



ANNUAL REPORT

2020 - 2021

“ You're not disabled by
the disabilities you have,
you are able by
the abilities you have ”

Oscar Pistorius

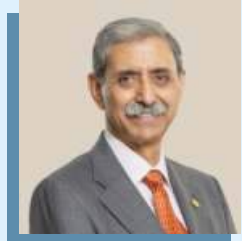




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PRESIDENT'S MESSAGE



This has been a difficult year in more ways than one.

One of the many things that happen, when children come to us, is their interaction with the outside world, the enhancement of their skills and some time off for their parents. The children sit in the bus, see the world outside and are excited about a new day ahead, meeting some children like them, teachers who understand them and want the best for them. So every single day they walk in and try and learn something, get better than yesterday.

For the parents, one of the main services the school provides, is to take care of their children for some time of the day which enables families to attend to other tasks. Of course the larger picture is seeing them slowly become independent.

All of this, however, came to an abrupt end when we closed the center for contact classes in February 2020, as the Covid pandemic broke out in the country. Just when we resumed contact classes in a small way in February 2021, we had to stop the classes, yet again in April 2021.

What however didn't stop all along, is the learning. Deterioration is a big worry for special children and we didn't want our children to fall back on the learning they have achieved so far. Given the challenges of online learning, we have managed to engage our children well. New paths were discovered, some old paths were repaved but the road to knowledge was not left abandoned.

With help from the parents and efforts of our teachers, we have been running all our programmes.

So yes, we are counting our blessings, despite the gloom.

What I am also very happy about, is the fact that despite challenges, we have retained all of our staff. This has been special because our teachers bring immense passion to work.

Donors also faced their own hurdles this year, since most businesses got affected. But we were blessed to have some who continued with their support.

Another blessing I like to talk about, is our upcoming residential facility for special children. A lot of time during the lockdown was used to work on this facility. Once ready, it will give children with special needs, a place to live with dignity and care and not have their parents worry about them.

I am very glad to say a few buildings including the site office, the guard room and the caretaker's premise are ready. As and when, we get more funds from the donors, we will keep adding homes and we hope that we will start our residential project very soon.

Like I said, this has not been an easy year but I would like to count our blessings despite the challenges.

Hope always shows the way. Things should settle down and hopefully in the later part of the year we genuinely hope and pray we will welcome our children back to Khushboo.

Meanwhile, we continue to give whatever best is possible, to our children, no matter what the situation and challenges are. And we will continue giving our sincere and complete efforts.

A promise we made 26 years ago is something that drives us and will continue to drive us. A promise to give a life of dignity and comfort to children with special needs.

Because when a promise has been made, it needs to be delivered.

With best wishes,

Rakesh Jinsi

President



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13th July, 2021

MESSAGE

I am glad to know that Khushboo Welfare Society, Gurugram is bringing out its Annual Report for the year 2020-21.

Khushboo has been providing comprehensive care to the persons with physical, intellectual and multiple disabilities through variety of interventions to make their life easy and purposeful. Its vision and efforts are bearing fruit year by year, and I am hopeful that the good work done by Khushboo will create a positive change in the community's perception for their integration.

I am sure the organisation is in the right path of achieving empowerment and inclusion for persons with disabilities in the society.

I wish Khushboo success in all its future endeavour.


(K. V. S. Rao)

HOMAGE



Sonali Savakoar
Founding Member

A gracious, dedicated and extremely lively human being, Sonali Savakoar was one of the founding forces of the idea called Khushboo.

Her death on May 7, 2021 has left a deep mark on everyone in the Khushboo family.

With her gentle, calm, reassuring demeanour, Sonali di, as she was lovingly called in the Khushboo family, was empathy, personified. She lived, breathed and in more ways than one, personified the essence of Khushboo.

Like Khushboo's President Mr Rakesh Jinsi puts it, "Sonali ji's involvement and commitment to Khushboo have been extraordinary. To her, the organisation was almost like her own child who she nurtured through various stages."

A visionary in her own right, she thought about the needs of special children, way before it was spoken about so frequently.

Like Mrs Renu Maheshwari, Vice President, Khushboo says, "What a beautiful and thoughtful gift she gave to the society at the time when there was no sensitivity for these very special children. Rarely, one could imagine that they have some unique qualities hidden somewhere inside them. Every child has a right to live a normal life. This very sensitivity of our founder Sonali di gave birth to Khushboo."

One of the many qualities that one recalls about Sonali ji is her "comforting countenance." She touched the lives of everyone around her.

Something that member Mrs Usha Malik, remembers, very fondly. The story goes back to 25 years. Mrs Malik had moved to a new home when she saw the board of an organisation working with special children, in the building next door. Since her children had grown up and she wanted to do her bit for the society, she decided to go the organisation's office. "I still remember meeting Sonali di, the first time. Very comforting and encouraging, seeing my enthusiasm, she asked me to come in, from the next day," shares Mrs Malik.

Two decades and a half later, Mrs Malik is still associated with Khushboo. "Sonali di gave a goal to my life and I will be eternally grateful to her for that," she says.

Our treasurer, Mr Pankaj Jain, echoes the same emotion when he says. "If I have to count the top five people in my life, Sonali didi is one of them. I was always so busy with my own work and life. But she gave a whole new direction to my outlook towards life. Seeing her so deeply involved with the welfare of special children has been nothing short of a deep lesson in empathy."

Mrs Malik recalls her being ready for meetings at the drop of a hat. "Sonali ji's personal qualities in many ways helped Khushboo become self reliant. She was calm, patient and very articulate, a quality that helped her promote Khushboo as a brand. Her own connection and drive helped us immensely not just while she was in Gurgaon but even after she had to move to Bangalore, over a decade back," says Mr Jinsi.

Right from fundraising to organising stalls to sometimes even carrying merchandise to the venue, by herself, she did it all, happily and proudly, shares Mr Jain. "She even managed to raise a team of dedicated volunteers in Bangalore to raise funds for an NGO in Gurgaon. That was Sonali didi, dedicated to the core!"

It is little surprise, Mr Narendra Gera, General Secretary, remembers Sonali ji as "an exceptional person. She was extremely dedicated to the cause of special children. So much so, that even after she moved to Bangalore, she continued working very actively for Khushboo. In fact even a few days before she passed way, she had set up a stall for Khushboo."

In many ways Khushboo became Sonali ji and Sonali Ji, became Khushboo says Mr Jinsi.

"Khushboo as well as the members will feel her absence, deeply", he adds.

ABOUT US



Who we are

On a cold November day, 26 years back, a small dream was born. A dream to give back to society, a dream to create a better world for special children.

Khushboo was founded on 13 November 1995 as a non profit organisation 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.



