



connect for

Annual Report
2016-2017

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“No act of kindness, no matter how small, is ever wasted.”
- Aesop

Founders' Message



It feels incredible for us to present ConnectFor's first ever Annual Report, towards FY16-17. It has been a little over a year of ConnectFor, and what an exciting journey so far! ConnectFor came out of a simple idea to ensure that individuals interested in volunteering would find easy and convenient means to do so. The goal was, and continues to be, to maximize the value of an individual's time and skill, based on making need-based matches to NGOs across 9 cause verticals. It seemed like a daunting task at first, but since we have started, we have never looked back! The traction has been really encouraging, and we are proud that we've so far been able to work with over 3,000 volunteers, and 100 NGOs in Mumbai alone to generate 5,000 hours and INR 12,50,000 in value savings.

We have tried to continuously innovate our processes and service offerings to ensure that all our stakeholders are catered to. We believe that we have found a model that works. The platform caters to all individual and NGO needs while CF Premium and CF Events are more nuanced service offerings, targeting specific needs. At the core of it all, we engage in the simplest yet most profound activity: matching. I like to believe our team is comprised of volunteer cupids, all working towards creating that perfect match, making it win-win for a cause!

- Shloka R. Mehta

ConnectFor Events (February, 2016)

A single day event organized by the CF Team for all the volunteers on our database; each event focuses on a different social cause.

The conception of ConnectFor (December, 2015)

The CF Platform was born - ConnectFor's core service offering - to ensure easy, convenient and accessible volunteering.

Founders' Message



Presently in India, there are over 3.3 million NGOs, most of which are doing great work in their various niche areas. These NGOs work in different cause areas, from education to advocacy, research to conservation. 90% NGOs report satisfaction with their impact. Despite this, it is believed that less than 100 NGOs receive the lion's share of donor funding. Causes like food and clothing provision receive 78% of donors' attention.

As a nation, India's attitude towards volunteering has been decidedly paradoxical. The culture of volunteerism has never been fully developed. While the concept of shram daan (voluntary contribution of labour for a cause) is part of old religious tradition, most people continue to believe that charity needs to be financial. While money is undoubtedly an enabler, it is our belief that the value of human resource is infinitely greater. Unfortunately, only about 21% of the Indian adult population volunteers. The spirit of volunteerism has to be inculcated in the youth of today so

that they go beyond the idea of donating money, and realize the value of human capital. At ConnectFor, we believe that in order to maximize the impact of a volunteering engagement, there needs to be a structured and easy bridge between both sides: volunteers and NGOs.

At the one year mark for ConnectFor, I feel proud of what the ConnectFor team has achieved. We have been lucky enough to find passionate people to work with, each of them bringing ideas, values and energy to the team. This one year of ConnectFor only marks the beginning of what is going to be an incredible journey!

- **Maniti N. Modi**

ConnectFor & Corporates (December, 2016)

A service offering designed to meet all corporate CSR needs, by means of customized events and employee engagement activities.

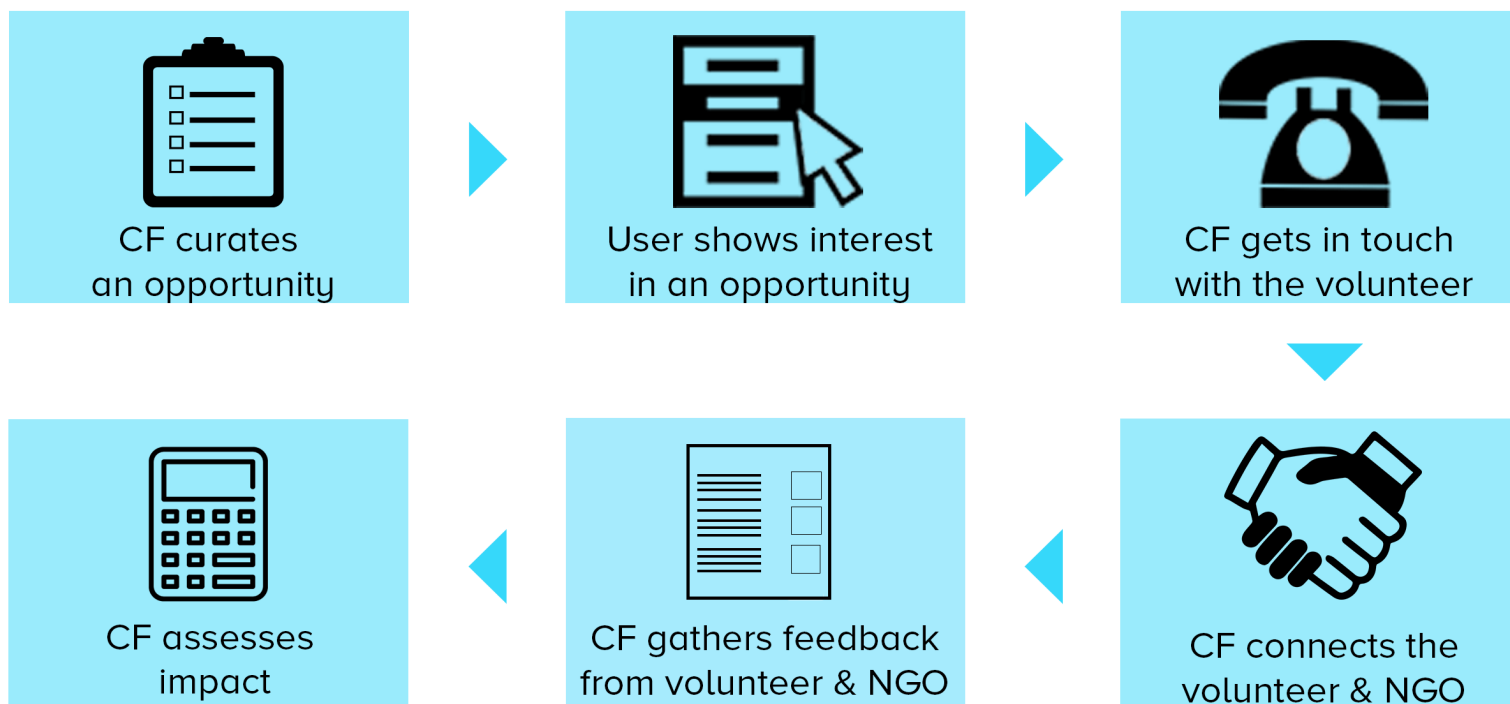
ConnectFor Premium (August, 2016)

