



IMPROVING GOVERNANCE  
BUILDING TRUST

# ANNUAL REPORT



2010-11

**CREDIBILITY ALLIANCE**

## *Foreword*

*I have a deep sense of confidence in the capacity of the NGO community to self-regulate itself and perform well in terms of the ethical standards it sets for itself. This confidence is always reinforced by the Credibility Alliance. In fact, innovativeness and self-regulation are the key ingredients in the institutional DNA of the NGOs. In this sense, the NGOs stand out with distinction from the international and national bureaucracies – both public and private, where we experience today a serious accountability deficit. The recent global financial crisis made it very clear that the capacity of the so-called free market to regulate itself is extremely weak, and the institutional regulatory mechanism is extremely fragile. In contrast, we, in the Credibility Alliance, set an example of the best practice to innovate and benchmark standards for a progressive accountability framework designed for proactive self-monitoring based on the principles of autonomy and self-regulation, and appropriate for the diversity and heterogeneity of the NGO sector.*

*I congratulate the members of the Credibility Alliance on their efforts to bring innovations in the area of accountability and reporting to various stakeholders to demonstrate their multiple accountabilities.*

*But, the Credibility Alliance is also an expression of the aspirations of its members towards better governance, improved quality of relationship with constituents, enhanced social impact, but also to build values, set standards, and to deepen institutional practices through learning by doing, and to embed it as a core organizational culture.*

*In many ways, the NGO accountability framework is more complex than the state or market institutions, both in terms of its structure and processes. Therefore, it is very challenging. NGO accountability is dynamic and evolving, and remains a contested terrain. It is not something which is fixed and carved on stone. Therefore, our challenge is to progressively reinvent accountability structures and processes through continuous innovation. I am sure that the Credibility Alliance will be a global leader in this respect.*

*(Jagadananda)*

*Chairman*



## **CONTENTS**

## **Page Number**

<b>1. ABOUT CREDIBILITY ALLIANCE</b>	<b>5</b>
<b>2. CORE PROGRAMMES</b>	<b>9</b>
▪ Accreditation	
▪ Accreditation Committee meetings	
▪ Benefits of Accreditation	
▪ CFLI Campaign	
▪ Norms Review	
▪ Membership	
<b>3. CAPACITY BUILDING</b>	<b>15</b>
▪ Bhubaneswar workshop	
▪ Bhopal Workshop	
▪ Lucknow workshop	
▪ Other Workshops	
<b>4. ADVOCACY AND AWARENESS BUILDING</b>	<b>17</b>
▪ National Conference	
▪ Donors Round Table	
▪ International advocacy	
▪ Partnerships with other organizations	
▪ Promotional efforts with government agencies	
▪ Major Accomplishments	
<b>5. FINANCE</b>	<b>23</b>
▪ Abridged Financial Statements	
▪ Abridged Income & Expenditure	
<b>6. GOVERNANCE</b>	<b>27</b>
▪ 3-tier mechanism	
▪ Annual General Body Meeting	
▪ Governing Board	
▪ Transparency Disclosures	
▪ Legal Compliance	
▪ Our Team	





## ABOUT CREDIBILITY ALLIANCE

Credibility Alliance (CA) is a consortium of voluntary organisations committed towards enhancing accountability and transparency in the voluntary sector through good governance. It is an initiative that emerged from within the sector and was registered in May 2004 as an independent, not-for-profit organisation after an extensive consultative process over a period of two years involving thousands of voluntary organisations all over India. As an organisation CA aspires to build trust among all stakeholders through improving governance within the voluntary sector.

### Vision

A voluntary sector, which is responsive to the needs of the society, is democratic and transparent in it's functioning and accountable to all concerned.



### Mission

To build the credibility of the voluntary sector through creation and promotion of norms of good governance and public disclosure.

### Objectives

- Development of norms of governance, based on consensus, through participation and consultation.
- Promotion of an accreditation system for the voluntary sector.
- Promotion of capacity-building initiatives for voluntary organisations to enable compliance with norms.
- Policy advocacy for enhanced credibility, acceptability and recognition of the work done by the voluntary sector in the eyes of the government, the donor community, the corporate sector, the media and the public



### Registration details

- Credibility Alliance is registered as a Society under Societies Registration Act (XXI) 1860. Registration no.S-49315 dated 28.04.2004.
- Credibility Alliance is registered with Income Tax Department under Section 12A No. DIT (E) 2004-2005/C-824/04/1487 dated 25.01.2005.
- All contributions to Credibility Alliance are exempt under Section 80(G) of the Income Tax Act 1961 No NQ.DIT (E) 1/ 3289 DEL-CE 21649 valid from A.Y.2010-11 onwards.
- We have FCRA registration with NO. 083781102 dated 12.12.2007
- Income Tax Permanent Account NoAAAAC2595B.



