



miracle will follow miracle and wonders will never cease

The Latika Roy Family is a remarkable and diverse group of highly talented and devoted individuals. First and foremost, we salute our staff - for their skill, their passion and their overwhelming energy for whatever task is at hand.

We depend upon our Advisory Committees for guidance on professional and organizational riddles. Their commitment to our development is a tribute to their own dedication to the painstaking and creative work of nation building. Volunteers provide a wide range of expertise and enthusiasm; the wisdom of experience and the high spirits of youth. We are indebted to them for their generosity and devotion to the work of the Foundation.

Staff Aditya, Anita, Anjali Mandal, Archana Khali, Archana Pal, Archana Sethi, Archana Sharma, Arunima Kulavi, Arzoo Bala, Ashish Kesla, Ashok Mamgain, Babita, Basanti Negi, Bharat Singh, Chandra Bisht, Deepa Chhetri, Deepak Pandey, Gaj Bahadur Thapa, Gangaram, Geeta Rawat, Harpreet Kaur, Hema Masih, Hema Thapa, Jalma Rawat, Januka Bhosal, Jo Chopra, Johann Sebastian Grünschke, Kanica Singh, Khem Bhadhur, Khushboo Kunjwal, Krishna Thapa, Kushal Singh, Mahadev Singh, Manik Mandal, Manju Singhanian, Manju Subedi, Manmeet Anand, Manoj, Mayawati, Meena Thapa, Naina Kori, Nalin Kumar, Neelam Chhetri, Neha Joshi, Neha Joshi II, Nirmala Kukshal, Nisha Kothari, Omi Yadav, Pooja Negi, Pooja Panwar, Pooja Tiwari, Poonam Pasbola, Prem Kumar, Priyam Bhargava, Pushpa Bhatt, Pushpa Upadhaya, Rachana Puri, Rajesh Masih, Rajkumar, Rajnish Kumar Paswan, Ramesh Singh Rawat, Ravinder Rawat, Resham Ale, Rina Singh, Ritu Srivastava, Rizwan Ali, Samar Ghosh, Santosh Thakur, Satendra Tyagi, Shachi Uniyal, Shalini Sinha, Shivani Kapoor, Shyam Singh, Sumita Nanda, Sunita Bhatt, Sunita Rai, Sunita Singh, Suresh Rawat, Sushila Rawat, Umesh Maliyal, Utpala Deb, Vandana Jakati, Vandana Sharma, Vandita Uniyal.

Advisory Committee Members Amit Sen, Ann Jose Varavukala, Annie Koshi, Deep Joshi, Dunu Roy, Kusum Kanwar, Neerja Sharma, Priti Joshi, Robert Kumar, Shaheen Mistri, Shelja Sen, Shobha Srinath, Vibha Krishnamurthy.

Volunteers Amanpreet Kaur Sawhney, Anirudh Karan Singh, Anne Bruce, Anubha Thapliyal, Anukta Gairola, Ashleigh Lamming, Henu Issar, Jenny McMichael, Joannee Sheehan, Ken Karl, Khushboo Kunjwal, Merrow Golden, Mohit Naithani, Ritika Beck, Sakshita Anand, Shubhangi Bhadula, Sonika Singh, Sukesh Arora, Vidhushi Dora, Yvonne Haines.



