

ANNUAL REPORT 2025-26

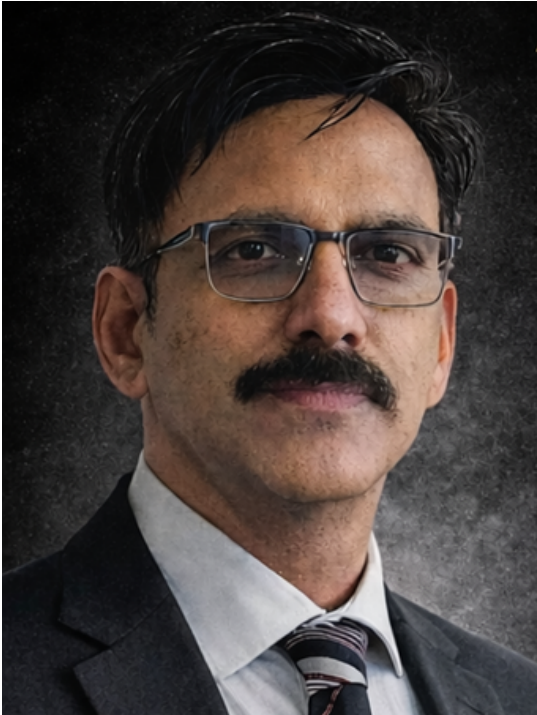


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MESSAGE FROM THE DIRECTOR



SUNIL KUMAR
Founder & Director

In a world where development is often measured by numbers and statistics, we at SThree Welfare Services Foundation believe true progress is reflected in human dignity, meaningful opportunities, and the empowerment of people to lead self-reliant lives.

The year 2025–26 marks the beginning of our journey, a journey driven not only by intent, but by a clear commitment to build sustainable and revenue-based social development models. As a young organization, we have taken purposeful steps to build a platform that meaningfully connects communities, professionals, and institutions in a result-oriented manner.

We believe in capacity building, participation, and local ownership as the foundation of sustainable development. Whether it is empowering youth as change agents, improving access to health and hygiene, or enabling informed livelihood choices, our focus remains on creating systems that continue to thrive beyond external support.

During this year, we have laid the foundation of key thematic areas including youth empowerment, health & hygiene, education, and livelihoods, with a strong emphasis on grassroots engagement and partnerships.

What makes our model unique is our belief that development must be participatory and value-driven. By encouraging community contribution and engagement, we aim to create a sense of ownership that ensures long-term impact and accountability.

As we move forward, our vision is to expand our reach while maintaining the quality and integrity of our work. We aspire to become a trusted platform that not only delivers services but also inspires individuals and institutions to collaborate for a larger social purpose.

I extend my heartfelt gratitude to our partners, volunteers, well-wishers, and every individual who has placed their trust in our mission. Your encouragement and support strengthen our resolve to continue this journey with greater commitment, deeper impact and wider reach.

Together, we are not just providing services—we are shaping a future where every individual has the opportunity to learn, grow, and lead.

A stylized handwritten signature in black ink, likely belonging to Sunil Kumar.



ORGANIZATION OVERVIEW 2



CORE FOCUS AREAS

- Youth capacity building.
- Community development services.
- Connecting service providers with service seekers through digital platforms.
- Institutional mentoring and strengthening.



VISION

To become a trusted service-driven platform enabling holistic development through collaboration, innovation, and community engagement.



MISSION

To deliver need-based services and solutions in Health & Nutrition, Education, Water, Sanitation & Hygiene, and Livelihood Development through strategic partnerships and grassroots engagement.

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KEY FEATURES

STSF offers a unique model that creates meaningful engagement opportunities for professionals and educated youths. The organization operates on principles that make it distinct from traditional employment structures.

