ALL OF YOU ARE PERFECT JUST THE WAY YOU ARE AND YOU ALL COULD USE A LITTLE IMPROVEMENT

SUZUKI ROSHI
If you don't get what you want, either you didn't seriously want it, or you tried to bargain over the price.

_Rudyard Kipling_

The Latika Roy Foundation began by starting a children's club in 1994 in a rented four-room house in Dehradun, in the foothills of the Himalayas. Today we operate in seven centres across the city and provide outreach, training and advocacy throughout the state and across the country. Our focus is on children with disabilities and their families and our team now consists of 115 professionals and para-professionals, each one dedicated to the cause of full inclusion for all.

VISION

A better world for children with disabilities

MISSION

To provide specialised local services for children with disabilities and their families and help others to do the same.
The Numbers
We need to absorb this idea of excellence. Not many folks spend a lot of time trying to be excellent.

_—Barack Obama_

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**Not Good Enough!**

Excellence in all we do is our goal and constant vigilance is our watchword. We've learned through experience that even the best of us have off days and that even the most carefully crafted practices and policies are overlooked at times. We know that without regular monitoring, people are likely to take short cuts and that is the thin end of the wedge.

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This year, we are investing in becoming better supervisors through leadership and management training for senior staff, a cascade-style sharing with mid-level and junior level team members and well-planned systems in place to make sure the new skills are put into practice every day.

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**Our New Motto?**

Supervision actually means support. We want every staff member to feel competent and secure in their job. That means they know exactly what is expected of them whether they are assessing a child, counselling parents, driving a bus, washing the floors or raising funds to keep the whole fleet afloat. And if they need help to do their job better, there is a structure in place to get it. That structure is what we are working to improve this year. Learning how to observe at every level, how to give constructive, concrete feedback, how to receive it and knowing when to ask for help are skills we are perfecting through training, practice (practice, practice) and review.
ORGANIZATIONAL DEVELOPMENT

As always, we have invested significant time, resources and energy in staff training, networking and documentation. This year we published over a dozen articles in national newspapers and online magazines and over twenty blog posts on disability, inclusion and parenting. Five Senior Staff members attended the International Developmental Pediatrics Conference in Istanbul – a first for the Foundation. In Istanbul, each member presented either a paper or a poster and two of us co-led all-day workshops. Nationally, our team attended or conducted over 25 workshops, seminars and lectures and senior staff participated in policy level meetings with the National Trust, Ministry of Health and the National Centre for Promotion of Employment for Disabled People. Our Director was appointed to the National Council for the Rights of Persons with Disabilities. We conducted dozens of trainings on a wide range of topics using both in-house specialists and eminent consultants from India and from abroad. One major preoccupation this year has been intensive training with Dr Ajay Sharma, a volunteer neuro-developmental paediatrician from the UK who has committed to working with us regularly in bi-annual visits to Dehradun. In the past year, he trained a select group in Autism assessment skills and has also developed a small research team.

Board Members:

President: Sudhir Varma is a chartered accountant with many years experience in the development and voluntary sector. He provides financial wisdom and advice and keeps the Foundation abreast of all statutory requirements.

Vice President: Deep Joshi trained at Sloan School of Management, MIT, and is one of India’s foremost development professionals. The founder of Pradan, he is also a Magsaysay Award winner and well-connected with most of India’s development wallas.

Treasurer: Vibha Puri is a retired IAS officer with vast experience in the government, knowledge about systems thinking and a deep interest in education.

Secretary: Jo Chopra is a founder and the executive director of the Latika Roy Foundation. A writer by profession, she has an adult daughter with disability.

Member: Ritu Jain has an MBA, is a corporate dropout and new entrepreneur. She has years of experience in fundraising and strategic planning and a wide circle of friends she is not afraid to approach in a pinch.

Member: Sanjay Sondhi is an IIT graduate and another corporate dropout. As the founder of Titli Trust, he is a major advocate for the preservation of the environment yet still retains his belief in strategic thinking and a systems approach to changing the world.

