Keystone
A GROUP FOR ECO-DEVELOPMENT INITIATIVES

28th

ANNUAL REPORT
2021-2022

A Vernonia arborea tree in Kotagiri.
Cover photo: Great Indian Hornbills in Mamaram village.

LIST OF ABBREVIATIONS

CBO	–	Community Based Organisation
CSO	–	Civil Society Organisations
CHW	–	Community Health Workers
FRA	–	Forest Rights Act
FMC	–	Forest Management Committee
GAGGA	–	Global Alliance for Green and Gender Action
HH	–	Households
IFR	–	Individual Forest Rights
IIFM	–	Indian Institute of Forest Management
ICDS	–	Integrated Child Development Scheme
MoUs	–	Memorandum of Understanding
MNREGA	–	Mahatma Ghandhi National Rural Employment Guarantee Act
NABARD	–	National Bank for Agriculture and Rural Development
NABCONS	–	NABARD Consultancy Services Pvt. Ltd.
NBR	–	Nilgiri Biosphere Reserve
NTFP	–	Non-Timber Forest Produce
NTFP-EP	–	Non-Timber Forest Produce Exchange Programmeme
NGO	–	Non Governmental Organisation
NNP	–	Narasimhanaickenpalayam
PNF	–	People and Nature Fund
PNC	–	People and Nature Centre
PNP	–	Perinaickenpalayam
RTI	–	Right to Information
ULBs	–	Urban Local Bodies
WASH	–	Water Sanitation and Hygiene

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Nilgiri Flowerpecker (Dicaeum concolor)

FOREWORD
April 2021- March 2022

This Annual Report comes at a time when climate change has been very pronounced in the Nilgiris – continuous rains are impacting the communities' livelihoods and local ecology. The erratic, extreme weather comes with its consequences. We have to learn to adapt and this looks like the new normal – a wetlands life. It is increasingly common to encounter more and more animals in urban spaces. The Nilgiris is becoming a laboratory of challenges related to human-nature coexistence, and new paradigms.

Every five years, we at Keystone take a step back and look at our organization to see what needs restructuring. Looking back and forward, we assess what works and what can be changed. Half a decade's work is reflected upon deeply. This exercise, which we call the Institutional Strategy and Future

Pathways, is aside from the programme review we have twice a year, and monthly working group meeting. Various elements surfaced and needed to be addressed, with the intent being to bring the team together and find ways to fulfill larger institutional goals – building organizational resilience and sustainability, determining pathways for achieving scale, and so on. From January to April 2022, a core team was put together to meet with a consultant and brainstorm the way forward.

The COVID-19 pandemic created more opportunities for deeper engagement with society, communities and the environment in the past year. Keystone Foundation rose up to the challenge. Kotagiri Government Hospital received an oxygen generation plant, with the support of a generous grant from HCL Foundation and the cooperation of

the District Administration. People with serious symptoms had to go to Coimbatore for treatment and oxygen support during an emergency.

The far-sighted thinking of the CEO of INDCOSERVE paved the way for the eco-restoration of factory spaces, the first being Kattabettu, followed by others, who received funding from NABARD. The revival of native flora and water bodies helped biodiversity flourish within tea plantations. Today, people visit these factories to learn about local grasses and pollinators. This invokes hope for a rewilded Nilgiris. A model that is both economically and ecologically viable is most timely, as more people turn to nature in a post-COVID world.

Each team at Keystone Foundation – Biodiversity Conservation, Community Well Being, People & Nature Collectives, Community Radio, Networks & Alliances, and Organizational Development – works tirelessly to make the impact they have. They share their programme updates and insights through data, pictures and storytelling. The teams have been busy both on campus and on field. Our work in Networks in India has expanded with our Eastern India office being launched this year – visits by team members from here to Jharkhand, Madhya Pradesh and West Bengal have highly benefited both teams.
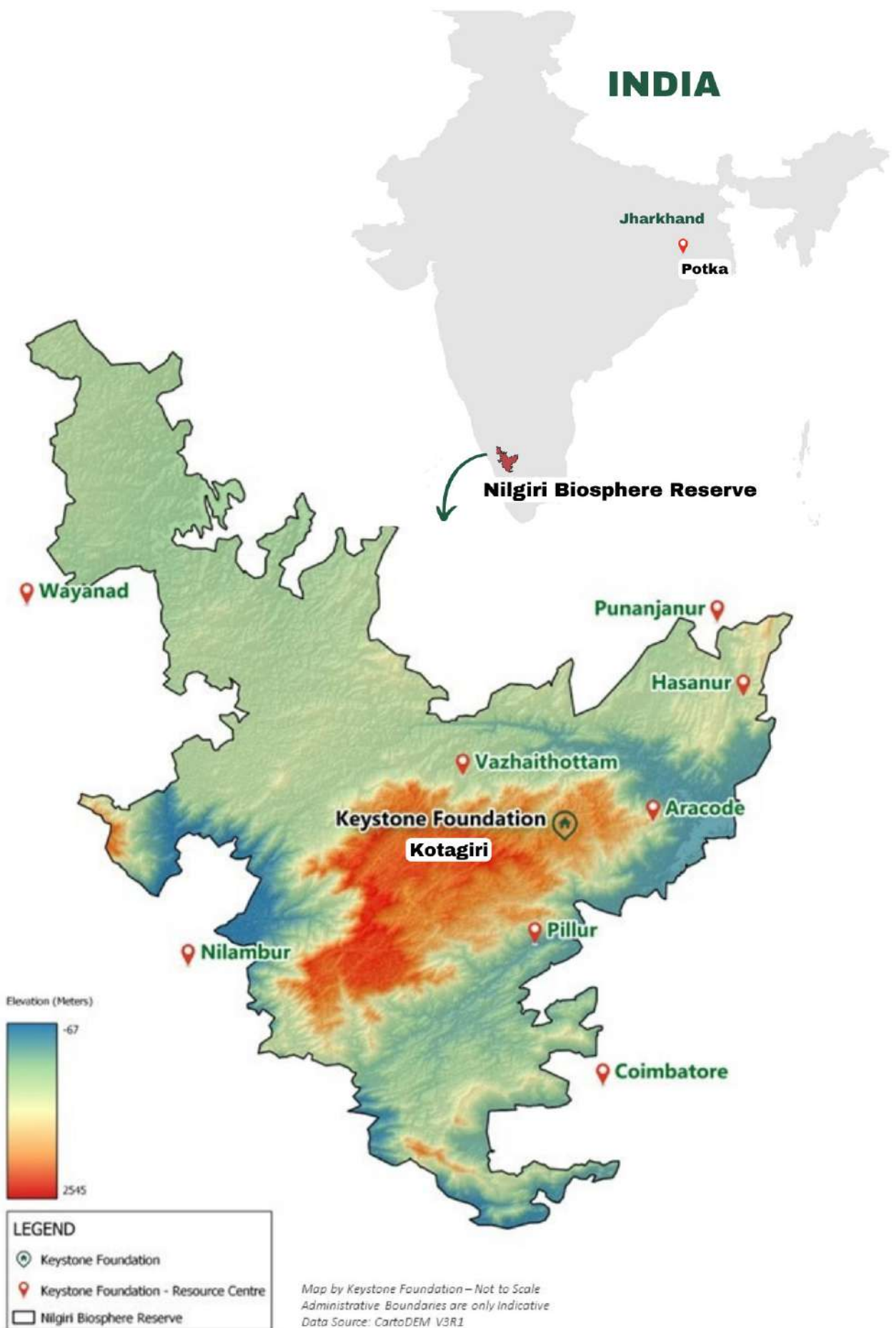
Interns have been arriving steadily into the hills, with some of them staying back and trying their stints here. We have more young, enthusiastic talent coming in with their fresh perspectives. We need all hands on deck; welcoming new minds to this kind of unique and crucial work in the mountains is necessary. There's always a churning.

We are extremely grateful to our donors – Indian philanthropy is rising, and taking active interest in remote areas, ecologically sensitive spaces, wildlife habitats and indigenous community welfare - in these spaces, interventions have to be mindful, nuanced, committed and sustainable. Our foreign donors too have all brought in rich, intellectual exchanges, learnings and insights. We are grateful for their unwavering support, especially during these difficult times.

