



Annual Report 2020-21

Chairman's message

During the period 2020-2021 the activities of CHI Bangalore were affected by the Covid pandemic. Due to prolonged closure of educational institutions our airport road home functioned at roughly half its usual strength. Many parents who took their children home at the start of the pandemic in March 2020 were reluctant to send their wards back because the virus was still around. We observed Covid protocols in letter and spirit for children who returned. Adequate quarantine accommodation was created for returning girls. Arrangements for girls to attend online class were made and utilised fully. It was difficult to assess the academic standards achieved by on line education. We will continue with our mission to enable our residents to achieve academic goals which will enable them to lead a life of dignity.

The Whitefield old age home functioned well during the year. Again, strict lockdown conditions for residents and vaccination prevented an invasion by the virus.

One of our residents Ms. Vijaya was seriously ill with a septic wound and a bad bed sore. Treatment at a local hospital was ineffective and she was shifted to a care facility, Snehadaan. With extremely good nursing care provided by the sisters there Ms. Vijaya has recovered almost fully and is back at the home. All expenses for her treatment were borne by the home.

Financial status: The financial position of home is excellent; we have received the highest level of annual donations during the history of Cheshire Homes. A large portion came from corporate CSR funding. However, the management continues to tirelessly work to ensure continuous fund flow. Inflation and rising costs of residential care do not allow any relaxation in our efforts to raise funds and identify fresh donors.

Management: Regular management committee meetings were held to ensure proper running of the two homes.

Appreciation: I express my grateful thanks to the Vice Chairperson Ms. Yasmin Master, the Secretary Ms. Archana Ramachandran, the Treasurer Ms. Madhavi and other members of the Management Committee. I thank the Matrons Ms. Melony Isaac, Ms. Mary Josephine and our Administrative staff members Mr. Phanindra and Mr. Sunil, and all supporting staff for their extraordinary commitment to serve the disabled.

I must also place on record our thanks to corporates and philanthropic citizens who have supported our activities with donations in cash and kind.

The partnership with the Daughters of Charity is the bedrock on which our care for the elderly is anchored. The commitment of Sister Anne and her assistants to care for the elderly is praiseworthy. I convey my sincere thanks to them.

Farewell: I will hand over the reins of CHI Bengaluru after this AGM. The committee has nominated Dr. Maya Mascarenhas a well-known doctor in community health and social activist to take over as Chairperson. I am sure CHI Bengaluru will continue the legacy of the past 60 years with renewed vigour under her able guidance. I thank all members of the Management Committee and staff for their cooperation, help and guidance during my seven years at the helm as the Chairman.

Jai Hind!

Air Marshal Philip Rajkumar (Retd.)
Chairman

Group Captain Leonard Cheshire (1915-1992) – The Founder

Born in Cheshire, England was a highly decorated Royal Air Force (RAF) pilot during the Second World War. He has been recognized by the British Government for his services to the country with a Victoria Cross, Order of Merit, Distinguished Service Orders and Two Bars, Distinguished Flying Cross. He started the Cheshire Homes in UK in 1949 and it later spread to over 21 countries in the world as a pioneering provider of care services for the disabled and needy. There are 18 Cheshire homes in India which are functioning with the same core value of providing services for the disabled and needy.



About CHIB

Cheshire Homes India Bangalore (CHIB) works for people with disabilities from vulnerable sections of the society. We provide education to physically challenged girls and help them to get employment. Residential facilities and nutritious food are provided to these young girls with disability. We run a home for senior and physically challenged women and provide hostel facilities for physically challenged working women. CHIB began its work for people with disabilities in 1961. We are a member of the Leonard Cheshire Disability Global Alliance, a worldwide organization with affiliations in 54 countries. Accreditation received from Credibility Alliance for adherence to desirable norms prescribed for good governance of voluntary organizations. We are also member of Disability NGOs Alliance, Karnataka (DNA).

