



# **LATIKA ROY FOUNDATION**

**Annual Report**  
**2013-14**



Stop over analysing  
Life is simple.



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A few weeks ago, I met a man on a plane. Somehow, we connected instantly (I understood why later) and were soon talking about deep issues far beyond the scope of most flight chat.

It began with religion and he told me that though he was not a believer, he was moved and impressed by Jesus' incredibly inclusive teachings. "His followers have distorted his words out of recognition, though," he continued. "They've got these separate little clubs, and they're busy keeping others out. It happens all the time: What starts as a visionary new way of living becomes an end in itself. The important thing is keeping the institution alive."

The conversation stayed with me. I'm not comparing myself to Jesus, but what my seat-mate referred to could happen to us too.

We started the Latika Roy Foundation 20 years ago with a vision for children with special needs. We thought about those kids every day and it was easy to do because in the beginning, there were so few. But the better we got, the more families wanted our services. The demand kept growing; we kept expanding to meet it.

And then the predictable patterns set in. Money for salaries, paying the rent, keeping the buses on the road, training staff, writing proposals - it takes up so much of my time I sometimes forget what it's for. With eight centres, I can go for a week without speaking to a child or meeting a parent. I begin to feel that my job is really about providing employment for 115 staff, making sure the lights stay on and satisfying our funders. Because the important thing is keeping the institution alive.

But actually? No.

Our staff keep me grounded. I may not get to spend enough time with the kids, but they do. And that can be exasperating. I want to talk about policy. They want to talk about Shreya. I'm thinking about national level issues. They're thinking about how Mansi just sat through a whole class and still didn't get it. I'm thinking about the institution. They're thinking about the child.

We all have our roles to play. In this universe, in which kids with disabilities insistently remind us of their existence and the urgency of their needs, it's the front line staff who are the heroes. They know the children. They understand their individual realities. They're doing their jobs and they need their pay checks, but there are some things money can't buy.

There really are. Latika Roy Foundation staff remind me every single day of the power of love and the miracle of devotion.

(And that man on the plane? His wife has crippling Multiple Sclerosis. He was thinking about her. I was thinking about Moy. Instant connection.)



### **Our Organization:**

Latika Roy Foundation, is a voluntary organization in Dehradun, Uttarakhand (India) that provides creative education and therapy to children and adults who have developmental and other disabilities, focusing on those that fall financially and socially outside the reach of mainstream education and support services.

### **The Needs We Address:**

Latika Roy Foundation provides 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. 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.

**Vision:** A better world for children with disabilities

**Mission:** To provide specialized local services and support to children with disabilities and their families and to help others to do the same

### **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. A registered, voluntary organization comprised of over **100** seasoned professionals, we operate eight centres for children and young adults ranging in age from birth to 21, all with developmental disabilities.

The Foundation offers therapy and education to nearly **300** disabled children every day. In the past three years: we have provided outreach to over **10,000** people with disability, assisting them in accessing government certificates and concessions; trained and sensitized over **6000** health workers, students and teachers; and provided OPD and assessment services to over **3000** children with disability.

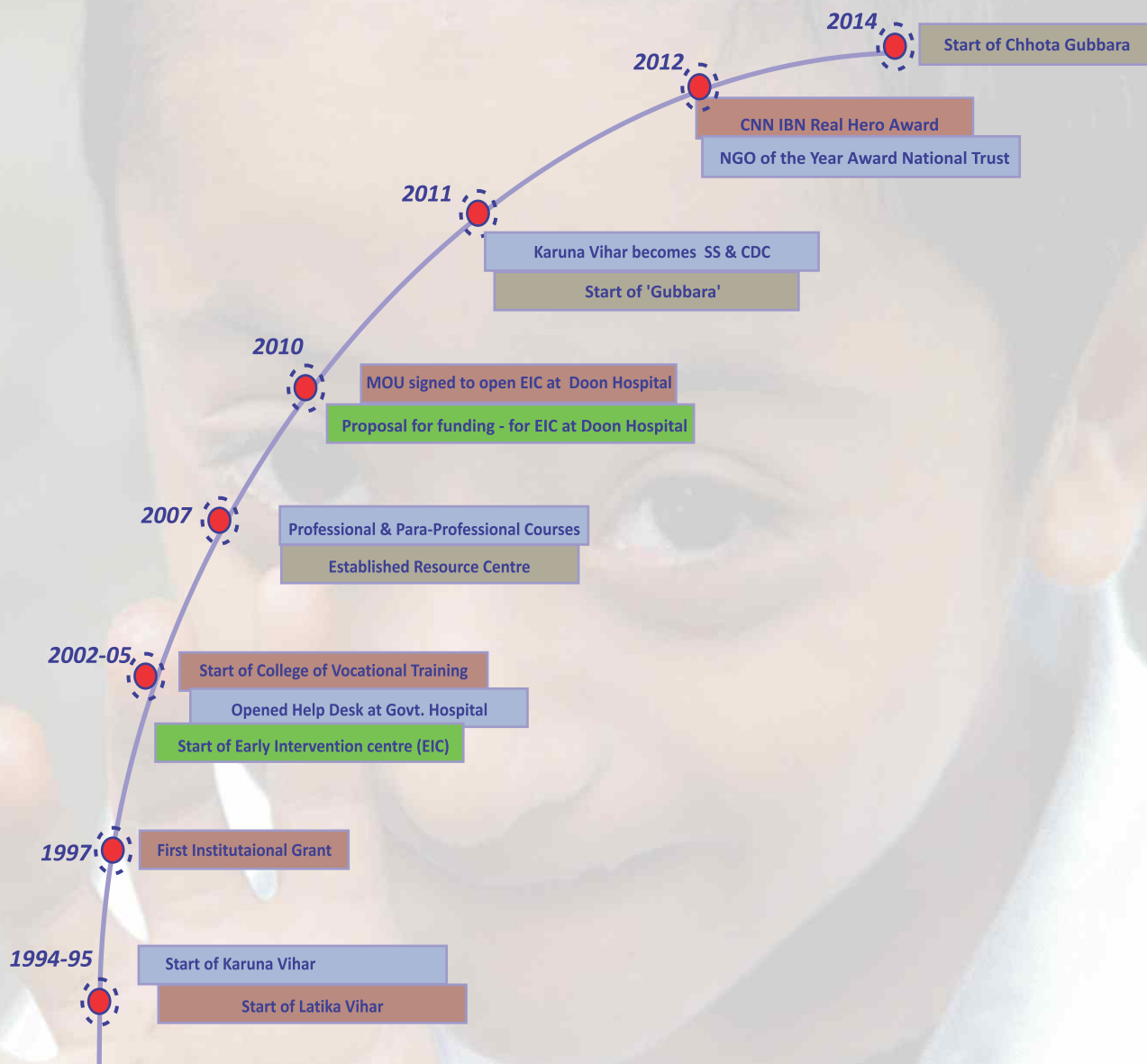
Due to our efforts with the medical community, the average age of children referred to the early intervention centre has dropped from six years to 18 months.

