



“ There are many

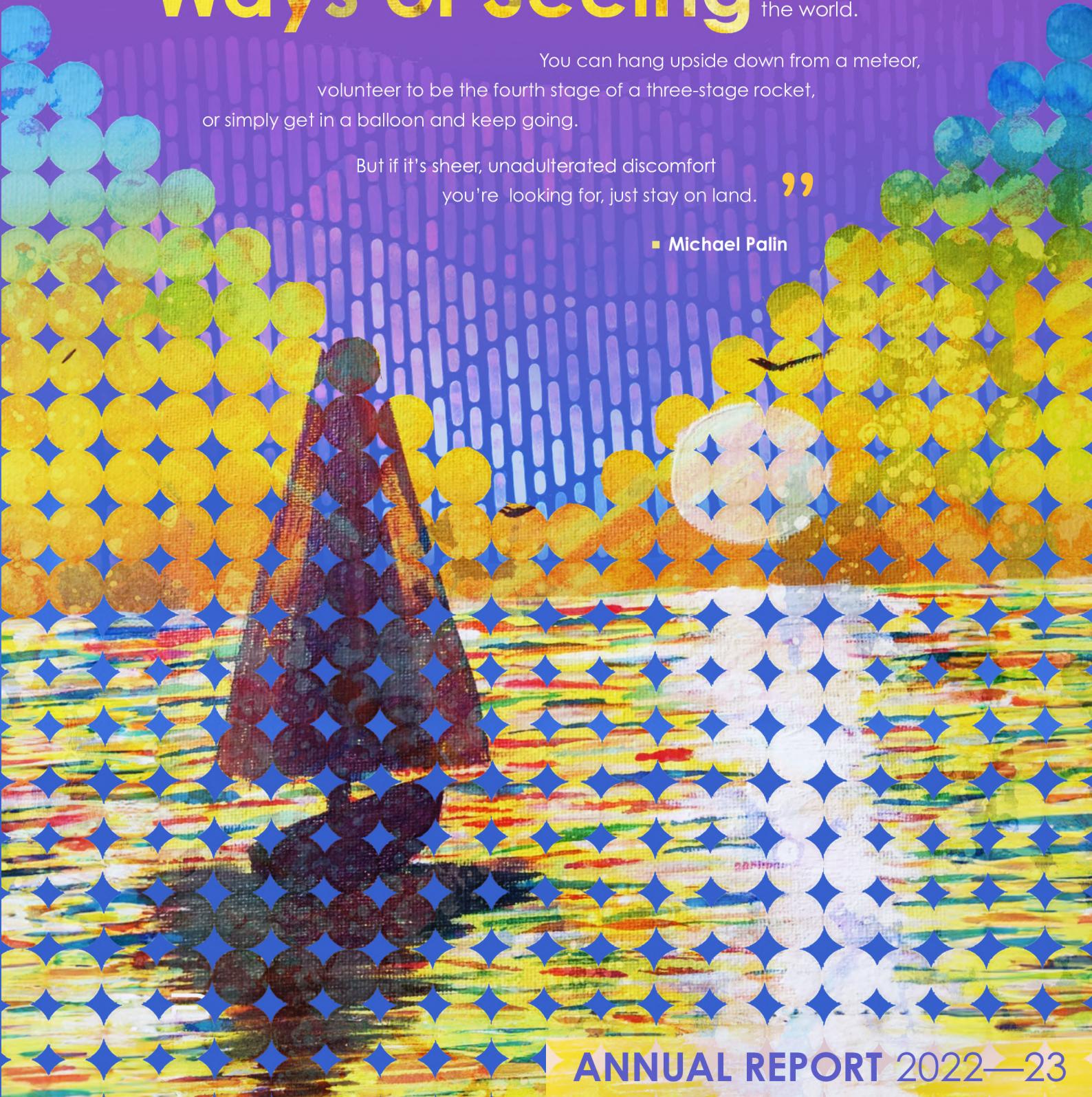
Ways of Seeing

the world.

