



# IMPACT OF VOLUNTEERING REPORT

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*FY 2024 – 2025*

CRY India's vast work is powered by volunteers who are the heart of the organization. They tirelessly support and advocate for vulnerable children, building meaningful relationships as friends, mentors, and confidants. But what is the true worth of volunteering? Is it about better grades or holistic development to thrive in today's VUCA world? Limiting its value to the impact on children alone is narrow. Its true worth lies in the growth it fosters in both children and volunteers.

Since fiscal year 2018-19, an annual exercise has been conducted to assess the impact of volunteering on volunteers. Its purpose is:

- Determine the impact volunteering has on the volunteers.
- Participate in further debate and thought on what can be done to ensure their well-being and increase the impact they make.

For the seventh year, a survey assessed volunteer impact across five engagements: Direct Work with Children, Internship, Online Research/Data Analysis/Content Support, Campaign and Events, Special Projects (Institutional Collaboration), Sprint/Daan Utsav/Online Short Term, and YCC.

In order to assess the impact of volunteering, the following development criteria & factors along with a 5-point scale were chosen:

Self Development Factors	Skill Development Factors	Community Factors	Child Right Factors
Self esteem / Self confidence	Leadership skills	Appreciation of other's culture	Understanding a child's thought process
Contentment about one's life	Learning New skills Communication skills	Appreciation of other's views and values	Looking at the world from a child's perspective
Awareness of making a meaningful contribution	Creativity Team working skills	Respect for other Participation in community events	Understanding child's right violation
Things to look forward in life	Time management		Understanding policy level changes to ensure child rights
Mental well-being	Documentation skills	Ability to develop network	

Impact	Scale
Post volunteering with CRY India, has the specific factor:	Significantly increased
	Nominally increased
	Stayed the same
	Nominally decreased
	Significantly decreased

# EXECUTIVE SUMMARY

## Demographic profile of volunteers surveyed

***A total of 538 responses were received and analyzed for this report***

### GENDER



Nearly *two-thirds* of CRY-India volunteers are female (63.75%).

### LOCATION



73.42% of volunteers are from *5 metro cities*: Kolkata, Delhi NCR, Bengaluru, Mumbai, Hyderabad.

### EDUCATION



95.17% hold or are pursuing a *Bachelor's or Master's degree*.

### OCCUPATION



71.56% of volunteers are *students*, while 18.22% are employees.

### MARRIAGE



93.68% of volunteers are *unmarried*.

### AGE DISTRIBUTION



Most volunteers are *young*: 69.89% are 18–24 years old.

### VOLUNTEERING DURATION & TENURE



Majority volunteer *under 5 hours/week*; 68.77% engaged for less than a year.

### VOLUNTEERING EXPERIENCE



Most CRY-India volunteers (77.88%) are *first-time volunteers*.

### VOLUNTEERING ENGAGEMENT



*Direct work with children* is the top volunteering choice (40.71%).

# 1 EXECUTIVE SUMMARY

## Impact of Volunteering on Self Development Factors

➤ The impact of volunteering was measured across five distinct self-development factors:

- Self-Esteem / Self-Confidence
- Contentment and Satisfaction with One's Life
- Awareness of Making a Meaningful Contribution
- Having Things to Look Forward to in Life
- Mental Well-being

1

Awareness of Making a **Meaningful Contribution** showed the **highest improvement** (90.15%), while Mental Well-being had the lowest but still significant rise (79.37%).

2

Across all five factors, over 79% of volunteers reported improvement: Self-esteem (84.94%), Life Satisfaction (86.62%), Awareness of Contribution (90.15%), Looking Forward to Life (86.99%), & Mental Well-being (79.37%).

3

Minimal Negative Impact: For each factor, <20% of volunteers reported 'no change' & <5% reported 'decrease'

### Volunteering Engagements (Type-wise Trends)



Direct Work with Children Over 80% of volunteers reported positive changes across all five factors.



Internships: Interns showed development of over 75% improvement across all factors, over 80% in four, & 78.31% in Mental Well-being.



Campaigns and Events: Volunteers in this category experienced nominal increase, with over 77% across all factors



Online Volunteering / Research / Data Analysis / Content Support: This group reported decent increases of over 75% across all factors



Special Projects, Sprint/Daan Utsav/Online Short-Term, and YCC – Skill improvement observed, but small sample sizes (25, 6, 1) make results insignificant.

# EXECUTIVE SUMMARY

## Impact of Volunteering on Skill Development Factors

➤ The impact of volunteering was assessed across seven different skill development areas:

- Teamwork Skills
- Leadership Skills
- Learning New Skills
- Communication Skills
- Creativity Skills
- Time Management Skills
- Documentation Skills

1

**Communication skills showed the highest improvement** (89.22%), while Documentation skills had the lowest (77.14%).

2

Overall Positive Increase Across Skills: With the exception of Documentation, where only 77.14% reported improvement, all other six skills saw more than 82% of volunteers reporting a positive increase.

3

22.30% of volunteers reported no change in Documentation; for other skills, less than 20%. Skill decrease was 0.56% for Documentation and Time Management, and less than 0.40% for all other skills.

### Volunteering Engagements (Type-wise Trends)



Direct Work with Children – Volunteers showed huge improvement across all skills, with over 80% reporting rise in each, except Documentation (77.63%).



Internships – Over 84% interns saw improvement in all skills except for Documentation (80.72%).



Campaigns and Events – Volunteers saw substantial increases here. More than 85% noted improvement in all areas, except Creativity (83.58%) & Documentation (73.13%).



Special Projects, Sprint/Daan Utsav/Online Short-Term, & YCC – Skill improvement observed, but small sample sizes (25, 6, 1) make results insignificant.



Online Volunteering – Volunteers saw relatively lower skill increases: Leadership (71.53%), Learning new skills (80.29%), Communication (84.67%), Creativity (81.02%), Teamwork (70.80%), Time Management (79.56%), Documentation (78.83%)

# EXECUTIVE SUMMARY

## Impact of Volunteering on Community Development Factors

➤ The impact of volunteering was assessed across five key community development factors:

- Appreciation of Others' Culture
- Appreciation of Others' Views and Values
- Respect for Others
- Participation in Community Events
- Ability to Develop Network (Networking)

1

The **highest reported improvement was in Respect for Others**, with 90.15% of volunteers noting progress. The lowest was in Networking, where 85.32% reported improvement.

2

All five community development factors showed positive increases: Appreciation of Culture (86.43%), Appreciation of Views & Values (87.36%), Respect for Others (90.15%), Participation in Community Events (88.66%), & Networking (85.32%).

3

Minimal Reports of No Change or Decrease: Across all five factors- Less than 15% of volunteers reported no change and Less than 0.75% reported any decrease

### Volunteering Engagements (Type-wise Trends)



Direct Work with Children: Volunteers in this category reported high levels of growth, with over 88% indicating improvement across all five factors.



Internships: Interns also showed strong development, with over 84% reporting an increase in each factor.



