

# ANNUAL REPORT

2025



विश्वास  
**vishwas**

Vision for Health Welfare and Special Needs



# Note from the Chairperson

Dear Friends,

It is with deep gratitude that I present this year's Annual Report. The year has been one of steady progress, expanding inclusion, and renewed commitment to empowering persons with disabilities. As awareness of inclusion continues to grow in our society, VISHWAS has remained responsive and forward-looking. A significant milestone this year has been the strengthening of our Disability Resource Centre. What was earlier a once-weekly service is now available twice a week, enabling us to reach and benefit a greater number of persons with disabilities and their families.

The introduction of sign language sessions this year is already making a difference by preparing our adults with hearing and speech impairment to become job-ready and more confident in their communication. Alongside this, the contribution of our music teacher has been truly transformative, bringing out the hidden talent of our students.

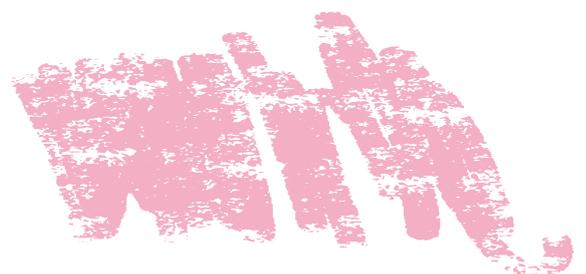
We are proud to share that several of our alumni are doing exceptionally well in their respective fields. One such inspiring example is Adil, who today runs his own football academy and is giving back to society by providing free training to some underprivileged children.

In our efforts to widen our impact beyond our campus, we have strengthened our partnerships with government disability departments and allied agencies. These collaborations have helped our stakeholders better understand their rights and access their rightful entitlements.

Your trust and support strengthens our resolve to continue working with compassion and dedication.

**Neelam Jolly**

Founder & Chairperson

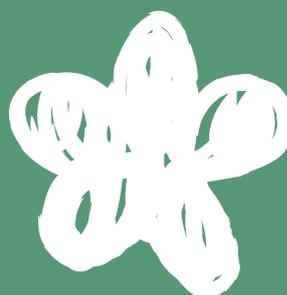


# TABLE OF CONTENTS

About VISHWAS	03
VISHWAS Vidyalaya	05
VISHWAS Skill Development & Training Programme	16
VISHWAS Community-based Programme	21
VISHWAS Disability Resource Centre (DRC) & Training programme	27



Governing board	32
Advisory board	33
Director's report	35
Our supporters	39
Options for supporting VISHWAS	40



# About VISHWAS



VISHWAS is a not-for-profit organisation working in the field of Disability and Inclusive Development.

Our programmes are rooted in the fundamental belief in EQUAL OPPORTUNITY AND INCLUSION and respecting the right of every individual to live their life to the fullest with dignity.

We believe that everyone has the right to access health care, education and livelihood options irrespective of disability, gender, class or caste.

All our programmes cater to children and young adults from the most marginalised communities. Even within vulnerable groups, those with disabilities are most likely to get excluded and discriminated against. VISHWAS is committed to addressing this discrimination.

## Vision

A diverse and inclusive society where persons with disabilities are 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:

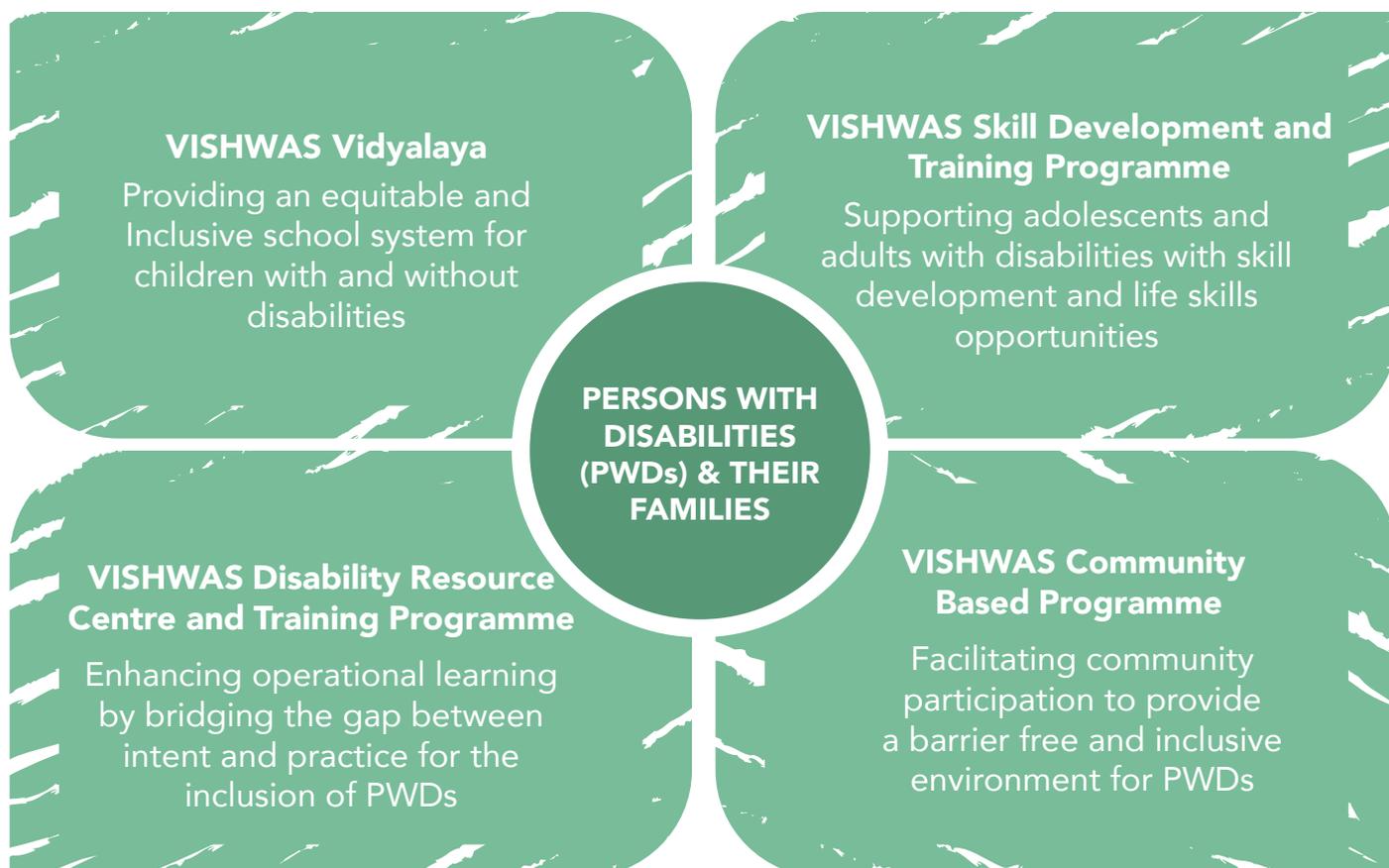
- Building knowledge and capacities on inclusive practices and policies
- Creating opportunities with meaningful participation

