



# State Report : Tamil Nadu

## (Key Findings at a Glance)

*Submitted to :*

National Commission for  
Protection of Child Rights,  
5<sup>th</sup> Floor, Chanderlok Building,  
36, Janpath,  
New Delhi 110001

*Submitted by :*

**AMS**

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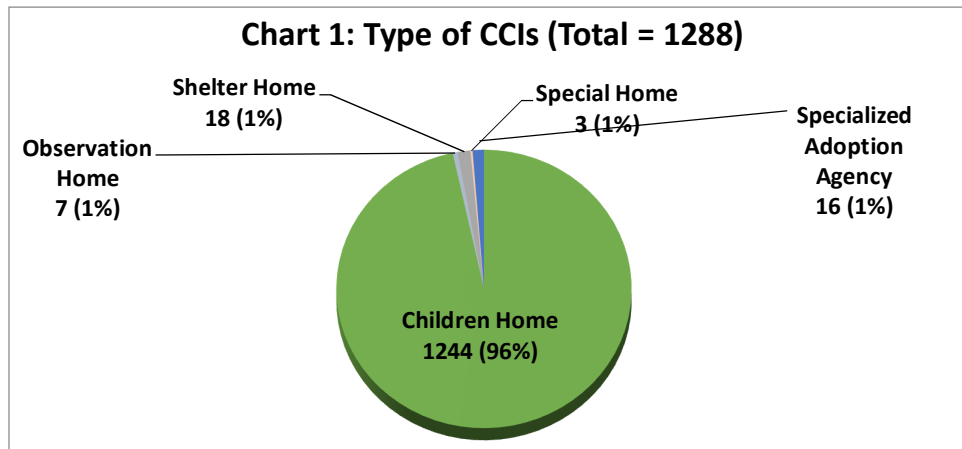
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## 1. Type of CCIs (Total = 1288)

There are five types of Juvenile Justice Institutions/ Child Care Institutions (CCI) that exist in India – Children’s Home/ Fit Facility, Shelter Home/ Open Shelter, Specialized Adoption Agency, Observation Home, and Special Home/ Place of Safety. The following table (Table 1) gives the CCI wise break-up for the state of Tamil Nadu.

CCI Type	Count	%
Children Home	1244	96.6
Observation Home	7	.5
Shelter Home	18	1.4
Special Home	3	.2
Specialized Adoption Agency	16	1.2
<b>Total</b>	<b>1288</b>	<b>100.0</b>

Based on observation and records of CCIs.

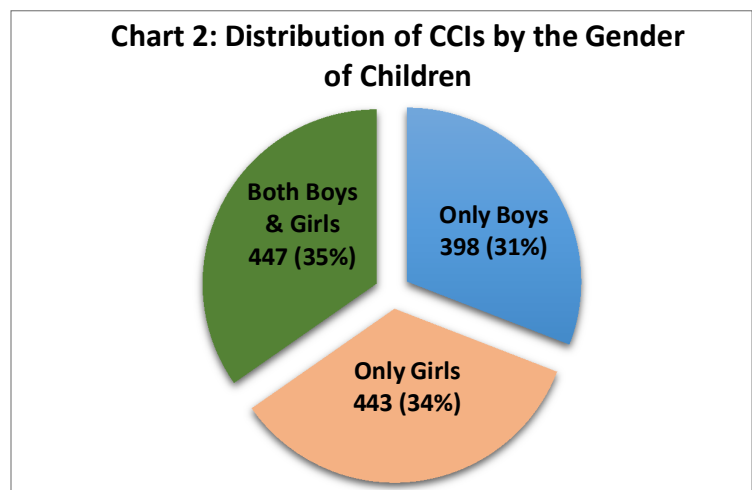


## 2. Distribution of CCIs by the Gender of Children

Tamil Nadu has a total of 1288 CCIs for accommodating children; either girls or boys or both. The Table below (Table 2) gives details of the distribution of CCIs by the gender of the children.

Gender Type	Number	Percent
Only Boys	398	30.9
Only Girls	443	34.4
Both Boys & Girls	447	34.7
<b>Total</b>	<b>1288</b>	<b>100.0</b>

Based on observation and records of CCIs.

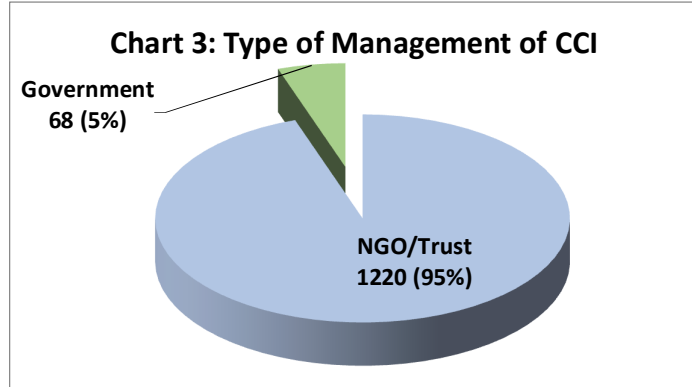


### 3. Type of Management of CCI

As per the provisions laid out under Section 50(1) of JJ Act 2015, CCIs could be established by every district or group of districts, either by itself or through voluntary or non-governmental organizations. The CCI wise break-up on basis of type of management is tabulated below (Table 3).

Management Type	Number	Percent
NGO,Trust	1220	94.7
Government	68	5.3
Total	1288	100.0

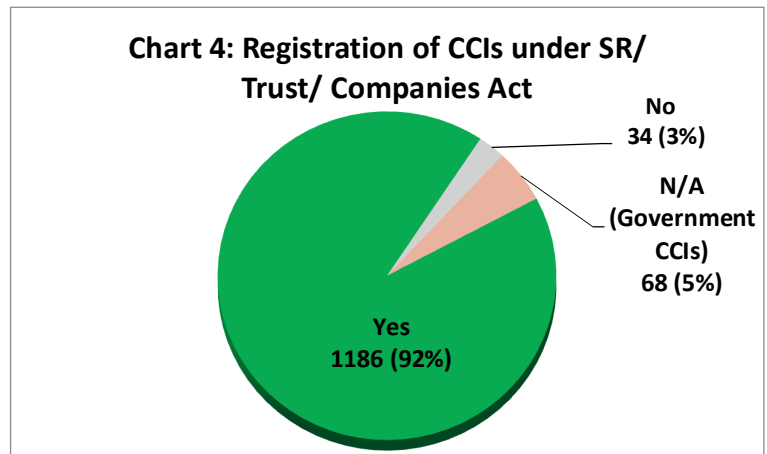
Based on responses of the management of CCIs.



### 4. Registration of CCIs under SR/ Trust/ Companies Act

Response	Number	Percent
Yes	1186	92.1
No	34	2.6
N/A* (Government CCIs)	68	5.3
Total	1288	100.0

\*: Government CCIs need not be registered under SR/ Trust/ Companies Act.  
Based on records and responses given by the management of CCIs.

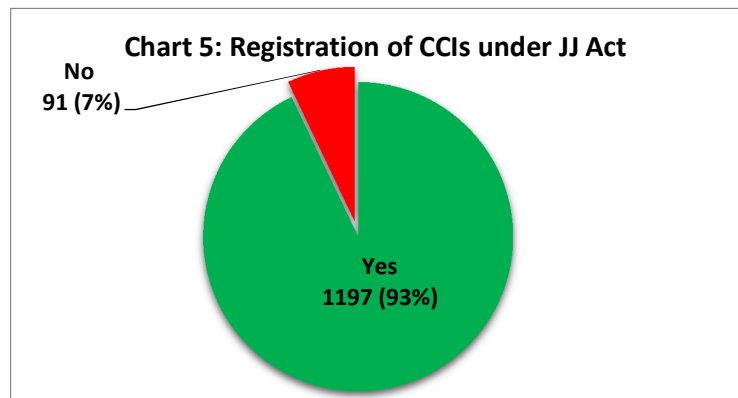


### 5. Registration of CCIs under JJ Act

According to Rule 21 (JJ Model Rules, 2016) and Section 41 (JJ Act, 2015), at the time of registration, the State Government shall determine and record capacity & purpose of the institution; and shall register the institution as a Children's Home/ Open Shelter/ Specialized Adoption Agency/ Observation Home/ Special Home (Place of Safety), as the case may be.

Response	Number	Percent
Yes	1197	92.9
No	91	7.1
Total	1288	100.0

Based on records and responses given by the management of CCIs.



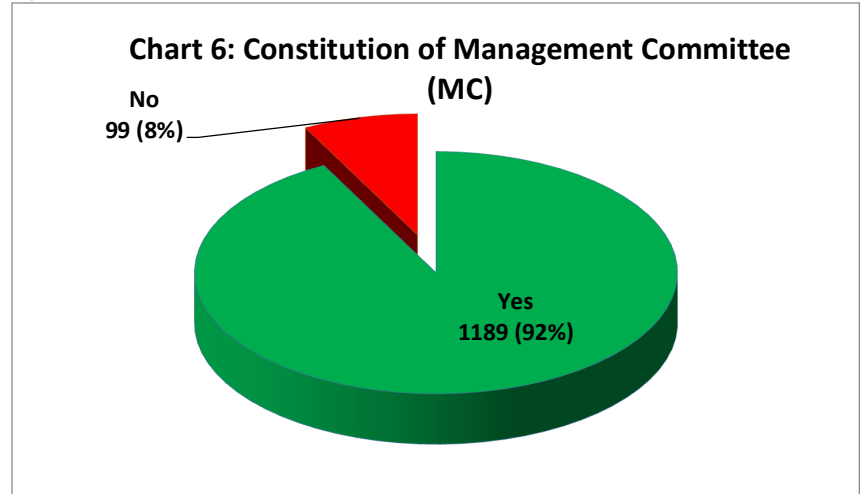


## 6. Constitution of Management Committee (MC):

According to the JJ Model Rules, 2016; Rule 39(1), every Child Care Institution shall have a Management Committee for the management of the institution and monitoring the progress of every child.