Vision

To promote a society in which every disabled person can enjoy their rights and has the opportunity to fulfill their potential.

Mission

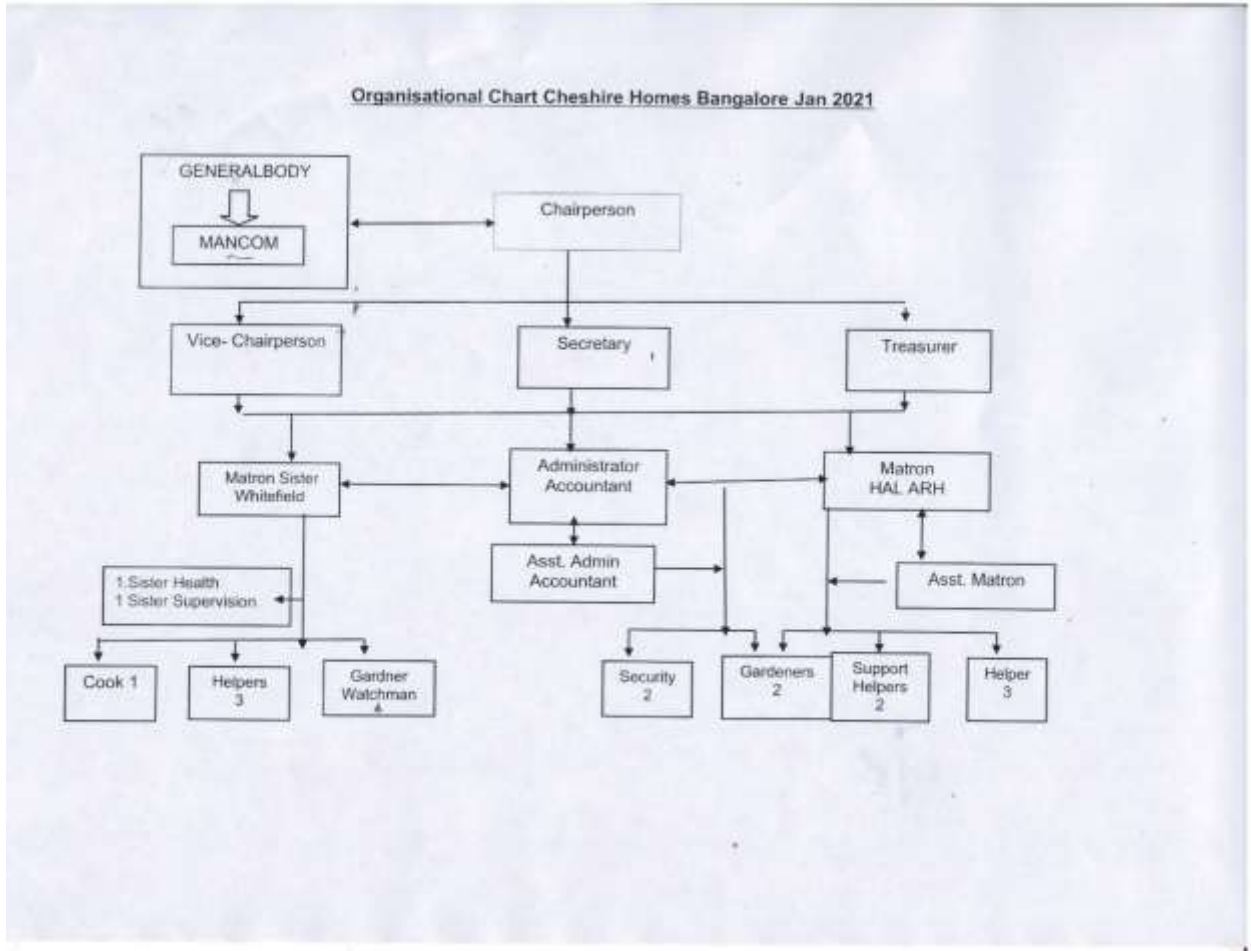
To create an opportunity for disabled youth mainly girls, by providing an enabling environment to achieve their full potential to lead normal lives and excel.

