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Annual Report
2016-17

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M U S K A N

What is Muskan all about?

The vision to start Muskan Foundation for People with Multiple Disabilities began in 2007, when Mrs. Dipti Gandhi (Founder/Director), came across a huge population of children with vision impairment and additional disabilities (MDVI) in Mumbai, with no services offered to. The concept of multiple disabilities in one child was not even accepted then. Also, the institutions had no/very few facilities and services to provide to children with multiple disabilities. To fill in this gap in MDVI services, Muskan was founded, providing a spectrum of services ranging from early intervention, special education, therapy, counseling and MDVI awareness.



The 1:4 to 1:1 teacher child ratio approach and the use of innovative and latest teaching strategies and techniques to develop the potential of MDVI children, has today given us several success stories to share with the world. Muskan commenced its work with a small group of 4 children; it has now grown to 77 students receiving special education and 188 children receiving therapy, across three centers in Mumbai, at Bandra, Kandivali and Parel (Wadia Hospital).



A Glimpses of the year gone by...



2016 has been an eventful year with huge achievements and exposure for our students at Muskan. We've seen a 22% growth in the number of students enrolled in our special education and early intervention program and a huge growth in the number of students that have been enrolled to our therapy program as we have some of the best therapists at Muskan. We are also proud to have an expert panel on our multi disciplinary assessment team at Muskan, who make sure that the students at Muskan have the best services provided to them under one roof.

The year gone by had a lot of trophies, medals and acknowledgements for the excellence of our little champs outside muskan as well!!



A Glimpses of the year gone by...



We recently inaugurated an all new and improved J. V. Gandhi Therapy Centre, all thanks to our sponsors SBI – Mutual Funds and Indoco Remedies Ltd. for providing us the best equipment and therapists that has increased the quality of services that we can now offer to our children with disabilities.

We have also been supported by the generosity of our donors and partners like RAA Y Foundation, State Street, HHH Foundation (USA), Cox & Kings, Bombay Community Oublic Trust, Indo Remedies Ltd. Sanofi India Ltd., Dalal Family Foundation, PaperSeed Foundation, to name a few



Muskan's Awareness Initiatives

At Muskan we firmly believe in spreading the word of awareness to people of all ages. As an organization that believes in creating a warm and friendly environment for children with disabilities to develop with confidence and care, we believe sensitizing people from all walks of life so that the environment that we are able to provide our kids at Muskan is replicated every where with a feeling of acceptance and oneness.

To do so we organize awareness programs in schools, colleges, corporate's, public places as well as at the Muskan Office. Here are a few glimpses of the awareness activities that were carried out throughout the year.



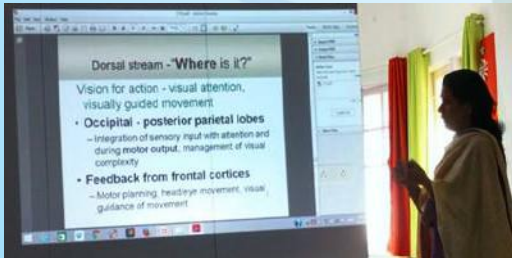
Our Little SUPERSTARS!!



Cause everyday is a new learning experience at Muskan...

At Muskan it is essential for our staff members to constantly stay updated with new techniques and information about disabilities, as we come across children coming from various fields of disabilities. For us to be equipped with the best techniques and methods we **make it a point that our staff members learn from the BEST.**

Our in house training programs lead by experts associated with Muskan and technical partners like Perkins Voice and Vision and Sense International – India, organize regular training programs for our Special Educators to learn.



THE LITTLE WONDER



Varun came to Muskan at a tender age of 5 years, having been diagnosed with multiple disabilities of Cerebral Palsy, vision impairment, hearing impairment and severe intellectual disability. Varun was a very challenging case to work with but our teachers and therapists were determined to help this young child. His basic need was that of proprioceptive pressure and we used several techniques of giving him the correct body pressure to calm him down. He used to resort to means of biting himself, hitting his head on anything and kicking anyone who would try to come near him. Varun's main area to work on was his sensory integration, to bring him to a level of just sitting at a place. With a multi-disciplinary approach, the therapists, special educators and Varun's mother's undying determination, we have seen a tremendous improvement in his behavior over the past 4 years. Varun has also started participating in group activities and has started vocalizing. His motor skills have also improved tremendously. We hope that with proper guidance and interventions Varun will grow up to be independent in his own rights.

Message from our Founder: Mrs. Dipti Gandhi

Muskan has completed a decade this year, as I look at the children with multiple disabilities performing to their potentials, it gives me immense joy. The other day I saw little Varun, a deaf blind child ,signing for water, it's an achievement by itself. We have focused on providing comprehensive services all under one roof at cost effective fees. It starts with a multidisciplinary team, assessing these children and then creating appropriate programmes. These programmes aim at independence in different areas of development. Well known therapists have become a part of our team as consultants. Their priceless inputs to parents , teachers and therapist has made an incredible impact, on the lives of these children.

