



2024-25



# ANNUAL REPORT

2015

COMMUNITY  
SPORTS  
PROGRAM

A DECADE OF  
POSITIVE  
CHANGE

2025



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# Founder's Message



In a world with growing inequality, economic instability and pockets of deadly conflict, it is easy to lose hope for a better future. In these challenging times, I remain convinced that sport can play an important role to inspire people, understand each other better, enhance resilience and build trust. Now more than ever, we need to ensure that young people are meaningfully engaged, positively motivated and aptly informed – this is where sport can be an ideal conduit.

With the policy environment in India rapidly evolving to recognize the holistic impact of sport, physical activity and play in young people's lives, now is the time to scale up our efforts. Enhanced investments, increased collaboration, greater advocacy and nuanced measurement of results are the need of the hour to ensure that all young people in India are provided with their fundamental right to participate in sport.

In this context, Pro Sport Development's (PSD's) work in 2024-25 has been instrumental in providing young people with hope, resilience, motivation and empathy through their participation in safe, equitable and inclusive sport-based initiatives. This past year, PSD has worked with 2,000+ young people across India as well as 190+ facilitators and 10+ organizations globally.

It is the depth of our impact alongside the scale of our outreach that has been most rewarding, and this is best encapsulated by our Community Youth Leaders. These are PSD's ex-participants who have become champions of change within their own communities, mobilizing, engaging and building capacities of young people through sport-based approaches. They have grown into gender-sensitive leaders and become role models for young people, inspiring the next generation through the power of sport.

With the clarity of vision provided by our robust organizational strategy, a committed team to take forward our important work and supportive partners sharing our values, PSD is well placed to contribute to realizing the potential of youth in India through sport. On this note, I invite you to read our Annual Report for 2024-25.

Suheil Farrell Tandon  
Director-Founder  
Pro Sport Development

# About PSD

Pro Sport Development (PSD) is an award-winning social enterprise dedicated to improving the lives of young people through sport, physical activity and play. Established in 2013, PSD's objective is to build an ecosystem where the power of sport, physical activity and play is leveraged to empower young people as confident, competent and gender-sensitive leaders and agents of change by improving their health and wellbeing, developing life skills and values, combating gender inequality, building their confidence, and boosting their overall potential.

PSD works towards its objective by engaging with:

- Young people: Delivering sport for development programs for young people aged 5-24 years
- Facilitators: Building capacities of facilitators to enable the effective delivery of sport-based programs for young people
- Organizations: Supporting organizations to enable them to create sustainable impact using sport-based approaches

## Total Outreach



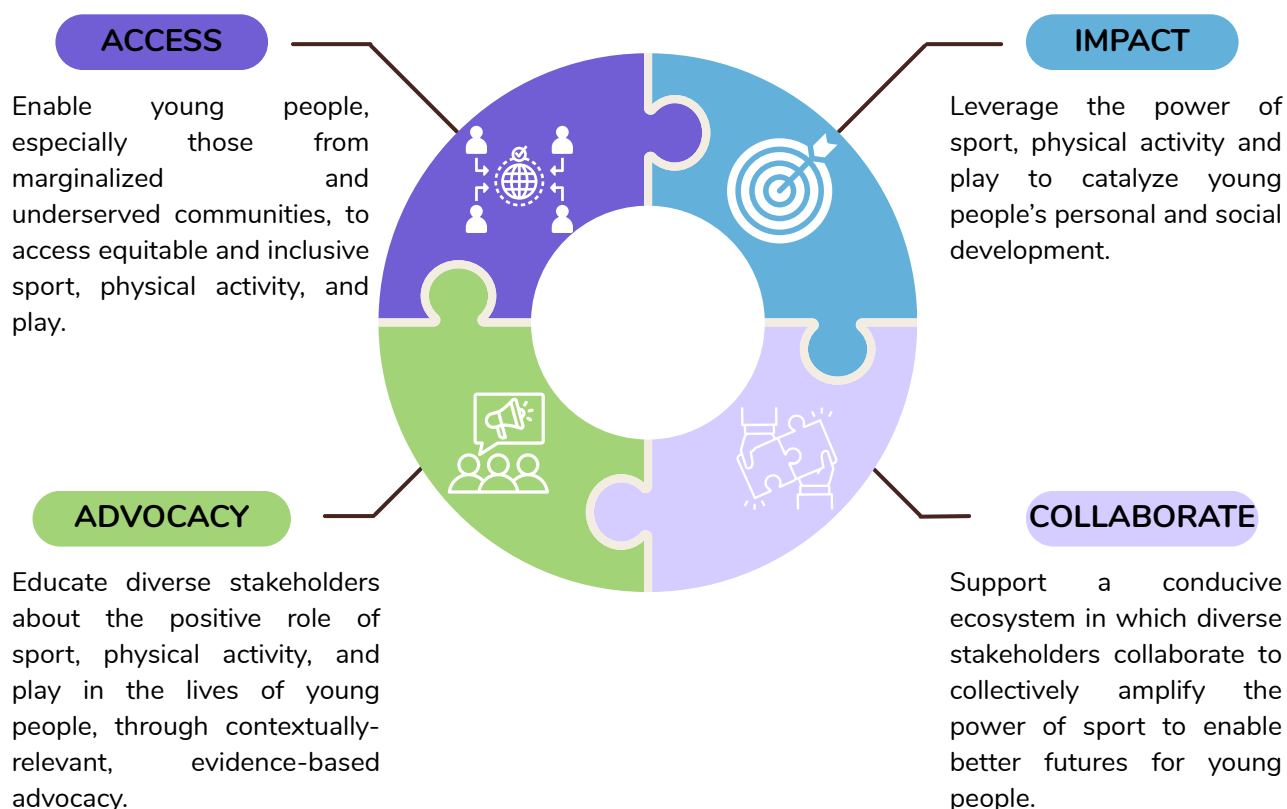
\*PSD'S TOTAL OUTREACH SINCE INCEPTION IN 2013 TILL 31ST JULY 2025

# Vision, Mission & Values

## VISION

Young people become confident, competent and gender-sensitive leaders by accessing their fundamental right to participate in sport, physical activity and play.

