1. **Introduction**............................................................................................................................................. 2
2. **Report of Koppal**..................................................................................................................................... 2
   2.1. Economic Programme............................................................................................................................ 3
   2.2. Development Programme ....................................................................................................................... 5
   2.3. Welfare Activity....................................................................................................................................... 6
   2.4. Social Issues Taken up by Group Members ........................................................................................... 7
3. **Research**.................................................................................................................................................... 8
   3.1. Research on Social Learning for Sustainability (SOLES)................................................................. 8
   3.2. Macro Level Study: Women in Agriculture: Suggestions for Government Interventions ................. 10
4. **Training & Planning Projects**................................................................................................................. 10
   4.1. Training on Writing of Proposals Using LAF .................................................................................... 10
   4.2. The Training Kit for Promoting Sustainable Enterprises ................................................................. 11
   4.3. Baseline Survey for Identifying the Pockets of Handicrafts in Koppal............................................. 11
5. **Documentation & Publications**............................................................................................................ 11
   5.1. Documentation........................................................................................................................................ 11
   5.2. Publications.......................................................................................................................................... 12
6. **Volunteers & Students**.......................................................................................................................... 12
7. **Administration & Other Issues**............................................................................................................ 13
   7.1. Capacity Building of Staff ................................................................................................................... 13
   7.2. Internal workshops................................................................................................................................. 14
   7.3. Management Committee Meetings ...................................................................................................... 15
   7.4. Fund Raising ....................................................................................................................................... 15
   7.5. Visitors to Sampark............................................................................................................................. 15
8. **Plans for the Year 2003-2004**.................................................................................................................. 15

**List of Annexures**
Annexure 1: List of Visitors
1. Introduction

Sampark is a voluntary organisation, started in the year 1990 and registered in July 1991 under the Karnataka Societies Registration Act, 1960. It is also registered under the Foreign Contribution Regulation Act, (FCRA) 1974. Sampark’s mission is to expand the capacity of vulnerable and poor people, especially women, and to improve their income earning capacity.

Sampark works as a resource organisation; it supports voluntary, private and government organisations in their credit, enterprise and gender related activities through planning, implementation, and evaluation. Sampark’s holistic approach to development incorporates gender and environmental sustainability- this is reflected in the direct action programmes put into operation at the field level.

At the close of financial year 2001-2002, Sampark completed eleven years of its operations. The organisation would like to acknowledge and thank the members of the Board for their active involvement and support, which have resulted in concrete action and achievements, and provided clear strategic direction for future work.

This annual report outlines Sampark’s activities. Also, at this juncture, the issues that we need to consider about the vision and strategy for the Koppal project, as well as for Sampark in general.

2. Report of Koppal

The Sampark –Sampurna Holistic development project started in November 1997 at Koppal and was self-funded at that time. In early 1998, the Karnataka State Women Development Corporation (KSWDC) extended its support to field-based NGOs to form and monitor 45 Self-Help Groups from 14 villages. Sampark was selected as a partner-NGO to implement KSWDC’s Swashakti project in Koppal taluk in 2001 - 50 women’s groups have been formed through this partnership (see table) and are given enabling support. To date, we have 111 women’s group in 34 villages with 1650 women members.

<table>
<thead>
<tr>
<th>Project</th>
<th>No. of Villages</th>
<th>No. of groups</th>
<th>Total members</th>
</tr>
</thead>
<tbody>
<tr>
<td>Swashakti (Supported by KSWDC)</td>
<td>19</td>
<td>50</td>
<td>841</td>
</tr>
<tr>
<td>Non-Swashakti (Supported by Sampark’s resources)</td>
<td>15</td>
<td>61</td>
<td>805</td>
</tr>
<tr>
<td><strong>Total Functional</strong></td>
<td><strong>34</strong></td>
<td><strong>111</strong></td>
<td><strong>1646</strong></td>
</tr>
</tbody>
</table>

