

KHUSHBOO

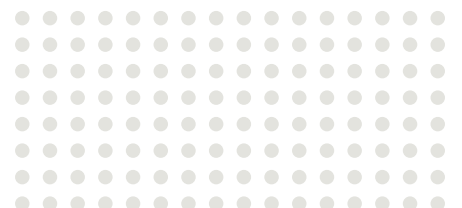
Concern Care Compassion



I CAN

I AM

I WILL





Index

■ From The Desk of President	01
■ Message from Dr Muniraju, S.B.	02
■ Highlights of the Year	03
■ Residential Facility	04
■ About Us	05
■ Executive Committee	07
■ Deepanshu Ratra: A story of transformation	08
■ Infrastructure & Facilities	11
■ Our Programmes	14
■ Operations Overview	20
■ Resource Development & Communication	22
■ Events	23
■ Activities	26
■ Achievements	27
■ Financials	28
■ Governance & Compliance	31
■ Executive Committee Meeting Details	32
■ Donor Testimonials	33
■ Voice of Parents	35
■ A Word from Staff	36
■ Donation Options	37





“ Know me for my abilities,
not my disability.”

Robert M Hensel

President's Message



As we turn another eventful leaf of the calendar, we reassert our commitment towards children and people with different abilities, with higher goals. As a matter-of-fact, Khushboo has been able to serve more children this year than in the past. We continue to focus on the qualitative aspects of our services i.e., improving the daily attendance at our day care facility, introducing need-based interventions which are therapeutic in nature as well as focused on self-development. Children have also been introduced to new sports-based activities to reshape their attitude and zest towards life. Our patrons are aware of our constant efforts to keep improving existing ways and techniques of interacting with children. We use latest technologies, chalk out creative programmes which are aided by scientific methodology and equipment.

Further, we are extremely happy that our consistent efforts in materialising our dream of providing a long-term residential care to specially abled persons (SAP) have started to yield results. Khushboo is getting closer to build its Residential Facility at Tauru in Haryana's Nuh district. It's going to be a unique space with supportive infrastructure for people with different needs. This will enable them to lead life with dignity and care. As of now, the entire documentation of the project has been completed, electrical and water connections obtained and a proper boundary wall erected to protect the campus. The detailed architectural plans have been prepared and the NOC for construction of the facility has been obtained from the local panchayat as well as the Department of Town and Country Planning. Some 40 kms away from Gurugram, Tauru in Nuh district is a part of National Capital Region (NCR) and is one of the aspirational districts recommended by Niti Aayog. It has decent infrastructure with planned markets, medical facilities and transport services. Having obtained the final sanction letter from the authorities, the next challenge is to raise sufficient funds to take our mission forward. We have been able to raise Rs 4.5 crore till now but require much more money to complete this ambitious project.

There's no denial that treating special kids is a challenging job, best enabled with innovative and evolving practices. New techniques are being introduced world over to upgrade expertise and knowledge. However, smaller organizations like us in India don't have access to the best of the global practices. Indian government should think of setting up a Knowledge Center which could act as a repository of all information on practices and developments in care of special children. Easy access to this repository will significantly improve quality of services being given to the children. This repository can also be expanded to provide specialised training for the caregivers or employees of such care centers functioning in the remotest corner of the country.

While the achievements have been many, the year of 2019-20 has turned out to be a very unique one, to say the least. The pandemic of Corona virus and its subsequent impact in the form of lockdown and consequent effect on economy have raised concerns. Since most beneficiary families at Khushboo come from the economically weaker sections, their earnings and employment have got severely hit. Certainly, there is a disruption in their lives. Also, we are expecting challenges in our fundraising initiatives. We notice more and more organisations have been trying to focus on mitigating monetary difficulties emerging from the evolving circumstances. Since corporate have limited corpus, this might lead to splitting, if not diverting of funds between the NGOs that they were earlier supporting and organisations attending to Corona-related challenges.

Therefore, there is an earnest request to the donors to continue to support the present work so that the children under our care do not get affected. These testing times have compelled everybody to be utmostly compassionate towards the disadvantaged sections. As Winston Churchill aptly said, "We make a living by what we get, but we make a life by what we give."

Rakesh Jinsi



Dr. MUNIRAJU, S.B

Deputy Adviser

Ph. 011-23042343 / 23096595

Email: mraju.sb@gov.in

भारत सरकार
नीति आयोग, संसद मार्ग
नई दिल्ली-110 001
Government of India
NATIONAL INSTITUTION FOR TRANSFORMING INDIA
NITI Aayog, Parliament Street
New Delhi-110 001

Message for Annual Report

During my visit to Khushboo on the occasion of their 24th Annual day celebrations which coincided with their joint celebrations of World Disability Day & International Human Rights Day to celebrate the rights and diversity through a special event. It was pleasure to watch the performance of the children with mental and multiple disabilities and the Exhibition of paintings by children from different schools on the theme of disability.

It was evident by the performance of the children and khushboo's dedicated team that their objective to make children with mental and multiple disabilities more self-reliant. It was all the more great to see the well-equipped infrastructure for therapeutic programs and other learning interventions to attain self-sufficiency.

It was great to know that Khushboo has initiated a project for setting up of a residential facility 24&7 for long term care for people with special needs as a concern to the need of the parents with all professionally provided facilities and means for their life care.

With Best wishes

(Dr. Muniraju, S.B)

Highlights of the Year



Mahatma Awards 2019

Khushboo won the prestigious “Mahatma Award for Social Good 2019” for the care of the mentally challenged kids. Commemorating the 150th Birth Anniversary of Mahatma Gandhi, the award ceremony took place on 1st October 2019 at Crown Plaza, Gurgaon. Mr Rakesh Jinsi, President, Khushboo, received the honour from the noted philanthropist Mrs Rajshree Birla of Aditya Birla group. “This award recognizes the good work done by the employees in taking care of the special children and will motivate them to put in even greater efforts,” said Mr Jinsi post the ceremony.

Other recipients included Mr Ratan Tata, Ex-Chairman, Tata Group, Ms Shallu Jindal, Chairperson, JSPL Foundation, Ms Upasana Kamineni Konidela, Vice Chairperson, Apollo Foundation, Mr Vijay Sethi, Head Corporate Social Responsibility, Hero MotoCorp, Mr Kazutada Kobayashi, Managing Director, Canon India, Mr Chandrakant Kumbhani, General Manager, Ambuja Cement Foundation among other dignitaries.

The Mahatma Award is presented annually to honour individuals and organizations that leverage their resources, expertise, and talent to make a positive impact. The award recognizes social and community initiatives within the private and public sector, from sustainability to philanthropy to shared values to Corporate Social Responsibility.

