

ACTION FOR AUTISM

ANNUAL REPORT

2022 - 2023



DIRECTOR'S MESSAGE



It has been another fun, exciting and innovative year at Action For Autism. Covid is done and dusted. But it taught us a lot. We realised the value of a combined approach in delivering services. The demand for online services from individuals and families, as well as professionals was a surprising learning that would not have come if not for covid. We had presumed that no one would want to learn, share experiences or be counselled from afar. That everyone would only want a face to face experience.

Those who used to travel down from different parts of the country, and other countries as well, for many the possibility of getting services online without disruptive dislocation was a boon that they welcomed eagerly. More importantly many of our autistic people preferred the comfort and security of the online mode over meeting our team in person.

As the momentum picked up post Covid, we started offering conscious, planned online services across any program where it could be done while preserving and enhancing the quality of the work. We are now full stream and back to the usual exciting fast pace.

There is no high that can beat supporting our amazing people to learn, empowering them to speak for their rights, bringing about change in the community, creating more caring professionals and helping families to change their not-always-positive perspectives about their children and empowering them to become changemakers. And it certainly is wonderful to be back with our energetic, fun and enthusiastic team as we strive to make a change in the lives of our neurodivergent people.

MERRY BARUA
FOUNDER & DIRECTOR



VISION

A society that views the interdependence of people of every ability as valuable and enriching, and seeks to provide equal opportunities for all.

MISSION

To facilitate a barrier free environment; to enable the empowerment of persons with autism and their families; and to act as a catalyst for change that will enable persons with autism to live as fully participating members of the community.

“It is not our differences that divide us. It is our inability to recognize, accept, and celebrate those differences.” – Audre Lorde

THIS YEAR'S HIGHLIGHTS



Some of our proud moments included:

- Opening a community clinic at our Ananda Assisted Living centre for our neighbouring communities in the villages around Gairatpur Bas at subsidized prices.
- Starting two new employment training programmes: TestingPro for training manual software testers and Retail Training for preparing candidates for work in the sector.
- Conducting a five day in person teacher training programme for school teachers affiliated with the Govt of NCT aimed at helping them understand autism and how to work with their autistic students.
- Merry Barua being awarded the prestigious 13th NCPEDP- Mphasis Universal Design Awards 2022 - Javed Abidi Public Policy for unprecedented contribution towards transforming the autism landscape in South Asia.
- Preeti Siwach winning the 23rd NCPEDP- LTIMindtree Helen Keller 2022 under Category B - Role Model Supporters of Increased Employment Opportunities for Persons with Disabilities.

Open Door Clinical Services

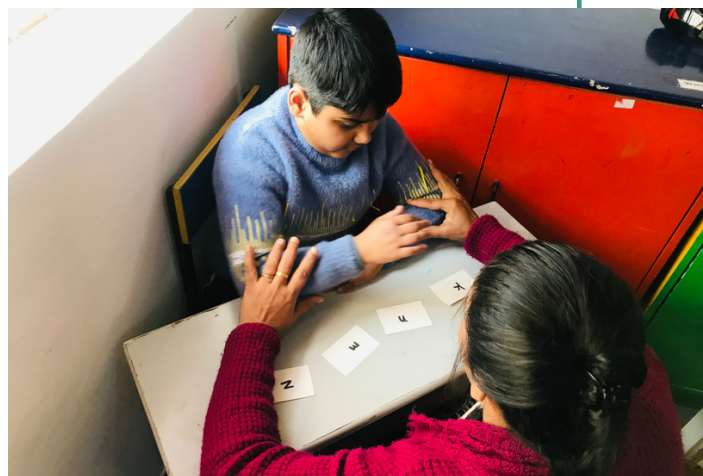


ASSESSMENTS

Functional Skills Assessments:
62

Occupational Therapy Assessments:
87

Diagnostic Assessments:
66



Diagnostic Assessments:

Screening and diagnostic assessments were carried out for children and adults using internationally standardized diagnostic and screening tools. Persons with autism and their family were provided with information on autism and on services available. Outstation families were referred to services in the area.

Assessment of Functional Skills:

Functional skills in the domains such as motor functioning, communication, speech, imitation and cognition were assessed. Individualized Education Plans for each child was provided based on the assessment. Specific activities of daily living were targeted based on the assessment

Occupational and Sensory Assessment:

An occupational and sensory profile was obtained through a comprehensive evaluation of the child using direct observation and feedback from parents. This provided the base for all subsequent intervention.

