



Annual Report

2018 - 2019





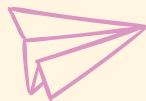
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Difficult 
ROADS
often lead to
BEAUTIFUL
Destinations





President's Message

Khushboo has completed yet another busy and eventful year and we have been able to touch the lives of few more children with special needs. Witnessing these children learning to gain control of things around them and beginning to set their own goals for activities, gives immense satisfaction. It strengthens our motivation to do more work to lift their self-esteem. As we settle into another year, we resolve to focus on fresh areas and vow to make more interventions in order to better the lives of children under our care.

Khushboo has been running a day care facility in Gurgaon, where Therapeutic care and Life Skills training are provided to persons with special needs to help them lead a self-reliant and dignified life. Our programmes are thoughtfully designed and are delivered through use of appropriate technology, contemporary equipment and pedagogy etc. We also constantly try to improve our services; be it in the form of new amenities, modern machines, latest technology, innovative teaching aids viz assistive technology, audiometry lab, computer lab, vibrogym, performing & expressive arts and learning while playing sports etc.

However, we feel this is not enough. More needs to be done so that they can live, a safer and dignified life throughout.

Today, the term intellectual disability is being used, instead of mental retardation, to pay respect to people with special needs and free them from the stigma of being called mentally disabled. The move, no doubt, is a welcome step. However, the change in nomenclature has neither reduced the societal prejudice and discrimination even by an inch, nor has it facilitated in creating an infrastructure where they can live a life with dignity.

The biggest concern of the parents of intellectual disabled children is that who will look after their wards when they are gone. The 'what after us?' question is undoubtedly a legitimate concern as in today's transitional society, the strong family networks, which existed earlier and used to provide support to people with special needs, are breaking down.

The problem is more acute in urban areas where families have become largely nuclear in nature with no one to fall back upon. Even in rural or semi-urban areas, many families are no longer able or willing to take care of such relatives and as such they end up on the streets.

Though the government has constructed some homes for intellectually challenged persons, the number is not sufficient to meet the demand. Besides, with their limited resources, these homes are unable to provide the required quality of care and attention to its occupants. Recognising this issue, we have purchased land at Tauru in Haryana's Nuh district to set up a residential facility for specially-abled persons for lifelong care. This is one of the aspirational districts of the NITI Aayog. We aim to make it a unique facility, which will enable around 75 to 85 intellectually challenged people to lead a dignified life.

Khushboo thus expands its coverage of United Nation's Sustainable Development Goals (SDG), adding Section 9 to the existing Section 3.

However, resource mobilisation for the project poses a big challenge. Though we get donations from individuals and corporate entities as a part of their Corporate Social Responsibility (CSR) program, given the scale of the project, raising adequate resources still remains a major task.

Keeping in mind the capital intensive nature of such projects and the large need of the same, it would be worthwhile that the government considers a public-private partnership (PPP) model for such facilities. This will not only solve the issue of funding, but will also bring quality in the social sector.

Another important role Government can play could be to set up a knowledge resource centre where best practices in the field of treatment and care of people with disabilities, both physical and intellectual, are available for reference. Many path breaking treatments and care methods for such people have been developed across the world. It is difficult for organisations to get access to this knowledge on their own. Hence a resource centre which is easily accessible to all, would go a long way in improving the quality of care for people with disabilities.

I earnestly hope, that there is a more collaboration between the government agencies, corporates and the social sector to improve the lives of the specially abled and build a more inclusive society.

With best wishes,

Rakesh Jinsi



Homage



Mr. Ashok C Gupta
Ex-Vice President

On April 21, 2018 Khushboo lost one of its strongest pillars. Mr. Ashok Chand Gupta left this world for the heavenly abode.

He got associated with Khushboo in 1998 as a member. In the ensuing AGM, he was elected as the Vice President. He held many posts in the Managing Committee till 2017.

For him, Khushboo was much more than titles and roles. Once in the organization, he threw himself heart and soul, working tirelessly on whatever he felt was in its best interest.

A purist to the core, he worked with a devoted mindset, driven by a spirit of selflessness and service, in the process inspiring all those who came in contact with him.

Mrs. Sonail Savkoor, one of the founding member remembers him as someone who was “epitome of dedication and pillar of Khushboo. For everyone at Khushboo, he was like a guardian to look forward to for guidance and constant encouragement. Team Khushboo always had its say before him without hesitation during meetings.”

“Mr. Ashok Gupta used to motivate us with his inspiring qualities of personal integrity, leadership, and perfection,” says Mr. Pankaj Jain, another founding member of Khushboo.

Mentioning of Mr. Gupta, Mr. Vijay Pal, Director Programs of Khushboo, reminisced him as someone who had “the ability to carefully examine everything. He was a good educator and had great problem-solving ability”.

Born on December 15, 1940 Mr. Gupta was an engineer (M. Tech) by education and had a very illustrious career in the Corporate sector from where he superannuated.

Khushboo's building and other infrastructure are testimonials to his technical and managerial skills. He personally oversaw the planning and execution of all the facilities. He also established a wide network of well wishers, many of whom continue to support even today.

All this will always remind us of his work and contribution to Khushboo.

A two-minute silence for Mr. Gupta was observed during the last AGM and all members prayed for the peace of the departed soul.



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.

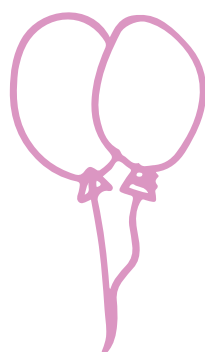
What we do

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 (*President*) is one of the founding members of Khushboo. An Engineering Graduate, he has over four decades of diverse experience in the Corporate, Not For Profit and Education Sector. His past roles include:

- Country Head, New Holland Fiat Tractors
- Secretary General, SOS Children's Villages
- President, School Of Inspired Leadership
- Member, National Human Rights Commission

His current professional engagements include Change management facilitator, Independent Director of few companies, Member (PAC), National Skill Development Corporation and Coach/ Mentor for Senior Executives.



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 "Perna" 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.



New Initiative

Upcoming Residential Facility- Addressing a serious concern of parents



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.

