

Voluntary Organisation Grading

Gramin Vikas Sewa Samiti

has been awarded a VO Grading of

**Crisil
VO 3B**

on October 29, 2025

This Grading indicates
'Average Delivery Capability and Moderate Financial Proficiency'

This grading is valid till: October 28, 2026



Jehani .

Binaifer F Jehani
Business Head
Crisil Intelligence

Voluntary organisation grading report

Gramin Vikas Sewa Samiti

November 2025



Important notice

Voluntary organisation (VO) grading is an independent opinion of Crisil on a VO's relative capability to achieve its objectives in a sustained manner. The grading is assigned, and this report is prepared based on the information and material available to us as provided by the VO, believing the same to be reliable, true and accurate. We do not guarantee the accuracy, adequacy, authenticity or correctness of such information and material, and the analysis based thereon, or the suitability of the grading for a particular purpose. The grading is not kept under surveillance and, therefore, represents our opinion as at the date of its assignment. We, however, recommend that the VO seek a review, if it experiences any significant changes/events in the next one year, which could impact its overall analysis by us, and in turn the grading assigned. We or our associates may have other commercial transactions with the company/entity.

The VO is permitted to use the grading and the report for one year from the assignment date, unless we suspend, withdraw or terminate the same earlier. Further, we may (but are not obliged to) revise the grading during the permitted period of use. If so, we may publish such change on our website or otherwise as deemed appropriate. The grading and the report are not a recommendation of any kind, including a VO or its suitability as a potential fund recipient. The grading is based on a VO's past performance and is not indicative of its performance going forward. Those using the grading and the report are advised to exercise their discretion in all matters relating to their dealings with the VO. The user accepts full responsibility for its decisions and actions taken using the grading and the report. We expressly disclaim any liability or responsibility with respect to the grading to the maximum extent permitted by law. By using the grading, the user accepts the foregoing. No part of this report may be reproduced by any means without prior written approval from us. We or our associates may have other commercial transactions with the company/entity. For the latest information on any outstanding grading, kindly visit www.crisil.com.

Crisil VO grading

VO 3B
Indicates
Average delivery capability and moderate financial proficiency

Delivery capability	Financial proficiency		
	High	Moderate	Low
Very strong	VO 1A	VO 1B	VO 1C
Strong	VO 2A	VO 2B	VO 2C
Average	VO 3A	VO 3B	VO 3C
Weak	VO 4A	VO 4B	VO 4C
Poor	VO 5A	VO 5B	VO 5C

VO grading is our independent opinion on a VO's relative capability to achieve its stated objectives in a sustained manner. This grading is not kept under surveillance and, therefore, represents our opinion as at the date of the assignment. We permit the VO to use the grading for one year from the date of assignment, unless we suspend, withdraw or terminate the same earlier. Further, we may (but are not obliged to) revise the grading during the permitted period of use.

Grading history:

None

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Fact sheet

Registered office	Gramin Vikas Sewa Samiti (GVSS) Bhaisahiya, Dudhaura, Basti – 272002, Uttar Pradesh T: +91 9616081836 \ +91 9452790333 E: graminup@gmail.com , gvsscsr96@gmail.com Website: www.gvssbst.com
Administrative office	Mohalla- Purana Dokkhana (Civil Line), Gandhi Nagar, Basti - 272001, Uttar Pradesh
Legal status	Registered Under The Societies Registration Act 21, 1860
Year of registration	1996
Founder	Ram Bodh
Operational areas	Uttar Pradesh
Staff	36 on-roll and four off-roll employees as on October 31, 2025
Thrust areas	
<ul style="list-style-type: none"> The VO is committed to empowering underprivileged communities through an array of initiatives. By facilitating access to quality education, healthcare and economic opportunities, the organisation aims to transform the lives of marginalised individuals, particularly women, youth and children. Furthermore, the organisation offers guidance on viable livelihood options, mentorship and counselling support to ensure informed decision-making. Beyond its focus on community development, the VO has also promoted environmental sustainability in rural areas by organising tree plantation drives, advocating conservation and educating residents on the importance of protecting the environment for a healthier future. Major thrust areas: <ul style="list-style-type: none"> – Healthcare and wellness – Social justice and human rights – Community development and outreach 	

Key strengths and monitorable

Our VO grading of GVSS reflects the following strengths:

- The GVSS has a clearly articulated vision and mission statement outlining its core purpose, values and objectives that guide its work
- A team of experts, comprising a president, vice president, secretary, treasurer, auditor and members—with over 20 years of experience in the social sector—manages the organisation
- Programmes are aligned with the vision, mission and goals of the GVSS
- Well-defined and established organisational structure in place
- Effective fund utilisation with majority funds used for programmatic expenses

Following monitorable partially offset the strengths:

- GVSS has a limited track record of executing corporate social responsibility (CSR)-funded projects, with most of its experience in government-funded projects
- The organisation has an undiversified resource mix, with majority of its income coming from grants, with the top four grants accounting for ~91% of its total grants in fiscal 2024-25
- GVSS has limited experience in managing large-scale projects, which may pose a challenge in scaling up its operations
- The organisation is heavily dependent on government funding, which may be subject to changes in government policies and priorities
- GVSS has a small human resources (HR) team with only three people, and the secretary and other board members are involved in major decisions, which may compromise the decision-making process and lead to potential conflicts of interest or biases

Key evaluation drivers

Profile

↑ **Established track record:**

- The GVSS is a non-profit, non-governmental organisation dedicated to serving the social sector since 1996 and is registered under society's Registration Act 21, 1860
- GVSS established its link directly to the state and Central governments and its systems offices throughout Uttar Pradesh
- GVSS has approvals under u/s 12A and u/s 80G of the Indian Income Tax Act since inception. It is also registered under CSR -1 of the Ministry of Corporate Affairs and, hence, is eligible for CSR funding support
- GVSS has been actively engaged in various community development programmes, addressing issues of children, women, youth and unprivileged groups. These programmes are based on community engagement, gender participation and ethical ecological values. GVSS works with rural communities and unprivileged groups in rural and urban localities across Uttar Pradesh playing a catalyst for facilitating the development process
- Since inception, the organisation is dedicated to serving underprivileged communities through various initiatives. Following are some of the initiatives undertaken by the VO:
 - Link worker scheme (district Basti): Ongoing, supported by Uttar Pradesh state AIDS control society, Lucknow
 - Targeted intervention project (district Lakhimpur Kheri): Ongoing, supported by Uttar Pradesh state AIDS control society, Lucknow
 - Installation of solar streetlight (district Deoria): Project period closed in August 2025, supported by BPCL
 - Jal Jeevan Mission (JJM) – Har Ghar Jal (district Ayodhya): Ongoing, supported by SWSM
 - CHILDLINE India Foundation (CIF)
 - Oil and Natural Gas Corporation Limited (ONGC) grant for facilities upgradation
- Currently, the VO is executing projects, including the production-oriented development of farmer producer organisations-interest differential (PODF-ID) and self-help groups (SHGs). The VO is also working with the Uttar Pradesh state AIDS control society (UPSACS) on two projects -- targeted intervention project and link worker scheme project. Additionally, the VO is collaborating with Srijanee Milk Producer Company Ltd on a project to support dairy farmers
- Currently the VO operates two projects in Basti and Lakhimpur Kheri in Uttar Pradesh

↑ **Well-articulated vision and mission:**

Clearly defined vision and mission statements

- The VO's vision and mission statements articulate its focus area. The message is clear to the staff, stakeholders, donors and beneficiaries.

Vision

- The vision is to build a society in which everyone enjoys equal rights, freedom, and opportunities, enabling people to live safe, dignified lives and express their creativity without fear of oppression or discrimination.

Mission

- Their mission is to empower communities by fostering dignity, self-worth and collective voice, enabling them to advocate for their rights, challenge discrimination and drive sustainable social change through capacity building, knowledge sharing and entrepreneurial development.

↑ **Governing Board:** VO currently has a nine-member governing Board with extensive experience in various aspects of the social sector. The Board meets every quarter to review the organisation's operational performance, discuss new partnerships and ideas, and assess project progress. During these meetings, the project head provides updates on key initiatives and the board reviews memoranda of understanding (MOUs) with stakeholders to ensure alignment and compliance. Monthly reports are submitted to the Board. Last AGM was held on August 18, 2025, in presence of Board of trustees and management committee.

↔ **Adequate HR policies:** GVSS has a separate HR team of three people. The secretary and senior management jointly manage HR functions including recruitment, training, compensation and employee assessment. The VO has formulated an HR policy and adheres to a formal structure for the selection and recruitment of new employees.

- VO receives a job application through print advertisement, job portal and referrals from current and former members, or other professional networks.
- Field-level recruitment is done on project-basis, followed by a personal interview.
- The secretary screens and shortlists the applicants for interview.
- Each applicant needs to fill out an application form. The shortlisted candidates are then interviewed by the secretary.
- Background verification is done for all applicants. The management interviews the candidates to understand and assess their passion and competencies towards VO's goals and objectives.
- VO has a comprehensive onboarding programme for new employees, featuring in-person training sessions, access to standard operating procedures (SOPs) and ongoing support. This programme ensures smooth transition of the new employees into their roles. It also ensures they are equipped with the knowledge, skills and resources necessary for their roles. Induction and orientation programmes are also conducted for all new employees.
- Employees are informed about the organisation's policies during induction. Any change in policy is communicated through the management committee.
- The VO has formulated policies for the welfare of the organisation and its stakeholders including safeguarding policy and POSH Policy.
- Additionally, while VO has not established a formal donor feedback mechanism, our interactions with both beneficiaries and donors suggest a high level of satisfaction with the VO's services.

↑ **Appraisal system:** The organisation has a well-defined appraisal methodology, which includes a daily progress report (DPR) to track daily activities and task completion. The system features a monthly closing process, ensuring regular review and progress assessment. It also offers a clear career progression pathway, followed by potential promotions to project coordinator and senior project coordinator every twelve months, based on individual performance, organisational needs and required service period completion.

Expansion plans:

- VO has submitted a proposal for 25 health camps to the Ircon International Limited which includes doctors, medicines, and medical camps at Sultanpur, Bahraich, Uttar Pradesh.

- VO has also submitted a proposal for 10 open gyms within the National Thermal Power Corporation and Bharat Petroleum Corporation Ltd (BPCL) campuses at Bhiwani, Haryana.
- VO plans to open a project site office in Bhiwani, Haryana, if the project gets approval.
- VO has also submitted a proposal for a mobile medical van to be stationed at BPCL in Sant Kabir Nagar, Uttar Pradesh.
- VO has also submitted renewal proposal to the state water and sanitation mission for Jal Jeevan Mission (JJM) – Har Ghar Jal in Ayodhya, Uttar Pradesh.

