

# *DISA Annual Report*

*2010-2011*

## **1. Introduction**

DISA, a registered Civil Society Organization, has completed ten years of useful interventions as a catalyst and guide and has been continuing its accompaniment with the lives of the poor and the marginalized for their empowerment. This Organization is expected to be good a tree bearing well fruits of service, participating in the struggles of the excluded for Justice, Equity, Freedom and Love. DISA has accompanied the excluded sections of the society with the strategies of Social Animation and Right Based Approaches. The following is the illustration of the fruits and results of DISA during the year 2010-11 which can be the test of the Organization if it is a good tree.

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### **VISION:**

**Communion of Human Communities, Nurturing the Universal Values.**

### **MISSION:**

**To restore the human dignity of the poor and the marginalized and achieve their rights as citizens.**

### **STRATEGY:**

**A process of Social Animation and Right based Approach among the poor and the marginalized for enabling awareness, capacities and collective actions.**

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### *Places of Interventions*

- ❖ Sadar, Captainganj, Harraiya and Bahadurpur Blocks in Basti District.
- ❖ Mithaval Block of Siddharthnagar District.
- ❖ Ikauna Block of Shrawasti District.
- ❖ Utraula, Rehara Bazar, Sri Dutganj, Gaindas and Balrampur Blocks of Balrampur District.
- ❖ Vishesharganj, Payagpur, Hzoorpur, Nagar Area and Chintaura Blocks of Bahraich District.
- ❖ Gorakhpur City for CHILDLINE Nodal Organization and City Coordination.

### *The Thematic Areas of Interventions in the year 2009-10*

- ❖ Activities promoting Safe Motherhood and community health care.
- ❖ Facilitation for management of Community Based Organizations (CBOs) - DISA Mahila Sangharsh Mandals and Self Help Groups.
- ❖ Leadership Development for school dropout girls and Adolescent Groups
- ❖ Mobilization and Guidance to marginal farmers for sustainable agriculture, their Clubs, Common Facility Centres and Federation.
- ❖ Improving the participation of women in PRIs and actions for entitlements.
- ❖ Coordination of CHILDLINE for the care of children in difficulties.
- ❖ Community Based Rehabilitation of differently abled Children.
- ❖ Promotion of good habits for Safe drinking water and Behaviour Change Communication.
- ❖ Facilitation of various Capacity Building Programmes.

## 2. Rural Development Activities

### 2.1. Building the Social Capital

Awareness, participation and signs of change have been the flow of sequence and the strategy of social animation and are the means to build Social Capital for the marginalized sections. We have used PRA, SWOT Analysis, Focus Group Discussions, one-to-one discussions, Group Meetings; village visits and mass communication media like street plays and puppetry etc as tools to create awareness in the communities.

The Students of St. Basil's School and Jyoti Gurukul continued to extend their support for the reach out and awareness programmes in villages.

### 2.2. Savings, Credit and Livelihood Programmes

In Sadar and Harraiya Blocks in Basti District, Ikauna Block of Shravasti District, and Mithaval Block in Siddharthnagar District, DISA has involvement for integrated community development programmes. In these villages Self Help Groups have been functioning for social and financial inclusion. The Group Leaders are taking strenuous steps to make the Groups active, skillful and involved in various collective actions for empowerment. DISA Team of social workers accompanies and facilitates the management of the Groups.

We have a total of **162** SHGs functioning in 82 Gram Panchayats of 142 villages. We have financial support from NABARD to facilitate 50 Self Help Groups. All the 50 Groups are formed and linked with Banks by opening their Savings Accounts. Groups initiated inter-loaning among the members and they are in the processes of CCL with Banks.

The details of the SHGs as per block wise:

Particulars	Sadar Block	Harraiya Block	Mithaval Block	Ikauna Block	Total
Total SHGs as on March 2011	53	30	63	16	162
No of Members	729	396	164	679	1968
Total Savings till March 2011	10,77,266	6,04,842	8,88,977	59,658	26,30,743
Total Interest till March 2011	2,06,636	1,40,291	1,26,500	4,177	4,77,604



## 2.3. Women's Association and Empowerment:

With the name - DISA MAHILA SANGHARSH MANDAL, we could form 42 Women's Associations in Sadar Block, 20 in Ikauna Block and 24 in Harraiya Block with 1842 Members for empowerment of Women and gender balance in the society. Besides the village level formation of the Association of Women, there are the Block Level and DISA Central Level Federation. In Mithaval Block, we have Panchayat level and Cluster level Federation. The Village level and Block level association have five office bearers each and they have owned up greater roles and responsibilities.

