

ANNUAL REPORT 2024-25



Srujna

SRUJNA CHARITABLE TRUST
www.srujna.org

ANNUAL REPORT 2024-25

Srujna: Mauka Do, Zindagi Badlo



Srujna®

SRUJNA CHARITABLE TRUST

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MESSAGE FROM THE CEO

Fourteen years ago, Vaishali and I began this journey with a simple yet powerful intention—todo something meaningful. That intention became our compass, guiding us through challenges of funding, credibility, mindset shifts within women’s groups, and so much more. Brick by brick, Srujna grew. Our team expanded, our vision matured, and most importantly—our impact multiplied.

Today, as we look back on the last 14 years and the 1.7 lakh women whose lives we've touched, having been accredited for transparency at various platforms like NSE, GiveIndia, , we stand proud, humbled, and deeply motivated. There is still a long road ahead—and we are more committed than ever. As we embrace the possibilities that technology offers, we remain rooted in our core values. Srujna has seamlessly integrated digital tools while addressing the digital divide and preparing women to navigate a fast-evolving world of work and opportunity. We are not just helping women walk—we are preparing them to run. What once was a dream is now a movement.

Over 1,500 women leaders are taking charge in their communities—creating jobs, spreading financial literacy, raising awareness about health and technology, and becoming true changemakers. This is no longer just a vision on paper—it is a living, thriving model of holistic livelihood development. As we celebrate our 14th year, I invite our stakeholders to witness this change and to be a part of it. Because when women rise, communities thrive. And we’re just getting started.

“Together, let’s build a future where every woman is a leader, every home a hub of growth, and every community a beacon of change.”

- Jyotika Sehra





ABOUT SRUJNA

OUR GUIDING STAR : MAUKA DO, ZINDAGI BADLO

Srujna has spent over a decade turning purpose into impact—empowering women affected by poverty across India. Through skill-building, resource access, and real opportunities, we've enabled women to rise as change-makers in their families and communities. What began as a vision is now a nationwide movement of empowered women leading brighter tomorrows.



OUR VISION

To create an army of courageous women in India who act independently to uplift their communities.



