



ANNUAL REPORT

2019-20

Reaching for the Stars





At Sethu we are surrounded by stars—these are our children and their families. Their brilliance lights up our lives. These stars are so diverse that it can get overwhelming at times. When Sethu started its services close to 15 years ago, from a small 2-bedroom apartment, we dreamed and hoped that our mission to promote child development would be successful. To achieve this, we had to work at various levels—provide a multidisciplinary service for assessment and therapy, train all who worked or cared for children, network with other agencies in child and family mental health, strive to change policy, understand how we could reach out in a more holistic way. Holding these multiple aspects together to make one coherent whole tends to be a challenge. How could we define our work and ensure that we paid attention to its various facets?

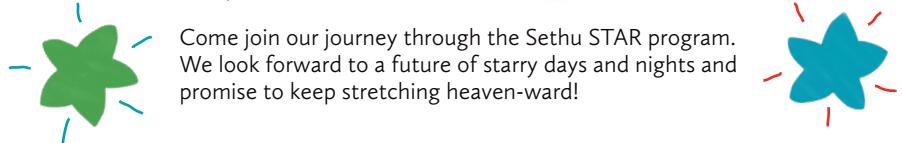


Dr. NANDITA DESOUZA

Director, Sethu



Come join our journey through the Sethu STAR program. We look forward to a future of starry days and nights and promise to keep stretching heaven-ward!



ACHIEVEMENTS OF 2019-2020



Helped 1234 children and families



Awarded the Goa State Award for Best NGO in the Field of Disability on 19th December 2019



Initiated Parent Support Groups for families of children with special needs, to provide emotional, practical and technical assistance



Empowered 899 parents and professionals via 45 training programs



Collaborated with state and national agencies such as Goa State Commission for the Protection of Child Rights, Goa University, Goa Medical College, Ummeed Child Development Centre, Mumbai, Council of Christian Brothers of India, New Delhi and Regional Composite Centre for Persons with Disabilities, Kozikode, Kerala



Turned the Covid 19 lockdown into an opportunity for professional growth and creative innovations in work



When I was having a lot of difficulties in how to help a child with special needs in my class, I was introduced to Sethu. Sethu was a bridge for me to build a healthy relationship with my student. Sethu helped me to understand how I could reach out to this child, of how I could open my mind to him, of how I could touch his heart.

Valerie Fernandes, Don Bosco Pre-Primary School, Tuem

The CDC

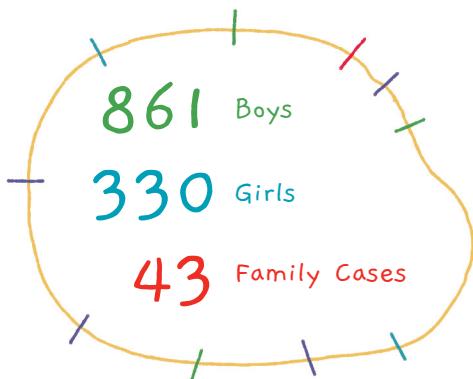
Sethu helps you to talk about your feelings, the problems you have, to see something good & to learn about your development. They will be kind to you, please go there, I am telling you, so you might be better. I also went to Sethu, I am very happy.

A 14 year old boy attending counseling sessions because of bullying at school

From 1st April 2019 to 31st March 2020, Sethu helped:

$$* \quad 685 + 549 = 1234 *$$

New Clients (NC) Follow Up (FU) * TOTAL



Diagnosis

	ASD	ADHD	SLD
NC	167	74	179
FU	246	68	89
TOTAL	413	142	268

Autism Spectrum Disorder (ASD)

Attention Deficit Hyperactivity Disorder (ADHD)

Specific Learning Disability (SLD)

* * *

*



Age

0-2 years	89
3-5 years	374
6-10 years	404
11-19 years	314
19+ years	10
Family cases	43





AATISH - Autism Advocacy Training Intervention Support and Hope

Our son Aarush used to scream a lot and we were struggling to overcome this situation. We tried everything. Finally, Sethu assessed and helped us understand the reason behind his screaming. By playing music and involving Aarush in household activities, we found a lot of improvement in his behaviour!

