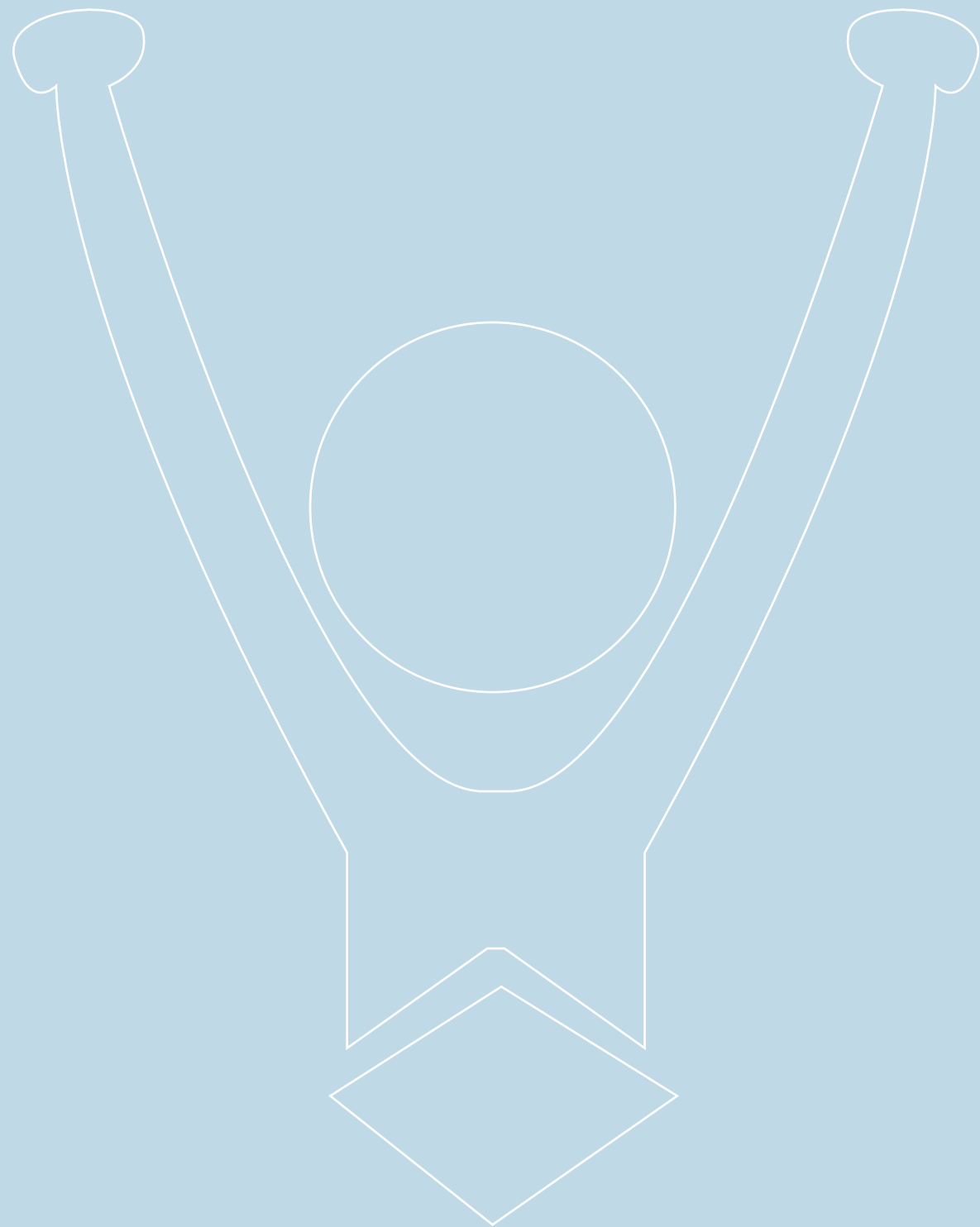
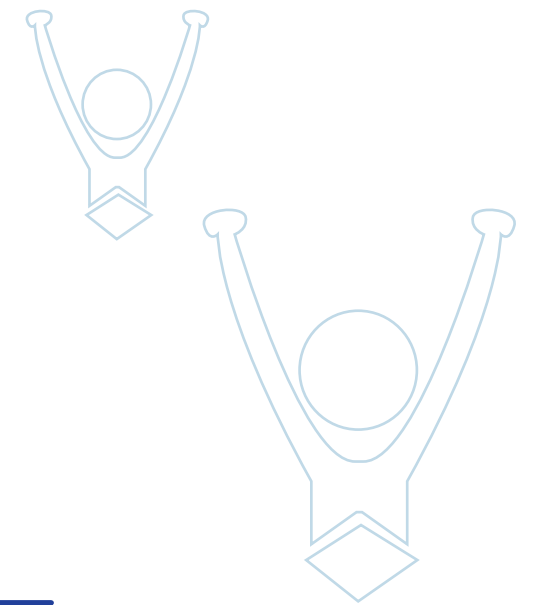


KHUSHBOO WELFARE SOCIETY
ANNUAL REPORT 2016-17





KHUSHBOO WELFARE SOCIETY
ANNUAL REPORT 2016-17





PRESIDENT'S MESSAGE

This year, in many ways has been a special one for Khushboo. We celebrated our 21st year of service to the special children of the country. What started in 1995 as a small initiative grew on to acquire the current status. None of the founders ever imagined that Khushboo would go this far.

The journey started from a modest rented accommodation and our work caught the eye of the government, which led to our being allotted land. Donor support enabled us to construct one block which motivated others to facilitate adding yet another block, completing the infrastructure needs of the center.

This year, we added "SPEECH THERAPY", a new intervention, to the range of services provided by us, thus reaching out to children with hearing disabilities. We hope to further build upon this. Programs introduced last year viz Yoga, Music and Dance gained momentum, turning out to be the most popular ones with the children.

This was also a year of consolidation. We strengthened our systems and procedures, especially at the governance level. Day to day work was entrusted to the Executive Director and the operational team, the Executive Committee (EC) focusing on governance & future planning. A Core Group comprising of few EC members led by the President, oversees the operations a little more closely. Systems and procedures for Programs, Accounts and Fund Raising were upgraded to make them more robust. A new Brand identity was implemented, giving the organisation a contemporary look.

Focus on the quality of delivery of services was enhanced, daily attendance of children being a major element. Periodic interactions with parents was formalised and benefits are already being experienced. We reached out to many more individuals, organisations and corporates, enabling higher fundraising and greater connectivity with the community at large.

Motivated by the cause and the work being done, many organisations like Dr. Shroff Eye Hospital, Drishti Foundation came forward to help our children with child specific medical care.

However, we are aware that this is an ongoing journey, with no defined destination.

And the entire Executive Committee has one dream i.e. to set up a residential facility where such children can stay even after their parents have left the world. The greatest concern the parents of a special child is "what will happen to our child when we leave this world?"

We hope to provide an answer, to at least some of them in the near future!

With best wishes

Rakesh Jinsi



ABOUT US

WHO WE ARE

Khushboo Welfare Society (Khushboo) was established on 13 November 1995 as a non profit organization under the Societies Act, 1860 to provide holistic care and multifarious services to people with mental and multiple disabilities.

