

WAH 2011 PROPOSAL – KHUSHBOO WELFARE SOCIETY (KWS)

ASHA FOR EDUCATION, AUSTIN CHAPTER

Section A:

1. Nominating Chapter: Asha Austin

2. This is the only project the chapter is submitting to WAH* (Yes/No) : Yes

3. Project was not funded by WAH 2009 or 2010* (Yes/No) :

The project was not funded by WAH 2009 or WAH 2010.

4. Project Steward:

Name: Rangakrishnan Srinivasan

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5. Chapter WAH Primary Representative:

Name: Rangakrishnan Srinivasan

Email: rangakrishnans@gmail.com

6. Chapter WAH Secondary Representative:

Name: Mohit Sood

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Legal details:

7. FCRA clearance (Yes/No) : Yes, 172270013

8. Registration number (Yes/No) (Optional) : Yes, 2180

9. Tax Exemption Certificate Number (Yes/No) (Optional) :

Yes, CIT/FBD/Tech/09-10/80G/112/35/2767 dated 22-06-2010

10. Exemption End Date (Optional) : 21-06-2015

11. Is the project proposal on the project website? Please provide the document here:

http://www.ashanet.org/projects-new/documents/972/KWS_WAH2011_Proposal.pdf

http://www.ashanet.org/projects-new/documents/972/KWS_Budget_WAH_2011..pdf

12. Has there been a site visit to the project within a year of April 15th 2011? (Yes/No): Yes

Site visit by Mohit Sood, Asha-Austin volunteer, on Dec 30th, 2010

http://www.ashanet.org/projects-new/documents/972/KWS_Site_Visit_Dec2010.pdf

13. Has the chapter reviewed and approved the project for the proposed funding prior to submission for WAH? (Yes/No):

Yes

Chapter approval minutes:

http://www.ashanet.org/projects-new/documents/972/KWS_WAH2011_Asha_Austin_Minutes.pdf

<https://www.ashanet.org/projects/project-view.php?p=972>

- WAH Budget 2011:
http://www.ashanet.org/projects-new/documents/972/KWS_Budget_WAH_2011.pdf
- FCRA certificate:
http://www.ashanet.org/projects-new/documents/972/FCRA_Certificate_KWS.pdf

Supplement to Section B:

- Site visit reports:
Dec 2010: http://www.ashanet.org/projects-new/documents/972/KWS_Site_Visit_Dec2010.pdf
Jan 2010: http://www.ashanet.org/projects-new/documents/972/KWS_Site_Visit_Jan2010.pdf
Dec 2008: http://www.ashanet.org/projects-new/documents/972/site_visit_bhavna_mohit_dec08.pdf
Oct 2008: http://www.ashanet.org/projects_new/documents/972/KWS_Site_Visit_Saurabh_Goel.pdf
 - Project Funds Utilization Summary:
Funds utilization reports for the entire funding history till March 2011 is here:
http://www.ashanet.org/projects-new/documents/972/Funds_utilization_report_Oct2008_Mar2011.pdf
 - Funds expected from WAH 2011:
Asha for Education, Austin expects 17,821\$ ([WAH budget proposal for KWS](#)) from WAH 2011.

KWS received project specific donations of approx. 4000\$ during 2010-11. Further, it was the featured project during one of our fundraisers in 2009-10. The chapter raised approx. 2000\$ in 2009-10.

We expect to raise approx. 3000\$ as part of our WAH efforts for this year. The NGO has promised us all of their help in this initiative and would connect us to their donors/well-wishers based in the US/ worldwide.
 - Other comments:
The WAH budget proposal for KWS is to support salaries of six special educators, affiliated to the Blessings School (which was the line item for our approval of the budget from Apr2010-Mar2011, and Apr2011-Sept2011) for the period 2011-12.

More so, for special education schools, like KWS, it is of critical importance to retain their highly qualified special educators, and ensure their compensation is on minimum market levels. A special child bonds with a special educator for quite a few years, as opposed to regular mainstream schools. Recognizing the highly demanding nature of their work and their "indispensability" to the organization, Asha-Austin has been very supportive of funding the school towards salaries of special educators.