Local Level Committee (LLC)

Khushboo has been empaneled by National Trust as LLC NGO member. Khushboo is the only NGO approved for this purpose in Gurgaon District

प्रेषक
जिला उपायुक्त,
गुरुग्राम।

सेवा में
शु.के.शुक्ला, (सहायक कानूनी सलाहकार, (नेशनल ट्रस्ट)
दिश्यांगजन सशक्तिकरण विभाग,
सामाजिक न्याय और अधिकारिता मंत्रालय,
16 बी, बहा बाजार रोड, पुराना राज नगर, नई दिल्ली-110060।
क्रमांक: दिनांक:

विषय:- नेशनल ट्रस्ट के अन्तर्गत लोकल लेवल कमेटी के सदस्यों की सिफारिश बारे।
उपरोक्त विषय के संदर्भ में सूचित किया जाता है कि गुडगांव जिले से नेशनल ट्रस्ट ऑफ इण्डिया के अनुभाग 13 के अन्तर्गत लोकल लेवल कमेटी के सदस्य के लिए खुशबू वैलफेयर सोसायटी, सैक्टर 10ए, गुडगांव को लोकल लेवल कमेटी का सदस्य नियुक्त करने की सिफारिश की जाती है।

जिला उपायुक्त,
गुरुग्राम।

पृ0क्रमांक 1845/25-20 दिनांक 21/11/2019

1. निदेशक, सामाजिक न्याय एवं अधिकारिता विभाग
खुशबू, वैलफेयर सोसायटी।

जिला उपायुक्त,
गुरुग्राम।

Upcoming Residential Facility

Addressing a serious concern of parents



New Initiative

Khushboo's close engagement with the families of special children gave us insights into their deep worries. The question they constantly ask themselves is “who will look after their child, when they die?” The siblings or the extended family are unlikely to provide care, especially in urban areas where families have become largely nuclear in nature with no one to fall back upon. Government, with its limited resources also does not provide any alternative care facilities.

Some major services which would be made available would be:

- Therapeutic services such as Physiotherapy, Occupational Therapy, Speech Therapy, Sensory Integration, Clinical Psychologist etc.
- Life Skills Building ie Education Assistive Technology, Computers, Yoga, Expressive Arts etc.
- Sports and other avenues of recreation.

These services would also be made available to the nearby community as a day care center.

The facility will have a head who will stay on the campus along with her/his family and would be assisted by few other residential staff comprising of special educators, other staff who will be trained as per the need.



About Us

Who we are

Khushboo Welfare Society (Khushboo) was established on 13 November 1995 as a non profit organization under the Societies Act, 1860 to provide holistic care and multifarious services to people with mental and multiple disabilities.

Vision

To have a society where the physically and mentally challenged lead a life of care, dignity and respect.

Mission

Help the physically and mentally challenged to become self reliant, realise their full potential and enhance their capabilities to the maximum possible.

What we do

We work with special children, adolescents and grownups with special conditions such as:

- Cerebral palsy
- Down syndrome
- Autism
- Mental Retardation
- Slow Learners

Our work focuses on:

- Provide relief to the families of these children by taking care of the children during part of the day.
- Provide continuum of care to these children on a long term basis.
- Help the children to become more self reliant through Life Skills building & Therapeutic programs.



Where we work

- We run a day care center at Gurgaon, Haryana providing a range of services.

It is thus a multi-sector, multi-dimensional approach for people with disabilities, with joint participation of the family members and Khushboo.



Our Methodology

Each person approaching Khushboo for care is assessed extensively by our Diagnostics and Prescriptive team comprising of Khushboo staff and specialists from renowned hospitals such as Fortis, Max, and Medanta.

Based on this assessment, therapeutic/development needs are identified and an Individual Development Plan (IDP) is created.

Based on the development plan, the child is made a part of one of the following streams:

- OPD
- Regular enrolment

The child is also assigned to a group based on her/his age and ability.

The center delivers its services through two programs comprising of various activities and the schedule is based on the child's individual development plan.

The programs and the respective activities are as under:

Life Skills Development

- Personal care and Hygiene
- Education
- Computers
- Activities of Daily Living (ADL)
- Home management & Housekeeping
- Tailoring
- Cooking & Catering
- Gardening
- Arts & Crafts
- Personal safety & Security

Therapeutic Services

- Physiotherapy
- Occupational Therapy
- Speech Therapy
- Pottery
- Psychiatry & Counselling
- Sensory Integration
- Yoga
- Performing & Expressive arts (Dance & Music)
- Sports
- Organic Holi colors from flowers



Executive Committee

Khushboo is governed by an Executive Committee which focuses on good governance and mentors the management team to ensure high standards of service to the beneficiaries. Committee meets at least four times a year to discuss a pre-circulated agenda. The decisions of the meeting are recorded and confirmed in the subsequent meeting.



Mr. Rakesh Jinsi is an Electrical Engineer, having graduated from Punjab Engineering College, Chandigarh (Punjab University) in 1977. He has over 41 years of work experience in the Automobile, Not for Profit and Education sectors.

For over 21 years he has held leadership positions with organizations such as Eicher, Hero Motors, Chase Manhattan, Force Motors, Tata Trucks, New Holland Fiat Tractors, SOS Children's Villages and School of Inspired Leadership. He has been a member of National level bodies such as National Human Rights Commission and Voluntary Action Network of India (VANI), the Apex body of NGO sector, National Skill Development Corporation etc.

His current professional engagements include management consulting (change management and SMSE's), Independent Director on Boards of a few companies, NGOs & Executive Coaching.



Mrs. Renu Maheshwari (*Vice President*) is an active Social Worker, having worked in areas of Social Development and livelihood creation for Families of workmen. She was the founder of a Welfare Organisation "Prerna" at Hoshiarpur (Punjab), that worked with housewives in the rural area, supporting trades such as needle work, etc.



Mr. Narendra Gera (*General Secretary*) is a Mechanical Engineer running his own manufacturing enterprise. Is an active Social Worker. He is also on the Board of DAV Senior Secondary School, Khandsa Road, Gurgaon. He is one of the founder member of Khushboo and also parent of a special child.



Mr. Pankaj Jain (*Treasurer*), an entrepreneur in the Publishing Business, is a social worker and deeply concerned about the under privileged. He is also one of the founder member of Khushboo.



Mr. Rajiv Gupta (*Member*), is an Engineer having spent many years with M/s Maruti Suzuki. He is passionate about helping children with Disabilities and is a parent of a special child.



Mrs. Reeta Rastogi (*Member*), a Post Graduate in Education, is a teacher by profession and deeply engaged with development of children.



Col. M.S. Krishnan (*Member*), a Mathematics graduate from Delhi University and an Alumni of Indian Military Academy, Dehradun. A decorated war veteran who took part in 1965, 1971 & Srilanka operations. He had to retire pre-maturely after 32 years of service, due to injuries received during field operations. Now he spends time in supporting causes of public interest.



Mrs. Usha Malik (*Member*), a Post Graduate in Education, is a grass root Social Worker and has been associated with Khushboo for many years.

Deepanshu Ratra - Story of a transformation: Rooting for a better tomorrow

Deepanshu Ratra's extraordinary journey at Khushboo is a symbol of hope and transformation. Take a look.

If one goes by the first impression, Deepanshu Ratra, a child enrolled at Khushboo for more than 15 years, comes across as a disciplined, well-groomed and active individual. This goes against the typical image one would have of a differently abled person. He makes a special trip to the center to share his journey at Khushboo, which is currently operating an online format due to COVID-19 pandemic. He is fully aware of precautions to be taken, is wearing a neat uniform, a mask and is carrying a small bottle of sanitizer. One can even notice his conscious efforts of maintaining social distance with his brother who's sitting on a chair next to him. "He's very attentive and alert whenever he steps out of the house these days," chips in Deepanshu's elder brother Harish Ratra as he reveals how he is often scolded by the younger sibling for overlooking safety norms. "Fearing his pointing out, mostly our family wears mask," he quips.