Vision

To have a society where the physically and mentally challenged lead a life of care, dignity and respect.

Mission

Help the physically and mentally challenged to become self reliant, realise their full potential and enhance their capabilities to the maximum possible.

WHAT WE DO

We work with special children, adolescents and grownups, helping them through, flexible education, vocational training, therapeutic programmes and other special learning interventions to attain self-sufficiency. We also provide continuum of care on a long term basis. Our work also provides relief to the care givers of these persons during some portion of the day which enables them to take better care during the time these persons are with them.

The focus is on holistic development and education of the person through training in:

- Activities of Daily Living (ADL),
- Education through normal methods and Assistive Technology
- Speech & Language development,
- Physical Therapy where needed,
- Expressive & Performing arts,
- Recreational activities and
- Community based rehabilitation services for disabled children.

It is thus a multi-sector, multi-dimensional approach for people with disabilities, with joint participation of village community, the family members and Khushboo. Our goal is to empower them through care, education, training and rehabilitative interventions.

WHERE WE WORK

We run a day care center at Gurgaon, providing a range of services to persons challenged with severe physical and multiple disabilities.

EXECUTIVE COMMITTEE

Khushboo is governed by an Executive Committee which focusses on good governance and mentors the management team to ensure high standards of service to the beneficiaries. Committee meets at least four times a year to discuss a pre-circulated agenda. The decisions of the meeting are recorded and confirmed in the subsequent meeting.



Mr. Rakesh Jinsi is an engineering graduate with over 39 years of diverse experience in Corporate, Non-Profit and Education Sectors. For more than 26 years, he has been an active board member of large business houses/Multi nationals and National Level Govt/NGO bodies. He was also the Secretary General of SOS Children Villages of India from 2009-2015 and is also one of the founder member of Khushboo.



Mr. Narender Gera (*General Secretary*) is a Mechanical Engineer running his own manufacturing enterprise. Is an active Social Worker. He is also on the Board of DAV Senior Secondary School, Khandsa Road , Gurgaon. He is one of the founder member of Khushboo and also parent of a special child.



Mr. Pankaj Jain (*Treasurer*), an entrepreneur in the Publishing Business, is a social worker and deeply concerned about the under privileged. He is also one of the founder member of Khushboo.



Mr. Rajiv Gupta (*Member*), is an Engineer having spent many years with M/S Maruti Suzuki, is passionate about helping children with disabilities.



Mr. Reeta Rastogi (*Member*), is a Post Graduate in Education, a teacher by profession and deeply engaged with development of children.



Mrs. Renu Maheshwari (*Vice-president*), is an active Social Worker, having worked in areas of Social Development and livelihood creation for families of workmen. She was the founder of a Welfare Organisation "Prerna" at Hoshiarpur (Punjab), that worked with housewives in the rural area, supporting trades such as needle work, etc.



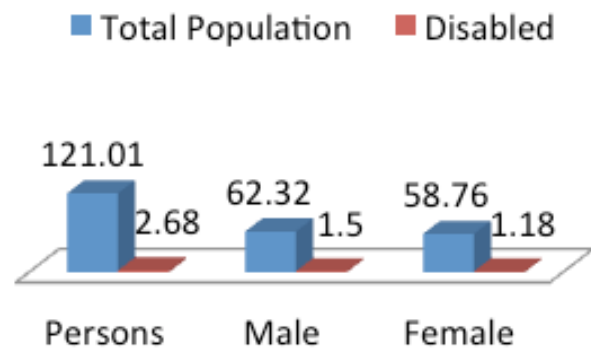
Mrs. Usha Malik (*Member*), is a post graduate by education, a grass root Social Worker and has been associated with Khushboo for many years.



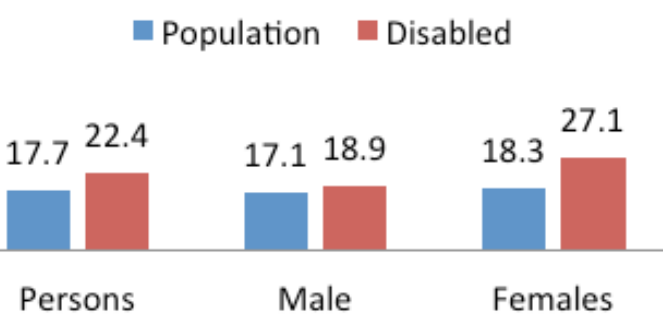
Mrs. Manisha Jain (*Member*), is a Post graduate in Management from MDI, Gurgaon and a working professional, is actively involved with working for the underprivileged.

DIMENSIONS OF DISABILITY

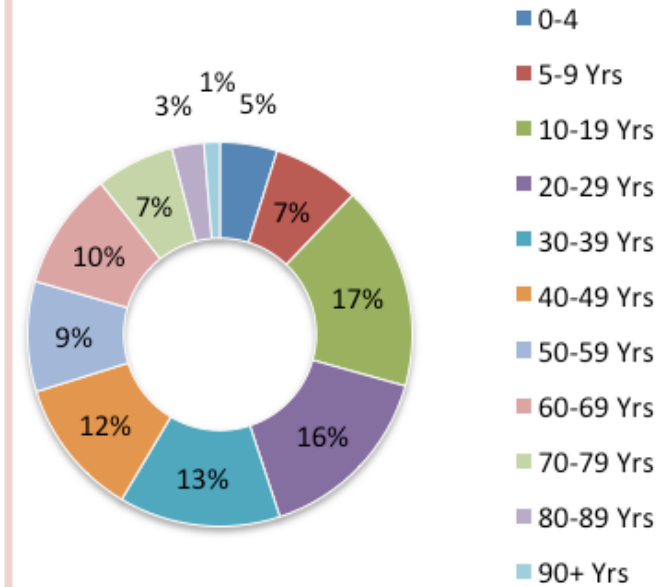
DISABLED POPULATION IN INDIA (CRORES)



