

Dream A Dream
annual
report
2009-10



Dream A Dream

Dream A Dream

No. 11/17, 3rd Cross, 1st Block,
(Near Ashoka Pillar), Jayanagar,
Bangalore 560 011, India

Ph: +91-80-6534 9980 / 4095 1084

info@dreamadream.org

www.dreamadream.org

Layout and Design: The Other Design Studio

Photographs: Nilotpāl Baruah and Dream A Dream Staff and Volunteers

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annual report 2009-10



Education is not preparation for life; education is life itself.

Education, therefore, is a process of living and not a preparation for future living.

Education is growth.

John Dewey



Dream Life Skills Development Program

Dream Creative Arts Program • Dream Sports Program • Dream LearnIT Program

Dream Mentoring Program • Dream Adventure Program • DreamConnect Centre

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director's note



There are very strong justifications for social investment in children. On ethical grounds, Child Rights should be fundamental to a nation that pursues equality and justice for its citizens. From social, economic and political perspectives, enforcement of rights helps achieve greater social cohesion, sustained economic growth and a stable democracy.

India is one of the world's biggest democracies and the Constitution of India provides all its citizens 'equal opportunity'. Yet the poor in India do not have access to the resources that help them fight a way out of the poverty cycle. Right to Equal Opportunity is a necessary condition of formal equality, but it's not a sufficient condition if we wish to eradicate poverty and create conditions of true and substantive equity. To equip children with skills to help them build a meaningful life for themselves and become a productive contributing members of the nation, we must intervene with quality education programs.

Dream A Dream's solution is to transform schools for vulnerable children into holistic learning spaces, that foster student's cognitive, inter-personal, psycho-social skills and enhance career development. This holistic education model prepares young adults with skills and the mindset required to adapt to rapidly changing local and global economy. The solution emphasises on making schools both academically focused and providers of 'emotional education' that is experiential.

It is with tremendous pride that Dream A Dream is seeing the impact of its intervention amongst its graduates. Young graduates are engaged, critical thinkers and doers who are making informed, responsible choices about their life and also engaging deeply in bringing these experiences to children growing up in their communities.

This continues to be possible with the support of friends, donors, volunteers and employees that makes Dream A Dream more than just an NGO. It's the dream of all involved to give every child in India a childhood and an opportunity to develop their full potential such that they live a life of dignity. Your engagement has given a few children the chance of building a new future but the work is hardly close to over and our journey continues.

Thank you,



Vishal Talreja

Co-founder and Executive Director

Dream A Dream



summary

Dream A Dream's vision is empowering children from vulnerable backgrounds by developing life skills and at the same time sensitizing the community through active volunteering leading to a non-discriminatory society where unique differences are appreciated.

In 2009-10, Dream A Dream worked towards its two fold objectives: One, to equip children from Bangalore's slum communities, orphanages and shelter homes with critical life coping skills. Life skills that would help them fight the cycle of poverty and life on the street. Two, sensitize the community about the struggles of children from vulnerable backgrounds through active volunteering.

Empowering vulnerable children

Total number of children enrolled in Dream Programs in 2009-10 was 2178 with almost equal gender ratio (Girls: 47%; Boys: 53%) and dominant age group being 8-14 years (8-14 years: 70%; 15-18 years: 30%). In addition, the organisation, embarked on providing "Last mile support" to graduates from Dream Programs through the launch of DreamConnect Program and DreamConnect Center.

Volunteering

Total number of volunteers in Dream Programs in 2009-10 was 1244 clocking nearly 12000 volunteer hours. We had marginally lesser number of women volunteers (women: 45%; men: 55%) and dominant age group was 18-35 years (18-35 years: 75%; 36+ years: 25%). With support from a large financial services company, Dream A Dream initiated its Volunteer Engagement Consultancy Service. The objective is to share the best practices and processes with other NGOs. Through the year, consultancy services were provided to two established NGOs in Bangalore.

Partnerships

Dream A Dream's Life Skills Development Program delivery is based on partnerships with other NGO Schools located in slum communities and service partners. In 2009-10, the program was successfully run with support of 9 NGO Partners, 4 sports academies, 1 agency specialising in outdoor adventure and 8 individual professionals in fine arts.

At global level, the organisation received membership to streetfootballworld network and has built a learning partnership with PYE Global, run by Ashoka Fellow – Charlie Murphy. Both these collaborations would help in capacity building and adopting International best practices.

Achievements

Dream A Dream is the Regional finalist (South) in the medium category at the prestigious India NGO Awards 2009. It is a Runner-up at the Outstanding Annual Report Awards for 2010 and Global runner-up in the Japanese Award for Most Innovative Development Project hosted by the Global Development Network.

Finances

Dream A Dream's total income and expenditure for 2009-10 was: ₹13.1 Million (\$ 291,111) and ₹9.25 Million (\$ 205,555) respectively.

Fundraising and Communications

The sources of income for Dream A Dream for 2009-10 were: Grant agencies: 39%; Companies 18%; Individual donors: 9% and Fundraising Events: 34%

Road Ahead

Dream A Dream is preparing for scaling its programs to reach out to 240,000 children by 2013. Target for 2010-11 is to reach out to 3000 children and focus on curriculum development, training module development and prototype the scale model.