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

Parent empowerment is the key to our success. Counseling, 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.

## KEY MILESTONES



# OUR PROGRAMS





Gubbara, a Public-Private-Partnership between the Latika Roy Foundation and the Government of Uttarakhand, is a state-of-the-art centre, located in Doon Hospital, for assessment and diagnosis of disability in very young children. This program is dedicated to serving children from birth to five years with disabilities, developmental delay or significant risk of developmental delay. Funded by the National Rural Health Mission, the project is an intensive 2-day program providing assessments and a home management plan to children with disabilities from families across the state.

At Gubbara, over the period of the program and follow-up, children acquire self-help skills and gain independence. Families report better mental health as the stress around their disabled child decreases. Thousands of children and adults have obtained disability certificates and gotten access to government pensions, travel concessions and other benefits through the Foundation's Help Services.

Perhaps the biggest impact the project has had is to bring 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.

### **Chhota Gubbara**

This centre caters to the tiniest babies – those who are born premature or with difficulties apparent immediately on delivery. Babies who have been discharged from the Neonatal Intensive Care Unit at the Doon Women's Hospital are enrolled in a follow-up programme in which their development is monitored at regular intervals for the first year of life.

### **Some quick facts**

- Children Assessed: 419
- Children seen at OPD: 778
- Facilitation for obtaining disability certificates: 161
- Staff: 13
- Appliances provided
  - 4 AFOs
  - 3 Hand Splints
  - 10 Helmet
  - 53 Medial Arch Support
- **Money spent: Rs.37,98,738**



Following successful completion of two years of assessments at Gubbara, a follow up project was initiated for children from Dehradun district. Funded by SightSavers UK, the program provides for follow-up in the field based at Community Health Centres (CHC) in four target blocks of Vikasnagar, Sahaspur, Raipur & Doiwala. An expert team comprising of a special educator, therapist, social worker and child development aide meet families in their own locality to assess each child's progress, address parent concerns and set new goals. Intensive training on early intervention for ASHA facilitators and ASHAs in the four blocks was undertaken.

Children are assessed for progress based on Gubbara evaluations and targets; parents are trained in appropriate exercises and skills for their child's needs. Sensitization workshops are conducted in all CHCs, and local level health workers are trained to identify new children with disability, refer them to Gubbara and to work with families to help their children develop optimally. Through awareness programs, new children are identified and referred to Gubbara for assessment.

### Some quick facts

- Follow-up sessions:
  - Vikasnagar: 141
  - Sahaspur: 90
  - Raipur: 191
  - Doiwala: 76
- Training of parents/ guardians:
  - Hands on Training: 637
  - Group Training sessions: 143
  - Awareness training sessions: 63
- Home Visits : 86
- Children followed up: 222
- New Children Identified: 292
- Parents/ guardians trained: 844
- ASHA facilitators trained: 18
- ASHAs trained (by facilitators): 320
- Anganwadi supervisors & workers trained: 433
- Community Health Centre staff trained: 62
- Staff: 5
- **Money spent: Rs. 25,25,454**



The EIC offers family-based therapy programs for young children with multiple disabilities from 0 to 7 years of age. Children attend sessions, including speech therapy and physiotherapy, with their parents who are trained to continue the program at home.