Programme

↑ **Focus area:** The organisation is committed to empowering underprivileged communities through a diverse array of initiatives. By facilitating access to quality education, healthcare and economic opportunities, GVSS aims to transform lives of marginalised individuals, particularly women, youth and children. Furthermore, the organisation offers guidance on viable livelihood options, mentorship support and counselling support to ensure informed decision-making. Beyond its focus on community development, GVSS also promotes environmental sustainability in rural areas by organising tree plantation drives, advocating conservation and educating residents on the importance of protecting the environment for a healthier future.

GVSS has also organised health awareness camps, HIV/AIDS awareness programmes and environmental awareness camps at schools to educate students and communities about the importance of health, hygiene and environmental conservation. These camps promoted eco-friendly practices, sustainability and social responsibility, shaping young minds to make informed choices and contribute to a sustainable future. Additionally, GVSS has established SHGs, farmer producer organisations and child line services to support the economic and social development of marginalised communities.

The organisation's commitment to empowering underprivileged communities has led to improved livelihoods, enhanced economic opportunities and a greater sense of social responsibility among its beneficiaries. By continuing to work towards its mission, GVSS aims to create an equitable and sustainable society, where all individuals have access to equal opportunities and resources. Some of the notable projects in the last few years are:

- **National Training Center for Technology and Management**

The VO offers basic computer courses to students between 11 and 18 years that have dropped out of school for a minimal fee of Rs 350 per student. Each batch is provided training for 3 months, with classes conducted at the homes of staff members and volunteers, providing a convenient and accessible learning environment for the students. The objective is to equip students with basic computer skills, thereby empowering them with the knowledge and skills necessary to pursue better career opportunities and improve their socio-economic prospects.

- **Collaboration with National Bank for Agriculture and Rural Development (NABARD)**

Joint liability groups (JLGs)

The VO entered into a memorandum of understanding with NABARD and State Bank of India (SBI) to implement a JLG scheme in Basti and Sant Kabir Nagar districts of Uttar Pradesh. Approval was granted for the formation of 200 JLGs in Basti district (Kaptanganj, Rudhauli and Parasurampur blocks) and 100 JLGs in Sant Kabir Nagar district (Semariyawan and Khalilabad blocks). The project was sanctioned in 2018, with an implementation period of three years, with JLG formation and financing was to be completed within one year. NABARD sanctioned grant assistance of Rs 2,000 per JLG, disbursed in instalments linked to the loan disbursement and regular repayment, totaling Rs 6 lakh across both districts.

Production-Oriented Development of Farmer Producer Organisations-Interest Differential (PODF-ID) scheme

The VO collaborated with NABARD to implement a project under the PODF-ID scheme for the formation and capacity building of an FPO in the dairy sector. The project was implemented in Khalilabad block, Sant Kabir Nagar district. Approval was granted in 2021 for the formation of one FPO, with NABARD sanctioning a grant assistance of Rs 11.44 lakh. The FPO has 558 farmers as shareholders and is engaged in the procurement and sale of various products, including animal feed, mustard oil, fertilisers, seeds and milk, to support the livelihoods of its member farmers.

Self-help groups and Micro Enterprise Development Programme (MEDP)

The VO has collaborated with NABARD, Lucknow to empower rural communities through the formation and support of SHGs. It has successfully formed over 500 SHGs in Basti and Sant Kabir Nagar districts under this initiative, promoting economic empowerment and fostering a sense of community and cooperation among the members. To enhance the economic viability of these groups, NABARD has provided credit linkage, enabling them to access financial resources and increase their sustainability.

One of the key focus areas of the SHG initiative is the MEDP on mushroom farming, implemented in Sant Kabir Nagar. Under this programme, SHG members receive training and stipends to start and manage their own mushroom farming enterprises. The results have been promising, with 96 members of the SHGs involved in mushroom production and sales, earning an average monthly income of Rs 5,115 per member. Additionally, 167 SHG members are engaged in toy-making, generating an average monthly income of Rs 6,480 per member. The organisation's partnership with NABARD has not only improved the economic prospects of these individuals but also promoted entrepreneurship, self-reliance and community development in the region.

- **Uttar Pradesh State AIDS Control Society (for Targeted Intervention Project)**

The VO has received a grant from UPSACS, Lucknow under the National AIDS Control Programme (NACP) to implement a targeted intervention project in Lakhimpur. The project aims to provide interventions among high-risk groups, including female sex workers (FSWs), injecting drug users (IDUs), men who have sex with men (MSM), transgenders (TGs) and migrant populations, as per the Government of India's guidelines.

The project ensures compliance with the Index Testing Campaign, which mandates HIV screening of spouses, sexual partners, injecting partners and biological children of people living with HIV (PLHIV). Additionally, the project conducts routine testing and listing of spouses and partners of identified HIV-positive clients.

The VO conducts strengthened outreach activities (SoAs) through micro-planning and organises outreach health camps for high-risk groups (HRGs) in Lakhimpur, providing them with condoms and sterile syringes to prevent HIV transmission. The project also ensures that all identified PLHIV are linked to anti-retroviral therapy (ART) centres and provided with the necessary medical services and treatment. Support and facilitation are provided to those not linked through routine counselling, with incentives available as per UPSACS's provisions.

- **Uttar Pradesh State AIDS Control Society (for Link Worker Scheme Project)**

The VO has received a grant from the UPSACS, Lucknow under NACP to implement the Link Worker Scheme. The scheme aims to provide HIV prevention, care and referral services to HRGs such as FSWs, IDUs, MSM and TGs, as well as to the general population in rural areas, especially vulnerable youth and women.

Under this scheme, link workers (LWs) and peer educators are placed at the community level to identify vulnerable individuals, provide HIV/AIDS awareness, promote safe behavioural practices, distribute condoms and facilitate access to integrated counselling and testing centres (ICTCs), ART centres and other health facilities. The scheme also emphasises referral and follow-up services for PLHIVs, ensuring their linkage with care, support and

treatment services. Special attention is given to bridge populations such as migrants, truckers and other mobile groups, who are at increased risk of HIV transmission.

The Link Worker Scheme is being implemented in Basti district, where an HIV/AIDS awareness programme is being run in 100 villages. Through this scheme, services are provided to over 20,000 people every year.

The scheme plays a critical role in ensuring early identification, testing and treatment initiation, and builds local capacity for HIV prevention through continuous community mobilisation, awareness campaigns and health education sessions. Strong referral linkages with government health services are also established, ensuring that those in need receive timely and effective care.

- **State Water and Sanitation Mission (SWSM)**

The VO received a grant to conduct awareness activities in Ayodhya under the SWSM, supported by the Namami Gange and Rural Water Supply Department. Through this initiative, the VO has reached out to 59,672 households in Ayodhya, educating community members about the quality and importance of pure drinking water to ensure better health as well as better sanitation practices. Additionally, 1,084 women have been trained to test the water quality, empowering them to take an active role in monitoring and maintaining the water supply in their communities.

- **CHILDLINE India Foundation**

The VO has made a significant impact to the lives of young people through its partnership with the CIF. Through contact point-based alternative education, the organisation has touched the lives of 4,800 young individuals, comprising 2,210 boys and 2,590 girls. This initiative has not only provided educational support but also helped to mainstream 1,501 children into government schools, with 806 boys and 695 girls benefiting from this opportunity.

In addition to educational support, the organisation has worked towards the repatriation and reuniting of children with their families. A total of 523 children were reunited with their families. Furthermore, the organisation has facilitated the education for 279 children through Open Basic Education (OBE) and the National Institute of Open Schooling (NIOS), with 175 boys and 104 girls benefiting. The organisation has also ensured that 494 children were produced before the Child Welfare Committee (CWC), ensuring their safety and wellbeing.

- **Oil and Natural Gas Corporation Ltd's grant for upgradation of facilities**

The VO received a grant from ONGC to upgrade the facilities at Janki Jeevan Bhavan, Gola Ghat, Ayodhya, by installing a 15 kW solar power plant and a 1,000 litres per hour (LPH) reverse osmosis (RO) water system, which provides over 150 students with access to pure drinking water and electricity, thereby creating a healthier and more sustainable living environment.

- **Bharat Petroleum Corporation Ltd's (BPCL) grant for solar plant installation**

The VO received a grant from BPCL to install solar plants at two locations: Shri Ram Ved Vidyalaya in Karsewakpuram, Ayodhya and Mahipura Community Health Center (CHC) in Bahraich district.

The installations of the 15 kW solar Exide plant and 15 kW Exide battery bank at Shri Ram Ved Vidyalaya, and the 15 kW solar plant at Mahipura CHC were successfully completed and have had a significant positive impact on the institutions and the communities.

The programme has benefited more than 200 students, who now have access to a reliable and sustainable source of energy, enabling them to access quality education and improve their academic performance. The institutions have also realised monthly savings of up to Rs 10,000, which have been utilised to improve the quality of education and healthcare services provided to the community.

- **Srijanee Milk Producer Company Ltd**

The management mentioned that the VO signed an MoU with Srijanee Milk Producer Company Ltd (FPO) on June 2, 2025, which is to be renewable in December 2025. Under this, the VO is responsible for providing training and capacity-building support to 2,200 members of the FPO. The VO organises five-day training camps to 30-35 farmers per batch. During these sessions, the VO trains the members on livestock rearing, milk production and maintenance, and connects them with milk cooling centres.

The training programme also covers soft skills for personality development, values and ethics, personal excellence, and leadership for transformation of the institute. The programme focuses on enterprise mindset, enterprise lifecycle management, stakeholder management and raising of resources as well. Additionally, it covers strategic management of producer organisations, including cooperatives, principles and practices of collectives, and preparation of sound business plans for FPOs.

The programme aims to develop enterprise skills and promote enterprise excellence among the members.

The training programme also emphasises the importance of governance, audit and legal compliance, as well as financial accounting. The members are trained on sustaining natural resources and emerging organic solutions. The programme also covers integrated learning guidelines, strategies for conversion of SHGs/farmer interest groups/JLGs into FPOs, and national policy for the promotion of FPOs. The members are also trained in business planning, organisation development and climate-smart crop management.

On the fourth day of the training, the members are taken on a field visit to gain practical experience and insights. The final day of the training focuses on input and output management, the value chain, agricultural marketing, supply and demand, and developing marketing strategies. The members are also trained in production supply chain management, rural marketing, value chain management, total quality management and export management.

The training programme is designed to equip the members with the necessary skills and knowledge to improve their livelihoods and contribute to the growth and development of the organisation.

Overall, the training programme is comprehensive and covers a wide range of topics that are relevant to the members of the FPO. The programme aims to promote personal excellence, enterprise skills and governance, while also focusing on sustainability, climate-smart practices and market management.

By the end of the training, the members are expected to have gained the necessary knowledge and skills to improve their productivity, income and wellbeing. Also, the VO is committed to providing ongoing support and guidance to the members to ensure that they are able to apply the skills and knowledge gained during the training in their daily lives.

