



PROFILE

AVN COLLEGE OF MANAGEMENT & TECHNOLOGY TRUST {AVN TRUST}

Helping Society towards a

search for socio-Economic -lftment and

sustainable

development



Coordination. Office Office. No 07, 2nd floor, Samvet Shikhar, Rajbandha Medan, Great Eastern Rd, Near Dainik Bhasker prees, Sindhi Bazar, Moudhapara, Raipur, Chhattisgarh -492001

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AVN COLLEGE OF MANAGEMENT AND TECHNOLOGY TRUST

AT A GLANCE

1	Name of the Organization	:	AVN COLLEGE OF MANAGEMENT AND TECHNOLOGY TRUST (AVN Trust)
2	National Coordination Office	:	Office. No 07, 2nd floor, Samvet Shikhar, Rajbandha Medan, Great Eastern Rd, Near Dainik Bhasker Prees, Sindhi Bazar, Moudhapara, Raipur, Chhattisgarh -492001
3	Contact Person	:	Randhir Singh
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5	Contact Number	:	+91- 9109910883 , Office Cont. No- +91-7714529061
6	Email and Website	:	avntrustindia@gmail.com & www.avntrust.org
7	Project Location	:	Delhi : Najafgarh, Rohani, Narela, Bavana Haryana : Palwal, Nuh (Mewat) ,Gurugram Uttar Pardesh : Gautam Budh Nagar, Bulendshar & Meerut , Maharashtra , Asham , Gujrat , Bihar , MP Rajasthan : Alwer, Bhartpur Chhattisgarh : Bilaspur, Raigarh ETC.
8	Legal Entity	:	Registration No : 7282 In National Label trust Reg. Act: Indian Trust Registration Act 1882 Date Of Registration: 30/08/2012
9	NGO Darpan ID	:	HR/2018/0211000
10	UDYAM Reg.No	:	HR-20-0003331
11	GST Registration No	:	07AADTA6271C1Z1
12	ISO	:	XIQ-QMS-1195080221
13	PAN	:	AADTA6271C
14	12AA	:	AADTA6271CE20214
15	80G	:	AADATA6271CF20220
	FSSAI	:	20525077000041
	TAN No	:	RTKA29278E
16	CSR-1	:	CSR00032830
17	Bank Details	:	A/C Holder: AVN COLLEGE OF MANAGEMENT AND TECHNOLOGY TRUST Panjab National Bank A/C No: 6116000100074282 IFSC: PUNB0611600 Branch Code: 611600 STATE BANK OF INDIA A/C No: 40628526012 IFSC: SBIN0006836 Branch Code: 6836

AVN TRUST – INDIA PROFILE

Introduction:

Established in 2012 as an autonomous and 'not-for-profit' organization, by group of professional social workers,

The (AVN TRUST) has grown to become one of the most successful organizations of India in poverty alleviation TRUST reinforces multidimensional programs that impact all aspects of the lives of the disadvantaged people, focusing on building sustainable village institutions and empowerment of women. It was registered under the Indian Trust Registration Act 1882 on August 30, 2012.



Since its inception, AVN TRUST has been making every effort with need based approaches and professionalism to expand the capabilities of the extreme poor and poor to enhance their economic ability, to live healthy lives, facilitate them to nurture their talents and interests, and above all to afford them an opportunity to live in dignity and with self-respect exercising their rights properly in the society. The basic approaches of AVN TRUST strengthen the rural communities by building perpetual community based institutions, help raising awareness of the poor, and creating a platform for the disadvantaged to encounter the challenges they face. Our efforts touched the lives of an estimated 1 million people directly and indirectly. We have also made momentous accomplishments in establishing linkages of the poorer section of the society with GO/NGO service providers to leverage their resources, involving the unemployed youths in the development process; and institutionalizing effective learning through participatory process.

With the cherished goals, AVN TRUST has been implementing the Social Development Program Project (SDPP) expanding the scope for the pro-poor for their economic growth through enhancing their income and creating employment opportunities executing Community Driven



Development (CDD) approach. It is exploring new ways of delivering critical infrastructure services and social assistance to the rural poor, and building their capacity at village level.

The holistic approach adopted by AVN TRUST enables the poor, particularly women, to build, secure and use social assets to improve their well-being, reduce vulnerabilities, take advantage of new opportunities, exercise their rights and play a more active role in the society.

AVN TRUST is proud to be part of many development initiatives and contributed enormously to achieving the Millennium Development Goals (MDGs) particularly in its project areas and now is heading towards attaining the Sustainable Development Goals (SDGs), aimed at an array of issues that include slashing poverty, improve healthy lives and promote well-being, bolster education, achieve gender equality, improve nutrition and promote sustainable agriculture and ensure access to water and sanitation.

Over the past 8 years AVN TRUST contributing in the area of; Capacity Building, Social and Legal awareness, Natural Resource Management, Sustainable Livelihood Promotion, HIV/AIDS prevention among Injecting Drug users, Drinking water and Sanitation, Female literacy, formal education for children and capacity building of the social sector organizations working at the grass root level. The activities reach out to poor and marginalized, women, adolescents and disadvantaged from the rural

and urban areas with special focus on unserved and underserved backward areas of different parts of India.

AVN TRUST believes in participatory approach and works accordingly for the effective and sustainable development. Ensures community participation at every stage of development process from the problem and need identification to project formulation, implementation, monitoring & Evaluation. AVN TRUST firmly believes that the people's participation leads to long-term efficiency, cost effectiveness, self-reliance, grass root initiatives and finally to enhance the community level organizational capacity.