Locations for Programmes:

Jasola Vihar, Delhi & Badshahpur, Gurgaon



INTERVENTIONS & COUNSELLING PROGRAMMES

“*A four year old is now doing much better at movement activities and has reduced sound sensitivity. She has also started to enjoy her peers' company.*”



Through its various intervention programs, AFA offers an eclectic mix of indigenous methodologies alongside evidence-based practices such as Structure teaching, TEACCH, ABA, VBA, various forms of Assisted and Augmentative Communication including PECS and Social Stories

Educational Interventions
2844

OT Interventions
2119

Educational Counselling
148

OT Counselling
20

Extended Programme
13





Testimonials

"Honestly , the 3 months at AFA were life changing for me. Not only did it help me understand what Autism is deeply but also it helped me understand my daughter better. The Online OT and Early Intervention classes were efficient too as it helped me learn things I thought would be impossible to do. I am grateful to AFA for the help and training they provided which has definitely made our lives easier."

"We would say AFA is a savior for us and our son. We went to many centers before coming to AFA but our son used to cry a lot during the sessions and was non verbal at the time. We were feeling helpless. Finally we came across AFA. Their customized plans and schedules are need based and above all the special educators and occupational therapists are so dedicated that they try and solve your every problem and are always available for any query or issues. From day one our son was so comfortable...the environment was so magical and so understanding as if these people are able to see in the minds of our kids...and now after just 5 months of therapy my son is quite verbal, minimal behavior issues, developing social communications or we may say knowledge wise he is getting way ahead of his peers. Thanks a Lot AFA."

OPEN DOOR SCHOOL

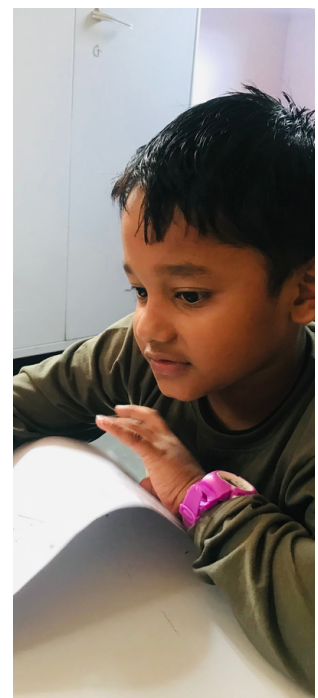
Students

11

Open Door School is the first of its kind special school which aims at providing a positive and accepting learning environment to enable children develop social, communication, adaptive and pre-vocational skills that can prepare them for integrated and inclusive setups as well as smooth transition into adolescence and adulthood. Our classes are characterized by the 4E's: **Energy, Enthusiasm, Excitement and Enjoyment**

"When our son was first diagnosed with autism, we were at a loss as to how to help him. He had difficulty speaking and connecting with others and his behavior was often challenging. However, since attending the school, we have seen a dramatic improvement in all these areas. The team at the school took the time to get to know our son and understand his unique needs. They designed a personalized plan to help him develop his communication skills and improve his behavior.

We are thrilled to say that our son is now flourishing. He is communicating more effectively, interacting with other children, and showing a greater interest in learning. We are grateful to the Open Door school." - An Open Door Parent



PARENT CHILD TRAINING PROGRAMME

Families

45

The programme provides a nurturing environment where parents work with their children under the guidance of an experienced, trained therapist. During the duration of the programme, parents receive theoretical and practical knowledge about teaching and other support strategies that incorporate elements of internationally acclaimed 'best practices' for autism.

The **primary goal** of the PCTP is to help the parent understand their child, his autism and the 'whys' of his autism, thus empowering the parent to enable the child to learn more effectively. It also gives the parent the wherewithal to share these learnings with other family members, as well as people who interact frequently with the child. The training thus helps optimize the quality of time the parent, as well as all others in the environment, spend with the child.

The PCTP embraces acceptance, genuine love, a well-balanced home environment, consistent learning and freedom as important factors that lead to the well-being of the child.





Testimonials

"I had a deep urge to learn about autism and was eagerly keen to learn how to help my child. PCTP program proved to be a blessing in my life and I am glad I did it as it has changed the way I perceive not only my son who has autism but also parenting in general. Every child should be raised like this as they have taught us in PCTP. I am very thankful to PCTP because of it I have learnt that my child is not a broken neuro typical but a perfect neuro diverse."

"Each day in PCTP was a blessing to us. This course provided me a wide vision needed for continuous improvements in everyday life to enhance mine and my child's learning capabilities. It covers conceptual and practical approach to learn effectively and efficiently."

"Before PCTP I was always stressed, worried and tried various methods to teach my son but failed. I did everything blindly the therapist told me to do and in turn my child had behaviour issues, and I thought this would be my life forever and I have to deal with him all my life like that and scared what would happen to my child, but now I am more relaxed and feel empowered as a parent. PCTP methods are easy to learn and implement and less stressful for the child to learn. Also PCTP gave me a whole new perspective about autism. Now I can make better decisions for my child."

Adult Services



WORK AND EMPLOYMENT SERVICES

Finding gainful work and employment is a vital part of ensuring the general well-being and happiness of an adult with autism. The work could be in a sheltered environment or open employment depending on the level of support the individual needs.

Our work and employment services are in line with our belief that if right amount of support is provided, irrespective of the nature of the employment, most adults with autism would be successful participating members in their work place.

