



PUSPADIBALI
FORMERLY YAKKUM BALI



PUSPADI BALI'S ANNUAL REPORT 2017

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MESSAGE FROM OUR DIRECTOR



One of the proudest moments of my work is seeing people or children with a disability come out of our workshop with a big smile because we have provided them with the prosthetics, orthotics, wheelchairs or mobility aids, enabling them to feel included in their communities. Disability is not merely a health problem and it's not only the physical condition or mobility of a person, but it also encompasses the attitudes of the society in which he or she lives.

Overcoming the difficulties faced by people with disabilities requires quality and accessible rehabilitation and support as well as meaningful action, to remove environmental and social barriers. This is largely due to the barriers they face, including discrimination, in their everyday lives, rather than their disability. Since 1999, PUSPADI Bali has been providing rehabilitation, education, empowerment, training and advocacy programs to people with disabilities in Bali and East Indonesia, who are living in isolated areas or unable to access support.

The NGO has a strong team of trained staff making mobility aids in its workshop and working across all its programs (around 70% of its staff have physical disabilities). Each year, PUSPADI Bali is providing rehabilitation to an increasing number of people with disabilities across Bali and East Indonesia and it's currently supporting more than 4,900 people.

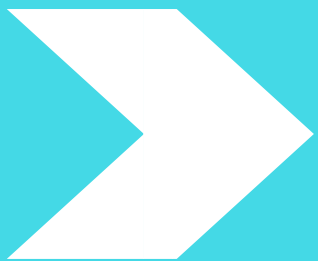
We want to see a world where people with a disability's rights are equally at the top of local and international political agendas. Equally, we want rehabilitation, health care and education to be properly resourced for people of all abilities.

PUSPADI Bali is committed to 'leaving no one behind' as it empowers people with disabilities in Bali and East Indonesia to reach their full potential, in line with the 2030 UN Agenda for Sustainable Development Goals. A person with a disability's voice should always be heard in decisions that are important to them, including in policy making. Furthermore, inclusion, accessibility, tolerance, respect and celebration of diversity are important for change and the change we want to see in the world.

All this is possible through the wonderful funding support that we have received from the Inspirasia Foundation and its CEO Mark Weingard, as well as our partner organisations and supporters, who are always right beside us as we advocate for the rights of people with a disability. We would not be able to do what we do without them. Their generous support is evident in the countless number of people over the years that we have empowered through rehabilitation, skills training programs, education and through advocating for their rights.

The 2017 Annual Report of PUSPADI Bali highlights some of the many achievements we have made (with help from our donors and generous supporters), including: 662 new clients registered, 698 mobility aids were produced and distributed, 350 mobility aids repaired, 1,979 clients treated at our centre and 4,004 home visits by our field workers.

MILESTONES



1986

Nengah Latra severely burnt in a kerosene lantern explosion during a religious festival

1988

Nengah Latra goes to YAKKUM Yogyakarta for rehabilitation

1999

YAKKUM Bali founded in Bali by Nengah Latra

2004

Partners with the Annika Linden Foundation

2012

PUSPADI Bali sets up operations at the Annika Linden Centre

2013

Name change from YAKKUM Bali to PUSPADI Bali



2015	2016	2017	Description
299	652	662	New clients registered for that year
314	365	392	Prosthetics & orthotics distributed
192	224	306	Appropriately fitted wheelchairs distributed
214	316	195	Prosthetics & orthotics repaired
1,856	2,480	1,979	Clients visiting the centre
2,266	4,279	4,004	Home visits in a year

PROGRAMS: REHABILITATION



WHO estimates that around 38 million people are living with a disability in Indonesia, so the demand for quality services is paramount, and in many cases, it simply isn't available.

PUSPADI Bali's work is vital because it is giving high quality mobility aids and rehabilitation to people with disabilities, so they can become active, independent members of their communities.



The environmental and social barriers preventing people with disabilities from being fully included in their communities, need to be removed. Non-discriminatory attitudes and practices need to be adopted in workplaces, educational institutions and in the wider community.

Accessible infrastructure and transport must be prioritised and the input of people with disabilities should always be sought on issues or policies that affect them.

An increase in funding for the disability sector in Bali and Indonesia would also go a long way to ensure people with a disability's basic needs are met and at the top of the national agenda. Disability is not only a public health issue, but also a human rights and development issue.

