



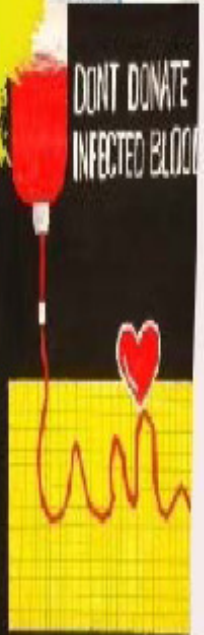
The Liver Care Foundation

Annual Report 2009-10

Hepatitis is a disease
That may cause
threat to life
Sometimes it becomes
that it is difficult
to survive



Hepatitis afflicts the liver rendering a sore fever. Either acute or chronic. Both can take you to a state of panic. When out of blue appears the yellow. Run to the doctor or you'll end up a dead fellow.



Hepatitis is a killer disease
Lets act together to eradicate it please

Reflections on the bygone year.....

In line with conclusions of the survey results of last year, recommendations were made for the organization to develop with strategic intervention. These were

1. Approaching the education department to include in the science curricula liver facts for those in the ages of 11-17.
 - √ A need to create awareness amongst the general population on liver diseases and liver health.
 - √ A need to dispel myths and misconceptions about the causes of liver diseases
 - √ A need to reach out to lower social-groups as part of a vaccination strategy for hepatitis B.
 - √ A need to create awareness on liver transplantation
 - √ A need to publicise liver transplants done in India as part of health promotional activities
 - √ A need to create publicity and acceptance of the concept of cadaver donation.

We have made an attempt to initiate all recommendations above except approaching the education department to include liver facts as part of curricula. Last year the focus was health-talks at well-respected venues, Delhi's best schools and clubs. This year liver health messages went to the lower end of society as part of our intervention with those living in the deprived dwellings of Delhi - The slums.

Our education and vaccination initiative involved major touring through the North West part of Delhi since our partner NGOs worked primarily in these areas on child welfare. Our target audience for hepatitis B vaccination was children aged 6-17 years.

As part of the intervention, we created a module to help steer the awareness program. There was ice-breaking so that participants introduced themselves and their community by telling us what they liked, disliked and wanted as change in their habitat. Participant knowledge was tested with questions related to the liver, liver disease, hepatitis, symptoms and if they knew about organ donation. The session commenced by asking a member of the audience to draw an outline of a body then asking the audience to place major organs including the liver on the map. And finally, we delivered our talk "You and your Liver" using a manual flip chart in Hindi.

Our audience sensitized were adolescents, mums and dads on the vices of alcohol, unhealthy diets, transmission of viral hepatitis and prevention with 3-doses of hepatitis B vaccination. The program usually ended positively with a clap of appreciation and written consent to carry out the vaccination. As part of follow-up parents were reminded that they should bring back their children for a second and third dose of vaccination at specified dates. This worked well though we do admit that these mums and dads who were also low literates constantly needed reminders. This was where we initiated a capacity building program with community mobilizers employed by partner NGOs. The objective was to ensure that drop-out rates were minimized.

Challenges such as the migratory population will continue but that is what we need to work on despite the odds towards a goal of a hepatitis- free community.

DOSTx meaning “deceased organ sharing for transplants” was a new addition to the liver care family. DOSTx also means a friend in Hindi, which is the perfect fit for spreading the message on organ donation after one’s death. DOSTx was launched on March 11th, 2010 with a program organized for a women’s social club. We had 20 attendees and 9 sign-ups to the DOSTx register. We have many plans to develop the DOSTx program such as an online registry of donors, a process by which we can network with hospitals to be part of the sharing of organs in the future and a capacity building program for transplant coordinators.

Liver Care Foundation made a film called “Baat Jigar Ki” with an energetic couple Geeta and Avinash Singh. We travelled to Meerut and filmed some of our actors who had alcoholic liver disease and chronic hepatitis B. It was interesting how patients consented to making this movie. One patient actor drew in another and our script was created impromptu. This is how we managed to include a patient with chronic hepatitis C, too. Messages from these patients were really inspiring. Perhaps we should suggest that this movie is played in all hospital outpatient departments for others as part of peer support.