Dream A Dream's work

Dream A Dream's Dream Life Skills Development Program ensures providing quality education to underserved children with the outcome of developing critical life skills required to make life choices.

Need for Dream Life Skills Development Program

The Millennium Declaration, adopted in the year 2000 by 192 United Nations member states and several international organisations aspires to build the world in which all children are healthy, protected from harm, and surrounded by loving and nurturing adults who help them grow and develop to their full potential. The Millennium Development Goals (MDGs), in other words, aspire to provide children with a childhood. As the most widely endorsed human rights treaty in history, the Convention on the Rights of the Child, adopted by the UN General Assembly in 1989 represents a global consensus on the terms of childhood. Every child is entitled to healthy living, protection and education.

Unfortunately, we know for nearly half of the two billion children in the real world, childhood is starkly and brutally different from the ideal we all aspire for. Poverty denies children their dignity, endangers their lives, and limits their potential. The rights of over 1 billion children are violated because they are severely underserved of at least one or more of the basic goods and services required to survive, grow and develop.

Poverty in India is widespread; a third of the global poor now reside in India. The World Bank estimates

that 456 million Indians (41.6% of the total Indian population) now live under the global poverty line. While there is a consensus that there has not been increase in poverty between 1993-94 and 2004-05, the picture is not so clear if one considers other non-pecuniary dimensions (such as health, education, crime and access to infrastructure). Furthermore, with the rapid economic growth that India is experiencing, urban poverty is becoming significant, due to migration from rural India. In the UN Human Development Index, India is positioned at 132nd place in 2007-08. It is the lowest rank for the country in over 10 years.

There are multiple ways in which the MDGs envisage battling poverty. MDG2's target is to "ensure that by 2015, children everywhere, boys and girls alike, will be able to complete a full course of primary schooling." Building strong, sustainable systems of education is seen by most societies as a way of fighting poverty. Indian Parliament's recent passage of The Right of Children to Free and Compulsory Education Act is a decisive step to provide every child in India not only the gift of literacy but also the fundamental right of all children to development.

In this context, Dream A Dream is redefining the paradigms of what constitutes "Complete Education"

The UN Charter confers the following basic rights to children across the world:

- 1. The right to survival - to life, health, nutrition, name and nationality**
- 2. The right to protection - from exploitation, abuse, neglect**
- 3. The right to development - to education, care, leisure, recreation**
- 4. The right to participation - to expression, information, thought and religion**

completing education

Even as the State policy is striving towards expanding the schooling system and access to school for vulnerable children, several studies have pointed out that it's not sufficient to just enroll children in school, It's essential to motivate the child to attend school, create a safe environment for learning and provide holistic education inspiring children to invest in their own learning. This is particularly critical for children from the vulnerable sections of the society. Research also suggests that in addition to ensuring attendance and providing basic education, children need to learn life skills for their overall development - developing the emotional and intellectual maturity required to make life choices. In case of vulnerable children it's critical to empower them with skills that will help them fight poverty and become productive, contributing members of the society.

Typically, the current schooling system with its focus on providing hard academic skills tend to neglect and under-invest in building the child's personality and psycho-social abilities. Dream A Dream addresses this gap and completes the education of vulnerable children by focusing on developing life skills through its plethora of well designed after school programs.

Dream Life Skills Development Program (Dream Programs) supplement regular schooling. Dream Programs develop life skills using mediums like sports, creative arts and outdoor adventure, that intrinsically lend to an interactive process of teaching and learning in safe, non-threatening spaces. Such a learning environment enables

learners to acquire knowledge and to develop attitudes and skills which support the adoption of healthy behaviours. As the programs are fun filled, children are motivated to attend and they enjoy the experience.

The curriculum in Dream programs ensures that children use the space to explore interests, gain self awareness, develop self-confidence, a healthy self-esteem, assume leadership roles, develop critical thought and other life coping skills that are necessary for success in a dynamic world, but often fall outside the pale of the conventional schooling system. The intervention provides vulnerable children with the "tools" necessary for engaging with life in a wholesome manner. The organization has adopted the UNICEF definition of life skills and life skills parameters. The 5 life skills focused in Dream Programs are: Interpersonal communication, Ability to take Initiative, Ability to Manage conflicts, Ability to solve problems and take decisions and Understanding and willingness to follow instructions.

It is envisaged that children graduating from Dream Programs will make informed choices about their career and life, will show a higher school achievement with lower school drop-out rate. They are less likely to get involved in crime, drugs, etc due to higher engagement, lower drop out rates and higher school achievement which would better prepare them for a long-term career. Our experience is that Dream A Dream intervention makes a difference in building the 'prerequisites' to learning, supporting not only school achievement, but long-term competencies and success as well.

UNICEF refers to Life Skills as "a large group of psycho-social and interpersonal skills which can help people make informed decisions, communicate effectively, and develop coping and self-management skills that help them lead a healthy and productive life".



Dream A Dream's solution collaborative approach

One of the key considerations in designing Dream Life Skills Development Program has been that it has to be low cost, easily accessible and easy to scale and replicate. The guiding principle is to take a collaborative approach. Smart partnering helps efficiently use resources available in the community. Programs get managed with maximum impact and minimum cost.

