

MUHEEM EK SARTHAK PRAYAS WELFARE SOCIETY

Annual Report 2025-2026



A community-led, feminist youth leadership organisation founded in 2016 in Varanasi, Uttar Pradesh empowering marginalised communities through education, equity and grassroots leadership.



CONTACT US

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Who We Are

Our Foundation

Muheem was established in 2016 in Varanasi with a clear purpose: to work alongside communities affected by social, economic, and gender inequalities, and to empower them to connect with the mainstream.

The organisation is built on the belief that when leadership emerges from within the community itself, change becomes more sustainable and effective.

Our Focus

Muheem works specifically with **adolescents and youth**, providing them with opportunities for leadership, awareness, and active participation in shaping their own futures.

- Community-led approach to social change
- Feminist youth leadership model
- Bridging marginalised communities to the mainstream
- Sustainable, grassroots-driven transformation

Vision

Muheem envisions a more just and peaceful world, where everyone lives with dignity, equity, equality, and respect.

Mission

Muheem's mission is to cultivate feminist leadership for a world where justice, dignity, equity, equality, and respect prevail.

Leadership & Governance

Muheem's governance structure is strong and participatory, comprising experienced and committed members from diverse backgrounds. The Board plays a vital role in setting the organisation's direction, ensuring transparency, and strengthening programme impact.



Swati Singh

President



Snigdha

Secretary



Anjani Kumar

Treasurer



Sanjana Maurya

General Secretary

Savita Upadhyay

Executive Member

Shivam Singh

Executive Member

Gaurav Pandey

Executive Member



This team ensures the organisation's strategic vision, operational guidance, and accountability at every level of its work.

Director's Note



At Muheem, we believe that empowerment is the foundation of lasting social transformation and inclusion. Our work is rooted in a simple but powerful conviction: when community leaders are equipped with vision, confidence, and purpose, they can create meaningful and sustainable change.

This year has reaffirmed that belief in inspiring ways. It has been a year marked by leadership, collaboration, and impact a reflection of the dedication of our team, partners, and the communities we serve.

Geographical Coverage

Muheem's work spans three key districts of **Eastern Uttar Pradesh**, where community-based interventions, the Pathshala model, and stakeholder engagement have created meaningful change for adolescents and youth.



Varanasi

Headquarters and primary area of operations, with deep community roots since 2016.



Bhadohi

Expanded reach through Pathshala model and community-based learning interventions.



Mirzapur

Active engagement with adolescents and youth through stakeholder partnerships.

Uttar Pradesh

Reach & Scale (2025–26)

Our Reach This Year

In 2025–26, Muheem reached approximately **2,000 families** through its programmes across the three districts. This reach is not merely numerical — it represents continuous dialogue, trust-building, and active community participation.

Every family reached is a relationship built on sustained engagement, not a one-time interaction. Muheem's approach ensures that communities are not just beneficiaries but active partners in the process of change.

- ✔ Community ownership and trust are at the heart of Muheem's outreach strategy.

