

# Latika Roy Foundation

Annual Report 2012- 2013



Open the door and come on in~  
I'm so glad to see you, my friend.

You're like a rainbow coming around the bend.

And when I see you happy~  
well, it sets my heart free.

I'd like to be as good a friend to you  
As you are to me.



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# Message from the Director

Last year at this time, almost exactly to the day, the Foundation's life changed.

Although we had just received significant funding for Karuna Vihar, and the EIC and Gubbara were well endowed, CVT and Latika Vihar had no money at all. Salaries and rents in both projects were due. We needed petrol in all the vans. It was feast and famine. Crisis time. As usual.

The immediate requirement was for eight lakhs. I had too recently exhausted all my usual victims and I knew I had to give them some space before I hit them up again.

Desperate, I decided to approach a friend who is also a philanthropist and whom I had never asked for anything. With good reason. Early on in our friendship she had told me that her philanthropy was strategic and that she was supporting only one cause and one organization so that her contribution could make a major difference.

I thought that was a smart decision. But, I also thought, maybe she would take pity on a friend.

I wrote to her, explaining the situation and asked if she would consider helping us by giving a part of the total we needed. I was hoping she would give as much as two lakhs.

The next day, she wrote back. She said she was sending a check for eight lakhs.

Then she added: "If you do not mind, I would like to raise a concern. How will you solve your long term financial problem? Unless you have a sustainable model for funding, every month you will have a crisis."

Of course, she was absolutely right. And, to give ourselves credit, we weren't actually sitting around plotting about rich friends sending us money. We had been staying up late writing proposals and funding appeals and we had made some progress.

But, as I told this donor in my response to her question: "My dream is that we will get a large enough grant to keep the whole Foundation afloat for a year, just to give me enough time to put a long-term plan in place. But so far, that hasn't happened!"

A few hours later I got another email from her: "I am sending you the cheque for Rs. 8 lakhs today but I am told that the courier will take 2-3 days to reach Dehradun. I hope your staff can wait for their salaries till the cheque is cleared."

Then she continued:

"My team and I have decided that besides the 8 lakhs, we would like to give a donation of one crore. Let me explain that this is something we are doing as a one time thing and please do not bank on it for the future. I hope this is your dream come true to give you time to plan for long term."



*JO CHOPRA*  
*Executive Director*

This was heart-stopping. Nothing in my long life of miracles and dreams come true had prepared me for something so enormous, so astonishing, so much like a message from heaven. Her generosity was simply overwhelming. There were no words to describe it.

But even more than that, if more is possible, was her staggering show of faith not only in our work but in our ability to “plan long term.” I was at once exalted and terrified. She believed we could do it and she had taken away our last excuse not to.

The very next day, I heard about Dasra – an executive education program for social entrepreneurs.

Those who know me well know that I believe in signs. I believe that the way will be revealed at the moment when it is needed. This is not a mystical, irresponsible, “God will provide” sort of game plan.

I know how much hard work is required once the road map is given. I know that it is up to us to take the gifts and make the most of them and that greater people than we are have failed because they believed someone else would be appointed to pick up the slack.

But I also know that miracles are real – as long as we participate in them. The miracle was the one crore donation, but it was also the advice to put a long-term plan in place. The miracle was hearing about the Dasra training program, but it was also the begging and pleading to get admitted to it even though the deadline for applying was already past. The miracle is that I completed the course, but it is also the hard work of putting the systems I learned about in place (and then share what I learned with other organizations here in Dehradun).

In this annual report, you will hear about some of the miracles currently unfolding: systems in place; documentation underway; strategic plans made and actually being followed. It has been an intensely productive and purposeful year. It has been a long time coming, but this year, our 19th, we have finally come into our own.



# 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 approach is family-focused and strength-based and we believe in having fun !

## **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 counseling, 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

## **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. Advocacy, awareness and professional support through workshops, outreach and training. Counseling and parent support.

## **Impact to Date**

From direct service projects to community outreach and empowerment, the Foundation, now in its 20th 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.

Impact in an average year (approximate): 500 new children assessed, 250 children access daily therapy, education and play opportunities, 600 health and educational staff trained, 700 children obtained disability certificates and 3000 people sensitized through outreach and workshops.

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

# Case Study...

You've got the Year of the Pig. The Year of the Cat. The Year of Living Dangerously and The Year of Magical Thinking.

This is the Year of Systems.

We have always had them. You can't run an organization as large as the Latika Roy Foundation has become without systems. So we've got Individualized Education Programs for the kids. Guidelines for the staff. Child safety policies. Job descriptions. Staff appraisals. Leave rules. Financial policies. Evacuation procedures. Conflict resolution processes. Assessment protocols. Checklists. Three signatories for checks. Board approval for purchases over a lakh. Regular meetings at all levels. Minutes. This Annual Report. Heck, we even have an anti-corruption policy.

Systems make the world go round.

We've always known it, but this year, we have really worked hard to know it in our bones. We want it to be second-nature to take minutes at every meeting. And not to even think about having a meeting unless there is a clear agenda. To show up on time and to finish when we said we would. To document all the way through a month so that writing that monthly report is as simple as tying our shoes.

And it's working.

Because we aren't just making New Year resolutions and trying to form good habits. We've put in systems to make sure the systems work. We have created new jobs, hired new people and invested in tools to help us make it happen: just like our visionary donor (see the Director's Message) asked us to.

We've put a supervision process in place that gives every staff member a mentor who helps her/him stretch and develop both personally and professionally.