## MISSION



## VALUES



# Our Outreach: 2024-25



## Young people

2,082

(48% girls, 52% boys)



## Facilitators

193

(73% women, 27% men)



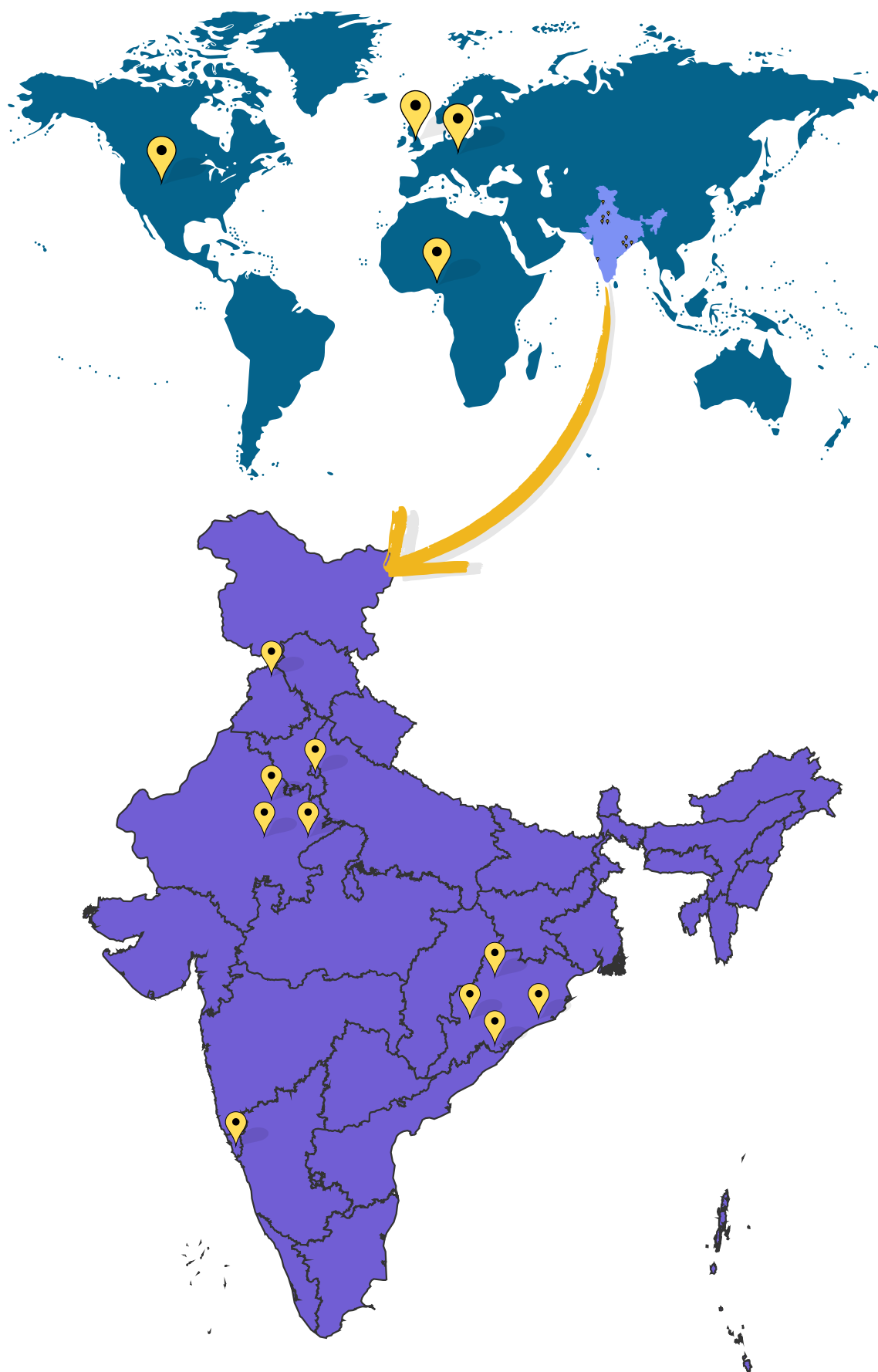
## Organizations

14

\*This is PSD's outreach for the Financial Year 2024-25



# Our Footprint: 2024-25



# Our Impact: 2024-25

## Young people

- **Improved health and wellbeing through greater access to sport and play**
  - **79%** increase in participants engaging in sport and physical activity 4-5 days per week
  - **90%** of participants reported better physical health, energy levels, and mental focus
- **Developed leadership, teamwork, and communication skills**
  - **95%** of participants reported having gained key life skills and developing greater comfort in mixed-gender settings
- **Increased awareness of gender and child rights**
  - **67%** of participants demonstrated improved understanding of gender equality and inclusion, as well as child rights

## Facilitators

- **Enhanced ability to deliver sport-based interventions for social impact**
  - **93%** of facilitators trained reported greater confidence in linking sports sessions with life skills and social development outcomes
  - **86%** of facilitators trained felt confident to design and deliver sport-based interventions for social impact
- **Acquisition of practical, context-relevant skills for facilitation**
  - **85%** of facilitators found the trainings relevant, with concepts explained through relatable, real-world examples

## Organizations

- Advanced inclusion in global sport by developing accessible resources for diverse stakeholders
- Strengthened the planning and delivery of gender-inclusive sports events
- Expanded access to safe play through lighting installations at under-resourced sports facilities
- Enhanced sport-based mental health programs by improving their design and delivery



# Working with Young People

Empowering young people to thrive through sport, physical activity and play, while fostering life skills, promoting gender awareness, and supporting lifelong well-being.