2000

Through sustained community engagement in
2025–26

3

Districts Covered

Varanasi, Bhadohi, and Mirzapur

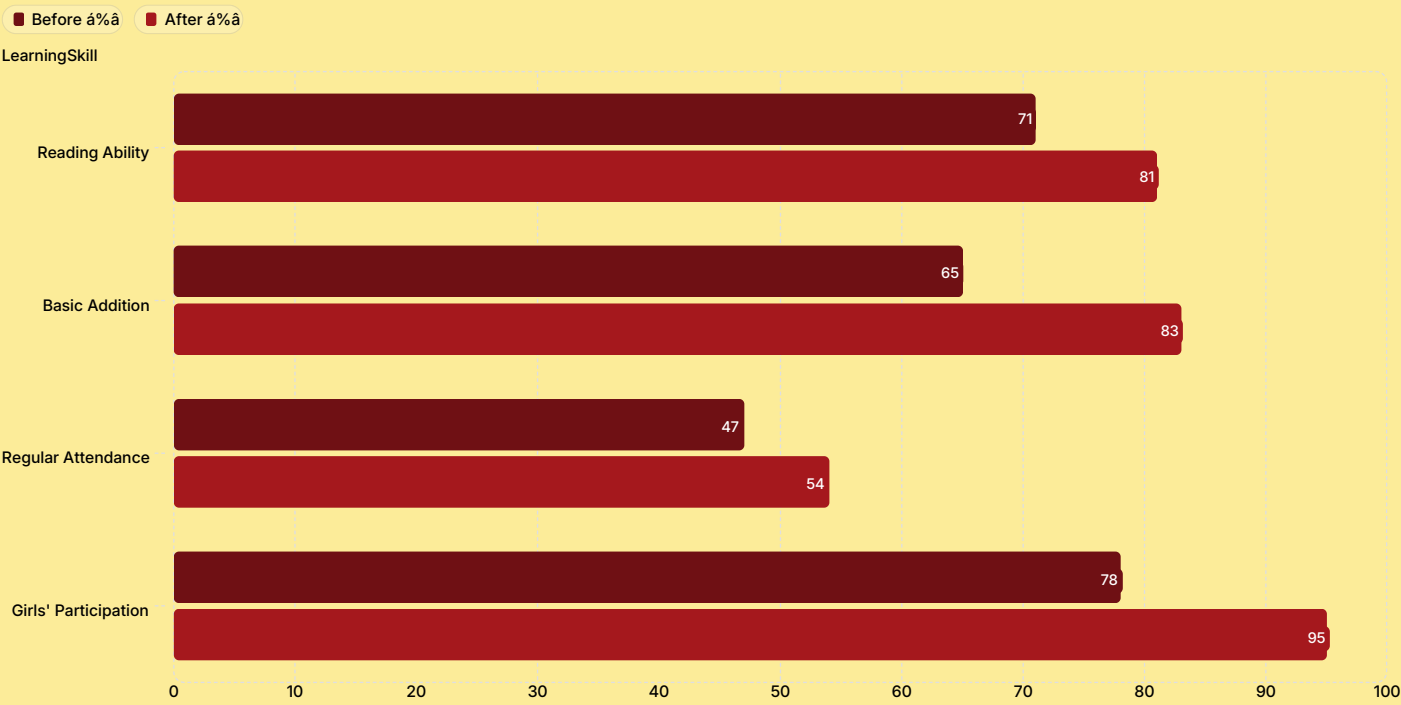


The board displays the Hindi alphabet in Devanagari script, organized into rows. To the right of the alphabet is a simple line drawing of a smiling face with eyes and a mouth. The girl is pointing at the letter 'क' (Ka) in the third row.

With clear signs of community ownership
emerging

Learning Outcomes: Measurable Progress

Foundational learning improvements were among the most significant achievements of 2025–26, demonstrating the direct impact of Muheem's Pathshala model on children's academic abilities.



These numbers reflect the consistent effort of Muheem's fellows, the trust built with families, and the effectiveness of the community-based Pathshala model in driving real, measurable learning outcomes.



Our Programmes 2025–26

Transforming communities through education, leadership, and institutional growth.



Muheem Leader Fellowship
Strategic leadership & governance



Muheem's Step LeadHer
Girls' empowerment & leadership



Muheem Pathshala Fellowship
Community learning centres



Rebuild Grant
Institutional strengthening & sustainability

Muheem Step LeadHer

The Step LeadHer programme created **safespaces and leadership opportunities** for adolescent girls and women, fostering confidence, decision-making ability, and active participation in community life.

1,000 Adolescent Girls

Reached through structured sessions on gender, rights, and leadership

500 Women

Engaged in safe spaces and community leadership activities

24 Groups Formed

Girls and youth groups established for sustained peer engagement

Personal Transformation



Confidence

Visible increase in self-confidence and public participation among girls



Decision-Making

Girls demonstrated stronger agency in household and community decisions

Broader Impact



Education Continuation

Positive change in girls staying in school and pursuing opportunities



Gender Awareness

Heightened awareness of rights and gender equity across communities



Muheem Leader Fellowship

The Leader Fellowship provided Muheem with **strategic direction** and a stronger governance framework, making its programmes more structured, effective, and scalable across communities.

