

# Nurturing Valued Roles Annual Report 2018 - 2019

Coach COMPUTER OPERATOR Brother  
Helper Carpenter Consultant  
NURSE MOTHER FATHER EMPLOYEE ATHLETE DANCER SINGER ARTIST MOTHER FATHER BAKER  
BEAUTICIAN Consultant  
HAIRDRESSER  
Facilitator SON STUDENT SISTER SHOPPER SWIMMER FRIEND DOCTOR ATHLETE DANCER SINGER ARTIST MOTHER FATHER BAKER  
NURSE  
COACH VOLUNTEER INTERN DAUGHTER  
HAIRDRESSER SCIENTIST CONSUMER Employee  
TEACHER DOCTOR CHEF  
SHOP OWNER SCIENTIST PHOTOGRAPHER CONSULTANT  
Seamstress FOOTBALL PLAYER  
CRICKET PLAYER

# VISION

We envision transformed communities of people who view and value each differently abled person as created in God's image and with the ability to obtain their God given potential in leading fulfilling lives.

# MISSION

To equip organizations and community groups to provide wholistic education and support to children with disabilities and their families so that they can achieve their God given potential and create awareness in the community for constructive response and engagement.

# ORIGIN AND HISTORY

Ashish Foundation for the Differently Abled Charitable Trust (AFDA) was established in 2007, working 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 and abroad. We provide training to our staff and other professionals to enhance their skills to work with people with autism and other intellectual disabilities.

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## 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: +91-9667300476/86  
E-mail: ashishcentre@gmail.com  
Website: ashishindia.org  
Facebook: facebook.com/AshishFoundation

## Registered Office:

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

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

FCRA Registration No. 231661157

80G exemption of the Income Tax Exemption No. DIT(E) 2009-10/10004 DEL-AE 20355-1007 2009

Registered with National Trust No. 251219441997031/MR/CP/AUTISM/MD

Registered with Department of Social Welfare F.82/846/PwD-Regd/AD-III/DSW/2013/1670



## FROM THE DIRECTOR

### *Nurturing valued roles*

I am happy to present Ashish Foundation's Annual Report 2018-19 titled 'Nurturing Valued Roles'.

As a valued member of a society, one enjoys the good things of life – respect, dignity, home –to live, with family, have friendships, opportunities to work and support oneself. But we also observe in our society that persons with disability are either devalued or in the risk of being devalued by society due to their impairments or are different. As a result, they are cast into negative roles as being a burden to the society, kept at a distance, and objects of abuse and foul language. Because of their rejection and exclusion socially and physically, persons with disabilities are deprived of the good things in life. To promote and support inclusion, Ashish Foundation is providing our students with autism and other intellectual disabilities with valued roles in two ways - by enhancing their social image in the community and enhancing their capabilities.

Ashish Foundation embarked on a journey since 2016 in understanding about 'Social Role Valorisation' to support our students with socially valued roles in society so that they enjoy good things in life. Our efforts have been in line with our vision, mission, our core values. The year 2018-19 has been a time when we applied these principles in our work, systems and changing the way we do, what we do. We have been teaching and training our students in different activities and responsibilities based on their roles as a student, intern, friend, customer, employee, etc. Thus, we have been nurturing valued roles in our students and taking along our staff team, parents, well-wishers and donors on this journey. Our efforts have been very fruitful and rewarding as we share our achievements and activities in this report.

Focusing on the valued roles, we expect our students to occupy in the society, has helped us to plan and work towards achieving what we want for our centre, keeping our core values central to our efforts in showing respect, being compassionate and student-centered.

I want to thank God for all the provisions and enabling our team - Board of Trustees, staff team, volunteers, interns, parents, and well-wishers who came alongside us. I appreciate your valued participation, inputs, action, suggestions, time and effort without which we could not have come this far. I would also like to thank all the donors who entrusted us with your valued finances to nurture valued roles for valued lives.

Regards,  
Sheila George  
Director

*"The Ashish Foundation is to be a model of values in action, theory to practice, and facilitating those with disabilities to take on valued roles in society"....*

**Mrs. Geeta Mondol,  
Founder, Ashish  
Foundation**

*“Amazing  
experience,  
a day was so  
less”*

*Ms. Tanisha  
Gahlawat, Visitor*



Students performing at the Annual Day function



Rohit receiving a certificate  
from the Chief Guest  
Mr. George Abraham at the  
Annual Day Celebration



Our team at the Annual Day



Parents and students assembled at the flag hoisting on the Independence day.