Work and employment services at AFA can be categorized in following four categories:



Vocational Training

This programme aims to develop appropriate vocational skills so that young adults with autism can utilize their previous training for work, enhancing their independence, self-reliance, and confidence.



On the Job Training

We simulate work settings to provide training in work behaviours. The programme includes aspects faced in the open work environments such as coping with unpredictability and developing interpersonal skills with colleagues.



Employment Readiness Programme

We work towards developing interpersonal and social communicative skills of neurodiverse individuals to help them succeed at workplace and maintain meaningful employment.



Supported Employment

We help neurodiverse individuals to prepare for workplace and assist workplaces get ready to welcome neurodiverse employees



Technical Training

We added two new technical training programmes for autistic adults. Under retail training (in partnership with Sol's Arc and Amazon), individuals are taught skills and concepts needed to succeed in the retail sector like inventory management and packaging. We also started a software testing training programme in collaboration with Nagarro, NASSCOM and Atypical Advantage where individuals are trained to become testers.

Beneficiaries:

36

Vocational Centre

Employment
Readiness
Programme

15

12

On the Job Training
& Supported
Employment

Our autistic candidates are working at:

Nestle	McCann	Tech Mahindra
Amazon	Tajsats	The Lalit Hotels
Meyer Housewares India	Natwest (formerly RBS)	Cognizant
Lemontree Hotels	Action For Autism	CAI

Students at our Skill Training Programmes by AFA

07

Retail Training
Programme

10

TestingPro (Manual
Testers) Programme

ANANDA: ASSISTED LIVING

Ananda is a home. It is home to adults with developmental disabilities – Autism and Intellectual Disabilities, and to neurotypical 'Assists' where both groups lead fulfilling everyday lives.

Location: Gairatpur Bas, Gurgaon, Haryana



Residents at Ananda lead structured and busy lives. On weekdays residents go to the vocational centre located in the complex. Here they are busy at activities matched to their skills. This includes working at craft items, weaving, computer and office skills, and work on the extensive grounds - planting, weeding, raking. There is a gym and physical activities. Residents also help out with chores at home, based on their ability and interests. Most importantly they learn happy and independent functioning.

Besides staying at the residence full time, many adults stay at Ananda for shorter customized duration as respite. Our vocational centre at Ananda is also a workplace for individuals who visit the centre only during work hours.

No of Residents: 10 + 4 (short stay)

No of interns at Ananda Vocational Centre: 14 + 4 (day boarders)

COMMUNITY SERVICES AT ANANDA



Our Community Programme is intended to serve the population both neurodiverse and neurotypical in our neighbourhood and create a supportive and sustainably inclusive environment.

Primary Health Centre

The closest medical facility to Ananda located in the rural outskirts of Gurgaon is 11 kilometres away. For many people living in the interior heartland, the distance is even more. We identified the need for a basic health centre in the region and the primary health centre at Ananda came into being. The centre provides basic health services and works towards making services more responsive and sensitive to the needs of the community. The health care centre has a nurse in attendance, and regular and scheduled visits are paid by general physician, dentist, gynaecologist and optometrist providing free medical care to the villagers.

Computer Learning for Children and Youth of the Community

In today's digital world, basic computer operating skills are imperative for career development and advancement. There is a demand of computer training courses for students who live in neighbouring villages of Ananda as most of the schools they go to, are ill-equipped and may not have proper computer training facilities. Given the circumstances AFA wants to create opportunities for students to get the necessary skills that will enable them to face the current tech world with confidence. The computer centre is equipped with 12 computers where village kids learn tools such as Microsoft Word, Power Point and Excel along with use of internet and email.

Trainings





To ensure there is a growing body of trained professionals delivering effective autism-specific intervention, we offer a range of practical hands-on training opportunities throughout the year. The duration of the trainings range from a few hours, to two years or more, and is open to everyone, including parents, professionals or students. All programmes are based on a deep understanding and sensitivity of the entire autism spectrum, and its varied manifestation across the lifespan.