You can hang upside down from a meteor,
volunteer to be the fourth stage of a three-stage rocket,
or simply get in a balloon and keep going.

But if it's sheer, unadulterated discomfort
you're looking for, just stay on land. ”

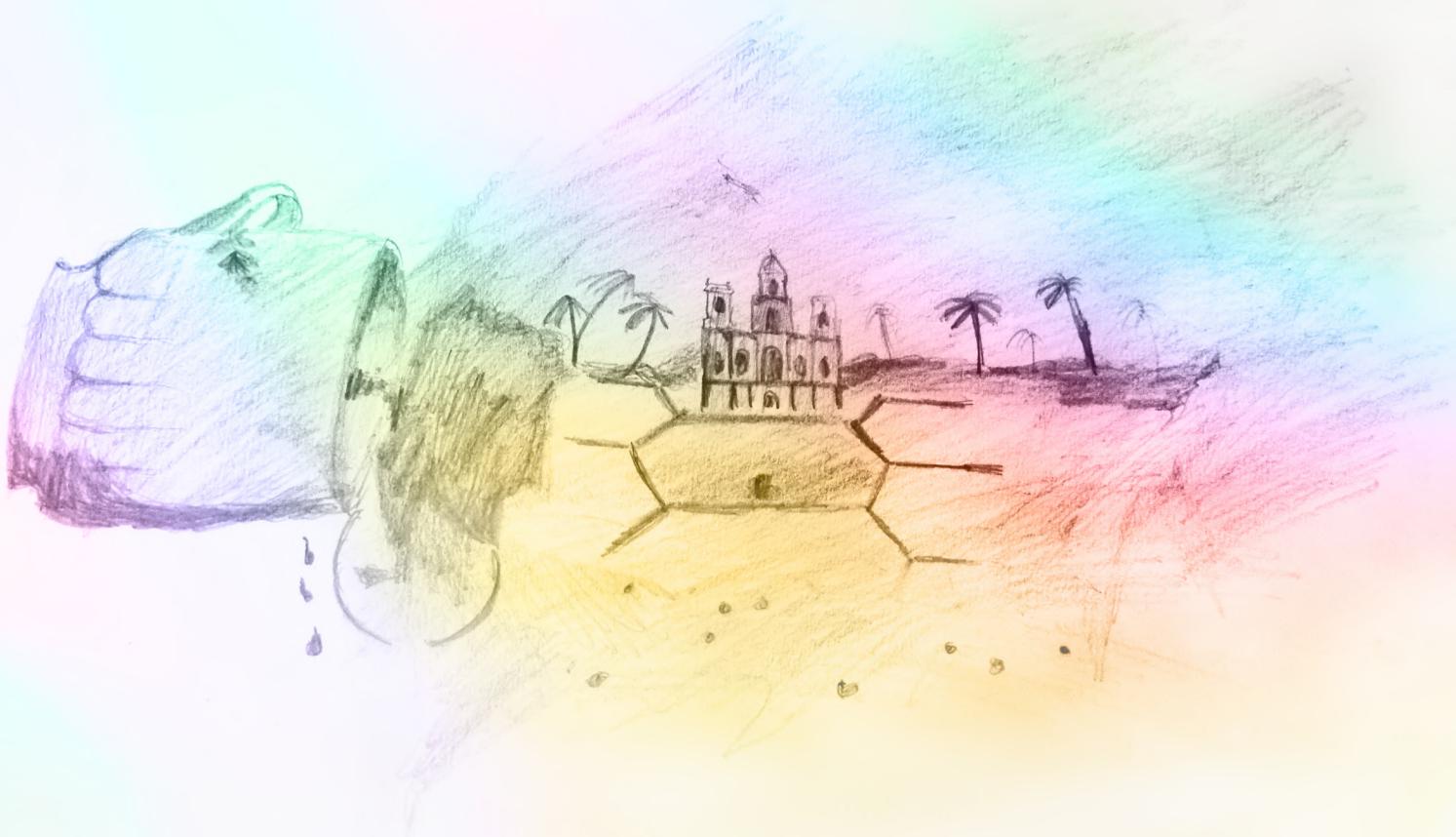
■ Michael Palin





“ I like painting all sorts of things, especially from Indian history, and from paintings in museums because they give me ideas for my own paintings. ”

says Abdullah Adil whose art we thought would be perfect for this year's theme. Thank you Abdullah and mum, Ayesha Adil, for contributing your paintings so generously.





our vision

An inclusive world that nurtures and celebrates every child.

our mission

To be a centre of excellence in child development, family-centred care and inclusion through interdisciplinary services, training, advocacy and research.

