



ANNUAL REPORT

2017



Chrysalis

Catalyzing change

CONTENTS

<i>Vision, Mission, Board and Executive Team</i>	1
<i>Message from CEO</i>	2
<i>About Chrysalis</i>	3
<i>Our Team & Where We work</i>	5
<i>Highlights from the year</i>	6
<i>Project Summary</i>	9
<i>Project Reach 2017</i>	10
<i>Audited Financial Statements</i>	11



Our Vision

A world where growth is inclusive and diversity is celebrated

Our Mission

Chrysalis transforms communities and institutions to embrace diversity and catalyze inclusive growth for women and youth

Our Board of Directors



Dar Vanderbeck
CARE USA



Vidusha Nathavitharana
Hi5 Consultancy Firm



Audrey Fernando



Nelun Gunasekera

Executive Management Team



Ashika Gunasena
Chief Executive Officer



Kushala Cooray
Head of Operations



Vindhya Fernando
Head of Advisory
Services



Lahari de Silva
Head of Business
Services



Ahamed Rislán
Head of Development
Services



Tharanga Silva
Finance Manager



Message from the Chief Executive Officer

Chrysalis is a Company Limited by Guarantee building on CARE International's 60 years of experience and expertise across the country. Chrysalis has developed solutions to respond to the diverse and multiple challenges experienced by Women and Youth that prevents them from fully participating in the country's development and growth.

Our team of experienced professionals' partner with Institutional Donors and Investors, the Government of Sri Lanka, Private Companies in Sri Lanka and overseas, local and international Civil Society actors to develop holistic, innovative and sustainable models that promote inclusive economic growth, development and good governance. We work across multiple industries, and spheres of influence to ensure our work generates a lasting impact and can be replicated across Sri Lanka and worldwide.

This is the first Annual report for Chrysalis and gives an insight into the leaps and successes we have achieved as an organization.

Ashika Gunasena

Chief Executive Officer

Chrysalis – About Us

At Chrysalis our focus is on empowering Women and Youth, because we believe that they are the leaders and drivers of change and transformation, required for Sri Lanka to fulfil its potential. There are diverse and multiple challenges experienced by Women and Youth that prevent them from fully participating in the country's development and growth. Our response to this reality is to develop innovative solutions that will turn around this status quo and promote inclusive economic growth.

Our solutions range from supporting the private sector to improve their social responsibility commitments and promoting diversity, to working with Government Ministries on establishing and implementing supportive policies and regulations and engaging citizens, to engaging civil society partners on issues of gender equality, gender-based violence, building peaceful communities and on emergency preparedness.

Our work cuts across multiple industries, and spheres of influence to ensure a lasting impact is generated, and can be replicated across Sri Lanka and worldwide. Chrysalis is a Company Limited by Guarantee and an Affiliate of CARE International. We embody the knowledge and learning from CARE Sri Lanka's 60 years of operations.

We are committed to ensuring Gender Equality in all that we do and creating an environment within Chrysalis that celebrates and embraces Diversity. While we build strong and trusted relationships, amongst and between diverse groups and individuals, we are sensitive to unintended conflicts which may result from our work. We ensure we have systems, knowledge, procedures and capacities to address such conflicts should they arise.

The Chrysalis team of Technical Experts and Practitioners, who have many years of local and global experience, offer a range of services and products that address the specific needs of our clients and generate a lasting impact on the lives of Women and Youth.





INCLUSIVE BUSINESS MODELS: Chrysalis incubates and supports inclusive business models that serve the diverse needs of the Women and Youth we support.

INCLUSIVE GOVERNANCE MODELS: Chrysalis develops leadership of Women and Youth and enables them to influence decisions within their homes, community and the highest decision-making forums in the country.

TECHNICAL ADVICE ON GENDER EQUALITY: Chrysalis offers technical expertise and accompaniment on Gender Equality and Gender Transformative approaches that go beyond the conceptual realm. We offer practical solutions based on realities within industries (that employ large numbers of Women and Youth, as well as those with the potential to increase their engagement) and communities.