We've created a formal HR department and promoted one of our finest staff members to head it – she's streamlined our recruitment, hiring, and induction processes and has initiated a comprehensive Foundation-wide system for regular staff appraisals.

We've expanded our accounts department to three full-timers – they make sure our books are transparent, our investments are sound and that everything we do is fully compliant with both the letter and the spirit of the law.

We've hired a person whose main role is monitoring and evaluation for all our centres – she makes sure we are meeting deadlines, fulfilling our commitments and getting our reports done on time.

And we are about to switch over to a database system for all our child-related centres – that will let us track children, see their progress and collect information that will allow us to make more strategic decisions about staffing, expenditure and scheduling. Once that is well-established, we do the same for staffing, finance, training and awareness.

The Latika Roy Foundation has changed. We are no longer content simply with doing our best. We are now determined to change the world. And we've got the systems in place to make it happen.





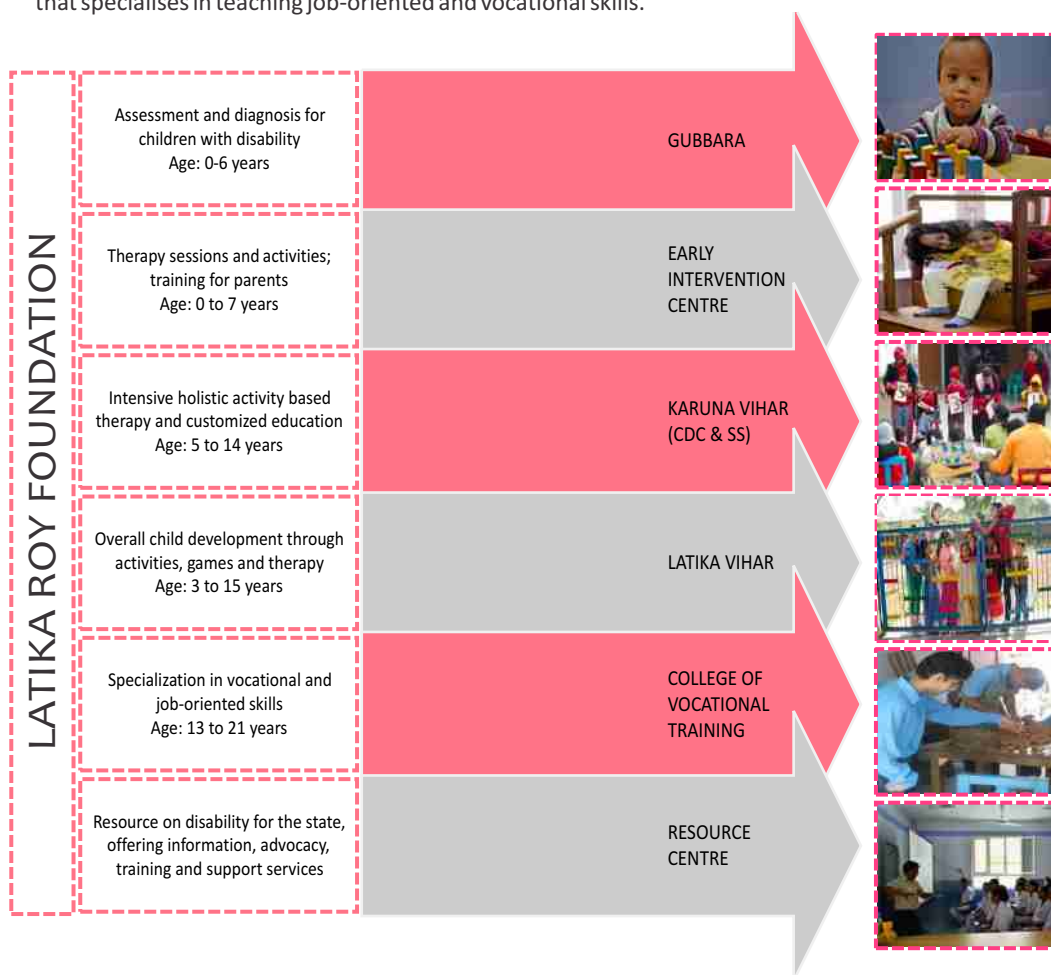
# OUR CENTRES



# Our Centres

Early identification of children with developmental delay is of vital importance. If disabilities are detected early and appropriate intervention commenced, the course of a child's life can be changed for the better.

The Foundation operates through seven centres across Dehradun dealing with children of different ages and at different stages of development. Once a child is assessed at the Gubbara centre, he/she is guided to one of the Early Intervention Centres after which the child either enters mainstream schools or graduates to attend our Karuna Vihar School. The tailor-made program here consists of intense therapy and education sessions based on the child's detailed assesment, after which he/she progresses and finally graduates from the College of Vocational Training – a centre for young adults that specialises in teaching job-oriented and vocational skills.



# Gubbara

Gubbara, our Early Assessment and Diagnostic Centre, started in 2011 and is housed in a purpose-built wing of the Doon Hospital, Uttarakhand's largest government medical centre. This state of the art centre for children under six with multiple disabilities is a Public Private Partnership with the Government of Uttarakhand. Funded by the National Rural Health Mission, the 'Home Management Week' provides child assessment and diagnosis at a very early age and a home management plan for families from across the state, free of charge. In a typical Home Management week, 10 children, together with their parents, participate in an intensive 5-day workshop. Each day the focus is on a different area of development, to arrive at a holistic understanding of the child's strengths and weaknesses.