After being assessed at Gubbara, children attend the Early Intervention program in four sessions based on age and developmental level. In the play-group, children attend daily sessions independently. The rest of the sessions are with the parents present for the sessions. Individual education plans are made for each child and group activities are designed keeping in mind each individual child's therapy and education needs. Skilled therapists and educators tailor the same activity to meet each child's goals. The goals and activities are monitored regularly to assess the impact and growth of the child. The children then "graduate" to Karuna Vihar or other mainstream schools, able to meet their continuing needs. The ultimate goal for most children is inclusion in mainstream schools. The team works closely with parents and individual schools to make the transition a positive one. This year three children moved to mainstream schools! (You can see them standing proudly with their classmates in the photos below.

Abhilasha is an EIC mothers' initiative, formed by the Moms in an effort to become more knowledgeable about aspects of child development and disability, as well as to create a support network for themselves. It has been a remarkable success. This tight-knit group of mothers help each other out emotionally and in many practical ways too. They have become proactive in their desire to help and understand their children, too. Recently, they demanded that we run a Hanen Course in Enhancing Communication in Children just for them. Our Director for Training and Development had to juggle her busy schedule to accommodate them because they just wouldn't take no for an answer!



#### Some quick facts

- Children: 51
- Staff: 15
- Trainings: 19
- Individuals trained: 78
- Volunteers: 3
- Money spent: Rs. 30,90,342



A day school for children with disability from 5 to 15 years of age, Karuna Vihar is an innovative centre for activity-based learning and creative education. Our emphasis throughout is on developing the whole child and we place great stress on the understanding of concepts and processes. Our approach is child-centered and holistic and based on the belief that every child, regardless of ability, has the potential to develop and grow in a positive way. Individual Education Programmes (IEP) are designed for each child that document their current abilities and difficulties over a range of areas and set goals to be achieved over the coming months. Besides education, strong emphasis is also placed on consistent, non-threatening behaviour management and the development of good social skills. Our professional staff regularly reviews progress and accordingly updates the IEPs.

Karuna Vihar Special School (SS) is for children who would benefit from more academic inputs (they should be able to read, write and do a little bit of history and science); Child Development Centre (CDC) is for children with complex needs who need more attention/help with behavior management and intensive therapy.



#### Some quick facts

##### Karuna Vihar – Child Development Centre

- Children: 54
- Staff: 27
- Trainings: 70
- People Trained: 427
- Volunteers: 8

##### Karuna Vihar - Special School

- Children: 32
- Staff: 8
- Trainings: 1
- People Trained: 25
- Volunteers: 4

- **Money Spent (both centres): Rs.56,64,231**

Latika Vihar is an inclusive neighbourhood children's activity centre for creativity and fun. At Latika Vihar children get the opportunity for free expression, development of leadership, creative thought and problem solving skills. Our philosophy of respect, kindness and non-competitive fun naturally makes Latika Vihar a welcoming place for all children, regardless of their ability, handicap, class, religion or economic background.

Latika Vihar is a model of how inclusion works and how children's attitudes can be positively shaped without ever mentioning the word values. It's a place free from competition or pressure to perform where children feel safe and free and special, where their needs are understood and catered to, where everyone takes care of everyone else and where kids develop leadership, communication and team building skills.

The number of children attending Latika Vihar ranges from 40 to 100, depending on the time of the year. Every class has regular music, dance, drama, physical education, cookery, gardening and art and craft sessions. Every day, at least four different activities are offered.

#### Some quick facts

- Children: 40-100
- Staff: 12
- Trainings Conducted: 3
- People Trained: 13
- Volunteers: 76
- Money Spent: Rs. 6,32,389



CVT works with emerging adults (ages 16 - 21) with disabilities. Those who have the potential to work - either in the open market, sheltered workplaces or at home - are gain the skills they need through job training and life-management tools specific to their unique abilities. Those whose disabilities are more severe enjoy a recreational and social program while also getting the therapy and structured routine they thrive on.



Activity-based sessions help trainees acquire useful skills while specific training is offered for careers as Special Educator Aide, Guest House Helper, Housekeeping, Office Helper, Kitchen Helper and Shop Helper. Workplace manners, handling money and negotiating public transport are vital aspects of the curriculum in the vocational stream while personal hygiene and grooming, appropriate sexual behaviour, and relationship building are core subjects for all.

Internships in the Foundation's own projects are offered to CVT trainees as a first step before interning in the open market for those who are able. Job placements are orchestrated wherever possible through awareness building in the local community, empowering parents and continued support services to retain jobs once acquired.

The ultimate goal is a happy, fulfilled life for every trainee, whether through employment or through the development of hobbies and friendships.

#### **Some quick facts**

- Trainees: 28
- Staff: 15
- Trainings: 4
- Individuals Trained: 43
- Volunteers: 9
- Job Placements:
  - 10 candidates from CMO's Help Desk registered with Job Placement Cell
  - 2 candidates registered under Job Placement Cell received employment in open sector
  - 38 industries surveyed for jobs
- **Money Spent : Rs. 20,77,409**



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. In addition, training programmes for medical professionals are conducted periodically.

