

The Power of Process, The Promise of Change

ANNUAL REPORT 2024-25



Ashish Foundation for the Differently Abled Charitable Trust
www.ashishindia.org



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.

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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/

Facebook: facebook.com/AshishFoundation/

Linkedin: 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 THE DIRECTOR'S DESK



Dear Friends, Partners, and Supporters,

At **Ashish Foundation**, every journey we embark upon begins with a vision — a belief that every child and young adult with autism and developmental disabilities deserves the opportunity to learn, grow, and thrive. Our Annual Report theme for 2024 - 2025, **“The Power of Process, The Promise of Change,”** reflects not only our achievements, but also the intentional steps we have taken to strengthen our systems and deepen our impact.

We know that meaningful change doesn't happen overnight. It emerges from **consistent processes,**

structured strategies, and collaborative efforts. Over the past year, we've focused on enhancing our **multidisciplinary model** — integrating education, therapy, vocational training, and customised employment pathways into a seamless journey for our students. By refining assessment tools, upgrading technology, and providing opportunities for friendly environments, we've built systems that empower both our team and the children we serve.

This commitment to process has led to **transformative outcomes.** More students are achieving milestones in communication, social interaction, and independence. Families are receiving better guidance, and our outreach programs are reaching more families than ever before.

Change, for us, isn't just about numbers — it's about lives touched, barriers broken, and futures reimaged. I am deeply grateful to God who helped us through the past year. I am also thankful for our dedicated staff, families, donors, and partners for your unwavering belief in our mission.

As we look ahead, we remain committed to strengthening our processes so that every child and adult we serve, can step into a future filled with dignity, opportunity, and hope.

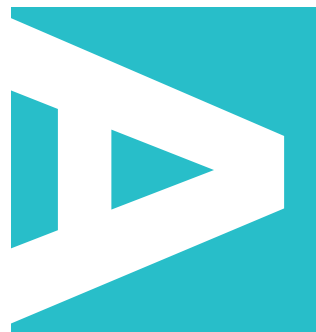
With great joy, I also share that the baton of leadership at Ashish Foundation is being passed to **Ms. Upasana Varu, our new Executive Director** who joined our team on July 1, 2025 and the transition is in progress. Her core strength lies in strategic program design and systems change — ensuring that policy, practice, and community efforts align to improve lives at scale. She is deeply committed to driving inclusive leadership that transforms systems and mindsets.

We warmly welcome a new era of excellence at Ashish Foundation under her guidance and leadership.

Sheila George
Director



THESE ARE OUR MOMENTS



40

Students enrolled
at our centre

214

Social learning
activities
conducted for
students

12

Futures Planning
sessions done for
students

13

Inclusive
events where
our students
participated

13

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

76

Interns and
volunteers joined
and strengthened
our activities

AT A GLANCE

84

Occupational/
Physiotherapy
sessions provided
for each student
during the year

8

Awareness
Programmes
conducted in
low - income
communities

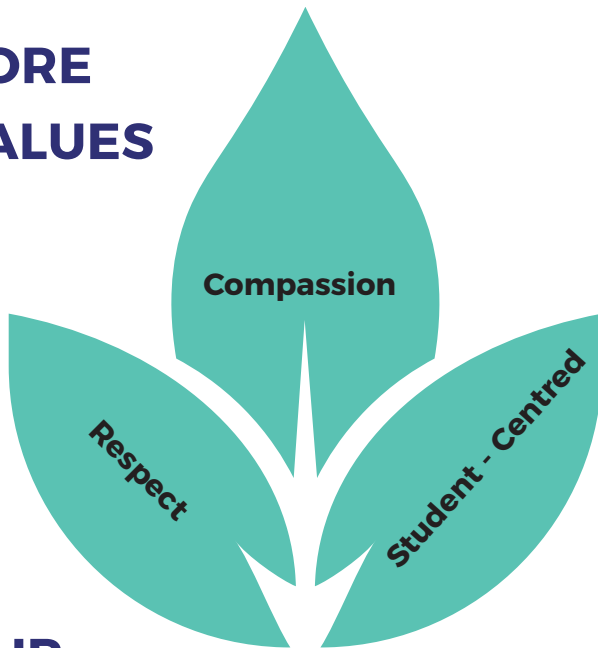
29

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



Nukkad Natak staged at the community outreach in Shadipur transit camp

CORE VALUES



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, we are dedicated to empowering children and young adults with autism and developmental disabilities, supporting families, and fostering inclusive communities. Our mission is to enable every student to be recognized as a valued member of society by nurturing their unique strengths and potential.

Core Philosophy

From the moment a student joins Ashish Foundation, we focus on identifying and cultivating their individual gifts and interests. Working closely with families, educators, and community partners, we equip students with the skills and confidence needed to assume meaningful social roles, promoting independence and a sense of purpose.

Our approach rests on two pillars: enhancing personal competencies and shaping a positive social image. Developing skills ensures students are capable of performing valued roles, while cultivating a positive social image, helps society recognize and embrace their contributions. By strengthening abilities and fostering acceptance, Ashish Foundation ensures that every student can participate fully in their community, celebrated for their talents and potential.