Collaborations in running the programs

Partnership with other NGO run schools located in slum communities helps access children. NGO run schools are supportive of Dream A Dream intervention as it complements the work done by them.

Partnership with institutions specialising in sports, fine arts, and outdoor adventure helps access coaches, playgrounds, artists and outdoor adventure experts and campsites. These partnerships support in creating a learning environment, which imparts 'medium' skills as well as life skills. Thus, Dream Programs along with empowering vulnerable children by developing life skills provides children with skills to become proficient in the medium- i.e. sports, creative arts, etc.

We believe the community has the skills and the deep intention to support social change work. Volunteers from the local community are a very integral part of Dream Programs. They provide support in designing and implementing Dream Programs and in raising funds.



Over the last 11 years, over 1500 volunteers have actively contributed in helping deliver high-quality Dream Programs.

Dream A Dream seeks community support at multiple levels. As donors, individuals and private companies provide resources – both monetary and in kind to run Dream programs. For example, in 2009-10, Nike India provided much of the football gear for Dream Football Program. Children feel a great sense of pride when they get ready to play wearing 'professional gear'. Private companies also encourage their employees to volunteer in Dream Programs.



The last mile initiative

Working with disadvantaged children over the last 11 years has given the organization an insight into the struggles faced by these children as they reach high school. Abject poverty, pressures from home, as well as opportunities for earning some “money” to live out some of their desires makes the unorganized labour market a very attractive alternative to school. Since, they, typically, have no access to counseling help or information that would help them in making informed decisions, these 14 year olds tend to slip out of the schooling system and join the labour market. This prompted the organization to launch the DreamConnect Program in October 2009. The program focuses on continuing the learning process of young adults from vulnerable backgrounds through short-term, easily accessible programs, which provide knowledge and information on alternate career options and guide them through the most crucial times of their lives. It’s a life skill for career development program. DreamConnect acts as a knowledge center for young adults to access information, guidance and skills they need for making informed career choices. The program currently in its infancy has the potential to become one-stop solution for young adults seeking productive career options.

Assessment of program effectiveness

The organization has evidence to suggest that its primary target group – vulnerable children, are positively impacted by Dream A Dream’s intervention. The impact can be seen at multiple levels. a) Dream A Dream has a quantitative measurement tool called Dream Life Skills Assessment (DLSA). Tracking data shows improvement on life skills parameters for children in the program since 2007. b) Children graduating from Dream Programs are now managing many programs in their centers. This desire of beneficiaries to give back to the program indicates

their belief in the programs and its benefits. c) School attendance has improved, child drop-out is showing a downward trend and we are now exploring the correlation between access to Dream Programs and academic performance in schools. d) Dream Football Program has had girls since 2007. A significant improvement is observed in girls’ self esteem, self-confidence, and sense of competence after entering the program. Initially it was a big challenge for Dream A Dream staff to convince the girls and their families to allow them to play a ‘boys’ game’, dress in shorts and jersey and play with boys. Today all football sessions have almost equal ratio of girls and boys playing together.

Over a period of time, it’s observed that all the stakeholders have been positively impacted by Dream A Dream’s intervention. For example, partner schools report that Dream Programs has helped them strengthen their educational work with children. Feedback from volunteers participating in Dream Programs is that the experience is helping them become more sensitive human beings and active participating citizens. We have witnessed the change in mindsets amongst communities, schools and their staff about the need to support the “Right to Development and Play” for each child and the power of after-school interventions.

Dream A Dream’s work now is to develop and implement a generic life skills program and provide evidence that teaching general life skills in schools will lead to desired behaviours. The organization has experimented with mediums and identified high impact mediums and is now investing resources in developing the curriculum, training modules and impact assessment tools that can help us rapidly scale and replicate the model across the educational landscape.

outcomes

of Dream A Dream's work

Dream Programs: Performance 2009-10

Name of Program	Child Outreach			Program attendance	Partner schools	Volunteers engagement	
	Total	Boys	Girls	Average		Unique volunteers	Volunteer hours
Dream Sports <i>Life skills education through team sport</i> Children aged 8-14 years received 8 hours of intervention per month for the entire academic year from (football/Rugby) coaches trained in life skills approach to coaching	666	373	293	82%	7	36	371
Dream Creative Arts <i>Life skills education through creativity</i> Children aged 8-14 years received 8 hours of intervention per month for the entire academic year from facilitators trained in life skills approach to facilitating	838	420	418	83%	6	94	564
Dream LearnIT <i>Life skills education through technology</i> Older children aged 14-18 years received 16 sessions from volunteer facilitators having knowledge of computer applications and internet and trained in life skills approach to facilitating	225	105	120	88%	4	179	1500
Dream Mentoring <i>Life skills education through 'being there' for the adolescents</i> Older children aged 14-18 years received minimum of 12 mentoring sessions of 1 hour with trained mentor volunteers	87	38	34	-	4	52	-
'Add-on' programs							
Dream Adventure <i>Teaching life skills through outdoor adventure activities</i> Children aged 8-14 years received outdoor camping opportunity for two or four days depending on age under guidance of a trained adventure specialists and volunteers.	484	253	231	-	3	28	2256
Dream Funday <i>Creating learning exposures through fun mediums</i> Children aged 8-14 years get a new experience and/or outing with volunteers	1385	767	618	-	5	167	649