A highly skilled programme which consists of 24 pre-curated projects across 4 categories, with a higher degree of involvement from the CF Team.

ConnectFor Platform

The ConnectFor Platform is the core service offering. It is designed to make volunteering **convenient**, **valuable**, and **accessible**.

How It Works?



When ConnectFor was initially conceived in 2015, the platform was always intended to be the core functionality of the project. The idea of ConnectFor hinged on the belief that matching an individual's skills to the needs of an NGO would result in a significant value addition akin to a donation, but without money being involved. The goal was to demonstrate the value of human resource in an under-resourced and disorganised space, while getting individuals to engage with the social space in a way best suited to their talents and interests. Our idea has always been win-win for a cause, ultimately assuming that a successful match would mean that both the volunteer and the NGO would be gratified at the end of an engagement.

The CF Platform is how we are realising this mission. It is curated and operated by the CF Team, and is accessible to anyone who has access to the internet. Potential users and volunteers are encouraged to register online and create volunteer profiles, share information about their skill sets, the causes they care about, where they live, and how frequently they would like to volunteer amongst other details. Then, a matching

algorithm presents them with opportunities specifically aligned with their skills and social interests, ensuring that they will be capable of doing good work towards the cause of their choice. Choice has always been extremely important to us, and the platform offers a variety of options, sorted by cause and/or opportunity type to ensure that volunteers feel that what they are matched to is exactly what they were hoping to do. The platform essentially acts as a one-stop solution for any volunteer, offering a convenient and easy medium to find ways to make a significant difference and contribute to the space.

NGOs are guided through the process of curating opportunities by the ConnectFor team, who vets each organisation before they are on-boarded as a partner. All opportunities are first processed by the CF team to ensure information is present in a standardised fashion, following which they go live on the platform and open for any volunteer to show interest in. Opportunities are classified entirely based on the cause area of the NGO and sorted in the same way. Currently, ConnectFor works with NGOs under 9 cause verticals:

Education & Literacy, Children & Youth, Environment, Community Development, Special Needs, Human Rights & Advocacy, Senior Citizens, and Health & Medicine.

All matches between volunteers and NGOs are mediated by the human interface of the CF team, and the engagements are tracked right from when a volunteer is first interested in an opportunity, all the way till the opportunity has ended and impact has been measured.

In our first year of operations, ConnectFor has managed to build a community of over 3,000 volunteers, maintain a 48% rate of successful matches, and work with over 100 NGOs.

a community of
3,000+
volunteers

made
1,400+
connections

partnered with
100 NGOs

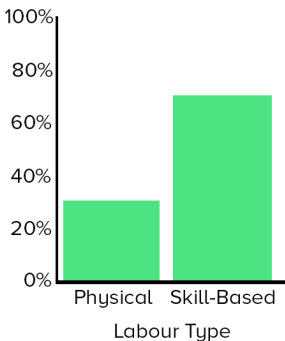
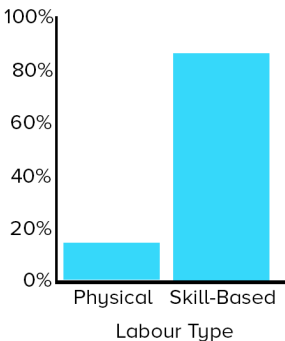
a total value
savings of
₹12,15,800

offered
500+
unique projects

a total of
4,537
hours volunteered

Out of a total of 4,537 hours volunteered from the CF Platform, 1,339 were attributed to physical engagements and 3,198 were because of skill-based engagements. From the total of INR 12,15,800 saved, INR 10,45,400 was saved due to skill-based opportunities and INR 1,70,400 was saved because of physical opportunities.