## Goal

To enhance equal opportunities for people with disabilities by promoting and enabling inclusive environment through their life cycle and choices

# Objectives

- ✦ To create and promote inclusive educational systems that will support the learning needs of all children
- ✦ To support persons with disabilities in acquiring work-oriented skills and job placements that will enable them to have sustained income through wage or self - employment
- ✦ To provide life skills and skill training to persons with developmental disabilities so that they are more independent, socially active and productive in their environments
- ✦ To ensure that persons with disabilities are able to access their entitlements and all government health, education and social protection facilities and are active participants in mainstream community processes
- ✦ To facilitate community participation in building inclusive and barrier free environments through awareness and sensitization exercises
- ✦ To enhance operational learning within and outside the organization by bridging the gap between intent and practice on inclusion through research and training



# VISHWAS Vidyalaya

VISHWAS Vidyalaya continued its commitment to inclusive education and holistic development for all students, including Children with Special Needs (CWSN). The year was marked with inclusive learning practices, cultural celebrations, academic advancements, and active participation of students, staff, and parents.



## Student Data



<b>Boys</b>	<b>182</b>
<b>CWSN (Boys)</b>	<b>43</b>
<b>Girls</b>	<b>137</b>
<b>CWSN (Girls)</b>	<b>21</b>
<b>Total</b>	<b>319</b>

# Milestones

## VISHWAS Band

Music teacher is training the students in instruments such as Casio, Harmonium and Congo, along with vocal music. This has laid the foundation for VISHWAS's own music band.



## Introducing Sign Language

A sign language teacher has been appointed to improve the communication skills of hearing-impaired students. Training sessions were also conducted for peers upto grade V to promote inclusive communication.

## Academics

To improve understanding and assimilation of academics, the Vidyalaya has been adopting these practices.

- ✦ Activity-Based Learning encourages hands-on, engaging methods. Physical and mental activities help to provide long-lasting learning experiences.
- ✦ Digital Learning through tablets, laptop and computers makes the medium of learning interactive. It also helps to bridge the digital divide.
- ✦ Remedial Classes address learning gaps.



# Festivals & significant days



Religious festivals like Eid, Diwali, Holi, Christmas, Janmashtami were celebrated with great enthusiasm.

National days and other significant days-Earth Day, Mother's Day, International Yoga Day, Gandhi Jayanti, Independence Day, Republic Day, Children's Day, International Meditation Day and National Science Day were celebrated with activities to educate students about their importance and significance.



# Activities & Events

House Activities like food without fire, poem recitation, doha recitation and storytelling enhanced teamwork and creativity.

Long Assemblies featured moral stories, role-plays, general knowledge questions, and special day celebrations.

Exhibitions showcased science, social science, and art projects made largely from waste materials. This also helps to convert theory into practice



## Government mandated activities

- ✦ **World No Tobacco Day** was conducted to sensitize students about the harmful effects of tobacco.
- ✦ **Shiksha Saptah:** Week long activities included tree plantation, literacy and numeracy day and their importance
- ✦ **Veer Gatha Project:** Virtual interaction with a gallantry awardees helped students to know the sacrifices made by them to protect our motherland.
- ✦ **Indian Constitution Day:** We have a copy of the Indian Constitution at VISHWAS. This helps the students to understand why it is so voluminous. The day was commemorated with quizzes, paintings, and calligraphy competitions.
- ✦ **Bal Veer Diwas:** Creative activities like poem writing and poster making focused on bravery of young heroes.
- ✦ **Suryanamskar:** Students performed 12 asanas of Suryanamaskar under guidance, emphasizing physical health.



# Events



Every year these three major events are celebrated at VISHWAS.

## Annual Function

The most awaited event every year, started with lighting of the lamp. It had a variety of songs, entertaining dance performances, music band performance, Vande Matram in sign language and skit on awareness about superstitions.



## Sports Day

Inclusive sports day featured march past, Zumba, skating, martial arts, team games and athletics. To add more fun, tug of war was also conducted. It culminated with medals being awarded to the winners and a trophy for the house with best March Past team.

## World Disability Day

An awareness rally was organized to spread the message of inclusion and rights of persons with special needs in the neighbouring localities. Later, inclusive sports activities were conducted to promote equal participation of all.



# Achievements

## Chakmak Magazine

Students' drawings and write-ups were published in "Chakmak Magazine" by Eklavya Foundation in various categories.

## Competitions

In Talent Hunt 2024, our students excelled at block level competitions in music and sports



LEVEL	COMPETITION	POSITION	WINNERS
Block	Singing Competition (Group Song)	 1 <sup>st</sup>	VISHWAS Students
Block	Carrom Doubles (Under-11 Boys)	 1 <sup>st</sup>	Vinay (V) & Yash (IV)
Block	Carrom Singles (Under-11 Boys)	 2 <sup>nd</sup>	Shiva (IV)
Block	Carrom Singles (Under-11 Boys)	 3 <sup>rd</sup>	Mohit Raikwar (IV)
Block	Carrom Singles (Under-11 Girls)	 1 <sup>st</sup>	Anushka (IV)
Block	110m Hurdle Race	 2 <sup>nd</sup>	Dharmender (VIII)

# Participation in External Events



## Sapno ki Udaan (World Autism Day)

Students performed a dance to showcase inclusivity and their talent at this event. It had participation from various organisations working for the cause of disability.

## Light Up Lives

Children with special needs participated in dance, group song and playing musical instruments, at the event organised by Concern India Foundation. This is an annual feature.



## Run for Inclusion

Students (inclusive group) and staff participated in the marathon organized by Special Olympics Bharat at Nehru Park, Delhi.

## Khushboo Special Sports

Young athletes with special needs participated and celebrated their abilities.



# Educational trips

Like every year, students went for educational trip accompanied by their teachers.



## National Zoological Park

Students of Nursery to grade III visited Delhi Zoo. They were very happy to see the animals in their habitat.



## Rashtrapati Bhavan & Amrit Udyan

For grade VI–VIII and Skill Development students it was a great opportunity to see the grandeur of Rashtrapati Bhavan through a guided tour. They also saw the Amrit Udyan in full bloom.

## Bharat Darshan Park

Grade IV & V students visited the park showcasing important monuments of India. These are made out of scrap and other waste material.



