

MEMORIUM

Smt. Prabha Mehta.

*"Your life was a blessing, your memory a treasure,
You are loved beyond words, And missed beyond measure."*

A very special tribute to a great soul who dedicated her whole life to the children with special needs and their parents. She founded the first Autism Centre in Gujarat in 2001 when very few persons in Gujarat understood the term Autism. An educationist, writer, poet and visionary, Mrs. Prabha Mehta would always be remembered as a selfless leader, mentor and an expert in building life time relationships. She insisted on use of world class practices, methodologies, curriculum and state of the Art technologies at Disha School and no wonder Disha emerged as one of the Centres of Excellence in the country before she left for heavenly abode. Extended Disha Pariwar and all those who admired the worthy cause which she nurtured pay their tribute to the great soul. Your light and love will always shine in our hearts.

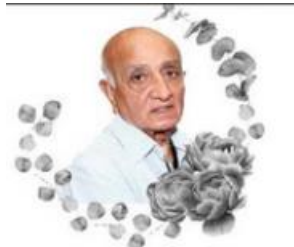
MEMORIUM

Smt. Rashmi Shroff

" The loss is immeasurable, But so is the love left behind"

Disha would like to pay a special tribute to Smt. Rashmi Shroff who left for her heavenly abode on 17th July 2019. She was a Trustee and Vice Chairperson of Disha's Board of Management. The first Lady IAS and Collector in Gujarat, she was a dynamic lady who handled several State Government projects. She retired as Additional Chief Secretary of Gujarat. Ever since her retirement she devoted herself to Disha Trust. She was a Mentor and Guide not only for Disha but many other NGO's in Gujarat. Her love and support for the weaker section of the society is highly appreciated. We at Disha will always remember her as a kind and generous person.

MEMORIUM



Shri. Navneet Patel

"The best portion of a good man's life is his acts of kindness and generosity".

Disha mourns the passing away of its Board member, Shri. Navneet Patel, Director Elysium Pharmaceuticals Ltd. Navneet bhai was a highly valuable and respected member of Disha's Board. A remarkable man, his kindness and compassion touched everyone around him. He will be hugely missed by all who came in contact with him.



**Naresh Chawla Chairman,
Board of Management**



**Manisha Gupta
President**

During 2019 – 20, Disha suffered a profound loss due to demise of its Founder, Mrs. Prabha Mehta. She was the spirit of Disha when she was alive. She would continue to do so till Disha exists.

Disha was founded twenty one years ago. It is time to review whether we are moving as per our Vision Statement:

Disha's Vision Statement:

"DISHA wishes to become a World-class Institution which provides all the services under one roof to children with special needs using evidence based practices & methodologies, world class Curriculum and the latest technology in order that the children realize their maximum potential and live a productive life".

Disha Special School is providing all the therapies and services to children with special needs under one roof by a Team of extremely committed qualified, trained and certified professionals. Every newly admitted child is evaluated by an Assessment and Diagnosis Expert Team to determine the developmental needs and strengths, which forms the basis of Individual Education Plan (IEP) of each child for his/her holistic development. The progress made by each child is reviewed with the parents on a regular periodicity. Disha makes use of evidence based practices & methodologies and State of the Art technologies for various therapies. In partnership with a US based Corporate who is one of the leaders in development of Apps, some 357 Apps were developed for learning skills for our children with Autism. Apps have enabled our students to improve their functional capabilities and become more independent. Disha uses most awarded US Curriculum "Unique Learning System (ULS)" for teaching children with Autism. All the teachers of Disha have been trained by an Expert Trainer from the USA for the use of ULS who conducts follow up workshops every year. In order to develop full potential of Disha students, students above 14 years of age undergo skills development program under the guidance of well qualified professional trainers to become employable and become productive members of the society. More than 75% of Disha's beneficiaries come from low income strata and receive all the services free of charge. Disha is managed by a fully empowered professional Board of Management and is accredited with the Credibility Alliance for compliance of all the norms of good governance.

Disha is certainly moving in the right direction, but it would need to stay alert and vigilant as newer technologies keep evolving and therefore, it should be ever ready to grab any opportunity and adopt any newer technologies which may add value to the learning skills of its students. Many more need based Apps will be developed for speedier progress of the children. Our US based Trainer, Ms. Shreya Desai has not only trained our teachers in the use of ULS Curriculum but also undertaken programs for all-round development of our children. Disha would utilize her services in future as well. Our aim is to develop the fullest potential of each child, so that he/she can grow beyond his/her limitations and become independent.