To provide a caring and loving environment for elderly women, to give them confidence and self-esteem, to live peacefully and comfortable in their sunset years.

Managing Committee Members

1	Air Marshal Philip Rajkumar (Retd.)	Chairman
2	Ms. Yasmin Master	Vice-Chairperson
3	Ms. Archana Ramachandran	Secretary
4	Ms. Madhavi	Treasurer
5	Mr. M. Philip	Member
6	Ms. Asma Armugham	Member
7	Ms. Lathamala	Member
8	Ms. Pramila Narendran	Member
9	Dr. Maya Olga Mascarenhas	Member

CHIB Organogram



Secretary's Report

During the reporting period the world faced a pandemic that humankind had not expected in their wildest dreams. Covid 19 pandemic showed us that a small micro-organism can create so much havoc in our lives and has changed the world and how we look at it. It has shown us that we are not in control of many things in life and we must be ready to accept changes in our lives whether they are good or bad. It has shown us who our true friends are and what is important and what is not. It has also shown that we humans are resilient and optimistic despite all the uncertainties and difficulties faced during this year. We at Cheshire Homes fortunately have the same resilience and optimism and we have been able to tide over the difficult times mostly unscathed. We kept our residents safe by following strict Covid19 protocol as specified by the government and by creating a quarantine facility to keep them safe. As soon as the government opened the vaccination facilities for the public, we got most of our residents and staff at the old Airport Road home (ARH) home as well as the Whitefield old age home (WFH) fully vaccinated. The country was on a lockdown for extended periods of time. Schools and colleges in the country shut down and classes went online during this period. For many it meant that they were missing out on their education for one whole academic year. The situation remained same even in the beginning of the next academic in 2021 as the country was still reeling under the effects of the pandemic. The government decided to promote all children from 1st grade to 9th grade without exams. They were in higher class but there was no learning. We did not want our children to lose out on another year of learning as many had gone home and had not returned to CHIB as the physical classes had not started. To ensure that the school going children did not miss out on their education, we arranged for classrooms equipped with computers, laptops, mobile phones and internet facilities for them to attend classes online. We also organized online and offline tuitions to help them cope with the lessons. We brought many children back from their homes to CHIB and all are now attending school and college online and offline.

Cheshire Homes has been fortunate to have received the highest amount of annual donations during this period from Corporates and good Samaritans. There has been a shift in the funding pattern as it has moved from general funding to committed project funding with CSR funds. Many infrastructural development work was also undertaken and assets were created during this period to upgrade the facilities at CHIB. It gives me pleasure to say that with the combined efforts of the management committee, the dedicated staff, the sisters from Daughter's of charity and the benevolent donors and well-wishers CHIB is at a happy place!!

Old Airport Road Home (ARH) update

The residents of this home are young girls who are physically challenged (PC) and hearing impaired (HI). Our focus here has always been to make these girls self-reliant and confident young women. In order to achieve this, we give them free education, boarding and lodging, vocational training and medical care. Making them join the mainstream is our endeavor.

A summary of the residents during the year is given below:

Type of Disability	Total residents 01 st April 2020	New admissions	No Left	Residents on 31 March 2021	Remarks
HI	31	0	6	25	Kaveri completed ITI and got married. College girls Amrutha, Komala, Sangeetha, Sandhya and Roopasri left CHIB.
PC	9	3	2	10	Mamtha.P got married and Bhanusree completed her vocational training course and left.
Total	40	3	8	35	

HI- Hearing Impaired.

PC- Physically Challenged.

New Admissions -Three young girls Anuprasha, Shrushti and Supriya with physical disability joined ARH during the reporting period. Shrushti and Supriya are sisters. Shrushti has a facial deformity. All three have adjusted well.