Understanding this anxiety of the families, Khushboo decided to set up a residential facility where such persons can live with dignity, love and care even after their immediate family is not around.

As the first step, a plot of 3 acres of land for setting up of this facility has been purchased at Tauru town (40 kms from Gurgaon).

The facility is planned to have some unique features. Instead of a dormitory structure, the facility will comprise of 7-10 houses on this campus, each house becoming home to 5-7 children who live with a professional care giver. This unit becomes a family for life. So each person has a home, a family and lives in a caring community. This model would be closest to that of a biological family.

Some major services which would be made available would be as follows:

- 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.

The broad planning for the project has been initiated and an architectural firm has been appointed. The building plans would soon be submitted to the authorities. It is planned to construct about 3300 sq mt, total outlay for the projected being estimated at about Rs.10 Cr. However, it may have to be executed in phases based on our ability to raise funds.

For more details please visit the website: www.kwsindia.org



An artist's view of the proposed facility.

Aditya – A Journey of Evolution and Self Discovery

Aditya was born in a village of Bihar. At birth, it was noticed that he was not crying or moving his limbs like any normal child. By the time he turned five, he was not able to speak normally. After consulting various doctors, he was finally referred to New Delhi-based AIIMS where he was diagnosed as a case of 'mild mental retardation'.

Thus, it was not so easy bringing him up with his mental challenges. The boy and his mother used to stay in a Bihar village. He was sent to a normal school of the village but was not able to cope up. Since the father worked in Gurugram, he was brought here. While looking for a place where his child could be put for day care and basic education, he was suggested to visit Khushboo. He was impressed by Khushboo's life skills training as well as other therapeutic services. Aditya was thus admitted at Khushboo.

The First Day at Khushboo

As per the standard procedure he was examined and assessed extensively by the diagnostic team. His challenges were observed and recorded. Like all other special kids, Aditya's development plan was guided by a functional checklist, which aims at a three-month goal for bringing improvements. Aditya had difficulty with hindi alphabets. Though he could write them but pronunciation was a major problem, making it difficult for even parents to comprehend at times. His communication and social skills were also not age appropriate. Though he was growing up, enabling such a child to adjust with other kids was quite a task.

The special educators prepared a development plan based on his identified needs. Initially making him do even basic things was a struggle as it was difficult for them to understand his accent.

Development in an Enabling Environment

Aditya was observed to be a shy guy who was comfortable only talking to his family elders, since he used to interact with his grandparents back in Bihar. Khushboo staff first enquired from his parents about his likings and disliking before working out the plan to train him in daily chores. It was decided to first make him comfortable with his peer group and let him get introduced to a new world.

Besides strengthening his inter-personal skills, he was exposed to various activities that interested him.

Since he had difficulty in pronouncing big names, he was trained to break long sounding names and then try it. This is how he learnt to pronounce his father's name – Dha-Nan-Jay –Singh.

Later on his capabilities were enhanced and he was exposed to sporting activities, even taken out for contests where he was taught to take care of his belongings. With time, he was trained to such an extent that he started feeling confident in the absence of his special educator also. He started feeling at ease with his coach as well as with other children during his camps or visits to far off places.



Aditya's Challenges, Progress, and Success...

Observing him closely, the special educator realized that he had a liking for computers. Sustained efforts were then put in and he was exposed to special multimedia programs such as Coreldraw, Photoshop and Paintbrush. He soon gained proficiency and it was realised that he could excel in this field. A special teacher was engaged and he was given advanced training. "Since we have special wide keyboard and ipad it was easy for him to learn. He picked up very fast and soon his skill levels were very impressive," says his special educator Lalti Devi.

Career-related skills

Seeing his comfort with computers, it was felt that this could be made as his career stream. He was enrolled for an 18 month advance course on computers. He did extremely well, secured first position in his class and also won a Gold Medal. "It was an eye-opener for me as I never thought he could win it", says his father

Sports – Discovery of New Horizons for Aditya

Lalti Devi, special educator says, "Since Aditya was exposed to various sports activities every day, he developed confidence and started participating in many games. It was noticed that he was good at Basket ball and Floor Ball. He was made to focus on these two games. To strengthen his muscles, he was made to exercise on Vibro-Gym, a special equipment used for strengthening muscles of Cerebral Palsy patients. On this equipment, he was made to exercise every body part of his body from hands, legs, spinal muscles etc which helped in strengthening his muscles. He was also enrolled for Yoga, as well as made to run on the ground before he would go to his classroom. His sports coach trained him for an hour a day every day, which would extend to two hours during sports events.

He was then made to participate in various contests. He was selected for National championships of Basketball. He even won Bronze medal at Special Olympics. He also won two gold medals at National Championship for Floor Ball besides other medals as well.

Games significantly helped Aditya's overall development".



Aditya's Overall Personality Development and Steady Improvement

On the first day, Aditya could barely manage to count up to 10 but now he can do it up to 1,000 in straight or reverse order without any discomfort. He has been trained even to purchase things from market, which he can comfortably do up to a value of Rs.1,000.

"Today, if we give him a list to buy things from the market, he can manage it perfectly without anyone's assistance. However, he still finds it hard to prepare a list of grocery items," says his special educator.

"Today, Aditya manages to pronounce common words or messages which involve two-three words i.e. "GharChal", "Nal Per Ja". He can also do multiplication, addition or subtraction. He doesn't have any difficulty in this," the special educator adds

Initially, Aditya would never step out of his home. But he gradually gained confidence during the night camps organised by the Khusbhoo on different occasions. This helped him to sharpen his skills. The special educators could understand what such a child needed and how it could be taught to him in a convenient manner. "We would take him a bit far away just as a joyful walk. Many times we made him stay back during his State-level sports contests," says the special educator.

Asked if there were any problems while taking him for sports competitions, Lalti Devi said "Not exactly, the teachers would just inform him about the location of washroom and he would manage himself well, thereafter. Today, he doesn't require any assistance. He goes to participate in national competitions with other coaches on his own. He has learnt to manage himself".

She added "to ensure that these kids don't lag behind present-day normal students, best efforts were made to provide him modern-day gadgets to learn new things.

He was trained to call by using others' cellphone. Today, he can comfortably use an android phone".