TOUGH CHILDHOOD

For Harish, it is a surreal transformation of his 24 years old brother over the years. From somebody who needed assistance at every step to now becoming a helping hand for everybody around him, Deepanshu has come a long way. "He was infected with jaundice a few days after his birth, which eventually caused 'athetoid cerebral palsy' and major hearing loss," Harish says. Symptoms started showing up soon. Deepanshu found it difficult to control his body and developed involuntary writhing movements in hands, fingers and legs. He was totally dependent on others to even manage toileting. In a hope to find 'cure', his father, despite struggling to

make ends meet, had to run from pillar to post. "We didn't have money, no resources. We still visited several hospitals in Delhi, Gururgram, Faridabad, Rewari... met many doctors, but to no avail. As Deepanshu grew up, it had become difficult to carry him in the arms," says Harish. With nothing else visible, the family wished for a divine intervention. Frequent trips to religious sites were made; hawans and puja were performed by babas. But nothing helped.

RAY OF HOPE

A chanced introduction to Khushboo by an acquaintance was a turning point in Deepanshu and his family's life. In April 2003, as 7-year-old, he landed at Khushboo's premise along with his mother. At the time of admission, his challenges were highly complex and extensive. He required assistance with every aspect of life from managing personal care to communication and feeding. "After detailed assessment by our multidisciplinary team, a development plan was drawn for him. It was shared as well as explained to his parents as it needed their participation as well. As a part of the development plan, he was put on extensive physiotherapy routine," recalls Vijay Pal, Director, Programme, Khushboo. The family was given the comfort that no monthly fee would be charged, keeping in mind their financial condition.



With the sincere involvement of Khushboo's teachers, physiotherapists, psychiatrist and other occupational therapists, Deepanshu started responding to the interventions. Today, after consistent efforts of close to two decades, he has grown up to be an exuberant personality, fondly looked upon as the 'Pride of Khushboo'. He can now walk on his own and independently manage activities of daily living. He has also learnt to do simple mathematical calculations. He has passed an 18 months 'Ability Enhancement Multimedia Program' certified from AIIMS Multimedia, and has also learnt Coral Draw, Photoshop and other advanced computer programmes as a part of the course curriculum. He can recognize time upto hours. "Now he is able to guide his classmates at the Center. He has also started helping fellow students in solving computer problems," something which is even recorded in Khushboo's annual assessment report.

KING OF KITCHEN

In Khushboo's kitchen, Deepanshu is an outstanding performer. His cooking and catering skills have earned him a whole lot of fans. He has been trained to make some delicious Indian and European dishes. He can cook staple Indian khichdi, pulao, matar aloo, daal, tamatar aloo, sabot dane ki khichdi, pasta, sandwiches to name a few. "He is a quick learner. It is not easy to put ingredients in the right quantity when you are cooking for 3-4 people but he gets it right mostly. He takes feedback seriously. Hamesha aakar puchega kami koi hai... namak ya cheeni kam toh nahi hai (He would always enquire if there was any shortcoming in his cooking... less salt or sugar). He wants to improve," shares Madhu Chauhan, teaching assistant.

SPORTY SPIRIT & LEADERSHIP

Chandveer Barak, Special Educator, Sports, calls Deepanshu a 'true sportsman in spirit'. "He tries hard to push his limits even though he is uncomfortable due to physical limitations," he says. Deepanshu has got varied interest in sports. He loves running, football, cricket, hockey, carrom, bocce ball etc, and has fetched many laurels at State and National levels in almost all of them. What impresses the sports trainer most about the 'special champion' is his professional behavior when they travel out of station to play games. "He becomes an excellent commander and a follower at the same time. He follows instructions carefully and ensures others don't slip out either. He is willing to help other children in need or otherwise. He assists them in taking food, toileting and addressing grievances. In case of injury, he will be hyper active in assisting the attending expert. In case there's no warden at that time, we give him the responsibility to take care of the team," says Chandveer. Deepanshu has often surprised his teachers and family with his enthusiasm and perseverance. While Chandveer wonders "how he rolls the ball so smoothly in bocce ball or manages wicket-winning bowling in cricket", brother Harish is yet to win a Carrom match against him.

INTERPERSONAL SKILLS

Deepanshu is called a social butterfly by Shashi Bala, a programme supervisor at Khushboo. This compliment describes an intense journey of a boy from being recluse and helpless to a talkative and confident individual. "He could barely speak or walk when he came to Khushboo. Today, he has a friend circle of boys and girls and he loves mingling around with them. I feel so happy when I find him discussing about his teachers and family with his friends, like any regular student in other schools," says Shashi. In order to further sharpen interpersonal skills of the children, the supervisors encourage them to communicate messages and hold conversations. This boosts confidence and improves social skills. "Deepanshu volunteers to help other children communicate better. He explains to the teachers what they are trying to convey," says Shashi.





NOBILITY & ABILITY

Deepanshu has carved a niche for himself with his generous, selfless attitude. While at school, he is supportive to other students, at home, he is busy caring for his ailing mother, and has taken over most of duties. Courtesy his multi disciplinary training involving Gastronomy, Home Management and Housekeeping at Khushboo, he is able to play helpful role in everyday chores at home. “Honestly, we are dependent on him,” confides a smiling brother, calling Deepanshu “backbone of the family”. “Our mother has not been well for a long time. So he takes care of everything, right from buying groceries to managing kitchen. He's a fantastic cook as well as a good bargainer,” he adds. Deepanshu often takes pride in buying things at cheaper prices. Last November, his mother was admitted to hospital for almost a month. His brother attended to the hospital while Deepanshu took over charge of the home. “Now that she is back, he ensures she is at ease. He goes out to buy medicines, milk etc, and makes evening tea for her,” says Harish. With time, Deepanshu has become fully aware of financial constraints. He has been saving up his disability pension (this was facilitated by Khushboo) which he now independently collects from the authorities.

LAYING THE ROADMAP FOR FUTURE

His challenges couldn't come in the way of Deepanshu's desire to dream of a better and secure future. He wants to set up a shoe store in Gurugram. Preps have already begun. His free time goes into researching shoe types, wholesale manufacturing, retail prices and latest designs. “I'll buy them from Delhi,” says a charged Deepanshu, the moment brother Harish brings up the subject. He has been watching YouTube videos on shoe business and regularly hands over a list of contact numbers to Harish to check on latest developments in the market. “In a year or two, when my father is retired from his work, we will definitely try to establish a footwear business,” hopes Harish.

It is a gratifying moment for everybody at Khushboo that Deepanshu Rawat is gradually maturing into an independent adult who is willing not only to take charge of his own life but also become a support to people around him. It takes years of hard work, dedication, discipline, perseverance, commitment and determination to reach such a stage.

IN THE WORDS OF FAMILY

Asha Rani, Mother

It was a challenge to cope with our son's illness. We did everything possible to find a cure. For the first few years, he was not able to sit and walk. It affected us emotionally and financially. However, Khushboo became our guiding light at the right time. Their efforts of years have been full of promises and growth. We decided not to visit any hospital after Deepanshu enrolled at Khushboo. Today, he is a man of skills and a great help. He is craving for a self-reliant future. He wants to apply for a loan and establish his shoe business. I will try my best to assist him in his future endeavours.

