

KHUSHIBOO WELFARE SOCIETY

ANNUAL REVIEW (APR 2011 TO MAR 2012)

Annual review

- ❖ KWS Activities
- ❖ Advocacy and lobbying
- ❖ AHEAD
- ❖ Asha-Austin and KWS
- ❖ Questions

KWS Activities (Apr 2011 - Mar 2012)

- ❖ New academic session began in April 2011
- ❖ Medical intervention camp with Dr. Sanjay Sarup (Sr. Pediatric Orthopedic Surgeon) and Dr. Nitin Maheshwari (Pediatric Neurologist) of Medanta - the Medicity Hospital (April 2011)
- ❖ Health check up camp in Khushboo organized by AMEX with the Max India Foundation (April 2011)
- ❖ Very Special Art India Delhi's Carrom Board competition for children with disabilities (April 2011) - 4 KWS children participated
- ❖ 6-day National Badminton Camp organized in Agra by Special Olympic Bharat (April 2011) - 5 KWS children with 2 escort teachers

KWS Activities (Apr 2011-Mar 2012)

- ❖ Inauguration of Uninor-KWS volunteering program (May 2011) where 450 employees would participate in the program in groups by turns, over the current academic year, on twice a week basis
- ❖ CBR initiative in the villages of Garauli Kalan and Khurd for detailed case studies and counseling services at their door-steps (May 2011)
- ❖ CBR survey by their team of special educators, door-to-door during the summer vacations (June 2011) in the villages of Wazirpur and Garhi-Harsaru, Gurgaon District
- ❖ Center re-opens on July 4th after the summer vacations

KWS Activities (Apr 2011-Mar 2012)

- ❖ Annual General Body Meeting (July 2011)
- ❖ Independence Day Celebrations (August 2011)
- ❖ Raksha Bandhan Celebrations and stalls in various corporates in Gurgaon (August 2011)
- ❖ New facility of pre-school added to KWS for the special children of age group between 3-6. Inauguration. (Sept 2011)
- ❖ Awareness on the disability issue and for sensitization the corporate, Hi-Tech Robotic, Gurgaon organized a cultural program in their premises, dance show by KWS children (September 2011)

KWS Activities (Apr 2011-Mar 2012)

- * Training workshop for teachers on Teacher's day on Motivational skills and team building (September 2011)
- * House staff training on the role of Occupational Therapist and Psychologist for children with disability (September 2011)
- * Staff meeting to streamline vocational group activities (September 2011)
- * Continued focus of CBR initiative in the villages of Garauli Kalan and Khurd (September 2011)
- * KWS has started dance classes as a new activity for the potential children. A dance instructor from Shiamak Foundation comes to train the children twice a week (September 2011)

KWS Activities (Apr 2011-Mar 2012)

- ❖ Group dance competition at Very Special Arts of India, Delhi; and KWS won the first place (September 2011)
- ❖ Dassehra celebrations (October 2011)
- ❖ An official inspection was conducted by the Investigator from District Social Welfare Office, Gurgaon (November 2011)
- ❖ Diwali celebrations (November 2011)
- ❖ Children's day celebrations (November 2011)
- ❖ Site visit by Mohit Sood from Asha-Austin (November 2011)

KWS Activities (Apr 2011-Mar 2012)

- ❖ KWS establishes a landmark collaboration with Department of Audiology and Speech-Language Pathology of the Amity Medical School of Amity University, Gurgaon for providing support for children with such deficits (December 2011)
- ❖ Peaceful awareness rally on 3rd December 2011, International Day for Disabilities (December 2011)
- ❖ Christmas Celebrations (December 2011)
- ❖ Dr. Padmaja Sarathy, an early childhood and special education expert, author of several books, consultant to State Department of Education, United States, presented a greatly informative exposition for teachers and parents on training of children with autism (December 2011)

Re-arrangement of classes

- ❖ Dismantled junior stimulation group (more challenges)
- ❖ 8 to 12 years group now in two sections - 8 to 10 years group and 10-12 years group
- ❖ More inclusive (children with profound and severe disabilities being integrated with other children as per the groups)
- ❖ Nursery or pre-school added to serve as a bridge between Sparsh and Blessings (program affiliated with Blessings); 2 hours of school at 3 times a week

