



OUR COLLABORATIVE JOURNEY

Annual Report 2022-2023



Ashish Foundation for the Differently Abled Charitable Trust

Contents

Vision

Empowering children and adults with autism to rise to their God given potential in inclusive communities.

Mission

To sensitise and equip families, communities and organisations to respond and engage productively so that children and adults with autism lead fulfilling lives.

Origin & History

Ashish Foundation for the Differently Abled Charitable Trust (AFDA) was established in 2007 to work with children and young adults with autism and other disabilities. We believe that each individual has the ability and deserves the opportunity to contribute to the society. We mentor families in meeting the specific needs of their children and also mentor several disability-focused organisations across India. We provide training to our staff and other professionals to enhance their skills to work with people with autism and other developmental disabilities.

Registered Office:

EFICOR 304, Mahatta Tower, B Block Community Centre, Janakpuri, New Delhi - 110 058

Correspondence Address :

Ashish Foundation for the Differently Abled (AFDA)
Charitable Trust
Plot no. 2/13, Sulahkul Vihar, (Behind Sulahkul Mandir) Old Palam Road/ Kakrola, Dwarka, New Delhi – 110078, India
Phone: +919667300476/486
E-mail: ashishcentre@gmail.com; admin@ashishfoundation.co.in
Website: ashishindia.org
Facebook: facebook.com/AshishFoundation

AFDA is registered Trust under Registration No. 1804 dated 27/02/2007

FCRA Registration No. 231661157

80G exemption of the Income Tax Exemption -Unique registration No. AABTA9377MF20218 dated 24-09-2021 valid from AY 2022-23 to AY 2026-27

From the Director

01

These are our Moments

02

Action and Impact

03

Strategy

04

Programmes

06

Finances

11

Partner with us!

15

Donation Form

17

Our Human Resources

18

Board of Trustees

20



Our Collaborative Journey

In the fabric of life, it is the threads of collaboration that weaves the most intricate and enduring patterns. At Ashish Foundation, we are firm believers in the power of collective effort, and it is with immense gratitude that we present the theme for our Annual Report: “Our Collaborative Journey” our 16th year of existence.

From the very inception of our center, collaboration has been at the core of our mission. We recognize that our vision for an inclusive and supportive world for students with autism and developmental disabilities can only be realized through the working together of partnerships, shared expertise, and community engagement.

We have also been collaborating with other network organisations working in the field of disability such as All India Social Role Valorization Association and Engage Disability. We are committed to a culture of learning from different organisations.

In “Our Collaborative Journey,” we invite you to explore how partnerships and relationships have been woven into the fabric of our center’s work. Together, we have embarked on a transformative journey, and leveraging the strengths of diverse stakeholders – students with autism and developmental disabilities, families, special educators, therapists, professionals, local businesses, and our extended community.

Throughout these pages, you will encounter stories of how collaboration has not only enriched our programs but has also extended our reach to touch individuals in the community. We believe that when we unite for a common purpose, we become catalysts for change, creating opportunities where there were once obstacles.

Thank you for being a part of Our Collaborative Journey. Your support, involvement, and belief in the power of collaboration fuel our determination to create a world where individuals with autism and developmental disabilities thrive and where collaboration remains at the heart of our shared vision for a brighter future.

I thank God and all those who collaborated with us - donors, supporter, friends and well-wishers who supported in helping us accomplish all what we did during the past year.

Sheila George
Director



These are our Moments



ACTION AND IMPACT



18 Students Enrolled at Our Centre



65 Social Learning Activities



13 Making Action Plans (MAPS) sessions for students



2 Inclusive Events



33 Parent events (PTM, workshops, counselling, get togethers)



15 Panel Discussions with parents

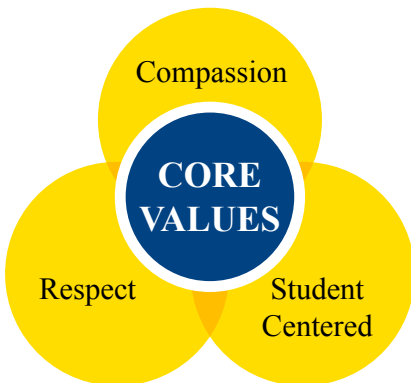


95 Occupational/ Physiotherapy sessions provided for each student during the year



90 University Students attended Awareness Programmes

Vocational Interns visiting the Red Fort



OUR BELIEFS

Every student is made in the image of God.

Every student is made for a purpose.

Every student has abilities to achieve his or her purpose.

No student is exempt from giving.

All are uniquely different.

STRATEGY

Ashish Foundation works to empower students and families, in the communities where they live and equip individuals, organisations and communities to include persons with autism and developmental disabilities as valued members of the society.

Our Centre strives to facilitate the student to participate in society by assisting them to have independence and to develop valued social roles. From the time the student enters the doors of the Ashish Foundation, we begin exploring their unique gifts and interests. We collaborate with other stakeholders to help the student develop competencies so that these gifts and interests can blossom into roles that are valued in the community.

We have three programmes

Ashish Centre, focuses on comprehensive learning and development of students ranging from 3 to 17 years old. They develop foundational valued roles common to typical children, such as student, household member, citizen, and an aficionado of different hobbies and pastimes.

Ankur, the vocational program tailored for individuals aged 18 and above, enables participants to unlock their potential through practical training in various job skills and personalized support for customized employment. Participants develop valued roles common to adults, such as employee, friend, and member of interest-based groups.



