

Changing **Times** Unchanging **Purpose**



Annual Report 2020-2021

Ashish Foundation for the Differently Abled Charitable Trust

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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 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.

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

Registered Office: EFICOR 304, Mahatta Tower, 54, B Block Community Centre, Janakpuri, New Delhi - 110058

AFDA is registered Trust under Registration No. 1804 dated 27/02/2007
FCRA Registration No. 231661157
80G Exemption approval of Income Tax vide Document Identification Number - AABTA9377MF2021801 having Unique Registration Number - AABTA9377MF20218
Registered with National Trust vide Registration No. DASH19522156361
Registered with Charities Aid Foundation No. CAF/186/N-76/2015-16
Registered with Department of Social Welfare vide Registration no. – F.N.82/1298/RPwD-Regd./ADIII/DSW/2019-20/684
Accredited by Credibility Alliance No. CA/34/2016



Changing Times Unchanging Purpose

I am happy to share our Annual Report 2020-2021 with the theme of Changing Times - Unchanging Purpose.

The year 2020-2021 began with several uncertainties that we never thought we would face. By mid-March 2020 we faced the threat of the Covid Pandemic, which we cannot predict when will end. Because of our country being in lockdown, all the schools were closed, and everyone forced to stay at home - unable to get outdoors, no physical activities, no classes or meetings, and required to wear masks while stepping out of their homes.

As a result of these challenges, we asked ourselves: what role could we play? What kind of contribution could we make? That led us to revisit our purpose, vision, and mission and we are convinced that our purpose remains unchanged. It remains our mission to help our students with autism reach their God-given potential and enjoy the good things in life.

The changes we experienced due to the Covid Pandemic had challenged us. We had to rethink the way we do everything, starting with how we deliver our classes, how to equip our teachers, how to empower parents. We do this so that we can enrich the lives of our students while they are confined to their own homes. Looking back, we are happy that we decided to do what we needed to, keeping our purpose in mind.

We started the online classes delivered through Zoom which was a huge learning curve for our teachers, parents, and our students. Besides, we also did several activities such as occupational therapy, counselling, workshops, and get-togethers online.

We thank God and all the donors, parents, staff, friends and supporters without which we could not have reached where we are now.

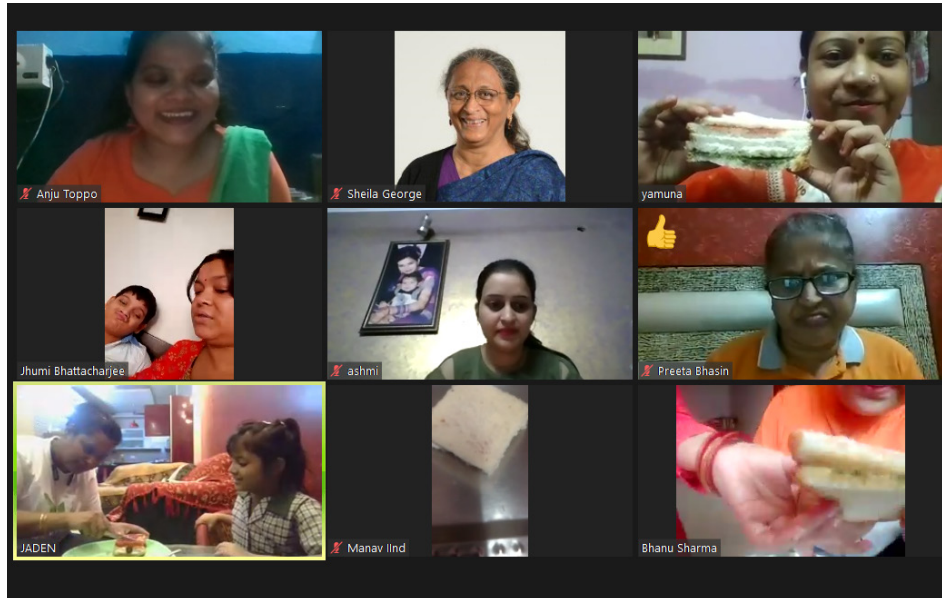
Sheila George
Director



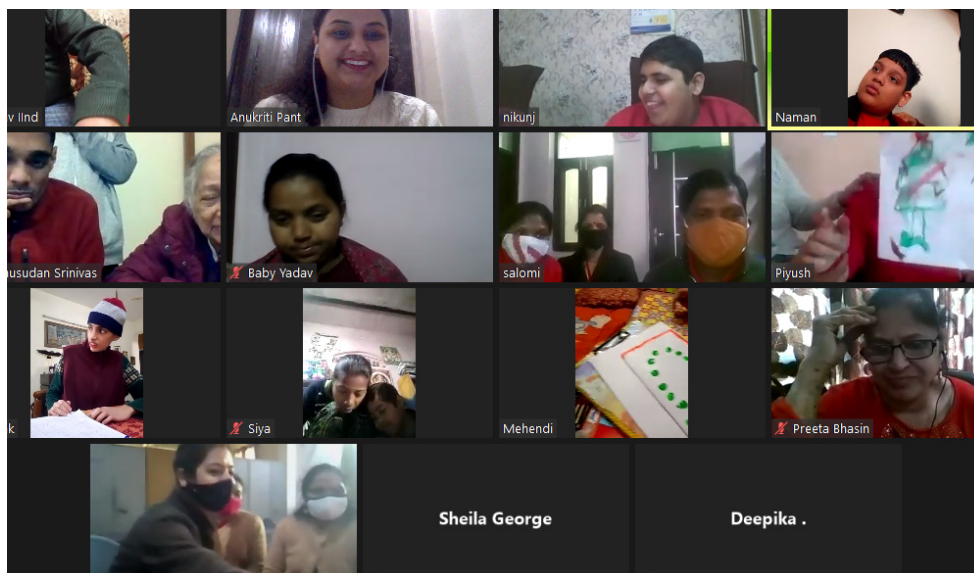
Vocational and Senior students at their Get-together



