



Dream A Dream Annual Report | 2013-2014



Message from Co-founder & CEO

Young people today are growing up in a complex, unpredictable environment. While drug abuse, crime, violence, and poverty continue to be critical issues, today's youth also face the challenge of coping with a fast-changing, complex and unpredictable world. To cope with this frantic pace of change in the world, young people need a very different set of skills to survive and succeed and as NGOs, youth workers, educators and governments we need a new lens to look at solutions. Increasingly, it is becoming difficult to predict what the future holds for our young people; therefore it is not the known but the ability to handle the unknown that is going to define success.

When young people develop the ability to take initiative, solve problems creatively, overcome difficulties, manage conflict and interact with each other with empathy, it helps them overcome adversity, build resilience and prepare them to succeed in an unpredictable future.

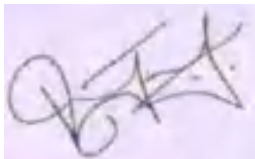
To be able to achieve that, re-imagining learning is critical.

Education has to move beyond delivering knowledge to also building capabilities and life skills. Teachers will have to redefine their role from being 'givers of knowledge and information' to being 'facilitators of learning'. It is critically important to re-imagine learning that is relevant for the 21st century; learning that is focused on empowering young people with life skills and abilities that prepare them to succeed.

It is evident that imparting life skills is the need of the hour. With steadfast focus, inimitable passion and your support, we want to make this movement a great success.

We are happy to present our Dream A Dream Annual Report 2013-14. Our credentials, our credibility and our sincerity speak through this report. We hope you will continue to extend your support and encouragement and stay with us on this journey.

Thanks for reading,



Vishal Talreja





About Dream A Dream

Dream A Dream is a 15-year old non-profit organization focused on developing life skills among the most vulnerable populations of young people in India. Over 15 years, Dream A Dream has impacted the lives of over 50,000 young people through its programmes in sports, arts, outdoor experiential camps, mentoring and career enhancement. Working with over 35 partners, 2000 volunteers and a host of corporate and individual supporters, Dream A Dream has brought together a community of supporters to change the lives of children and young people. Dream A Dream's unique and innovative life skills approach to learning complements school curriculum and transforms teachers bringing creativity and empathy in school environments and helping young people overcome adversity and flourish in a fast changing world.

Why Life Skills?

In today's unpredictable world, transitioning from dependence to independence and negotiating your way through life-changing phases is becoming exceedingly challenging for young people from vulnerable backgrounds. To build a viable future and become change agents, education needs to go beyond delivering knowledge. That is why targeted programmes that help young people develop Life Skills are crucial.

Our programmes

Dream Life Skills

- Developing life skills amongst young people aged 8-15 years using the medium of sports and arts

Teacher Development Programme

- Engaging educators/teachers/ adults to deepen their impact on young people and help unlock their potential using a life skills approach to learning.

Dream Outdoor Experiential Camps

- Developing life skills on young people aged 8-18 years through outdoor experiential activities.

Dream Connect Programme

- Equipping 14-19 year olds with information, skills and access to opportunities to make a healthy transition to adulthood.

Volunteer Engagement

- Short-term volunteering engagement through events and long-term engagement through programme/skill based volunteering opportunities.

Dream Mentoring Programme

- A one-on-one mentoring programme for young people aged 14-19 years old who are paired with one adult volunteer.

Impact at a glance



5357 people participated in the Life Skills Development Programme



2104 young people participated in Dream Life Skills Through Sports



3253 young people participated in Dream Life Skills Through Arts



518 teachers engaged in the Teacher development Programme



Job placements were provided to 35 Dream Connect Graduates



Scholarships were awarded to 28 graduates to pursue higher education



100 young graduates were given one-on-one career guidance



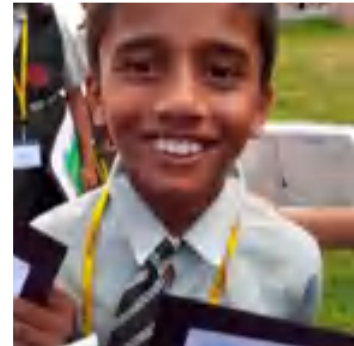
Quality Parameters

Retention rate: 97%

Attendance rate: 89%

Enrollment Numbers

From 3050 in 2012--13 to 5357 in 2013-14



Overall development in life skills

8/10 young people have shown positive development in life skills using the Standardized Dream Life Skills Assessment Scale (DLSAS)



