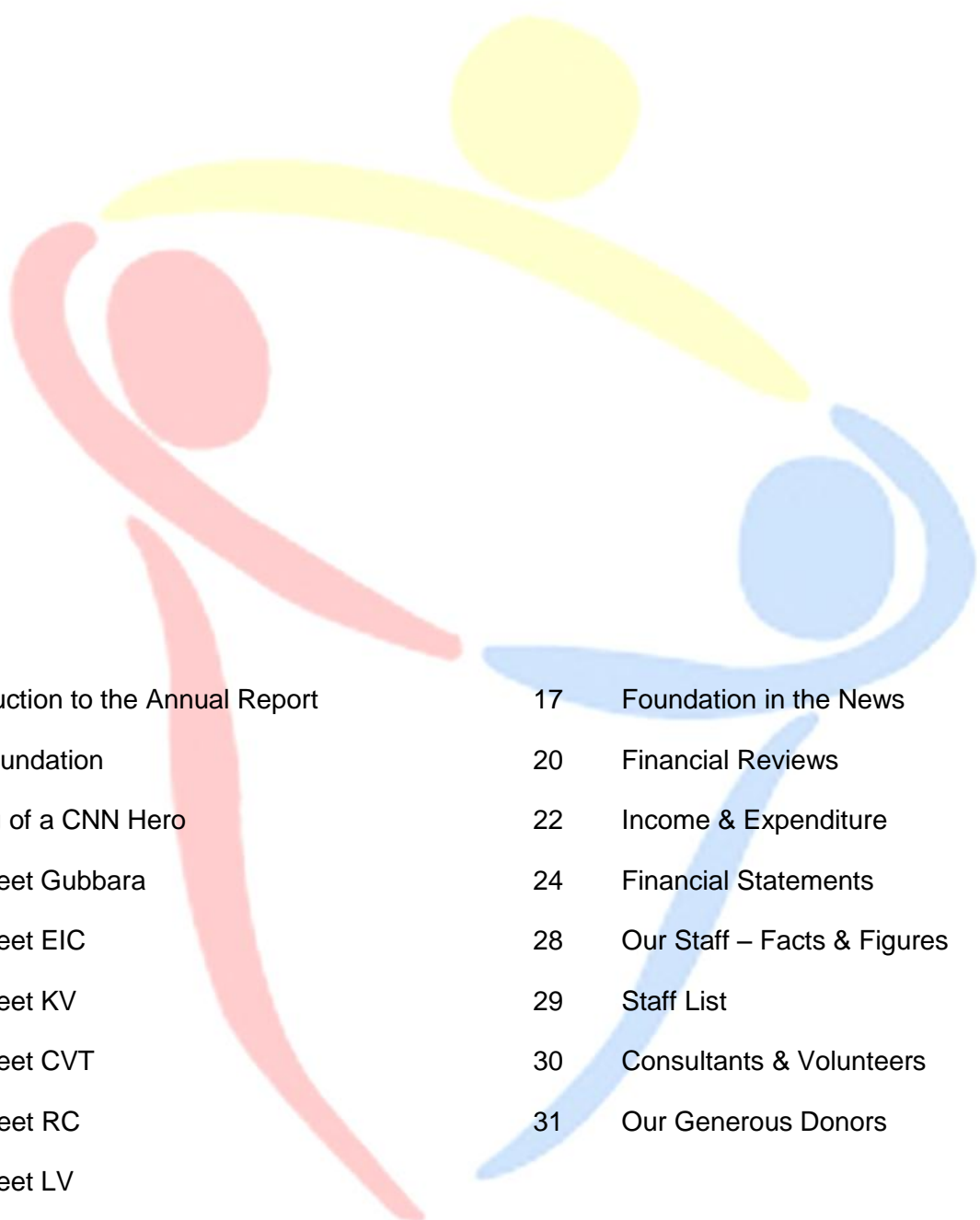


Latika Roy Foundation

Annual Report 2011 - 2012





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Introduction

At our Distinguished Lecture Series in 2006, Dr Krishna Kumar, then director of the National Council on Education, Research and Training, made an impassioned plea to voluntary organizations like the Latika Roy Foundation: *“Engage with the government.”*

“Only the government has the reach, the resources and the capacity to achieve the kind of social change you envision,” he insisted. “You *must* engage with the government.”

We rejected his advice. We had heard too many stories about the difficulties of working with the government: bribes demanded, pressure to hire relatives, endless delays in receiving payments – the lot. We feared the numbers game – being forced by the rigidity of government programs to meet unreasonable targets and gradually sacrificing quality for quantity.

For years, we maintained this distance. We responded to government requests to train teachers, anganwadi workers and health workers; we participated in policy level debates and consultations and contributed to training manuals and draft legislations. But we never took any money.

All that changed in 2010-2011.

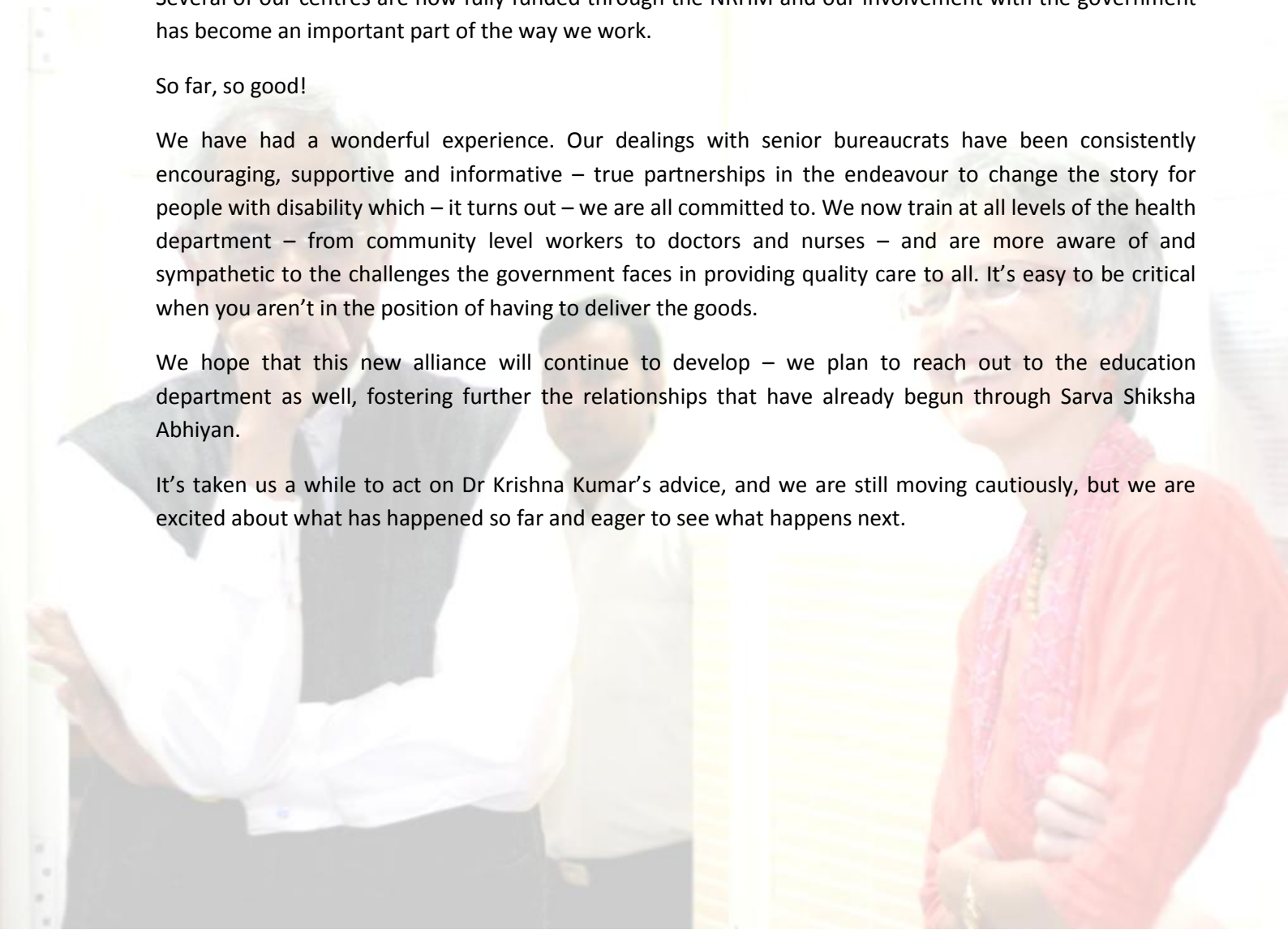
As we documented in our last Annual Report, the Latika Roy Foundation has entered into a Public Private Partnership with the Government of India through a grant from the National Rural Health Mission (NRHM). Several of our centres are now fully funded through the NRHM and our involvement with the government has become an important part of the way we work.

