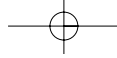


# Annual Report 2011- 2012



विश्वास  
**vishwas**

Vision for Health Welfare and Special Needs



## The launch of Vishwas Anthem





We are a non-profit organisation working in the field of disability and development. The bedrock of our programmes is our fundamental belief in **EQUAL OPPORTUNITY and INCLUSION.**



It is our belief that everyone has a right to access basic healthcare and education irrespective of disability, gender, class or caste. Even within vulnerable groups, those with disability are most likely to get excluded. Vishwas is committed to addressing this discrimination.





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## Overview from the Chairperson



**I**T GIVES me great pleasure to write this letter. For, not only is this an update on all the work we did last year at Vishwas, it is also a thank-you note. Because your support has been key to what Vishwas achieved this year – and what it has resolved to do over the next.

At our Vidyalaya, the curriculum developed by the Vishwas team has been fine-tuned. Regular mid-day meals were provided and environment-friendly initiatives like rainwater harvesting were undertaken. We also increased safety awareness among our staff by conducting a fire drill.

Beyond the school, Vishwas's footprints are spreading. We have gone to many more villages, 23 at last count, where our programmes with local communities have taken strong roots. Our Sohna block has the unique distinction of being the only one where camps to distribute disability certificates are regularly held. We are working on taking this beyond Sohna.

We held a workshop on early intervention with the National Trust and Voice & Vision. It had participants from across Haryana. Vishwas also collaborated with potential employers, the Haryana Employment Exchange and other NGOs for enhancing employability skills and creating job opportunities for people with disability.

In partnership with the state government too, we made significant progress. Over the past years, Vishwas gained from its experience of working towards an equitable and inclusive education system in harmony with the Right to Free and Compulsory Education Act 2009 (RTE). Therefore, this year we partnered with a government primary school to replicate our learning in order to facilitate participation and quality learning for all children with special needs to move towards inclusive

विश्वास है  
 विश्वास है, विश्वास है, हमको उजालों को आस है  
 है (आँधियों) मानूँ है, जिंदगी मगर विश्वास है  
 कह दो अगर से मुझको बिछाए वो  
 सूरज से कह दो आस जलार वो  
 हम जंग है तो जंगल खुद आरुगी  
 सच्ची लगन से वो छुप न पाएगी  
 कह दो अंधेरों से चल पड़े है हम  
 दप दप दपाने रोशन है ये रुदम

प्रशिक्षण



practices. The project enabled us to identify barriers that limit the ability of both enrolled and out-of-school children to participate, learn and contribute in the school. We have applied to the state government for recognition as a middle school.

And yes, we have our own stirring anthem: ***Keh do andheron se chal pade hain hum***. At an individual level, it's our daily invocation to duty, at an institutional level, it fosters confidence in the team and all its networks. Written by renowned

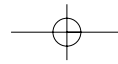
lyricist and poet Prasoon Joshi, the inimitable Kailash Kher sang it with our students to a packed Siri Fort Auditorium in Delhi. You can listen to this anthem on our website: ***www.vishwasindia.org***. The formal launch of the anthem had to wait a few days into April 2012 given the challenge of reconciling calendars of our important artists and availability of the venue.

Inclusion is the heart and soul of Vishwas and the key to inclusion is expansion of the mission. That's

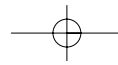
why we need to scale up, include more and more children, adults and families. So, one of our key priorities this year is to expand our resources and build a much larger corpus. Only this will enable us to attract people with talent, training and commitment. Seven years ago, all this was part of a dream. The fact that so much has been realised is because of what your support brings to Team Vishwas. I would like to thank all of you for your commitment, generosity and affection.

