

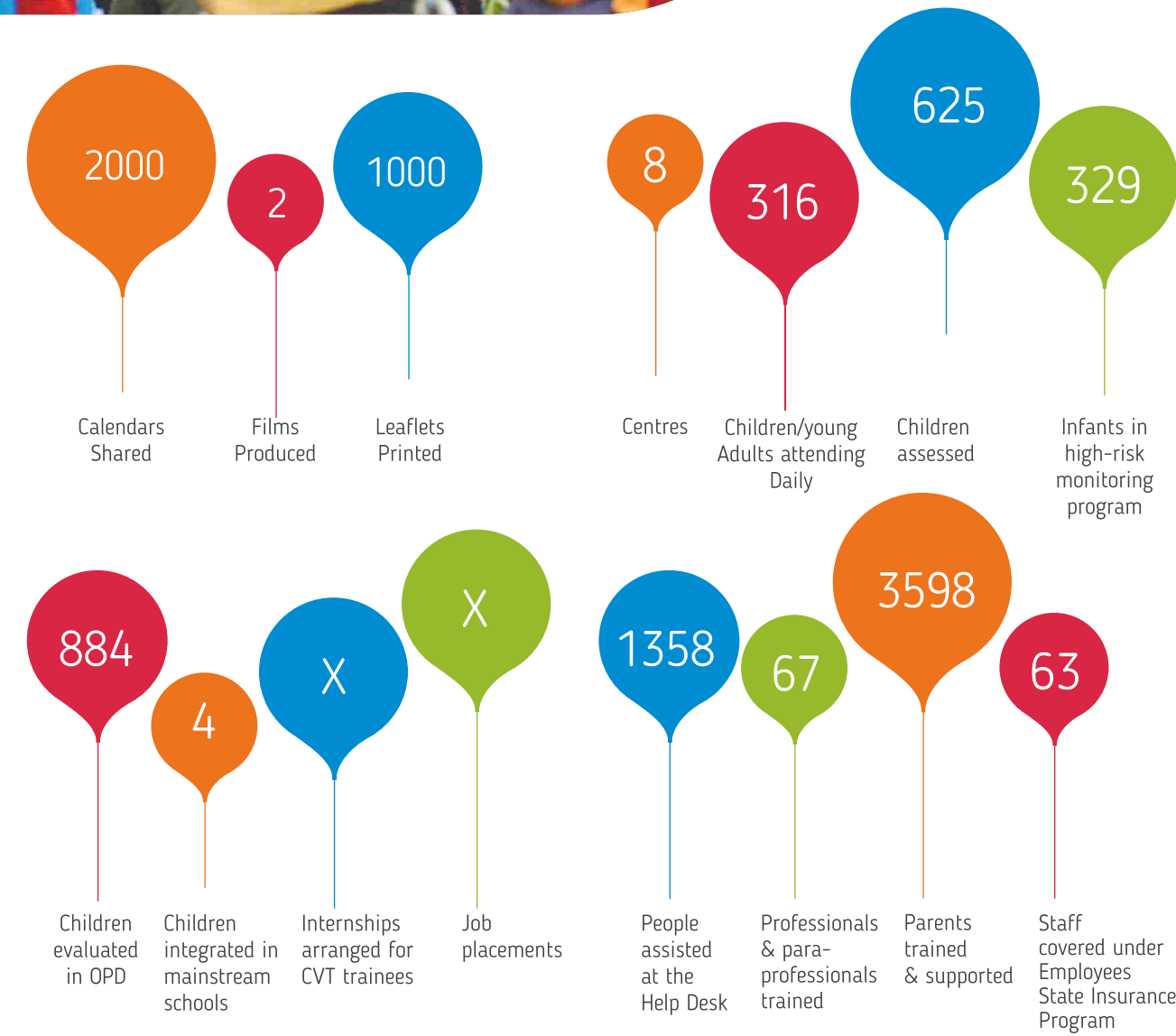
**THE ARC OF
THE MORAL
UNIVERSE IS
LONG BUT
IT BENDS
TOWARDS
JUSTICE**



LATIKA ROY FOUNDATION
ANNUAL REPORT 2014-2015



THE NUMBERS



THE FOUNDATION TURNS 21!

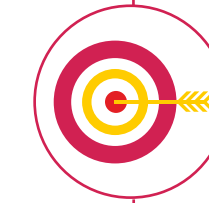


The Latika Roy Foundation began in 1994 as a small organisation with a big dream: to work for the rights and needs of our most vulnerable children. In 21 years, that dream has never changed. To-day, we are a confident, skilled group of XXX professionals and para-professionals serving the needs of over 300 families on a daily basis and hundreds more over the course of each year. We are known throughout India for our creative, pioneering approach to education, therapy and training.