We work in 34 villages in Koppal; our primary work is in the area of women’s empowerment but we also facilitate community ownership of programmes, and assist the members in forming local forums to support themselves. Our technical training programmes, such as tailoring, help women to earn better. Sampark has also initiated a programme for the sustainable management of land and water resources through a people’s forum.
We carried out different programmes for the social and economic development of women in 2002-2003. A detailed report follows:

2.1. Economic Programme:

2.1.1. Savings and inter lending:

<table>
<thead>
<tr>
<th>Particulars</th>
<th>Amount (in Rs.)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cumulative savings</td>
<td>13,04,636</td>
</tr>
<tr>
<td>Cumulative earning</td>
<td>4,07,349</td>
</tr>
<tr>
<td><strong>Total common fund</strong></td>
<td><strong>17,11,985</strong></td>
</tr>
<tr>
<td>Less: Earning distributed</td>
<td>1,00,000</td>
</tr>
<tr>
<td><strong>Total Cumulative fund available</strong></td>
<td><strong>16,11,985</strong></td>
</tr>
<tr>
<td>Inter loan</td>
<td>14,17,012</td>
</tr>
<tr>
<td>Cash at Bank / hand</td>
<td>1,94,973</td>
</tr>
</tbody>
</table>

As on 31st March 2003, the women’s groups had reached a savings figure of Rs.16,11,985/-, of which they had taken loans to the extent of Rs.14,17,012/- for different productive purposes. Other than this saving, at the end of 2002, the women had shared Rs.1,00,000/- (which included both their savings and profit they made in the past two years).

*Women involved in micro credit discussion*
2.1.2. **Micro credit:**

<table>
<thead>
<tr>
<th>Particulars</th>
<th>Own fund (in Rs.)</th>
<th>External Sources (in Rs.)</th>
<th>Subsidy loan (in Rs.)</th>
<th>Total amount (in Rs.)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>TBF</td>
<td>Bank linkages</td>
<td></td>
</tr>
<tr>
<td>Total loan received</td>
<td>14,17,102</td>
<td>4,13,000</td>
<td>2,59,700</td>
<td>3,00,000</td>
</tr>
<tr>
<td>Loan repaid</td>
<td>3,83,000</td>
<td>1,03,200</td>
<td>1,45,000</td>
<td>6,31,200</td>
</tr>
<tr>
<td>Loan outstanding</td>
<td>1,417,102</td>
<td>30,000</td>
<td>1,56,500</td>
<td>1,55,000</td>
</tr>
</tbody>
</table>

Sampark has taken a loan of Rs.4.13 lakhs from The Bridge Foundation and has lent money to 79 women to start micro enterprise activities. It supports these women to start activities that will give them a regular income: some have invested in dairy activity, some in petty shops, others in trading and in agricultural activity etc.

Other than the group savings and micro credit, Sampark also helped women’s groups to take credit from banks, wherever possible. This year, 11 groups with about 52 women have availed of loans to the extent of Rs.2.11 lakhs from banks in Koppal.

2.1.3. **Skill training (Tailoring)**

Sampark has conducted a six-month tailoring training course for 15 girls from Hosalli, at the end of which at least 10 girls are able to make ready made garments. They have also made samples and are trying to find local marketing sources.

**Kasuti**

We continue to support 8 young women who do traditional Kasuti embroidery and service local orders, as well as those placed by Sampark’s marketing outlet in Bangalore.
2.1.4. Sustainable agriculture promotion:

Sampark facilitated the sanction of a Revolving Fund of Rs.12,000/- from the agriculture department (WYTEP) that was released to 4 groups. The members actively participated in training and an exposure visit organised by the agriculture department. The funds have been used for organic farming and vermicompost production.

As a follow-up to the ALS workshop at Bikanahalli held last year, Sampark has formed a farmers’ forum and conducted regular monthly meetings. On their own, some of the farmers have attempted to install water conservation systems on their lands. They presented CAPART with a proposal for assistance in land and watershed management programme for their villages. The entire village the entire village was involved in presenting the proposal to the consultant from CAPART when he came for assessment.