Since 1999, PUSPADI Bali has been providing rehabilitation, empowerment, training & education programs, as well as advocacy, to people with disabilities who are living in isolated, remote areas and unable to access support.

The NGO has a team of trained staff making mobility aids in its workshop and working across all its programs (around 70% of its staff have physical disabilities). Each year, PUSPADI Bali is providing rehabilitation to an increasing number of people with disabilities and is currently supporting more than 4,900 people with disabilities across Bali and Eastern Indonesia.

We identify and advocate for the needs of persons with physical disabilities, and plan and implement strategies to meet those needs.

OUR STAFF WITH A DISABILITY EMPOWERING OTHERS TO SUCCEED

Arnawa (left), Darma (centre), and Alit (right) are three of PUSPADI Bali's field workers who regularly visit people with disabilities in remote areas to provide them with mobility aids.

We're proud of them and the work they achieve. Don't judge their disability but judge them for what they do for people with a disability.







OPPORTUNITIES FOR PEOPLE WITH DISABILITIES



Devi



Devi is a gifted young Balinese dancer who has dealt with unimaginable tragedy in her life and found the strength to succeed, through the support of PUSPADI Bali. When Devi was six years old, she lost a leg and her parents in a motorbike accident. Devi then grew up living with her grandparents. Using a walking stick, her disability caused her to be ashamed.

But in 2013, Devi received her first prosthetic leg from PUSPADI Bali and the team found a scholarship for her at a local school, which changed her life. She transformed from hiding away to socialising and dancing as a hobby.

In October 2017, Devi's talents shone when she performed a special Balinese dance at a gala event at the Hilton Bali Resort.

Eka



Eka was born with a disability and lives in a remote area of Bali. The PUSPADI Bali team provided him with prosthetic legs and helped him to get a scholarship so he could go to school.

Eka also studied mechanics while he was studying, and, in the afternoons, he worked with his uncle in his motorbike workshop.

He used the money he earned, to help his parents. Eka also taught himself how to play guitar and loves performing for others, so they can also share his love for music.

Namiani



18-year-old Namiani was born with a disability and has risen above her obstacles to graduate at the top of her class at the Bali Mandara School.

Since she was a young child, she has been receiving prosthetic legs from the NGO, PUSPADI Bali, so she can be independent and do the activities that she loves. Namiani was an academically promising student at a young age and ignored cultural stigmas that her disability was a curse and that youth with a disability shouldn't go to school.

After finishing high school, she wanted to study psychology but is now studying an English major at the Sampoerna University in Jakarta and then wants to return to Bali to build a school for children with disabilities.

Seeing her graduate, gives Namiani's family hope for her future.

A young girl, Nia, is performing a traditional Balinese dance on a stage. She is wearing a vibrant red and gold costume with intricate patterns and a large, ornate headdress adorned with yellow and red flowers. Her arms are raised in a graceful pose, and she is looking towards the camera with a slight smile. The background is a dark, textured curtain.

Nia

A born performer, 10-year-old Nia owned the stage during a special Christmas performance at the hotel. With a love of dancing and singing, Nia doesn't see her disability as standing in the way of her talent or who she wants to be. Through using an AFO (ankle-foot orthosis) she receives from PUSPADI Bali, Nia can live the life she wants. Developing a child's talent and their access to quality rehabilitation and an education, shapes future leaders.

PUSPADI BALI'S OUTREACH PROGRAM



Cultivating partnerships with NGOs and organisations enables PUSPADI Bali to reach more people with disabilities who are hiding away or unable to access quality rehabilitation across the island and East Indonesia.

The non-profit organization and NGO, Pusat Rehabilitasi Hidup Baru, have been working together to find people with disabilities in some of the poorest areas of Indonesia, who urgently need a quality mobility aid and support.

In early 2017, Nesa and Selvia from the PUSPADI Bali team travelled to Atambua in NTT (where PRHB is based) to provide prosthetic legs for people with disabilities, many of whom live below the poverty line.

Residents in Atambua needing rehabilitation or medical help must travel hours away to places like Kupang, which they're often unable to due to cost, distance and accessibility.

Last November, Nesa and Sumerta from the workshop team travelled to Atambua again to do further castings and fittings for more people with disabilities. In 2018, the PUSPADI Bali team will do more outreach trips to Atambua and NTT.