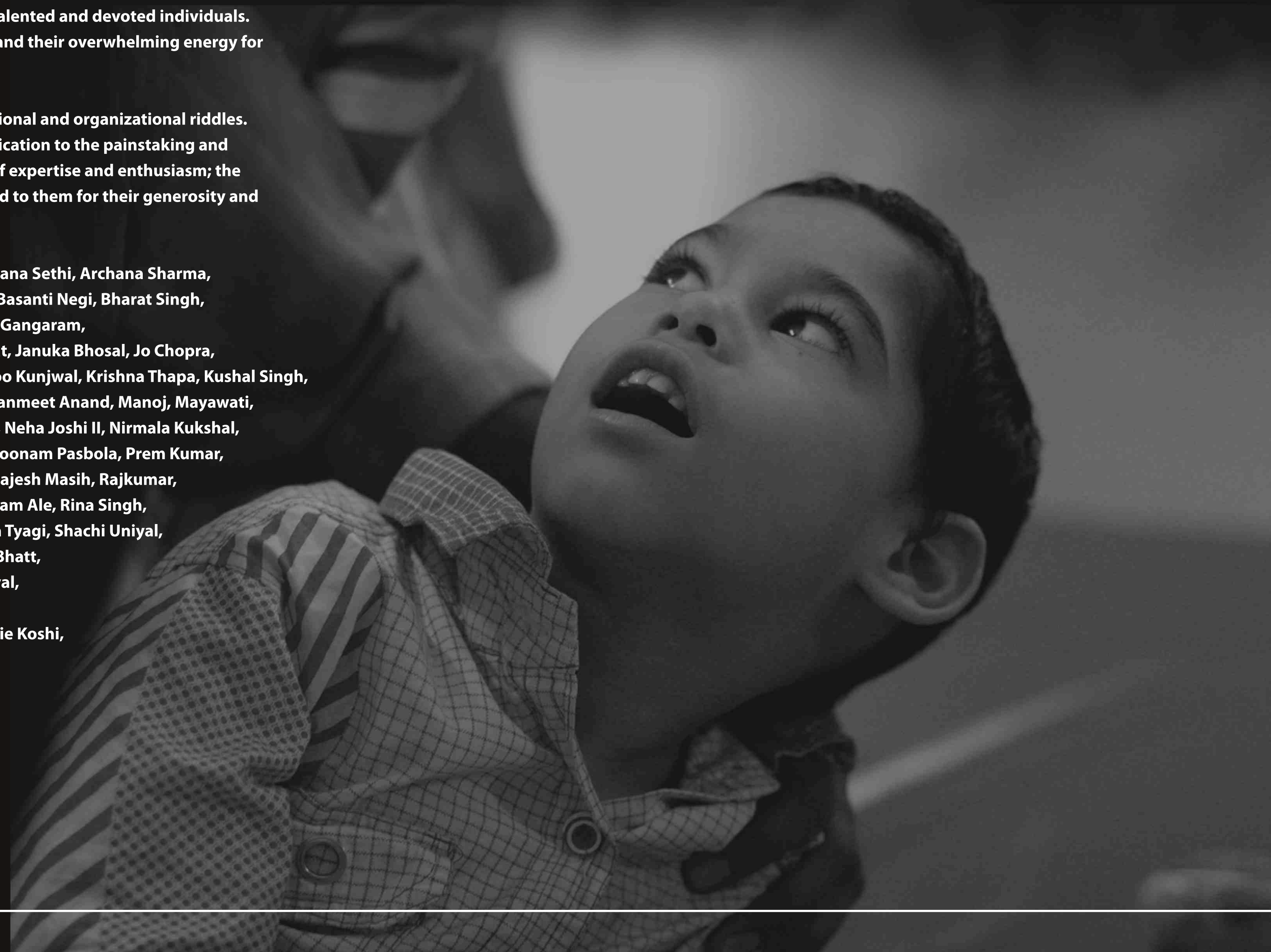
Latika Roy Foundation

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Dehradun, Uttarakhand 248006

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Dr Linda Upadhyaya, EIC's founder and first director said, "The most important professional in a child's care is the mother."



Kids

The heart and soul of the Latika Roy Foundation is the children. They are our inspiration and our driving force. They remind us daily what we are doing here and why inclusion is so vital.



Parents are everything. In a country with too few rehabilitation professionals, the only way for children with disabilities to get what they need is for their parents to be motivated, trained and empowered to deliver it. Parent empowerment and training has always been key at the Early Intervention Centres. Now we are making it as vital in the school and the college as well.

When parents get the support and encouragement they need - through counseling, training and the occasional gentle push - they find the strength to be their kids' best advocates.

We now have two EICs and the school and college continue to grow. All four centres offer popular afternoon programs for children on the waiting list or in mainstream schools. Latika Vihar has become fully inclusive - over 25% of the children enrolled have special needs.

Our joyful, creative, activity-based centres are pioneers in the field of special education and therapy. We keep trying new approaches, documenting what works well and learning from what doesn't. We use inclusive technologies to enhance learning and communication and new systems are in place to chart kids' progress and share that information with parents and other professionals.

