The Latika Roy Foundation is a voluntary organization in Dehradun, India, working with children and adults with developmental disabilities. As a Resource Centre for People with Special Needs, we provide early intervention services, education, livelihoods, training and awareness. We believe when we plan for the most vulnerable, the world works better for everyone. Our rights-based approach challenges injustice and demonstrates how inclusion works.

Our mission is to make Uttarakhand a model state for the nation, a place where inclusion is not debated - it’s just the way things work.

This year’s big news is the Doon EIC - the Foundation’s first formal engagement with the government. In a Public Private Partnership, we have joined hands with the government of Uttarakhand to bring early intervention services to those children who need it most. Funded by the National Rural Health Mission, our program will provide assessments and a home management plan to very poor families from around the state.

The Doon EIC will be a state-of-the-art facility, housed in a purpose-built wing of the Doon Hospital, Uttarakhand’s largest medical centre. Children from birth to age six will come with their parents for an intensive, one-week assessment by our interdisciplinary team of specialists. Construction is already well underway and we expect to open our doors to the first families in April 2011.

W S Gilbert

I have a song to sing O!  
Sing me your song, O!

It is sung with the ring  
of the songs maids sing  
who love with a love life-long, O!

~ W S Gilbert
The Latika Roy Foundation is a voluntary organization in Dehradun, India, working with children and adults with developmental disabilities. As a Resource Centre for People with Special Needs, we provide early intervention services, education, livelihoods, training and awareness. We believe when we plan for the most vulnerable, the world works better for everyone. Our rights-based approach challenges injustice and demonstrates how inclusion works.

Our mission is to make Uttarakhand a model state for the nation, a place where inclusion is not debated - it's just the way things work.

This year's big news is the Doon EIC - the Foundation's first formal engagement with the government. In a Public Private Partnership, we have joined hands with the government of Uttarakhand to bring early intervention services to those children who need it most. Funded by the National Rural Health Mission, our program will provide assessments and a home management plan to very poor families from around the state.

The Doon EIC will be a state-of-the-art facility, housed in a purpose-built wing of the Doon Hospital, Uttarakhand's largest medical centre. Children from birth to age six will come with their parents for an intensive, one-week assessment by our inter-disciplinary team of specialists.

Construction is already well underway and we expect to open our doors to the first families in April 2011.
A Birthday For The Babies of Uttarakhand

Ever since we started KarunaVihar, we’ve worried about the babies we never get to, the ones whose parents haven’t heard of us, who have no idea that there is a whole world of possibility for their children. It happens because they don’t have good doctors who know about early intervention and are willing to refer them to us, because they are too poor to see a doctor in the first place or because they live so far away from Dehradun it’s as if they are in another country.

We worry about them partly because it’s just not right that any child misses out on the chance to develop to his or her full potential and partly because the nation can't afford to lose what they have to offer.

All of our work with *anganwadi* staff and community health workers has been motivated by this concern: how can we let people – especially mothers – know about early intervention? How can we get to the babies before their parents give up on them? Because the first five years of life are amazing. And the first three are *crucial*.

Our early intervention centre began with a simple assumption, as articulated by its guiding spirit, the late Dr Linda Upadhyaya: "The most important professional in a child's care is the mother."

Our family-based program trains parents - usually Moms - to work with their own babies in a carefully designed plan to make the most of potential and ability. We look at what children can do, rather than what they can’t. We create exercises, games and activities which are part of everyday routines yet which enhance communication, mobility and cognitive development.
As far as possible, we want the babies to have fun and the moms to not be burdened with additional responsibilities. So physio happens during the regular bath time; speech therapy occurs while Mom is making rotis or chopping vegetables.

Early intervention the way we do it is about enhancing regular, everyday life, making the most of ordinary opportunities - not about adding more tasks to an already packed day.

And it works. Over the years, we've seen babies learn to walk, talk and take turns. We've seen them learn to pay attention, adapt to their environments and play with their friends. Just as important, we've seen parents come to accept their children as they are, even when they don't learn to walk or talk or take turns.

If there is any miracle cure out there, early intervention may just be it. It's a sure-fire way to change attitudes before they get set in cement and the best antidote on the market to despair and pre-conceived ideas.

But we still worried about those babies whose parents hadn't heard of EI. What would happen to them?

The grant to open an Early Intervention Centre in Uttarakhand's biggest hospital - the government hospital, the one where everyone comes when they have a problem - is HUGE. You, our friends and supporters - who've believed in us from Day One - have reason to rejoice. Your belief has sparked a revolution. The State of Uttarakhand agrees with you.

We are building a state-of-the-art centre at the DoonHospital which will cater to the needs of thousands of children in our state. Finally, our dream of making Uttarakhand a model for the nation is coming true.

It's all happening here. (We need a speech therapist, a counselor, a developmental therapist and a special educator. Spread the word. It's all happening here.)
If Tiles Could Talk

I've been thinking about tiles so much I see them in my dreams and talk about them in my sleep. We are building an Early Intervention Centre at the government run Doon Hospital. Building! We are building - from scratch! state-of-the-art! - one of our own centres right inside a government hospital. There are days when I go to the site and I am so overcome I just stand there in a daze while everyone else moves purposefully around me.

You have to know, first, what a government hospital in India is like. The Doon Hospital has improved considerably since the first time I saw it over 20 years ago. Then there were open drains running along the corridors, the walls were stained red from people spitting paan juice on them, and the wards were stacked with people, sometimes lying three to a bed.