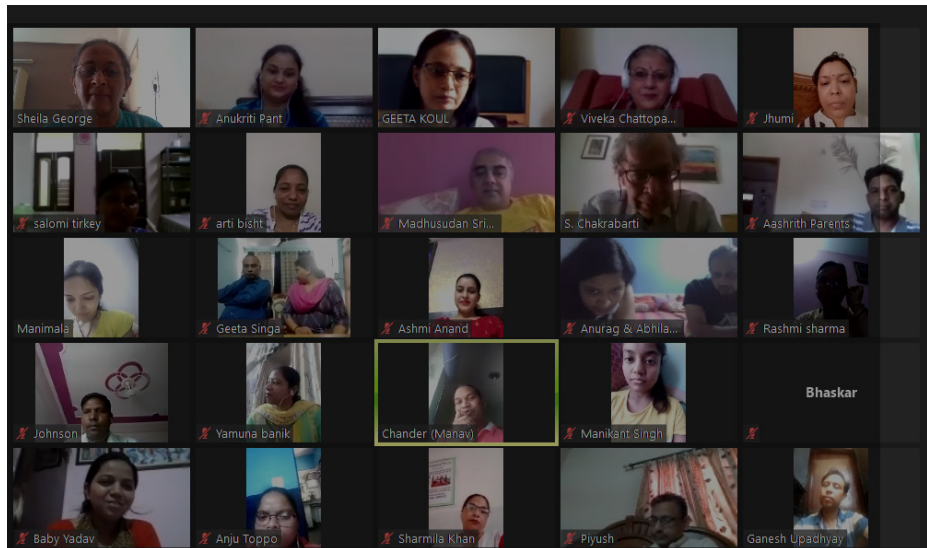
Middle class students making masks at their get-together



Parents assisting students in making tricolour sandwiches at the Independence Day celebration



Students making Christmas cards during the Christmas Get-together celebration



Parents sharing at their Get-together



Poster made for Autism Awareness Day



Awareness presentation made online to the students and staff of Ramanujam College, Delhi University

Our strategy

Our programs aim at empowering our students, parents, and educators. Ashish Centre is our early intervention program for students from ages 3 to 17. The vocational program for adults 18 years and above called Ankur encourages them to reach their potential through hands-on training. Our third initiative, the Advay Programme, is for teachers, professionals, parents, and organizations. We provide workshops for parents and professionals to best assist children (and adults) with disabilities. We also create awareness on issues of disability to support and accept persons with disabilities.

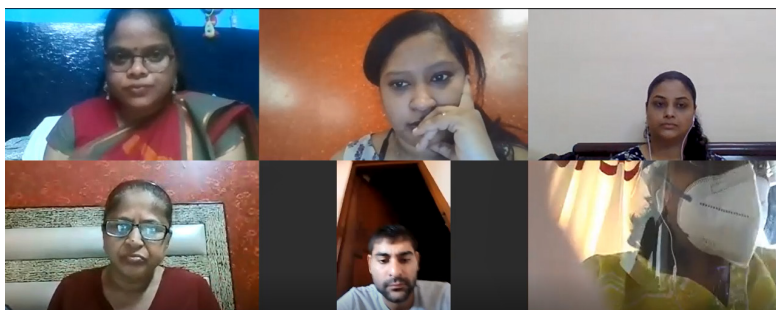
Ashish Foundation's plans and activities have been drawn out from the five-year Strategic Plan 2016-2021.

- Establishing a model – strengthen Ashish and Ankur programmes.
- Developing tools and platforms to share ideas - develop tools and curriculum.
- Developing a base of expertise - professional capacity-building under Advay programme.
- Networking – equipping and training other organisations under Advay programme.

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
- Policy on Prevention of Sexual Harassment
- Finance Policy



Online parent teachers meeting in progress.

Future Plans

- Facilitate the inclusion of persons with disabilities in the larger community.
- Our Center will train our stakeholders and become a model of Social Role Valorization.
- Acquire our own building in order to have all autism services needs met under one roof.
- Strengthen vocational education programs to prepare adults for careers and valued roles in society.
- Network with like-minded organizations in exploring employment opportunities for young adults.
- Build the capacity of individuals and organizations as well as faith-based leaders.
- Raise local funding to support our programmes.

