



ANNUAL REPORT
2017-18

MUSKAN



What is Muskan all about?

Muskan Foundation offers services to children with Multiple Disabilities & Visual Impairment (MDVI). The organization was founded by Mrs. Dipti Gandhi, in February 2007. During her stint as a Low Vision consultant, with various organizations working with persons with disabilities, she came across several children with multiple disabilities. The existing schools were not equipped to cater to the individual needs of such children. This laid the thought to start a setup to provide support to such children.

Muskan provides Special Education & Therapy Services to children (age group 0-18), maintaining a 1:3 teacher-child ratio, to provide comprehensive services under one roof. We also provide 1:1 teacher-child service in case of severe disabilities.

Muskan began with just 4 Children and 2 Teachers & has grown in the past 11 years to cater to 94 children for special education and more than 190 children for the various therapies, across Muskan's 3 centres at Bandra, Goregaon and Parel (Wadia Hospital).



The Mother, The Founder, The Director

- Muskan Foundation was founded by **Mrs. Dipti Gandhi**, in **February 2007**. She has a vision to provide the best possible services to our special children by not depriving them of what they deserve. In order to meet up to these needs she herself, along with the special educators attends as many informative workshops and programmes as possible to gain latest knowledge so as to inculcate it in our students.
- Mrs. Dipti Gandhi has been felicitated with numerous awards and acknowledgements, some of which are mentioned below:
 - Dr. A.P.J. Abdul Kalam Lifetime Achievement Award by The Jeeva Theological Open University
 - Indira Gandhi Excellence Award by The International Business Council
 - Jewel of India Award by International Institute of Education & Management
 - National Mahila Rattan Gold Medal Award by Indian Solidarity Council
- She is also a mentor to Sense International India and Perkins Voice & Vision
- She is a member of the Educational Committee of National Association for the Blind
- Mrs. Gandhi is also a committee member of SSHC with Hindustan Petroleum
- She has contributed to many national and international papers in the field of low vision and multiple disabilities.



"Through our services, our organization has taken up the endeavour to bring the 'Muskan', back on the faces of our special children and their parents."

Mrs. Dipti Gandhi
Founder Director

Message from the Founder

Being in the field of disability for 25 years now, I'm happy to see the attitudinal change in the society over the years. The PWD Act has been changed to "Right to Disability Act" which now includes 21 disabilities. Initially, the Right to Disability Act did not consider deaf blindness as a disability. Disability inclusion is the new thing in mainstream schools, hotels and, tourist places too are becoming accessible to persons with disabilities. But when we talk about multiple disabilities, laymen as well as professionals know very little about it. Professionals look at multiple disabilities as a combination of two or more disabilities. When in reality, multiple disabilities are the impact of two or more disabilities and their combined outcome is very different. Muskan Foundation, in its own little way, is trying to create awareness in the society-at times through planned events like our Awareness Programs and otherwise, incidentally.



We now have external consultants from the world of therapy, helping our parents and teachers understand their child's difficulties and providing rehabilitative solutions. The mother toddler programme too, is showing great results. Children at the early age of 6 months to 2 years join this programme and the magic of intervention just changes them, bringing them closer to the normal milestones. MAPP – 'Muskan Association for Parents and Professionals' is another facet of progressive Muskan wherein we have regular knowledge and skill based trainings for parents and professionals. Ongoing internal and external training of the special educators is another important feature of our programme. The teachers have to be kept abreast with upcoming concepts in the field. Thus, we have regular intensive trainings for our teachers and we send them for external trainings as well.

Muskan is dedicated to the cause of multiple disabilities and in the years to come, will strive to give our best to persons with disabilities.

2017, You've Been An Eventful Year!



As the curtains close once again with the end of another academic year, Muskan definitely underwent a plethora of changes. Our founder, Mrs. Dipti Gandhi has a vision, that one day every human with Multiple Disabilities should be able to live a happy and confident life and that dream is still being followed to this day.