Middle Class buddies - Aditya, Arman and Daksh



Ashish Foundation offers three core programs, each designed to support growth, learning, and inclusion at every stage of life:

Ashish Centre: For children aged 3 and above, this program focuses on holistic learning and development. Students build foundational social roles – such as being a learner, a family member, a citizen, and an enthusiast of hobbies and interests.

Ankur: Designed for young adults above 18, Ankur focuses on vocational training and customized employment opportunities, helping interns gain practical skills and independence.

Advay: This program encompasses workshops and training for parents, professionals, and community members. Advay also raises awareness, promotes sensitization, and builds networks with organizations and institutions to enhance opportunities for people with disabilities.

Empowering Inclusion

Beyond our direct programs, Ashish Foundation partners with organizations, institutions, and communities to promote inclusive practices and foster valued social roles for individuals with disabilities. Through these collaborations, we inspire communities to create opportunities for acceptance, participation, and empowerment.

Support Functions

Our Finance, Administration, Communications, Fundraising, and Human Resources teams ensure smooth and efficient operations, while maintaining full compliance with statutory requirements. Annual accounts are audited by an external auditor, reflecting our commitment to transparency and accountability.

Future Vision

Looking ahead, Ashish Foundation is committed to excellence and transformation:

- ❖ Expanding community inclusion for individuals with disabilities
- ❖ Strengthening our model of Social Role Valorization

- ❖ Acquiring a dedicated building in a central location
- ❖ Increasing supported and customized employment opportunities for adults
- ❖ Collaborating with like - minded organizations to create meaningful employment for young adults
- ❖ Building the capacity of individuals, organizations, and faith leaders to address autism and developmental disabilities effectively
- ❖ Raising local funding to sustain and expand our initiatives

Through these efforts, Ashish Foundation remains dedicated to transforming lives and shaping a more inclusive society.

POLICIES IN PLACE

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



At Ashish Foundation, we are driven by the vision of enabling children, young adults, and individuals with disabilities to experience the full richness, joy, and potential of life. Our programs are grounded in the principles of Social Role Valorization (SRV) – a transformative approach that helps students acquire valued social roles within their communities. These roles – whether as chefs, artists, gardeners, neighbours, family members, or employees – open doors to meaningful relationships, opportunities, and recognition as active, contributing members of society.

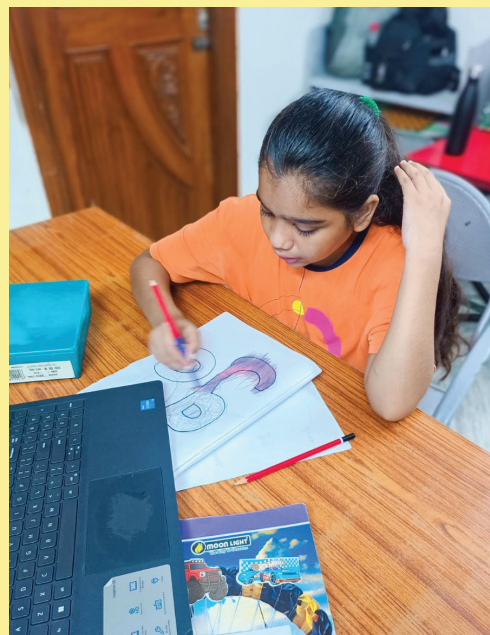
To support this, Ashish Foundation develops Individual Development Plans (IDPs) tailored to each student's unique strengths, learning needs, and aspirations. IDPs integrate skill - building, life experiences, and subjects aligned with mainstream education, ensuring a holistic learning journey that prepares students for meaningful participation in society.

Through these efforts, Ashish Foundation remains steadfast in its mission to transform lives, affirm potential, and celebrate the unique light that each individual brings to the world. By empowering students to assume valued social roles, we are creating a more inclusive, compassionate, and thriving community for all.

“Since joining Ashish Centre, Devangi has transformed completely. From limited speech and needing help with daily tasks, she now speaks clearly, manages everything independently, and confidently participates in marathons, cultural events, and even cooking. Ashish has truly unlocked her potential.”

- Rashmi Sharma, Devangi's mother

Access Creates Change: Aanchal's Story of Confidence



When Aanchal, from Shadipur Transit Camp, joined Ashish Foundation a year ago, she had never attended school, struggled with hygiene, and found social interaction difficult. Growing up in a low - income settlement, she had almost no access to education or therapy, leaving her potential unseen – a challenge faced by many children with developmental disabilities.

With a scholarship and free transport, she accessed education, speech and occupational therapy, and special education. Today, Aanchal is confident, curious, and spirited. She loves music, exploring new things, helping friends, and taking responsibility at home and school. Supported with clear instructions, visual cues, and engaging activities, she thrives, contributes, and blossoms.

Aanchal's journey shows that when barriers are removed and children are supported in valued roles, they grow, shine, and inspire their communities.

THE POWER OF PROCESS, THE PROMISE OF CHANGE

At Ashish Foundation, 2024-25 has been a year that exemplifies the theme: "The Power of Process, The Promise of Change." Every structured approach, every training, and every initiative has reinforced our mission to transform lives of children, young adults, and individuals with disabilities while fostering inclusive communities.