Students participating in a Fashion Parade in Apeejay Institute of Mass Communication at the “We Care” Festival

Advay. Advay empowers parents and educators to help the individuals they support to develop valued roles in society. Workshops under Advay provide theoretical and practical training for stakeholders who work directly with children and adults with developmental disabilities. Additionally, Advay conducts programs aimed at raising awareness about disability issues, fostering greater acceptance and support for individuals with disabilities within society at large.

We are empowering other organizations and networks in the disability field to facilitate the development of valued social roles to the people they work with and provide an atmosphere of inclusion within the community.

We had a Collaborative Assessment by a 5 member team from Keystone Institute India which generated recommendations to strengthen the program and safeguard its ongoing development.

Our Finance, Administration and Human Resources roles provide support for our programs to run seamlessly.

We have adhered to all statutory requirements with our annual accounts being audited by an external auditor.

POLICIES IN PLACE:

Employment Policy

Student Protection Policy

Prevention of Sexual Harassment Policy

Finance Policy

FUTURE PLANS

Facilitate inclusion of persons with disabilities in the larger community.

Strengthen our model in Social Role Valorization.

Acquire our own building in a valued location

To provide supported customised employment for adults

Network with like-minded organizations to explore employment opportunities for young adults.

Build the capacity of individuals, organizations, and faith-based leaders to respond to autism and other developmental disabilities.

Raise local funding to sustain our programmes.



Students and Staff Celebrating Holi.

PROGRAMMES

We aspire for our students and individuals with disabilities to experience the positive aspects of life. Unfortunately, when they face neglect, underestimation, or differential treatment, these enriching experiences become elusive. Such discrimination is regrettably common in various settings like schools, workplaces, communities, and society at large. This unfair treatment hinders individuals with disabilities from leading a life of dignity in accordance with their rights.

To provide our students with access to a dignified life, we have structured our programs based on the principles of Social Role Valorisation (SRV). By adopting the SRV approach, we assist students in cultivating esteemed roles within the community that are common to typical people, such as chefs, gardening enthusiasts, neighbours, household members, artists, and employees. These valued roles not only open up more opportunities and relationships for individuals but also enable others to recognize their contributions as active participants in community life.

Emphasizing valued social roles underscores the commonalities between individuals with and without disabilities. Through these roles, our students not only enjoy the positive aspects of life but have increased opportunities of positive interactions with typical people in their communities. The acquisition of valued social roles involves skill development. Individual Development Plans (IDPs) are tailored to each student, considering their specific learning needs and the roles they are working towards. IDPs also cover topics that are taught to students in mainstream schools, providing our students with a comprehensive exposure to the world and making their school experience more aligned with that of their peers.

We had a Collaborative Assessment of our programmes in November 16-17, 2022 when a five-member team of evaluators from Keystone Institute India visited our centre to learn the quality of our programmes. The report had a very positive outcome based on recommendations we had implemented in the past, as well as helpful suggestions to continue to improve our programmes. The team also visited our former students at their job site to understand how they have developed in their role as employees.

Rohit – the breadwinner of his family!

Rohit is currently in a supervisory job in a highly technical package inventory management position in Ecom Express, an e-commerce logistics company. He now has the role of sole breadwinner for his family!

Rohit was born with severe physical disabilities, highly vulnerable, considered as being “better off dead”. He joined Ashish Foundation when he was nine years old. From the beginning he enjoyed his time at our centre and was sincere in his studies, helping the teachers, and eager to learn new skills.

At Ankur, our Vocational program for young adults, he learned vocational skills very eagerly, including MS Office. In 2018 Rohit was selected to receive hands-on job training at Ecom Express for two months. Later he was appointed as Associate-Operations earning Rs.15000/- and made his family proud.

Rohit enjoys dancing and he used performed a solo dance at Ashish Foundation’s Annual Day every year before he joined work

A Middle class student matching numbers



Rohit at his Work Place



ASHISH CENTRE

Teaching serves as a catalyst for students to grow in diverse areas, with educators crafting plans tailored to individual interests and real-world roles. Aligned with students' Individual Development Plans, classes cover comprehensive instructional learning. Post-Covid, we urged parents to transition their online learners to in-person classes, resulting in a significant increase in our student strength to 18 by year-end. The teachers planned the class topics in practical and innovative ways so that students are more highly engaged in their learning.

Our curriculum's strength lies in connecting activities with real-world social roles, preparing students to adeptly navigate various life aspects. Emphasizing functional academic and life skills, learned in a variety of settings, equips students for independence, benefiting them now and in their future careers.

In class, students enjoy diverse activities, academic sessions, cooking classes, and leisure time. Weekly cooking sessions encourage students to prepare and share tasty dishes, fostering camaraderie and developing their roles as hosts and guests. Before summer holidays in May 2022, a week-long camp featured water play, art, dance, music, and cooking, providing a joyous experience.



Parent Teachers' meeting in progress



Celebrations are also opportunities to develop students' roles as citizens and community members. These included Friendship Day, Children's Day, birthdays, and national festivals. Notable partnerships include the 75th Independence Day celebration with the Tourism Department, Government of India, and celebrating Lohri with Credence Digital. Our 15th Annual Day marked a grand celebration post-lockdown, featuring student performances in dance, drama, and song.