Our work with thousands of children and their families since 2005 has shown repeatedly that everyone has strengths. We thrive collectively when we accept, respect and appreciate our own and each other's differences. Inspired by the unique perspectives of our children, this year's annual report is a celebration of new ways of seeing. Looking at differences, disability and diversity differently can signal the start of a whole new adventure. Come join us on this exciting journey!

"Sethu has evolved into an institution whose work has enabled thousands of children to realise their potential, and brought hope to families with nowhere to turn. Sethu is now embarking on a new phase by setting up a new state-of-the-art campus. I really appreciate the selfless work it does and am delighted to be part of their journey ahead."

■ **Dean Menezes**
Trustee

"Team Sethu truly stand by their name. I couldn't find the correct intervention for my son despite being a special educator myself. All that changed when we entered Sethu – from the detailed assessment to the diagnosis, subsequent interactions and the way my child was brought into the process, we've received the best possible support for my son. I'm grateful for the constant support, guidance and motivation. Truly blessed to have you by our side."

■ **Preeti Raghav**
Sethu parent

“ Ever since I got my disabled eyes, I've
been seeing as if I have x-ray vision.
There's literally nobody who isn't beautiful.
We just have to see it.”

■ **Jo Chopra**
Executive Director,
Latika, Dehradun



our work

We work with children with complex behavioural and developmental challenges, providing them and their families the guidance they need to reach their full potential.

Our interdisciplinary team builds partnerships with children and their families, schools and community using the STAR framework:

- Services
- Training
- Advocacy
- Research

Services

We provide standardised assessments, evidence-based interventions and collaborate with families and schools to build a team around every child.

■ Child Development Programme

Our Child Development Clinic (CDC) offers assessments and intervention services to children aged 0—19 years and their families. Our interventions, offered in-person and online, include counselling, occupational therapy, speech and language therapy, remedial education, a social communication programme, and ADHD behaviour and medication management.

■ Mental Health Programme

Our Mental Health Programme, a growing area after the pandemic, promotes mental wellbeing for children and adolescents, with a focus on parental self-care and emotional wellness.

Our standardised protocol for assessment, diagnosis and interventions, including medication, supports children with ADHD, anxiety and other mental health concerns, as well as their families and teachers.

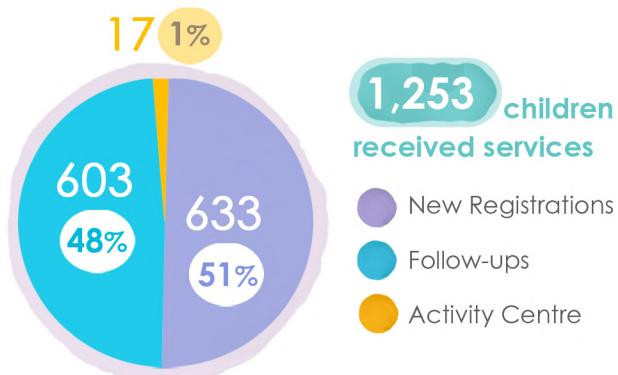
48
staff

7,270
sessions

(Special education,
parent coaching,
mental health and a
range of therapies)

STRENGTHS-BASED AND FAMILY-CENTRED

Family-centred care (FCC) at Sethu is about recognising families as the experts on their child, and active decision makers in their child's progress. Close collaboration with families has been found to deliver better outcomes for children.



