

# Annual Report 2016





## Building India through Public-Private Partnership

*“We need to raise our children to be true contributions  
to the world. The next generation  
should be better than us.”*

– Sadhguru

It is definitely sensible to go that way in certain areas because government infrastructure is already present, and there is no sense in building parallel infrastructure. For example, through Isha Vidhya, our rural education initiative, we are building one school in every district in Tamil Nadu, which will serve as a model school. But this cannot be a comprehensive solution because creating new infrastructure is an enormous task.

So we have been working with the government and now we have adopted 516 government schools in Tamil Nadu and Andhra Pradesh. A government school already has land, buildings and teachers. Many of the teachers are very dedicated, which has been a revelation for me. As part of the initiative, we brought in a few extra teachers, extracurricular activity for the children, and set systems to maintain

cleanliness and enhance the teaching process where needed. We are no longer bogged down with building infrastructure because it already exists. PPP would work wonderfully in an initiative like this.

Companies can also get involved in higher education. Right now, India’s higher education is just a numbers game. We produce 500,000 engineers but not even 50,000 are really employable. They get a degree that works only in the marriage market, nowhere else! I was speaking at the Indian office of one of the world’s largest truck manufacturers, and I was suggesting that they get involved with an engineering college and start training students right from the second year. This way, you can transfer your know-how, work ethic and quality standards right from college. Then you don’t have to struggle and start orienting them three

years later when you hire them. And because they have been trained by you, students will definitely have a certain loyalty towards you. So far, industries have only been thinking of recruiting from the best colleges. There is a lot of intellectual brilliance elsewhere. It is just that they have not had the exposure.

Another significant area where PPP can work is in children's nutrition. One of India's biggest problems is that nourishment levels are extremely low for most children between zero to four years of age. Medical science clearly tells us that if children don't get the right kind of nourishment in the first four years, their body and mind will not develop normally no matter what you do after that period. Those first four years are vital. As a part of this, we spoke to a group in the United States to create little vitamin tubes. These will be sweet to taste and a child can just suck upon it to get all the micronutrients necessary for his or her development. That little vitamin capsule can make a lot of difference, and it doesn't cost anything. Our estimates a few years ago put the cost at around twenty-seven paisa per child per day. Or if you can't give it every day, if it can be provided to the child even thrice a week, we would produce much healthier human beings.

Today, for at least sixty percent of the people in our villages, even their skeletal system has not grown to its full size.



Founder, Isha Education.

Generally, we always associate a villager with sturdiness. But if you look at the 18, 20-year-old boys in villages today, they look shrunken. When a fundamental aspect of the physical body does not grow to its full size, your brain will definitely not grow to its full potential either. We are in the process of producing a whole mass of substandard humanity. This is a quiet disaster happening in the nation. It is not like a tsunami or an earthquake – it does not make any noise, but it is progressing very quickly. Unless we invest in a big way in human health and education, we will continue to perpetuate this disaster.

The nation's economic aspirations and the tremendous economic upsurge we are witnessing right now could come to naught if we do not focus on these core areas. Health, nourishment and education are the key elements for a human being to live well. It is time that private corporations invest in these areas. This is not charity; this is an investment for the future. Charity is not a sustainable thing. But if we can make a contribution in terms of enhancing the competence and capability of those around us, that would be very effective. The biggest challenge in the future will be to find employable human resource. Investing in health and education will create a situation that all businesses will cherish. Even when a farmer plants a coconut tree, he waits ten years to see money. This is an investment for the future that must happen.

## Transforming the Educational Landscape of Rural India



### Isha Vidhya Established 2006

7,115 students  
60% on full scholarship  
9 Schools: Coimbatore, Erode, Nagercoil, Tuticorin, Cuddalore, Villupuram, Salem, Dharmapuri, Chittor, A.P.

### Government Partnership

72,000 students  
516 schools  
Tamil Nadu and Andhra Pradesh



Sadhguru established Isha Vidhya in 2006 towards building an India where high-quality school education is accessible and affordable to all children.

To realize this vision, Isha Vidhya has evolved a scalable model for providing quality education within the limitations of underdeveloped, rural communities. The model creates a holistic and nurturing environment in which youth can learn in a joyful manner and realize their full potential.

Supports government and private schools in select, critical areas which bring about significant enhancement in education quality and have the potential to trigger overall change in the public education system.

