

KHUSHBOO WELFARE SOCIETY

(Center for Persons with Disabilities)



ANNUAL REPORT 2009-10



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



Inline with the purpose of the Vocational training Programme 'To identify, train and develop persons with disabilities in suitable trades for financial self reliance in order to facilitate their inclusion in the mainstream workforce as contributing members of the civil society'. Khushboo Welfare Society decided to put Siddharth and Paritosh in a useful and productive engagement

An interesting opportunity came our way thru a meeting that was arranged with the staff of **Access Ability and Saburi through a Project Jump Start** in the month of October 2008 for brainstorming long term vocational engagements. We were offered to set up the sale Kiosk at HCL (Hindustan Computer Limited). This outlet was being given by HCL as part of their Corporate Social Responsibility for persons with disabilities free of cost. The furniture was sponsored by ITC Welcome Group and we were also given names of the distributors who could supply the stock for sale

Both the trainees had neither been trained nor had confidence in Real situation of a Kiosk so far, that required money transactions, taking stock, ordering for the stock, handling customers and Many others

The bigger challenge was the time duration for opening the Kiosk and commuting for the same

KWS coordinated with the management of HCL and made arrangements for one of the trainee to commute in staff vehicles and discussed with the parents of the other to reach the office site through their means

KWS had to contract another adult who could man the Kiosk and handle money, stock taking and handling the distributor as well. The arrangement was going fine in the beginning with the realization that it was an investment for long term training of the trainees.

Unfortunately the arrangement boomeranged owing to in appropriation of funds and lack of ownership. KWS hence decided to make an exit from the arrangement. Enough need had been created with in the parents as they saw their wards in a productive setting for 8-9 hours a day. Parents realized the abilities of their wards only when they saw hope of success in their managing independently. Today both of them have been independently managing the kiosk for 8 months now. Their parents take turns in placing the order for the stock. They take turns in taking the cash purse home to assess the sale. Their negotiation skills with the employees of HCL have improved as and when there is a need for negotiating for Transport facility. Accountability towards each other when they have to take leave has improved

Their present ability as well as self respect while talking about their engagement has also finally 'Jump Started'



About Us

Khushboo Welfare Society was established in 1995, as a non-profit organization, by a group of dedicated people and a few parents of children with disabilities for helping persons with mental and multiple disabilities in Gurgaon

A center for looking after the needs of persons with mental and multiple disabilities was started in a small rented corner of a building, with 10 children and three volunteers. We have progressed considerably since then and have moved into a wholesome disabled-friendly and spacious building of our own in 2004. Today we have grown into a holistic Centre for persons with Mental and Multiple Disabilities and have achieved a distinctive position in this region. The Centre is supported by more than 25 professionals and provides wide range of services for all those with mental and multiple disabilities. Overall it provides a stimulating environment for facilitating all round development for every individual.

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/she 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/she 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!

Our Aims

To provide holistic professional services for people with Disabilities:

- Early detection of Disabilities and appropriate intervention
- Special Education
- Vocational Training
- Promotion of Employment
- Social Integration
- Rehabilitation and access to 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, Counseling and guidance to the parents according to special needs of individuals.
- Therapeutic interventions, such as: Speech therapy, Physical therapy, Occupational therapy and Multi-Sensory Integration 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.

A total of 90 enquiries were entertained during the financial year 2009-10. 33 (27 new registrations in 2009-2010 + 6 from 2008-2009) CIF Extended Reach: 60 (above 6 years of age) thru Home management.



A case study

Ishita Patekar was 11 months old when she was brought by her parents to us on 30th March, 2009 with following issues:

- Global developmental delays
- She had poor balance
- She could sit with support
- Had Neck control
- Could swallow and suck
- Had begun on solid food

Intervention : A detailed case history was taken which followed a medical checkup in which she was diagnosed with Cerebral Palsy-left hemiplegic. After her assessments by the multidisciplinary team an intervention plan was drafted discussed and explained to her parents that required their cooperation and active involvement

- **Active and Intensive physiotherapy**
 - o Facilitated milestones
 - o Active assisted exercises
 - o Strengthening exercises
 - o Gait training
 - o Helped in generating equilibrium reactions
 - o Functional postures like kneeling, squat sitting, cross legged sitting, high sitting
- **Sensory integration at KWS**
 - o Stimulation for alertness and
 - o Improving on reflexes
 - o Vestibular stimulation

Results : With the collective efforts of the multidisciplinary team and her parents she kept on improving and learnt

- To sit on her own.
- To crawl
- To stand on her own
- and finally started walking just before her second Birthday i.e. before 8th April 2010
- however she still needs some physical therapy for her left hand but her parents have been suggested to take her to normal play school and continue with us once in a week or a fortnight basis
- They agreed to the suggestion and hence Ishita will soon be going to a playgroup to learn and explore

Way Ahead : Our Multidisciplinary team aims to work in coordination with her school teachers to ensure her all round development and learning.

Synchronous effort of our multidisciplinary team bore results when 1 of our children was admitted to a Regular school. 1 of them has started walking independently and 5 other children are on way to independent ambulation with the help of walking aid.

