



Barrier Breakers

10,000+ children proving leadership belongs to all

Limitless Voices

ELevate: a Celebration of Excellence

Bold Future

1 million children empowered to defy the impossible

ANNUAL REPORT: 2024-25

"Leadership is not for children like you."

"BOYS AND GIRLS CAN'T PLAY TOGETHER."

"It is the privileged who can lead."

"Don't dream - they never come true."

"THIS IS OUR FATE
"THIS IS OUR FATE
"TO FACE IT."
TO FACE IT."

"Your community will never change." "Ideas are not enough - need money and contacts to succeed."



A Generation at the Crossroads: Bridging the Global Skills Divide

Globally, about 450 million youth—or 7 out of 10—are economically disengaged due to a lack of adequate skills (as per UNESCO 2025 report). Even as technology advances and economies evolve, millions remain excluded from quality education, digital access, and opportunities for personal growth. This is not merely an educational crisis — it is a skills and opportunity crisis!



The World Bank estimates that over 70% of children in low- and middle-income countries are unable to read and understand a simple text by the age of ten. But beyond academics lies an even deeper gap — a life and leadership skills gap — where children are not equipped to collaborate, solve problems, take initiative, or lead change in their own lives and communities.

This gap perpetuates cycles of intergenerational poverty. Without the confidence, creativity, and resilience that leadership skills nurture, young people often inherit the limitations of their circumstances rather than the possibilities of their potential. Entire communities lose generations of talent and innovation that could have shaped their futures.

As the world navigates profound global challenges — from climate change and conflict to automation and inequality — the need for empowered, empathetic, and skilled young leaders has never been greater. The question before us is not just how we educate children, but how we prepare them to lead with purpose, adapt with courage, and act with empathy.

At Enabling Leadership, we see these skills as the foundation for true transformation. By reimagining learning through football, music & building blocks; we are equipping children in underserved communities with the skills to shape their own futures — and, in doing so, reshape their communities.

Our collective future depends on how well we enable this generation to imagine and build a better world. And that begins with giving every child — everywhere — the chance to lead.

Ramkey Ananthakrishnan

Chairman of the Board Enabling Leadership



The Year Thousands of Children Defied the Impossible!

This past year has been nothing short of extraordinary. At Enabling Leadership, we have always believed that children hold within them the power to create change—not just for themselves, but for their teams, their schools, and their communities. Yet, the world often tells them otherwise.

"Children from poor backgrounds cannot lead."

"Creativity is a privilege, not a necessity."

"Leadership belongs to the few."

These are the voices of the impossible. And yet, day after day, we saw them silenced and replaced with action, courage, and belief.

A young girl in rural Karnataka captained her mixed-gender football team and led them to victory. A boy in Bengaluru who once struggled to find his voice sang on stage with confidence, inspiring his entire school. In Kenya, children took to the football field not just to play—but to show their communities what collaboration, fairness, and leadership truly look like. In Cambodia, children in EL Build used Lego blocks to reimagine their villages—designing bridges, markets, and schools—turning imagination into possibility and showing their communities that they can be the architects of change. Across our programs, children are not just participants; they are now owning impact projects in their communities—planting trees, reducing plastic use, mentoring peers—and proving that leadership begins with action.

Together, these stories remind us of a profound truth: the impossible is only temporary when a child is given the opportunity to lead.

This Annual Report is not just a record of numbers and activities—it is a celebration of courage, creativity, and collaboration. It is a testament to the belief that when children are trusted, they rise. And when they rise, they lift entire communities with them.

As we look ahead, our vision remains bold: to reach 1 million children. The road is not easy, but this year has shown us that with belief, persistence, and partnership, no challenge is too great to defy.

I invite you to read these pages not only as a reflection of what we achieved but as an invitation to join us in the next chapter of defying the impossible—together.

Thank you for believing in our children—your support is what makes the impossible possible!

With gratitude and hope,

Ravi Sonnad

Founder & CEO

Enabling Leadership Global

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What We Do: Unlocking Leadership in Every Child

According to UNESCO (2023 report), majority of education systems globally fail to equip young people with the skills needed to thrive in the 21st century, such as leadership, collaboration, critical thinking, and resilience.