Update on staff– Mrs.Saraswathi Menon resigned from her post as matron in the month of January, 2021. Mrs. Meloney Isaac joined as Matron from the first of February replacing Mrs. Saraswathi Menon. After one month trial period she was put on a 6-month probation. She and Ms. Mary Josephine and other support staff run the airport road home smoothly.

Update of schooling and education

- 3 girls Vinutha, Sahana, Jyothi in 1st year B.Com and Amulya in 3rd year B. Com are studying in Adarsh College and the college is conducting in person classes and these girls after obtaining written permission from their parents have been attending in person classes.
- 4 girls wrote their SSLC exams this year. The exams were held only on 2 days and they had to only tick the appropriate answers as the question papers were objective type with multiple choice answers. Varshini H K and Sharanya passed with first class and Sushmitha and Shalini who had failed a couple of subjects in SSLC in their first attempt passed their supplementary exams with good marks.

- Dhanushree got admission to pursue her bachelor's degree in Rehabilitation science in St. Anne's college, Bangalore. She has been attending regular classes in college once the lockdown lifted in the city.
- All the other HI students continue their education at SKID through online classes
- The PC children are enrolled in 7th Day Adventist School and attend online classes.

We have arranged for the girls to get regular tuitions in complete signed English, Maths and Science and for the girls in college accountancy tuitions. The English and accountancy classes are taught in person at CHIB and math and science classes for school children are online.

The students in school from 1st grade to the 9th grade were once again promoted to the next class without exams this academic year as well as schools continued to remain closed due to the Covid 19 pandemic. All of them were assessed based on their regular school assignments and marks in their internal exams.

Medical interventions during the reporting period

- Swarna the cook had an unfortunate accident in the month of May,2020 when a portion of the ceiling in the kitchen at ARH fell on her shoulders. She broke her shoulder and needed surgery to fix it. Her surgery was done at Manipal Hospital. She also required physiotherapy for some time to make her shoulders and hand more flexible and functional. She has recovered well after her accident. CHIB took care of all her medical expenses.
- Jeevanthika our young resident underwent a corrective surgery to fix both her legs in the month of September 2020. Jeevanthika is showing considerable improvement in walking with the aid of walker and calipers. She underwent regular physiotherapy for several months as per the suggestion of the attending doctors.
- Sushmitha required a surgery to correct her left foot deformity. Dr. Verma the consulting orthopedic surgeon at Manipal hospital had recommended that she needs left foot triple arthrodesis after which she will need calipers, and walker for mobilization. She underwent the corrective surgery on the 27th of Jan,21. She was discharged after 2 days. She had several epileptic attacks after being discharged from the hospital and she was re-admitted to Manipal Hospital for treatment. The consulting doctors informed us and her mother that her attacks were not epilepsy but an attack brought on by mental stress and recommended the she gets a psychiatric evaluation. She was put on medication by the psychiatrist to help her cope with stress.

Health Update

The residents of the home fortunately remained safe during the first and the second phase of the Covid 19 pandemic in the country. This has been possible due to the Covid 19 protocol of wearing a mask, washing hands, sanitizing and social distance maintained and enforced by CHIB. The quarantine facility created to hold the returning girls from their homes for a few days before integrating them with the rest of the residents also helped to ensure that the children remained safe.

The staff at ARH have all received their COVID 19 vaccination and all the adult girls have also been vaccinated.

Food and Nutrition

The girls at ARH are provided with sumptuous and nutritious meals for breakfast, lunch and dinner which includes roti, rice, vegetables, eggs and meat. The children are encouraged to eat healthy food and taught not to waste food. They are also given chyavanprash and protein drinks to boost their overall health. CHIB also boasts of a beautiful garden where vegetables are grown and harvested for self-use.

