Director’s Message

My message this year couldn’t be simpler: Our children are our best argument. Twenty four years ago, when a small group of friends started the Latika Roy Foundation, we had no idea what shape it would take or what a force it would become. All we knew was that Moy Moy needed a school and that it was our task to create one.

Moy Moy was not alone. She attracted friends and those friends also had families. Those families had their own needs and the Latika Roy Foundation began its long, interesting journey: learning about inclusion and social justice and a place at the table right along with the children and families we wanted to serve.

Those children became our passion and our inspiration. Their families and their quest for inclusion became our driving force. Their need for acceptance dictated our agenda. They wrote our action plan. They sent us out onto the streets and into the community.

In a climate of intolerance and division, it has not always been easy to survive – let alone flourish. In the court of public opinion, sometimes it seems that our arguments
for the rights of people with disabilities are irrelevant and even ridiculous.

But every day, for 24 years, we have reminded ourselves why we are here, doing what we do. Every day, we have thought about those children who are our reason for existence and we have remembered our purpose, our vision and our airtight case for justice. Every day, we have played, laughed and danced with Moy Moy and her hundreds and hundreds of friends and we have always come to the same conclusion: there is no better work than this.

And now, our inspiration and our joy has passed on. Moy Moy died suddenly and unexpectedly on July 30 2018 and our entire world has changed. Nothing will ever be the same. But much as we miss her, much as we mourn her loss, her presence is no less palpable for her physical absence. In fact, she feels even more with us now. The prayer we printed on the back of her memorial card says:

Those whom we love and lose are no longer where they were. They are now wherever we are.

Moy Moy has gone from being our inspiration to being The Enforcer. She is indeed everywhere we are: pushing us, reminding us, leading us further toward our goal. We cannot let her down. She appeared to Shivani – one of her oldest friends – in a dream the other night. She told her she was “just checking on us”. She is supervising our work, organizing donations, eliminating obstacles and sending the right people our way.

At home now in the only court that really matters, Moy Moy is working overtime to see that justice does triumph and that good will prevail, that those without voices are heard and that the cause she inspired wins out in the end.

This year's annual report – and every future report too – is dedicated to Moy Moy. We are accountable to her. The Foundation is her legacy and it is our responsibility to live up to the task she set for us: creating a better world for children with disabilities.
Vision
A Better World for Children with Disability

Mission
To provide specialized, localized services for children with disability and help others do the same

An Ingenious Way to Be
When the Latika Roy Memorial Foundation started Latika Vihar, an inclusive activity centre in 1994, it was simply to provide children with a fun place to play. A year later, we started Karuna Vihar Special School (KVSS) to address another gap – many disabled kids, almost non-existent special education and therapy services. By then we were on a clear mission. The fact that we had no corpus and five staff for a grand total of three children didn't give us pause.

If we've grown into a force for inclusion in India, offering disability services for children from infancy to adulthood, it's primarily because we're family-centred: our parents express a need, we strive to fulfill it. We realized soon after opening KVSS how dire the need for early intervention was. Shortly after, that newborns were falling through the cracks. Then, that our KVSS graduates could use vocational training and placement assistance. Alongside it all, that families who couldn't come to us or who couldn't accommodate full-time needed education, therapy, mainstreaming, community awareness, inclusion, counseling, outreach, information, advocacy, research studies, and legal aid services. And thus were born our Early Intervention Center, Gubbara, Child Development Center, Center for Vocational Training and the Resource Center.

For children with disability, their families, and those who work with them, the world frequently feels like an obstacle course with speed bumps, potholes and stop signs invisible to all but us. We've had to be super creative, think out of the box, and do more, often with less. That means we hire individuals who know what they're doing, are keen to keep learning, and who, above all, love children. When we find them, we hold on to them with all we've got. Our extraordinarily low attrition rate is no coincidence. We train hard, monitor closely, evaluate regularly, report everything, and refine continually, all the while entirely convinced that a laugh or three never goes amiss. It's really quite an art.

“We wanted a place where our son could play and have fun like other kids his age but he has a rare genetic condition that makes mainstream playschool difficult for now. We’re so happy we brought him here. He’s made friends, loves his teachers and is showing improvement.”

Ankita Bahuguna
Mother of Yashwardhan
Age 3 (LRF EIC)
LRF Centers and Services: A Snapshot

Gubbara
A multidisciplinary team provides assessments, therapy, hands-on practical training for parents, counseling, referrals, customized aids and appliances for children.

Early Intervention Center
Family-centred assessments, individualized programs with special education, physiotherapy, speech and language therapy, and sensory stimulation for children 0—5 years, and counseling and support groups for their parents since 2002.

Karuna Vihar Child Development Center
Individualized education programs and intensive therapy for children with severe special needs, and after-school support for children with learning difficulties.