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



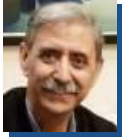
Therapeutic Services

- Physiotherapy
- Occupational Therapy
- Speech Therapy
- Pottery
- Guidance & Counseling
- 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 (*President*) is an electrical engineer from Punjab Engineering College, Chandigarh (Punjab University), batch of 1977. He has over 43 years of work experience in the automobile, Not for profit and education sectors.

For over 21 years he has held leadership positions with organisations such as Eicher, Hero Motors, Chase Manhattan, Force Motors, Tatra 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, National Skill Development Corporation etc.

He is currently President at SOS Children's Villages of India & Senator at SOS Children's Villages International, Austria.



Mrs. Renu Maheshwari (*Vice President*) has been into social service since the last twenty years. She was the founder of an association called 'Prerna' in Hoshiarpur, Punjab; that aimed at social development & livelihood creation for families of the workmen. Prerna also worked in the field of health, hygiene & education. She is also very passionate about gardening & has adopted Khushboo's garden.



Mr. Narendra Gera (*General Secretary*) is a mechanical engineer who runs his own manufacturing enterprise. He 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 printing business, he 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*), an engineer having spent many years with M/S MarutiSuzuki, he is passionate about helping children with disabilities.



Mrs. Reeta Rastogi (*Member*), a Post Graduate in Education, she is a teacher by profession and is 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 & Sri Lanka operations, he had to retire prematurely after 32 years of service, due to injuries received during active service. He now spends his time in supporting social causes close to his heart.



Mrs. Usha Malik (*Member*), a post graduate in education, she is a grassroots social worker and has been associated with Khushboo for many years.

UPCOMING RESIDENTIAL FACILITY

LIVING WITH DIGNITY

Need

The biggest worry of the parents and families of children with special needs is the well-being of these children once they get old. The siblings or the extended family are unlikely to look after the children especially in urban areas where families have become largely nuclear in nature with no one to fall back upon. Government, with its limited resources can't provide sufficient alternative care facilities.

Khushboo understands the worry of the families about future sustenance of these children and decided to take a step in this direction. A land was purchased for setting up of a residential facility for specially abled persons (SAP) for lifelong settlement. At our facility, these special individuals will be provided with care and life skills, to help them lead a dignified life, even after their biological caregivers are not there.

2021 saw a few buildings being built and more should get built soon. As and when we keep getting funds, more homes will keep getting added.



Proposed Facilities:

- A self-contained complex in about 135036 sq feet (3.1 acres) of land in a quiet location
- Well furnished home-units as living accommodation
- Therapy room
- Dispensary
- Music room
- Recreational room
- Multipurpose hall
- Conference room
- Admin office
- Multiple indoor and vast outdoor area for various social and entertainment activities
- Court yard serving as play area
- Gardening and herb culture
- Key Staff Accommodation
- Water conservation through waste water recycling and rain water harvesting
- Electricity requirement met through Solar Power

Location

About 40 kms from Gurgaon, our facility is based in Tauru, a Municipal Committee city in district of Nuh in Mewat region of Haryana. It is a part of NCR and is one of the aspirational districts recommended by NitiAyog.

Goal

To provide lifelong care to people with special needs in an environment of care, love and dignity.



Layout of Family Home



Project Philosophy

The residential facility will have a group of eight houses on this campus. Each house will become home to 5-7 children who live with a professional caregiver. This unit then becomes a family for life. So each person has a home, a family and lives in a caring community. This will help each child get an environment closest to that of a biological family.

Besides the emotional support, the proposed residential facility will also provide them round the clock care under the supervision of experts. The essential staff will also stay with the children on the campus. It will provide a range of care services which are defined as follows:

Life Skills Development

- Personal Care and Hygiene
- Education
- Computers
- Activities of Daily Living (ADL)
- Home Management & Housekeeping
- Cooking & Catering
- Gardening
- Arts & Crafts
- Personal Safety & Security
- Organic Holi colors from flowers

Therapeutic Services

- Physiotherapy
- Occupational Therapy
- Speech Therapy
- Pottery
- Guidance and Counselling
- Sensory Integration
- Yoga
- Performing & Expressive Arts (Dance & Music)
- Sports

A Prayer Answered

For parents of special children, the upcoming facility could be a sigh of relief, a sign of hope and a belief that their children will find a loving home with or without them around.

Here is what some parents told us:

Kapil Goyal

"My son Gautam is 29 and has to be assisted with everything, he does. He was all of four when he joined Khushboo. Over the years, I have seen the love and care he has got.

With the host of challenges that he has, my wife and I both worry about his future when we grow too old to take care of him. While he has siblings, it would be wrong of us to expect them to take over, when we can't care for him. Khushboo's residential facility is a blessing for parents like us. Though, we would like for our son to be with us as long as we are capable of taking care of him, we know the facility is always there for us to fall back on, when we can't. We know he will be safe, get the love and care he deserves."

Preeti Sahni

"My son Utkarsh, was at Khushboo, several years ago. I value the love and care he got. Now he is 28 and I am a single parent.

I think the residential facility will be a big boon for parents like me. I have a job to take care of and there is only so much, anyone can depend on house helps. In fact the facility will be of help in the present times and even later. We are all getting older and there is always the worry of how things will be for our children. A neat and clean environment where one's child is well taken care of will be a big help and it should be built as soon as possible."



Proposed Khushboo Campus at Tauru, Haryana

Modules	Budgetary Estimate Item	Description	Amount in Rs.	Status	Phase-wise Allocation of Budget						
					Phase -0	Phase -1a	Ph-1b	Ph-2	Ph-3		
M-0	Land, Govt approval, Electricity, Water and Boundary wall	a Land	2,20,00,000	Completed	Land, Govt approval Electricity city, Water and Boundary wall	18,21,803	7,80,773	13,01,288	7,20,000	7,20,000	
		b Boundary Wall	75,00,000								
		c Electricity and Water	5,00,000								
		S.Total	3,00,00,000								
M-1	Infrastructure Site Development, Landscape Roads, Parking, Plumbing + Electricals infra, Ancillary bldgs. & STP	a Site Development	52,05,150	Completed							
		b Road Infrastructure (roads and parking areas)	48,00,000								
		Landscape & Planting (swalls, ponds, trees shrubbery, orchard & farms)	36,00,000								
		d Irrigation	9,00,000								
		e Guard House, Gates & ancillary Buildings	7,20,000	Completed							
		f Paths & Paving	37,50,000								
		g Electrical Infra (Excl. DG)	30,00,000								
		h Outdoor Lighting	6,00,000								
		i Plumbing Infra	30,00,000								
		j STP (decentralized & DEWATS)	15,00,000								
		k Staff Qtrs. (2 nos) on GF	12,50,000								
		l School, Therapy & Offices	2,78,80,000								
		M-2	Main Building - Ground Floor Solar PV - 50Kw (60,000 / 7)		30,00,000						
		M-3 M-4 M-5 M-6 M-7 M-8 M-9 M-10 M-11 M-12 M-13 M-14	Family Homes (FH) FH-4, Ground + 1st Floor FH-2 & 3 - Ground Floor FH-2 & 3 - 1st Floor FH-1 - Ground Floor Only FH-5 - Ground Floor Only FH-6 - Ground Floor Only FH-7 & 8 - Ground Floor FH-1 - 1st Floor DG & Panel Central Evaporative Cooling Lift	Family Home	44,58,500						
Family Homes	50,16,000										
Family Homes	45,18,000										
Family Home	25,84,000										
Family Home	25,84,000										
Family Home	25,84,000										
Family Homes	50,16,000										
Family Home	24,48,000										
Diesel Generator	7,50,000										
Building/ Floor-wise	25,00,000										
Lift for the Main Building	13,50,000										
Total Module 0 to 14	15,15,73,650										
Contingencies 2%	30,31,473										
TOTAL	15,46,05,123										
	Total Budgetary Estimate		Rs. 15,40,00,000		3,00,00,000						
	Ashok B. Lall - Architects		Rs. 12,40 Crores		Rs. 3 Crores						