Campaigns and Events: More than 89% of volunteers here saw improvements across all factors, except Appreciation for Others' Culture, which stood slightly lower at 86.57%.



Special Projects, Sprint/Daan Utsav/Online Short-Term, & YCC – Skill improvement observed, but small sample sizes (25, 6, 1) make results insignificant.



Online Volunteering – Volunteers engaged in virtual roles also showed growth i.e. Improvement was above 80% for most factors. However, only 77.37% reported an increase in Networking.

# EXECUTIVE SUMMARY

## Impact of Volunteering on Child Rights Awareness Factors

➤ The impact of volunteering was measured across four key Child Rights Awareness Development Factors:

- Understanding the Child's Thought Process
- Looking at the World from a Child's Perspective
- Understanding about Child Rights Violation
- Understanding of Policy-Level Changes that Can Ensure Child Right

1

Highest improvement was seen in **Understanding about Child's Thought Process**, with 91.08% volunteers reporting increase. The lowest was for Understanding of Policy-Level Changes, with 86.99% reporting growth.

2

More than 89% of volunteers reported an increase across all factors except Policy-Level Changes, which was slightly lower at 86.99%

3

Less than 13.00% of volunteers reported no change across all factors and Less than 0.60% reported any decline in these skills

### Volunteering Engagements (Type-wise Trends)



Direct Work with Children:  
95.43% of volunteers improved in Understanding Child's Thought Process, 94.98% in Looking from Child's Perspective, 92.69% in Understanding Child Rights Violation



Internships: Interns showed moderate development: Thought Process (84.34%), Child's Perspective (81.93%), and Child Rights Violation (90.36%).



Campaigns and Events:  
Volunteers in this category reported over 88% improvement in all four factors



Special Projects, Sprint/Daan Utsav/Online Short-Term, & YCC:  
Skill improvement observed, but small sample sizes (25, 6, 1) make results insignificant statistically.



Online Volunteering: Volunteers in these roles showed lower improvements: Understanding Child's Thought Process (87.59%), Child's Perspective and Policy Changes (85.40%), and Child Rights Violation (84.67%).



# EXECUTIVE SUMMARY

## Overall Impact of Volunteering

Assuming that the respondents are representative of all volunteers involved with CRY-India, the following essential details and trends emerge:

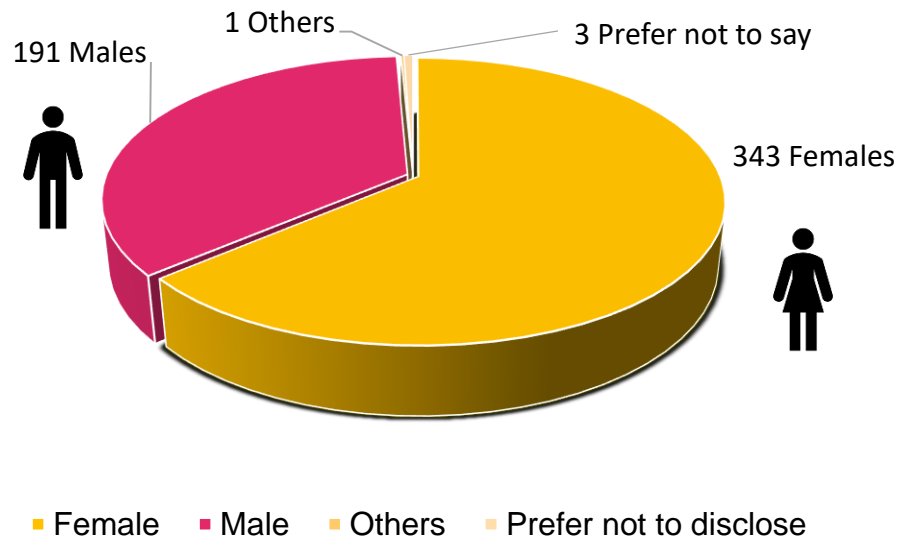
METRICS		KEY TRENDS AND DETAILS																		
OVERALL IMPACT OF VOLUNTEERING		<ul style="list-style-type: none"><li>➤ A combined 92.75% of volunteers rated their experience with CRY as either “Very Impactful” (46.10%) or “Impactful” (46.65%).</li><li>➤ Only 1.67% of volunteers found the experience “Not at all Impactful”, while 5.58% rated it as “Not Significantly Impactful”.</li></ul>																		
MOTIVATION FOR FURTHER SOCIAL ENGAGEMENT		<ul style="list-style-type: none"><li>➤ 95.35% of volunteers reported that working with CRY encouraged them to contribute to other social causes as well.</li></ul>																		
LIKELIHOOD OF RECOMMENDING CRY		<ul style="list-style-type: none"><li>➤ Volunteers were asked how likely they are to recommend CRY to a friend or colleague on a 5-point scale (with 5 being the highest). The responses were:<table><tr><th>SCORE</th><th>VOLUNTEERS</th><th>%</th></tr><tr><td>1</td><td>12</td><td>2.23%</td></tr><tr><td>2</td><td>10</td><td>1.86%</td></tr><tr><td>3</td><td>41</td><td>7.62%</td></tr><tr><td>4</td><td>152</td><td>28.25%</td></tr><tr><td>5</td><td>323</td><td>60.04%</td></tr></table></li><li>➤ A total of 88.29% gave a 4 or 5, indicating strong willingness to recommend CRY to others.</li></ul>	SCORE	VOLUNTEERS	%	1	12	2.23%	2	10	1.86%	3	41	7.62%	4	152	28.25%	5	323	60.04%
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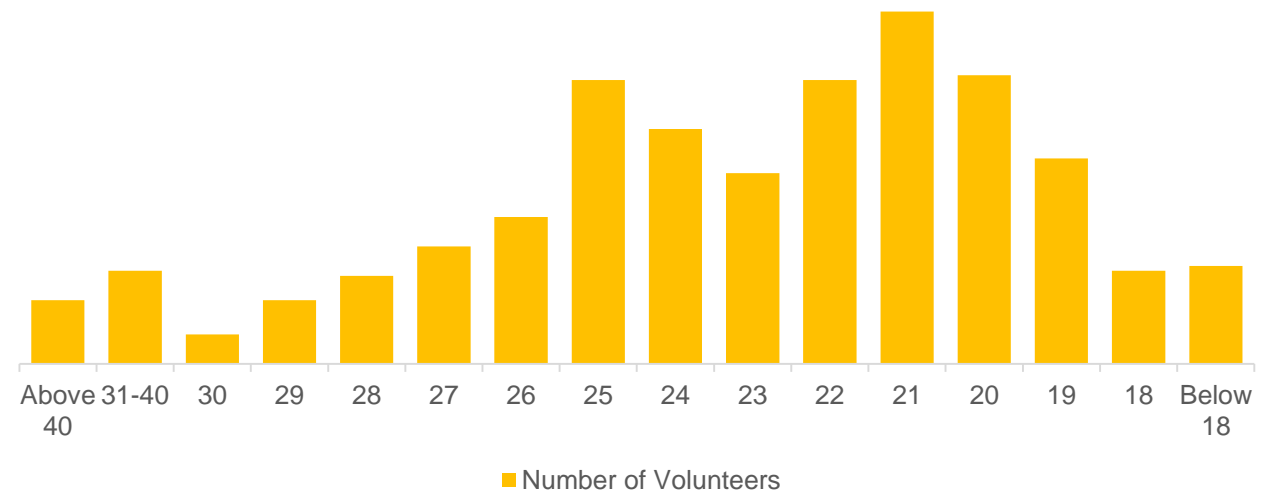
## DEMOGRAPHIC PROFILE

