one of the most ambitious persons in the field.

Jeeva was raised in Chennai by her mother, older sister and brother. Coming from a maternal household, she grew up with an egalitarian family. Her mother taught her and her siblings that men and women should be equal; even her brother believed that he was no better than his sisters. However, throughout her time at government schools, she was told that girls shouldn't study in male dominant fields like law. Even from her male relatives, she heard that women couldn't lead.

In 2017, when she first started college, Jeeva joined the Sisterhood Foundation. Through the organization, she found a haven where people supported her ambitions and encouraged her to persist through every hardship. Fueled by her own experiences, she discovered the need for drastic change in the current status of women. "I would never go somewhere by myself." She speaks on the fear she has of not being able to defend herself. "I didn't know how to travel to different places by myself." However, after forming a formidable kinship with the other sisterhood members, Jeeva developed more boldness. "If I can't be bolder or braver, I will lose freedom."

With her new found audacity, she decided that she couldn't let society make decisions for her. For example, she criticized the practice of arranged marriages. "While it's ok for family and friends to make suggestions," she says, "No one should tell me who I should love." At the annual camp, she met with girls from rural villages and shared the lessons and experiences she accumulated through her life and through the Sisterhood Foundation. Driven by her ability to influence others, Jeeva knew that she could achieve great things in her life.

Since her time at the Sisterhood Foundation, Jeeva has opened her male relatives' minds to the equal status of women. Today, Jeeva is studying at the Dr. Ambedkar Government Law College. In three months, she will finish college. She is encouraged by her family and her Sisterhood peers to pursue her dream to become an advocat. Understanding the prevalence of domestic violence on women, she would like to be a defender against these types of criminal cases.

"The goal for women is to have a clear mind so we can figure out exactly what our goals are." Jeeva speaks on the importance of having clarity; she values leadership and communication skills in order to achieve this. In addition, your own self, family, and society will improve as a result of having this clarity. As a message for girls throughout India, she says, "you must make your own decisions, you must defend yourself and your own interests."



HOW YOU CAN HELP

DONATE

GENERAL SUPPORT (25.000 DKK)

This first-tier of support for the foundation means that your donation goes towards a broad range of the Sisterhood projects. We will include your logo on our Sisterhood site, and also give you a selection of materials to showcase your support of the projects.

PROJECT SUPPORT (50.000 DKK)

The second-tier of support for the foundation ensures that, alongside broad support of the Sisterhood projects, you can also select one specific project of our 10 outlined below to sponsor. We will include your logo on our Sisterhood site, give you a selection of materials to showcase your support of the projects and also include a detailed overview of the progress of the project you support and how your sponsorship is having an impact.

DUAL PROJECT SUPPORT (100.000 DKK)

The top-tier of support for the foundation ensures that, alongside broad support of the Sisterhood projects, you can also select two specific projects of our 10 outlined below to sponsor. We will include your logo on our Sisterhood site, give you a selection of materials to showcase your support of the projects and also include a detailed overview of the progress of the two projects you support and how your sponsorship is having an impact.



HOW TO DONATE

Direct Bank Transfer
REG.NO.: 5028
ACCOUNT NO.: 1314448

Jyske Bank
Hovedgaden 28
3460 Birkerød
Denmark

IBAN: DK1350280001314448
BIC: JYBADKKK

We guarantee that at least 90% of your donation will go directly to the benefit of the projects. The remaining 10% covers administrative costs, which we aim to also get funded by other businesses and personal sponsors.

OTHER WAYS TO SUPPORT

As a company, you can engage with Sisterhood in many ways – we can potentially tailor-make a project to match your company's CSR strategy. The Foundation can also be supported through other donations, and we are open to ideas regarding in store collections or percentage of sales.

Contact us to learn more.

**Our charity projects have been made possible thanks to
the kind support by companies such as:**

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ROSENDAHL



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CONTACT US

We are more than happy to answer questions regarding Sisterhood's work or projects as well as discussing your options to help.

If your company is considering a CSR cooperation with Sisterhood we will be glad to give you a presentation of our work and projects and we can then discuss how to involve your company in the best possible way.

SISTERHOOD FOUNDATION

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