Virender Manchanda, Maternal Uncle

I have closely followed the struggle of Deepanshu's family. The parents were stressed financially but didn't give up on their son. Fortunately, his admission at Khushboo changed their life for good. He has been trained to manage all regular things on his own. He is also a support system to his mother, who has not been keeping well for a long time. I can say we had never imagined Deepanshu would grow up to be an almost independent person. He is a different human being than what he was 10 years ago. There's a zest in him to live life and tap his own potential despite apparent challenges.





Infrastructure & Facilities

Khushboo operates from a self owned campus of 0.4 acres, land for which was allotted by Haryana Govt. The campus houses a 17,424 sq ft of built up area which ensures easy accessibility to our children and confirms to the needs of the special children. The building specifications are as under:

- Large airy and natural light lit rooms
- Wheel-chair friendly ramps
- Automatic sliding doors
- Wide staircases with easy to hold side-railings
- Big, steel, water dispensers on each floor
- Disabled friendly toilets near classrooms
- Open area for sports and recreation activities

At Khushboo, we are constantly trying to improve our services; be it in form of new amenities, modern machines, latest technology, innovative teaching aids etc. The aim is to make learning easy and fun.

Our facilities are detailed as follows:





Audiometry Laboratory

This state of the art facility is housed in sound proof room having the following:

- IHS ABR System (BERA)
- Audiometer
- Oto Acoustic Emissions
- Tympanometer
- Video Otoscope
- Portable Audiometer
- Speech training Software - Dr. Speech

Special Teaching Aids

Communication & Assistive Technology (CAT) Unit

First of its kind in India has been set up in collaboration with Ash Field Academy, UK. This is an impactful intervention to provide transformative and learning experience to children suffering from learning disorders, cognitive dissonance and communication motor impairments and comprises of:

- Interactive White Boards
- Special software for teaching



Transportation facilities

A fleet of 5 self-owned vehicles pick up the children from their homes and drops them back after the center closes for the day. All our drivers and attendants have been made aware of the home routes of each child. To ensure safety compliance all our vehicles are equipped with:

- Safety belts
- CCTV
- GPS tracker
- AC
- Side handles/ Boarding handles
- An attendant in the bus throughout the journey
- Licensed and skilled drivers



Computer Laboratory

This facility is housed in a bright room and is equipped with:

- Six computers
- Special Mouse and key boards to meet the needs of the children.

Occupational Therapy (OT) with multi-sensory integration room

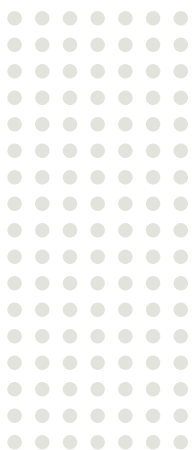
This facility comprises of the following:

- Sensory integration room
- Leg Boards
- Dart Boards
- Balance Boards
- Hip Rotator
- Tread Mill
- Texture Mats

Physiotherapy and Gymnasium

This section comprises of:

- Muscle stimulator
- Microsoft Xbox
- Kinect game console
- Trampoline
- Therapeutic exercise balls
- Balancing boards
- Dumbbells
- Weight cuffs
- Parallel bars
- Walkers
- Rollators
- Motorised and manual wheel chairs
- Full-body vibrator
- Bench press for weights
- Tilt table
- Standing frame



Our Programmes

Activities of Daily Living (ADL)

Children are taught to do the following routine activities on their own.

- Eating
- Bathing
- Dressing
- Toileting
- Personal care and hygiene
- Getting in and out of bed or chair easily (transferring)
- Controlling bladder & bowel movements (maintaining continence)
- Opening clothes buttons
- Filling water can
- Washing clothes
- Identifying toilets of their gender
- Managing time etc

Interpersonal Skills

At Khushboo, children develop their social skills to:

- Ask for assistance
- Make new friends
- Communicate clearly to have their needs addressed
- Hold conversations with friends and family
- Give their opinions

Personal Safety and Security

A very important life skill, special children are taught safety measures. They learn:

- Kinds of risks they may face
- How to avoid tricky/unsafe situations
- Awareness on personal safety
- Sense of right conduct
- Deterring unwelcome behaviour
- Difference between good and bad touch
- Safety precautions from fire, or sharp instruments such as knives or scissors





Education

Khushboo ensures that our children learn basic academics to the extent possible. The focus is on the following:

- Reading
- Writing
- Arithmetic

Computers

Children who have requisite capabilities are taught basic computer skills and are also trained in special applications viz Photoshop and CorelDraw. The intent is to have a meaningful engagement for the children and at the same time impart computer skills.

Home Management and Housekeeping

This skill is important in everyone's life, more so for special children. Performing household tasks builds their abilities to work on their own and also be of help to their families. A big factor in building interpersonal relationships too, children gain self-worth and respect from their families. Amongst other skills, our children learn:

- Cleaning
- Dusting
- Table laying
- Bed making
- Ironing
- Setting up almirah
- Folding clothes
- Money Management
(Familiarization with notes and coins and doing transactions while shopping)

Cooking and Catering

Children who have a little better ability are taught these skills so that they can be of help to their families.

Gardening

One school of thought believes that gardening has some therapeutic effect, Khushboo involves children in this activity to have a meaningful engagement which can be done at home also.

Art and Craft

Science has proved that creative expression helps in emotional well-being. This skill helps children express their needs while benefitting from the immeasurable joy that art brings. At Khushboo children learn:

- Colouring
- Painting
- Drawing
- Crafting waste material into useful products

- Physiotherapy
- Occupational Therapy with Multi Sensory Integration
- Hearing & Speech Therapy
- Performing & Expressive Arts (Music & Dance)
- Pottery
- Yoga
- Sports

Physiotherapy

This intervention aims at:

- Strengthen and recuperate weak muscles through weight bearing exercises
- Enhance leg muscle capacity with standing programs
- Enable mobility with programs such as walking and the wheelchair use
- Identify and meet orthopaedic needs

Therapeutic Services

Children under our care have serious medical afflictions. Hence, these services from the core of our work. Following interventions are carried out by us:



- Based on the individual development plan drawn for the child a physiotherapy schedule is drawn for the child. The therapists work closely with the children and assess the need for aids - such as standers, wheelchairs, or any other orthotic devices.
- Help the child and family to become familiar with the required equipment.
- Conduct group sessions with other professionals.
- Advise supplementary home activities to caregivers after training them.
- Hold quarterly conference meetings with parents.
- Assist the child reach his/her developmental milestones that requires gross motor skills, like sitting, crawling, standing, walking, jumping, kicking ball, etc.
- Facilitate to achieve the desired goals through manual therapy, frame standing, standing bars, tilt table, parallel bar training, balance training, muscle stimulator etc.



Occupational Therapy with Multi Sensory Integration

Developing skills that are a must for daily living is the main objective of this intervention. Designed to improve basic motor functions and reasoning skills, the program helps prevent permanent loss of functions. The intervention uses methods such as multi-sensory stimulation and integration to:

- Help eat properly through Oral-Motor Exercises.
- Teach new activities through Imitation Techniques.
- Improve tactile sense through Touch Therapy Sessions.
- Tone up Body Balance through exercises like jumping, climbing stairs etc.
- Improve Motor Skills by picking and releasing small objects.
- Improve concentration & attention through clear commands.
- Cutting of flowers for improving hand-eye coordination.