Impact by Labour Type



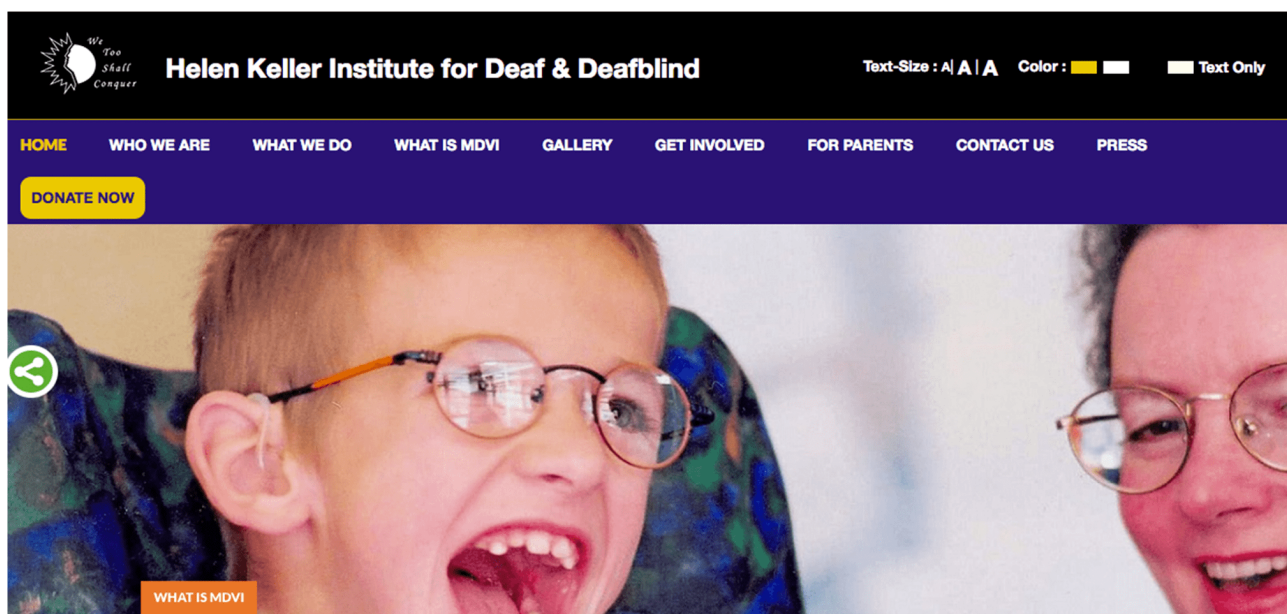
Highlights From CF Platform

Hellen Keller Institute for the Deaf & Deafblind - Fluid AI

Helen Keller was one of the first NGOs to partner with ConnectFor. They approached their point of contact at ConnectFor with 3 opportunities, one of which was website redevelopment. They had a severely outdated website and almost zero web presence. They had realised that for donors and other stakeholders, the website was imperative, especially in order to acquaint people with the work that they were doing. The UI/UX and backend had to be overhauled entirely, and they were keen on creating payment gateways to allow digital donations through the platform for immediate donor action.

One of the ConnectFor volunteers was named Abhinav Agarwal, who was the founder of his own technology company, Fluid AI. He was extremely keen on contributing to the social sector. He was cause agnostic. Also, he worked far too many hours a week for him to complete a conventional volunteering opportunity that required his physical presence.

The CF Team contacted him with the proposition of entirely reconstructing the HKIDB website, and he enthusiastically agreed, choosing to make this opportunity a team opportunity that he and a few newer members could work on together. He was really pleased because he was able to see the direct impact of the work they were doing. In addition, he was happy to see his team working together on it.



400 hours
volunteered

₹3,50,000
amount saved

“Abhinav Aggarwal & his team, including Faisal Behlim, have been exceptionally helpful, proactive as well as responsive. We would like to extend our thanks to ConnectFor for this opportunity.”

- Yogesh Desai, Helen Keller Institute for the Deaf & Deafblind

Kherwadi Social Welfare Association

KSWA was urgently searching for a volunteer who would be able to work with their finance team, and help them create a write-off policy, an investment policy, and an accounts manual, amongst other things. Dev Dharira, was a volunteer who we had previously matched to KSWA for another opportunity (to teach email etiquette), but he had expressed a preference for an opportunity he could do remotely, and one in which he could use his finance skills. Dev is the founder of his own company, Hire Your CFO, which helps startups raise funds at different stages of their business cycles.

Dev and KSWA initially agreed to a 4 week commitment that was mediated by ConnectFor, where Dev would take on the task of creating an investment policy for the NGO. Both he and KSWA were so happy with their collaboration, that his 4 week engagement extended to almost 6 months as he ended up completing all the tasks required by the Finance Team, and going above and beyond his initial role. Based on his experience with KSWA, as part of his own commitment to society, Dev now offers the services of Hire Your CFO to NGOs entirely pro-bono, and looks into managing corporate accounts for them.



