

Legal advisory and management solutions for non-profits and corporate social initiatives - since 1986.

ANNUAL REPORT

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CENTRE FOR
ADVANCEMENT
OF PHILANTHROPY



CENTRE FOR ADVANCEMENT OF PHILANTHROPY

Founders

Late H.T. Parekh,
Late Russi Lala,
Late R.R. Chari,
Late M.R. Pai,
Late Ramu Pandit,
Late Arvind Deshpande,
Mr. Darius Forbes

Registration No.

41521

PAN

AAATC1732D

CIN

U73200MH1986NPL041521

Bankers

Central Bank of India, Mumbai
Standard Chartered Bank, Mumbai

Auditors

Akkad Mehta & Co.

Contact:

Mulla House, 4th Floor,
51 M.G. Road,
Mumbai – 400 001
Phone: +91-22-22846534
Email: connect@capindia.in
Website: www.capindia.in

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CHAIRMAN'S NOTE



This year with an able and competent team, CAP should focus, besides what it is already doing, in bringing the human value of 'giving' and 'philanthropy' to the forefront.

It is debatable whether the new Indian Companies Act 2013 which makes Corporate Social Responsibility (CSR) mandatory for certain companies will throw up opportunities for corporate India to do good or become another regulatory nuisance.

It is one thing to legislate but it is the implementation and enforcement that often reduces good legislation to a joke or even makes it counter-productive.

CAP can play an important role in not just helping companies stay CSR compliant with robust CSR Policies, thoughtful CSR Investments and inspiring CSR Reporting, but, also see the bigger picture and understand, appreciate and see value in returning to society what industry takes from society in a responsible and effective way.

Darius Forbes

The Fiscal year 2013-14 has been an exciting one both for the sector as also for all of us at CAP. Both continue to face challenges, but, hope springs eternal and the journey must continue despite the odds. The legal environment continues to stifle growth and the regulatory regimes continues to tighten its grip with a view to control. There is high degree of mistrust between the government as regulator and the voluntary sector as provider of services; services which ideally the government should be providing. However, despite the fact that NGOs fill in the large gaps in the government's delivery system, the Home Ministry is almost ever ready to classify NGOs as 'trouble makers', 'anti-development', 'anti-establishment' ... give them a bad name and ban them!

The income tax department on the other hand seems to think that every NGO trying to shake off 'donor dependency' and become 'self sustaining' is a commercial organisation and as a consequence should not enjoy tax exemption. In states like Maharashtra the office of the charity commissioner, although a quasi-judicial authority, functions like a District Court. The paperwork and procedures can tire the most patient trust functionary. However, in the meantime, with the new Indian Companies Act 2013 which makes CSR mandatory for certain companies we have also taken on the challenge to not just make CSR meaningful and aligned to the company's core values but, more importantly, help companies ensure CSR Compliance with a clear understanding of what it can or cannot do under company law.

The excitement is all around, but the challenge is to turn the excitement into genuine enthusiasm. As we just said, the journey must continue ...

Noshir Dadrawala

CEO'S MESSAGE



OUR VISION MISSION VALUES

Vision: To build a legally-compliant, well-governed, empowered and sustainable philanthropic sector in India.

Mission: To create an enabling environment for the growth and development of philanthropy within and for India, for both donor and recipient organisations through:

- Reliable legal expertise
- Professionalized capacity building through skilled practitioners / management experts
- Credible researched information and data for all stakeholders
- Dissemination of sector related information via publication of resource material
- Forging mutually beneficial NGO-Corporate partnerships
- Encouraging companies to be CSR compliant and empowering them to realize their true potential
- Developing national and international networks
- Advocating with policy makers by being the leading voice for the sector



Values:

- Reliability and efficiency of our services
- Fairness in our dealings with all stakeholders
- Transparency and accountability in our work
- Sustained commitment to the work we undertake
- Nurturing innovative social solutions

OUR JOURNEY

Centre for Advancement of Philanthropy (CAP) was established as a Section 25 (not-for-profit) company in 1986 by Late H.T. Parekh (Founder - HDFC Ltd.), Late Russi Lala (Director - Sir Dorabji Tata Trust), Late R.R. Chari (Commissioner of Income tax - Trusts Circle), Late Ramu Pandit (Secretary General - Indian Merchants Chamber), Late M.R. Pai (Forum of Free Enterprise), Late Arvind Deshpande (Managing Trustee - Leslie Sawhny Programme) and Mr. Darius Forbes (Chairman - Forbes Marshall Group). Noshir Dadrawala, who had completed his law, was asked by Russi Lala to join as 'Executive Secretary', a fresher and just 26 years old.

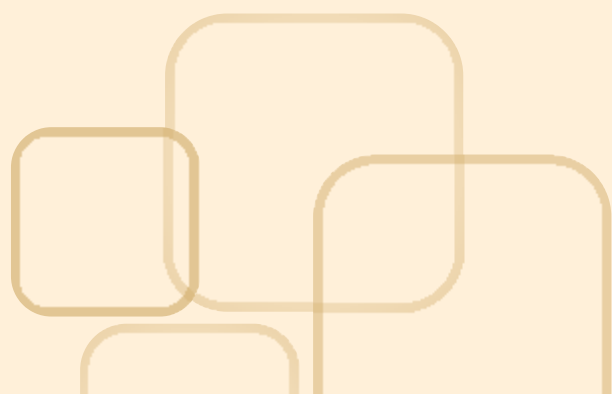
At that point of time CAP was conceived as a 'Chamber of Philanthropy' – “to serve as a clearing house of information, widen the circle of philanthropy, provide guidance and assistance to philanthropic organisations and as and when possible, undertake advocacy work for a more legally enabling environment.” Back then, Late Nani Palkhivala had told Russi, “Whenever the Tata Trusts need legal assistance they have Nani Palkhivala; but what about the hundreds of other little NGOs that need legal assistance from the time they start to when they decide to wind up?” Hence, CAP's focus became Legal Advisory and remains our core work to this date.

In the early days the mandate given by the Board was very clear – “Reach out to those who need CAP and don't worry about the money. Whenever, there is a shortfall we will fund CAP. Simply focus on providing the service and capacity building”.

Membership of CAP was never envisaged as a revenue source. Some Tata Companies on personal recommendation of Late JRD Tata joined as Patron Members of CAP, but not to avail of CAP's services. They joined to support CAP.

NGOs could sign up as “Sympathizers” for as little as Rs. 500/- and avail of our full services including advisory, newsletters and we helped register organisations like Childline India, Meljol and Paramparik Karigar for as little as Rs. 500/-.

Over the years, CAP's outreach has been all over the country in spite of its limited resources. In addition to providing legal advisory to non-profits and corporate social initiatives, CAP has conducted capacity building programmes on diverse topics with local and international speakers. CAP has also published books on topics of importance for the sector based on research.



CAP TODAY



ABOUT US

Since its founding in 1986, CAP has helped philanthropic organisations comply with the complex web of legal issues governing charitable giving in India. CAP specializes in all legal matters concerning the Trusts/Societies Act, Income Tax Act, FCRA, Legal Aspects of CSR and a host of allied laws and good management & compliance practices.