Hearing & Speech Therapy

This intervention helps in improving speech of the children, and their ability to understand and express, including nonverbal cues. Our therapists work to:

- Test hearing ability of children
- Assess the problems & provide treatment.
- Identify difficulties in articulation, fluency, resonance, or language disorders.
- Demonstrate the right sounding words and practise with children to follow same using computer/ tablet.
- Ensure proper mouth coordination to produce sounds to form words & sentences
- Help with voice volume regulation.
- Address language disorders to help children express their thoughts.
- Use of written, pictorial, body & sign forms to help children develop their understanding.
- Practice on computers and iPads with special software applications to develop children's speech.



Psychiatry and Counselling

At Khushboo, counselling is an important and an integral part of the care process.

Good bonding with family plays an important role in a child's rehabilitative progress and this is exactly what this intervention does.

The process of counseling involves:

- Understanding child's uniqueness, Identifying their strengths and struggles.
- Developing a partnership between the teachers and the parents to bring desired changes in the child.
- Facilitating learning of new skills and trying new behaviours.
- Since the parents and the children struggle with challenges in everyday living, acquiring new skills lead to improvement in the quality of the life of children as well as the parents.

Pottery

This unique therapeutic intervention settles and calms children. It also manages to hold their attention for a longer duration and helps them focus. Pottery enhances a child's sensory development and motor skills. A pottery expert visits Khushboo to guide our children in the art of making diyas, pots, pen holders, and other clay items. Full of creative joy, this intervention boosts our children's confidence levels.

Yoga

Where conventional treatment methods reach their limits, yoga has shown remarkable results at different levels. Children with Down Syndrome and other development disability often surprise their families and teachers with quick mastery of basic motor, communication, and cognitive skills through practice of yoga.

Regular yoga leads to a greater concentration, balance, and composure in daily living, and long term gains include relaxation and softening of inner tensions, body –mind equilibrium, and a feeling of energetic buoyancy to carry through even the most difficult days.

At Khushboo we ensure children practise yoga asanas (postures), pranayam (breathing exercises) and listen to meditative music – using phonetics for healing. A yoga teacher oversees the session and conducts beneficial asanas for each individual case. After the session, children clean their yoga mats and keep them neatly rolled for the next class. Each day children attend their yoga class for one hour which has been formally included in the curriculum.



Performing and Expressive Arts

Dance and music is a great way to encourage muscle movements and greater joint mobility. They not only improve muscle tone, spatial awareness, and kinaesthetic sensation, but also stimulate endorphins and facilitate social skills.

These activities are specially tailored to meet individual needs, capabilities, and have the highest level of participation- so much that children eagerly look forward to these sessions.



Sports

A new sports program aimed at “Learn while playing” was introduced with the help of an expert. The programme enables children to learn things like following instructions, waiting for their turn, develop alternate solutions etc. This has further enhanced the confidence level of the children. Apart from this, children with little more capabilities are provided with special coaching to participate in competitive sports. Some of our children have done us proud by winning prizes at National and International level competitions.

Operations Overview

Beneficiaries

The status of beneficiaries is as follows:

Projects	March 31, 2019	March 31, 2020
Regular	113	116
OPD	07	10

During this period 25 new children joined and 22 children left the Center

The reasons for leaving were:

- Shifted from Gurugram: 11
- Parents decided to keep at home: 04
- Shifted to regular school: 02
- Health issues: 04
- Got employed 01

Attendance

Attendance continues to be our focus area; the figures as compared to last year are shown in the table below:

Year	April	May	June	July	August	September
18-19	75%	78%	Summer Break	74%	79%	74%
19-20	78%	77%	Summer Break	71%	79%	82%

Year	October	November	December	January	February	March
18-19	77%	78%	78%	72%	77%	78%
19-20	71%	71%	68%	67%	75%	62%

However these efforts need to be sustained.

Resource Development & Communication

Last year, we continued fundraising efforts through conventional ways. We deepened our engagement with our existing donors, both individuals and Corporates. Focus was on keeping them informed about the activities at the centre and sharing with them the progress of our children.

We also amplified our efforts to reach out to netizens. An extensive campaign has been running on our social media pages to create awareness about our past activities, ongoing programs and future initiatives. The communication team started effectively using popular networking platforms such as LinkedIn and Facebook. Details of our upcoming “Residential Facility” was also shared online. As a result, there's a substantial increase in the footfall on our social media pages as well as website. While this has generated a high degree of awareness among the masses, we have also managed to establish few new Corporate connections, but none of them have progressed to the stage of becoming a donor so far.

We thus continue to rely on our old relationships. In fact we lost few donors, in the year gone by. A total of Rs 1.55 Crores was raised last year.

The coming year promises to bring more challenges on fundraising as Covid programs are receiving a lot of attention from the Corporate sector as well as the government. This would lead to splitting, if not total diversion of philanthropy funds.

Support from our existing donors thus becomes even more important.



Fidelity Team



British Telecom Team

Events



Half yearly meeting with parents in progress - I



Half yearly meeting with parents in progress - II



Picnic with children and their family members



Republic Day celebrations

Events

Observing Disability Week

Khushboo celebrated **Disability Week 2019** during December 2-10, 2019 with the support of Jindal Foundation. An array of events and activities were organized throughout the week-long programme wherein students from regular schools also participated. A special talk was organized to sensitize and spread awareness on disability, inclusion and human rights.

Students from schools like Salwan Public School, Blue Bells Modern School, Blue Bells Public School, Meenakshi Public School, D.P.S International Edge and Lions Public School joined in.



President Mr Rakesh Jinsi addressing the gathering



Walkathon on World Disability Day



Sensitization and awareness program in school

Inter-school Painting Competition

During the **Disability Week**, an Inter-school **Painting Competition** for Gurgaon-based schools was organized by Khushboo on the topic - "Inclusion & Disability". The objective was to sensitize the school children on disability.

The winners were judged by a jury comprising accomplished artist, Ms Shobha Broota, Ms Sangeeta Kumar Murthy and Mr Prakash Patil.



Jury members evaluation paintings



Chief Guest Dr Muniraju, S.B., Deputy Advisor Niti Ayog and Mr Vikas Kataria, Director Resource Mobilisation giving prizes to the painting winners

Grand Finale

Grand Finale was celebrated on International day of disabled persons and International Human Rights Day.

The week-long programme of the Disability Week concluded with an eventful day at Khushboo's Center. All artworks competing for the inter-school painting competition were displayed at the premise. A cultural performance was staged by Khushboo's children and it was followed by a dance act by the special children from GMRV Foundation and an entertaining Bollywood quiz on disability for participants from the corporate industry. Later, a prize distribution ceremony was held for the award-winning paintings.

Dr. Muniraju, Deputy Adviser, Government of India, NITI Aayog, (National Institution for Transforming India Aayog), (SJE, Tribal Affairs & Minorities Division), presided over as the Chief Guest while Mr. Vikas Kataria, Director Resource Mobilization, Water Aid, graced the occasion as the Guest of Honour.



Cultural Programme by GMR Foundation



Dance performance by Khushboo children



A glimpse of painting exhibition

Activities

Khushboo – A Little World for Special Children

Khushboo is a place for the meaningful engagement for the special children. Other than taking care of the kids, Khushboo witnessed a lot of activities.