Karuna Vihar Special School
A day school that offers holistic, activity-based special education and therapy programs for children aged 5—14 years.

Latika Vihar
An inclusive neighborhood children’s center for structured and unstructured play, creativity, problem solving, and leadership development in an all-fun, zero-pressure environment that the mainstream system has little room for or actively destroys. We’ve got jungle gyms, potter’s wheel, martial arts, singing, dance, story time, a kids’ library and events and celebrations throughout the year.

The Center for Vocational Training
Job training and life management skills specific to the unique abilities of young disabled adults aged 16—21 years.

The Resource Center
Support, training, information, expertise and resources to enhance the work of LRF’s centers as well as organizations and individuals in the community. We educate organizations and civic groups on the Rights of People with Disabilities Act 2016 (RPWD Act 2016), offer legal assistance, referrals and access to entitlements such as Disability Certificates, which enable people with disabilities to access rights and government schemes.

Follow-up and Outreach
Third Saturday center-based follow-ups on home management of children who cannot avail regular services at our centers, fortnightly community-based follow-ups for children in Vikasnagar, Doiwala, Raipur and Sahaspur blocks of Dehradun District after they are assessed at Gubbara, and outstation follow-ups in areas around Dehradun depending on the need and team availability. Our main consideration is to help parents to develop their potential as their child’s champion and advocate.

4 kids in mainstream school
- Abhinav Verma at Euro Kids
- Ananya Chauhan at Ascent Public School
- Sakshi Negi at Aviral Public School
- Tohid Ansari at Bright Era School

417 formal assessments by our trained, multidisciplinary team
635 center-based follow-ups
215 Community-based follow-ups
594 OPD evaluations at Gubbara — checks for basic speech, hearing, vision, reflexes and to determine need for follow-up
2,500 KV calendars
The Karuna Vihar calendar, an institution in the field of disability in India, and a tradition since 1996, looks at the world through different prisms, keeping in mind that disability is a factor but not necessarily the most important or interesting one.

For more on the mad, busy, peaceful, contemplative, incredibly rewarding ritual that is our calendar, and the army of professionals, contributors and friends it involves, please visit: https://latikaroy.org/calendars/

Protecting Human Rights and Advocating Real Change
- The LRF Resource Center advocated for ‘Shabana’, a disabled child rape survivor and 22 other families also received legal compensation;
- The Government of Uttarakhand accepted our proposal on rules to govern the RPWD Act 2016;
- Hosted a seminar on the RPWD Act 2016, funded by ONGC in partnership with NCPEDP.

Making Knowledge Work Better for Everyone
- Blogposts (https://latikaroy.org/jo/);
- Articles (https://theswaddle.com/, https://thewire.in/);
- Presentation on sexuality and mental health at Anjali: Mental Health Rights Organisation, Kolkata;
- EIC Toolkit: A Blueprint For Setting Up An Early Intervention Center;
- Papers on 'Remote Mentoring Model for Autism Assessments and Referral and Retention Require a Relationship' and 'A Child Development Aide Saves the Day' at the Second International Developmental Paediatrics Association Congress, Mumbai.

Building Capacity and Maintaining Sustainability
- Six-month Community Development Aide Training for two helping staff at Ummeed Child Development Center, Mumbai;
- Annual fundraising LRF calendar on the theme of Freedom.
Year Gone By

Building For and With Interns
- From India: Teach for India, Faculty of Law (Jamia Millia Islamia University), College of Social Work;
- From overseas: Griffith University, Cambridge University;
- Outputs: Article in the International Journal of Socio-Legal Research, Volume 3, Issue 4(1); also, branding, data analysis, and sensory room design.

Awards and Accolades
- The Times of India Icon Award, 2017, awarded to Jo Chopra, LRF Executive Director;
- Shortlisted for the Organisational Capacity Enhancement Programme of the Financial Management Service Foundation and Oracle India;
- Fellowship on Monitoring and Evaluation, Innovations in a Dynamic Health Environment, awarded by the Royal Tropical Institute, Amsterdam.

215 family members trained
Training for parents, grandparents and siblings on activities for children, stress management and coping strategies

2,100 students, teachers, educators and doctors trained
through lecture series, inclusion talks, networking visits and seminars

100 professionals and para-professionals trained
Dr Shoba Srinath, Retired Senior Professor and Dean of Neurosciences, NIMHANS talked about Management of Development Disorders: No End to What Can Be Done with doctors, psychologists, professional staff and students at Mahant Indresh Hospital, Dehradun
Back to the Board

President
Sanjay Sondhi is an IIT graduate and a corporate dropout. As the founder of Titli Trust, he is a major advocate for environmental preservation with strategic thinking and a systems approach to changing the world.