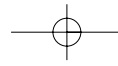
*Neelam Jolly*

Neelam Jolly  
(Chairperson)

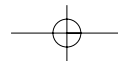


# Learning Together





# Playing Together







## OUR PROGRAMMES

### **VISHWAS VIDYALAYA**

WORKING TOWARDS AN INCLUSIVE EDUCATION SYSTEM



### **VISHWAS ADULT PROGRAMME**

WORKING TOWARDS ADULTS TAKING CONTROL OF THEIR LIVES AND EXERCISING THEIR CHOICES



### **VISHWAS COMMUNITY-BASED PROGRAMME**

WORKING TOWARDS INCLUSION AND ENSURING EQUAL OPPORTUNITIES



### **VISHWAS TRAINING AND RESEARCH**

WORKING FOR INCLUSION BY BRIDGING THE GAP BETWEEN INTENT AND PRACTICE

# Vishwas Vidyalaya

**R**ECOGNISING that many groups of children are still being excluded from the present education system, Vishwas embarked on an exciting journey towards inclusive education about two years ago. The mission was to work towards an inclusive school system where every child has access to meaningful and quality education within a positive learning environment. The Vishwas inclusive school system was planned in three phases.

In the **first phase**, a curriculum framework was prepared with focus on providing guidance about what is important and desirable in an inclusive school. The question we asked ourselves while preparing the framework was straightforward. What do we need to do to establish a school which practises inclusion in its true sense? While searching for answers, a number of innovative and exciting ideas emerged. Blended with some effective traditional and contemporary concepts, we arrived at a framework for our school system. **The second phase** began in April 2010 with the formal launch of Vishwas Vidyalaya. It was an exciting as well as a challenging year in which we implemented the framework and converted ideas into action. **The third phase** began in April 2012. The emphasis in 2011-12 was on strengthening our inclusive systems and processes. This was done by reviewing all practices and systems implemented in the previous year and making modifications where required.

