



ANNUAL
REPORT

2018-19



“It is not our disabilities; it’s our abilities that count.”
Chris Burke

Contents

Trustees Speak

Introduction

A. Development of Wards

B. Capacity Building & Outreach

C. Operational Aspects

D. Donors & Partnerships

E. Future Plans

Trustees Speak

The year 2018-19 was an eventful one for Kshitij. Thanks to generous support from Mr. Kishore Mariwala (of Marico Industries) Kshitij was able to shift part of its operations to a new rented premises near opera house in February this year. This spacious workshop, done up simply yet tastefully by architect, Girishbhai Patel has opened new avenues for the organisation expand its outreach and provide a better environment for the wards.

Another significant benefit of the space was that Kshitij has been able to get FSSAI Certificate which opens up the doors to many more discerning customers for chocolates and confectionery products.

It was our pleasure to increase the strength of our wards from 20 to 24. As always, the focus in the year gone by was on the development of wards. Training in Life skills was planned in order to make the wards more independent. The progress made by the wards is quite apparent. They are able to manage some of the daily tasks like brushing teeth, shaving on their own.

As a continuing effort to develop their social skills and promote bonding in an unfamiliar territory amongst wards an outstation trip to Mahabaleshwar was planned for the wards. Since their progress is paramount, mothers' meetings were organised twice during the year to apprise them of their wards' progress and their involvement for better results and outputs. Kshitij plans to continue holding meetings with parents and eliciting their help in this journey.

Another major milestone for Kshitij was the setting up of Kshitij Autism Therapy Program (KATP), a program exclusively for autistic wards. KATP provides specialized therapy and caters to individual needs of the wards. Currently, there are 6 wards with KATP.

Kshitij participated in a number of capacity building workshops to hone skills of the staff and promote the organisation's visibility. For the first time the organisation embarked on team building and orientation workshops. These workshops lead to the creating of 'Mission' and 'Vision' statement for Kshitij.

Kshitij is glad to be transitioning from a parent driven organisation into a more professionally run unit while preserving the core mantra of care and compassion for the wards. During the year, the trustees transitioned some of the day-to-day responsibilities. Two professionals were inducted to manage the operations of Kshitij.

It was a matter of immense pride to have connected with multinational companies such as Tata Croma, Boehringer Ingelheim for their CSR drives and receive their support. Kshitij has been making its presence felt at exhibitions held across the city and raising funds. The products created by Kshitij wards have received a lot of appreciation from various quarters. Although it has been a challenging task for Kshitij to raise funds from corporate companies through CSR, the efforts shall continue in all earnestness and leads will be tapped.

The future is beckoning the organisation with new hopes and challenges. For the next year, our focus is on strengthening the professional team at Kshitij, increasing the number of beneficiaries, introducing new programs for wards by tying up with new donors. At the same time, our effort will be to increase the visibility of Kshitij products by approaching premium corporate companies. Kshitij has introduced a range of innovative confectionery products and handicrafts. We intend to focus on fund raising with more vigour by building a core of well-wishers and supporters of Kshitij. Streamlining of internal system is an ongoing event and will continue being so. For our efforts to succeed, we look forward to the support of our donors, well wishers and volunteers.

Introduction

Founded in 1997, Kshitij is one of the few organisations in Mumbai that aims to improve the lives of the intellectually challenged adults by facilitating their development. These disabilities arise due to conditions related to autism, brain damage and Down Syndrome. At Kshitij, the aim is to assist intellectually challenged adults develop vocational skills that enable them to live their life independently and with dignity.

Apart from providing them with employment that keeps them physically active, their emotional health is also taken care of through therapeutic and creative activities. Kshitij is a strong support to families of such adults and continues to strive for their inclusion in the mainstream society. Over the years, Kshitij has evolved and defined the following as its Mission:

Kshitij aims to give meaning and respect to life of intellectually challenged adults by progressively enhancing their emotional health, independence, self-esteem and integration into mainstream society.

It aims to do this by operating sheltered workspaces providing a lifelong learn and earn environment for developing skills through vocational and job-specific training.

Kshitij also intends to be a platform for bonding and emotional well-being of families of such adults.



Wards

The year that was.....