86% of employers globally say that young people entering the workforce lack critical soft skills.

With over 1.8 billion young people aged 10–24 globally, the largest youth generation in history is growing up without the skills to lead their communities or economies.





OUR THEORY OF CHANGE

When children in the most impressionable age group (9-15 years) are engaged for sustained periods of time with well designed programs that use experiential mediums (like sports, arts, play, etc), they are empowered with critical skills required to become productive and responsible adults.



OUR PROGRAMS



EL Play uses the powerful medium of mixed-gender football to develop critical leadership skills and mindsets in students.



Using the principle of positive play, EL Build students design solutions using building blocks for real-world challenges in their home, school, and community.



EL Create is a groupbased music leadership program that enables children to to tell the stories of their dreams and communities

Scaling the Possible: Our Outreach in 2024-25

10,049 students in 4 countries



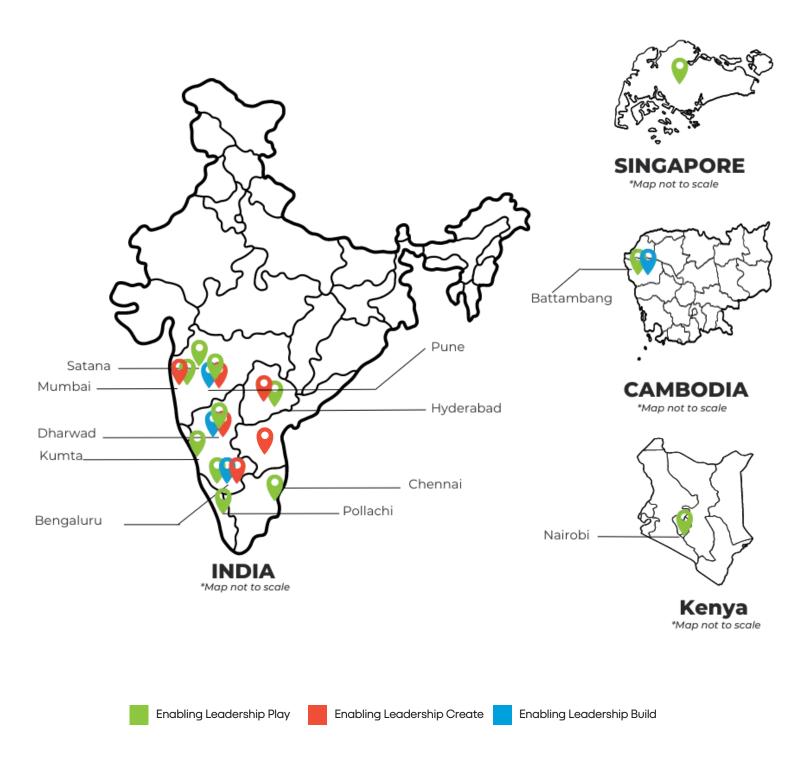






PROGRAM	NUMBER OF GIRLS	NUMBER OF BOYS	TOTAL NUMBER OF STUDENTS	HOURS OF ENGAGEMENT
ENABLING LEADERSHIP PLAY®	2,981	3,121	6,102	17,800
ENABLING LEADERSHIP CREATE®	1,202	1,241	2,443	6,156
ENABLING LEADERSHIP BUILD®	703	801	1,504	3,951
TOTAL	4,886	5,163	10,049	27,907

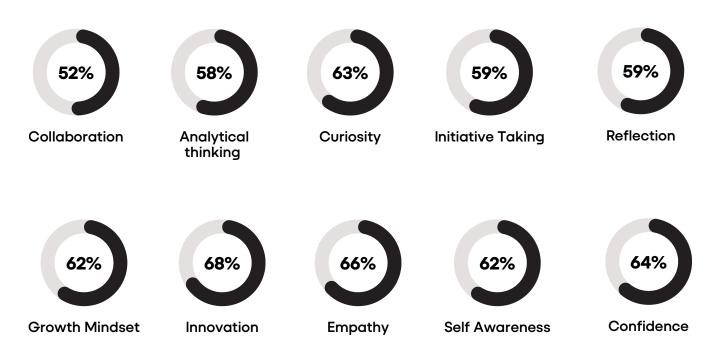
Our Geographic Reach



Revealing the New Possible: Growth in Skills & Leadership

Our assessments provide powerful evidence of how children are not just learning skills, but building the leadership to defy the impossible.