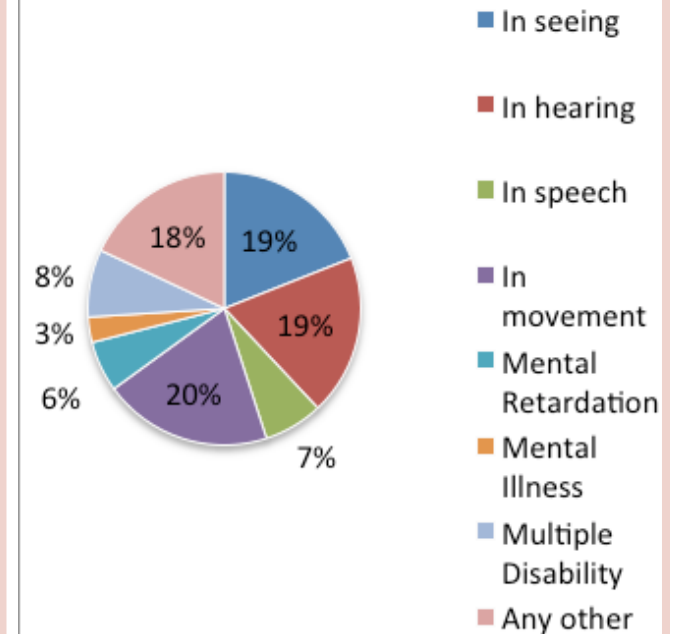
PERCENTAGE DECADAL CHANGE IN DISABLED POPULATION AND TOTAL POPULATION



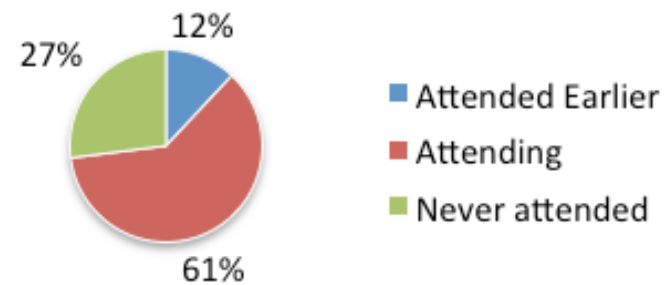
PERCENTAGE DISTRIBUTION OF DISABLED POPULATION BY AGE GROUP



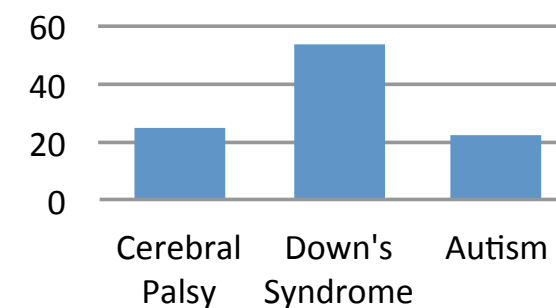
DISABLED POPULATION BY TYPE OF DISABILITY IN INDIA



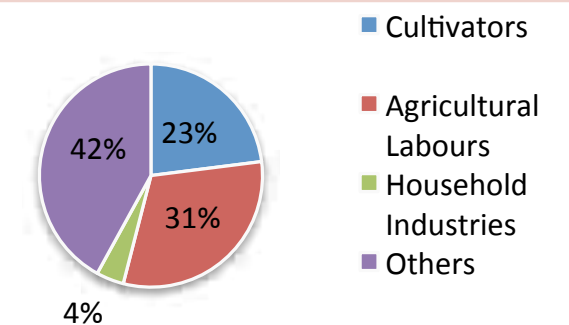
STATUS OF SCHOOL ATTENDANCE OF DISABLED POPULATION 5-19 YEARS IN INDIA



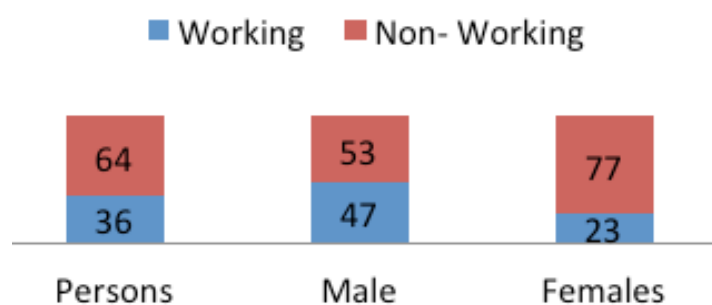
POPULATION OF PEOPLE WITH SOME MAJOR DISABILITIES (IN LAKHS)



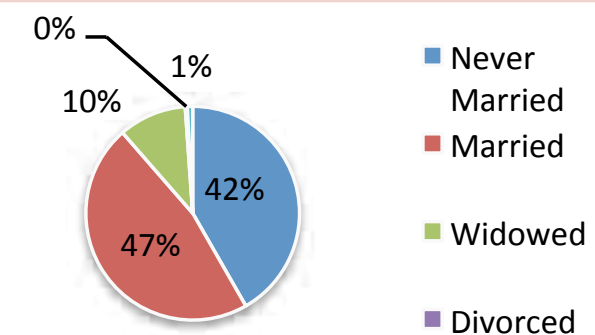
DISTRIBUTION OF DISABLED WORKERS



DISTRIBUTION (IN %) BY WORK STATUS



MARITAL STATUS OF DISABLED POPULATION IN INDIA



Source:

(i) Ministry of Statistics and Program Implementataion Report "Disabled Persons in India - A statistical profile 2016".

(ii) Rehabilitation Council of India website: www.rehabcouncil.nic.in

OUR METHODOLOGY

The belief that anything can be achieved through proper methodology has helped Khushboo develop special programmes for children to cater to their needs.



SPARSH

Serving as the first point of contact for beneficiaries, SPARSH provides Diagnostics and Prescriptive Services by a multidisciplinary team comprising of Khushboo Staff and specialists from renowned hospitals such as Fortis, Max, Shroff Eye and Medanta.

Based on the needs identified in the SPARSH programme, the person is made a part of one or more programmes.

OPD

We at Khushboo understand the importance of tending to children with special needs as early as possible in their life. This is where the OPD programme plays an important role.

OPD is for:

1. Children up to 3 years of age
2. Children who need
 - (i) Therapeutic interventions for speech, occupational, and multisensory integration
 - (ii) Consultation for medical, psychological, and special education
 - (iii) Counselling and guidance

PRESCHOOL

The PRESCHOOL programme is for children in the age group of 3-6 years and focuses on their comprehensive development through various group activities.

Parents are also encouraged to be a part of such activities to facilitate a positive impact on the growth of their children, and break the ice en route the next programme.

PRESCHOOL provides:

1. Special education
2. Therapeutic interventions for speech, occupational, and physio
3. Attending to early development issues



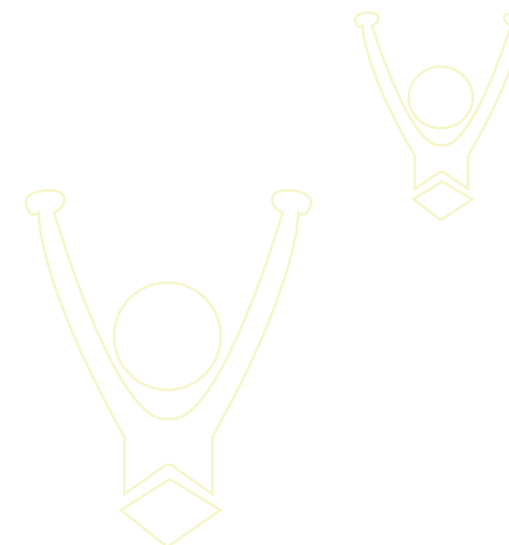
BLESSINGS SPECIAL SCHOOL

An education programme curated for children between the age group of 6-18 years, BLESSINGS SPECIAL SCHOOL helps focus on imparting formal academic education to those children who are identified as “Educable”. Based on the assessment of learning potential, capabilities, and progress of the children, the programme also provides parallel education curriculum to those who wish to qualify through the open school system.

“Special School” also offers various activities that use creative methods and play-way techniques to help children enjoy and explore the process of learning.

SAMVEDAN

With emphasis on preparing children for Activities of Daily Living (ADL), SAMVEDAN is another specially designed programme for children between the age group of 6-18 years who are identified as “Trainable”. Through multisensory, therapeutic interventions, yoga and various forms of art viz music, dance etc these children are trained to take care of their own needs and become self-reliant.



