



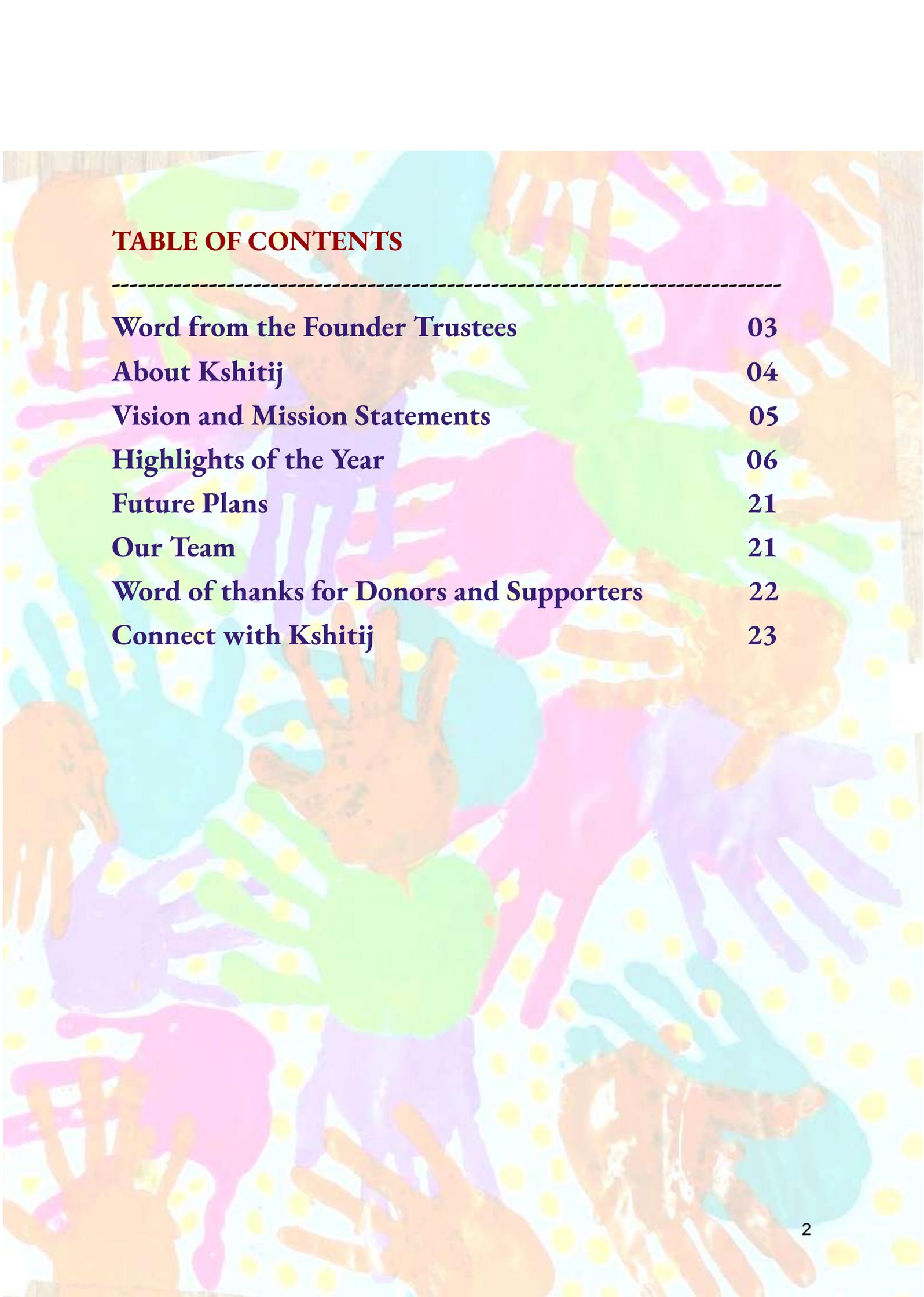
Sheltered Workplace for  
Intellectually Challenged Adults