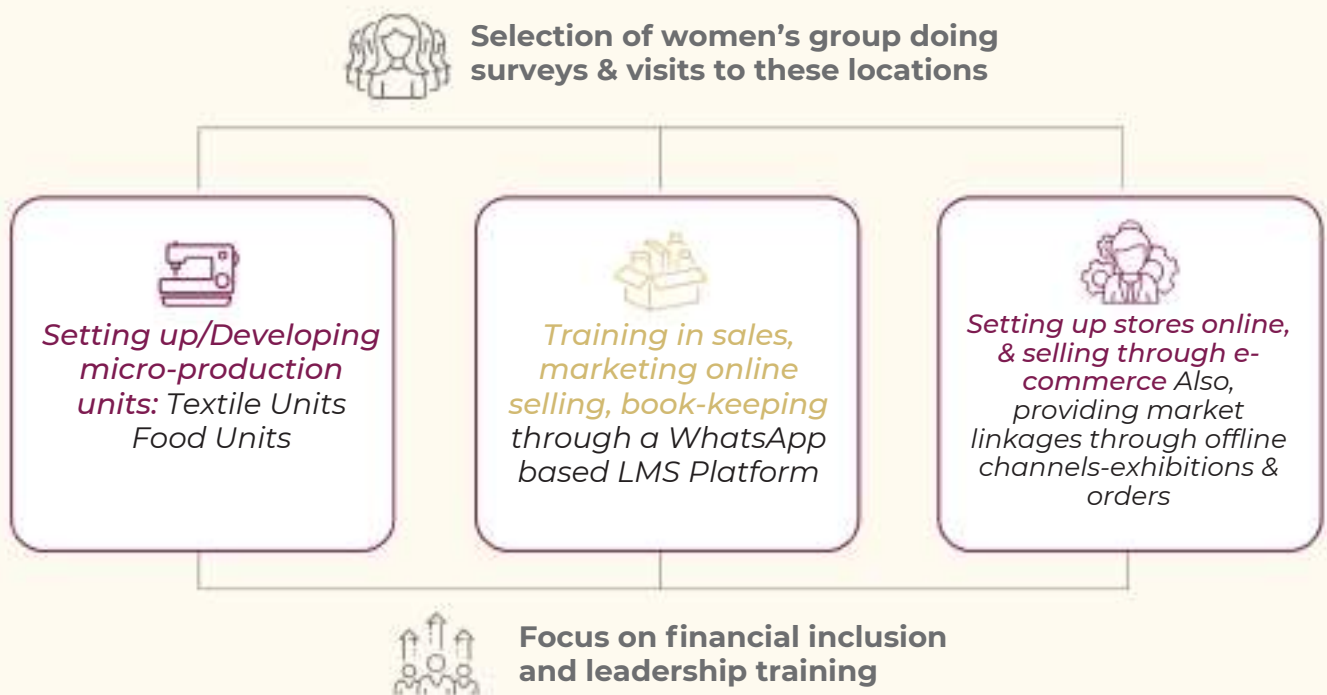
OUR MISSION

To create an ecosystem to equip women affected by poverty with the skills, tools, and resources to earn a respectable income and bring positive change in their communities.

OUR APPROACH



A Holistic Ecosystem of Empowerment



AT SRUJNA, WE UNDERSTAND THAT EMPOWERMENT IS A MULTIFACETED JOURNEY.

OUR APPROACH ENCOMPASSES

- **Livelihood Creation:** Providing skills training and facilitating income-generating opportunities through initiatives like Project Maitree, Farm 2 Jar
- **Financial Inclusion:** Equipping women with the knowledge and tools to manage their finances effectively through programs like Project Laxmi.
- **Leadership Development:** Nurturing the leadership potential within women, enabling them to become change agents through our Super Didi program.
- **Digital Empowerment:** Bridging the digital divide and equipping women with essential digital literacy and AI skills through Project Pragati.



Organized by -

Project Maitree

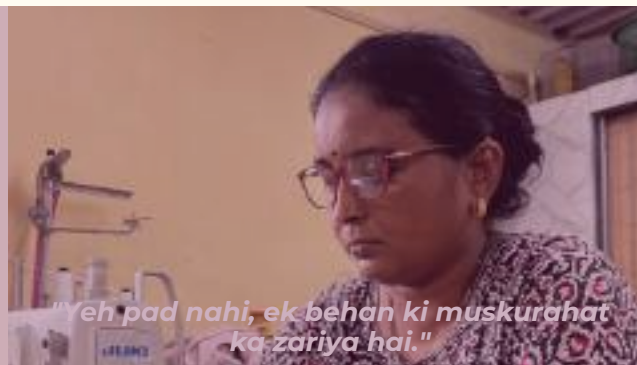
Empowering women through free
reusable sanitary napkin distribution
& stitching

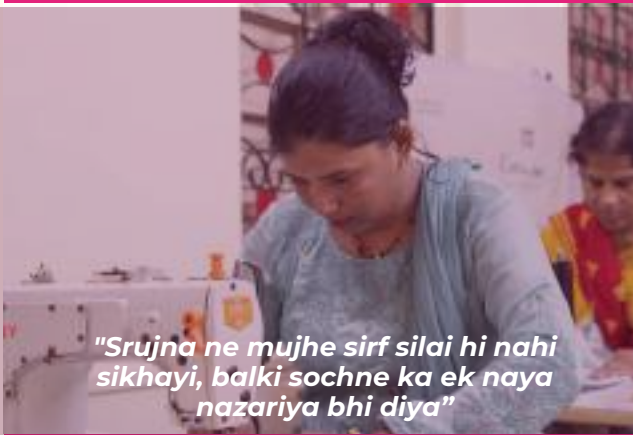


YEAR AT A GLANCE

(14 YEARS, 14 VOICES OF TRANSFORMATION)

This year, as we proudly marked our 14th anniversary, we chose to celebrate not just numbers, but the individual stories of transformation that embody the spirit of Srujna. Through our "14 Years, 14 Voices" campaign, we shared the inspiring journeys of women whose lives have been profoundly impacted by our work.

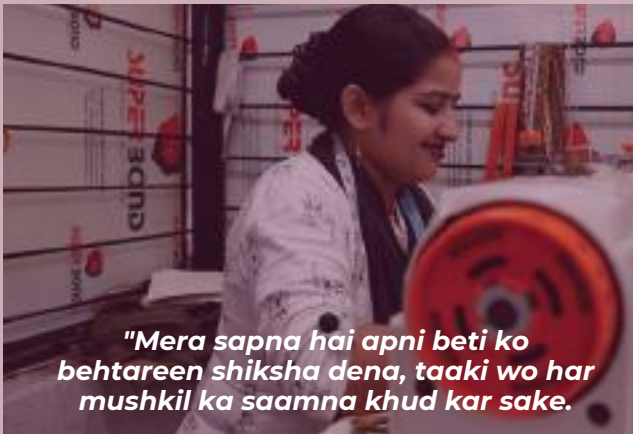




"Srujna ne mujhe sirf silai hi nahi sikhayi, balki sochne ka ek naya nazariya bhi diya"



"Silai meri rozi bhi hai, aur padhai ka sahara bhi."