OUR VISION

A better world for children with disabilities



OUR MISSION

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



This has been an exciting, productive year and we are grateful to each one of you for the role you have played in helping to shape the strong, vibrant organisation we have become. Thank you for your continued support, guidance, inspiration and encouragement. We depend upon you far more than you realise.

This year, we are finally building our own campus. We need to raise the money to construct as well as to continue operating while the campus is coming up. For that, as ever, we depend upon you. To donate online, go to www.latikaroy.org and follow the instructions.

Checks can be made out to Latika Roy Memorial Foundation and posted to 42/2 Vasant Vihar, Dehradun, Uttarakhand, India 248006.



GOOD ATTENDANCE A KEYSTONE HABIT



Attendance is our new Keystone Habit. Developing good attendance across the Foundation has been a focus this year. A new policy, new protocols and an in-depth, solution-based analysis of absenteeism has brought remarkable results. From an average attendance rate of 75%, we've gone up to 85% since the policy took effect!



It took place gradually but steadily: better transport (we've added four new vehicles to our fleet)

Stronger communication with families (visual) and a heightened awareness from staff of the vital importance of each and every day in a child's life made it happen. Families are beginning to agree: Our kids can't afford to lose even a single hour of therapy or special education!



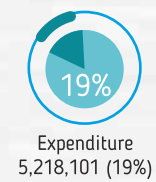
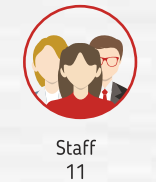
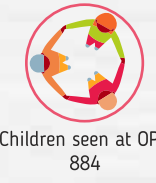
See the complete attendance policy at www.latikaroy.org/policies



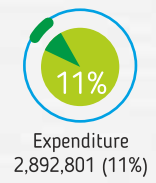
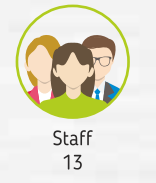
THE CENTRES



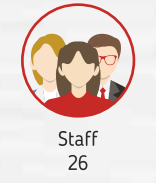
GUBBARA



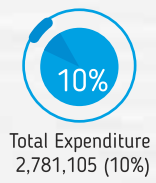
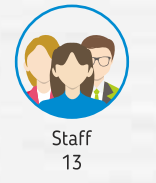
EARLY INTERVENTION CENTER



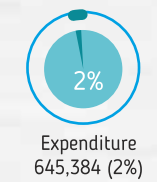
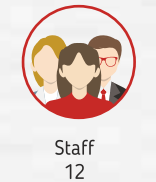
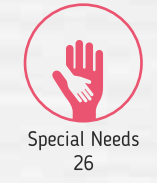
KARUNA VIHAR CHILD DEVELOPMENT CENTER



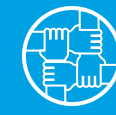
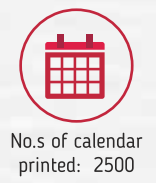
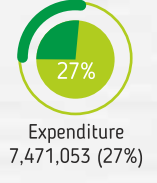
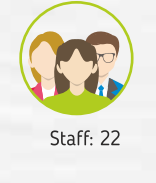
COLLEGE OF VOCATIONAL TRAINING



LATIKA VIHAR



RESOURCE CENTRE



ORGANIZATIONAL DEVELOPMENT



As always, we have invested significant time, resources and energy in staff training, networking and documentation. This year we published nine articles and over thirty blog posts on disability, inclusion and parenting in the national press as well as abroad. Our team attended or conducted over 25 workshops, seminars and lectures both in India and abroad and senior staff participated in policy level meetings with the National Trust, Ministry of Health, National Institute for the Mentally Handicapped, Uttarakhand Open University and the National Centre for Promotion of Employment for Disabled People.

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 strategic planning for the Foundation. Taking advice and guidance from outside experts, we have engaged in offsite planning meetings to set goals and establish benchmarks for our own development. This is an ongoing process which will continue throughout 2015.

BOARD MEMBERS:



President

Sudhir Varma is a chartered accountant with many years experience in the development and voluntary sector.



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.



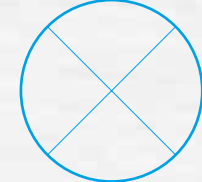
Treasurer

Aparna Das is a special educator and the founder and director of Arunima, a residential home for people with autism in Dehradun.



Secretary

Jo Chopra is a founder and the executive director of the Latika Roy Foundation.



