ANNUAL REPORT

2019-20

Sphere India
National Coalition of Humanitarian Agencies in India

Working Together to Reduce Human
Suffering and Building Resilient India

SPHERE INDIA SOCIAL NETWORKING SITES

FB: https://www.facebook.com/pages/Sphere-India/141173642653079

LinkedIn: http://www.linkedin.com/profile/view?id=311312307&trk=nav_responsive_tab_profile

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Google+: https://plus.google.com/u/0/b/112731205600704847650/112731205600704847650/posts

YouTube: https://www.youtube.com/channel/UCK9yTrBmriWHK570NwLXNzg/videos

Sphere Website: www.sphereindia.org.in

Sphere India Blog: http://sphereindiablog.wordpress.com/

For specific information on emergency, please join Sphere-URS@googlegroups.com

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ABOUT US

Sphere India is a National Coalition of Humanitarian Agencies in India. The members include key nodal agencies from Govt. of India, UN Agencies, INGOs, NGO Networks and National NGOs. Sphere India facilitates Inter Agency Coordination, Training and Capacity Building, Collaborative Advocacy and Information Knowledge and Learning Management through a collaborative process for Quality & Accountability.

GUIDING PRINCIPLES

- Right to Life with Dignity.
- Right to assistance and protection.
- Principles of humanity impartiality, neutrality, independence, and other principles of Red Cross Code of Conduct.
- Inclusion

These are grounded in Sphere India's commitment to the Article 21 of Indian Constitution on Right to Life and its interpretations in various judicial proceedings, Universal Declaration of Human Rights, International Humanitarian Law, Refugee Law and the associated Treaties and Covenants.

VISION

Sphere India envisions a disaster resilient India with effective and efficient disaster management system accountable to affected populations to protect, assist and enable crisis affected populations to rebuild their lives with dignity.

MISSION

Enhance the accountability of humanitarian and DRR action to affected populations by developing systems for effective and efficient humanitarian and DRR coordination, predictable humanitarian finance and appropriate policy, knowledge and capacity development.

PURPOSE

The purpose of Sphere India is to help create systems, processes and lasting solutions for humanitarian crisis situations and preventing such situations through DRR priorities. We are part of larger movement for change to empower people, mobilise stakeholders and build a larger collaboration to support government build a disaster resilient India.

PROGRAMME VERTICALS

	KNOWLEDGE AND CAPACITY SHARING (KCS)	INTER- AGENCY COORDINATION (IAC)	COLLABORATIVE ADVOCACY
KEY ACTIVITIES	• Learning Workshops • Capacity Building • Standardization of • Specifications for Relief Kits • Inputs to Global Guidelines • Dissemination of Information	• Emergency Assessments • Multi Sectoral Emergency Coordination handbook • Database • Improving Technology • Strengthening • Coordination	• Calls for Action • Rights in Crisis • Guidelines • Review of the Disaster Management Act • Mapping Exercise Of • Policies and Schemes • District Disaster Management Plans • Disaster Risk • Reduction
PROGRAMME COMMITTEE	• CARE India • CARE India • EFICOR • ACF • NCDHR • MUSLIM AID	• Handicap International • Terre des hommes Foundation • Islamic Relief • ADRA (Co-Lead) • Care India (Lead) • Caritas India • ChildFund • IGSSS • Oxfam India • CRS • ACTED India • World Vision India • IPPF South Asia • Change Alliance • RedR India	• CARE India • EFICOR • ACF • Caritas India • IGSSS • NCDHR (Lead) • IPPF South Asia • ActionAid India • CBM