Empowering Through Structured Processes

Our programs thrive on well - defined processes that prioritize holistic development. Individual Development Plans (IDPs), powered by Ablespace software, enable meticulous monitoring, evaluation, and personalized learning trajectories for each student. Technology integration — from tablets for communication to smart boards in classrooms — has enhanced experiential learning and engagement, ensuring that students gain not only academic knowledge but also real - life skills.

Professional Growth and Capacity Building

This year, our staff undertook numerous professional training programs, strengthening their expertise across

education, therapy, vocational guidance, and organizational management. Our Communications and Fundraising teams were strategically strengthened, enhancing visibility, engagement, and outreach. Staff participation in the India Fundraising Conference (Feb 2025) further enriched our understanding of sustainable fundraising practices, enabling us to expand our programs and community impact.

Updating and Expanding Our Digital Presence

Ashish Foundation made significant strides in enhancing its digital presence with the development of a new website, realized through a pro - bono partnership with NASSCOM Foundation. Over a three-month project, Adobe employees lent their expertise during the design phase, helping create a modern, user - friendly, and engaging digital platform. Parallely social media channels were revitalized, with quality content shared consistently to raise visibility, increase awareness, and strengthen engagement with families, donors, and the broader community. These efforts have significantly expanded our digital footprint and amplified our mission online.



Futures Planning for Students and Interns

We implemented the Futures Planning process for students and interns, designed to map out personalized pathways toward their aspirations. By combining individual strengths, interests, and skills with structured guidance and mentorship, this initiative helped each learner envision and plan for a meaningful future. From choosing career options to exploring community roles, Futures Planning has been instrumental in turning dreams into actionable pathways, ensuring that every student and intern has a clear trajectory toward independence, purpose, and societal contribution.

Parents' Workshop on Respect and Dignity

We organized series of workshops on "Cultivating Respect, Dignity and Choices" for Persons with Disabilities. By guiding parents to embrace these values in their interactions with family members with disabilities, the workshop reinforced how consistent, mindful practices at home can

drive meaningful change in a child's life. It underscored the vital role of families in shaping an environment where students are valued, respected, and empowered, turning understanding into tangible progress for inclusive growth.

A Year of Growth and Promise

From leveraging technology for communication, implementing structured IDPs, strengthening our staff and professional capacity, to creating immersive experiential learning opportunities for students, 2024-25 demonstrates how consistent processes drive meaningful change. Every activity, training, and collaboration embodies our commitment to ensuring that individuals with disabilities are empowered, included, and celebrated as valued members of society.

Sandeep's Panel Discussion in progress



Middle Class Workstations



Cooking class in session using TutorPlus

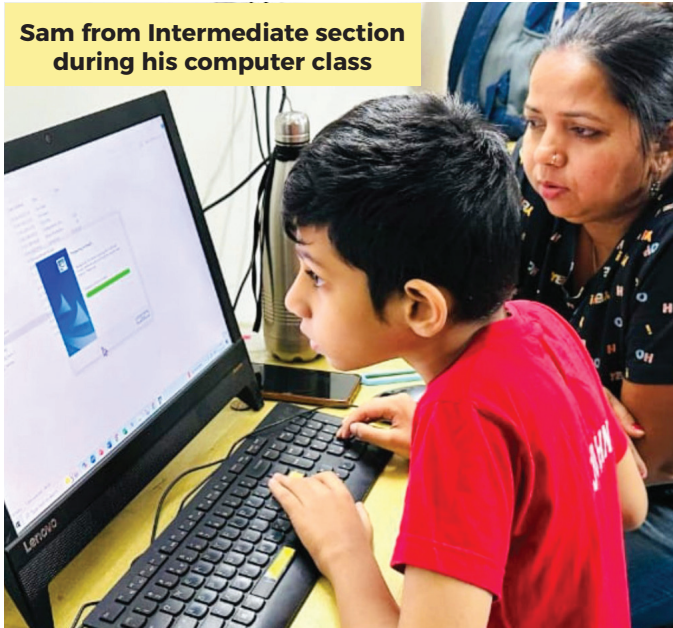


Intern Esha's completed MAPs process





Sam from Intermediate section during his computer class



The year 2024-25 was one of learning, inclusion, and growth at the Ashish Centre. New admissions across classes brought energy and diversity, with detailed assessments and Individual Development Plans (IDPs) ensuring every child received personalized support. Regular academic, social, and pre - employment sessions were complemented by consistent Occupational and Speech Therapy.

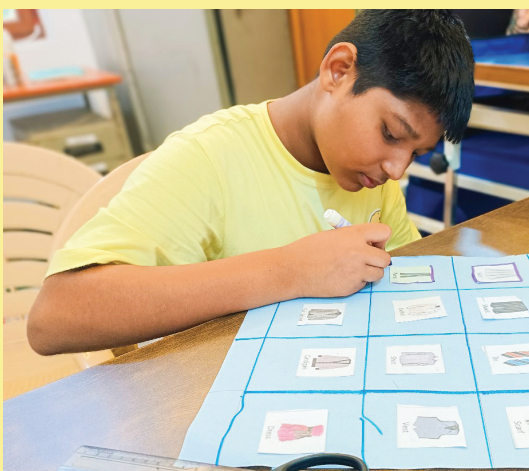
Students participated in rich social learning experiences — market visits, cooking

sessions, and outings to parks, museums, and nurseries — building independence and communication. Social learning activities included visits to markets, grocery stores, museums, parks, and cultural sites like Joygaon, Waste to Wonder, and Bal Bhavan, helping students gain practical skills, build confidence, and connect with their community.