## Outreach: 2024-25



**Direct**

**1,605**

young people  
(48% girls, 52% boys)

**477**

young people  
(47% girls, 53% boys)

**Indirect**



**Number of  
schools  
engaged:**

**6**

**Number of  
teachers  
trained:**

**93**

(55% female, 45% male)

**Number of  
parents  
engaged:**

**269**

(64% mothers, 36% fathers)









# Community Sports Program

In 2024-25, PSD's flagship Community Sports Program (CSP) in Bhubaneswar, Odisha completed a decade of positively impacting young people. Using purposeful sport, physical activity and play, the CSP engages young people aged 5-16 years from underserved communities to promote physical and socio-emotional well-being, develop life skills and values, and build capacities on gender equality, child rights, and adolescent health and hygiene.

In collaboration with the Simply Sport Foundation and The Woodstock School Cycling Community, along with support from individual donors worldwide, the CSP worked with 388 participants (46% girls) across six community schools in 2024-25.



## Community Cricket Program

The Community Cricket Program (CCP) in Bhubaneswar, Odisha, engages adolescents aged 12-16 years using cricket to strengthen leadership skills, deepen understanding of gender and child rights, and create a level playing field for all genders.

In 2024-25, the CCP worked with 75 participants (51% girls), including 50 returning and 25 new participants. Highlights included an exposure visit to New Delhi and the second annual Upamanyu Mallik Cricket Tournament in Bhubaneswar. The program was implemented in collaboration with The Upamanyu Mallik Initiatives (TUMI), with support provided by Ace Sports and Ace Practice.



## Safeguarding Training for Young People



As part of our collaboration with Signify Innovations, PSD delivered safeguarding and child protection training to 397 young people across government schools and sports clubs in Bhikhowal, Hajipur, Tanda, and Baghpurin in the district of Hoshiarpur, Punjab. The training sessions, aimed at students and athletes, covered key topics including child rights, prevention of abuse, child protection laws, and safeguarding best practices, building their awareness and ability to stay safe in sport and beyond.

## Community Youth Leaders

PSD's Community Youth Leader (CYL) program develops the leadership and facilitation skills of young people who were formerly participants in PSD's initiatives. Since its launch in June 2021 in collaboration with KickOff Solutions, the program has offered regular capacity-building in sports facilitation, leadership development, and gender awareness; mentorship from senior coaches; and hands-on experience in delivering sport-based programming and events in their own schools and communities.



In 2024-25, the program engaged 14 CYLs aged 16-22 years, empowering them to lead inclusive, sport-based activities, act as role models, and pursue personal and professional goals while continuing their education. CYLs played a key role in supporting the delivery of PSD's programs, reporting enhanced facilitation skills, further development of critical life skills, and greater confidence in their sporting abilities. Many described teaching others as both rewarding and personally enriching, drawing inspiration from their own journeys as participants.



**"As a Community Youth Leader with PSD for three years, I have learned so much. In the beginning, I was nervous about whether the children would listen to me during sports sessions. But with training, my confidence grew, and I learned how to manage and engage children effectively. My communication and leadership skills improved significantly. The experiences and lessons I have gained are now part of my daily life, and I enjoy sharing them with my friends."**

**Jyotirmayee Swain**

**"I worked as a Community Youth Leader at PSD for three and a half years, and it was a truly rewarding experience. I enjoyed playing with the children and learned a lot from them. Being on the field helped relieve my stress and brought me joy, especially when I saw them having fun. I also gained valuable experience in communicating with parents and building positive relationships, which was new for me. The skills and lessons I learned have been very useful in my daily life."**

**Supriya Routray**



**"I spent one and a half years at PSD as a Community Youth Leader, where I taught children soft skills, child rights, gender equality, and various games. I loved connecting with the children, and the PSD team was always supportive - I learned a lot from them. PSD has had a positive impact on my life, helping me develop strong communication skills, self-confidence, and leadership qualities. Being part of PSD is a special chapter in my life that I will always cherish. Thank you, PSD, for supporting me and helping me become a better person."**

**Divyash Das**

# Impact

## Increased engagement in sports

- **79%** increase in young people's frequency of participation in sport and physical activity to 4-5 days per week.
- **63%** of participants reported a greater interest in sport due to PSD's structured programming and exposure to a variety of games. They also reported developing sport-specific skills and demonstrating greater confidence in their physical abilities.



"Earlier, I didn't enjoy playing sports because we kept playing the same ones repeatedly, which became boring. But after PSD came, they taught us a new sport every day, and because of that, we got to learn and play many different sports."

- A female CSP participant

## Improved health and well-being

- **90%** of participants highlighted a positive impact on their health and well-being, citing increased energy levels, a more active lifestyle, and improved mental focus.
- **90%** of participants reported their concentration levels within and beyond the sports field as "good" or "excellent".



"Before participating in PSD's programs, I used to feel lazy all the time. Now I feel much better. Earlier, my hands and legs used to hurt from sitting in class for long periods, but after warming up before playing, I feel good, and now my hands and legs don't hurt anymore."

- A male CSP participant

## Greater awareness of personal health and hygiene, especially menstruation

- **91%** of participants reported greater awareness of personal hygiene and menstruation, with similar overall levels among girls and boys.
- **80%** of participants expressed comfort discussing menstruation with peers, parents, and teachers, with a notable increase among boys.
- Parents of participants reported increased health-conscious behaviors at home.



"Once, we had an indoor class where menstruation was discussed. Initially, we felt that periods should not be discussed in front of boys. But after PSD explained it, we became comfortable. Now, we can openly tell boys that we are on our period and experiencing certain difficulties."

- A female CSP participant



## Enhanced life skills

- **95%** of participants reported having developed life skills due to their participation in PSD's programs.
- Participants developed a deeper understanding of leadership as being supportive and inclusive rather than directive.
- Participants increasingly valued teamwork and unity, leading to more supportive peer relationships - particularly in mixed-gender groups where comfort in interaction improved.
- Parents, teachers and coaches reported greater discipline and diligence among participants, at home, in classrooms and on the sports field.



