



DISHA

A Resource Centre for Multiple Disabilities



ANNUAL REPORT 2015 -16

INCORPORATED IN DISHA FOUNDATION



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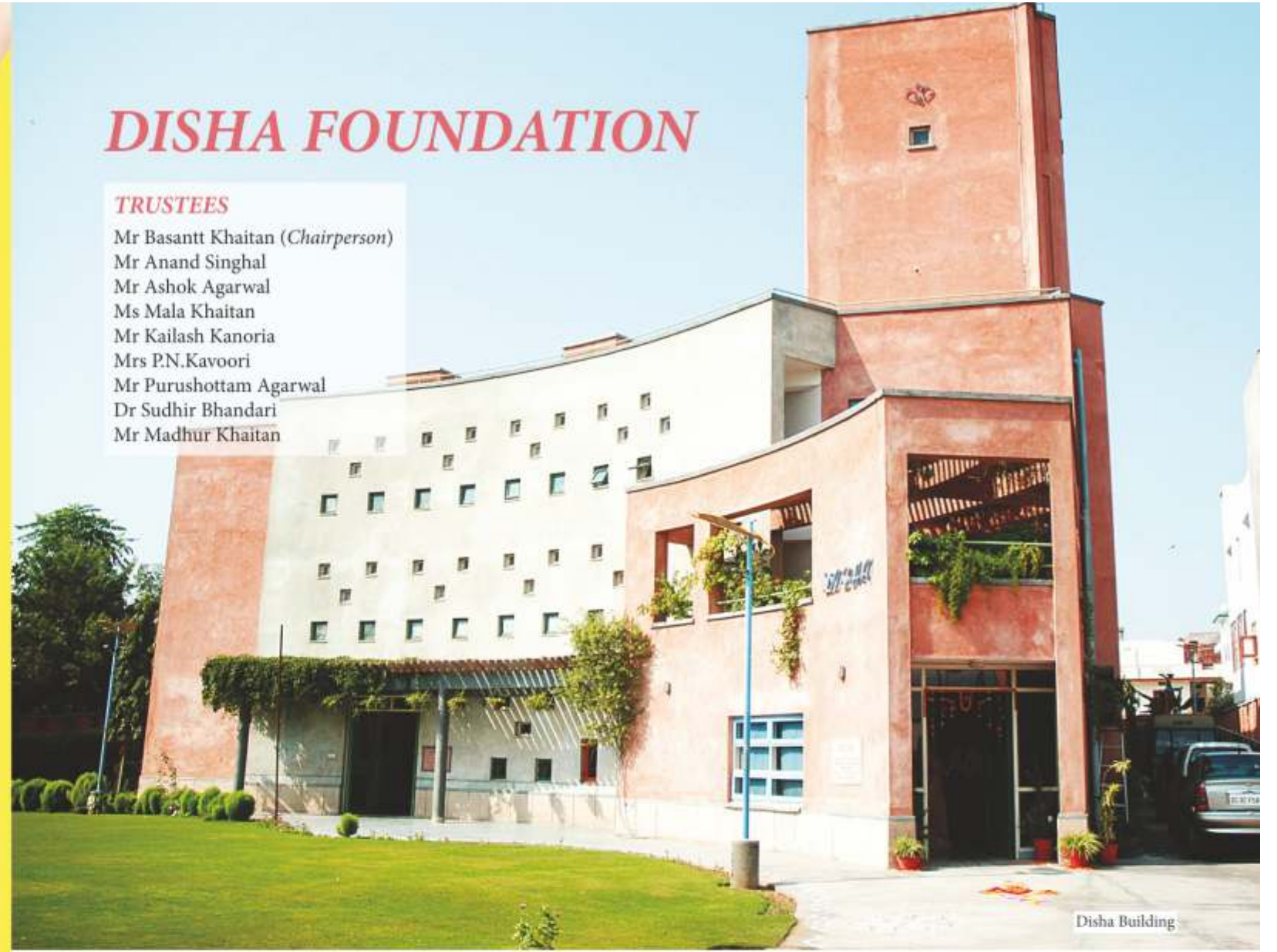
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DISHA FOUNDATION

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Mr Anand Singhal
Mr Ashok Agarwal
Ms Mala Khaitan
Mr Kailash Kanoria
Mrs P.N.Kavoori
Mr Purushottam Agarwal
Dr Sudhir Bhandari
Mr Madhur Khaitan



Disha Building

GOVERNING COUNCIL

Dr Ashok Panagariya Chairperson (Sr. Neurologist)	Dr D.R.Mehta (Retd. IAS & Social worker)	Mr Paras Kuhad (Sr. Advocate)
Mr Basant Khaitan (Business)	Dr Govinda Rao (Disability Expert)	Dr Priyamvada Singh (Development Consultant)
Mrs P.N.Kavoori (Educationist)	Mr Inderjit Khanna (Retd. IAS)	Mr Rajeev Arora (Politics)
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	Dr Mrinal Joshi (Doctor)	

EXECUTIVE COMMITTEE

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Chairperson

Mr Govind Sharma
Secretary

Mr Basant Khaitan

Mr Mahendra Khaitan

Mrs P.N.Kavoori

Mr Anand Singhal

Mr Anil Agarwal

ADVISOR

Mrs P.N.Kavoori

EXECUTIVE DIRECTOR

Ms Rainu Singh

Message from the CHAIRPERSON, GOVERNING COUNCIL



The Vision of Disha is to create a society that has equal opportunities for all. While the challenges are numerous, they are not insurmountable. I look back at the year gone by with great satisfaction for two major reasons that Disha, through its dedicated activities has shown tremendous results in improving the quality of life of the persons with disabilities and secondly, the Government has also put its attention on the related issues when we witnessed a significant increase of concern among the people towards this most vulnerable section of society.

