

Project Name: Khushboo Welfare Society for Children with Mental disabilities

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	Project Contact	Asha Contact
Name	VIJAY Pal [Deputy Director]	
Address	Sector – 10A, (Near Lions Public School) GURGAON – 122 001 Haryana, India	
Phone(s)	[+91-9971698963] +91-124-4140885/6/7	
Fax	+91- 124-2324782	
E-mail	khushboowelfaresociety@gmail.com	

Part I: Information about your group/organization

Please feel free to attach any additional sheets and/or information such as brochures, press reports etc.

1. Name of the group/organization requesting funds.

Khushboo Welfare Society – A Centre for children with Mental & Multiple Disabilities

2. When was the group established?

The registration date is 13th November, 1995

3. Briefly describe the motivation for starting this group.

In India's map, Gurgaon is one of the most progressive cities in the National Capital Region in the periphery of Delhi that offers promising future for Corporates and its officials. However, the infrastructure development of the city by the government could not keep pace with the growth of the area. It has been one of the biggest challenges for the city till date, be it basic amenities like electricity, water or transportation or any other advanced facilities which is mostly catered by private organizations at high profit margins. Given this situation, rehabilitation centre for destitute and disabled had not been the priority for the state government or city administration or any other private organizations. There was evident lack of specialized services especially for persons with mental and multiple disabilities. About 12 years back, this problem was identified by a few spirited individuals who were touched by such crisis in some form or the other. They came together to provide a professionally equipped facility for care, development and education, for children with mental and multiple disabilities, in particular for those with acute impairment within Gurgaon. Pioneers in Gurgaon, Khushboo Welfare Society caters to all segments of the society be it poor or rich with quality services. Though today there are other similar private centers or regular schools with special wings, Khushboo still remains the only centre which provides multiple services (both therapeutic and educational / vocational) to cater to all kinds of patients and students. Regular schools with special wings take mostly 'Trainable' children while most of Khushboo children are severely challenged. Khushboo is also well known for its rural intervention programs where it conducts workshops at village level on various subjects related to disability to equip rural caregivers with knowledge and information.

4. Briefly describe the aims of your group.

The aims and objectives of Khushboo Welfare Society is as follows:

- To provide early intervention to children who are mentally challenged.
- To identify the educational needs of such children
- To impart relevant training to beneficiaries to make them self reliant
- To promote individual abilities for rehabilitation and vocational training
- To educate the parents, caregivers and community members on various aspects of mental retardation and means of coping with a mentally challenged child at home
- To aid integration of such children within the community
- To provide spiritual support to concerned families
- To aid legal interest of such persons

5. Does your group have any religious or political affiliation? If yes, please describe the type of affiliation and the reason for it.

No, not applicable.

6. What non education-related community development activities is your group involved in?

- Other Than Vocational –Khushboo also holds awareness building camps in the community at all levels-corporate, hospitals, medical fraternity, regular schools, rural etc to empower the community.
- We identify candidates from the community & send them for professional courses related to disability & also conduct “Care Givers” course for many needy women who are then employed by the families of the disabled child.
- We welcome volunteers from the community to join hands with us to provide us their services.

Part II: Details about your educational project/s**7. List the school/s run by your group, and their locations. If you are requesting funds for only a few of several schools, please specify which one/s.**

1. Khushboo Welfare Society needs support of funds for staff salaries to run one centre situated in Gurgaon

Details of the programs run by Khushboo:

- a) Sparsh - Identification and intervention for disabilities in pre-school infants (of upto 6 years). It is an Out-Patient Department & early Intervention Program.
- b) Blessings – An academic program for children above the age of 6 years.
- c) Samvedan – A program for children with severe to profound disabilities.
- d) ‘Samarth’ –A vocational training and rehabilitation program for adolescents.
- e) Saath-Saath – An internship program for vocational trainees along with their parents.

Other than these programs run at the centre, Khushboo Welfare Society conducts workshops at villages within Haryana as well as national level sessions on care giving and related subjects.

Khushboo’s programme profile is attached.