780

Direct and

5807

indirect  
beneficiaries

8

Students (4 Girls and 4 boys) won gold medals in Bocce game organised by the Special Olympics Bharat

13

Events (festivals and important days in the disability calendar) celebrated at the centre

4

Parents get-together held and each attended by 25 parents

18

Parents availed counselling services

14

Workshops (professional and value based) organised for staff

134

School/college students learnt about autism through our awareness programmes

2

Students employed in mainstream job market

69

Interns (9 males and 60 female) pursuing their D.Ed. trained on the job

22

Parents attended three workshops organised for them

15

Organisations trained on disability

*“Students are intelligent, with little support they will go much ahead.”*

*Ms.Malvika Goyal,  
Visitor*



Ankur students performing at the Republic Day celebration



Our students' visit to Ecom Express on Autism Awareness day.



Students participated at the Right to vote campaign for the people with disabilities.



Our staff team with the students on Autism Awareness day on April 2, 2018.

# How we work

Ashish Foundation works with students in the autism spectrum to reach their full potential, by providing wholistic services with a focus on those from lower socio-economic populations. The three major programmes are: The Ashish Centre – early intervention programme, Ankur Programme – Vocational programme for young adults and the Advay programme- for trainings and professional development.

The goal of our centre's class room teaching and learning practice, culture, practices and policies was to meet the needs of students with autism and facilitate them in taking their roles in the society. The curriculum was planned accordingly.

*Our plans and activities have been drawn from the five-year Strategic Plan 2016-21*

- Establishing a model – strengthen Ashish and Ankur programmes
- Developing tools and platforms to share ideas- develop tools and curriculums
- Develop a base of expertise - professional capacity building under Advay programme
- Networking – equipping and training other organisations under Advay programme.
- Application of Social Role Valorization principles in the centre.

Based on the recommendations of the collaborative assessment which took place in January 2018, we worked on six themes to bring the desired changes.

We wanted our centre to align itself as close to a regular school, and placing the students based on their age and not ability. We also looked at what a typical school should look like - the school rhythm, curriculum, environment and displays, what and how subjects

are taught in order to be lively, real, relevant and interesting, and establish reciprocal relationships with their peers. We also provided age appropriate environment - bulletin boards, furniture, etc., for the students.

The Administration, Finance and Human Resources provided support for the programmes to run smoothly.

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

## **Policies in place:**

Employment Policy  
Student Protection Policy  
Sexual Harassment Policy  
Finance Policy

## **Future Plans**

- Facilitate inclusion of persons with disability in the larger community.
- Move to our own building to extend all the services that a person with autism needs, under one roof.
- Strengthen vocational programmes to prepare adults for employment in having valued roles in society.
- Network with likeminded organizations in exploring employment opportunities for young adults
- Capacity building of individuals and organizations as well as faith based leaders.
- Raise local funding to support our programmes

## **OUR MOTTO**

*"Your work*

*produced*

*by faith,*

*your labour*

*prompted by*

*love and your*

*endurance*

*inspired by*

*hope"*

*"The teachers have done a wonderful job and my son feels at home, a safe place for learning. My son has started to speak again!"*

*Mrs. Rajni Kumar,  
parent*

## ***A Model for Replication***

Our vision is to see that our students obtain their God-given potential, so our personalised planning for each student was based on his/her identity, strengths, interests and vision for his/her future. Keeping in mind that our students will take up valued roles in the society our goal had been to assist students to develop skills to become as independent as possible.

The centre has all the required services the students need to develop holistically, building practical skills, increase knowledge and encourage positive social relationships within their family and their community. The early intervention programme is carried out through the Ashish Centre and the vocational programme for students above 18 years is carried out through Ankur programme.

A student's day consists of group assembly, classroom teaching based on the age groups, group activities, speech therapy, Physio/occupational therapy, positive behaviour support and social learning activities.

We also provide family-based interventions through counselling, workshops for parents and get-togethers.

### ***Speech Therapy***

Autism affects communication and each student has different strengths and needs in communication. Speech therapy helped students to communicate functionally and spontaneously with/without prompts so that the students could express their wants to those around them. Besides, therapies involved exercises, reading practices and usage of devices.

### ***Occupational Therapy***

Our students with autism face issues with sensory processing. Physio and occupational therapy promote fine and gross motor skills, daily living skills, posture and balance, problem-solving,



A student doing an activity independently.





A teacher engaging with students at a workstation.

social skills and sensory integration which is essential to engage with peers and develop relationships and carry on day-to-day activities.