2.1.5. Group IGPs

Sixteen groups have started selling essential commodities to the members and non-members every festival season. Each time, the group makes a profit ranging from Rs.200/- to – 500/- in a day or two. This helps to develop the business idea among the women, many of who started their individual businesses with the support of a group loan.

2.2. Development Programme

2.2.1. Capacity building training to women’s groups

During the year 2002 – 2003, Sampark’s staff have conducted 200 training programmes for 50 new groups on the 4 modules mentioned in the box. Members find that this training has helped them to understand the concept of a group; it has also been useful as a tool in women’s empowerment and members have given good feedback about each programme. The training also serves the purpose of improving the quality and capability of members and bringing about discipline among them.

2.2.2. Exposure visits to older SHGs

Exposure trips for all the 50 Swashakti SHGs have been conducted. Members were taken to visit older SHGs formed and monitored by Sampark in other villages.

Six hundred members from the 50 new groups were selected for the exposure visits.

The criteria used to select members for these visits were the following:

➢ Regularity at meetings and regular savings
➢ Good participation in discussions and decision making at meetings

<table>
<thead>
<tr>
<th>Name of the theme</th>
<th>No. of groups</th>
</tr>
</thead>
<tbody>
<tr>
<td>Social Analysis and Poverty</td>
<td>50 groups</td>
</tr>
<tr>
<td>SHG Concept Training</td>
<td>50 groups</td>
</tr>
<tr>
<td>Leadership and Communication</td>
<td>50 groups</td>
</tr>
<tr>
<td>Savings and Credit Management</td>
<td>50 groups</td>
</tr>
</tbody>
</table>
Credit linkages with Banks and other Micro Finance for enterprise activities
Good repayment
Participation in community development activities
IGPs

2.2.3. Development of cluster associations

Eleven cluster- forums were formed during the year, and each cluster has conducted more than 5 meetings. Five clusters are at the village level; the other six are combined of 5-6 villages. The basic objective of forming a cluster- forum is to organise more women and groups together to strengthen their numbers and give them a voice in advocacy issues. It is also to create a space for them where they can share their successes and difficulties, and possibly generate support for each other.

2.2.4. Community programmes (awareness programme through street theatre)

<table>
<thead>
<tr>
<th>Sl.No</th>
<th>Date</th>
<th>Place</th>
<th>Cluster</th>
<th>Theme</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>10-3-2003</td>
<td>Kawalor</td>
<td>Alawandi</td>
<td>Devadasi system – issues</td>
</tr>
<tr>
<td>2</td>
<td>11-3-2003</td>
<td>Alawandi</td>
<td>Alawandi</td>
<td>Education</td>
</tr>
<tr>
<td>3</td>
<td>12-3-2003</td>
<td>Bochanall</td>
<td>Belur</td>
<td>Education</td>
</tr>
<tr>
<td>4</td>
<td>15-3-2003</td>
<td>Madinur</td>
<td>Koppal</td>
<td>Devadasi system – issues</td>
</tr>
<tr>
<td>5</td>
<td>30-3-2003</td>
<td>Halegera</td>
<td>Koppal</td>
<td>Sanitation &amp; Cleanliness</td>
</tr>
<tr>
<td>6</td>
<td>31-3-2003</td>
<td>Betegera</td>
<td>Belur</td>
<td>Mahila Swashakti Mela</td>
</tr>
</tbody>
</table>

We have conducted 6 Street Theatre programmes during March 2003 to create awareness in the entire village community about various issues such as the problems faced by women in the devadasi system, illiteracy, sanitation etc. The strategy of using theatre was very effective in all places and more than 300-400 people participated.