Perhaps the most important part of the project's impact is its success in bringing early intervention on to the government's agenda. The centre has been admired throughout the country for its innovative approach to childhood disability and a national initiative has just been launched in which Early Intervention centres will be established in every district of the country.

## Some quick facts

- Children Assessed: 327
- Average satisfaction rate for parents: 97.4%
- Children seen at OPD: 548
- Facilitation for obtaining disability certificates : 114
- Staff: 10
- Volunteers: 1
- Appliances provided
  - 1 FAOs
  - 2 Hand Splints
  - 9 Helmet
  - 38 Medical Arch Support
- Money spent: Rs. 23,12,375



# Early Intervention Centre

Early Intervention Centre (EIC) is a family-based therapy program for young children (0 to 7 years) with multiple disabilities. Our trans-disciplinary approach is strengths-based and family focused; the goal is to empower parents to help their children develop to their fullest potential. After diagnosis at Gubbara, children attend sessions at Mama EIC with their parents who are, in-turn, trained to continue the program at home. The program emphasises learning through play and includes extensive physiotherapy, speech and language therapy. These children then “graduate” to Karuna Vihar or other schools, able to meet their continuing needs

## Some quick facts

- Children: 63
- Staff: 12
- Trainings Conducted: 6
- Volunteers: 1
- Facilities Available:
  - ▶ Therapy and Sensory Integration Room
  - ▶ Visual Stimulation Area and TAC-PAC Room
  - ▶ Orthotic Lab
  - ▶ Computer area
  - ▶ Kids' Library
  - ▶ Imaginative Play
  - ▶ Music Room
  - ▶ Dressing Room
  - ▶ Sandpit Area
  - ▶ Presentation/ Movie Room
- Money spent: Rs. 29,10,478



# Karuna Vihar

In July 2011, we decided to create two centres out of Karuna Vihar – Karuna Vihar Special School (SS) and Karuna Vihar Child Development Centre (CDC): one consisting of children who would benefit from more academic inputs (they should be able to read, write and do a little bit of history and science) and a second group who need more attention/ help with behavior management and intensive therapy.

**Karuna Vihar CDC** is an intensive therapy and development management program for children between the ages 5 to 14, with complex special needs, as well as after-school support for children with specific learning difficulties.

## Some quick facts

- Children: 49
- Staff: 21
- Trainings Conducted: 8
- Volunteers: 3



**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, for children with academic potential, to help them enter mainstream schools wherever possible.

## Some quick facts

- Children: 22
- Staff: 9
- Trainings Conducted: 2
- Volunteers: 6
- Money spent for both centres: Rs. 64,49,664



# Latika Vihar

At our Foundation centres, we believe strongly in the importance of play. Latika Vihar is an inclusive neighbourhood children's centre for creativity and fun that is open every evening. Music, dance, drama, physical education, games, cookery, gardening and art and craft sessions are regular features. Here even numeracy and literacy programs are activity based . The emphasis is always on understanding concepts rather than rote learning. Open to all, regardless of ability or income, the centre offers a wide range of activities in an atmosphere of celebration and cooperation.



## Some quick facts

- Children: 52-125 [Seasonal!]
- Staff: 16
- Trainings Conducted: 3
- Volunteers: 35
- Money spent: Rs. 9,28,259



# College of Vocational Training

The College of Vocational Training is committed to giving emerging adults with disabilities the skills and support they need to make the transition between childhood and adulthood. Here trainees learn specific vocational and job- oriented skills to help them become economically and socially self-reliant. Trainees also contribute to the organisation's fund raising through the sale of products they have made at special events/ exhibitions or through our recently initiated supply of meals/ tiffin on order facility.

## Some quick facts

- Children: 32
- Staff: 13
- Trainings Conducted: 1
- Volunteers: 3
- Activities:
  - ▶ Cooking and Baking
  - ▶ Housekeeping
  - ▶ Stitching
  - ▶ Candle making
  - ▶ Making Paper products, pouches, bags, photo frames and other items for sale
- Money spent: Rs. 13,61,042



# Resource Centre

The Centre acts as a resource on disability for the state, offering information, outreach, advocacy and support to people with disability, organizations, activists, students and citizens. The center also offers short and long-term courses for professionals, paraprofessionals and parents in various aspects of rehabilitation management, administration, accounts, networking and communications.

From community outreach programs like disability camps, to door to door visits, from working with students to meeting government officials, from providing support services through Help Desks to conducting workshops and lecture series, from individual advocacy cases to policy changes - the team is a dynamic force that works to create awareness about the rights and facilities that people with special needs have in our country. The team also supports people through the process of obtaining the Disability Certificates and guiding them on the best way forward.

A separately funded program also provides for follow-up post the Gubbara assesment. An expert team comprising of a special educator, therapist, social worker and child development aid visits 4 relatively remote target blocks in Dehradun District, namely Vikasnagar, Sahaspur, Raipur and Doiwala. Hereour team assesses the child's progress, meets families in their own localities, addresses parent concerns and sets new goals and targets for them.