45

**NO. OF TRAININGS
CONDUCTED BY
MEMBERS OF OUR
TEAM**

2200+

**NO. OF PARTICIPANTS
FOR WEBINARS &
TRAININGS
CONDUCTED BY AFA**

37

**NO. OF STUDENTS IN
B.ED SPECIAL
EDUCATION
PROGRAMME**

65

**NO. OF STUDENTS IN
D.ED SPECIAL
EDUCATION
PROGRAMME**

Our trainings included participants from

INDIA



NEPAL



BANGLADESH



UNITED ARAB EMIRATES



UNITED KINGDOM



Trainings/ Workshops/ Lectures/ Conferences

Month & Year	Topic	Resource Person	Organised by
April 2022	Regional Conference on Employment & Training of Adults with Autism and IDD	Indrani Basu	Autism Spectrum Disorder Welfare Trust, Pakistan
April 2022	Raising them up: A Parenting experience on and off the spectrum	Shubhangi Vaidya	Action For Autism
April 2022	Money Matters: Planning Finances for people on the Spectrum	Jitendra Solanki	Action For Autism
April 2022	Discussion on Child Safety, Well Being & Protection of Rights	Jo Chopra	Action For Autism
April 2022	Autism & Mental Health: Perspectives from autistic mental health professionals	Panel discussion with Aastha Choudhary, Anindita Kundu, facilitated by Pravin Madur	Action For Autism
April 2022	Understanding Autism & Strategies	Indrani Basu	IICP
April 2022	Mummy papa and everyone else	Merry Barua	Action For Autism
May 2022	My brother is a little different	Vishu, Vibhu, facilitated by Parul Kumtha,	Action For Autism
May 2022	Mumma's on the spectrum	Rakshita Shekhar, Ruchi Varshney facilitated by Dr Nandita De Souza	Action For Autism
May - June 2022	Steps to Teaching	Indrani Basu	Action For Autism
July 2022	Autism: A way of being	AFA Team	Action For Autism
July 2022	Positive Foundations to leaning	AFA Team	Action For Autism
July 2022	Autism & Sensory Processing	AFA Team	Action For Autism
July 2022	Structured Teaching and Visual Strategies	AFA Team	Action For Autism
July 2022	Enhancing Motivation & Communication Skills	AFA Team	Action For Autism
July 2022	Positive Behaviour Support	AFA Team	Action For Autism

Trainings/ Workshops/ Lectures/ Conferences

Month & Year	Topic	Resource Person	Organised by
September 2022	Structured Teaching and Visual Strategies: Maximising Progress in Autistic and Other Learners	Indrani Basu & Preeti Siwach	Care For Autism
October 2022	Think Beyond the Label	Nidhi Singhal	Action For Autism
October 2022	Positive Approaches to Autism	Merry Barua	Action For Autism
October 2022	Autism & Sensory Differences	Rakshanda Khan	Action For Autism
October 2022	Use of structure & Visual Supports	Indrani Basu	Action For Autism
October 2022	Enhancing Motivation & Communication	Indrani Basu	Action For Autism
October 2022	Pre workshop with HSBC employees	Nidhi Singhal	HSBC
October 2022	Understanding Behaviour & its Management	Indrani Basu	Action For Autism
November 2022	Interactive session with teachers and parents on Autism	Indrani Basu & Merry Barua	Sardar Patel Vidyalaya
November 2022	Social Stories	Indrani Basu	Action For Autism
December 2022	Interactive session with Shiv Nadar School	Merry Barua	Shiv Nadar Faridabad
December 2022	Neurodiversity at Work	Merry Barua	Natwest India
December 2022	Developing Play & Leisure for individuals with Autism	Indrani Basu	Action For Autism
December 2022	Autism Awareness Training of CISF Personnel	Nidhi Singhal	AIG Chennai
December 2022	Neurodiversity at Work	Preeti Siwach	Natwest India
Dec 22- Jan 23	Steps to teaching	Indrani Basu	Action For Autism
January 2023	Autism Awareness Training of CISF Personnel	Indrani Basu	AIG Kolkata

Trainings/ Workshops/ Lectures/ Conferences

Month & Year	Topic	Resource Person	Organised by
January 2023	Customised Autism Workshop for HSBC employees	Nidhi Singhal	HSBC
January 2023	Lecture with DSE IDD trainees	Urmila Taneja	Manovikas Charitable Society
January 2023	Autism Awareness Training of CISF Personnel	Nidhi Singhal	AIG Delhi
January 2023	Neurodiversity at Work	Nidhi Singhal	GBL
January 2023	Understanding Autism & Residential	Merry Barua	Forum For Autism
January 2023	Autism Awareness Training of CISF Personnel	Merry Barua	AIG Mumbai
January 2023	Early Identification & Intervention for CWSN	Nidhi Singhal	Army Welfare Education Society
January 2023	Neurodiversity at Work	Nidhi Singhal	Natwest India
February 2023	Autism Training series	AFA Team	Action For Autism
February 2023	Cross disability Hands on Training for Government Special Educators	Urmila Taneja	Ananth Centre for Learning & Development
February 2023	Transitioning from Childhood to Adolescence & Adulthood & Preparing for Employment	Preeti Siwach	Forum For Autism
Feb - Mar 2023	Training of Keystone and Samgra Shiksha Nagaland	AFA Team	Action For Autism
March 2023	Cross disability Hands on Training for Government Special Educators	AFA Team	Action For Autism

Advocacy & Awareness





AFA has played a pioneering and path-breaking role in securing the rights of people with autism and demystifying the condition through ceaseless advocacy and various awareness drives. The focus has been to encourage understanding of the needs of individuals with autism, gearing policies and services to cater to these specific needs and promote inclusion at large.