### **Computer training**

Our students have learnt how to use iPads and computers while the older students are learning MS Office, scanning and photocopying documents and use the internet to search for information. Students who secured employment have found the computer training helpful to do their work efficiently in their workplaces.

### **Empowering parents**

We have provided counselling services to the parents in a consistent manner. Parents are under a lot of stress raising a child with autism and are left emotionally, mentally and physically exhausted and also face pressures from family and community due to socio-cultural barriers. The counselling sessions encouraged parents to bring forward their struggles and also to seek for help. We have also had parents who are not part of the centre, come to us for counselling. To provide a time of relaxation, fun time and interaction with other parents we had organized Parents get togethers wherein we had games, discussion and lunch every quarter.

## **Ashish Centre**

Ashish Centre – the early intervention programme consists of 24 students with four sections divided according to the age groups of our students ranging from 4 to 17 years. As each of our students with autism is unique, the Individual Educational Plans (IEPs) were developed not only based on their cognitive abilities, but also supporting the autism area of difference to have an active learning experience. The goals for the older students were based on the roles they would occupy in the society. Starting with planning along with the parents through panel discussions and parent teacher's meeting, we have been keeping track of students' progress based on their personalised Individual Educational Plans (IEPs). We have a high teacher to student ratio (1:4), with a special educator and teacher assistants based on the number of students in each class so that the students received individual attention enabling better success in achieving their goals.

We had introduced work stations this year, which meant less waiting time for the students, and keeping them engaged for longer time. The students learnt functional academics, prevocational skills, communication skills, social learning skills and have positive behaviour support. They also took part in group activities and sports to promote all-round development.

*I thank the  
staff and the  
organisation  
for thinking  
of us and  
being our  
partner for  
the betterment  
of our  
children"*

*Dr. Shruti Singh  
- Parent*

*“Since the time my daughter joined Ashish Centre, there has been a lot of improvement and I am very happy with Ashish centre.*

*Mr. Bhanu Prakash,  
parent*



### **An all rounder**

*This is not a story about an ordinary girl. It’s about an all-rounder who proved that sincere efforts will pay off. This is the story of Shilpa who turned out to be a dancer cum sportsperson, by overcoming all her difficulties.*

*To the Barvas, their baby, Shilpa was a ray of hope that they embraced with open arms. They took gentle and good care of her and once they started noticing her behaviour, her few words and restless nature they couldn’t help but wonder what she lacked and why. That’s when they decided to bring her to Delhi where their relative was working in Ashish Centre.*

*But at Ashish, she talked well, was well kept and calm. So Shilpa Bharva was admitted into the intermediate class of Ashish, to mould her into her best and as for her parents the scholarship was a huge relief.*

*At Ashish Centre we observed liveliness in her when she was on stage. ‘Well done Shilpa, do you want to dance once again?’ and with a lit up face she would oblige and grace the stage.*

*She is like a motherly figure to other students, always patient and helpful. Unlike her previous restlessness, she now is an enthusiastic learner and a perfectionist, not to mention her equal interest in sports and extracurricular activities. She is competitive and all into giving her 100 percent to every opportunity that comes her way. Being selected to represent her class in Bocce competition and being a dancer of their dance group proves the results of all her efforts. Shilpa was on the right track of tackling all obstacles.*



**A parent having a panel discussion with the Ashish Team**

## **Ankur Programme**

The Ankur program for student interns above 18 years provided basic daily life skills, as well as vocational specific skills. The program helped our young adults to be independent in their day-to-day routine as well as to support themselves financially. The highlight of Ankur programme is that two of our student interns started work as employees in an e-commerce logistics company. The interns were on two months training accompanied by a job coach to smoothly transition from a role as a student intern into a role as an employee. We provided vocational training to rest of the students to produce soaps, paper bags, and spices and the products were bought by friends and families.

We provided social learning activities to overcome the challenges in social and communication skills. The students learnt what to expect in social situations and became confident of interacting with people in public places e.g., ordering food at restaurant, purchasing items etc. The students also learnt skills in navigating by the metro.

Ankur student interns also attended a campaign organised by the Government on Right to vote for persons with disabilities in January 2019, wherein there was hands-on demo of how to use the voting machines.



Ankur student practising filing

## **Advay Programmes**

Advay programmes consisted of training of professionals in the field of autism, to develop a base of expertise, empowering

parents with skills to deal with their children, build awareness to promote inclusion within the community and network with likeminded organisations.

### **Developing expertise**

Ashish Foundation has been providing professional development to all staff to keep abreast of all the techniques and information on special education and in autism.