Our Programmes

People with disabilities experience negative social treatment in many different areas of their lives. From work, scholastic settings, and even their own home this kind of conduct occurs on a very frequent basis. For a person with a disability to live a decent life with dignity and rights, we address this process of devaluation with Social Role Valorisation (SRV). Its emphasis is on elevating not only an individual's status but their worth by providing valued roles within any given situation where they are perceived to be disadvantaged or disabled. This is carried out by enhancing a disabled person's image and competency.

By providing skills in competencies and promoting valued roles in their family relationships, friendships, and in society as a whole, we have been preventing devaluation from occurring to our students.

As an educational institution, it is our priority to ensure that all students have a well-rounded education. Each student's Individual Development Plan (IDP) considered their specific learning needs and helped build a supportive system around them that helped nurture them towards reaching their potential. The IDPs consisted of occupational therapy/physiotherapy, special education, as well as many other areas depending on what we identified each student needs help with individually, incorporating SRV principles. We also ensured that we covered subjects and topics that are relevant and interesting in line with what regular schools teach taking into consideration the Cultural Valued Analog (CVA).



A senior student taking care of his garden in his home.



A vocational student preparing a snack.

“ She is becoming independent, expressive and responsive.”

Siddak loves math and she enjoys doing calculations using her calculator and computer. Before the pandemic, she used to come to center every day. She is a person who likes to meet people face-to-face so it was hard for her when she had to take classes online. However, over time she adjusted to taking classes online. Her mother appreciating her says “She is becoming independent, expressive and responsive.”

She loves fashion and having good food. Siddak enjoys watching cricket with her family and playing games on her laptop. She is eagerly looking forward to visit her sister in Canada soon.



In light of the Covid pandemic, we were forced to come up with creative ways of providing our education through the internet, starting with functional academics. Online classes meant parents or caregivers had to be beside the student during the class which was an opportunity to empower them. Half of the parents were initially skeptical about the effectiveness of online classes for their son/daughter. Those who joined initially, found their child settling in well, while others joined later.

Due to the Pandemic situation, speech therapy which requires students to meet in person could not be continued during the year.

We continued having Occupational Therapy sessions online with students opting for either twice a week or daily. These sessions promoted fine and gross motor skills, daily living skills, posture and balance, problem-solving skills which are essential for carrying out day-to-day activities.

One of our main goals in promoting an inclusive environment is in developing interpersonal skills. Students have been encouraged to participate in group activities and relationships, which fosters social competence that is beneficial. Social competence through visits to restaurants, malls, shops, parks, and a sports complex where students had opportunities to interact with other people was not practical with the current Pandemic. Rather, we incorporated online activities through student get-togethers and family get-togethers, where they participated in activities and games with their peers, families, and friends.

Our center has provided support to parents who come to us having to deal with the challenges that come along with raising a child with autism. We try and help them through these struggles and provide emotional support as they raise their children. It is critical for parents to take some time away from their daily lives. Therefore, we held two online get together for parents to enjoy some time away from their normal routines by holding discussions, playing games, and interacting with others. These events help parents to talk about what they would like about what we do at our center and learn more about each other!

“I appreciate the TLMs (teaching and learning materials) which are very effective during the online classes. They have been custom made for my son who is able to relate with them. I appreciate and thank you for all the hardwork put into it.”
Mrs Abhilasha Judd, Parent

Uday

Life was not easy for Uday's family when the Covid Pandemic struck. Anjana is the only earner; she runs her own beauty parlor to support herself and her two sons. Since she's often working late, Dev is responsible for assisting his brother Uday take the online classes. Responding to his teachers at school isn't always feasible since the classes were initially over Whatsapp, which sometimes lags or gets cut off. Anjana had to be helped by the teachers, guiding her how to install apps so that Uday could stay in touch with them throughout the lesson. Despite issues like these, Uday is a very responsive and independent student, thanks to his teachers who give him constant support.



Ashish Centre

Ashish Centre is an early intervention center that works with children who are delayed in their cognitive development or who have multiple disabilities. Students participate in special education, social learning activities, speech therapy, and prevocational skills opportunities which were being delivered online.

Each student had virtual classes where they learned communication skills, social skills, and employable skills. This was done through activities that include special education, communication skills, physio and occupational therapy, group activities, and computer classes.

Instructional learning was based on Individual Development Plans (IDPs) developed to provide an active learning experience for the students. These personalized IDPs were developed in consultation with parents through panel discussions and provided a road map for the student's progress. Children learning through virtual classes were not only able to learn basic educational skills more intensively and with more focused support where they needed it. They also empowered parents and caregivers to understand how to engage with students to reinforce their learning.

Through our efforts, we had the opportunity to create a mutually beneficial learning environment in which all students are included and valued.