So far, so good!

We have had a wonderful experience. Our dealings with senior bureaucrats have been consistently encouraging, supportive and informative – true partnerships in the endeavour to change the story for people with disability which – it turns out – we are all committed to. We now train at all levels of the health department – from community level workers to doctors and nurses – and are more aware of and sympathetic to the challenges the government faces in providing quality care to all. It’s easy to be critical when you aren’t in the position of having to deliver the goods.

We hope that this new alliance will continue to develop – we plan to reach out to the education department as well, fostering further the relationships that have already begun through Sarva Shiksha Abhiyan.

It’s taken us a while to act on Dr Krishna Kumar’s advice, and we are still moving cautiously, but we are excited about what has happened so far and eager to see what happens next.



The Foundation

About us:

The Latika Roy Foundation is a Dehradun-based registered society that provides creative education and therapy to children disadvantaged by disability and poverty. All that we do is based on the belief that every child, regardless of ability, has the potential to develop and grow in a positive way.

Our History

Founded in 1994, we began with Latika Vihar – an inclusive play space that featured arts and crafts, music, dance and sports all under one roof.

Inspired by our success over the years, we have grown to a multi-tiered organization featuring educational programs for infants, children and adults. We remain committed to empowering those with disability, offering developmental therapy, education, vocational training and counselling, rights-based assistance and, of course, plenty of time to play! Our projects continue to evolve and to touch the lives of children and young adults with disability, their families, the Dehradun community and beyond.

Our Mission

We plan for the most vulnerable to make the world better for everyone

Our Vision

To make Uttarakhand a model state where people with disabilities have access to education, employment, and full inclusion in the community

Our Projects



Gubbara



Early Intervention Centre



Karuna Vihar CDC & SS

The Needs We Address

We provide high-quality direct services in medical assessment, education, therapy and vocational training for children and young adults with multiple disability as well as advocacy, awareness and professional support through workshops, outreach and training.

Impact to Date

From direct service projects to community outreach and empowerment, the Foundation, now in its 19th year, is a force for social change in the Dehradun community and throughout the state of Uttarakhand. We operate seven centres for hundreds of children and young adults ranging in age from birth to 21, all with mental handicap. 60% also have a physical disability and a small number have visual, hearing or perceptual problems.

Due to our efforts with the medical community, the average age of children referred to the early intervention centre has dropped from six years to 18 months.

We work in inter-disciplinary teams, with well-documented and standardized records. The growth of the “whole person” is always our foremost goal.

With our help desks at the Doon Hospital and Chief Medical Office we have helped over a thousand people with disabilities in obtaining disability certificates.

Parent empowerment is the key to our success. Counselling, parent support and training are a vital part of our work.

Full inclusion of people with disability, through training, awareness and demonstration is the overall goal of the Latika Roy Foundation.



College of Vocational Training



Latika Vihar



Resource Centre

The Making of a CNN Hero: Backstage

Phew. Being a hero is hard work.

First, you have to do something significant for a long time (in our case, 17 years). Then you have to get discovered. And finally you have to be documented.

The first two were easy. After 17 years of working-working, you know a little about net-working. It was the 3rd bit that took us by surprise.

The documenting. We were selected as a **CNN IBN Real Hero**. The honor comes with a Five Lakh prize (that's \$10,000!). But also with a little movie being made about our work.

The film crew – Reena (the director, producer and anchor all rolled into one), Nishad and Gautam – descended upon us like an Immutable Law of Nature.

And at first, truth be told, it seemed like fun. There were balloons! Felt-tip pens! Beautiful children, dressed up in pretty clothes.

Reena, for all her sweet smiles and charming manners, was as fierce as any Tiger Mom and just as ruthless and demanding.



Moy Moy, of course, is always and only herself. No amount of ordering or demanding made the slightest bit of difference and in the end, Reena got some amazing shots just by waiting around long enough.

Here follows our three day saga

On Day One, I was expecting that we would only have a discussion about the plan. But probably we just looked so good that they couldn't resist starting the shoot immediately.

Moy Moy and I were both wearing some old rags and I wasn't too thrilled about it, but I figured we would wear our planned outfits the next day.

Moy Moy and I were then filmed relentlessly in our front garden.

The soft evening light was perfect and all we had to do was what we had been doing anyway – leaf through photo albums. I thought – oh, this isn't so difficult.

Suddenly, Reena decided we needed more trees. "Quick!" she exclaimed. "Is there a place we can go with a forest? We'll have to move fast – while we still have the light."

We sped off to FRI (luckily we keep a forest close at hand). Walked down the leafy lanes over and over and over, trying not to go too fast or too slow, trying to remember not to glance directly into the camera, trying not to look too self-conscious.

Then a recce to all the centres where we would be shooting on Day Three (Day Two was Sunday). Then finally, home (where Reena informed us casually that we had to wear the same clothes – the old rags! – for the entire duration).



Day Two. The story Reena had concocted required a flashback to Moy Moy as a little girl – Lakshi won that part. Lakshi was put through her paces.

She tried gamely to understand the intricacies of correct balloon placement until finally, she simply and sweetly gave up and used the charm and disarm approach to return the balloon to Reena and Reena, conceding defeat, came up with another approach to her story.

But that was just Round One. Round Two, which she had every intention of winning, was out in the Mohand Forest, in a dry river bed. The idea was to portray the difficulties of Moy Moy's early life and featured Lakshi, first perched on a tree branch, reciting a poem and then being shown how she would have to walk up the rough, rocky path . . . and finally being filmed doing it alone (over and over and over!)



Our sound bites were filmed there (over and over and over – there is a pattern, right?) in the bright white light until Reena was satisfied and we were finally allowed to go home.

Day Three! Finally, we got to the real stuff: the work of the Foundation.



As usual, our kids hammed it up:

Reena and the crew made them go through their usual routines (coming through the gate, saying the Morning Prayer, singing the National Anthem) over and over and over. Manju was filmed explaining how we function over and over and over . . .

And then Reena got another idea and the whole crew piled into and on top of their vehicle for some action shots of a father bringing his daughter to school by bicycle.



Looking at the two-minute film that was finally produced, you would never guess all that had gone into it.

Nor, looking at us in real life and knowing our casual, unscripted, down-home style, would you ever imagine we could look so glamorous and poised on stage

Story as narrated by: Jo Chopra



Our Projects -



Facts & Figures



Gubbara

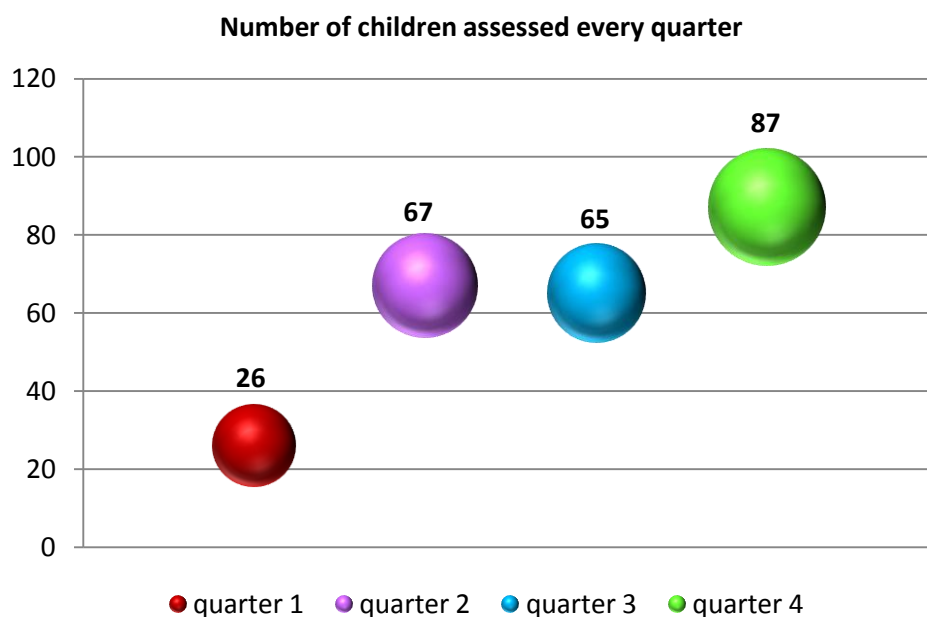
This has been the first year of existence for Gubbara. The centre has been greatly appreciated and the Government seems to be interested in replicating our model in other districts of Uttarakhand as well. 245 children have already been assessed – and the numbers keep growing.

