

Impact of Volunteering Report

FY 2023 - 24

July 2024





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Executive Summary

“The best way to find yourself is to lose yourself in the service of others”
- Mahatama Gandhi

The rationale of this exercise and the approach

The sheer scale and scope of what CRY India undertakes and achieves each day is astonishing. Behind the enormous operations of CRY India lies its volunteers, who form the heart of the organization. Volunteers are the ones who work tirelessly to provide support and voice to the most vulnerable group – children. Volunteers are the ones who spend time with the children becoming their ‘friend’, ‘didi’, ‘bhaiya’, ‘mentor’ and a ‘confidant’. In such a scenario, where does the real value in volunteering lie? Does it lie in the child getting better grades in school? Or does it lie in holistic development of the child, better equipped to excel in the current *VUCA* world? Does the real value in volunteering lie only on the other side – development and growth of the child? Judging the real value of volunteering by measuring only the impact it has on the target beneficiaries would be a very myopic view of the exercise. Real value of volunteering lies as much in the maturing of volunteers as much as it lies in the development and growth of children.

With this view, an annual exercise is being conducted since FY 2018 – 19 to gauge the impact of volunteering on the volunteers. The objective of the exercise is:

1. Measure the impact volunteering has on the volunteers
2. Contribute to further dialogue and reflection on what can be done to ensure their well-being and increase the impact they make

Accordingly, this year as well – 6th year in a row, a survey was floated to measure the impact on volunteers involved in five engagements: Direct Work with Children volunteers, Internship, Online / Research / Data Analysis / Content Support volunteers, Campaign and Events volunteer, Special Projects (Institutional Collaboration) volunteers, Sprint/ Daan Utsav/ Online Short Term, and YCC.







To measure the impact of volunteering, following developmental factors and 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 though process
Contentment & satisfaction about one’s life	Problem solving skills	Appreciation of other’s views and values	
	Communication skills		Looking at the world from a child’s perspective
Awareness of making a meaningful contribution	Creativity	Respect for others	Understanding child’s right violation
	Team working skills	Participation in community events	
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

A total of 625 responses were received which were analyzed for the purpose of this report.




Assuming the respondents are representative of the all the volunteers engaged with CRY – India, certain key details and trends emerge:

Metrics		Key details and trends
	Gender	35.36% of the volunteers are male while 64.00% are females.
	Age	<p>CRY – India volunteers are predominantly young adults.</p> <ul style="list-style-type: none"> • 47.36% of the volunteers are 20 – 23 years old • 69.76% of the volunteers are 19 – 24 years old • 84.80% of the volunteers are 18 – 26 years old • Only 15.20% of the volunteers are either below the age of 18 years or over the age of 27 years
	Location	CRY – India volunteers are concentrated in following cities: Bangalore, Delhi NCR, Kolkata, Mumbai, and Pune with 71.36% of the volunteers being based in these 5 cities
	Education	<ul style="list-style-type: none"> • Majority (80.48%) of CRY – India volunteers are either pursuing a college degree or have already obtained a Bachelor's / Master's degree • A minor proportion (3.68%) of the volunteers have either a Professional or a Doctorate degree
	Volunteering Engagements	Majority (83.84%) of CRY – India volunteers are either engaged in either of following three volunteering engagements: direct work with children / mentoring sessions, Online Volunteering / Research / Data Analysis / Content Support, and internships.
	Tenure and duration of volunteering	<ul style="list-style-type: none"> • A whopping 75.20% of the volunteers engaged with CRY – India have been engaged for less than a year. 20.96% of the volunteers have been with CRY-India for 1 – 2 years. • Most of the volunteers (50.56%) spend 2 – 5 hours per week volunteering for CRY – India, followed by 31.20% of the volunteers who spend less than 2 hours per week engaged in CRY – India's work.




Executive Summary

Demographic Profile of Volunteers Surveyed




Assuming the respondents are representative of the all the volunteers engaged with CRY – India, certain key details and trends emerge:

Metrics		Key details and trends
	Marriage	95.52% of CRY-India volunteers are unmarried
	Occupation	Majority of the CRY-India volunteers (76.32%) are students, while some of them (16.64%) are employees
	Experience	Majority (78.40%) of the CRY-India volunteers are first-time volunteers. Only 21.60% of the volunteers have prior volunteering experience




Assuming the respondents are representative of the all the volunteers engaged with CRY – India, certain key details and trends emerge:

Metrics		Key details and trends
	Background	<p>The impact of volunteering was measured for five different self development factors:</p> <ol style="list-style-type: none"> 1. Self Esteem / Self Confidence 2. Contentment and Satisfaction about One's Life 3. Awareness of Making a Meaningful Contribution 4. Things to Look Forward in Life 5. Mental Well-Being
	Volunteering Engagements (Overview)	<ol style="list-style-type: none"> 1. For the five development factors, proportion of volunteers reporting an increase is highest for: 'Awareness of Making a Meaningful Contribution' with 92.80% of the volunteers reporting an increase, and lowest for 'Mental Well Being' with 83.52% of the volunteers reporting an increase. 2. For all the 5 factors, more than 80.00% of the volunteers reported an increase. Percentage of volunteers reporting an increase stands at: 88.16% (Self confidence / Self esteem), 89.28% (Contentment and satisfaction about one's life), 92.80% (Awareness of making a meaningful contribution), 89.92% (Things to look forward to in life), and 83.52% (mental well-being). 3. For each of the development factor, less than 20.00% of the volunteers reported 'no change' and less than 1.00% of the volunteers have reported a 'decrease'.
	Volunteering Engagements (Type-wise)	<ol style="list-style-type: none"> 1. Direct Work with Children - 'Direct Work with Children' volunteers have reported noteworthy increases across all the self development factors, with more than 90.00% of the volunteers reporting an increase for all the 5 factors. 2. Internship – Interns have also reported noteworthy increases for the self development factors, with more than 80.00% of the interns reporting an increase for all the 5 factors. In fact, except for mental well-being, for which only 82.40% of the interns have reported an increase, for all the other 4 factors, more than 88% of the interns have reported an increase. 3. Campaigns and Events - 'Campaigns and Events' volunteers have reported noteworthy increases across all the self development factors, with more than 90.00% of the volunteers reporting an increase for all the 5 factors. 4. Online Volunteering / Research / Data Analysis / Content Support – % of Online Volunteering / Research / Data Analysis / Content Support volunteers reporting an increase is lowest, with % of volunteers reporting an increase being: 75.19% (Self confidence / Self esteem), 78.20% (Contentment and satisfaction about one's life), 88.72% (Awareness of making a meaningful contribution), 79.70% (Things to look forward to in life), and 69.17% (mental well-being). 5. Special Projects, Sprint/ Daan Utsav/ Online Short Term, and YCC - % of Special Projects, Sprint/ Daan Utsav/ Online Short Term, and YCC volunteers reporting an increase is also high. However, on account of low sample size: 25 volunteers, 18 volunteers, and 3 volunteers, meaningful conclusion may not be drawn and extrapolated.

Assuming the respondents are representative of the all the volunteers engaged with CRY – India, certain key details and trends emerge:

Metrics		Key details and trends
	Background	<p>The impact of volunteering was measured for seven different skill development factors:</p> <ol style="list-style-type: none"> 1. Team working skills 2. Leadership skills 3. Problem solving skills 4. Communication skills 5. Creativity skills 6. Time management skills 7. Documentation skills
	Volunteering Engagements (Overview)	<ol style="list-style-type: none"> 1. For the development factors, proportion of volunteers reporting an increase is highest for the development factor: 'Communication' skill with 90.08% of the volunteers reporting an increase, and lowest for 'Documentation' skills with 77.12% of the volunteers reporting an increase. 2. Except for 'Documentation' skill and 'problem-solving' skill for which 77.12% and 84.96% of the volunteers reported an increase, more than 85.00% of the volunteers have reported an increase for all the other 5 skills. 3. Except for 'Documentation' skill for which 21.76% of the volunteers have reported no change, less than 15% of the volunteers have reported no change for all the other 6 factors. 4. Except for 'Documentation' skill for which 1.12% of the volunteers have reported a decrease, less than 1% of the volunteers have reported a decrease for all the other 6 factors.
	Volunteering Engagements (Type-wise)	<ol style="list-style-type: none"> 1. Direct Work with Children - 'Direct Work with Children' volunteers have reported noteworthy increases across all the skill development factors, with more than 85.00% of the volunteers reporting an increase for all the factors, except 'Documentation' skill for which 72.18% of the volunteers reported an increase. 2. Internship – Interns have also reported noteworthy increases for the skill development factors, with more than 85.00% of the interns reporting an increase for all the factors, except 'Creativity' (84.00% increase) and 'Documentation' (84.00% increase). 3. Campaigns and Events – 'Campaigns and Events' volunteers have also reported noteworthy increases for the skill development factors, with more than 85.00% of the 'Campaign and Events' volunteers reporting an increase for all the factors, except 'Documentation' (83.64% increase). 4. Online Volunteering / Research / Data Analysis / Content Support – % of Online Volunteering / Research / Data Analysis / Content Support volunteers reporting an increase in skill development factors is comparatively lower at 69.92% (leadership), 75.94% (problem-solving), 83.46% (communication), 81.95% (creativity), 73.68% (team-work), 78.20% (time-management), and 75.19% (documentation). 5. Special Projects, Sprint/ Daan Utsav/ Online Short Term, and YCC - % of Special Projects, Sprint/ Daan Utsav/ Online Short Term, and YCC volunteers reporting an increase is also high. However, on account of low sample size: 25 volunteers, 18 volunteers, and 3 volunteers, meaningful conclusion may not be drawn and extrapolated.




Assuming the respondents are representative of the all the volunteers engaged with CRY – India, certain key details and trends emerge:

Metrics		Key details and trends
	Background	<p>The impact of volunteering was measured for five different community development factors:</p> <ol style="list-style-type: none"> 1. Appreciation of other's culture 2. Appreciation of other's views and values 3. Respect for others 4. Participation in community events 5. Ability to develop network (networking)
	Volunteering Engagements (Overview)	<ol style="list-style-type: none"> 1. For the development factors, proportion of volunteers reporting an increase is highest for the development factor: 'Respect for others' with 91.04% of the volunteers reporting an increase, and lowest for 'Ability to develop network (networking)' skills with 87.04% of the volunteers reporting an increase. 2. For all the 5 factors, more than 85.00% of the volunteers reported an increase. Percentage of volunteers reporting an increase stands at: 88.32% (Appreciation of other's culture), 90.40% (Appreciation of other's views and values), 91.04% (Respect for others), 89.12% (Participation in community events), and 87.04% (Ability to develop network). 3. For all the development factors, proportion of volunteers reporting no change and decrease is miniscule at less than 12.50% and 1.00% respectively.
	Volunteering Engagements (Type-wise)	<ol style="list-style-type: none"> 1. Direct Work with Children - 'Direct Work with Children' volunteers have reported noteworthy increases across all the community development factors, with more than 90.00% of the volunteers reporting an increase for all the factors. 2. Internship – Interns have also reported noteworthy increases for the community development factors, with more than 85.00% of the interns reporting an increase for all the factors. 3. Campaigns and Events – 'Campaigns and Events' volunteers have also reported noteworthy increases for the community development factors, with more than 90.00% of the 'Campaign and Events' volunteers reporting an increase for all the factors, except 'Appreciation for others' views and values' (87.27% increase). 4. Online Volunteering / Research / Data Analysis / Content Support – % of Online Volunteering / Research / Data Analysis / Content Support volunteers reporting an increase in community development factors is also high, with more than 80.00% of the volunteers reporting an increase for all the factors except 'Participation in Community Events' (77.44%) and 'Ability to Develop Network' (74.44%) 5. Special Projects, Sprint/ Daan Utsav/ Online Short Term, and YCC - % of Special Projects, Sprint/ Daan Utsav/ Online Short Term, and YCC volunteers reporting an increase is also high. However, on account of low sample size: 25 volunteers, 18 volunteers, and 3 volunteers, meaningful conclusion may not be drawn and extrapolated.

Executive Summary

Impact of Volunteering on Child Rights Awareness Factors

Assuming the respondents are representative of the all the volunteers engaged with CRY – India, certain key details and trends emerge:

Metrics		Key details and trends
	Background	<p>The impact of volunteering was measured for four different child rights awareness development factors:</p> <ol style="list-style-type: none"> 1. Understanding the child's thought process 2. Looking at world from a child's perspective 3. Understanding about child's right violation 4. Understanding of policy level changes that can ensure child rights
	Volunteering Engagements (Overview)	<ol style="list-style-type: none"> 1. For the development factors, proportion of volunteers reporting an increase is highest for the development factor: 'Understand about Child Right's Violation' with 92.48% of the volunteers reporting an increase, and lowest for 'Understanding of policy level changes that can ensure child rights' skills with 89.60% of the volunteers reporting an increase. 2. More than 90.00% of the volunteers reported an increase in all the developmental factors except 'Understanding of policy level changes that can ensure child rights' for which 89.60% of the volunteers reported an increase. 3. For all the development factors, proportion of volunteers reporting no change and decrease is miniscule at less than 11.00% and 0.50% respectively.
	Volunteering Engagements (Type-wise)	<ol style="list-style-type: none"> 1. Direct Work with Children - 'Direct Work with Children' volunteers have reported noteworthy increases across all the child rights awareness factors, with more than 90.00% of the volunteers reporting an increase for all the factors. In fact, % of volunteers reporting an increase for 'Understanding the child's thought process' is 96.24%, 'Looking at world from a child's perspective' is 94.74%, and 'Understanding about child's right violation' is 96.62%. 2. Internship – Interns have also reported noteworthy increases for the child rights awareness factors, with more than 90.00% of the interns reporting an increase for all the factors. In fact, % of volunteers reporting an increase for 'Understanding the child's thought process' is 94.40%, 'Looking at world from a child's perspective' is 93.60%, and 'Understanding about child's right violation' is 93.60%. 3. Campaigns and Events – 'Campaigns and Events' volunteers have also reported noteworthy increases for the child rights awareness factors, with more than 90.00% of the 'Campaign and Events' volunteers reporting an increase for all the factors, except 'Understanding about child's right violation' (89.09% increase). 4. Online Volunteering / Research / Data Analysis / Content Support – % of Online Volunteering / Research / Data Analysis / Content Support volunteers reporting an increase in child rights awareness factors is comparatively lower at 84.21% (understanding the child's thought process), 79.70% (looking at the world from a child's perspective), 85.71% (understanding about child's right violation), and 85.71% (Understanding of policy level changes that can ensure child rights). 5. Special Projects, Sprint/ Daan Utsav/ Online Short Term, and YCC - % of Special Projects, Sprint/ Daan Utsav/ Online Short Term, and YCC volunteers reporting an increase is also high. However, on account of low sample size: 25 volunteers, 18 volunteers, and 3 volunteers, meaningful conclusion may not be drawn and extrapolated.

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Executive Summary

Overall Impact of Volunteering

Assuming the respondents are representative of the all the volunteers engaged with CRY – India, certain key details and trends emerge:

Metrics	Key details and trends																		
Overall impact of volunteering	<ul style="list-style-type: none">For 46.40% of the volunteers, the experience was ‘Very Impactful’, while for another 48.00%, the experience was ‘Impactful’. In other words, for 94.40% of the volunteers, the experience was ‘Impactful’.For negligible 0.80% of the volunteers, was the experience ‘Not at all Impactful’, while for another 4.80% of the volunteers the experience was ‘Not significantly impactful’.																		
Has working with CRY encouraged you to work for other social causes as well?	Volunteering with CRY-India has encouraged 95.84% of the volunteers to work for other social causes as well.																		
How likely is it that you would recommend CRY to your friend/colleague?	<p>On a 5-point scale, with 5 being highest, % of volunteers that would recommend CRY to friend / colleague stands at:</p> <table><thead><tr><th>Score</th><th>Volunteers</th><th>%</th></tr></thead><tbody><tr><td>5</td><td>349</td><td>55.84%</td></tr><tr><td>4</td><td>179</td><td>28.64%</td></tr><tr><td>3</td><td>72</td><td>11.52%</td></tr><tr><td>2</td><td>11</td><td>1.76%</td></tr><tr><td>1</td><td>14</td><td>2.24%</td></tr></tbody></table>	Score	Volunteers	%	5	349	55.84%	4	179	28.64%	3	72	11.52%	2	11	1.76%	1	14	2.24%
Score	Volunteers	%																	
5	349	55.84%																	
4	179	28.64%																	
3	72	11.52%																	
2	11	1.76%																	
1	14	2.24%																	

Analyzing 6 year trend of % of volunteers indicating 'significant increase' in development factors:

Development factors	FY 2023 – 24	FY 2022 – 23	FY 2021 – 22	FY 2020 – 21	FY 2019 – 20	FY 2018 – 19	6 years change
Communication	53.76%	47.85%	45.65%	44.88%	46.12%	29.70%	24.06%
Creativity	45.92%	38.88%	38.06%	38.52%	38.20%	25.50%	20.42%
Problem Solving Skills	45.12%	34.77%	35.32%	33.33%	32.92%	25.50%	19.62%
Ability to develop network	52.48%	Did not measure	40.67%	40.99%	45.50%	33.20%	19.28%
Participation in community events	58.24%	48.41%	41.79%	42.15%	47.83%	40.20%	18.04%
Leadership	44.64%	38.13%	33.46%	30.35%	35.40%	30.40%	14.24%
Understanding of policy level changes that can ensure child rights	56.64%	47.85%	47.89%	50.45%	44.88%	Did not measure	11.76%
Team Work	56.96%	50.09%	45.65%	41.37%	53.57%	47.20%	9.76%
Time Management	50.24%	39.63%	39.43%	41.37%	40.99%	Did not measure	9.25%
Understanding about child's right violation	61.28%	57.57%	55.22%	58.75%	52.48%	Did not measure	8.80%
Things to look forward to in life	54.40%	53.83%	46.77%	49.42%	47.05%	Did not measure	7.35%
Understanding the child's thought process and looking at world from a child's perspective.	61.60%	60.75%	48.76%	53.70%	54.97%	Did not measure	6.63%
Self confidence / Self esteem	44.48%	44.67%	37.69%	36.06%	39.13%	Did not measure	5.35%
Contentment and satisfaction about one's life	54.72%	51.96%	44.90%	47.99%	49.38%	Did not measure	5.34%
Awareness of making a meaningful contribution	64.00%	63.74%	57.71%	60.96%	59.01%	Did not measure	4.99%
Mental well-being	51.04%	53.83%	46.77%	49.42%	47.05%	Did not measure	3.99%
Appreciation of other's views and values	55.20%	56.64%	45.15%	46.69%	50.47%	56.80%	-1.60%
Appreciation of other's culture	52.32%	52.90%	40.05%	43.32%	45.50%	54.70%	-2.38%
Respect for others	63.20%	62.24%	51.24%	54.22%	57.45%	67.10%	-3.90%

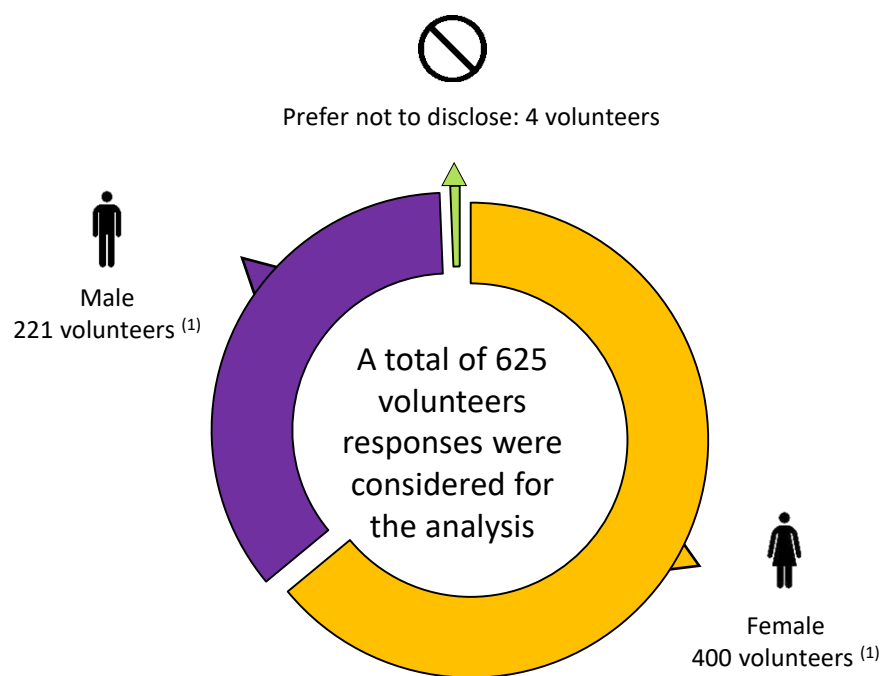
- Highest improvement was noted in 'Communication' factor where there has been a 24.06% increase in number of volunteers marking 'significant increase'.
- For 3 development factors, there has been a slight decline in number of volunteers marking 'significant increase'. Nevertheless, for these 3 development factors, % of volunteers marking 'significant increase' nevertheless remains high.



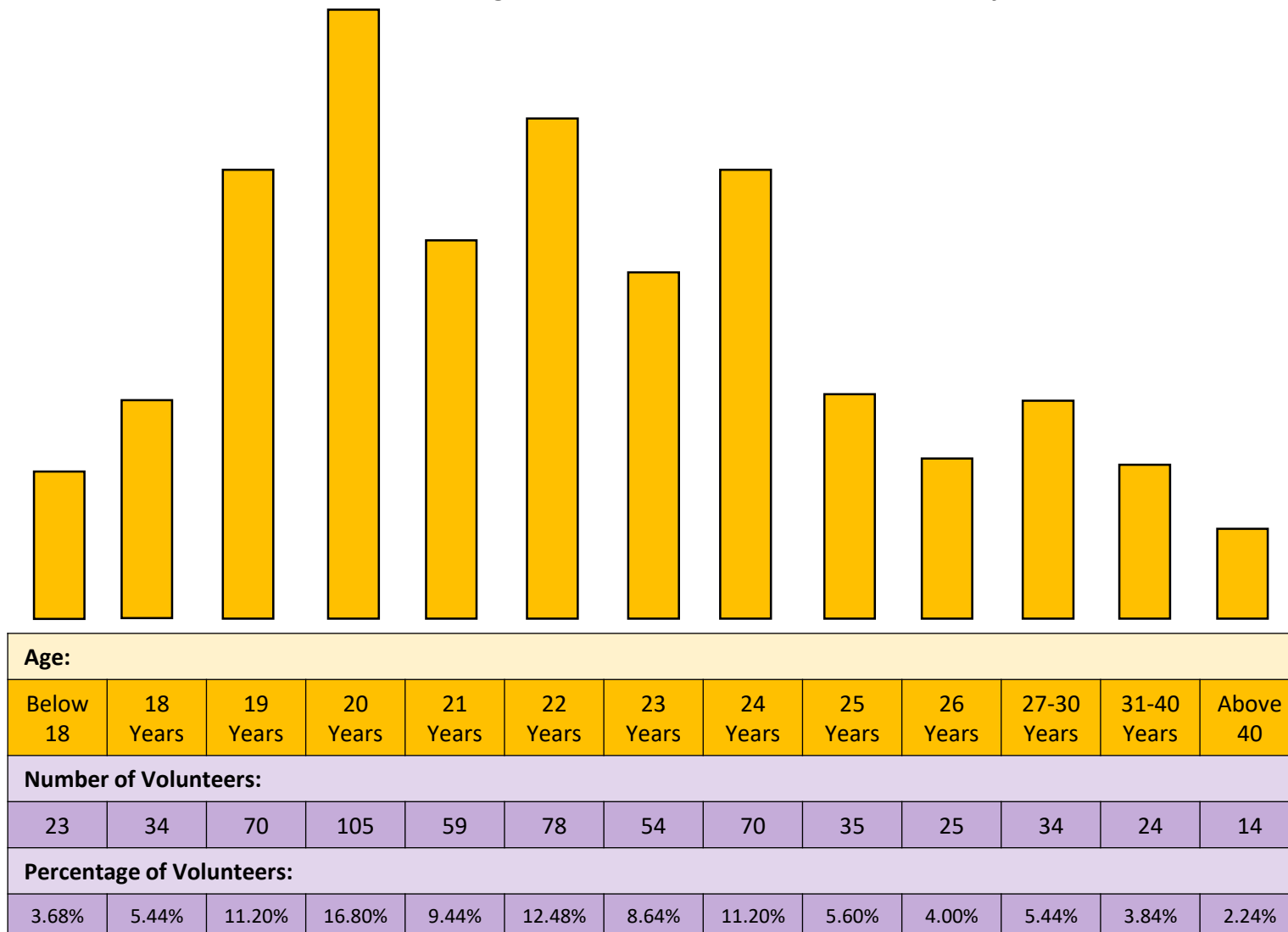
Demographic Profile of Volunteers Surveyed

“The smallest act of kindness is worth more than the grandest intention”
- Oscar Wilde

Gender-wise classification of volunteers surveyed



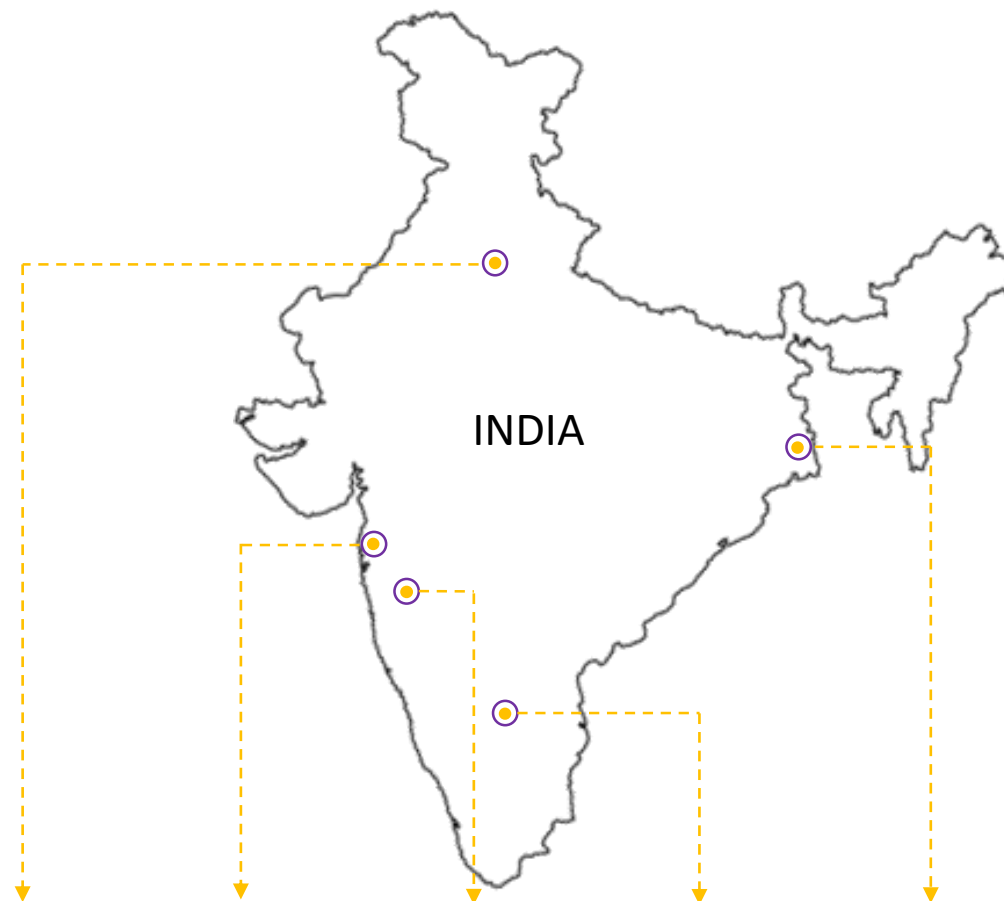
Age-wise classification of volunteers surveyed



Note:

1. Females represent 64.00% of the volunteers surveyed, totalling 400 volunteers. Males represent 35.36% of the volunteers surveyed, totalling 221 volunteers. 4 volunteers, representing 0.64% of the volunteers surveyed preferred not to disclose their gender

Location-wise classification of volunteers surveyed

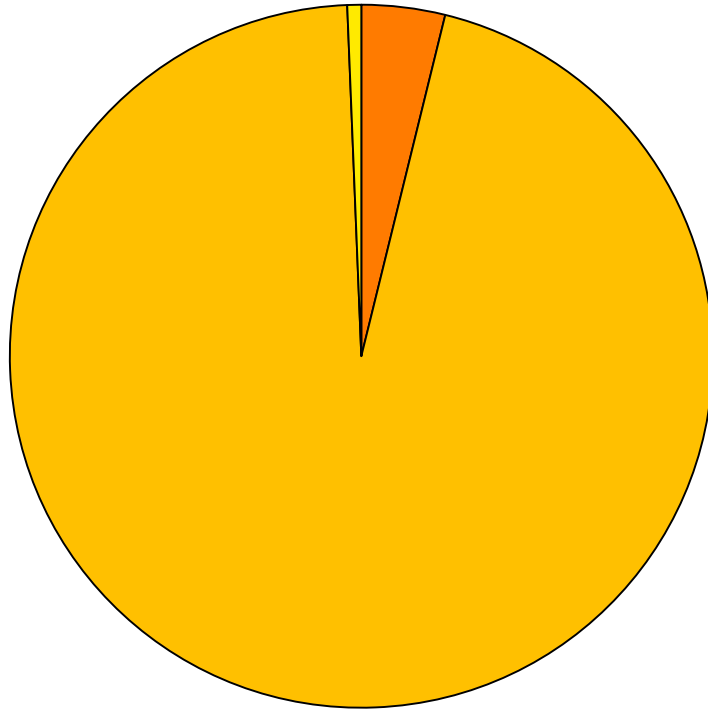





	Delhi NCR	Mumbai	Pune	Bangalore	Kolkata	Volunteers (within India)	Volunteers (outside India)	Total
Number of Respondents	130	84	15	46	171	178	1	625
Percentage of Respondents	20.80%	13.44%	2.40%	7.36%	27.36%	28.48%	0.16%	100.00%

2 Demographic Profile of Volunteers Surveyed

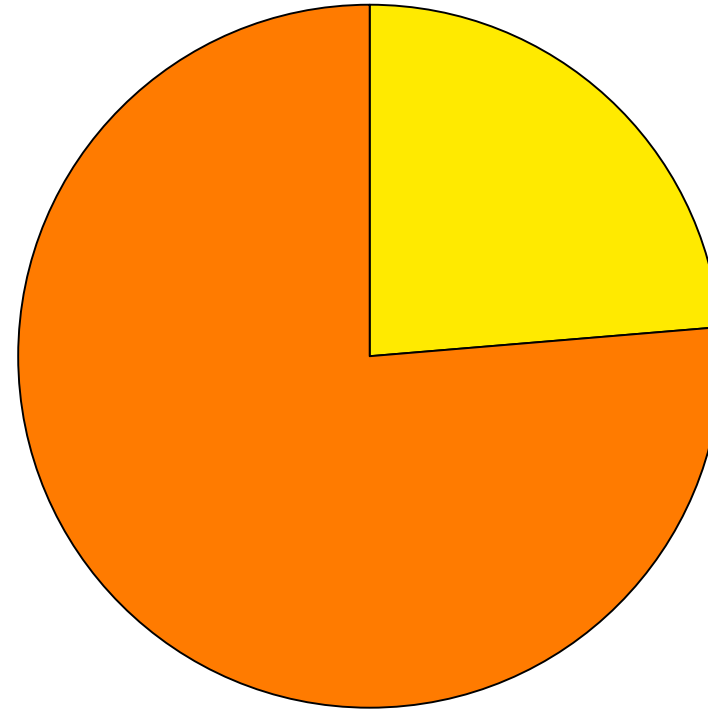
Martial and family status of volunteers surveyed



Martial status of volunteers surveyed



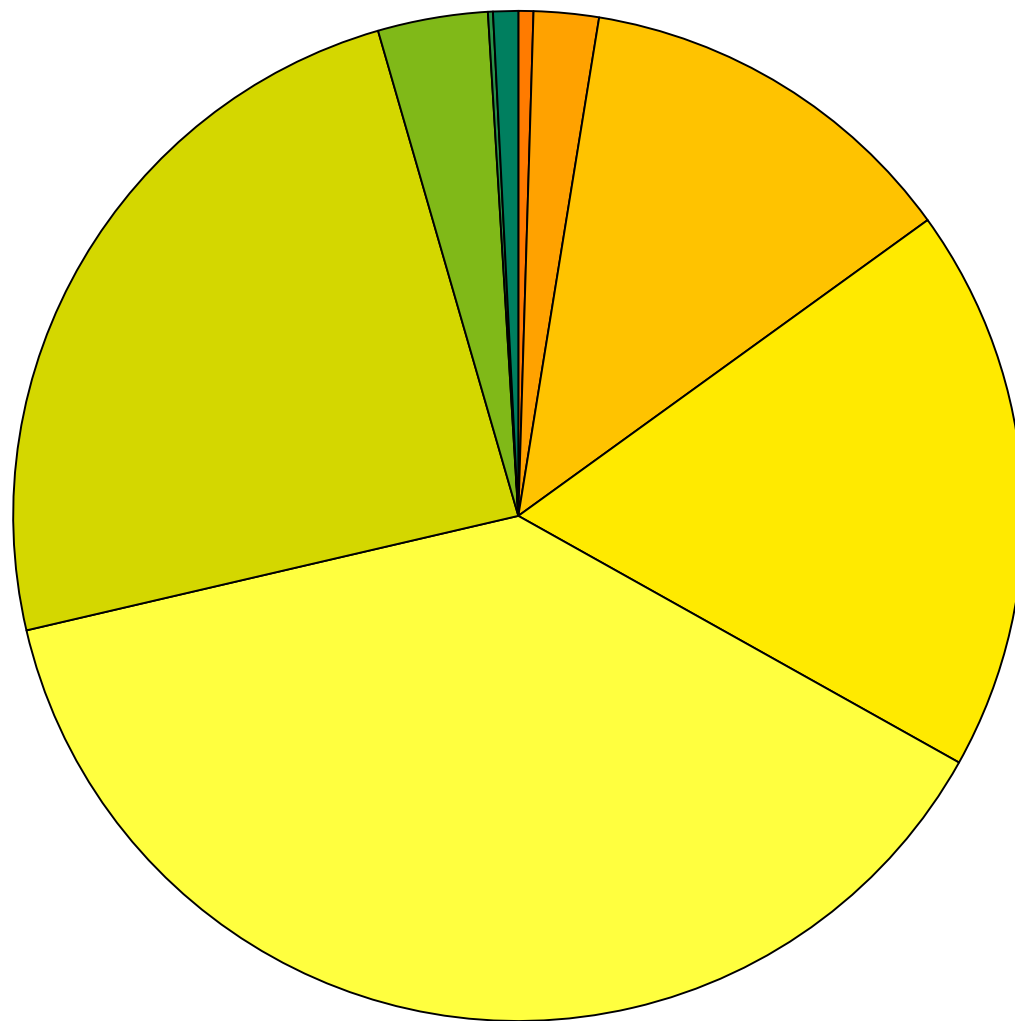
Colour	Particulars	Number	%
	Unmarried	597	95.52%
	Married	24	3.84%
	Not disclosed	4	0.64%

Volunteers living with their family



Colour	Particulars	Number	% of total respondents
	Yes	477	76.32%
	No	148	23.68%

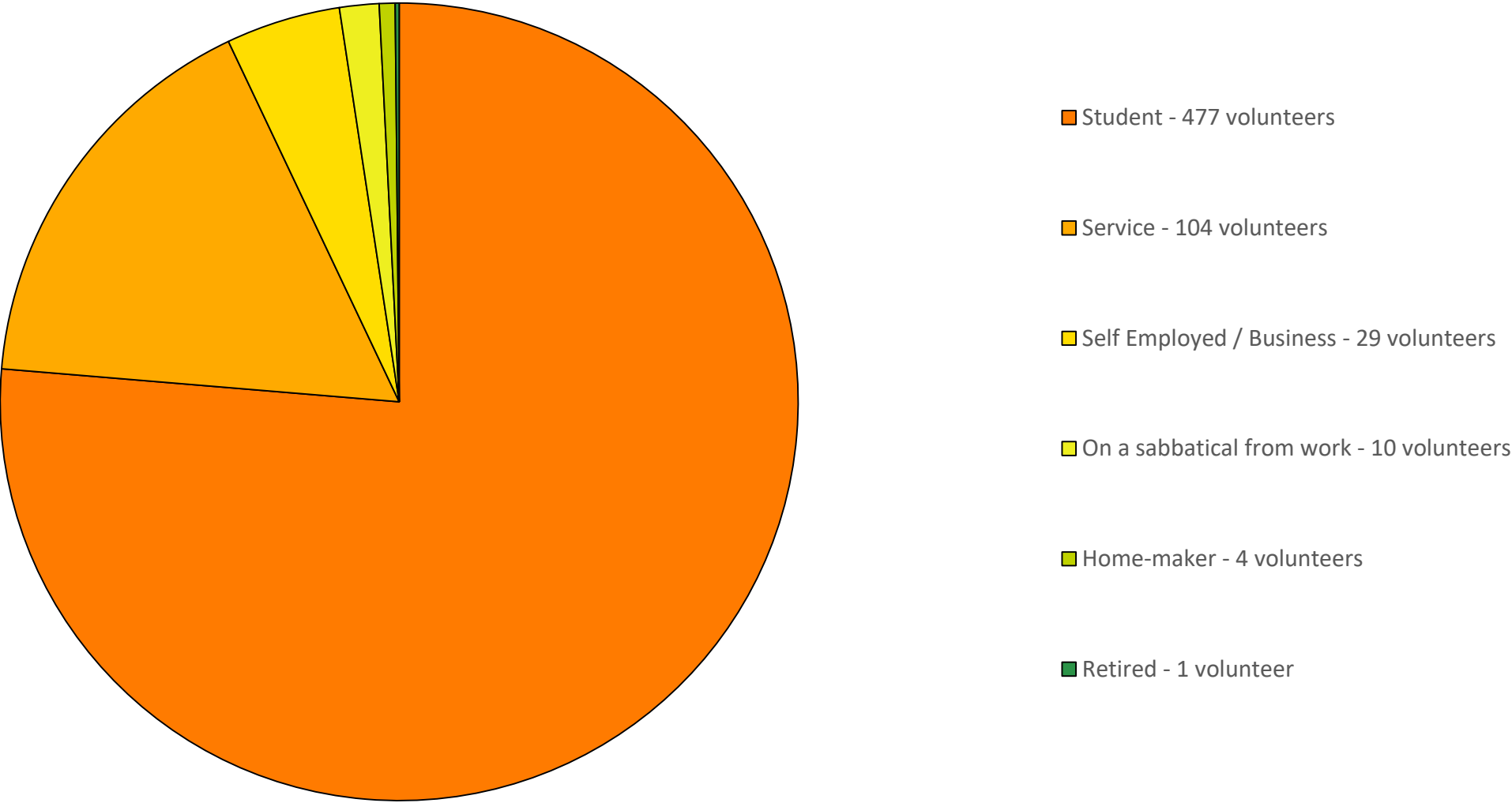
Highest level of educational attainment of volunteers surveyed



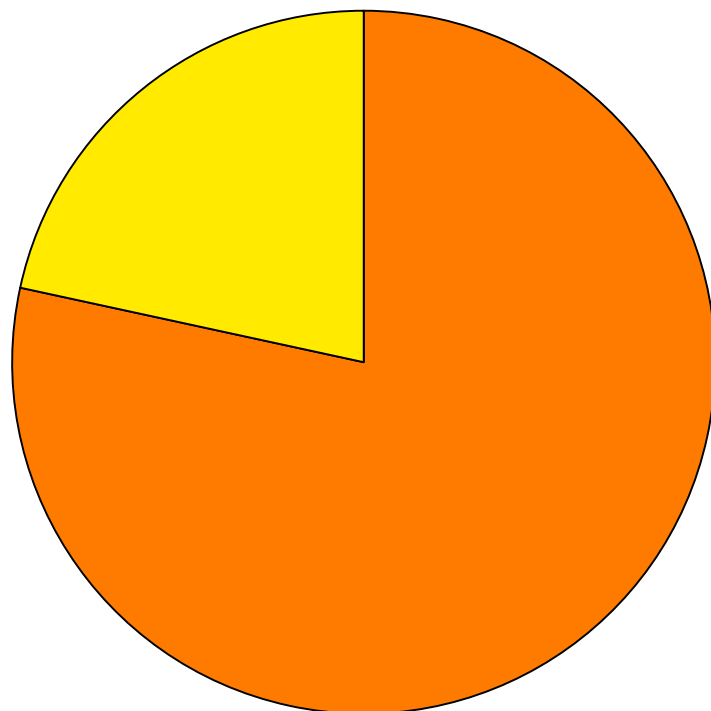
- No schooling completed - 3 volunteers
- Secondary school completed (i.e., passed 10th grade) - 13 volunteers
- High school completed (i.e., passed 12th grade) - 78 volunteers
- Some college credits, no degree (i.e., pursuing graduation) - 113 volunteers
- Bachelor's degree - 239 volunteers
- Master's degree - 151 volunteers
- Professional degree - 22 volunteers
- Doctorate degree - 1 volunteers
- Any other - 5 volunteers

Current occupation of volunteers surveyed

Current occupation of volunteers surveyed

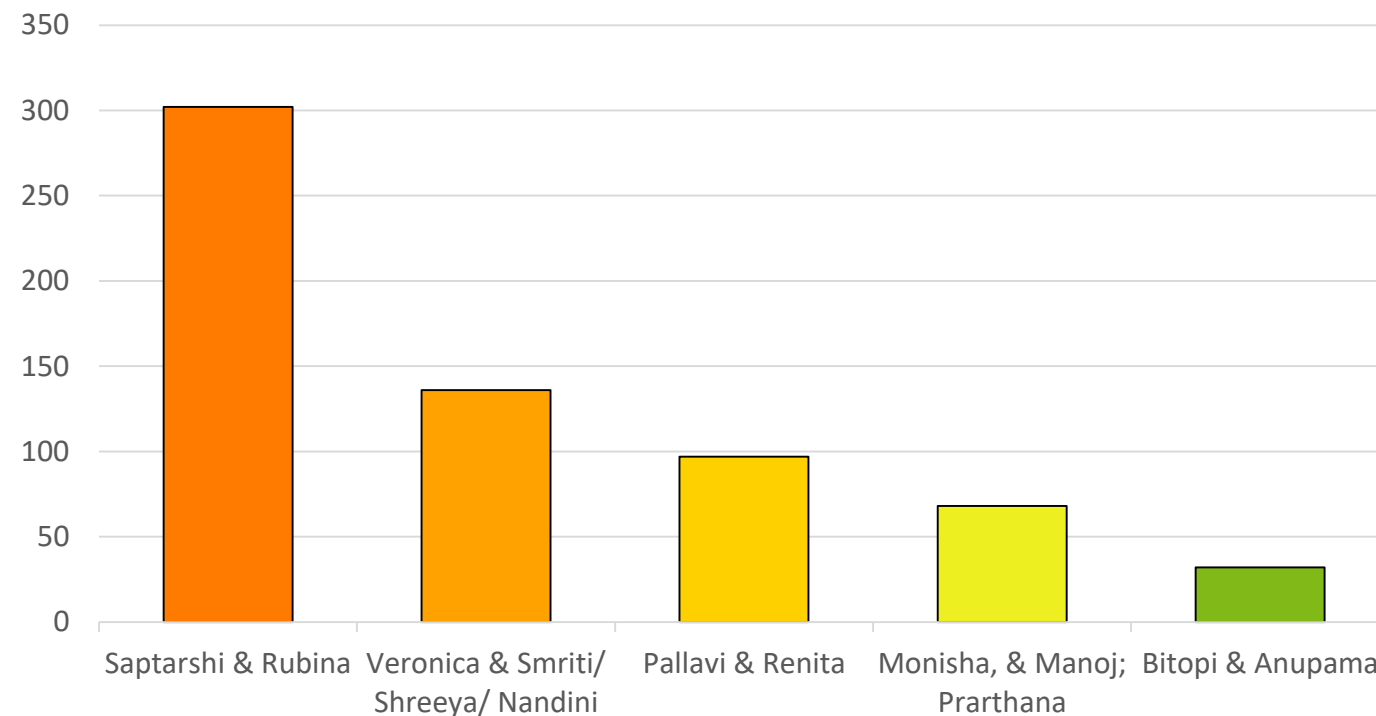


Is volunteering at CRY India your first formal volunteering experience?