### Gender-wise and age-wise classification of volunteers surveyed

**Gender-wise classification of volunteers surveyed**



**Age-wise classification of volunteers surveyed**



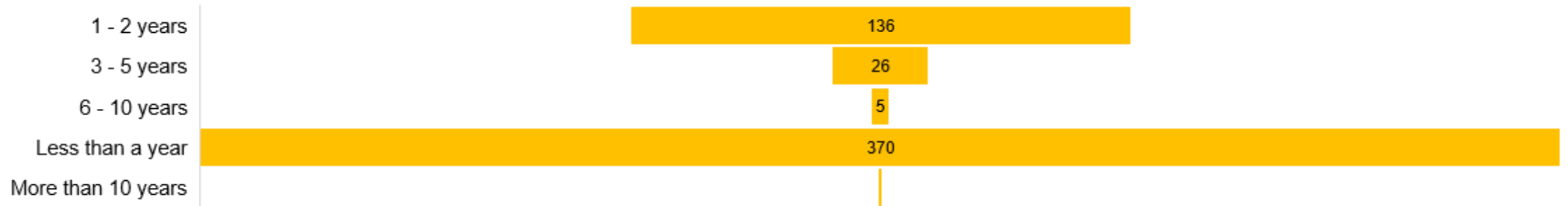
- ❖ Females represent 63.75% of the volunteers surveyed, totaling 343 volunteers.
- ❖ Males represent 35.50% of the volunteers surveyed, totaling 191 volunteers.
- ❖ 3 volunteers, representing 0.56% of the volunteers surveyed preferred not to disclose their gender.

AGE															
Above 40	31-40	30	29	28	27	26	25	24	23	22	21	20	19	18	Below 18
NO. OF VOLUNTEERS															
13	19	6	13	18	24	30	58	48	39	58	72	59	42	19	20
PERCENTAGE OF VOLUNTEERS (in %)															
2.42	3.53	1.12	2.42	3.35	4.46	5.58	10.78	8.92	7.25	10.78	13.38	10.97	7.81	3.53	3.72

