

Khushboo Welfare Society

For Persons with Mental and Multiple Disabilities



ANNUAL REPORT 2008-09



Our Vision

To empower persons with disability for equal participation in society.

Our Mission

To provide professional care, rehabilitation and integration services for persons with disabilities whilst sensitizing the society.

SUCCESS STORY OF THE YEAR

Deepanshu Ratra is a child with Multiple Disabilities. When he was brought-in at the age of, he couldn't walk properly, nor could he speak a single word. With his motor dysfunctions he was unable to hold even a pencil in his hand to write. He was taken-in Special Education program, 'Blessings', and was also placed in a program for extensive therapeutic interventions for speech and physio-therapies. Dipanshu's mother was provided guidance and counseling for the family to cope with his disabilities, and to encourage her active participation in the child's development program.

Not only his family is quite poor, his father squanders away most of what little they scrape together, to his addiction to drinking. Aiming to help the boy to develop his abilities, Khushboo extended its helping hand by waiving-off all the fees and charges for all therapeutic services given to him; even provided free commuting by school-bus to Khushboo Centre.

The Speech Therapy has helped in development of his ability to express his needs verbally, well enough. With improvements in muscular strength and motor-ability through Physiotherapy, he can now balance his body on his legs. He has become an ardent cricketer and enjoys other field sports too, earning laurels in State Level 'Special' Olympics.

He can now hold pencil in his hand to write and to draw beautiful pictures. Due to his overall Academic and physical development, he is now a confident and cheerful boy, much to the relief for his family too.



(Vijay → Can we select some other picture in which his face is identifiably visible? And also one more picture showing him at play, if possible)

ABOUT US

Khushboo Welfare Society was brought into being in 1995 in Gurgaon, as a non-profit voluntary organization, by a group of people with concern and a few parents of children with special needs, who needed professional help and care locally. The start-up was in a corner of a small rented building, with 10 children and three dedicated volunteers to look after them.

Progressing step-by-step since then, Khushboo moved into a wholesome disable-friendly and spacious building of its own in 2004. Today it has grown into a holistic Centre for Mental and Multiple Disabilities and has achieved a landmarked existence in this region. The Centre is supported by more than 25 professionals, who provide wide range of services for all those with mental and multiple disabilities. The stimulating environment as available facilitates all round development for every individual to his potential.

Children with mental and multiple disabilities, particularly those with severe challenges, are often discriminated against in our society, and made to feel unwanted, because unlike other physically challenged people, they may never achieve total independence. The objective at Khushboo is to provide help and support to the parents, by training their children to become as much independent for daily activities as possible, learn good social behavior, and if possible, to train them for some productive vocational engagements in life.

The complexity of the task may appear odd to a layman - but not when he understands that a person with mental challenges is like 'a child trapped in an adult's body', who needs to be trained even for simple and basic day-to-day activities like toileting, feeding, tying shoelaces, appropriate social behavior etc., and the issues of adolescence, which any normal child learns '*naturally*' as he grows.

Our biggest challenge is in that the 'success rate' of our efforts, for the organization or for the child, cannot be evaluated on a measurable scale. How does one quantitatively evaluate the success of a child who takes 6 months to learn to raise his hand at a roll call, while another may learn it quickly in 2 months? For our children every such small achievement, irrespective of the period taken to learn it, is no less than winning a gold medal at an IIT or IIM!

Aims of Khushboo's Programs

To provide holistic professional services for people with Disabilities:

- Early detection of Disabilities intervention
- Special Education
- Vocational Training
- Promotion of Employment
- Social Integration
- Rehabilitation and Social Security
- Promoting Awareness and Sensitization of the Society for Disability
- Advocacy of equal opportunities and their rightful place in the Society

OUR PROGRAMMES

Sparsh

It is an early detection and intervention program for mental disabilities in infants and children up to 6 years. It provides:

- Detailed assessments, referrals, home training programs, and Counseling and guidance to the parents according to special needs of individuals.
- Interventional therapeutics, such as: Speech therapy, Physiotherapy, Occupational therapy and Multi-Sensory Development therapy.
- Consultations for medical, psychological and special education.