Some quick facts

1. Children Assessed: 245
2. Average satisfaction rate for parents: 98.2%
3. Outreach trips made to create awareness: 21
4. Children seen at OPD: 605
5. Facilitation of obtaining disability certificates in 80 children
6. Volunteers: 7
7. Appliances provided
 - 8 FAOs
 - 8 Hand Splints
 - 6 Helmet
 - 1 Swedish Knee Brace
 - 3 Hearing aids
 - 6 Spectacles
8. Money spent 2011 - 2012 : Rs. 24, 95,787



Quarter-wise assessment data for children at Gubbara



Early Intervention Centre

This was a significant year for the Early Intervention Centre (EIC) as we shifted to a new set up where we finally have enough space to create different areas for different activities.

Here's what we've got:

- Sensory Integration Room (teeny-tiny, but it works!)
- Visual Stimulation Area
- Orthotic Lab
- Computer area
- Kids' Library
- Imaginative play
- Music room
- Dressing room
- Sandpit area
- Counselling room



Some quick facts

1. Children attending daily: 51
2. New children enrolled: 41
3. New Programs Started
 - (i) **Individual parent staff meeting** began in February 2012 on home management days. The meeting is to provide interaction between parents and staff so that our planning is based on parents' needs and expectations.
 - (ii) **All-Therapists' meetings** started from July 2011 on every other Friday.
 - (iii) **Use of COMMDEAL and NDT planning worksheet** for all children to analyze neuromuscular and musculoskeletal components and monitor their progress.
 - (iv) **Afternoon sessions** for mainstreaming and others.
 - (v) **Early inclusion group (the EIG)** with Nicola Tansley, consultant educational psychologist, – a working group comprised of professionals from across the Foundation. Its goal is to make inclusion for EIC graduates as smooth and happy a process as possible.



4. New Staff Employed: 1
5. Volunteers : 2
6. Money spent: Rs. 26, 06,856

Karuna Vihar Child Development Centre & Special School

In July 2011, we took stock of the situation at Karuna Vihar. For some time it had been clear that there were two groups of children enrolled: one consisting of children who would benefit from more academic inputs (they should be able to read, write and understand many things) and a second group who needed more attention, help with behavior management and intensive therapy. After discussions with several of our consultants and advisers, we decided to create two centres out of Karuna Vihar – Karuna Vihar Child Development Centre (CDC) and Karuna Vihar Special School (SS). Karuna Vihar CDC is an intensive therapy and education program for children with complex special needs as well as after-school support for children with specific learning difficulties



Karuna Vihar SS is a day school for children with disability from 6 to 14. The school offers holistic, activity-based education and therapy program to help children achieve their full potential.

Some quick facts

1. Children at the centre: 51
2. New children enrolled: 18
3. New Programs Started: Karuna Child Development Centre
4. Workshops conducted:
 - i. Workshop for SSA on teaching learning material
 - ii. Workshop on disability (Awareness and Orientation)
 - iii. Workshop on Autism at SSA Mayur Vihar
 - iv. Workshop on Inclusion at Kendriya Vidhyalaya FRI
 - v. Workshop on Child Development, CP, Autism, MR and Intellectual ability at AIDS society by Dr. Vibha Krishnamurthy from Umeed
 - vi. Workshop on communication and interaction by Anne Bruce
 - vii. Workshop on giving medicines to your child by Nicola Hussain
 - viii. Workshop on Behaviour and Autism for LRF staff conducted by Dolores Scheelen from the United States
5. Volunteers: 1
6. Money Spent: Rs. 51,01,466



College of Vocational Training

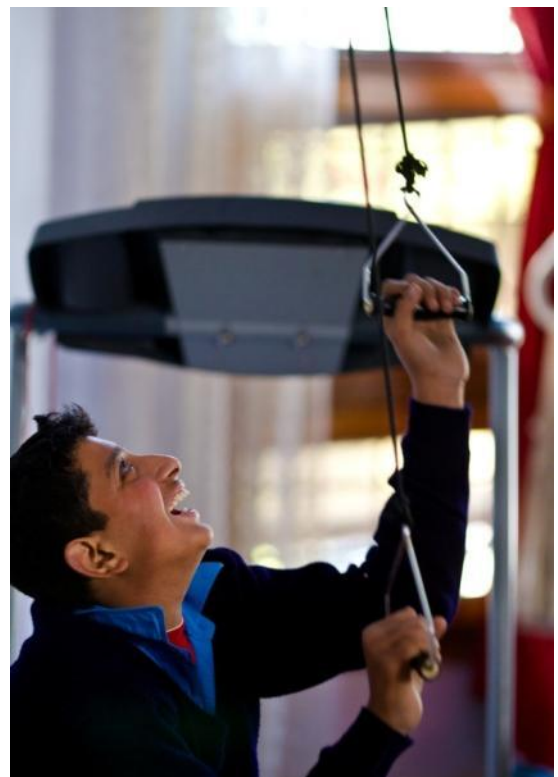
Some quick facts

1. Trainees enrolled: 32
2. Number of new children enrolled: 4
3. New programs:
candle making, cooking, sewing, baking

- i. new products:
 - Photo Frame
 - File Holder
 - Bookmark
 - Envelopes
 - Wine bags, etc.
 - Quilted Pouch

4. Workshops:
 - i. Workshop on Cerebral Palsy for KV & CVT Parents
 - ii. Workshop on Nero Development therapy for Physiotherapists and Special educators
 - iii. Leadership workshop by Priti Kapad
 - iv. Workshop on child rights and needs - conducted by Inspiration Centre - Parivar
 - v. Workshop on Psychological Service & Early Intervention for the Special Educators at LRF
 - vi. Workshop on communication, speech and language for CVT staff members, conducted by Anne Bruce (speech language & therapist from Edinburgh)
 - vii. Workshop on making and using learning aides for LRF Staff
 - viii. Workshop on Arts & Craft for CVT staff

5. New staff: 1
6. Volunteers: 2
7. Money Spent 2011 - 2012: Rs. 12, 69,664



Resource Centre

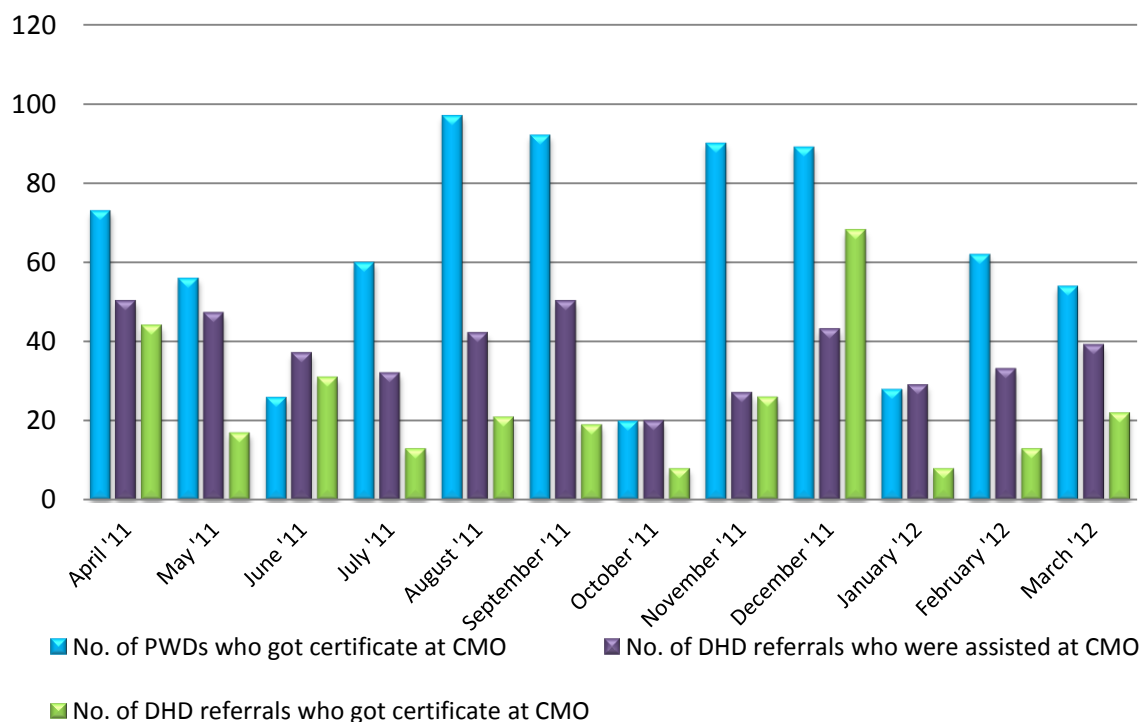
Awareness & Outreach

Through the Help Desks at Doon Hospital and Chief Medical Office (CMO), Student Awareness and Career Workshops, Lecture Series, Trainings and a Disability Camp, we managed to share the good news of inclusion with thousands of people in our state.

