

# *Annual Report*

*2014-2015*



lead 



## OUR VISION

*To develop leadership and engage it synergistically on the issues of environment and development for achieving equitable and sustainable development in our country*



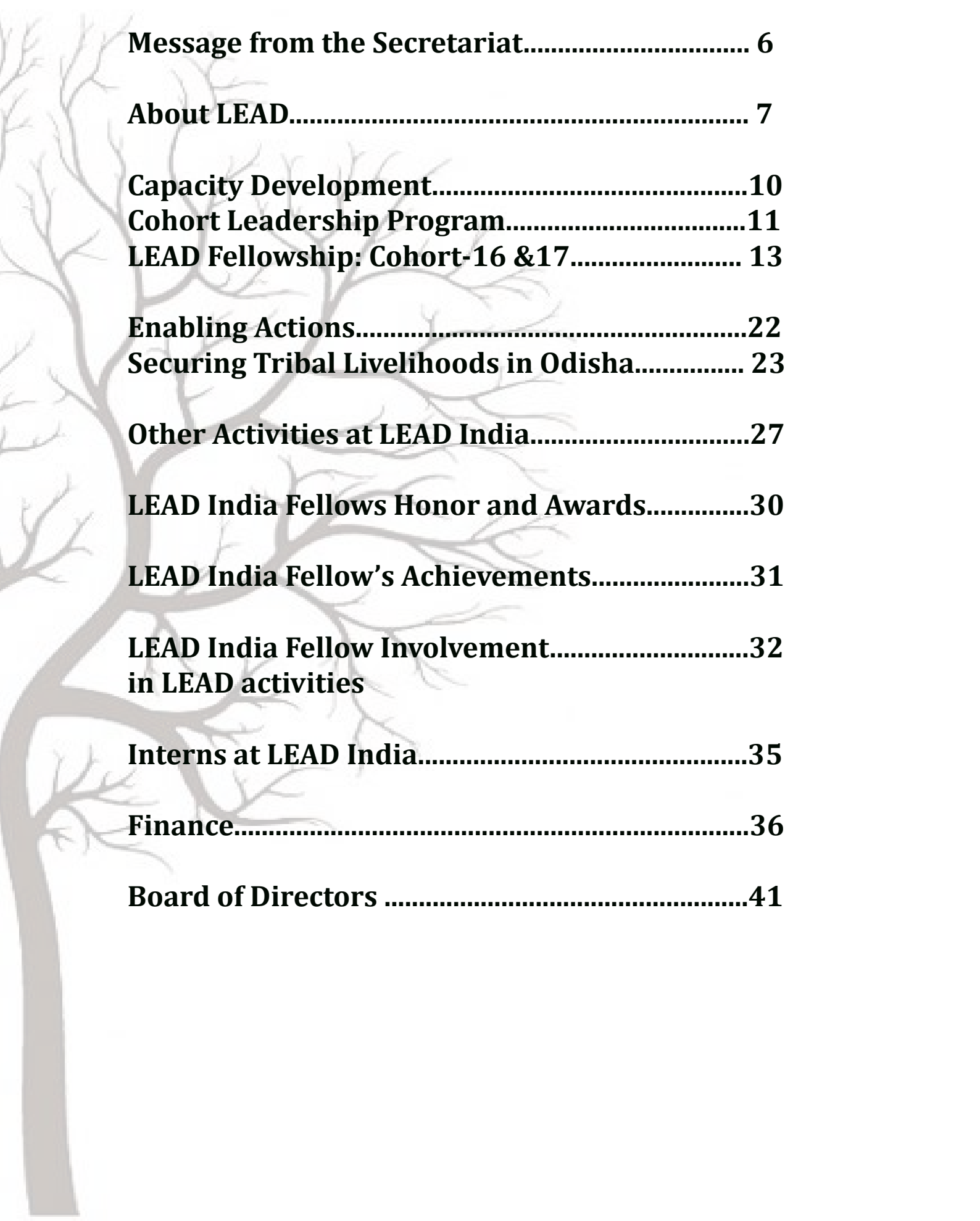


# OUR MISSION

*To build leadership for change across levels and sectors*



# Context



<b>Message from the Secretariat.....</b>	<b>6</b>
<b>About LEAD.....</b>	<b>7</b>
<b>Capacity Development.....</b>	<b>10</b>
<b>Cohort Leadership Program.....</b>	<b>11</b>
<b>LEAD Fellowship: Cohort-16 &amp;17.....</b>	<b>13</b>
<b>Enabling Actions.....</b>	<b>22</b>
<b>Securing Tribal Livelihoods in Odisha.....</b>	<b>23</b>
<b>Other Activities at LEAD India.....</b>	<b>27</b>
<b>LEAD India Fellows Honor and Awards.....</b>	<b>30</b>
<b>LEAD India Fellow’s Achievements.....</b>	<b>31</b>
<b>LEAD India Fellow Involvement.....</b>	<b>32</b>
<b>in LEAD activities</b>	
<b>Interns at LEAD India.....</b>	<b>35</b>
<b>Finance.....</b>	<b>36</b>
<b>Board of Directors .....</b>	<b>41</b>

**Sustainable** development is a process that seeks to combine economic and social development with a respect for the integrity of natural system. It is a way of handling development that seeks to promote economic advance, social progress and sound management of the environment and natural resources simultaneously, not through separate programmes but through interventions that combine all of these in one package. In fact its message is that these goals are not in conflict but can reinforce one another.

The LEAD training aims to enrich the understanding of the learners on sustainable development issues at all levels and to provide a forum for exchange of ideas, sharing of experiences and a vision for collective action. Our training challenges traditional notions of leadership with progressive participatory techniques, giving firsthand experience on problems facing different stakeholders.

It is widely known that building leadership for creating sustainable world has LEAD's USP across 80 countries in the world including in India. LEAD India until now has already trained 16 batches of leaders with a total of 176 fellows committed and contributing from a variety of platforms to bring about desirable change in the society which is equitable, sustainable and environmentally benign.

During the year we have achieved a considerable amount of success on LEAD fellowship program and building sustainable livelihoods for tribal communities. 10 leaders of Cohort-16 have been graduated as fellow and the 17th batch of 22 leaders has been successfully selected and is currently undergoing training. This annual report gives a fuller account of all these activities.

We wish to thanks all our partners, fellows and well wishers who has helped us achieve the milestones that we set for the year. We are sincerely thankful to all the LEAD India Board Members for guiding and helping us during this journey.



*Leadership for Environment and Development (LEAD) is a unique, ever growing, live international network of professionals and organizations/institutions, committed to the cause of environmentally sustainable, socially equitable and economically viable development*

## ABOUT LEAD



LEAD Network has a fleet of professionals who are highly successful leaders working on complex local as well as global environmental and development issues. These leaders undergo an intense leadership program for one year before graduating to LEAD Fellows to be a part of the family forever. Internationally there are currently 3000 Fellows spread across the globe.

Established in 1991 as an outcome of the Rio Summit, today LEAD has its presence in over 90 countries

LEAD Fellows and their organizations are working in almost every sector- be it Government, media, academia, voluntary sector, business and art & culture.

LEAD has country offices at 14 locations: Anglophone West Africa, Brazil, Canada, China, CIS, Francophone Africa, India, Indonesia, Japan, Mexico, Pakistan, Southern & Eastern Africa, USA and UK.

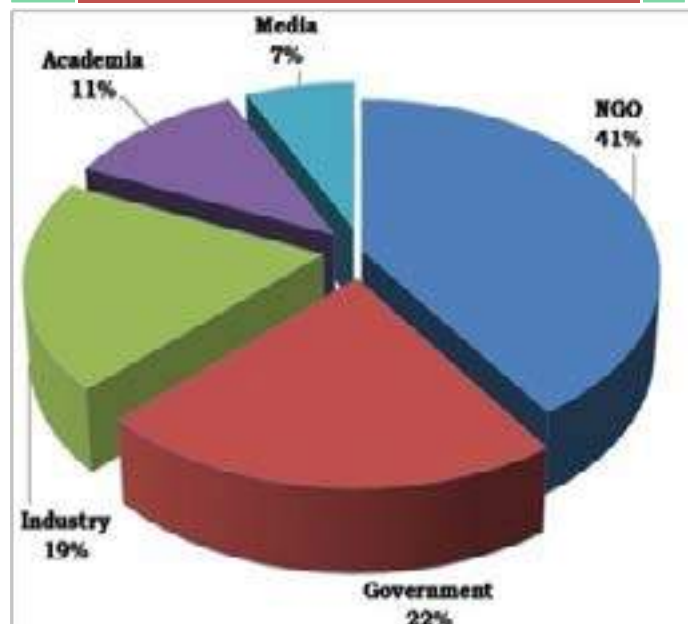
LEAD India is the Indian Chapter of LEAD and is functioning as an independent Non Government Organization registered under the Society's Registration Act of 1860 since last 19 years.