Now it is much cleaner and better organized, but those are relative terms. Glance out of any ward-window and you will still see piles of refuse rotting on the ledges. Walk past any bathroom and you still have to hold your breath to make it by without gagging. And step into any ward and you will still see patients lying in various levels of pain and suffering, huddled beneath flimsy blankets they had to bring in themselves from home. But all around them, as far as the eye can see, are miles and miles of white tile. It's a new innovation, meant to convey hospital-like cleanliness and hygiene, and, to a degree, it works. White tiles can be washed. Paan stains are regularly removed. Good move, Doc!

The tiles in our Early Intervention Centre are not white.
Red tiles in the kitchen.

A lovely golden and white in the counseling room-to-be.

And blue-ish purple tile for the children's play area:

Each room is different. Each room says that people are not all the same. The text of our tiles is a celebration of the unrepeatable special spark that lies within each child, just waiting to be fanned into flame.

And this is the real wonder. This is what amazes me. How did we slip this revolutionary idea past the white tile wallas, the ones who believe that all of India's problems will be solved by hygiene and systems and objectively verifiable indicators?

So ssshhh. Don't tell anyone. Those tiles are talking.
Making Cookies
Jessie Chatta, a volunteer who is simply too young to be as smart and mature as she is, spent four months with us this year. She was everywhere—a goldmine of ideas and energy for Latika Vihar, KV School and, most especially, the CVT. Living there as she did (that’s where our guest room is), she never really stopped thinking about ways to make it better. And what could make it better than making cookies? Jessie started out just making them for fun, but quickly realized that this was something the trainees could do to earn money. So she taught some of the teachers and they passed the skills on to the kids. Soon the CVT was a thriving bakery, with orders coming in every day for their signature oatmeal-raisin and sugar cookies. We’ve just submitted a proposal to fund a full-scale bakery, with a van we hope to equip as a traveling storefront, taking our cookies, breads and pastries to all the city hotspots. Watch this space. And keep an eye on that Jessie Chatta.

Your support has brought us here. The bricks and mortar, the cement, the window frames, the tiles on the floors - they are all being laid down and raised up because of YOU. You believed in our dreams, you had faith that we could do what we set out to do. You sent money, offered your time, gave us advice, trained us in what you know. You made it all possible.

So don’t leave now! We’re only just getting started. Our future plans include building another state-of-the-art institute for demonstration and training so that when families go home from the Doon EIC, they will find skilled professionals waiting in their own towns and villages. To make it happen, we need your support more than ever!

You can donate online at latikaroy.org. Or send checks made out to Latika Roy Foundation to 369/1 Vasant Vihar Enclave, Dehradun, 248006 INDIA. (Donations in rupees qualify for 80G) For a tax deduction in the US, make checks out to Indians for Collective Action (Latika Roy in the Memo section!) and send c/o Abhay Bhushan, 3838 Mumford Place, Palo Alto, CA

And we "can no other answer make but thanks, and thanks and ever thanks." Where would we be without you?

The Children, The Young Adults

The kids, as always, as ever, are our centre and our touchstone. If they are happy and flourishing, if they are learning and growing, we know we are ok.

The CVT came into its own this year under the able leadership of Shivani Kapoor, a born entrepreneur who is determined to make her project self-reliant. Each endeavor they initiated this year spun gold from straw: baking cookies, producing pickles and candles, stitching cloth bags, preparing meals for consultants and staff members, hosting volunteers in the building’s guest room. All good. All gold. CVT dreams big and reaches for that far horizon.
Making Cookies

Jessie Chatta, a volunteer who is simply too young to be as smart and mature as she is, spent four months with us this year. She was everywhere - a goldmine of ideas and energy for Latika Vihar, KV School and, most especially, the CVT. Living there as she did (that's where our guest room is), she never really stopped thinking about ways to make it better. And what could make it better than making cookies? Jessie started out just making them for fun, but quickly realized that this was something the trainees could do to earn money. So she taught some of the teachers and they passed the skills on to the kids.

Soon the CVT was a thriving bakery, with orders coming in every day for their signature oatmeal-raisin and sugar cookies. We’ve just submitted a proposal to fund a full-scale bakery, with a van we hope to equip as a traveling storefront, taking our cookies, breads and pastries to all the city hotspots. Watch this space. And keep an eye on that Jessie Chatta.
At **Karuna Vihar School**, our afternoon program which provides individual sessions to children in mainstream schools expanded significantly. It's our way of ensuring inclusion: by providing the remedial help some kids need but don't get in their own schools, we make it possible for them to stay with their classmates and succeed there. Intensive efforts began to help some of our afternoon children successfully make the transition to mainstream school. That meant preliminary meetings with the concerned school principals and class teachers, then workshops for faculty and children and ongoing visits to trouble-shoot, encourage and nurture.

**Latika Vihar** has flourished this year through a new home-visit program - a first in LV's history. Staff members made it a point to visit each and every child at home over a period of weeks. The experience was revealing: some families we thought were too poor to pay the fees had cable television and a cell phone for every member. Helping the parents to see the value of paying for the services Latika Vihar offers gave us the chance to discuss the importance of play and creativity for children's development. It was also revealing for us in other ways: seeing the care some of our children take with their library books, for example, only to discover that they come from homes where there are no shelves or cupboards to keep things neatly and yet they still manage to do it.

Inclusion continues to be Latika Vihar's signature style: Every child is welcome. Every child is special. Every child is included.
**Lord of the Dance**

We talk about inclusion all the time. It's a concept, it's an issue, it's a right, it's an imperative.

At LatikaVihar, it's just the way it is. That means it may be funny and endearing (that's what we hope) or disturbing and worrying (and that we just accept and try to sort out).