To be rated as one of the World-class Institutions, Disha would need to move into a new barrier free building designed exclusively suited for children with special needs. We hope some Angel Donor would support Disha's sincere efforts with suitable plot of land.

Our heartfelt gratitude to all the donors for their unstinting support to Disha during the year 2019-20. Donors are indeed lifeline of Disha. We would like to convey our special thanks to our major donors namely Munjal Auto Industries Ltd., Nihchal Israni Foundation, United Way of Baroda, Voltamp Transformers Ltd., Swarnim Urja Trust and many more as mentioned in the list of Donors in the report.

A big thank you to our Board of Management, Board of Trustees and Advisory Panel who have relentlessly delivered their guidance and expertise whenever required. The credit for the achievements of the year goes largely to Disha's committed and dedicated staff and volunteers. We would like to thank each individual whose support has made Disha stronger. Thank you!



Disha – A Direction of Hope for A Better World for Persons With Special Needs

Disha has come a long way since it was founded by Mrs. Prabha Mehta in the year 1999 along with a team of committed professionals. Today it is one of the premiere organisations of India providing a wide range of services under one roof. Internationally proven methodologies and latest technologies are used at Disha to enhance learning skills of children with special needs.

Disha works in partnership with parents, professionals, like minded organizations and the community to provide a safe and happy learning environment to help children and adults with special needs to lead a more independent and meaningful life.

Disha is registered under Bombay Public Trust Act, 1950 and the National Trust of the GOI.

Services provided at the Disha Special School include:

- Diagnosis & Assessment,
- Counselling, Guidance & Referrals
- Early Intervention,
- Special Education
- Physiotherapy,
- Occupational Therapy,
- Speech & Communication Therapy,
- Sensory Integration Therapy,
- Art, Dance and Music Therapies
- Activities of daily living (ADL),
- Social Skills Training,
- Behaviour management and Counselling,
- Pre-vocational and Vocational Training,
- Learning through computers and specifically designed educational apps on iPads and Android Tablets
- Yoga and physical exercises,
- Remedial Education for children with delayed learning,
- Recreational and leisure activities

In its endeavour to maintain highest standards of service delivery, activities of Disha Charitable Trust are steered by a dedicated and fully empowered Board of Management ensuring good governance, transparency and accountability in all affairs of the organization. For compliance of these norms, Disha has **accreditation with The Credibility Alliance, an independent agency of repute.**

Services provided at the Disha Special School include:

Disha Special School & Autism Centre

Rather than trying to fit the child to the program, Individual Education Program(IEP) is prepared and implemented on the basis of needs and potential of each child and is periodically monitored in presence of the parents. Happy Environment, Daily Schedules, Individualized Education and Therapy Plans and Learning through Apps, computers and touch screen devices have helped our children make remarkable progress in all areas of development.

Home Program, OPD and online consultancy

Disha Autism Centre offers a Centre Based 7 to 15 days' program to parents visiting from other cities and towns. The goal of the program is to help the parents to understand their child's difficulties and follow a structured and need based comprehensive plan for their child at home so that the child can meet his or her developmental goals. Local children, who are not admitted as full time students in Disha Special School are given individual therapies under OPD program. Children living in distant towns/cities of India and abroad are provided online consultancy and guidance.

Pre- vocational and Vocational Skills Development for Individuals with Special Needs supported by GUVNL

Our Vocational Training Unit is supported by **Gujarat Urja Vikas Nigam Limited (GUVNL)**. The Centre is equipped with all the requisite training facilities and experienced qualified trainers. The skills training is provided in Basic Computer Knowledge, Photocopying & Scanning, Tailoring & Dress Making, Jewellery Making, Art, Hand-made Paper Products and Paper Bag Making, Screen Printing, Block Printing, Files and Folders making, Spiral Binding etc. with an aim to make them independent and productive members of the society.

