

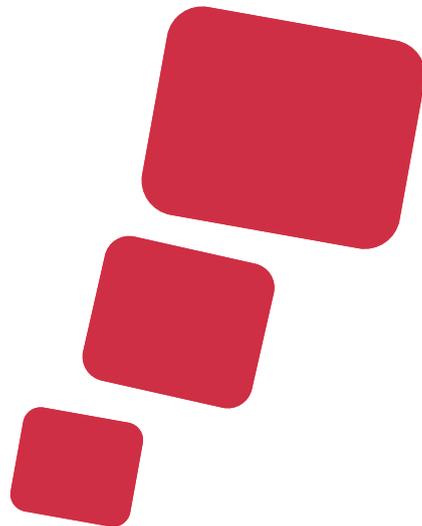


A Year in Dreams...

Annual Report 2007/08



*Dream A Dream
empowers children
from vulnerable
backgrounds by
developing life skills
while at the same time
sensitising the
community through
active volunteering
leading to a non-
discriminatory society
where unique
differences are
appreciated.*



2007/08 The Year of Consolidation

As I look back at the year gone by, I feel a tremendous sense of satisfaction at what Dream A Dream has achieved and as I sit down to pen my thoughts for the year gone by and what lies ahead – I feel a tremendous sense of purpose.

The year 2007-08 started off with a full-team and some very ambitious targets. We added over 230 new children in the year along with more than 160 volunteers, showing sturdy growth over last year. Volunteers also became more active as we clocked over 5000 volunteer -hours of contribution. We added staff in the second line, further strengthening the foundation of the organization and built the concept of a Dream Leadership Team participating in critical organization-wide decisions. It was a stunning year for fundraising as we closed the year with raising over 44 Lakhs with support from many partners, board members, donors, volunteers and staff.

On top of all these achievements, the year 2007-08 was the “Year of Consolidation” at Dream A Dream. There was a lot of focus on building internal organizational strengths so that we are able to withstand any crisis as we continue to grow at a healthy pace. We brought back our focus on the Strategic Goals that were set-up in 2006 and built a three-year action plan around those Strategic Goals. Efforts were directed towards building systems and processes around financial management, fundraising, people management, volunteer management and good governance.

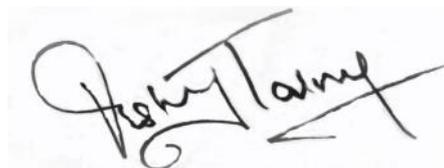
In programs, we consolidated to offer 10 core programs to children and made a strategic move towards more long-term programs such as the Udaan Life Skills Program, Bala Janaagraha and Dream Mentoring. There was a lot of work and focus on monitoring, evaluation and impact measurement within programs which has helped us assess impact of our work.

It was also a year where Dream A Dream began to make its presence felt in national and international development forums. Dream A Dream was invited to present its work at the Annual CII Quality Summit and at the Annual National Human Resource Development Network Conference and at various forums of Ashoka – Innovators for the Public. The “Dream Movie”, produced this year has proved to be an excellent communication tool that we have used to talk about our work and model at these forums and left the audience very moved.

We continued to command respect within the sector for our transparency, accountability and innovation. The icing on the cake was being chosen as the Regional Winner South (Small Category) at the India NGO Awards 2007 hosted by Resource Alliance and The Nand and Jeet Khemka Foundation.

However, as a look back, the thing that most strikes me about the year 2007-08 is the number of smiles on the children and volunteers we work with. Children had more programs to attend, built more life skills, were happier and looked forward to coming to our programs, while more and more volunteers found their purpose in life at Dream A Dream. We can take pride in the fact that Dream A Dream today has three young people who have graduated out of their institutions and work with Dream A Dream as employed staff. They are the leaders of the future and have starting taking on that mantle. This is testimony to the fact that together – partners, parents, volunteers, community and us – we can impact hundreds of lives positively and transform them forever.

As I excitedly look forward to the year ahead filled with new adventures, achievements and lots of exciting work – I wish to thank each one of the individuals, partner organizations, volunteers, supporters and well-wishers for continuing to dream with us. Thank You!



Vishal Talreja - Director, Dream A Dream

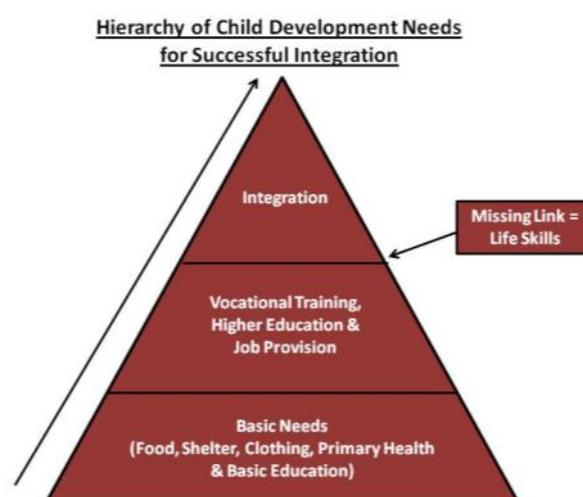
Turning Dreams Into Reality...