At the beginning and end of each program year, we assess students on various leadership skills. A 3-point Leadership Skill Assessment Tool (LSAT) is used to assess students in dedicated "assessment sessions". Shown below is the skill-wise percentage of students who exhibited marked improvement in their key life skills.



Our programs use the fun and engaging mediums of mixed-gender football, music, and Lego-type building blocks to help children develop essential life and leadership skills. We also focus on strengthening their technical abilities—whether it's playing better football, building more complex structures, or enhancing their musicality. These skills require hard work and discipline, give children a sense of accomplishment, and build lasting self-confidence.



Students said they got better at football/music/Lego this year



Coaches/Teachers have seen tremendous improvement in their batch/es between last year and this year in their technical skills

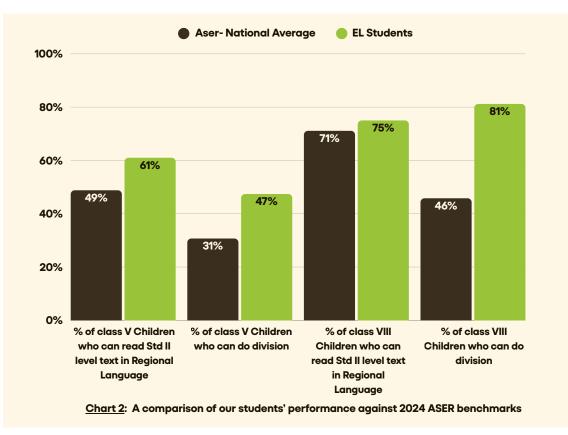
Evidence of Academic Growth: Our impact in the classroom

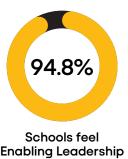
The mindsets, behaviours and habits inculcated through our programs are not ends in themselves. They form the foundation for students to succeed in various aspects of their lives and futures. Academic performance & growth is one such area where these are reflected.

OVERALL PERCENTAGE SCORED	GRADE 4	GRADE 5	GRADE 6	GRADE 7	GRADE 8	GRADE 9
Less than 40%	31%	24%	13%	10%		
40-75%	50%	20%	21%	20%	19%	12%
More than 75%	18%	56%	66%	70%	81%	87%

<u>Chart 1:</u> Percentage Scores of a Random Sample of EL Students in Core Subjects, Assessed Using Standardized CBSE and State Board Formats

Assessments across our India sites show that as students advance through our programs, they consistently perform better academically — reflecting the confidence, critical thinking, and leadership skills nurtured by Enabling Leadership.





Schools feel
Enabling Leadership
programs have
contributed highly
to the academic
improvement of
their students

Boys & Girls as Leaders: Mixed-

Gender Programs



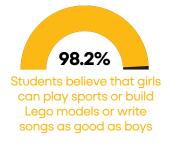


At Enabling Leadership, we believe that leadership is not defined by gender—it is defined by courage, collaboration, and fairness. Yet, in many of the communities we serve, girls are often told that the football field is not for them, or that leadership is not their place. Our mixed-gender programs are changing that narrative.

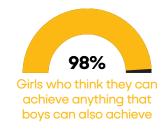
On the EL Play field, boys and girls play side by side, learning not only how to pass the ball but also how to share responsibility, respect one another, and value each teammate's contribution. In the EL Create classroom and the EL Build classroom, children co-create, perform, and solve problems together—challenging stereotypes and redefining what's possible for their futures.