"Mera sapna hai apni beti ko behtareen shiksha dena, taaki wo har mushkil ka saamna khud kar sake."



"Main kheti bhi karti hoon, aur pad bhi silti hoon – kyunki har mahila ki suvidha zaroori hai."



"Mujhe fakr hai ki meri silai se kisi aurat ki zindagi badal rahi hai."



"Pehle naam se jaante the, ab 'Didi' kehkar samman dete hain."



"Jo sapna mere papa ne mere liye dekha tha, aaj maine use sach kar dikhaya – main apna boutique chalati hoon."

IMPACT OVERVIEW & KEY HIGHLIGHTS

SEEDS OF CHANGE, FRUITS OF EMPOWERMENT

1,500+

women empowered through livelihood initiatives



₹4,500

Average income of women per centre, per month



67,000

women trained in financial literacy across India.



19,000+ women (30%)

began saving/investing in formal schemes (govt., RD, bank deposits)



8 states

with an active Srujna presence



65 Super Didis

trained across India through our intensive leadership and mindset development program.



278

women indirectly impacted in their communities through the Super Didi leadership ripple



Our impact extends beyond mere statistics. It is reflected in the newfound confidence of women, the improved livelihoods of families, and the strengthening of communities across India.

PROJECT HIGHLIGHTS

CATALYZING CHANGE THROUGH FOCUSED INITIATIVES

Our mission is brought to life through targeted projects designed to address specific needs and create lasting impact.

PROJECT MAKE AND MARKET (MAITREE, FARM 2 JAR) NURTURING LIVELIHOODS & SKILLS

Project Maitree stands as a cornerstone of Srujna's commitment to fostering sustainable livelihoods and empowering women through tangible skills development. This initiative is meticulously designed to go beyond mere income generation, aiming instead to cultivate a sense of ownership and long-term economic viability. By providing comprehensive skills training in various trades, from textile production to crafting artisanal food products under the Farm to Jar program, Project Maitree equips women with the tools they need to become self-sufficient and confident entrepreneurs.



A key aspect of Project Make and Market's success lies in its strategic approach to market linkages. Srujna actively works to connect these women directly with markets and established value chains. This ensures that their products reach a broader audience and that they receive fair compensation for their efforts. By eliminating intermediaries and fostering direct relationships between producers and consumers, this project enhances profitability and provides a stable foundation for these enterprises to flourish.

Moreover, the program emphasizes quality control and product diversification, enabling women to adapt to market demands and maintain a competitive edge. The impact of Project Make and Market extends far beyond individual earnings; it revitalizes local economies, strengthens community bonds, and empowers women to become leaders and role models within their families and neighborhoods. Each product made under this initiative tells a story of resilience, skill, and empowerment, contributing to a larger narrative of transformation and progress.

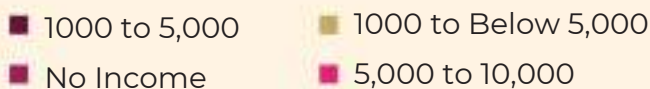
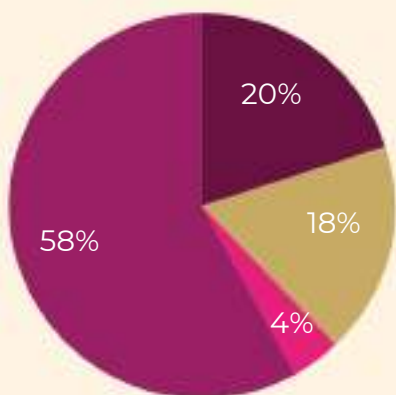


PROJECT LAXMI - EMPOWERING THROUGH FINANCIAL LITERACY:

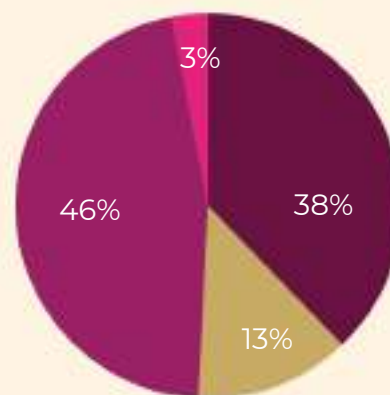
Financial literacy is the cornerstone of economic independence. Through Project Laxmi, leveraging technology like **Gliffic**, we equipped **67,000 women** with essential financial concepts, enabling them to make informed decisions about their earnings, savings, and investments. The remarkable statistic that **30% of these women have started investing** post-training underscores the transformative power of financial education.