COMPREHENSIVE MODELS OF ENDING GENDER BASED VIOLENCE: Recognizing the severe impacts of GBV on the ability of Women and Men to have a life of dignity, Chrysalis offers knowledge and technical expertise to address root causes of violence as well as engage in advocacy efforts with others to end it.

APPROACHES AND MODELS THAT CELEBRATE DIVERSITY: Chrysalis offers approaches and models that improve social cohesion and reconciliation and celebrate the ethnic, religious and cultural diversity in Sri Lanka especially targeting youth.

THOUGHT LEADERSHIP: Chrysalis works with others to design innovative solutions, create and share knowledge that address deep-rooted challenges experienced by Women and Youth and create opportunities that enable them to fully participate in Sri Lanka's growth, development and peace.

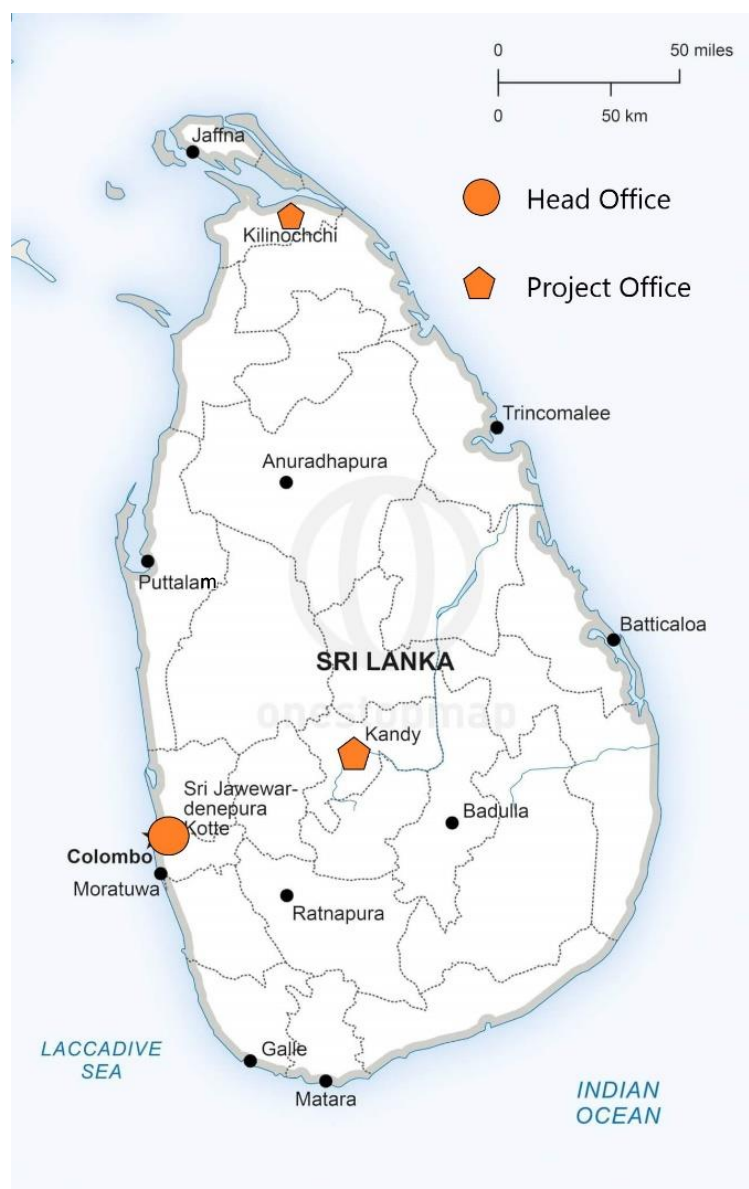
EMERGENCY PREPAREDNESS AND DISSASTER RISK REDUCTION: Chrysalis hopes to support communities and organizations working on emergency response and preparedness to increase resilience. Chrysalis offers specialized technical services on responding to the gendered implications of disasters.