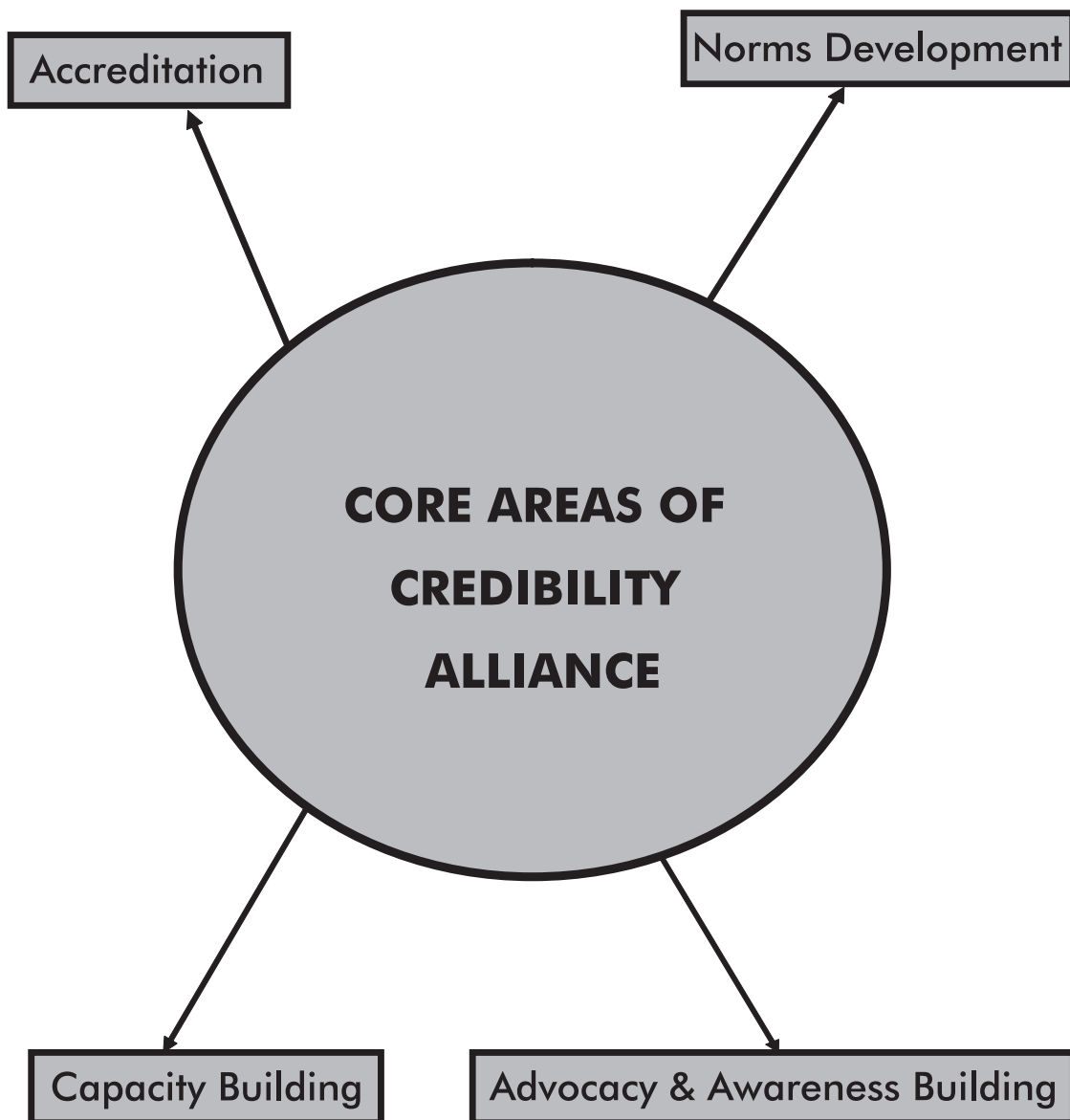
# **CORE PROGRAMMES**





**Core Programmes of Credibility Alliance includes the following:**

- Accreditation of Voluntary Organisations
- Norms Development
- Capacity Development
- Advocacy & Awareness Building



## ACCREDITATION

### Accreditation

“A public recognition of the achievement of accreditation standards by voluntary development organisations, demonstrated through an independent external peer assessment of that organisation’s level of performance in relation to the standards”.

### Accreditation Committee meetings

A new accreditation committee was set up in Delhi in August 2010 to speed up the process of accreditations. This committee met twice in the year 2010-11 and reviewed 38 VOs.

The existing committee in Mumbai met 7 times and reviewed 91 VOs.

A total of 268 VOs applied for accreditation, including those under the campaign. Out of these, assessment visits of 240 VOs were completed. In the year 2010-11, 66 VOs were accredited under desirable norms, 7 VOs were awarded provisional desirable. 31 VOs were accredited under minimum norms. The total number of VOs accredited till 31<sup>st</sup> March 2011 was 164 as against 67 on 31<sup>st</sup> March 2010 and 34 on 31<sup>st</sup> March 2009.



### Benefits of Accreditation

Benefits of accreditation are as follows:

- ▶ Promotes excellence.
- ▶ Encourages quality improvement through a continuous self-improvement process;
- ▶ Assures government and the public at large that the organization has defined mission objectives and strives to meet them;
- ▶ provides a detailed evaluation of the organization and the certification program(s) it provides;
- ▶ Identifies areas of strength and weakness within the organization;
- ▶ Offers a forum for the communication of organizational needs, both internally and externally;
- ▶ Provides a mechanism for developing documents, including strategic plans and budgets;
- ▶ Provides a credible, independently verifiable method of differentiating accredited organizations from non-accredited organizations that may not adhere to important industry standards;
- ▶ Fosters pride in the organization when it’s recognized;
- ▶ Fosters professionalism within the member body.

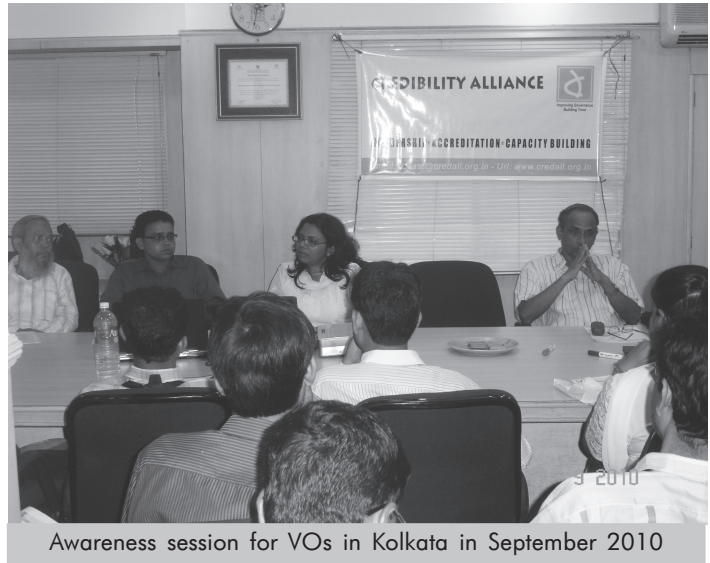


## CFLI Campaign

Canadian Fund for local initiatives (CFLI), under its project “Strengthening Democracy and Standards of Governance for Non-Profit Organisations in India”, gave Credibility Alliance a grant to promote accountability, transparency and good governance among the VOs. The mandate was to extend this benefit to 200+ VOs with the help of this grant.