Some quick facts & figures:

1. Out of the thousands of people we assisted at the help desks at Doon Hospital and CMO, those with disability were as follows:
 - Assisted at the Doon Help Desk(DHD): 601
 - Assisted at the CMO Help Desk: 1152
2. Of the **747 people** who got certificates at CMO this year, **290** were referred by the Doon Help Desk; effectively **~40 percent** of the people who got their certificates did so because of our Help Desk at Doon Hospital.

Number of PWDs referred by Doon Help Desk who got certificates at CMO



3. Disability Camp, December 2011:
 - People attending: ~1500
 - Disability Certificates given: 46
 - People getting travel concession: 29
 - People registered with NIOH for wheelchairs: 31

4. Awareness & Career Workshops:
- Career & awareness workshops conducted: 30
 - Students reached through career workshops: 799
 - Students reached through awareness workshops: 1702
5. Outreach Program:
- I. Gubbara awareness trips to the following NGOs & Hospitals in Dehradun: Military Hospital, Raphael, Cheshire Home, Sharp Memorial, Mahant Indresh Hospital & Gokul Society
 - II. Out of town outreach trips to : Nainital & Haldwani – Chintan International Trust, Sushila Tiwari Hospital, Nainital District Hospital, Rural Community Health Clinic, Human Hospital IVRI Mukteshwar, Ram Chandra Mission Himalayan Ashram Satkhol, Aarohi & Chirag Hospital at Mukteshwar
6. Calendar 2012
- Calendars printed: 3000
 - Funds generated through Calendar sales: Rs. 5,00,000
7. Lecture Series May 2011: Chief Justice Ajit Prakash Shah gave an interactive lecture on Inclusion and Right to Education at Welham Girls School. Over 400 people attended – our biggest turnout yet!
8. Two-day Seminar on Early Intervention & Pediatric Rehabilitation was conducted for 30 government doctors by Developmental Pediatricians Vibha Krishnamurthy & Roopa Srinivasan
9. The Foundation assisted and partially sponsored an International of Symposium on Intellectual & Developmental Disabilities as part of the 3rd Asian Workshop on Community Genetics & Genomics
10. Money spent 2011 - 2012: Rs. 24, 72,163
11. Total expenditure on travel by staff & volunteers:

Travel Domain	Amount (INR)
National	1,58,642
Local	13,710
International	58,195

Latika Vihar

Latika Vihar moved to a spacious new location this year.

1. Average number attending: 60
2. New children enrolled: 88
3. Workshops:
 - i. Art & Crafts workshop by Kanica Singh
 - ii. Dramatics workshop
 - iii. Communication & social skill workshop
4. New Staff Employed: 4
5. Volunteers: 17
7. Money spent 2011 - 2012: Rs. 3, 97,705



Foundation in the News

TEDx Nariman Point – Transformation in Education



Our Co-Founder and Executive Director Jo Chopra gave a TEDx Talk in Mumbai on how inclusion could transform education in the country.

CNN IBN Real Hero Award

Latika Roy Foundation was conferred the CNN IBN Real Hero Award at a star studded function held in Mumbai in March, 2012. On behalf of the foundation, Jo Chopra and Manju Singhania accepted the award given by the cricketing legend Sachin Tendulkar and Nita Ambani. The honor came with a Five Lakh prize (\$10,000) and featured a two minute movie clip about our work.





Financial Review



Our financials at a glance

What a year this was.

A quick look at our financials – both this year's and last – reveals a lot, even to non-accountants, even to people who have almost no idea about funding sources or revenue streams.

Our funding history at the Latika Roy Foundation has been fairly consistent. After the first three years, during which our budgets were very low and we relied completely upon individual donations, we began getting institutional grants (mainly from the Tata Trusts). As time went on, we grew more and more dependent upon this as our primary source of income.

Any good financial adviser will tell you that this was a bad idea. Voluntary organizations have five sources of income (individuals, corporates, government, institutions and earned) and the most sensible approach is to have a judicious mix of all five. It needn't be exactly 20% of each, but having well over half coming from just one source is a recipe for disaster.

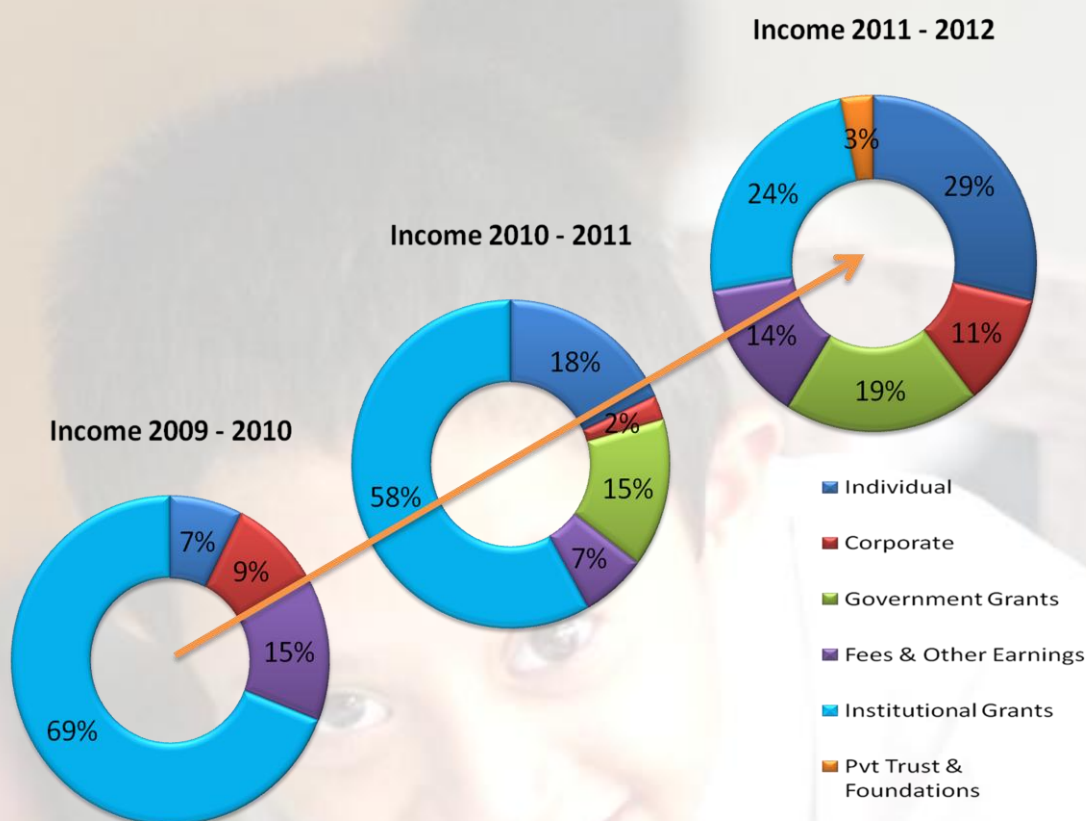
In 2010, a Foundation we were relying on to fund us changed its priorities and disability was no longer a major part of its agenda. Luckily for us, another donor agency stepped up that year and got us through the worst of the crisis.

In the process, however, we began to think hard about diversity in funding. When in 2011 that second institutional donor also changed priorities, we retrenched. We began actively seeking new sources of support, including the government; we researched new foundations and corporate giving programs. We experimented with events and sponsorships. And we went back to our most reliable and faithful source of income – the individual donor. It was one of the most stressful yet rewarding years the Foundation has ever experienced.

Look at the chart below. Slowly, over a period of three years, we have been able to achieve a balance of sorts. From a very heavy dependence on institutional grants (69%) and zero support from the government, we are now receiving only 29% of our income from institutional grant makers and 19% from the government. Corporate support accounts for another 19% and individuals – always a strong and loyal force – make up a solid 20%. We are proud that fees (from training and for the services we provide) account for the remaining 13%.

It seems as if 2011-12 was a test and you, our supporters, our friends, our companions on the journey were the examiners. By contributing generously, you passed us with flying colours. You reaffirmed your faith – and ours - in what we do. You made it possible for us to carry on with the work we all hold so dear.