## PHASE 1

SEPT 09 - MARCH 10

PLANNING  
FOR INCLUSIVE  
PRACTICES

## PHASE 2

APRIL 10 - MARCH 11

IMPLEMENTING  
INCLUSIVE  
SYSTEMS AND  
PRACTICES

## PHASE 3

APRIL 11 - MARCH 13

STRENGTHENING  
INCLUSIVE SYSTEMS  
AND PRACTICES

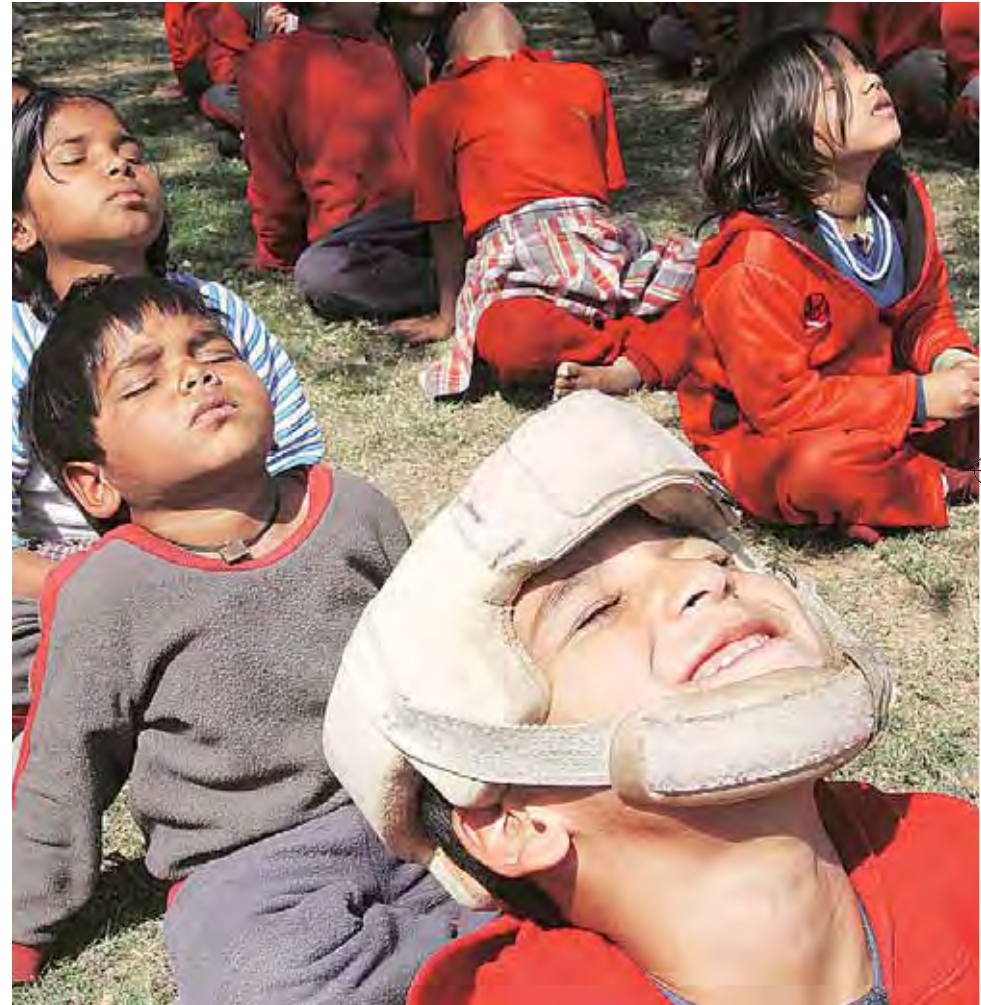


## Highlights of the year 2011-2012

### Administrative systems implemented the previous year were revised to increase efficiency and effectiveness:

WITHIN THESE two years, the student count has increased from 62 to 130 in the age group 4-15 years.

- The admission system and procedures were streamlined for smoother functioning.
- Vidyalaya office documentation systems were computerised (Uniforms/Equipment/User Charges).
- A file system was initiated for all students so that all relevant documents could be accessed at one place.
- A resource room with relevant books, worksheets and teaching aids was set up for the teaching staff.
- Security system for students during school hours and in the school bus introduced.
- Planning and documentation system for all instructional groups started. This included the Foundation Group, Nursery to Grade V and the Functional Skills Group.
- A system for accessing previous assessment sheets (Grade-wise along with adapted versions) was introduced.



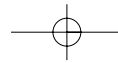


**Curriculum and systems were reviewed and modified to make them more inclusive and responsive to students. These were some of the steps taken:**

- Assessments were conducted three times in the year followed by regrouping of students according to learning needs.
- Introduced monthly and weekly planning formats and systems for all subjects and grades to improve quality and consistency of learning experiences.
- Lessons and assessments were planned along with adaptations and modifications that enhanced participation of all students.
- Co-curricular activities like clay modelling, singing, dance and yoga were introduced as part of the learning experience.



- Support services and documentation systems for therapy needs were reworked with our consultants (Ujwala Shanker and Pratibha Madan).
- Workbooks designed for Vishwas were used in Nursery, Kindergarten and Grade 1 groups. The workbooks were also adapted in sign language for children.
- We revisited and revised some of the practices in light of feedback from students, staff and parents.
- The staff did an inclusion audit using the Index for Inclusion in groups through which we identified areas where we need to focus in future.



**Intensive in-service training and reflection sessions were organised for enhancing teacher capacity and confidence. Some of the topics covered in these sessions were:**

**Trainer: Kanwal Singh**

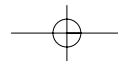
- Facilitating participation of students during non-academic sessions
- Establishing and following class rules
- Conducting assessment
- Setting goals for students
- Guidelines for writing weekly plans
- Working with parents
- Frequently Asked Questions (FAQs) on Inclusion

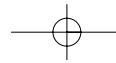
**Trainer: Pragya Singh**

- Guidelines for planning for assessments, making adaptations in assessment papers, conducting the assessment
- Guidelines for writing report cards
- Guidelines for drafting monthly plans

**Trainer: Ajeet Sinha**

- Guidelines for increasing participation in class of students with hearing impairment
- Guiding students with articulation difficulties in the classroom
- Preparing computerised report cards
- Making adaptations in assessment papers



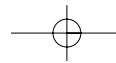


### Increasing Parent Participation

- School management committee was constituted with representation from parents, students, staff and the ward councillor.
- System of formal team meetings was introduced where parents and staff jointly planned and addressed concerns for the term.
- Documentation system for these sessions also initiated.