Improving gross motor skills



Home Management session in progress



Session on improving language skills



Tie & Die in progress



Improving hand muscles with the help of parachute

Achievements

Sometimes we need mind and sometimes it takes a heart to understand the scale of success achieved in the days gone by. It fills our heart with pride to recall some unforgettable moments of success, as our kids earned laurels for themselves.



Winners of District Games



Aditya participated in Haryana Team for National Handball event



Children participated in District Sports event



Children participated in Group Dance and got 1st Prize. The event was organised by Very Special Art India, Delhi



Vipin participated in Computer Competition and got 1st prize. The event was organised by Very Special Art India, Delhi

Khushboo Welfare Society
Sector - 10 A Gurgaon
Statement Of Receipts & Payments for the period 01.04.2019 to 31.03.2020
Receipts and Payments

Particulars	Schedule No	2019-2020	2018-19
Opening Balance		9,193,916.78	5,851,930.83
Bank Accounts		9,176,592.06	5,823,063.11
Cash-in-hand		17,324.72	28,867.72
Receipts:			
Current Liabilities		2,490,911.00	89,274.00
Corpus Fund			5,000.00
Provident Fund Payable			77,767.00
Sundry Creditors	1	2,490,911.00	6,507.00
Current Assets		18,165,439.00	21,943,071.00
Fd with Coporation Bank		2,518,970.00	
Fd With Svc Bank Bangalore			1,680,000.00
Opd Charges Receivable			1,000.00
Tds		89,390.00	
Sundry Debtors	2		19,150.00
Mutual Fund	3	15,557,070.00	20,242,921.00
Indirect Incomes		19,120,097.95	25,662,028.10
Profit on Mutual Fund		803,642.41	2,157,155.61
Donation	4	15,305,513.00	20,417,274.69
Intrest	5	122,950.00	174,151.00
Misc Receipts	6	74,762.54	134,266.80
Transport and User Charges	7	2,721,230.00	2,779,080.00
Indirect Expenses		28,498.10	4,005.86
Vehicle Operation Exp			3,000.00
Admin and Management Exp		1.10	
Employee Cost		27,862.00	3.80
Programme Exp		635.00	1,002.00
Net Receipts		48,998,862.83	53,550,309.79
Payments:			
Current Liabilities		21,996,405.31	14,699,088.87
EDLI Admin Charges @ 0.01		200.00	1,309.55
EDLI Contribution @ 0.5 %		28,367.24	26,411.80
Employee PF Contribution		680,806.00	631,868.00
PF Admin Charges @ 50%		29,033.37	34,334.82
Provident Fund Payable		680,806.00	633,868.00
Salary Payable		7,909,590.00	7,510,741.00
TDS Deduction		149,218.00	75,424.00
Tds Payable		186,929.00	77,988.00
Sundry Creditors	8	12,331,455.50	5,705,144.00
Fixed Assets			21,550,238.00
Land			21,550,238.00
Office Equipment			1,000.00
Current Assets		22,597,547.00	7,616,491.00
Fd with Coporation Bank		1,525,000.00	1,010,000.00
Tds		6,547.00	5,641.00
Sundry Debtors	9	16,000.00	850.00
Mutual Fund	10	21,050,000.00	6,600,000.00
Direct Expenses		1,000.00	16,167.00
Honorarium-Daily Basis		1,000.00	
Mediclaim Exps			16,167.00
Indirect Incomes		56,458.11	266,503.38
Profit on Mutual Fund (Loss)		48,061.11	240,903.38
Funding		4,997.00	10,500.00
Transport and User Charges	11	3,400.00	15,100.00
Indirect Expenses		129,042.98	206,904.76
Vehicle Operation Exp	12	6,130.00	15,554.00
Admin and Management Exp	13	17,772.71	39,165.77
Employee Cost	14	55,514.27	102,301.99
Programme Exp	15	21,980.00	34,180.00
Utility and Communication		7,646.00	15,703.00
Net Payments		44,780,453.40	44,356,393.01
Closing Balance		4,218,409.43	9,193,916.78
Bank Accounts		4,213,589.71	9,176,592.06
Cash-in-hand		4,819.72	17,324.72
Difference		0.00	(0.00)

Accompanying notes forming parts of the Financial Statements

AUDITORS REPORT

As per our report in Terms Of Section 12 A(b) of Income Tax Act, 1961

For N.K.S Chauhan and Associates
Chartered Accountants
FRN : 013940N

CA NKS CHAUHAN
Partner
Mem No. 088165
Place: New Delhi
Date : 12-09-2020

UDIN : 20088165AAAJA6627

For KHUSHBOO WELFARE SOCIETY

President

Treasurer

Khushboo Welfare Society
Sector - 10 A Gurgaon
Balance Sheet as on 31.03.2020

S. No.	Particulars	Note No.	As On 31.3.2020	As On 31.3.2019
I	EQUITY & LIABILITIES			
	RESERVE & SURPLUS			
	General Reserve	1	59,977,229	51,563,425
	Income over Expenditure	2	1,795,507	8,413,803
	Corpus Fund	3	9,185,506	9,185,506
	Current Liabilities			
	Sundry Creditors	4	155,560	555,886
	Expenses Payable	5	748,345	740,112
	Other Current Liabilities	6	2,063,447	74,616
	TOTAL		73,925,594	70,533,348
II	ASSETS			
	Non Current Assets			
	Fixed Assets	7	53,328,180	49,393,223
	Investment			
	Mutual Fund	8	16,050,000	10,557,079
	Current Assets			
	Fixed Deposits		20,000	1,015,000
	Sundry Debtors		-	-
	Cash and Cash Equivalents	9	4,218,409	9,193,917
	Short Term Loans and Advances	10	309,004	374,129
	TOTAL		73,925,594	70,533,348

Accompanying notes forming parts of the Financial Statements

17

(0)

AUDITORS REPORT

As per our report in Term Of Section 12 A(b) of Income Tax Act, 1961

For N.K.S Chauhan and Associates
Chartered Accountants
FRN : 013940N

CA NKS CHAUHAN
Partner
Mem No. 088165
Place: New Delhi
Date: 12-09-2020




For KHUSHBOO WELFARE SOCIETY
President




Treasurer




UDIN: 20088165 AAAAJA 6627

Khushboo Welfare Society Sector - 10 A Gurgaon Statement Of Income & Expenditure for the period 01.04.2019 to 31.03.2020				
S. NO.	Particulars	Note No.	For the year Ended 31/03/2020	For the year Ended 31/03/2019
I	INCOME			
	Donation, Grant, & Membership Fees	11	15,554,866.00	20,406,774.69
	User Charges		1,804,220.00	1,865,730.00
	Transportation Charges		935,610.00	898,250.00
	Interest Income	12	122,950.00	174,184.00
	Other Income	13	830,343.84	2,076,436.88
	Total Income (A)		19,227,989.84	25,421,375.57
II	Expenses			
	Craft Expenses		1,501,244.50	1,752,980.00
	Transportation Expenses	14	707,597.00	785,551.00
	Employees Benefit Expenses	15	9,736,231.35	9,350,747.60
	Depreciation Expenses		3,498,398.49	3,663,468.73
	Financial Costs		10,004.69	11,969.95
	Other Expenses	16	1,979,006.92	1,442,914.82
	Total Expenses (B)		17,432,482.95	17,007,672.10
III	Excess of Income over Expenditure (A-B)		1,795,506.89	8,413,803.47

Accompanying notes forming parts of the Financial Statements

17

AUDITORS REPORT

As per our report in Term Of Section 12 A(b) of Income Tax Act, 1961

For N.K.S Chauhan and Associates
Chartered Accountants
FRN : 013940N

CA NKS CHAUHAN
Partner
Mem No. 088165
Place: New Delhi
Date : 18-09-2020



For KHUSHBOO WELFARE SOCIETY

[Signature]
President

[Signature]
Treasurer

UDIN: 20088165 AAAAJA 6627

Governance & Compliance

Distribution of employees according to remuneration levels.