# Workshops



## Seizures (Awareness & Precaution)

It was organized for parents of CWSNs to increase awareness and safety measures to be followed during seizures. Dr. P.N.Pathak (former Deputy CMO NTPC) shared his expertise in answering their queries.



## Screen time management

Psychologist, Mr. Dinesh Saini, held a session for parents on right parenting style and screen time management. The aim was to address the issue of addiction to mobile and its disadvantages.



## Swachh Bharat Abhiyan

Gandhi Jayanti was celebrated by organising Swachh Bharat Abhiyan. Activities were conducted to promote cleanliness and community responsibility.

## Good Touch and Bad Touch

Teaching about Good Touch and Bad Touch to help students keep themselves safe is very crucial. The session made them aware about types of abuses and the importance of sharing such instances with teachers or parents.





## Teacher Trainings

Training sessions were held for capacity building of staff. Some were refresher sessions while others were on new topics.

- ✿ Types of disabilities & classroom management
- ✿ First aid
- ✿ Excel and using AI tools like ChatGPT for teaching enhancement
- ✿ Transfer training for wheelchair users Basic sign language



## Therapy

Children with special needs were provided Speech and Physiotherapy sessions as per the specific need. Physiotherapy plays a key role in maintenance and is helping to improve their fine and gross motor skills while speech therapy is improving their communication.



## Parent Teacher meeting

Children with special needs were provided Speech and Physiotherapy sessions as per the specific need. Physiotherapy plays a key role in maintenance and is helping to improve their fine and gross motor skills while speech therapy is improving their communication.



# Success Story



**Tanishq**

Tanishq, an eight-year-old with autism, joined VISHWAS in January 2024 in grade III. Initially, he struggled with self-harm, poor eye contact, and limited social interaction. Through dedicated therapy and support from teachers, he has made remarkable progress.

Tanishq is now actively involved in class activities, listens attentively, follows instructions, and participates in dance, music, and sports. He enjoys solving puzzles, interacts with other children, and confidently answers teachers' questions. His academic and social growth highlight the positive impact of commitment and encouragement at VISHWAS.



**Devika**

Devika, now in grade VII, faced hearing and speech challenges from an early age. Financial hurdles and the lockdown complicated her treatment, but admission to VISHWAS Vidyalaya in 2021, brought hope. With hearing aids, therapy, and individual attention provided to her, Devika flourished.



She is dedicated to her studies, collaborates well, and is polite and focused in class. She actively participates in dance, arts, and a variety of school events, making many friends and embracing new experiences. Devika's journey reflects resilience, supportive education, and the power of inclusive opportunities.

# VISHWAS Skill Development and Training Programme



The program caters to children and young adults with disabilities, between the ages of 14 and 25. It is designed to promote functional independence, social participation, and employability. The program takes into account the many challenges faced by individuals with cerebral palsy, autism spectrum disorder, intellectual disabilities, hearing impairments, multiple disabilities, and other such disabilities.

Our approach focuses on skill-building with practical exposure, ensuring that learning is functional, relevant, and empowering.

The trainings comprise of:

- ✿ Life skills
- ✿ Vocational skills- Weaving, Basics of Computer, Hospitality

## Activities

### **Communication**

They are taught self-introduction, can understand real world problems, and can problem-solve more efficiently.

### **Personal hygiene and grooming**

Students learn the importance of being presentable in social and professional environments. This helps them avoid societal stigmas and carry themselves with confidence.

## Money concepts

Students manage a canteen, selling packed snacks and beverages under teacher guidance. This activity helps them learn money handling and confidence in interacting with people.



## Sports

Physical activities help to exercise the mind and body of students. Opportunities developed through sports is helping to showcase talent and provide a medium to channel their energy. It also includes calming activities like yoga and breathing exercises.



## Vocal and instrumental music

Students learn keyboard, Congo, Guitar and vocal music under the guidance of a music teacher. Participation in these sessions leads to outdoor competition.



## Hospitality training

Training includes housekeeping, bed-making, folding clothes, dusting, mopping, cleaning utensils, and using appliances like the microwave.



## Weaving

Students make table mats, runners, stoles, shawls, and pooja asan. This is both calming and therapeutic.



## Basic computer skills

Students are taught basics of MS Office and accessing the internet.



# Sports



NAME	EVENT	POSITION	VENUE
Gautam Tanwar	Athletics	1 <sup>st</sup>	Special Olympics Bharat Haryana
Gautam Tanwar	National Championship Football	2 <sup>nd</sup>	Special Olympics Bharat Haryana
Saksham Khatana	Athletics	2 <sup>nd</sup>	SOB Haryana
Devanshu Lodhi	Athletics	2 <sup>nd</sup>	SOB Haryana
Yashpal	Volleyball National Championship	1 <sup>st</sup>	SOB Volleyball National Championship
Khushi Kumari	100 Meter Race	1 <sup>st</sup>	S.G.T University, S.O.B Haryana State Athlete Meet
Neeru	100 Meter Race	1 <sup>st</sup>	S.G.T University, S.O.B Haryana State Athlete Meet

“

विश्वास ने हमारी बेटी के लिए जो कुछ भी किया है, वह वास्तव में अनोखा और अद्भुत है। आज वह जिस मुकाम पर है, उसमें विश्वास उसके विकास का एक महत्वपूर्ण और अभिन्न हिस्सा रहा है।

## Mother of Tashu

“

विश्वास ने हर पल अशोक का साथ दिया। अशोक को कुछ भी नया सिखाना थोड़ा मुश्किल है, लेकिन वह घर के काम और अन्य कार्य बहुत अच्छे से कर रहा है। मेरे बच्चे के विकास में विश्वास के सहयोग का बहुत बड़ा योगदान रहा है।

## Parents of Ashok

# Achievements



- ✳️ **Sanjula** got the 2nd Prize in “Talent Hunt” organised by Indian Oil.
- ✳️ **Arjun** participated in Congo Instrument Recital.
- 🔥 **Tashu and Ashok**, both Hearing Impaired (H.I.) students have started internship with SNS Group.
- ⚡ Eight students are preparing for **X board and one for XII** through NIOS.

## Milestone and its impact



We have started sign language as a subject for Hearing Impaired students, developing their means of communication.

Tashu, a student at Vishwas with hearing impairment, joined VISHWAS Vidyalaya in fourth grade and quickly impressed everyone with her talent and eagerness to learn.

When she joined the skill training programme, despite challenges in expressing herself, she excelled in activities like dancing, painting, and making rangolis. When the school introduced sign language training for hearing-impaired students, Tashu embraced the opportunity, becoming a quick learner while also pursuing skills in hospitality and weaving. Her skills in sign language paved the way for her to become a part of trainees at SNS group. Tashu's journey highlights how accessible communication and skill-building is opening doors to her independence and success in the future.