A 360 Degree Transformation

Over the years, Aditya has transformed so much in many ways. Instead of seeking help, he has started helping other children. Lalita Devi says, "He doesn't hesitate in bringing a particular child from some class to OPD or even helping that child lie down on a machine with care or lift that child in a particular way or even leaving that child back to his classroom. He manages with such tasks without much hassle. He even helps kids in getting into or coming out from vans or bus. Describing his mind as a proverbial fresh slate. Whatever we tell him, he just starts following that."

According to his special educator, once he is comfortable with anyone he would narrate even an entire story. Otherwise, he speaks in a limited manner.

Aditya's Dreams

Asked what he wants to do in future, Aditya said: "Games". He said "he feels happy being at Khusbhoo and loves to play there". Though he cannot speak properly but he understands what others say, just like any other normal child. His monosyllabic replies to questions can leave anyone emotive, especially knowing how far this boy has travelled in life to reach this stage of understanding and communication.



Words from Khushboo Staff

Anjana Rani - Supervisor and Special Educator

“As a person, he has a quite calm personality, obedient to the core, and very sincere in whatever is assigned to him. He greets everyone from peon to the faculty members just as he enters Khushboo everyday in the morning. He enjoys being with his friends here and understands how to behave in the presence of his educators. It is delightful to watch him participate in state and national-level contest in games like floor-hockey, handball, and basketball. He has varying interests such as art and craft, and dancing. He enjoys it all.”

Vijay Pal -Director- Program

“Aditya Kumar is a child with mental retardation. He was a drop out from mainstream school due to his sub-average intellectual functioning and adaptive skills. At the time of his admission in Khushboo, he needed help for dressing and grooming. His communication and social skills were also not age appropriate. Today, he is fully independent in all the activities of daily living (including dressing and grooming) and can take care of himself. He has learnt to do simple mathematical calculations. He has even successfully passed an 18-month 'Ability Enhancement Multimedia Programme' certified by AIMS Multimedia. He has learnt basics of computer, Corel Draw, Photoshop and other advanced computer programmes as a part of the course curriculum.”

“Today, being a much disciplined and socially very well-behaved child, he is looked upon as a role model by other children at Khushboo. He has also participated in State and National level sports competitions and has won many Gold, Silver and Bronze Medals in the Team and Athletic events.”

“Aditya has now acquired immense ability to scale greater heights in sports with proper support and guidance” he adds.

In the Words of Aditya's parents

His father says “initially it was devastating to know that our child is mentally challenged. Now after being under the care of Khushboo, we feel relieved that he is meaningfully engaged”. His mother says “I was literally shattered when I came to know of my son's condition. It was quite difficult to come to terms with it. But now it is different, he has not only become self-reliant but also extends helping hand at home”.

The parents' dream now is to see him playing at international platforms.

They want people to see their child is not just special but distinct.



Infrastructure and 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.

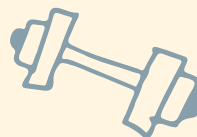
Our facilities are detailed as follows:



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



Computer Laboratory

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

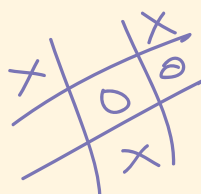
- Six computers
- Special Mouse and key boards to meet the needs of the children.



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



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 and 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



Our Programmes

We deliver our services through two distinct programmes:

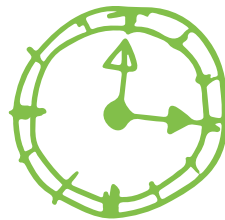
Life Skills Development (LSD)

Activities which come normally to human beings pose huge challenges for special children. These include the following:

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

We work with children in the following areas to teach them skills which enable them to handle personal needs on their own.

- Activities of Daily Living (ADL)
- Interpersonal Skills
- Personal Safety and Security
- Home Management & Housekeeping
- Cooking & Catering
- Education (3 R's)
- Computers
- Gardening
- Art & Craft



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 and 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



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

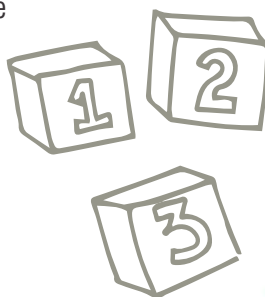
Children who have a little better ability are taught these skills so that they can be of help to their families.



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.



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:

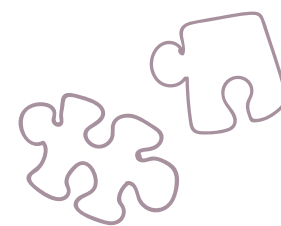
- Colouring
- Painting
- Drawing
- Crafting waste material into useful products



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:

- 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



- 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 and 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 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.
- Practise 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 counselling 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.

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.



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.



Operations Overview

■ Beneficiaries

The status of beneficiaries is as follows:

Projects	March 31, 2018	March 31, 2019
Regular	105	113
OPD	09	07

During this period 28 new children joined and 20 children left the Center

The reasons for leaving were:

Shifted from Gurugram:	9
Parents decided to keep at home:	3
Shifted to regular school:	1
Health issues:	3
Shifted to Ayurvedic Treatment:	1
Engaged in other Activities:	2
Shifted to OPD:	1

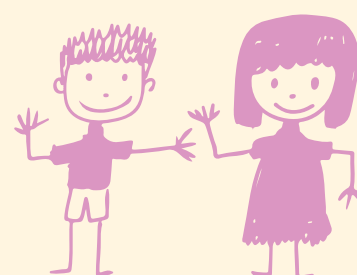
■ Attendance

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

Year	April '18	May '18	June '18	July '18	August '18	September '18
17-18	83%	76%	Summer Break	80%	80%	81%
18-19	75%	78%	Summer Break	74%	79%	74%

Year	October '18	November '18	December '18	January '19	February '19	March '19
17-18	77%	75%	76%	71%	74%	74%
18-19	77%	78%	78%	72%	77%	78%

However these efforts need to be sustained.