Lalit and Anita, parents of a child with autism



The AATISH team at Sethu program builds partnerships with children with autism and their families.



Through workshops like [Aarambh](#), [Asha](#) and [Toilet-training](#), we were able to empower parents and professionals to teach good practice in the field of autism.

This year saw the birth of the [ASD Family Support Group](#), a forum for families to meet monthly and share their successes and struggles as well as get support from the professionals at Sethu. The WhatsApp group has over 100 participants who are in constant touch with each other.

The AATISH team attended a fantastic workshop on [Social Thinking®](#) conducted by Michelle Garcia Winner in Mumbai and was part of the ICAN Indo-Canadian Conference on Autism in Hyderabad.



World Autism Awareness Month was celebrated in April 2019 through numerous newspaper articles and discussions on the radio. Parents and children shared their personal experiences living with autism all through the month.



Working with Schools



We believe that our partnership with Sethu sets a unique example for how Corporates, Foundations and NGOs can successfully come together to drive social change. Partnerships are always greater than the sum of the individual efforts and Cipla Foundation strongly believes in fostering collaboration. Our synergy is the present and the future of making lives better.

Anurag Mishra, Head, Cipla Foundation



Gnyandeep, supported by Cipla Foundation is a Balwadi (government run preschool) teacher training program. In 2019 we started the groundwork to train the teachers' supervisors or "Mukhya Sevikas" so that they could provide ongoing support to the teachers after the completion of the Gnyandeep program.



Meeting with the Child Development Program Officers and Director, ICDS, Dept. of Women and Child in February 2020

Tarang, supported by Essity, is Sethu's Inclusive Education Program. Two schools, Manovikas and Chubby Cheeks, adopted Sethu's new developmentally-appropriate curriculum. Now, children are taught skills in a sequential rather than a random manner. Both schools implement the Universal Design for Learning—the ultimate lesson delivery strategy to make classrooms inclusive.

Teacher Training - Positive Behaviour Intervention



Training Programs

During the year 2019 - 2020 Sethu conducted around 45 training sessions. Some of them are listed below:

Workshops = 36

Trainings = 6

Lectures = 2

Symposium = 1



Total No of Participants = 899



Tarang Symposium

Schools and the teachers who were partners in the Tarang program organised by Sethu were felicitated and the Tarang Manual for Inclusive Education was released.



Let's Get Online

Philippa Weitz from the UK explored the issues and dilemmas around online therapeutic work, highlighting the importance of sound procedures and technology support.



Phonics and Phonological Awareness

Sethu's in house training program for teachers on awareness of sounds in spoken words and letter-sound relationships.



Class Act 2019

Sethu's annual workshop was held in South Goa at Manovikas English Medium school. The topic was ADHD and related behavioral issues.

Comprehensive Sexuality Education

Dr. Nandita conducted two residential workshops at New Delhi and Shillong for sexuality trainers in all 26 institutions of the Christian Brothers. (CCBI) across India.

The Sethu team exposed me to different ways of teaching and evaluating which was not a part of my teaching style before. I enjoyed incorporating a visual timetable, classroom rules, and started introducing concepts in multiple ways. We noticed changes in the performance of the children and realized that activity-based teaching helps them understand and express what they learn in a better way.

Tr. Priya, Chubby Cheeks Preschool

Fundraising Events

Fundraising has given us multi-pronged benefits. Foremost is that it's an opportunity to support special children. It has enabled us to reach out to friends, family and colleagues and they, in turn, have got to know about Sethu's amazing work. For us personally, we participated in the prestigious Tata Mumbai Marathon. We not only got really fit, but we contributed healthily to the Build Our Bridge Campaign. Win, win, win, all round.