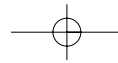


***Vishwas applied for school recognition up to Middle School from the Haryana Education Board. Required documents for school recognition were submitted to the Directorate of Education, Government of Haryana.***

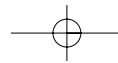


# National Day Celebrations





# Christmas with Domino's





# Vishwas Adult Programme



1 Vishwas Adult Programme imparts hands-on training to 10 young adults with disabilities for independent living and the right to select personal degrees of independence and exercising choices within the programme on a daily basis. The focus this year was on life skills training and the output was very encouraging. Preparing a daily snack as a group activity was introduced in the canteen.

Trainees began:

- Participating in decisions with regard to their menu.
  - Taking responsibility of listing items to be bought for an entire week.
  - Going for shopping to the local mart.
- Through this activity, the trainees:
- Developed peer group bonding and support for each other.
  - Learnt skills of shopping for preparation of their daily snack.
  - Learnt and practised social skills.
  - Contributed during celebrations by successfully managing stalls of drinks, *diyas*, cards at the organisation.





2 At the community level, the programme partnered with Sarthak, an NGO working on enhancing employment opportunities, Vocational Rehabilitation Centre (VRC), District Employment Office and Aegis-BPO to conduct Job Fairs to promote employment of persons with disabilities. We networked with corporates and visited the VRC and Employment Office in this regard.

3 Vishwas hosted a two-month training programme for literate persons with disabilities for development of employment skills, in partnership with Aegis and Sarthak. The selection of candidates for training was done through interviews which resulted in creation of a batch of 10 trainees who were trained in basic English and computer skills. Eight candidates completed the training. Of this, six were recruited by Aegis.



## Vishwas Community Based Programme

WE REMEMBER THOSE WE LOST DURING THE YEAR 2011-12.  
OUR CONDOLENCES AND PRAYERS FOR THE FAMILIES OF  
MANJEET, SAURABH, JATANBEER, BUSRA,  
PRAVESH, PREM RAJ AND SHEHNAZ

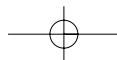


In the year 2011-12, our CBR programme expanded rapidly, reaching out to 23 villages and a population of 46,041 from 10 villages the previous year. We began a new partnership with Volunteer Overseas (VSO) which provided us a Volunteer Rehabilitation Advisor to streamline the programme. Mary Anne Matthews joined us for 10 months on the programme.

- An inclusive team with four new field workers was formed and trained to work with the community. They were oriented and sensitised on issues of disability.
- Undertook household survey in four villages which had sizeable populations and religious diversity for increased understanding and identification of persons with disabilities that were excluded earlier.
- In-service capacity building of field workers in areas of:
  - Screening of children in the age group 0-3 years
  - Basic sign language to work with persons with speech and hearing impairment
  - Filling of registration forms
  - Establishing and streamlining systems for documentation of work



CBR Team

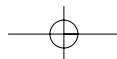


## Health

- Established effective referral systems to encourage the community to avail health services of government hospitals with medical specialists at district and block levels.
- Shared information about Red Cross ambulance service with the community to promote hospital deliveries and emergency services with focus on persons with disabilities.
- Organised support camps for orthotic and prosthetic aids to enhance access and mobility for persons with disabilities within their communities.
- Initiated the process of screening all children in 0-3 age group for early identification and intervention, in close association with Accredited Social Health Activists (ASHA) and Auxiliary Nurse Midwives (ANMs).
- Disseminated development charts to Anganwadi workers to monitor the growth of children and identification of children at risk.

## Education

- Process initiated to link children with special needs to government schools.
- Enhanced working relationships with block resource teachers to address issues regarding enrolment of children with special needs.
- Ensured participation of a person with disability in School Management Committee in village Khaika.





## Livelihood

- Disseminated information about job-oriented vocational training courses to persons with disabilities.
- Facilitated persons with disabilities to register with the employment exchange and to attend job fairs and corporate trainings.



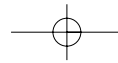
## Entitlement

- Advocated inclusion of persons with disabilities in development schemes to relevant government departments and families.
- Three disability certificate camps were held at Sohna government hospital where 84 disability certificates were issued.
- Sensitised a group of village secretaries under Panchayati Raj Institution schemes for utilisation of 3% of development funds for disability-related issues such as making common gathering places and accessible roads.



