



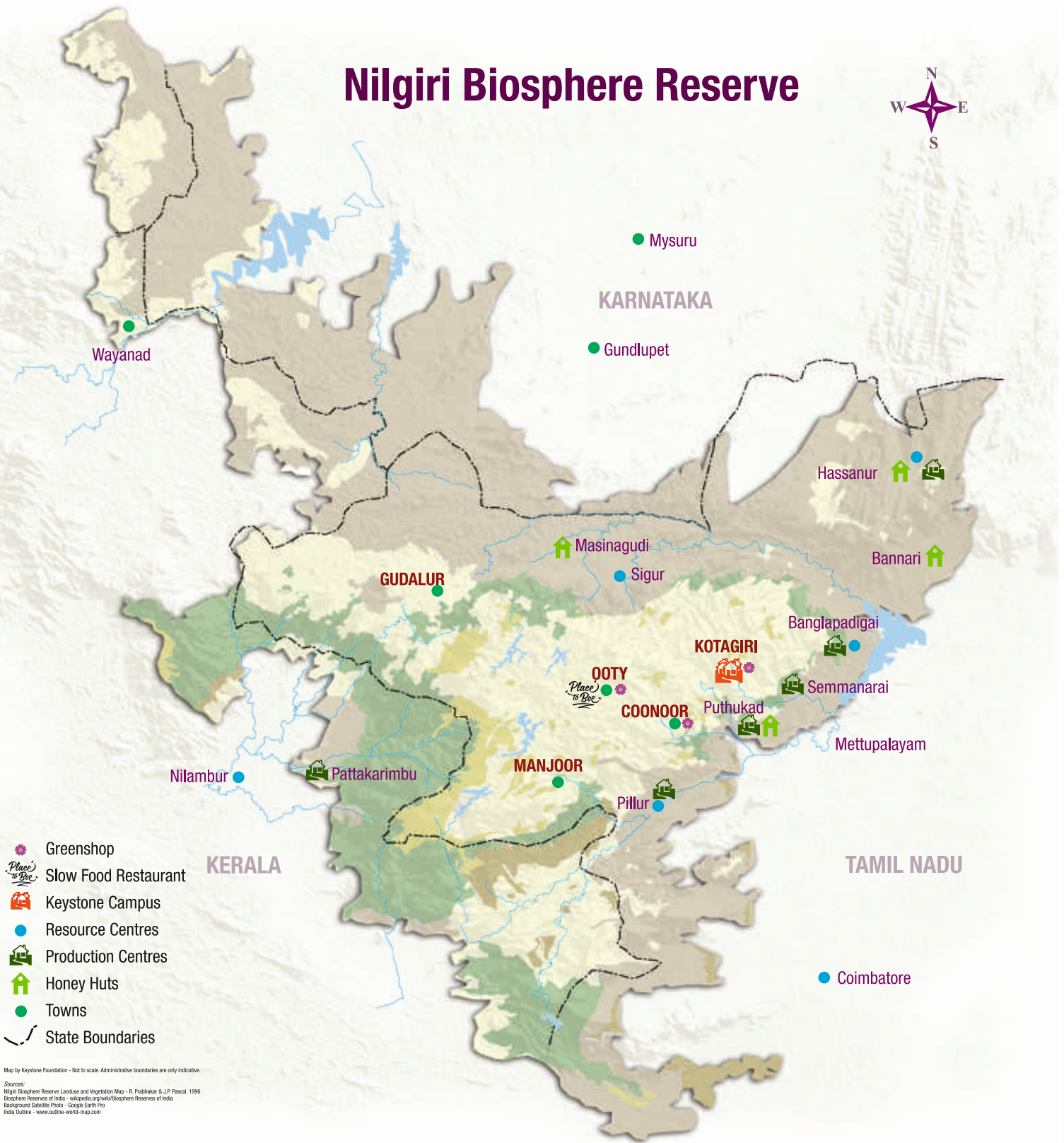
TWENTY FIFTH
ANNUAL REPORT
2018-2019



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ANNUAL REPORT
2018 - 2019



Nilgiri Biosphere Reserve



- Greenshop
- Slow Food Restaurant
- Keystone Campus
- Resource Centres
- Production Centres
- Honey Huts
- Towns
- State Boundaries

Map by Keystone Foundation - Not to scale. Administrative boundaries are only indicative.
 Sources:
 Nilgiri Biosphere Reserve Landuse and Vegetation Map - R. Prabhakar & J.P. Prasad, 1996
 Biosphere Reserves of India - wikipedia.org/wiki/Biosphere_Reserves_of_India
 Background Satellite Photo - Google Earth Pro
 India Outline - www.outline-world-map.com

MISSION : Our Mission is to enhance the Quality of Life and the Environment

GOAL : To work on issues of Natural Resources and Rural Development, with Indigenous People in mountainous and adjoining regions, addressing the challenges of conservation, livelihoods and enterprise development, through appropriate knowledge and action, technologies, socio-economic innovations and institutions.

LIST OF ABBREVIATIONS

CBO	Community Based Organisation.
CC	Climate Change
CEBPOL	Centre for Biodiversity Policy and Law
CWB	Community Wellbeing
CFR	Community Forest Rights
CHW	Community Health Workers
CSOs	Civil Society Organisations
FRA	Forests Rights Act
FRC	Forest Rights Committee
FMCs	Forest Management Committees
FSTP	Faecal Sludge Treatment Plant
GAGGA	Global Alliance for Green and Gender Action
GCF	Green Climate Fund
GoTN	Government of Tamilnadu
HCL	Hindustan Corporation Limited
IFR	Individual Forest Rights
IFOAM	The International Federation of Organic Agriculture Movements
ISC - FICCI	India Sanitation Coalition, Federation of Indian Chamber Commerce and Industry
ISSER	Indian Institutes of Science Education and Research
NBR	Nilgiris Biosphere Reserve
NABARD	National Bank for Agriculture and Rural Development
NFLC	Nilgiri Field Learning Centre
NNP	Narasimnaickenpalayam
NTFP	Non-Timber Forest Produce
PGS	Participatory Guarantee Systems
PNC	People and Nature Centre
PNF	People and Nature Fund
PNP	Pernaickenpalayam
PRIs	Panchayat Raj Institutions
SDLC	Sub-Divisional Level Committee
ToT	Training of Trainers
UD	Using Diversity
ULB	Urban Local Body
WHH	Welterhungerhlife
WSP	Water Security Plans



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F O R E W O R D

TIME FOR REFLECTION & POSITIVE CHANGE

After the celebrations of the 25 years, it has been a time for change - Approaches, behavior, climate, projects, human resources development and transformations. Across Keystone Foundation, in the villages', we work with, the partners we engage – an overarching thought has been that the time has come for structural & psychological changes; Ecology, Economy and Culture.

This has not been easy. Listening, understanding, creating and building people and new teams with an openness, embedded inspiration.

At a physical plane: Floods has become an annual feature in this part of the Western Ghats. With great alacrity, our team worked on war footing and responded effectively to the Kerala floods and Tamilnadu cyclones in 2018. As I write this foreword, we are at it again, this time in the Nilgiris district itself.

Ten thematic teams have creatively moved forward pushing their agencies and constituencies. Rewarding and insightful the work on Music, Healing, Conservation Stewards Program, Digitizing Knowledge, conversations and interactions in the Canteen that becomes the dots to connect, ideas to bounce and little nuggets that fall in place like rain on the hill side.

Springs, honey and people are three words that could describe our work in 3 words. Each of them is a life story, a landscape, a thesis. We are students in the Nilgiris School of Life.

Learning, discovering, charting out transitions. Trust, faith, an ability to change, to adapt, to learn, to de-learn are the basic curricula of this School. Not easy, but we are on that road. As if one wants to do things which last beyond one's lifetime and leave a legacy for an institution – learning the basics again helps significantly.

This year we are happy to introduce another new donor in our family – Rohini Nilekani Philanthropy. We are grateful to Ms. Nilekani for being so receptive to our ideas, suggestions so promptly.

Nothing would be possible without the terrific performance, roles, responsibilities and initiatives of the entire team, please read through the narratives of their stories and efforts. Energy, vibrancy of the campus, teamwork across groups, landscapes and themes is the magic of the water strider that effortlessly moves from rocks, water bodies, dry and wet zones. Thank you all. Keep it up! Cheers!

Pratim Roy

23 August 2019, Kotagiri

**WE
THANK
OUR
DONORS**

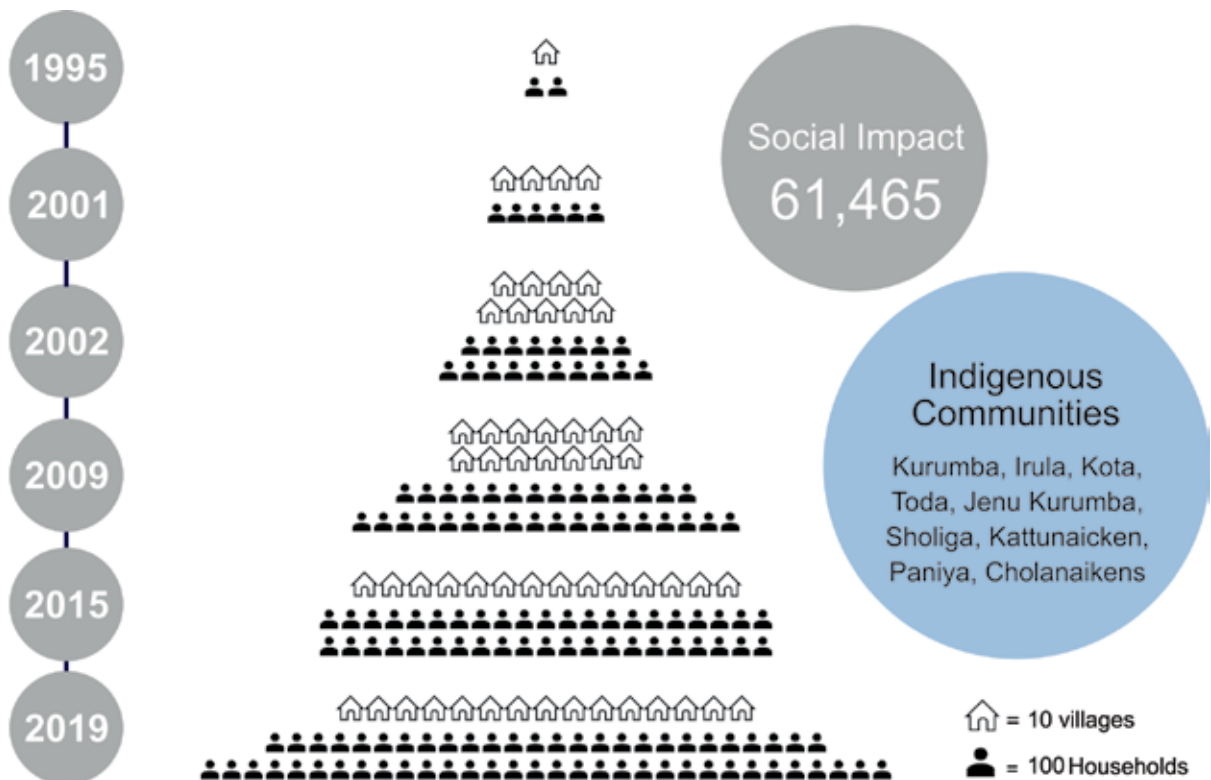
Both ENDS (Netherlands); The Swallows (Sweden); Conservation International (USA); HCL Foundation (Delhi); Axis Bank Foundation (Mumbai); NABARD (Chennai); Rohini Nilekani Philanthropy (Bengaluru); Welthungerhilfe (Germany); Misereor (Germany); Global Fund for Community Foundation (South Africa) and Cornell University (USA).

We would also like to thank the District Collector of the Nilgiris who has been a constant support and bounced several ideas and initiatives with us. We wish to thank the Forest Department of Tamilnadu, Karnataka and Kerala for their permissions, collaborations and joint initiatives.