Services Supported by United Way Baroda:

During the year disability awareness programmes were carried out for 50 Para medical staff at 3 Primary Health Centres. Further 32 staff members and parents of Anganwadi covering 132 women from various areas of Vadodara like Samlaya, Kapurai, and Navapura were inducted. One Livelihood Training program was conducted covering **45 BPL** women beneficiaries. Further **159** Special children were provided expressive therapies like Art, Music and Dance.

Deafblind Project in Partnership with Sense International India:

Deaf-blindness is a complex disability. A person is called deafblind when neither their sight nor hearing can compensate for the impairment of the other sense. **During the year, Disha worked with 20 children with deaf-blindness.** They were provided centre based as well as home-based services. The project is fully supported and monitored by Sense International India (SI). **SI also provides comprehensive training to the Disha Staff. Special thanks to our Mentor Ms. Krupa Velani for her continuous guidance to the staff and parents.**

Services provided under Deafblind project in partnership with SI: 2019-20

Sr. No.	Services provided	No. of beneficiaries/ Targeted population
1	Children Identification & Assessment	20
2	Medical Services, Sensory Integration, Special Education and ADL Training	20
3	Speech Therapy & Occupational Therapy	16
4	Physiotherapy	16
5	Pre-Vocational Therapy	03
6	Recreational Outings	22
7	Aids and Appliances	01
8	Parent Network (Trainings & Meetings)	30
9	Volunteers Training on Deafblindness	24

Services offered by Disha in the year 2019-20:

Sr.no	Services	2019-20
01	Medical Diagnosis, Assessment & Intervention	397
02	Special Education & ADL	175
03	Physiotherapy	95
04	Occupational Therapy	144
05	Speech & Communication Therapy	175
06	Behaviour Management	175
07	Music, Dance & Play Therapy	175

08	Art Therapy	175
09	Yoga Therapy	139
10	Remedial Education	175
11	Sensory Integration Therapy	175
12	Pre-Vocational & Vocational Training	157
13	Capacity Building for Parents & Staff Members	164

Community Based Rehabilitation (CBR)

Taking Disha's services to the unreached...

Community Based Rehabilitation (CBR) Program is one of the thrust areas of Disha which aims to reach out to persons with disabilities from BPL families ***in the slums and adjoining rural areas of Vadodara***. Lack of access to health care and rehabilitation, education, skills training, and employment contributes to the vicious cycle of poverty and neglect. CBR children receive various therapies, rehabilitative services, medical intervention, transport, food, uniforms, etc. **free of charge**. Some students with severe disabilities receive services at their homes.

MAJOR EVENTS:

AUTISM DAY CELEBRATION:

Disha School building was “Lighted up Blue” with blue halogen bulbs and the World “Autism Day” was celebrated in style. Fun activities and games were organised for children. A “Walk for Autism” was organized by teachers, parents and children to create awareness about Autism by carrying posters and distributing leaflets to the public at the Sayaji Baugh. Parents and teachers tied Autism Awareness bands on the hands of morning walkers and onlookers. The Fern Residency sponsored drinking water for the event. Disha School arranged fun and games program on 2.4.2019. Parents, students and the staff actively participated in all the activities.

MEDICAL CHECK-UP CAMP AND EXHIBITION OF VOCATIONAL PRODUCTS:



At the Annual Medical Check-up and Screening Camp organized at Disha held on December 29, 2019 an expert panel of medical doctors: Developmental Paediatricians **Dr. Manoj Ambwani, Dr. Navaz Bhesania** and **Dr. Jitendra Jaiswal**, Orthopaedic **Dr. Mrugank Merchant** and **Dr. Ashish Kothari**, Ophthalmologist **Dr. Khyati Mankad**, Consulting Homeopath **Dr. Neha Smart**, ENT Specialist **Dr. Sachin Patel** & Audiologist **Mr. Bhupinder Singh**, Dentist **Dr. Harsh Amlani** and General Practitioner **Dr. Sejal Soni** provided free consultation services to *the* children with

special needs. The Camp covered 165 children from slums and adjoining rural areas of Vadodara. Prescribed medicines and aids & appliances were provided free of charge to the children. A Chemist Shop was set up at the Camp to provide the prescribed medicines.

Exhibition:

Disha hosted exhibition of products made by its students in the vocational unit at school. Products like imitation and semi precious jewellery, table mats, table napkins, handbags, pen stands, paintings, files & folders, other earthen items along with planters were put up for sale in exhibitions. The products were greatly appreciated by the visitors and Disha saw a major boost in its sales.