This year we are also proud to announce bursaries to 9 young doctors and scientists who travelled to Beijing for the APASL 2010. This was a maximum number this year! It was heartening to see that we were able to provide these bright, young achievers the opportunity to present their pieces of work. The secretariat at APASL informed us that they had selected 50 authors for posters and plenary session presentations from India. We sent emails out to all fifty and received 25 applications out of which 10 were shortlisted. They were selected using stringent evaluating criteria and independent assessment from three very senior panellists for academic strength. All abstracts were submitted in blinded form omitting the author’s name and institution for fair assessment.

We have been able to vaccinate over 1300 children in this financial year. This has certainly boosted our confidence to believe that we can do it! We look forward to partnerships with many such benevolent donors in the coming years.

Encouraged by our initiative this year, we have planned to deliver an ambitious number of programs for the coming year. Our focus on hepatitis B vaccination and liver awareness education will continue as part of value addition for child welfare programs. Organ donation awareness programs will be an expansion of our activities as well as setting up a system to manage a registry of donors through our website. There are almost 45 NGOs waiting to partner with us, so there is no dearth of work though funding will be the biggest challenge for coming years.

We pledge our motivation to drive on and we are sure there will be no stopping in our endeavour to harness better potential- we must continue to *strive, seek, find, and not yield*. (Lord Alfred Tennyson -Ulysses)

Message from Our Founder Trustee

I am encouraged that we have taken the program a step forward with community intervention at the grassroots level. It is shocking that there is so much ignorance amongst these populations. The photographs taken are ground reality screaming for the need for raising public awareness on liver health and liver diseases not just in the urban well-developed areas of Delhi but also where there is visible vulnerability.

Prevalence of Hepatitis B and C are realities that even the country's governance needs to wake up to. This year 1350 vaccinations were initiated but this is only a scratch on the tip of the iceberg. If 4-7% of the population suffer from Hepatitis B, how many would have had contact with the virus. The figure is probably mind-boggling.

Government has included hepatitis B vaccination as part of the Universal Immunization Plan for new-borns and children upto 5 years of age. Our initiative to take up the cause for children 6-17 years as this population does not have access. All I can say is that we should be generous and donate for this population as they are all at risk of getting hepatitis B from sexual contact or infecting future generations.

It is also time for NACO to accept that in addition to HIV, there are other viruses that spread by the same route and can be far more dangerous. In the world of Hepatitis, we are happy to piggy back on HIV awareness programs so that the outreach is maximized.

It is also heartening to see that 10 young scholars got the opportunity to present their work at APASL. Liver Care Foundation has till date provided 28 scholarships since its inception. This effort must go on!

DOSTx and the launching of the deceased donation awareness program is the need of the hour. A special thanks to Mr PB Vijay and Ms. Mehta for their special contribution for participating in our first organ donation awareness program as resource persons just to share with the audience the emotions as a recipient of an organ and as a deceased donor's relative.

I am happy to see that the fundraising initiative has finally begun. Thanks to Mrs Kamla Sharma and Rotary, Garden City, Delhi for their generous support, we have actually been able to take the community vaccination program forward. I am also very happy to see that our networking process with the NGOs has taken place. 10 NGOs have partnered with us. I hope this number grows and grows because we need all the strength to help achieve a Hepatitis-Free Community!



Dr Shiv Sarin
Founder Trustee

Message from Our Managing Trustee

I am pleased to see that the Liver Care Foundation has finally tracked itself in accordance with the mission it stands for. I was really pleased to see the huge effort on the community vaccination program though it only happened in the fourth quarter of the year.

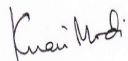
The outreach effort with marginalized communities is a gratifying feeling and the partnerships taken up with NGOs having a presence there is the way to go. We continue to take up the role of working towards a “hepatitis free India” and perhaps we haven’t really scratched the tip of the ice-berg, but I am sure with my motivated team we have a chance to prove that it can be done.