First phase of the campaign was launched in December 2009.

Second phase was launched in June 2010 and the final phase was launched in January 2011. 225 VOs were covered under the campaign. In order to complete this mammoth task, a number of initiatives were taken including identification and training of assessors and conducting awareness campaigns for the VOs all over India including in Delhi, Mumbai, Kolkata, Bangalore, Chennai, Hyderabad, Pune, Bhopal and Lucknow.



Awareness session for VOs in Kolkata in September 2010

## Norms Review

Norms Review Committee comprising of Mr. B. N. Makhija, Mr. Venkat Krishnan, Ms. Annabel Mehta, Mr. E. A. Kshirsagar, Ms. Pushpa Aman Singh, Mr. Manoj Fogla, Mr. Murray Culshaw and Mr. Noshir Dadrawala, met on Septemehr 30, 2010 in Mumbai and suggested certain revisions to the existing norms. The revised norms were then put in public domain for feedback by VOs, donor agencies, government agencies, etc. The final review of the norms is under process and the revised version will be made applicable in 2011-12.

## Draft Revised Norms

### Minimum Norms

The Minimum Norms are the Norms that all voluntary organisations should follow. It is mandatory for all members of the Alliance to comply with the Minimum Norms or give an undertaking that they will do so within a year. They include the following elements:

1. Identity
2. Vision, Aims/ Objectives and Achievements
3. Governance
4. Operations
5. Accountability and Transparency

## 1. Identity

**Principle** The organisation should exist and be registered.

### a. Existence

- ❖ The organisation has been functioning for a minimum of one year from the date of registration.
- ❖ The physical address given by the organisation is verifiable.

### b. Legal Status

- ❖ The organisation is registered as a Trust/ Society or Section 25 Company.
- ❖ Registration documents of the organisation are available on request.

## 2. Vision, Aims and Objectives and Achievements

**Principle** The organisation is able to state what it is aiming to do and can also state achievements related to its aims.

### a. Vision/ Purpose/ Mandate/ Mission/ Objectives

- ❖ A vision/ purpose/ mandate/ mission, which drives the organisation, is articulated beyond the registration documents.

### b. Aims and Objectives

- ❖ The organisation has a defined aim and a set of objectives.

### c. Impact/ Achievement/ Output/ Performance

- ❖ The organisation is able to show performance through defined indicators against stated objectives.

## 3. Governance

**Principle** The organisation is committed to and practices good governance, in order to enhance effectiveness and especially because voluntary organisations draw upon public funds and private donations.

- ❖ The organisation has a Governing Board, by whatever name called.
- ❖ Disclose details of Board members namely: name, age, gender, position and occupation.
- ❖ Not more than half the Board members have remunerated roles.
- ❖ The Board has at least two meetings a year suitably spaced with quorum stipulated in its own Articles of Association.
- ❖ Minutes of the Board meetings are documented and circulated.
- ❖ The Board approves programmes, budgets, annual activity reports and audited financial statements.
- ❖ The Board ensures the organisation's compliance with applicable laws and statutory regulations.



#### 4. Operations

**Principle** The organisation conducts its programmes and operations efficiently and effectively in the public interest.

##### a. Programme

- ❖ Activities are in line with the Vision/ Aim and Objectives of the organisation.

##### b. Management

- ❖ The organisation periodically reviews progress of programmes.
- ❖ The organisation follows consultative decision-making processes.
- ❖ The organisation complies with applicable laws and regulations of the country.
- ❖ The accounts of the organisation are regularly maintained and those with an annual income above Rs 50,000/- are audited by a chartered accountant.

##### c. Human Resources

- ❖ Roles and responsibilities are defined for Personnel (Staff and Volunteers).
- ❖ All personnel are issued letters of contract/ appointment.
- ❖ An appropriate Personnel Policy is in place.

#### 5. Accountability and Transparency

**Principle** Organisation is accountable and transparent to the community served, the state, the public, donors, staff, volunteers and concerned others.

##### a. Accountability

- ❖ Signed audited statements are available: Balance Sheet, Income and Expenditure Statement, Receipts and Payments Account, Schedules to these, Notes on Accounts and the Statutory Auditor's Report.
- ❖ Statement of accounts indicates whether constructed on a cash or accrual basis.
- ❖ There are no serious adverse notes on any material point.
- ❖ There are no material transactions involving conflict of interest between a Board or staff member and the organisation.

##### b. Transparency

- ❖ The organisation's Annual Report needs to be distributed and communicated to the stakeholders and others and is made available on request every year, within eight months of the end of the organisation's financial year.
- ❖ The Annual Report contains a description of the main activities, a review of the progress and results achieved in the year; and information on the Board members' names, position in the Board, remuneration or reimbursement and should contain brief financial details.

#### Desirable Norms

##### 1. Governance

##### Composition of the Board

- ❖ At least two-thirds of Board members are unrelated by blood or marriage.
- ❖ A Board Rotation Policy exists and is practiced.

