

Q: Who is invited to the "Annual General Body Meeting"?

The persons enrolled as Members of Khushboo Welfare Society in terms of Clause of the Rules and Bylaws of the Society, are invited to the General Body Meeting. They have the voting rights on various Resolutions considered for passage in the meeting. Other persons of any special interest, assistance or expertise may also be invited, but they do not have any voting rights.

Q: How does dance help children at Khushboo? In addition to their existing music programs?

Essentially, dancing has been and is important because it is part of us as humans, we live, we love, we laugh and we dance. Dancing has manifold advantages. Dancing contributes immensely to the personal improvement of the child. Dancing boosts child's self-esteem and enhances confidence in them. Dancing requires memorization and so helps children improve their overall memory when trying to remember steps. Dancing improves listening skills in children, whether it is for the instructions or for the beats. Dancing imbibes social skills in children and teaches them how to interact with their peers in a positive and a non-competitive manner. By participating in dance events, they experience what it is to participate in pure cooperative and collaborative group endeavors. They best learn to be supportive, to truly work as a team and to compromise. Dancing, in any form is an enjoyable and a wonderful form of exercise. Dancing helps the body's circulatory system and improves cardiovascular health. Dance improves the flexibility and helps with a much better posture and improves muscle tone. The lack of physical activity and consequent obesity problem amongst children can be offset by dance. Dancing helps to relax, reducing stress and tension. We can undoubtedly say that dancing is tantamount to children's well-rounded education, personality development and overall well-being.

Q: How do institutions like Khushboo communicate their learnings or learn from other organizations? There is common knowledge sharing. Khushboo can initiate that.

The information, learning and experiences are dispersed amongst similar organizations and interest groups through interaction by participating in professional seminars, workshops or inter-organization training programs, and also by circulating information through handouts, websites or topical news publications. Khushboo does participate in such events, but also organizes on its own for others.

Q: Who is funding the CBR initiative?

At the present Khushboo's CBR initiative is an extension of our ongoing center based 'Early Identification & Intervention' program, which we call 'Sparsh'. No separate personnel have been inducted or deployed till now, and the minimal expenses on travel etc are met from within the overall budget for 'Sparsh'. Currently, this program is partly funded by an Indian organization - Concern India Foundation

Q: Impact of RTE on this organization? What's KWS take on it?

The Right to Education enjoins on us the responsibility of not to deny the opportunity for education - 'Special Education' in our scenario, irrespective of cast, creed or socio-economic status, which we pursue as an essential feature of our operations.

Q: Why 2 medical camps in the same month (April)? How do they schedule their camps?

The two camps covered different specialties - one was by Orthopedic surgeons, and the other was by neurological specialists. The timing was coincidental - to suit the availability/convenience of the visiting specialists.

Q: Does Khushboo plan to collaborate with schools in the neighborhood that have a special education wing by offering services to children with severe disability?

Yes, Khushboo does proactively promote placement of those who can benefit more by mainstreaming in the normal schools - usually those without severe disabilities. We also encourage children from neighboring schools to interact with our children with disabilities to develop awareness about and inculcate brotherhood with children with special needs.

Q: What is the job of Consultants, who are in the current pay roll list (hourly basis)?

These are people with specializations in areas, which are needed by us only on part-time or on-call basis. Examples are: Clinical psychologist, Physiotherapeutic rehabilitation, pediatrician etc.

Q: Right now, KWS is playing the key role of a service provider in this sector. How does KWS plan to grow to becoming an enabler in this area of special needs education, by collaborating with other organizations? Does it plan to work with the government to help chart policies?

Yes, we do. We participate in various policy development initiatives - like we did in the group to advise the Government on drafting a new 'Disabilities Act'. We are also enrolled with the Planning Commission of the Govt. of India under their Partnership Program for NGOs. We are also a member of The National Trust (for persons with certain disabilities) of the Govt of India. We also ran special training program for Community Care-givers some years ago at the initiative of The National Trust.

Q: How can KWS work with RMKM for their CBR initiative?

Yes, this organization about which was introduced you, is definitely in our minds. We have not been able to pursue the suggestion till now, mainly because of their not being in our proximity. However, we do trust that we would be able to pursue this suggestion in the time to come.

We have however, established interactive contact recently with a very special institution Anusuyatmaja Matimand Nivasi Vidyalaya (A residential school for poor tribal children with mental disabilities) in Igatpuri, Maharashtra, with a view to develop an exchange program for teachers of the two institutions.

Q: Would KWS be interested in having **the position of a grant writer** to actively seek grants from more stable funding agencies worldwide, in the lines of Shristi?

We have not understood the question please?

But, yes we would be definitely be interested in availing the professional assistance/services of a proposal writer to seek grants from funding agencies, if the question means this.

Incidentally, we notice from Shristi Austin Update of July-2011 that our operational philosophies and future plans are quite similar to theirs.

Q: How did KWS meet the shortfall in our funding?

From our overall operational resource pool; the major sources are:

- *Donations from individuals and other non-project specific funding*
- *Interest from Corpus Fund and reserves.*
- *User charges from those who can pay*
- *Surplus from sales of vocational products*
- *Proceeds from fund-raisers - such as Delhi Half Marathon*

Q: Right now Asha-Austin is experiencing a tight financial situation, where it is currently evaluating projects, and revisiting its goals, visions, and funding models. What would be the best exit strategy for Asha-Austin with KWS? (Right now, with WAH 2011, we are good till Dec 2012 for KWS, and would have supported close to 50k for about 4 years now. We would like KWS to leverage the extra credibility factor and try for funding from other agencies as well).

Yes, this is and would be our constant endeavour, though it is very hard to develop the kind of understanding and mutual faith that we have been able to develop with Asha-Austin.

Q: What is the expectation of KWS from Asha-Austin now?

We would look forward to Asha-Austin's support for at least 2 years more - even if it is on a diminishing scale.

Q: We believe that KWS is a success story for us. How can KWS leverage the funding from Asha-Austin to grow into something bigger? How can we add more value to KWS?

Asha-Austin's has been undoubtedly a extremely important support for us, which has strengthened us in many ways. We do have the following in the vision of our growth in the next 5 years:

- *Creating a day care facility for children of working parents, with special needs.*
- *Growth of CBR into a wholesome program, with setting up of remote self-help groups.*
- *Expanding our facilities to increase the intake @ 10-15% per year.*
- *Training of care-givers*
- *Planning to set-up a 'Home for persons with mental disabilities' with the initiative of the parents to provide a safe place for their survival, after the parents are gone.*

Q: What should KWS do to have families of children with disabilities come to them by referrals in the villages, than going to the villages? Is this feasible, where referrals help them?

For most cases dealt with in the villages in our CBR program, there is no need for them to visit our Center. In that, the parents or other family care-givers are counseled and guided by our visiting therapists and educators to provide developmental support by themselves.

The referral visits from villages under our CBR initiative may be only for those few who may need special therapeutic interventions, available only at our Center.