Shri Manubhai & Smt. Rashmiben Shroff Memorial Lecture:

Shri Manubhai and Smt Rashmiben Shroff Memorial Lecture was organized by Disha on 5th January, 2020 at Vivanta by Taj. Dr Mrs. Jo Chopra, Co-founder and Director, Latika Roy Foundation delivered the Memorial Lecture on “Broke and Disabled: Why India Can't Afford To Ignore The Economics of Disability” The lecture was well attended and greatly appreciated by the audience of more than 170 Barodians. This is an event Vadodara looks forward to which provides us an opportunity to remember Eminent Economist Manubhai Shroff and the first female IAS officer of Gujarat Mrs. Rashmiben Shroff to listen to best minds of India who come to deliver intellectual public discourse.



Golf Tournament:

On the occasion of The World Disability Awareness Day on 3rd December, a Benefit Golf Tournament was organized on 1st December 2019 by the Rotary Club of Baroda Cosmopolitan (RCBC) for the children of Disha to raise “Building Fund”. Golfers participated in the tournament.

A crash course and training were given to Disha children by the Members of Golf Train Mode and our Board Members Mr. M. K. Tandon and Mr. S.K. Duggal who also are professional Golf players. Disha is extremely thankful to them for taking out time to teach Golf to Disha Kids.

Sports Day:

Annual Sports Day of Disha was held at Tender Feet Academy Ground on 9th February, 2020. It started with a theme walk followed by yoga, mass drill and several fancy races. Dr. Binita Verdia graced the function as the Chief Guest and awarded prizes to the winners.



- ❖ **VADODARA MARATHON** was organised on **5.1.2020** in association with **INOX DIVYANG RUN**. **12 Students** of CBR along with **04 staff** members joined in the event and enjoyed the walk along with other fellow Barodians.



- ❖ 05 students and 3 staff members of Disha participated in '**Mega Seed Ball Making Activity**' at Xavier Technical Institute at Sevasi, organized by United Way of Baroda.
- ❖ International Yoga Day was celebrated in Disha on 21st June 2019. Mrs. Ramola Shah, Yoga Professional at Disha conducted sessions for students and staff.
- ❖ Teacher's Day was celebrated at Disha where some of the students dressed up as teachers and took classes. Teachers were given cards by students.
- ❖ Janmashtami was celebrated along with the festive theme based colour competition.
- ❖ Independence Day was celebrated with great joy. Students sang patriotic songs on this day along with their Music Trainer Mr. Ashish Sharma.
- ❖ Rakshabandhan was celebrated at Disha where teacher's and female students tied Rakhis on the wrist of male students and enjoyed sweets.
- ❖ Ganesh Chaturthi was celebrated at Disha and Ganesha Idol was placed at Disha for 5 days and immersion was done where students and staff danced on devotional songs. They were taken for darshan at Manjalpur ka Raja Pandal and Bada Ganesh Temple at Vadsar.
- ❖ Students dressed up in traditional attire to celebrate Navaratri at Disha.
- ❖ On children's Day kids were taken for bike ride by Road Rider Club, Riding Sultan, Bullet Queens Group and Umang Foundation
- ❖ Disha's Children participated in Rangmanch Competition for Children with Disabilities on Tuesday, 10th December 2019
- ❖ Disha students were invited to a Party Plot by Umang Foundation for ringing in New Year with dance and food.
- ❖ On the Republic Day a drawing competition was held where students were asked to colour pictures of national heroes, flag etc. The winners were awarded with gifts.
- ❖ Festival of colours HOLI was celebrated with great enthusiasm. Kids applied dry gulal on each other's faces and danced



Volunteers:

During the year Ms.Ramola Shah, Ms.Vibhuti Mehta and Ms.Arunlata Namdeo volunteered their valuable time for our children. Their time and support helped in changing lives of a large number of special children. Special mention of Volunteers of MCcares of MasterCard for their constant support in tech training for our staff and celebrating festivals with our Students.