KOMAL BLOSSOMING TO HER POTENTIAL GROWING TO HER BEST SELF

Eleven years ago on a hot day of May in Baroda, Renuka Dinesh Kumar gave birth to her first child.

“My heart filled with joy seeing her. Soft as a flower, we named her Komal,” says Renuka.

As she grew, however, the parents noticed she was not like other children. Their little girl, was diagnosed with Cerebral Palsy. Nothing came easy. Not talking, not walking, and not comprehending. “It was difficult to make her understand things. She wobbled instead of walking and could barely move one hand. Everything had to be assisted,”

Little did they know, they would see most of it change in a few years.

Hope blooms

When Komal's father had to move to Gurgaon for a job, the family moved with him too. With two more siblings, Komal was a happier child but her skills were still very basic.

When the family heard of Khushboo, they brought her over for a visit. By the time they had finished a round of the facilities, they were sure, they wanted their daughter to join.

At the age of six when Komal joined, she had trouble walking, understanding, as well as doing basic chores.

At 11, despite Cerebral Palsy, after five years at Khushboo, she can bathe on her own, write her name, follow basic instructions and yes, dance to her favourite songs.

Slow but steady

When Komal joined Khushboo as a six year old child, she was put in the play group. Shy, inhibited, she took her time to open up.

But slowly and gradually change trickled in. Extensive physiotherapy sessions, patient assistance from teachers, interaction with her peer group, Komal was slowly but surely showing improvement.

Five years later, dressed in a pretty white top and blue denims when she walks in like a regular 11 year old, shy but confident girl, you know her life has turned around.



Strength to strength

For a child who couldn't find her way around in school because of identification issues, to easily make it to her class for physiotherapy and dance, Komal has come a long way, says Suman Saini, a special educator who taught Komal for almost three years in the group for 6-10 year olds.

Initially, shares Suman, Komal was very quiet and had limited interactions with her peer group but that changed over time. Now she not only interacts with her classmates but also speaks short but clear sentences. Her comprehending instructions have also shown immense improvement. She now follows simple instructions very easily. "Take for example, her Yoga mat. Initially she had to be told to fold her mat after the class, now she knows she has to do it and does it every single time," says Suman.

When it comes to academics, Komal can easily write her own name, copy to write her mother's name and is also learning to copy to write her father's name. Besides this, she can circle trace and easily write A to Z and also counting from 1 to 100

Komal is now, completely ready to move to the academic group, adds Suman.

She still has one therapy session each for speech as well as physiotherapy every week and is showing improvement.

Champ on the field

For a child who could not walk properly to not just run races but also win them, Komal has shown tremendous growth. "It is a delight to observe how Komal has steadily been participating and practicing. She is very happy when she is involved in sports and it is a delight to see her take so much of initiative. Komal participated and won a gold medal in a 50 meter race. She can also do a 4 inch hurdle jump easily and is also training for relay race. Her enthusiasm on the field is a great to see and she can certainly go ahead and take part in competitive sports just like several of our other students have," says Monika Dhull, sports teacher.

In fact Komal also loves doing Yoga and always looks forward to her class.



Proactiveness counts

What has definitely helped Komal in her journey besides the immense guidance from her teachers and parents, says Physiotherapist Bidyanand Singh at Khushboo, is her self discipline.

With Hemiparesis in a leg and hand, Komal has severe balancing issues and could not walk properly. But after six months of extensive physiotherapy, shares Bidyanand, changes were very visible.

“Komal's muscles were very tight and we helped her with strengthening and stretching. One could notice a definitive change in her leg muscle and from struggling to walk to walking very steadily, anyone can notice the change in her. Her left hand muscles are still weak and need more work with strengthening. Meanwhile we are also continuing with stretching and relaxation for her hand, calf as well as back muscles.”

An added reason for her improvement feels Bidyanand is also her mother's interest and proactiveness. “Even during online classes, she always makes it a point, Komal gets her exercise and does her sessions. Komal in turn, does her bit by showing up. This kind of involvement helps get better results.”

Parents Speak

For parents there can be no greater joy than seeing their special child get independent and improve her skills, slowly but surely. While Komal's father works with an automobile major in Gurgaon and tries to spend time with his daughter as often as possible, it is her mother, Renuka who is the more active parent when it comes to Komal's day to day management.

Interestingly her load, has been getting lighter with Komal getting more proactive, with time. From assisting her for most tasks, Renuka is beginning to slowly step back.

After Khushboo's training, shares the mother, Komal not just bathes on her own but can also dress by herself. When clothes have been put out for drying, she carefully removes the pegs and folds them and even puts them in the cupboard. Besides this, she can also do small chores at home and understand instructions.

Komal also likes to play with her siblings and communicates far more clearly than she did. She is a lot more expressive than she was and also loves to dance. “She puts songs on TV and likes to dance to them. It is so good to see her enjoy and express herself”, says Renuka.

From being a recluse to now not just playing with children in the neighbourhood but also making her point when she is unhappy, she has come along way, she says.

“Komal is a completely new girl after having joined Khushboo. From not being able to walk steadily to now walking with ease and also participating in sports, so much has changed for her. All thanks to the immense patience and love from the staff of Khushboo. My heart fills with joy when I see her,” says the proud mother.



INFRASTRUCTURE & FACILITIES

Our infrastructure and facilities are a testimony to our commitment to providing the best to our special children.

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 and conforms to the needs of the special children. The building has the following:

- 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



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

Our present facilities are detailed as follows:

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 (an extremely useful machine imported from Netherlands)
- Bench Press for Weights
- Tilt Table
- Standing Frame



OCCUPATIONAL THERAPY (OT) WITH MULTI SENSORY INTEGRATION ROOM

This facility comprises of the following:

- Sensory Integration Room
- Peg Boards
- Dart Boards
- Balance Boards
- Hip Rotator
- Tread Mill
- Textures Mats

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

AUDIOMETRY LABORATORY

This state of the art facility with a sound proof room has the following:

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



SPECIAL TEACHING AIDS

Communication and Assistive Technology (CAT) Unit:

We take pride in having the first of its kind unit in India, 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
- This intervention is unique in the sense that it provides a completely unique learning experience, which helps the children to overcome their communication and motor impairment.
- Besides CAT, we have smart boards and other interactive teaching aids.



