



# ANNUAL REPORT 2016-2017



विश्वास  
**vishwas**

Vision for Health Welfare and Special Needs

# About VISHWAS

We are a non-profit organization 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.





## Vision

A diverse and inclusive society where every individual is ensured equal rights and opportunities in a dignified manner.

## Mission

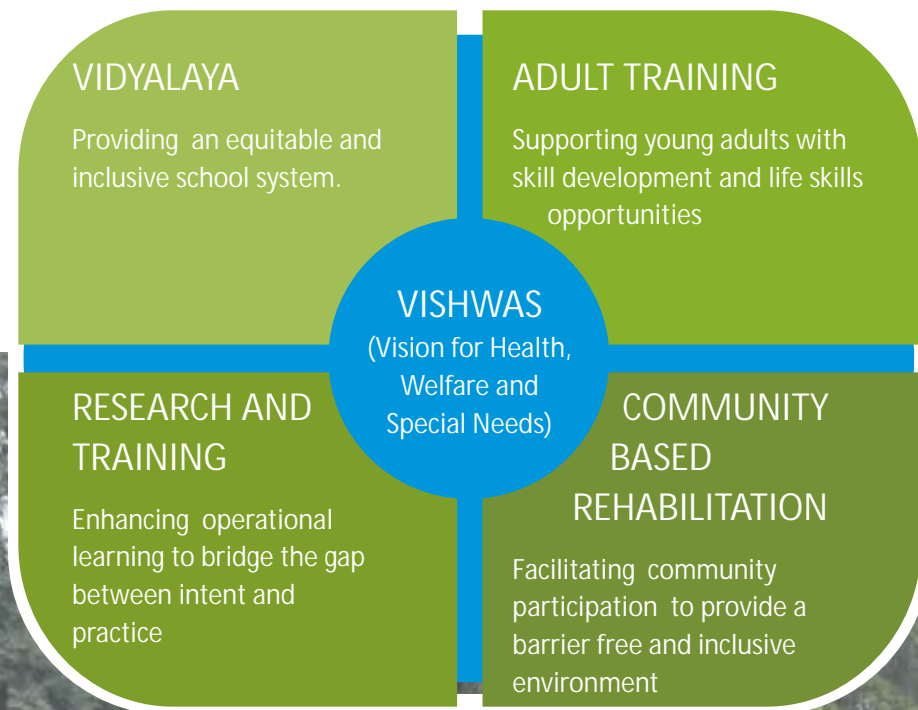
To promote the rights and interests of the disadvantaged and the disabled people in partnership with all stakeholders including children, their families, community and the government by building knowledge and capacities on inclusive practices and policies. Creating opportunities with meaningful participation.



# Overview of VISHWAS Programmes

VISHWAS focusses on the inclusion of persons with disabilities and all of our initiatives are aimed at promoting the rights and interests of the disadvantaged and disabled persons in partnership with all stakeholders including children, their families, community and the government.

We achieve this through our four programmes:





## Note from the Chairperson

As I begin to write my letter this year, my mind goes back to the immortal lines Sahir Ludhianavi wrote in the 1957 film, Naya Daur:

*“saathi haath badhana  
ek akela thak jayega,  
mil kar bojh uthana.”*

In our journey so far, we have followed that spirit ! We have been very fortunate in getting the support of all our stakeholders – the people we work with, their families, government officials, our Board members and a growing family of well wishers and supporters. That is the reason behind our successes and achievements. It is also the reason why we have confidently been able to face all the challenges that have come in our way.

This annual report for 2016-17 will give you the details of the progress we have made in our various programmes.

As an organisation, we are at a juncture, where while recognising our limitations, especially in terms of resources, we feel confident to raise our aspirations. In the coming year, we are planning to work towards developing a road map for our future work. This will happen through a series of internal discussions and feedback that we had received from our program users and well wishers. It is not only focussed on what VISHWAS will do but what we hope to achieve in partnership with persons with disabilities, parents, communities and the government as we work towards our vision of an inclusive society.

VISHWAS will always remain a work in progress. The difference is, now it is an established, reputed and respected institution. It cannot remain static, because movement is the life-blood of an organisation. So we should look forward to a year where we put our new plans into action.

I thank you all for your whole-hearted support and contribution to VISHWAS. Wishing you all a great year ahead.

*Neelam Jolly*  
Neelam Jolly  
Chairperson





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OR CLASS

## VISHWAS VIDYALAYA

VISHWAS believes that every child is entitled to meaningful and quality education, irrespective of caste, class, religion, gender, socio-economic status or disability. The VISHWAS Vidyalaya aims at providing for the all-round development of its students, focussing on both academic performance and extracurricular activities.







# Student Enrolment

The Session 2016-17 began with a total strength of 292 students. Over 91 percent of our students came from economically weaker sections and 15 percent of our students were children with special needs (CWSN). These included children with intellectual impairment, speech and hearing impairment, visual impairment, autism spectrum disorder, cerebral palsy and locomotor impairment. Children with special needs attended age appropriate classes and were provided with the necessary support to ensure their participation in class activities.

No of Students at VISHWAS Vidyalaya **Total 292**

 **183 Boys**

 **109 Girls**

No of CWSN Students **Total 43**

 **30 Boys**

 **13 Girls**

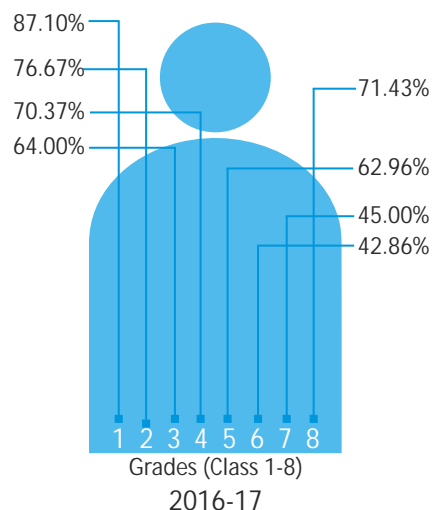
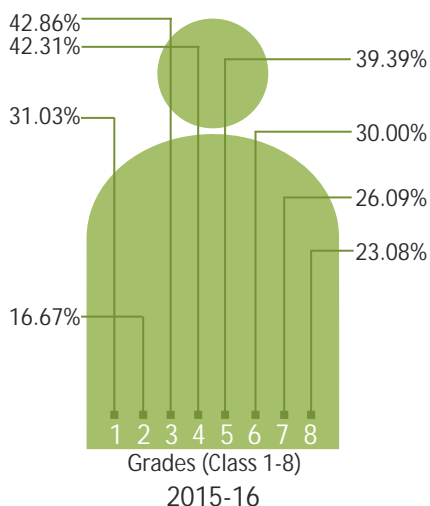
# Academic Performance

Teachers at the Vidyalaya have been working towards improving learning outcomes among the students, many of whom are first generation learners. This year, targeted efforts included:

- Providing subject specific remedial classes for students based on their needs.
- Using Audio visual aids, models and demonstration of science experiments to deepen students' understanding of concepts in Science and environmental sciences.
- Upgrading the Science Lab in partnership with Stem-Labs.
- Holding of a Science exhibition at the Vidyalaya, where students exhibits included using natural and waste material to make different kinds of houses, means of transport and communication and working models of windmills.
- Partnering with Mark Sharks to use their e-learning content for the teaching of Grade VII and VIII Mathematics and Science.