On any one day at LV, you may see both. There's a little girl who hurts herself repeatedly and brutally. She came in recently with her eye swollen shut and bruises all over her face. It's upsetting for everyone - the woman who looks after her followed her around helplessly, trying to distract her with the things she liked to hold yesterday, which, if she has in her hands, prevent her from punching herself. That day, those things weren't working.

The other children were distressed; the whole staff was worried. We speak with her parents, with our doctor, with a teacher who has a special bond with this child. We will figure it out. Or we won't. One of the things we keep learning is that not all problems can be solved. Some things must be endured. But we do it with love and with kindness and we try to make up for the unfairness in as many ways as we can.

Sometimes, thank God, inclusion is easy.

Here's our boy Saurabh, joining in the dance session:
But once you've got it:

Oh, man, you've got it... Saurabh's teacher - did you notice? - is a child not much older than he is. She's been coming to LatikaVihar since she was very small and she has taken in the idea of inclusion so naturally she couldn't begin to explain it to you. It would be like explaining how she breathes.

She listens when he speaks to her. It's really that simple.

He's confident enough to try out his own moves:

And he is clearly pleased with his results:

But learning to dance well is demanding. It requires discipline.

and concentration

before you can strike out on your own...
But once you've got it:

Oh, man, you've got it . . .

Saurabh's teacher - did you notice? - is a child not much older than he is. She's been coming to LatikaVihar since she was very small and she has taken in the idea of inclusion so naturally she couldn't begin to explain it to you. It would be like explaining how she breathes.

She listens when he speaks to her. It's really that simple.
The Early Intervention Centres continued to provide high quality therapy, education and behavior management for young children with special needs. The addition of a full-time clinical psychologist at the Mama EIC has made a big difference to the mothers who come regularly and who depend upon the centre for help and support as they come to terms with the reality of caring for a child with disability. We were able to acquire an additional space at the centre which we have renovated as a counseling room, affording parents the space and privacy they need.

Outreach and Awareness

- The Rights of Persons with Disabilities Act and the Right to Education Act have been our prime focus this year: a rights-based approach to disability and education and the importance of inclusion. We reviewed our past endeavors, analysed our results and made changes wherever necessary. Some highlights from the year include:

Career and Student Awareness Workshops:

- The Aim: We’re looking for bright, eager kids in the hope they will consider a career in special needs.

- The Changes: fewer schools - from five to two strategic choices - schools where kids are open to careers in special needs stronger relationships - with staff, students, and parents
• **The 4-Step Process:**

1. One big-hall session with up to 150 kids: intrigue and excite with stories and information about special needs and career opportunities; tackle the myths about disability and social work; leave plenty of time for questions about careers and salaries.

2. Smaller workshop with general info about different career options, how to match interests with jobs and why that's so essential.

3. A panel discussion for the true believers. The details! How to get from Point A to Point B, job offer in hand. Students meet the experts in each field and learn what to study, how much it will cost, how they can make it happen.

4. Finally: The Shadow Program. Spend a day following a professional around to see what she does and how she does it. Kids get to see if this really appeals as a way to spend their lives.

**Future Plans:** Feedback from the professional is shared with the student; the student’s appraisal helps us tighten the system and make it more effective for learning. A system for tracking where students go will help us gauge our effectiveness.
The Doon Help Desk:

- **The Aim:** Make our Help Desk even more effective. Measure the impact of our desk in the government Doon Hospital for providing advice and information about government resources for people with disabilities.

- **The Process:** Data was collected for numbers visiting the desk, their disabilities, what aid has been received from the government by those who got their certificates made, and what percentage of certificates made were through referrals from the Help Desk.

- **Results and Plans:** Some individuals apply for certificates but then don't collect them. A follow-up system is now in place to remind applicants to return for the document, but we are interested in the larger question too: is the certificate perceived as having little value? If so, why? What are the gaps and what can our advocacy team do to close them?

Advocacy:

2011 Census

**The Aim:** Change the disability question on the 2011 Census and get the enumerators to ask it properly.

**The Process:** Represented Uttarakhand in the Disability Rights Group of India meetings held in Delhi; hammered out a question all could agree on (eight disabilities instead of 4; mental illness included separately) lobbied with the government to get it approved and given a higher spot on the list. Assisted in editing the training manual for the census and helped train the master trainers who in turn train the enumerators. Waiting eagerly for the data to be released to see if it all made a difference!
The Facts, The Figures

Accountability and transparency are vital for voluntary organisations. Accordingly, we share the following information:

Salary Range

<table>
<thead>
<tr>
<th>Job Position</th>
<th>Salary (In Rs.)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Head of the organisation (Including Honorarium)</td>
<td>3,84,000.00 P/A</td>
</tr>
<tr>
<td>Highest paid full time regular staff</td>
<td>3,84,000.00 P/A</td>
</tr>
<tr>
<td>Lowest paid full time regular staff</td>
<td>37,200.00 P/A</td>
</tr>
</tbody>
</table>

Remuneration to Board Members

1. Dr. Bhushan Kumar Joshi (President)
2. Tara Dewan (Vice president)
3. Sudhir Varma (Tresurer)
4. Jo McGowan Chopra (Secretary)
5. Vina Srivastava (Member)
6. Brother Dominic Jacob (Member)
7. Deepa Bhushan (Member)
8. Shavak Srivastava (Advisor)