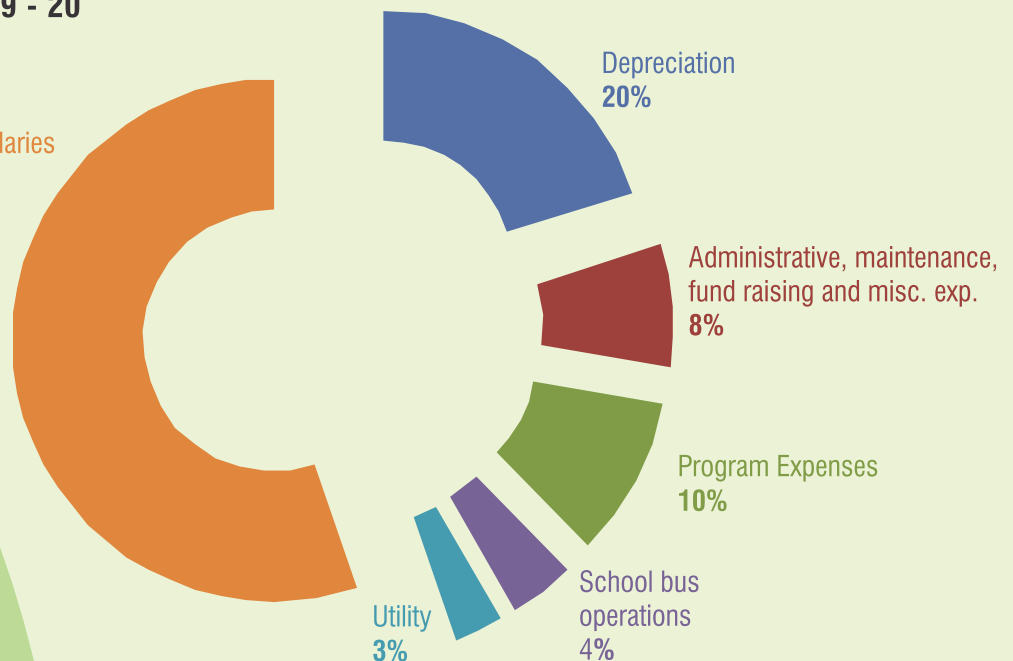
	Name	Designation	Annual Remuneration (in Rs.)
Highest Paid Person in the Organization	Vijay Pal	Director	8,45,520
Lowest paid person in the Organization	Neelam	Helper	92,040

Gross monthly remuneration plus benefits (Rs.)	Male	Female	Total
<5,000	0	0	0
5,000-10,000	1	7	8
10,000-25,000	10	6	16
>25,000	4	5	9

No. Of Executive Committee (Governing Board) members receiving remuneration	None
Expenditure on Foreign Travel incurred by Executive Committee members, Employees or Volunteers	0
Expenditure on Inland Travel incurred by Executive Committee members, Employees or Volunteers	Rs.8,855
No. of the executive Committee members related to each other	None

Total Expenditure 2019 - 20

Medical staff, special educator & helpers salaries
55%



Executive Committee Meeting Details

S.N.	Name	Age	Sex	Position in Committee	Occupation	Area of Competency	No. of Meeting Attended
1.	Mr. Rakesh Jinsi	64	M	President	Management Consultant/ Coach & Mentor	Strategy Management, Operations & Fundraising	5
2.	Mr. Narender Gera	60	M	General Secretary	Industrialist	Operations	2
3.	Mr. Pankaj Jain	65	M	Treasurer	Businessman	Finance	5
4.	Mrs. Renu Maheshwari	61	F	Vice - President	Social Worker	Training	4
5.	Mrs. Reeta Rastogi	69	F	Joint Secretary	Teacher	Training	3
6.	Col. M. S. Krishnan	75	F	Executive Member	Retd. Army Personnel	Administration	1
7.	Mr. Rajiv Gupta	62	M	Executive Member	Management Consultant	Operations	4
8.	Mrs. Usha Malik	64	F	Executive Member	Social Worker	Vocational Skills	2

Registrations & Accreditations

The Society is registered with / under recognized / approved by:

- Registrar of Societies under Societies Act, 1860
- Persons with Disability Act, 1995
- Foreign Contributions Regulation Act (FCRA)
- National Trust Act, 1999
- Registration u/s 12 of IT Act
- Exemption under 80G of IT Act
- Charities Aid Foundation (CAF)
- GiveIndia
- Credibility Alliance
- Guide Star India Transparency Key

Donor Testimonials

Suresh Shetty Emerging Securities Pvt. Ltd.

I have been associated with Khushboo for many years and have been observing its work.

It is playing a meaningful role by not only enabling children with mental and multiple disabilities to become more self-reliant but also providing support to parents by taking care of the children during the day, thus enabling them to attend to attend to other activities.

I'm delighted to support Khushboo in its efforts to look after these special children.

My comfort level of associating with Khushboo is very high as I'm confident that the funds are utilized very judiciously.

I wish Khushboo the very best in its endeavours.”



Badri Aggarwal Urvashi Nidhi Foundation

It has been a great pleasure to get introduced to Khushboo through my very good & old friend Mr Jinsi, The President of Khushboo's Executive Committee, who has been involved with Not for Profit & Education sectors for a very long time.

Every child is precious & the children with special needs all the more because they need very careful and loving environment for them to live a very safe & dignified life.

I understand that Khushboo is involved in helping over 100 children with special needs each year at an excellent facility in Gurgaon. It is indeed very heartening to know about the dedication of The Executive committee members & the entire staff of Khushboo in taking care of such a large no of special children . May God bless you all !

I was extremely happy to know that Khushboo is now planning a much bigger & Residential facility for the special children. A wonderful plan indeed!

I wish to thank everyone involved in managing & running Khushboo so very well with all the commitment & dedication & wish Khushboo, all the success in their endeavours.



Vishwadeep Bajaj ValueFirst Digital Media Private Limited

“I feel happy that I had the good fortune to visit Khushboo Welfare Society in Gurgaon. It is engaged in laudable endeavour of helping differently abled children through providing care and offering life skill development. I was impressed by the set up - well equipped classrooms, therapy rooms and professional staff. However the most important thing which came out was how lovingly the children were being looked after. I was moved by the happy children in their pleasing uniform immersed in joyful tasks. Some of them greeted me and welcomed me into their safe haven that Khushboo is. Keep up the good work Khushboo. On our part we are happy to choose Khushboo as one of the recipients of donations from ValueFirst under the CSR scheme as we are confident that the money will be put judiciously behind the much needed cause. We wish Khushboo all success going forward.



Vivek Prakash Graziano Ltd.

I feel honoured to be associated with Khushboo Welfare Society and regard the exceptional work they do in ensuring the welfare of children and adolescents with special conditions. They provide a safe & conducive day-place for these children where they learn various life skills and attend therapeutic programs, so they become self-reliant.