**DISA Level Federation Meeting**

These Associations have become the platform for the women to come together, share their experiences, joys and sorrows, get some input and learning exercises, support each other and thus build the social capital for their empowerment and gender balance. They have undertaken many collective actions and organized common celebrations.

**DISA SHGs Leaders Trainings on IGA**

This year DISA celebrated the Women's Day on 08 March 2011 at Nagar Bazar, Basti which was spectacular gathering of women from Basti Sadar, Harraiya as a show of strength and demand for their rights. Our women performed group songs on the stage.

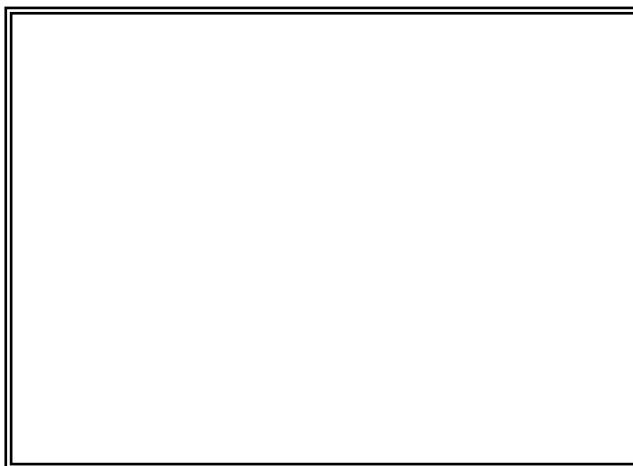
They had various cultural programmes. All these celebrations could instill greater confidence in them by associating themselves with the Groups and CSOs. Many men and children also attended the programme and the celebrations created great effect in villages. The themes for this year were *Safe Motherhood, Accessibility to Govt. Schemes and Increasing the Participation of Women in Panchayats.*

**World Women Day Celebration - 2011**



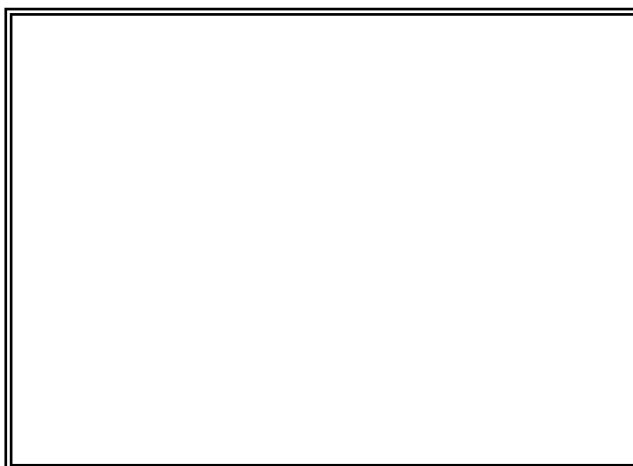
## 2.4. Promotion of Good Governance:

We focused our attention to increase the awareness of the communities in the affairs of Panchayati Raj Systems. In the villages the participation of people especially the women is minimal. The Gram Sabha and Panchayat meetings are not regular. In all the programme villages we conducted special awareness programme in preparation for the PRI Elections. In 40 % of the villages of Bahadurpur and Harraiya Blocks, under the SURE START Programme we could rejuvenate the Gram Panchayats and make them more participatory and functional.



**Campaign on Purn Swaraj - 2010**

The VHSCs (Village Health and Sanitation Committees) became very active. We motivated the Groups to be more vigilant and watchful to participate in the PRIs and act as pressure groups for their entitlements. One of the themes for the Women's Day was to focus on the increase of participation in PRIs by women and men. Our aim is to develop leadership among women and men for greater responsibilities in PRIs and their earnest participation.



**New Elected Pradhan Meeting - Basti Sadar**

## 2.5. CHILDLINE Programme

Considering the involvement with children in difficult situations – the abandoned, truants, the orphans, the children on streets, laboring children, DISA has been the Nodal Organization for the city coordination activities of CHILDLINE, Gorakhpur, which we started effectively from January 2006. We joined hands with PGSS, Gorakhpur and Little Flower Society, Gorakhpur to take care of these children. We got the guidance from CHILDLINE India Foundation from Mumbai for this programme and financial support from Ministry of Women and Child Development to meet the expenses related to this noble cause.