Outreach

Big picture/little picture. Where to focus our efforts? This year the Foundation's awareness team tried to do both: Big stuff like policy level change through participation in national campaigns on the new disability act, census training and awareness and supported decision making for adults with mental handicap.



But the small changes matter too: school awareness programs to help youngsters experience and think about disability in new ways; sensitization drives to make vikram, bus and railway employees understand the difficulties people with disability have using public transport; training sessions for ASHA workers so that they can identify and refer children with disabilities in their neighborhoods; internships for law, management and media students which may affect their long-term career goals; advocacy for individual students to get them into mainstream schools and helping people with disability find jobs.

Our now venerable Help Desks at the Doon Hospital and Chief Medical Office provide awareness and referrals for thousands of people with disability every year, culminating in our annual Concessions Mela - a one-stop-shop for disability certificates and a host of government services.

Our lecture series is now in its eighth year and is a major event in the city which people look forward to and discuss long after it is over. This year's keynote speaker, Dr Martha Rose, led a panel discussion on Differentiated Education and the need for schools to address each child's specific learning style.

The Dehradun Disability Forum meets regularly each month and relations across organizations have developed in positive and productive ways with this new emphasis on sharing resources and knowledge.



Training, Research, Organizational Development

There was an old man with a beard
Who said, "It is just as I feared!
Two Owls and a Hen, Four Larks and a Wren
Have all built their nests in my beard!"
Edward Lear

There is only so much that one organization can do. Even with the best will in the world, it's impossible for us to respond to every request we receive. And, in many ways, it isn't even sensible. When people take responsibility for their own lives, they find their own solutions.

To be a resource centre, training is crucial. Other individuals and organizations must be equipped to do what we do so that the work can spread. To this end, we have invited many of the best and the brightest in the field to come and share their expertise with us and with others in the area - both parents and professionals.



We have improved our own skills through attending courses and seminars in India and around the world. Two senior staff went abroad for training this year - Manju Singhanian to the US and Sebastian Gruschke to the Netherlands - for specialized training in language development and developmental pediatrics, then returned to share their new experiences with the team.

We have documented all our systems and put mechanisms in place to monitor and understand which practices work and which are a waste of time. The process took months of hard work but at last, we are able to articulate most of what we do and how we do it.

There is a new sense of activism and purpose among the parents this year as more and more of them confront the big question: Karuna Vihar ke baad, kya hoga? Spearheaded by Shaila Brijnath, a former staff member and Shantanu Sharma, one of our most progressive parents, the group is now a registered society named Aseemit, exploring employment options and a day centre for our students once they become adults.

A fledgling organization 'Abhiprerana' in Haridwar opened a special school with our support. After a series of workshops for the parents and staff, we helped them develop outreach material and guided them on systems and procedures. Many visits later, the organization now feels confident about working for people with special needs in Haridwar.

Gramin Samudaik Vikas Seva Sansthan in Rudraprayag assists village children with special needs. Their home-based program urgently needed trained staff. Four staff participated in our two week basic training course in special needs and one did the three month assistant teachers training course. We will support two such organizations every year.



Finance, Governance and Disclosures

The Latika Roy Foundation is proud to be listed with GiveIndia and is fully compliant with its guidelines including the following disclosures:

| | |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------|
| Executive Committee Members: Dr. Bhushan Kumar Joshi; President Tara Dewan; Vice-President Sudhir Varma; Treasurer Jo McGowan Chopra; Secretary | Vina Srivastava; Executive Member Deepa Bhushan; Executive Member Brother Dominic Jacob; Executive Member Shavak Srivastava; Special Advisor |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------|

(Jo Chopra was paid ₹ 332,624.00 as Executive Director. No other member received any payment)

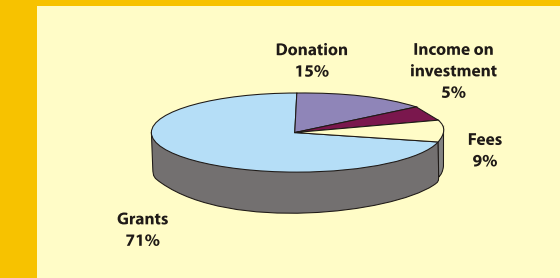
Highest full-time salary: ₹ 332,624.00 (Executive Director)
Lowest full-time salary: ₹ 36,000.00 (Helper)