There is no way to thank you. But thank you all the same.

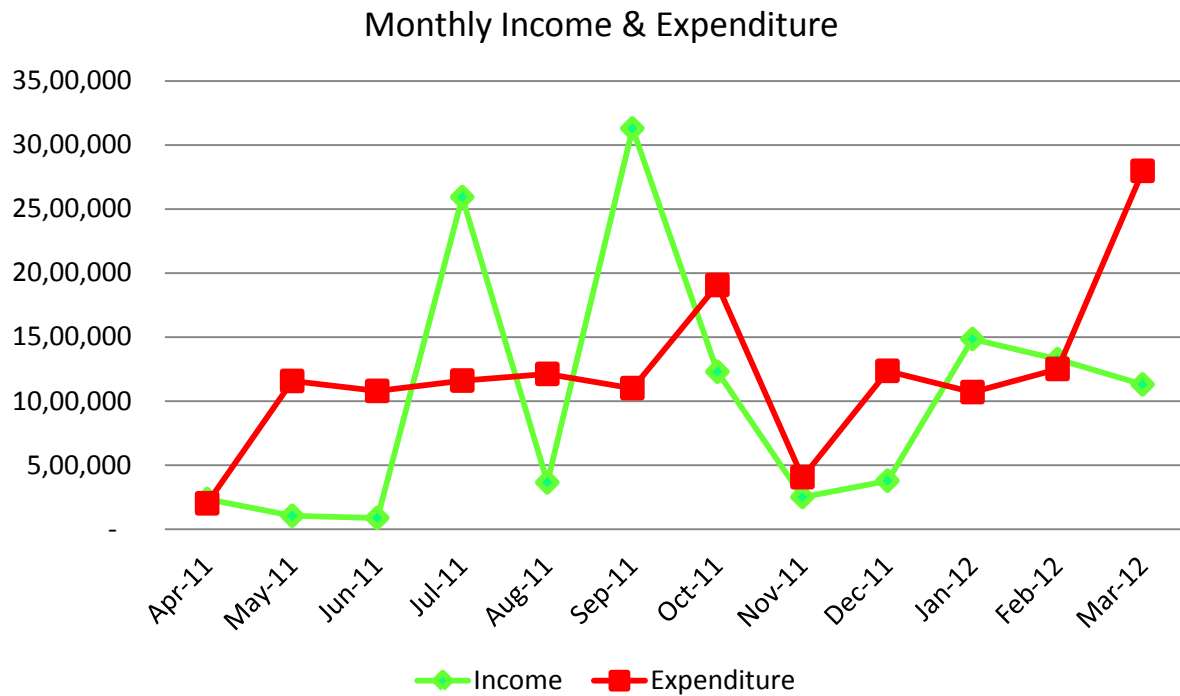


For the year 2011 – 2012: 31% of Individual donors comprise of donations via Give India, Give to Asia and Indians for Collective Action

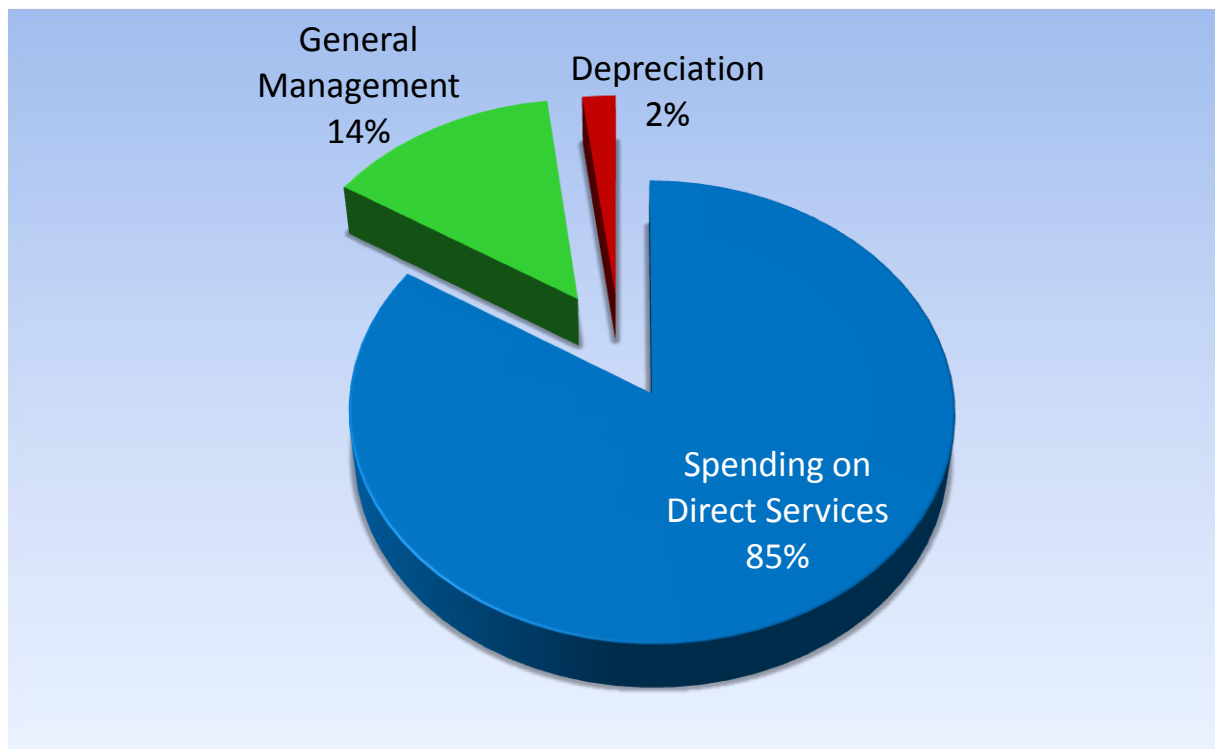
Income 2011 - 2012		
Source	Amount in INR	Percent of the Total
Individual	35,20,737	29%
Corporate	13,33,762	11%
Government Grants	23,90,000	19%
Fees & Other Earnings	16,73,268	14%
Institutional Grants	30,00,000	24%
Pvt Trust & Foundations	3,98,500	3%