Member

Member: Vibha Puri is a retired IAS officer with a deep interest in education.



Member

Ritu Jain has an MBA and is a corporate dropout. She has years of experience in fundraising and strategic planning.



Member

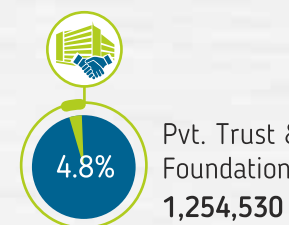
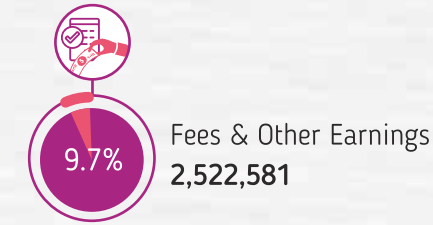
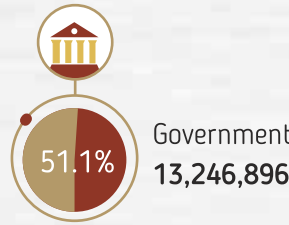
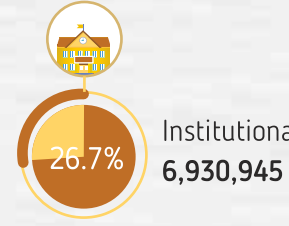
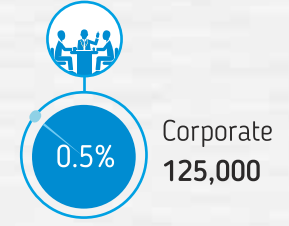
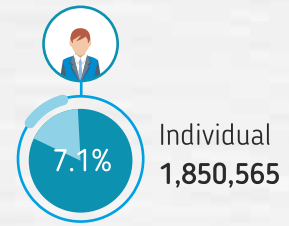
Member: Sanjay Sondhi is an IIT graduate and another corporate dropout. As the founder of Titli Trust, he is a major advocate for the preservation of the environment.



FINANCIALS

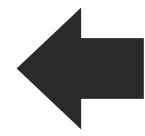


SOURCES OF INCOME



SALARY BRACKETS

STAFF SALARIES	TOTAL
Less than 5000	04
5001-10000	38
10001-15000	21
15001-20000	13
20001-30000	19
Above 30000	07



DONORS



1	Priyam Bhargava	19	Dr. Chetan Chawla	64	Snehlata Dutt
2	Aarti Nair	20	Ena Gaur	65	Sowmitha. S
3	Abha Adams	21	Fabia Closson	66	Sowseelya Arikapudi
4	Alok Tandon	22	Indeera Chand	67	Sudha Agarwal
5	Anand Kumar	23	Indeera Chand	68	Sujit Kumar Karn
6	Anita Lakhera	24	Jo Chopra	69	Sukh Dev Rawat
7	Anju Virmani	25	Joan Milam	70	Sukriti Dua
8	Arjuna Jang Bahadur	26	Kanica Singh	71	Sunita Bhatt
9	Arpit Purohit	54	Romesh Kumari Rana	72	Suresh S Lulla
10	Ashok Wahi	55	Rupa Kamodia	73	Tejal Rajyagor
11	Asish Rastogi	56	S P Singh	74	Vasanthi Neattle
12	Avinash Pasricha	57	S S Meera	75	Vevek Rana
13	Cissy Annaiah	58	Sanjay Sondhi	76	Vibha Krishnamurthy
14	D C Joshi	59	Shaila Maria Faleiro	77	Vikas Grover
15	D N Mazumdar	60	Shalini Gupta	78	Vinay Gupta
16	Deepa Bhushan	61	Shini Menon	79	Virendra Gulati
17	Deepak Nirula	62	Shipra Pande	80	Vivek Rana
18	Deepesh Rathore	63	Shipra Pande	81	Yasmin Billimoria



Institutional

- 1 Aruna Sinclair Foundation
- 2 Azim Premji Philanthropic Initiatives
- 3 Chawla Techno Construct Ltd
- 4 Doon Hospital, Medical Management Committee
- 5 Radix Technologies
- 6 Shantadevi Sah Charitable Trust
- 7 Sir Ratan Tata Trust
- 8 Technocraft Industries (I) Ltd.
- 9 The All India Anglo Indian Association



Note: We note with sorrow the passing of three of our most generous and enthusiastic members, donors, advisers and guides: Diljeet Brijnath, Owen McGowan and Vina Srivastava. We will always remember them for their warmth, kindness, wisdom and unceasing support.