TRANSPORTATION FACILITIES:

A fleet of 6 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



OUR PROGRAMMES

Our services are the backbone of our work at Khushboo. Through our programmes of Life Skill Development and Therapeutic services, we aim to help enhance the quality of the lives of our special children.

1. Life Skills Development (LSD)

Activities which come easily to most individuals, pose huge challenges for special children. These include the following:

- Performing activities of daily living
- Cognitive skills
- Mobility
- Body awareness
- Communicating & following instructions

To this end, we work with children in the following areas to teach them skills which enable them to handle personal needs on their own.

- a) Activities of Daily Living (ADL)
- b) Interpersonal skills
- c) Personal safety and security
- d) Home management & housekeeping
- e) Cooking & catering
- f) Education (3 Rs-Reading, writing and arithmetic)
- g) Computers
- h) Gardening
- i) Art & craft



a) 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)
- Unbuttoning clothes
- Filling water can
- Washing clothes
- Identifying toilets of their gender
- Managing time etc



b) Interpersonal Skills: Interpersonal skills are crucial for getting around in the world. At Khushboo, we look at helping our children to develop their social skills so that they can do the following:

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

c) Personal Safety and Security: Given the challenges of personal safety and security for every child in today's times, the risks are even higher for special children. At Khushboo we aim to equip our children for them to be able to learn the following crucial aspects of personal safety and security:

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





2. Therapeutic Services

Many children under our care have serious medical afflictions. Our therapeutic services, therefore, form the core of our work. Following interventions are carried out by us in our therapeutic services:

- a) Physiotherapy
- b) Occupational therapy with multi sensory integration
- c) Hearing & speech therapy
- d) Home Management and Housekeeping
- e) Guidance and Counselling
- f) Pottery
- g) Yoga
- h) Sports



a) Physiotherapy:

An extremely important building block in becoming independent, physiotherapy can go a long way in helping children with their movements and help develop weak muscles. Based on the individual development, the physiotherapists plan a physiotherapy schedule for every child. The therapists work closely with each child and also assess the need for aids - such as standers, wheelchairs, or any other orthotic devices. The various interventions aim to:

- Strengthen & 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 orthopedic needs
- Help the child & 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 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.



b) 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



c) Hearing & Speech Therapy:

Everyone likes to express. However it doesn't come very easy to our children. 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 and provide treatment
- Identify difficulties in articulation, fluency, resonance, or language disorders
- Demonstrate the right sounding words and practice with children to follow the same using computer/ tablet
- Ensure proper mouth coordination to produce sounds to form words and sentences
- Help with voice volume regulation
- Address language disorders to help children express their thoughts
- Use of written, pictorial, body and sign forms to help children develop their understanding
- Practice on computers and iPads with special software applications to develop children's speech



d) Home management and housekeeping: Being independent is an extremely crucial skill for everyone. The story is no different for special children. Performing household tasks not only helps these children build their abilities to work on their own but also assist their families.

This, in turn not only helps in building interpersonal relationships but also helps children gain self-worth and respect from their families. Amongst other skills, our children learn:

- Cleaning
- Dusting
- Setting a table
- Bed making
- Ironing
- Settling cupboard
- Folding clothes
- Money management (Familiarisation with notes and coins and doing transactions while shopping)

e) Cooking and Catering: Children who have slightly better learning abilities are taught these skills to not just make them independent and confident but also lend a helping hand to their families.

f) Education: Khushboo ensures that our children learn basic academics according to their level of learning ability. The idea is also to make learning fun and the main focus is on the following:

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



g) Computers: We have a computer lab and special mouses to help our children learn better. The hand eye coordination, motor skills, all are a great help in their further learning. Some of our children have also bagged awards in designing.

h) Gardening: Research has time and again shown how being close to nature is good for one's well being. When we teach our children gardening, we know it will do this, as well as help them develop a hobby and assist with better movements.

i) Art & craft: An activity that children enjoy dearly. This one helps them at various levels. It gives a creative outlet to them besides of course helping with motor skills, hand eye coordination and amazing confidence.



d) Guidance and Counselling:

At Khushboo, counselling is an extremely crucial part of the care process. Children and parents are both counselled. This counselling, in time, helps with good family bonding. And good bonding plays a very important role in a child's rehabilitative progress. This intervention helps address the fears and needs for both, the child and the parents. Since the parents and the children struggle with challenges in everyday living, acquiring new skills also leads to improvement in the quality of the life of children as well as the parents.

The process of counselling involves:

- Understanding every child's uniqueness, identifying their strengths and their 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

e) Pottery:

This unique therapeutic intervention has an amazing effect of children. Not only does it help to settle and calm the children, but also manages to help with their attention span and focus. Besides this, using one's hands on clay while the potter's wheel moves, also 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.

Seeing their creations, fills our children's hearts with joy and confidence.



f) Yoga:

Where conventional treatment methods reach their limits, yoga has shown remarkable results time and gain. 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. In the long run, it helps with relaxation and softening of inner tensions, body–mind equilibrium, and a feeling of positivity to help tide even the most difficult days. And this is exactly why Yoga is an important part of our curriculum.

At Khushboo we ensure children practice yoga asanas (postures), pranayam (breathing exercises) and listen to meditative music – using phonetics for healing for an hour each day. A yoga teacher oversees the session and conducts different asanas beneficial for each individual case. After the session, children clean their yoga mats and keep them neatly rolled for the next class.



g) Performing and Expressive Arts:

Dancing and singing has been an integral part of human society. It is a great way to bond and has brilliant health benefits. For our children, dance and music is focused on for being a fun way to encourage muscle movements and greater joint mobility. This dancing and singing not only helps improve muscle tone, spatial awareness, and kinesthetic sensation, but also facilitates with social skills. The endorphin boost is an added advantage for sure.

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.



h) 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 better skills 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.



ACTIVITIES, EVENTS AND AWARDS

GETTING ONLINE

One of the biggest challenges during the pandemic has been online classes for most children. It has been no different for our children. In fact what makes conducting online classes for them more challenging is holding their attention. At the same time, it is extremely critical for us to keep their learning constant so that they don't fall behind in their learning. It is all the more important because deterioration in special children is much faster and the effort in teaching and therapeutic intervention, needs to be a constant process.

In January 2019, we had started a Whatsapp group between teachers and parents for them to be in touch. Once the pandemic lockdown was announced, the same group also began to be used to communicate more. Promptly, a time table was designed by Khushboo to help parents keep a schedule for their children. We also gave parents, some online activities they could do with children, you tube links etc.