CAP's SERVICES EXTEND TO

- Family/ Community/Corporate Foundations
- Corporate Social Responsibility (CSR) Units
- Grant Making Organisations/Foundations/Individual Philanthropists
- Non-Profit Organisations (Both Well Established And Start-up)
- Social Entrepreneurs/Support Organisations
- Professionals (Chartered Accountants and Lawyers)

OUR PROGRAMMES

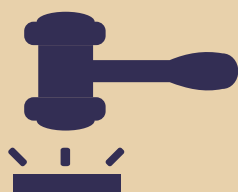
Legal Advisory - Over the past 26 years, CAP has provided sound advice and simple solutions to over 2000 of its members to help them stay legally compliant and abreast of the latest trends in the voluntary sector. Through CAP, we've helped some of the best known charities in India to address their legal concerns. Some of these include - Concern India, CRY, Magic Bus, United Way of Mumbai, K.C. Mahindra Education Trust, UnLtd India, Sankara Nethralaya, CARE India. CAP is now expanding its historic role as the most credible legal advisor on philanthropy to offer other related legal services like advice on Labour Laws, Service Tax and VAT.

Corporate Support - CAP guides companies in a wide range of philanthropic endeavours. Sometimes, this involves finding credible NGO partners for companies for their social outreach. CAP has helped companies like Titan, Thermax, Forbes Marshall, Zensar, Atlas Copco set up their own corporate foundations. CAP also assists companies in setting up corporate social responsibility (CSR) initiatives, which have recently become a government mandate for companies above a certain size.

Capacity Building - CAP aims to be a full-service provider for all the training and consultancy needs of non-profit organisations. This includes advice on the core challenges of management - strategy, monitoring & evaluation, human resources, financial management assistance, good board governance as well as volunteer management and retention.

Research and Publications - Over the years, CAP has published resource books that have become sector references on fund-raising, management of charitable organisations, good board governance among other topics in philanthropy. CAP also publishes a quarterly newsletter that enables its readers to be up-to-date with legal and management trends in the philanthropic sector.

PERFORMANCE LEGAL ADVISORY



Type of Queries Addressed

- Provident Fund & Gratuity
- Choice of Set Up
- Fundraising
- FCRA
- VAT & Sales Tax
- Donation, Corpus Fund & Grants
- MOU, MOA & AOA
- Income Tax 12A, 80G, 35AC
- Board Governance

485

Legal queries answered

204

Organisations availed of CAP's legal advisory

Non-profits avail our legal advisory:

- NGOs (both well established and start-up)
- Social entrepreneurs
- Support organisations

Providing advisory to donors:

- Family/community foundations
- Grant-making organisations/foundations/individuals
 - Individual philanthropists

Advisory to corporates:

- Companies and corporate foundations
- Corporate social responsibility (CSR) units
- Professionals (chartered accountants and lawyers)

MUMBAI SOLAPUR PUNE UNITED KINGDOM AURANGABAD
HONG KONG PONDICHERRY VADODRA HYDERABAD
DELHI **CAP's OUTREACH** NEW ZEALAND SHEGAON
AHMEDNAGAR USA BHUBANESHWAR
KARNATAKA BANGALORE PACHOD PANCHGANI KUTCH ASSAM

PERFORMANCE

CAP's CORPORATE SUPPORT INITIATIVES



SOME OF THE CORPORATES WHO HAVE AVAILED OF CAP'S EXPERTISE AND ASSISTANCE

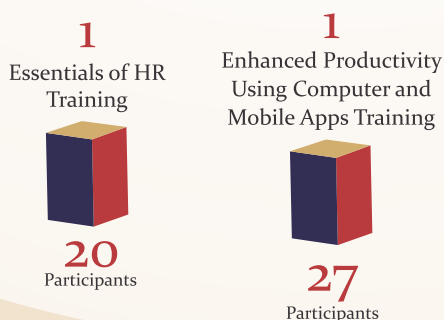
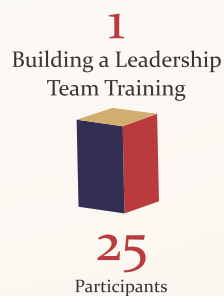
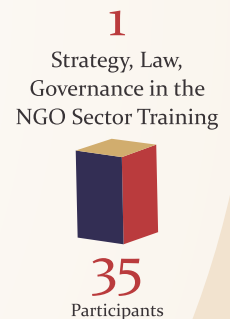
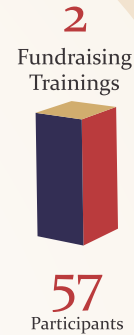
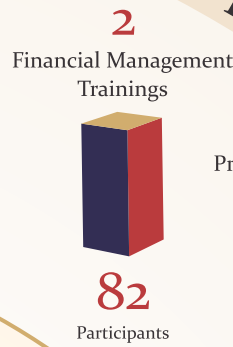
- Forbes Marshall Pvt. Ltd & Forbes Marshall Foundation • Maharashtra Hybrid Seeds Co. Ltd.
- Housing Development Finance Corporation • Tata Motors • The K.C. Mahindra Education Trust
- Ambuja Cement Foundation • Thermax Social Initiative Foundation • Volkart Foundation
- Cipla Ltd. • Deutsche Bank (Asia Foundation) • Excel Industries Ltd.
- A.T.E. Enterprises Private Limited • Avenue Supermarts Ltd. "D Mart" • AVH Private Limited
- Larsen & Toubro Public Charitable Trust • Blue Cross Laboratories • Axis Bank • HSBC

AND MANY OTHERS THROUGH OUR CORPORATE CAPACITY BUILDING PROGRAMMES

PERFORMANCE

CAPACITY BUILDING

TOPICS COVERED



38 Total number of trainings
Number of Workshops 32
Number of Conferences 6

1889

Total number of participants reached out to

CAP Panel Speakers
32 trainings

Other speakers
6 trainings

Places reached out to

Mumbai, New Delhi, Pune, Himachal Pradesh, Trivandrum, Gujarat

No. of other consultancies 22

- Finance 4
- Fundraising 8
- Governance 4
- HR 3
- M&E 3

PERFORMANCE

RESEARCH AND PUBLICATIONS

**Total publications
distributed
for FY 2013-2014**

| | |
|--|-------------|
| Philanthropy - Quarterly Newsmagazine | 925/quarter |
| Frequently Asked Questions | 221 |
| Cuisine for a Cause | 228 |
| Art of Successful Fundraising | 73 |
| Good Governance | 39 |
| Allied Laws | 24 |
| Merchants of Philanthropy | Sold Out |
| Guide to Accounting | Sold Out |
| Diaspora Indians | Sold Out |

Philanthropy Centre for Advancement of Philanthropy Newsletter

CAP's quarterly newsletter, *Philanthropy*, serves as a vital communication and networking link, providing readers with pertinent news, updates and views on the philanthropic sector.

Frequently Asked Questions (FAQ)

"Frequently Asked Questions" (FAQ) the all new and revised 2014 edition is a handy reference book for every non-governmental organisation (NGO). FAQ is very useful for those seeking ready answers to common queries pertaining to the Bombay Public Trusts Act, Income Tax Act and Foreign Contribution (Regulation) Act.