The pre-test surveys from the financial literacy sessions.

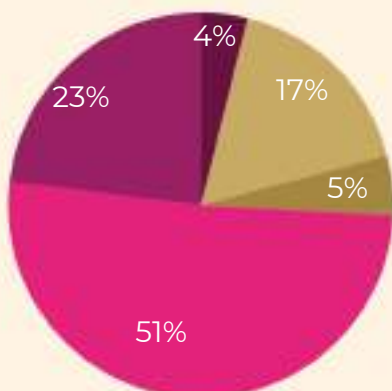
How much do you currently earn per month (personal income)?



How good is your understanding about managing money?



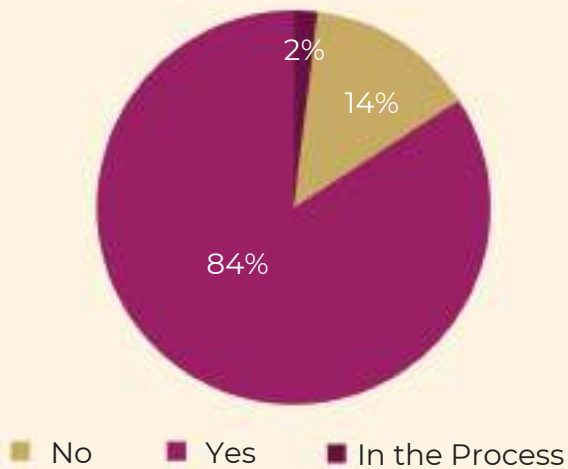
Which of the below do you understand well ?



POST-PROGRAM REFLECTIONS: MEASURING CHANGE OVER TIME

Several months after the sessions concluded, Srujna conducted a follow-up survey to understand the sustained impact of the intervention. The women shared their reflections, revealing powerful shifts in mindset, skills, and livelihood opportunities. Their responses offer a glimpse into the long-term transformation catalyzed by the program.

Have you encouraged any family member to start savings or investing?



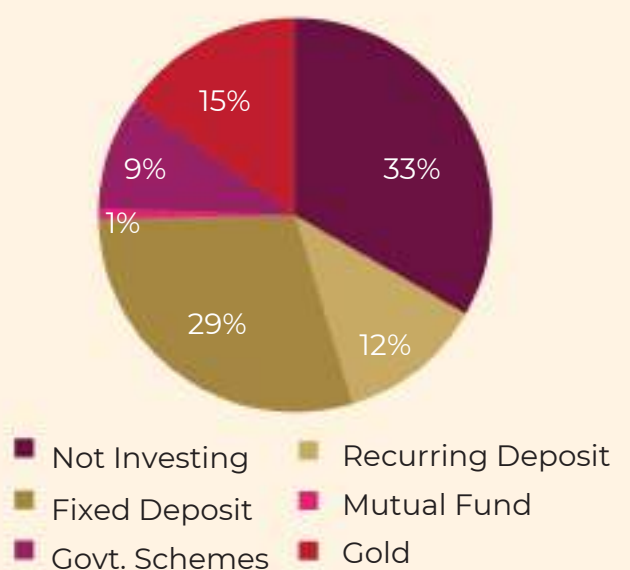
How much money do you save monthly?



How much do you invest on a monthly basis?



Where are you investing your money?



SUPER DIDI'S - CULTIVATING WOMEN LEADERS

Our Super Didi program is designed to identify and nurture women leaders within communities. This year, **65 incredible women** completed the intensive leadership training, emerging as catalysts for change. Their impact is already evident, as they have collectively enabled livelihood opportunities for an additional **278 women** in their respective communities, creating a powerful multiplier effect.

Superdidi has played a pivotal role in fostering personality development, behavioral change, and community building among women.

Many participants started their journey as shy and hesitant individuals, but gradually transformed into confident facilitators, leading awareness sessions in their communities. The program empowered them to take ownership of their learning, express their ideas and emotions openly, set personal goals, and step out of their comfort zones by trying new things—such as driving or dancing publicly.

Despite language barriers, Superdidis supported one another by translating sessions into regional languages, ensuring inclusivity and collective learning. Significant behavioral shifts were also observed: improved punctuality, consistent attendance, active participation, independent note-making, and zero dropouts. Women demonstrated increased self-awareness through introspection, goal-setting meetings, and proactively reaching out for support.

