

Pursuing Excellence Transforming Lives

ANNUAL REPORT 2023-24

Ashish Foundation for the Differently Abled Charitable Trust



Contents

01

From the Director

02

These are our moments

03

At a Glance

04

Values and Beliefs

04-05

Strategy

06-13

Programmes

14-17

Finances

18

Join Us

19

Human Resources

20

Board of Trustees

Vision

Empowering children and adults with autism and developmental disabilities to rise to their God given potential in inclusive communities.

Mission

To sensitise and equip individuals, families, communities and organisations to respond and engage productively so that children and adults with autism and other developmental disabilities lead fulfilling lives.

Origin and History

Ashish Foundation for the Differently Abled Charitable Trust (AFDA) was established in 2007 to work with children and young adults with autism and other disabilities. We believe that each individual has the ability and deserves the opportunity to contribute to the society. We mentor families in meeting the specific needs of their children and also mentor several disability-focused organisations across India. We provide training to our staff and other professionals to enhance their skills to work with people with autism and other developmental disabilities.

Correspondence Address:

Ashish Foundation for the Differently Abled (AFDA)
Charitable Trust

A-178, Sector-19, Dwarka, New Delhi - 110075

Phone: +919667300476/486

E-mail: ashishcentre@gmail.com;
admin@ashishfoundation.co.in

Registered Address: EFICOR 304, Mahatta Tower,
B Block Community Centre, Janakpuri, New Delhi 110058

Website: ashishindia.org

Instagram: [instagram.com/ashishfoundation/](https://www.instagram.com/ashishfoundation/)

Facebook: [facebook.com/AshishFoundation/](https://www.facebook.com/AshishFoundation/)

Linkedin: [linkedin.com/company/ashish-foundation-for-the-differently-abled-charitable-trust](https://www.linkedin.com/company/ashish-foundation-for-the-differently-abled-charitable-trust)

AFDA is registered Trust under Registration No. 1804 dated 27/02/2007

FCRA Registration No. 231661157 valid till 31st March 2028.

AFDA is registered under Section 12A of the Income Tax 1961, vide AABTA9377ME20079 valid from AY 2022-23 to AY 2026-27

AFDA is registered under Section 80G exemption of the Income Tax Exemption -Unique registration No. AABTA9377MF20218 dated 24-09-2021 valid from AY 2022-23 to AY 2026-27

AFDA is registered under the Ministry of Corporate Affairs for CSR vide Registration CSR00007902

AFDA is registered under NITI Aayog (NGO Darpan) vide Registration No. DL/2017/0152360

AFDA is registered under the Department of Social Welfare, Delhi Government vide No. F.N.82/1298/RPwD-Regd./ADIII/DSW/2019-20/684 valid till 8/04/2026

AFDA is registered under National Trust, Ministry of Social Justice, Government of India vide No. DASH19522156361 valid till 14/07/2026

From Director's Desk



I am happy to share our Annual Report for 2023-2024 with the theme “Pursuing Excellence: Transforming Lives”.

As we reflect on the past year, our efforts have been and continue to be towards transforming the lives of the students with autism and developmental disabilities whom we serve. Our commitment to Social Role Valorisation (SRV) principles has guided us in creating an environment that promotes valued social roles for our students, enhances their dignity, and fosters their meaningful participation in society.

Our primary means of bringing this about has been through enhancing the image our students project to others, and enhancing the competencies they need for participating with others. We ensured that all our communication portrays our students in a positive light, focusing on their abilities rather than on limitations whether in the classroom or beyond, we emphasize their strengths and potential, fostering an environment where they are valued and respected.

We have also sought opportunities for students to engage with others in the community to work towards a common cause. Our students participated in inclusive programmes including the Vedanta Half Marathon, Diwali Mela and Winter Carnival and events organised by Apeejay School of Management and Apeejay Institute of Media Studies.

Our pursuit of excellence extends to every aspect of our organisation. We were honored to be selected by Quantum Leap for their mentoring programme, which they typically offer to small scale and medium enterprises. This is a process to strengthen fundraising, marketing, human resources, and leadership to better support our mission. We also were chosen for the prestigious NASSCOM-Adobe Pro-Bono Residency programme 2024. This partnership is helping us enhance our technological capabilities, driving more traffic and engagement to our website, and ultimately increasing our visibility and outreach.

Our journey toward excellence is ongoing, and we are deeply grateful to everyone who has been part of it. Your support, involvement, and belief in the potential of our students with autism and developmental disabilities have been essential to our progress. Collaboration remains at the heart of our shared vision for a brighter future.

We give thanks to God and to each one of you—our donors, supporters, friends, and well-wishers—for your role in the accomplishments of this year.

Sheila George
Director



These are our Moments



At a Glance

33

Students enrolled
at our centre

76

Social learning
activities
conducted for
students

14

Action Plans
(MAPs) made
during Futures
Planning sessions
for students

11

Inclusive events
held where
our students
participated

34

Parent events
organized (PTM,
panel discussions,
workshops,
counselling, get
togethers)

27

Interns and
volunteers

84

Occupational/
Physiotherapy
sessions provided
for each student
during the year

5

Awareness
Programmes
conducted in
low-income
communities

34

Staff trainings-
13 Professional
trainings, 10 Social
Role Valorisation
trainings and 11 Peer
trainings held



CORE VALUES



Compassion



Respect



Student-Centered

OUR BELIEFS

1

Every student is made in the image of God.

2

Every student is made for a purpose.

3

Every student has abilities to achieve his or her purpose.

4

No student is exempt from giving.

5

We all are uniquely different.