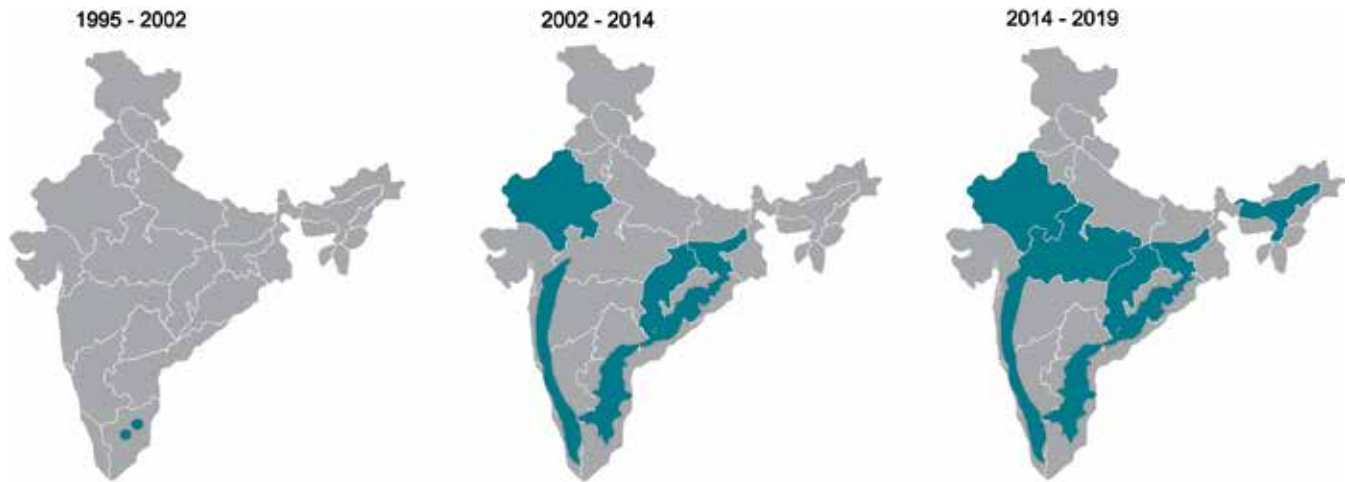
25 Years of Keystone Foundation



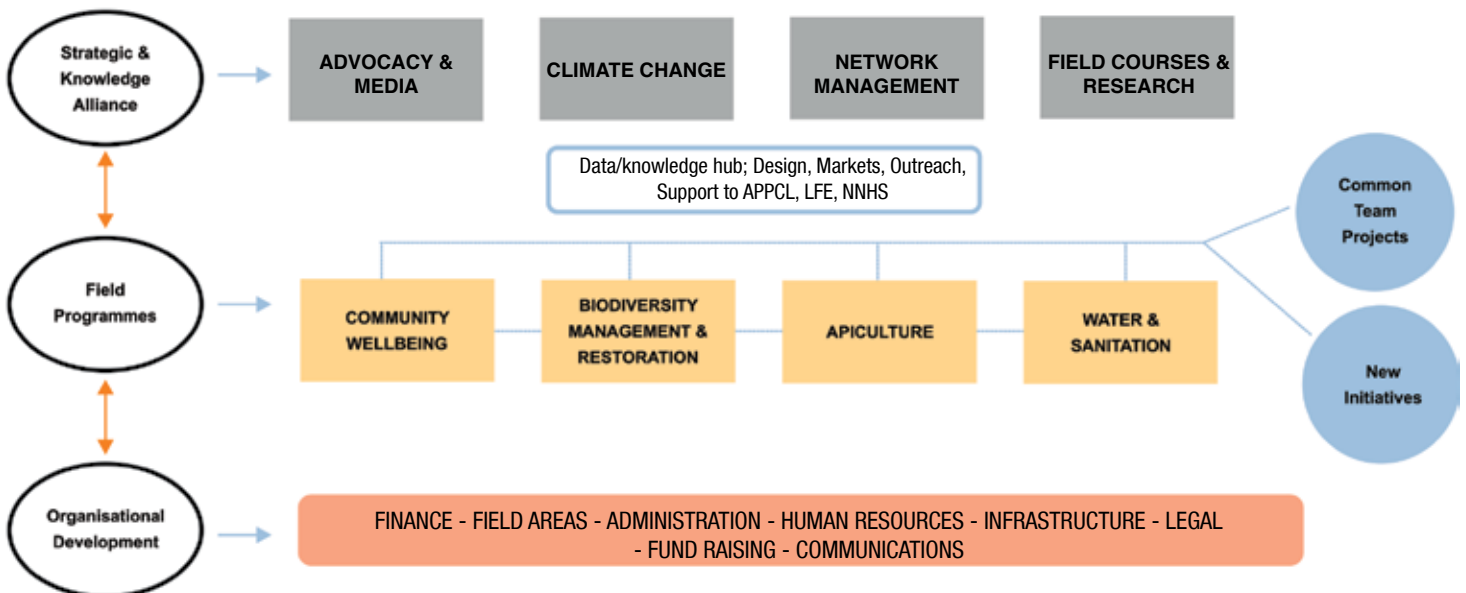
ECO-DEVELOPMENT TIMELINE



GEOGRAPHICAL REACH TIMELINE



PROGRAMME STRUCTURE 2019



FIELD PROGRAMMES

APICULTURE

PURPOSE

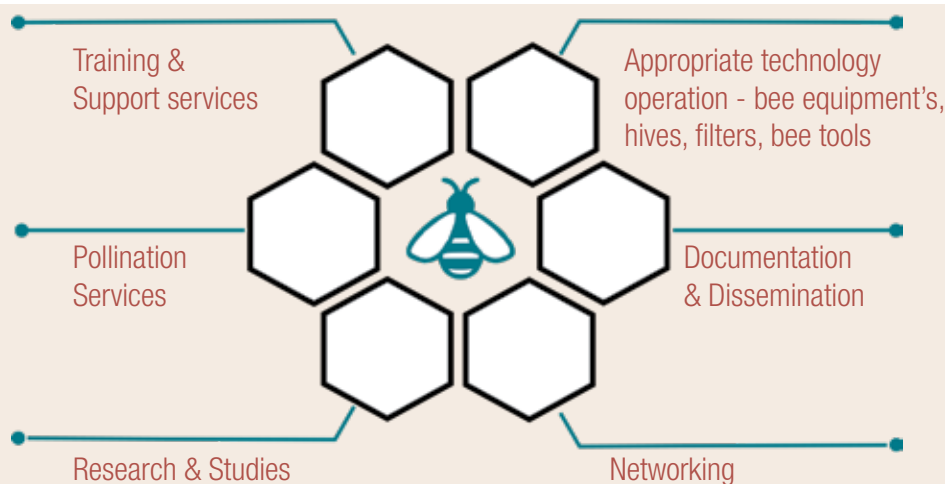
We work to ensure and promote sustainable beekeeping in the Nilgiris, we advocate for beekeepers' interests, support honey bee health research and deliver practical training and information on beekeeping.

VISION / MISSION

We are committed to encourage apiculture as a sustainable livelihood for local communities which will potentially have a positive effect on agriculture, wellbeing of honey bees and the environment.

STRATEGY

Through information and training we support and work in partnership with a broad range of organizations, initiatives and individuals to strengthen landscapes and to promote native bees health. We also advocate strategies and policies that support and advance a sustainable environment.



OUR TRAINING TOPICS:

Sustainable Honey
Collection

Introducing Bees

Beekeeping

Apiary Management

Colony Management

Queen Bee Rearing

Total number of participants for all trainings 416

PROGRAMME HIGHLIGHTS

- Beekeepers of Konavakarai slopes and Arakode valley record highest output of honey from *Apis cerana* hives this year. 15kgs / hive annually.
- First time a PGS Beekeepers group has been registered at Semanarai village.
- Laura F. – Ph.D. student, Cornell University – as part of her summer research did a study on the bacterial infection in guts of bee (*Apis cerana*) and found that there were no abnormalities in the bee colonies in Kotagiri. This infection affects bee health and overall performance of the colony.
- SajeshV.– Ph.D. student from IISER Trivandrum is studying the migratory patterns of *Apis dorsata*.
- A beekeeping stall was organised in the Annual Vegetable show held in Nehru Park, Kotagiri. Hundreds of visitors have enthusiastically visited our stall and become aware of honey bees and its role in pollination.
- An apiary is established in a private farm in Nellithorai, at foot hills of Coonor slopes mainly to demonstrate and selling colonies.
- A bee fence is established to protect 65 acres of Vagapanai village farms from elephants.
- Experimental designs for cost effective hives with Lantana stems and Bear proof Cement Hives.



5

Bee colony sales **Rs.3800**

48

Newton hives sales **Rs.1,20,000**

2

Extractors **Rs.6500**

5

Beekeeping veils **Rs.1450**

2

Honey strain filters **Rs.650**

10

Bee smoker **Rs.3500**

2_{kg}

Pollen candy **Rs.520**

5

Training fee **Rs.20,200**

FIELD PROGRAMMES

BIODIVERSITY & RESTORATION

PURPOSE

To protect the existing biodiverse ecosystems of the Nilgiris and re-establish its lost parts to ensure a constant provision of ecosystem services essential for the wellbeing of communities, wildlife & the environment.

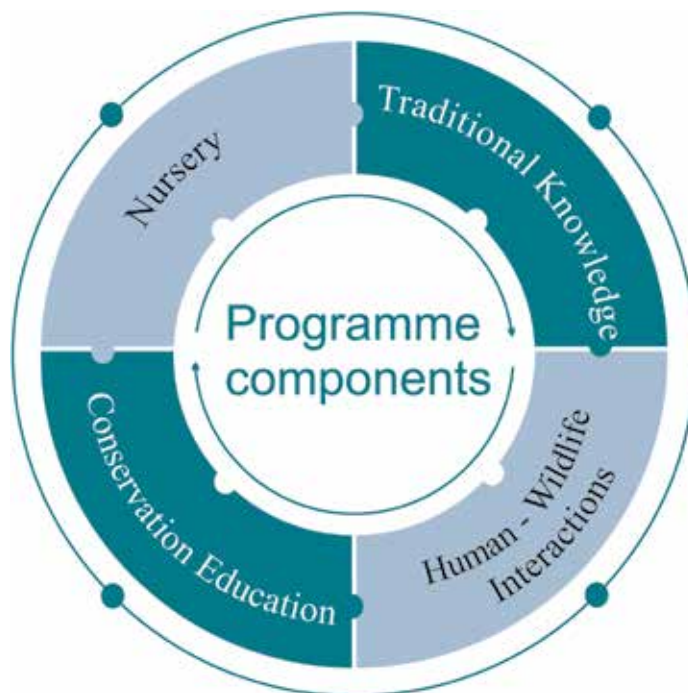
VISION / MISSION

The program's focus is centered upon understanding of ecosystem service, human wildlife interactions, conducting biodiversity assessments, and documenting traditional use of indigenous knowledge.

STRATEGY

The strategy involves applied research, restoration efforts, outreach & knowledge networks with communities, academia, forest managers & voluntary agencies, and building the necessary capacities locally for its implementation.

THE PROGRAMME HAS FOUR MAIN COMPONENTS AS SHOWN BELOW:



With support from the HCL Foundation (year two of the grant) we undertook monitoring of human wildlife interactions, conservation education, mapping and removal of invasive species. The field of biodiversity and restoration addresses questions concerning ecology and management of native, endemic and economically valuable species in their vulnerable habitats.

HABITAT RESTORATION

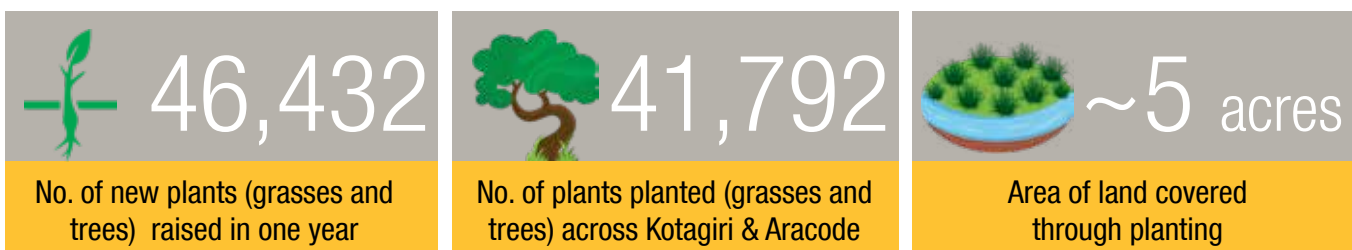
Planting activities were carried out in Kukkalthorai, Kotagiri, and Aracode regions of the Nilgiris district. Predominantly native grasses and shrubs were raised in the nursery set up on campus and later planted along stream banks, disturbed wetlands and school grounds. An estimated 52 varieties of trees, shrubs and grasses were planted. Total plants raised, planted and area covered is represented below.

Additional PCCF Shri Deepak Srivastava IFS inaugurated our shola grassland nursery at



Kotagiri on Dec 18th, 2018. He later gave us a talk about his field experiences in the Nilgiris while working at different locations.

School students have been a part of our restoration activities mainly the local schools around Kotagiri.



HUMAN WILDLIFE INTERACTIONS

The Nilgiris landscape has been facing challenges with increased interactions between wildlife and people especially in the town areas. Animals such as Gaur, Elephant, Bears, Wild Boars and Leopards are reported in media on a regular basis when they stray into human habitations. The water stewards who work with us are recording daily interactions with wildlife. The Gaur have become a common site on our campus and in the region, hence we decided to follow their movement and activity patterns. As part of the HCL project and in order to understand the nature of these interactions we have been monitoring four main herds around Kotagiri.