Collaborations to run the Dream Programs

NGO Partners

Ananya Trust

Bangalore Metropolitan Round Table 44

Round Table School

Bosco

Christ Education Society

Center For Social Action

Each One Teach One

Guru Harkishin School, HPP Indian School

Helpline Charitable Trust

Vishwas

Makkala Jagriti

Raza Educational and Social Welfare Society

Excellent English School

Rao Bahadur BP Annaswamy Mudaliar CIE's Public Charities

Annaswamy School

Service Partners

J-Sporting

SPT Sports Management Pvt. Ltd

Karnataka Rugby Football Union

The Adventurers

Edu Sports Private Ltd

Sports Village

Volunteers

Received volunteering support from 1244 individuals who contributed approximately 12000 volunteer hours.

In addition, a host of companies provided more than 100 volunteer hours:

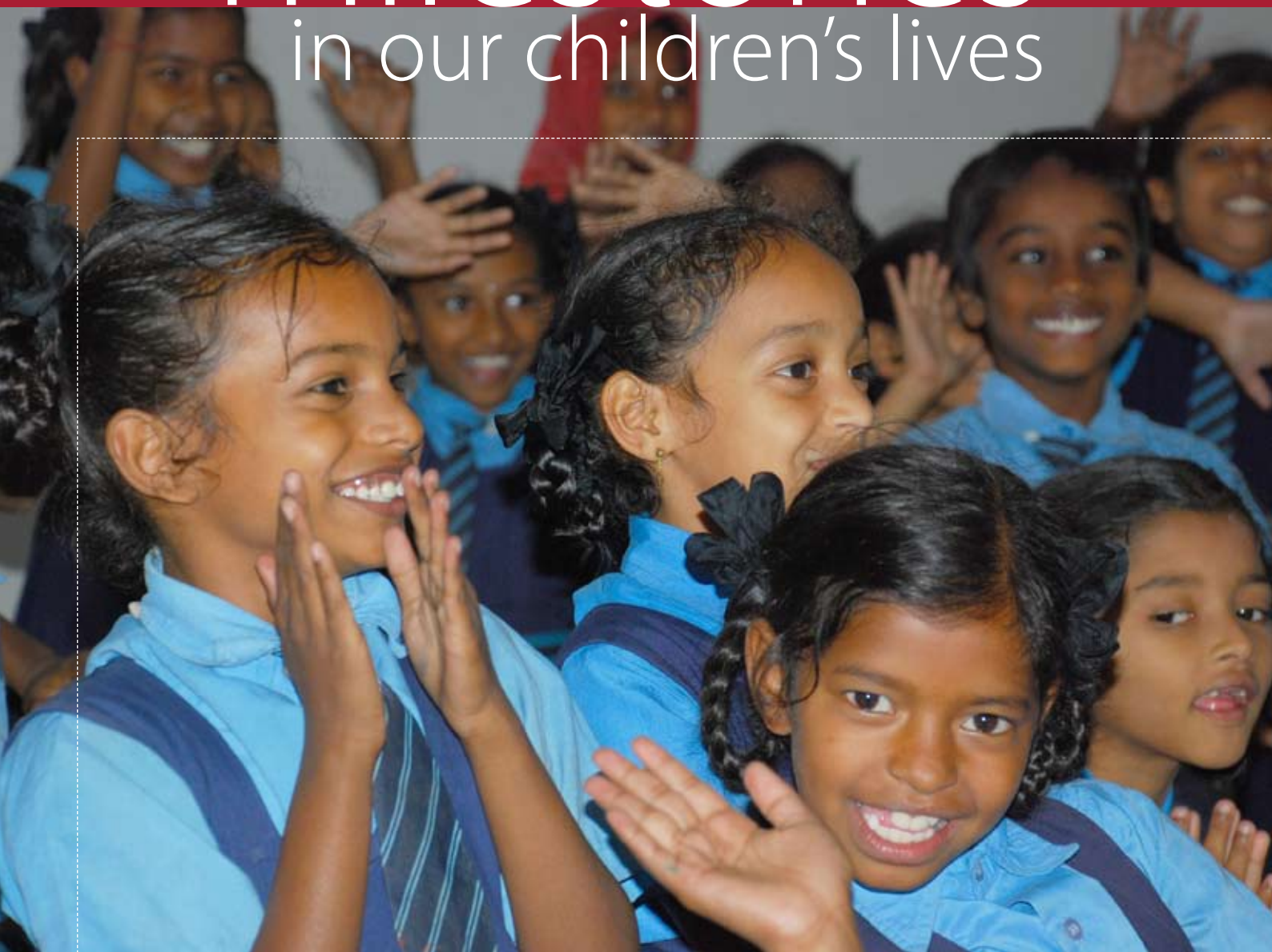
AGS Customer Services India (WNS)

Nike India

Shell India

A large financial services company

moments
that became
milestones
in our children's lives



Mamtha's story of empowerment post joining the Rugby Program.