PROGRAMME VERTICALS

SECTOR COMMITTEE MEMBERS		
WASH	**SHELTER**	**FOOD & NUTRITION**
Oxfam India (Lead), Water Aid India (Co -lead) CARE India, Islamic Relief, EFICOR, ADRA, Caritas India, IGSSS, PGVS, Change Alliance, GIWA, Terre des hommes Foundation, World Vision India, IPPF South Asia, UNICEF India	CARE India (Lead), Habitat for Humanity India (Co-Lead) SEEDS, Islamic Relief, AIDMI, CRS, NCDHR, UNNATI, World Vision India	WFP (Lead) CFNS (Co-Lead) CARE India, EFICOR, WHH, IGSSS, World Vision India, Oxfam, World Animal Protection, ACF, Save the Children, UNICEF India
HEALTH	**PROTECTION**	**EDUCATION**
WHO (LEAD) Doctors for you (Co-Lead) Handicap International, CARE India, ADRA, ChildFund, MUSLIM AID, World Vision India, Terre des hommes Fundation, UNICEF, Save the Children, ICRC, OXFAM India PCI, IPPF South Asia, EHA Americares India	NCDHR (Lead) CARE India (Co-Lead) Caritas India, ChildFund India, Islamic Relief, IGSSS, CRS, Handicap International, Terre des hommes Foundation, IPPF South Asia, MUSLIM AID, UNICEF India, World Vision India, UNNATI	Save the children (lead) CARE India, ChildFund India, World Vison India, MUSLIM AID, UNICEF, Oxfam RTE Forum