2.3. Welfare Activity

2.3.1. Health check-up camps.

<table>
<thead>
<tr>
<th>Sl.No</th>
<th>Date</th>
<th>Place</th>
<th>Cluster</th>
<th>No. Of. People examined and treated</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>5-3-2003</td>
<td>Kawalor</td>
<td>Alawandi</td>
<td>210</td>
</tr>
<tr>
<td>2</td>
<td>15-3-2003</td>
<td>Kataragi</td>
<td>Belur</td>
<td>152</td>
</tr>
<tr>
<td>3</td>
<td>15-3-2003</td>
<td>Gudlanur</td>
<td>Belur</td>
<td>37</td>
</tr>
<tr>
<td>4</td>
<td>25-3-2003</td>
<td>Gattireddyhal</td>
<td>Alawandi</td>
<td>250</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td></td>
<td></td>
<td><strong>649</strong></td>
</tr>
</tbody>
</table>

During March 2003, Sampark conducted camps for health check-ups in 4 villages; this programme was organised with the support of the Primary Health Centres (PHCs) at
Kawalur, Here Sindogi and Betegeri. (Table above gives details). A five-member team of health officers attended at all four places. Many people were examined and treated and a few were referred to the town hospital.

2.4. Social Issues Taken up by Group Members

2.4.1. Liquor shop closed in residential area:

At their regular meetings, members of Annapurna group, Madinur, had discussed the problem of a liquor shop that existed in a residential area. Finally, all of them collectively went to the liquor seller and pressurised him to move to another place.

2.4.2. Workshop with SC community on devadasi health issues and prevention:

Madinur, about 11 kms. From Koppal, have 24 devadasi women: they belong to the Madar and Chaluwathi communities (Scheduled caste). Sampark’s staff organised a one-day awareness workshop for them on 14-6-2002 to create awareness on health and legal issues. The women said that they were interested in forming a forum to address the issues they faced as devadasis. Sampark wishes to continue to address these issues through the theme-camps that we run in our project villages and we have identified 130 devadasi women in these 19 villages who will participate.

2.4.3. Enrolling children in schools

During May and June 2002, we discussed the enrolment of children in regular schools in all our group meetings. As a result, we saw that most of the children were enrolled in school, especially in the scheduled caste community. The group members were motivated during the meetings and this had a very positive result.

In Kawaloor, three children from a devadasi family were sent to work as labour. When the field staff discussed literacy issues in the group, members brought up this incident for discussion. As an extension, the group was able to exert their influence and have the three children admitted to school.

2.4.4. Transport connectivity to Gattireddyhala: a women’s initiative

This is an interesting example of how a group can support community development. Gattireddyhala is a village located about 40 Kms. from Koppal- it belongs to Koppal Taluk and District, and is also close to Mundargi taluk, Gadag district. The village had a bus service from Mundargi that was discontinued six months ago, and people had to walk 8 km. to get a bus that would take them to either Mundargi or Koppal. The men from the villages had attempted many dharnas, but to no avail. In May 2003, two women’s groups that belonged to the scheduled caste (groups formed under the Swashakti project) had discussed this issue, and decided to meet the transport officer in Koppal. Men (from a higher caste) also went with them and met the manager; women group members took a lead in the discussion. As a result of this meeting, two buses started plying directly to the village. The men thanked the community organisers for enabling such women’s groups.
2.4.5. **Education**

Following an Antharastriya Saksharatha campaign in Halegera, on their own initiative, the Iranna SHG from Halagera organised night classes for members and non-members in their colony. The single girl who had been educated upto PUC was their teacher and she conducted classes for 3 months. Sampark contributed by providing stationery and teaching aids to the group. Each member paid one rupee a month as a fee towards the teacher’s salary.

Many groups in the Alawandi cluster participated in the literacy campaign programme “Ba marale salage” during October and November. They arranged for many children to go school.

In Kesalapura, the group members visited an anganwadi and insisted that the teacher conducted classes regularly as she had failed to do so earlier.

3. **Research**

3.1. **Research on Social Learning for Sustainability (SOLES)**

Sampark has been involved in research on sustainable rural livelihood systems for over 8 years. With this experience, we got the chance to be part of a research project on Social Learning for Sustainability of Natural Resources (SOLES). This is a three-year partnership project between the Centre for Development and Environment (CDE), Berne and partner institutions in India (Sampark), Bolivia and Mali and will continue up to July 2003.