LEAD India envisions to create a sustainable world where local communities are empowered to devise sustainable solutions and make a positive difference to their lives, their neighborhood and the future of mankind.

LEAD India has established expertise in conducting multi stakeholder consultations, developing conflict resolution strategies and consensus building through cross-sectoral interactions.



**LEAD India Fellows' Presence**

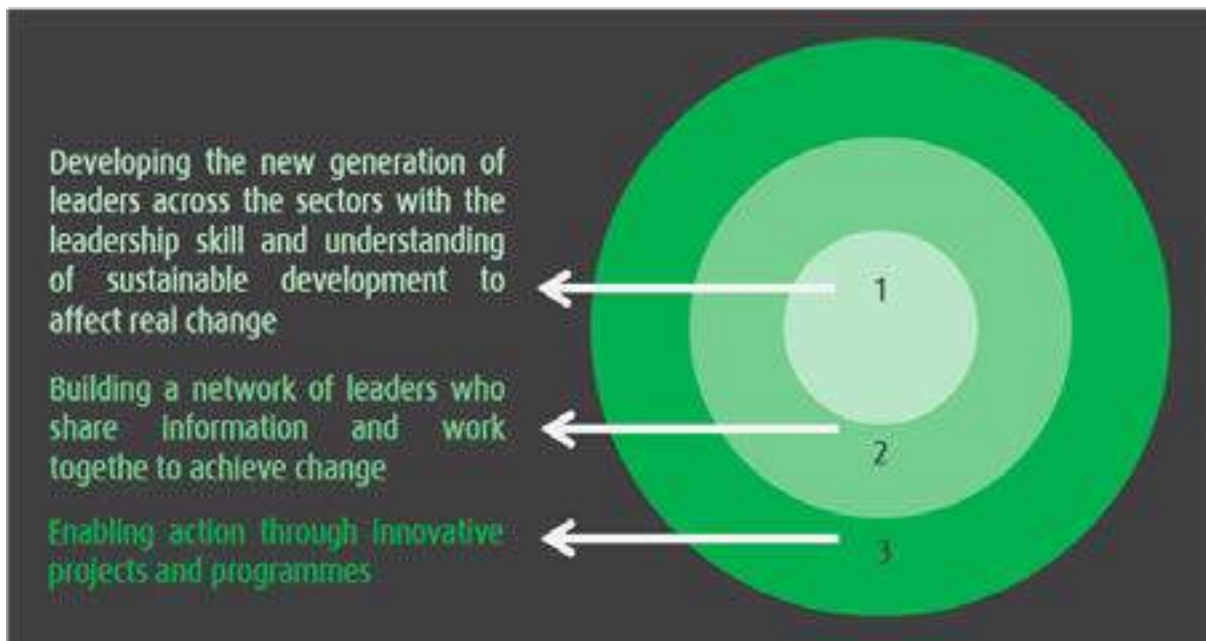




LEAD India's Thematic Focus



## THEMATIC FOCUS



## LEAD APPROACH







**CAPACITY DEVELOPMENT**



# COHORT LEADERSHIP PROGRAM

LEAD is best known for its unique internationally tested and proven leadership-training program. It runs parallel in 14 countries and is designed to offer a mix of classroom and field experiences. The program runs over a one year period and offers 4 national training sessions (NTS). Each NTS is residential and runs for seven days and the program is designed around a central theme and sub-themes. Our training program challenges traditional notions of leadership using progressive participatory techniques. It provides a forum for exchange of ideas, sharing of experience and a vision for collective action.



## Journey from Associate to Fellow

This training creates a learning journey that not only provides universally applicable leadership skills, but also simultaneously contextualizes these skills within contemporary global environmental concerns. The Selected candidates join as “LEAD Associate” and graduate as “LEAD Fellows” after completion of the NTS each year.

## Methodology

LEAD Cohort programs are designed around a classic framework to take the participants through a Learning Journey which shall have the three key dimensions - Knowledge, skills and personal awareness. While all three dimensions are important, we think personal awareness is most important area if you want to be an effective leader. If you don't know who you are, how do you expect anyone else to follow your leadership.

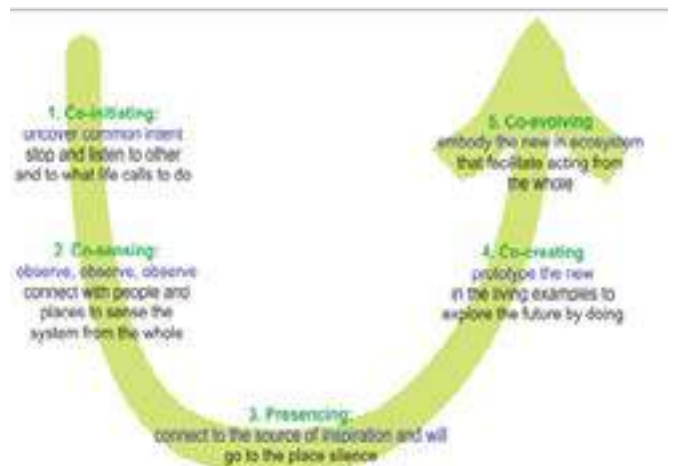
All sessions shall be conducted through a participatory approach and inputs shall be built upon the existing level of knowledge and understanding of participating teams.

## LEAD Approach

Our central approach is based on Experiential learning methodology that is learner centered, participatory, highly dynamic and stimulating.

The following principles guide the LEAD India module designed for training:

- Systemic thinking: Knowledge and skill to see a system as a whole and not as parts
- Cross sectoral: Perspectives of multiple stake holders across sectors are mapped; also learning from peers representing different sectors.
- Experiential: Associates work on a real life sustainability challenge being faced by vulnerable communities using the ‘U process’



- Participative: Follows principles of participatory approach including group exercises, individual assignments, peer learning, etc
- Customized: Modules are designed based on contextual theme and training needs of the target group.

### Individual Benefits

At the end of the Cohort training, participants should expect to gain:

- Strengthened knowledge and understanding of key sustainable development challenges and their potential solutions.
- Enhanced leadership, cross-cultural communication, networking, decision making and problem solving skills.
- Interaction with professionals from different sectors and countries.
- Membership in an international network of 3000+ leaders committed to sustainability in over 80 countries.
- Experience of putting sustainable development into practice through project work, case studies and field visits.
- Access to LEADnet, electronic access to the worldwide network of LEAD Fellows and Associates.
- Support from LEAD's dedicated team of worldwide training professionals.
- Certificate acknowledging successful completion of the training program

### Institutional Benefits

- Developing better-trained staff, with enhanced cultural and cross-sectoral awareness, able to take on more responsibility.
- Accessing global expertise in many areas of sustainable development.
- Investing in education for sustainability
- Increasing your organization's intellectual and human capital on issues such as sustainable energy, poverty reduction strategies and health.
- Demonstrating commitment to issues such as life-long learning, corporate citizenship and social and environmental responsibility.
- Building a reputation among leading professionals from government, civil society, media, academia and business for a commitment to sustainability.



# LEAD Fellowship: Cohort 16&17



## Cohort-16

The LEAD flagship program (Cohort program) was re-launched in year 2013-14 after gap of two years and a batch of 10 associates forming Cohort 16 graduated as LEAD Fellow in March 2015. Overall theme for the Cohort 16 was “Leadership for mainstreaming conservation and climate adaptation in development for sustainable society”. In the absence of International session, the program offered 4 National Training Sessions (NTS) to complete the learning journey of “Associates” to become “Fellow”. Details of the training sessions are given below.