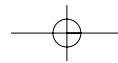
## Empowerment

- Sensitised the community and raised awareness on the rights of persons with disabilities.
- Initiated community meetings in villages to form collectives of persons with disabilities, after they expressed a need for them.
- Organised a team-building workshop with some interested persons with disabilities.



## Direct Intervention

- Worked directly with persons with disabilities on their training in activities of daily living, mobility and speech-language development.
- Built capacities of families in therapeutic interventions such as exercises.



**HEALTH SERVICES AT CBR**

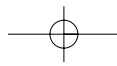
Promotion	New villages introduced	8	Assistive devices	Support camps/ Kiwani/Red Cross	2
	New registrations	301		People attended	50
	ASHA contacts	198		People issued aids	30
Prevention	0-6 screening: Total no. screened	364	Networking and liaison	CMO	1
	Medical care	Referral for medical intervention		8	SMO Sohna
Surgical intervention		1	SMO CHC Ghanghola	3	
AED		14	Red Cross Society	1	
Health Insurance NIRAMAYA		25			
Rehabilitation	Therapeutic intervention	112			

**EDUCATION SERVICES AT CBR**

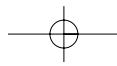
<b>EDUCATION</b>	Anganwadi visits	247
	Primary schools visited	58
Primary	Schools visited	14
	Resource teachers	5
	DPC	1
<b>LIVELIHOOD</b>	Referral to Rudset	44
Skills development	Vision of India	1
Self-employment	Job-oriented corporate training	1
	Wage employment	Referral to corporates for jobs
Social protection	Disability certificates	84
	Disability/old age /widow pension	12
	Travel concession	40
	Any other scheme	4

**SOCIAL SERVICES AT CBR**

Personal assistance	Training of parent/care givers	21
<b>EMPOWERMENT</b>		
Advocacy & communication	Info on RTI/UNCRPD	1
	Community mobilisation	Meetings with Sohna councillor
		Meetings with sarpanch
Self help groups and disabled people's organisations	Visit to DRDA, Gurgaon	1
	Team-building training	1
	Village meetings	21
Networking and liaison	Other organisations	2



# CBR in News





## Partnership with National Trust

**A**S STATE Nodal Agency Partner (SNAP), VISHWAS continued partnering with National Trust in implementing its programmes/activities in the state of Haryana. As SNAP, we are responsible for Mahendragarh, Gurgaon, Jhajjar, Faridabad, Rewari, Mewat and Palwal districts of Haryana.

- Under the programme we coordinated and liaised with district authorities to achieve objectives of the National Trust and to propagate and create awareness about the activities of the National Trust. We coordinated with members of local level committee in the districts of Rewari and Gurgaon, deliberated with the organisation with regard to the future action plan based on the needs of the parents of children with special needs across the district of Rewari.

- Conducted a team-building programme in Sohna together with persons with disabilities to help them form a group in order to function together to take up their issues of rights and entitlements.

- Represented and supported National Trust and local level committee members at PEDICON 2012 held at Gurgaon to sensitise paediatricians, and stress the importance of early detection and identification.



## Research and Training



**T**HE RESEARCH and training department is in its formative years, and every year we try to strategically plan activities which translate our vision into reality. The department aims to enhance the capacity of various stakeholders, as well as identify current training needs and develop training material for the same. Guided by the vision of inclusion, we bridge the gap between intent and practice of various stakeholders through training and workshops. Some of the activities done in the year 2011-2012 are:

- A short-term project was undertaken to create detailed profiles of children attending Vishwas Vidyalaya, monitor learning and see the effectiveness of the inclusive model. This project later expanded to understanding students and teachers' perceptions of inclusive education. Data was gathered through interviews and

questionnaires. The study revealed a number of positive experiences, as well as challenges that students and teachers face in school. Students said that learning was a joyful experience, and that the school had been successful in fulfilling the learning needs of all students. Along with this, there were also views on the lack of adequate skills and knowledge available to teachers to address the diversity in class, and inadequate time and resources. The study provided important insights and facilitated discussions for future planning and organisation.