Response	Number	Percent
Yes	1189	92.3
No	99	7.7
Total	1288	100.0

Based on responses given by the management of CCIs.

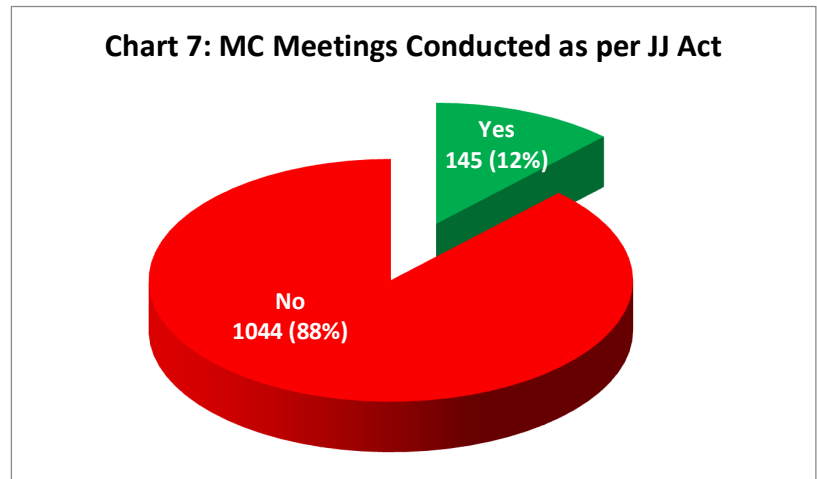


## 7. MC Meetings Conducted as per JJ Act

According to the JJ Model Rules, 2016; Rule 39(4), the Management Committee shall meet at least once every month to consider and review the functioning of Child Care Institution.

MC Meetings Conducted as per JJ Act	Number	Percent
Yes	145	12.2
No	1044	87.8
Total	1189	100.0

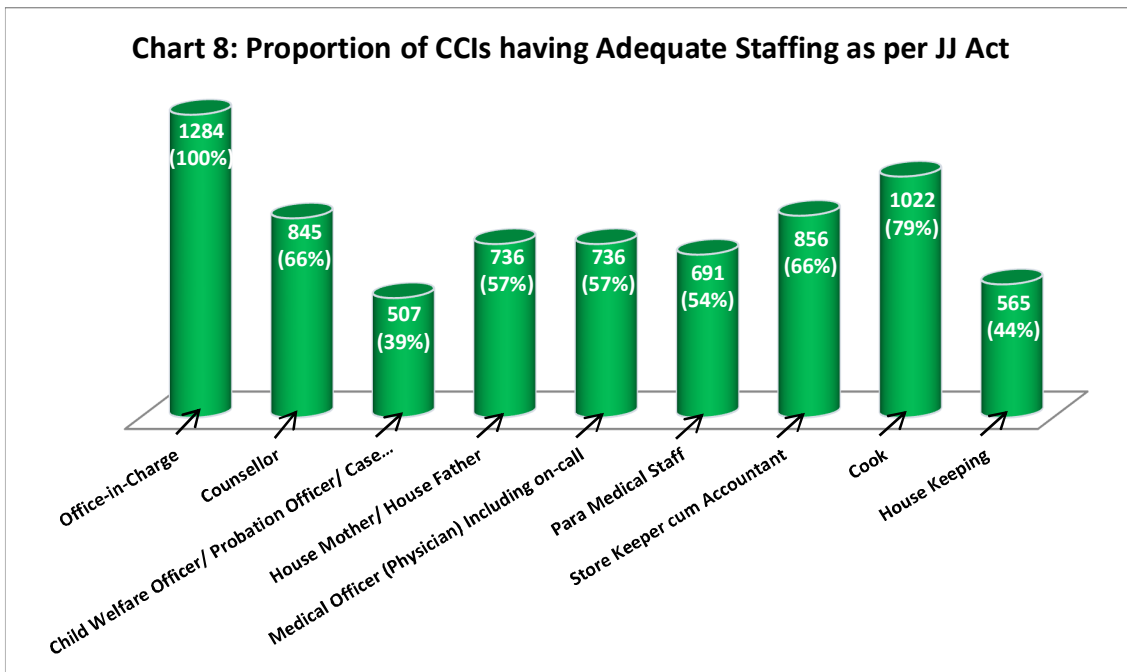
\*: Total number of CCIs where MC was formed.  
Based on responses given by the management of CCIs.



## 8. Proportion of CCIs having Adequate Staffing as per JJ Act

According to the JJ Model Rules, 2016, staffing pattern for a Child Care Institution has been specified in Rule 26(7). The number of posts in each category of staff shall be fixed on the basis of capacity of the institution and shall proportionately increase with the increase in the capacity of the institution [Rule 26(3)]. Abiding by these rules, the staffing pattern was thus adjusted for Child Care Institutions covered in this study.

Table 8 : Proportion of CCI's having Adequate Staffing as per JJ Act		
Staff Personnel	Yes	
	Count	%
Office-in-Charge	1284	99.7%
Counsellor	845	65.6%
Child Welfare Officer/ Probation Officer/ Case Worker	507	39.4%
House Mother/ House Father	736	57.1%
Medical Officer (Physician) Including on-call	736	57.1%
Para Medical Staff	691	53.6%
Store Keeper cum Accountant	856	66.5%
Cook	1022	79.3%
House Keeping	565	43.9%
The total of percentages may exceed 100 due to multiple responses. Based on observation and records of CCI's.		

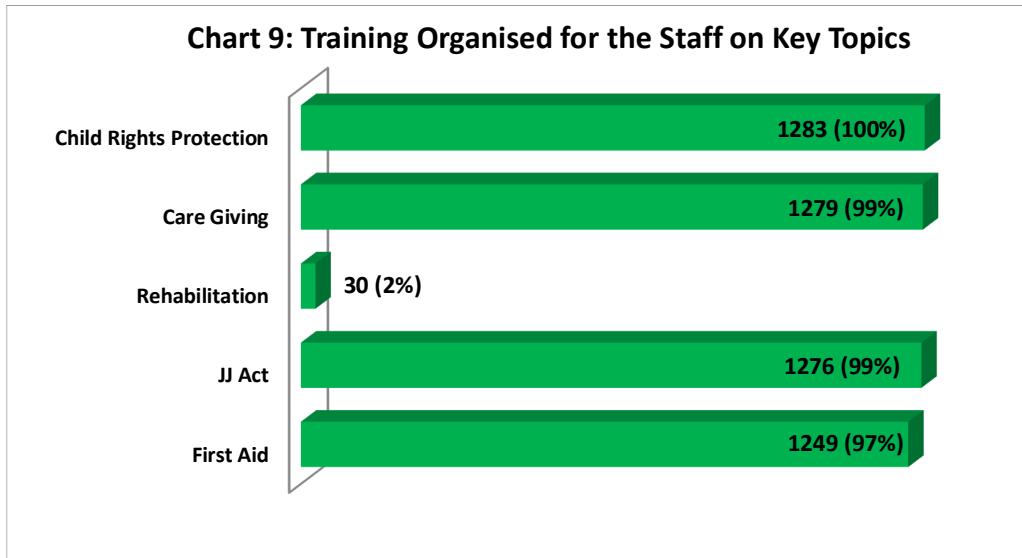


## 9. Training Organised for the Staff on Key Topics

According to Rule 89(1) [JJ Model Rules, 2016], the State Government shall provide for training of personnel appointed under the Act and the rules and each category of staff, keeping in view with their statutory responsibilities and specific job requirements. In addition, Rule 34[3(vi)] suggests that every institution to have first aid kit and all staff to be trained in handling first aid.

Table 9: Training Organised for the Staff on Key Topics		
Key Topics	Yes	
	Count	%
Child Rights Protection	1283	99.6%
Care Giving	1279	99.3%

Rehabilitation	30	2.3%
JJ Act	1276	99.1%
First Aid	1249	97.0%
The total of percentages may exceed 100 due to multiple responses. Based on records of CCIs.		



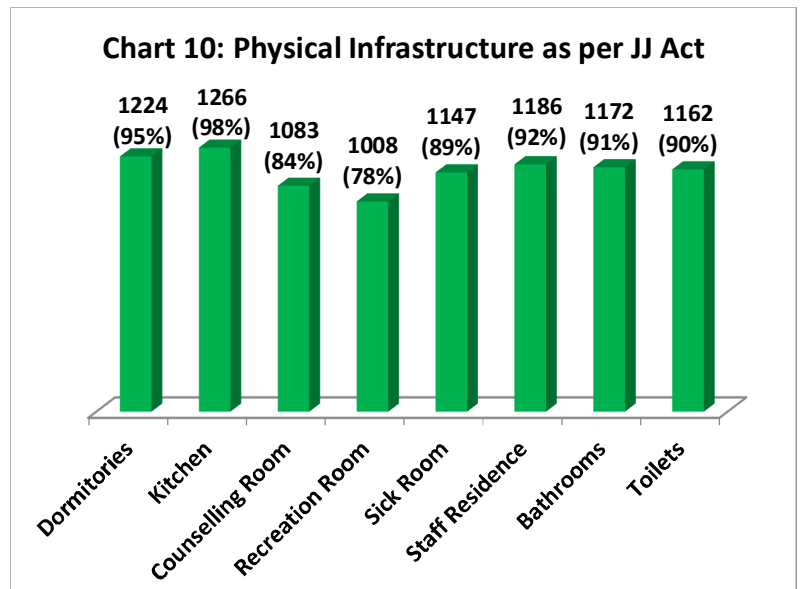
## 10. Physical Infrastructure as per JJ Act

According to Rule 10(i) (JJ Model Rules, 2016), all institutions shall make provision of first-aid kit, fire extinguishers in kitchen, recreation room, dormitories, store rooms and counseling room.