Impact across genders

8.3/10 girls showed positive development in life skills

7.9/10 for boys





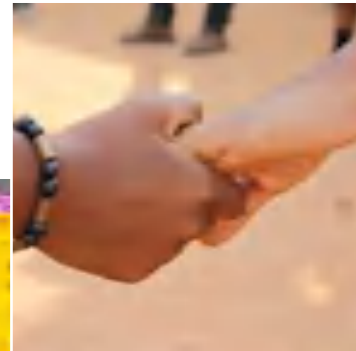
Engaged 3179 young people in Dream Connect

1472 Girls

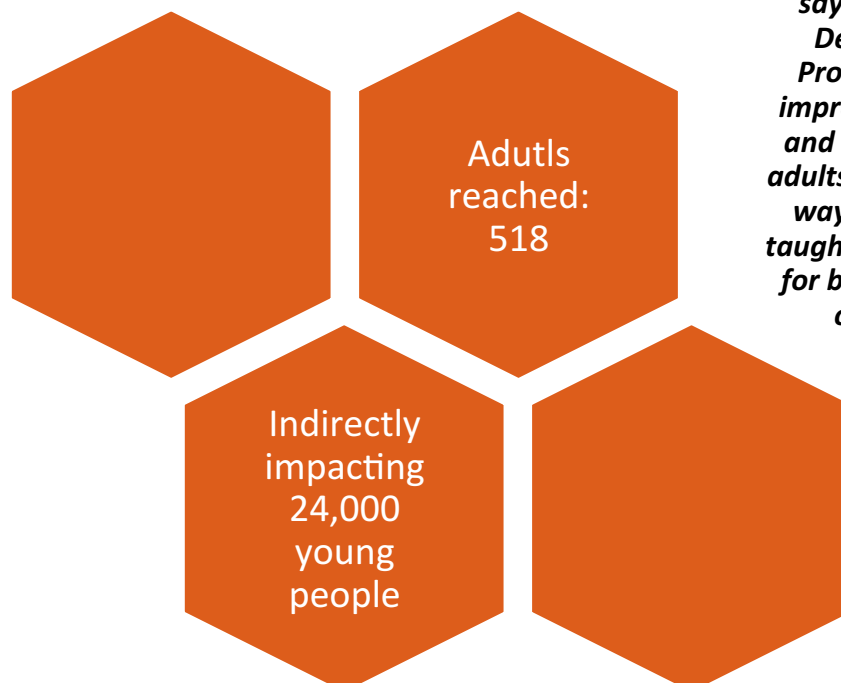
1707 Boys

Dream Mentoring

112 young people successfully paired with a mentor

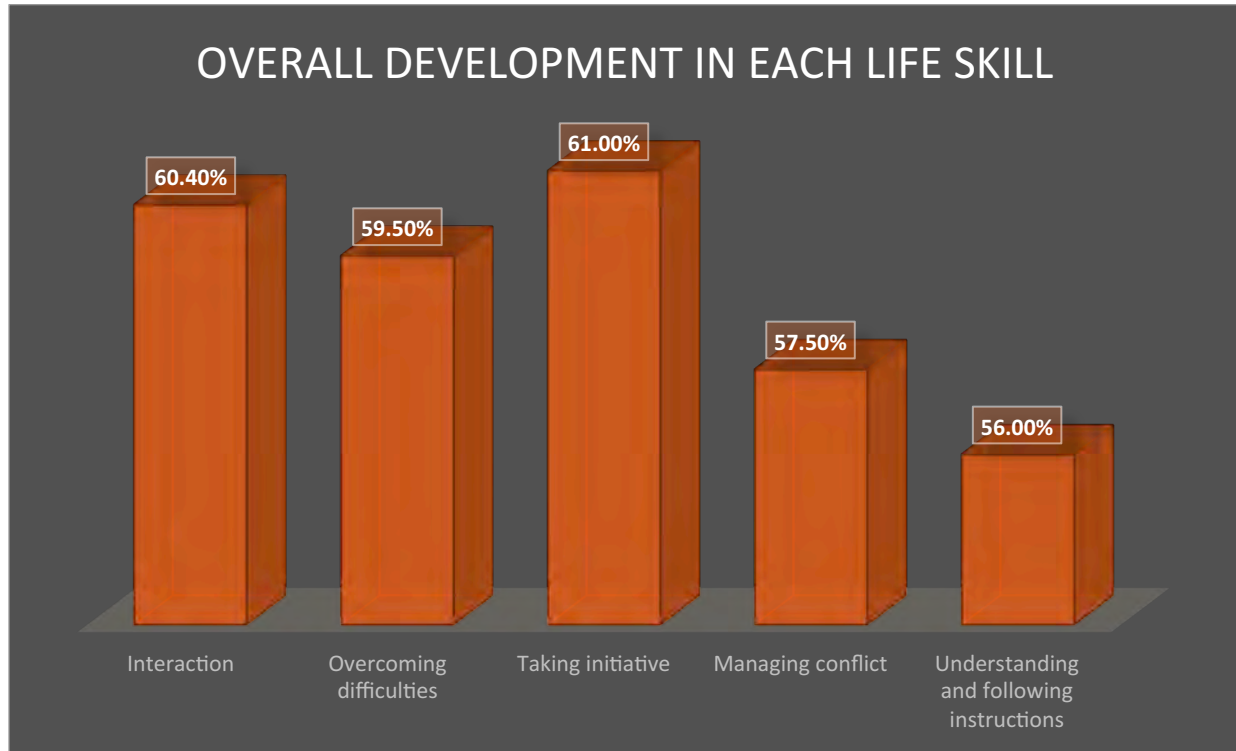


Teacher Development Programme



90% of participants say the Teacher Development Programme has improved the skills and knowledge of adults to change the way children are taught in classrooms for better learning outcomes.

Overall development in each life skill



Dream Connect



Volunteering

Volunteering is at the core of Dream A Dream's programmes. By engaging volunteers, we aim to develop a non-discriminatory society where unique differences are appreciated. Dream A Dream has many flexible, fun, high impact and meaningful volunteering opportunities.