THRUST AREAS:

AVN TRUST engaged in various Health related project e.g. HIV/AIDS, reproductive & Child health and others, Community development – “Enhance sustainable livelihood for the marginalized”, Education-project for the school dropout & out of school children- “All children will earn, grow and developed to realize their full potential” and Capacity building of the social sector NGOs, federations and SHGs are its four main thrust area. AVN TRUST has the unique distinction of having several thrust areas with different approaches, which work not in isolation but in tandem to maximize program results within minimum resources.

Focused Programmatic Area

AVN TRUST areas of expertise, especially with reference to developmental issues of rural areas are as follows:


- Livelihood Promotion & Poverty Alleviation
- Community Health services and Sanitation
- Women Empowerment & Child Welfare
- Education and Literacy (both formal and non-formal)
- Microfinance
- Micro Entrepreneurship Development
- Vocational Skills up-gradation
- Environmental Conservation
- Counseling and Advocacy (Family Counseling & Legal Advocacy)
- Community Mobilization (Through IEC & BCC techniques)
- Research, Evaluation and Project Impact Assessment
- Loom/Hand Craft



WHAT WE DO: ❖ Mobilize and empower rural poor with emphasis on women through capacity building initiatives to build and strengthen their institutions;

- ▾ Transfer funds directly to the village institutions for making livelihood related investment to bring changes in socio-economic condition;
- ▾ Develop skills and generate employment opportunities for the un/under employed youth;
- ▾ Build and renovate local infrastructure;
- ▾ Raise awareness, improve attitudes and practices that enhance nutritional status of target beneficiaries;
- ▾ Establish linkages with service providers, employers, financial institutions to ensure receiving services by the beneficiaries; and Establishing second tier institutions to carry out the institutional functions after phasing out.

mission



AVN strives to empower the disadvantaged communities through implementation of integrated programs that include capacity building, infrastructure development, employment creation, nutrition awareness and support, and above all

OBJECTIVES:

- ❖ Support communities to achieve community-driven development goals through global learning exchange by fostering structured volunteer and internship opportunities with NGOs and CBOs in Uganda.
 - Link development practitioners and students to communities to learn and gain hands-on experience in supporting community-based development while fostering positive community outcomes.
 - Raise awareness of social economic challenges in Uganda and support communities, students and volunteers to gain skills of finding solutions to community-based development issues in both local and cross-cultural contexts
 - Build a network of development students, professionals, persons and institutions to advocate for the promotion of community-based development.
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GOVERNING BODY:

Governing Body: Governing body of AVN TRUST - India consists of 9 active and highly experienced and qualified rural development professionals with 3 female and 6 male members. The 5 governing body members are full time active working executives of the organization. Governing body members are having 10-15 years' experience in the development field with national and international exposures. 6 out of 9 members are having hand in experience in working with international donor organizations. The geographical experiences of these members are North India. Hands on experience of the GB members are from the field of Community Development, Health, Education, Agriculture and Horticulture, Micro Finance, SHG, Livelihood promotion, Capacity building of grass root level and national level organizations, Research, feasibility study and Participatory Rural Appraisal.



Mr. Randhir Singh
Chairman/CEO

Mr. Singh holds 15 years of vast diversified experience in social development sector having expertise on issues i.e. Health, Livelihood, Women Empowerment and Sustainable Agriculture. Currently he is the Full time CEO for AVN Trust and gives 100% time to AVN Trust.



Ms. Archana Goswami
Treasurer

Ms. Goswami holds 10 years of professional experience in social development sector having expertise on issues i.e. Health, Livelihood, Women Empowerment, and Education. Currently she is the Full time BPM for NULM, Bilashpur, Chhattisgarh and gives 35% time to AVN Trust.



Ms. Jyoti
General Secretary

Ms. Jyoti is currently associated with various women issue cell and also she provides counseling service on women issues to various organizations and gives 30% time to AVN Trust.



**Capt. Mr. Arvind
Rana Board Member**

Mr. Rana holds 10 years of professional experience in social development sector having expertise on issues i.e Health, Livelihood, Women Empowerment, Education and Sustainable Agriculture. Currently he is the Full time Navy for social Development Sector, Mumbai, Maharashtra and gives 90% time to AVN Trust



**Mr. Babu Dayal
Sharma
Board Member**

Mr. Sharma holds 10 years of long experience in social development sector having expertise on Health. Currently he is the freelance consultant on Yoga and Naturopathy and gives 35% time to AVN Trust



**Ms. Lita Kasyap
Board Member**

Ms. Kasyap is currently associated with various women issue cell and also she provides counseling service on women issues and gives 10% time to AVN Trust.



**Mr. Ravi Malviya
Board Member**

Mr. Malviya holds 15 years of professional experience in social development sector having expertise on issues Health, Livelihood, Women Empowerment, and Education. Currently he is the Full time BPM for NULM, Bhopal, Madhya Pradesh and gives 25%



**Mr. Santosh Kumar
Board Member**

Mr. Kumar holds 8 years of professional experience in social development sector having expertise on issues i.e. Health, Livelihood, Women Empowerment, and Education, Sustainable Agriculture. Currently he is the Full time AVN Trust for AVN, Delhi, and gives 50% time to AVN



**Mr. Narendra Kumar
Board Member**

Mr. Narendra holds 21 years of diversified experience in social development sector having expertise on issues i.e. Health, Livelihood and Women Empowerment. Currently he is working as Project officer in an NGO SPYM and gives 30% time to AVN Trust

time to AVN Trust.	Trust	
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VALUES:

Prioritizes the Asset based approach to development work: We begin by listening to the priorities set by our community-based partners. We then identify and utilize existing assets and capacity to address those priorities.