Pratim Roy
Founder Director

Where We Work

INDIA

Jharkhand

Potka

Nilgiri Biosphere Reserve

Wayanad

Punanjanur

Hasanur

Vazhaithottam

Keystone Foundation

Kotagiri

Aracode

Pillur

Nilambur

Coimbatore

Elevation (Meters)

-67

2545

LEGEND

Keystone Foundation

Keystone Foundation - Resource Centre

Nilgiri Biosphere Reserve

Map by Keystone Foundation – Not to Scale
Administrative Boundaries are only Indicative
Data Source: CartoDEM V3R1

BIODIVERSITY
CONSERVATION

About the programme

The programme works in partnership with people to support the resilience of species and landscapes in the Western Ghats within the context of human use and our changing climate. Research, advocacy, and on-the-ground collaborations collectively generate long-term solutions to build local community capacities, strengthen biodiversity, and improve the health of the ecosystem.

Components

Apiculture, Bees & Pollinators is one of Keystone's earliest projects. We work to strengthen our knowledge on ecology, and fine-tune the management of native bees and other pollinators. We build our understanding of traditional practices with regard to bees and how they are adapting to changes in the environment. We facilitate advocacy on the importance of native bees and setting quality standards for tropical honey.

Communities in Conservation focuses on informed and ethical conservation action and research. Through barefoot ecologists, wildlife stewards, grassroots conservationists, seed-keepers and ecosystem gardeners, we are constantly finding ways for the inclusion of local communities in the protection and stewardship of the environment. Through the Village Elder Programme, intergenerational knowledge transfer, is facilitated among indigenous communities, being central to the community-based approach.

Climate Change connects us with local communities, youth, and international and national networks to share lived experiences, run education initiatives, and support adaptation efforts for climate resilience in a changing world. Climate historians from communities have been engaged in documenting important weather-related events. An effort has been initiated to bring climate education into local government schools as well.

Ecological Restoration and Management seeks to raise and plant native species, manage invasive species and restore ecological functions and services in native habitats. Our efforts have been to spread awareness on the need to conserve native species and habitats and implement conservation action for endangered species, especially trees.

The native plant Vasambu now grows at an eco-restoration site in Corsely, once covered with invasives.

Human-wildlife Interactions are becoming more frequent in our landscape especially as settlements grow in the town areas and there is a competition for water and access routes. The work of the past years to monitor wildlife in peri urban areas while taking preemptive action with communities to spread awareness of local wildlife continues. In collaboration with local forest authorities rescue and rehab for wildlife injured in town areas is being taken up.

Networks Outreach and Advocacy are a constant part of our work especially as we work with networks at regional, national and global scales. We are part of networks for sustainable use, conservation of endangered species, community-based natural resource management, invasive alien species, mitigating negative human wildlife interactions, saving pollinators, and promoting

native species. We collaborate closely with Nilgiri Natural History Society to lead much of the public engagements in the Nilgiris.

Highlights of the Year

The Biodiversity programme has had an exciting year of activity as opportunities to return to the field have become more feasible and the team is itching to get out and connect with the landscape and community partners. Our wildlife crew has expanded rescue and rehabilitation efforts and wildlife awareness communication, as well as research on roadkill, large mammals, owls, lion-tailed macaques in Nilambur, and perceptions and conflicts related to wildlife. Snake rescues are more frequent than ever, and earlier this year, a gaur needed to be tranquiled to remove a rope entangled around the animal's neck! Workshops, radio programmes, student engagement, and trainings with local communities further enhance our understanding of coexistence with wildlife. We also published a storybook called 'Beyond Forest Boundaries', which depicts the realities of life in a biosphere reserve from multiple perspectives for readers of all ages. Ecological restoration also continues to grow, with

Inauguration of a new eco-restoration site at an INDCOSERVE factory in Kaikatty.

efforts to both monitor restored sites and establish new restoration areas. We have partnered with four co-operative tea factories to conduct eco-restoration projects at their sites, using these opportunities to spread awareness of the importance of native plant species.

7
NURSERIES WITH

13,711	SAPLINGS
2,447	TREE
76	CLIMBERS
948	GRASS
2,423	HERB/SHRUB

29,473
NATIVE PLANTINGS AT RESTORATION SITES AND SCHOOLS

4
TEA FACTORY SITES FOR ECO-RESTORATION WORK

18
WILDLIFE SIGNAGE BOARDS

1451 BEE BOXES
364 BEEKEEPERS

31
WILDLIFE MONITORING SITES
128
TOTAL TRANSECTS
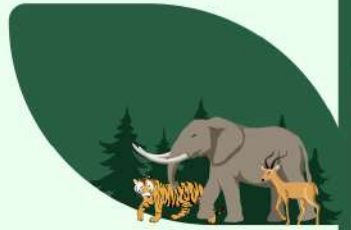
34
WILDLIFE RESCUES

15
GOVT SCHOOLS IN CLIMATE ACTION
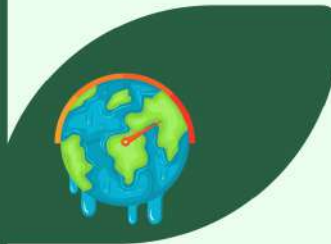
5
CLIMATE AWARENESS TRAININGS

29
RADIO PROGRAMS ON RESTORATION AND WILDLIFE

38
VILLAGE ELDER PROGRAMMES

18
WILDLIFE SAFE ACCESS SIGNS

Invasive species are the first challenge to be addressed while working on the restoration of habitats. Efforts to remove invasives, training sessions with the Nilgiris Forest Division, and a new project to map the presence of invasive alien species (IAS) engages citizens in interactions with the natural world, and allows us to collect a wide spectrum of data.

Apiculture continues to bring new research and innovations in beekeeping, to improve its scope for livelihoods. We are conducting a floral survey on pollination in Pillur and Sigur to develop our knowledge of native bees in the area. We have installed monkey-proof bee stands in Sigur and Aracode, and we are testing honey production with stingless bees, whose honey is known for its medicinal properties. Our trainings on beekeeping and sustainable honey harvesting

Vellaisami from Bajalaty assesses a bee hive frame for pollens, eggs, honey, larvae and pupa.

further encourage practices that benefit bees, people, and the ecosystem. In October, Mathew, Founder-Director of Last Forest Enterprises spoke on the native bee *Apis dorsata* and honey-hunting in the Nilgiris, at a webinar organized by Asian Pollinators Initiative Alliance in Thailand.

With a literature review on the social and ecological impacts of climate change in the Nilgiris Biosphere Reserve, we gained a deeper perspective on the constant change around us, in communities and ecosystems. We are enthusiastic about our educational

initiatives to establish climate-smart schools that will offer climate education programmes, kitchen gardens and compost systems, solar energy support, weather monitoring technology, and green libraries. Our current collaborations involve three Government Tribal Residential (GTR) schools and Kaircombai School in Kotagiri, with whom we hope to develop a full-working model of climate smart schools that we can then expand to more communities. Climate change trainings also keep our networks well-oiled, and ensure we are up-to-date on the latest science, innovations, impacts, and policies nationally and globally. We hosted a number of these workshops this year with our staff, Barefoot Ecologists (BFEs), and local youth developing forest management plans, as well as our Global Alliance for Green Gender and Action (GAGGA) partner network and Wipro Earthian participants from across India.

A training session for climate historians at our field centre in Sathyamangalam.

Community members are an essential part of our work – they are our on-the-ground collaborators working within their own structures, and enable our engagement with students to create positive learning environments with real-world applications. Our biodiversity team works with a group of incredible Barefoot Ecologists (BFEs) and stewards who document change and create positive impacts in their own regions through long-term agro-ecological monitoring, nature education, recording climate observations, and gathering local personal accounts of living with the effects of climate change.

This year, we supported our BFEs in taking nature guide courses, an International Analog Forestry Network (IAFN) course, and attending a two-day event we hosted in Sigur for 46 BFEs that work in Sigur, Sathyamangalam, Pillur, Nilambur, Coonoor, Konavakarai and Bikapathymund.

The Forest Department staff work to build awareness among the public, using materials developed by Keystone Foundation, like posters informing the dangers of open wells.

The wildlife team distributes first aid kits among the Forest Department staff, who often venture into the field under-equipped.

A community meeting organized in Ambedkar Nagar village to discuss efforts in pre-empting human-wildlife conflict.