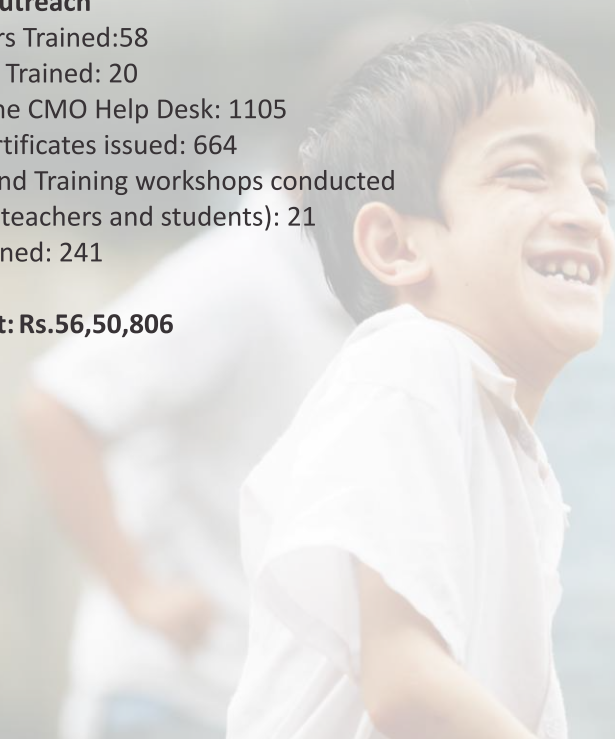
From community outreach programs like disability camps, to door - to - door visits, from working with students to meeting government officials, from providing support services through Help Desks to conducting workshops and lecture series, from individual advocacy cases to policy changes - the team is a dynamic force that creates 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.

### **Some quick facts**

- Staff: 18
- External Trainings Attended: 17

### **Awareness & Outreach**

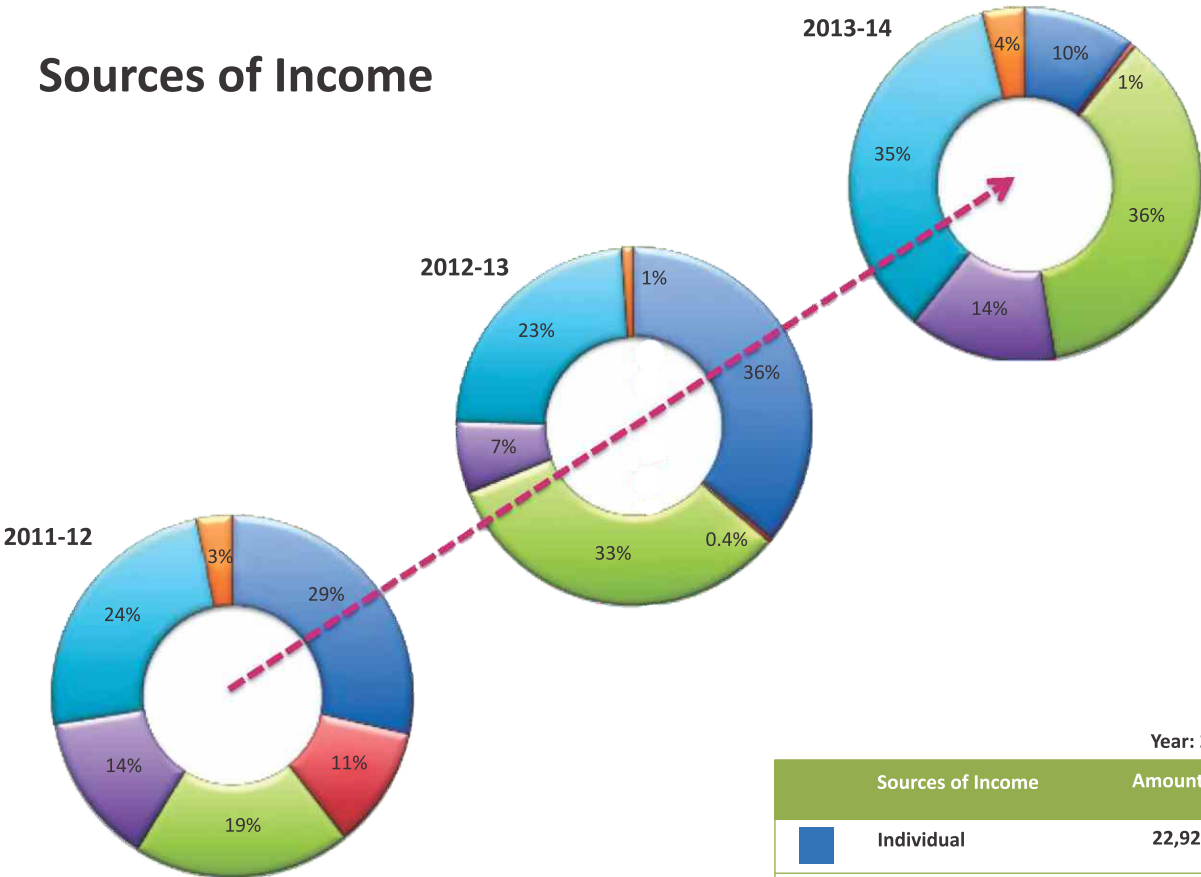
- MBBS Doctors Trained: 58
  - Pediatricians Trained: 20
  - Assisted at the CMO Help Desk: 1105
  - Disability Certificates issued: 664
  - Awareness and Training workshops conducted (for parents, teachers and students): 21
  - Students trained: 241
- 
- **Money Spent: Rs.56,50,806**