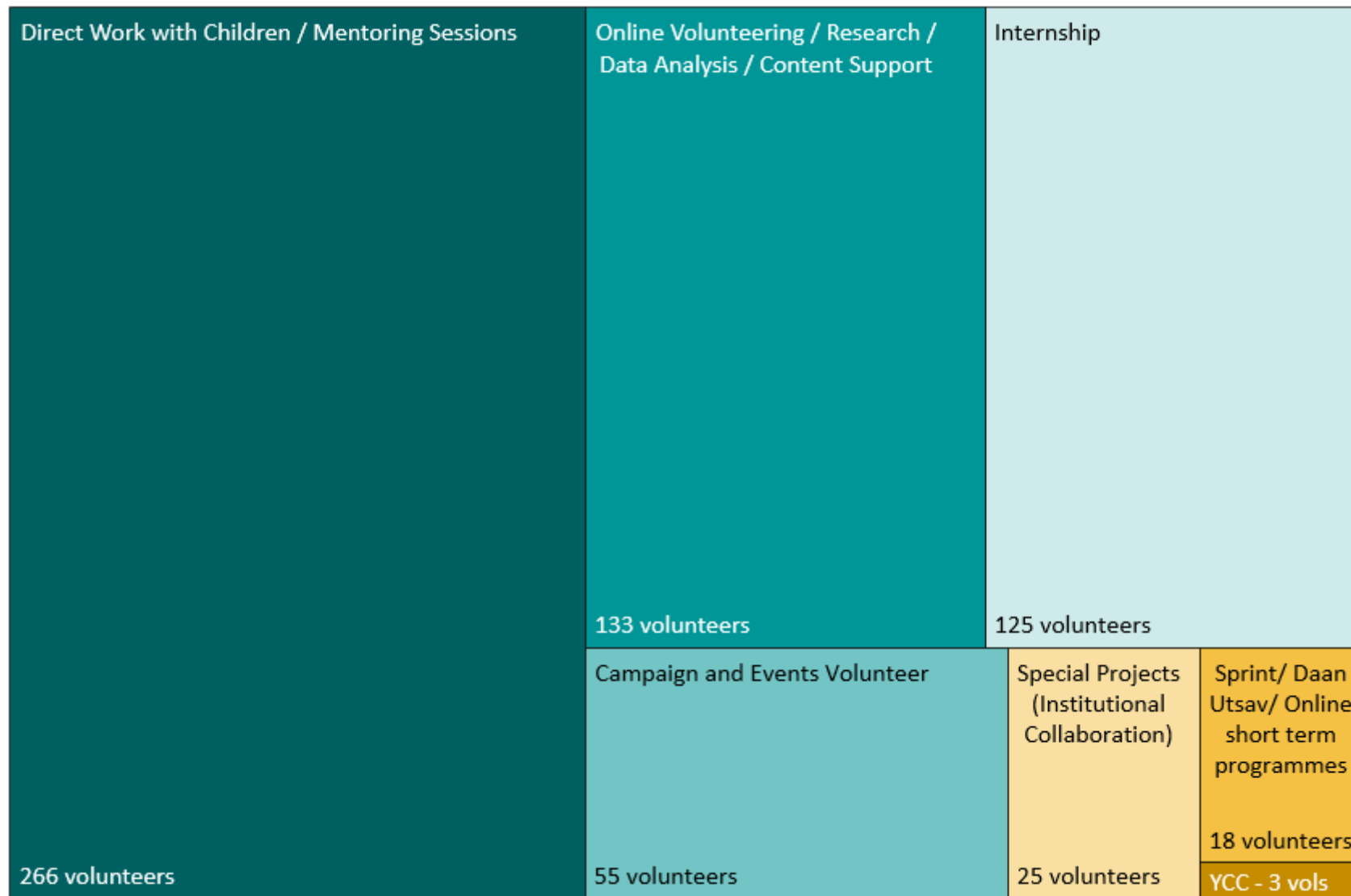
Colour	Particulars	Number	%
■	Yes	490	78.40%
■	No	135	21.60%

While volunteering, who has been your on-boarder from CRY?



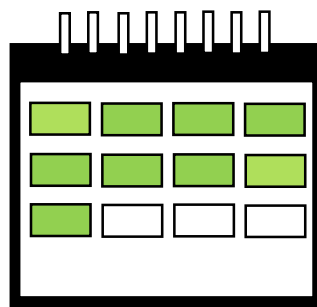
Number of volunteers:				
302	126	97	68	32
% of volunteers:				
48.32%	20.16%	15.52%	10.88%	5.12%

Volunteering engagement-wise classification of volunteers surveyed

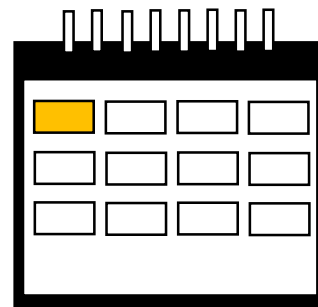


Volunteering engagement-wise classification of volunteers surveyed		
Engagement	Number	%
Direct Work with Children / Mentoring Sessions	266	42.56%
Online Volunteering / Research / Data Analysis / Content Support	133	21.28%
Internship	125	20.00%
Campaign and Events Volunteer	55	8.80%
Special Projects (Institutional Collaboration)	25	4.00%
Sprint/ Daan Utsav/ Online short term programmes	18	2.88%
YCC	3	0.48%

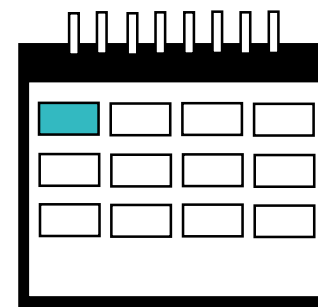
Volunteering experience of volunteers surveyed



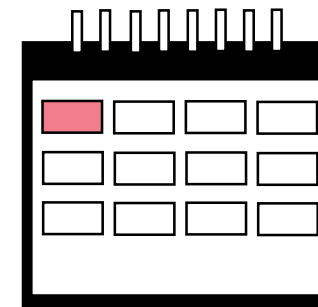
Less than a year
470 volunteers (75.20% of the volunteers surveyed)



1 – 2 years
131 volunteers (20.96% of the volunteers surveyed)

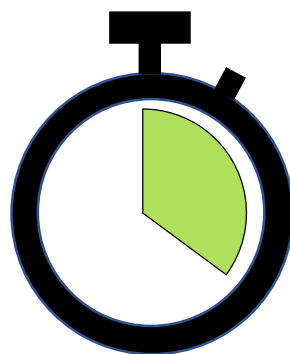


3 - 5 years
20 volunteers (3.20% of the volunteers surveyed)

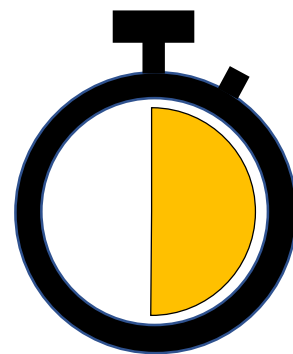


6 - 10 years
4 volunteers (0.64% of the volunteers surveyed)

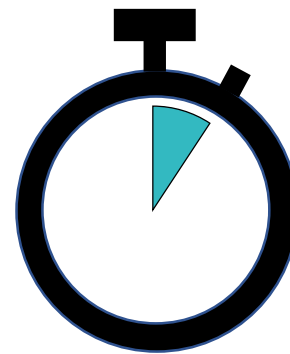
Hours volunteered per week by volunteers surveyed



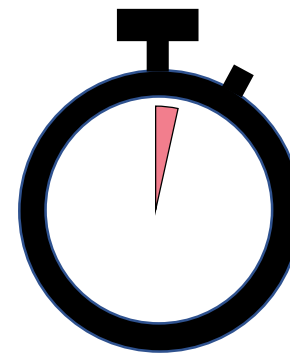
Less than 2 hours per week
195 volunteers (31.20% of the volunteers surveyed)



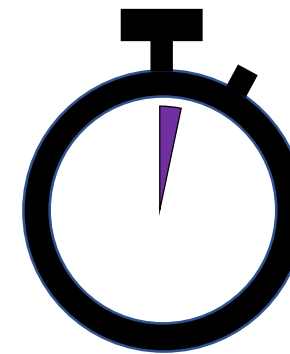
2 - 5 hours per week
316 volunteers (50.56% of the volunteers surveyed)



6 - 10 hours per week
61 volunteers (9.76% of the volunteers surveyed)



11 - 15 hours per week
25 volunteers (4.00% of the volunteers surveyed)



16 - 20 hours per week
28 volunteers (4.48% of the volunteers surveyed)

Nikkitha KJ

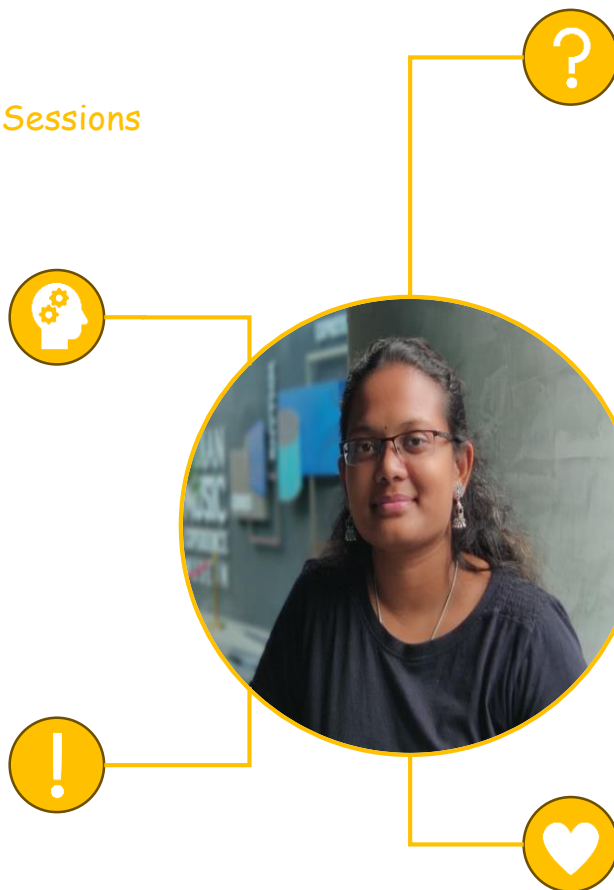
24 year old volunteer from Bangalore,
involved in Direct Work with Children / Mentoring Sessions
since over a year

Did any fundamental change/shift happen to you due to volunteering with CRY? Like the way you think, feel, act, look at social issues etc.?

Volunteering with CRY has significantly changed me. I've become more open and interactive, which has contributed to my personal growth. Additionally, it has made me more idealistic and proactive in addressing social issues. Seeing the direct impact of our efforts on the children has reinforced my belief in taking small, consistent steps to make a difference.

Imagine if you weren't part of the CRY family, what do you think you would have missed out on?

If I hadn't joined CRY, I would have missed out on a lot, especially in terms of personal growth and professional development. Volunteering has made me more outspoken and has enhanced my social skills, which have been beneficial in my professional life as well. Most importantly, I would have missed the joy and satisfaction of helping children and making a positive impact on their lives.



Why did you choose to volunteer with CRY?

My decision to volunteer with CRY dates back to my childhood. When I was in 4th or 5th grade, we studied about various NGOs in Environmental Studies, and one of them was CRY. The name 'CRY' always stuck with me because it was quite catchy, and I knew from a young age that I wanted to be a part of it. After becoming a Chartered Accountant, I finally had the means and opportunity to join CRY and fulfill that childhood aspiration



What has volunteering with CRY meant to you?

Coming from a middle-class background, I have seen many children around me who have dreams and aspirations but struggle to achieve them due to financial constraints. CRY's efforts to help such kids resonated deeply with me. Volunteering with CRY has been incredibly fulfilling as it allows me to contribute towards helping these children pursue their dreams and overcome their challenges.



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

One of my fondest memories is from my visit to a school at Magadi Road. During a subsequent visit, the children remembered me and recalled what I had taught them. This recognition and their enthusiasm for learning were very special to me and made me realize the impact I was making through my volunteer work

Prashanth Jaganathan

23 year old volunteer from Bangalore,

involved in Hybrid program (On-ground work plus online print program) since over a year

Did any fundamental change/shift happen to you due to volunteering with CRY? Like the way you think, feel, act, look at social issues etc.?

After volunteering for over a year, I can with full assurance say that it brings you a lot of humility. We do see what the situation is like, outside, and through a small yet valuable contribution, we can make all the difference. That's what life is all about in my opinion, and this is something I have largely imbibed after having volunteered at CRY.

Imagine if you weren't part of the CRY family, what do you think you would have missed out on?

If I had not volunteered at CRY, I firstly would not have interacted with fellow wonderful and cooperative interns and volunteers. And most importantly I would not have had the opportunity to have interacted with children, and bring out the child in myself in the process, and that's something I think everyone should attempt to do, as it is a great way to relieve yourselves of the stress you are surrounded by, and CRY helps you in this noble pursuit



Why did you choose to volunteer with CRY?

So, I joined CRY in the month of March, that was around the last few days of college, so I looked up a couple of organisations to volunteer at, which mainly focus on children, and that was prime sector of interest, and it is an area that demands a lot of contribution. I am extremely happy with my experience here. I had the privilege of being part of various campaigns at CRY, and also online print programs against child labour. Sessions on cyber security and educating children about unsafe practices over the internet, still holds a special heart in my heart.



What has volunteering with CRY meant to you?

When you actually interact with young minds through this platform, and enlighten them in your own way, you can actually see their eyes sparkle, and it gives you a lot of personal satisfaction to actually take time off your busy schedule for these wonderful little children. Their happiness is invaluable and their enthusiasm just makes you feel younger than ever. This feeling is just amazing, and is all the efforts are totally worth it.



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

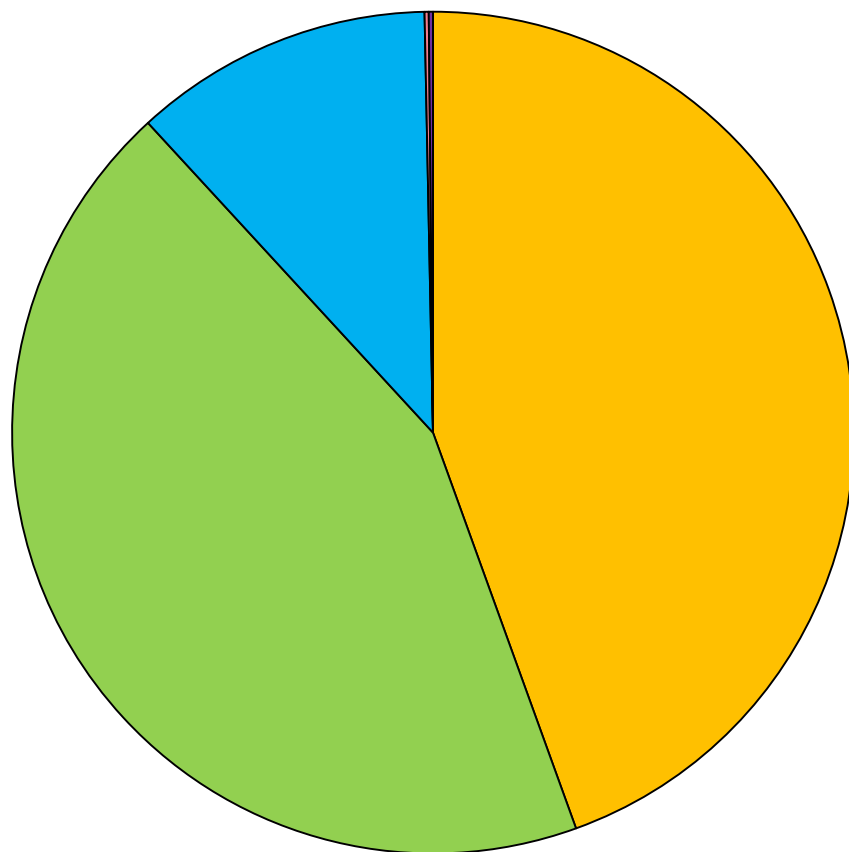
So it was my final cyber safety session in Marthahalli, with the kids, and I recall awarding the children with chocolates for every correct answer they deliver for a question asked. And this activity made me realise how smart and sharp these children are. The session lasted about an hour, but they remained focussed throughout and delivered spot-on answers to the questions asked post the session. This highlighted the fact that every child is smart in their own unique way, we just have to show them the right path and provide them the support they deserve, and this is exactly what CRY attempts to do










Impact of Volunteering on Self Development Factors

“How wonderful it is that nobody need wait a single moment before starting to improve the world”
- Anne Frank



Impact of volunteering with CRY – India on self esteem / self confidence:

	Significant Increase 278 volunteers (44.48% of the volunteers surveyed)
	Nominal Increase 273 volunteers (43.68% of the volunteers surveyed)
	Stayed the same 72 volunteers (11.52% of the volunteers surveyed)
	Nominal Decrease 1 volunteers (0.16% of the volunteers surveyed)
	Significant Decrease 1 volunteers (0.16% of the volunteers surveyed)

"I taught the 5th-grade kids, developed a great bond & taught them basic manners, we sang Math tables at the end of every class, and the new protocol of playing quick puzzles at the end of each concept.

It was 1st time dealing with so many kids, so I did feel frustrated when the children didn't listen or kept making noises, but we persisted, distracted them with quizzes, etc.

I thought I was the worst teacher, my kids didn't listen to me, I didn't complete the chapter as well, I couldn't gain their attention or make their studies fascinating, so terrible of me.

BUT HERE COMES THE TWIST

On the International Volunteers Day Celebration in January 1st week, many kids performed on stage for the volunteers. However, my child was excitedly beaming with confidence & happiness and told the organisers my name, that this Miss teaches us.

The organisers didn't know, so they called out my name, to find out who that is. I, unaware of the reason for them calling out my name, stood up & identified myself. And there my child was jumping, Yaaaayyyyyy, MY TEACHER, MY TEACHER!!

A few volunteers from other PAGs spoke to me, saying my kids were so happy talking about Saturdays when the volunteers teach them. Such a proud moment for me, I was

My happiness knew no bounds seeing my children excited to see me back to teaching post my exam break.

Moments like these, make us realise that the journey may not be smooth, but it's totally worth it in the end."

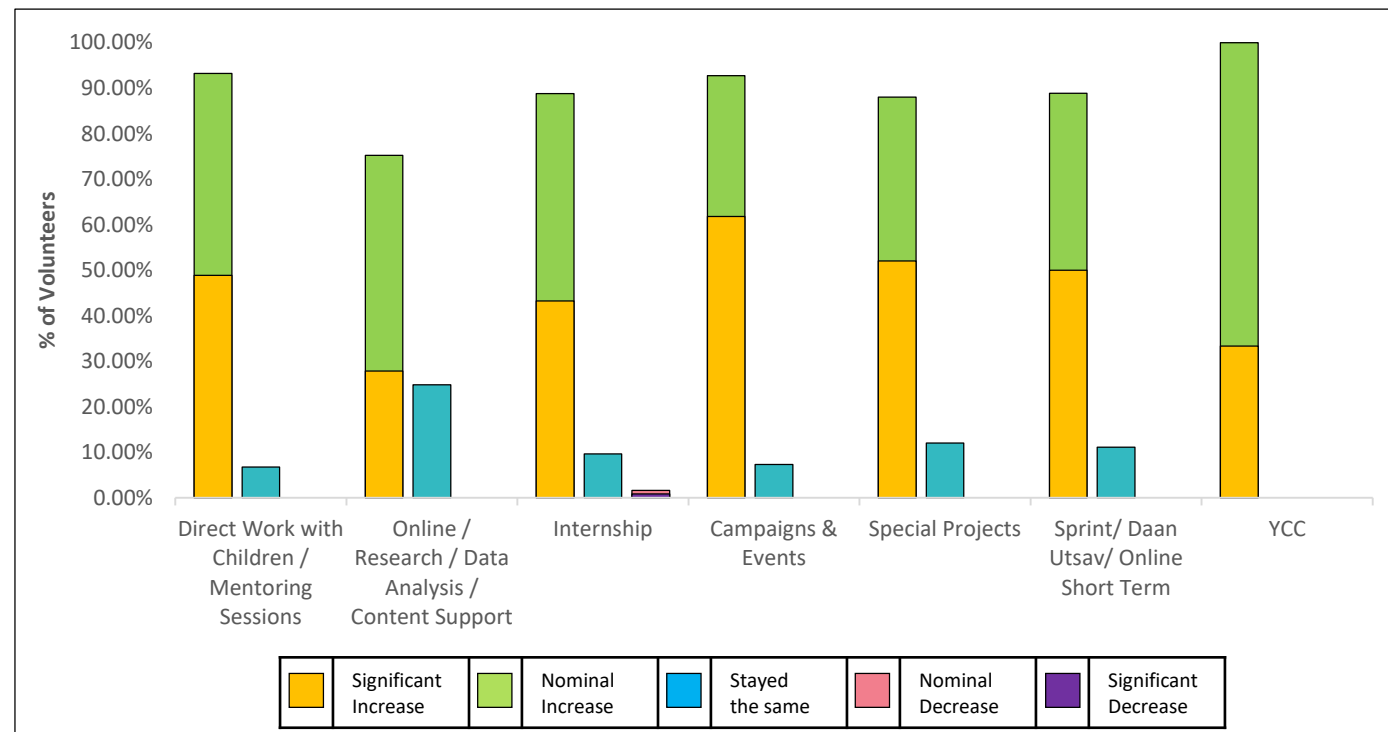
- 24 year old female volunteer from Mumbai, involved in Direct Work with Children / Mentoring Sessions

- Our volunteers self assessed the impact of volunteering with CRY India as follows:

Metric	Significant Increase	Nominal Increase	Total Increase	Stayed the same	Total stayed the same	Nominal Decrease	Significant Decrease	Total Decrease
% of Respondents	278	273	551	72	72	1	1	2
No. of Respondents	44.48%	43.68%	88.16%	11.52%	11.52%	0.16%	0.16%	0.32%

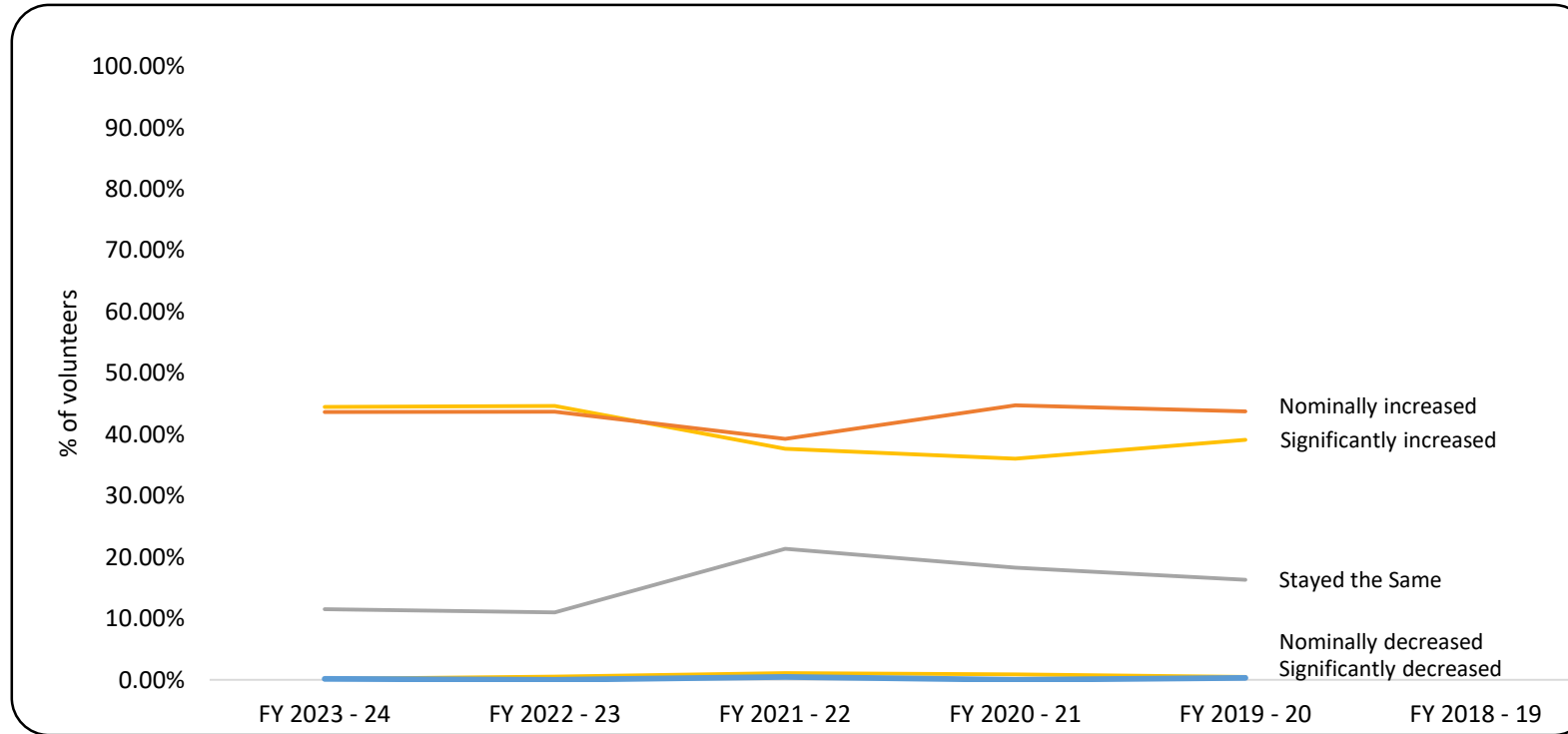
88.16% of the volunteers reported an increase attributable to volunteering with CRY India, with only a handful volunteers (0.32%) reporting a decrease.

- Cross-mapping the data pertaining to impact with different types of volunteering activity undertaken at CRY India highlights:

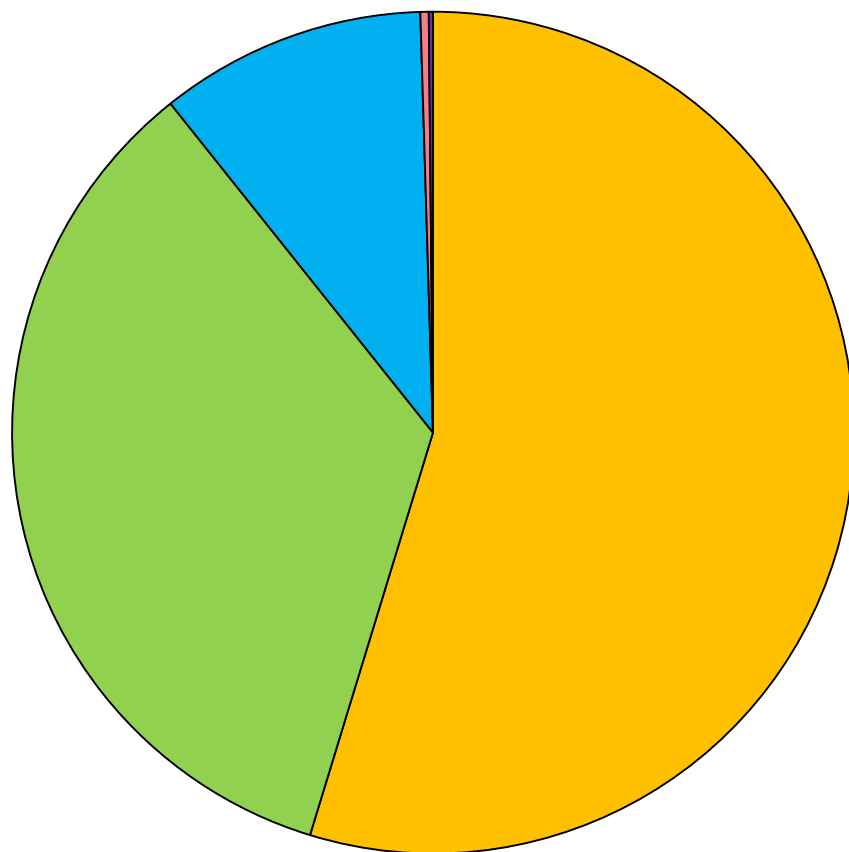







Activities	% of Volunteers for a particular engagement						
	Direct Work with Children / Mentoring Sessions	Online / Research / Data Analysis / Content Support	Internship	Campaigns & Events	Special Projects	Sprint/ Daan Utsav/ Online Short Term	YCC
Significantly Increased	48.87%	27.82%	43.20%	61.82%	52.00%	50.00%	33.33%
Nominally Increased	44.36%	47.37%	45.60%	30.91%	36.00%	38.89%	66.67%
TOTAL	93.23%	75.19%	88.80%	92.73%	88.00%	88.89%	100.00%
Stayed the same	6.77%	24.81%	9.60%	7.27%	12.00%	11.11%	0.00%
TOTAL	6.77%	24.81%	9.60%	7.27%	12.00%	11.11%	0.00%
Nominally Decreased	0.00%	0.00%	0.80%	0.00%	0.00%	0.00%	0.00%
Significantly Decreased	0.00%	0.00%	0.80%	0.00%	0.00%	0.00%	0.00%
TOTAL	0.00%	0.00%	1.60%	0.00%	0.00%	0.00%	0.00%

- 6 year trend analysis assessing the impact on self esteem / confidence



% of volunteers	FY 2023 – 24	FY 2022 – 23	FY 2021 – 22	FY 2020 – 21	FY 2019 – 20	FY 2018 – 19
Significantly Increased	44.48%	44.67%	37.69%	36.06%	39.13%	The said parameter was not measured in the said year's survey
Nominally Increased	43.68%	43.74%	39.30%	44.75%	43.79%	
Stayed the Same	11.52%	11.03%	21.39%	18.29%	16.30%	
Nominally Decreased	0.16%	0.56%	1.12%	0.91%	0.47%	
Significantly Decreased	0.16%	0.00%	0.50%	0.00%	0.31%	



Impact of volunteering with CRY – India on contentment and satisfaction about one's life:	
	Significant Increase 342 volunteers (54.72% of the volunteers surveyed)
	Nominal Increase 216 volunteers (34.56% of the volunteers surveyed)
	Stayed the same 64 volunteers (10.24% of the volunteers surveyed)
	Nominal Decrease 2 volunteers (0.32% of the volunteers surveyed)
	Significant Decrease 1 volunteers (0.16% of the volunteers surveyed)

“Volunteering with CRY India, I had a particularly memorable experience during an online session focused on raising awareness about how sexual violence affects boys. The session was attended by educators and young boys, creating a safe space for open dialogue on this often-overlooked issue. We discussed the stigma and societal pressures that prevent boys from speaking out, shared resources for support, and highlighted real-life stories to emphasize the importance of recognition and intervention. The engagement and heartfelt participation of the attendees underscored the critical need for such conversations, leaving a lasting impact on everyone involved, including myself”

- 18 year old male volunteer from Delhi NCR,
involved in Online Volunteering / Research / Data Analysis / Content Support

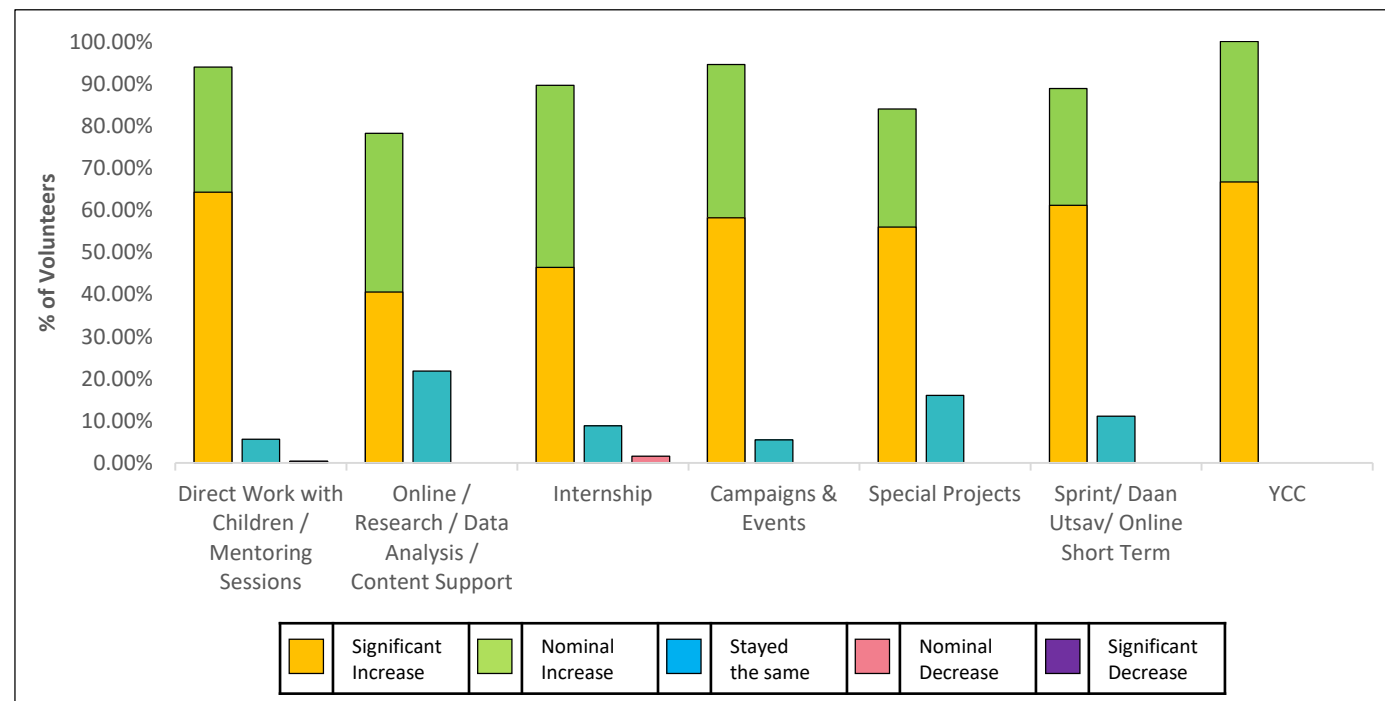
Impact of volunteering on contentment and satisfaction about one's life

- Our volunteers self assessed the impact of volunteering with CRY India as follows:

Metric	Significant Increase	Nominal Increase	Total Increase	Stayed the same	Total stayed the same	Nominal Decrease	Significant Decrease	Total Decrease
% of Respondents	342	216	558	64	64	2	1	3
No. of Respondents	54.72%	34.56%	89.28%	10.24%	10.24%	0.32%	0.16%	0.48%

89.28% of the volunteers reported an increase attributable to volunteering with CRY India, with only a handful volunteers (0.48%) reporting a decrease.

- Cross-mapping the data pertaining to impact with different types of volunteering activity undertaken at CRY India highlights:

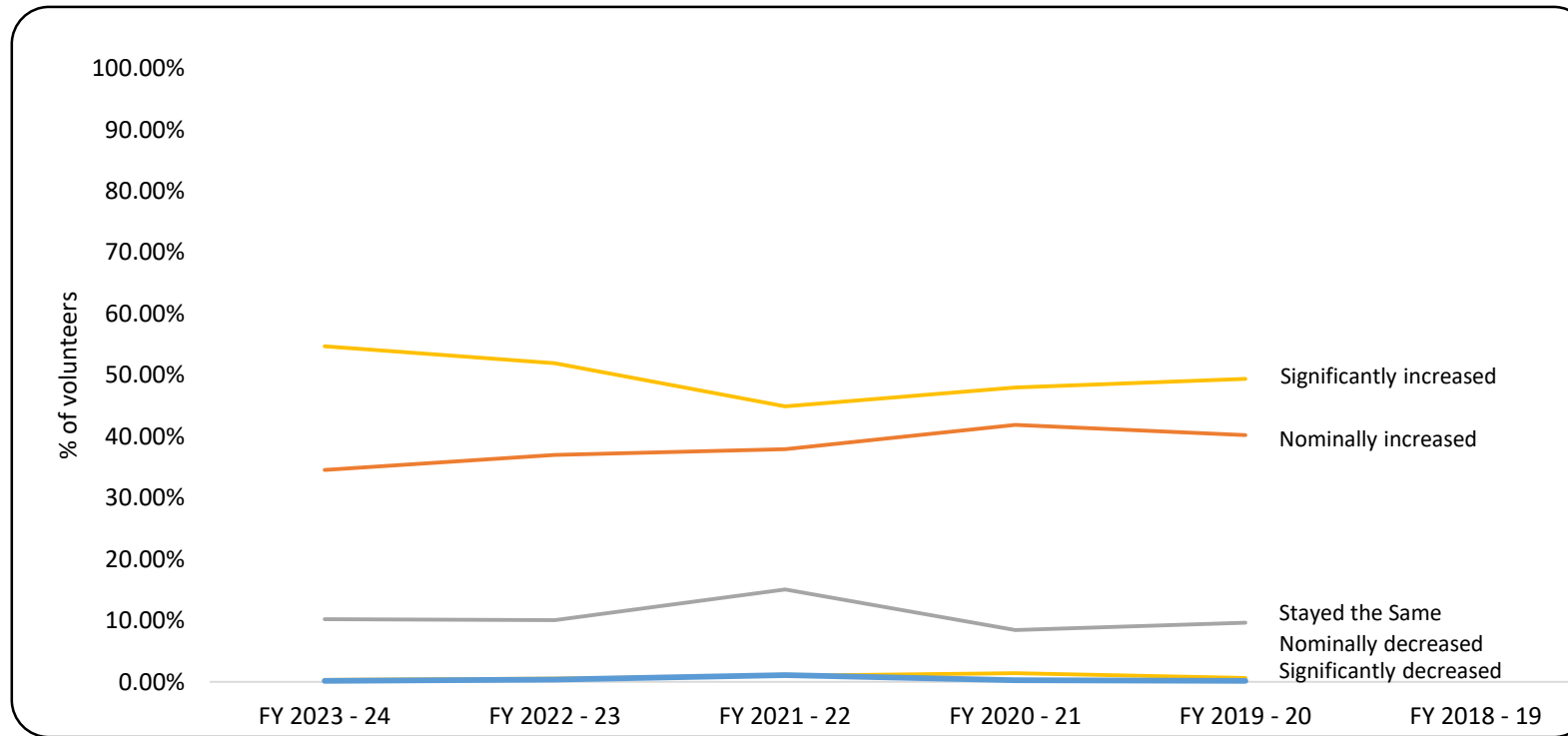


Activities	% of Volunteers for a particular engagement						
	Direct Work with Children / Mentoring Sessions	Online / Research / Data Analysis / Content Support	Internship	Campaigns & Events	Special Projects	Sprint/ Daan Utsav/ Online Short Term	YCC
Significantly Increased	64.29%	40.60%	46.40%	58.18%	56.00%	61.11%	66.67%
Nominally Increased	29.70%	37.59%	43.20%	36.36%	28.00%	27.78%	33.33%
TOTAL	93.98%	78.20%	89.60%	94.55%	84.00%	88.89%	100.00%
Stayed the same	5.64%	21.80%	8.80%	5.45%	16.00%	11.11%	0.00%
TOTAL	5.64%	21.80%	8.80%	5.45%	16.00%	11.11%	0.00%
Nominally Decreased	0.00%	0.00%	1.60%	0.00%	0.00%	0.00%	0.00%
Significantly Decreased	0.38%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	0.38%	0.00%	1.60%	0.00%	0.00%	0.00%	0.00%

Impact of Volunteering on Self Development Factors

Impact of volunteering on contentment and satisfaction about one's life

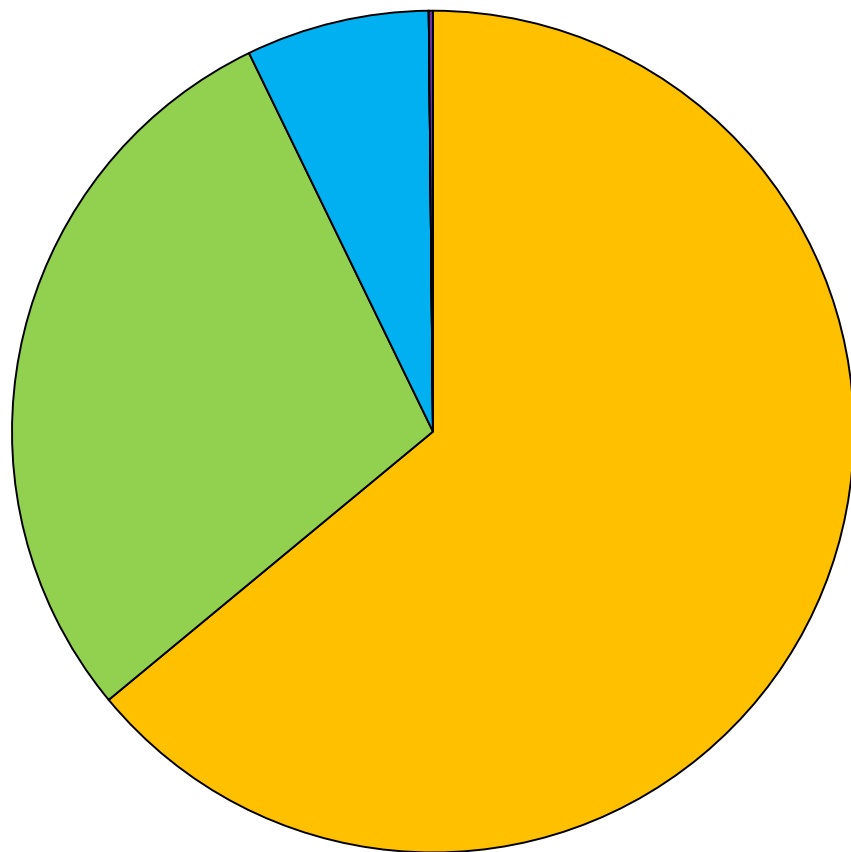
- 6 year trend analysis assessing the impact on contentment and satisfaction about one's life








% of volunteers	FY 2023 – 24	FY 2022 – 23	FY 2021 – 22	FY 2020 – 21	FY 2019 – 20	FY 2018 – 19
Significantly Increased	54.72%	51.96%	44.90%	47.99%	49.38%	The said parameter was not measured in the said year's survey
Nominally Increased	34.56%	37.01%	37.94%	41.89%	40.22%	
Stayed the Same	10.24%	10.09%	15.05%	8.43%	9.63%	
Nominally Decreased	0.32%	0.56%	1.00%	1.43%	0.62%	
Significantly Decreased	0.16%	0.37%	1.12%	0.26%	0.16%	

Impact of Volunteering on Self Development Factors

Impact of volunteering on awareness of making a meaningful contribution



Impact of volunteering with CRY – India on awareness of making a meaningful contribution:	
	Significant Increase 400 volunteers (64.00% of the volunteers surveyed)
	Nominal Increase 180 volunteers (28.80% of the volunteers surveyed)
	Stayed the same 44 volunteers (7.04% of the volunteers surveyed)
	Nominal Decrease 0 volunteers (0.00% of the volunteers surveyed)
	Significant Decrease 1 volunteers (0.16% of the volunteers surveyed)

“It was a cosy sunday morning of a late September day, my first official day at the Rajabazar PAG. I was very tensed as to what to expect and I was nursing a broken heart too at that time. Being the first day, we had no concrete lesson plan; kids were gathered with community calling and we distributed them papers to make paper planes.