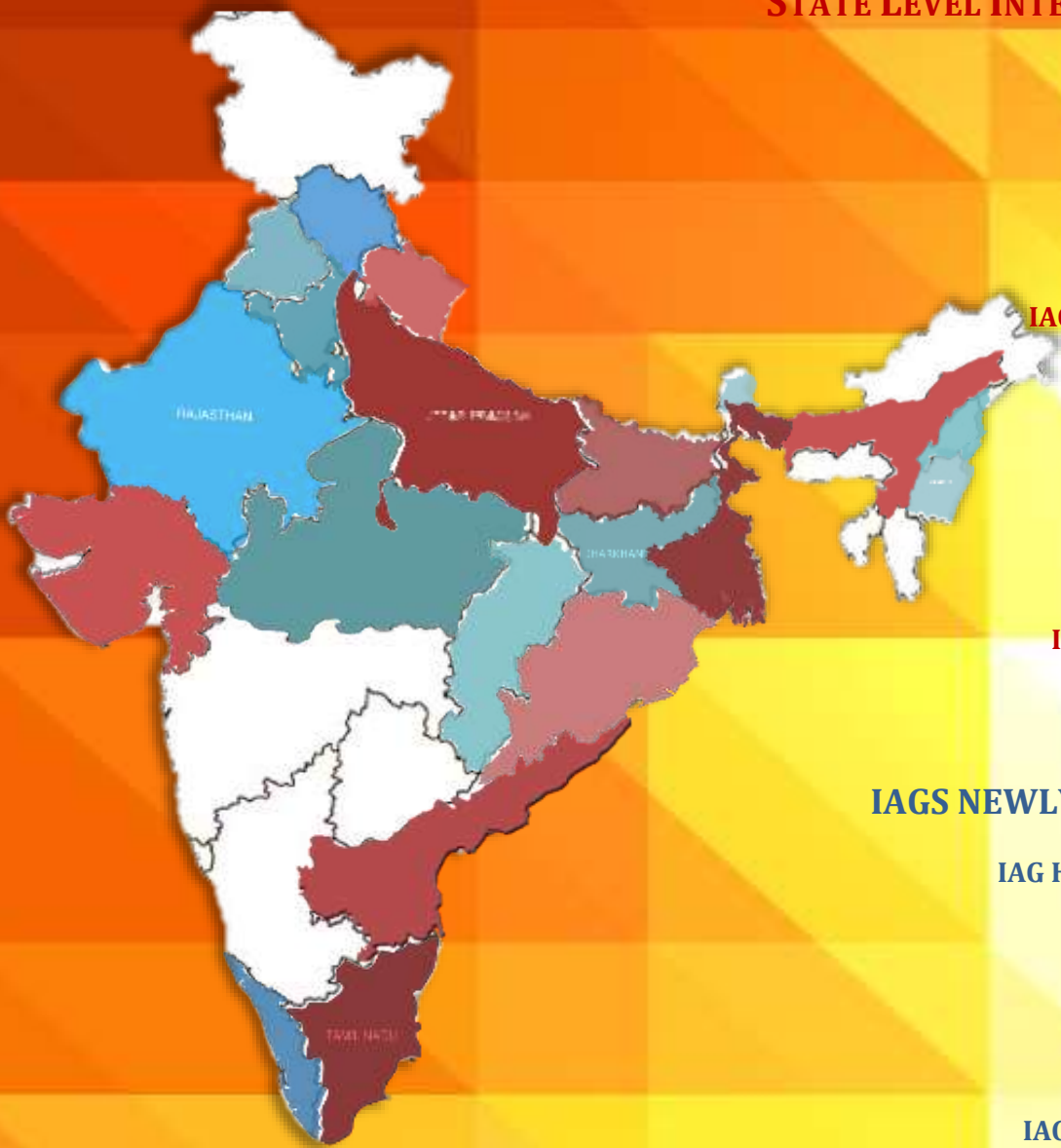**PROGRAMME VERTICALS**

SPHERE INDIA MEMBERS

ACTED	Islamic Relief India
ACF (Action Contre la Faim)	Lutheran World Service India (LWSI) Trust
Action Against Hunger India	Mercy Corps India
Action Aid	Muslim Aid
ADRA India	NCDHR
Aga Khan Agency For Habitat India	NEICORD
AIDMI	NIDM
Americares	Oxfam India
BISWA	PCI India
CANSA	PHFI
CARE India	Plan India
Caritas India	Practical Action
CASA	RedR India
CBM	Rural Volunteer Centre
(CDDMASS)	Save the Children
Change Alliance	SEEDS India
Child Fund India	SOS Children's Villages of India
CRS	TDH foundation
DC	TDH Germany
DCA	TDH Netherlands
EFICOR	Tear Fund
EHA	The Global Interfaith WASH Alliance (GIWA)
ELFA International	UNDP
ESAF	UNFPA
FPAI	UNICEF
Goonj	United Way Mumbai
Habitat for Humanity India	UNNATI
Handicap International	VANI
HCL Foundation	VASUDEVA PGVS
Heifer International	Wash Institute
Help a Child	Water For People
HelpAge India	WaterAid India
IFRC	Wealthungerlife
Indo - Global Social Service Society (IGSSS)	WFP
IPPF	WHO

SPHERE INDIA MEMBERES

STATE LEVEL INTER AGENCY GROUPS

IAGS

IAG GUJARAT

IAG TAMIL NADU

IAG ANDHRA PRADESH

IAG ODISHA

IAG WEST BENGAL

IAG BIHAR

IAG ASSAM

IAG UTTAR PRADESH

IAG UTTRAKHAND

IAGS NEWLY INITIATED: 11

IAG HIMACHAL PRADESH

IAG MANIPUR

IAG SIKKIM

IAG NAGALAND

IAG MADHYA PRADESH

IAG JHARKHAND,

IAG CHHATTISGARH,

IAG KERALA,

IAG RAJASTHAN,

IAG PUNJAB,

IAG HARYANA

ASSOCIATE/PARTNER NETWORKS

ASSOCIATE/PARTNER NETWORKS

Global Network
Sphere India is a board member of the Sphere Project since 2009

Asian Network
- ADRRN

South Asian Networks
- Consortium of Humanitarian Affairs
- Srilanka Disaster Preparedness Network Nepal
- Sphere Community Bangladesh
- Pakistan Humanitarian Forum

Indian Network
- VANI
- VASUDEVA
- WESNET
- NCHDR
- Nutrition Coalition

ASSOCIATE/PARTNER NETWORKS

From Sphere India Chairperson

The year 2020 was full of challenges, and opportunities for learning. The year marked the inauguration of the online learning and capacity building platform of Sphere India, Covid-19 Academy, which was a huge success. Sphere India has also made some good progress with post disaster inter-agency coordination processes, strengthening the existing State IAGs as well as initiating formation of new ones. As a part of collaborative advocacy, multi-stakeholder consultations were organized. The Inter-Faith Humanitarian Alliance sessions organized aimed to promote solidarity, especially in times of a crisis and social unrest. We reached a new milestone in participation levels, as well as growth of our network. All these are a testament to the commitment of our partner agencies, our financial supporters, our volunteers, and our staff. The journey was full of challenges and we had to adjust our processes according to the new normal. We have received immense support from our partners and the result of all that effort is undeniable. The question is, where do we see ourselves moving forward from here? To answer that we are laying out a new strategic plan and we plan on further increasing our outreach as well as making our networks stronger in the coming years. It is time to move from merely remedial learning to pro-active learning, addressing the root causes of the issues itself. This would involve a shift in thinking.