Visiting places that typical people experience enriches our students' life and opens opportunities to explore interests that could develop into roles. Students visited parks, had a picnic at Sundar Nursery on Children's Day, visited the Rail Museum and



A Senior Student taking out the cooked food to be served

Senior students taking a metro ride



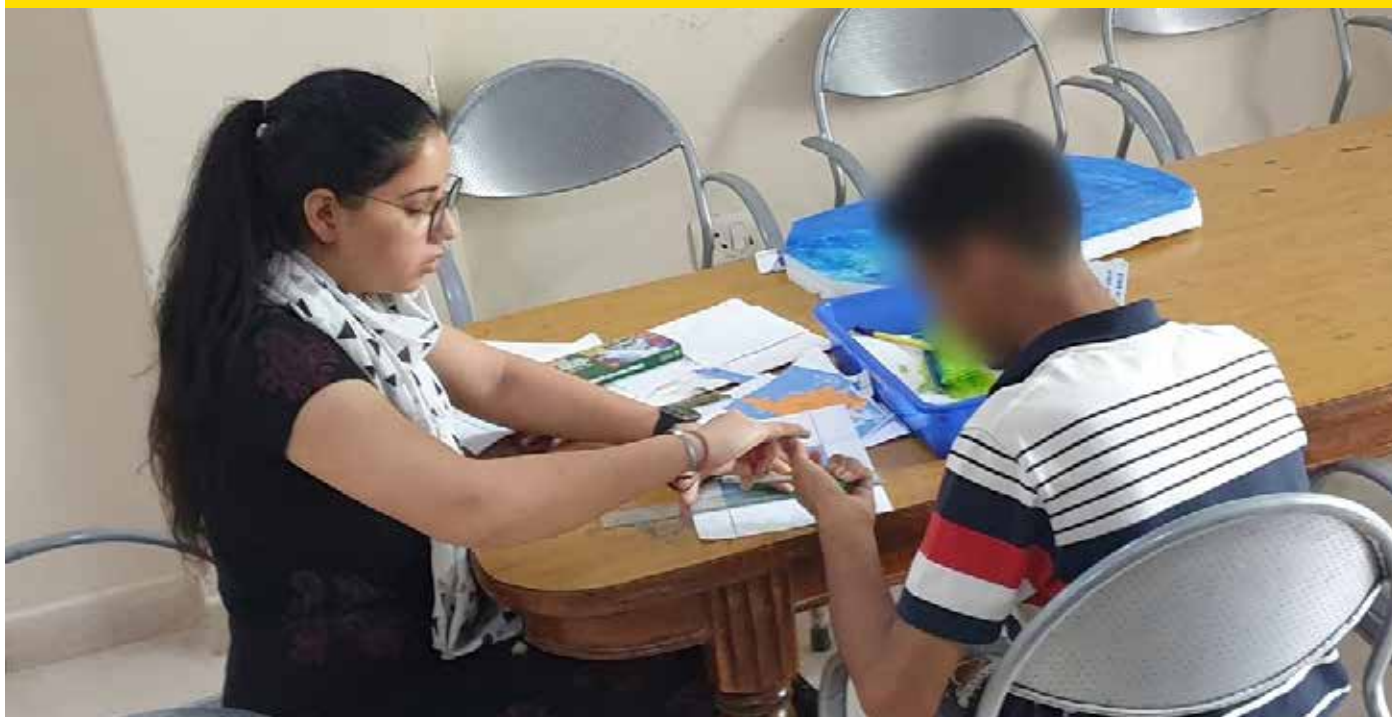
experienced the attractions at EOD Adventure Park. They were also able to enjoy the attractions of Pratapgarh Farms along with their family members.

Collaborations with Apeejay Institute of Mass Communication showcased student talent at the We-Care festival, including a well-received fashion show

Through the collaboration of Red Moon Bakery, students were able to decorate Christmas cookies. Friends of Ashish also collaborated by hosting students at their farmhouse for fun activities and tree planting.

Strategic alliances with stakeholders also involved parent teacher meetings and special mapping sessions in which students' family members, friends, and teachers collaborated to map out students' life stories and collectively dreamed of future possibilities. These joint endeavours amplify our commitment to providing a holistic and enriching experience for our students.

A Senior student doing a Science activity



ANKUR

Ankur interns developed their future roles as employees by participating in a variety of production activities. They actively contributed to the production of spices, engaging in grinding, processing, and packaging for domestic use. Additionally, they showcased their creative skills by producing and packaging melt-and-pour handmade soaps, decorating Diwali diyas through painting and packaging, and crafting paper bags, both as gift bags and brown paper bags. The latter were then sold at the 'Green Kisan Mandi' for the use of their customers.

Other enriching activities related to employment were real-world tasks on our premises, such as photocopying, printing, stamping library books, collating and stapling handouts, and organizing donated linens and clothing.

Person Centered Planning was conducted for five interns in collaboration with their families and other stakeholders. Five interns went through the Mapping process, which explores the interns' interests, experiences and assets that inform future planning. One intern went through the process of Planning Alternative Tomorrows with Hope (PATH), in which the intern and stakeholders collaboratively plan how they will work towards the interns' future dreams and goals. Family members supporting the interns required three to four visits to participate in the Mapping and PATH exercises.



A Vocational intern doing meaningful work - stamping books



Vocational Interns choosing plants from a nursery

A landmark event was the interns' inaugural overnight trip to Sattal, Uttarakhand. This offered a unique opportunity to exercise their role as young adults, as friends, and as tourists. It also instilled confidence in parents to see that their sons and daughters were able to participate in this experience independently.