Vice President
Vibha Puri is a retired IAS officer with vast experience in the government, expertise in systems thinking, and a deep interest in education.

Treasurer
Mamta Govil is a management professional and special educator who has spent the past 28 years in the fields of social communication, project management and education. She currently teaches at Welham Girls’ School, Dehradun.

Secretary
Jo Chopra is the Executive Director of the Latika Roy Foundation. A writer by profession, she was inspired to found the organization by her late daughter Moy Moy, who was diagnosed at the age of 4 with a rare, profoundly disabling form of cerebral palsy.

Member
Keshav Desiraju, former Secretary, Health, Government of India, is a leader in mental health awareness in India. He has pushed for visionary new understandings at a policy level and was the primary force behind the creation of Gubbara, our first public-private partnership with the government.

Member
Ritu Jain has an MBA degree and years of experience in fundraising and strategic planning. She also has a wide circle of friends she is not afraid to approach in a pinch.

“I learn candle making, art and craft, stitching, cooking and baking at the CVT. I go sightseeing around the neighbourhood to the buildings, plants and flowers every Thursday. I’m becoming taller because I’ve learnt about healthy and unhealthy food and always try to eat healthy. I can do all the chores at home by myself too.”

Sara Joel, 20 (LRF CVT)
The Centers

KARUNA VIHAR
- Staff: 45
- Students: 21
- Expenditure: ₹1,12,32,823 (28.3%)

CENTER FOR VOCATIONAL TRAINING
- Staff: 16
- Students: 54
- Expenditure: ₹38,78,561 (9.77%)

LATIKA VIHAR
- Staff: 17
- Students: 63
- Expenditure: ₹2,94,512 (2.94%)

RESOURCE CENTER
- Staff: 24
- Expenditure: ₹1,14,47,230 (28.85%)

EARLY INTERVENTION CENTER
- Staff: 15
- Students: 58
- Expenditure: ₹81,87,597 (20.63%)

GUBBARA
- Staff: 5
- Students: 1,616
- Expenditure: ₹37,70,701 (9.50%)

Sources of Income

- CORPORATE: ₹69,84,252
- INDIVIDUAL: ₹7,99,013
- INSTITUTIONAL: ₹1,83,07,603
- PRIVATE TRUSTS & FOUNDATIONS: ₹93,63,418
- FEES & OTHERS: ₹23,75,945

“...I'm learning computers at the CVT. I make candles. I make bags. I help feed the little kids. I clean. I do my hair, wash my clothes and iron them at home. I like coming here. The didi-bhaiyyas are nice.”
Sonam
age 18 (LRF CVT)
Salaries

Highest Paid Permanent Staff Salary
₹ 12,00,000/Year

Lowest Paid Staff Salary
₹ 54,720/Year

Foreign Travel Expenditure
Nil

63 Female
35 Male

Interns

40 interns from across the world

10 Teach for India
15 Law College
3 College of Social Work
5 Australia
2 USA
5 Others
## Balance Sheet
March 31 2018

<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>1,16,21,838</td>
<td>67,29,994</td>
<td>1,83,51,832</td>
<td>1,68,47,561</td>
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<td>Building Fund</td>
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<td>0.00</td>
<td>0.00</td>
<td>98,16,007</td>
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<td>Endowment Fund</td>
<td>3,07,738</td>
<td>-</td>
<td>3,07,738</td>
<td>3,07,738</td>
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<tr>
<td>Fixed Assets Capital Fund</td>
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<td>56,74,142</td>
<td>1,65,15,625</td>
<td>64,06,970</td>
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<tr>
<td>Recognised Gratuity Liability</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>25,504</td>
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<tr>
<td>Earmarked Funds</td>
<td>89,64,015</td>
<td>-</td>
<td>89,64,015</td>
<td>1,33,03,016</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>3,17,35,075</td>
<td>1,24,04,135</td>
<td>4,41,39,211</td>
<td>4,67,06,796</td>
</tr>
</tbody>
</table>

| **B Application of Funds**  |             |              |              |               |
| I Fixed Assets              | 2,07,13,411 | 88,77,445    | 2,95,90,856  | 1,02,18,563   |
| II Investments              | 92,85,850   | 19,23,054    | 1,12,08,904  | 3,42,86,079   |
| III Current Assets, Loans & Advances |          |              |              |               |
| a) Cash & Bank Balances     | 89,69,071   | 14,34,845    | 1,04,03,916  | 37,61,516     |
| b) Loans & Advances         | -           | -            | -            | 20,000        |
| c) Security Deposits        | 86,000      | 77,000       | 1,63,000     | 1,37,000      |
| d) Tax Deducted at Source   | 2,90,451    | 59,932       | 3,50,383     | 4,59,178      |
| e) Other Current Assets     | 76,840      | 33,243       | 1,10,083     | 34,753        |
| **TOTAL**                   | 94,22,362   | 16,05,020    | 1,10,27,382  | 44,12,447     |

| **IV Current Liabilities**  |             |              |              |               |
| a) Expenses Payable         | 4,34,798    | 1,384        | 4,36,182     | 22,10,293     |
| b) Creditors                | 72,51,750   | -            | 72,51,750    |               |
| **Net Current Assets (III–IV)| 76,86,548   | 1,384        | 76,87,923    | 22,10,293     |
| **TOTAL**                   | 17,35,814   | 16,03,636    | 33,39,450    | 22,02,154     |