2214
volunteers
clocked
25,341 hours



List of corporates who volunteered with Dream A Dream


Dell	TESCO	AXA	SSGA
Genpact	Northern Trust	Sandisk	Qualcomm
Goldman Sachs	Axiom	Smartplay	Microsoft
VMWare	Sony	IGate	

Testimonials from Volunteers



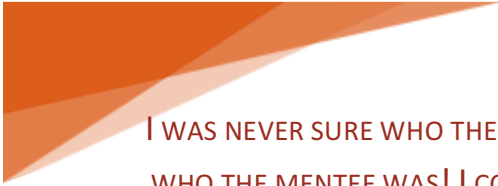
ONE OF THE THINGS THAT I USED TO LOOK FORWARD TO IN EVERY MEETING WITH MY MENTEE WAS THE FEELING OF BEING TAKEN INTO A SLIGHTLY DIFFERENT WORLD THAN THAT OF MINE WHICH WAS QUITE A REVEALING AND REFRESHING EXPERIENCE.

Kumar Prateek,
Mentor-Volunteer



I LEARNT HOW TO DEAL WITH STUDENTS THROUGH NEW WAYS OF ART AND THESE WAYS ARE DIFFERENT FROM COMPLICATED SCIENTIFIC WAYS. THIS IS ENOUGH FOR TEACHING.