SAMARTH

SAMARTH is a Vocational Training Programme that caters to the young adults above the age of 18 years and provides training in household and other activities, aiding them in becoming helping hands in the family.

This programme also works in cooperation with parents and prospective employers to provide livelihood opportunities to these young adults in the fields of art & craft, paper-mâché, organic colour making, gardening, bubble wrap cutting, cooking etc and enabling them to become contributing members of society.

ASHA KIRAN

ASHA KIRAN is a Community-based Rehabilitation programme curated for children with multiple disabilities living in communities that do not have direct accessibility to the services of Khushboo.

These units are run by specially trained teachers who work under the guidance of Khushboo to improve the lives of these children by providing them basic therapeutic interventions.

In addition to this, the staff also provides home-based counselling to their parents and other community members to help these children. The program also helps them to obtain disability certificates, enabling their access to government facilities and entitlements.



INFRASTRUCTURE AND FACILITIES



Khushboo operates from a self-owned 17,424 square feet facility, built on a campus of 0.4 acres of land which was allotted by the government of Haryana in Sector 10-A, Gurugram.



PHYSIOTHERAPY & GYMNASIUM

With state of the art equipment such as Muscle Stimulator, Microsoft Xbox with Kinect Game Console, Trampoline, Therapeutic Balls, Balancing Boards, Dumbbells, Weight Cuffs etc., this section is equipped to:

- (i) Strengthen and recuperate weak muscles through weight bearing exercises
- (ii) Enhance leg muscle capacity with standing programs
- (iii) Enable mobility with programs such as walking and the wheelchair use
- (iv) Identify and meet orthopedic needs

OCCUPATIONAL THERAPY

Developing skills that are a must for daily living is the main objective of this programme. Designed to improve basic motor functions and reasoning skills, the program helps prevent permanent loss of functions. The programme uses methods such as multi-sensory stimulation and integration to:

- (i) Help eat properly through Oral-motor Exercises
- (ii) Teach new activities through Imitation Techniques
- (iii) Improve tactile sense through Touch Therapy Sessions
- (iv) Tone up Body Balance through exercises like jumping, climbing stairs etc.
- (v) Improve Motor Skills by picking and releasing small objects
- (vi) Improve Concentration & Attention through clear commands

SPECIAL TEACHING AIDS

Communication and Assistive Technology (CAT) Unit – the first of its kind in India – has been set up in collaboration with Ash Field Academy, Leicester, UK.

This is an impactful intervention to provide transformative and learning experience to children suffering from learning disorders, cognitive dissonance, and communication motor impairments.

COUNSELLING

Good bonding with family plays an important role in a child's rehabilitative progress – and this is exactly what this intervention does.

The process of counselling involves:

- (i) Understanding child's uniqueness, identifying their strengths, and their struggles
- (ii) Developing a partnership between the teachers and the parents to bring desired changes in the child
- (i) Facilitating learning of new skills and trying new behaviours

Since the parents and children struggle with challenges in everyday living, acquiring new skills lead to improvement in the quality of life of children as well as the parents. At Khushboo, counselling is an imperative and an integral part of the care process.

YOGA

Where conventional treatment methods reach their limits, yoga has shown remarkable results at different levels. Children with Down syndrome and other Developmental Disabilities have often surprised their families and teachers with quick mastery of basic motor, communication, and cognitive skills by practicing yoga.

Regular yoga leads to greater concentration, balance, and composure in daily living, and long-term gains include relaxation and softening of inner tensions, body-mind equilibrium, and a feeling of energetic buoyancy to carry through even the most difficult days.

Yoga sessions are an essential part of the daily activities for all children at Khushboo, and is formally included in the curriculum.

EXPRESSIVE & PERFORMING ARTS

Dance and music is a great way to encourage muscle movements and greater joint mobility. They not only improve muscle tone, spatial awareness, and kinesthetic sensation, but also stimulate endorphins and facilitate social skills.

These activities are specially tailored to meet individual needs, capabilities, and has the highest level of participation – so much that children eagerly look forward to these sessions.

COMPUTER LABORATORY

Given the limitations of these children, Khushboo uses an array of computer-based technologies to encourage educational activities of the children through, helping them become active learners.

Ability Enhancement Multimedia project, one of the specially designed programme, provides a well-structured multimedia training, enhancing their capabilities in the form of a productive vocational skill.

PRE-VOCATIONAL & VOCATIONAL TRAINING

At Khushboo, there's a host of vocational training activities to complement every child's strength. Some of them are:

- (i) Pottery
- (ii) Tailoring
- (iii) Cooking & Catering
- (iv) Art & Handicrafts such as beadmaking, paper bags, papier-mâché moulding, organic colours etc.
- (v) Gardening
- (vi) Light duty industrial activity such as Bubble Sheet wrapping etc.

All these activities are conducted by trained and qualified staff, which include:

- Physiotherapists and Occupational therapists
- Speech Therapists
- Counsellor
- Special educators
- Music and dance teacher
- Yoga teacher



OPERATIONS OVERVIEW 2016-17

NEW INITIATIVES

A Post Graduate (Speech Therapy) was recruited and Speech Therapy was introduced at the center this year. All children were examined and the ones needing this intervention were identified. It has started showing encouraging results.

BENEFICIARIES

The status of beneficiaries is as follows;

Projects	March 31, 2016	March31, 2017
Regular	83	89
OPD	18	11
CBR	9	7

During this period 25 new children joined and 19 children left the center

The reasons for leaving were:

Shifted from Gurugram	8
Parents decided to keep the child at home	6
Shifted to another school	2
Health issues	2
Demise	1

ATTENDANCE

Realising that the effectiveness of our program is dependent on how regularly the children come to the center, we started monitoring their attendance on daily bases. While awareness has been created amongst parents to send children regularly, more effort is required on this front. The attendance figures for the respective months during the year were as follows:

Apr'16	May'16	Jun'16	July'16	Aug'16	Sep'16
83%	80%	Summer Break	61%	73%	67%

Oct'16	Nov'16	Dec'16	Jan'17	Feb'17	Mar'17
56%	75%	78%	62%	77%	79%

THERAPEUTIC SERVICES

We have started tracking the number of sessions for each of the therapies on monthly basis so as to have a closer monitoring.

The number of sessions conducted during the year were as follows:

Activity	Children	No. of Sessions Apr'16 to Mar'17
Physical Therapy	36	2231
Occupational Therapy	36	1938
Speech Therapy	38	728
Counselling	28	31

Number of "Counselling" sessions were very low as the Counsellor resigned from the services and we were not able to find a suitable replacement.

HUMAN RESOURCES

The employee strength status is as follows:

March 31, 2016	March 31, 2017
43	38

During the year - 4 employees joined and 9 left the organisation.

The reasons for leaving were as follows;

Retirement	1
Higher Studies	1
Health/Family reasons	3
Others	4

FUND RAISING

- Total funds raised during the period April'16 to March'17 was Rs 1.32 Crs.
- During the year we got some large donations from corporate and individuals viz PMG Asia, Amex, Fluor Daniel, Lal Family Foundation, ONGC, Daikin, CCI Logistics, Give India, etc.
- This has given better financial stability to the Society.