Khushboo requests you to consider granting assistance to fund the staff salaries which aims to provide a fair and purposeful opportunity for the most challenged and deprived amongst the disabled children as an essential care and rehabilitation service.

8. *Location of school/s* Urban Rural Other _____

9. *Specify the type of education provided (e.g. basic literacy, vocational training etc.).*

Khushboo Welfare Society provides two kind of education to its beneficiaries depending on their individual capacities:

a) Academic division by the name of ‘**Blessings**’*

b) Vocational training courses by the title of ‘**Samarth**’. *

(*Please find attached Khushboo brochure for details on Blessings and Samarth)

10. *Please tell us about your teaching techniques (conventional vs. alternative).*

Khushboo Welfare Society follows predominantly the alternative teaching technique based on IEPs (Individual Education Program) where children with multiple disabilities are trained through integrated multi sensory and special education. These special techniques are focused on each child’s individual abilities and disabilities where a special curriculum is prepared for each child. This ensures that each child receives maximum benefit from each therapy such as play therapy, water therapy, performing arts etc.

11. *What is the literacy rate in the local community?*

According to the website <http://www.indianetzone.com/11/gurgaon.htm> India census report published in 2001, Gurgaon has a population of 173,542. The literacy rate is 77% with the male literacy of 81% and female rate of 73%.

Gurgaon is one of the most progressive cities of India and hence the population of this area is not only literate but well educated. However, all the dwellers of Gurgaon are not native of this place. Amongst the native dwellers, the literacy rate approximately ranges between 80-90%. The population of Gurgaon is a mixture of well placed urban crown, migrated population from backward states such as Bihar and Jharkhand who work as factory / industry laborers as well as native village dwellers from in and around villages. Hence Gurgaon has a population that ranges at two extreme ends – very well educated and illiterate population.

The villages in and around Gurgaon harbor population whose literacy rate vary between 70-80% however, being villages of Haryana, school drop out rate is very high and denial to education for girl child still remains an issue. Most of the corporate organizations of Gurgaon are trying to address this problem and provide some support to improve the situation under their varied corporate social responsibility plans.

12. Describe the socio-economic background of the children and their parents (e.g. education, occupational). If any of your students are employed, please tell us about that as well.

Khushboo does not discriminate admission to the center on the basis the childrens' socio- economic background. Hence, Khushboo has a 60:40 ratio of children from well to do backgrounds to underprivileged. Parents of children from well to do backgrounds are either from the business community or from the service background. Unfortunately, even the parents from the educated category are not aware of the differences between mentally challenged and mentally ill. Khushboo works at the grass root level to bring awareness in the community and make a difference in the lives of such needy and special children. The underprivileged children may be from single parent homes or the parents are not educated or employed hence unable to afford even the subsidized costs which are then sponsored by Khushboo.

About 1% of the students who completes the training get absorbed in the open employment. Khushboo tries to rehabilitate/ employ a few of the needy children at the center.

Case Study for Open Employment

Name: Vinay Kumar Gupta
Age: 19 years at the time of admission
Sex: Male
Father's name: K.B.Gupta
Address: 1489, Sector 15-II Gurgaon
Socio economic status: Middle Class

Complaints as perceived by the parents at the time of admission:

- Stammering
- Academic performance was very poor at school
- Interested only in music, dance, TV and not academics

Training and rehabilitation:

Vinay is an adolescent boy with mild mental retardation who was admitted 3 years ago. He was enrolled into the special academic program of Khushboo to prepare him for secondary school examination (class X) of the National Institute of Open Schooling. With his and his teacher's untiring efforts covering over 2 academic years, Vinay passed the examination successfully in 2007. Besides the formal education, Khushboo also provided him vocational training for self-sustenance in life. With the help and guidance of professionals from Khushboo, he was placed at a number of work places to train and develop work-place etiquette. Now he works as an assistant with a book binder and is a proud earning member of his family!

13. In addition to education, does your group provide any other services to the children in your schools (e.g. food, health care, clothing, etc.)?

We provide health-care and therapeutic assistance covering medical-counseling and therapeutic services such as- Physiotherapy, Speech-therapy, Multi-sensory Stimulation, Vocational & Developmental Therapies, from professionally equipped facilities. Development of prosthetic aids and adapted specialized furniture for those with physical & multiple disabilities is also provided.