Hamed Mahmoud,
AIESEC International Volunteer from Egypt



I WAS NEVER SURE WHO THE MENTOR WAS OR WHO THE MENTEE WAS! I COULD SEE A GREAT CHANGE IN THE COMMUNICATION AND CONFIDENCE BETWEEN US, AND AT THE SAME TIME I COULD FEEL THE GROWTH IN MYSELF IN ATTENDING TO ANY INDIVIDUAL.

Amit Khorana,
Mentor-Volunteer

Testimonials from partners and supporters

ASHOKA BELIEVES THE FUTURE TRULY BELONGS TO CHANGEMAKERS. PEOPLE WHO CAN FIND, OWN AND CAUSE CHANGE AT EVERY SCALE. DREAM A DREAM PLAYS A MOST CRITICAL ROLE IN ENSURING A FUTURE OF CHANGEMAKERS AND IS ALSO INFLUENCING SYSTEMIC CHANGE IN THE WAY CHILDREN ARE EMPOWERED.

Vishnu Swaminathan,
Leader – South Asia, Ashoka Innovators for the Public

DREAM A DREAM OPENS THE GATE FOR YOUNG PEOPLE TO SEE THE WORLD AND REALIZE THEIR INDIVIDUAL POTENTIAL. THE LONG LASTING IMPACT ON A CHILD'S LIFE AND SOCIETY AT LARGE IS HUMONGOUS. IT'S CHERISHING TO BE PART OF DREAM A DREAM AND JOINTLY, WITH DELL, TO PURSUE THE ENDEAVOR.

B. Rudramuni,
Executive Director & Head Dell India R&D, Bangalore

RESEARCH HAS CLEARLY SHOWN THAT CHILD ADVERSITY CAUSES LONG TERM DEVELOPMENTAL DAMAGE AND MENTAL HEALTH PROBLEMS. DREAM A DREAM SUCCESSFULLY IMPLEMENTS PROGRAMS THAT MINIMIZE OR PREVENT THIS DAMAGE. UNIQUELY, THEY ARE ABLE TO MEASURE THE IMPACT OF THESE PROGRAMS WITH STANDARDIZED, PUBLISHED SCALES.

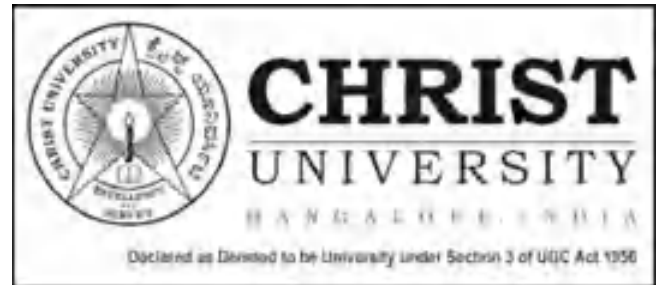
Dr. David Pearson & Dr. Fiona Kennedy,
Consultant Clinical Psychologists



Our paper on “The Life Skills Assessment Scale: Measuring life skills of disadvantaged children and young people in the developing world” has been published in the International Journal of Social Behaviour and Personality. The Dream Life Skill Assessment Scale is now the first tool in the world to measure life-skills development in disadvantaged children.



We successfully facilitated a large scale volunteering workshop for close to 150 representatives from NGOs and CSR units of companies at the IBM Corporate Service Corps conference in Bangalore.



Dream A Dream, In association with Christ University, Bangalore, organized the first ever conference on the “Life Skills Assessment Scale”.



During a visit by Goals for Girls from the US, we organized a coaching clinic and friendly tournament involving 42 girls from Dream A Dream and 20 girls from the Goals for Girls team.



Nandan Nilekani, co-founder of Infosys and Chairman of the Unique Identification Authority of India (UIDAI), had a dialogue with graduates and facilitators at Dream A Dream and wrote a blog at



Dream Graduate Girish Ronald was featured in an article by The Alternative

Dreaming of positive paths for India's youth: Dream a Dream
 Carlin Carr, Bangalore Community Manager

Juvenile crime all over the world often goes hand-in-hand with lack of opportunities. Right across the globe—from New York to Nairobi with low employment rates and education levels leave disadvantaged youth with few options. Lacking support systems to show them alternative paths, teens often take to criminal activities. While crime amongst youth has not been such an issue in India's urban areas, recent studies show a marked escalation in their activities.