**Table 10: Physical Infrastructure as per JJ Act**

Physical Infrastructure	Yes	
	Count	%
Dormitories	1224	95.0%
Kitchen	1266	98.3%
Counselling Room	1083	84.1%
Recreation Room	1008	78.3%
Sick Room	1147	89.1%
Staff Residence	1186	92.1%
Bathrooms	1172	91.0%
Toilets	1162	90.2%

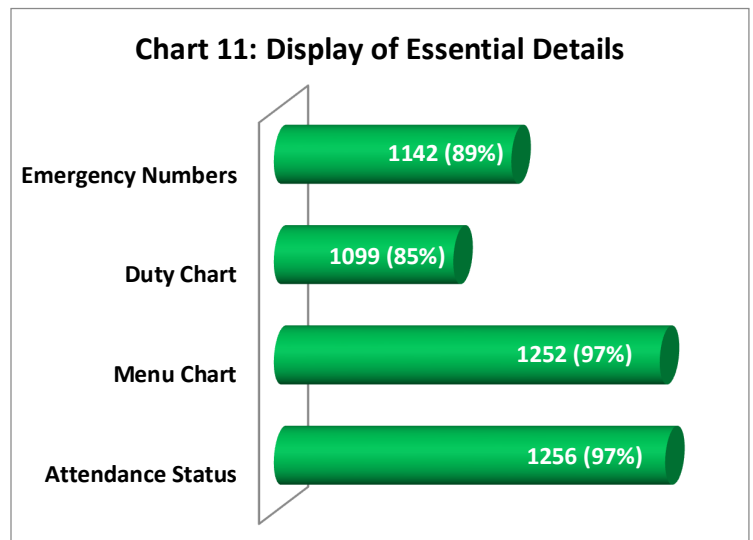
The total of percentages may exceed 100 due to multiple responses.  
Based on observation of CCIs.



## 11. Display of Essential Details

- According to Rule 67[5(iii)] (JJ Model Rules, 2016), a duty roster shall be prepared and displayed at some prominent place in the premises of the Child Care Institution by the Person-in-charge.
- According to Rule 33(5) (JJ Model Rules, 2016), the menu for the day shall be prepared in consultation with the Children’s Committee and shall be displayed in the dining hall.
- According to Rule 77(1) (JJ Model Rules, 2016), the Person-In-Charge shall maintain registers and forms under the JJ Model rules, 2016.
- According to Rule 36(5) (JJ Model Rules, 2016), regularity of the education programme and attendance of the children shall be ensured.

Essential Details	Yes	
	Count	%
Emergency Numbers	1142	88.7%
Duty Chart	1099	85.3%
Menu Chart	1252	97.2%
Attendance Status	1256	97.5%
The total of percentages may exceed 100 due to multiple responses. Based on observation of CCIs.		



## 12. Availability of Clear Guidelines regarding Access of Staff/ Visitors in Identified Areas

According to Rule 78(5), the Person-In-Charge shall take all steps to inform the visitors to maintain the dignity of the children.

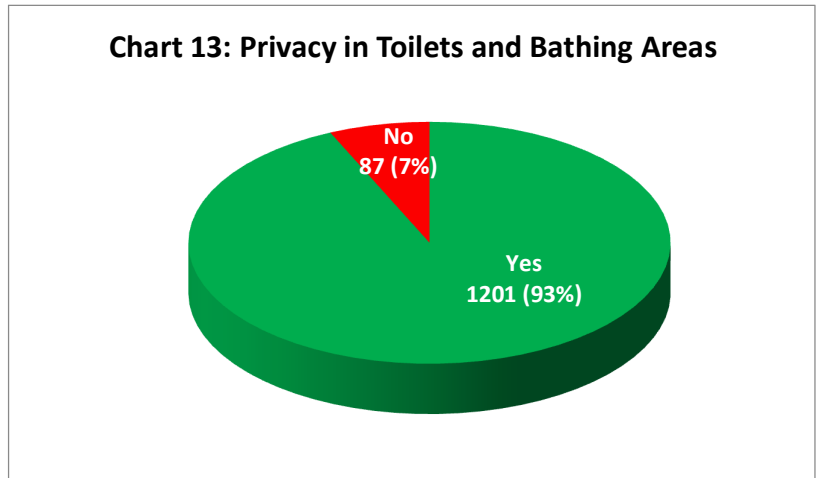
Response	Number	Percent
Yes	1122	87.1
No	166	12.9
Total	1288	100.0
Based on observation of CCIs.		



### 13. Privacy in Toilets and Bathing Areas

According to Rule 67(12) [JJ Model Rules, 2016], Closed Circuit Television cameras may be installed at all key points such as all entry and exit points to the Child Care Institution, reception, corridors, kitchen, pantry or store room, dormitories, entry and exit points of the washrooms with due regard to the privacy and dignity of the children.

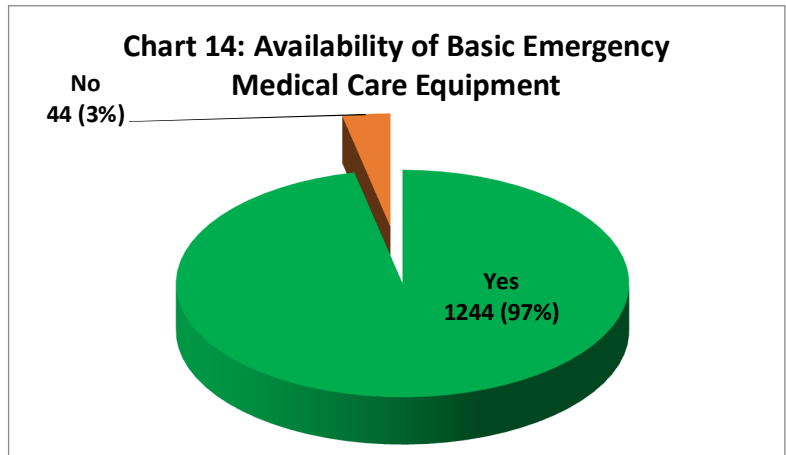
Table 13: Privacy in Toilets and Bathing Areas		
Response	Number	Percent
Yes	1201	93.2
No	87	6.8
Total	1288	100.0
Based on observation of CCIs.		



### 14. Availability of Basic Emergency Medical Care Equipment

According to Rule 34(6) [JJ Model Rules, 2016], the State Government through the District Child Protection Unit shall make provisions for those children diagnosed with special problems such as hormonal problems, immuno-compromised diseases, physical and mental disabilities on the recommendation of the medical officer.

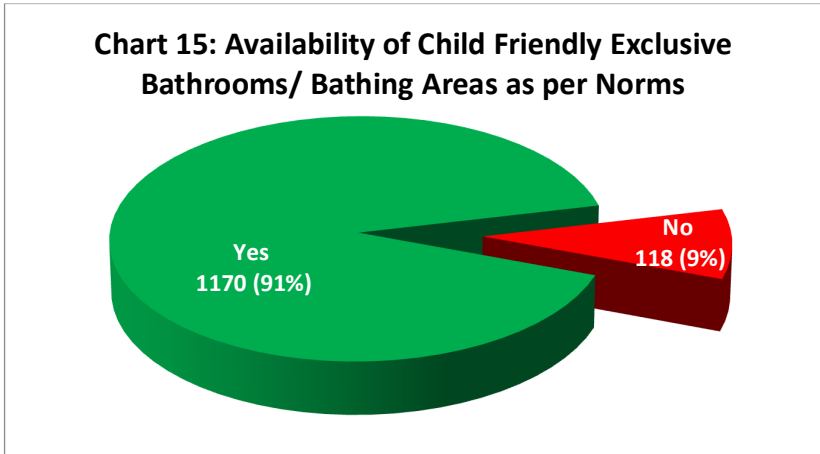
Table 14: Availability of Basic Emergency Medical Care Equipment		
Response	Number	Percent
Yes	1244	96.6
No	44	3.4
Total	1288	100.0
Based on observation of CCIs.		



### 15. Availability of Child Friendly Exclusive Bathrooms/ Bathing Areas as per Norms

According to Rule 31[1(viii)] (JJ Model Rules, 2016), every Child Care Institution shall have sufficient number of well-lit and airy bathrooms with proper fittings in the proportion of at least one bath room for ten children.

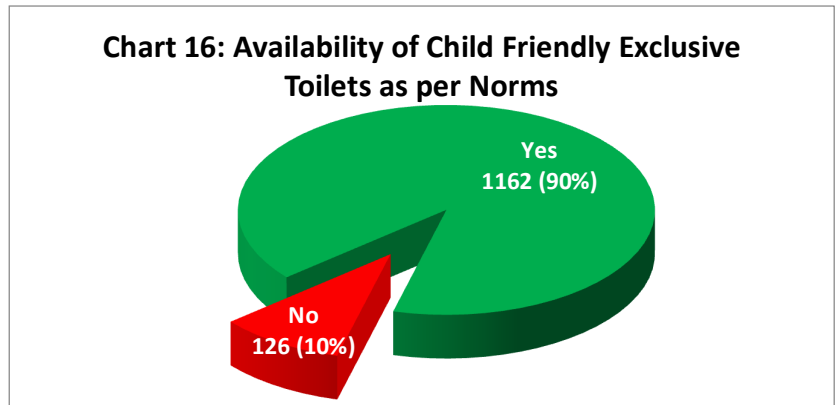
Table 15: Availability of Child Friendly Exclusive Bathrooms/ Bathing Areas as per Norms		
Response	Number	Percent
Yes	1170	90.8
No	118	9.2
Total	1288	100.0
Based on observation of CCIs.		



### 16. Availability of Child Friendly Exclusive Toilets as per Norms

According to Rule 31[1(vii)] (JJ Model Rules, 2016), every Child Care Institution shall have sufficient number of well-lit and airy toilets with proper fittings in the proportion of at least one toilet for seven children.