In February 2023, vocational interns attended an event and exhibition organized by the National Trust, further expanding their exposure. These joint efforts emphasize our dedication to delivering a comprehensive and enriching vocational experience for our interns.

Collaborative efforts extended to the development of customized supported employment opportunities for two vocational interns and one former intern. Three staff members received specialised training in this process in order to work alongside these individuals as learning partners.

Friendship Day, celebrated on August 5, was marked by visiting a cafeteria with friends, marking a significant and memorable post-lockdown social engagement. Interns actively participated in various celebrations at the centre, including major festivals like Raksha Bandhan, Diwali, Christmas, Lohri, and Holi, as well as Independence Day, Republic Day, and the Annual Day, where they showcased their talents in dance and song performances. Other joyous moments included birthday celebrations and get-togethers. To develop their role as neighbours, vocational interns baked cupcakes and distributed them to nearby community children on Children's Day.

Interns had opportunities to develop their roles as citizens and tourists by visiting historical sites like the Red Fort and traveling by Metro train with typical people.



A Vocational intern cutting vegetables

ADVAY

The Advay program encompasses parent workshops, training sessions, and activities geared towards raising awareness about disability and assisting stakeholders in helping develop valued roles for the individuals they support. Throughout the year, parent workshops were conducted, focusing on addressing social devaluation and providing support to help their children reach their full potential.

The Direct Support Professionals training from Keystone covered essential topics such as “Disability is Natural,” “Myths, Facts, and Models of Disability,” and “Person-Centred Planning.” The inaugural workshop in a series for primary caregivers centered on ‘Disability is Natural,’ aiming to instill a positive perspective on disability. Sixteen parents appreciated the workshop, expressing newfound insights that prompted a shift in their thinking and actions towards disability.

In July, a workshop on ‘Myths, Facts & Models on Disability’ engaged 11 parents and staff. Participants shared experiences, highlighting the need to dispel negative perspectives, replace myths with facts, and focus on their child’s strengths and unique capabilities. On October 8th and November 12th, 2023, we conducted mapping sessions facilitated by Ms. Susan Swyulka, a volunteer. Parents actively collaborated with us by sharing their knowledge, insights, and dreams as we went through the process for planning their child’s future.

Recognizing that challenges faced by parents and siblings as they support their family member can impact their mental health, we provided one-to-one sessions to address their concerns and offer support.

Through get-togethers, parents found a space to relax and connect with others facing similar challenges, with the goal of reducing stress as they realise they are not alone. One such event featured fun activities and refreshments, providing an opportunity for parents to interact informally and form new connections.



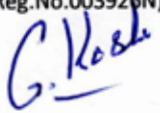




Parents engaged in a group discussion during their workshop

In August, a Parents Get-Together welcomed 10 parents and family members. Active involvement in activities and games fostered a positive atmosphere, allowing parents to interact and forge new friendships during the tea and refreshment session. Janki Devi College, Delhi University, invited us to conduct an awareness program on November 2, 2022, for their students. Our team engaged over 90 female students. The program, titled ‘I Choose You,’ encouraged the college students to develop friendships with persons with disabilities, as friendship is an essential valued social role that can open many opportunities for mutual enrichment. The session, led by Ms. Susie Sywulka and Ms. Preeta Bhasin, aimed to promote inclusivity and understanding among the students.



Parents participating at a get together organised for them

FINANCES

Ashish Foundation For The Differently Abled Charitable Trust 304, Mahatta Tower, 54, B-Block, Community Centre, Janakpuri, New Delhi- 110058 Consolidated Balance Sheet As on 31st March 2023				
S.No	Particulars	SCHEDULES	31.3.2023	31.3.2022
	<u>Funds & Liabilities</u>			
I	General Fund	C1	23,47,612	22,09,370
II	Unutilised FCRA Funds		6,08,414	40,28,873
III	Unutilised Restricted Local Funds	C1	1,05,178	3,80,620
IV	Current liabilities	C1	76,501	66,822
			31,37,705	66,85,685
	<u>Assets</u>			
V	Fixed Assets	C2	19,09,843	10,28,407
VI	Security Deposits (Rent)		1,00,000	1,00,000
VIII	Cash and cash equivalents	C8	11,26,212	55,55,628
IX	TDS receivable		1,650	1,650
			31,37,705	66,85,685
In terms of our report of even date attached Notes to accounts- Sch C14 For Koshi & George Chartered Accountants (Reg.No.003926N)				
 George Koshi Partner M.No.082961 UDIN : 23082961BGPTCM6559 New Delhi 14.08.2023				
		Ashish Foundation for the Differently Abled Charitable Trust  Sheila George Chief Functionary		
				
		 Kamal Sharma Treasurer		


FINANCES

Ashish Foundation For The Differently Abled Charitable Trust
 304, Mahatta Tower, 54, B-Block, Community Centre, Janakpuri, New Delhi -110058
Consolidated Income and Expenditure Accounts
For Year Ended 31st March 2023