We trained our 29 staff members, 69 interns and other professionals providing knowledge, and skills needed to engage with students with autism.

We had a workshop on stress management offered to parents who commended that the workshop helped them cope with stress. Besides, we also held workshop on government benefits for both parents and staff members. Workshops on Autism such as social stories, Picture Exchange Communication Skills (PECS), Health Management among those with autism were some of them.

We trained 69 student interns who assisted in the class and some of them also attended hands on workshops held at our centre.

The Founder, Director and our centre's Vocational Consultant also attended the intensive two-day Planning tools workshop which served as a framework to plan the future of the students at the centre.

### **Training other organisations**

We had 20 social worker trainees visiting our centre to learn about Autism. The presentation on disability provided awareness on intellectual disabilities which would help them identify people with autism and other intellectual disabilities and link them to appropriate services in the community.

Our Founder and Managing Trustee is also Associate Faculty with Keystone Institute, India and has been assisting in trainings across the country.

### **Networking**

Geeta Mondol, Founder and Managing Trustee and Anukriti Pant, Physiotherapist also travelled to Sitapur, Uttar Pradesh, to conduct a training with World Vision for 40 community volunteers. Geeta Mondol also conducted trainings in the Alwar project of World Vision India.

*"This is the first time I am working in a school like this, the kindness and compassion with which the staff work inspires me. I had a great time....."*

*Ms. Amiya,  
Volunteer*

*"I am thankful to Ashish centre for bringing changes in my son and placing him in a job. My words cannot express my gratitude..."*

*Mr. Suresh Sagar,  
parent*



### **Rohit – the breadwinner of his family!**

*Nirmala and Suresh Sagar had admitted their son Rohit into a regular school. Rohit was born with severe physical disability. Suresh was unemployed and so he could not go out to work. Nirmala too has a disability and hence could not take up a job to support her family. The family survived on the disability pension which they received for Nirmala and Rohit, and thus were able to feed themselves.*

*Rohit joined a primary school for a while after which the school said they could not keep him because of his disability. He stayed at home for three years as even the government school refused to admit him. The Sagars heard about Ashish Foundation and took admission when Rohit was nine years old. Since then Rohit enjoyed his time in the school and was sincere in his studies, helping the teachers and eager to learn new skills. Rohit, despite his disability could move around independently, whether to do an errand for his mother or even if he had to travel by bus when his father asks him to help him. Rohit enjoys dancing and always performed a solo dance in the Annual day every year.*

*At Ashish centre he learnt MS Office, pre-vocational and vocational skills and learnt them very eagerly. He was selected to be given hands on job training at an e-commerce's logistics company for two months and later was appointed as 'Associate Operations'. Having become the bread winner of his family, Rohit has made his parents proud. Suresh Sagar says, "I have no words to thank and how grateful we are to Ashish Foundation for giving us hope through Rohit which I never ever dreamt of."*



Ankur student practising data entry

**Consolidated Balance Sheet**  
As on 31st March 2019

S.no	Particulars	SCHEDULES	Amount in INR 31.03.2019	Amount in INR 31.03.2018
<b><u>Liabilities</u></b>				
I	<b>General Fund</b>			
	Opening Balance :		2,161,400	2,161,400
	Add : Excess of Income over expenditure		478,567	
II	<b>Sundry Payable</b>			
	PF Payable		70,078	65,478
	ESI Payable		21,286	20,243
III	<b>Security Deposits</b>		87,950	89,950
			<b>2,819,281</b>	<b>2,337,071</b>
<b><u>Assets</u></b>				
IV	<b>Fixed Assets</b>	C1	1,532,892	1,466,244
V	<b>Security Deposits (Rent)</b>		110,000	118,000
VI	<b>Loans and advances</b>		-	8,000
VII	<b>Cash and cash equivalents</b>	C2	1,174,689	744,827
	TDS receivable		1,700	
			<b>2,819,281</b>	<b>2,337,071</b>