## Some quick facts

- Staff: 25
- Volunteers: 8
- Money spent: Rs. 40,90,239

## Awareness and Outreach

- People with disability assisted at the at Doon Hospital and CMO Help desks:
  - ▶ Assisted at Doon Hospital Help Desk (DHD): 501
  - ▶ Assisted at CMO Help Desk: 718
- Of the 718 people who got certificates this year, 166 were referred by the Doon Hospital Help Desk.
- Awareness and Training Workshops:
  - ▶ Awareness and Training Workshops conducted: 32
  - ▶ Health workers trained through Training Workshops: 431
  - ▶ Students reached through awareness and career workshops: 511
  - ▶ Outreach trips and camps: 25



# Resource Centre

## ■ Disability Camp, February 2013:

- ▶ People attending: 172
- ▶ Disability certificates given: 70
- ▶ People getting travel concession: 90
- ▶ People registered with NIOH for aids and appliances: 25
- ▶ People referred to UGB for self-employment schemes: 12
- ▶ Children referred to Gubbara: 17

## Other Activities

### ■ Calendars

- ▶ Number of Calendars Printed: 3000
- ▶ Funds Generated through sale of calendars: Rs. 5,00,000

### ■ Raffle Tickets

- ▶ Number of Raffle Tickets Printed: 50,000
- ▶ Funds Generated through sale of Raffle Tickets: Rs.2,63,319

### ■ The Vodafone Challenge

In a first ever for the Foundation, we participated in a “Giving Challenge” organized by Vodafone for 26 voluntary organizations (all part of the Dasra Executive Education program) around the country.

Normally, we don't join competitions. But since this one was sponsored by Vodafone and was meant to be (or so we thought) a competition between different branches of Vodafone 's 10,000 strong employee base, we agreed. And apart from Jo Chopra making a trip to Ahmedabad to inspire the troops (the Gujarat circle was raising money for LRF), we didn't take much notice.

But just three days away from the end of the Giving Challenge, when we were told that our own supporters could also donate – AND that Vodafone would match whatever we raised - rupee for rupee, we swung into action.



We were in 4th place when we realized what o'clock it was – the group at the top was nearly two lakhs ahead of us. Victory seemed unlikely, but within one hour of posting one mention of the contest on facebook, we had raised 25,000 rupees.

Wow. By the end of the first day, we had surged to second place. And none of the other groups seemed even aware of what we were doing. By Day 2, however, many had woken up. Our activity spurred theirs and in a wonderful demonstration of the truth that generosity begets generosity, everyone started raising money.

The next 36 hours were a flurry of tension, excitement and frenzy as the money kept pouring in and our friends and supporters jumped on the bandwagon to inspire friends of theirs to give. The totals just kept soaring higher and higher. By midnight on the last day, in a total photo-finish, we skidded in at first place with an astonishing 4.8 lakhs raised, more than double what we had started with just three days earlier.

But the best was still to come. When all the foreign contributions were tallied (they cleared several days later), our total leaped to 9.8 lakhs – and Vodafone matched every rupee! It was an amazing lesson for all of us on the power of focus and the infectious excitement of a campaign happening in real time.

We never dreamed we could win. But we acted as if we did and even our pretend belief turned the tide. Imagine what will happen when we actually start believing in ourselves for real?





## FACTS & FIGURES



# Financials at a Glance

What a amazing, fantastic year !!

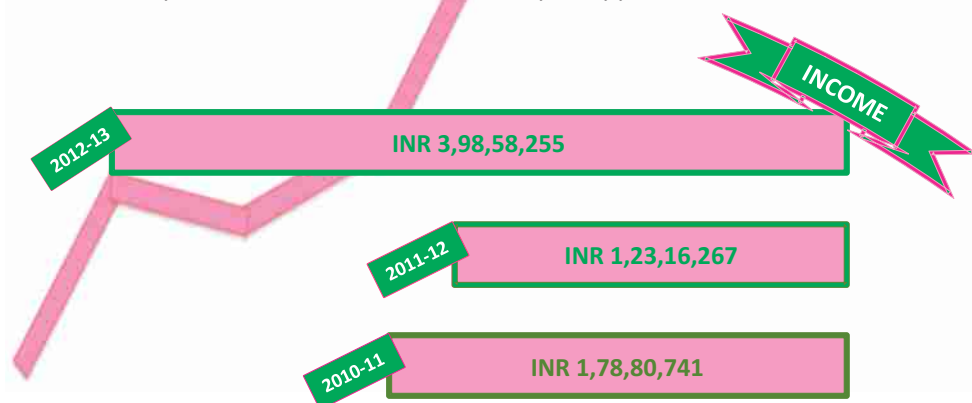
The Foundation flourished this year in every possible way, not least of which was financial. Old friends like the Sir Ratan Tata Trust and the National Rural Health Mission renewed their support while new friends like the UK based Sightsavers awarded us an Innovative Projects' Grant. And many, many individuals stepped up to contribute to our long cherished dream of an inclusive society for kids with special needs.

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. Over time, we cultivated a more diverse mix of funding sources (individuals, corporates, government, institutions and earned) rather than relying on any single source.