## 2. Accountability and Transparency

- ❖ Distribution of staff according to salary levels and gender break-up, is disclosed in the Annual Report. (These frameworks are very useful to help aggregate information from different organisations.)

Slabs of gross monthly salary (Rs) plus benefits paid to staff	Male staff	Female Staff	Total Staff
< 5,000			
5,001-10,000			
10,001-25,000			
25,001-50,000			
50,00 -100,000			
100,000 >			

Name	Designation	Year of Joining	Years of Experience	Gross monthly salary plus benefits	Remarks

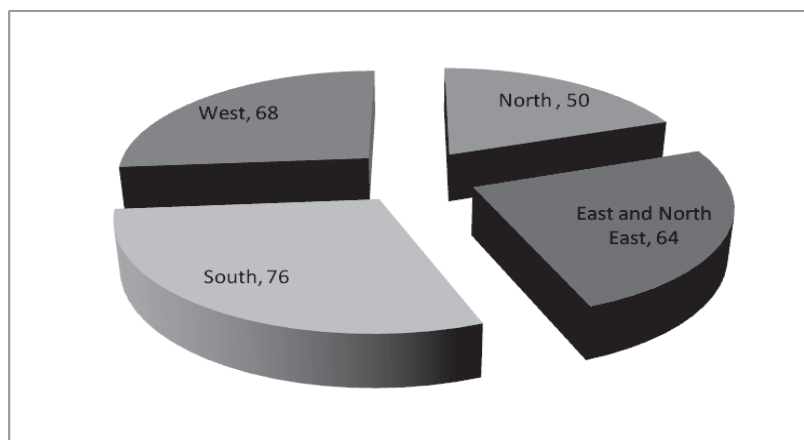
- ❖ Annual Report discloses the total cost of international travel by all personnel (including volunteers) – segregating those incurred on the organizations expense and those that were sponsored, along with the names and designations of the persons who travelled and the purpose(s) of travel. In addition, organisations may also include details of air travel undertaken within the country.

Name	Designation	Destination	Purpose	Gross Expense (Rs)	Sponsored by

### Membership

Total active members of Credibility Alliance are 258. In North region we have 50 members, in East & North- East Region we have 64 members, in South Region we have 76 members and in West Region we have 68 members.

**Table-1: Membership Status**





## CAPACITY BUILDING

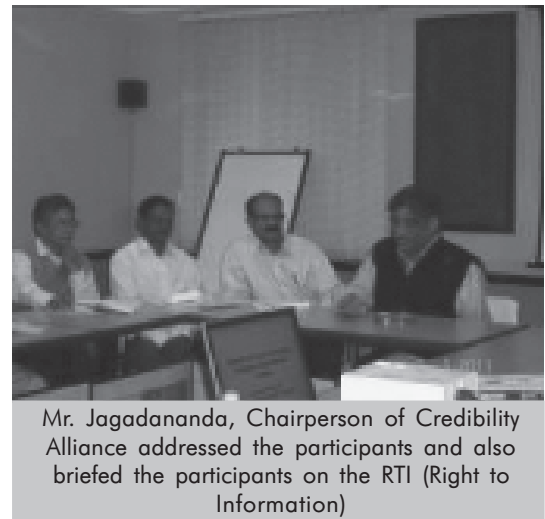
CA organized various workshops for the VOs to help them develop systems of governance, accountability and transparency. The significant of them include

### **Bhubaneswar workshop:**

A 2-day workshop was organized at CYSD on 6-7<sup>th</sup> January, 2011, attended by 24 participant VOs from Orissa, West Bengal, MP and Jharkhand. The workshop was supported by VSO. Shri. Jagadananda, Chairperson of Credibility Alliance addressed the participants and also briefed the participants on the RTI (Right to Information).

Mr. Noshir Dadrawala, CEO, Centre for Advancement of Philanthropy (CAP), Mumbai conducted session on Laws Governing Voluntary Organizations in India.

Ms. Aarti Madhusudan conducted session on good governance. Her main focus was on how "to decide whom to get on the organization Board / what the Board's role include / the best one can get from the Board / the relation between staff and Board / organization growth stage / the changing role of the Board and getting your Board to assess itself.



Mr. Jagadananda, Chairperson of Credibility Alliance addressed the participants and also briefed the participants on the RTI (Right to Information)

Overall, the participants were happy and looked forward to Credibility Alliance and VSO having more workshops in the future.

### **Bhopal workshop**

Through the efforts of CA board member Capt. V P Singh, a workshop was organized in Bhopal on March 1, 2011 in collaboration with MP Jan Abhiyan Parishad (JAP).

The Theme of the Workshop was **Empowerment of Voluntary Organization (VO) through Improved Governance**. The workshop was attended by over 150 Voluntary Organisations consisting of Credibility Alliance members as well as NGO representatives registered with Jan Abhiyan Parishad. The basic aim of this workshop was to create awareness and share knowledge with the NGOs working in the rural areas.

The Chief Guest for the occasion was Dr Ajay Shankar Mehta, Vice-Chairman, MP Jan Abhiyan Parishad and the chairperson was Capt VP Singh, State Convener MP, Credibility Alliance. The other important dignitaries present were Mr. Dharendra Chaturvedi, ED, JAP, Mr. G. Sampath Kumar, DGM, SIDBI, Mr. Mukesh Sharma, CEO, CRISP and Mr Noshir Dadrawala, CEO, CAP.



Dr Ajay Shankar Mehta, Vice-Chairman, Jan Abhiyan Parishad, MP



### **Lucknow workshop**

On March 3<sup>rd</sup>, 2011, a workshop was organized in Lucknow in partnership with Fair Trade Forum. The workshop was attended by 25 VOs of Uttar Pradesh. Special invitees were Mr.B.Singh, Assistant Director, DC Handicrafts and Mr.G.K. Asthana, Former Director, DC Handicrafts. Expert session on legal compliances was conducted by Mr Noshir Dadrawala, CEO, CAP.

