



PRABHAT EDUCATION FOUNDATION

ANNUAL REPORT 2009-10

PRABHAT EDUCATION FOUNDATION is a Public Charitable Trust registered in 2006 under the Bombay Public Trust Act 1950. Donations to Prabhat are exempted from income-tax under Section 80(G) of the Income-Tax Act 1961. (As per amendment of Section 80(G), existing approval of Prabhat is in perpetuity). Prabhat is authorized to receive donations from overseas under the Foreign Contribution (Regulation) Act (FCRA Registration No.041910406). Prabhat is registered by the National Trust (Government of India) and by the Government of Gujarat as a recognized institution for persons with disabilities under The Persons with Disabilities Act (1955).

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ANNUAL REPORT: PRABHAT EDUCATION FOUNDATION 2009-10

Six years after Prabhat's efforts began to serve Ahmedabad's special children and three years after the first Prabhat Centre began with one child in Maninagar in 2007, by 2009-10 Prabhat was able to serve 65 children at its two Centres (Maninagar and Satellite) and to reach some 120 other children with counseling, assessment, and advisory services through community, home and family outreach efforts. Children assisted by Prabhat have begun to move out into mainstream opportunities. These are expanding as networks develop with schools, colleges, service NGOs and employers, and as special children and their families are made aware of and helped to access services and facilities to which they are entitled by right. Advocacy efforts with partner institutions have helped Prabhat to emerge as a catalyst for joint action toward greater awareness and action toward Special Education in the Ahmedabad region, including opportunities now emerging through the Right to Education Bill.

The year under review has seen substantial progress and change at Prabhat, reflecting efforts at consolidation which began in 2008-09. These led on to restructuring of programmes and teams in order to strengthen Jeevan Taleem services at the two Prabhat Centres (Maninagar and Satellite), organize Community-based Rehabilitation (CBR) into a distinct programme with dedicated staff and resources, and accelerate advocacy work through stronger networking that has resulted in important progress on inclusion. Major investment in management reviews during 2009-10 drew on the experience through Prabhat preparatory years between 2003 and 2006 (when it registered as a Trust) and the establishment of the Centres the next year. Dialogue with the Sir Ratan Tata Trust and with partner NGOs and Prabhat trustees have contributed significantly to the directions which have now emerged toward Prabhat's future.

Prabhat Centres: Jeevan Taleem

Improvements in space and facilities at the two Prabhat Centres (Maninagar in south-east Ahmedabad and in the Satellite area of west Ahmedabad) have included additional space at Maninagar and expansion of facilities for learning, therapy and play at both locations. Both have been enhanced as cheerful and welcoming spaces. The Centres also achieved improvements in assessment processes with expert support, developed occupational training opportunities toward future livelihood and productive citizenship for special children, and auctioned important new opportunities for inclusion including at mainstream schools. These improvements have facilitated programmes of exchange with mainstream schools and Prabhat's ability to welcome interns, volunteers and visitors. The year saw significant efforts by partners and neighbouring communities to assist Prabhat's space and facilities needs, including the cooperation of municipal schools and recreation areas in support of Prabhat activities. Parent meetings and home visits were strengthened as an important means of monitoring children's progress. During the year, Unnati extended technical support for Prabhat's assessment activities as well as for building capacities of educators on special education needs. Unnati's grant of Rs2L toward the purchase of a vehicle which could provide safe transport for Prabhat children was followed by intensive efforts to raise resources to cover operator and maintenance requirements. Transport arrangements organized through partners have continued as a key element in sustaining outdoor and recreation activities so essential for Prabhat children and their families. Constraints of transport and illness led to seven drop-outs during this period.

A milestone was the entry of Prabhat children into three mainstream schools, including one municipal school, accompanied by Prabhat teachers to assist the transition. A particularly

significant activity was a Summer Workshop conducted in May. It brought seventy special and other children together in one of Prabhat's most successful experiments, hosted this year by a neighbourhood Municipal school. The insights achieved enabled Prabhat to embark on a carefully planned Community-based Rehabilitation Programme that includes a Home-based service to reach children and families unable to access the Centres and identified through the first steps in an effort to survey needs in the areas served by Prabhat. Another step forward was a 2-day environment education outdoor camp organized for Prabhat children as well as those from mainstream schools, and supported by Rotary Club of Ahmedabad Mahanagar and the Ansul Foundation. Facilities under Government schemes for scholarships, learning and vocational materials were accessed by several children. The Kantilal Manilal Hospital conducted a medical camp in July at which Prabhat children were supported with calipers and other equipment and counseling.