Together, these changes not only strengthened individual growth but also nurtured a strong sense of sisterhood and community leadership.



PROJECT PRAGATI - BRIDGING THE DIGITAL DIVIDE

Recognizing the growing importance of digital literacy and new-age skills, we launched Project Pragati. Starting in Mumbai, this initiative aims to equip young women with essential digital skills and introduce them to the world of Artificial Intelligence tools. Our vision is to expand Project Pragati across all our centers, providing access to computers and online learning resources. This will empower women with skills in bookkeeping, inventory management, basic AI applications, online banking, and e-commerce platforms, enabling them to expand their businesses and access wider markets.



“Before Project Pragati, I only used my phone for social media. Now, I’ve learned how to use professional tools, build a resume, and even update my CV. I started exploring digital art too—I made my own Ghibli-style photo and changed my profile picture. It feels amazing to express myself creatively and get job-ready at the same time.”

SHEROES 2025

CELEBRATING COURAGE AND TRANSFORMATION

At Srujna, transformation is not just a goal—it's a lived experience. Every year, our Sheroes event brings together a diverse group of women whose journeys of resilience, courage, and empowerment reflect the true impact of our work. **Sheroes 2025**, held on **February 14th at the Yashwant Rao Centre in Mumbai**, was a celebration of these stories, a culmination of months of preparation, and a powerful reminder of what women can achieve when they are given the tools, the training, and the trust to lead.



THE JOURNEY TO SHEROES

Preparation for *Sheroes 2025* began in **November 2024**, with a clear vision: to provide a national platform where women could *present their products, share their stories, and stand tall as entrepreneurs and community leaders*. Over the following weeks, a detailed process unfolded:

Mock Exhibitions were held in each city to help women understand product presentation, customer interaction, pricing strategies, and storytelling.

Women underwent **training sessions on financial literacy, branding, negotiation, and market readiness.**

A special **leadership coaching series**, rooted in the Super Didi curriculum, helped the participating women grow in confidence and purpose.

Women were guided through **travel planning, budgeting, and logistics**, many stepping out of their cities—and comfort zones—for the first time.

The planning process was led with empathy, care, and precision, ensuring that every woman felt supported and empowered throughout the journey.

THE DAY OF SHEROES

On the day of the event, the energy was electric. More than 50 women from across India came together to showcase handmade products spanning textiles, upcycled crafts, food items, and personal care products. The venue was filled with vibrant stalls, enthusiastic buyers, and compelling narratives. **Over 300 guests**, including donors, corporate leaders, and supporters, attended.

But beyond the stalls and sales, what stood out were the **voices of the women**—clear, confident, and courageous. On the main stage, five exceptional women were honored as **Super Didis**—symbols of transformation through adversity.

A Legacy of Change

Sheroes was more than an event—it was a statement. It showcased Srujna's unique model of transformation: women as changemakers, not beneficiaries. The event generated over **1,73,698 in sales**, created new business linkages, and most importantly, renewed the confidence of every woman who participated.

As we look ahead, the stories of Rina, Kumari, Yogita, Vishaka, and Vaishali will continue to inspire thousands of others. Through Sheroes, Srujna is not just celebrating transformation—we are building a movement.

The story of **Poonam, Annu, Vishakha, and Birkha**, four women from a small village near Jaipur, Rajasthan, beautifully illustrates the profound impact of Srujna's intervention. Initially hesitant to even step outside their homes, their journey to Mumbai for an exhibition became a powerful testament to their courage and the transformative support they received.



Learning to stitch through Srujna's livelihood units was just the beginning. The opportunity to travel to Mumbai, a distant and daunting prospect, pushed them beyond their comfort zones. Overcoming their fears of traveling alone, they embarked on a journey that not only showcased their handcrafted products but also exposed them to a world of new possibilities.

In Mumbai, they transformed from artisans to businesswomen, confidently selling their creations. They experienced the vibrancy of a bustling metropolis, visited iconic landmarks, and even saw the ocean for the first time – experiences they had only dreamed of.



The pinnacle of their journey was when Vishakha received the 'Sheroes' award, a recognition of her remarkable transformation and inspiring spirit. Her words, "I never thought I would be here, holding this award. But now, I want to help more women from my village experience this feeling," encapsulate the ripple effect of empowerment that Srujna strives to create.

Their return journey, marked by their first flight home, symbolized their newfound confidence and the breaking of barriers. Their story is a powerful reminder that with a little support and a belief in their potential, women can overcome seemingly insurmountable obstacles and achieve extraordinary things.