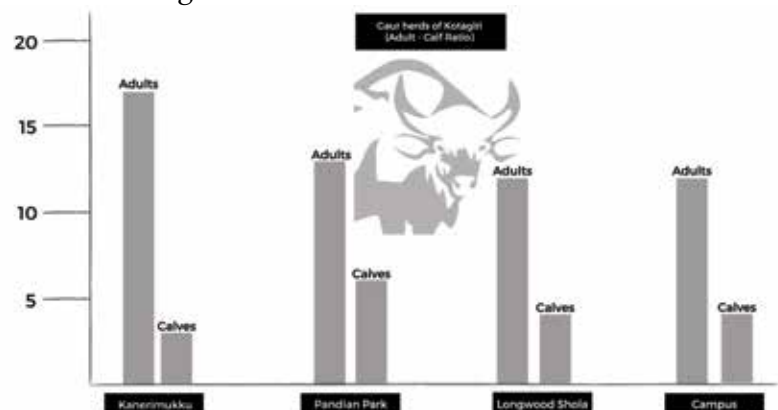
The common routes of each herd have been mapped and we have shared this information with the local forest department to see how we

can create a landscape of coexistence. We have been monitoring the water quality and quantity at selected sites especially when they are used by both people and Gaur.

In regions like Aracode the competition between people and Elephants for water resources is evident and it is usually the sources of water that are sites of negative interactions.

We are hopeful of seeing a more complete picture with at least 12 months of data and which we plan to share with forest managers, local community members and conservation agencies to implement better human wildlife conflict mitigation measures.

Area	No. of sites monitored
Kotagiri	40
Kukkalthorai	22
Aracode	33



FIELD PROGRAMMES

COMMUNITY WELLBEING

PURPOSE

Community wellbeing (CWB) is a programme to support and address the various challenges experienced by the indigenous communities in a holistic manner. Livelihood, governance, community health & wellness, and traditional knowledge & crafts were brought together as a strategy to consciously address and aim for holistic outcomes.

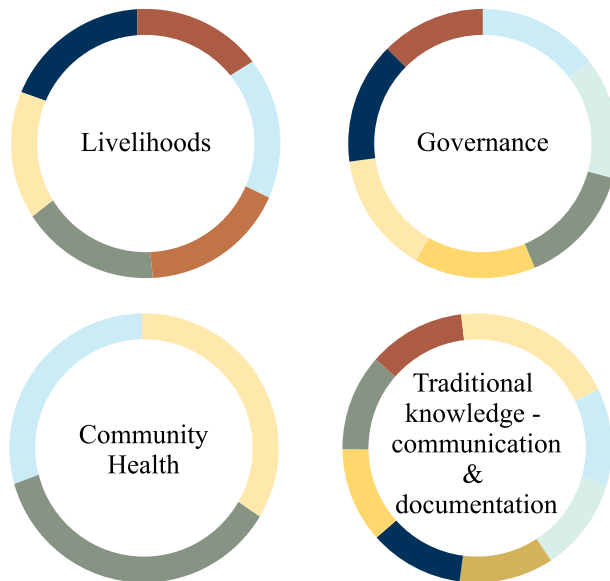
VISION / MISSION

The larger vision is to move towards more community led initiatives and interventions as well as gather enough evidence to bring about policy level changes that enable communities to achieve wellbeing.

STRATEGY

The CWB program comprises of four key programs representing the four conditions- economic, political, social and cultural. Programmes are intended to be sustainable and gender inclusive. There are various projects implemented focusing specifically on each of these programmes and different tools and approaches are applied towards reducing vulnerabilities, increasing resilience and achieving wellbeing.

PROGRAMME ACTIVITIES - AREA INTERVENTIONS



LIVELIHOODS



245

Total number of farmers

Aracode

171

Farmers received support for WADI

Konavakkarai

15

Nurseries setup for landless families

Coonoor



200

Total number of farmers

50

Farmers receiving seeds, sapling, bio-fencing and training support

Sigur

150

Farmers receiving seed support



170

Total number of farmers

100

Farmers provided with monetary support (1 Lakh) for irrigation

Wayanad

70

Farmers received support for soil rejuvenation

Nilambur

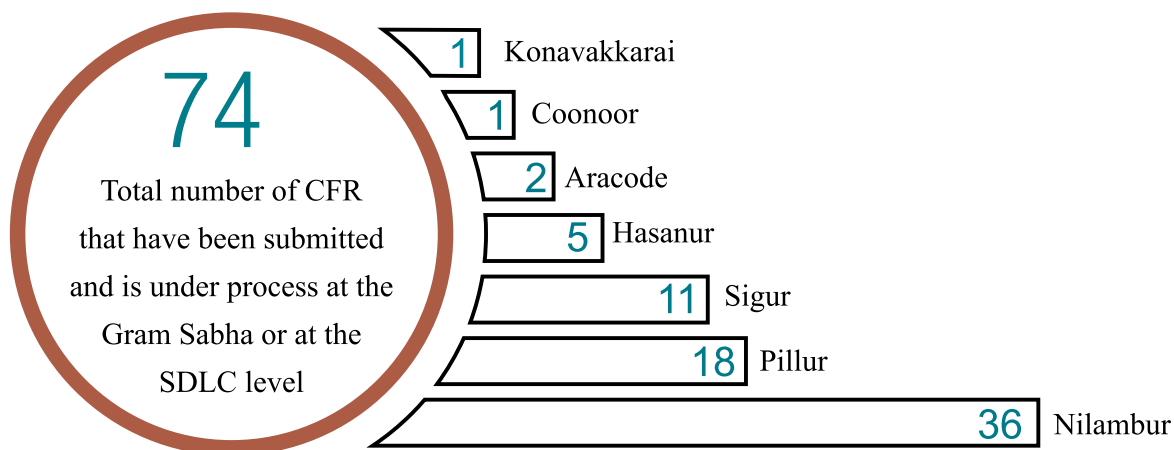
GOVERNANCE

Our work in governance includes awareness building on the Forest Rights Act, 2006 (FRA) and facilitating FRA claims. This is being carried out in seven villages (Aracode, Hasanur, Nilambur, Sigur, Pillur, Konvakkarai and Coonoor). Last year we have had reasonable success in terms of our facilitation work on the Individual Forest Rights (IFR). This year, we focused more on processing and submitting Community Forest Rights claims.



We have initiated some new strategies that allow us to work in a more focused manner through the creation of model villages. These model villages have a functional Forest Rights Committee (FRC) and Forest Management Committees (FMCs) as per the statute of the FRA. These model villages with a standard framework is used to exemplify to other villages on how to set up committees and their specific roles & functions. Currently, there are six model villages - one in each region, except Hasanur.

COMMUNITY FOREST RIGHTS STATUS 2018-19



COMMUNITY HEALTH



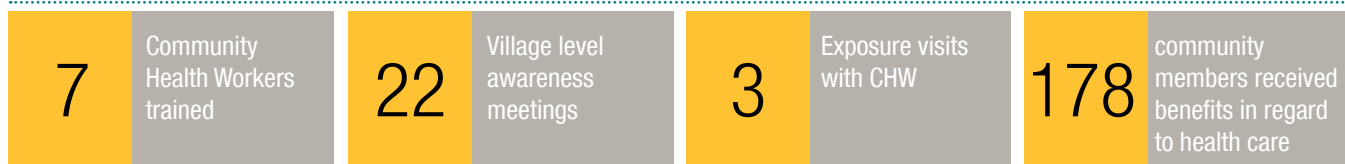
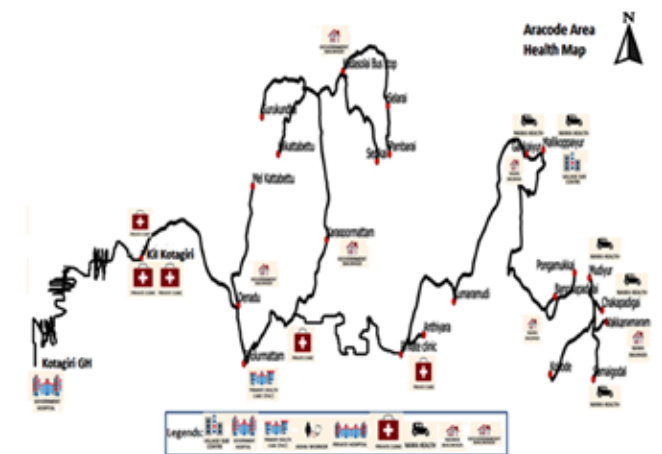
WHAT WE DO

Training of health workers:

- Household intervention on nutrition, mental health, access to social entitlements & health services.
- Creation of documentation materials for awareness on preventive health.

Our interventions in health are progressing and the current group of community health workers in Sigur and Aracode area appear to be motivated and inclined to strengthen the health activities in their respective intervening villages. There are various external challenges such as access and permission issues to work freely in the villages, especially when they are located in tiger reserve is a constant challenge.

There is a conscious effort to focus on the inter-linkages between these programme components and see how the various interventions lead to community wellbeing. With this in mind, we initiated a community wellbeing assessment survey and we have so far completed the first round of surveys in Aracode and Sigur areas. This task is carried out with the help of the Community Health Workers (CHWs).



TRADITIONAL KNOWLEDGE COMMUNICATION & DOCUMENTATION COMMUNITY RADIO

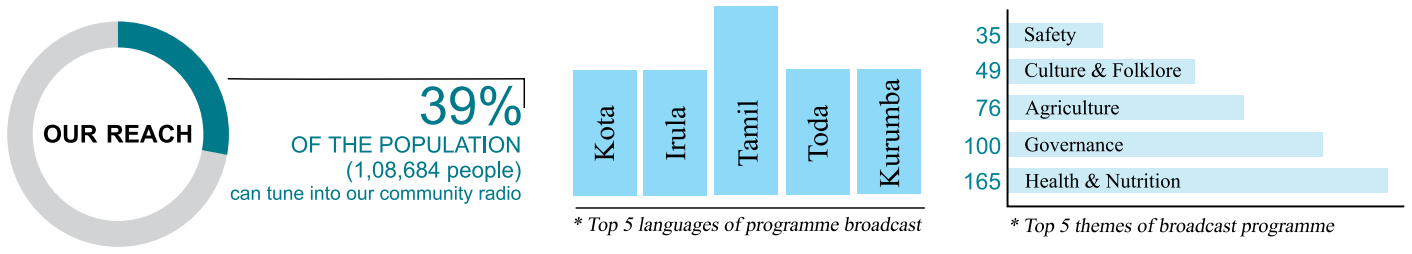
In the past year, Radio Kotagiri set out to increase community engagement. This was attempted through constant participation with the local citizen groups, students from colleges & schools and other collectives. We involved them in broadcasting shows through their own voice on topics essential to them. This brought about a satisfactory level of involvement from their side.



In terms of specific programmes, awareness on voting, its importance and significance were emphasized. Interviews were collected from local body government officials including the District Collector of Nilgiris. Other programmes of broadcast were on farmers of Kukkalthorai - one of the areas we work on promoting organic agriculture. Farmer interviews and

their perspectives were covered. Health-related programmes were also largely on broadcast.

Furthermore, a short film on the radio was produced with the help of Shrishti School of design, Bengaluru. This video can be viewed on our youtube page.



NILGIRI SEEMAI SUDHI - OUR INDIGENOUS NEWS PAPER



Four editions were published and distributed in the past year. 1000 copies are set in print for each edition. Additionally, two more supplement papers were also produced this year. The additional papers were published with support from HCL Foundation. It covered issues appertain to Human-Wildlife Interactions and eco-restoration.



There are nine volunteers from the different communities we work with who make periodical visits to the villages to collect information and news items. The newspaper is distributed to eight regions - Aracode, Konavakkarai, Pillur, Sigur, Coonoor, Hasanur including Toda and Kota villages. Together there is a total of 203 villages/hamlets to which the paper is circulated.

2019 நிலகிரி சீமை சுததி

3 மாதங்களுக்கு சென்று மனைவ, மாணவியர்களுக்கு காட்டு உயிர் பற்றியும், அதன் முக்கியத்துவத்தை பற்றியும் விழிப்புணர்வு ஏற்படுத்துகிறோம்.

சமூக நேர்வாண்கள்

சமூக நேர்வாண்களில் சமீபத்தில் மக்களுக்கும் வளவிலைக்களுக்கும் தொடர்பு உள்ளபடி ஒரு பட்டி தொட்டியின் தன்மை, அதன் பரிந்துரை மற்றும் மனிதர்களும் வளவிலைக்களும் பரிந்துரைக்கும் தீர்வுகளும், சமீபத்தில் தகவல்களை சேமித்து, தகவல் அளிக்கும் நபரின் அவசியம் இருப்பதும் மற்றும் வேலை செய்யும் இடத்தில் அனைத்து உடம்போக்கும் நேரத்தை குறித்து வளங்கிறது.

