



Beyond Disabilities,  
Maximizing Capabilities

# ANNUAL REPORT 2014-2015



**Disha Charitable Trust, Baroda**



### List of Members of the Board of Management (As on 31<sup>st</sup> March, 2015)

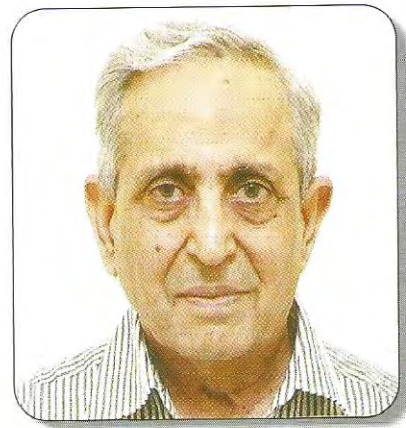
Sr.	Name	Occupation	Designation
1	Mr. Naresh Chawla	Ex-Chairman/Director of Cooperatives/PSUs	Chairman
2	Ms. Rashmi Shroff, IAS(Retd.)	Former Additional Chief Secretary to the Govt.of Gujarat	Vice Chairperson
3	Mr. M.K Tondon, IPS (Retd.)	Former Additional Director General of Police, Govt. of Gujarat	Vice Chairperson
4	Ms. Prabha Mehta	Founder & Executive Director, Disha	Member
5	Mr. S.K Duggal , IAS (Retd.)	Former Additional Chief Secretary to the Govt.of Gujarat	Member
6	Mr. C.S Ballal, IAS ( Retd.)	Liquidator of M/s Petrofills Ltd	Member
7	Mr. Sunil Vakil	Practicing Chartered Accountant	Member
8	Ms. Neelima Aga	Industrialist	Member
9	Mr. Navneet Patel	Industrialist	Member
10	Mr. Percy Bharucha	Former Corporate General Manager, Bank of Baroda	Member
11	Mr. Manish Shah	Managing Director, Prakash Chemicals International Pvt. Ltd	Member

### List of Members of the Board of Trustees (As on 31<sup>st</sup> March, 2015)

Sr.	Name	Occupation	Designation
1	Ms. Prabha Mehta	Academician, Writer and Social Worker	President & Founder
2	Mr. Naresh Chawla	Ex-Chairman/Director of Cooperatives/PSUs	Vice President
3	Ms. Alka Smart	Academician , Writer	Vice President
4	Ms. Sangeeta Patel	Academician and Social Worker	Honorary Secretary
5	Ms. Prabha Nagraj	P.R Professional	Treasurer
6	Ms. Rashmi Shroff, IAS (Retd.)	Former Additional Chief Secretary to the GOG	Member
7	Mr. Daleep Saigal	Businessman	Member
8	Ms.Manisha Gupta	Editor (Commodities& Currencies), ET NOW	Member
9	Ms. Hema Mehta	H.R Consultant	Member



**Prabha Mehta**  
President & Executive Director



**Naresh Chawla**  
Chairman, Board of Management

With another year now behind us, it is most gratifying to look back at the many significant accomplishments in 2014-15 — a few of which highlighted in this report are especially noteworthy in light of the considerable challenges that NGOs like ours have to face.

We started Disha 16 years ago with a vision to provide comprehensive and holistic services to children with special needs by adapting latest methodologies and state of the art technologies by trained professionals under one roof. As more and more families wanted our services for their children and we had to keep on expanding to meet the growing demand. With that came the need for more resources, paying increased salaries, training of the staff, to procure more school vans on the road, up-gradation of therapy rooms, more equipment and introduction of new technologies and so on. Our commitment to delivery of high quality services remains firm.

The real heroes of Disha are its staff and volunteers. It is due to their love and miracle of dedication that most of the children at Disha show tremendous improvement in all areas of development as you will find in testimonials by parents. They love children unconditionally and their

love gets reciprocated in many beautiful ways by our special children.

Our Board Members, Trustees, Advisory Panel - thank you for your support and involvement. You are the pillars of Disha. Disha is because you are!

Thank you parents - you are our partners on every step of the journey of progress in your children at Disha.

We completely rely on the generosity of our donors - individuals, corporates, NGOs and foundations. Disha is surviving only due to their magnanimity. We need your continued support in future to reach out to many more disadvantaged children who are left out of the gamut of services vital to their developmental needs. A BIG THANK YOU!

**Prabha Mehta** (President & Executive Director)

**Naresh Chawla** (Chairman, Board of Management)

## **DISHA – A DIRECTION OF HOPE FOR A BETTER WORLD FOR PERSONS WITH SPECIAL NEEDS**

Disha is one of the premiere institutions of India providing comprehensive and wide range of services to children with Autism, Down's syndrome, Cerebral Palsy, Deaf-blindness, Mental Retardation and other Developmental Disabilities under one roof. We believe when we plan for the most vulnerable the world works better for everyone.