From a Small Village to Mumbai: A Journey of Courage and Transformation

“If you had told us a year ago that we would travel to Mumbai, sell our handmade products, explore the city on our own, and even win an award—we wouldn’t have believed you.

But here we are, living proof that when you take one brave step, life takes you to places you never imagined.



We—**Poonam, Annu, Vishakha,** and **Birkha**—come from a small village near Jaipur, Rajasthan. Our journey began when Srujna set up livelihood units in our village and taught us stitching. Back then, we didn’t even know how to hold a needle properly. Today, we create bags, keychains, purses, kurtis, and even traditional Rajasthani dupattas!”

Learning to stitch was one thing, but learning to believe in ourselves? That was the real challenge.

Then came an opportunity to travel to Mumbai for an exhibition. Exciting? Yes. Terrifying? Absolutely.

None of us had ever traveled alone. The thought of going to another state without a male family member made us hesitate. “What if something goes wrong? What if we get lost? What if we fail?”

But Srujna believed in us, and slowly, we started believing in ourselves too. So, we packed our bags, held onto our fears, and stepped onto the train. Mumbai welcomed us with its energy, its rush, and its endless possibilities.

For the first time, we stood in front of hundreds of people, not just as tailors but as businesswomen, proudly selling our products.

For the first time, we explored a city on our own—visiting the Gateway of India, Haji Ali Dargah, and even seeing the ocean for the first time.

Vishakha, once too shy to introduce herself, stood on a stage in front of hundreds and received the ‘Sheroes’ award.



“I never thought I would be here, holding this award. But now, I want to help more women from my village experience this feeling.”

– Vishakha

And then came another first—we took a flight back home! The entire journey, we couldn’t stop smiling. Just days ago, we were afraid to step outside our homes. Now, we had traveled across states, spoken to strangers, and proved to ourselves that we were capable of so much more.

This journey changed us. It made us braver, stronger, and prouder of who we are. And the best part? This is just the beginning.

If we can do this, so can thousands of women like us. Sometimes, all it takes is a little push, a little belief, and the courage to take that first step.

TECH - FLOW CHART

SRUJNA'S TECHNOLOGY FLOW & ROADMAP

Community Outreach & Onboarding

Mobilize women through community outreach, form groups, onboard them via WhatsApp/SMS, and introduce basic digital literacy.

1

Product Development & Digital Marketing

Support women in developing products and showcase them through WhatsApp catalogs, videos, virtual exhibitions, and e-catalogues.

3

Impact Measurement & Feedback

Monitor income growth, skills, and confidence levels via Google Forms, WhatsApp polls, and dashboards; collect feedback to refine programs.

5

2

Virtual Training & Capacity Building

Provide skill-based training (textile, food processing, financial literacy) through phone calls, WhatsApp videos, PDFs, and voice notes.

4

Sales, Inventory & Data Tracking

Digitally track sales, inventory, and product demand using mobile forms and coordinator inputs, enabling real-time production planning.

6

Leadership Development & Scale-Up

Identify and train Super Didis as leaders, provide advanced digital training, and promote independent ventures with expanded market reach.

FUTURE TECH GOALS (2025 & BEYOND)

- Launch e-learning modules in vernacular languages
- Develop a simple digital marketplace app for women's products
- Use data analytics for predictive tracking of women's growth
- Integrate financial transactions through secure digital wallets

MARATHON

TEAM TESTIMONIAL

The marathon experience was truly inspiring—from assisting with the arrangements to joining the warm-up sessions and cheering for the runners. The energy, dedication, and spirit of the participants were absolutely infectious. Watching people of all ages push their limits and cross the finish line filled me with awe and admiration.

Being part of the event, even behind the scenes, made me realize the incredible power of community and personal determination. It left a lasting impact on me, and I'm now more motivated than ever to train and run the marathon myself next year!

- Ashwathi Joshi

It was my first experience watching and helping out at a marathon, and it turned out to be a truly memorable day for me. It was heartwarming to see so many people come together to participate, all full of energy and determination. What inspired me the most was seeing senior citizens taking part with such enthusiasm—their willingness to stay active and engaged at their age was truly motivating. The positive atmosphere, the excitement of the crowd, and the sense of community made the entire experience very special.

- Anjana

My overall experience on marathon day was amazing. We had come to cheer for the 63 Moons team, and even joined them for a Zumba session to boost their energy before the run. They were running for the cause of empowering women, and as an NGO, we were there to support them. Later, I noticed that many elderly men and women were also participating, each running for a different cause. It was a wonderful experience to witness such a heartwarming and inspiring moment.