Rita Nag Chowdhury and Luis Moniz



The talented choir of Natal singers once again bringing out the Christmas spirit of giving by performing for Sethu to an enthralled audience

Oscar de Sequeira Nazareth ran the Goa River Marathon to raise funds for Sethu



Luis Moniz ran at the Tata Mumbai Marathon on behalf of Sethu



A golf tournament charity fundraiser organized in Richmond BC, Canada by Jonathan Da Cruz and Roger Martin



A summer bake sale organized by Foodybreaks, Goa



FB ACADEMY GOA, ALTO PORVORIM

THE FB SUMMER BAKE SALE, GOA

Friday, May 24th, 4-9pm at Foodybreaks Goa
Grab those Yummy Pastry & Bakery Goodies you've been checking out with proceeds Going to SETHU

WhatsApp 9820220912 | Instagram/Foodybreaks



Leave a Lasting Legacy through Sethu



We have chosen to support Sethu on behalf of not only our parents Venancio and Florencia but also our sisters Malvina and May, who loved children and were kind to people, especially to the poorest of poor. Sethu is an organisation that offers children the gift of life, without discrimination. One child at a time, Sethu welcomes every child with love and with the hope that they can make a difference in their lives.

Maura Da Cruz, Merlyn Velho, Mavis Dacruz and Milena Moniz

When Sethu commenced service over 15 years ago, from a small 2-bedroom apartment, we dreamed and hoped that our mission to promote child development would be successful. We are steadily and surely forging a path to reach the stars!

- ✳ Over the last 15 years, the Sethu Centre has been compelled to change locations 4 times. Operating from a residential house limits the scale of our work.
- ✳ Lack of space to scale up our services and strengthen the team hampers our ability to accommodate growing numbers. Our client waiting list lengthens with each passing day.
- ✳ We realise that 'access for all' is a must to accommodate all children that walk through our doors with dignity.

Sethu's new 'State of the Heart' Centre





When you wish upon a STAR...

One of the most impactful ways in which you can help Sethu is by making a legacy donation to forever honour your loved one. This simple act can be their greatest gift, directly transforming the lives of children and their families.

What's In It For You?

Your legacy donation will be another pillar in the bridge to a better future for all children. In addition, you will also receive some quantifiable benefits:

- ▶ Exemption under 80G of the Income Tax Act.
- ▶ A personalised plaque for the area of contribution.
- ▶ Recognition on our 'Heroes of Sethu' wall.
- ▶ Special mention in the Annual Report.
- ▶ Display of your logo on our website.



How you can help:

To make a
Legacy Donation
e-mail us directly
on reachus@sethu.in

For donations
visit us at
www.sethu.in/donate

THANK YOU! *

We came to Sethu when our son was a 1 year old and we were told that our son had Autism. We had never heard the word 'Autism' before. We were very stressed out. Sethu worked with our son and taught us how to communicate with him, handle his behaviour and improve his self-help skills. Through Sethu, a generous donor funded all our therapy sessions which helped us tremendously. 9 years later, our son can communicate for his needs and loves music. He understands much better and we can finally go out as a family!

Mr. and Mrs. Chodankar

Money Matters

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35 DEFENCE COLONY, ALTO-PORVORIM, GOA

INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31ST MARCH 2020

EXPENDITURE	AMOUNT	INCOME	AMOUNT
	31-03-2020	31-03-2019	
" Administrative Cost (I & FC) :-		By Donations	544000.00
Professional fees	1848850.00	" Donations from Parents	3816710.00
Travelling Expenses	5206.00	" CF Grant received	0.00
Postage and Courier	1135.00	" Workshop receipts	496466.00
Printing & Stationery	56698.00	" SI Interest	102914.00
Electricity & Water	31905.00	" Cheer for children	0.00
Audit Fees	23600.00	" Administrative receipts	30000.00
Commission on Online Donati	4904.11	" Dividend	228061.52
Bank Charges	21527.33	" Interest on FDR	1623440.60
Annual report charges	18750.00	" Fellowship & Application	992121.00
Licenses/Fees/Taxes	12310.00	Fees	120000.00
Newspaper & Periodicals	2181.00	" Best NGO Award- DOSW	25000.00
Office expenses	45800.06		0.00
Rent paid	416703.60		
Telephone/ Internet	49552.24	FCRA Account:-	
Event & Fund Raising Expen	14941.00	127864.00	
Repair & Maintenance	90782.00	" Donation Received	102300.00
Rounding off	2.62	" Cheer for children	0.00
		" Workshop receipts	0.00
		" Interest on FD	163308.00
" Programme Expenses:			303777.24
Workshop Expenses	11016.00	149439.00	
Training of professionals	10555.00	17657.00	
CF Grant Expenses	0.00	102040.00	
Printing & stationery	0.00	0.00	
Professional fees	2492267.30	3135524.60	
IT Expenses	71199.00	13487.00	
Sponsorship	0.00	0.00	
Consultancy paid	41000.00	1770.00	
SHCIL Expenses	12898.00	454126.06	
Fellowship Fees Paid	125000.00	0.00	
Teaching Aids (E)	1382.00	0.00	
Rent paid (Aatish)	300000.00	0.00	
Pentair Expenses	49158.00	0.00	
Cheer for Children Expenses	572304.00	212967.54	
" Programme Expenses (FC) :-	0.00	1702570.24	
(As per Schedule)			
" Depreciation :-	172843.00	168031.00	
(As per the statement attached)			
" Excess of Income Over Expenditure	754029.86	3206748.17	
Total Rs.	7258500.12	10611352.41	
			Total Rs. 7258500.12 10611352.41

Peter Pinto
Managing Trustee)

Olga Maladen
(Olga Maladen)
Trustee



For Prashant Jain & Co.
Chartered Accountants (FRN140829W)

CA Prashanth Kumar Jain
M.N. 133883
21/07



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35 DEFENCE COLONY, ALTO-PORVORIM, GOA