Facts & Figures

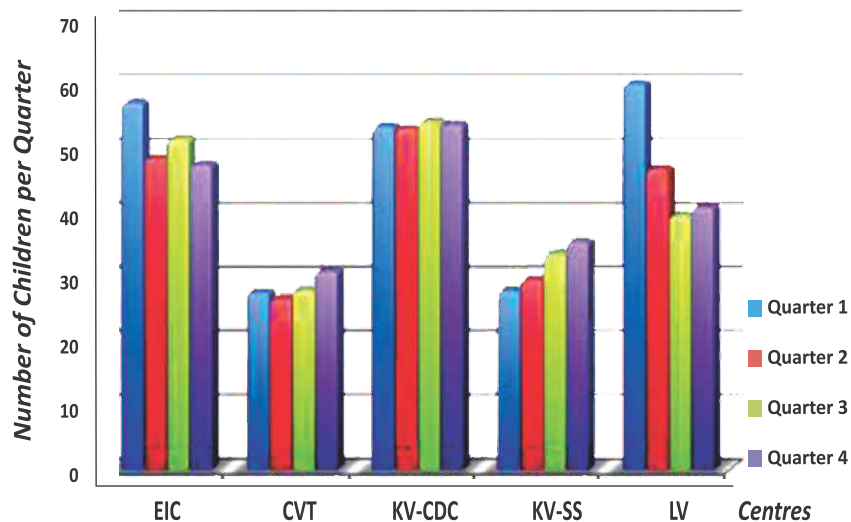
# Sources of Income



Year: 2013-14		
Sources of Income		Amount (INR)
	Individual	22,92,994
	Corporate	1,27,124
	Government Grants	82,02,819
	Fees & Other Earnings	30,52,981
	Institutional Grants	79,18,322
	Pvt. Trusts & Foundations	8,84,400



Children Enrolled per Centre



Average Number of Children Enrolled

EIC: 51

Karuna Vihar SS: 32

Karuna Vihar CDC: 54

Latika Vihar: 48

CVT: 28

Expenditure per Program  
(approx. in INR)

Gubbara: 38 Lakhs

EIC: 31 Lakhs

Karuna Vihar: 57 Lakhs

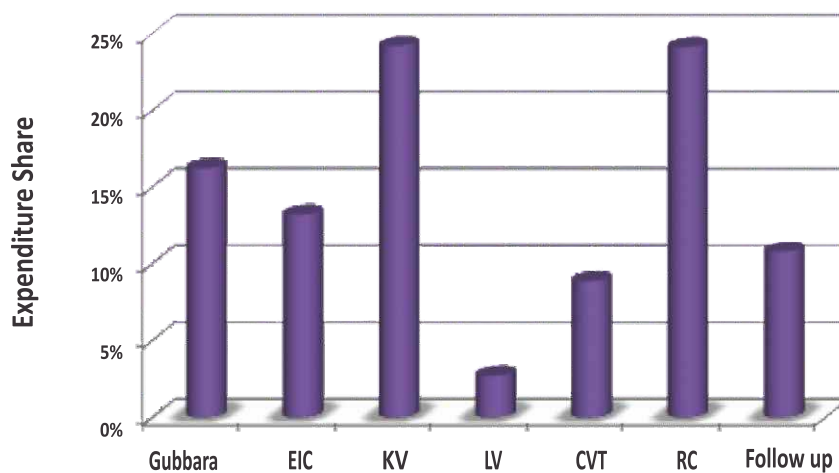
Latika Vihar: 6 Lakhs

CVT: 21 Lakhs

Follow-up: 25 Lakhs

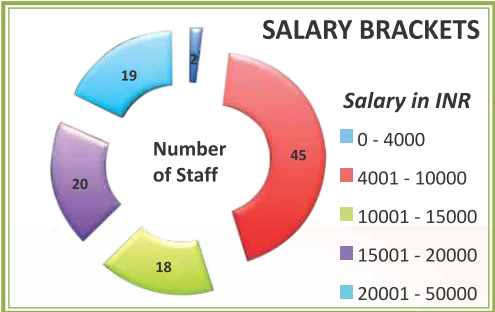
Resource Centre: 56 Lakhs

Expenditure Share per Program



The Foundation is about people and their stories. It’s also about the systems that have been put in place to ensure that we can work efficiently, effectively and according to the law. For these systems to run as planned, we need to build teams and encourage development through appropriate employment. We need to focus on partnerships that will continue into the future. We need to continue working on amending systems based on our requirements.

To achieve our vision of a better world for children with disabilities, we need to focus on rigorous staff development, training and awareness. Recruiting people who are willing to learn and grow as practitioners, and forming the right teams to spread the gospel of inclusion through career workshops, disability camps, public lectures and seminars is at the heart of the Foundation’s growth plan.