Medical camps

- ❖ 2008 : 1 big medical camp
- ❖ 2009-2010 : 3 medical camps
- ❖ 2010-2011 : At least 6 over the year
- ❖ 2011-2012 : At least 4 over the year, so far
- ❖ All at the center
- ❖ First time, both neurologist and orthopedic surgeons were present and in consultation with each other, they did check-up of the students (a practice that is not normally practiced in hospitals too)

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Advocacy and lobbying (2009-10)

- ❖ 3rd December 2009, representation at the disability committee in the district administration
- ❖ Benefits given by the State Government doesn't reach the beneficiaries
- ❖ Disability certificate - a must for the special needs children (KWS has obtained this certificate for 55% of the children)
- ❖ Disability certificate helps children to avail scholarships, enrollment in schools, insurance, health-care benefits, travel
- ❖ Government legislations are not being implemented (failure to see the intricacies involved by the legislators)

Advocacy and lobbying (2009-10)

- ❖ Each regular school to have a special educator (not followed)
- ❖ Infrastructure of schools disabled-friendly (not followed, general access, water-point, restrooms)
- ❖ Open and accessible health facilities at Anganwadis
- ❖ One district hospital - responsible for the blocs; population is increasing and # blocs increasing
- ❖ The district hospital has an open post for the Psychologist (who's job function is to evaluate IQs of children with retardation and recommend to the CMO for the disability certificate). This post has been lying vacant for 10 years

Advocacy and lobbying (2009-10)

- ❖ Main focus this year to ensure that all the beneficiaries at KWS have the disability certificate
- ❖ Thrust over the last one year (55% now at KWS)
- ❖ Needs assessment from 2-3 people in the medical board. Seldom is the board there in complete.
- ❖ For daily age earner, just to get the disability certificate, one whole day is gone. Transportation of the children to the district hospital, meeting with the board, health check-ups and recommendation.

Advocacy and Lobbying (2010-11)

- ❖ Now, 50 out of the 70 children possess the Disability Certificate
- ❖ Due to KWS active lobbying and advocacy efforts, process more streamlined. Parents need to take their child and go to the CMO and get the certificate. System is perfectly fine now.
- ❖ Government of Haryana needs the person to have established domicile in Haryana for obtaining the Disability Certificate. The remaining 20 children without this certificate at KWS currently do not have domicile status.
- ❖ To work with Sparsh beneficiaries to get the certificate/ and or identified cases from the CBR program.

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AHEAD (2009-10)

- ❖ Rarely initiated (may change in geographical areas)
- ❖ Working in the community; assessments done in a few areas, 3 villages close to the center
- ❖ In some areas, technically not villages. But, councillor not yet elected, and the Panchayat has been dissolved. Grey area as to who takes the important decisions.
- ❖ AHEAD services across disabilities - cannot be discriminating
- ❖ Services to be rendered where people are; long term change required at community levels

AHEAD (2009-10)

- ❖ Regular schools make more inclusive
- ❖ Anganwadis make more inclusive
- ❖ Sensitization and awareness (1 maiden visit on the field reaffirmed the fact that people don't even recognize disabilities)
- ❖ For mental disabilities, families don't even consider it as a disability. Fail to come to terms with reality. Deprive the child of the right to education at the life-cycle institution (like a school)
- ❖ Commutation is not disabled friendly to schools

AHEAD (2009-10)

- ❖ Center has a limit of providing services
- ❖ Cannot put in more children, sections reached ceiling
- ❖ Focusing on health/ early intervention
- ❖ Providing direct services to people at homes/ therapy
- ❖ Initiation - may use present staff; definitely, 1 social worker and therapist to be hired in the next 2-3 months
- ❖ Sustain set of volunteers/ community workers, bring in unemployed youth

AHEAD (2009-10)

- ❖ Visual impaired - do not have access to schools of visually impaired in Gurgaon
- ❖ Benefit a lot from regular schools - bridging gaps. Help in mobility training/ provide audio cassettes of chapters
- ❖ Speech and hearing impaired - though there is a school in Gurgaon, provide services in the community for hearing aids, reaching out
- ❖ Help in streamlining of the children into proper schools, supporting the families, and help the children avail concessions and benefits given by the government

AHEAD (2010-11)