We have begun working with 17 people from seven communities to record COVID-19 impact observations. We look forward to learning from their stories and developing new ways to provide support. In 2022, the possibility of in-person educational opportunities have opened up as COVID-19 restrictions lifted. Our collaborations with the Indian Institute of Forest Management (IIFM) began last year were revived with a field course organized in January for 23 forest management students. Besides participating in course instruction on ecology and society, they also conducted five field-based projects with local communities – on eco-tourism, pond restoration, native nurseries, and millet farming. We were able to finally resume our Nilgiris Field Learning Centre semester programme with one Cornell University student and two Keystone students this spring, for the first time in two years. The students undertook an interdisciplinary project assessing health and wellbeing, wildlife biodiversity, and governance in four peri-urban villages located near the Longwood Shola Reserve Forest. Our outreach through the Nilgiri Natural History Society has expanded within virtual spaces during the pandemic and continues to do so through webinars, online workshops, social media, movie screenings, photography

competitions, identification of wildlife through phone applications, merchandise, and the annual newsletter. Our team has also found ways to engage in person this year, celebrating Big Butterfly Month and encouraging climate action among schools as well as hosting guest talks and trail walks to encourage our wonder of the world around us.

A signage installed on the Coonoor-Mettupalayam road.

Children of frontline Forest Department staff are awarded scholarships by Subash Bana and Anita Varghese.

COMMUNITY WELLBEING

About the programme

The Community Wellbeing (CWB) programme encompasses a wide range of projects, all focused on improving the quality of life and building adaptive capacity for indigenous and urban marginalized communities to reach their highest potential. The holistic wellbeing of communities necessitates interdisciplinary work ranging from social, economic, political and cultural situations to physical and mental health conditions.

Components

Livelihoods: strives to support communities in achieving sustainable income and food security through the revival of traditional foods cultivation methods and native forest plants, innovations using traditional agriculture methods, promotion of beekeeping as a livelihood, and formation of community enterprises for women to access local market opportunities.

Governance: supports the implementation of the Forest Rights Act, 2006 (FRA) to achieve tenurial security for indigenous people and develop community capacity to govern and manage forest lands and resources.

Community Health and Wellness: focuses on the broad spectrum of preventative health measures, which includes access to health resources, awareness of adolescent and women's health, as well as mental health, and capacity building with community health workers (CHW) to serve their own communities.

Water and Sanitation: Water feeds communities, agriculture and ecosystems, all of which are linked and dictate our interconnected efforts in providing water systems to communities for drinking, irrigation, sanitation and storage. We also advocate for wetlands and encourage organic farming to keep water in the environment clean and usable.

Highlights of the Year

Locals are the primary actors sparking change in their communities. We believe the wellbeing of community is the pillar that influences the wellbeing of the planet. With a major source of income for local and indigenous people being agriculture, the shift in agricultural practices has been significant in the recent past, cash crops grown with chemical inputs being prioritized. This is leading to huge losses in traditional practices and foods that are at the heart of local communities.

A nursery raising native plants in Pillur.

A training on Participatory Guarantee Systems (PGS) in Kadamankombai village in Pillur.

To improve wellbeing and enhance livelihoods, we are supporting communities in the return to traditional agriculture methods and foods like paddy cultivation and organic millet farming, which are both highly beneficial to both people and land. Through seed banks and nurseries that facilitate the exchange of local varieties of seeds and native plant saplings, indigenous communities are reclaiming their cultural foods and improving health. We are also excited to ramp up our bioinput production centres as a healthy way to grow foods with organic fertilizers. We also work to support the distribution and sales of produce. This year, we continued to link farmers to markets, helped create farmer-led companies, and connect communities to our partner, Aadhimalai, for access to better processes for value addition and sales.

Community health is directly tied to livelihoods, in that good health enables people to make a living for themselves, while the experiences that come with work can directly affect personal health. Agricultural livelihoods that put pressure on cash crops and chemicals have exposed local communities to toxins and have pushed foods that are more easily accessible but lack nutrition to sufficiently promote good health. Our team this year worked on diet charts for communities, noticing changes in diet patterns from traditional foods to mainstream foods that do not provide adequate nutrition. Through conversations and interventions, we have seen more interest in returning to millets and forest foods.

24 MENTAL HEALTH REFERRALS	**04** CAPACITY BUILDING TRAINING FOR CHW
61 PHYSICAL HEALTH REFERRALS	**02** MENSTRUAL HEALTH TRAINING FOR CHW
COMMUNITY HEALTH AND WELLNESS	
29 VILLAGES CONSTITUTING 906 FAMILIES RECEIVED IN DEPTH HEALTH INTERVENTIONS IN NILAMBUR	**18** COVID RELIEF KITS

A total of 29 villages constituting 906 families received in-depth health interventions in Nilambur.

2800 HOUSEHOLDS SEED DISTRIBUTION AND FARMING SUPPORT (UNTIL MARCH 2022)

2 BIOINPUT PRODUCTION CENTERS

400 HOUSEHOLDS RECEIVED BIOINPUT

16 NURSERIES

120 HOUSEHOLDS SOLAR FENCING

37 HOUSEHOLDS INVOLVED IN COMMUNITY MANAGED SEED BANKS

467 HOUSEHOLDS SUPPORTED THROUGH LOCAL ENTERPRISE DEVELOPMENT
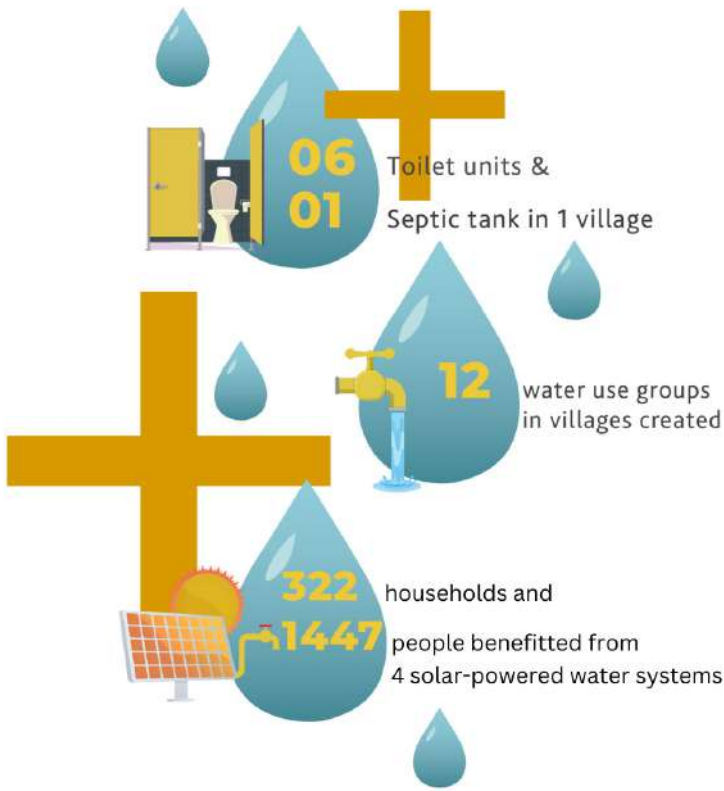
227 INDIVIDUALS INVOLVED IN BEEKEEPING

49 VILLAGES RECEIVED MULTIPLE INTERVENTIONS

INTERVENTIONS COMPLETED IN **18** VILLAGES, W/ **45** MEETINGS

LIVELIHOODS

06 Toilet units &
01 Septic tank in 1 village

12 water use groups in villages created

322 households and
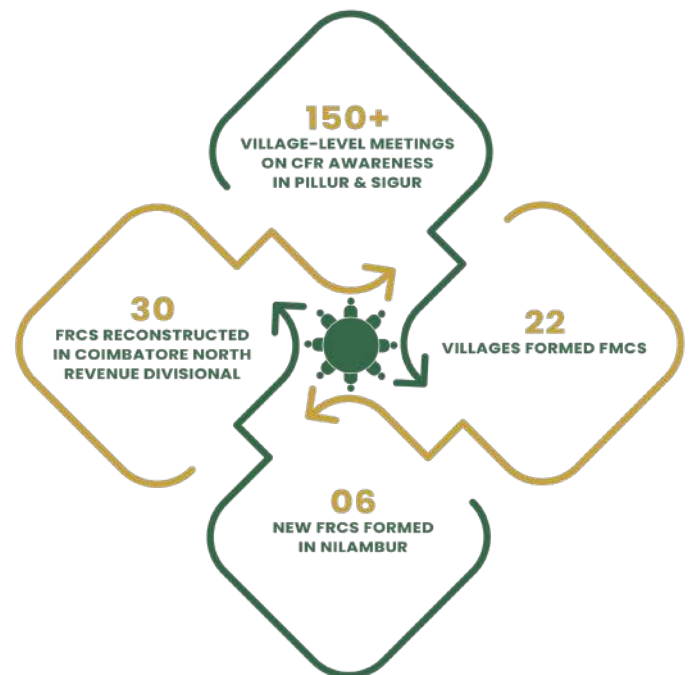**1447** people benefitted from 4 solar-powered water systems

An awareness camp on sanitation was organized in collaboration with TNUSSP for students in Coimbatore.