■ Therapeutic Services

Activity	Children	No. of Sessions Apr '18 to Mar '19
Physiotherapy	60	4702
Occupational Therapy	65	2153
Speech Therapy	30	1108
Audiometry Tests	0	50
ENT Specialist	0	0
IQ Test	5	33
Counseling for Parents	54	730

■ Human Resources

March 31, 2018	March 31, 2019
43	39

Males: 15 Females: 24

During the year 2018 -19

New employees	8
Employees Left	12

The reasons for leaving were as follows:

Retired	1
Family Issues	1
Medical Issues	2
Others	6
CBR Closed	2

Our therapeutic team got strengthened with the joining of Occupational Therapist



■ Professional Enhancement and Training of the staff

Capacity building of the staff is an important aspect at Khushboo. Management gives due attention to the needs of the training of its team. Various in house and external training have been conducted. It has enhanced their skills, increased their confidence and improved the quality of their work. Some of the trainings conducted were as follows:



- Sr. Physio therapist, Ms Priyanka Kalra conducted a workshop on Cerebral Palsy (CP). The aim was to impart knowledge on the role of professionals in management of the CP patients. This helped the professionals to know the anatomy of the brain, cause symptom and treatment of CP.
- Dr. Shilpa Gupta, Psychologist had a discussion with staff about Emotions and Stress management at work place and home.
- Mr. Ranjeet Mishra, Occupational Therapist organised a workshop on Autism for all staff members. purpose of the workshop was to understand the needs of such children.
- Mrs. Lalti Devi, Special Educator and Mrs. Anita, teaching Assistant attended a workshop on Yoga organized by Very Special Art India, Delhi. The workshop was focused to know the benefits of Yoga for special children and to help them to do yoga in a way which will be beneficial to them.
- Mr. Bidyanand Singh, Physiotherapist, Mrs. Suman Saini, Special Educator and Mrs. Lalti Singh Special Educator attended a workshop on Child Sexual Abuse: Prevention & Response for medical professionals at AIIMS, Delhi.
- Mr. Vijay Pal, Director Program attended training on Result Based Management. The training was focused on Proposal Development, Project Planning, Monitoring & Evaluation.

■ Resource Mobilisation and Communication

Resource Mobilisation: Total funds raised during the period April 2018 to March 2019 were Rs.2,54,21,375/-. Many of our corporate partners reposed their trust in our work and continued their support this year also. The extended funding provided by them has ensured continuation of ongoing projects. Some of them even provided additional support which helped in upgrading of services as also adding some new ones. Some of our partners also extended support for the upcoming residential facility.



■ Installation of Solar Panels

A set of Electric Solar panels were installed on the terrace of the building. This will meet the full requirement of electricity of the Center. Khushboo is extremely grateful to M/s. Fluor Daniel who funded this initiative. This will substantially reduce the electricity expenses and at the same time help in conservation of the environment.



Svayam (An initiative of the Sminu Jindal Trust) and Value First Digital Media Pvt Ltd were some of the additions to the list of our supporters.

■ Social Media

For last few years we have enhanced our social media initiatives and it has emerged as an important medium of communication with our different stake holders and helped them to know about our activities. We still need to do lot more.

Events



Celebrating Occasions, Celebrating Life

Khushboo, the small world of special kids, celebrates various occasions in its own special way, bringing everyone closer to each other and offering different reasons to enjoy life. Some of the events celebrated were:

Independence Day Celebrations

Joining the national mood and patriotic fervour, we celebrated the Independence Day in a special way. Khushboo's President Mr. Rakesh Jinsi along with the Guest of Honor Mr. Vinod Pande, Ex-Managing Director, SBI Foundation and Advisor PTC Financials, hoisted the Tricolour on the occasion. A culture program was organised in which children gave a performance. Mr. Vinod Pande said "I have never seen such a wonderful performance like this before."



Dussehra Celebrations

Dussehra was celebrated at Khushboo in the august presence of Brig. (Rtd.) Rajiv Williams Head CSR, Jindal Stainless Ltd, who was the honourable Chief Guest. On the occasion, the legend behind Dussehra was explained to the kids in a simple manner. A dance and music sequence was performed by the children. The children set the demon king Ravana's effigy on fire to conclude the celebrations.



Diwali Celebrations

Diwali, the festival of lights and merriment, was celebrated at the center. Children prepared garlands using flowers and mango leaves and decorated the room. Lt. Gen (Retd) S.M. Mehta, AVSM, SM, VSM**, CEO of Hans Foundation, was the honourable Chief Guest. A Diwali Pooja was also performed on the occasion after which the children presented a cultural programme.



Janamashtami Celebrations

Children celebrated Janamashtami with great enthusiasm. They were narrated the importance of Janmashtami. Mrs. Renu Maheshwari, Vice President, Khushboo, graced the occasion and celebrated it with the children who performed a dance and song sequence, leaving everyone spellbound.



Winter Carnival Organised at Khushboo

A "Winter Carnival" was organised at the center and students of the two schools - KR Mangalam & Scottish High International were invited. The objective was to sensitize children about the challenges faced by special children. A dance-cum-music performance was presented by the children of KR Mangalam & Scottish High School. Khushboo children also performed a group dance. At the end all the children played fun games together after which refreshments were distributed.

Annual Day Celebrations

We celebrated our 23rd Annual Day on 3 March, 2019. The special occasion was graced by Ms. Sminu Jindal, M D, Jindal Saw, as the Chief Guest. The highlights of the function were the five cultural performances, three of them by children, two by parents & staff respectively. It was followed by a special address by Ms. Jindal who talked about the role and significance of such NGOs bringing a wave of change in the society. She said, "I came to encourage you and you encouraged & inspired me with your performance."



Republic Day Celebrations

Republic Day was celebrated at the centre with great nationalistic fervor. The Tricolour was hoisted by children in the presence of Mr. Rakesh Jinsi President, Khushboo. On this occasion, amid distribution of sweets, a cultural programme was performed by the children spreading a feeling of patriotism and nationalism amongst one and all.



The Resident Welfare Association (RWA) of Sec-10, Gurugram, invited Khushboo's children for the celebration of Republic Day. Children performed a dance sequence with a patriotic song playing in the background.



Holi Celebrations

Holi, the festival of colours that brings everyone close to each other, was celebrated at the centre in a playful manner. A small cultural programme was organised followed by refreshments. Also, a Holi stall was organised at Adglobal360 to sell the organic Holicolours made of flower petals dried by Khushboo's children.



