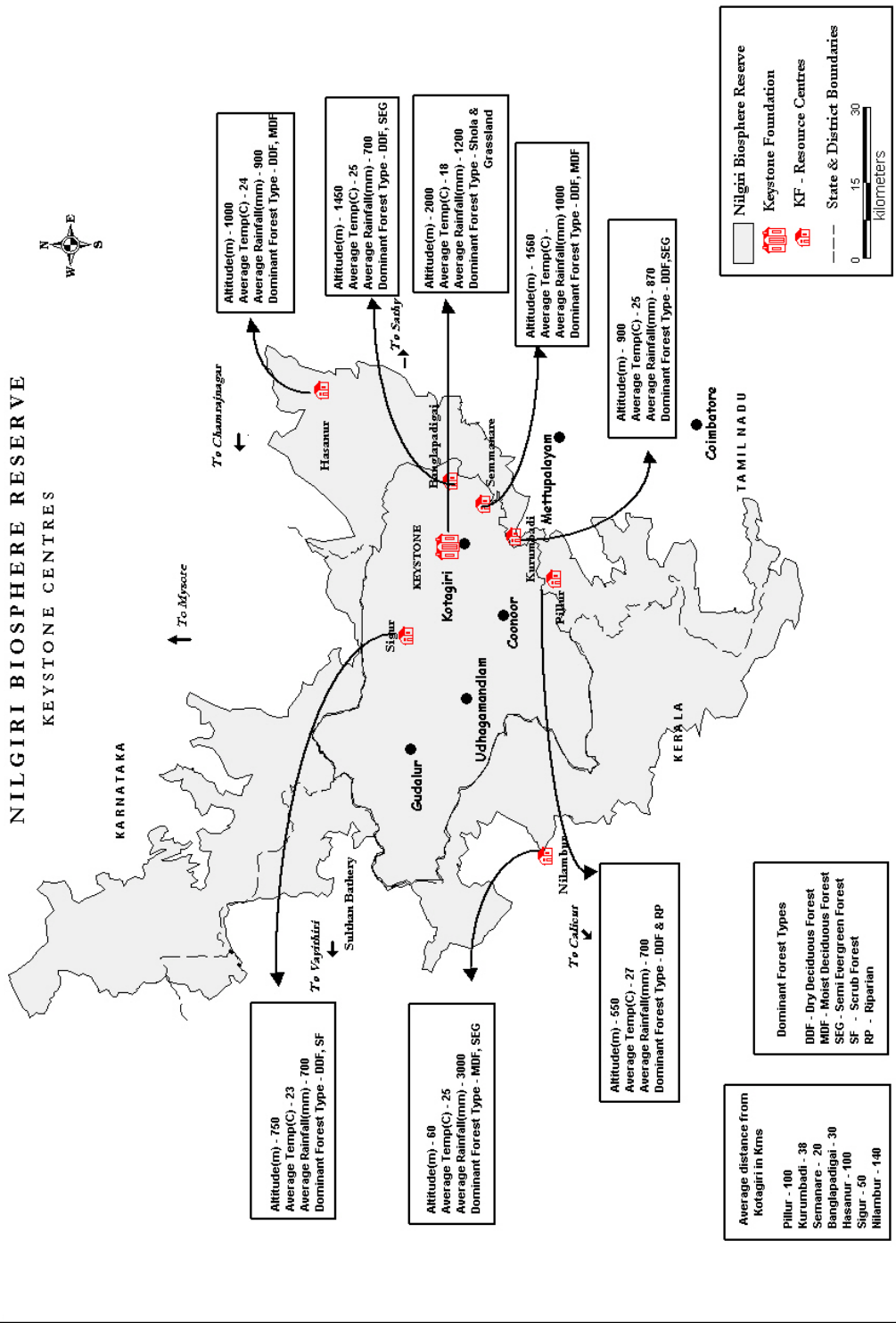
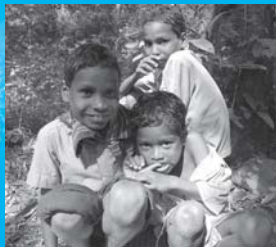
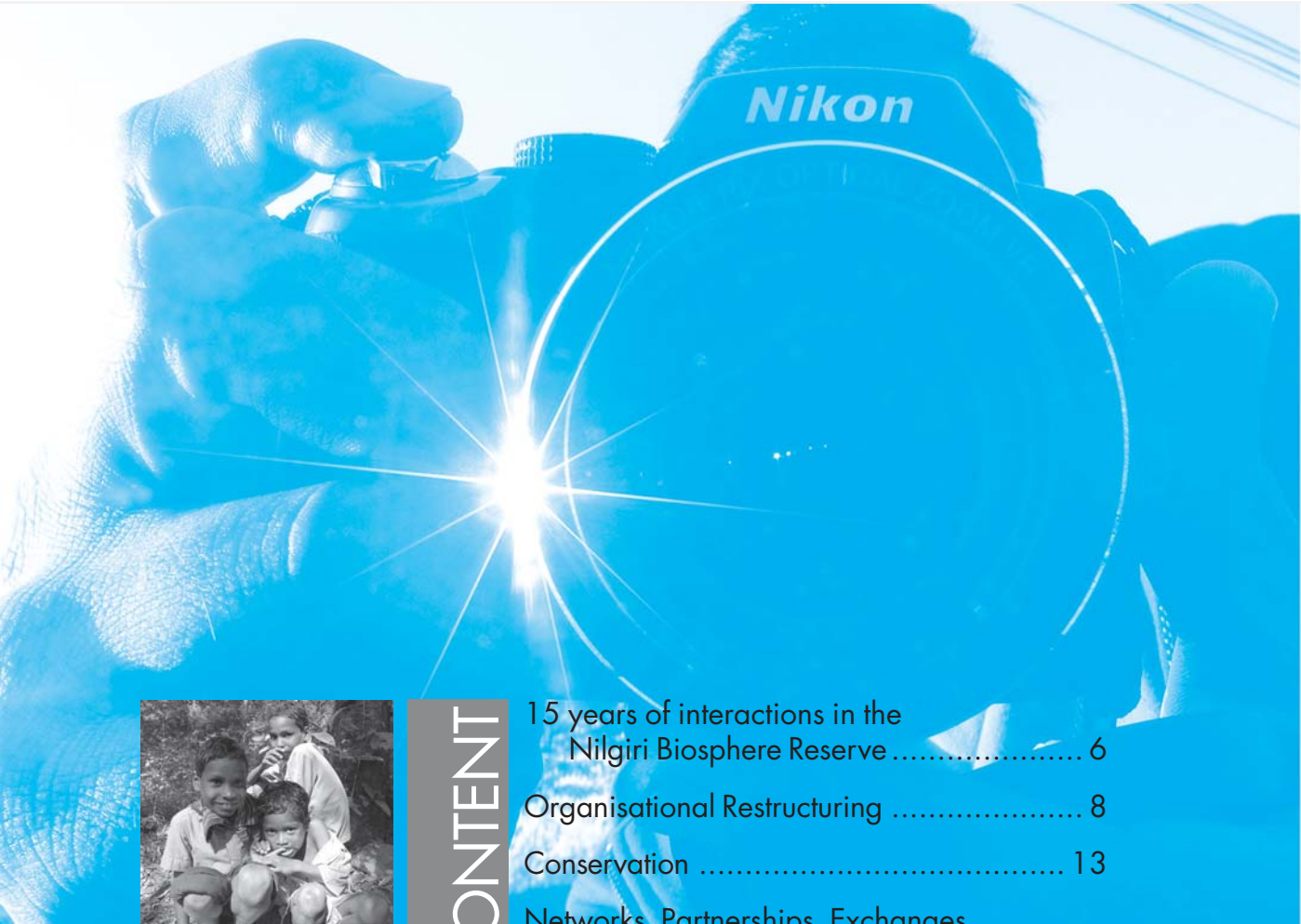


Fifteenth Annual Report

2008

NILGIRI BIOSPHERE RESERVE KEYSTONE CENTRES





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Tributes to Friends



Manikam of Velleri Combei village passed away in the very forests that he walked every day of his life. He seldom went for wage work outside the village. He was killed under tragic circumstances by two elephants, while returning from a visit to the nearby forests. 'Why Manikam, he was a true son of the forest?' many feel. He respected the elephants and always called them "Saami" meaning god.

Rajendran of Keystone says about his friend, "Manikam, would always put off other work if he was called by any one from Keystone for an event or activity. His home was always open to us for coffee and oranges." We will miss him dearly. It was in the lives of people like Manikam, Keystone began to see the linkages between conservation, enterprise and livelihoods. Our mission became real in the forests and village of Velleri Combei through Manikam. He leaves behind his wife Rukmini and two children.

Annapoorneswari came to our office, first as assistant in the Green Shop, Kotagiri and then moved to the Bee Museum in Ooty. She was fondly called Poorni and remembered by many. In December, Poorni passed away. Many in Keystone feel helpless that they could not reach out to their friend. She leaves behind her parents and brother, Easwar.





15 years of interactions in the Nilgiri Biosphere Reserve

It appears like yesterday, we came to Kotagiri and stayed in a lodge exploring the Kotagiri area. Leo, Mathew, Sneha and I did not know anybody then. Rev P. K Mulley was one of our first contacts and has remained a friend, guide and researcher throughout this period. From three villages, the work with honey bees started - today the work has expanded to more than 10,000 people in the Nilgiri Biosphere Reserve covering more than 46 villages. As I write we are 55 persons from all hues and walks of life; Toda, Kota, Badaga, Kurumba, Irula, Sholiga, Tamil, Bengali, UP, Kerala, Karnataka and Madhya Pradesh. From PhDs to hunter gatherers, class 8th drop outs, daily wage laborers, graphic designers, social scientists, ecologists, management and forestry people. Time has flown by and we have enjoyed every bit of the experience bitter, sweet and bland.

In this process we have had unlimited good will, help, ideas, suggestions, agreements, disagreements, support, funding and good luck. To all of the people who have been part of this process, some who have left this world – our work, place, aspirations, initiatives are our promise and commitment. Keystone is not an organization, it's a natural zone of ideas, people, creativity and energy, questioning the basics, redefining status-quo and leading by example. It's a meeting ground, a spawning pool, a knowledge enterprise that is unique in

this world. Culture, enterprise and knowledge processes mix here with no hesitation and something new is born and tried constantly.

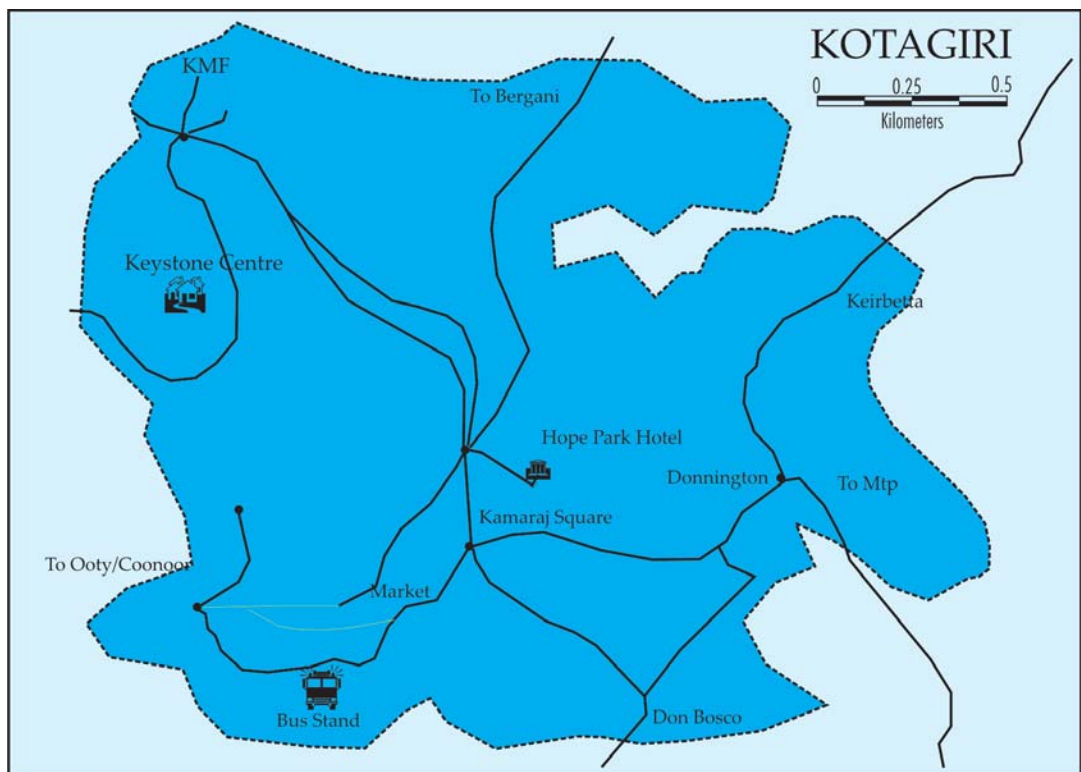
We do not have a plan – actually we never did. We wish to explore this world of people, nature and its dynamics, interactions and processes. There is so much to learn, so much to do – 15 years seems like a starter and one has had a glimpse of the menu of options and the real treat is waiting to unravel itself in the next decades.

On the note of 2008 – the biggest change has been the Organizational Restructuring. This year has also been the first time that we have got an endowment from Ford Foundation. Four funds have been set up which look at education, health, conservation and local capacity building. Travels, courses, workshops, visits have enriched the team – Mexico, Indonesia, USA, UK, Switzerland and India – Bastar, Orissa, Belgaum, Sirsi, Delhi, Almora and many other places.

We would like to thank all our donors, well wishers, friends, critics, colleagues, families, the common invisible people and the plants and animals and the soil of this region who gave us an opportunity for an intensive interaction. This is only the beginning. We are excited as to how creation and manifestation will emerge in the coming years in this region with people, ideas and resources.

Pratim Roy

December 2008





Organisational Restructuring

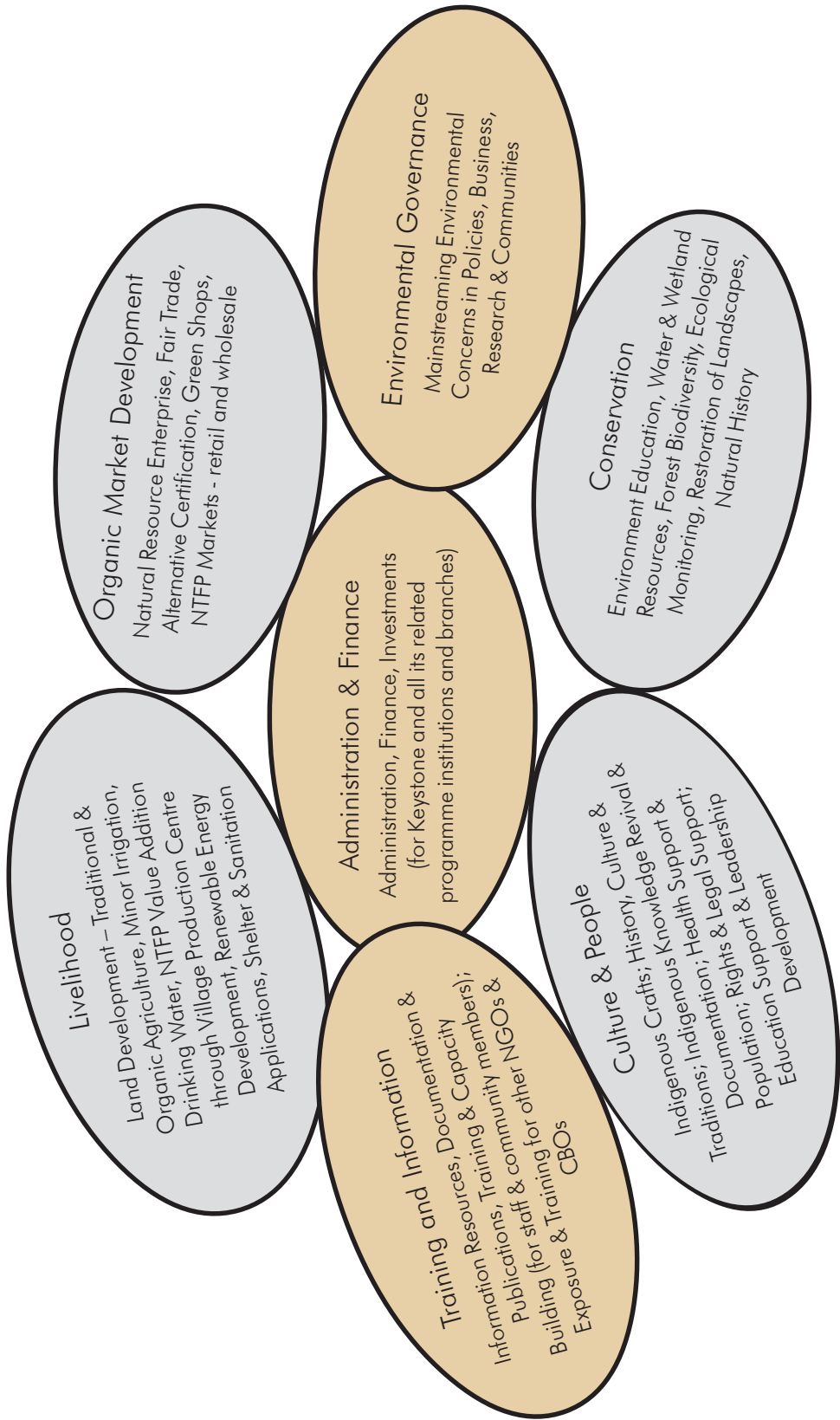
The need for an organizational restructuring was felt within the organization, especially by the Directors. The process conceived was participatory in nature and involved 17 crucial members of the staff (the G17) – experienced in Keystone and with clarity of the organization’s goals. The G17 met through January 2008 and came up with four different models of organization structure. Together we took the best from all and finalized the structure by September, 2008. October-December was a period of testing and from January 2009 the new structure became applicable, coupled with an improved salary structure and reconciliation of different grades within staff.