Sports and other extra-curricular activities

The children are encouraged to exercise and keep their body fit. Yoga practice is part of their daily morning routine. They are motivated to play and use many sporting equipment's available at CHIB. The PC girls are encouraged to use the treadmill and cross trainer available to strengthen their body. Unfortunately, due the Covid 19 pandemic the children missed out on participating in many sports and extra-curricular activities in school.

Varshini H.K. a HI girl participated in an online dance competition and won the second prize. She was given a cash prize of Rs.1000.

Sahana also an HI girl was awarded certificate of participation in the awareness programme on NOISE LESS DEEPAVALI conducted by Divyangan Cell with the support of Equal Opportunity Cell of SRN Adarsh College



Whitefield Home (WFH) update



The home has been running well under the able hands of Sister Anne. In the last one year several Sisters have served the WFH and have moved on to other homes or to pursue higher studies. Sister Priya and Sister Jyothsna who left WFH to pursue further studies are missed as they were both gentle, efficient and liked by all residents and staff.

The home lost 2 of its residents Salomiamma and Annamma to old age-related ailments. Ms. Mary Mercy left the home to live with her brother's family. The home did not have any new admissions during the reporting period.

Health

The residents of WFH home managed to stay protected from Covid 19 pandemic by maintaining a strict the Covid protocol. BBMP officials visited the home and vaccinated the residents to protect them against Covid 19 infection.

Ms. Vijayakumari a physically challenged resident developed a huge abscess in her inner thigh and deep bed sore which needed immediate care and long term hospitalization. She was later moved to a palliative care facility Snehadaan for several months where she received good care and attention and she has returned to WFH recovered and with regained strength.

The residents are being given nutritious and healthy food everyday based on their dietary requirements. They get their daily medication for age related ailments. Dr. Maya Mascarenhas visited the WFH and evaluated all the residents and prescribed a change in medication where it was necessary. She also gave instructions on the diet to be followed to keep the elderly residents healthy.

Activities taken up and assets created during the reporting period

We undertook upgradation work of the hostel building at ARH to repair and strengthen the building when the children were away at home with their parents during the lockdown and as schools and colleges were closed due to covid 19 pandemic. After CDT moved out of the Cheshire Homes premises, we converted the annex building as a quarantine centre for returning residents. Once the hostel building was ready for occupation and the children were moved, the rooms in the annex building has been converted to classroom and study room, gym room and 2 rooms are still retained as quarantine rooms. With the support of donors a few assets were also added to the home this year.

Activities	Funded/supported by
Waterproofing and distress work of the hostel building	Azim Premji Philanthropic initiative(APPI)
Renovation of Toilets, Matrons room, tiling of meeting hall, sewage line, etc. and repair of kitchen roof and tiled walls	Omidyar Network
Renovation of annex building and classroom, purchase of dongle for internet connection and tally software	BOSCH- RBEI
Installation of 10 KV solar lighting panels at ARH	Toyota Connected India
Painting of the entire hostel and office building and purchase of dining tables and chairs for ARH	Kenametal India
Installation of 9 KV solar lighting panels at WFH, furniture (Dining tables, chairs, cupboards), grinder	Walmart
Donated 6 office/computer tables and 11 office chairs for the study room/library at ARH	Blue Crimson technologies
Received many play school equipment's, chairs and tables and a projector for ARH	Mrs. Meena from Little Buddy play home
A year's supply of milk and vegetables to WFH	Scientific Games India
For the purchase of medicines and for other needs for the WFH	Give India
40 customized mattresses, 40 pillows, 108 bedsheets, 40 foot mats, 25 yoga mats and stove for cooking	Kurlon India
Dry rations for ARH	Ador Fontech
Water bed and air bed for WFH	Dr. Sharmishta and Mrs.Lalitha

Corporate Social responsibility grants and other donations received

The funding pattern is moving from general funding to project based which supports certain activities of CHIB for a specific period of time. The funds can be utilized only for the activities specified and a reallocation to other activities can be made only with prior approval from the donors. We have received CSR funding this year from the following organizations as part of their CSR activities

BOSCH-RBEI: We have received funding from BOSCH for the 4th consecutive year. The funding this year was lesser than the previous as most organizations were cutting cost in view of the pandemic situation in the country. They supported the ARH home for tuition and for asset creations.