We organized small food festivals where children who had not ever eaten millets were introduced to them. Community members, with the support of their elders, attempted to revive traditional recipes. Our health education efforts have expanded beyond nutrition to cover issues within adolescent and women's health including menstrual health, substance abuse, child marriage, and mental health. This year, we introduced an adolescent health curriculum in schools, and continue to add to our seven years of work in menstrual health. This was done through discussions and promotion of sustainable options like menstrual cups and cloth pads, and testing the production of

degradable pads. We recognize that some of these topics are difficult to bring up, so we remain patient in starting conversations on substance abuse. However, we are excited to see that mental health is receiving increased attention, thanks to focused trainings on awareness, care to health workers, formation of support groups and referrals to individuals who need treatment and support.

Land rights is an important topic we address in our governance work, and as part of our efforts, we organised different levels of FRA coordination meetings – at the hamlet level (FRCs), at the area level (FRC federations), with the Sub-divisional Level Committee (SDLC) and District Level Committee (DLC) community representatives, community leaders, and panchayat representatives from all the working areas, to discuss the implementation of FRA in the last 15 years since its inception.

150+ VILLAGE-LEVEL MEETINGS ON CFR AWARENESS IN PILLUR & SIGUR

30 FRCS RECONSTRUCTED IN COIMBATORE NORTH REVENUE DIVISIONAL

22 VILLAGES FORMED FMCS

06 NEW FRCS FORMED IN NILAMBUR

An area-level FRCs coordination meeting in Sigur.

Following these meetings, we submitted a petition to the Nilgiris Member of Parliament, who then called for an FRA review meeting on December 28, 2021, inviting all the implementation stakeholder groups of Nilgiris, Erode and Coimbatore districts. Key members of all the line departments and the District Administrative Officers also participated. This was a milestone meeting on the FRA in Tamil Nadu. Following the meetings, we have been able to expand our engagement with the District Administration and the Forest Department for implementation of the FRA. In Coimbatore, the District and Forest Department assured the community in a consultation meeting that Community Forest Rights (CFR) chains submitted will be recognized within four months after maps are submitted. We have also been invited to provide the technical and implementation support for FRA in our working areas of Coimbatore North Revenue division and some parts of Coimbatore South Revenue division as well.

A joint FRCs meeting organized for discussions on Community Forest Rights and forest management.

GPS mapping is done in forests for CFR assessment and implementation.

The presidents of Panchayats from three districts meet on the FRA and development rights.

A CFR sketch map verification of Pillur.

A priority in working with communities on forest rights is to make awareness materials accessible through translations to local languages. The FRA is now available in Tamil, as well as a contextually tailored forest management plan based off the workbook developed by Gramin Samassya Mukti Trust (GSMT) Yavatmal. We have been working to engage youth in action, encouraging them to contribute to forest rights promotion and management plans, lead archiving activities on traditional methods of conservation and preserve stories around forest management. To begin raising awareness of forest rights, we broadcasted a programme elaborating on the FRA on All India Radio Ooty and Radio Kotagiri 90.4 MHz. We also continue to evaluate our work with communities through research, wherein our recent efforts compare local democratic processes and institutional mechanisms amidst FRA, between Nilambur and Sigur.

Our Water and Sanitation team works with communities on building and improving water systems and waste management, and to advocate for the conservation of wetlands. This year, we took on infrastructure projects with local communities to repair dams, install sintex tanks, introduce solar-powered drinking and irrigation water systems, and establish portable toilets and septic tanks.

Through our activities, we are attempting to educate people on the health benefits of sanitation, improved methods of waste segregation, composting, and organic farming that are free of chemicals, pesticides and keep our waterways clean. Wetlands are an important part of watersheds, offering an abundance of ecosystem services that go unacknowledged. We participated in a wetland awareness campaign with our partners (Wetlands are not Wastelands) to promote their conservation.

As we continue to do this work, we frequently stop to reflect on how we may better serve the communities we collaborate and work with. This year, a cross sectional study on the status of Community Wellbeing was conducted in four areas – Pillur, Sigur, Aracode and Konavakarai, through the collection of 150 randomly selected participant surveys from each of the four areas. We look forward to implementing this feedback in our programmes going forward.

436 *households supporting 2205 people in Kotagiri received water-related interventions.*

552 *households supporting 1773 people in Aracode received water-related interventions.*

As part of our Water and Sanitation projects, our team regularly monitors water quality across several regions.

The repair of a ground-level reservoir is conducted in Horosholai.

ARACODE:

24 VILLAGES, 427 HH, 4 CHW, 25 WOMEN'S GROUPS.

KONAVAKARAI:

15 VILLAGES, 523 HH, 5 CHW, 11 WOMEN'S GROUPS.

SIGUR:

07 VILLAGES, 493 HH, 2 CHW, 07 WOMEN'S GROUPS.

PILLUR:

09 VILLAGES, 249 HH, 3 CHW, 09 WOMEN'S GROUPS.

COONOOR:

09 VILLAGES, 255 HH, 2 CHW, 04 WOMEN'S GROUPS, 09 VILLAGES DIET MONITOR, 175 HH NUTRITION KITS.

Various events organized by the Community Well-being team in Coimbatore.

NETWORKS & ALLIANCES

About the programme

The Networks programme acts as a founder, coordinator, and member of collaborative efforts across the world, making connections among organizations and groups doing grassroots work across India and supporting environmental and livelihood-focused initiatives with grants and fellowships from funding partnerships.

Components

Keystone is a founder and/or coordinator of:

Using Diversity & Habitat Rights Networks: With partner NGOs and Fellowships, we coordinate work with 16 Adivasi communities on agricultural biodiversity, wild and uncultivated foods, and habitat rights under the FRA. This component is supported by the nonprofit Misereor in Germany.

Eastern India Initiative: We work with a larger network of local organizations to support indigenous and rural communities in Jharkhand, West Bengal, and Odisha. We directly support nine fellows researching the intersection of gender and climate change and facilitate community-based interventions. This component is supported by Both ENDS in The Netherlands.

Non-Timber Forest Product Exchange Programme India (NTFP-EP India): We have coordinated the India network of this programme for 20 years. We work with Adivasi communities and partners across Central India, Eastern Ghats, Western Ghats and southern parts of Rajasthan on land governance, nature-based livelihoods, gender justice with a climate lens, youth engagement in community rights and traditions, ecosystem restoration, and the revival of wild foods. This component is supported by NTFP-Asia in The Philippines.

People and Nature Fund: We receive support from the Global Alliance for Green and Gender Action (GAGGA) through Both ENDS. The programme is in its second five-year phase with a focus on gender equality and nature-based climate just solutions. The many projects we coordinate are possible with the support of generous grants and fellowships from these partnerships.

Indigenous Led Education (ILED): With Keystone being a co-convener, we work with local communities to preserve rapidly disappearing indigenous knowledge and languages, incorporating these into mainstream education, to support intergenerational knowledge transfer.

Participatory Guarantee System Network (PGSN): Registered as a regional council through the National Centre of Organic Farming (NCOF), we coordinate this network to provide agricultural groups with the training and resources they need to earn organic certifications, and continues to reach new districts and states. In addition to this, Keystone is an active member of the PGS Organic Council.

International Federation for Organic Agriculture Movements (IFOAM): Mathew John (our Founder-Director) holds the position of President of IFOAM Asia.