This year, 141 students from Grades IV to VIII completed the NIIT Basic and Learning Advance classes.

The comparative data of average marks in all subjects of students from Class I to Class VIII who got above 50% marks in all the examinations held in the sessions 2015-16 & 2016-17 indicate the positive impact that the interventions have had in the performance of the students.



Comparative data on academic performance of students during 2015-16 and 2016-17



## Participation in School Activities and Events

Opportunities are provided for all students at the Vidyalaya to participate in all the activities and events of the school. Besides this, they are taken for educational visits and trips and also represent VISHWAS Vidyalaya at competitions and activities organised by other schools and organisations.

As in the past years, we celebrated all the National days and festivals with zeal and enthusiasm. These included Republic Day, Independence Day, Children's Day, Holi, Diwali and Christmas, The year also provided multiple opportunities for our students to showcase their skills in sports activities.

## Annual Day Function (18 February, 2017)

The theme of this year's Annual function was "The Journey of VISHWAS" to celebrate VISHWAS completing 10 years. The special guest at the function was "Paralympic Indian Athlete – Mr. Ram Pal Yadav who represented India at the 2016 Paralympics at Rio de Janeiro, Brazil. Students, teachers, consultants, supporters, volunteers worked together to make this event a memorable one.

## Musical Event (23 March, 2016)

Our partners "Pure Hearts" organized a "Musical Event" for the students of VISHWAS on the last working day of the 2016-17 session.. The team demonstrated how to create music using household items. This was followed by a magician's act.







## Competitions

Quiz competition for students of Grade VI to VIII, poster making competition for all students, spelling competition for students of Grade IV and V were other events that were organised during the academic year.

## Annual Sports' Day

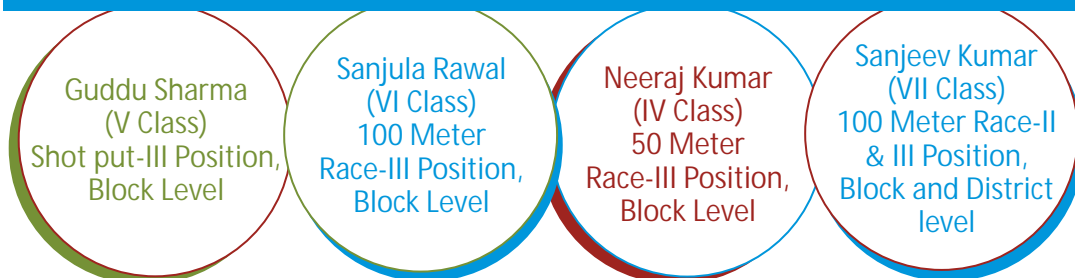
The Vidyalaya's Inclusive Annual Sport's Day was held on 28 January 2017. The events were designed to ensure the participation of all students from Nursery to Class- VIII.

## CWSN Sports & Cultural Activities at the Block and District Level

Students of VISHWAS participated in games organized by the Haryana Government on the 8th and 13th of February, 2017 for Children with Special Needs at the Block and District levels. Four of our students won medals at the block level in track and field events. Sanjeev Kumar won a bronze medal in the 100 metre race at the District level too.



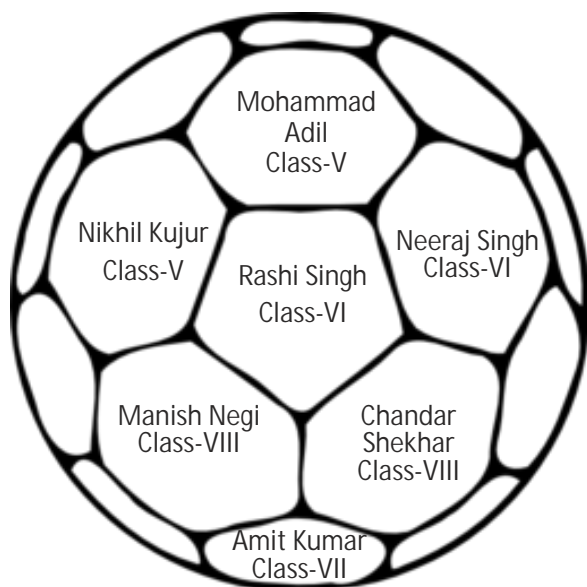
Students who won medals at the Block and District level games for CWSN



# Brazil International Football Academy

It was a dream come true for 7 students (6 boys and 1 girl) of VISHWAS Vidyalaya when they were selected by the Brazil International Football Academy for training at the Manav Rachna International School. The selectors of the Football Academy came to the Vidyalaya to conduct a coaching session imparting football skills and also arranged sports gear for the selected students.

Table: Names of Students selected for further training in Football



# Workshop on Life Skills conducted by The Young People Foundation

VISHWAS invited the Young People Foundation to sensitize the students of Class VIII to conduct a workshop on sexuality and life skills. Topics like "To Know Your Body" & "Changes in Adolescence" were introduced to the students and they actively participated in discussions on gender identity, family responsibility and body image.

# Parent Teacher Meetings

Parent Teacher Meetings are crucial processes that provide a platform for parents and teachers to discuss the academic and social performance of the students and also voice their concerns. This year, too, saw parents participating eagerly in the meetings organised by the Vidyalaya.







## Excursions

Believing excursions to be an expansion of classrooms, VISHWAS Vidyalaya ensures that these are part of the school's calendar each year. Several such trips were organised this year. Prominent among these was the visit to the Rashtrapati Bhawan and a meeting with the Honourable President of India and participation in activities of World Disability Day (December 3).

## Visitors at the Vidyalaya

Employees of Colliers came to VISHWAS as part of their company's Corporate Social Responsibility activity to celebrate Diwali with the students.

Students from Suncity School visited the Vidyalaya in May to interact with our students.

Members of McGraw Hills Foundation Group visited the Vidyalaya and donated tablets to the school for the students to use.

Dr BrahmdEEP Sindhu from civil hospital Gurgaon and Disabilities Commissioner, Haryana visited VISHWAS.