A health talk on alcohol and its health implications on the liver was delivered by Dr Sarin, our founder member, at the ASSOCHAM, which was really appreciated though the need is at the grass roots, too, because such behavioural change is needed across society.

We were also allocated funds this year to make a movie on liver health. The effort taken up by Geeta and Avinash Singh was commendable. I hope that we shall use this resource to add value to our existing programs.

On the administrative front, we are continually working towards bettering the systems in place with a view to expand people and programs. Our organization is essentially flat with a strong team approach. Hopefully, we might look at an aggressive fundraising plan as there is huge potential for the programs we specialize in

I would like to thank everyone who has supported the foundation and given time to activities directly and indirectly, especially our donors who believed in us.



Kiran Modi
Managing Trustee

Message from our Trustee- Mr. Vikram Varma

“Memories of the foundation date back to its inception. I think we have moved this year and feel that with each passing year there will be another achievement in the organization’s cap.”

Message from our Trustee- Mr PB Vijay

“Finally I can see some community outreach on the subject of organ donation awareness. The effort put together to get the small audience together from the Women’s International Club to listen to us and even sign up on the DOSTx register feels great. I hope we make further headway in the year to come because it can be done.

The Team

Board of Trustees

Dr Shiv Sarin,MD, DM	Founder Trustee and member
Dr Kiran Modi	Managing Trustee and member
Mr Vikram Varma	Trustee and member
Mr P B Vijay	Trustee and member

Board Members

Dr B C Sharma	Member
Dr Puja Sakhuja	Member
Ms Vibhuti Sharma	Member and Treasurer
Ms Shalini Prakash	Member

Special Advisor

Former Justice Shiv Raj Patil

Legal Advisor

Mr M L Lahoty

New Appointment:

Ms Vibhuti was appointed Chief Operating Officer w.e.f. from Oct 2009.

A snap shot of our activities



Health Talk- Liver and Alcohol



Participation on Hepatitis Day



Health Talk- Liver and Hepatitis





Partnership with social agencies



Education program



Vaccination camp



Organ Donation Awareness



Liver Film



Puppetry on Liver Health

Areas we work



Urban Slum



Village



Industrial Slums



JJ Cluster

Sequence of Education Program



Ice Breaking Exercise



Body Mapping



Liver Session

Participation



Men and Women



Refreshments

Details of a vaccination program



Preparation



Parents Consent



Documentation



Vaccinate

Recipients of the Bursaries for 2010



Dr Rakesh Mittal



Roli Saxena



Dr Vishal Garg



Neetu Sharma



Sheetal B. Roge



Manash Sarma



Manish Chaudhary



Dr. Nitin Gupta



Dr. Sarvana



Liver Map of Activities in 2009-10

Delhi's outline has been created so that we can benchmark our progress year after year. We had conducted 13 Liver awareness programs, 8 vaccination programs and 1 organ donation program in 2009-10. We hope that the map looks dense next year with more livers, injections and DOSTx logos to signify the intervention.

Summary of Activities

July- Health Talk on Liver and Alcohol

It was the hot month of July but our founder trustee Dr Sarin sportingly came forward despite a very busy schedule to present a talk on liver health and alcohol. This program took place at the ASSOCHAM chambers of commerce where he began his “bottle of poetry” for a group of affluent businessmen. The group was well informed on the does and don’ts of drinking. Dr Puja Sakhuja, our board member supported us by being present and Mr Jindal helped us with organizing the event.

September- Jigar Ki Baat

“Jigar Ki Baat” was a short awareness film made by the Liver Care Foundation, which featured patients as actors. This experience in filmmaking was a unique experience. We took “rolled”, interviewed our stars and wrote the script for the voice-over. This film covered hepatitis A-E and alcohol from what a patient goes through. A part of the film took us to Meerut where we witnessed a country bar in action and would be patients with liver disease telling us that it was too important an activity to give up. “Biwi ko chod denge par isko nahin” (We can leave the wife but not this). This film is an 11 minute movie that we would show to audiences at various fora within the community as part of our liver awareness program. It was shown on Hepatitis Day at GB Pant Hospital.