# ANNUAL REPORT

## 2021-22

*Joining hands to make an inclusive world*

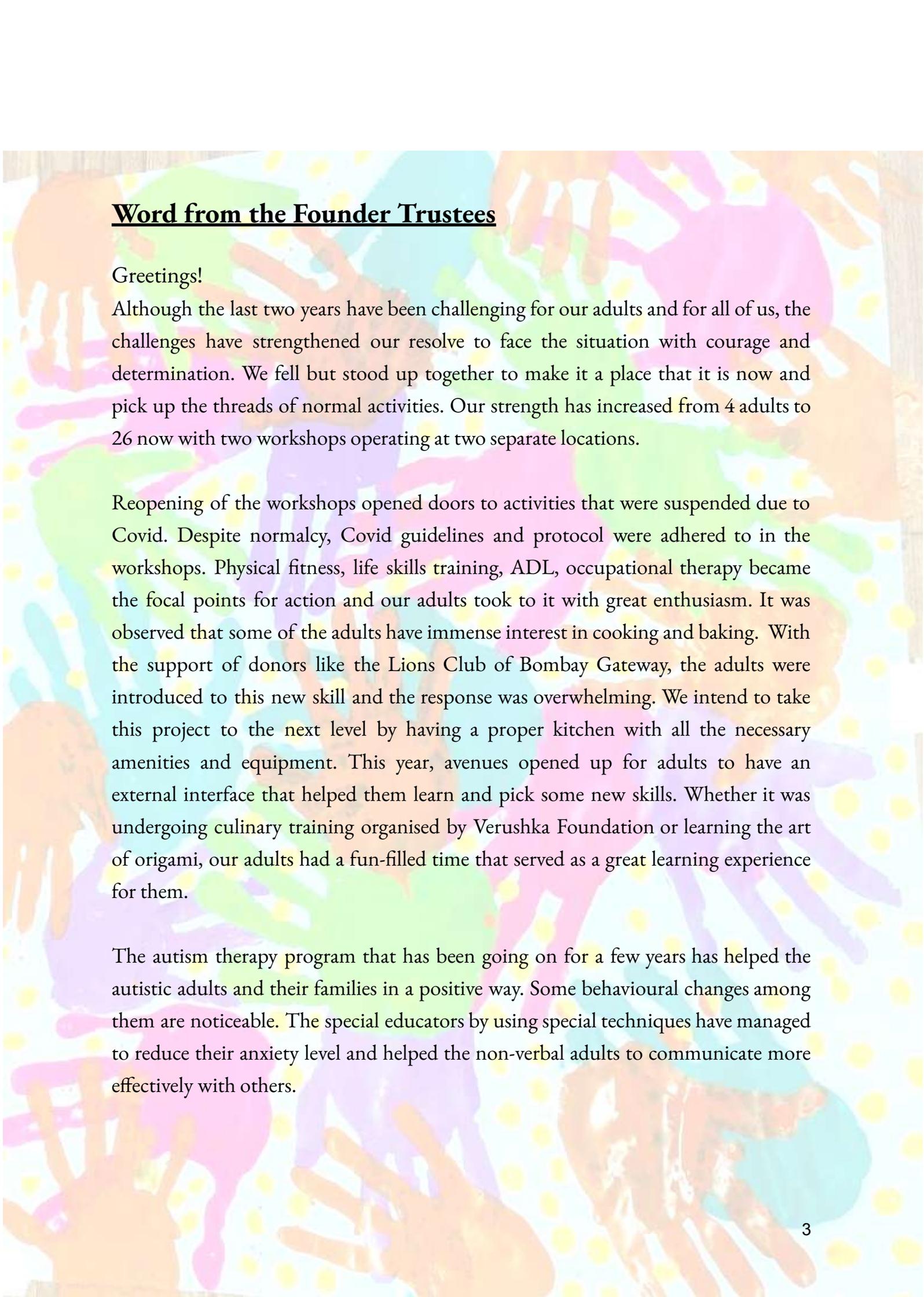




## **TABLE OF CONTENTS**

---

<b>Word from the Founder Trustees</b>	<b>03</b>
<b>About Kshitij</b>	<b>04</b>
<b>Vision and Mission Statements</b>	<b>05</b>
<b>Highlights of the Year</b>	<b>06</b>
<b>Future Plans</b>	<b>21</b>
<b>Our Team</b>	<b>21</b>
<b>Word of thanks for Donors and Supporters</b>	<b>22</b>
<b>Connect with Kshitij</b>	<b>23</b>

The background of the page is a collage of colorful handprints in shades of orange, purple, green, and blue, scattered across a light background with small yellow dots. The handprints are of various sizes and orientations, creating a vibrant and inclusive visual theme.