Community-based Rehabilitation (CBR)

During this period, Prabhat organized its CBR efforts toward generating reliable base-line data on the communities which it serves, generating awareness within these communities and mobilizing families, parents and community leaders toward support for the special child. Training of Prabhat teams, volunteers, parents and communities is an important component of CBR, organized as a Programme during 2009-10. A key element within CBR is the Home-based programme which targets children unable to access Prabhat Centres for reasons such as mobility and distance. The year saw contacts established with families in selected target areas, and 10 children were reached through home-visits during this period. Six children served through CBR have been placed with nearby institutions for service. Awareness and training programmes for parents, medical camps and events organized within these locations have helped introduce Prabhat and its partners and helped establish linkages essential for mobilization. Work has begun on developing a team dedicated to CBR activity.

Advocacy and Networking

Since its perception, Prabhat has worked as a catalyst for awareness of special children and their needs in the Ahmedabad area, and for action to expand the opportunities made available by local society for these children and their families. During the year, Prabhat trained teachers from three mainstream schools in mental retardation (MR) and other disability issues. The year saw major progress with mainstream schools welcoming Prabhat children for joint activities, exchange visits and a flourishing 'buddy' system as well as participation by Prabhat children in community and city events (including several organized by the Ahmedabad Municipal Corporation and other NGOs). Municipal schools and two of Ahmedabad's elite schools, Riverside School and Anand Niketan School, have partnered Prabhat in this effort. Rural locations also provided platforms during the year for understanding and reduction in stigma and discrimination. A performance by Prabhat children at an inter-college competition hosted at St Xavier's College drew a standing ovation. The Mudra agency sent its executives to spend quality time with Prabhat children as part of a social responsibility effort. Prabhat's advocacy efforts have partnered other institutions involved in special education while also encouraging development NGOs to move into the disability sector with Prabhat's support. These have included Unnati, SEWA, and service clubs such as Rotary, Lions and Round-Table. With Jan Vikas/Centre for Social Justice/Udaan, a dialogue has been initiated toward joint advocacy activities through workshops and seminars. Prabhat's training and service partnerships continue to develop with SEWA, St Xavier's College, C U Shah College, Ambedkar University, Bhoj Open University (Madhya Pradesh), Alliance Church and the Rubs International School and

Sarada School (Ahmedabad). During the year, Prabhat accelerated its efforts to work with Departments of Psychology in local colleges and universities with the objective of introducing Special Education into curricula for the first time, encouraging students and faculty to experience these needs at first hand through opportunities at Prabhat for exposure and internship, and using these contacts as the opening of future avenues of awareness and service to special children and their families. Cooperation with the Sarva Shiksha Abhiyan has assisted Prabhat children with learning materials and access to SSA experience and opportunities.

In September 2009 Prabhat children and teams from both Centres participated as ‘givers’ in the city-wide Joy of Giving Week, joining with children from mainstream schools in a range of service activities, including those for the elderly. Community events organized by Prabhat during the year have included medical camps, sports, art, craft, film and music programmes as well as garba, national days and festive celebrations. Attendance at the October cricket test match at Modera Stadium with the support of local authorities and the Ahmedabad Police was a major morale-booster that attracted media attention. The next month, 80 children participated in a cultural event in the deprived Shah-Alam area of eastern Ahmedabad as part of the CBR effort in mohallas and challis. These events have contributed toward a growing environment of understanding and acceptance for the special child and her family at several levels of Ahmedabad society.

During the year Prabhat has shared its experience and plans with the National Trust (New Delhi), the Lotika Roy Foundation (Dehra Dun), ComDEALL (Bangalore), and the Spastics Society (Calcutta and Mumbai). These contacts have proved important and encouraging during a year in which future priorities and directions have commanded special attention.