Currently, the VO is executing several projects, including PODF-ID and SHGs. It is also working with UPSACS on two projects: the Targeted Intervention Project and the Link Worker Scheme. Additionally, it is collaborating with Srijanee Milk Producer Company Ltd on a project to support dairy farmers.

- ↑ **High awareness:** We have observed that the beneficiaries had high awareness and overall satisfaction with the programmes undertaken by the VO.
- ↑ **Utilisation and programme reports:** Utilisation and programme reports are made available as per the funding agencies' requirements. Also, as per management discussions, the funding agencies conduct evaluations every three years to confirm the utilisation of the capital provided. This ensures transparency and effective utilisation, thereby providing accountability to the funding agencies.
- ↑ **Programmes in line with GVSS's objectives:** The programmes undertaken by the VO are aligned with its vision and mission, organised into specific areas with quantifiable objectives. Fund allocation towards the programmes is in line with the VO's core focus of empowering marginalised communities through education, economic empowerment and

health initiatives. Currently, the VO is present in Uttar Pradesh, with strong focus on two districts: Lakhimpur Kheri and Basti. The VO's programmes in these districts aim to make a positive impact on the lives of marginalised communities, with a focus on health and wellness, and community development.

- ↳ **FCRA donation:** The trust has a valid FCRA certificate, which will remain in effect until March 2028. Although the trust last received a foreign donation in 2019 from PATH for a healthcare awareness programme targeting *kishori* (adolescent) girls, it does not receive any donation in foreign currency.
- ↳ **Impact assessment:** The VO does not undertake project-specific impact assessment of the programmes undertaken. However, it is required to submit an evaluation report to the State AIDS Control Society (SACS) for the Link Worker Scheme.
- ↳ **Process-oriented:** Majority of the programmes undertaken by the VO are government or PSU initiatives. The selection of beneficiaries is based on predetermined criteria. To ensure effective execution, the VO adheres to a detailed process and guidelines set forth by the funding agency, thereby guaranteeing a structured approach to programme implementation.
- ↳ **Grievance redressal mechanism:** The VO does not have a formal feedback mechanism for beneficiaries. As per management discussions, employees can directly approach the committee members or project leads in case of any grievance.

Processes

- ↳ **Operation processes and policies:** The VO has several policies and SOPs in place to ensure accountability and measure any deviation from its mission.

Following are the key SOPs and policies developed by Gramin Vikas Sewa Samiti

- Delegation of authority policy
- Financial and accounting policies and procedures manual
- Fraud and anti-corruption policy
- Gender policy
- Child protection policy
- Data protection manual
- Health and safety policy
- Policy on HIV/AIDS in the workplace
- IT policy and procedures
- Procurement policy
- HR policy
- Whistle blowing policy
- Sexual harassment policy
- Conflict of interest policy

- ↳ **Risk mechanisms:** At present, the VO does not have a dedicated internal audit team to undertake periodic programme and financial audits and ensure overall compliance. However, fund utilisation details are monitored, and

monthly statements of expenditure and quarterly fund utilisation reports are prepared and submitted to the funding agencies. The risk factors are primarily managed by the secretary.

- ↳ **Average feedback mechanisms for beneficiaries and donors:** The VO solicits feedback from its beneficiaries and stakeholders. However, it does not have a formal mechanism to record feedback. Interactions conducted by Crisil with the beneficiaries revealed a high level of satisfaction with the services provided by the VO.
- ↑ **Adequate reporting system:** The VO maintains registers for tracking daily operations. It maintains weekly project progress reports where the report format is fixed. However, the data is entered digitally by programme heads and project staff.

We believe that development of a dedicated and end-to-end management system or reporting software will ensure the VO is able to track project progress as well as maintain a robust database. The VO submits the following reports to funding agencies:

- Monthly statement of expenditures
- Quarterly fund utilisation report, outlining the financial aspects of the project

- ↳ **Average disclosure of operational information:** The VO maintains transparency by sharing its activities and achievements through quarterly meetings with Board members. The VO also submits a programme status report and fund utilisation reports to the funding agencies. The organisation releases an annual report at the end of each financial year. The VO's website serves as a repository of information, featuring registration details, major programmes, events, annual reports and audited financial statements. However, it is noted that the organisation's programmes executed after fiscal 2019 and audited financial statements for fiscal 2025 are not currently available on the website.

Financial proficiency

- ↳ Consolidated audited financial statements are prepared covering all the projects implemented by the VO.
- ↳ **Undiversified resource mix**
 - Over the years the organisation has executed projects which are majorly sponsored by the government and corporates, such grants received from the government and corporates are restricted and the designated funds are specific to the approved projects
 - In fiscal 2025, 71.03% of the income was generated from grants, 22.95% from donations received from individual donors, and 5.95% from income from computer training, which increased from 1.96% in the previous fiscal
- ↓ **High dependency on grants**
 - As of fiscal 2025, the VO was largely dependent on government grants for funding. The top four donors accounted for ~91% of the total grants
 - Higher dependency on income from government grants; down 3.27% in fiscal 2025

Particulars	FY25	FY24	FY23
Income from grants	114.28	132.75	99.49
Donation subscription	36.93	23.57	20.12
Income from government/institutional aided projects	0.11	0.10	0.10
Interest income	9.58	3.12	5.32
Total	160.90	159.54	125.03

- The VO has scope to diversify its donor base by sourcing funds from a diverse range of donors. Moreover, the organisation may further diversify its funding profile by undertaking initiatives to enhance its retail and corporate donations
- Further, the VO received grants for five projects from the government and one from a corporate entity. Additionally, it received donations from 2,968 donors, with the highest donation being Rs 1,600

Grant received	Amount as on March 31, 2025 (Rs lakh)	Amount as on March 31, 2024 (Rs lakh)
NABARD	2.96	2.40
Uttar Pradesh State AIDS Control Society (UPSACS) (for Targeted Intervention Project)	23.86	10.62
UPSACS (for Link Worker Scheme Project)	29.30	29.11
State Water and Sanitation Mission (SWSM)	23.25	35.20
CHILDLINE India Foundation (CIF), Basti	0.00	6.31
CIF, Balarampur CHILDLINE 1098 Service, Basti	0.00	6.22
Oil and Natural Gas Corporation Limited (CSR fund)	0.00	19.44
Bharat Petroleum Corporation Limited (CSR fund)	27.10	23.45
Srijanee Milk Producer Company Limited	7.83	0.00
Total	114.28	132.75

↑ **Effective fund utilisation**

- Programme expenses accounted for ~87.89% of the VO's total spends in fiscal 2025
- Personnel expenses accounted for ~6.09% of the VO's total spend during fiscal 2025
- Administrative costs account for around ~5.90% of total expenses during fiscal 2025
- Depreciation and amortization account for ~0.12% of total expenses during fiscal 2025

↔ **Moderate liquidity back-ups to cushion programme and other expenses**

- As on March 31, 2025, ~20.00% of the VO's total assets were held as cash and bank balances

↑ **Adequate financial reporting**

- Separate fund utilisation reports are prepared for all the projects implemented by the VO. These are also submitted to the respective corporates through which the VO is empanelled to execute the programme

↓ **Financial proficiency**

- The VO has maintained a limited corpus fund over the years. It should maintain adequate corpus fund to ensure its financial stability and ability to continue its operations effectively

About Gramin Vikas Sewa Samiti¹

Gramin Vikas Sewa Samiti (GVSS) was established by Ram Bodh, who served as the founder and president in 1996. He was driven by a passion to serve the underprivileged communities in Uttar Pradesh, with a focus on empowering them through education, healthcare and economic opportunities.

The foundation stone for GVSS's journey was laid with the registration of the organisation under the Societies Registration Act, 1860. As a non-profit, non-governmental organisation, GVSS has been operating with the sole objective of delivering community development programmes to the needy population in Uttar Pradesh.

Over the years, GVSS has significantly expanded its reach and impact, benefitting over 90,000 individuals across various districts, particularly in Basti and Lakhimpur Kheri. The organisation is dedicated to delivering a range of services, including education, healthcare and economic empowerment, to all needy individuals in the region. GVSS's core focus areas include providing access to quality education, promoting healthcare and wellness, and fostering economic development through self-help groups and livelihood initiatives.

GVSS's programmes have been designed to positively impact the lives of its beneficiaries. The organisation has implemented various initiatives, including the National Training Centre for Technology and Management, which has provided basic computer classes to students who have dropped out of school; joint liability groups (JLGs) - 200 JLGs in Basti district and 100 JLGs in Sant Kabir Nagar district; production-oriented development of farmer producer organisations - interest differential (PODF-ID), which has supported 558 farmers as shareholders; and self-help groups and Micro Enterprise Development Programme, which has formed over 500 SHGs and benefitted 96 members involved in mushroom production and sales, and 167 members involved in toy-making.

In addition, GVSS has collaborated with government agencies such as the UPSACS to implement the Targeted Intervention Project and the Link Worker Scheme Project, reaching over 20,000 people per year in 100 villages of Basti district. The organisation has also partnered with the SWSM to conduct awareness activities in Ayodhya, reaching 59,672 households.

The services provided by GVSS include:

- Education and vocational training, including alternative education and mainstreaming of children into government schools, with 1,501 children successfully mainstreamed and 279 children benefitting from education through Open Basic Education (OBE) and National Institute of Open Schooling (NIOS)
- Healthcare and wellness programmes, including health awareness camps and HIV/AIDS awareness programmes
- Economic empowerment through SHGs and livelihood initiatives, including the formation of over 500 SHGs and the support of 2,200 dairy farmers through the Srijanee Milk Producer Company Limited
- Community development and outreach programmes, including the Link Worker Scheme Project and the CIF partnership, which has reached over 4,800 beneficiaries
- Environmental conservation and sustainability initiatives, including the installation of solar plants and the promotion of eco-friendly practices

The organisation has a team of dedicated professionals, including project managers, accountants, counsellors, and supervisors, who work tirelessly to deliver these services to the beneficiaries. GVSS has plans to expand its operations and services, with a focus on increasing its impact and reach. The organisation aims to set up new projects and initiatives,

¹ As per data shared by Gramin Vikas Sewa Samiti

including a proposed project with the Ircon International Limited, and has submitted proposals for various other projects, including the installation of solar plants and upgradation of facilities.

Through these initiatives, GVSS continues to empower communities, fostering sustainable development and improving the lives of underprivileged individuals across Uttar Pradesh. With its strong vision, dedicated team and commitment to community development, GVSS is poised to make a lasting impact in the region.