December – Hepatitis Day

Hepatitis Day was celebrated on 4th December, 2009 as a decade long activity with the involvement of school children at GB Pant Hospital. The objective of this program is to create awareness on the effects of viral hepatitis while emphasizing prevention. The Liver Care Foundation staff came forward and financed the conveyance and other materials needed for children from two NGOs- Prayas and Dr AV Baliga Trust. These slum children came and participated with their creations on how to promote hepatitis prevention.

December – Vaccination Program in partnership with Rotary

Our first donor was Rotary, Garden City, pledged Rs. 100,000 to the Liver Care Foundation for hepatitis B vaccination. We had our first funded Hepatitis B vaccination program at the Balgram orphanage near the Delhi Border towards Sonapat on December 5th 156 children were vaccinated from this orphanage. Representatives of the Liver Care Foundation were there to supervise the program while Dr Manoj Kumar, Assistant Professor from the Institute of Liver and Biliary Sciences added value to the program by delivering a talk to the staff and children of Balgram.

December – Education Program at Prayas, Bhagwanpura

Liver Care Foundation took a step forward and went into a deprived slum to deliver a talk on the liver and prevention against liver diseases among a group of Muslim women. We developed training materials such as a manual flip-chart in Hindi and used ice-breaking techniques such as the use of a body map and distribution of soap to remind the audience on the importance of hand-washing as a preventive measure against Hepatitis A. Following this program, we had a positive response requesting for hepatitis B vaccination, which we carried out in January.

January – 2nd Donor for vaccination Programs

Mrs Kamla Sharma was another private donor who came forward to pledge Rs 200,000 to support our vaccination program. With this money, we were able to vaccinate 1300 children in partnership with 8 NGOs.

January – Education Program at the Village, Swaroop Nagar

Liver Care Foundation was invited by an Anganwadi worker to deliver an education program at a village in Swaroop Nagar. The program addressed a group of 30 women from the ages of 18 to 60 years on the liver and liver diseases. Typical answers to what caused jaundice were “kamzori se hoti hai” (it occurs because of weakness) or “peeli cheze khane se hoti hai (eating items that are yellow in colour). By the end of the program, the ladies were made aware on the types of hepatitis.

January – Education and Vaccination Program at Januthan, Wazirabad Industrial Estate

Liver Care Foundation went to Wazirabad and conducted an education program with the women visiting the Gender Resource Centre managed by the NGO Januthan. This was followed by a vaccination program for children aged 6-17 years that were living in the slums of the Wazirabad Industrial Area. We vaccinated a total of 162 children.

January – Education Program at the Village, Baktavarpur

Liver Care Foundation was invited once again by an Anganwadi worker to deliver an education program at a village in Baktavarpur. The program addressed a group of 30 women on the Liver and Liver diseases. We used the same techniques as our first program in Bhagwanpura. It was satisfying that an illiterate group of women could name the 5 types of hepatitis by the end of the program.

January – Education Program at a village, Madaangiri

Liver Care Foundation conducted 2 education programs at this village- one with women and another with men. These programs were organized by a local property

dealer who had political clout in the area. Both programs were on the liver and liver health though the program with men also had an additional component on alcohol and its limitations. The women from the village at Madaangiri were interested in the program and promised to get their children vaccinated against Hepatitis B as they were also slightly well-off. Men on the other hand gave our program a luke warm reception and we suspect it was due to their non-acceptance of health risks due to excessive drinking. For us, it was a lesson learnt that future programs with men would need to be arranged more specifically to gain their interest.

January – Education Program at the Baliga, Mongolpuri

Liver Care Foundation conducted 3 education programs back-to-back with audiences of 30 participants each. These included groups of women, adolescent boys and girls. We were encouraged by the inquiry for a vaccination program for 300 children.