The new structure tries to encompass the following new features:

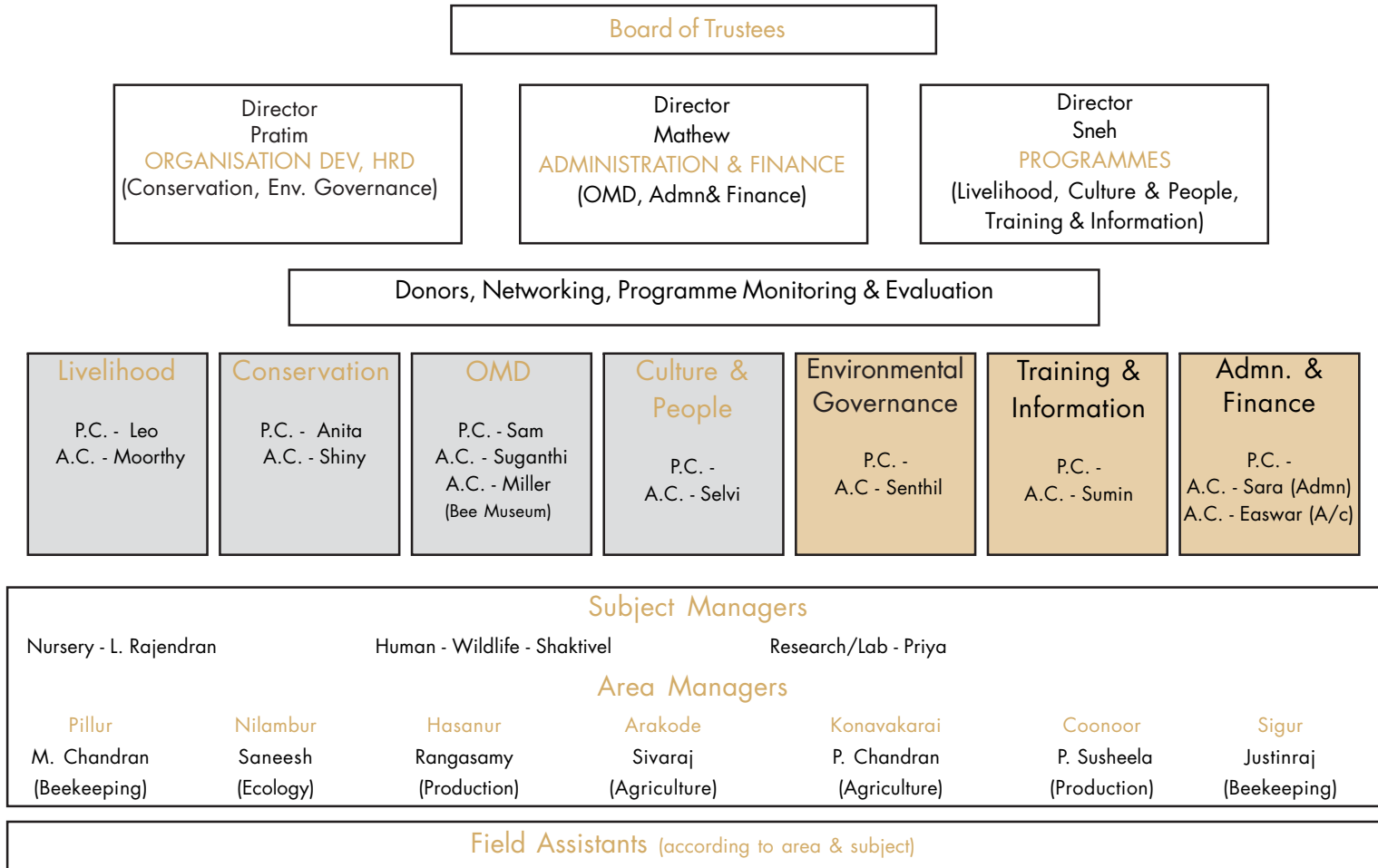
1. Strategic New Areas of work, which will enable Keystone to play a larger role in the Nilgiri Biosphere Reserve with all stake holders. These include the formation of two support groups – Environmental Governance and Training & Information. The clarity and naming of the Culture and People Group (earlier called institutional development) has given more focus in activities and work with communities.
2. Clarity of roles and responsibilities amongst staff and reporting structure
3. Management of programmes and support functions to shift to senior members amongst the staff and creation of specific slots, yet not filled up. Programme Co-ordinators and Additional Co-ordinators are to take up more responsibilities and the Directors are to provide specific training and inputs concertedly over a period of two years.
4. An internal Monitoring and Evaluation system – (still to be developed fully)

The following diagrams explain the new structure and should be read in conjunction with the Tree Fall Gap (which will undergo reform also). We hope that this new development will enable us to work more efficiently – with new energies and ideas. We also hope that Keystone will play an even more strategic and impacting role in the environmental/development issues of the region.

PROGRAMME AREAS

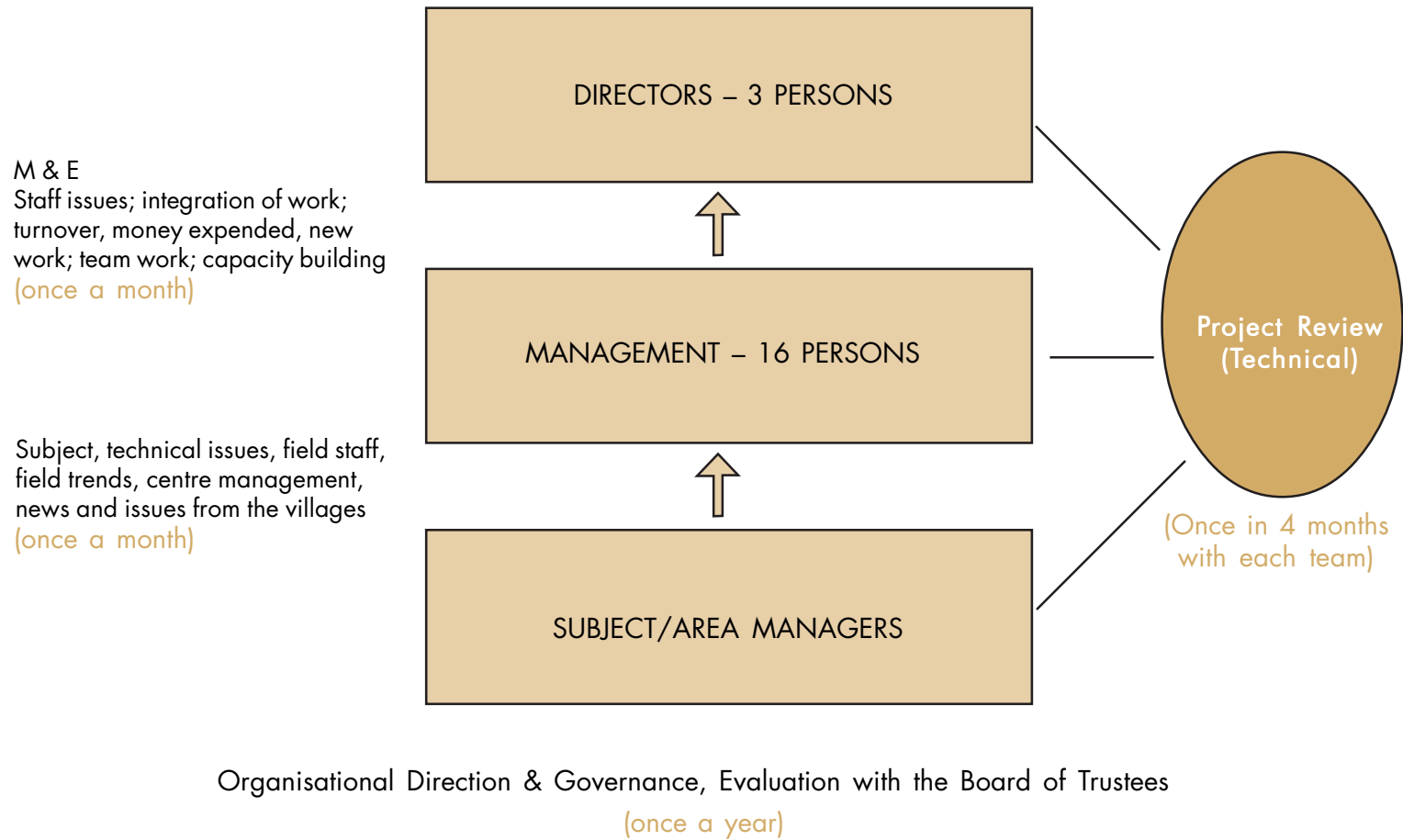


ORGANIZATIONAL STRUCTURE



P.C. - Programme Co-ordinator, A.C. - Additional Co-ordinator

REPORTING, MONITORING AND EVALUATION



To migrate or not to migrate, the eternal dilemma of the forest dweller.....



This is the story of Rajendran, who works as the village coordinator for Sigur region, one of Keystone's field centers. He belongs to the Irula community. Rajendran was born in July, 1985. As there is no record he does not know the date. His birth place is Chockanalli village, Sigur. His father and mother work for daily wages. He studied in the Government school at Mavanalla, (15 kilometers from his village) till class 6th. Owing to his family situation and his lack of interest in studies at that age he discontinued. He then had to support his family, so he worked in a garage and learnt to use the tools. After some time he left the job. His father had cattle and he offered to take care of them. The cattle were kept in pattis - deep inside the forest, in a place called Odavarapatti. By taking his cattle for grazing he knew the forest very well, the path to be taken for grazing, the wildlife in the area etc. He was all alone by himself in the forest and he managed independently. He had no other responsibility, just taking care of his cattle till the age of 17. After his vanavasa (forest stay), he returned to his village. He and some of the village boys went to Gobichettipalayam to work in a spinning mill. In 3 months he learnt to operate the machine very well. The management was impressed with his performance. But as it was a routine job; he did not like to work in the mill and so he came back to his village. He found a job as a guard in a farm land near his village. He worked there for almost six months and was looking for a change again.

This is when Keystone was giving training in bee keeping. He initially came for the meeting as stipend was provided to the trainees. The training was for a duration of two weeks and his daily visit for the training kindled an interest in beekeeping. Seeing his interest in beekeeping activity Keystone offered him a job. And again, after few months in his new job, he decided to move on for work in Coimbatore in a canteen. And after three months he came back home again. He felt embarrassed to ask for work at the Keystone center. He worked in a field near his village for daily wages. Few months passed by, he and his friends planned to go to Bangalore in search of a job. Even when they were setting off to go he was not happy about his decision. They went up to Thepakadu, waited for the bus to Bangalore. They waited for a long time for the bus, as he was waiting he was convinced that he will not go to Bangalore. He returned home and took up work with Keystone as village coordinator of Sigur region. He has been working for the past two years, in beekeeping activities, nursery and conservation education programs. He would like to become an excellent and well known beekeeper.

<http://www.planet-diversity.org/storiesandvideos/to-migrate-or-not-to-migrate.html>



Conservation



Environment Education, Water & Wetland Resources, Forest Biodiversity, Ecological Monitoring, Restoration of Landscapes, Natural History

Over the years the conservation activities in Keystone have been evolving and growing steadily. Today the group has a strength of fifteen people who range from experienced indigenous people to specialized postgraduates and Ph.Ds. The group is still a fairly young group, finding its feet in the NBR! In the perspective plan that was drawn up in December 2008 the group has put forward its aim to work for -

“Conservation of natural regions with the active participation of local communities to raise the consciousness of people towards the NBR as a natural heritage”

In February 2008, Dr. Patricia Shanley from CIFOR did an evaluation of the past six years which was funded by the Ford Foundation. Her evaluation report and the time she spent



with the team in the field was highly motivating. Her insights have influenced many of the directions that were taken in the year 2008. A detailed report of her evaluation is available with Keystone. She made several recommendations to the conservation team to build linkages that will create forums for the work to be seen and heard. We are working on it Patricia! The conservation group has brought out some publications and spread its work to directly involve the village people in the monitoring activities.

Activities

1. **The Bees Biodiversity and Livelihoods** project has entered its third and final year in May 2008. The project has seen many highs and this year has brought in the opportunity for

- More knowledge networks with Dr. Priya Davidar, Pondicherry University joining us as senior ecologist in an advisory capacity. Her entry has helped crack many outputs for the biodiversity part of the work.
- Mr. Santosh Sreevihar, a doctoral student of entomology from Calicut University has been making a monthly visit to Keystone and identified all insects collected through pan traps. Santosh has helped upgrade the Lab and has been regular with his visits. He is in the process of finishing the insect displays.
- In April 2008, Snehlata Nath (Director, Programmes) and Shiny Miriam Rehel (Senior Botanist) went to the UK on an exposure visit as part of the project. They spent time with Dr. Nicola Bradbear at Bees for Development to edit and bring out a special edition of the Bees for Development Journal in July which was about the project activities.
- Geeta Nayak joined us as a consultant from August until November to analyse some of the vegetation data and set up the pollination experiments.



Pollination study: Pollination studies in both natural forest and crops are being implemented to understand some aspects such as breeding systems, important group of pollinators, natural level of fruit set, etc. Pollination study has been completed on *Sapindus trifoliatus*. Further, *Coffea arabica* and *Mangifera indica* will also be studied. These are economically important species for the livelihood of indigenous communities of the NBR.

NTFP database: A database of plant species harvested and used by the people of the NBR has been created which also shows the pollination and pollinator requirements for the forest and crop species.

Bee population study: A study was done in 2008 to assess the density of bee nest location in three species of *Apis* bees: *Apis cerana*, *Apis dorsata*, *Apis florea* and that of stingless bees in four sites in the Nilgiri Biosphere Reserve. This was done to also understand the variations in bee nest densities across sites and the factors that affect the nesting patterns. Four sites were chosen in two regions namely Nilambur and Chamraj Nagar, which differ in land use patterns and vegetation characteristics, to capture the diversity of forest types. The Nilambur region is in the wetter part and the forest is a mixed evergreen-deciduous type, whereas the Chamraj Nagar region is in the drier eastern part of the NBR and the vegetation ranges from dry deciduous to evergreen and shola montane grasslands.

The study has brought out interesting information on bee nesting site preferences and densities in different locations. The data has been processed and three manuscripts have been prepared and are in various stages of submission to peer reviewed journals both national and international. The field work will continue in two more sites in 2009.



Trainings were imparted to research and field assistants on field about pollination studies and data collection. The project was closely monitored and streamlined through periodic interactions with UK partners. The biodiversity team also made a presentation to the DCF at Chamrajnagar to update him on our activities and share the preliminary results of the surveys in Pulinjur and Bedaguli area.

2. Community-based ecological monitoring and adaptive management for enhancing NTFP management project is being implemented with the following objectives:

- Capacity building workshops for local monitoring
- On-the-ground trial community monitoring initiatives

- Field course for students
- NTFP research inputs
- Model development and dissemination

Community monitoring workshops had 20 persons from the harvester community as participants. The harvesters were chosen from 11 villages spread over the forest areas of the NBR. The villages that were selected were part of the research that was done in the earlier phase and also had a high proportion of families' dependant on collection of NTFP for their livelihood.



At the workshop harvesters spoke of biodiversity issues and effects of harvests on the forests around them. The whole group plans to meet in January to review three months of monitoring. The observations will be crunched and results shared with the people so that the whole village participates right from the start of the monitoring.

While the habitat is being monitored as part of the harvester group surveys, weather stations have also been installed and are functioning at all the resource centers. The data is collected and entered by local field assistants. A methodology for soil and water testing has been finalized and will be implemented in the centers. A workshop was also organized for the staff at Keystone to

link up with the International Bird Conservation Network through their regional partners Bombay Natural History Society. The two day workshop dealt with methods for declaring an Important Bird Area. The workshop has also created an opportunity to link up our in house databases on biodiversity especially of birds.

NTFP research inputs studies have been designed to answer questions that emerged from the work that has been underway in Keystone in the field of NTFPs.

- A study has been designed to record the effects of hemi parasites and lopping of branches during harvest on the highly harvested species *Phyllanthus emblica/ indofischeri*.
- An initial study was undertaken on the use of wild/uncultivated foods in the regions of Pillur and Sigur. The checklist that has been generated will now be used to look at highly used species and their nutritional value.
- Resins are an important NTFP collected in the NBR and undergo very little value addition at site before they are sold. A study is underway with regard to the value chain for resins in the NBR.
- Harvest of NTFP has been designated as a role for the Village Forest Councils. A study has also been initiated to understand the efficiency of these councils.



International Field Course: As part of an initiative to get more individuals who are part of an NGO or the government working on natural resources to focus their work on the linkages between conservation, enterprise and livelihoods, a Field Course was designed. The International Field Course (IFC 2008) was facilitated by Keystone Foundation with inputs from People and Plants International. Internationally renowned faculty Dr. Anthony B. Cunningham (People and Plants International, Australia) for conservation, Dr. Janet Seeley (University of East Anglia, UK) for livelihoods and Ms. Crissy Guerrero (NTFP-EP, Phillipines) for enterprise participated in designing the structure and contents of the course. National resource persons were Prof K.C. Malhotra and Mr. P.N. Unnikrishnan (IFS) besides the resource persons from Keystone. The IFC started off on May 5th and went on till the 15th of May 2008.