தேவாலயம் லுடைய வளமுடன் விவசாயிகள் நடுத்தர வயதிலுள்ளவர்களுக்கும் பரிந்துரை விவசாயிகள் வளங்கிறது.

இந்திட்டம் தொடங்கப்படுவதற்கு முன் வளவிலைக்களுக்கும் மனிதர்களுக்கும் உள்ள தொடர்பு மற்றும் மோதல் பற்றி அறிந்து கொள்ளுதல், இந்திட்டம் முடிந்தபின் மக்களுக்கும், வளவிலைக்களும் உள்ள தொடர்பு மற்றும் மோதல் குறைந்துள்ளதா என்பதுகளை சமூக நேர்வாண்கள் லுடைய கண்டறிப்படும்.

சமூக நேர்வாண்களின் நோக்கம்

C.S.L. Hr. Sec. School, Kotagiri

தலைநிலைக்களில் சமூக நேர்வாண்கள்

தலைநிலைக்களில் சமூக நேர்வாண்கள் லுடைய கண்டறிப்படும்.

HCL FOUNDATION

Keystone

நமது வளர்ச்சி, குறிவைக்கப்பட்டு கண்டறிப்படும்

தொலைபேசி எண் 04266 272277, 272977

சமூக நேர்வாண்களின் சிறப்புகள் உகடம் 4



FIELD PROGRAMMES WATER AND SANITATION

PURPOSE

The Water programme addresses questions related to water resource management in the Nilgiris and strives to ensure safe and sustainable water for human and environmental needs.

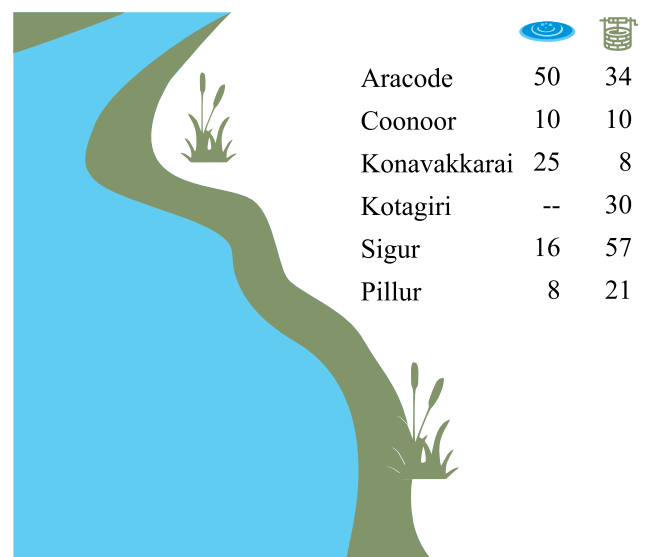
VISION / MISSION

The programme strives to increase the awareness and knowledge on water management among the communities dependent on these water sources in their everyday life.

STRATEGY

The programme conducts trainings of water stewards, organises trainings in water source management, and enhances the importance of water source management towards local authorities. Furthermore, the team works on developing water security plans in villages to address the need of equity and sharing of water for humans and wildlife.

AREA WISE SPRING AND WELLS BEING MONITORED



WATER RESOURCES

The main concerns in relation to water in the Nilgiris are the neglected water sources such as springs and small hill wetlands. Human interventions such as land-use changes have affected the quality and quantity of groundwater. This poses major threats to the local communities including the flora & fauna.

Our interventions aim to prevent these sources from being exposed. Across all the regions in which the programme works, we've trained community stewards who monitor the water sources periodically. In 2018-19, 15 new stewards were trained out of which 12 of them are continuing to collect data from their assigned sources through the year. The water team also works closely with the Biodiversity & Restoration team. The inventoried water sources in Kotagiri, Kukkalthorai and Aracode are the same ones being monitored for wildlife movements as well. This helps us to correlate the data and gives us a better understanding to interpret the scenario in order to achieve water equity for humans and wildlife.

In 2017-18, Water Security plans (WSP) were developed and implemented in Coonoor, Konavakarai, and Aracode. In the following year,

four new sites in Kotagiri have been identified (Baptist colony, Krishnapudur, Dobikana & Pudu Kotagiri). This is at its initial stage where plans are being framed in consultation with the local community.

In other respect, under the LANDSLIP project (aims to support improved disaster resilience and humanitarian response by advancing monitoring, assessment, and prediction of natural hazards) - a draft bulletin for early warning system is designed. This is being submitted to the District Collector for consultation.

Networking with Google earth has been going well. Gokul Halan participated in the workshop that was held by Google in October 2018 at Mountain View, California. The idea to share local stories using Google Tour Builder was pitched at the event.

Recently, NITI Aayog had published a resource book containing a compendium of best practices on water management. Through Arghyam, Keystone Foundation's Spring - Wetlands - Groundwater unique typology work - in the form of a case study was published. Balachander is working on a book on Keystone's 25 year's work on - water, which is due to be realised in November 2019.





“OUR WORK HAS IMPACTED A TOTAL POPULATION OF 43,900 FROM 12,400 HOUSEHOLDS FROM THE TOWN PANCHAYATS”.

FIELD PROGRAMMES WATER AND SANITATION

PURPOSE

Our work focuses on improving sanitation across value chain - to spread awareness and communication on public health and improved sanitation to ensure quality of living to the poorest of the households in the cities.

VISION / MISSION

To make the cities a more sustainable and liveable spaces and encourage solutions and strategies to deal with waste management and solve issues of water pollution and overuse.

STRATEGY

To work within the project scope to further the cause of total sanitation - through constant dialogue with the city administration and planning authorities to plan for a sustainable infrastructure development and empowering of vulnerable communities to access public infrastructure such as community toilets, water sources and health care facilities.

Periyanaicken-Palayam (PNP)



Population
26,000



Households
7,400



Households using public/
community
toilets
14%



Households with individual
latrines
83%

Narasimhanaicken-Palayam (NNP)



Population
17,900



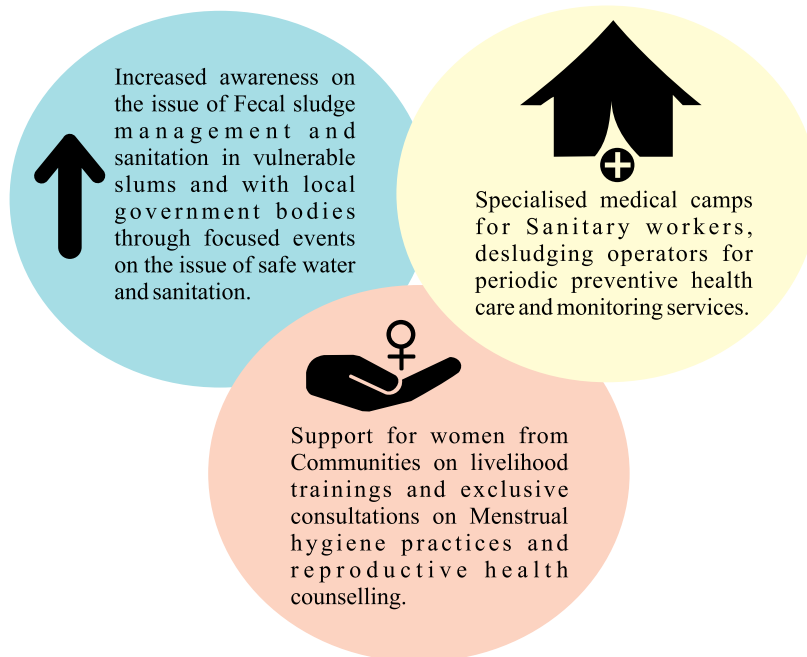
Households
5,000



Households using public/
community
toilets
20%



Households with individual
latrines
75%



SANITATION

Keystone Foundations presence in the urban space of Coimbatore as implementing partner for the TNUSSP (Tamil Nadu Urban Sanitation Support Programme) project started in 2016, and has entered Phase II. The focus of our work across the Sanitation value chain geared up from preliminary research to planned interventions across the Town panchayats of Periyanaickenpalayam and Narasimhanaickenpalayam in Coimbatore during this year.

Starting with access and containment improvement plan, a guide book was introduced to provide choice of building affordable toilets. It contains designs and estimates of toilet construction for the beneficiaries. It will be useful for addressing possible exploration of toilet construction. It consists of designs and corresponding estimates. The key objective of this document is to illuminate the beneficiaries to select the suitable design in accordance with their budget. In addition, it will also be informative for the Supervisors and Engineers of the Urban Local Body (ULB) during designing and monitoring the toilet construction. The guide book has been released to ensure the fullest use of the subsidized money and technology prescribed under Swachh Bharat Mission - Urban (SBM-U), in an appropriate manner. This book will break

the myth of toilets being expensive and generate awareness among the public on low cost and scientific toilet construction, further rendering way for sustainable sanitation in India.

A NEW FECAL SLUDGE TREATMENT PLANT

A problem encountered at many urban areas in the State is the unsafe disposal of fecal sludge. The populations are not serviced through network systems, and those in small towns rely on on-site sanitation (pit latrines, septic tanks). This needs to be properly treated and safely disposed.

In order to demonstrate safe treatment and disposal of fecal sludge, a demonstration project in PNP-NNP cluster of a fecal sludge treatment plant was proposed. Civil work has been underway in the past year and has reached its final stage.

The upcoming Fecal Sludge Treatment Plant (FSTP) is the first of its kind to demonstrate decentralised treatment facilities for Urban Local Bodies (ULB's). In consultation with the Biodiversity & Eco-restoration team at Keystone, a integrated biodiverse landscape will be implemented to promote reuse of scarce water for food production and to support increase in green cover.

STRATEGIC AND KNOWLEDGE ALLIANCE

ADVOCACY AND MEDIA

Advocacy is being done by several programme groups to work with Government at district, state and central levels. In our work on the FRA process, restoration of wetlands, conservation of water resources, NTFP collection and value addition for local communities, especially in protected areas like Sathyamangalam and Mudumalai Tiger Reserves. Many meetings and discussions with the District Collector and officials at GoTN - Shri S. Krishnan, IAS, then Secretary of Planning & Special Initiatives, following Secretary of Housing & Urban Development on how to leverage Keystone's 25 years work in the NBR to all districts in TN. Leo continues to engage with the Tamil Nadu Rural Livelihood Mission and is training several groups across the State in organic agriculture practises.

Pratim participated in the policy workshop organised on water regime - by Shiv Nadar University and Mihir Shah in Aug 2018. The discussions were on tracking water resources through ground truthing by CSOs. India is the largest user of ground water since 1980s. Higher than US & Europe together! Discussions followed on springs and the need to highlight the need for restoration. The group also felt strongly that one policy on water could not accommodate the needs and represent the diversity of resources of a country like India.

At Climate Policy level - Keystone Foundation is an accredited member of Green Climate Fund as a CSO observer. This is a very active forum and tracks the board meetings and gives inputs on Gender, Indigenous Peoples as far as Climate Change goes. With the Kerala Institute of Local Administration (KILA) some progress on having a Local Governments / PRIs on Climate Change especially on Enhanced Direct Access has taken place. The focus will be on climate finance and what can happen in the future and how can local

governments and communities do in this regard. The challenges that lie ahead in this is how do tools for implementation become strong, are locally captured, politically motivated, nuanced, to address the diversity of issues that India faces.



MEDIA

12-year-itch: If you're lucky, this is your one chance to get rare kurinji honey - July 18th, 2018.

Water bodies to get a fresh lease of life - July 23rd, 2018.

Native plants nursery inaugurated - December 21st, 2018.

For 26 Years, This Woman Has Been Helping Nilgiris Tribals Stand For Their Rights January 15th, 2019.

Restoration of stream near Kotagiri begins - February 12th, 2019.

Recontaminations in households reverse benefits of treated water supply - March 25th, 2019.

STRATEGIC AND KNOWLEDGE ALLIANCE

CLIMATE CHANGE

This year we undertook a rapid assessment of how each programme area in Keystone has experienced CC and how it impacts the work. Given below are some of the key points as expressed by people leading the programme:

- Apiculture – Migration in bees is affected because of erratic rainfall, change in type of vegetation (degradation and increase of invasives) and crop shifts from coffee to tea.
- Biodiversity and Restoration – Seed setting in native species becomes unpredictable and increase in human wildlife interaction (again related to water resources and habitat degradation).
- Community wellbeing – Disasters like floods and landslides increase, food growing patterns are changing with farmers opting for more hardy cash crops or crops with shorter growing season.
- Water and Sanitation – Drying up of springs and drop in water levels in wells.
- Enterprises – Erratic supply of forest and agriculture produce

What actions are we taking within the organisation to build an understanding of local level impacts:-

- Track migration patterns of bees, birds and wildlife in the Nilgiris.
- Developing ecological calendars to map out the seasonality of crops, NTFP's and forest food through the year.
- Track phenology patterns of NTFP trees.
- Set up weather stations.
- Cornell University Students get to know the tribal way of life - April 24th, 2019.
- Permanent climate change team to collect and analyse data.