Blessings & Samvedan

'Blessings' is a comprehensive education program for children of 6-16 years, with Special needs. Individualized Training Programs, determined by continuous learning assessments and reviews, shape the basis of individualized instructions for each child.

Samvedan is its unique programme for the severely challenged children with typical special needs. Multisensory techniques are used to integrate the senses and the prime focus is to provide training in activities of daily living.

Various kinds of creative activities are used to explore and enjoy the process of learning. The required therapeutic interventions are also 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 the Programme

Blessings is partly supported by Ministry of Social Justice and Empowerment, Government of India

Samarth

It is a Vocational Training program for those above 16 years in age, with the aim to make them as productive and self-reliant as possible.

The trainees are initially exposed to various vocational skills, and their aptitudes for training in particular areas of different Vocations available at the centre are identified, and are then assigned for training in one or more of available areas, such as Catering, Tailoring, Block printing, Packaging of pulses, production of Wax candles with the help by operating candle making machines, and Gardening etc.

14 Trainees were on rolls in the year 2009-10.

Milestones of Activities in the Year

- Three children participated in Badminton competition held at DAV Public School, Sector 10 A, Gurgaon, for children with Mental Retardation on 10th of Aug 09. Five children participated in Special Olympics state level athlete competition held at Karnal
- KWS participated in Inter School Rangoli & Flower Arrangement Contest organized by Very Special Art India, Delhi and won prizes
- Khushboo Staff attended a Computer training "Train the Trainer" Class with GENPACT. The training was mainly on Computer Basics, MS Word, Excel and power point
- Parents Meeting was organized on 25th April to facilitate learning opportunities for parents. PARIVAAR - NFPA was formed in the year 1995. It is a Federation of over 150 Parents Associations and NGOs in 27 States of India working for people with Mental Retardation, Autism, Cerebral Palsy and Multiple Disabilities. Parivaar is a grass - root level organization with 70 urban, 42 semi-urban and 38 rural parents associations. Mr. Anil Joshi shared his perspective as a parent and their positive role in the training of children.
- Yoga training was conducted by Art of living group and has continued for the entire year for the trainees at the centre
- A collaborative effort of National Trust, VSO and Khushboo Welfare Society for maximizing the involvement of the civil society through volunteer support for providing relief and care for persons with disabilities. This effort is also targeted to promote corporate volunteering too.
- Khushboo Welfare Society completed its renewal with 'Give India Foundation', as approved Charity for facilitating donations from donors worldwide
- Anandmurti Gurumaa from Gannaur Ashram, Sonapat visited KHUSHBOO and Blessed all the children & people associated with KHUSHBOO. The video can be found at - http://www.youtube.com/watch?v=0eUoY_-vX58
- They have begun supporting the 'Blessings' programme on yearly basis
- Half day Training was conducted for Class II & III officers of Haryana Government at Haryana Institute of Public Administration on 20th August '09 by Geeta Chaturvedi on Mainstreaming children with disabilities: Strategies and Approaches
- Airtel Delhi Half Marathon '09 (ADHM) took place on 1st Nov, 09. Punjab National Bank and Fluor Daniel supported Khushboo and fielded their 2 Corporate Challenge Teams during the same
- A Peaceful rally in front of the DC office, Gurgaon was taken out on the International Day of Persons with disabilities to press upon the rights and issues concerning them. The rally was covered by Indian Express, Aaj Samaj, Amar Ujjala and Dainik Bhaskar
- E-mails were written to various authorities including Chief Minister Haryana, requesting for creating adequate opportunities and extending transport concession to persons with mental retardation, Autism, Cerebral palsy and multiple disabilities.
- 6 staff members attended NCR Summit 2009 of Special Educators and Rehabilitation Professionals. Theme was UNCRPD and Changing role of Special Educators and service providers in Inclusive Education Scenario
- Consultation - MEASURING PROGRESS FOR CHILDREN, Citizen's Collective Country Review of India's CRC Performance
- Participated in A Round Table on Disability and Census 2011 on to discuss the roles of NGOs for awareness at local levels with regards to the importance of enumeration of Persons with Disabilities
- Khushboo Team made a Presentation to Management of GENPACT with regards to the partnership with KWS

Discussion with the CSR team of PVR nest to engage our trainees for the housekeeping training

Attended Zonal Consultation at AADI to discuss about amendments in the Old Persons with disabilities Act 1995 Vs A New Act in consonance with United Nation convention on Rights of Persons with Disabilities (UNCPRD)

4 Medical camps were conducted at the organization by orthopedic pediatric surgeon, Pediatric Ophthalmologist, and Neurologist

Parent-Teacher Meetings

Multidisciplinary interactive discussions were held with the parents of beneficiaries of the Sparsh programme for review and evaluation in Feb'10. Parent-Teacher meetings were held in March'10 to monitor and plan each child's/ trainee's progress and to share other related issues with the parents of Blessings and Samarth Programme.

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 encourage referrals from them. This also facilitates us to seek help from the doctors for the children at Khushboo

Donors

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 Vikas International USA, Basaid Switzerland, Shakti Vidya Nidhi Kosh and Asha for Education-Austin have been the most generous in supporting and funding for our different projects.