Dream A Dream provides children from vulnerable backgrounds with non-traditional educational opportunities designed to allow them to explore, innovate and build important *life skills*. These life skills are fundamental to child and youth development, to their successful transition into adulthood and to their becoming fully functioning and productive members of our society. Dream A Dream programs allow children to develop:

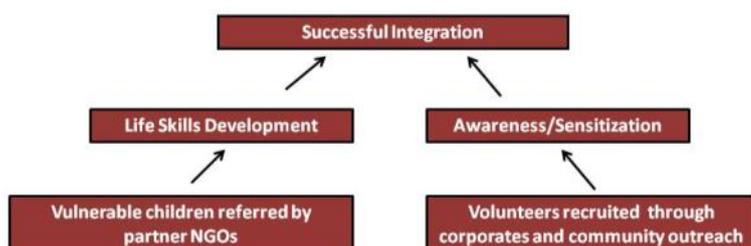
- Interpersonal skills including teamwork, communication, negotiation and coping skills
- Cognitive skills such as decision-making, problem solving and critical thinking
- Along with creativity, confidence, self-awareness and a passion for learning

Life skills development at Dream A Dream is fostered through a variety of weekly programs for children referred to Dream A Dream by partner NGOs in Bangalore communities. These children are deemed vulnerable as they may be orphans or abandoned children, street children and other children from slum communities. They are children whose basic needs such as food, shelter and education are being met but who, without additional support and opportunities run a high risk of falling back into the vicious cycle of poverty and life on the street. Instead, Dream A Dream helps these children dream of a better future and develop the skills needed to succeed through our varied programs.

This year, Dream A Dream introduced its own *Life Skills Assessment Tool*, which is now being used to track the development of life skills in all Dream A Dream programs. Specifically, the tool measures a child's progress in five categories: interacting with others, overcoming difficulties and solving problems/age appropriate independence, taking initiative, managing conflict and understanding/following instructions.



Dream A Dream Intervention Model



children will interact as they become adults. Thus there is a need to sensitize the community through interaction so that the skills, abilities and potential of children will be given the chance to flourish.

Through the design of this integration model, Dream a Dream has developed specific programs such as sports, civic awareness, creative arts and adventure camps to be able to utilize the powerful passion and energy of volunteers, to help children achieve their dreams and develop the confidence and determination to take on life as empowered and productive adults.

Participants in Dream A Dream programs come from poor socio-economic backgrounds with limited or no access to opportunities for development. The opportunities afforded to them through Dream A Dream are therefore invaluable to their ability to grow and succeed in realizing their own dreams for a better life.

At Dream A Dream we also recognize that the development of inclusive communities where these children can continue to develop is also dependent on changing attitudes amongst decision-makers and other members of society with whom these

Dream Adventure Program

The Dream Adventure Program is a unique outdoor program for children from vulnerable urban communities. Through activities such as trekking, water sports, camping on an island, nature walks and protecting the environment, children can develop critical skills such as problem solving, decision making, creative thinking, interpersonal skills and survival skills. Adventure camps are facilitated by both Dream Volunteers as well as the highly experienced team from our partner, *The Adventurers - A Wilderness School*.

Highlights of the Year:

- 207 participants attended 13 Dream Adventure Camps
- 11 active volunteers attended camps for a total of 756 volunteer hours
- 16 youth from Dream A Dream partner communities were involved as adventure guides with the program



Dream Creative Arts

Dream Creative Arts allows children to develop both confidence and creativity through visual arts, drama and dance activities. Children participating in the Dream Creative Arts program are also developing motor skills, learning to express themselves and to think outside the box. Many volunteers for this program are provided through Gap Guru, a UK-based organization, and program focus is determined by the specific talents that each volunteer brings.

Highlights of the Year:

- 73 children participated in a total of 136 creative arts sessions
- Nine international volunteers ran program sessions throughout the year with thanks to Dream A Dream partner Gap Guru
- Children learned a variety of arts and craft techniques including: painting, drawing, collage making, mask making, glass painting, music and drama



The Adventure of a Lifetime...

Anil is fifteen years old and a regular participant in the Dream Football and Udaan Life Skills programs. This year he also attended a Dream Adventure Camp where he participated in swimming, boating, trekking and a solo survival overnight. Bobbymon, a Dream A Dream Program Coordinator was amazed at the transformation that Anil went through as a result of the experience:

“It was amazing to see Anil take leadership and the interaction among the group members when his group was assigned to take a decision to make the food menu for the day. He democratically led the discussion in his group and finalized a wonderful menu. His confidence and courage were shown when he was the one who survived in the night while all other children discontinued the activity when it started to rain.