## Networking

Extensive networking has been done with like-minded organizations for job training and placement of candidates:



# Success Story



**Harsh Maurya**

Harsh Maurya, a 16-year-old student with intellectual disability, joined VISHWAS in 2022. Initially, his speech was unclear, and he struggled with daily tasks. With consistent therapy and life skills training, Harsh's speech and social interactions improved significantly. He now confidently participates in daily activities and helps peers, especially those with locomotor disabilities. He is keenly learning money concepts and selling skills as an active member of the canteen running group. His journey demonstrates how dedicated support can empower them to flourish.



**Nazia**

Nazia, a 14-year-old with intellectual disability, is the daughter of VISHWAS' gardener. Speech therapy and individualized support helped her make progress, though a pause in attendance led to some regression. After resuming sessions with renewed support and counselling, Nazia regained confidence, improved her speech, and began training in loom weaving and hospitality. This highlights the value of consistent care and vocational training for children with disabilities.



# VISHWAS Community-Based Programme (CBP)



VISHWAS CBP is dedicated to supporting Persons with Disabilities (PwDs) in Gurugram, Haryana, through direct services, community outreach, and stakeholder engagement. Over the past year, it has made significant strides in disability inclusion, direct services, advocacy, and capacity-building. Through targeted outreach, comprehensive stakeholder engagement, and a robust focus on education and entitlements, CBP strengthens the foundation for sustained community ownership and empowerment. It is operative in 34 locations including 2 new locations started this year. Through this programme we have reached a population of 179,835 and provides direct support to 413 PwDs across rural and urban communities. It operates in the following locations: Wazirabad, Kanhai, Jharsa, Islampur, Tigra, Samaspur, Ardee City, Darbaripur, Jalvihar, Ghata, Tikri, Badshahpur, Khandsa, Dhankot, Chandu, Gadoli Khurd, Gadoli Kalan, Begampur Khatola, slums of sector 56 & sector 58, Daulatabad, Sultanpur, Khedki Majra, Gadhi Harsaru, Sahrol, Sadhrana, Wazirpur, Dharampur, Bajheda, Sikanderpur, Indra Colony, Patli Hazipur and Kasan.

## Location-wise Data

LOCATION	POPULATION	0-6 YRS		7-14 YRS		15-18 YRS		ABOVE 18 YRS		NO. OF PWDS
		M	F	M	F	M	F	M	F	
Ardee City	6,133	1	1	1	0	0	1	3	0	7
Indira Colony	1,600	2	3	2	5	0	0	3	2	17
Islampur	4,560	3	0	5	4	2	0	11	5	30
Jal Vihar	1,500	0	0	0	0	0	0	2	0	2
Jharsa	33,000	4	2	14	5	2	0	11	11	49
Wazirabad	9,000	6	8	9	2	1	3	18	12	59

LOCATION	POPULATION	0-6 YRS		7-14 YRS		15-18 YRS		ABOVE 18 YRS		NO. OF PWDS
		M	F	M	F	M	F	M	F	
Tigra	5,000	2	3	4	3	0	0	4	6	22
Kanhai	12,000	2	4	6	5	0	1	9	3	30
Samaspur	1,850	6	4	2	2	0	0	2	2	18
Darbaripur	1,438	0	0	1	2	2	6	1	1	13
Rajiv Nagar	2,200	0	1	0	0	0	0	0	0	1
Ghata	3,500	0	1	3	0	1	0	2	1	8
Sector-58 slum	2,000	1	1	0	0	0	0	0	1	3
Sector-56 slum	2,500	0	1	1	0	0	0	0	0	2
Tikri	1,100	0	1	1	0	0	3	2	0	7
Badshahpur	21,400	0	5	4	3	2	0	5	2	21
Khandsa	9,959	4	0	1	1	1	0	0	0	7
Dhankot	6,400	1	0	2	0	1	0	0	1	5
Chandu	2,363	2	2	0	0	2	2	0	0	8
Gadoli Khurd	729	1	0	2	0	0	0	2	0	5
Gadoli Kala	830	0	1	2	1	1	1	0	1	6
Begumpur	3,020	0	1	5	2	1	1	4	1	15
Gadhi Harsru	7,894	3	1	3	3	1	0	1	0	12
Sultanpur	3,956	0	0	1	5	0	0	1	0	7
Khedki Majra	2,023	1	0	2	2	0	0	7	4	16
Sadhrana	3,352	0	1	0	2	0	1	0	0	4
Wazirpur	2,388	0	0	0	0	0	0	1	0	1
Daulatabad	1,288	3	0	0	0	2	0	0	0	5
Dharampur	1,576	0	1	0	0	0	0	0	0	1
Bajheda	3,640	1	0	0	0	0	0	0	0	1
Sahrol	3,352	1	0	3	2	0	2	0	0	8
Sikanderpur	5,586	0	1	1	1	0	0	2	0	5
Patli Hazipur	4,070	1	0	0	0	0	0	0	4	5
Kasan	8,628	1	0	5	3	1	1	1	0	13
<b>TOTAL</b>	<b>179,835</b>									<b>413</b>

## Disability-Wise Data

DISABILITY TYPE	0-6 YRS		7-14 YRS		15-18 YRS		ABOVE 18 YRS		NO. OF PWDS
	M	F	M	F	M	F	M	F	
Locomotor	17	6	15	2	3	5	57	34	139
Hearing Impairment	0	0	7	6	1	0	4	4	22
Speech & Language	2	1	3	4	1	0	1	0	12
Muscular Dystrophy	1	1	4	0	0	0	0	0	6
Low Vision/Visual	5	2	4	2	2	0	1	2	18
Autism	0	4	6	1	0	1	1	1	14
Cerebral Palsy	21	10	15	9	10	0	4	3	72
Multiple Disability	12	8	16	10	2	6	10	2	66
Slow Learner	3	1	1	2	3	0	0	0	10
Intellectual	6	7	10	12	2	3	15	15	70
Dwarfism	0	0	1	3	2	0	0	0	6
Thalassemia	1	0	1	0	0	0	0	0	2
Mental illness	0	0	0	1	2	0	2	1	6

## Activities



### Community Outreach

Regular community outreach and home visits helped to identify new PwDs, ensuring they were linked to services such as therapy, health, education, and social security schemes. These efforts helped the PwDs and their families to avail entitlements and benefits.

### Awareness and Capacity-Building

Workshops & Trainings: Conducted for ICDS and ASHA workers, school teachers and parents of PwDs on disability-inclusive practice. Focus was on obtaining sustainability and local ownership. These were held at Begampur Khatola, Khandsa, Kasan, and Dhankot villages.