### **Major Programs at Disha :**

- ✘ Disha Special School & Autism Centre
- ✘ Community Based Rehabilitation
- ✘ Pre-Vocational & Vocational Training

## Services provided at the Disha include :

- ❖ Diagnosis & Assessment
- ❖ Early Intervention
- ❖ Special Education
- ❖ Physiotherapy
- ❖ Occupational Therapy
- ❖ Sensory Integration Therapy
- ❖ Learning through computers and educational apps on tablets and ipads
- ❖ Art, Dance and Music Therapies
- ❖ Activities of Daily Living (ADL)
- ❖ Social Skills Training
- ❖ Speech & Communication Therapy
- ❖ Behavior Management and Counselling
- ❖ Pre-vocational and Vocational Training
- ❖ Yoga
- ❖ Remedial Education for children with delayed learning
- ❖ Recreational and leisure activities
- ❖ Parent-child program for families from other cities
- ❖ Capacity building of parents and professionals
- ❖ Training, advocacy and awareness

More than 70% of Disha children come from BPL families living in slums and adjoining rural areas of Vadodara. Disha's endeavour is to reach the unreached children with disabilities through its comprehensive door to door surveys. These children receive all the Therapies, Rehabilitative Services and Medical Care including transport facility free of charge at Disha Special School.

In its endeavour to maintain highest standards of service delivery, Disha works in partnership with parents, professionals, like minded organizations and the community, to help children and adults with special needs to lead a more independent and meaningful life.

The activities of Disha Charitable Trust are steered by a dedicated and fully empowered Board of Management ensuring good governance, transparency and accountability in all affairs of the organization. For these norms of competence, Disha has accreditation with The Credibility Alliance.

**Disha Special School & Autism Centre :** We make use of world class evidence based teaching methods to address the diverse needs of children with autism and other developmental disabilities at Disha. Rather than trying to fit the child to the program, Individual Education Program (IEP) is prepared and practiced on the basis of needs and potential of each child and is periodically monitored in participation with the parents.

Structured Environment and Daily Schedules, Individualized Education and Therapy Plans, Picture Exchange communication, Sensory Integration and Learning through computers and touch screen devices help our children make remarkable progress.

**OPD and Home Program :** Disha Autism Centre offers a Centre Based 7 to 15 days' program to parents visiting from other cities. The goal of the program is to help the parents to understand their child's difficulties and follow a need based development plan for their child at home so that the child can meet his or her developmental goals. Further training and therapy program is designed in follow up visits after evaluating the child's progress. We also provide online consultancy to the parents of children with Autism from other towns and cities in India and abroad as and when such a request is received. Local children, who are not as yet admitted as full time students in Disha Special School are given individual therapies under OPD.

### Project in Partnership with Sense International India :

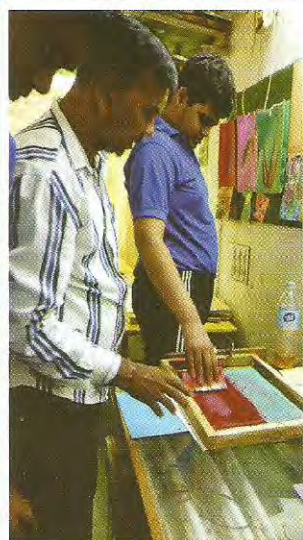
Deafblindness is a complex disability. A person is called deafblind when neither their sight nor hearing can compensate for the impairment of the other sense. We are at present working with 7 children with deafblindness. They are being provided centre based as well as home based services. The project is fully supported and monitored including intensive training of staff by Sense International India.

Sr.no	Services	2013-14	2014-15
01	Medical Diagnosis, Assessment & Intervention	237	252
02	Special Education & ADL	99	111
03	Physiotherapy	36	47
04	Occupational Therapy	99	111
05	Speech & Communication Therapy	99	111
06	Behaviour Management	99	111
07	Play Therapy	99	111
08	Art Therapy	99	111
09	Dance Therapy	45	59
10	Music Therapy	40	59
11	Remedial Education	35	56
12	Sensory Integration Therapy	99	111
13	Pre-Vocational & Vocational Training	27	46
14	Capacity Building for Parents & Staff Members	175	228

**EXPRESSIVE THERAPIES (Art, Dance and Music Therapies) AT DISHA :** Harsh sings a glorious song on Annual Day and walks offstage smiling. Sidhrath plays a beautiful tune on Casio and says 'thank you' three times when every body claps. Prachi and Heta dance with the group of her school mates and teachers swaying rhythmically to the music. Prashant plays drums and hums. Anjali is the happiest when she is playing with the strings of guitar. Tushar paints like a professional artist and sings a latest Bollywood song while he paints. All children at Disha are happiest when they are doing their art, music and dance therapy sessions - individually as well in groups. They communicate their feelings, emotions and dreams through their creativity. Dance, Music and Art Teachers at Disha strongly believe that creativity in therapy has the potential to impact children with special needs in many ways.