The students formed an interesting mix of postgraduates who were already employed with an NGO. Three were from the government Forest departments and working as DFO's. They came from various states in the country, Arunachal Pradesh, Meghalaya, Andhra Pradesh, Maharashtra, Tamil Nadu, Kerala and Orissa. The Field Course combined lectures and field trips. Towards the end of the course the students were asked to develop a proposal and identify an issue in their area of work that could be designed around the principles shared in the course. Each student made a presentation of their proposal. The proposals were judged based on the students participation during the course, the content of the proposal itself and the linkages that were being established through the proposal. Five proposals were selected for support based on the decision of the faculty:-



- a. Land use planning for ecological and livelihood security in the South Garo Hills District, Meghalaya- submitted by Ginseng D. Sangma for Samrakshan Trust.
- b. Value Chain Analysis, Training Module and Micro Enterprise of Gududchi (*Tinospora cordifolia*)-submitted by Hema for Kovel Foundation, Andhra Pradesh.
- c. Ecological and Traditional Knowledge Status of Natural Dyes used in the handloom sector in Boudh district of Orissa-submitted by Prasad Das for Vasundhara, Orissa.

d. Study and Documentation of Traditional Livelihood Practices and Knowledge on Natural Resources and the management practices of Key Bio resources among Kattunaikka Tribe at five hamlets in Wayanad, Kerala-submitted by Sivan V. for MSSRF, Tamil Nadu.

e. Ecological Monitoring of *Terminalia chebula* in Maharashtra-submitted by Anuja K. for Econet.

The projects started off in August 2008 and have an aspect of conservation and livelihood incorporated in them. It is proposed that the IFC class of 2008 will meet in November 2009 for a final presentation of their projects and outputs. In the meantime exchanges over phone and email are happening.

The IFC was considered by far a huge success and everybody felt this was an effort that Keystone needs to make on a periodic basis. The course gave an opportunity to share in house experiences and merge it with the considerable experience that the resource persons brought in.



3. Wildlife conflict and Habitat Conservation in the Nilgiri Biosphere Reserve, Western Ghats. The project goal as given in the proposal is, 'Improved wildlife, forest and land use management in the Nilgiri Biosphere Reserve'. This project aims to address two main issues:

- a) **Identify and launch mitigation measures for the Human – Wildlife conflict across regions in the NBR:** The current decade has seen increased human wildlife conflicts in the fringe areas of the forests where adivasi communities are located. Crop raids by elephants, wild boars and other smaller animals have affected these already marginalised groups. Besides crop, human and cattle casualties have also been frequent through tiger, bear, leopard, Gaur attacks. Changes in crop patterns and location of habitations have also added to increase the conflict. In order to identify the issues, studies have been designed to complement already existent knowledge on this issue. Networks are being established with other role players in the area so that the mitigation measures can be implemented efficiently.



b) **Fuel consumption patterns of the Sigur plateau and bring a change to efficient energy usage:**

The Sigur plateau in the northern part of the Nilgiri district is part of the NBR landscape and is one of the crucial places of human wildlife conflicts. Extracting fuel wood for both personal and commercial purposes from the adjoining forest areas is growing at an alarming pace and this calls for interventions like setting up nurseries, providing alternatives to fuel wood consumption and planting woodlots at community common grounds. Data is



being collected on house hold consumption rate as well the commercial use by resorts and hotels, which have mushroomed in the area over the years. Unplanned tourism has led to a feeling with the local community that the beneficiaries are outsiders and not them.

As a strategy towards the implementation of this project a preliminary meeting was held with stake holders and other organizations working in the same area to identify and address gaps if possible for better implementation of conservation related work. A second meeting was organised at Ooty with the Project Director, Mudumalai Tiger Reserve to develop mitigation measures to create a feasible management plan for the buffer zone of the tiger reserve.

4. Cycas Conservation Centers in the Nilgiri Biosphere Reserve, Western Ghats. We continue to undertake work on the Cycads of the Western Ghats. This year the grant has helped us establish Cycas conservation and information centers in three villages.

The idea has already taken off in the village of Velleri Combei. One of the abandoned houses in the village was restored and equipped with a better roof, a bamboo verandah, mats, and utensils. The 'Cycas' house at Velleri Combei was host to 11 visitors from the distant village of Bangalapadigai. The children of Bangalapadigai were taken for a Cycas trail to the top of the mountain accompanied by elders from the village who spent time explaining the Cycas life history, use and destruction. The children were very happy with the visit and much reluctant to leave for home.



In the village of Appankappu in Nilambur, Kerala, Cycas trees grow abundantly in the forests and flower and fruit regularly. The people do not see why we need to work on its conservation. The information center and the upcoming nursery of cycads will help to take home the message about the significance of conservation work and its need even for areas where the species is not threatened.





We have also begun to explore the indigenous use of this special plant in other parts of India through our network partners, Madhu Ramnath of NTFP-EP India is leading this cause. Madhu has already some interesting observations and we hope to spread the message of looking out for species of special conservation concern in all regions where we work.

The Cycad Biology meeting that happens once in three years was held in January in Panama. Keystone's paper was the second one from India and there was much appreciation for our work. A grant from the Ford Foundation and TCS made it possible for Vandana Krishnamurthy (now doing her Ph.D. at the University of Hawaii on Cycads) and Anita to be part of the conference. Later in the year, a meeting organized by CITES called for experts on different plant and animal taxa to present their case studies. The workshop was hosted by the Mexican biodiversity authorities and was held in Mexico. Anita from Keystone presented a case study. It was the first time that India was represented in such a forum. The expert committee has taken the recommendations made by the forum to set standards for trade in endangered species and CITES will adopt or reject it at their next meeting.

5. Nurseries: Raising of indigenous forest and horticultural species has been an area of priority in the work at Keystone. Most nurseries grow ornamental and horticulture varieties, but we raise forest and shola species and are being recognized for it by people and Forest Departments. Earlier times only forest department used to grow such a nursery. In our approach we have found active participation and interest from the village. The forest department also understands our work and has given us permission to plant these species in the forest. As a result of this we have planted 6210 plants in Bhavani Sagar range at Sathyamangalam and the survival of the species is being monitored. We have also issued 3750 free saplings to Hasanur and Bhavani Sagar forest ranges.

People in the villages have also planted forest species in their fallow and abandoned lands along the boundaries as fencing. A total number of 20,561 plants of more than 45 varieties were planted over the year. As of December 2008, there remains 55,426 plants of more than 50 varieties in all our 9 nurseries.



We have also planted saplings in Kotagiri town panchayat at "Happy Valley" which is a wetland close to our office campus. These plants and their survival are being constantly monitored. Fruit species are also grown and distributed free of cost to people, some species are grown on demand and distributed.

Community initiative for ensuring survival of plants out planted in the forests of Sigur

On a visit to the site near the Anikal temple where we had planted some 500 saplings in June, Rajendran of Chockanalli village found Basavalingan of Anaikatti village implementing an indigenous drip irrigation system. Basavalingan had collected all the plastic bottles thrown by the wayside in his village, filled them with water and made minute holes on the top and bottom of each bottle. He then inserted a piece of cotton thread at one end and tied the other end to the base of the plant stem and kept the bottle horizontally near the plant. The top hole was needed for air circulation. A totally self generated enthusiasm to ensure the survival of these plants planted in the forests!

In addition to this, some species that are required and used by the Kurumba community traditionally for their festivals are being grown in the sacred grove nursery. We are working on getting permission to plant saplings in the sacred groves from the Forest Department. The endangered species *Cycas circinalis* is being grown in various nurseries. They have been out planted in vacant lands. Nursery plants are being sold steadily at Sigur. Sales happen directly at the nursery and through the small shop that has been set up in Masinagudi. Approximately 1500 plants have been sold through this outlet and income from this has been Rs. 13,569.

6. A conservation and livelihood project which focuses on the sustainable harvest and use of forest species in the NBR has been started off this year in Nilambur area. As part of this project we have taken up the following activities:

Identifying key NTFP areas and conducting resource assessments: Six villages were identified and participatory maps were done with the harvesters to identify the extent of forest use, its diversity and intensity. The maps were also digitized and followed up with surveys of the forest where the resources were located.

Meetings with forest produce harvesters: These meetings have been undertaken with an aim to understand current harvesting practices and promote sustainable ones. Harvester meetings were conducted at Nilambur center and adjacent villages with a view to promote better harvesting practices. On an average two harvester meetings are held every month and different NTFPs are brought up for discussion. The methods prevalent and the changes that need to be made are discussed at these meetings. The harvesters are also encouraged to bring the sustainably harvested produce to the center so that we can use it for our training needs. Cholanaiken, Pathinaiken, Aranadan and Paniya community harvesters were part of the trainings.

Meetings with Medicinal Plant Industry: Keystone took up an initiative to dialogue with the medicinal plant industry. In August we were invited to set up an exhibition on the occasion of the centenary celebrations of one





of the oldest ayurvedic houses of the South, the Arya Vaidya Pharmacy. At the exhibition venue we also held a half day seminar on Sustainable Harvests of Medicinal Plants. The meeting was co-organised by us to bring the issues concerning forest and people to the ayurvedic industry & looking for a sustainable solution to conservation of biodiversity and livelihoods of forest communities.

- The main issue with the communities is that the returns they get for the produce they collect are low, there are transit difficulties and access to markets are poor.
- In the forest – there is often a high level of extraction, leading to low populations of species .
- More ecologically sensitive regulations from the market give a chance for the gatherers to be better organised and

thereby get a fairer deal.

- Aspects that are important today are related to ecological monitoring, geographical indexing and quality parameters – besides the regulations in the market relating to growth of the ayurvedic tradition, which has now become an industry.
- Though there are staggering figures from the ‘demand side’ and projected growth of the industry, little is known about the supply end of these medicinal plants.
- Several organizations, have done a lot towards conservation of species and local health traditions. However, a lot more needs to be done in the face of growing demand.

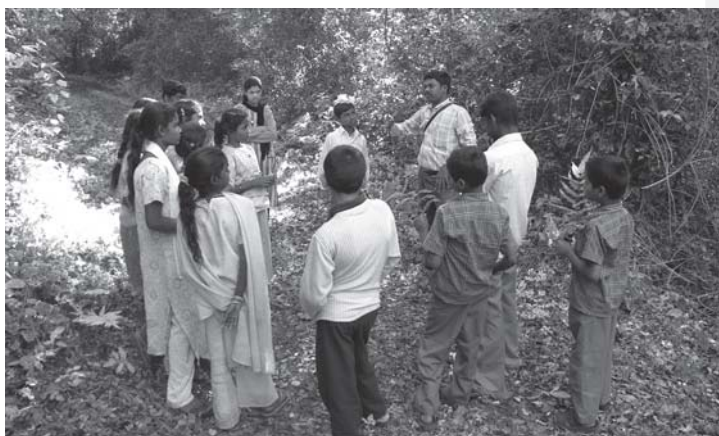
As a follow up to the meeting a further workshop is being planned and more dialogue with the medicinal plant industry is underway. The exhibition gave harvester communities an opportunity to interact with the industry houses.

7. The Lab in Keystone which sits quietly under the HIVE has been the hub of quite a few activities this year.

- Plant identification** has been undertaken and a herbarium is preserved in the lab for reference. Samples have been taken to the Botanical Survey of India (Coimbatore) for verification. A total of 80 herbarium sheets have been prepared.
- Pollen analysis:** Pollen slides have been prepared from the honey and bee pollen baskets to identify the source of the honey and bee foraging plants. Pollen slides have also been prepared from the flower for reference, a total of 110 slides have been prepared.
- Insect identification** has been carried out to find the diversity of the insect species found in the NBR. The sample collection was done by pan trap method in Bees Biodiversity and Livelihood project. A total number of 4000 insects were identified in the past year. The bees species have been pinned for display.

- d. **Honey test** is carried out to find the moisture content in honey. Qualitative Fiehes test to identify adulteration, total reducing sugar and determination of non reducing sugars is also undertaken.
- e. **Water tests** are done using the Jal Tara kit to find out the potability of water. Methods are being prepared for analyzing the biodiversity and chemical properties of water from different sites.
- f. **Soil test** is done to measure pH of the soil sample using pH indicator paper, soil texture in jar, ribbon soil texture test, wet or dry soil test and soil organic matter. Chemical tests have also been undertaken to identify the soil characteristics.

8. Conservation Education: An area of work that has been in focus for more than a year and generated much interest has been the conservation education program. This year we undertook 2 camps for the children from our villages. These camps were held in the Keystone campus at Kotagiri. We had children from Sathy and Pillur visit us during their holidays. Besides these activities are being undertaken in the schools at Hasanur and Nilambur with active participation from the culture and people group. The Hasanur school program is being conducted every Wednesday at the Geddesal GTR school for the students of the 6th, 7th and 8th classes. A one hour slot has been set aside for environment education. In Nilambur special sessions were taken on conservation related issues. In the monsoon, a walk was arranged with the students of the local school into the forests to study the monsoon diversity of the forests. The children and staff enjoyed the activity and there have been repeated requests to follow up on the activity.



The conservation education work gets a lot of leverage through the activities of the bee museum. The past one year the bee museum has had a slower pace with staff turnover. Anita who looked after the school programs and Richard, who was looking after the Green Shop left in June. The school programs continue with interested schools from Chennai and Bangalore. The different modules we have on offer, are popular. The children from the villages where we work are taken for a day visit to the museum. These visits happen once a month and the Culture and People group organize the visit.

The conservation team has reviewed its work over a two day intensive session. The group drew up its perspective plan for the next three years with the objective of working:

- To promote sustainable harvests of forest produce with traditional communities
- Proactively take up restoration of degraded areas and protection of natural areas



- Study the changes to landuse and biodiversity over time and space.

Some of the key approaches and methods that will be used are:

- Building community partnerships
- Outreach activities
- Academic partnerships
- Applied research
- Campaigns

The conservation work in 2008 has taken place through the following projects:

1. Bees Biodiversity and Forest Livelihoods project funded by the Darwin Initiative (UK; 2006-2009), and partnered by Keystone Foundation, University of East Anglia (UEA), Centre for Agri-Environmental Research (CAER) at the University of Reading and Bees for Development (BfD), UK.
2. Community-based Ecological Monitoring and Adaptive Management for Enhancing NTFP Management in the Nilgiri Biosphere Reserve, India funded by IDRC, Canada.
3. Wildlife Conflict and Habitat Conservation in the Nilgiri Biosphere Reserve, Western Ghats, India, funded by the IUCN, Netherlands.
4. Cycas Conservation Centers in the Nilgiri Biosphere Reserve, Western Ghats, India funded by TCS, USA.
5. Nurseries receive support through CORAID, Netherlands and IUCN, Netherlands.
6. Sustainable Harvests of NTFPs & Developing Harvest Protocols receives support from Sir Dorabji Tata Trust, India.
7. Laboratory activities are supported through ongoing projects.
8. Conservation Education & Bee Museum are supported through ongoing projects.





Networks, Partnerships, Exchanges and Facilitation

Ernst & Young Reverse Assignment: NGO to Corporate

Adopt-a-Business, UK has had two assignments with Keystone in the past two years - one to develop an Enterprise Business Plan and the second to streamline the administration. Each of these assignments was executed by senior level managers who are potential leaders in their field. Instead of a corporate flow from UK to India we suggested a reverse assignment from India to UK to learn about corporate thinking and strategies. How do they build teams? What drives them? How do they build trust and confidence? How do they know what is good and bad for the company? How is decision-making done? How transparent are they? One week was spent at their London office, over the Thames, dealing and learning with a cross-section of officers - from a junior post right up to the top partner. Interesting experience and lot to learn that was worth bringing back to Keystone in terms of team dynamics and working with diverse groups of people.

From there, I moved on to the USA - this was my first trip and thanks to Ford Foundation, this trip was funded and contacts developed which have already yielded results. A special thanks to Jeff Campbell, then Senior Program Officer at FF, NY with whom I stayed and learnt a lot about the US.

The **key partnerships** that emerge are:

1. Continuation of partnership with the Ford Foundation – especially in the areas of institutions and governance. Our new restructuring and the challenges we face with a diverse indigenous community group, forest department of 3 states, trade and business, tourism and a burgeoning pressure on the Western Ghats / Nilgiris Biosphere Reserve ecosystem – how do we adapt ourselves to make an impact and a positive change on environment and peoples’ lives. Ford Foundation through its learning and experiences worldwide could help us build contemporary strategies. The breakthrough in 2008 has been the **Endowment Fund given by the Ford Foundation**. Keystone has set up 4 funds with this endowment:
 - a. Women & Child Emergency Vulnerable Care fund
 - b. Local Capacity Building Fund
 - c. Adivasi Education Fund
 - d. Conservation Fund
2. The **Panta Rhea Foundation**, San Francisco, California - is a group that works with bees and people. They have agreed to fund us for a year on a project “Conservation of Biodiversity & Culture of Indigenous Mountain People through wild bees”.
3. Diana Cohn – the Executive Director of Penta Rhea connected me to Melanie Adcock, Program Officer at the **C. S. Fund**, California– with whom I had a telephonic conference and then a long email conference – we have won a project from the C. S Fund on “Pollinators, People & Biodiversity: Ensuring Food Security & Diversity with Indigenous Hill Communities in the Nilgiris Biosphere Reserve, Southern India”.
4. **Rainforest Alliance** - a certification body based in New York - had a good meeting with their team. Interestingly they have started to work in the Nilgiris with tea estates who are looking for the RA logo on their tea. Some follow-up has happened since my meeting there, with their Asia Pacific office coordinator visiting Coonoor and our Green Shop. This is a crucial linkage to make an impact on ecological design and holistic land use with tea and coffee estates.
5. **The Christensen Fund (TCF)** in California works primarily in the field of bio culture through the world – funding organizations and partnerships that are basically stewards of biological and cultural diversity. Currently they do not work in India. A meeting with the Executive Director – Ken Wilson was good. Ken was here at Keystone during December 2008 with Shireen – and a firsthand exposure to India and our work. We hope we can build a partnership with TCF.