### 3- Partnership in Programmes

DISA is Partner for the implementation of the following Programmes:

#### a) Revival of Agriculture for Rural Economy Development

This programme has been initiated in April 2007 with 415 marginalized farmers in selected villages of Mithaval Block and the programme intended to promote good package of practices for safe, scientific, profitable and sustainable agriculture. It is directly benefiting the village communities who find it difficult to carry on with agriculture due to various difficulties they face and make it viable and economic. The Programme is being implemented under the guidance and network of CSOs – **ENABLERS** under the leadership of **Grameen Development Services**, Lucknow and is supported by **Sir Dorabji Tata Trust, Mumbai**. We could develop the Package of Practices after the field testing and extend the programme to 415 farmers spread in 28 villages and facilitate the formation of 10 Farmers' Clubs and their Federation. They have developed Common Facility Centres for supporting the members of the Farmers' Clubs. We also could arrange for their exposure visits, introduction of compost manure preparation, mushroom cultivation and implementation of the Package of Practices. The same model is replicated in five villages of Basti Sadar, Harraiya Blocks and we would like to mainstream this activity in all the programme areas of DISA. 14 Farmers Clubs have been adopted by NABARD for financial and technical support. We have also facilitated the production of PADDY and Wheat seeds for sale.

Working Area	Covered Villages	Farmer Club	Members
<b>Mithval Block (Siddhartnagar)</b>	<b>28</b>	<b>10</b>	<b>285</b>
<b>Basti Sadar Block (Basti)</b>	<b>05</b>	<b>05</b>	<b>73</b>

Ujjiyar Kishan Club Meeting at Vill. Sonhar

Stall Nai DISA Kishan Club at Faranda, Mahrajganj

Preparation of Nursery of Paddy

Wheat Cultivation



## **b) Community Based Rehabilitation of Physically Challenged Children**

DISA is involved in the rehabilitation of 70 Differently Abled children by adopting them for integrated development for which Stichting Liliane Foundation has extended support through Jan Vikas Samiti, Varanasi. We follow the principles and practices of Community Based Rehabilitation (CBR) model. The children adopted are given medical, educational, social and emotional support to cope with their disabilities and integrate themselves in the mainstream of the society. 10 children are in the Special Schools in Lucknow and Jeevan Dhara, Kasia.

## **c) SURE START Programme**

Ensuring the safe motherhood, with all the aspects of prenatal and postnatal care of Pregnant Women and New Born Children has been an ongoing activity of DISA in Bahadurpur and Harraiya Blocks since May 2007, in collaboration with PATH and PANI Sansthan, under SURE START programme. In Level -1, we cover the whole block, in level-2 we reach out to 40 % of the block and take up intensive interventions and in level-3 in 15 % of the block. System Strengthening in collaboration with PHC, Block, ICDS, Panchayats and the Govt. machinery has been the hallmark of this programme. We could make substantial progress in this field. The monthly meetings of the VHSC and Mother Groups are very regular and active in Both Bahadurpur and Harraiya Blocks. There are efforts for system strengthening and greater collaboration with the Govt. Various innovative programmes are introduced for the capacity building of ASHAs and awards are given for their best performances. Different visual aids are used to create awareness on Safe Motherhood issues and behavior change communications. The women have better awareness and best practices on Safe Motherhood.

Safe Mother Hood Day - Harraiya

Poster Campaigning Safe Motherhood Day -Harraiya

Meeting With NRHM Officer & Staff

Group Discussion of ASHAs



## **d) Integrated Development through Empowering Actions (IDEA)**

DISA is partner with PGSS (Purvanchal Gramin Gramin Seva Samiti) Gorakhpur for the implementation of IDEA Programme at Harraiya with the financial support of Caritas India, New Delhi. Integration with the development actors at local level, collaboration with CSO partners, various Departments and Commissions, Organization Development Processes etc... are the main ingredients under this programme.

DISA commenced the implementation of this programme in April 2007. In this year the focus was to strengthen the VHSCs, Mother Groups and the PRI functioning for Good Governance. Special attention was made on preparing the people for the coming PRI Elections.