Festivals and celebrations — Lohri, Republic Day, Holi, Friendship Day, Raksha Bandhan, Independence Day, Teachers' Day, Diwali, and Christmas — were celebrated inclusively, fostering social engagement and joy. Students participated in special events such as the Vedanta Delhi Half Marathon (VDHM), Monsoon Camp, and inclusive community activities like the Swachh Bharat Abhiyan, reinforcing independence, teamwork, and civic responsibility. Birthday celebrations offered students the opportunity to enjoy milestones with peers.

MAPs and PATH sessions helped students articulate goals and aspirations, while Parent Workshops on Dignity of Risk and Respect and Choice deepened family engagement. Parents' get - togethers and quarterly meetings strengthened home-school collaboration.

Harshit's Journey: From Vulnerability to Valued Roles



Harshit's early academic journey was challenging. Born neurodivergent, he struggled in school after a long break and was promoted without mastering concepts, leaving his family worried about his independence. Special schools were financially out of reach until they discovered Ashish Foundation.

Harshit thrives with encouragement, clear instructions, respectful communication, and group activities where he feels included. Harshit has moved from vulnerability to valued social roles. He is now recognized, respected, and empowered, gaining confidence, self - worth, and meaningful participation in his family, school, and community.

“Since joining AFDA, Harshit has made remarkable progress. He now engages in conversations, expresses his thoughts, and applies what he learns at home. We feel confident that he can live independently and lead a full life. We are grateful to AFDA for their patience, guidance, and support in helping him grow.”

- Renu Devi, Harshit's mother



Ashish students and staff at the Vedanta Delhi Half Marathon 2024



Senior and intermediate class outing on friendship day



March past during Republic Day celebration

“When Mehndi first came to Ashish Centre, she faced challenges with walking and speech. Today, after physiotherapy and support from her teachers, she walks confidently, excels in her studies, and even participates in marathons. Ashish has helped her gain independence, strength, and joy despite all odds.”

- Sharmila, Mehndi's mother

ANKUR

At Ankur, interns enhanced their vocational skills through structured training in jewellery making, candle and soap production, paper crafts, and sublimation printing. They showcased their creations at exhibitions held at Jaspal Kaur Public School, the Rohini Diwali Mela, and were proudly invited to Transworld Shipping & Logistics, Jasola, Delhi office and Marriott International corporate office, where they not only displayed their products but also promoted awareness about disability inclusion.

Beyond vocational training, interns participated enthusiastically in the Vedanta Half Marathon and Apeejay Mini Marathon. Field visits to markets, offices, and nurseries

offered valuable real - world exposure, while regular therapy sessions helped strengthen their health, confidence, and overall well - being. Festive celebrations and inclusive gatherings further deepened friendships and social skills.

The Customized Employment Program (CEP) grew with the addition of a new intern - Aryan. Through discovery visits, job mapping, and collaboration with IDEA (Saksham), the program overall advanced individualized job development. PATH and Customized Planning for Employment sessions helped each intern identify personal aspirations and prepare for meaningful, independent careers.



Ankur interns during Soap making training



Jewellery production in process at Ankur

Esha - Growing into Confidence with Valued Roles



Esha sees the world in vibrant colors — through music, dance, and a flair for style that lights up every room. Born with Intellectual Disability and microcephalus, she faced early challenges — delayed milestones, seizures, and medical issues. When she joined Ashish Centre in 2023, structured guidance helped Esha transform. She now manages daily chores, expresses herself through journaling, music, dance, and creative activities, and learns new skills like making key - chains and bracelets. Academically, she engages with class discussions and is improving in mathematics.

Esha thrives as a caring daughter, supportive sister, and joyful community member. Confident, stylish, and interactive, she takes pride in her individuality. She dreams of becoming a Hindi teacher and exploring the world,



“Before Ashish, we kept Sandeep at home, unsure and worried about how others would see him. Since joining Ankur, he has blossomed— learning academics, life skills, and how to interact with others. He loves coming to Ashish.

**- Usha Devi,
Sandeep's
mother**

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.

Ashish organized workshops on SRV, interdependence, and choice - making to foster empathy and confidence among participants. We also facilitated get - togethers and parent - teacher meetings

to build awareness, offer guidance, and strengthen collaboration with families. Sessions focused on Women's Day, interdependence, respect, dignity, human rights, and choice for persons with disabilities. Parents received support in understanding IDPs, MAPs, PATH sessions, and the importance of early intervention, enabling them to actively participate in their child's development and learning journey.

Advay strengthened the Foundation's ability to deliver high - quality, person-centered support.