In fact, the "State of the Urban Youth India 2012: Income Skills" report that came out last year says that juvenile crime rose by 82 percent between 2007 and 2010. The youth involved were largely from low-income working families, and the study, education is an important factor with over 50 percent youth illiterate or with limited primary education," says a DREAM study.

A Bangalore-based organization, *Dream a Dream*, helps four youngsters from vulnerable backgrounds on a more positive path by focusing on building life skills to equip youth with the problem solving and interpersonal and emotional skills necessary to adulthood. "Young people from vulnerable communities often environments, where they are exploited or lack opportunities institutions such as residential centers, offer a more livable

Our work and approach was described as part of the solution that "not only makes for better individuals but better communities as well" in an article published by URG.im

We have partnered with Eduzine Global and were featured in their online magazine.

Two of our Dream Graduates, Santosh & Vishwa, were featured in an issue of BoiledBeans



It's a sunny Sunday evening around 3PM and a group of about twenty young boys and girls are sitting on the floor in a room. They are listening to a woman who is speaking to them. She is smiling and has taken them out a few times to museums, and they are all smiling back at her. They are educated on the different careers that are available and they are all excited to hear about them.

When "Dream A Dream" started out in 1998, it had 20 children. It's now a well-established organization with over 1000 children and staff members.

Both of whom are from vulnerable backgrounds, but were able to complete their education and are now working in different fields.

The program has taught me to live independently and that I can do anything I want to do.

Governance

Jurisdiction and tasks of board and management during 2013-2014

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

In 2013-14, the Board met six (6) times: 23rd May 2013, 26th June 2013, 31st August 2013, 27th September 2013, 3rd December 2013 and 4th February 2014.

Management: Chief Executive Officer (CEO)

- Is responsible for developing long term strategy, annual plan and policy
- Informs the Board of all relevant facts and development
- Evaluates the execution of Dream A Dream's annual plans. Presents it to the Board
- Engages in new partnerships and core fundraising
- Financial Management and operational Governance

Composition of the Board (for the year 1st April 2013- 31st March 2014)

Name	Position on Board	Meetings attended	Years on Board	Age	Gender	Occupation
Sandeep Farias	Chairperson	6	2	40	M	Founder, Elevar Equity
Meera Harish	Board Member	5	1.5	49	F	VP (Global Sales & Marketing) Tata Coffee
Deepak Srinath	Board Member	2	0.5	41	M	Co-Founder of Phantom Hands
Vishal Talreja	Board Member	5	2	37	M	Co-Founder & CEO, Dream A Dream

Notes on Board of Trustees

- None of the Board members are related to each other
- A Board rotation policy exists and is practiced
- Vishal Talreja receives remuneration from the organization for working as a CEO
- No other board members have received any remuneration from the organization

Management: Distribution of staff according to salary levels as on March 31, 2014

Gross salary (in ₹)	Male staff	Female staff	Total staff
<10,000	14	7	21
10,000 – 25,000	27	12	39
25,000 – 50,000	0	8	8
>50,000	2	1	3
TOTAL	43	28	71

Notes on staff

- Vishal Talreja, CEO & Co-Founder has been paid a remuneration of Rs. 74,890 per month
- Remuneration of 3 highest paid staff members: Rs. 74,890, Rs. 68,082, Rs. 56,266
- Remuneration of 3 lowest paid staff members: Rs. 7,250, Rs. 7,975, Rs. 10,088
- Total cost of national travel by all staff was Rs. 3,65,772

International travel by all staff was Rs. 4,05,070=00. This included

- Travel to Paris – Ashok G, Head – Programmes, to attend the EDUCASPORT SPORT FORUM 2013.
- Travel to U.S – Suchetha Bhat, COO and Bopanna Pattada, Lead Trainer, to attend PYE Global Gathering.