438

Sessions for mental health interventions (counselling, family intervention, ADHD medication management, behaviour management)

“ It shouldn't matter how slowly a child learns,
what matters is that they never stop trying,
it is the responsibility of society
to ensure that happens. ”

■ Dr Aparna Wadkar
Developmental Paediatrician,
Goa Medical College





AATISH

Our flagship programme, AATISH (Autism Advocacy Training Intervention Support Hope) supports autistic children and young people. This year we piloted the Social Thinking Programme by Michelle Garcia Winner to help them navigate the social world.

SETHU AT I-CAN

Sethu is a member of the Indo-Canadian Autism Network (I-CAN), an international volunteer network that supports autistic individuals and their families in India by linking Canadian expertise with Indian clinicians and researchers in autism. Andre Velho and Mahera Kantawalla conducted a workshop on the Social ABCs social communication intervention for toddlers at its three-day international symposium in March 2023. Dr Nandita de Souza delivered the keynote address on sexuality, adolescence and autism.



Inclusive Education

The Inclusive Education (IE) Programme offers academic and life skills assessments, trains parents and teachers through webinars and workshops, and advocates for the inclusion of neurodivergent children in education. By coaching parents, we empower them to work with their children by themselves at home.



 "I've been bringing my four-year-old twins to Sethu since they were diagnosed with autism two years ago. The therapist suggested they join the Activity Centre, which would be sensitive to their needs and where there'd be fun-filled opportunities to interact with other children. At first, my girls found it hard to adjust to the place and the teacher. They had difficulty transitioning between activities, couldn't focus and screamed a lot. I wasn't hopeful. But they soon adjusted to the environment, began maintaining eye contact and following directions."

■ **Sethu Parent**

"Instead of saying this is a problem, people can try to say it's okay to be different."

■ **Reema***
Adolescent in our counselling programme, on how she wished people would talk about disabilities

*Name changed



**“ People with autism
experience the world in ways
that are unique and often different**

from the non-autistic experience.

Let us try and understand these experiences
and the people behind them. ”

■ Merry Barua
Head,
Action for Autism, New Delhi

Training

We build capacities in families and caregivers, teachers, professionals, students, and government employees through webinars, workshops, internships, and mentoring to facilitate inclusion.

504 Participants at our
42 training webinars

We were invited as resource persons to
16 workshops attended by
1,657 participants

84 Registrations from India, Pakistan, Nepal, Turkey and elsewhere for the Ummeed-Sethu ECHO ADHD programme to mentor physicians on ADHD and its comorbidities

Gnyandep

Gnyandep builds the capacities of anganwadi workers (AWWs) through its teacher training programme to help create an environment where young children with or vulnerable to developmental delays are identified and given early intervention. Every child gets the support they need to participate and thrive at school.

Advocacy

We work with government and other agencies, maintain an active social media presence, participate in public events and engage with the mass media to promote a rights-based approach to inclusion. Our Family Advisors facilitate UDID registration, disability certification and health insurance processes.

This year, we were in full force at Purple Fest, India's first inclusive, neurodiversity festival held in Goa from 6—8 January 2023, where we conducted the think tank session on the National Education Policy 2020 and Inclusive Education.

1,262

AWWs' capacities built statewide through webinars

108

Anganwadi centres in Tiswadi district supported with assessment kits and in-person visits

HOW A SIMPLE MESSAGING APP BUILT AN ONLINE COMMUNITY OF FAMILIES OF AUTISTIC CHILDREN

"I don't know what to do!" says the post accompanied by a picture of a child scribbling on a wall. The responses begin to pour in almost instantly. Some recommend corrective measures: Keep art supplies out of sight. Offer an alternative surface. Make rules. Use Social Stories. Put up a whiteboard. Laminate the furniture. Some responses are celebratory: It's a work of art, don't paint over it! Some commiserate with pictures of their own scribbled-over walls. Different perspectives but everyone gets it. The original poster (OP) says her son will find the suggestions interesting. She's relieved to discover she isn't alone.