The most heartening accomplishment is that the Research Wing is established at Disha. Also the prospect of starting a center for children with learning disability leaves me excited and hopeful of achievements in this comparatively new concept.

I believe that we will continue to celebrate the milestones and the new beginnings, as we did in the past, and we look forward to many more opportunities in the coming years to celebrate the ongoing commitment and successes that will take place in the times to come.

I extend my good wishes to all stakeholders to carry the baton of legendary traditions forward with same passion and dedication.

Dr Ashok Panagariya
Chairperson, Governing Council
Disha Foundation

Message from the TRUSTEE CHAIRPERSON



At the very outset let me thank all Disha's invaluable partners for the appreciable progress that Disha has made over the years. This has been made possible because of your hard work, commitment & cooperation.

For the past several years I have felt the need for Disha to have a pulsating research portfolio. To my great satisfaction and pleasure a research team has been formed this year with -

- Dr. Lalit Kishore as Principal investigator,
- Dr. Priyamvada Singh, the catalyst who started the process of research.
- Ms. Bharti Chundawat & Ms. Nisha Jain as Research associates.

Work on an initial project i.e., "A case of Aquatic Therapy for Special Needs Children: An In-house Appreciative Inquiry into Intervention of Jaipur based Disha Foundation."

All the best to Disha in their forward journey, serving the cause of person's with disability.

Basant Khaitan
Trustee Chairperson
Disha Foundation

Message from the ADVISOR



My very best wishes to all connected with Disha, which completes 21 eventful years in 2016. I am very happy and proud to note that all milestones that were planned for the first 20 yrs have been reached and crossed. My best wishes to all concerned with Disha's future journey. May you all take this effort from strength to strength and continue to work for the cause of Disability.

P N Kavoori
Advisor
Disha

From the desk of the EXECUTIVE DIRECTOR



It is always with mixed feelings that I sit down to write the introduction to our Annual Report. While the external environment for nonprofit organizations remains a very challenging one, I have seen Disha staff and our sensitive supporters coming together and show resilience, determination and a shared sense of purpose, working effectively as a unified voice for bringing change in the lives of hundreds of children with special needs.

It was a gap of two and a half years while I was away from Disha since July 2013 when I was appointed as Commissioner Disabilities by the Govt of Rajasthan. I joined back in January this year for my second innings here. I must admit two things from the core of my heart – the first one is that I missed Disha, the children and people very much while I was away, and the second one is that being in the position with the government, I travelled extensively across the country and to many such organizations, I can conclude with all my honesty that Disha is one of the finest organizations in the country in terms of the facilities, dedicated human resource, transparency and other practices.

Disha has grown and touched new heights during past one year. Our sports stars have once again made us proud when Anurag Rathi bagged two bronze medals and Charu was a member of Indian Volleyball team that earned bronze medal for the country in Los Angeles Special Olympics.

As we move into the year 2016-17 and beyond, we are quite excited about our major plans of construction of the third floor which will ease out the constraints of space and also beginning the Centres for Learning Disability and Research and Development.

Leading an ambitious organization may be quite demanding sometimes but that is where we discover that HOPE is a renewable energy source which meets renewed passion, desire and demand of a better world for the children with special needs.

Last but not least, I would like to thank the hearts and hands of our supporters, Disha's eminent Governing Council and Executive Committee for always guiding and strengthening us so that we keep serving this most vulnerable population of the society.

Rainu Singh
Executive Director
Disha

CENTRE FOR SPECIAL EDUCATION



Helping Disha towards the achievement of its goals, the CSE works towards the maximum enhancement of each students potential, according to his/her ability. Training is provided mainly in three areas, namely, Functional, Academics & Vocational, preparing them to enter the mainstream world. The CSE caters to rehabilitation of about 160+ students belonging to the age group 5 to 18 yrs.

The center works with students with Cerebral Palsy (CP), Intellectual Impairment (II), Downs Syndrome (DS), Autism Spectrum Disorder (ASD) & other Congenital Disorders.

The rehabilitation process is buttressed by co-curricular activities involving sports, games, art, craft, music, dance and theatre, with the library giving integral support to all activities.