SUCCESS STORIES

ACADEMICS

Soni Kumari, aged 17 years, a girl with multiple disability joined Khushboo's academic program 'Blessings' in March 2008. She came to us with delayed milestones which lead to her withdrawal from the mainstream school. She could recognize only alphabets and numbers up to 100.

After a detailed assessment a development plan was drawn for her, focussing on developing her 'different' abilities, like creative arts and crafts, and encouraging her to do her best. We also worked on improving her physical strength through physical and occupational therapies.

She made steady progress and can now read, write small sentences, do simple arithmetic calculations and has even started to type on a computer. She has developed many skills in creative arts and craft activities, like rangoli, flower arrangement, drawing, painting, and is a regular winner in Inter-school competitions.

She has also enrolled and passed the 18 months 'Ability Enhancement Multimedia Program' certified from AIIMS Multimedia and has learnt Coral Draw, Photoshop and other advanced computer program as a part of the course curriculum.



SPEECH THERAPY

Sahil, aged 7 years has been diagnosed with the delayed speech and language development with moderate Autism spectrum disorder. Sahil had a problem in making sentences properly. He exhibited echolalia, had poor concept of side, opposites, prepositions, use of objects, gender etc. He also had limited verbal vocabulary.

Sahil went through a detail assessment of speech & language development. He was made to go through REELS, 3-DLAT, and Communication DEALL tests. From the tests it was found that his language age was 3-4 yrs.

He was made to regularly attend Speech therapy sessions along with PT & OT. After 30 sessions he improved his language & speech area dramatically. Now he is able to use sentence to express his desire, needs & feelings. He has improved his vocabulary and is now able to comprehend and express almost all action words, gender, use of objects etc.



Tamanna, aged 8 years, was diagnosed with DSL (Delayed Speech and Language Development) with GDD (Global Developmental Delay) secondary to Spastic Cerebral Palsy.

Her vocabulary is limited to words like papa, mama, mom, sun, phone, etc. She also had drooling problem.

After 20 sessions of speech therapy she has now able to say simple sentences like "Mummy mujhe khaana dedo", etc. She can now identify common objects around her state its uses. She correctly names animals, vegetables, etc. which has improved her verbal vocabulary.



SPORTS

Aditya, aged 17 years, had dropped out from mainstream school due to his below average intellectual functioning and adaptive skills. He was independent in toileting, bathing and eating but needed help for dressing and grooming. His communication and social skills were also not age appropriate.

He was 9 years old when his parents contacted us and he joined 'Blooming Rose' – Khushboo's Academic Program in January 2010. He is being trained in household activities and has started to make tea. He is now able to read time up to an hour, 45 minutes, 30 minutes and 15 minutes. He has also passed 18 months 'Ability Enhancement Multimedia Program' certified from AIIMS Multimedia and has also learnt Corel Draw, Photoshop and other advanced computer programs. He has now started helping his classmates in computer skills such as Paint, Photoshop and Corel Draw.

He likes to play cricket. He participated in National Level Cricket tournament held in Chandigarh in September 2016 and also participated in State Level Competition for Football & Handball organized by Special Olympic Bharat and won the Gold Medal. He also participated in National Championship for Basketball at Chennai organized by Special Olympic Bharat and won the Bronze Medal in National Male Championship.



INTERNSHIPS AND VOLUNTEERING

INTERSHIP TESTIMONIALS

School of Inspired Leadership (SOIL)

School of Inspired Leadership (SOIL), a Business school based in Gurgaon which runs a full-time Post Graduate Management Program, chose Khushboo for its internship program for their students as a part of their curriculum. The students spent a day every week at the center and worked on specific projects assigned to them. They have the following experiences to share:



Abhishek Khanduja - I felt fortunate enough to get a chance to work with Khushboo. Each day was memorable and there was so much to learn from little kids. I always felt like returning back to my childhood days after looking at them. Never for a single moment, I felt that the children at Khushboo were any different from others, they were way better than us in terms of living a life to the fullest.



Kushagra Mehta - It was one of the life changing experience to work for Khushboo Welfare Society. I would never forget each and every moment spent here.



Raghav Kalia - Interning with Khushboo was my first tryst with an NGO. It was an enriching experience that taught me the true meaning of compassion. I loved the time spent at Khushboo and developed a deep connection with the students and staff. Everyone at Khushboo was welcoming and warm and helped us whenever needed. It was wonderful to see our work bear some fruit when we received funding for the Speech & Hearing lab. I shall cherish this experience life-long.



Shivangi - My journey with KWS was very inspirational and transformational. I still remember the first day at KWS. I went there with mixed emotions as I was very new to working with an NGO but I came back content, happy and truly inspired by the spirit of the students and the staff. It felt amazing to interact with the children there and learn from their never give up attitude. Mr. Jinsi's guidance was a great support in understanding new initiatives to efficiently deliver the projects assigned to us. Undoubtedly, KWS will be a very special part of my post graduation.

Amity Medical School, Amity University, Gurgaon

Amity Medical School's Department of Audiology and Speech Language Pathology chose Khushboo for on the job training program for their students as a part of their curriculum. They spent one day every week at the center attending to the medical needs of the children. They have the following to share:

Ms. Manisha Choudhury and Mr. Arun Kumar Yadav, Audiologist and Speech Language Pathologist, Amity University Gurgaon.



We would like to express our appreciation to all the members associated with KWS for doing such an amazing job in the field of social welfare. It really takes a huge effort to organize such a well established set up, consisting of such wonderful professionals working as a "Team". We feel proud and glad that KWS has given us the opportunity to become a part of that "Team" by offering us the chance to render our best services in the field of speech and hearing to the children with special needs from past 3 years. The continuous dedication of teachers/allied health professionals is marvelous; as a result of which the children with multiple disabilities of KWS are highly motivated and have the zeal to participate in various events with confidence and enlightenment.

We would like to show our gratitude to all the members for their remarkable efforts and wish KWS success in the upcoming years and also pray for a bright future for the lovely children of KWS.

"Your true success in life begins only when you make the commitment to become excellent at what you do."

—Brian Tracy

VOLUNTEERING

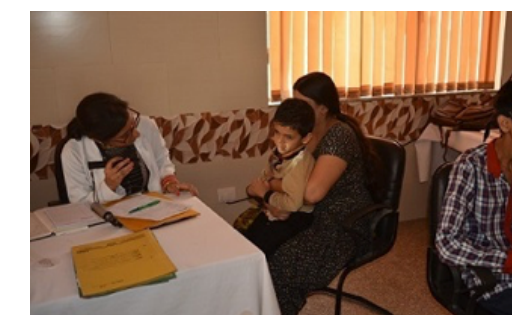
Dr. Pooja G. Kapoor & Dr. Alka Soni

Dr. Pooja G. Kapoor, Paediatric Neurologist and Dr. Alka Soni, Ortho Dental visited our center for examining the children with Neurological & Dental conditions in the medical camp. We thank them for their support and volunteer work done by them.