Finally, we realised there is a lot that is happening in the district which leave us thinking how much can we attribute to CC. For example, there is a lot of outmigration especially of youth from the Badaga community and this may be due to the unpredictable nature of agriculture incomes – fluctuating markets - drop in tea prices, high wages for labour, influx of labour for tea estates from north and eastern parts of India. This is impacting the socio economic and political fabric of our district.

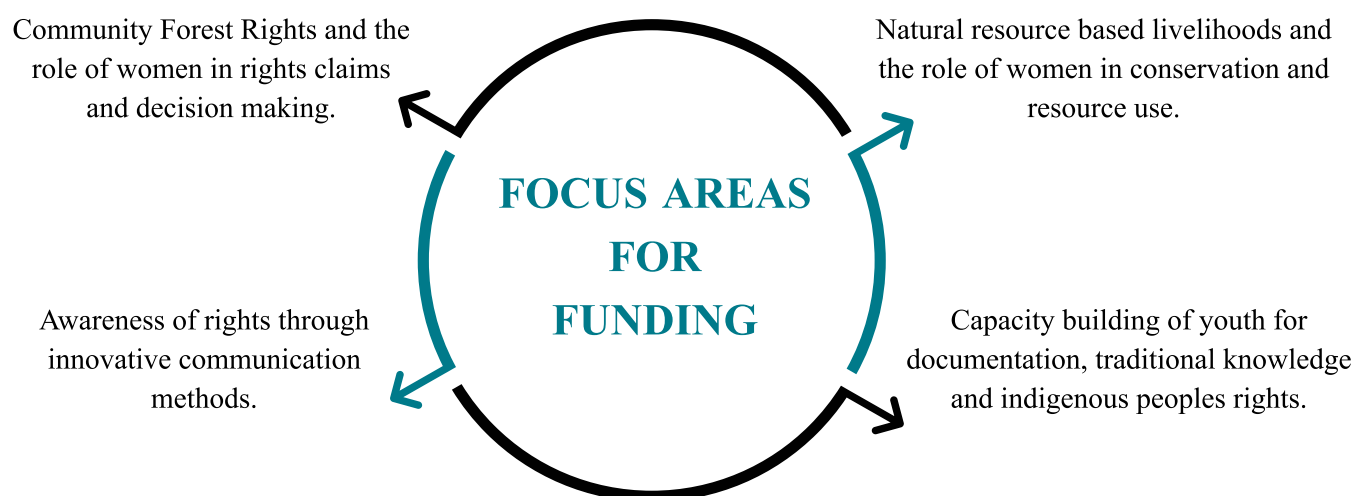


STRATEGIC AND KNOWLEDGE ALLIANCE NETWORKS MANAGEMENT

The People and Nature Fund (PNF), is initiated by Keystone Foundation as a funding facility for grassroots groups working on issues of environment protection and livelihoods of vulnerable communities in India. The fund recognizes the important role of grassroots action where local communities are at the center of all environmental and development activities. Special focus is given on tribal empowerment to address the needs of indigenous communities across India, especially those facing violations related to land acquisition, access to forests and

basic needs. This is the vision behind the PNF. The funds are supported by the Global Alliance for Green and Gender Action (GAGGA) and Both ENDS, Netherlands.

The grants are made in three categories – small grants, micro grants and fellowship grants. During the year 2018-19, PNF under GAGGA supported 50 projects from 24 grassroots organisation across eleven states viz. Andhra Pradesh, Assam, Chhattisgarh, Jharkhand, Kerala, Karnataka, Maharashtra, Odisha, Rajasthan, Tamil Nadu and Telangana.

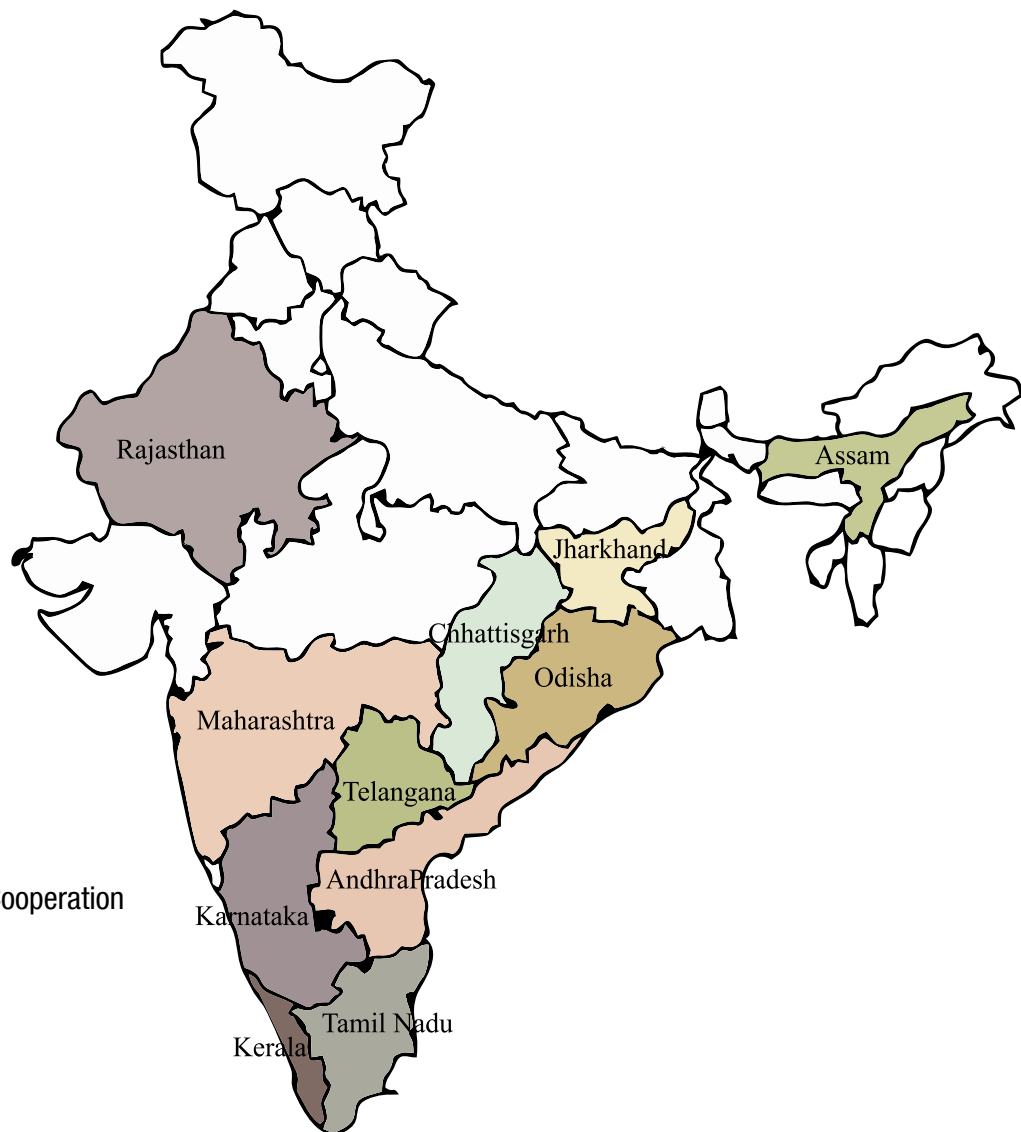


Sl.No.	Theme	No. of grants	
		2018	2019
1	Small Grants	14	9
2	Micro Grants	6	11
3	Fellowship Grants	5	5
	Total	25	25

Theme-wise distribution of grants			
Sl.No.	Theme	No. of grants	
		2018	2019
1.	Indigenous land Rights – FRA & Community Forest Rights	6	5
2.	Wellbeing of indigenous communities	5	3
3.	Performing arts and traditions	2	1
4.	Capacity building of communities	1	1
5.	Women's rights and Capacities and Natural resource management	11	15
	Total	25	25

ORGANISATION WE WORK WITH

- Gram Swaraj
- Dhaatri Resource Centre
- Jharkhand Vikas Parishad
- Kovel Foundation
- Natya Chetna
- North East Network
- Prakruthi
- SEEDS Trust
- Vikasa
- Prerak
- Palni Hills Conservation Council
- Regional Centre for Development Cooperation
- Velugu Association
- Sahaja Samrudha
- Paryavaran Chetna Kendra
- Lok Panchayat



USING DIVERSITY

PURPOSE

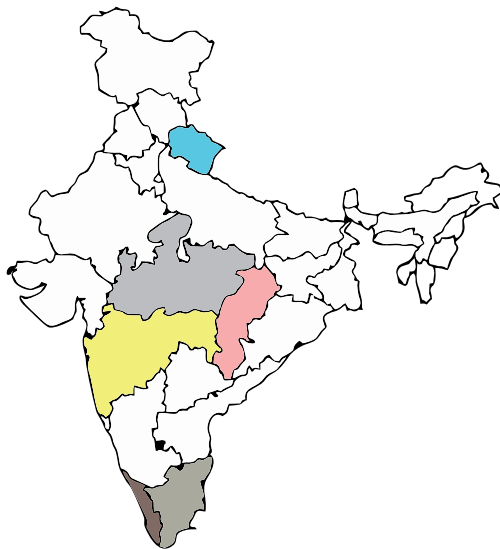
The purpose of the project is enabling/supporting food sovereignty, traditional knowledge and local action amongst marginalised communities in India.

VISION / MISSION

The Using Diversity Project aims to support NGO/ CBO partners for action-research on food biodiversity (cultivated and uncultivated foods) and provide a platform for sharing the lessons and examples from the field with networks.

STRATEGY

The programme is to be implemented through partner NGOs and CBOs located in different parts of India with a focus on Adivasi, pastoral communities and women. The proposed project areas have a sizeable population of Adivasi communities. With a network of 10-12 NGOs/ CBOs the project is expected to reach out to more than 5000 families.



WE WORK WITH...

The project currently involves the Baiga and Bharia communities of Madhya Pradesh; the Pahari Korwa, Birhor and Kamars of Chhattisgarh; the Paharias of Jharkhand; the Kattunaicken and Cholanaickens of Kerala; the Kurumba of Tamil Nadu; the Katkari of Maharashtra; and farmers of Uttarkhand in the Himalayas.



ACTIVITIES CARRIED DURING THE YEAR - IN NUMBERS.

11 community seed banks for informal sharing and exchange of seeds of traditional crop varieties have been established across India; Madhya Pradesh, Chhattisgarh and Jharkhand (8), Western Ghats (3).

Over 50 varieties of seeds of various traditional crops that have either reduced or disappeared have been distributed to more than 852 small and marginal farmer families through the community seed banks.

Around 2000 plants which included a variety of wild tubers and leafy vegetables were planted on 9th Aug 2018 at Baiga village of Silpidi, Madhya Pradesh. In Mainpur District of Chhattisgarh over 2000 saplings of fruit bearing trees were distributed to villagers.

Two national level workshops were held in 2018-19 that brought together UD partners, project fellows, project staff as well as farmers and representatives of the target communities from across India. The first one was organised at Bhopal on 2nd to 4th May 2018. The workshop of the UD project was held from the 14th to 16th February 2019 at Hasanur, Tamil Nadu.

Over 20 small and large events, exhibitions, training programs, demonstrations and community meetings have been held across seven project areas of Central India on a variety of issues that have included traditional agricultural practices, natural and ecological farming, uncultivated and wild food & Forest Rights (with a focus on habitat rights and CFR).

In the Western Ghats selected youths from 6 indigenous communities were started to document various traditional practices in six different geographic areas falling within four states. They documented traditional agriculture practices and uses of uncultivated foods of Erula, Siddi, Paniya, Kunbi, Katkari and Jenukuruba communities in respective localities across the Western Ghats.

Two seed exchange fests organized in the Western Ghats provided an opportunity for the farmers to get to know about various indigenous seeds and tubers in different localities. More than 30 varieties of seeds of grains, vegetables and greens and 25 varieties of tuber species were exchanged through these festivals.

Five traditional food festivals were organized in the Western Ghats to disseminate the importance of traditional food including uncultivated food available locally. More than 1200 community people were reached out with this message across four areas.

A pilot Forest Garden has been established in a Kurwa (shifting cultivation) fallow in Chamdade village, Sundar Pahari Block, Godda District, Jharkhand. These gardens are aimed at promotion of a mix of uncultivated foods and shade tolerant crops in a shifting cultivation fallows aimed at helping farmers gain benefits from their fallows.