The impact has been profound:

- For girls: Greater confidence, visibility, and acceptance as leaders in their schools and communities.
- For boys: A shift in perspective—learning to respect, support, and celebrate girls' strengths and leadership.
- For communities: A powerful model of equality, where children grow up believing that leadership belongs to everyone.









"Boys don't learn from girls" → Today, Murthy celebrates girls' victories as his proudest moments!

Boys have a lot to learn from girls.

When Boys Become Champions of Girls' Victories

Murthy Ramakant Naik's story begins in a small town in coastal Karnataka. His father, a farm labourer, studied till Grade 10, and his mother, a homemaker, till Grade 7. For Murthy, opportunities were limited and confidence was scarce. He was shy, hesitant to ask questions, and nervous even to kick a football.

The world around him often told children like Murthy: "Leadership is not for you." But through EL Play, he began to dismantle that wall of the impossible.

Joining the program in Grade 4, Murthy gradually transformed. Over six years, he became not only a skilled footballer but also a team captain, a community volunteer, and a leader grounded in values. Spirit circles taught him empathy. Team experiences gave him resilience. Leadership responsibilities helped him grow from a timid boy into a confident young man. "Just like we need focused hard work to kick a perfect goal, we need the same dedication in our studies. I have learned that success comes from consistent effort", says Murthy.

His outlook shifted profoundly. Watching the girls' team from Kumta win the 'Golden Goalkeeper' award at the ELevate Nationals, Murthy proudly declared: "Boys have a lot to learn from girls." In that moment, he showed not just gender sensitivity, but the humility and respect of a true leader. Today, Murthy dreams of joining the Indian Navy—an aspiration once unimaginable for a shy boy from a farming family.

Voices That Matter...



These students come from underprivileged backgrounds and often lack access to meaningful activities or essential materials. The weekly sessions, along with equipment they otherwise couldn't afford - especially football boots - motivate and excite them. Reflective practice, though not always easy for the kids, is a vital life skill and a habit of successful people. We believe it's essential to instill this early on.

By competing as part of a team, my students are developing patience and the ability to work with others. They are also showing greater confidence and self-worth. I felt the coach was adaptable and able to make quick tweaks to try to engage students when their motivation was low. He was professional and built great rapport with the students.

- Mohammed Rizal Marof, Teacher, Northoaks Primary School, Singapore



I was thrilled to see the kids pick up new skills, especially the girls mastering technical ones despite never having played football before. Many were shy at first, but over just 48 sessions a year, their growth has been incredible — showing that the program works, and they're continuing to learn even beyond our sessions.

-Nancy Awuor Oiro, EL Play Program Associate, Nairobi, Kenya



My students who are in the EL Play program come to school regularly now. In the classroom, have noticed that they stay focused on the lesson, use polite words and complete their homework regularly. Regarding morality they always give respect to each other, to senior children and to their teachers.

- Mr. Eng Chamroeurn, Teacher, Wat Keo Primary School, Cambodia



My students who are in the EL Create Program are developing the ability to learn new things and adapt to more experiential learning.

- Maheshwari S., Teacher, Chennai Middle School, Maduma Nagar, Perambur, India



THIS IS THE NEW POSSIBLE!

The following pages spotlight the initiatives that turned the impossible into the new possible—where children are not just learning, but leading, transforming, and creating change all around them.

Community Projects: Impact Beyond the Classroom

Too often, children are told they are too young to make a difference or lead change in their communities. At Enabling Leadership, we believe otherwise. Our senior students have developed essential leadership skills and are ready to put them into action. By planting trees, reducing plastic use, and mentoring younger peers, they are proving that leadership has no age limit.

These community projects are not just activities—they are stepping stones for a generation of changemakers who view challenges not as barriers, but as opportunities to lead. Through such initiatives, Enabling Leadership continues to nurture children to rise, lead, and challenge the impossible.

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The goal of our project was to make people aware about health and hygiene. We made posters, did door to door campaigns and spread awareness about hygiene in the surroundings. We visited various households in the community and asked people to adopt simple hygienic practices in daily life to prevent illness and promote well-being. One of the pani puri shopkeepers told us that after wearing gloves his sales have improved.