# An Education that Counts



India still lives in the villages. Despite considerable economic progress, poverty continues to pervade. Generation after generation, villagers have been stuck in the same suppressed socio-economic conditions without hope for escape. Education is the ladder to free them, to enable them to join in and contribute to the nation's growth.



## Isha Vidhya and Government Schools

Isha Vidhya's nine schools serve 7,115 rural children, from kindergarten to 11th Standard. 60% are supported on scholarships, and most are first generation learners. Another Isha Vidhya school is under construction, with plans to open one in each district of Tamil Nadu.

Isha Vidhya currently supports 56 government schools in Tamil Nadu and 460 in Andhra Pradesh, impacting 72,000 students and over 2000 teachers per year. Plans are underway to support more government schools in coming years.

## Expanding Horizons through Education

Although more and more Indian students are graduating with degrees, an increasing number are unequipped to get a job and succeed in life. The majority of rural schools still focus on rote learning rather than comprehension and critical thinking; the curriculum and methodology are often outdated and disconnected from the real world.

Isha Vidhya's dynamic education panel takes best practices from around the world and adapts them to work within the limitations of the rural setting. A continuous cycle of material development, pilot testing, training, and evaluations, ensures constant quality enhancement.

The greatest learnings and achievements of the students cannot be measured through marks. Yet while focusing on holistic learning rather than exams, Isha Vidhya has still achieved a 100% pass on 10th standard exams with an average student score of 87%.

“Education does not mean getting a certificate. Education should be about enhancing your horizons, about having a larger vision of life. But generally, just the reverse is happening.” – Sadhguru

# A Unique Methodology for Rural Schools

Isha Vidhya teachers receive extensive, on-going training to enhance their capabilities. At the same time, the scalable methodology is designed to reduce students’ dependence on the teachers for learning.



## The Right Environment and Holistic Approach

The modern infrastructure of Isha Vidhya schools includes spacious, well-lit classrooms and clean toilets, rarities in the village setting.

Isha Vidhya students are given relevant exposure and equipped with essential skills for the 21st century, yet without losing sight of the traditional wisdom and diversity of India.



## Transforming Teachers through Training

In addition to publishing its own textbooks and training materials, Isha Vidhya has conducted hundreds of academic training programs in private schools, government schools, and NGOs, impacting more than 4000 teachers, headmasters, and educators, touching the lives of approximately 6-8,00,000 students per year.

“Most of our teachers felt the Happy Classroom training was a life-changing experience. After the training, they are more involved in the school; there is a sense of belonging among them. This change reflects among the students, also.”

*Prabhakaran, School Coordinator, AMM group of schools, Chennai*



“Children learn in a stress-free environment. Discipline is maintained without physical punishment or harsh words. Mutual respect and cooperation are hallmarks of the school.” *Senthil Ganesan, Isha Vidhya Vice-Principal, Coimbatore*

## A Holistic Approach



Nutritionally balanced meals, fortified with essential vitamins



Medical check-ups, sports activities and daily yoga practice



Extra-curricular activities like dance, music and karate



Nature awareness through the ‘Little Green Hands’ project



Multi-sensory, activity-based learning stimulating learning on multiple levels



English-medium instruction and learning emphasizing language fluency at a young age



Interactive, discussion-based classes promoting analytical and critical thinking skills



Extensive libraries in print, audio, video with digital classrooms and computer materials

# Offering to the Wider Community

Isha Vidhya students and staff support the surrounding communities through health awareness campaigns, sports competitions, and yoga programs. For the 2016 International Day of Yoga, Isha Vidhya students and staff conducted yoga programs in over 100 schools, colleges & public groups, benefitting more than 55,000 lives.



“I was so surprised to find a student teaching me yoga! These students must be the youngest yoga teachers, yet they handle it so smoothly. I plan to get up and do yoga every day now.” *Sivakumar, Shopkeeper, Dharmapuri*



“Isha Vidhya’s medical camp was a huge support for me and my wife. We didn’t want to travel to a hospital, so were ignoring my wife’s health problems. The doctors at the health camp were so kind and even gave us the medicines we needed.” *Krishnakumar, fisherman, Cuddalore*



“I haven’t played games since my school days. The handball games and tournament that the Isha Vidhya school hosted, brought me back to my childhood. And our team had ages from teenagers to a 68 year-old! It was so much fun. I am looking forward to playing again next year.” *Subhashini, Nagercoil*



# Government School Support Program



## The impact in Andhra Pradesh

Based on the positive outcomes in Tamil Nadu, the Government School Support Program was extended to Chittoor district of Andhra Pradesh in 2015. In Andhra Pradesh, Isha Vidhya works directly with the government teachers and headmasters, who then implement the intervention programs with Isha Vidhya’s on-going guidance.