Advocacy work over the year 2022-2023

- Kathakali Pandey and Vikram Patil attended [Charcha 2022 - Resilient Livelihoods for all](#) organized by the Nudge Institute at India Habitat Centre.
- Merry Barua joined [Walk With A Difference \(WWAD\)](#) as an advisor. WWAD is a social initiative by AIMS Media to discover the hidden talents of persons with disabilities in the fields of Fashion, Art, Music, Dance and Sports through social events and exhibitions
- Aditya Gotan attended a [meeting conducted for all registered organizations by State Nodal Agency Centre \(SNAC\) Delhi of the National Trust](#) for the coordination and liaison with the different state authorities and officials for ensuring convergence of schemes and programmes for persons with disabilities (PwDs) run by Government of Delhi NCT and GoI
- Merry Barua contributed to the [letter sent to Hon'ble Civil Aviation Minister](#) by NCPEDP highlighting the major problems faced by people with disabilities while using airline services.
- AFA hosted a team from [Lehigh University](#) to discuss opportunities of [knowledge exchange, research collaboration and visits](#).

- Dr Nidhi Singhal was a panelist at the [9th National Conference on Disability organized by Sarthak](#). The panel focused on the requirement and importance of early intervention and inclusive education for children with special needs, mainstreaming them into the society.
- Merry Barua spoke at [2022 Disability Matters Asia-Pacific Conference and Awards](#) organised by Springboard Consulting LLC (The WIP Group).
- Dr Nidhi Singhal was the distinguished speaker at an [interactive session organised by Citizens' Forum India \(CFI\)](#) discussing the need for inclusion through awareness and understanding.
- Merry Barua spoke on autism and inclusion at an awareness session organised by the SEN-Counselling Team of [Shiv Nadar School Faridabad](#) in collaboration with CPD Thinktank with the students of Grade 6-11 and educators on the occasion of International Day of Persons with Disabilities.
- Merry Barua served as a [resource person for a workshop conducted by All India Institute of Speech & Hearing, Karnataka](#).
- Dr Nidhi Singhal was part of a [panel discussion hosted by INSAR Early Career Committee, India and neighboring countries on 'Neurodiversity and Ableist Language'](#).
- AFA hosted a delegation of [Ancor Global Council](#) and [Keystone](#) at [Ananda: Assisted living centre](#)
- AFA shared knowledge with [Arpana Luthra from USAID](#) about autism and current status of policy, training and technical knowhow for autism in India.



- Merry Barua was a panelist at the launch of [Extraordinary: Personal Stories of Autism](#), a podcast series by [Newsreel Asia](#) where neurodivergent individuals talk about their successes and struggles.
- AFA hosted Prof Said Graiouid (Dean of Faculty) along with Prof Bruce Mallory from [School of International Training](#) who were keen to learn more about AFA and its services.
- Merry Barua was a panelist in the [Workshop on "Applications of Information Technology for Autism"](#) organized by [Centre for Development of Advanced Computing, Noida](#) in association with CDAC Kolkata, National Institute for the Empowerment of Persons with Intellectual Disabilities, Kolkata and NIEPID Noida
- Merry Barua attended a [Roundtable Discussion on National Education Policy \(NEP\) 2020 and its implication on Children with Disabilities](#), and efforts to universalize FLN for all children with a focus on children with disabilities organised by Pratham in collaboration with Ali Yavar Jung National Institute of Speech and Hearing Disability under the DEPwD of the Ministry of Social Justice & Empowerment, Gol.
- AFA hosted a team from the [department of special education, Stockholm University](#). The team wanted to learn more about AFA, its ways of working and about the autism community in India at large.
- Nidhi Singhal attended the Expert Committee Meeting to design the Elective Course 'Disability Studies and Occupational Health' proposed to be offered in the MA programme in Environmental and Occupational Health at IGNOU.



- Merry Barua joined a Stakeholder Group Meeting organized by UN-Habitat India for a [peer-review of the training modules developed under the city-level Capacity Building Programme titled "Enhancing Accessibility and Inclusion in Schools"](#). This pilot programme has been envisaged with the Department of Social Welfare, Government of National Capital Territory of Delhi (GNCTD), and IIT Kharagpur.
- Merry Barua conducted a [Neurodiversity Awareness Session at Natwest India](#).
- Merry Barua [inaugurated the Centre for Neurodiversity Studies at Jindal School of Psychology and Counselling, O P Jindal Global University, Sonipat](#).
- Tanvi Behl attended a [meeting conducted by Department of Social Welfare with NGOs working for the welfare of PWDs in Delhi](#) on seeking inputs on how cooperation between Department & NGO can be increased on various issues related to PWDs.
- Merry Barua visited CLAPS Chennai as knowledge sharing exercise to understand their methods of working.
- Shubhoneet Chatterjee conducted a [sensitization training for Smart Bazaar Kalkaji employees as part of our Quiet Hour collaboration](#) with them.
- Dr Nidhi Singhal participated in the [DEI for Development Forum organised by GBL](#) discussing the themes of equal opportunity employment: ensuring DEI in hiring.
- AFA hosted [Dr Mriganka Sur](#) of The Sur Lab at [Massachusetts Institute of Technology, USA](#) for a visit.
- The journey and work of [Preeti Siwach, Head of Adult and Vocational Services](#) was featured in [The Big Picture series of Care4Autism](#) which intends to cover the journeys of many names in the community to understand the process and challenges of enabling an inclusive society.
- Merry Barua conducted a [virtual lecture for students from Delhi School of Economics, Delhi University](#) organized by AutismCare Nepal Society on the topics: (i). "teaching pre- vocational and vocational skill". (ii). Adult living.
- Merry Barua serves as a [Core Committee Member of the National Disability Network](#) for creating a vision document for the disability sector.
- Merry Barua and Dr Nidhi Singhal attended the [2022 SRV Summit](#) in Chennai organized by Keystone Institute India