Give India: We receive donations from individuals from time to time through the Give India platform. We also received funding from Give India this year towards purchase of medicines for the residents of the old age home. They run online and social media campaigns through the year to generate funds for Cheshire homes and other NGOs they support.

Daan Utsav is a project run by several organizations during the festive month of Dussera and Diwali. BOSCH-RBEI ran a campaign through which they inspired their employees to donate gifts for 40 children.

First Source organized Diwali event with a Dandia dance, puppet show and sumptuous dinner

Azim Premji Philanthropic Initiatives (APPI): The proposal sent to APPI during 2019-20 for a 3 year project Rs. 1,26,29,325/- was approved and the MOU was formally signed. The funding is for staff salaries, college fees and other medical contingencies. The funding for the first year starting 15th October 2020 to 14th October 2021 has been received. They also supported CHIB with a onetime grant of Rs.25 lakhs towards upgradation and distress work of the hostel building.

Omdiyar Network donated Rs.14,70,000 to CHIB. They are one of CHIBs regular donors having the best interest in the wellbeing of the residents.

Ms.Meher Singh donated Rs.1,12,066 towards Jeevanthika's surgery

Mr. Vivek Kudva donated Rs.10 lakhs to Cheshire Homes during the year.

We have also received funds from IBM, 3i technologies, Tredence technologies and other donors through online transfers and walk-ins in support of Cheshire Homes through the year. We have also received many donations from individuals who have donated food grains, fruits and vegetables, diapers, clothes, books etc through the year.

Festivals and other celebrations at both homes

The first part of the year many festivals and celebrations could not be held because of the lockdown.

- Independence Day was celebrated with the hoisting of the flag and the lunch was sponsored by Oberoi group this year as well.
- Diwali was celebrated with new clothes donated by Ms. Pragya Arora and family and Firstsource a corporate firm had organized an evening of dance and revelry which included Dandiya and puppet show followed by high tea of Pizza, sweets, sandwich on Diwali day. The children lit sparklers and diyas that evening.
- Christmas day was celebrated with fun and gaiety and the home was decorated. On the same occasion an end of party was hosted for the outgoing matron Ms. Saraswathi Menon.
- Christmas was celebrated at the old age home as well. The home was decorated with Christmas colours and Sisters from the provincial House visited the home with cakes and sweets to greet the residents.
- We distributed boxes of dry fruits as New Year gifts to all the Doctors who attend to our residents, our Lawyer, to the Auditor and to Ms. Vasanthi Kudva who has been our benevolent donor for many years.
- Makara Sankranti and Pongal was celebrated by drawing beautiful rangolis, cooking Pongal in an earthen pot and distributing ellu-bella (till, jaggery and peanut) mixture to all.
- Ugadi was celebrated with the making of obattu (dal pancake) at ARH.
- A formal inauguration of Solar Lighting Panels was held at ARH on the 21st of March, 2021. The CEO of Toyota connected Mr. Takahiko Ando visited the home along with his colleagues and unveiled a plaque and inaugurated the solar panels. The children put up a small entertainment show for the guests. The guests went back satisfied with the work of CHIB.



Outdoor activity

In view of the pandemic situation in the country, the residents were unable to enjoy many outdoor activities last year. Each home was able to enjoy only one outdoor activity each in the entire year.

- The residents of WFH spent half the day on the 26th of February at ECC on the invitation of Rev.Fr.Matthew. They sent their jeep to pick up the residents and all were served lunch, snacks and tea at ECC.
- CCC Association hosted a hockey match and had arranged for a transport to take all the children from the ARH to watch the match. The children thoroughly enjoyed the game as well as the outing and snacks served at the venue.