Human resources

Prabhat continued to be challenged by limited resources. This has meant accelerated efforts to retain a committed team, most of whom continue to serve on token payments or as volunteers. Prabhat’s financial constraints have so far made it unable to pay reasonable salaries and it has had to manage primarily with the goodwill of a fine team. The spirit of volunteerism has brought Prabhat a long way, but sustaining activity and growth now requires the ability to retain and attract the talent that Prabhat needs. This has given HR planning a key position in the management and funding reviews conducted during the year, commanding particular attention of Prabhat’s Board of Trustees. Ms Manishaben Vaghela joined as a Programme Person for CBR with the support of Janvikas/Udaan/Centre for Social Justice, and Ms Priyanka Parikh as a special educator. Fellowship support from Unnati has assisted two educators on the Prabhat team. Arrangements were made to link educators at the two Centres in an effort to strengthen HR support within the current constraints. Expansion of therapy services through experts was also achieved during the year. Prabhat attracted interns and volunteers from the Psychology Departments of several colleges and universities, helping to supplement Prabhat teams at the Centres and in the field, and offering an encouraging indicator of Prabhat’s credibility in the sector. Training and capacity development opportunities have been organized during the year for special educators at the Prabhat Centres, including visits by Prabhat educators other NGOs working on disability. A part-time accounts Person was positioned at the Maninagar Centre to supervise Prabhat accounting and book-keeping practices.

Fund-raising and Development

Prabhat had been dependent on family savings for several years, and is now moving into greater self-sufficiency. A three-year perspective plan (2008-11) formulated in 2008-09 indicated the need to generate Rs12L each year to meet current levels of need and expenditure. Fund-raising efforts have therefore been a major concentration during the period under review. The most important of these has been the dialogue and interaction with the Sir Ratan Tata Trust, in continuation of a request for support under its Small Grants Programme, submitted to the Trust at the close of 2008. With Trust advice, Prabhat conducted major reviews of its activities and structures, drawing on contacts with key organizations in special education within and outside Ahmedabad and with other partners experienced in development planning and action. These detailed reviews have helped to analyse priorities for service and action as well as sharpened Prabhat's understanding of the financial and HR implications of its forward plan as well as the use of management and monitoring tools. Activities were reorganized during the year into 3 streams and cost centres: the two Prabhat Centres at Maninagar and Satellite, the CBR Programme, and Advocacy. Revision of the proposal submitted to SRTT was a major preoccupation during this period. It also saw the completion of formalities for GiveIndia Foundations on-line services, for which Prabhat was enrolled in March 2009 and secured some Rs0.30 L in the period under review. Prabhat's FCRA application was submitted in September 2009, following the completion in August of three years since registration. Verification processes by FCRA authorities were completed in January 2010. Other negotiations included those with Torrent Industries in December 2009 and the Ahmedabad Education Society in March 2010. With the guidance of trustees, a fund-raising effort in March 2010 contributed almost Rs.5 L toward key requirements in the 2010-11 period. Negotiations with the SRTT continued following its inspection of Prabhat's Centres and field work in December 2009. An art auction in April 2009 raised over Rs1.50L through a project that brought Prabhat and Riverside children together in a celebration of talent, inclusion and confidence-building. At the end of 2009-10, Prabhat had been able to generate for the first time a small excess of income over expenditure.

Experience

Efforts during the year at defining priorities and planning for the future have underlined the importance of Prabhat's experience in networking and developing partnerships within and outside the sector of special education. The experience in developing a logical framework analysis (LFA) encouraged by the Sir Ratan Tata Trust has helped identify the strengths of the 'Prabhat model' as well as the importance of stronger focus and definition of priorities. The acceptance of Prabhat children within the mainstream (including schools and employment) has been the strongest vindication of Prabhat's approach to special education since its efforts began in 2003. Word-of-mouth promotion has brought many children and families to the attention of Prabhat's Centres, where capacity and human resources remain major constraints. The focus on fund-raising and networking has therefore been a preoccupation. An indicator of growing recognition and credibility has been the requests for participation and assistance from BPA and from other institutions now taking more active interest in the sector through contact with Prabhat, including Unnati and SEWA.

Documentation

Working with teams and experts, basic papers were prepared to articulate the emerging 'Prabhat model' of special education, the role of the two Centres, and a Prabhat approach to Community-

based Rehabilitation (CBR). Work began on developing a photo-bank on Prabhat activities and services and other AV resources. The website was improved and e-newsletters commenced.

Governance

A MoU between Prabhat and Credibility Alliance was approved by Prabhat's Board in February 2010. Trustees decided to increase the number of meetings from two per year to one each quarter, supplemented by regular email interactions. Attention to systems of accounting was continued during the year, including the maintenance of centralized systems of accounts and ledgers with improved oversight at each Centre.

Visitors

Prabhat welcomed many visitors during the year, including those from partner institutions, GiveIndia Foundation, NRIs, exchange students from North America, and teams from Pahachan, Round Table, Rotary Clubs, Lions Club, the Shamak Davar Dance Academy and from the D.J. Academy of Design, Coimbatore.