Summary Financial Statements

The following financial statements provide an overview of revenue, expenses and sources of Dream A Dream funding for the financial year 2013-2014. Complete Audited Financial Statements including the Auditor's Report are available on our website (www.dreamadream.org) and by email upon request.

Receipts and Payments Account for the period 1st April 2013 to 31st March 2014

	PARTICULARS	AMOUNT	AMOUNT
I.	RECEIPTS		
	Opening Balance:		
	- Cash in hand	33,416	
	- Cash at Bank	56,76,689	57,10,105
	Revenue Receipts:		
	Donations	299,65,074	
	Misc Income	12,081	
	Interest Income	11,50,228	3,11,27,383
	Others:		
	Fixed Deposits Matured	1,68,35,000	
	Staff Advances Recovered	7,48,310	
	Advance for Expenses Recovered	2,87,166	
	IT Payable	2,08,574	
	TDS Payable	2,35,473	
	Provident Fund Payable	5,65,387	
	Others	-	
	Professional Tax Payable	1,09,851	1,89,89,761

II .			5,58,27,249
	PAYMENTS		
	Workshops & Programmes		1,96,80,011
	Administrative Expenses		14,00,308
	Human Resource Expenses		10,92,901
	Fundraising & Communication Expenses		28,65,527
	Investments and Deposits:		
	Investment in Fixed Deposits	2,30,00,000	2,30,00,000
	Others:		
	Fixed Assets Purchased	7,09,949	
	Advance for Expenses	24,57,792	
	TDS on Bank Interest	93,238	
	Staff Advances Paid	5,91,111	
	IT Paid	1,86,420	
	TDS remittance	2,07,112	
	Providend Fund Remitted	5,20,525	
	Professional Tax Remitted	1,01,400	48,67,547
	Closing Balance :		
	Cash in Hand	10,479	
	Cash at Bank	29,10,476	29,20,955
			5,58,27,249

Income and Expenditure Statement for the year ended 31st March 2014

	PARTICULARS	Year Ended 31st March 2014	Year Ended 31st March 2013
I.	INCOME		
	Donations Received - Domestic	38,08,873.27	50,48,972.57
	Donations Received -FCRA	2,61,58,816.98	1,79,23,588.03
	Interest on IT Refund	-	-
	Miscellaneous Income	12,081.00	23,100.00
	Interest received	15,77,718.21	7,38,929.00
		3,15,57,489.46	2,37,34,589.60
	EXPENDITURE		
II.	WORKSHOPS & PROGRAMMES:		
	Dream Connect Center	41,04,449.77	21,34,486.44
	Last Mile Support	6,48,458.00	-
	LS Thru Arts	37,84,927.01	-
	LS Thru Sports	41,69,337.00	-
	Mentoring	11,32,359.00	8,87,487.00
	Outdoor Camps	11,26,876.00	6,48,964.00
	Outreach	7,95,231.00	-
	Overheads	10,01,648.21	5,54,922.74
	Partnership Management	7,14,420.00	4,71,590.00
	Training & Development	25,99,151.00	16,19,855.00
	Replication	4,61,807.00	-
	Graduation Day	3,68,326.00	-
	Volunteer Engagement		

	5,77,054.00	6,97,501.00
Dream Creative Arts	-	17,01,953.00
Impact Assessment	-	3,86,854.00
Dream Football	-	32,97,829.00
Dream Funday	-	3,69,882.00
	2,14,84,043.99	1,27,71,324.18
ADMINISTRATIVE & HR EXPENSES:		
Human Resources	11,08,389.00	11,97,545.00
Administration	12,69,005.18	10,48,887.94
Administration Overheads	1,72,844.56	1,35,105.43
	25,50,238.74	23,81,538.37
FUND RAISING & COMMUNICATION EXPENSES:		
Dream Fund Raising	18,04,705.00	15,05,817.00
Fund Raising Overheads	1,86,622.56	82,471.08
Communications Expenses	9,39,672.00	-
Merchandise	-	1,00,404.00
	29,30,999.56	16,88,692.08
Depreciation	1,94,095.00	1,05,022.00
Opening Stock of Dream Merchandise	33,180.00	26,920.96
Less: Closing stock of Dream Merchandise	-	33,180.00
	33,180.00	(6,259.04)
Total Expenses		