February-Education and Vaccination Program at Salaam Balaak Trust

Saalam Balak Trust's Chief Heenu Singh had approached us to enrol her children for Hepatitis B vaccination. We visited her children's home in Paharganj and they rounded up 100 children under their care for a vaccination program. We conducted an awareness program with the boys living in Paharganj on the Liver and Liver diseases, which was well received.

February-Education and Vaccination Program Delhi School of Social Work Society

Liver Care Foundation went to Burari in partnership with the Delhi School of Social Work Society. An education program was given which was followed up with a vaccination program for 120 children. This was organized at the slum school in Burari where the headmistress of the school took special interest in promoting our program.

February-Follow-up vaccination programs with Januthan

We were encouraged that out of 160 children due for a second dose of the Hepatitis B vaccination, we had 149 reporting back-thanks to the effective work done by the community mobilizers who went door to door to remind parents. The 11 children that who could not make it, was because of their migration to the village.

March-Education and Vaccination Program at Kalaakar Trust

Kalaakar was a partnership forged in 2006 when we developed an awareness program on liver health using puppetry. This was revived this year and Liver Care Foundation went to Katputli Colony, Shadipur to conduct a program with women and vaccinate 380 children associated with the Kalaakar Trust School. This program was very well organized, thanks to the enthusiasm of Ms. Kuldeep Kaur, program coordinator of

Kalakaar and her involving the teachers of each class along with personal reminders to parents. The turnout was truly impressive. Following this program, our puppet show on liver health was showcased at the Kalakaar parent-teacher program, which was very well received.

March-Education and Vaccination Program at Bhawana

Our visit to Bhawana, a rural part of Delhi was an interesting experience. The education program had featured both men and women residing in Bhawana. Our partner was Prayas, who organized the program at their gender resource centre. The education program was slightly different given the audience's dynamics. We were able to introduce alcohol to this group of men and educate them on the limits and allowances of alcohol. This was in addition to the usual lecture on hepatitis. Our program was well received with a request to take up another such program in Bhawana, where the women informed us that alcoholism was a severe issue for families. Our vaccination program was equally successful. We were impressed that fathers came forward to sign and give consent for their children to be vaccinated against hepatitis B.

March-Education and Vaccination Program at Sewa

This was a Rotary funded program that took the Liver Care Foundation to Sunder Nagri, a colony located near Dilshad Gardens. The population is largely Muslim and the women are closely linked with SEWA, New Delhi as part of their self-help group initiative. SEWA is an NGO that was started by Illa Bhat in Ahmedabad with the objective of empowerment of women. They are represented in many states in India.

March- Awareness Program on Organ Donation with the Women's International Club, New Delhi

Liver Care Foundation gave its first organ donation awareness program with a private Ladies Club in New Delhi. This was supplemented with a powerpoint presentation, a short film on organ donation and experiences with a recipient and a relative of a deceased donor. Mr PB Vijay, our own trustee came forward and spoke about the need to encourage more people to pledge their organs in order to save lives. For our first program, we had about 20 ladies and 9 sign-ups to the DOSTx donor registry that Liver Care Foundation promotes.

March- Follow-up vaccination programs with Delhi School of Social Work, Salaam Balak Trust, Prayas Bhaganpura

Follow-up vaccinations for the 2nd dose of the hepatitis B vaccination program took place in March where we had mixed results. Prayas Bhaganpura reported a drop-out of 11 children, which was due to migration. Salaam Balak Trust had a drop-out rate of

40 children due to clearing out of a slum wherein the children were lost to follow-up and the Delhi School of Social work had 30 children dropping out due to migration.

March- Management Orientation Program at the Liver Care Foundation office, Connaught Place

Given the fact that drop-out rates are an issue to work-on, Liver Care Foundation called upon our partner NGOs to a management orientation program with the objective to clarify the role and the responsibility of a partnership with each of our stakeholders. We emphasized the importance of a need to minimize the drop-out rates as a community responsibility in fulfilling the mandate for a successful hepatitis B immunization program. We talked of documentation and the importance of identification and a recent photograph as part of record keeping. We brain-stormed on their immediate issues that contributed to a drop-out rate and how to help alleviate the same. These programs will be ongoing as it is important for us and our partners to see how to minimize drop-out rates.