Students carrying out activities during online classes

“ We have such a great co-operation from Ashish Centre which is so valuable to us – your professionalism, and the teachers’ co-operation are very encouraging to us. ” Mr Bhattacharya

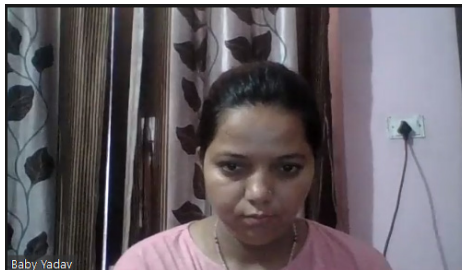
Family Support to Siya!

It is Siya's sister Menka who usually sits with her during online classes. Their father Dilip is a daily wage labourer; their mother Sunitha works as a household help in nearby housing complexes in Dwarka, New Delhi. Dad usually leaves for work early in the morning and doesn't return until late at night. As such the siblings are largely left to fend for themselves at home. Siya's family had only one mobile device that they all have to share to use for their learning.

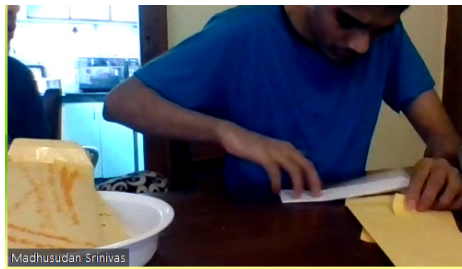
During March 2021, Monica's older siblings were busy with their classes and exams, so she had to juggle with her school schedule in looking after her little sister. Being only 11 years old Monica naturally took her role seriously and did a great job at helping look after Siya!



Ankur Programme



Baby Yadav

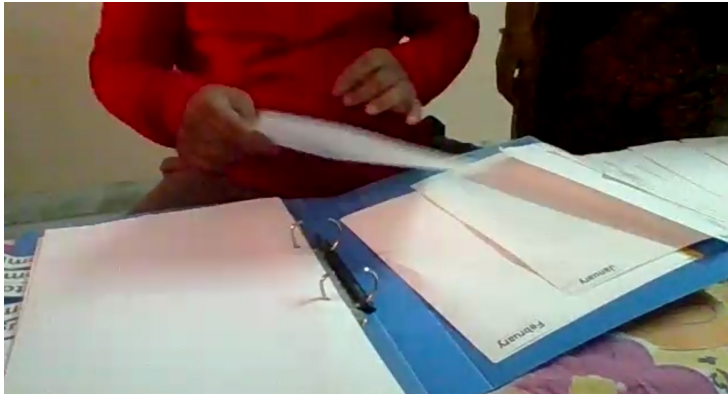


Madhusudan Srinivas

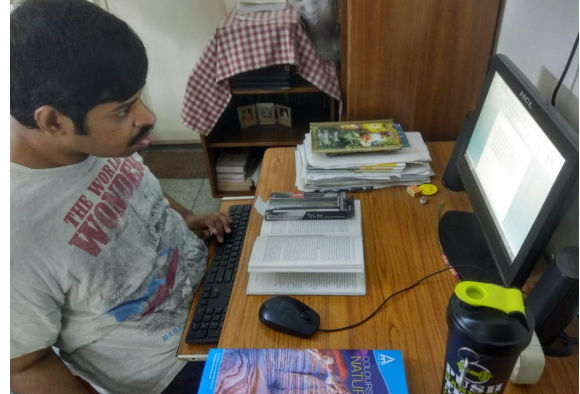


A vocational intern practicing office skills.

Ankur offered adults training in the context of its vocational skills program. Activities of daily living such as managing to live independently, shopping, socializing, making friends, and forming relationships can be challenging for persons with autism. Therefore, we have been helping our students practice developing skills in these areas of life. Opportunities to develop social and communication skills were limited due to the Covid Pandemic. While vocational skills were taught virtually this year we also added subjects on news, sports and current affairs, historical and famous places in the city, and cooking simple food.



A vocational student practicing filing.

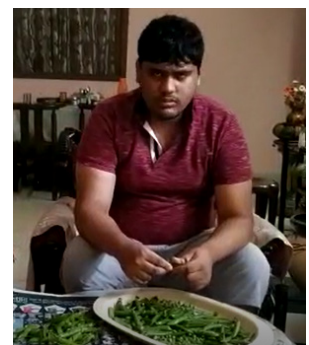


A vocational intern practicing data entry at his

“The TLMs(teaching and learning materials) and worksheets are very useful at his home”-Mrs. Monimala