Operational Excellence

At Ashish Foundation, our mission embodies a commitment to empower students and families within their communities, fostering an environment that values and includes individuals with autism and developmental disabilities. Our approach is rooted in equipping individuals, organizations, and communities to embrace our students as integral and valued members of society.

Core Philosophy

From the moment a student steps into the Ashish Foundation, we focus on discovering and nurturing their unique gifts and interests. Collaborating with families and other stakeholders, we aim to develop the skills and competencies needed for students to assume valued social roles in society, empowering them to lead lives of independence and meaning.

The two key pathways to attaining and sustaining valued social roles are enhancing personal competencies and fostering a positive social image. Many valued roles require specific skills or abilities, making competency development essential. Additionally, social image plays a crucial

role, as it both influences and reflects a person's societal roles. The way a student is perceived communicates to others the roles s/he holds, shaping their opportunities and interactions. By strengthening personal skills and cultivating a positive public image, individuals are more likely to be recognized and included in meaningful, valued roles within their communities.



Sam learning in class through stories

Our Programmes

Ashish Centre

This Programme is for students aged 3 and above, this programme focuses on comprehensive learning and development. Students develop foundational valued roles, such as being a student, a member of a household, a citizen, and an enthusiast in hobbies and pastimes.

Advay

This is for all the training programmes, workshops we offer to professionals and parents. We also provide awareness and sensitisation to organisations, institutions and communities as well as network with them to benefit people with disabilities.

Ankur

This Programme is for interns above 18 years who learn vocational skills and are enrolled in Customised Employment Programme (CEP).



Empowering Inclusion

Beyond our direct programmes, Ashish Foundation works with organizations and networks in the disability sector, promoting inclusive practices and fostering valued social roles. Our partnerships aim to inspire individuals and community to create opportunities for inclusion and acceptance.

Support functions

Our Finance, Administration, Communications, Fundraising and Human Resources teams ensure seamless operations while adhering to statutory requirements. Our annual accounts are audited by an external auditor, reinforcing our commitment to transparency and accountability.

Future Vision

Our future is centered on excellence and transformation:

1. Enhancing community inclusion for individuals with disabilities.
2. Strengthening our model of Social Role Valorization.
3. Acquiring a dedicated building in a prominent location.
4. Expanding supported customized employment opportunities for adults.
5. Networking with like-minded organizations to create meaningful employment for young adults.
6. Building the capacity of individuals, organizations, and faith-based leaders to address autism and developmental disabilities effectively.
7. Raising local funding to sustain and expand our initiatives.

Through these efforts, Ashish Foundation remains steadfast in its pursuit of excellence, committed to transforming lives and shaping a more inclusive society.

Policies in Place

- Employment Policy
- Student Protection Policy
- Prevention of Sexual Harassment Policy
- Finance Policy

Programmes

At Ashish Foundation, we are driven by the aspiration to enable our students and individuals with disabilities to experience the richness and positivity that life has to offer.

To ensure our students lead lives of dignity and fulfilment, our programmes are deeply rooted in the principles of Social Role Valorisation (SRV). This transformative approach emphasizes helping students acquire valued social roles within their communities—roles common to typical individuals, such as chefs, gardening enthusiasts, neighbours, household members, artists, and employees etc. These roles not only pave the way for greater opportunities and relationships but also allow society to recognize and appreciate their meaningful contributions as active participants in community life.

Valued social roles are achieved through personal competency and positive social image. Developing skills is essential for many roles, while social perception shapes opportunities. A student's image reflects their societal roles,

influencing inclusion. Enhancing abilities and fostering a positive image increase recognition and meaningful participation in the community.

To support this, we created Individual Development Plans (IDPs) that align with each student's learning needs and goals. These plans were designed to cultivate the skills and competencies necessary for the roles they aspire to. Additionally, they incorporated subjects and experiences comparable to those taught in mainstream schools, ensuring our students receive a holistic education that mirrors the broader world, preparing them for meaningful participation in society.

In our pursuit of excellence, we remain committed to transforming lives by empowering individuals with disabilities to assume their rightful place as valued, contributing members of society. Through this approach, we affirm their potential and celebrate the unique light they bring to our world.



Ishan Dangwal,

Ishan's journey toward excellence began at the Ashish Centre, a place where his extraordinary potential found the perfect environment to flourish. His mother, Neeta Dangwal, made a bold decision to leave their home in Uttarakhand and move to Delhi, determined to provide him with the best opportunities to thrive. Just a year later, Ishan joined the senior class at Ashish, where diversity and individuality were embraced as strengths.

With an unwavering commitment to excellence, Ishan pushed himself academically, excelling in Mathematics and Computers—subjects that ignited his intellectual curiosity. But his pursuit

of mastery extended far beyond the classroom. He dedicated himself to athletics, refining his speed and agility to become a formidable runner. His passion for music drove him to hours of disciplined practice, culminating in a mesmerizing solo keyboard performance at the annual day event on December 9th, leaving the audience in awe.

The structured Social Learning Activities (SLA) at Ashish played a crucial role in sharpening his interpersonal skills, allowing him to navigate social interactions with newfound confidence. His relentless pursuit of self-improvement and excellence became evident in every aspect of his life. Witnessing his growth, his parents were not just proud but deeply inspired by the determination and brilliance he radiated.

Ishan's story is a testament to the power of dedication, perseverance, and an unyielding pursuit of excellence—proof that when talent is nurtured with passion and effort, there are no limits to what can be achieved.

Pursuing Excellence Through Engaged Teaching and Real-World Learning

The programme focussed on comprehensive learning and development. Students developed foundational valued roles, such as being a student, a member of a household, a citizen, and an enthusiast in hobbies and pastimes.