Proud moments:

1. In this academic year, 18 students appeared for level A & 2 students for Level B of the National Institute of Open schooling (NIOS) examination. Nine students in Level A & 2 students in Level B passed with flying colors.
2. In the World Summer games 2015, held in Los Angeles, USA our students, Anurag & Charu, won bronze medals in Roller Skating & Volley ball respectively.
3. Students of Disha participated in several inter-school, interstate & national level competitions, bringing home 33 Gold medals.



'Saksham' **CENTRE FOR THERAPIES**



From wheelchair - On to her feet

The goal of the Saksham Centre for therapies is to limit the physiological and psychological effects of several & multiple disabilities in children and to improve overall mobility and abilities to perform activities of daily living. This is accomplished by a comprehensive evaluation of each child's condition, abilities and special needs followed by individualized programmes tailored to individual needs and abilities.

We cater to children with Cerebral palsy, Developmental disabilities, Hypoxic encephalopathy, Autism Spectrum Disorder, Muscle diseases, Genetic disorders, Spina bifida and other congenital neurological disorders. Saksham has an updated pediatric rehab facility with, neuro-developmental therapy, occupational therapy, aquatic therapy, multi-sensory integration, speech & language therapy and audiology.



Body Relaxation Technique

Physio Therapy

Physio Therapy aims to reduce the detrimental effects of abnormal tone due to spasticity or dystonia. It consists of a stepped care approach beginning with exercises, seating devices, referrals for splinting, corrective casting and surgery. The ambulation programme is directed towards children with the potential to ambulate. Care is also taken for other physical ailments of orthopedic, geriatrics and adult neurological disorders.

Occupational Therapy

Occupational Therapy works as a facilitator for independent living including feeding, mobility, toileting, transferring and environmental hardware. It also works for promoting skill development activities. Services are also provided to assess and recommend adaptive devices modified for independent living.

Sensory Integration Therapy

This programme is based on the principle that children with special needs have a deficient sensory processing which can be improved by a co-ordinated programme, consisting of delivery of multiple sensory stimuli to the brain in the form of proprioceptive, kinesthetic, vestibular, visual and auditory signals.

Aquatic Therapy

Aquatic Therapy provides therapeutic facilities in the water environment, enabling the beneficiary to achieve many functional milestones which otherwise are difficult to achieve on land. Children with a variety of different disabilities such as cerebral palsy, mental retardation, autism etc participate in the aquatic therapy programme. It may be noted that the pool water is heated to an optimum temperature through the year through solar panels.

Speech Therapy

Speech Therapy comprises of assessment & rehabilitation of children with speech, language & communication disorders, oro-motor & Swallowing difficulties. Cases including early identification are referred from the CSE and Home Management. Some of the areas of disorders addressed are misarticulation disfluency, voice disorders and others. Parental counseling for developing & carrying out a home based intervention programme forms an important aspect of the therapy.

Technologies at Saksham

The latest cutting-edge technology available at our centre is:

- Un weighing support system with gait training
- Movement therapy
- Sound proof audiology department
- Speech software – "Dr. Speech : Speech & Voice Therapy"
- Solar heated aquatic pool
- Electrotherapy modalities



Audiometry session

Speech and Voice Therapy using 'Dr. Speech'

Language Training

CENTRE FOR PRE-VOCATIONAL AND VOCATIONAL TRAINING

Pre-Vocational

This programme has been specially designed for students between the age of 14 and 18 who were able to cope better with functional skills rather than academics. These students are trained to develop pre-requisite skills like money handling, measuring, basic arithmetic, reading and writing. Basic elements of art, craft, stitching, kitchen work and working with different machines including exposure to computers. Pre vocational training focuses on identifying the capabilities and interests of the students to initiate them into vocational training in the field of their interest.

Vocational

Students between the age of 18 and 25, who have been upgraded from the pre-vocational programme are further trained to master the skills already imparted to them. In addition to the 4 vocational units functioning in Disha, On- job training is also provided to students which renders them self dependant and makes their integration into the mainstream society productive, easier and a matter of pride.

Kitchen Unit

Here students learn to experiment with cooking several different dishes. This training gives them self worth as they can independently prepare various snacks & routine dishes.

Stitching Unit

This unit provides assistance to students to learn basic skills required in stitching related activities such as cutting, quilting, embroidery etc. and prepares them to find suitable jobs according to their abilities in different textile related fields.

Art and Craft Unit

This unit provides space to the students to unleash their creativity, express themselves through various mediums. The beauty within them helps their thoughts to develop aesthetic skills.

Skill Based Training Unit

This unit aims at generating self employment, training the students to operate different machines and acquire skills which makes them independent, enabling them to earn a living for themselves. Some of the skills imparted are lamination, paper cutting, spiral binding, photocopying, coffee & popcorn making, grinding etc. The products made by students are sold in exhibitions across the city and in corporate events. Products are also prepared on order.



CENTRE FOR HOME MANAGEMENT

Home management is one of the Disha's most important services. It aims at expanding the horizons of assistance to special children to go beyond Disha's campus. This programme also enables the community to enter Disha & use its facilities. It further facilitates early intervention necessary for reducing the effect of disability on the child and enables us to cater to the needs of outstation children, who cannot attend Disha daily.