60 hours
volunteered

₹50,000
amount saved

“I always had an interest in contributing to the society in whatever little way I could. The reason why ConnectFor stands out, is the way the team helped establish volunteer opportunities keeping in mind my main strength. ConnectFor gave me opportunities as per my convenience, as I work 5-6 days a week. They helped me contribute socially, without affecting my work routine. I have recommended to a few of my friends as well and will continue to do so.”

Dev Dharira, ConnectFor Volunteer

ConnectFor Premium

ConnectFor Premium is a service offering that consists of 24 pre-curated projects designed by the ConnectFor team. This is a highly skilled 4-6 week programme. It is a highly interventional model, requiring a greater degree of involvement from the CF Team.

How It Works?



CF curates opportunity templates



NGO selects from prepared projects



NGO prepares all the ground-work



NGO & volunteer are both briefed



CF interviews the volunteer



CF searches for a volunteer



CF team checks in with the volunteer & NGO



Quality deliverable is produced

One of the primary goals of ConnectFor has always been to ensure that people's time and skills are adding high value impact wherever possible. About 4 months into working on the ConnectFor project, the team, through their repeated interactions with the NGO partners, realised that there were recurring needs across causes and partners. Usually, these needs required a greater degree of skill than the average volunteering opportunity, and needed a more focused intervention and management style from ConnectFor, in order to ensure a quality

deliverable. CF Premium was borne of this idea, wherein the team designed 24 templates across 4 categories (Funding & Donor Relations, Programme, Marketing & Communications, Strategic and Foundational Guidance), all of which were pre-scoped, and designed to be completed in 4-6 weeks, ending with a definite deliverable.

The CF Team piloted the idea of CF Premium, working on projects like logo design, website creation, annual report creation, and content development, based on the requests coming from

the NGO partners for the pilot. To this end, the CF team worked closely with both the volunteer and the NGO, initiating everything from the search for the right volunteer, conducting a skill check on the volunteer, and arranging an initial interview with the volunteer before matching them to the NGO. On the NGO front, the CF team ensured that all the ground work for the project being undertaken had been suitably prepared by the NGO, to ensure that minimal time was wasted. This included a brief on the brand guidelines, the content of what would be on a website, the target audience of the writing etc. This was kept ready before a match was made to expediate the process. Both NGO and volunteer were then briefed on the expected outcomes,

project milestones, and deadlines for the project. One member from the CF Team was appointed to check-in with both parties, both for quality as well as timeliness to ensure the process was going smoothly.

CF Premium has been the ideal model for corporates and working professionals, as most of the projects can be done remotely, help develop skills, and have a finite deliverable.

During the pilot, we conducted 3 CF Projects, which resulted in value savings of INR 20,000, and a total number of 66 hours contributed.

Strategic &
foundational
guidance -
5 projects

Programmes -
6 projects

Marketing &
communications -
10 projects

Funding &
donor
relations
3 projects

66 hours
volunteered

₹20,000*
amount saved

*Labour type = Skill-based

Highlights From CF Premium

Urja Trust & Meher Mirza

Urja Trust was an NGO that two employees of ConnectFor reached out to in early March, 2016. They are a group that rehabilitates women who have either run away from home or been abandoned, trains them for livelihoods, and gives them psychological counseling. The goal is to help them overcome any trauma and make them independent. When they met the ConnectFor team members, Urja was yet to receive its formal registration as an NGO, since they had been founded very recently.

Their paperwork and registration came through in May, and they reached out to ConnectFor, remembering the service and wanting to avail of it immediately. As they were in such a nascent phase, they had little or no material to use for their collaterals and websites. Their first request to the ConnectFor team was to help them find a volunteer who could help them write the content for their brochures, and for the website - two mediums that would be instrumental in both their fundraising and awareness building efforts.

The CF team member responsible for Urja, knew that this was a highly skilled project, and therefore spent a couple of hours going through the ConnectFor database to find an appropriate match. Another NGO, working with destitute children, had also put in an opportunity for content creation that was very similar, so the CF team member started calling the volunteers who had shown interest in that opportunity, when she came across Meher Mirza.



Meher Mirza was a volunteer, who was interested only in remote volunteering opportunities as she had recently broken her leg and couldn't travel. She was a food and travel writer, who had worked on stories for The Hindu, Mint Lounge, DNA, The City Story and a few others; she was most recently working as a food columnist for NDTV online. Her profile seemed to fit what Urja was looking for, and the CF PoC called her up to discuss her options for volunteering. As per her volunteer registration profile, one of her cause preferences was Human Rights and Advocacy, which fit well with what Urja did.

ConnectFor's PoC called Urja, and laid out the options in front of her, discussing the requirements (which were very similar) for both the content writing opportunities.

Meher immediately connected more with Urja's work, and decided that she would prefer to give her time to them. This worked out well for everyone involved, as Urja received a professional to help them kick-start their work, Meher got to use her time well, and we could find another volunteer passionate about children for the other similar opportunity.

This was the beginning of a wonderful 6-week association between Urja & Meher, which left them feeling gratified. Meher completed both the brochure content as well as website content for Urja, and they were thrilled!