I don't know if you would believe me, but I cried that day; for reasons still not completely fathomable to me. They were so happy with being able to fly paper planes; such unadulterated, pure emotions. A few paper planes in the right hands can change so much within you. Those wide-eyed faces, the pure souls not tainted with what the world was out there to give them, I felt weirdly selfish and privileged. I changed a few things that day, and I am proud to say that I am now completely free of all anti-depressant and antihypertensive drugs and have been living a more balanced life. And I thank them for healing me. They still do! Every Sunday!”

- 29 year old male volunteer from Kolkata,
involved in Direct Work with Children / Mentoring Sessions

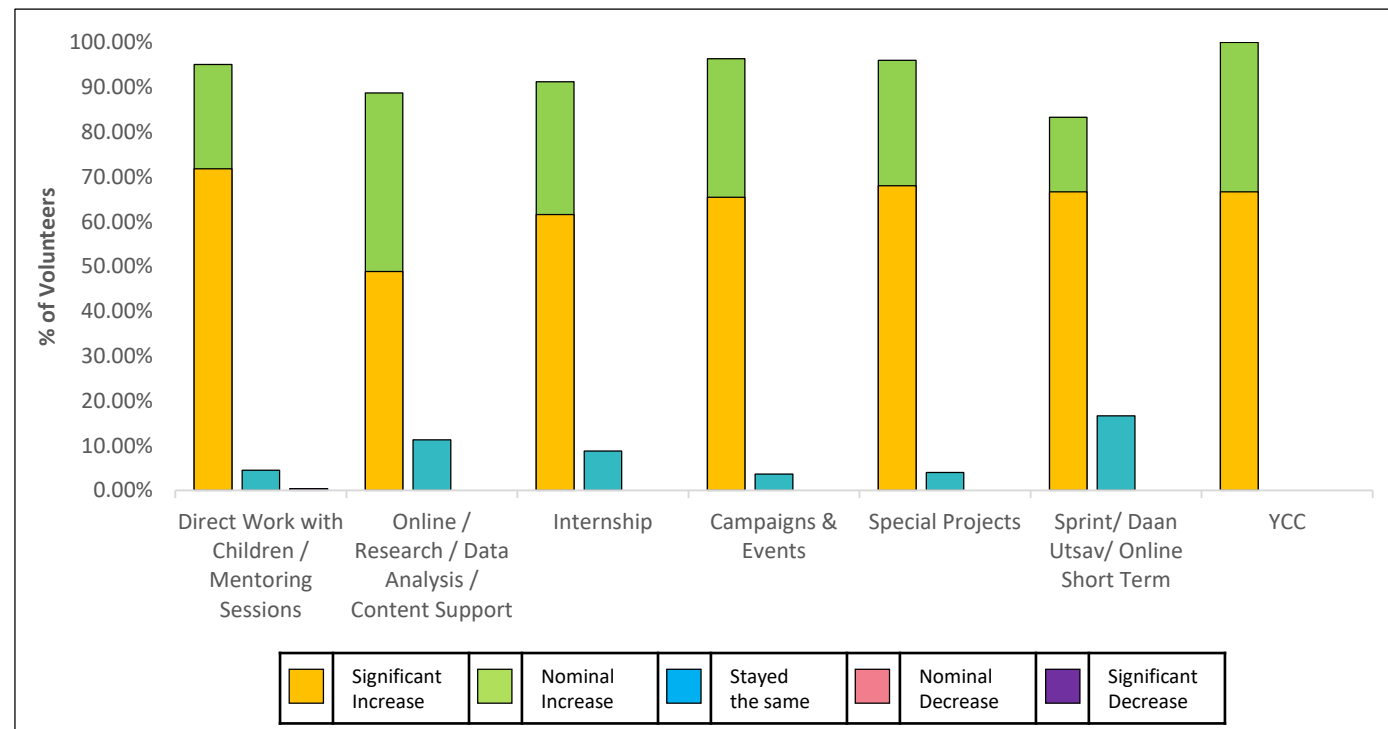
Impact of volunteering on awareness of making a meaningful contribution

- Our volunteers self assessed the impact of volunteering with CRY India as follows:

Metric	Significant Increase	Nominal Increase	Total Increase	Stayed the same	Total stayed the same	Nominal Decrease	Significant Decrease	Total Decrease
% of Respondents	400	180	580	44	44	0	1	1
No. of Respondents	64.00%	28.80%	92.80%	7.04%	7.04%	0.00%	0.16%	0.16%

92.80% of the volunteers reported an increase attributable to volunteering with CRY India, with only a handful volunteers (0.16%) reporting a decrease.

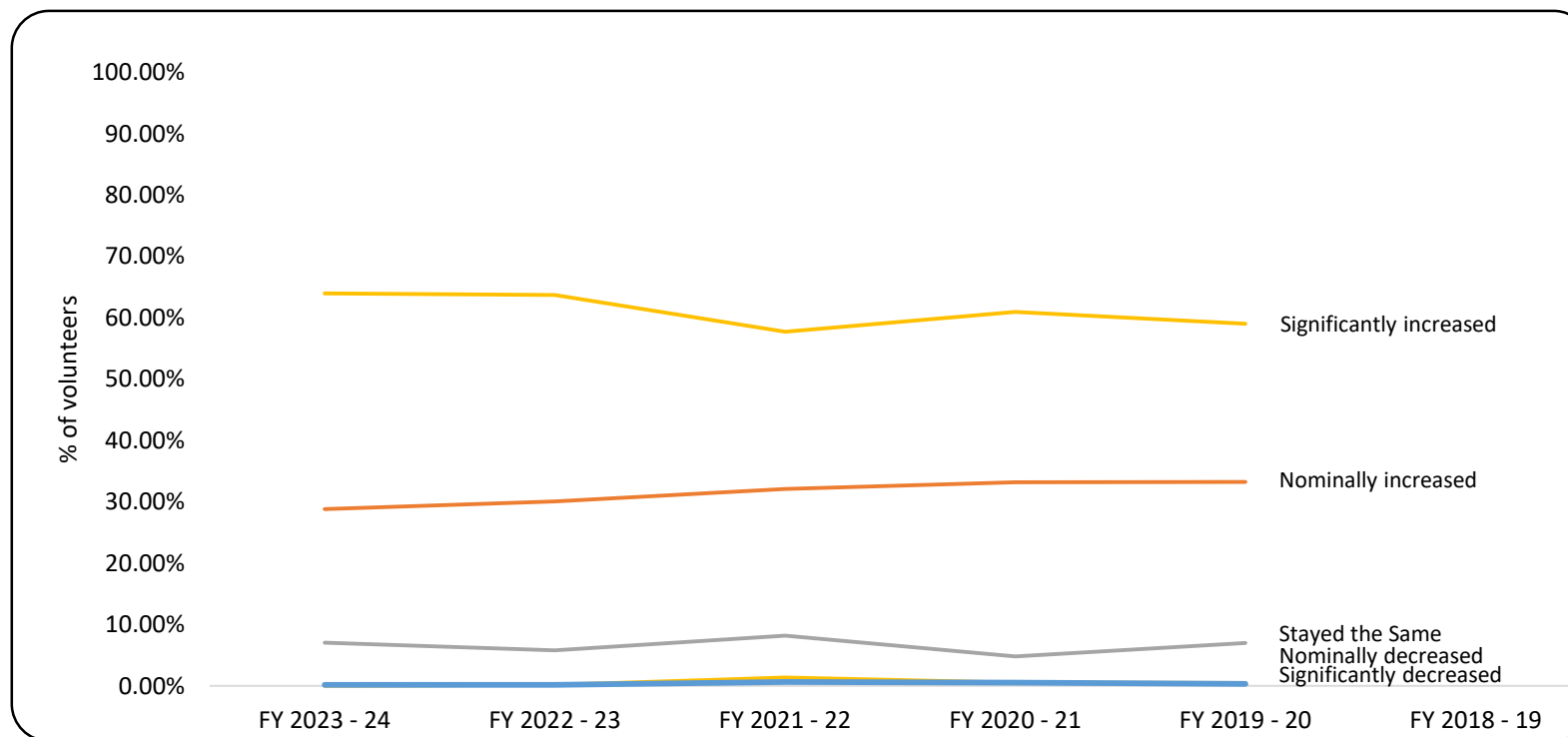
- Cross-mapping the data pertaining to impact with different types of volunteering activity undertaken at CRY India highlights:



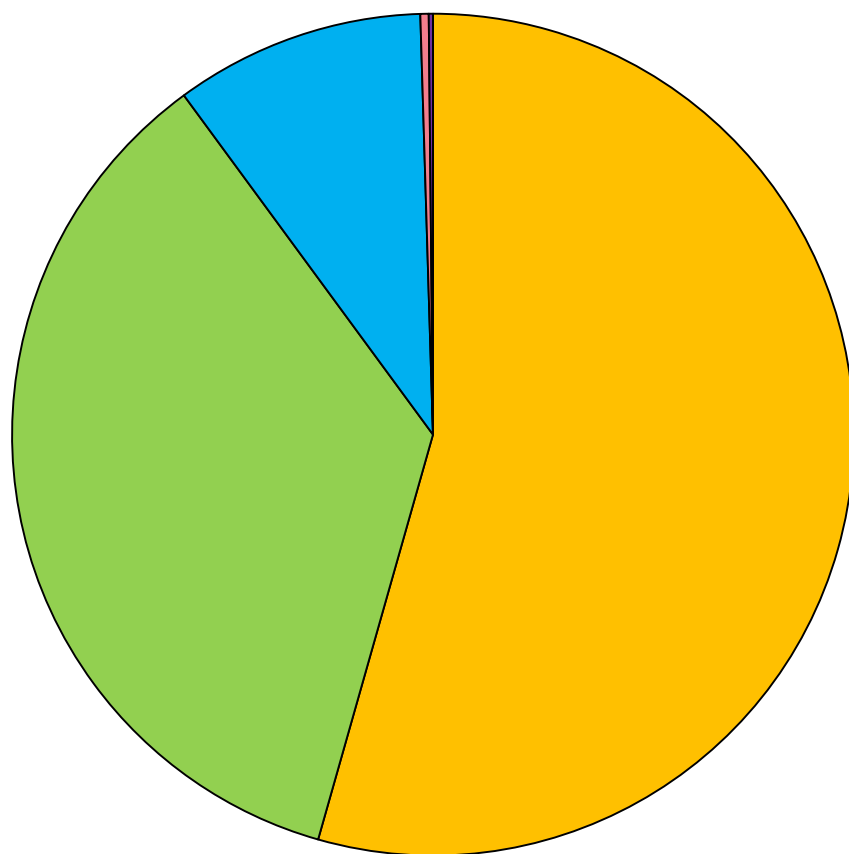
Activities	% of Volunteers for a particular engagement						
	Direct Work with Children / Mentoring Sessions	Online / Research / Data Analysis / Content Support	Internship	Campaigns & Events	Special Projects	Sprint/ Daan Utsav/ Online Short Term	YCC
Significantly Increased	71.80%	48.87%	61.60%	65.45%	68.00%	66.67%	66.67%
Nominally Increased	23.31%	39.85%	29.60%	30.91%	28.00%	16.67%	33.33%
TOTAL	95.11%	88.72%	91.20%	96.36%	96.00%	83.33%	100.00%
Stayed the same	4.51%	11.28%	8.80%	3.64%	4.00%	16.67%	0.00%
TOTAL	4.51%	11.28%	8.80%	3.64%	4.00%	16.67%	0.00%
Nominally Decreased	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Significantly Decreased	0.38%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	0.38%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%






Impact of volunteering on awareness of making a meaningful contribution

- 6 year trend analysis assessing the impact on awareness of making a meaningful contribution



% of volunteers	FY 2023 – 24	FY 2022 – 23	FY 2021 – 22	FY 2020 – 21	FY 2019 – 20	FY 2018 – 19
Significantly Increased	64.00%	63.74%	57.71%	60.96%	59.01%	The said parameter was not measured in the said year's survey
Nominally Increased	28.80%	30.09%	32.09%	33.20%	33.23%	
Stayed the Same	7.04%	5.79%	8.21%	4.80%	6.99%	
Nominally Decreased	0.00%	0.19%	1.37%	0.52%	0.47%	
Significantly Decreased	0.16%	0.19%	0.62%	0.52%	0.31%	



Impact of volunteering with CRY – India on things to look forward to in life:	
	Significant Increase 340 volunteers (54.40% of the volunteers surveyed)
	Nominal Increase 222 volunteers (35.52% of the volunteers surveyed)
	Stayed the same 60 volunteers (9.60% of the volunteers surveyed)
	Nominal Decrease 2 volunteers (0.32% of the volunteers surveyed)
	Significant Decrease 1 volunteers (0.16% of the volunteers surveyed)

“One of the most engaging experiences during my time volunteering with Child Rights and You (CRY) was organizing a series of interactive workshops for children in a rural community. Seeing their faces light up as they participated in educational games, creative activities, and discussions on important topics like health and hygiene was truly inspiring. The energy and enthusiasm they brought to each session reminded me of the resilience and potential within every child, regardless of their circumstances. It was a rewarding experience that reinforced my belief in the power of education and empowerment in transforming lives.”

- 18 year old female volunteer from Kolkata, involved in Internship

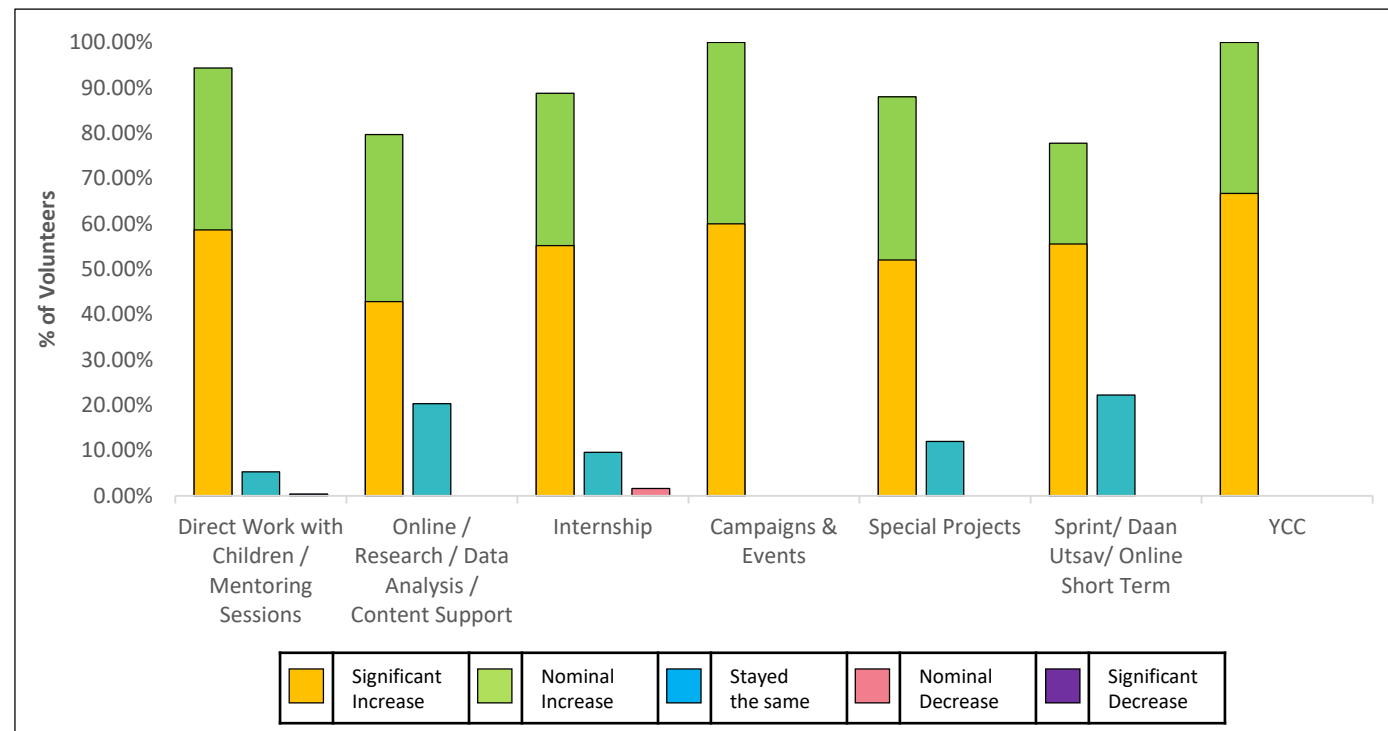
Impact of volunteering on things to look forward to in life

- Our volunteers self assessed the impact of volunteering with CRY India as follows:

Metric	Significant Increase	Nominal Increase	Total Increase	Stayed the same	Total stayed the same	Nominal Decrease	Significant Decrease	Total Decrease
% of Respondents	340	222	562	60	60	2	1	3
No. of Respondents	54.40%	35.52%	89.92%	9.60%	9.60%	0.32%	0.16%	0.48%

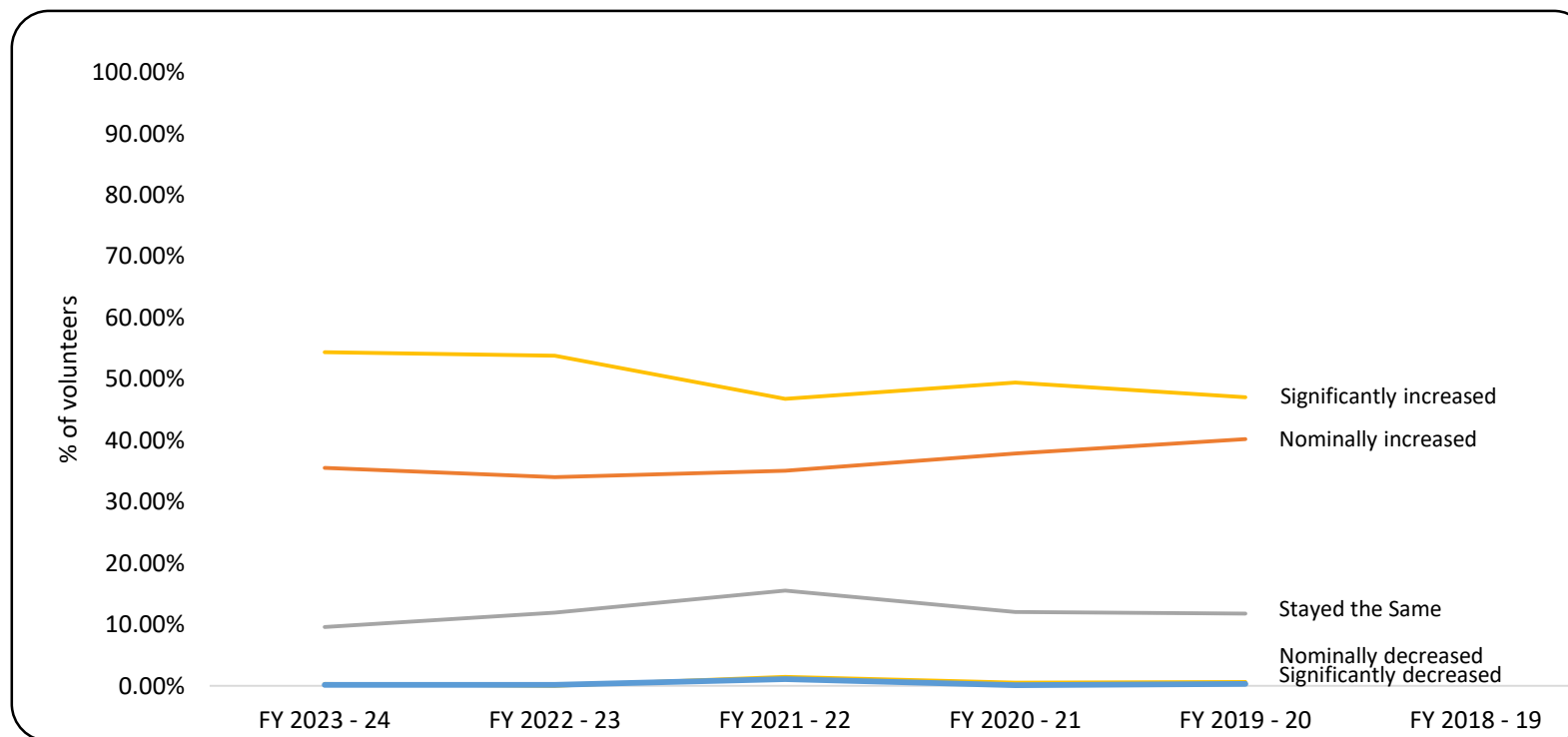
89.92% of the volunteers reported an increase attributable to volunteering with CRY India, with only a handful volunteers (0.48%) reporting a decrease.

- Cross-mapping the data pertaining to impact with different types of volunteering activity undertaken at CRY India highlights:

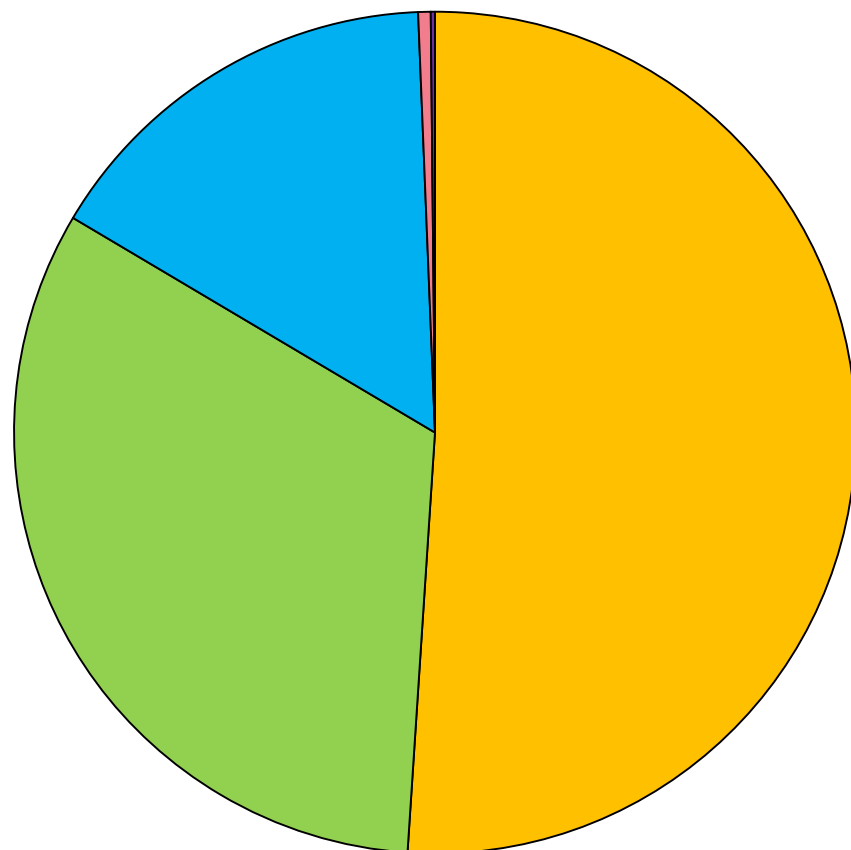







Activities	% of Volunteers for a particular engagement						
	Direct Work with Children / Mentoring Sessions	Online / Research / Data Analysis / Content Support	Internship	Campaigns & Events	Special Projects	Sprint/ Daan Utsav/ Online Short Term	YCC
Significantly Increased	58.65%	42.86%	55.20%	60.00%	52.00%	55.56%	66.67%
Nominally Increased	35.71%	36.84%	33.60%	40.00%	36.00%	22.22%	33.33%
TOTAL	94.36%	79.70%	88.80%	100.00%	88.00%	77.78%	100.00%
Stayed the same	5.26%	20.30%	9.60%	0.00%	12.00%	22.22%	0.00%
TOTAL	5.26%	20.30%	9.60%	0.00%	12.00%	22.22%	0.00%
Nominally Decreased	0.00%	0.00%	1.60%	0.00%	0.00%	0.00%	0.00%
Significantly Decreased	0.38%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	0.38%	0.00%	1.60%	0.00%	0.00%	0.00%	0.00%

- 6 year trend analysis assessing the impact on things to look forward to in life



% of volunteers	FY 2023 – 24	FY 2022 – 23	FY 2021 – 22	FY 2020 – 21	FY 2019 – 20	FY 2018 – 19
Significantly Increased	54.40%	53.83%	46.77%	49.42%	47.05%	The said parameter was not measured in the said year's survey
Nominally Increased	35.52%	34.02%	35.07%	37.87%	40.22%	
Stayed the Same	9.60%	11.96%	15.55%	12.06%	11.80%	
Nominally Decreased	0.32%	0.00%	1.49%	0.52%	0.62%	
Significantly Decreased	0.16%	0.19%	1.12%	0.13%	0.31%	



Impact of volunteering with CRY – India on mental well-being:	
	Significant Increase 319 volunteers (51.04% of the volunteers surveyed)
	Nominal Increase 203 volunteers (32.48% of the volunteers surveyed)
	Stayed the same 99 volunteers (15.84% of the volunteers surveyed)
	Nominal Decrease 3 volunteers (0.48% of the volunteers surveyed)
	Significant Decrease 1 volunteers (0.16% of the volunteers surveyed)

“I was working with CRY for one month internship. I worked on its direct intervention centres and educate the children who living in the slums. My way is teaching was learn with entertainment. So I included so many games and teach students words and rhymes through the games. Also I loved them during my periods. I believe in give respect and take respect. I respected those kids and I got it back. One student, who is the youngest of them, gifted me some craft works that made by herself, which includes 2 pencil, pen, chocolates, heart shape cuttings, beautiful drawings, a paper bag, a letter, a badge, and some butterflies. In the letter she wrote, “My favourite teacher-I love you teacher etc ... Literally I was so happy and felt self satisfaction at that time. And also other teachers appreciated me for this achievement that they didn't even get it so far and by 1 month experience it is a great reward for me.”

- 24 year old female volunteer from Mumbai, involved in Internship

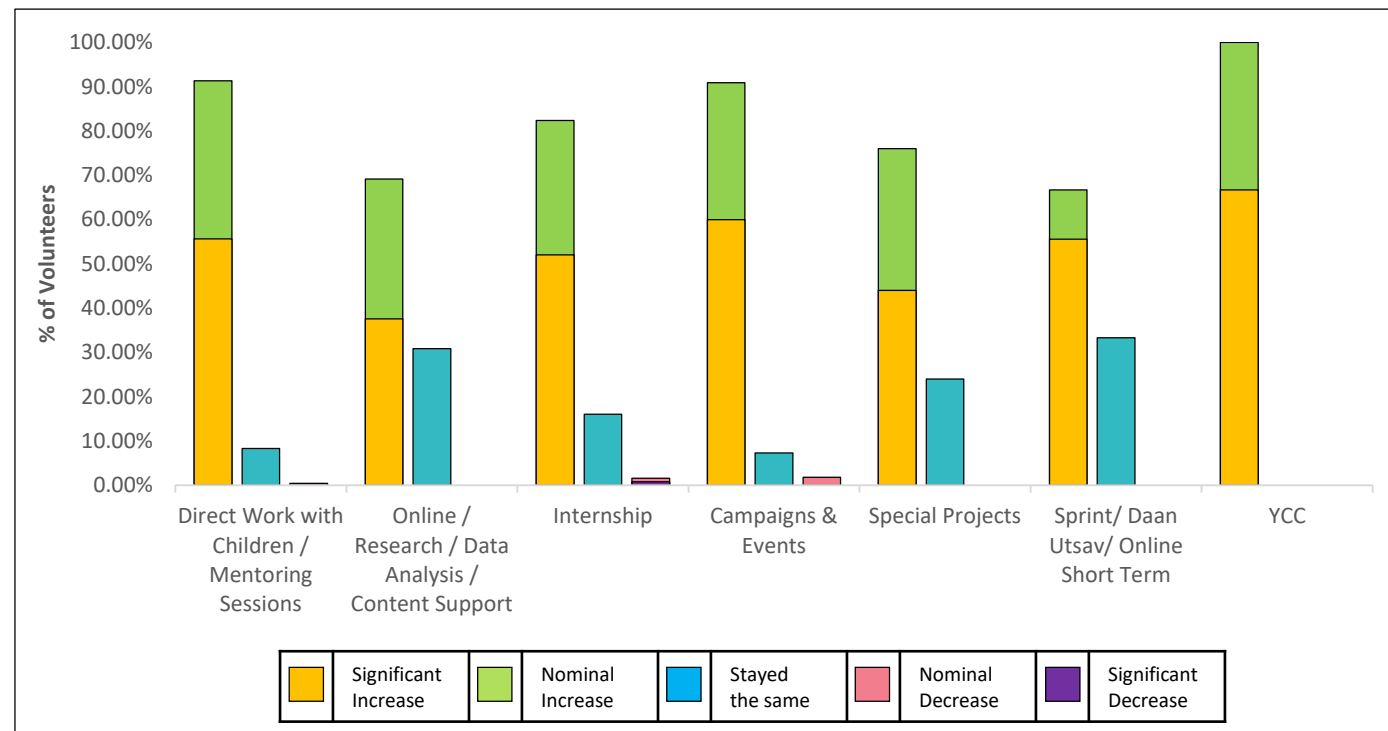
Impact of volunteering on mental well-being

- Our volunteers self assessed the impact of volunteering with CRY India as follows:

Metric	Significant Increase	Nominal Increase	Total Increase	Stayed the same	Total stayed the same	Nominal Decrease	Significant Decrease	Total Decrease
% of Respondents	319	203	522	99	99	3	1	4
No. of Respondents	51.04%	32.48%	83.52%	15.84%	15.84%	0.48%	0.16%	0.64%

83.52% of the volunteers reported an increase attributable to volunteering with CRY India, with only a handful volunteers (0.64%) reporting a decrease.

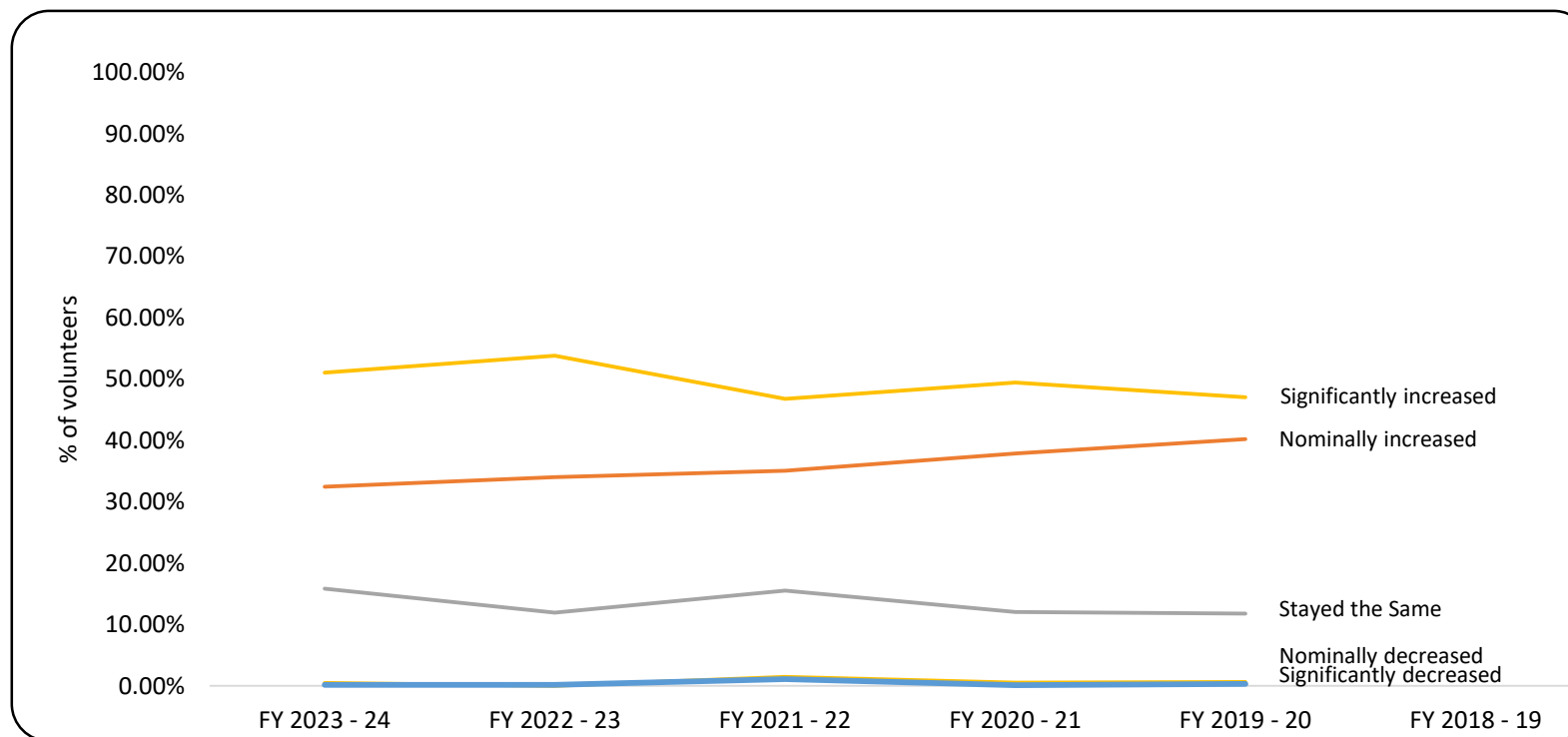
- Cross-mapping the data pertaining to impact with different types of volunteering activity undertaken at CRY India highlights:



Activities	% of Volunteers for a particular engagement						
	Direct Work with Children / Mentoring Sessions	Online / Research / Data Analysis / Content Support	Internship	Campaigns & Events	Special Projects	Sprint/ Daan Utsav/ Online Short Term	YCC
Significantly Increased	55.64%	37.59%	52.00%	60.00%	44.00%	55.56%	66.67%
Nominally Increased	35.71%	31.58%	30.40%	30.91%	32.00%	11.11%	33.33%
TOTAL	91.35%	69.17%	82.40%	90.91%	76.00%	66.67%	100.00%
Stayed the same	8.27%	30.83%	16.00%	7.27%	24.00%	33.33%	0.00%
TOTAL	8.27%	30.83%	16.00%	7.27%	24.00%	33.33%	0.00%
Nominally Decreased	0.38%	0.00%	0.80%	1.82%	0.00%	0.00%	0.00%
Significantly Decreased	0.00%	0.00%	0.80%	0.00%	0.00%	0.00%	0.00%
TOTAL	0.38%	0.00%	1.60%	1.82%	0.00%	0.00%	0.00%

Impact of volunteering on mental well-being

- 6 year trend analysis assessing the impact on mental well-being



% of volunteers	FY 2023 – 24	FY 2022 – 23	FY 2021 – 22	FY 2020 – 21	FY 2019 – 20	FY 2018 – 19
Significantly Increased	51.04%	53.83%	46.77%	49.42%	47.05%	The said parameter was not measured in the said year's survey
Nominally Increased	32.48%	34.02%	35.07%	37.87%	40.22%	
Stayed the Same	15.84%	11.96%	15.55%	12.06%	11.80%	
Nominally Decreased	0.48%	0.00%	1.49%	0.52%	0.62%	
Significantly Decreased	0.16%	0.19%	1.12%	0.13%	0.31%	

Sagarika Dey

23 year old volunteer from Bangalore,

involved in Direct Work with Children / Mentoring Sessions
since over a year

Did any fundamental change/shift happen to you due to volunteering with CRY? Like the way you think, feel, act, look at social issues etc.?

The Walk for the Girl Child opened my eyes to many issues I was previously unaware of. Before this experience, I was quite disconnected and didn't realize such problems still existed in a city like Bangalore. It has given me a new perspective and made me more empathetic towards children who are less fortunate. I have also become more sensitized to various social issues.

Imagine if you weren't part of the CRY family, what do you think you would have missed out on?

There has been a lot of character development for me due to CRY which I would have missed out on. I've also improved as a person due to all the experiences I've been faced with.

Why did you choose to volunteer with CRY?

I have volunteered for the past five years with various organizations, but many of them imposed certain limitations. However, with CRY, I was able to engage in multiple activities due to its versatility. I learned about different challenges, which was exactly what I was looking for, and participated in numerous events. I sought a diverse range of experiences, and CRY provided that. Unlike other NGOs, which often require continuous attendance for six months or more, CRY allows me to volunteer whenever I'm available. The positive feedback from others also made me feel more comfortable and confident in my choice.

What has volunteering with CRY meant to you?

Personally, it has been extremely fulfilling. Interacting with the children was incredibly fun because they were so energetic and curious, which I really enjoyed. I also loved working with the other volunteers. Overall, it's been a great journey with CRY so far.

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

During my cybersecurity session at a Kannada-speaking school, I faced a language barrier since I did not know Kannada. While I was teaching the class, the children waited for a Hindi-speaking student to translate. By the end of the session, every child remembered and understood everything I had explained and were very happy. This made the experience incredibly special for me.



Keerthi Naga Rasya

27 year old volunteer from Hyderabad,

involved in Direct Work with Children / Mentoring Sessions since a year

Did any fundamental change/shift happen to you due to volunteering with CRY? Like the way you think, feel, act, look at social issues etc.?

Yes, I would say I underwent a major perspective change. Before being a part of CRY, as a first-time volunteer, I thought of social service to be something pretty superficial. But this totally changed, as during my tenure here, we had a lot of special moments with fellow interns, volunteers, children and even team leaders. I was really happy and satisfied with the silence and well-being sessions that were held here, they were really fulfilling. If I were taught this before, I would have had a much better and optimistic approach to life.

We are surrounded with more stress and tension than we can imagine, and social media has engulfed our lives entirely.

Trying not to be overwhelmed with the excess competition and stress around us and stay composed is something that has to be taught from a very young age.