14. Does your school have:

Its own building(s): Yes No Number: One

Number and type of classrooms (e.g. Pukka): Pukka

	Yes	No		Yes	No		Yes	No
Toilets	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Playground	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Toys	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Chairs & Tables	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Blackboard	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Library	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Drinking water	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Electricity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Computers	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Laboratory	<input checked="" type="checkbox"/>	<input type="checkbox"/> (Therapeutic)	Teaching aids (e.g. books/slates)	<input checked="" type="checkbox"/>	<input type="checkbox"/>		<input checked="" type="checkbox"/>	<input type="checkbox"/>

15. How many children are currently enrolled in your school(s)?

Male 51 Female 11

Age Range 6 – 24 (two exceptions of 30+ in Vocational)

These children are regular beneficiaries of Khushboo’s academic and vocational program. Apart from this Khushboo has more than 50 patients in its therapy department who have periodic scheduled visits while about 100 children belong to the out patient department (OPD) whose visits are need based and focused more on parent training.

16. How many staff are employed at your schools?

Teachers: 10

Minimum Qualifications: Degree/Diploma/Training in Special Education or other specialized streams

Other staff /Administration /Support staff: 11

Therapists: Psychologist, Pediatrician, Speech therapy , multisensory developmental therapy, physiotherapy

17. Average distance the children travel to attend your school

Average distance of travel for the children is about 15 km. Khushboo provides a reliable School Bus service for the safe and trouble free journey to and fro from their homes to the Center.

18. How many children have gone through your program in the past five years and what are they doing currently? Please tell us about their future education and employment possibilities.

Overall about 150 children annually benefit from Khushboo's program. However most of these students remain during the subsequent year's session as well. On an average there are 20-25 enrollments each year.

Twenty five children have gone through our program in the last five years. Most of them are rehabilitated at home helping the family with chores. A few are employed at sheltered workshops & only about 1% are employed in the open employment. Two trainees who successfully completed the program have been absorbed by the Khushboo Center.

These special children don't have a regular education plan. After reaching their saturation point they are shifted to vocational training programs held at Khushboo. Khushboo devises a plan for each trainee during the training, taking the parents in confidence about their future rehabilitation programs. Most of the children are not in a position to go and find open employment due to social stigma and lack of awareness in the society. Most of the special children are severely challenged and need a sheltered atmosphere. One of Khushboo's responsibilities is to empower the parents and help them to form self-help groups to ensure that the children are purposefully rehabilitated.

Case Study for student employed by Khushboo

Name: Rekha Sachdev

Age: 28 years as of today

Sex: Female

Father's name: Jagdish Sachdev

Address: Arjun Nagar Gurgaon

Socio economic status: Lower Income Group

Complaints as perceived by the parents at the time of admission:

- Does not follow instructions
- Does not read and write
- Poor social and communication skills

Training and Rehabilitation:

Rekha, an adolescent girl with moderate mental retardation was admitted 11 years ago in a special academic program of Khushboo to prepare her for functional literacy program and activities of daily living rather than formal education. She was also given elaborate training in survival skills and vocational training (Home Management Skills) so that she could lead an independent life.

Now, Rekha on the payroll of Khushboo as she works in the kitchen unit as an assistant where food is prepared for the entire staff, guests, visitors and vocational trainees on a daily basis.

19. Do you help your students with their future education efforts after they have passed out of your school?

There is no such further formal education program for children with mental challenges. After they have completed the vocational training at Khushboo center they go through the internship program “Saath –Saath” along with their parents. During this program a rehabilitation plan is worked out for his/her placement. Khushboo also runs a special program to monitor the success/failure of cases who are out of the center either by making home visits, or visiting the employers to know & understand the problems if any & give them professional advise.

There are a few borderline cases the on academic level and have been admitted for Inclusive Education to regular schools. Khushboo also monitors the progress of the child in coordination with the staff of the regular school.

20. Are there any other schools (Kindergarten/Balwadi, Elementary school, High school) in the area? If so, please list the schools and the range of classes each of them offers.