### **Health Camp - Harraiya**

**Safe Mother Meeting – Thanakhas**

**Kishori Group – IDEA Programme Harraiya**

## **e) Safe Drinking Water Programme:**

In collaboration with Academy for Educational Development, Lucknow we have continued the programme to promote the habit of drinking safe water in villages. Under this programme our team members are going to the 54 GPs of Harraiya and 53 GPs of Bahadurpur Blocks in Basti District to create awareness on the present situation of water contamination, ill-effects of the water borne diseases and the cheapest ways of water purification. Samples are collected from the point of use and demonstrations are done to showcase the water pollution. People are given the options to buy chlorine tablets and chlorine liquids to purify the water, which shall be the cheapest way for safe drinking for the poor. In collaboration with Hindustan Lever Ltd, the water purifiers are also available for the people at affordable rates. By all these we aim at behavior changes for better health in villages. The collaboration of PANI Sansthan and SATHI Forum is readily available for us to implement the programme.

**Meeting on Safe Drinking Water**

**Analysing Water through Testing Kit**





## f) POWER WITHIN PROGRAMME (Girls Leadership Development Programme):

In partnership with CARE India and other Civil Society Organizations, DISA began implementation of the programme in the selected 83 villages / Primary Schools in Ten Blocks of Bahraich and Balrampur Districts. The Programme implementation started in July 2009 and completed the first Quarter. An Agreement was signed with CARE INDIA for one year beginning from Oct 2009. The details of Programme activities and implementation are given below:

With education for girls the single highest return on investment in the developing world, CARE has launched the **POWER WITHIN PROGRAMME (PWP)** which will enable girls to complete their primary and upper primary education and develop leadership skill that will empower the girls to work with their families, communities and overcome poverty. In this context, *POWER WITHIN* a girl leader is an active learner who believes that she can make difference in her world and acts alone and with others to bring about positive changes.

In this intervention DISA has entered into collaboration and partnership with CARE India and intervened in 83 selected model schools in Ten Blocks of Bahraich and Balrampur Districts to implement the *Girls' Leadership Initiative - Power Within Programme* by which the empowerment of girls through education is aimed at. DISA is already working in Ikauna Block of Shrawasti district and has office at Ikauna. The adjoining ten Blocks of Bahraich and Balrampur Districts are the area for interventions:

The goal for Girls' Leadership Development Programme is to enable girls to complete their primary education and develop leadership skills. The programme will address some of the fundamental challenges to girls' education and provide vulnerable and marginalized girls with the opportunities to achieve their fullest potential. Girls' Leadership Development Programme's three main objectives are Increase the number of girls completing primary school, Build girls' leadership skills, Advocate for the rights of the girls, Development Leadership Skills among girls.





## 4- Capacity Building Programmes

During the Year 2010-11 the Staff of DISA received following trainings:

Subject	Date	Resource Team / Facilitation	Participant
Training on CMP 3 <sup>rd</sup>	31 <sup>st</sup> march to 1 <sup>st</sup> Apr 2010	PANI, Basti (U.P.)	Sure Start Programme Staff
TOT Training	(23 April to 30 April 2010)		Mr. Shiv Bhusan Srivastav – Cordinator Sure Start
Livelihood & SGH	10 May 15 May 2010	National Institute of Public Cooperation & Child Development	Ms. Prem Kumari (Facilitator)
Concept & Management	25 May 10 to 26 May 2010)	AED/PANI - Faizabad	POUZN Field Staff- Harraiya & Bahadurpur
HMIS Training	(22 June to 23 June 2010)	PANI, Basti (U.P.)	Sure Start Programme Staff
Purn Swaraj	28 July 2010	PGSS , Gorakhpur	Mr. Krishna Kumar ( Facilitator – IDEA Programme)
Disaster Management	02 – 05 Aug 2010	GDS – Lucknow	Mr. Dinesh Kumar ( Agr. Cordinator)
RTI Workshop	12 – 13 Aug 2010	National Institute of Public Cooperation & Child Developemnt	Mr. Satish Kumar (Coordinator- Bansi)
SHG Concept & Management	19 – 21 Aug 2010	APMAS – Lucknow	Mr. Satish Kumar (Cordinator) Mr. Kesh Kumar Mr. Dines Kumar Mr. Mahesh Mr. Sarvjeet Gautam Mr. Lulu Ram Mr. Karendra Ms. Anupama Ms. Joyti Ms. Prem Kumari
New IPC Tool	(27 to 28 August 2010)	PANI, Basti (U.P.)	Sure Start Programme Staff