Special Educators crafted innovative, personalized plans aligned with students' Individual Development Plans (IDPs), ensuring instruction was meaningful and purposeful

Social learning and community engagement

Students had the opportunity to visit notable places such as India Gate, the Science Museum, Air force museum, celebrated important national days such as Independence Day, Republic Day and important festivals such as Diwali, Christmas, Lohri etc., wherein the neighbourhood and parents participated and volunteers from Home Depot joined us.

Field visits included visit to malls, grocery shopping, supermarket, Kisan mandi for shopping vegetables, etc., and travel by metro and cabs.

Collaborations with Apeejay Institute of Mass Communication students showcased their talents at the We-Care festival, including a well-received

fashion show. These joint endeavours amplify our commitment to providing a holistic and enriching experience for our students.

Our students, along with their teachers, actively participated in the Vedanta Delhi Half Marathon. To prepare for this event, they dedicated time every day to practice in the nearby park. On the 20th of October, 10 students, accompanied by 10 teachers as buddies, enthusiastically joined the marathon.

We had the summer camp with Youthlite Volunteers join the students in several inclusive activities such as singing, dancing, art sessions, Zumba and aerobics exercise and games. We also had grooming session when a hair salon collaborated with us to groom the students.

Futures planning: A prerequisite for Planning Alternative Tomorrows with Hope (PATH) exercise was the preparation of the Making Action Plans (MAPs) which were conducted for 2 students 4 Interns. These sessions focused on exploring the dreams, hopes, and fears of both the students and their parents. During these sessions, parents openly shared their aspirations and concerns regarding the future of their children, with their primary worry revolving around their children's



Mehndi with her family and teachers during her Futures Planning session

independence and their ability to find suitable jobs. The mapping of hopes and dreams played a crucial role in instilling optimism among the parents regarding their sons & daughters.

Therapies: Each student underwent regular sessions of both occupational therapy and speech therapy sessions each week. Consultants thoroughly reviewed the students' medical histories and conducted assessments accordingly.

Parent engagement: Parent engagement promoted support to their children enrolled with us. Some of the activities were Parent Teacher's meeting held every quarter with the students

Ashish Centre

Our commitment to excellence is reflected in a curriculum that bridged classroom activities with real-world social roles. By focusing on functional academics and life skills taught in varied settings, students were empowered to navigate life confidently and independently, laying the foundation for fulfilling future careers.

Within the classroom, students engaged in diverse activities, including academic sessions, leisure time, and hands-on learning experiences like cooking classes. Weekly cooking sessions not only taught culinary skills but also cultivated social roles as hosts and guests, fostering teamwork, friendships, and self-confidence.

Mr. Chander's feedback on his son Manav's MAPs

"On May 13th, 2023 we had a session on Making Action Plans (MAPs) session for my son Manav. During this session, we had fruitful discussions with teachers regarding his dreams, hopes, and what resonates with him. We were genuinely amazed when we saw Manav's hopes, dreams and fears. I am both elated and overwhelmed to know about Manav's dreams and aspirations. We are inspired by the values instilled by Ashish Foundation in Manav."

Annual Progress Report at the end of the academic year and plans for the next academic session were discussed.

Furthermore, we had Panel Discussions (PDS) involving individual parents, teachers, and therapists, one-to-one meetings to address day to day challenges and counselling for parents.

On 10th February, students with their parents and siblings had a get-together at Lohagarh Farmhouse, providing an opportunity to unwind, enjoy each other's company, and spend quality time together as a family.

Tushar



Tushar, a 10-year-old from a low-income family in Rajasthan's Shadipur Kathputli Colony, faced a traumatic childhood surrounded by crime and violence. His behavior became disruptive, making it difficult to stay in school. During a community visit, the Ashish Centre recognized his potential and welcomed him into a supportive learning environment. Under the guidance of

teachers like Garima and Sharon Ma'am, Tushar learned emotional regulation, built friendships, and discovered his strengths. He transformed into a respectful, cooperative student with a sharp memory and a love for riddles, dancing, and problem-solving. Once withdrawn and angry, he now thrives both academically and socially. His empathy, resilience, and hunger for growth inspire those around him. Tushar's remarkable journey from adversity to achievement highlights the life-changing impact of education, compassionate mentorship, and belief in every child's potential. His story continues to motivate his community and stands as a beacon of hope and transformation.

We've been with Ashish for 10 years, and so much of who Jaden is today is because of them. What sets Ashish apart is its humane approach, one-on-one attention, and focus on social acceptance for children on the autism spectrum. Jaden is now socially aware, understands hygiene, and is a very happy child. The strong partnership between teachers and parents has truly shaped him.

- Anurag, Jaden's Father



Aditya being taught using picture cards



Manav learning to assemble and file papers



Akshat Pandey

Akshat's educational journey took a transformative turn when his parents recognized his struggles in a traditional school setting. Following a diagnosis of autism, they made the courageous decision to enroll him at Ashish Centre, especially after he faced the emotional challenge of his older brother, Rishab, moving abroad for higher studies.

At Ashish, Akshat thrived under the dedicated mentorship of his teacher, Anju Lata, who crafted personalized development plans and engaging Social Learning Activities to unlock his potential. With structured guidance and encouragement, Akshat embraced independence—making thoughtful choices

about his meals, clothing, and daily activities.

His commitment to mastering everyday skills was remarkable. He took pride in operating the washing machine with precision, ensuring the perfect amount of detergent every time. Beyond academics, his pursuit of excellence extended to extracurricular activities—cycling, skating, and eagerly exploring new challenges like learning the piano, swimming, and practicing Taekwondo.

With each new skill, Akshat was not just growing—he was redefining his own path to excellence, proving that determination, the right support, and an unyielding spirit can turn challenges into triumphs.