Build Capacity: We strengthen the skills, competencies, and abilities of the leaders at our community-based Partners and of our student and professional volunteers to



amicably work together for a common good. Our program is structured and tailored to ethical development principles; Program participants are Oriented on the culture, language, and local concerns; and are trained in basic development technical skills of community assessment, program design and management, monitoring and evaluation and project reporting. Community members are oriented in skills of supporting volunteers and Interns and trained in best practices of doing development work.

Promote community ownership: We partner with leaders, organizations, and stakeholders committed to change, action, and social justice. We stress community ownership and participation before launching initiatives.

Emphasize learning and Reflections: We emphasize the application of

critical thinking for the volunteers and interns as a way to understand the logical connections between ideas, theory and practice of change, action, and social justice. We support continuous reflections on technical and cross- cultural experiences and their implications to both personal and community growth. We share our experiences and learning about the complexities of development with friends, family, and colleagues. We promote cultural exchange and sensitivity, encouraging a reflective approach to navigating cross-cultural issues, confusions, and tensions.

Generate enduring results and impact: We ensure the outcomes of our support have long-lasting benefits for the community partners, program participants, the Interns and Volunteers by using effective and appropriate participatory approaches so that our initiatives outlast our involvement.

Lobby and advocate for development: We relentlessly build a network of students, professionals, and passionate development advocates and community partners to advocate and lobby for the advancement of professional learning in the context of promoting community-based development.



Promote Reciprocity: We operate on our founding principle that producing strong community outcomes and impacting participants with transformative learning experience must be the priority. We bring together communities and development participants to building the understanding and

inter-cultural relationships as a foundation for a stronger social and developmental agenda. We base all partnerships, strategies, and decisions on the Fair-Trade Learning concept that we must be ethical and reciprocal in our planning, implementation, and outcomes.

Our Approach

*“Making Connections for
Greater and More
Sustainable Impact”*

Our approach focuses on mobilizing resources—human, economic, and natural—for sustainable, life-changing initiatives.

We use an asset-based community development approach that encourages self-reliance and inspires appreciation of existing resources in the community and the confidence to build upon them. We constantly challenge ourselves and others to do more with what we have. We believe that with an attitude of resourcefulness, positive change is possible even in low-resource settings.



We believe that the power to end poverty and achieve sustainable prosperity is in people. Every person can make a difference. Every person is powerful and has something to contribute. When people work together, they are even more powerful. We are committed to uniting people for the common good.



We facilitate change by: bringing together voices of the community; ongoing efforts of local groups and organizations; local resources identified in the community and connecting all the above with international students, professionals and donors who want to make a difference. Since better results come from working together, we strive to combine diverse experiences, talents, and Perspective to make stronger outcomes. We believe that respecting diverse perspectives is critical for constructive dialogue and meaningful progress. We deliberately seek out those perspectives and engage the community in dialogue around important issues. We put our heads together with the community at the lead to address issues and bring solutions into reality in a sustainable and locally appropriate way.

HOW WE WORK—OUR MODEL



We begin by listening to our community. Our community consists of local NGOs, Community Based Organizations (CBOs), Farmer Producer Organizations (FPOs) and community members, universities, students, alumni, staff, donors, and socially responsible companies. We listen to what each is seeking to accomplish and what they have to give. We identify community priorities and from there build programs.

We work with a wide range of grassroots community development organizations addressing issues important to their community such as access to clean water, sustainable agriculture, income generation, education, gender equity, and health care. The AVN TRUST - India staffs are members of the community and stay in touch with what's happening.



The agenda is set by those local community development organizations. They put forward their ideas and initiatives to improve the quality of life in their community. AVN Trust - India then works with them to mobilize human resources, funds, skills, and knowledge to support those locally led initiatives.

AVN Trust - India works with universities, companies, civic groups and individuals interested in engaging in collaborative, on-the-ground development work alongside local grassroots leaders. AVN Trust - India provides training and orientation to those students and volunteers as well as facilitating



On-going learning and reflection. In each participant placement, AVN Trust - India blends the interests and talents of these people with local knowledge and expertise to develop and implement sustainable development projects in the community.

To complement this flow of human resources and the accompanying knowledge exchange, AVN Trust - India offers two kinds of grant programs. First, a competitive grant fund administered by AVN Trust - India itself. Second, we provide seed funding to community development organizations in our program sites.

What we do

Institution building: AVN TRUST establishes institutions for the project beneficiaries and aims to support the networking and aggregation of the village-level community institutions created. This second-tier Institutions, called AVN TRUST Community Societies (SCS) are to take over the support and development



function for their village institutions. The vision for these institutions is to network the village institutions and support and monitor their performance while also seeking other potential options for economic growth and service provisions for the village institutions or groups of beneficiaries. These second-tier institutions are intended to take over most of the community support currently provided by AVN TRUST.

Youth Employment One of the core objectives of AVN TRUST is to provide access to employment opportunities to the unemployed youths (18 – 35 years) and equip them with necessary technical trainings. Finding jobs in rural areas for the youngsters is challenging due to various reasons, among them (i) lack of opportunities to start businesses (ii) lack of information on potential employment opportunities (iii) social norms and constraints that make it either difficult for youths to leave their villages and seek employment elsewhere or lack of exposure and experience that makes youth reluctant to venture from their villages. In order to address those problems AVN TRUST has developed partnerships with the service sector, telecommunications, technology, garments, and agribusiness sectors, and

linked with key skill training, vocational and job creation initiatives. AVN TRUST has set-up a youth data base that is being maintained.