HOME VISITS



MODULAR PROSTHETICS LEGS: CHANGING PERCEPTIONS ABOUT DISABILITY



One of PUSPADI Bali's supporters, A Leg To Stand On (ALTSO), has given it high-quality modular prosthetic legs, which enables people with a disability in Bali and East Indonesia to be more comfortable and at ease when they walk. The modular prosthetic legs differ from the mobility aids that PUSPADI Bali staff normally make, with the new components made of stainless steel and an aluminum base, making them reusable. "As a young person with a disability grows, the components can be swapped with other components and it's less wait time for them at the clinic as well as shorter assembling time for staff," AJ Warco from ALTSO said.

"We're trying to change the perception of disability in the developing world through these modular devices, so people who wear them are proud and aren't hiding or concealing anything about their prostheses."

PUSPADI Bali currently makes the highest quality prosthetics and orthotics outside Jakarta and is continually looking for new technologies or ways to improve the comfort factor for people with disabilities that it supports. "These modular limbs are lighter and it's easier to adjust the alignment, so that it corrects any walking abnormalities and gives people with disabilities more comfort," Tanty, PUSPADI Bali's Clinical Coordinator said.

PUSPADI Bali staff will follow up with the people it fitted with modular prosthetic limbs to check their progress and adjust where needed.

UCPWH PARTNERS WITH PUSPADI BALI TO LAUNCH A WHEELCHAIR USER'S VOICE PILOT STUDY ON THE ISLAND



UCP Wheels for Humanity partnered with PUSPADI Bali to launch a Wheelchair User's Voice Pilot study which collected data on the impact of an appropriate wheelchair to a user's quality of life and how wheelchairs were utilised by people with a disability in developing countries. UCPWH received a million dollars in funding for the WUV pilot project, under the Google Impact Challenge 2015 – Disabilities. Sensors were attached to the wheels of six different types of wheelchairs in Bali.



They were activated by motion so once they move, they continually collected data on durability, performance, distance traveled and other factors. The Canadian Wheelchair Foundation sponsored the wheelchairs included in the pilot study through the Rotary Club Bali Taman. A group of Rotarians from Canada provided funds for the wheelchairs that will come from the social enterprise CLASP.

EMPOWERMENT: BUILDING THE CAPACITY OF PEOPLE WE SUPPORT

PUSPADI Bali and Maybank partnered together to organise an innovative workshop through the RISE (Reach Independence & Sustainable Entrepreneurship) program.

R.I.S.E. is an economic empowerment program designed to support disadvantaged communities, particularly people with disabilities to increase their income and become financially independent.

The program involves regular training covering practical topics in running a business, setting financial goals, operational planning, budgeting and tracking, and sales and customer analysis. In addition to capacity building, a structured mentoring system is put in place, making sure the entrepreneurs get continued support and knowledge transfer from skilled Maybank volunteers. Maybank also allowed people with disabilities to showcase their products during the opening of the 2017 Bali Marathon.



AUSTRALIAN STUDENTS BUILDING TIES WITH PUSPADI BALI



Five students from Flinders University's Disability and Community Inclusion Unit have gained real-world experience through their first overseas field placement at PUSPADI Bali.

Associate Professor Caroline Ellison and the students from across regional Australia completed a five-week field placement at the NGO, where they learnt about the increasing need for more high-quality support for local people with disabilities in a developing country.

SUPPORTING PEOPLE WITH DISABILITY DURING MOUNT AGUNG ERUPTIONS



When Mount Agung started erupting in September, thousands of people were forced to flee from the slopes of the volcano which last erupted in 1967. People living within a radius of 6-12km had to evacuate, forcing many families to seek shelter in evacuation shelters. In the hectic rush, people with disabilities were forgotten and the PUSPADI Bali team and volunteers rushed in to help them evacuate from their homes and bring them to safety at our library in Bungaya.

The team played games, sang songs and read books with them as they dealt with an extremely uncertain situation.

The children took refuge in the library over the next few months. One of the people with disabilities that we support is Komang Semerti that was not in a good condition and Pak Latra brought her to stay at the library.

During her life, she has been confined in her bedroom and living in impoverished conditions. When the PUSPADI Bali team gave her a wheelchair, she was extremely happy because she can see Mount Agung for the first time.