It's just another day on Sethu's thriving online parent support group for families of children with autism. On Signal messaging app with 24 families since 2020, the group has grown into a thriving community of 450 family members who proactively share hope, information and resources on parenting an autistic child. In the throes of the pandemic, the members felt less isolated, even encouraging each other to get vaccinated by posting pictures of vaccination centres and describing the ease of the process.

The typical support cycle begins with a parent posting a request for help with a problem. Other parents post encouraging responses. Messages also fly fast on birthdays and special occasions like Autistic Pride Day, World Autism Awareness Month, and parents' days. Text, photos and videos showcase children's talents, interests, quirks and achievements, inspiring other families to share their own successes. Sethu's Family Advisors, mums of autistic children themselves, facilitate as required.

Research

Research at Sethu involves systematic programme planning, monitoring and evaluation, as well as undertaking research projects. Our key research initiatives this year centred on infant feeding behaviours in children subsequently diagnosed with autism, and a feasible training model for childcare physicians to identify and manage ADHD.

OUR TOP THREE WEBINARS

Ask me Anything About ADHD

by Dr Nandita de Souza, Developmental Paediatrician



40

participants

Become a Behaviour Detective

by Purva Kamat, Autism Interventionist

26

participants

Back to School

by Anusha Doshi, HoD, Inclusive Education

24

participants

"The strategies shared at Sethu webinars help parents solve challenges in a very practical manner," says Naresh*, who's attended five of our webinars so far. The strategies he learnt at the 'Handling Sleeping Issues' webinar, such as no screen time after 7 pm and low lighting before bedtime, helped his son Vikas* go to bed earlier and sleep longer.

At the webinar on 'Addressing Feeding Issues', Naresh learnt to use a high chair to encourage Vikas to stay seated instead of running about mid-meal. We've been delighted to learn that Vikas' eating habits are vastly improved.

*Names changed

looking ahead

It's been a super eventful year with bigger, better things in the pipeline for the near future. Here's a glimpse of some of the most exciting milestones we're looking forward to achieving with our children and families in the next financial year (2023—24).

-  Begin construction of our new, fully accessible building at Guirim, with an all-star team of Alinto Coelho, project management consultant; Elizabeth Kurien, architect; Parul Kumtha, universal design consultant; Dr Jaswant Arlekar, structural design consultant; and Construx Ventures India LLP.
-  Institutionalise the family-centred approach to care through systems for collaborative processes for assessments, planning and delivery of services.
-  Develop an organisational theory of change to articulate our vision of an inclusive world where all children are nurtured and celebrated.

our funders and donors

Big thanks to everyone who contributed to our work in the past year. Our gratitude for your support knows no bounds.