Asha-Austin introduced the line item of six special educators of Blessings School, from Apr2010 till date. Previously, we didn't have any restriction so that the NGO could use the funds sent as per requirement. Most of the external (non-Asha) funding that they receive is earmarked for specific programs/ support infrastructure related costs.
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Section C:

Impact

1. What is the reach and impact that the project has had on the local community? What fundamental problem(s) does the project address? Please provide concrete examples, numbers etc. Please provide at least one impact story/ example that could be used to showcase your project during WAH.

Khushboo Welfare Society addresses fulfilling the needs of children challenged with Mental and Multiple Disabilities for their development, functional education, care, vocational engagement, in a professional and holistic manner through a range of its structured programs. (A scan of the brochure describing its various programs has been provided at the end).

Blessings - for which WAH's support is proposed is the platform for providing 'Special Functional Education' for children with mental challenges, in schooling age (6-18 years) who cannot be assimilated in the normal education system. The School has served scores of children over 15 years of its existence, as a unique institution in its area. It started with less than 10 children in 1995, and today it has about 60 children on its rolls. With the holistic training they receive, which aims to maximize the potential of each such differently-abled children, they are equipped to face further life with greater empowerment and dignity.

Videos:

(Part 1/2): <http://www.youtube.com/watch?v=KIwk3dstca0&feature=related>

(Part 2/2): <http://www.youtube.com/watch?v=8NgbJhu88WF&feature=related>

Case Studies:

Exemplary Case Studies of 5 beneficiaries are attached at the end.

Innovation

2. Does your project employ an innovative model? If so, in what areas and how? Can this be replicated across other projects?

The project features many innovative aspects, such as coupling of training for life skills and functional education, with extensive therapeutic support to overcome various types of functional deficits, inculcating practices to promote eventually successful training for a variety of vocational pursuits, providing guidance to the parents to cope-up with the child's condition, and for their active participation in development of the child.

A unique program for internship for young girls and boys 8th/10th, dropouts etc has been introduced in 2011, in which they are trained as Assistants to the Special Educators in classrooms, to be able to handle more children per group and more efficiently. This would also provide not only a source of livelihood for them but also prepare them to become trained 'care-givers' for persons with disabilities.

Another unique aspect of our services is to run free holistic clinics for consultations by leading specialist Neurologist, Orthopedic surgeon, Pediatrician, and Physiotherapists together, a practice which is not even followed in hospitals. For this the leading hospital 'Medanta - The Medicity', the world-class multispecialty hospital in Gurgaon provides the specialists' support.

Quality

3. Within the context of the community, resources and the type of school the project runs, has anything been done to improve the quality of the project, ie., improving overall efficiency, quality of education, infrastructure, improving health and nutrition and awareness, etc. ? If so, what has been done and how was this accomplished?

Khushboo's strength lies in developing a wholesome and good quality infrastructure over the years, with

- KWS has four established programs that cater to the needs of the mentally disabled children from infancy to 30 years or more. Sparsh (early intervention program for infants to 6 years), Blessings (academic school program for children of 6-18 years), Samarth (vocational training program for adolescents and youth (18-30+ years), and Samvedan (special program for children with profound disabilities).
- A professionally designed and constructed special purpose disabled friendly building, play areas, which are also aesthetically and hygienically maintained.
- Well-trained teachers, therapists and support staff
- Well equipped usage infrastructure - classrooms, laboratories, workshops and therapeutic clinics, and utilities.
- A good school-bus service, with helpers trained for handling children with disabilities
- Promoting awareness about the need for community's acceptance of children and people with disabilities as their equal.
- Social advocacy efforts in streamlining the entire process of obtaining the disability certificate at Chief Medical Officer, Gurgaon
- Participation in awareness efforts at the government level through training of officials about special needs
- Participation of Corporates, the main-stream education system, and the people in society at large, to promote effective absorption of the challenged as their equals.
- And, not in the least ... a team of devoted volunteers involved in managing this charitable, not-for-profit organization, with Care, Compassion and Commitment.

Sustainability

4. Is the project entirely dependent on funds from Asha for Education?

No, the project is not entirely dependent on funding from Asha for Education alone. Besides the salaries for the Special Educators for Blessings - to be funded by Asha, Khushboo collects rest of funds needed from the expenditure is met from a range of organizations, donations from wide spectrum of individual well wishers, and internal accruals etc. In 2010-11, Asha-Austin supported 20% of the overall operating expense due to salaries of staff of Khushboo; and 78% of the cost associated with direct staff affiliated to Blessings, the academic school division of KWS. This has been a very major support from a single source.

a) If so, has anything been done to procure other funding for the project? Why/Why not?

b) If not, what other types of funding are available to the project, and what percentage of their expenses is funded by Asha? Is there an alternate source of funding that other projects could benefit from?