**Medical Check-up Camp :** Disha and Rotary Club of Baroda Cosmopolitan (RCBC) jointly a Medical Camp on December 14, 2014 at Disha Special School. The camp was supported by M/S Prakash Chemical International Pvt. Ltd. More than 120 children with special needs were given free screening and medical check-up by an expert panel of doctors namely Paediatricians - **Dr. Manoj Ambwani** and **Dr. Bharat Shah**, Orthopaedic Surgeon - **Dr. Dhaiwat Nanvati** and **Dr. Ashok Vaishnavi**, Ophthalmologist-**Dr. Khyati Mankad**, ENT Surgeon- **Dr. Sachin Patel**, Consulting Homeopath, **Dr. Neha Smart** and Dental Surgeons – **Dr. Bhakti Amlani** and **Dr. Sharmila Verma**. Medicines Prescribed by the doctors were provided free of charge to CBR children by setting up a Chemist's Counter at the venue. Further follow up for free supply of medicines, mobility aids and appliances was also arranged.



**Vocational Training :** Our Vocational Training Centre is equipped with all the requisite training facilities and equipment. The skills we help enhance and develop are: Basic Computer Knowledge, Photocopying & Scanning, Tailoring & Dress Making, Jewellery Making, Hand-made Paper Products and Paper Bag Making, Screen Printing, Block Printing, Mehndi, Beauty Parlour Training, Files and Folders Making, Spiral Binding and Lamination and decorative and craft items, etc.

### Community Based Rehabilitation ( C B R ) :

Community Based Rehabilitation (CBR) Program is one of the thrust areas of Disha. CBR Program aims to reach out to persons with disabilities irrespective of age, sex, type of disabilities and socio-economic status who have no access to need based services. Lack of access to health care and rehabilitation, education, skills training, and employment contributes to the vicious cycle of poverty and disability. Currently we are working in about 25 slum and adjoining rural areas of Vadodara.



**Shri Manubhai Shroff Memorial Lecture :** The 5th Shri Manubhai Shroff Memorial lecture was delivered by one of the leading Economists Former Deputy Chairman of the Planning Commission, Government of India **Padma Vibhushan, Dr. Montek Singh Ahluwalia**, on 3rd January, 2015 at Hotel Gateway, Vadodara. He spoke about "Policy Imperatives for Rapid Economic Growth with Inclusiveness and Sustainability". Shri Ahluwalia emphasized that there should be an integrated approach keeping in mind growth, inclusiveness and sustainability. He stated that the perception that economic growth is benefiting only the rich is a misconception. He was confident that India could achieve growth of 7.5% - 8% in terms of GDP. He also welcomed Prime Minister Mr. Narendra Modi's move of constituting Niti Aayog. A distinguished audience of more than 250 Barodians attended the Lecture. **Shri Arun Kumar**, Former Member of Disha's Board of Management hosted dinner in the honour of Shri Montek Singh Ahluwalia and Smt. Isher Ahluwalia in the beautiful ambience of his farm house.



**Celebrations :** Celebrations are fun! Disha Special School celebrates all religious and national festivals. Teacher's Day was made special by children by giving roses and greeting cards designed by them to their teachers. Ganesh Utsav, Navratri, Christmas, Kite Flying, Holi were celebrated at Disha School. All children, staff and parents participated dressed in their best traditional attires.



**Annual Function and Prize Distribution Function :** Smt. Geeta Goradia Managing Director and CEO of Jewel Group of companies and Former President of FGI presided over the function as the Chief Guest and delivered an extremely inspiring and empowering address. She was very appreciative of performance of Disha's children. Ms. Bhavna Tandon graced the occasion as Guest of Honor and motivated the parents and teachers in her address.

Children from Autism Centre and CBR group gave spectacular performances and received accolades and hearty applause from the audience. The function was held in the auditorium of Saint Kabir School on 12th October, 2014.

**Exhibition :** An Exhibition of vocational products made by Disha School children was organized at Disha Special School on 14/12/2014. This was inaugurated by RCBC President Rtn. Sandeep Parikh and Former President, Rtn. Manish Shah. The RCBC members and invited guests admired and purchased the products made by the children.



25th & 26/09/14	Exhibition at Helping Hand Mela organised by HSBC Bank in their premises.
14 /10/2014	Exhibition at Disha School during Parents Teacher Meeting
9th & 10th /1/15	Exhibition at New Era School on their Psychology Week



### Participation in the year 2014-15 :

- ❑ Disha conducted a Tailoring (Dress Making) Course for women at Tandalja. Six beneficiaries were assisted in starting tailoring business from their homes and were gifted a new sewing machine courtesy Senior Citizen Association/ United Way of Baroda on 15th August.
- ❑ 9 CBR children participated in a competition organised by Perna Youth Team of Technology Department of MSU, Vadodara. Two of Disha children won 2nd and 3rd prizes in pot designing 13th August, 2014.
- ❑ 12 CBR Children performed in a dance and Ramkesh gave a solo dance performance in a Cultural Program organised by East West Cultural Association on 1st Oct, 2014
- ❑ Candidates with disabilities from CBR program took part in Job Placement Program organised by Samvedna Disabled Person's Social Welfare Trust on 8th Oct, 2014
- ❑ CBR and Autism children participated in Walkathon and Paintathon organized by Olakkh Foundation on 14th November, 2014. The theme was Safety and Security of Disabled Children.

