



DISHA CHARITABLE TRUST VADODARA

ANNUAL REPORT 2020-21

List of Members of the Board of Management (2020-21)

Sr. NO.	Name	Occupation	Designation
1	Mr. Naresh Chawla	Ex-Chairman/Director of Cooperatives/PSUs	Chairman
3	Mr. M.K. Tandon, IPS (Retd.)	Former Additional Director General of Police, Govt. of Gujarat	Vice Chairperson
4	Ms. Manisha Gupta	Executive Director	Secretary General
5	Mr. S.K. Duggal, IAS (Retd.)	Former Additional Chief Secretary to the Govt. of Gujarat	Member
6	Mr. C.S.Ballal, IAS (Retd.)	Liquidator of M/s Petrofills Ltd.	Member
7	Mr. Sunil Vakil	Chartered Accountant	Member
8	Ms. Neelima Aga	Industrialist	Member
10	Mr. Percy Bharucha	Former Corporate General Manager, Bank of Baroda	Member
11	Mr. Manish Shah	Managing Director, Prakash Chemicals International Pvt. Ltd.	Member
12	Mr. Nimesh Gosalia	Former President & Asst. Governor RCBC and Managing Director Arihant Rasayan	Member
13	Mr. Tushar Parikh	Architect	Member

List of Members of the Board of Trustees (2020-21)

Sr. No	Name	Occupation	Designation
1	Ms. Manisha Gupta	Editor (Commodities & Currencies) ET NOW	President
2	Ms. Alka Smart	Academician, Writer and Social Worker	Vice President
3	Mr. Naresh Chawla	Ex-Chairman/ Director of Cooperatives/PSUs	Vice President
4	Dr. Sangita Patel	Academician and Social Worker	Honorary Secretary
5	Ms. Ami Shah	Head CSR, Prakash Chemicals International Pvt. Ltd	Treasurer
6	Mr. M.K. Tandon, IPS (Retd.)	Former Additional Director General of Police, Govt. of Gujarat	Member
7	Ms. Hema Mehta	H.R. Consultant	Member
8	Mr. S. K. Anand	Professional	Member

Advisory Panel

Disha's Advisory Panel comprises of eminent doctors/ specialists/ consultants and professionals from various fields. Advisory panel is in fact the backbone of Disha Special School. Disha continues to benefit from the rich experience, expertise and guidance from the members of its advisory panel.

Name	Area of Specialization
Dr. Manoj Ambwani	Developmental Paediatrician
Dr.Navaz Bhesania	Consulting paediatrician
Dr.Vrajesh Udani	Paediatric Neurologist Hinduja Hospital Mumbai
Dr. Khyati Mankad	Ophthalmologist
Dr.Mrugank Merchant	Orthopedic Surgeon
Dr. Ashok Vaishanvi	Orthopedic Surgeon
Dr. Rakesh Shah	Consulting Neuro Physician
Dr. Vinod Chaudhari	Paediatrician
Dr. Sachin Patel	E.N.T. Surgeon
Dr. Neha Smart	Consulting Homeopath
Dr. Bhavesh Shah	Paediatrician
Dr. Meeta Saxena	Physiotherapist
Dr. Bhupinder Singh	Audiologist
Dr. Ruby Udwadia	E.N.T Specialist
Dr. Harsh Amlani	Dentist
Dr. Bhakti Amlani	Dentist
Dr. Aakash Parmar	Orthopedic Surgeon
Dr. Venkat Iyer	Psychiatrist
Dr. Vivek Jain	Dermatologist
Dr.Gautam Amin	Psychiatrist
Dr.Meeta Saxena	Physiotherapist
Dr. Sanjay Pandit	Consulting Physician
Dr.Nihar Trivedi	Ophthalmologist
Dr.Bhusan Punani	Executive Director, BPA, Ahmedabad
Mr.Ashwin Hathi	Sr. Advocate (Legal Advisor)
Mr.Rajesh Dani	PR. Advisor
Mr. Akhil Paul	Director, Sense International (India), Ahmedabad
Ms. Florence Srinivasan	Special Education Teacher (USA)
Ms. Shreya Desai	Founder and CEO, Leap Beyond Foundation
Ms. Deepika Pradhan	Soft Skills Consultant –IMPA
Ms.Malti Gaekwad	Academician & Graphic Designer
Ms.Revathi Shankar	Academician
Ms. Reena Premraj	Co Founder KYB Conmat and Social Worker

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 organizations 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, Disha works in partnership with parents, highly committed professionals, like minded organizations and the community. The 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 GCSRA

Our Vocational Training Unit is supported by Gujarat CSR Authority (GCSRA). 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.