S.No	Particulars	SCHEDULES	Year ended 31.03.2023	Year ended 31.03.2022
I	<u>Income</u>			
	Voluntary Contributions & Donations		55,48,248	1,26,44,392
	Fee Receipts		7,70,390	-
	Bank Interest		1,05,492	1,09,410
	Profit on sale of assest		6,883	20,224
	Excess of expenditure over income transferred to General Fund		35,57,660	-
			99,88,673	1,27,74,026
II	<u>Expenditure</u>			
	Special Education Project	C3	41,86,028	33,57,687
	Ankur Project - Vocational	C4	25,73,702	24,22,313
	Physio and Occupational Therapy	C5	8,70,603	5,83,400
	Speech Therapy	C6	1,61,387	42,500
	Administration Expenses	C7	15,26,074	13,98,220
	Advay - Training Project	C8	50,396	-
	Depreciation	C2	6,20,483	2,85,188
	Excess of income over expenditure		-	46,84,718
	Total		99,88,673	1,27,74,026

In terms of our report of even date attached

For Koshi & George
 Chartered Accountants
 (Reg.No.003926N)



George Koshi
 Partner
 M.No.082961

UDIN : 23082961BGPTCM6559

New Delhi

14.08.2023



Ashish Foundation for the Differently Abled Charitable Trust



Sheila George
 Chief Functionary





Kamal Sharma
 Treasurer

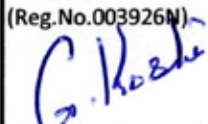
FINANCES

Ashish Foundation For The Differently Abled Charitable Trust
304, Mahatta Tower, 54, B-Block, Community Centre, Janakpuri, New Delhi- 110058
Consolidated Receipts and Payment Account
For Year Ended 31st March 2023

S.No	Particulars	SCHEDULES	Year ended 31.03.2023	Year ended 31.03.2022
I	<u>Receipts</u>			
	<u>OPENING BALANCE :-</u>			
	Cash and cash equivalents	C08	55,55,628	20,06,704
	Voluntary Contributions & Donations		55,48,248	1,26,44,392
	Fee Receipts		7,70,390	-
	Sale of asset		23,300	1,01,185
	Bank Interest		1,05,492	1,09,410
	Increase in Liabilities		9,679	-
	TDS Refund		-	750
	TDS Payable		-	23,203
			1,20,12,738	1,48,85,645
II	<u>Payments</u>			
	Special Education Project	C09	41,86,028	38,65,180
	Ankur Project - Vocational	C10	25,73,702	29,12,504
	Physio and Occupational Therapy	C11	8,70,603	5,83,400
	Speech Therapy	C12	1,61,387	42,500
	Administration Expenses	C13	15,26,074	14,39,329
	Advay - Training Project	C14	50,396	-
	Creditors		-	2,25,810
	<u>Fixed Assets Additions</u>			
	Computers & Laptops		6,17,343	2,14,600
	Furniture & Fixtures		1,53,329	-
	Library Books and Accessories		3,95,879	-
	Office Equipments		1,05,369	46,694
	OT Equipments		2,46,416	-
	<u>CLOSING BALANCE :-</u>			
	Cash and cash equivalents	C8		
	Union Bank of India		5,11,917	15,20,988
	Union Bank of India - FCRA Utilization Account		5,62,189	4,14,987
	State Bank of India - Designated FCRA Account		46,225	36,13,885
	Cash-in-hand		5,881	5,768
			1,20,12,738	1,48,85,645

In terms of our report of even date attached

For Koshi & George
Chartered Accountants
(Reg.No.003926N)



