

Questionnaire from Mr. Rangakrishnan representing ASHA-Austin

	Queries	KWS replies
a	Why only 11 girls in the enrolled student list. Why is the ratio of boys to girls skewed?	<p>It's not intentional.</p> <p>Gender related Development Index(GDI) ranks India at 112 and value for the same is 0.6</p> <p>Basis the World Bank's population database too, female population in India in 2003 stood at 48.4% of the total population. The enrollment of the females at the centre is reflective of their population in Haryana state too.</p> <p>Another important factor is that Females with disabilities are considered a double disadvantaged section of the society. Hence, it is more of a cultural and attitudinal problem of the community at large.</p>
b	What is the current student to teacher ratio?	<p>10: 1 with an assistant in a classroom for mixed group of children with different disabilities.</p> <p>5: 1 for children with Severe and profound mental disabilities with a committed attendant for looking after feeding and toilet needs of children with disabilities.</p>
c	How many children are in the wait-list?	<p>There have been many new admissions in the months of August and September'08. Hence, we have so far been able to cover the backlog.</p> <p>Unfortunately the vacancies were created owing to few children moving out of the regular enrolled. This also is a natural phenomenon throughout the year.</p> <p>Waiting list tends to swell up around March to June every year.</p>
d	Why the well-to-do families aren't charged more than 400 INR a month? In other words, why don't people who can afford the services, pay for the actual cost?	<p>Given the paucity of appropriate social security for Persons with disabilities,</p> <ul style="list-style-type: none"> - the cost of their care giving is 3 times the cost of living for non disabled population owing to the lack of universal access infrastructure facilities and increased medical needs. - Attitude of the parents who consider children with intellectual and multiple disabilities as liabilities and not worth investment for
e	How much money do you expect to generate as income from interest based on a corpus fund? How much money is there in the corpus fund?	<p>We have initiated the Corpus Fund with INR 276,600 in fiscal 07-08, and Intend to add further INR 1,224,000 in Fiscal 08-09 to total INR 1.5 million, from our current reserves.</p> <p>Taking a net yield of 8% P.A we project an income of INR 40,000/ P.A with present savings</p>

		<p>and another INR 97,920/ P.A with the intended additions.</p> <p>Revenue needed for the operations of KWS is close to INR 3.0 Million P.A and to achieve this we need to have at least a corpus of INR 20 Million to reach a self reliance level.</p> <p>We plan to target our fund raising activities for next 3 years to achieve the above mentioned financial sustenance level.</p>
f	Who were the corporate sponsors and NGOs that made a contribution in 2008? In terms of finances the following support was given-- kindly insert the figure?	<p>1 BASAID— INR1,41,284/-</p> <p>2 Child Vikas- INR12,23,011/- International NGO</p> <p>3 Concern India Foundation— INR 3,30,480/- Non profit funding Agency</p> <p>4 Government grant—INR 775,000/ received in Apr'08 against the proposed INR 1,887,948/- which is pending since 2005.</p> <p>5 American express--- (Pouch sealing machine and a Digital camera) received in kind</p>
g	More light on the grant from the Ministry of Justice and Empowerment for the Blessings program.	<p>Project Blessings receives Grant – in-Aid from Ministry of Social Justice and Empowerment towards which the ministry contributes untimely and inadequately. So far this contribution has been only 60% of the proposed amount. This contribution also comes as a reimbursement towards the expenditure incurred. This gap is likely to increase to 50% this year as salaries of the staff has increased substantially, whereas the slabs under the grant – in –aid have not been revised.</p> <p>The copies of the proposals are submitted to the state Haryana Government and Government of India (GOI). The release of funds from GOI depends on the favourable and timely recommendations of the local state government officials who are unfortunately unaware of the updated guidelines. This results in delays and inadequate funding for running of the project . Pursuing the Grant –in-aid is very time taking because of the rampant redtapism and lack of coordination between state and Central Government ministry</p>
h	Do they have any residential facility? Any hostels?	<p>We don't have any residential facility .Its a day care centre-children are picked up in the mornings & dropped back home in the afternoons.</p> <p>Nevertheless a respite care centre is a long term plan for KWS for adults with mental & multiple disabilities.</p>
i	Children come for 9-1:30 PM everyday for school?	Normal working hours for school going children are 6 hours in the National Capital Region (NCR) of the country. Whereas, the school hours of children below the age of 6 years are kept