Further our commitment to equity demands that we address all issues according to their context specific needs, no matter where they are. This is embodied in our vision for building resilient communities. We see our vision materializing in future — by working together. We express our heartfelt thanks to members and all relevant Government and Non-Government stakeholders who have continuously supported us in our initiatives.

Mr. Mohammad Asif
Chairperson, Sphere India

From Sphere India CEO

Even before the pandemic, Sphere India has been playing an active role in disseminating knowledge in disaster management and resilience planning; working in collaboration with governments, training Institutes, and numerous academic and professional bodies. The COVID-19 pandemic brought to light secondary issues such as social security for informal workers, migrant workers, social/communal unrest stemming out of stigma to name a few. Sphere India through its initiatives has been trying to address both the primary as well as the secondary issues that arise during any disaster. Our approach has been people centric and we have tried to make efforts for inclusive learning processes, using local languages and sign languages in our sessions. We have also been working towards strengthening the works of existing IAGs and initiated formation new IAGs. We have advocated for the rights of people and released joint appeals from faith leaders for wider outreach in different states.

Our vision is to create resilient communities by building the capacity at all levels for disaster prevention and preparedness, and in the process making it common knowledge. With this comes, a huge challenge to achieve the mandates and indeed we hope to do it through support of our partners. While we are growing towards the next trajectory in evolution, we are more than equally strengthened by robust partnerships with Govt departments, civil society organizations, and donor communities with strong determination to move forward in our quest towards social change.

Vikrant Mahajan
CEO, Sphere India

INTER-AGENCY COORDINATION

Inter-Agency Coordination program is continuity of Sphere India Unified Response Strategy initiated in last phase. The program coordinates collective efforts for preparedness, response, and recovery.

OBJECTIVES

1. Develop/strengthen State level capacities for coordination (IAGs)

2. Facilitate a common process for coordination of members, partners and other stakeholders for preparedness, response, and recovery.

KEY HIGHLIGHTS OF 2019-20

Goal: The humanitarian system assesses overall humanitarian need emerging due to a crisis, ensure predictable mechanisms for humanitarian finance and facilitate effective and efficient inter agency coordination for preparedness, response, recovery and DRR.

Emergency Assessments			

Participatory assessments:
Joint Rapid Needs Assessments carried out with a special focus on vulnerable population: 12

Telangana Flood 2020	*Cyclone Bulbul, 2019*	*Kerala flood, 2018*	*South Bengal flood, 2017*
Cyclone Amphan 2020	*Bihar Urban Flood, 2019*	*MP Drought 2016*	*Assam flood, 2016*
Delhi violence, 2020	*Cyclone Fani, 2019*	*Bihar flood, 2017*	*Manipur earthquake, 2016*

Development of secondary analysis and resource inventory with GIS shape files is ongoing for 10 states in India.

Revision/ Adaptation of assessment tools: The assessment tools were revised in view of COVID-19. A detailed exercise to develop tools for slow onset disasters was also undertaken. Assessment tools for Urban and slow onset disasters were also developed.

A series of consultations on assessments looking at initial, rapid, and detailed assessments were organised on the COVID-19 Academy platform, the learning from which is being documented and incorporated in existing processes and tools. Discussions held with members on Real time monitoring.

Multi Sectoral Emergency Coordination handbook	

To strengthen the multi-sector, multi-stakeholder coordination mechanism, Sphere India is facilitating the drafting **Multi-Sector Multi Sectoral Emergency Coordination handbook** and inputs from stakeholders have been invited from members, associate member and outreach partners.

INTER-AGENCY COORDINATION

Handbooks drafted for **6 sectors**:

- *WASH*
- *Shelter*
- *Food & Nutrition Security*
- *Health Action*
- *Education*
- *Protection*

Draft reports shared for first round of consultations
Sector wise consultation of authors- 18
Multi-sector leads meetings (participation from UN sector specialists, WFP)- 3

Database

Database and mapping of Sphere India members and their partners has been done and now the network includes partner organisations as associate members.

In addition to members, a roster of humanitarian professionals is also being developed. So far more than 500 Emergency coordinator professionals have been mapped.