Research & Publications

autism network

VOLUME 17, 2022



ACTION FOR AUTISM



autism network

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ACTION FOR AUTISM



- Dr Nidhi Singhal contributed to [Vidhi Centre for Legal Policy research](#) titled 'Beyond Reasonable Accommodation: Making Karnataka's Cities Accessible by Design to Persons with Disabilities' on making urban spaces accessible to persons with disabilities.
- Merry Barua and Bhanu Sehrawat participated in a [research study conducted by Boston Consulting Group](#) to understand the Diversity, Equity and Inclusion (DEI) landscape in India, and how companies across sectors engage with a diverse consumer base.
- Merry Barua was part of the expert team that assisted in [developing Prashast – a Mobile App based tool for screening disabilities in school children](#) launched by Department of School Education and Literacy, MoE, Govt.
- Merry Barua attended as an expert a [brainstorming meeting organized by the Department of Biotechnology to develop a comprehensive network program to enable research on autism](#) from biological and clinical aspects and to develop diagnostics and therapeutics to address the challenges. The meeting aimed to identify the gaps in knowledge, prioritize key research questions, and to formulate a strategy for generating high-quality evidence to answer the priority questions.
- Merry Barua was interviewed for a [research study, focussing on family and institutional arrangements of care, including state-supported shelters, private homes for persons with disabilities, and long-term facilities for independent living](#), inclusive and mainstream living arrangements, conducted by Shubha Ranganathan, HoD, Dept of Liberal Arts, IIT Hyderabad

Meet the Team



AFA is a parent directed NGO. To ensure delivery of quality care and services to individuals with autism and their families, AFA has encouraged active participation and feedback from beneficiaries by creating non-hierarchical structures and open channels of communication to aid the efficiency of its programs. Participatory decision making is reflected in the ways of working at AFA. A team of highly dedicated professionals and active volunteers remain a source of strength and support, enabling AFA to accomplish its goals and objectives.

Achyutanal Guha	Accounts Executive
Aiman Syed	Job Coach
Amitesh Chaudhary	Coordinator Assisted Living
Amrita Buzar Baruah	Coordinator - Opendoor
Anandi Prabha	Educator
Aradhana	Library Assist
Ashok Kumar	Security Guard
Ayesha Bibi	Faculty
Barja Bahadur Gurung	Cook
Bablu	Gardener
Badal Baidya	Teacher Aide
Bhanu Sehwat	Communication Coordinator
B Chinna Rao	Educator
Chesta Pandey	Special Needs Educator
David Kujur	Housekeeping Assist
Deepak	Gardener
Deepa Rawat	Special Needs Educator
Dharam Pal Singh	Gardener
Dipanshu Kumar	Educator
Divya Shikha Verma	Special Needs Educator
Dojaram	Security Guard
Farha Jabeen	Educator
Geetu Ahuja	Workplace Incharge
Gita Devi	Care giver
Ishu	Coordinator Vocational Services, Assisted Living
Kamlesh	Senior Supervisor
Kamlesh Kumari	Occupational Therapist
Katha Kali Das Pandey	Project Manager
Khyati Kohli	Faculty
Khushboo Arora	Assist Adults Services
Kuldeep Bharti	Driver
Lakshmi Patra	Care giver
Lata Devi	Cleaner
Maya Sarkar	Care giver
Manvinder Roy	Co ordinator