Good Governance and Effective Boards for Voluntary/Non-Profit Organizations

An Indian adaptation of the internationally popular *Board Source Governance* series, this book looks at how effective governance determines organisational effectiveness.

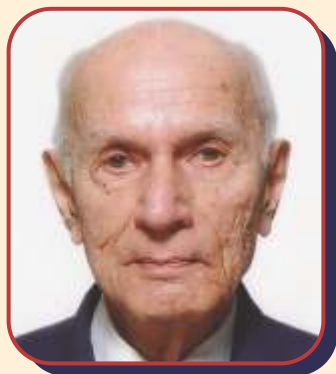
The Art of Successful Fund Raising

The Art of Successful Fund Raising is a perceptive look at how fundraisers can gain confidence and overcome their fear of asking. It provides a veritable roadmap for understanding the voluntary sector in India and effectively mobilizing resources.

Cuisine for a Cause

Cuisine for a Cause is a distinctive cookbook for it not only introduces readers to some well-kept gastronomic secrets behind the delicious Parsi cuisine but also features 37 individuals who have made a significant contribution to the non-profit sector.

OUR BOARD



Darius Forbes, Founder-Director & Chairperson (CAP)

Mr. Forbes is one of the founder-directors of the Centre for Advancement of Philanthropy (CAP) and has greatly contributed to CAP's vision, mission and resources over the years. He is Chairman of the Forbes Marshall group. Mr. Forbes has always been driven by the spirit of philanthropy and he has established and supported many social welfare initiatives. In recognition of his significant contribution to the philanthropic sector in India, he was a Ford Foundation nominee for a visit to five Asian nations to study their philanthropic concepts.



Rati Forbes, Chairperson (CAP) from April 2014

Rati Forbes has been on CAP's board since a few years and has been greatly engaged and committed to the cause. She is a Director of the Forbes Marshall Group and has been recognized for her social initiatives both within the company and in the wider world. Rati heads the Forbes Foundation, which Forbes Marshall Ltd set up few years ago. She also serves on the boards of several foundations – Mobile Crèche, Pune; the Advisory Board for the Akanksha Foundation; Centre for Learning Resources, Pune; Business Community Foundation and Pragati Foundation, among others.



Harsha Parekh

Harsha Parekh is the niece of Late Mr. H.T. Parekh (former CAP Director). Harsha has opted to contribute to the social development sector as a second career. Harsha is an Executive Trustee of The Bombay Community Public Trust (BCPT), the first community foundation in an Indian city. She is also associated with other NGOs like India Sponsorship Committee, the People's Free Reading Room and Library and the Victoria Memorial School for the Blind. Currently, she is closely associated with the University Grants Commission's programme on Capacity Building for Women Managers in Higher Education.



Bahram Vakil

Bahram Vakil has been on CAP's board since August 2013 and heads the Legal Advisory Panel for CAP that hosts leading lawyers who provide their expertise. One of the founding partners of AZB & Partners, Bahram is amongst India's foremost infrastructure and project finance attorneys. The World's Leading Lawyers for Business mentions that Bahram is a gregarious and hard headed lawyer according to clients who value his "smart, reliable and practical advice". His experience includes Debevoise & Plimpton, New York U.S.A., McCutchen, Doyle, Brown & Enersen, San Francisco, Little and Company, CZB & Partners and AZB & Partners.



Archana Chandra

Archana Chandra CAP's youngest board member is a think-tank of ideas and initiatives. She provides support to CAP's programme through mobilization of resources. Archana presently serves as Board Member & (Hon) Jt. Admin Director of The Research Society (Jai Vakeel School). She is also on the Advisory Board of Annamrita (part of the ISKCON Food Relief Foundation). Archana has also worked in various roles at The Akanksha Foundation, Informix (a division of IBM), and Bennett & Coleman. She has a Diploma in Management. Archana genuinely cares about helping others succeed and has volunteered her considerable talent with several non-profit organisations over the years.

BOARD SPEAKS

Being on the board of CAP gives me an opportunity to.....understand the development sector, their needs and expectations far better.
(Rati Forbes)

CAP's legal advice to corporates is.....more crucial today than ever as CSR becomes virtually mandatory for most of corporate India.....who better to turn to than one who has been a key advisor and supporter for over 26 years !
(Bahram Vakil)

A challenge faced by most non-profits in India.....is the lack of support for human resource cost which all organisations have to incur. Corporates and funding agencies need to be sensitive to this issue while providing grants - how can good credible organisations in the social sector scale up and sustain programs, if they are unable to attract and retain qualified competent personnel?
(Rati Forbes)

The Indian social sector.....is in need of a credibility rating.
(Harsha Parekh)

The social sector in India today.....is at a very nascent stage with a huge potential for evolving.
(Archana Chandra)

CAP's legal advisory and services to the sector are.....unique and invaluable.
(Harsha Parekh)

I feel the greatest way to impact an organisation would be.....build a great team & have a strong work ethic.
(Archana Chandra)

I am proud to be on the board of CAP because.... it gives everyone an opportunity to keep in touch with the laws and regulations affecting the social development sector.
(Harsha Parekh)

I define success as.....striking the right balance between the head & the heart.
(Archana Chandra)

Donors should support organisations such as CAP because.....there are very few organisations similar to CAP in our country and CAP deserves to be recognized and supported for the services it has provided over almost three decades.
(Rati Forbes)

CAP's greatest challenge has been.....funding and scaling up, never for itself but always to deliver the best service to every client.
(Bahram Vakil)

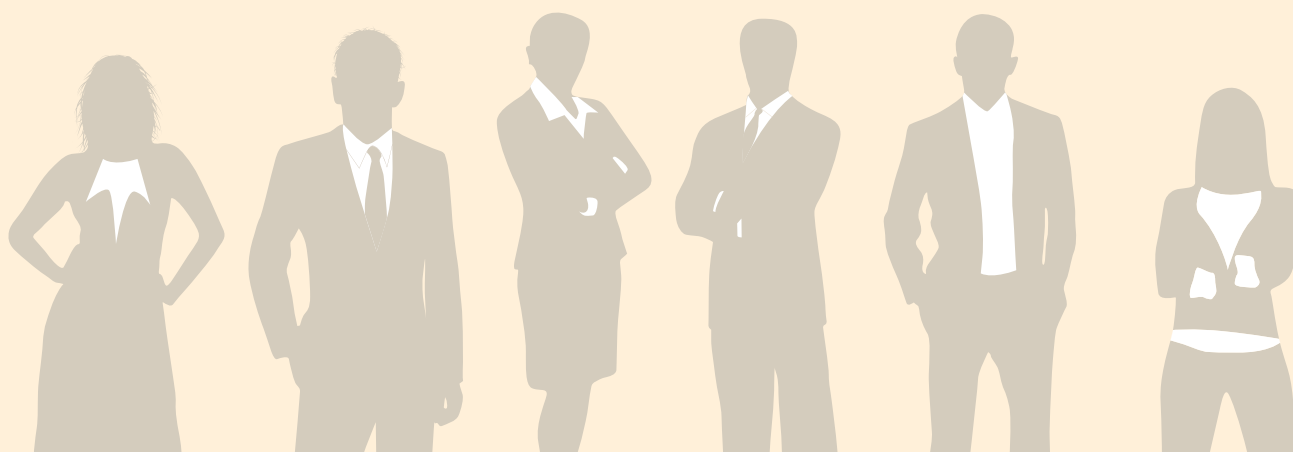
Donors should look at supporting CAP because.....they are best placed to ensure India's philanthropy takes off in the right direction with the best guidance.
(Bahram Vakil)