		<p>at 5 hours only.</p> <p>Projects of KWS run 8.30AM to 1.30 PM (Summer timing) 9.00AM- 2.00 PM(Winter timing)</p> <p>Average travel time for each student is also given due consideration for commuting to and from Centre which comes to around 2 hours.</p> <p>It is not feasible with the given resources to run the transport in 2 shifts,hence the given timing.</p> <p>Another crucial reason for the decision is that children with mental and multiple disabilities have shorter concentration duration as well as lesser physical stamina for longer hours.</p>
j	<p>What about the expansion plans, from the 2005 proposal? Is the ramp constructed (connecting Floor 1 to 2)? What about the school bus?</p>	<p>* Ramp is not constructed -- As we would like to take this up later while some other construction related work at the centre is carried out.</p> <p>* School bus was purchased and we have three vans now out of which one that was initially bought has become old and needs to be replaced.</p> <p>Last year the painting & repair work/maintenance work of our building was taken up on priority which was a heavy expense of almost 1.50 lacs.</p>
k	<p>Current liabilities in terms of loan repayment for building and lands procured from HUDA?</p>	<p>All liabilities of HUDA have been extinguished. & only van loan remains which is INR 2,33,666</p>
l	<p>Do they have any source of committed funding for every year? How do they go about fund-raising every year?</p>	<p>Funding for every project has to be renewed</p> <ul style="list-style-type: none"> • Project Sparsh has been receiving 90% funding for the last 4 years now from Concern India Foundation which is renewed every year • Project Samarth, has received funding for the same time period from BASAID • Project Blessings receives Grant – in-Aid from Ministry of Social Justice and Empowerment towards which the ministry contributes untimely and inadequately. So far this contribution has been only 60% of the proposed amount. This contribution also comes as a reimbursement towards the expenditure incurred. This gap is likely to increase to 50% this year as salaries of the staff has increased substantially, whereas

		the slabs under the grant – in –aid have not been revised.
m	What is the ultimate goal of the vocational training scheme? Do they ensure that the trainees are placed where best for them?	<ul style="list-style-type: none"> - The ultimate goal of vocational training program is to make Persons with disabilities self reliant by either keeping them purposefully occupied or value adding a quality of life for them - Very few numbers are capable to be employed in an open employment market. - Though a large proportion of them would depend on KWS for gainfully engaging them in sheltered workshop - Continued efforts are being made to identify viable options for economically productive worklife.
n	Who all are part of the vocational training scheme? Where is the line between training and activity for the students?	<p>KWS works on principles of integrated approach for Vocational training too. Parents, Professionals and the community resources at large along with the trainee are important stakeholders.</p> <p>Training is given under the supervision of the professionals with equal participation of the parents through individual programming.</p> <p>Community resources are used for the sale of products from the vocational units, unfortunately, these resources are erratic and cannot be relied upon for regular flow of finances.</p>
o	Outreach of the KWS program. Who all benefit? Is it local?	<p>Mainly the local areas in and around Gurgaon where our transport can reach are admitted in our regular programs.</p> <p>The rest from villages/or rural areas have to seek our services in the OPD program depending upon their needs and conveniences as in this program the parents have to accompany the child and use their own transport</p> <p>Our team makes periodic visits to reach out to the nearby villages by holding camps etc. So far, KWS lacks a structured Out reach program</p>