- NTS-1 *Building Leadership and Understanding Conservation and Climate adaptation, Bhimtal, July-2014*
- NTS-2 *Integrating Conservation and Climate Adaptation in Rural development, Leh-Ladakh, September-2014*
- NTS-3 *Integrating Conservation and Climate Adaptation in Business Sustainability, Goa, January, 2015*
- NTS-4 *Integrating Conservation and Climate Adaptation in Urban Development, Delhi, March 2015*







## Cohort-16: List of Fellows

S. No.	Name	Designation/Organisation
1	Ambuj Kishore	Program Director, Aravali, Jaipur
2	Anna Kalisch	Implementation Manager, GIZ, New Delhi
3	Ashish Rai	Director, Aarogyam, Varanasi
4	Bhawana Luthra	Director, Programs & Operations LEAD India, New Delhi
5	Chittaranjan Hota	Secretary, Manav Adhikar Sewa Samiti, Odisha
6	Gajanan Kale	Asst. Project Director, Apeksha Homeo Society, Vidarbha
7	Gopal S. Singh	Professor, Institute of Environment and Sustainable Development, BHU, Varanasi
8	Kanika Pal	Group Manger, CSR, Apollo Tyers, New Delhi
9	Sandeep Mehto	Founder Director Bharat Calling, Hoshangabad, MP
10	Vijai Pratap Singh	Program Manager, LEAD India, New Delhi

# First National Training Session Bhimtal, Uttarakhand



## *Theme: Building Leadership and Understanding Conservation and Climate Adaptation*



The first NTS of Cohort-16 was held from 5th to 12th July, 2014 at Bhimtal, Nainital, Uttarakhand with support from Central Himalayan Environment Association (CHEA) headed by Dr. Pushkin Phartiyal (Fellow Cohort-9). The sub-theme for the 1st NTS was “Building Leadership and Understanding Conservation and Climate Adaptation” where the batch of 11 associates from multi-sectoral group were engaged.

During the 8 day-long learning journey of NTS-1 associates were exposed to the session knowing oneself, knowledge sessions and field challenge including-

- Knowing oneself and understanding human behaviour, emotional intelligence, learning to unlearn
- Interconnected systems-Conservation and climate change in Uttarakhand
- Action learning-Climate adaptation and vulnerability function
- Integrating Climate Change Adaptation in development planning

- Uttarakhand disaster 2013
- Field Challenge- Enhancing climate resilience of vulnerable rural community

Throughout the week associates soaked in thematic inputs and expert advice from sector experts before being exposed to real field based challenge which was to “enhance climate resilience of vulnerable rural community”.

## **Training Output**

At the end of the program the output of training in way of recommendations were presented by associates based on the learning’s build over the course of training and facing real field challenge before an eminent expert panel from Uttarakhand representing institutes like GBPIHED, Forest Department and CHEA, Nainital.





# Second National Training Session Leh, Ladakh



## *Theme: Integrating Conservation and Climate Adaptation in Rural Development*



The second NTS of Cohort-16 was organized from 13th to 20th September, 2014 at Ladakh in association with Ladakh Hill Development Council (LAHDC) and Forest Department. This NTS was also opened for fellows to join and 8 fellows joined the NTS along with associates. The sub topic of the NTS-2 was “Integrating Conservation and Climate Adaptation in Rural Development”. During the program associates were exposed to various technical sessions and fellows contributed to the whole process through their respective expertise. Following skills and technical sessions were organized:

- Overview of Ladakh geography, geology and biodiversity
- Systems thinking
- Leadership in Action-A case story of Sonam Wangchuk in reforming education system of Ladakh
- Energy conservation and climate solutions-is a Balance possible? Learning from Ladakh
- Conservation and climate change in Ladakh
- Artificial Glaciers-Understanding water

conservation and management

- Learning to connect with oneself - meditation and its importance
- Appreciative inquiry

The technical sessions were supported by field visit to challenge sites to work on “Integrating conservation in rural livelihoods” where team visited Rumbak village in Hemis High Altitude National park to study the initiatives taken by the forest department for promoting eco tourism as a pilot, followed by visit to Gya-Miru village cluster for stakeholder consultations.

## **Training Output**



At the end of the program the team consolidated its findings in form of a presentation and a suggestive model for community based tourism in Gaya-Miru village cluster along the concept of ‘Village Walk’- which seeks to preserve the indigenous culture, tradition and value systems on one hand and also promote land based economies on the other. The team developed a role play for the local communities as well.





The collaborated hard work of the team has been appreciated by the LAHDC, relevant government departments and other stakeholders. Based on experiences with LEAD India over last few years, LAHDC sees the potential and value in continued engagement of LEAD India/ LI Fellows to strengthen the development efforts of LAHDC, Leh. The Hill Council has thus welcomed discussions on signing up an institutional MoU with LEAD India.

LEAD India would like to thank LAHDC, Wildlife Department of Ladakh, SECMOL and Mr. Sonam Wangchuk for his time, ALTOA, Mahabodhi International Meditation Center and Shri Sangasena, resource persons, fellows and associates for helping LEAD India channelize all your efforts in a common direction of learning and sustainability.

## COHORT-17

### Recruitment

For recruitment of new batch of associates (Cohort-17) application were invited from 6th November and opened till 30th November, 2014. Within a span of 3 weeks, the Secretariat received

50 applications with representation from across the sectors and regions.

The successful re-launch of Cohort program through its 16th batch carried its momentum to Cohort-17 which went through the selection process in three phases i.e. desk appraisal, work place assessment and final interviews.

In line with the established recruitment process, work place assessments of shortlisted candidates were carried out with the support of 34 Fellows including those based outside the country. The assessments made by Fellows have tremendously helped the selection committee to make an informed decision.

The multi-disciplinary selection committee comprising of Fellow directors and Fellows from different Cohorts (Lokendra Thakkar C-5, Shruti Sharma C-9, Asha Ramachandran C-8, Aman Singh C-12, Snehil Kumar C-13) conducted the final interviews and selected the following 22 candidates for the new batch of Cohort 17.







### **List of Associates Selected for Cohort-17**

<b>Sl No</b>	<b>Name</b>	<b>Designation &amp; Organisation</b>
1	Abhiyant Suresh Tiwari	Research Assistant, Indian Institute of Public Health, Gandhi Nagar, Gujarat
2	Amor Nath Mondal	Deputy Superintendent. Engineer Environment, Oil and Natural Gas Corporation (ONGC), Agartala
3	Anand S Jadhav	Asst. Conservator of Forests, Forest Department Goa, Panaji, Goa
4	Dhananjay Wakode	Founder Director, Benchmark Computer Solutions Pvt. Ltd, Mumbai, Maharashtra
5	Ishaan Agarwal	Team Leader, Foundation for Ecological Security, Mandla, M.P.
6	Jafer Hisham	Fisheries Officer, Dept. of Fisheries, Administration, UT of Lakshadweep, Kavaratti Island, Lakshadweep
7	Jyotiraj Patra	Independent Consultant, International Institute for Sustainable Development, Shimla, Himachal Pradesh
8	K Ramya	Station Manager, Radio Active CR, Bangalore, Karnataka
9	Leena Bhiku Verenkar	Associate General Manager- Community Relations, SeSa Sterlite Ltd., Panaji, Goa
10	Madegowda C	Program Associate, Ashoka Trust for Research in Ecology and the Environment (ATREE), Bangalore, Karnataka
11	Mukta Ojha	Trustee, Green Warriors Foundation, Patna, Bihar
12	Neha Sinha	Advocacy and policy officer, Bombay Natural History Society, New Delhi
13	Parabita Basu	Senior Reserch Biologist, Wildlife Institute of India, Dehradun, Uttarakhand
14	Radhika Kothari	Independent Consultant, World Wide Fund for Nature (WWF), Mumbai
15	Raju Sharma	Deputy General Manager – Mawana Social Services, Usha International Limited, New Delhi
16	Sanjay Jothe	Independent Consultant, Odisha
17	Seema Mishra	Assistant Director, SIES - Indian Institute of Environment Management, Nerul, Maharashtra
18	Shafqat Majid Khan	District Immunization Officer, Government of Jammu and Kashmir, Srinagar, J & K
19	Shreesh Tripathi	Programme Officer-Economic Justice, Oxfam India, Lucknow, Uttar Pradesh
20	Soumya Bhatt Wadhwan	Technical Expert, Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH, New Delhi
21	Vani Manocha	Communications Expert, Centre for Science and Environment (CSE), New Delhi
22	Vijay Vardhwan Vasireddy	Head, Natural Resource Management, Imperial Tobacco Company of India Limited, (ITC), Kolkata, WB.