In terms of our report of even date attached

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

*G. Koshi*  
George Koshi  
Partner  
M.No.82961



Ashish Foundation For The Differently Abled Charitable Trust

*Sheila George*  
SHEILA GEORGE  
CHIEF FUNCTIONARY



New Delhi  
28/08/2019

# FINANCE

A student making a collage



# FINANCE

Ashish Foundation For The Differently Abled Charitable Trust 2/13, Sulahkul Vihar, Old Palam Road, Kakrola, Dwarka New Delhi-110078				
Consolidated Income and Expenditure Accounts For Year Ended 31st March 2019				
S.no	Particulars	SCHEDULES	Amount in INR 31.03.2019	Amount in INR 31.03.2018
I	<b>Income</b>			
	Voluntary Contributions & Donations		13,493,519	11,923,443
	Ankur Project Receipts		20,830	31,155
	Bank Interest		49,115	56,787
			<b>13,563,464</b>	<b>12,011,385</b>
II	<b>Expenditure</b>			
	Special Education Project	C3	5,048,641	4,891,951
	Ankur Project - Vocational	C4	2,742,325	2,415,214
	Physio and Occupational Therapy	C5	955,991	929,349
	Speech Therapy	C6	629,469	680,945
	Administration Expenses	C7	3,376,586	2,757,055
	Depreciation	C1	331,885	288,791
	Excess of Income over Expenditure transfer to General fund		478,567	48,080
	<b>Total</b>		<b>13,563,464</b>	<b>12,011,385</b>

In terms of our report of even date attached

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

*G. Koshi*  
George Koshi  
Partner  
M.No.82961



New Delhi  
28/08/2019

Ashish Foundation For The Differently Abled Charitable Trust

*Sheela George*  
SHEELA GEORGE  
CHIEF FUNCTIONARY



Ankur student operating the coffee machine

Ashish Foundation For The Differently Abled Charitable Trust 2/13, Sulahkul Vihar, Old Palam Road, Kakrola, Dwarka New Delhi-110078				
Consolidated Receipts and Payment Account For Year Ended 31st March 2019				
S.no	Particulars	SCHEDULES	Amount in Rs. 31.03.2019	Amount in Rs. 31.03.2018
I	<b>Receipts</b>			
	<b>OPENING BALANCE :-</b>			
	Cash and cash equivalents	C2	744,827	563,897
	Voluntary Contributions & Donations		13,493,519	11,923,443
	Ankur Project Receipts		20,830	31,155
	Bank Interest		49,115	56,787
	Security Deposit(Rent)		18,000	-
	Loans and advances		8,000	-
			<b>14,334,291</b>	<b>12,575,282</b>
II	<b>Payments</b>			
	Special Education Project	C8	5,045,275	4,891,124
	Ankur Project - Vocational	C9	2,740,686	2,414,491
	Physio and Occupational Therapy	C10	955,991	929,349
	Speech Therapy	C11	629,469	680,945
	Administration Expenses	C12	3,375,948	2,756,557
	<b>Fixed Assets Additions</b>			
	Computers & Laptops		164,064	58,590
	Furniture and Fixtures		71,272	-
	Office Equipments		163,196	44,099
	Projector		-	47,300
	Loan advanced			8,000
	Security Deposit (Rent)		10,000	-
	TDS Receivable		1,700	-
	Security deposit refunded		2,000	-
	<b>CLOSING BALANCE :-</b>			
	Cash and cash equivalents	C2	1,174,689	744,827
			<b>14,334,291</b>	<b>12,575,282</b>

