



ANNUAL REPORT
2016-17



LATIKA ROY FOUNDATION

FREEDOM'S JUST ANOTHER WORD FOR NOTHING LEFT TO LOSE - KRIS KRISTOFFERSON

About us

Latika Roy Memorial Foundation, registered under the Societies Act of 1860, has been a force for inclusion in the state of Uttarakhand for the last 23 years. Started in 1994 and based in Dehra Dun, the organization works with children and young adults who have developmental and other disabilities.



Key Areas of Work

Assessments, Early Intervention, Education & Therapy, Vocational Training, Inclusion, Advocacy and Awareness

Vision

A Better World for Children with Disabilities

Mission

To provide specialised local services for children with disabilities and their families and help others do the same

THERE IS FREEDOM WAITING FOR YOU, ON THE BREEZES OF THE SKY,
AND YOU ASK "WHAT IF I FALL?" OH BUT MY DARLING, WHAT IF YOU FLY?"

- ERIN HANSON



Director's Message



The year has been active! Perhaps the most exciting of the many exciting things that have happened was the formal appointment of the architectural firm *Pradeep Sachdeva Design Associates*. This team of dedicated and creative architects will be translating our dreams into concrete shape as the long-awaited building finally gets underway.

Such an ambitious plan would be daunting indeed for this construction-illiterate crew of teachers, therapists, counselors, outreach workers and writers were it not for the guiding hand of *Jones, Lang and LaSalle (JLL)* - a project management company of international renown - which has offered us pro-bono consulting services to see the building through its final stages. We are extremely grateful to *JLL* for this remarkably generous donation of time, experience and skill.

Our engagement with the Government has taken many forms this year beginning with our CVT trainees voting for the first time in their lives in the February elections in Uttarakhand, continuing with the Awareness team organizing an Aadhaar Card camp at the Foundation in which over 90 children had their cards made and ending the year with a marathon training session for the staff of all of the District Early Intervention Centres in Uttarakhand. The lion's share of the training was done by our most generous volunteer consultant Dr. Ajay Sharma. Senior Staff too gave lectures and Aarti Nair was responsible for the overall planning and execution.





Closer to where our real skills reside, we have worked extremely hard this year on developing a comprehensive Child Protection Policy. It's much harder than it seems. Collaborating closely with Nicola Tansley, our Guru and long-time friend, enacting the policy has meant extensive training for every single person in the Foundation, workshops for families and the appointment of Sumita Nanda as our Child Protection Officer. The policy is a keystone one: having it in place has clarified our practice and made us aware of many gaps – all of which are now being addressed.

A major new initiative is fundraising. We've always done it, but a bit haphazardly - more like a beached whale flailing about in panic-mode than a serious, professional undertaking. A casual remark from our friends at Teach for India transformed panic into purpose: "Treat it like a project," they advised. "Design it: Timelines, targets, specific goals." Everything changed. Fundraising is now actually fun. And we are succeeding like never before. We are so grateful for the support of our friends in this quest for a better world for children with disabilities.

JO CHOPRA



The Centres





Board Members



President Sudhir Varma is a Chartered Accountant with many years in the development and voluntary sector. He provides financial wisdom and advice and keeps the foundation abreast of all statutory requirements.

Vice President Vibha Puri is a retired IAS officer with vast experience in the government. She is knowledgeable about systems and processes and has a deep interest in education.



Treasurer Sanjay Sondhi is an IIT graduate and a 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.

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



Member Ritu Jain has an MBA and years of experience in fundraising and strategic planning. She has a wide circle of generous, resourceful friends whom she involves in our work at many levels.

Member Deep Joshi trained at the Sloan School of Management, MIT and is one of India's foremost development professionals. The founder of Pradhan, he is also a Magsaysay Award winner and well connected with most of India's development sector.



Member Keshav Desiraju was the Health Secretary, Government of India and the primary force behind the creation of Gubbara, the Foundation's first PPP with the government. As a leader in mental health awareness in India, he has pushed for visionary new understandings at a policy level and continues to support our work both directly and indirectly.



Room to Grow

The Building Takes Shape

India urgently needs strong institutions for people with disabilities to support them in finding their own voice and speaking up for their rights, to train professionals in the field, to advocate for change and to provide high-quality services in every community.