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. Some of the notable ones were:

Annual Parents Meeting

A meeting of the parents was held at the center. They were briefed about the progress being made by their wards. The goals set for the children for the remaining period of the year were also discussed at length.

Workshop for children

A special workshop “Canvas of Expression”, was hosted at the Microsoft office by the organisation “In For: the Cause”. 16 children from Khushboo participated in the workshop. The outing was a good learning experience for our children.

Exploring new techniques in care of special children

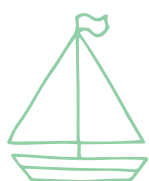
Four staff members of Khushboo visited Continua kids. Objective was to explore new ways and approaches in dealing with special children. The staff specially benefitted in terms of getting acquainted with Hydrotherapy which helps in development of various motor skills.

Visit of the students of BL College of Education

A group of 13 students from B.L. College of Education, Wazirpur, New Delhi, visited Khushboo for a week-long internship programme as a part of D. Ed 1st Year curriculum. They were exposed to different aspects of dealing with special kids.

A moment of satisfaction at Khushboo

One of Khushboo's child Sumit, has started working at his father's factory. Mr. Vijay Pal and Ms. Seema Jairath visited the factory to see how Sumit was performing. It was a pleasure to observe the boy's working skills in the office.



Sharing the learnings

Two staff members from Sambhav Special School, Bengaluru visited Khushboo to observe the working and pedagogy followed. They studied various activities particularly Sensory Integration, Pottery, use of Art and Play as therapy, Assessing Methodology, outcome based approach for teachers etc.



Corporate Visits

■ Boston Consulting Group(BCG)

25 employees of BCG visited Khushboo. The group organised various activities along with our children including musical statue, egg tray decoration, and treasure hunt. Children enjoyed and actively participated in these activities.



■ Fidelity International

On the occasion of 'World Disability Day', Fidelity Team visited Khushboo and celebrated the occasion with our children. A presentation was given to the Fidelity Team to apprise them about various programs at Khushboo. The visiting team participated in various sports activities with our children. A song was sung by Fidelity Team & group dance was also organised by our children.

An exposure to an external audience

Khushboo children were invited by School of Inspired Leadership (SOIL) at their Inspired Leadership Conference (ILC) held at Shiv Nadar School, Gurugram. Our children presented a Group dance in the Conference hall and also a brief introduction about Khushboo was given by Ms. Seema Jairath. The entire audience enjoyed the dance performance of the children. Each child was presented a gift as a token of appreciation.



Teacher's Day Celebrations

A rejuvenation program was organised for the staff at Pratapgarh farm on the occasion of Teacher's day. The staff thoroughly enjoyed the various fun games and felt refreshed after the celebration.



Corporate partners support Airtel Marathon

Fluor Daniel participated in Airtel Delhi Half Marathon to raise funds for Khushboo. Mr. Vijay Pal and Ms. Raksha Jaffer from Khushboo cheered up the runners at the stadium.

Medical Camp for the Children

As part of its various welfare initiatives inside and outside the organisation, Khushboo organised an eye camp with the support of Dr. Shroff's Charity Eye Hospital (SCEH). During this camp, three eye specialists examined and screened 44 children. It led to the following outcomes: :

- 14 children were prescribed glasses
- 7 children were referred for detailed examination to Dr. SCEH, Daryaganj and 13 were referred to SCEH Gurugram
- 10 children required no intervention



Enabling Children to become self-reliant

A Night Camp was organised by Khushboo which involved 10 children and 4 staff members. During this intervention, children learnt social skills and day-to-day activities. A visit was organised to the Sector 10A market to develop functional skills. Children also participated in activities like Yoga, Craft and Dance.



Annual General Meeting

The Annual General Meeting was held on 29th July 2018 at the center. The Annual Report for the year 2017-18 was tabled and adopted by the General Body. As the three year tenure of Executive Committee ended, a new Executive Committee was unanimously elected.

Except for one, all members of the outgoing Executive Committee were re-elected.



Sensitization Programme

American Express invited Khushboo to be a part of its Give2Gether programme. The objective was to spread awareness amongst their employees and motivate them to come forward to raise funds for partner NGOs.

Mid Term Parents Meet

Mid-Term Parents' Meet was held at the centre. The key points discussed were:

1. How can parents improve the attendance of the children?
2. How can parents contribute in finding occupational activities for the children?
3. How can Khushboo train the parents:
 - To handle their children at home.
 - Meet expectations of Khushboo to work with their children at home.
 - Spend quality time with their children at home.

Medical Camp

On January 20th, 2019, Khushboo organized a medical camp in which a total of 14 children were attended to by Dr. Sanjay Sarup, a Paediatric Orthopedic Surgeon.



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. A few notable things that we, as Team Khushboo, achieved in 2018-19 were:

State Level Achievement

12 children participated in State Level Games (Bocce, Shot-Put, Softball throw, 50 Metre run) organised by SOB at Hissar. In total 8 medals were won by these kids, including Gold - 2, Silver - 3 and Bronze - 3.



Pride of Khushboo

Aditya participated as a member of the Haryana Floor Hockey team in a National championship organised by Special Olympics Bharat at Patiala. The team won the Gold Medal.



National Level Participation

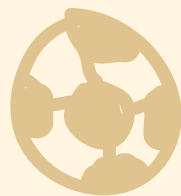
Deepak Mhendiratta participated as a member of Boccee team in the “1st Khelo India National Games” organized by Special Olympics Bharat at Gujarat. His team got 5th position in Boccee game.



Khushboo Children Bringing Laurels

Four children Soni, Aditya, Vikas, and Neetu participated in a computer competition organised by Very Special Art.

- Soni won 2nd Prize in Senior Group
- Vikas won 2nd Prize in Junior Group



Winners in Inter School Song Competition

10 children participated in group song competition. It was organised by "Very Special Art" at India International Centre, New Delhi and 12 schools participated. Khushboo children won the 2nd Prize.



State Level Winner in Floor Hockey and Floor Ball

9 children participated in State-level Games- Floor Hockey and Floor Ball, organised by Special Olympics Bharat at Little Angels Inclusive School, Sonipat.