The modus operandi used is as follows:

Special educators, therapists, vocational and sports trainers together design individual need based home plans for the special child and conduct sessions with his/her family to catalyze a smooth rehabilitation. Counseling, assessments, home visits and follow up sessions, together make sure that the family of the child is aware of training methods and the possible facilities and assistive aids available at home.



Registering for Home Management



Discussion on the child's therapy needs



Psychological assessment

CENTRE FOR HUMAN RESOURCE DEVELOPMENT



Practice teaching by trainees in regular classrooms



Story telling session by trainees



A class in progress



Final examination

Disha, A Resource Centre for Multiple Disabilities, aims at rehabilitating children & young adults with special needs. This work can be done successfully only by well trained special educators and therapists. Keeping the above in mind the Human Resource Development Centre of Disha runs two training courses.

- A. Bachelor in Special Education - A two years degree course in Mental Retardation (B.Ed-MR)
- B. Diploma in Special Education - A two years diploma course in Mental Retardation (D.Ed-MR)

Both the courses are recognized by the Rehabilitation Council of India, New Delhi. The B.Ed course is also affiliated to the University of Rajasthan.

Besides running the above two courses the HRD centre also conducts the Continuing Rehabilitation Education (CRE) programmes which are planned by the RCI to keep special educators updated in their field.

THE STAGE PLAY

JOKERS IN THE KINGDOM OF CARDS

A theatrical production adapted from Tagore's 'Tasher Desh'

The kingdom of cards is a satirical portray of a society by very strict convention. The story depicts, through a dramatic combination of, dialogue, dance, music and songs, the battle between freshness and orthodoxy, where of course freshness is the ultimate winner.

A great deal of effort and perseverance for almost five months has gone in preparing this one hour long stage presentation by 120 students with physical, mental & neurologically challenges. These efforts were plentifully rewarded as the children's practice session proved to be a means of informal rehabilitation in the areas of mental development, physical coordination, sensory integration, socialization & communication.

All this could never had been achieved but for the major role played by the special educators, therapists, and the supporting staff. They rose to respond to the challenges posed by our directors, choreographers and above all by our children with special needs.





DISHA
A Resource Centre for Multiple Disabilities

Thank you
FOR YOUR SUPPORT

 Batch - 1993
Batch - 1995
Batch - 1997

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 **SURYA MAHAL**  **SKYZ**

&
to all our supporters & volunteers

PUBLIC AWARENESS AND ADVOCACY



Workshop on Sensory Integration at Disha attended by special educators, therapists and parents of children with special needs



Showcasing special children's abilities at Hotel Clarks, Amer



Participating in the 'Jairangam Theatre Festival'

Celebrating 'International day of Persons with Disabilities'
Theme: Inclusion



Jingle Presentation



Best Out of Waste



Stage Presentation

DISHA IN THE NEWS

अमेरिका में खेलेंगे प्रदेश के 4 बच्चे



अवसर। कमबोय व विभिन्नराष्ट्रीयों की संयुक्त प्रयासों के समुचित विचारों की प्रशंसा में बहसचरित प्रस्तावना में प्रकाश की शीघ्र प्रतिक्रियाओं और प्रतिक्रियाओं में होने वाले संशोधन और प्रतिक्रियाओं का वर्णन किया गया। 2015 में भाग लेने का यह दिनांक के दो प्रमुख विचारों (संयुक्त प्रतिक्रिया) और चारों क्षेत्रों (संयुक्त प्रतिक्रिया) तथा चारों क्षेत्रों का विशाल समग्र प्रतिक्रिया प्रदान करता है। इसमें अंतराष्ट्रीय प्रदान

निःशक्त बच्चों के विकास में 'दिशा'
का महत्वपूर्ण योगदान : चतुर्वेदी

[illegible]

‘दिशा’ में झलकी क्रिएटिविटी

दिसवा स्पेशल बच्चों का रंगों से प्यार

जयपुर कहीं प्रकृति का सौन्दर्य, कहीं पक्षियों का कलख बयान करती पेंटिंग्स। रविवार को जेएलएन मार्ग स्थित एक होटल में ऐसी ही सुन्दर कलाकृतियां देखने को मिली। एग्जीबिशन में दिशा संस्थान के स्पेशल बच्चों ने रंगों के जरिए अपनी अभिव्यक्ति दी। इसमें 150 पेंटिंग्स डिस्प्ले की गई हैं। डिफरेंट सब्जेक्ट्स पर बेस्ट इन कलाकृतियों में मानवीय भावों के अच्छे उदाहरण पेश किए गए हैं। साथ ही कुदरत के रंगों से भी विजिटर्स का परिचय करवाया।

एग्जीबिशन का उद्घाटन चित्रकार विद्यासागर उपाध्याय ने किया। इस मौके पर बच्चों ने लाइव डेमो भी दिया। कार्यक्रम में संस्था फाउंडर पी.एन. काबुरी, निदेशक कविता अपूर्वा वर्मा और सह निदेशक रेमिना. एस. पितांबर समेत कलाप्रेमी भी मौजूद थे। एग्जीबिशन 27 सितंबर तक चलेगी।