March- Liver Care Foundation Annual Scholarship Awards

The recipients of travel grants for presenting their papers at the APASL conference in Beijing 24-28th March 2010 were:

1. Dr. Vishal Garg

"Granulocyte-colony stimulating factor (g-csf) therapy could improve survival in patients with acute-on-chronic liver failure (aclf) - a randomized placebo controlled trial" (GB Pant Hospital, New Delhi)

2. Dr Nitin Gupta

"Natural history of asymptomatic and symptomatic portal biliopathy in patients with extra-hepatic portal vein obstruction (EHPVO)" (GB Pant Hospital, New Delhi)

3. Dr Rakesh Mittal

"Tubercular Liver Abscesses" (LNJP Hospital, New Delhi)

4. Dr Nandana Sarvanana- Annamalai University

"Effect of hemidesmus indicus and its active principle 2-hydroxy 4-methoxy benzoic acid on rat feeding model of alcohol induced hyperlipidemia"(Annamalai University, Chennai)

5. Ms. Roli Saxena

"Association of Interleukin-12 and Interferon- gamma genotypes in the progression and development of HBV-related hepatocellular carcinoma in India" (Post Graduate Institute of Medical Education and Research , Chandigarh)

6. Ms. Neetu Sharma

"Hepatoprotective effect of aqueous extract of Butea monosperma flowers on acetaminophen induced liver damage" (Jiwaji University, Gwalior)

7. Mr. Manish Chaudhry

"Overexpression of PD-1 during chronic HCV (CHC) infection impairs the antiviral function of CD8+ T lymphocytes"(GB Pant Hospital, New Delhi).

8. Mr. Manash Sarma

"Hepatitis B Seroprevalence in Liver disease patients of Delhi: correlation between HBeAg status with viral load and genotypes prevalent"(Maulana Azad Medical College, New Delhi)

