



**New Milestones
New Horizons**



Annual Report 2019-20

Contents

Trustees speak.....

Kshitij's journey

Vision and Mission Statements

Highlights of the year's activities

Collaborations for greater impact

Impact of Covid-19

Gratitude to donors and supporters

Future Plans

Connect with Kshitij

Trustees speak

Greetings!

As Kshitij celebrates 22 years of its existence we are privileged to bring forth the annual report that showcases the work done in the year gone by. Kshitij remains committed to the long-term vision of ensuring that our wards learn to explore the best of the opportunities made available to them in order to live happier, healthier lives and with heads held high.

Kshitij centres around the development of wards, and that remains the prime focus of this report. Apart from channelling their creative talent, they were also encouraged to become self-dependent through activities of daily living, such as personal grooming, travelling by local train etc. Emotional challenges that beset the wards is a matter of concern and in order to help them overcome these challenges, Kshitij collaborated with ASK (Adult Support Kendra) and enlisted services of a certified counsellor. It is an ongoing process and we are hopeful the results will become apparent in the times to come. A number of therapeutic aids were also made use of for autistic wards through KATP (Kshitij Autism Therapy Program). We anticipate that they will be able to integrate with the larger group in the year to come. Health check-up of the wards and regular meeting with mothers helped track the progress of the wards kept the engagement afoot.

We continued with the activities for 26 wards. Alongside unhindered support to BMC school Kshitij also opened its doors to interns from Sadhana Special School.

We are happy to share that Kshitij revamped its website and launched it in a new domain this year. With newer and added features we are sure that Kshitij will be having a better presence in the digital domain.

Having traversed 22 years, we feel the need for preparing for the next few years. But each year brings its own share of challenges. Unexpectedly since early this year, the pandemic Covid-19 has put a spoke in our wheel. The greatest impact of this pandemic on the adults has been that they were unable to comprehend the changing schedules in their daily routine and that manifested in bouts of anxiety, aggression and mood swings, particularly among the autistic wards. Both the workshops had to be shut. With the combined efforts of teachers, parents and siblings, the wards were kept engaged through interactive sessions, games and household management chores. The organization was equally impacted in terms of struggling with infrastructural costs without sale of products which is a major source of sustenance for Kshitij.

We are indeed thankful to our donors, supporters, well-wishers including parents and siblings of the wards, teachers, support staff, volunteers and interns from various educational institutes who continued to support our efforts through the year. Whether it was promoting and buying our products, organising exhibitions to promote sales, donating for better infrastructure and resources, volunteering at the workshop, helping teachers, providing counsel on management issues, each one made a significant contribution. We thank each one and look forward to this unwavering support in the days to come.

Kshitij's journey

Kshitij's journey started in 1996 when a group of 4 mothers decided to provide a life of dignity and self-worth to their intellectually challenged adolescents. What started as an informal activity at home with a handful has culminated in 2 professionally managed sheltered workshops for 26 adults: one at Mumbai Central Municipal School and a new unit near Opera House. Kshitij was formally registered as a charitable trust in 1998. All this was possible due to the relentless work done by these mothers (now trustees) to ensure that the adults pick up vocational and job-specific life skills to live independently and with dignity.

Today, Kshitij is one of the very few organizations in Mumbai which is always open to engaging with adults having intellectual challenges. In the sheltered and nurturing environment of the workshops, the wards are supervised by professional instructors as well as their own family members, engaged in various recreational activities with their peers and provided with a weekly stipend for their work.

These trustees continue to hold the beacon



(L to R): Neela Bhatia, Bharati Gandhi, Beena Modak, Kiran Malkani

Vision

Kshitij envisions to being a professionally managed, self-sustaining and role model organization 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 and integration into mainstream society by developing skills to live an independent life through job-specific skill development.*
- *To operate sheltered workspaces that provide a lifelong learn and earn environment for intellectually challenged adults and a platform for bonding and emotional well-being of families of such adults.*

Highlights of the year's activities is divided into 4 parts

- *Development and welfare of wards*
- *People and team building*
- *Key events*
- *Awards and recognitions*

Development and Welfare of Wards

Engaging wards in creative activities through vocational skills training

Kshitij engages with adults with the help of trained teachers to impart vocational skills training to them. Apart from the regular handcrafted products, this year the wards learnt and made some new products such as bead necklaces and rakhis which were hugely appreciated. Over the years, the wards have excelled in the art and along with a sense of achievement it also fills them up with pride.