STRATEGIC AND KNOWLEDGE ALLIANCE FIELD COURSES & RESEARCH

PURPOSE

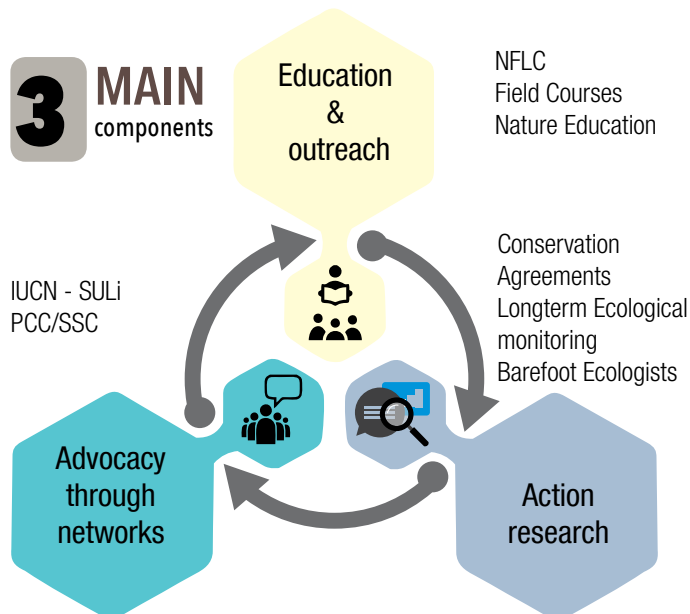
The purpose of the field practicum is to provide students the opportunity to work in a setting to develop and demonstrate skills, integrate the theories and practices learned in and out of the classroom and to better understand local communities & resources.

VISION / MISSION

To understand conditions whereby human use and biodiversity richness complement each other.

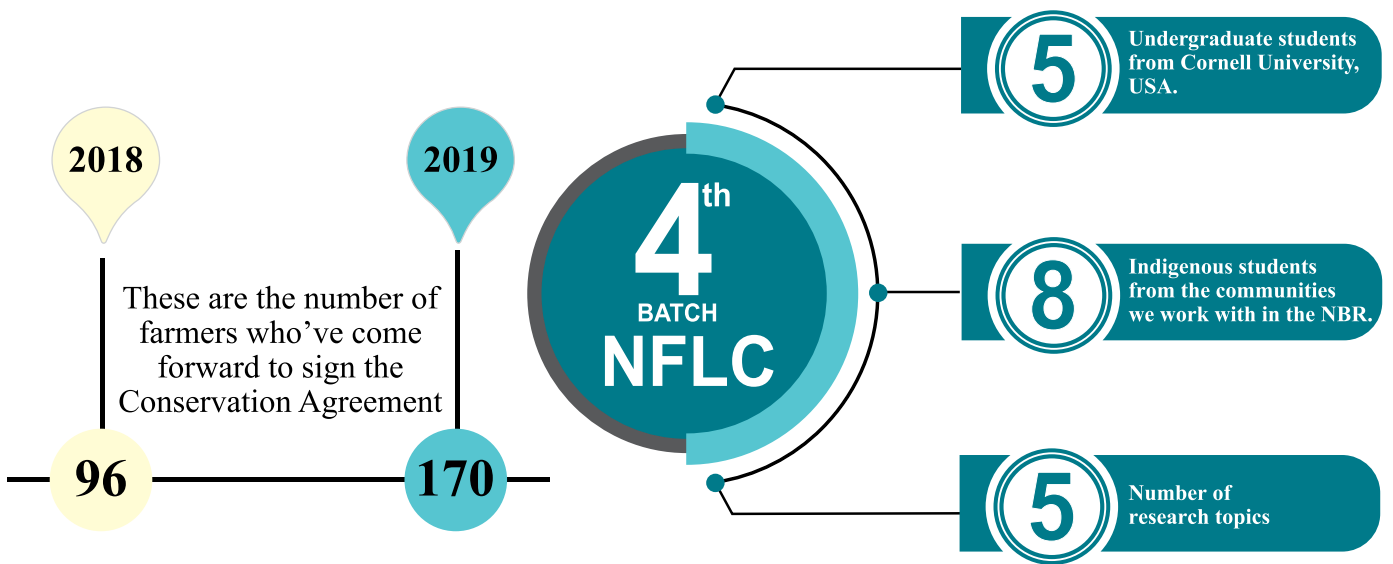
STRATEGY

Through field learning and action research projects - train, study and implement community based conservation.



In April 2018, we started out to strengthen our action research program – Conservation Agreements in Sathyamangalam tiger reserve. After months of negotiations an agreement was drawn up between the villages in Dhimbam and Keystone Foundation in which farmers and Non-Timber Forest Produce (NTFP) gatherers in the region would receive benefits from the project if they adhered to conservation practices. Today, the Conservation Agreement work has brought a sense of participation in conservation which did not exist before, conservation was seen as work done by experts or forest officials.

In early January 2019, we hosted the fourth year of the Nilgiri Field Learning Center (NFLC). Crossing boundaries of language, disciplines, diversity etc has its share of lessons embedded in it going beyond the curriculum. The colliding of several worlds that lends the program its unique flavour continues to inspire both those who came to learn and those who came to teach. The field learning courses now also has a tie up with Azim Premji University and will be conducting field courses for their post graduate students.



Keystone Foundation has been at the forefront of work on NTFPs and especially on the sustainable use aspects. So when we had the opportunity to host the IUCN – specialist group on Sustainable use and livelihoods for a three day workshop followed by a two day field visit. We were able to gather experts from across India – all the major biogeographic regions were represented. The workshop also saw the coming together of likeminded folks who want to work together to strengthen the work in India.

The Barefoot Ecologists continue to be the backbone of our action research program and with added projects and new team members we are able to take the work to other areas beyond Sathyamangalam to Sigur, Pillur and Nilambur. We are also keen to complete the assessment of bees in the wild since it was ten years ago that we did such a population study. We will also be working on establishing long term monitoring plots in the forests to monitor vegetation changes. We await our research permits for this work and through this we hope to strengthen our community based conservation work.





NEW INITIATIVES

PEOPLE AND NATURE CENTER

Building on Keystone Foundation's engagement with indigenous people over the last two decades through a diverse set of programme activities, the People and Nature Centre (PNC) has been conceptualised as an initiative that places communities at the centre stage of grassroots action, and facilitates participatory engagement with communities and ecologies of the Nilgiris. The PNC is designed to be a resource centre and teaching-learning space for the Nilgiri Biosphere Reserve with a core focus on insider perspectives and indigenous approaches towards livelihoods and ecological sustainability, cultural and social traditions, environmental justice and governance – with the use of new technologies for outreach as a means to empower and encourage agency amongst

communities over fundamental issues related to local lifeways.

THE PNC IN KOTAGIRI OPERATES WITH THE OBJECTIVES OF:

1. Being a knowledge resource centre for various stakeholders.
2. Creating an accessible and retrievable archive of knowledge generated from Keystone's work.
3. Being a hub for indigenous culture, knowledge and art which is driven by the community.
4. Being a repository for area resource centres to strengthen them with Community Foundations



CORE ACTIVITIES

BUILDING INSTITUTIONAL ARCHIVES

By setting up a digital archival database, comprising of the core work of Keystone Foundation over the last 25 years, consisting of rich source material on the Nilgiris, generated through project documentation and research. This material itself is in a range of formats covering thematic areas such as Bees, Biodiversity, Water and Sanitation, Agriculture and Forest-based Livelihoods, Culture and People, Environmental Governance and others that will be relevant for internal re-use and of interest to the larger Nilgiris community.

FELLOWSHIPS FOR YOUNG COMMUNITY RESEARCHERS

Fellowships granted to researchers from within the community has led to new possibilities of engagement with community-held knowledge,

primarily steered through community fellows. The fellows are encouraged to delve deeper into select themes of importance within their respective communities and regions, that can be documented through interviews with elders, group discussions, exhibitions and other participatory methods for building community ethnographies.

COMMUNITY MEDIA AND AUDIO-VISUAL STORYTELLING

Community media has been a strong focus area in the PNC, and has facilitated much of the community involvement with the centre's activities. Storytelling in the audio and video form have been ongoing for a few years through trainings and community involvement. Amongst the many visual storytelling initiatives, two films on musical traditions have been produced on community musicians.

Other initiatives and activities towards the setting up teaching-learning spaces, language lab, consultations at village level for developing protocols of archival access and use and community-curated exhibitions have been ongoing, in collaboration with some of the different Nilgiris communities.





NEW INITIATIVES

MUSICAL EXPLORATIONS

Our concentrated engagement with Irula musicians has been happening over the past three years. Initially our focus was on identifying factors which contribute towards a decline in the number of musicians who were present and also to look at the availability of traditional musical instruments.

Interactions with musicians took us across the NBR, and we began to be more involved in understanding and documenting values, significance and importance of this tradition. Over the past year, in collaboration with the community there have been some significant developments in their own initiatives taken towards helping sustain their culture.

The main focus areas have been Aracode and Pillur over the past year, earlier we had also worked in Hasanur, but felt the community was not ready to take up conversations with us regarding their musical traditions. The Irula community in Pillur and Aracode were eager to talk and share knowledge with us.

There was an immediate need to spread knowledge of how to craft traditional instruments, and also introduce people of the younger generation to this part of the tradition. We started by mapping out the presence of musicians and people who were repositories of knowledge pertaining to musical traditions and musical craftsmanship – while speaking to musicians, we came across a need to understand how music as a profession



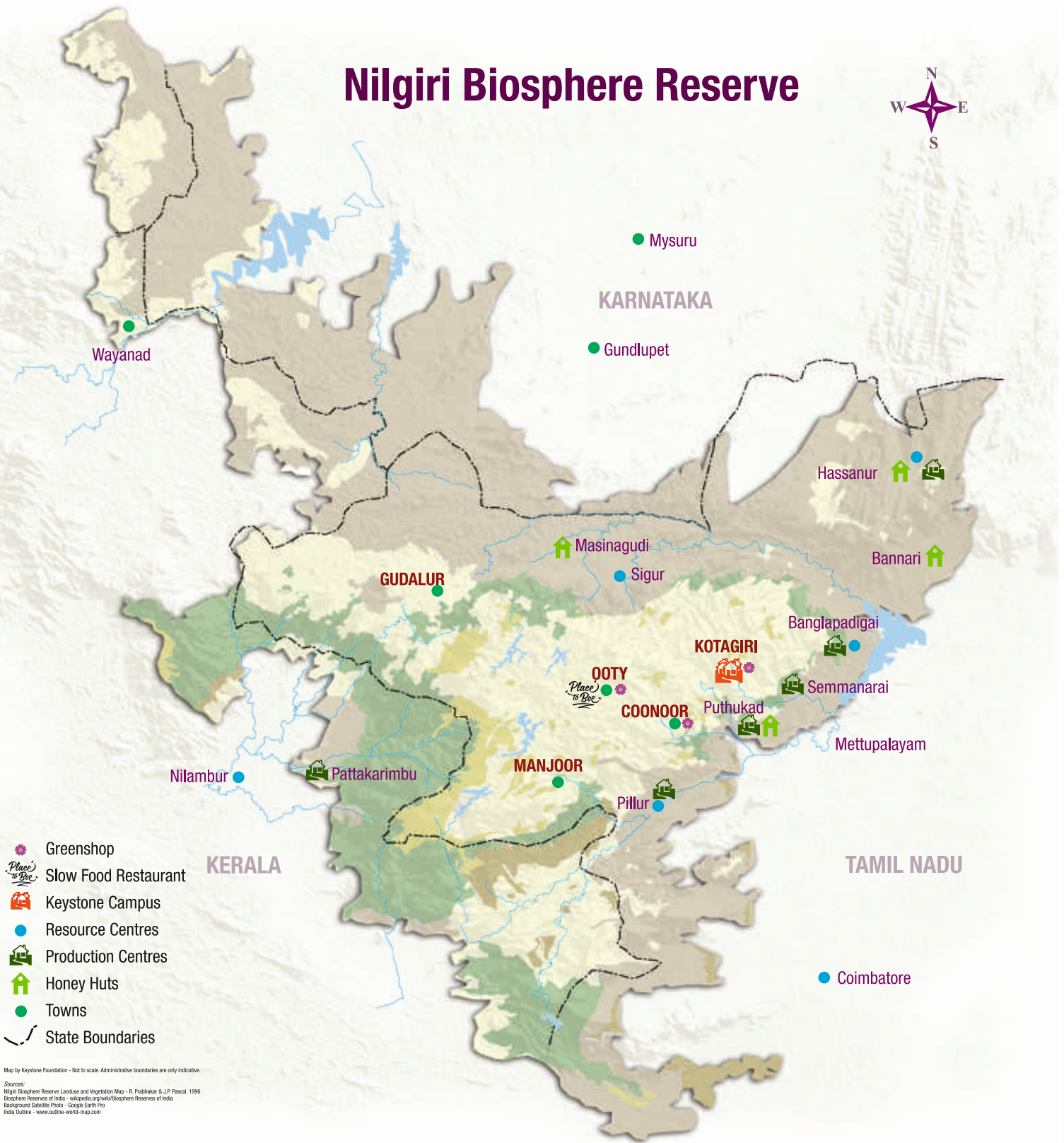
and social structure functions in societies around the world. There was a need to meet and interact with another community of musicians and associated people- a decision was made to spend some time with Svaram, Auroville. We had a thoroughly fruitful trip to Svaram–Musical Instruments and Research, Auroville, as part of an exposure visit to see how differently musical traditions and practices could be looked at. The journey triggered their own personal and community journeys into musical practices and traditions.