In total, Meher gave Urja about 6 hours of her time, which resulted in savings of INR 5,000 for the NGO, which was the market rate of hiring a professional to do the same work. At the end of the day, both Urja and Meher were truly happy with their experiences with each other, and with ConnectFor. Their experience exemplified the idea of win-win for a cause!

"Saying the word thank you wouldn't be enough for your extensive amount of contribution in developing the content. We are very excited to see your words flowing on our website content page. We appreciate your extensive work in content development and will always continue to work with you further. The whole team is truly amazed by your writing skills and the efforts you've put in."

Deepali Vandana, the Managing Trustee of Urja, speaks about Meher Mirza's contribution

6 hours volunteered	₹5,000 amount saved
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"No no, thank YOU for doing the wonderful work you do! I am just happy I could make even a small difference. Looking forward to the website!! Soon Urja will be a star NGO!"

Meher Mirza on her experience with Urja

ConnectFor Community Events

ConnectFor Community Events are typically one day events organized by the ConnectFor Team every quarter. All volunteers registered on the platform are invited to these events, and different NGOs are chosen to work with each time so that different cause areas are represented.

How It Works?



Working with the ConnectFor platform made us aware that most people enjoy the experience of volunteering as part of a community, and that sometimes, it is not possible to find an opportunity that suits every single requirement from the volunteer's end. This resulted in the epiphany that even though ConnectFor's individual volunteers may be strangers to each other, they are all alike in their desire to contribute to the social space, and therefore, the inception of CF Community Events happened.

CF Events was originally designed as an alternative for busy volunteers or volunteers who had been unable to find the right match. By designing a one-time, less than one-day event, all the volunteers had the opportunity, regardless of schedule, to spend some time making a difference. Keeping in mind that different individuals had different cause preferences, it was part of the design of CF Events to ensure that each event was conducted towards a different cause, whether it be Community Development, Children & Youth or

Environment. The team attempted to plan these events around public holidays or days of significant interest, during which volunteers would be more likely to attend. The Community aspect of it was an added bonus, as volunteers who came together at the events ended up enjoying each other's company, and feeling like they were all working together towards something larger. Since that first realization, all CF Events have a community element, where volunteers work together to benefit their beneficiaries better. There have been 6 CF Community Events in the past year:



Christmas Festivities at Salaam Balak Trust



Spirit 2016 Event, for Valentine's Day



Tree Plantation Drive at the Maharashtra Nature Park



Food Distribution with Robin Hood Army



Railway Station beautification with Mumbai First



Date with dogs at Thane SPCA for Valentine's Day

396 hours
volunteered

₹8,950*
amount saved

*Labour type = Physical

ConnectFor & Corporates

Over the course of the past year, ConnectFor has created a unique range of service offerings customised for Corporates. This model is designed to work towards fulfilling CSR requirements.

In the last year, we have worked with various corporates in different capacities. Our engagements with these organisations have led us to understand and develop these specialised service offerings for corporates:

Employee Engagement

CF Events also extends into CF Corporate offerings. Corporates will be able to use the CF Team's expertise and resources to create events for their employees as part of their CSR/Employee Engagement efforts. Through CF Platform, CF Premium, and CF Events, ConnectFor offers a wide range of opportunities to design employee engagement activities. Previous employee engagement activities have included organising a football match between a corporate team and sports based NGO, and designing and conducting a 6 month employee engagement program where employees teach NGO beneficiaries how to code through a series of workshops.

Research

Often the hardest part for corporates in the space is identifying where to start; who would be an

appropriate partner and what is the best kind of project to develop. ConnectFor offers a highly specialized research service that caters to the specific requirements of corporates, to ensure that they are well informed before entering any kind of engagement. We have already worked with corporates to help them identify local partners for their CSR preferences, evaluate between prospective grantee organisations, and benchmark and design new programmes and projects for implementation.

Advisory Services

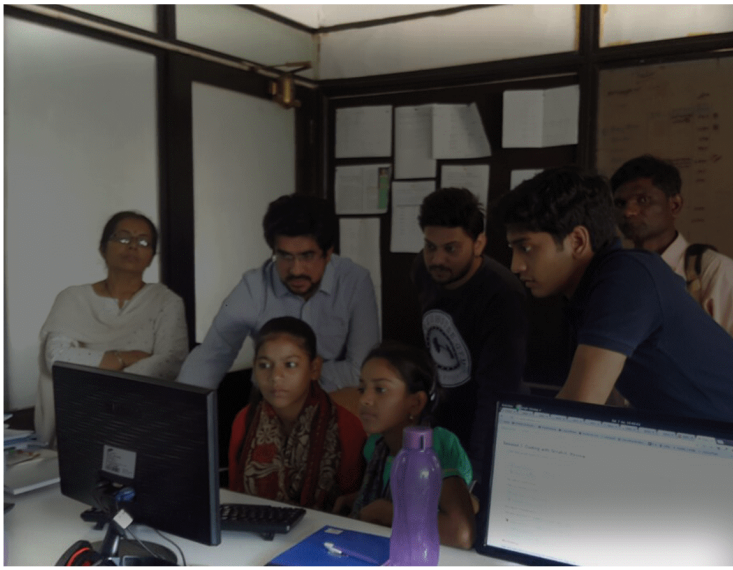
ConnectFor provides Corporates with complete monitoring, evaluation and reporting tools for their social sector engagements. This includes tracking the engagements, understanding and developing the most successful metrics, practices for measuring impact, and working with the NGOs to implement these policies as standard practice. The status of the engagement is monitored and reported regularly, and a case study is developed based on the work that is done, which the corporates can use to their own ends as well.