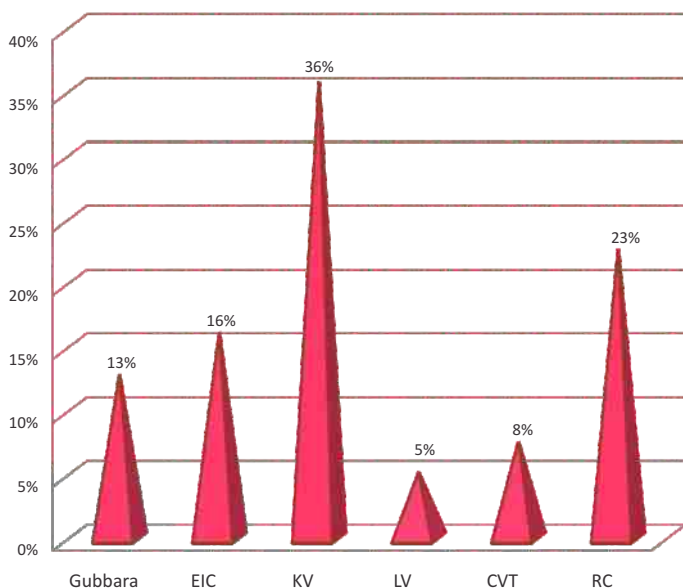
The chart ahead clearly shows how, over a period of three years, we have been able to achieve a balance of sorts. From a very heavy dependence on institutional grants (58%) and almost zero support from the government, we are now receiving 33% of our income from the government and only 23% from instituional grant makers. Our diverse individual supporters portfolio accounts for another 36% while fees (from training and for the services we provide) account for the remaining 7%. The corporate sector is one we are not yet tapping to its full potential, but: watch this space!

Because though the year has been sweet, we cannot rest. Our ultimate goal – a campus of our own; an endowment which would allow us more financial security - is yet to be achieved. We are actively seeking new sources of support both for existing and emerging programs. The inevitable expenses for a vast number of not-so-glamorous but just-as-vital necessities like rent, transport, and staff development also require money. We are experimenting with fund raising events, sponsorships and unrestricted funding for construction and other innovative new initiatives.

Fiscal Year 2012-13 was a pleasant result of the tests we underwent in the previous year. We could never have passed without the support of friends like you. You reaffirmed your faith – and ours - in what we do. You made it possible for us not only to carry on with the work we all hold so dear, but to build on it in ways which will ensure its future for many, many years to come.



# Expenditure per Centre



**Actual  
Expenditure**  
(approx. in INR)

Gubbara : 23 lakhs

EIC : 29 lakhs

KV : 64.5 lakhs

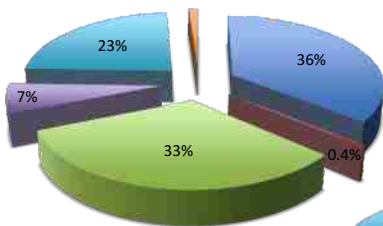
LV : 9 lakhs

CVT : 14 lakhs

RC : 41 lakhs

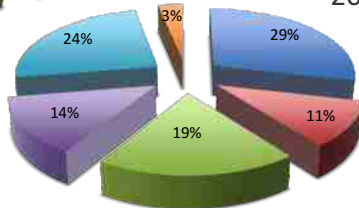
(Year : 2012-13)