- ❖ Summer of 2010 - survey to four villages (not very far from the center)
- ❖ Pilot study
- ❖ Located 35 children with from this program
- ❖ Identified 19 cases with mental disability
- ❖ Rest 16 cases, affiliated with polio/ hearing/ visually impaired; for cases not directly in KWS's domain, refer to specific special care institutions, provide wheelchairs etc

AHEAD (2010-11)

- ❖ One physiotherapist, one special educator
- ❖ Once a week, render services at local Anganwadi premises
- ❖ Empowering the community, training and orientation to local unemployed youths in the villages
- ❖ People of the villages are very happy; more word and awareness being spread
- ❖ People coming forward now to KWS
- ❖ From their point of view, program is being very successful

AHEAD (2011-12)

- ❖ In May 2011, the team of one physiotherapist and special educator, teamed together to continue to take their CBR initiative to villages of Garauli Kalan and Khurd for detailed case studies and counseling services at their door steps
- ❖ 4 visits to the villages, 3 home visits and 8 therapeutic and counseling sessions
- ❖ Orientation program on CBR program was conducted at KWS for special educators to carry out door to door survey in villages to identify those who could be covered under the CBR
- ❖ Initiated by meeting the village head, anganwadi workers and teachers of the government school of two more villages

AHEAD (2011-12)

- ❖ KWS team of special educators carried out door-to-door survey in their summer vacations in June to identify the children and others in the two villages of Wazirpur and Garhi-Harsaru in Gurgaon district
- ❖ 12 cases were short listed for CBR coverage
- ❖ CBR team continued for their initiative for the Jul-Sept quarter, and carried out 19 visits to the villages, 5 home visits, and 19 therapeutic and counseling sessions

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Beneficiaries

❖ SPARSH	:	103
❖ Registrations > 6 years (HBT)	:	26
❖ Registrations < 6 years (HBT)	:	60
❖ Direct therapy of regular beneficiaries	:	17
❖ BLESSINGS (incl SAMVEDAN)	:	52
❖ SAMARTH	:	12

Beneficiaries

[http://www.ashanet.org/projects-new/documents/972/
KWS_ImpactStories.pdf](http://www.ashanet.org/projects-new/documents/972/KWS_ImpactStories.pdf)

- ❖ 12 children left since April 2011
- ❖ Most children who left, were because of relocation, or parents give up, normal attrition rate, that they have been seeing over the years
- ❖ Van/ Bus space has not been a constraint
- ❖ Vans (8 seaters) - Capacity for adults; 11 children fit in well. Same for buses.If needed, they have a spare bus and driver, ready to be pressed into service. All vans/ buses have a driver and a caretaker in the vehicle to take care of the children

Staff

	2009	2010	2011	Present
Administration	4	4	4	3
Consultants	0	0	0	2
Senior Special Educator	0	1	1	0
Special Educators	6	6	6	8
Assistant Teachers	3	5	5	4
Therapists	2	2	2	2
Assistants/ Interns	3	3	5	4
Helpers	4	4	4	4
Care-takers/ Housekeepers	2	2	2	2
Drivers	3	3	3	4
Volunteers	7	7	7	7
Dance teacher	0	1	1	1
Gardener	1	1	1	1

Staff

- ❖ 6 special educators of the Blessings School of KWS are supported by Asha-Austin
- ❖ Right now, wages on par with Minimum Market Requirements
- ❖ Hiring more matriculates (8th / 10th / 12th graduates / drop-outs), mostly girls, who are passionate about working with special-needs children, to take care of the increasing students
- ❖ These girls from very low income groups, who have stopped their education because their family wants them to get them married / are married and have time at hand

Work an Hour 2011

<http://www.ashanet.org/workanhour/2011/projects/khusbhoo.html>

[http://www.ashanet.org/projects-new/documents/972/
KWS_WAH2011_Proposal.pdf](http://www.ashanet.org/projects-new/documents/972/KWS_WAH2011_Proposal.pdf)

- ❖ Nominated project from Asha-Austin chapter
- ❖ Expected funds from Work an Hour = 13k USD
- ❖ Fundraising by KWS for Asha's Work an Hour = 10k USD
- ❖ From Work an Hour general funds raised, KWS share = 3k USD
- ❖ Varied donations by KWS well-wishers all across the world. Wouldn't have been possible with the initiatives taken by KWS, most board members were of immense help during the process