Slow Food International: Keystone and its affiliated organisations are members of this global, grassroots organization with a mission to preserve local food cultures and traditions, and spark interest in food, where it comes from and how our diets affect the world.

Keystone is a member of:

Rapid Rural Response to COVID (RCRC): We're a part of this group of 60 Indian NGOs with state chapters formed to provide relief for communities during COVID-19. On-the-ground implementation goes hand in hand with fundraising and advocacy work with the Central government.

Women Fund Asia (WFA): This group focuses on gender and human rights as well as gender justice in the context of climate change through women-led advocacy efforts involving over 20 women groups and leaders. Issues of relocation from infrastructure projects, restoration of Protected Areas, afforestation and agroforestry are also covered in the work done by the alliance.

World Fair Trade Organisation (WFTO): A membership-based organisation that emphasises Fair Trade in social enterprises, Keystone is associated with this network through its sister organisation Last Forest Enterprises Private Limited (lastforest.co.in).

Fair Wild Foundation: An organisation working on frameworks for implementing a sustainable, fair, and value-added management and trading system for wild foods and products, Keystone is part of its advisory panel – represented by our Founder-Director Snehlata Nath.

The Asian People's Exchange for Food Sovereignty and Agroecology (APEX): An exchange platform which aims to strengthen the capacities of people's movements in Asia to help achieve food sovereignty through agroecology, people-led development strategies and approaches, and advocacy for policy reforms and building people's movements. (apexplatform.net)

ECHO Network: A social innovation partnership, ECHO aims to be a living tool to make science and sustainability an intrinsic part of our society and to promote collaborations between scientists and communities, nonprofits and governments. Keystone has been collaborating with ECHO Network partners on issues pertaining in regenerative agriculture, health and hygiene.

Food and Agriculture Organization of the United Nations (FAO): Last Forest Enterprises is a member of the Mountain Partnership initiative, a UN voluntary alliance dedicated to improving the lives of mountain peoples and protecting mountain environments.

THROUGH THE PGS-INDIA NETWORK

5,580 organic certificates were generated for Kharif and Rabi harvests this year.

THROUGH THE USING DIVERSITY NETWORK

20 TOTAL COMMUNITY-MANAGED SEED AND TUBER BANKS ACTIVE IN CENTRAL/EAST INDIA, AND THE WESTERN GHATS (12 C/E, 8 W)

12 BHARIYA VILLAGES ARE IN THE PROCESS OF SUBMITTING CLAIM FOR HABITAT RIGHTS

1,777 HOUSEHOLDS HAVE RECEIVED VEGETABLE SEEDS OF LOCAL VARIETIES FOR KITCHEN GARDENS (659 C/E, 1118 W)

3 HABITAT RIGHTS TRAINING IN NILAMBUR

14,200 SEEDS AND **4,500** TREE SAPLINGS WERE PLANTED IN COMMUNITY LANDS IN CENTRAL/EAST INDIA, AND THE WESTERN GHATS (14,200seeds & 3500saplings, 1000 saplings)

32 TRAINING PROGRAMS ON FOREST RIGHTS ACT AND HABITAT RIGHTS IN CENTRAL/EAST INDIA

717 HOUSEHOLDS HAVE RECEIVED TRADITIONAL VARIETIES OF SEEDS FOR MIXED CROPPING IN CENTRAL /EAST INDIA (596 HHS), AND THE WESTERN GHATS (119HHS)

3 LEGAL AID CAMPS ON FOREST RIGHTS FOR KATKARI COMMUNITY FAMILIES

16 NURSERIES OF FOREST AND CULTIVATED PLANT SPECIES IN CENTRAL/EAST INDIA (6), AND THE WESTERN GHATS (10)

185 COMMUNITY AND SCHOOL EVENTS HELD (141 IN CENTRAL/EASTERN INDIA AND 44 IN THE WESTERN GHATS)

THROUGH THE PEOPLE AND NATURE FUND

7 SMALL GRANTS THROUGH DIRECT DONOR SUPPORT

9 WOMEN FELLOWSHIPS +1 MEDIA FELLOWSHIP (ACTIVE IN 6 STATES)

Highlights of the Year

Keystone set up its field office in Eastern India this year! While our origins are firmly rooted in the Nilgiris Biosphere Reserve, our networks and collaborations reach across India and the world. In Eastern India, we've been collaborating work on community-led conservation and management of ecosystems, biodiversity and natural resources. The goal remains the same – the wellbeing and sustained livelihoods of communities.

We felt the need for a holistic approach covering several thematic areas to promote people-led approaches to address the multitude of challenges posed to indigenous communities and ecosystems in Eastern India. The aim is to replicate our approach in the Nilgiris and the Western Ghats, with adaptations made for the Eastern Indian landscape. In October 2021, Snehlata Nath, Bhavya George, Gokul, and Rohan Mukerjee visited several areas in Eastern India, meeting with representatives of various organisations, as well as community representatives from Paryavaran Chetna Kendra (PCK) in Bada

Sigdi village, Potka Block, East Singbhum District, Jharkhand. The meeting investigated the key issues and challenges faced by communities in the region, and an assessment of activities currently being carried out. Our work is spread across four broad programme areas - biodiversity conservation, community wellbeing, environmental governance, and the revitalization of culture and traditions. Currently, Keystone has commenced working alongside local partner organisations across around 10 districts largely in and around the Singhbhum region in Jharkhand, Odisha and West Bengal. Paryavaran Chetna Kendra (PCK) has provided space to Keystone for the establishment of its Eastern India office in Bada Sigdi. Funding from Both ENDS has enabled us to commence work in four districts in Jharkhand and one in West Bengal.

With our countless partnerships, the Networks team has stayed busy this year, coordinating our role in cooperative initiatives. Through the Using Diversity and Habitat Rights networks, we have expanded our efforts to establish seed banks, kitchen gardens, nurseries for forest and cultivated

A training on community seed banks at Pargora village with Pargora Womens Group.

species, and distributed seeds and saplings for both households and community lands. Local food movements sparked in several areas have generated renewed interest in traditional foods, giving our Adivasi partner communities the opportunity to celebrate tuber and seed festivals and raise awareness of the importance of conservation. Aside from promoting existing food systems, we are also experimenting with shade crops for the development of food forests on fallowed lands as an additional source of nutrition and livelihood. Habitat rights continue to persist as an issue Adivasi communities face, so along with our NGO collaborators and community fellows, we engage people in the process of claiming rights under the FRA. In our work at Keystone's head office of Non-Timber Forest Products Exchange Programme India Networking Forum, we are involved in the network's wild food resource centre and in the documentation of projects such as spring conservation and wild foods training for partners.

Manbodh Sabar and his family prepare their land for the winter cultivation in Kheriya Sabar village in Purulia District, West Bengal.

Dharmendra with wild mushrooms collected from his forest garden in Bada Palma village in Godda District, Jharkhand.

A traditional food mela at Rakha village on February 16, 2022.

Patalkot mela at Chimtipur in March 26, 2022.

The Leaf Litter publication has now published four issues, with updates on indigenous land rights and NTFP stories across several states.

Through our People and Nature Fund (PNF), currently in the second year of our programme with the GAGGA, we are supporting nine fellowships for women involved in media and writing, wild foods and agriculture, forest-based livelihoods, and habitat rights in their communities across five states. Our small grants through this fund also go to projects in resource management, water conservation, nutritional security and traditional/ecological knowledge. These grants are directly disbursed to individuals with mentoring by partner organisations. PNF also supports learning exchanges and training on gender-just climate solutions, climate change, barefoot ecology monitoring, and participatory research across networks.

There has been a flurry of activity within PGSN, especially with Keystone's registration as a regional council! Capacity building for new groups to the network continues, preliminary discussions for landscape certification are taking place across India, training and registration of organic clusters in three districts are underway, and thousands of organic certificates have been generated for farmers' Kharif (monsoon) and Rabi (winter) harvests.

Seeds provided for cultivation in kitchen gardens by the Bharia community in Patalkot, Madhya Pradesh.

Paharia women boiling wild tubers during a traditional food mela at Rakha village on February 16, 2022.