## Networking & Liaisoning

Collaboration with local government departments, disability organizations, gram panchayats, PwDs and families to increase disability awareness and inclusion. This collaborative approach not only enhances the effectiveness of initiatives but also fosters a sense of ownership and empowerment among all stakeholders.



## Support for rights and entitlements

PwDs and families were not only guided about rights but also facilitated- government social security, UDID Card & Disability Certificate, Niramaya Health Insurance, Disability Pension, Aids/Appliances.

## Issues & Challenges

- ✦ Service providers have difficulty in reaching PwDs in remote/rural areas.
- ✦ PwDs have limited access to services, transportation and rehabilitation living in rural and semi urban areas
- ✦ Due to lack of coordination between government agencies, NGOs, and community stakeholders, programme efficiency and effectiveness reduces
- ✦ PwDs and their families often face income insecurity, limiting their ability to avail or participate in many programmes

## Achievements

- ✦ 18 new beneficiaries identified for early intervention and rehabilitation.
- ✦ 34 new Unique disability identity card (UDID) applications submitted.
- ✦ 31 liaising meetings conducted with government departments and NGOs to promote disability inclusion and awareness.
- ✦ 4 awareness workshops & trainings on identification of disabilities & early intervention held at Begampur Khatola, Khandsa, Kasan and Dhankot village with Anganwadi workers, Asha workers, PwDs and their parents and local ward members.



Enrolled 4 CWSNs in government schools for education.



Conducted 56 meetings and follow-up sessions of Anganwadi & ASHA workers.



Renewal of 2 beneficiaries and 11 new applications submitted for Niramaya health insurance policy.



180 home visits conducted which included follow up, door step therapy and counselling of beneficiaries.



Aids & appliance provided to 3 beneficiaries.

# Success Story



**Reyansh**

Reyansh's story is one of overcoming challenges through the committed support of the CBP team. Identified during outreach activities, Reyansh faced both physical and social hurdles due to cerebral palsy. With limited resources and non-awareness, his path to rehabilitation was uncertain. The CBP team intervened by educating his family about his condition, ensuring access to essential documentation and entitlements, and assisting with the application process for relevant disability certificates. With help from the team, enrolling Reyansh in a local school enabled him to participate in inclusive educational opportunities. With further intervention, appropriate assistive devices and ongoing rehabilitation support were arranged.

Reyansh's family now feels hopeful and his mother says, "Earlier, we were alone and scared. Now, we feel supported".



**Meenu**

Meenu, a 14-year-old girl has struggled with locomotor disability since birth, making basic activities such as getting up, sitting, walking, and speaking difficult. Her parents, unaware of the nature of her condition, often turned to local faith healers, which yielded no benefit. During a routine visit to Sultanpur, the CBP team met Meenu and her family and provided critical awareness regarding her disability. The team then began her rehabilitation journey by helping her parents understand the condition and its treatment options. Application for her UDID card was promptly processed, and she was successfully enrolled in the government school in her village. Recognizing her need for mobility, the CBP team facilitated the provision of a wheelchair through local support. Today, Meenu's parents express immense satisfaction and gratitude for the changes in their daughter's life and also making things better for them made possible by the timely and compassionate intervention of the CBP team.



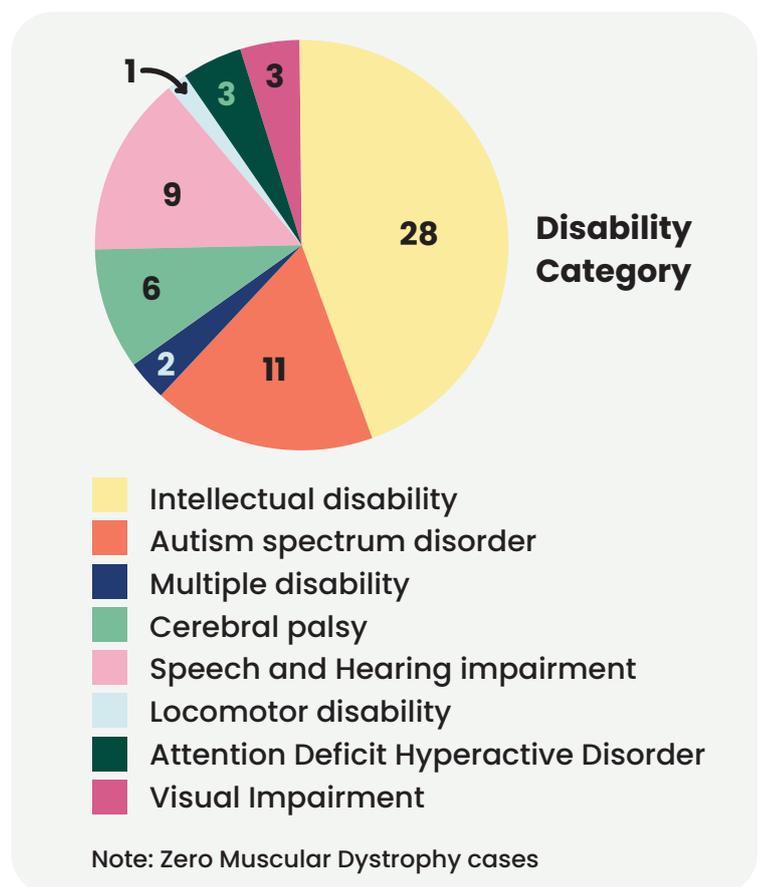
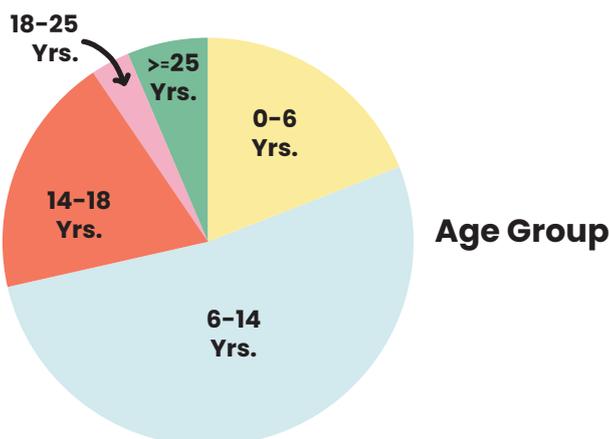
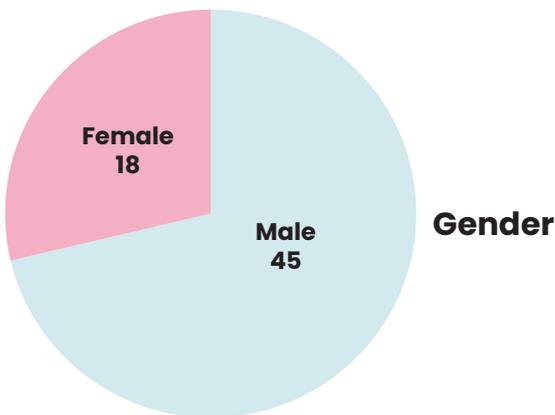
# VISHWAS Disability Resource Centre and Training Programme