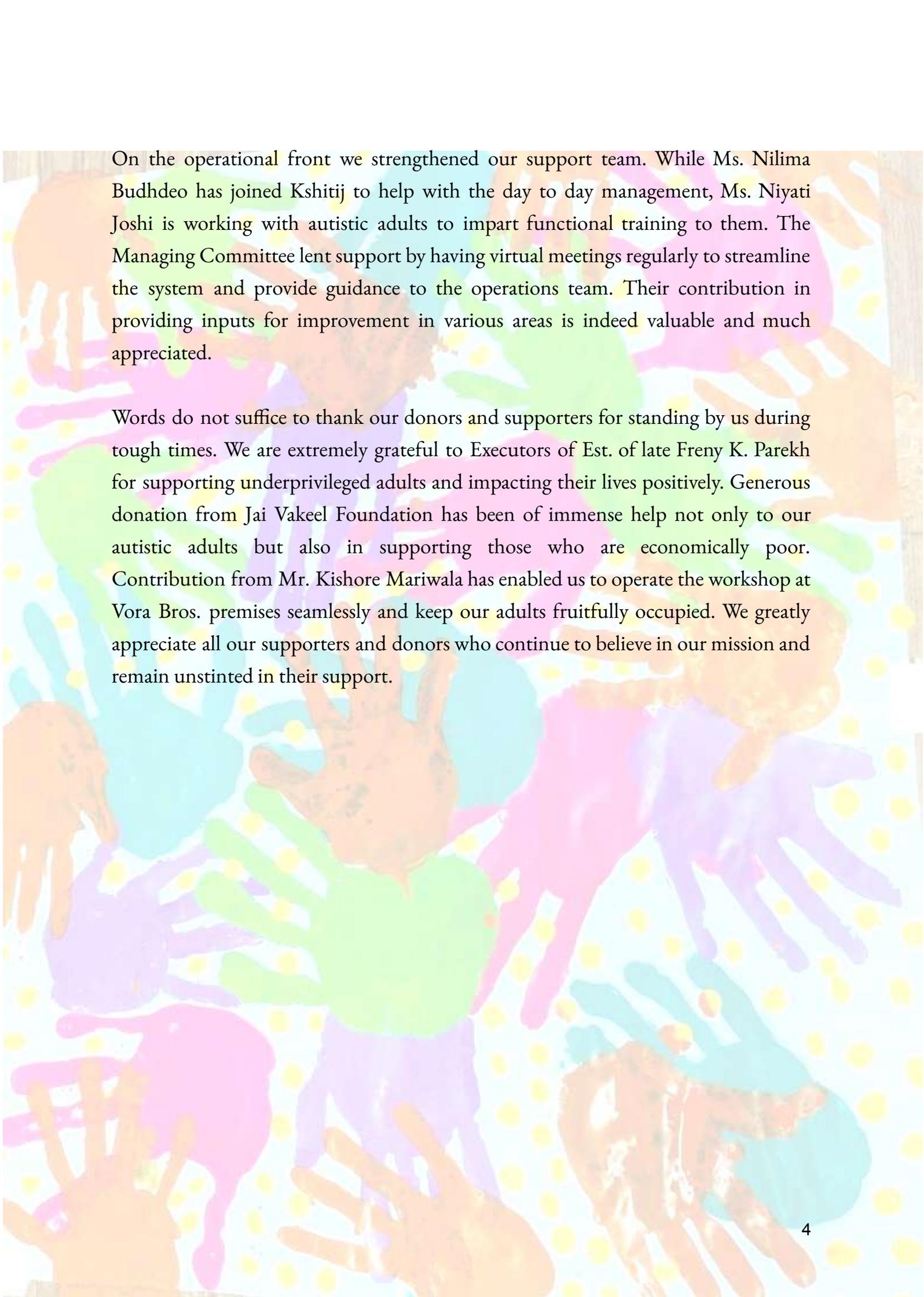
## **Word from the Founder Trustees**

Greetings!

Although the last two years have been challenging for our adults and for all of us, the challenges have strengthened our resolve to face the situation with courage and determination. We fell but stood up together to make it a place that it is now and pick up the threads of normal activities. Our strength has increased from 4 adults to 26 now with two workshops operating at two separate locations.

Reopening of the workshops opened doors to activities that were suspended due to Covid. Despite normalcy, Covid guidelines and protocol were adhered to in the workshops. Physical fitness, life skills training, ADL, occupational therapy became the focal points for action and our adults took to it with great enthusiasm. It was observed that some of the adults have immense interest in cooking and baking. With the support of donors like the Lions Club of Bombay Gateway, the adults were introduced to this new skill and the response was overwhelming. We intend to take this project to the next level by having a proper kitchen with all the necessary amenities and equipment. This year, avenues opened up for adults to have an external interface that helped them learn and pick some new skills. Whether it was undergoing culinary training organised by Verushka Foundation or learning the art of origami, our adults had a fun-filled time that served as a great learning experience for them.

The autism therapy program that has been going on for a few years has helped the autistic adults and their families in a positive way. Some behavioural changes among them are noticeable. The special educators by using special techniques have managed to reduce their anxiety level and helped the non-verbal adults to communicate more effectively with others.