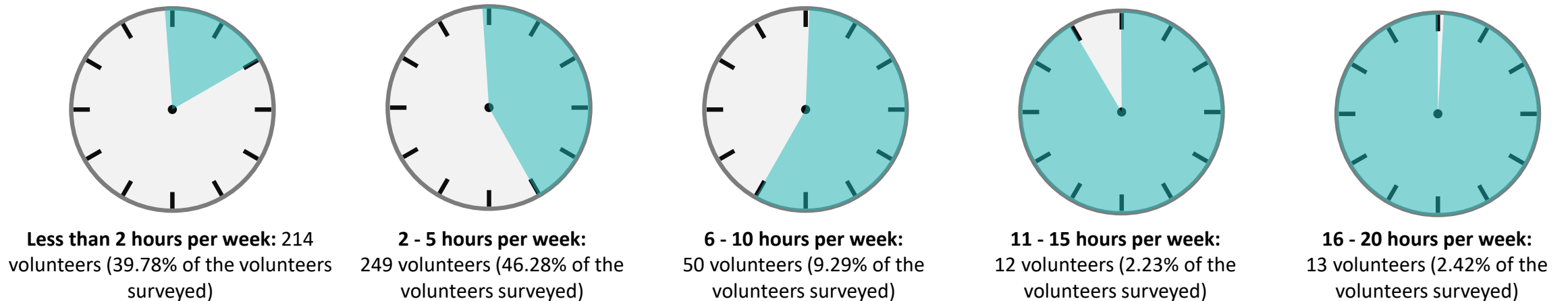
## DEMOGRAPHIC PROFILE

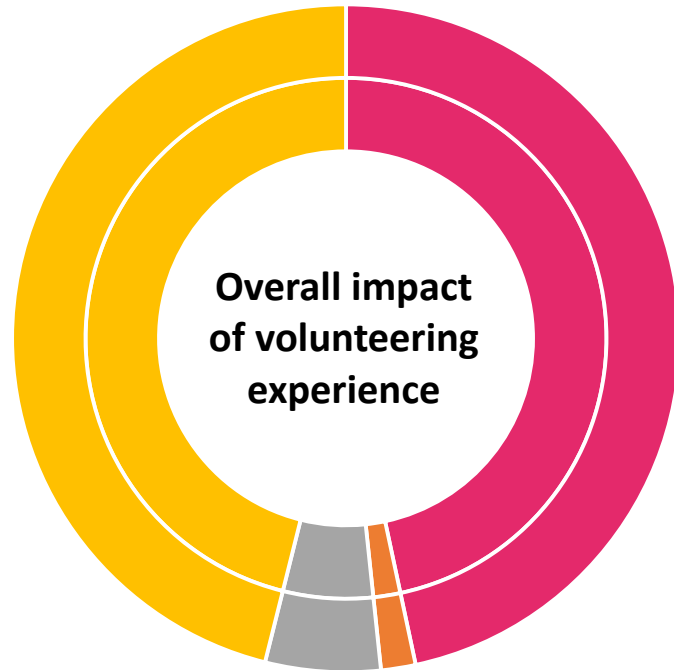
### *Time devoted to volunteering*

#### Volunteering Tenure with CRY



#### Hours volunteered per week by volunteers surveyed



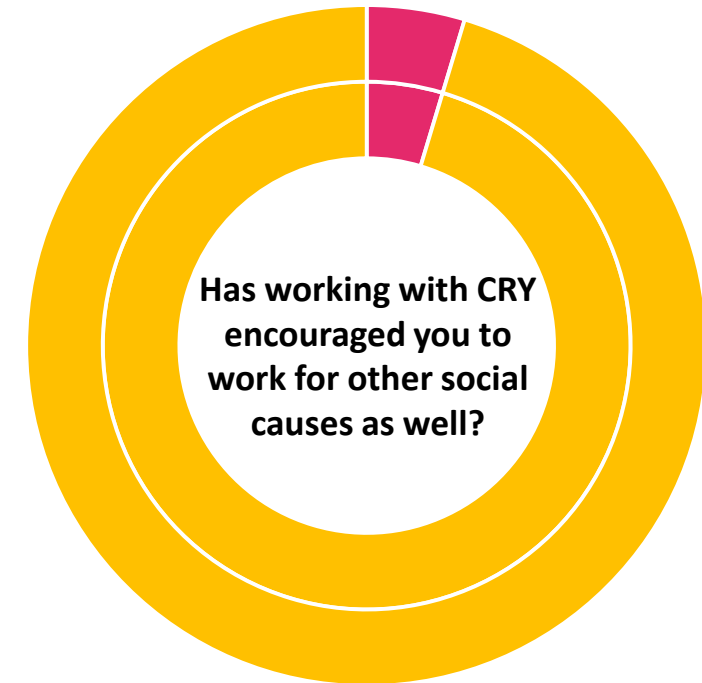


**IMPACTFUL**  
251 Volunteers (46.65%)

**NOT AT ALL IMPACTFUL**  
9 Volunteers (1.67%)

**VERY IMPACTFUL**  
248 Volunteers (46.10%)

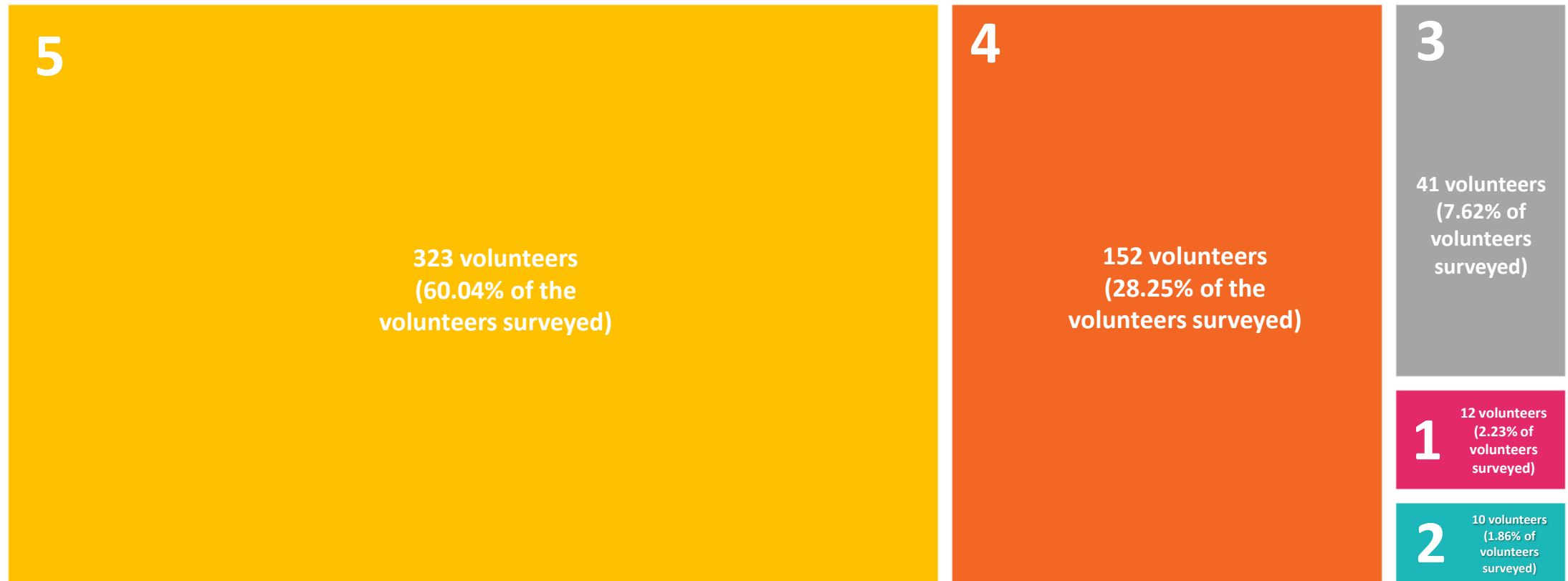
**NOT SIGNIFICANTLY IMPACTFUL**  
30 Volunteers (5.58%)



**YES**  
513 Volunteers (95.35%)

**NO**  
25 Volunteers (4.65%)

On a scale of 5 to 1, with 5 being highest, how likely is it that you would recommend CRY to your friend/colleague?





## VOLUNTEER SPEAK

### Overall impact of volunteering experience



**Abir Samanta,**  
**23 year old volunteer from**  
**Kolkata, pursuing Master in**  
**Social Work, involved in Hybrid**  
**Short term volunteering**

#### Why did you choose/ decide to volunteer with CRY?

I, Abir Samanta, from a Master in Social Work background, have got the opportunity to volunteer with CRY through St. Xavier's University Kolkata for my training/internship purpose. I chose CRY because I have an interest in working with the child development and protection unit in the field of Social Work, and CRY provides children with a wonderful platform in the provision of education.

So, I have a great opportunity to excel in my career through training at CRY and have come to learn about many things that a child needs to engage with the education and development programs that I have worked on during my internship.

#### If you were not volunteering/ interning (with CRY) would you have missed?

Yes definitely I as a social worker working in the social sector I have a dream to work with the organisation by utilizing this big platform to excel my practical skills & knowledge in the field of working and the most important problem that the NGO is working i.e., the provision of quality education among the children in the various parts of India and conducting and execution of the problems by taking quick action through initiative to execute the problems is a great learning opportunity/ experience that I would have missed if I would have not got the opportunity to work with the organisation CRY.

#### A special memory you associate with fondness/ happiness streaming from the CRY experience?

A special memory like I came to know about the Various places in Naihati and came to know about the local language of the people living there that enhanced my Bengali has enhanced while communicating with the local people.

The program sail to has given me a good knowledge about the challenges that the girl child has been facing in the way of pursuing there education and also about the quality of education they need to develop it was a nice experience as a part of managing children by engaging them in doing art and craft activities on protection of the environment.

#### Did any fundamental change/ shift happen to you due to volunteering with CRY?

Yes somewhat like how to perform a survey to get proper data, data analysis and also about the challenges that the girls are facing and how to deal with the problem in the community like awareness generation.

#### What has volunteering with CRY meant to you?

Volunteering with CRY gave an immense learning opportunity in developing my skills set like communication, management skills and also documentation skills. This gave me a learning experience on the field experience and off the field experience in the child development domain.

#### What is that one thing that you would say to someone to engage them with CRY as a volunteer?

The one thing that I would say to other to engage them with CRY as a volunteer is to stay loyal towards work, take small initiative to approach a problem, and also learn to raise voice for the unaware information, causes for the vulnerable groups.



## VOLUNTEER SPEAK

### Overall impact of volunteering experience



**Sheela Bundela,**  
**67 year old retired school**  
**teacher from Bangalore,**  
**involved in Hybrid**  
**volunteering for 9 years.**

#### Why did you choose/ decide to volunteer with CRY?

Yeah, I chose to work with cry because I've always been associated with children since I was a teacher and I came to know that cry is dealing with children.

So that's why basically and I just wanted to do some volunteering. So basically that's why I joined cry because to impact lives of children.