Per Month Salary Bracket

<table>
<thead>
<tr>
<th>Salary Bracket</th>
<th>Male staff</th>
<th>Female staff</th>
<th>Total staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 5000</td>
<td>4</td>
<td>16</td>
<td>20</td>
</tr>
<tr>
<td>5,000-10,000</td>
<td>11</td>
<td>14</td>
<td>25</td>
</tr>
<tr>
<td>10,000 - 25,000</td>
<td>9</td>
<td>16</td>
<td>25</td>
</tr>
<tr>
<td>25,000 - 50,000</td>
<td>2</td>
<td>2</td>
<td>4</td>
</tr>
<tr>
<td>50,000 – 1,00,000</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>26</strong></td>
<td><strong>48</strong></td>
<td><strong>74</strong></td>
</tr>
</tbody>
</table>

Total cost of travel by staff and volunteers:

<table>
<thead>
<tr>
<th>Location</th>
<th>Amount (In Rs.)</th>
</tr>
</thead>
<tbody>
<tr>
<td>National</td>
<td>48,527.00</td>
</tr>
<tr>
<td>Local</td>
<td>7,480.00</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>56,007.00</strong></td>
</tr>
<tr>
<td>International</td>
<td>None</td>
</tr>
</tbody>
</table>

If you require further information or have questions about the way we function, please call (+91 135 276 1014) or email (jo@latikaroy.org or sumita@latikaroy.org) and we’ll be happy to tell you more!
The Issues, The Fund Flow

Nature of disability assessed
April 2010 - March 2011

The Kids, The Adults

Number of children enrolled 2010 to 2011

Number of people assessed at CMO Help Desk
April 2010 - March 2011
The Issues, The Fund Flow

Nature of disability assessed
April 2010 - March 2011

Expenditure in 2010-2011

Spending on direct services 90%
General Management 8%
Depreciation 2%
TOTAL
## Financial Statement As on March 31, 2011

### A SOURCES OF FUNDS

<table>
<thead>
<tr>
<th>I Capital Fund</th>
<th>LG</th>
<th>FC</th>
<th>JRDTT</th>
<th>DOON EIC</th>
</tr>
</thead>
<tbody>
<tr>
<td>1,010,663</td>
<td>3,156,511</td>
<td>-</td>
<td>204,395</td>
<td></td>
</tr>
<tr>
<td>II building fund</td>
<td>335,291</td>
<td>4,906,059</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>III Endowment Fund</td>
<td>307,738</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>IV Unutilized Grant</td>
<td>-</td>
<td>-</td>
<td>8,296</td>
<td>-</td>
</tr>
<tr>
<td>V Fixed Assets Capital</td>
<td>-</td>
<td>4,906,059</td>
<td>493,146</td>
<td>378,703</td>
</tr>
<tr>
<td>VI Doon EIC Fund</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>1,750,000</td>
</tr>
</tbody>
</table>

### VII Current Liabilities & Provisions

| Current Liabilities | 9,241 | 37,496 | - | 28,000 |

### VIII Intra Project Transfer

| (133,154) | - | - | 133,154 |

### TOTAL FUNDS

| 1,529,779 | 8,100,066 | 501,442 | 2,361,098 |

### B APPLICATION OF FUNDS

| I Fixed Assets | 710,946 | 3,402,597 | 493,146 | 378,703 |
| II Investments | 601,640 | 4,483,723 | - | 1,807,414 |
|                | 1,312,586 | 7,886,320 | 493,146 | 2,186,117 |

### III Current Assets, Loans & Advances

| a Cash & Bank Balance | 112,422 | 145,787 | - | 113,206 |
| b Security Deposits   | 58,939 | - | 7,000 | - |
| c Intra Project Transfer | (1,296) | - | 1,296 | - |
| d Advance to Architect | 40,000 | - | - | - |
| e Advance for Furniture | - | - | - | 61,775 |
| f Prepaid Taxes       | 4,067 | 59,203 | - | - |
| g Vehicle Insurance   | 217,192 | 213,746 | 8,296 | 174,981 |

### TOTAL ASSETS

| 1,529,778 | 8,100,066 | 501,442 | 2,361,098 |

### C INCOME

| Grants & Donation | 1,622,625 | 5,690,382 | 2,604,000 | 2,672,510 |
| Other Income      | 876,873  | 263,696  | 14,509    | 7,414 |

### TOTAL INCOME

| 2,499,498 | 5,954,078 | 2,618,509 | 2,679,924 |

### D EXPENDITURE

<p>| Project Running Expenses | 2,543,777 | 3,817,046 | 3,035,324 | 316,120 |
| Administrative Expenses  | 199,027  | 358,714  | -         | - |
| Cost of Goods Sold       | -        | -        | -         | - |
| Depreciation             | 110,818  | 110,311  | -         | - |
| Capital Expenditure       | -        | -        | -         | 409,409 |
| Less: Allocations         | -        | -        | -         | 1,750,000 |
| Surplus/(Deficit) tfd to Capital Fund | (354,124) | 1,668,007 | - | 204,395 |
| Unutilized Grant Carried Forward | - | - | (416,815) | - |</p>
<table>
<thead>
<tr>
<th>SRTT - EIC</th>
<th>SRTT</th>
<th>CURRENT YEAR</th>
<th>PREVIOUS YEAR</th>
<th>CHANGE IN %</th>
</tr>
</thead>
<tbody>
<tr>
<td>1,428,168</td>
<td>-</td>
<td>5,799,737</td>
<td>2,804,303</td>
<td>107</td>
</tr>
<tr>
<td>-</td>
<td>-</td>
<td>5,241,350</td>
<td>5,241,350</td>
<td>-</td>
</tr>
<tr>
<td>-</td>
<td>-</td>
<td>307,738</td>
<td>307,738</td>
<td>-</td>
</tr>
<tr>
<td>-</td>
<td>-</td>
<td>8,296</td>
<td>493,704</td>
<td>(98)</td>
</tr>
<tr>
<td>78,945</td>
<td>-</td>
<td>950,794</td>
<td>584,150</td>
<td>63</td>
</tr>
<tr>
<td>-</td>
<td>-</td>
<td>1,750,000</td>
<td>-</td>
<td>100</td>
</tr>
<tr>
<td>-</td>
<td>-</td>
<td>74,737</td>
<td>38,458</td>
<td>94</td>
</tr>
<tr>
<td>-</td>
<td>-</td>
<td>1,640,267</td>
<td>14,132,652</td>
<td>9,469,703</td>
</tr>
</tbody>
</table>