ADVOCACY

PUSPADI Bali Advocates for Changes to the Law Protecting the Rights of People with Disabilities on the Island



Dwi Ariyani and other NGO staff are calling for the establishment of an independent watchdog committee on disability that has strong links to the government and people with disability organisations, so that the PERDA can be reinforced.

Advocacy and pushing for a law protecting the rights of people with disabilities is a key focus of PUSPADI Bali's work and will continue to be in 2018.

In August, the PUSPADI Bali team held a workshop with 50 people from other disability support NGOs, Balinese Government officials and Karen Reyes (from UCPWH) to push the government to adopt draft governor regulations for the UU No. 8/2016 and PERDA No. 9/2015 on the Protection and Fulfillment of the Rights of Persons with Disabilities.

They also want the committee to directly influence the government to allocate budget funds for people with disabilities for rehabilitation, educational and training opportunities and to improve accessibility in infrastructure.



Nazava Filters Fulfilling People with Disabilities' Basic Right to Safe Drinking Water

More than one billion people don't have access to clean water. People with disabilities who use wheelchairs, prosthetic legs or other mobility aids find it especially difficult trying to source water from a river, well or spring. Or they need to rely on others for their basic needs. For Balinese people with disabilities and their families, boiling the water or buying it in gallons, costs time and money.

Thanks to the ongoing partnership between Kopernik and PUSPADI Bali, both teams have continued to distribute vital Nazava filters to people with disabilities who need them most in impoverished areas of East Bali.

People with disabilities now have immediate access to clean drinking water, as the filters eliminate viruses, bacteria and parasites.

ACCESSIBLE LIBRARY FOR PEOPLE WITH DISABILITIES IN EAST BALI



PUSPADI Bali has been building the first library and community centre in East Bali to boost literacy levels and make reading accessible for people of all abilities.

Australian and Balinese teenagers Samara Welbourne from the Sunshine Coast and Tyas Latra from Karangasem had been fundraising for the library project in Bungaya village, so that their dream could become a reality.

Samara's Mum, Cherrell Picton, used to be an AVI volunteer at PUSPADI Bali.

"I love reading and I really wanted to help the children in my village to enjoy books as well so it can open up opportunities for them," Tyas said. Last April, both Samara and Cherrell and a group of supporters came to the library site to help the local builders with construction of the project.

Dr Helena Studdert, the Australian Consulate-General in Bali, provided \$5,000 in funding for the library project (through the Australian Government's Direct Aid Program). The DAP program funds projects which reduce poverty and achieve sustainable development outcomes. The library has also received funds from organisations and schools in Bali and Australia.

In late 2017, the library was used as an evacuation shelter for children affected by the eruptions of Mount Agung.

SPORT CHANGES LIVES



51 people with disabilities had fun taking part in the 10km section of the Maybank Bali Marathon in August. Around 9-thousand people took part in the world-renowned Bali Marathon, with competitors from Indonesia and across globe.

The event promotes inclusion and a spirit of good will among people of all abilities. For people with disabilities, it's a way to challenge their own obstacles and break existing or new records.

A disability is not a limitation and should never be treated as one.

The participants with a disability have shown the sky is the limit when it comes to pursuing their talents and dreams.

Maybank kindly donated a vehicle to PUSPADI BALI, to transport the people it supports to the Annika Linden Centre and across Bali.

Friendly match between Inspirasia Founder Mark Weingard and teams



EVENTS

T



PUSPADI Bali received emerald at the 2017 Tri Hita Karana Awards (which recognizes organisations for their harmonies that correlate: human with God, human with human and human with environment). Previously, PUSPADI Bali has won gold at the event.



A group of Rotarians from Canada kindly donated funds for the wheelchairs that were used by participants involved in the Wheelchair User's Voice Pilot Study.



On International Day of Persons with Disabilities, we took part in a march to promote inclusion, respect and equality for people with a disability. A range of talented people also took to the stage to sing, dance and play music as well as played games.



PUSPADI Bali and the Mercure Legian signed a MOU to show their commitment to supporting our program helping people with disabilities.



Suri from Diffago and our Director Pak Latra signed a MOU to demonstrate their joint commitment to raise funds for mobility aids for people with disabilities, through the Diffago platform.