- Prathvi Panchal

LOOKING AHEAD

CHARTING A COURSE FOR GREATER IMPACT BY 2030

Building on our successes and guided by our commitment to the Sustainable Development Goals (SDG) 5 (Gender Equality) and SDG 8 (Decent Work and Economic Growth), we have set ambitious yet achievable goals for the coming years.

OUR STRATEGIC GOALS FOR 2025-2030



Capacity Building at Scale of 2,50,000 women in Leadership, financial inclusion, sales and marketing.



Cultivating Leadership Networks: Develop a strong network of **5,000 Super Didis** who will drive change within their communities.



Enhancing Economic Independence: Enable women to achieve a minimum income of **INR 10,000/-** per month/per participant.



ORGANIZATIONAL STRENGTH

THE PILLARS OF OUR IMPACT

Our ability to achieve our mission is underpinned by a dedicated team, robust governance structures, and transparent monitoring mechanisms.

OUR DEDICATED TEAM:

Srujna is led by a passionate and experienced team committed to empowering women.

Vaishali Shah

Trustee & Life Coach | Visionary Behind the Super Didi Project

“2024-2025 was a year of building strong foundations at Srujna—strengthening systems, embracing technology, and deepening our grassroots impact. We invested in scalable solutions, empowered women leaders, and positioned ourselves to lead with purpose in the age of AI.”

Sunill S Nair

Senior Impact Manager

“The most inspiring part of 2024–25 was witnessing women translate financial knowledge into confident action—whether through disciplined saving, thoughtful investment, or future planning. Seeing data turn into real-world change reaffirmed the power of impact-driven design at Srujna”

Prasanna Almah Rai

Fundraising and Communications Lead

“2024–25 was a year of meaningful conversations and deeper connections. We doubled down on storytelling—not just sharing impact, but inviting people into our journey with honesty and accountability.”

Pooja Singar

Program Manager

Livelihoods “This year, I witnessed the power of holistic development—how skills, financial literacy, and leadership training can truly unlock a woman’s potential.”

Ashwati Joshi

Program Coordinator

Market Linkage “My biggest takeaway from the year is the power of collective growth—seeing how empowering even one woman can spark positive change across entire communities”

Tanisha Gandhi

Program Coordinator

Super Didi "This year reaffirmed that empowered women are the architects of thriving communities"

Isha Mehta

Accounts and Compliance coordinator

"I feel grateful as a woman to see other women grow in their lives, families, and communities. Through our huddles, we meet strong women who are lifting themselves and others too."

Prathvi Panchal *Social Media Associate* "This year, my biggest takeaway from Srujna is witnessing the incredible strength of the women we work with. Despite so many challenges, they showed up for the Sheroes event — some with their children, some with their families."

Sanju Tripathi

Field Coordinator

"This year, Srujna taught me that real change starts with small steps. Women who once hesitated to come now show up, work hard, and earn."



OUR ESTEEMED ADVISORY BOARD

We are privileged to be guided by a distinguished Advisory Board whose expertise and insights are invaluable to our strategic direction.



Jadgish Acharya

CEO Paints & Coating Skill Council

CEO Paints & Coating Skill Council, 40+ years of experience in the corporate world globally, over 8 years of experience as a CSR advisor and a partner at SVP Mumbai.



Sandeep Aggarwal

Angel investor & Philanthropist

32+ years in corporate leadership and global business expansion; Partner at SVP Mumbai.



Rashida Adenwala

Founder Partner R&A Associates

Founder of R & A Associates, Hyderabad, she is a corporate lawyer with 35+ years' experience and a certified Corporate Governance trainer. She was awarded Best Woman Entrepreneur in Corporate Law by COWE India.



Priyanka Doshi

Legal Director, Miral Experiences

Lawyer by profession with 15 years of experience working as in house counsel in Abu Dhabi working across healthcare and hospitality sectors.



Kalpesh Trivedi

Founder, K T Corp & EnhanSkill

Sales and leadership mentor with 24+ years in FMCG and insurance, formerly with Marico, PepsiCo, Diageo, and Reliance Jio.

MEDIA & OUTREACH

AMPLIFYING THE VOICES OF EMPOWERMENT

We actively engage with the media and participate in outreach events to raise awareness about our work and the inspiring stories of the women we serve. Our Sheroes 2024 event in Mumbai garnered significant media attention, amplifying the voices of our women leaders and showcasing their handcrafted products.