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 21 children with deaf-blindness.*** They were provided online 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 SII: 2020-21

Sr. No.	Services provided	No. of beneficiaries/ Targeted population
1	Children Identification & Assessment	21
2	Medical Services, Sensory Integration, Special Education and ADL Training	17
3	Speech Therapy	15
4	Occupational Therapy	16
5	Physiotherapy	10
6	Pre-Vocational Therapy	02
7	Support Services	16
8	Aids and Appliances	02
9	Parent Network (Trainings & Meetings)	03
10	Nutritional Support	02
11	Niramaya Insurance Application	16

Services offered by Disha in the year 2020-21:

Sr.no	Services	2020-21
01	Medical Diagnosis, Assessment & Intervention	236
02	Special Education & ADL	136
03	Physiotherapy	44
04	Occupational Therapy	125
05	Speech & Communication Therapy	45
06	Behaviour Management	136
07	Music, Dance & Play Therapy	30
08	Art Therapy	136
09	Yoga Therapy	136
10	Remedial Education	136
11	Sensory Integration Therapy	136
12	Pre-Vocational & Vocational Training	65
13	Capacity Building for Parents & Staff Members	88
14	Support Services	251
15	Online Counselling & Guidance Services	578

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:

MEDICAL CHECK-UP CAMP:

Due to Covid restrictions it was decided to take patients to the doctor following Covid appropriate protocol. We are grateful to all the doctors on our panel namely Dr. Manoj Ambawani (Consulting Paediatrician), Dr. Mrugank Merchant (Orthopedic Surgeon), Dr. Aakash Parmar (Orthopedic Surgeon), Dr. Sachin Patel (ENT), Dr. Khyati Mankad (Ophthalmologist), Dr. Brijesh Katara (Dental Surgeon), Dr. Neha Smart (Consulting Homeopath) and Dr. Arti Ganeshan (General Practitioner) for their support during these testing times. A total of 89 beneficiaries received services and free medicines supplied by Urban Primary Health Centre, Bavchavad. Further referral services were also provided to the children who were in need of treatment further.

Golf Tournament:

On the occasion of The World Disability Awareness Day on 3rd December, a Benefit Golf Tournament was organized by the Rotary Club of Baroda Cosmopolitan (RCBC) for the children of Disha to raise "Building Fund". Golfers participated in the tournament. Due to Covid restrictions this year students did not participate in the event.

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.

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.GDIS16514349123 and 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
- State Bank of India, Main Branch, New Delhi
- 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) 07/09/2020 (2) 07/12/2020 (3) 15/03/2021 and (4) 27/03/2021**

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 2020 – 2021 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 2020-21

Special School and Autism Centre (Recurring & non-recurring expenses): Rs. 4425866/-

Deaf-blindness Project: Rs. 290798/-

Office & Administration expenses: Rs. 23851.97/-

Distribution of staff according to Salary Levels/Gender (As on 31st March 2021)

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	11	18	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 2020-21

Name of Donars

Gujarat CSR Aurtherity
Nihchal Israni Foundation
APMC Vadodara
Voltamp Transformers Ltd
Nisys Software Services,
Consortium for Inclusive Education
United Way of Baroda
Ankush Kumar Tandon
Balwant Natubhai Patel
Tushar Harsukh Toprani & Darshna Tushar Toprani
Arihant Rasayan - Mr. Nimesh Gosalia

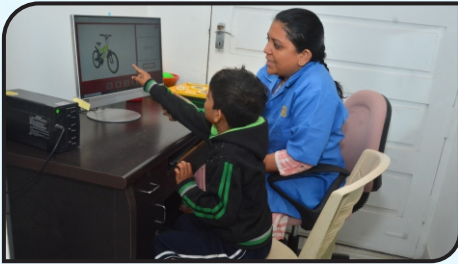
Maharajkrishan M Tondon
Naresh Chawla - Suraksha N Chawla
Neelima Aga - Abhinav Aga
M K Tandon - Radhika Tandon
Haribhakti RMS Charitable Trust
Sudesh Kumar Duggal
Ballal Samir Bhaskar
Archit Nilesh Joshi
Deepak Chhabra
Meghna Parikh / Tushar Parikh
Mr. Kishor Adak
Mrs. Suman Chhabra
Rajesh Nambiar - Panacea Education
Rekha Shah
Dilip R Pillai
Kalind J Parikh
Urvashiben Jatibhai Choksi

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

Ms. Alka Smart, (M) +91 99989 79345

Secretary

Dr. Sangita Patel, (0265) 2356648

**DISHA SPECIAL SCHOOL & AUTISM CENTRE,
62, Sampatrao Colony,
Alkapuri, Vadodara- 390005**