PUSPADI Bali partnered with the Hilton Nusa Dua.



AVI volunteers visited us in the Annika Linden Centre during its annual conference. Over the years, several AVI volunteers have helped PUSPADI Bali.



Mrs. Mas Sumantri (the leader of Karangasem regency) showed her support for PUSPADI Bali by attending one of its wheelchair distribution and sensor attachment days.



Teams from DMC continue to assemble and donate bikes to children of people with a disability that we support, so they can be active and have fun.



Students and teachers from a Hong Kong school visited PUSPADI Bali to learn more about the issues facing people with disabilities in Bali. They also visited evacuees temporarily staying at the Bungaya library due to the Mount Agung eruption.

THANKS



PUSPADI Bali would like to say a big thank-you for the incredible support that we receive from our donors, partners, and the wonderful teams at Annika Linden Centre and the Inspirasia Foundation. Your support means that we can help more people with a disability who need it most.

PUSPADI Bali's Partners

Thank you so much to PUSPADI Bali's partners and sponsors who are continually supporting people with a disability, so they have an equal chance at a happy, fulfilling life.

- Annika Linden Centre
- Inspirasia Foundation
- ALTSO (A Leg To Stand On), USA
- Australia Consulate General Bali
- AVI
- BEDO (Bali Export Development Organization)
- BIWA (Bali International Women's Association)
- BIS (Bali Island School)
- CAT Singapore
- DIFFAGO - **New**
- Disability Rights Fund (DRF)
- Discovery Hongkong - **New**
- DMC (Destination Management Company)
- DNetwork
- Flinders University Adelaide South Australia - **New**
- Harris Hotel Bali
- Hilde Wilmaers & Guy Holand
- Hilton Hotel – **New**
- Immanuel Lutheran College Australia - **New**
- Jan's Tour and Travel
- Kitabisa.com - **New**
- Kopernik Ubud
- Maybank Indonesia
- Mekar Bhuana Sanur
- Mercure Legian Bali - **New**
- Ministry Of Social Affairs
- Oberoi Hotel Seminyak Bali
- OHANA (Organisasi Harapan Nusantara)
- READE Holland
- Rotaract Sunshine Coast Australia - **New**
- Rotary Club Bali of Bali Taman - **New**
- Rotary Club Baliof Denpasar
- Rotary Club Bali Tirtagangga
- Rotary Club Bali Nusa Dua
- Rotary Club Bali Seminyak - **New**
- The Jakarta School Prosthetics and Orthotics (JSPO)
- UCPRUK (United Cerebral Palsy Roda Untuk Kemanusiaan)
- UCPWFH (United Cerebral Palsy Wheels For Humanity)
- Universitas Warmadewa Denpasar – **New**
- Wheelchair Foundation Canada - **New**
- YKIP
- YPK Bali
- Yayasan Bunga Bali

RECAP OF OUR PROGRAM OUTCOMES

Total Clients registered since 1999: **4,909**

Description	2014	2015	2016	2017
Number of New Clients	662	299	652	662
Number of Client registered	3,296	3,595	4,247	4,909
Number of home visit (times)	2,800	2,266	4,279	4,004
Number of Client come to centre	2,824	1,856	2,480	1,979
Number of Clients monitoring by telephone/sms	2,824	1,856	1,188	1,933
Number of prosthetic and orthotic had made	304	314	365	390
- Above Knee Prosthetics	30	26	45	50
- Below knee Prosthetic	53	52	80	85
- Brace	20	20	20	5
- Ankle Foot Orthoses	201	216	220	250
Number of prosthetic and orthotic had repaired	207	199	316	195
Number of appropriate wheelchair distributed	309	192	224	306
Number of Wheelchair repaired	29	72	144	155
Number of Wheelchair recycled	0	0	15	20
Wheelchairs Evaluated	0	0	312	406