Profile²

Organisation

Track record	<p>Proven</p> <ul style="list-style-type: none"> Gramin Vikas Sewa Samiti is a non-profit, non-governmental organisation working in the social sector since 1996. It is registered under the Societies Registration Act, 1860 The organisation was founded by Ram Bodh with an aim to empower underprivileged communities in Uttar Pradesh through education, healthcare, and economic opportunities. The VO is a vital community development hub in the region Its presence is predominantly in the districts of Basti and Lakhimpur Kheri of Uttar Pradesh The VO has significantly expanded its reach and impact, benefiting over 90,000 individuals across various districts, particularly in Basti and Lakhimpur Kheri. The organisation has implemented many welfare programmes by the National Training Center for Technology and Management, JLGs, Production-Oriented Development of Farmer Producer Organisations - Interest Differential (PODF-ID) and SHGs and the Micro Enterprise Development Programme, These initiatives have helped to form more than 500 SHGs, supported 558 farmers and benefited 96 members in mushroom production and 167 members in toy making. In addition, the organisation has collaborated with government agencies, reaching over 20,000 people per year in 100 villages, and partnered with the SWSM to reach 59,672 households. The organisation has also mainstreamed 1,501 children into government schools, provided education to 279 children and supported 2,200 dairy farmers, reaching over 4,800 beneficiaries through its partnership with the CIF. It also provide welfare services to 523 children through repatriation and restoration, and 494 children through production before the CWC, making a lasting impact in the region
Vision and mission	<p>Clearly defined statements</p> <ul style="list-style-type: none"> The vision and mission statement provides a clear picture of its focus areas and fundamental values that guide its journey The VO's vision and mission statement focuses on empowering underprivileged communities through education, healthcare and economic opportunities, promoting sustainable development and improving the quality of life of its beneficiaries
Strategic planning	<ul style="list-style-type: none"> The organisation develops plans to achieve the objectives of its ongoing projects, including identifying necessary resources such as funding, personnel and infrastructure, as well as exploring opportunities for expansion into new areas. These plans are discussed at management and team meetings and updated regularly The President, Secretary, and the management committee meet quarterly to review the progress of the organisation's operations and the strategic objectives of the VO. The senior team is actively involved in the management of the organisation, including day-to-day operations, strategy development and implementation

² As per details shared by Gramin Vikas Sewa Samiti

	<ul style="list-style-type: none"> • The VO plans to expand its operations and services, with a focus on increasing its impact and reach. The organisation has submitted several proposals for new projects, including: <ul style="list-style-type: none"> – A proposal for 25 health camps to Ircion International Limited, which will provide medical services, including doctors and medicines, in districts of Sultanpur and Bahraich of Uttar Pradesh. – A proposal for 10 open gyms to National Thermal Power Corporation and Bharat Petroleum Corporation Limited in Bhiwani, Haryana. – A plan to open a project site office in Bhiwani, Haryana, subject to the approval of the proposed project. – A proposal for a mobile medical van to Bharat Petroleum Corporation Ltd in Sant Kabir Nagar, Uttar Pradesh. – A renewal proposal to the SWSM for the Jal Jeevan Mission (JJM) – Har Ghar Jal in Ayodhya, Uttar Pradesh. • These strategic expansions are expected to increase the VO's impact and reach, enabling the organisation to achieve its targeted interventions and create a broader social impact • The VO plans to strengthen its existing programmes, such as the Self-Help Groups and Micro Enterprise Development Programme, and explore new partnerships and collaborations to enhance its reach and impact. It also aims to increase its outreach and impact in the districts of Basti and Lakhimpur Kheri and expand its service areas, including the installation of solar plants and the upgradation of facilities
Reputation	<ul style="list-style-type: none"> • Strong community relationships: GVSS has maintained strong relationships with the communities in its areas of operation, particularly in Uttar Pradesh, through its projects and initiatives • Partnerships: The organisation has partnerships with a number of corporations, knowledge partners and technology partners to deliver a range of services that drive social welfare and development, contributing to a better society. Some of the partnerships of GVSS are as follows: <ul style="list-style-type: none"> – NABARD: The VO has partnered with NABARD to implement JLGs and PODF-ID schemes, aiming to empower rural communities and promote economic development. – UPSACS: It has partnered with UPSACS to implement the Targeted Intervention Project and the Link Worker Scheme project, focusing on HIV/AIDS awareness and prevention among high-risk groups. – Srijanee Milk Producer Company Ltd: The VO has signed an MOU with Srijanee Milk Producer Company Ltd to provide training and capacity-building support to dairy farmers, promoting economic empowerment and sustainable livelihoods. – ONGC and BPCL: It has partnered with ONGC and BPCL to implement projects, including the installation of solar plants and upgradation of facilities, promoting sustainable development and energy access. – SWSM: The VO has partnered with the SWSM to conduct awareness activities for pure drinking water and sanitation practices, promoting health and hygiene among rural communities.

	<ul style="list-style-type: none"> – Government endorsements: The VO has received endorsements from government agencies, such as the Ministry of Education, for its initiatives, facilitating its promotion and implementation nationwide. – Collaboration with other organisations: The VO has collaborated with organisations, such as CHILDLINE India Foundation, to provide educational support, repatriation and restoration services for children, promoting child welfare and protection. • Community outreach: It conducts awareness activities and outreach programmes to educate communities about various issues, including health, sanitation and environmental conservation, promoting social awareness and behaviour change
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Board and management³

Management committee	<p>Seasoned individuals and well-known personalities</p> <ul style="list-style-type: none"> • GVSS has a nine-member board of trustees, with extensive experience in various aspects of the social sector. The committee members are well-established individuals in Uttar Pradesh, bringing a diverse range of skills and expertise to the organisation's leadership • The board of trustees includes Ram Bodh, Vineet Nishad, Ambuj Kumar Yadav, Ram Kawal Yadav, Ram Pher Yadav, Vidhyawati Yadav, Kateki Devi, Janak Dulari and Subin B George (refer to page 43 for the experience of the board members) • The chairman, secretary and the management committee meet quarterly to review the progress of the organisation's operations and other strategic objectives. During these meetings, the project head provides updates on key initiatives, and the board reviews MoUs with stakeholders to ensure alignment and compliance • At these meetings, the members also review the policy framework, programme achievements and coverage status, operational and manpower-related challenges, strategies and the key performance indicators assigned to these strategies • The GVSS conducted its last annual general meeting (AGM) on August 18, 2025 • At present, there is no Board rotation policy in place
Senior management team	<p>Adequately experienced; yet to formulate succession plan</p> <ul style="list-style-type: none"> • GVSS is headed by President Ram Bodh, who is supported by a team of experienced professionals, including vice president Vineet Nishad and secretary Ambuj Kumar Yadav, with adequate experience in managing social sector programmes • Ambuj Kumar Yadav, the secretary of the organisation, plays a crucial role in the organisation's management and operations. He has been with the organisation for 14 years and has a post-graduate degree • Yadav is responsible for overseeing the day-to-day operations of the organisation, including managing the HR functions, such as recruitments, training, compensation and employee assessment

³ Based on our discussion with the Gramin Vikas Sewa Samiti

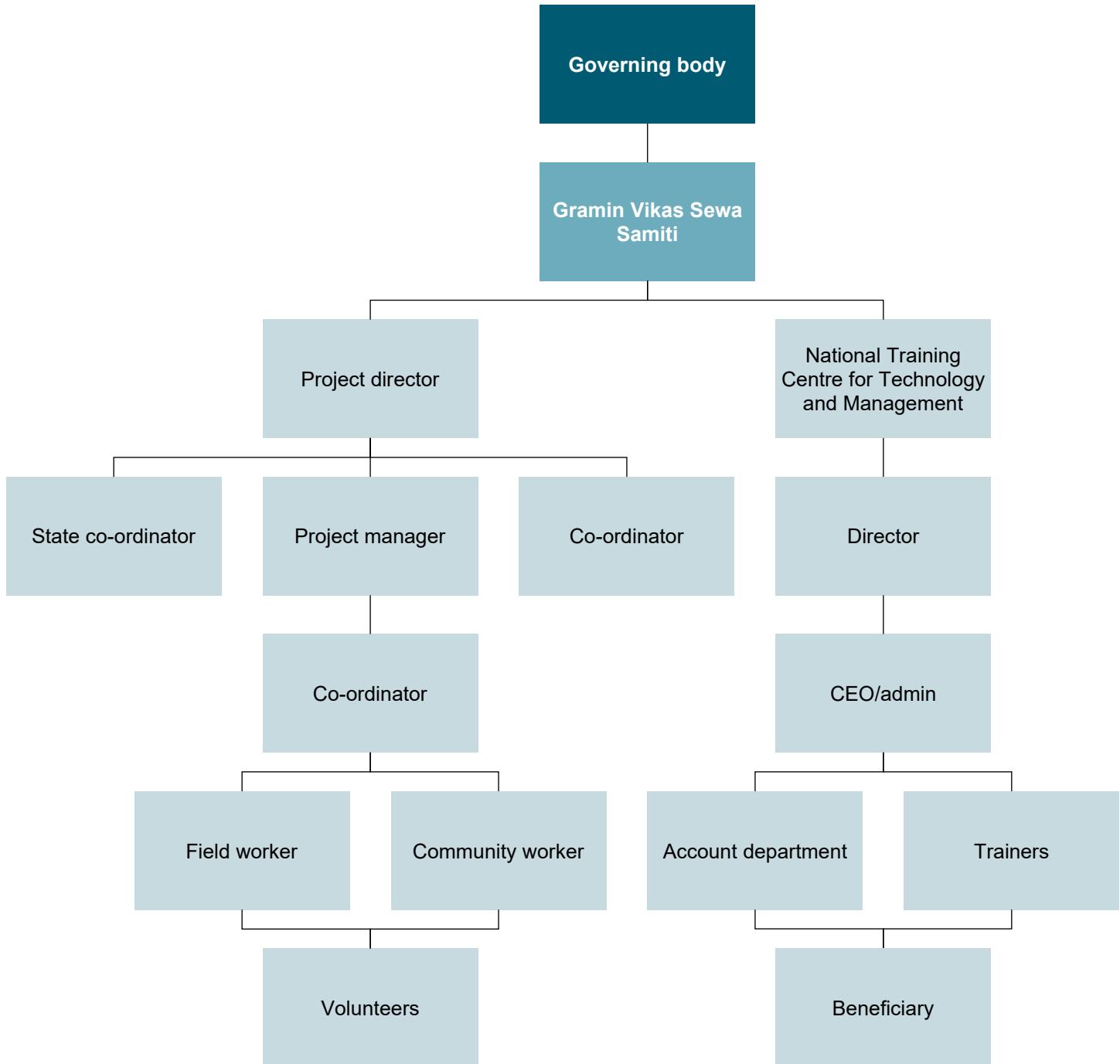
	<ul style="list-style-type: none"> • He is also involved in managing the organisation's finances, including preparing and submitting reports to funding agencies and ensuring compliance with regulatory requirements • The VO does not have well-identified departments and heads. There is no hierarchy and there is high dependence on the management committee. This limits their ability to focus on core areas. Hence, we believe that the VO should have a formal hierarchy in place to facilitate efficient operational flow
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HR