### **Other Workshops**

- ▶ Credibility Alliance conducted a workshop on 10<sup>th</sup> Nov 2010 at CINI Asha, Kolkata. The sessions were conducted by Dr Hara Prassana Das on Human Resource Policy. The Gist of this Workshop was as follows -“If People are to be the source of new ideas and a prerequisite for organisational effectiveness, the responsibility of HR is to help the staff be aligned to the purpose and direction of organization through capacity building , succession planning and building trust.”
- ▶ Training was organized at AFARM training centre at Ranje village, 25 Km away from Pune on November 30<sup>th</sup>, 2010. Ms. Veena Gondhalekar from CA Mumbai office was invited to talk on ‘Good Governance, accountability & transparency’.



## ADVOCACY & AWARENESS BUILDING

### National Conference

The conference on “Mainstreaming Good Governance in Voluntary Organizations in the next decade” held on 22<sup>nd</sup> October, 2010 at India Habitat Centre was a sincere effort to raise awareness on how to build a responsive, accountable and credible voluntary sector. Dr. Syeda Hameed, member Planning commission was the honorable chief guest.

The conference was attended by 150 distinguished persons from the voluntary sector, donor agencies, Corporates, Government of India as well as media. The list of attendees included Mr. Mohd. Haleem Khan, DG CAPART, Dr. Lalit Kumar, Secretary, National Foundation for Communal Harmony, Shri. Jagadananda, State Information Commissioner, Odisha Information Commission, Mr. Mathew Cherian, Chairperson, Credibility Alliance and Chief Executive, Help Age India, Ms. Poonam Natarajan, Chairperson National Trust, Ms. Nisha Agrawal, CEO OXFAM, Dr. Md. Musa, CEO, CARE INDIA, Ms. Amita Puri, Chief Executive, Charities Aid Foundation, Mr. Thomas Chandy, CEO, Save the Children Bal Raksha Bharat, Mr. Venkat Krishnan, Founder Director, GiveIndia, Ms. Pushpa Aman Singh, CEO, Guide Star India, Mr. B.K.Jhawar, Chairman Emeritus, Usha. Ms. Anu Aga, Director Thermax India, Mr.S.Sen, advisor CII, Ms.Deepa Kapoor, VP, Global CSR head, Genpact, Mr. Amalendu Pal, Chief Executive, Partners-in-change, Mr. Sudhir Sinha, Country Head-CSR and R&R ArcelorMittal, India, Mr. Niranjan Khatri, General Manager, ITC group, Ms. Rita Soni, CEO NASSCOM, Mr. Amitabh Beher, Convener, National social Watch Coalition, Mr. Ajay Mehta, Executive Director, National Foundation of India, Mr. Vimalendu Jha, CEO, Swechha.

Keynote speakers Mr. B.K.Jhawar, Chairman Emeritus, Usha Martin and Ms. Anu Aga, Director Thermax India spoke on the issue of voluntary organisation & corporate partnership.

The conference was supported by Oxfam, VSO & Public Affairs Centre.

### Donor Round Table

CA organized a donor round table on February 11, 2011 at India Habitat Centre, New Delhi on the theme *CA Norms – effectiveness for greater*



Dr. Syeda Hameed, Member Planning Commission



DONOR ROUND TABLE- CA Norms – effectiveness for greater accountability

*accountability*. There were representations from more than 30 donor agencies, corporates and government including Oxfam, WaterAid, Charities Aid Foundation, Fair Trade Forum, Resource Alliance, CAPART, Jindal Steel, National Trust, GTZ, FVTRS, Usha Martin, Action Aid, JNU, USAID, VSO, Guidestar, Delhi Government, Ford Foundation, CII and Institute for Human Rights & Business.

Valuable inputs were received in the open house discussion and CA's initiatives were lauded and commitments given for support in future.

The donor round table was supported by WaterAid.

## Increased Networking

### International advocacy

An Experts' Group Meeting on "Tools for Enhancing CSO Accountability: Lessons Learnt from International Practices" was held in Amman, Jordan on May 9-10, 2010. The paper presentation was divided into 4 sessions: Introduction to CSO accountability; Self regulation and codes of conduct; Certification schemes and rating systems; and Where to take CSO accountability further.

Kanchan Tuli, Executive Director, presented a paper "Improving Governance, Building Trust in India."



Organised by the Foundation for the future, an independent, multilateral, non-profit organisation, committed to promoting and strengthening Civil Society Organisations (CSO) in their efforts to foster democracy and human rights in the Broader Middle East and North Africa (BMENA) region and funded by the European Commission, the 2-day event aimed to create a platform for the exchange of experiences, drawing on lessons learnt and good practices to determine the applicability and replicability of CSO accountability tools in B-MENA region. As an output, delegates were able to share experiences and best practices in CSO accountability tools. Likewise, a network for experts in tools for CSO accountability was established. Road map for future activities of the Foundation of the Future on the issue of CSO accountability was laid out.

### Partnerships with other organisations

- ❖ Credibility Alliance has subscribed to magazine "Philanthropy" published by Center for Advancement of Philanthropy for its member organizations. It is a bimonthly magazine which the member VOS will receive free of cost.
- ❖ CA entered into partnership with Guidestar, India to make more and more VOs aware of benefits for CA membership and to speed up membership processing.