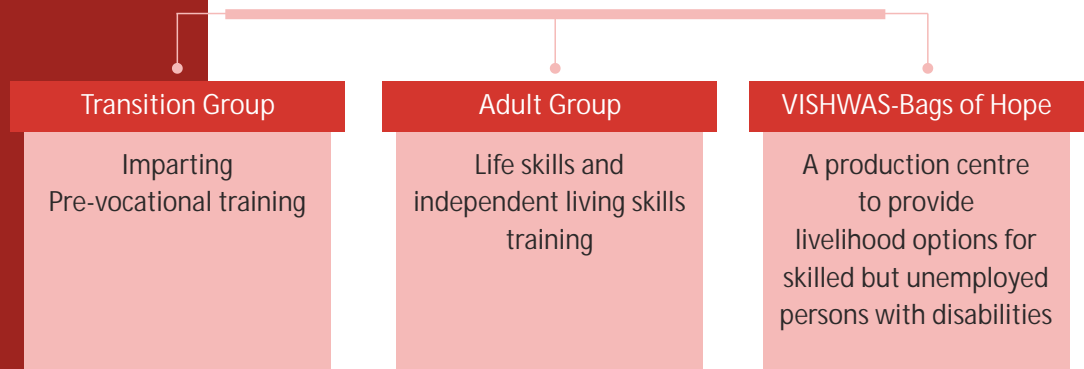






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## VISHWAS Transition & Adults' Programme



The aim of the VISHWAS Transition and Adult's Programme is to maximise the functioning and potential of disabled individuals as they move from adolescence to adulthood. The programme focusses on:

- Building on the strengths and interests of persons with disabilities and supporting them to become independent and contributing members in their families and society
- Providing skill training to prepare them for employment.

Parents and the families have reported back on the constructive behavioural and competency level changes in the trainees.

This year all trainees were trained on block printing as a vocational option.









## Transition Group

The Transition Group has 8 trainees of 14-18 years with intellectual impairments.

The focus is on functional skill training and life skills that includes self-care, survival, and time and money concepts. As part of their basic communication skills, they learn how to provide information about themselves, how to use a cell phone, and cross the road safely. In social math, they learn to do counting and identifying notes and coins.

This year as part of their vocational skill training, they learnt to make simple paper bags, 'latkans' and 'torans' for our project VISHWAS Bags of Hope. Each trainee received rupees 300/- as incentive for their work.

## The Adult Programme Group

For the Session 2016-17, the group had 10 trainees of whom 1 left owing to health reasons.

Under the programme, there has been an increased focus on the role of families in providing opportunities at home for their wards to become independent in activities of daily living.

Under the life skills programme, the trainees learn and practice basic household chores like washing, ironing, dusting and cooking skills such as chopping vegetables

and helping in making snacks like sandwiches, patties, poha, upma, and instant noodles. They go shopping for supplies as well. Some of the trainees have learnt to use the calculator to total the costs of the food they sell.

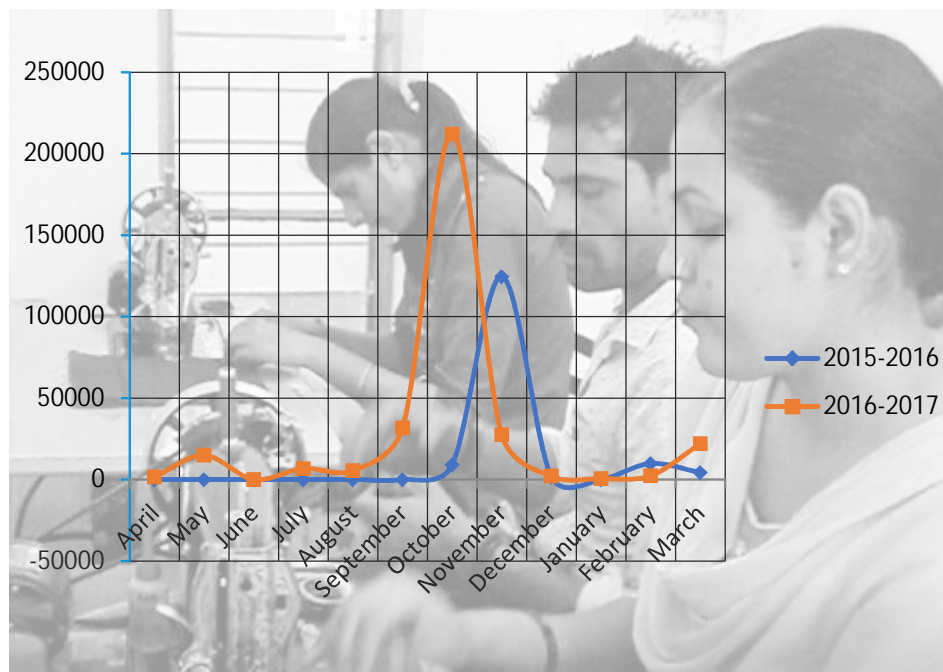
## VISHWAS - Bags of Hope

The purpose of 'VISHWAS Bags of Hope' is to facilitate the economic empowerment of persons with disabilities through skill development and to provide a sustainable employment opportunity in an inclusive set-up

Key achievements during this year has been:

- The weaving loom becoming operational.
- Marked increase in the production and sale of products.
- Development of additional samples of bags, 'torans' and wall hangings.
- Winning the e-NGO Challenge 2016-17 for enabling persons with disabilities in skill development amongst the differently abled.
- Showcasing of our products at various platforms.

The increase in the sales of products of the VISHWAS Bags of Hope is evidenced by the chart showing the sales volume comparison between the financial year 2015-16 and 2016-17.



Comparative sales volume of VISHWAS Bags of Hope (2015-2016 and 2016-2017)



## Social Interaction and Bonding

During the year, the trainees participated in all the outings and celebrations of VISHWAS along with the VISHWAS Vidyalaya students and in cultural programmes such as the celebration of the Founding Day of the National Trust in Delhi. They also participated in a painting event organised by Concern India Foundation.

Very Special Arts, India announced the twenty-third Annual Art Competition 2017 in January'17. The 6 trainees whose entries were sent included Priya Sharma, Susheela, Devanshu Lodhi, Jatin Kundu, Shivam and Pooja Srivastav

## Social Entitlement

VISHWAS enabled 3 of the trainees to apply for and receive their disability pension as a result of information and guidance shared with them. Disability certificates were also facilitated for 3 of them.