#### Did any fundamental change/ shift happen to you due to volunteering with CRY?

Definitely it has made an impact on me by volunteering with cry and in fact I had never worked with Government, state government children and earlier, so it gave me a chance to Teach them and, you know, get to know about the social background. And interacting with the cry volunteers also has made a difference to me. And I was very impressed that. The youngsters, who work from 9:00 to 5:00 jobs, they also come for volunteering on Saturdays, and all that's really good. Overall I have become more empathetic to everyone.

#### If you were not volunteering/ interning (with CRY) would you have missed?

It's been great to volunteering and in fact cry was my first volunteering experience before I joined the other things and it's been like it's made me very empathetic towards the children and interacting with different types of other volunteers also.

And it's really made. It's made me very sympathetic and empathetic, gave me a lot of empathy for others here. And I came to know about the different fields in which cry is working; especially working with girl child education. I was very impressed with that.

#### What has volunteering with CRY meant to you?

Yeah, I would have missed of. It's been great volunteering with cry and I wouldn't have come to know about the social conditions of the children who come to government school. And I would have missed the opportunity. Which I have now got by interacting with the other volunteers who come from different spheres who come from different spheres of life.

#### A special memory you associate with fondness/ happiness streaming from the CRY experience?

Yeah, When I was working with Jeevan Bheema Nagar PAG; Noor was also there with me and we wanted to conduct a medical camp in the school. So prior to that, we went around visiting the parents of the children who were staying around the school and persuaded them to come for the medical camp and lots of children came. So that I really liked it. And another thing is I came to know about the social background of the children. After like going to the houses and all. So it made a huge difference with me with dealing with them.

#### What is that one thing that you would say to someone to engage them with CRY as a volunteer?

I would say that volunteer with cry if you want to make a change. To bring a smile to the children.



## VOLUNTEER SPEAK

### Overall impact of volunteering experience



**Priyanka Rathi,**  
23 year old volunteer from  
Hong Kong, involved in Online  
Volunteering for over a year.

#### Why did you decide to volunteer with CRY?

As a university student in Hong Kong, I wanted to do something meaningful outside of my studies.

I wanted to contribute to something impactful on a national scale. I chose CRY because I was impressed by their focus on creating lasting solutions for children's rights, not just temporary fixes.

The chance to volunteer remotely was also a big plus, as it allowed me to fit it around my busy schedule.

#### What has this experience meant to you?

Volunteering with CRY has been incredibly rewarding. It's given me a sense of purpose and a connection to people who share my values.

I've gained valuable skills in graphic and poster designing as well as translation, which will definitely help me in the future.

More importantly, it's opened my eyes to the challenges faced by children in vulnerable situations and made me want to do even more.

#### A memory that makes you smile whenever you think of CRY?

I remember being deeply involved in putting together the presentation for CRY's annual report. My role was to craft the slide deck for the report.

It was such a great experience to sift through all that data and images, piecing together a narrative that truly showcased the impact CRY was having.

Seeing the final presentation, and knowing that it would be used to inform and inspire others to support the cause, filled me with a sense of purpose and pride. I felt so incredibly involved and like I was contributing directly to their continued success, even working remotely from Hong Kong.

#### Did volunteering change something in you—how you think, feel, act?

Definitely. I'm much more aware of global issues and inequalities than I was before. I've become more empathetic and patient, and I feel a stronger sense of responsibility to make a positive impact. I'm also more confident in speaking up about issues I care about and advocating for change. It's really broadened my perspective.

#### If you hadn't volunteered, what do you think you would have missed?

If I hadn't volunteered with CRY, I think I would have missed out on a valuable opportunity to learn, grow, and connect with something bigger than myself. I would have missed the chance to develop new skills, meet inspiring people, and contribute to a cause I believe in. It's helped me grow personally and professionally and has provided a focus that I may have missed.

#### What is that one thing that you would say to someone to engage them with CRY as volunteer?

If you're looking for a way to make a real difference in the world, I highly recommend volunteering with CRY. It's a chance to contribute your skills and passion to a cause that truly matters. Even a small amount of time can have a big impact. It's not just about helping others, it's also about personal growth and becoming part of a community that's working to create a better future for children. Give it a try, you won't regret it!





## VOLUNTEER SPEAK

### Overall impact of volunteering experience



**Anveisha Mohanty,**  
**16 year old high school student,**  
**involved in Online Volunteering**  
**for over eight months.**

#### Why did you decide to volunteer with CRY?

My decision to volunteer with CRY was inspired by a school project focused on raising awareness about the mistreatment of domestic workers in India. Through my research, I was deeply disturbed to learn that child labor remains prevalent, despite its severe ethical implications.

I wanted to contribute to improving the situation for these children but wasn't sure where to start. That's when I discovered CRY, which provided me with the platform and guidance to channel my passion into meaningful action.

#### What has this experience meant to you?

Volunteering with CRY has been nothing short of transformative. As a globally recognized organization, it has equipped me with the tools and knowledge necessary to create a lasting impact in my community.

One of the highlights has been the brainstorming sessions with Ms. Anupama Muhuri, where I had the opportunity to collaborate, ideate, and develop tangible ways to give back to society. This experience has truly shaped my perspective on social responsibility.

#### A memory that makes you smile whenever you think of CRY.

One of my fondest memories was receiving a thoughtful gift package from CRY, which included a calendar and a mug.

I remember the excitement I felt when I unwrapped the package—it was a small but meaningful reminder of the community I had become a part of.

The calendar now sits proudly in my living room, and the mug has become my go-to for my daily dose of caffeine!

#### Did volunteering change something in you—how you think, feel, act?

It absolutely did. While I had always admired volunteers for their dedication, I never truly understood the effort and emotional commitment required until I experienced it firsthand. Volunteering has deepened my appreciation for the power of collective action and has made me more proactive in seeking ways to contribute to my community. It has changed not just how I think, but also how I act—reminding me that even small efforts can make a significant difference.

#### If you hadn't volunteered, what do you think you would have missed?

I would have missed the opportunity to give back in a meaningful way. High school students like myself may sometimes feel that we lack the resources to create real change, but volunteering proves that impact isn't about wealth or status—it's about time, effort, and intent. This experience has also reinforced the importance of instilling a culture of social responsibility, not just within myself but also in those around me. If I hadn't taken this step, I would have missed the chance to be part of something bigger than myself.

#### One thing you'd say to inspire someone to volunteer with CRY.

Many of us come from a place of privilege, and with privilege comes responsibility. It's not enough to simply acknowledge our advantages—we must actively use them to uplift those who lack access to basic opportunities. If this resonates with you, I strongly encourage you to explore volunteering with CRY. It's a chance to turn awareness into action, make a tangible impact, and embark on a journey that will not only change the lives of others but also enrich your own.



## VOLUNTEER SPEAK

### Overall impact of volunteering experience



***Tinu,***  
**28 year old Software Engineer**  
**from Bangalore, involved**  
**hybrid Volunteering since 2018**

#### Why did you choose/decide to volunteer with CRY?

The first thing that came to mind was that I wanted to work with children. I was looking for online opportunities in Bengaluru that allowed active participation and interaction with children. So, when I did the search, I found information about CRY and thought, "Let's give this a chance." After attending the orientation and filling out the Google form to apply as a volunteer, I went on my first visit to the Yeshwantpur school. At first, I wasn't fully convinced, but I decided to stick around for six months and see how it goes. Over time, I made some good connections and met some great people, which motivated me to keep going. Apart from teaching, we were preparing kids for the skates and going for competitions, and when our kids won, it was a huge boost. The good company I found in this work kept me coming back on weekends.