Parents' workshop on respect and dignity



Satyam with his family and teachers after PATH process

COMMUNITY OUTREACH

Community engagement remained at the heart of Ashish Foundation's mission. Awareness drives in Shadipur, Goyla Dairy, Najafgarh, Pochhanpur, and Sapera Basti reached hundreds through street plays and interaction, identifying over 15 children for support.

A workshop at Ducklings Bay Play School sensitized parents to early signs of developmental delays, leading to new enrolments. The 'We Care' Fest skit at Apeejay School of Management Institute, inspired college students to build

friendships with persons with disabilities. The joint Swachh Bharat Abhiyan strengthened environmental responsibility and inclusion. Awareness videos on autism and early intervention shared online extended the Foundation's reach and visibility across communities.

Partnerships with organizations like S&P Global, Youthlite, and Youth4Jobs, and participation in the Zero Project Conference and Alliance Building Summit, expanded Ashish Foundation's visibility and collaboration network.



Ashish staff during community outreach performing street play



Students and staff during Swachh Bharat Abhiyan cleaning drive

Sandeep's Story: From Hidden to Honoured



Locked away at home, Sandeep's early life in Shadipur was marked by poverty, health challenges, and societal stigma. Born in 2004 in Punjab, his neurodivergence went unrecognized, early schooling was intermittent, and simple joys like playing and exploration were denied.

In April 2024, Sandeep joined Ashish Foundation. Through individualized support, structured guidance, and hands - on learning, he began discovering his abilities. Teachers and counsellors helped him develop life skills, manage money, and engage confidently with others.

Today, at Ankur Vocational Centre, Sandeep sorts beads, assists in sublimation work, cooks, and handles production tasks. He enjoys making choices about food, clothes, and activities, while supported with clear instructions and boundaries. Known for his sharp mind, friendly nature, love for music and dance, and sense of responsibility, he contributes meaningfully to his family

and community. Once hidden and isolated, Sandeep is now confident, capable, and respected — a testament to how support, dignity, and opportunity can transform lives.

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 2025

S.No	Particulars	SCHEDULES	31.03.2025	31.03.2024
	<u>Funds & Liabilities</u>			
I	General Fund	C1A	19,02,837	24,99,934
II	Unutilised FCRA Funds		19,66,305	28,87,176
III	Unutilised Restricted Local Funds	C1B	1,54,735	1,81,312
IV	Current liabilities	C1C	96,170	74,315
			41,20,047	56,42,737
	<u>Assets</u>			
V	Fixed Assets	C2	14,68,189	14,70,095
VI	Security Deposits (Rent)		3,90,000	1,00,000
VII	Cash and cash equivalents	C3	22,60,208	40,70,992
VIII	TDS receivable		1,650	1,650
			41,20,047	56,42,737

In terms of our report of even date attached
Notes to accounts- Sch C10

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

Ashish Foundation for the Differently Abled Charitable Trust




George Koshi
Partner
M.No.082961
UDIN :25082961BMOCRB1144
New Delhi
Date: 04/08/2025



Sheila George
Chief Functionary



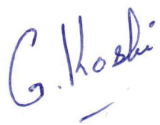

Kamal Sharma
Treasurer

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 2025

S.No	Particulars	SCHEDULES	Year Ended 31.03.2025	Year Ended 31.03.2024
I	<u>Income</u>			
	Voluntary Contributions & Donations		1,39,20,225	1,24,33,076
	Fees Receipt		14,76,040	14,69,290
	Bank Interest		1,21,170	89,504
	Sale- Ankur		50,145	32,181
	Profit on sale of assets			735
	Excess of expenditure over income		15,44,545	
			1,71,12,125	1,40,24,786
II	<u>Expenditure</u>			
	Ashish Centre - Special Education Project	C4	65,57,480	49,34,228
	Ankur Project - Vocational	C5	55,80,687	29,01,478
	Physio and Occupational Therapy	C6	10,57,368	11,15,935
	Speech Therapy	C7	6,63,030	3,72,818
	Administration Expenses	C8	28,29,816	17,05,236
	Advay - Training Project	C9	51,311	18,364
	Depreciation	C2	3,72,433	4,69,507
	Excess of income over expenditure			25,07,219
	Total		1,71,12,125	1,40,24,786

In terms of our report of even date attached

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

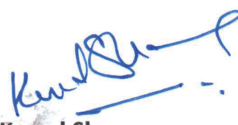

George Koshi
Partner
M.No.082961
UDIN :25082961BMOCRB1144
New Delhi
Date: 04/08/2025