A combination of both experience and learnings had brought about a very optimistic change in my perspective. I certainly hope we do not stop here, and I expect CRY to reach much greater heights, the journey of which I would like to be a part of. I sincerely hope more such mental activities will be incorporated within the annual plans of CRY. After being part of such esteemed child-care institutions one actually finds himself in a position to gauge the actual needs of a child. These needs are not just food, water etc, but go much beyond. These involve social and humanistic needs which can be analysed and put across to the government to create a more amicable atmosphere.



Why did you choose to volunteer with CRY?

I had never I have never considered volunteering with any organisation before. Being in the field of medicine, I have always wanted to work with children. I came to know about CRY through LinkedIn, after getting in touch with an existing volunteer. I then visited their website, and to my surprise they had a major chunk of programs in Hyderabad too, and I was part of the first volunteer batch in Hyderabad. I wanted to make of this platform by reaching out to more and more children, especially those who were majorly underprivileged, and I am extremely happy to have chosen CRY as my first volunteering experience. Looking forward to more such experiences and more such projects through which I can serve CRY.



What has volunteering with CRY meant to you?

Usually, similar organizations which engage volunteers for the first time have strict working hours but unlike them, CRY had extremely flexible working hours making it more worker-friendly. In case of non-availability of volunteers during a project, rather than postponing the project, CRY attempts to substitute the positions with available volunteers. I have also formed a very close friend-circle in CRY, and it has become one big friendly. I had connections outside the medical field, that gave me great exposure and helped me master the art of teamwork.



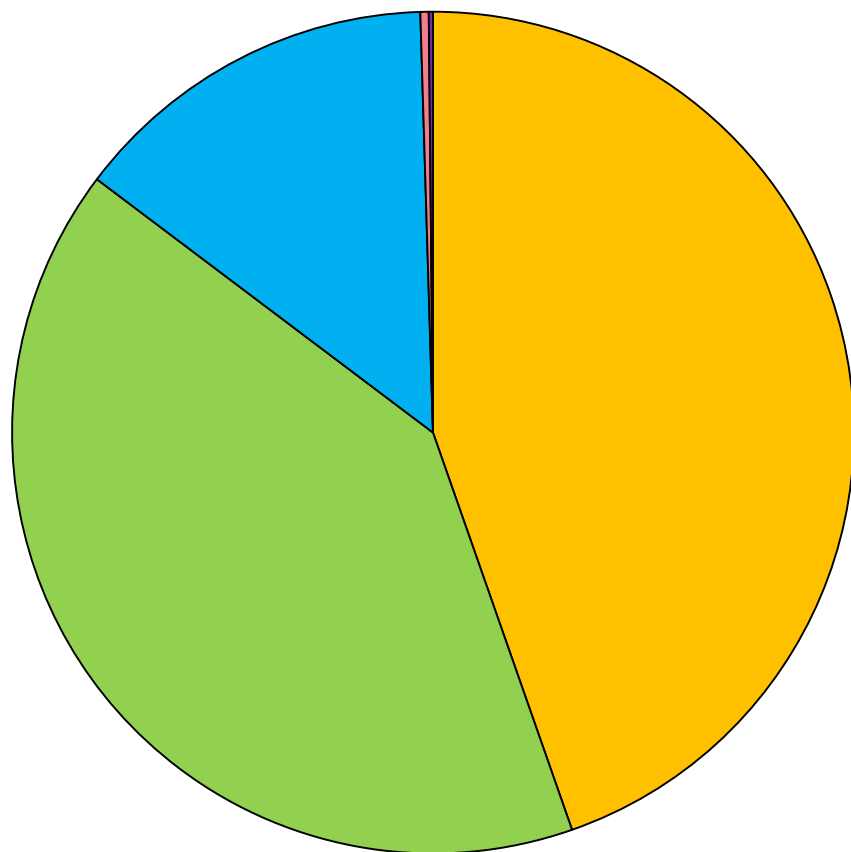
A special memory you associate with fondness/happiness stemming from the CRY experience






I have quite a few, but let me take this opportunity to describe a core memory. Broadly speaking, it is the deep bond I was able to create with fellow interns and volunteers at the organisation. Their unchanging attitude and kind ways, even after a year or so was really commendable. I honestly did not expect such special bond with children, I expected them to be highly superficial and formal, but I was proven wrong. I also observed few of the children replicating my actions, or enacting my ways, that gave me an impression that I was actually being considered a role model by these very children, and that really touched my heart. I can never ever forget those sweet moments I have had here and the loveliest of memories I have made here. It's a great feeling, and I am extremely proud of being a volunteer at CRY.



Impact of Volunteering on Skill Development Factors

“The true meaning of life is to plant trees under whose shade you do not expect to sit”
- Nelson Henderson



Impact of volunteering with CRY – India on leadership:	
	Significant Increase 279 volunteers (44.64% of the volunteers surveyed)
	Nominal Increase 254 volunteers (40.64% of the volunteers surveyed)
	Stayed the same 89 volunteers (14.24% of the volunteers surveyed)
	Nominal Decrease 2 volunteers (0.32% of the volunteers surveyed)
	Significant Decrease 1 volunteers (0.16% of the volunteers surveyed)

“Being at CRY has been one of the most fulfilling experiences of me life and meeting kids every week is something I started looking forward to right from Day 1. There have been multiple special and memorable experiences during my CRY journey. To quote one, it would be the day we helped out partner NGO organise annual day programme for the children. We helped them prepare dance, theatre performances, make science models etc. Both us and the children were looking forward to the day. As luck would have it, it rained very heavily on the D day and the venue was completely flooded. However, the kids were as excited as ever which gave us the motivation to set up a temporary ceiling with poles and plastic sheets. The event eventually happened and was a huge success!

We learned so much from the incident - enthusiasm and never give up attitude when all plans go south.

Today when we see the same kids to whom we once taught ABCs promote to 5th and 6th grades in great schools, we are happy, proud and little heartbroken to see them go. That love is what CRY has given us.”

- 25 year old male volunteer from Delhi NCR, involved in Direct Work with Children / Mentoring Sessions

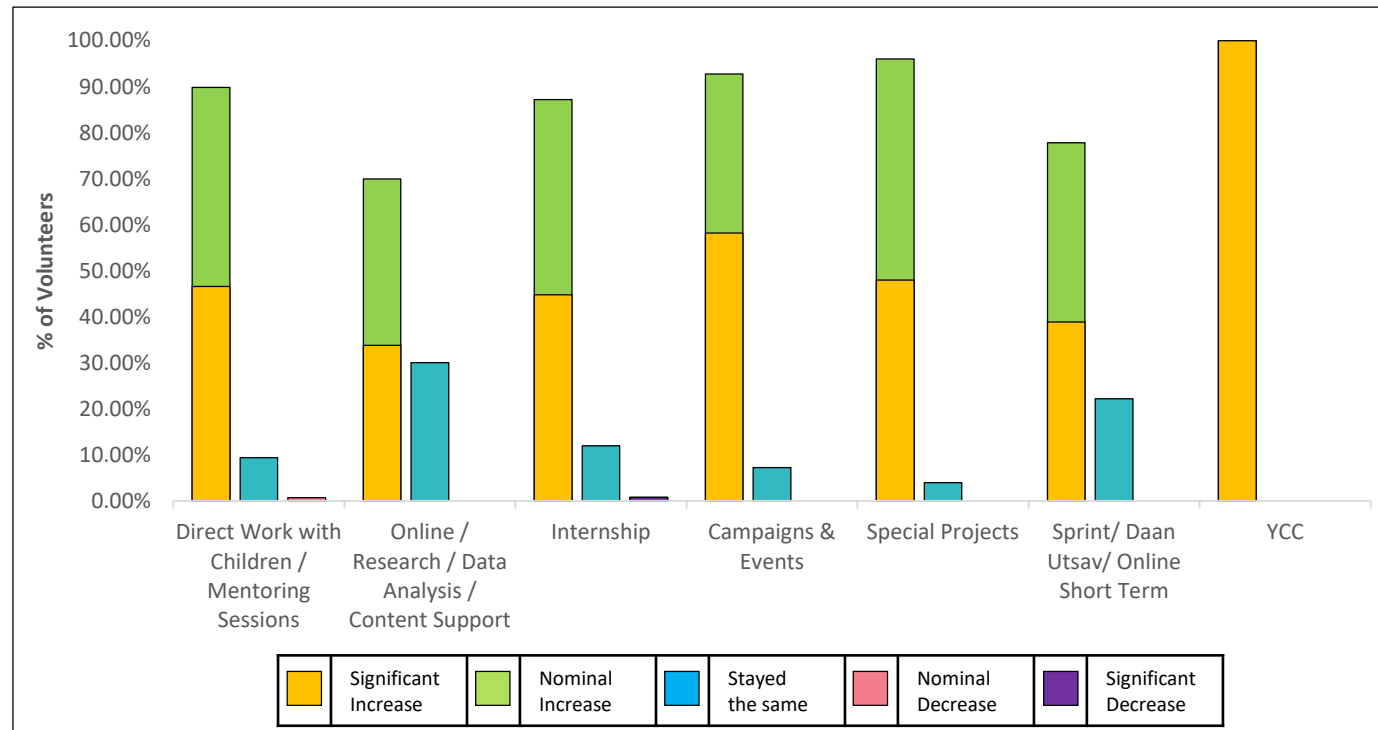
Impact of volunteering on leadership

- Our volunteers self assessed the impact of volunteering with CRY India as follows:

Metric	Significant Increase	Nominal Increase	Total Increase	Stayed the same	Total stayed the same	Nominal Decrease	Significant Decrease	Total Decrease
% of Respondents	279	254	533	89	89	2	1	3
No. of Respondents	44.64%	40.64%	85.28%	14.24%	14.24%	0.32%	0.16%	0.48%

85.28% of the volunteers reported an increase attributable to volunteering with CRY India, with only a handful volunteers (0.48%) reporting a decrease.

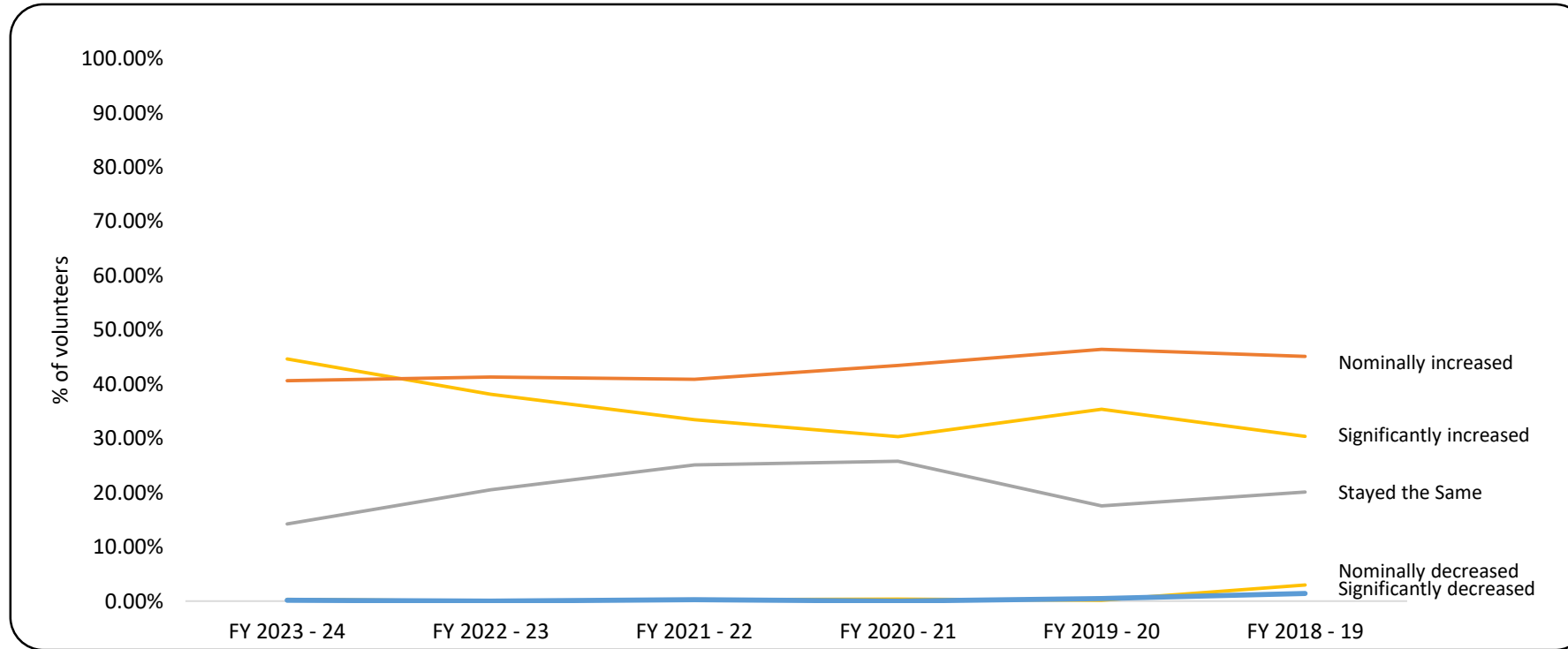
- Cross-mapping the data pertaining to impact with different types of volunteering activity undertaken at CRY India highlights:



Activities	% of Volunteers for a particular engagement						
	Direct Work with Children / Mentoring Sessions	Online / Research / Data Analysis / Content Support	Internship	Campaigns & Events	Special Projects	Sprint/ Daan Utsav/ Online Short Term	YCC
Significantly Increased	46.62%	33.83%	44.80%	58.18%	48.00%	38.89%	100.00%
Nominally Increased	43.23%	36.09%	42.40%	34.55%	48.00%	38.89%	0.00%
TOTAL	89.85%	69.92%	87.20%	92.73%	96.00%	77.78%	100.00%
Stayed the same	9.40%	30.08%	12.00%	7.27%	4.00%	22.22%	0.00%
TOTAL	9.40%	30.08%	12.00%	7.27%	4.00%	22.22%	0.00%
Nominally Decreased	0.75%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Significantly Decreased	0.00%	0.00%	0.80%	0.00%	0.00%	0.00%	0.00%
TOTAL	0.75%	0.00%	0.80%	0.00%	0.00%	0.00%	0.00%

Impact of volunteering on leadership

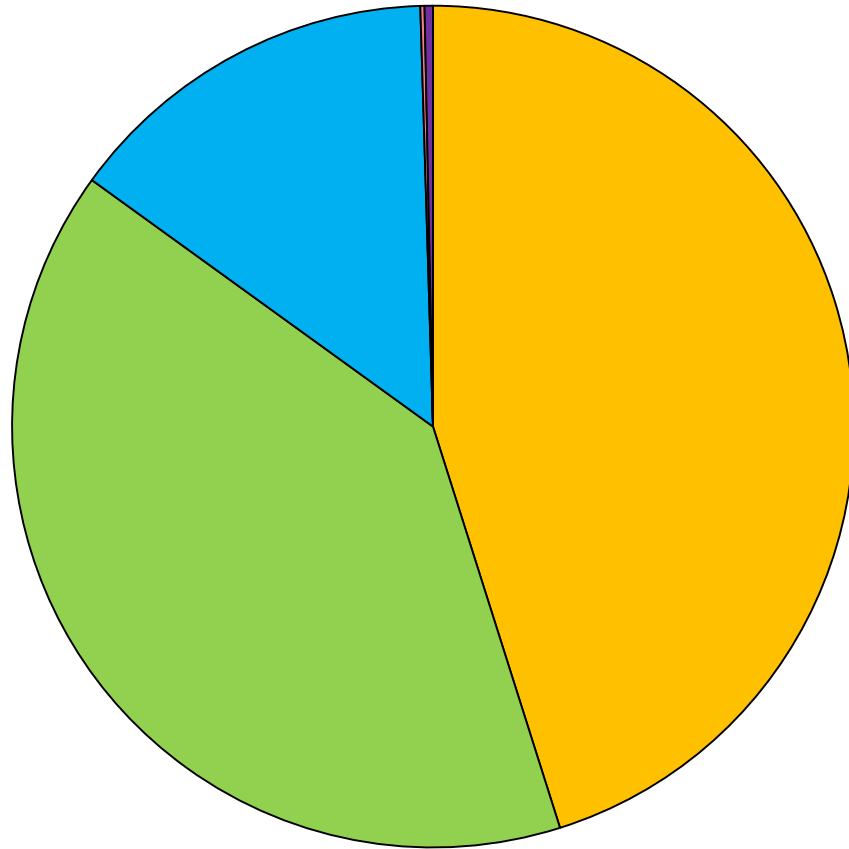
- 6 year trend analysis assessing the impact on leadership








% of volunteers	FY 2023 – 24	FY 2022 – 23	FY 2021 – 22	FY 2020 – 21	FY 2019 – 20	FY 2018 – 19
Significantly Increased	44.64%	38.13%	33.46%	30.35%	35.40%	30.40%
Nominally Increased	40.64%	41.31%	40.92%	43.45%	46.43%	45.10%
Stayed the Same	14.24%	20.56%	25.12%	25.81%	17.55%	20.10%
Nominally Decreased	0.32%	0.00%	0.25%	0.39%	0.16%	3.00%
Significantly Decreased	0.16%	0.00%	0.25%	0.00%	0.47%	1.40%

Impact of Volunteering on Skill Development Factors

Impact of volunteering on problem solving skills



Impact of volunteering with CRY – India on problem solving skills:	
	Significant Increase 282 volunteers (45.12% of the volunteers surveyed)
	Nominal Increase 249 volunteers (39.84% of the volunteers surveyed)
	Stayed the same 91 volunteers (14.56% of the volunteers surveyed)
	Nominal Decrease 1 volunteers (0.16% of the volunteers surveyed)
	Significant Decrease 2 volunteers (0.32% of the volunteers surveyed)

“At one session, I remember, we were doing an art and craft session which had pasting activities.

While helping the children doing it, I cut my finger accidentally by the paper. It didn't even take one second, three children just stopped doing their work and hurriedly came at my side to help me and I could see that they were very worried. It was just a small cut, so I told them not to worry about it. Seeing that was really a heart-melting experience for me. I just hope that they grow up well and not become tainted by this world's evil.”

- 20 year old female volunteer from Kolkata, involved in Direct Work with Children / Mentoring Sessions

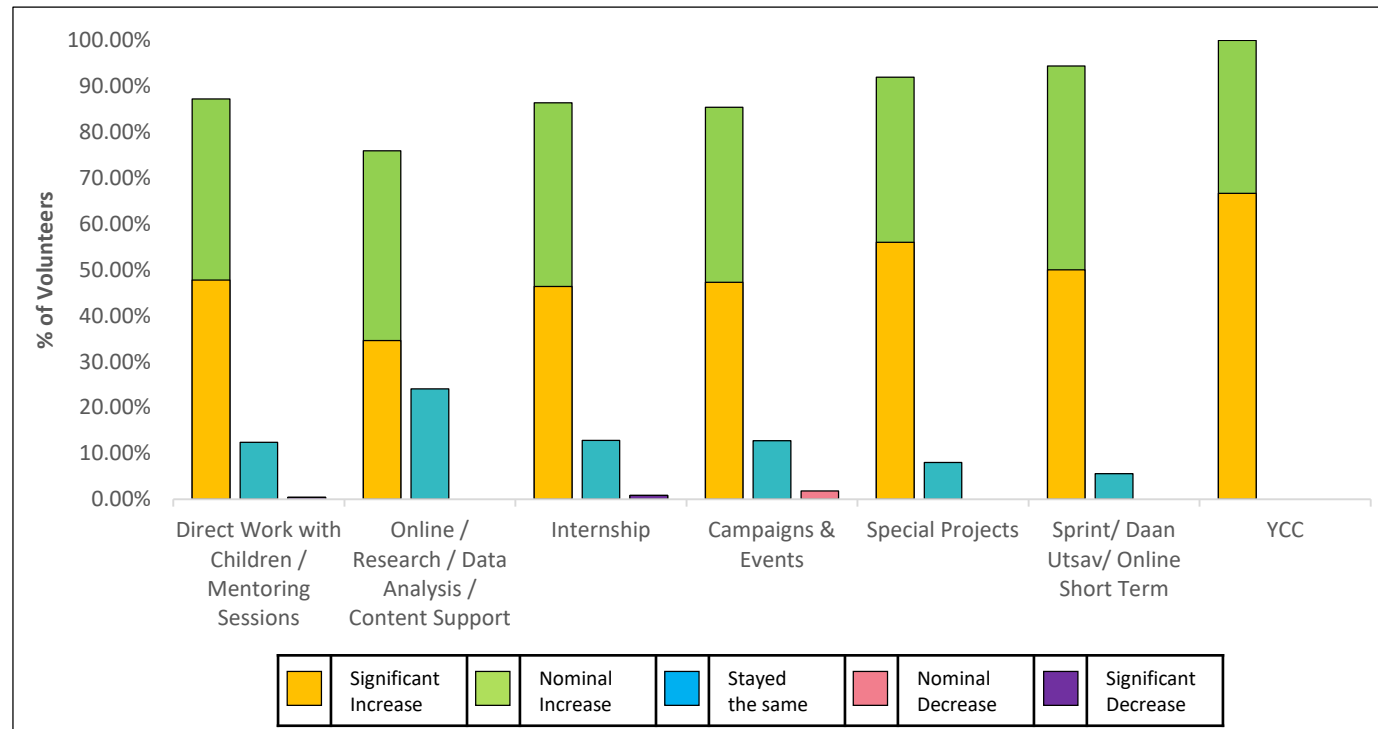
Impact of volunteering on problem solving skills

- Our volunteers self assessed the impact of volunteering with CRY India as follows:

Metric	Significant Increase	Nominal Increase	Total Increase	Stayed the same	Total stayed the same	Nominal Decrease	Significant Decrease	Total Decrease
% of Respondents	282	249	531	91	91	1	2	3
No. of Respondents	45.12%	39.84%	84.96%	14.56%	14.56%	0.16%	0.32%	0.48%

84.96% of the volunteers reported an increase attributable to volunteering with CRY India, with only a handful volunteers (0.48%) reporting a decrease.

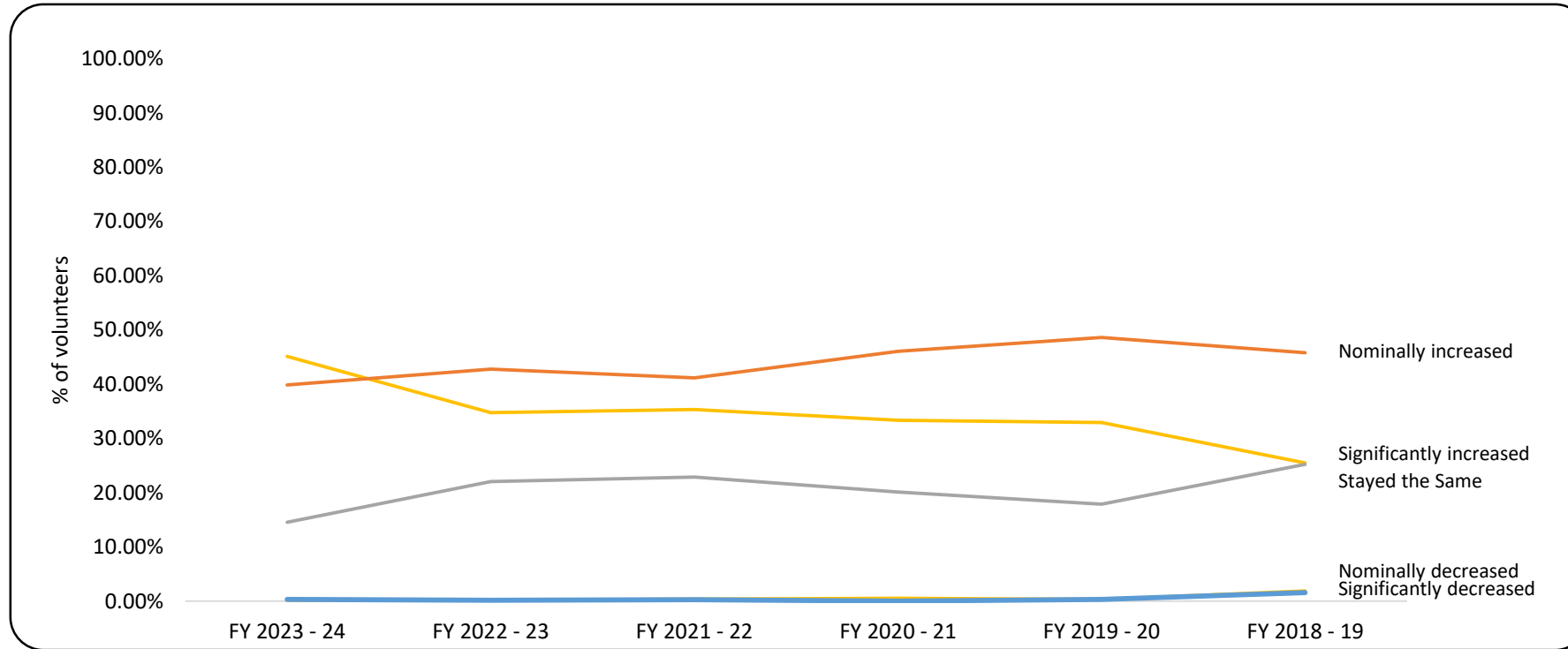
- Cross-mapping the data pertaining to impact with different types of volunteering activity undertaken at CRY India highlights:



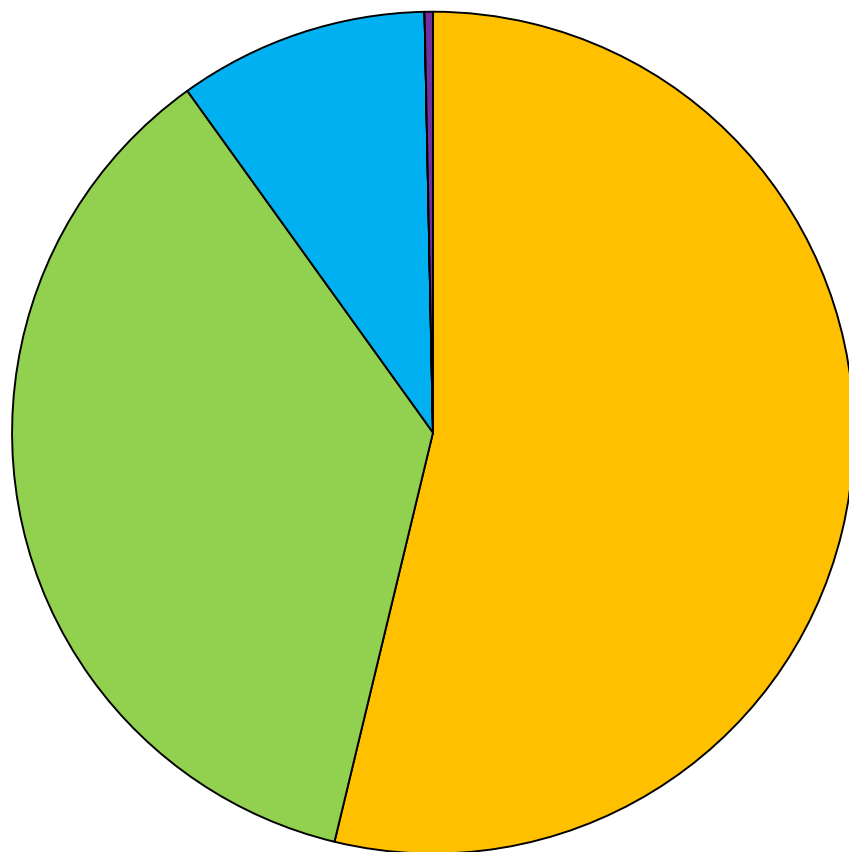
Activities	% of Volunteers for a particular engagement						
	Direct Work with Children / Mentoring Sessions	Online / Research / Data Analysis / Content Support	Internship	Campaigns & Events	Special Projects	Sprint/ Daan Utsav/ Online Short Term	YCC
Significantly Increased	47.74%	34.59%	46.40%	47.27%	56.00%	50.00%	66.67%
Nominally Increased	39.47%	41.35%	40.00%	38.18%	36.00%	44.44%	33.33%
TOTAL	87.22%	75.94%	86.40%	85.45%	92.00%	94.44%	100.00%
Stayed the same	12.41%	24.06%	12.80%	12.73%	8.00%	5.56%	0.00%
TOTAL	12.41%	24.06%	12.80%	12.73%	8.00%	5.56%	0.00%
Nominally Decreased	0.00%	0.00%	0.00%	1.82%	0.00%	0.00%	0.00%
Significantly Decreased	0.38%	0.00%	0.80%	0.00%	0.00%	0.00%	0.00%
TOTAL	0.38%	0.00%	0.80%	1.82%	0.00%	0.00%	0.00%






Impact of volunteering on problem solving skills

- 6 year trend analysis assessing the impact on problem solving skills



% of volunteers	FY 2023 – 24	FY 2022 – 23	FY 2021 – 22	FY 2020 – 21	FY 2019 – 20	FY 2018 – 19
Significantly Increased	45.12%	34.77%	35.32%	33.33%	32.92%	25.50%
Nominally Increased	39.84%	42.80%	41.17%	46.04%	48.60%	45.80%
Stayed the Same	14.56%	22.06%	22.89%	20.10%	17.86%	25.20%
Nominally Decreased	0.16%	0.19%	0.37%	0.52%	0.31%	1.90%
Significantly Decreased	0.32%	0.19%	0.25%	0.00%	0.31%	1.60%



Impact of volunteering with CRY – India on communication:	
	Significant Increase 336 volunteers (53.76% of the volunteers surveyed)
	Nominal Increase 227 volunteers (36.32% of the volunteers surveyed)
	Stayed the same 60 volunteers (9.60% of the volunteers surveyed)
	Nominal Decrease 0 volunteers (0.00% of the volunteers surveyed)
	Significant Decrease 2 volunteers (0.32% of the volunteers surveyed)

“Volunteering with CRY India has provided me with numerous meaningful experiences, but one that particularly stands out occurred during one of my classes. There was a child who consistently sat at the back, seeming hesitant to engage in class activities due to shyness. This struck a chord with me, as I could relate to feeling that way during my own childhood.

Approaching the child, I inquired about his understanding of the subject matter being taught. It became evident that he grasped the concepts well but struggled with retention, likely due to limited class participation. Recognizing the potential in him, I encouraged his peers to support him, emphasizing the value of peer learning. Witnessing their efforts and the subsequent improvement in his engagement and comprehension was immensely gratifying. This experience remains etched in my memory as a testament to the transformative power of encouragement and peer support in education.”

- 24 year old female volunteer from Delhi NCR,
involved in Direct Work with Children / Mentoring Sessions

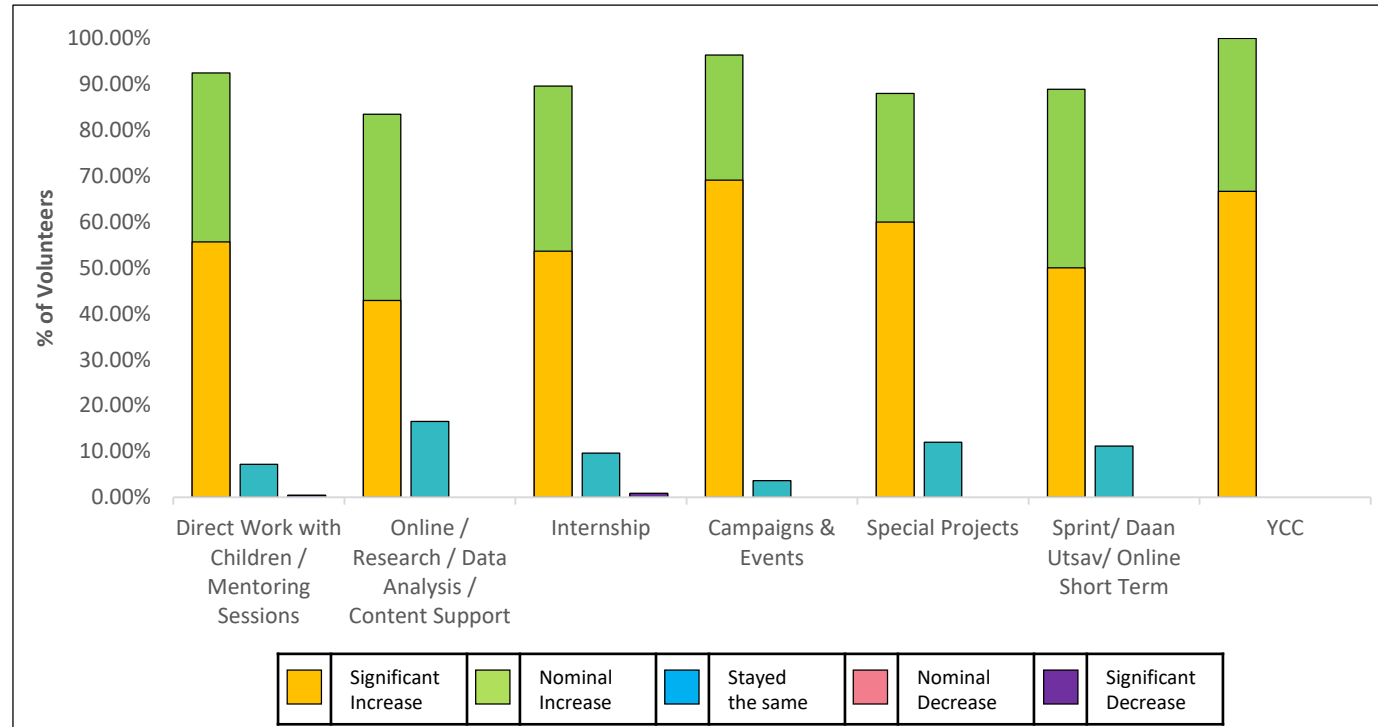
Impact of volunteering on communication

- Our volunteers self assessed the impact of volunteering with CRY India as follows:

Metric	Significant Increase	Nominal Increase	Total Increase	Stayed the same	Total stayed the same	Nominal Decrease	Significant Decrease	Total Decrease
% of Respondents	336	227	563	60	60	0	2	2
No. of Respondents	53.76%	36.62%	90.08%	9.60%	9.60%	0.00%	0.32%	0.32%

90.08% of the volunteers reported an increase attributable to volunteering with CRY India, with only a handful volunteers (0.32%) reporting a decrease.

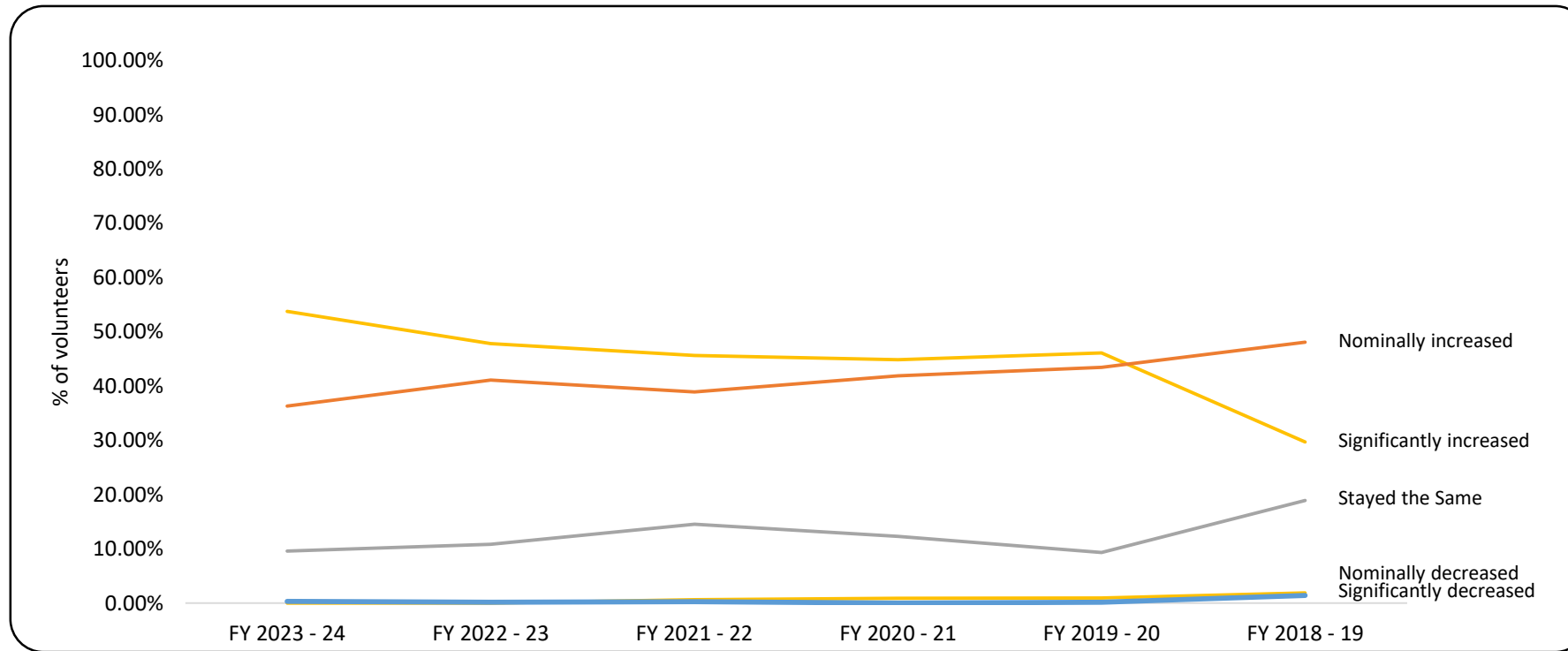
- Cross-mapping the data pertaining to impact with different types of volunteering activity undertaken at CRY India highlights:



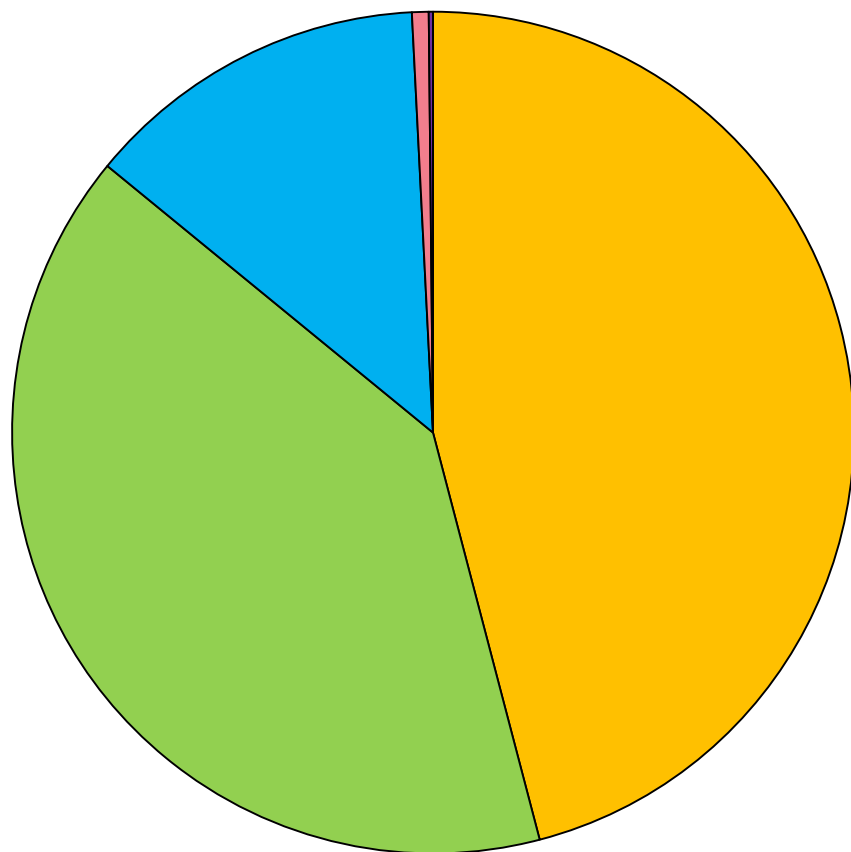
Activities	% of Volunteers for a particular engagement						
	Direct Work with Children / Mentoring Sessions	Online / Research / Data Analysis / Content Support	Internship	Campaigns & Events	Special Projects	Sprint/ Daan Utsav/ Online Short Term	YCC
Significantly Increased	55.64%	42.86%	53.60%	69.09%	60.00%	50.00%	66.67%
Nominally Increased	36.84%	40.60%	36.00%	27.27%	28.00%	38.89%	33.33%
TOTAL	92.48%	83.46%	89.60%	96.36%	88.00%	88.89%	100.00%
Stayed the same	7.14%	16.54%	9.60%	3.64%	12.00%	11.11%	0.00%
TOTAL	7.14%	16.54%	9.60%	3.64%	12.00%	11.11%	0.00%
Nominally Decreased	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Significantly Decreased	0.38%	0.00%	0.80%	0.00%	0.00%	0.00%	0.00%
TOTAL	0.38%	0.00%	0.80%	0.00%	0.00%	0.00%	0.00%






Impact of volunteering on communication

- 6 year trend analysis assessing the impact on communication



% of volunteers	FY 2023 – 24	FY 2022 – 23	FY 2021 – 22	FY 2020 – 21	FY 2019 – 20	FY 2018 – 19
Significantly Increased	53.76%	47.85%	45.65%	44.88%	46.12%	29.70%
Nominally Increased	36.32%	41.12%	38.93%	41.89%	43.48%	48.10%
Stayed the Same	9.60%	10.84%	14.55%	12.32%	9.32%	18.90%
Nominally Decreased	0.00%	0.00%	0.62%	0.91%	0.93%	1.90%
Significantly Decreased	0.32%	0.19%	0.25%	0.00%	0.16%	1.40%



Impact of volunteering with CRY – India on creativity:	
	Significant Increase 287 volunteers (45.92% of the volunteers surveyed)
	Nominal Increase 250 volunteers (40.00% of the volunteers surveyed)
	Stayed the same 83 volunteers (13.28% of the volunteers surveyed)
	Nominal Decrease 4 volunteers (0.64% of the volunteers surveyed)
	Significant Decrease 1 volunteers (0.16% of the volunteers surveyed)

“During a Cyber Crime Awareness session in a govt. school, I had a beautiful experience with kids when they started sharing stories of cyber fraud in their family or community and how much they get aware by our session. They promised us they will make their family and communities aware of that. ”

- 27 year old male volunteer from Patna, involved in Campaign and Events Volunteer

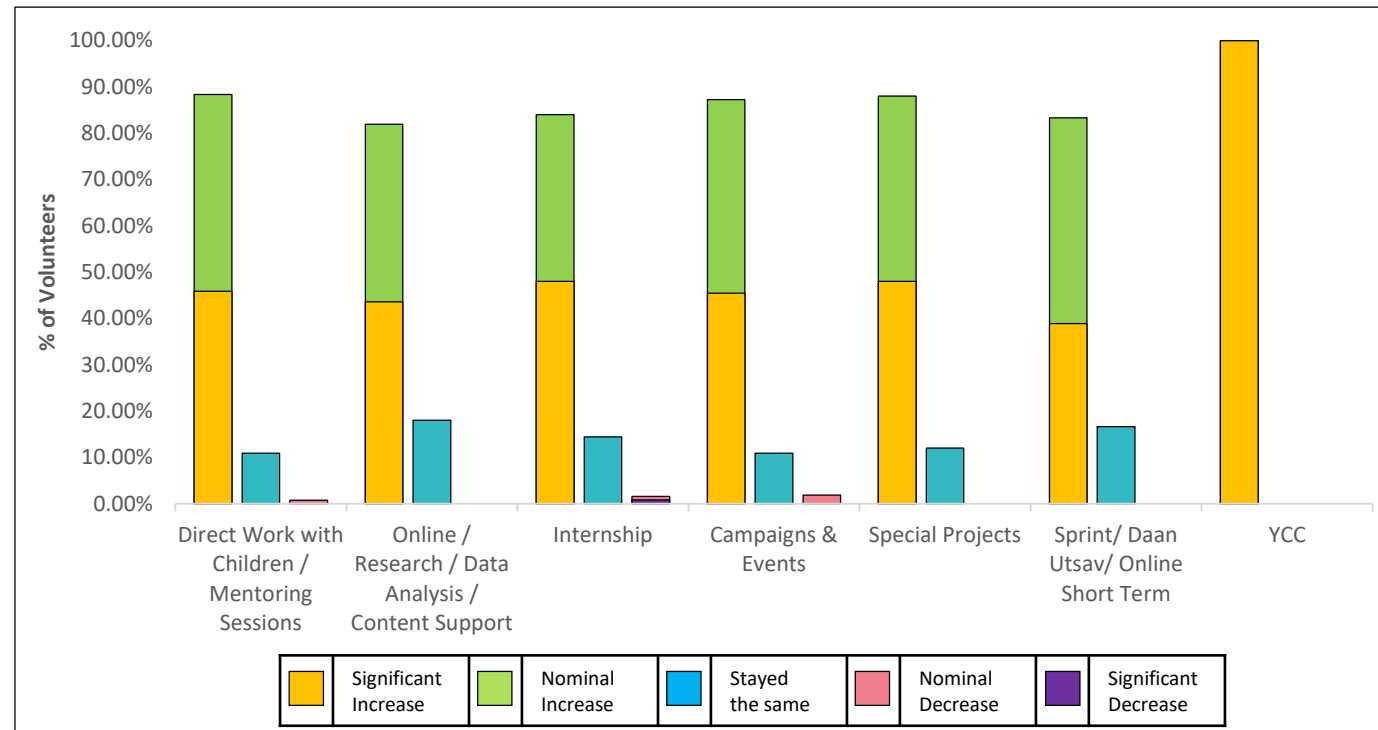
Impact of volunteering on creativity

- Our volunteers self assessed the impact of volunteering with CRY India as follows:

Metric	Significant Increase	Nominal Increase	Total Increase	Stayed the same	Total stayed the same	Nominal Decrease	Significant Decrease	Total Decrease
% of Respondents	287	250	537	83	83	4	1	5
No. of Respondents	45.92%	40.00%	85.92%	13.28%	13.28%	0.64%	0.16%	0.80%

85.92% of the volunteers reported an increase attributable to volunteering with CRY India, with only a handful volunteers (0.80%) reporting a decrease.