Our Team

Our staff is inclusive of 41 individuals from varied ethnic and religious groups, with diverse experiences and backgrounds and we have joined together to empower two million women and youth

Where we work



Highlights from the year

Strengthening Policy and Action for Citizen's Engagement

The "Strengthening Policy and Action through Citizen's Engagement (SPACE)" project was aimed at empowering marginalized communities, especially the poorest women and youth in Sri Lanka, to actively engage in governance; to determine their development priorities; and to define solutions. The action influenced all levels of government to engage citizens in decision making platforms, Praja Mandala's (PMs), to respond to their rights and entitlements and demonstrate greater accountability towards effective service delivery.

With the direct guidance of the Ministry of Provincial Councils and Local Governance (MPCLG) over 220 PMs were established and strengthened in the North, East, Uva and Central provinces of Sri Lanka providing opportunities for women and youth to lead almost 40% of these governance

platforms. The PMs have been recognized and endorsed by the Government of Sri Lanka as a community governance model that will connect and engage communities in decision making. 75% of PMs have initiated almost 200 community development initiatives that were supported by local officials, local philanthropists and some private sector companies. These initiatives addressed long standing concerns of the targeted communities.



"Earlier, men would predominantly take decisions regarding our development priorities and control such activities. But now we see at least 45% of women taking part in influencing decisions of the Praja Mandala. Many women have come forward to give leadership. Men and women equally take initiatives to improve their environment without simply waiting for handouts," ~ President, Shannon Praja Mandala, Ambagamuwa, Nuwara Eliya.

Life Skills Training Programme for Tea Plantation Workers

Chrysalis continues to work closely with tea plantation companies and communities, supporting the sustainable development of the sector and enhancing the quality of life of people working and living on Sri Lanka's tea estates. The Personal Advancement & Career Enhancement (P.A.C.E.) training curriculum, designed and funded by GAP Inc. provided women with the foundational life skills they needed to advance their personal lives and their careers.



Chrysalis partnered with GAP's Master trainer to adapt the training module to the plantation context and implemented it in 23 estates for 1200 women over one year.



"I now understand how good communication skills can help resolve a lot of problems at work and home."

As a self-acclaimed introvert, Kalaichelvi did not connect with many of her co-workers; she never shared her frustrations or difficulties. The P.A.C.E programme brought her out of her shell. With the training she found that she was no longer shy and was now able to relate to others and speak to them in a friendly manner.

She reaches out for help to achieve her work targets, when she has personal commitments and has to reduce her working hours. She went on to say that her relationship with her husband and children has improved a lot and she is able to resolve many issues and get things done by using the proper language and tone. With a laugh she continued, "Those days I used to argue with my husband. When he questioned me unnecessarily, I used to raise my voice and show my anger by throwing the pots and pans, but now, even if he speaks with a raised voice, I manage to be calm and explain the matters to him patiently, I feel there is more respect in my home now."

The training consisted of four modules: communications, problem solving and decision making, time and stress management and water, sanitation and hygiene. 1113 workers graduated in ceremonies held throughout the plantations. Both estate management and workers praised the benefits of the programme which has resulted in improvements in efficiency, relationships and overall satisfaction.

Increasing Resilience & Emergency Response

Over the past few decades, Sri Lanka has faced numerous disasters. The country is prone to natural disasters such as floods, drought, landslides and cyclones as well as human induced disasters. The humanitarian programmes of Chrysalis, focus primarily on responding to disaster related vulnerabilities of communities in our working areas. Chrysalis offers specialized technical services on responding to the gendered implications of disasters.

In November, Chrysalis launched a flood response for the flood affected communities in Kalutara, Rathnapura and Matara districts in partnership with OXFAM Sri Lanka and the Sri Lanka Red Cross Society. The project aimed to support particularly vulnerable women and girls who were affected by the recent floods.

Making Gender Equality a reality

Chrysalis supports a wide range of clients from corporate, government and civil society, locally and internationally to address issues of gender inequality and GBV within communities, industries and organizational settings. Chrysalis offers technical expertise and accompaniment on Gender Equality and Gender Transformative approaches that go beyond the conceptual realm to offer practical solutions based on realities. Some of our work includes;

- A research on the 'Barriers to Recruiting and Retaining Youth, including Women into the Hospitality Industry in Sri Lanka',
- A Conflict Sensitivity Assessment for a country office of CARE in South Asia and a Gender Assessment and the development of a Gender Equality Strategy for an interfaith project in the East of Sri Lanka for The Asia Foundation.