George Koshi
Partner

M.No.082961
UDIN : 23082961BGPTCM6559


New Delhi
14.08.2023



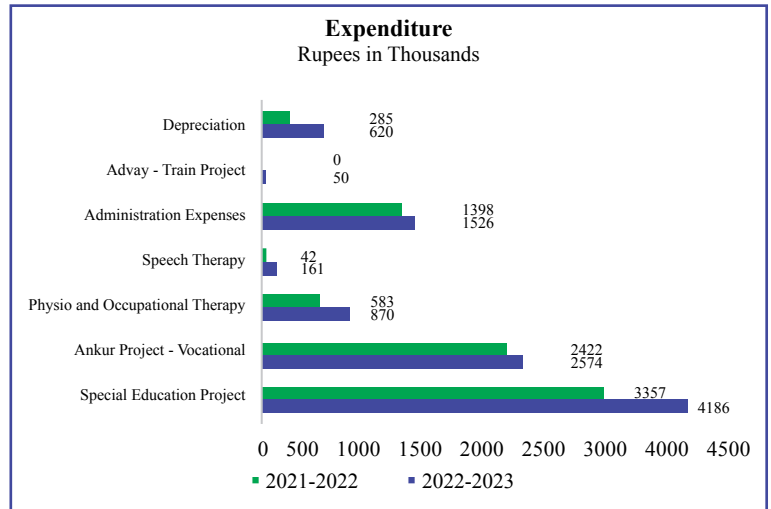
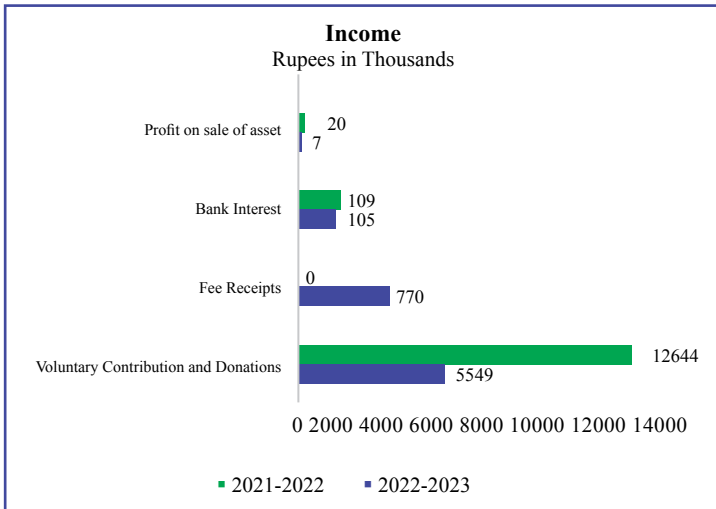
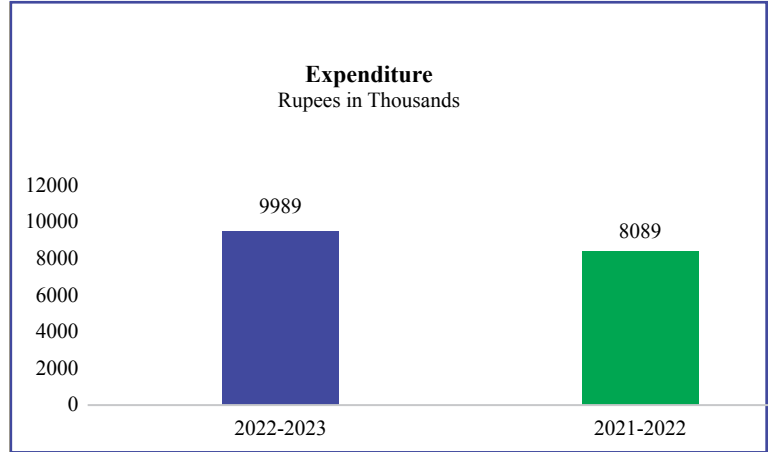
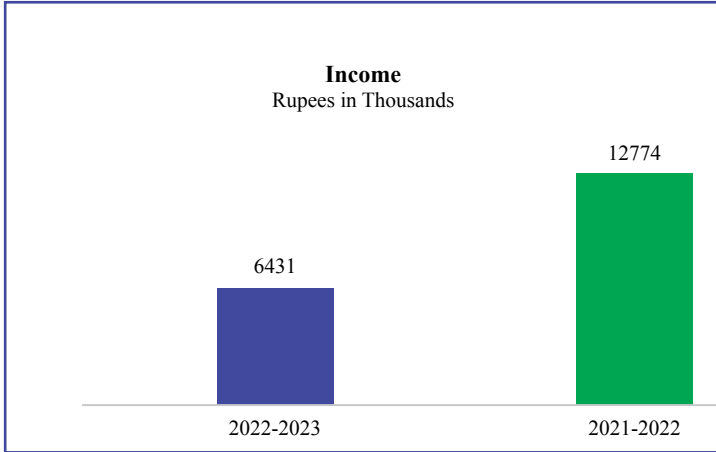
Ashish Foundation for the Differently Abled Charitable Trust


Sheila George
Chief Functionary




Kamal Sharma
Treasurer

FINANCES



Notes on accounts

The Financial Statements have been prepared on historical cost basis and generally in accordance with the cash method of accounting except in case of salaries, consultancy and rental payments which has been accounted for on accrual basis.

Fixed assets are stated at cost less depreciation.

Separate books of accounts are maintained for Foreign and Local contributions

Our Auditors:

Koshi & George
B-1/ # 3&4, CSC, 1st Floor,
Vasant Kunj,
New Delhi - 110 070

Our Bankers:

Foreign contributions account:

State Bank of India
Account No. 40038510873
Parliament Street
New Delhi 110001

Foreign contributions Utilisation account –

Union Bank of India
Account No. -126710011001803
C -595, Opposite PVR,
Vikaspuri, New Delhi – 110018

Indian contributions -

Union Bank of India
Account No. -126710011001802
C -595, Opposite PVR,
Vikaspuri, New Delhi – 110018

Partner with us!



Together, we can do so much more. You too can empower our young people to recognize their potential and realise their dreams!

VISIT US. Stop by at our centre and our program and our classrooms and work with our students and interns in action.

VOLUNTEER. We are always looking for awesome volunteers to work directly with our students and make a lasting impact on their lives. Email. volunteer@ashishfoundation.co.in

PARTNER FINANCIALLY WITH US. Join our team of corporate partners to make an impact through opportunities like financial support.

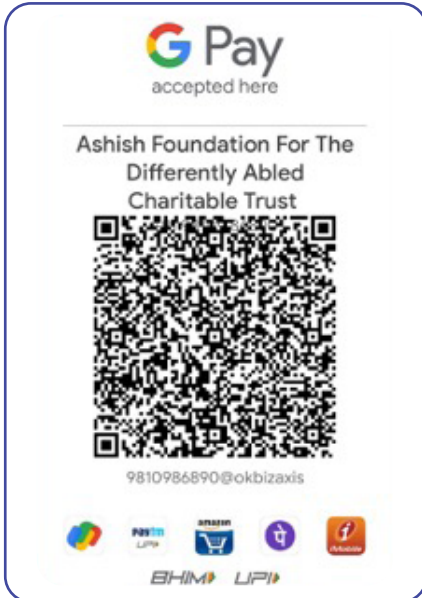
PROVIDE EMPLOYMENT OPPORTUNITIES.

Collaborate with us in our customised employment programme for vocational interns.

DONATE/ SPONSOR events and our students, provide equipment, therapies, transport and tuition fees.