- ❖ CBR and Autism children participated in Children's Day Celebration organized by St. Kabir School. They performed in a dance and group activity with students of St. Kabir School on 14th November, 2014
- ❖ 12 children (4 Autism & 8 CBR children) participated in Rangmanch organised by United Way of Baroda on 5th December, 2014
- ❖ CBR Children participated in a Marathon organised by Sai Residential School
- ❖ Ms. Prabha Mehta and Ms. Deepa Rajyaguru participated in the meeting held at Jilla Sikshan Samiti on 23rd August 2014 to discuss with various organizations of Vadodara about how we can unite and work for different Social cause for children.
- ❖ Mrs. Prabha Mehta delivered lecture on "Role of Physiotherapist in Special School setting" at Sumandeep Vidhyapeeth on World Physiotherapy Day (8th September 2015).
- ❖ CBR children participated in Shaurya's Sport Competition organized at Friends Society, Fatehgunj. Out of which, 2 children won 1st and 3rd prize in a ball throw and 2 children won 2nd and 3rd prize in Running Race Competition on 4th January, 2015.
- ❖ Autism Children & CBR children participated in "Kshitij", the kite flying program organized by United Way of Baroda at Gymkhana on 9th January, 2015
- ❖ 8 CBR children were taken for Medical Checkup at Manav Seva Trust on 18th January, 2015

### Staff Training :



Sr. No	Date	Topic	Name of Resource Person	Organisation/ Institution	No. of Staff	Venue
01	5/4/14	"The Ultimate Gift"	Venkatachalam- HR Consultant	Freelance Consultant	12	Disha School
02	12/4/14	"Personality Development- Outer and Inner Image "	Ms.Dipika Pradhan- Chief Consultant & Ms. Khewna- Trainer	Image Management Professional Association (IMPA)	20	Disha School
03	10/7/14	"Schedules of Visual Strategies for Children and Staff"	Ms. Manisha Bhatt	Special Educator	13	Disha School
04	14/10/14	"Motivation and Grooming"	Ms. Dipika Pradhan & Ms. Sonal Das	Image Management Professional Association (IMPA)	20	Disha School
05	29/11/14	"How to work with Children with visual impairments"	Ms. Vimal Thawani, Ms. Krupa Velani and Ms. Deepa Joshi	BPA Ahmedabad.		Disha School
06	12/12/14	"Music Therapy training for Special Educators and therapeutic Arts"	Thomas Sweitzer, Kyle Boardman And Kim Tapper	A Place To Be ( Therapeutic Arts) from USA	4	ST.KABIR SCHOOL
07	31/01/15	Anger & Stress Management for working women	Dr. B.R Palan.	SamvatamParivar	2	Faculty of Family and Community Sciences-MSU
08	01/02/15	Seminar on PWD Act (Person with Disability)	Mr NM Mehta	District Project Coordinator	1	SarvaSikshan Abhiyaan.

## Parents Testimonials

**Sumit Jhangid (EI)** : Sumit's sitting tolerance and attention span has tremendously increased and he can now focus for 25 to 30 minutes with an activity. Initially he was gestural in communicating for his needs and wants but with intervention at Disha he has now started speaking two words sentences like "mummy aaja"," khana do" etc. He has also improved cognitive skills, has started writing alphabets and numbers. Now he knows basic concepts like shape, size, colours, vegetables, fruits and animals. **Chandra Jhangid (Sumit's Mother)**

**Kaivalya Sule ( Transition 1)** : I am delighted with my son Kaivalya's progress at Disha. His communication skills have improved tremendously. He has also started taking interest in simple household tasks and loves serving tea to his father and grandfather. He is also very fond of yoga at Disha. **Kavita Sule (Kaivalya's Mother)**

**Arpit Singh ( Transition 1)** : Arpit has overcome his difficulties in transitioning to a great extent and has started moving from one activity to another with ease. He also adjusts well in outings from school and mixes with peer group. He has started eating food independently. He is able to do simple household work given by us at home. Thanks to Disha's dedicated teachers. **Rajkumar Singh (Arpit's Father)**

**Nishant Sajnani (Transition 2)** : My brother, Nishant, is special child having developmental disability. Before he was admitted to Disha School, we faced many challenges like poor eye contact, poor speech and hyperactive behaviour. Firstly, his hyperactivity has reduced and eye contact has improved due to which he is able to learn various skills at school as well as at home. Secondly he has now learnt how to carry out different day to day activities like eating independently, taking care of his belongings, time management, keeping quiet during social functions or class hours which make life easier for parents. Also he has learned various skills at school like clay therapy, paper cutting & folding, finger paintings etc. which he has helped him to stay focused. I am very much thankful to Disha team for their untiring efforts for the betterment of our special children. **Manisha Sajnani (Nishant's Sister)**

**Alvin Ajit (OPD)** : Alvin is making progress in eye contact. He pays attention and responds when people call him. Previously he could not hold pencil but now he holds it properly and writes. He enjoys listening to rhymes. He sits properly eats food independently and drinks water on his own in school and home. Identifies animals and alphabets, Solves puzzles, Plays cricket and his concentration levels have improved. He also writes A to Z and 1 to 10. **Liji Ajit (Alvin's Mother)**

**Advisory Panel** : Disha's Advisory Panel comprises of eminent doctors/ specialists/ consultants and professionals from various fields. Advisory panel is in fact the backbone of Disha Special School. We continue to benefit from the rich experience, expertise and guidance from the members of its advisory panel.