HR function	<ul style="list-style-type: none"> • GVSS has a small, dedicated HR department, consisting of three people, but the secretary, and other senior management members are also involved in HR-related decisions, which may indicate a lack of clear separation of roles and responsibilities, and potentially lead to conflicts of interest or biases in decision-making • The organisation has established basic HR functions, including recruitment, training, compensation and employee assessment, but there is scope for further development and formalisation of these processes • GVSS has formulated an HR policies • At present, the process of recruiting staff and operational personnel is through a combination of print advertisement, job portal, and referrals from current and former members, or other professional networks, followed by an interview process • The VO conducts background verifications of applicants, and the management committee conducts thorough interviews to understand and assess their objectives and competencies • Any change in policy is communicated through the management committee to all employees • The VO has an informal structure to redress grievances and beneficiaries can directly approach the board members in case of any grievances • The VO seeks feedback from its beneficiaries and other stakeholders and has an informal mechanism to record them. Interactions indicate that beneficiaries are satisfied with the VO's services
HR processes	<p>Scope for improving HR processes</p> <ul style="list-style-type: none"> • The organisation should establish a formal feedback mechanism for beneficiaries and donors to ensure that their concerns are addressed promptly and effectively • The organisation should consider establishing a dedicated HR department to ensure clear expectations, compliance, employee engagement and talent management. This would help to promote a culture of transparency, accountability and continuous improvement, ultimately leading to better outcomes and increased impact <p>Appraisal process</p> <ul style="list-style-type: none"> • GVSS has a well-defined appraisal methodology, which includes a daily progress report (DPR) to track daily activities and task completion. The system features a monthly closing process, ensuring regular review and assessment of progress. However, the organisation should consider establishing a formal annual appraisal structure, including key result areas (KRAs)

	<p>that take into consideration employees' individual skill sets, outreach methods, feedback from beneficiaries, and soft skills</p> <ul style="list-style-type: none"> • The appraisal process should include periodic check-ins to ensure employee growth and development, alignment of an individual's values with the organisation's goals, and a more productive and motivated workforce. By establishing a comprehensive appraisal process, GVSS can unlock the full potential of its employees and ultimately achieve its mission and vision.
Organisational structure	<ul style="list-style-type: none"> • The Secretary and the Board members are involved in the day-to-day operations, such as complaint resolution, conflict management and other tasks, which can be challenging and may lead to inefficiencies. This informal structure may hinder the organisation's ability to scale and adapt to changing circumstances, ultimately impacting its long-term sustainability. The lack of a formal structure can also lead to overlapping of roles, inadequate decision-making processes, and insufficient accountability and transparency • To address this limitation, the VO should further strengthen its existing separate divisions for human resources, administration, information technology, finance, and operations by delegating clear roles and responsibilities to the respective department heads. Although the VO has separate departments, the Secretary's involvement in every decision may hinder the autonomy of these departments. By empowering department heads to make decisions within their respective domains, the VO can facilitate efficient operational flow, improve overall efficiency, effectiveness and sustainability, and better position itself for long-term growth and success. This would also enable the organisation to ensure that decision-making processes are well-defined and transparent, ultimately leading to better outcomes and increased impact
Staff composition	<p>Experienced staff</p> <ul style="list-style-type: none"> • Classification based on hospital staff <ul style="list-style-type: none"> – The VO has 36 employees on its payroll and four employees off-roll
Expansion plans	<ul style="list-style-type: none"> • The VO has plans to extend the scope of intervention of its existing programmes by sponsoring and providing training and capacity-building support to dairy farmers. The programme would focus on holistic development and monitor the progress of the farmers continuously to ensure they improve their livelihoods • The VO also has expansion plans, including: <ul style="list-style-type: none"> – Establishing 25 health camps in Sultanpur, Bahraich, Uttar Pradesh, in partnership with Ircon International Limited – Setting up 10 open gyms in Bhiwani, Haryana, in partnership with National Thermal Power Corporation and Bharat Petroleum Corporation Ltd – The establishment of a project site office in Bhiwani, Haryana, will be undertaken by the company if it is awarded the project. – Introducing a mobile medical van in Sant Kabir Nagar, Uttar Pradesh, in partnership with Bharat Petroleum Corporation Ltd – Renewing its proposal for the Jal Jeevan Mission (JJM) – Har Ghar Jal in Ayodhya, Uttar Pradesh, with the State Water and Sanitation Mission

Organogram of the VO



Programme⁴

Niche programme	<ul style="list-style-type: none"> • The VO is dedicated to empowering underprivileged communities through a diverse array of initiatives, with focus on education, healthcare and economic opportunities, in Uttar Pradesh • By providing access to quality education, healthcare and economic opportunities, GVSS has been able to positively impact the lives of many marginalised individuals, particularly women, youth and children • It has a track record of executing the following major programmes: <ul style="list-style-type: none"> – National Training Centre for Technology and Management: The VO offers basic computer classes to school dropout students aged between 11 and 18, with a minimal fee structure. These classes are conducted in the homes of staff members and volunteers, providing a convenient and accessible learning environment for the students. The primary objective of this initiative is to equip these students with basic computer skills, thereby empowering them with the knowledge and skills necessary to pursue better career opportunities – Joint liability groups (JLGs): The VO partnered with NABARD and SBI to implement a JLG scheme in two districts of Uttar Pradesh (Basti and Sant Kabir Nagar). The project, sanctioned in 2018, aimed to form 300 JLGs (200 in Basti and 100 in Sant Kabir Nagar) within 1 year. NABARD provided a grant of Rs 2,000 per JLG, totalling Rs 6 lakh, which was disbursed in instalments based on loan repayment performance – Production-Oriented Development of Farmer Producer Organisations – Interest Differential (PODF-ID): The VO partnered with NABARD to form a farmer producer organisation (FPO) in the dairy sector in Sant Kabir Nagar district, Uttar Pradesh, under the PODF-ID scheme. The project, approved in 2021, received a grant of Rs 11.44 lakh from NABARD. The FPO, with 558 farmer shareholders, procures and sells products such as animal feed, oil, fertilisers, seeds and milk, supporting the livelihoods of its member farmers – Self-help groups and Micro Enterprise Development Programme: The VO has collaborated with NABARD to form and support over 500 self-help groups (SHGs) in Basti and Sant Kabir Nagar districts, promoting economic empowerment and community development. Through the Micro Enterprise Development Programme, SHG members have started mushroom farming and toy-making enterprises, earning average monthly incomes of Rs 5,115 and Rs 6,480, respectively. This initiative has improved economic prospects, promoted entrepreneurship and fostered self-reliance among rural communities – Uttar Pradesh State AIDS Control Society (UPSACS) (for Targeted Intervention Project): The VO has collaborated with UPSACS to implement a Targeted Intervention (TI) Project in Lakhimpur, aiming to provide HIV interventions to high-risk groups, including female sex workers (FSW), injecting drug users (IDU), men who have sex with men (MSM), transgender (TG), and migrant populations. The project ensures compliance with the National AIDS Control Programme (NACP) guidelines and provides services such as HIV screening, distribution of condoms and sterile syringes, and linkage to anti-retroviral therapy (ART) centres. The project also conducts strengthened outreach activities (SoA)
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⁴ As per details shared by Gramin Vikas Sewa Samiti

	<p>through micro-planning and organises outreach health camps for high-risk groups (HRGs) in Lakhimpur, providing them with necessary medical services and treatment, and supporting those not linked to ART centres through routine counselling and incentives</p> <ul style="list-style-type: none"> – UPSACS (for Link Worker Scheme): The VO has collaborated with UPSACS to implement the Link Worker Scheme (LWS) under the NACP, aiming to provide HIV prevention, care and referral services to HRGs and vulnerable populations in rural areas. The scheme places link workers and peer educators at the community level to provide HIV/AIDS awareness, promote safe behavioural practices, distribute condoms, and facilitate access to integrated counselling and testing centres (ICTCs), ART centres, and other health facilities. The project, being implemented in Basti district, covers 100 villages and serves over 20,000 people annually, with focus on early identification, testing and treatment initiation, as well as building local capacity for HIV prevention through continuous community mobilisation, awareness campaigns and health education sessions, ultimately ensuring timely and effective care for those in need – State Water and Sanitation Mission (SWSM): The VO received a grant to conduct awareness activities in Ayodhya under the SWSM, supported by the Namami Gange and Rural Water Supply Department. Through this initiative, the VO has reached out to 59,672 households in Ayodhya, educating community members about the quality and importance of pure drinking water to ensure better health and sanitation practices in the region. Additionally, 1,084 women have been trained to test water quality, empowering them to take an active role in monitoring and maintaining the water supply in their communities – CHILDLINE India Foundation (CIF): The VO has made a significant impact on the lives of 4,800 young individuals, comprising 2,210 boys and 2,590 girls, through its partnership with the CIF and its alternative education initiative. The programme has not only provided educational support but also facilitated the mainstreaming of 1,501 children into government schools, with 806 boys and 695 girls benefiting from this opportunity. Additionally, the organisation has successfully restored 523 children to their families, reunited 279 children with education through Open Basic Education (OBE) and National Institute of Open Schooling (NIOS), and ensured the safety and well-being of 494 children by producing them before the Child Welfare Committee (CWC), ultimately making a positive difference in the lives of these young people – Oil and Natural Gas Corporation Ltd (ONGC) grant for upgradation of facilities: The VO received a grant from ONGC to upgrade the facilities at Janki Jeevan Bhavan, Gola Ghat, Ayodhya, by installing a 15 kilowatt (kW) solar power plant and a 1,000 Litres Per Hour (LPH) RO (Reverse Osmosis) water system. This upgrade provides over 150 students with access to pure drinking water and natural electricity, thereby creating a healthier and more sustainable living environment – Bharat Petroleum Corporation Ltd (BPCL) grant for solar plant installation: The VO has successfully installed solar plants at two locations, Shri Ram Ved Vidyalaya and Mahipura Community Health Centre (CHC), with the support of a grant from BPCL, resulting in a significant positive impact on the institutions and the communities they serve. The installation of the 15 kW solar plants has benefited over 200 students, providing them with a reliable and sustainable source of energy, and enabling them to access quality education and improve their academic performance. The institutions have also realised monthly
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	<p>savings of up to Rs 10,000, which are being utilised to enhance the quality of education and healthcare services, ultimately improving the overall well-being of the community</p> <ul style="list-style-type: none"> – Srijanee Milk Producer Company Ltd project: As informed by management, the VO signed a memorandum of understanding (MoU) with Srijanee Milk Producer Company Ltd (FPO) on June 2, 2025, which is renewable in December 2025. Under this programme, the VO is responsible for providing training and capacity-building support to 2,200 members of the FPO. The VO organises 5-day training camps in batches of 30-35 farmers per batch. During these training sessions, the VO trains the members on livestock rearing, milk production and maintenance, and connects them with milk cooling centres • The VO has a strong presence in Uttar Pradesh, with focus on the districts of Lakhimpur Kheri and Basti, and aims to expand its reach to other areas
Geographical coverage	<ul style="list-style-type: none"> • Over the years, the VO has significantly expanded its reach and impact, benefitting over 90,000 individuals across various districts, particularly in Basti and Lakhimpur Kheri • The VO also has expansion plans, including: <ul style="list-style-type: none"> – Establishing 25 health camps in Sultanpur and Bahraich in Uttar Pradesh, in partnership with Indian Railway Construction International Ltd – Setting up 10 open gyms in Bhiwani, Haryana, in partnership with National Thermal Power Corporation and Bharat Petroleum Corporation Ltd – The establishment of a project site office in Bhiwani, Haryana, will be undertaken by the company if it is awarded the project. – Introducing a mobile medical van in Sant Kabir Nagar, Uttar Pradesh, in partnership with Bharat Petroleum Corporation Ltd – Renewing its proposal for the Jal Jeevan Mission (JJM) – Har Ghar Jal in Ayodhya, Uttar Pradesh, with the State Water and Sanitation Mission
Stakeholder participation	<ul style="list-style-type: none"> • As part of programme monitoring, funding agencies usually evaluate the progress of GVSS' programmes to confirm the utilisation of grants. This ensures transparency and effective utilisation to the donor • The VO receives grants and donations from government agencies, corporates and individual donors, including UPSACS, ONGC, BPCL and Srijanee Milk Producer Company Ltd. Due to the goodwill of the organisation and its trustees, GVSS manages to secure funding from its existing donors and through the contacts of the trustees, whenever it requires funds • The utilisation and programme reports are made available to funding agencies and donors on request. This results in better documentation of the project's progress and external review of the programme • The VO's attrition rate is less than 10%; most of its employees have been working with it for several years
External relations	<ul style="list-style-type: none"> • Strong community relationships: The VO has maintained strong relationships with communities in its areas of operation, particularly in Uttar Pradesh, through its projects and initiatives