#### What has this experience meant to you?

Volunteering with CRY has meant a lot to me. It provided a platform where I could interact with kids and make a meaningful impact on their future. Before working with schools, I also worked in the slums of Munekkulal. That experience was especially impactful. We were going door to door, conducting surveys, and bringing kids from their homes to participate in lessons. We didn't have proper classrooms; it was just in the field with slates and pencils, doing small activities. I felt a deep connection to those children, as they didn't have the security that children in schools have. Helping these kids get enrolled in school made me feel that I had truly impacted their lives. CRY gave me the platform to interact with them and influence them in ways that I couldn't have done alone. Being associated with a strong organization like CRY provided me with the background and resources to help these kids.

#### A special memory you associate with fondness/happiness stemming from the CRY experience

I have a lot of special memories with CRY, from the Dramebaaz project to the marathons and walkathons, but the most special one was working in Munekkulal. We had to talk to the parents, convince them to send their children to study. We promised them that we wouldn't give anything to their children except education, and we aimed to show them the potential their children had. We started everything from scratch, and that was a very special experience for me.

#### Did any fundamental change/shift happen to you due to volunteering with CRY?

Yes, volunteering with CRY has made me more extroverted because working with children requires you to take the first step in building connections. I have also become more compassionate and empathetic. Seeing the difficulties the kids face makes me more sensitive to their challenges, and I've become much more extroverted and empathetic toward social issues.

#### If you hadn't volunteered, what do you think you would have missed?

Absolutely, I would have missed a lot. First, my weekends would have been boring without listening to the stories of children. Secondly, I would have missed meeting the amazing volunteers at CRY. Everyone is unique, and I've learned a lot from them. I've also had the chance to bond with others and engage in activities, like exploring different parts of Bangalore and attending the Durga Puja pandal.

#### What is that one thing that you would say to someone to engage them with CRY as a volunteer?

Just do it—don't think twice. Give it a chance, and I promise you that the first moment working with CRY will motivate you, and you will not regret it.



# VOLUNTEER SPEAK

## Overall impact of volunteering experience



**Rapheal Kollegear,**  
**22 year old Student from**  
**France, involved in hybrid**  
**volunteering.**

### Why did you choose/decide to volunteer with CRY?

CRY is one of the largest and most reputable organizations in India. This was particularly important to me because I wanted my internship work to have a meaningful impact, which is often more achievable on a larger scale. This preference reflects my personal choice, even though the contributions of smaller organizations are equally significant. However, to truly drive change and make a difference, you need strength and influence, which I believe CRY possesses. Additionally, I was drawn to CRY's specific focus on children and a strong emphasis on education. As someone who has been in school for the past sixteen years, I place a high value on education. The opportunity to assist other children in experiencing a similar journey and accessing the same opportunities I had was a major factor that attracted me to the organization.

### What has volunteering with CRY meant to you?

I would say it meant broadening my horizons and stepping outside my comfort zone. Many people in my field of economics tend to follow similar career paths, becoming bankers or consultants. However, I wanted to explore other opportunities and discover how I could apply my skills and competencies. Working with CRY revealed to me that there are various paths in life; it's not a one-size-fits-all journey. I realized I could use my knowledge creatively to drive meaningful change, rather than merely focusing on numbers on a balance sheet or similar metrics.

### A special memory you associate with happiness stemming from the CRY experience.

I find this question quite easy to answer because one experience I will never forget is visiting the partner schools myself. During those visits, witnessing the children, the schools, and the practical work that CRY is doing made everything clear—what it all represents and how it becomes a reality. I will always remember walking into a classroom and seeing the smiles on the kids' faces and their excitement and happiness. Of course, not every child is always joyful, but overall, witnessing their opportunity to be there demonstrates that the efforts of everyone at CRY are meaningful. You can see the tangible impact on the community, which I find incredibly powerful, and that experience will always stay with me.

### If you hadn't volunteered, what do you think you would have missed?

I believe there are numerous aspects to consider, starting with the ability to view the world from a fresh perspective, which opens a new door to understanding and thinking about it. Equally important are the people I have met along the way. They hold as much significance as the work itself. When I enter a school and witness the practical application of your efforts, it is just as vital to observe how your colleagues and peers collaborate and influence their surroundings. The personal relationships formed while working together on meaningful projects create bonds that are essential to our lives. I mentioned earlier the importance of community, and it's crucial to recognize that it's not only about working within or for a community but also about valuing the community to which we belong. Specifically, I am referring to colleagues. If you don't enjoy the company of those you spend time with, what is the point? I would certainly have regretted not meeting those people with whom I can fondly reflect on spending five weeks, collaborating and learning together.

### Did any fundamental change/shift happen to you due to volunteering with CRY?

I would like to revisit a point I made earlier. Nowadays, many individuals are focused on achieving personal success. People are pursuing their own unique success stories, and it seems that societies worldwide are becoming increasingly individualistic. Unfortunately, in doing so, we overlook the significance of community and the collective. My experience interning with CRY highlighted the importance of community and the value of standing together for others, rather than just for oneself. Working towards the benefit of someone else can be just as meaningful, if not more so, than pursuing personal gain. I believe this is a crucial insight.

### What is that one thing that you would say to someone to engage them with CRY as a volunteer?

Like Nike's phrase "just do it", I would like to say to everyone "Just do it". I believe it's a fantastic opportunity for individuals of all ages to experience something fresh and unconventional. There's no reason not to take advantage of it. This is a fun and significant moment that can truly impact your life and the lives of others. So, take the leap!





## VOLUNTEER SPEAK

### Overall impact of volunteering experience



**Anusha Ramakrishna,**  
26 year old IT employee from  
Hyderabad, involved in  
Volunteering for over a year.

#### Why did you choose/decide to volunteer with CRY?

I was at a juncture in my life where I wanted to give back but didn't know where to start. I knew I wanted to work with children because I believe that one good impact on at least one child can create a ripple effect that benefits both the child and society for generations to come. During my search for volunteering opportunities, I came across CRY. Their vision resonated deeply with me. When thinking about betterment for children, I always focused on improved living standards or educational infrastructure. But when I saw the word "dignity," my perspective shifted. The kind of impact CRY has made in the lives of thousands of children speaks for itself, and that's what drew me to them.

#### What has volunteering with CRY meant to you?

The contentment I've experienced through volunteering at CRY is unlike anything I've felt before. During my on-site experiences, I've had to, in the most beautiful way, put aside my "volunteer hat" and become a child again. I went there aiming to make an impact, but I quickly realized that I was working with children—blank canvases. I'm grateful to be able to fill at least one good line in their story, and if that stays with them into adulthood, I would consider myself lucky.