Site visit

[http://www.ashanet.org/austin/minutes_html/docs/
Khushboo Site Visit Nov 2011.pdf](http://www.ashanet.org/austin/minutes_html/docs/Khushboo_Site_Visit_Nov_2011.pdf)

- ❖ Mohit Sood, an Asha-Austin volunteer visited KWS for a record 4th time
- ❖ Regular visits to the center, once every year, since Asha-Austin took up the project in 2008
- ❖ Site visit report
- ❖ This time, was an unannounced visit on November 1, 2011, with the school being in normal operation

Pending Disbursements

- ❖ April 2011 - Oct 2011 : 4053 \$
- ❖ Nov 2011 - Oct 2012 : 11000 \$
- ❖ Nov 2012 - Dec 2012 : 2000 \$
- ❖ 3128\$ is project specific donations for KWS for the period from April 2011 to Oct 2011
- ❖ 13000\$ is project specific funds for KWS from Work an Hour 2011

Financial Budget

April 2011 to October 2011

[http://www.ashanet.org/projects-new/documents/972/
KWS Budget Apr Sept2011.pdf](http://www.ashanet.org/projects-new/documents/972/KWS_Budget_Apr_Sept2011.pdf)

November 2011 to October 2012

[http://www.ashanet.org/projects-new/documents/972/
KWS Budget WAH 2011.pdf](http://www.ashanet.org/projects-new/documents/972/KWS_Budget_WAH_2011.pdf)

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Vision of the project

- ❖ How long has the project been supported by Asha-Austin?

Asha-Austin has supported KWS since October 2008

- ❖ How much has the support been all these years?

Asha-Austin is the biggest “reliable” donor till now, since 2008. It contributes to about 15% of total operating expenses, 27% of total salaries, and 78% of the Blessings School remuneration expenses. None of their donors support recurring expenses of teacher salaries, and with Asha-Austin’s support, they have been able to retain their special educators of the School. In a special education school, the teacher-student relationship and bond is over many years, and it is best in the interests of everyone, the children, the teachers, and the school to retain its teachers, which is an extremely hard resource to get. Also, this sustained funding has helped them also grow wings, by taking up the CBR initiative. CBR program has progressed into 4 villages with at least 50 children identified for rehabilitation.

With Asha-Austin’s entry, there has been a period of sustained growth. More medical camps for early intervention and diagnosis. Collaborations and MoUs with universities to help the children of KWS. Sustained drive of getting the disability certificate for its wards.

Vision of the project

❖ How much has the support been all these years? (Contd.)

On a qualitative scale, Asha-Austin's funding meant not having to worry about a significant portion of expenses towards remuneration of special educators for the Blessings school. Most of their funding is best described as ad hoc and more of one-time infrastructure related grants/ tied for specialized programs like Sparsh or Samarth. Having been involved with this NGO since 2008, Asha Austin can clearly see the impact it has made to KWS. Special educators being paid on market level minimums with benefits including provident fund and insurance, training of staff and personnel both at the center and tie-ups with other specialized centers of learning, more medical camps, parents-teacher interactions, etc. In short, KWS has clearly communicated that without Asha-Austin's huge help, they would have been so very much bothered about their day to day expenses and fundraising than making their whole program and school better.

2008-09 : 5000 \$

2009-10 : 12520 \$

2010-11 : 13865 \$

2011-12 : 5818 \$

2012-13 : 13000 \$ (WAH 2011)

TOTAL : 50203 \$

KWS helped Asha fundraising in Work an Hour 2011 and its well-wishers contributed close to 10k. Above amounts include project specific donations for KWS from 2008-2012.

KWS merchandise of vocational training products helped build awareness amongst volunteers and sale of which went towards admin expenses of the chapter.

Vision of the project

- ❖ Vision and overall aim of the project (then and now)

Way back in 2008, Asha Austin supported KWS towards remuneration of staff, with no special line items. This was to support the organization towards using the funding for supporting staff on roll, be it a gardener, special educator or a housekeeper at the premises. We felt that this would greatly help them as most funding agencies earmark the funds for a very specific line item and not salaries of staff, which is their biggest recurring expense.