"Beginning I was not interested in playing Rugby... but when the boys got selected for Delhi tournament, that time onwards I focused in my practice... I got chance to play with Bangalore team. Lot of changes happened in my life from the Rugby game... I got opportunity to show my talents, I get high position in my class and every one respects me. Seeing my certificate... my parents... encouraged me to reach my goal. They do not know for what I got certificate but they felt like I was doing something good in my life. I like to say thank you to all who worked to bring this change in my life."

empowering children



8-year-old Raju, studying in Grade 3.

"Raju was rude and unwilling to follow instructions. Midway through the sessions a breakthrough happened. In one session, I introduced the concept of geometric shapes using circles as an example but the children were given the option to use any geometric form that they wished to. Raju cooperated and painted bold squares on the sheet of paper given to him. I appreciated his work. Post the episode, Raju is willing to take instruction, sincerely paints and has fun while doing so. He still continues to talk and do mischief in the class, but is not rude." – Creative Arts Facilitator. For Raju this appreciation was a beginning of learning in building interpersonal relationships.

Decision taken by a group of children from Balmandira Boys' home, a government run Children's Observation Home, from where children come for Dream Football Program.

"Balmandira Boys' Home serves 3 meals a day. Hence after dinner the next meal is breakfast. On this particular evening the children were being served a special meal and it was an early dinner. The children in the football program were asked to skip the session and join the dinner party. However, the boys were keen on attending the session even if it meant that they would have to forego the special dinner and knowing that this would mean they will go hungry until next day morning. According to the kids, "We don't care about the special dinner or going hungry, we would rather play football." Fortunately, the warden did keep dinner for them but it was heartening to see their commitment to learning football."

- Football Coach

Principal, Partner School

"We are extremely happy and proud to have associate with Dream A Dream for past 3 years. The partnership has been truly an exhilarating experience for the students of our school. The children really enjoy the sports and creative arts program. There was a visible improvement in the academic performance of the children as they remained more active owing to the Dream Program. Our school performance in the public examination has shown improvement because of the life skills program. We are particularly happy that the program provides equal opportunity to our girl students. We would not be exaggerating, if we say that Dream A Dream has proved to be a blessing to the school. Thank you Dream A Dream for helping our children live their dreams!"



Jenny Viau, volunteer with Dream A Dream

Jenny has been conducting English sessions at DreamConnect Center for young adults. According to Jenny, "I looked forward to going for these classes... the motivation that these children have shown is inspiring... some of the kids are there against the wishes of their parents, yet they persisted. I congratulate them all! These children really want to learn!"

19 year old Raja, graduate from the Dream Program

"I adore to learn about computers, reading books, playing hockey... also I want to study further."

13 year old Naiza, attending the Dream Adventure Program.

Expressing her thoughts on the camp during Circle Time, Naiza said, "Every one thinks only men can survive hard physical work and activities that require courage. In this all Girl's Camp, we have proven that is not true. We can do whatever we set our mind on - its just needs a little effort." For a girl this experience was undoubtedly the beginning of 'breaking barriers', norms and rules stated by our culture, socio-political set up.

19 year old Rajat, graduate from the Dream Program

"Where I come from... no one to encourage me. So much has change in my life... I was not knowing how to do so much... now I play sports, writing poetry... doing my diploma."



highlights 2009-10

Dream A Dream's achievements

Dream A Dream is the Regional Winner (south) in the Medium Category at the India NGO Awards 2009. The India NGO Awards are organized by the Resource Alliance and supported by The Rockefeller Foundation. The award is recognition of Dream A Dream's adoption of best practices in creative resourcing, financial management, governance and impact in the community.

For the second time in consecutive years, Dream A Dream is a Runner-Up at the Outstanding Annual Reports Awards for 2010. The Award has been instituted by Financial Management Service Foundation, Spatial Access Advertising Consultancy and Credibility Alliance. It promotes transparency and accountability within the non-profit sector and better standards in financial reporting as well as preparation and presentation of annual report.

Dream A Dream is the Global runner-up at the Japanese Award for Most Innovative Development Project hosted by the Global Development Network. The Global Development Awards and Medals Competition, is a competition for promoting research on development. It supports innovative ideas on development. Dream A Dream has been recognized by GDN for its innovative approach to empower children from Bangalore's slum communities using Life Skills Based Education programs; its approach to innovatively and effectively engage volunteers from Bangalore's technology and business sectors and its low-cost, replicable and scalable model to partner with NGO run schools and shelter homes to provide its Dream Life Skills Development Program. Most

importantly, the award recognizes Dream A Dream's strategic planning processes that help it to quickly adapt to the dynamically changing environment and respond to the needs of the target community effectively.

In February 2010, Dream A Dream received membership to streetfootballworld network (www.streetfootballworld.org), which promotes development through football. Dream A Dream is the 3rd organisation from India to be part of the network. It's a validation of the quality, impact and potential of the Dream Football Program.

Dream a Dream has entered into a partnership with PYE Global, an Ashoka Fellow led international training organization. The objective of the partnership is for Dream A Dream to learn new skills of working with children. According to Charlie Murphy, Co-Director, PYE Global, "My experience in working with Dream A Dream tells me that unleashing the creative potential of this team will have a far-reaching impact; I am so excited to be part of it".