The Latika Roy Foundation has worked for over two decades in seven rented accommodations spread throughout the city of Dehradun. This sprawling network of centers, though independent, feisty and entrepreneurial, can be a challenge to manage. Even more important, a fragmented system of service provision sends a message that the concerns of people with disability are not worthy of a professional approach. It's time to move into our own building.

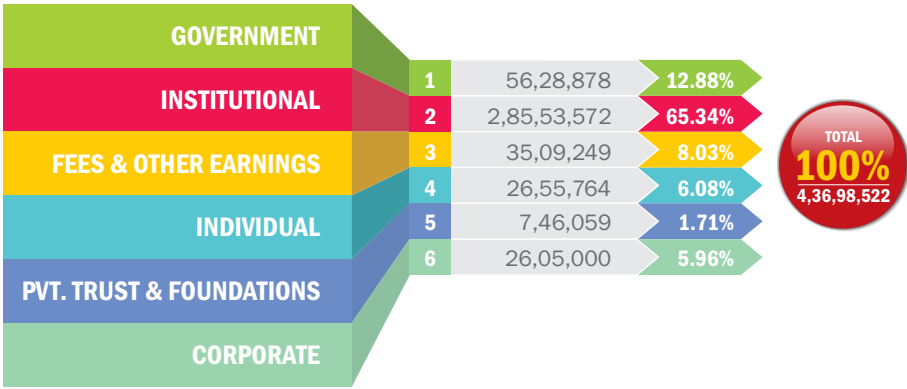
An integrated one-stop centre for disability services will showcase universal design and improve both usage and access for the families we serve. For the first time in the state of Uttarakhand, we will have a centre of excellence for children with disability which will:

- 1. Demonstrate that disability is a major issue for India:** The disability sector should have institutions that reflect its significance. Attention and importance are given in proportion to the seriousness with which an issue is projected. Too many organizations for the disabled function out of small, rented spaces, retro-fitted and makeshift, sending the message to the world that disabled people don't need or deserve anything better. Our building will stand proud, heralding a new era of inclusion and acceptance of differences.
- 2. Provide seamless access to quality services:** People with disability and their families need services which are all in one place. When mobility is a challenge, having everything under one roof makes all the difference. In a unified campus, senior professionals, currently limited by geography, can provide their skill and supervision efficiently and effectively.

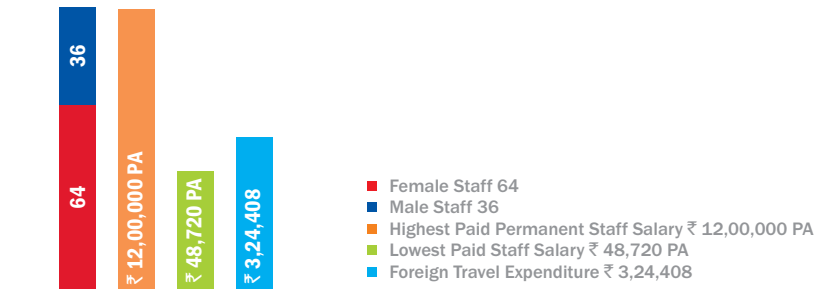
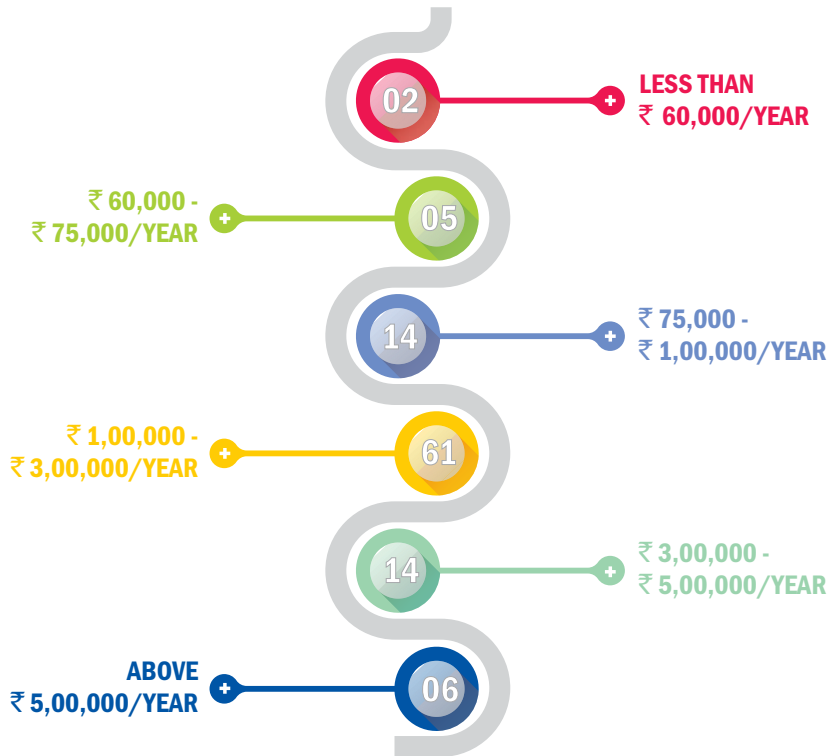