['Concern India Foundation'](#) and ['Child Vikaas International'](#) continued their funding support for this program in this year.

Of the 48 new cases enrolled during the year; 22 were admitted into our Special Education stream Blessings, and the rest availed the interventional services through periodic visits to our Center.

Blessings & Samvedan

'Blessings' is a comprehensive education program for children of 6-15 years, with Special needs. Individualized Training Programs, determined by continual learning assessments and reviews, shape the basis of individualized instructions for each child.

Samvedan is its unique component, for the severely challenged children with typical very special needs. Multisensory techniques are used to provide training in activities of daily living.

Various kinds of creative activities are used to explore and enjoy the process of learning. Also, the required therapeutic interventions are provided as per each child's assessed needs and Development Plans. Parallel education curriculum and special coaching are also offered for those who achieve the requisite competency.

49 children were on rolls during the year in this Program. The Ministry of Social Welfare & Empowerment of the Government of India continued to support this Program.

Samarth

It is a Vocational Training program for those above 15 years in age, with the aim to make them as productive and self-reliant as possible.

The trainees are initially exposed to pre-vocational skills, in which their aptitudes for training in particular areas of Vocational training are identified, and are then assigned for training in one or more of available areas, as Catering, Tailoring, Handicrafts, Packaging of cereals, production of Wax candles with the help for candle making machines, and Gardening etc.

14 Trainees were on rolls in the year 2008-09.

The Swiss funding organization BASAID continued to provide financial support for this Program.

Milestones of Activities in the Year

- Technical Audit of our operations and programs was got conducted from the senior professionals from 'Astha', New Delhi. This helped us to identify our operational deficiencies, and content of various programs for taking corrective measures.
- Khushboo joined hands with 'Avakyam', an innovative project of the 'Society for Child Development', for converting dried flower petals collected from temples into natural Holi colours. We sold the 'Gulal' processed by 'Avakyam' from dried flower petals, as a unique Vocational product.
- New areas opened for Vocational training in the year are:
 - Spiral Binding for making of small note pads using obsolete stocks of Greeting Cards.
 - Making of paper bags from old newspapers to replace use of plastic bags, as an environment protection initiative.
- 39 children were helped to enroll under 'Niramaya', a Health Insurance Scheme for persons with Disabilities, initiated by The National Trust for the Welfare of persons with Autism, Cerebral Palsy, Mental retardation and Multiple Disabilities.
- 13th founders Day was celebrated in December 2008.
- A medical camp was organized at Khushboo Center to assess children for their functional mobility for need of orthopedic surgery.
- 6 children participated in the Dance competition organized by the 'Very Special Arts' (VSA) Delhi and won second prize. Children also participated in the 'Rangoli' and 'Flower Arrangement' competitions organized by VSA, and 3 children won the first and second prize respectively.
- The staff was trained in chocolate making by representatives of DRDA, Gurgaon.
- The children celebrated major festivals with due devotion and fan fare.
- 'Go-Green Project' - Our lush lawns, colourful flower beds and potted plants provide a source of great joy and pleasure to our children and the visitors. Gardening continued to remain a very enjoyable activity for the children, which is also helpful in overcoming some of their special problems.



Parent-Teacher Meetings

Parent-Teacher meetings were held in May 08 to monitor and plan the children's progress and to share other related issues with the parents.

Visit to Hospitals

Khushboo's Teams visited a number of hospitals in Gurgaon in order to sensitize the medical fraternity and to keep them informed of our activities and programs, to stimulate referrals from them. This also facilitates us to seek help from the doctors for the children of Khushboo

Donors

The Khushboo Welfare Society depends mainly on donations for meeting its expenditure. Charges from the beneficiaries cover only about 20% of our expenditure. Although a large number of individuals, organizations and corporates supported us, Concern India Foundation, Child Vikaas International International USA, Basaid Switzerland, and Asha-Austin have been the most generous in supporting and donating to us.