Dr. Shroff's Eye Centre, Gurugram & Daryaganj

The famous eye hospital, Dr. Shroff's Eye Centre partnered with us. Team of 5 Eye specialist doctors led by Dr. Rolli Khuranna visited our centre. They examined the children and gave appropriate prescription. Further, they referred the children needing special treatment, to their main hospital at Darya Ganj. We thank them for their support in examining our children with such a care and patience.



Drishti Foundation Trust, Gurugram

Drishti Foundation Trust works on Dental Care and Oral Hygiene and also provides Dental care treatment for economically weaker section. Dr. Ankita Chandra visited our center to examine dental problems of our children. She prescribed further treatment and even referred them to their clinic at Sector-31, Gurugram. We thank them for their generous support and selfless work.



EVENTS

MEETING WITH PARENTS

Periodic meetings were held with Parents during the year: Parents interacted with staff members & management regarding their children and gave many suggestions to improve the effectiveness of the centre. The main aim of the meeting was:

- To get feedback on regular Parent's Counseling/ guiding sessions
- Demo on improving the physical strength of the children
- Good Parenting Skills and Good & Bad Touch

ANNUAL DAY CELEBRATION

We celebrated our 21st Annual Day Function. It was celebrated in a unique style. A Musical Evening was organised where children from Hosla Charitable Trust and Khushboo gave musical performances. Hosla Charitable Trust is a center for specially abled children which provides them training in Dance & Music to make them independent. The highlights of the evening were:

- M.D. of Fluor Corporation Mr. Arun Jain was the Chief Guest.
- Prizes were distributed to the children in two categories:
 - Best Attendance
 - Well Dressed
- Prizes were also distributed to the Parents for their active participation and Volunteering work.



OTHER EVENTS

The enthusiasm of the kids increased by leaps and bounds as they participated in and celebrated various national and religious festivals like, Lohri, Republic Day, Holi, Independence Day, Raksha Bandhan, Janamashtami and Diwali.



FINANCIALS

KHUSHBOO WELFARE SOCIETY Sector-10 A, Near IOC COLONY, GURGAON

BALANCE SHEET AS ON 31.3.2017

(Amount in Rupees)

Particulars	Note No.	As at March 31, 2017	As at March 31, 2016
A LIABILITIES			
(1) Reserve & surplus			
General Reserve	1	37,134,294	23,232,747
Income Over Expenditure	2	5,773,838	4,279,958
Corpus Fund	3	7,980,506	17,347,095
		50,888,637	44,859,800
(2) Current Liabilities			
Other current liabilities	4	665,882	1,197,169
		665,882	1,197,169
TOTAL		51,554,519	46,056,969
B ASSETS			
(1) Non-current assets			
Fixed assets	5	28,112,581	18,465,967
		28,112,581	18,465,967
(2) Current assets			
Mutual Fund		13,900,000	-
(market value 14,411,805)			
Inventories	6	177,313	203,566
Cash and cash equivalents	7	5,674,820	3,298,458
Fixed Deposits	8	3,191,000	22,801,284
Short term loans and advances	9	498,805	1,287,713
		23,441,938	27,591,002
TOTAL		51,554,519	46,056,969

Accompanying notes forming parts of the Financial Statements

AUDITORS REPORT
As per our report in Term of
Section 12 A(b) of Income Tax Act, 1961

For R.SARDANA & CO.
CHARTERED ACCOUNTANTS



Place: Gurgaon
Date: 20/6/17

RAKESH SARDANA
PROPRIETOR

KHUSHBOO WELFARE SOCIETY

[Signature]
PRESIDENT

[Signature]
TREASURER

KHUSHBOO WELFARE SOCIETY Sector-10 A, Near IOC COLONY, GURGAON

Statement of Income & Expenditure for the Year ended March 31, 2017

(Amount in Rupees)

Particulars	Note No.	Year ended March 31, 2017	Year ended March 31, 2016
A Income			
Donation, Grant & Membership Fee	10	13,351,841	5,583,069
Sale of Products		1,202,920	976,881
User Charges		1,498,725	1,284,450
Transportation Charges		583,950	518,550
Interest income	11	1,132,664	2,286,771
Other income	12	144,245	100,193
Total Income		17,914,044	10,749,914
B Expenses			
Purchases Consumed	13	865,546	612,379
Transportation Expenses	14	437,416	616,178
Children Welfare expenses		32,156	48,091
Employees benefit expenses	15	6,861,727	5,920,747
Depreciation expenses		1,888,959	907,506
Financial costs	16	4,534	5,089
Other expenses	17	2,049,869	2,028,155
Total Expenses		12,140,207	10,138,145
C Excess of Income Over Expenditure		5,773,838	611,769

Accompanying notes forming parts of the Financial Statements

AUDITORS REPORT
As per our report in Term of
Section 12 A(b) of Income Tax Act, 1961



For R.SARDANA & CO.
CHARTERED ACCOUNTANTS

Place: Gurgaon
Date: 20/6/17

RAKESH SARDANA
PROPRIETOR

KHUSHBOO WELFARE SOCIETY

[Signature]
PRESIDENT

[Signature]
TREASURER

KHUSHBOO WELFARE SOCIETY
Sector-10 A, Near IOC COLONY, GURGAON

RECEIPT & PAYMENT ACCOUNT FOR THE YEAR ENDED 31.03.2017

<u>RECEIPT</u>	<u>AMOUNT (Rs)</u>	<u>PAYMENT</u>	<u>AMOUNT (Rs)</u>
Op. Balances		Salary	6,184,516.00
Cash-In-Hand	18,814.00	Audit Fee	32,500.00
Corporation Bank-966	738,290.43	Bank Charges	4,534.00
Corporation Bank-40023	15,177.05	Children Welfare	32,156.00
Corporation Bank-6152	976,192.01	CBR Exp	19,912.00
ICICI Bank, Gurgaon	1,303,276.00	Consultancy Expenses	334,003.00
State Bank of India-7645	13,427.00	Conveyance Expenses	346,861.00
SVC BANK BANGLORE	233,281.97	Electricity & Water Exp.	137,647.00
Corporation Bank-FD 966	14,375,300.00	Vehicle Insurance	70,060.00
S.V.C Bank Bangalore FD	8,425,964.00	Mis. Expenses	122,688.08
		Medical Camp Expenses	2,470.00
		Function Expenses	135,725.00
		Purchases	839,293.00
		Postage	21,011.00
		Printing & Stationery	105,100.00
		Provident Fund Expenses	550,403.89
		Repair & Main.-Others	438,046.00
		Staff Welfare Exp.	126,807.00
		Stipend	48,800.00
		Staff Training	18,720.00
		Telephone Expenses	86,488.75
		Transportation Expenses	437,416.00
		Web Expenses	29,000.00
		Sports Expenses	20,696.00
		Traveling Expenses	28,691.00
		Generator Expenses	7,950.00
		House tax	25,500.00
		Legal Expenses	18,000.00
		Fixed Assets	11,562,573.00
		TDS	23,557.00
		Mutual Fund	13,900,000.00
		Prepaid Insurance	37,723.00
		Expenses Payable	109,061.11
		Retention Money	448,079.00
		Cash & Bank Balance	8,865,820.41
		(As per Schedule)	
Receipts			
As per P & L Account	17,914,044.31		
Corpus Fund	255,000.00		
Sundry Creditors	25,853.00		
Sale of Assets	27,000.00		
Loans & Advances	846,128.00		
Accured Interest	4,060.47		
TOTAL(Rs.)	45,171,808.24	TOTAL(Rs.)	45,171,808.24