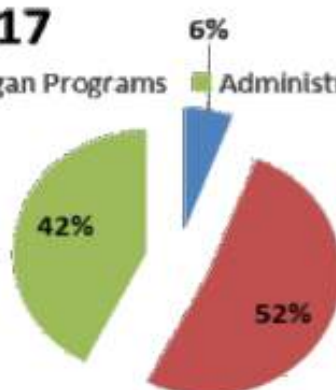
FINANCIAL REPORT

A. Income

YEARLY FINANCIAL REPORT			
JANUARY UNTIL DECEMBER 2017			
DONATIONS / SUMBANGAN			
DESCRIPTION/KETERANGAN		YEARLY (IDR)	% OF TOTAL DONATIONS
		Setahun	% Dari Total Sumbangan
GENERAL / UMUM		286,969,941	6%
TOTAL GENERAL/Total Sumbangan Umum		286,969,941	6%
PROGRAM DONATIONS/ Sumbangan Untuk Program	PROVIDING SERVICE PROSTHETICS & ORTHOTICS Pelayanan Penyediaan Alat Bantu Prosthetics & Orthotics	785,960,199	16%
	PROVIDING SERVICE WHEELCHAIRS Pelayanan Penyediaan Alat Bantu Kursi Roda	1,151,059,623	24%
	Empowerment and Advocacy Pemberdayaan dan advokasi	432,783,970	9%
	Bungaya Library Perpustakaan Desa Bungaya	162,588,940	3%
	TOTAL PROGRAM DONATIONS/Total Sumbangan Program	2,532,392,732	52%
Administration and bank interest / Administrasi dan Bunga Bank	Building, facilities and mantance Gedung, Fasilitas dan pemeliharaan	1,009,552,400	20.6%
	Administration, Partnership and improvement of organizational capacity Administrasi, kemtraan dan peningkatan	1,055,836,831	21.6%
	INTEREST RECEIVED Pendapatan Bunga	8,562,274	0.2%
	Administration and bank interest/Administrasi dan bunga bank	2,073,951,504	42%
TOTAL DONATION/Total Sumbangan		4,893,314,177	100%

DONATION 2017

■ General ■ Sumbangan Programs ■ Administration and bank interest ■

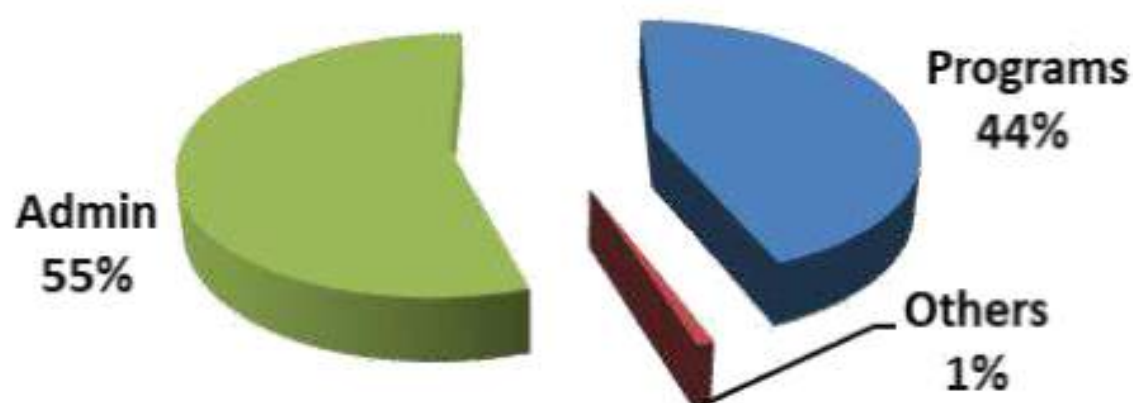


B. Expenses

EXPENSES DURING JANUARY - DECEMBER 2017/ Biaya Periode Januari sampai Desember 2017