1

Programme Implementation

Improved coordination and execution across all active programmes

2

Stakeholder Engagement

Strengthened partnerships with community leaders, donors, and institutions

3

Organisational Systems

Enhanced accountability frameworks and internal governance processes

4

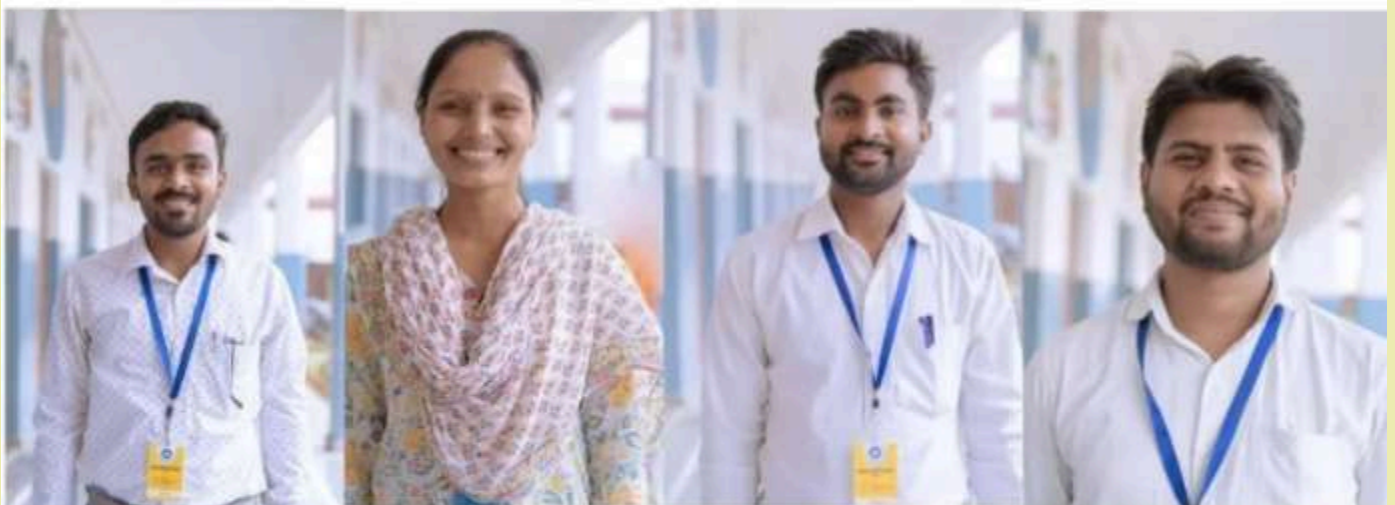
Scalable Impact

Programmes became more structured, replicable, and ready for scale



The Leader Fellowship was instrumental in transforming Muheem from a grassroots initiative into a **structured, governance-driven organisation** capable of sustained and scalable impact.

Congratulations to Our fellows to be selected in



Ashish Maurya

Soni Patel

Ashish Nand

Adarsh Kumar

Rebuild Grant: Institutional Strengthening

The RebuildGrant helped Muheem ensure **long-term sustainability and programme continuity**, equipping the organisation with the systems and capacity needed to scale existing programmes and expand into new areas.