Student Placement & Interns:

- ❖ 03 student of faculty of Social Work from MS University were placed with Disha for 12 weeks
- ❖ 16 Students of Pioneer Physiotherapy College visited Disha
- ❖ 6 placement students from Department of Social Work of SP University were placed for 30 days with Disha
- ❖ 04 students from Dept. of Education and Psychology Sem I from MS University were placed with Disha for 24 days
- ❖ 02 students from Dept. of Education and Psychology Sem II from MS University were placed with Disha for 24 days

Donations in Kind:

- ❖ Ms. Umangi Majmudar donated toys for kids at Disha
- ❖ Volunteers of Mastercard donated footwear to the students of CBR
- ❖ Ms. Ramola Shah and her friends donated fruits twice a week for CBR kids
- ❖ We are thankful to Jalaram Mandir Trust for providing nutritious meals to our CBR kids
- ❖ Mrs. Rakhi Shah donated clothes and toys

Visitors Comments (1st April, 2019 to 31st March, 2020)

- ❖ *"Very happy to be here. Best example of social service."* Ms. Benazir Pathan, Reporter Sandesh News Daily (03-04-2019)
- ❖ *"Nice work carried out by Disha Charitable Trust."* Mr. N.C.Patadiya, Assistant Charity Commissioner (25-06-2019)
- ❖ *"There is fine coordination between staff and management. Good facilities and uplifting activities carried out by Disha."* Mr. Bharat K. Dave, Branch Manager, Vijaya Bank
- ❖ *"This organization has done fantastic work for children. I am inspired to be a part of such activities. This foundation shows us a different world in society which we all must contribute to."* Mr. Hemal Shah, Accounts Officer, Alembic CSR Foundation & his team (30-07-2019)
- ❖ *"It was my pleasure to know about this trust. Great targets, motivation and work pleasure to get associated with Disha."* Mr. Ravish Patel & Mr. Hemant Patel (22-10-2019)
- ❖ *"It was a memorable visit. Nice facilities for development of children with special needs."* Mr. Narayan P. Seth, Exc. En. (Civil) GUVNL (09-11-2019)
- ❖ *"Excellent & passionate centre for Special Children. Good Team Work."* Mr. R. Satyanarayan, CEO, Brio Bliss Life Sciences Pvt. Ltd. (27-11-2019)
- ❖ *"Very happy to be able to visit the centre. Very noble work. A cherished experience with children. Thank you for what you are contributing to their lives."* Mrs. K. S. Devashthali (10-12-2019)
- ❖ *"Its absolutely wonderful to see such a caring and kind home like atmosphere these children get here. Their smiles and enthusiasm made our day! We would definitely love to keep visiting."* Ms. Sikha Soni, RCBM (24-12-2019)
- ❖ *"Completely overwhelmed! I can't express how happy I am. Disha is doing a wonderful job and bringing a change in lives of these wonderful kids. I wish them all the best and commit my full support for life."* Mrugan Majmudar & Ms. Megha Sharma, USA (20-01-2020)
- ❖ *"The experience to be at Disha is awesome! Dedicated staff very motivated team to support this organization. Completely impressed and happy to support this organization achieve its vision."* Mr. Jagdish D. Lalji (24-01-2020)
- ❖ *"It was wonderful being here. We saw the system and I feel the energy of this place is very positive and I am sure kids must be getting wonderful upliftment and therapies here. The staff is very supportive and cheerful and they have great knowledge and are updated with new techniques, their duties and responsibilities. It was great to meet such wonderful people."* Ms. Rachana Kashiwala & Mr. Advait Sutariya (24-01-2020)

Governance, Accountability and Transparency

- Registered under Bombay Public Trust Act 1950. Registration No. 5457 dated 9/6/1999
- Registered with National Trust, Registration Renewal Number.GDIS16514349123and valid from 05/07/2016 to 04/07/2021
- Registered under Foreign Contribution and Regulation Act 1976. Renewal No. 041960147 valid from 01/11/2016 to 31/10/2021

- Registered with Office of the Commissioner Income Tax under section 12 (AA) of the Income Tax Act 1961 for tax exemption. Registration No. BRD/Exemption/110-05-D/99-2000 dated 30/9/1999.
- Accredited with the Credibility Alliance Registration No. CA/45/2012 dated 20/11/2012 and the Accreditation period is from 02.02.2018 to 01.02. 2023.