- Girls' Team got 2nd position in Floor Ball & Floor Hockey
- Boys' Team got 3rd position in Floor Hockey & 6th Position in Floor Ball



Participation in National Championship

Aditya participated as a member of the Floor Ball team in the National Championship organised by Special Olympics Bharat at Bengaluru. Haryana state team won the Gold Medal.



Participation in National Championship

Sony Kumari participated as a member of The Floor Ball women team in a National championship organised by Special Olympic Bharat at Haridwar. The Haryana team got the 4th position.



Financials

Khushboo Welfare Society				
Sector - 10 A Gurgaon				
Balance Sheet as on 31.03.2019				
<u>S. NO.</u>	<u>PARTICULARS</u>	<u>NOTE NO.</u>	<u>AS ON 31.3.2019</u>	<u>AS ON 31.3.2018</u>
1	EQUITY & LIABILITIES			
1	RESERVE & SURPLUS			
	(a) General Reserve	1	51,563,425	42,908,132
	(b) Income over Expenditure	2	8,413,803	8,655,293
	(c.) Corpus Fund	3	9,185,506	9,180,506
2	Current Liabilities			
	(a) Other Current Liabilities	4	1,370,613	752,484
	TOTAL		70,533,348	61,496,415
II	ASSETS			
1	Non Current Assets			
	(a) Fixed Assets	5	49,393,223	29,489,290
2	Current Assets			
	(a) Mutual Fund		10,557,079	24,200,000
	(b) Inventories	6		
	(c.) Cash and Cash Equivalents	7	9,193,917	5,851,931
	(d) Fixed Deposits	8	1,015,000	1,684,066
	(e.) Short Term Loans and Advances	9	374,129	271,128
	TOTAL		70,533,348	61,496,415

Accompanying notes forming parts of the Financial Statements

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
[Signature]
PRESIDENT

For KHUSHBOO WELFARE SOCIETY
[Signature]
TREASURER

Khushboo Welfare Society
Sector - 10 A Gurgaon

Statement Of Income & Expenditure for the period 01.04.2018 to 31.03.2019

S. NO.	Particulars	Note No.	For the year Ended 31/03/2019	For the year Ended 31/03/2018
I	INCOME			
	Donation, Grant, & Membership Fees	10	20,406,774.69	19,716,873.61
	User Charges		1,865,730.00	1,813,625.00
	Transportation Charges		898,250.00	758,900.00
	Interest Income	11	174,184.00	291,256.00
	Other Income	12	2,076,436.88	138,923.61
	Total Income (A)		25,421,375.57	22,719,578.22
II	Expenses			
	Purchased Consumed (Craft + Medicine)	13	1,756,585.00	1,235,899.00
	Transportation Expenses	14	706,333.00	530,501.00
	Children Welfare Expenses		50,281.00	40,297.05
	Employees Benefit Expenses	15	7,275,621.60	6,653,642.18
	Depreciation Expenses		3,663,468.73	3,411,162.19
	Financial Costs	16	11,909.95	8,728.37
Other Expenses	17	3,543,372.82	2,184,055.16	
	Total Expenses (B)		17,007,572.10	14,064,284.95
III	Excess of Income over Expenditure (A-B)		8,413,803.47	8,655,293.27

Accompanying notes forming parts of the Financial Statements

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

Khushboo Welfare Society
Sector - 10 A Gurgaon
Receipts & Payments Account for the period 01.04.2017 to 31.03.2019

Particulars	For the year Ended 31/03/2019	For the year Ended 31/03/2018
Opening Balance:		
Cash in Hand	28847.72	22,150.00
Cash at Bank	7587124.26	8,843,570.21
		-
Receipts:		
As per L & E Account	21,896,230.34	20,101,797.22
Corpus Fund	5000	1,200,000.00
Sundry Debtors	3100	-
Sale of Assets	-	-
Loans & Advances	-	-
Income Tax Refund	-	235,210.00
Sale Of Mutual Funds	22,150,175.23	-
Accrued Interest	-	-
Total	51,199,539.55	30,402,827.43
Payments:		
Salary	6,980,400.00	5,978,877.00
Audit Fee	40000	29,500.00
Bank Charges	11,909.95	8,726.10
Children Welfare	50,281.00	41,297.05
CRK Expenses	17,170.00	20,900.00
Consultancy Expenses	195,000.00	192,750.00
Conveyance Expenses	862,159.00	413,415.00
Electricity & Water Expenses	223,697.00	143,366.00
Vehicle Insurance	79,218.00	115,433.00
Misc. Expenses	91,707.82	106,098.00
Medical Camp Expenses	2,384.00	2,846.88
Function Expenses	186,245.00	23,210.35
Purchases	1,510,500.00	1,078,586.00
Postage	19,310.00	37,053.00
Printing & Stationery	143,117.00	46,280.90
Provident Fund Expenses	549,981.40	562,537.90
Repair & Maintenance Offers	361,466.00	323,660.00
Staff Welfare Expenses	135,678.90	176,531.07
Stipend	113,295.00	32,800.00
Staff Training	-	11,600.00
Telephone Expenses	58,847.00	73,903.00
Transportation Expenses	700,533.00	892,001.00
Web Expenses	3,477.00	11,800.00
Sports Expenses	132,499.00	2,847.00
Traveling Expenses	43,163.00	182,346.00
Generator Expenses	16,525.00	16,000.00
House tax	-	-
Legal Expenses	-	59,770.00
Fixed Assets	23,302,002.00	4,787,871.00
TDS	4,052.00	113,557.66
WCT Payable	-	3,760.00
Mutual Fund	6,698,000.00	10,300,000.00
Prepaid Insurance	56,709.00	-
Expenses Payable	43,684.00	-
Sundry Creditors	30,458.00	87,118.00
Returned Money	-	-
Phone Expenses	24,000.00	15,780.00
Advertisement Expenses	10,620.00	54,588.00
Garhding Expenses	2,836.00	17,472.00
Parking Expenses	765.00	1,255.00
Professional Charges	8,796.00	33,000.00
Loans Encashment	62,822.00	-
Housewives	1,166,367.00	-
Medicines Expenses	37,816.00	-
Shed & Etcose	2,400.00	-
Closing Balance:		
Cash in Hand	17,324.72	26,867.72
Cash at Bank	10,191,392.06	7,507,129.26
Total	51,199,539.55	31,975,352.43

In the terms of our Audit Report of even date annexed.