- Chrysalis also developed a Regional GBV Programming Strategy (2018 – 2025) for the Asia Pacific region, facilitates and leads ng CARE International’s global initiative on GBV and
- Provided technical assistance to CARE UK to support their multi-national corporate partners to better understand the gendered implications within their value chains.

YOUth CREATE: Promote the use of arts and culture for reconciliation

Chrysalis supports approaches and models that celebrate the ethnic, religious and cultural diversity in Sri Lanka that promote stronger bonds across diverse communities – especially between young women & men.

The YOUth CREATE project supported by CARE USA and Bezos Family Foundation as part of its global Students Rebuild Challenge aims to enable a new generation of peace-builders across diverse communities in the North and South of the country to strengthen the peace and reconciliation process in Sri Lanka. The project partners with Janakaraliya and Centre for Performing Arts to engage students from schools and children clubs in the districts of Anuradhapura and Kilinochchi. The initiative utilizes the power of performing arts to foster sustainable collaboration between youth who have been separated by conflict, culture and belief systems.

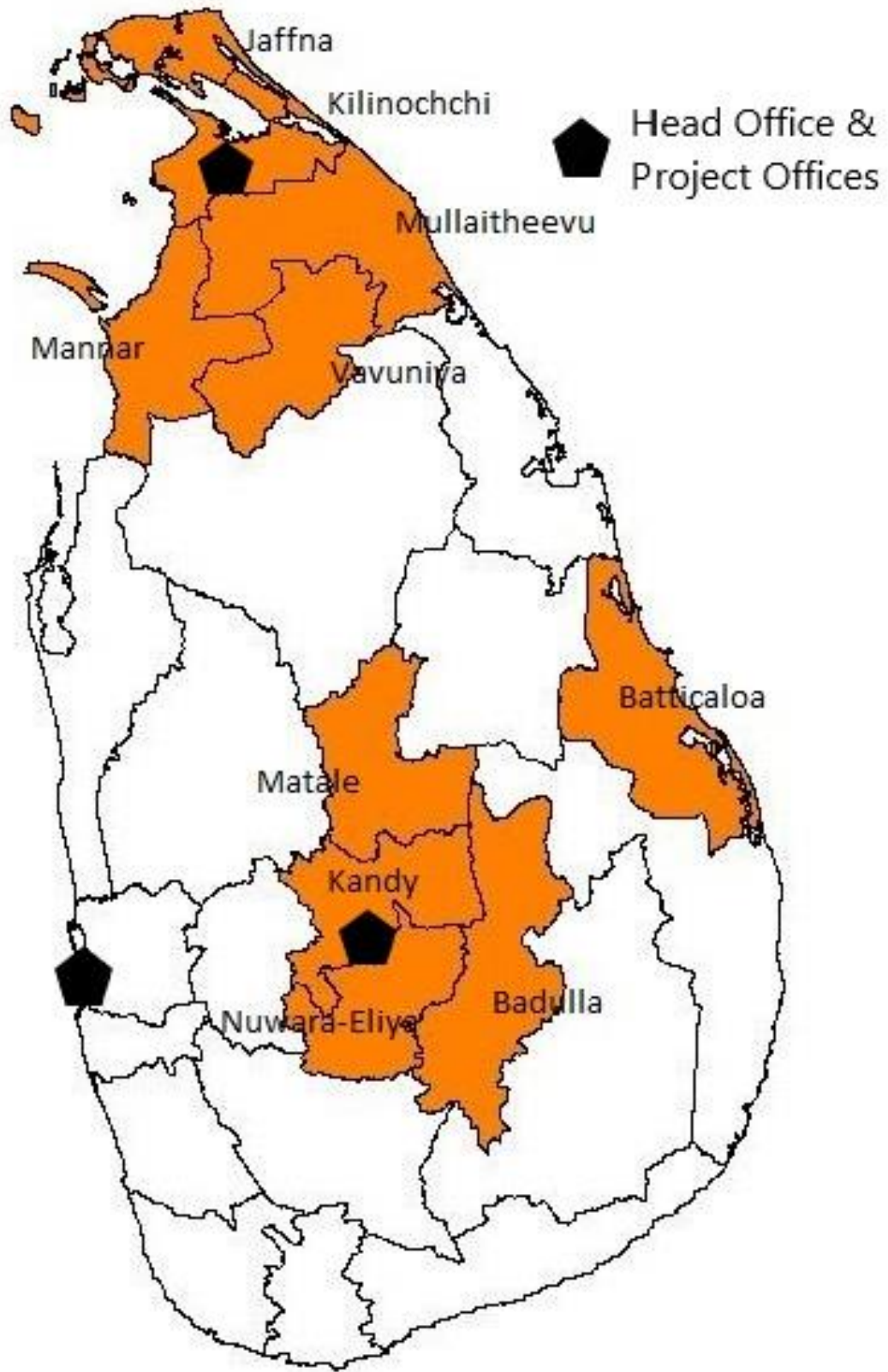
A participatory theatre production workshop promoting peace and reconciliation between children from different provinces © Chrysalis 2018