In terms of our report of even date attached

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

*G. Koshi*  
George Koshi  
Partner  
M.No.82961



New Delhi  
28/08/2019

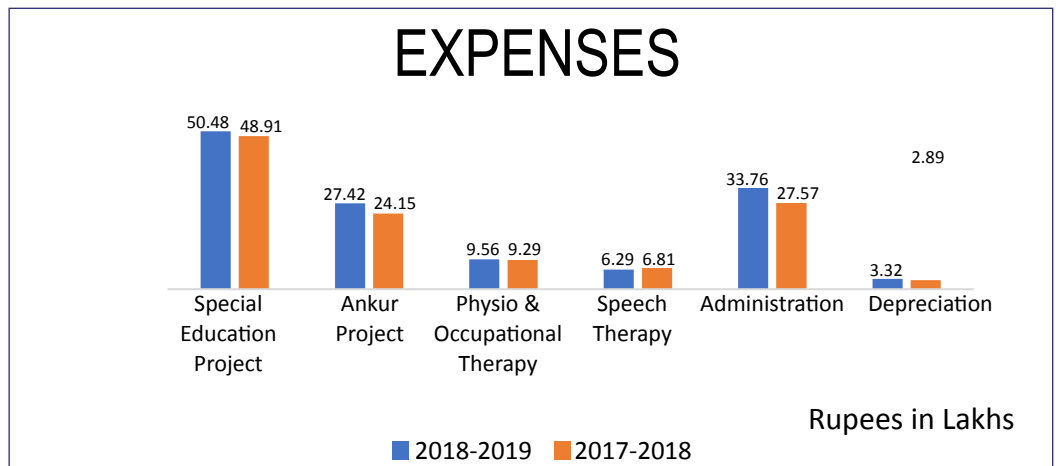
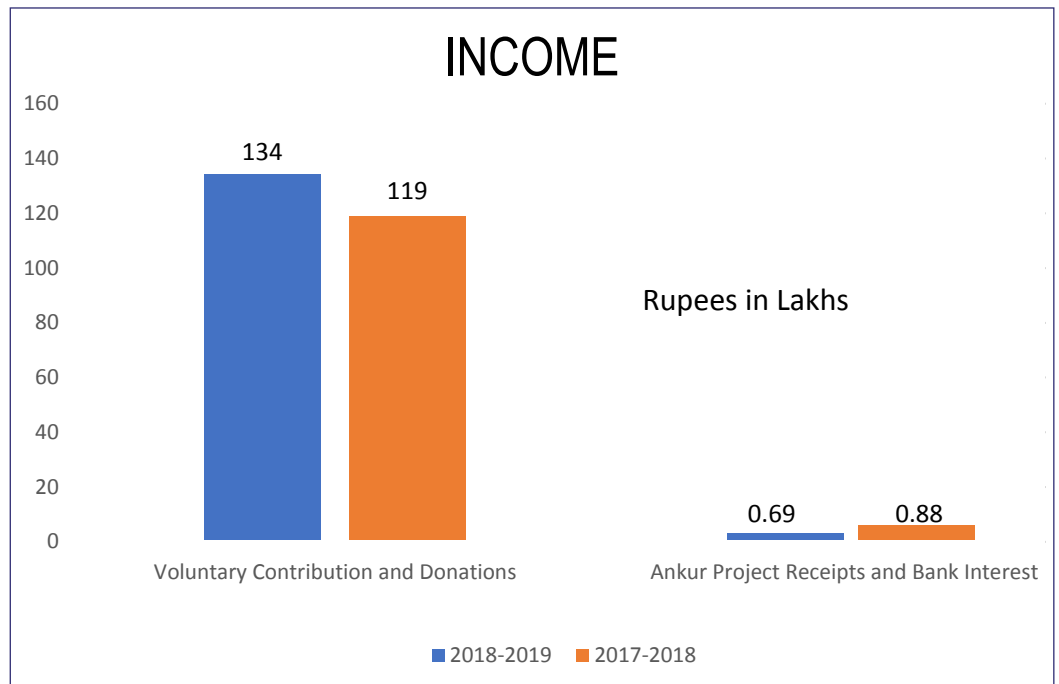
Ashish Foundation For The Differently Abled Charitable Trust

*Sheila George*  
SHEILA GEORGE  
CHIEF FUNCTIONARY



Mrs Geeta Mondol training World Vision India community volunteers on disability

# INCOME & EXPENSES



#### Notes on our Accounts

Accounting on accrual basis

Fixed assets are stated at cost less depreciation

Separate books of accounts are maintained for Foreign and Local contributions

Annual Audited statement of Accounts would be made available on request.

#### Our Auditors: Koshi & George

B-1/ # 3&4, CSC, 1st Floor, Vasant Kunj, New Delhi 110070

#### Our Bankers

##### Foreign contributions –

Andhra Bank  
Account No. -126710011001803  
C -595, Opposite PVR,  
Vikasपुरi, New Delhi – 110018

##### Indian contributions -

Andhra Bank  
Account No. -126710011001802  
C -595, Opposite PVR,  
Vikasपुरi, New Delhi – 110018





A student learning the skill of pen holding.



# JOIN US

**Build the future of our students and young adults with autism to reach their full potential.**

*Please tick the following you desire to support*

- Rs. 10000/- covers the cost of transport for a student from low income family for a year.
- Rs. 2500/- covers the cost of vocational supplies for a student for a year.
- Rs. 1600/- covers the cost of teaching materials for a student with autism for a year.
- Rs. 1500/- covers the cost of school supplies for a student for a year.
- Rs. 30000/- provides holistic education for the specific needs of an economically weak student for a month.
- Rs. 1500/- per month provides physio and occupational therapy for a child with disability for a month
- Rs. 1500/- per month provides the cost speech therapy for a student with autism for a month.
- General donation wherever needed urgently Rs\_\_\_\_\_.