### STAFF DEVELOPMENT

- Fourteen-day certificate course on sign language conducted by Deaf Way.
- Fire safety drill was conducted with all staff members.

### ORIENTATION/TRAINING CONDUCTED BY VISHWAS STAFF FOR OTHER AGENCIES/ORGANISATIONS

- Strategies for including children with cerebral palsy and autism in Haryana government schools.
- Training on 'Challenges in Inclusive Education' in Haryana government schools was conducted for resource teachers at SCERT, Gurgaon.

### PARTICIPATION BY VISHWAS IN STATE-LEVEL MEETINGS/CONSULTATIONS

- Participated in state rules consultations on Right to Education organised by AARTH-AASTHA.
- Presented to State Resource Group (SRG), Sarva Shiksha Abhiyan (SSA), Haryana officials a proposal to partner with Haryana government schools for facilitation of inclusion.



- Participated in the expert panel of State Resource Group's consultation for review of training material by Sarva Shiksha Abhiyan (SSA), Haryana.
- Contributed as Consultant, SRG, Haryana, for 'Developing resource/training manuals for including children with special needs in classrooms'.

#### **TRAINING HOSTED BY VISHWAS:**

- Vishwas hosted a five-day training (December 19-23, 2011) in partnership with Voice and Vision India and National Trust to encourage initiation and development of early intervention services for children with sensory multiple disabilities.



# Financial Statement (Abridged 2011-12)

## Liabilities

	2011-12	2010-11
Shared Capital	1,00,000.00	1,00,000.00
Issued, Subscribed and paid-up Capital	200.00	200.00
Reserve and Surplus	2,57,86,190.00	1,47,22,047.00
Corpus Fund	80,58,796.00	1,12,07,601.00
Current Liabilities	6,16,641.00	1,18,767.00
<b>Total</b>	<b>3,44,61,827.00</b>	<b>2,60,48,615.00</b>

In Rupees

## Assets

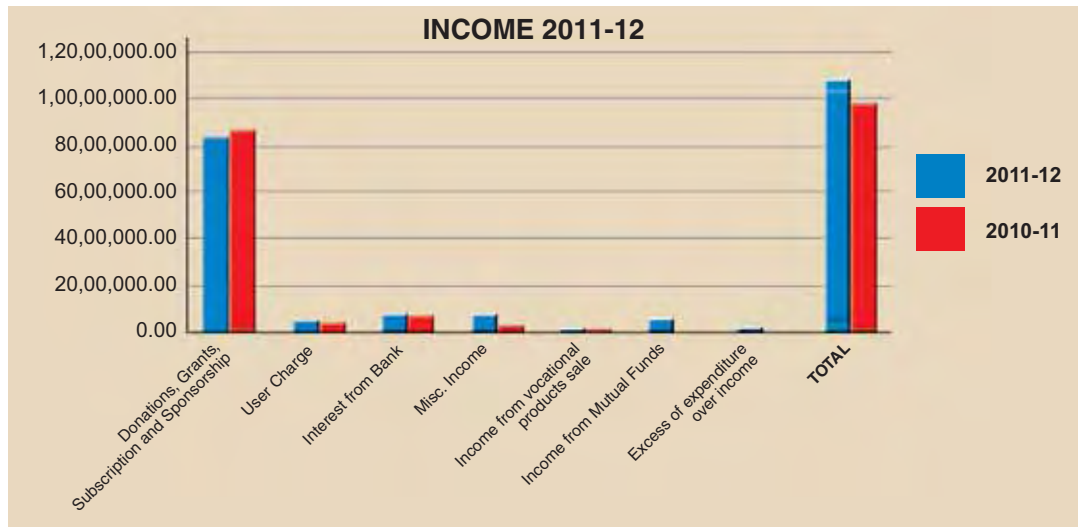
	2011-12	2010-11
Fixed Assets	38,04,179.00	35,38,795.00
Cash and Bank Balance	1,03,27,150.00	37,45,546.00
Fixed Deposit/ Investment	1,95,03,776.00	1,73,22,320.00
Current Assets Loan and Advance	8,26,722.00	14,41,954.00
<b>Total</b>	<b>3,44,61,827.00</b>	<b>2,60,48,615.00</b>