Income & Expenditure

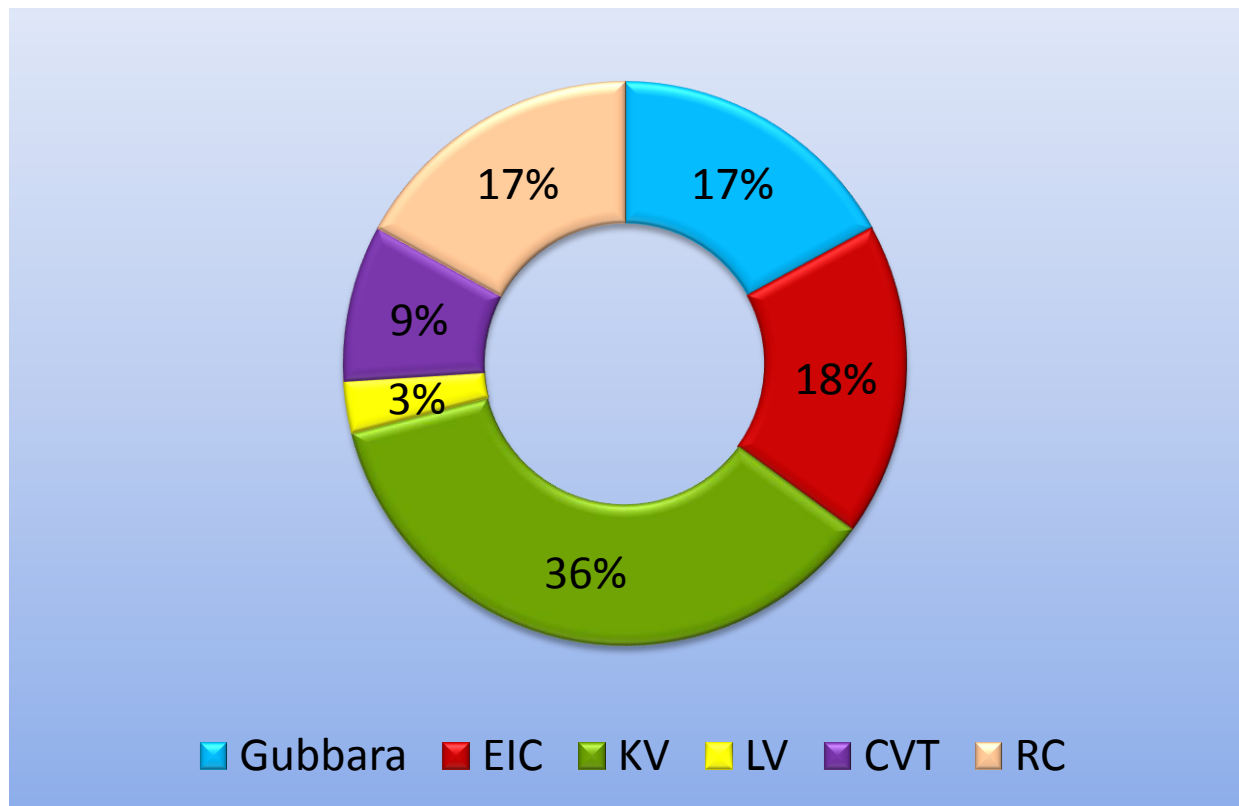
Monthly Income & Expenditure



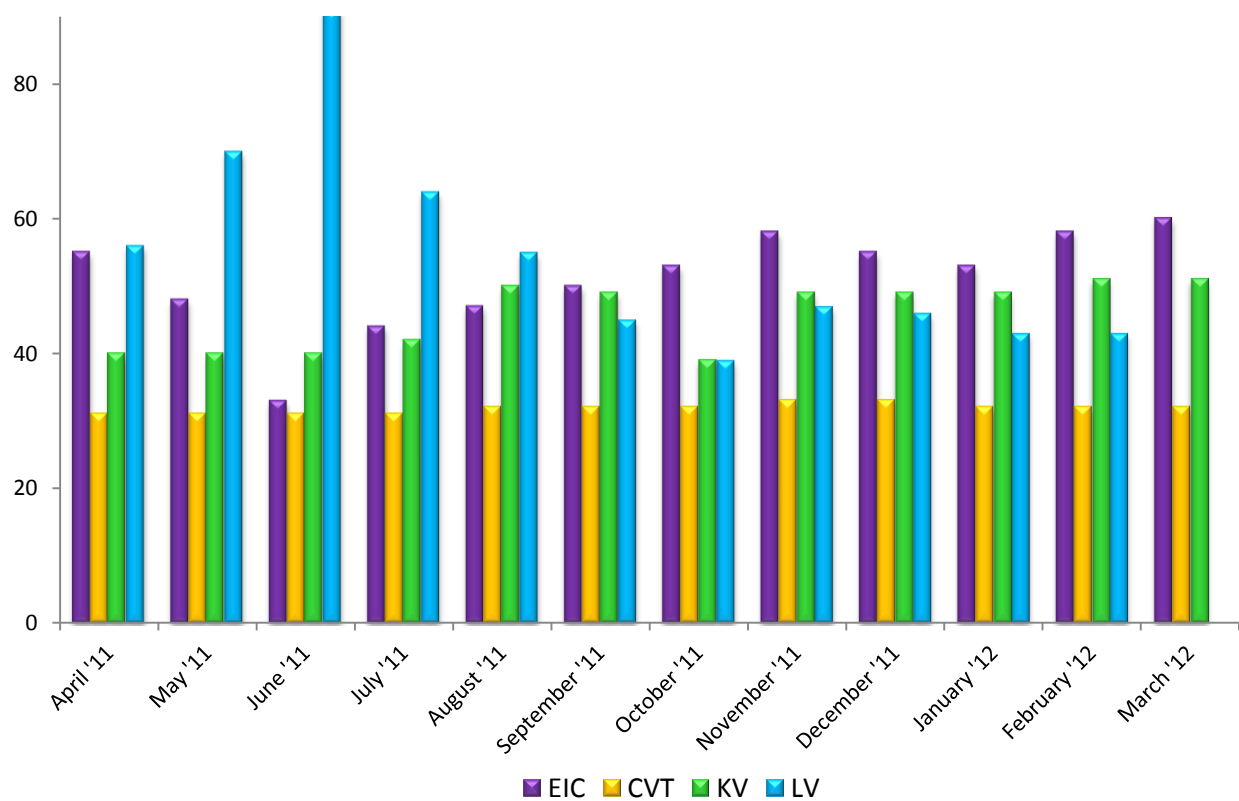
Expenditure on services



Expenditure per centre



Number of Children Enrolled at all the Centres



Financial Statement As on March 31, 2012

A	SOURCES OF FUNDS	LG	FC
I	Capital Fund	14, 17,202	12, 14,477
II	Building Fund	3, 45,291	49, 06,059
III	Endowment Fund	3, 07,738	-
IV	Unutilized Grant	-	-
V	Fixed Assets Capital Fund	-	-
VI	Operating Fund	-	-
VII	Current Liabilities & Provisions		
	Current Liabilities	10,675	35,171
	TOTAL FUNDS	20, 80,906	61, 55, 707

B	APPLICATION OF FUNDS		
I	Fixed Assets	10, 78,532	33, 35,322
II	Investments	53, 253	22, 74,266
		11, 31,785	56, 09,588
III	Current Assets, Loans & Advancements		
a	Cash & Bank Balance	6, 55,947	4, 45,581
b	Security Deposits	65,939	33,000
c	Advances	55,652	-
d	Sundry Debtors	3,716	-
e	Prepaid Taxes	1, 52,000	61,671
f	Prepaid Expenses	15,867	5,867
		9, 49,121	5, 46,119
	TOTAL ASSETS	20, 80,906	61, 55,707

C	INCOME		
	Grants & Donations	34, 60,321	17, 92,677
	Other Income	11, 78,102	2, 40,783
		46, 38,423	20, 33,460

D	EXPENDITURE		
	Project Running Expenses	37, 81,002	35, 79,434
	Administrative Expenses	7, 93,245	3, 17,343
	Depreciation	1, 59,080	78,726
	Capital Expenditure	-	-
		47, 33,327	39, 75,503
	Add: Amount set apart to Doon EIC Operating Fund	-	-
	Add: Amount transferred from Doon EIC Operating Fund	-	-
	Surplus/ (Deficit) tfd to Capital Fund	(94,904)	(19, 42,043)

DOON EIC	SRTT EIC	CURRENT YEAR	PREVIOUS YEAR	CHANGE IN %
11, 38,793	9, 98,641	47, 69,113	57, 99, 736	(18)
-	-	52, 51,350	52, 41,350	-
-	-	3, 07,738	3, 07,738	-
-	-	-	8,296	(100)
10, 95,817	1, 81,549	12, 77,367	9, 50,795	34
-	-	-	17, 50,000	(100)
3,258	-	49,104	74,737	(34)
22, 37,868	11, 80,190	1,16,54,670	1,41,32,652	(18)
10, 95,817	1, 81,549	56, 91,220	50, 64,338	12
8, 56,474	9, 33,173	41, 17,166	68, 92,777	(40)
19, 52,291	11, 14,722	98, 08,386	1,19,57,115	(18)
2, 73,400	59,394	14, 34,322	19, 32,737	(26)
		98,939	65,939	50
		55,652	1, 01,775	(45)
		3,716	-	
12,177	6,074	2, 31,922	63,270	267
-	-	21,734	11,816	84
2, 85,577	65,468	18, 46,285	21, 75,537	(15)
22, 37,868	11, 80,190	1,16,54,670	1,41,32,652	(18)
23, 90,000	30, 00,000	1,06,42,998	1,67,15,015	(36)
1, 52,743	1, 01,640	16, 73,268	11, 65,726	44
25, 42,743	31, 01,640	1,23,16,266	1,78,80,741	(31)
24, 95,787	33, 76,830	1, 32,33,053	1, 21,78,559	9
-	-	11, 10,588	5, 57,741	99
-	-	2, 37,807	2, 21,129	8
8, 62,558	1, 54,337	10, 16,895	5, 16,209	97
33, 58,345	35, 31,167	1,55,98,342	1,34,73,638	16
-	-	-	17, 50,000	(100)
17, 50,000	-	17, 50,000	-	
9, 34,398	(4, 29,527)	(15, 32,077)	26, 57,103	(158)