PEOPLE & NATURE
COLLECTIVES

About the programme

People and Nature Collectives aims to facilitate documentation, storage, retrieval, and dissemination of information on traditional knowledge and cultural expressions of indigenous communities using appropriate methods, techniques and tools.

Components

Community Media: Our radio stations and community newsletter engage with local communities to build critical narratives from the ground, sharing alternative information, livelihood updates, traditional knowledge, and cultural stories for audiences in the Nilgiris and indigenous communities in Tamil Nadu.

Community Fellowships: We provide support for local researchers to document and archive community knowledge around themes of interest and importance. This has created cultural spaces for indigenous communities to represent their identities, narratives, and

lived experiences with full ownership over the produced materials.

Community Foundations: We mobilize communities to create groups around themes significant in the local context that identify their own needs, agenda and methods of engagement. With these foundations, we work to facilitate better understanding of and access to local assets and trust relations that will enable stronger agency, representation, and governance.

Archives: With a central institutional archive connected to working community archives, we can consolidate programme contents and resources with our partners into a searchable, multilingual database for information sharing, audience engagement, and historical reference.

Highlights of the Year

COVID-19 continues to push us to connect with each other in new and creative ways. Our media outlets have thrived in this opportunity for innovation, with Radio Kotagiri broadcasting over a thousand programmes for local listeners this year and hosting college volunteers to assist in identifying listener groups and developing radio content.

Radio Kotagiri heads out to the field to interview and make recordings with community members frequently.

Seemai Suddhi, the Adivasi newsletter, being distributed to community members in print.

Kwol Radio, a WiFi-based radio network in Aracode, features programmes on traditional knowledge for indigenous communities and has also incorporated COVID-19 content on vaccines, safety, and awareness to keep people up-to-date on current public health situations.

The newsletter by indigenous people for indigenous people, Nilgiri Seemai Sudhi, has made significant progress in implementing new tools and methods for writing, adding space for stories, myths, folklore, and field research from fellowships. Stories continue to remain accessible to the local communities, published in original languages. The newspaper has also experimented with visuals through photo stories to diversify the reading experience. Additionally, training workshops and field visits that touch on writing about the self and reporting community observations and opinions, have taken place as travel and access to our working areas in Tamil Nadu have opened up for deeper, in-person interactions.

RADIO KOTAGIRI
3773
PROGRAMMES

KWOL RADIO
268
PROGRAMMES

13
MEDIA WORKSHOPS
(FIRST HALF)

As a part of People and Nature Collectives, we run fellowships to support local researchers, engaged community members, and youth in documenting cultural and ecological knowledge and practices that are significant and of interest to the fellows and their communities. Our Toda, Kurumba, and Irula community fellowships have produced many fascinating projects through the dedicated work of the fellows, including cultural mapping of buffalo corridors and sacred sites, collection of cultural myths, cultural names of places, and histories, documenting coming of age, ancestor worship, death, and marriage ceremonies, involving youth in forest walks and storytelling, and listing Kurumba traditional domains for habitat rights claims.

Additional fellowship programmes with partner organizations are also taking place. The Ownership of Public History in India (TOPHI) has sponsored two fellows as community historians to gather textual and audiovisual sources of public histories in local languages. We are excited to introduce the APPI-Haiyya Fellowship, a hybrid collaborative storytelling-based leadership model offered to ten indigenous communities across the Nilgiri Biosphere Reserve to develop skills for narrating their own stories, assessing community needs, and taking on projects based on these identified needs. Our collaboration with Auroville, called Spring to Shore Connection, explores alternate societal, political, and economic systems through an apprenticeship. Programmes on archaeology and history, music and instrument building, and environmental acoustics to construct a Nilgiris Soundscapes database for advocacy are available to the apprentices. We are proud to see the progress community foundations have made in revitalising cultural traditions and improving livelihoods in their communities through infrastructure development, nutritional security, enterprise opportunities. The Porivarai group, consisting of 35 members, initially formed around local music traditions and bamboo crafts, but have expanded their work to holistically benefit their community through local entrepreneurship, a community meeting space, music school, community centre, and much more. In Thoduve, the community foundation covers multiple aspects of life in its interventions, from psychosocial education, NTFP collection and value addition, and COVID relief, to setting up a new street shop in Wayanad and working on indigenous-led education in anticipation of a community museum and tribal heritage centre. Punanjanur hosts a more recently formed group with exciting plans to create a model through organic farming, water retention and sanitation systems, with the goal of becoming self-sustaining while providing access to a localised source of nutritional security. The space is envisioned to become a community-owned and run setup, moving towards forming a community foundation.

Above left & right: PNC team members consult community members for their inputs on habitat rights and ancestral domains.

Below left & right: a rich inventory of photographs being curated for the PNC exhibitions room, of community activities, events, places and people!

The team that puts together the Seemai Suddhi newsletter (left) and NFLC students with Toda community elders in Vasamalli during Indigenous Worldviews Week.

Our team continues to maintain archives, cataloguing publications, scanning and annotating maps, transcribing and translating content, improving the management system, and making material available on public pages with straightforward user interfaces. The community archives are owned by the communities themselves, meaning they decide what to upload, what is accessible, and to whom documents are available so they can take ownership of safeguarding community sensitive material. As these archives expand each year, important traditional knowledge and cultural artifacts are saved for preservation and intergenerational exchanges to come. Archiving initiatives are becoming more common around the world and we feel fortunate to join in and learn from a larger network of organizations doing similar work. Some interactions within our networks that stood out this year include a presentation at a conference with International Council of Archives (ICA), working with Adivasi Awaaz Academy through Adivasi Lives Matter to train journalists on digital storytelling, and sharing lessons and experiences with the Milli Archives Consortium.

PNC's Community Media team goes on a field trip to Mettukal.

ORGANISATIONAL DEVELOPMENT

About the programme

Keeping Keystone running efficiently and smoothly, both on campus and in the field is the main objective, along with checking in with our numerous community partners, students, researchers, organizations, and government offices that are included within our many networks.

Components

Administration & Finance: Our office team stays on top of the organization's administrative procedures, from insurance renewals, rental agreements, taxes, and registrations, to annual celebrations, campus visitors, and employee requests.

Communications: Promoting our work, maintaining partner relationships, and building outreach with donors, organizations, and the public is an essential activity. Collaborative efforts between programmes, to send out project updates in varied media (video, blogs, interactive social media posts and so on) make up our communications work.

Fundraising: The fundraising committee, in consultation with the management group and programme coordinators, identifies funding sources and submits proposals to support and expand the multitude of projects we carry out in each of our thematic programmes.

Infrastructure: A collaboration between our Administration, and Information Technology teams, their efforts maintain and improve our main campus, additional offices, website, technology resources, and energy usage to provide a working space conducive to all projects.

Highlights of the Year

As our staff returned to the field and visitors began returning to campus this year, Keystone's Organizational Development team began to accommodate and smoothly coordinate the in-person activity. Along

TOTAL NUMBER OF GUESTS

388

(139 OCT, 388 APR)

TOTAL NUMBER OF STAFF

51

**COVID 19 SPENDING
FIRST HALF OF THE YEAR**

₹ 2,57,32,943

with the myriad of day-to-day and annual logistics that maintain office spaces, allow for travel, organize finances, bring in funds, and strengthen networks, the Administration team also supported our moving of Keystone's Coimbatore office, celebrated the birthdays of Keystone and NTFP-EP Networking Forum, arranged large staff meetings in Sigur and Ooty, and hosted visitors, students and interns at the canteen and in the hostel.

In our communications with partners, the ability to meet in-person has opened up, but the Information Technology (IT) crew continues to make virtual meetings through multiple platforms an effective option with partners around the country and the world. Our web services, online workshops, and radio broadcasting all run thanks to the technical support of IT. This year, we worked with The Nilgiris Foundation to help launch their website and conduct two webinars, in September and December.

Infrastructure projects at Keystone have improved our meeting halls, floors, railings, and sculptures to keep our work spaces clean, beautiful, and functioning. We have also installed a rainwater harvesting system and organic waste composting machine to increase efficiency of our resource use and participate in the natural cycling of nutrients for our kitchen garden and plant nursery on campus.

Keystone enabled the installation of oxygen plants during the COVID-19 pandemic.

Our campus is equipped with rainwater harvesting systems.