Children from Dream Sports Program had an opportunity to interact with English Cricket Board U18 Team. The objective of this interaction was to provide space for a peer group interaction between youngsters from very diverse backgrounds. According to Michael Vaughan, Coach with the U18s, "this has been a fantastic opportunity for these players to give something back whilst learning life skills that will help them in the future as high performing elite cricketers and people".

scale plan for 2010 -13 looking ahead

The need to scale Dream Programs is based on the organisation's firm belief and a decade of experience working with disadvantaged children that Completing Education may not be a way to escape poverty. But it is a way of fighting it.

With 140 million children in India needing access to equal learning opportunities and critical life coping skills, the problem is huge. Through its core life skills intervention, Dream A Dream has made a difference to 3000 children. But there is the need to scale.

Broadly the scale strategy is on creating an eco-system that adopts life skills based interventions and delivers them to the target group. The 3 Year Strategic Growth Plan broadly involves: Enrolling 240,000 vulnerable children in Dream Programs by 2013. Building an enabling eco-system that supports other partner organizations to adopt Dream Life Skills Development Program and exploring the potential for extending the Program to smaller towns of India.

Dream A Dream's eventual aim is to develop and establish a life skill intervention model that will be adopted by the government as part of its core school curriculum. Dream A Dream's intervention is built on the premise that for the education system to truly respond to the needs of impoverished children it needs to take the issue of poverty into consideration in the planning of educational services. As is observed by many social workers and

verified by research, there is a strong correlation between parental levels of education and household living standards / wealth and children's achievement in literacy, mathematics and vocabulary tests, their aspirations and psycho-social indicators of self-efficacy, sense of inclusion and especially self esteem. If the disadvantaged position and different day-to-day experiences of vulnerable children are not taken into account by school education, these children would not benefit fully from the school system. Education system should facilitate completing education to vulnerable children and schools for vulnerable children need to create a learning environment for the holistic development of the child.

If implementation of MDG2 and government's 'Sarva Shiksha Abhiyan'- 'Education for All' movement just focus on enrolment but fail to equip India's poorest children with critical life skills needed to sustain livelihood and integrate into the modern economy, it will not have delivered on its promise to children that education is a sure route out of poverty.



managing and governing Dream A Dream with integrity

“We are unflinching and consistently honest and transparent in our thoughts and actions; we do what we say we will do.”



board and management

Jurisdiction and tasks of board and management during 2009-10

The Board

- is ultimately responsible for strategy, policy, budget and results.
- approves audited financial statements and ensures the organization's compliance with laws and regulations
- sees to it that the activities of the organization are aimed at realizing the target and contribute to its mission
- examines the strategic long term plan and the individual annual plans and budgets and reviews the progress of the plan throughout the year
- decides adjustments of plans, budgets and investments

In 2009-10, the Board met 3 times:

August 4, 2009. October 23, 2009. February 26, 2010.

Composition of the board as on March 31, 2010

Name	Position on Board	Meetings attended	Years on the Board	Age	Gender	Occupation
Srikrishna S	Chairperson	3	5	29	Male	Chairman & Director Consulting of Sattva
Nandita Lakshmanan	Board member	1	5	41	Female	Founder & CEO of The PRactice
Hema Hattangady	Board member	3	1	47	Female	Vice-Chairman & CEO of Schneider Electric Konzerv.
Bhasker Sharma	Board member	3	1	51	Male	General Manager and Director of Operations, mFormation Technologies.

Notes on Board of Trustees

- None of the board members are related to each other
- A Board rotation policy exist and is practiced
- 2 board members retired this year – Mr Umesh Malhotra and Mr Nagesh Karuturi
- 2 new board members were added this year – Mr Bhasker Sharma and Ms Hema Hattangady
- Non of the board members have received a remuneration from the organization

Management: The Executive Director

- is responsible for developing long term strategy, annual plans and policy
- informs the board of all relevant facts and development
- evaluates the execution of Dream A Dream's annual plans and presents it to the board
- engages in new partnerships and core fundraising

Management

Distribution of staff according to salary levels as on March 31, 2010

Gross salary (in ₹)	Male staff	Female staff	Total staff
<5000	5	1	6
5000 – 10,000	2	3	5
10,000 – 25,000	3	5	8
25,000 – 50,000	2	3	5
Total	12	12	24

Notes on Staff

- Vishal Talreja, Executive Director has been paid a remuneration of ₹40,500 per month
- Remuneration of 3 highest paid staff members: ₹33,250, ₹31,050 and ₹30,000 per month
- Remuneration of 3 lowest paid staff members: ₹2,491, ₹3,250 and ₹3,250 per month
- Total cost of national travel by all staff, volunteers and board members in 2009-10 was ₹5794 (local conveyance not included)
- Travel of Kalpana Purushothaman reimbursed by CAI ₹6,000

International travel

- Vishal Talreja, Executive Director : ₹57,624 (reimbursed by GDN)
- S. Srikrishna, Board Member : ₹57,624
- Dr David and Fiona Pearson, trainers – mentoring program were reimbursed London-Bangalore-London travel fare and stay in Bangalore. Total cost to the organization ₹50,750



finances



Summary Financial Statements provide an overview of revenue, expenses and sources of Dream A Dream funding for 2009-10.