A. DEVELOPMENT OF WARDS

The prime objective of Kshitij is to focus on holistic development of the wards. Creative, therapeutic and physical activities as well as daily living skills help wards to have an enriching environment along with the care and protection to make them feel secure and happy. Art activities of painting, crafts and decorations, promote their artistic abilities and motor skills and also provides some opportunity for livelihood generation. Teachers follow a daily time table for all the wards where all the activities including excursions like shopping, picnic or outings and events are planned in advance. The development of wards is regularly assessed and the areas of development are thoroughly discussed.

Highlights of the activities for the development of the wards are as below:

- 1. Training in Life Skills:** Life skills are an important element of the training provided to our wards. They are taught activities that will help them become

self-reliant. It also provides relief to the families to get a sense of relief. Some of the activities undertaken were:



Vegetable chopping

- Cleaning and cutting of vegetables.
- Making products out of waste materials was taught by two volunteers from U.S.
- Shopping to Reliance mall, Big bazaar and Sahkari Bazaar which helped them to learn the concept of money and gave them a sense of inclusiveness in the society.
- Cooking with the help of instant recipes such as Maggie, popcorn, sandwiches etc.

2. Participation in baking contest

- **Together Foundation** organized a baking contest in March, 2019 in which three Wards, Priyanka, Dipen and Satyesh participated and presented the desserts made by them and had an enjoyable experience. The Wards received certificates for the same.



Bake Up for Autism

3. Training in self-defence

- A session of self defence techniques was taken by volunteers of S.N.D.T. Women's University where Wards learnt about various techniques of self - defence which can be beneficial in case of any unfortunate



Self-defence session by S.N.D.T. University volunteers

4. Developing social skills through outdoor excursion to Mahabaleshwar:

Like every year, a three day field trip was organized for Wards, parents and staff to Mahabaleshwar in February, 2019. The objective of the trip was to help the Wards develop skills in experiencing unfamiliar places and develop inter-personal bonding which eventually help them in creating a better workplace for themselves when they are at the workshop.



Mahabaleshwar trip

5. Regular meetings with parents to discuss wards' progress:

- Annual general meeting of all the trustees and parents was held on October 27th, 2019.
- Mothers' meetings were held on August 29th, 2018 and April 26th, 2019. Mothers were updated on the status of the wards and their help was solicited for better progress of the wards.
- Teachers' meetings were held on regular basis to discuss daily functioning of Kshitij and discuss their progress.

6. Social bonding through recreational activities

- The Wards and sometimes teachers and parents too, celebrate their birthdays and anniversaries with the Kshitij family by organizing group snacks and fun activities enhancing the social bonding among the Wards.



Celebrations

- Teachers and adults went for ferry ride with the Indian Navy for the third consecutive year.



Ferry ride with Indian Navy personnel

- Teachers and adults went to fun fair at CCI Club and ADAPT NGO.
- Staff from Croma Electronics celebrated Holi with Kshitij Wards and staff.
- Teachers and adults visited Prince of Wales museum.
- Staff from one of the regular customers of Kshitij, My Financial Advisor (MFA) visited the workshop and interacted with the trustees and wards.

7. Introduction to music and pet therapy

Music therapy is an effective educational and therapeutic tool for people with various kinds of disabilities and known to affect positive changes among such people. Kshitij has engaged Varija Thakkar, a music therapist who is taking sessions with the wards where they are taught various relaxation exercises through music.



Music therapy session

- A session of pet therapy was organised by a pet therapist, Pragnya, who volunteered to take a session with Wards and children from nearby BMC School.



Pet Therapy

8. Setting up of KATP – Kshitij Autism Therapy Program

Parents, Ms. Beena Modak and Ms. Sharmila Bhagtani along with their sons took six weeks training with Action for Autism, Delhi in July, 2018.

With the help of this training, **Kshitij Autism Therapy Program (KATP)** was started in August, 2018. The main objective of KATP is to enable these autistic adults to get settled in the sheltered workshop and work along with the other intellectually challenged adults and become independent.

Features of KATP

- Assistive teaching methods
Assistive teaching methods help to reduce anxiety by creating predictability. At KATC, these methods like climbing stairs, walking etc.
- Structured Teaching and Visual Supports
- Vocational skill development
- Functional academics eg. time, money, important signs, activities of daily living
- Leisure activities
- Group Discussions and Social Stories
- Domestic skills such as cooking, cutting vegetables as an activity for daily living

The program also includes occupational therapy and therapy to develop social and recreational skills.