Acknowledgments

Prabhat would like to acknowledge the guidance, encouragement and support it has received during this period from its partners, colleagues and well-wishers that include the Prabhat family of children, parents, educators, volunteers and communities. Special mention may be made of our donors and partner educational institutions, the Ahmedabad Municipal Corporation, Rotary Club North (Ahmedabad), the Lions Club, the Round Table (Ahmedabad) and GiveIndia Foundation. Important guidance was received from Ms Poonam Natarajan of the National Trust. The Riverside Education Foundation and Riverside School have sustained their support and encouragement, while Anand Niketan School continued to host the Satellite Centre and provided valuable opportunities of outreach to mainstream children and teachers. St.Xavier's College and C.U. Shah College provided opportunities to network with Psychology Department teachers and students. Guidance and advice from the Sir Ratan Tata Trust has been a major influence during the year in reviewing past experience and planning for the future. This task has been greatly assisted by the mentoring received from Unnati Organisation for Development Education. Prabhat activities have also benefited from the interest and support received from the Shamak Davar Dance Academy, Seth Jamnadar Publications, Rotary Club Mahanagar, the Ansul Foundation, Anala, Raag Travels, Aproch, Calorx Teachers' University and Pahachan. Prabhat welcomed interns from Priest University, Bangalore and Symbiosis Institute of Media & Communication, Pune.

Prabhat would like to acknowledge the contribution and support of these friends during 2009-10:

Sr.No.	NAME	Amount .Rs.
1.	Marks Stiles	2,000
2.	Dr Prasanna	5,000
3.	Pandya Opticians	1,001
4.	Ms. Munira Sen	2,100
5.	Laxmi Textile	5,000
6.	Mr. Sunil Sharma	1,000
7.	Mr. Sushil Thakkar	3,000
8.	Satyanaran Sales Corp	5,000
9.	Precise polymer Industries	3,000
10.	Mr. Girish Mohan & Ms. Bubbly Mohan	5,000
11.	Mr. Azhar Tyabji	5,000
12.	Ms. Shanta Guhan Sheila	100,000
13.	GiveIndia Foundation	57,500
14.	Riverside Education Foundation	155,000
15.	Neha Exim	100,000
16.	Mr. Dhaval R Shah	30,000
17.	Mr. Atul Shah	12,000
18.	Mr. Shridhar Rajagopalan	24,000
19.	Mr. Ashoke Chatterjee	120,000
20.	Veyo International	11,111
21.	Mr. Rajnitkant Doshi	11,000
22.	Ms Sneigh Singh	50,000
23.	Mr. Dhaval R Shah	25,000
24.	Ms. Ullas Tara Kini	12,000
25.	Mr. Deborah Thaigaranjan	15,000
26.	Serendeeep -1 Co-operative Society	100,000
27.	Shrenik Charity Trust	20,000
	Total 2009-10 Donors	879,712

**THE BOMBAY PUBLIC TRUST ACT, 1950
SCHEDULE VIII (VIDE RULE 17 (1))**

Registered No. : F/17688, Ahmedabad.

Name of the Public Trust : PRABHAT EDUCATION FOUNDATION

BALANCE SHEET AS AT 31-03-2010

FUNDS & LIABILITIES	AMOUNT RS.	PROPERTY & ASSETS	AMOUNT RS.
TRUST FUND & CORPUS :	1001.00	IMMOVABLE PROPERTIES :	-
OTHER EARMARKED FUNDS :		MOVABLE PROPERTIES :	
Donation in Kind (Capital Asset)	95500.00	Computer	31050.00
Donation For Van	200000.00	Fan	500.00
		Furniture	54150.00
		Aluminum Ladder	1800.00
		Kodak Digital Camera	7098.00
		Ladder	1600.00
		Library Books	0.00
LOANS :		Physiotherapy Equipment	30000.00
From Trustees	684310.00	Printer	2800.00
From Bank	-	Shed	39593.00
		Steel Cupboard	3500.00
LIABILITIES :		Water Cooler	6350.00
Unpaid Audit fees	5515.00	Sewing Machine	10500.00
		Wheel Chair	2650.00
OTHER LIABILITIES :		LOANS :	-
Bhavesh Bodar	2500.00	INVESTMENTS :	-
Gajendrasingh Sisodia	1500.00	ADVANCES:	
Geetaben Patel	1500.00	Rent Deposit	16000.00
Keshav Chaterjee	290000.00	Give India Foundation	7500.00
Keshav Chaterjee (Reimbursement)	47302.00	INCOME OUTSTANDINGS :	-
Neeruben Makwana	3000.00	CASH & BANK BALANCES :	
Nita Patel	5000.00	Bank of India	587903.50
Pranav Shah	5500.00	Cash On Hand	7848.00
Prativa Chatterjee	60000.00	INCOME & EXPENDITURE A/C:	
Ramtilak Kori	1000.00	Balance as per	
Shobhana C	3000.00	Last Balance	
V Nagratna	1000.00	Sheet	765628.50
		Less: Excess of Income	
		as per Income &	
		Exp. A/c	168843.00
			596785.50
	1407628.00		0.00
			1407628.00