Road Show Programme	(04 to 13 Sep 2010)	INAFI INDIA	Mr. Shiv Bhusan Srivastav – Coordinator Sure Start
Training on New Opportunity on NGO Sector	05 Sep 2010	PANI – Faizabad	Mr. Satish Kumar – Coordinator
Pretest the Staff Assesment tools	16 Sep 2010	PATH /PANI/Ama Foi Lucknow	Mr. Surendra Nath & Mr. Shri Ram
Gender Workshop Anticipated	12 – 13 Oct 2010	CARITAS INDIA, New Delhi	Mr. Kendro & Sr. Lily
Recourse Mobilization	(19 &20 Oct 2010)	PATH	Mr. Surendra Nath Yadav – Sure Start Coordinator
Sustainability Planning	(26 October 2010)	PANI, Basti (U.P.)	Sure Start Programme Staff
		PANI, Basti (U.P.)	Sure Start Programme Staff
Exposure APMAS	26 Sep to 30 Sep 2010)	APMAS- Hydrabad	Fr. Beeny Paul (Asst. Programme Director) Mr. Romanush Linda – Finance Officer (DISA)
Livelihood & Gender	18-20 November 2010	GDS – Lucknow	Mr. Kendro Bosco – Document Officer (DISA)
Micro Finance Road Show Programme	07 – 10 February 2011	INAFI INDIA	Mr. Rajendra Prasad – Facilitator (DISA)
Social Gender & Boys Group Formation	28 Sep 10 to 03 Oct 2010	CARE INDIA	Girls Leadership Dev. Programme Staff
SHG Concept & Management	2-6 December 2010	APMAS, Lucknow	Mr. Satish Kumar Mr. Rajendra Prasad Mr. Kesh Kumar Mr. Lalu Ram Mr. Mantram
Orientation and Training Programme on Highly Impact Nutrition Intervention In Collaboration	20 – 22 December 2010	UNICEF & PGSS GKP	Mr. Krishan Kumar ( Facilitator – IDEA Programme)
Orientation Training on Facilitation Skills	12 Jan 11 to 13 Jan 11	CARE INDIA	Girls Leadership Dev. Programme Staff
Dynamic Development Course	10-28 February 2011	CARITAS INDIA – New Delhi	Mr. Kendro R. Fenang (Document Officer-DISA)
Good Governance	03 March 2011	Credibility Alliance – New Delhi	Fr. Benny Paul ( Asst. Programme Director)
MNREGA	09 March 2011	Rural Development Authority - Lucknow	Mr. Shiv Bhusan Srivastav ( Cordianaotr)
Resource pool on SHG Bookkeeping	14 – 17 March 2011	APMAS, Lucknow	Mr. Satish Kumar Mr. Rajendra Prasad Mr. Kesh Kumar Mr. Lalu Ram Mr. Mantram



The following Capacity Enhancement Programmes for the CBOs & Kishan Club during the year 2010-11 were organized:

Subject	Date	Resource Team / Facilitation	Participant
SHG Record Keeping	06 – 07 Aug 2010	Mr. Braj Bhusan - DISA Basti	Bansi Field Staff
Income Generation Activities – Detergent Powder	25 Oct 27 Oct 2010	Mr. Mukesh Kumar – PGSS , GKP	SHG Leaders - Harraiya
Income Generation Activities – Incense Stick Powder	20 Nov 22 Nov 2010	Mr. Mukesh Kumar – PGSS , GKP	SHG Leaders - Harraiya
Income Generation Activities – Mushroom	13 – 15 Dec 2010	Mr. Santosh Kumar – DISA Basti	SHG Leaders - Harraiya
Exposure Visit			
Orientation Kisan Club Members	21 June 2010	Mr. Santosh Kumar (Agr. Coordinatory)	Farmers Club Leaders
Annual Meet of DISA Staff	02 Jan 2011	DISA - Basti	All Staff

### Little Flower School and Community Centre, Harraiya

The Primary School at Harraiya established with resources mobilized partly by DISA is picking up fast and growing as prestigious institution in that area. There were **550** Students and **20** Teachers in the school in the academic year 2010-11 with classes from Lower Kindergarten to Class IX. They have all the curricular and extra curricular activities to impart integrated education and personality development of the children as envisaged. The Rural Development Programmes got great impetus with extension of DISA activities in the entire Block and specific activities in about 100 villages under the IDEA and SURE START programmes. They have also promoted the education of the poor by facilitating 05 Balwadies with nearly 154 children & 05 Balwadies teachers in the villages as pre-schools. The School students also participate in the village reach out activities and this is a new model we have tried to develop under DISA.