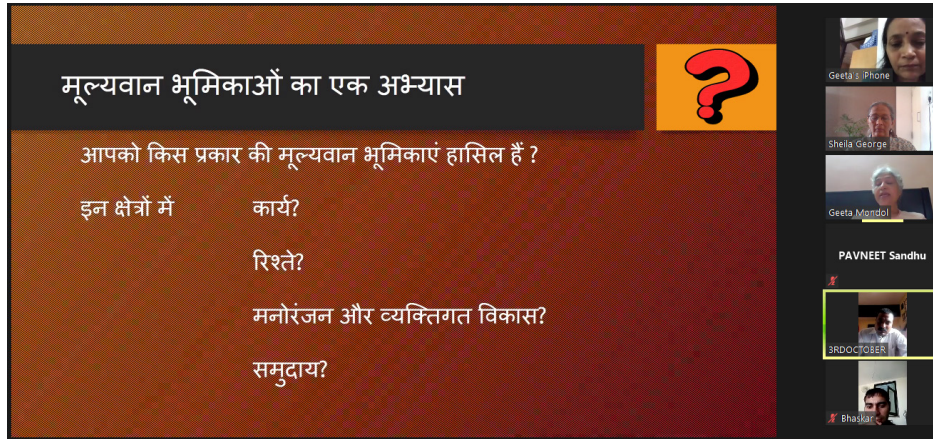
Vatsal

Vatsal's mother Geeta was very eager to follow through all instructions ensuring that he attends all the online classes. The online classes initially posed a great challenge to him. He regularly attended the Occupational therapy classes also online to keep him physically fit and continue practising vocational skills at home and is being a great help to his mother.



Advay Trainings

Advay Program offered professional training and support to people who work with individuals on the spectrum. We conducted four workshops for parents and 8 workshops for our staff as professionals in the autism field. This equipped them to better understand people with autism as well as provide opportunities for their success. Our family support program offered at no cost to those we serve, we worked together to move towards improving education outcomes for students on the autism spectrum. We also provided awareness on autism to 70 students of Ramanujam College, Delhi University providing guidance for a purposeful time for persons with disabilities on the campus on two occasions. Two volunteers, one from Indian Institute of Foreign Trade (IIFT) and one from Symbiosis University offered their time at the center online for social media, and other creative work supporting the online curriculum.



Parents workshop on Valued Roles



Teachers undergoing training on Applied Behaviour Analysis

“I learnt that the play is important for my child’s development, his energy is used and he also learns.” Mr Chander Prakash

“I liked the workshop. It was something new I learnt how to draw my son’s interest through play. How I as a parent can be involved and now I know how to grow his interest in learning!” says Mr Chander Prakash

Manav and his dad, Chander Prakash, were eager to enroll in the online classes from the start in April. Due to the lockdown, Chander Prakash was also home and happy to invest time into Manav’s online classes with him. He was not only able to support Manav with each of his classes, but also together they were able to interact with other children and parents who he might not have had a chance to interact with otherwise. As a result of the wholistic curriculum implemented by Ashish Centre that Manav used throughout the year, Manav continues to improve while having fun.

Our Finances

Balance Sheet

Ashish Foundation For The Differently Abled Charitable Trust 2/13, Sulahkul Vihar, Old Palam Road, Kakrola, Dwarka New Delhi-110078 Consolidated Balance Sheet As on 31st March 2021				
S.No	Particulars	SCHEDULES	31.03.2021	31.03.2020
<u>Funds & Liabilities</u>				
I	General Fund	C1	570,157	1,440,883
II	Unutilised FCRA Funds		20,624	435,561
III	Unutilised Restricted Local Funds	C1	1,343,364	319,889
IV	Current liabilities	C1	1,320,912	151,935
			3,255,057	2,348,268
<u>Assets</u>				
V	Fixed Assets	C2	1,133,263	1,351,499
VI	Security Deposits (Rent)		100,000	100,000
VII	Advance for TDS		12,690	-
VIII	Cash and cash equivalents	C3	2,006,704	894,369
IX	TDS receivable		2,400	2,400
			3,255,057	2,348,268

In terms of our report of even date attached

Notes to accounts- Sch C14

For Koshi & George

Chartered Accountants

(Reg.No.003926N)

G. Koshi

George Koshi

Partner

M.No.082961

UDIN : 21082961AAAAFJ8544

New Delhi

14.11.2021



Ashish Foundation for the Differently Abled Charitable Trust

Sheila George

Sheila George
Chief Functionary



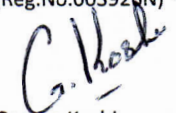

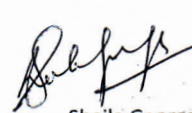

Kamal Sharma

Kamal Sharma
Treasurer

Income and Expenditure statement

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 2021				
S.No	Particulars	SCHEDULES	Year ended 31.03.2021	Year ended 31.03.2020
I	<u>Income</u>			
	Voluntary Contributions & Donations		6,894,617	11,754,492
	Ankur Project Receipts		-	22,225
	Bank Interest		29,801	61,511
	Other receipts		-	7,700
	Excess of expenditure over income transferred to General Fund		360,242	443,634
			7,284,660	12,289,562
II	<u>Expenditure</u>			
	Special Education Project	C4	3,516,712	4,960,987
	Ankur Project - Vocational	C5	1,650,260	2,718,231
	Physio and Occupational Therapy	C6	593,599	1,012,335
	Speech Therapy	C7	40,000	596,661
	Administration Expenses	C8	1,255,749	2,704,557
	Depreciation	C2	228,340	296,791
	Total		7,284,660	12,289,562

In terms of our report of even date attached

For Koshi & George Chartered Accountants (Reg.No.003926N)  George Koshi Partner M.No.082961 UDIN :21082961AAAAFJ8544 New Delhi 14.11.2021	Ashish Foundation for the Differently Abled Charitable Trust   Sheila George Chief Functionary
	 Kamal Sharma Treasurer