I have always believed in giving back to the society especially to the children with special needs and my association with Khushboo Welfare has helped strengthen my belief. My sincere gratitude to the team for their relentless efforts through commitment and integrity.



Ravi Sikka JR & Associates

I was introduced to the activities of Khushboo by my close friend and colleague Rakesh Jinsi.

I am very impressed and enthused by the yeoman’s service rendered by Khushboo for the specially abled people of our society.

My best wishes to the entire team of dedicated people who are selflessly devoting their time for the well-being of the special people.



Dr Saroj Suman Gulati Director, Blue Bells Group of Schools, Gurugram

Khushboo is recognised nationwide as an organisation dedicated to enhancing the capacities of children who are born with special abilities thus needing our special care and compassion to help them become self-reliant and earn a respectable living for themselves. The association of Blue Bells Group of Schools with Khushboo has been very close as our students have been regularly participating in varied activities organised there. Blue Bellians have enthusiastically organised fund-raiser Bal-Melas; proceeds from which have been heartily contributed to Khushboo to provide better learning opportunities and upgraded amenities to its students. The students of our school exhibited exemplary enthusiasm when they participated in the Painting Competition organised by Khushboo in December 2019 to commemorate World Disability Day and built new bonds of fraternity and camaraderie. I am sure that these threads of love and compassion will keep on strengthening as we forge ahead with the common mission of transforming lives



Voice of Parents

Anju **Mother of Nirbhay**

Hello! My name is Anju. My son Nirbhay is a special child with down syndrome. He is 5 years old now. Nirbhay got admission at Khushboo Welfare Society in January last year. I am very happy to see the improvement in my son.

Regular therapy and other relevant activities helped a lot to develop his skills. Everyday when I prepare him for school and he feels very excited and happy.

I really feel privileged to connect with Khushboo Welfare Society.

Thank You Khushboo.



Ram Narayan **Father of Ravi Shankar**

Firstly I would like to thank Team Khushboo for all your support for making us believe that our child can behave like other normal children, from past 4 years we find very effective change in our son's behaviour.

The therapy and the care which he get from Team Khushboo is excellent. Now he can walk with some little help and he can at least try to eat by himself.

Thanks once again from Bottom of my heart Team Khushboo for being so supportive.



A word from Staff



Journey with Shashi Bala

I can still recall the day I took my son for his first physiotherapy session at Khushboo. I was impressed by the sensitive care and comprehensive attention shown towards handling specially-abled children. Soon after, I decided to join the field under the guidance of the senior staff at the organization. I did a B. Ed. in Special Education in 2002 and the following year was assigned the post of a special educator at Khushboo. Initially, it was difficult to understand behavioural issues of the children but the senior staff was cooperative and helped me with planning and conducting lessons. In 2012, I became a part of the OPD, where I was designated the task of conducting individual sessions with children along with a therapist, which also helped me learn and understand in more depth the problems faced by specially-abled children.

Special Training with Caretakers

In 2016, Khushboo started a pre-school for specially-abled children (3-6 years) with the prime objectives of cultivating the abilities of children, helping them channel energies in creative pursuits and making them proficient in essential life skills. Here, children attended the school along with their parents or caretakers so they could better comprehend behavioural and learning difficulties. As the program supervisor for this task, I along with other therapists trained parents to work with their children in specially planned exercises. This joint effort instilled parents with a renewed confidence and helped strengthen them emotionally in handling their children.

Need-based interventions

At Khushboo, we offer a holistic social and work environment which is carefully attuned to the specific needs of the children. An Individual Development Plan (IDP) is formulated keeping various parameters in mind including but not limited to the individual challenges faced by the child and their parents' requirements and expectations. The social ambiance of the organization is such that both the educators and parents are equally invested in the growth of the child. We are constantly employing advanced and innovative techniques in the field to better equip the children with essential life skills that would help them deal with day-to-day routine tasks. I, along with other educators, was sent to UK to learn how to employ these techniques in our methodology. The classroom atmosphere is such that it accommodates the requirements of every child and helps them surmount their barriers and unlock their potential. The ultimate objective of these exercises and activities is to expand their learning capabilities and also prepare them for a vocation.

Today, Khushboo has progressed remarkably from its humble beginnings. I have not only taught but also learned and improved during this fruitful and rewarding journey. The portfolio of activities now offered includes yoga, music, dance, sports and other creative pursuits. This has been an endeavour replete with both personal and professional growth. The organization functions on the principle of self and collective development. The unwavering belief in dignified life for specially-abled children is the central tenet of our guiding philosophy. Currently, Khushboo is working on a residential project for specially-abled persons where they will be cared for and provided with assistance for lifelong settlement which further shows their commitment to the cause.

At Khushboo, we believe in not only helping children adapt and learn but also ingraining their minds with a sense of belonging and self-worth.

Donation Options

Activity Sponsorship

- Sponsorship of Life skills development @ Rs.27,000/- per day
- Sponsorship of Therapeutic services @ Rs.24,300/- per day
- Sponsorship of Transportation service @ Rs.10,600/- per day
- Sponsorship of all activities @ Rs.62,000/- per day

Child Sponsorship

- Full sponsorship of child @ Rs.13,800/- per month or Rs.1,65,500/- per annum
- Sponsor a child's Life Skills Development Activities @ Rs.4,230/- per month or Rs.50,700/- per annum
- Sponsor a child's Therapeutic services @ Rs.7,300/- per month or Rs.87,500/- per annum
- Sponsor a child's Transportation @ Rs.2,300/- per month or Rs.27,300/- per annum

Upcoming Residential Facility

Cost estimate:

- | | |
|---|-------------------|
| ■ Architectural Design consultancy | Rs.30,00,000/- |
| ■ Site development i.e Boundary wall, roads, pavements, sewage/ drainage, street lights etc | Rs.3,13,35,150/- |
| ■ Construction of buildings 35,500 sq.ft @ Rs. 2250 per sq.ft | Rs.9,52,01,500/- |
| ■ Contingency | Rs.31,63,416/- |
| ■ Total estimated cost | Rs.13,00,00,000/- |

Donors may contribute any amount they wish to

General Donation

- Make a donation of any amount
- All donations are eligible for tax deduction under 80G of IT Act.

Major Donors

FLUOR

Fidelity
INTERNATIONAL



DAIKIN

give
INDIA



ValueFirst
Intelligent Commercial Solutions Chemicals

MetLife

Milliman

CAF Charities Aid Foundation
India



Midea **Deloitte.**



IQ CAPITAL

BCG
THE BOSTON CONSULTING GROUP

Lal Family Foundation



genpact
Transformation Happens Here

oerlikon
graziano

SITA



Sometimes in the wings of change
we find our greatest direction



Get involved at:
www.kwsindia.org

- <https://www.facebook.com/khushboowelfaresociety/>
- <https://in.linkedin.com/in/khushboo-india-a75895134>
- <https://twitter.com/khushboongo/>

KHUSHBOO WELFARE SOCIETY

Plot No.2
Sector 10-A
Near Lion's Public School
Gurgaon
Haryana 122001
India

T: +91 124 4140885 / 86 / 87

E: khushboowelfaresociety@kwsindia.org

Conceived & Designed by
brosdesigncompany@gmail.com