2011-12: 100

2012-13 : 103

2013-14 : 113

Number of Staff

**SALARY RANGE**

**Salary Range**

Head of the organization: INR 5,76,000 p.a

Highest paid full time staff: INR 5,76,000 p.a

Lowest paid full time staff: INR 54,000 p.a

A young girl with dark hair tied back, wearing a white collared shirt, is looking down with a concerned or questioning expression. Her hands are outstretched in front of her. The background is blurred, showing a window and some furniture.

What We  
Have.  
Our Financials

Particulars	L.G	F.C	NRHM Projects	SRTT-EIC	Current Year	Previous Year
<b>Sources of Funds</b>						
Capital Fund	53,66,242	24,46,908	-	-	78,13,150	69,13,999
Building Fund	66,21,791	27,02,506	-	-	93,24,297	84,31,929
Endowment Fund	3,07,738	-	-	-	3,07,738	3,07,738
Earmarked Funds	-	3,64,809	23,91,543	12,27,226	39,83,578	1,13,42,258
Fixed Asssets Capital Fund	-	36,80,158	18,31,555	-	55,11,713	57,99,003
<b>TOTAL</b>	<b>1,22,95,771</b>	<b>91,94,380</b>	<b>42,23,098</b>	<b>12,27,226</b>	<b>2,69,40,475</b>	<b>3,27,94,927</b>
<b>APPLICATION OF FUND</b>						
Fixed Assets	13,18,401	41,57,940	18,31,554	-	73,07,896	70,56,437
Investment	1,00,00,000	41,06,585	-	-	1,41,06,585	2,16,05,962
<b>Current Assets, Loans &amp; Advances</b>					-	
Cash and Bank Balances	4,51,035	8,14,405	25,12,059	9,26,780	47,04,279,	37,68,442
loans & Advances	61,610	795	-	-	62,405	58,691
Security Deposits	61,938	87,000	-	-	1,48,939	1,48,939
Tax Deducted at Source	1,47,171	74,033	38,801	-	2,60,005	3,02,525
Other Current Assets	19,96,326	-	21,97,204	3,00,445	44,93,975	13,682
	27,18,080	9,76,233	47,98,064	12,27,226	96,69,603	42,92,279
<b>Current Liabilities</b>						
Current Account with Indian Overseas Bank	16,53,196	-		-	16,53,196	-
Expenses Payable	87,511	46,378	89,052	-	2,22,941	1,59,751
Other Current liability	-	-	22,67,469	-	22,67,469	-
	17,40,707	46,378	23,56,521	-	41,43,606	1,59,751
<b>Net Current Assets (III-IV)</b>	<b>9,77,373</b>	<b>9,29,855</b>	<b>23,91,543</b>	<b>12,27,226</b>	<b>55,25,997</b>	<b>41,32,528</b>
<b>TOTAL</b>	<b>1,22,95,771</b>	<b>91,94,380</b>	<b>42,23,098</b>	<b>12,27,226</b>	<b>2,69,40,475</b>	<b>3,27,94,927</b>