"I used to stay away from boys and was scared to talk to them. Now, I have started interacting with them more often and playing with them too, as I have understood that we need to play together to improve as a team in order to win."

- Female CCP participant

"Initially, they thought a leader was someone who simply gave orders, but they soon realized that true leadership involves mutual respect and effective communication. During the tournament as well, instead of criticizing teammates for mistakes, the captains encouraged and supported them."

- Bhaktamohan Swain, Community Sport Coordinator

## Enhanced social awareness



- **67%** of participants gained a stronger understanding of gender equality and inclusion, as well as child rights.
- Learning about equality helped participants challenge gender stereotypes, and mixed-gender sports reinforced the belief that boys and girls have equal capabilities.
- Participants deepened their understanding of rights related to health, hygiene, and protection against child marriage, while improving knowledge about consent.

"PSD never discriminates between girls and boys. It always emphasizes that whatever a boy can do, a girl can do as well. We didn't think this way before, but ever since we started playing with PSD, this idea has become firmly set in our minds - that girls can do everything that boys can."

- Female CSP participant

"Children have their own rights, and it is important to ensure that every child gets them. We learned that we should take responsibility and help others."

- A female CCP participant

# Stories of Change

## Shilpashini Sahoo

A Class 6 student from Bhubaneswar, Shilpashini joined the CSP in July 2024. Initially shy and lacking confidence, she preferred playing alone and struggled with stamina. Through CSP's structured sports sessions, warm-ups, and emphasis on teamwork, she began to experience improvements in both her physical health and emotional well-being.



Her father observed a marked increase in her interest in both school and sports. Inclusive activities and consistent mentorship helped Shilpashini grow into a confident, empathetic leader - capable of resolving conflicts calmly, as seen during a mixed-gender tournament. The program deepened her understanding of gender equality and child rights, inspiring her to promote social harmony through open communication. Motivated by these experiences, Shilpashini now aspires to become an IAS officer to drive positive change in her community. Her journey reflects the CSP's role in equipping young girls with confidence, leadership skills, and the vision to overcome barriers.

"Before, I felt I wouldn't be able to play because no one played with me much. Then ma'am (PSD's facilitators) told me to believe in myself, 'If you believe in yourself, you can play.' This was a turning point for my personal development."



## Bighnesh Parida

A Class 6 student from Saraswati Sishu Vidya Mandir in Bhubaneswar, Bighnesh joined the CSP in 2023. Over two years, the program transformed him from a hesitant, inactive child into a motivated and collaborative young leader. Initially reserved, he developed a love for football, improved his fitness, and embraced healthier habits, such as avoiding fast food.

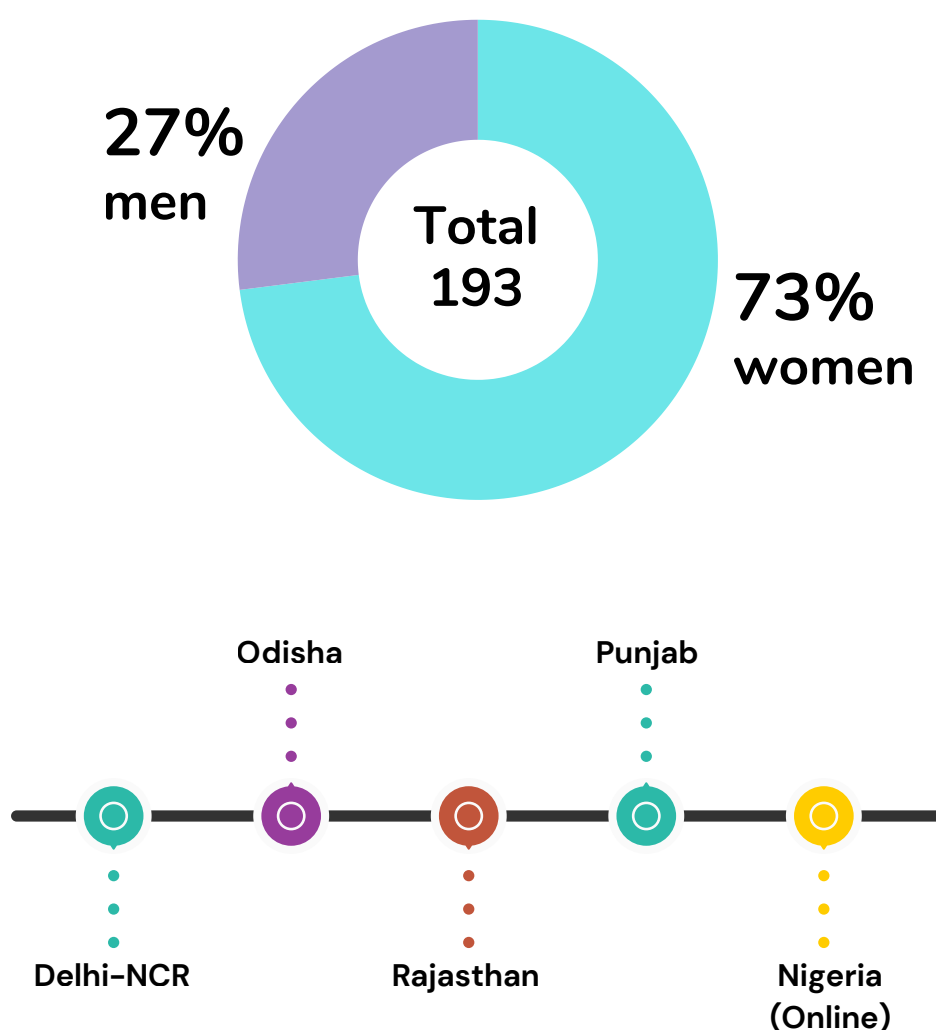
The CSP's focus on teamwork and communication helped him shift from playing alone to confidently leading group activities. He overcame gender-based inhibitions, learning to interact equally with girls through inclusive games. His leadership during a football tournament demonstrated his ability to guide and support peers. With newfound confidence, Bighnesh aspires to become an athlete, inspired by the exposure and skills he has gained through the CSP. His journey highlights the program's impact in fostering health, inclusivity, and leadership among youth from marginalized communities.