Building up on last year's work on A Place to Bee restaurant, currently managed by our close partner and farmer producer company Aadhimalai Pazhangudiyinar, we completed significant remodeling and have rebranded with new employee uniforms and advertisements. Trainings took place in Coimbatore, Kotagiri, and Pondicherry to revamp our menu and work on supplying and re-staffing our four food trucks, in partnership with INDCOSERVE. After a halt on our efforts during the waves of COVID-19, we are excited to see this initiative get up and running again!

A pressure swing adsorption medical oxygen gas generation plant funded by HCL Foundation and implemented by Keystone was donated to the Government Hospital at Kotagiri. The capacity of the plant is 150 LTS which can support 32 patients at a time.

Our Organizational Development team meets with The Nilgiris Foundation and Aadhimalai.

The roof of one of our campus buildings (above) and the railing of a pathway (below) after repair work - these are some of the several improvements made to the campus infrastructure this year.

A monthly staff meeting held in Ooty.

RELIEF IN THE TIME OF CRISIS

Our COVID-19 relief work in the Nilgiris Biosphere Reserve focused on providing access to nutrition kits, kitchen gardens and community kitchens to tribal communities. Sanitation workers were supported with PPE and hygiene kits. We are in awe of their tireless, high-risk work throughout the pandemic.

Efforts were also made to support livelihoods for communities who had lost their income during the pandemic. A group of youth from the Toda community were specially earmarked for this. In another region Adivasi women were supported to build their village centre and undertake production of cloth pads and other hygiene products. Four other women groups were benefitted with equipment, training and raw material purchase for starting economic activities. Community Foundations and indigenous producer groups were supported to take up livelihoods that employed traditional knowledge. Some of the work done by local foundations as follows:

THODUVE: Solar dryers for NTFP processing, local sun drying infrastructure, compensation

for lack of livelihoods for some community workers who have been volunteering for COVID-19 relief work along with the government officials.

THUMBITAKADU: Subsidies for forest and agricultural produce, along with support for marketing post losses suffered during strict lockdown for two months.

PORIVARAI: Support for fresh vegetables for communities and planting medicinal gardens for promotion of health and forest-based medicines prevalent in the community.

AADHIMALAI: Marketing staff and accountants were aided to make work from home efficient, with provision of technological support.

INDIGENOUS WOMEN SEED-KEEPERS: Support to promote and collect indigenous seed varieties of vegetables, forest foods and important grains in the Mel Seemai region (Hasanur, Punanjanur, Kadambur).

PUNANJANUR: Leasing land and upkeep of vegetable gardens for consumption of local villages and schools.

Community media was employed to raise awareness among the people about appropriate behaviour in public spaces to help prevent the spread of COVID-19. Both Radio Kotagiri and the newsletter run by Adivasi members played an important role in this initiative and were provided support.

Activities	Direct beneficiaries	Indirect beneficiaries	Donor
Support to Covid +ve patients	210		HCL Foundation
Livelihood support - 1 Toda youth group, 3 Adivasi women groups; 2 women groups in urban slums	58	2995	DASRA
Nutritional support – Food kits to divasi and urban poor families (1 -8 months per family)	7325		DASRA, Arghyam, Azim Premji Foundation, HCL Foundation, Crypto Relief
Sanitation support	20	80	DASRA
Community Radio – covid awareness	8	1600	DASRA
Seemai Sudhi Adivasi Newsletter – awareness & volunteer support	10	2000	DASRA
Hygiene Kit Distribution in Nilambur and Wayanad	696		Both Ends
Community Foundations & Producr groups	80	400	GFCF
Oxygen Plant in Kotagiri Government Hospital		35000	HCL Foundation
Supply of Education material for children at home	100	5000	RNP

We are grateful to all donors for their generous support during the pandemic.

When the COVID-19 pandemic struck the Western Ghats, we took on the mission of aiding communities reeling from the impacts of the crisis, engaging in relief efforts for over a year – bringing vegetables, medicines and other basic necessities within access, as seen being distributed here in Dindigul.

Support to tribal areas across India

Various donors extended aid during the pandemic to support communities and to inform about delays in work. Many generous changes were made in existing grants and more donations were given to support communities. Most partners gave COVID-19 Emergency Food Kits to families and some oxymeters to villages. Selection of families was done based on need, with priority given to homeless families, those with disabilities, single women, pregnant and lactating mothers, elderly women with no earning member in house, and families with children suffering from malnutrition. Millets, protein-rich pulses and soybeans were included in the relief pack.

Kovel Foundation gave medical equipment and material worth INR 3.2 lakhs to the local village Primary Health Centre in a remote tribal area in Paderu, which did not receive government supplies. Similar effort was undertaken by PHCC in Kodaikanal. Awareness efforts were undertaken by SEED Trust in 10 villages.

S.No.	District	State	Partner	Amount	Household food/hygiene kits	Other activities
1	8 tribal districts	Chhattisgarh	PRERAK	6,00,000	600	
2	Yavatmal	Maharashtra	GSMT	3,22,715		PHC supplies
3	Ghariaband	Chhattisgarh	PRERAK	2,00,000	200	
4	Sindhudurg	Maharashtra	Uday Lawoo	1,00,000	150	
5	Dhindori, Chindwara, Anupur, Raigad	Madhya Pradesh, Chhattisgarh	Nirman	10,53,000	800	
6	East Singhbum	Jharkhand	PCK	2,00,000	600	
7	Purulia	West Bengal	PBKSKS	4,25,497	617	
8	Paderu	Andhra Pradesh	Kovel Foundation	3,11,750	350	PHC supplies
9	Kodaikanal	Tamil Nadu	PHCC	1,60,000		Government Hospital, PHC Supplies
10	Dindigul	Tamil Nadu	SEED Trust	1,97,753		Awareness in 10 villages
11	Dindigul	Tamil Nadu	SEED Trust	2,52,247	350	
12	Srikakulam	Andhra Pradesh	Velugu Association	4,00,000	360	
13	Baripada	Odisha	Gram Swaraj	3,22,000	500	
				45,44,962	**4,527**	

We are grateful to Misereor, Both Ends and GAGGA for donations for partner areas.

Cyclone Relief for Katkari Community in Sindhudurg, Maharashtra

The livelihoods of Katkari families in Sindhudurg district have been adversely affected by the impacts of the COVID-19 pandemic. Heavy winds and rains during cyclone Tauktae (May 16-19, 2021) made matters worse for families living close to the Arabian sea. Makeshift huts were blown away, resulting in a loss of food grains and other resources stored for the coming monsoon. Along with Shoshit Mukti Abhiyan, we provided support for relief:

S.No.	Activity	Details	Amount(INR)
1	Relief Distribution	Dry Ration Kit 1302 *309 families	4,02,318
2	House Rebuilding	Repair & bedding 120 families * 1650	1,98,000
3	Livelihood Support	Fishing Nets	51,750

We are grateful to Both Ends for Immediate relief support.

FINANCES 2021-22

This financial year came with a lot more challenges in compliances due to amendments in the governing laws for nonprofits and project reporting requirements.

For the first time, Keystone Foundation has crossed a turnover of INR **11** Crores and for the third year in succession, we have achieved the INR **10** Crore turnover.

Key Numbers

Summary Income and Expenditure Account-2021-22

S. No.	Particulars	Amount - INR (in Cr.)
1	**Total Income**	
	Foreign sources	5.36
	Indian sources	6.16
	Other income	0.18
	Total	**11.58**
2	**Total Utilisation**	
	Programme Expenditure	7.28
	Salaries	2.58
	Capital Expenditure	0.08
	Administration	0.82
	Total	**10.76**

Total Number of Projects handled

S. No.	Programme	No. of projects
1	Community Wellbeing	13
2	Biodiversity and Restoration	16
3	People and Nature Collectives	5
4	Network Alliance	13
	Total	**47**

We are compliant in maintaining the Administration vs. Programme ratio of 80:20 per the rules of the Foreign Contributions Regulation Act.

Ratio for the Year 2021-22
Programme Expenses: 82%
Administration Expenses: 18%

Grow Fund

An important achievement for the organizational development team was the securing of Grow Fund, a first-of-its-kind grant that supports organizational development in nonprofits. **Keystone has been selected as one of the 100 organizations to receive funding, from 2,300 applications all over India.** The project will start from April 1, 2022, for a period of two years. It will help us build and strengthen our Administration, Finance, IT, HR and other organizational development systems.