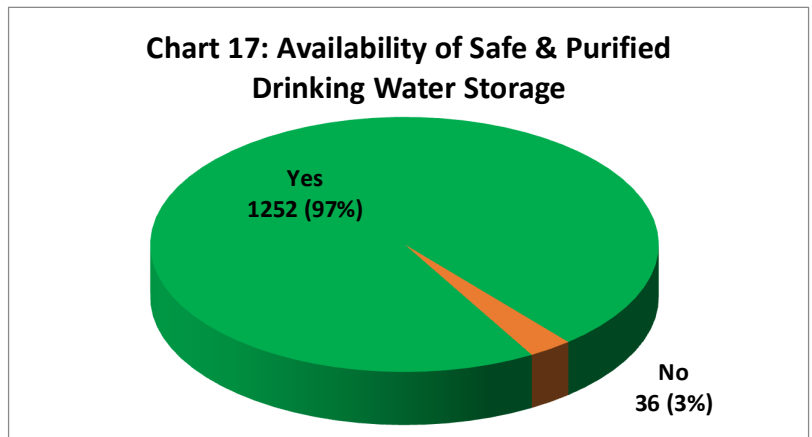
Table 16: Availability of Child Friendly Exclusive Toilets as per Norms		
Response	Number	Percent
Yes	1162	90.2
No	126	9.8
Total	1288	100.0
Based on observation of CCIs.		



### 17. Availability of Safe & Purified Drinking Water Storage

According to Rule 31[1(i)] (JJ Model Rules, 2016), every Child Care Institution shall have sufficient treated drinking water; water filters or RO shall be installed at multiple locations in the premises for easy access such as kitchen, dormitory, recreational rooms etc.

Table 17: Availability of Safe & Purified Drinking Water Storage		
Response	Number	Percent
Yes	1252	97.2
No	36	2.8
Total	1288	100.0
Based on observation of CCIs.		

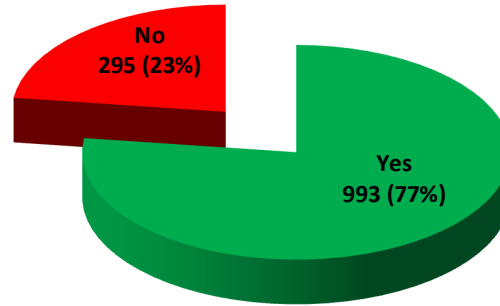


## 18. Availability and Accessibility of Enough/ Safe Toys for Children

According to Rule 38(2) (JJ Model Rules, 2016), sufficient space shall be made available for outdoor sports and games.

Table 18: Availability and Accessibility of Enough/ Safe Toys for Children		
Response	Number	Percent
Yes	993	77.1
No	295	22.9
Total	1288	100.0
Based on observation of CCIs.		

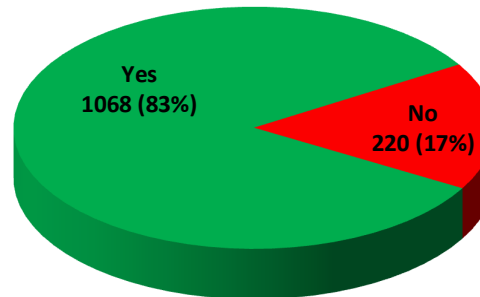
**Chart 18: Availability and Accessibility of Enough/ Safe Toys for Children**



## 19. Availability and Provision of Individual Beds to Children

Table 19: Availability and Provision of Individual Beds to Children		
Response	Number	Percent
Yes	1068	82.9
No	220	17.1
Total	1288	100.0
Based on observation of CCIs.		

**Chart 19: Availability and Provision of Individual Beds to Children**

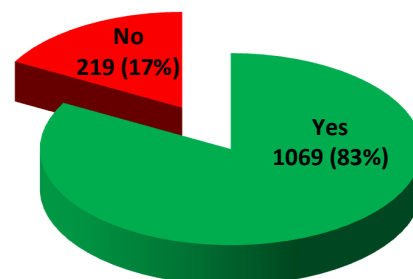


## 20. Segregation of Children according to Age-Group for Stay & Activities

According to Rule 39(2) (JJ Model Rules, 2016), in order to ensure proper care and treatment as per the individual care plans, children shall be grouped on the basis of age, nature of offence or kind of care required, physical and mental health and length of stay.

Table 20: Segregation of Children according to Age-Group for Stay & Activities		
Response	Number	Percent
Yes	1069	83.0
No	219	17.0
Total	1288	100.0
Based on observation of CCIs.		

**Chart 20: Segregation of Children according to Age-Group for Stay & Activities**

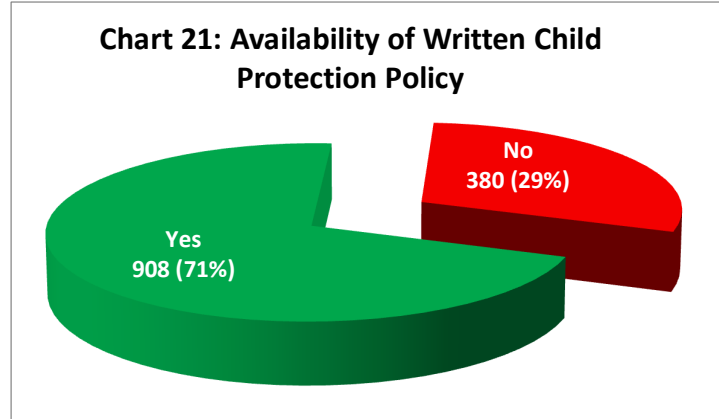


## 21. Availability of Written Child Protection Policy

According to Rule 29(3) (JJ Model Rules, 2016), every Child Care Institution shall keep a copy of the Act and the rules framed by the State Government, for use by both the staff and children residing therein.

Response	Number	Percent
Yes	908	70.5
No	380	29.5
Total	1288	100.0

Based on observation of CCIs.

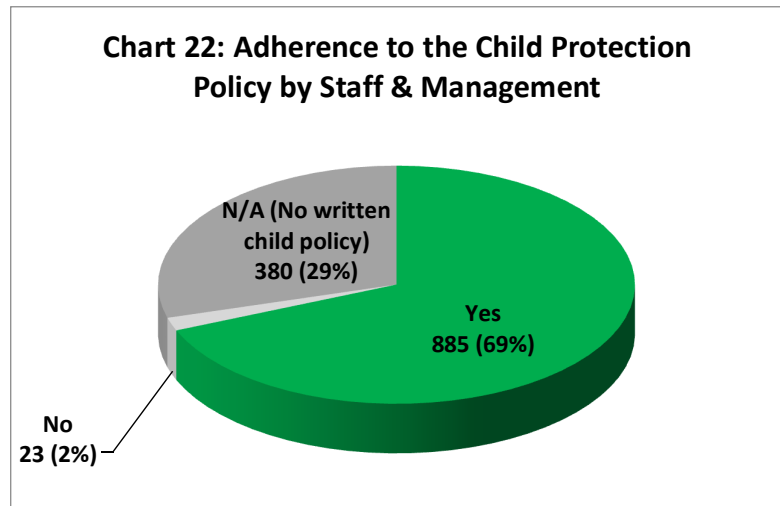


## 22. Adherence to the Child Protection Policy by Staff & Management

According to Rule 29(3) (JJ Model Rules, 2016), every Child Care Institution shall keep a copy of the Act and the rules framed by the State Government, for use by both the staff and children residing therein.

Response	Number	Percent
Yes	885	68.7
No	23	1.8
N/A (No written child policy)	380	29.5
Total	1288	100.0

Based on responses given by the management of CCIs.

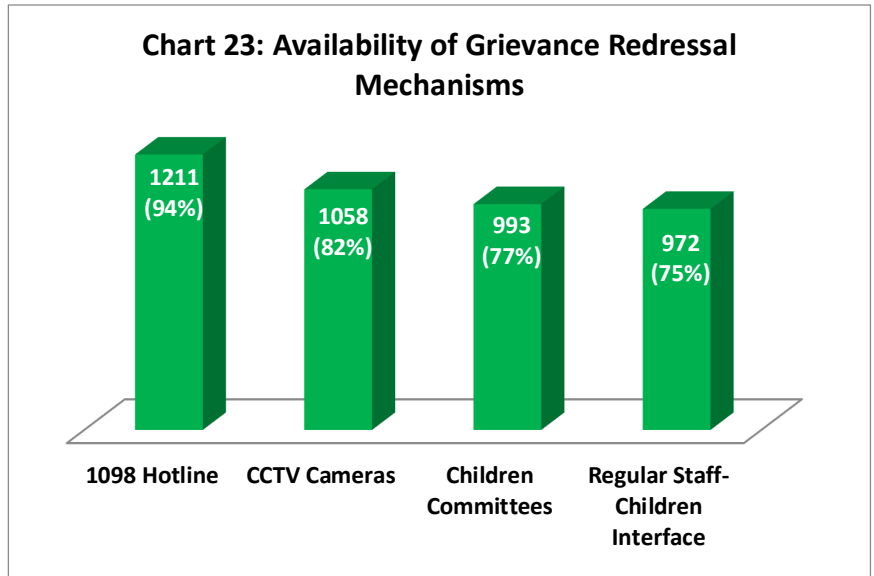


## 23. Availability of Grievance Redressal Mechanisms

According to Rule 39(5) (JJ Model Rules, 2016), the Management Committee shall set up a complaint and redressal mechanism in every Child Care Institution and a Children's Suggestion Box shall be installed in every institution at a place easily accessible to children away from the office set up and closer to the residence or rooms or dormitories of the children.