**460 schools**  
**1900 teachers trained**  
**38,000 students per year**

“After Isha’s training, our teachers are very interested to take the remedial classes. Our students are getting more practice and improving. The children are also becoming good at English.”  
*Sireesha, Headmaster, Bijiganipalli Government School Gudupalle, Chittoor Andhra Pradesh*

## The Outcome

- Over 60% of remedial students mainstreamed within one year of intervention
- 95% of teachers shared they would be able to create a happier classroom as a result of Isha Vidhya’s training
- Marked improvement in 10th Standard pass rates
- Distinct improvement in student & teacher English language skills

“Close to 10 million children study in the government schools of Tamil Nadu. Right now, the situation is not so palatable, but we can change that. It only takes a small amount of intervention to get them inspired, educated, and skilled. With a little bit of involvement, a lot can be done.” – *Sadhguru*

“Our students really enjoy the Magic English classes and are more excited to come to school. We are so happy with the content, even our teachers’ English is improving. We used to prepare 150 lunches every day, but after starting the Isha classes, we have to prepare 175 lunches as student attendance has increased.” *P.V Sumathi, Headmaster ZPHS Kangundhi. Kuppam, Chittoor, Andhra Pradesh*



# Volunteers and Donors Make it Happen



Volunteers from around the world make Isha Vidhya possible. Hundreds of volunteers support directly in the schools as well as supporting remotely. Isha Vidhya's management is comprised fully of volunteers. Land, infrastructure and student scholarships are all realized through the generosity of donors, both through individuals and CSR.

“The scholarship has not only fulfilled our dreams, but also the dreams of the people around this village. Our children will have a different life than we did.”

*R.K. Maivelan, father of Scholarship Student, Isha Vidhya, Villupuram*

“Having gone through the UK education system, I felt I knew what a good education was and what it meant for a student's future. So, upon hearing about Isha Vidhya, I thought I had a lot to offer. It was only when I arrived that I realised the immensity of what Isha Vidhya had already accomplished and its phenomenal goals for the future. I had nothing to “teach” as such, but I could observe and learn. From the dedication of the staff to the enthusiasm of the children, I was captivated by the intense involvement towards learning and the joyfulness with which everyone contributed to the process.”

*Logamathangi, student at Birbeck College, University of London, volunteer 2015*

“These students come from such humble backgrounds, many live in small huts with no bathrooms or water facility. But seeing them at school, in their clean uniforms, speaking fluently and confidently in English, you can't believe it. What I saw in Isha Vidhya, exceeded all my expectations.”

*Sujatha Sen, Mumbai, volunteer 2014-2016*

“Joy and education aren't two words I had put together before now, but that's how it was in Isha Vidhya. I can only hope there will be more Isha Vidhya schools in the future and that their influence will extend to the rest of India and beyond.”

*Janet Power, permaculturalist from Ireland, volunteer 2014*



## Changing Lives through Scholarships

Arul Kumar lives with his uncle, who is barely able to feed his kids and Arul from his income. When Arul joined Isha Vidhya with a full scholarship, he had a lot of anger and resentment which he expressed by tearing his own and others' notebooks. He used to disregard teachers' instructions, pick up other students' stationery items without permission and even walk out of class without checking with the teachers.

The teachers tried everything they knew, but continued to struggle to turn him around. His guardian offered no support. After many months, Arul finally started to respond to the teachers care and the nurturing environment. When he first started to smile, it brought tears to the eyes of his teachers. Today he is transformed. He listens to the teachers, completes his classwork, shares generously with other kids. His class teacher speaks with pride about this transformation, and shares that the new teachers can hardly believe her when she speaks of his past.



# Sadhguru and Isha Foundation



Sadhguru is a yogi, mystic and visionary who is the founder of Isha Vidhya, as well as Isha Foundation, a non-profit organization dedicated to the wellbeing of the individual and the world for the past three decades. Sadhguru's life and work have focused on helping human beings reach their ultimate potential through the inner science of yoga. A versatile speaker, his speaking engagements at global forums like the United Nations, TED, & the World Economic Forum, discuss issues as diverse as human rights, business values, and social, environmental and existential matters.