- Pudami Alwal Team (Year 6), Hyderabad, India



We feel that we have inspired people from our community. Some elderly people who saw us cleaning the neighbourhood said: 'Such young kids are cleaning the streets. We should not throw garbage on the roads from now

- Holy Crescent Creators Team (Year 5), Bengaluru, India



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"She will never speak up in public"

→ Today, she leads a community initiative!



"For a long time, I believed leadership was not meant for girls like me. But when I found my voice, I realized the impossible was only in our minds—and once you break it, you don't just walk through, you open the door for others."

Voices Once Hidden, Now Driving Community Change

Anisha Ansari was a quiet, soft-spoken child when she first joined EL Play in Grade 3 — a girl from a community where higher education for girls was rare, and leadership even rarer. But everything began to change when she stepped onto the EL Play field. What started as a simple game of football became a lifelong classroom—one that taught her to speak up, take initiative, and believe in herself.

Today, Anisha is pursuing a B.Sc. in Biology—an extraordinary achievement in her context. But her journey didn't stop there.

Determined to drive change, she launched Menstruation Matters, a powerful community initiative that brought together 40 youth volunteers to break the silence around periods in her village. In a place where menstruation was taboo, Anisha sparked conversations that are shifting mindsets and dismantling stigma.

Her story is a moving reminder that when children are empowered to lead, they don't just grow—they transform the world around them. They don't just rise—they defy the impossible.



Alumni Leadership Program: Breaking the Cycle, Building the Future

Even though our students build a solid foundation of Life & Leadership Skills, in rural areas, they tend to have limited access to career pathways, mentors, or resources. Piloted last year in the villages around Dharwad, our Alumni Leadership Program is designed to bridge this critical gap — giving them the tools to pursue higher education, work towards meaningful careers and mature into global citizens.

Highlights from the Pilot:

- Digital and Financial Literacy using a unique business-case led format.
- Monthly discussions about careers in various industries.
- Regular Alumni Meets that are spaces to share journeys, challenges, and victories.

By empowering alumni, we are not only shaping futures—we are creating a generation of leaders who can uplift their families and transform their communities.



Once a quiet, reserved girl, Shweta Choudhary often felt that speaking up was hard — and dreaming big was impossible.

Rising Beyond

Impact <

Limits: EL Alumni

Driving Community

That began to change when she joined EL Play. On the football field, she didn't just learn the game — she found her voice, her confidence, and her leadership. From captaining her team to encouraging peers, she discovered the power of initiative, teamwork, and empathy.

Today, Shweta is an EL Alumni who runs Vivid Hub — a community library she created for the children in her neighborhood. What began as her senior-year project has grown into a safe space for learning, exploration, and belonging.

Through Shweta's leadership, dozens of children now have access to books, mentorship, and the reminder that they too can dream bigger and rise higher.

At Enabling Leadership, every senior student takes on a community project, putting their skills into practice by designing real-world solutions. For alumni like Shweta, these projects are not just exercises — they are the first steps in breaking cycles of inequality and proving that young leaders can truly defy the impossible.

"Her voice doesn't matter" → today, it's impossible to ignore!

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I never imagined I could lead or make a difference. Through Enabling Leadership, I discovered my voice and my courage — and now, with Vivid Hub, I am helping other children see that they too can rise and create change.

Apprenticeship Program:

Building Role Models from Within



Apprentice	Trained	Assessed	Program Associate
0	0	0	O
Local youth with lived experience step forward to lead	Intensive one-year program to ensure that the Apprentice is ready to take charge of a classroom	Rigorous evaluation ensures readiness to deliver quality programs	Role models from within the community, inspiring every child

One of the most exciting and strategic developments this year has been the launch of our Apprenticeship Program. Designed to bring local youth into the heart of our work, this initiative is not just about creating jobs—it is about building role models from within the very communities we serve.

Apprentices undergo a year-long training and mentoring program that equips them with critical skills required to become a Program Associate at Enabling Leadership.

Piloted in one of our rural locations, the program has already gained community recognition. By 2026–27, we aim to expand this program across all our locations—making it a key driver of sustainability, quality, and community ownership in our work.