PLACE:Gurgaon
DATE :

This is Receipt & Payment referred to in our report of even date. KHUSHBOO WELFARE SOCIETY
For R.SARDANA & CO.
CHARTERED ACCOUNTANTS

Rakesh Sardana
RAKESH SARDANA
PROPRIETOR

Pooja
PRESIDENT

Banking Kumar
TREASURER

GOVERNANCE & COMPLIANCE

Distribution of employees according to remuneration levels

	Name	Designation	Annual Remuneration (in Rs.)
Highest Paid Person in the Organization	Vijay Pal	Director	5,90,952
Lowest paid person in the Organization	Daya Saini	Helper	83,496

Gross monthly remuneration plus benefits (Rs.)	Male	Female	Total
<5,000	0	0	0
5,000-10,000	0	10	10
10,000-25,000	8	8	16
>25,000	2	0	2

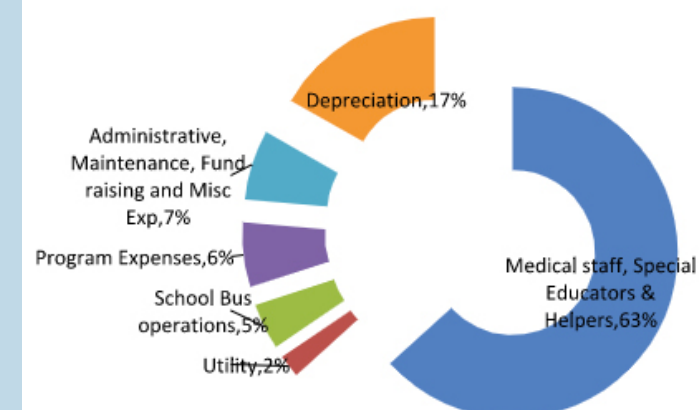
No. Of Executive Committee (Governing Board) members receiving remuneration	None
Expenditure on Foreign Travel incurred by Executive Committee members, Employees or Volunteers	Nil
Expenditure on Inland Travel incurred by Executive Committee members, Employees or Volunteers	Rs. 28,691
No. of the executive Committee members related to each other	None

REGISTRATIONS & ACCREDITATIONS

The Society is registered with/under and recognized/approved by:

- Registrar of Societies under Societies Act ,1860.
- Persons with Disabilities Act, 1995
- Foreign Contributions Regulation Act (FCRA)
- National Trust Act, 1999
- Registration u/s 12 of IT Act
- Exemption under 80G of IT Act
- Charities Aid Foundation (CAF)
- Give India
- Credibility Alliance

TOTAL EXPENDITURE 2016-17



EXECUTIVE COMMITTEE (EC)

MEETING DETAILS

S NO.	NAME	AGE	SEX	POSITION IN COMMITTEE	OCCUPATION	AREA OF COMPETENCY	NO. OF MEETINGS ATTENDED
1.	Mrs. Sonali Savakroor	70	F	Chair Person	Social Worker	Strategy, Operations	1
2.	Mr. Rakesh Jinsi	62	M	President	Management Consultant/ Coach & Mentor	Strategy Management Operations & Fund Raising	5
3.	Mr. Narender Gera	58	M	General Secretary	Industrialist	Operations	3
4.	Mr. Pankaj Jain	63	M	Treasurer	Businessman	Finance	5
5.	Mrs. Renu Maheshwari	59	F	Vice President	Social Worker	Training	4
6.	Mrs. Reeta Rastogi	67	F	Joint Secretary	Teacher	Training	1
7.	Mrs. Manisha Jain	44	F	Executive Member	Management Professional	Human Resource	Nil
8.	Mr. Rajiv Gupta	60	M	Executive Member	Management Consultant	Operations	3
9.	Mrs. Usha Malik	62	F	Executive Member	Social Worker	Vocational Skills	2
10.	Mr. Ashok Gupta	77	M	Member	Engineer	Operations & Fundraising	1

- * Mrs. Sonali Savakroor stepped down and resigned as a Chair Person due to personal reasons.
- * Mr. Ashok Gupta resigned from the role of Member due to personal reasons.

GRATITUDE TO DONORS

Many donors visited the centre to get a first hand feel of the work being done. The visits gave a lot of encouragement to the children who welcomed them on their arrival. We are extremely grateful to the donors for their visits.



Visit by American Express



Visit by Asha for Education



Mr. Khanna BASAID & Rozalia, Switzerland visited the center



Visit by Carrier for new Building Inauguration



Visit by Deloitte



Visit by Fidelity



Visit by Infosys



Visit by XL Catlin



Mr. Arun Kumar Jain with his wife from Fluor Daniel Company visited the center



Visit by Give India



Visit by Milliman



Mr. Mohit from Asha Austin

DONOR SUPPORT

Fluor Funded Tata Winger Bus

Fluor Daniel India Pvt. Ltd. Donated Tata Winger for the center to make transport facility easier for the children. Mr. Arun Kumar Jain with his team came to inaugurate the Tata winger Bus. We thank them for their generous support.



While old donors continued to support Khushboo, many new ones came forward to associate with us this year.

We are extremely grateful to all of them. Their assistance has helped us to continue with our work.

MAJOR DONORS OF 2016-17



Rozalia Stiftung Lal Family Foundation



IQ CAPITAL

DONOR TESTIMONIALS



Mr. K J Jawa
MD & CEO, Daikin India

DAIKIN INDIA

"The cause of charity & philanthropy is very close to my heart and I have been associated with the foundation for many years now, and it provides me with much personal satisfaction. I think, as human beings we must support noble initiatives and I look forward to partner Khushboo in all their future endeavors."



Mr. Arun Kumar Jain
Managing Director

FLUOR DANIEL INDIA PRIVATE LIMITED

As they say, "We make a living not by what we get, but make a life by what we give". True service to the community can be conceived as buttressing the "Specially-abled" to uplift them, so they feel at par with the society. We at Fluor have abided by the tradition of following this indispensable role and would be committed to do so in the future.

The KWS staff has diligently endeavored to bring out the best in children and have left no stone unturned. I am pleased to affirm that the efforts put in by the Khushboo Welfare Society are indeed very applaudable. I wish them all success in keeping up the good work!

Our association with KWS has invariably proved to be a splendid success which we hope will strengthen further.

PMG INTEGRATED COMMUNICATIONS PVT LTD

"In this day and age, where it's all about 'me and myself', it's heartening to see how Khushboo Welfare Society is working selflessly in spreading happiness amongst those who are not as fortunate as us. It's encouraging to see a group of professionals at KWS, work tirelessly in improving lives of such children.

We at PMG are extremely honoured to be associated with Khushboo Welfare Society. This is our first year of association with KWS and I may I say without an iota of a doubt that it's been a great journey with KWS.

I wish KWS loads of success in the future. May KWS continue to put a smile on faces of more children in the years to come."



