

## **Asha Austin Meeting Minutes (April 03, 2011)**

**Attendees:** Savitha, Mohit, Itisha, Sindhu, Ranga

### **1. KWS Annual Review (Ranga)**

- [Project page](#)
- For April 2010 to Mar 2011

#### **1. KWS Activities in past year :**

- First time orthopedic surgeon and neurologist visited the school. Discussed each child's case individually (a practice not followed in hospitals too).
- Staff training
- In-house training on soft skills
- In-house training for CBR
- Breathing exercise for students
- Training by Municipal Corp. Gurgaon
- Inspection from IT for renewal of 80G certificate (every 5 year)
- Medical intervention for kids – Pediatrician, Ortho, Neuro – one on one - organized by volunteers – a way to connect/talk to the parents
- Visit to pottery works factory for children
- Beauty and hygiene workshop for girl children
- One week course on mainstreaming children sponsored by DOPT
- 5 children with 2 escorts attended a 6-day sports camp – National Coaching Camp (Special Olympic Bharat)
- Joy of Giving week
- Celebration of national days (Independence/Republic) and religious festivals.
- Bhajan and Satsang with Art of Living
- Annual assessment and individual planning with parents
- A film on Khushboo wins the Ability Media International Award
- Dismantled the junior stimulation group (8-12 years)
- Its now in two sections – 8 to 10years and 10-12 years, so that it is easier to work with the children
- A pre-school option (to serve as a bridge between Sparsh and Blessings) started in KWS last year. 2 hours, 3 times a week. Connect with parents and prepare the children for Blessings.
- In vocational, Tailoring reduced, as it is hard for the children.
- Still doing greeting cards, flower cutting, block printing, candle making, color making, etc.
- Exploring other vocational training options (CD label printing, etc)
- We got Khushboo products for \$300 and sold it for \$1300 – made approx. \$1000 goes into Asha Austin admin funds.
- Last year they did 6 medical camps over the year – compared to previous years it is a significant improvement
- Ranga showed the newsletters Apr-June 2010, July-Sep 2010, Oct-Dec 2010. This had all the activities with pictures that he summarized. It is present online.
- Generated 6 lacs from Delhi Half-marathon (two companies came forward to raise funds for KWS)
- Seema Krishnan joined in place of Geeta Chaturvedi
- 3 teachers left. Current salary is lower than the market. They are planning to increase the salary by 20%.
- The number of children has gone up to 70.
- Hence they want to increase the no. of teachers
- They plan to hire interns/trainers and they would be working with teachers. The main thing is that they are motivated to work with KWS and learn in the environment.
- Ranga showed the internal report of the school.
- Ranga showed picture from Annual Day
- KWS was mentioned in Times of India and a few local Hindi newspapers
- Ranga talked to them – they are willing to collaborate with RMKM about CBR/ share ideas.
- Sonali will visit Shristi and if STAT is useful for their needs, then they will incorporate.
- **Q: Ask about other religious festivals at KWS. Are there kids from a different religion? Concern is that they might feel left out/confused as to why their festivals are not celebrated in the school. It is possible that KWS gets branded as a school for only few religions and as a result parents may be hesitant to send their child to the school.**
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- **2. Advocacy and lobbying**
- Trying for last 1-2 years
- Representation at disability committee in district admin
- Benefits given by Govt. of Haryana
- They laid importance on having certain things for a school with special education in the district.
- Disability Cert. Process is now more streamlined for parents – can now get it done in a day, due to KWS advocacy
- Parents can go to the Office and get disability cert.
- 50/70 of KWS children covered with this certificate
- 20 children do not have cert. because they don't have domicile in Haryana
- Disability cert. pays for treatment in the hospital, getting insurance, eligibility of quota, health care, travel reimbursements, etc.
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- **3. AHEAD (CBR program of KWS)**
- No. of children have been constant at KWS
- To grow as an NGO and have a broader vision
- They felt the need to reach out to more kids
- Spread awareness in villages
- Summer of 2010, pilot program in 5 villages, not very far from the center
- A team consisting of special educator, physiotherapist, and social worker go every week; and have so far identified 35 cases. 19 are mentally challenged cases and rest are physically challenged – polio/ visual/hearing impaired
- For physically challenged they referred to another institution or gave them wheelchairs
- For mentally challenged they provide services
- Educate people about special care institutions
- They will refer to the right NGOs / special care institutions
- When they go to the villages, more and more people are opening up and coming forward to discuss their child's individual intervention and progress.
- KWS is very happy with the program and the progress made.
- **Q : Camp for training youngsters from villages to get them certificates. KWS gets money from govt. to do this camp. And the youngsters can help out. Are they doing this?**
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- **4. Financial Analysis 2010-11**
- Operating Expenses – 33 lacs
- Funding
- Asha Austin – 6.3 lacs – teachers salary for special educators of Blessings
- Ranga presented the internal funding structure/ cash inflow for KWS for the last year.
- Asha-Austin contributes to 78% of the Blessings program (School unit) and about 20% of the overall operating expenses. It is the biggest grant that they currently have.
- Govt. of India – 2.4 lacs – weaning 10 year program (10th year, 3 lacs in 2009-10), not sure about funding from 2011-12 onwards.
- Concern India Foundation – 3.7 lacs – Sparsh units