What Was Established

1 5-Year Support Framework

A long-term programme support structure to ensure continuity and planning

2 Financial Systems

Strengthened financial management and compliance processes

3 Monitoring & Reporting

Improved processes for tracking outcomes and reporting to stakeholders

Organisational Capacity Built

Scale Existing Programmes

Pathshala, Step LeadHer, and Leader Fellowship can now reach more communities

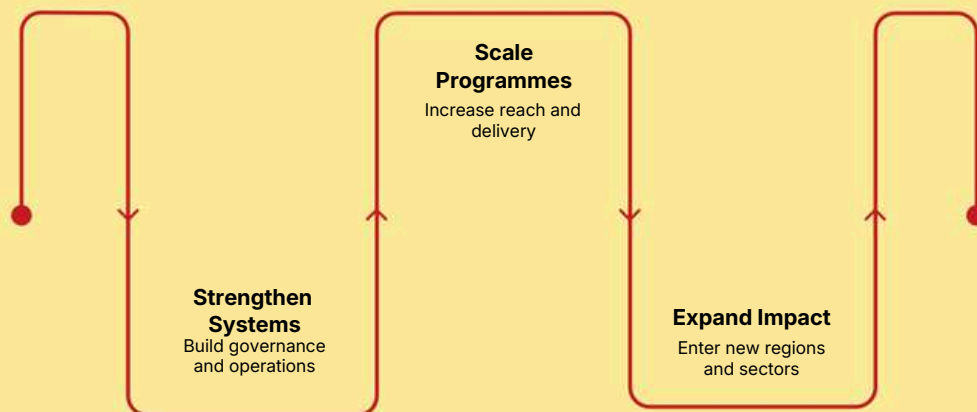
Expand to New Areas

Institutional readiness to enter new geographies and thematic areas

Sustainable Operations

Systems in place to sustain impact beyond grant cycles

 The Rebuild Grant represents a foundational investment — not just in programmes, but in **Muheem as an institution** built for the long term.



Together, these four programmes — Pathshala Fellowship, Step LeadHer, Leader Fellowship, and the Rebuild Grant — represent Muheem's holistic approach to community transformation: from the classroom to the boardroom, from individual girls to entire neighbourhoods.

Programme-Level Impact

Youth Leadership

A clear shift in girls' visibility and leadership was observed. They are no longer just participants — they are now actively leading discussions and activities, becoming change-makers within their own communities.

Community Engagement

Through community-level dialogues, parents' engagement and acceptance improved significantly. Conversations around education and participation have both deepened and widened.

Public Platforms

Girls and youth were given opportunities to appear on public platforms, sparking open discussions on social issues and giving their voices recognition and amplification.



Organisational & Outreach Impact

Capacity Building

Fellows' facilitation skills improved significantly, bringing consistency to programme delivery and providing a strong foundation for youth leadership development across all three districts.

- Improved facilitation and communication skills
- Consistent programme delivery across sites
- Stronger youth leadership pipeline

Media Visibility

Muheem's work received wide visibility through social media platforms this year, with an estimated reach of **12,000 – 20,000 people**. This helped amplify community stories and impact to a broader audience.

20K

Social Media Reach

Estimated maximum reach in 2025–26





Focus Areas of Events & Campaigns

Community Awareness & Participation

Adolescent Empowerment & Life Skills

Equipping young people with the skills and confidence to navigate social challenges and make informed decisions about their lives.

Gender Equality & Social Norms

Challenging harmful social norms and promoting gender equality through dialogue, storytelling, and community engagement.

Building awareness on key social issues and encouraging active community participation in local decision-making processes.

Youth Leadership & Cultural Engagement

Celebrating youth voices and cultural identity through events that build pride, belonging, and leadership capacity.

16 Days of Activism

Muheem actively participated in the global 16 Days of Activism Against Gender-Based Violence campaign, raising awareness on gender-based violence, child marriage, and women's rights through community events, street plays, and awareness drives.

Events & Campaigns

20+

Events & Campaigns

17,000+

People Reached

3 Districts

**Varanasi · Bhadohi ·
Mirzapur**

6 Themes

**Health · Gender ·
Education · Rights ·
Leadership · SRHR**

From community rallies to national dialogues, Muheem's 2025–26 events created powerful spaces for awareness, leadership, and social change.