2012-13

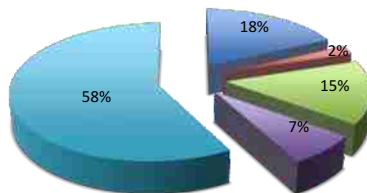


## Sources of Income

2011-12

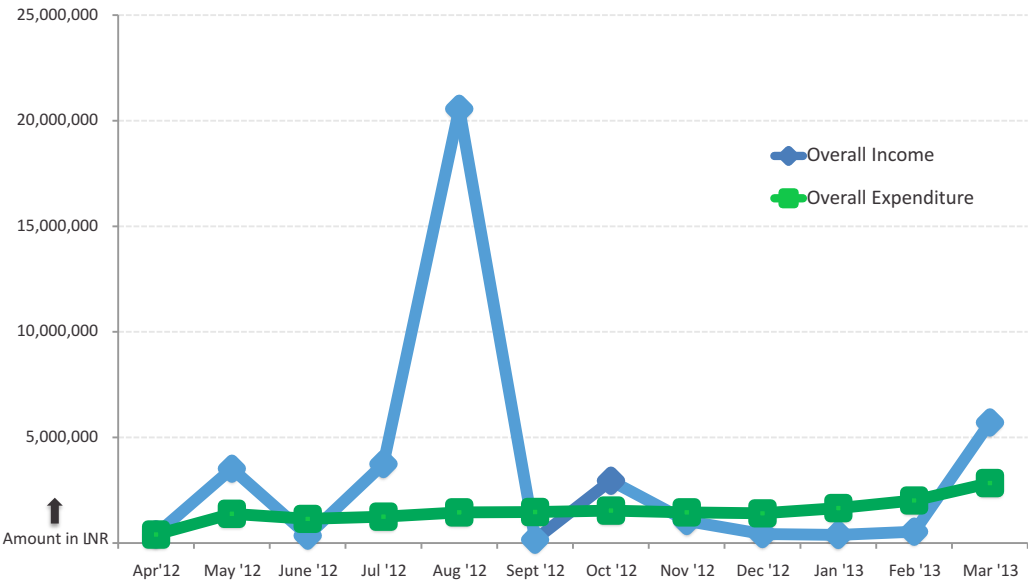


2010-11

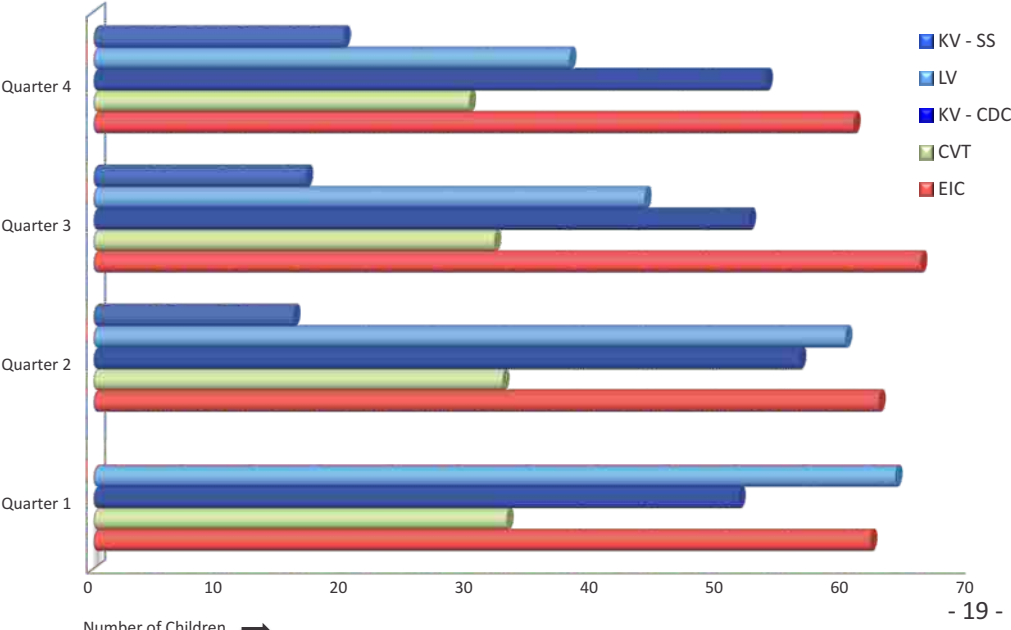


Sources of Income	Amount (in INR)
Individual	1,42,99,248
Corporate	1,51,620
Government Grants	1,29,94,000
Fees & other Earnings	26,46,887
Institutional Grants	93,20,115
Pvt. Trusts and Foundations	4,46,385

# Income vs Expenditure



# Children Enrolled



"But where will the money  
come from?" the disciple asked.

The Guru smiled.

"From wherever it is  
at the moment."





# FINANCIAL STATEMENTS

# Balance Sheet

A	SOURCES OF FUNDS	LG	FC
I	Capital Fund	49,70,601	19, 43,399
II	Building Fund	66,21,791	18, 10,138
III	Endowment Fund	3, 07,738	-
IV	Unutilized Grant	-	16,48,894
V	Fixed Assets Capital Fund	-	38,34,771
VI	Current Liabilities & Provisions		
	Current Liabilities	35,788	40,819
	<b>TOTAL FUNDS</b>	<b>1,19,35,918</b>	<b>92, 78, 021</b>

B	APPLICATION OF FUNDS		
I	Fixed Assets	9, 83,471	41, 08,733
II	Investments	81,14,215	44, 72,799
		90, 97,686	85, 81,532
III	Current Assets, Loans & Advancements		
a	Cash & Bank Balance	25, 26,493	5, 49,686
b	Security Deposits	61,939	87,000
c	Advances	58,691	-
d	Sundry Debtors	-	-
e	Prepaid Taxes	1, 81,498	58,317
f	Prepaid Expenses	9,611	1,485
		28,38, 232	6, 96,488
	<b>TOTAL ASSETS</b>	<b>1,19, 35,918</b>	<b>92, 78,021</b>

C	INCOME		
	Grants & Donations	1,29,12,673	36, 55,801
	Other Income	18, 76,147	2, 57,186
		<b>1, 47,88,820</b>	<b>39, 12,987</b>

D	EXPENDITURE		
	Project Running Expenses	37, 22,713	20, 35,971
	Administrative Expenses	10, 93,148	2, 41,485
	Depreciation	1, 43,060	51,925
	Capital Expenditure	-	9,35,871
		<b>49, 58,921</b>	<b>32, 65,252</b>
	Amount transferred to Building Fund	65,00,000	-
	Surplus/ (Deficit) tfd to Capital Fund	33,29,899	6,47,736

# Balance Sheet

DOON EIC	SRTT EIC	CURRENT YEAR	PREVIOUS YEAR
-	-	69, 13,999	26, 31, 679
-	-	84, 31,929	52, 51,350
-	-	3, 07,738	3, 07,738
67,48,409	29,44,955	11,342,258	21,37,434
17, 79,043	1, 85,189	57, 99,003	12,77,367
62,224	20,920	159,751	49,104
85, 89,676	31, 51,064	3,29,54,678	1,16,54,670
17, 79,043	1, 85,189	70, 56,437	56, 91,220
62, 13,080	28, 05,868	2,16,05,962	41, 17,166
79, 92,122	29, 91,057	2,86,62,399	98,08,386
5,51,051	1,41,213	37, 68,443	14, 34,322
-	-	1,48,939	98,939
-	-	58,691	55,652
-	-	-	3,716
46,502	16,208	3, 02,525	2,31,922
-	2,586	13,682	21,734
5, 97,553	1,60,007	42, 92,280	18, 46,285
85, 89,676	31, 51,064	3,29,54,678	1,16,54,670
73, 84,384	40, 53,686	2,80,06,544	1,18,88,127
3, 91,244	1, 22,310	26, 46,887	16, 73,268
77, 75,628	41, 75,996	3,06,53,431	1,35,61,395
68, 62,844	41,27,919	1,67,49,446	1, 32,33,053
-	-	13,34,632	11, 10,588
-	-	1, 94,985	2,37,807
9, 12,784	48,077	18, 96,732	10,16,895
77, 75,628	41, 75,996	2,01,75,796	1,55,98,342
-	-	65, 00,000	-
-	-	39,77,635	(20, 36,948)

NEWS....