<https://theprint.in/ani-press-releases/sheroes-2025-celebrating-women-leaders-and-handmade-products-in-mumbai/2487798>

<https://www.tribuneindia.com/news/business/sheroes-2025-celebrating-women-leaders-and-handmade-products-in-mumbai/amp>

<https://www.aninews.in/news/business/sheroes-2025-celebrating-women-leaders-and-handmade-products-in-mumbai20250210171454/>

<https://www.devdiscourse.com/article/business/3259612-sheroes-2025-celebrating-womens-empowerment-in-mumbai?amp>

DONOR AND PARTNER RECOGNITION - OUR PILLARS OF SUPPORT

We extend our deepest gratitude to the individuals, corporates, and institutions whose generous support makes our work possible. Your belief in our mission empowers us to reach more women and create a greater impact. We value your partnership and are committed to utilizing your contributions effectively and transparently.

Some of Our Supporters



HIGHLIGHTS OF SRUJNA



Registered at the national
stock exchange



Received the gold certification
from give india



“

It is learnt that the NGO "Srujna Charitable Trust" is working in various parts of the Kalimpong District for the upliftment of the Women, Strengthening their livelihood through training and handholding on SHG based production, marketing, financial literacy support etc. They are also proposing to implement a few more projects on Horticulture and Agri-allied activities through the local marginalized farmers and SHG groups.

The empowerment of women, particularly SHG members, and farmers in the remote hilly region is an appreciable effort by the said NGO. I would like to place my words of appreciation and best wishes for their endeavors in the upliftment of the women in the region.

District Magistrate, Kalimpong District

”

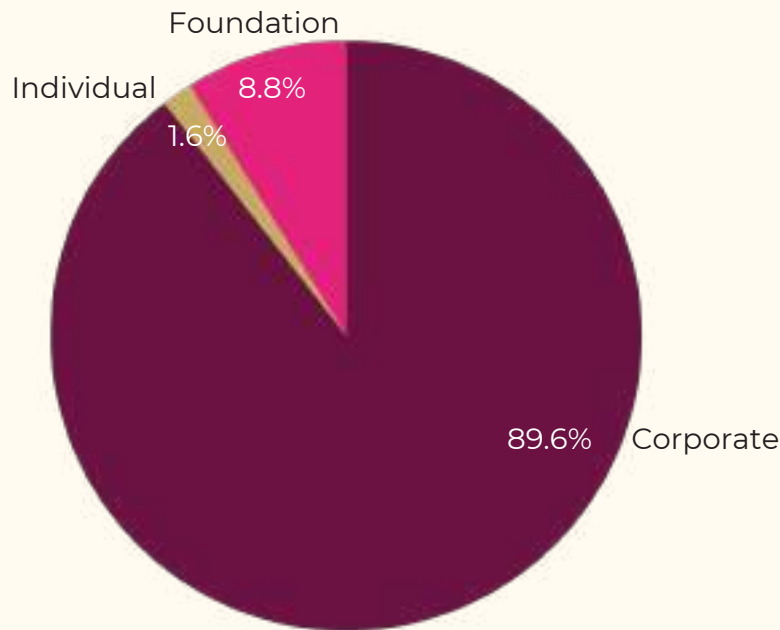
FINANCIAL OVERVIEW

STEWARDS OF YOUR TRUST

The journey of empowerment is a collective one, and we invite you to join us in creating a brighter future for women in India. There are many ways you can contribute to Srujna's mission:

Financial Year	2024-25
Total Donation	INR 38,345,452
Corpus and Reserves	INR 7,384,495

**Srujna Charitable Trust - FY 2024-25
Funding Sources**



Here is the pie chart showing the distribution of funding sources for **SRUJNA CHARITABLE TRUST in FY 2024-25**. As you can see:

- **Corporate** contribution make up the largest share at **89.6%**
- **Foundation** provides about **8.8%**
- **Individual** contributions account for only **1.6%**

GET INVOLVED

BE A PART OF THE CHANGE

The journey of empowerment is a collective one, and we invite you to join us in creating a brighter future for women in India. There are many ways you can contribute to Srujna's mission:



Volunteer:

Share your skills and time to support our programs.



Mentor:

Guide and inspire women on their journey to economic independence.



Partner:

Collaborate with us to expand our reach and impact.



Donate:

Every contribution empowers women and uplifts communities.

WRITE TO US AT CONTACT@SRUJNA.ORG





Srujna®

SRUJNA CHARITABLE TRUST

www.srujna.org