Poonam, a 28 years old housewife from the village Tikli in Sohna Block (15 kms from VISHWAS) joined the Bags of Hope project a year and a half ago. Although very keen to work, she faced barriers in commuting owing to her disability. Initially her husband dropped her to work. With motivation and support from VISHWAS, she decided to buy a new Honda Activa Scooter with adapted side balancing wheels. Thus began Poonam's journey towards her independence. Very shy and introverted earlier, her mobility has given her new confidence. She sometimes drops her daughter to school and as a proud mother independently turns up for the Parents Teachers Meeting at her school every month.

It has had its adventurous moments too. Poonam now gleefully shares of how she lost her way to VISHWAS one day and spent an extra hour negotiating the roads to finally reach. It was scary yet enjoyable and a boost to her confidence.

She observes that her journey is more than just kilometres in distance as she moves between two environments that couldn't be more apart- a predominantly male dominated and gender segregated community in her village to her workplace where she is undertaking job skills alongside male colleagues and experiencing gender equality".







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## VISHWAS COMMUNITY BASED PROGRAMME

The VISHWAS Community Based Programme is committed to the guiding principles of enhancing the quality of life of people with disabilities in the neighbouring communities. Our aim is to enable persons with disabilities to benefit from development schemes, enhance their opportunities to access education, health care and skill development and create awareness amongst persons with disabilities about their rights and entitlements.

This year was spent on strategizing the further course of action for this project. VISHWAS decided to apply the learning from our community work in Sohna to our neighbouring urban community.

Seven villages within a 4 kilometre radius of VISHWAS were identified. A key reason for choosing the villages, apart from their proximity to VISHWAS, is that most of the students and trainees at VISHWAS come from these areas. Another reason was to reach the migratory population of daily wagers and domestic service providers who inhabit the urban slums around these areas.



The aim of the initiative is to identify and initiate contact with persons with disability in the area and to link them with the service providers there. At the same time, the project will also help us develop our learning and understanding of working with the urban poor residing in the vicinity.

Key activities undertaken during this period included:

- Visits to the identified communities for initial data collection on persons with disabilities from local functionaries like Anganwadi workers, ASHA and prominent village members.
- Visits to the families of identified disabled people by field worker for an initial needs assessment and briefing them about the work of VISHWAS.
- Facilitating the visits of persons with disabilities to VISHWAS for detailed assessments and linkages. Home visits were made by the team who could not visit VISHWAS for assessments and further direct interventions.
- Detailed assessments, development of intervention plans and information on government schemes and benefits were provided.
- Referrals for orthotic aids and facilitating admission in government schools for school age children
- Identifying persons with disabilities who could receive further training to join VISHWAS Bags of Hope.

Table: Initial Data on Persons with Disabilities in 6 Villages of Gurgaon Block

| VILLAGE       | PERSON WITH DISABILITIES | 0-5 years Male | Female | 6-18 years Male | Female | 19-35 years Male | Female | 36-60 years Male | Female |
|---------------|--------------------------|----------------|--------|-----------------|--------|------------------|--------|------------------|--------|
| WAZIRABAD     | 28                       | 4              | 0      | 6               | 2      | 6                | 6      | 3                | 1      |
| JHARSA        | 29                       | 1              | 1      | 8               | 6      | 2                | 5      | 4                | 2      |
| INDIRA COLONY | 3                        | 0              | 0      | 1               | 2      | 0                | 0      | 0                | 0      |
| SAMASPUR      | 8                        | 0              | 1      | 1               | 2      | 2                | 1      | 1                | 0      |
| TIGRA         | 10                       | 0              | 0      | 3               | 2      | 3                | 1      | 0                | 1      |
| KANHAI        | 6                        | 1              | 1      | 0               | 2      | 2                | 0      | 0                | 0      |
| Total         | 84                       | 6              | 3      | 19              | 16     | 15               | 13     | 8                | 4      |

Our work has alerted us to the challenges of group dynamics within the heterogeneous community that we hope to detail and follow up in the coming years. VISHWAS is also aware of the need to overcome the initial distrust and reluctance to share information by the government functionaries.





Seema, aged 10, is a resident of Tigra village and has Cerebral Palsy. The VISHWAS team provided Orthotic aids through KIWANI - a local resource group and her parents were guided on exercises. This has brought an improvement in Seema's walking pattern. Her enrollment in the local government school has also been facilitated.

Rohtas, a 30 years old man with locomotor impairment was identified by the VISHWAS Community Based Programme team during field visit to Kanhai village. At the time, Rohtas was earning his livelihood by altering and stitching male garments and his income was neither sufficient nor consistent. Rohtas joined the VISHWAS - Bags of Hope project. He had managed to get a scooter with balancing wheels from a donor for his commuting. Since joining the project, his earning capacity and opportunities have increased and is sustainable enough to support his family. He has now taken the next leap in life and has a life partner.







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## VISHWAS RESEARCH & TRAINING CENTRE

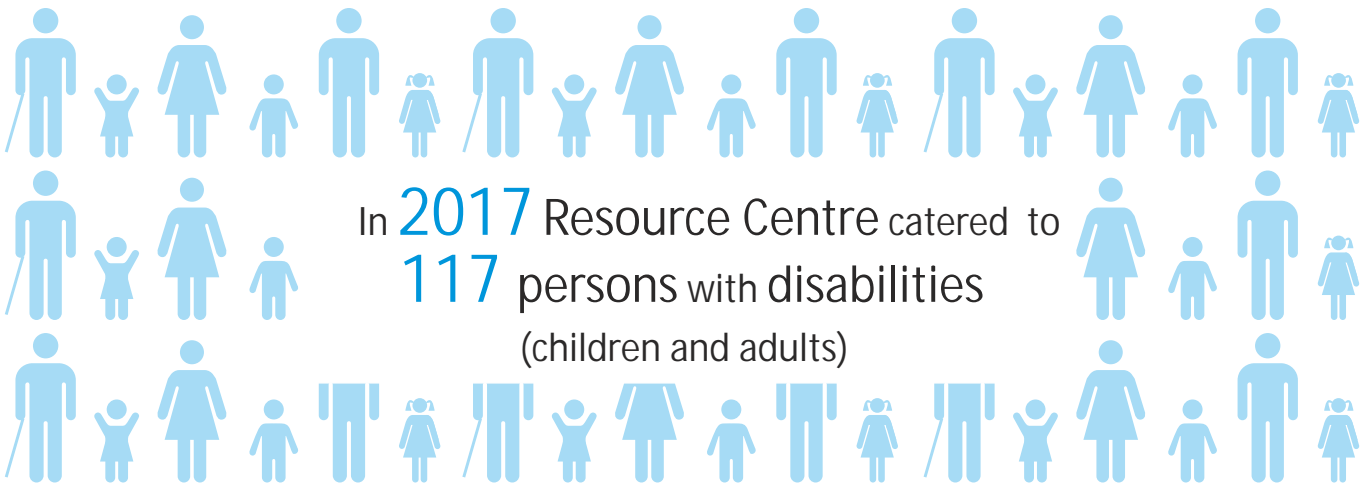
VISHWAS aims at bridging the gap between operations and policy through its Research and Training Centre.