A donation to CAP is valuable because CAP..... plays a key facilitating role.
(Harsha Parekh)

I believe you can't lead others unless.....you have complete clarity on where you are going & how you plan to get there.
(Archana Chandra)

My personal mission statement..... I believe that you cannot lead others except by example. You have to walk the talk and that exemplifies CAP.
(Bahram Vakil)

The corporate sector can support the social sector.....in more ways than one - not just financially, but also providing handholding and management expertise to organisations in this sector. Corporates can also help provide a framework for organisations in the social sector to come together and work with a more collaborative approach - developing a positive ecosystem of various stakeholders - this would be the only way for our country to make progress on critical social parameters.
(Rati Forbes)



CORE TEAM



Noshir Dadrawala, CEO

Noshir Dadrawala is India's foremost legal expert on charitable giving, and is known for his ability to simplify India's laws for donors as well as donees. Many of India's best-known charities and philanthropists rely on Noshir's speedy, incisive advice.

In India, he serves as a trustee on several boards. His international affiliations include serving on the board of the International Centre for Non-profit Law (ICNL) and the Asian Philanthropy Advisory Network (APAN). Noshir has authored several resource books and is co-author of an internationally acclaimed publication titled, *Philanthropy and Law in South Asia*. He has been invited as a guest speaker at many international conferences, conducted seminars and workshops for the grant making, development sector and business schools across the country.



Meher Gandevia-Billimoria, COO

Meher has over 14 years of experience in education and organisational development in the non-profit sector. Meher has worked with Special Needs and ESL (English as a Second Language) at Bangkok Patana School (the British International School in Thailand). She was also the Head of Education at the Akanksha Foundation.

Meher also serves on the managing committee of Catalysts For Social Action – a non-profit that works to enable holistic care and optimum rehabilitation outcomes for every orphaned child, the best one being adoption. For CAP's 25th year fundraiser, Meher compiled the book, *Cuisine for a Cause*. The book showcased non-profit founders, their organisations with their favourite food recipe and recipe for success.



Jerry Fernandes, Accountant

According to CAP's statutory auditor, Mr. Sanjay Mehta, "Jerry's book-keeping is so flawless that it makes the annual financial audit a very smooth and easy process." Additionally, his knowledge of the requirements under income tax and FCRA laws is crucial to CAP's work. Jerry has been with CAP from 1992 and in overall charge of its accounts. He has previously been with the Havrashta Foundation, Concern India Foundation and the Bombay Community Public Trust.

Jerry enjoys serving CAP because he believes in its work and most of all, because he appreciates CAP's commitment to maintaining the highest standards of financial integrity, transparency and accountability.



Mahafrin Dubash, Programme Manager

Mahafrin's strong organisation skills and communication skills ensure the smooth day-to-day functioning of CAP's expanding programmes, maintaining relations with all of CAP's beneficiaries, the coordination for the quarterly CAP newsletter and publications.

Mahafrin is a Bachelor of Business graduate from the Auckland University of Technology, New Zealand. Her work experience spreads over Marketing.

In her last corporate job, Mahafrin realized that her calling was leaning more towards working in the social sector. With her previous corporate experience and passion for the non-profit sector, CAP provides the perfect platform for her to be able to work with those who work with a variety of causes.



Martina Fernandes, Administrator

With an ever-willing attitude and smile, Martina handles CAP's daily admin and supports accounting functions. She also accurately helps track all of our evaluation parameters, coordinates appointments, vendors, and other payments. With a post-graduation in Commerce, she also brought with her a working knowledge of handling accounts from her previous experience with a small-business organisation. Being at CAP enables her to contribute to and be part of the sector in her own way.

During non-CAP hours, Martina unleashes the creative streak in her to develop a small business that she commenced recently. The artist in her is as adept with her mehendi designs and creative rangoli designs as comfortable as she is with the cheques and cash registers.

CORE TEAM SPEAKS

When I look back at my years at CAP I feel..... that so much changed from the days of simple 'charitable giving' to the broader and more professional 'philanthropy' evolving then into 'venture philanthropy' to the now in vogue, 'impact social investing'.

(Noshir Dadrawala)

As part of the CAP team I have a chance to.....be part of the larger social canvas, working with diverse causes and interacting with people who do some amazing work to make a difference.

(Meher Gandevia-Billimoria)

The best thing about the work at CAP is.....I get to work independently and there is a lot of trust placed in me which makes me feel confident.

(Jerry Fernandes)

I like being part of the CAP team as it allows me to.....grow my knowledge and interact with different people, which gives me a broader outlook on life.

(Martina Fernandes)

Working at CAP is.....enriching because I get to meet a lot of NGOs and individuals who are doing great philanthropic work. It is also very satisfying to know that CAP has been able to guide these NGOs and individuals on their journey.

(Mahafrin Dubash)

Being part of the CAP team gives me a chance to.....grow and learn a lot. Gained a lot of experience in accounting. I have been able to gain a holistic approach from basic to finalisation of accounts. I have also had the opportunity to learn how to file eTDS returns.

(Jerry Fernandes)

Being at CAP I have learnt.....that people who work in the non-profit sector are people driven by a higher purpose in life and while many are highly qualified and professional in their vision, thinking and operations, their driver is not necessarily money or profit.

(Noshir Dadrawala)

The challenges along the way are..... meant for us to learn, strengthen us and may allow us to discover an untapped potential in us.

(Meher Gandevia-Billimoria)

I enjoy working at CAP because..... each day is different and each day brings a new learning with it. The work at CAP allows me to learn and grow.

(Mahafrin Dubash)

If I wasn't working with CAP I think I would..... probably still be stuck in my old job.

(Martina Fernandes)

Working for CAP I have learnt.....good intention, hard work and credibility can bring you far more respect than paid publicity can.

(Meher Gandevia-Billimoria)

Looking back at my years at CAP I feel.....proud to be a part of the CAP family as the people at CAP have moulded me into the person I am today. I have had immense support from everyone.

(Martina Fernandes)

CAP gives me a chance to.....interact with consultants/professionals who have different expertise (Legal, IT, HR, Finance and more) which helps me broaden my knowledge.

(Mahafrin Dubash)

When I look back at the years spent at CAP I feel.....happy that CAP and CAP team has grown and expanded and that we have diversified into more activities.

(Jerry Fernandes)



The one thing I like about the work at CAP is.....it is different from my last corporate job.

(Martina Fernandes)

Being at CAP has made me learn....that though there are a lot of social issues in India, there are also a lot of committed NGOs and individuals who are determined to eradicate these issues.

(Mahafrin Dubash)

If not at CAP I think I would be..... working within the education sector.

(Meher Gandevia-Billimoria)

The challenge I have faced along the way is.....to not get emotionally attached to the work done by the NGOs as every NGO I meet, has a moving story to tell.