AS PER OUR REPORT OF EVEN DATE

FOR YOGESH K. DAVE & CO.
CHARTERED ACCOUNTANTS

Sd/- Deyy Kelu
TRUSTEES

Arjun Chatterjee

PLACE: AHMEDABAD
DATE: 02/08/2010

D. K. Dave

YOGESH K. DAVE
PARTNER
MEMBERSHIP NO.36518



**THE BOMBAY PUBLIC TRUST ACT, 1950
SCHEDULE IX (VIDE RULE 17 (1))**

Registered No. : F/17688, Ahmedabad.

Name of the Public Trust : PRABHAT EDUCATION FOUNDATION

INCOME AND EXPENDITURE ACCOUNT FOR THE PERIOD ENDED ON 31-03-2010

EXPENDITURE	AMOUNT RS.	INCOME	AMOUNT RS.
To Expenses in Respect of Properties:		By Rent Accrued / Realised :	-
To Rent, Taxes, Cesses	216000.00		
To Repairs/Maintenance	921.00	By Int. Accrued / Realised :	
To Salaries	-	On Bank Account	-
To Insurance	-		
To Depreciation	-	By Dividends :	-
Other Expenses :		By Donations :	
To Establishment Exp.	-	In Cash	879712.00
To Remu. to Trustees	-	In Kind	-
To Remuneration to the Head of the Math, Including his House-hold Exp.,if any	-	By Grants :	-
To Legal Expenses	-		
To Audit Fees	5515.00	By Income From Other Sources :	
To Contribution & Fees	5000.00	Fee income	213890.00
To Amount Written Off	-	Project Income	17045.00
(a) Bad Debts	-		
(b) Loan Scholarships	-	By Transfer From Reserve :	-
(c) Irrecoverable Rents	-		
(d) Other Items	-		
To Misc. Expenses:			
To Accounting Charges	16000.00		
To Assets Written Off	4900.00		
To Bank Charges	935.00		
To Computer Maint Exp.	12015.00		
To Consultancy Exp.	15150.00		
To Conveyance	43374.00		
To Courier Exp.	700.00		
To Electrical exps	393.00		
To Electricity Exp.	10917.00		
To Furniture Repairs	15225.00		
To Office Expenses	27516.00		
To Salary Exp.	397475.00		
To Stat. & Ptg.	14987.00		
To Telephone Exp.	41123.00		
To Travelling Exp.	6900.00		
To Web hosting charges	2975.00		
C/F	838021.00	C/F	1110647.00



Name of the Public Trust : PRABHAT EDUCATION FOUNDATION
 INCOME AND EXPENDITURE ACCOUNT FOR THE PERIOD ENDED ON 31-03-2010

EXPENDITURE	AMOUNT RS.	INCOME	AMOUNT RS.
B/F	838021.00	B/F	1110647.00
To Amount Transferred to Reserve or Specific Funds :			
Earmarked Funds			
To Exp. on Objects of the Trust :			
(a) Religious	-		
(b) Educational	103783.00		
(c) Medical	-		
(d) Relief of Poverty	-		
(e) Other Charitable Objects	-		
To Excess of Income over Expenditure to Balance Sheet :	168843.00		
	1110647.00	0.00	1110647.00

AS PER OUR REPORT OF EVEN DATE

Siddhar Deshpande
 X TRUSTEES *Subodh Chatterjee*
 PLACE : AHMEDABAD
 DATE : 02/08/2010
Pratish

FOR YOGESH K. DAVE & CO.
 CHARTERED ACCOUNTANTS
Yogesh K. Dave
 YOGESH K. DAVE
 PARTNER
 MEMBERSHIP NO.36518



Name of the Entity: PRABHAT EDUCATION FOUNDATION

Receipt and Payments Account for the year ended on March 31, 2010

Amount in Rs.