Mr. Prashant Kaul
General Manager

PARENTS SPEAK



"My son Gautam is going to KWS for last 20 years. His keenness to go to school clearly reflects the hard work and effort put by KWS. We found that entire team is motivated to put their best efforts for training the children for moving forward towards being independent in day to day life."

- Kapil Kumar Goyal



My Daughter Anishka is going to KWS for last 2 years. She feels energetic while going to school which shows how much she enjoys to be in school. We find the school premises very clean and motivating which help our children to grow.

Also the entire team of teachers put their best efforts in training and teaching the children's in a special way. As a parent I also enjoy the atmosphere in the school premises given by the staff & teachers. Earlier I was not feeling motivated but after coming to school with my daughter I feel more independent and motivated.

- Anuradha Malik

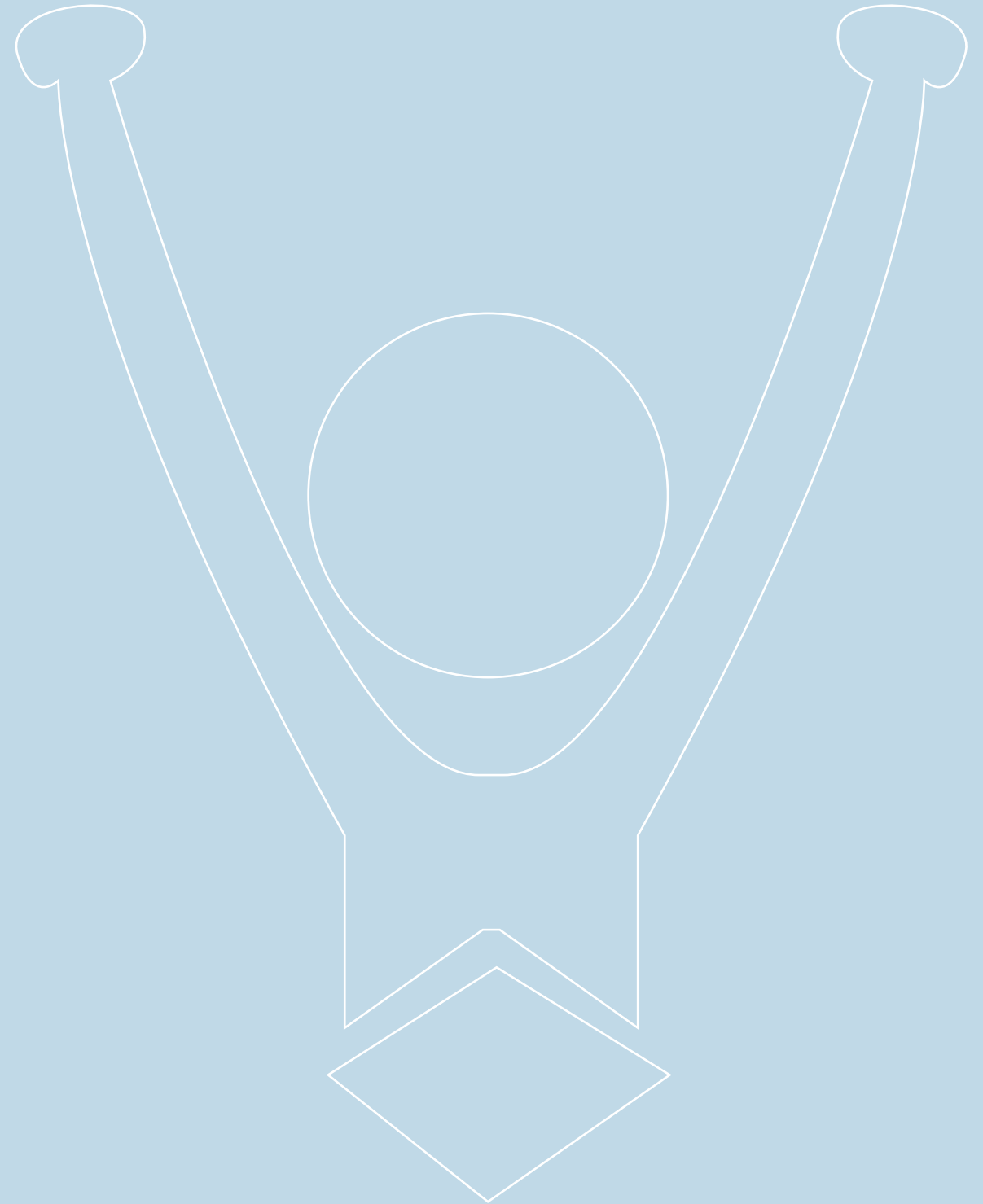
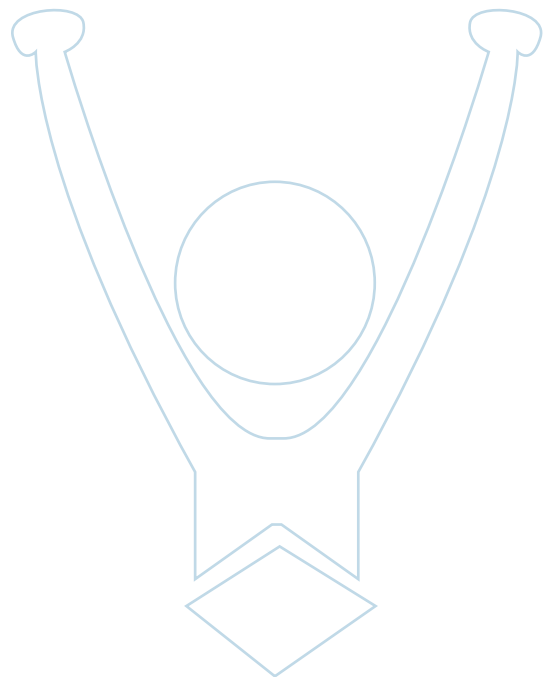
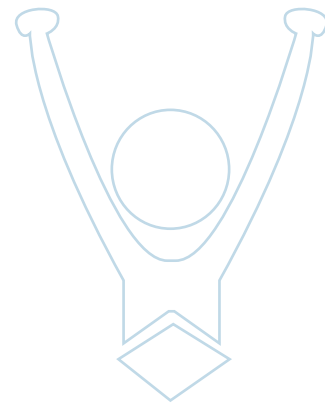


HOW YOU CAN CONTRIBUTE

You can sponsor a child in the following ways:

- | | |
|--|--------------------------|
| 1. Full sponsorship of a child | INR 1,07,000/- per annum |
| 2. Sponsor a child's educational expenses: | INR 26,000/- per annum |
| 3. Sponsor a Child's Physiotherapy sessions | INR 16000/- Per annum |
| 4. Sponsor a Child's Occupational therapy sessions | INR 16,000/- per annum |
| 5. Sponsor a Child's Psycho therapy sessions | INR 16,000/- per annum |
| 6. Sponsor a Child's Yoga, Dance and Music sessions | INR 16,000/- per annum |
| 7. Sponsor a Child's Transportation facility | INR 16,000/- per annum |
| 8. General Donation: You can also make monetary donations of any amount. | |

All donations are entitled for Income Tax exemption under 80G of Income Tax Act.





Sector 10-A, Near Lions Public School, Gurgaon, Haryana 122001

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