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
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JO CHOPRA
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.

**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.

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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

- **₹ 60,000 - ₹ 75,000 / YEAR**: 02 people
- **₹ 75,000 - ₹ 1,00,000 / YEAR**: 05 people
- **₹ 1,00,000 - ₹ 3,00,000 / YEAR**: 14 people
- **₹ 3,00,000 - ₹ 5,00,000 / YEAR**: 06 people
- **ABOVE ₹ 5,00,000 / YEAR**: 36 people

### Financials

<table>
<thead>
<tr>
<th>Bracket / Year</th>
<th>Count</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than ₹ 60,000 / YEAR</td>
<td>02</td>
<td>48,720 PA</td>
</tr>
<tr>
<td>₹ 60,000 - ₹ 75,000 / YEAR</td>
<td>05</td>
<td>12,00,000 PA</td>
</tr>
<tr>
<td>₹ 75,000 - ₹ 1,00,000 / YEAR</td>
<td>14</td>
<td>48,720 PA</td>
</tr>
<tr>
<td>₹ 1,00,000 - ₹ 3,00,000 / YEAR</td>
<td>61</td>
<td>3,24,408</td>
</tr>
<tr>
<td>₹ 3,00,000 - ₹ 5,00,000 / YEAR</td>
<td>06</td>
<td>12,00,000 PA</td>
</tr>
<tr>
<td>Above ₹ 5,00,000 / YEAR</td>
<td>36</td>
<td>12,00,000 PA</td>
</tr>
</tbody>
</table>

### Breakdown of Income Sources

1. **Government**: 56,28,878 (12.88%)
2. **Institutional**: 2,85,53,572 (65.34%)
3. **Fees & Other Earnings**: 35,09,249 (8.03%)
4. **Individual**: 26,55,764 (6.08%)
5. **Pvt. Trust & Foundations**: 7,46,059 (1.71%)
6. **Corporate**: 26,05,000 (5.96%)

**Total Income**: 4,36,98,522

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### Notes

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## Balance Sheet

**As on 31st March, 2017**

<table>
<thead>
<tr>
<th>Particular</th>
<th>Local</th>
<th>FC</th>
<th>Current Year</th>
<th>Previous Year</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>A. Sources of Funds</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Capital Fund</td>
<td>10,761,412</td>
<td>6,086,148</td>
<td>16,847,560</td>
<td>10,299,579</td>
</tr>
<tr>
<td>Building Fund</td>
<td>8,207,530</td>
<td>1,608,477</td>
<td>9,816,008</td>
<td>8,301,109</td>
</tr>
<tr>
<td>Endowment Fund</td>
<td>307,738</td>
<td>-</td>
<td>307,738</td>
<td>307,738</td>
</tr>
<tr>
<td>Fixed Assets Capital Fund</td>
<td>2,250,087</td>
<td>4,156,883</td>
<td>6,406,969</td>
<td>5,351,798</td>
</tr>
<tr>
<td>Recognised Gratuity Liability</td>
<td>25,504</td>
<td>-</td>
<td>25,504</td>
<td>25,504</td>
</tr>
<tr>
<td>Earmarked Funds</td>
<td>13,070,875</td>
<td>232,141</td>
<td>13,303,016</td>
<td>21,826,165</td>
</tr>
<tr>
<td><strong>TOTAL Funds</strong></td>
<td>34,623,145</td>
<td>12,083,650</td>
<td>46,706,795</td>
<td>46,111,893</td>
</tr>
<tr>
<td><strong>B. APPLICATION OF FUND</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I. Fixed Assets</td>
<td>4,923,722</td>
<td>5,294,841</td>
<td>10,218,563</td>
<td>8,780,458</td>
</tr>
<tr>
<td>II. Investments</td>
<td>28,651,100</td>
<td>5,634,979</td>
<td>34,286,079</td>
<td>32,955,833</td>
</tr>
<tr>
<td>III. Current Assets, Loans &amp; Advances</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>a. Cash &amp; Bank Balances</td>
<td>2,743,740</td>
<td>1,017,776</td>
<td>3,761,516</td>
<td>5,437,180</td>
</tr>
<tr>
<td>b. Loans &amp; Advances</td>
<td>20,000</td>
<td>-</td>
<td>20,000</td>
<td>12,085</td>
</tr>
<tr>
<td>c. Security Deposits</td>
<td>60,000</td>
<td>77,000</td>
<td>137,000</td>
<td>137,000</td>
</tr>
<tr>
<td>d. Tax Deducted at Source</td>
<td>364,575</td>
<td>94,603</td>
<td>459,178</td>
<td>465,583</td>
</tr>
<tr>
<td>e. Other Current Assets</td>
<td>34,753</td>
<td>-</td>
<td>34,753</td>
<td>35,619</td>
</tr>
<tr>
<td><strong>TOTAL Assets</strong></td>
<td>3,223,068</td>
<td>1,189,379</td>
<td>4,412,447</td>
<td>6,087,467</td>
</tr>
<tr>
<td><strong>IV. Current Liabilities</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>a. Expenses Payable</td>
<td>2,174,745</td>
<td>35,548</td>
<td>2,210,293</td>
<td>1,711,866</td>
</tr>
<tr>
<td><strong>TOTAL Current Liabilities (III-IV)</strong></td>
<td>2,174,745</td>
<td>35,548</td>
<td>2,210,293</td>
<td>1,711,866</td>
</tr>
<tr>
<td><strong>Net Current Assets (III-IV)</strong></td>
<td>1,048,323</td>
<td>1,153,831</td>
<td>2,022,154</td>
<td>4,375,601</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>34,623,145</td>
<td>12,083,650</td>
<td>46,706,795</td>
<td>46,111,893</td>
</tr>
</tbody>
</table>