Like Mr Vijay Pal, Director Programmes who kickstarted the online activity says, "We worked on a host of things parents could do with their children. We discussed behaviour management techniques during lockdown, shared educational activities and indoor games. Besides this, we wanted children to continue some of their physical activities so we shared things like telling parents to put a pillow and ask a child who can, to jump over it, candle blow technique for children with speech issues as well as paper cutting activity under supervision. The idea was to keep children engaged", he shares.

However when the Covid situation seemed to worsen and they realised children were not coming to school, any soon, Khushboo began to work on shifting to online training more aggressively.

After buying Zoom account, first Mr Pal trained himself and then conducted a fifteen day training session for teachers as well.

Talking about the training Ms Kavita, a special educator says, "Initially it seemed difficult to imagine interacting with children over the phone through Whatsapp/Zoom. It is different to have a face to face interaction. Of course there was hesitation in trying to embrace the technology, understanding its nuances. But after we were given mock sessions and practice, we got a hang. Today we conduct our classes with perfect ease."

Talking of initial challenges, Mr Pal says, "I guess it was a new medium for most, to begin with. Also getting children to sit and concentrate remotely was not very simple. But challenges need to be faced. From an initial 30 to 40 per cent attendance, we are now at 70 per cent."

With eight special educators, two physiotherapists, two occupational therapists, a speech therapist and an assistant, Khushboo has life skills training classes on Mondays, Wednesdays and Fridays and therapy classes on Tuesday.



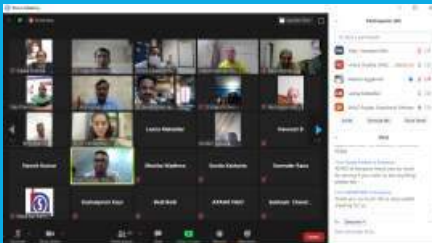
Also there are different activities organised for different age groups under life Skills. For the young children for example, the sessions include identification of fruits, finger printing, poem, motor activities, color matching activity, art and craft etc. For the age group 10 plus, trainable activities include academics, social skill, art and craft etc. For 14 to 18 year olds, they are taught concepts like: time and money through a host of interesting activities, vocational activity like paper bags making etc. Each activity helps the child to develop motor skills, hand eye coordination, besides of course helping with immense self- confidence.

Therapeutic services play a crucial role for special children. So these have been continuing either in a small group of 2-3 children or individually, depending on the need of the child. In certain cases, parents have also been taught exercises which help the children improve their balance, develop muscle strength and body awareness, increase attention span etc. Under occupational therapy the children along with the parents learn hand manipulation, muscles stretching, sensory integration techniques, body positioning activities etc.

Besides their regular classes, we also organised two medical camps. A medical consultation was held on Zoom for Ortho requirements. Six children with their parents attended the camp of Pediatric Orthopedic Surgeon Dr. Sanjay Sarup.

A medical camp was also organised for neurological conditions. A total of eight children were attended to by Pediatric Neurologist Dr Pooja G Kapoor.

Like Mr Rakesh Jinsi puts it, “We ensure that we do our best to keep our children on the path of growth and self-reliance, no matter what the situation.”



THE WHEELS ON A BUS

Our children love their bus rides to school. Some more smiles were added on their faces when Khushboo was donated a bus by the State Bank of India. The Dy. MD (SBI) Mr. Sujit Verma, with his team came to inaugurate the shiny Eicher bus.

The bus will not only help us to give bus rides to many more children but also help us route the buses in a way that they are closer to the children's homes.



SPLASH OF A TIME

Six of our children participated in "Splash", a non-competitive online painting event for children with disabilities organized by Concern India Foundation. While Harsh and Nitish Goyal won prizes in the junior category. Priyanka bagged an award in the senior category.

We didn't let the pandemic dampen our festival and special occasion celebrations, which our children always look forward to. We organised a host of online celebrations for the children to make sure they still feel connected to their friends and teachers in the celebrations, like in the past.

LOHRI CELEBRATIONS

The Lohri bonfire was lit and Puja done like every year at Khushboo. The children participated in the Lohri celebration online

REPUBLIC DAY CELEBRATION

The national flag was hoisted in the Khushboo Welfare society on the occasion of Republic Day. Children along with their parents participated in the celebration online.

CHRISTMAS CELEBRATION

Christmas- a celebration that is always special for children. The 25th December was celebrated like every year. We missed, our children of course but we made sure they celebrated Christmas. We decorated a Christmas tree and also had a Santa for them, to interact with!

SPORTS & PLAY ACTIVITIES

Sports Instructor, Mr Aditya, conducted a training on assessment of children and started online activities with children. He visits fortnightly to guide the educators.

GAURAV SAMMAN AWARDS



We, at Khushboo are humbled to have received “VSSD Gaurav Samman 2020” award for being a role model organisation by Viklang Sahara Samiti Delhi. It is an honour and we intend to keep up our work.

RESOURCE MOBILISATION

We are happy to share; the total fund raised between April 2020 to March 2021 was Rs.1,51,06,832.

Despite COVID, we were able to raise these funds, with the support of some of our patrons who understand the needs of special children, especially in these testing times.

Keeping in mind, the fact that many families had financial difficulties Khushboo did not collect the user charges.

Our efforts to raise funds for the residential project also met with some success which enabled us to start construction of the utility buildings.

We also understand the pandemic hasn't been easy on any of us, including our staff. Together, we have ensured, the classes and therapy for our children are carried out seamlessly despite the challenges. We are happy to have not just retained all our staff but also not cut down their salaries.

With our commitment to the cause and your love, we hope to keep raising funds to make sure these children get a better chance at having a fulfilling life.

“We shall overcome”!



PROFESSIONAL ENHANCEMENT & TRAINING OF THE STAFF

Engaging with special children needs special skills, a fact which we at Khushboo, understand well.

Time and again, we organise training sessions for our staff to get updated on the latest teaching methodologies, student's engagement etc. Periodic training programmes for staff, we know, are extremely critical.

Therefore, we engage our teachers through the year with a host of training sessions & knowledge sharing workshops.

While the trainings earlier were face to face, in keeping with Covid norms and safety procedures, we switched to online trainings as well.

Following is the list of training sessions and workshops we conducted in this financial year:



July 9th 2020: Training on Zoom sessions

In order to equip the staff for online teaching, staff training was organised. A 15 Days training helped staff understand and become familiar with various controls in zoom application.

July 18th 2020: Staff Training

Staff training was organised by the Director-Programs on, 'Storytelling: How to engage children with disabilities'.