## Cohort-17: Training Theme

**Overall training theme of Cohort-17 is “Leadership for Mainstreaming Conservation & Climate Adaptation in Development for a Sustainable Society”.**

The sub theme of 4 NTSs are given below-

1st National Training Session	2nd National Training Session	3rd National Training Session	4th National Training Session
Jan 2015, Goa	April 2015, Bhopal	July 2015, Ladakh	Jan 2016, Chennai
			
Integrating Conservation & Climate Adaptation in Business Sustainability	Integrating Conservation & Climate Adaptation in Rural Development	Integrating Conservation & Climate Adaptation in Hills & Mountains	Integrating Conservation & Climate Adaptation in Urban Development





# Goa Training Session-Joint NTS of Cohort-16 & 17



## *Theme: Leadership for Integrating Conservation and Climate Adaptation in Business Sustainability*

Goa National Training Session module was designed with an attempt to bring two cohorts together. The subtheme for the NTS was Leadership for Integrating Conservation and Climate Adaptation in Business Sustainability.

The recently concluded NTS created a platform for fellows engagement largely because 1st two day session was opened to fellows with Cohort 17th batch, later Cohort 16th joined Cohort 17 and took part in cross sectoral consultation with stakeholders of mining industry which further focused on their CSR activities which led the team to recommend a concrete PR mechanism for the mining sector



The sessions were co designed and co organized with the fellows of Goa who supported and hosted LEAD all throughout.

The Goa National Training session was held from 18th to 24th January 2015 for 8 days. During the 8 days the Associates undergone following skill module and knowledge sessions.

- Knowing yourself and understanding human behavior; emotional intelligence, learning to unlearn
- Climate Change and Business Sustainability
- CSR Nuts and Bolts-and its relevance for Business Sustainability
- Provisions under new Companies Act 2013 – Implications for CSR in India
- Skill Module – Appreciate Enquiry, System Thinking, Leadership, Network and Networking
- Overview of Mining Industry – Challenges and Issues

Throughout the week associates soaked in thematic inputs and expert advice from sector experts and field visit of mining site to understand the issues and challenges of mining industries.

## **Training Output**

The associates made presentation of their suggestions and recommendation on concrete PR mechanism for the mining sector based on the learning's build over the course of training and first hand understanding from stakeholders and field visits before an eminent expert panel including Chairman, Goa Pollution Control Board and representation from Forest department, Mining Industry, Goa Mineral foundation, NGO working in field of conservation etc.

Mineral Foundation of Goa saw great value in the suggestions made by the team.

After training participants were asked to convey their key learnings in which it was found that 53% of the participants felt motivated, confident, inspired and gained self awareness. 42% have said that they are now more respectful and open to new perspectives.



# Cohort-16: Fourth National Training Session, Delhi



## *Theme: Integrating Conservation and Climate Adaptation in Urban Development*



- Overview of urban development and issues related to solid waste management
- Urban issues: Building and construction, urban transport and solid waste management
- Field Visit: Visit of slum area, focused group / discussion covering issues of health, hygiene, education etc.
- Leadership panel

Throughout the week associates soaked in thematic inputs and expert advice from sector experts before being exposed to real urban challenges.



The fourth NTS of Cohort-16 was held from 16-20th March, 2015 at Delhi. The sub-theme for the 4th NTS was “Integrating Conservation and Climate Adaptation in Urban Development” where the batch of 10 associates from multi-sectoral group were engaged.

During the 5 day-long learning journey of NTS-4 associates were exposed to the session on effective communication, Group reflection, knowledge sessions and field visit including:-

### **Training Output**

The associates of Cohort 16 after completing this fourth session of training graduated as LEAD India Fellow. They made presentation on their learning’s build over the course of LEAD fellowship program







**ENABLING ACTIONS**





The Big Lottery funded four year project ‘Securing Tribal Livelihoods in Odisha’ (STLO) which commenced in February 2012 successfully completed three years of its implementation. LEAD India designed project is an innovative and holistic manner to chart out a more systematic approach to livelihood appraisal which is based on understanding and enhancing the complex lives of poor tribal communities in Gajapati and Rayagada district.

Project was started with approach of strengthening local institution like SHGs and Farmers Group and to introduce various activities for improving livelihoods of tribal families, governance, community health and adaptation to climatic variability as cross cutting issues. By the end of year three farmers has started integrating various farming practices like horticultural crops, kitchen gardening, system of rice intensification, organic farming, bee keeping and multi cropping practices to diversify the food basket.

## Intervention

1. To strengthen agriculture based livelihoods
2. To strengthen natural resource base and livelihood options
3. To improve access to govt. schemes, civil and political rights
4. To improve community's health & nutrition and research to identify the current and future risk to livelihood & health in Gajapati and Rayagada

Mechanisation and micro irrigation support enables multiple cropping and expanded cultivation area. Apart from farming activities alternate livelihood enterprises such as Jack fruit processing unit, candle making, poultry farming, mushroom cultivation etc. has helped the families who have no farming lands. The overall effort of project has increase the income and nutritional intake of the family.



## Key Project Activities



### Farm Based Livelihood Activities

During Year Three several training programs, workshop and exposure visits were organised to promote integrated farming systems. These training sessions have improved the ability and willingness of farmers to practice those techniques in their fields. Around 1,000 farm households are continuing the practices of growing vegetables, Systems of Rice Intensification, food security model, horticulture, bee keeping and other cash crop in their fields.



Crop diversification and integration with integrated pest management along with scientific farming techniques and availability of quality seeds have improved the integrated farming practices amongst the farmers in Gajapati and Raygada district. Around 500 farmers have started integrating horticulture crops with traditional farming practices using high yielding seeds. 1,200 households are practicing nutritional kitchen gardening.

### Alternate Livelihood Activities

Women of Self Help Groups in Gajapati and Raygada are engaged in different enterprise activities. 640 households are involved in 163 units of different enterprise activities supported by the project. The main enterprise activities started are poultry and duck rearing, pisci-culture, leaf-plate making, trading and stitching, tailoring, mushroom cultivation, masonry, carpentry, seasonal vending, poultry trading, jackfruit processing and trading, candle making phenyl making, tamarind processing, grocery shop, goat trading, bee keeping and cycle repairing. Due to start of these activities, families have improved their income.





## Climate Change Network Meeting with Local NGOs

Consultation workshops were organized at Mohana, Gajapati and Padampur, Raygada district create network of local NGOs/CBOs to work together on climate change issues. During the workshop representatives from NGOs/CBOs/PRI and community members participated and the importance of such network to share the experiences and learn from each other was discussed. During the workshop Dr. Vijai Pratap Singh from LEAD India took the session on Climate change issues and vulnerability of the area. During the discussion all participants shared their perception and experiences about climate variability in their area and agreed that climate variability and change is one of the most important issues affecting the community, both directly and indirectly which needs to be addressed.



## Community Information Centre & Cooperative Facilitation Centre

Two Community Information Centers one in Rayagada and the other in Gajapati district has been established. These facilities are actively used by the surrounding communities who benefit from a vast array of information relevant to them, product displays and market linkages. Print materials on different agricultural materials have been shared with farmers groups and they are actively using the information at grass-roots level. Five cluster level cooperatives has been established

in project area in both blocks and block level Cooperative Facilitation Centre has started and linked with the Information Centre.



## Leverages from Government



The project team has actively engaged with different stakeholders like government departments, NGOs, research institutions and Panchayati Raj Institutions (PRIs) for their participation and technical support also showcased project interventions. This continuous effort of team has resulted in Govt. Leverages and Central Horticultural Experiment Station (CHES), Bhubaneswar; an IAR institute has extended technical support and initiated their interventions for promotion of vegetable cultivation in LEAD's project villages in Gajapati district.

## Annual Review

Project annual review was carried out in June 2014 to assess the project performance in presence of representative of LEAD India and Ekjut along with project field staff of Gajapati and Raygada district at Taptapani, Gajapati. During the review process project targets vs. achievements was reviewed with the field team, volunteers and community members and further charted an action plan for next six months.

## Monitoring Visits



Mr. Paul Everett of LEAD International and Dr. Vijai Pratap Singh of LEAD India went on a monitoring visit in September 2014, Feb 2015 and Aug 2015. The monitoring visit comprised of visits to the intervened villages, meeting with field staff and volunteers to gather first hand information on the implementation activities going on in the project area. On 13th February monitoring team with project field manager met the new Collector & DM of Gajapati and briefed her about the project progress and requested her support for convergence of government schemes in project area.

## Project Impact

The project embodied the goal of improving livelihood of tribal community through capacity building, enterprise initiatives and a range of adaptation techniques. The adaptation techniques sought to generate a sustainable socio-economic and environmental setup that integrates a bottom up approach to building resilience capacity for ensuring long term sustainable development of the tribal community. Project considered local characteristics and socio-economic dynamics at the micro level-individuals, households and community.