Receipts and Payments

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 2021				
S.No	Particulars	SCHEDULES	Year ended 31.03.2021	Year ended 31.03.2020
I	Receipts			
	OPENING BALANCE :-			
	Cash and cash equivalents	C3	894,369	1,174,689
	Voluntary Contributions & Donations		6,894,617	11,754,492
	Ankur Project Receipts		-	22,225
	Other receipts		-	7,700
	Bank Interest		29,801	61,511
	Security Deposit adjusted against Rent		-	10,000
	Salary payable		1,030,614	-
	Expenses payable		225,810	-
			9,075,211	13,030,617
II	Payments			
	Special Education Project	C9	3,524,582	4,979,579
	Ankur Project - Vocational	C10	1,653,859	2,725,962
	Physio and Occupational Therapy	C11	593,599	1,012,335
	Speech Therapy	C12	40,000	596,661
	Administration Expenses	C13	1,256,467	2,705,613
	Fixed Assets Additions			
	Computers & Laptops		-	79,898
	Furniture and Fixtures		-	7,080
	Office Equipments		-	28,420
	Projector			
	Loan advanced			
	Security Deposit (Rent)			
	TDS Receivable		-	700
	Security deposit refunded			
	CLOSING BALANCE :-			
	Cash and cash equivalents	C3	2,006,704	894,369
			9,075,211	13,030,617

In terms of our report of even date attached

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

C. Koshi
George Koshi
Partner
M.No.082961
UDIN :21082961AAAAFJ8544
New Delhi
14.11.2021



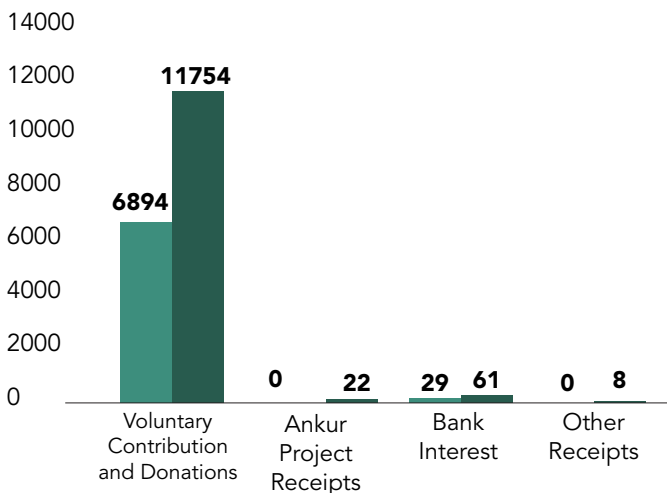
Ashish Foundation for the Differently Abled Charitable Trust

Sheila George
Sheila George
Chief Functionary

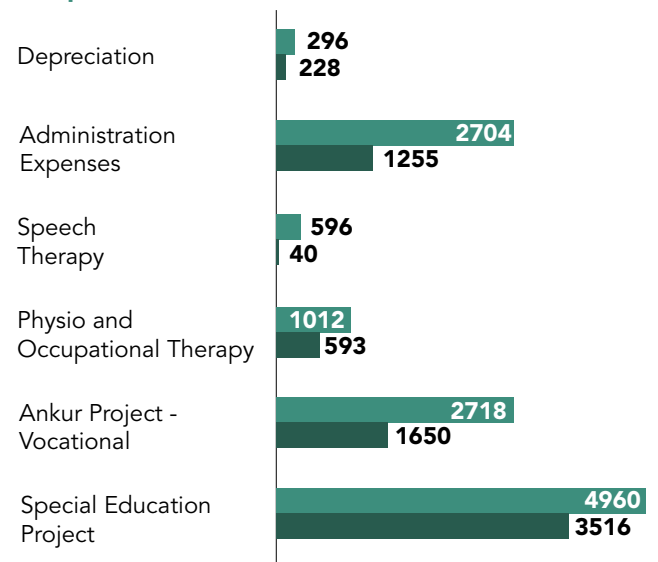
Kamal Sharma
Kamal Sharma
Treasurer



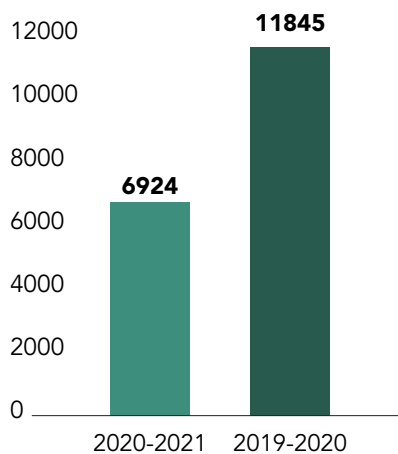
Income



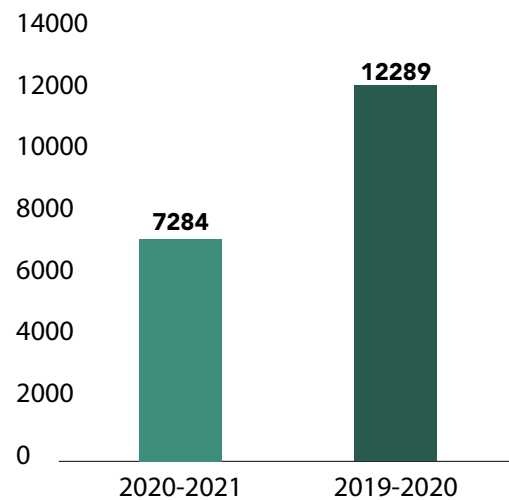
Expense



Total Income



Total Expenditure



■ Rs. In thousands 2020 - 2021
■ Rs. In thousands 2019 -2020

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 110070

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

Annual audited statement of accounts would be made available on request.