Ashish Foundation for the Differently Abled Charitable Trust


Sheila George
Chief Functionary




Kamal Sharma
Treasurer

FINANCE

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 2025

S.No	Particulars	SCHEDULES	Year Ended 31.03.2025	Year Ended 31.03.2024
I	<u>Receipts</u>			
	<u>OPENING BALANCE :-</u>			
	Cash and cash equivalents	C3	40,70,992	11,26,212
	Voluntary Contributions & Donations		1,39,20,225	1,24,33,076
	Fee Receipts		14,76,040	14,69,290
	Sale of asset		-	2,000
	Bank Interest		1,21,170	89,504
	Sale- Ankur		50,145	32,181
	Increase in Liabilities		21,855	
			1,96,60,428	1,51,52,263
II	<u>Payments</u>			
	Ashish Centre - Special Education Project	C4	65,57,480	49,34,228
	Ankur Project - Vocational	C5	55,80,687	29,01,478
	Physio and Occupational Therapy	C6	10,57,368	11,15,935
	Speech Therapy	C7	6,63,030	3,72,818
	Administration Expenses	C8	28,29,816	17,05,236
	Advay - Training Project	C9	51,311	18,364
	<u>Fixed Assets Additions</u>			
	Computers & Laptops		24,254	31,025
	Classroom Equipments		2,22,900	-
	Library Books and Accessories		1,920	-
	Office Equipments		1,16,454	-
	OT Equipments		4,999	-
	Decrease in liability			2,186
	Security Deposit		2,90,000	
	<u>CLOSING BALANCE :-</u>			
	Cash and cash equivalents	C3		
	Union Bank of India		2,90,980	11,77,358
	Union Bank of India- FCRA Utilization Account		6,18,523	1,74,782
	State Bank of India - Designated FCRA Account		13,47,782	27,12,394
	Cash-in-hand		2,923	6,459
			1,96,60,428	1,51,52,263

In terms of our report of even date attached

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

G. Koshi



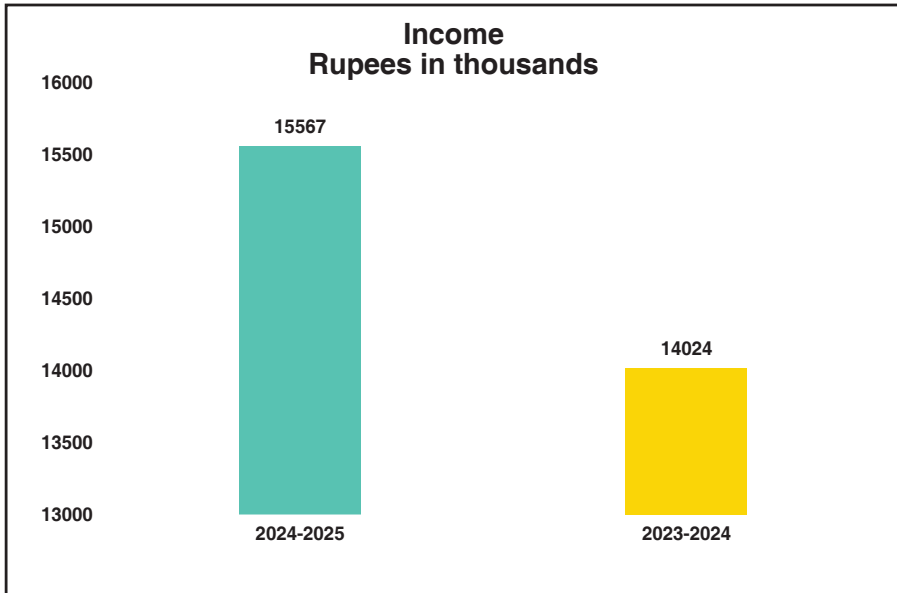
George Koshi
Partner
M.No.082961
UDIN :25082961BMOCRB1144
New Delhi
Date: 04/08/2025

Ashish Foundation for the Differently Abled Charitable Trust

Sheila George
Sheila George
Chief Functionary



Kamal Sharma
Kamal Sharma
Treasurer

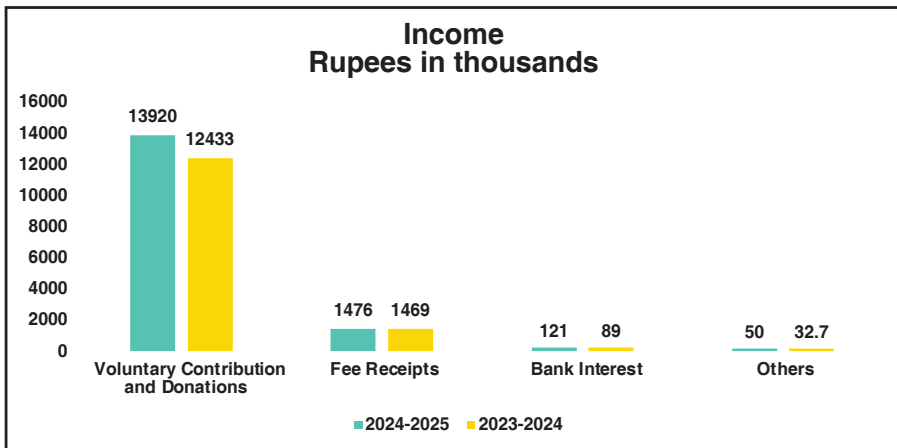


Notes on Accounts

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.