The main objective of the research is to evaluate the potential and constraints of social learning and the negotiation process for sustainable resource management. It is also to identify how the Auto-didactic Learning System (ALS) at the level of individuals, communities and development institutions can enhance learning and negotiation processes.

Activities undertaken as part of the project research during 2002-03 are as follows:

**Data collection on livelihoods of 10 women in Koppal:** In addition to the original six, four more women have been selected and data was collected on the livelihoods of these ten women and we anticipate that this will help us to understand livelihood systems in relation to social learning, and the impact of natural resources and credit.

A year’s data on income and expenditure patterns, cropping patterns etc. has been collected systematically and analyzed using the Atlas T method. Writing of the report (based on the analysis) is in progress. Mr. Urs Weismann and Mr. Stephan Rist, who are the project co-ordinators from CDE, will visit the field area in June 2003. They will
observe the field situation and provide inputs for analysis of case studies and for writing-up the research results as papers and articles.

*Community involved in presenting their project to CAPART - evaluator*

Conducting follow-up meetings with ALS participants: Seventeen follow-up meetings have been conducted with the participants of ALS workshop and the following has been the impact at the field level:

- Three to four participants have made water conservation structures in their fields.
- The results of the ALS workshop have been disseminated to other villages.
- The farmers’ sangha that was formed in Bikanhalli village visited the BAIF field area to exchange information on what they knew about water conservation methods.
- With Sampark’s support, the sangha also prepared a project proposal on “Promoting Sustainable Land and Water Management for Poverty Reduction by People’s Institutions in Bikanhalli,” and submitted it to CAPART - the entire village was involved in presenting the proposal to the consultant from CAPART.

Impact Assessment of Experience Concerning “Learning for Sustainability” (ALS)

In conjunction with the design of the workshop conducted on (ALS) Natural Resources in the year May 2001, Sampark has done the stipulated Assessment of Experience Concerning ‘Learning for Sustainability’ (ALS) using the ALS tool, for the CDE Berne, Switzerland.

The focus was assessment, analysis and impact of the tool with the intention of drawing lessons for improvement. The required information was collected from six ALS participants (three local and three external participants, with one woman in each group) through in-depth interviews. It included the views of members who were associated with the ALS workshop. Information from these categories of people was compiled, analysed and synthesised.
The study outlines the strengths and weaknesses of the ALS tool, its advantages and disadvantages with other approaches and the comments and suggestions of the interviewer. The important findings of the study are that there were changes in terms of following newly-learned technical aspects related to making bunds and compost organic wastes, and in following good agricultural practices related to usage of organic manure and following crop rotation.

### 3.2. Macro Level Study: Women in Agriculture: Suggestions for Government Interventions

Sampark conducted a macro level study on women in agriculture for Cirrus Management Services. Pvt. Ltd. (India). This study is part of a research project on Dissemination of Agricultural Technologies for Women in India” funded by DFID (UK) and its main focus is on recounting the situation of women in agriculture, and bringing out experiences of grassroots interventions to improve their conditions. It was felt that such an analysis of interventions in the field would help in developing alternate perspectives, based on which new interventions could be designed, and already existing ones could be refined, so as to significantly improve the lot of women engaged in agricultural activities in India.

The objective of this study was to collate and analyse experiences on the ground, with regard to women in agriculture, and to compile a set of experiences, research and suggestions, that would then inform policy making. We have gathered and analysed experiences from different sources such as research institutions, NGOs, seminar reports, newsletters and the World Wide Web. The findings were the basis for suggestions and recommendations made to the Ministry of Agriculture, Delhi, with the objective of supporting women engaged in the agricultural sector.