JOIN US

Donations within India



or

Online donation by NEFT/RTGS

Ashish Foundation of the Differently Abled (AFDA) Charitable Trust
Account Number – 126710011001802
Union Bank of India – Vikaspuri Branch,
New Delhi – 110018
IFSC Code – UBIN0812676

or

Cheque donations

You can donate cheque in favour of 'AFDA Charitable Trust' to the following address:
Ashish Foundation of the Differently Abled (AFDA) Charitable Trust,
2/13 Sulakhul Vihar,
Old Palam Road/Kakrola Road,
Dwarka, New Delhi – 110078.
Phone: 9667300476

Kindly send an email to ashishcentre@gmail.com giving the transaction details.

Donations from Overseas

ONLINE

<http://give.thriveglobalconsulting.org/ashish>

BANK TRANSFER/ONLINE DEBIT/CREDIT

Bank name: State Bank of India

IFSC code: SBIN0000691

SWIFT/BIC code: SBININBB104

Account currency : INR

FCRA account number: 40038510873

Organisation's name:

Ashish Foundation for the Differently Abled (AFDA) Charitable Trust.

CHEQUES

Cheques - made out to "Thrive Global Consulting" with "Ashish" on the memo line.

Please mail to Thrive Global Consulting,
P.O. Box 1166, Wheaton, IL 60187, USA.
(So that a tax-deductible receipt can be issued, 100% of all the gifts to Thrive are given to the work in India.)

Please also send us a brief notification email to ensure we keep you updated with the latest news from AFDA.
Thank you!

Donations

S.no.	Cause	Cost Per Unit	Number of units	Total C x D=E
A	B	C	D	E
1.	Cost of Vocational supplies for a student for a year	Rs.2500/-		
2.	Cost of teaching materials for a student for a year	Rs.2000		
3.	Cost of school supplies for a student for a year	Rs.1000/-		
4.	Cost of transport for a student per month	Rs.5000/-		
5.	Cost of Physio and occupational therapy for a student per month	Rs.1000/-		
6.	Cost of speech therapy for a student per month	Rs.2400/-		
	Total			

80G Exemption approval of Income Tax vide Document Identification Number - AABTA9377MF2021801 having Unique Registration Number - AABTA9377MF20218

Donation Form

Yes, I would like to contribute Rs. _____

(Rupees _____

_____ in words)

Every Month Quarterly Half Yearly Yearly One Time

Name _____

Address _____

Telephone _____ Email _____

Cheques :

Please detach this form or photocopy and send with your cheque in favour of “**AFDA Charitable Trust**” to the address given below or you can make an online donation (Indian) by NEFT/RTGS to Union Bank of India - Vikaspuri, New Delhi, **Account Number - 126710011001802**, IFSC Code - UBIN0812676 followed by email with above information and transaction details to ashishcentre@gmail.com.

Address:

Ashish Foundation (AFDA) Charitable Trust,
2/13 Sulahkul Vihar, Old Palam Road, Kakrola, Dwarka, New Delhi - 110078, Phone: 9667300476/486

Please fill the form enclosing the cheque and forward to our address. For online Donations, kindly **scan this page** and e-mail to us at admin@ashishfoundation.co.in or whatsapp on 9667300486

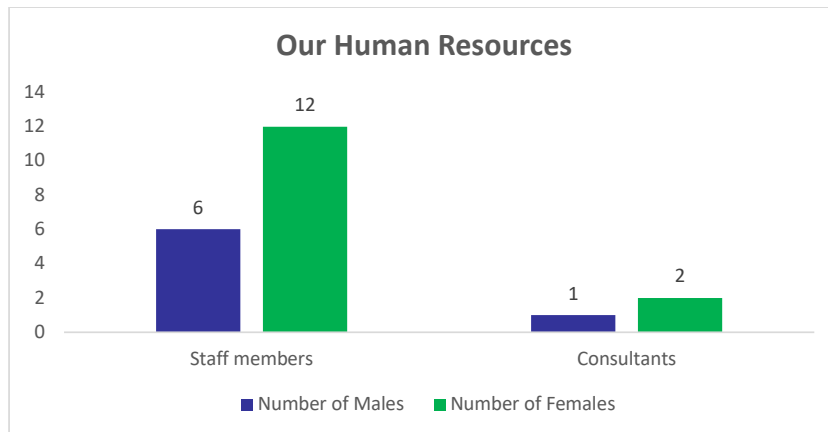
Our Human Resources



Group discussion at the values workshop in progress

The synergy of our devoted staff is essential in serving our students, their families, and the broader community. Each team member wholeheartedly dedicates themselves to the welfare of our students, actively contributing to our collective mission of guiding them towards fulfilling lives. We prioritized collaborative efforts, making substantial investments in workshops and training sessions to empower our staff, thereby enhancing their effectiveness in their respective roles.

In harmony with our core values, our committed staff consistently exemplify compassion and respect, always prioritizing the best interests of the students. In the learning environment, they maintain seamless proactively communicate with parents, ensuring the success of students' education and offering encouragement and support as a united front.



Throughout the year, numerous opportunities for professional development were provided, with staff actively participating in 23 training sessions. Three of these sessions specifically targeted our center's commitment to a values-based framework for everyday decision-making.



“Every human being needs to be valued” says Yamuna Banik, Vocational Facilitator.

Calm and gentle Yamuna Banik has been serving in Ashish Centre for the past 9 years wholeheartedly. Currently, as the Facilitator of Ankur, the Vocational Programme, Yamuna is supporting the adult interns pursue skills for employment.