For N.K.S. Chauhan and Associates
Chartered Accountants
FRN : 012940N

CA NKS CHAUGHAN
Partner
Mem No. 088185
Place: New Delhi
Date :



Governance & Compliance



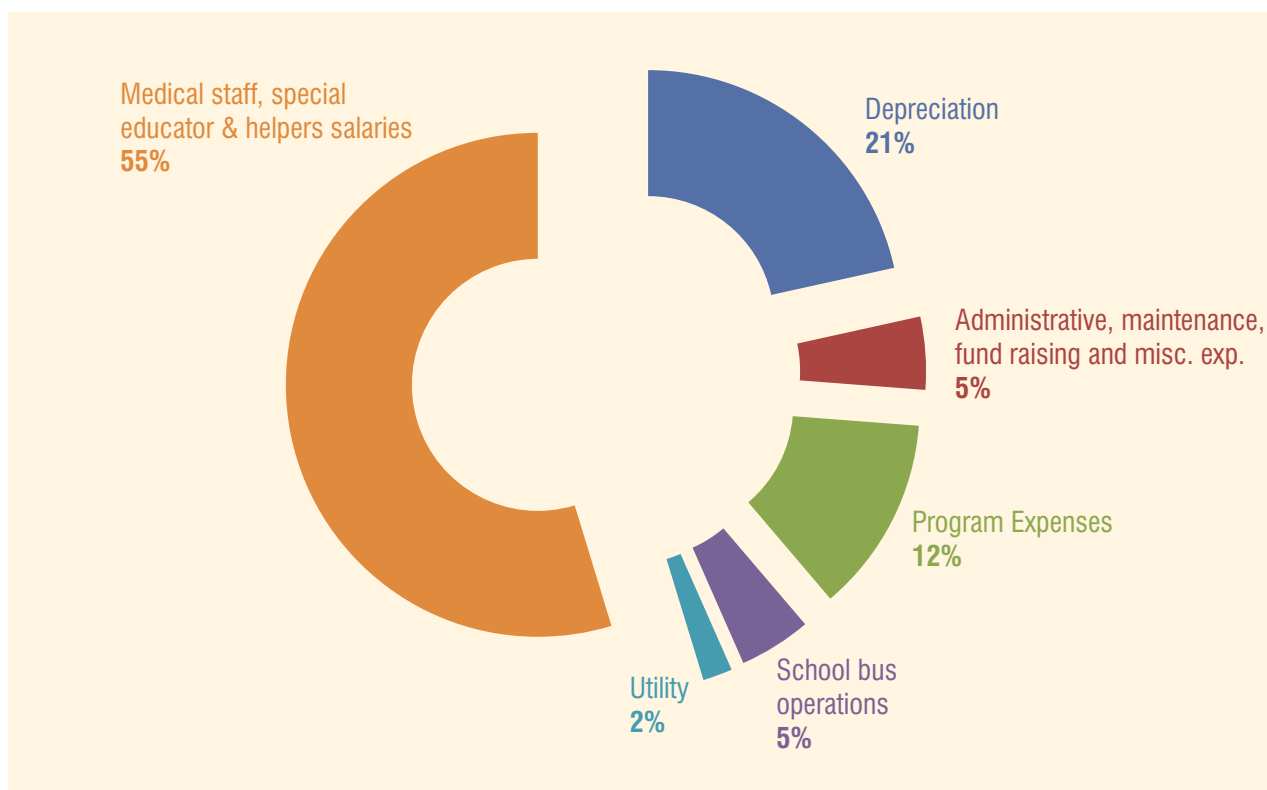
Distribution of employees according to remuneration levels.

	Name	Designation	Annual Remuneration (in Rs.)
Highest Paid Person in the Organization	Vijay Pal	Director	7,50,360
Lowest paid person in the Organization	Neelam	Helper	91,260

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	Rs.42,163
No. of the executive Committee members related to each other	None

Total Expenditure 2018-19



Executive Committee (EC)

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)
- Give India
- Credibility Alliance



Donor Testimonials

Sminu Jindal

MD, Jindal SAW Ltd. & Founder - Chairperson, Svayam, an accessibility rights organisation

It was a great pleasure to be the Chief Guest at Khushboo on their 23rd Annual Day function. The performance of the children was spell binding and so was the staff and parent's participation in the event.

It was heartening to see the effort being put in to make the children with intellectual and developmental disabilities there self-reliant and enhance their potential to the maximum.

I learnt during my interaction how Khushboo is addressing the needs of the parents of the children and has initiated a residential project for people with special needs in Tauru, Mewat, Haryana. I am sure the proposed residential facility will provide continuum of care for their entire life.



Rangakrishnan Srinivasan

Projects Coordinator, Asha-Austin (USA) and Project Steward for Khushboo

Asha for Education, Austin (USA) chapter (Asha-Austin), is proud and happy to work with its project partner Khushboo. We supported six special educators from 2008-12 and are currently supporting their new initiatives teachers/ therapists since 2016. We have been constantly amazed with the dedication of the team, the NGO's commitment to the cause, and its strategic initiatives towards expanding the quality and impact of its services, as well as innovations in both fundraising and operations. It has been a mutual relationship of respect and transparency with Khushboo. We have learnt from Khushboo's new distributed fundraising model through crowd-sourcing for sustained operations and are working with our other project partners on similar initiatives to help them build stability. We truly appreciate Khushboo's spirit of knowledge sharing, due diligence, and financial accountability at all times and wish the team, the children and their families the very best.



A Word from Staff

Lalti Devi
Special Educator



Initially, I joined as an assistant teacher and was not trained for the kind of work that is required to deal with special children of different kinds of disabilities. After my initial days I was given an opportunity to develop my skill and was sent to pursue a one year diploma course from Arpan Institute, Rohtak. Later on I was also given another opportunity to do special B.Ed. Everyone who is working in Khushboo certainly gets an opportunity to hone their skills and explore various learning avenues.