Availability of other main-stream schools is of no relevance for type of cases handled by us.

There are a few regular schools in Gurgaon (which is a sub-city in the National Capital Region), which provide ‘special education’ for cases with marginal disabilities, but there aren’t any with the holistic approach for children with mental and multiple disabilities.

21. Is your program different from that provided at these schools? Please explain.

Yes, the programs at Khushboo are different from those given at regular schools with a “special education wing”. The programs at Khushboo are structured to cover a whole range of needs and categories which differ from child to child. Khushboo takes care of the availability of specialized professional services for the wide ranging cases of disabilities, from a new-born infant to 25 years or more, covering areas of development and growth of such children, their multi-sensory stimulation, special education, therapeutic intervention of various, vocational training and rehabilitation. Training and counseling for parents to be able to effectively handle such cases and their participation in children’s development is an important component of our activity at all levels.

22. Why are the children in your school/s not attending government/other schools in the local area?

The schools in main-stream education system, run by the government or others, are not equipped to handle children with mental disabilities, which require dedicated & professionally specialized facilities of entirely different nature. In recent times however, some of the progressive up-market schools are adding ‘Special Education’ streams in their attempts towards inclusive integrated education for those with special needs. They however, tend to restrict their coverage to cases with mild learning [educable] and such other marginal impairments only. Holistic approach to the issue for mild to severe can only be handled professionally by Centers such as that of Khushboo. A few of the Khushboo children who had mild learning disability have been integrated with these progressive school having special wings for providing formal education.

23. Do you try to involve the parents of the children in the running of the school (e.g. in setting the syllabus etc.)? Please specify.

In the special education system, a general ‘syllabus’ in the normal sense becomes irrelevant. An ‘Individualized Education or Training Plan’ is developed uniquely for each case, in which the parents also are required to give their inputs to ensure the children get the best all round training so that they can be self reliant. Parents do play a major part not only in the development of the plan but also its implementation and follow-up. Regular counseling and interaction with parents is thus essential feature of all programs at Khushboo.

Khushboo also has parent representatives in its executive committee so that the center can understand and work out the policies for the benefit of the special children and their families.

24. What are your expansion plans for the future (e.g. adding more classes or schools)?

- Khushboo has plans to add more classes and increase the number of children progressively bringing up the numbers by April 2009.
- The vocational program, which presently provides facilities of Tailoring, Cooking and Home Management, Handicrafts – paperwork, candle-making, ceramic-ware etc, and gardening, Khushboo intends to further add skills to strengthen the rehabilitation plans. This will ensure that the special children of Khushboo become productive members in their own household and in the society.
- Khushboo plans to provide a day-care facility for children with disabilities to assist working parents and for their occasional short residential stay facilities. This ‘Respite Care Centre’ would enable parents and families to have some reprieve from their daily routine. This would ensure that they come back rejuvenated to give the best to their special child.
- Taking our services to the door-step of those children living in rural areas, who are unable to come to the Khushboo Center.
- Expansion of the Early Intervention Program.

25. Do you have any suggestions on how Asha can be a positive influence in changing the education scenario in India?

Asha has bright scope of contributing towards the educational scope in India, however its biggest contribution could be envisaged in the area of special education where there are very few institutions working in this field and most of their efforts are unidirectional.

1. To ensure Khushboo maintains giving quality services, the professional staff and the team working with the children need to be given salaries at the market rate. Failing which, the cream of the working staff that has been with Khushboo for more than 12 years might get diluted as they are grabbed by competitors who are willing to pay high salaries. Khushboo being an NGO cannot afford to match these competitive rates at this point in time. Contribution by Asha Austin towards the staff salaries will ensure the loyal best professionally competent staff are retained, services are improved which in turn benefits the children. This would be one of the many ways in which Asha Austin will improve the special education services in the disability sector in India. Asha Austin's help to an organization such as Khushboo will provide direct benefits to larger number of children in need of professional help for their survival with dignity & self respect.
2. By supporting Khushboo, Asha Austin can make a big positive difference in the lives of people who cannot be denied their due share in the "means" for their overall growth in tune with the developments of the society. By this contribution Asha Austin would be playing an important role in influencing other donors and corporates to continue their support for this section of society. This category of severely disabled children are sometimes not granted admission to many special schools as they require a huge infrastructure and specialized and skilled staff to handle these children's needs. By helping this cause Asha Austin can influence the quality of life of these children who are neglected sometimes even by their own families.