Creative and artistic, she enjoys artwork and recently taught techniques of water colour painting to her colleagues.

Believing that there is no age to learn, she completed her graduation after she joined Ashish in order to grow professionally and serve long term. She identifies with the Centre's values that every human being needs to be valued and learnt new perspectives in Social Role Valorisation.

She loves working with children and also enjoys cooking. She lives with her husband Subhash Chandra and her son Saurabh who wants to become a chef, is pursuing his graduation.

Training is always followed by practice and our 15 staff members who attended not only gained valuable insights but collaboratively worked with students and their support networks to envision and pursue possibilities for their future. The process is based on several foundational discussions and mapping sessions which were led by teachers and staff members.

Transformative journey through training

“I participated in the Customised Employment training conducted by Keystone India in collaboration with Marc Gold & Associates. The transformative journey commenced on September 5, 2022, with a four-day intensive program. This training has significantly altered my perspective on disability and has instilled in me a deep commitment to empowering our interns, enabling them to lead fulfilling lives.

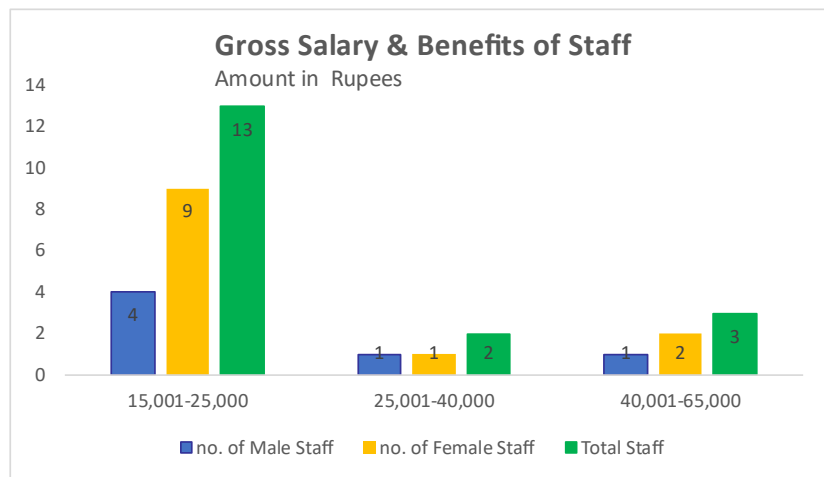
As we began the Discovery process, I quickly realized that my understanding was merely scratching the surface, akin to knowing only the “tip of the iceberg.” The training encouraged me to delve deeper, unveiling the hidden abilities that each of our interns possesses. Through home visits, I gained insights into the family and friend ties, as well as the relationships our interns have, enriching our understanding of their backgrounds.

The process involved giving our interns exposure at various levels—socially and within the community—allowing us to identify their skills and interests.” Says Preeta Bhasin, Customised Employment Specialist.

Preeta with her learning partner Sutirtho visiting a monument



Teachers playing a game at the Teachers’ day celebrations



We celebrated the completion of 15 years when the staff team reflected on the journey and recalled the milestones. Recognizing and valuing our staff, we celebrated Teacher’s Day on September 5, 2022, with an in-person event featuring games and lunch together, fostering a sense of unity and camaraderie. Valuing our staff members as whole persons, not just as workers, we offer counseling services for those who are in need of encouragement.

In addition to our dedicated staff, we deeply appreciate the collaborative contributions of volunteers and interns, recognizing that our collective efforts significantly benefit our organization.



Teachers’ Day greeting cards made by their class students

BOARD OF TRUSTEES

Throughout the year, the Board of Trustees convened on four occasions to strategize, deliberate on future initiatives, and sanction the appointment of auditors, the budget, and the audit report from the preceding year. In addition, the Board of Trustees diligently ensured adherence to all statutory compliances and legal obligations.

Three standing committees, namely the Finance Committee, Resource Mobilisation and the Scholarship Committee, presented their recommendations to the Board of Trustees for approval.

Comprising individuals with diverse expertise in education, medicine, information technology, law, business, social entrepreneurship, and finance, the Board of Trustees played a pivotal role in overseeing the organization's governance and decision-making processes.

DETAILS OF BOARD OF TRUSTEES

S. No.	Name	Education Qualification	Occupation	Gender	Position in the Board	Number of Board Meetings Attended
1.	Mrs. Geeta Mondol	B.A./ B.R.E/ B.L.Sc.	Founder – AFDA Charitable Trust	Female	Managing Trustee	-
2.	Mr. Kamal Sharma	I.C.W.A.I	Consultant	Male	Treasurer	3
3.	Mrs. Sheila George	P.G.D.B.A	Director – AFDA Charitable Trust	Female	Secretary	4
4.	Mr. Albo Jason Wilson	B.Com	Director – Finance & Administration - EFICOR	Male	Member -Board of Trustees	4
5.	Dr. Oommen John	M.B.B.S., M.D., M.B.A	Consultant	Male	Member -Board of Trustees	1
6.	Mrs. Rina Singh	B.E., M.B.A	Consultant	Female	Member -Board of Trustees	2
7.	Mr. Pradeep Phaniraj	L.L.B	Freelancer	Male	Member -Board of Trustees	-

None of the Board of Trustees are related by blood or through marriage. No remunerations, payments or reimbursements were made for their role as Board of Trustees during the year.



Ashish Foundation for the Differently Abled Charitable Trust (AFDA)

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