9. Mr. Sheetalnath Roge

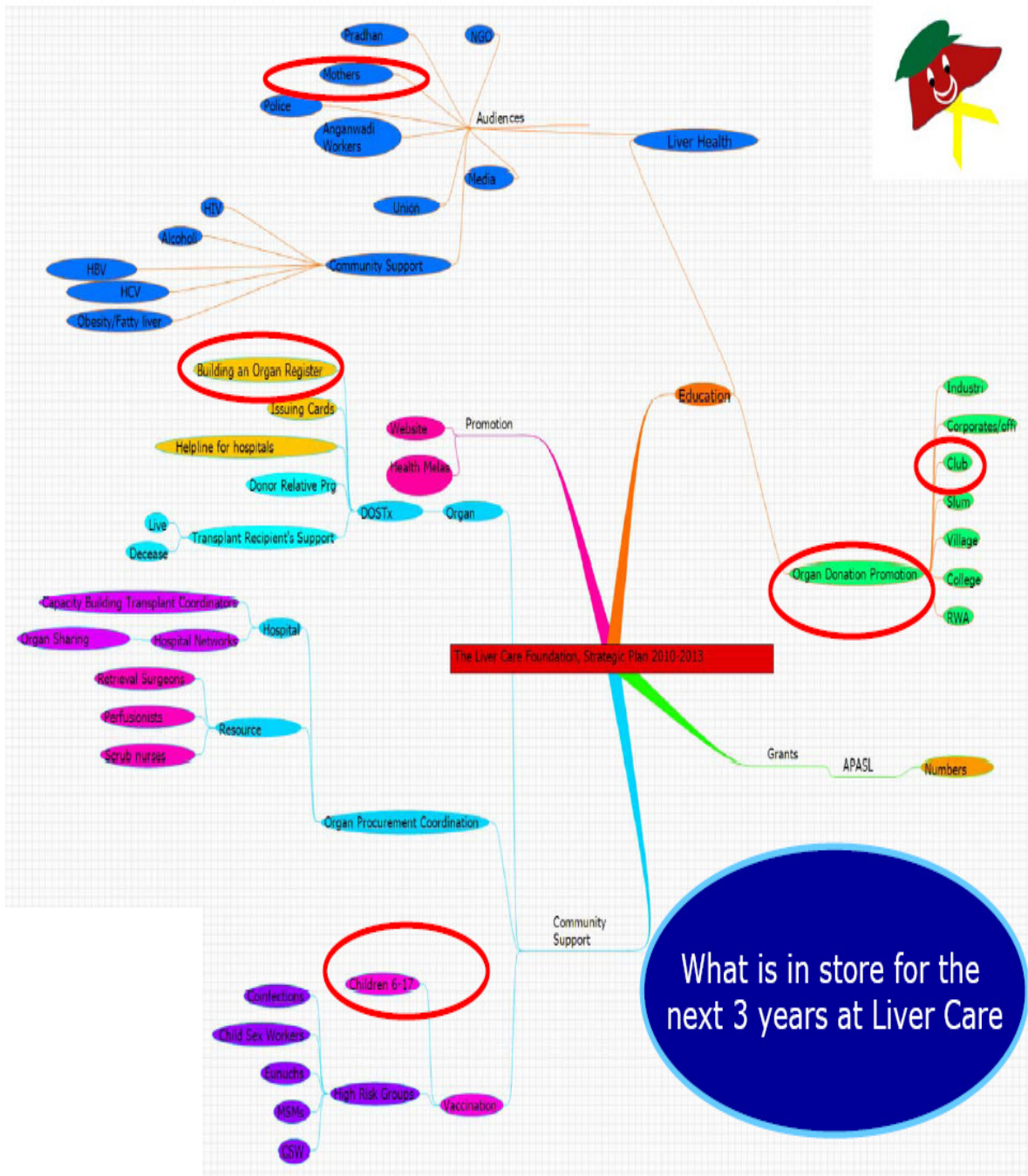
“Cyclooxygenase-2 (COX-2) Expression as a useful tool in the Prognosis of Progressing Liver Disease from Hepatitis to Hepatocellular Carcinoma (HCC)” (GB Pant Hospital, New Delhi)

These finalists were selected by a special committee of academicians and senior professors without bias who laid down stringent criteria for the selection process. There were 50 awardees to APASL from India out of which 20 applied and 10 were selected. We awarded bursaries to a total of 9 out of 10 finalists who attended the conference at Beijing.

The Liver Care Foundation will continue to provide a platform for young upcoming scientists and doctors to present their work at Asian Pacific Conferences. Since inception, 26 travel awards have been disbursed so far: 6 during APASL 2007 at Kyoto; 5 during APASL 2008 at Seoul; 7 during APASL 2009 at Hong-Kong and 8 at APASL, 2010.

Future Plans

The Liver Care Foundation has put together a 3-year strategic plan which will focus on developing more awareness programs, vaccination programs and expansion of organ donation activities.



ACCOUNTS

Compliance Report 2008-9 (Credibility Alliance Norms)

1. IDENTITY

- The Liver Care Foundation is a Public Charitable Trust registered under Registration Act, 1908 dated 18/03/2005 with Sub-Registrar-V Delhi and registration no. is 3769 in Book No. IV Volume No.2444 on Page No.168 to180.
- Trust Deed is available on request.

- The Liver Care Foundation is registered u/s 12A(b), 12(c) & 80g (5)(iv) of the Income Tax Act, 1961 with the Director of Income Tax (Exemption). Registration no. u/s 12A(a): 374/93-94 dated 31/03/1994 effective from 07.02.1994 and u/s 80G: DIT(E) 2007-2008/T-9801/2896 dated 04.01.08 valid till 31/03/2010
- Visitors are welcome to the addresses given on the “contact us” link on our website. www.thelivercarefoundation.org

NAME & ADDRESS OF MAIN BANKERS:

1. Syndicate Bank, Dhaula Kuan, New Delhi
2. HDFC Bank, Vivek Vihar, New Delhi 110065

NAME & ADDRESS OF AUDITORS:

GSA & Associates, 8/28 III Floor, WEA, Karol Bagh, New Delhi 110005

2. VISION AND IMPACT

Vision: To contribute to a ‘liver disease’ free world

Mission

- To advocate and generate public awareness on Liver Health, through information, education and communication
- To assist those living with Liver Disease
- Strive continuously to bridge the global gap in the field of academics and research, relating to liver and its diseases.