## Organizational

As a Registered Society, DISA completed seven years and promptly fulfilled the legal and community obligations. Statutory Auditing has been done by M/s Shatrughna Aggarwal and Co. Deoria. Internal Auditing has been done by Fr. Jose Paul and Mr. Thankachan. Project Financial Support Supervision has been done by Mr. Radhe Krishnan and Mr. Chanchal Pandey of GDS, Lucknow and also by Mr. Vinay from PANI, Basti. Organizational Assessment has been done by SATHI Forum, Basti. Auditors' Report has been sent to Ministry of Home Affairs under F.C-3 and Consolidated Auditors' Report has been sent to the Department of Income Tax under 10-B. Annual Plan for year 2011-12 has been made. Schedules for next Annual General Meeting and Governing Body Meetings have been fixed. DISA has been able to follow the H.R Policy, Financial Manual and Gender Policy as part of organization Development Processes.

- We have developed a Web site for DISA and improved documentation.

## Annual General Body Meeting

SI	Date	No of Members	Agenda of the meeting
01	24 October 2010	22 Members were present	<ul style="list-style-type: none"> <li>+ Prayer</li> <li>+ Welcome Address by the Secretary</li> <li>+ Approval of Annual Report of April 2009 to Mar 2010.</li> <li>+ Approval of Annual Plan 2010-11 and the Budget for 2010 - 11</li> <li>+ New Venture and Programmes</li> <li>+ Appointment of Auditors for 2010 – 2011</li> <li>+ Audited Statement of Accounts 2009-10 and its approval</li> <li>+ Presidential Address</li> <li>+ Any other Matters with the permission of the Chair.</li> <li>+ Vote of Thanks and Conclusion.</li> </ul>

## Governing Body Meeting

SI	Date	No of Members	Agenda of the meeting
01	14 April 2010	07 Members were present.	<ul style="list-style-type: none"> <li>+ Prayer</li> <li>+ Welcome Address by the Secretary</li> <li>+ Annual Report of Activities 2009-2010</li> <li>+ Financial Report – April 2010 to March 2010</li> <li>+ Annual Plan – 2010 –11 &amp; Budget Presentation.</li> <li>+ RS. 5,35,000/- as Corpus Fund of DISA.</li> <li>+ New Programmes and undertakings-               <ul style="list-style-type: none"> <li>o School Project at ITI, Mankapur</li> <li>o SDTT and PACS Project</li> <li>o Website for DISA</li> <li>o Extension of Permission is use</li> </ul> </li> </ul>



			<p>Basil Bhavan for DISA activities.</p> <ul style="list-style-type: none"> <li>✚ Any other matters with the permission of the Chair.</li> <li>✚ Presidential Address</li> <li>✚ Vote of thanks and conclusion.</li> </ul>
02	24 October 2010	07 Members were present.	<ul style="list-style-type: none"> <li>✚ Prayer</li> <li>✚ Welcome Address by the Secretary</li> <li>✚ Activity Report - April 2010 to Sept.2010</li> <li>✚ Statement of Accounts – April 2010 to Sep 2010.</li> <li>✚ New Programmes and undertakings.</li> <li>✚ New Governing Body Member.</li> <li>✚ Presidential Address</li> <li>✚ Any other matters with the permission of the Chair.</li> <li>✚ Vote of thanks and Conclusion</li> </ul>

## GENERAL BODY & MANAGEMENT COMMITTEES

Sl.	Name	Address	Age	Gender	Occupation	Position in the Board
01	Fr. John Olickal S/o Late Sri Joseph	Jyoti Bhavan Chargawan Gorakhpur-273 409 Mob. 9452187080	70	Male	Education and Social Service	President
02	Smt. Geeta Lakshmi D/o Sri Gopinath Panickar	Near St. Basil's School, Khiri Ghat, Basti, U.P-272001. Mob.9452578626.	40	Female	Education and Social Service	Vice-President
03	Fr.Cherian Puthussery S/o Sri Varkey	Basil Bhavan Behind Civil Court Basti, U.P-272001 Mob. 9450959091	67	Male	Education and Social Service.	Secretary
04	Sri Anil Chaitanya S/o Late Sri Vidya Prasad	House No: 1111/4, Malviya Road, Basti, U.P- 272001 Mob. 9415163731	50	Male	Advocate and Social Service	Joint Secretary
05	Fr. Lona Kallely S/o Sri. Varoo	Little Flower School Chargawan Gorakhpur U. P- 273 409 Mob. 9415037037	50	Male	Social Service and Education	Treasurer
06	Sr. Lily SRA D/o Sri. Chacko	Maria Niwas Harraiya P.O Basti, U.P. 272 415 Mob. 9450426773	65	Female	Social Service.	Member
07	Smt. Santi W/o – Sri JayaChandran	Near St. Basil's School, Khiri Ghat Basti, U.P 272001. Mob. 9450368202	35	Female	Education and Social Service	Member