"Before, boys and girls didn't play together. Now, we play as friends, talk, and do everything together. PSD taught us that working together makes things easier so now, we hold hands, pass the ball, and work as a team, which makes it easier to score goals."

# Working with Facilitators

Empowering facilitators to use sport, physical activity and play as tools for meaningful impact with young people.

## Outreach



## Sport For Change Certification Program

In January 2024, PSD launched the Sport for Change Certification Program (S4CCP), a first-of-its-kind, three-level training initiative designed to build capacity for effective sport for development (S4D) programming in India. Combining online learning with in-person workshops, the program equips individuals with the knowledge and facilitation skills to use sport, physical activity and play for social impact.

In 2024-25, PSD delivered one Level 1: Introduction to S4D Facilitation cohort, followed by the launch of Level 2: Enhancing S4D Facilitation, which was offered to selected participants who had completed Level 1 and demonstrated practical application of their learnings. Both workshops were held in New Delhi, engaging a total of 49 trainers (75% women, 25% men).



## TAFISA's Girls Positive and Safe Coaching Pathway

In April 2024, PSD partnered with The Association for International Sport for All (TAFISA) to implement its Girls Positive and Safe Coaching Pathway in India. PSD conducted workshops in New Delhi and Bhubaneswar to build the capacity of coaches, practitioners and program coordinators and managers to support and enhance girls' participation in sport by creating safe and inclusive spaces. A total of 65 individuals (77% women, 23% men) were trained across the two locations.

"Our collaboration with PSD over the past year has been grounded in shared values, mutual respect, and a joint commitment to community-driven development. Through their involvement in the Girls Positive and Safe Coaching Pathway, PSD has demonstrated strong alignment with the principles of TAFISA's Mission 2030 - particularly in advancing equity, inclusion, and safe environments for girls and young people in sport. Their professionalism, contextual understanding, and focus on tangible, sustainable impact have made them a valued partner and member of the TAFISA network. I look forward to continuing our collaboration in pursuit of our shared vision."

- Stacey Kim - Advisor for Event Management and International Affairs, TAFISA



## PSD x Gramin Shiksha Kendra (GSK) Co-Learning Program

As part of a co-learning and knowledge exchange initiative, PSD's trainers visited GSK's program sites in Sawai Madhopur, Rajasthan, to strengthen their staff's capacity in delivering sport for development activities. Two workshops, held four months apart, trained 44 staff members (60% women, 40% men), enhancing their ability to plan and facilitate structured, inclusive sport for development sessions for young people. The engagement also provided PSD with an opportunity to learn and apply innovative approaches within its interventions, such as Forum Theatre, to engage community members and share stories effectively.



## MJAS Football and Youth Leadership Training Workshop

In November 2024, PSD partnered with Mahila Jan Adhikar Samiti (MJAS) to deliver a five-day training workshop for young female leaders from MJAS's Football for Freedom, Unity, and Solidarity initiative. The workshop combined football skills development with sessions on leadership, teamwork, and confidence-building, engaging 33 participants (100% women).



## PSD's online S4D learning

Between May and August 2024, nine trainers from Community Sport and Educational Development (CSED), an organisation using sport to promote youth development in Nigeria, completed PSD's short online course, Introduction to Sport for Development. The course was followed by a webinar to reflect on key learnings and address participant queries, further strengthening their understanding of sport-based approaches.





## Gram Vikas

In 2024-25, PSD continued its partnership with Gram Vikas to strengthen the capacity of 29 youth leaders (79% women, 21% men) to deliver impactful sport-based sessions in their rural communities. The engagement included two workshops on sport-based facilitation and periodic monitoring visits, enhancing participants' skills in program design, delivery, and monitoring.





# Impact

## Positive impact on learning of facilitators

- **87%** of facilitators trained reported being satisfied with PSD's training programs
- **84%** of facilitators trained reported PSD's training programs being helpful to their work
- **85%** of facilitators trained reported PSD's training methods to be relevant and suitable



"PSD's trainers explained all concepts with examples, which made it very easy for us to learn and understand."

- Participant in Level 2: Enhancing S4D Facilitation

"Even though the concept of sport-based facilitation was new to us, we gained a holistic understanding of how sport can be used to promote soft-skill development, as the trainers explained it using simple language and relatable examples."

- Participant in Gram Vikas' training sessions

## Application of knowledge and skills learnt by facilitators in their own contexts

- **86%** of facilitators trained expressed confidence in their ability to implement sport-based interventions in their communities in the future
- **71%** of facilitators trained reported that PSD's training programs better equipped them to tackle safeguarding issues in sports
- **93%** of facilitators trained reported feeling more confident in integrating sports-based sessions with social objectives and soft skills development