Sector wise Humanitarian Professionals Mapped:

WASH	21	Food & Nutrition Security	6	Education	15
Disaster Management	33	Health Action	38	Protection	10

Vendors Database:
An exercise to map vendors has been initiated. Mapping has been completed for FNS sector and ongoing for other sectors. Consultation with procurement teams of members are also planned.

Improving Technology

For effectiveness and efficiency in assessments and coordination, technological solutions were introduced :

- o Digitisation of Assessment Tools
- o Assessment using Kobo Tool
- o Use Of GIS/Spatial Mapping
- o Assessment Using Drone
- o Data Visualisation Through Power BI

URS is an action based program aiming at building common understanding among different stakeholders (at National, State & District levels) for an organized & coordinated response during disaster emergencies.
Analysis of URS matrix has also been initiated and tech solutions for better visualisation is underway.

Strengthening Coordination

Meetings of IAG Conveners/leaders have also been initiated. This is a platform to prioritise and set the agenda for state level coordination needs.
IAGs Conveners meeting: 39
Meetings during COVID-19 lockdown: 8

INTER-AGENCY COORDINATION

Setting up of New State and Distt Level IAGs

IAGs newly initiated: 11

IAG HP, IAG Manipur, IAG Sikkim, IAG Nagaland, IAG MP, IAG Jharkhand, IAG Chhattisgarh, IAG Kerala, AG Rajasthan, IAG Punjab, IAG Haryana

District IAGs initiated in Kerala: 14

Strengthening of existing IAG:

- o Preparedness Workshops with IAGs
- o IAG lessons learnt workshop
- o Strengthening Nutrition focus in IAG MP
- o GIS Mapping support to IAGs

SNAPSHOTS FROM THE CONSULTATIONS:

FIGURE 1: EMERGENCY NEEDS ASSESSMENT, 20TH AUGUST, 2020

FIGURE 2: UNIFIED RESPONSE STRATEGY 4W MAPPING, 22ND SEPTEMBER, 2020

FIGURE 3: JOINT DETAILED NEEDS ASSESSMENT (JDNA), 15TH SEPTEMBER, 2020

FIGURE 4: POST DISASTER NEEDS ASSESSMENT (PDNA), 22ND SEPTEMBER, 2020

Click here to know more

INTER-AGENCY COORDINATION

COLLABORATIVE ADVOCACY

Collaborative Advocacy program initiated in 2010 to bring focus on collaborative humanitarian advocacy

OBJECTIVES

1. Mobilize and sensitize different stakeholders on humanitarian principles and standards

2. Humanitarian advocacy during disasters for rights and entitlements of affected people focusing on excluded /marginalized and most vulnerable groups.

3. Policy advocacy for development of inclusive and appropriate policy.

4. Advocacy on silent humanitarian situations and disasters like drought, malnutrition and other extreme development situations in which people are living below minimum standards of dignity.

KEY HIGHLIGHTS OF 2019-20

Goal: The humanitarian and DRR system in India is inclusive and focuses on excluded/marginalised groups, and most vulnerable groups. The affected people are able to receive equitable access to quality assistance and protection based on humanitarian accountability standards.

Calls for Action:

Calls for Action were released post COVID19 targeting different stakeholders with a focus on the needs of the most marginalized poor migrant and daily Wage labour population.

Appeal for Protection of Vulnerable Population (COVID-19): 1

Expressions of solidarity were issued post all the disaster events such as floods, Delhi violence, as well as cyclones: 7

Rights In Crisis

Standardized mechanism to assess **rights in crisis** was developed.

2 Rights in crisis analysis carried out during **Assam Flood 2016 and UP Flood.**

Guidelines

Suggested guidelines on business continuity were released for organisations post COVID19

Guidelines for COVID Preparedness for Residential complexes

Review of the Disaster Management Act

Review of the DM Act was done and recommendations were submitted

COLLABORATIVE ADVOCACY

Mapping Exercise Of Policies And Schemes

A mapping exercise of policies and schemes at state level for 18 States is being carried out.

This will be followed by:

- o Review
- o Consultations
- o Recommendations

District Disaster Management Plans

Review and development of **Disaster Management Plans** for all districts in Kerala.