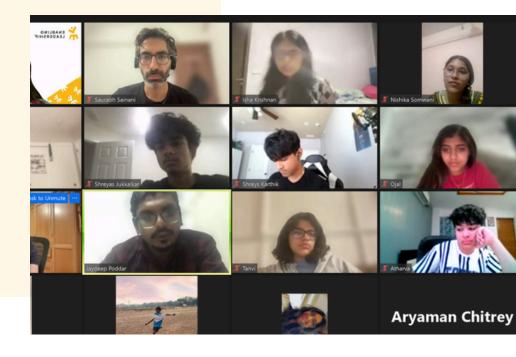


I never imagined I could mentor children in my own community—today, I am training to be a leader for them.

- Shreyashree Bellary, Apprentice, EL Create, Dharwad

"

ELGAP: Building Leaders, Creating Impact

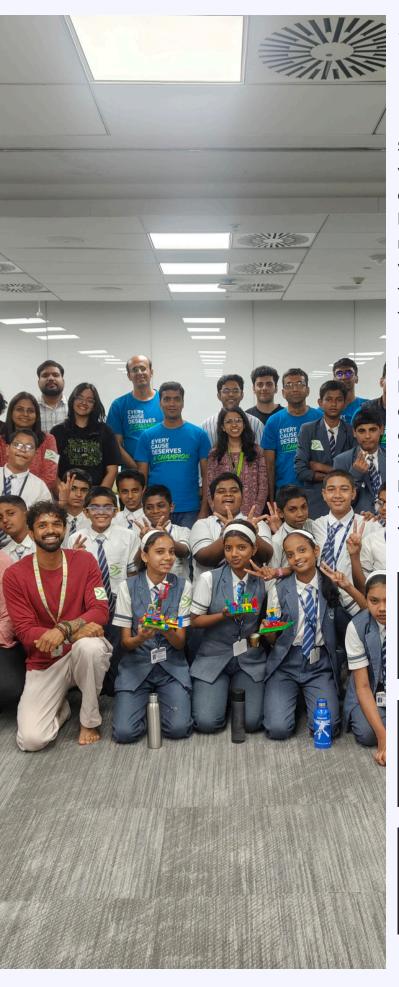


Launched as a pilot in 2024, The Enabling Leadership Global Ambassador Program (ELGAP) is a bold new step in our mission to grow youth leadership worldwide. Designed for high school students, ELGAP creates opportunities for young people to practice leadership through service while making a tangible difference in the lives of underserved children who are in the Enabling Leadership programs.

The unique program design has already seen tremendous interest and enthusiasm from students all over the world, and will be expanded in the coming years

How ELGAP Benefits EL Students?

- Expanded Opportunities: EL students get access to new projects, competitions, and initiatives made possible through funds and awareness raised by Ambassadors.
- Global Connections: Virtual exchanges allow EL students to interact with peers from other countries—broadening horizons, boosting confidence, and showing them that their voices matter.
- Role Models & Mentors: Ambassadors often take on mentoring, supporting EL students in areas like communication, arts, or digital literacy. This creates a powerful peer-to-peer learning dynamic.
- Confidence & Aspiration: Seeing young leaders from across the world take interest in their journey inspires EL students to dream bigger and believe in their own leadership potential.



Skill & Serve: A Fun, Meaningful Way to Lead

Skill & Serve is our unique employee volunteering program that blends creativity, collaboration, and community impact. Designed to be both fun-filled and meaningful, the program creates a space where professionals and children come together to learn from one another and defy the impossible.

Last year, organizations like Microsoft and BlackRock joined Skill & Serve events, creating powerful moments of learning and connection. As more corporates join hands, Skill & Serve is evolving into a powerful platform where professionals shape futures —both their own and those of children.

Skill & Serve embodies our belief that leadership is universal. When children see professionals value their voices and dreams, the impossible suddenly feels possible.

And when employees witness resilience and creativity in children, they take back inspiration that fuels their own journeys.