RECEIPTS AND PAYMENT ACCOUNT FOR THE YEAR ENDED 31ST MARCH 2020

RECEIPTS	AMOUNT	PAYMENTS	AMOUNT		
	31-03-2020	31-03-2019			
	31-03-2020	31-03-2019			
To Opening Balances :-					
F/D HDFC Bank	21661000.00	13961000.00	Professional fees	1367170.00	565090.00
F/D State Bank of India (FCRA)	592784.00	5739000.00	Traveling Expenses	173.00	2359.00
HDFC Bank A/C No. 00219	1905803.37	3934092.18	Postage and Courier	1145.00	1111.00
HDFC Bank A/C No. 00212	541800.90	541800.90	Printers & Stationery	5400.00	25796.00
C/A State Bank of India (FCRA)	3149510.83	4188058.55	Electricity & Water	31905.00	25367.00
Other Deposit	1800.00	1800.00	Audit Fees	23600.00	
Cash in hand	69143.00	47781.00	Commission Paid	6044.11	12541.37
Cash in hand (FCRA)	1200.00	9276.00	Bank Charges	22529.33	59291.79
			Annual travel expenses	12750.00	21000.00
			IT Expenditure	71199.00	
" Building fund	3844071.18	8565008.55	Licenses/Taxes	12310.00	6965.00
" Donations	544000.00	4153762.55	Scouts & Guides	300.00	
" Donations from			Newspapers & Periodicals	2181.00	1839.00
Parents	3816710.00	2854100.00	Office expenses	45800.06	69196.00
" Corpus Donation	165000.00	233000.00	Rent paid	416703.60	308476.00
Reserve Fund	160000.00	0.00	Telephone, Internet	45822.24	30000.64
" Late Mrs Almitra Patel	0.00	0.00	Repair & Maintenance	90700.00	188657.00
Mutual Fund redemption	0.00	0.00	Event & Fund Raising Expenses	14941.00	127864.00
CF Grant received	0.00	84405.00			
Workshop receipts	4534600.00	7381110.00	" TDS Paid	722353.70	53279.00
BB Interest	108224.00	0.00	" TDS Receivable (Bank Interest)	57745.30	39322.30
Cheer for children	125350.00	142500.00	Bent Deposit	110100.00	133036.00
Dividend	228061.52	257130.20	" Round off	2.62	
" Interest on FDR	496201.20	565415.30			
" Fellowship fees	12000.00	0.00			
" Rent deposit refund	102900.00	105478.00	" Advance repaid to:		
" TDS Payable	520203.00	435781.40	Rotary Club	0.00	12500.00
" Best NGO Award	25000.00	0.00	George Ninan	0.00	50000.00
" Advances from:			Joel Dias	0.00	30000.00
George Ninan	0.00	50000.00	Mosaic	0.00	900.00
Joel Dias	0.00	30000.00	Sarah Souza	2000.00	0.00
Mosaic	0.00	9000.00	Radha Redkar	2700.00	0.00
Sarah Souza	2000.00	0.00	Sushma	2500.00	0.00
FCRA Account:-			" Deposits :		0.00
" Building Fund	1770307.51	1448230.65	Trisha Saldana	4790.00	0.00
" Donation Recd.	102300.00	488889.88	Aramba Deposit	24200.00	0.00
" Cheer for children	0.00	400000.00	" Work in Progress (Guirim Property):-		
" Bank Interest	0.00	101472.00	Indian	89360.00	0.00
" TDS	157518.70	153381.00	FCRA	155740.00	0.00
" Advance (FCRA) :			" Sundry Creditors :-		
" CSR Grant Received			Prashanth Jain	1000.00	0.00
" Deposits :			" Programme Expenses (I & FC) :-		
Arambba Deposit	27200.00	0.00	Workshop Expenses	11016.00	149439.00
" CSR Grant Received			Training of professionals	10555.00	17657.00
CIPLA Foundation	550451.00	0.00	CF Grant Expenses	0.00	102040.00
Blue Cross	300000.00	0.00	Professional fees	237794.00	315524.00
V.M. Salgaonkar	100000.00	0.00	SHR Project (Unspent Balance)	12398.00	453101.06
" CSR Grant Received (FCRA)			Teaching Aids (E)	1382.00	0.00
BSN Medical Pvt Ltd	0.00	1165400.00	Fellowship fees	125000.00	0.00
Beitardorf India	500000.00	0.00	Blue Cross CSR G	300000.00	0.00
CAF	155714.40	0.00	CIPLA Foundation	476753.00	0.00
Cathay Pacific	300000.00	0.00	V.M. Salgaonkar	100000.00	0.00
Goa Sudharop (Speech & Language)	338346.00	0.00	CSR Grant Expn	655441.00	0.00
Goa Sudharop Community Devlp. INC (Hope Swirls)	60906.00	0.00	Cheer for Children	655441.00	0.00
Total Rs.	42267762.61	50091785.35	" Programme Expenses (FC) :-		
			(As per Schedule)		
			Gos Sudharop (Speech & Language)	338346.00	0.00
			Gos Sudharop (Hope Swirls)	33772.00	0.00
			Charitable Aid Foundation	155714.40	0.00
			BSN Medical Pvt Ltd (Tarang Proj)	897707.00	0.00
			Cathay Pacific	181217.00	0.00
			Pentair Expenses (Unspent Bal.)	48538.00	0.00
			" Purchase of Fixed Assets	37509.40	6167881.00
			(Indian)		
			" Purchase of Fixed Assets	0.00	7853708.51
			(FC)		
			" Paid to Almitra Patel	500000.00	625000.00
			" Closing Balances :-		
			F/D HDFC Bank	23221000.00	21661000.00
			F/D State Bank or India (FCRA)	355//46.00	352//46.00
			HDFC Bank A/C No. 00219	303810.00	1905803.37
			HDFC Bank A/C No. 00212	114700.00	114700.00
			C/A State Bank of India (FCRA)	1537633.83	3149610.83
			Other Deposit	1800.00	1800.00
			Cash in hand	48551.00	69143.00
			Cash in hand (FCRA)	7557.00	1200.00
			Total Rs.	42267762.61	50091785.35

As per my report of even date attached

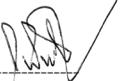
Place :- Panaji - Goa

Date :- 21/07

For Prashanth Jain & Co.
Chartered Accountants (FRN140829W)CA Prashanth Kumar Jain
M.N. 133833