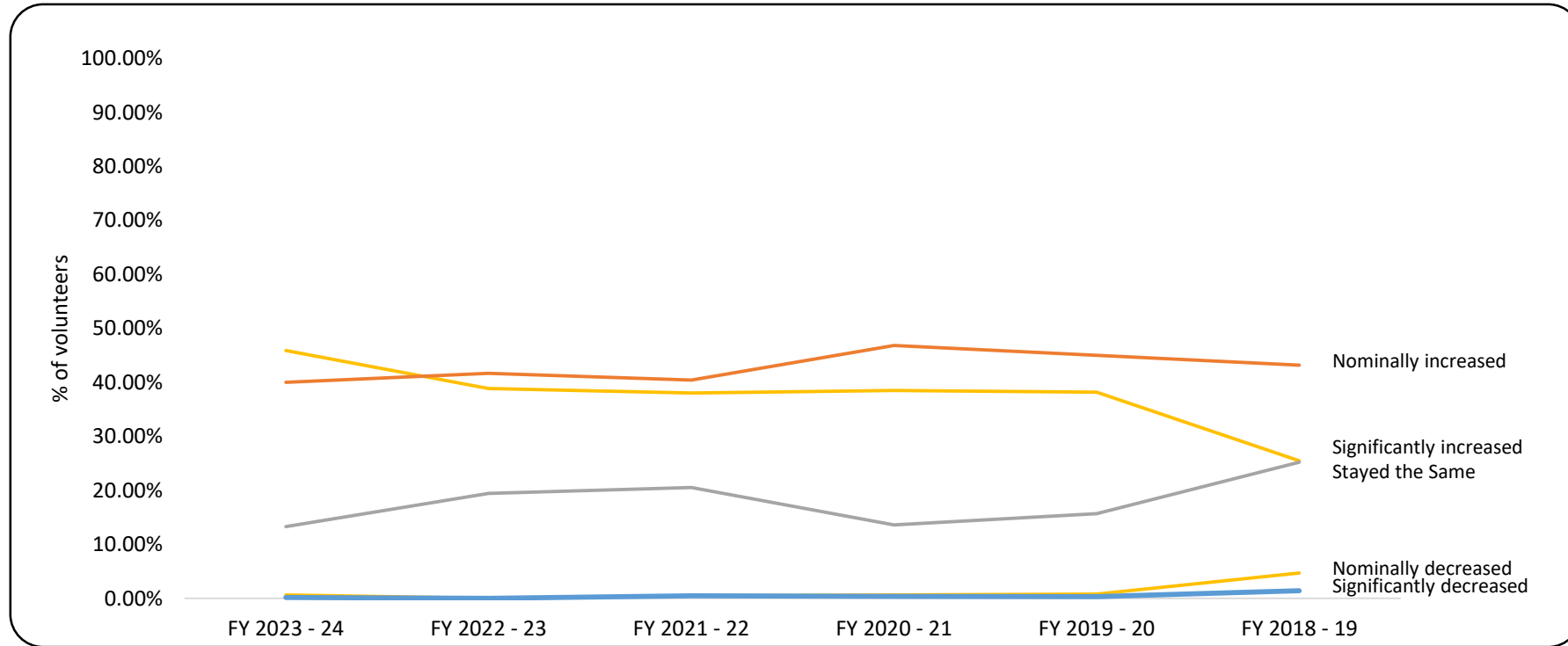
- Cross-mapping the data pertaining to impact with different types of volunteering activity undertaken at CRY India highlights:



Activities	% of Volunteers for a particular engagement						
	Direct Work with Children / Mentoring Sessions	Online / Research / Data Analysis / Content Support	Internship	Campaigns & Events	Special Projects	Sprint/ Daan Utsav/ Online Short Term	YCC
Significantly Increased	45.86%	43.61%	48.00%	45.45%	48.00%	38.89%	100.00%
Nominally Increased	42.48%	38.35%	36.00%	41.82%	40.00%	44.44%	0.00%
TOTAL	88.35%	81.95%	84.00%	87.27%	88.00%	83.33%	100.00%
Stayed the same	10.90%	18.05%	14.40%	10.91%	12.00%	16.67%	0.00%
TOTAL	10.90%	18.05%	14.40%	10.91%	12.00%	16.67%	0.00%
Nominally Decreased	0.75%	0.00%	0.80%	1.82%	0.00%	0.00%	0.00%
Significantly Decreased	0.00%	0.00%	0.80%	0.00%	0.00%	0.00%	0.00%
TOTAL	0.75%	0.00%	1.60%	1.82%	0.00%	0.00%	0.00%

Impact of volunteering on creativity

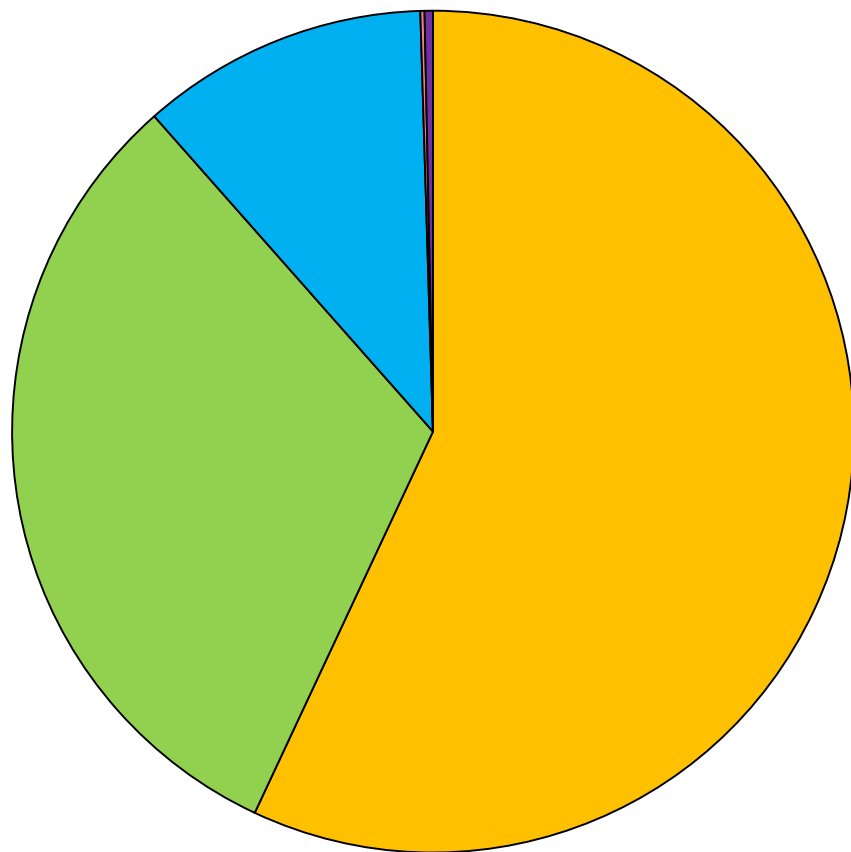
- 6 year trend analysis assessing the impact on creativity








% of volunteers	FY 2023 – 24	FY 2022 – 23	FY 2021 – 22	FY 2020 – 21	FY 2019 – 20	FY 2018 – 19
Significantly Increased	45.92%	38.88%	38.06%	38.52%	38.20%	25.50%
Nominally Increased	40.00%	41.68%	40.42%	46.82%	45.03%	43.20%
Stayed the Same	13.28%	19.44%	20.52%	13.62%	15.68%	25.20%
Nominally Decreased	0.64%	0.00%	0.50%	0.65%	0.78%	4.70%
Significantly Decreased	0.16%	0.00%	0.50%	0.39%	0.31%	1.40%

Impact of Volunteering on Skill Development Factors

Impact of volunteering on team work



Impact of volunteering with CRY – India on team work:	
	Significant Increase 356 volunteers (56.96% of the volunteers surveyed)
	Nominal Increase 197 volunteers (31.52% of the volunteers surveyed)
	Stayed the same 69 volunteers (11.04% of the volunteers surveyed)
	Nominal Decrease 1 volunteers (0.16% of the volunteers surveyed)
	Significant Decrease 2 volunteers (0.32% of the volunteers surveyed)

“It is the volunteering opportunity with CRY India as a whole that has been the most memorable experience. Transitioning from a design intern to a volunteer, I've had the privilege of contributing my skills and education in design towards social good.

CRY provided me with the unique opportunity to apply my knowledge of design and marketing to create a meaningful impact. Being able to support 99 grassroots projects across 19 states in India, ultimately affecting the lives of over 3 million children, is a humbling experience. The fact that my designs and efforts can make such a difference has been the most rewarding aspect of my volunteer journey.

One of the highlights of working with CRY is the creative freedom they offer. I've been able to work on a wide variety of projects, expanding my skillset and portfolio significantly. I've designed internal and informative campaign documents, incorporating information design, iconography, and data visualization to simplify complex data and communicate it in an engaging way. Additionally, I've created posters, presentations for internal annual reports, social media graphics, email marketing materials, and other multi-platform collaterals.

This experience has not only allowed me to grow as a designer but also instilled in me a deep appreciation for the power of design to effect positive change. I am grateful for the opportunity to work with CRY and look forward to continuing my volunteer journey with them.”

- 23 year old female volunteer from Kolkata,
involved in Online Volunteering / Research / Data Analysis / Content Support

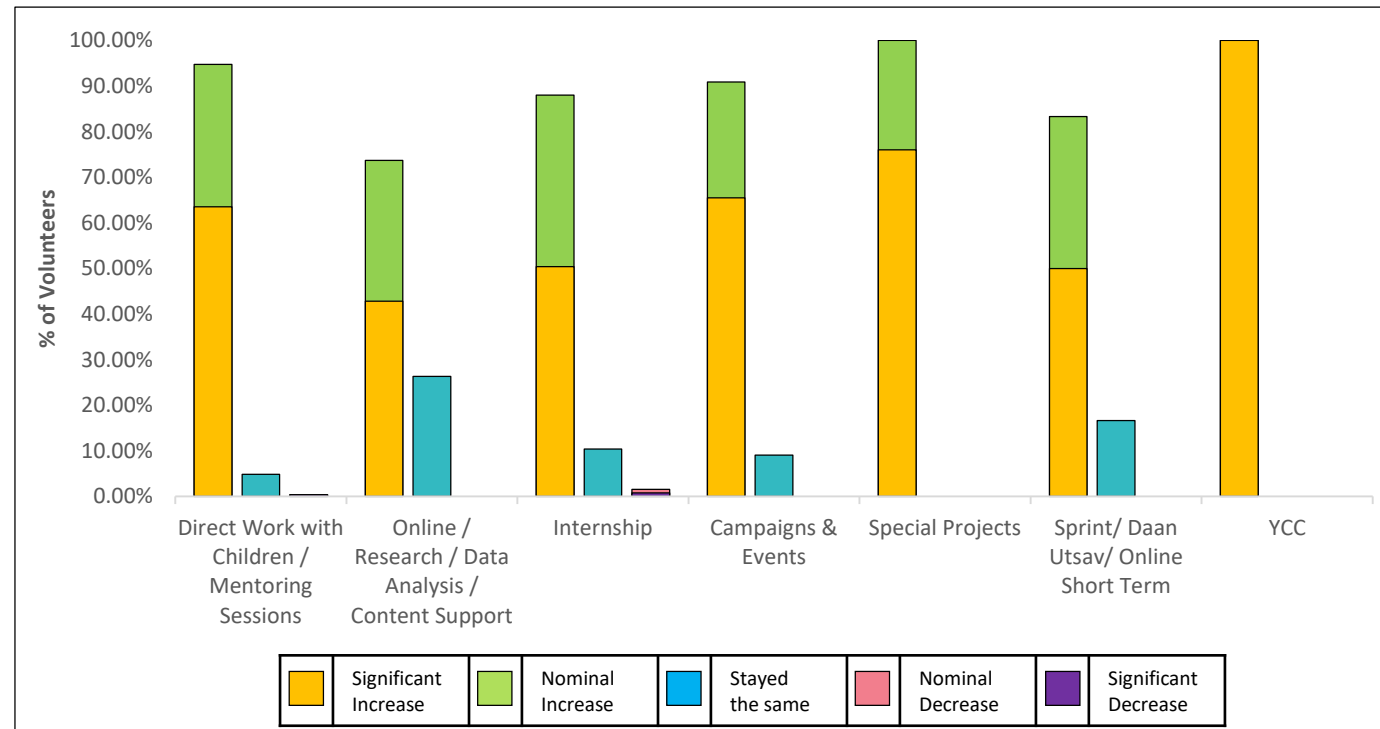
Impact of volunteering on team work

- Our volunteers self assessed the impact of volunteering with CRY India as follows:

Metric	Significant Increase	Nominal Increase	Total Increase	Stayed the same	Total stayed the same	Nominal Decrease	Significant Decrease	Total Decrease
% of Respondents	356	197	553	69	69	1	2	3
No. of Respondents	56.96%	31.52%	88.48%	11.04%	11.04%	0.16%	0.32%	0.48%

88.48% of the volunteers reported an increase attributable to volunteering with CRY India, with only a handful volunteers (0.48%) reporting a decrease.

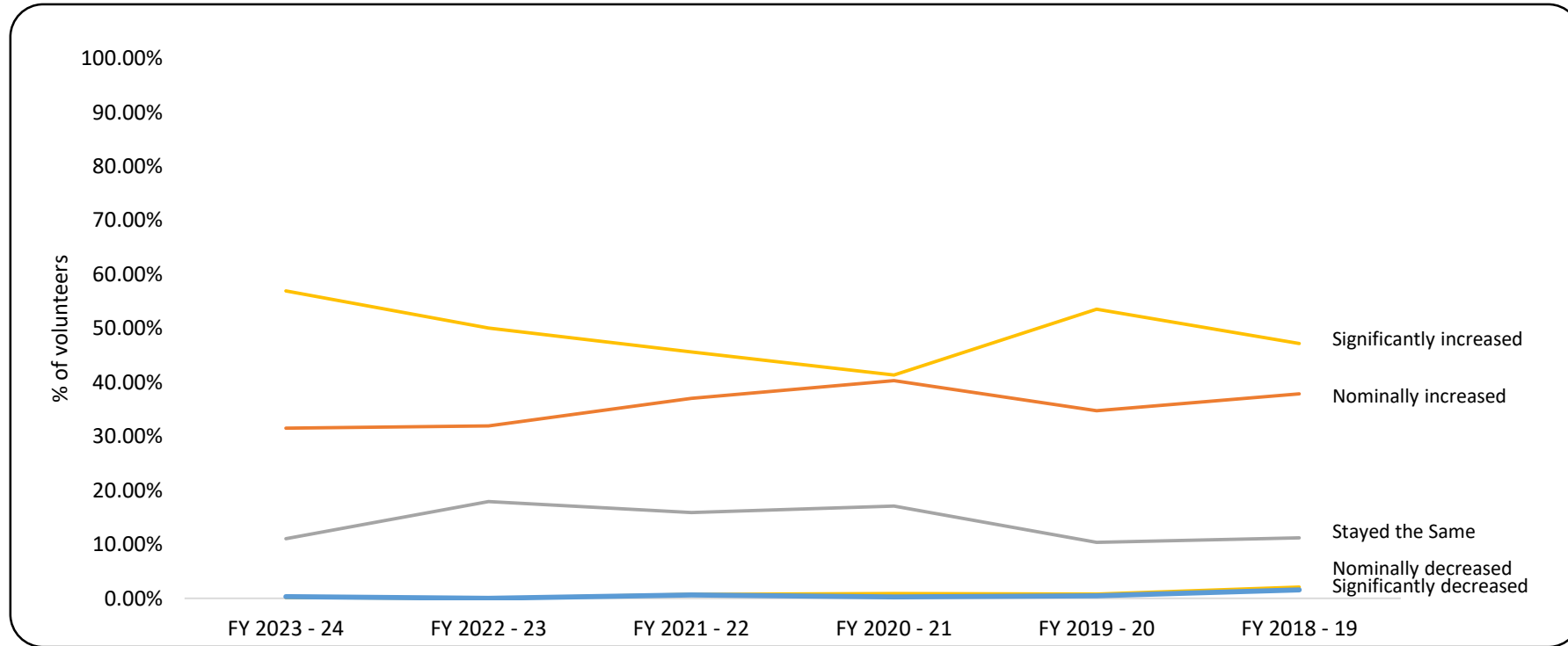
- Cross-mapping the data pertaining to impact with different types of volunteering activity undertaken at CRY India highlights:



Activities	% of Volunteers for a particular engagement						
	Direct Work with Children / Mentoring Sessions	Online / Research / Data Analysis / Content Support	Internship	Campaigns & Events	Special Projects	Sprint/ Daan Utsav/ Online Short Term	YCC
Significantly Increased	63.53%	42.86%	50.40%	65.45%	76.00%	50.00%	100.00%
Nominally Increased	31.20%	30.83%	37.60%	25.45%	24.00%	33.33%	0.00%
TOTAL	94.74%	73.68%	88.00%	90.91%	100.00%	83.33%	100.00%
Stayed the same	4.89%	26.32%	10.40%	9.09%	0.00%	16.67%	0.00%
TOTAL	4.89%	26.32%	10.40%	9.09%	0.00%	16.67%	0.00%
Nominally Decreased	0.00%	0.00%	0.80%	0.00%	0.00%	0.00%	0.00%
Significantly Decreased	0.38%	0.00%	0.80%	0.00%	0.00%	0.00%	0.00%
TOTAL	0.38%	0.00%	1.60%	0.00%	0.00%	0.00%	0.00%

Impact of volunteering on team work

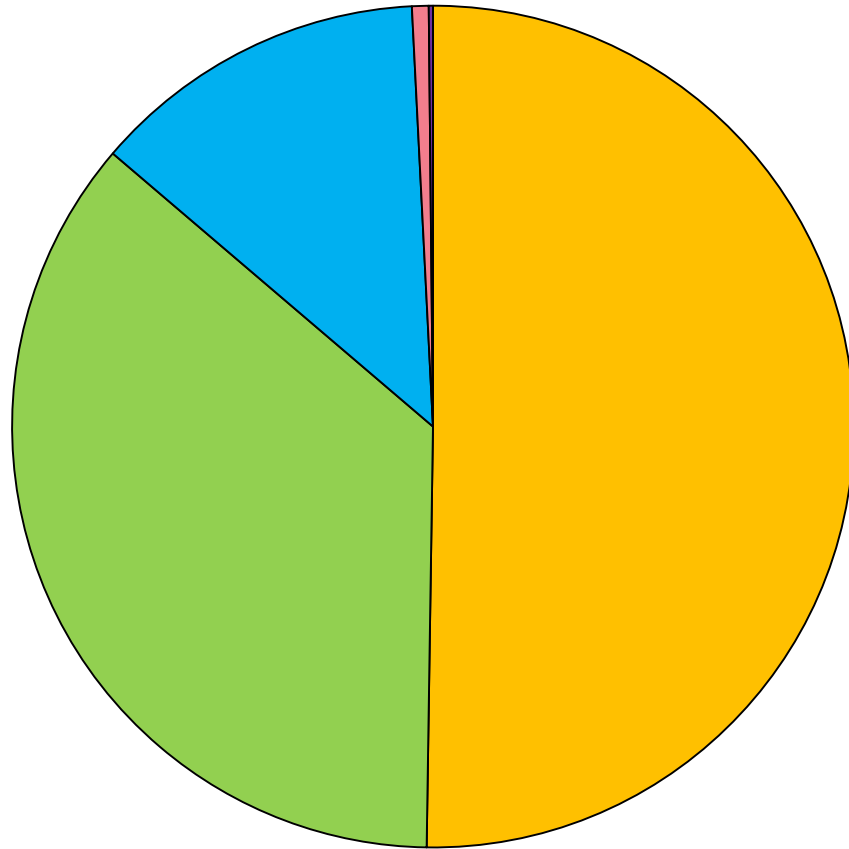
- 6 year trend analysis assessing the impact on team-work








% of volunteers	FY 2023 – 24	FY 2022 – 23	FY 2021 – 22	FY 2020 – 21	FY 2019 – 20	FY 2018 – 19
Significantly Increased	56.96%	50.09%	45.65%	41.37%	53.57%	47.20%
Nominally Increased	31.52%	31.96%	37.06%	40.34%	34.78%	37.90%
Stayed the Same	11.04%	17.94%	15.92%	17.12%	10.40%	11.20%
Nominally Decreased	0.16%	0.00%	0.75%	0.91%	0.78%	2.10%
Significantly Decreased	0.32%	0.00%	0.62%	0.26%	0.47%	1.60%

Impact of Volunteering on Skill Development Factors

Impact of volunteering on time management



Impact of volunteering with CRY – India on time management:	
	Significant Increase 314 volunteers (50.25% of the volunteers surveyed)
	Nominal Increase 225 volunteers (36.00% of the volunteers surveyed)
	Stayed the same 81 volunteers (12.96% of the volunteers surveyed)
	Nominal Decrease 4 volunteers (0.64% of the volunteers surveyed)
	Significant Decrease 1 volunteers (0.16% of the volunteers surveyed)

“It was incredibly fulfilling to witness our presentation being integrated into the Cyber Smart Heroes project, and seeing hundreds of children benefiting from it. Knowing that our work is making a positive impact feels truly rewarding and fills us with a sense of purpose.”

- 19 year old female volunteer from Jammu, involved in Online Volunteering / Research / Data Analysis / Content Support

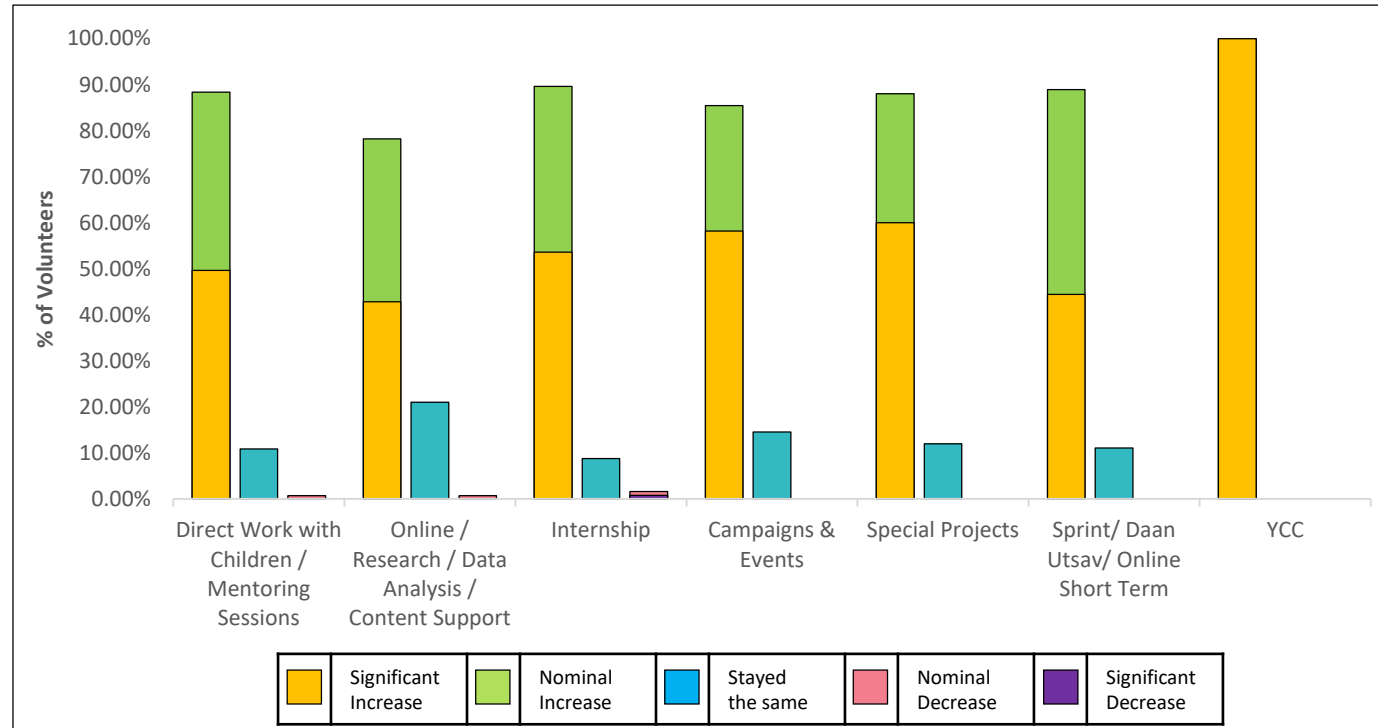
Impact of volunteering on time management

- Our volunteers self assessed the impact of volunteering with CRY India as follows:

Metric	Significant Increase	Nominal Increase	Total Increase	Stayed the same	Total stayed the same	Nominal Decrease	Significant Decrease	Total Decrease
% of Respondents	314	225	539	81	81	4	1	5
No. of Respondents	50.24%	36.00%	86.24%	12.96%	12.96%	0.64%	0.16%	0.80%

86.24% of the volunteers reported an increase attributable to volunteering with CRY India, with only a handful volunteers (0.80%) reporting a decrease.

- Cross-mapping the data pertaining to impact with different types of volunteering activity undertaken at CRY India highlights:



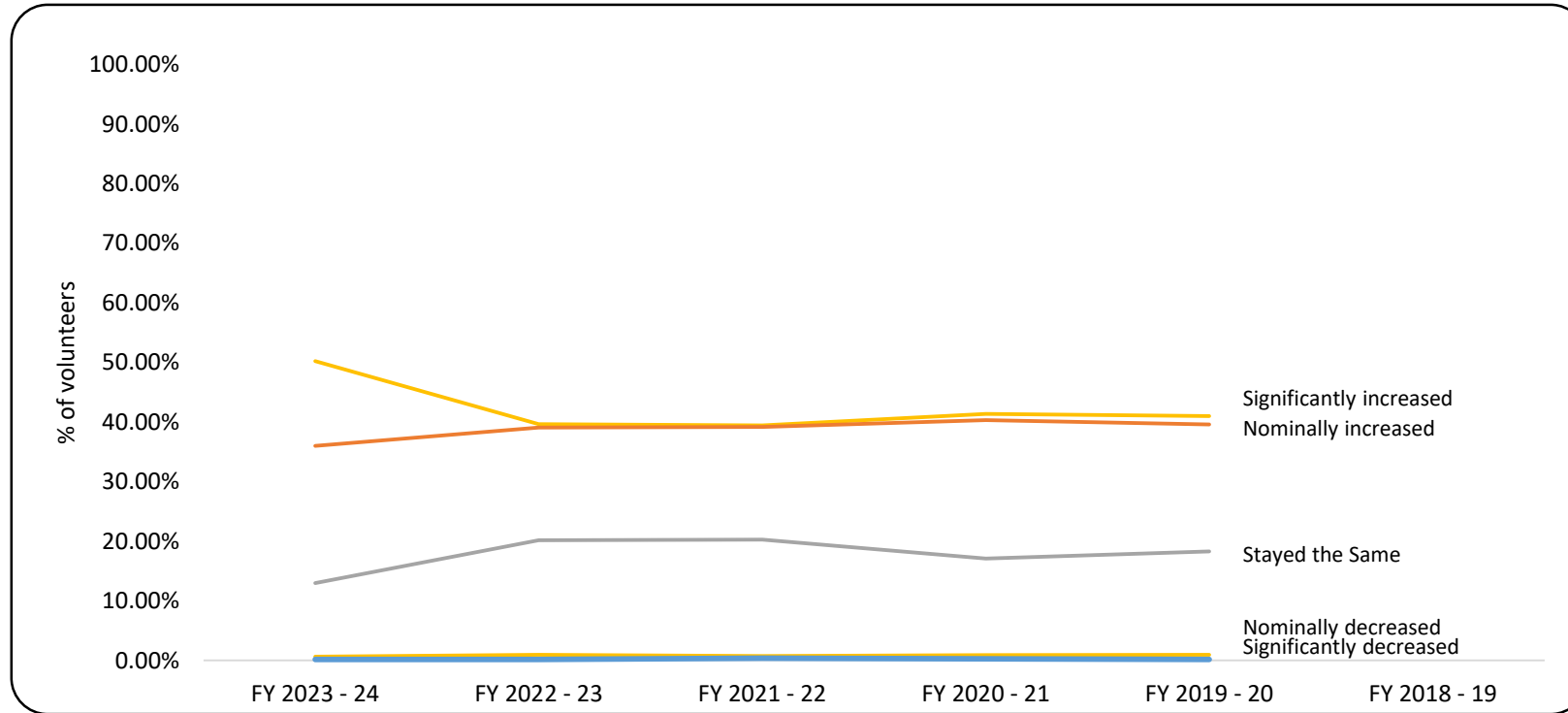
Activities	% of Volunteers for a particular engagement						
	Direct Work with Children / Mentoring Sessions	Online / Research / Data Analysis / Content Support	Internship	Campaigns & Events	Special Projects	Sprint/ Daan Utsav/ Online Short Term	YCC
Significantly Increased	49.62%	42.86%	53.60%	58.18%	60.00%	44.44%	100.00%
Nominally Increased	38.72%	35.34%	36.00%	27.27%	28.00%	44.44%	0.00%
TOTAL	88.35%	78.20%	89.60%	85.45%	88.00%	88.89%	100.00%
Stayed the same	10.90%	21.05%	8.80%	14.55%	12.00%	11.11%	0.00%
TOTAL	10.90%	21.05%	8.80%	14.55%	12.00%	11.11%	0.00%
Nominally Decreased	0.75%	0.75%	0.80%	0.00%	0.00%	0.00%	0.00%
Significantly Decreased	0.00%	0.00%	0.80%	0.00%	0.00%	0.00%	0.00%
TOTAL	0.75%	0.75%	1.60%	0.00%	0.00%	0.00%	0.00%

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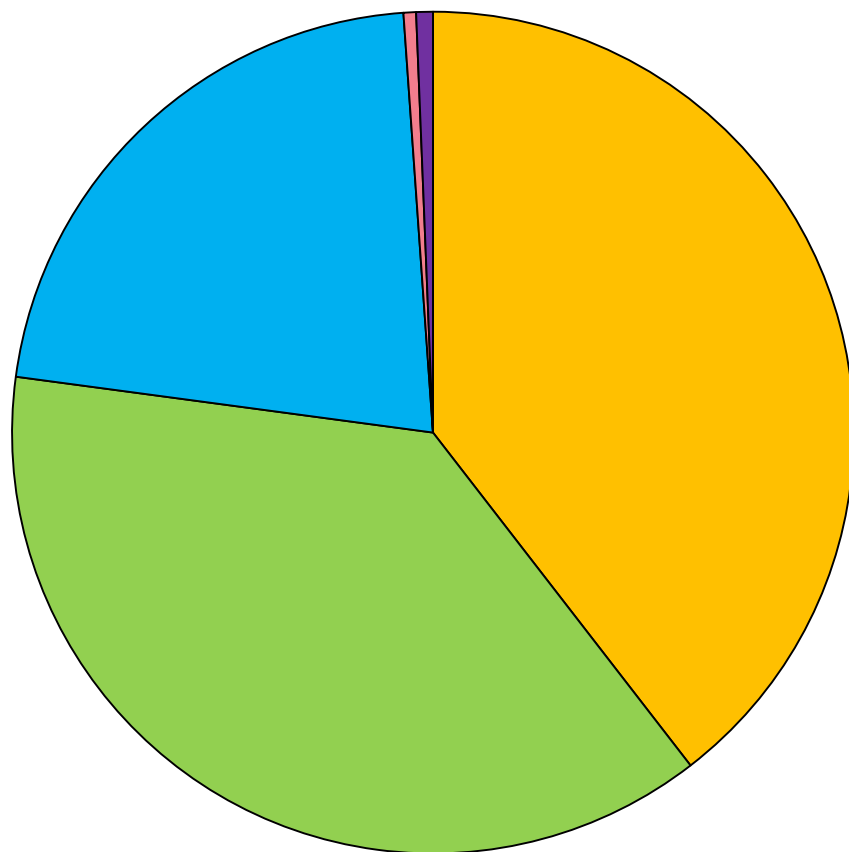
Impact of Volunteering on Skill Development Factors






Impact of volunteering on time management

- 6 year trend analysis assessing the impact on time management



% of volunteers	FY 2023 – 24	FY 2022 – 23	FY 2021 – 22	FY 2020 – 21	FY 2019 – 20	FY 2018 – 19
Significantly Increased	50.24%	39.63%	39.43%	41.37%	40.99%	The said parameter was not measured in the said year's survey
Nominally Increased	36.00%	39.07%	39.18%	40.34%	39.60%	
Stayed the Same	12.96%	20.19%	20.27%	17.12%	18.32%	
Nominally Decreased	0.64%	0.93%	0.75%	0.91%	0.93%	
Significantly Decreased	0.16%	0.19%	0.37%	0.26%	0.16%	



Impact of volunteering with CRY – India on documentation:	
	Significant Increase 247 volunteers (39.52% of the volunteers surveyed)
	Nominal Increase 235 volunteers (37.60% of the volunteers surveyed)
	Stayed the same 136 volunteers (21.76% of the volunteers surveyed)
	Nominal Decrease 3 volunteers (0.48% of the volunteers surveyed)
	Significant Decrease 4 volunteers (0.64% of the volunteers surveyed)

“It was a Usual Saturday for me, I went to the Vile Parle Pag to teach a new Class in the morning Batch, little did I knew that these kids filled with Innocence Curiosity would Change the way I look at the cause we are working for. I remember, there were less volunteers, so I was taking care of an entire class alone, and amidst the chaos, there was one kid, his name was A----- I believe, who came to me and said that his friend was not able to solve the math problem. I was teaching Simple Addition, and he seemed confused. The Kid was in 2nd Standard, but was expecting me to teach his friend personally, so that they could solve together. I understand when Kids are just speaking for the sake of it, and when they speak when they actually need something to be done. I know, that A----- didn't thought of doing this would help his friend do better academically, but his only motto was that they could do whatever activity they were doing together, with fun and make sure no one get left behind. We as an NGO are trying to build upon the same cause as well, "Not letting any kid left behind, but there still a major gap between many (current) and all (future goal)", but with determination and the zest we all truly behold, I strongly feel that we might just be able to achieve this goal.”

- 16 year old male volunteer from Mumbai,
involved in Online Volunteering / Research / Data Analysis / Content Support

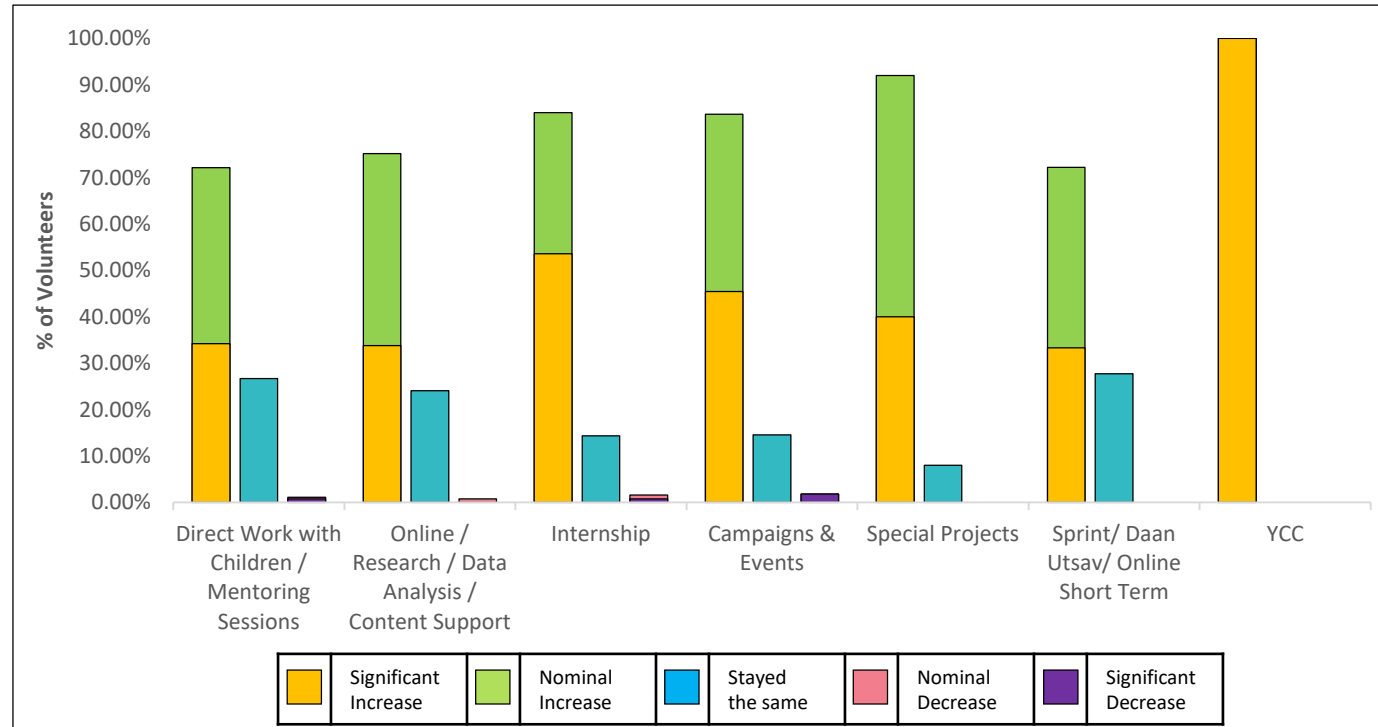
Impact of volunteering on documentation

- Our volunteers self assessed the impact of volunteering with CRY India as follows:

Metric	Significant Increase	Nominal Increase	Total Increase	Stayed the same	Total stayed the same	Nominal Decrease	Significant Decrease	Total Decrease
% of Respondents	247	235	482	136	136	3	4	7
No. of Respondents	39.52%	37.60%	77.12%	21.76%	21.76%	0.48%	0.64%	1.12%

77.12% of the volunteers reported an increase attributable to volunteering with CRY India, with only a handful volunteers (1.12%) reporting a decrease.