Christmas Festivities with Make A Difference India



Playtime activities at St. Jude India



Coding Sessions with The Gyanada Foundation



Food Distribution with Robin Hood Army



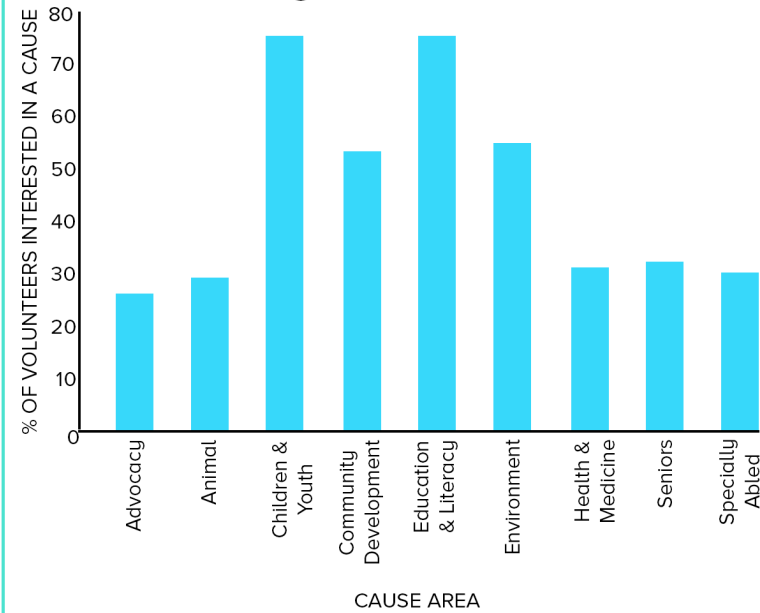
Football Match with Just For Kicks

279 hours
volunteered

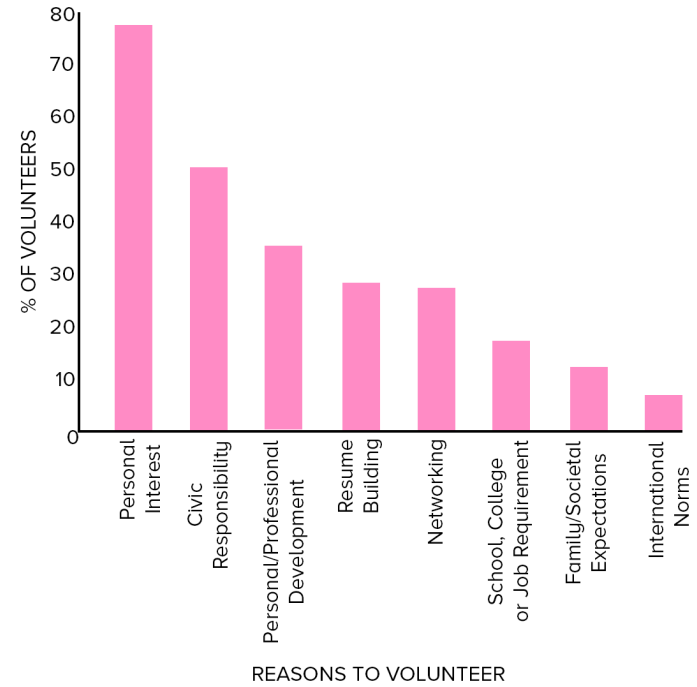
₹44,200^{*}
amount saved

*Labour type = Physical

Volunteer Interests
By Cause Area



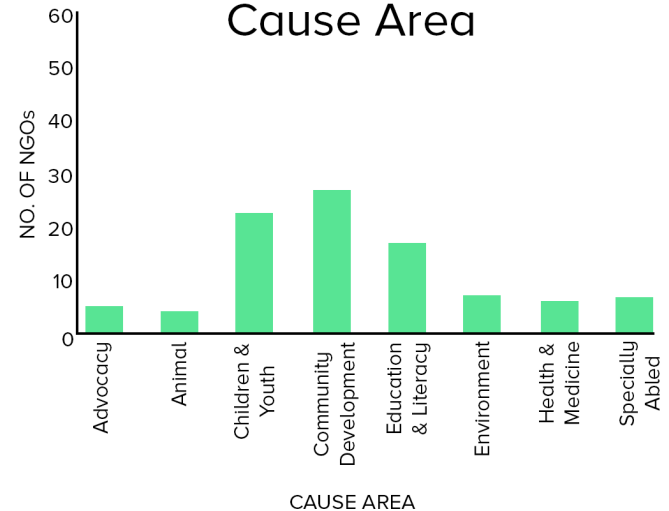
Reasons To
Volunteer



Top 10 Skills Offered
By Volunteers



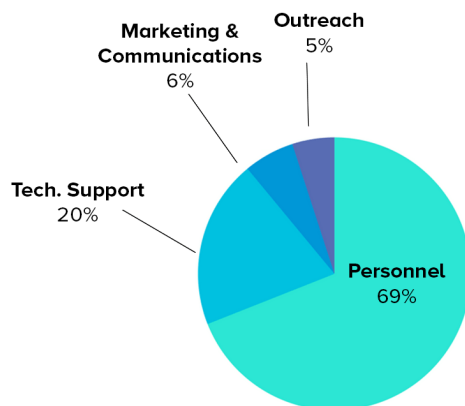
NGO Partners By
Cause Area



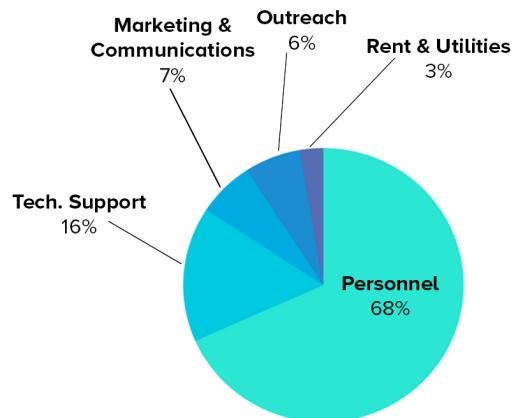
“How wonderful it is that nobody need wait a single moment before starting to improve the world”
- Anne Frank

ConnectFor Financials & Roadmap

Total Expenses FY 16/17
INR 20,00,000



Predicted Expenses FY 17/18
EST. INR 90,00,000



The impact that ConnectFor is creating is two-fold. One is to increase and promote the culture of volunteering, The other is to show NGOs the value of a volunteer's time. In order to quantify this, we measure our impact in terms of hours volunteered and the amount of value savings made for an NGO due to a volunteer 'donating' his/her time and skill.

Volunteering has a non-financial impact on the volunteer. The person feels better for having contributed his/her time and skills towards making a difference in the society.

In the next 2-5 years, we want to grow into a national platform to enable volunteering in various cities in India, offer end to end volunteering solutions, including Data Analysis, M&E and volunteer management programmes, and conduct training and workshops for NGOs with specific needs. We also want to actively work with corporate organisations to instill the culture of volunteering amongst employees.

	Year 1	Year 2	Year 3	Year 5
Number of Volunteers	5,000	15,000	25,000	50,000
Number of NGOs	100	300	500	1,000
Number of Unique Projects	600	2,000	4,500	10,000
Amount of Hours Saved	10,000	30,000	50,000	100,000
Amount of Value Saved	INR 50 Lakh	INR 1.5 Lakh	INR 2.5 Crore	INR 5 Crore