| | 78,945 | 5,064,337 | 4,696,730 | 8 |
| | -       | 6,892,777 | 4,354,504 | 58 |
| | 78,945  | 11,957,114| 9,051,234| 32 |
| | 1,561,322| 1,932,737 | 308,093 | 527 |
| | -       | 65,939    | 65,939   | -  |
| | -       | -         | -        | -  |
| | -       | 40,000    | -        | 100 |
| | -       | 61,775    | -        | 100 |
| | -       | 63,270    | 37,603   | 68 |
| | -       | 11,816    | 6,834    | 73 |
| | 1,561,322| 2,175,537 | 418,469 | 420 |
| | 1,640,267| 14,132,651| 9,469,703| 49 |

| 4,000,000 | 125,498 | 16,715,015 | 8,713,190 | 92 |
| 658       | 2,576   | 1,165,726  | 1,297,022 | (10) |
| 4,000,658 | 128,074 | 17,880,741 | 10,010,212| 79 |

<p>| 2,465,690 | 603    | 12,178,560 | 13,551,474 | (10) |
| -         | -      | 557,741    | 423,730    | 32  |
| -         | -      | 221,129    | 208,240    | 6   |
| 106,800   | -      | 516,209    | 18,180     | 2,739 |</p>
<table>
<thead>
<tr>
<th>2,572,490</th>
<th>603</th>
<th>13,473,639</th>
<th>14,201,624</th>
<th>(5)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1,428,168</td>
<td>-</td>
<td>2,946,446</td>
<td>204,871</td>
<td>(106)</td>
</tr>
<tr>
<td>-</td>
<td>127,471</td>
<td>(289,344)</td>
<td>(4,396,283)</td>
<td>10</td>
</tr>
</tbody>
</table>
Volunteers

Volunteers keep the Foundation humming. The energy and eagerness they bring make us more aware both of the importance of what we are doing and the need to look at it all with fresh eyes. Volunteers see the small victories and they marvel at the dedication and commitment our staff embody.

But they also see the things we sometimes miss: the inefficiencies, the missed opportunities, the moments and the hours that add up to years.

And what they bring! The young ones come with seemingly endless passion and vitality. They are ready to hula-hoop, swim, break-dance and paint at a second’s notice, for as long as it takes. They keep the spark alive and and they keep us on our toes.

And the older ones! The ones with experience and wisdom and a world of knowledge - they stretch us and help us to grow.

V K Chopra came to supervise the construction of the Doon EIC. A retired engineer, he had spent his working life overseeing factories being built, equipment being installed and processes put in place. JUST what we needed for our maiden voyage in construction.

Because what did we know about cement and plinths and the angle of repose? Nothing.

But V K did. He also understood human psychology and the importance of deadlines. He knew how to gain the confidence of the worker-bees and the respect of the managers. He could deal with architects and donors with the same equanimity he used for government bureaucrats and designers. A man for all seasons. And he stayed with us until the walls were up, the floors were down and the lights were on.
The team from Momenta Workshops (http://momentaworkshops.com/) has been coming for several years now and they have added immeasurably to the quality of our communication materials (like the KV calendar and this very annual report!). Momenta brings a group of professional and aspiring photographers to India each year and "embeds" them in different voluntary organizations. We have been lucky enough to have three such artists work with us. This year's Karuna Vihar calendar was almost entirely the work of Ken Carl, our first Momenta man, and our next one features the photography of Erin Steigerwalt and Muir Adams. To a person, including team leader Jamie Rose, these photographers are incredibly generous and talented human beings. We are so lucky to have the honor of hosting them – and all our other wonderful, radiant volunteers – at the Foundation.