- Cross-mapping the data pertaining to impact with different types of volunteering activity undertaken at CRY India highlights:



Activities	% of Volunteers for a particular engagement						
	Direct Work with Children / Mentoring Sessions	Online / Research / Data Analysis / Content Support	Internship	Campaigns & Events	Special Projects	Sprint/ Daan Utsav/ Online Short Term	YCC
Significantly Increased	34.21%	33.83%	53.60%	45.45%	40.00%	33.33%	100.00%
Nominally Increased	37.97%	41.35%	30.40%	38.18%	52.00%	38.89%	0.00%
TOTAL	72.18%	75.19%	84.00%	83.64%	92.00%	72.22%	100.00%
Stayed the same	26.69%	24.06%	14.40%	14.55%	8.00%	27.78%	0.00%
TOTAL	26.69%	24.06%	14.40%	14.55%	8.00%	27.78%	0.00%
Nominally Decreased	0.38%	0.75%	0.80%	0.00%	0.00%	0.00%	0.00%
Significantly Decreased	0.75%	0.00%	0.80%	1.82%	0.00%	0.00%	0.00%
TOTAL	1.13%	0.75%	1.60%	1.82%	0.00%	0.00%	0.00%

Anushka Gupta

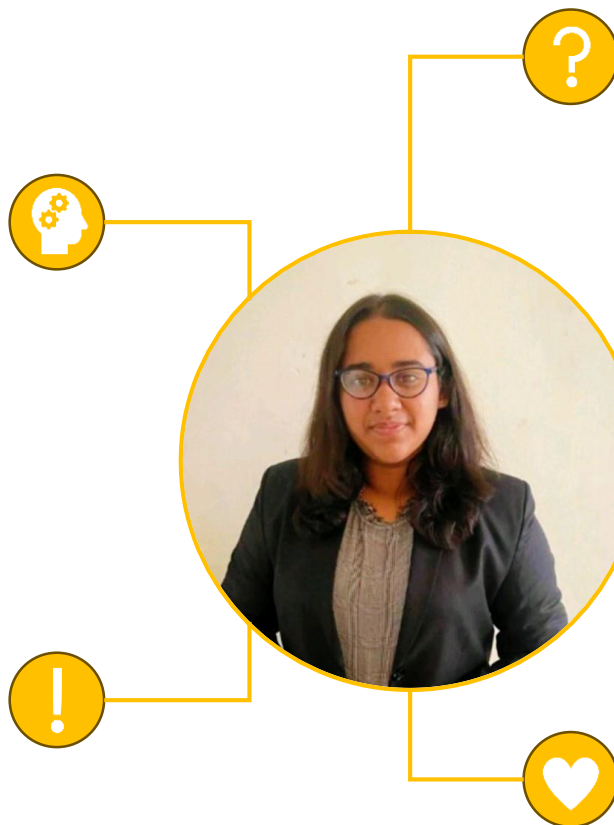
19 year old volunteer from Lucknow,
involved in online short term volunteering

Did any fundamental change/shift happen to you due to volunteering with CRY? Like the way you think, feel, act, look at social issues etc.?

Initially, volunteering with CRY was mainly about adding experience to my CV. However, once we started working and I saw the real problems the students faced, it shifted my perspective completely. Understanding their struggles firsthand made me much more sympathetic and empathetic. Now, contributing to causes and helping others comes much more naturally to me. Volunteering with CRY has fundamentally changed the way I think, feel, and act towards social issues. It has made me more aware and passionate about making a positive difference wherever I can.

Imagine if you weren't part of the CRY family, what do you think you would have missed out on?

If I hadn't volunteered with CRY, I would have missed out on so much. I wouldn't have had the chance to connect with the students and see their incredible resilience and determination up close. I would have missed the rewarding experience of working on projects that truly make a difference in their lives. But more than anything, I would have missed the personal growth that comes from stepping out of my comfort zone and really understanding the challenges others face.



Why did you choose to volunteer with CRY?

I chose to volunteer with CRY because I was eager to gain valuable learning and experience. However, what truly motivated me was the opportunity to make a meaningful contribution to the lives of students. I wanted to do whatever I could to support and uplift them, and being part of CRY gave me the perfect platform to do so.

What has volunteering with CRY meant to you?

Volunteering with CRY has meant so much to me. It's been a journey full of personal growth and learning, but more importantly, it's given me the chance to make a real difference in the lives of students. Seeing their smiles and knowing that I've helped in some small way has been incredibly rewarding.

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

One of my fondest memories from my time with CRY is from a project we worked on to create educational content and slides for students. When the project was finally implemented, we received pictures of the students using the materials we developed. Seeing so many students engaged and learning from the content we had put so much effort into was incredibly heartwarming. It was a powerful reminder of the positive impact our work had, and it filled me with happiness and pride.

Harsh Modi

29 year old volunteer from Mumbai,
involved in online volunteering since 6 years

What has volunteering with CRY meant to you?

Volunteering with CRY has been a profound journey of making a meaningful difference in lives of children.

As an online volunteer, while I do not directly interact with children, I have had plethora of occasions to make an impact and contribute in an indirect manner. I spearheaded crowdfunding campaign to raise funds for J&K children, performed data analytics for various surveys (including the annual impact of volunteering survey), as well as undertook research and prepared presentation decks.

Furthermore, volunteering with CRY, is not just about tangible outcomes but also about personal growth and fulfillment. I have learnt a lot about myself as well as gained a lot of transferable professional skills by volunteering with CRY.

As I reflect on my journey with CRY, I am filled with gratitude for the opportunity to be a part of such a wonderful organization and all the opportunities CRY provided me.

As an online volunteer, my role revolves around research and data analytics, which often involves working behind the scenes, without directly interacting with the children. Despite this, there is one very significant memory that stands out.

I was performing data analytics and identifying impact for 'Period Shame' campaign that CRY carried out. It was while I was emerged in research and data analytics that I uncovered insights that highlighted effectiveness of CRY's intervention. Through that campaign CRY was able to reach out to 25,000+ children and create awareness about mensuration. CRY was also successful in organizing campaigns at bus stops, railway stations, auto stands, as well as rope in celebrities and influencers. I was awed struck by depth of CRY's reach and the positive change that CRY was able to bring about.

As I continue my journey as an online volunteer, I am reminded that every piece of research, every piece of data analytics, contributes to the larger picture.



Why did you choose to volunteer with CRY?

In India, millions of children are deprived of their basic rights and opportunities. Our children face challenges ranging from lack of access to education to vulnerability to exploitation, all of which adversely impact their well-being and development. I have witnessed intelligent and smart children having to quit their studies, simply because their parents could not afford fees; I have experienced promising children, such as an aspiring cricketer or a chess prodigy, forced to abandon their talents and passions, because sport classes were luxuries that their families could not afford.

Such harsh realities that our children encounter ignited a passion and stirred a sense of urgency within me to take action to improve their lives and foster their welfare.

I had heard about CRY since my childhood and when I decided to volunteer in the field of child rights I conducted detailed research about CRY and was immediately impressed by their vision and mission as well as their multifaceted approach to ensuring child rights and various campaigns that CRY has run till date. CRY also offered wide spectrum of volunteering opportunities, particularly online / remote volunteering, which as a working professional suited me best. All of this culminated in my decision to volunteer with CRY. I have been volunteering with CRY for over 5 years now, and during these 5 years, CRY has offered me multiple avenue to improve lives of children in meaningful ways.

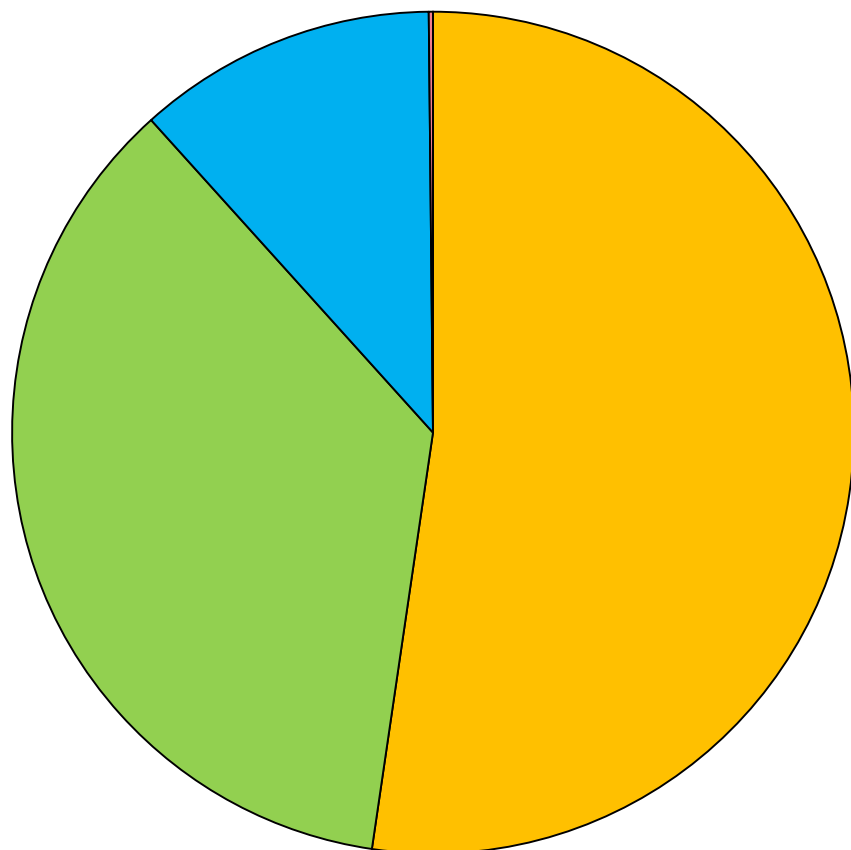







A special memory you associate with fondness/happiness stemming from the CRY experience



Impact of Volunteering on Community Development Factors

“What is the essence of life? To serve others and to do good”
- Aristotle



Impact of volunteering with CRY – India on appreciation of other's culture:	
	Significant Increase 327 volunteers (52.32% of the volunteers surveyed)
	Nominal Increase 225 volunteers (36.00% of the volunteers surveyed)
	Stayed the same 72 volunteers (11.52% of the volunteers surveyed)
	Nominal Decrease 1 volunteers (0.16% of the volunteers surveyed)
	Significant Decrease 0 volunteers (0.00% of the volunteers surveyed)

“I was a volunteer for the Zamrudpur project of CRY chapter LSR for this past session, where I taught underprivileged kids twice a week. My experience with the kids there and just the love that they showered me with everytime I went there meant alot to me. I also realised how privileged I am as compared to them which made me even more grateful for everything that I have. This was a great learning experience and I'll forever remember the smiles of all those cuties.”

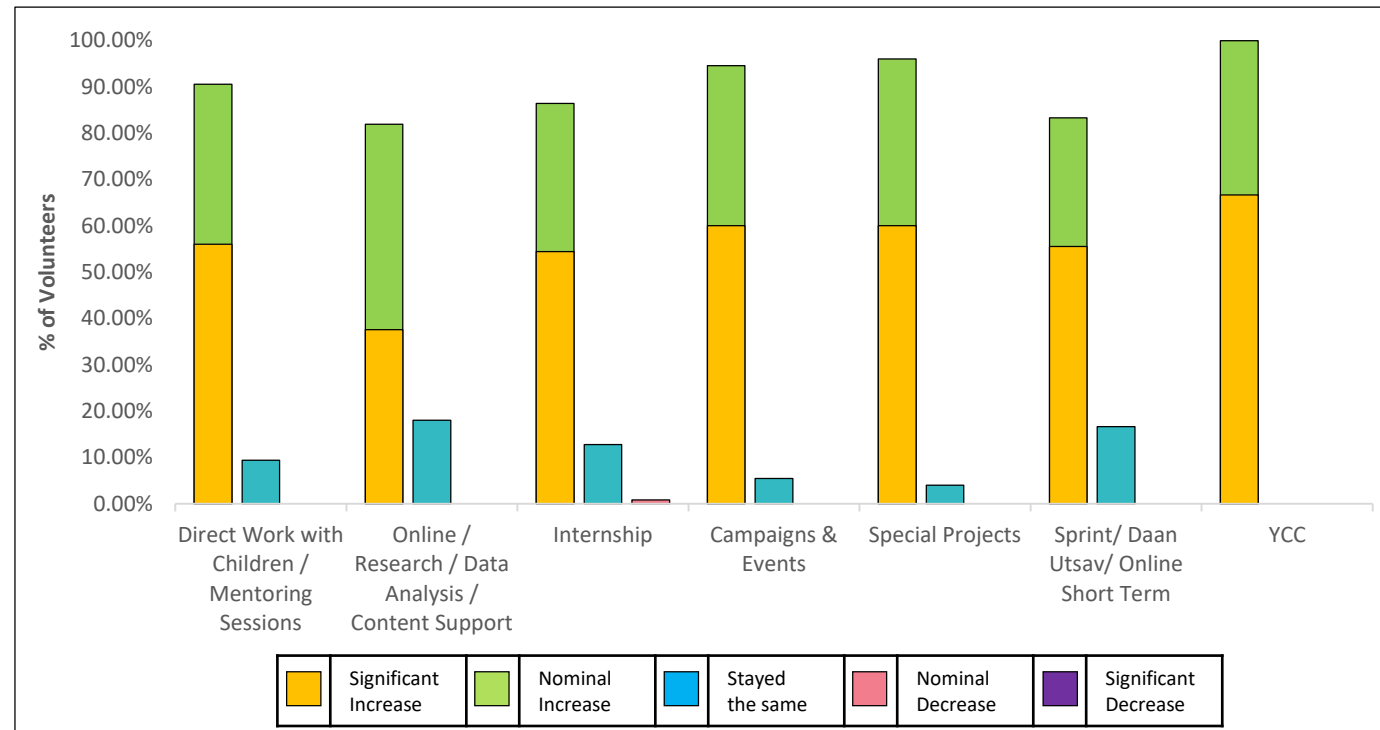
- 19 year old female volunteer from Delhi NCR,
involved in Direct Work with Children / Mentoring Sessions

- Our volunteers self assessed the impact of volunteering with CRY India as follows:

Metric	Significant Increase	Nominal Increase	Total Increase	Stayed the same	Total stayed the same	Nominal Decrease	Significant Decrease	Total Decrease
% of Respondents	327	225	552	72	72	1	0	1
No. of Respondents	52.32%	36.00%	88.32%	11.52%	11.52%	0.16%	0.00%	0.16%

88.32% of the volunteers reported an increase attributable to volunteering with CRY India, with only a handful volunteers (0.16%) reporting a decrease.

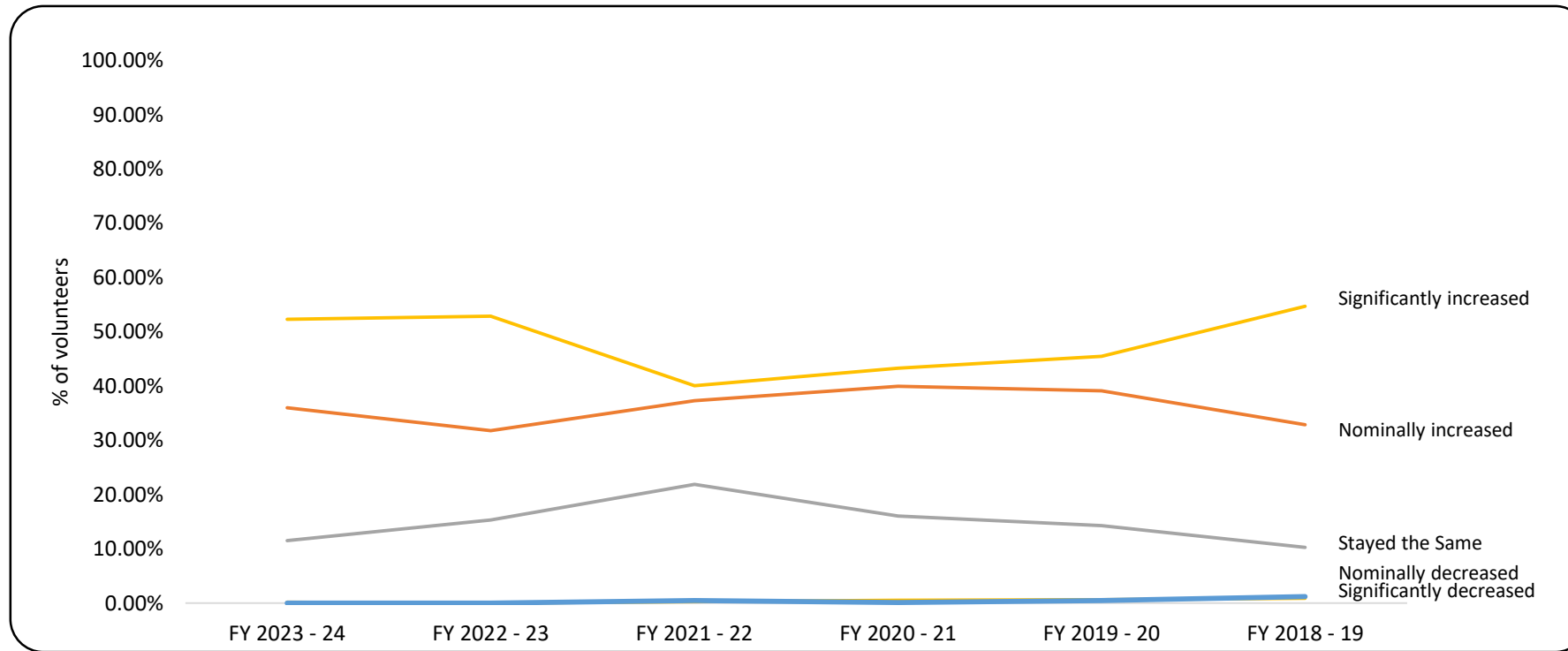
- Cross-mapping the data pertaining to impact with different types of volunteering activity undertaken at CRY India highlights:



Activities	% of Volunteers for a particular engagement						
	Direct Work with Children / Mentoring Sessions	Online / Research / Data Analysis / Content Support	Internship	Campaigns & Events	Special Projects	Sprint/ Daan Utsav/ Online Short Term	YCC
Significantly Increased	56.02%	37.59%	54.40%	60.00%	60.00%	55.56%	66.67%
Nominally Increased	34.59%	44.36%	32.00%	34.55%	36.00%	27.78%	33.33%
TOTAL	90.60%	81.95%	86.40%	94.55%	96.00%	83.33%	100.00%
Stayed the same	9.40%	18.05%	12.80%	5.45%	4.00%	16.67%	0.00%
TOTAL	9.40%	18.05%	12.80%	5.45%	4.00%	16.67%	0.00%
Nominally Decreased	0.00%	0.00%	0.80%	0.00%	0.00%	0.00%	0.00%
Significantly Decreased	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	0.00%	0.00%	0.80%	0.00%	0.00%	0.00%	0.00%

Impact of volunteering on appreciation of other's culture

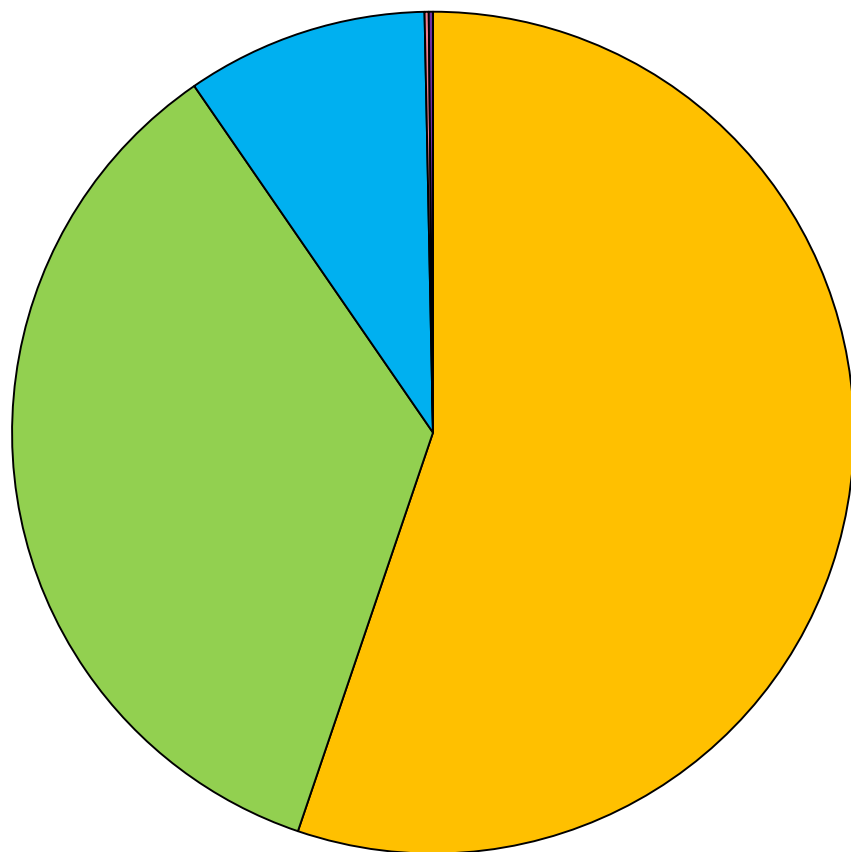
- 6 year trend analysis assessing the impact on appreciation of other's culture








% of volunteers	FY 2023 – 24	FY 2022 – 23	FY 2021 – 22	FY 2020 – 21	FY 2019 – 20	FY 2018 – 19
Significantly Increased	52.32%	52.90%	40.05%	43.32%	45.50%	54.70%
Nominally Increased	36.00%	31.78%	37.31%	39.95%	39.13%	32.90%
Stayed the Same	11.52%	15.33%	21.89%	16.08%	14.29%	10.30%
Nominally Decreased	0.16%	0.00%	0.25%	0.52%	0.62%	0.90%
Significantly Decreased	0.00%	0.00%	0.50%	0.13%	0.47%	1.20%

Impact of Volunteering on Community Factors

Impact of volunteering on appreciation of other's views and values



Impact of volunteering with CRY – India on appreciation of other's views and values:

	Significant Increase 345 volunteers (55.20% of the volunteers surveyed)
	Nominal Increase 220 volunteers (35.20% of the volunteers surveyed)
	Stayed the same 58 volunteers (9.28% of the volunteers surveyed)
	Nominal Decrease 1 volunteers (0.16% of the volunteers surveyed)
	Significant Decrease 1 volunteers (0.16% of the volunteers surveyed)

“One of the most memorable experience was conducting a cyber safety statement for the children in a nearby school. The special thing about the school was that it was donation based school for the orphans. But they had created such a wonderful environment that children didn't feel that they were alone. There was support system for them which strengthen the children's will to get educated and do well in life.”

- 25 year old male volunteer from Roorkee,
involved in Direct Work with Children / Mentoring Sessions

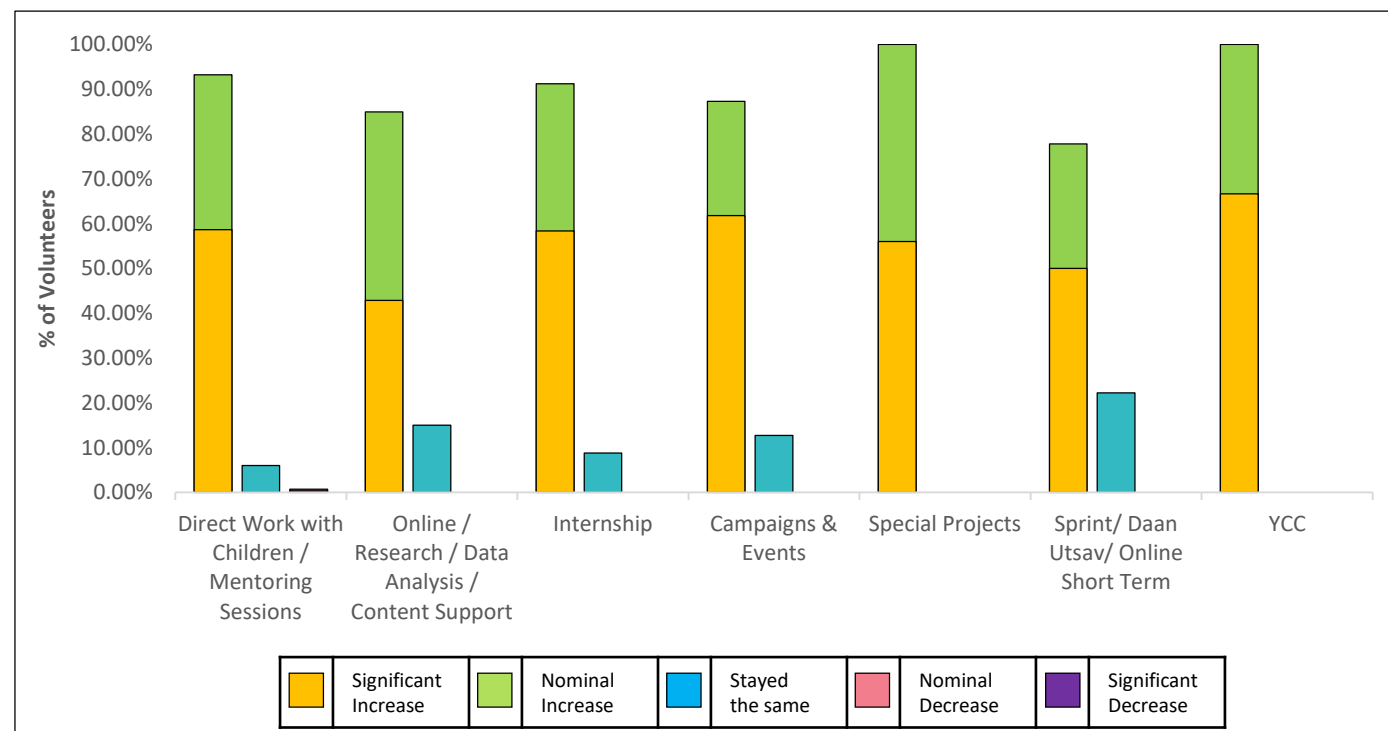
Impact of volunteering on appreciation of other's views and values

- Our volunteers self assessed the impact of volunteering with CRY India as follows:

Metric	Significant Increase	Nominal Increase	Total Increase	Stayed the same	Total stayed the same	Nominal Decrease	Significant Decrease	Total Decrease
% of Respondents	345	220	565	58	58	1	1	2
No. of Respondents	55.20%	35.20%	90.40%	9.28%	9.28%	0.16%	0.16%	0.32%

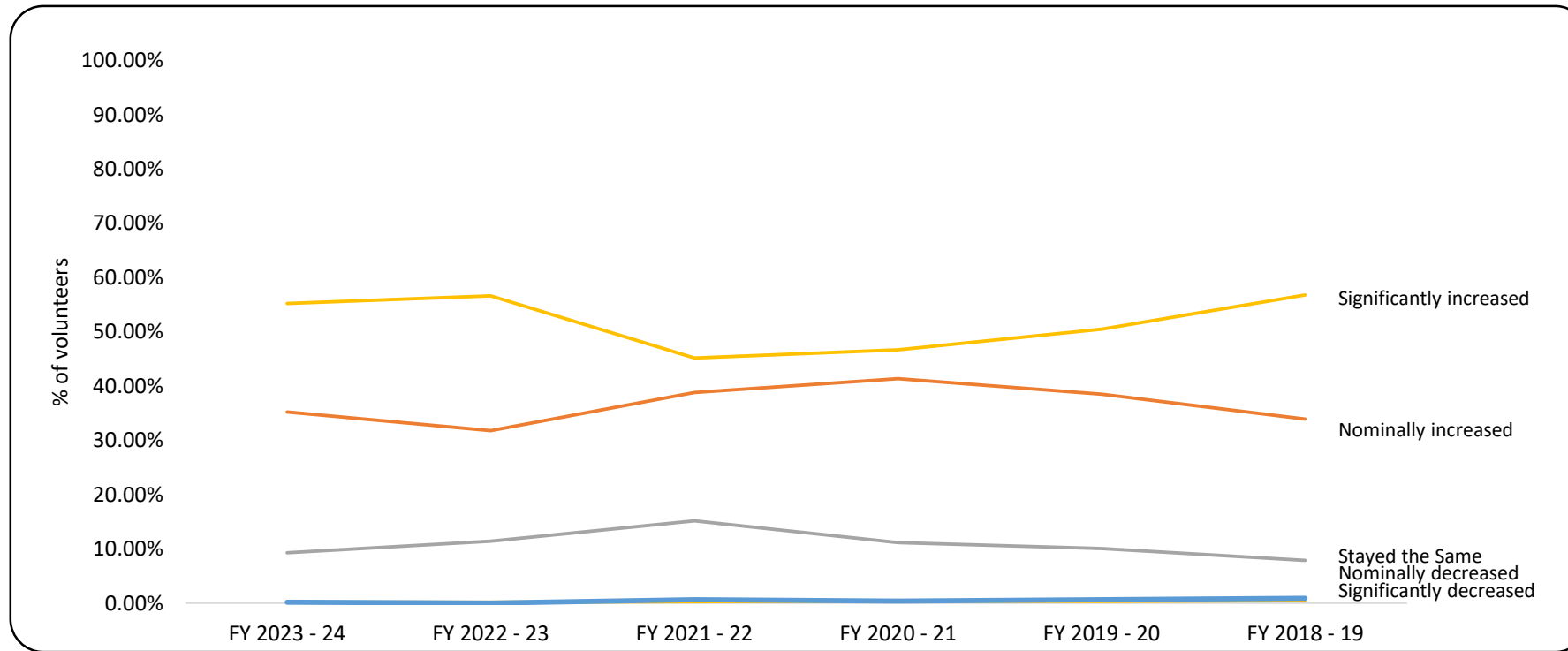
90.40% of the volunteers reported an increase attributable to volunteering with CRY India, with only a handful volunteers (0.32%) reporting a decrease.

- Cross-mapping the data pertaining to impact with different types of volunteering activity undertaken at CRY India highlights:



Activities	% of Volunteers for a particular engagement						
	Direct Work with Children / Mentoring Sessions	Online / Research / Data Analysis / Content Support	Internship	Campaigns & Events	Special Projects	Sprint/ Daan Utsav/ Online Short Term	YCC
Significantly Increased	58.65%	42.86%	58.40%	61.82%	56.00%	50.00%	66.67%
Nominally Increased	34.59%	42.11%	32.80%	25.45%	44.00%	27.78%	33.33%
TOTAL	93.23%	84.96%	91.20%	87.27%	100.00%	77.78%	100.00%
Stayed the same	6.02%	15.04%	8.80%	12.73%	0.00%	22.22%	0.00%
TOTAL	6.02%	15.04%	8.80%	12.73%	0.00%	22.22%	0.00%
Nominally Decreased	0.38%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Significantly Decreased	0.38%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	0.75%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

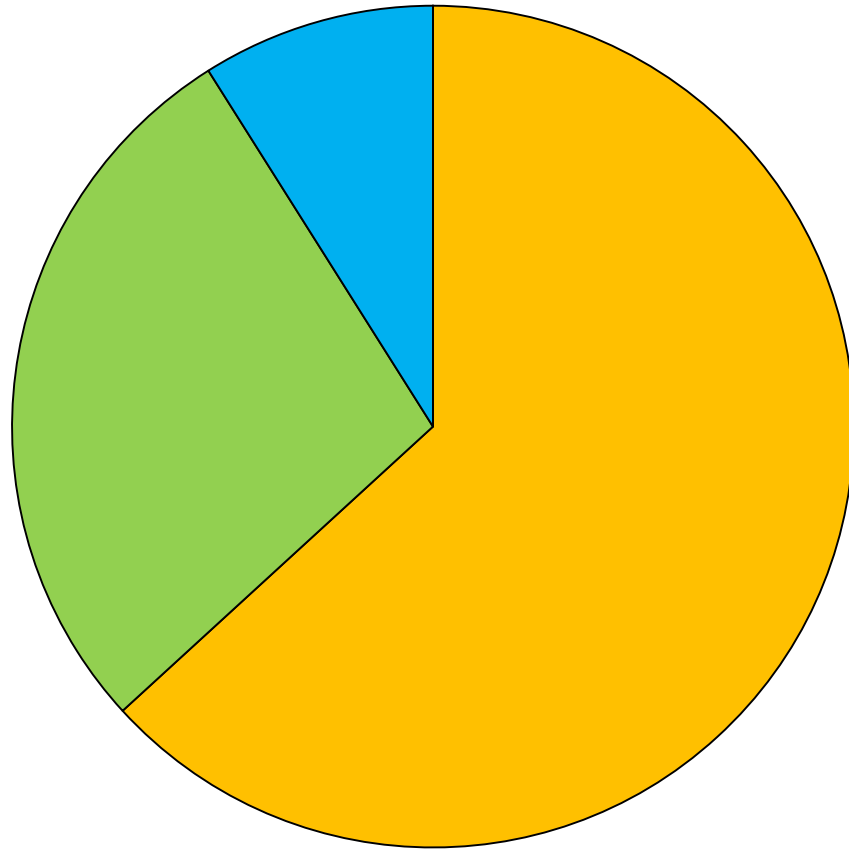
- 6 year trend analysis assessing the impact on appreciation of other's views and values








% of volunteers	FY 2023 – 24	FY 2022 – 23	FY 2021 – 22	FY 2020 – 21	FY 2019 – 20	FY 2018 – 19
Significantly Increased	55.20%	56.64%	45.15%	46.69%	50.47%	33.90%
Nominally Increased	35.20%	31.78%	38.81%	41.37%	38.51%	35.20%
Stayed the Same	9.28%	11.40%	15.17%	11.15%	10.09%	9.28%
Nominally Decreased	0.16%	0.19%	0.25%	0.39%	0.31%	0.50%
Significantly Decreased	0.16%	0.00%	0.62%	0.39%	0.62%	0.90%

Impact of Volunteering on Community Factors

Impact of volunteering on respect for others



Impact of volunteering with CRY – India on respect for others:	
	Significant Increase 395 volunteers (63.20% of the volunteers surveyed)
	Nominal Increase 174 volunteers (27.84% of the volunteers surveyed)
	Stayed the same 56 volunteers (8.96% of the volunteers surveyed)
	Nominal Decrease 0 volunteers (0.00% of the volunteers surveyed)
	Significant Decrease 0 volunteers (0.00% of the volunteers surveyed)

“Volunteering with CRY India was a rewarding experience, especially when I had the opportunity to teach students about cybersecurity. It was inspiring to see their enthusiasm and eagerness to learn about such an important topic. As I shared my knowledge and insights, I could see their understanding grow, and their curiosity about the digital world deepen. It was a reminder of the importance of education in empowering young minds and equipping them with the skills they need to navigate the modern world safely. Overall, it was a memorable experience that highlighted the impact of education and awareness in shaping the future generation.”

- 20 year old male volunteer from Mumbai, involved in Campaign and Events

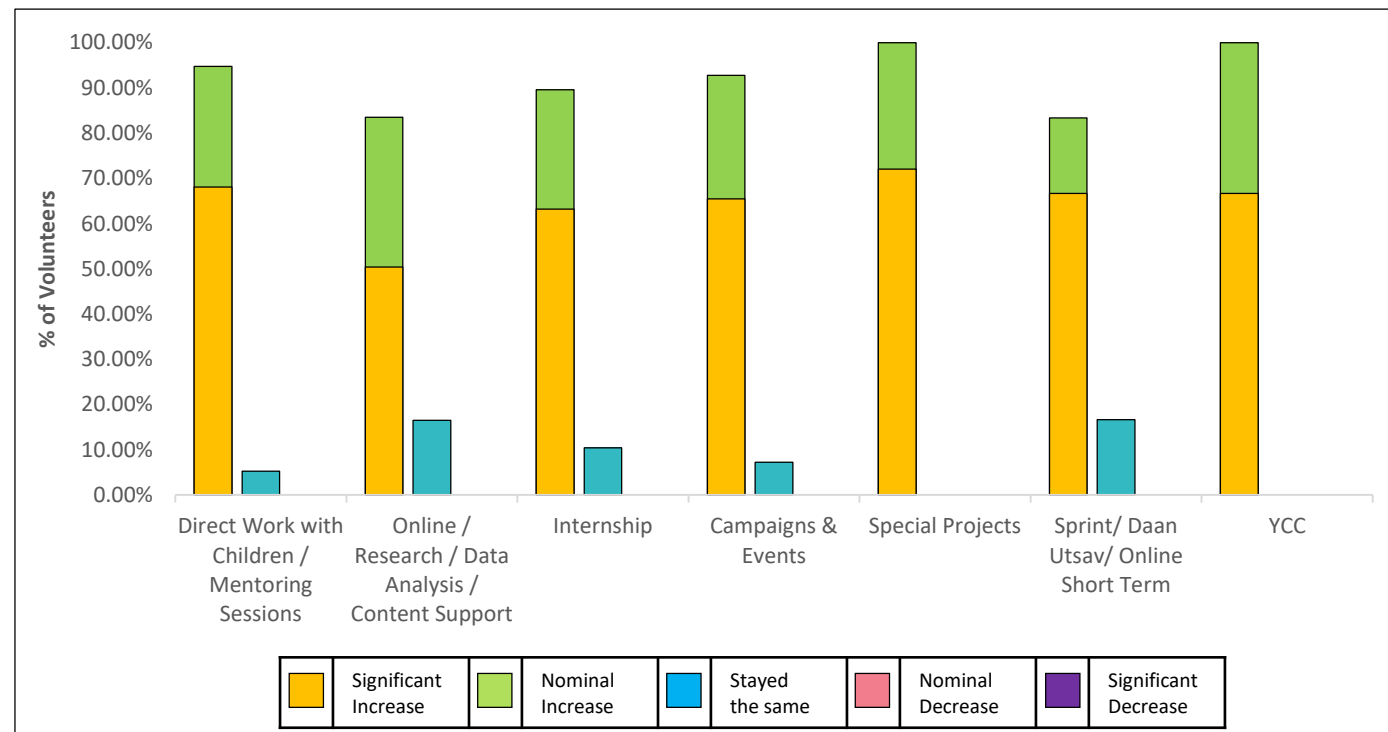
Impact of volunteering on respect for others

- Our volunteers self assessed the impact of volunteering with CRY India as follows:

Metric	Significant Increase	Nominal Increase	Total Increase	Stayed the same	Total stayed the same	Nominal Decrease	Significant Decrease	Total Decrease
% of Respondents	395	174	569	56	56	0	0	0
No. of Respondents	63.20%	27.84%	91.04%	8.96%	8.96%	0.00%	0.00%	0.00%

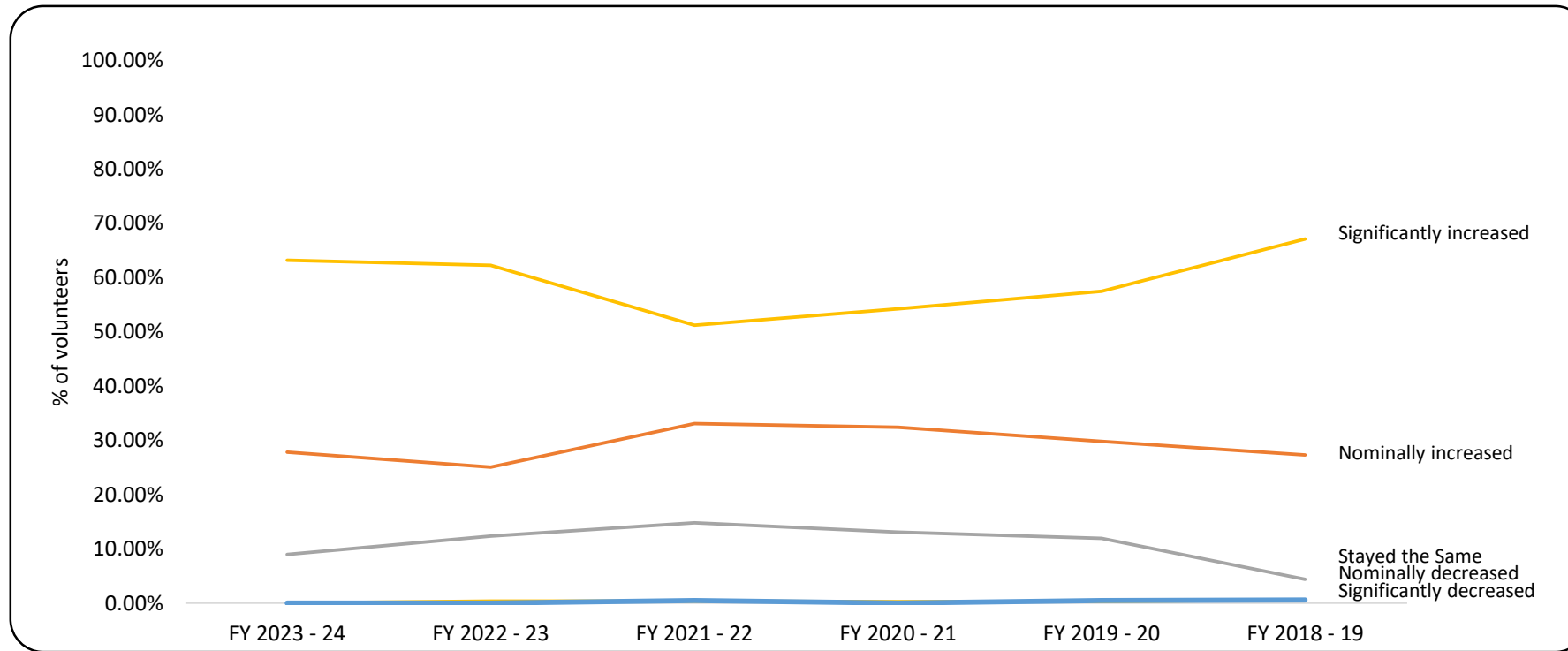
91.04% of the volunteers reported an increase attributable to volunteering with CRY India, with only a handful volunteers (0.00%) reporting a decrease.