Anil was also the one who mediated in between groups of children who did not know each other as well and he actually showed off his communication skills, explaining things well to the other group members and showing leadership on his part for sure.”

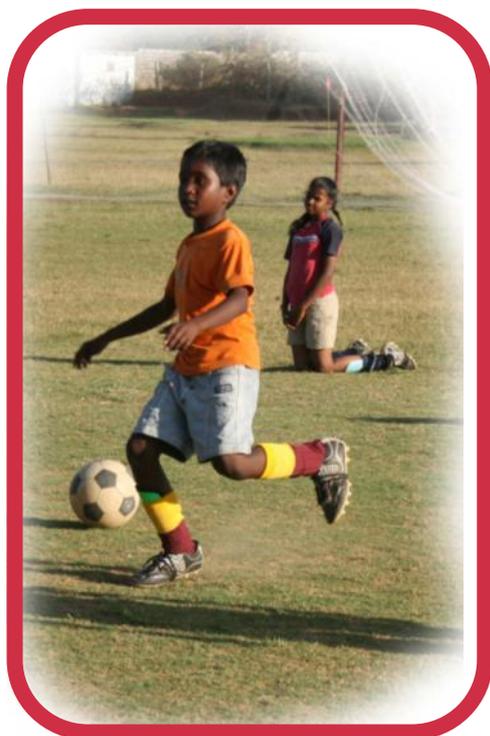
Dream Sports - Football

The Dream Football program was a new offering at Dream A Dream this year and has met with great success! Launched in June with only 15 participants the program was expanded in December, due to interest at our partner centres, to include 27 children. Through our partnership with *SPT Sports Academy*, children in the Football program benefit from professional coaching at their sessions which are held three times per week. The children enjoy the opportunity to be outside in the sun while developing their interpersonal and concentration skills as well as their technical skills and dexterity on the football pitch.

Highlights of the Year:

- 27 participants
- 61 professional coaching sessions
- Eight active volunteers contributed a total of 76 volunteer hours
- Four children from the Dream Football Team attended a talent hunt at the academy

Dream Sports - Table Tennis



The Dream Table Tennis Program, run in partnership with *Winner's Choice Table Tennis Academy* for three years, brings eager children together three times a week to hone their hand eye coordination and build skills in a top notch facility. Children enjoy being able to play together while also developing focus, learning to cope with emotions and to remain calm under the pressure of competition. The confidence that the children build through individual matches is coupled with the teamwork and cooperation needed to compete in tandem.

Highlights of the Year:

- 20 Participants
- 103 professional coaching sessions
- 6 active volunteers contributed total of 128 volunteer hours
- The Dream Team attended and performed well in 4 tournaments

Dream Sports - Hockey

The Dream Hockey Program has been running now for three years in partnership with *Dhanraj Ballal Hockey Academy*. Children come out bright and early in the mornings three times a week to learn from a reputed professional coach and to develop their athletic prowess. At the same time they are learning to cooperate as a team, developing their leadership and communication skills and building their confidence. When possible, the Dream Hockey Team enjoys playing in friendly matches which provide the opportunity to put their skills and teamwork to a test.

Highlights of the Year:

- 29 participants
- 104 professional coaching sessions
- 7 active volunteers contributed a total of 124 volunteer hours
- Dream Hockey Team awarded "Fair Play" and "Most Promising Team" awards in two school tournaments



Udaan Life Skills

The Udaan Life Skills program is a curriculum-based life skills for employability program offered to older children and youth. The lessons and activities focus on strengthening core personal competencies, learning about critical health issues, developing skills for successful employment and developing the knowledge and the power to address community problems. Volunteers for Udaan undergo an intensive four-day training to learn the curriculum and techniques for nurturing growth in older children.

Highlights of the Year:

- 46 children attended 82 sessions
- 21 active volunteers contributed a total of 113 volunteer hours
- This program launched due to funding support from our partner *Youth Reach* which will continue until the end of 2008 allowing us to reach a total of 300 children



Bala Janaagraha

Bala Janaagraha is an innovative community service program where children from vulnerable communities engage in community service projects. Dream A Dream is working with *Janaagraha*, a partner NGO, to implement activities aimed at sensitizing children to social problems and challenges facing their communities and making them aware of their civic responsibilities in a fun-filled, engaging way.

Highlights of the Year:

- 46 children attended a total of 93 sessions
- Volunteers contributed an amazing 336 volunteer hours
- Participants worked together on projects about traffic, safety and global warming in which they all emphasized the importance of following traffic rules and raising awareness - culminating with an exhibition in which all projects were presented to attendees from the community.