International Travel Expenditure: ₹ 104,159.00 National Travel Expenditure: ₹ 352,915.00

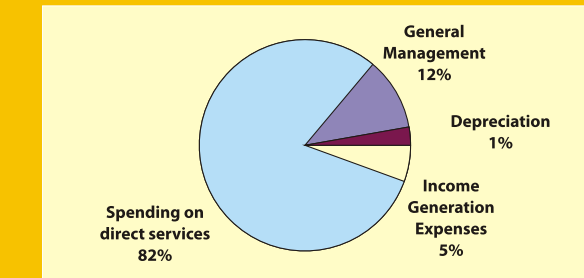
Distribution of staff by gender and salary:

| Salary range plus benefits (per month) | Male staff | Female staff | Total staff |
|------------------------------------------|------------|--------------|-------------|
| Less than 5000 | 4 | 16 | 20 |
| 5,000 - 10,000 | 14 | 13 | 20 |
| 10,000 - 25,000 | 5 | 19 | 24 |
| 25,000 - 50,000 | 1 | 1 | 2 |
| Total | 24 | 49 | 73 |

Income in 2009-2010



Expenditure in 2009-2010



We are proud that fully 83% of our income this year went directly to services for children and adults with disability. While some administrative costs are unavoidable (12%) and raising funds requires an investment (5%), we keep these expenses low, ensuring that your contributions go where we know your heart lies: with the children.

We remain grateful to the Sir Ratan Tata Trust and the Sir J R D Tata Trust for their continued and generous support - both financial and conceptual - over many years.

For the complete audited financials please go to www.latikaroy.org/annualreport09-10

The Latika Roy Foundation started 16 years ago as a little project with a large vision: to work for the rights and needs of our most vulnerable children. Today, we are moving closer to our dream: an inclusive world, where the strong and the vulnerable live, learn and work together. It's a world symbolic of the change in attitude that is slowly but surely transforming our nation.

HERE'S OUR CHANCE to thank those who have helped us since the beginning: Our donors who believe in our vision and whose selfless giving creates opportunities for hundreds of children and young adults, our volunteers from all over the country and world who come to share their passion and their skills, our staff who do what they do with joy and devotion, pouring their hearts into their work and making the world a better place, and our children, who inspire us and make everything worthwhile.

We started with 2 children with special needs in Karuna Vihar School and now we work with almost 200. They prove to us daily that with the right environment and the right attitude, miracles are possible.

We are grateful for your moral, intellectual and financial support. With your help, we have raised a little over one crore (\$221,000) this year and we have used it all to do the work we share here in this report. We need your support even more in the coming year as we begin construction of our own campus. To donate online, please follow the link on our homepage (www.latikaroy.org).

To donate in the United States, please make your check to "Indians for Collective Action" with LRF in the memo section and send c/o Abhay Bhushan, 3838 Mumford Ave, Palo Alto CA, 94306. To donate in India, make your check out to Latika Roy Foundation and post to the address below.

We hope you are proud of the organisation you are such a vital part of. Thank you for the past, thank you for the now, thank you for all that is yet to be.



List of Donors

₹ 50-5000

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More than ₹ 25001

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Flash Forge Pvt Ltd ₹ 75000.00
Oil & Natural Gas Corporation Ltd ₹ 100000.00
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Maurice Sirolis ₹ 30904.00
Heart and Hand for Handicapped ₹ 92730.00

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Latika Roy Foundation Annual Report 2009-2010

185 children in five centres

1914 people with disability assisted at help desk and CMO desk

10,000 from the general public assisted at help desk

95 parents empowered and supported

190 Asha workers sensitized

403 professionals and para-professionals trained

5000 calendars sold

For more stories, please go to www.latikaroy.org/annualreport09-10



We note with sorrow the passing of one of our most gracious donors, Mr Jagdish Mitra Bhatia. We will always remember his kindness and generosity.



Latika Roy Foundation 369/1 Vasant Vihar Enclave, Dehradun, Uttarakhand 248006 91 135 2761014 www.latikaroy.org