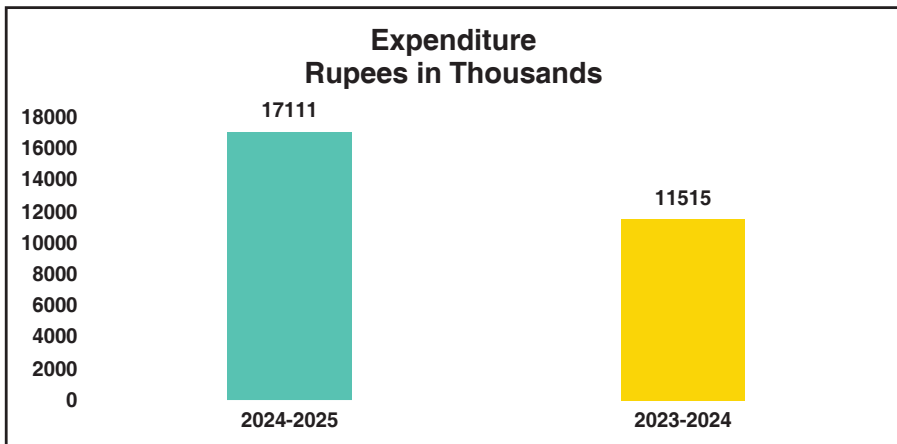
Fixed assets are stated at cost less depreciation.

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



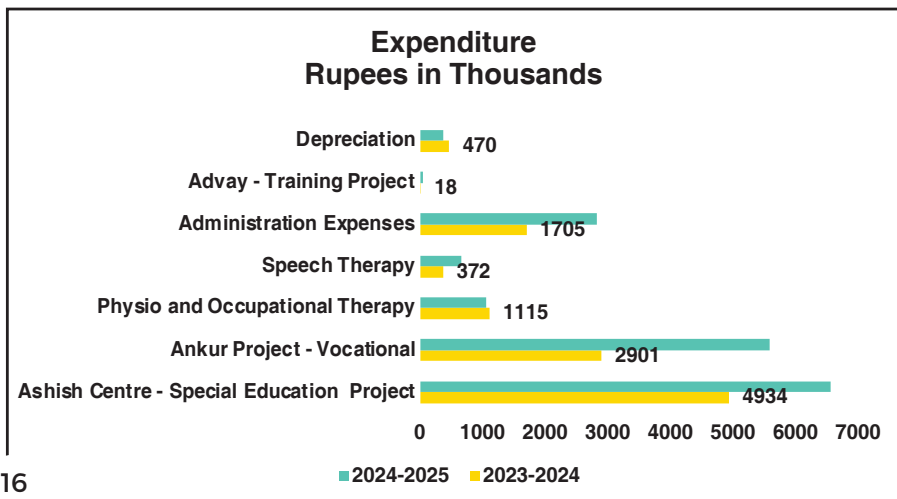
Our Bankers:

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

**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, our programmes & 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.

"Thank you to all our partners and supporters for their ongoing support and encouragement – it's helping us reach more children and young adults with the best care, therapies, and education."

PARTNER WITH US!



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

Donations within India



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!

Staff Training

This year saw extensive professional development for the Ashish team. Two staff attended SRV 5.0. There were sessions on inclusive practices, and monitoring & evaluation, alongside peer learning on AI tools and behavioural support.



Staff Training in progress

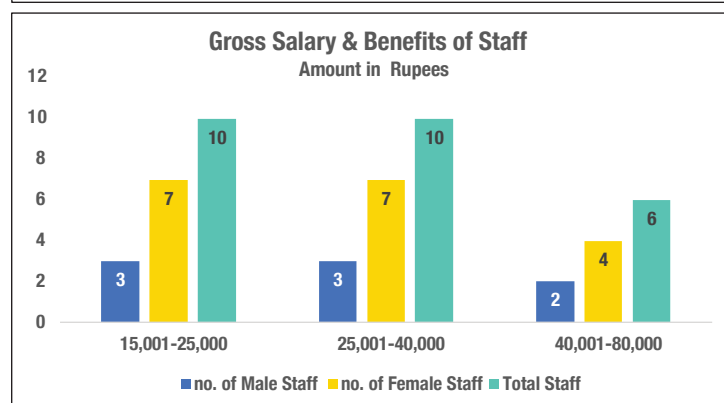
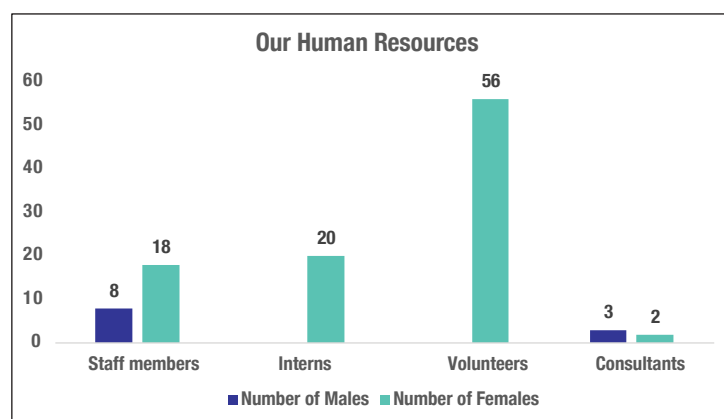
In - house trainings focused on Ablespace and PSS, while external sessions included a Monitoring & Evaluation webinar by Dhvani Foundation and the Global Summit on Alliance Building. Staff members also attended SRV - based trainings – “Foundations of Inclusive Practices” and “Voice & Choice” – by the Keystone Institute, alongside a UDID and Disability Certification webinar to stay informed on government provisions.