Dream Source Life Skills Program

Dream Source is a monthly program for older youth (aged 13-18) run in partnership with employee volunteers from *Firstsource*, our partner in this program. The goal of the program was to enhance basic life skills through diverse and intensive activities including challenging cooperative games, role playing exercises and in-depth discussion using modules which are developed and implemented by the program volunteers after receiving a special training from Dream A Dream. Participants also enjoyed the chance to get to know volunteers from the corporate sector who regularly attended the program sessions.

Highlights of the Year:

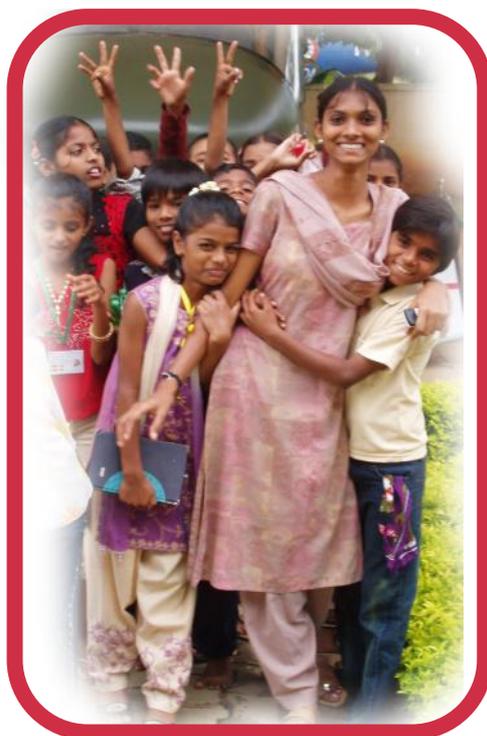
- 37 children reached through nine monthly sessions
- 21 active volunteers contributed a total of 96 volunteer hours
- A successful corporate partnership with Firstsource meant a high average of 7-8 volunteers attending each session

Becoming a Grown Up...

"I first knew of Dream A Dream from my sister and other friends in my neighbourhood who came to their programs. I then started to work as an intern with Dream A Dream for the last one and a half years. I now have a mentor and I really enjoy having fun with her and sharing my feelings. Mostly I want to learn from her some patience. This will help me in my life as one day I would like to be a lecturer at a college. I am just now applying to college and my mentor has been helping me a lot." – Pavithra, age 18, Mentee

"The first time we met, Pavi came across as anxious as I was, but the relief of feeling comfortable as soon as we met, settled the both of us in. There seemed to be so much to share and every other day she surprises me with the strength in character that she shows and the struggles she overcomes with such grace each day. More than being a guide, I realised my role was to be that friend, that support, that something "stable" in her life. The most beautiful part about our friendship is that for me in turn she has become this person I learn so much from each day." – Manisha Vinod, Mentor

Dream Mentoring



The Dream Mentoring Program pairs a senior, experienced volunteer with a young adult to help them make the transition from an institutional support care system to an independent living environment. The process is to guide young adults to learn to take the critical decisions in their life and make their own choices. The mentors provide emotional support and as well as essential skills to lead a successful, independent life. All mentors have been trained by Dr. Dave and Dr. Fiona Pearson, two clinical psychologists from the U.K. who were also involved in designing the program.

Highlights of the Year:

- 23 active mentor/mentee pairings
- Secure funding from the *Global Fund for Children* allowed for more mentees and a new benefit of free health check ups for all mentees
- Dedicated volunteer mentors contributed a total of 136 intensive one-on-one hours with their mentees
- Launch of Dream A Dream's own "Quality of Life Assessment"

Nortel Learn IT

This computer literacy program, designed in partnership with *Enable Child Foundation* and with support from volunteers, uses games, activities and innovative methodologies to introduce children to the engaging world of computers. Each child participant goes through four levels of computer learning teaching them computer hardware, opening and saving files, creating folders, paint, word, and the internet.

Highlights of the Year:

- 56 participants
- Dedicated volunteers contributed a total of 958 volunteer hours
- Program partner Nortel enabled Dream A Dream to offer the program to more children by providing both funding and equipment support and establishing the *Nortel LearnIT Centre*



Little English

The Little English program is focused on empowering children with spoken English skills ('English' referring to the sound of the word, rather than emphasizing writing). The program teaches children to be able to converse in English while also providing them the space and freedom to express themselves, thereby contributing to the development of strong self-esteem and confidence. Both will aid their integration into the mainstream socio-economic sections of society

Highlights of the Year:

- 23 children participated
- 18 active volunteers contributed a total of 60 volunteer hours
- The spoken English of children really improved over the course of the year and it was exciting for the volunteers to be able to hold full conversations with participants in later sessions



Dream Fun Days

Through Dream Fun Days, fun and creativity blend together to expose children to diverse environments outside their homes. Fun Days are designed to provide a platform for volunteers and children to interact in a fun and safe environment. Outings can be picnics sponsored by donors, visits to historical places and museums around Bangalore, visits to companies, celebrating festivals and special occasions and generally having fun!