KATC



Visual Supports at KATC

B. CAPACITY BUILDING & OUTREACH

1. Capacity Building

Workshops/ discussions/seminar attended by Kshitij representatives

- a. Trainer and Life coach Ms. Seema Chandiramani took sessions with trustees and staff to improve communication and make Kshitij a better workplace with the help of team-building exercises.
- b. An orientation workshop was held on 5th January, 2019 by the expert advisors with the staff of Kshitij to discuss their understanding of the Kshitij's evolution, aims and mission. An overview of their roles and responsibilities to help in the growth of Kshitij was also discussed.
- c. Ward, Priyanka attended a six month certificate course in culinary skills organized by Veruschka Foundation where she learnt to cook various dishes. She is now successfully helping her father in his catering business.
- d. Program Manager, Archana attended a workshop organized by IAPA (Indian Association for Promotion of Adoption and Child Welfare) on February 25th, 2019 on the topic of **“Mental health of school going and underprivileged children.”**
- e. Kshitij teachers attended a training workshop arranged by Forum for Autism on the topic of **“Learning in the mainstream school system for children with ASD and preparing for adulthood and employment”** on February 16th, 2019.
- f. Trustees, Ms. Beena Modak, Ms. Bharati Gandhi and Program Manager, Archana attended a workshop organized by S.N.D.T. University about Siddha System of medicine as cure for Autism.
- g. Program Manager, Archana attended a workshop on Reporting and Documentation organized by IVolunteer organization.

2. Outreach activities

a. Workshop on Care of special children of Central Industrial Security Force

A workshop on Care of children with disabilities was organized by CISF (Central Industrial Security Force), Uran on 21 January, 2018 in which Ms. Bharati Gandhi and Ms. Beena Modak went as resource persons along with three

wards. It was attended by the CISF Personnel who were parents of special children.

b. Engagement with MCGM Education Department

Kshitij continued to be associated with Special School in Gilder Lane Municipal School through various activities like dance sessions, fundraising food party arranged by the parents and teachers of Municipal school and pet therapy session organized by Kshitij.

c. Running for a cause

- Ms. Beena Modak along with her husband Yashwant and son Satyajit participated in Run for Autism Marathon organized by Forum for Autism on April 2 on the occasion of World Autism Day to raise awareness about autism.



Trustee, Ms. Beena Modak along with her son Satyajit and husband Mr. Yashwant Modak at 'Run for Autism' Marathon

Mr. Rajiv Jain, a volunteer participated in the Tata Mumbai Marathon to raise awareness about intellectual disabilities and also funds for Kshitij.

C. OPERATIONAL ASPECTS

a. *Inauguration of rental premises at Opera House*

Kshitij shifted part of its operations to a rental premises at Opera House. This was possible with the continued efforts of the trustees who were successful in raising funds for the rent of the premises through generous donation from Mr. Kishore Mariwala, founder of Mariwala Trust, Marico Pvt. Ltd. in the memory of her late sister Smt. Brijiben G. Sampat.



Inaugural puja



Mr. Kishore Mariwala blessing the new space

b. *FSSAI license for confectionery*

Kshitij received fssai licence in June, 2019. This will help Kshitij to expand its range of confectionery products in the months to come.

c. *Participation in exhibitions*

Kshitij is proud to be associated with various corporates like Axis Bank, Radisson Hotel and many more for exhibitions and sale of its products at their premises. It

not only helps in raising awareness and fundraising but also helps in advocacy for the Intellectually Challenged Adults.

d. Recognition

It's a matter of pride to Kshij to share that Trustee, Ms. Beena Modak received Women Achiever Award by Innerwheel Club of Bombay Airport for her outstanding work in the field of autism and providing support to parents of autistic children and adults.



Ms. Beena Modak Women receiving Women Achiever Award from Innerwheel Club of Bombay Airport

D. DONORS & PARTNERSHIPS

Thanks to the Donors, Expert Advisors, Volunteers and Well Wishers and Parents

Kshitij has received a lot of support from its prestigious donors from the first day when it was formed. However, our efforts to get CSR funds from the companies have not borne fruit this year too. The year 2018-19 received donations from various sources for the first time due to which Kshitij was able to successfully run the programs for the Wards. Kshitij is extremely grateful to all the donors for helping Kshitij in furthering a good cause.

Special thanks are due to M/s Poddar Tyres who have committed to support 5 students from the economically weaker sections.

The Tobaccowala Foundation continued its engagement with Kshitij by sponsoring one Ward from economically weaker background for the training in the sheltered workshop.