JOIN US

Support our students and young adults with autism to reach their full potential!

- Rs.2500/- covers the cost of vocational supplies for a student for a year
- Rs.2000/- covers the cost of teaching materials for a student for a year
- Rs.1000/- covers the cost of school supplies for a student for a year
- Rs.5000 /- covers the cost of online classes for a student per year
- Rs. 1000/- covers the cost of physio and occupational therapy for a student per month

General donation wherever needed Rs. _____

Donation Form

S.no	Cause	Cost Per Unit	Number of units	Total C x D=E
A	B	C	D	E
1	Cover the cost of vocational supplies for a student for a year	Rs.2500/-		
2	Cover the cost of teaching materials for a student for a year	Rs.2000/-		
3	Cover the cost of school supplies for a student for a year	Rs.1000/-		
4	Covers the cost of online classes for student per year	Rs.5000/-		
5	Covers the cost of physio and occupational therapy for a student per month	Rs.1000/-		
6	Covers speech therapy for a student per month	Rs.1500/-		
	Total			

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

Please fill up details in the form overleaf and send it to us

DONATIONS WITHIN INDIA

NEFT

Bank name: Union Bank of India
Branch: Vikaspuri, New Delhi
Account name:
**Ashish Foundation for the Differently
Able (AFDA) Charitable Trust**
Account number: 126710011001802
IFSC code: UBIN0812676
RTGS: UBIN0812676
MICR: 110011033

OR

Cheques within India– to be made in favour
of “AFDA Charitable Trust” and mailed to
the address below

DONATIONS FROM OVERSEAS

Cheques - make 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.)

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
Able (AFDA) Charitable Trust.**

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

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 (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

Our Donors and Partners

We thank all our donors and supporters who have supported us financially and in kind. We appreciate your generous contributions.

Major donors

- BlackRock Services India Private Limited
- Bridge Connectivity Solution Private Limited.
- Butler Methodist Church
- Christian Education Society
- Kronos
- Nasscom Foundation
- The Hans Foundation
- Thrive Global Consulting
- Unified Credit Solution

Individuals

- Amit Dharamprakash Masand
- Franky Fernandes
- Kalyan Sahu
- Madhubanti Ghosal
- Rajkumar David Singh
- Shamin Vincent

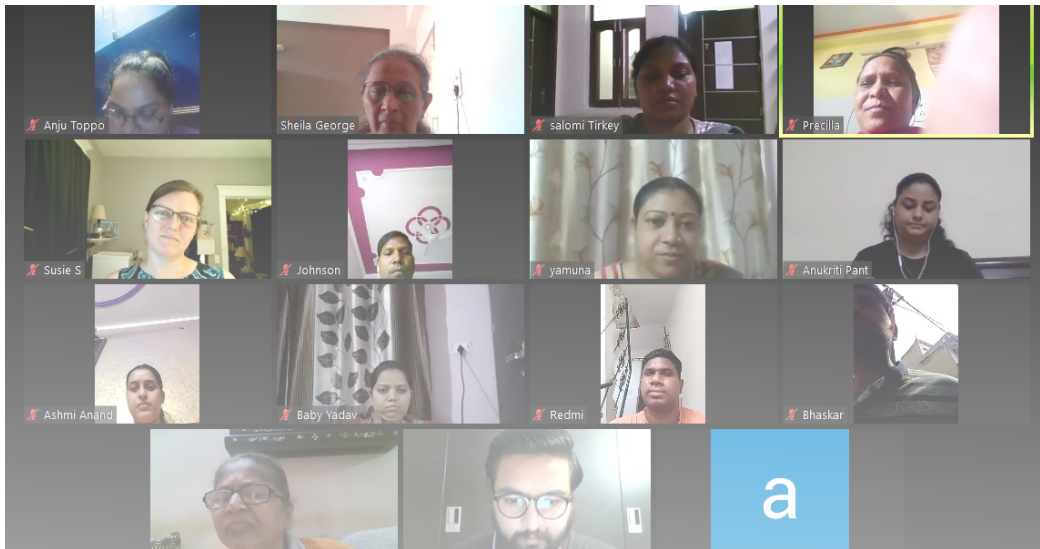


Ashutosh doing an activity matching shapes



Teachers preparing the TLMs

Our Human Resources



Staff meeting in progress

Our dedicated teachers and support staff at Ashish Foundation work collaboratively. Our staff members are committed to promoting the best interests of our students, and the common goal of our educators is achieving significant progress in each student's education.