### 4. Training & Planning Projects

Three good consultancy projects were completed this year. Sampark provided support to Food and Agriculture Organisation (FAO), the Department of Handicrafts and Woord en Daad on the following projects:

#### 4.1. Training on Writing of Proposals Using LAF

Mr. Chidambaranathan and Mr. Jeyaseelan conducted a weeklong training workshop on developing project proposals using the Logical Framework Approach (LFA). Eighteen senior officials of different NGOs participated; the workshop was funded by Woord en Daad, a funding agency based in the Netherlands. At the end of the training, the participants were able to understand the importance of the LFA and they used the format to prepare proposals in their relevant fields.
4.2. The Training Kit for Promoting Sustainable Enterprises

As a part of review of project on capacity building of women’s co-operatives in Thailand, Ms. Smita Premchander conducted a 15 day review of the FAO project in Thailand and identified gender and enterprise issues faced by women’s groups. What emerged was that the groups needed training inputs on business aspects, and also enterprise support such as networking and marketing and credit linkages, technical services etc. and that there was a need for area-specific training material.

As a follow-on, Ms. Premchander and Ms. Prameela, the two consultants from Sampark have developed a training kit for promotion of co-operative women’s group businesses, along with the support of national consultants in Thailand and officials of the Cooperative Promotion Department (CPD). One of the major objectives of the kit is to provide facilitators with a tool that will enhance the viability and sustainability of co-operative women’s groups businesses. The kit helps to build capacities in co-operative women’s groups and enables women to manage their businesses well; it is also useful in helping them to understand areas such as promotion, growth and diversification of their businesses.

The process of creating the Training Kit involved developing 13 modules on different aspects of a business and using them to conduct a Training of Trainers programme for 22 staff members of the CPD, Thailand in Bangkok, Thailand. The content was then pilot tested with 120 women members of different co-operatives in Thailand and feedback collected from the trainers as well as the women participants. The modules were then modified based on the feedback. At present, the final version of the kit has been designed and submitted to FAO and awaits being published.

4.3. Baseline Survey for Identifying the Pockets of Handicrafts in Koppal

Sampark has done a baseline survey in Koppal talk of Koppel district, for the Development Commissioner (Handicraft), Ministry of Textiles, New Delhi. Necessary data has been collected from 1250 household surveys and then analysed to identify and select craft persons from Koppal taluk of Koppal, Northern Karnataka. Khowdi, wood carving and basket weaving have been identified as the existing local crafts. The survey is over and the report has been submitted. The report not only gives basic information on these crafts families, but also an action plan on how to organise them as groups and build their capacities. This will help them to use their skills better and enhance their incomes.

5. Documentation & Publications

5.1. Documentation

Research results of three studies have been documented and are available at Sampark’s library. They are as follows:

- Design and plan of community based DMF, in Bhuj for CARE – India
- Study to Design a Sustainable Tribal Empowerment Programme (STEP)
- Assessment of Women's Federations in Tamil Nadu
5.2. Publications

During this year, Sampark has done significant work as a part of its publications programme. Details are given below:

**Reprinting of research results on gender and rural livelihoods publications:** Between 1999 and 2000, Sampark designed and printed 14 papers connected with research on gender and rural livelihoods, done for different partners. As SDC was interested in sharing some of these, they commissioned Sampark to reprint nine out of fourteen papers. (500 copies of each one)

**Papers submitted for publication:** A selection of some the papers written at Sampark that have been published in national and international journals:

- In search of water: natural resources degradation leading to a livelihoods crisis in Koppal district, published in Mountain Research and Development, Volume 23, Number 1, February 2003.
- Cooperatives for sale of fruits and vegetables: A success story of urban horticultural marketing - HOPCOMS
- Improving the Lot of Women in Agriculture: A review of Experiences in India and Opportunities for Government Intervention- published as part of a research project (Dissemination of Agriculture Technologies for Women in India) funded by DFID.

6. Volunteers & Students

Several volunteers and students visited and worked in Sampark in the course of the year. Some of them were:

**Ms. Suvasanamayee:** a student of T.A. Pai Management Institute. She assisted Sampark in documenting the success story of the Horticultural Produce Co-operative Marketing Society (HOPCOMS).

**Ms. Divya Rastogi:** worked as a volunteer for two months and helped in editing the research study report of the Devadasi Community and aspects of Sexual Health.