Projects Summary

#	Project name	Partners	Start date	End Date	2016-2017 Income - LKR	Levels of Reach	Impact groups
1	SPACE : Community governance programme (Enhancing Community Participation in Local Governance in Sri Lanka- SPACE	CARE, USA and OAK Foundation	1st Nov 2016	30th Oct 2018	14,248,963.00	Sub-National : Uva, Central, Eastern and Northern Province	Rural and Marginalized communities in Central, Uva, Northern and Eastern Provinces of Sri Lanka
2	Meaningful engagement of plantation communities in democracy and governance	CARE Deutschland-Luxemburg and European Union - Sri Lanka & Maldives	30th Dec 2015	29th June 2019	579,948.00	Sub-National : Uva, Central Provinces	People living and working in tea plantations and people living in Sinhalese villages in the targeted areas in Sri Lanka.
3	NET : Network, Engage & Transform	CARE Deutschland-Luxemburg and European Union - Sri Lanka & Maldives	1st Feb 2016	31st July 2018	410,818.00	Sub-National : Northern Province	Women and Men
4	WEAVE : Women's Empowerment: Action, Voice, Enterprise - Phase I	CARE Netherland and H&M Foundation	1st Oct 2016	31st Aug 2017	4,705,771.00	Sub-National : Northern Province	Women Headed Households in the Northern Province of Sri Lanka
5	Personal Advancement and Career Enhancement in plantation community - I	CARE, USA and Gap Foundation	1st Oct 2016	31st Dec 2016	3,054,489.00	Sub-National : Central and Uva	Female plantation workers
6	Personal Advancement and Career Enhancement in plantation community - II	CARE, USA and Gap Foundation	1st Feb 2017	31st April 2018	2,549,740.00	Sub-National : Central and Uva	Female plantation workers
7	Ethical Tea Partnership	Ethical Tea Partnership	31st Oct 2016	28th Feb 2018	1,101,958.00	India - Organizational level	Organizational level impact
8	Lasting Change Fund	CARE, Netherland and H & M Conscious Foundation	1st Oct 2016	31st Jan 2017	23,754,805.00	Sub-National : Northern Province	Women and Girls in Northern Province
9	Understanding the issues of GBV across a private business	CARE UK and SABMiller	27th June 2016	21st July 2016	731,289.00	UK - Organizational level	Organizational level impact
10	Co leading the Life free from violence outcome area for CARE International	CARE International Secretariat	1st Feb 2017	30th June 2019	788,540.00	Global level	CARE member partners globally
11	Asia Pacific Regional GBV Initiatives	Asia Regional Management Unit - CARE International	1st Aug 2016	31st July 2017	2,192,917.00	Asia Pacific regional level	CARE Member partners in Asia Pacific region
12	Justice for Domestic Violence Survivors Project	CARE, Sri Lanka and Bill and Melinda Gates Foundation	1st Aug 2016	15th Dec 2016	2,977,943.00	National (Sri Lanka)	Organizational level impact
13	Barriers to recruiting and retaining youth and women in the hospitality sector - Training and Research	CARE, Sri Lanka and Diageo	15th Aug 2016	31st Oct 2016	1,571,440.00	National (Sri Lanka)	Knowledge level impact