Social Justice & Equality

- Ambedkar Jayanti Celebrations — 296+
- Ambedkar Jayanti Lecture "Voice from the Margins" — 100+
- Samuhik Vivah (Group Marriage Ceremony) — ~2,700

Health & Hygiene

- Mahwari Mahotsav — 30
- Hygiene Kit Distribution Drive — 855
- Health & Awareness Fair — 3,762+

Women & Girls Empowerment

- Bicycle Awareness Rally — 500+ reached
- GBV & SRHR Trainings — 67
- Udaan - कड़ो/ क आज़ा — 151
- Shakti ki Zameen — 271

Safety & Rights Awareness

- Community–Police Engagement (Mission Shakti) — 1,237
- Community Sensitization Programs — 3,762+
- Community Engagement & Awareness Sessions — 3,200+

Leadership & Fellowship

- Awaaz Fellowship Bootcamp — 10 Fellows
- Awaaz Fellowship Showcase Event — 96
- Leading Girls Program — 40
- Teach For India Exposure Visit — 6+
- The Agency Dialogue (National Event) — 22

Education & Awareness

- Wall Writing Campaign — ~300 locations
- Mobile Library Initiative — 50+

Events & Campaigns Achievements



Youth Public Participation

A significant increase in youth participation on public platforms, with girls and young people speaking up on social issues with confidence and clarity.

Parents' Engagement & Acceptance

Improved engagement and acceptance

among parents, with more families actively supporting their children's participation in Muheem's programmes.

Community-Level Dialogues

A marked increase in community-level dialogues on education, gender, and social issues, fostering a culture of open conversation and collective action.

Girls' Visibility & Leadership

A clear and visible shifting girls' leadership roles — from passive participants to active leaders who drive discussions and inspire their peers.

Key Collaboration Highlights

 Collaborative partnerships strengthened learning, leadership, and program delivery across key institutional relationships.



Teach For India X (TFIx) – Knowledge Partnership

- Strengthened collaboration as a knowledge partner
- Director Vrinda conducted a field visit to understand grassroots implementation
- Program team undertook a learning visit to the Kolkata site for cross-exchange of best practices
- Co-developed a structured Fellows' Weekly Handbook to strengthen program delivery



Banaras Hindu University (BHU) – Institutional Collaboration

- Continued engagement with BHU, building on prior recognition and partnerships
- Hon'ble Chancellor Ajit Kumar Chaturvedi recognized Director Swati Singh's leadership journey
- Collaboration focused on organisational learning and knowledge exchange through joint events



Involve – Youth Leadership Collaboration

- Initiated collaboration with Involve this year
- In January, student leaders and fellows participated in a leadership event in Lucknow
- In March, Muheem partnered as a knowledge partner to co-organize a collaborative event, strengthening youth leadership and peer learning

From Completion to New Beginnings

 **Three milestones reflect completion, community impact, and a new phase of partnership and growth.**



HDFC Project (Dec 2025 – Mar 2026)

- Strengthened community outreach and participation
- Improved last-mile access to services and government schemes
- Enhanced team coordination and implementation efficiency
- Built stronger connect with community stakeholders



DMA Project – Completed February 2026

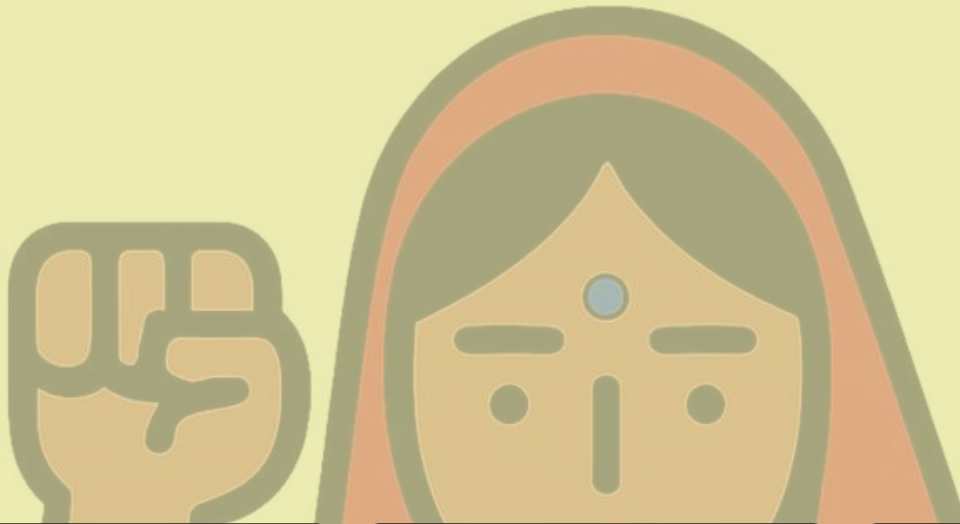
- Exceeded planned targets across multiple activities
- Engaged 3,700+ community members through sensitization
- Strengthened adolescent girls' leadership and participation
- Built sustainable models: Pathshala and Fellowship
- Created visible shifts in confidence, voice, and decision-making among girls