VISHWAS Disability Resource Centre (DRC) continues to serve as an essential and dynamic platform dedicated to the holistic development and empowerment of individuals with disabilities. Its core commitments include timely screening, professional assessment, intervention, and regular follow-ups for people with disabilities, along with referrals for medical,

surgical, and orthotic support. In addition, DRC is actively engaged in conducting awareness workshops and training programmes for various community stakeholders, including PwDs and their parents, Anganwadi workers, Asha workers and school teachers. Through comprehensive assessment, targeted intervention, collaborative referrals, and multifaceted training and awareness programmes, the Centre is paving the way for enhanced inclusion, empowerment, and quality of life for its beneficiaries and their families.

## Beneficiary Demographics



Note: Zero Muscular Dystrophy cases

# Assessment and Intervention

Children and persons with disabilities are assessed by a team of experts, including physiotherapist, speech and hearing therapist and special educators. These comprehensive assessments ensure that each beneficiary receives an individualized rehabilitation plan (IRP). Based on assessments, referrals are made to other VISHWAS programmes as well as external centres for further medical, surgical, and rehabilitative services. Physiotherapy, speech and hearing therapy, and occupational therapy are core areas of support provided.



# Training and Awareness Programmes



DRC organized several awareness workshops and training sessions for VISHWAS staff and for parents of children with special needs. These sessions covered a variety of topics to help them in better management of their wards.

## Home visit

Our team of specialists comprising physiotherapist, special educator, sign language teacher and special educators visit the community to understand their challenges. These visits also help in providing door services to those who cannot reach the resource centre, provide home based plan and to counsel them.



## Training and Workshops conducted

DATE	TOPIC	RESOURCE PERSON	ATTENDED BY
05 Jun 2024	First Aid and Transfer Technique Training	DRC	All programme staff
08 Aug 2024	Daily challenges/issues & home-based intervention plan	DRC	Parents of CWSNs of all programmes
28 Sep 2024	Screen Time & Parenting Style	Ability Gate Rehabilitation & Mental Health Wellbeing Centre	Parents of beneficiaries of all programmes
14 Jan 2025	Basic Life Support	Team of doctors from Manipal Hospital	Team VISHWAS
22 Mar 2025	Managing Behavioural Outburst, Self-advocacy & Independence	Ability Gate Rehabilitation and Mental Health Wellbeing Centre	Parents of all students of VISHWAS
22 Mar 2025	Free Medical & Dental Check-up	Team of doctors from Manipal Hospital	All students and staff of VISHWAS

## Referrals and Resource Linkages



DRC maintains strong linkages and referral arrangements to supplement its holistic and multidisciplinary care model. Beneficiaries are referred to specialized centres to receive counselling, medical management, and physical independence aids. They are referred to other programmes of VISHWAS for education and vocational training.

The Centre maintains collaborative relationships with a variety of like-minded organizations and institutions to support resource mobilization and beneficiary-centric referrals.

RESOURCE	PURPOSE	NO. OF BENEFICIARIES
Ability Gate Rehabilitation & Mental Health Wellbeing Centre	Parental and child counsellings	2
VISHWAS Skill Training Programme	Vocational and life skilling training	5
VISHWAS Vidyalaya	Education	13
VISHWAS CBP	Documentation	22
National Institute of Open Schooling (NIOS)	Academics continuation	2
Bringing Smiles	Physical independence enhancement	2
Civil Hospital (Gurgaon)	Seizure management	2

## Liaising and Collaboration

Throughout the reporting period, DRC strengthened collaboration with external partners, engaging in resource mobilization, counselling support, documentation, and expanded service access through meetings and visits.

PLACE/ORGANISATION	PURPOSE OF VISIT
Ability Gate Rehabilitation and Mental Health Wellbeing Centre	Collaborate for resource mobilization and referral of VISHWAS beneficiaries
Captain Chandan Lal Special Middle School For Blind, Behrampur Wellbeing Centre	Referral of visually impaired children approaching VISHWAS
Udayan Care	Support documentation and counselling of orphan beneficiaries
Kiwani Artificial Limb Centre	Build a resource for aids and appliances for beneficiaries

# Success Story



**Harsh**

Harsh Kashyap is a nine-year-old boy with Autism Spectrum Disorder. He was identified by our CBP team and started visiting VISHWAS Disability Resource Centre since last year. Our team of specialists designed an intervention plan, supported by regular follow-up sessions and a home-based programme. Over the course of a year, he has made remarkable progress. He now communicates in short sentences, maintains sitting tolerance for more than two hours, and shows significant improvement in managing sensory difficulties.

Equally important, his mother gained confidence and clarity through training and support sessions. He has been successfully referred to and enrolled in VISHWAS Vidyalaya for inclusive education.



**Jaksh**

Six-year-old Jaksh was born prematurely at eight months. At eleven months he was diagnosed with Cerebral Palsy and his parents were worried about his development and future education. After coming to VISHWAS Disability Resource Centre, she finally found hope.

Our team developed a rehabilitation plan which included gait training with a rollator, physiotherapy, playful activities to address behavioral issues and home-based guidance. Through regular follow-ups and dedicated therapy, he is making steady progress.

He has since been referred to VISHWAS Vidyalaya, where he is now able to sit in class, follow daily routines, and participate with his peers. His parents are overjoyed to see the progress, and they continue to acknowledge the timely intervention and holistic support provided by VISHWAS.



# Governing Board



## NEELAM JOLLY [FOUNDER CHAIRPERSON]

Neelam Jolly holds an M.Sc (Hons School) degree in biophysics from Panjab University and subsequently completed a diploma in basic developmental therapy from the Spastic Society of India (now AADI). She set up VISHWAS in 2005 and has been its full-time chairperson since then.



## USHA UPPAL [CO-CHAIRPERSON]

Usha Uppal is the Director -Finance & Operations, Printline Media Pvt. Ltd. She was the Sr. Vice President, HR and Administration at Indian Express till 2016.



## ANJALI KAPOOR BISSELL

A Healthcare Management consultant, she has masters in Hospital Management and Administration from Simmons College in Boston. As Vice President – Special Initiatives, Apollo Hospitals, she managed the group’s CSR activities, till recently.