Complete Audited Financial Statements including the Auditor's Report are available by email upon request.

RECEIPTS & PAYMENTS ACCOUNT FOR THE PERIOD APRIL 1ST, 2009 TO MARCH 31ST, 2010

RECEIPTS		AMOUNT	PAYMENTS		AMOUNT
	₹	₹		₹	₹
Opening Balance		2,194,690.33	Payments		
Cash In Hand - Domestic	63,630.70		Direct Program Expenses		6,913,483.70
Cash In Hand - FCRA	70,198.00		Administrative Expenses		992,617.20
ICICI Bank - FCRA	949,085.05		Fund Raising Expenses		1,198,742.63
ICICI Bank - Domestic	328,732.57		Capital Expenditure		25,632.00
Kotak Mahindra Bank Ltd. A/c.	106,603.92		Investments & Deposits		5,404,600.00
Canara Bank A/c.	676,440.09		Other Payments		1,281,284.00
Revenue Receipts			Office Rental Deposit	185,000.00	
Donation Received - Domestic		5,421,206.65	TDS on Bank Interest	20,214.00	
Donation Received - FCRA		7,501,015.00	Staff Advances Paid	678,996.95	
Miscellaneous Income		3,648.37	TDS Remitted	360,644.05	
Interest Income		134,090.62	Profession Tax Remitted	36,429.00	
Other Receipts			Closing Balance		1,375,704.44
Fixed Deposits Matured		520,000.00	Cash In Hand - Domestic	9,590.00	
Office Rental Deposit Recovered		200,000.00	Cash In Hand - FCRA	1,935.00	
Staff Advances Recovered		740,292.95	ICICI Bank - FCRA	406,088.64	
TDS Recovered		360,726.05	ICICI Bank - Domestic	162,018.57	
Provident Fund Recovered		79,512.00	Canara Bank A/c.	796,072.23	
Professional Tax Recovered		36,882.00			
Total		17,192,063.97	Total		17,192,063.97

INCOME & EXPENDITURE STATEMENT FOR THE YEAR ENDED 31ST MARCH, 2010

EXPENDITURE		AMOUNT	INCOME		AMOUNT
	₹	₹		₹	₹
Direct Program Expenses		6,913,483.70	Income		13,152,871.64
Programs Delivery	4,167,376.00		Direct Donations	5,421,206.65	
Volunteer Management	72,952.00		International Funding	7,501,015.00	
Salaries and Operations	2,673,155.70		Miscellaneous Income	3,648.37	
			Interest Income	227,001.62	
Indirect Expenses		2,221,441.83			
Administration	992,617.20				
FundRaising & Communications	1,198,742.63				
Purchase of Merchandise	30,082.00				
Depreciation		118,723.00			
Excess of Income over Expenses		3,899,223.11			
Total		13,152,871.64	Total		13,152,871.64

BALANCE SHEET AS ON 31ST MARCH, 2010

LIABILITIES		AMOUNT	ASSETS		AMOUNT
	₹	₹		₹	₹
Current Liabilities			Net Fixed Assets		519,043.00
Duties and Taxes	103,421.00	103,421.00	Furniture & Fixtures	95,476.00	
			Computer	25,947.00	
			Office Equipment	1,163.00	
			Vehicles	396,457.00	
Profit & Loss Account		9,000,605.44			
Opening Balance	5,085,598.33		Investments		6,784,600.00
Current Period	3,915,007.11		Fixed Deposits	6,784,600.00	
			Current Assets		1,800,383.44
			Cash in Hand	11,525.00	
			Bank Accounts	1,364,179.44	
			Staff Advances	87,704.00	
			Merchandise Inventory	10,938.00	
			Accrued Interest	113,410.00	
			Tax Deducted at Source	23,127.00	
			Office Rental Deposit	185,000.00	
			Telephone Deposit	4,500.00	
Total		9,104,026.44	Total		9,104,026.44

Notes on Finance

Bank and Auditor details:

- Canara Bank, Langford Town, Bangalore. Account number: 0424101019432
- ICICI Bank Ltd, Jayanagar, Bangalore. Account number: 005301021789
- ICICI Bank Ltd, Jayanagar, Bangalore. FCRA account, Account number: 005301041506
- Auditors - Sathish & Ravi Associates, G-10, Naveen Apartments, 13th Main Road, Vasanthnagar, Bangalore 560 052

Administration

IDENTITY

- Dream A Dream is registered as a not-for-profit trust under the Indian Trusts Act. (Reg No.: 66/2000-2001 IV)
- Dream A Dream is registered U/S 12A of the Income Tax Act, 1961 and under section 80G vide NO. DIT (E) BLR/80G(R)/169/AAATD3096K/ITO(E)-1/Vol 2008-2009. Permanent Validity.
- FCRA Permanent Permission under Section 6 (1) (a) of FCRA Act, 1976—Vide order no.II/21022/69(0079)/2008-FCRA-II. FCRA No. 094421298
- Registered Address: No. 2, High Street Cross, Cooke Town, Bangalore

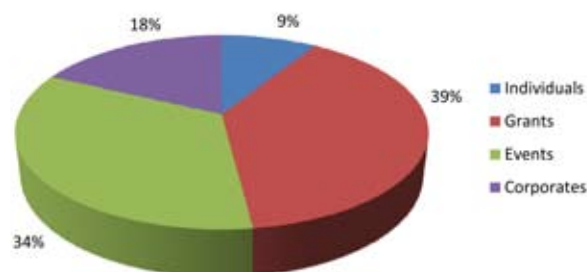
Accountability statement

This annual report is drawn up in accordance with the guidelines set by The Credibility Alliance and Give India. Credibility Alliance Norms: Dream A Dream is proud to be recognized by the Credibility Alliance as meeting all required norms for transparency and accountability.