AVN TRUST has also formed youth groups, these groups meet once a week to discuss common problems and identify options to be useful and participate in the local community. Counseling is also provided for the youths and their parents that have the option to obtain a job away from home but may be reluctant to leave. The youth groups also serve as a platform to enroll youth in existing employment programs from the government or other partners.

Monitoring, Evaluation

and Learning MEL is an integral part of AVN TRUST's internal control mechanism and is used as a management tool to track inputs, outputs, processes and constraints. This unit provides support to AVN TRUST's development programs, supporting departments. In order to ensure transparency, the unit conducts periodic



analysis, enabling the management to determine whether the key activities are being carried out as planned, and whether they are having the expected outcomes. MEL System analyses the strength, weakness, bottlenecks and outcomes of the overall processes of the project activities. The field level monitoring and learning elicits emerging operational issues and bottlenecks at the villages in participation of the community people and resolve the problems.

The Village level project implementation progress is captured through MIS where Village AVN (VA) is the key information source of the village. AVN TRUST-MIS is producing key outputs like Project Beneficiaries Information, Key Milestones Monitoring AVN, Village AVN, Component-wise Progress Reports etc.

Governance and Accountability AVN TRUST has an internal audit team as well as a governance team that oversees governance issues, trains the village social audit committees, assesses functioning of the governance mechanisms on a regular basis, and institutes AVN TRUST's recently approved exit policy.

Nutrition Awareness and Support: AVN TRUST aims to raise awareness, improve attitudes and practices to accelerate nutritional outcomes for targeted beneficiaries. Increased household income does not necessarily translate into improved nutritional outcomes and therefore can only partially address the under and malnutrition challenges in India. Activities proposed would focus on awareness building, behavioral change for personal hygiene, food preparation, food choices and mainstreaming nutrition sensitive actions, particularly in selected income generating activities of beneficiaries.



The target group for the nutrition related activities comprises largely a sub-set of project beneficiaries that are among the core focus group for nutrition interventions – pregnant and lactating mothers and young children. Behavioral change campaigns and awareness building would be facilitated by AVN TRUST using the established community mechanism, while the activities would be outsourced to

Experienced players/NGOs in the intervention areas.

The project contract with agencies to train community professionals in the project areas and support village nutrition groups that will be formed by project



Beneficiaries. Areas to be covered under the support would be:

- (i) Improved kitchen gardens;
- (ii) Nutrition practices; and (iii) hand-washing.

Additional support would be

Sought from Government institutions such as clinics and line agencies for continuous community training on nutrition related issues and improved agricultural practices. It is also expected that the recently negotiated Bank project on Income Support for the Poorest would reach out to some of the target group on nutrition.

Livelihood Development AVN TRUST is determined to increase livelihood opportunities of poor and hardcore poor by organizing them in producer groups, cooperatives or federations and improving their market and business orientation and forward and backward linkages in the market systems. Various models of joint actions of small-scale individual producers working as organized producer groups would aim to raise the attractiveness of poor and hardcore poor as market partners, reduce market transaction costs and align their production decisions with business and market opportunities.



These producer organizations would also facilitate services provisions to their members and act as economic entities and business partners in the down- and up-

Stream value chains and create additional opportunities for added value to their products. Specific objectives would be to:

- (i) build and strengthen producer organizations as market partners and commercially oriented entities;
- (ii) (ii) organize and align skill development and training in response to the specific labor market requirements;
- (iii) facilitate interaction between producers and traders/processors of products in the down- and up-stream value chains; and (iv) support market/business oriented investment to solve bottlenecks in the market chains and/or adding value to the products (e.g. poor and hardcore poor capturing a higher share in the value chain).

Under this group of activities, the AVN TRUST would support:

- (a) a scanning and studying of priority value chains linked to livelihood investment priorities of the project beneficiaries; technical and business-related bottlenecks would be identified and areas of further support would be defined (e.g., improved technologies, product quality requirements, market and business understanding,



- (b) annual stakeholder round table meetings at national and district levels, which would bring together project beneficiary producer groups and relevant interested business operators; these stakeholder meetings would provide an opportunity for producers and market operators to meet, exchange interests, and develop forward and backward linkages; and
 - (c) Various stakeholder thematic meetings and workshops as well as special subject meetings for an in depth exchange of producer groups and business operators in priority value chains (e.g. Different livestock products value chains, garment or handicrafts, etc.); these meetings will foster understanding market and technology requirements and proved and exchange forum for new and advanced technologies.
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Appraisal and Monitoring: An independent appraisal and monitoring teams (AMTs) is the heart of AVN TRUST's quality assurance and fund disbursement mechanism who independently review community submissions for release of fund installment. Appraisal and monitoring teams not only appraise community readiness to receive funds but also check compliance issues with on the basis of COM (Community Operations Manual) guidelines.

Communication:

AVN TRUST's overreaching vision of communication is flexible enough to accommodate diverse national and regional circumstances. AVN TRUST exhibits success stories and achievements to strengthen government and Development partner's perception and mobilize resources on a regular basis through various means like media campaigns, website updates, press releases, quarterly newsletters and annual reports. Apart from that AVN TRUST has developed a detailed IEC (Information, Education and Communication) strategy in consultation with the national and international experts for making connections with the rural communities. AVN TRUST is generating awareness through dissemination of information leading to adequate program literacy regarding entitlements and processes.

Capacity building:

Focusing on human resource development, AVN TRUST is building capacities of staff and beneficiaries through training oriented comprehensive program. AVN TRUST is very much aware of developing the knowledge, attitude and practice of its community members through capacity building on the basis of proper management



of financial records as well as selecting and implementing IGAs on the basis of COM

guidelines. As a consequence, the community people have become able to manage their groups, select borrowers, manage savings, and select viable IGA.