p	Assist in legal services for the children and families. What kind of legal services are they talking about?	<p>Awareness Workshop on legal rights have been conducted many a times for ---</p> <ul style="list-style-type: none"> * Rights of the disabled persons for -employment, education etc. * Facilities provided by the Government to disabled persons. eg - travel concessions, medical facilities for getting disability certificates, Information about the insurance policies etc. * guardianship rights and legality issues-
q	Any plans to recruit more teachers?	<p>Yes. We have the requirement for speech therapist , special educaotor, attendant</p> <p>We are also on look out for more teachers for extra curricular activities & vocational instructors</p>
r	What about their interaction with other NGOs of like-minded philosophy.	<p>Yes, KWS has firm belief in collective growth. KWS has been instrumental in initiating a centre for children with disabilities in a nearby district. We also supported their capacity building of the educators as well as identification of children who required intervention with individual planning.</p> <p>Another organization was supported by providing them with supervision for their special educators.</p> <p>Extensive networking with other NGOs is proactively engaged through participation in special state Olympics.</p> <p>Have organised Seminars on Needs of people with disabilities, rights of people with disabilities, special education needs of children with disabilities.</p>
s	What is the distinction between full-time enrolled students, children availing the OPD and periodic visit services? (62 children enrolled, 50 periodic visits, and 100 OPD, which is need based). Totally, how many children are impacted every year?	<p>Full time/regular enrolled-- Children and adolescents come for Academics (under the project Blessings) and Vocational training (under the project Samarth) attend centre everyday using KWS transport. Some of them avail their own transport too.</p> <p>OPD/Periodic visits(Under the project Sparsh) and interusable terminology for their visits-- Children below the age of 6 years and children already in the mainstream education system requiring special inputs in physiotherapy/ speech therapy/behavior modification avail the services from the OPD. They come on periodic basis as and when required. The thrust in the OPD remain the parental training.</p> <p>Number of Need based assessments like feeding; Activities of daily living (ADL) assessment, speech, behavior, gait, PT/OT assessments are also done in the OPD.</p> <p>Around 150-200 numbers of children are impacted in a year through our different projects</p>

		running under Khushboo umbrella. Their numbers are also variable.
t	To what extent does the Government of India/ Haryana support KWS?	<p>We get Grant –in-Aid from the Ministry of Social Justice and Empowerment. The copies of the proposals are submitted to the state Haryana Government and the Government of India (GOI). The release of funds from GOI depends on the favourable and timely recommendations of the local state government officials who are unfortunately unaware of the updated guidelines. This results in delays and inadequate funding for running of the projects.</p> <p>We often end up using our funds for survival as this grant comes as reimbursement of expenses. Last time the funding was delayed to three years</p>
u	What are the current infrastructure related expansion plans of KWS? (In the 2005 AID-TAMU proposal, there was ramp, school bus, occupational therapy unit, repayment of land loans, etc). Have they been done?	<p>The 2005 plans have been all achieved except the building of ramp from first floor to second floor; which will be taken up later on the availability of funds.</p> <p>Focus for next three years shall remain sustenance through targeted fund raising for the Corpus.</p>
v	<p>Assets and liabilities.</p> <p>Assets and Liabilities is extremely important for us - current outstanding loans, corpus funds, etc.</p>	<p>Assets are-our land, building, transport & our very dedicated team of Khushboo and staff.</p> <p>Liability -- creating corpus fund for sustenance and staff salaries.</p> <p>Our prime need is to support salaries which are a HUGE expense.</p> <p>KWS has made an intentional choice of focusing on children with mental and multiple disabilities, hence functions primarily as a special centre with no bar on severity of disability. This results in low student teacher ratio and high running cost of the projects. The Grant-in-Aid received from Ministry of Social Justice and empowerment is only partial and comes as reimbursement of expenses incurred during the financial year.</p> <p>Human Resources are the Backbone of any organization and for a long term development of any organization investment in Human Resources is as crucial. ‘Cared for’ employees make loyal ones too. KWS concurs with the philosophy.</p> <p>Khushboo over the gone years had not been paying their professionals at par with the market rate which resulted in difficulty in not only retaining our old professionals but attracting new quality talent too. This got compounded with the present inflation and to make amends, this</p>

		<p>year we decided to take the challenge and revised the salaries of our staff.</p> <p>In the given scenario, there is likely to be an increased pressure on our treasury to meet this recurrent outflow of finances. Hence, in order to move towards long term sustenance we are targeting to:</p> <ul style="list-style-type: none">• Create a corpus fund of INR 20 Millions.• Consolidate our fund raising initiatives towards the same for next 3 years.• Seek 100% grants for running the projects of Khushboo Welfare Society and/or seeking grants for even matching up the running projects
--	--	--