थैरेपी सेंटर 'सक्षम' का शुभारंभ

अथपुर कासं। निर्माण नगर स्थित दिशा लक्ष्यना में शनिवार को धैरपी सेंटर 'समर्थन' का शुभारंभ किया गया। इंटरनेशनल रोटी क्लब फणहोप, थूपुरम एवं रोटी क्लब मिहठाउन के सहयोग से स्थापित किए गए इस सेंटर का उद्घाटन बैरा के ख्यातिमान पत्रकार राजदीप सरसेरसाई ने किया।

इस दौरान पदमशी डॉ. अशोक पानगडिया, रोटी के पयाधिकारी अमित अग्रवाल और रोटी मिहठाउन की अध्यक्ष किन पौदरवा सहित शहर के विभिन्न प्रतिष्ठित डाक्टर सहित गणमान्य लोग मौजूद रहे। दिशा की फाउंडर अंता. काबुरी के निर्देशन में स्थापित किए इस अंतरराष्ट्रीय स्तर के धैरपी सेंटर में फिजियो

गप हैं। सेंटर को स्थापना से अब विशेष बच्चों के शारीरिक व मानसिक विकास में तकनीकों से मशीनों को सहायक भी ली जाएगी। सेंटर में फिलहाल नौ मशीनें अथवेईन सपोर्ट सिस्टम, ट्रेडमिल गेट ट्रेनर-3, मोटोमेड बैलेंस-12 (मूवमेंट धैरपी), आईएफटी, शॉर्टवेव डाइथेनी, डिजिटल टेक्नल, नर्स एवं प्रेमल रिटुमुटोर, हाइड्रोकोलेटर एवं स्टैंडिंग प्रेम के जरिए बच्चों को फिजियो, स्पीच व अन्य धैरपीज दी जाएगी।

लेटेस्ट मशीनें से बहुत कम समय में विशेष बच्चे अपना संपूर्ण विकास कर सकेंगे। इसके अलावा ऑडियोवैजल तकनीक के जरिए नवजात बच्चों की अग्रगण्य दोष की जांच करने में



इसके नीचे संकेतित पाठ्यपुस्तकें श्रवण, अस्तिष्ठान की जांच एवं निदान की सहायता

HAPPENINGS AT DISHA

Training and Workshops

- Participated in two-day workshop on "Autism & Behaviour Turning "Bad" to "Good" at Gurgaon.
- Participated in Creativity Meet at ARCH.
- Participated in five-day Training programme on "Qualitative Research Methods & Data Analysis".
- Participated in two-day national workshop on "Specific Learning Disability".
- Participated in two-day workshop on "Inclusive Education" at Prayas, Jaipur.
- Two days workshop on "Pranik Healing".
- Two days workshop for teachers on "Self Defence".
- Two days workshop on "Sensory Integration".
- Workshop for parents on "Behaviour Modification", "Stress Management", "Dental care".
- Five days Mother - Child Training program for the mothers of children with different disabilities.
- Four days teachers training program to enhance the teaching & interpersonal skills of all the staff
- Continuous Rehabilitation Education (CRE) workshop on "Psychological Assessment of Persons with Mental Retardation & associated Conditions.
- Continuous Educational Programme(CEP) Workshop on "Specific Learning Disability" & "Dynamic Mind Control through Meditation".

Events and Celebrations

- Participated in World Summer Games held at Los Angeles
- Participated in Interschool Sports Bonanza Competition
- Participated in Annual Techno-Cultural & sports fest of KITE, ENILAZE-3.0 at JECRC
- Participated in "Zarurat-the help Beyond", JECRC
- Theatre performance in Jainagam Theatre Festival
- Participated in Rajasthan Day Celebration at Crystal Palm Multiplex
- Participated in Mati Utsav at Bal Bhawan
- Participated in SMS Founder's Day Celebration
- Participated in painting competition - ICCW
- Diwali Carnival
- Republic Day Celebration
- Lohri & Makar Sakranti Celebration
- Basant Panchami Celebration
- Holi Celebration
- Christmas Celebration
- Independence Day Celebration
- Rakhi Celebration
- Sharam Daan Diwas Celebration
- Republic Day Celebration
- Lohri and Makar Sakranti Celebration
- Teacher's Day Celebration
- Dusshera Celebration
- Children's Day Celebration
- Eid-ul-Fitar Celebration
- Rakshabandhan Celebration
- Independence Day Celebration
- Janmasthmi Celebration