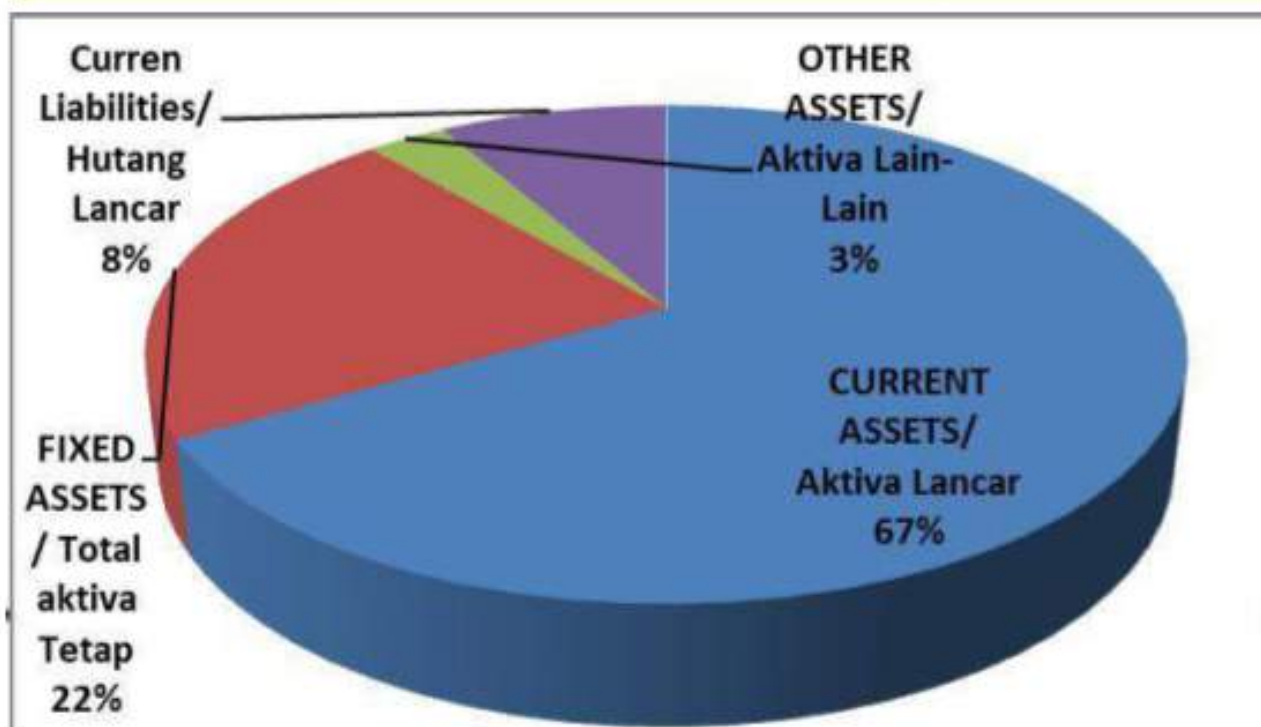
DESCRIPTION/KETERANGAN		YEARLY (IDR) Setahun	% OF TOTAL DONATIONS % Dari Total Sumbangan
PROGRAM EXPENDITURES /Biaya Program	PROVIDING SERVICE PROSTHETICS & ORTHOTICS Pelayanan Penyediaan Alat Bantu Prosthetics &	352,783,891	7%
	PROVIDING SERVICE WHEELCHAIRS Pelayanan Penyediaan Alat Bantu Kursi Roda	1,018,414,278	21%
	Empowerment and Advocacy Pemberdayaan dan advokasi	108,220,775	2%
	Bungaya Library Perpustakaan Desa Bungaya	238,187,606	5%
	TOTAL PROGRAM EXPENDITURES/Biaya atas Programs	1,717,606,550	35%
Administration, Building Facilities and Mantance/	Building, facilities and mantance Gedung, Fasilitas dan pemeliharaan	1,135,894,964	23%
	Administration, Fatnership, and improvement of Administrasi, kemtraan dan peningkatan kapasitas	1,012,085,228	21%
Total Administration, Building Facilities and Mantance/ Administrasi , Gedung, fasilitas dan pemeliharaan		2,147,980,192	43.90%
Other expenditures	Bank Admin and Interest Expenses Biaya dan administrasi Bank	5,536,576	0.11%
	Other Lain-Lain	29,302,704	0.60%
TOTAL OTHER EXPENDITURES/Total Biaya Lain		34,839,280	0.71%
TOTAL EXPENDITURE/Total Biaya		3,900,426,022	79.71%