Several other donors, partners were met and appointments sought - some may germinate after some time and some were good experiences for the sake of meeting new people who do different kinds of work.

Pratim Roy



Culture and People



Indigenous Crafts; History, Culture and Traditions; Indigenous Knowledge Revival and Documentation; Health Support and Population; Rights & Legal Support; Education Support and Leadership Development

The perspective of the Culture and People Group is to strengthen culture and traditions especially when indigenous people are unable to continue them. We are trying to raise awareness among our people on the need for keeping the traditions. Nowadays, most think only of their economic status while some are migrating to other places, this leads to the breakdown of the governance and village customs. Many have lost their traditional land and turn to wage work for a living. The Culture and People program is involved in various activities such as restoration of sacred groves, conducting population surveys, documentation and conducting festivals, meetings, awareness camps. The program also provides specific support for health, education and accessing government schemes.

The group aims to strengthen the conservation oriented lifestyle of the indigenous people and help them to reclaim their rights over the forests; to establish the identity of each community and instill pride in their vibrant culture; ensure that indigenous communities develop abilities to deal with the modern world.

Activities

1. Indigenous Information: In the year of 2007, we did a survey of sacred groves of Kuruma community, and published a book in 2008 on SACRED GROVES in Tamil language. This book was distributed to the people of the Kuruma community to create awareness and pride among them. Villagers have set up nurseries and planted saplings of important trees and plants used in the rituals. Banagudi and Baviyoor villages have undertaken planting of saplings in their sacred groves.



2. Traditional Stories and Riddles: We have documented the traditional stories and riddles of Kuruma, Irula, Kota and Toda communities. This is important since, the new generation is exposed to different cultures and elders are not able to pass on these rich traditions to the young members of the community.

3. Volunteer Meetings: Quarterly meetings of Kuruma and Irula communities were conducted this year. The villagers of Baviyoor, Banagudi, Thumbinericombai, Thalamukku and Sengalpudur have celebrated their traditional festivals this year. Also, Garkiyur, Bangalapadigai, Saamagodar, Kokodu, Mettukal villages of the Irula

community celebrated their traditional festivals. People of Garkiyur village have reclaimed their right over the Rangasamy Temple from the Lingayat community.

People have built up capacities to obtain birth, death and community certificates themselves. This is a direct result of the volunteers' meeting in which this issue was discussed extensively. In Kunjapanai, volunteers have successfully convinced a priest not to influence the children of the village to convert to other religion.

Irregular attendance is a major challenge at the volunteer meetings and decision making is not possible many times under the circumstances.

4. Indigenous Calendar: This year, we have added more festival details to the calendar from communities in the NBR. Rituals and festivals of Kuruma, Irula, Kota, Toda, Soligar, Bettakurumba, Mullukurumba, Jenu Kurumba, Kaatunayakan, Cholanayakan, Aranadan and Paniya communities are added. Information regarding the festivals of Jenu Kurumba community is not available currently and will be included next year.



5. Nilgiri Seemai Sudhi: For the past two years we have been publishing *Nilgiri Seemai Sudhi*, a news paper for indigenous communities. Previously, we have focused on the Kuruma and Irula community news but during this year we added the Kota, Toda and Soliga community

news. From a single sheet newsletter it has grown to a two sheet newspaper. The newspaper covers news about birth, marriage, death, health tips, Government news, traditional festivals, riddles, poems etc. The response from the people is very good but the willingness to pay for the newspaper could be better.



6. Culture Shop: We have added ritual items to the culture shop, like *ragi*, *thenai*, *samai*, *dhupa*, mud pots, bamboo containers etc. The products are selling very well. All communities are showing interest in this effort.

7. Indigenous Food Festival: A festival for the foods of the people of the Nilgiris! Traditional food of eight communities was on display along with traditional music and dance. Different types of honey, millets, amaranthus powder, green leafy vegetables, jack fruit, banana, *eendhu* leaves and seeds, pumpkin, wild tubers and yams, bamboo shoots and other delicacies were displayed. Participants from all communities exchanged recipes and medicinal properties of these foods along with the health benefits.

8. International Day of the World Indigenous People: The 9th of August, world over, folks celebrate the International Day of the Worlds' Indigenous People according to UN convention. We celebrated the festival, in a grand manner at the nearby CSI School which has a big ground to accommodate more people. People of NBR were the proud participants and each and every community showcased their culture and dance to the jubilation of the spectators. Khadi and Village Industry Minister of Tamil Nadu, Ellithorai K. Ramachandran was the chief guest. The whole event was covered by Coonoor Television Network and televised over the weekend.

9. Tribal Advisory Committee Meetings: Keystone has initiated the TAC to gain more insights into the needs of the communities, relevance and approach of Keystone in addressing issues through Conservation Enterprise and Livelihood interventions. Two meetings of the TAC were organized at Keystone Center. Indigenous people from Kotagiri, Coonoor, Hasanur, Nilambur, Sigur and Pillur attended the meeting. Discussions about Keystone's programs and their impacts held during the meeting brought out some key emerging issues. The main emerging issues are health, education, traditions, forest rights and



food security. The committee has given some key inputs into the areas that need to be addressed by Keystone through its programs like organic farming, accessing rights given in Forest Rights Act, water, housing, sustainable harvest of forest produce etc.,

10. Bamboo House Students Programme: Bidur Mane' at Baviyoor, serves as the center for revival of traditional music. Built from Shrikant Joshi Endowment Fund, this center acts as a training center for Kuruma youth to learn and play Arakol. This center also acts as a cultural exchange for school children from different regions. Our focus is to teach the young generations to learn and respect the cultural traditions followed through centuries by our elders. We organized a three day program with students in Bamboo House. Garkiyur school students attended the program. The aim was to create awareness about culture and traditional medicine. Students drew paintings about nature and wildlife. They learnt traditional arakol and played the drums. Since most of the students study in Government Tribal Residential schools, they seldom get an opportunity to learn and appreciate the arakol.

11. Village Forest Council Meetings: We have organized village forest council meetings in Coonoor and Pillur area. The aim was to create awareness about village forest council activities. In these two regions, members are not involved in collecting NTFP products and they were not aware about this committee. The Sathy region village forest council presidents were invited to create awareness about the committee, how to dialogue with the forest department were explained in detail to the participants.

12. Ajile Bottu: Painting has been one of the major activities of this group this year.



Manickam, active member of Ajile Bottu who was involved in bamboo crafts training to school students and a key player in the cypas conservation passed away tragically in an elephant attack. His traditional bamboo containers and *buhiri* (wind instrument) which are popular selling items in the Culture Shop, now stand as a sad reminder of him. The Kuruma community has lost a talented *qualu* master. The Ajile Bottu group now has only three members and more needs to be done to expand and diversify the groups' activities.

13. Community Leadership Support: Through Keystone's leadership program, a male and female member of the Kuruma community were selected to undergo Leadership Skill Building. They are currently learning computer and communication skills. They will be key people in documenting and researching issues involving the communities

in future. Once sufficient skills were acquired, they are expected to represent the Kuruma community in all forums.

14. Education Support: There are very few people who go on to graduation studies from indigenous communities and some of them do not complete the course due to financial burdens. We have provided partial support of 50% of the fees to students who are in need of support.

15. Medical support: We have been able to give support for emergency cases in the past year. The costs incurred are mainly towards hospital charges and transport.

16. Special Support to Cholanaikans: A food program for nutrient supplement with dry fish is being implemented in the New Ambarabalam valley for the Cholanaikans. This was stopped after a few months since it was not reaching the children as planned. Plastic sheets have been provided for roofing material. The people decided amongst themselves the most needy of the support based on which the sheets were given.



Plans for next year

More communities will be participating in our activities which will help us build capacities to address the issues in a holistic manner. Efforts in the direction of weaving the culture and people program into conservation enterprise and livelihood programs will be priority. Understanding peoples' needs and working in their terms of development through participatory mechanisms will be the approach that will bring about positive outputs. Following discussions with the team, we decided to take up the following areas of work for the future.

- a. **Health and Population** – Medical fund, especially to cater to women and children; Kuruma census, medical anthropological study, Cholanaicken population survey and nutritional support.
- b. **Education and Capacity Building** – This includes support for mainstream education, higher education, special leadership grants, skill development training, environment education and summer camps.
- c. **Legal Aid, Rights Awareness and Government liaison** – Cases on adivasis/conflict resolution, laws and awareness – SHG, VFC, FRA; community certificates, housing applications, access to schemes, TAC – Tribal Advisory committee (set up for Keystone).



d. **Indigenous Knowledge, Documentation and Information** – This area needs to be developed more and techniques and tools gathered for it so that people can document and develop it as material for themselves.

e. **Identity and Culture** – *Hubba* (Indigenous food, *Jenu*, *Arakol*, Sacred groves, etc), Indigenous Peoples' day, Ajile Bottu painters group, culture shop, bamboo house, etc.

All these aspects need to be developed more and clear activities thought out for them. Most of all this work needs to be expanded to all communities in the NBR.

The programme is supported by

- a. Poverty Alleviation of Hill Communities - Working through Local Biodiversity, Livelihoods and Enterprise supported by the Ford Foundation, New Delhi.
- b. Conservation, Livelihoods & Enterprise Development of NTFPs with Forest Based Communities in Eastern and Western Ghats, India supported by CordAid, Netherlands.
- c. Bees Biodiversity & Forest Livelihoods project funded by the Darwin Initiative, UK.
- d. Legal Support, Information & Capacity Building for Adivasis in the Nilgiris, supported by Nilgiri Adivasi Welfare Trust, UK.
- e. Leadership Support from the Joke Waller-Hunter Initiative, through Both Ends, Netherlands.





Livelihood



Land Development – Traditional & Organic Agriculture, Minor Irrigation, Drinking Water, NTFP Value Addition through Village Production Centre Development, Renewable Energy Applications, Shelter & Sanitation

Livelihoods can be addressed through several avenues, to better/improve standards of living conditions for the indigenous communities, strengthen capabilities to manage resources, ensure respect for habitat and biodiversity in the Nilgiri Biosphere Reserve.

Activities

1. Production Centre Development: This initiative is gaining a strong foot hold in the region and fast becoming a model for sustainable utilization and management of natural resources. It provides a secure income, and better living conditions to tribal families and diversifies the dependency on their natural resource. Sustainable livelihood systems are integral to nature conservation. Non timber forest produce and farm produce are managed through sustainable harvesting practices and value addition. The forest dependant

communities are dependent on forest resources; it anchors their diverse economic and social requirements. The project addresses these issues through fair-trade principles. The Village Forest Councils, local organizations, individual families and every stake holder can become important vehicles to take this activity forward.

The farmer's groups are encouraged to grow millets, vegetable, spices and fruits which is also value added as much as possible in the production centers. The cultivation practices are supported with organic principles and a buy back support system. In 2008 extensive support was provided to buy pepper, silk cotton and coffee in large volumes. A portion of profit from the sale of valued added products was shared with farmers and collectors to encourage fair trade principles.

A new outlet was opened in Mettupalayam and a new centre in Pillur was constructed in cooperation with the Forest Department, Mettupalyam Range. The VFC has been actively involved in this move. The Pillur center was inaugurated in December 2008.

(all values in 000s)

Production centre	Variety of Farm Produce	Value of farm produce (Rs.)	NTFP types	Value of NTFP (Rs.)	Total Sales (Rs.)	Sales to OMD (Rs.)	Sales to others (Rs.)
Semmanarai	4	32	1	181	325	273	52
Bangalapadigai	9	295	1	4	391	342	49
Pillur	11	80	5	16	140	40	99
Hassanur	10	160	7	648	798	421	376
Kurumbadi	11	55	3	18	309	186	123
Total		622		868	1963	1262	699

Emphasis is always given in the PCD for human resource development and profit sharing system for the stake holders in all regions.

(all values in 000s)

Production Centre	Wages	Wage days	Opening Stock (Rs.)	Closing Stock (Rs.)	Opening Bank Bal. (Rs.)	Closing Bank (Rs.)	Profit shared with stake holders
Semmanarai	197	Wage given on piece rate	104	464	30	17	14
Bangalapadi	86	1233	99	125	23	60	8
Pillur	14	196	6	35	10	25	0
Hasanur centre	82	1096	438	783	211	223	19
Kurumbadi	64	920	70	61	22	39	5
Total					296		46



Some comments which emerged from a discussion with PCD members

- There is need for continued training and monitoring of quality at the centers.
- People in the villages are happy that the training given is applied and leads to work.
- It has taken more than five years for people to understand the linkages between conservation, livelihoods and enterprise.
- A sense of ownership has been evolving over the years and people feel the center belongs to them. Transparency in the way we work has also helped in this regard.
- When people undertake the activities in the village, other people and government visitors compliment them and this encourages them.
- Harvesters are seeing the need to maintain quality during the harvest period. They appreciate getting the wages on time and being sure of the weights.
- The need to harvest only as much as the demand and to discourage people from taking credit in advance for the harvest has to be worked upon.



In June 2008, a new training center was completed and inaugurated in Nilambur region. The training center gives training in value addition, sustainable harvests and quality control. The center was constructed with grants made available from the SDTT project. The activities of the center have been gradually gaining momentum. Training has been given to various VSS groups from Kerala. The training was mainly on honey, bees wax, *nellikai* and wild ginger.

New products are being procured through the center and care is taken to maintain records about the method of harvest and the harvester. Hydnocarpus seeds, cycas seeds, wild ginger and resin were some of the new products procured this year. Product trials were undertaken with these new products.

2. Beekeeping initiative has been promoted by Keystone since 1994, amongst indigenous communities in the Nilgiris. In recent years the focus has widened to include farmers, individuals, development agencies and various government department personnel.



The Bee scenario: Honey bees are highly vulnerable to changes in climate, land use, deforestation, change in cropping patterns, increased usage of chemicals in farming systems, introduction of exotic honey bees, prevalence of viral disease (TSBV) and pests. Also bee colonies are not available for interested beekeepers who are already a small number.

The activities undertaken this year have been:

- Training and extension with village bee keeping support systems
- Preparation of hives & other beekeeping equipments, local marketing of the same
- Establishing Apiaries in the villages to multiply bee colonies from selected stock and reduce capturing feral colonies for bee keeping - an effort to conserve colonies in the forest
- Network with other agencies to promote beekeeping activities mainly the indigenous bee species
- Creating Revolving Fund for the beekeepers and associated agricultural practices

Shift in Approach: The project has so far focused to train villagers in beekeeping skills and establishing demonstration apiaries to supply bee colonies and field studies through village extension teams. In 2008, the attention shifted to introduce a support system to beekeepers by means of tools, equipments, maintenance and workshops. The local groups have taken up responsibility to govern locally. The initial responses from Dimbham region are positive. This system has increased direct benefits.

Trainings are held for different levels according to the seasonal requirements and levels of skill. Beekeepers gather at one of the project apiaries in the region namely, Sigur (two apiaries), Pillur (two apiaries), Dimbham (two apiaries) and Kotagiri (one apiary at office campus and one apiary in Kokode village).



Given below is the list of **trainings conducted** for beekeepers, farmers, and beekeepers associated with networking organizations.

Months	Trainings Conducted
January 2008	2 days for all bee keeping staff; 1 day in Kunjapanai - farmers from Horticulture Mission; 2 day training of VFC members, Tamil Nadu Forest Department.
February	1 day in Sigur for beekeepers; 1 day for beekeepers in Pillur; 2 day training for beginners in Dimbham.
March	1 day training for organic farmer group from Earth Trust, Nilgiris; 2 day training for farmers from Balmadi Estate, Gudalur; 6 day training for two tribal youth from Nilambur.
April	1 day training for beekeepers in Dimbham; 1 day training for beekeepers in Pillur; 1 day training for farmers in Kokode; 1 day training for Sigur beekeepers.
May	3 days for beekeepers in Kumaon, Himalayas; 1 day for three officers of Horticulture Department, Coimbatore.
June	2 day training for farmers in Pollachi, Horticulture Mission, Coimbatore division.
July	1 day training in Sigur for beekeepers; 1 day training in Kolimallai, Farmers from Earth Trust, Nilgiris.
August	1 day training in Sigur on colony multiplication, creation of beekeepers' association; 1 day for farmers in Kokode - disease control; 1 day training in Pillur for farmers group.
September	
October	Two day workshop for team members in Kotagiri.
November	2 day training in Dimbham - for beekeepers.
December	2 day training for Sittilingi beekeepers.



The beekeeping team members enhanced their beekeeping skills in BDRC, Vietnam (November 2007) and Agriculture University, Vellayani, Kerala, especially in queen rearing colony management training and managing Thai Sac brood disease. This has yielded a number of successes over the year. The following table describes the results of the application

Number of colonies produced from the apiaries through dividing and queen rearing-

Region	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Sigur	9	7	5	4	3	1	1	2	2	1	3	0
Pillur	4	4	3	1	0	0	0	0	3	1	0	0
Dimbham	4	1	2	2	1	0	0	0	6	2	0	0
Kokode	1	2	6	3	0	1	1	1	1	0	0	0
Kotagiri	3	3	0	2	0	0	0	0	0	0	0	0

The features of these colonies:

- a. Absconding (deserting) has reduced considerably, eg. in Sigur, 2 colonies absconded out of 42 colonies produced, 6 out of 20 colonies in Pillur, 7 colonies out of 22 colonies in Dimbham, 4 colonies out of 16 colonies in Kokode and 2 colonies out of 10 colonies in Kotagiri.
- b. Less stings: In Sigur it has been observed that the stinging character has reduced in apiary colonies. Though only one colony is considerably aggressive in Dimbham, yet colony growth is faster.
- c. Honey production: It was observed that a colony in Vazhathottam apiary (Sigur) has yielded 1.7 kg of honey in one extraction.
- d. High chance for colony production: the growth is faster and hence able to multiply in shorter period.
- e. Feeding acceptance: the colony intake is good with a 2:1 ratio of sugar to water.
- f. Managing Thai Sac Brood Virus: There were no occurrence of TSBV in Sigur since December 2007. Six infected colonies were recovered in Pillur, one colony was infected and recovered at Kotagiri, 2 colonies were recovered out of 7 infected and 1 colony was recovered out of 5 colonies through various management practices.