In its entirety the project addressed the issue of physical, social, natural, human and financial capital. See box 1& 2 below

### *Box-1: Physical & Natural Capital Created*

Particulars	Units
Micro Irrigation Support (Treadle pump, Diesel Pump, Drip Irrigation, Drip Irrigation for Kitchen Garden(Nutritional Kit)	500
Kitchen Garden	1200
Poultry and Duckery	60
Grocery shop support	16
Tailoring	17
Beekeeping	31
Pisci culture	12
Integrated farming model sites	22
Vermin Compost	34
Other alternate livelihood (Candle making, Phenyl making, Tamarind & Jackfruit processing etc.)	32
Farmer's field school	7





### **Box-2: Social Capital Created**

Particulars	Units
Self Help Groups (SHGs)	105
Farmers Association	57
Village Development Committee (VDC)	46
Village Health Committee	40
Grain Bank	71
Seed Bank	45
Panchayat level Cooperative	5



### **OTHER ACTIVITIES**

#### ***Participation in conference on Mainstreaming DDR-CCA in Development: Policy and Practices***

LEAD India participated in conference on “Mainstreaming of disaster Risk Reduction-Climate Change Adaptation (DDR-CCA) in Development: Policy and Practices” organized by Uttar Pradesh state Disaster Management Authority, Govt. of U.P. in association with NIDM, UNICEF, GEAG and ISET on 20th Oct. 2014 at Lucknow. The focus of the workshop was to understand concept and insights of mainstreaming DDR-CCA in urban areas and challenges of implementation of State Action Plan on Climate Change.

#### ***Participation in Youth and Climate Change in the Indian Himalayan Region***

LEAD India was invited by G B Pant Institute of Himalayan Environment and Development (GBPIHED), Kullu, Himachal Pradesh and Central Himalayan Environment Association (CHEA) in collaboration with Fredrich Ebert Stiftung (FES) for a workshop on “Youth and Climate change in the Himalayan Region” from 1 to 3rd December 2014.

The workshop was hosted by GBPIHED, HP Unit. The theme of the workshop was “Youth and climate change in the Indian Himalayan Region” to provide the young researchers opportunity for their skill development and create interest on Himalayan environment and climate change through deliberations and climate change and interactions with the experts and scientists. In addition, this workshop provided a platform for learning, established their future network for interaction across the state, help the young researchers to come across various issues and challenges of the Himalayan environment and Climate change, strengthen their ongoing research activities and initiate new projects on the above theme. Keeping in view the expertise in climate change adaptation, training, network and planning, the Director, Program and Operations LEAD India was invited as a resource person to



---

---

deliver a lecture on “Adaptation to climate change and mainstreaming adaptation in development planning”.

### ***The Crossover Series Meeting with Global Compact Network***

LEAD India is member of Global Compact Network and participates in its monthly meetings. The Crossover Series meeting of GCN was held on the 2nd of December 2014 at the YWCA Conference Hall in New Delhi. The main topic of discussion was around how corporate social responsibility (CSR) is and will be able to transform the world of people with disabilities with a special focus on employment and the promises of technology.

This conference was to listen to the ideas and views of some important figures that deal with the issues around disability. The first main speaker was Prasanna Kumar Pinch who is the

Chief Commissioner of Persons with Disabilities, Ministry of Social Justice and **Empowerment, Government of India**; the **second speaker was Srimathi Shivashankar** who is from HCL Technologies, were the main keynote speakers for the session. After these speakers who have delivered their address, a roundtable discussion was held where all participants were able to share their views and experiences.

### ***Follow up meeting with Stanzin Dorjai on outcome of Cohort 16 field challenge, Ladakh***

Mr. Stanzin Dorjai visited LEAD India office to discuss and take forward the village walk and livelihood plan prepared by the Cohort-16 as part of their “Field Challenge- Integrating conservation in rural livelihoods”. He has shown interest to design three day festival for Gaya-Miru village cluster with support from LEAD India.





**Pallava Bagla, Fellow (Cohort-9)** and Science Journalist associated with NDTV India, won the prestigious **“Chaudhary Charan Singh Award for Excellence in Journalism in Agricultural Research and Development”** in New Delhi. Bagla was awarded by Prime Minister, Shri Narendra Modi for his outstanding work in the field of agriculture and development during ICAR’s 86th Foundation day Celebration on 29th July 2014.



**Krishnendu Bose, Fellow (Cohort-3)** has been awarded for his documentary **“Tiger - The Death Chronicles”** in The Ya’an International Nature Wildlife Film Festival, China, during October 2014. Bose is the recipient of India’s highest honour for environment filmmaker.





**Dr. Pankaj Sekhasaria, Fellow (Cohort-9)** has written his first novel “The Last Wave- An Island Novel” has released. In Delhi it was released on 19th November 2014 at WWF Auditorium.



**Dr. Prasanta Tripathy, Fellow (Cohort-6)** and Founder Secretary, Ekjut received “Public Health Champion Award” on behalf of his organisation EKJUT by World Health Organisation (WHO) at New Delhi, for the outstanding services rendered in Public Health to the country”.





## LEAD India Fellows: Achievements

1	Ajay Kumar Lal	Has joined as Director, Department of Environment, Science & Technology, Government of Himachal Pradesh.
2	Anjuly Chib Duggal	Joined as Special Secretary, Corporate Affairs, Ministry of Corporate Affairs, Govt. of India
3	Chitra Rajagopal	Has promoted as Director, Defence Research & Development Organisation, Ministry of Defence, Government of India
4	Dhir Jhingran	After taking voluntary retirement from Government service, Jhingran has joined as Senior Advisor, Education, UNICEF India & Founder & Director of Language and Learning Foundation based in Delhi.
5	Kapil Mohan	Joined as Principal Secretary, Youth Empowerment and Sports, Government of Karnataka
6	Latha Krishna Rao	Has promoted as Additional Chief Secretary cum Development Commissioner, Government of Karnataka
7	Mahesh K Patil	Took voluntary retirement from Sesa Sterlite Limited as Vice President and started own Agro farm as Director, NV Eco-Farm at Goa.
8	Rajeev Kumar	Joined as Establishment Officer & Additional Secretary, Ministry of Personnel, Government of India
9	Saroj Dash	Nominated as LEAD Ambassador for LEAD Programme from India.
10	Shailendra K Joshi	Has joined as Principal Secretary, Irrigation & Command Area Development, Government of Telengana.
11	S P Gathoo	Promoted as Director, Human Resources & Board Member of Bharat Petroleum Corporation Limited
12	Sudhir K Sinha	Has relocated to Gurgaon, as Advisor, Sustainability & CSR, Pricewaterhouse Coopers Private Limited, Gurgaon



# LEAD India Fellows: Involvement in LEAD Activities



1	Aditi Kapoor	Conducted work place assessment for Cohort 17 candidate Leadership panel member for Cohort 16 Graduation Session. Attended 8th AGM
2	Aanchal Kapur	Conducted work place assessment for Cohort 17 candidate
3	Aaradhana Kohli Kapur	Conducted work place assessment for Cohort 17 candidate
4	Ajith Venniyoor	Conducted work place assessment for Cohort 17 candidate
5	Aman Singh	Conducted work place assessment for Cohort 17 candidate Member of Cohort 17 Recruitment sub committee
6	Anish Andheria	Conducted work place assessment for Cohort 17 candidate Member of Program & Cohort 16 Recruitment sub committee
7	Archana Godbole	Engaged as resource person for Cohort 16 & 17 Associates training.
8	Asha Ramachandran	Treasurer and Acting President of LEAD India Board Member of Cohort 17 Recruitment Sub Committee Engaged as facilitator of Cohort 16 & 17 Associates training Attended 8th AGM
9	Ashok Tanurkar	Conducted work place assessment for Cohort 17 candidate
10	Bharat Patwal	Conducted work place assessment for Cohort 17 candidate
11	Bibhu Dutta Sahoo	Conducted work place assessment for Cohort 17 candidate
12	C N Anil	Conducted work place assessment for Cohort 17 candidate
13	Deepshikha Deka	Member, Program Sub Committee Engaged in training of Cohort 16 & 17 Associates. Participated in the National Training Session at Goa
14	Dinesh Agrawal	Fellow Director of LEAD India Board
15	Gazala Shaikh	Conducted work place assessment for Cohort 17 candidate
16	Glenn Kalavampara	Participated in the National Training Session at Leh, Ladakh for Cohort 16 Engaged as resource person for Cohort 16 & 17 Associates at Goa. Conducted work place assessment for Cohort 17 candidate
17	Harleen Kaur	Conducted work place assessment for Cohort 17 candidate
18	Indrila Guha	Conducted work place assessment for Cohort 17 candidate
19	Jagdish R Desai	Engaged as one of the facilitator for National Training Session at Goa
20	Kapil Mohan	Fellow Director of LEAD India Board Engaged in the Cohort 17 Recruitment Process
21	Kirtida Oza	Fellow Director of LEAD India Board Conducted work place assessment for Cohort 17 candidate Participated in the Goa NTS Attended 8th AGM
22	Krishnendu Bose	Leadership panel member for Cohort 16 Graduation Session.