Ashish Foundation undertook SERVE Coaching, a pro bono program launched by Quantam Leap company to support social enterprises and NGOs. Through this training, we benefitted across multiple areas, gaining guidance and practical tools in strategic planning, operational efficiency, team building, leadership development, outreach expansion, and sustainable growth.

To strengthen emergency preparedness and ensure a safe environment for students and staff, a Fire Safety workshop and drill was conducted at the Centre. Staff members actively participated in the session, learning about evacuation procedures, use of fire extinguishers, and safety protocols during emergencies.

Staff Welfare

The year also included workshops on organizational values, a psycho - wellbeing session on aligning personal and institutional vision, and a team picnic at Madhavgarh Farm for bonding and rejuvenation.



Manpreet Kaur – Nurturing Growth with Compassion and Innovation



Manpreet Kaur, a special educator at Ashish Centre’s senior class, embodies compassion, creativity, and continuous learning. With deep understanding and trust, she fosters meaningful participation using SRV principles. A Political Science graduate with a Diploma in Special Education (ASD) and a Master’s in Psychology, she now aspires to specialize in counselling.

Once underestimated for her gentle nature, Manpreet turned it into her strength, becoming a pillar of Ashish Centre. She quickly mastered Ablespace – the digital IDP tool – mentoring peers and even exploring coding to enhance classroom innovation. Her empathy shines in her work with Uday, a student she supports in communication through gestures and cues. Blending SRV methods with technology and emotional insight, Manpreet exemplifies Ashish Centre’s spirit of inclusion and lifelong learning.

Volunteers & Interns

We had 4 students from NMIMS Mumbai who completed their 28 - day internship under the We Care wings. 20 MSW students and an assistant professor from the North East Institute of Social Science and Research, Dimapur, Nagaland, visited our center as part of their exposure visit to gain knowledge about autism and developmental disabilities.

36 volunteers from S&P Global Gurgaon and Noida offices visited our centre in two batches and spent a day with students, engaging them in art & craft, indoor - outdoor sports, and cooking activities. They also joined to observe World Down Syndrome Day and undertook a small workshop to understand myths and taboos around disability. 20 volunteers also joined and provided support during Annual Day function.

16 students from Jesus and Mary College, studying B.Sc. Mathematics, did their internship with us. They worked along with programs and communication teams in organizational work and visibility creation.



"My internship at Ashish Foundation was truly enriching. Working with students of diverse abilities taught me the importance of inclusion, empathy, and recognizing their immense potential. The foundation's focus on Social Role Valorisation ensures that neurodiverse individuals are valued in meaningful social roles. Witnessing their joy, care, and unconditional love has been life-changing, and I highly recommend this experience to anyone seeking to understand and support differently-abled communities."

- **Manan Sangal, NMIMS**



Exposure visit of students NEISSR, Dimapur, Nagaland

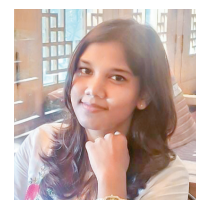


"My internship at Ashish Foundation has been an inspiring journey of learning and purpose. Studying inclusion policies and witnessing the Foundation's efforts to empower differently - abled and autistic individuals through education and skill - building has been truly fulfilling. I'm grateful for this experience and hope my learnings continue to support their incredible mission."

- **Navya Raveendran, JMC**

"My internship at Ashish Foundation was a wonderful learning experience. Through research analysis, I gained deeper insight into autism in India and how the organization operates. The highlight was visiting the Foundation, meeting the children, and witnessing their incredible talents – a heartwarming experience that inspired me to contribute meaningfully to society."

- **Bonita, JMC**



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	Educational qualifications	Profession	Gender	Position in AFDA Board	Number of Board Meetings Attended
1.	Kamal Sharma	I.C.W.A.I.	Consultant	Male	Treasurer	2
2.	Sheila George	P.G.D.B.A	Director- AFDA Charitable Trust	Female	Secretary	3
3.	Albo Jason Wilson	B. Com	Director - Finance & Administration - EFICOR	Male	Member	2
4.	Benita Grace Paul Nangia	PGDCM - IIM CALCUTTA	Director Sales, Flint Group	Female	Member	3
5.	Sharon Dominica	Occupational Therapist, B.O.T, Bachelors	Occupational Therapist	Female	Member	3
6.	Dr. Saira Paulose	M.B.B.S, D.A	Executive Director at Emmanuel Hospital Association	Female	Member	2
7.	Dr. BR. Alamelu	P.H.D	Assistant Professor CES/SLL&CS Jawaharlal Nehru University	Female	Member	2
8.	Dr. Binu Abey Alexander	M.B.B.S, CMC Ludhiana	Consultant at Alexander Software Consulting	Male	Member	2
9.	Raaj Kumar Sundeep Mondol	PG Diploma in Translation	Director- Thought Leadership at TRACI, New Delhi	Male	Member	2

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