Many thanks to all of you!
Staff List from April 2010 to March 2011

The remarkable and dedicated people who make the Foundation what it is

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Aditi Sinha</td>
</tr>
<tr>
<td>2.</td>
<td>Aditya Gupta</td>
</tr>
<tr>
<td>3.</td>
<td>Amar Singh</td>
</tr>
<tr>
<td>4.</td>
<td>Anita Lakhera</td>
</tr>
<tr>
<td>5.</td>
<td>Anjali Mandal</td>
</tr>
<tr>
<td>6.</td>
<td>Aradhana Goel</td>
</tr>
<tr>
<td>7.</td>
<td>Archana Khali</td>
</tr>
<tr>
<td>8.</td>
<td>Archana Pal</td>
</tr>
<tr>
<td>9.</td>
<td>Archana Sethi</td>
</tr>
<tr>
<td>10.</td>
<td>Archana Sharma</td>
</tr>
<tr>
<td>11.</td>
<td>Arunima Kulavi</td>
</tr>
<tr>
<td>12.</td>
<td>Arzo Bala</td>
</tr>
<tr>
<td>13.</td>
<td>Asha Negi</td>
</tr>
<tr>
<td>14.</td>
<td>Ashish Kesla</td>
</tr>
<tr>
<td>15.</td>
<td>Ashish Magma</td>
</tr>
<tr>
<td>16.</td>
<td>Babita</td>
</tr>
<tr>
<td>17.</td>
<td>Basanti Negi</td>
</tr>
<tr>
<td>18.</td>
<td>Bharat Singh</td>
</tr>
<tr>
<td>19.</td>
<td>Chandra Bisht</td>
</tr>
<tr>
<td>20.</td>
<td>Deepa Chhetri</td>
</tr>
<tr>
<td>21.</td>
<td>Deepak Pandey</td>
</tr>
<tr>
<td>22.</td>
<td>Ritu Srivastava</td>
</tr>
<tr>
<td>23.</td>
<td>Gajbahadur Thapa</td>
</tr>
<tr>
<td>24.</td>
<td>Gangaram Subedi</td>
</tr>
<tr>
<td>25.</td>
<td>Geeta Rawat</td>
</tr>
<tr>
<td>26.</td>
<td>Harpreet Kaur</td>
</tr>
<tr>
<td>27.</td>
<td>Hema Masih</td>
</tr>
<tr>
<td>28.</td>
<td>Hema Thapa</td>
</tr>
<tr>
<td>29.</td>
<td>Jalma Rawat</td>
</tr>
<tr>
<td>30.</td>
<td>Januka Bhosal</td>
</tr>
<tr>
<td>31.</td>
<td>Jo Chopra</td>
</tr>
<tr>
<td>32.</td>
<td>Johann Sebastian Gruschke</td>
</tr>
<tr>
<td>33.</td>
<td>Kanica Singh</td>
</tr>
<tr>
<td>34.</td>
<td>Khem Bhadhur</td>
</tr>
<tr>
<td>35.</td>
<td>Krishna Thapa</td>
</tr>
<tr>
<td>36.</td>
<td>Kushal Singh</td>
</tr>
<tr>
<td>37.</td>
<td>Mahadev Singh</td>
</tr>
<tr>
<td>38.</td>
<td>Manik Mandal</td>
</tr>
<tr>
<td>39.</td>
<td>Manju Singhania</td>
</tr>
<tr>
<td>40.</td>
<td>Manju Subedi</td>
</tr>
<tr>
<td>41.</td>
<td>Manoj Rawat</td>
</tr>
<tr>
<td>42.</td>
<td>Mayank Mohan</td>
</tr>
<tr>
<td>43.</td>
<td>Mayawati</td>
</tr>
<tr>
<td>44.</td>
<td>Meena Thapa</td>
</tr>
<tr>
<td>45.</td>
<td>Naina Kashyap</td>
</tr>
<tr>
<td>46.</td>
<td>Nalin Kumar</td>
</tr>
<tr>
<td>47.</td>
<td>Neelam Chhetri</td>
</tr>
<tr>
<td>48.</td>
<td>Neha Joshi</td>
</tr>
<tr>
<td>49.</td>
<td>Neha Joshi</td>
</tr>
<tr>
<td>50.</td>
<td>Nirmala Kukhal</td>
</tr>
<tr>
<td>51.</td>
<td>Nisha Malkoti</td>
</tr>
<tr>
<td>52.</td>
<td>Omi Yadav</td>
</tr>
<tr>
<td>53.</td>
<td>Pooja Negi</td>
</tr>
<tr>
<td>54.</td>
<td>Pooja Panwar</td>
</tr>
<tr>
<td>55.</td>
<td>Pooja Pathak</td>
</tr>
<tr>
<td>56.</td>
<td>Pooja Tiwari</td>
</tr>
<tr>
<td>57.</td>
<td>Poonam Pasbola</td>
</tr>
<tr>
<td>58.</td>
<td>Prem Kumar</td>
</tr>
<tr>
<td>59.</td>
<td>Priyam Bhargava</td>
</tr>
<tr>
<td>60.</td>
<td>Pushpa Painuly</td>
</tr>
<tr>
<td>61.</td>
<td>Pushpa Upadhaya</td>
</tr>
<tr>
<td>62.</td>
<td>Rachana Puri</td>
</tr>
<tr>
<td>63.</td>
<td>Rajesh Masih</td>
</tr>
<tr>
<td>64.</td>
<td>Rajkumar Chettri</td>
</tr>
<tr>
<td>65.</td>
<td>Rajnish K. Paswan</td>
</tr>
<tr>
<td>66.</td>
<td>Ramesh Rawat</td>
</tr>
<tr>
<td>67.</td>
<td>Ravinder Rawat</td>
</tr>
<tr>
<td>68.</td>
<td>Rekha Bisht</td>
</tr>
</tbody>
</table>
Volunteers:
Thanks to all the wonderful people who helped us in so many ways this year
1. Aanchal Kundlia
2. Anandita
3. Apoorva Goyal
4. Arun Kumar Pandit
5. Deepmaal
6. Dilip Kumar
7. Erin Steigerwalt
8. Jack Ranjith
9. Jessie Chatta
10. Julia Freeman - Woolport
11. Sarah Freeman - Woolport
12. Jyoti Negi
13. Keerti Purmessur
14. Komal Kumari
15. Krysten Hartman
16. Mamta Mishra
17. Mayank from Momenta
18. Mrinalini Bali
19. Muir Adams
20. Nikhil Fernandes
21. Priyanka
22. Rajeev K Chauhan
23. Rashmi Rangarajan
24. Reshma Kazi
25. Rhona Singerland
26. Ritvik Gilhotra
27. Ruby Garg
28. Sarika Bajaj
29. Sharanjeet Singh
30. Shivani Singh
31. Shreya Pandey
32. Tapasya Thapa
33. Victor Jansen