**All figures in INR**

Complete audited accounts available at latikaroy.org/audited-accounts
The Art of Giving

The activities described in this annual report would not have been possible without the generous support of our funders and donors. Your gifts have helped improve the lives of thousands of children and families. Thank you for sharing our vision and playing a fundamental role in helping us achieve our mission. You make it all happen.

Corporate
1. AKM Systems Pvt Ltd
2. Alps Remedies Pvt Ltd
3. Bajaj Finance Ltd
4. Charities Aid Foundation, India
5. Chawla Techno Construct Ltd
6. Coutts & Company
7. Cushman & Wakefield India Pvt Ltd
8. Makin Developers Pvt Ltd
9. Seaview Developers Pvt Ltd

Individual
10. Aarti Nair
11. A. K. Khanna
12. Ajay Kumar Talwar
13. Akshay Das
14. Alike Solutions
15. Alka
16. Amit Gulati
17. Ankil Negi
18. Anshuman Shukla
19. Anushree Rawat
20. Arijit Bhattacharya
21. Arjun Badhwar
22. Ashish Rastogi
23. Atul Shinghal
24. Avinash Pasricha
25. Ayushman Kandari
26. Baljinder Singh
27. Bela Shah
28. Carol Lal
29. Chantal Libert
30. Chetna Joshi
31. D. S. Rawat
32. Deep Joshi
33. Deepshikha Rathore
34. Disha Chintan Patel
35. Ditya Singh
36. Dr Jasmer
37. Dr Kavita
38. Dr Aay Sharma
39. Dr Prabodh Kumar Chandola
40. Eshan Saxena
41. Gaurav Lal
42. Harendra Singh
43. Himani Bhatt
44. Indeera Chand
45. Irwin Allan Sealy
46. James Little
47. Kishan
48. Kusum Kanwar
49. Madhu Vrat
50. Maheshwari Khagesh
51. Mamta Govil
52. Manju Sharma
53. Mark W. Guzzardo
54. Meera S. S.
55. Mr Swami
56. Mrs. Rangarajan
57. Jyothisa
58. Mukta Dora & Anil Dora
59. Namita Singh
60. Paritosh Thaplyal

Institutional
61. Parvez
62. Paula Hughes
63. Piyush Bhattacharya
64. Pooja Agarwal
65. Pooja R. Kohli
66. Poonam Natarajan
67. Prabhat Ranjan Singh
68. Preeti Sanghvi
69. Prem Sibal
70. Priyanka Pandey
71. Promila Kaul
72. Rahul Saini
73. Rajesh Gopakumar
74. Rashmi Ruchir Gandhi
75. Riddhi Shah
76. Rishit Sawla
77. Riya
78. Rohit Sarin
79. Rohit Shukla
80. Rupa Kamodia
81. Sakshi
82. Sakshi Aggarwal
83. Sanee S. Stevenson
84. Sanjay Sharma
85. Saver Gupta
86. Shafali Sinha
87. Shilpa Gaur
88. Shipra Pande

89. Shivam Kapri
90. Siddharth Sanghvi
91. Siddharth Sharma
92. Sohum Sanghvi
93. Sukh Dev Rawat
94. Sulagna Chivukula Prakash Chivukula
95. Sunny Petwal
96. Sushma Malik Sodhi
97. Tarika
98. Tenzing Eigen
99. Tilak Raj Gulati
100. Vatsala Swarney
101. Vibha Puri Das
102. Vikas Kumar
103. Vinay Bhatt
104. Vinita Rituja
105. Yasmin Faridon Bilimora
106. Yogi Swarney
107. Yuja Hu

Private Trusts & Foundations
114. Ann Mary School
115. Aruna Sinclair Foundation
116. Chotbaral Nathmal Shah Charitable Trust
117. HT Parekh Foundation
118. Kalpana Trust
119. Learning Tree
120. Azim Premji Philanthropic Initiatives Pvt Ltd
121. Rohini Nilekani Philanthropy
122. Sadanand Trust
123. Shantadevi Sah Charitable Trust
124. Young Entrepreneurs Association
125. Indians for Collective Action
126. Vaishnavi Center for Enlightenment Inc
127. Amit Rawat Swarathmika Foundation

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