## 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.



## KOMAL SOOD

Komal Sood has twenty five years of experience in the field of education of which twenty years were with The Shriram school, Gurugram. She feels that the quality of education in the country can only improve if we start investing in our teachers.

# Advisory Board



## Mr. Arun Shourie

Mr. Arun Shourie, Ramon Magsaysay and Padma Bhushan awardee, is among India's most trusted and influential commentators on current and political affairs.



## Lord Meghnad Desai

Professor emeritus at London School of Economics is a Labour peer. He is also a prominent writer and commentator with several books to his credit.



## Pramod Bhasin

Mr. Pramod Bhasin, founder of Genpact, was its President and CEO from 1997 to 2011. He is the Co-founder of Asha Impact and Skills academy.



## Dr. Naresh Trehan

Dr. Naresh Trehan is a renowned Cardiovascular and Cardiothoracic surgeon. He is the Chairman & Managing Director, Medanta, multi speciality hospital and institute in Gurugram.



## Dr. S.Y. Quraishi

Dr. S.Y. Quraishi, 1971 batch, IAS officer, held several strategic and key positions. He was the 17th Chief Election Commissioner of India.



## Lilly Vishwanathan

Lilly Vishwanathan has been associated with the disability and development sector for over 25 years. A passionate advocate for inclusion, she has worked in diverse capacities on the rights of children.



## Latika Thukral

Latika Thukral is a co-founder of lamgurgaon, an NGO started in 2008 -attempting to create a platform to enable citizens of Gurugram to improve the millennium city.

# Team VISHWAS



## STAFF

Ajeet Kr. Sinha

Akash Kumar

Anita

Arvind Kumar

Bimla

Dharam Wati

Dhramvati

Geeta Devi

Hemlata Saini

Jagwati

Jyotsana

Kajal saini

Kamlesh

Kavita Thakran

Kishan Kumar

M. Ghosh

Mahina Bibi Mandal

Mukesh Kumar Khanna

Muskan Mishra

Najare Alam

Neelam Vashisht

## STAFF

Neetu Kumari

Nikita

Nivedita Pandey

Pammi Devi

Pankaj Saini

Pawan Kumar

Ramrati

Richa Dubey

Ritu Kumari

S. P. Barooah

Sapna Mehra

Shashi Bhushan Kumar

Shazid Ali

Shiv Kumar Banskar

Shobha Rustagi

Soumya Sucharita Samal

Suman Lamba

Sunanda Dasgupta

Sunita Devi

Tusha Rani

## DIRECTOR'S REPORT

### VISHWAS VISION FOR HEALTH, WELFARE AND SPECIAL NEEDS

Your Directors have pleasure in presenting their 19<sup>th</sup> 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, 2025. We would like to share with you the highlights during the year 2024 – 2025:

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

PARTICULARS	(Amount in Rs.)	
	2024-25	2023-24
1. Revenue from Operation	-	-
2. Other Income	1,84,79,319	1,67,79,137
3. Less: Expenses other than Finance charges & Depreciation /Amortization	1,43,90,133	1,30,18,079
4. Profit before Finance Charges, Tax, Depreciation /Amortization (PBITDA)	40,89,186	37,61,058
5. Less: Finance Charges	2,121	767
6. Profit before Depreciation/Amortization (PBTDA)	40,87,065	37,60,291
7. Less: Depreciation/Amortization	6,93,717	3,49,623
8. Net Profit before Taxation (PBT)	33,93,348	34,10,668
9. Less: Provision for Taxation (Including Deferred Tax)	-	-
10. Profit/(Loss) after Taxation (PAT)	33,93,348	34,10,668
11. Provision for proposed dividend	-	-
12. Dividend tax	-	-
13. Profit/(Loss) carried to Balance Sheet	33,93,348	34,10,668
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 (31/03/2025)	Amount (31/03/2024)
Corpus Fund	10,13,72,276	10,06,72,276
Reserve & Surplus	7,27,26,490	6,94,07,831
<b>Total</b>	<b>17,40,98,766</b>	<b>17,00,80,107</b>

*Neelam Jolly*

Neelam Jolly  
Director  
DIN-01716554

*Usha Uppal*

Usha Uppal  
Director  
DIN-01716515



**VISHWAS - VISION FOR HEALTH , WELFARE AND SPECIAL NEEDS ( A SECTION 8 COMPANY )**  
**( ADDRESS: C-6/53, SAFDARJUNG DEVELOPMENT AREA, SOUTH DELHI- 110016, INDIA )**

**Balance Sheet as at 31 March 2025**

Particulars	Note	31-Mar-25	31-Mar-24
<b>I. EQUITY AND LIABILITIES</b>			
<b>(1) Shareholders' funds</b>			
(a) Share Capital	3	200	200
(b) Reserves and Surplus	4	17,40,98,766	17,00,80,107
<b>Total</b>		<b>17,40,98,966</b>	<b>17,00,80,307</b>
<b>(2) Current liabilities</b>			
(a) Other Current Liabilities	5	2,24,727	1,89,379
<b>Total</b>		<b>2,24,727</b>	<b>1,89,379</b>
<b>Total Equity and Liabilities</b>		<b>17,43,23,693</b>	<b>17,02,69,686</b>
<b>II. ASSETS</b>			
<b>(1) Non-current assets</b>			
<b>(a) Property, Plant and Equipment and Intangible Assets</b>			
(i) Property, Plant and Equipment	6	17,98,039	23,14,992
(b) Non-current Investments	7	16,49,57,873	16,09,88,127
<b>Total</b>		<b>16,67,55,912</b>	<b>16,33,03,119</b>
<b>(2) Current assets</b>			
(a) Cash and Cash Equivalents	8	29,26,184	16,49,436
(b) Other Current Assets	9	46,41,597	53,17,131
<b>Total</b>		<b>75,67,781</b>	<b>69,66,567</b>
<b>Total Assets</b>		<b>17,43,23,693</b>	<b>17,02,69,686</b>

See accompanying notes to the financial statements

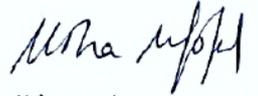
For J. N. Sharma & Co.  
Chartered Accountants  
Firm's Registration No. 0833C

  
**Sanjeev K Sharma**  
 Partner  
 Membership No. 088571  
 UDIN: 25088521 BMM SB 4899  
 Place: New Delhi  
 Date: 3rd September 2025





**Neelam Jolly**  
Director  
1716554



**Usha Uppal**  
Director  
1716515



**VISHWAS - VISION FOR HEALTH , WELFARE AND SPECIAL NEEDS ( A SECTION 8 COMPANY )  
( ADDRESS: C-6/53, SAFDARJUNG DEVELOPMENT AREA, SOUTH DELHI- 110016, INDIA )**