On the whole, the team's confidence, activities and follow up with individual bee keepers has become more efficient.



3. Agriculture support: Regional agriculture revolving fund accounts were created and managed by the farmers groups. The support is extended to develop their land holdings to a cultivable quality, procurement of seeds, organic inputs and irrigation support systems. Support is given for ploughing the land, farm tools purchased from the farm store and for hose pipes.

(all values in 000s)

Region	Loan given	Subscription	Loan recovered	Loan outstanding	Bank Balance
Konavkkarai	19	8	4	19	139
Aracodu	82	12	8	76	50
Pillur	75	5	44	24	56
Coonoor	0	0	0	0	28
Sigur	53	2	18	48	80
Dimbham	35	6	25	30	113
Total	265	33	99	197	467

Loan repayment is a critical factor for the revolving fund to operate efficiently. Dimbham farmers are efficient followed by Pillur and Sigur. The poorest performance is shown by the Arakode farmers group. The linking of the farmer's supplies to the PCD is showing positive results. Such a strategy may have to be followed with constant interaction.

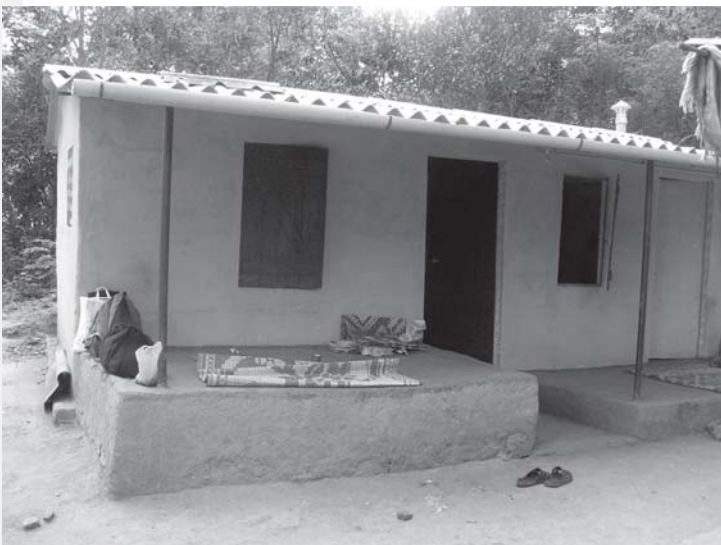
4. PGS Promotion and Certification: There are 13 groups, 113 farmers (listed in table below), with a total land holding of 353 acres, who have been certified under the Participatory Guarantee System. As part of the marketing, coffee is our first PGS certified product to be introduced in the market. Efforts are on to bring silk cotton and pepper next on the certification list.

Local Group Name	Group Code	PGSOIC code No	Name of convener	No of Families
Kerkiyur	KERK-01	TN A 10 009	Danapal	5
Kokode	KODE-01	TN A 10 008	Rengan	5
Samaigudar	SMG-01	TN A 10 007	Rengan	5
Bangalapadigai	BBG-01	TN A 10 006	Gujjan	5
Kopayur	KOPR-01	TN A 10 012	Msanan	2
Gugdagar	GUDGR-01	TN A 10 013	kuttiyan	11
Neeralacombai	NRKM- 01	TN A 10 005	Kumar	4
Vellaricombai	VLKM-01	TN A 10 004	Manickam	10
Pillur	PILUR-01	TN A 10 010	Vellingiri	26
Pillur	PILUR-02	TN A 10 011	Kandan	16
Iltarai	ITRI-01	TN A 10 001	Thangavel	7
Iltarai	ITRI-02	TN A 10 002	N.Raj	7
Thadasalhatti	THDS-01	TN A 10 003	Kaadi	7



5. Water Resources & Community Capacity Building in Sigur Plateau: The water project has completed the first phase in 2008. An evaluation earlier in the year by the donors has brought to light that lot of strength was built amongst the community throughout this project period. There has been some staff turnover in the early period, but the village coordinator Lalitha has managed to bring out all the water analysis reports in time. The implementation like new water supply points, renovation of non-functional lines and repair & maintenance are taken up regularly as part of the project. The weaknesses that were highlighted during the evaluation were the limited participation by families and contribution to the subscription. These issues were addressed during the later months of 2008 and have started to show positive results. Apart from water related activity, the

group has addressed issues like medical support and educational support for school children.



6. Housing Project: Over the past years there have been a number of requests from the communities that we work with for assistance in building traditional houses. The people have been in dialogue with the local Panchayat; Jakanarai Panchayat, Kunjapanai village and have borrowed loans for the same. The loans are needed for repair work especially during the monsoons and after elephant attacks.

A project was undertaken in Velleri Combei village of Konavakarai. The village is located on the southern slopes of Nilgiris, facing

Kallar Valley. A three kilometer foot path is the only access to Vellaricombai from Kotagiri-Mettupalayam high way. Funds were provided by Hill Area Development Programme (HADP). Keystone Foundation was appointed as a monitoring and executing agency only. The community members were involved in space allocation and design. Their requirements were above the Government specification for area and also for materials. Keystone foundation has provided financial assistance for the additional construction.

HADP support	Rs. 40,000
Keystone's contribution	Rs. 14,200
Villager's contribution; 50% (manual labour @Rs.50/day, normal labour is Rs.100/day)	Rs. 3,600
	<hr/>
	Rs. 57,800
	<hr/>

7. As part of the research on **Forest Based Livelihoods through the Bees, Biodiversity and Livelihoods Project**, information regarding people's relationship with forests was collected through informal interviews:

- History of the area - the people and biodiversity
- Social structure - ethnicity and socio-economic status
- Occupation/things people do to make a living
- Relationship with the forests (including dependence, wildlife/NTFP)
- Landuse/animal husbandry
- Culture and religion
- Policy
- Institutions-government/NGO
- Infrastructure and natural resource distribution (geography of the area)
- Family well-being

Based on the information we chose households categorized under honey hunting, non honey hunting and women headed households from various age groups. Based on these criteria, few were selected from each and life histories of every adult member of the chosen households were created. These life histories showed changes of forest and lives of forest dependent people from the age group of 18 to 60 years.

While collecting the life histories of the people we felt that some of the respondents were enjoying the process of sharing their whole life's story, but some felt that we were getting into their personal life and trying to take away their life learnings. Samita who was co-ordinating the research is currently doing her Masters in Research at UEA, UK. The livelihood research work was given a much needed boost in Samita's absence by Rajib, a student from UEA, who worked very faithfully to record life histories and data.

Future Plans

The Livelihoods group intends to work towards

- Improving the quality of life for indigenous communities
- Increase family incomes through diverse means
- Food sovereignty and improved nutrition
- Increasing capacity of the harvesters to deal with the markets

Some of the key methods and approaches that the group intends to use are

- Appropriate technology for shelter, energy and processing
- Promotion of land and forest based livelihood options



- Documentation
- Management of natural resources
- Agricultural support extending to more indigenous communities]
- Applying Organic and fair trade principle

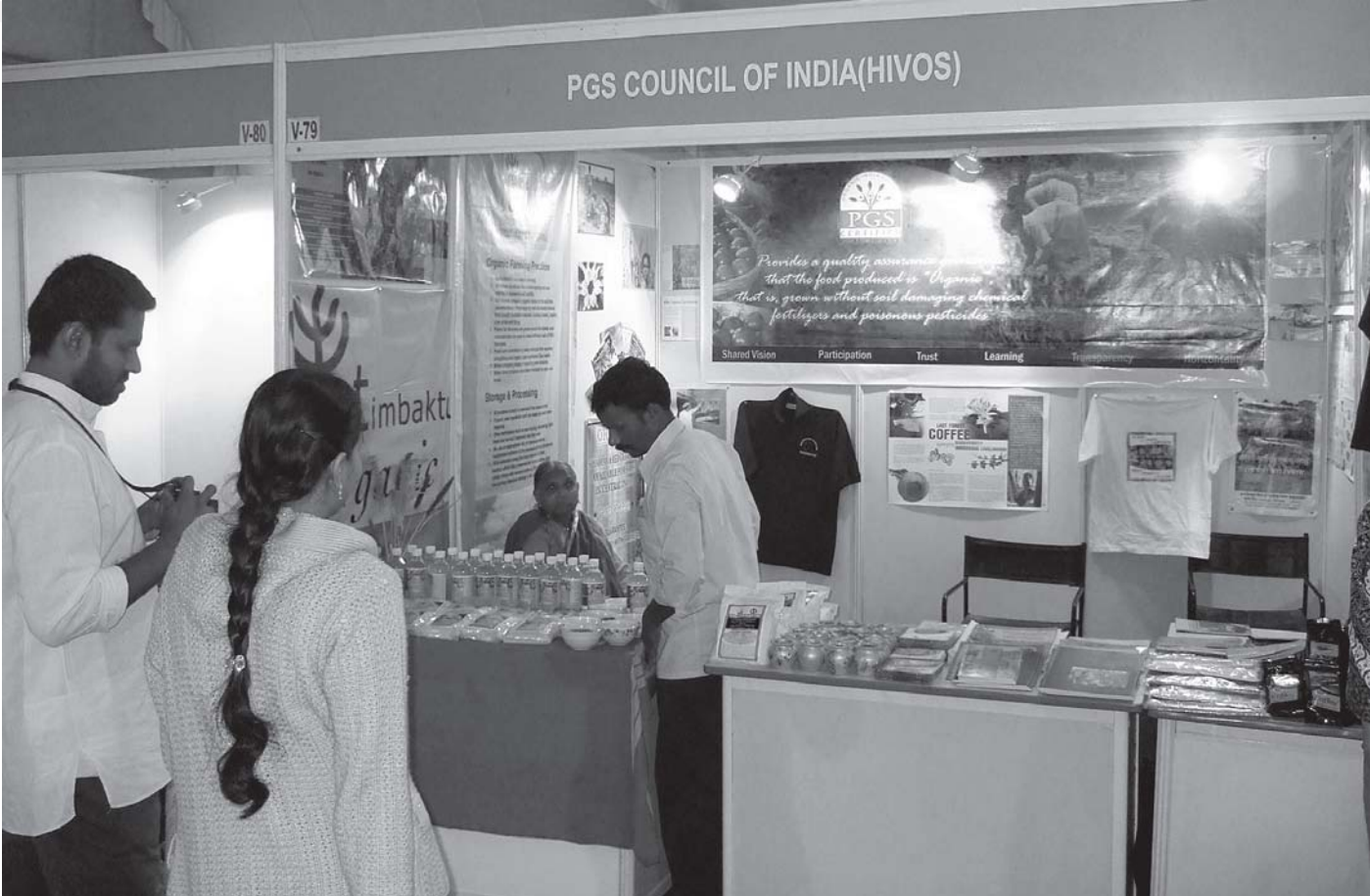
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- b. Conservation, Livelihoods & Enterprise Development of NTFPs with Forest Based Communities in Eastern and Western Ghats, India supported by CordAid, Netherlands
- c. Beekeeping support from Bees for Development Trust, Monmouth, UK
- d. Value Addition of NTFPs for Improved Livelihood and Ecological Security amongst Adivasi Communities in the NBR, Western Ghats, India supported by DOEN Foundation, Netherlands.
- e. Infrastructure support for Production Centers from DOEN Foundation through NTFP-EP, Phillipines.
- f. Wildlife Conflict and Habitat Conservation in the Nilgiri Biosphere Reserve, Western Ghats, India, funded by the IUCN, Netherlands.
- f. Eco-Interventions with Forest Gatherers: Local Produce Diversification, Value Chain, Sustainable Use & Certification of Harvested Wild Produce with Indigenous Communities in the NBR, supported by SDTT, India.
- g. Fresh Water Resources in the NBR - Strategies & Action with Communities & Governance supported by Swallows in Sweden.

h. Bees Biodiversity and Forest Livelihoods Project funded by the Darwin Initiative (UK; 2006-2009), and partnered by Keystone Foundation, University of East Anglia (UEA), Centre for Agri-Environmental Research (CAER) at the University of Reading and Bees for Development (BfD), UK.

i. Samita Vasudevan was supported partly through the Leadership support from the Joke Waller-Hunter Initiative through Both Ends, Netherlands.





Networks, Partnerships, Exchanges and Facilitation

Participatory Guarantee Systems

Participating in the IFOAM World Congress in Modena, Italy was a chance to update on new developments and an opportunity for the International Task Force to deliberate on how does one popularize Participatory Guarantee Systems (PGS) and to take it forward with governments. A significant step forward was a definition to PGS - "Participatory Guarantee Systems are locally focused quality assurance systems. They certify producers based on active participation of stakeholders and are built on a foundation of trust, social networks and knowledge exchange". Some of the documents that have been completed till now are available at http://www.ifoam.org/about_ifoam/standards/pgs.html

In India, there has been tremendous progress with PGS Organic India Council (PGSOIC) meeting twice - in March in Hyderabad (hosted by Deccan Development Society) and then in September in Aurangabad (hosted by Institute for Integrated Rural Development). The group has finalized the logo and steps are underway to see if it can be trademarked. The brochure was a major achievement for the group and as a first run, 17,000 copies were printed.

The following products - millets by DDS, groundnuts & oil by Timbaktu Collective and Coffee by Keystone, have been launched with the PGS logo. Presently, there are 192 groups with 2491 farmers across India.

In November, the PGSOIC took part in India Organic 2008, organized by ICCOA, in New Delhi. A meeting of the Participatory Guarantee System Organic India Council [PGSOIC] members, representatives of International Federation of Organic Agriculture Movements [IFOAM] and other NGOs with the representatives of the Government of India's Ministry of Agriculture was held on Saturday the 29th November, 2008 on IARI campus, Pusa, Delhi.

Mr. Sanjeev Gupta, Joint Secretary [INM], Ministry of Agriculture, Government of India, was briefed on emerging consensus on some issues by Dr. A.K. Yadav, Director of the National Centre for Organic Farming [NCOF] of the same ministry. There is no bar on sale of "organic" produce in India. It may be possible for the Government to endorse "PGS Organic" through some executive order, without the need to legislate for organic produce in the domestic market.

The interactions between the PGSOIC and the Ministry of Agriculture would continue to find a meeting ground, if possible. The PGSOIC would consider the modalities of registration and prepare a proposal for Government recognition and/or funding.

There is also a study being carried out through the aegis of IFOAM - "Recognition of Participatory Guarantee Systems at the National Legislative Level". This exercise has been extremely interesting and the following 4 scenarios are envisaged

- i. PGS as part of the mandatory monitoring system
- ii. National legal framework without mandatory certification
- iii. Providing leeway for PGS
- iv. Distinguish clearly between third party certified organic and PGS organic

Fair Trade

Keystone has been a member of IFFAD, a fair trade company based in Chennai for the past few years. In November, Mathew was elected on to the Executive Council of Fair Trade Forum – India, of which IFFAD is a member. The first committee meeting took place in December.

IFFAD is a member of IFAT (International Federation of Alternative Trade), an umbrella body of nearly 350 fair trade groups from around the world. In its recent meeting in Sri Lanka, it has renamed itself as the World Fair Trade Organization (WFTO).

Mathew John



Organic Market Development



Natural Resource Enterprise, Fair Trade, Alternative Certification, Green Shops, NTFP Markets

‘World Challenge! 2008 - Cliff Hanger’

(The BBC World Challenge 2008 team made a docu film on the OMD work calling it Cliff Hanger)

The euphoria has settled and normalcy prevails. The year has put its share of challenges to Organic Market Development (OMD) team, a year of consolidation and stabilization. The financials do not look really rosy, nevertheless it shows the change in trend of growth. Looking at the previous year where the turnover rise did not result in a net profit, the steps to improve the profitability were taken this year. The aim to achieve 35% growth which was consistent over the past three years is under pressure because of the prevailing economic recession. Key decisions on supplies and price stabilization with the production centers were taken this year and sources of anomalies identified and remedial measures were taken. There are more that need to be addressed, for example FPO license.

Organic Market Development (OMD) took shape after Mike Jenkins' (Ernst & Young's Assignee in 2007) Business Plan was adopted and the strategic bifurcation of Production Center Development (PCD) and OMD lent focus to Hive operations. Initially, there were some teething problems which were sorted out by regular meetings between the teams. Value addition centers come under the purview of PCD and all supplies are dealt by PCD team. Hive started placing orders as a monthly forecast. Volumes have improved from the centers and supplies have been steady from Thumbitha Kadu and Kurumbadi. This year IFFAD (International Foundation for Fair Trade and Development) Chennai, did not place any orders for candles which hit operations in Semmanarai Center. Both PCD and OMD agreed to stabilize supply prices for one year for all products which helped in assessing demand and consumer preference.