EXPENDITURES 2017



C. BALANCE SHEET

BALANCE SHEET PER 31 December 2017		
Neraca Per 31 Desember 2017		
DESCRIPTION/KETERANGAN		BALANCE (IDR)
CURRENT ASSETS/ Aktiva Lancar	Cash Bank and Cash On	1,115,009,067
	Inventory	562,174,110
TOTAL CUREENT ASSETS/ Total Aktiva Lancar		1,677,183,177
FIXED ASSETS/ Aktiva Tetap	Furniture & Fixture	33,123,738
	Office Equipment	148,432,010
	Motor& Vehicles	368,382,293
TOTAL FIXED ASSETS/Total Aktiva Tetap		549,938,041
OTHER ASSETS/ Aktiva Lain-Lain	Biaya dibayar Di Muka	74,077,278
TOTAL OTHER ASSETS/Total Aktiva Lain-Lain		74,077,278
TOTAL ASSETS		2,301,198,496
Curren	ACCUED EXPENSES / Biaya	212,672,811
Net Asset/Aktiva Bersih		2,088,525,685
EQUITY/ Ekuitas	RETAINED EARNINGS/ Laba	2,022,858,883
	CURRENT YEAR EARNINGS/	65,666,803
TOTAL EQUITY/Total Ekuitas		2,088,525,685



GOVERNANCE

THE BOARD OF DIRECTORS

PUSPADI Bali is led by a committed and influential team that oversees the organization's growth and works strategically in our goal to enhance personal mobility and increase independence, participation and inclusion for people with physical disabilities.

PUSPADI Bali is a not-for-profit organization that is governed by a voluntary Board.

We have one director and seven board members and they are elected by PUSPADI Bali staff and among the board members.

The Role of the Board

PUSPADI Bali is led by a committed team that oversees the organization's growth and works strategically to benefit people with a disability through rehabilitation, skills training, education and advocacy.

The Board meets at least quarterly and:

- sets strategic direction and policies.
- approves and monitors budgets
- oversees and provides input into the long-term direction of the organization.
- ensures compliance with relevant standards, regulations and reporting requirements.
- appoints, supports and monitors the performance of the CEO who is charged with the executive management of the organization.

MANAGEMENT AND STAFF

At the end of 2017, PUSPADI Bali had 18 Staff as well as an AVI volunteer based in our Denpasar office.

PUSPADI Bali's Board of Directors

Prof Dr Ir I Wayan Runa MT, Advisory Board Chair

Professor Runa is a dean of the faculty of Architecture at Warmadewa University in Denpasar (1988 – now). He holds a Masters and Bachelor degree in Architecture of Gadjah Mada University Yogyakarta.

I Nyoman Gunawan SH, Advisory Board Member

Occupation: Lawyer (1985-1996), Public Notary (1996-now), Member of Parliament (1999-2004 and 2004 -2009). Gunawan has a law degree from the University of Mataram.

Ir I Komang Gede MM, Advisory Board Member

Gede is retired and previously worked as a Government assistant in Economic Development in Karangasem. He is an Engineer and has a Master of Management.

Janice Mantjika, Supervisory Board Chair

Jan came to Bali in 1964, assisted English lecturers at Udayana University in Denpasar (1965-1967). In 1969, with husband Djati Mantjika, Balinese, started Jan's Tours (company in Bali and is its Managing Director. Jan has a long history with Bali. Married to Djati Mantjika, a Balinese man, Jan lived through the horrific massacres in Indonesia during 1966. She studied Commercial Management (1956-1959) and worked for The Dominion, a New Zealand Newspaper (1959 – 1963). Jan is one of the Founders of Bali International Women's Association (BIWA)

Ni Made Jaya Senastri SH MH, Supervisory Board Member

Ibu Jaya Senastri is a Law Lecturer at Warmedewa University. Senastri has an LLB from the Law Faculty of Udayana and an LLM from the Faculty of Law at UNJ Jember.

I Nengah Latra SH, Director

I Nengah Latra has been the Founder and Director of PUSPADI Bali since 1999. A disability rights activist, Latra's tragic accident, which left him with severe burns led him into the job that he loves, which is people with a disability in Bali and East Indonesia. Prior to working at PUSPADI, Latra had 11 years' experience working at YAKKUM Rehabilitation Centre in Yogyakarta. He has a law degree and continues to strongly advocate for disability rights to be enforced in Bali

I Wayan Sandi, Governing Board Secretary

Pak Sandi is a tour leader in Asia and Indonesia, as well as an advocate and motivational speaker for PUSPADI Bali and people with disabilities. Previously he has taught English and worked in administration and finance. Sandi has a Diploma in English Literature from IKIP in Lombok.

AA Bagus Surya Mataram SE, Governing Board Treasurer

Mataram owns a rafting business and has a Bachelor of Economics from the University of Denpasar.