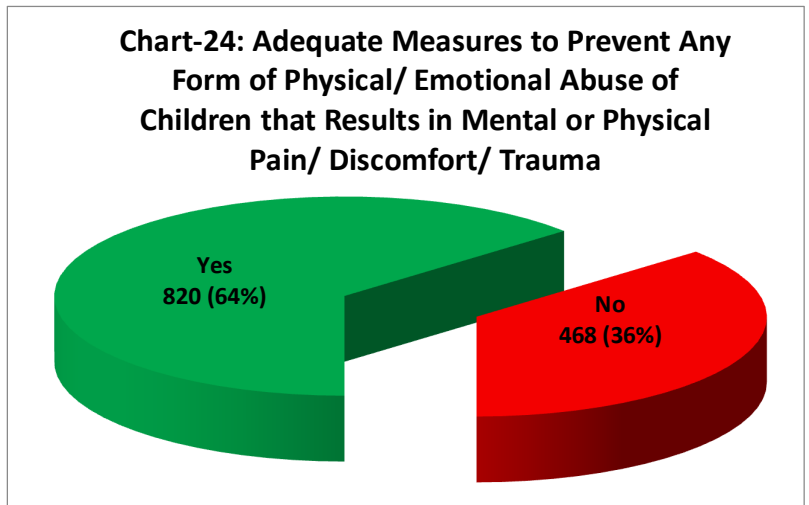
Table 23: Availability of Grievance Redressal Mechanisms		
Grievance Redressal Mechanisms	Yes	Yes
	Count	%
1098 Hotline	1211	94.0%
CCTV Cameras	1058	82.1%
Children Committees	993	77.1%
Regular Staff-Children Interface	972	75.5%
The total of percentages may exceed 100 due to multiple responses. Based on observation and records of CCIs.		



#### 24. Adequate Measures to Prevent Any Form of Physical/ Emotional Abuse of Children that Results in Mental or Physical Pain/ Discomfort/ Trauma

According to Rule 76(1) (JJ Model Rules, 2016), every Child Care Institution shall evolve a system of ensuring that there is no abuse, neglect and maltreatment and shall include the staff who is aware of what constitutes abuse, neglect and maltreatment, and their early indication and how to respond to these abuses.

Table 24: Adequate Measures to Prevent Any Form of Physical/ Emotional Abuse of Children that Results in Mental or Physical Pain/ Discomfort/ Trauma		
Response	Number	Percent
Yes	820	63.7
No	468	36.3
Total	1288	100.0
Based on observation and records of CCIs.		



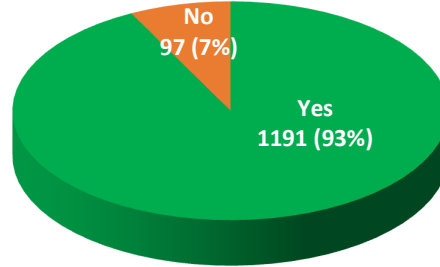
#### 25. Following of a Daily Routine of Activities

According to Rule 32(1)/ Rule 69 [L(2)] (JJ Model Rules, 2016), every Child Care Institution shall have a daily routine for children developed in consultation with the Children’s Committees, which shall be prominently displayed at various places within the Child Care Institution.

Response	Number	Percent
Yes	1191	92.5
No	97	7.5
Total	1288	100.0

Based on observation of CCIs.

**Chart-25: Following of a Daily Routine of Activities**



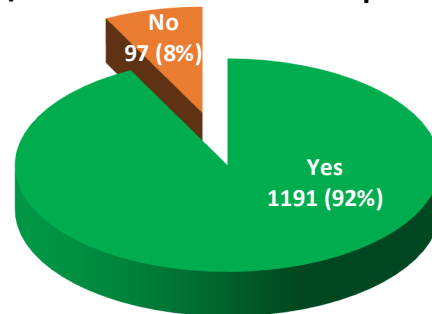
**26. Daily routine Prepared in Consultation with the Children's Committee and/ or with Children's Participation**

According to Rule 32(1)/ Rule 69 [L(2)] (JJ Model Rules, 2016), every Child Care Institution shall have a daily routine for children developed in consultation with the Children’s Committees, which shall be prominently displayed at various places within the Child Care Institution.

Response	Number	Percent
Yes	1191	92.5
No	97	7.5
Total	1288	100.0

Based on responses given by the management of CCIs.

**Chart-26: Daily routine Prepared in Consultation with the Children's Committee and/ or with Children's Participation**



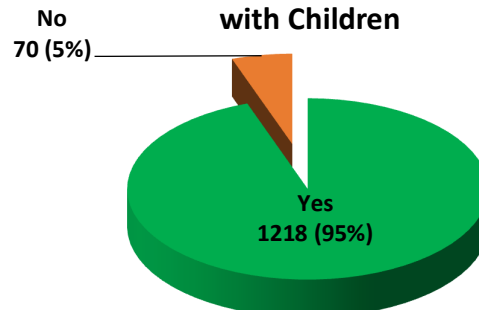
**27. Meals Planned in Consultation with Children**

According to Rule 33(5) (JJ Model Rules, 2016), the menu for the day shall be prepared in consultation with the Children’s Committee and shall be displayed in the dining hall.

Response	Number	Percent
Yes	1218	94.6
No	70	5.4
Total	1288	100.0

Based on observation and responses given by the management of CCIs.

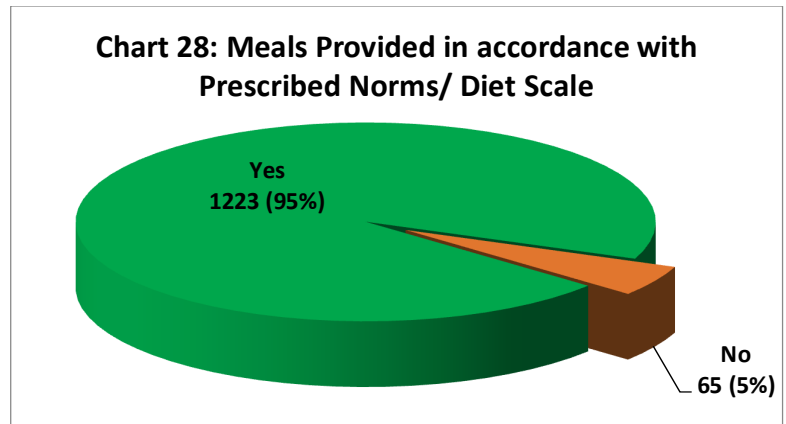
**Chart 27: Meals Planned in Consultation with Children**



## 28. Meals Provided in accordance with Prescribed Norms/ Diet Scale

According to Rule 33(1) (JJ Model Rules, 2016), nutrition and diet scale shall be followed by the Child Care Institutions.

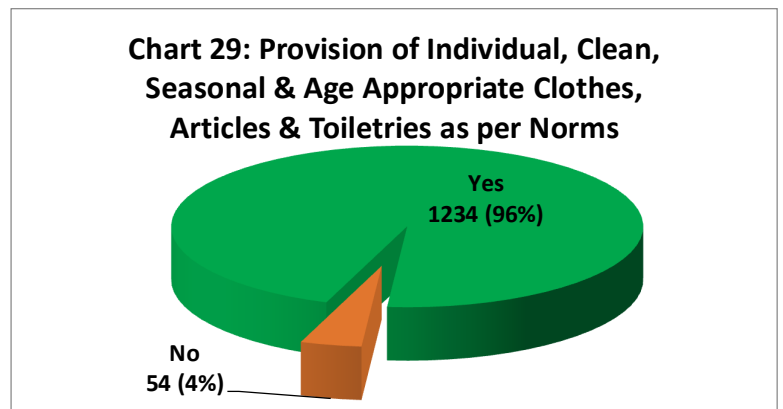
Table 28: Meals Provided in accordance with Prescribed Norms/ Diet Scale		
Response	Number	Percent
Yes	1223	95.0
No	65	5.0
Total	1288	100.0
Based on observation and responses given by the management of CCIs.		



## 29. Provision of Individual, Clean, Seasonal & Age Appropriate Clothes, Articles & Toiletries as per Norms

According to Rule 30(1) (JJ Model Rules, 2016), minimum standards for clothing and bedding shall be as per the scale and climatic conditions.

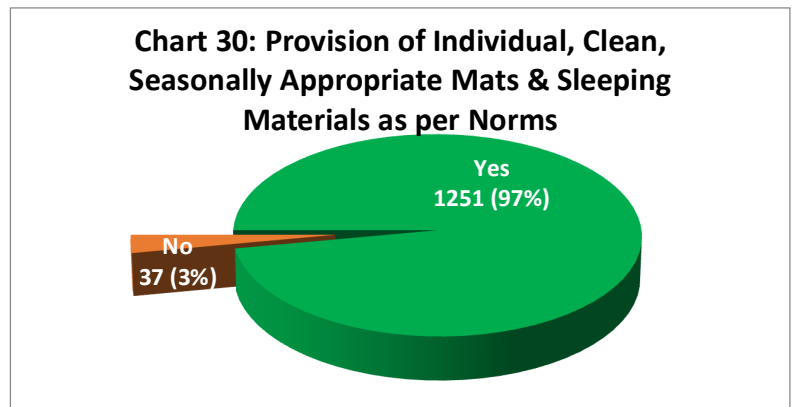
Table 29: Provision of Individual, Clean, Seasonal & Age Appropriate Clothes, Articles & Toiletries as per Norms		
Response	Number	Percent
Yes	1234	95.8
No	54	4.2
Total	1288	100.0
Based on responses given by the management of CCIs.		



## 30. Provision of Individual, Clean, Seasonally Appropriate Mats & Sleeping Materials as per Norms

According to Rule 30(1) (JJ Model Rules, 2016), minimum standards for clothing and bedding shall be as per the scale and climatic conditions.

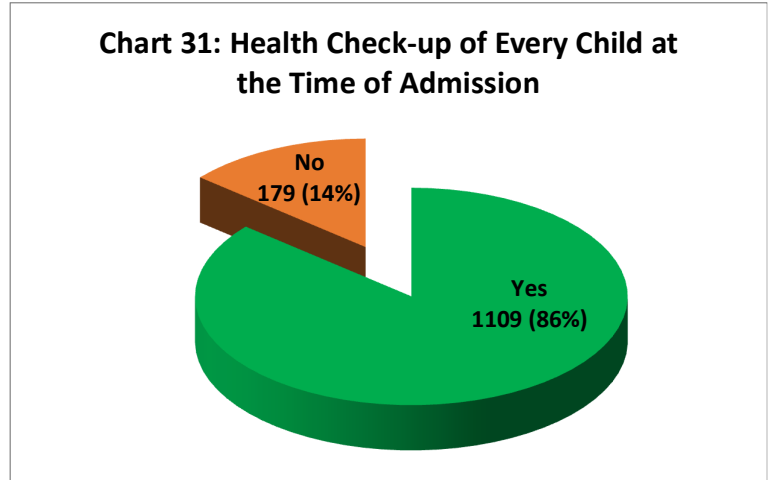
Table 30: Provision of Individual, Clean, Seasonally Appropriate Mats & Sleeping Materials as per Norms		
Response	Number	Percent
Yes	1251	97.1
No	37	2.9
Total	1288	100.0
Based on responses given by the management of CCIs.		