### MEDICAL PANEL

Dr. Manoj Ambwani	Developmental Paediatrician (Chairman, Medical Panel)
Dr. Navaz Bhesania	Consulting Paediatrician
Dr. Vrajesh Udani	Paediatric Neurologist, Hinduja Hospital, Mumbai
Dr. Ruby Udwadia	E.N.T Specialist
Dr. Sachin Patel	E.N.T Specialist
Dr. Neha Smart	Consulting Homeopath
Dr. Gautam Amin	Psychiatrist
Dr. Meeta Saxena	Physiotherapist
Dr. Sanjay Pandit	Consulting Physician
Dr. Nihar Trivedi	Ophthalmologist
Dr. Vinod Aggarwal	Paediatrician
Dr. Mrugank Merchant	Orthopaedic Surgeon
Dr. Chhaya Dholakia	Paediatrician
Dr. Khyati Mankad	Ophthalmologist
Dr. Bhavesh Shah	Paediatrician
Dr. Vivek Jain	Dermatologist
Dr. Rakesh Shah	Consulting Neuro Physician
Dr. Jatin Mehta	Paediatrician
Dr. Bhakti Amlani	Dentist
Dr. Sharmila Verma	Dentist

### EXPERTS' PANEL

Mr. Ashwin Hathi	Sr. Advocate ( Legal Advisor )
Mr. Rajesh Dani	PR Advisor
Mr. Tusahr Parikh	Architect
Dr. Bhusan Punani	Executive Director, BPA, Ahmedabad
Rtn. Nimesh Gosalia	Businessman
Ms. Malti Gaekwad	Academician & Graphic Designer
Ms. Revathi Shankar	Academician
Ms. Deepika Pradhan	Image Consultant

**Student Placements/Interns:** Student placements during the year were - Jamyang Dolma, Shraddhenu Shastri, Aashka Desai, Nishhtha Gandhi 2nd year MA students from Department of Clinical Psychology, MS University; Vaishnavi Modi, Roshni Shah, Sachin Parmar, Harshida Sonawane , 1st year MHRM students from Shri J.M Patel College, Anand; Kunal Sharma 1st year LLB student, Pune University, Pune; Varun Pradhan 1st year LLB student from Gandhinagar Law College, Gandhinagar; Uttara Jagannath, Monika Satani, Heena Vohra, Parth Bhatt 1st year LLB students from Law Faculty of MS University, Vadodara and 8 Students from Nalanda International School Vadodara.

**Volunteers :** During the year, Ms. Ramola Shah, Ms. Piyali Saha, Ms. Vibhuti Mehta and Ms. Arunlata Namdeo spent their valuable time with the children and taught them many skills.



### Visitors Comments (1st April, 2014 to 31st March, 2015)

- ❖ *"Even God can make mistakes but he can afford to make mistakes because he knows that he has created passionate people like you all who can rectify his mistakes"* – Mr. Dinesh. P. Thakor, District Governor, Rotary International District 3060
- ❖ *"It's really commendable to be so persistently supporting this group of children and adults. All the best we will always support!"* – Ms. Smita Maniar, Deputy Director, United Way of Baroda.
- ❖ *"Excellent work by Disha Team very inspiring"* – Nirav Gajerawala, CSR Head, Allscripts.
- ❖ *"It has been always a pleasure to see children so happy here, May God Bless"* – Kavita Malhotra, Prayas Trust Darshan, L & T Ladies Welfare Association.
- ❖ *"Really pleased to see the good work being carried out. All the very best for your future endeavour"* – Richard Mascarenhas-Sense International India, Ahmedabad
- ❖ *"It was a great pleasure to meet the school and see the awesome work you are doing! Thank you for receiving me here!"* Ana Claudia Pim- Brazil
- ❖ *"Wonderful experience and excellent work"* – Mukul Dey (H R Consultant)

### Donations in Kind

- Haribhakti Raneshwar Mahadev Sanstha Charitable Trust donated two Dell Desktops for children.
- Mr. Arun Kumar hosted the dinner at his farm house in honour of the Memorial Lecture's Speaker Shri Mohntek Singh Ahluwalia and Board Members of Disha at his farm house.
- Saint Kabir School supported us by providing their auditorium for Annual Function
- Ms. Hema Mehta donated a Samsung Galaxy Tablet for Autism Centre
- Ms. Penny Randhawa donated therapy items for Special School children
- Ms. Adithi Rajan donated Educational Toys
- Mr. Hemal Shah, Prerna Dharia and Ms. Sunita Chouhan donated snacks for CBR children
- RCBC Annes and Ms. Sarah Ahmed donated clothes and toys for CBR children, RCBC Annes donated toys and clothes
- Ms. Ruchita Joshi donated spectacles for 4 CBR children
- Mrs. Neelakshi Khurana donated sports shoes for CBR children