Since then, from 2010-11 onwards, we have supported the salaries of six special educators of the Blessings School program. In 2010-11, we supported 78% of the Blessings School recurring costs.

With Asha for Education's entry, KWS has been able to focus on sustaining and growth for the organization. So many new initiatives in place, with CBR being a major new thrust area. A pre-school started to provide a bridge program from Sparsh (their early intervention program for children aged 0-6) to Blessings (their school) for a smoother transition. More tie-ups with the hospitals in the city for frequency medical check ups and rehabilitation. We have also helped them work on building their corpus funds, which is a major sustainability drive from their side, by providing a relatively stable source of significant funding for the past 3 years. Their energies are more directed towards sustainability and growth than existential issues, which is very critical for this organization, that has been involved in this field of special education, since 1996.

Financials

- ❖ What % does Asha-Austin contribute to, every year?

Asha-Austin contributes 15% of their overall operating expense, 27% of annual recurring remuneration expenses, 78% of teacher salaries of special educators associated with the Blessings School. We are their biggest donor, and in fact, the only one who supports salaries of teachers.

- ❖ Other sources of funding for KWS

Next few slides. Not stable. Their Government's Grant-in-Aid is a weaning 10 year program, and their 10th year was 2010-11. Mostly, comes in the form of reimbursements.

- ❖ How do you intend raising funds for the project?

During Work an Hour campaign, KWS received donations from 25 first-time donors for Asha for Education, world-wide, to the amount of 10k USD. Proposal to start a SAC program for KWS, post WAH funds disbursement. Salaries of six special educators for approx. fifty children comes to about 300\$ a year, at 25\$ a month.

- ❖ Collaborations with other chapters/ organizations

None, till now.

Grants (2010-2011)

	2009-10	2010-11	
Total Operating Expenses	31.15	40.27	
Asha for Education, Austin	5.84	6.28	
Government of India (Grant-in-aid)	-	5.37	Reimbursement, End of 10 years
Concern India Foundation	2.57	3.68	Sparsh
BASAID, Switzerland	3.53	-	Samarth (for Haiti)
Child Vikas	2.41	2.27	
Give India	1.50	2.32	
Guru Ma's organization	2.00	-	
Didi-ki-Chai	0.75	1.02	
Charity AID	0.71	1.32	
National Trust	0.83	1.28	
Flour Daniel	-	1.00	

Endowments (2010-2011)

	2008-09	2009-10	2010-11	TARGET
Fundraising towards corpus funds	15.08	19.01	10.04	
Current reserve	15.08	34.09	44.13	300.00

- ❖ Family endowments, annual fundraising through the Delhi half marathon contribute towards corpus funds every year
- ❖ Initiative first started in 2008 to address donors willing to give one-time donations

Towards sustainability

- ❖ Does the NGO have a corpus funds initiative?

KWS started its corpus funds initiative in 2008 to help itself stabilize and minimize the effect of ad hoc funding from its sources. Prior to then, there had been a few tough years, where they had to shelve certain development programs (like extending the ramp from 1st floor to 2nd floor for the convenience of students) and also operate at minimum market levels, when staff retention turned out to be an issue.

Also, their well-wishers and donor base (mostly friends and family of the founders, of the KWS children, etc.) were interested in setting up endowments where the interest income could be used for recurring operational expenses every year.

Their target amount is 3 crores towards complete sustainability, and their current corpus fund reserve stands at 44 lacs. Asha for Education, Austin has greatly helped them indirectly develop their corpus funds, by providing them a stable source of funding to cover teacher salaries since 2008. As a result of which, they have the energy to focus on this drive as well.

- ❖ Are they trying for grants from other places?

No success yet. We can definitely help them try for grants from other organizations as well.

Weaning programs?

❖ Exit strategy

KWS is aware of the current funding situation at Asha-Austin. For the period from November 2011-Oct 2012, funds raised from Work an Hour 2011, would greatly help support the salaries of six special educators of the Blessings School.

Moving forward, Asha-Austin can focus on helping KWS seek grants from other organizations by coordinating with them and also implement a Support-a-child model at Asha-Austin with its current donors.

If possible, we should try to continue our support for at least 2 more years, help them achieve stability and preferably having a weaning model, where we place a limit/cap on the amount Asha-Austin would ear mark for KWS, other than the SAC funds raised.