Aakarsh Gupta, Aaron Mota, Aileen De Souza, Ajit Chandran, Ameeta Mascarenhas, Amit Shanbhag, Andre Velho, Andy Noronha, Angelo Rosario, Anil Desai, Anjali Barretto, Anjana Chiramel, Ankita Rao, Ankush Nair, Anoushk Kharangate, Antionette Rosario, Anusha Doshi, Arati Fernandes, Arpit Agarwal, Aruna Chakkirala, Ashish Shrivastava, Ashray Aman, Ashwin Mohan Ram, Benevity, Bernardo De Souza, Bina Kapur, Blaise Costabir, C.C. Aiyapa, Candida Alvares, Capt Utpal Datta, Celia Menezes, Claire Poukey, Clifford Fortes, Conchita Proenca, Coreen Rasquinha, Cyrus Maneckji, D Tony Fredrick, Daniel Soares, Dashmi Phaldesai, Dattaram Raiker, Deanne DSouza, Devika C, Diego Plaza, Drina Fernandes, Erwin Paes, Gabrielle Pereira, Gagan Agrawal, Gaynell Gonsalves, George Da Costa, Gina Silveira, Grenda Pearl, Harpreet Matharoo, Hemanth Sandrana, Hima Kunisetty, Ida Britt, Immelda Mendes, Ingrid Zeisler, Janvi Mahajan, Jeanette Dias, Jerald Gonsalves, Joanita Nunes, Joets Guesthouse, John Britto, Jolly Mascarenhas, Julia Nash, Karan Malik, Kattia Chaves, Ketevan Music Festival Association, Kilian Hughes, Kimberly Singh, Kishore Thangavelu, Kulkarni Eye Clinic, Kunal Arolkar, Kunal Gulati, Laxmi Unni, Leena Santo, Lenny Menezes, Lindarifa Rebello, Luis Moniz, Madhura Joshi, Madhuri Lingareddygari, Mahera Kantawalla, Mamta Sandhu, Manish Bhatia, Manish Kumar, Manoj Kumar, Mario Almeida, Mavis DaCruz, Mayank Awasthi, Meera Varma, Meher, Mel, MES College Students 1989 batch, Mithson DSilva, Monica Pandey, Mounika Kothuri, Mukesh Mahato, Muskan Handa, Nachiket Shankar, Nagarathna Sali, Nandita de Souza, Narasimha Pamarty, Naresh Dhiman, Naresh Rao, Naveen Konduri, Navina Senaratne, Nidhi Jain, Nikeeta Bahar, Nikhil Kulkarni, Nikhil Siram, Ninad Dixit, Nithin Vinayaraj, Odette, Pankaj Mehra, Patrick Zuzarte, Pittu Vikranth Reddy, Pranav Harish, Pranesh Naik, Pranjal Sutradhar, Pranshu Naswa, Prashanth Ramakrishna, Pratima Komireddy, Priscilla Machado, Pritam Goyal, Priya Ponnekanti, Priyanka Saklecha, Purva Kamat, Rachel Manolson, Radha Ganesan, Radhika Narang, Rahul Bajaj, Raju Rangachar, Ramakrishnan Sundaram, Ramneek Kaur, Raviteja Giduturi, Rebecca Manari, Renuka Mendes, Richard Fernandez, Rina Dsouza, Rishi Jaipuria, Rohan Singh, Rohit Pawar, Roy Dsa, Rukminee Thakurta, Rupa Padwalkar, Ryan Alberto, S Mascarenhas, Sainath Behara, Samantha Vaz, Sameer Tarey, Sandeep Kumar, Sandeepkumar Satpal, Sanjay Naik, Sarin Mathew, Saumya Bhardwaj, Shaila Faleiro, Shameem Huspatel, Sharmila Seth, Shashwat Mehrotra, Sheena Makker, Shenessa Barreto, Sherri Farrell, Shikha Narwania, Shivam Sinha, Shubhra Misra, Sia Mahendran, Sidharth Walke, Sonali Madkaiker, Sreeja Nair, Sreenivasa Sunkara, Srinivas Tippala, Sumit Janmajai, Sundeep Sharma, Sunil Gudivada, Sushant Aggarwal, Sushila Haldonakar, Tamara Fernandes, Tania Monteiro, Tarun Ledwani, Tejas Kumar, Teresa Colaco, Tina Desouza, Tom & Carolina De Souza, Tony Fernandes, Trisha Saldanha, Tushar Tyagi, U K Ravindranath, Ujjaval Singh, Varenka D'Souza, Varun Seth, Vernon Cardoz, Vijay Gangolli, Vijesh Mapari, Vinay Vadla, Vincent Saldanha, Vishal Saini, Vishal Thakur, Yash Gattani

INSTITUTIONS

Arpan Foundation, Azim Premji Philanthropic Initiatives Pvt Ltd, Betts India Pvt Ltd, Blue Cross Laboratories Pvt Ltd, Bright Funds Foundation Fund, Brighton & Hove Soiree Rotary Club, Cerner Healthcare Solutions, Charities Aid Foundation America, Children Across Borders, Cipla Foundation, CMM Logistics Pvt Ltd, Dadabhai Dosabai (Hiranbai) Charitable Trust, Epicor Software India Pvt Ltd, Essity India Pvt Ltd, Netzsch Technologies India Pvt Ltd, Sathire Social Impact Solutions Pvt Ltd, Self - Reliant Inc, Unitop Chemicals Pvt Ltd