On the operational front we strengthened our support team. While Ms. Nilima Budhdeo has joined Kshitij to help with the day to day management, Ms. Niyati Joshi is working with autistic adults to impart functional training to them. The Managing Committee lent support by having virtual meetings regularly to streamline the system and provide guidance to the operations team. Their contribution in providing inputs for improvement in various areas is indeed valuable and much appreciated.

Words do not suffice to thank our donors and supporters for standing by us during tough times. We are extremely grateful to Executors of Est. of late Freny K. Parekh for supporting underprivileged adults and impacting their lives positively. Generous donation from Jai Vakeel Foundation has been of immense help not only to our autistic adults but also in supporting those who are economically poor. Contribution from Mr. Kishore Mariwala has enabled us to operate the workshop at Vora Bros. premises seamlessly and keep our adults fruitfully occupied. We greatly appreciate all our supporters and donors who continue to believe in our mission and remain unstinted in their support.

## **About Kshitij**

Kshitij is a Mumbai based NGO that has been at the forefront of training, empowering and gainfully engaging intellectually challenged adults to live a life of dignity and self worth. It was founded by a group of four mothers of intellectually challenged children to create a home away from home for the adults. Kshitij provides vocational skills training to such children and also focuses on their holistic development through therapeutic, creative and physical activities.

Currently, Kshitij has two workshops- one at Mumbai Central with 12 adults where the Autism Therapy program is mainly run for 7 autistic adults along with other regular activities for remaining adults. The other workshop at Opera House has 13 adults who are engaged in the confectionery and snack unit as well as handicraft section.