	<ul style="list-style-type: none"> • Partnerships: GVSS has partnerships with a number of corporations, knowledge partners and technology partners to deliver a range of services that drive social welfare and development, thereby contributing to a better society. Some of the partnerships of GVSS are as follows: <ul style="list-style-type: none"> – NABARD: GVSS has partnered with NABARD to implement JLGs and PODF-ID schemes, aiming to empower rural communities and promote economic development – UPSACS: GVSS has partnered with UPSACS to implement the Targeted Intervention and Link Worker Scheme projects, focusing on HIV/AIDS awareness and prevention among high-risk groups – Srijanee Milk Producer Company Ltd: GVSS has signed an MoU with Srijanee Milk Producer Company Ltd to provide training and capacity-building support to dairy farmers, promoting economic empowerment and sustainable livelihoods – ONGC and BPCL: GVSS has partnered with ONGC and BPCL to implement projects, including the installation of solar plants and upgradation of facilities, promoting sustainable development and energy access – SWSM: GVSS has partnered with SWSM to conduct awareness activities for pure drinking water and sanitation practices, promoting health and hygiene among rural communities – Government endorsements: GVSS has received endorsements from government agencies, such as the Ministry of Education, for its initiatives, facilitating their promotion and implementation nationwide – Collaboration with other organisations: GVSS collaborates with organisations such as CHILDLINE India Foundation to provide educational support, repatriation and restoration services for children, promoting child welfare and protection • Community outreach: GVSS conducts awareness and outreach programmes to educate communities about various issues, including health, sanitation and environmental conservation, promoting social awareness and behaviour change
Beneficiaries	<ul style="list-style-type: none"> • The VO solicits feedback from its beneficiaries and stakeholders. However, it does not have a formal mechanism to record feedback. Crisil's interactions with the beneficiaries revealed high satisfaction with the services provided by the VO
Social impact	<ul style="list-style-type: none"> • The VO does not perform project-specific impact assessments of the programmes it undertakes. However, it is required to submit an evaluation report to the SACS for the Link Worker Scheme.

Process⁵

Documentation

Policy framework	<ul style="list-style-type: none"> The VO has developed and implemented various operational, programmatic and financial policies to ensure accountability and measure variance from its mission. The organisation has developed these policies after considering the nature of its interventions and the increased need for the establishment of principles to strengthen the implementation mechanism, along with early identification and resolution of critical risks and limitations. It has well-defined policies and SOPs for all major functional areas, including programme implementation, financial management, human resources and governance. All employees across the organisation adhere to the laid-down policies, ensuring consistency in operations All operational, programmatic and financial processes are covered under the policy framework of GVSS Employees are informed about the organisation's policies through induction training. Any change in policy is communicated through the Management Committee or Secretary
Key policies and manuals	<p>The VO maintains a record of operational policies and manuals for easy dissemination among its employees and other stakeholders. The key policies and manuals are as follows:</p> <ul style="list-style-type: none"> Delegation of Authority Policy Financial & Accounting Policies and Procedures Manual Fraud and Anti-Corruption Policy Gender Policy Child Protection Policy Data Protection Manual Health & Safety Policy Policy on HIV/AIDS in the Workplace IT Policy & Procedures Procurement Policy HR Policy Whistle Blowing Policy Sexual Harassment Policy Conflict of Interest Policy
Project/ outreach reports	<ul style="list-style-type: none"> The VO submits a monthly statement of expenditures and a quarterly fund utilisation report outlining the financial aspects of the project to funding agencies

⁵ As per discussion with the Gramin Vikas Sewa Samiti

	<ul style="list-style-type: none"> • Funding agencies conduct evaluations every three years to confirm the utilisation of the capital provided. This ensures transparency and effective utilisation
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Systems and processes

Processes and controls	<ul style="list-style-type: none"> • The VO lacks a dedicated internal audit team, but it monitors fund utilisation and submits regular reports to funding agencies. The Secretary oversees risk management • It maintains daily operation registers and weekly project progress reports in a standardised format. Data is computerised by programme heads and project staff • The VO submits regular reports to funding agencies, including a monthly expenditure statement and a quarterly financial report detailing project fund utilisation • The management team holds regular monthly meetings to track project progress, identify and address potential challenges, and provide valuable insights to support project success • Crisil believes the development of a dedicated and end-to-end management system or reporting software will ensure the VO is able to track project progress and maintain a robust database
Disclosures	<ul style="list-style-type: none"> • The VO does not release annual reports • It provides public access to information through its website, which includes registration details, programmes, events, annual reports and audited financial statements, although some recent documents (such as programmes after 2018-19 and 2024-25 audited financials) are currently not available online
Usage of IT systems, data security and back-up	<ul style="list-style-type: none"> • The VO has a dedicated IT policy, which applies to all employees • It uses Microsoft Office and Microsoft Excel to record programme-related information; however, it does not have a dedicated end-to-end management system or reporting software to maintain and track project progress and other data
Donor management	<ul style="list-style-type: none"> • The VO maintains a record of donors and ensures effective servicing of beneficiaries

Transparency and compliance⁶

Registration	<ul style="list-style-type: none"> The VO is registered under the Societies Registration Act, 1860, as a non-profit non-governmental organisation
Financial transparency	<ul style="list-style-type: none"> The VO lacks a dedicated internal audit team to undertake periodic programme audits to ensure overall compliance. This is an area of improvement for the organisation The Board of Trustees, comprising the President, Secretary and other members, meets regularly to review the organisation's functions, strategic objectives and financial performance, ensuring effective governance and oversight Risk management is undertaken by the Board of Trustees and the management team on a regular basis, with a focus on identifying and mitigating potential risks that may impact the organisation's operations and finances The VO conducts an annual statutory audit of its accounts, which includes notes and accounting policies, such as income recognition and cost allocation, ensuring transparency and accountability in its financial management
Disclosure of operational data	<ul style="list-style-type: none"> The VO submits regular reports to funding agencies, including a monthly expenditure statement and a quarterly financial report detailing project fund utilisation Although GVSS has a moderate dependency on manual records for programme monitoring, it is developing a more robust management information system to improve its reporting and monitoring capabilities GVSS has a website (www.gvssbst.com) that provides information on its registration details, major programmes, events, annual reports and audited financial statements, although some recent documents are not currently available online
Grievance redressal mechanism	<ul style="list-style-type: none"> GVSS collects feedback from beneficiaries through informal interactions and lacks a structured process. However, the organisation's staff, including the Secretary and project leads, is approachable and available to address any grievances or concerns that beneficiaries may have The organisation has an informal structure for managing beneficiary grievances, where beneficiaries can approach the Secretary or project leads directly to resolve any issues. While there is no formal complaint redressal mechanism, the organisation's staff is responsive to beneficiary concerns and works to address them in a timely manner

⁶ As per data shared by the Gramin Vikas Sewa Samiti

Financial proficiency⁷

Resource profile

The VO prepares consolidated and audited financial statements and submits detailed monthly expenditure statements and quarterly financial reports to its funding agencies. This reflects transparency and accountability in its financial management.

Undiversified resource mix	<p>Undiversified resource profile</p> <ul style="list-style-type: none"> Over the years, the organisation has executed projects, which are majorly sponsored by the government and corporates but restricted to specific approved projects In fiscal 2025, 71.03% of the VO's income was generated from grants, 22.95% from individual donors and 5.95% from computer training, which increased from 1.96% in fiscal 2024 The VO has a proven track record of fundraising from the government and corporates to execute various programmes. The donor profile for the past three years pertains to: <table border="1"> <thead> <tr> <th>Particulars</th><th>FY25</th><th>FY24</th><th>FY23</th></tr> </thead> <tbody> <tr> <td>Income from grants</td><td>114.28</td><td>132.75</td><td>99.49</td></tr> <tr> <td>Donation subscription</td><td>36.93</td><td>23.57</td><td>20.12</td></tr> <tr> <td>Income from computer training</td><td>9.58</td><td>3.12</td><td>5.32</td></tr> <tr> <td>Interest income</td><td>0.11</td><td>0.10</td><td>0.10</td></tr> <tr> <td>Total</td><td>160.90</td><td>159.54</td><td>125.03</td></tr> </tbody> </table> <p>High dependency on government grants</p> <ul style="list-style-type: none"> The VO was largely dependent on government grants in fiscal 2025. The top four funding agencies below accounted for ~91% of the total grants for the fiscal <table border="1"> <thead> <tr> <th>Grant for</th><th>FY25</th><th>%</th></tr> </thead> <tbody> <tr> <td>UPSACS (for Link Worker Scheme project)</td><td>29.30</td><td>26%</td></tr> <tr> <td>BPCL (CSR fund)</td><td>27.10</td><td>24%</td></tr> <tr> <td>UPSACS (for targeted intervention project)</td><td>23.86</td><td>21%</td></tr> <tr> <td>SWSM</td><td>23.25</td><td>20%</td></tr> <tr> <td>Srijanee Milk Producer Company Ltd</td><td>7.83</td><td>7%</td></tr> <tr> <td>NABARD</td><td>2.96</td><td>3%</td></tr> </tbody> </table> <ul style="list-style-type: none"> The top four funding agencies accounted for ~81% of the total grants in fiscal 2024 Grant details for fiscal 2024 are: 	Particulars	FY25	FY24	FY23	Income from grants	114.28	132.75	99.49	Donation subscription	36.93	23.57	20.12	Income from computer training	9.58	3.12	5.32	Interest income	0.11	0.10	0.10	Total	160.90	159.54	125.03	Grant for	FY25	%	UPSACS (for Link Worker Scheme project)	29.30	26%	BPCL (CSR fund)	27.10	24%	UPSACS (for targeted intervention project)	23.86	21%	SWSM	23.25	20%	Srijanee Milk Producer Company Ltd	7.83	7%	NABARD	2.96	3%
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⁷ As per data shared by Gramin Vikas Sewa Samiti