The funding for the operations of Khushboo as a whole, which is always a challenge, is arranged from a wide spectrum of sources, which vary from time to time:

- Grants from Funding agencies - both Indian and foreign, which keep varying from time to time. Most of these are ear-marked for specific programs/ and at times, are infrastructure oriented.
 - A small sporadic support from Government funds. We have obtained funding for the past 10 years, a weaning program of 10 years, from the Government's Grant-in-aid. Usually, the support comes more as a reimbursement of costs already incurred.
 - Donations and contributions from individuals, corporate payroll programs
 - Child Sponsorships
 - Fund Raiser events - marathons etc
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- A little surplus generated from sales of Vocational Products
- Interest earnings from Corpus and Endowments
- User-charge from beneficiaries - scaled as per socio-economic condition of families

Usually, it is not as difficult to find donors for creation of hard infrastructure, or such invoice based hardware acquisitions, or visible goods and articles, as to convince major donors to support the recurring operational costs. These costs for our kind of disabilities and the versatility of operations are quite high - as much as INR 4 to 5,000 per child per month as a whole.

Khushboo gratefully acknowledges Asha's recognition of the merit of our cash-flow needs, without which our services cannot be delivered on day-to-day basis.

c) Self sustainability - Has the project taken steps towards self sustenance? If so, what are the plans for the project in the next two years?

Operations such as of Khushboo, which entail a high per capita operating cost, can never reach complete self-sustainability, and would always depend on contributions from various outside sources.

However, in recent years Khushboo has been working towards accumulating a substantial Corpus Fund with a view to generate internal accruals from the income from its investments. With the addition of INR 1 to 1.5 million every year the corpus stands at around INR 4.3 millions.

The contributions to the Corpus Fund come from donations accompanied with specific declaration of purpose. Corporate participation in the 'Run for a Cause' segment of the yearly Delhi Half Marathon has been an important source.

Accepting Endowments from families or Corporates or others has also been adapted as an important source of funds for Corpus Fund. Under this a Corpus of an Amount is donated by a family or others, the Capital of which is kept perpetually frozen, with a declared authorization for the use of only interest or earnings from its investment for any specific purpose or use. Each endowment is formalized through legal agreement to identify it with the name of a dear one of the family, whose memory they may wish to perpetuate, its purpose etc. We have received 2 family endowments, each of INR 2.15 lacs till now, and we plan to promote this more.

Another important source of revenue being cautiously promoted is to recover user charges from those families who can pay, to compensate for those who do not afford to pay.

Scope & Growth

5. Are there plans to expand the scope of the project? If so, in what way? Has the scope of the project expanded in previous years of operation? If so, how was that accomplished?

Yes, we do keep dreaming, seriously thinking, planning or implementing the schemes for, vertical and horizontal diversification expansion, or up-grading our operations.

Some of the recent plans are:

- In the current year 2011-12, we have taken a bold step to substantially raise the remuneration levels of qualified trained staff to reduce attrition, and to be able to raise the quality of new entrants. The hike in salaries is in commensurate to the minimum market expectations for healthy sustenance and growth. It is important to retain the educators and care-givers, as they share a special bond with Khushboo's children. Most student-teacher relationships lasting over a significant period of the student's stay are important for maximizing the confidence level of the child to learn and for maximizing his potential.
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- We are on our way to expand our Community Based Services Program (CBR) program, initiated on a pilot basis a year ago, to take our professionalism to the doorsteps of those who can't reach us, especially in the rural areas in the interior. The success of the program would lie in promoting the direct hands-on participation of the families and the communities, to provide an environment and means for care and development of children with disabilities, and self-help based care and training groups for purposeful rehabilitation.

After, covering 2 villages in the year 2010, we are taking the program to one more village this year. From the 35 persons with various kinds of disabilities identified by door-to-door survey in the 2 villages, 15 with mental disabilities were brought under Khushboo's CBR program. They are being provided regular on-site physiotherapy, developmental and special education services by our CBR team. Khushboo also brings them in for specialist medical clinical consultations and therapeutic interventions as required.