## **Vision and Mission Statements**

### **Vision**

- *Kshitij envisions being a professionally managed, self sustaining and role model organisation working for the welfare and well-being of adults having intellectual disability.*

### **Mission**

- *To give meaning and respect to the lives of intellectually challenged adults by progressively enhancing their emotional health, self-esteem in order to live an independent life through job-specific skill development.*
- *To operate sheltered workspaces that provide a long term “learn and earn” environment for intellectually challenged adults and a platform for bonding.*
- *To equip the adults, in terms of knowledge, skills and attitude and give them the confidence to integrate with mainstream society.*

## Highlights of the Year

The year saw a lot of exciting events which have been divided into four categories:

- **TRAINING AND DEVELOPMENT ACTIVITIES FOR ADULTS**
- **KEY EVENTS**
- **OPERATIONAL UPDATES**
- **CAPACITY BUILDING**

### **TRAINING AND DEVELOPMENT ACTIVITIES FOR ADULTS**

Post Covid, once the workshop became fully operational, Kshitij started different programs like physical exercises, games, Activities of Daily Living (ADL) for the adults to improve their social skills, help them become independent and reduce their dependence on parents and guardians.

#### **a. Developing social skills and functional mathematics through shopping**

Adults were regularly taken to the nearby Reliance Mart and were also engaged in makeshift shopping programs at the workshop to learn the concept of currency and how to use it. This was a great learning experience for them.



*Regular shopping activity at Reliance Mart (in pic. Saurabh and Rohan)*



*Ameya, Hiral and Charmi getting to learn the concepts of currency*

## **b. Occupational Therapy**

Occupational Therapy(OT) provides professional solutions to the functional limitations caused due to intellectual disability. These limitations may be present in all occupational areas such as activities of daily living, learning, work, play, leisure and social participation. After detailed assessment and interview with parents of adults who fall in the older age group (30-45), it was observed that they required occupational therapy and also professional training for conducting basic tasks. Kshitij tied up with Enliven Therapy Centre for sessions. Some of the basic skills they picked up were for nail cutting, shaving, combing, maintaining personal hygiene and functional tasks. The sessions have been really beneficial to them and the adults have started doing these tasks independently. Kshitij intends to plan similar activities with other adults in future.



*Rajiv and Hetal learning how to cut nails*



*Hetal, Rajiv, Harish and Vikram at the centre for functional training*

### **c. Physical exercises and activities for recreation, well-being and learning through games**

As soon as the workshop reopened all the adults were encouraged to participate in physical exercises and playing games regularly. Fitness and games enable them to keep fit and happy. Adults are always excited to do these activities and look forward to it.



*Adults engaged in physical training and leisure activities*

#### **d. Cooking**

Most of the adults at Kshitij love cooking. To enhance their skills and pave ways to keep them occupied fruitfully, they were given training to prepare basic things like tea, lime water, maggi, sandwiches etc. This activity is aimed to make them self dependent and reduce the burden on the caregivers.



*Adil and Barun engaged in cooking activities*

#### **Autism Therapy Program - An Exclusive Program for Autistic Adults**

Kshitij Autism therapy program is specifically designed keeping in mind the individual challenges of autistic adults. This program is one of its kind in Mumbai and has been a great help to the autistic adults and their families. The adults are trained through a specially designed visual and functional curriculum. Currently, 7 autistic adults are in the program, assisted by 3 special educators. After engaging

adults. Some of the developments can be evidenced in adults. Use of social stories and schedules has helped some of the adults calm down whenever angry or anxious. It has helped to reduce anxiety by giving predictability. Use of communication boards and assistive technology has helped non-verbal adults to express themselves and communicate with others. One of the adults who has been coming for one hour training to the workshop has now reached a stage from not entering the workshop to coming and sitting in a group and working with different vocational skills.