(Mahafrin Dubash)

If not working with CAP I think..... I would be doing an administrative /secretarial job. I came into accounts because CAP gave me an opportunity.

(Jerry Fernandes)

CAP has made me learn.....a lot. However, the things I have learnt most about and am interested the most in are book keeping and accounting.

(Martina Fernandes)

I believe that you can't lead others unless.....you believe in your own dream. People follow by precept not pressure.

(Noshir Dadrawala)

The social sector in India today.....is far more professional & credible than people give it credit for.

(Meher Gandevia-Billimoria)

Most people I have known in the social sector.....are highly committed individuals who could have carved out very successful careers in the corporate sector but chose to work in the voluntary sector despite lower salaries and difficult working environments. It's also fascinating that despite the challenges I continue to see more people migrating from the corporate sector to the voluntary sector than the other way round. I believe it's the 'feel good' factor that attracts and sustains these people within the sector.

(Noshir Dadrawala)

When I am not working, I like..... reading, surfing the internet and spending time with family and friends. I am also associated with an NGO in Goa in a voluntary capacity and so I spend time looking after their accounts.

(Jerry Fernandes)

In my free time I spend time.....working on my venture "Martina's Creatives" whereby I go to peoples places to apply Mehendi and to make Rangoli. Plus, I love to cook on weekends. I am also the link person in my church, so I spend a lot of time doing social work through the church.

(Martina Fernandes)

In my free time.....I read, mostly new case laws and sector related literature. I also try to read about social innovations and innovators.

(Noshir Dadrawala)

My hobbies include..... socialising and reading. I am also on the volunteer committee for the 6th World Zoroastrian Youth Congress which is being held in New Zealand in 2015 and so I spend my free time preparing for the same.

(Mahafrin Dubash)

CAP CONSULTANTS



Tina Vajpeyi, Finance & Fundraising

Drawing on nearly 20 years of experience in finance, Tina Vajpeyi focuses on her greatest interest and strength - helping the finance department and their leaders to be strategic and effective in their work. A cornerstone of financial consultancy is the recognition that every non-profit's situation is unique. Whether providing advice to managers or executive staff or guiding the day-to-day work of the finance team in an organisation, Tina's consulting expertise focuses on building capacity and producing results.

Having graduated from London School of Economics in Accounting and Finance in 1982, Tina Vajpeyi qualified as a Chartered Accountant in the United Kingdom. Tina has been known for her skills in bringing efficiency to accounting systems, controls and processes, and ensuring an organisation is fully compliant in terms of documentation relevant to a public charitable trust.



Enma Popli, Human Resource Management

Enma has over 10 years of experience in Human Resource Management and helping multi-cultural corporate teams across industries, operating in high stress environments to remain focused on results & outcomes. She raises the right questions to get participants to think about their issues aligned to strategic priorities.

With over 10 years of experience in Human Resource Management, her main objective with any assignment has always been making sure that participants successfully translate new knowledge and skills directly into practice in order to improve the working of their respective teams.

Her entry into the social sector was while working extensively hands-on with a non-profit organisation that needed to set up and implement end-to-end HR solutions. This experience led to the intersection of her personal and professional passions: a commitment to social causes.



Priya Agrawal, Strategy & Monitoring/Evaluation

Priya is the founder-director of Antarang Foundation, a fledgling organisation committed to the development of employability skills in youth from urban and semi-urban low-income settlements. She also serves on the board of the Chehak Trust, which runs non-formal schools for vulnerable children in Mumbai.

Her strengths lie in the area of strategic planning, setting up and operationalizing systems and processes, and in monitoring and evaluation. She has steered mid-sized organisations to scale up and make an impact in their chosen areas.

As a former advertising professional, she worked in ad research with organisations like Trikaya Grey and Bozell. She holds a Bachelor's degree in Life Sciences from the University of Madras and a Master's in Management Studies from the S.P. Jain Institute of Management and Research.

CONSULTANTS SPEAK

As part of the CAP Team.....I have the opportunity to assist a large spectrum of NGOs and civil service organisations by providing practical and professional advice which I have gained through my own experience in the NGO field. Many NGOs have limited funds and access to professional advisors is hence restricted, but at CAP I am happy that we are able to assist them in a cost effective manner.

(Tina Vajpeyi)

Working at CAP is.....exciting because I am associated with a team of professionals who are committed and passionate about the work they do and driven by the impact it makes.

(Enma Popli)

I enjoy working at CAP as it is.....rewarding and humbling because I have the opportunity to understand the breadth and depth of the social sector, be at the cutting edge of developments in the sector and be in a position to contribute to reaping the potential of the sector.

(Priya Agrawal)

I find working at CAP is.....challenging because each organisation we advise has different needs and we have to keep ourselves up to date with the law, income tax information, best practices and much more. It is a continuous learning process for us and at the same time we are able to pick up practical solutions because we interact with so many organisations and deal with different legal and other issues.

(Tina Vajpeyi)

Before working at CAP I was.....and still do, train corporate executives and individuals in soft skills and work with SMEs to make their HR systems contemporary.

(Enma Popli)

Being part of the CAP Team.....I have a chance to work with a variety of organisations, learn and apply best practices in the sector.

(Priya Agrawal)

Most people I have known in the social sector.....are contented and are driven by the need to make a difference.

(Enma Popli)

One way to impact a social organisation is.....to understand that there should be succession plans in place for any professional role since without constant training up of new people the organisation cannot grow or continue beyond a certain time period.

(Tina Vajpeyi)

The non-profit sector in India today.....is a pandora's box of opportunities and challenges. It is the most exciting sector to be in, enabling you to be part of path breaking impactful work.

(Priya Agrawal)

Most people in the social sector.....have been incredibly inspiring and motivational. I have also had the good fortune to work in a very open environment where my ideas were openly listened to and acted on but where I also experienced very good governance and support on any issues I was not clear on.

(Tina Vajpeyi)

If I could change one thing about the social sector, it would be.....its ability to attract quality talent in larger numbers.

(Priya Agrawal)

I feel the single greatest way to impact an organisation would be.....to walk the talk.

(Enma Popli)

I define success as.....being happy, excited and yet challenged by the work one does. One should never stop learning and one should always try to teach others so that more people can benefit and build capacities.

(Tina Vajpeyi)

What does the social sector need that CAP is uniquely able to provide.....a one stop place which can solve their issues so that they can focus on the real issue!

(Enma Popli)

Prior to working at CAP I was.....COO at SNEHA.

(Priya Agrawal)

My hobbies.....I like to read, travel, soak in new experiences in the company of my family and friends.

(Enma Popli)

Prior to CAP.....I was the CFO of The Akanksha Foundation for 9 years.

(Tina Vajpeyi)

My personal mission statement.....educate (myself), empathize (with others), empower (people less privileged than myself).

(Enma Popli)

In my free time.....I read!

(Priya Agrawal)

SECTOR SPEAKS

We support CAP because.....its mandate is to fill a crucial gap in the development sector pertaining to institutional strengthening.

Rukmini Datta - Sir Dorabji Tata Trust

I got to know about CAP through.....UnLtd India and it's been a boon ever since. Legal issues require us to be so careful, especially not being from that background at all and CAP has been the place to go to whenever legal queries arise. They are so approachable, accommodating and efficient.