Receipt and Payment Account March 31, 2012

LATIKA ROY MEMORIAL FOUNDATION 369/1, VASANT VIHAR, DEHRA DUN

Receipt & Payment Account for the year ended March 31, 2012

<u>Particulars</u>		<u>Amount</u>
<u>Receipts</u>		
<i>Opening Balances</i>		
Bank Accounts		
-Indian Overseas Bank C/A # 1034	30,330.00	
-Indian Overseas Bank S/B # 5133	82,092.00	
-State Bank of India A/c # 8606	145,787.00	
-State Bank of India A/c #	113,206.00	
-Indian Overseas Bank S/B # 9086	1,561,322.00	1,932,737.00
Fixed Deposits with Banks		6,892,787.00
		8,825,524.00
<i>Additions during the year</i>		
Grants Received	5,390,000.00	
Donations Received During the year	5,252,998.00	
Fee Contribution	1,156,836.00	
Donations towards Building Fund	10,000.00	
Interest Income	516,433.00	12,326,267.00
		21,151,791.00
<u>Payments</u>		
<i>Capital Expenditure</i>		
Vehicles		
Office Equipment	585,283.00	
Furniture and Fixtures	178,106.00	
Computers	18,150.00	
Invertor	7,300.00	
Equipments	211,251.00	1,000,090.00
<i>Revenue Expenditure - on running projects</i>		
Salaries and Employees Benefit	10,064,512.00	
Rent	1,008,270.00	
Honorarium & Consultancy	627,536.00	
Vehicle Expenses	515,829.00	
Children Activity Expenses	350,064.00	12,566,211.00
Total C/d		13,566,301.00

Page 1 of 3

Manju Singh



LATIKA ROY MEMORIAL FOUNDATION
369/1, VASANT VIHAR, DEHRA DUN

Receipt & Payment Account for the year ended March 31, 2012

<i>Particulars</i>	<i><u>Amount</u></i>
<i><u>Payments (Contd...)</u></i>	
<i>Revenue Expenditure</i>	
<i>Total B/fd</i>	13,566,301.00
Travelling & Conveyance	346,293.00
Printing & Publication	205,475.00
Office Expenses	173,388.00
Workshop and Meeting Expenses	155,186.00
Repair & Maintenance	150,948.00
Telephone Expenses	158,704.00
Printing & Stationery	115,562.00
Electricity & Water	95,090.00
Parent & Child Welfare	46,863.00
Cable Networking Expense	41,562.00
Books Newspaper & Periodicals	42,157.00
Bank Charges	28,831.00
Medical Expense	14,348.00
Hospitality Expenses	12,958.00
Training Expenses	43,580.00
Audit Fee	2,271.00
Post & Courier	61,595.00
Professional Fee	7,284.00
Tax & Legal Fee	845.00
Professional fees	3,028.00
Registration Fee	2,300.00
Boarding & Accomodation	8,243.00
	<hr/> 1,716,511.00
<i>Payment of Provisions</i>	
Audit fee payable	23,650.00
Electricity & Water Charges payable	12,892.00
Advances	19,368.00
Telephone Exp. Payable	10,195.00
Prepaid Expenses	21,734.00
Payment to Creditors	28,000.00
Security Deposit	33,000.00
Tax Deducted at Source	168,652.00
<i>Total C/fd</i>	<hr/> 15,600,303.00

Page 2 of 3

Manoj Singhania



LATIKA ROY MEMORIAL FOUNDATION
369/1, VASANT VIHAR, DEHRA DUN

Receipt & Payment Account for the year ended March 31, 2012

Total B/fd 15,600,303.00
Closing Balance

Bank Accounts

-Indian Overseas Bank C/A # 1034	168,681.00	
-Indian Overseas Bank S/B # 5133	487,266.00	
-State Bank of India A/c # 100058986	445,581.00	
-State Bank of India A/c #	273,400.00	
-Indian Overseas Bank S/B # 9086	59,394.00	1,434,322.00

Fixed Deposits with Banks	4,117,166.00	5,551,488.00
		<u>21,151,791.00</u>

ANURAG SANGAL & CO
Chartered Accountants
ICAI Regn No. 004670C



Vimal Kishore
VIMAL KISHORE

Partner
Membership # 077942

Date : August 18, 2012
Place : Dehra Dun.

Majr Singhia





Our Staff

The remarkable & dedicated people
who make the organization what it is



Staff Salary - Facts & Figures

Accountability & transparency are vital for voluntary organizations. Accordingly we share the following information:

Salary Range

	Amount (INR)
Head of the organization :	3, 84,000 P/A
Highest paid full time regular staff:	4, 20,000 P/A
Lowest paid full time regular staff:	37,200 P/A

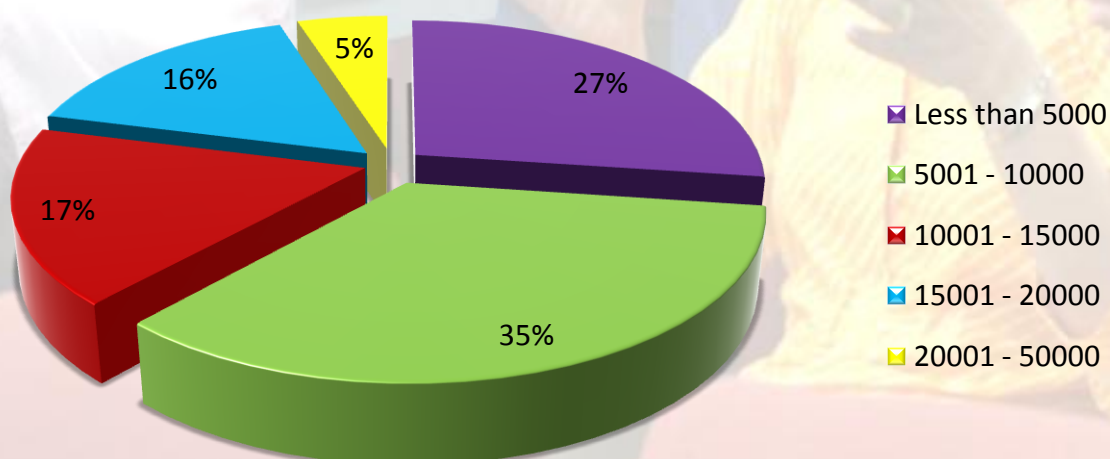
Remuneration to the Board Members

1	Deep Joshi (President)	-
2	Brother Dominic Jacob (Vice President)	-
3	Jo McGowan Chopra (Secretary)	3, 84,000 P/A
4	Sudhir Varma (Treasurer)	-
5	Vina Srivastava (Founding Member)	-
6	Dr. Bhushan Kumar Joshi (Special Advisor)	-
7	Deepa Bhushan (Special Advisor)	-
8	Shavak Srivastava (Special Advisor)	-
9	Aparna Das (Special Adviser)	-
10	Preeti Kirbat (Special Adviser)	6,000 (consultancy)

Staff Salary Breakup

Salary Bracket	Male staff	Female staff	Total Staff
Less than 5000	5	17	22
5001 - 10000	12	16	28
10001 - 15000	6	8	14
15001 - 20000	4	9	13
20001 - 50000	1	3	4
Total	28	53	81

Staff Salary Range



Staff List from April 2011 to March 2012

- | | | |
|-------------------------------|-----------------------|---------------------|
| 1. Aarti Nair | 36. Khem Bahadur | 71. Rashi Bhatnagar |
| 2. Aditi Sinha | 37. Komal Kumari | 72. Ramesh Rawat |
| 3. Aditya Gupta | 38. Krishna Thapa | 73. Ravinder Rawat |
| 4. Anita Lakhera | 39. Kushal Singh | 74. Resham Ale |
| 5. Anjali Mandal | 40. Mahadev Singh | 75. Rina Singh |
| 6. Anju Khanna | 41. Mahipal | 76. Ritu Srivastava |
| 7. Archana Khali | 42. Manik Mandal | 77. Rizwan Ali |
| 8. Archana Pal | 43. Manju Sharma | 78. Samar Ghosh |
| 9. Archana Sharma | 44. Manju Singhania | 79. Sandeep Khanna |
| 10. Arunima Kulavi | 45. Manoj Rawat | 80. Santosh Thakur |
| 11. Arzo Bala | 46. Mayank Mohan | 81. Sarika Bajaj |
| 12. Asha Negi | 47. Mayawati | 82. Satendra Tyagi |
| 13. Ashish Kesla | 48. Meena Thapa | 83. Sandeep Singh |
| 14. Ashok Mamgain | 49. Meenakshi Gahlot | 84. Shalini Sinha |
| 15. Asish Rastogi | 50. Naina Kashyap | 85. Shivani Kapoor |
| 16. Babita | 51. Nalin Kumar | 86. Shivika Mittal |
| 17. Basanti Negi | 52. Namrata Kumai | 87. Shubha Nagesh |
| 18. Bharat Singh | 53. Neelam Chhetri | 88. Shyam Singh |
| 19. Chandra Bisht | 54. Neha Joshi | 89. Sonika Singh |
| 20. Deepa Chhetri | 55. Nirmala Kukshal | 90. Sumita Nanda |
| 21. Deepak Pandey | 56. Nisha Malkoti | 91. Sunita Bhatt |
| 22. Dilip Kumar | 57. Omi Yadav | 92. Sunita Rai |
| 23. Gajbahadur Thapa | 58. Pooja Narula | 93. Sunita Singh |
| 24. Gangaram Subedi | 59. Pooja Negi | 94. Suresh Rawat |
| 25. Geeta Bisht | 60. Pooja Panwar | 95. Sushila Rawat |
| 26. Geeta Rawat | 61. Pooja Tiwari | 96. Umesh Maliyal |
| 27. Harpreet Kaur | 62. Poonam Pasbola | 97. Vandana Jakati |
| 28. Hema Masih | 63. Prem Kumar | 98. Vandana Sharma |
| 29. Hema Thapa | 64. Pushpa Painuly | 99. Vandita Uniyal |
| 30. Jalma Rawat | 65. Pushpa Upadhaya | 100. Vinod Negi |
| 31. Januka Bhosal | 66. Rachana Puri | |
| 32. Jewel Chakraborty | 67. Rajesh Masih | |
| 33. Jo Chopra | 68. Ranjana Kumari | |
| 34. Johann Sebastian Gruschke | 69. Rajkumar Chettri | |
| 35. Kanica Singh | 70. Rajnish K. Paswan | |