*All donations are exempted under  
80G of the IT Act No. DIT(E) 2009-10/10004 DEL-AE 2035-1007 2009*

*Please fill up the form overleaf and send it to us*



## DONATION FORM

Yes, I would like to contribute Rs. \_\_\_\_\_ (Rupees \_\_\_\_\_  
\_\_\_\_\_ in words)

Regularly     Every Month     Quarterly     Half Yearly     Yearly  
 One Time

Name \_\_\_\_\_

Address \_\_\_\_\_

Telephone \_\_\_\_\_

Email \_\_\_\_\_

Please detach this form and send along with your cheque in favour of "AFDA Charitable Trust" to the address given below or you can make an online donation by NEFT/RTGS to Andhra Bank. Branch - Vikaspuri, New Delhi, Account Number - 126710011001802, IFSC Code - ANDB0001267 followed by email with above information and transaction details to ashishcentre@gmail.com.

**Address:**

Ashish Foundation for the Differently Abled, 2/13 Sulahkul Vihar,  
Old Palam Road, Kakrola, Dwarka, New Delhi – 110078, Phone: 9667300476/486



Middle school visit to a restaurant

## OUR MAJOR DONORS

We thank all our donors and friends for their generous contributions and we appreciate your support for helping us reach this far.

### ORGANISATIONS

---

Apostles Methodist Church

---

Black Rock Services India Pvt. Ltd.

---

Bridge Connectivity Solutions Pvt. Ltd.

---

Christian Educational Society

---

Nora Solomon Foundation

---

The Hans Foundation

---

Thrive Global Consulting

---

### INDIVIDUALS

---

Albo Jason Wilson

---

Anjali Malti Nelson

---

Christopher Raj Kumar

---

Franky Fernandes

---

Kalyan Sahu

---

Ranita Singh

---

# Our Human Resources

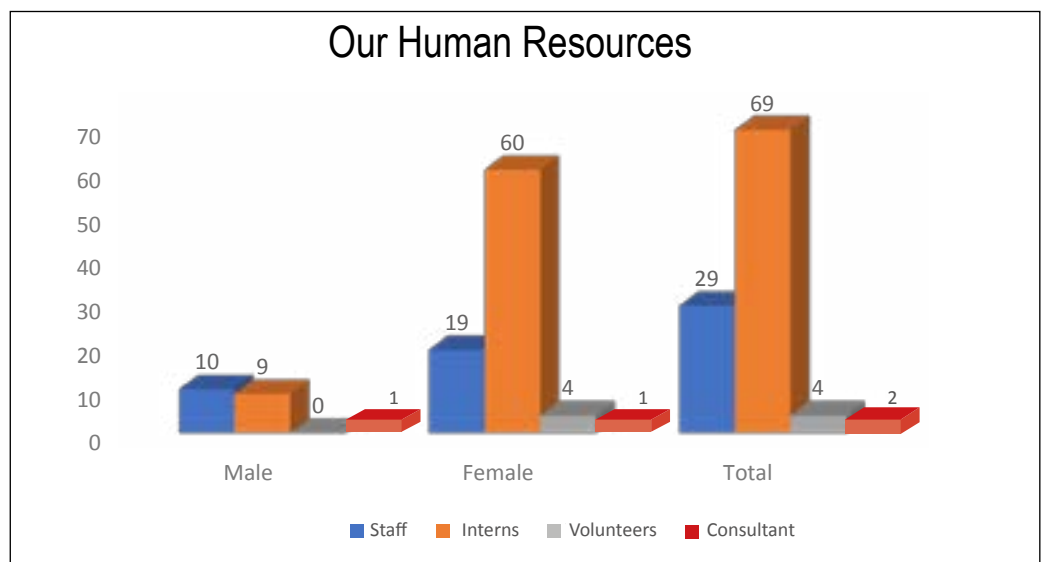
Ashish Foundation considers its employees as its most significant asset, to be motivated, retained and be competent.

Our employees have integrated the core values as guiding principles in their actions- towards the students, parents, volunteers, interns and with all those who engage with our organisation. Valuing a high level of team work, staff members work in teams cohesively fostering close relationships.

We regularly train our staff to be competent and proficient in the field of autism to engage with our students and interns effectively. Besides, the professional training, we also conducted value-based workshops to provide guidelines on our core values, Gender, Sexual Harassment at work place etc. Staff members are provided with counselling services to prevent burn out.