Sport Stars of Disha



Eye Checkup



Republic Day Celebrations



Visit to Wassup Cafe



Vanasthali students visit



Celebrating achievements at Pilani

Guests and Visitors

- Air Marshal Ashok Goyal (Rtd.), SOB Representative
- Alpa Choudhary, Deputy Secretary to the Chief Minister of Rajasthan
- Shri Arun Chaturvedi, Minister for Social Justice and Empowerment, Govt of Rajasthan
- Capt Malohtra, Chief Security Officer, SBBJ bank
- Col. Mathur (Rtd.), Social Worker
- Dr Ajay Data – Techno Commercial Founder & CEO of Multiple technology company MTC
- Dr S. Sitaraman – Paediatrician, Senior Professor and Head Pediatrics Medicine, JK Lon Hospital
- Dr. Anupam Mishra, Dentist
- Dr. Hari Shankar Gupta, Expert- Meditation, Mind-Control & NLP (Neuro linguistic Programming) techniques
- Dr. M.K. Devrajan, Member Raj. State Human Right Commission
- Dr. Sunit Shah, Neurologist from The Brain Tower: Advanced neurology and Super Specialty Hospital, Jaipur
- Mr. Ajay Agarwal, Mr. A.K Gupta from SBBJ bank
- Mr. Hatwal, Artist
- Mr. Mahendra Choudhary, ACP.
- Mr. Rajdeep Sardesai, A senior media person
- Mr. Sourabh Sharma & Mr. Jokey Thomas from Elements mall
- Mr. Sunil Thomas from United Nations Population Fund (UNFPA)
- Ms. Anjana Menon – Principal of Rukmani Birla School
- Ms. Kiran Poddar – Rotarian
- Ms. Madhu Mohatta & Ms. Sulochana from Benzo Chem Industries
- Ms. Nidhi Data, Ms. Ritika Data, Ms. Ambika Sharma, Ms. Kavita Soni-Pranic healers & trainers
- Ms. Praniti from Banyan Tree School
- Ms. Prathibha from TPS School
- Ms. Rainu Singh, Former Commissioner Disability, Govt of Rajasthan
- Ms. Vinita, programme coordinator from HPCL.
- Ms.Uma Kachhawah –President of Indian Council for Child Welfare ICCW Jaipur branch
- Shri Arun Chaturvedi , Minister for Social Justice and Empowerment, Govt of Rajasthan

UNTIRING HANDS



OUR PARTNERS IN DEVELOPMENT

Networking

Amity University
 Amrapali Jewels, Jaipur
 APPIRIO
 Approach Autism
 Bal Bhawan, Jaipur
 BITS, Pilani
 Boston University, USA
 Credibility Alliance
 ETV Rajasthan
 FORHEX, Jaipur
 Give India
 Hospimedica International Ltd., New Delhi
 Hotel Clarks Amer, Jaipur
 IDEX, Jaipur
 IGNOU
 Jaipur Hospital College of Physiotherapy, Jaipur
 Jaipur Physiotherapy & Occupational Therapy College
 JECRC University
 National Institute of Mentally Handicapped, Hyderabad
 National Trust, New Delhi
 Project Abroad
 Ratan Textiles, Jaipur
 Rehabilitation Council of India, New Delhi
 Rotary Club Jaipur Midtown
 Social Welfare Department, Jaipur
 Special Olympics Bharat, Delhi
 Special Olympics Bharat, Rajasthan
 TATA CSR Hub
 University of Rajasthan
 Vodafone
 World wide Adventures
 Youth 4 Jobs Foundation

Major Donors

Back office IT Solutions Pvt Ltd
 Benzo Chem Industries Pvt.Ltd
 Bharat Heavy Electricals Limited
 Gayatri Poddar Chairtable Trust
 Give India Foundation
 Hospimedica International Ltd.
 Macleods Pharmaceuticals Ltd
 Neurology Care and Research Society
 NK commercial coporation
 Sandeep Garg
 Shri Balaji Industrial Products Ltd. (SBIPL)
 State Bank Of Bikaner and Jaipur
 Wires and Fabriks (S.A.) Ltd
 Shubham Foundation

Special Child Sponsors

Bhaveshri Sudra
 Dhiresh Saxena
 J.P.Singh
 Jatin Gems
 Rachana Garg
 Saroj Jain
 Seth Madanlal Palriwala Foundation
 Srimati Kiran Devi Nanagram
 Ujjwal Daga

FINANCIALS 2015 -16

BALANCE SHEET As on 31 March 2016

Rupees in Lacs

PARTICULARS	3/31/2015	3/31/2016
Assets		
Fixed Assets	210.19	206.69
Investment	247.48	286.90
Cash & Bank Balance	36.52	12.22
Other Current Assets	22.79	18.74
Income & Expenditure A/c Balance	-	-
Total	516.98	524.55
Liabilities		
Corpus Fund	108.06	114.82
General Fund	332.56	339.47
Capital Assets Fund	32.50	32.50
Current Liabilities & Provisions	21.65	16.52
Balance Of Income & Expenditure Account	22.21	21.24
Total	516.98	524.55

INCOME & EXPENDITURE For the Year Ended on 31 March 2016

Rupees in Lacs

PARTICULARS	3/31/2015	3/31/2016
Internal Sources	55.97	58.14
Donations from Indian Sources	29.46	41.54
Grants from Indian Sources	3.78	0
Donations from International Sources	2.64	0.85
Other Income	23.78	27.85
From Workshops	0	0.64
From Research activities	0	0.50
Deficit	9.82	22.21
Total	125.40	151.73
Expenditure		
Programme	68.21	91.79
Management and Administration	20.92	20.38
Other Expenses	14.06	18.33
Excess of Expenditure over income B/f	-	-
Excess of Income over Expenditure C/F	22.21	21.23
Total	125.40	151.73