### Governance, Accountability and Transparency

- Registered under Bombay Public Trust Act 1950. Registration No. 5457 dated 9/6/1999
- Registered with Director of Social Justice and Empowerment, Gujarat. Registration No. 94/2002 dated 030/01/2002.
- Registered with National Trust, Registration renewed vide 10009128 dated 22/07/2015. Registration Certificate awaited.
- Registered with the Ministry of Home Affairs under Foreign Contribution and Regulation Act 1976. Registration No. 041960147 dated 17/11/2009. Disha is eligible to receive all foreign donations.
- Registered with Office of the Commissioner Income Tax under section 12 (A) of the Income Tax Act 1961. Registration No. BRD/Exemption/110-05-D/99-2000 dated 30/9/1999.
- Accredited with the Credibility Alliance Registration No. CA/45/2012 dated 20/11/2012

### Names and Addresses of Bankers

- State Bank of India, Branch Bhagat Niwas, Race Course Road, Vadodara
- HDFC Bank, Gotri Branch, Near Natubhai Cicle, Gotri Road, Vadodara

### Name and Address of the Statutory Auditors

- R.N. Shah Associates, Chartered Accountants, 204 -205, Capri House II, Jetalpur Road, Vadodara

**Mission :** DISHA's mission is to empower special children, work in partnership with all stakeholders, develop children's maximum potential and make them grow and learn to be independent.

**Governance :** DISHA is governed by a professional, fully-empowered governing body called Board of Management to ensure good governance, transparency and accountability. Details of the Board Members and Trustees of the Board are available on inside front cover page.

Total five meetings of Board of Management and Office Bearers of the Board of Trustees were held during the year. The minutes of Board Meetings are documented and circulated. The meetings were held on (1) 12/05/2014 (2) 28/06/2014 (3) 25/08/2014 (4) 24/01/2015 and (5) 13/03/2015

## MAIN OBJECTIVE

- To carry out activities for the purpose of educating or training the persons with disabilities and also provide counseling facilities to the parents of the beneficiaries.

## COMPOSITION OF THE BOARD – RELATIONSHIP AND ROTATION POLICY

- No member of the Board of Management is related to any other member by blood or marriage.
- A Board rotation policy exists and is being practiced.

## Purchase Committee of the Board of Management

Mrs. Prabha Mehta, Mr. S.K. Duggal, Mr. M.K. Tandon, Mrs. Neelima Aga and Dr. Sangita Patel are members of the Purchase Committee. All decisions regarding purchase of major capital items are taken by the Purchase Committee on the basis of a minimum of three quotations based on competitiveness of price, quality and performance parameters.

## Accountability and Transparency

- No remuneration or reimbursement or perk has been paid to any Board Member or Trustee. No Board Member / Trustee / Staff member has claimed or paid any reimbursement of expense on International travel.
- No Board Member / Trustee / Staff member has been paid any Air travel expenses from Disha Trust during the year
- Both Executive Director and School Administrator did not draw any remuneration or any perk during the year.
- Abridged Audited Balance Sheet and Receipt & Expenditure Accounts for the year 2014 – 2015 are available on inside back cover page

**Funding :** No grant was received from the Government of India or the State Government. All donations came from individual donors / corporate donors/ NGOs as per details given in the Annual Report.

Project-wise Expenditure 2015-2015

Special School and Autism Centre (Recurring & non-recurring expenses)

Including Community Based Rehabilitation program : Rs. 26,85,485/-

Administrative expenses: Rs. 100,022/-

## Distribution of staff according to Salary Levels/Gender (As on 31st March 2015)

Sr.no	Gross salary per month in Rs.	Male	Female	Total
1	3,000 to 5,000	6	3	9
2	5,001 to 15,000	5	15	20

## Salaries and benefits to Staff

- Highest paid salary to any staff member: Rs. 15000/-
- Lowest paid salary to any staff member: Rs. 3000/- (part time only)

**Grateful to Donors :** We are extremely grateful to our magnanimous donors. They are the lifeline of Disha Charitable Trust. Through their valuable support, we are able to transform lives of many children with disabilities who are in need of our services. We would like to express our deep gratitude to all our corporate donors/NGOs and individuals for their generous support.

We are extremely thankful to the following donors:

Name of Donor U/S 35 AC/80G	Amt (Rs)
Allscripts Pvt. Ltd	9,00,000
Munjal Auto Industries Ltd	6,00,000
United Way of Baroda	5,00,000
Shivam Autotech Limited	4,00,000
Saraswati Sarvasikshan Foundation (Mr.Praffulbhai Goradia)	2,00,000
Prakash Chemical Intl Pvt. Ltd	1,75,000
Haribhakti Raneshwar Mahadev Sanstha Charitable Trust	1,51,003
Mr. Ankush Kumar Tondon	1,50,000
Mr. Sudesh Kumar Duggal	50,000
Darshan L & T Ladies Welfare Association	40,000
East West Cultural Association	40,000
Ms.Neelima Aga	39,000
Ms. Radhika Tondon	30,000
Ms. Rashmi Shroff	25,000
Mr. Naresh Chawla	25,000
Mr. Manoj Godbole	22,000