*Training autistic adults through visual and functional training methods*

## **Events that helped adults learn through interaction with external agencies**

As the situation gained normalcy the adults got an opportunity to interact with external agencies. Some exciting events and activities marked this period with focus on involving the adults and helping them pick up some new skill set.

### **1. Verushka Foundation's Culinary and Functional Program**

Kshitij collaborated with the Verushka Foundation and did a 2 month culinary and functional learning program with one of the adults Vikram Malkani. The same techniques will be used to teach other adults in future.





*Adults learning the art of origami in a workshop*

### **3. Rotaract Club of Narsee Monjee College -Art and Games Session**

Kshitij has always been forthcoming to support various colleges across Mumbai for their CSR activities. One of the collaborations was with Rotaract Club of Narsee Monjee College wherein their students visited the workshop and arranged art and games activities for the adults. It was a fun-filled event for adults of Kshitij and students of NM College.



*Adults with students of NM college*

### **4. Support by Vloggers and Chef group for the Christmas party**

Kshitij collaborated with a group of 15 Vloggers and Chefs and organised a Christmas party as well as an exhibition of our products for them. The event was a great success that motivated the vloggers to create awareness about Kshitij on their social media pages.



*Christmas celebration with the vloggers*

## **5. Virtual Exhibition by Sasmira College**

Students of Sasmira College collaborated with Kshitij and organised a virtual exhibition of the products made by adults in order to support us. The products were widely appreciated by people.

## **6. Lions Club of Bombay Gateway and Leo Club members' visit**

These were two delightful events where the members of Lions Club of Bombay Gateway and Leo Club visited Kshitij and supported our snack division by donating utensils and other required items. The young college going members of the Club were very enthusiastic.



*Members of the Lions Club and Leo Club, Mumbai on their visit to Kshitij*

## **7. Sustainability through Exhibition of Products**

Selling of products made by intellectually challenged adults is an integral part of the programs in order to provide sustainability to the organisation. The proceeds of the sale are utilised for running and managing the organisation.

Kshitij got the opportunity to hold exhibitions and promote products in various places across Mumbai such as Taj Hotel, My Financial Advisors premises, Sanjeev Kapoor's office, Wework Pvt. Ltd. etc. Kshitij is very grateful to the Forum for Autism for giving us the chance to participate in the exhibitions for Autism Awareness month in April.



*Exhibition at Taj Hotel and at My Financial Advisors' premises*



*Exhibition at Patel Chambers (Student Nidhi in the pic.) Exhibition at Mr. Sanjeev Kapoor's office*

## OPERATIONAL UPDATES

### Working of the Management Committee

The Management Committee remained active for most part of the year. Weekly meetings were conducted over zoom, regularly. The Committee was involved mainly in discussing issues to streamline day-to-day management and provide guidance to the operations team. Some of the crucial points discussed related to:

- Fund raising by writing proposals
- Improving the website and increasing viewership (photo-shoots were organised to enhance the quality of pictures of the products)
- Ensuring timely documentation and report writing
- Improving the efficacy of online classes by roping in resource persons
- Organising capacity building sessions for teachers
- Digitization of payments through UPI

With able support from the founder trustees – Bharati Gandhi, Kiran Malkani, Neela Bhatia and Beena Modak, the following members (names arranged alphabetically) met regularly for discussions:

Gaurita Udiyawar  
Mansha Hiranandani  
Ruby Shah  
Sanjay Puthli  
Sandhya Kandhari Jain  
Vijay Bhagtani

### **Appointment of Assistant Coordinator and Special Educator**

**Ms. Nilima Budhde** joined Kshitij as an Assistant Coordinator. She has more than 30 years of experience in handling multiple functions in the service industry and has excellent communication skills. At Kshitij, she is actively involved in marketing of products, coordinating with teachers, parents and staff as well as handling day to day administrative operations at the workshop. She provides effective support to the management and displays ability to enhance the growth of the organisation.