AVN Trust technical expertise in implementation of Skill Training Program: Employment oriented Skill Training program has been organized by AVN Trust since more than 3 years in different districts of Haryana, Uttar Pradesh, Rajasthan and Delhi on different trades such as Beauty & Wellness, Basics of computer Application, Mobile Repairing, Electrical & Home Appliances, stitching & tailoring, Food Processing, Hand embroidery, Adda Work, Mudha Making and leather goods, candle making, Agarbatti making and stationery items etc. Organization has established market linkages with various companies to provide job opportunities and support for establishment of Micro Enterprises

Teaching Methodology: AVN Trust developed course curriculum cum training module for all three trades i.e. Computer, Cutting and tailoring and Tutorial Classes. The developed module is in pictorial mode and layman language so that it is understood to all. Each staff member has received TOT from consultants of AVN Trust to help them enhance their skill and knowledge in the subject.

Trainers are being imparting day-to-day sessions by using following methodology:

- Theoretical session
- Presentation
- Group Discussion
- Classroom Assignments
- Assessment by government agencies
- Placement of trainees in various companies

AVN TRUST has been engaged in community Development Program:

- Formation of SHG and its capacity Building
 - Identification of enterprise, required technology promotion, appropriation of technology and skill development in identified technology
 - Promotion of local gender sensitive institutions through social mobilization process to ensure self- governance
 - Income Generation Program
 - Ensuring credit support and market linkages
 - Micro finance initiative
 - Skill training on different trades
 - Total sanitation campaign o Financial Inclusion
 - Village Development o Integrated Dairy development
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Program Experience:

A. Community Development Program:

- Formation of SHG and its capacity Building
- Identification of enterprise, required technology promotion, appropriation of technology and skill development in identified technology
- Promotion of local gender sensitive institutions through social mobilization process to ensure self-governance
- Income Generation Program
- Ensuring credit support and market linkages
- Micro finance initiative
- Skill training on different trades
- Total sanitation campaign
- Financial Inclusion
- Village Development
- Integrated Dairy development

B. Health Promotion Program

- HIV and AIDS awareness and preventions
- School Children awareness program
- Reproductive & Child Health Program
- Pulse Polio awareness program
- Health Check-up Camps for needy population



C. Child Development Program

- Non formal education for out of school children



- Non formal education for Brick kiln workers and construction site worker's children.

D. Skill Trainings

- Stitching and tailoring
- Beauty Culture
- Food Processing
- Computer Application
- A.C, Fridge & cooler repairing
- Home appliances repairing and maintenance
- Mobile Repairing
- Agriculture and Horticulture
- Loom /Handcraft





E. Other Relevant Experiences:

- Conducting and providing training to the organization on PRA
- Farm sector vocational training.
- Project monitoring and evaluation.
- Providing training on issues related to Drug abuse prevention and HIV/AIDS
- Survey and Report writing
- Research and Studies