Highlights of the Year:

- A record 731 children participated in a total of 47 Fun Days
- 76 volunteers contributed a total of 633 volunteer hours
- Diverse Fun Day activities included: picnics, craft workshops with guest artists, birthday party celebrations, attending movies and plays, visits to old age homes, festivals and even visiting a dairy farm!



Fun for Adults Too!

"I first found Dream A Dream through an internet search as I was looking for something different to fill time on weekends. So far, volunteering with Dream A Dream has been fun and easy – their induction training is the best there is and I felt positive about being involved right from my first Nortel LearnIT session. The kids were very bright and, despite the fact that I don't speak Kannada, I was still able to manage quite well.

The whole idea of doing something for developing kids' personalities has helped me personally as well. During the course of volunteering many myths have been broken. It has been an 'unlearning' process for me as well as being inspiring and fun!"

Neetu has been volunteering with Dream A Dream for about 8 months and has already been involved with multiple programs including the Nortel Learn IT program.

Dream Events

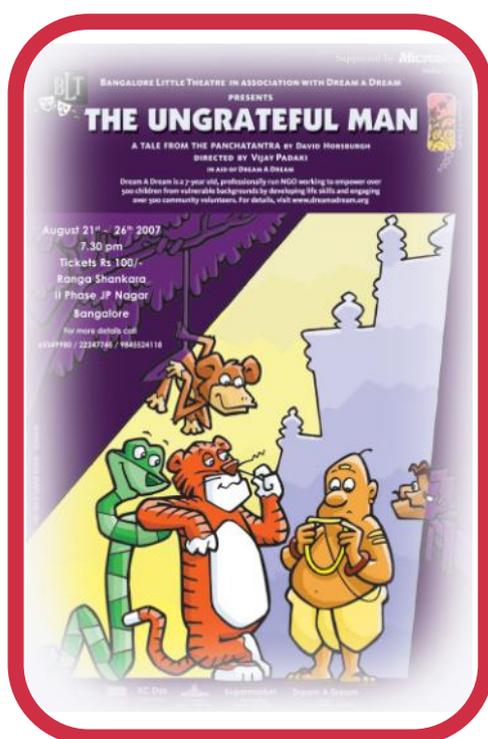
Dream A Dream hosts and participates in many special events throughout the year - many are fundraising events which help to support Dream A Dream's work with vulnerable children and some are just plain fun!

Dream Summer Camp April, 2007

Every year in April, Dream A Dream runs a two-week Summer Camp where children enjoy activities in creative arts, music, drama and team games all focussed around a theme. The theme of this year's camp was "Nature & Environment" which was integrated into all programming.

Activities came to a head on the final day of the camp, at the final performance and showcase of the children's achievements over the course of the camp. They performed plays, dances, songs, and there were displays of all artefacts of their creative expression that were created during these two weeks.

The audience of children, community members and Dream A Dream volunteers enjoyed seeing what the children at various Summer Camp locations had created around the theme and learning from one another what Environment and Nature meant to them. It was an exciting end to a fun-filled two weeks!



The Dream Play August 21st - 26th, 2007

Dream A Dream partnered with *Bangalore Little Theatre*, one of the city's oldest and most respected theatre societies, to stage a family entertainer. The play, "The Ungrateful Man: A Tale From the Panchatantra", by David Horsburgh, was an original production created by *Bangalore Little Theatre* specifically for the joint venture.

The show was a great success, running for one week to a total audience of over 3,000 with all proceeds benefitting Dream A Dream.

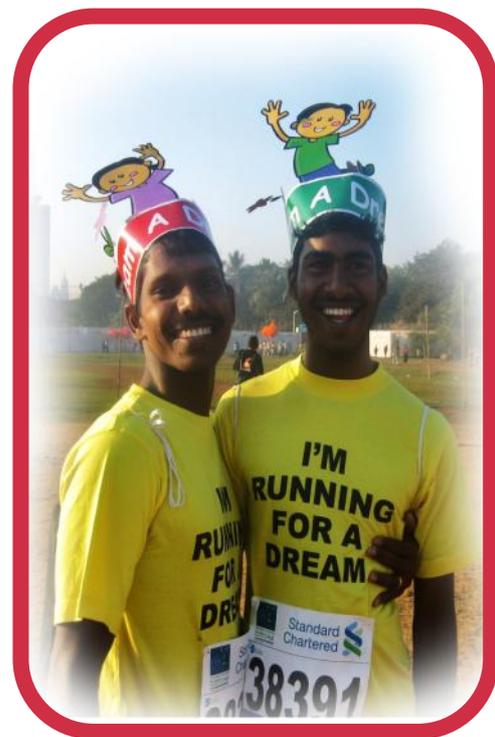
Audiences of adults and children alike were treated to a fun and engaging spectacle as actors took them on a journey to an idyllic village scene to meet with the community and with its children and to join them in learning some of life's great lessons as demonstrated through animal characters. The play was ambitious with a cast of over 30 actors adorned in colourful costumes and was accompanied by a live percussionist who kept the audience moving and clapping along. Children also enjoyed the interactive nature of the play as they became involved, shouting to the actors on stage and repeating lines from the story and rhythms from the music.