Ashish Foundation is a place where children with autism find identity and support. Since joining in 2022, my son Sam has grown more independent thanks to the dedicated teachers and nurturing environment. Their focus on each child's strengths gives parents real hope. 'Never Give Up!' isn't just a motto—it's how they work every day

- Samuel Richmond, Sam's Father



Aryan playing football during recreation time

Ankur

Tailored for individuals 18 and above, Ankur unlocks potential through practical job skill training and customized employment opportunities. Our aim is to see participants grow into adult roles such as employees, friends, and active members of interest-based communities.

The Ankur Vocational Programme equipped interns with the skills and confidence to shape their future as employees and active members of society. Through diverse, enriching activities, they gained independence, developed competencies, and experienced the transformative impact of meaningful engagement in both personal and professional growth.

Competency enhancement - training on several skills

The 9 vocational students received training on several skills with two interns commenced their coding classes, one on data entry, others on filing, lamination and computers. Besides they learnt

cooking food such as Rajma chawl, Poha, Pakora etc., shopping for their ingredients at the Kisaan Mandi (local farmer's market) and transacting payments. When the interns had an opportunity to celebrate their peers' birthdays, they went to purchase gifts and packed them, and ordered cakes from bakery.

Production Activities

The interns produced handmade paper bags, spices, candles and jewelry. During the festive season, with great excitement, they engaged in activities like decorating diyas, crafting tea coasters, key chains, earrings, and scented gel candles. The interns showcased their products at the Corporate Diwali Fest in Cyberhub, Gurgaon, at a winter carnival at Bal Bharti School, Dwarka and at Apeejay We Care festival to sell their crafted products

The families felt empowered, assured and confident, that their children are learning valued social roles.



Satyam Sharma

Meet Satyam, a determined 21-year-old intern at our Ankur programme, whose journey toward excellence began through our outreach initiative in Pochanpur. Living with his family in a rented home, Satyam faced significant challenges when the center he previously attended shut down during the COVID-19 pandemic, leaving him isolated and disconnected from his learning environment.

Since joining the Ankur Vocational center, Satyam has embraced the pursuit of independence, honed his skills and managed daily tasks with confidence. His dedication and hard

work were on full display when he proudly participated in the Zero Conference on September 19th, showcasing the handcrafted products he and his peers had created.

His transformation has been remarkable—his family has witnessed a surge in his confidence, as he now expresses his choices more openly and engages in meaningful conversations. With each new milestone, Satyam is not just adapting but excelling, proving that resilience, self-assurance, and continuous growth pave the way for a bright and promising future.

“At Ashish Centre she has learnt many things. We have seen a lot of improvement in her. Like how to walk and talk properly, to take care of herself and understand her well-being. I really want other parents also who are looking for a school for their autistic child, to consider Ashish Centre as a good option. I can say this confidently based on my experience of 14-15 years with them. Neha has gained a lot here. I will continue to be associated with them.”

-Subash, Neha's Father



Neha (left) and Krishnapriya (right) learning candle making



Isha Kohli

Isha, a bright and creative young woman, embarked on a journey of growth and excellence when she enrolled in a vocational programme in February 2024 while residing at the FLAG hostel, run by a nonprofit organization. Despite the heartbreak of losing her mother and the challenges posed by her disability, she remained deeply connected to her father and siblings, determined to overcome barriers to education and independence.

Fueled by her passion for crafting, Isha immersed herself in the art of jewelry design, refining her skills with precision and creativity. Her ambitions extend beyond craftsmanship—she envisions a future where she can build a fulfilling career and secure a better life for herself. A proactive learner, she is eager to master computer skills, recognizing their importance in achieving her goals.

Isha's drive for excellence is evident in her willingness to embrace new opportunities and use her voice to inspire others. Active on social media platforms like Facebook and Instagram, she not only showcases her creativity but also builds meaningful connections. With unwavering determination, she continues to shape her own path, proving that passion, resilience, and the pursuit of knowledge can turn dreams into reality.



My experience has been very positive and enriching. Earlier I was apprehensive about how will I work in an NGO? How will I interact with students with autism? But actually, it has been the highlight of my internship. All the teachers are very nice and the overall environment of Ashish is very positive. I had quite an eye-opening experience at Faridpuri slum during the community outreach programme. This experience has helped me develop empathy, to be sensitive towards others and made me a better person.

- Aayushi Singh, Intern from NMIMS, Mumbai



Customised Employment Programme

The Discovery process for two job seekers were completed and their job development has begun. Discovery for five more students are currently at different stages. Two learning partners, KrishnaPriya and Sutirtho, visited offices engaged in real work activities.

From March 13th to 15th, interns visited Ram Nagar & Jim Corbett National Park for a three-day

trip. They experienced wildlife, nature, and stayed at a resort in the midst of the forest. The interns, each accompanied by a sibling, thoroughly enjoyed the jungle safari experience during this trip. It provided us insights about their family dynamics and sibling relationships. They also had the chance to visit a safari museum.



Interns from Ankur at their outstation trip to Jim Corbett National Park

Advay

By providing workshops and training to parents, educators, and other stakeholders we empowered them to help individuals with developmental disabilities assume valued social roles. Advay also focuses on raising awareness, fostering acceptance, and building community support for individuals with disabilities.

The National Trust organized a national conclave for autism on May 30, 2023 for parents and professionals in the field of autism, when six of our staff and parents participated.

We organised three workshops for parents to help them support their children, which was well appreciated by them

Between March 4th and 6th, a group from the Anugrah Project in Dehradun visited our Centre for an exposure visit aimed at learning about our programmes. We also introduced the concept of Social Role Valorisation.

Community Outreach

Our team has been diligently visiting three low-income communities in Shadipur, Pochanpur and Kali Basti in West Delhi. encouraging their children with developmental disabilities to be enrolled in school.