Wards engrossed in preparing handcrafted artefacts under trained supervision

Promoting emotional well-being through counselling: Enlisting the services of Autism Support Kendra

Emotionally challenging issues (such as anger management, anxiety, the need to be understood and accepted) impact intellectually challenged adults as much they do any other normal adult. In order to help the wards overcome emotional challenges, this year Kshitij has collaborated with ASK (Autism Support Kendra) and elicited their counselling services. A certified counsellor from ASK takes weekly sessions with wards and their respective families. These sessions are need-based and are taken individually and in groups. These sessions have started showing positive results with the wards feeling a sense of comfort.

Kshitij Autism Therapy Program for Autistic Adults (KATP): An exclusive educational programme

Kshitij Autism Therapy Program was started in 2018 and is an exclusive educational program which caters to specialized therapy needs of autistic individuals transitioning into adulthood. This year a number of activities specific to their needs were conducted and some of the key ones are as follows:

- Occupational therapy
- Following picture and word schedule
- Production activities through structured method
- Improving communication skills
- Using picture chart method to teach daily living skills



Teacher working with a ward with physical prompts



Occupational Therapy

Activities of Daily Living (ADL): An integral component of training the wards towards self-reliance and self-confidence

Activities of daily living not only help the wards to manage important chores independently, but also build their self-confidence. Some of the activities in which the wards are trained include simple cooking techniques, chopping vegetables, buying food and other essentials from the mart, managing personal hygiene and tasks, travelling by public transport etc. This year the wards were made to travel by local trains in the city.



Travelling by local train as a part of ADL training

Promoting well-being through physical activities: Yoga and Dance

Yoga and dance are routine activities conducted once every week by trained yoga teachers as a form of physical exercise and to rejuvenate mind and spirits. This year Kshitij has excitedly collaborated with **Shiamak Davar's Victory Arts Foundation** for arranging dance sessions on an ongoing basis. The orientation session was a delight to watch as all the wards participated actively and are looking forward to having many more such sessions.



Activities for honing social skills and bonding by celebrating festive events and through off site visits

Kshitij truly believes in keeping the environment of the workshop best suited and conducive to help the wards bond with each other in informal settings. This is done by celebrating birthdays, important days, festive and musical events and, and off site visits often. This year, Ms. Abha Somaya organized a musical event which was thoroughly enjoyed by the wards and staff. Kshitij is grateful to Ms. Somaya for her generosity. The wards, parents and teachers made a two day visit to Mahabaleshwar. Other than forging strong bonds, this helps the wards learn to thrive in unfamiliar and unprotected environment.



Birthday celebration lends zest and cheer



Off site visit to Mahabaleshwar

Organising mothers' meetings to track the progress of wards and ensure a support group

The objective of engaging with parents, mainly mothers, through meetings and in the workshop is two-fold. Firstly, Kshitij ensures that parents are kept abreast of developments of the organisation and progress of the wards. The mothers are also apprised of the challenges that are faced in handling the wards. Secondly, it provides an opportunity for the mothers to bond and provide support to one another and also to the organisation. Their support is enlisted whenever the organisation needs it.



Sharing issues and challenges faced by the wards: Mothers' meeting in progress

Health check-up of wards

As the wards are ageing, the health issues that they are facing have also to be taken cognizance of. In January this year a team of doctors from Saifee hospital came to check the basic health parameters of the wards. This event was sponsored by Excel Industries and Kshitij thanks them for their support.

Promoting Culinary Skills through baking and cooking

Availability of newly rented space for confectionery unit near Opera House and improved infrastructure has been a boon in many ways. It has enabled the organisation to obtain fssai license, increase the range of confectionery items and accommodate more volunteers. The chocolates and khajoor rolls have become

popular in the corporate sector and are relished by customers and supporters alike. Kshitij was able to bag corporate orders during the festive season.



People and Team Building

- In order to meet the needs of the growing number of adults, Kshitij employed two more teachers to the existing staff of nine teachers.
- All the teachers of Kshitij visited Sadhana Special School to attend a training programme. This programme acquainted the teachers with advanced skills/techniques to help handle adults (with special needs) more effectively.
- Ms. Bharati Gandhi, Trustee and Archana Sinha, Program Manager, attended a training workshop on self-advocacy which was conducted by Parivar NCPO (National Confederation of Parents Organizations) and organised by Jai Vakeel Foundation.



Training of mentors on self-advocacy

Key Events

Kshitij celebrates 22 years of existence...

To mark the success and splendour of twenty two years of existence, Kshitij held a celebration for its well-wishers, wards and their families, teachers, staff and trustees.



Glimpse of the get together

Musical programme held in the support of Kshitij

A musical event was organised to support Kshitij's effort to spread awareness regarding intellectual disabilities among adults. The event was organised by Ms. Veena Mishra (former Doordarshan news presenter and event organizer). Parents, teachers and wards enjoyed every bit of the musical evening.