Leadership Workshop February 16th, 2008

Dream A Dream teamed up again this year with ITIHAS to offer an inspiring workshop entitled “Leadership for Personal & Organizational Success: A Practitioner's View”, facilitated by Dr. Vivek Mansingh, Country Head - Dell India R&D. Additional speakers included N. Krishnan, a senior manager at Dell and Aruna Gopakumar, Director- Navgati.

Workshop attendees were treated to an insider perspective on leadership for management and personal development from Dr. Mansingh, who mixed discussion of theory and research studies with stories of his experiences both personal and professional. The day also included lively debates about effective management and philosophical approaches to life. Attendees left with tangible advice on how to seek change in their lives both immediately and in the long term. All proceeds of the event benefitted Dream A Dream.



Mumbai Marathon January 21st, 2008

This year, a group of 60 dreamers wearing colourful headgear and bright yellow t-shirts boarded a train to Mumbai to participate in the 5th edition of the Standard Chartered Mumbai Marathon and to “RUN FOR A DREAM”.

It was a memorable day for Dream A Dream as we had the largest contingent ever participating in the Mumbai Marathon including 30 children from Dream A Dream programs and, of course, some very dedicated volunteers. It was also special as Dream A Dream raised over Rs. 14 Lakhs from the Mumbai Marathon, the most the organization has ever raised from any single event. This was possible due to the immense efforts put in by the staff and volunteers to raise invaluable funds for Dream A Dream.



Proud To Be Involved...

“I was proud to raise money for Dream A Dream at the Mumbai Marathon. I have been interacting with DAD employees and volunteers for the last couple of years. - and now, as a volunteer in the recently held Nortel IT program, I have experienced first hand the powerful impact this organisation is making on lives of vulnerable children.” - Bhasker Sharma, Donor & Volunteer

“Where I come from in my village, not much education was there. But here there was someone to encourage me, Dream A Dream. I played in sports and writing poetry. Now I am doing my diploma. So much has changed in my life...I was not knowing how to do this much...I am proud.” - Prem, Age 16

The progress that has been made in such little time is outstanding. Keep up the good work. With the passion and commitment the team has shown, we can only expect to scale to greater heights.
- Nagesh Karuturi, Board of Trustees, Dream A Dream

Volunteers

Active volunteering is an integral part of the Dream A Dream mission and implementation model. All programs are facilitated by volunteers who, while helping to shape young minds and spirits, also find themselves changing - becoming more sensitized and more engaged with their communities.

The year 2007-2008 saw volunteering at Dream A Dream take many new dimensions and reach new horizons. It was a year of growth with focus on establishing and improving systems.



We conducted 17 inductions and added over 160 new volunteers to our growing list. The Dream A Dream community of volunteers stands over 700 today across multiple cities, towns and countries. We recorded over 5000 volunteer hours in the year.

A significant leap has been interest and involvement of corporate groups for employee volunteering. We conducted over eight programs involving volunteers from corporates, some of whom have continued with volunteering for long term programs.

The volunteer management team (VMT) comprising of five volunteers has been growing from strength to strength organizing inductions and workshops. They were instrumental in conducting six workshops to help volunteers have effective child interaction. They also spearheaded the “Volunteer of the Month” initiative, recognizing 10 volunteers over the year for their extraordinary contribution.

Sixteen international volunteers walked in last year with a bundle of skills and excitement that benefited children, volunteers and staff. This was largely possible through Gap Guru – our partner in the UK that promotes India as a gap year destination. We also established a new partnership with Adopt a Business UK. A unique partnership that saw its first volunteer – A senior manager from UK volunteer with us for a month and help us develop a three year strategic plan.

The Mumbai Marathon saw volunteers running, cheering and raising money for Dream A Dream. We also had volunteers training the Dream A Dream staff on various skills, helping out with research and field work, writing newsletters and business students preparing case studies and documents.

All in all it's been a year of volunteers contributing to every area of shaping Dream A Dream as an organization and bringing a million smiles to the faces of bright young children.



NGO Partners

All Dream A Dream programs are run in partnership with other local NGOs who provide Dream A Dream with an entry point into vulnerable communities and who refer children to our programs. Many Dream A Dream programs are mobile and often run at our partner NGOs' centres.

Our NGO partners are frontline organizations who work directly with families and communities to ensure that children are fed, have a place to sleep, attend school and have access to a safe space for play and learning. Some are orphanages and residential institutions, while others are schools and community centres.