FINANCIALS 2015 -16

RECEIPTS & PAYMENTS ACCOUNT For the Year Ended on 31 March 2016

Rupees in Lacs

PARTICULARS	3/31/2015	3/31/2016
Receipts		
Opening Balance	21.07	36.52
Internal Sources	53.67	61.91
Donations from Indian Sources	104.96	48.04
Grants from Indian Sources	3.78	0.00
Donation from International Sources	2.34	0.85
Other Receipts	7.34	17.97
Total	193.16	165.29
Payments		
Capital Items/Assets Purchased	42.77	12.48
Purchase of Investments	15.00	16.21
Loan and Advances	11.12	8.82
Other Payments	87.75	115.57
Closing Balance	36.52	12.21
Total	193.16	165.29

GOVERNANCE

Trustee Details

Trustee Name	Position	Meeting attended
Mr. Basant Khaitan	Trustee Chairperson	2/2
Mr. Anand Singhal	Trustee	1/2
Dr. Ashok Agarwal	Trustee	1/2
Mrs. Mala Khaitan	Trustee	2/2
Mrs. P N Kavoori	Trustee	2/2
Mr. Purushottam Agarwal	Trustee	1/2
Mr. Kailash Kanoria	Trustee	1/2
Mr. Madhur Khaitan	Trustee	2/2
Dr. Sudhir Bhandari	Trustee	1/2

- Except three, none of the Trustees are related by blood or marriage.
- During the period two trustee meetings were held. In annual meeting dated 18/03/2015, 9 trustees participated. The annual accounts for F.Y. 15-16 and budget for FY 16-17 and appointment of auditors were approved.

Transparency Disclosures

- Disha Foundation is a Registered Trust.
 - For Disha, 1 Governing Board and 4 Executive Committee meetings were held in FY 15-16.
 - Banker are State Bank of Bikaner & Jaipur, Shyam Nagar Branch, Jaipur - 302019.
 - Auditors are Jain Shrimal & Company, 62, Gangwal Park, M. D. Road, Jaipur 302004. Disha follows the audit related process whereby the statutory auditors are appointed in annual meeting and their remuneration is also fixed. The Auditor report & financial statements are passed in the annual meeting.
 - Disha Foundation complies regularly with statutory requirements of Income Tax Act and Foreign Contributor (Regulation) Act.
- : Income Tax Registration: Under section 12A: Income Tax Officer Jaipur
अ.आ./वसूली/धारा12अ(अ)/116/95-96/789 dt. 31-07-1996. PAN: AAATD2135P. TAN: JPRD02565D. All Contribution to Disha Foundation is exempt under section 80G of the Income Tax Act vide Certificate Nr अ.आ.1/अ.(तक.व.न्या.)/80जी/जय/2008-09/675 dt. 25.07.2008.
- : FCRA Registration Nr: I25560101 Credibility Alliance Registration Nr: 3A/48/2011.
- No remuneration, sitting fees or any compensation was paid to any trustees except to the Advisor – Disha @ Rs. 40,000/- per month. No travel reimbursement has been made to any trustees for attending meetings. Total cost of international travel by all personnel and board members during the year is nil. Total cost of national travel by all personnel during the year is Rs. 40,011/-. Remuneration of the highest paid staff members are Rs. 91,000/- per month. Highest paid person is Operational Head – Ms. Rainu Singh. Remuneration of the lowest paid staff members is Rs. 5,300/- per month.

Staff salary	Male (Nos)	Female (Nos)	Total (Nos)
<5000	0	0	0
5,000 - 10,000	9	23	32
10,000 - 25,000	7	17	24
25,000 - 50,000	0	2	2
50,000 - 1,00,000	0	2	2
1,00,000 >	0	0	0
Total	16	44	60

RESEARCH AND DEVELOPMENT

Research and Development (R&D) work has been initiated at Disha since July 2016 and research work on aquatic therapy has started with writing of a paper since abstract for it has been accepted for a *--*conference on behavioral science to be held in Lucknow end of this year. Meanwhile four articles and news stories on aquatic therapy have been published on the internet news portal.

The abstract for the research paper accepted for the conference with the inputs from Bharti Chundawat and Nisha Jain as reported in the internet news portal is as follows.

“The abstract of the paper, ‘A Case of Aquatic Therapy for Special Needs Children: An In-House Appreciative Inquiry into Intervention of Jaipur Based Disha Foundation’, reveals that the education and parenting of children with special needs are daunting tasks and full of extreme challenges at times.

Also, in India, special education is a much neglected knowledge and research area to the extent that even innovative interventions go unnoticed.

Authored by Dr. Priyamvada Singh and Dr. Lalit Kishore of the foundation, the paper stated that the purpose of the current study was to capture the genesis and evolutionary phases of the intervention of aquatic therapy undertaken by Disha Foundation about 5 years ago.