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35 DEFENCE COLONY, ALTO-PORVORIM, GOA
BALANCE SHEET AS ON 31ST MARCH 2020

FUNDS & LIABILITIES	AMOUNT		ASSETS	AMOUNT	
	31-03-20	31-03-19		31-03-20	31-03-19
Capital Account			Fixed Assets :-	14170388.91	14305722.51
Corpus Donations	7806881.00	7641881.00	(As per statement)		
Reserve Fund :-	16000.00	0.00	Investments:-		
Building Donations:-	19888331.68	16044260.50	Fixed Deposit	23221000.00	21661000.00
			Investments	2657326.83	2657326.83
			Reliance Regular Balance Fund	5346000.00	5346000.00
Building Donations (FCRA) :-	11139040.12	9368732.61	Investments (FCRA) :-		
Interest free loan from			F/D State Bank of India	3057784.00	592784.00
Almitra Patel :-	2875000.00	3375000.00	FD Accrued Interest	621573.24	474631.24
-----			Work in Progress (Guirim Property) :-		
Income and Expenditure			Indian	287970.00	198610.00
Account :-			FCRA	155740.00	0.00
As on 01-04-2015 13904413.27			Current Assets Loans & Advances:-		
Add:- Excess of Income			Rent Deposit	130136.00	122036.00
--- Over Exper 754029.86			Nirmaya	1800.00	1800.00
	14658443.13	13904413.27	Trisha Saldana	4790.00	0.00
Grants Received for CSR			Tax Deducted at Source :-	347325.20	129615.10
Cheer for Childr 41213.00			Refund Due (F.Y. 2017-18) :	96865.30	96865.30
CIPFA Foundation 42798.00			Interest Accrued (Fixed Deposits)	1790022.90	796382.30
BNV Model			Cash and Bank Balance :-		
Pvt ltd (FCRA) 248685.00			HDFC Bank A/C No. 00219	3823811.16	1905803.37
Cashay Pacific(F 118783.00			HDFC Bank A/C No. 04582	116976.58	56543.90
Goa Sudharop (Hope Swirls) (PK 53934.00			State Bank of India (FCRA)	1537633.81	3149610.83
Beiersdorf Indi 500000.00	1005413.00	1168400.00	Cash in hand	48551.00	69143.00
-----			Cash in hand (FCRA)	7557.00	1200.00
Loans and Advances:-					
Giselle Lobo 900.00					
Priscilla 1499.00					
Ulka Lotlikar 704.00					
	3103.00	5200.00			
Current Liabilities :-					
TDS Payable 11515.00		44517.00			
TDS Payable (FCRA) 0.00		11670.00			
Professional Fees payable 0.00		1000.00			
Sundry Creditors :-					
Malika Arjun Traders 16525.00		0.00			
Professional Fees Payable 3000.00		0.00			
Total Rs.	57423251.93	51565074.38	Total Rs.	57423251.93	51565074.38


Peter Pinto
Managing Trustee)


Olga Maladen -

(Olga Maladen)
Trustee



As per my report of even date attached

Place :- Panaji - Goa

Date :- 21/07

For Prashant Jain & Co.
Chartered Accountants (FRN140829W)


R. Jain
CA Prashanth Kumar Jain
M.N. #133883



THANK YOUS



We have been observing the work done by Sethu for quite some time before we made our commitment to them and we are convinced of the sincerity with which they approach the problems of child mental health. Children's mental health is not adequately addressed in India and we believe that in this regard Sethu is a unique institution not only amongst such institutions in Goa but across the country.