**Ms. Niyati Joshi** has a degree in B. Ed. (Special Education) from Suvidya Centre of Special Education (SOPAN) and a certificate course in Indian Sign Language from Deaf Enabled Foundation. She works with autistic adults and has been instrumental in taking functional activities with them, creating teaching aids for the training and streamlining the process through proper documentation and reports.

## **CAPACITY BUILDING**

### **A. Workshop for teachers for communication and teaching strategies conducted by Kind minds.kids.**

A workshop was conducted by Ms. Mansha Hiranandani and her team for the teachers of Kshitij regarding communication and strategies to deal with the behavioural issues of special adults. The following points were discussed:

- Meaning of intellectual disability (ID)
- Communication and teaching techniques for people with ID
- Ways of dealing with difficult behaviour and calming down techniques



### **B. Training for Teachers by Action for Autism**

Kshitij has been at the forefront of helping autistic adults. The challenges are numerous and for that the teachers need to be trained to handle autistic adults with good understanding and care. Kshitij arranged two such workshops for the teachers. The training workshop touched upon the following topics:

- Understanding autism and following a positive approach
- Sensory differences and strategies for home and everyday life
- Create and provide structure and visual support to maximise functioning in varied situations.
- Positive behaviour management



*Teachers attending workshop by Action for Autism, Delhi*

### **C. Workshop on Fundraising by Social lens**

An online workshop based cohort was conducted in August by Social Lens to discuss the fundraising strategies that can be useful for Kshitij. This cohort was attended by mentor, Ms. Sandhya K. Jain and Program Manager, Archana Sinha. It was an interactive session that saw 5 other NGOs participate and share their experience about raising funds. The cohort focused on understanding various aspects of fundraising and involved a lot of exercises to bring home the points.

### **D. Training for Cooking and Baking Programs**

Kshitij has been mentioning every now and then about its intention to introduce new products considering the interests of the adults in cooking. The project was conceptualised and executed by the founder trustee Ms. Bharati Gandhi. She has taken the project under her wings and has been actively involved in its implementation.

Baking sessions were arranged to train teachers in cookie making. The sessions were conducted by professional bakers, Ms. Ananya Bannerjee and Ms. Dhanashree Mallapur. In addition to the baking unit, adults were also trained in making snacks such as Chakli, Chivda, puris etc. The response has been great and we intend to expand the cooking unit.



*Training with Baker, Ananya Bannerjee (second from left)*



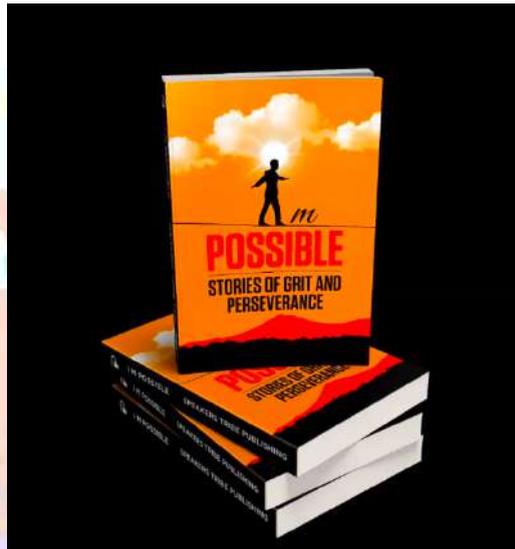
*Cookie making training with baker, Dhanashree (first from left)*



*Adults engaged in making snacks*

## **Moments of Pride**

**Kshitij features in a book -‘I am Possible’-** ‘I am Possible’ is a book based on inspirational stories showcasing grit and determination of people and organisations that have fought odds to carve a niche for themselves. The brief story on the journey of Kshitij and its accomplishments, written by Ms. Bindu Sanganeer (sibling of Hiral Dhruv) features in this book. This book is available on Amazon.com. The proceeds from the sale of the books were also donated to Kshitij.