#### A special memory you associate with happiness stemming from the CRY experience.

I had the opportunity to visit the Women's Welfare Association in Hyderabad, where I conducted surveys and collected feedback on a previous session held by CRY. There, I met 15 young girls and women who had come from varied circumstances in life. This experience was eye-opening for me. Though I had an awareness of these issues, interacting with these girls and women face-to-face brought the reality to life. Despite all they had been through and the societal norms they were constrained by, they still had the ability to smile, laugh, jump, dance, and ask me to play games with them. It was humbling, and I felt like I was the one receiving support. When I left after about 3.5 hours, they came to me with tears in their eyes and said, "Why don't you come more often? We are so happy because you came here today," and they even gave me a rose they had made out of chart paper. This moment is forever etched in my heart, and I often think about going back to see them again.

#### Did any fundamental change/shift happen to you due to volunteering with CRY?

Yes, volunteering with CRY has truly shifted my perspective. Before, as an IT employee, I had the privilege to live freely—going to work late at night, wearing what I wanted, expressing my opinions, eating whatever I wished, and sometimes even complaining. I would occasionally see feminists fight for rights and think, "What else do we need? This is exactly what we wanted, and we have it all." However, after meeting these young girls and women at the Women's Welfare Association, my bubble burst. These girls, who had been through so much, were still full of life and joy. Their strength and resilience made me realize how much I took for granted. My perspective on social issues, especially those concerning women and children, has shifted significantly since volunteering with CRY.

#### If you hadn't volunteered, what do you think you would have missed?

I absolutely would have missed a lot. I would have missed meeting children at school, talking to them about Cyber Safety, and realizing how much smarter they are at their age compared to when I was young. I would have missed meeting the incredible girls I mentioned above, visiting the Microsoft campus, and delivering financial literacy sessions during the teachers' orientation. I would have also missed meeting my fellow volunteers—people from different backgrounds, yet with a shared desire to make a difference.

#### What is that one thing that you would say to someone to engage them with CRY as a volunteer?

Be open-minded, ready to take leadership, patient, and active. When an opportunity comes your way, and if your schedule permits, just go for it.

The impact you make might seem small to you, but it's a step toward something much bigger.



## VOLUNTEER SPEAK

### Overall impact of volunteering experience



**Shampa Datta,**  
**62+ years old retired railway**  
**employee from Kolkata, involved**  
**in on ground Volunteering.**

#### Why did you choose/decide to volunteer with CRY?

My son, who was working in CRY before Covid-19, told me that if you want to go, then go to the organization and the CRY was very close to my home and my son was already working there so I did not have any problem, then is why I joined a CRY organization and CRY organization does very good work for children.

#### A special memory you associate with happiness stemming from the CRY experience.

There are two children whose mothers work from house to house and when they come to class they sit very quietly, study and write, keep their pencil box and bottle in a very nice way, do not disturb other children and also tell them to listen to ma'am while I am studying and whatever work I give them they complete it very nicely. When his mother come to take the children, I told her that you should never stop sending them to study in CRY, they will become more intelligent and you should help them in their studies as much as you can. And in taking them forward. So that in this way, there will be many children who have so many hidden qualities. How much change can come in our country if we help them to read and write.

#### What has volunteering with CRY meant to you?

The first thing is 27 years of service live. It is better for me to do something for the coming generation than sitting at home. It is not that I did not get any offers. But I had to do somethings for the coming generation since my last time. Like I had to do something for children. That is why I joined the CRY. These are the children who are our future.

#### What is that one thing that you would say to someone to engage them with CRY as a volunteer?

You can help and work in many ways. It is not that it is open, it will not be closed, you can do it if you want and it is not time consuming. You can work online or offline as you wish. And you will get a lot of happiness by working here and doing it for the society and for someone else is a big thing, so we should do it.

#### If you were not volunteering/interning (with CRY), would you have missed?

I miss a lot of things like the smile on the face of these children, playing with them, wooing them, their calling me by calling ma'am repeatedly, it feels like asking a prayer from God. This cannot be bought with money.

#### Did any fundamental change/shift happen to you due to volunteering with CRY?

There are many children there for whom we spend only 2 hours. But it is possible that we can take out more time for them and give so that they can get help then it will be very good for our society and those children.



## VOLUNTEER SPEAK

### Overall impact of volunteering experience



**Ananya Kedia,**  
23 year old Fellow from Ahmedabad,  
involved hybrid Volunteering.

#### Why did you choose/decide to volunteer with CRY?

For me, the main reason was to gain insight into the organization. I had heard a lot about CRY as an entity, but I wasn't clear on its main focus. Therefore, I wanted to learn more. During my internship, I realized I had a fantastic opportunity to work with corporate partnerships, which I transitioned to in the latter part of my internship. Overall, I gained significant exposure and a deeper understanding of the field of competence and mutual responsibility.

#### What has this experience meant to you?

It's hard to sum up my experience in just a few words, as it was filled with pure joy and happiness. I recall feeling unconfined by a single role; I had the freedom to engage in media and relations, which was my initial focus. Later, I transitioned into corporate partnerships and participated in the summer camp organized by the team at that time. I truly appreciated the freedom I had and the joy of learning throughout the entire process. I must also acknowledge the team's dedication; they never restricted me to just one task, which is something I really valued about my internship.

#### A special memory you associate with fondness/happiness stemming from the CRY experience

This happened during my internship with the corporate partnership. I recall that we organized an employee engagement activity at one of the centers. We traveled about ten to fifteen kilometers from the office to a location where our team often volunteered. Upon arrival, we found a group of students eagerly waiting for us. They recognized some of our team members, including Subhashriman, and were visibly excited, jumping with joy. Over the course of two days, we conducted activities with them, and they poured so much love and happiness. It was a truly joyful experience and remains one of my fondest memories from my internship.

#### What is that one thing that you would say to someone to engage them with CRY as a volunteer?

This internship has provided me with a lot of freedom regarding my projects, my work environment, and has allowed my creativity to flourish. If there are any volunteers considering joining, I encourage you to do so. This opportunity may seem small for you, but it holds great significance for the children and the work you'll be involved in, ultimately making a meaningful impact in their lives. If you're contemplating a career change or feeling uncertain about your current path, take the leap. You'll discover that the impact you make is far more substantial for these children, who deserve better treatment.

#### If you hadn't volunteered, what do you think you would have missed?

I would have missed out on corporate social responsibility and the extent to which I could engage with it through corporate partnerships. Additionally, I would have missed the understanding of a child's life and the pride that comes with it and the significance of the work being done. I would have been disconnected from the entire conversation, left wondering, "What did you say?" and feeling obligated to address the country's issues. Realizing after ten or fifteen years that had I not been open to these experiences, it would have truly broken my heart.