- Increasing the intake capacity of our Programs
- Continuous enhancement of our therapeutic infrastructure - in technology and range.
- We have also introduced a bridge program, the pre-school to transition the kids from Sparsh (OPD) to the regular academics or special education. This program would also help extend the intervention program to an earliest possible age of the child - a vital step needed for most cases.

Merit

6. Why did you choose to submit this project, as opposed to any others you may have considered to submit, to WAH 2011?




Khushboo Welfare Society was nominated as the project for WAH 2011 from Asha-Austin for a variety of reasons.

- The annual budget of KWS is in the 15-20k USD ball park for recurring expenses of teachers salaries; which fits in well with WAH 2011 requirements. We preferred to nominate a project that was not infrastructure development based.
 - KWS has been continuously supported by Asha-Austin since October 2008.
 - KWS has been very transparent and the knowledge sharing between the chapter and the NGO has been excellent.
 - KWS have not been a part of the previous WAH initiatives.
 - KWS has had routine site visits by one of our Asha-Austin volunteers.
 - The plan is to incorporate a Support-a-child program after the period of ending from WAH 2011. KWS is a good SAC candidate for Asha-Austin, and we feel WAH 2011 would generate a lot of good publicity for KWS.
 - The chapter strongly believes in supporting special needs schools. Khushboo Welfare Society based in Gurgaon is playing a stellar role in the region. We want to actively support KWS's CBR and Pre-school initiatives. By ensuring funding to KWS from our side, KWS can more actively participate in such initiatives and not have to worry about day-to-day survival based expenses.
 - The chapter, as a whole, is very happy with KWS. There is lot of awareness and we had obtained the merchandise from the vocational training division of KWS – Samarth.
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Appendix

1. Case Studies
2. KWS Brochure



1. Khushboo Welfare Society, Gurgaon - Case Study - Abhimanyu

Abhimanyu				
Date of Birth	22-08-2003	Admission Date	Oct'09 (from Sparsh)	
Sex	Male	Group Admitted	Pre Academic	
Age on Admission	6 Yrs	Present Group	Pre Academic	
Father's Name	Rajender Singh Tanwar	Siblings	One sister	
Mother's Name	Meenu Rani	Socio-economic Status	Middle Class family	
Address	943/29, Krishna Colony, Gurgaon			
Diagnosis/ Condition	Cerebral Palsy			
Functional level at admission	He came to Khushboo as a 4 yr-old boy, in his mother's lap, and completely dependent on his mother for almost all the functions of daily living.			
Programs undergone at Khushboo	Was introduced to Physical therapy. Initially he was very non-cooperative and kept on crying for whole session, but soon he started enjoying the exercises and thereafter participated actively in the program.			
Functional level after training:	He is now functionally more capable, uses his upper limbs effectively to maintain sitting posture; is completely mobile by crawling on his knees and has even started taking a few steps with manual support or with the help of a rollator.			
Challenges/way ahead	He deserves to be on his own feet like any other child, for which his goals include intensive training and continued physical therapy for development of healthy gait for walking, along with emphasis on special education covering life skills.			
				


2. Khushboo Welfare Society, Gurgaon - Case Study - Deepanshu

				Deepanshu Ratra
Date of Birth	7-10-96	Admission Date	April'03	
Sex	Male	Group Admitted	Special Education	
Age on Admission	6 Yrs.	Present Group	Academic A	
Father's Name	Manipal Ratra	Siblings	1 Brother	
Mother's Name	Asha Ratra	Socio-economic Status	Poor	
Address	146/12, Arjun Nagar, Gurgaon			
Diagnosis/ Condition	Mental Retardation with Cerebral Palsy, Multiple Disabilities			
Functional level at Admission	Couldn't walk properly, nor could he speak even a single word; couldn't hold a pencil to write. Child of an alcoholic father, the family could neither bear the expanses of his education at Khushboo, nor the cost of school bus for commuting from his home, 5 km away.			
Program undergone at Khushboo	It took hard convincing, including home-visits, to make the family bring him to Khushboo for the much needed specialists' intervention. Besides special education for life skills, he was also put on Physical and Speech Therapies. His mother was also provided the needed guidance and counseling to support his development. Khushboo made it possible for him to avail this opportunity - by waiving off all fees, and even provided free school-bus.			
Functional level after training:	He can express his needs verbally with his still not-so-clear speech. Physiotherapy has improved his body-balance. He can write with a pencil; his overall academic level has also improved. Loves to play cricket; participated in State Level Special Olympics. Now he is a very confident and cheerful boy.			
Challenges/way ahead	Independent commuting, skills for communicating with people.			
				