Transition to APF Partnership (Azim Premji Foundation)

- Now a direct partner of the Azim Premji Foundation (APF)
- Strengthening of institutional credibility and recognition
- Opportunity for long-term program continuity and scale
- Expansion of organizational capacity and partnerships

**"She is not just shaping her own future
she is opening pathways for many
others to follow.""**



Anju's Story

Roots of Resilience

First girl from the Musahar community in Tendui village, Varanasi to reach intermediate education.

Leading from Within

Through Muheem's Sui Dhaga programme, she became a centre leader supporting her peers.

Finding Her Voice

Her Awaaz Fellowship photo story reached 96 adolescent girls and national platforms.

"She was no longer just a participant — she became a changemaker.""

Vimla's Story

The Beginning

Joined Muheem in 2020 through the Leading Girls Program, finding a safe space to discover her voice.

Rising as a Leader

She inspired peers to attend meetings and dream bigger, earning a Pathshala Fellowship.

A Fellow, A Teacher, A Leader

Today she runs a learning centre in Peduka village with 35 Musahar children, leading GBV awareness sessions.

Baraini Village

A Village Defined by Silence

In Baraini, Mirzapur, a women's kabaddi competition became Dalit women's first public step as a team.

Winning More Than Matches

Through sport, women found strength two members visited Banaras Hindu University for the first time.

Conversations & Courage

Today women meet to discuss education and family futures; those who couldn't sign their names are now learning to each signature an act of courage.

Key Results & Emerging Impact

Muheem Pathshala Fellowship | Foundational Learning Initiative

The Pathshala Fellowship demonstrated meaningful progress in reconnecting children with learning, strengthening foundational skills, and activating communities.

Key Outcome Shifts

Reconnection with Learning Attendance: 47% → 54%. Near-100% daily engagement.	Foundational Learning (FLN) Reading: 71% → 81% Numeracy: 65% → 83%	Activation of Parents Active participation rose to 86%. Fewer homes with no learning support.
Girls' Participation & Leadership Participation: 78% → 95%. 100% aspire to continue education.	Emerging Community Ownership Communities now see Pathshalas as 'our responsibility'.	



छात्राओं को मिशन शक्ति के तहत
किया गया जागरूक, साइबर क्राइ
से बचने का बताया गया तरीका

Media Coverage & Outreach

In 2025–26, Muheem's stories of change travelled far beyond the communities where they were born reaching new audiences through media coverage, digital platforms, and social media.

The Impact of Our Visibility

- Extended Muheem's reach beyond its immediate communities, connecting with new audiences across India
- Amplified the voices and stories of community members, inspiring action among wider audiences
- Deepened stakeholder trust and engagement through consistent, credible visibility
- Elevated Muheem's feminist youth leadership model as a replicable approach gaining national recognition

12K–20K

Estimated Social Media Reach

Individuals reached across digital platforms in 2025–26



Capacity Building & Training Events (2025–26)

Muheem conducted 13 training and capacity building events across 2025–26, strengthening fellows, staff, and community leaders.

Leadership & Collaboration Training

30 Fellows

Digital Literacy & PPT Skills Training

30 Fellows

POSH Training (Workplace Safety)

30+ Team Members

Art & Craft Capacity Building Workshop

20 Fellows

Social Action Project Training

30 Fellows

SRHR & Child Safety Training

30 Fellows

Second-Year Fellowship Orientation

30 Fellows

Peer Learning & Review Meetings

30 Fellows

Mentoring & Field-Based Training

30 Fellows

Leading Girls Leadership Training

30 Girls

Women Leadership & Gender Training

30 Women Leaders

Awaaz Fellowship Bootcamp

10 Fellows

SRHR Training for Adolescent Girls

Adolescent Girls

Challenges

Muheem's journey this year brought many challenges, but these very experiences also provided the organisation with opportunities to learn, adapt, and grow stronger.