In those days, we didn't have the facility of OT/PT (Occupational Therapy / Physical Therapy). Today, Khushboo takes pride in having almost full staff from occupational therapist, physiotherapist, speech therapist, psychologist, special educators, sports and dance trainers to even computer trainers. So many facilities like yoga, dance, and recreational activities are being provided here to ensure a comprehensive learning and grooming set up for the special kids.

Scope to Learn in an Encouraging Environment

Khushboo is a unique NGO that offers ample scope for self-education as well. It is worth mentioning that three of our staff members were sent to United Kingdom to learn advanced techniques and innovative practices useful for special kids' grooming. On return, they shared it with all of us through a workshop. In another instance, myself and two other senior members of Khushboo visited Bengaluru for the training. On return, we ensured to share our learnings of the training with rest of the staff.

Management plays a vital role in every innovation being introduced here. Through my personal experience, I can say it is quite supportive in terms of learning new things. It exists with the main aim of creating a better enabling environment, using new or old techniques according to the kids' requirements, potential, parental desire and cooperation.

All this is possible by a team effort. Every kid's case is discussed threadbare and plan is prepared accordingly, be it valuing kid's liking-disliking, requirement and challenges. Parent's desires are given a consideration before executing any plan of action for that individual kid.

All efforts are put in place from most initial stage to enabling a child to be prepared for some vocation.

Working with Khushboo has helped me to transform myself in all areas of life. In my initial days I was introvert and a typical house wife. Over a period of time Khushboo has enabled me so much that today I can take children for state level competition with great confidence. Over a period of time I have also developed critical thinking which has improved my rational decision-making abilities which in turn has enabled me to take control of the thinking in all spheres of life. Today, I have become more patient and can deal with any kind of challenge.

Lastly and most importantly "I feel I'm because we are."

A Word from Volunteers

First of all I would like to extend my gratitude to the entire Khushboo team for this one year of exceptional learning opportunity. Working with the team for the special children and sharing little joys and smiles brought immense happiness. I wish everyone associated with Khushboo a great success ahead. Each one of us who worked with Khushboo will remember the SIP program in the years to come and learn from the children how to accept difficulties in life with smiles on our faces.

Abhishek Chandra



It was a pleasure to be part of Khushboo family. It is really wonderful the way they care and have concern for the children.

In this entire one year I have learned a lot from Khushboo team and appreciate their tremendous efforts to make the lives of special children full of happiness. I would like to extend my gratitude to the entire Khushboo team.

I really wish Khushboo a great success ahead. Each one of us who worked with Khushboo will remember the SIP program in the years to come and learn from the children how to accept difficulties in life.

Mansi Srivastava



It's been a life altering journey with Khushboo and something that totally transformed my thought process towards a delicate subject.

What we have witnessed is the sheer grit and determination of these angels who have carved a way that can catapult them to success, the relentless dedication of the staff who have been at it, winning and smiling throughout.

My journey was sweetened to a monumental extent with the generous and kind support of the entire Khushboo team. I thank the Khushboo family for this opportunity and wish them all the very best for their new residential campus project!

Indrajit Chatterjee



Being from nothing to something, or from an employee to a volunteer, yes, that's all about my journey with Khushboo Welfare Society.

It always gives me immense pleasure to work with children and professional staff of Khushboo, with their motto "we shall overcome".

"Kaun kehta hai ki aasmaan mei ched nahi ho sakta, Ek pathar toh tabiyat se uchaal kar dekho" that's how I believe and worked with children as a dance choreographer and observed big changes in their body language, movements, memory and that's how we won prizes at different levels also.

Working with Khushboo taught me how to think and work beyond your limits in life. I wish success to Khushboo in their future endeavors and projects.

Ankur Mudgil



Voice of Parents

Mrs Ashu Aheer M/o Rishab

My son Rishabh, 6 year old started coming to Khushboo from March, 2018 in the Pre-School. This is an activity in which mother and child come together for the training. Coming with him regularly has helped me to learn a lot about how to work with him even at home. I have seen my son gradually changing from being a hyperactive and stubborn to a better composed child than before while doing his activities. The staff at Khushboo is well trained and dedicated. They have even taught me how to work with him patiently.

I thank the entire Khushboo team for their support which has gone beyond their call of duty.



Anil Soni F/o Manasvi Soni

My daughter Manasvi Soni has been studying for last six years at Khushboo Welfare Society and I can see the excitement in her eyes every day the bus arrives and the way she chuckles. Even after coming home she keeps repeating the exercises that had been done in the school and keeps telling us the things that had been done throughout the day. I feel really comfortable with the staff and love their polite and cooperative nature and feel secure for my child. Moreover she has improved a lot, gained more balance while walking and she remains more active throughout the day. We thank you for the role you played in shaping our child into the young adult she is fast becoming. Your positive influence and moral guidance assures us that our child will make the most of her education and become a productive member of society.



Donation Options

Activity Sponsorship

- Sponsorship of Life skills development @ Rs.37,600/- per day
- Sponsorship of Therapeutic services @ Rs.24,600/- per day
- Sponsorship of Transportation service @ Rs.12,000/- per day
- Sponsorship of all activities @ Rs.74,300/- per day

Child Sponsorship

- Full sponsorship of child @ Rs.11,300/- per month or Rs.1,35,500/- per annum
- Sponsor a child's Life Skills Development Activities @ Rs.5,700/- per month or Rs.68,600/- per annum
- Sponsor a child's Therapeutic services @ Rs.7,000/- per month or Rs.84,500/- per annum
- Sponsor a child's Transportation @ Rs.2,500/- per month or Rs.29,400/- 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.1,50,00,000/- |
| ■ Construction of buildings 35,500 sq.ft @ Rs. 2250 per sq.ft | Rs.8,00,00,000/- |
| ■ Contingency | Rs 20,00,000/- |
| ■ Total estimated cost | Rs.10,00,00,000/- |

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.



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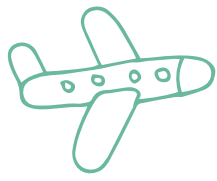
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“The greatest disability is
in the mind not the body”

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