Special thanks are due to Mr. Kishore Mariwala who has been a great support in making Kshitij's dream come true to have a separate rental unit for chocolate production.

Kshitij is grateful to the Rotary Club of Mumbai Malabar Hill for visiting Kshitij and extending their support and giving a generous donation for thirty chairs for both units.



Visit by donors from Rotary Club of Malabar Hill

It's our immense pleasure and gratitude to have supports and well-wishers, Anil Chandiramani, Mansha Hiranandani, Sandhya and Rajiv Jain, Chitra and Ravi Iyer, Yamini Sarkari, Sharmila, Suman Kodial and Shobha Mendhi whose continuous engagement has facilitated the growth of Kshitij. Special thanks are due to all

parents who have contributed their time and talents through the year. All these efforts are sincerely appreciated.

We take this opportunity to thank all our donors for their generous donation:

| Special Donors (Alphabetically) | | | |
|---------------------------------|----------------------------------------------|--------------------------|---------------------------------|
| Mr. Aziz Esmail Dhariwala | | | |
| Estates of Kanubhai Z Patel | | | |
| Mr. Kishore Mariwala | | | |
| Poddar Tyres Ltd. | | | |
| Rotary Club of Malabar Hill | | | |
| Mr. Subhash Trilokekar | | | |
| Tobaccowala Foundation | | | |
| Other Donors | | | |
| Ms. Alpana S. Rao | Ms. Hiral Dhruv | Mr. Mukesh S. Shah (HUF) | Ms. Seema Moti Malkani |
| Mr. Aniruddha Bhai Chandra | Innerwheel Club of Bombay Harbour | Ms. Naina Jayaram | Mr. Shlok Asrani |
| Mr. B.D. Sardesai | IWC Bombay Airport Area Charitable Trust | Mr. Nikhil Kakadkar | Ms. Shweta Shah |
| Mr. Bharat Mehta | Ms. Kanta Manohar Keswani | Ms. Pramila Kedia | Ms. Sonali and Mr. Shlok |
| Ms. Bhavana Atul Shah | Ms. Kashi Patel | Ms. Priyanka P. Mehta | Swara Arts |
| Mr. Biswajit Kamal Dasgupta | Khar Mahila Samaj and Udyog Mandir-Education | Ms. Promila Chaddha | Mr. Raghunandan Govind Torsekar |

| | | | |
|---------------------------------|-----------------------------------------|-----------------------------|-------------------------------|
| Child Raise Trust | Ms. Kinnari Uday Gandhi | Mr. Rajiv Jain | Tushar Handicrafts |
| COTMAC Electronics Pvt. Ltd. | Kuvarlal Bhajidas Charity Foundation | Ms. Rekha Rajkumar Mehta | United Way Mumbai |
| Mr. D. H. Katrak | Mr. Kyamas Ardeshir Palia | Ms. Renu | Ms. Ushma Shah |
| Dadar Bhagini Samaj | Laxmibai Dwarkadas Charity Trust | Ms. Reshma Gurve | Vallabh Welfare Foundation |
| Dr. S.D. Pathak | Lions Club of Dadar Charitable Trust | Ms. Richa Maney | Ms. Vinita Khan |
| Ms. Geeta Banavali | Margaret's Hairdressing Salon | Mr. S. T. Marker | |
| Mr. Girish Dhruv | Ms. Meena Mahesh | Ms. Sumrudhi Goel | |
| Mr. Gopal Mahtani | Meenaben Anilkumar Mehta | Mr. Sandeep Gupta | |

Gratitude to MCGM and admission of new students from BMC school:

Kshitij takes this opportunity to thank MCGM, the Municipal Commissioner, the AMC Ward officer and staff at Gilder Lane Municipal School. We look forward to their continued support so that Kshitij can expand its outreach and benefit as many Intellectually Challenged Adults and their families as possible.

F. Future Plans

In the year to come Kshitij intends to make efforts and take up activities in the following areas:

- I. Widen and strengthen external interface and advocacy for the rights of mentally challenged persons through networking and diverse partnerships.
- II. Implement life skills training program to make the wards more independent. This will entail hiring special education teachers and therapists
- III. Tackle fund raising more aggressively for better sustenance of the organisation.
- IV. Expand Kshitij's outreach through Kshitij Autism Therapy Program(KATP) that will cater to the well-being of adults with ASD in a community setting.
- V. Start new projects to improve the skills of wards such as adding products to the range of confectionery items.