	2,71,92,557.29	1,69,40,317.59
Excess of Income over Expenditure to General Reserve	43,64,932.17	67,94,272.01

Balance Sheet as of 31st March 2014

	PARTICULARS	AMOUNT	As of 31st March 2014	AMOUNT	As of 31st March 2013
I	SOURCES OF FUNDS:				
	General Fund:				
	Opening balance	1,74,67,492		1,06,73,220	
	Add: Excess of Income over Expenditure	43,64,932		67,94,272	
			2,18,32,424		1,74,67,492
			2,18,32,424		1,74,67,492
I	APPLICATION OF FUNDS:				
	Fixed Asset (As per Schedule)s:				
	Investments		10,97,009		5,31,188
	Fixed Deposits		1,64,30,256		1,02,65,256
	Current Assets, Loans & Advances :				
	Current Assets:				
	Cash in Hand	10,479		33,416	
	Cash at Bank:	29,10,476		56,76,688	
	Staff Advances	2,01,700		4,70,466	
	Closing Stock of Dream Merchandise	-		33,180	
	Accrued Interest	3,93,581		4,216	

Loans & Advances	87,922		45,322
Tax Deducted at Source	1,87,306		53,287
Rental Deposit	6,50,000		3,85,000
Telephone Deposit	3,399		3,399
	44,44,863		67,04,974
Less: Current Liabilities:			
Duties and Taxes	1,39,704		33,926
Other liabilities	-		-
Net Current Assets:		43,05,159	66,71,048
		2,18,32,424	1,74,67,492

Administration

Dream a Dream is a registered public charitable trust under the Indian Trusts Act (Reg No.: 66/2000-2001 IV).

We are also registered under:

- U/S 12A of the Income Tax Act, 1961.
- Section 80G of the Income Tax Act, 1961 (Order no.: DIT (E)BLR/80G(R)/169/AAATD3096K/ITO(E)-1/Vol 2008-2009, dated September 12, 2008). Permanent Validity.
- The FCRA Regulations of the Ministry of Home Affairs, Government of India (Permanent Reg No.: 094421298, dated December 10, 2008).

Dream A Dream's operations are managed out of the Bangalore office; the management team takes the programme and operational decisions with oversight from the Board of Trustees.

Awards and Recognition

- One of the top four finalists in the medium category for the India NGO Awards 2013
- Featured in the DASRA report, "Power of Play: Sports for Development in India"
- Awarded "New Skills in Sports Instruction" at Educasport World Forum 2013

Dell Giving
The Hans Foundation
State Street Foundation (SSgA)
Marshall Foundation
Oberoi Family Foundation
Erach & Roshan Sadri Foundation
FIFA – Football For Hope
Global Fund for Children
Qualcomm Foundation
Silicon Valley Community Foundation
Nike India
Microsoft GTSC
TCS
Headstrong
LSI India
IDG Ventures
TPI Consulting
Northern Operating Services
CAF India
40K Foundation
J Paul Getty Jr. Charitable Trust
TESCO India

Dream A Dream Supporters

Our funds come from multiple sources, including individuals who provide support through annual fundraising events and through direct donations as well as funding from institutions and corporates.

Dream A Dream is accredited by the Credibility Alliance as complying with the national accountability, transparency and reporting standards. This annual report is drawn up in accordance with the guidelines set by Credibility Alliance.

Thank You

Dream A Dream's work is a multi-stakeholder programme. The life skills we provide for young people is made possible through partnership with donors, individuals, corporates, partner NGOS, local community, volunteers, parents and young people. We place on record our gratitude to each of you. The more you come forward to support us, the more young people can dream of a better tomorrow.

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www.facebook.com/dreamadream.org



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