October 8th 2020: Staff training on Legal Guardianship & Niramaya Health Insurance

A workshop was conducted by Director Programs Mr Vijay Pal on Legal guardianship & Niramaya Health Insurance. The topics covered were:

- What is Legal Guardianship?
- Why legal guardianship is necessary for Persons with Disability
- Niramaya Health Insurance & benefits of Insurance

October 17th 2020: Staff Training on Learning Process

- Special Educator Dheeraj Kumar conducted a workshop for all Therapist, Special educators, and Assistant Teachers on "Learning Process".

Staff Training on Motor Activity Training Program

Our Special Educator, Chandveer organised a workshop for all therapists, special educators and assistant teachers on "Motor activity training program".

November 3rd 2020: Workshop on Guidance & Counselling

An online staff training was conducted on 'Guidance & Counselling' by Dr Mousumi Bhaumik, Ph.D (Special Education).

January 19th 2021: Staff Training (Joy of Sports)

A staff training was conducted on 'Assessment and Sports Skill Evaluation' by Mr Aditya Kumar.

Recorded Webinar

Physiotherapist, Mrs Priyanka Kalra shared recorded webinars with staff on:

- Importance of motor skills in the overall development of child
- Early intervention for the children with Down Syndrome
- Intellectual Disability

Adolescence workshop

A workshop was held on Adolescence (IAHW) by Dr Premilata Krishnan, and Dr Sunita Manchanda on February 18th 2021.

March 20th 2021: Workshop on 'Transfer techniques'

Our occupational therapists, Mr Abhimanyu Verma and Mr Ranjeet Mishra organised a workshop on 'Wheelchair handling and transfer technique' for the staff.

DONOR TESTIMONIALS



A visit to Khushboo makes one realize how much needs to be done for children with special needs. The school caters to that segment of the Society which has financial limitations in taking care of such children.

When it comes to specially abled children, we are well aware that Education and Medical support need to go hand in hand. We are touched by the fact that at Khushboo the attempt is to provide education as well as therapy to students who are struggling with different kinds of needs.

The facilities available are the best possible required for specially abled children. Every corner of the school is designed in such a way that the requirements are met with and the children co-exist in a social setting.

The Centre teaches trades like pottery, catering, communication skills etc. and above all, it tries to change the mindset and make these specially abled children mentally strong to face the world with confidence and self-respect.

We wish good luck and success to Khushboo in all its endeavors.

Best wishes,

Kamal Kapoor

Dy. General Manager & COO

State Bank of India, Corporate Accounts Group



I am extremely proud to share a few words about the yeoman work being done by Khushboo Welfare Society in the disability space. From humble beginnings to the present level of establishment, the growth only shows the untiring efforts put in by the energetic and passionate Khushboo team under the leadership of Mr Jinsi. As the Organisation has been focused on providing life skill training and therapeutic care to the physically and mentally challenged, I am sure that Khushboo would have made a positive difference in the lives of many. While Khushboo takes care of the disabled, I'm just thinking about the happiness their noble initiatives would be bringing to the family and friends of the disabled.

With a good track record so far and the contribution of Khushboo towards bringing in an inclusive society, I am certain this organization is poised to scale greater heights. No words to praise the noble efforts of Khushboo in supporting the disabled to realize their full potential.

Wishing all the best to the Khushboo team for helping many lives in the days to come.

Regards,

Nixon Joseph

Former President & Chief Operating Officer

SBI Foundation



Vijay Sachdev Business Consultant

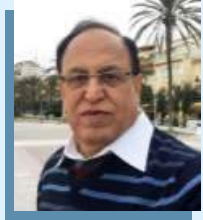
Khushboo has chosen a very difficult area for its work.

Mentally challenged are the most neglected in the society as they need a lot of patience and care.

It is for this reason I have great admiration for the Khushboo team.

I have been associated with them for many years now and I am extremely happy to see the progress of children under their care. The quality of programs run by them are of a very high standard, which are also upgraded from time to time.

My heartiest congratulations to the management and wish them more success in future.



Sandilya Chairman Eicher Motors Ltd and Chairman Mastek Ltd

I got introduced to Khushboo a few years ago, but really got to know it and the work it was doing, when my daughter took up a project there which involved therapy through dancing and movement.

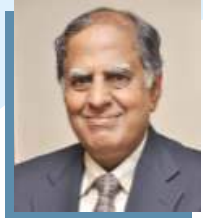
She came back with many stories about the work being done there and how it was positively impacting the children and their families.

I got to know about the quality of the programs, about the dedicated staff and the meaningful work being done there.

The management and financial discipline further increased my appreciation of the organisation. I find the Annual Reports fairly comprehensive and informative and one can notice the transparency as well.

I am happy to note that my contribution is in safe hands and is being put to good use.

I wish Khushboo and its management team all the best for many more years of successful service to the children in need.



Suneel Bakshi Managing Director, Suneel Auto Comp Pvt Ltd

I got to know about Khushboo very recently. Their work deeply appealed to me as they work with the extremely mentally challenged. Even within the social sector, this is the most difficult work and I admire the courage of Khushboo's management team for working with such children. The fact that they have been doing this for past 25 years is a big achievement. Suneel Auto, as a part of its philosophy, tries to support causes which are in need of help. This is not just because of the statutory requirement, but due to a genuine desire to give back to society in its own small way.

I congratulate the Khushboo team for the meaningful work being done by them and wish them the very best for future.



Ravi Gilani Managing Consultant, Goldratt India

I have been associated with Khushboo for the last 3-4 years. It is one of the leading organisations working with the severely mentally challenged. I am deeply moved by the dedication and selfless working of the Khushboo staff.

The financial discipline of the organisation gives me great confidence that all donations are being utilised in a highly optimised way.

I congratulate them for their work and wish them continued success in future also.



VOICE OF PARENTS

I have been a part of the Khushboo family for ten years now.

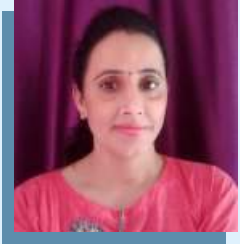
I am the mother of a special child and can't thank Khushboo enough for the therapy and care provided by them. It is amazing to see the dedication of the staff.

What is most commendable is how they have kept the children engaged even during the pandemic with the online classes as well as therapy.

A big "Thank You" to Khushboo from the bottom of my heart. My son, Bhavishya's future will certainly be better because of your love and care!



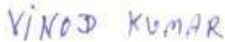
Sunita Kaushik
Mother of Bhavishya



My daughter, Baby, got pneumonia, three days after she was born. That was just the beginning of our troubles, though. It was evident, she was a little slow and had development issues. She started walking only when she was three. When she couldn't speak, we took her to an ENT but that didn't help either. At 11, she began having trouble walking and was diagnosed with very low calcium.

It was around this time that we heard of Khushboo. We have seen a tremendous change in her. Not only does she understand things better but is also becoming self-reliant. Now she bathes on her own. In fact, she gets ready for her online classes on her own. Not just this, she also helps to clean the kitchen at home.