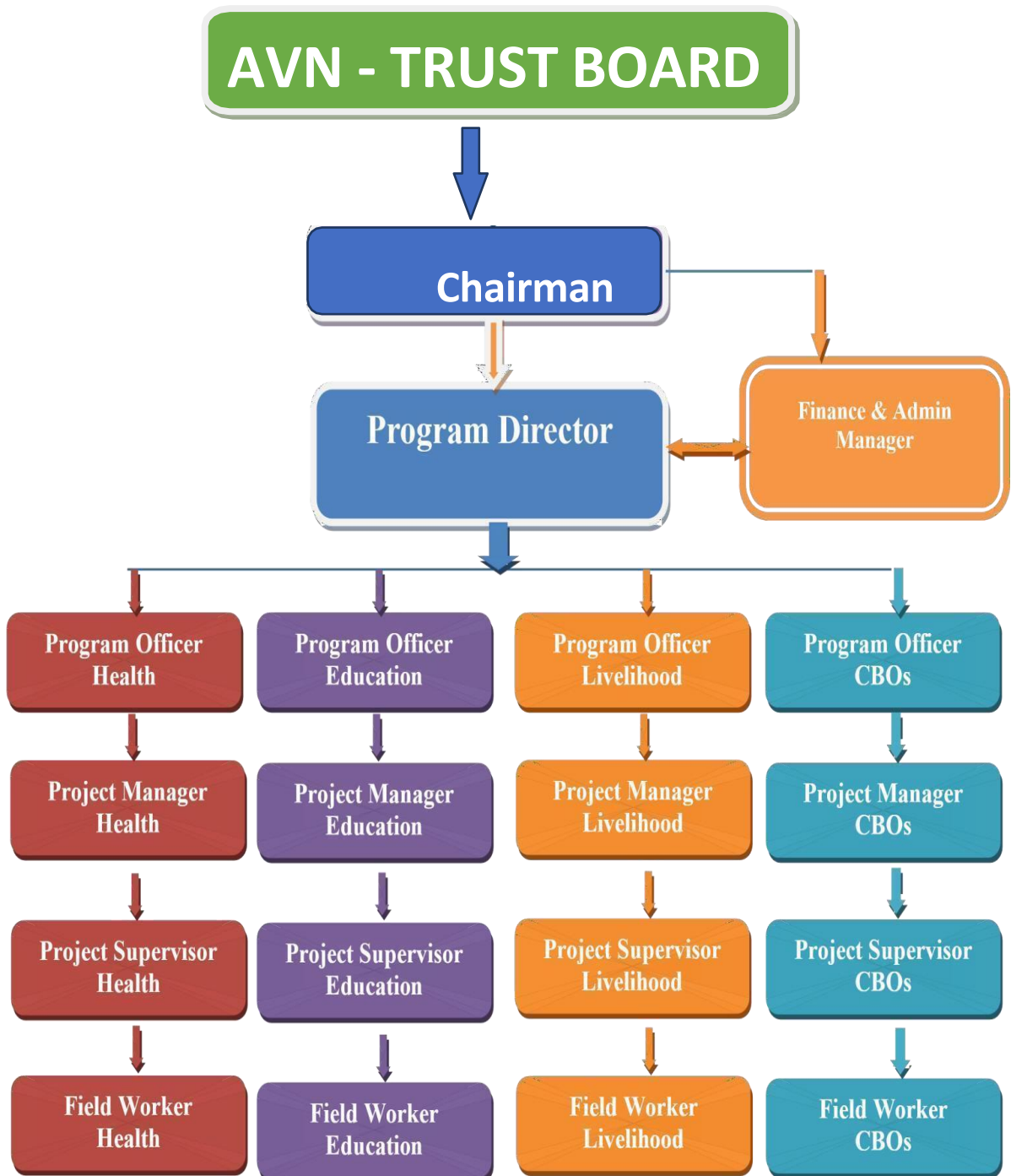
F. Skill Training loom weaving

To train 2500 Youth by providing them an integrated package of Skill Training on Basics of Computer Application, Skill Training on Mobile Repairing, Skill Training on Electrical Home appliances, **Skill Training on semi-automatic loom weaving (cotton, poly, muslin)**, Skill training on Cutting & Tailoring and provide them job opportunity at their door step.

Staff Structure: AVN TRUST - India currently having 15 technical staff at managerial positions from various technical backgrounds i.e. Agriculture, Skill building, Rural Development, besides subject matter specialists on SHG, Micro finance, Community health management. Personal management and M&E, gender equity and justice issues.

In second line AVN TRUST - India has a group of more than 30 field workers at the project level. In the front line, for the project's initiation/ implementation in the field, AVN TRUST - India have a group of experienced & qualified field workers and volunteers. Each Sector has a sectoral leader i.e. Health, Education, SHG & Livelihood, Skill Training, Child Development & Micro finance. These sectoral leaders report to Executive Director of the Organization. We have sufficient manpower with expertise to handle social sector projects in an efficient manner.

ORGANOGRAM



Legal Status of the Organization

Registered under Indian Trust Registration **Act 1882 on August, 30, 2012 vide Registration No-7287** and also registered under NGO Darpan Unique Id: **HR/2018/0211000**. The nature of work is all India Level.

Management Verticals

A. FINANCIAL RESOURCE MANAGEMENT:

- AVN Trust - India regularly uses established procedures to maintain its revenue and expenses in balance.
- AVN TRUST - India budgeting process leads it to allocate funds in a way that closely reflects its organizational priorities.
- AVN TRUST - India regularly modify program expenditures based on findings presented in internal financial reports
- Cash management procedures lead to timely disbursement of funds.
- A monthly financial reporting system exists and is accurate, timely and used for program and strategic management
- Internal and External financial audits are performed with regular and appropriate frequency. ○ Audit finding are closed within six months of audit report.
- AVN TRUST - India's procurement practices are documented and contribute to the effective use of resources.

B. Human resource Development:

- AVN TRUST India routinely offers staff training
 - AVN Trust - India has an annual staff training plan
 - AVN TRUST - India staff training directly contributes to the achievement of its organization's objectives.
 - AVN TRUST - India appears to have non- HIV/AIDS capacity building expertise that would benefit other NGO's/ likeminded personnel's
 - Annual performance evaluations are conducted and merit- based increments applied.
 - Job description are documented, well defined and updated periodically.
 - AVN TRUST - India has appropriate staff skills and numbers to achieve its target and work towards its mission
 - Supervisory practices enhance staff capacity to meet the organization's objectives.
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C. Organizational Sustainability:-

- AVN Trust work to establish cash reserves equivalent to 15% OF annual operating budget.
- AVN Trust is experiencing important barriers to sustainable programming in the NGO.
- AVN Trust has cost recovery mechanisms built in to service delivery.
- Resource base is diversified.
- Projects are supported on a multi-year basis.
- AVN Trust has an endowment or similar mechanism in place which provides long-term financial sustainability.

D. Networking and partnering: -

- AVN TRUST - India actively engages in productive partnerships with other organizations.
- Partnerships foster financial benefits and technical skills that enhance the AVN TRUST - India's ability to accomplish its mission.
- Through partnerships, the AVN TRUST - India develops new networks and relationships that enhance its ability to accomplish its mission.
- AVN TRUST - India plays leadership role in promoting coalitions and network.
- AVN TRUST - India maintains a collaborative relationship with the government in the areas in which works.

E. Equitable participation

- AVN TRUST - India ensures that community leadership has the necessary skills to carry out programs.
 - Evidence of participatory approaches.
 - Uses strategies to build constituency ownership of programs.
 - Evidence of collaboration / partnering with other NGO's /CBO's.
 - Evidence of networking with other NGO's /CBO's.
 - AVN TRUST - India regularly engages relevant policy makers and institutions in dialogue that contributes to equitable and participatory implementation.
 - AVN TRUST - India projects consistently promote equity at all stages of its design and implementation.
 - AVN TRUST - India modifies projects to address changing participant needs and priorities.
 - AVN TRUST - India stakeholder participates assessing needs, and in designing, implementing, monitoring and evaluating projects.
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F. Program capacity-general.