Savings per Volunteer per Hour	INR 500	INR 500	INR 500	INR 500
Cost per Volunteer	INR 800	INR 533	INR 480	INR 440
Cities (Number)	1	2	4	8

About Us

Our Corporate Partner

The Rosy Blue Foundation (RBF) was established in 2010, as the philanthropic arm of the Rosy Blue group in India (RBI). In 2014, in accordance with the 2013 Company's Act, the foundation revised its processes of ad-hoc charitable giving, and transformed it into a more catalytic and engaging philanthropy. As such, the initial approach towards philanthropy had developed from a commitment to contribute towards the education space, as well as to ensure that every person, regardless of financial capacity, would get involved, if they so desired.

RBF has supported multiple mentoring organisations and endeavors in the space of mentoring, such as Mentor Together, Light of Life Trust, and Indian School Leadership Institute amongst others, since it is a very niche space in the Indian context. RBF submits a monthly report to RBI and the RBF board on the work conducted by the foundation, and the status of its various engagements with partners. Through these engagements, processes and the feedback collected, it became apparent quickly that there was a gap in the social space; there was no platform that was focusing on connecting people and NGOs, with their varied interests and skills, with the causes they cared about and would be willing to give their time and talent towards. This was the genesis of RBF's own project, ConnectFor.

ConnectFor is a volunteering platform that aims to demonstrate and maximize the value of human potential. It has been inspired by similar models in America and England. At the moment, ConnectFor is run only in Mumbai, and its operations are entirely supported and executed by RBF. ConnectFor (www.connectfor.org) is a technology platform that is a structured, yet easy and convenient bridge to build connections between potential volunteers and volunteering opportunities from NGOs.

RBF is seeking partners to help grow the ConnectFor project operationally and geographically.