### Promotional efforts with government agencies

- ❖ Mr. B. N. Makhija represented CA in the task force meetings of planning commission working on developing accreditation system for the VOs, held on May 7<sup>th</sup>, 2010. The task force has recently come out with the draft recommendations on accreditation of VOs.
- ❖ CA is working with Madhya Pradesh Jan Abhiyan Parishad, which is setting up an accreditation system for the VOs of Madhya Pradesh.
- ❖ Under the CFLI campaign, accreditation was offered to 170 partners of National Trust. National Trust agreed to bear the nominal costs of the accreditation process. 35 of its partners availed this offer.

### Major Accomplishments

The highlights of the activities during the year were:

- ▶ Completion of campaign for free accreditation of small and medium Voluntary Organisations (VOs) with the support from Canadian Fund for Local Initiatives (CFLI)
- ▶ National Conference
- ▶ Donor Round table
- ▶ Capacity building workshops
- ▶ Norms Review
- ▶ Increased networking and value creation for member organizations



# **FINANCE**





## ABRIDGED FINANCIAL STATEMENTS

### Balance Sheet

Liabilities	2009-10	%	2008-09	%	Assets	2009-10	%	2008-09	%
General Fund	2005854	30	1892427	50	Fixed Assets	391219	6	402400	11
Asset Fund	342386	5	395716	10	Current Assets				
Corpus Fund	535000	8	35000	1	Deposit & Advances	258663	4	534050	14
Unutilized Grant	3480720	51	1141896	30	Cash & Bank balance	5043997	75	2859745	75
Current Liabilities & Provisions	376374	6	331156	9	Investments	1046455	15	-	-
<b>TOTAL</b>	<b>6740334</b>	<b>100</b>	<b>3796195</b>	<b>100</b>	<b>TOTAL</b>	<b>6740334</b>	<b>100</b>	<b>3796195</b>	<b>100</b>



### Income & Expenditure

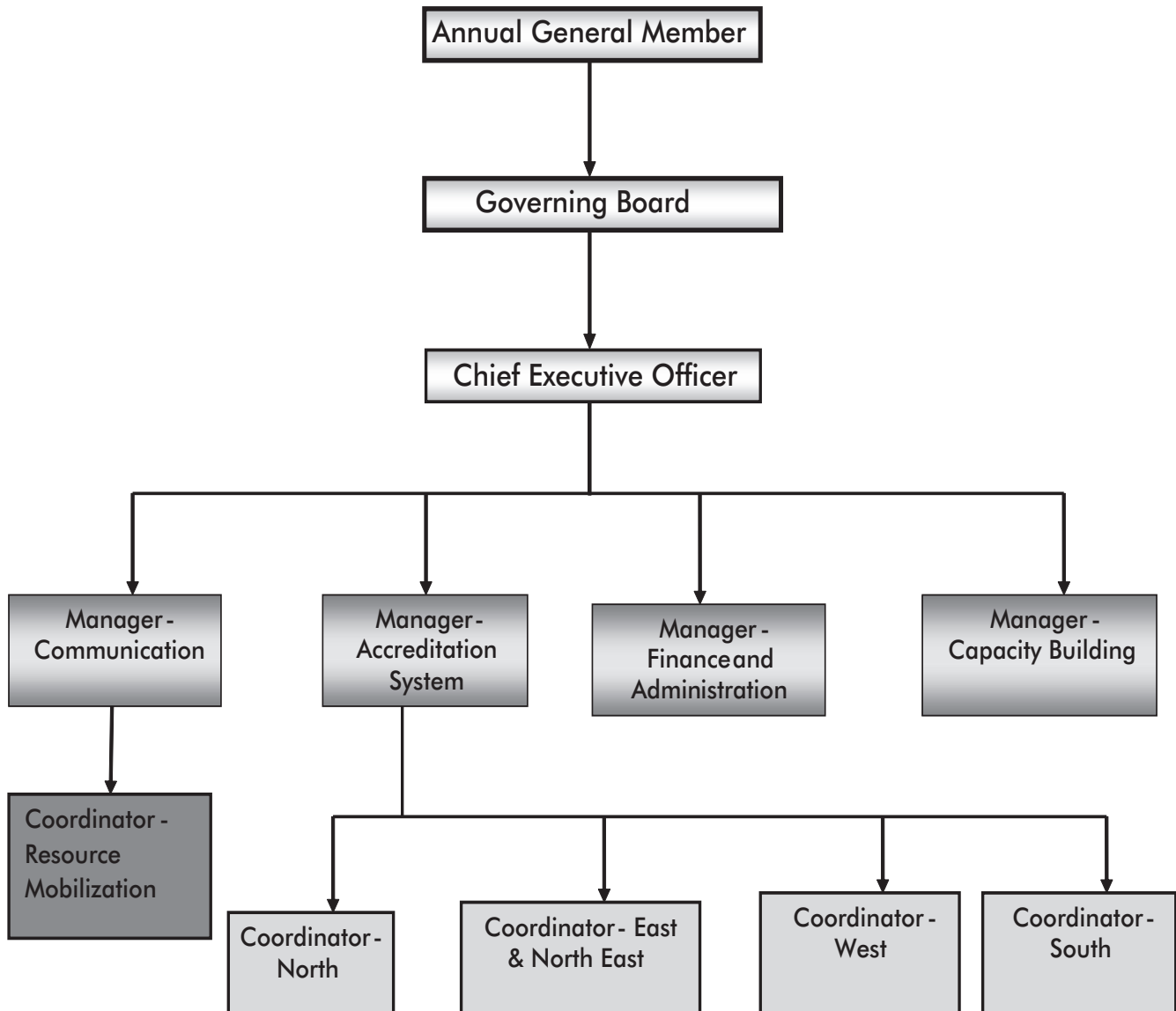
Income	2009-10	%	2008-09	%	Expenditure	2009-10	%	2008-09	%
Self Generated					Programme Expenses				
Membership Fee	143250	3	191500	3	Staff Support	2159433	40	2532924	43
Accreditation Process Charges	189877	4	235793	4	Meeting & Travel	1059198	19	1023436	17
PGR& Workshop Fee	550		75550	1	Publication & Website	76600	1	37446	1
Indian Source					Accreditation Programme	692584	13	563045	10
Donation	77080	1	335293	6	Administration Expenses				
Grant– PHI	210232	4	437028	8	Communications	210163	4	213069	4
Grant–United Way Mumbai	58065	1	-	-	Office Expenses	636708	12	590528	10
Interest	163984	3	127073	2	Audit Fee	13236	-	13236	
Others	57829	1	138703	2	Depreciation	18801	-	996	
International Sources									
Grant– Ford	4119493	75	4308261	74					
Grant– Canadian High Commission	459790	8	-	-	Excess of Income over expenses	613427	11	874521	15
Total	5480150	100	5849201	100	Total	5480150	100	5849201	100