3. Khushboo Welfare Society, Gurgaon - Case Study – Monu

Monu Allahabadi				
Date of Birth	16-09-86	Admission Date	Feb'96	
Sex	Male	Group Admitted	Pre Academic	
Age on Admission	9 yrs	Present Group	Stimulation (Samveden)	
Father's Name	Kishan Lal	Siblings	1 Sister 1 Brother	
Mother's Name	Raksha Rani	Socio-economic Status	Middle-class family	
Address	168 Pratap Nagar, Gurgaon			
Diagnosis/ Condition	Severe Mental Retardation with Cerebral Palsy			
Functional level at the time of registration	Had deficits in all functional areas due to severe disabilities - was not able to sit up properly, had poor Eye-hand coordination, and was very poor in language skills			
Program undergone at Khushboo	He underwent extensive training program determined from detailed assessments and regular reviews.			
Functional level after training:	<p>Now he is able to walk independently. Can go up and down the stairs, with some struggle to overcome his poor balance. Eye-hand coordination has improved. Can string beads into necklaces.</p> <p>With improvement in speech and language, he can communicate his needs using a few words and a lot of gestures. His dependence on others for his daily life activities is also reduced.</p>			
				

4. Khushboo Welfare Society, Gurgaon - Case Study - Sony

Sony Kumari				
Date of Birth	10-10-1999	Admission Date	March 2008	
Sex	Female	Group Admitted	Special Education	
Age on Admission	8 years	Present Group	Academic A	
Father's Name	S.K. Verma	Siblings	1 Sister 1 Brother	
Mother's Name	Kiran Verma	Socio-economic Status	Lower Middle status	
Address	Lajpat Nagar, Gurgaon			
Diagnosis/ Condition	Intellectually Challenged with Mild Cerebral Palsy and speech deficit			
Functional level at Admission	All her developmental milestones were delayed. But her special needs could be identified only after she had to be withdrawn from the mainstream school, because of her very poor performance. She was able to recognize only alphabets and numbers up to 100.			
Program undergone at Khushboo	Special education was provided on a carefully drafted plan. The success lay in identifying and developing also her 'different' abilities, like creative arts and crafts, and encouraging her to excel in them.			
Functional level after training:	She can now read, write small sentences, and do simple arithmetic calculations; has even started trying to type on a computer. She has learnt many skills in creative arts and craft activities, like Rangoli, Flower arrangement, drawing and painting, and is a regular winner in Inter-school competitions.			
Challenges/way ahead	To develop her capacity for verbal communication and vocabulary, further.			






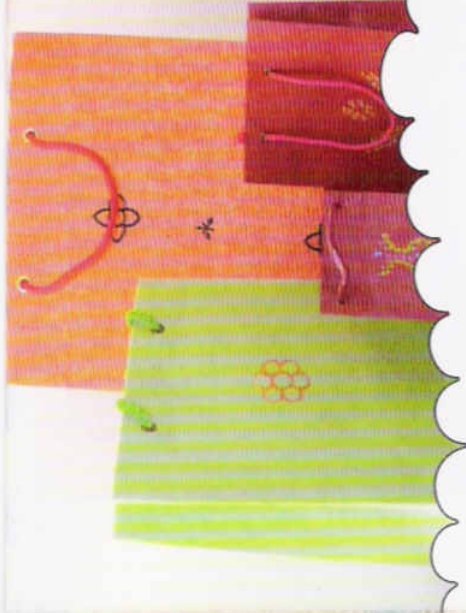
Making a 'Rangoli'