26. If possible, please provide us with the contact information of two individuals from your community who can describe the impact of your program.

1.	Name	Miss. Nimi Ahluwalia
	Address	Carrier Aircon Ltd Delhi Jaipur Highway, Kherki Daula, Gurgaon, Haryana
	Phone	+ 91 9810123508

2.	Name	Mr Sri Nagesh
	Address	American Express (I) Pvt Ltd. Zone – 6, DLF Phase V, Office Building, Gurgaon, Haryana – 122 016
	Phone	+91 9811800351

27. Asha for Education requires reports from its projects every six months to continue funding. Please provide the contact information for the person from your group who will be responsible for these reports.

Name	Mr. Vijay Pal, Deputy Director
Address	Khushboo Welfare Society, Sector-10A, Near Lions Public School
	Gurgaon – 122 001. (Haryana), India
Phone	+91-124-4140885/6/7, Mob: +91-9971698963

Part III: Financial Details

Please feel free to attach any information such as annual reports, budgets etc.

28. What sources fund your group's activities at present? List the sources and the current and future funding from each of them. If these funds are meant for a specific part of your group's activities, please describe those restrictions.

Current funding is listed below but it's all contractual, no one commits for the future funding.

- Ministry of Social justice & empowerment, part support to Blessings Academics –It was pending since 2005 out of which Khushboo has received only a part of this in March 2008-- Rs 7,82,384/-
 - Concern India Foundation- supports OPD Sparsh. Rs 3,30,480/-
 - Child Vikas –partly supporting OPD Rs 2, 23,011/- Which ends in this October.
- Khushboo primarily depends upon donor community for its operations which is never consistent.

29. Please provide us with details of your projected budget for the next 3 years:

Amounts are in Indian Rupees

Year(s)	Recurring costs	Fixed costs
2008 -09	8,43,200/-	21,70,200/-
2009 -10	9,27,500/-	25,01,300/-
2010 -11	10,20,250/-	28,49,730/-

30. Salary expenditure details:

	Number	Salary Range in INR
Teachers	10	3426 to 15,734 (77,511/- per month)
Paid Staff	11	1000 to 10,366 (40,925/- per month)
Volunteer Staff	5	Nil

31. Please provide details of the fixed costs of your school/s for the next three years.**Amounts are in INR**

S. No.	Details of Fixed Costs	2008	2009	2010
1	Audit Fees	7200	10000	12000
2	Salary of Staff members *10% increment every year for 2009-10	1300000	1430000	1573000
3	Telecommunication expenses *20% increment in costs every year due to tariff and taxes levied by telephone department	40000	48000	57600
4	Electricity and water expenses *10% increment every year for 2009-10	40000	44000	48400
5	Repair and Maintenance *10% increment every year for 2009-10	100000	110000	121000
6	Legal expenses	10000	10000	10000
7	Postage *10% increment every year for 2009-10	13000	14300	15730
8	Travel, conveyance and transportation *10% increment every year for 2009-10	200000	220000	242000
9	Printing and stationery	50000	75000	100000
10	Training and workshops *50% increment each year	60000	90000	120000
11	Misc and others (such as consultancy costs, insurance, staff welfare, publicity etc.)	350000	450000	550000
	GRAND TOTAL	2170200	2501300	2849730

**This budget is the institutional budget and is exclusive of program expenditure*

32. How many of your students pay school fees? Please provide details.

53 Students paying Rs 400/- per month
9 Students receiving services free of cost

33. What amount are you requesting from Asha, and for what specific purpose?

- a) Khushboo needs funds for Staff salaries as this is a HUGE expenditure annually. Salaries for 2008-09 are expected to be Rs. 14,21,232/-

Items	Amount	One time / Annual
1. Salaries of staff for 2008-2009	Rs. 14,21,232/-	Annual