# **GOVERNANCE**





Governance in CA aims to demonstrate what it stands for. It is a 3- tier mechanism.



### Annual General Body Meeting

The 6th AGM of CA was held in New Delhi on the 23<sup>rd</sup> October 2010. 14 State representatives participated. Besides the adoption of annual activities report for the year 2009-10 and Audited Accounts for the year 2009-10, appointment of auditors for the year 2010 –11, the proceedings included election of members to fill vacancies in the Governing Board including those of Chairperson Mr. Mathew Cherian and treasurer Mr. Venkat Krishnan. Terms of Mr. Yogesh Kumar, Mr. George Varughese, Mr. B. N. Makhija and Mr. Shyamal Deb came to an end, also Dr. Armaity Desai expressed desire to step down from board due to health reasons. Shri. Jagadananda was elected as Chairperson and Dr. Punani as treasurer. Capt. V. P. Singh of Sahara Manch, Bhopal, Mr. Mukul Goswami of Ashsdeep, Guwahati and Mr. Gautam Vohra of DRAG, New Delhi were also elected as members of the governing body.

### Governing Board

Details of CA Board Members (as on 31st March 2011)

Name of Board Member	Position on Board	Affiliated organization	Meetings attended
Shri. Jagdananda	Chairperson	Centre For Youth and Social Development	3 / 3
Ms. Elizabeth Kurian	Vice Chairperson	Sight Savers International	1 / 3
Dr. Bhushan Punani	Treasurer	Blind Peoples Association	3 / 3
Ms. Rozmin Ajani	Member	Chartered Accountant	2 / 3
Mr. S.Sen	Member	Confederaton of Indian Industries(CII)	3 / 3
Ms. Poonam Natarajan	Member	National Trust	2 / 3
Ms. Usha Sridhar	Member	Sarada Foundation	2 / 3
Mr. Satish Girija	Member	Nav Bharat Jagruti Kendra	3 / 3
Mr. Dinesh Joshi	Member	Himalayan Study Circle	3 / 3
Mr. Gautam Vohra	Member	DRAG	2 / 3
Mr. Mukul Goswami	Member	Ashadeep	1 / 3
Capt. V. P. Singh	Member	Sahara Manch	1 / 3
Ms. Kanchan Tuli	Executive Director	Credibility Alliance	3 / 3

None of the CA board members are related by blood or marriage. Credibility Alliance held 3 board meetings, suitably spaced, in the Year 2010-11.



The Governing Board meeting was held on 23<sup>rd</sup> Oct. 2010, 12<sup>th</sup> Feb. 2011 and 13<sup>th</sup> Feb. 2011.

Strategic Planning Meeting was held on 12<sup>th</sup> Feb. 2011 and 13<sup>th</sup> Feb. 2011.

#### Transparency Disclosures

- ❖ No remuneration, sitting fees or any other form of compensation was paid to any board member except for the Executive Director.
- ❖ Travel reimbursement made to Board members attending board meetings and other office meeting is (to be incorporated from audited accounts)
- ❖ Executive Director Remuneration is Rs. 75000/- per month.
- ❖ Remuneration of the three highest paid staff members Rs. 75000/-, Rs. 26000/-, Rs. 25000/-
- ❖ Total cost of national travel by all staff during the year (to be incorporated from audited accounts)
- ❖ Remuneration of the lowest paid staff member is Rs. 4000/-
- ❖ Total cost of international travel by all staff and board members during the year: Executive Director was invited for a conference in Jordan by Foundation for the future, the entire expenses were borne by the Foundation for the future

#### Salary Distribution as on 31.03.2011

	Men	Women	Total
<5000	2	-	2
5000-10000	-	1	1
10000-25000	1	4	5
25000-50000	1		1
50000-75000	-	1	1
Total	4	6	10