## Foreign Trips and Remuneration to the GB Members

Name of the Board Member	Designation	Remuneration / Reimbursement
Fr. John Olickal	President	Nil
Smt. Geeta Lakshmi	Vice-President	Nil
Fr. Cherian Puthuserry	Secretary	Nil
Sri Anil Chaitanya	Joint Secretary	Nil
Fr. Lona Kallely	Treasurer	Nil
Sr. Lily SRA	Member	Nil
Smt. Bindu Jayan	Member	Nil
Smt. Shanti	Member	Nil

## Staff Details

Staff Details	Male Staff	Female Staff	Total
Full Time Staff	13	0	13
Part Time Staff	4	84	88
Contract Staff	15	3	18
Volunteers (Non - Paid)	14	--	14
<b>Total:</b>	<b>46</b>	<b>46</b>	<b>133</b>

## Salary Distribution As on 31.03.2011

Slab of gross monthly salary (in Rs.) plus benefits paid to staff	Male Staff	Female Staff	Total
Below ` - 5000/-	17	89	106
Above ` - 5000/-	12	01	13
<b>Total:</b>	<b>29</b>	<b>90</b>	<b>119</b>

## Financial Position

In the year 2010-11 we have got financial support from different sources by way of local contributions from personal friends, well-wishers, interest on deposits and foreign contributions to the tune of **Rs. 6048458/-** from PANI, Faizabad; CARE INDIA, Lucknow; PGSS, Gorakhpur; NABARD; CARE INIDA, Lucknow; UPWAN Lucknow; GDS, Lucknow, Ministry of Women and Child Development, New Delhi; St. Basil's School, Little Flower Mission, Gorakhpur and Jan Vikas Samiti, Varanasi.

## Financial Statements



## Balance Sheet

Liabilities	2009-10	2010-11	Assets	2009-10	2010-11
General Fund	6231388.93	6407454.93	Fixed Assets	3823251.04	3596185.04
Current Liabilities & Provisions	130000.00	0.00	Loan & Advance	0.00	89755.00
			TDS Paid	0.00	2038.00
			Cash & Bank Balance	2538137.89	2719476.89
<b>Total</b>	<b>6361388.93</b>	<b>6407454.93</b>	<b>Total</b>	<b>6361388.93</b>	<b>6407454.93</b>

## Income Expenditure

Income	2009-10	2010-11	Expenditure	2009-10	2010-11
<b>Self Generated</b>			<b>Programme Expenses</b>		
Income of Training Centre	659290.00	202242.00	Programme Cost	60563.00	17701.00
Generator	60000.00	0.00	Staff Support	377350.00	300305.00
Training Fee	218120.00	0.00	Training & Travel	265332.00	227714.00
<b>Other Source</b>			Website/Publication	30000.00	12988.00
Donation & Contribution	423057.00	812336.00	Project Expenses	3157523.80	4689360.00
			<b>Administration Expenses</b>		
Projects	2977114.00	4881412.00	Communications	16030.00	17868.00
UPVAN Programme	5500.00	0.00	Office Expenses	43389.00	88293.00
Bank Interest	120317.00	152468.00	Printing & Stationery	25967.00	20805.00
General Fund	99506.80	0.00	Donation/Charity	4101.00	10707.00
Outstanding Exp	0.00	0.00	Study Support	25500.00	10825.00
			Training Centre Expenses	405322.00	199266.00
			Audit Fee	14819.00	9046.00
			Depreciation	287337.00	264456.00
			Excess of Income over Expenses	0.00	174028.00
			Membership Fee	4250.00	1100.00
			Bank Charges	1490.00	1958.00
			TDS Paid	0.00	2038.00
<b>Total</b>	<b>4718973.80</b>	<b>6048458.00</b>	<b>Total</b>	<b>4718973.80</b>	<b>6048458.00</b>