#### Did any fundamental change/shift happen to you due to volunteering with CRY?

My knowledge about the organization's work was quite limited. Most of what I knew came from online sources, and I may have only relayed that information. However, upon joining, I learned a great deal about child welfare and the significant disparities that exist among children based on their birth circumstances, parental backgrounds, and income levels. It is truly heartbreaking to witness this, as it is not the child's fault. Every child deserves equal opportunities; it is simply a matter of circumstance. Through this internship, I gained a deeper understanding of child rights, which urged me to make a change. Consequently, I resolved to work with children, even if not on a full-time basis, as I believe a portion of my work should involve them. Additionally, during the summer internship and camp, I had my first experience in a classroom setting, where I taught a few students. This experience led me to transition into a teaching role, and I am currently teaching twenty to twenty-five students in Ahmedabad. I would not have taken this path if CRY had not provided me with the opportunity to participate in the summer camp initially.





# VOLUNTEER SPEAK

## Overall impact of volunteering experience



**Himanshu Patel,**  
**24 year old student from Pune,**  
**involved in on ground**  
**Volunteering.**

### Why did you choose/decide to volunteer with CRY?

I decided to volunteer with CRY because I genuinely believe in their mission. CRY is not only a renowned organization but also has a proven track record of supporting women's empowerment, advancing child education, and promoting financial literacy. Hearing the inspiring experiences and positive reviews from our seniors who had volunteered with CRY before further cemented my confidence that this was the right place to make a meaningful impact. Their work perfectly aligns with my values and aspirations, motivating me to be part of their journey to create lasting social change.

### What has volunteering with CRY meant to you?

Volunteering with CRY has been a transformative experience for me. It was my very first opportunity to work with an NGO, opening a whole new world beyond the college environment. Being part of the CRY team meant I could contribute directly to societal improvement—whether by supporting women's empowerment initiatives, child education, or financial literacy efforts. I had the privilege of working with passionate, experienced individuals whose guidance enriched my learning process. This experience allowed me to make a meaningful difference in the community while gaining practical skills and a broader perspective that will be invaluable for my future endeavors.

### A special memory you associate with fondness/happiness stemming from the CRY experience

One special memory I cherish is the day we visited schools to teach. The excitement on the students' faces—learning something beyond their regular curriculum—filled me with immense joy and reaffirmed my decision to volunteer. Their eagerness to learn and their genuine smiles created moments of pure fulfillment. Another unforgettable memory was the walkathon we organized. The entire team, along with participants, was buzzing with happiness, singing, dancing, and simply having fun together. This vibrant celebration uplifted our spirits and strengthened my resolve to continue making a positive impact in society. These moments gave me a deep sense of purpose and lasting happiness, marking my first meaningful step into volunteering and social service.

### Did any fundamental change/shift happen to you due to volunteering with CRY?

Yes, volunteering with CRY truly transformed my outlook on life. Before joining, I was mainly focused on personal milestones like education, career, and family. Through my experience with CRY, I realized that life extends far beyond individual pursuits. I began to understand the struggles many people face daily and recognized our shared responsibility to support them. This shift in perspective changed not only how I think about success but also how I engage with social issues. Now, I feel a strong commitment to contributing to society, knowing that even small actions can make a big difference in the lives of those who need it most.

### If you hadn't volunteered, what do you think you would have missed?

If I hadn't volunteered at CRY, I would have missed those genuine moments of joy and learning. I would have missed witnessing the happy faces of students during our sessions—moments that deepened my understanding of community needs and brought immense personal satisfaction. Volunteering at CRY gave me an opportunity to see firsthand the tangible impact of our efforts, motivating me to continue contributing to society. That sense of fulfillment and the realization that I could make a difference are experiences I would not have encountered elsewhere.

### What is that one thing that you would say to someone to engage them with CRY as a volunteer?

Volunteering with CRY isn't just about giving—it's about growing alongside those you help. I would say: "Join CRY because here you not only empower underprivileged students by sharing knowledge and education, but you also invest in your own development. Working with seasoned professionals and passionate volunteers will enrich your skills, broaden your perspective, and fuel your personal growth. With CRY, every moment spent making a difference is also a step forward in shaping a better future for yourself."





## VOLUNTEER SPEAK

### Overall impact of volunteering experience



**Simran Singh Rajawat,**  
25 year old German Quality  
Analyst from Delhi, involved  
volunteering for over 2 years.

#### **Why did you choose/decide to volunteer with CRY?**

I wanted to bring change in society and Seeing the struggles of underprivileged children firsthand can be an eye-opening experience that builds compassion and a deeper understanding of social issues.

#### **What has this experience meant to you?**

Volunteering with CRY is a deeply fulfilling experience—one that offers both personal growth and a chance to create real change. It means being part of a movement that ensures every child gets access to education, healthcare, and protection from exploitation.

#### **A special memory you associate with fondness/happiness stemming from the CRY experience**

I still remember the day one of our student was struggling with the admission process and I felt bad because our parents managed everything so well that as kids we were not even aware that these problems existed, but with the support of our team we registered the kid in the school and luckily he got the admission.

#### **What is that one thing that you would say to someone to engage them with CRY as a volunteer?**

Imagine knowing that just a few hours of your time could change a child's entire future—giving them access to education, healthcare, and a safer life. Volunteering with CRY isn't just about helping; it's about being part of a movement that ensures every child gets the chance they deserve.

#### **If you hadn't volunteered, what do you think you would have missed?**

Helping a child learn, seeing them smile, or knowing that your efforts contributed to their well-being is an irreplaceable feeling. Without volunteering, I would have missed out on the sense of fulfillment that comes from directly changing lives.

#### **Did any fundamental change/shift happen to you due to volunteering with CRY?**

Spending time with children who have faced hardships fosters deeper empathy and patience. Many of us realised that they become better listeners, more understanding individuals, and more compassionate in their daily lives.



## VOLUNTEER SPEAK

### Overall impact of volunteering experience



**Maninder Singh,**  
27 year old Working Professional  
from New Delhi, involved  
Volunteering for 2+ years.

#### Why did you choose/decide to volunteer with CRY?

I volunteered with CRY to support underprivileged children's education and well-being, making a meaningful impact.

#### What has this experience meant to you?

Volunteering with CRY has been a fulfilling experience, allowing me to contribute to children's growth while learning and growing myself.

#### A special memory you associate with fondness/happiness stemming from the CRY experience

Taking the children on a trip to the National Museum, where their curiosity and excitement made the experience truly special.

#### What is that one thing that you would say to someone to engage them with CRY as a volunteer?

Volunteering with CRY is a rewarding experience—you get to visit the children, teach them, and witness their growth, both academically and in activities like dance. Seeing their excitement and progress makes every moment worthwhile!

#### If you hadn't volunteered, what do you think you would have missed?

If I weren't volunteering with CRY, I would have missed the joy of seeing children learn and grow, the sense of purpose in contributing to a cause, and the chance to be part of a community striving for change.

#### Did any fundamental change/shift happen to you due to volunteering with CRY?

Volunteering with CRY has deepened my awareness of social issues and strengthened my sense of responsibility. It has shifted my perspective, making me more empathetic and proactive in contributing to positive change.