# LEAD India Fellows: Involvement in LEAD Activities



23	K G Saxena	Leadership panel member for Cohort 16 Graduation Session.
24	Krishna V Kulkarni	Engaged as Resource person for Goa NTS
25	Lokendra Thakkar	Conducted work place assessment for Cohort 17 candidate Member of Cohort 17 recruitment sub committee
26	Madhu Verma	Conducted work place assessment for Cohort 17 candidate
27	Mahesh K Patil	Engaged in facilitating of Cohort 16 & 17 Associates. Lent support for National Training Session at Goa Participated in the 2nd NTS of Cohort 16 at Ladakh
28	Mahesh Mahajan	Attended National Training Session at Goa
29	Mamatha Gowda	Member of Business Development & Communication sub committees Conducted work place assessment for Cohort 17 candidate
30	Monijinir Byapari	Conducted work place assessment for Cohort 17 candidate Engaged in the Executive Director screening process of LEAD India
31	N Muthu Velayudham	Fellow Director of LEAD India Board Conducted work place assessment for Cohort 17 candidate Engaged as faculty for Cohort 16 & 17 Associates training.
32	Namita Pradhan	Conducted work place assessment for Cohort 17 candidates Lent support for Securing Tribal Livelihood Project
33	Niraj Bhatiker	Attended National Training Session at Goa
34	Pankaj Sekhsaria	Conducted work place assessment for Cohort 17 candidate
35	Parag Rangnekar	Conducted work place assessment for Cohort 17 candidate Engaged in facilitating of Cohort 16 & 17 Associates training.
36	Prasanta Tripathy	Conducted work place assessment for Cohort 17 candidate Engaged in training of Cohort 16 & 17 Associates. Attended 8th AGM
37	P Chakravarty	Conducted work place assessment for Cohort 17 candidate Engaged as resource person for Goa NTS.
38	Pushkin Phartiyal	Conducted work place assessment for Cohort 17 candidate Engaged in the selection committee of Executive Director Recruitment
39	Richa Pant	Member of Business Development & Communication sub committee Conducted work place assessment for Cohort 17 candidate
40	Samir Audi	Attended National Training Session at Leh & Goa Attended 8th AGM



# LEAD India Fellows: Involvement in LEAD Activities



41	Sanjay Deshmukh	Conducted work place assessment for Cohort 17 candidate Participated in the Leh & Goa NTS of Cohort 16 & 17
42	Shruti Sharma	Participated in the National Training Session at Leh, Ladakh for Cohort 16 Member of Cohort 17 Recruitment Sub Committee
43	Snehil Kumar	Fellow Director of LEAD India Board Conducted work place assessment for Cohort 17 candidate Chair of the Program & Business Development & Communication sub committees Engaged in training of Cohort 16 & 17 Associates. Attended 8th AGM
44	Sudhir K Sinha	Member of Business Development & Communication Sub Committee Conducted work place assessment for Cohort 17 candidate Leadership panel member for Cohort 16 Graduation Session.
45	Suneetha Kacker	Conducted work place assessment for Cohort 17 candidate
46	Sunder Subramanian	Conducted work place assessment for Cohort 17 candidate
47	Varghese Theckanath	Conducted work place assessment for Cohort 17 candidate
48	Vimal Garg	Conducted work place assessment for Cohort 17 candidate
49	Veena Ravichandran	Conducted work place assessment for Cohort 17 candidate Engaged in the Executive Director recruitment process



## INTERNS AT LEAD INDIA

During year 2014-15 six interns joined LEAD India and worked with us for supporting, coordination, planning and designing process of our project and flagship programs. Two of them have worked in our project area in Odisha.



Sara Martin Fonseca  
Pantifical Catholic  
University Brazil



Sharada P. Sahoo  
HDF School of anagement  
Cuttack, Odisha



Giulia Bigoito  
Uniersity of Ferrara Italy



Ranajit Pradhan  
HDF School of Management,  
Cuttack, Odisha



Danny Ma  
Machleans College  
Universty of Aukland

*“My experience at LEAD India has been invaluable and I have met some of the most brilliant people. I will miss my time here dearly and this organization has taught me so much. I am so grateful for the opportunity to have worked as an intern here and would recommend LEAD to anyone and everyone”*

*Danny Ma*





## S. Sahoo & Co.

Chartered Accountants

### Auditors' Report

To  
The Members of Board  
LEAD INDIA  
M-8, 3<sup>rd</sup> Floor, Greater Kailash Part-1  
New Delhi-110048

#### **Report on the Financial Statements**

We have audited the accompanying financial statements of LEAD INIDA (AAATL1950A), which comprises the Balance Sheet as at 31st March 2015, Income & Expenditure Account, Receipt and Payment Account for the year then ended, and a summary of significant accounting policies and other explanatory information.

#### **Management's Responsibility for the Financial Statements**

Management is responsible for the preparation of these financial statements that give a true and fair view of the financial position, financial performance of the Organization in accordance with the accounting principles generally accepted in India. This responsibility also includes the maintenance of adequate accounting records in accordance with the provision of the laws for the time being in force, for safeguarding of the assets of the organization and for preventing and detecting the frauds and other irregularities; selection and application of appropriate accounting policies; making judgments and estimates that are reasonable and prudent; and design, implementation and maintenance of internal controls; that were operating electively for ensuring the accuracy and completeness of the accounting records, relevant to the preparation and presentation of the financial statements that give a true and fair view and are free from material misstatement, whether due to fraud or error.

#### **Auditor's Responsibility**

Our responsibility is to express an opinion on these financial statements based on our audit. We have taken into account the provisions of the laws for the time being in force, the accounting and auditing standards and matters which are required to be included in the audit report.

We conducted our audit in accordance with the Standards on Auditing prescribed by the ICAI. Those Standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.





An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal financial control relevant to the organization's preparation of the financial statements that give true and fair view in order to design audit procedures that are appropriate in the circumstances. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of the accounting estimates made by organization's management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion on the financial statements.

#### **Opinion**

In our opinion and to the best of our information and according to the explanations given to us, the aforesaid financial statements, give the information required by the applicable laws in the manner so required and give a true and fair view in conformity with the accounting principles generally accepted in India;

- a) In the case of the Balance Sheet, of the state of affairs of the "LEAD INDIA" as at March 31st, 2015;
- b) In the case of Income & Expenditure Accounts, result of operation for the year ended on that date;

**For S. Sahoo & Co**  
**Chartered Accountants**  
FR NO.: 322952E



**CA. Subhajt Sahoo, FCA, LLB**  
Partner  
M. No: - 057426

Place: New Delhi  
Date: 22.09.2015

## LEAD India

M-8 , 3rd Floor , Greater Kailash Part-1, New Delhi-110048

Amount in (Rs.)