3. **Utilize resources effectively:** Bringing all seven centers together in one place will reduce spending on transportation from one center to the other, increase opportunities for organizing coordinated activities between different centers and give more time to staff to provide high-quality services. Innovative investments like a sensory garden, a purpose built dance hall or observation rooms with video monitoring will be practical and possible while expensive equipment will be available to all and enable economies of scale.
4. **Create a space with the disabled in mind:** Our infrastructure will be designed for specifically for people with special needs. Most buildings, especially in India, are designed for able-bodied adults. Seniors, children and people with disabilities all have to adjust to architecture that wasn't planned for them. Our state-of-the-art building will incorporate Universal Design features and demonstrate human and environmental sustainability through workers' safety and well-being during construction, locally sourced materials, employment of solar technology, rain-water harvesting and recycling and efficient, green waste management systems. The needs of people with disability will be incorporated in every aspect - from signage to flooring; from lighting to choice of colour schemes. The campus will be a model of inclusion for the entire country, showcasing how architecture and design can reduce and even eliminate barriers for people with disabilities.
5. **Unify our approach:** In our current set-up, with centres located in different parts of the city, there is limited scope for communicating or sharing ideas - both among staff as well as between families using our services. A unified campus will encourage communication, increase serendipities, demonstrate institutional maturity and integrity and promote long-term sustainability and reliability.
6. **Instil pride and identification:** Families who want the best for their children deserve a world-class centre to bring them to. Professionals need an environment which allows them to do their best; improvising in less than ideal circumstances builds resourcefulness, but knowing how much more could be accomplished with adequate space, equipment and infrastructure can be demoralising. A purpose-built campus will allow staff to showcase best practice and compete on a world stage. We dream of a building which will garner national attention and pride. We want people to say proudly: "This is how it should be done. This is the best there is."

Financials



Salary Bracket / Year



- Female Staff 64
- Male Staff 36
- Highest Paid Permanent Staff Salary ₹ 12,00,000 PA
- Lowest Paid Staff Salary ₹ 48,720 PA
- Foreign Travel Expenditure ₹ 3,24,408



Balance Sheet

As on 31st March, 2017

	Particular	Local	FC	Current Year	Previous Year
A.	Sources of Funds				
	Capital Fund	10,761,412	6,086,148	16,847,560	10,299,579
	Building Fund	8,207,530	1,608,477	9,816,008	8,301,109
	Endowment Fund	307,738	-	307,738	307,738
	Fixed Assets Capital Fund	2,250,087	4,156,883	6,406,969	5,351,798
	Recognised Gratuity Liability	25,504	-	25,504	25,504
	Earmarked Funds	13,070,875	232,141	13,303,016	21,826,165
	TOTAL	34,623,145	12,083,650	46,706,795	46,111,893
B.	APPLICATION OF FUND				
I.	Fixed Assets	4,923,722	5,294,841	10,218,563	8,780,458
II.	Investments	28,651,100	5,634,979	34,286,079	32,955,833
III.	Current Assets, Loans & Advances				
a.	Cash & Bank Balances	2,743,740	1,017,776	3,761,516	5,437,180
b.	Loans & Advances	20,000	-	20,000	12,085
c.	Security Deposits	60,000	77,000	137,000	137,000
d.	Tax Deducted at Source	364,575	94,603	459,178	465,583
e.	Other Current Assets	34,753	-	34,753	35,619
		3,223,068	1,189,379	4,412,447	6,087,467
IV.	Current Liabilities				
a.	Expenses Payable	2,174,745	35,548	2,210,293	1,711,866
		2,174,745	35,548	2,210,293	1,711,866
	Net Current Assets (III-IV)	1,048,323	1,153,831	2,202,154	4,375,601
	TOTAL	34,623,145	12,083,650	46,706,795	46,111,893