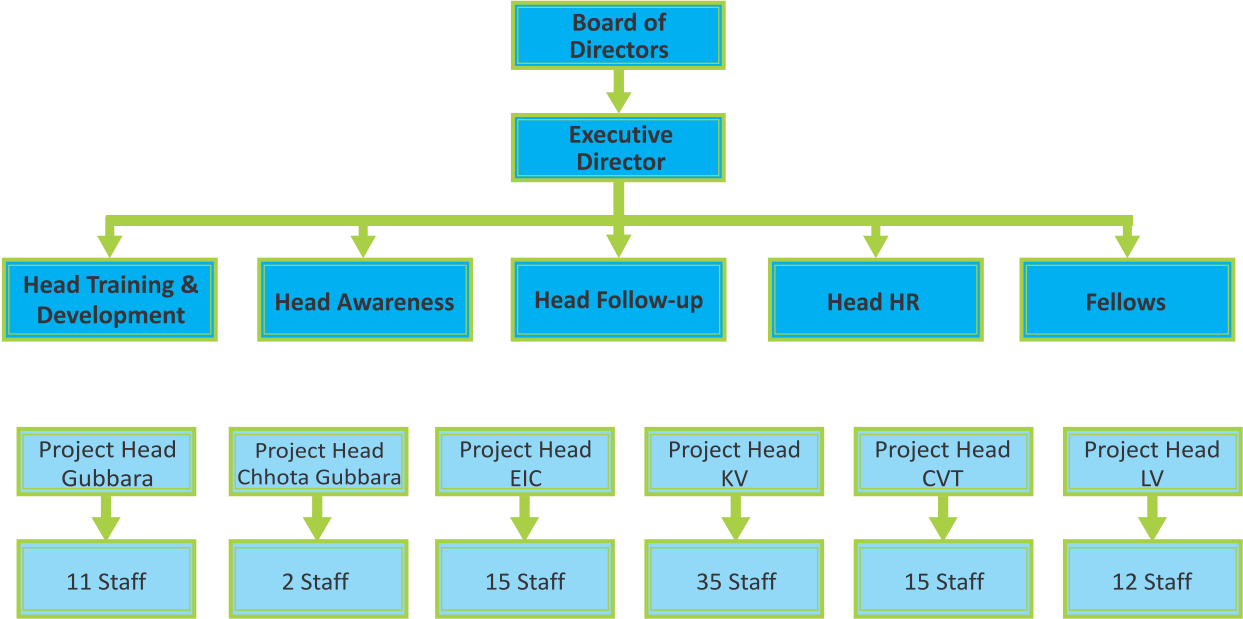


# INCOME & EXPENDITURE STATEMENT

Particulars	L.G	F.C	NRHM Projects	SRTT-EIC	Current Year	Previous Year
<b>INCOMES</b>						
Grant recognised	-	32,20,593	82,02,819	41,97,728	1,61,21,141	1,31,09,291
Donation	19,40,078	13,64,440	-	-	33,04,518	1,48,97,253
Fees-Contribution	13,06,830	-	-	-	13,06,830	12,13,801
Income Generating	54,497	-	-	-	54,497	1,64,922
Programme	98,700	-	-	-	98,700	35,980
Training Fees	8,50,132	4,53,116	1,64,847	1,10,359	15,78,454	12,23,813
Interest Income	14,500	-	-	-	14,500	8,075
Board Membership fees	42,64,737	55,38,149	83,67,666	43,08,088	2,24,78,640	3,06,53,135
<b>EXPENSES</b>						
Programme Expenses	34,71,029	50,16,999	83,33,005	43,24,976	2,11,46,009	1,69,09,400
Administrative Expenses	2,08,012	47,402	2,82,431	90,167	6,28,012	11,46,836
Financial Expenses	18,826	13,294	1,931	450	34,501	27,843
Add : Depreciation	1,71,229	93,173	-	-	2,64,402	1,94,985
	38,69,096	51,70,868	86,17,367	44,15,593	2,20,72,924	1,82,79,064
Less: Capital Expenditure During the Year	-	32,312	3,55,275	1,75,709	5,63,296	18,96,732
Less: Allocation to Building Fund	-	-	-	-	-	65,00,000
Add : Fixed Assets transferred to LG	-	-	-	2,83,214	2,83,214	-
Surplus/(Deficit) being excess of Income	3,95,641	3,34,969	(6,04,976)	-	1,25,635	39,77,339
Notes on Accounts						

# Our Supporters





**BOARD OF DIRECTORS**

- |   |  |
|---|--|
| 1. Sudhir Varma - President               | 6. Aparna Das - Member                   |
| 2. Brother Dominic Jacob - Vice President | 7. Deep Joshi - Member                   |
| 3. Jo Chopra - Secretary                  | 8. Bhushan Kumar Joshi - Special Advisor |
| 4. Preeti Kirbat - Treasurer              | 9. Shavak Srivastava - Special Advisor   |
| 5. Vina Srivastava - Member               |  |

STAFF LIST					
1	Aakansha Joshi	39	Kushal Singh	77	Rajnish Kumar Paswan
2	Aditya Gupta	40	Lakshmi	78	Rakhi Gaur
3	Amit Bhatnagar	41	Lily	79	Ram Lot
4	Anita Lakhera	42	Madhvi Mittal	80	Ram Singh
5	Anjali Mandal	43	Mahadev Singh	81	Ramesh Kumar
6	Anju Khanna	44	Mahipal	82	Ramesh Singh Rawat
7	Anshali Gupta	45	Mamta Govil	83	Ranjana
8	Archana Khali	46	Manik Mandal	84	Rashi Bhatnagar
9	Archana Pal	47	Manju Singhania	85	Rashmi Rangarajan
10	Archana Sharma	48	Manju Subedi	86	Ravinder Rawat
11	Asha Negi	49	Mayank Mohan	87	Resham Ale
12	Ashish Kumar Kesla	50	Mayawati	88	Rina Singh
13	Ashok Mamgain	51	Meena Thapa	89	Rizwan Ali
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15	Babita	53	Megha Girdhar	91	Samar Ghosh
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17	Bharat	55	Namrata	93	Sandeep Malik
18	Bijender Kumar	56	Naresh Chandra Singh	94	Sandeep Singh
19	Chandra Bisht	57	Nayamat Bawa	95	Sangeeta Negi
20	Charanpreet Kaur	58	Neelam Chhetri	96	Sanjay Singh
21	Deepa Chhetri	59	Nicola Tansley	97	Santosh Thakur
22	Gajbahadur Thapa	60	Nilam Deepak Shinde	98	Sarika Bajaj
23	Gangaram	61	Nirmala Rawat Kukshal	99	Satyendra Kumar Tyagi
24	Geeta Bisht	62	Nisha Nautiyal	100	Seema
25	Geeta Rawat	63	Nishant Ojha	101	Shalini Sinha
26	Gulistan Parveen	64	Pooja Negi	102	Shivani Kapoor
27	Harpreet Kaur	65	Pooja Pandey	103	Shubha Nagesh
28	Hema	66	Pooja Panwar	104	Suman Baloni
29	Hema Thapa	67	Poonam Pasbola	105	Sumita Nanda
30	Jalma	68	Prabodh Kumar Chandola	106	Sunita Bhatt
31	Januka Bhosal	69	Pranesh C Banerji	107	Sunita Rai
32	Jo Chopra	70	Pratap Singh Rawat	108	Sunita Sharma
33	Kanchan Arya	71	Prem Kumar	109	Sunita Singh
34	Khem Bhadur	72	Pushpa Bhatt	110	Suresh Rawat
35	Khushboo Kunjwal	73	Pushpa Upadhaya	111	Sushila Rawat
36	Komal Kumari	74	Rachana Puri	112	Umesh Maliyal
37	Krishna Thapa	75	Rajesh Masih	113	Varun Sharma
38	Kumari Omi	76	Rajkumar	114	Vinod Negi