Guncha Khare - Bombay Connect

UnLtd has been availing of CAP's legal advisory because.....we trust and value CAP's Legal Advisory services. We rely on CAP's ability to interpret the law and give our investees the right understanding thus enabling them to make right legal and governance decision.

(UnLtd India)

Referring someone to CAP is.....my most immediate response to anyone who comes to me with a legal issue, such is the trust, level of confidence and comfort with CAP, Mr Noshir and their team.

Guncha Khare - Bombay Connect

One thing I would like to see in the year ahead at CAP would be.....expanding its outreach to reach out to small and start-up organisations in remote pockets of the country.

Rukmini Datta - Sir Dorabji Tata Trust

What I would like to see in the year ahead at CAP would be.....

- Updates on how the first year of CSR progresses.
- Perhaps branching out to the Impact Investing space in India (not necessarily in the next year though, but perhaps more in the next 2-3 years).

Rajiv Shah - IDEX

Foundations & Grant makers can benefit from CAP's advisory...because they are the most trusted resource for legal advisory in philanthropy in India.

Mary Gauwitz - Kapoor Foundations

One thing CAP should do to enhance its offering.....is to offer virtual legal and governance support at a fee to make your services available to many more deserving non profits.

(UnLtd India)

IDEX has been availing of CAP's advisory because.....

- We have grantee partners in India that can avail of CAP's capacity building services + we are expanding in India so CAP is a great capacity building resource for our grantee partners.
- CAP is an excellent resource for us to keep abreast of latest developments in Indian philanthropy, eg. CSR.
- CAP and Noshir are great connectors for us - I think of CAP as a central node and alliance builder for us than can link us to many like-minded organisations.

Rajiv Shah - IDEX

The reason our foundation reaches out to Centre for Advancement of Philanthropy... is because they have provided us with endless guidance with regard to every single aspect of our work; they aided us in establishing our Foundations from the very beginning, including the obtainment of our FCRA, setting up our operations, and ensuring that we are following the legal requirements set forth by the Indian government.

Mary Gauwitz - Kapoor Foundations

STAKEHOLDERS SPEAK

We attend CAP's training sessions..... because we get answers to questions we have and also those we did not think of asking.
Vasumathi Sriganesh - QMed Foundation

Our experience with CAP was.....an eye-opener. We attended the Coffee Consultancy Morning with Tina. I got so much clarity, was amazing. I spoke to my other trustees and well wishers and we are going for profit from the coming financial year. Have also organized the financial system at Raah Foundation to reflect what we spoke.

Sarika Kulkarni - Raah Foundation

In the year ahead at CAP I would like to see.....a simple methodology with which participants of CAP workshops can broadly monitor their learning progress and/or impact.

Vasumathi Sriganesh - QMed Foundation

I got to know about CAP.....since the time we were planning to establish the Thermax Foundation in 2006. Inputs from CAP helped us weigh the pros & cons and eventually decide to register our foundation as a Section 25 company.

M Sanyal - Thermax Social Initiative Foundation

Over the last year CAP's expanded services have... providentially addressed our urgent concerns time and again. We really appreciate the Coffee Consultations which have invariably pointed us in the right direction on Compliance, HR, Finance, etc.

Kate Currawalla - Maharashtra Dyslexia Association

CAP's workshop on CSR was....an excellent insight provider to the brick & mortar of CSR.

Sanjiv Tare - Tata Communications Limited

One reason why we approach CAP is...we trust we will get relevant, authentic and comprehensive advice on the issue we face, and from all angles – legal, financial, tax, et al.
Kate Currawalla - Maharashtra Dyslexia Association

CAP's legal advisory services to the foundation.....have been of immense help and have provided clarity in taking some of the critical decisions for the foundation.

M Sanyal - Thermax Social Initiative Foundation

My domain knowledge on the Voluntary Sector...has been immensely enriched through the series of CAP Workshops I was fortunate to attend during the last six years. The HR Workshop conducted by Enma helped me validate my perceptions on HR in an NGO context and employ them effectively in my organisation. I strongly recommend CAP Workshops to the Third Sector.

P.M. Rajasekharan - Impact India Foundation

BSSK is a charitable organisation caring for orphan/destitute children and is also engaged in community services. CAP has assisted BSSK with...mobilizing and facilitating grant support all through the F.Y. 2013-14 to help us meet the varying medical, educational, recreational, administrative etc. needs of the children that we serve. For BSSK this has been an extremely valuable and meaningful role played by CAP. During the F.Y. 2013-14 CAP has facilitated for us mobilization of grants to the tune of Rs. 1 Crore.

Roxana Kalyanvala - Bharatiya Samaj Seva Kendra

BALANCE SHEET AS AT 31ST MARCH, 2014

| Particulars | Note No. | As at 31st March 2014 | As at 31st March 2013 |
|--|----------|-----------------------|-----------------------|
| | | ₹ | ₹ |
| <u>FUNDS & LIABILITIES</u> | | | |
| Capital Funds | | | |
| Corpus Funds | 3 | 21,221,908.50 | 19,783,401.00 |
| Earmarked Funds | 4 | 5,462,552.49 | 5,462,552.49 |
| Capital Grants | 5 | 993,597.00 | 565,536.00 |
| Surplus/(Deficit) in Statement of Income & Expenditure | 6 | 1,023,543.30 | 116,499.98 |
| Current Liabilities & Provisions | | | |
| Other current liabilities | 7 | 179,109.34 | 997,231.10 |
| Short-term provisions | 8 | 11,700.00 | 8,900.00 |
| | | 28,892,410.63 | 26,934,120.57 |
| <u>ASSETS & PROPERTY</u> | | | |
| Non-Current Assets | | | |
| Fixed assets | | | |
| Tangible assets | 9 | 2,581,920.00 | 2,785,669.00 |
| Intangible assets | 9 | 19,555.00 | - |
| Non-Current Investments | 10 | 16,555,581.00 | 15,555,581.00 |
| Long-term Loans & Advances | 11 | 476,143.60 | 308,373.05 |
| Current Assets | | | |
| Inventories | 12 | 344,651.14 | 502,211.44 |
| Cash and Cash Equivalents | 13 | 8,845,143.64 | 7,723,375.08 |
| Short Term Loans & Advances | 14 | 9,901.00 | 6,797.00 |
| Other current assets | 15 | 59,515.25 | 52,114.00 |
| | | 28,892,410.63 | 26,934,120.57 |
| Significant accounting policies | 2 | | |
| Notes forming a part of the Financial Statements | 1-26 | | |

As per our Report of even date.

For AKKAD MEHTA & CO.
Chartered Accountants.
Firm ICAI Registration No: 100259W

- sd
SANJAY MEHTA
PARTNER
Membership No: 16859

Place : Mumbai.
Dated : 14th August 2014

For and on behalf of Centre For Advancement Of Philanthropy

- sd
SECRETARY

- sd
DIRECTOR

Any member interested in receiving the detailed audited accounts with the schedule, notes & auditors report may contact connect@capindia.in.