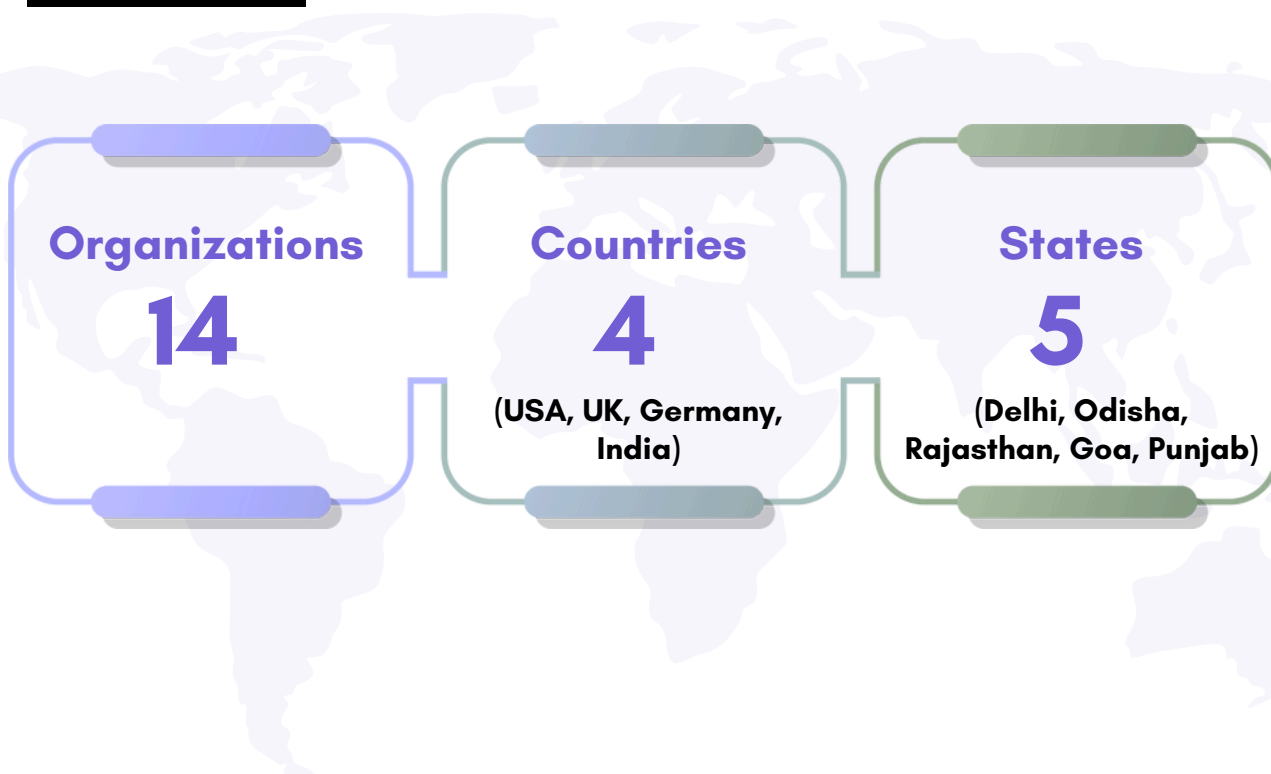
"I enjoyed learning about the importance of safeguarding policies and exploring ways to contribute to their [young people's] development."

- Participant in Gram Vikas' training sessions

# Working with Organizations

Collaborating with organizations to leverage sport, physical activity and play as tools for inclusive and holistic development.

## Outreach

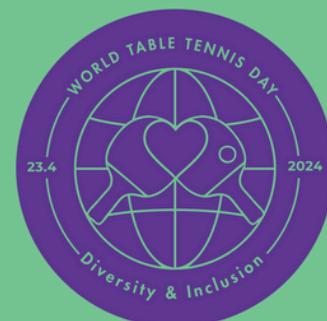


## WTTD diversity and inclusion handbook

In 2024-25, PSD partnered with the ITTF Foundation to support World Table Tennis Day (WTTD) by developing resources to advance diversity and inclusion through table tennis. Phase 1 involved creating a user-friendly handbook to help diverse stakeholders design inclusive activities and programs for WTTD 2024. Phase 2 showcased global stories from WTTD 2024, highlighting how table tennis can serve as a tool for social inclusion and providing inspiration for activities and programs for WTTD 2025.

### WORLD TABLE TENNIS DAY

#### DIVERSITY AND INCLUSION HANDBOOK - PHASE 2



"Collaborating with PSD on the Diversity and Inclusion Handbook for World Table Tennis Day 2024-2025 has been a truly enriching experience. Their professionalism and creativity ensured that diversity and inclusion concepts were not only well-presented but also adapted to different cultural and country contexts, making the resource relevant and impactful for our global community."

- Mayssa Bsaibes- TT4All Coordinator, ITTF Foundation

## Inclusive sports event planning resource

PSD was engaged by Patang India to develop a comprehensive Standard Operating Procedure (SOP) for the Samata Cup - an annual mixed-gender football tournament organized in Odisha. Designed to promote inclusive and gender-equitable participation in sport, the SOP will help Patang India scale the tournament and expand its reach to new communities across the state.

## MeWeSports curriculum enhancement

PSD supported Sangath in enhancing the MeWeSports program, which uses sport-based approaches to promote mental health and well-being among young people, and prevent substance abuse. PSD reviewed the MeWeSports curriculum and introduced new outcome-oriented games to strengthen the sport for development component.

## Lighting Sports Grounds

PSD supported Signify Innovations' Khel Jyoti initiative to install lighting infrastructure at sports facilities in five government schools in the district of Hoshiarpur, Punjab. The upgraded facilities now enable young people and community members to safely play volleyball, kho kho, kabaddi, and badminton during low-light hours, improving access to sports facilities at the grassroots and ensuring better safety.



# Supporting Upshot to scale integration of their MEL tools in India

PSD supported Upshot, a UK-based Monitoring, Evaluation, and Learning (MEL) specialist, in their endeavor to scale the uptake of MEL tools in India, especially within the sport for social impact sector. PSD connected Upshot with sports, community, and youth organizations across India, enabling them to address localized MEL solutions to strengthen impact and improve operational effectiveness.

“Working with PSD over the past year has been a real pleasure. Their expertise, sector reputation, and approachable team have made them invaluable partners. The connections and insights they provided have been instrumental in helping Upshot explore the Indian market, laying strong foundations for our mission to enable organisations to collect data easily and evidence their impact.”

- Rudro Sen - Consultant, Upshot CIC

## GFC's Global Impact Research

Between July and September 2024, PSD partnered with Ecorys, a UK-based research consultancy, to conduct a global impact assessment of Global Fund for Children's (GFC's) Partnership to Educate All Kids (PEAK) initiative. As part of the engagement, PSD evaluated two GFC partner organizations in India, contributing context-specific insights to the overall study.