**World Autism Awareness Day made special by Sahil Baghdadi** - Kshitij is proud of its student, Sahil Baghdadi for winning accolades from various quarters for the amazing talent that he has displayed through his paintings. His collection of paintings was exhibited at Mumbai Press Club and The Lalit Hotel, Delhi on the occasion of World Autism Awareness Day. He has received a lot of appreciation on the shopping platform, Atypical Advantage. Kshitij stands by him to help him achieve the best that he can.



*Sahil (second from right) receiving appreciation for his paintings*

## **Future Plans**

- Kshitij plans to expand the snack and cooking section in future by refurbishing a whole new cooking unit and training the adults. The training of teachers and adults is already in process.

## **Our Team**

Last but not the least, we wish to acknowledge our staff without whom this journey would not have been possible. Entire team share a great camaraderie and rapport with the adults which helps in making the workshop a second home to them and for this reason, the adults are always happy and look forward to coming to the workshop with great enthusiasm.

### **Teachers**

**Bharti Dhruv**  
**Sharmila Bhagtani**  
**Vidya Samel**  
**Kinnari Sanghavi**  
**Priyanka Basuraja**  
**Krunali Gharat**  
**Bhavana Kalngutkar**  
**Meenatai**  
**Niyati Joshi**

### **Administration**

**Program Manager- Archana Sinha**  
**Assistant Coordinator - Nilima Buddhdeo**  
**Accountant - Meenakshi Rane**

### **Other Staff -**

**Devram Koli**  
**Kiran Parte**  
**Lata Dhaygude**  
**Suraj Kijbile**

## **Word of Thanks to Donors and Supporters**

We would like to express our deepest gratitude to all the donors and supporters for the unselfish contribution to Kshitij. It is because of all this support which has helped us in the continuity of our commitment to helping the special adults.

**Kishore V. Mariwala**

**Executors to Est. of late Freny K. Parekh**

**Club Millionaire Financial Services**

**Nakiyah Dhariwala**

**Me Hin Tech Edge Solutions**

**Lions Club of Gateway Charity Fund**

**Satish Ramesh Shah & Kaushal Satish Shah**

Kyamas Ardhesir Palia

Laxmibai Dwarkadas Charity Trust

Sanjay Khurana

Jasmeet Kaur Arora (Speakers Tribe)

Catalyst Corporate Services Pvt. Ltd.

Malabar Hill Rotary Foundation

Rajiv Kumar Jain

Minal Gupte

Nina A. Bhagtani

**Jai Vakeel Foundation**

**The Tobaccowala Foundation**

**Marzee Kerawala**

**Shroff Family Charitable Trust**

**Indus International**

**Pirojshaw A. Sarkari**

**Ashish Umesh Jhaveri**

Smita Khandeparkar

Abha Vijay Somaya

Om Prakash Mishra

Deepak Chhibba

Sandeep Mishra

Yasmin P. Sarkari

Gautam Vora

Sheetal D. Patkar

### **Other Support**

Forum for Autism

My Financial Advisors

Viralbound

## **Connect with Kshitij**

F6/F7, 1st Floor,

Gilder Road Municipal School,

Mumbai Central. Mumbai - 400008, Maharashtra, India

Telephone: +91-9930038094

Office No.5, 1st floor, Fateh Manzil-2, 457-459,

D. B. Marg, Near Opera house, Vora brothers, behind Tiwari Sweets,

Mumbai-400004, Maharashtra, India

Telephone: +91- 9930038096

Email: [info@kshitij-ngo.org](mailto:info@kshitij-ngo.org)

Web: [www.kshitij-ngo.org](http://www.kshitij-ngo.org)

Facebook: <https://www.facebook.com/kshitijmumbai/>

Instagram: @kshitij.ngo

Twitter: @NgoKshitij

Linkedin: <https://www.linkedin.com/feed/>