This successful partnership model not only ensures that Dream A Dream is able to reach vulnerable children, but also gives us support in identifying the needs of children in different communities and to provide children with the appropriate programs for their interests. These strong partnerships also help us to avoid duplication of efforts, ensuring that Dream A Dream can focus all its resources on providing high quality life skills programs.

A big thank you to our 2007/08 partner NGOs:

<i>Ananya Trust</i>	<i>Freedom Foundation</i>	<i>Sukrupa</i>
<i>Bosco</i>	<i>Makkala Jagriti</i>	<i>Vishwas</i>



Donors

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

Financial support comes through direct donations, support of annual fundraising events and through corporate sponsorship and program grants. All donors can be sure that they are truly having a positive impact on the lives of vulnerable children and we endeavour to provide timely and thorough updates on the use of all donations. A special thank you to the following institutional and corporate donors whose ongoing support for our programs and operations is greatly appreciated:

<i>CAF India</i>	<i>Firstsource</i>	<i>GIVE India</i>	<i>Global Fund for Children</i>
<i>HDFC Ltd.</i>	<i>Karuturi Networks</i>	<i>Microsoft GTSC</i>	<i>Nortel</i>
<i>Spur Merchandising</i>	<i>Symphony Services</i>	<i>Trilegal</i>	<i>Tropical Technologies</i>
<i>Youth Reach</i>			

The work of Dream A Dream would not be possible without the support and dedication of our friends and partners in the community. For all those who have supported us this year, we are truly grateful!

Credibility Norms

Dream A Dream is proud to be recognized by the Credibility Alliance as meeting all required norms for transparency and accountability for the fifth year.

IDENTITY:

- Dream A Dream is registered as a not-for-profit trust under the Indian Trusts Act. (Reg No.: 66/2000-2001 IV)
- Dream A Dream is registered U/S 12A of the Income Tax Act, 1961 and under section 80G vide NO. DIT (E)/80G(R)/423/W-1/2005-06 valid till March 31, 2008
- FCRA Prior Permission—Vide order no.II/21022/94(0187-01)2006-FCRA-IV
- Registered Address: No. 2, High Street Cross, Cooke Town, Bangalore

FINANCIAL DETAILS (BANKING & AUDITOR):

- Canara Bank, Langford Town, Bangalore. Account No. 19432
- ICICI Bank Ltd, Jayanagar, Bangalore. Account No. 005301021789, FCRA A/C 005301041506
- Kotak Mahindra Bank Ltd, Lavelle Road, Bangalore. Account No. 04220120016314
- Auditors - Sathish & Ravi Associates, 11/1, (New 67), Nandidurg Road, Bangalore 560 046

GOVERNANCE:

Details of Board Members: (as on March 31, 2008)

Name	Position	Age	Gender	Occupation	Area of Competency	Meetings Attended
Umesh Malhotra	Trustee	37	Male	Entrepreneur & Non-Profit Founder	Management, Marketing, Education	1
Nandita Lakshmanan	Trustee	39	Female	Entrepreneur & Consultant	Public Relations & Management	0
Srikrishna S.	Trustee	27	Male	Engineer	Volunteer Management, Resource Mobilization	1
Nagesh Karuturi	Trustee	38	Male	Senior Manager - Corporate Sector	Marketing, Sales, Management	1

Notes on Board of Trustees:

- None of board members are related to each other
- No new board members were added during the year
- A Board rotation policy exists and is practised
- The Dream A Dream Board met 1 (3 attended) times during the year: December 21st, 2007 - other board business was conducted over email
- No board members have received any remuneration from the organization
- The Board approves programs, budgets, annual activity reports and audited financial statements and ensures the organization's compliance with laws and regulations
- No remuneration or reimbursement was made to any board member, trustee or shareholder for sitting, travel or any other form of compensation

ACCOUNTABILITY & TRANSPARENCY:

Table 1: Staff Details and Distribution of Staff According to Salary Levels

Gross Salary (in Rs.)	Part-Time		Full-Time		Total Staff
	Male Staff	Female Staff	Male Staff	Female Staff	
Unpaid					0
< 5,000	1	1	2	1	5
5,000 – 10,000		1	1	1	3
10,000 – 15,000			1	1	2
15,000 – 20,000			1		1
> 20,000				3	3
					14

Table 2: Organizational Structure as of March 31st, 2008



Notes on Staff:

- Vishal Talreja, Director has been paid a remuneration of Rs. 15,750 p.m. in addition to a monthly domestic local conveyance of Rs. 800 p.m., and mobile bill reimbursement of Rs. 1000 p.m. (Note: Mr. Talreja is also an Ashoka Fellow for which he received a stipend of Rs. 22,400 p.m.)
- Remuneration of 3 highest paid staff members: Rs. 30,000 p.m.; Rs. 25,000 p.m.; 22,800 p.m.
- Remuneration of 3 lowest paid staff members: 1,890 p.m., 1,890 p.m., 2,500 p.m.
- International travel: Vishal Talreja was reimbursed Rs. 40,097 for international travel expenses sponsored in full by the Global Fund for Children