Skill & Serve turns volunteering into a ripple effect—every hour with our children equals leadership growth for employees, and direct contributions that sustain EL's work.



The Story of Dreams, Determination & Triumph!

The National Finals of ELEVATE 2025, Enabling Leadership's flagship event, concluded on a high note, bringing together over 800 underserved children from across the country for an inspiring showcase of talent, resilience, and leadership.

A culmination of a six-month-long journey that began with 10,000 underserved children participating in regional qualifiers, ELEVATE 2025 provided a dynamic platform for these students to showcase their skills in football (EL Play), music (EL Create), and LEGO-based innovation (EL Build). From 30+ regional events held across cities and rural towns to the grand national stage, these children have proven that leadership is not bound by circumstances but fuelled by opportunity and vision.

ELevate 2025 was inaugurated by Ms. Sumithasri Eranti, Chairwoman, Schaeffler India. Esteemed Guests of Honour including Mr. Ajith Singh, CEO, Feeding India, Mr. Anup Mishra, Senior Director, Oracle Cloud; Mr. Kishore Kumar, India Philanthropies Head, Microsoft; Ms. Ankita, Sony Music; Ms. Sarika, SpaceMatrix; Mr. Terry Phelan, Technical Director, SUFC graced the occasion, reinforcing the collective effort to nurture future leaders.

PANEL
DISCUSSIONS:
A PLATFORM FOR
CHANGE!

Thought-provoking panel discussions on critical topics such as Climate Change, The Future of Jobs, and 21st Century Skills brought together industry leaders and EL students. The conversations reaffirmed that these children are not just competitors—they are problem solvers, visionaries, and future change-makers.





A TREASURE HUNT TO BREAK BARRIERS!

Through an exciting Treasure Hunt, children from different cities came together, stepping out of their comfort zones to collaborate, communicate, and lead. Thanks to McDonald's, every participant who completed the Treasure Hunt was treated to a well-earned, mouth watering burger—a perfect way to celebrate their teamwork and spirit!

SCHOLARSHIPS WORTH RS. 25 LAKH!

This year's event was life-altering for many, as Rs. 25 lakh in scholarships were awarded to around 200 students, ensuring their education continues uninterrupted, and their aspirations remain within reach. The Winners and Runners Up at the ELevate National Finals were given a scholarship of Rs. 20,000 & Rs. 10,000 respectively that shall be payable at the time of their junior college admission.



Quality & Transparency: Ensuring Every Rupee Defies the Impossible

At Enabling Leadership, quality and transparency are part of our DNA—reflecting our unwavering commitment to ensure that every rupee entrusted to us creates measurable, lasting impact in children's lives. Over the past year, we have strengthened our systems, standardized processes, and embedded practices that make our programs both effective and scalable. We continue to equip our teams with the right tools and training to monitor progress, measure outcomes, and report with accuracy and accountability.