Complete audited accounts available at [latikaroy.org/audited-accounts](http://latikaroy.org/audited-accounts)
Numbers

- **Centres**: 07
- **Children/ Young adults attending everyday**: 280
- **Assessments**: 652
- **Children evaluated at OPD**: 964
- **Children integrated in school**: 2
- **Booklets and Posters Published**: 1,075
- **Calendars Printed**: 2,500
- **Professionals and Para Professionals Trained**: 155
- **Community Based Follow-ups**: 338
- **Centre based Follow-ups**: 367
- **Outreach to students/teachers and educators**: 640
- **Disability certificates facilitated**: 1,148
- **Parents/grandparents/siblings trained**: 700
Donors

1 Alison Post
2 Aanant Bisht
3 Aarti Nair
4 Abha Ranjan
5 Abhimanyu Nair
6 Aditya J Sansale
7 Afzal Friese
8 Ankit Kapoor
9 Ankit Jain
10 Anil Goyal
11 Anshul Jain
12 Aruna Sinclair Foundation
13 Azim Premji Philanthropic Initiatives Pvt Ltd
14 Centre for Science and Environment
15 Charitable Aid Foundation India
16 Chawla Techno Construct Ltd
17 Dehradun Ladies Circle 106 (DDLC106)
18 Deepak Pandey
19 Deepesh Rathore
20 Deepak Nirula
21 Deepa Bhushan
22 Dr. Vivek Rana
23 Har Jaggi
24 Heather Moles
25 Indeera Chand
26 Jatinderpal Singh Bhatval
27 Jeetika Krishnatry
28 Jincy Mariam Jhon
29 Kavneet Kochhar
30 Komal Khanna
31 Kusum Kanwar
32 Late Karuna B. Chopra
33 Manik Narula
34 Maria
35 Mark W. Guzzardo
36 Meenu Jolly
37 Meenu Kananwal Nanda
38 Meenu Ranyal
39 Melanie Andrade
40 Muhammad Ali
41 Nandita Desouza
42 Neha Rana
43 Padma Goyal
44 Pampa Dutta
45 Paul Hughes
46 Pooja R. Kothari
47 Poornam Natrajh
48 Prem Sibal
49 Puja Nawani
50 Puneet Kumar
51 Rajesh Gopakumar
52 Rethi Arvind
53 Sanee S. Stevenson
54 Sarah Brown
55 Savita Thapliyal
56 Shagun Bishnavi
57 Shalita M. Faleiro
58 Sheila Josephine McGowan
59 Shantadevi Sah Charitable Trust
60 Tata Trusts
61 Technocraft Industries (India) Ltd
62 The All India Anglo Indian Association
63 Vaishnava Center for Enlightenment

INSTITUTIONAL

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6 Dehradun Ladies Circle 106 (DDLC106)
7 HT Parekh Foundation
8 Indians for Collective Action
9 National Health Mission
10 Nitin Lifesciences Ltd
11 Operation Groundwell
12 Population First
13 Shantadevi Sah Charitable Trust
14 Tata Trusts
15 Technocraft Industries (India) Ltd
16 The All India Anglo Indian Association
17 Vaishnava Center for Enlightenment