	Grant for	FY24	%
	SWSM	35.20	27%
	UPSACS (for Link Worker Scheme project)	29.11	22%
	BPCL (CSR fund)	23.45	18%
	ONGC (CSR fund)	19.44	15%
	UPSACS (for Targeted Intervention project)	10.62	8%
	CIF, Basti	6.31	5%
	CIF, Balarampur CHILDLINE 1098 Service, Basti	6.22	5%
	NABARD	2.40	2%

- The top four funding agencies accounted for ~93% of total grants in fiscal 2023
- The total grant details for the fiscal 2023 are:

	Grant in	FY23	%
	SWSM	35.04	35%
	UPSACS (for Link Worker Scheme project)	28.58	29%
	CIF, Basti	14.36	14%
	CIF, Balarampur CHILDLINE 1098 Service, Basti	14.36	14%
	NABARD	7.15	7%

Liquidity

- As of March 31, 2025, the VO held ~20% of its total assets as cash and bank balances
- As of March 31, 2024, the VO held ~10% of its total assets as cash and bank balances

Expenditure analysis

- In fiscal 2025, allocation towards programme and personnel expenses as a share of total annual expenses was ~94%
- Cost incurred for administrative expenses as a share of total annual expenses was ~5.90%

Financials stability

- The VO registered a surplus of Rs 3.25 lakh in fiscal 2025, Rs 3.24 lakh in fiscal 2024 and Rs 2.06 lakh in fiscal 2023
- It has maintained a general fund comprising accumulated surplus income over the years, which will support the organisation by enhancing sustainability, providing financial stability and ensuring that it can operate even in times of uncertainty or funding shortage
- Currently, the VO manages programme expenses through government and corporate grants, individual donations and income from computer training

Financial performance

Income and expenditure statement

Audited financials (Rs lakh)	FY22	FY23	FY24	FY25
Income				
Income from grants and donations	92.14	119.61	156.32	151.21
Income from computer training	2.82	5.32	3.12	9.58
Interest income	0.14	0.10	0.10	0.11
Gross income	95.10	125.03	159.54	160.90
Expenditure				
Programme expenses	87.50	112.38	140.65	138.56
Employee benefit expenses	4.28	7.34	8.56	9.6
Administrative and other expenses	2.68	2.93	6.81	9.30
Depreciation and amortisation expenses	0.39	0.30	0.23	0.18
Finance charges		0.03	0.05	
Total expenditure	94.85	122.97	156.29	157.65
Surplus/(deficit)	0.25	2.06	3.24	3.25

Notes:

- Income from grants and donations includes restricted CSR funds and individual donations
- Income from grants and donations increased in fiscal 2023 compared with fiscal 2022 owing to the grant from SWSM, Ayodhya, which contributed significantly to the increase in funding, along with support from other individual donors
- Income from grants and donations increased in fiscal 2024 compared with the previous fiscal owing to grants from ONGC for the promotion of green energy (RO and solar plant installation) and BPCL for the promotion of green energy (solar plant installation), along with individual donors
- Income from grants and donations decreased in fiscal 2025 compared with the previous fiscal as the tenure of grants from CIF (Basti), CIF (Balarampur CHILDLINE 1098 Service, Basti) and ONGC (CSR fund) were completed in fiscal 2024. In fiscal 2025, only a new grant from Srijanee Milk Producer Company Ltd was received, along with limited support from existing projects and individual donors

Grant received	Amount as on March 31, 2025 (Rs lakh)	Amount as on March 31, 2024 (Rs lakh)
NABARD	2.96	2.40
UPSACS (for Targeted Intervention project)	23.86	10.62
UPSACS (for Link Worker Scheme project)	29.30	29.11
SWSM	23.25	35.20

Grant received	Amount as on March 31, 2025 (Rs lakh)	Amount as on March 31, 2024 (Rs lakh)
CIF, Basti	0.00	6.31
CIF, Balrampur CHILDLINE 1098 Service, Basti	0.00	6.22
ONGC (CSR fund)	0.00	19.44
BPCL (CSR fund)	27.10	23.45
Srijanee Milk Producer Company Ltd	7.83	0.00
Total	114.28	132.75

- Other income for past two fiscal years pertains to:

Particulars	Amount as on March 31, 2025 (Rs lakh)	Amount as on March 31, 2024 (Rs lakh)
Bank interest	0.11	0.10
Total	0.11	0.10

- Programme expenses for fiscal 2025 pertains to:

Particulars	Amount as on March 31, 2025 (Rs lakh)	Amount as on March 31, 2024 (Rs lakh)
Tree plantation and credit linkages expenditure	0.55	0.48
World AIDS Day	0.49	0.27
World TB Day	0.35	0.15
SHGs formation and credit linkages	0.57	0.58
Cyber security awareness programme	0.85	0.30
Water conservation and harvesting activities	0.00	0.36
FPO promotion and hand holding exp. (NABARD)	2.96	1.82
Road safety and awareness programme	1.36	0.37
Link Worker Scheme (HIV/ AIDS)	29.30	29.11
Targeted Intervention (HIV/ AIDS)	23.86	10.63
National Associate of Youth (Basti Mini Marathon)	0.00	0.10
CHILDLINE 1098 Services, Balrampur	0.00	6.22
CHILDLINE 1098 Services, Basti	0.00	6.31
Child Protection and Child Rights Campaign	2.48	0.00
Toll-free helpline awareness programme	0.00	0.41
Jal Jeevan Mission (SWSM) exp., Ayodhya	23.25	35.20
International Migrants Day	0.60	0.14
General health camp for truckers	3.57	0.36

Particulars	Amount as on March 31, 2025 (Rs lakh)	Amount as on March 31, 2024 (Rs lakh)
Awareness programme on family planning expenses	1.57	0.42
Street show on HIV/ AIDS, TB	2.17	0.45
Seminar exp. on women's empowerment	0.81	0.48
Awareness programme of government scheme	1.83	0.35
School awareness campaign	1.03	0.36
Awareness programme for organic farming	0.00	0.11
Capacity building and training	7.83	0.75
Promotion of green energy, ONGC	0.00	19.44
Promotion of green energy, BPCL	27.10	23.45
Skill development training	5.86	1.72
Governing body/ general body meeting	0.20	0.29
Total	138.56	140.66

- Employee benefit expenses mainly comprise salaries and honorariums
- Programme expenses accounted for 87.89% of the VO's total spends in fiscal 2025
- Personnel expenses accounted for 6.09% of the VO's total spend during fiscal 2025
- Administrative costs accounted for ~5.90% of total expenses, with office rent being the major expense under administrative costs during fiscal 2025

Balance sheet

Audited financials (Rs lakh)	FY22	FY23	FY24	FY25
Liabilities				
General fund	12.83	14.89	18.14	21.45
Unsecured loan	21.44	26.96	32.47	45.12
Other current liabilities and short-term provisions	24.09	43.56	44.55	70.35
Total liabilities	58.37	85.41	95.15	136.92
Assets				
Net fixed assets	3.22	2.92	2.69	2.51
Donation/ grants receivable	47.74	77.81	81.57	106.90
Cash and bank balances	7.40	4.68	9.67	27.06
Other current assets		0.00	1.22	0.44
Total assets	58.37	85.41	95.15	136.92

Notes:

- General fund mainly comprises accumulated surplus income over the years
- Unsecured loans pertained to Rs 14.92 lakh long-term and Rs 30.19 lakh short-term from members in fiscal 2025. As discussed with the management, the unsecured loans from members are availed to meet the cash flow requirement to execute a project until the grant is received
- Other current liabilities and short-term provisions for fiscal 2025 pertained to the promotion of green energy, BPCL (Rs 9.85 lakh), audit fees payable (Rs 0.20 lakh), expenses payable for the Jal Jeevan Mission Ayodhya (Rs 41.87 lakh), CIF (Balrampur) (Rs 3.85 lakh), CIF (Basti) (Rs 3.85 lakh), salary/honorarium payable (Rs 2.70 lakh), expenses payable to ONGC (Rs 0.38 lakh) and for capacity building and training (Rs 7.64 lakh)
- Cash and bank balance for fiscal 2025 pertained to cash in hand (Rs 0.32 lakh) and cash at bank (Rs 17.59 lakh)
- Break up of donation/ grants receivable:

Grant receivable	Amount as on March 31, 2025 (Rs lakh)
BCS Consultation Private Ltd	6.26
UPSACS (for Link Worker Scheme project)	7.24
UPSACS (for Targeted Intervention project)	1.54
CIF, Basti	7.12
CIF, Balrampur	8.83
UPSACs for IT programme	11.39
SWSM	46.65
ONGC (CSR fund)	0.39
BPCL (CSR fund)	9.85
Srijanee Milk Produce Company Ltd	7.64
Total	106.90