The year saw the reactivation of the Resource Centre at VISHWAS. The Resource Centre provides information, support and referral services to promote learning, inclusion, education, training and opportunity for children, adolescents and persons with disabilities and their families. Trained personnel at the centre carry out the following functions:

- Conduct functional assessments and develop a home based plan for the parents.
- Provide linkages for parents and their wards with rehabilitation professionals like speech and language training, therapists, physiotherapists.
- Network with other NGOs and government institutions for appropriate medical, rehabilitation and intervention support.
- Co-ordinate with the VISHWAS team for the admissions of children/persons with disabilities to other VISHWAS programmes (VISHWAS Vidyalaya, VISHWAS Transition and Adult Programme) and with block resource teachers for admission to available government schools.
- Conduct home visits for those in nearby communities to understand their social contexts.







This year the Resource Centre successfully:

- Facilitated disability certificates for 13 individuals in a camp organized under the Sarva Shiksha Abhiyan Inclusive Education Department. (November 16, 2016)
- Provided orthotic aids to identified individuals in coordination with KIWANI (Jan 17, 2017)
- Facilitated pre-operative assessment for a child with cleft palate. Free surgery has been scheduled in coordination with SMILE INDIA TRAIN FOUNDATION
- Worked with parents and school authorities to get 2 girls with hearing and cognitive impairment respectively admission at their neighbourhood government schools
- VISHWAS Resource Center has successfully assimilated 14 eligible candidates in Current session of 2017-18 at VISHWAS Vidyalaya and identified 2 eligible candidates for the Transition programme.

## VISHWAS as the State Nodal Agency Centre (SNAC)

VISHWAS has been a SNAC for The National Trust for the Welfare of Persons with Autism, Cerebral Palsy, Mental Retardation & Multiple Disabilities for the State of Haryana to undertake convergence with State Governments, be a Data/Information & Resource Centre, facilitation of Local Level Committee, mentoring small NGOs, till 31st March 2017.

Applications for 16 Children and persons with disabilities have been submitted under NIRAMAYA-Health Insurance scheme under The National Trust.





During this period, the National Trust in collaboration with AIIMS organized a Master Trainers National Level Training Programme. VISHWAS actively coordinated with the Director General, Health, Panchkula to facilitate attendance from Haryana. Dr. Brahmdeep Sindhu, Psychiatrist at District Gurgaon Hospital attended the training from 31st August'16-2nd September'16. The topic was on using INCLIN Diagnostic Tool for Autism Spectrum Disorder (INDT-ASD) and Indian Scale for Assessment of Autism (ISAA) tools for issuance of certificate for children and people with Autism Spectrum Disorder.

VISHWAS was part of a brainstorming session 'Manthan' at Vigyan Bhawan on 16th December'16 organised by the National Trust. The session was moderated by the CEO & JS, The National Trust, Mr. Mukesh Jain. VISHWAS gave critical suggestions on early intervention and also highlighted the lack of services in rural areas and the need for convergence of various government facilities.

VISHWAS also participated in the Foundation Day celebration of the National Trust held at Constitution Club of Delhi on 30th December'2016 at New Delhi. It was an Inclusive performance with the students of VISHWAS Vidyalaya and Trainees of Transition and Adult programme participating together on VISHWAS Anthem.

Vikas, 8 year old has cerebral palsy and registered with the VISHWAS Resource Centre. On his first visit he could only propel his body forward by crawling and had knock knees. The therapist trained the parents on exercises to move his legs and orthoses (braces) was also recommended to help in straightening his legs. Very little attention had also been given to his speech and learning. His speech was limited to a few words and he was unable to speak complete sentences.

Today, Vikas walks with minimal support with his orthotic aid and a rollator. He also confidently speaks in small sentences and is able to recognise basic alphabets and colours.

His parents who earlier had not laid enough emphasis on his education due to the other complications with Vikas have finally got him enrolled in VISHWAS Vidyalaya for the Academic Year 2017-18.



# List of Excursions

|                | Trip to (Place)               | Organised By  | Attended by   | Purpose   |
|----------------|-------------------------------|---|---|---|
| 22 April, 2016 | Rashtrapati Bhawan, New Delhi | VISHWAS   | Staff & Students of Classes VI-VIII                               | To meet with Honourable President of India and visit the Rashtrapati Bhawan |
| 10 May, 2016   | Raheja Mall, Gurugram         | Ms. Shalu Johar Saini<br>Staff & Students of classes-IV & V |   | To watch "The Jungle Book" movie in 3D                                      |
| 21 Sept, 2016  | Delhi Auditorium, New Delhi   | Ms. Shalu Johar Sahni & Pure Hearts                         | Staff & Students of classes II & III                              | Watch a puppet show   |
| 22 Oct, 2016   | Qutub Minar, Delhi            | Delhi by Foot   | Staff & Students of Classes VI-VIII                               | To visit a Historical monument  |
| 5 Nov, 2016    | Leisure Valley Park, Gurugram | VISHWAS   | Staff & Students of Classes – Nursery & I                         | To spend leisure time   |
| 20 Nov, 2016   | Taj Hotel, New Delhi          | Nipman Foundation   | Staff & 13 Students of Classes – VI-VIII                          | To render the National Anthem on the organisation's Foundation Day event    |
| 3 Dec, 2016    | India Gate, New Delhi         | VISHWAS   | Staff & Students of Transition & Adult Group                      | To participate in activities on "World Disability Day"                      |
| 31 Dec, 2016   | Mavlankar Bhawan, New Delhi   | National Trust  | Staff & 28 Students of Classes- V-VIII & Transition & Adult Group | To perform a dance on the VISHWAS anthem.                                   |
| 25 Mar, 2016   | Anand Gram, New Delhi         | Pure Hearts   | Staff & Students of Transition & Adult Group                      | To participate in Art & Crafts activity.                                    |
| 29 Apr, 2017   | Galleria Market, Gurugram     | Pure Hearts   | Staff & Students  | To perform "Sarva Dharma Prayer"  |

# List of Staff Training During 2016-17

VISHWAS organised several trainings for the team members of the different programmes. Staff also attended training programmes conducted by other organisations.