Numbers





Donors

- | | | | |
|--------------------------|------------------------------|-----------------------------|------------------------------|
| 1 Alison Post | 22 Deepak Pandey | 43 Melanie Andrade | 64 Shipra Pande |
| 2 Aanant Bisht | 23 Deepesh Rathore | 44 Muhammed Ali | 65 Siddharth Sharma |
| 3 Aarti Nair | 24 Dr. Vivek Rana | 45 Nandita Desouza | 66 Sneh Nath |
| 4 Abha Ranjan | 25 Har Jaggi | 46 Neha Rana | 67 Sparsh Walia |
| 5 Abhimanyu Nair | 26 Heather Moles | 47 Padma Goyal | 68 Srishti Bakshi |
| 6 Adam J Sansale | 27 Himani Bhatt | 48 Pampa Dutta | 69 Sukhdev Rawat |
| 7 Afzal Frieese | 28 Indeera Chand | 49 Paula Hughes | 70 Sumita Nanda |
| 8 Amit Gulati | 29 Jatinderpal Singh Bhathal | 50 Pooja R. Kothari | 71 Suneet Sood |
| 9 Anand Kumar | 30 Jeetika Krishnatry | 51 Poonam Natrajan | 72 Sushma Malik Sodhi |
| 10 Anil Goyal | 31 Jincy Mariam Jhon | 52 Pramod Kumar Tyagi | 73 Tejal Mahendra |
| 11 Ankit Jain | 32 Kavneet Kochhar | 53 Prem Sibal | 74 Tejal Rajyagor |
| 12 Ankit Kapoor | 33 Komal Khanna | 54 Puja Nawani | 75 Tilak Raj Gulati |
| 13 Ann Mary School | 34 Kusum Kanwar | 55 Puneet Kumar | 76 Tim Marshall |
| 14 Anshul Jain | 35 Late Karuna B. Chopra | 56 Rajesh Gopakumar | 77 Vibha Krishnamurthy |
| 15 Asit Thakorbhai Desai | 36 Manik Narula | 57 Rethi Arvind | 78 Virendra Gulati |
| 16 Avinash Pasricha | 37 Marguerita Lobo | 58 Sane S. Stevenson | 79 Y. F. Bilimoria |
| 17 Chantal Libert | 38 Maria | 59 Sarah Brown | 80 Yasmin Faridoon Bilimoria |
| 18 D. C. Joshi | 39 Mark W. Guzzardo | 60 Savita Thapliyal | 81 Yogi Raj Sawhney |
| 19 David Lawlor | 40 Meenu Jolly | 61 Shagun Bishnvi | 82 Yojin Hu |
| 20 Deepa Bhushan | 41 Meenu Karanwal Nanda | 62 Shaila M. Faleiro | |
| 21 Deepak Nirula | 42 Meenu Ranyal | 63 Sheila Josephine McGowan | |

INSTITUTIONAL

- | | | |
|---|---------------------------------|---|
| 1 Aruna Sinclair Foundation | 7 HT Parekh Foundation | 13 Shantadevi Sah Charitable Trust |
| 2 Azim Premji Philanthropic Initiatives Pvt Ltd | 8 Indians for Collective Action | 14 Tata Trusts |
| 3 Centre for Science and Environment | 9 National Health Mission | 15 Technocraft Industries (India) Ltd |
| 4 Charitable Aid Foundation India | 10 Nitin Lifesciences Ltd | 16 The All India Anglo Indian Association |
| 5 Chawla Techno Construct Ltd | 11 Operation Groundwell | 17 Vaishnava Center for Enlightenment |
| 6 Dehradun Ladies Circle 106 (DDLC106) | 12 Population First | |