Isha Foundation is a non-profit volunteer organization that addresses all aspects of human wellbeing. From its powerful yoga programs for inner transformation to its inspiring social and environmental projects, Isha activities are designed to create an inclusive culture as a basis for global peace and development. Driven by a sense of oneness, love and a deep longing to reach out and share, millions of volunteers support the Foundation's work in over 300 centers across the globe.

## Isha Vidhya

### Board of Trustees

Sadhguru, Founder Trustee and Chairperson  
Swami Nisarga, M.E, Managing Trustee  
Maa Pradyutha, Correspondent – Isha Samskriti  
Ms. Bharathi Varadaraj, Correspondent – Isha Home School  
Mr. Prahlad Kakar, Advertising Guru  
Mr. Deepak Satwalekar, Ex-MD, HDFC Ltd. & HDFC Standard Life  
Mr. Dorairaj, Senior Advocate  
Mr. C. Prabhakar, Director – Gopalan Enterprises

### Advisory Committee

Mr. Vellayan Subbiah, MD, Cholamandalam Finance & Invst.  
Mr. K. Kumaran, Industrialist  
Mr. Shyam Prasad, Venture Capitalist

## Isha Education

Seeing an immense need, Sadhguru started various education projects to open the doors for children to realize their full potential.



Isha Samskriti



Isha Home School



Sadhguru School Africa



Isha Leadership Academy

Audited Accounts of Isha Vidhya  
for Financial Year 2015-2016

Income & Expenditure Statement (All figures are in INR (lakhs))			
Income for the year ended on	31-Mar-16	31-Mar-15	31-Mar-14
Earned / Self-generated income	515.63	475.02	407.29
Donations from Indian sources	515.26	340.62	192.17
Donations from International sources	25.22	9.84	10.06
Other income	66.90	21.25	10.08
Total Income	1,123.01	846.74	619.60
Expenditure for the year ended on	31-Mar-16	31-Mar-15	31-Mar-14
Programme related Expenses:			
Salaries & Benefits	460.17	376.48	316.38
Staff training	-	6.02	8.13
Office Support Expenses	86.00	74.50	71.69
Material procured (Consumables as Food / books / provisions)	181.27	140.24	139.61
Event registration & Public awareness exp	15.63	13.26	9.93
Student transport expenses	125.30	151.53	127.27
Depreciation on Building	147.81	127.14	111.81
Depreciation on assets other than Building	47.83	54.79	42.68
Other expenses	15.51	11.43	13.63
Total Expenditure	1,079.53	955.38	841.12
Surplus / Deficit	43.48	- 108.64	- 221.52

Balance Sheet (All figures are in INR (lakhs))			
Assets as on	31-Mar-16	31-Mar-15	31-Mar-14
Land & Building	1,508.84	1,356.57	1,246.75
Other Fixed Assets	667.51	420.86	270.59
Investments	698.34	25.27	-
Loans and advances	-	-	-
Deposits	2.67	3.86	25.64
For Capital Expenses	0.20	24.21	9.02
For Operating Expenses	12.41	16.87	8.40
Cash and bank balances	581.72	714.27	267.03
Other current assets	0.65	4.59	1.64
Inter concern transaction	50.66	-	133.77
Excess of expenditure over income	-	108.64	221.52
Total Assets	3,523.01	2,675.15	2,184.37
Liabilities as on	31-Mar-16	31-Mar-15	31-Mar-14
Trust/ Society/ Share-holder funds	-	-	-
Capital fund (unrestricted including corpus fund)	2,392.16	1,640.11	1,529.31
Loans & borrowings	86.30	86.30	86.30
Corpus and utilized earmarked fund transferred	863.12	850.28	508.68
Restricted/ Earmarked funds	109.26	72.19	35.52
Current liabilities and provisions	28.72	26.27	24.56
Excess of income over expenditure	43.48	-	-
Total Liabilities	3,523.01	2,675.15	2,184.37