**Name and Address of the Bank**  
**PUNJAB NATIONAL BANK**  
**ST. BASIL'S SCHOOL**  
**KHRIGHAT, BASTI**  
**UTTART PRADESH - 272001**

**Name and Address of Auditors**  
**SHATRUGHNA AGRAWAL&CO.**  
**CHARTERED ACCOUNTANTS,**  
**MOHAN KOTHI, MOHAN ROAD,**  
**DEORIA (U.P.) - 274001**

### Supporting Organizations





1. Peoples Action for National Integration (PANI), Faizabad (U.P.)
2. CARE INDIA, Lucknow (U.P.)
3. Jan Vikas Samiti, Provincialate, Christ Nagar, Varanasi (U.P.)
4. Purvanchal Gramin Seva Samiti, Gorakhpur (U.P.)
5. Grameen Development Services (GDS), Lucknow (U.P.)
6. NABARD, Lucknow (U.P.)
7. CHILDLINE INIDA FOUNDATION, Mumbai.
8. CARITAS INDIA, New Delhi.
9. Little Flower Mission, Gorakhpur (U.P.)
10. Credibility Alliance, New Delhi
11. St. Basil's School, Basti
12. CHAI Secunderabad
13. UPVAN, Lucknow (U.P.)
14. CASA, Lucknow (U.P.)
15. SATHI Forum, Basti (U.P.)
16. SATHI Faizabad (U.P.)
17. Sahchar Smooh, PGSS Gorakhpur (U.P.)

## Identity

- + DEVELOPEMT INITIATIVES BY SOCIAL ANIMATION is registered as Society under Societies Registration Act, (XXI) 1860. Registration No.462 dated 24 September 2001 & Renewal No. 385 dated 29 December 2006.
- + DEVELOPMENT INTIATIVES BY SCOIAL ANIMATION is registered with Income Tax Department under Section 12A No. 58-59/146/12AA/Tech/F dated 25.02.2003.
- + We have FCRA Registration with No. 136310026 dated 21.04.2003.
- + Income Tax Permanent Account No. AAATD5451G.

## Activity Plans for the Year 2011-12

The major interventions by DISA envisaged in the focus area in the coming year, besides continuing and intensifying with the above-mentioned activities are:

1. Strengthening the existing groups and facilitating their better management, Capacity building, Inter-loaning and Bank linkages for CCL.
2. Women Empowerment and promotion of gender balance with forming their Associations and their Federations and networking in all the Blocks adopted.
3. Promotion of Good Governance in selected Gram Panchayats, preparing women for conducting PRI Election – 2010, developing Model Panchayats and capacity building of the elected PRI members for effectiveness and greater participation and responsibilities.
4. Strengthening DISA as the Nodal Organization for the CHILDLINE programme, to coordinate all the activities related to CHILDLINE Collaborative



Organization and Resource Organizations for rescue relief and rehabilitation, rapport with local administration and soliciting their support etc.

5. We will identify very poor physically challenged children and increase the activities related to Community Based Rehabilitation. We will adopt about 115 children by March 2012.
6. Continue the Capacity Enhancements of the Office Bearers and members of the groups and also of the Staff on various development issues. We will facilitate exposure visits of other CSOs and Learners to DISA area and arrange exposure visits for our staff and CBOs to other Organizations.
7. We will intensify our efforts to establish our community centre in Ikauna in Shravasti for coordinating and expanding the development activities.
8. Continue our Partnership with PANI for SURE START, with PGSS, Gorakhpur for IDEA Programme in Harraiya and SDTT for Women Empowerment and Good Governance.
9. Concept Note on Revival of Agriculture II phase for Mithaval and Basti Sadar blocks have been sent Tata Trust and we hope to have the extension and strengthening of existing groups of Revival of Agriculture.
10. Establishment of a Nodal Training center with the help of Technopak Advisors Pvt. Ltd. (SEAM Project under SGSY of MoRD, Gol at DISA for the skill development of the BPL youth in Basti and Siddarth Nagar Districts

## Conclusion

The collaboration, guidance, resource support and good leadership of many enabled DISA to reach up to this level and extend our companionship to the excluded in the society and take efforts to empower them. They are the fruits from the good tree of DISA interventions. We feel this is a sure and definite intervention for many more noble and useful ventures for the empowerment of the excluded. We are grateful to all the partners, collaborators, well-wishers and co-workers of DISA. We appreciate the dedication of the Staff and the Members of DISA in promoting the core values of the Organization.

## Address for Communication

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