| Date                        | Training                                    | Trainer   | Purpose  |
|-----------------------------|---|---|--|
| 27 May, 2016                | Use of Communication Board / Chart          | Mr. Ajeet Kumar Sinha   | To communicate with students with speech and physical impairments.   |
| 28 May, 2016                | How to use the Hydraulic lift in the Bus    | Ms. Kavita Thakran,<br>Ms. Monika Maharolia                                 | To train staff in the use of hydraulic bus lift for transfers of wheelchair users.                         |
|                             | Articulation of Hindi Varnmala (consonants) | Mr. Ajeet Kumar Sinha   | To help teachers identify articulation patterns.   |
| 30-May, 2016                | Computer Training                           | Ms. Geeta Chaturvedi,<br>Mr. Shashi Bhushan Kumar,<br>Mr. Ajeet Kumar Sinha | To train teachers in the use of computer programmes in the preparation of worksheets and exam papers       |
| 31 May, 2016<br>30 Jul-2016 | TAB Training                                | Mr. Shashi Bhushan Kumar  | To train teachers in using the tablets for technology assisted teaching and learning.                      |
| 17 Sep, 2016                | Seizures & First Aid                        | Ms. Sughandha   | To understand the Do's and Don'ts during an epilepsy event   |
| 5 Nov-16                    | Communication Skill                         | Mr. Ajeet Kumar Sinha   | To understand and help students with poor communication skills   |
| 27-Dec-16                   | Behaviour Modification                      | Ms. Geeta Chaturvedi  | To understand and address behaviour related issues of CWSN cases   |
| 27-Mar-17                   | Making Interesting Planners                 | Ms. Parul   | To make teachers understand the steps involved in making effective and interesting planners                |
| 28-Mar-17                   | Language and communication skills           | Ms. Charu Sharan  | To understand language, its components, and strategies to improve communication                            |
| 29-Mar-17                   | Developing of reading skill                 | Ms. Charu Sharan  | To understand phonic sounds and improve auditory / reading skills  |
| 29-Mar-17                   | MS Excel                                    | Mr, Shashi Bhushan Kumar  | To understand and working with MS Excel  |
| 30-Mar-17                   | Sexuality and Life Skills education         | Ms. Manasa & Ms. Reena of "The YP Foundation"                               | To sensitize teachers on their role in preventing and recognising signs of sexual crimes against children. |

Staff from VISHWAS participated in a three day Keystone Institute India, in partnership with the National Trust and The Hans Foundation, conducted an intensive three-day Social Role Valorization course for the first time in India. The workshop was designed to promote positive possibilities for people with disability and focused on the quality of life of people with disabilities.



# VISHWAS Board Members-2016-17



## Neelam Jolly

Neelam Jolly, M.Sc (Hons), Biophysics; Diploma in basic developmental therapy from the Spastic 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. Formerly Senior Vice President with The Indian Express and is now working with Mediascape Pvt Ltd



## Anjali Kapoor Bissell

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



## Lord Meghnad Desai

Lord Meghnad Desai, Professor Emeritus at London School of Economics. He is a prominent writer and commentator.



## Pramod Bhasin

Pramod Bhasin, founded Genpact - formerly GE Capital International Services, in 1997 and was the President & CEO of Genpact till June 2011 and is currently the Vice Chairman. He is currently Chairman, The Skills Academy, Mentor & Thought Leader at Qbixt.



## Nipun Kumar Malhotra

Nipun Malhotra is an alumnus of St. Stephen's College and the Delhi School of Economics. He is the Executive Director at Nipman Fastener Industries and also the co-founder and CEO of the Nipman Foundation.



## Swadesh Talwar

Swadesh Talwar is a Renowned Photographer.

# Our Advisory Board



**Mr. Arun Shourie**

Ramon Magsaysay and Padma Bhushan awardee Arun Shourie is among India's most trusted and influential commentators on current and political affairs. He held portfolios of disinvestment, communication and information technology in Atal Bihari Vajpayee's NDA cabinet.



**Ms. Latika Thukral**

Latika Thukral is a co founder of Iamgurgaon, an NGO started in 2008. Prior to that she worked with Citibank for 18 years and later quit to set up an NGO to improve Gurgaon. Latika also received an appreciation award by Haryana Government on the Republic day in 2010 for her services for Gurgaon.



**Dr. Naresh Trehan**

The Padma Shree and the Padma Bhushan Awardee, Dr. Naresh Trehan, is a renowned Cardiovascular and Cardiothoracic surgeon. He is the Chairman & Managing Director, Medanta™-The MediCity, a multi super speciality institute in Gurgaon. Escorts Heart Institute and Research Centre was conceptualized, created and managed by Dr. Trehan from November 1987 to May 2007.



**Dr. S.Y. Quraishi**

Dr. S.Y. Quraishi joined the Indian Administrative Service in 1971, and after holding several strategic and key positions, rose to become the 17th Chief Election Commissioner of India. At present, he is the Honorary Chairman of the Centre for Ethical Life & Leadership (CELL), a not-for-profit CSR and Sustainability Advisory, and of Sightsavers India: The Royal Commonwealth Society for the Blind.



**Ms. Lilly Vishwanathan**

Ms. Vishwanathan has worked extensively at different levels and in diverse capacities on the rights of children - particularly those from the most disadvantaged and vulnerable groups. She has been involved in training and has led multi-disciplinary teams at the grassroots and national level on several projects linked to disability inclusion, child rights and gender. She has been a consultant with the Ministry of Human Resource Development on the inclusion of children with disabilities in education.



## List Of School Management Committee Members

The Managing committee of Vishwas Vidyalaya as approved by Office of Director School Education, Haryana is as under

1. Neelam Jolly, Chairperson
2. Geeta Chaturvedi, Secretary
3. Ajeet Kumar Sinha, Manager
4. Pragya Singh, Educationist
5. Sonia Bansal, Parents' Representative
6. Sapna Thapa, Female Member
7. Gurcharan Kaur, Teachers' Representative

- 14 Hemlata Saini
- 15 Jyoti Saini
- 16 Jagwati
- 17 Kavita Thakran
- 18 Kishan Kumar
- 19 Kritisree Misra
- 20 M. Ghosh
- 21 Monika Mehrolia
- 22 Mahinder Kumar
- 23 Maharam Mondal
- 24 Mohina Bibi Mondal
- 25 Nivedita Pandey
- 26 Neelam Vashisht
- 27 Pragya Singh
- 28 Pammi Devi
- 29 Pratibha Guleria
- 30 Ruby Barooah
- 31 Rohit Yadav
- 32 Ramrati
- 33 Roop Ruchi Chadha
- 34 S. P. Barooah
- 35 Sapna Thapa
- 36 Savitri Devi
- 37 Shashi Bhushan Kumar
- 38 Suman Lamba
- 39 Sugandha Marjara
- 40 Sundar Singh
- 41 Shiv Kumar Banskar
- 42 Vikash Kr. Pandey