BALANCE SHEET AS AT 31st MARCH, 2015			
	SCHEDULE	2014-15	2013-14
<b>SOURCES OF FUND</b>			
<b>I. FUND BALANCES</b>			
a. General Fund	[01]	55,19,766.00	46,96,263.00
b. Corpus Fund		85,34,940.00	85,34,940.00
c. Asset Fund	[02]	10,58,869.00	10,06,209.00
<b>TOTAL</b>	<b>I</b>	1,51,13,575.00	1,42,37,412.00
<b>II. LOAN FUND</b>			
a. Secured Loan		-	-
b. Unsecured Loan		-	-
<b>TOTAL</b>	<b>II</b>	-	-
<b>TOTAL</b>	<b>[I + II]</b>	1,51,13,575.00	1,42,37,412.00
<b>APPLICATION OF FUND</b>			
<b>I. FIXED ASSETS</b>			
Gross Block	[03]	43,36,226.00	41,16,689.00
Less: Accumulated Depreciation		31,68,733.00	29,58,533.00
Net Block		11,67,493.00	11,58,156.00
<b>II. INVESTMENTS</b>			
	[04]	90,81,564.00	85,10,817.00
<b>III. CURRENT ASSETS, LOAN &amp; ADVANCES</b>			
a. Loan & Advances	[05]	8,63,381.00	9,81,510.00
b. Other Current Assets	[06]	7,17,699.00	4,16,507.00
c. Cash & Bank Balance	[07]	1,13,16,760.00	1,40,07,331.00
<b>TOTAL</b>	<b>A</b>	1,28,97,840.00	1,54,05,348.00
<b>Less: CURRENT LIABILITIES &amp; PROVISIONS</b>			
a. Current Liabilities	[08]	3,83,333.00	6,96,957.00
b. Unspent Grant Balance	[09]	76,49,990.00	1,01,39,952.00
<b>TOTAL</b>	<b>B</b>	80,33,323.00	1,08,36,909.00
<b>NET CURRENT ASSETS</b>	<b>[A - B]</b>	48,64,518.00	45,68,439.00
<b>TOTAL</b>	<b>[I+II+III]</b>	1,51,13,575.00	1,42,37,412.00

Significant Accounting Policies and  
Notes to Accounts

[18]

The Schedule referred to above from an  
integral part of the Balance sheet.


IN TERMS OF OUR REPORT OF EVEN DATE &  
FORM 10B ATTACHED

For & on behalf :  
S.SAHOO & CO.  
Chartered Accountants




CA Subhjit Sahoo FCA  
Partner  
M No. 057426  
FR No. 322952E  
Place : New Delhi  
Date : September 22 , 2015

For :  
LEAD INDIA



Bhawana Luthra  
Director  
( Program & Operation )



Asha  
Ramachandran  
Treasurer



## LEAD India

M-8 , 3rd Floor , Greater Kailash Part-1, New Delhi-110048

Amount in (Rs.)

INCOME & EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31st MARCH 2015			
	SCHEDULE	2014-15	2013-14
<b>I. INCOME</b>			
Grant-in-Aid	[10]	1,79,24,723.43	2,11,59,334.80
Training & Programme Fees		10,64,200.00	
Interest from Investment			8,52,224.90
Other Income	[11]	14,98,153.90	4,93,223.00
<b>TOTAL</b>	<b>I</b>	<b>2,04,87,077.33</b>	<b>2,25,04,782.70</b>
<b>II. EXPENDITURE</b>			
Administration Expenses	[12]	7,71,332.60	12,99,746.88
Project Expenses	[13]	1,58,62,228.43	2,04,42,466.80
GIZ Project Expenses		58,000.00	3,91,705.00
Hudco Project		-	66,631.00
MOEF Project		-	3,48,866.00
Business Development		-	36,902.00
Wapcos		-	28,954.00
Capacity Building Activities	[14]	27,32,551.00	1,000.00
Governance Expenses	[15]	68,752.00	2,30,564.00
Web Development Expenses			2,551.00
Depreciation	[03]	2,10,200.00	2,36,099.52
Less: Depreciation Transferred to Asset Fund	[03]	39,490.00	46,257.52
<b>TOTAL</b>	<b>II</b>	<b>1,96,63,574.03</b>	<b>2,30,39,228.68</b>

**III. Excess of Income Over Expenditure**  
Transferred to Balance sheet

[I-II] 8,23,503.30 (5,34,445.98)

**Significant Accounting Policies and Notes to the Accounts**

[18]

The Schedule referred to above from an integral part of Income & Expenditure account

IN TERMS OF OUR REPORT OF EVEN DATE & Form 10B ATTACHED

For & on behalf :  
S.SAHOO & CO.  
Chartered Accountants



For :  
LEAD INDIA

CA Subhjit Sahoo FCA  
Partner

M No. 057426  
FR No. 322952E

Place : New Delhi

Date : September 22 , 2015

  
Bhawana Luthra  
Director  
( Program & Operation )

  
Asha  
Ramachandran  
Treasurer

**LEAD India**  
M-8 , 3rd Floor , Greater Kailash Part-1, New Delhi-110048  
New Delhi - 110048

Amount in (Rs.)

RECEIPTS & PAYMENT ACCOUNT FOR THE YEAR ENDED 31st MARCH 2015			
	SCHEDULE	2014-15	2013-14
<b>OPENING BALANCE</b>			
<b>Foreign Projects</b>			
Cash-in-Hand at Delhi (H.O)		58,030.00	72,997.00
Cash-in-Hand at Orrisa (B.O)		32,620.00	-
<b>Cash at Bank with</b>			
Citi Bank (Main A/c)		82,23,134.47	55,36,387.52
Citi Bank Multideposit(Sweep A/c)		11,27,558.00	-
State Bank of India (Utilisation A/c)		60,809.00	-
Fixed Deposits with Citibank		85,10,817.00	90,25,583.00
<b>Indian Projects</b>			
Cash in Hand at Delhi (H.O)		1,569.00	14,217.00
<b>Cash at Bank with</b>			
State Bank of India		3,04,504.00	23,205.00
Citi Bank		19,81,378.17	17,38,113.00
Citi Bank Multideposit(Sweep A/c)		22,17,729.00	20,67,150.00
		<u>2,25,18,148.64</u>	<u>1,84,77,652.52</u>
Grant Received	[16]	1,54,34,760.14	2,61,31,602.63
Bank interest		4,69,709.36	4,56,703.00
Interest on Fixed Deposits		8,08,710.30	7,79,603.00
Other Receipts	[17]	12,83,738.94	28,095.00
Advance & Deposit Received (NET)		3,092.00	5,88,051.10
		<u>1,80,00,010.74</u>	<u>2,79,84,054.73</u>
<b>TOTAL</b>	<b>I</b>	<b>4,05,18,159.00</b>	<b>4,64,61,707.00</b>
<b>Administration Expenses</b>			
Administration Expenses	[12A]	7,55,627.60	12,66,437.88
Programme Expenses	[13A]	1,53,31,923.43	2,00,66,128.00
GIZ Project		58,000.00	3,66,460.00
Hudco Project		-	66,631.00
Moef Project		-	3,03,066.00
Business Development		-	36,902.00
Capacity Building Activities		27,25,586.00	1,000.00
Governance Expenses	[15A]	68,752.00	2,05,319.00
Web Development Expenses		-	2,551.00
Project & Other Advance & TDS		3,94,877.00	8,79,082.00
Previous Year Liabilities paid		5,65,532.00	5,45,050.00
		<u>1,99,00,298.03</u>	<u>2,37,38,626.88</u>
Non-Recurring Expenses		2,19,537.00	2,04,932.00
<b>CLOSING BALANCE</b>			
<b>Foreign Projects</b>			
Cash-in-Hand at Delhi (H.O)		54,924.00	58,030.00
Cash-in-Hand at Orrisa (B.O)		5,027.00	32,620.00
<b>Cash at Bank with</b>			
Citi Bank (Main A/c)		56,35,358.43	82,23,134.47
Citi Bank Multideposit(Sweep A/c)		12,00,633.00	11,27,558.00
State Bank of India (Utilisation A/c)		4,154.00	60,809.00
Fixed Deposits with Citibank		90,81,564.00	85,10,817.00
<b>Indian Projects</b>			
Cash in Hand at Delhi (H.O)		7,589.00	1,569.00
<b>Cash at Bank with</b>			
State Bank of India		2,31,617.00	3,04,504.00
Citi Bank		9,26,191.26	19,81,378.00
YES Bank		8,76,960.66	-
Citi Bank Multideposit(Sweep A/c)		23,74,306.00	22,17,729.00
		<u>2,03,98,324.35</u>	<u>2,25,18,148.47</u>
<b>TOTAL</b>	<b>II</b>	<b>4,05,18,159.00</b>	<b>4,64,61,707.00</b>

Significant Accounting Policies and Notes to Accounts

[18]

The Schedule referred to above from an integral part of Income & Expenditure account

IN TERMS OF OUR REPORT OF EVEN DATE FORM 10B ATTACHED

For & on behalf of:  
S.SAHOO & CO.  
Chartered Accountants

CA Subjit Sahoo FCA  
Partner  
M No. 057426  
FR No. 322952E  
Place : New Delhi  
Date : September 22, 2015



For:  
LEAD INDIA  
Bhawana Luthra  
Director  
( Program & Operation )

For:  
Asha  
Ramachandran  
Treasurer



## Board of Directors

As a registered society, LEAD India has put in place a governance structure. During 2014-15 the LEAD India board comprised of 4 elected fellow directors and 4 independent directors nominated by the LEAD India Fellows.