....& ACHIEVEMENTS

# In the News

## NGO OF THE YEAR AWARD

Latika Roy Foundation was honored with the 'NGO of the Year Award' by the National Trust in September 2012. The Trust is an autonomous group within the Government of India's Ministry of Social Welfare and Empowerment and was established to address the concerns of people with autism, cerebral palsy, intellectual impairment and multiple disabilities. The ceremony was held in Delhi at the stunning grounds of the Nehru Memorial Library and the award was handed over by the very articulate Minister for Social Welfare and Empowerment Mr Mukul Wasnik.



## SIGHTSAVERS INNOVATIVE PROJECT AWARD

One of the biggest concerns the Gubbara Centre has raised for the Foundation is the question of follow-up. Here we are creating awareness about the importance of identifying children with disabilities as early as possible and urging doctors, nurses and health workers to refer them to us.

The response has been heartening and we have assessed hundreds of kids we would never otherwise have met. We have helped parents see their kids' potential and chalked out plans for their development and growth.

But then what? Parents' expectations are raised. Now that they know their children can develop and even flourish, that is precisely what they want to see happen.

And that means follow-up.

This year, the Foundation submitted a proposal for following up on children in Dehradun District to the UK based Sightsavers Organization – a giant in the field of creative work with and for people with disability around the world. Our proposal was one of 477 submitted and one of only 13 selected.

And we are in august company indeed: the other winners include venerable institutions like the Helen Keller Foundation, Johns Hopkins University and the London School of Tropical Medicine.

The project involves field visits to Community Health Centres in four blocks where families bring their children for regular check ups, intensive training for community health workers and a strong mission to identify and refer new children.

Our own Dr Shubha Nagesh and the team of experts she has assembled from existing staff (Shweta Kakkar, Pushpa Painuly, Prem Singh, Hema Masih and Ashok Mamgain) run the project like a Swiss watch. Everything is meticulously planned, documented, reviewed and then fine-tuned over and over till it's just right. We are learning all the time and the stakes couldn't be higher. This is a pilot project and if it all goes well, we intend to present it to the government for a full-scale state wide initiative.



# OUR SUPPORT



# Governance

## EXECUTIVE COMMITTEE

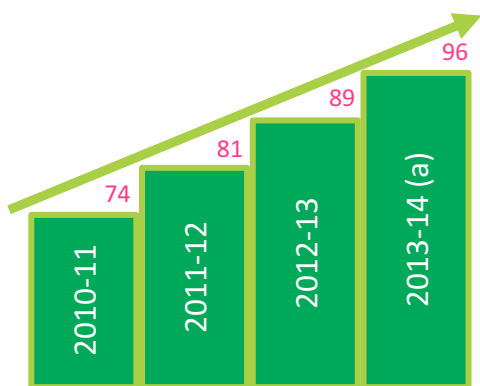
Name	Position on Board	No. of Meetings Attended	Remuneration (in Rs.)
Sudhir Varma	President	2	-
Brother Dominic Jacob	Vice President	-	-
Jo Chopra	Secretary	2	4, 46,400 P/A
Preeti Kirbat	Treasurer	2	-
Vina Srivastava	Member	2	-
Aparna Das	Member	2	-
Deep Joshi	Member	-	-
Bhushan Kumar Joshi	Special Advisor	-	-
Shavak Srivastava	Special Advisor	-	-

## INTERNATIONAL TRAVEL

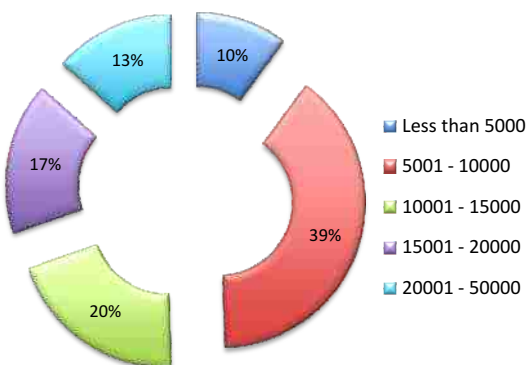
Name	Designation	Destination	Purpose
Jo Chopra	Executive Director	New York	Fundraising
Anne Bruce	Consultant	Scotland	Speech Therapy Consultation

## SALARY RANGE

Salary Range	Name & Designation	Remuneration (in Rs.)
Head of the organization	Jo Chopra (Executive Director)	4, 46,400 P/A
Highest paid full time regular staff	Jo Chopra (Executive Director)	4, 46,400 P/A
Lowest paid full time regular staff	Helper Staff (various)	49,200 P/A