## Impact

- Advanced inclusion in global sport by developing accessible resources that enabled stakeholders worldwide to design and deliver inclusive sports programs.
- Created context-relevant resources that promote inclusive and gender-equitable approaches to sports event planning and execution.
- Strengthened sport-based mental health programming in India by improving program design, especially enhancing the intentional use of sport, physical activity and play to support young people's wellbeing.
- Improved access to safe and well-equipped play spaces by facilitating the installation of lighting infrastructure in underserved communities.
- Contributed to strengthening peer learning among grassroots organizations by facilitating knowledge exchange and capacity-building.

## EVENTS

### Upamanyu Mallik Cricket Tournament

**Date:** 14th-15th September, 2024

**Participants:** 82 total (50% girls, 50% boys)

The second edition of the Upamanyu Mallik Cricket Tournament, held in collaboration with TUMI in Bhubaneswar, Odisha brought together six Under-14 and four Under-17 teams competing over two days. Day one hosted the Under-14 qualifiers, with the top four advancing to the knockout stage. Day two featured knockout matches in both categories, with external teams from the Hope Foundation, Kolkata, and Ramakrushna Sikhya Kendra, Bhubaneswar, joining to compete in the Under-17 category.

The tournament offered young participants a platform for healthy competition, fostering a sporting spirit, teamwork, and skill development. It also showcased cricket's ability to unite diverse groups and create meaningful connections in a supportive environment.



### Mixed Gender Football Tournament

**Date:** 19th January, 2025

**Participants:** 144 total (55% girls, 45% boys)

PSD hosted a mixed-gender football tournament as part of the Community Sports Program (CSP) in Bhubaneswar, Odisha. Sixteen teams competed in total, joined by 25 parents and 12 teachers who also participated in fun football activities.

The event promoted gender equality by encouraging boys and girls to play together in a healthy and competitive environment. It emphasized teamwork, mutual respect, and inclusivity, breaking down gender barriers and creating opportunities for meaningful interaction both on and off the field.





## Other celebrations

### National Sports Day

**Date: August 20-28, 2024**

**Participants: 244 total (48% girls, 52% boys)**

In the lead-up to National Sports Day on August 29, PSD organized week-long events across six CSP partner schools in Bhubaneswar, Odisha. Activities included Zumba sessions, relay races, and other interactive games, engaging enthusiastic participants in celebrating the joy of sport.



### Children's Day

**Date: November 11-12, 2024**

**Participants: 124 total (45% girls, 55% boys)**

PSD marked National Children's Day with celebrations across its partner schools in Bhubaneswar, Odisha. The events combined interactive discussions on the significance of the day along with fun games and activities, making it a memorable and enjoyable experience for the participating young people.





# Organizational Strategy Review

PSD's staff members from Delhi and Bhubaneswar convened in June 2024 in Lucknow, Uttar Pradesh, to review the progress made by the organization vis-à-vis its strategic plan for 2023-28. As part of the meeting, team members reviewed the progress made toward each of the five organizational goals by assessing performance over the past year against previously agreed KPIs and activities.

## Key highlights - 2024 Strategy Review

### Successes

- Adopting and implementing youth-led approaches to our programming with young people
- Developing and implementing the Sport for Change Certification Program (S4CCP)
- Creating globally accessible resources and knowledge products related to sport for development (S4D)
- Strengthening internal processes related to operations and human resource management and creating robust reporting and communication mechanisms
- Structuring PSD's resource mobilization function and developing an organizational fundraising strategy

### Challenges

- Limited resources to expand on-ground programming with young people
- Limited success in partnering with governments and the private sector
- Communicating the need for utilizing S4D approaches among non-sport actors and stakeholders
- Limited bandwidth of team members to drive forward different aspects of the strategy

## Way forward

- Adopting a more strategic approach and prioritizing goals, activities and programmatic areas
- Focusing on the depth of our work with young people in Odisha and beyond, rather than just the scale
- Expanding our existing initiatives to new geographies across India
- Implementing and institutionalizing the organizational fundraising strategy
- Focusing on the effective implementation of enhanced internal policies and systems

# Our Team

BHUBANESWAR	DELHI
<b>Leadership Team</b> Pratyush Kumar Jit Pragatee Sethy Bhaktamohan Swain	<b>Leadership Team</b> Suheil Farrell Tandon Akash Thapa Isha Saxena Farhan Khan Rohan Pereira
<b>Program Team</b> Bishnupriya Das Jyotirmayee Swain Supriya Routray A. Tejaswani Rao Divyash Das Ankita Priyadarashini Swain Anandita Behera Rishita Barik Rasmita Hembram Soumyashree Sahoo Sasmita Das Truptimayee Sethy Nitish Rajbhar Gayatri Pradhan Bikash Sahoo Abdul Zayauddin Sanjita Beuria	<b>Program Team</b> Hariom Agarwal Poonam Lakhera Neelanjana Jain
	<b>Interns</b> Anna Thomas Aadrita Ghosh Anindita Majhi Kris Biju
	<b>Consultants</b> Tariqa Tandon Nalini Singh Tsemi Ongyal Bhutia Abhishek Sudhakar Rashmi Singh
<b>Interns</b> Ruchi Rai	

## Board Members

Kanika Bhatia Vats  
 Sunny Gupta  
 Saroj Kumar Sahu  
 Suheil Farrell Tandon

# Our Partners



# Safeguarding and POSH Disclosures

## Sexual Harassment at Workplace: Prevention, Prohibition and Redressal Disclosures 2024\*

- Number of complaints on sexual harassment received in the year: 0
- Number of complaints disposed of during the year: NA
- Number of queries on sexual harassment received during the year: 0
- Number of queries addressed during the year: NA
- Number of cases pending for more than 90 days: NA
- Number of training workshops conducted against sexual harassment in face-to-face mode: 1
- Number of new staff members, including volunteers, oriented on POSH: 11

\*The POSH disclosures are for the calendar year 2024.