Project Reach 2017



Audited Financial Statements

Chrysalis

STATEMENT OF FINANCIAL POSITION

As at 31 March 2017

ASSETS	Note	31 March 2017 Rs.
Non Current Current Assets		
Property, Plant and Equipment	5	1,885,507
Intangible Assets	6	146,473
		<u>2,031,980</u>
Current Current Assets		
Receivables	7	17,728,699
Cash and Bank Balances	8	101,675,130
		<u>119,403,829</u>
Total Assets		<u><u>121,435,809</u></u>
EQUITY AND LIABILITIES		
Capital and Reserves		
Restricted funds	9	68,740,243
Retained Earnings		48,860,379
Total Equity		<u>117,600,622</u>
Non-Current Liabilities		
Retirement Benefit Obligations	10	623,512
		<u>623,512</u>
Current Liabilities		
Payables	11	1,688,491
Income Tax Payable	16	1,523,184
		<u>3,211,675</u>
Total Equity and Liabilities		<u><u>121,435,809</u></u>

These financial statements are in compliance with the requirements of the Companies Act No. 07 of 2007.


.....
Finance Manager

The management is responsible for these financial statements. Signed for and on behalf of the Organisation by:


.....
Director


.....
Director

The accounting policies and notes on pages 07 through 19 form an integral part of the financial statements.



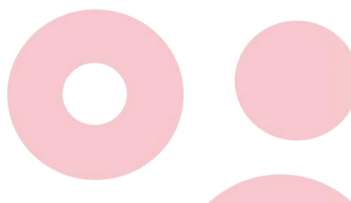
Chrysalis

STATEMENT OF FINANCIAL ACTIVITIES

10 Months period ended 31 March 2017

	Note	Period Ended 31 March 2017 Rs.
Incoming Resources	12	114,375,043
Project Expenditure		
Direct Costs	13	<u>(52,614,457)</u>
Total Project Cost		(52,614,457)
Net Surplus/ (Deficit) on Projects		61,760,586
Revenue Earned from other activities	14	271,545
Administrative Expenses	15	(13,269,993)
Finance Income		1,621,425
Net Surplus/ (Deficit)		<u>50,383,563</u>
Income Tax		(1,523,184)
Net Income /(Deficit) after Income Tax		<u><u>48,860,379</u></u>

The accounting policies and notes on pages 07 through 19 form an integral part of the financial statements.



Chrysalis

STATEMENT OF CASH FLOWS

10 Months period ended 31 March 2017

	Notes	Year Ended 31 March 2017 Rs.
Cash Flows From operating Activities		
Net Surplus/ (Deficit) before Income Tax Expense		50,383,563
Adjustments for		
Provision for Gratuity, Retrenchment and Severance	10	623,512
Depreciation	5	272,549
Ammortization	6	21,309
Exchange (Gain)/ Loss		<u>(270,729)</u>
Net Surplus/ (Deficit) before Working Capital Changes		51,030,204
(Increase)/ Decrease in Receivables		(17,728,699)
Increase/(Decrease) in Other Payables		1,688,491
Increase/(Decrease) in Advance received from Donors		<u>68,740,243</u>
Cash from/ (Used in) Operations		<u>103,730,239</u>
Realized exchange gain / (loss) during the year		<u>270,729</u>
Net Cash Flows from / (Used in) operating Activities		<u>104,000,968</u>
Cash Flows from / (Used in) Investing Activities		
Acquisition of Property, Plant and Equipment	5	(2,158,056)
Acquisition of Intangible asset	6	<u>(167,782)</u>
Net Cash Flows from/ (Used in) Investing Activities		<u>(2,325,838)</u>
Net Increase / (Decrease) in Cash and Cash Equivalents	8	101,675,130
Cash and Cash Equivalents at the beginning of the Year	8	<u>-</u>
Cash and Cash Equivalents at the end of the Year		<u><u>101,675,130</u></u>

The accounting policies and notes on pages 07 through 19 form an integral part of the financial statements.