In Rupees

## Income

	2011-12	2010-11
<b>Income Heads</b>		
Donations, Grants, Subscription and Sponsorship	82,00,145.00	85,28,518.00
User Charge	4,29,605.00	3,30,075.00
Interest from Bank	6,53,398.00	5,70,676.00
Misc. Income	7,10,677.00	2,58,521.00
Income from vocational products sale	1,355.00	7,713.00
Income from Mutual Funds	5,06,628.00	0.00
Excess of expenditure over income	1,43,458.00	0.00
<b>Total</b>	<b>1,06,45,266.00</b>	<b>96,95,503.00</b>

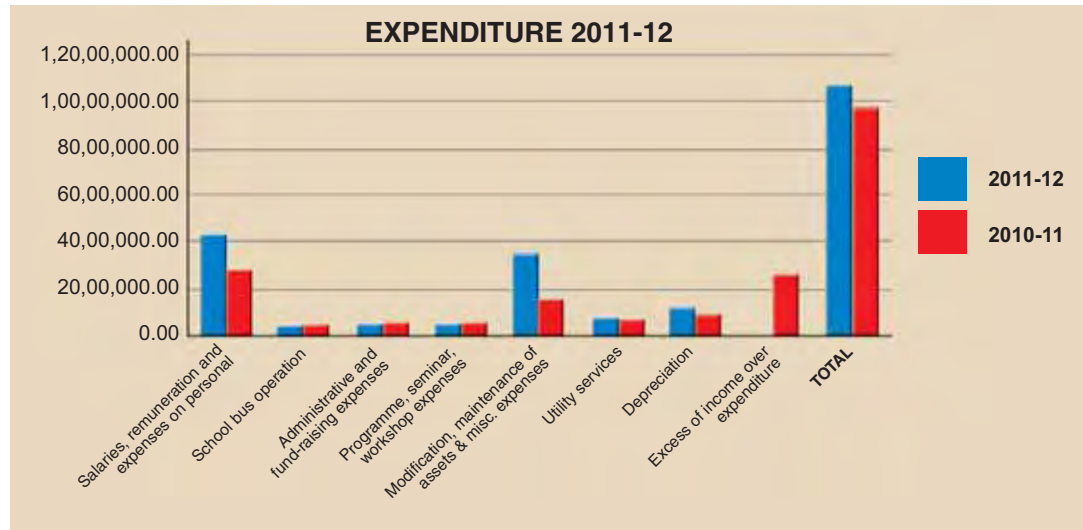
In Rupees



## Expenditure

	2011-12	2010-11
<b>Expenditure Heads</b>		
Salaries, remuneration and expenses on personal	42,33,863.00	27,53,508.00
School bus operation	3,70,336.00	4,08,895.00
Administrative and fund-raising expenses	4,51,139.00	4,87,471.00
Programme, seminar, workshop expenses	4,25,020.00	5,70,677.00
Modification, maintenance of assets & misc. expenses	33,85,578.00	14,51,287.00
Utility services	6,89,339.00	5,97,455.00
Depreciation	10,89,991.00	8,47,561.00
Excess of income over expenditure	0.00	25,78,649.00
<b>Total</b>	<b>1,06,45,266.00</b>	<b>96,95,503.00</b>

In Rupees



## Remuneration of Personnel Employed: 2011-12

Monthly remuneration of three highest paid employees: Rs 31,494, Rs 29,610, Rs 25,551

Monthly remuneration of the lowest paid employee: Rs 4,232

<b>Gross monthly remuneration plus benefits (Rs)</b>	<b>Male</b>	<b>Female</b>	<b>Male (left )</b>	<b>Female (left)</b>	<b>Total</b>
below 5,000	3	9	2	1	9
5,000-10,000	8	8	1	4	11
10,000-25,000	3	9	0	0	12
25,000 and above	1	3	0	0	4
No. of executive committee (board of directors) members receiving remuneration					None
Expenditure on foreign travel incurred by executive committee members, employees or volunteers					Nil
Expenditure on inland travel incurred by executive committee members, employees or volunteers					Rs 18,299
Number of board of directors related to each other					None