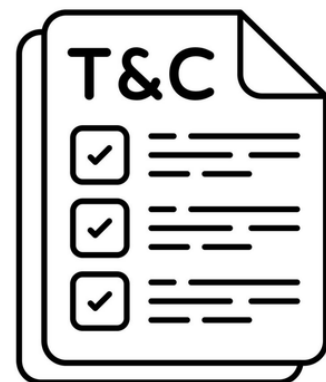


Key features include:

- STSF operates revenue based social development services model rather than relying entirely on grants or donations.
- Individuals work as consultants rather than employees, allowing flexibility and independence.
- The organization believes in value-based services, therefore services are not provided free of cost.
- Consultants can work in their preferred geographic locations, particularly within their own communities.
- Work schedules are flexible and performance-oriented, focusing on outcomes rather than fixed hours.

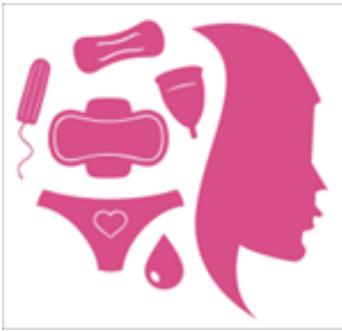
Individuals interested in working with the organization must agree to the following terms and conditions:

- All individuals work as consultants, not as employees. Consultancy agreements are issued for various positions.
- Interested candidates are first assigned voluntary tasks. Only those who successfully complete these tasks are invited for personal interviews.
- Consultancy fees are performance-based and calculated based on the achievement of monthly targets.
- Selected consultants must pay a one-time non-refundable registration fee of ₹1,000 after signing the consultancy agreement.
- Consultants contribute ₹1,000 per month towards the Organizational Saving Policy, which can be withdrawn after completing one year of service.
- For safety and security, consultants are encouraged to obtain health and personal accident insurance.
- Consultants set their monthly and annual targets, and their earnings depend on achieving these targets.
- All consultants undergo a three-month probation period, after which the agreement may be extended based on performance.



REVENUE BASED MODEL

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MENSTRUAL HYGIENE SERVICES

The purpose is to raise awareness and provide The purpose is to raise awareness and provide services related to menstrual hygiene for adolescent girls and women of reproductive age.

CAREER GUIDANCE SERVICES

The purpose is to create an opportunity for career-oriented under graduate and graduate students to help them to decide career path and consistent guidance.



SOFT SKILL TRAINING SERVICES

The purpose is to enhance the career productivity of students doing professional course and professionals, thereby improving the quality, and impact of professional life.

AI TRAINING SERVICES

The purpose is to train individuals with practical knowledge and hands-on experience of Artificial Intelligence (AI) tools, enabling them to effectively integrate AI into their professional lives.



FINANCIAL LITERACY SERVICES

The purpose is to raise awareness on importance of financial literacy, better investment options to secure future of their family.

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KEY ACHIEVEMENTS



The financial year 2025–26 marked the foundation phase of the organization’s journey. The focus of the organization remained on building a strong and sustainable base rather than pursuing rapid expansion.

Guided by the belief and principle, the organization adopted a measured and strategic approach to growth. During the year, key avenues of intervention were carefully identified and aligned with community needs and long-term impact goals.

Despite being in its early stages of operation, the organization made significant progress in community outreach, capacity building, and stakeholder engagement during FY 2025–26.

The organization has also taken important steps towards positioning itself as a consulting and knowledge-driven entity in the development space, creating pathways for both impact and sustainability.

Overall, the year has been one of learning, outreach, and strategic direction-setting, laying a strong foundation for scale, impact, and financial resilience in the years ahead.

Community Health & Menstrual Hygiene

- Engaged 25 SThree Facilitators and 1 District Coordinator to implement menstrual hygiene initiatives in Sitapur district, Uttar Pradesh.
- Provided menstrual hygiene awareness and support services to over 3,500 adolescent girls and women.

Capacity Building & Knowledge Enhancement

- Conducted more than 100 sessions on soft skills and Artificial Intelligence (AI) to strengthen knowledge, employability, and personal development.
- Over 2,000 individuals across India participated in these learning and capacity-building initiatives.