Currently, a bunch of youngsters in Aracode, under the guidance of some elders have established “ a music school” a first of its kind space for disseminating knowledge about music and musical craftsmanship. With a working

roster of over 35 individuals, and people from other villages also expressing interest, this space has become one for different people to come together and interact.

Considering the larger impact of music – in every aspect of Irula life, the group, now formally called Porai Varai, have formed themselves into a Community Foundation – basically a group which would work towards enabling and accessing local philanthropy better, and also move towards recognising their own agency and position in society. This has been an exciting time for all of us to see active leadership from within youth of the community to move towards working on issues of culture, governance and interactions with their natural environment.

Nilgiri Biosphere Reserve



- Greenshop
- Slow Food Restaurant
- Keystone Campus
- Resource Centres
- Production Centres
- Honey Huts
- Towns
- State Boundaries

Map by Keystone Foundation - Not to scale. Administrative boundaries are only indicative.
 Sources:
 Nilgiri Biosphere Reserve Landuse and Vegetation Map - R. Prabhakar & J.P. Prasad, 1996
 Biosphere Reserves of India - wikipedia.org/wiki/Biosphere_Reserves_of_India
 Background Satellite Photo - Google Earth Pro
 India Outline - www.outline-world-map.com

MISSION : Our Mission is to enhance the Quality of Life and the Environment

GOAL : To work on issues of Natural Resources and Rural Development, with Indigenous People in mountainous and adjoining regions, addressing the challenges of conservation, livelihoods and enterprise development, through appropriate-knowledge and action, technologies, socio-economic innovations and institutions.



ORGANISATIONAL DEVELOPMENT ADMINISTRATION

The year 2018-19 has been buzzing. Though our duties & functions have stayed the same, the workload hasn't lessened – the usual coordination in synchronization with schedules, being mindful of general campus maintenance; serving healthier meals with better ingredients, facilitating trainings/workshops and travel.

During the first half of the fiscal year, we were busy bringing necessary paperwork up to date – in relation to staffs, staff health-insurances, building taxes, checking stock at the canteen and settling administrative costs with the Finance team.

Later in August, the devastating floods in Kerala had a distressing impact on people and their lives, especially the forest-dwelling indigenous communities we work with in Nilambur and Wayanad. As an organisation we were insistent to lend support to the flood victims and towards that we brought our team together – utilized available staff welfare funds, raised funds by spreading the word through our website, and among people in our local communities who came forward without any hesitation contributing towards the cause. In unison, we were able to support close to 800 indigenous families with necessary provisions and other basic possessions such as clothes, blankets all of which were washed off. Again in November, we garnered support to reach out to people affected

by the Gaja cyclone along the Palk Bay region in Tamil Nadu through Omcar Foundation, an organisation we have been associated with. For this cause too we received much support from our local community of Kotagiri. We are grateful to each one that responded to our request for Kerala floods and Tamil Nadu cyclone.

In October, we hosted four interns from Swallows. Unlike the previous years, Foreigners



Snehlata Nath conferred with the prestigious Nari Shakthi Puraskar Award

Registration process has now become digital and posed a new challenge which we learned on the job with support from personnel from the concerned department. By the time the NFLC students arrived in January, we were able to grapple with the process with some minor hitches.

Back on campus, we revamped one of our parking sections and converted it into a center equipped for leisure and play. The recreation center is now equipped with a foosball table a carrom board and a table-tennis table. A basketball court has also been constructed just alongside the playroom.

At our canteen, cook Balan has been attending trainings at Auroville, Pondicherry to learn organic ways of cooking. Procurement for the past two years has continued to be organic. We now have a vegetable garden that caters to a portion of our canteen needs. Water recycling has been a focus this year and we have designed ways to use our kitchen water and conserve water use in the kitchen washing areas.

The team continue to lend their hand to other programmes in Keystone - Prakash assisted as an NFLC translator, Suchitra catalogued the library and Sara played a front role in advocacy especially with the District Administration and local governing bodies. Sabitha and Hari lent their support to each activity. Deepa, Subramaniam and Palani who are always on the job helping us keep our campus green and clean. .

HUMAN RESOURCES

A crew of enthusiastic and energetic staff from across Keystone Foundation, Last Forest Enterprises and Aadhimalai have been working together as the Training and Capacity group. Hema Sekar has been leading the team for this year too – and a series of workshops were organised by the group for all staff. The training needs were identified based on the performance appraisal of each individual which are then offered across the board. This year 13 trainings were offered and 30 staff participated in the same. A programme has been drawn up

for induction of new staff and is held every six months. The 2 day induction involves meeting with Directors, learning about the mission and vision of the organisations, and a field visit lead by one of the senior staff like P.Chandran and Ashokh Miller. These induction programmes have become a valuable part of our work and all programme heads are responsible for ensuring new appointees go through the programme. We also recommend that all staff who have never gone through an induction also take part. This year two programmes were conducted and totally 27 people participated.

COMMUNICATIONS

The main objective is to initiate dialogue with our audience, convey our programme interventions and to disseminate information & knowledge. There are two main mediums through which we communicate - our website and social media pages (Facebook, Instagram & Twitter).

In the past year, we took a conscious effort to convey stories or programme interventions through various forms rather than just written information. Several photo-stories and short videos were produced. These can be found on our YouTube page. In collaboration with Native Picture – snippet stories on organic farming and waste management were featured. In the coming year too, this will continue.

Our website has undergone several changes in the last year. Among the many, our donation page has been modified – the process of making a donation is made simpler for website visitors and individual donors. Those who are willing to donate can choose a specific donation cause on the page, to which they would like to contribute towards.

There has been a significant increase in the number of organic followers on our social media pages which are an indicator of our content being informative to others. If you would like to receive updates about our work and other stories from the Nilgiris, visit our website and subscribe to our monthly newsletters.

FINANCE 2018 - 19

CONSOLIDATED BALANCE SHEET AS ON 31.03.2019

S.No	Particulars	2017-18 Amount INR '000	2018-19 Amount INR '000
1	LIABILITIES		
	General Fund	32,306	28,647
	Unspent Grants	14,619	37,806
	Endowment Funds	19,107	19,330
	Unsecured Loans	300	300
	Current Liabilities	2,463	3,448
	TOTAL	68,795	89,531
2	ASSETS		
	Fixed Assets	37,444	38,001
	Project and other Advances	7,605	8,291
	Deposits	7,794	8,599
	Investments	2,963	2,918
	Cash and Bank Balance	12,989	31,723
	TOTAL	68,795	89,531

CONSOLIDATED INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31.03.2019

S.NO	PARTICULARS	2017-18 Amount INR '000	2018-19 Amount INR '000
1	INCOME		
	Donations		
	-Foreign Institutional Donors	43,337	78,452
	-Indian Institutional Donors	13,178	22,008
	-Others	4,109	
	Other Income	1,177	1,149
	TOTAL	61,801	101,609
2	EXPENDITURE		
	Village Development Projects	68,499	79,145
	Depreciation	2,861	2,935
	Excess of Income over Expenditure	-9,558	19,529
	TOTAL	61,802	101,609

RECEIPTS AND PAYMENTS ACCOUNT FOR THE YEAR ENDED 31.03.2019

S.NO	PARTICULARS	2017-18 Amount INR '000	2018-19 Amount INR '000
1	RECEIPTS		
	Opening Balance		
	-Cash and Bank	15,308	12,990
	Donations		
	-Foreign Institutional Donors	43,337	78,452
	-Indian Institutional Donors	13,178	22,008
	-Others	4,109	-
	Other Income	1,177	1,149
	Sale of Fixed Assets	98	-
	Endowment Fund receipts	381	222
	Advances Received	1,950	
	Investment Redeemed		45
	Deposits matured/ Preclosed	12,010	
	Increase in Liabilities		986
	TOTAL	91,548	115,852
2	PAYMENTS		
	Village Development Projects	68,499	79,145
	Purchase of Fixed Assets	9,637	3,492
	Deposits and Advances Paid		1,492
	Investments added	5	-
	Loans Paid	385	-
	Liabilities paid	33	-
	Closing Balance		
	-Cash and Bank	12,989	31,723
	TOTAL	91,548	115,852

INFORMATION BASED ON NORMS OF CREDIBILITY ALLIANCE (2018 - 19)

1. DISCLOSURE OF STAFF BASED ON SALARY LEVELS

AMOUNT INR '000

Slab of Gross Salary plus benefits paid to staff (INR per Month)	No of Female Staff	No of Male Staff	Total Staff
Less than 5,000	0	0	0
5,000 to 10,000	0	1	1
10,000 to 25,000	19	8	27
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
	34	22	56

2. PAYMENT MADE TO CONSULTANTS

AMOUNT INR '000

TOTAL ANNUAL PAYMENT MADE TO CONSULTANTS (in INR)	Number of Consultants
Less than 5,000	0
5,000 to 10,000	1
10,000 to 25,000	4
25,000 to 50,000	5
50,000 to 1,00,000	14
Greater than 1,00,000	11
	35

3. STAFF REMUNERATION (GROSS + BENEFITS)

AMOUNT INR '000

Head of Organisation (including Honararium)- 2 Persons	9,67,352
Highest paid full time regular staff	9,67,352
Lowest Paid full time regular staff	96,440

**4. TOTAL COST OF INTERNATIONAL TRAVEL
BY TRUSTEES/STAFF/VOLUNTEERS ON BEHALF IF THE ORGANISATION**

AMOUNT INR '000

NO	NAME OF STAFF	DESIGNATION	DESTINATION	PURPOSE OF TRAVEL	COST INCURRED	SPONSERED
1	Mathew John	Director	Philippines	IFOAM Asia Organic Meeting	109	Yes
2	Snehlata Nath	Director	Italy	Terra Madre- Slow Food Meeting	28	Partly Sponsered
3	Snehlata Nath	Director	Netherlands	People and Nature Fund- Partners Meeting	24	Partly Sponsered
4	Snehlata Nath	Director	Malaysia	Non Timber Forest Produce- Exchange Meeting	56	No
5	Snehlata Nath	Director	South Africa	Conference on Community Foundations	10	Yes
6	Anita Varghese	Deputy Director	USA	Sustainable Development Conference	107	Yes
7	Anita Varghese	Deputy Director	USA	Ecological Leaning Collaboratory in Cornell University	154	Yes
8	Robert Leo	Deputy Director	Laos	Non Timber Forest Produce- Exchange Meeting	58	Partly Sponsered
9	Robert Leo	Deputy Director	USA	Ecological Leaning Collaboratory in Cornell University	154	Yes
10	Shiny Mariam Rehel	Programme Coordinator	Italy	Conference organised Food and Agriculture Organisation	95	Yes
11	Sumin George Thomas	Programme Coordinator	South Africa	Conservation International- Partners Meeting	15	Yes
12	Sumin George Thomas	Programme Coordinator	Indonesia	CPeople and Nature Fund- Partners Meeting	27	Partly Sponsered
13	Jyotsna Krishnakumar	Programme Coordinator	USA	Ecological Leaning Collaboratory in Cornell University	154	Yes
14	Abhishek.K.R	Additional Programme Coordinator	Thailand	NTPF Network - Wild Food cooking and display exhibition	41	Partly Sponsered
15	Abhishek.K.R	Additional Programme Coordinator	USA	Ecological Leaning Collaboratory in Cornell University	154	Yes
16	Gokul Halan	Additional Programme Coordinator	USA	To attend training organised by Google	159	No
17	Thanvish	Subject Coordinator	Taiwan	IFOAM Asia Organic Meeting	41	Yes

5. THE TOTAL COST OF NATIONAL TRAVEL BY BOARD MEMBERS/STAFF/VOLUNTEERS ON BEHALF OF ORGANISATION FOR 2017-18

RS. 11,70,699

6. PROFILE OF BOARD OF TRUSTEES

NO	NAME	AGE	SEX	LOCATION	OCCUPATION	POSITION	Remuneration & Reimbursement
1	Somant Sen	52	Male	New Delhi	Consultant	Managing Trustee	-
2	Suprava Patnaik	55	Female	Bhopal	Professor	Trustee	-
3	Shipra Gupta	81	Female	Puducherry	Educationist	Trustee	-
4	Rita Banerji	47	Female	New Delhi	Film Maker	Trustee	-
5	Meena Gupta	68	Female	Kolkatta	Retd. Secy to GOI	Trustee	-
6	Rev. P. K. Mulley	69	Male	Kotagiri	Anthropologist	Trustee	-
7	Anju Sharma	45	Female	U K	Consultant	Trustee	-
8	John Kurien	65	Male	Tiruvananthapuram	Consultant	Trustee	-