# Acknowledgments

## Donors

### INSTITUTION & GRANT

BHARTI FOUNDATION  
 CONCERN INDIA FOUNDATION  
 J M FINANCIAL FOUNDATION  
 LUXOR FOUNDATION  
 NATIONAL TRUST  
 ROTARY CLUB OF DELHI  
 SOUTHENDS A/C  
 SETH WALCHAND HIRACHAND  
 MEMORIAL TRUST  
 VIMLA BIRLA FOUNDATION

### CORPORATE GRANTS

ALPEX EXPORT PVT. LTD  
 BUSINESS CONSULTING GROUP PVT. LTD  
 CTA APPARELS PVT. LTD  
 CLSA INDIA LTD  
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Special thanks to corporate challenge team of **Ernst and Young**, **Max India foundation** and **NDTV India** for supporting us during **Airtel Delhi Half Marathon, 2011**. We also acknowledge the support of our friends and team who participated in the event for creating awareness and visibility about the organisation.

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## Board Members

### Neelam Jolly

Neelam Jolly, M.Sc (Hons), Biophysics; Diploma in basic developmental therapy from The Spastics Society of Northern India (now AADI). She set up Vishwas in 2005-2006 and has been its full-time chairperson since then.

### Usha Uppal

Usha Uppal, M.Com., Senior General Manager, The Express Group.

### Vinod Dua

One of the most well-known names in Indian news television. Dua was awarded the Padma Shri in 2008.

### Rama Bijapurkar

Visiting faculty at Indian Institute of Management, Ahmedabad; author and marketing consultant.

### Anjali Kapoor Bissell

Vice President (Corporate Communication), Apollo Group of Hospitals.

### Dr P K Dave

Former director of AIIMS; currently Chairman, Advisory Board & Head of the Department of Orthopaedics, Rockland Hospital, New Delhi.

### Manju Gupta

Director on the boards of Shiltan Consultants Private Ltd and Rajeswari Healthcare Private Ltd.

### Jaggi Panda

Co-founder and Managing Director of Ortel Communications Limited

## Advisors

### Lord Meghnad Desai

Professor Emeritus at London School of Economics. He is a prominent writer and commentator.

### Swadesh Talwar

Former Photo Editor with The Indian Express, Chandigarh.

# Staff



Ajeet Kumar Sinha  
 Benoy Kumar\*  
 Bimla  
 Brahm Dutt  
 Dhramwati  
 Dhramwati  
 Deepali Walia  
 Geeta

Geeta Chaturvedi  
 Govind Dangi  
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 Suresh Chand  
 Suman\*  
 Savitri  
 Vazir Singh  
 Yogendra Singh

\*left during 2011-2012

## Annexure-I

VISHWAS: Vision for Health, Welfare and Special Needs, is registered

Under Section 25 C of The Companies Act, 1956

●  
Under Section 80 G(5)(vii) of the Income Tax Act, 1961

●  
Under Foreign Contribution (Regulation) Act, 1976

●  
Under Persons with Disabilities (For equal opportunities, protection of rights and full participation) Act, 1995

●  
Under National Trust for the Welfare of Persons with Autism, Cerebral Palsy, Mental Retardation and Multiple Disabilities Act, 1999

●  
As State Nodal Agency Partner (SNAP) of The National Trust for Haryana



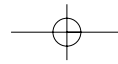
Vision for Health Welfare and Special Needs

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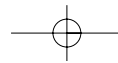
## Annexure-II

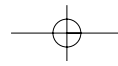
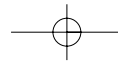
### Abbreviations

ASHA:	Accredited Social Health Activist
ANM:	Auxiliary Nurse Midwife
CBR:	Community-Based Rehabilitation
HUDA:	Haryana Urban Development Authority
ISKCON:	International Society for Krishna Consciousness
NGO:	Non-Government Organisation
RTE:	Right to Education
SCERT:	State Council of Educational Research and Training
SNAP:	State Nodal Agency Partner
SSA:	Sarva Shiksha Abhiyan
SRG:	State Resource Group
VRC:	Vocational Rehabilitation Centre
VSO:	Voluntary Services Overseas



## The launch of Vishwas Anthem







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