**Statement of Profit and loss for the year ended 31 March 2025**

Particulars	Note	31-Mar-25	31-Mar-24
Revenue from Operations			-
Other Income	10	1,84,79,319	1,67,79,137
<b>Total Income</b>		<b>1,84,79,319</b>	<b>1,67,79,137</b>
<b>Expenses</b>			
Employee Benefit Expenses	11	98,63,585	88,49,473
Depreciation and Amortization Expenses	12	6,93,717	3,49,623
Other Expenses	13	45,28,669	41,69,373
<b>Total expenses</b>		<b>1,50,85,971</b>	<b>1,33,68,469</b>
<b>Profit/(Loss) before Exceptional and Extraordinary Item and Tax</b>		<b>33,93,348</b>	<b>34,10,668</b>
Exceptional Item		-	-
<b>Profit/(Loss) before Extraordinary Item and Tax</b>		<b>33,93,348</b>	<b>34,10,668</b>
Extraordinary Item		-	-
<b>Profit/(Loss) before Tax</b>		<b>33,93,348</b>	<b>34,10,668</b>
Tax Expenses		-	-
<b>Profit/(Loss) after Tax</b>		<b>33,93,348</b>	<b>34,10,668</b>
Earnings Per Share (Face Value per Share Rs.10 each)			
-Basic	14	1,69,667	1,70,533
-Diluted	14	1,69,667	1,70,533

See accompanying notes to the financial statements

As per our report of even date

For J. N. Sharma & Co.

Chartered Accountants

Firm's Registration No. 0833C

*Sanjeev K Sharma*  
**Sanjeev K Sharma**  
 Partner  
 Membership No. 088571  
 UDIN: 25088521 BMMH SB 4099  
 Place: New Delhi  
 Date: 3rd September 2025



*Neelam Jolly*

**Neelam Jolly**  
 Director  
 1716554

*Usha Uppal*

**Usha Uppal**  
 Director  
 1716515



## Remuneration of Personnel Employed

Monthly remuneration of three highest paid employees is		
Rs. 58,955/-	Rs. 47,520/-	Rs. 40,000/-
Monthly remuneration of the lowest paid employee is		Rs. 13,268/-

GROSS MONTHLY REMUNERATION PLUS BENEFITS (RS.)	MALE	FEMALE	MALE (LEFT)	FEMALE (LEFT)	TOTAL
10,000 - 15,000	2	2	0	0	04
15,000 - 25,000	6	25	0	4	27
> 25,000	5	5	0	0	10

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. 5,290/-
Number of board of directors related to each other	None

## Statutory compliances and registrations

Registered under Section 8 (formerly Sec 25) of the Companies Act, 1956	CIN Number U74899DL2006NPL144824
Registered under Section 51 of Rights of Persons with Disabilities Act, 2016	Registration Number 0078 Valid till 06/12/2026
Registered with National Trust	Registration Number 060219181927027/MR/CP/Autism/ MD
Registered with NGO Darpan portal under Niti Aayog	Darpan ID HR/2009/0003967

## Statutory compliances and registrations

Registered with Ministry of Corporate Affairs (MCA) under CSR 1(For entities to undertake CSR activities)	CSR00004536
Permanent Account Number (PAN)	AACCV2066N
Registered under Foreign Contributions Remittance Act (FCRA)	FCRA Number: 231661091
Registered under Section 80G of IT Act	AACCV2066NF20061
Registered under Section 12A of IT Act	AACCV2066NE20161

POSH (Prevention of Sexual Harassment of Women) at the workplace:  
**No case has been registered in the year 2024-25 under POSH act.**

## Our Supporters 2024-25

360 One Foundation (formerly IIFLW CSR Foundation)	Matushree Nirmala Ben Gandhi Charitable Foundation
Alpex Solar Limited	Kotak Mahindra Bank Ltd.
Bechtel India Private Limited	Lakecity Ventures Private Limited
Bhai Sunder Dass Foundation	Luxor Foundation
CDR. U.N. Khanna	M 2 M Insurance Marketing LLP
One Stage (formerly Charities Aid Foundation, India)	Medanta- The Medicity
CTA Apparels Private Limited	Nandan Nilekani
Danamojo Online Solutions Pvt. Ltd.	National Trust
Director Elementary Education Haryana, Panchkula	O P Jain Foundation
DLF Foundation	Pramod Bhasin
Ernst & Young Foundation	Premila Menon Mussells
Give Foundation	Reliance Foundation
Haryana Shahari Vikas Pradhikaran (HSVP), HUDA	Reliance Industries Limited
Infosys Foundation	Richit Ummat
Intersoft Data Labs and Solutions Pvt. Ltd	Seetu Kohli
Jagi Panda	Shagun Goyal
Jaideep Sharma	Shekhar Gupta
JM Financial Foundation	Uma Shankar Pandey
JMA Marketing Limited	Usha Uppal
Jugjiv Singh	Viveck Goenka
Kampani Charitable Trust	WIPRO Foundation
Kavita Singh	Zeenia Goyal

## Volunteers

Aditya (NMIMS)

Vivek (NMIMS)

## Options for supporting VISHWAS

Donations made, are exempted under 80G of IT Act.

Sponsor an educational tour for an Inclusive class of 35 students	₹10,000
Sponsor a disabled/ underprivileged child's transportation cost for a year	₹6,600
Sponsor cost of monthly therapy sessions (4) for a child with disability	₹3,000
Sponsor a disabled/ underprivileged child's education for one month	₹3,000
Sponsor one set of summer and winter uniform for a disabled/ underprivileged child	₹1,350
Corpus fund	₹500
General fund	₹500

## VISHWAS looks forward for the support of volunteers for:



TEACHING



ART & CRAFT



TRAINING



FUND RAISING



MEDICAL CHECKUP

### LOCAL DONATIONS

VISHWAS VISION FOR HEALTH  
WEL SPL NEEDS  
Account No.: 00322000018352  
Bank Name: HDFC BANK LTD.  
IFSC Code: HDFC0000032

### FOREIGN DONATIONS

VISHWAS VISION FOR HEALTH  
WELFARE AND SPECIAL NEEDS  
Account No: 40086583277  
Bank Name: STATE BANK OF INDIA  
SWIFT Code: SBIN0000691



# CONTACT

 Sector 46, Near Bakhtawar Chowk, Netaji Subhash Marg, Gurugram, Haryana 122002

 0124 258 0323

 [www.vishwasindia.org](http://www.vishwasindia.org)

 [vishwas.nj@gmail.com](mailto:vishwas.nj@gmail.com)

 [facebook.com/vishwas406/](https://facebook.com/vishwas406/)

 @VISHWAShai