VOICE & VISION
Presenting Live shows since 2008
A CONFLUENCE OF SOUL STIRRING MELODIES AND GHAZALS OF
NAUSHAD - MADAN MOHAN - ROSHAN - S.D BURMAN & SHANKAR JAIKISHAN ETC
In support of **Kshitij** Shattered Workplace for Intellectually Challenged Adults
raag
shringar
STAR PERFORMERS : SHLOK CHOUDHARY AND RADHIKA NANDAY
SUPPORTED BY TUSHAR, VIVEK, MADHU, SANGEETA & SHARMILY
MUSIC : MAHENDRA RAO & TEAM
DATE 29TH JUNE 2019, 7.45 PM
VENUE SWATANTRYA VEER SAWARKAR HALL, SHIVAJI PARK
TICKETS : RS 500, 400, 300 & 200
BOOK ONLINE ON [bookmyshow](#)
Veena Mishra
9769794326

Memorable visit by Lions Club of Bombay, Cuffe Parade

Kshitij is honoured to have the support of Lions Club of Bombay, Cuffe Parade. A group of members represented by Ms. Arnavaz visited the workshop and donated a much needed industrial refrigerator and mixer for the chocolate unit.



Visit by members of Lions Club of Bombay, Cuffe Parade

Awards and Recognitions

Kshitij has been a regular participant in the Tata Mumbai Marathon organized by United Way of Mumbai. Recognising the role of Kshitij in advocating the cause of intellectually challenged adults, Ms. Bharati Gandhi and Ms. Beena Modak were invited to the programme organised by United Way of Mumbai.



United Way of Mumbai recognises the role of Kshitij

Tireless efforts by Ms. Bharati Gandhi and her team in bringing forth the challenges and issues of intellectually challenged adults through Kshitij were appreciated and lauded by Ekadashi Satsang Group, Mumbai. Ms. Gandhi was felicitated with an Achievement Award for her role and contribution.



Ms. Gandhi being felicitated by Ekadashi Satsang Group in Mumbai

Collaborations for greater impact

Long standing association with the Municipal School

Kshitij has been closely associated with the BMC's special school section at Mumbai Central where the workshop is located. Every year Kshitij absorbs a few adults who pass out from the school, especially those from economically poor backgrounds and trains them in various activities. Kshitij helps the school in making art products and marketing them. This year Kshitij participated in the food fest organised by the BMC and also gave 100 diyas and paints for the children.



With children from BMC School



Wards and teacher at BMC School's food fest

Association with Sadhana Special School

Kshitij is happy to be associated with Sadhana Special School for recruiting final year students for internship. Kshitij welcomed two autistic talented adults from Sadhana Special School, Rohan and Shubh for internship and gave admission to them as permanent wards.

Involving interns and volunteers from colleges across Mumbai

This year Kshitij associated with various colleges across Mumbai through internships and volunteerism. The prominent ones are Sydenham Institute of Management Studies, Jai Hind College, St. Xavier's College, Sophia College and Lala Lajpat Rai College etc. The interns and volunteers from these prestigious institutions helped the teachers in the workshop and organised exhibitions to promote sales and generate resources for the organisation. Through this activity they were also able to raise awareness about issues that concern Kshitij.

Meaningful association with My Financial Advisor

It is a matter of pride for Kshitij to be associated with My Financial Advisors (MFA), a wealth management firm in Mumbai. Every month MFA promotes products made by wards among their clients and employees. Support has also been coming in the form of financial guidance. In February this year, MFA organised a workshop for parents to apprise them on issues of guardianship and financial security for their adult wards.



MFA staff visit Kshitij

Impact of Covid-19

The spread of Covid-19 pandemic has impacted Kshitij, just as it has the rest of the world. The workshop at both premise (Bombay Central and Vora Bros) have been shut since 23rd March 2020 and continue to remain so. The lack of outdoor activities impacts intellectually challenged adults more than it impacts normal adults. This is because such adults are not able to fully comprehend the issues surrounding the pandemic. Some of the issues that parents had to deal with during initial days of lockdown are listed below:

- *Anxiety, depression, aggressiveness and mood swings especially among autistic adults due to change in daily routine.*
- *Lack of adjustment and acceptance to the new routine at home*
- *Feeling morose and socially isolated because of the stress of not being able to see loved ones*

Engaging with the adults online and playing fun games with them

On a positive note, most of the adults have adjusted to the lockdown much better than was expected. Kshitij teachers and well-wishers have been remotely educating the adults and keeping them engaged in matters of household management. It is heartening to watch them chop, cook, do laundry and run errands.