STATEMENT OF INCOME AND EXPENDITURE FOR THE YEAR ENDED 31ST MARCH, 2014

| Particulars | Note No. | As at 31st March 2014 | As at 31st March 2013 |
|--|----------|-----------------------|-----------------------|
| | | ₹ | ₹ |
| <u>INCOME</u> | | | |
| Operating Income from activities of the Centre | 16 | 1,723,330.00 | 1,444,983.00 |
| Other Income | 17 | 2,741,923.11 | 2,264,243.24 |
| | | 4,465,253.11 | 3,709,226.24 |
| <u>EXPENDITURE</u> | | | |
| Cost Of Publications | 18 | 302,685.30 | 255,827.00 |
| Employee Benefits | 19 | 2,360,950.00 | 2,110,900.00 |
| Finance Cost | 20 | 11,963.74 | 680.00 |
| Depreciation and Amortisation | 21 | 238,669.00 | 259,260.00 |
| Other Expenses | 22 | 643,941.75 | 590,126.37 |
| | | 3,558,209.79 | 3,216,793.37 |
| Surplus for the year | | 907,043.32 | 492,432.87 |
| Significant accounting policies | 2 | | |
| Notes forming a part of the Financial Statements | 1-26 | | |

As per our Report of even date.

For AKKAD MEHTA & CO.
Chartered Accountants.
Firm ICAI Registration No: 100259W

- sd
SANJAY MEHTA
PARTNER
Membership No: 16859

Place : Mumbai.
Dated : 14th August 2014

For and on behalf of Centre For Advancement Of Philanthropy

- sd
SECRETARY

- sd
DIRECTOR

Any member interested in receiving the detailed audited accounts with the schedule, notes & auditors report may contact connect@capindia.in.

CAP Thanks it's Members and Affiliates

A. H. Wadia Charity Trust • A.E. Kalsekar Educational and Welfare Trust • A.T.E. Enterprises Private Limited • Aashish Foundation • Aastha Foundation Aurangabad • ACC Limited • Action Aid • Adhyayan Quality Education Services Pvt. Ltd. • Adukia & Associates Chartered Accountants • Agriculture Finance Corp. Ltd • Al-Hamd Hospitals & Medical Research Foundation • Altamount Capital • Ambuja Cement Foundation • Ambuja Vidya Niketan Trust • Americares India Foundation • AMM Foundation • Ammada Trust • Amol Trimbak Tope • Angel Xpress Foundation • Antarang Foundation • Anusandhan Trust • Apeksha Homoeo Society • Apnalaya • Apne Aap Women's Collective • Aseema Charitable Trust • Ashana Trust • Atlas Copco Charitable Foundation • Avatar Meher Baba Perpetual Public Charitable Trust • Avenue Supermarts Ltd. "D Mart" • AVH Private Limited • Axis Bank - Mumbai Circle • B.M. Parikh Foundation Trust • Babubhai Maganbhai Patel Foundation • Bai Kabibai & Hansraj Morarji Charity Trust • Bal Jeevan Trust • Basudeo Bubna Memorial Trust - Voice Vision Project • Bell Russ & Co. • BestOfMine Society • Bharat Forge Limited • Bharatiya Samaj Seva Kendra • Bhogilal Leherchand Foundation • Bhopal Eye Hospital • Bhorukha Charitable Trust • Binni Devi Charitable Trust • Blue Cross Laboratories Ltd. • Bombay Leprosy Project • Bombay Panjrapole • Bombay Salesian Society • Braille Without Borders - Kanthari • Burjor Thanawala • C.C. Chokshi & Co. • Cancer Aid & Research Foundation • CanKids...KidsCan • Catalyst - Social Development Consultants Pvt. Ltd. • Catalysts for Social Action • CDC Development Solutions • Central Chinmaya Mission Trust • Centre for Community Economics & Development • Charities Aid Foundation • Chhatrapati Shivaji Maharaj Vastu Sangrahalaya • Chhotalal H. Shah & Co. • Child Care Foundation • Child Relief & You • Childline India Foundation • Church of Our Lady of Dolours Parish • Cipla Ltd. • Concern India Foundation • Confederation of Indian Industry (CII) • Connecting Trust • Cooperative Development Foundation • Creative Handicrafts • Deep Griha Society • Desire Society • Deutsche Bank • Dhirubhai Ambani Foundation • Dignity Foundation • Doing Good Fellows • Don Bosco Development Society • Dr. Anjali Morris Education and Health Foundation • EDUCO • Equal Community Foundation • Excel Industries Ltd. • Federation of Indian Animal Protection Organisations • Fellowship of the Physically Handicapped • Film Heritage Foundation • Forbes Foundation • Forbesons Engineers Pvt. Ltd. • Ford Foundation • Foundation for Medical Research • Foundation for Research in Community Health • Gharda Foundation • Ghaswala Vision Foundation • Ginnidevi Satyanarayan Sekhsaria Memorial Trust • Give2Asia • Global Bhatia Foundation • Golden Change Foundation • Gomabai Netralaya & Research Centre /Smt. Gomabai D. Agrawal Charity Trust • Goodlass Nerolac Paints Charitable Trust • Grant Medical Foundation (Ruby Hall Clinic) • Gujarat Rural Housing Finance Corporation Ltd. • Guvanti J Kapoor Medical Relief Charitable Foundation • Gurudev Siddha Peeth • Haji Gulam Mohammed Azam Education Trust • Happy Feet Home • Happy Home & School for the Blind • Harvard Business School • HDFC Ltd. • Helpers of the Handicapped • HelpyourNGO.com India Pvt.Ltd. • Hemendra Kothari Foundation • Hinduja Foundation • His Holiness Dr. Syedna Taher Saifuddin Foundation • India Sponsorship Committee • Indian Cancer Society • Indian Cooperative Oncology Network – ICON • Indian Merchants Chamber • Indo Global Social Service Society • Institute of Health Management, Pachod • International Development Exchange (IDEX) • International Resources for Fairer Trade • Investment in Man Trust • J. Kimatrai Charity Trust • J.J. Hospital Nursing Association • Jamnalal Bajaj Foundation • Jaslok Hospital & Research Centre • Jeena & Company • Junoon Foundation • K J Somaiya Trust • Kalyaniwalla & Mistry • Karunakare Foundation • Karve Institute of Social Service • KEM Hospital Research Centre Pune • Kilachand Devchand Foundation • King Edward Memorial Hospital Pune • Kripa Foundation • Krishnamurthy Foundation - India • Krohne Marshall P. Ltd. • L. V. Prasad Eye Institute