This year the focus on increasing sales through retail through our Green Shops came into effect. Green Shops contribute 60% of the turnover and Hive contributing 40% through wholesale. Overall, turnover has gone up by 5% from April to December, year over year. Hive operations were streamlined in terms of finance and personnel. Sundry debtors were brought to one bill outstanding and 30 day credit period terms and efforts made to bring the one bill outstanding and 30 day credit period for suppliers came out fairly successfully except for Kumbaya and Kullu Karishma who extend us a longer credit period. Capping operating costs which stands at 30% currently and achieving a net surplus of 10% is the target set for the financial year ending March 2009. This is being done by increasing sales in the Green Shops with set targets and bringing in efficiencies in the activities at Hive as well as Green Shops. Better space utilization and adding new counters at Green Shops have been discussed and being operationalized currently. The Hive team which worked on a wage basis have joined the Keystone Team as of December 2008 are assigned with specific responsibilities and outputs to measure their performance.

1. Trade Mark Registration: During 2003, the need to register the brand name of Keystone "Last Forest" had become urgent because of the duplication of the brand by some local traders. The process, initiated during the year has taken its own time to come to fruition. After a series of hearings and one objection from Heinz & Company which objected to the "Keystone" brand being registered under food. The objection was withdrawn with the assurance from us that the brand will not be used on condiments. Both "Last Forest" and "Keystone" logos were registered as Trade Marks under Section 30 (staple foods) especially for honey and certificates were received.



LAST FOREST



In December, the application for getting Toda embroidery under Geographic Indication (GI) was undertaken with the help of Winlexis from Bangalore. A Consultative Group Meeting (CGM) to present the uniqueness and distinctiveness of Toda Embroidery was organized at Bee Museum, Ooty to the panel of appraisers who endorsed the uniqueness and have informally agreed to place Toda embroidery under GI, subject to further

information being supplied. The actual registration will happen during the first quarter of 2009. While the meeting was organized, the advantages of registering Green Shop and *Coffea'*, the brand for coffee from Nilgiris were discussed and the process is initiated.



2. Organic Bazaar: We continued the Bazaar in spite of the challenges during the year to find volumes and varieties. This activity did not generate surplus this year and ended up in a loss to the tune of one lakh rupees. This program was initially funded by Institute for Integrated Rural Development (IIRD) for two years. Since the way it took shape here and taking into account the different model this bazaar is developing in the hilly area and indigenous communities context (which made the reporting cumbersome), we decided to run the program from our own resources. The interest it has generated is considerable and we hope to turn around the program profitably in the coming year.

3. Software: Pioneer Technologies, a local retail software group has installed its Billing Software in the Green Shops and as usual the effort to build a customized software for Hive Operations ran into trouble. The software is online and working now. More features and functions are to be added to make it robust. At present, the software is working in the Green Shops and also at Hive without major problems. It is still a puzzle, why it is so difficult to develop a software to suit our enterprise operations?

4. Fair Trade: Our network partner International Foundation For Fair Trade and Development (IFFAD), Chennai is now part of International Federation for Alternative Trade (IFAT) which entitles partner organizations to use the Fair Trade Organization (FTO) logo on products. On World Fair Trade Day which was celebrated on the 9th of May 2008, IFFAD held its AGM at Keystone Center and its Board Meeting at Bee Museum, Ooty. The use of FTO label is bringing recognition from discerning customers.

5. Participatory Guarantee Systems (PGS): Participatory Guarantee Systems has reached its prime aim of becoming a certification system. The process is complete and the final logo is being used currently on our coffee. The PGS India Council is responsible for maintaining the database of member groups and the regional groups (currently NGOs) and the farmer groups have been formed. Formalized procedure and the simplification of the system have attracted attention from all quarters. The potential for PGS certification to attract and hold customer loyalty will be visible in the coming years. Few other products like millets, groundnut oil and groundnut have been introduced in the market and more are expected to hit the market in the near future.





6. Honey Purchase: Contrasting the previous year's high, the honey procurement fell to an all time low of around 1000 kgs at Hive. This was shocking and was mainly due to the untimely rains during February which affected the flowering. We have managed the downturn by outsourcing honey from Kumabaya and Thumbithakadu. We also decided to give a bonus to the honey hunters and the bonus distribution coincided with the BBC filming for the World Challenge 08. A system will be evolved in the coming year for distribution of share of profits to the honey hunters.

7. Coffee Launch: Over the years, coffee has assumed importance as a product from the indigenous communities' homestead. The advantage of having the entire process under control for ensuring and improving quality of the coffee led to the set up of a full-fledged Coffee Unit (a long felt need and a dream fulfilled) The name *Coffea'* (100% Arabica!) and the packaging appealed to the customers and the formal launch of the coffee at Green Shop Ooty turned out to be an instant hit.



8. Maya Organic, Himmat: The products from Maya Organic, a worker owned enterprise situated in Bangalore, were added to the product range of Green Shops. Himmat, another organization working with the widows of Godhra carnage, which produces garments and bags, supplied their products to Green Shops. The responses from the customers were fairly good.

9. Acres Wild Cheese: Cheese produced in the Nilgiris and organically is special. This new product is in the shelves of Green Shop, Ooty and Green Shop, Coonoor increasing the range of offer to our customers. It has also attracted many cheese lovers and hoteliers in Ooty.

10. Coimbatore & Mysore shop plans: The opportunity to set up Green Shops in

Mysore and Coimbatore surfaced this year through our partner organizations. Preliminary discussions and suitability of the places were assessed. Further steps will be taken in the coming year to put the plans into action. A new franchisee model is being developed currently.



World Challenge 2008 Finalist

BBC World conducts a competition for grass root level enterprises called World Challenge every year. The competition is at two levels. Preliminary selection is done by a panel and the winner is decided by popular vote through email. The competition awards one winner and two runner ups with \$20000 & \$10000 respectively. In 2008, Keystone was chosen as one of the twelve finalists who fought for the honour. We have spread the word through email, posters and a small bookmark. We were very eager and confident of winning the prize. Ultimately, the price went to a beekeeping venture by women in Pakistan. Though disappointing, the recognition this event has brought is enormous and the event has reinforced our confidence and conviction on the Enterprise program area of the organization.



Sales Analysis - 2008

(all values in 000s)

2008	GS Cnr	GS Ktg	GS Qty	Hive	Total
January	105	70	75	138	388
February	119	44	81	517	762
March	157	100	57	264	577
April	173	53	83	151	461
May	164	82	142	213	601
June	121	79	61	154	417
July	99	65	86	199	449
August	114	78	111	230	533
September	103	78	60	130	371
October	105	52	98	203	458
November	74	51	89	164	377
December	163	71	138	241	614
Total	1497	823	1083	2606	6008
Contribution	24.91%	13.70%	18.03%	43.37%	100.00

Total Sales - INR 6008 (all values in 000s)
 Total Purchase - INR 5365



Sundry Creditors: INR 1138

Sundry Debtors: INR 313

(all values in 000s)

Top Ten Dealers	INR
Antony Tan Tea Dealer, Salem	307
Todar Then Malar SHG, Ooty	129
Auro Annam, Auroville	120
IFFAD Chennai	95
Trifed, Bangalore	65
Matha Amirthananda Mayi Mutt, Kollam	64
Bon Appetit, Pondicherry	54
P T Purchasing Services, Pondicherry	51
Modern Stores, Ooty	51
Tan Tea Emporium, Ooty	46



(all values in 000s)

Top Ten Suppliers	INR
Thumbidhakadu Hasanur	492
Samaj Pragati Sahayog- Kumbaya Garments	435
Samaj Paragati Sahayog-Honey	423
Devbhumi Natural Producers Co Ltd	345
Banglapadi Women's Progressive Group	296
Amuthasurabhi Makkal Kulu	180
Kombhei Indigenous People's Progressive Group	131
The United Nilgiri Tea Estates Co Ltd	111
Kotagiri Womens' Co-op Society (Toda Embroidery)	103
Katna's Kanthas	46

Future Plans: In the perspective plan that was drawn up in December 2008 the group has stated that it seeks consistent increase in turnover resulting in net profits worth of 10-15% for the next three years. Scaling up the organic bazaar and operationalise the PGS marketing strategy. Finally to see that a sustainable organic marketing business model is developed.

The OMD group is ready to take on the challenges of the coming years and has put forward their objectives some of which are mentioned below:

- Establishing quality parameters
- Develop a product portfolio
- Gross operating margin optimized and profitability achieved
- Develop a franchisee model.
- Green shops in Coimbatore and Mysore
- Establish a value and supply chain.

The OMD group is supported by the –

- a. Value Addition of NTFPs for Improved Livelihood & Ecological Security amongst Adivasi Communities in the NBR, Western Ghats, India supported by DOEN Foundation, Netherlands.
- b. Eco-Interventions with Forest Gatherers: Local Produce Diversification, Value Chain, Sustainable Use & Certification of Harvested Wild Produce with Indigenous Communities in the NBR supported by SDTT, India.



Networks, Partnerships, Exchanges and Facilitation

NTFP Exchange Programme- South and South East Asia network progressed well by adding crucial staff in different countries and undertaking several events concerning indigenous people and NTFPs. More details about the regional network activities can be seen at www.ntfp.org.

The work in India (co-ordinated by Keystone) has also grown this year, adding more partners and projects in the Western Ghats, Eastern Ghats and Central Indian regions. The two meetings which made a significant impact were those on Forest Rights Act held in July in Bastar, Chattisgarh and on Protected Areas Issues, specifically discussing the case of Simlipal, held in Mayurbhanj, Orissa. Different issues concerning the rights of indigenous communities, implications and implementation of the new law were discussed at a larger scale. Besides, special efforts were taken to work with conservation issues and a growing number of partners in the programme took up nursery raising and planting work, continued work with ecological monitoring and forest fire prevention. Capacity building of community members and staff of the different groups took place through several exchanges between partners. Enterprise development and marketing increased this year with many NTFPs – honey, bees wax, *sal* leaf and seed, *mahua* flower and seed, tamarind being the main ones. Village production groups or self help groups were involved in value addition and marketing of these produce.



EBR-Keystone Restoration Project

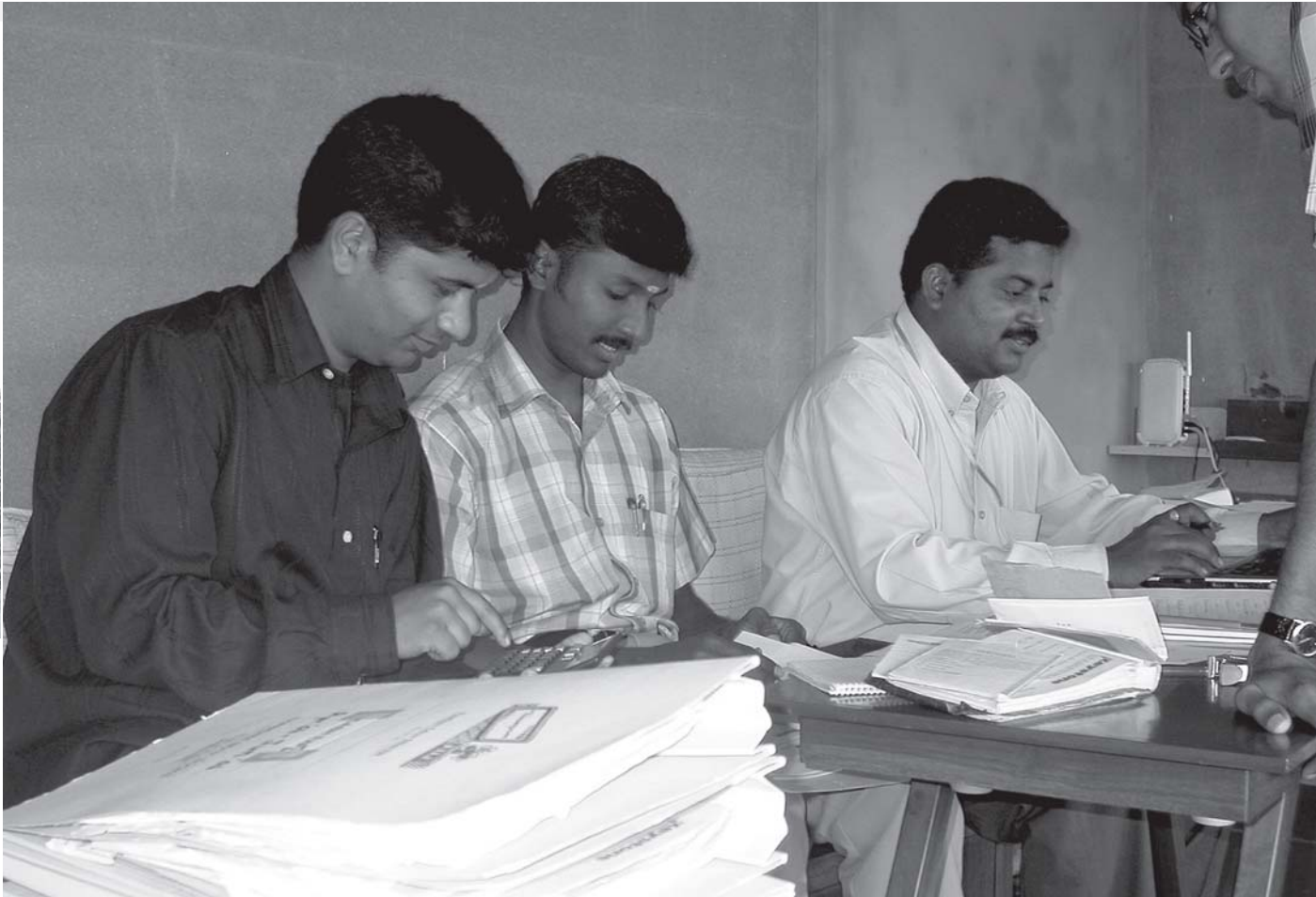
Land purchase for ecological restoration was done by EBR, a trust based in the upper areas of the Nilgiris. In 2008, restoration of that area was undertaken by planting it with *shola* species. Establishment of nurseries, identification of pioneering *shola* species and grass species was done. The Toda community was also involved in this work, enabling the use of traditional knowledge for raising plants and seed collection. The land needs regular maintenance and planting for 3-4 years and protection from grazing for it to be fully restored.

Eastern Ghats Conservation Programme

The Polavaram Dam project area in the Khammam – Bhadrachalam zone, along the River Godavari in Andhra Pradesh was taken up for policy and advocacy issues in the region. The villages to be submerged were also surveyed to assess the number of families, land areas and natural resources. The project is ongoing and is undertaken with local NGOs, lawyers and academics.

Snehlata Nath





Administration & Finance



Administration, Finance, Investments (for Keystone and all its related programme institutions and branches)

A seven member team that is constantly innovating! It is one of the groups where there is always some action. The admin takes up communication, postage and delivery, bank transactions, security and cleaning of offices, etc. They have to constantly adopt to the days' needs and this they have identified as one of their key area - to develop a mechanism for coping with change. The accounts team aims to provide timely and useful reports, analytical reports for better project planning and this is one of their focus areas.

KEYSTONE FOUNDATION is a public charitable institution under the the Indian Trust Act 1882. It was registered on the 19th of November 1993 in Pondicherry and later, during 2003, the registered office was changed to Kotagiri.

The accounts are maintained under three separate heads, namely Foreign Contribution (FC), Organic Market Development (OMD) and Rupee Contribution (RC).

1. Foreign Contribution: To receive grants from foreign donors, Keystone is registered under the FCRA act vide Registration No. 075970103. All figures presented are based on audited accounts for 2007-08 only, therefore many figures for the calendar year of 2009 are not reflected in the table below. It is mandatory under the FCRA Act to maintain separate accounts for Foreign Contribution, the total foreign contribution received was Rs. 23,809,450 which is detailed below

(all values in 000s)

S.No	Name of Donor	Amount
1	Both Ends, Netherlands	1,058
2	Cordaid, Netherlands	7,542
3	Dancing Star Foundation, USA	194
4	Ford Foundation, USA	7,764
5	Future Earth, Sweden	211
6	IDRC, Canada	1,158
7	India Environment Trust, UK	256
8	NTEP-EP, Philippines	771
9	Swallows, Sweden	1,116
10	Troy Trust, UK	1,313
11	University of East Anglia, UK	2,424
	TOTAL	23,808

Bankers

Standard Chartered Bank, Coimbatore

- Primary FCRA Account

Syndicate Bank, Kotagiri

- Subsidiary Account

Axis Bank, Ooty

- Subsidiary Account



2. Organic Market Development: Keystone promotes marketing of Organic and Tribal products through retail shops popularly known as 'GREENSHOP' and wholesale marketing is done from the Hive.

For marketing, Keystone is registered under the VAT Act (2005) vide No.33962560660 and for Interstate sales it is registered under the CST Act (1956) vide No.342465.

The total turnover during the financial year 2007-08 in OMD totals to Rs.54,33,280 which is detailed below:

VAT Sales - Rs. 5,098,960.00

CST Sales - Rs. 334,320.00

During the year 2007-08 tax collected and paid are as detailed below

VAT - Rs.206, 680.00

CST - Rs. 23,188.00

Bankers

Central Bank of India, Kotagiri

IndusInd Bank, Coonoor

Axis Bank, Ooty



3. Rupee contribution: This account deals with the local donations received. Donations to Keystone Foundation are exempt under section 80 G of the Income Tax Act. During the year 2007-08 the biggest donor in the local contribution is 'SDTT, Mumbai' for the Wild Certification project.

Rupee contribution deals with the 'SRIKANTH JOSHI ENDOWMENT FUND' under which we support upcoming NGOs and scholarships for students.

During the Financial year 2007-08 the total turnover of RC was Rs. 2,34,2800 which is detailed below

	(all values in 000s)
SDTT	- 1,957
Individual Donors	- 154
Training Fee	- 79
Other Donations	- 153



4. Shrikant Joshi Endowment Fund: continues to support small, diverse and interesting initiatives. The fund was setup by Shrikant's friends who wanted his work to continue as an inspiration to those who knew him. In 2008 two projects were selected for support the Vanastree Trust, Sirsi and Ixora Trust, Lakshwadeep.