Dean Menezes, Director, CMM Group



Abhijeet Gujar, Abhijit Prabhu, Abhiroop Pandey, Aditya Ramakant Angle, Afonso Foundation Inc, Aileen De Souza, Ajay Rangaraj, Ajit Bapat, Akhilesh Tiwari, Alan Lobo, Alka Melwani, Amit Gajakose, Andre Velho, Anita D'Souza Reginaldo, Anita Khandeparkar, Anjali Barreto, Anjali & Stefan Maus, Anjali Sethi, Anshuman Prasad, Anthony Barreto, Archana Kakade, Archana Mani, Arpan Foundation, Arti Kamat, Arun Bansal, Aryaman Vepa, Ashok Joshi, Atmanand Varde, B. Velan, Bashira Aga, Beiersdorf India Pvt. Ltd., Bhaskar Nag Chowdhury, Bidesh Chitnis, Blue Cross Laboratories, C.C. Aiyapa, Calvin Pereira, Cathay Pacific, Chandni Choraria, Chandrakant Lad, Charities Aid Foundation America, Charizma Entertainment, Cheryl Pereira, Christopher &, Renata Flores, Cipla Foundation, CMM Logistics Pvt. Ltd, Cosme & Brenda Menezes Foundation, Croyden Pereira, Dazy Dourado, Dean Menezes, Deepa Bajaj, Deepika Ghosh, Delbert Clausen Pereira, Denzil Fernandez, Devarkonda Sandip, Dias Psychology, Dipa Nag Chowdhury, Directorate Of Social Welfare, Dorotea Moniz , Dr. Annely D'Lima, Dr. Joseph Britto, Dr. Nandita De Souza, Dr. Ryan Francisco Alberto, Dr. Ryan Quadros, Dreena Frank, Eddy Rodrigues, Edlyn & Vivienne De Souza, Edward Clint Bramblebee, Emerico D'Sa, Ericson And Richards Goa, Francis Xavier Melvin Barreto, Fund Raising Event Mod, Gauri & Ajay Salvi, Gautam Nair, Gazella Thomas, Genevieve Ivonne Morenas, Giselle Fernandes,

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What inspires me most is how, with their limited resources and constantly changing dynamic situations, the Leadership team has the courage to put the ultimate objective of the organisation at the centre and constantly work towards it.

Renuka Mendes, Volunteer

Sethu is like beacon for parents of children with special needs in Goa. I will continue to be an ardent supporter of Sethu.

Alan Lobo, Well-wisher, USA



OUR TEAM (2019-20)

Trustees Peter Pinto, Ameeta Mascarenhas, Michael Mendonca, Olga Maladen, Neena Jacob

Director Dr. Nandita de Souza



The Child Development Centre

Anjali Barreto (Head - Child Development Centre); Silvia Mascarenhas (Psychologist & Child Protection Officer); Aileen de Souza (Psychologist & Case Coordinator); Shernessa Barreto (Psychologist); Dr. Priti Bakre (Psychiatrist); Alisha Narvekar (Child Development Trainee); Saeet Mahambre (Child Development Trainee); Dr. Chandni Chhoraria (IAP Fellow, Developmental Pediatrics); Madhura Joshi (Rehabilitation and Research Coordinator)



Sethu Centre for Child Development and Family Guidance

House No. 5/82, 5/84 & 5/48

Dhonvaddo, Saligao

Bardez, North Goa 403511

India

PHONE 77200 13749

EMAIL reachus@sethu.in

WEB www.sethu.in

AATISH - The Autism Program

Andre Velho (Head - Autism Program); Mahera Kantawalla (Occupational Therapist); Purva Kamat (Behavioural Therapist),



Tarang - The Inclusive Education Program

Giselle Lobo (Head of Inclusive Education); Madhura Manerikar (Special Educator); Manju Sashidharan (Special Educator); Bharati Dsouza (Special Educator); Akshanda Mapari (Special Educator)

Administration

Pricilla De Souza (Administrator); Aiyapa C. C (Head - Strategic Development and Implementation); Helene Menezes (Volunteer, Head of Fundraising); Laxmi Magdum (Office Assistant); Renuka Mendes (Volunteer, Human Resources); Ulka Lotlikar (Accounting); Laxmi Pillai (Training Coordinator); Sushma Madgaonkar (Housekeeping); Laxmi Sular (Housekeeping) Annual Report Cover Drawing and Lead Artist: Sanika Phaldessai, 10 years old Design: Anjora Noronha



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