The methodology of the study was the in-house appreciative inquiry through three hour direct observation of therapy sessions; interviews with care givers(N=3); interviews with the therapist (N=1) and special educators (N=2) along with content analysis of records of children.

The phases of intervention in terms of genesis, preparation, exam experimentation and formalization were elicited. The routine of 30 minutes therapy session three times a week was formalized. The reported benefits were enhanced tactile inputs or kinesthetic intelligence; better calming or well being; reduced spasticity and increased strength; and ease at social interaction.

The implications of the study or applied value of the study are in terms of outreach for the therapy with standardized procedure and routine without loss of time in rediscovering it. Moreover, the in-house appreciative inquiry as an action research has the potential of improving the practice of special educators and therapist.

Some of the keywords of the study are the appreciative inquiry aquatic therapy, care-giving, formalization, intervention research, kinesthetic intelligence, spasticity, special education and well being.

The work on the full length paper to be produced for the conference to be held in October is in progress.



Planning session to initiate research



Research work starts under Dr. Lalit Kishore

SUCCESS STORY

Dont hesitate to talk to me I can communicate

The most challenging part of intervention is to figure out what will motivate the child.



Improving speech



Chaarvi a Cerebral Palsy child, who is now 8 years old started coming to Disha about 1 ½ years ago. She was unable to verbalize words or phonetic sounds and had a poor vocabulary development. She was very reserved and hardly interacted with anybody. While making her Individual Educational Plan, we realized that her withdrawn and adamant behavior was the result of her inability to communicate. As an initial step she was introduced to speech therapy followed by physiotherapy, aquatic therapy and individual special education sessions. In the speech therapy sessions, the speech therapist first made her go through oro-motor exercises that involved working on her lips, cheeks and tongue to develop facial muscles necessary for speech. Then worked with her on a software called Dr. Speech : Speech and Voice therapy which helped her to develop a variety of skills involving phonetics, communication and object identification. In Physiotherapy and Aquatic therapy she was introduced to several new exercises including the un-weighting support system which allowed her to walk without support. Along with the above, the special educators took individual special education sessions with her, with a view to help her in concept building. Now it is a pleasure to watch a confident Chaarvi, communicating and mingling happily with her peers.



Picture identification

SUCCESS STORY

The boy with a new personality



Deepak Kumawat a Downs syndrome was admitted into Disha 10 years back as a young, insecure and withdrawn child with a complete lack of confidence in himself. A special problem was that Deepak refused to interact with anybody unknown to him.

We realized that to help Deepak we would need to devise a multi pronged behavior modification programme to help him build a confident identity. This programme was worked through approaching his rehabilitation by working on mainly three areas i.e., academics, co curricular and group therapy (an approach used in Physiotherapy). Through persistent efforts by the special educators and therapists, Deepak started showing visible changes in his personality. Today, he is a confident, outgoing 16 yrs old young boy, happily socializing with peers and comfortable with strangers. Deepak's potential now can be seen very well in the areas of academics, where he has successfully passed Level A examination of NIOS, theatre, where he takes active part both in dance and drama and sports, where he is a keen sportsman now.

It feels great to have this Deepak, who is full of energy and enthusiasm, with us. We wish him all the best for his future.



Participating in sports



In the classroom

EXCERPTS FROM THE VISITOR'S BOOK



"This is a very happy & proud moment to be here in Disha to celebrate 15th August. It's an eye opener for me to see the efforts being put in children with special needs. I would love to contribute my bit to make this organization to achieve its goals."

Ajay Data
Data Infosys
14-08-2015



"To the Disha Team,
Your work is truly blessed. You are bring smiles to the faces of so many, and that makes your work so very special.
More power to you."

Rajdeep Sardesai
Consulting Editor (India Today Group)
4-07-2015



"Thank you so much for a lovely time with all the wonderful children at Disha! We loved to play with you, and we hope to see you again soon! Love & laughter,"

The Flying Seagull Project, United Kingdom
13-01-2016



"बच्चों एवं शिक्षकों का अदम्य समन्वय यद्यपि शिक्षकों का बच्चों के प्रति समर्पण इस संस्थान की भावना को व्यक्त करता है। मेरी शुभकामनाएँ बच्चे जीवन को सामान्य करें। इसमें संस्थान के प्रयास जरूर सफल होंगे।"

Mahendra Singh Choudhary
IPS Officer
26-01-2016

RECOGNITION / AFFILIATION / ACCREDITATION

- State Welfare Department, Govt. of Rajasthan
(Education and Rehabilitation of Mentally, Physically and Neurologically challenged and young adults)
- State Award for outstanding work in field of Rehabilitation, Rajasthan
- Rehabilitation Council of India
(HRD/Teachers Training Program)
- National Institute of Open Schooling
(Education for Person with Disability)
- Recognized by The National Trust, Govt. Of India
- University of Rajasthan
(B.Ed. in Special Education – Mental Retardation)
- Accredited by Credibility Alliance "Minimum Norms"
- Partner with Give India
- Empanelled with TATA CSR Hub
- Registered under FCRA
- Validated by CAF India



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