In the past year Muskan has had many highlighting moments. It was a year filled with Fun, Knowledge and Awareness! We have taken another great step towards achieving our goals by considerably increasing the number of beneficiaries in the past year. That's not it, we have been continuing our Awareness drives in schools, colleges, corporate offices and even at public places on a greater level which helps educate people more about our principle which is, treating people with multiple disabilities with empathy and not pity. In April 2017, we conducted our very first Vision Rehabilitation Seminar too. We have also launched our Parents Professional group called MAPP. We have also started providing services related to Clinical Psychology which has proved to be a great success in enlightening the thoughts of parents towards their special children. Thus, from each child achieving personal milestones, appearing in the A level examinations, participating in various events and workshops, to receiving a number of awards and achievements, we've done it all!!



This wouldn't have been possible without the support from all our donors and sponsors. We thank you and look forward to this support even in the coming year, as we know for sure that 2018 has much more in store for us.

Looking through the Glasses of Empathy

- An Awareness Initiative by Muskan

You are not disabled by the disabilities you have,

You are able by the abilities you have – Oscar Pistorius



Muskan Foundation celebrated the festival of Raksha Bandhan with the children of **St. Paul's High School**. We also conducted an Awareness Drive for the students of **St. Stanislaus School** at our Bandra center.



Muskan Foundation conducted its Corporate Awareness Drive at **State Street Corporate Services & CMA-CGM**. The purpose of the event was to educate the State Street & CMA-CGM staff regarding the problems faced by people with disabilities and how one should behave around them.



It was a pleasure celebrating "**World Braille Day**" with the students of **Holy Family High School and Junior College**. We educated them about the various disabilities and how one should distinguish between the myths and facts related to the same.

Our Corporate Collaborations



**Employee
Engagement
Program
with
Johnson & Johnson**

**Muskan
participated in
The Tata Mumbai
Marathon with
State Street**



Helen Keller Day at CMA – CGM



Joy of Giving week at Sanofi



Bake Sale at State Street Corporate Services



Our little SUPERSTARS



Pretend & Play
Activity during a
Mother Toddler
Class



Let's solve some math sums using
the Navnimit blocks Jatin?



Shourya participated in
The Little Hearts
Marathon



Yoel decorating
the Christmas
tree



Ketan doing an Art &
Craft Activity



Our champs participated in the Ummeed
Dance Competition

Workshops & Conferences

Our Founder, Mrs. Dipti Gandhi and our Special Educators have participated in the following Workshops, Conferences, Trainings and Events.

- **Teno App** - Biggest School Principals Conclave
- **ATMA/Gati** - Individualized Educational Plan
- **NAB Deafblind** - State Level Advocacy Meeting
- **Sense India** - Understanding Sexual & Reproductive Health & Research Methodologies
- **ATMA/Gati** - Puberty & Sexuality for Adolescents with disabilities
- **Ali Yavar Jung National Institute for the Hearing Handicapped** - Seminar on Rights to Persons with Disabilities
- **NAB Deafblind** - State Network Meeting of Families and Teachers
- **ATMA/Gati** - School Leadership
- **Triumph** - World Mental Health Day
- **Hi5 and I leap** - Vision Circles - by Karla Hannford
- **MISHACON 2017** - Vision; issues and solutions for children and adults with communication disorders
- **Ummeed Child Development Center** - Early Identification and Intervention in Autism & Vision Rehabilitation for Children with Brain Injury
- **National Conference of ICEVI & Sense International India** - Inclusion - a Journey of 2 Decades

The little Wonders

Sadiya joined Muskan Foundation with her twin sister Sabiya on 5th December 2016 at the age of 5. Both Sabiya and Sadiya are Visually challenged (Nystagmus) and suffer from Cerebral Palsy. They hadn't achieved the age appropriate developmental milestone before joining Muskan. In the beginning, the twins could not sit nor stand properly, they used to drool a lot, they had no eye contact and also lacked neck control. Today, after receiving the prescribed intervention they have started recognizing people and their environment easily which has resulted in improvement in the areas mentioned earlier. Both Sadiya and Sabiya can now sit in the right posture for a long duration of time and require minimum assistance to perform an activity. They have also started using the tripod grip to perform various activities.