### Board of Directors

Mr. Neelesh Kulkarni	Vice President
Dr. Geetam Tiwari	Director
Ms. Subha Rajan	Director
Ms. Asha Ramchandran	Treasurer
Kirtida A Oza	Fellow Director
N Muthu Velayudham	Fellow Director
Mr. Snehil Kumar	Fellow Director

### Neelesh Kulkarni, Vice President



Neelesh Kulkarni has a range experience of implementing a participatory development project in a micro watershed to developing a natural resource management plan for a river basin. He has worked as consultant

to grass root level NGOs and was also an advisor on Water Resource Development to Government of India. His experience of over 17 years includes support to NGOs for preparation of participatory water management plans all over the country, facilitating efforts for developing pro poor water policy for the country, and initiating dialogue with elected representative on water governance.

Neelesh worked as a consultant to Government of Maharashtra and the World Bank for pre-feasibility studies in Jalswarajya project in rural water supply and Sanitation sector. He has worked with various government departments especially

in Maharashtra for developing participatory approaches in their working through innovating change management processes.

Apart from his work in the water sector, Neelesh being an Electronics engineer has also worked with the Information Technology Task Force of the government of Maharashtra and was instrumental in formulating a comprehensive IT policy for masses in Maharashtra. He is responsible for business development at PriMove

### Subha Rajan, Director



Ms. Rajan is currently associated with CII as Director. She is involved in Counseling, CSR, Trade, Economic Promotion and Nation Building activities. She was the first CEO of the OIFC (overseas Indian Facilitation Centre), jointly

organized by the Ministry of Overseas Indian Affairs Diaspora. She has been a part of the world economic forum and the India economic summit. She has spent most of her life living with and supporting the down trodden and under privileged all over the world. She has worked with the lepers in the only leper colony in the world in Liberia and also with the physically and mentally challenged in Africa's remote villages. In India, she has been with slum children and has specially worked for the interest of the girl child. She has travelled the entire length & breadth of India visiting remote schools in for away villages & interacting with women and children. She has also helped burnt girls to get plastic surgery. She also counsels inmates in Delhi Jails. She works for the promotion of India and has helped build the Indian Image abroad. Besides, she has been actively involved with circle of animal lovers and has helped sterilize stray dogs and help stray animals. She also takes interest in the environmental issues and has been a spokesperson for the issue of global warming.

### Dr. Geetam Tiwari, Director



Tiwari is Professor, Civil Engineering and Dean of IIT Delhi. She received the International Velocity Falco Lecture Prize, the Stockholm Partnerships award, the Centre for excellence grant from VREF, and the Prince Michaels award. She

is advisor to Urban Age series conferences coordinated by London School of Economics since 2005. She is editor-in-chief of the International Journal of Injury Control and Safety Promotion.

She has extensive research experience in dealing with transportation issues of special relevance to low income countries. These include development of bus systems and road designs that would make transportation efficient and safer. She has been working in the area of traffic and transport planning focusing on pedestrians, bicycles and bus based public transport systems. Some of her projects include Development of a Bicycle Master plan for Delhi, analysis of traffic on Indian Highways, crash analysis on rural and urban roads, public transport planning.

She has published over 70 research papers on transportation planning and safety in national and international journals, peer reviewed seminar proceedings and edited four books on transportation planning and road safety.

She is advisor to Urban Age series of conferences coordinated by London School of Economics since 2005. She is editor-in-chief of the International Journal of Injury Control and Safety Promotion.

### Asha Ramachandran, Fellow Director & Treasurer



Asha Ramachandran is a Features Editor with The Statesman. In this position, she handles the features pages of the newspaper, including supplementaries and in the main paper. She also reports on environment and economic

issues. She was earlier Special Correspondent with Delhi bureau of the newspaper. Her writings cover major policy issues of the government as well as events related to environment.

She was briefly with The Mint, a business daily and sister organisation of The Hindustan Times. There she was, in her capacity as Deputy National Copy Chief, responsible for the production process of the news pages. She was previously Coordinator of Down To Earth, an environment and science fortnightly brought out by the Centre for Science and Environment. Prior to this, she was a senior environment correspondent with the economic division of Press Trust of India, a leading news agency, which she joined in 1986. In a previous position at the news agency, she coordinated the features division and wrote a number of articles exploring crucial environmental issues from a cross-section of perspectives.

She has a bachelor's degree in botany, zoology and chemistry. Her diploma in news agency journalism is from the Indian Institute of Mass Communication. She also holds an Advanced Diploma in French from the Delhi University and Alliance Francaise.



## N Muthu Velayudham, Fellow Director



Mr. N. Muthu Velayudham is a professionally trained social worker with in-depth field knowledge on micro finance, community enterprise, medicinal plants conservation and local health

(traditional) knowledge for primary health care. He has built several community based models for equitable & sustainable development of human and natural resources through the Covenant Centre for Development (CCD) and Community Enterprise Forum India (CEFI). He is co-founder of NANBAN Trust, a centre for disadvantaged children and founder president of CCD a developmental organization for promoting community employment to reduce migration. He is founding Director of Grama Mooligai Company Ltd. (GMCL) owned by CBOs as medicinal plants enterprise. Some of programmes coordinated by him include: Developing livelihood support system for CBOs on traditional crop based activities with Ford Foundation Medicinal plants based activities with HIVOS National Innovation Foundation (NIF), Ahmedabad documentation traditional knowledge and grass root innovations in Tamilnadu. Medicinal plants field study in 8 states and an International conference on medicinal plants supported by Oxfam GB, Coastal ecosystem programme supported by Ford Foundation, Sacred Mountain conservation programme of ATREE, Bangalore, Relief & rehabilitation in Tsunami affected areas supported by Ford Foundation, Oxfam GB and Miseror, Germany.

## Kirtida A Oza, Fellow Director



Kirtida Apoorva Oza is an independent consultant with a range of professional experience in documentation of developmental processes, editing of case studies, development of multi-language environmental

educational resources and training for target groups ranging from children youth, professionals rural and urban communities for Government, NGOs and CSR initiatives. Her previous experience includes teaching at Undergraduate level at a Liberal Arts College at Lynchburg, Virginia, USA and as Educator in On-line courses. For over eleven years she worked with various programmes at the Centre for Environment Education (CEE) with experience ranging from development of Environmental and educational resources for a variety of target groups and training for in-service professionals. She coordinated CEE's in-service Training Programmes for mid and senior professionals – TALEEM for over five years and also played a pivotal role in the coordination of the international programme Training in Environment Education- a post graduate Diploma in Environment and Development at CEE.

Since 2006, Kirtida has co-Founded the only support Group for Patients suffering from the autoimmune condition Sjögren's syndrome in India. Through Sjögren's India (SI) she provides education and counseling support to patients suffering primarily from Sjögren's syndrome (SS), but also extends services to patients with Rheumatoid Arthritis, Lupus and Scleroderma. Through SI she facilitates interaction between specialist doctors, patients and their families.





## Snehil Kumar, Fellow Director



Snehil Kumar is a Total Quality Management counsellor based in Jaipur. He is an engineer with 10 years of experience as practicing manager in Tata Steel and 11 years of counselling with organizations as

part of Confederation of Indian Industry and as an independent counsellor. He has counselled over 100 companies to steer them towards organizational excellence including Deming award winning organizations... His field of activities includes counselling on creating Daily Management infrastructure and assist implementation of Lean and TPM principles in the organizations.

He has also been actively involved in working with governmental organizations like hospitals, sales tax department, transport department of Delhi govt. and administrative reforms department of GOI for improving services. He is a visiting faculty in the area of TQM at Lal Bahadur Shastri National Academy of Administration, Mussorie.

He has co founded a counselling network called 'Partners-in-Change' to provide hands-on assistance to organizations on their change initiatives.

He is president of 'EKJUT', an NGO providing social health services in districts of Jharkhand and Orissa and an independent director in the board of AUTOLITE India Ltd., an automobile headlight manufacturing company.







*Miru Village, Ladakh  
The village hosted LEAD group in July 2015*



LEAD India

M-8, 3rd Floor

Greater Kailash Part-1

New Delhi 110048

T : 91-11-29235721, 41638440 & 49064169

E: [office@leadindia.org](mailto:office@leadindia.org) w: [www.leadindia.org](http://www.leadindia.org)