## Staff (01.4.2016- 31.03.2017)

- 1 Ajeet Kr. Sinha
- 2 Ankita Mishra
- 3 Bimla
- 4 Bharti Srivastava
- 5 Dharamvati Sherwan
- 6 Dharamvati Singh
- 7 Dheeraj Kumari (left)
- 8 Dayawati
- 9 Geeta Chaturvedi
- 10 Gurcharan Kaur
- 11 Geeta Rani
- 12 Garima Kaushik
- 13 Geeta

## List of Consultants

- 1 Vivek Tripathi - Vocal music for all classes
- 2 Komal Sood - Science and Math for middle school and teacher training
3. Charu Sharan - Communication and Special Education support and Guidance to Special Educators

# Director's Report

VISHWAS VISION FOR HEALTH, WELFARE AND SPECIAL NEEDS

Your Directors have pleasure in presenting their 11th Director's Report on the business and operations of the Company along with the Audited Financial Statements of the Company for the financial year ending March 31, 2017. We would like to share with you the highlights during the year 2016 – 2017:

## 1. Financial summary or Performance of the Company (Standalone)

| (Amount in Rs.)   |            |             |
|---|------------|-------------|
| PARTICULARS   | 2016-17    | 2015-16     |
| 1. Revenue from Operation   | -          | -           |
| 2. Other Income   | 12,420,248 | 10,390,832  |
| 3. Less : Expenses other than Finance charges & Depreciation/Amortization | 10,359,719 | 11,529,175  |
| 4. Profit before Finance Charges, Tax, Depreciation/Amortization(PBITDA)  | 2,060,529  | (1,138,343) |
| 5. Less: Finance Charges  | 5,317      | 1,145       |
| 6. Profit before Depreciation/Amortization (PBTDA)                        | 2,055,212  | (1,139,488) |
| 7. Less: Depreciation/Amortization  | 567,612    | 521,200     |
| 8. Net Profit before Taxation (PBT)                                       | 1,487,600  | (1,660,688) |
| 9. Less: Provision for Taxation(Including Deferred Tax)                   | -          | -           |
| 10. Profit/(Loss) after Taxation (PAT)                                    | 1,487,600  | (1,660,688) |
| 11. Provision for proposed dividend                                       | -          | -           |
| 12. Dividend tax  | -          | -           |
| 13. Profit/(Loss) carried to Balance Sheet                                | 1,487,600  | (1,660,688) |
| 14. Basic & Diluted EPS   | -          | -           |

## 2. Dividend

Being Non Profit Organization, your directors did not recommend any dividend during the year under review.

## 3. Reserves & Surplus

| Reserve & Surplus | Amount (31/03/2017) | Amount(31/03/2016) |
|-------------------|---------------------|--------------------|
| General Reserve   | 17,990,974          | 16,503,374         |
| 35AC              | 1,761,603           | 1,761,603          |
| FCRA              | 6,048,166           | 6,048,166          |
| Vishwas FCRA-FA   | 3,115,184           | 3,115,184          |
| Total             | 28,915,927          | 27,428,327         |



| Financial Statements ( Abridged 2016-17 ) | 2016-17               | 2015-16              |
|---|-----------------------|----------------------|
| <b>LIABILITIES</b>                        | <b>INR</b>            | <b>INR</b>           |
| Issued, Subscribed and paid-up Capital    | 200.00                | 200.00               |
| Reserve and Surplus                       | 289,15,927.00         | 274,28,327.00        |
| Corpus Fund                               | 720,30,847.00         | 709,45,047.00        |
| Current Liabilities                       | 15,41,802.00          | 1,70,018.00          |
| <b>Total</b>                              | <b>1024,88,776.00</b> | <b>985,43,592.00</b> |
| <b>ASSETS</b>                             |                       |                      |
| Fixed Assets                              | 34,93,526.00          | 15,20,973.00         |
| Cash and Bank Balance                     | 18,10,621.00          | 16,71,918.00         |
| Fixed Deposit/Investment                  | 956,90,249.00         | 939,75,729.00        |
| Current Assets Loan and Advance           | 14,94,380.00          | 13,74,972.00         |
| <b>Total</b>                              | <b>1024,88,776.00</b> | <b>985,43,592.00</b> |

| Financial Statements ( Abridged 2016-17 )   | 2016-17              | 2015-16              |
|---|----------------------|----------------------|
| <b>INCOME</b>                               | <b>INR</b>           | <b>INR</b>           |
| Income Heads                                |                      |                      |
| Donation, Grants, Subscription, Sponsorship | 69,84,779.00         | 50,87,223.00         |
| User charges                                | 4,38,875.00          | 4,47,026.00          |
| Interest From Bank                          | 20,63,790.00         | 14,01,423.00         |
| Income from Mutual Fund                     | 22,04,200.00         | 28,88,331.00         |
| Misce. Income                               | 7,28,604.00          | 5,66,829.00          |
| Excess of Expenditure over Income           | -                    | 16,60,688.00         |
| <b>Total</b>                                | <b>124,20,248.00</b> | <b>120,51,520.00</b> |

| EXPENDITURE  | 2016-17              | 2015-16              |
|--|----------------------|----------------------|
| Expenditure Head                                       | <b>INR</b>           | <b>INR</b>           |
| Salaries. Remuneration and expenses on personal        | 70,88,503            | 58,35,719.00         |
| Transport Expenses                                     | 6,87,971             | 5,68,136.00          |
| Administrative, fund raising expenses and publications | 3,44,943             | 3,85,271.00          |
| Programme expenses                                     | 12,27,808            | 9,81,359.00          |
| Utility Services                                       | 10,15,811.00         | 37,59,835.00         |
| Depreciation   | 5,67,612             | 5,21,200.00          |
| Excess of Income over expenditure                      | 14,87,600            | -                    |
| <b>Total</b>   | <b>124,20,248.00</b> | <b>120,51,520.00</b> |

| Financial Statements ( Abridged 2016-17 )   | 2016-17              | 2015-16              |
|---|----------------------|----------------------|
| Receipts                                    | INR                  | INR                  |
| Cash & Bank Balance                         | 16,71,918.15         | 64,37,040.00         |
| Capital Account                             | 10,85,800.00         | 36,62,000.00         |
| Donation, Grants, Subscription, Sponsorship | 83,84,779.39         | 41,26,651.00         |
| User charge                                 | 4,47,875.00          | 4,47,026.00          |
| Interest From Bank                          | 18,89,117.08         | 6,01,449.00          |
| Income From Mutual Fund                     | 22,04,200.13         | 28,88,331.17         |
| Investment (Principal)                      | 634,72,573.91        | 688,32,079.83        |
| Misce. Income                               | 7,27,159.67          | 7,82,173.00          |
| Vishwas FCRA Account                        | 0.00                 | 3,404.00             |
| Vishwas 35 Ac Account                       | 10,01,000.00         | 38,03,025.00         |
| Vishwas Main Account                        | 0.00                 | 2,975.00             |
| <b>Total Receipt</b>                        | <b>808,84,423.33</b> | <b>915,86,154.00</b> |