- Demonstrates ability to conceptualize a problem.
- Demonstrates situation assessment skills.
- Evidence of data collective skills.
- Evidence of ability to sensitize a community.
- Evidence of ability to design a program response to a stand problem.
- Exhibits existing training capacity through curricula, training materials, staff and evaluation tools.
- Evidence of monitoring and evaluation skills.
- Evidence of community mobilization skills.
- Demonstrates knowledge of sexual issues.
- Speaks freely on sex and sexuality.

G. Organizational learning

- AVN TRUST - India uses results – based indicators to assess project impact. ○ Important information is openly shared throughout the Organization Staff routinely has the information it needs to do its job effectively. ○ AVN TRUST - India promotes replication of model projects.
- AVN TRUST - INDIA has a system in place to apply best practices and lessons learned in program development and organizational management.
- AVN TRUST - India encourages risk taking, innovative practices and creativity amongst staff.

AVN TRUST PROGRAMS/ RUNNING PROJECTS AT A GLANCE

Sr. No	Theme/ Intervention Area	Geographical Area	Project Period (Start- end)	Population Covered	Objective
1.	Skill Development Program	Bilaspur Durg Chhattisgarh,	2024-2025	Unemployed Youth both Male and Female from the local community	To train 1000 Youth by providing them an integrated package of Skill Training on Basics of Computer Application, Skill Training on Mobile Repairing, Skill Training on Electrical Home appliances, Skill Training on semi-automatic loom weaving (cotton, poly, muslin), Skill training on Cutting & Tailoring and provide them job opportunity at their door step.
2.	Skill Development Program	Rewa, Madhya Pradesh, Bastar Chhattisgarh	2024-2025	Unemployed Youth both Male and Female from the local community	To train 750 Youth by providing them an integrated package of Skill Training on Basics of Computer Application, Skill Training on Mobile Repairing, Skill Training on Electrical Home appliances, Skill training on Cutting & Tailoring and provide them job opportunity at their door step.
3	Skill Development Program	Madhya Pradesh, Haryana, Rajasthan, Gujrat , Bihar Maharashtra	2024-2025	Unemployed Youth both Male and Female from the local community	To train 5000 Youth by providing them an integrated package of Skill Training on tractor Driving and provide them job opportunity at their door step.
4	SAMPARC project Supported by WCD Delhi	South West District Delhi	2024-2025	Slum Basti	2500 Street Children 's covered and supported Project Was successfully completed and report was submitted WCD Delhi
5	Village Development Program	Mewat district of Haryana	2024-2025	2024-2025	Planning with the participation of the community by identifying their problems, analyses the problems, codifying and de- codifying the issues for future action. <ul style="list-style-type: none"> Enhancing the Capacity of the community on micro level planning process

					<ul style="list-style-type: none"> • People are the major stake holder in identifying the problems and find solution • Not time consuming • Easy for Primary data collection • An exercise to sensitize the community to make them internalize their own problems <p>People centered Action Plan</p>
6	LEDP	Mewat, Haryana	August 2024-25	SHG Women	Capacity building and training Awareness Programme (govt. scheme and agriculture)
7	<u>Free Tuition Support for Slum children:</u>	Jahangirpuri, Delhi	2024-25	Slum Area	Slum Children, being financially challenged, quality education still remains elusive, irrespective of their geographical proximity to it. It is completely free of cost and any child who have will, can come and receive basic education. AVN is implementing the said program in JJ Cluster, Jahangirpuri, Delhi.
8	Targeted Intervention among Injecting Drug	Bastar Chhattisgarh	2024-2025	IDUS Unemployed Youth both Male and Female from the local community	Providing services to IDUs as per the guidelines of SACS. Project Was successfully completed and report was submitted AVN Society
9	BETI BACHAO BETI PADHAO PROGRAM	Dharangaon, Parola and Chalisgaon Maharashtra	2024-25	Girl Child and Educate the Girl Child	Approximately 11000 students of 14 education institutes with Approx 156 Volunteers and many intellectuals and leaders of the society contributes significantly to generate awareness among the peoples of Jalgaon for Save

					the Girl Child and Educate the Girl Child (Beti Bachao Beti Padhao).
10	Skill upgradation of terracotta artisans	Nuh, Haryana	2024-25	500 Terracotta artisans	To upgrade skills of Terracotta , Bamboo artisans by organising series of skill upgradation training
11	Sewing & Embroidery Training for Women	Kota Block ,Bilspur Chhattisgarh	2024-25	Unemployed Youth both Male and Female from the local community	Project Was successfully completed and report was submitted to AVN Society
12	School awareness and Villages program on HIV/AIDS	Bulendshar, Uttar Pradesh	2024-25	Unemployed Youth both Male and Female from the local community	Organized awareness program on HIV/AIDS in 25schools and covered 8000 Peoples
13	Skill Development Program	Bilaspur Chhattisgarh	2023-2024	Unemployed Youth both Male and Female from the local community	To train 1000 Youth by providing them an integrated package of Skill Training on Basics of Computer Application, Skill Training on Mobile Repairing, Skill Training on Electrical Home appliances, Skill Training on semi-automatic loom weaving (cotton, poly, muslin), Skill training on Cutting & Tailoring and provide them job opportunity at their door step.