Review of state DM policy in Kerala

Disaster Risk Reduction

Participation in Global Platform for DRR, Asian Ministerial Conference for DRR, NPDRR

SNAPSHOT FROM THE INTER-FAITH HUMANITARIAN ALLIANCE SESSION:

COLLABORATIVE ADVOCACY

KNOWLEDGE AND CAPACITY SHARING

KCS started as Knowledge Management program started in 2009 to initiate the process of collation of organizational learning, good practice and knowledge among members and wider community and disseminate it using different media.

OBJECTIVES

1. Collation of knowledge products and practices from different member organization.

2. Documentation of good practice

3. Facilitating inter agency learning through lesson learnt exercises

4. Support innovations and development of new knowledge products.

5. Dissemination of information through different media.

KEY HIGHLIGHTS OF 2019-20

Goal: Humanitarian System in India continually learns, analyze gaps, develop knowledge and capacities to address current and future needs.

Learning Workshops

6 lessons learnt exercises were organised

Manipur Flood organized on 16 March 2016- 1

district level LLW on Kerala Flood 2018- 5

Capacity Building:

Training programs organised for many topics in consultation with members and state IAGs.

COVID Academy was also used to capacity building during COVID-19 reaching more than 1.1 lac people.

Total COVID Academy Sessions: **107**

Total Participants: **110,000+**

MISP Training Programs across 13 States:

143	08	932	58	216
MISP integrated in DDMPs	*MISP integrated in SDMPs*	*Total No. of MISP Trainers*	*NHSRC/RRC Asha Coordinators trained in MISP*	*MISP Advocacy*

Capacity building of IAGs in 6 regions on Kobo Collect

Standardization of Specifications for Relief Kits

Interagency coordination to **standardise specifications for relief kits** has been initiated. Discussions on specifications of Food Baskets have already been done.

Inputs to Global Guidelines

Inputs to global guidelines and policy documents: Sphere Handbook, LEGS handbook

Dissemination of Information.

State level IAG and Whatsapp Groups and social media channels initiated for better and faster **dissemination of information**.

SNAPSHOTS FROM THE SESSIONS:

FIGURE 5: SESSION ON GLOBAL HANDWASH DAY

FIGURE 6: WORLD HUMANITARIAN DAY- CELEBRATING COVID WARRIORS

FIGURE 7: SESSION ON INTERNATIONAL WORLD FOOD DAY

FIGURE 8: SESSION ON INTERNATIONAL DAY OF OLDER PERSONS

FIGURE 9: WORLD DEAF DAY -INTERNATIONAL WEEK OF THE DEAF

FIGURE 10: NATIONAL WEBINAR ON GREEN CONSUMER DAY

KNOWLEDGE AND CAPACITY SHARING

LEARNING AND WAY FORWARD

KNOWLEDGE AND CAPACITY SHARING (KCS)
- Conducting State Academy sessions and panel discussions
- Conducting Sector Sessions
- Training and capacity building sessions
- Updating training material and resource on the website
- Collecting feedback from each session for future events

INTER- AGENCY COORDINATION (IAC)
- Conduct IAC Committee meeting and IAG Leaders Working committee meeting
- Emergency Alerts and Situation Reports to be released as per the Hazard/ Disaster Situation prevailing
- Prepare Humanitarian Snapshot reports
- Develop Roasters of sectorial experts at National and State level
- Formation of new IAGs
- Developing a System of providing Early Warning with respect to multiple hazards in the country for better Humanitarian preparedness, coordination and community-based EW mechanism
- Improvise the existing assessment tools and develop a new tool for the Joint monitoring, continuous assessment, and Real time evaluation

COLLABORATIVE ADVOCACY

- Conducting Interfaith Humanitarian Alliance plenary sessions- releasing joint appeals
- Developing relevant concept notes, reports, policy papers and tools through research and evidence gathering.
- Widening engagements with stakeholders
- Developing Sector Strategic Plans

LEARNING AND WAY FORWARD

FINANCIAL DISCLOSURE

INCOME STATEMENT

Revenue Source-Grants, Donations, Sponsorships, Programs		Amount in Rs.	Remark
1			
2			
3			
4			
5			
6			
	Total Revenue	A	
Expenses		Amount in Rs.	Remark
1	Salaries and Benefits		
2	Program cost		
3	Professional fee		
4	Fundraising		
5	Office, phone, equipment and other supplies		
6	Bank and insurances		
	Amortization		
	Donations		
	Contingency Reserve Fund Transfer		
	Total Expense	B	
1	Income before taxes	(A-B)	
2	Taxes		
	Net Earning	X	