*"What I like about Ashish Centre is that I get to learn new things in the trainings and workshops, and we work as a team".*

*Mrs. Bhagya,  
Special Educator*



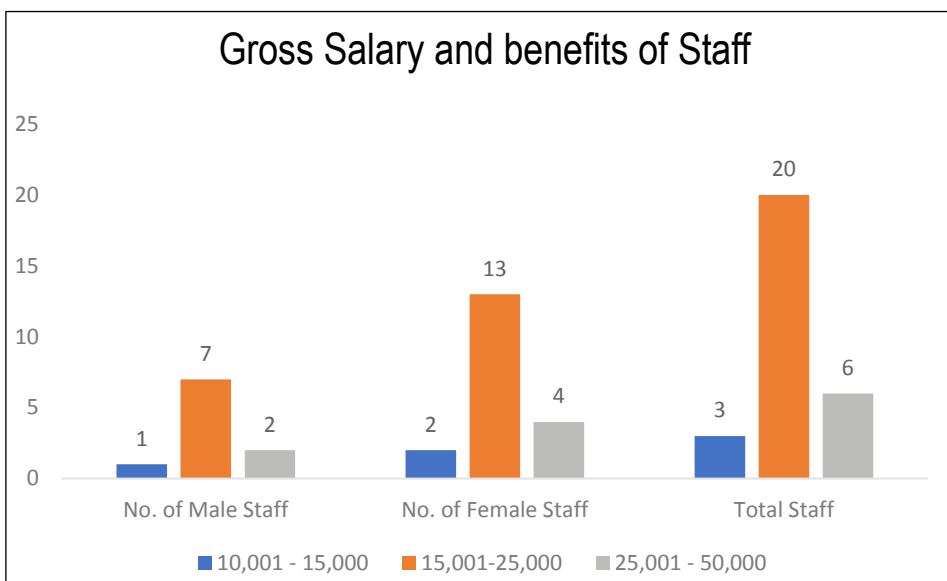


## Interns and Volunteers

We had four volunteers- Amiya Agarwal, continuing her internship with us for 6 months since January 2018, developing student profiles and case studies, as well as Chetna, who is a Masters in Psychology and who completed her practical training at our centre.

We also had Mrs. Geeta Koul and Mrs. Irene Cherian, Volunteers who trained vocational students on office skills. Mrs. Geeta Koul also volunteered as Job Coach accompanying our trainee interns to transition into their jobs smoothly.

69 students as interns from Ashtavakra Institute of Rehabilitation Sciences and from Adhyappan and one intern from Tata Institute of Social Sciences.



*“I enjoyed my time in Ashish Foundation! I learnt so much. I want to thank you all”*

*Ms. Chetna, Intern*

# Our Board of Trustees

Our Board of Trustees consists of members from diverse fields who provide expertise to effectively govern the matters related to the organisation. The trustees are actively engaged and provide support to all the activities of the organisation. The Board of Trustees has two standing committees – Finance Committee and Scholarship committee which meet more often and recommend decisions to the Board of Trustees.

We had three Board of Trustees Meetings during the year.

The Board of Trustees approved the Budget and the Audit reports for the year and appointed the Auditor for the year. They also ensured that all the statutory requirements of the Trust are adhered to and also gave directions for fundraising and for the future.



Board of Trustees (from right to left) Mr Mathew Varughese, Mr Albo Jason, Mrs Sheila George, Mrs Rina Singh, Mrs Geeta Mondol, Mr Kamal Sharma, and Dr Oommen John

Name	Education Qualification	Occupation	Gender	Position in the Board	Number of Board Meetings Attended
Mrs. Geeta Mondol	B.A. (History Hons.), B.R.E; B.L.Sc	Founder – AFDA Charitable Trust	Female	Managing Trustee	3
Mr. Kamal Sharma	I.C.W.A	Freelancer	Male	Treasurer	2
Mrs. Sheila George	P.G.D.B.A	Director – AFDA Charitable Trust	Female	Secretary	3
Mr.Albo Jason Wilson	B.Com	Director – Finance & Administration - EFICOR	Male	Member -Board of Trustees	2
Mrs. Divya Devpriya	M.B.A. Finance and IT	Product Leader - IBM India Private Limited	Female	Member -Board of Trustees	-
Mr. Mathew Varughese	M.A, B.Ed	Director – TRACI	Male	Member -Board of Trustees	2
Dr. Oommen John	M.B.B.S., M.D., M.B.A	Consultant	Male	Member -Board of Trustees	1
Mrs. Rina Singh	B.E., M.B.A	Consultant	Female	Member -Board of Trustees	2

**None of the Board of Trustees are related by blood or through marriage. There were no remunerations, payments or reimbursements to any Board Member during the year.**

**NORA SOLOMON  
FOUNDATION**



Contact Us:



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