**Mr. Anand:** a student from Christ College, Bangalore, travelled to Koppal and assisted in writing and editing the report of Devadasi Community and aspects of Sexual Health.

**Ms. Saumya Premchander:** a student from Valley School, worked as a volunteer and helped in editing some of Sampark’s internal reports.
Ms. Roshni Menon is an intern from SDRI, engaged in research on the impact of Micro Credit on Rural livelihoods. She has worked in several areas, some of which are:

- English language editing
- Macro level study on issues faced by women in Agriculture
- Executive summary for Disaster Mitigation Fund
- Participation in Sampark’s field project
- Development communication and fund raising material
- Developing Sampark’s brochure
- Developing of the proposal for CAPART

We are grateful to all these young people for the time and commitment that they have given to Sampark.

7. Administration & Other Issues

7.1. Remuneration of staff

Sampark has 14 full time staff, 5 part time staff and 7 animators, of who ten are women. Distribution of staff according to salary levels are tabled below:

<table>
<thead>
<tr>
<th>Slab of gross salary (in Rs) plus benefits paid to staff</th>
<th>Male staff</th>
<th>Female staff</th>
<th>Total staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt;5,000</td>
<td>2</td>
<td>7</td>
<td>9</td>
</tr>
<tr>
<td>5,000-10,000</td>
<td>2</td>
<td>1</td>
<td>3</td>
</tr>
<tr>
<td>10,000-25,000</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>25,000-50,000</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1,00,000</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

The head of the organisation do not take any remuneration for time contribution to the the highest and lowest salaries of within Sampark is given below:

**Highest salaries**

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Name of the Staff</th>
<th>Gross salary (in Rupees)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>M. Chidambaranathan</td>
<td>10185/month</td>
</tr>
<tr>
<td>2.</td>
<td>V. Prameela</td>
<td>9460/month</td>
</tr>
<tr>
<td>3.</td>
<td>Jeyaseelan</td>
<td>7900/month</td>
</tr>
</tbody>
</table>

**Lowest salaries**

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Name of the Staff</th>
<th>Gross salary (in Rupees)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Akkamma</td>
<td>2800/month</td>
</tr>
<tr>
<td>2.</td>
<td>Iramma</td>
<td>2800/month</td>
</tr>
<tr>
<td>3.</td>
<td>Rajshekar</td>
<td>2800/month</td>
</tr>
</tbody>
</table>
7.2. Capacity Building of Staff

Sampark has 14 full time staff, 5 part time staff and 7 animators, of who ten are women. As part of their professional development, staff (field and Bangalore based) were deputed to attend workshops and training programmes conducted in different places. The details of some of these are given is given below table:

**Workshops attended by Staff**

<table>
<thead>
<tr>
<th>Name of the Staff</th>
<th>Particulars of the Programme/workshop</th>
</tr>
</thead>
<tbody>
<tr>
<td>5 field staffs Meena, Nirmala, Akkamma, Uma, and Jayanthi</td>
<td>Provided TOT Programme on 8 module training programme on SHGs from MYRADA</td>
</tr>
<tr>
<td>Jeyaseelan</td>
<td>Attended Swashakti review meeting at Raichur, Bangalore and Gulburga.</td>
</tr>
<tr>
<td>Jeyaseelan</td>
<td>Workshop on proposal writing organised by CAPART at Kaniyakumari.</td>
</tr>
<tr>
<td>Jeyaseelan</td>
<td>Participated in LFA workshop at Hyderabad</td>
</tr>
<tr>
<td>Shameem Banu &amp; Sowmya</td>
<td>Participated in state level Meet on Rural Entrepreneurship Development Programme (REDP) –conducted by NABARD</td>
</tr>
<tr>
<td>Prameela &amp; Chidam</td>
<td></td>
</tr>
<tr>
<td>Meenakshi, Swomya &amp; Prameela</td>
<td>Attended rally on women’s day</td>
</tr>
</tbody>
</table>