INR 000'S

Total Donation Received	-	Rs. 350
Interest and Dividends	-	Rs. 60

5. Staff & Statutory benefits: Keystone staff participate in the Employees Provident Fund, where they save 24% of their salary every month (12% Employer and 12% Employee contribution), which is given to them when they leave service.

Till February 2008, the EPF was deducted only on the basic salary which is 60% of the salary, but from March 2008 the contribution is on the full salary for staff earning a gross salary less than Rs. 6,500 and restricted to Rs. 6,500 for staff drawing more than that (Rs. 6,500 is the ceiling applied as per EPF laws). The EPF benefit began from September 2002.

Keystone provides gratuity benefits for its staff. It was implemented in the year 2006 and staff who leave service after 5 years are eligible for gratuity. Gratuity is calculated as - $Wages\ as\ on\ date\ of\ leaving \times 26/30 \times Number\ of\ years\ of\ service$

This year Keystone has taken one more step forward by giving a Longevity Bonus to all staff who complete five years of service. The bonus amount is calculated as follows - $Current\ basic\ salary \times 5$.

6. Medical benefits: Staff are eligible to reimburse their medical bills upto Rs. 6000 per year and are insured till Rs. 50,000 for accidents and illnesses.

The following is the consolidated Audited Balance Sheet and Income & Expenditure account for 2007-08.



Balance Sheet as on 31ST March 2008

INR 000'S

LIABILITIES			AMOUNT	ASSETS			AMOUNT
1	Capital Account		24,656	1	Fixed Assets		7,887
2	Reserves and Surplus		730	2	Investments		9,166
3	Srikanth Joshi Endowment Fund		873	3	Current Assets		
4	Current Liabilities		906		-Inventories		2,082
					-Loans and Advances		2,760
					-Deposits		83
					-Sundry Debtors		377
					-Cash and Bank Balances		4,810
	TOTAL		27165		TOTAL		27,165



Income & Expenditure Account for the year ended 31ST March, 2008

INR 000'S

EXPENDITURE			AMOUNT	INCOME			AMOUNT
1	Village Development Projects			1	Grant in Aid		
	-Foreign Contribution		17,299		-Foreign		23,809
	-Rupee Contribution		334		-Indian		2,345
2	Organic Market Development		5,579	2	Sale of Tribal Products		5,433
3	Depreciation		1,142	3	Inventories		632
4	Other Expenses		329	4	Other Receipts		1,400
5	Excess of Income over Expenses		8,936				
	TOTAL		33,619		TOTAL		33,619



7. Exchanges and Workshops: During October 2008, Mr. Mike Zimmer from Ernst and Young, UK had come to Keystone to review and suggest improvements in the Accounts and Administration group. The time with Mike was very impressive and the format which he has given for monitoring project expenses will play a very important role once our new structure gets underway.

Easwar had the opportunity to attend the Accountaid Workshop for Accountants of Ford Grantees at Trivandrum. The main agenda of the workshop was

1. Reporting to Ford Foundation
2. FCRA Bill 2007
3. Income Tax – Sec 2 (15)

Though the first two were very important, the hot topic was the Section 2(15) of the Income Tax Act, where it defines a charitable trust. As per this section “Charitable Purpose” will include the following

1. Relief to the Poor
2. Education
3. Medical Relief
4. The advancement of any other object of general public utility

The Finance Bill, 2008 had said that the exemption under the IT Act for charitable trusts which carry on commercial activities, will lose their exemption and be taxable. This statement was not very clear and the Finance Minister had said that the Central Board of Direct Taxes will come out with a clear explanation.

The Board, as per a circular released on the 19th of December states that any organization which falls under the fourth defined item of the section cannot indulge in

- a. Any activity in the nature of trade, commerce or business
- b. Any activity of rendering any service in relation to any trade, commerce or business

If it has any of the above activities then it will lose its exemption and should pay 30% as income tax.

The first three defined items are termed as genuine charitable organisations and they are allowed to do commercial activities within their objectives. Since Keystone also has commercial activity to promote tribal products, it can still get the exemption as it falls under the head ‘Relief to the Poor’.





Environmental Governance



Mainstreaming Environmental Concerns in Policies, Business, Research & Communities

This is a new programme which was earlier referred to as the Policy & Advocacy Group. This programme will be cross-cutting – providing strategic inputs, advice and networking with other groups and role players both within and outside Keystone. It will strive to bring in Environmental Governance centre-stage so that all policies, action, processes have the environment as a focus. It will actively work with community, decision-makers, business, and trade and research institutions. The programme will be flexible and open and will constantly try to adapt to new situations so that the environment agenda is not lost.

In the past year the activities that Keystone undertook under environmental governance are as follows:

A series of meetings have been held at the Bee Museum to bring together Village Panchayat presidents of the Sigur Plateau and the people to discuss methods of improving drinking water facilities. The villages being forest villages are always neglected with regard to basic amenities. People raised questions related to cleaning of water tanks, repair of old houses, cleaning out blocked drainages, seeking employment through the National Rural Employment Guarantee scheme. The people have also understood the need to be part of the Gram Sabhas. The Presidents have visited the villages after these interactions.



Permission has been sought and granted by the District Forest Officer, Nilgiris North for ecological monitoring by communities to be implemented in all ranges. Permission was also sought to plant forest species in the Sacred Groves or temple areas which are of importance to the communities. The DFO has asked us to produce a letter given from the respective panchayats and villages for the same. Letters from respective villages have been forwarded to the presidents.

A meeting with the new DFO, Nilambur South was held to brief him about the ongoing project activities in Nilambur area. Consecutively, a meeting with the Range Officer, Karulai was also held to update him on our work. As a follow up, training for the Forest Department personnel about use of GPS was held at the training centre at Nilambur during the month

of September. At Nilambur, we assisted the DFO, North in making a proposal to the NMPB (National Medicinal Plants Board) to launch an interpretation center and a honey filtering unit.

A meeting was held in October with the DCF of Chamraj Nagar to present and share the findings out of the work undertaken in the Biodiversity, Bees & Livelihood projects within the Karnataka region.

With the support of the Village Forest Councils and Forest Department, a center was created after renovating an old house for the council groups of Mettupalayam and Karamadai for value adding minor forest produce in Pillur area.

The DFO at Sathyamangalam was approached for *in situ* conservation activities like planting of forest species in degraded forest patches in the Dhimbam hills. Three areas have been



planted so far. Discussions have also been taking place with the idea of providing information and displays for the interpretation center that is being planned in Hasanur.

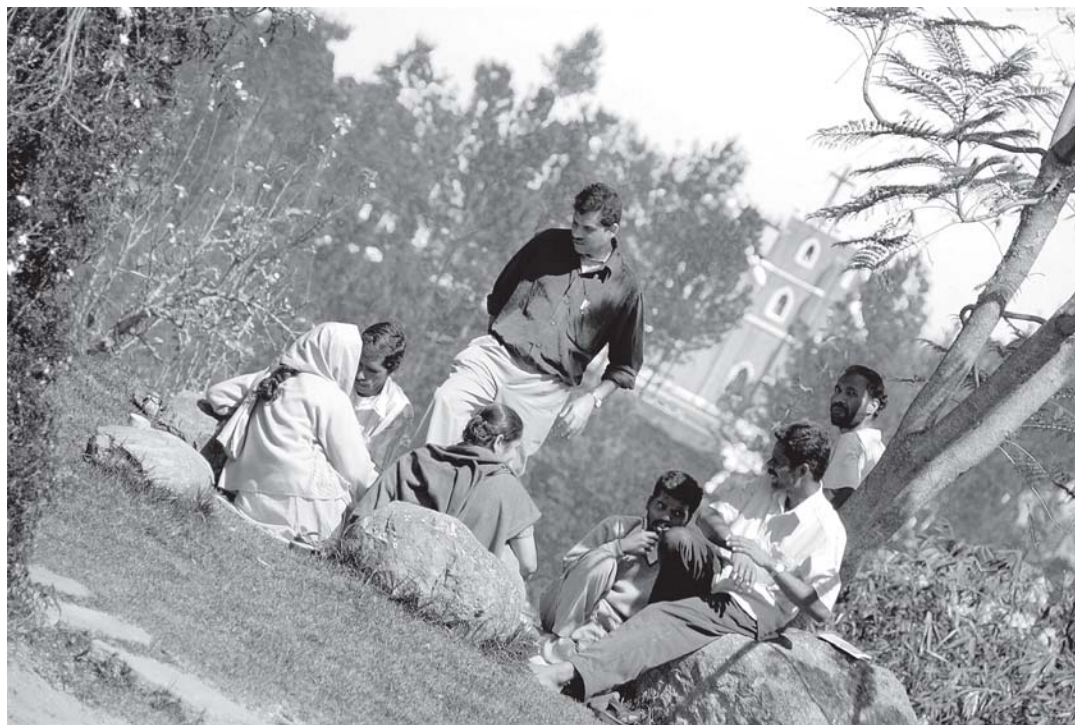
In the HADP meeting, Keystone was able to lobby for a policy change, to increase cost of building houses for the adivasis houses from Rs. 45,000/- to Rs. 53,000/- which was agreed, in principle. This lobbying happened also because of the model houses that we built in Velleri Combei village (details are presented in the livelihood section).

At Mavanatham, Sathy hills, the Village Forest Council was given permission to build a sub center by the Forest Department. In Geddesal village, agricultural activities were promoted through facilities for irrigation, etc, through the Forest Council.

Through the National Horticultural Mission – a water project proposal was made for the people of Garikkiyur to facilitate a drip irrigation scheme. Similarly, an arrangement for bee keeping training and supply of hives to farmers through Coimbatore Horticulture Department is being undertaken.

In Kotagiri, the town panchayat has allowed us to protect and plant forest species at the Happy Valley water source and maintain it on a regular basis. The authorities participated in the Earth Day celebrations by coming to the site and planting trees with us.

Our advocacy work at the global and national level are highlighted in the networks section.



Future Plans: The group has set its aims and goals high -

- To create / make Keystone into a Field University where Community - Environment - Development issues are embedded together and can be experienced firsthand within this area of work / sphere of interactions and engagement.
- Develop for the Nilgiris Biosphere Reserve an Environmental Governance working model through the work of Keystone Foundation and its networks.

The objective of the group are-

- Prepare a strategy for local (NBR) , regional (Western Ghats), global (India & World) environmental governance systems – how to “atomize” “environment” into all spheres
- Do basic research on 3 states / NBR - what is ticking / what is happening - politics / economy / culture – where is the best approach / opportunity to “enter” environment
- Initiate steps and processes to declare NBR as the first Biosphere Reserve which is run on total Environmental Governance

Parts of the programme are supported through:

- a. Poverty Alleviation of Hill Communities - Working through Local Biodiversity, Livelihoods and Enterprise supported by the Ford Foundation, New Delhi.
- b. Fresh Water Resources in the NBR - Strategies & Action with Communities & Governance supported by Swallows in Sweden.





Training and Information

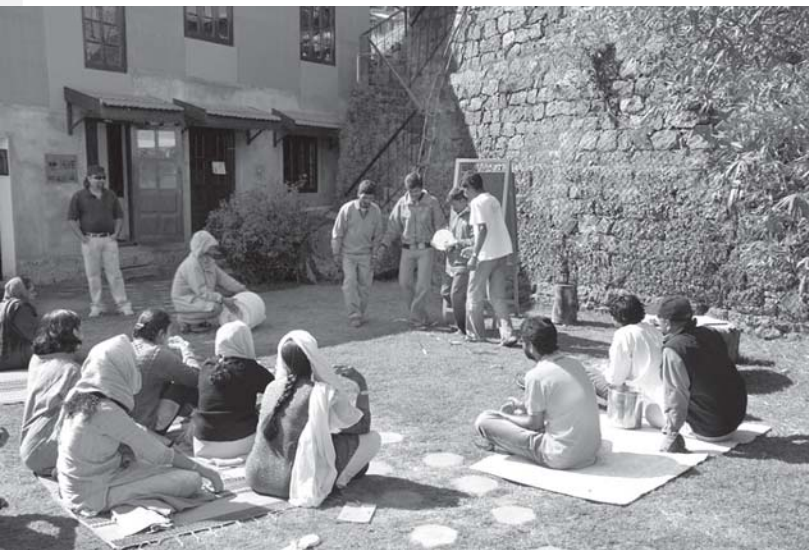


Information Resources, Documentation & Publications, Training & Capacity Building (for staff & community members); Exposure & Training for other NGOs & CBOs

1. The training activities offered by Keystone are mainly focused on conservation, enterprise and livelihoods. The trainings are imparted to a wide range of people from adivasis, Forest Department to students, etc. In 2008, the trainings offered were:

Sustainable harvest of NTFPs - These trainings were given at Hasanur and Nilambur centers, mainly to harvester groups and deals with the methods of sustainable harvest of various forest produce.

Processing and value addition of forest produce - This is offered by all PCDs and the HIVE to other groups of harvesters and SHG groups. The trainings deal with the value addition of forest produce like, honey, *nellikai*, bees wax, *shikakai*, resin, etc.



Field Course – An international course on Conservation, Enterprise & Livelihoods (CEL) was offered to NGOs, Forest Departments and students. Locally, it was offered to village volunteers on ecological monitoring. The International Field Course which was organized in May 2008 is covered in the conservation report. The trainings offered locally to village volunteers deals with the monitoring of forest habitats.

Organic farming and other agricultural inputs - offered to farmers in the village and also to Keystone staff. Numerous training and exposures to all the work being done in the field of organic agriculture has strengthened our own initiative here in Kotagiri.

Beekeeping - For adivasis in the village, outside groups and also to Keystone staff. Beekeeping training has been one of the oldest trainings we offer and it is in much demand still.

Use of GPS and GIS - Keystone staff and Forest Departments are trained in the use of GPS and GIS software.

Costing, book keeping –These trainings are offered to staff at all PCDs.

Use and maintenance of field equipment - Keystone staff are involved in this training. Field equipments like binoculars, cameras, GPS are used extensively.

Database management - In house trainings were held to streamline the data entry and data storage process. These trainings are held for the staff.

In 2008, Wasundhara & Shankar from Mumbai conducted a workshop for all Keystone staff on Appreciative Inquiry. The two days was an event that was much talked about for days. It was a great way to start the year. As a follow up a core team was formed who came up with a revised format and new ideas for the performance review system. The team was helped by Wasu & Shankar. A decision to delink salary and performance was taken by this core team and also to have a review process that was six monthly and discussion based.

2. Information: Information dissemination and outreach has been an important highlight of Keystone’s activities. This year has also had its share of publications as listed below:

Posters

- a. Honey Gathering in the NBR
- b. Harvest Methods & Product Quality for Black Dammar



- c. Impact of Harvest on Plants - NTFPs
- d. Awareness poster on *Cycas circinalis*
- e. Story of Amla Harvest

Brochures

- c. Participatory Guarantee Systems in India
- b. Product catalogue for Green Shop Products (in progress)

Books/Booklets

- a. Sacred Groves of the Kurumbas in the NBR (in Tamil)
- b. Wild Foods of the Irulas (in Irula language transliterated in Tamil)
- c. Flora of the Sigur Plateau (in press)

Research Papers

- a. Regional Variation in Non-Timber Forest Product Harvest Strategies, Trade, and Ecological Impacts: the Case of Black Dammar (*Canarium strictum* Roxb.) Use and Conservation in the Nilgiri Biosphere Reserve, India. Anita Varghese and Tamara Ticktin published in Ecology and Society
- b. Social Bees and Food Plant Associations in the Nilgiri Biosphere Reserve, India - Sumin G. Thomas, Shiny M. Rehel, Anita Varghese, Priya Davidar & Simon G. Potts (in press).
- c. Correlates of Nest Densities of the Rock Bee (*Apis dorsata*) in the Nilgiri Biosphere Reserve, India - Pratim Roy, Robert Leo, Anita Varghese, Sumin George Thomas, Kunal Sharma, Senthil Prasad, Nicola Bradbear, Stuart Roberts, Simon G. Potts, Priya Davidar (in press).
- d. Characteristics of Trees Used as Nest Sites by *Apis dorsata* (Hymenoptera, Apidae) in the Nilgiri Biosphere Reserve, India - Sumin George Thomas, Nicola Bradbear, Simon G. Potts, Priya Davidar (in press).



Articles

- a. A series of articles was published on the Darwin Initiative project in the Bees for Development Journal, July 2008, vol87
 - i. The Nilgiri Biosphere Reserve - Kunal Sharma
 - ii. Honey Hunting in the Nilgiri Biosphere Reserve - Kunal Sharma
 - iii. Moisture reduction for tropical honey- Robert Leo
 - iv. Trees Bees Use - Sweet Tamarind- Robert Leo
 - v. Toda Beekeeping with *Apis cerana*- Robert Leo
 - vi. The Honey Trees of Cholanaickens - Saneesh C S
 - vii. Profile Mahadesh- Mahadesh
 - viii. Profile Kuttan- Aradukuttan
 - ix. Marikode-A Typical village- Priya T A
- b. 'Documentation and Promotion of Indigenous Knowledge for NTFP Management – A case of Honey Harvesting'. Kunal Sharma and Samita Vasudevan in Adaptive Management of Medicinal Plants and Non Timber Forest Products – Strategies, Implications and Policy, FRLHT.
- c. 'Mutualistic Relationships Involving the Endemic *Cycas circinalis* L.: Some Field Notes from the Appankaapu Forests, Nilambur, Kerala, India'. Saneesh C.S and Anita Varghese. Newsletter of the Cycad Society.
- 'd. A Sweet Taste of Honey'. Kunal Sharma. Voices from the Forest, Edition 14, March 2008.
- e. 'Eco Foot Prints – Using People's Participation as a Way Forward.' Mathew John and Kunal Sharma. LEISA, Vol 10 No.1, March 2008.