Consolidated balance sheet as on 31.03.2022

S. No.	Particulars	2021-22 Amount - INR (in Lakhs)	2020-21 Amount - INR (in Lakhs)
1	**LIABILITIES**		
	Capital Fund	610	545
	Endowment Funds	200	198
	Current Liabilities	52	41
	Total	**861**	**784**
2	**ASSETS**		
	Fixed Assets	368	377
	Investments	12	14
	Current Assets	480	393
	Total	**861**	**784**

Consolidated Income and Expenditure account for the year ended 31.03.2022

S. No.	Particulars	2021-22 Amount - INR (in Lakhs)	2020-21 Amount - INR (in Lakhs)
1	**INCOME**		
	Donations		
	- Foreign Institutional Donors	536	576
	- Indian Institutional Donors	587	402
	- Others	29	29
	Other income	19	14
	Total	**1,170**	**1,023**
2	**EXPENDITURE**		
	Village Development Projects	1,076	1,010
	Depreciation	31	33
	Total	**1,107**	**1,043**
3	**SURPLUS / (DEFECIT)**	**63**	**-21**

Receipts and Payments account for the year ended 31.03.2022

S. No.	Particulars	2021-22 Amount - INR (in Lakhs)	2020-21 Amount - INR (in Lakhs)
1	**RECEIPTS**		
	Opening balance		
	- Cash and Bank	273	299
	Donations		
	- Foreign Institutional Donors	536	576
	- Indian Institutional Donors	587	402
	- Others	29	29
	Other income	19	14
	Endowment Fund receipts	2	2
	Investments redeemed	2	
	Increase in liabilities	7	
	Advances received		41
	Other receipts	5	5
	Total	**1,458**	**1,370**
2	**PAYMENTS**		
	Village Development Projects	1,076	1,010
	Purchase of Fixed Assets	22	38
	Liabilities paid		10
	Advances paid	23	
	Deposits made	57	23
	Other payments		16
	Closing balance		
	- Cash and Bank	280	273
	Total	**1,458**	**1,370**

S. No.	Distribution of Staff based on salary levels			
1	**Slab of Gross Salary plus benefits paid to staff (INR per Month)**	**No. of male staff**	**No. of female staff**	**Total staff**
	Less than 5,000	0	0	0
	5,000 to 10,000	0	0	0
	10,000 to 25,000	14	9	23
	25,000 to 50,000	11	8	19
	50,000 to 1,00,000	4	5	9
	Greater than 1,00,000	0	0	0
	Total	**29**	**22**	**51**

2	**Payment made to consultants during 2021-22**	
	Total annual payment made to consultants	**Number of consultants**
	Less than 5,000	0
	5,000 to 10,000	0
	10,000 to 25,000	5
	25,000 to 50,000	3
	50,000 to 1,00,000	3
	Greater than 1,00,000	25
		36

3	**Staff remuneration (Gross + Benefits)**	
	Head of organisation (including Honorarium)	1,379,480
	Highest paid full time regular staff	1,379,480
	Lowest Paid full time regular staff	135,900

4   Total cost of international travel by Trustees/Staff/Volunteers on behalf of the organisation

Amount in INR '000

Name of Staff	Designation	Destination	Purpose of travel	Cost incurred	Sponsored
Sumin George Thomas	Senior Programme Coordinator	France	IUCN World Congress	58	Partly

5   Total cost of national travel by Board/ Trustees/ Staff/ Volunteers on behalf of the organisation

Rs. 5,14,994.71

6   Profile of Board of Trustees*

S.No.	Name	Age	Sex	Location	Occupation	Position	Remuneration & Reimbursement
1	Somnath Sen	58	Male	New Delhi	Consultant	Managing Trustee	-
2	Suprava Patnaik	61	Female	Bhopal	Professor	Trustee	-
3	Shipra Gupta	87	Female	Puducherry	Educationist	Trustee	-
4	Rita Banerji	53	Female	New Delhi	Film maker	Trustee	-
5	Meena Gupta	74	Female	Kolkata	Retd. Secy to GOI	Trustee	-
6	Rev. P K Mulley	74	Male	Kotagiri	Anthropologist	Trustee	-
7	John Kurien	71	Male	Thiruvananthapuram	Consultant	Trustee	-

*The Trustees are not related to each other.

We thank our donors!

Arghyam
Axis Bank Foundation
Azim Premji Foundation
Birdlife International, UK
Both ENDS, The Netherlands
Community Radio Association
Cornell University, USA
Dasra, USA
Deutsche Welthungerhilfe, Germany
Fondation Franklinia, Switzerland
Fondation Segré, France
Global Fund for Community Foundations, South Africa
Global Greengrants Fund, USA
HCL Foundation
HDFC Foundation
IAFN, Costa Rica
IN COVID Support FZE LLC, UAE
IUCN, Switzerland
Keele University, UK
King's College, UK
Microland Foundation
Misereor, Germany
NABCONS
Nordic, Sweden
NTFP-EP, The Philippines
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The Rufford Foundation, UK
Rutu Foundation, The Netherlands
Saint Gobain India Foundation
The Swallows, Sweden
Synchronoss Technologies
The Habitats Trust
INDCOSERVE
UNESCO
University College London, UK

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FOUNDER DIRECTORS

SNEHLATA NATH

PRATIM ROY

MATHEW JOHN

DIRECTORS

ANITA VARGHESE
BIODIVERSITY CONSERVATION

JYOTSNA KRISHNAKUMAR
COMMUNITY WELLBEING

BIODIVERSITY CONSERVATION

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SUBJECT COORDINATOR

ASISH M
SUBJECT COORDINATOR

BHAVYA GEORGE
ADDITIONAL PROGRAMME
COORDINATOR

CHANDRASEKAR DAS
TECHNICAL COORDINATOR

HABEEBA FATHIMA M
TECHNICAL COORDINATOR

JUSTIN RAJ
SUBJECT COORDINATOR

MAHADESHA B
ADDITIONAL PROGRAMME
COORDINATOR

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RAJPUROHIT**
TECHNICAL COORDINATOR

SHINY MARIAM REHEL
PROGRAMME COORDINATOR

SHIVANNA
FIELD ASSISTANT

SIVARAJ B
FIELD COORDINATOR

SHARADA RAMADASS
TECHNICAL COORDINATOR

COMMUNITY WELLBEING

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PROJECT IMPLEMENTATION
ASSISTANT

ANAGHA C
TECHNICAL COORDINATOR

BAGAVANIDHI M
TECHNICAL COORDINATOR

BIJISHNA A T K
PROJECT IMPLEMENTATION
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PROJECT IMPLEMENTATION
ASSISTANT

PRAVEENA S
SUBJECT ASSISTANT

RAJENDRAN R
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PROGRAMME COORDINATOR

SANEESH P B
PROJECT IMPLEMENTATION
ASSISTANT

SUNIL KUMAR
FIELD COORDINATOR

VIGNESH M
SUBJECT COORDINATOR

VINITHA MURUKESAN
PROGRAMME COORDINATOR

ORGANISATIONAL DEVELOPMENT

AMSAVENI C
SUBJECT COORDINATOR

ESWARAN H R
SENIOR PROGRAMME COORDINATOR

HARISHARAN B
SUBJECT ASSISTANT

JEFFERY ROLDEX
SUBJECT COORDINATOR

RAJESH KUMAR
SUBJECT ASSISTANT

SABITHA C
SUBJECT COORDINATOR

SARASASMEETA
SENIOR PROGRAMME COORDINATOR

WILFRED WILLAMS
SUBJECT COORDINATOR

PEOPLE & NATURE COLLECTIVES

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PROGRAMME COORDINATOR

JEYANTHI R
SUBJECT COORDINATOR

MANICKAM A
SUBJECT COORDINATOR

RANJANI PRASAD
ADDITIONAL PROGRAMME
COORDINATOR

SYAD FAISAL REHMAN
ADDITIONAL PROGRAMME
COORDINATOR

NETWORKS & ALLIANCES

ROHAN MUKERJEE
PROGRAMME COORDINATOR

SUMIN GEORGE THOMAS
SENIOR PROGRAMME COORDINATOR

A Rhododendron arboreum tree in Mukurthi National Park.