Listing with CAF India & Give India

Khushboo Welfare Society is now enlisted with the following Organisations as an approved Charity for facilitating Donations from Donors Worldwide:

Charities Aid Foundation India (CAF India)	www.cafindia.org
Give India Foundation	www.giveindia.org

These organizations provide philanthropic services and solutions to companies, individuals and employees to donate to charitable causes of their choice in an efficient and tax-effective manner. Building resources and the capacity of the not-for-profit sector in India is also core to their work.

Other sources of Income

- **Greeting cards** – produced from paintings by Khushboo's children.
- **Products from Samarth Vocational program** - sold through stalls set-up at various corporate locations in Gurgaon, Delhi, Bangalore, and Pune.
- **Donation boxes** - kept at various outlets pooled small individual donations.
- **Sponsor a Child' Scheme** - most of the past sponsorships renewed, and new ones came in from individuals and groups of corporate employees.

Salient Information on remuneration of personnel employed, for the year 2008-09

1. Highest paid employees

Name	Position	Gross Remuneration Rs./month
Mrs. Geeta Chaturvedi	Director (Resource Development)	26,940
Mr. Vijay Pal	Deputy Director (Programs)	14,953
Mrs. Anuradha Dixit	Special Educator	10,671

2. Distribution of employees according to remuneration levels

Gross remuneration plus benefits (Rs. Per month)	Male	Female	Total
<5,000	4	6	10
5,000-10,000	2	6	8
10,000-25,000	2	1	3
>25,000	-	1	1

No. Of Executive Committee (Governing Board) members receiving remuneration	None
Expenditure incurred on Foreign Travel	Nil
No. Of the Executive Committee members related to each other	None

Acknowledgements

We are grateful to all the prime funding agencies for their continued faith and support in our mission, the Corporate Houses and their employees for bringing us in the ambit of their Social initiatives, the individual donors, the volunteers, Khushboo's staff, the parents of our pupils, and our children themselves, who all have lent their hands and their resources of all kinds to put Khushboo on a sound foundation and on the path of continuous progress.

EXECUTIVE COMMITTEE

Chairperson	Sonali Savakoor
President	M. S. Krishnan
Vice President	Ashok C. Gupta
General Secretary	Narendra Gera
Joint Secretary	S. D. Gupta
Treasurer	Pankaj Jain
Executive Member	Usha Malik
Executive Member	Renu Maheshwari
Executive Member	Hema Goyal

REGISTRATIONS

Registration Authority	Registration No.	Purpose
Registrar of Societies (Haryana), Under Societies Registration Voluntary Act 1860	2180	Constitution of the Society as legally incorporated Organization.
Haryana Government, under Persons with Disabilities (<i>Equal Opportunities, Protection of Rights and full Participation</i>) Act, 1995	0023	An accredited organization providing services for Persons with Disabilities
Commissioner of Income Tax, Rohtak	227(70-K)/95-96	Registration under Section 12(A)a of Income Tax Act as a Trust or Institution for Charitable Purpose.
Commissioner of Income Tax, Faridabad	CIT/FBD/Tech/80G Exemption/02-03/3/1009-1021 dated 18 th May 2007	Eligibility of Tax rebate on donations under section 80 G of Income Tax Act
Ministry of Home Affairs, donations Government of India, under Foreign Contribution Regulation Act 1976 (FCRA)	172270013	Eligibility of receive donations/ contributions in Foreign Currency.
The National Trust (For Welfare of Persons with Autism, Cerebral Palsy, Mental Retardation and Multiple Disabilities) Act 1999	0703	To provide guidance for legal rights to people with disabilities.

KHUSHBOO WELFARE SOCIETY

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