Fundraising and Communications

Dream A Dream is fortunate to enjoy the financial support of many institutions, corporates, employee groups and individuals from Bangalore, across India and beyond.

Financial support comes through direct donations, support of annual fundraising events and through corporate sponsorship and program grants. All donors can be sure that they truly having a positive impact on the lives of vulnerable children and we endeavour to provide timely and thorough updates on the use of all donations.



A special thank you to the following institutional and corporate donors whose ongoing support for our programs and operations is greatly appreciated:

Grant Agencies: Global Fund for Children, Erach & Roshan Sadri Foundation, The Hans Foundation, Silicon Valley Community Foundation

Companies: Nike India, The Fuller Life, State Street Foundation, IDG Ventures India Advisor, AGS Customer Services India (WNS), TPI Advisory Services India, Neev Technologies, A large financial services company

Resource Partners: Give India, Global Giving, Ammodo, Mondo Challenge Foundation, Futuresense Foundation, B1G1

dream with us



Support Dream Life Skills Development Program

- **Monetary support**
- **In-kind support through equipment and materials**
- **Engage as a volunteer**

- **Skill based support**

- Bring your skills to help the organization build operational efficiencies
- Provide us support with Organizational / Management expertise

- **Participate in fundraising campaigns**

- Run For A Dream at the Mumbai Marathon, Delhi Half Marathon, Bangalore 10K, London 10K or any other Marathon across the world
- Sign up for our “Joy of Realising Dreams” campaign
- Participate in our Annual Leadership Workshop for CEOs / Senior Level Managers and Entrepreneurs

Come join this journey of empowerment and change with us!



Visit or write to us at

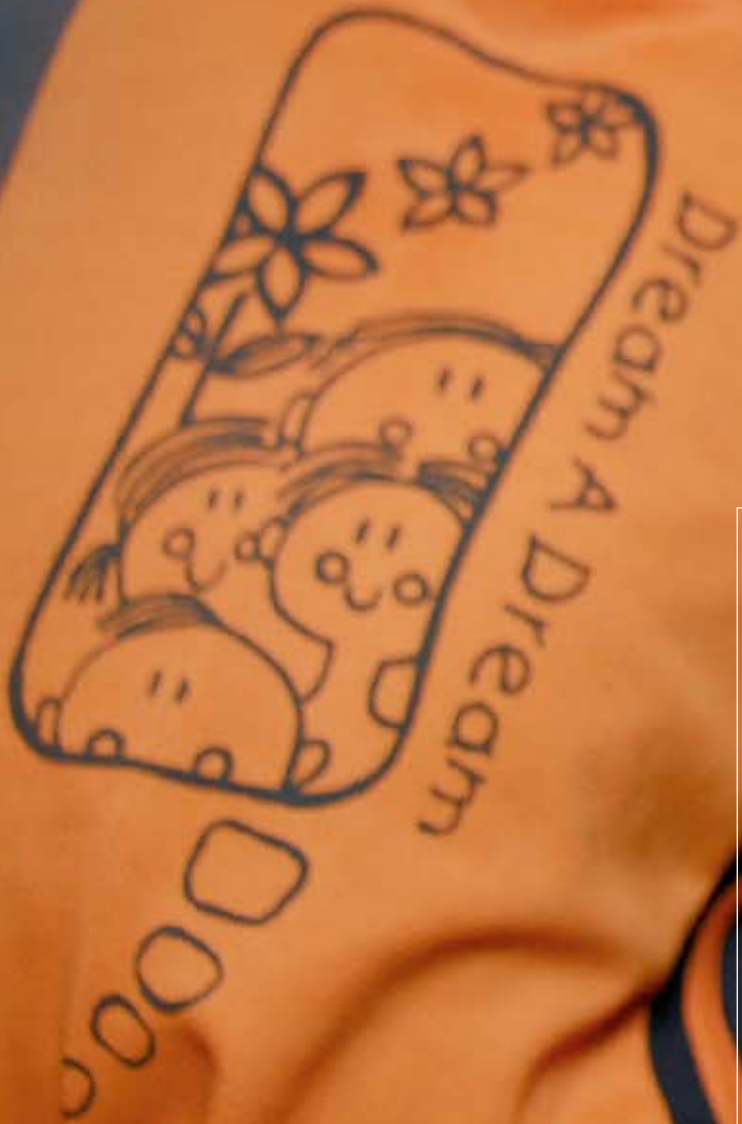
Dream A Dream

No. 11/17, 3rd Cross, 1st Block, (Near Ashoka Pillar), Jayanagar, Bangalore 560 011, India

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