Number of Staff



Staff Salary Range



# Staff List

Aarti Nair	Kushal Singh	Ramesh Kumar
Aditya Gupta	Lakshmi Naidu Sharma	Ramesh Singh Rawat
Anita Lakhera	Lily Rachel	Ranjana Kumari
Anjali Mandal	Madhvi Mittal	Rashi Bhatnagar
Anju Khanna	Mahadev Singh	Ravinder Rawat
Archana Khali	Mahipal Rawat	Resham Ale
Archana Pal	Manik Mandal	Reshma Mathema
Archana Sharma	Manju Singhanian	Rina Singh
Asha Singh	Manju Subedi	Rizwan Ali
Ashish Kesla	Mayank Mohan	Samar Ghosh
Ashok Mamgain	Mayawati	Sandeep Keteth
Asish Rastogi	Meena Thapa	Sandeep Khanna
Babita	Meenu Chaudhary	Sandeep Malik
Basanti Negi	Megha Girdhar	Sangeeta Negi
Bharat Kumar	Naina Devi	Sanjay Singh
Bijender Kumar	Namrata Kumari	Santosh Thakur
Chandra Bisht	Naresh Chandra Singh	Sarika Jaiswal
Deepa Chhetri	Neelam Chhetri	Satendra Tyagi
Gajbahadur Thapa	Nicola Tansley	Seema Shrivastav
Gangaram Subedi	Nirmala Kukshal	Shalini Sinha
Geeta Bisht	Nisha Malkoti	Shivani Kapoor
Geeta Rawat	Pooja Negi	Shubha Nagesh
Harpreet Kaur	Pooja Panwar	Shweta Kakkar
Hema Masih	Pooja Tiwari	Shyam Singh
Hema Thapa	Poonam Pasbola	Sumita Nanda
Jalma Rawat	Pratap Singh	Sunita Bhatt
Januka Bhosal	Prem Kumar	Sunita Rai
Jewel Chakraborty	Pushpa Bhatt	Sunita Singh
Jo Chopra	Pushpa Upadhaya	Suresh Rawat
Ketki Anand	Rachana Puri	Sushila Rawat
Khem Bhadur	Rajesh Masih	Umesh Maliyal
Khushboo Kunjwal	Rajkumar Chettri	Varun Sharma
Komal Kumari	Rajnish Kumar Paswan	Vinod Negi
Krishna Thapa	Rakhi S. Rawat	
Kumari Omi	Ram Singh	

Salary Bracket	Male staff	Female staff	Total Staff
Less than 5000	3	6	9
5001 - 10000	11	24	35
10001 - 25000	18	23	41
25001 - 50000	0	4	4
50001 - 100000	0	0	0
<b>Total</b>	<b>32</b>	<b>57</b>	<b>89</b>

# The Volunteers

Volunteers are a special source of energy and vitality in the Foundation. Young and old, they bring new ideas, creative perspectives and a fresh angle on just about everything we do. We have always been lucky in this regard and 2012 – 2013 was no exception.

Thanks so much to all of you for your time, your passion, your intelligence and your commitment. It is an honor to have you as part of our growing family.

1. Aakansha Joshi
2. Barbara Angert
3. Claire Dupre
4. Helen Louis Savage
5. Heather Steele
6. Laura Elizabeth
7. Laura Kennedy
8. Liam Synan
9. Laura Cairns
10. Mary Sheehan
11. Muskan Vohra
12. Nanakey Kalra
13. Pallavi Parashar
14. Ritesh Gupta



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INR 50 - 5000

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2	Prem Kumar Sood	20,000
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4	Kusum Kanwar	25,000

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2	Suneet Sood	25,000

## Above INR 25000

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3	Welham Boys School	43,960
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5	Anita Sethi	50,000
6	Meera Parasnis	50,000
7	Give India Foundation	56,870
8	V H Parekh	100,000
9	Chawla Techno Construct Ltd.	100,000
10	Sadanand Trust	100,000
11	Impact Foundation (India)	105,000
12	Give Foundation	628,945
13	Sir Ratan Tata Trust	6,000,000
14	Anu Aga	10,800,000
15	Doon Hospital, Medical Management Committee	12,994,000

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2	Amit Gulati	39,534
3	Asha Pai	200,000
4	Sarah Brown	106,000
5	Heart & Hand for the Handicapped	110,620
6	Claire Dupre	114,525
7	Give Foundation	392,173
8	Indians for Collective Action	869,246
9	SightSavers	3,320,115

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Nirzer Vyas	Rajnish Dhall	Satish Mudaliar	Urvi Gajjar	
Nishant Rachh	Rakesh Parekh	Satyadeep Vaghela	Uzma Sabah	
Nishant Raval	Rakesh Saraf	Shahid Pathan	Vajid Malek	
Nitilekha Saikia	Rakesh Shah	Shahnawaz Pathan	Vandana Jakati	
Nitin Banavali	Ramesh Pant	Shahnawaz Shaikh	Vanraj Solanki	



# Visitors & Consultants

- Anu Aga (Member of Rajya Sabha, Educational Activist)
- Anne Bruce (Speech Therapist, Scotland)
- Ajay Lal (Principal GSIC Education, Rudrapur)
- Alok Jain (Chief Secretary, Uttarakhand)
- Dr. Pawan Sinha (Professor of Vision & Computational Neuroscience, MIT, U.S.A)
- Dr. Shantha Sinha (Chairperson, National Commission for Protection of Child Rights, India.)
- Keshav Desiraju (Health Secretary, Government of India)
- Nandita D'Souza (Developmental Pediatrician, Goa)
- Ranbir Singh (Health Secretary, Uttarakhand)





"We learn so much from our children – in patience, in humility, in gratitude for other blessings we had accepted before as a matter of course; so much in tolerance, so much in faith – believing and trusting where you cannot see; so much in compassion for our fellow man; and so much in wisdom about the eternal values in life."

~ "Far From The Tree"  
by Andrew Solomon





*Thank You!*

#### **CONTACT US**

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