Receipts & Payments Account (All figures are INR (in lakhs))			
Receipts for the year ended on	31-Mar-16	31-Mar-15	31-Mar-14
Opening Cash and Bank Balance	714.27	267.03	75.41
Earned/ Self-generated income	515.63	475.02	407.29
Donations from Indian sources	1,017.40	938.84	451.81
Donations from International sources	433.65	334.09	293.77
Closure of Deposit	-	-	-
Sale of Investments/Assets	6.50	-	-
Increase in current liability	2.45	1.72	14.08
Decrease in Current assets	33.60	-	94.24
Inter concern transaction	-	-	-
Other receipts	66.90	21.25	10.08
Total Receipts	2,790.39	2,037.96	1,346.69
Payments for the year ended on	31-Mar-16	31-Mar-15	31-Mar-14
Capital items/ assets purchased	601.06	442.06	368.52
Capital items/ assets purchased for beneficiaries	-	-	-
Increase in investments	673.06	25.27	-
Increase in Current assets	-	4.84	-
Decrease in Current Liability	-	-	-
Inter Concern transaction	50.66	78.06	24.50
Operating Expenses	883.88	773.45	686.63
Total Payments	2,208.67	1,323.69	1,079.66
Closing cash and bank balance	581.72	714.27	267.03

Notes:

Income and Expenditure statement

All figures pertain to Isha Vidhya Project. Relevant amounts which appear as part of the accounts of the Parent Trust (Isha Education) have also been identified and aggregated here to present a complete financial picture of the Isha Vidhya project.

All donations are received only in the name of the Isha Education Trust, which has the FCRA & 80G approvals.

Other Income includes Bank Interest appearing in Isha Education Accounts.

Buildings are appearing in the books of Isha Education trust but used exclusively for Project Isha Vidhya.

Fixed assets and Liabilities

The Fixed assets includes assets Rs.1,255.01 lacs, Rs.1,367.22 lacs and Rs.1518.43 lacs for the year 13-14,14-15 & 15-16 respectively appearing in the name of Isha Education used exclusively for Isha Vidhya.

The Loans & Advances includes Rs.9.06 lacs, Rs.31.00 lacs and Rs.0.21 lacs for the year 13-14, 14-15 and 15-16 respectively appearing in the name of Isha Education, all extended for project Isha Vidhya.

**Employees' salary as per slab table below as of 31st March 2016:**

Slab of gross salary (in Rs) plus benefits paid to staff (per month)	Male staff	Female staff	Total staff
Less than 5000	3	9	12
5,000 – 10,000	67	279	346
10,000 – 25,000	27	72	99
25,000 – 50,000	9	7	16
50,000 – 1,00,000	0	0	0
Greater than 1,00,000	0	0	0

**Staff remuneration declaration in Rupees as of 31st March 2016:**

Particulars	Name	Designation	Remuneration (in INR) [Gross yearly + benefits]
Operational Head of the organisation (including honorarium)	Vinod Hari	Project Head	0
Highest paid person in the organisation (staff or consultant)	Subhasis Pujapanda	Sr. Finance Manager	789570
Lowest paid person in the organisation (staff or consultant)	Soundarajan R	Consultant	9000

**Total Cost of International Travel by Board Members/Staff/ Volunteers on behalf of organisation for 2015-2016: None**

**Annual Gross Remuneration paid to members of your Statutory Governing Body by this organisation as of 31st March 2016.**

Name	Gross Remuneration per annum (in INR)	Position on board	No. of board meetings attended
Jagadish Vasudev	0	Founder Trustee & chairperson	0
Swami Nisarga	0	Managing Trustee	7
Bharathi Varadaraj	0	Trustee	7
Dorairaj	0	Trustee	0
Deepak Satwalekar	0	Trustee	0
Prahlad Kakar	0	Trustee	0
Prabakar C	0	Trustee	0
Maa Pradyuta	0	Trustee	7

**Amount reimbursed (in Rs.) to ALL Board members in the financial year 2015-2016 for the following items:**

Particulars	Amount (in INR)
International Travel	0
Domestic Travel	0
Local Conveyance	0
Entertainment Expenses	0
Others	0

Isha Vidhya is accredited with the following fundraising platforms:

- Give India
- Global Giving
- CAF India
- CAF America
- Tata institute of social science –CSR Hub
- Letz change
- United way of Mumbai
- Ficci CSR cell

Isha Vidhya has received the Gold rating from Guide Star India for Transparency for the year 2016.

We are deeply grateful to our sponsors:



“Unless we educate rural India, unless we create a competent population, there is no future for the nation.”  
– Sadhguru

*“How deeply you can touch another life  
is how rich your life is.”*

*– Sadhguru*