Internship activities

The internships from other institutions during the reporting period was very little. BOSCH_RBEl sent interns from Christ University to intern at CHIB. Unfortunately, due the pandemic situation the program did not go as planned. Ms. Samriddhi from Banjara Academy interned with us for 15 days and spent time with the young children at the ARH and counselled them. She was able to break the ice and the children were comfortable with her.

Office bearers

Mrs. Geetha Bai stepped down from her post of Honorary Secretary and member of Management Committee. Mr. Ramyar Batha and Mrs. Rani Murthy also stepped down as members of the Management committee.

Mrs. Archana Ramachandran and Dr. Maya Mascarenhas became members of the Management Committee. Mrs. Archana Ramachandran was elected to the role of Honorary Secretary.

New Membership

Mr. Bheemaiah Muckatira submitted CV for Life membership and became a member of CHIB. He has been an active volunteer at Cheshire Homes for two years. He regularly participates in voluntary activities and will be an asset for the Cheshire family.

Dr. Maya Mascarenhas with a wide experience in public health and an advisor for National Health Systems Resource Centre, New Delhi became a Life member of CHIB. She is also a talented and passionate musician.

Other relevant matters

Received accreditation certificate for good governance of a voluntary organization from Credibility Alliance. This certificate is valid from the year 2020 – 2025



Officials from Child Welfare committee made a surprise visit to the ARH and interacted with the matrons, children and inspected the facility and left a nice comment in the visitors' book and went back happy.

Acknowledgement

I would like to take this opportunity to express my sincere thanks to the management committee members, the staff, the Sister's at Whitefield Home and all the donors and well-wishers of Cheshire Homes with the support of whom Cheshire Homes was able to continue to do good work even during the unprecedented, uncertain and difficult year.

Treasurer's Report

Total income for the year was Rs.2,07,30,804 (previous year Rs.1,49,43,149). Income over expenditure for CHIB was Rs.1,00,26,271 (previous year Rs.60,45,795). The Financial Summary for 2020-21 is given below.

Particulars	2020-21	2019-20
Local Donations	53,39,177	86,39,578
Foreign Donations	8,08,934	7,81,489
Grant	1,04,36,885	8,00,000
Total Donations	1,65,84,996	1,02,21,067
Interest on Investments and SB Accounts	40,19,515	45,84,372
Other Income	1,26,293	1,37,710
Total Income	2,07,30,804	1,49,43,149
Total Regular Expenditure inclusive of Depreciation	1,07,04,533	88,97,354
Capital Expenditure	45,87,808	22,00,249

Major Lines	2020-21	2019-20
Salaries and wages (Including Honorarium to Daughters of Charity)	36,86,279	30,91,822
Repair and renovation	14,49,853	6,42,408
Food	6,28,203	8,78,269
Education expenses (Inclusive of Tuition teacher and dance teacher fees)	5,25,685	7,25,932
Medical expenses	17,93,792	7,80,105
Electricity and water	3,89,660	4,82,097

- CHIB has committed to spend about Rs. 46 lakhs (out of Rs.54,38,463/-) in the fiscal year 2021-22, which is excess income over expenditure from 2020-21, as per commitments made to the donors
- Interest on Investments have been reduced due to drastic decrease in FD interest rates.
- **Salaries:** Salaries have gone up due to appointment of additional number of staff and revision of salary scales during the year.

- **Repair & renovation:** Cost of repair and renovation have gone up due to repainting and other additional repair work undertaken at Airport Road Home.
- **Medical expenses:** Expenditure on medical care have risen drastically. Major medical expenditures are as follows:

SL.No.	Name	Amt.	Centre	Remarks
1	Swarna Kumari.A	2,23,410	ARH	Surgery and follow up charges-Fracture to the right collar bone
2	Jeevantika	2,54,407	ARH	Corrective surgery and follow up treatment
3	Sushmita	2,10,977	ARH	Epilepsy treatment and corrective surgery.
4	Vijaya	5,28,607	WFH	For treatment of septic wound and bed sore
5	Mariamamma	1,02,558	WFH	For treatment

Fund raising initiatives during 2020-21:

In 2020-21, we continued our efforts to mobilize CSR funds from corporates and from other sources. Due to the pandemic, there were fewer walk-ins to donate, and individual donations have dropped drastically, but we have successfully raised CSR and other funds from corporates and other sources.