Name of Donor U/S 35 AC/80G	Amt (Rs)
Mr. M. K. Tondon	20,000
Dev Disha Trust for Public Service	21,000
Ms. Heena Dalal	20,000
Mr. Jaswinderpal Singh	10,000
Mr. Chandra Shekhar Ballal	10,000
Mr. Animesh Aga	10,000
Mr. Abhinav Aga	10,000
Software Solutions India	10,000
The Lions Club of Baroda	10,000
Ms. Prabha Nagraj	10,000
Ms.UshaKagawala	5,000
Ms.Meghna Parikh	5,000
Mr.Pravin Amin	5,000
Mr.Dakesh Patel	5,000
Ms. Indermohini Bhosla Charitable Trust Foundation	2,000
Mr. Amitava Ghosal	1,000

**DISHA CHARITABLE TRUST, VADODARA**  
**BALANCE SHEET AS AT 31ST MARCH, 2015**

LIABILITIES			ASSETS		
PREVIOUS YEAR AMT RS		CURRENT YEAR AMT Rs	PREVIOUS YEAR AMT RS		CURRENT YEAR AMT Rs
3,56,507.04	<b>Trust Fund:</b>	29,19,666.48	14,23,979.65	<b>Fixed Assets</b>	25,02,235.72
	<b>Other Funds:</b>		76,30,219.63	<b>Investments</b>	84,03,241.93
7,16,500.00	Building / Infrastructure Fund	7,16,500.00		<b>Current Assets Loans &amp; Advances</b>	
-	Bus Fund	8,77,635.57	66,667.27	Tax Deducted At Source	1,03,739.27
66,597.84	Computer Fund	26,867.02	3,000.00	Advance to Prize money	1,500.00
46,90,787.13	35AC Funds	30,28,185.00	5,500.00	Other Advances	5,500.00
6,31,731.06	Tavera Fund	5,36,971.41	-	Interest Accrued-HDFC Bank FD	6,882.20
4,16,813.74	TATA Venture Fund	3,54,291.77	-	Interest Accrued-SBI FD A/c	81,832.00
10,08,609.00	Corpus Fund	15,40,639.00		<b>Cash &amp; Bank Balance</b>	
	35AC Copus Fund	13,00,000.00	12,188.00	Cash in Hand	8,242.00
	<b>Current Liabilities &amp; Provisions.</b>		2,17,420.99	State Bank of India	1,75,667.99
89,206.00	Provisions for Expenses	1,85,750.00	1.00	UTI Bank (F.C.R.A)	1.00
	TDS Payable	1,816.00	6,05,659.79	HDFC Bank A/c	86,745.84
			12,115.48	HDFC Bank ( F.C.R.A)	1,10,734.30
<b>99,76,751.81</b>	<b>TOTAL</b>	<b>1,14,88,322.25</b>	<b>99,76,751.81</b>	<b>TOTAL</b>	<b>1,14,86,322.25</b>