7.3. Internal workshops

Sampark also organised a three- day internal workshop for the staff (field and Bangalore based) between 19th and 21st of December, 2003, at Koppal. Those who attended: Ms. Chinnamma, a board member of Sampark, animators, account writers and representatives of SHGs. The aspects discussed in the meeting were:

- status of SHGs and clusters
- different credit lending models
- issues of account writers and animators in the field
- administrative aspects

Dr. Kiran Rao invited a senior psychologist and trainer to conduct a communication programme with the staff of Sampark and Mithrajyothi. The programme was on Neurolinguistic Programming and provided useful insights to staff on communication.

These internal workshops help the field office and head office to share experiences and create a team spirit and bonding among the staff.
7.4. Management Committee Meetings

Two Management Committee meetings were held on February 1st 2003 and April 22nd 2003 at Sampark’s head office. Points discussed in these meetings were:

- project achievements and progress of projects on hand
- marketing linkages and fund raising
- the children’s education programme
- decisions were taken regarding the formation of resolution and other matters of long term relevance.

Internal core committee meetings are conducted once a month to decide on important matters of Sampark.

7.5. Fund Raising

During the year, Sampark has done significant work and identified different methods to raise funds. Some of these are mentioned below:

- **Donation forms for children’s education programme at Koppal**: Mr. Sushant Gupta, a board member of Sampark, is assisting us in disseminating these forms for fund raising. Two students from Switzerland who visited Sampark’s field project donated Rs. 67,000/- for this programme.

- **Funds through Give Foundation**: ICICI Bank has set up the Give Foundation, a fund raising agency for NGOs and has raised Rs. 36 lakhs through organising a charity cricket match at Mumbai. Sampark has received a total of Rs. 3, 50,000 for its development activities as a result of working with the Give Foundation for the past two years- Rs. 2, 50,000 from the Give Foundation and Rs. 1, 00,000/- from cricketer Mr. Anil Kumble.

Sampark will use these funds to design and implement a series of training programmes to build the capacities of 48 women SHGs. This helps to build women’s institutions that will have the know-how to manage micro credit and other projects on their own, after two years.

7.6. Visitors to Sampark

Several people visited Sampark both at Bangalore and Koppal to understand the organisation’s activities and review different projects. The details are attached as Annexure 1.

8. Plans for the Year 2003-2004

Sampark plans to deepen its fieldwork and improve the quality of groups and provide them with increased micro credit this year. The effort is to build capacities of women in management of their groups, clusters and have vision for a federation at district level.

In Koppal, the programme for education of children will be expanded this year, with community participation. The farmer’s forum in Bikanhalli will be supported to take up
sustainable agricultural practices. The projects in pipeline in Koppal for the year 2003-04 are given below:

**Group Management through KSWDC – Swashakti project:** The Swashakti project continues to support the 50 groups that have been formed up to May 2004. Enterprise development and creation of community assets will be the focus for next year.

**Group training and cluster Management through Give Foundation donations:** Sampark has received Rs.3.5 lakhs from the Give Foundation for training and cluster development activity for the old groups (Non-Swashakti) and this will be completed by December 2004.

**Land development and watershed programme through CAPART:** The proposal for land development and watershed is being processed by CAPART, and there are good chances that this funding support will materialise. If this happens, it is a three-year project for Bikanalli, where the ALS workshop was conducted and farmers’ committee formed.

**Education programme for devadasi children in 22 villages:** Part of Sampark’s agenda is an education programme for the poor children in our project villages. Initially, we want to try for sponsorship for the devadasis’ children. Our larger plan is to start a residential school and vocational training centre on our own. We are looking for generous sponsorship from individuals and donor agencies. A concept note is under preparation for raising funds for this programme.

The Bangalore office will continue to raise funds through research, training and advisory services. The links with Universities in Switzerland and UK, and Canada, and work with donor organisations like CARE – India and FAO, Bangkok will be continued.

Sampark will continuously improve its website and develop new products to raise funds for its development work in Koppal.