- BASAID, Switzerland – Samarth (not supported this year, funding for Haiti)
- Child Vikas – Sparsh – 2 lacs
- Support a Child, KWS (non-Asha) - 2 lacs (10 donors at 19200 INR a year)
- Funding from Guru Ma's – 2 lacs (one-time)
- Charity AID – 1.3lacs
- Didi – ki Chai – 1 lac (one-time)

#### 5. Beneficiaries/ Staff

- Ranga showed the no. of students, newly added Showed the staff on roll
- Staff added/left – 2 special educators left for higher education, 1 left for personal reasons (marriage and change of place). They had hired 2 earlier, and have hired one recently to maintain a status quo with regards to special educators on board
- Current salaries below their minimum market levels. KWS board decided to uniformly increase the salaries of special educators by 20%, to retain their highly qualified staff.
- Hiring more matriculates as interns (usually 8th/10th/12th graduates, and girls)
- Interns are usually from very low income groups, and help the assistant teacher/ special educators in the classrooms. This way, they get to maintain a student: KWS personnel ratio of 1:4 and account for the increased no. of students on board.
- They have 70 children on KWS beneficiaries list attending the school on a full-time basis. 50 children belong to Blessings, 14 children belong to Samarth, and 7 children belong to the stimulation group (pre-school/nursery).

#### Budget, WAH and Other Updates

- Khushboo was featured in Asha Austin Newsletter for December 2010
- Ranga showed photos from their Annual Day, Sports Meet, and other events/ activities associated with the school over the past one year.
- Ranga showed the Annual Budget for Asha Austin for 2011-12
- Total salary for 2011-12 Blessings School of KWS
  - Staff - Rs. 9.79 lacs
  - Special Ed. - Rs 7.59 lacs
- Total Salary for 2010-11 Blessings School of KWS
  - Staff - Rs. 8.16 lacs
  - Special Ed. – 6.32 lacs
- **Vote:** For the period from Apr 2011-Oct 2011, Asha Austin currently approves the budget of 12500\$/2, towards salaries of 6 special educators (2009-10 levels). Asha Austin supports KWS with \$1766 (0.27 ratio) for April 2011 to October 2011.
- **Yes:** 5
- **No:** 0
- **Abstain:** 0
- Project Steward proposes KWS for WAH 2011 for the period from November 2011-October 2012 and will be sending out the documents on the mailing list.
- KWS meets all the WAH project guidelines and is a very good fit.
- Asha-Austin has worked with project since October 2008 and has continuously supported KWS since that time.
- Latest site visit done by Mohit in December 2010
- Proposed budget for WAH is for salaries of special educators/ assistants/ helpers associated with the Blessings School of KWS. (Usually, infrastructure related budgets are not preferred in WAH).
- Phase 1 deadline for WAH is April 15th, 2011
- **Vote:** If no other project proposal comes in for WAH 2011, Asha Austin will submit KWS for WAH 2011.
- **Yes:** 5
- **No:** 0
- **Abstain:** 0

## 2.Humana School for Children (Itisha)

- [Project page](#)
- When Itisha told Karen that we won't be able to send enough funds this time; she said that the funds that were sent earlier were late so they managed to get funds from elsewhere. She said because of that they should be OK with funds for next 8 months.

## 3.Bharathi Trust : Resource Center (Savitha)

- [Project page](#)
- Savitha showed us Child Fund International – as an example of Support-a-Child implementation. As an extension to that some organizations Support-a-Farmer and do a micro-finance model. Savitha is planning to do this for Bharathi Resource Center such that we can get donors for farmers. Since this year we have short fall, she wants to use this model for the short fall. For later years, Siddhamma can use this website to get funding if Asha Austin cannot support it in future.
- The website is specific in terms of individual, what the funds will be used for. It is easier to convince donors with this approach.
- **Action Item:** Savitha will find out the short-fall on the budget.
- It will be a project specific funding method. Savitha requested a vote for this funding to be project specific.
- **Vote:** Funds raised through this model to be used for Bharathi Resource center for the short-fall till June 2011.
- **Yes:** 4
- **No:** 0
- **Abstain:** 0

## 4.Raaga Update (Ranga)

- Write-up is done.
- Handbills with Color will be done
- Waterloo said that we can sell tickets though them and also leave handbills at their place.
- Posters put up in most places.
- Website is done.
- Bollywood shake may sponsor.
- Raaga crew proposed that the funds raised from Raaga be used for short-fall in fellowships for the current year subject to approval from Project Stewards. Ranga will send an online vote out on Asha Austin mailing list.