Parents, teachers and siblings (of the wards) looked at alternate ways to engage the adults and have them connected with their friends and peers. And what better way than getting them to play some fun and easy games through online social media apps like Whatsapp. One of the siblings took the initiative and led the way.



The wards poured love for their mothers on Mothers' Day



Wards are encouraged to help in running household errands

Challenges ahead

A major challenge anticipated in the future, after the lockdown is lifted, will be to educate these adults about social distancing, wearing masks and maintaining personal hygiene such as washing hands frequently and using sanitizers properly. Kshitij is working on creating suitable curriculum and pedagogical tools for this in collaboration with other organisations working in similar domains.

Future Plans

Hiring of an occupational therapist: Most Kshitij wards need some or the other form of occupational therapy as they are ageing. Occupational Therapy enables improvement of fine motor skills, in concentration and attention span of intellectually challenged adults. Kshitij is planning to hire an Occupational Therapist to train them individually and in groups so that their efficiency increases to the fullest and they put their skills to optimum use.

Increasing the range of confectionery items: Kshitij is planning to introduce cookies, brownies, cupcakes etc. in the Confectionery Unit at Opera House. Some of the adults with autism have shown a flair for cooking. Kshitij plans to train them in the skills required for working in the confectionery unit. Being very meticulous in their work, they will contribute productively. This will also be a step ahead in the eventual goal of effective social integration of adults with autism. This will not only help autistic

adults but also benefit other wards who have already excelled in the art of chocolate making.

Opening a snack section: Lock down during Covid-19 has resulted to be a blessing in disguise for adults whose cooking skills have evolved and developed to the extent that it has opened new means of livelihood. Kshitij is planning to open a snack section where wards would be engaged in making snacks like potato wafers, banana wafers etc.

Gratitude to donors and supporters

It is with deep sense of gratitude that Kshitij wishes to thank all the donors, supporters, teachers, support staff, well-wishers, for their continuous support and generosity to stand tall with the organisation at all times. Their constant encouragement and good will has enabled the organisation to inch towards accomplishing the goals for which it was established. It is hoped that this good will of all those involved with the cause that Kshitij stands for continues in an unwavering manner.

Teachers

Bharti Dhruv
Sharmila Bhagtani
Kinnari Sanghvi
Priyanka Basuraja
Vidya Samel
Krunali Gharat
Bhavana Kalangutkar
Meena Maladkar
Hina Salvi
Anisha Fernandes

Support staff

Program Manager - Archana Sinha
Accountant - Meenakshi Rane
Helpers
Devram Kohli
Aarti Kasare
Kiran Parte
Dhanaji Bhagywant
Vikas
Durga Mandal
Lata

Advisory Board

Rajiv Jain
Sandhya Kandhari Jain
Anil Chandiramani
Mansha Hiranandani

Donors and Supporters

Kishore V. Mariwala
Mergermarket India Pvt. Ltd.
Smt. Sitadevi N Poddar Charity trust
Malabar Hill Rotary Foundation
Excel Industries Ltd.
Galiakotwala Engineering Company Pvt. Ltd.
Bharat Timber & Construction Co.
Tobaccowala Foundation
Shrey Sital Mehta
Lions' Club of Cuffe Parade

Rashmi Manish Asrani
Yasmin Sarkari
Devansh Rakesh Parikh
Ria Sakraney Nanavati
Kaustub Jambekar
Deepak Shah
Dipen Anil kumar Mehta
Ekadashi Satsang Group
Nutan Takore
Laxmibai Dwarkadas Charity Trust
Kantaben Shah
Niraben P Bhatt
Kanta Keshwani
Deepak Kumar Rathi
Deepak Chhibba
Sudha Rajendran
Inner Wheel Club of Bombay Harbour Charities Trust

Ramesh Baburao Suvarna
Margarets Hairdressing Salon
Sheela Suresh Kirtikar
Veena Mishra
Sulphur mills Ltd
G.K. farm
Vinita Khan
Pratima Buta
Bhargavi Prajapati
Ria Sakraney Nanavati
Dadar Bhagini Samaj
Varsha Galvankar
Rajani Nadkarni
Yasmin Sarkari
Usha Chandubhai Barai
Sanjay Puthli

Connect with Kshitij

ADDRESS

The workshops are located at the following places:

F6/F7, 1st Floor,
Gilder Road Municipal School,
Mumbai Central. Mumbai - 400008, Maharashtra, India

1st Floor,
Above Vora Brothers
Opera House, Charni Road East
Girgaon, Mumbai
Maharashtra 400004
Phone: +91-99300 38094/96
Email: info@kshitij-mumbai.org
Web: www.kshitij-ngo.org

Hours: Mon-Fri 10am to 4:30pm.

Thank You!!!