BALANCE SHEET

Asset		Amount in Rs.	Remark
1	Cash	Y	
2	Account Receivable		
3	Inventory		
4	Property and equipment		
	Total Asset		
Liabilities		Amount in Rs.	Remark
1	Account Payables		
2	Debt		
	Total Liabilities		

CASHFLOW STATEMENT

Operating Cashflow		Amount in Rs.	Remark
1	**Net Earning**	X	
2	Plus depreciation and amortization		
3	Minus changes in working capital		
	Cash from Operations		
Investing Cashflow		**Amount in Rs.**	**Remark**
1	Investment in property/ equipment		
	Cash from Investing		
Financing Cashflow		**Amount in Rs.**	**Remark**
1	Issuance of debt		
2	Issuance of Equity		
	Cash from financing		
Net Increase/ Decrease in Cash		Y	
Opening Cash Balance		Last year's balance- Z	
Closing Cash Balance		Y+Z	

FINANCIAL STATEMENTS	2012	2013	2014	2015	2016	2017
Income Statement						
Revenue	102,007	118,006	131,345	142,341	150,772	158,311
Cost of Goods Sold (COGS)	39,023	48,004	49,123	52,654	56,710	58,575
Gross Profit	62,984	70,082	82,222	89,687	94,062	99,736
Expenses						
Salaries and Benefits	26,427	22,658	23,872	23,002	25,245	26,913
Rent and Overhead	10,963	10,125	10,087	11,020	11,412	10,000
Depreciation & Amortization	19,500	18,150	17,205	16,544	16,080	15,008
Interest	2,500	2,500	1,500	1,500	1,500	1,500
Total Expenses	59,390	53,433	52,664	52,066	54,237	53,421
Earnings Before Tax	3,594	16,649	29,558	37,622	39,825	46,314
Taxes	1,120	4,858	8,483	10,908	11,598	12,968
Net Earnings	2,474	11,791	21,075	26,713	28,227	33,346
Balance Sheet						
Assets						
Cash	167,971	181,210	183,715	211,069	239,550	272,530
Accounts Receivable	5,100	5,904	6,567	7,117	7,539	7,807
Inventory	7,805	9,601	9,825	10,531	11,342	11,715
Property & Equipment	45,500	42,350	40,145	38,602	37,521	37,513
Total Assets	226,376	239,065	240,252	267,319	295,951	329,564
Liabilities						
Accounts Payable	3,902	4,800	4,912	5,265	5,671	5,938
Debt	50,000	50,000	30,000	30,000	30,000	30,000
Total Liabilities	53,902	54,800	34,912	35,265	35,671	35,938
Shareholder's Equity						
Equity Capital	170,000	170,000	170,000	170,000	170,000	170,000
Retained Earnings	2,474	14,265	35,340	62,053	90,280	123,627
Shareholder's Equity	172,474	184,265	205,340	232,053	260,280	293,627
Total Liabilities & Shareholder'	226,376	239,065	240,252	267,319	295,951	329,564
Cash Flow Statement						
Operating Cash Flow						
Net Earnings	2,474	11,791	21,075	26,713	28,227	33,346
Plus: Depreciation & Amortization	19,500	18,150	17,205	16,544	16,080	15,008
Less: Changes in Working Capital	9,003	1,702	775	903	827	375
Cash from Operations	12,971	28,239	37,505	42,354	43,480	47,980
Investing Cash Flow						
Investments in Property & Equipment	15,000	15,000	15,000	15,000	15,000	15,000
Cash from Investing	15,000	15,000	15,000	15,000	15,000	15,000
Financing Cash Flow						
Issuance (repayment) of debt	–	–	(20,000)	–	–	–
Issuance (repayment) of equity	170,000	–	–	–	–	–
Cash from Financing	170,000	–	20,000)	–	–	–
Net Increase (decrease) in Cash	167,971	13,239	2,505	27,354	28,480	32,980
Opening Cash Balance	–	167,971	181,210	183,715	211,069	239,550
Closing Cash Balance	167,971	181,210	183,715	211,069	239,550	272,530

FINANCIAL DISCLOSURE

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