1. Arnav Khagta
2. Anuradha Pandey
3. Amy Westby
4. Devendra Rathore
5. Ena Gaur
6. Emily Horton
7. Katia Gardner
8. Manas Bhatt
9. Rohit Dhyani
10. Rajat Dobhal
11. Sue Soutar
12. Sara MaCaulay
13. Shreyashi Sharma
14. Sukanya Shukla
15. Sugandha Shukla
16. Saumya Singh
17. Sanjana Kumbhani



## INR 50-5000

Name of the Donor		
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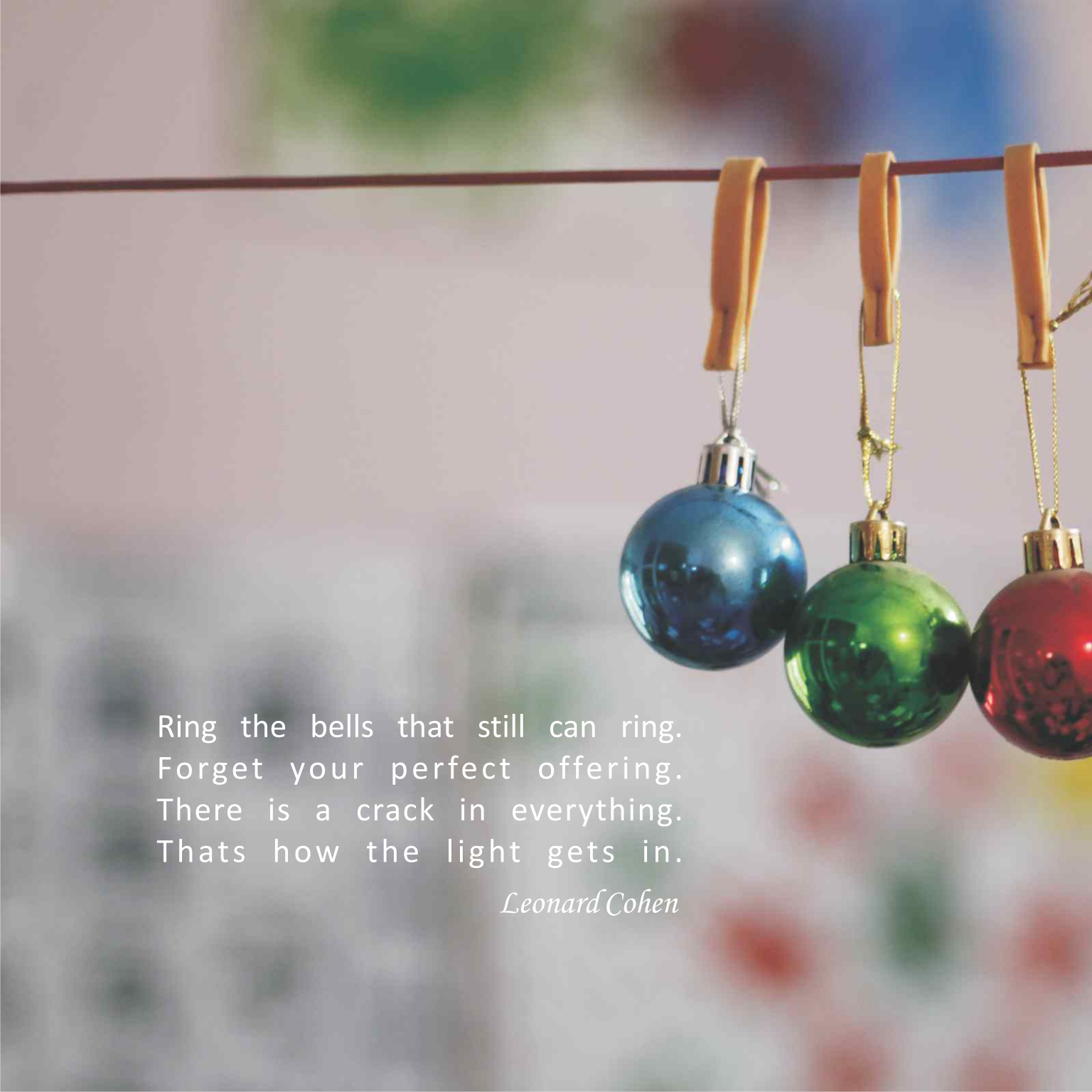
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Ring the bells that still can ring.  
Forget your perfect offering.  
There is a crack in everything.  
That's how the light gets in.

*Leonard Cohen*



We are always waiting, aren't we? All in a state of hesitation and held breath.  
Sometimes it's glorious like a storm at the end of a hot day.

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