### 31. Health Check-up of Every Child at the Time of Admission

According to Rule 34[3(i)] (JJ Model Rules, 2016), every Child Care Institution shall arrange for medical examination of each child admitted in an institution by the Medical Officer within twenty-four hours of admission and in special cases or medical emergencies immediately.

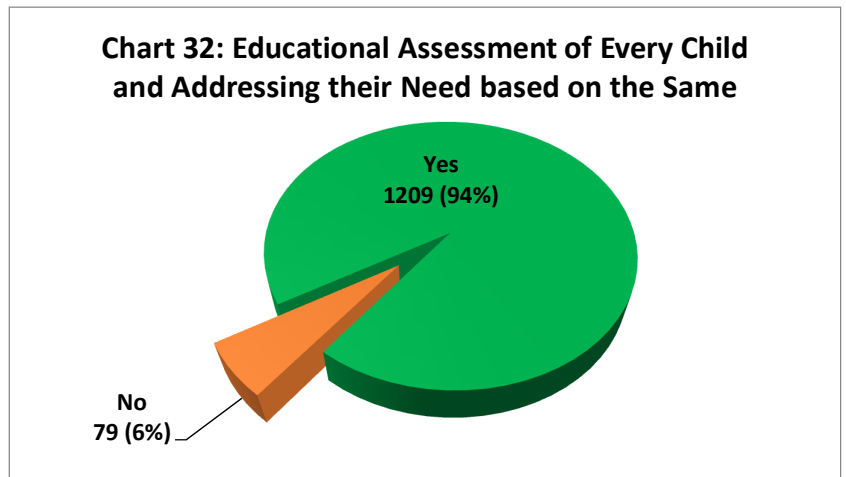
Table 31: Health Check-up of Every Child at the Time of Admission		
Response	Number	Percent
Yes	1109	86.1
No	179	13.9
Total	1288	100.0
Based on responses given by the management of CCIs.		



### 32. Educational Assessment of Every Child and Addressing their Need based on the Same

According to Rule 36(4) (JJ Model Rules, 2016), specialized trainers and experts shall be appointed to cater to the educational needs of children with special needs either physical or mental. Learning disorders shall be identified, assessed and reported in the Individual Care Plan. Further assistance shall be given to the child by trained professionals.

Table 32: Educational Assessment of Every Child and Addressing their Need based on the Same		
Response	Number	Percent
Yes	1209	93.9
No	79	6.1
Total	1288	100.0
Based on observation, records and responses given by the management of CCIs.		

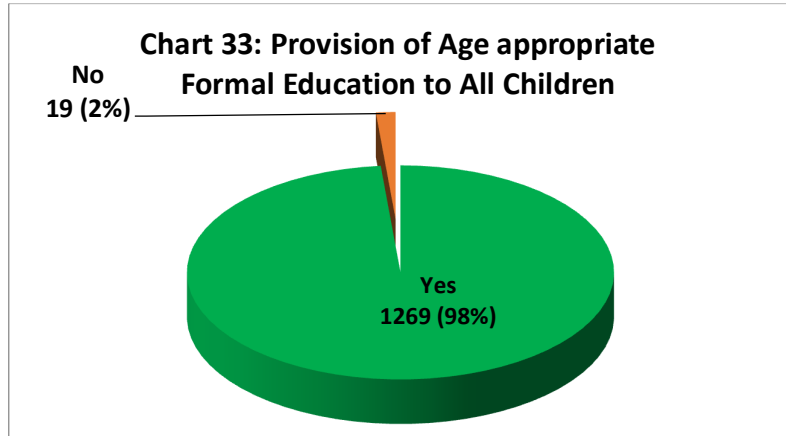


### 33. Provision of Age-appropriate Formal Education to All Children

According to Rule 36(1) (JJ Model Rules, 2016), every child care institution shall provide education to all children according to the age and ability, both inside the institution and outside, as per requirement.

Response	Number	Percent
Yes	1269	98.5
No	19	1.5
Total	1288	100.0

Based on responses given by the management of CCIs.

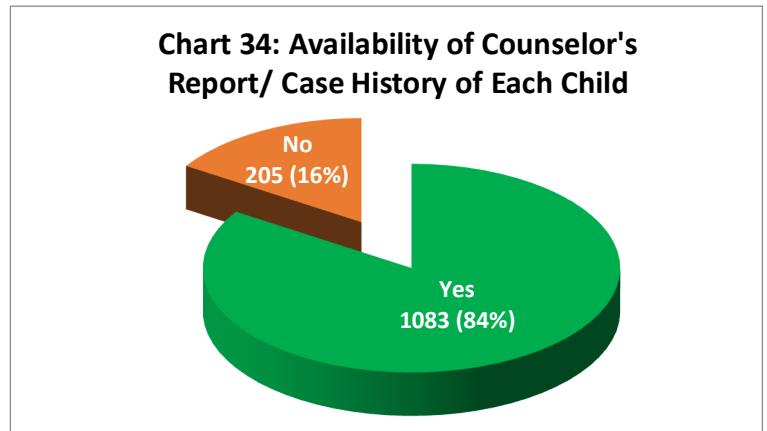


### 34. Availability of Counselor's Report/ Case History of Each Child

- According to Rule 73[3(v)], every Child Care Institution shall maintain Case History form of each child under the JJ Model rules, 2016.
- According to Rule 73[3(vii)], every Child Care Institution shall maintain Counselor's report of each child under the JJ Model rules, 2016.

Response	Number	Percent
Yes	1083	84.1
No	205	15.9
Total	1288	100.0

Based on records of CCIs.

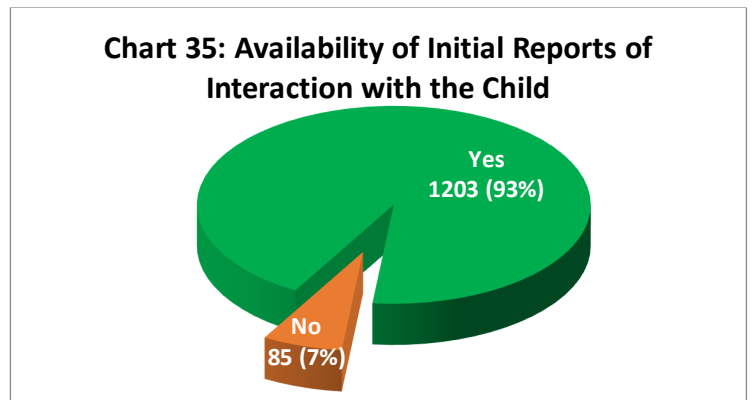


### 35. Availability of Initial Reports of Interaction with the Child

According to Rule 73[1(ix)], every Child Care Institution shall maintain initial reports of interaction with the child under the JJ Model rules, 2016.

Response	Number	Percent
Yes	1203	93.4
No	85	6.6
Total	1288	100.0

Based on records of CCIs.

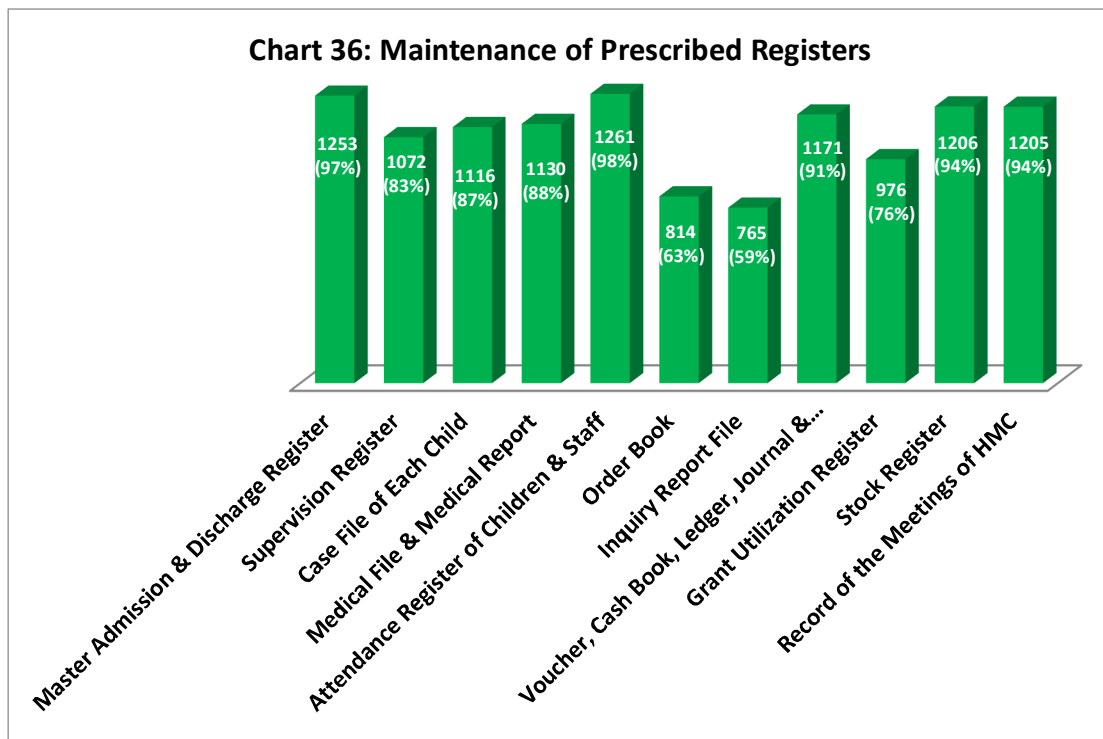


### 36. Maintenance of Prescribed Registers

According to Rule 77(1), the Person-In-Charge shall maintain registers and forms under the JJ Model rules, 2016.