- Cross-mapping the data pertaining to impact with different types of volunteering activity undertaken at CRY India highlights:

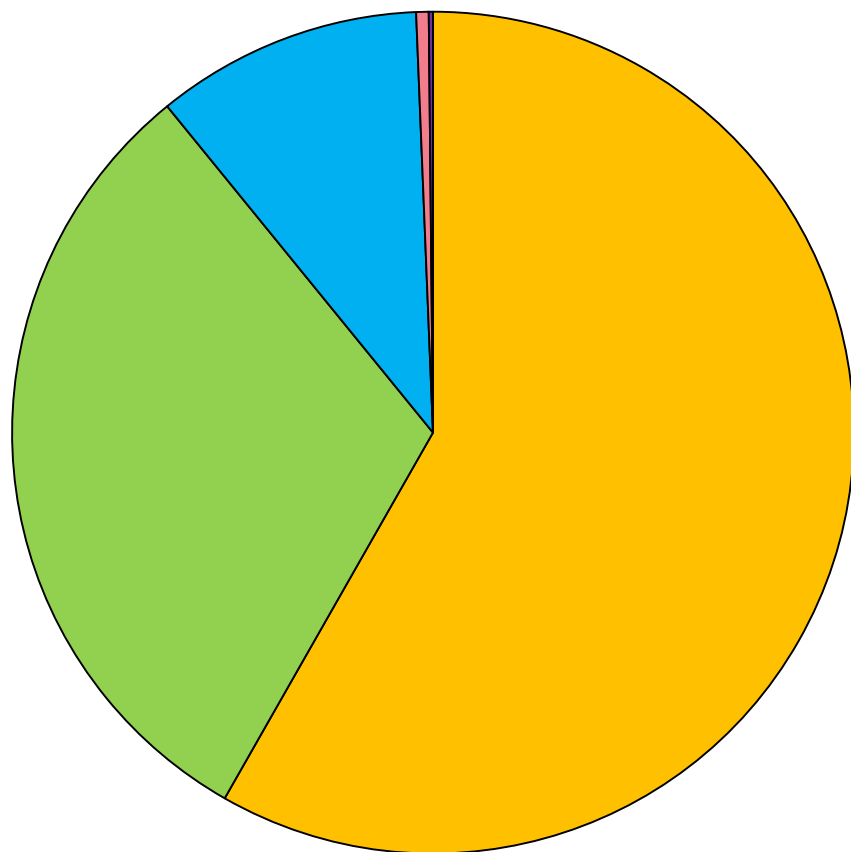
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Impact of volunteering on respect for others






- 6 year trend analysis assessing the impact on respect for others



% of volunteers	FY 2023 – 24	FY 2022 – 23	FY 2021 – 22	FY 2020 – 21	FY 2019 – 20	FY 2018 – 19
Significantly Increased	63.20%	62.24%	51.24%	54.22%	57.45%	27.30%
Nominally Increased	27.84%	25.05%	33.08%	32.43%	29.81%	29.81%
Stayed the Same	8.96%	12.34%	14.81%	13.10%	11.96%	4.40%
Nominally Decreased	0.00%	0.37%	0.37%	0.25%	0.31%	0.60%
Significantly Decreased	0.00%	0.00%	0.50%	0.00%	0.47%	0.60%



Impact of volunteering with CRY – India on participation in community events:

	Significant Increase 364 volunteers (58.24% of the volunteers surveyed)
	Nominal Increase 193 volunteers (30.88% of the volunteers surveyed)
	Stayed the same 64 volunteers (10.24% of the volunteers surveyed)
	Nominal Decrease 3 volunteers (0.48% of the volunteers surveyed)
	Significant Decrease 1 volunteers (0.16% of the volunteers surveyed)

“Teaching children every Saturday always made the end of the week special and I always felt so good when I returned home after. My interactions with the students made me realize that everyone is deserving no matter where you come from. I remember when after a class full of fun , laughter, and of course learning, the and my friend were surrounded by students who didn't want to let us go, they were so adorable!”

- 17 year old female volunteer from Bangalore, involved in Direct Work with Children / Mentoring Sessions

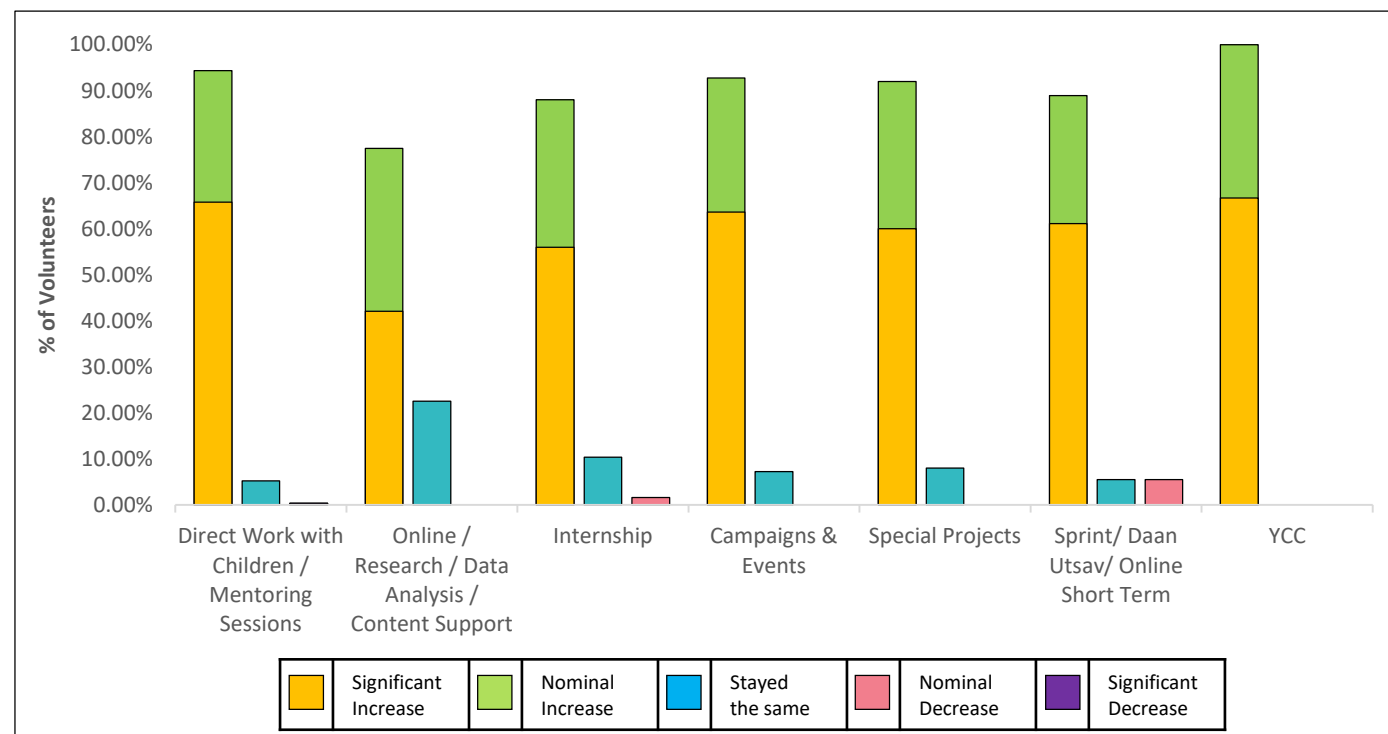
Impact of volunteering on participation in community events

- Our volunteers self assessed the impact of volunteering with CRY India as follows:

Metric	Significant Increase	Nominal Increase	Total Increase	Stayed the same	Total stayed the same	Nominal Decrease	Significant Decrease	Total Decrease
% of Respondents	364	193	557	64	64	3	1	4
No. of Respondents	58.24%	30.88%	89.12%	10.24%	10.24%	0.48%	0.16%	0.64%

89.12% of the volunteers reported an increase attributable to volunteering with CRY India, with only a handful volunteers (0.64%) reporting a decrease.

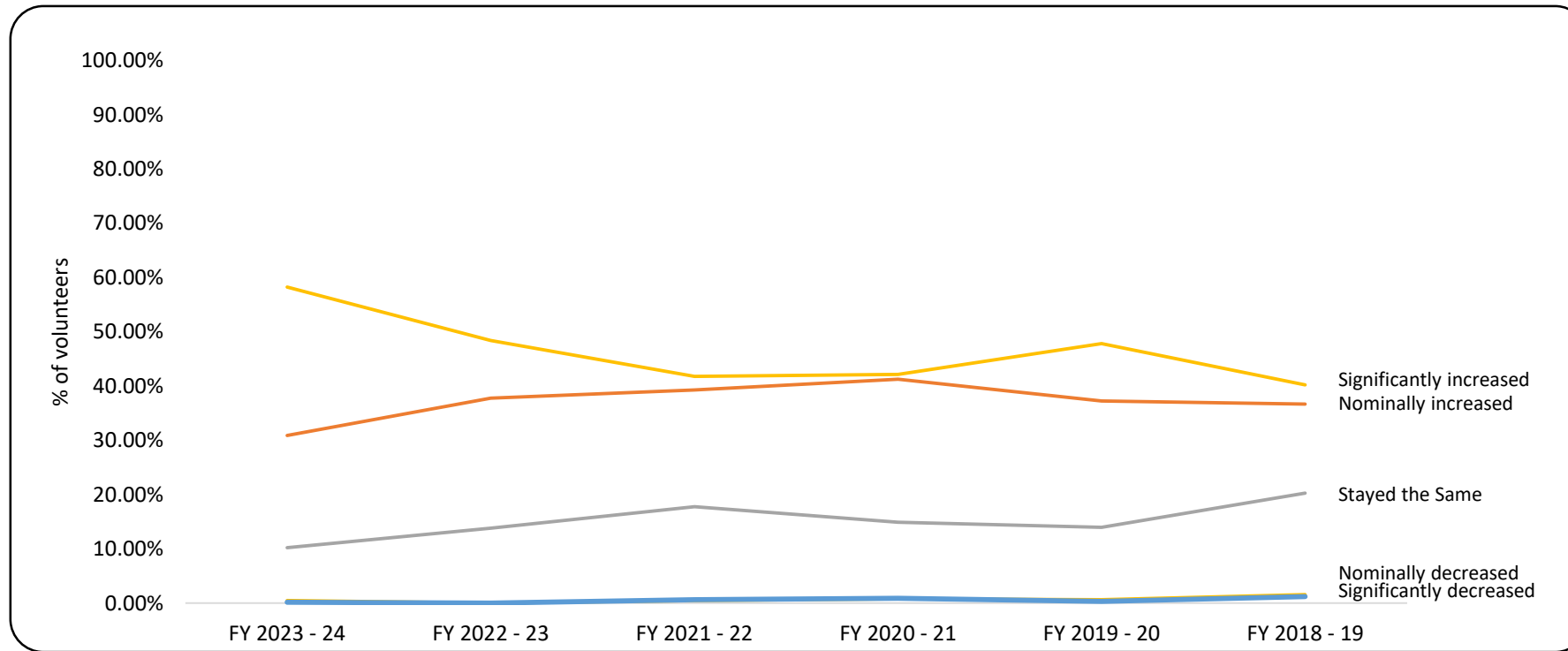
- Cross-mapping the data pertaining to impact with different types of volunteering activity undertaken at CRY India highlights:



Activities	% of Volunteers for a particular engagement						
	Direct Work with Children / Mentoring Sessions	Online / Research / Data Analysis / Content Support	Internship	Campaigns & Events	Special Projects	Sprint/ Daan Utsav/ Online Short Term	YCC
Significantly Increased	65.79%	42.11%	56.00%	63.64%	60.00%	61.11%	66.67%
Nominally Increased	28.57%	35.34%	32.00%	29.09%	32.00%	27.78%	33.33%
TOTAL	94.36%	77.44%	88.00%	92.73%	92.00%	88.89%	100.00%
Stayed the same	5.26%	22.56%	10.40%	7.27%	8.00%	5.56%	0.00%
TOTAL	5.26%	22.56%	10.40%	7.27%	8.00%	5.56%	0.00%
Nominally Decreased	0.00%	0.00%	1.60%	0.00%	0.00%	5.56%	0.00%
Significantly Decreased	0.38%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	0.38%	0.00%	1.60%	0.00%	0.00%	5.56%	0.00%

Impact of volunteering on participation in community events

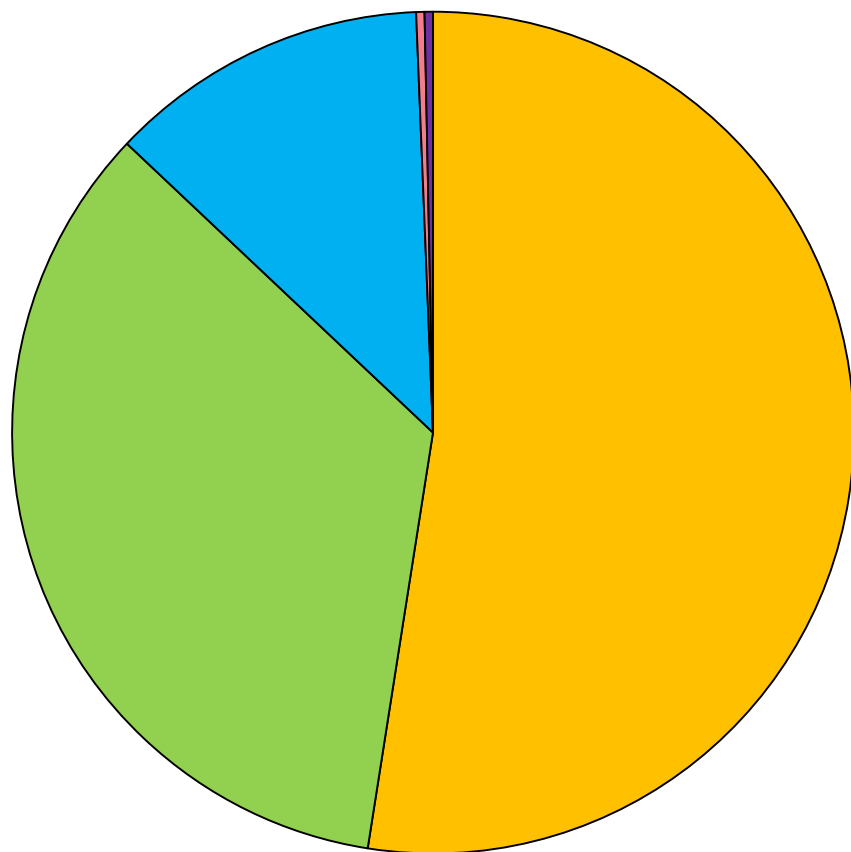
- 6 year trend analysis assessing the impact on participation in community events








% of volunteers	FY 2023 – 24	FY 2022 – 23	FY 2021 – 22	FY 2020 – 21	FY 2019 – 20	FY 2018 – 19
Significantly Increased	58.24%	48.41%	41.79%	42.15%	47.83%	40.20%
Nominally Increased	30.88%	37.76%	39.30%	41.25%	37.27%	36.70%
Stayed the Same	10.24%	13.83%	17.79%	14.92%	13.98%	20.30%
Nominally Decreased	0.48%	0.00%	0.50%	0.78%	0.62%	1.60%
Significantly Decreased	0.16%	0.00%	0.62%	0.91%	0.31%	1.20%

Impact of Volunteering on Community Factors

Impact of volunteering on ability to develop network



Impact of volunteering with CRY – India on ability to develop network:	
	Significant Increase 328 volunteers (52.48% of the volunteers surveyed)
	Nominal Increase 216 volunteers (34.56% of the volunteers surveyed)
	Stayed the same 77 volunteers (12.32% of the volunteers surveyed)
	Nominal Decrease 2 volunteers (0.32% of the volunteers surveyed)
	Significant Decrease 2 volunteers (0.32% of the volunteers surveyed)

“I along with two more colleagues were placed at JVS, CRY's implementation partner where we got amazing opportunity to work with staff learn and curate reports, annual report, document and work closely with children imparting life skills sessions.

The whole journey of getting to know them and work with them while making sure they enjoy the learning process was something I use to always look forward to. Even today i remember my girls and the kind of bond we created. All thanks to CRY and JVS.”

- 21 year old female volunteer from Mumbai, involved in Special Projects (Institutional Collaboration)

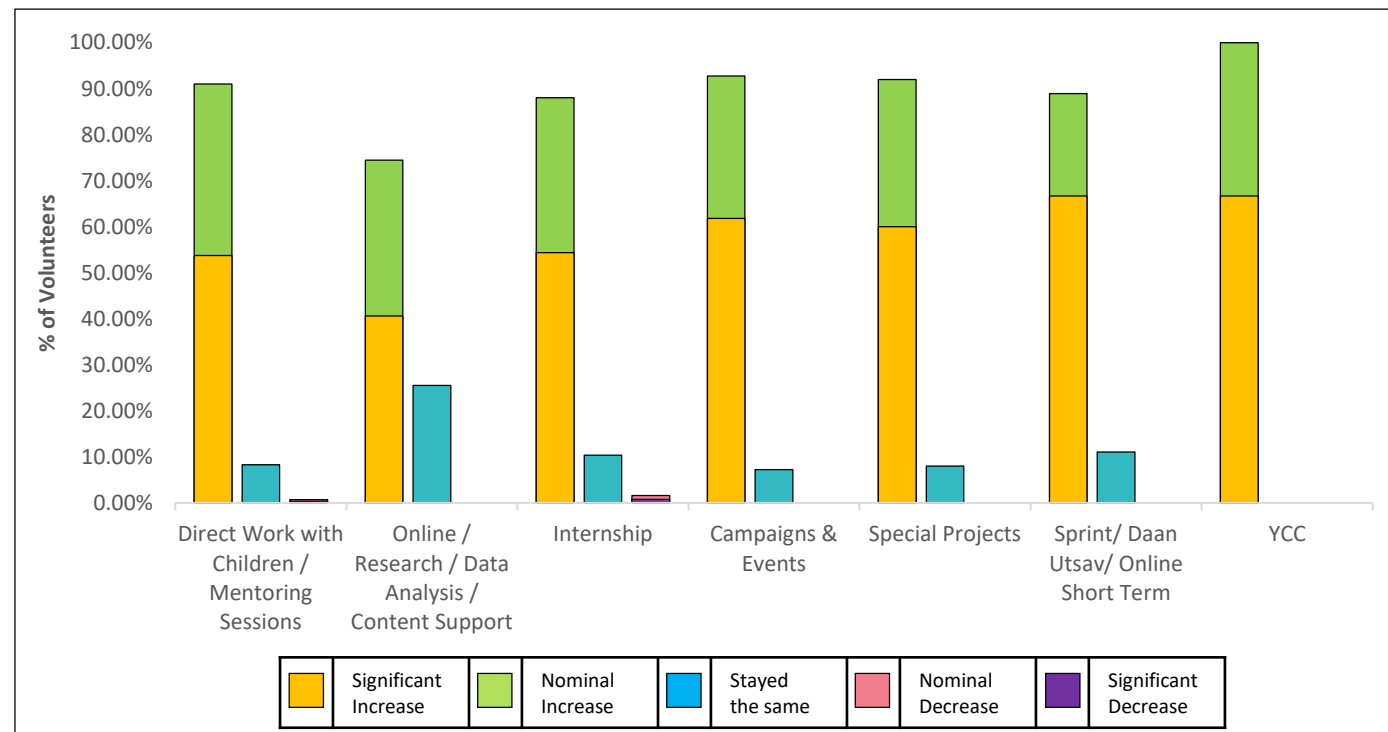
Impact of volunteering on ability to develop network

- Our volunteers self assessed the impact of volunteering with CRY India as follows:

Metric	Significant Increase	Nominal Increase	Total Increase	Stayed the same	Total stayed the same	Nominal Decrease	Significant Decrease	Total Decrease
% of Respondents	328	216	544	77	77	2	2	4
No. of Respondents	52.48%	34.56%	87.04%	12.32%	12.32%	0.32%	0.32%	0.64%

87.04% of the volunteers reported an increase attributable to volunteering with CRY India, with only a handful volunteers (0.64%) reporting a decrease.

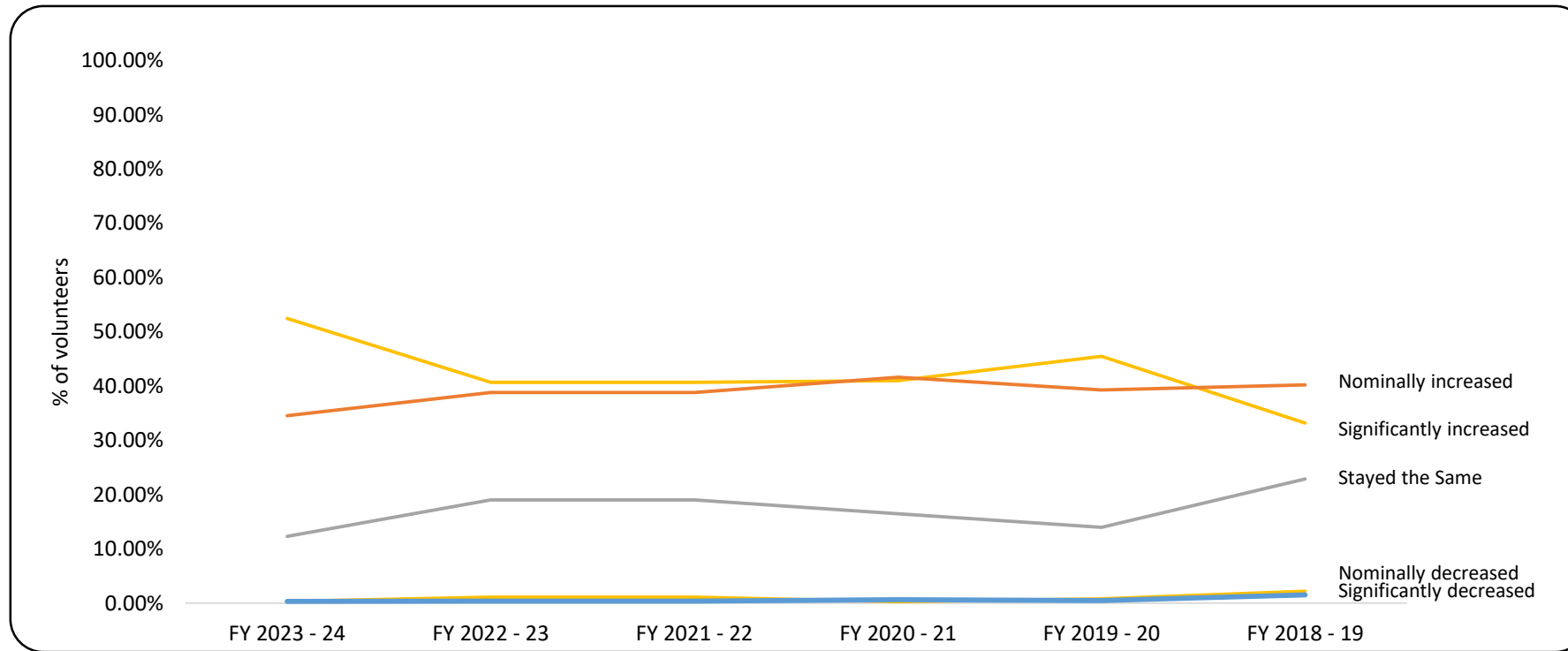
- Cross-mapping the data pertaining to impact with different types of volunteering activity undertaken at CRY India highlights:



Activities	% of Volunteers for a particular engagement						
	Direct Work with Children / Mentoring Sessions	Online / Research / Data Analysis / Content Support	Internship	Campaigns & Events	Special Projects	Sprint/ Daan Utsav/ Online Short Term	YCC
Significantly Increased	53.76%	40.60%	54.40%	61.82%	60.00%	66.67%	66.67%
Nominally Increased	37.22%	33.83%	33.60%	30.91%	32.00%	22.22%	33.33%
TOTAL	90.98%	74.44%	88.00%	92.73%	92.00%	88.89%	100.00%
Stayed the same	8.27%	25.56%	10.40%	7.27%	8.00%	11.11%	0.00%
TOTAL	8.27%	25.56%	10.40%	7.27%	8.00%	11.11%	0.00%
Nominally Decreased	0.38%	0.00%	0.80%	0.00%	0.00%	0.00%	0.00%
Significantly Decreased	0.38%	0.00%	0.80%	0.00%	0.00%	0.00%	0.00%
TOTAL	0.75%	0.00%	1.60%	0.00%	0.00%	0.00%	0.00%

Impact of volunteering on ability to develop network

- 6 year trend analysis assessing the impact on ability to develop network



% of volunteers	FY 2023 – 24	FY 2022 – 23	FY 2021 – 22	FY 2020 – 21	FY 2019 – 20	FY 2018 – 19
Significantly Increased	52.48%	The said parameter was not measured in the said year's survey	40.67%	40.99%	45.50%	33.20%
Nominally Increased	34.56%		38.81%	41.63%	39.29%	40.20%
Stayed the Same	12.32%		19.03%	16.47%	13.98%	22.90%
Nominally Decreased	0.32%		1.12%	0.26%	0.78%	2.20%
Significantly Decreased	0.32%		0.37%	0.65%	0.47%	1.50%

Jonty

28 year old volunteer,

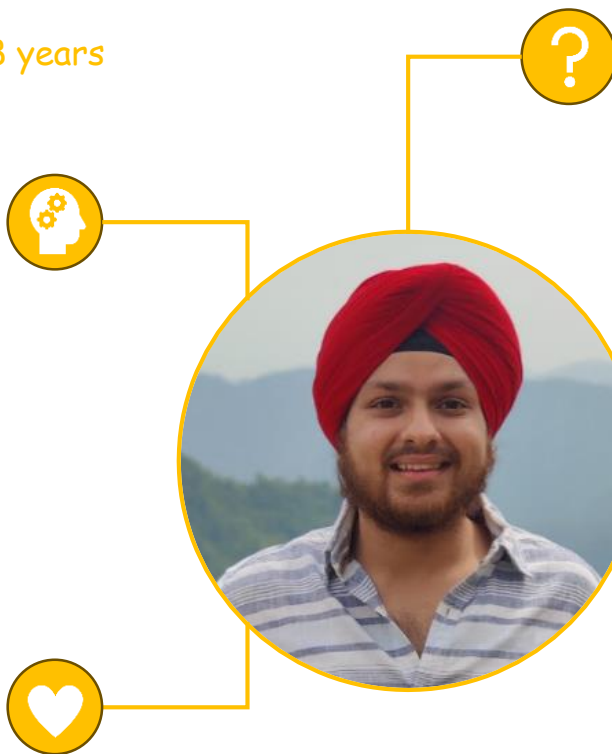
involved in on-ground and online volunteering since 8 years

Did any fundamental change/shift happen to you due to volunteering with CRY? Like the way you think, feel, act, look at social issues etc.?

In addition to my work with SWATI, I participated in CRY's street plays, visiting over 10 PAGs in the NCR. These plays taught important lessons on child safety and other crucial topics, and they are among my most cherished memories. With the onset of COVID, we had to rethink our approach, but we seamlessly transitioned to Zoom. We re-evaluated our operations, shifted everything online, and managed to continue the progress we had made over the past three years.

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

I have countless memories from my time volunteering with CRY, enough to fill a book. Over the years, I've made many friends, and my experiences at CRY have equipped me with skills that extend beyond the organization. I vividly recall my first day at an event: we had to reach India Gate at 7:00 AM to guide cyclists along the route. The energy and eagerness of everyone participating created an unforgettable atmosphere.



Why did you choose to volunteer with CRY?

I've been a proud member of the CRY family since 2017. I joined CRY after working with the YP Foundation, driven by my love for children and a desire to contribute to society. I vividly recall my first day at an event: we had to reach India Gate at 7:00 AM to guide cyclists along the route. The energy and eagerness of everyone participating created an unforgettable atmosphere.

What has volunteering with CRY meant to you?

Determined to engage in regular volunteering beyond events, I frequently reached out to Veronica, the volunteer head at the time. She informed me about a new CRY project starting in South Delhi, which later became SWATI - PAG. As one of the first volunteers for SWATI, I formed truly special connections with the wonderful children there.

Two months into the project, I was given the role of PAG lead. With the invaluable support of Veronica and Vimla Ma'am, we built the project from the ground up. We organized extra classes, computer lessons, and sports activities for the kids, ensuring they received a well-rounded experience. We also initiated annual PAG meetups, known as cultural and sports meets, and held regular events like Lohri and dental camps to keep the children and their community engaged.

It has been an incredible journey, and I look forward to creating many more memories with this amazing organization

Radhika Gunaji

34 year old volunteer from Gurgaon,
involved in on-ground volunteering

Did any fundamental change/shift happen to you due to volunteering with CRY? Like the way you think, feel, act, look at social issues etc.?

I've been volunteering for several years now, and my experience with CRY has broadened my perspective and shifted my priorities even more. It has grounded me and made me grateful for the opportunities I've had in life. Working with CRY exposed me to the profound challenges faced by underprivileged children and communities, which deepened my empathy and expanded my understanding of social issues. Witnessing the untapped potential of these children, hindered only by lack of support, has been particularly impactful and volunteering with CRY gives me an opportunity to make an impact although it may be tiny. Volunteering with CRY has transformed me into a more socially conscious and proactive individual, driven to make a meaningful difference in the lives of others.

What has volunteering with CRY meant to you?

Volunteering with CRY has been a profoundly enriching experience for me. It has given me the opportunity to directly work on ground with children, providing them with education (although our contribution are tiny which involves only on weekends) and support they deserve. This work has been incredibly fulfilling. Additionally, it has broadened my perspective on social issues. The experience has also facilitated personal growth, enhancing my skills in project management, teamwork, and community engagement.



Why did you choose to volunteer with CRY?

I chose to volunteer with CRY because of my deep passion for education. Growing up, I was fortunate enough to have access to education, and I wish the same for every individual. After working with various organizations and leading several projects outside India, I wanted to continue contributing in this field. When I moved back to India 1.5 years ago, I came across CRY. The impactful work CRY does in transforming the lives of underprivileged children and communities motivated me to join. Volunteering with CRY not only allows me to contribute to meaningful change but also provides opportunities for personal growth.



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

There are many cherished memories from volunteering with CRY, but one that stands out is from my first day when we organized a session on "Menstrual Health" I remember the girls initially being very shy and hesitant to ask questions or participate. With a little encouragement and support, they began to engage with us, and by the end of the session, they were curious and eager to learn more. Seeing them ask questions and step out of their comfort zones made us so happy. This memory is a powerful reminder of why I volunteer—the ability to make a positive impact and witness the immediate, uplifting effects of our efforts on children's lives. It continues to inspire me in my ongoing work with CRY.



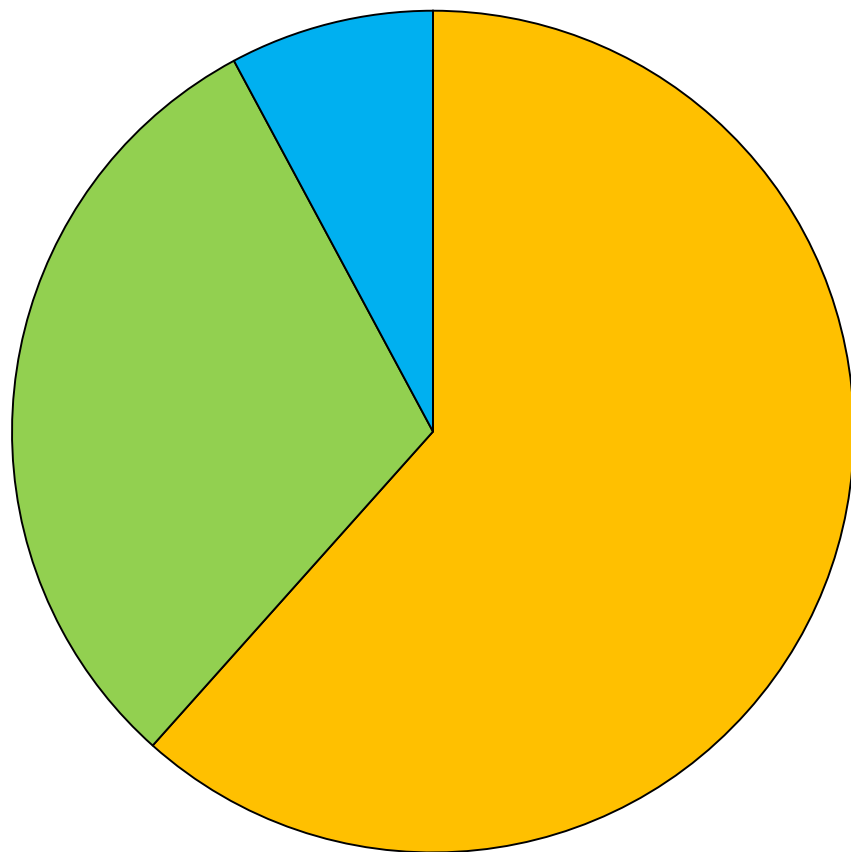







Impact of Volunteering on Child Rights Awareness Factors

“Only a life lived for others is worth living”
- Albert Einstein

Impact of Volunteering on Child Rights Awareness Factors

Impact of volunteering on understanding the child's thought process



Impact of volunteering with CRY – India on understanding the child's thought process	
	Significant Increase 385 volunteers (61.60% of the volunteers surveyed)
	Nominal Increase 191 volunteers (30.56% of the volunteers surveyed)
	Stayed the same 49 volunteers (7.84% of the volunteers surveyed)
	Nominal Decrease 0 volunteers (0.00% of the volunteers surveyed)
	Significant Decrease 0 volunteers (0.00% of the volunteers surveyed)

“Was taking cyber security session with a local school so most of the kids didn't understand English but they promised me to listen carefully and grasp as much. After the session when we took a small recap quiz, they actually retained 90% and kept up their promise. It was so fulfilling to have taken a class where the students actually listen, understand and learn.”

- 23 year old female volunteer from Bangalore,
involved in Direct Work with Children / Mentoring Sessions

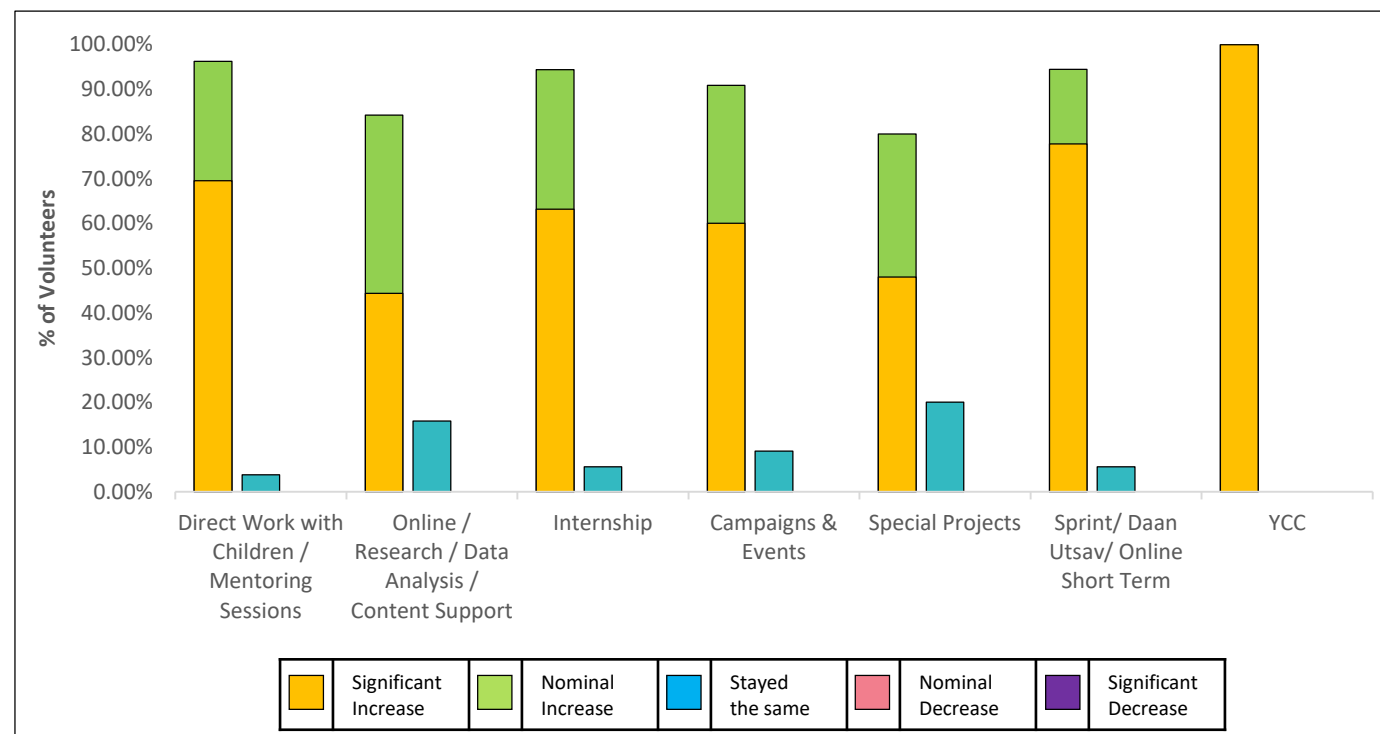
Impact of volunteering on understanding the child's thought process

- Our volunteers self assessed the impact of volunteering with CRY India as follows:

Metric	Significant Increase	Nominal Increase	Total Increase	Stayed the same	Total stayed the same	Nominal Decrease	Significant Decrease	Total Decrease
% of Respondents	385	191	576	49	49	0	0	0
No. of Respondents	61.60%	30.56%	92.16%	7.84%	7.84%	0.00%	0.00%	0.00%

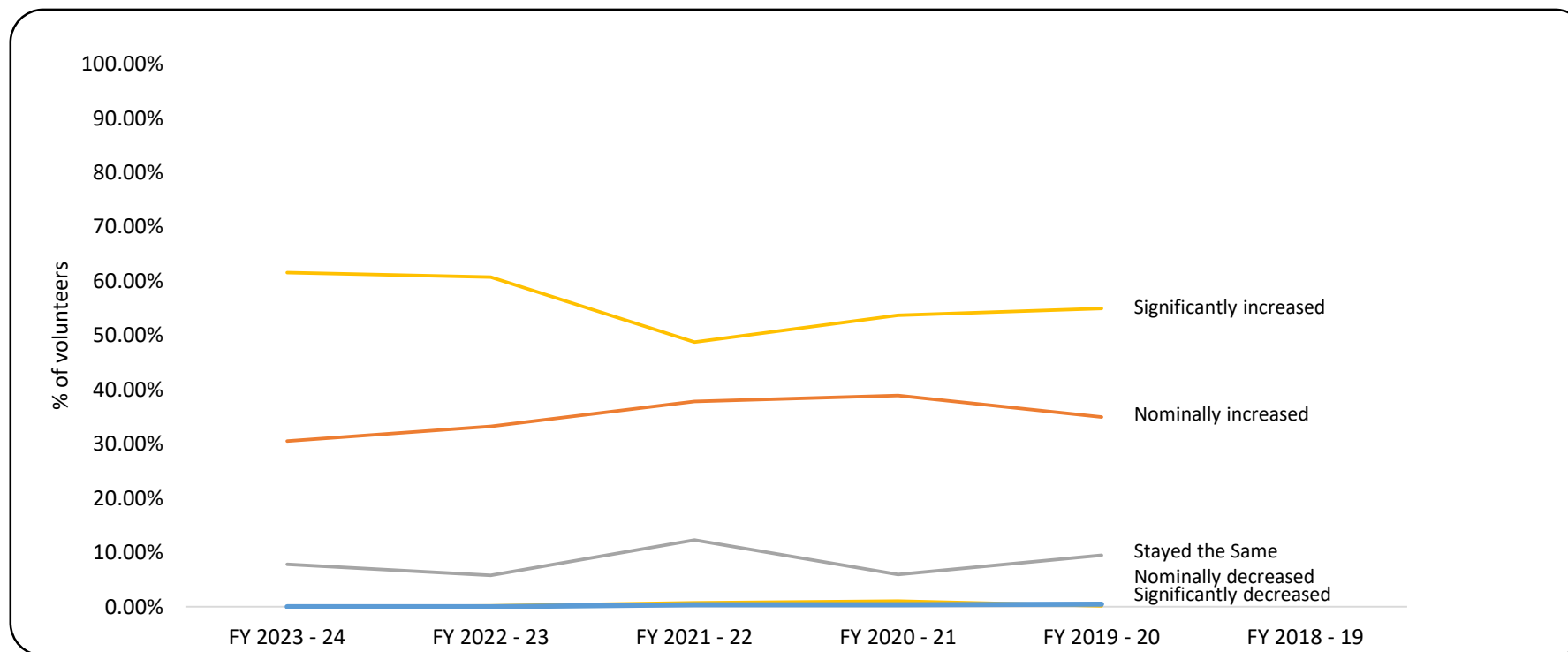
92.16% of the volunteers reported an increase attributable to volunteering with CRY India, with only a handful volunteers (0.00%) reporting a decrease.