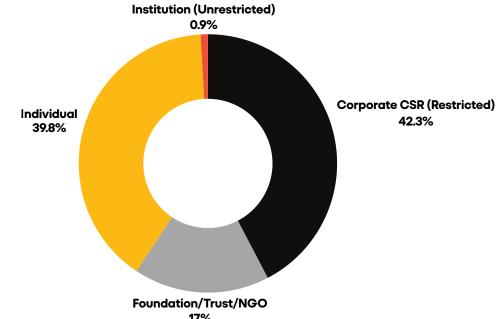


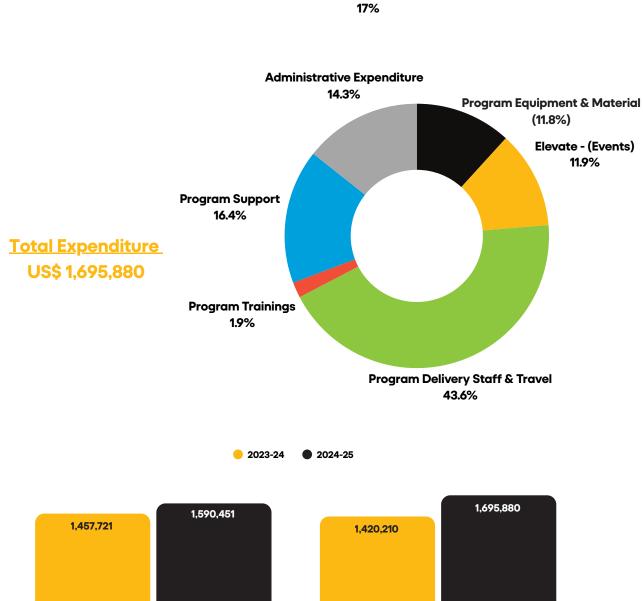


We believe that trust is built when impact is visible. That's why we go beyond traditional reporting. Every donor's contribution is directly linked to a specific group of students. Through our proprietary app and our website, donors receive regular updates from the field and classroom—stories of growth, achievements, and progress of the teams they support. The app also enables donors to chat directly with teachers and coaches, and even arrange virtual or in-person visits to meet the children whose journeys they are helping shape.



FINANCIALS





Total Revenue US\$ 1,590,451

Expenditure (in USD)

Revenue (in USD)

OUR DONORS

We deeply appreciate the generosity of our valued donors, whose support is crucial in creating a brighter future for underprivileged children. Your contributions allow us to offer essential learning opportunities that equip these children with vital life skills. Thanks to your kindness, they not only acquire knowledge but also become positive influences in their communities. Your unwavering support drives us forward in our mission to build a world where every child can become a leader.

\$100,000 or more

- Aparna Santosh Nayampalli
- Larsen & Toubro Limited
- Sony Music Entertainment India
 Private Limited

\$50,000 to \$99,999

- Akamai Technologies India
 Private Ltd (Akamai
 Technologies India Corporate
 Social Responsibility Trust)
- Common Goal
- Empower The Emerging Markets Foundation

\$25,000 to \$49,999

- Enabling Win PTE. Ltd.
- FIFA Foundation
- Intralox India Pvt. Ltd.
- PTC Foundation
- Sokrati Technologies Pvt. Ltd.
- Sudha Nilakantan and Venky Harinarayan

\$10,000 to \$24,999

- Armstrong Machine Builders Pvt. Ltd.
- Aruna and Sampath Family Fund
- BlackRock Services India Pvt. Ltd.
- Deepak Tulsiyan (Samata Equal Footing Foundation)
- Divgi TorqTransfer Systems
 Pvt. Ltd.
- George George
- Indira Sonnad
- Netherlands Charity Association
- St. James Palace Charitable Foundation
- Surabhi Bikhchandani
- Tomy Thomas
- Zoher Ghadyali

\$5,000 to \$9,999

- Balaji Ramakrishnan
- David and Deborah Cruikshank
- Kumar Ganapathy
- Mark Engel
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- Rameshwari Vinayak Gadkari
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- SpaceMatrix Design Consultants Pvt. Ltd.
- Srini Neralla
- Sriram Vasudevan
- Sudha lyer
- SVG Media Pvt. Ltd.
- Vinayak Basavaraj Gadkari

\$1,000 to \$4,999

- Acceltree Software Pvt. Ltd.
 Mallika & Chandran
- Ajay Sravanapudi
- Akash Gupta
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- Arun Balakrishnan
- Bradley King
- Catharijne Heringa
- Chandramouli P
- Gundu Piraji Chougule
- Hari Srinivasan
- Hema Sankaran
- Jahnavi Akella
- Jayaraman Balasubramanian
- Kartik Vaith
- Killian Lapeyre
- Krithik Krishnan
- Latha Gupta
- Mahalakshmi Krishnan
- Mahesh Sankaran

- Sankaran Foundation
- Maskati Charitable **Properties Trusts**
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- Sanjay Swamy
- Sashikanth Ramakrishnan

- Shirish Kumar
- Sidhank Jagdeep Shetty
- Soumitra Sengupta
- Srinivasan Sethuraman
- Sunder Natarajan
- Vasumati & Narsimhan **Parthasarathy**
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- Vivek Chaudhri

\$1 to \$999

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DEFY the impossible

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