Fluor Daniel, Punjab National Bank, Didi ki Chai, and PLEGWOHNUNG EMMAUS AND WELTLADEN IN BUSSWIL were our other prime donors who contributed through Airtel Delhi Half Marathon and donation for operations of the organization in 2009-10 financial years. Our due thanks to them.

Listing with CAF India & Give India

Khushboo Welfare Society is now enlisted with the following Organizations 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.

Khushboo has renewed its listing with Give India. You can find us at <http://www.giveindia.org/m-970-khushboo-welfare-society.aspx>

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
- **Sponsor a Child Scheme** - most of the past sponsorships get renewed, and new ones came in from individuals and groups of corporate employees.

Balance Sheet (Abridged)

LIABILITIES		
	2008-09	2009-10
General Reserve	94,49,803	10349803
Corpus Fund	15,07,968	3405134
Income over Expenditure	7,45,980	802691
Current liabilities	2,00,135	212966
Secured Loans (school-buses)	6,56,017	493611
Advance Aid for FY 09-10	3,53,115	
Total	1,29,13,018	15264205

ASSETS		
	2008-09	2009-10
Fixed Assets	73,56,142	6793156
Cash & Bank Balance	6,86,141	703518
Fixed Deposits	45,91,237	7453639
Other Current Assets	2,79,498	313892
Total	1,29,13,018	15264205

RECEIPT & PAYMENT ACCOUNT (Abridged)

RECEIPT		
	2008-09	2009-10
Opening Balances		
Cash in Hand	3,856	2625
Cash in Banks	3,038,632	5274752
Receipts		
As per P&L account	4,535,025	5158138
Corpus Fund	1,584,483	1544052
Sundry Debtors	7,868	
Vehicle Loans	480,000	
Sale of Assets		150000
Expenses Payable	75,960	22079
Loan & Advance		36346
Total	9,725,824	12187992

PAYMENT		
	2008-2009	2009-10
Salaries & Remunerations	1,789,557	2325197
Schoolbus operations	305,275	291084
Admin & Fund Raising	462,211	43328
Programmes	721,536	723088
Utility Services & Maint.	160,616	289960
New Capital Assets	663,213	86762
Sundry Creditors	190,497	9248
TDS	24,353	40028
Sundry Debtors		59733
Loans & Advances	34,546	
Vehicle Loan repayment	96,642	162406
Cash & Bank Balance	5,277,378	8157158
Total	9,725,824	12187992

INCOME & EXPENDITURE ACCOUNT (Abridged)

EXPENDITURE		
	2008-2009	2009-10
Salaries, Remuneration and Expenses on Personnel	17,89,557	2325197
School bus operations	3,05,275	291084
Administrative & Fund Raising Exp.	4,64,911	43328
Programme Expenses (Games, Sports, Welfare, Events)	71,232	83026
Maint. of Assets & Other Misc. Exp.	62,083	100908
Utility Services	98,533	133319
Depreciation	5,38,862	499748
To Reserves	7,13,938	956712
Total	40,41,692	4433322

INCOME		
	2008-09	2009-10
Donations, Grants and Subscriptions	26,28,692	2928214
User Charges	7,88,005	839305
Income from vocational products sales	3,25,318	169660
Interest from Banks	2,95,927	482743
Misc. Income	3,750	13400
Total	40,41,692	4433322

Salient Information on remuneration of personnel employed, for the year 2009-10

Monthly Remuneration of three highest paid employees is Rs. 29163 per month, 17750 per month, 12979 per month

Monthly Remuneration of the lowest paid employee is Rs. 2769 per month

Distribution of employees according to remuneration levels

Gross monthly remuneration plus benefits (Rs.)	Male	Female	Total
<5,000	02	06	08
5,000-10,000	06	06	12
10,000-25,000	03	01	04
>25,000	-	1	1

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	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
Member	Usha Malik
Member	Renu Maheshwari

Registrations

Registration Authority Registrar of Societies (Haryana), Under Societies Registration Voluntary Act 1860	Registration No. 2180	Purpose Constitution of the Society as legally incorporated Organization.
Haryana State Government, under Persons with Disabilities (Equal Opportunities, Protection of Rights and full Participation) Act, 1995	0023	An accredited organization providing services for Persons with Disabilities
Commissioner of Income Tax, Rohtak	227970-K/95-96 Dated 25.8.96	Registration as a not-for-profit Charitable N.G.O. under Section 12(A)a of Income Tax Act
Commissioner of Income Tax, Faridabad	CIT/FBD/Tech/09-10/80G/ 112/35/2767 dated 22-06-2010	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 to receive Foreign Currency without prior permission.
The National Trust (For Welfare of Persons with Autism, Cerebral Palsy, Mental Retardation and Multiple Disabilities) Act 1999	0703	Appointment of legal guardians for physical, and financial security of people with disabilities enlisted under National Trust Act

KHUSHBOO WELFARE SOCIETY

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<http://www.giveindia.org/m-970-khushboo-welfare-society.aspx>