Muskan has also made an endeavour to create awareness about disabilities with programmes at schools, colleges, corporate and public places. The programme brings a shift in the attitude of looking at disability, from sympathy to empathy. We have started seeing the impact, of these awareness programs, with the schools and corporate coming forward to participate in different events with an understanding about disabilities.

While providing best services and sensitizing the society about disability we dream to see an inclusive society, for children with multiple disabilities.



Mrs. Dipti Gandhi was awarded by the International Institute of Education and Management with the "JEWEL OF INDIA AWARD" on September 30, 2016 at New Delhi, India.

Testimonials from our PARTNERS

“Muskan Foundation provides a spectrum of customized services ranging from early intervention, education, therapy, and counselling for children facing multiple disabilities. The foundation has successfully bridged the gap in schools and education centres to handle multiple disabilities along with blindness. We are indeed delighted to be associated with Muskan Foundation for the wonderful work they do.”

- **Thomas C. Thottathil**

**Vice President – Corporate Communications and CSR
Cox & Kings Foundation**



“My association with Muskan started in March 2016. I consider this to be my privilege to work for the families of children with Multiple Disabilities coming from different strata's of society. During my interactions with the professionals at Muskan I sense the connect and bond each one of them have towards the families that they are working with. It is this dedication that will take Muskan to the next level of excellence.”

-**Dr. Anjali Joshi**

Occupational Therapist

Our Corporate Collaborations



Employee Engagement Program with Johnson & Johnson and State Street Corporate Services Mumbai Pvt. Ltd.



Joy of Giving at Sanofi India Ltd.



Christmas party with Travel Guru



Joy of Giving at Motilal Oswal



Christmas party with CitiusTech



SCMM 17 with State Street Corporate Services Mumbai Pvt. Ltd.



Gyanshala at Mahindra & Mahindra

Our Pillars

Corporate & Foundations

- Raay Foundation
- State Street Corporate Services Mumbai Pvt. Ltd.
- HHH Foundation USA
- PaperSeed Foundation
- Cox & Kings Foundation
- Bombay Community Public trust
- IL & FS
- Indoco Remedies Ltd.
- MERU Cabs
- Sanofi India Ltd.
- SBI Mutual Funds
- RMC cement Company
- Nirlon Foundation Trust
- Phoolversha Foundation
- Snyper Marketing Pvt. Ltd.
- Aarvi Encon Pvt. Ltd.
- Bombay Slum Redevelopment Corp. Ltd.
- Resurgent India Ltd
- Hyatt Regency Mumbai (Asian Hotels West Limited)
- I S Parikh & Co.
- HCRA
- Singhi Advisors Pvt. Ltd.
- Tejas Enterprises
- SDU Travels Pvt. Ltd.
- Ojas Properties Pvt. Ltd.

Individual

- Raquelle Thomas
- Saleh Taher Afimiwalla
- Tasneem Thingna
- Raquelle Thomas
- Dr. Ashwaria Gupta
- Rishi Tandon
- Romit Dwivedi
- Vivek Rai
- Dushyant Joshi
- Rushabh Mehta
- Parag Hindalekar
- Kaushal Mehta
- Amita Chaurasia
- Meshell Saldhana
- Kundurthi Ramgopal
- Hiren Modi
- Pravinaben Shah
- Roma D'souza
- Preeti Sing
- Tejas Shah

Contact us:



Bandra Centre (Corporate Office)

15, Prashanti, Kalanagar, Opposite MHADA Building, Bandra East, Mumbai 400051
Phone No. 022 2659 2745

Kandivali Centre

K.B. Patil International School, Next to Jinay Building, Charkop, Sector-8, Kandivalli (West), Mumbai 400066
Phone No. +91 7506094898

Wadia Centre, Parel

2nd Floor, Baijerbai Wadia Hospital for Children, Acharya Donde Marg, Lower Parel, Mumbai 400012
Phone No. +91 8879835963