3. GOVERNANCE - DETAILS OF Trustees: (as on March 31, 2009)

Name	Age	Sex	Position on Board	Occupation	Area of Competency	Meetings attended
Dr. Kiran Modi	56	F	Founder and Managing Trustee	Social Worker	Management, Operations, Strategy, Fundraising, Evaluation & Monitoring	All/10
Vikram Varma	44	M	Founder and Trustee	Architect	Strategy, Fundraising	All/8
Dr. Shiv K Sarin	58	M	Founder and Trustee	Medical Doctor	Strategy, Fundraising	All/10
P B Vijay	71	M	Trustee	Retired Civil Servant	Strategy, Fundraising	All/9

4. DETAILS OF Advisory Board Members: (as on March 31, 2009)

Name	Age	Sex	Position on Board	Occupation	Area of Competency	Meetings attended
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Dr Puja Sakhuja	45	F	Member	Medical Doctor	Strategy, Fundraising	All/9
Dr B C Sharma	46	M	Member	Medical Doctor	Strategy, Fundraising	All/5
Vibhuti Sharma	47	F	Member	Social Worker	Strategy, Fundraising	All/10
Shalini Prakash	42	F	Member	Education-Professor	Strategy, Fundraising	All/7
S K Jindal	56	M	Member	Industrialist	Strategy, Fundraising	All/1

- The Liver Care Foundation Trustees and Board Members met times in the FY 08-09 on
- Minutes of Board meetings are documented and circulated. During the year, Mr. S K Jindal was appointed as the fifth member, to the Advisory Board.
- The Founder Trustees are permanent, but rotation Policy exists and is practiced for the Advisory Board Members.
- The Board approves programmes, budgets, annual activity reports and audited financial statements. The Board ensures the organisation's compliance with laws and regulations.

5. ACCOUNTABILITY AND TRANSPARENCY

- No remuneration, sitting fees or any other form of compensation has been paid since inception of the Foundation, to any Founder Trustees or Board members.
- The following reimbursements have been made to Board Members:
Travelling Expenses (to attend Board meetings) – Nil
- CEO's REMUNERATION: We have an Executive Director who was drawing a salary of Rs 300,000/- pa

REMUNERATION OF 3 HIGHEST PAID STAFF MEMBERS:

Highest Paid		Amount (Rs.)	Name
1 Highest Paid	Per Annum	3,00,000	Col A S Budhiraja
2 Lowest Paid	Per Annum	156,000	Ms. Yojeeka Singh

REMUNERATION OF THE LOWEST PAID STAFF MEMBER: Rs. 156,000

STAFF DETAILS: (as at March 31, 2009)*

Gender	Paid full time	Paid part time	Paid Consultants	Unpaid Volunteers
Male	1	0	1	0
Female	2	0	0	0

All Trustees, Board Members, are "volunteers" giving their time pro bono. They are not included in the details above.

DISTRIBUTION OF STAFF ACCORDING TO SALARY LEVELS (as at March 31, 2008)

Slab of gross salary (in INR) plus benefits paid to staff	Male	Female	Total
<5000	0	0	0
5,000 – 10,000	0	0	0

10,000 – 25,000	0	2	2
25,000 – 50,000	1	0	1
TOTAL	1	2	3

The staff table includes the salaries of both staff as paid in the respective categories for the year ending March 31, 2008.

- TOTAL COST OF NATIONAL TRAVEL BY ALL STAFF DURING THE YEAR: NIL
- TOTAL COST OF INTERNATIONAL TRAVEL BY ALL STAFF DURING THE YEAR:
NIL