Our NGO Partners

1. 321 schools
2. Aangan
3. Aasara Trust
4. After Taste
5. Ahimsa
6. Akanksha Foundation
7. Anarede Foundation
8. Angel Xpress Foundation
9. Animal Angels
10. Animedh Charitable Trust
11. Antarang
12. Apnalaya
13. Apne Aap Women's Collective
14. Apni Shala
15. ARDSI (Alzheimer's and Related Disorders Society of India)
16. Arshiya
17. Asha Education Trust
18. Atma
19. Bal Asha Trust
20. Bright Future
21. Catalyst for Social Action
22. Child Help Foundation
23. Children Toy Foundation
24. Children's Movement for Civic Awareness
25. Clean Mumbai Foundation
26. Comet Media Foundation
27. CRY
28. Door Step School
29. Ghaswalla Vision Foundation
30. Give India
31. Green Batti
32. GreenLine
33. Hamara Footpath
34. Happy Feet Home
35. Hellen Keller Institute for the Deaf & Deafblind
36. Help Your NGO
37. Helping Hands Foundation
38. Indian Association for the Promotion of Adoption and Child Welfare
39. ISKCON Annamrita
40. Jeevan Aadhar
41. Just For Kicks
42. Jyoti Kalash
43. Kartavya Welfare Foundation
44. Kherwadi Social Welfare Association
45. Kotak Education Foundation
46. Lakshya Art Foundation
47. Leher
48. Light of Life Trust
49. Maharashtra Nature Park Society
50. Make a Difference India
51. Manav Foundation
52. Mann - Center for Special Needs
53. Manpasand Life
54. Mentor Me India
55. Mentor Together
56. Mumbai First
57. Paani Foundation
58. Pratham Mumbai Education Initiative
59. Project Chirag
60. Rastaa Chaap
61. Ratna Nidhi Charitable Trust
62. Reef Watch
63. Rescue Foundation
64. Robin Hood Army
65. Rosy Blue Foundation
66. Sahaara Charitable Trust
67. Sahyog
68. Sankalp Charitable Trust
69. Sankalp Rehabilitation Trust
70. Sar-La Education Trust
71. Seva Charitable Trust
72. Seva Setu
73. Shaktii
74. Shop For Change
75. Sparsha Charitable Trust
76. St. Jude India
77. Talent Treasure Hunt Foundation
78. Tarang
79. Teach For India
80. Thane SPCA
81. The Blue Ribbon Movement
82. The Gyanada Foundation
83. The Hands of Hope Foundation
84. The Kanchan Foundation
85. The Lighthouse Project
86. Toybank - The Opentree Foundation
87. Udaan India Foundation
88. Ugam Education Foundation
89. Under The Mango Tree
90. Upasana
91. Urja Trust
92. Urmi Foundation
93. Vacha Charitable Trust
94. Vardayani Apang Seva Sanstha
95. Vidyasha
96. VKS Sharanya Trust
97. Welfare of Stray Dogs
98. World Wildlife Fund India
99. Yash Charitable Trust (Arpan)
100. YUVA India

The ConnectFor Team



Shloka Mehta - Founder

Shloka conceived the idea of ConnectFor a little over a year ago and has been responsible for its growth. She splits her time between operations, marketing and outreach efforts for ConnectFor.



Maniti Modi - Founder

Maniti co-founded ConnectFor alongside Shloka, and has been the analytics brain that has ensured accurate tracking of our data and effective monitoring and evaluation. Maniti leads all efforts for Business Development, NGO management and is piloting new service offerings like CF Premium.



Amisha Vora - Senior Associate, Data Analysis

Amisha is ConnectFor's most experienced team member, and she found us! With years of experience in managing data, and with a spreadsheet for a brain, Amisha has revolutionized ConnectFor's systems and databases since joining us in mid-2016! Thanks to Amisha, we can boast of the most accurate and intricate data available, and really see the impact we're generating.



Raashi Mittal - Senior Associate, Business Development

Raashi is part of the original founding team. She moved to ConnectFor after working with JP Morgan, and is always on the lookout for new growth opportunities. She is the third oldest CF member on the team. She currently works with us remotely and only recently downloaded Snapchat, but her research and data analytics skills are unparalleled.



Dharmaraj Solanki - Senior Associate, Operations

Dharmaraj, or ngowallah, as he is more popularly known on social media, joined us in June 2016. Since then, he has been responsible for bringing NGO partners on board, exposing the team to various conferences and meetings in the social sector, as well as managing the operations for the platform – he's the one finding your perfect match when you sign up as a volunteer, and most of our volunteers' and ngos' favourite person to reach out to.



Manna Kanuga - Associate, Operations

Happy-go-lucky Manna has joined the ConnectFor Team as an Operations Associate, with a deep passion for volunteering and the development space. In addition to feeding the rest of the team, Manna has quickly become adept at working with volunteers to make the best matches with Dharmaraj, and going on NGO visits to find us new partners and new opportunities!



Greeshma Rajeev - Associate, Communications & Outreach

Greeshma has grown up with ConnectFor, joining us straight out of college. She is responsible for all our outreach efforts and the development of ConnectFor's social media presence. Originally part of the Operations team, she is now being transitioned to Outreach and Business Development based on her keen insight and extreme persuasive skills!



Nikita Shah - Associate, Marketing & Outreach

Nikita joined ConnectFor as a Marketing & Outreach Associate, with the hope of getting an insight about the development sector in India. Her work experience with a digital agency has already upped our social media game, and she and Greeshma make a formidable team. Posing as an introvert, Nikita actually has a secret talent in realizing exactly how to engage the right audiences!



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