Our staff also presented Nukkad Natak (street play) to bring awareness on developmental disabilities in fostering their journey toward independence.

“My son benefitted a lot after joining Ashish Centre. His main issue has been speech since childhood and after joining Ashish his speech improved a lot. Later he also got a job offer through Ashish at Ecom Express where he is working right now. It’s been more than 5 years now he is working in a stable job.”

- Bina, Ruicca’s Mother



Staff performing street play during community outreach



Parents interaction during workshop



Maneka, became her pillar of strength, learning to support her through education and daily life. With unwavering family support and the dedication of Ashish educators, Siya defied expectations and began to flourish.

Siya Today: A Natural Leader and Inspiration

Now a confident and joyful young girl, Siya excels in school and thrives in leadership roles. She actively helps her classmates, participates in group activities, and confidently engages in learning. Using AAC for communication, she ensures her voice is heard while continuing to grow in independence.

Beyond academics, Siya loves music, dancing, and choosing her own activities—especially enjoying Maggi at any time! Her resilience, empathy, and determination make her an inspiration to all, proving that with love, perseverance, and the right support, anything is possible.

Siya's Journey: From Struggles to Leadership Siya Then: Overcoming Early Hardships

Born into a struggling family, Siya was the youngest of seven siblings. Diagnosed with Down syndrome and a severe heart condition at birth, she faced immense challenges, including a critical heart surgery at age three and a serious leg injury soon after. By five, she had no speech, difficulty walking, and persistent breathing issues.

Her turning point came when she joined Ashish Foundation, where she received essential support, therapy, and medical care. While her hardworking mother provided for the family, Siya's elder sister,



I learned how we could use social stories to explain difficult situations and things to autistic children, which was a new learning for me. I am grateful to Ashish for teaching me these methods of engagement. Most importantly, how we can plan individual development for our children at our centre, how to structure class, and got ideas how to improve our centre.

-Nikhil, Anugreh Project, Herbertpur, Dehradun



Finances

Ashish Foundation For The Differently Abled Charitable Trust
304, Mahatta Tower, 54, B-Block, Community Centre, Janakpuri, New Delhi- 110058
Consolidated Balance Sheet
As on 31st March 2024

S.No	Particulars	SCHEDULES	31.3.2024	31.3.2023
	<u>Funds & Liabilities</u>			
I	General Fund	C1	24,99,934	23,47,612
II	Unutilised FCRA Funds		28,87,176	6,08,414
III	Unutilised Restricted Local Funds	C1	1,81,312	1,05,178
IV	Current liabilities	C1	74,315	76,501
			56,42,738	31,37,705
	<u>Assets</u>			
V	Fixed Assets	C2	14,70,095	19,09,843
VI	Security Deposits (Rent)		1,00,000	1,00,000
VIII	Cash and cash equivalents	C8	40,70,992	11,26,212
IX	TDS receivable		1,650	1,650
			56,42,738	31,37,705

In terms of our report of even date attached

Notes to accounts- Sch C14

For Koshi & George

Chartered Accountants

(Reg.No.003926N)

G. Koshi

George Koshi

Partner

M.No.082961

UDIN : 24082961BKBFKR8674

New Delhi

Date: 28.08.2024



Ashish Foundation for the Differently Abled Charitable Trust

Sheila George

Sheila George

Chief Functionary



Kamal Sharma

Kamal Sharma

Treasurer

Finances

Ashish Foundation For The Differently Abled Charitable Trust
304, Mahatta Tower, 54, B-Block, Community Centre, Janakpuri, New Delhi -110058
Consolidated Income and Expenditure Accounts
For Year Ended 31st March 2024

S.No	Particulars	SCHEDULES	Year ended 31.03.2024	Year ended 31.03.2023
I	<u>Income</u>			
	Voluntary Contributions & Donations		1,24,33,076	55,48,248
	Fees Receipt		14,69,290	7,70,390
	Bank Interest		89,504	1,05,492
	Sale- Ankur		32,181	-
	Profit on sale of assest		735	6,883
	Excess of expenditure over income transferred to General Fund			35,57,660
			1,40,24,786	99,88,673
II	<u>Expenditure</u>			
	Special Education Project	C04	49,34,228	41,86,028
	Ankur Project - Vocational	C05	29,01,478	25,73,702
	Physio and Occupational Therapy	C06	11,15,935	8,70,603
	Speech Therapy	C07	3,72,818	1,61,387
	Administration Expenses	C08	17,05,236	15,26,074
	Advay - Training Project	C09	18,364	50,396
	Depreciation	C02	4,69,507	6,20,483
	Excess of income over expenditure		25,07,219	-
	Total		1,40,24,786	99,88,673

In terms of our report of even date attached

For Koshi & George
Chartered Accountants
(Reg.No.003926N)