Documentary / Short films

- a. A movie on Keystone and its areas of work. The final edits are in progress.
- b. A short documentary on Keystone's efforts to revive the honey hunting practice in the NBR, prepared by BBC for the Word Challenge 2008.
- c. A short film (Malayalam) on the harvest of *Hydnocarpus* seeds from the forests of Nilambur.



Future Plans: The aim of the group is to train communities and other stakeholders on relevant issues, increase staff capacities and dissemination of information to a wider audience. In its perspective plan the group has outlined its objectives:

- Train groups in sustainable harvests
- Increase staff capacities
- Make information more accessible and available
- Creating local awareness

The methods that the group will use will be:

- Field courses
- Training programs
- Documentation
- Maintaining library and archives
- Database management



Selvi's story....

My name is Selvi and I belong to the indigenous Kuruma community. For the past 6 years, I have been working for Keystone Foundation. I was born in Selarai, one of the Kuruma villages in the Nilgiris. I am my mother's only child and she has brought me up alone, ever since my father left us.

I have studied up to the 12th standard in a Tamil medium in a tribal school at Kunjapanai. Since my home was far away from the school, I stayed in a hostel for 10 years. For higher secondary school, I moved to a school in Kil Kotagiri village, which is 10 kilometers from my home. I did not study more since I wanted to start earning and support my mother. I worked for many years in a tea plantation for wages.

My village is 20 kilometers from the main town of Kotagiri. We have small tea plantations in our village lands and my mother, like other women in our village goes for wage work in the neighbouring large tea estates.

After joining Keystone Foundation, initially I worked in the marketing section doing packing. During those years I watched many things about my community. I met other Kurumas from many villages and was able to see some of the issues which my people face, no land, bad housing, low wages, poor health, lack of governance. We then decided two years ago to have a program which we called Institutional Development and Local Governance. I was offered the chance to co-ordinate the project and I took it up. Now this project is called the Culture and People program. Last year I learned a lot about cultural aspects in my job, and the work gives me opportunities to learn more.

In March 2006 I went to Pakistan to take part in the World Social Forum. This was my first flying experience and I went to several places in India like Delhi and Bhopal. I really enjoyed this trip and could hardly believe it was happening.

I like to sleep without dreams but I have many dreams for my community especially to revive our culture and traditions. I would like to work to help my people improve the health and populations. I wish to bring back our traditional agriculture so that we can eat the good food that we used to grow twenty years ago. We have lot of work to keep our culture intact.



<http://www.planet-diversity.org/storiesandvideos/selvis-story.html>

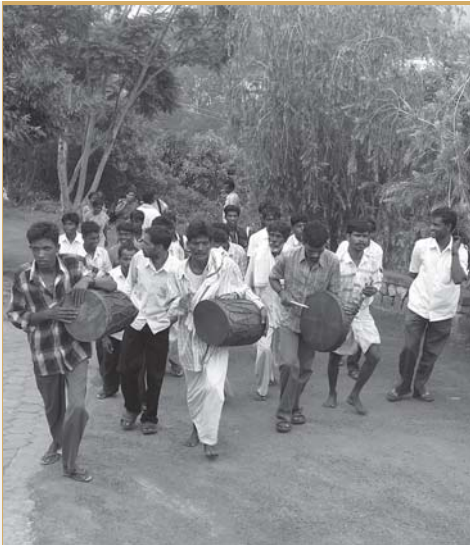
2008 at a glance - people & places . . .

January

- Village Poverty Reduction Committee (VPRC) Workshop
- Adopt-A-Business Film crew – Matthew Farmer, Hywell and Saravanan from UK, Hyderabad
- Vasu & Shankar conduct a workshop on Appreciative Inquiry
- Milou leaves this world
- Planning discussions on US fund-raising and new partnership tour
- Sigur Water Project evaluation
- Subject meeting at Staff Meeting - Evolutionary Ecology by Anita
- Organizational Restructuring meetings of G17 - presentation of 4 models
- Bhakti Nefertitti from TISS at Keystone - wants to plant trees
- Jan from Both Ends visiting
- Nils from Future Earth visiting
- Kunal to Bangkok for wetlands meeting
- Anita to Panama for cycad meeting
- Ranjith Henry (Kolam Tours) with group from Traidcraft, UK
- Dag Goering (veterinarian) and wife from Canada, visiting
- Francesca Farcas from Slow Food, visiting
- Ananth from iVolunteers
- Future Earth school principal and husband, visiting

February

- Western Ghats Meeting at Coimbatore organized by Pandurang Hegde
- Abdul & Suniti from Mysore visit Keystone
- Patricia Shanley (CIFOR), Indonesia evaluates the 6 year NTFP Programme
- Swallows evaluation team from Chennai for Sigur Water Project
- First Endowment Fund from Ford Foundation, USA
- Roos from CordAid, Netherlands visiting
- Dame Hillary Blume from Charities Advisory Trust visits the Bee Museum on its one year of school programmes
- Robert Stuart, University of Reading, Centre for Agri-Environment Research, UK and Dr. Nicola Bradbear, President Bees for Development, UK arrive to train personnel in the Darwin Initiative Project



- Visit by Forest Committees from Madhya Pradesh to Hasanur center
- Santosh Shreevihar, Entomology Consultant from Calicut University - for the Darwin Initiative project
- Dr. Priya Davidar, Dean, School of Ecology & Environmental Sciences, Pondicherry University - advisor for the Darwin Initiative Project
- Trainees from Madhya Pradesh, Orissa & Maharashtra for a study tour at Keystone
- Sam to Aurangabad for IIRD Organic Bazaar workshop

March

- Tribal Advisory Council meeting
- Sara to Delhi for CordAid organized meeting on HIV/Aids
- PGS Organic India Council meeting in DDS, Hyderabad
- Group of farmers from Timbaktu Collective, AP visiting
- Anita for FES meeting in Bhubaneswar
- Board of Trustees meeting
- Sneh attends EP board meeting in Manila and visits Mindoro islands

April

- Sanjay Mohan, film maker from France on assignment discussion at Keystone
- Meena Gupta, IAS, Secretary, Ministry of Environment & Forests, Government of India, visiting
- Sneh/Shiny to BfD, UK for training on information management
- Launch of Acres Wild cheese in Ooty
- Sam to Chennai & Pondy for IFFAD meeting and seeing Auroshikha
- Wild Foods Hubba
- Mathew to Bangalore for Organic Bazaar meeting

May

- India International Field Course begins
- Pratim to London for Ernst & Young - Adopt-a-Business Reverse assignment Project



- Pratim to US – New York, Massachusetts, Nebraska, San Francisco for new funding partners and partnerships in work
- Start of the Environmental Diplomacy Course “Preventing Overshoot & Collapse – Managing Earth’s Resources– e-learning component for Pratim
- IRMA students – project assignments, Anupama & Karthik
- Land purchase (below the campus)
- JP Rao & family visiting
- Future Earth strategic meeting
- Kota dancing in the night
- Pratim, Sneh and Mathew for Shola Fellowship to Ranikhet
- Visit by Leo and Moorthy to NGO, Avani in Kumaon to learn about natural dyes and solar energy and to conduct workshop in beekeeping

June

- Meeting with Field Director, Project Tiger Reserve, Dr. Rajiv K Shrivastava, IFS in Ooty
- Leo to DDS, Hyderabad for Mini Millet meeting
- Kunal joins Jungle Lodges
- Mathew to Italy for IFOAM World Congress & General Assembly; to Germany to discuss construction with Anu

July

- Keystone Foundation nominated for the World Challenge, BBC
- Auditing finally completed
- Prof. Adam Pain visiting - Darwin
- Final presentation by IRMA students
- Visit to Mysore by Mathew, Sam, Sneh to Green Hotel for possibility of Green Shop
- Swallows programme planning and visit by Swallows group
- Sneh travels to Khammam, Polavaram, Jagdalpur
- Anita to Mysore for lecture to DFTI students





August

- World Indigenous Day celebrations at Kotagiri
- Conservation Education Workshop conducted by Sunita Rao, Sujata Padmanabhan and Manu K
- Pratim to Geneva for intensive Environmental Diplomacy course
- Bhaskar Mitra from SDTT to Nilambur Field Station and Kotagiri
- New organizational structure finalised
- Exposure visit by women's group from Sirsi to Hasanur
- Mathew to Chennai for IFFAD Board meeting
- Mathew to Manila as resource person for EP organized entrepreneurship training and presentation on PGS to NGOs and others in Manila
- Ayurvedic meet in Coimbatore organized by Arya Vaidya Pharmacy & Keystone

September

- Michael Zimmer from Ernst & Young, UK to Keystone for one month on streamlining administration assignment as part of the Adopt-a-Business outzone experience
- Easwar to Trivandrum for FF meeting of grantee accountants
- Opening of Mettupalayam cart for sale of products from Pillur
- Mathew to Aurangabad for PGS meeting
- Salome Yesudas from DDS visiting
- Prof Dhananjay from BASIX visiting



October

- Naresh, Dipankar from Prakruti, Chennai talk about possibilities of working with the Bee Museum
- Darwin Mission – Dr. Nicola Bradbear, Dr. Simon Potts, University of Reading and Dr. Priya Davidar
- Geetha Nayak – PhD student from Pondicherry University joins Keystone in the Darwin Project
- Staff tour to Kannur
- Mathew to Bangalore for Green Foundation meeting ..

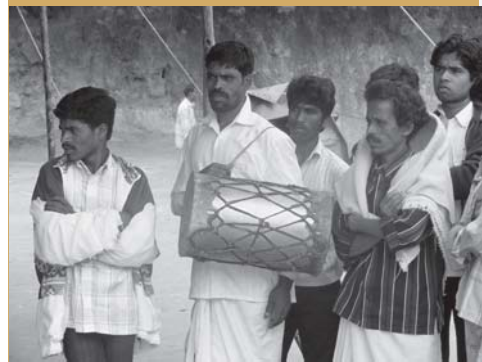
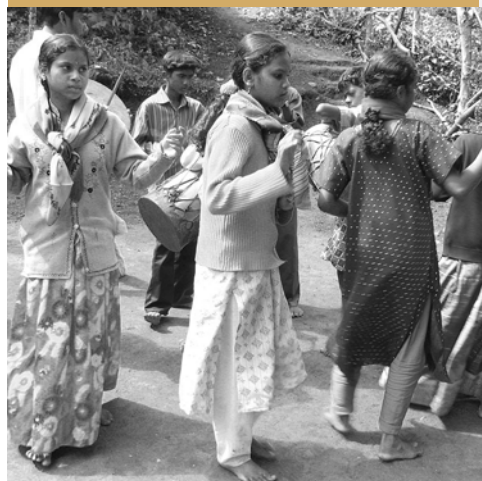
- Mathew to Pollachi with Sam to visit garment...
- Chandran & group to Trichy for Seed Mela and launch of PGS brochures
- Moorthy, P.Chandran and Leo train Siddhi people of Karnataka in hygienic honey processing
- Anita to Chennai for meeting with IDRC, Dr. Merle Faminow, Project Leader, RPE - IDRC, Uruguay

November

- **Keystone becomes 15 years old!**
- Launch of coffee at Bee Museum
- Anita to Mexico for CITES meeting and to meet GEA - an NGO working in Mexico city
- Marcello from Slow Food, Italy, visiting
- Rosaleen Mulji from NAWT, visiting
- Sneh to Simlipal Biosphere Reserve for EP meeting
- Mathew for IFFAD board meeting in Chennai
- Mathew for India Organic exhibition in Delhi
- Fair Trade Forum India General Assembly in Delhi (MJ elected to EC)

December

- Jenne de Beer from NTFP-EP, visiting
- Ken Wilson – Executive Director – The Christensen Fund, California with Shireen to Nilgiris / Keystone
- Moorthy to Chennai for Future Earth meeting
- Mathew to Chennai for Social Entrepreneurship meeting
- Dr. Janet Seeley, Dr. Nicola Bradbear and Dr. Adam Pain for Darwin planning meeting
- Suganthi to Orissa for PGS meeting
- Mathew to Bangalore for Green Foundation meeting
- Mathew to Delhi for FTF-India EC meeting
- Architect, Anu for construction discussion



BOARD OF TRUSTEES



SOMNATH SEN



SHIPRA GUPTA



JOHN KURIÉN



SUPRAVA PATNAIK



PHILIP MULLEY



RITA BANERJEE



ANJU SHARMA

ADVISORS



CHAMANLAL GUPTA
Advisor Technical



B.J. KRISHANAN
Advisor Legal

We started off 2008 with the Appreciative Inquiry workshop and to keep the spirit of appreciativeness alive in 2009, each of us picked lots that had the name of one colleague on it. We then wrote a line of appreciation about our colleague and these form the captions on our photographs.

PRATIM ROY
*Director
 Networking and
 Organisational
 Developmnet - New
 outlook, greater
 horizons!*



SNEHLATA NATH
*Director Programs - Able and clear headed
 person with an ability to extract work. She
 sure knows how to have a good time too!*



MATHEW JOHN
*Director Finance and
 Administration - Very
 good in management,
 quick, explains well and
 works accordingly*

ROBERT ALEXANDER LEO
*Program Co-ordinator
 Livelihoods - He gives good and
 applicable suggestions on
 official and personal issues; I
 want him to continue this*



MILLER ASHOK
*Additional Co-ordinator OMD
 - Hardworking and very good
 entertainer*



M. CHANDRAN
*Area Manager Pillur - Good
 person to communicate and
 good bee-keeper*

JUSTIN RAJ
*Area Manager Sigur - Sincere, hardworking
 wants to know and is interested in knowing
 about all projects*



P. SUSHILA
*Area Manager Coonoor - Independent
 and very courageous community girl*



ANITA VARGHESE
*Program
 Co-ordinator
 Conservation - Helps a
 lot in the office and a
 good worker*



P. CHANDRAN
*Area Manager
 Konavakarai - He
 speaks well to all,
 very cordial*



M. MALLIKARJUNAMOORTHY
*Additional Co-ordinator Livelihoods -
 A very self driven person who is
 always ready for new learnings*



L. RAJENDRAN

Subject Manager - Quiet and cordial to all staff



SUGANTHI THANGAVELU

Additional Co-ordinator OMD - She has a kind a kind way of talking to people



A. VASU

Supervisor - A fabulous all-rounder



SENTHIL PRASAD

Additional Co-ordinator, Environmental Governance - He is a nature enthusiast, calm, mature and fun person



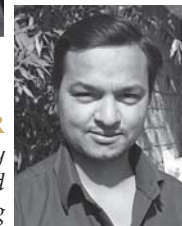
SARASASMEETA

Additional Co-ordinator, Administration - Hub of power. Energy-filled. Potential for more growth & application



N. SELVI

Additional Co-ordinator, Culture and People - Focussed in her work. Lots of individual growth and determination



HARI BAHADUR

Supervisor - Sincere, duty conscious and hardworking



T. ARADUKUTTAN

Assistant - Very sincere and dependable



T. SAMRAJ

Programme Co-ordinator, OMD - Good in training and talking

SHINY MARIAM REHEL

Additional Co-ordinator, Conservation - Explains and answers all questions both work related and personal. My wish is her development



H.R. EASWARAN

Additional Co-ordinator, Finance - Has the capacity to win anything



T.A. PRIYA

Subject Manager - Hardworking and a finisher to the end. Good understanding of political scenarios in the community



K. SUBRAMANI
Assistant - He sings nicely



SANEESH C.S
Area Manager - Enthusiastic, frank and free spirit



SUGANTHI. P.K
Assistant - She learns things quickly



SUMIN GEORGE THOMAS
Additional Co-ordinator, Training and Information - Friendly, adventurous, jovial and works well



M. KARNAGOPAL
Assistant - Regular, committed and good worker. He is a good team member



K. AYYASWAMY
Assistant - Talker, became an action man



R. VELLIAN
Assistant - Very soft spoken and calm person and a good bee keeper



R. RAJENDRAN
Assistant - Good gatherer of local information and very helpful



SAMITA VASUDEVAN
Livelihoods - She works hard to bring out the best



B. SIVARAJ
Area Manager, Aracode - Sincere and good worker



SIVAGAMI
Assistant - Talks well, works well and very friendly



LALITHA
Assistant - Communicates well with people in the villages



MURUGAN
Assistant - Enthusiastic, solid, keen and great smile



K. SUDAKAR
Supervisor - Good companion for field and lab work



NARESH
Assistant - Good team player and completes his responsibility, very silent



K. THETHAN KOV
Assistant - Good hairstyle and very good friend to all



M. MALA
Assistant - Very sweet voice which attracts people



K. RAJESHWARI
Assistant - Speaks clearly and works well



S. ANUSHA
Assistant - Good girl, hardworking and cool



SHEEBA
Assistant - She listens carefully and works well



K. RAMACHANDRAN
Subject Manager - Quiet, cordial and determined



RANGASWAMY
Area Manager, Dhimbham - Brisk, completes any kind of work skillfully and an honest person

SAKTHIVEL

Subject Manager - Frank, always smiling and sincere



L. RASINGAM

Subject Manager - Cordial to colleagues and works well. Very honest



B. MAHADESHA

Assistant - An entertaining person, everyone wants to work with him



KHADKA BAHDUR

Assistant - Good improvement, good at gardening and good worker



S. KABALAN

Assistant - He is a very sincere and intelligent man and my good friend

BIRDS OF PASSAGE

We acknowledge your valuable contributions and wish you all the best. . .



KUNAL



ANITHA



MALATHI



ANURADHA



RICHARD

ORGANISATION INFORMATION

Keystone Foundation is registered under the Indian Trust Act, 1882.
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