**DISHA CHARITABLE TRUST, VADODARA**

**INCOME & EXPENDITURE ACCOUNT FOR THE YEAR ENDED ON 31ST MARCH, 2015**

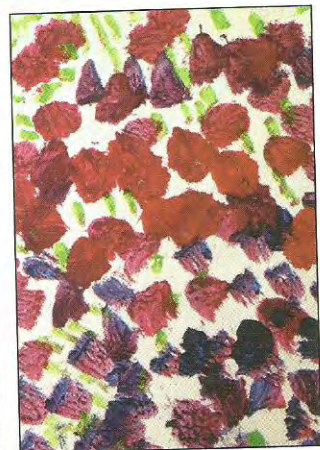
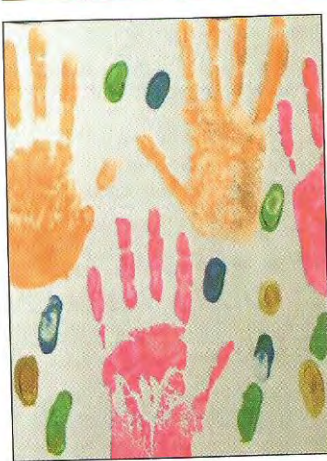
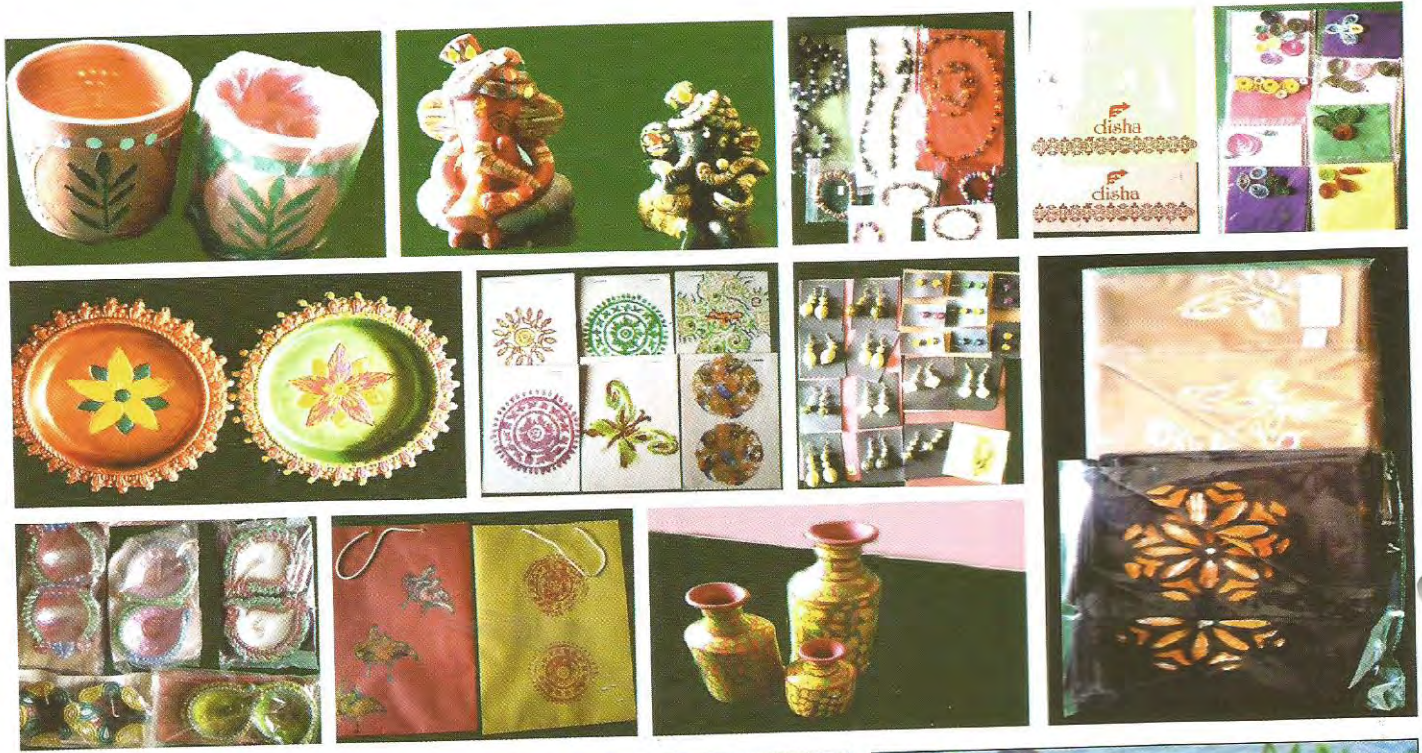
P. Y Amount Rs.	EXPENDITURE	CURRENT YEAR AMT	P. Y Amount Rs.	INCOME	CURRENT YEAR AMT
6,000.00	To Expenses		26,159.00	<b>By Donation</b>	
16,52,753.21	Prize Money	-	12,50,006.80	Donation Utilised u/s 35AC	14,93,548.57
1,29,552.22	To Special School Exp.	26,85,485.36	6,500.00	By Donation 80G	9,09,001.00
47,590.04	To Office & Admn. Exp.	1,00,022.41	5,71,805.90	By Donation for Prize Money	
	Depreciation	1,02,559.62		By Interest Income	5,93,863.58
	Depreciation - Sch-2 (Gail Project)	6,696.80		Bank Interest	28,355.00
	Depreciation - Sch-2	2,90,683.72		Interest on FD - SBI	2,14,632.00
	Depreciation - Sch-2 (Asset of U/s 35AC)	1,41,552.87		Interest on FD -HDFC	2,99,112.23
	Depreciation - Sch-2 (UWI/UWW)	2,031.62		Interest on FD - IDBI	51,764.35
	Depreciation - Sch-2 (UWB)	12,613.49		<b>By Other Income</b>	9,900.00
		4,53,578.49		Miscellaneous Income	3,400.00
	Less : Fund Utilisation	3,51,018.87	8,090.00	Vocation Material Sold	6,500.00
26,666.23	By Excess/Short Receipt				
	Transferred to Balance Sheet	1,18,245.76			
<b>18,62,561.70</b>	<b>TOTAL</b>	<b>30,06,313.15</b>	<b>18,62,561.70</b>	<b>TOTAL</b>	<b>30,06,313.15</b>

**Future Plans of Disha :**

**A new barrier free building with all facilities to meet the needs of increasing number of persons with special needs**

Number of children with multiple disabilities who need to avail Disha's therapies and services have since multiplied manifold and the large number of parents wish to admit their children in Disha School are being kept in waiting list due to capacity constraint in our existing premises. The Board of Disha therefore, feels an urgent need to build a bigger school with barrier free architecture, State of the Art Therapy Units and boarding facilities to cater to increasing number of children with special needs in Gujarat. Disha proposes to create a Fund of Rs. 5 crore for establishment of new School.

All donations for this commendable cause may be sent by an account payee cheque, or a demand draft in favour of Disha Charitable Trust, Care Disha Special School and Autism Centre, 62 Sampatrao Colony, Vadodara. Donations to DISHA CHARITABLE TRUST are exempted under Section 80G /35AC of Income Tax Act. Disha is also eligible to receive foreign contributions under Foreign Contribution Regulation Act.



**DISHA CHARITABLE TRUST / DISHA SPECIAL SCHOOL & AUTISM CENTRE**  
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**Chairman, Board of Management :** Mr. Naresh Chawla (M) +91 92271 08880  
**Honorary Secretary :** Dr. Sangita Patel (M) +91 98240 44483