G. Koshi

George Koshi
Partner

M.No.082961

UDIN : 24082961BKBFKR8674

New Delhi

Date: 28.08.2024



Ashish Foundation for the Differently Abled Charitable Trust

Sheila George
Sheila George
Chief Functionary



Kamal Sharma
Kamal Sharma
Treasurer

Finances

Ashish Foundation For The Differently Abled Charitable Trust 304, Mahatta Tower, 54, B-Block, Community Centre, Janakpuri, New Delhi- 110058 Consolidated Receipts and Payment Account For Year Ended 31st March 2024				
S.No	Particulars	SCHEDULES	Year ended 31.03.2024	Year ended 31.03.2023
I	<u>Receipts</u>			
	<u>OPENING BALANCE :-</u>			
	Cash and cash equivalents	C03	11,26,212	55,55,628
	Voluntary Contributions & Donations		1,24,33,076	55,48,248
	Fee Receipts		14,69,290	7,70,390
	Sale of asset		2,000	23,300
	Bank Interest		89,504	1,05,492
	Sale- Ankur		32,181	
	Increase in Liabilities			9,679
			1,51,52,263	1,20,12,737
II	<u>Payments</u>			
	Special Education Project	C04	49,34,228	41,86,028
	Ankur Project - Vocational	C05	29,01,478	25,73,702
	Physio and Occupational Therapy	C06	11,15,935	8,70,603
	Speech Therapy	C07	3,72,818	1,61,387
	Administration Expenses	C08	17,05,236	15,26,074
	Advay - Training Project	C09	18,364	50,396
	<u>Fixed Assets Additions</u>			
	Computers & Laptops		31,025	6,17,343
	Furniture & Fixtures			1,53,329
	Library Books and Accessories			3,95,879
	Office Equipments			1,05,369
	OT Equipments			2,46,416
	Decrease in liability		2,186	
	<u>CLOSING BALANCE :-</u>			
	Cash and cash equivalents	C03		
	Union Bank of India		11,77,358	5,11,917
	Union Bank of India - FCRA Utilization Account		1,74,782	5,62,189
	State Bank of India - FCRA Account		27,12,394	46,225
	Cash-in-hand		6,459	5,881
			1,51,52,263	1,20,12,738

In terms of our report of even date attached

For Koshi & George
Chartered Accountants
(Reg.No.003926N)

G. Koshi
George Koshi
Partner
M.No.082961
UDIN : 24082961BKBFR8674
New Delhi
Date: 28.08.2024



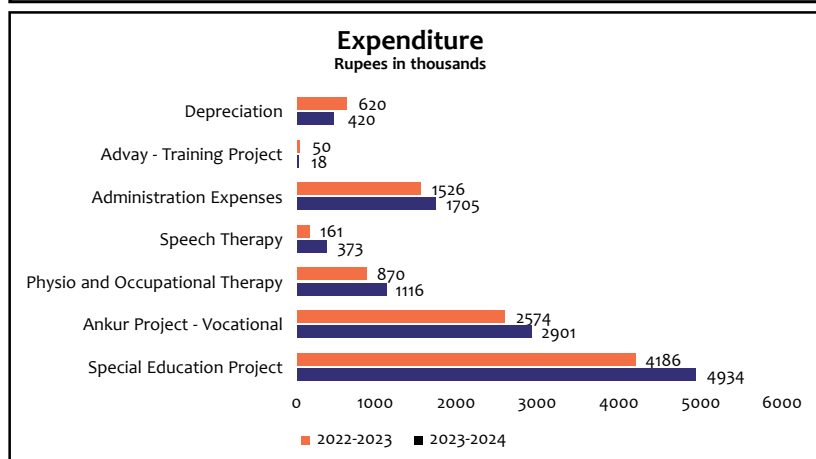
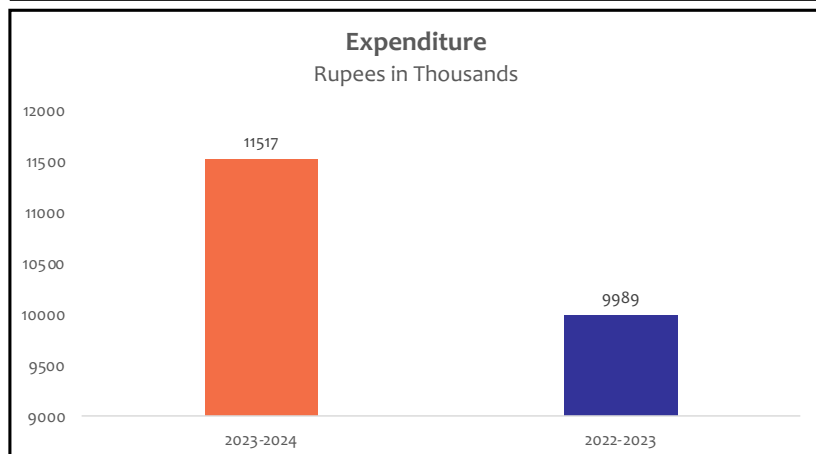
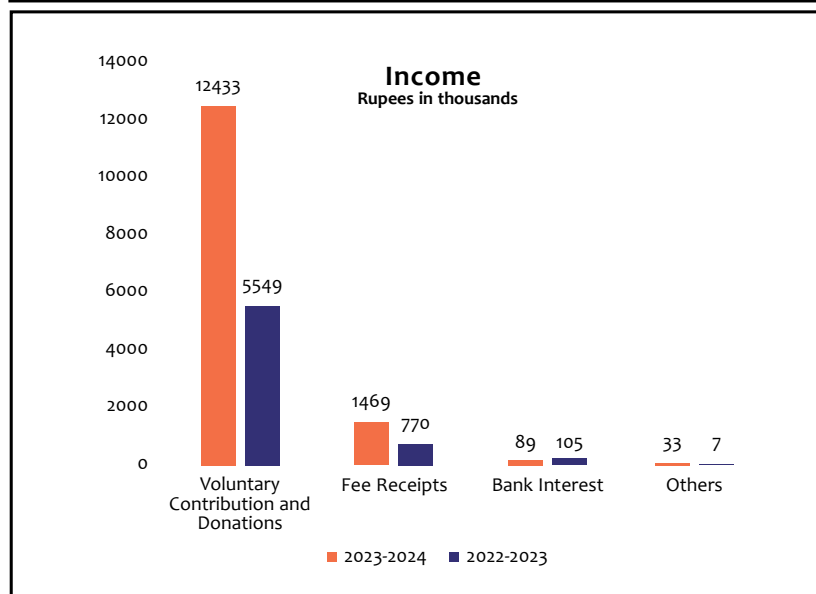
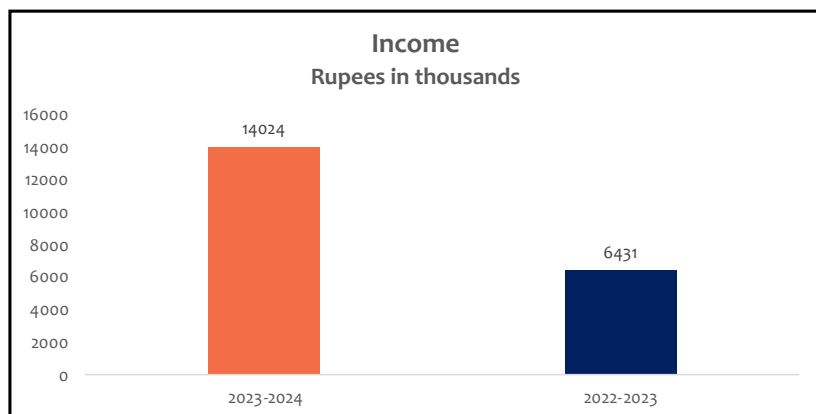
Ashish Foundation for the Differently Abled Charitable Trust