Strategic Collaborations & Partnerships

- Collaborated with 3 partner agencies to deliver services related to:
 - Career Guidance
 - Financial Literacy
 - Soft Skill Development Top of FormBottom of Form

FINANCIAL HIGHLIGHTS

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During the financial year 2025–26, the organization reported a total receipt of INR 17 lakhs, reflecting its initial phase of program implementation and service delivery. The total payment for the year 2025–26 stood at INR 20 lakhs, resulting in a deficit of INR 3 lakhs.

This planned deficit is aligned with the organization's strategic focus on establishing strong program foundations, infrastructure, and outreach mechanisms during its early stage of operations. Investments made during the year have been critical in building systems, expanding service offerings, and strengthening community engagement.

The organization remains committed to maintaining financial transparency, accountability, and sustainability, and is actively working towards strengthening its revenue streams and partnerships in the coming years.



Receipt
17 LACS



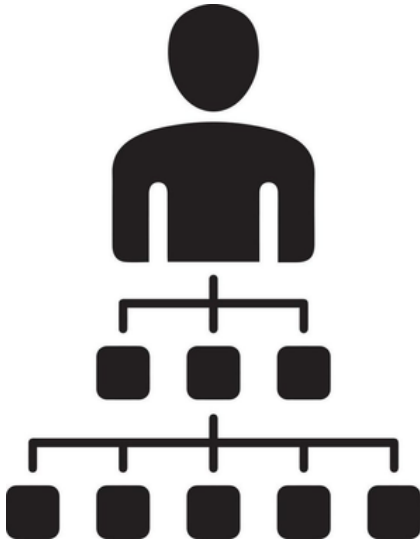
Payment
20 LACS



Loss
3 LACS

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ONBOARDING PROCESS



The organization operates with three cadres of human resources.

Senior Level:

- Director – Program,
- Admin & HR Manager
- Finance Assistant
- Capacity Building Expert
- Monitoring & Evaluation Specialist
- Marketing Analyst,
- Designing Expert, and
- Communication Specialist
- State Program Manager

Mid-Level: District Coordinators (DC) oversee project implementation at the district level.

Ground Level: Three Facilitators (STF) by living in their preferred locations, mobilizes the project wise beneficiaries and help them to seek services of project. Their main roles and responsibilities are mobilization.

The organization follows a standard five-step recruitment & onboarding process for all positions:

Step 1 – Vacancy Announcement

Positions are advertised through job portals, social media, and professional networks.

Step 2 – Orientation Session

Applicants are invited to attend a one-hour online orientation session explaining the organization and opportunities.

Step 3 – Voluntary Task Assignment

Interested candidates receive voluntary assignments to assess their commitment and capabilities.

Step 4 – Personal Interview

Candidates who successfully complete the tasks are invited for personal interviews.

Step 5 – Contract Issuance

Final candidates are selected based on task performance and interview evaluation, and consultancy contracts are issued.

ROADMAP FOR THE FUTURE

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Building on the learnings and foundations of FY 2025–26, the organization is committed to scaling its impact and expanding its reach in the FY 2026–27.

Our key focus will be on increasing the number of beneficiaries by diversifying and strengthening our avenues of intervention. We aim to deepen our engagement across thematic areas while introducing new, need-based services that respond to evolving community requirements.

Partnerships will remain central to our growth strategy. The organization will actively seek to collaborate with institutions, corporates, and development partners to enhance both outreach and program effectiveness.

In addition, we plan to expand our geographical presence across India, taking our model to new regions and communities, while maintaining quality, consistency, and impact.



With a clear vision and a growing ecosystem of support, the organization is well-positioned to move towards greater scale, sustainability, and long-term impact.

- For FY 2026–27, the organization aims to expand its reach and create meaningful opportunities for as many educated youth as possible across India through its development and capacity-building initiatives. Maximize reach of adolescent girls and women under Menstrual hygiene services
- Start giving career guidance services to under graduate and graduate students
- Reach out to more institutions including NGO/CSOs for soft skill training services
- Train the individuals as many as possible under AI training services
- Increase number of families under financial literacy services
- Establish few demonstration units of medicinal plants farming

In addition to this, the organization also aims to establish Youth Learning Centres in Lucknow and nearby districts of Uttar Pradesh.

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