Financial Statements

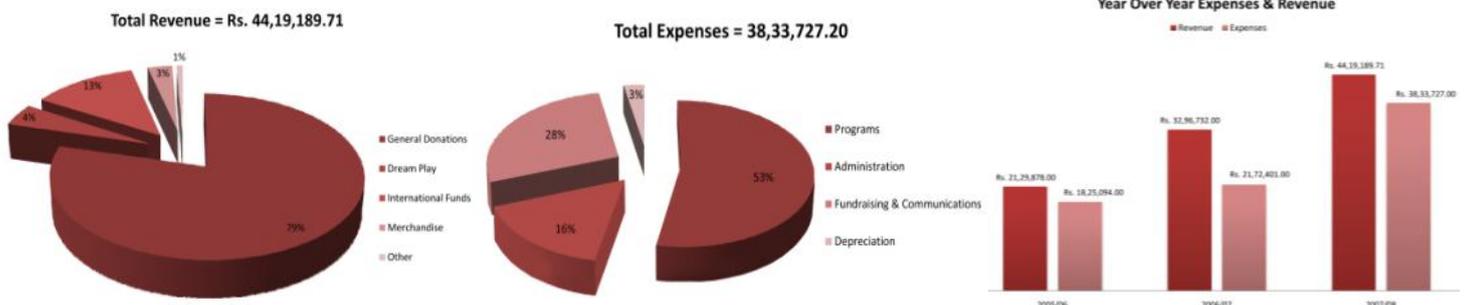
The following are Summary Financial Statements which provide a overview of revenue, expenses and sources of funding. Complete Audited Financial Statements including the Auditor's Report are available from our website (www.dreamadream.org) and by email upon request.

Income & Expenditure Statement (Fiscal Year Ending March 31st, 2008)

Direct Program Expenses	Rs.	20,33,394.37	Income	Rs.	44,19,189.71
Programs Delivery	Rs.	12,31,817.00	Direct Donations	Rs.	34,98,269.50
Volunteer Management	Rs.	1,310,35.00	International Funding	Rs.	5,61,350.00
Salaries and Operations	Rs.	6,70,542.37	Merchandise Sales	Rs.	1,34,712.00
Indirect Expenses	Rs.	16,89,875.13	Proceeds from Dream Play	Rs.	1,94,070.00
Administration	Rs.	6,20,589.30	Interest Income	Rs.	12,292.21
Fundraising & Communications	Rs.	9,30,395.83	Miscellaneous Income	Rs.	18,496.00
Merchandise Purchase	Rs.	1,38,890.00			
Depreciation	Rs.	1,10,457.70			
Excess of Income Over Expenses	Rs.	5,85,462.51			
TOTAL	Rs.	44,19,189.71	TOTAL	Rs.	44,19,189.71

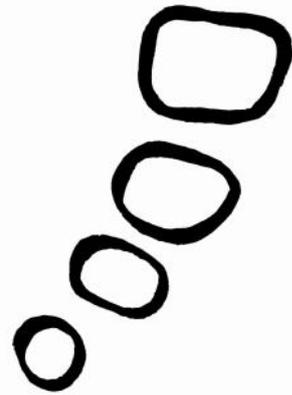
Balance Sheet: Liabilities and Assets (As of March 31st, 2008)

Current Liabilities	Rs.	1,450.00	Fixed Assets	Rs.	1,19,401.68
Professional Tax Payable	Rs.	1,450.00	Furniture and Fixtures	Rs.	50,816.58
Profit & Loss Account	Rs.	40,39,670.83	Accumulated Depreciation - Furniture		(3,850.30)
Opening Balance	Rs.	32,54,208.32	Computer & Office Equipment	Rs.	1,79,042.80
Corpus Fund Received	Rs.	20,00,000	Less Accumulated Depreciation		(1,06,607.40)
Excess of Revenue Over Expenditures	Rs.	5,85,462.51	Investments	Rs.	19,00,000.00
			Fixed Deposits	Rs.	19,00,000.00
			Current Assets	Rs.	20,21,719.15
			Cash in Hand	Rs.	42,956.70
			Bank Accounts	Rs.	17,14,025.45
			Merchandise Inventory	Rs.	61,237.00
			Office Rental Deposit	Rs.	2,00,000.00
			Telephone Deposit	Rs.	3,500.00
TOTAL	Rs.	40,41,120.83	TOTAL	Rs.	40,41,120.83



This fiscal year Dream A Dream has made significant investments in operational capacity, people and infrastructure which will greatly increase the organization's impact and capacity for scale over the coming years. Hence, the operational cost has been significantly higher this year.

Dream A Dream



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