In academic pursuits

5. Khushboo Welfare Society, Gurgaon - Case Study - Rekha

				Rekha Sachdeva
Date of Birth	06-03-1980	Admission Date	Feb'96	
Sex	Female	Group Admitted	Pre Vocational	
Age on Admission	16 Years	Present Group	Assisting in Kitchen	
Father's Name	J. C. Sachdeva	Siblings	2 Sister 1 Brother	
Mother's Name	Jay Devi Sachdeva	Socio-economic Status	A poor family	
Address	251/5, Arjun Nagar, Gurgaon			
Diagnosis/ Condition	Intellectual Challenged			
Functional level at Admission	She was very poor in oral communication and language skills, and had poor eye-hand coordination. Belonged to a socially challenged family with father - a low income daily-wager, an intellectually challenged elder brother, and mother trying to make family's ends meet by baby-sitting for a few other working mothers, they tended to neglect the need to train Rekha at Khushboo, nor they thought that they could afford it.			
Program undergone at Khushboo	It took hard convincing about the need of specialist care, even by visiting their home, to bring her to Khushboo. She was put on extensive training in vocational stream. All her fees, including that for the school-bus, were waived off. Eventually she was employed in Khushboo as a Stipendiary Assistant, to train others in kitchen and household chores.			
Functional level after training:	She could not achieve any academic capabilities, but she excelled in doing many household chores. She is a great support for her family, to run their home while the mother baby-sits for others. Her stipend from Khushboo helps add to family income too. She is a familiar face at Khushboo, welcoming visitors with drinks, tea and snacks with a smiling face. She can travel independently by public auto-rickshaws. There is also marked improvement in speech and language skills.			
Challenges/ way ahead	Social security as an adult female, and employability outside due to lack of education and communication skills.			
				
Dish-washing		Brooming the kitchen floor		



Khushboo is registered under Societies Registration Act 1860, Persons with Disabilities Act 1995, Foreign Contributions Regulation Act & National Trust Act 1999 and, all contributions are exempted from Income tax under section 80 G.

Khushboo Welfare Society is a voluntary Non-Governmental organisation, engaged since 1995 in providing multifarious services for the development, education and rehabilitation of children, adolescents and young adults with mental and multiple disabilities to support them and to find a place for hounourable and contributory assimilation in the society.



Khushboo Executive Body :

Chairperson	Mrs. Sonali Savakoor	9871739493
President	Col. (Retd.) M S Krishnan	9873398892
Vice President	Mr. A C Gupta	9899891441
Secretary	Mr. Narendra Gera	9810241513
Treasurer	Mr. Pankaj Jain	9810156527
Joint Secretary	Mr. S D Gupta	9810964115
Executive Member	Mrs. Usha Malik	9313112131
Executive Member	Mrs. Renu Maheshwary	9899153884
Dy. Director Programs	Mr. Vijay Pal	9971698963
Manager-Resource Mobilisation	Mrs. Seema Krishnan	9971698962



Concern, Care with Commitment

KHUSHBOO WELFARE SOCIETY

Centre for Persons with Disabilities
Near Lions Public School

Sector - 10 A

Gurgaon - 122001

Haryana, INDIA

Phone +91 124 4140885,86,87

Website www.kwsindia.org

Email khushboowelfareociety@gmail.com

EMPOWERING PERSONS WITH DISABILITY THROUGH PROFESSIONAL CARE FOR EQUAL PARTICIPATION IN SOCIETY

Sparsh:

An early detection and intervention program for infants and children aged 0-6 years.

Early detection and intervention is beneficial for the development of the child. Our professional methods and services that include Speech Therapy, Physiotherapy, Occupational Therapy and Sensory development Therapy ensure that the development of the child is not hindered.

This program also includes comprehensive medical, psychological and special educational consultations for detailed assessments along with counseling, referrals and home training programs.

Blessings:

An all inclusive special educational program for students aged 6-16 years

At Khushboo, individualized educational programming is based on their learning assessments, shaping the basis of our educational instruction.

Creative channels are used to explore and enjoy the process of learning in the form of activities.

Samarth:

Vocational training program for students aged 16 years and above.

With the aspiration that every child grows into independent individual, students are given exposure to pre-vocational skills and subsequently assessed for vocational training stream. At present, training is being provided in catering, tailoring and handicrafts.

Saath Saath:

A program to involve parents and trainees in a cooperative work environment for production of saleable articles.

A program that offers guidance provided by specialized staff along with parental support and graduate trainees to children giving them an employed status consequently leading them to economic independence.

Samvedan:

A unique program for the special needs of the severely challenged individuals.

Our professional expertise use Multi sensory techniques to provide training in activities of daily living. Vocational training is also imparted according to their learning potential.