Our regular donors, as well as new supporters, including corporate social responsibility funding, have enabled us to close the year's financial operations successfully. Cheshire Homes India, Bangalore team wishes to express our appreciation and gratitude to every well-wisher who has supported us and generously contributed through cash and kind donations. We look forward to their continued support in the years to come.

Date: 20th September, 2021
Place: Bangalore

Ms. Madhavi
Treasurer

Note: 2019-20 Financial figures are only for CHIB (excludes CLRC project figures).

Board Meetings

Details of MANCOM Meetings: 2020-21

SL. No.	Date
1	06-06-2020
2	21-06-2020
3	07-11-2020
4	30-01-2021

Details of members attended MANCOM Meetings: 2020-21

SL. No.	Names	Gender	Position	No of meetings held	Meetings Attended
1	Air Marshal Philip Rajkumar (Retd.)	Male	Chairman	4	4
2	Ms. Yasmin Master	Female	Vice-Chairperson	4	4
3	Dr. M. Geetha Bai	Female	Secretary	1	1
4	Ms. Archana Ramachandran	Female	Secretary	2	2
5	Ms. Madhavi	Female	Treasurer	4	4
6	Mr. M. Philip	Male	Member	4	3
7	Mrs. Rani Murthy	Female	Member	3	0
8	AVM R. K. Batha (Retd.)	Male	Member	4	4
9	Mrs. Bhuvaneshwari	Female	Member	4	4
10	Mrs. Lathamala	Female	Member	4	3
11	Ms. Pramila Narendran	Female	Member	4	4
12	Dr. Maya Olga Mascarenhas	Female	Member	2	0

Details of Managing Committee Members as of 31-03-2021

SL. No	Name	Age	Gender	Occupation	Position in the Board	Total amount paid in last financial year (Rs.)	Form of payment
							Salary/Consultancy/Honorarium/Sitting Fees/other(Specify)
1	Air Marshal Philip Rajkumar (Retd.)	80	Male	Retired-Indian Airforce	Chairman	Nil	NA
2	Ms. Yasmin Master	65	Female	Retired-NGO	Vice-Chair person	Nil	NA
3	Ms. Archana Ramachandran	50	Female	Home Maker	Secretary	Nil	NA
4	Ms. Madhavi	60	Female	Govt. Service	Treasurer	Nil	NA
5	Mr.M. Philip	84	Male	Retired-Private Sector	Member	Nil	NA
6	Asma Armugham	39	Female	Pvt. Sector Service	Member	Nil	NA
7	Ms. Lathamala	59	Female	Consultant-Freelance	Member	Nil	NA
8	Ms. Pramila Narendran	44	Female	Pvt. Sector Service	Member	Nil	NA
9	Dr. Maya Olga Mascarenhas	58	Female	Freelance Consultant	Member	Nil	NA

Transparency Disclosures:

1. No remuneration, sitting fees or any other form of compensation is paid to any Managing Committee Member.
2. No international travel happened during the year

Salary Distribution of paid staff and contract staff as on 31.3.2021

	Male	Female	Total
<5000	0	0	0
5000<10000	0	4	4
10001<25000	3	5	8
25001<50000	1	0	1
50000 & above	0	0	0

- Remuneration of the highest paid member as on 31st March, 2021 is Rs.49,035/- per month.
- Remuneration of the lowest full time paid staff member as on 31st March, 2021 is Rs.9,000/- per month.