Sheila George
Sheila George
Chief Functionary

Kamal Sharma
Kamal Sharma
Treasurer



Finances



Notes on accounts

The Financial Statements have been prepared on historical cost basis and generally in accordance with the cash method of accounting except in case of salaries, consultancy and rental payments which has been accounted for on accrual basis.

Fixed assets are stated at cost less depreciation.

Separate books of accounts are maintained for Foreign and Local contributions

Our Auditors:

Koshi & George
B-1/ # 3&4, CSC, 1st Floor,
Vasant Kunj,
New Delhi - 110 070

Our Bankers:

Foreign contributions account:

State Bank of India
Account No. 40038510873
Parliament Street
New Delhi 110001

Foreign contributions Utilisation account –

Union Bank of India
Account No. -126710011001803
C -595, Opposite PVR,
Vikaspuri, New Delhi – 110018

Indian contributions -

Union Bank of India
Account No. -126710011001802
C -595, Opposite PVR,
Vikaspuri, New Delhi – 110018

Join Us



Partner
with
us!

For donating please visit our
DONATE page on our website:
www.ashishindia.org

Together, we can do so much more. You too can empower our young people to recognize their potential and realise their dreams!

VISIT US. Stop by at our centre and our programme and our classrooms and work with our students and interns in action.

VOLUNTEER. We are always looking for awesome volunteers to work directly with our students and make a lasting impact on their lives. Email. volunteer@ashishfoundation.co.in

PARTNER FINANCIALLY WITH US. Join our team of corporate partners to make an impact through opportunities like financial support.

PROVIDE EMPLOYMENT OPPORTUNITIES. Collaborate with us in our customised employment programme for vocational interns.

DONATE/ SPONSOR events and our students, provide equipment, therapies, transport and tuition fees.

Donations within India



Ashish Foundation For The
Differently Abled
Charitable Trust



9810986890@okbizaxis

Online donation by
NEFT/RTGS

Ashish Foundation of the Differently Abled (AFDA)
Charitable Trust
Account Number – 126710011001802
Union Bank of India – Vikaspuri Branch,
New Delhi – 110018
IFSC Code – UBIN081267

Cheque donations

You can donate cheque in favour of 'AFDA Charitable Trust' to the following address:

Ashish Foundation of the Differently Abled (AFDA)
Charitable Trust,
A-178, Sector-19, Dwarka, New Delhi-110075
Phone: 9667300476

Kindly send an email to ashishcentre@gmail.com giving the transaction details.

Donations from Overseas

ONLINE

<http://give.thriveglobalconsulting.org/ashish>

BANK TRANSFER/ONLINE DEBIT/CREDIT

Bank name: State Bank of India

IFSC code: SBIN0000691

SWIFT/BIC code: SBININBB104

Account currency : INR

FCRA account number: 40038510873

Organisation's name:

**Ashish Foundation for the Differently
Abled (AFDA) Charitable Trust.**

CHEQUES

Cheques - made out to "Thrive Global Consulting" with "Ashish" on the memo line.

Please mail to Thrive Global Consulting,
P.O. Box 1166, Wheaton, IL 60187, USA.
(So that a tax-deductible receipt can be issued, 100% of all the gifts to Thrive are given to the work in India.)

Please also send us a brief notification email to ensure we keep you updated with the latest news from AFDA.

Thank you!

Human Resources

Our human resources are the greatest asset to our organisation hence we invest a lot in their training to be competent in the field of disability and special education.

Staff training

The staff also attended 3 SRV trainings on the Power of and importance of interpersonal identification, introduction to SRV attended by 3 new staff on August 1, 2023, Creating friendships workshop and DSP training.

There were 10 Peer-directed trainings on the In the Peer directed learning – two staff conducted a demonstration how to use the sublimation machine to print Tee-shirts and mugs on May 18, 2023.

The staff underwent three Professional training on - Nukkad natak, M&E training by CSR Box and Candle making. Besides two staff also attended a Workshop -Branding and communications organized by Price Waterhouse for NGOs from May22-25, 2023.

Social Role Valorisation (SRV)

Three members from our team also attended the International Social Role Valorisation Association (ISRVA) workshop titled 'Lessons from SRV and

Citizen Advocacy for Fostering Freely-Given Relationships'.

Two of our staff team were certified as trainers for Direct Support Practitioners (DSPs) certified training by the Keystone Institute India. They have in turn have trained 15 staff in January 2024 with certification as Direct Support Professionals.