A big, Thank you! To Khushboo.



Vinod Kumar
Father of Baby



"I HAVE GROWN WITH KHUSHBOO"

A WORD FROM STAFF



Rekha Kesari

I still remember my first day at Khushboo. I was then, a young, newly married woman.

Today my son is 22 years old and when I look back at all the amazing years spent in Khushboo, I feel immense gratitude for the several dimensions it has added to my life.

Early start

I grew up in a big family with six siblings and limited means. My elder sister's friend, a warm young woman, worked with children with hearing and speech impairment. Whenever she came home, she had stories of these children and spoke about them with so much of love and care. It warmed my heart. I also remember accompanying her for a trip to the Zoo with some children from the school and it was a beautiful experience.

Some of these children were my age then (about 12 years) and I remember looking at the wonder in their eyes when they observed the animals. I wondered how differently or similarly they must have thought of the animals, the zoo. That experience stayed with me.

A few years later after my education, I was unsure of what I wanted to do. What I was sure of; however was that I felt immense compassion for the society around me. Whatever I wanted to do I wanted to help someone. So I enrolled in a course as a nurse at Safdarjung hospital. After I began working as one, I realised I was missing something. So I enrolled for a Nursery teacher's training course for two years. It was during a psychology class on special children that I think I realised I had found the missing link in my need to contribute to the society.

I went back to my sister's friend who worked with the deaf and dumb children and guided me to a one year diploma course for special children.

So I began my first job with Navijyoti Center and worked with special children for 2 years. After this I moved on to Modi hospital which ran a learning center for special children and worked there for 1.5 years. And then came the chapter of Khushboo in my life, a chapter that changed my life forever.

Learning on the job

It was in July 2000 that I joined Khushboo as a special educator in vocational training. Those were early days of Khushboo and I had about 11-12 children in my class. There were about 25 children in the school. We operated out of two different buildings.

Today we have a big building and so many more children. The facilities have grown tremendously over the years and the school has changed a lot. What hasn't changed however is our passion for caring for our children.

Over the years, I have been blessed to not just teach so many children but also learn from them.

Khushboo is an integral part of my life and has been an absolutely delightful place to work and grow in. Over the years we have been regularly receiving training of various kinds. These in turn have helped me learn a lot and add value to my skills.

From English speaking to music therapy, play therapy, counselling workshops, sex education, there is so much that I have learnt over the years. I feel immense gratitude for Khushboo for enriching my life.

Looking ahead

I hope to continue contributing value to the lives of my children in school. Each one of them is very close to my heart and the day a child makes an eye contact with me, smiles, improves something that he/she is trying to do, that day is special.

I hope to keep teaching and growing and most importantly, learning each day.

OPERATIONS OVERVIEW

Beneficiaries

The status of beneficiaries is as follows:

Projects	March 31, 2020	March 31, 2021
Regular	116	113
OPD	10	16

- During this period 01 new child joined and 04 children left the Center

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
19-20	78%	77%	Summer Break	71%	79%	82%
20-21	Lockdown		Summer Break	84%	84%	78%

Year	October	November	December	January	February	March
19-20	71%	71%	68%	67%	75%	62%
20-21	76%	68%	72%	56%	72%	54%

Therapeutic Services

Activity	Children	No. of Sessions Apr '20 to Mar '21
Physiotherapy	147	394
Occupational Therapy	181	500
Speech Therapy	79	145

Human Resources

March 31, 2020	March 31, 2021
42	39

Males: 18 Females: 21

During the year 2020 - 21

- New employees 00
- Employees Left 03

The reasons for leaving were as follows:

- Retired 01
- Personal / Family Issues 01
- Got Govt. Service 01

FINANCIALS

Khushboo Welfare Society Sector - 10 A Gurgaon Balance Sheet as on 31.03.2021				
S. No.	Particulars	Note No.	As On 31.3.2021	As On 31.3.2020
I	EQUITY & LIABILITIES			
	RESERVE & SURPLUS			
	General Reserve	1	61,723,536	59,977,229
	Income over Expenditure	2	5,333,350	1,795,507
	Corpus Fund	3	9,185,506	9,185,506
	Current Liabilities			
	Sundry Creditors	4	60,489	155,560
	Expenses Payable	5	676,668	748,345
	Other Current Liabilities	6	56,042	2,063,447
	TOTAL		77,035,590	73,925,594
II	ASSETS			
	Non Current Assets			
	Fixed Assets	7	52,284,395	53,328,180
	Work in Progress (Building @ Tauru, Haryana)		1,675,222	-
	Investment			
	Mutual Fund	8	16,502,944	16,050,000
	Current Assets			
	Fixed Deposits		-	20,000
	Sundry Debtors		-	-
	Cash and Cash Equivalents	9	4,403,817	4,218,409
	Short Term Loans and Advances	10	2,169,213	309,004
	TOTAL		77,035,590	73,925,594

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: 01/09/2021



For KHUSHBOO WELFARE SOCIETY

President

Treasurer



UDIN: 21088165 AAAA M Y 4177

Khushboo Welfare Society Sector - 10 A Gurgaon Statement Of Income & Expenditure for the period 01.04.2020 to 31.03.2021				
S. NO.	Particulars	Note No.	For the year Ended 31/03/2021	For the year Ended 31/03/2020
I	INCOME			
	Donation, Grant, & Membership Fees	11	17,451,945.75	15,554,866.00
	Interest Income	12	105,518.00	122,950.00
	Other Income	13	1,059,523.38	3,550,173.84
	Total Income (A)		18,616,987.13	19,227,989.84
II	Expenses			
	Craft Expenses		192,242.00	1,501,244.50
	Transportation Expenses	14	209,584.00	707,597.00
	Employees Benefit Expenses	15	8,625,335.15	9,736,231.35
	Depreciation Expenses		3,489,375.79	3,498,398.49
	Other Expenses	16	767,100.19	1,989,011.61
	Total Expenses (B)		13,283,637.13	17,432,482.95
III	Excess of Income over Expenditure (A-B)		5,333,350.00	1,795,506.89

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 :



For KHUSHBOO WELFARE SOCIETY

President



Treasurer



UDIN: 21088165 AAAAMY4177

Khushboo Welfare Society
Sector - 10 A Gurgaon
Statement Of Receipts & Payments for the period 01.04.2020 to 31.03.2021
Receipts and Payments