Names and Addresses of Bankers

- State Bank of India, Branch Bhagat Niwas, Race Course Road, Vadodara
- HDFC Bank, Gotri Branch, Near Natubhai Circle, Gotri Road, Vadodara
- HDFC Bank, Alkapuri Branch, Alkapuri, Vadodara

Name and Address of the Statutory Auditors

- R.N. Shah Associates, Chartered Accountants, 204 -205, Capri House II, Jetalpur Road, Vadodara

Mission

DISHA's mission is to empower children with Autism and other developmental disabilities, work in partnership with all stakeholders, develop children's maximum potential and make them grow and learn to be as independent as possible.

Governance

DISHA is governed by a professional, fully-empowered governing body called Board of Management to ensure good governance, transparency and accountability. Details of the Board Members and Trustees of the Board are available on inside front cover page.

Total four meetings of Board of Management and Office Bearers of the Board of Trustees were held during the year. The minutes of Board Meetings are documented and circulated. The meetings were held on **(1) 07/06/2019 (2) 30/08/2019 (3) 23/11/2019 and (4) 24/03/2020**

Main Objective

To carry out activities for the purpose of educating or training the persons with disabilities and also provide counselling facilities to the parents of the beneficiaries.

Composition of the Board – Relationship and Rotation Policy

- No member of the Board of Management is related to any other member by blood or marriage.
- A Board rotation policy exists and is being practiced.

Purchase Committee of the Board of Management

All decisions regarding purchase of major capital items are taken by the Purchase Committee on the basis of a minimum of three quotations based on competitiveness of price, quality and performance parameters.

Accountability and Transparency

- No remuneration or reimbursement or perk has been paid to any Board Member or Trustee. No Board Member / Trustee / Staff member has claimed or paid any reimbursement of expense on International travel.
- No Board Member / Trustee / Staff member has been paid any **Air travel** expenses from Disha Trust during the year.
- Executive Director (CEO) did not draw any remuneration or any perk during the year.
- Abridged Audited Balance Sheet and Receipt & Expenditure Accounts for the year 2019 – 2020 are available on inside back cover page

Funding

No grant was received from the Government of India or the State Government. All donations came from individual donors / corporate donors/ NGOs as per details given in the Annual Report.

Project-wise Expenditure 2019-20

Special School and Autism Centre (Recurring & non-recurring expenses): Rs. **5105376/-**
Deaf-blindness Project: Rs. 204165/-
Office & Administration expenses: Rs. 54572.48/-

Distribution of staff according to Salary Levels/Gender (As on 31st March 2020)

Sr.no	Gross salary per month in Rs.	Male	Female	Total
1	3,500 to 5,000	0	2	02
2	5,001 to 20,000	12	17	29
3	20,000 & above	01	01	02

Salaries and benefits to Staff

- Highest paid salary to any staff member: Rs. 22669/-
- Lowest paid salary to any staff member: Rs. 4207/- (part time only)

Our Donors

We are extremely grateful to our magnanimous donors. We would like to express our deep gratitude to all our corporate donors/NGOs and individuals for their generous support during 2019-20

Future Plans of Disha:

A new barrier free building with all facilities to meet the needs of increasing number of persons with special needs

Number of children with multiple disabilities who need to avail Disha's therapies and services have since multiplied manifold and the large number of parents wish to admit their children in Disha School are being kept in waiting list due to capacity constraint in our existing premises. The Board of Disha therefore, feels an urgent need to build a bigger school with barrier free architecture, State of the Art Therapy Units and boarding facilities to cater to increasing number of children with special needs in Gujarat. Disha proposes to create a Fund of Rs. 6 crore for establishment of new School.

All donations for this commendable cause may be sent by an account payee cheque, or a demand draft in favour of Disha Charitable Trust, 62 Sampatrao Colony, Vadodara. Donations to DISHA CHARITABLE TRUST are exempted under Section 80G of Income Tax Act. Disha is also eligible to receive foreign contributions under Foreign Contribution Regulation Act.

President

Ms. Manisha Gupta, (0265) 3515914

Chairman, Board of Management

Mr. Naresh Chawla, (M) +91 92271 08880

Vice President

Alka Smart, (M) +91 99989 79345

Secretary

Dr. Sangita Patel, (0265) 2356648