TEAM PROFILE



Abhishek
Additional Programme
Coordinator
Biodiversity Management &
Restoration



Amsaveni
Assistant
Finance



Anita
Deputy Director



Aradkuttan
Subject Coordinator
Biodiversity Management &
Restoration



Balachander
Programme Coordinator
Water & Sanitation



Beeman
Field Assistant
Biodiversity Management &
Restoration



Bhavya
Subject Coordinator
Field Courses & Research



Blessy
Subject Coordinator
Water & Sanitation



Chandran
Additional Programme
Coordinator
Community Wellbeing



Chandrasekar
Field Assistant
Biodiversity Management &
Restoration



Easwar
Programme Coordinator
Finance



Faisal
Technical Coordinator,
Archiving & Research



Gokul
Additional Programme
Coordinator Water & Sanitation



Hari
Assistant
Administration



Jeyanthi
Subject Coordinator
Community Wellbeing



Jeffery
Assistant
Finance



Justin
Subject Coordinator
Apiculture



Jyotsna
Programme Coordinator
Community Wellbeing



Kannan
Subject Coordinator
Water & Sanitation



Kaveri
Field Assistant - Biodiversity
Management & Restoration



Lalitha
Field Coordinator
Community Wellbeing



Mahadesha
Field Coordinator
Field Courses & Research



Mathew
Founder Director



Manickam
Subject Assistant
Community Wellbeing



Monisha
Subject Coordinator
Water & Sanitation



Prakash
Assistant
Administration



Nandhini
Subject Coordinator
Water & Sanitation



Narayan
Administrative Assistant



Nayantara
Subject Coordinator, Biodiversity
Management & Restoration



Pavitra
Additional Programme
Coordinator Community Wellbeing



Pratim
Founder Director



Praveena
Assistant
Administration



Rajendran
Field Coordinator
Community Wellbeing



Rajesh
Assistant
Information & Technology



Rajesh
Programme Coordinator
Water & Sanitation



Ramachandran
Additional Programme
Coordinator Community Wellbeing



Ranjani
Technical Coordinator
Archiving & Research



Ritwick
Subject Coordinator
Communications



Robert
Deputy Director



Rohan
Programme Coordinator
Networks



Sabitha
Assistant
Administration



Sara
Programme Coordinator
Administration



Selvi
Additional Programme
Coordinator
Community Wellbeing



Shiny
Programme Coordinator
Biodiversity Management &
Restoration



Sivaraj
Field Coordinator
Biodiversity Management &
Restoration



Snehlata
Founder Director



Sujithra
Assistant
Administration



Sumin
Programme Coordinator
Grants



Sunil
Field Coordinator
Community Wellbeing



Thanvish
Field Coordinator
Water & Sanitation



Thirumurthy
Field Coordinator
Community Wellbeing



Vibin
Subject Assistant
Community Wellbeing



Vignesh
Subject Coordinator
Water & Sanitation



Vijayan
Field Coordinator
Field Courses & Research



Vinitha
Additional Programme
Coordinator
Water & Sanitation



Vishu
Subject Assistant
Biodiversity Management &
Restoration



Wilfred
Subject Coordinator
Information & Technology

CALENDAR

NATIONAL

Anita to Bengaluru - Talk at Ashoka Trust for Research in Ecology and the Environment (ATREE).

Leo to Aurangabad - Weltherhungerhilfe (Safe Food Campaign).

Justin and Chandran to Andhra Pradesh - Timbaktu Collective (Sustainable Honey Harvest Training).

Vinitha to Delhi - The ISC-FICCI Sanitation Awards.

Sneh, Ramu and Sunil to Bhopal - Using Diversity, Annual Meeting.

Jyotsna and Chandran to Chennai - NABARD Meeting.

Sneh to Assam - Green Hub-Foundation.

Coimbatore team to Chennai - TNUSSP, phase two meeting.

Gokul to Pune - Workshop on Aquifers and Communities.

Sneh, Sumin, Madhu to Raipur - Tribal Empowerment Network meeting.

Leo to Udaipur - PGS Training of Trainers (ToT)

Rajesh to Chennai - TNUSSP work plan for Social Media.

Mathew, Pratim, Sneh, Anita to Mysuru - Nature Conservation Foundation (NCF) Meeting.

Sumin, Easwar to Raipur - Workshop on Financial Management.

Leo, Jyotsna, Kuttan, Rajendran and Vijayan to Jagdalpur to participate in a planting activity to celebrate 25 years of Keystone.

Gokul to Uttarakhand - Participatory Spring Revival workshop.

Sneh to Timbaktu Collective - Evaluation of Rural Livelihood program.

Sneh to Andhra Pradesh- Timbaktu Collective - Evaluation of Rural Livelihood Programme.

Pratim to Delhi - Conference on New Policy Regime for Water in India.

Sneh and Ramu to Jharkhand - Meeting on FRA.

Leo to Katni - WHH, Switch Asia Meeting.

Women Community Health Workers to Sittilingi (Exposure visit)

Pavitra to Kolkata - International Conference on Mental Wellness in communities.

Anita to Bengaluru - Talk on Rediscovering Traditional Ecological Knowledge through Barefoot Ecology - SCCS, Bengaluru.

Ritwick to Kolkata - Capacity Building workshop for Fund Raising.

Shiny, Teny, Justin to Coringa Wildlife Sanctuary, Andhra - Scoping study.

Sumin, Abhishek to Auroville - Workshop on Traditional Music and Instrument of the Irula community.

Jeyanthi, Janaki, Thangamani and Valli to Hyderabad - Food festival organized by National Institute of Nutrition.

Sumin, Bhavya, Thanvish to Kerala - National workshop on river rejuvenation.

Jyotsna, Ramu to Chennai - Swallows partners meeting.

Pratim, Sara to Coimbatore - Meeting with local planning authority, KKPA and the local public governments.

Sneh, Easwar, Sumin to Sangamner, Maharashtra - NTFP-EP-India Network meet.

Abhishek to Patna - Launch of Dalit Community Foundation.

Anita to Delhi - Dissemination workshop on outcome of Centre for Biodiversity Policy and Law (CEBPOL).

Jeffery and Amsaveni to Chennai - Refresher course for Accounts.

Shiny to Bengaluru - Workshop on Bio-Resource data base in Research and Education.

Le and Moorthi to Odisha - Safe Food meeting.

Rajendran, Mahadesh, Chandran to Karnataka - Visit to Billigiranga Hills.

Chandran, R Chandran to Chennai - Development Rights Committee Meeting.

Pratim to Chennai - Assar workshop by ATREE and IIHS.

Rajesh and Nandhini to Bangalore - Visit to Hasir Uddulya Organization.

Vishu and Vibin to Jharkhand - Documentation on Wild food festival.

Sumin, Shiny to Delhi - HCL Partners meet.

Manickam to Delhi - Community Radio workshop.

Gokul to Darjeeling - Landslip Annual Meet.

Vibin and Jeyanthi to Hyderabad - Workshop on Community Radio and Electoral Literacy.

Easwar, Sumin to Yavatmal - Finance and Admin Procedures sharing workshop.

Shiny to Bengaluru - Launch of Digital Flora of Peninsular India.

Leo and Sivaraj to Thiruvalluvar – Training of Trainers on PGS Certification.

Sneh, Pratim to Delhi - Nari Shakthi Puraskar 2019 award winning function.

Vinitha to Rajasthan - Advanced Laboratory Training.

INTERNATIONAL

Sumin to South Africa - International Network meeting.

Leo to Laos – Workshop on honey.

Leo, Anita, Jyotsna, Abhishek and Nandan to US - Ecological Learning Collaboratory.

Sneh to South Africa - Community Foundations meeting.

Shiny to Italy - Forest and Beauty event.

Sumin to Indonesia - GAGGA mid-term review meeting.

Vinitha to Thailand and Malaysia - Faecal Sludge Management Twinning/Knowledge Sharing workshop.

Aritra, Frango to Phillipines - 3rd Organic Asia Congress.

Sneh, Leo, Aritra, Nandan to Italy-Terra Madre.

Gokul to San Fransisco - Google Map workshop.

Sneh, Madhu to Malaysia - NTFP-EP-Conference on changing livelihood system.

Anita to USA - Sustainability and Development Conference.

Sneh to Netherlands - GAGGA Mid-term Review final report.

Thanvish to China - 4th IFOAM Asia Organic Youth forum.

ORGANISATIONAL INFORMATION

Keystone Foundation is registered under the Indian Trust Act, 1882.
Registration No. 1883 of 1993





REGISTERED & MAILING ADDRESS

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WEBSITES

<http://keystone-foundation.org>
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<http://nnhs.in>
<http://www.aadhimalai.in>

SOCIAL MEDIA

 <http://www.facebook.com/pages/keystone-foundation>
 <http://www.youtube.com/user/keystonefound>
 <http://instagram.com/keystonefoundation>
 http://twitter.com/keystone_kf

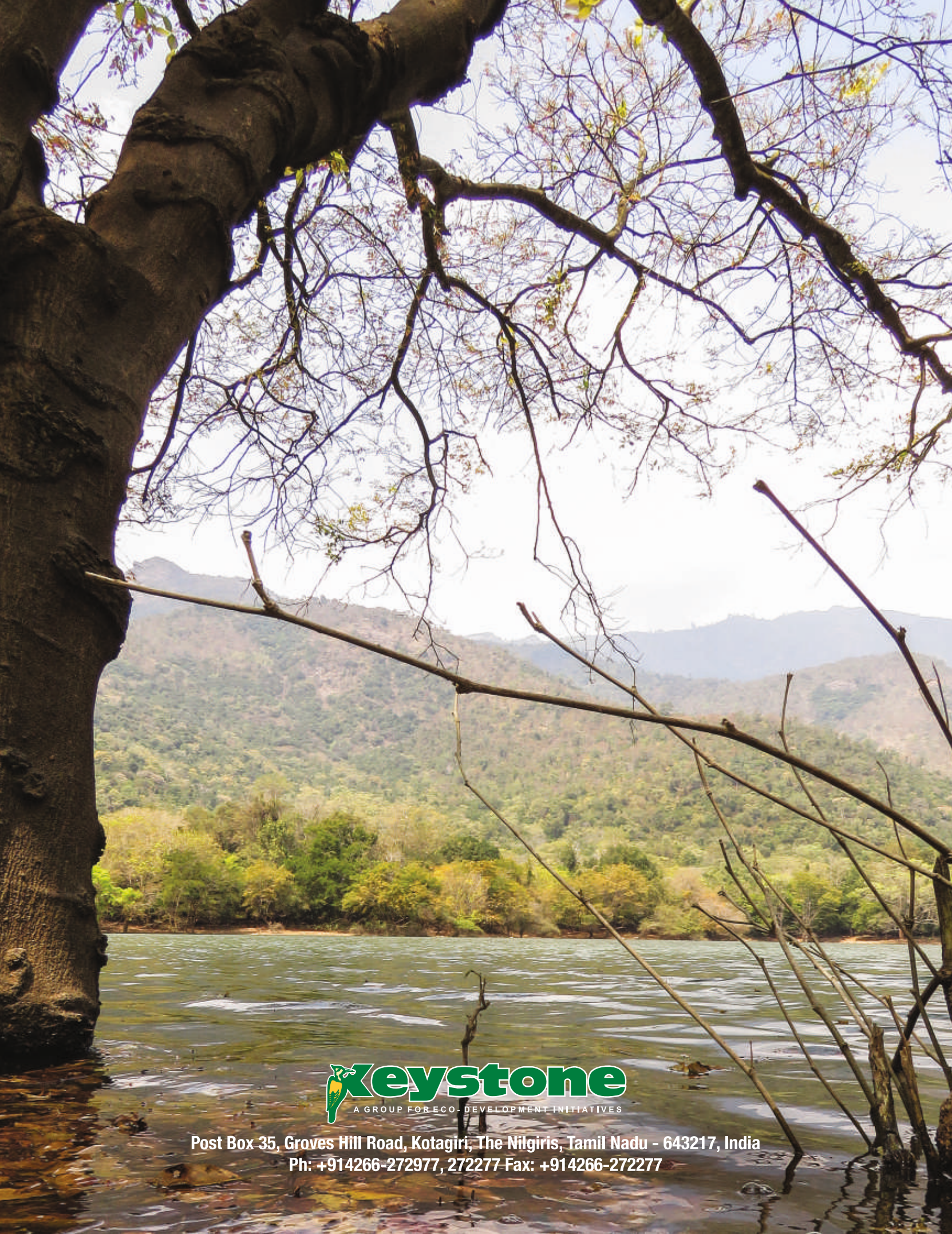
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