Prescribed Registers	Count	%
Master Admission & Discharge Register	1253	97.3%
Supervision Register	1072	83.2%
Case File of Each Child	1116	86.6%
Medical File & Medical Report	1130	87.7%
Attendance Register of Children & Staff	1261	97.9%
Order Book	814	63.2%
Inquiry Report File	765	59.4%
Voucher, Cash Book, Ledger, Journal & Annual Accounts	1171	90.9%
Grant Utilization Register	976	75.8%
Stock Register	1206	93.6%
Record of the Meetings of HMC	1205	93.6%

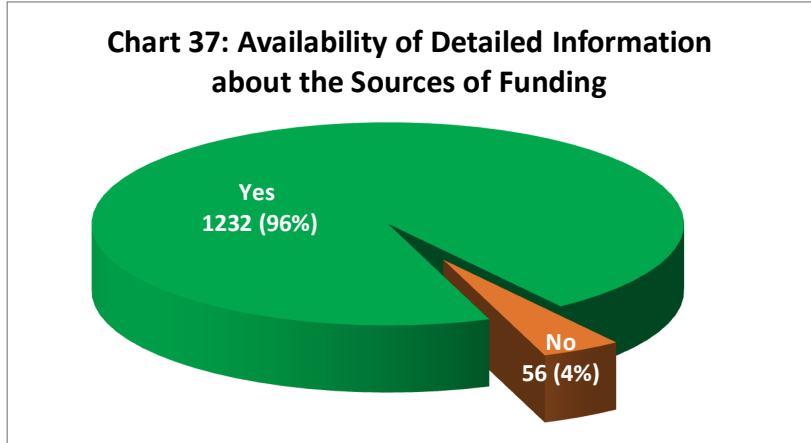
**The total of percentages may exceed 100 due to multiple responses.  
Based on records of CClIs.**



### 37. Availability of Detailed Information about the Sources of Funding

Response	Number	Percent
Yes	1232	95.7
No	56	4.3
Total	1288	100.0

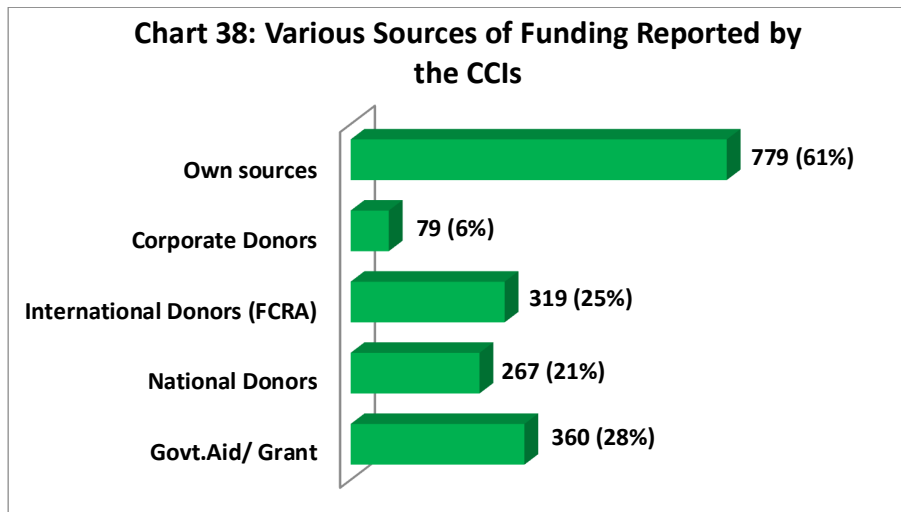
Based on records of CCIs.



### 38. Various Sources of Funding Reported by the CCIs

Sources of Funding	Yes	
	Count	%
Govt. Aid/ Grant	360	28.0%
National Donors	267	20.7%
International Donors (FCRA)	319	24.8%
Corporate Donors	79	6.1%
Own sources	779	60.5%

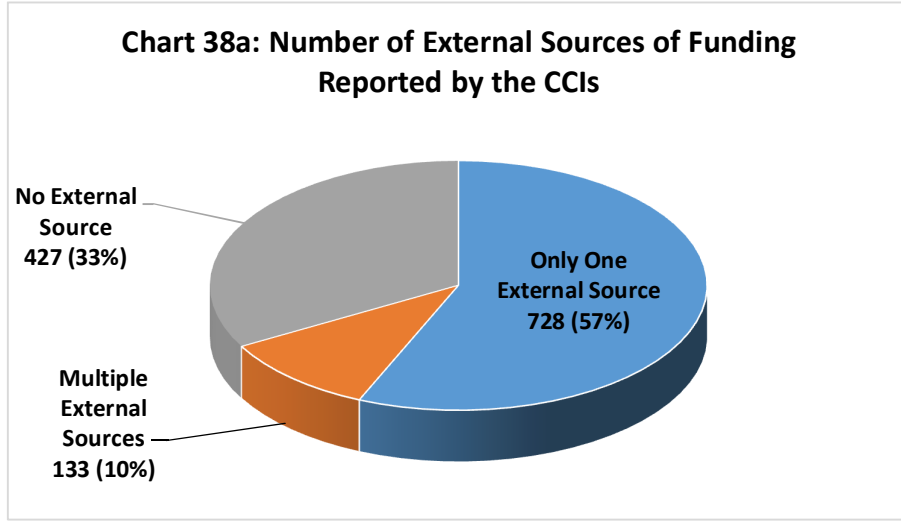
The total of percentages may exceed 100 due to multiple responses.  
Based on responses given by the management of CCIs.



### 38a. Number of External Sources of Funding Reported by the CCIs

Table 38a: Number of External Sources of Funding Reported by the CCIs		
Number of External Sources of Funding	Yes	
	Count	%
Only One External Source	728	56.5
Multiple External Sources	133	10.3
No External Source (Run solely through Own Sources)	427	33.2
Total	1288	100.0

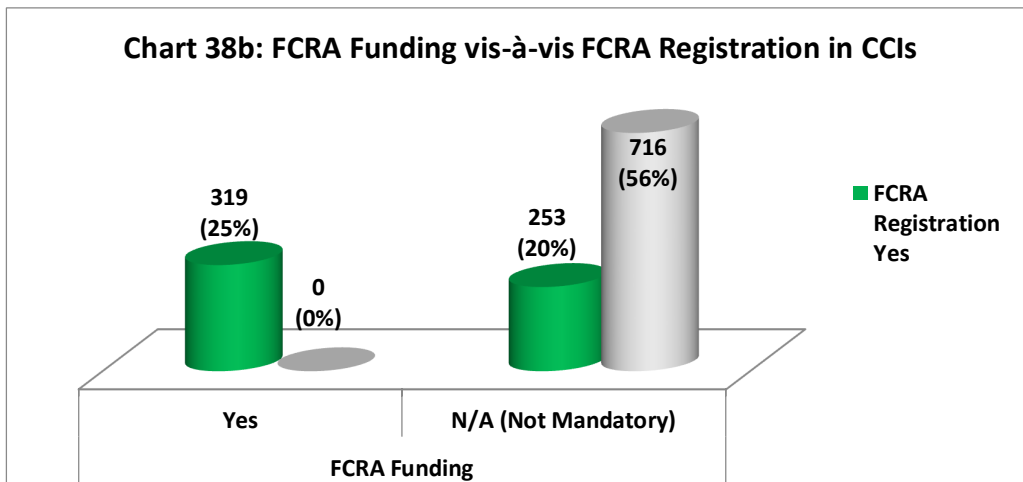
Based on records of CCIs.



### 38b. FCRA Funding vis-à-vis FCRA Registration in CCIs

Table 38b: FCRA Funding vis-à-vis FCRA Registration in CCIs				
		FCRA Funding		Total
		Yes	N/A (Not Mandatory)	
FCRA Registration	Yes	319	253	572
	N/A (Not Mandatory)	0	716	716
Total		319	969	1288

Based on records of CCIs.



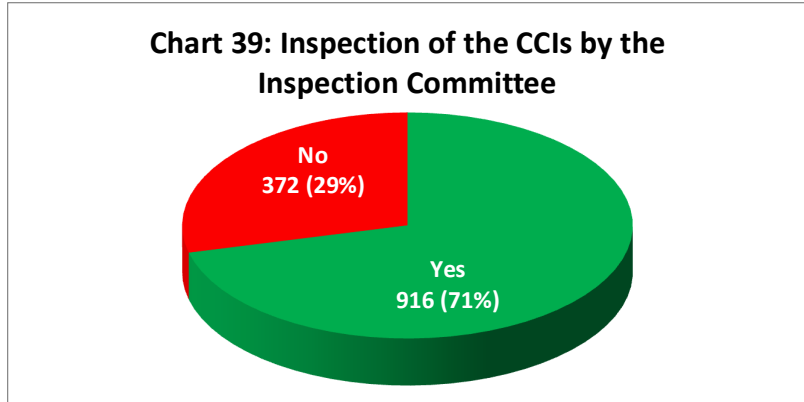


### 39. Inspection of the CCIs by the Inspection Committee

According to Rule 73(4), the State Inspection Committee shall carry out random inspections of the institutions housing children to determine whether such institution is housing children in need of care and protection.

Response	Number	Percent
Yes	916	71.1
No	372	28.9
Total	1288	100.0

Based on records of CCIs.