Hyderabad • Larsen & Toubro Public Charitable Trust • Late Ervad H.P. Antia & Mrs. D.H. Antia Trust • Light of Life Trust • Lila Poonawalla Foundation • Lilavati R. Shah Medical Relief Trust • Luis Miranda • Madgavkar Trust • Maharashtra Dyslexia Association • Maharashtra Hybrid Seeds Co. Ltd. • Maharashtra State Women's Council • Make-A-Wish Foundation of India • Manibai Manekji & Sakerbai Nusserwanji Public Charitable Trust • Meenakshi Mission Hospital & Research Centre • Mehli Mehta Music Foundation • Meljol • Men Against Violence & Abuse (MAVA) • MESCO - Modern Educational Social and Cultural Organization • Mission for Vision • Mobility India • Modern Sixteen Cine Laboratory Pvt. Ltd. • Mumbai Environmental Social Network • Mumbai Mobile Creches • Musetude Trust • Muzaffarpur Eye Hospital • N M Sadguru Water and Development Foundation • N M Wadia Charities • N.N. & R.N. Wadia Trust • Nagar Yuvak Sikshan Sanstha • Nanabhoy Jeejeebhoy Charity Trust • Naraindas Morbai Budhrani Trust • Narsee Monjee Educational Trust • National Foundation for India • Niratanka Trust • Noshir And Shapoorji Memorial Foundation • Nozer Keki Kararia • NYSASDRI (National Youth Service Action & Social Development Research Institute) • Old Campionites Association • Osho International Foundation • Palash Eye Donation Foundation • Panchgani Zoroastrian Anjuman • Paragon Polymer Products Pvt. Ltd. • Paramparik Karigar • Perkins School for the Blind • Power of 1 • Priyadarshan Narayan Pradhan • Quality Medical Knowledge Foundation • Raah Foundation • Radha Kaliandas Daryanani Charitable Trust • Rama Reddy • Ramani Foundation • Rashtriya Gramin Vikas Nidhi • Ratna Nidhi Charitable Trust • Reef Marine Foundation • RNC Free Eye Hospital • Royal Higher Education Society • Royal Society of Bombay • Sadbhav Foundation • Samhita Social Ventures Pvt. Ltd. • Sanjeevan Vidyalaya Trust • Sankara Nethralaya • Sardar Dastur School Trust • Saurashtra Medical & Educational Charitable Trust • Saurashtra Trust • SENSE International (India) • Seth Pestonji F. Davar Charitable Trust • Seva Sadan Society • Shantadevi Charitable Trust • SHARDA Trust • Shield Foundation • Shraddanand Mahila Ashram • Shree Nityananda Education Trust • Shree Sant Gajanan Maharaj Sansthan • Shree Somani Trust Society • Shri Hariram Mulji Vishram Narshi Charitable Trust • Shri Saibaba Sansthan, Shirdi • Shri Sant Gajanan Maharaj College of Engineering • Shri Vile Parle Kelavani Mandal • Shrimati Malati Dahanukar Trust • Shroff Family Charitable Trust • Signet Foundation • Sir J.J. Foundation • Sir Ness Wadia Foundation • Sir Ratan Tata Trust • Sir Shapurji Billimoria Foundation • Slum Rehabilitation Society • SNEHA - Society for Nutrition Education & Health Action • Social Entrepreneurs Foundation India (UnLtd India) • Society for Applied Studies • Society for Promotion of Wastelands Development • Society of the Sacred Heart • Somaiya Vidyavihar • Spirax Marshall Ltd. • SPRJ Kanyashala Trust • Sri Ma Trust • STAPI • STIR Education • Sujaya Foundation • Sukhanand Ashram • Sunbeam • Supraja Foundation Limited • Swasti Systems • Tata Motors • Tata Sons Limited • The Aangan Trust • The American Women's Club of Mumbai • The Blue Ribbon Movement Trust • The Bombay Community Public Trust • The Bombay Young Men's Christian Association • The Cooverji Hormusji Bhabha Foundation • The Diamond Jubilee Trust • The Goa Hindu Association - Sneha Mandir • The Industrial Credit & Investment Corpn. of India Ltd. • The Leprosy Mission of England and Wales • The Lotus Trust • The Parsee Girls School Association • The Poona Blind Men's Association • The Ratanbai & Hormusji Kharshedji Bhabha Charity Trust Fund • The Research Society • The Royal Commonwealth Society for the Blind • The Samaritans • The Social & Resource Development Fund • The Society of Dyers and Colourists Education Charity • The Taj Public Service Welfare Trust • The Tobaccowala Foundation • The Vahishta Foundation • Thermax Social Initiative Foundation • Toolbox India Foundation • Toybank - The Open Tree Foundation • Tuberculosis Research Centre • Udaan Welfare Foundation • Udavum Karangal • Ummeed - Child Development Center • United Way of Baroda • United Way of India • United Way of Mumbai • V Care Foundation • V Connect Foundation • Verala Development Society (VDS) • Vijay Educational Foundation • Vincent D'Souza • Volkart Foundation • VSPM Academy of Higher Education & Lata Mangeskar Hospital • Wockhardt Ltd. • World Children Welfare Trust India • WWH Charitable Foundation • Y.B. Chavan Centre / Yashwantrao Chavan Pratishthan • Yashodhan Education Trust • Yuva - Youth for Unity & Voluntary Action • Zahida Noorani

LOOKING AHEAD

Over the past three decades, Centre for Advancement of Philanthropy beneficiaries have ranged from start-up organisations, nascent and established non-profit organisations, to corporate foundations and overseas charitable organisations. For some we have provided day-to-day guidance and for others, only occasional consultation.

The legal experience and practical solutions that CAP brings to the sector coupled with an extraordinary ability to break down complex legal issues into easily understood language is of great benefit to any organisation.

CAP's Capacity Building workshops and publications have provided simple, practical solutions over a host of topics that NGOs need for effective functioning.

Going forward.....

Legal Advisory has always been the core area of CAP's work and will continue to remain so. CAP has provided advice and solutions to issues in the entire life-cycle of a non-profit organisation on choice of registration, income tax, FCRA and a whole host of queries. CAP is now expanding its historic role to offer guidance on other issues that non-profits face in the area of Labour Law, Service Tax, VAT.

Several Corporates have availed of CAP's advisory in forming their corporate foundations years ago before it was mandatory. CAP has been proud to have assisted Thermax Social Initiative Foundation, Tata Motors, Zensar, HDFC among others with their corporate advisory. With CSR becoming mandatory, CAP envisions more corporates who will require legal advice on their CSR and other corporate social initiatives.

Over the past 26 years, CAP has had several capacity building trainings and workshops. Several local and international speakers have shared their expertise. CAP's workshops have covered several topics, legal compliance, governance, team building, financial management and other core areas of management. CAP aims to assist non-profits further by providing one on one consultancy post the training workshops. With a panel of experts in other core areas of management, CAP will be able to provide assistance in other strategic functions.

CAP's newsletter & publications have always been sector references and many beneficiaries still continue to use them as guidance books.

ACKNOWLEDGEMENTS

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Forbes Marshall Group of Companies

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Mahindra & Mahindra Limited

Neville Maneck Gyara

Roda Billimoria Desai

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Vivek Enterprises

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Yazdi Tantra
Zahida Noorani

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Arti Vakil
Geeta Anand

Volunteers & Interns

Anushree Jasani
Henna Kapadia
Neelomi Vakharia
Seema Bhansali Mehta
Sujatha Sadananda

Book Sales & Promotions

By The Way Restaurant
Contemporary Arts & Crafts
Freya Bhathena - Parsi Times
Ideal Corner Restaurant
Jehangir Patel - Parsiana
Jimmy Boy Restaurant
Kainaaz Shahzad Irani
Kitab Khana
Shernaaz Engineer - Jam-e-Jamshed
Viraf Patel - Cafe Zoe