Mandeep	Special Needs Educator
Monika Devi	Baker
Mukesh Kumar	Gardener
Neelam	Assist Adults Services
Nidhi Singhal	Director Research & Training
Nidhi Bhargav	Special Needs Educator - Assist Adult Services
Nishu Kshetry	Special Needs Educator
Nilanjana Ghosh	Co ordinator
Nafeesa	Special Needs Educator
Nitin Bhushan	Photocopier
Pan Singh Negi	Driver
Pappu	Gardener
Poonam Bala	Faculty
Prashanth Jaine	Teacher Aide
Preeti Siwach	Head Work & Employment
Prem Prakash	Security Guard
Rajesh Kumar	Supervisor
Rajesh Gupta	Co ordinator
Ram Keval	Cleaner
Rajpal	Security Guard
Rajneesh Sharma	Front Desk Executive
Ramakant Sharma	Accounts Executive
Rakhshanda Khan	Occupational Therapist
Ram Avtar	Security Guard
Ramakant Rajput	Cleaner
Ramji Varma	Cleaner
Rahul Patro	Teacher Aide
Rekha Devi	Cleaner
Rumpa Banerjee	Communication Coordinator
Salini Bijesh	Manager, HR & Administrations
Sanjay Kanji	Sr Finance Executive
Sharmila P G	Coordinator Resource Materials, Assisted Living
Shikha Das	Care giver
Shweta Bhiduri	Special Needs Educator
Shubhoneet Chatterjee	Special Needs Educator - Adult Services
Sunil Dutt	Manager
Sushma	Vocational Caregiver
Suparna Biswas	Cleaner

Sarvjit Manhji	Gardener
Silvia Devi	Cook
Sudhanshu Rajesh Grover	Head Educational Services
Sujata Banerjee	Special Needs Educator
Sujata Pandey	Special Needs Educator
Swati A	Clinical Services Associate, Assisted Living
Tanvi Behl	Head Trainings
Urmila Taneja	Faculty
Vikram Kumar	Assist Adults Services
Vikas Kumar Jha	Cleaner
Vikram Patil	Head - Finance & Operations
Yusra Khan	Job Coach
Yasar Saeed	Educator

Salary Slabs of Staff Members

Slab of Gross salary/stipend (in Rs) plus benefits paid to staff (full time and part time) per month	Male Staff	Female Staff	Total Staff
Less than 5000	0	0	0
5000 - 10000	0	1 (Part-time)	1 (Part-time)
10000 - 25000	25	18	43
25000 - 50000	10	22	32
50000 - 100000	2	6	8
Greater than 100000	1	1	2

Salary and benefits of Head and Highest and Lowest honorarium of staff members

Particulars	Designation	Remuneration (in Rs.) [Gross yearly + benefits]
Operational Head of the organisation (including honorarium):	Director	Nil
Highest paid person in the organization (staff or consultant)	Head - Finance & Operations	1800000
Lowest paid person person in the organization (staff or consultant)	Special Needs Educator Aide	120000

Governing Body

Name	Occupation	Address & Email Address	Education
Ramamani Sundar *	Social Economist	Sector B1, Flat No 1609, Vasant Kunj, New Delhi-110070 ramamanisundare@yahoo.co.in	MA Economics – DSE, Delhi University
Merry Barua*	Disability Activist	A1/51 Panchsheel Enclave, New Delhi-110017 merry.barua@gmail.com	MA, Calcutta University
Reeta Sabharwal *	Full Time Volunteer at AFA	S-300 Greater Kailash Part 2, New Delhi-10048 reeta.sabharwal@gmail.com	BA English, Delhi University
Madhu Chawla	Business	C-228, Defence Colony, New Delhi-110024 madhuchawla4@gmail.com	BA
Gopal Kale*	Service	C-197, Kendriya Vihar, Sector 51, Noida 201301 gopal.k2005@gmail.com	BE
Indrani Basu*	Special Needs Educator	Action for Autism Living Unit – 3rd Floor Pocket 7&8 Jasola Vihar New Delhi-110025 indrani71@gmail.com	B.Com, ICWA, DSC-ASD
Beena Mohan*	Special Needs Educator	32GB, Dakshin Apartments, 4th Seaward Road Thiruvanniyur, Chennai – 600041 beenaahed@gmail.com	M.A Business Economics
Rajat M Nag	Economist	B3 /602, World Spa West, Sector 30, Gurgaon, Haryana 122001 rajatnag@gmail.com	B. Tech IIT Delhi M.Sc. & M.B.A, University of Saskatchewan M.Sc LSE
Dr Shubhangi Vaidya*	Professor	H No. H – 8, Mahanadi Extension, IGNOU Campus, Maidangarhi, New Delhi – 110068 svaidya2404@gmail.com	MA, MPhil, PhD
Celine George	OD and Change Management Consultant.	AG/52, Aspen Greens, Sec – 50, Gurgaon, Haryana celine.george@peoplefacet.com	MA Business Economics, Chevenings Gurukul Scholarship to London School of Economics, UK.
Nidhi Dutta*	Lawyer	Ground Floor, HNo. C -158, Ashoka Enclave Part II, C Block, Sector 37, Faridabad, Haryana 121003 nidhishradha1@gmail.com	LLB
Rakshita Shekhar*	Special Needs Educator & Disability Activist	#1370, Ananth Nivas, 22nd cross, A block, sahakaranagar, Bangalore 560092 rshekhar02@gmail.com	MA Intellectual & developmental disabilities Diploma in teaching & training

*Parent or Autistic member

No member of the governing body receives honorarium. None of the members are related to each other in any way