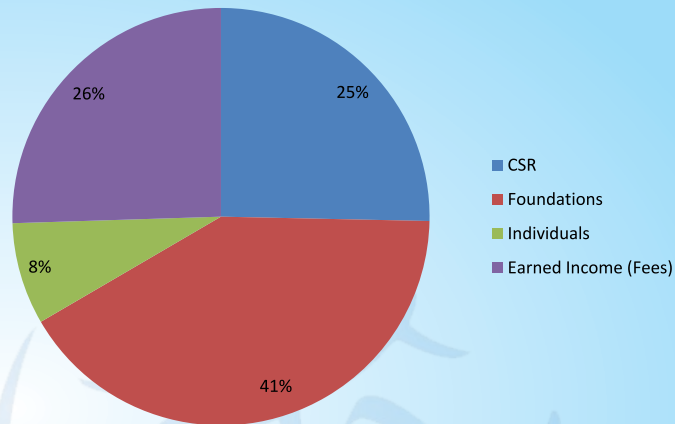
Email: contact@muskanfoundation.org.in

Website: www.muskanfoundation.org.in

Follow us: www.facebook.com/muskanfoundation.org

Financials

| Financials | | |
|---|----------------------|---------------------|
| Balance Sheet | As on March 31, 2016 | |
| | 2016 | 2015 |
| Sources of Funds | | |
| Trust fund | 1,831,000.00 | 1,831,000.00 |
| Endowment Funds | - | - |
| Specific/ Earmarked Funds | - | - |
| Liabilities for Expenses | - | - |
| Loans (Secured or Unsecured) | - | - |
| Income & Expenditure Account | 4,136,541.00 | 4,009,478.00 |
| Total | 5,967,541.00 | 5,840,478.00 |
| Application of Funds | | |
| Fixed Assets | 1,207,711.00 | 760,190.00 |
| Investments | 2,596,165.00 | 3,422,466.00 |
| Current Assets | 2,896,294.00 | 2,102,699.00 |
| Grants Receivable | - | - |
| | (732,629.00) | (444,877.00) |
| Less:- Current Liabilities and provisions | - | - |
| Total | 5,967,541.00 | 5,840,478.00 |
| Income and Expenditure | | |
| | 2016 | 2015 |
| Income | | |
| Interest | 367,741.00 | 354,624.00 |
| Donations | 7,658,596.00 | 3,793,669.00 |
| Income from Other Sources | | |
| - Fees received | 1,683,090.00 | 1,269,960.00 |
| - Misc Income | 160,422.00 | 29,011.00 |
| Total Income | 9,869,849.00 | 5,447,264.00 |
| Expenditure | | |
| Expenditure on Objects of Trust | | |
| - Educational | 6,985,079.00 | 2,455,968.00 |
| - Other Charitable Objects | 103,275.00 | 121,722.00 |
| Expenditure in respect of Properties | | |
| - Rent Rates & Taxes | 835,000.00 | 682,000.00 |
| - Repairs & maintenance | 355,698.00 | 467,275.00 |
| Other Expenses (Toys) | 336,591.00 | 180,925.00 |
| Donations | - | - |
| Other mis expenses | 844,561.00 | 632,800.00 |
| Audit fees | 20,000.00 | 19,000.00 |
| Depreciation | 262,581.00 | 93,563.00 |
| Amount transferred to earmarked fund | - | - |
| Total Expenditure | 9,742,785.00 | 4,653,253.00 |
| Excess of Income over Expenditure | 127,063.00 | 794,012.00 |
| | 794,012.00 | 942,694.00 |
| Brought Forward from the Previous Years | - | - |
| Carried Forward to the Balance Sheet | 921,075.00 | 1,736,706.00 |



| | |
|--|--|
| Trust Registration | <ul style="list-style-type: none"> Registered as 'Muskan Foundation for People with Multiple Disabilities' Registered under the Bombay Public trust Act, 1950 Under Registration Number E 25579 (Mumbai) dated 21.3.2009. |
| PAN Number TAN Number | AACTM3070C MUMM46591G |
| Social Welfare | <ul style="list-style-type: none"> Registered under the Maharashtra Social welfare department, under the PWD Act 1995, Article 10, Section 51 Category Multiple Disabilities Registration No 676/ 12.03.2015 |
| 12 A number | TR/43801 dated 05.01.2011 |
| 80G number | DIT (E)/80G/1012/2011-12 |
| FCRA Registration No | 083781365 |

Transparency Disclosures

No remuneration, sitting fees or any other form of compensation is paid to any Board Member, except to the Founder-Trustee who is also the Honorary Director of the foundation. Travel reimbursements were made to Board Members attending conferences or any other official meetings on behalf of the trust.

Staff Remuneration (monthly)

The Honorary Director takes an honorarium of Rs. 15,000 per month. Remuneration of the highest paid staff member is Rs. 25,000. Remuneration of the lowest paid staff member is Rs. 7,000.

| Slab of monthly Gross Salary (in Rs.) | Female | Male | Total |
|---------------------------------------|--------|------|-------|
| < 5,000 | 0 | 0 | 0 |
| 5,000-10,000 | 2 | 0 | 2 |
| 10,000-15,000 | 9 | 1 | 10 |
| 15,000-20,000 | 14 | 1 | 15 |
| > 20,000 | 1 | 1 | 2 |
| Total | 26 | 3 | 29 |

| Gender | Paid (Full Time) | Paid (Part Time) | Paid (Consultants) | Unpaid (Volunteers) |
|--------|------------------|------------------|--------------------|---------------------|
| Female | 26 | 0 | 4 | 8 |
| Male | 3 | 0 | 0 | 11 |



Accreditations:



**CREDIBILITY
ALLIANCE**