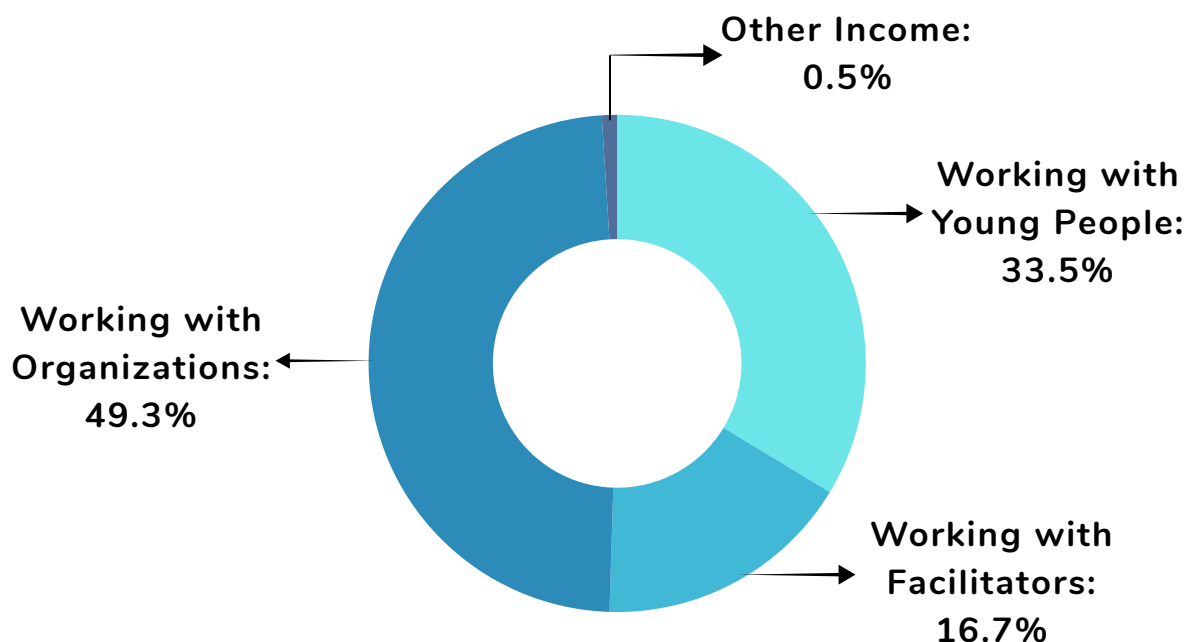
PSD POSH INTERNAL COMMITTEE (IC) 2024-25:	PSD SAFEGUARDING AND CHILD PROTECTION COMMITTEE (SCPC) 2024-25:
<ul style="list-style-type: none"> <li>• <b>Presiding Officer</b> Pragatee Sethy</li> <li>• <b>IC Member(s)</b> Poonam Lakhera Pratyush Jit</li> <li>• <b>External Member</b> Rashmi Singh</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Chairperson</b> Akash Thapa</li> <li>• <b>SCPC leads</b> <b>Bhubaneswar</b> Bishnupriya Das <b>Delhi</b> Hariom Agarwal</li> </ul>

## Safeguarding and Child Protection Disclosures 2024-25

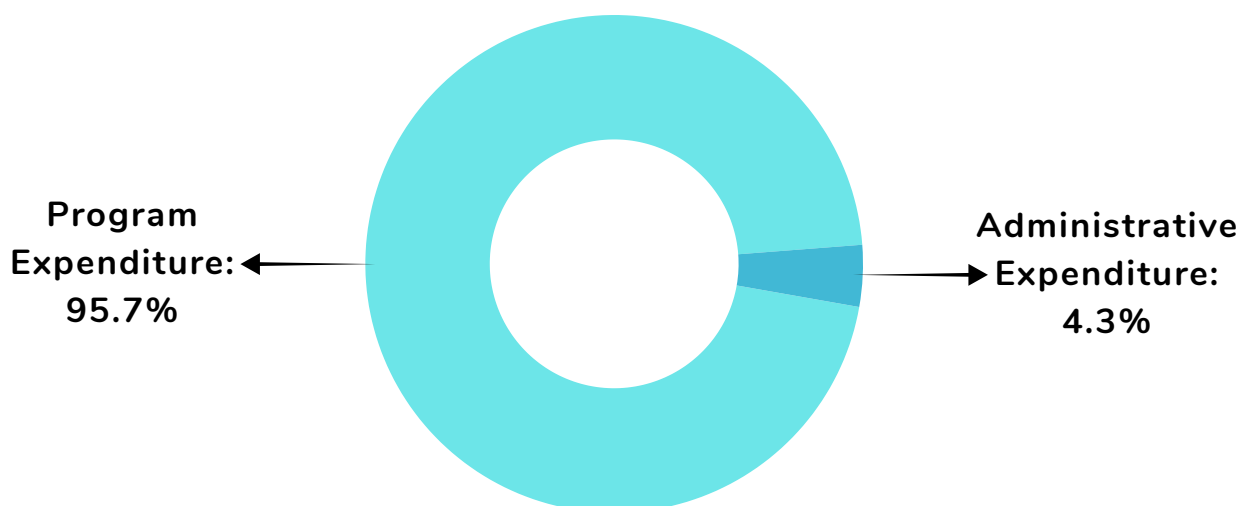
- Number of complaints for safeguarding and child protection issues received in the year: 1
- Number of complaints disposed of during the year: 1
- Number of queries on child safeguarding and protection received in the year: 2
- Number of queries addressed during the year: 2
- Number of cases pending for more than 90 days: 0
- Number of safeguarding workshops and training carried out in face-to-face mode for staff members, including volunteers: 1
- Number of new staff members, including volunteers, oriented: 9
- Number of trainings conducted for participants' parents, school teachers and associated stakeholders on safeguarding: 12

# Financials

Gross Receipts: INR 1,05,87,951



Expenditures: INR 1,06,31,637



\*Excess of Expenditure over Income: INR 43,686



## Contact

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