Auditors

Rajesh Mahadeo & Company

1st Floor, Jamia Shopping Complex (Opposite Pandey School), Station Road,

Basti – 272 002, Uttar Pradesh

FRN: 0005568C

Contingent liabilities

None

Annexures

Board members

Name	Designation	No of years on the Board	Profile
Ram Bodh	President	29 years (Since 1996)	<ul style="list-style-type: none"> Bodh, a graduate, has a strong background in public service. He has served as a Gram Panchayat Pradhan for 10 years. He is a farmer and President of the Gramin Vikas Sewa Samiti, committed to rural development and community empowerment. Bodh joined the organisation to create a just and equitable society, where all citizens have equal rights and opportunities to live a safe and dignified life, free from oppression and discrimination. He aims to leverage his skills and experience to make a positive impact on marginalised communities and foster a culture of safety, dignity and social justice
Vineet Nishad	Vice President	9 years	<ul style="list-style-type: none"> Nishad, a post-graduate, currently serves as the Vice President of Gramin Vikas Sewa Samiti. He joined the organisation to create awareness about cleanliness and educate the general public about diseases such as HIV/AIDS and leprosy, with a focus on dispelling common misconceptions and promoting accurate understanding of these health issues
Ambuj Kumar Yadav	Secretary	14 years	<ul style="list-style-type: none"> Yadav, a postgraduate, currently holds the position of Secretary at Gramin Vikas Sewa Samiti. He joined the organisation with a vision to transform India into a nation free from poverty and ignorance, where every citizen can exercise their fundamental rights without facing inequality. His objectives include ensuring access to quality education, nutritious food, healthcare and adequate shelter for all, with a focus on empowering women and promoting self-dependence to build a better India
Ram Kawal Yadav	Treasurer	28 years	<ul style="list-style-type: none"> Yadav, having completed his SSC, currently serves as the Treasurer of Gramin Vikas Sewa Samiti. He joined the organisation to empower underprivileged children, youth and women by providing them with relevant education, innovative healthcare and market-focused livelihood programmes, aiming to improve their overall well-being and quality of life
Ram Pher Yadav	Auditor	11 years	<ul style="list-style-type: none"> Yadav, a graduate, currently holds the position of Auditor at Gramin Vikas Sewa Samiti. He joined the organisation to tackle various social, environmental and humanitarian issues, with a focus on bridging gaps in government services and advocating for social justice and human rights, ultimately striving to create a more equitable and just society

Name	Designation	No of years on the Board	Profile
Kateki Devi	Member	28 years	<ul style="list-style-type: none"> Devi, a dedicated homemaker, joined Gramin Vikas Sewa Samiti with a mission to contribute to the empowerment and advancement of women. Her primary goal is to provide vocational training and establish SHGs, enabling women to acquire new skills, enhance their economic prospects and achieve greater autonomy, leading to their overall socio-economic upliftment
Vidhyawati Yadav	Member	8 years	<ul style="list-style-type: none"> Yadav, a committed homemaker, joined Gramin Vikas Sewa Samiti with a vision to contribute to the empowerment and advancement of women. Her primary objective is to facilitate vocational training and establish SHGs, thereby equipping women with the necessary skills and resources to achieve economic independence and self-sufficiency
Janak Dulari	Member	28 years	<ul style="list-style-type: none"> Dulari, a dedicated homemaker, is associated with Gramin Vikas Sewa Samiti with the objective of collaborating with government, non-government and corporate organisations to promote health awareness, environmental conservation, solar energy, child protection and livelihood enhancement. Her involvement aims to leverage collective efforts and resources to drive positive changes and improve the overall well-being of the community
Subin B George	Member	7 years	<ul style="list-style-type: none"> George, a graduate and the President of Gramin Vikas Sewa Samiti, is driven by a mission to empower marginalised communities by instilling a sense of self-respect and dignity. Through his leadership, he aims to mobilise and organise individuals as equal stakeholders, enabling them to unlock their inherent potential and leverage their existing resources to address their challenges, ultimately promoting sustainable development and community-led transformation

Second-tier management

Name	Designation	Qualifications	Total years of experience
Brajendra Kumar	Project manager	Master of Arts in Sociology (MA Sociology)	2 years
Faiz Tahir	Accountant	Bachelor of Commerce (B. Com)	2 years
Ms. Mamta	Counsellor	MA	12 years
Ajay Kumar Mishra	Outreach worker- Injecting drug users	Master of Science (M.Sc)	2 years
Deepa Nigam	Outreach worker spouse	MA	2 years
Monica Devi	Outreach worker- female sex workers	Class XII	1 month

Name	Designation	Qualifications	Total years of experience
Sachin Verma	Outreach worker- injecting drug users	Class VIII	15 years
Satish Kumar	Outreach worker- injecting drug users	Class V	15 years
Sumit Kumar Pandey	Outreach worker- injecting drug users	Class VIII	1 year
Ajay Gupta	Outreach worker- injecting drug users	Class X	2 years
Alok Kumar	Outreach worker- injecting drug users	Class X	2 years
Santoshi	Outreach worker- female sex workers	Class V	1 year
Mohammad Ashraf	District resource person	MA Sociology	10 years
Subas	Monitoring and evaluation	B.Com	1 year
Sanu Gupta	Zonal supervisor (ZS)	MA Sociology	7 years
Ramakant	ZS	Bachelor of Arts (BA)	2 years
Gudiya	Cluster link worker (CLW)	Intermediate	5 years
Shashi Prabha	CLW	BA	6 months
Shila	CLW	Intermediate	4 years
Shubendra Pathak	CLW	Intermediate	6 months
Khushbu	CLW	Intermediate	6 months
Poonam	CLW	Intermediate	6 months
Vivek Gupta	CLW	Intermediate	1 year
Reeta Bharti	CLW	Intermediate	5 years
Sunita Devi	CLW	Intermediate	7 years
Sachin	CLW	Intermediate	3 months
Sikandra Kumar	CLW	Intermediate	3 years
Jagannath	CLW	Intermediate	6 months
Suneel Kumar	CLW	Intermediate	3 months
Rajkumar	CLW	Intermediate	6 months
Pooja	CLW	Intermediate	6 months
Manisha	CLW	BA	5 years
Soni	CLW	B.Sc	3 years
Manjesh Kumar	CLW	Intermediate	2 years
Amit Gupta	CLW	Intermediate	6 months
Muskan Pandey	CLW	BA	6 months

Feedback

Beneficiary feedback

Beneficiary feedback	
Name	Multiple feedback taken
Contact number	Confidential
Location	Across Uttar Pradesh
Project Name	Link Worker Scheme
Any issues faced	No
Any fees charged	No
No of beneficiaries interviewed	10
Feedback	Good

Donor feedback

Donor feedback	UP SAC (for Link Worker Scheme and Targeted Intervention project)
Name	Ram Asrya
Designation	Assistant
Contact number	+91 941530xxxx
Location	Ballia
Feedback	Good

Donor feedback	BPCL (for installation of solar street light)
Name	Mr. Sanjay Sharma
Designation	SRS-Supporting Staff
Contact number	+91 892068xxxx
Location	Ballia
Feedback	Good

Bankers' feedback

Banker Feedback		
Name of the bank	:	Bank of Maharashtra
Name of the contact person	:	Nikhil Kumar
Designation of the contact person	:	Branch manager
Tel number of the contact person	:	+91 901618XXXX
Facility availed	:	Current and saving accounts
Sanctioned amount	:	Not applicable
Length of relationship	:	Since 2015
Lending rate	:	Not applicable
Delays in debt servicing	:	None
Devolution of Letter of Credit/ Bank Guarantee in the past six months?	:	None
Cheque bounces	:	None
Standard asset	:	Yes
Non-performing assets (NPA) in the past	:	None
Willingness to increase exposure limits	:	Yes
Overall satisfaction level	:	Good
Other comments	:	None

Banker Feedback		
Name of the bank	:	State Bank of India
Name of the contact person	:	Avinash Shukla
Designation of the contact person	:	Branch manager
Tel number of the contact person	:	+91 941002XXXX
Facility availed	:	Savings account
Sanctioned amount	:	Not applicable
Length of relationship	:	Since 2020
Lending rate	:	Not applicable
Delays in debt servicing	:	None
Devolution of Letter of Credit/ Bank Guarantee in the past six months?	:	None
Cheque bounces	:	None
Standard asset	:	Yes

Banker Feedback

Non-performing assets (NPA) in the past	:	None
Willingness to increase exposure limits	:	Yes
Overall satisfaction level	:	Good
Other comments	:	None

Field visits of Gramin Vikas Sewa Samiti

Field visit locations:

For the captioned VO grading case, we completed the visit at the head office.

Field visit date

- Administrative office: October 10, 2025
- Lakhimpur Kheri: September 26, 2025

Field visit locations

Administrative office: Mohalla- Purana Dakkhana (Civil Line) Post Gandhi Nagar, Basti – 272 001, Uttar Pradesh

Project location

Project location 1: 148, Opposite Srajan Hospital, Hidayat Nagar, Lakhimpur Kheri – 262701

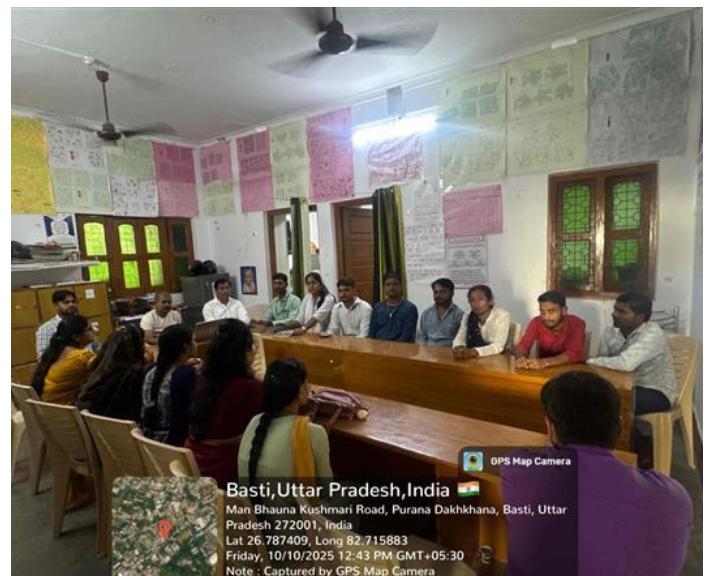
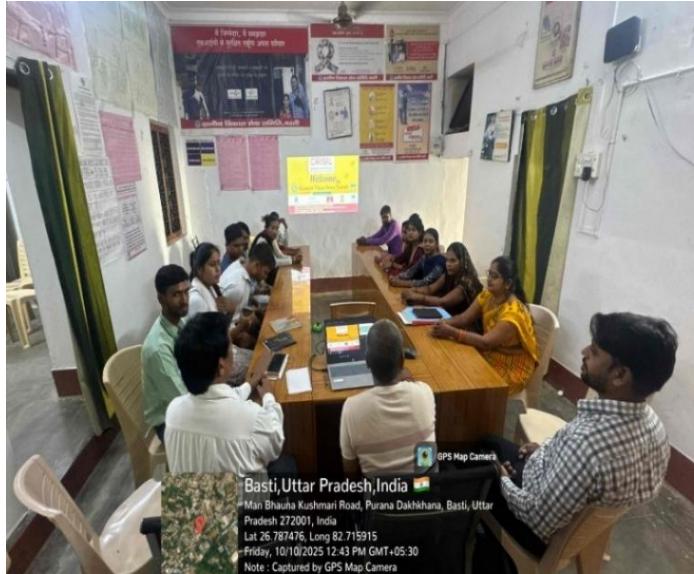
Management meetings with Gramin Vikas Sewa Samiti

Management meeting date:

September 22 and 23, 2025

Photos

Administrative and project offices



Project office



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