Consultants
Our brilliant advisers
1. Anne Bruce
2. Anke Meester
3. Dunu Roy
4. Nicola Tansley
5. Nardia Simpson
6. Ravi Chopra
7. V K Chopra
8. Vibha Krishnamurthy
9. Resham Ale
10. Rina Singh
11. Rizwan Ali
12. Samar Ghosh
13. Sandeep Khanna
14. Santosh Thakur
15. Satendra Tyagi
16. Shachi Uniyal
17. Shalini Sinha
18. Shivani Kapoor
19. Shivika Mittal
20. Shyam Singh
21. Sonika Singh
22. Sumita Nanda
23. Sunita Bhatt
24. Sunita Rai
25. Sunita Singh
26. Suresh Rawat
27. Sushila Rawat
28. Umesh Maliyal
29. Vandana Jakati
30. Vandana Sharma
31. Vandita Uniyal
32. Vinod Negi
33. Vivek Kumar
Our Generous Donors!

Rs. 50-5000

Local Donors
Col. B R S Gupta
Dhirty Vats
Shanti Rawat
Vidy Semwal
Aditya Vikram
Archana Khali
Brig. M K Shukla
D K Aggarwal
Disha Navani
Mrs. Farooqui
Kanica Singh
Kriti Pandey
Nidhi Bhardwaj
Rachna Rana
S N Aggarwal
Poonam Tiwari
H M Singh
Ruchika
Akhil Mittal
Aswathi P
Kalawati Rawat
Malti Bhargava
Manju Gupta
Missionaries of Charity (Brothers)
Nupur
Rajeev Kumar Tiwari
Sanjeev Virmani
Shruti Bhardwaj
Umesh Malial
Arun Kumar Aggarwal
Deepika Sharma
Dimpy Mishra
Mathura Nath Jha
Ramanujam L L
Shakti Mittal
Vibhor Dora
Vikas Sharma
Nileshwari Kumari

Anand Sharma
Ashok Chatterjee
Atul Virmani
Bharat Inder Sharma
Harish Katariya
Om Sai Associates
R K Agarwal
Rachna Puri
Ranvir Singh
Ruby Garg
Sonsy Rathuri
Supriya Dixit
Tenzin (Doon International School)
Anjali Bhargava

Cheshire Home
Poonam Natarajan
Sriyesh Barthwal
Dakshta Music Center
Gopi Bahl
Har Jaggi
Kunal Kukreti
Namrata Sharma
Pratibha Swaroop
Rakesh Chopra
Sandep Kumar Kak
Sanjay Mendiratta
Shachi Jayal
Sonia Chand Sandhu

Tajender Tandon
The All - India Anglo Indian Association
V. Vrat
Sheela Rangarajan
Sunita Pande
Avinash Pasricha
Charak Pathology Clinic
Doon Neuro Care Centre
Gautam International Sr. Sec. School
Rajkumari R Harlalka
V K Arora
Vichitra Kumar Arya
Rahul Kadkade
Shailesh Garg
Shivani Kapoor
N K Kandpal
Roda Bhikaji Billimoria
Doon School
Poonam Khanna
Yogi Raj Sawney
Aarti Nair
Aditya Vikram
Deepak Nirula
Dr. Aradhana
Gurpreet Singh Channi
Mary Ann Dasgupta
Pooja R Kothari
Priyam Bhargava
Priyanka Pandey
Radha Mahesh
Rati Arvind
Rati Misra
Reena
Rewati Polyclinic & Nursing Home
Sharehouse Charitable Foundation
Shipra Pande
Sudha Agarwal
Tripta Malhotra
Raksheta Sharma
Kamini Sabharwal
Manisha
Sushma Malik Sodhi
Kshitij Gupta
Muskan Vohra
Rajesh Gandhi
Sahil Sharma
Suresh S Lulla
Yasmin Billimoria
Ann Jose Varavukala
Chander Chopra
Deep Joshi
Dr. B S Judge
H. A. L. Rao
Neerja Sharma
Shruti Gambhir
Sterling Preferred Printing
Tara Dewan
Technocraft Industries I Ltd.
Vivek Arya

**Foreign Donors**
Victor Jansen
Suneet Sood
Amit Kumar Das
Appa Rao Bandi
Krishnaraja Shenoy
Michael McGarry
Sushma R. Katakdaunde
Y M Haines
L S J McMillan
Martin Quinton
Rachel King
IF Radford & s MJ Radford
Bhavesh K. Ratnam
Ketki N Bhatia
Krysten Brooke
Margaret E O'Neil
Amit Gulati
Patricia H Viera
Nisha Gupta
Katherine H. Renner
Kuntal Nandi
Charles B. Watson
James R. Boulay
Via Indians for Collective Action
Adarsh K. Soni
Albert M. Bargiel
Allegra Haupt
Brian & Mary Doyle
Brian W. & Margaret M. McNeill
Cathleen Cooney
Chand & Malini Deepak
Charlie King
David A. & Judith S. Skartvedt
Desh & Sudha Sharma
E. Ruth Everson
Edward Sullivan
Eileen Gordon Zalisch
Frank & Patricia Viera
Harbans Arya
Janis Slack
Joan Hornsby
Joan P. Dowling
Karin Swanson
Louis A. Leone
Lucien & Bonnie Miller
Marilyn T. & Phillip H. Prever
Maya & Nicholas Rege-Colt
Michelle M. Hubele
Nancy Solow
Patrick & Kathleen Jordan
Peggy Rosenthal
Praphaporn Trongjaroenchai
Rebecca R. Nolan
Rose Milligan
Stella D. Neiman
Susan Robertson
Thomas P. Kegelman
Via Give India Foundation
Amit Bisht
Amit Sharma
Aniket Narkar
Aruna Rajarapu
Balraj Mendon Bantupalli
Bhavna Thakur
Brijesh Pathak
Chandra MS Davis Jacob
Devina Menon
Hindupur Murthy
Jishin Jayaprakash
K Jayakaran
Kashinathan Ramakrishnan
Kiranj M S Lekkala
Madhura Rao
Marah Stith
Mitesh Joshi
Mona Kwatara
Naresh Sepuri
Nikhil Kashiappa
Parul Lakhani
Piyush Lov
Prakash Rangarajan
Pravin Kumar
Rajesh Kumar
Raman Venkatesh
Ravi Amiti
Ravindra Kale
S K Uniyal
Sambarto De
Sandeep Rawat
Sanjay Soman
Satish Kumar
Shilpa Jindal
Srinivas Rao
Umesh Verma
Vaibhav Tiwari
Vikram Devdass
Vivek Rastogi
27