14	Skill Development Program	Rewa, Madhya Pradesh	2023-204	Unemployed Youth both Male and Female from the local community	To train 750 Youth by providing them an integrated package of Skill Training on Basics of Computer Application, Skill Training on Mobile Repairing, Skill Training on Electrical Home appliances, Skill training on Cutting & Tailoring and provide them job opportunity at their door step.
15	Skill Development Program	Madhya Pradesh, Haryana, Rajasthan, Gujrat , Bihar	2023-204	Unemployed Youth both Male and Female from the local community	To train 5000 Youth by providing them an integrated package of Skill Training on tractor Driving and provide them job opportunity at their door step.
16	Skill upgradation of terracotta artisans	Nuh, Haryana	2022-23	500 Terracotta artisans	To upgrade skills of Terracotta artisans by organising series of skill upgradation training
17	Skill Development Program	Begusar ai, Bihar	2022-2023	Unemployed Youth from the local community	To train 960 Youth by providing them an integrated package of Skill Training on Construction Site work and after training placing them L&T Construction sites
18	SAMPARC project Supported by WCDDelhi	South West District Delhi	2022-23	Salam Basti local community	2500 Street Children 's covered and supported Project Was successfully completed and report was submitted WCD Delhi
19	School awareness and Villages program on HIV/AIDS	Bulendshar, Uttar Pradesh	2022-23	Unemployed Youth both Male and Female from the local community Schhol's	Organized awareness program on HIV/AIDS in 25 schools and covered 8000 Peoples
20	Skill Gap Analysis Study under CSR component of Rail Tel / AVN Society partnership project	Nazafgarh & Jahangirp uri Area, Delhi	2022-23	Unemployed Youth both Male and Female from the local community	Project Was successfully completed and report was submitted to AVN Society

21	Targeted Intervention Project	Mangolpuri, Delhi	2022-23	Unemployed Youth both Male and Female from the local community	<ul style="list-style-type: none"> • Enabling Environment • Community mobilization • STI control • Condom Promotion • Behavior Change Communication • Condom Distribution • Linkage with the HIV services. <p>Intra Venous Drug Users</p>
22	Village Development Program	Mewat district of Haryana	2022-23	Local Village Community	<p>Planning with the participation of the community by identifying their problems, analyses the problems, codifying and de-codifying the issues for future action.</p> <ul style="list-style-type: none"> • Enhancing the Capacity of the community on micro level planning process • People are the major stake holder in identifying the problems and find solution • Not time consuming • Easy for Primary data collection • An exercise to sensitize the community to make them internalize their own problems <p>People centered Action Plan</p>
23	Skill Development Program	Mirzapur, Uttar Pradesh	2021-2022	Unemployed Youth both Male and Female from the local community	<p>To train 1000 Youth by providing them an integrated package of Skill Training on Basics of Computer Application, Skill Training on Mobile Repairing, Skill Training on Electrical Home appliances, Skill Training on semi-automatic loom weaving (cotton, poly, muslin), Skill training on Cutting & Tailoring and provide them job opportunity at their door step.</p>

24	Skill Development Program	Mirzapur, Uttar Pradesh	2020-2021	Unemployed Youth both Male and Female from the local community	To train 750 Youth by providing them an integrated package of Skill Training on Basics of Computer Application, Skill Training on Mobile Repairing, Skill Training on Electrical Home appliances, Skill training on Cutting & Tailoring and provide them job opportunity at their door step.
25	Digital Literacy Program	Mughalsarai, Uttar Pradesh	2020-2021	Farmers, Adolescent Youth	To digitally literate 1000 community members
26	Farmers Producer Organisation Program	Nuh , Haryana	2018-2021	8000 Farmers	To Functionalize 8 Farmers Producer Organisation
27	Rail Wire Saathi Program	6 States in India i.e Bihar, Haryana, Uttar Pradesh, Madhya Pradesh, Assam, Arunachal Pradesh	2019-2021	Unemployed Youth	To Functionalize 52 Rail Wire Kiosk in 52 Railway Stations. Project Was successfully completed and report was submitted AVN Society
28	Handholding support to Safai Karmacharies	All over Uttar Pradesh	2020-21	Safai Karmacharies	Providing hand holding services to NSKFDC
29	Skill Development Program	Jahangirpuri, Delhi	14th Dec - Continuing	Adolescent girls and women (900 in numbers)	To provide skill training and provide them job opportunity / exploring establishment of Micro Enterprise
30	Women Empowerment	JJ colony Rohini Sec 3 , New Delhi	June 2018- April 2019	women SHG members	Establishment of Micro Enterprise
31	Digital Literacy cum skill center	Mewat, Haryana	June 2018- Continued	Local Communities	Enhance Digital literacy skill among local communities and skill development.
32	Women rights	Jhangirpuri, New Delhi	November 2017- November 2020	Women	To bring Social, Economic, and Legal empowerment of Women particularly those belonging to the under privileged sections of society
33	Vocational Training cum tutorial classes	JJ colony, Rohini Sec 3, New Delhi	January 2018- continued	Youth and school children	Skill Training and capacity building

34	Women Empowerment	JJ colony Rohini Sec 3, New Delhi	November 2019- March 2020	women	Women empowerment
35	Non-farm sector promotion	Nuh, Mewat, Haryana	Sep 2017-2018		Training and capacity building
36	Targeted Intervention among Injecting Drug Users	Delhi	June 2013- Continued	IDUS	providing services to IDUs as per the guidelines of SACS. Project Was successfully completed and report was submitted AVN Society
37	Targeted Intervention among Injecting Drug Users	Ambala	2020-2021	IDUS	providing services to IDUs as per the guidelines of SACS. Project Was successfully completed and report was submitted AVN Society
38	Life Skill Education Programme	Rohini, Sec 6, New Delhi.	2012-2013	School Children	Life skill training among school children
39	Women Self Help Group	Mewat, Haryana	2017-2018	Women	Formation of SHG
40	Financial Literacy Program	Mewat, Haryana	2016-2017	Women	Beneficiary saving bank account have to be opened
41	LEDP	Mewat, Haryana	March 2016-2017	SHG Women	Capacity building and training



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