RECEIPTS		2009-10	PAYMENTS		2009-10
I	Opening Balances		I	Expenses:	
	a Cash in hand	12654		Establishment Expenses(Salaries)	278300
	b Cheques on hand	0		Other Administrative Expenses	230108
	c Bank Balances:				508408
	In current accounts	258119		II Payments made against funds for various projects	
	In deposit accounts	0		Own activity projects	0
	In savings accounts	0		Locally funded projects	0
		270773		Foreign Contributions	0
					0
II	Grant Received		III	Investments and deposits made	
	a From Government of India, Ministry of Environment & Forests for:			Out of Corpus Fund - In 8% RBI Bonds	0
	Recurring expenses	0			
	Nonrecurring expenses	0	IV	Expenditure on fixed assets and Capital work-in-progress	
	b From various governmental and non governmental agencies for Projects/Prog	0		a Immovable and Movable Properties	12300
		0		b Movable properties out of donation non recurring/capital asset	0
					12300
III	Income on investment from:		V	Refund of unutilised balance/loans	0
	Earmarked/Endowment Funds	0			
	Own Funds	0	VI	Finance charges (interest)	
		0		Interest on Bank overdraft	0
IV	Other Income/receipts		VII	Other payments	
	a Fees and other contributions	230935		a Loan to staff	0
	b Donation recurring	879712		b Advances to staff for office expenses	0
	c Donation non recurring/ capital Asset	0		c Suppliers/NGOs/Sundry Creditors/others	280084
	d Suppliers accounts settled	0		d Advances / rent deposit	0
	e Award - Science Popularisation Among Childr	0		land	0
	f Recoveries of loans to staff	0			280084
	g Staff Advances settled	0	VIII	Closing Balances	
	h Consultancy, Overhead recoveries	0		a Cash in hand	7848
	i Sale proceeds of assets disposed off	0		b Cheques on hand	
	j Investment matured	0		c Bank Balances:	
	k Security deposits & other recoveries	0		In current accounts	587903
	l Miscellaneous Income	0		In deposit accounts	
	m Bank loan for purchase of land	0		In savings accounts	0
		1110647			595751
V	LOAN FROM TRUSTEE/ Other				
	Loan from trustee/others	15123			
		15123			
TOTAL		1396543	TOTAL		1396543

Date:
Place: Ahmedabad

Keshav Chatterjee
Managing Trustee

Yogesh K. Dave & Co.
Chartered Accountants

The salary and benefits of the NGO Head, the highest paid staff member and the lowest paid staff member :

Head of the organisation: (including honorarium) Rs. 1,20,000 per year
Highest paid Full Time regular staff: Rs. 66,000 per year
Lowest paid Full Time regular staff: Rs. 13,200 per year

Names of Board members and their position on the board.

Sr	Name	Position
1.	Mr Sridhar Rajagopalan	Trustee
2.	Ms Renu Sheth	Trustee
3.	Mr Ashoke Chatterjee	Trustee
4.	Ms Hasyalatha D Mehta	Trustee
5.	Mr Geet Sethi	Trustee
6.	Mr Keshav Chatterjee	Director & Managing Trustee

All remuneration and reimbursements to Board members. Even if there is 'zero' remuneration it must be placed on record.

NO.	NAME	Gross Remuneration PER ANNUM (Rs.)
1	Mr Sridhar Rajagopalan	Zero
2	Ms Renu Sheth	Zero
3	Mr Ashoke Chatterjee	Zero
4	Ms Hasyalatha D Mehta	Zero
5	Mr Geet Sethi	Zero
6	Mr Keshav Chatterjee	1,20,000

Information on the objectives of the organization and a description of the main activities of the year.
To provide learning and growth opportunities for children and youth challenged by mental, physical and learning difficulties

A Review of progress and results achieved in the year.
See review of the year's activities and progress set out in the narrative report above.

The distribution of staff according to salary levels and gender break up

Slab of gross salary (in Rs) plus benefits paid to staff (per month)	Male staff	Female staff	Total staff
Less than 5000	5	9	14
5,000 – 10,000	2		2
10,000 – 25,000			
25,000 – 50,000			
50,000 – 1,00,000			
Greater than 1,00,000			

Total cost of **international travel** by all personnel (including volunteers) & Board Members– segregating those incurred on organizational expense and those that were sponsored, along with the name and designation of the person(s) who travelled, and the purpose(s) of travel. Even if there is no travel it will be placed on record.

NIL

Total cost of **national travel** by all personnel (including volunteers) & Board Members-. Even if there is no travel it will be placed on record.

NIL