| Payments   | 2016-17              | 2015-16              |
|--|----------------------|----------------------|
| Current Liabilities                                    | 2,53,316.50          | 3,17,850.00          |
| Investment   | 650,94,800.00        | 749,60,050.00        |
| Security Deposit, Loan & Advance                       | 15,000.00            | 22,12,929.00         |
| Salaries. Remuneration and expenses on personal        | 70,23,570.00         | 64,06,022.00         |
| School Transport                                       | 5,17,202.00          | 4,32,659.00          |
| Administrative, fund raising expenses and publications | 2,35,087.32          | 1,89,756.00          |
| Programme expenses                                     | 39,12,577.50         | 7,78,252.00          |
| Utility Services                                       | 10,21,249.00         | 8,15,718.00          |
| Vishwas 35 Ac Account                                  | 10,01,000.00         | 38,01,000.00         |
| Vishwas FCRA Account                                   | -                    | -                    |
| Vishwas Main Account                                   | -                    | -                    |
| Cash & Bank Balance                                    | 18,10,621.01         | 16,71,918.00         |
| <b>Total</b>   | <b>808,84,423.33</b> | <b>915,86,154.00</b> |



# Remuneration of Personnel Employed

Monthly remuneration of three highest paid employees is Rs.48,638/-, Rs. 40,586/-, Rs. 29,855/-

Monthly remuneration of the lowest paid employee is Rs. 9,498/-

| Gross monthly remuneration plus benefits (Rs.) | Male | Female | Male (left ) | Female (left) | Total |
|--|------|--------|--------------|---------------|-------|
| < 5,000  | 0    | 0      | 0            | 0             | 0     |
| 5,000- 10,000                                  | 1    | 11     | 0            | 0             | 12    |
| 10,000- 25,0000                                | 8    | 18     | 0            | 1             | 25    |
| > 25,000                                       | 2    | 2      | 0            | 1             | 3     |

|  |       |
|--|-------|
| 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  | 4,421 |
| Number of board of directors related to each other   | None  |

## Statutory Compliances and Registrations

VISHWAS- Vision for Health, Welfare and Special Needs is registered under

- Section 25 of the Companies Act, 1956
- Section 35 AC of the Income Tax Act, 1961
- Section 80 G (5) (vii) of the Income Tax Act, 1961
- Foreign Contribution Regulation Act, 1976
- Persons with Disabilities (For equal opportunities, protection of rights and full participation) Act, 1995
- National Trust for the Welfare of Person with Autism, Cerebral Palsy, Mental Retardation and Multiple Disabilities Act, 1999



## Our Supporters - 2016-17

Supporters and Volunteers are people who have partnered with us unconditionally and selflessly to improve our resources, network, visibility and level of students whether it is academic, communication, therapy and many others. We are thankful to all of them

Alpex Exports Private Limited  
 Ansal API  
 Amarjit Singh  
 Anil Kumar Yadav  
 Anurag Gahlawat  
 Anupam Gahlawat  
 Aparna  
 Bindu Manchanda  
 Business Consulting Group Pvt. Ltd.  
 Brazil International Football Academy  
 CTA Apparels Private Limited  
 Colliers International (I) PRP SER. P.L.  
 Delhi by Foot  
 Dhananjay Lowe  
 EIH Limited-Unit Printing Press  
 Give Foundation  
 Goldman Sachs Gives (UK)  
 Geetanjali Mutreja  
 Genpact  
 Haryana Urban Development Authority (HUDA )  
 Hariharan Ayyath  
 Harmeet Singh  
 Har Charan Singh Dhody  
 International Society for Krishna Consciousness (ISKCON)  
 J.M. financial Foundation  
 J. K. Group INC  
 Kampani Charitable Trust  
 Kavita Singh  
 Kelly Sethi  
 Komal Sood  
 Lekha Chaturvedi  
 Luxor Foundation  
 MCGRAW HILL FINANCIAL COMMUNITY  
 Ministry of Social Justice & Empowerment, Govt. Of India  
 Muthoot Finance Limited  
 Medanta-The Medicity  
 The National Trust

NIIT Foundation  
 Navneet Srivastava  
 Niti Bajaj  
 Nikon India Private Limited  
 Nishtha Khurana  
 Nidhi Raj Kapoor  
 Nibedita Satapathy  
 Nitish Sahni  
 Punj Llyod  
 Rotarian Naqshband Institute for the Physically Challenged  
 Ramona Pariera  
 Sanso Manpower Solutions  
 Sarva Shiksha Abhiyan  
 Shekhar Gupta  
 Shefalie Mallaya  
 Seetu Kohli  
 Sanjeev Manchanda  
 Sanjay Sachdeva  
 Shalu Johar Sahni  
 Smt. Sama Kaur Vidha Yadav Charitable Trust  
 S.S.Exhibition and Media Pvt. Ltd.  
 Suprabha Kapoor  
 Shobha Garg  
 Soni Sood  
 Tapas Khastagir  
 The Mrs. Madhuram Narayanan Charitable Trust  
 Trilok Chand Gupta  
 Usha Uppal  
 U. N. Khanna  
 Videocon Industries Limited  
 Ved Prakash & Mohan Sharma  
 Vinita Sharat  
 V Serve Business Solution Pvt. Ltd  
 20-20 Investment Association





## Options for Supporting VISHWAS

~ 2500/ per month  
Sponsor a child's education

~ 1000/ per month  
Sponsor transport for a child to attend school

~ 2400/ per month  
Sponsor training for an Adult Trainee

~ 1000/ per month  
Sponsor transport for an Adult Trainee

~ 9000/ per month  
Sponsor Part-time Performing Arts teacher

~ 10000/ per month  
Sponsor Part-time Sports teacher

~ 800/ per month  
Sponsor books and stationery set

~ 5000/ per month  
Sponsor a camp/ celebration

~ 50,000/ per month  
Sponsor Staff Development and Training

## VISHWAS looks forward to the support of volunteers for



Please contact us over phone or write an email

Phone: +91-124-2580323, Email: vishwas.nj@gmail.com, Website: www.vishwasindia.org

VISHWAS  
Arya Samaj Road, Jal Vihar Colony, Sector 46,  
Near Unitech Cyber Park, Gurugram, Haryana 122003  
Phone: 0124 258 0323  
Email: vishwash.nj@gmail.com  
Website: www.vishwasindia.org



विश्वास  
**vishwas**

Vision for Health Welfare and Special Needs