#### Name and address of the Banker

ICICI Bank Ltd, N-138, Panchsheel Park, New Delhi -110017

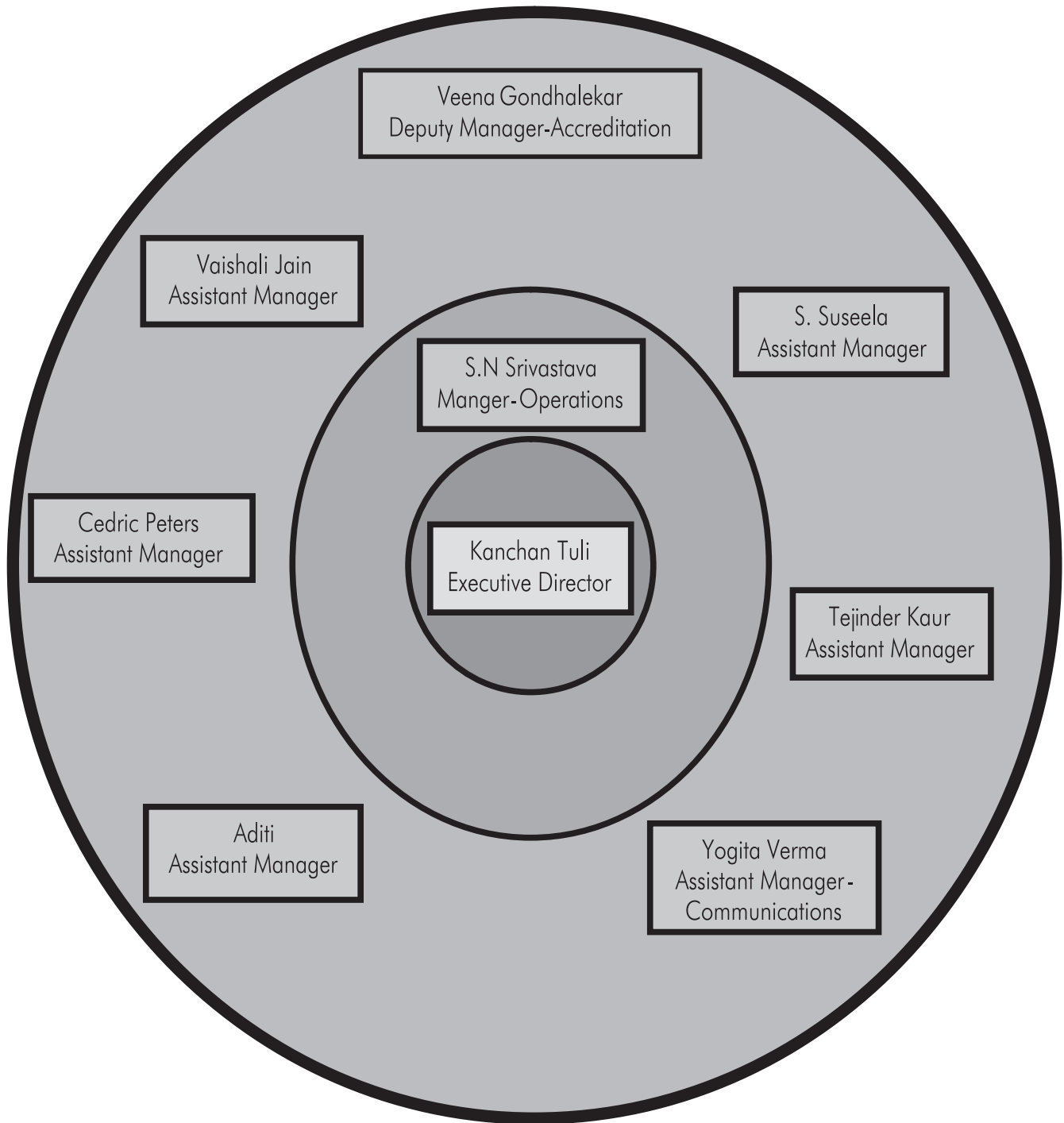
#### Name and address of Auditors

S.Sahoo & Co, Chartered Accountants, 107, Laxman Singh Complex -1, Munirka, New Delhi -110067

#### Legal Compliance

- ❖ CA complies regularly with statutory requirements of Income Tax Act, 1961 and Foreign Contributor (Regulation) Act, 1976.
- ❖ Also complies the donors compliances are duly met with.
- ❖ CA also follows the audit related process whereby the statutory auditor are appointed in the Annual Genreal Body Meeting and their remuneration is also fixed. The Auditor Report & Finiacial statements are planned in the AGM. The auditors of CA is S. Sahoo & Company.

### Credibility Alliance Team as on 31.3.2011



### Donate to CA. Help us improve governance, build trust

Would you like to support CA in its endeavor to increase accountability, improve corporate governance and build trust in the Indian Non Profit Sector? CA is able to work and carry out its functions only with the support of its donors and well wishers. This is a 'movement' to change the face of Indian Voluntary Sector. We are still new and have embarked upon this long enduring journey with the hope and faith of having your uninterrupted support. Help us reach our message across. We welcome any small sum that you would like to make a beginning with. You can support

- ▶ Electronic publication & mailing of one issue of the Credibility Alliance newsletter (Rs. 2500)
- ▶ A quarterly state committee meeting cum expert session for member VOs (Rs. 5000)
- ▶ Accreditation of one grass root VO whose annual receipt is upto Rs. 25 Lakhs (Rs. 15000)
- ▶ An "Accountability Framework" Workshop (Rs. 20000)

Please send in your cheques/drafts payable to Credibility Alliance at Mumbai and mail it to our Mumbai office-3rd Floor, West Khetwadi Municipal School, Khetwadi Lane 5, Mumbai - 400 004.

For more information, you may call Veena at 022 - 23894046 / 23894047 or write to her at [accreditation@credall.org.in](mailto:accreditation@credall.org.in)

All donations to Credibility Alliance are eligible for tax exemption under section 80G of the Income Tax Act, 1961.



## Our Sincere Thanks To

- ❖ Ford Foundation for their generous support
- ❖ Municipal Corporation of Greater Mumbai for allowing us to use the premises of the Khetwadi Municipal School, Mumbai for our office and principal and staff of the school for their support
- ❖ VSO India
- ❖ Canadian Fund for local initiatives
- ❖ Oxfam
- ❖ WaterAid
- ❖ Fair Trade Forum
- ❖ David and Lucile Packard Foundation
- ❖ Public Affairs Centre, Bangalore
- ❖ Various other donors and supporters
- ❖ Our accredited VOs

## **CREDIBILITY ALLIANCE**

255, LGF, Kailash Hills, East of Kailash, New Delhi-110065  
Phone: 011-64722849, E-mail: [info@credall.org.in](mailto:info@credall.org.in),  
Website: [www.credall.org.in](http://www.credall.org.in)