1

Operational Disruptions

Monsoon and weather-related conditions affected Pathshala operations and field mobility, requiring adaptive scheduling and flexible delivery approaches.

2

Human Resource Stability

Fellows' retention and performance inconsistency impacted programme continuity, highlighting the need for stronger support and incentive structures.

3

Limited Financial Flexibility

Limited resource availability affected logistics, emergency response, and the ability to scale programmes as planned.

4

Community-Level Barriers

Migration, low prioritisation of education, and social beliefs continued to slow engagement in some areas, requiring patient and persistent community work.

5

Balancing Expansion & Quality

Maintaining programme quality while expanding the scale of work remained a constant challenge requiring careful planning and monitoring.

Key Learnings



Community-Based Approach Works Best

Working with local fellows builds trust and ownership that external approaches cannot replicate. The community-based model is Muheem's greatest strength.

Consistent Engagement Drives Impact

Continuous follow-up and sustained engagement lead to measurable improvements in participation and outcomes — there are no shortcuts to lasting change.

Capacity Building Translates into Leadership

Training and mentoring enable fellows to develop as independent leaders, multiplying the organisation's impact far beyond what staff alone can achieve.

Flexibility Improves Effectiveness

A context-based and flexible approach proved more effective than rigid programming, allowing Muheem to respond to community realities in real time.

Simple Systems Strengthen Execution

Basic tracking, mentoring, and feedback systems significantly improve programme consistency and accountability at the grassroots level.

Future Plans (2026–27)

In the coming year, Muheem's focus will be on strengthening its work and expanding its impact—not just geographically, but in depth, quality, and community ownership.



Scale the Pathshala Model

Strengthen and expand the Pathshala model to reach more children with quality, community-based learning.



Wider Youth Reach

Extend reach to more adolescents and youth across the three districts and beyond.



Strengthen Fellows' Capacity

Deepen investment in fellows' capacity building to develop a stronger pipeline of community leaders.



Deepen Community Engagement

Move from surface-level engagement to deeper community ownership and co-leadership of programmes.



Institutionalise Stakeholder Linkages

Formalise partnerships with key stakeholders to create sustainable support structures for Muheem's work.



Muheem's expansion vision is not merely geographical — it is rooted in **quality-led expansion**, **community ownership**, and **sustainable impact** that endures long after any single programme cycle.

Together, we are making change possible.

Thank You Our Gratitude to Our Donors & Supporters

We are deeply grateful to our donors, partners, and supporters whose generosity and belief in Muheem made our work possible in 2025–26. Your support has been more than a contribution; it has been a source of strength, hope, and encouragement for everyone connected to our mission.

None of this would have been possible without your unwavering support and trust in Muheem's vision. Because of you, our work has continued to reach children, adolescents, and communities across Uttar Pradesh, helping create meaningful change in their lives and opening new possibilities for learning, growth, and dignity.

As we look ahead, we carry your kindness with us and remain committed to continuing this mission with the same dedication and care together with your support.



Organisational Development & Internal Work (2025–26)

Beyond field programmes, Muheem invested significantly in strengthening its internal systems, governance, and institutional processes to ensure a well-functioning and accountable organisation.

Board Meetings

Regular Board of Trustees meetings were held to review organisational progress, approve budgets, and provide strategic direction to Muheem's programmes and operations.

Organisational Development (OD)

Muheem undertook structured OD processes to strengthen internal systems, team capacity, and organisational culture building a resilient and mission-aligned institution.

Other Institutional Work

Additional internal work included HR policy updates, financial audits, MIS strengthening, staff appraisals, and documentation of programme learnings for

When She Starts Earning, Generations Start Changing



Your support made this possible. The journey continues stronger, together.



CONTACT US

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