financial report

SETHU

35 DEFENCE COLONY, ALTO-PORVORIM, GOA

INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 2023

	Particulars	Sch.	As at 31 March, 2023	As at 31 March, 2022
I	INCOME			
	Other Income	9	2,33,65,047.75	1,38,38,260.49
	TOTAL		2,33,65,047.75	1,38,38,260.49
II	EXPENDITURE			
	Interest and other charges	10	18,366.94	13,780.11
	Staff Expenses	11	-	-
	Establishment Expenses	12	1,70,51,998.00	86,65,824.65
	Other Expenses	13	15,17,587.57	14,73,735.35
	TOTAL		1,85,87,952.51	1,01,53,340.11
V				
	Profit before Depreciation & Taxation		47,77,095.24	36,84,920.38
	Less: Depreciation		2,44,258.00	4,18,763.00
	Profit After Depreciation & Taxation		45,32,837.24	32,66,157.38
	Add: Balance of profit carried forward from previous year		32,66,157.38	19,15,038.68
	Balance Carried to Balancesheet		77,98,994.62	13,51,118.70

As per our audit report of even date attached

FOR PRASHANTH JAIN & CO.
CHARTERED ACCOUNTANTS
FIRM REGN. NO. 140829W



CA PRASHANTH KUMAR JAIN
M. NO. 133883

Place : Panaji
Date : 09/06/2023

For SETHU

Peter Keith Pinto
Managing Trustee



Dean Lopes De Menezes
Trustee

financial report

SETHU

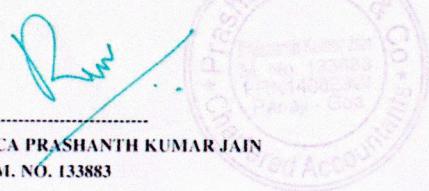
35 DEFENCE COLONY, ALTO-PORVORIM, GOA

CONSOLIDATED BALANCE SHEET FOR THE PERIOD ENDING ON 31-03-2023

	Particulars	Sch.	As at 31 March, 2023	As at 31 March, 2022
I	SOURCES OF FUNDS			
	<u>Capital Funds</u>			
	Capital Account	1	6,00,34,540.57	5,29,09,203.28
	Reserves & Surplus	2	2,44,63,787.67	1,98,39,639.89
	<u>Current Liabilities</u>	3	52,38,465.02	71,57,269.27
	TOTAL:		8,97,36,793	7,99,06,112
II	APPLICATION OF FUNDS			
	<u>Fixed Assets</u>	4		
	Gross Block		1,47,41,643.98	1,46,81,608.98
	Less: Depreciation		2,44,258.00	4,18,763.00
	Net Block		1,44,97,385.98	1,42,62,845.98
	<u>Investments</u>	5	5,48,72,508.86	5,06,34,319.71
	<u>Loans & Deposits</u>	6	24,06,085.00	2,894.00
	<u>Other Current Assets</u>	7	53,20,583.97	45,29,606.57
	<u>Cash & Bank Balances</u>	8	1,26,40,229.45	1,04,76,445.92
	TOTAL:		8,97,36,793	7,99,06,112

As per our audit report of even date attached

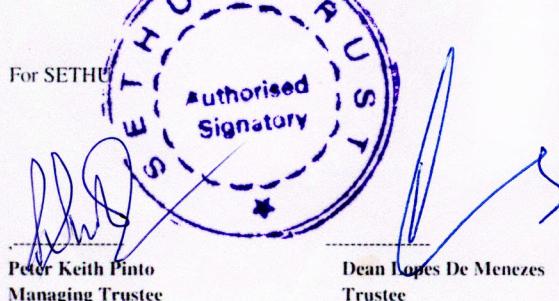
FOR PRASHANTH JAIN & CO.
CHARTERED ACCOUNTANTS
FIRM REGN. NO. 140829W



CA PRASHANTH KUMAR JAIN
M. NO. 133883

Place : Panaji
Date : 09/06/2023

For SETHU





Sethu Centre For Child Development and Family Guidance

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