Each member of our team has been trained to provide an inclusive, student-centered environment where learners' specific needs are met. To that end, our staff has received training on professional development, including recommended approaches for addressing issues related to student progress. In the past year, eight professional development trainings have focused on implementing roles with goals and several topics from the curriculum, while four have emphasized our school's commitment to values-based decision making techniques in everyday situations. Some of the staff have taken their own initiative to upskill by participating in several other workshops offered online.

As the organisation progresses, it's important to understand that employees too have a certain level of stress in the field of special education. We provided counselling services and workshops on Mental Health to our staff. Colleagues can be a source of encouragement and support, we provided space for them to bond with each other. We celebrated Teacher's Day by sharing and appreciating the role played by staff as they serve our students and their families. To show our appreciation as well as foster cooperation, we shared what we had learnt from one another over a lunch together!

My experience interning with the Ashish Foundation

"My experience interning with the Ashish Foundation was a combination of both satisfaction in being able to contribute to the organisation as well as being an extreme learning curve. Ashish Team had been extremely supportive and helped me with whatever information was required for me to work. Having interacted with both the founder as well as the current staff working with them, I was extremely touched by the kind of compassion and commitment they hold for the students at Ashish." Mallika Asthana, Volunteer, an MBA student from IIFT, Delhi



“Working in Ashish gives me great satisfaction and happiness...”

Anukriti Pant worked as a Program Coordinator along with the team of teachers to run the Center’s programs.

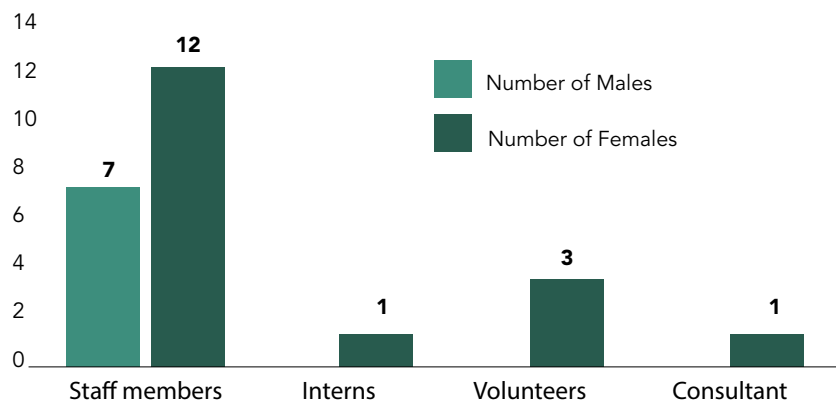


“Working in Ashish gives me great satisfaction and happiness”, says Anukriti. She found the office environment and culture promoting teamwork and which gave her a great chance to learn from her co-workers and work alongside with them.

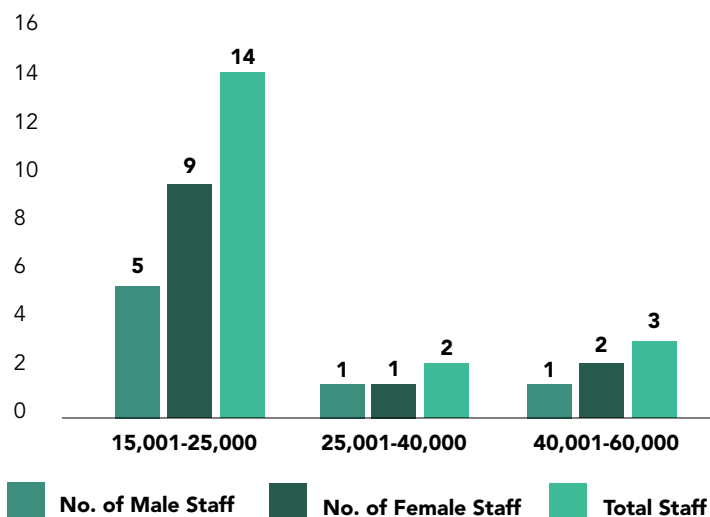
She described the transformation that Ashish centre has brought into her life. Being impatient with constant worry and dissatisfaction with life before joining the Centre, she has become more patient and understanding after she joined the Centre making a complete U-Turn. She enjoyed working with the students who are so full of enthusiasm and love.

Anukriti is a trained Physiotherapist by profession who also provided Physiotherapy to our students.

Our Human Resources



Gross Salary & Benefits of Staff



Board of Trustees

Our seven-member Board includes trustees from diverse fields - financial, legal, technology, business and social entrepreneurship. We had four meetings of the Board of Trustees during the year to discuss strategy, finances, and administrative decisions. Ashish Foundation complies with all established laws pertaining to charitable organizations.

The two standing committees – Finance Committee and Scholarship Committee recommend decisions to the Board of Trustees. The Board of Trustees approved the Budget, the Audit Reports for the year and the Appointment of the Auditor for the year.

DETAILS OF BOARD OF TRUSTEES

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

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 (AFDA) Charitable Trust
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