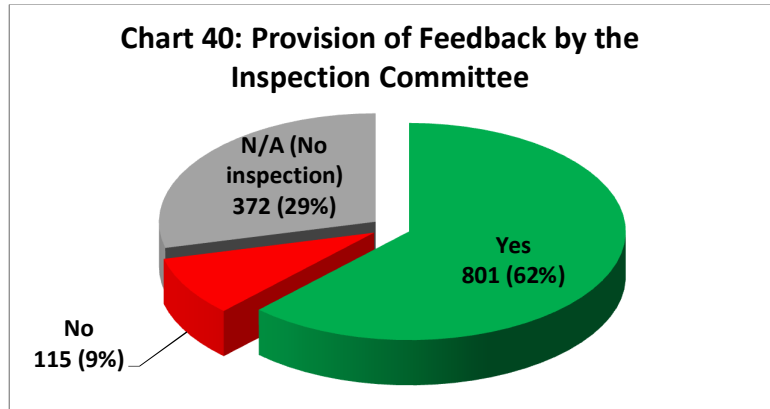


### 40. Provision of Feedback by the Inspection Committee

According to Rule 73(4), the State Inspection Committee shall carry out random inspections of the institutions housing children to determine whether such institution is housing children in need of care and protection.

Response	Number	Percent
Yes	801	62.2
No	115	8.9
N/A (No inspection)	372	28.9
Total	1288	100.0

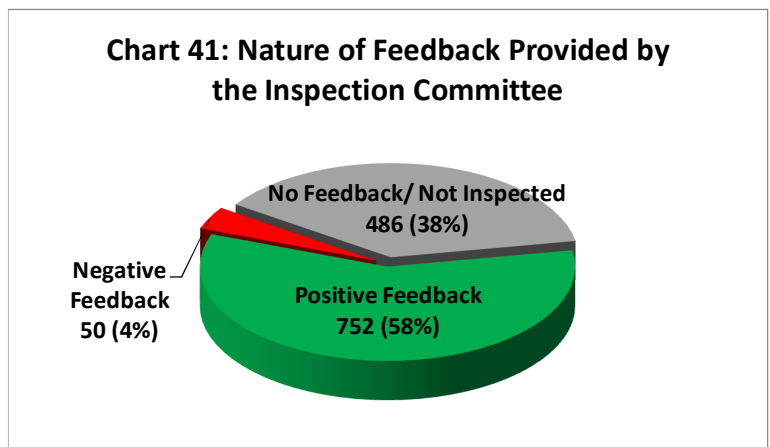
Based on records of CCIs.



### 41. Nature of Feedback Provided by the Inspection Committee

Feedback	Number	Percent
Positive Feedback	752	58.4
Negative Feedback	50	3.9
No Feedback/ Not Inspected	486	37.7
Total	1288	100.0

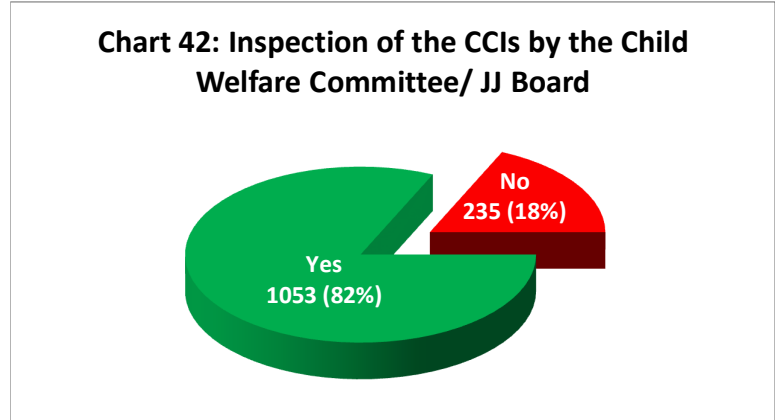
Based on observation and records of CCIs.



#### 42. Inspection of the CCIs by the Child Welfare Committee/ JJ Board

Response	Number	Percent
Yes	1053	81.8
No	235	18.2
Total	1288	100.0

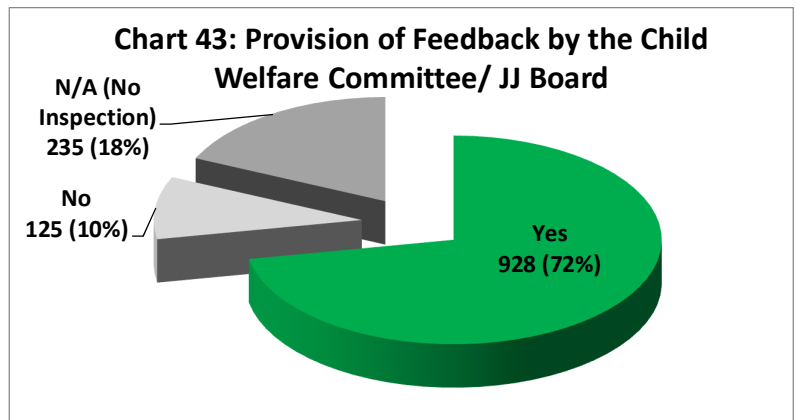
Based on records of CCIs.



#### 43. Provision of Feedback by the Child Welfare Committee/ JJ Board

Response	Number	Percent
Yes	928	72.0
No	125	9.7
N/A (No Inspection)	235	18.2
Total	1288	100.0

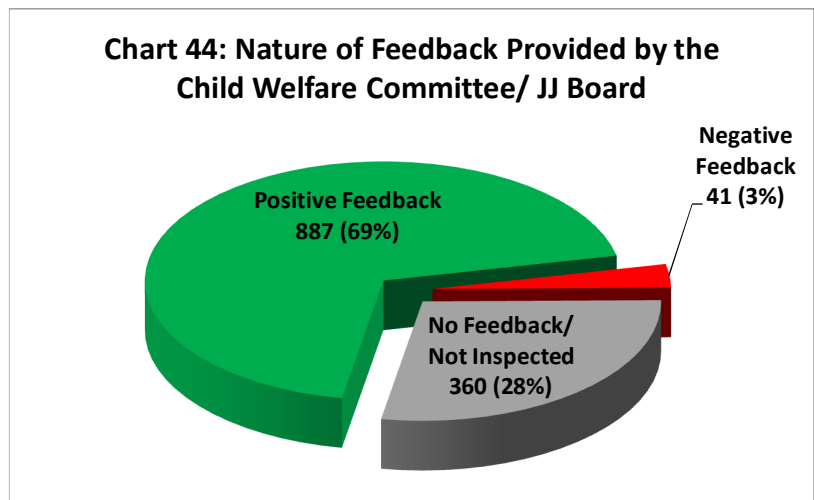
Based on records of CCIs.



#### 44. Nature of Feedback Provided by the Child Welfare Committee/ JJ Board

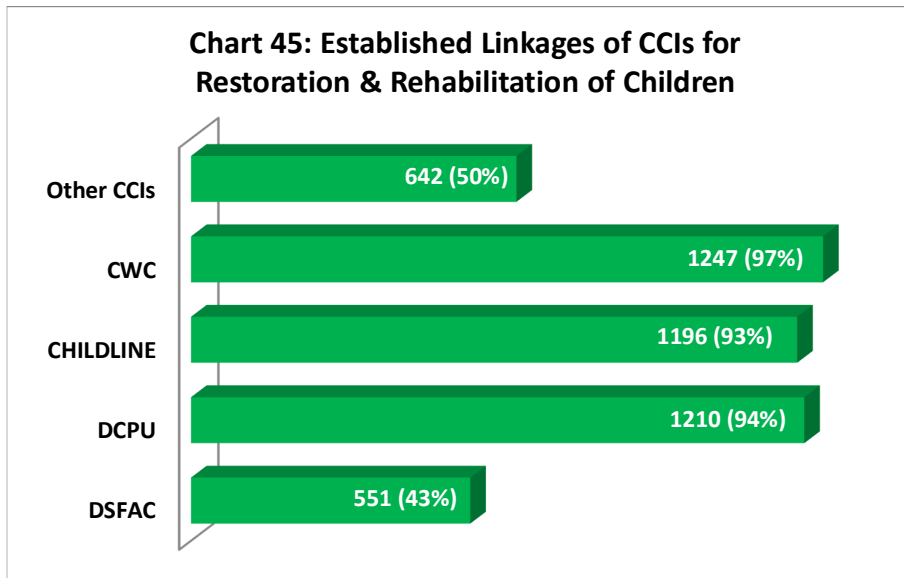
Feedback	Number	Percent
Positive Feedback	887	68.9
Negative Feedback	41	3.2
No Feedback/ Not Inspected	360	28.0
Total	1288	100.0

Based on records of CCIs.



**45. Established Linkages of CCI for Restoration & Rehabilitation of Children**

<b>Table 45: Established Linkages of CCI for Restoration &amp; Rehabilitation of Children</b>		
Linkage	Count	%
Other CCIs	642	49.8%
CWC	1247	96.8%
CHILDLINE	1196	92.9%
DCPU	1210	93.9%
DSFAC	551	42.8%
The total of percentages may exceed 100 due to multiple responses. Based on records and responses given by the management of CCIs.		



\* \* \* \*

The first part of the document discusses the importance of maintaining accurate records of all transactions. It emphasizes that every entry, no matter how small, should be recorded to ensure the integrity of the financial data. This includes not only sales and purchases but also expenses and income. The document provides a detailed list of items that should be tracked, such as inventory levels, supplier payments, and customer orders. It also outlines the procedures for recording these transactions, including the use of standardized forms and the importance of double-checking entries for accuracy.

The second part of the document focuses on the analysis of the recorded data. It describes various methods for identifying trends and anomalies in the financial records. This includes comparing current performance with historical data and industry benchmarks. The document also discusses the importance of regular audits to detect and prevent errors or fraud. It provides a step-by-step guide for conducting an audit, from selecting the records to be reviewed to the final reporting and corrective actions.

The final part of the document addresses the overall management of the financial system. It discusses the role of the accounting department in providing accurate and timely information to management. It also outlines the importance of maintaining clear communication with stakeholders, including investors and regulatory bodies. The document concludes with a summary of the key points and a call to action for the management team to ensure the continued success of the organization through effective financial management.