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Volunteers

Kalpana S, Aditi Muranjan, Bhanu Sehwat, Aarti Kulkarni, Nidhi Dutta, Swarnasree, Anandi Prabha, Priyanshi, Nidhi, Raya Das, Simran, Shafiya, Anushree, Pooja, Harshita, Pooja (parent volunteer), Ayushi, Jay Warriar, Khyati, Shaila, Bipasha, Geeta, Mariyam Md, Twinkle, Manisha, Mariyam Majeed, Naseema, Unzila, Deepti, Prashasti, Shambhavi, Dr Ashish Sabharwal, Joginder Katiyal, Dr Stitodhi Mukherjee, Dr Shelly, Rahish Ahmad



FINANCIAL REPORT

BALANCE SHEET AS AT 31 MARCH 2023

FUNDS AND LIABILITIES	As at 31.03.2023	As at 31.03.2022
<u>I SOURCES OF FUNDS</u>		
Capital Fund	17,10,47,077	17,52,34,690
Corpus Fund	3,06,26,243	2,96,75,243
Reserve Fund	2,71,50,696	2,46,76,418
Specific Purpose Grants	44,73,487	27,02,720
TOTAL	<u>23,32,97,503</u>	<u>23,22,89,071</u>
<u>II APPLICATION OF FUNDS</u>		
Fixed Assets	17,10,47,077	17,52,34,690
Investments in Fixed Deposits	5,41,88,327	5,13,42,571
Current Assets, Loans and Advances		
Cash and Bank Balances	1,29,48,516	1,12,82,105
Loans and Advances	8,81,891	6,16,887
Other Current Assets	<u>20,82,504</u>	<u>10,71,099</u>
	1,59,12,911	1,29,70,091
Less: Current Liabilities and Provisions	<u>78,50,812</u>	<u>72,58,281</u>
Net Current Assets	80,62,099	57,11,810
TOTAL	<u>23,32,97,503</u>	<u>23,22,89,071</u>

INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 MARCH 2023

PARTICULARS	For the year ended 31.03.2023	For the year ended 31.03.2022
I INCOME		
Program Receipts:		
Income from Advocacy, Awareness, Rehabilitation, Research & Training Activities	2,50,45,651	1,91,67,519
Income out of Specific Purpose Grants (to the extent utilised during the year)	1,34,94,989	1,77,81,358
Donation Income	19,94,547	28,59,088
Interest Income	28,65,239	24,10,360
Other Income	13,48,941	20,263
TOTAL	4,47,49,367	4,22,38,588
II EXPENDITURE		
Program Expenses:		
Expenditure on Advocacy, Awareness, Rehabilitation and Research & Training Activities	3,42,04,065	2,89,30,463
Administrative Expenses	27,30,110	15,55,669
Depreciation		
For the year	1,04,93,250	1,01,78,669
Less: Met out from Capital Fund	<u>1,04,93,250</u>	<u>1,01,78,669</u>
	-	-
Transfer to Capital Fund (Assets purchased from own sources)	53,40,915	12,02,192
TOTAL	4,22,75,089	3,16,88,324
III Surplus / (Deficit) for the year carried to Reserve Fund	24,74,278	1,05,50,264

STATEMENT OF RECEIPT AND PAYMENT FOR THE YEAR ENDED 31 MARCH 2023

PARTICULARS	For the year ended 31.03.2023	For the year ended 31.03.2022
<u>I RECEIPTS</u>		
Opening Balance		
Cash in Hand	58,851	69,368
Bank Balance		
in Saving Bank Account	1,12,23,254	1,42,29,890
in Fixed Deposits	5,13,42,571	3,93,04,150
Received during the Year		
Income from Advocacy, Awareness, Rehabilitation, Research & Training Activities	2,50,45,651	1,91,67,519
Receipts for Specific Purpose Grant	1,62,30,478	1,42,08,015
Donation Income		
Donation Corpus Fund	9,51,000	10,98,500
Donation Non-Specific Purpose	19,94,547	28,59,088
Income Tax Refund Received	-	2,35,920
Interest Income (Net of TDS)	16,14,520	17,51,412
Rent Received	11,41,000	-
Other Income	11,057	20,263
Security Deposit Received (Net of Payments)	1,57,160	7,10,000
TOTAL	10,97,70,089	9,36,52,125
<u>II PAYMENTS</u>		
Program Expenses		
Expenditure on Advocacy, Awareness, Rehabilitation and Research & Training Activities	3,38,03,087	2,72,44,280
Administrative Expenses	26,87,178	14,87,430
Purchase of fixed assets	61,08,752	22,95,739
Other Loans and Advances	34,229	
<u>Closing Balance</u>		
Cash in Hand	64,446	58,851
<u>Bank Balance with Schedule Banks</u>		
in Saving Bank Accounts	1,28,84,070	1,12,23,254
in Fixed Deposits	5,41,88,327	5,13,42,571
TOTAL	10,97,70,089	9,36,52,125



REHABILITATION COUNCIL OF INDIA



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