Member: Keshav Desiraju was the Health Secretary, Government of India and the primary force behind the creation of Gubbara, the Foundation’s first Public Private Partnership with the government. As a leader in mental health awareness in India, he has pushed for visionary new understandings at a policy level.
Sources Of Income

Government
- ₹ 61,83,566
- 17.72%

Institutional
- ₹ 2,40,67,574
- 68.97%

Pvt. Trust & Foundations
- ₹ 4,37,803
- 1.25%

Fees & Other Earnings
- ₹ 25,28,790
- 7.25%

Individual
- ₹ 15,25,975
- 4.37%

Corporate
- ₹ 1,53,000
- 0.44%

WHERE IT ALL GOES

Salary Brackets Per Month

<table>
<thead>
<tr>
<th>Bracket</th>
<th>Employees</th>
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<tbody>
<tr>
<td>Less than ₹ 5000</td>
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<tr>
<td>₹ 5001 - ₹ 10000</td>
<td>35</td>
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<tr>
<td>Above ₹ 30000</td>
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</tr>
</tbody>
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*For complete audited financials, go to: http://latikaroy.org/audited-accounts/

Female Staff : Male Staff
- 66:37

Highest Paid Permanent Staff Salary
- ₹ 7,20,000/- Pa

Lowest Paid Permanent Staff Salary
- ₹ 60,000/- Pa

Foreign Travel Expenditure
- ₹ 5,46,086
DONORS

1. Adam and Samantha Zirkin
2. Janet Kinnane and A.J. Conrad Smith
3. Abhishek Bisht
4. Adam Zirkin
5. Air Cmndr A.K. Khanna
6. Ajay Singh
7. Alan Sealby
8. Amit and Gunjan Gulati
9. Anand
10. Anand Kumar
11. Anita Lakhera
12. Anjali Naurijal
13. Ann Mary School
14. Anshul and Ritu Jain
15. Anthony J
16. Anthony R. Cirillo
17. Aparna Das
18. Arvind
19. Avinash Pasricha
20. Avnish Singh
21. Bhanu Pratap Singh
22. Chris Gregory & Judy Robinson
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27. Deepak Nirula
28. Deepesh Rathore
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39. Geraldine F. Cecilio
40. Ghazal
41. Gloria Burrett
42. Gulab Ramchandani
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44. Harendranar
45. Harsit Nainwal
46. Heather M. Nach
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61. Kiran Datar
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63. Krishna Chandra Tiwari
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67. Laura Conrad
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69. Mallika Swarup
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71. Manju Sharma
72. Mark W. Guzzardo
73. Marq Ann Dasgupta
74. Meenu Jolly
75. Meenu Rangal
76. Mitra Marie
77. Monica Jain
78. Namita Jain
79. Neeliu Khanna
80. Nicola Tansley
81. Pamela Palumbo
82. Pankh Organisation
83. Patricia Nardone Soccia
84. Paul Spark
85. Paula Hughes
86. Peter M Dowling
87. Peter M Dowling
88. Pooja R Kohari
89. Prakash & Sulagna
90. Prasoon Mehta
91. Prem Kumar Sibal
92. Priyansh Sharma
93. Priyam Lall
94. Promila Kaur
95. Raghav
96. Raj D Gandhi
97. Rajesh Gopa Kumar
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99. Riddhi Shan
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103. S Karthikayan
104. S. P. Singh
105. Saatvika Nagalia
106. Sachin M. Patil
107. Sandeep Kumar Kak
108. Sandeep Veer Pal Goyal
109. Same S. Stevenson
110. Sarosh Homi Buhariwala
111. Sarvagya Rana
112. Saurabh Jain
113. Sean Meagher
114. Shaila Marta Faleiro
115. Shaila Shivas
d
116. Shankuntala Kutigal Garbyal
117. Sharon
118. Shashank Gogal
119. Shinil Menon
120. Shipra Pande
121. Shivani Bisht
122. Shruti
123. Siddarth Mishra
124. Sobha Quddusi
125. Sowseelaya Arkipudi
126. Steven A. Camara
127. Sumit Gulati
128. Sunet Sood
129. Sunil
130. Suny
131. Surendra Dutt
132. Suresh S Lulla
133. Susan M. Cupolo
134. Susan Perkins
135. Sushant Dhingra
136. Suchna Malik
137. TechnoCraft Industries (I) Ltd
138. The Anchor
139. Thomas W Meredith
140. Tsamchoe
141. Uditi Aaswal
142. Vernon and Berjl Domingo
143. Vibha Krishnamurthy
144. Vibha Puri Das
145. Vikas Grover
146. Vikyait Rohith
147. Vineet Malik
148. Vinod Ganju
149. Virender and Sangeetha Gulati
150. Vishwajit Singh Rana
151. William A. Harris
152. Yasmin Faridoon Billimoria
153. Yogli Raj and Vatsala Sawhney

Institutional

Azim Premji
Philanthropic Initiatives
Tata Trusts
National Health Mission
Oil And Natural Gas Corporation Limited
Sohanlal Harlalka
Charity Trust
Chawla Techno Construct Ltd.
Shantadevi Sah
Charitable Trust
Sadanand Trust
The All India Anglo
Indian Association
Vodafone Foundation