Visitors, Consultants & Volunteers

Visitors & Consultants

1. Paula Hughes (Training specialist, long-time Foundation friend, Manchester, UK)
2. Marcie McCarthy (Early education professional, Manchester, UK)
3. Aniket Doegar (Social entrepreneur, Simla)
4. Brian & Dawn DeSautels (Funding consultants, San Francisco, CA)
5. Aparna Das (Special educator, Autism expert, Mussoorie)
6. Vibha Krshnamurthy (Developmental Pediatrician, Ummeed, Mumbai)
7. Roopa Srinivasan (Developmental Pediatrician, Ummeed, Mumbai)
8. Preeti Kirbat (Leadership Development Consultant, Dehradun)
9. Antara Gupta, Shweta Khanna & Ria Chakravorty (Sir Ratan Tata Trust)
10. Anne Bruce (Speech Therapist, Scotland)
11. Nicola Tansley (Educational Psychologist, England)
12. Joe Gidjunis & Robert Dodge (photographers from Momenta)
13. Bob Scheelen (Organizational Consultant, USA)
14. Dolores Scheelen (Special Educator, Autism expert, USA)

Volunteers

- | | |
|---------------------|-----------------------|
| 1. Deepika Nautiyal | 16. Rukmini Sinha |
| 2. Febian Collet | 17. Aishwarya Borbora |
| 3. Olivia Vaughan | 18. Divya Behl |
| 4. Samantha Zirkin | 19. Payal Bansal |
| 5. Natasha Pinto | 20. Sara Pant |
| 6. Claire Dupre | 21. Poonam Uniyal |
| 7. Roma Lall | 22. Bhupender Singh |
| 8. Sara Pant | 23. Ram Prasad Sharma |
| 9. Swati Goel | 24. Shruti Barthwal |
| 10. Laura | 25. Natasha Pinto |
| 11. Loise | 26. Avneet Batra |
| 12. Pooja Sikund | 27. Gunjan Nanda |
| 13. Nicola Husain | 28. Ritvik Gilhotra |
| 14. Dilip Kumar | 29. Arjun Gaiind |
| 15. Tapasya Thapa | 30. Sarthak Thapa |

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INR 50 – 5000

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Anu Aga	50000
Aruna Sinclair Foundation	30000
Azim Premji Foundation (I) Pvt. Ltd.	600000
Chawla Techno Construct Ltd.	100000
Give India Foundation	99101
Naren C. Bhatt	80000
Rashmi Kant	500000
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Shrikumar S Poddar	50000
Shushila Dalpatlal Parikh Charitable Trust	125000
Sweta Rawat	60000
TV 18 Broadcast Limited	500000
Ummeed Child Development Centre	94500
Vandana Malik	51000
Vina Srivastava	27000

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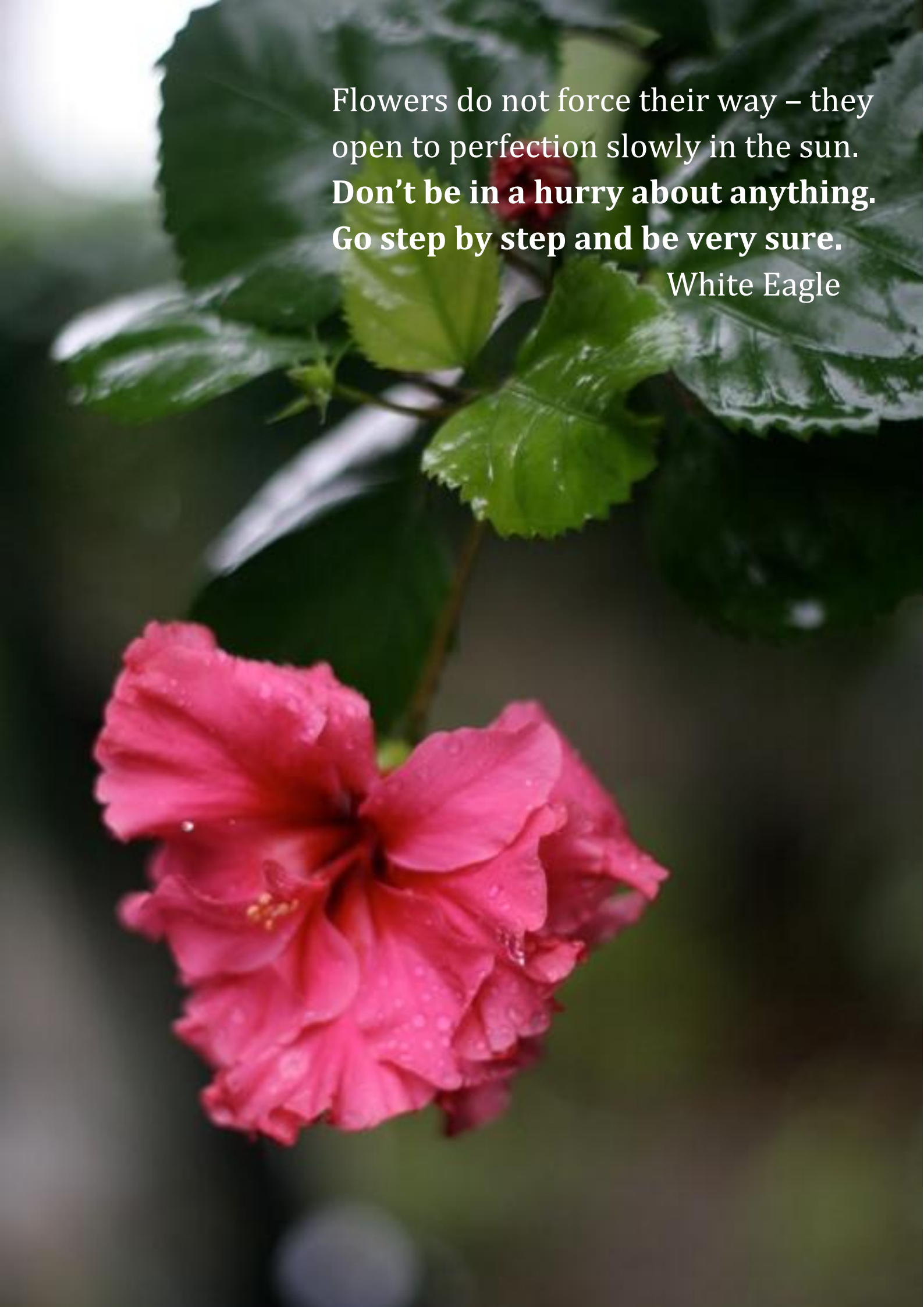
Give India Foundation	36328
Give to Asia	523800
James R. Boulay	51690
Indians for Collective Action	447851
Peter & Sandra K. Hinz	25845
Shavak Srivastava	150000
Vaishnava Centre for Enlightenment	437400

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Flowers do not force their way – they
open to perfection slowly in the sun.
Don't be in a hurry about anything.
Go step by step and be very sure.

White Eagle

How we spend our days is,
of course,
how we spend our lives.

Annie Dillard



Latika Roy Foundation

369/1 Vasant Vihar Enclave

Dehradun, Uttarakhand – 248006

91 135 2761014

www.latikaroy.org