Particulars	Sched ule No	2020-21	2019-2020
Opening Balance		4,218,499.43	9,193,916.78
Bank Accounts		4,213,589.71	9,176,992.06
Cash-in-hand		4,819.72	17,524.72
Receipts:			
Current Liabilities			2,498,911.00
Corpus Fund		-	-
Provident Fund Payable		-	-
Sundry Creditors	1	-	2,498,911.00
Current Assets		41,180.00	18,165,439.00
Fd with Union Bank		40,000.00	2,518,970.00
Fd With Svc Bank Banabara		-	-
Opt Charges Receivable		-	-
Tds		1,180.00	89,399.00
Mutual Fund	2	-	15,557,079.00
Indirect Income		16,134,043.13	19,130,097.55
Profit on Mutual Fund		33,502.23	803,642.41
Dividend on Mutual Fund		2,193.15	-
Donation	3	15,451,945.75	15,395,513.00
Interest	4	105,518.00	122,959.00
Misc Receipts	5	20,584.09	74,762.54
Transport and User Charges	6	510,309.00	2,721,230.00
Indirect Expenses		19,866.00	28,498.10
Vehicle Operation Exp.		-	-
Admin and Management Exp		-	1.10
Employee Cost		19,866.00	27,862.00
Programme Exp.		-	635.00
Net Receipts		29,403,498.56	48,998,863.83
Payments:			
Current Liabilities		11,685,533.00	21,996,405.31
EDLI Admin Charges @ 0.01		-	200.00
EDLI Contribution @ 0.5 %		28,107.04	28,367.24
Employee PF Contribution		645,707.00	480,806.00
PF Admin Charges @ 50%		28,107.04	29,033.57
Provident Fund Payable		645,707.00	680,806.00
Salary Payable		7,159,124.00	7,906,590.00
TDS Deductions		101,331.00	149,218.00
Tds Payable		67,182.00	186,929.00
Sundry Creditors	7	3,010,268.00	12,331,455.50
Fixed Assets		2,224,000.00	
Land		-	-
Vehicle		2,524,000.00	-
Current Assets		1,011,857.00	22,097,547.00
Loans & Advance		1,870,744.00	-
Fd with Corporation Bank		20,000.00	1,525,000.00
TDS		3,683.00	6,547.00
TCS		17,430.00	-
Sundry Debtors	8	-	10,000.00
Mutual Fund	9	-	21,050,000.00
Direct Expenses			1,800.00
Honorarium-Duty Basis		-	1,000.00
Marketing Exp.		-	-
Indirect Income			86,458.11
Profit on Mutual Fund (Loss)		-	48,061.11
Fundrise		-	4,997.00
Transport and User Charges	10	-	3,400.00
Indirect Expenses		78,291.00	129,042.98
Vehicle Operation Exp.	11	2,213.00	6,130.00
Admin and Management Exp	12	19,546.98	37,772.71
Employee Cost	13	52,779.92	55,514.27
Programme Exp.	14	3,752.00	21,980.00
Utility and Communication		-	7,640.00
Net Payments		15,999,681.00	64,780,452.40
Closing Balance		4,403,816.93	4,218,499.43
Bank Accounts		4,398,096.86	4,213,589.71
Cash-in-hand		5,719.72	4,819.72

AUDITORS REPORT

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

CA NKS CHAUBAN
Partner
Mem No. 080165
Place: New Delhi
Date :



For KHUSHBOO WELFARE SOCIETY

President

Treasurer

UDIN: 21088165AAAAMY4177

[Signature]

[Signature]



GOVERNANCE & COMPLIANCE

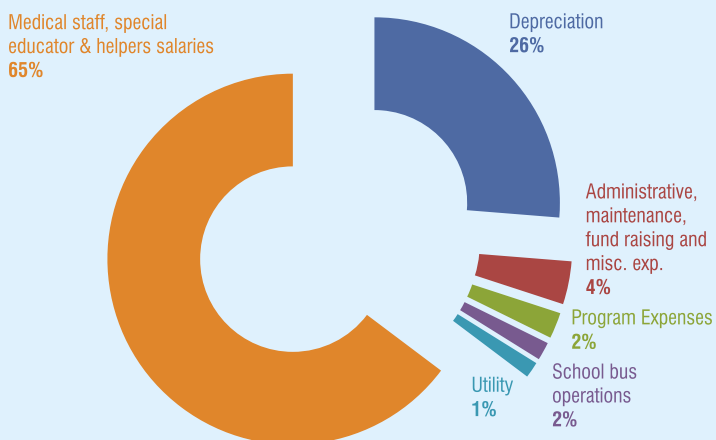
Distribution of employees according to remuneration levels.

	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	0	9	9
10,000-25,000	9	6	15
>25,000	3	5	8

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	Nil
No. of the executive Committee members related to each other	None

Total Expenditure 2021-22



EXECUTIVE COMMITTEE

MEETING DETAILS

S.N.	Name	Age	Sex	Position in Committee	Occupation	Area of Competency	No. of Meeting Attended
1.	Mr. Rakesh Jinsi	66	M	President	Management Consultant/ Coach & Mentor	Strategy Management, Operations & Fundraising	04
2.	Mrs. Renu Maheshwari	63	F	Vice - President	Social Worker	Training	04
3.	Mr. Narender Gera	62	M	General Secretary	Industrialist	Operations	04
4.	Mrs. Reeta Rastogi	71	F	Joint Secretary	Teacher	Training	02
5.	Mr. Pankaj Jain	67	M	Treasurer	Businessman	Finance	04
6.	Col. M. S. Krishnan	77	M	Executive Member	Retd. Army Personnel	Administration	01
7.	Mr. Rajiv Gupta	64	M	Executive Member	Management Consultant	Operations	04
8.	Mrs. Usha Malik	66	F	Executive Member	Social Worker	Vocational Skills	04

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
- Darpan Portal, Niti Aayog
- Ministry of Corporate Affairs
- Guide Star India Transparency Key



DONATION OPTIONS

Activity Sponsorship

- Sponsorship of all activities @ Rs.61,900/- per day
- 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

Child Sponsorship

- Full sponsorship of child Rs.1,16,200/- per month
- Sponsor a child's Life Skills Development Activities @ Rs 4,225/- per month or Rs 50,700/- per annum
- Sponsor a child's Therapeutic services @ Rs.3,800/- per month or Rs.45,600/- per annum
- Sponsor a child's Transportation @ Rs.1,660/- per month or Rs.19,900/- per annum

Residential Facility

- Sponsorship of any activity of the project (Please refer Page No.10)
- Donation of any amount

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

AMERICAN EXPRESS

ओ एन जी सी
ONGC

Carrier

DAIKIN

give
INDIA

PMG
GROUP

adglobal360
INDIA *agf*

Asa For Education
Bringing hope through education

Svayam
DIGNITY FOR PEOPLE
WITH REDUCED MOBILITY

ValueFirst
Intelligent Commitments Across Charities

MetLife

Milliman

CAF Charities Aid
Foundation
India

S

AVVASHYACCI
Supply Chain Simplified

Midea

Deloitte.

XL
XL CATLIN

IQ CAPITAL

BCG
THE BOSTON CONSULTING GROUP

Lal Family Foundation

CADENCE
Where Clarity Gets Tracked




genpact
Transformation
Happens Here

oerlikon
graziano

SITA



Get involved at:
www.kwsindia.org

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

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