Three new staff had Orientation on disability and on Social Role Valorisation. Three of our staff attended the Introduction to SRV in Hindi and 3 staff members attended the Customized Employment Programme Training Phase 3 held from Apr 22-24.

Staff welfare

Two staff members had one-to-one sessions with the Director to devise strategies to overcome challenges, and brainstorm new initiatives for the development of our students. We appreciate their efforts in adding value to our organizations

Interns and volunteers

Towards the end of the January 2024, four students from NMIMS, Mumbai (MBA Students) arrived for a 21 day internship and spent time interacting with the Vocational Interns. MBA interns also helped improve our database and staff appraisal forms.

Baby's Journey with Ashish Foundation



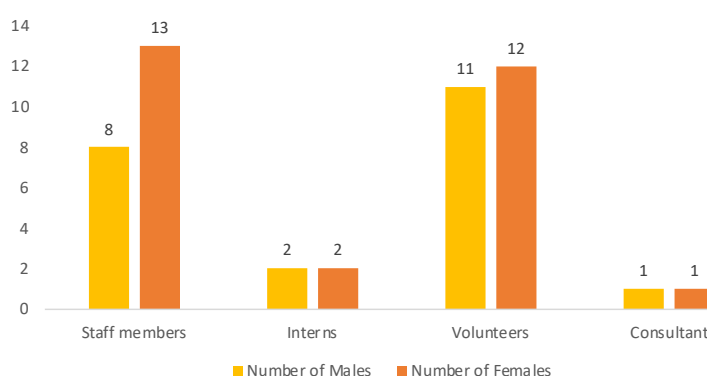
My journey with the Ashish Foundation began in 2010 after completing my NTT. Coming from a family that discouraged girls' education, I worked hard, tutoring to fund my B.Ed. From 2011 to 2017, I worked as a Class Teacher, then became a Special

Educator in 2018 after further training. The Ashish team's support helped me grow both personally and professionally.

Initially, I struggled to connect with students, especially girls, but I gradually learned to understand and support them. Working in early intervention, I focus on teaching life skills and building strong student relationships. The nurturing environment at Ashish has helped me thrive.

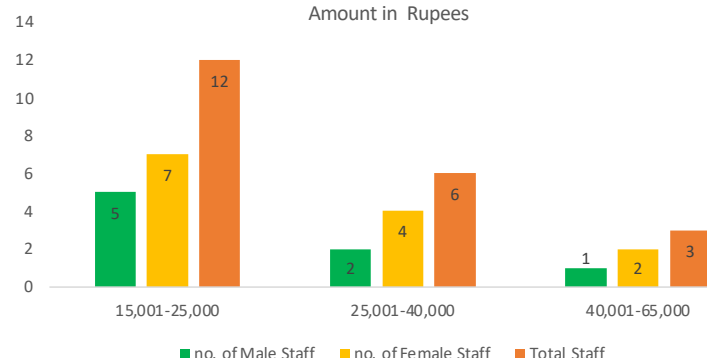
I enjoy teaching, music, and writing, and I dream of pursuing an M.Phil in Psychology to deepen my impact. This journey has been transformative, and I'm excited for what lies ahead.

Our Human Resources



Gross Salary & Benefits of Staff

Amount in Rupees



Board of Trustees

The Board of Trustees met during the year to strategize, deliberate on future initiatives, and to appoint of auditors, to approve the budget, and the audit report of the preceding year. In addition, the Board of Trustees diligently ensured adherence to all statutory compliances and legal obligations.

The Board played a pivotal role in overseeing the organization's governance and decision-making processes. Also through the three standing committees, namely the Finance Committee, Resource Mobilisation Committee and the Scholarship Committee, recommendations were presented to the Board of Trustees for approval.

DETAILS OF BOARD OF TRUSTEES

S. No.	Name	Education Qualification	Occupation	Gender	Position in the Board	Number of Board Meetings Attended
1.	Mrs. Geeta Mondol	B.A./ B.R.E/ B.L.Sc.	Founder – AFDA Charitable Trust	Female	Managing Trustee	-
2.	Mr. Kamal Sharma	I.C.W.A.I	Consultant	Male	Managing Trustee	-
3.	Mrs. Sheila George	P.G.D.B.A	Director – AFDA Charitable Trust	Female	Managing Trustee	2
4.	Mr. Albo Jason Wilson	B.Com	Director – Finance & Administration - EFICOR	Male	Managing Trustee	1
5.	Mrs. Rina Singh	B.E., M.B.A	Consultant	Female	Managing Trustee	2
6.	Mrs. Benita Grace Paul Nangia	PGDCM – IIM CALCUTTA	Head of Marketing and Business Development at SIG Combibloc India Private Limited	Female	Managing Trustee	2
7.	Mrs. Sharon Dominica	Occupational Therapist, B.O.T, Bachelors	Occupational Therapist	Female	Managing Trustee	2
8.	Dr. Saira Paulose	M.B.B.S, D.A	Executive Director at Emmanuel Hospital Association	Female	Managing Trustee	2
9.	Dr. BR. Alamelu	P.H.D	Assistant Professor CES/SLL&CS Jawaharlal Nehru University	Female	Managing Trustee	2
10.	Kavita Samuel	Special Education	Special Educator	Female	Managing Trustee	-

None of the Board of Trustees are related by blood or through marriage. No remunerations, payments or reimbursements were made for their role as Board of Trustees during the year.



Ashish Foundation for the Differently Abled Charitable Trust (AFDA)

A-178, Sector-19, Dwarka, New Delhi-110075



9667300476/486



ashishcentre@gmail.com



/ashishfoundation