Rs. 5001-15000
Local Donors
Pramod Kumar Tyagi
Anusuya Sharma
Mamta Gupta
Kailash Agarwal
Geeta Kale
Jo Chopra
Indeera Chand
Macarthur Foundation
Rupa Kamodia
Karuna Trust
Vina Srivastava
Bukkapuram Nadella Yugandhar
Deepa Bhushan
Desh Pande
Gaurav Manu Shroff
Padma Sibal
Varinder Chopra
Vibha Krishnamurthy
Gulab Ramchandani & Ratna Ramchandani
S M Varma & Co.
Karuna B Chopra

Foreign Donors
Jaspreet Chatta
Amitava Deb
Keerti Yakshinee Purmessur
Dr J L Butler
John Newcomb Marsh
Krysten Hartman
Jo Chopra
Chantal Libert
PG Duffy and DR Z A McClanahan

Rs. 15001-25000
Local Donors
Kusum Kanwar
Sushil Kumar
Woodstock School
Saurabh Jain
Tilak Raj Gulati
Late Shanti Wadhwa by her family
Rakesh B Chopra

Foreign Donors
Paula Hughes

More than 25001
Local Donors
Aruna Sinclair Foundation
Harvinder Kaur Chatta
Lokesh Shah
Sunita Soni
Azim Premji Foundation (I) Pvt. Ltd.
GiveIndia Foundation
Chawla Techno Construct Limited
Shaila Maria Faleiro
Sushila Dalpatlal Parikh Charitable Trust
Meera A. Parasnis
Shrikumar Poddar
The J R D Tata Trust
Doon Hospital, Medical Management Committee
Sir Ratan Tata Trust

Foreign Donors
Maya & Nick Rege-Colt
J G & J A S Dickson
Give Foundation
Prem Kumar
Anand Chopra
Heart & Hand For The Handicapped
Angie & Edmund Cluett
Mohammed J Al Marzouq
Indians For Collective Action
The Hans Foundation
Via Indians for Collective Action
Adarsh K. Soni
Albert M. Bargiel
Allegra Haupt
Brian & Mary Doyle
Brian W. & Margaret M. McNeill
Cathleen Cooney
Chand & Malini Deepak
Charlie King
David A. & Judith S. Skartvedt
Desh & Sudha Sharma
E. Ruth Ever
Edward Sullivan
Eileen Gordon Zalisk
Frank & Patricia Viera
Harbhans Arya
Janis Slack
Joan Hornsby
Joan P. Dowling
Karin Swanson
Louis A. Leone
Lucien & Bonnie Miller
Marilyn T. & Phillip H. Prever
Maya & Nicholas Rege-Colt
Michelle M. Hubele
Nancy Solow
Patrick & Kathleen Jordan
Peggy Rosenthal
Prapaporn Trongjaroenchai
Rebecca R. Nolan
Rose Milligan
Stella D. Neiman
Susan Robertson
Thomas P. Kegelman

Via Give India Foundation
Amit Bisht
Amit Sharma
Aniket Narkar
Aruna Rajarapu
Balraj Mendon
Bantupalli
Bhavna Thakur
Brijesh Pathak
Chandra MS
Davis Jacob
Devina Menon
Hindupur Murthy
Jishin Jayaprakash
K Jayarajan
Kashinath Ramakrishnan
Kiran M S
Lekkala
Madhura Rao
Marah Stith
Mitesh Joshi
Mona Kwatra
Naresh Sepuri
Nikhil Kashiappan
Parul Lakhani
Piyush Luv
Prakash Rangaraj
Pravin Kumar
Rajesh Kumar
Raman Venkatesh
Ravi Amiti
Ravindra Kale
S K Uniyal
Sambarto De
Sanddeep Rawat
Sanjay Soman
Satish Kumar
Shilpa Jindal
Srinivasarao
Umesh Verma
Vaibhav Tiwari
Vikram Devdass
Vivek Rastogi
The owl and the pussy cat
went to sea
In a beautiful pea-green boat
They took some honey
And plenty of money
Wrapped up in a five-pound note.

~ Edward Lear

We love your sweet company
on this exciting journey
we rely on your continued support.
The owl and the pussycat
Went to sea
In a beautiful pea-green boat
They took some honey
And plenty of money
Wrapped up in a five-pound note.

~ Edward Lear

We love your sweet company
on this exciting journey ~
we rely on your continued support.