- Cross-mapping the data pertaining to impact with different types of volunteering activity undertaken at CRY India highlights:

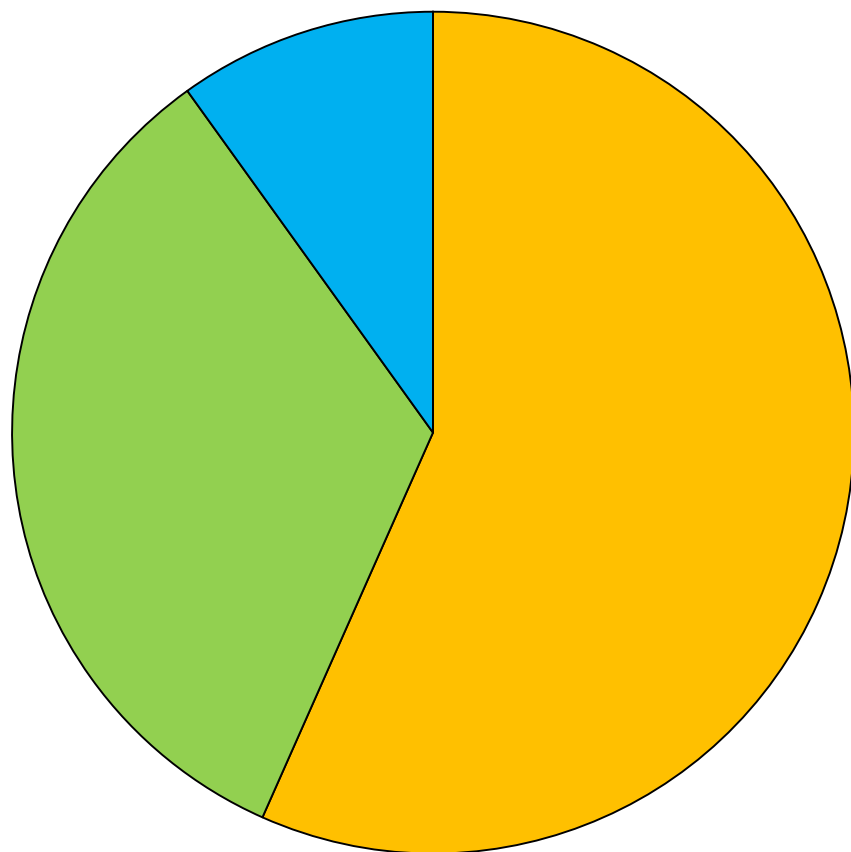
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Impact of volunteering on understanding the child's thought process

- 6 year trend analysis assessing the impact on understanding the child's thought process



% of volunteers	FY 2023 – 24	FY 2022 – 23	FY 2021 – 22	FY 2020 – 21	FY 2019 – 20	FY 2018 – 19
Significantly Increased	61.60%	60.75%	48.76%	53.70%	54.97%	The said parameter was not measured in the said year's survey
Nominally Increased	30.56%	33.27%	37.81%	38.91%	34.94%	
Stayed the Same	7.84%	5.79%	12.31%	5.97%	9.47%	
Nominally Decreased	0.00%	0.19%	0.75%	1.04%	0.16%	
Significantly Decreased	0.00%	0.00%	0.37%	0.39%	0.47%	



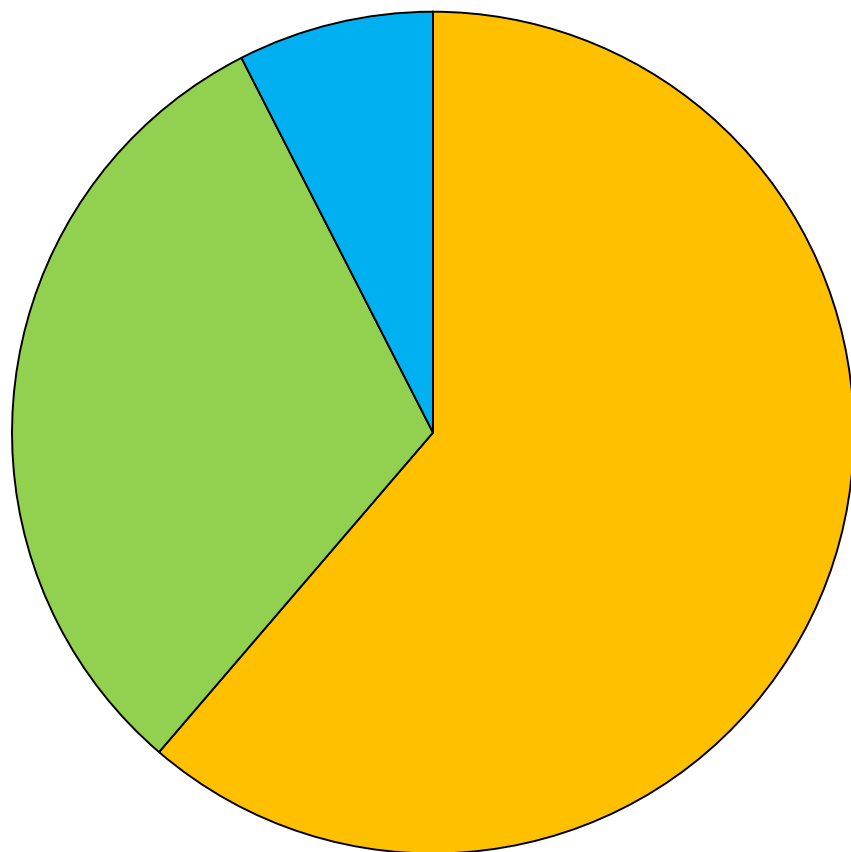
Impact of volunteering with CRY – India on looking at world from a child's perspective	
	Significant Increase 354 volunteers (56.64% of the volunteers surveyed)
	Nominal Increase 209 volunteers (33.44% of the volunteers surveyed)
	Stayed the same 62 volunteers (9.92% of the volunteers surveyed)
	Nominal Decrease 0 volunteers (0.00% of the volunteers surveyed)
	Significant Decrease 0 volunteers (0.00% of the volunteers surveyed)






“for me the most memorable moment for me were actually 2 - the first when the kids whom i taught started getting good marks and sharing with me their future ambitions which they thought would never be fulfilled but now they have hope . the second moment was when i asked one of my students to write an essay on my favourite teacher and she wrote my name -best moment of my life ”

- 19 year old female volunteer from Delhi NCR,
involved in Direct Work with Children / Mentoring Sessions

Impact of Volunteering on Child Rights Awareness Factors

Impact of volunteering on understanding about child's rights violation



Impact of volunteering with CRY – India on understanding about child's rights violation:	
	Significant Increase 383 volunteers (61.28% of the volunteers surveyed)
	Nominal Increase 195 volunteers (31.20% of the volunteers surveyed)
	Stayed the same 47 volunteers (7.52% of the volunteers surveyed)
	Nominal Decrease 0 volunteers (0.00% of the volunteers surveyed)
	Significant Decrease 0 volunteers (0.00% of the volunteers surveyed)

“While teaching one of the classes one weekend, a few children from the class suddenly presented me with colourful drawings that they had made of me along with themselves. It put a smile on my face for the rest of the day and also made me appreciate the potential and the talent the children possessed that needed to be encouraged in order to be brought out in the open.”

- 25 year old male volunteer from Delhi NCR,
involved in Direct Work with Children / Mentoring Sessions

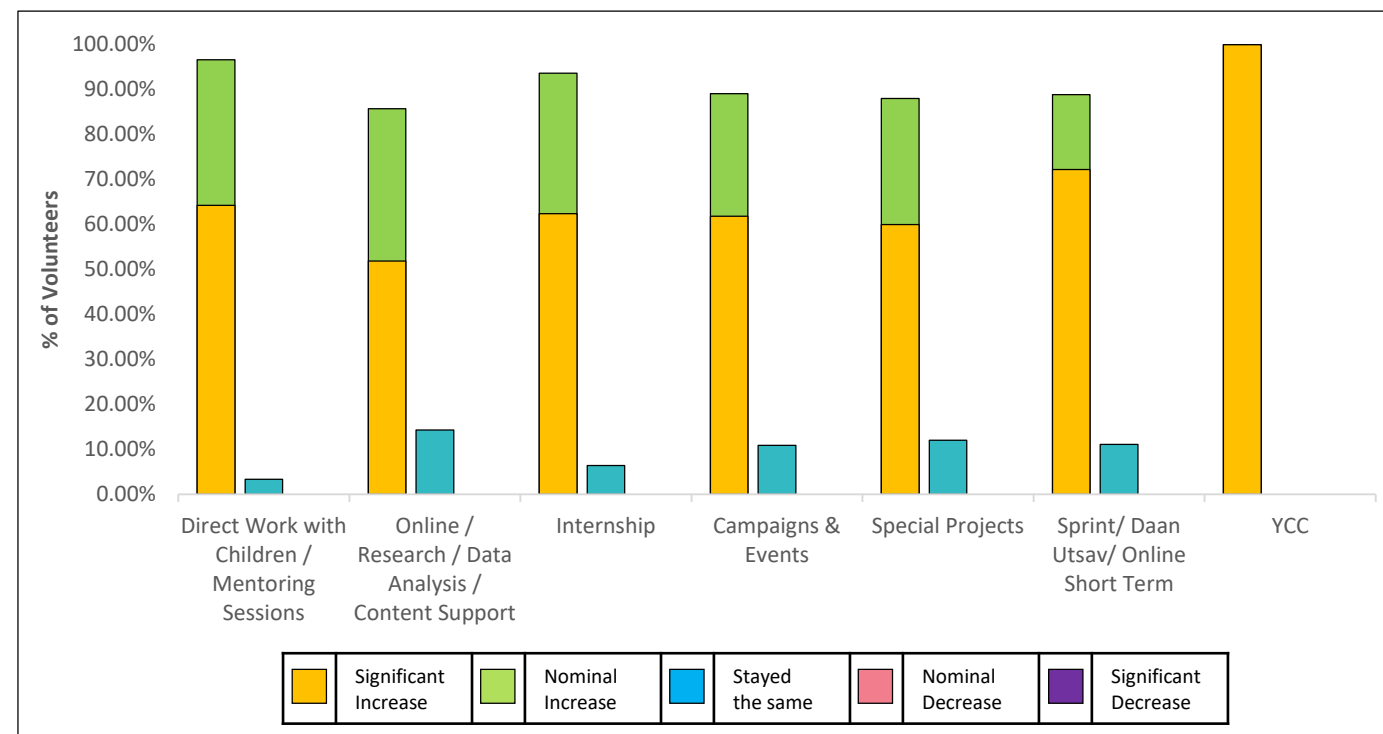
Impact of volunteering on understanding about child's rights violation

- Our volunteers self assessed the impact of volunteering with CRY India as follows:

Metric	Significant Increase	Nominal Increase	Total Increase	Stayed the same	Total stayed the same	Nominal Decrease	Significant Decrease	Total Decrease
% of Respondents	383	195	578	47	47	0	0	0
No. of Respondents	61.28%	31.20%	92.48%	7.52%	7.52%	0.00%	0.00%	0.00%

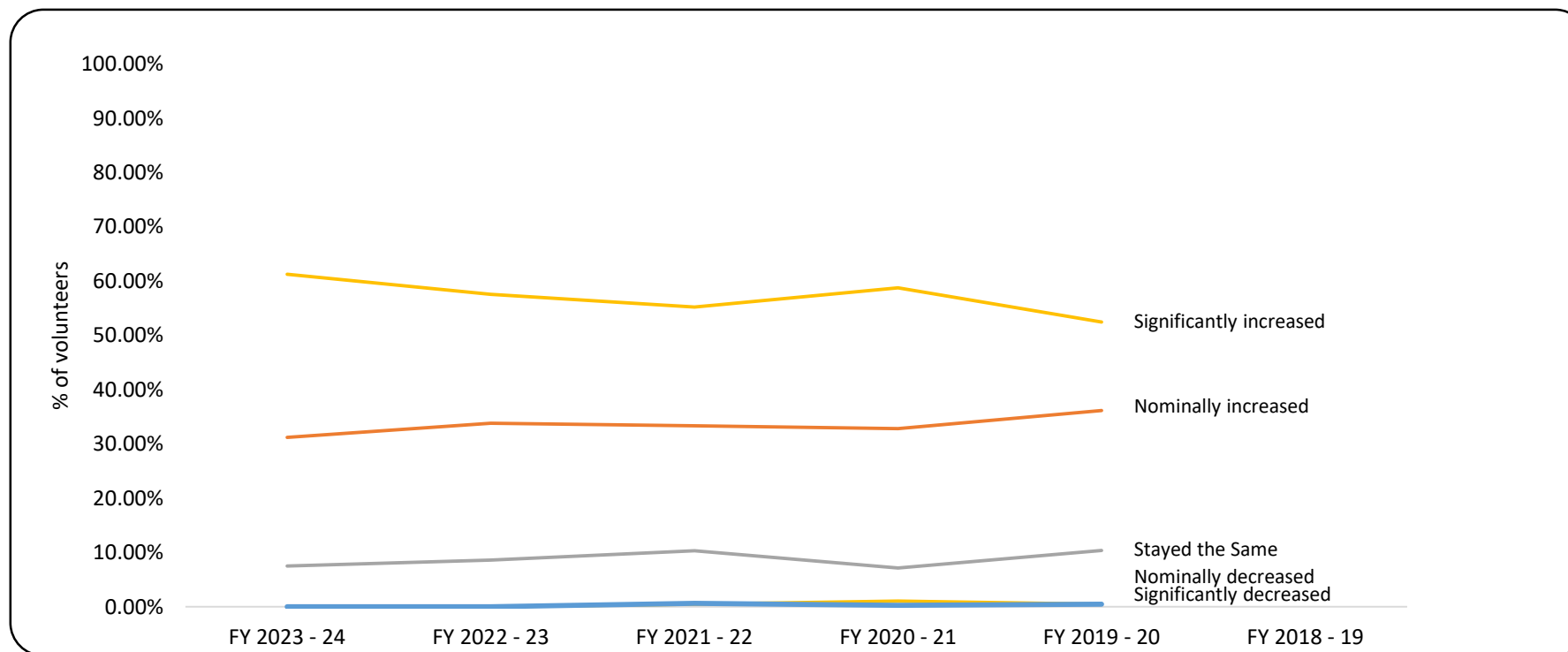
92.48% of the volunteers reported an increase attributable to volunteering with CRY India, with only a handful volunteers (0.00%) reporting a decrease.

- Cross-mapping the data pertaining to impact with different types of volunteering activity undertaken at CRY India highlights:

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Impact of volunteering on understanding about child's rights violation

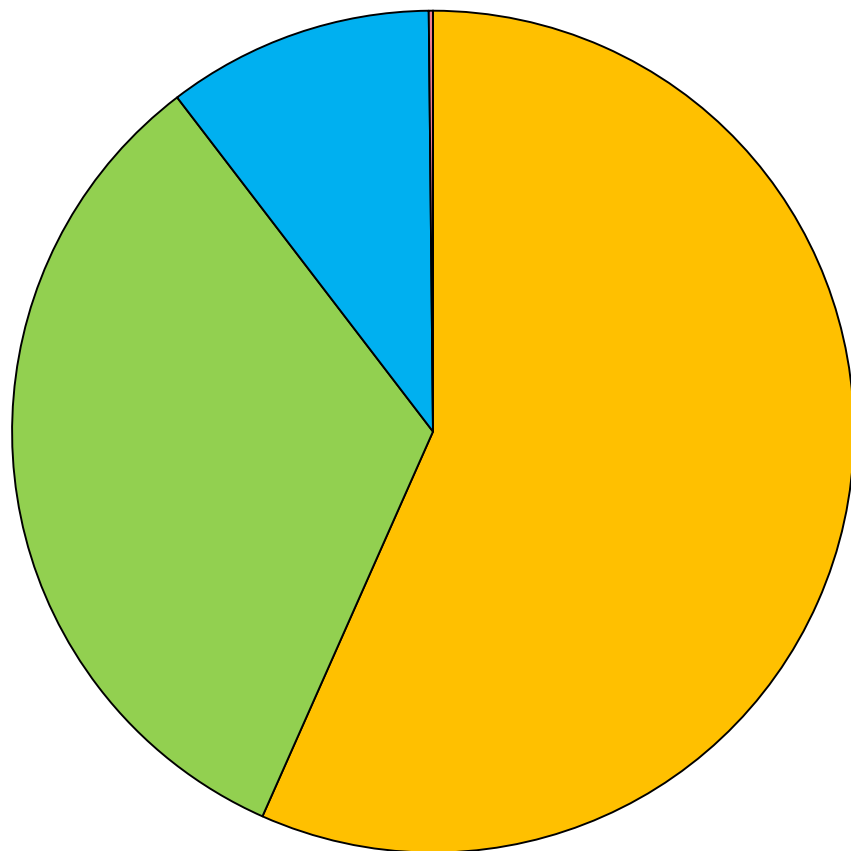
- 6 year trend analysis assessing the impact on understanding about child's rights violation








% of volunteers	FY 2023 – 24	FY 2022 – 23	FY 2021 – 22	FY 2020 – 21	FY 2019 – 20	FY 2018 – 19
Significantly Increased	61.28%	57.57%	55.22%	58.75%	52.48%	The said parameter was not measured in the said year's survey
Nominally Increased	31.20%	33.83%	33.33%	32.81%	36.18%	
Stayed the Same	7.52%	8.60%	10.32%	7.13%	10.40%	
Nominally Decreased	0.00%	0.00%	0.50%	1.04%	0.47%	
Significantly Decreased	0.00%	0.00%	0.62%	0.26%	0.47%	

Impact of Volunteering on Child Rights Awareness Factors

Impact of volunteering on understanding of policy level changes that can ensure child rights



Impact of volunteering with CRY – India on understanding of policy level changes that can ensure child rights:	
	Significant Increase 354 volunteers (56.64% of the volunteers surveyed)
	Nominal Increase 206 volunteers (32.96% of the volunteers surveyed)
	Stayed the same 64 volunteers (10.24% of the volunteers surveyed)
	Nominal Decrease 1 volunteers (0.16% of the volunteers surveyed)
	Significant Decrease 0 volunteers (0.00% of the volunteers surveyed)

“Working with CRY....Make me know ground level reality of education level in india especially for under privileged children of the country. Working with CRY helped me to think deeply about the education system and motivated me to work for the same.Mentors helped me a lot for the same.Without their guidance it was not at all possible.”

- 20 year old male volunteer from Bangalore, involved in Internship

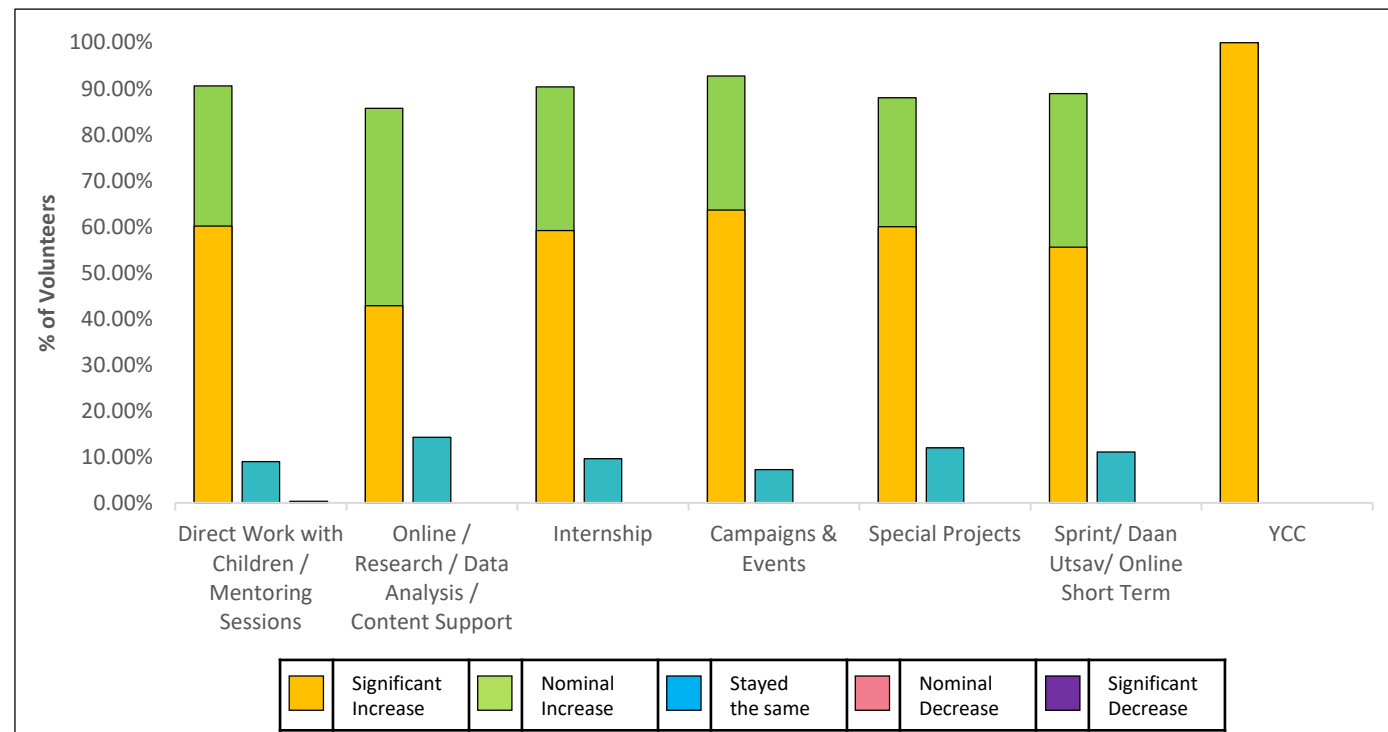
Impact of volunteering on understanding of policy level changes that can ensure child rights

- Our volunteers self assessed the impact of volunteering with CRY India as follows:

Metric	Significant Increase	Nominal Increase	Total Increase	Stayed the same	Total stayed the same	Nominal Decrease	Significant Decrease	Total Decrease
% of Respondents	354	206	560	64	64	1	0	1
No. of Respondents	56.64%	32.96%	89.60%	10.24%	10.24%	0.16%	0.00%	0.16%

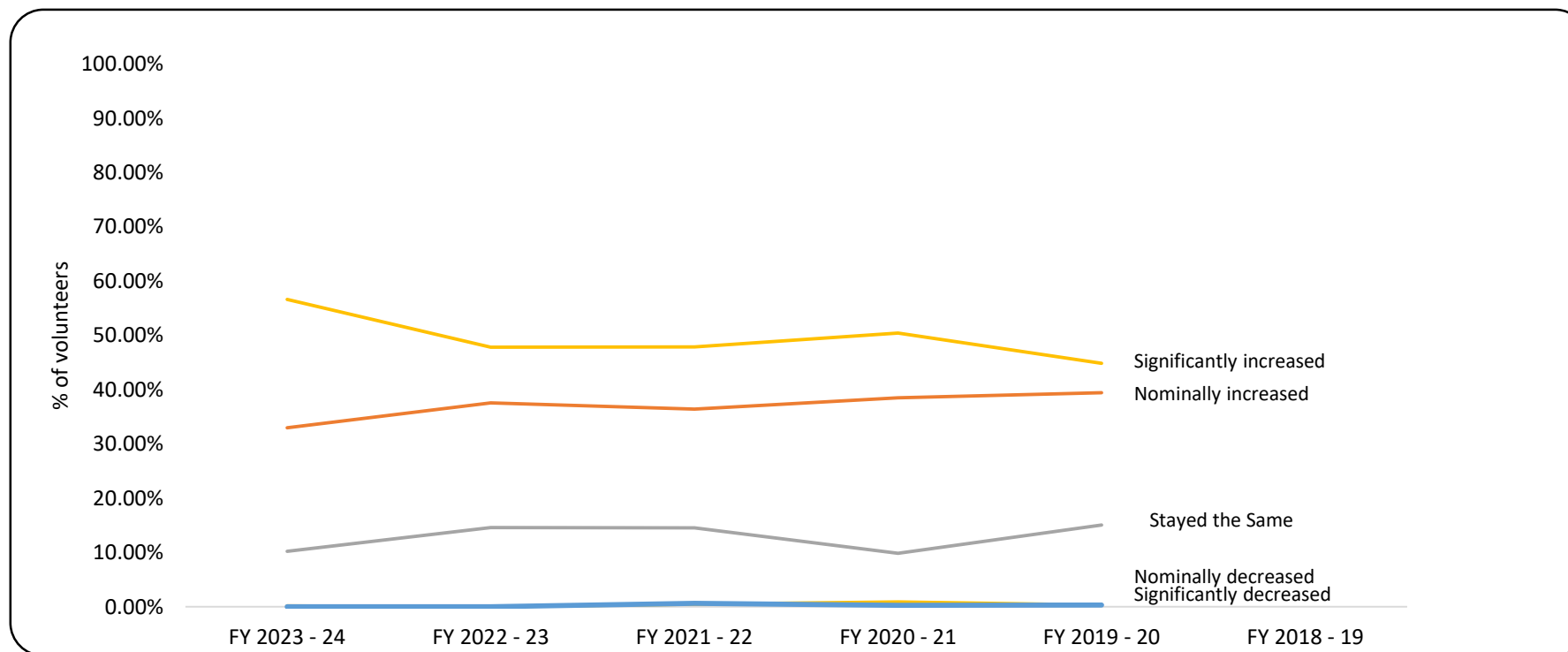
89.60% of the volunteers reported an increase attributable to volunteering with CRY India, with only a handful volunteers (0.16%) reporting a decrease.

- Cross-mapping the data pertaining to impact with different types of volunteering activity undertaken at CRY India highlights:



Activities	% of Volunteers for a particular engagement						
	Direct Work with Children / Mentoring Sessions	Online / Research / Data Analysis / Content Support	Internship	Campaigns & Events	Special Projects	Sprint/ Daan Utsav/ Online Short Term	YCC
Significantly Increased	60.15%	42.86%	59.20%	63.64%	60.00%	55.56%	100.00%
Nominally Increased	30.45%	42.86%	31.20%	29.09%	28.00%	33.33%	0.00%
TOTAL	90.60%	85.71%	90.40%	92.73%	88.00%	88.89%	100.00%
Stayed the same	9.02%	14.29%	9.60%	7.27%	12.00%	11.11%	0.00%
TOTAL	9.02%	14.29%	9.60%	7.27%	12.00%	11.11%	0.00%
Nominally Decreased	0.38%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Significantly Decreased	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	0.38%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

- 6 year trend analysis assessing the impact on understanding of policy level changes that can ensure child rights



% of volunteers	FY 2023 – 24	FY 2022 – 23	FY 2021 – 22	FY 2020 – 21	FY 2019 – 20	FY 2018 – 19
Significantly Increased	56.64%	47.85%	47.89%	50.45%	44.88%	The said parameter was not measured in the said year's survey
Nominally Increased	32.96%	37.57%	36.44%	38.52%	39.44%	
Stayed the Same	10.24%	14.58%	14.55%	9.86%	15.06%	
Nominally Decreased	0.16%	0.00%	0.50%	0.91%	0.31%	
Significantly Decreased	0.00%	0.00%	0.62%	0.26%	0.31%	

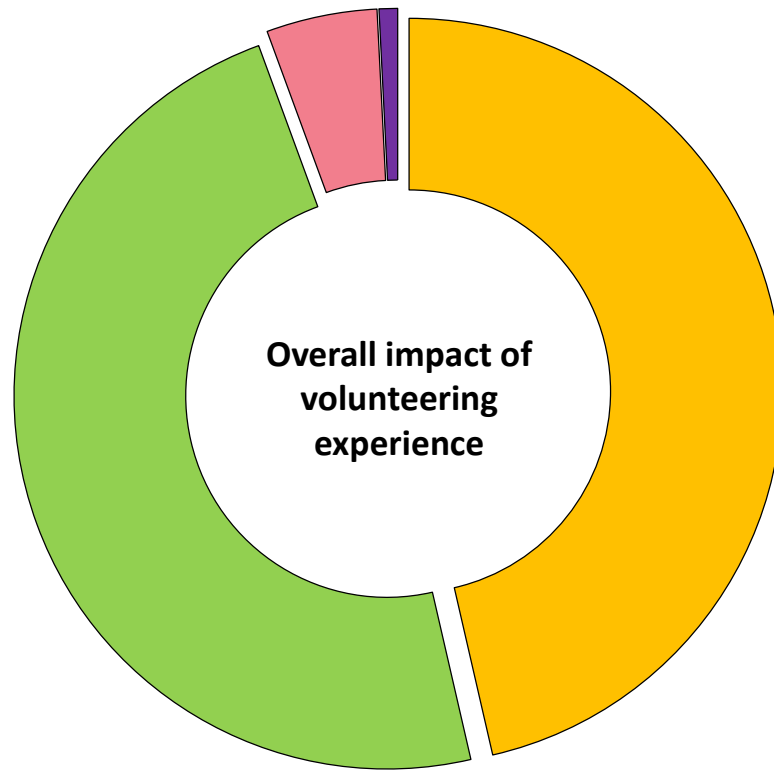


Overall Impact of Volunteering

“Life’s most persistent and urgent question is, What are you doing for others?”
- Martin Luther King Jr.

Impact of Volunteering with CRY India

Overall impact of volunteering experience



Very Impactful
290 volunteers
(46.40% of the
volunteers surveyed)

Impactful
300 volunteers
(48.00% of the
volunteers surveyed)

Not Significantly Impactful
30 volunteers
(4.80% of the
volunteers surveyed)

Not at all Impactful
5 volunteer
(0.80% of the
volunteers surveyed)

“I had always been interested to work with trafficking and similar issues, and a year earlier I participated in an event dedicated to awareness generation regarding trafficking. I got to hear real stories, real incidents about horrific details of child trafficking from those who actually went through the process and rescued children. It was an eye opening experience. Also while teaching students in a underprivileged area, the enthusiasm of those children towards studies were also memorable moments for me.”

- 29 year old female volunteer from Kolkata,
involved in Direct Work with Children / Mentoring Sessions

“Memorable experience are many. I can't choose one but if I have to tell you one that is some days we don't have so many volunteers but kids understand that fact and help us to carry out event and other things related to sessions and events. You don't expect kids to be that much mature and understanding but when you feel you don't have option they stand by you and that gives me more motivation because like family they stand by you on tough days so yeah these kids have my heart and will be my second home”

- 28 year old male volunteer from Delhi NCR,
involved in Direct Work with Children / Mentoring Sessions

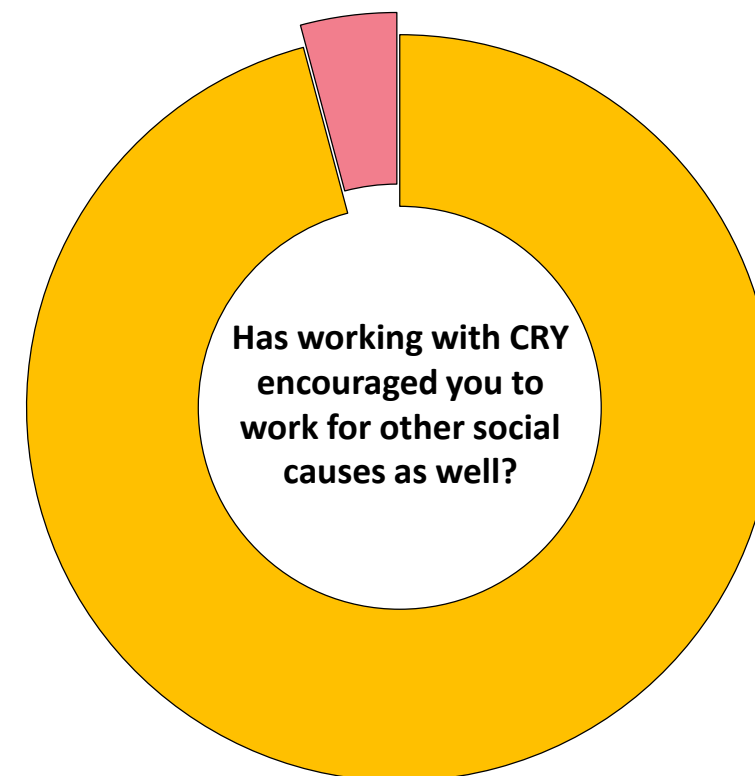
“The one experience closest to my heart is when I attended my first community visit. I met the kids for the first time and interacted with them whilst conducting a science experiment. The experiment was about Rainbow formation and the moment it did, I still remember how happy the children were about it! The smiles and curiosity on their faces is what keeps me going to make a bigger impact each day.”

- 24 year old female volunteer from Delhi NCR,
involved in Direct Work with Children / Mentoring Sessions

“While taking one of the online cyber security sessions in kannda, I ended the session with a "All the best cyber heroes, see you soon!" In response, the kids shouted "thank you auntyyy!"

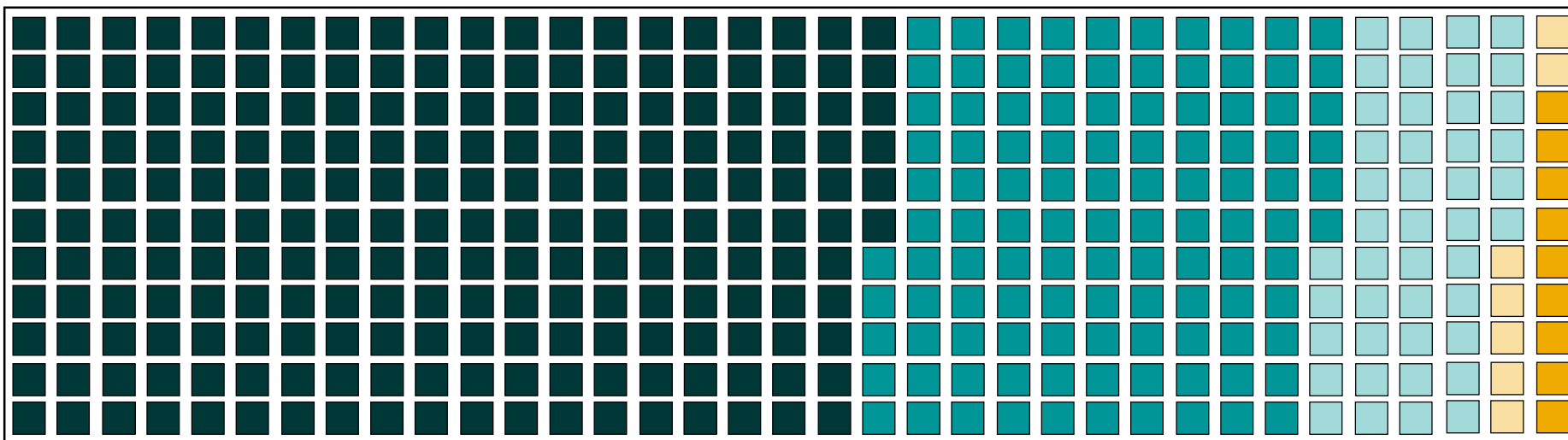
It was heart breaking as I was also just as young as them, perhaps elder by a year or two; although the fun part was that I did something from my side, I contributed meaningfully back to society. That gave me a boost and since then, I don't care if people call me by names as such. I'm thankful for that quality and memories I earned because of that.”






- 15 year old female volunteer from Chennai,
involved in Direct Work with Children / Mentoring Sessions



Colour	Particulars	Number	%
<div></div>	Yes	599	95.84%
<div></div>	No	26	4.16%

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



Colour	Score	Number	%
	5	349	55.84%
	4	179	28.64%
	3	72	11.52%
	2	11	1.76%
	1	14	2.24%

Bristi Nag

24 year old volunteer from Bankura,
volunteering since a year

Did any fundamental change/shift happen to you due to volunteering with CRY? Like the way you think, feel, act, look at social issues etc.?

Yes, there have been a change in me. Given that cybersecurity is a very big issue where a lot of children are being exploited and being deprived of their privacy and basic rights, my view towards this issue has become more deep. My views were restricted to myself and my surroundings regarding this issue but after volunteering I saw how these children and society in general were being affected by this issue. Also I personally have gained skills about various things like cyber security and digital literacy.

Imagine if you weren't part of the CRY family, what do you think you would have missed out on?

I would have missed on this amazing project given to me where I was able to contribute to the society and also working with the community first hand and also gaining valuable experience knowledge about various things like cyber welfare and digital literacy.

Why did you choose to volunteer with CRY?

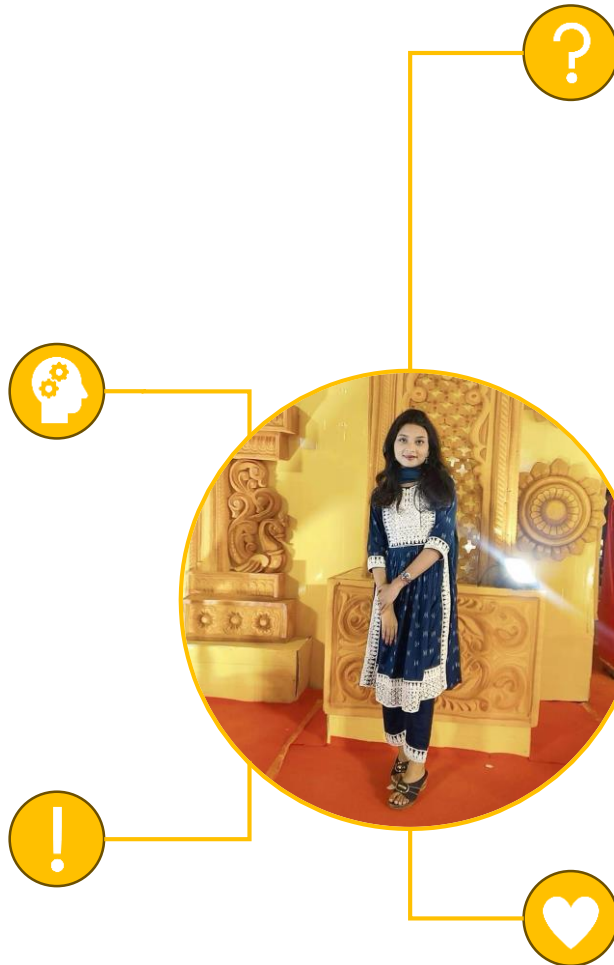
When I was doing my final semester in MSW I got this golden opportunity to work with CRY. Personally, I very much passionate in working about child betterment. I have worked as a intern at a child protection home before also. Presently we live in such a society where there are so many children being deprived of their rights, and the pace at which social issues are increasing day by day it is of utmost importance to give the children their rights back, given that they are the future of our nation. CRY has done a great job at taking initiatives, sessions and arranging campaigns for the welfare of these children. This motivated me to choose to be a volunteer with CRY. Also, CRY is a well reputed NGO all over India and I thought that associating myself with the organisation will help me in contributing to the society on a larger scale and also hone my skills accordingly.

What has volunteering with CRY meant to you?

CRY has given me a golden opportunity to me to work with my passion. As I said before I have been volunteering with the organization for the past one year, and teaching the children about cybercrime, cybersecurity, online scam, online bullying, etc and how to protect themselves from these. I have been able to engage with the community directly and have been able to produce an impact on the society.

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

A few days after I took my first session, I met a girl child at a computer centre. I was not able to recognise her but she called me and asked me if I would take another session for them or at a different centre. This was a very nice moment for me. The teachers were also very nice and wanted us to impart a good impact on the children and on the society. This has been a very key memory for me as I was able to contribute something good to the society.



Nikita Bhakat

26 year old volunteer from Birbhum,
involved in on-ground sessions for 3 years

Did any fundamental change/shift happen to you due to volunteering with CRY? Like the way you think, feel, act, look at social issues etc.?

YES after doing the CRY Volunteering I have changes in my life in different aspects that is previously I am not so much of extrovert I remain as an introvert I fail to communicate much but while working there I realised that I have to now build a strong communication with every-one specially on function nothing now feel to deliver a lecture or tell something; it had a long impact on me on my life in education, carrier & it will also help me in future.

Imagine if you weren't part of the CRY family, what do you think you would have missed out on?

I will fail to understand that whatever the way I live on the urban life-style never think of that there is an issue on that particular on society, in case of education; health issues there were very much back warded that were very-much needed for them so to gain knowledge about it. There were several student when start to study them normally they told that their field of interests many of them were interested in sports like football; they want to play in different levels at the football and they were expressive ways & somewhere tried to help them & my life style I followed never went to solve this issue but I would be thankful to CRY I came to know a lot of things to understand them & execute them properly.

Why did you choose to volunteer with CRY?

Actually it was all of a sudden but from the very first when I am in College in NGO'S or related to NGO'S seniors work over there I went to visit there and watch their work but didn't get that enough opportunity after that during the lockdown-phase went back to home and continue to study online then after through one of my friend came to know this that in my area volunteering work is going-on by CRY. Then somewhere I got interested that in our area-side by this work better development in education & other activities; communication those who were backward position in society. I also see this thing as I joined a local-school over-there, here student mainly the children basically those who are in early schooling upto class-VI in this section of students basically they are so much detached from education also lockdown impacted over-them and also communication i.e. to talk with some-one in-front of them also with to talk with the teachers they got afraid so in that situation then decide to join & go there thought that I will not be able to continue it in a long-run but hopefully I am able to continue that & I also like it.

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

Everyday over there some new-memories are created but we organise functions on the special day for the children just as INDEPENDENCE DAY; CHRISTMAS; DIWALI programme as this was the place of mine work was mainly Santali community not commonly this programmes were not know & not yet celebrated over-there. But this year DIWALI Programme was liked by everyone not only student their parents but also the whole village-areas person got involved over-there & support us liked by everyone starting from a few persons involvement today we achieved so much of love still when I went to that place when they see me show some respect by everyone it is very-much likable to me something good I have done for them.



As part of assessing impact of volunteering for the current year, multiple volunteers were interviewed. Unfortunately, not all the interviews could be included in the report. All the interviews have been tabulated below:

Region	Link
South	https://drive.google.com/file/d/1e1PSVy3yMYzBFw1VgHi-bl8KyTYBaTg9/view?usp=sharing
West	https://drive.google.com/file/d/1Pil1h5ybDjmCpWgyGuPxB7Pl6mRewA7U/view?usp=sharing
North	https://drive.google.com/file/d/1r5oLpblg5UV5GRFVqjETWJp9z7icFFzv/view?usp=sharing
East	https://drive.google.com/file/d/16Nc-7oMI86P9Pj6tSaWHBMd-NP1KKBIN/view?usp=sharing
HO	https://drive.google.com/file/d/1_ZxcR4klc_BU--sl9K399463zMs5N9A3/view?usp=sharing



Harsh Modi
Forensic Auditor

While its much easier to close one's eyes to everything that's happening around us, I strongly consider it my duty to lend a helping hand to others, especially those who are not as fortunate as I am.

Children's education and rights is a cause which is very dear to me. Having volunteered with CRY India for over 6 years, and seen so many like minded people come together for a cause and make a huge impact, further strengthens my resolve to continue working towards the cause.