Initially they used to communicate using their eyes, but now they both have started communicating through the communication board level 1. They now understand short commands like give, take, move, hold, sit, etc. That's not it! They have started participating in the Circle Time Activities and take turns with each other. Sabiya and Sadiya love colouring and listening to poems. Their parents have complete faith in their daughters as well as in Muskan.

We too believe that these two wonders have a beautiful journey with loads of success awaiting them. And we would like to thank "The Dalal Family Foundation" for giving them this opportunity.



Testimonials



Chandrakanth Dhawade, Parent

“Thanks to Muskan, my child has shown a drastic improvement in different areas. When he joined Muskan, he was unable to walk independently, but today, he can walk all by himself! He has also started making an attempt to read and write. We have complete faith in our child as well as Muskan”

Neha Tyagi, employee of State Street Corporate Services

“It has always been a pleasure working closely with Muskan Foundation, our employees love being associated with your organization and are happy to contribute towards society’s most neglected segment. We look forward to more successful collaborations.”



Amrita De, Volunteer

“Volunteering at Muskan Foundation as part of my B-school program was a very unique and fulfilling experience for me. This was the first time that I was sensitized to the material and emotional needs of children with multiple disabilities. I got to work on an interesting new project and thoroughly enjoyed the company of the helpful and cheerful Muskan staff by my side.”

A young boy with glasses is playing chess. He is looking intently at the board, with his mouth slightly open as if in concentration. The background is a plain, light-colored wall.

Our Pillars

Corporates and Foundations

- RAAAY Foundation
- State Street Corporate Services Mumbai Pvt. Ltd.
- Heart and Hand for the Handicapped
- Cox & Kings Foundation
- Bombay Community Public Trust
- Indoco Remedies Ltd.
- The Dalal Family Foundation
- CMA-CGM
- Chemtrols Industries Pvt. Ltd.
- Ojas Properties Pvt. Ltd.
- Hyatt Regency
- SBI Mutual Funds
- Abu Charitable Trust
- Johnson & Johnson Pharmaceutical Company
- Sanofi
- Inner Wheel Club of Bombay Airport
- St. Stanislaus School
- Galaxy Surfactants Ltd.
- Visible Alpha
- Nagindas Khandwala College (Pravaah)

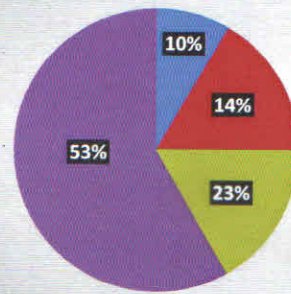
- Angel Child Welfare Foundation
- Give to Asia

Individual

- Mr. Siddharth & Mrs. Sujata Das
- Mr. Sonal Sinha
- Dr. Farokh Wadia
- Mr. Amit Gori
- Mr. Rushab Shah
- Ms. Chaitali Girkar
- Mr. Harshad Chinche
- Mr. Vikas Srivastava
- Mr. Rajkumar Yadav
- Mr. Haren Gandhi
- Mr. Ramgopal Kundurthi
- Mr. Rajesh Adhikary
- Mr. Sunil Mehta
- Mr. Pravin Chandra Kadakia
- Mr. Chandramouli Vishwanath Krishnan
- Mrs. Gayri Vishwanath
- Mr. Dharmil Shah

Financials

Chart Title



- Individuals
- Fees
- CSR
- Foundations

Financials		
Balance Sheet	As on March 31, 2017	
	2017	2016
Sources of Funds		
Trust Fund	1,831,000	1,831,000
Endowment Funds	-	-
Specific/Earmarked Funds	-	-
Liabilities for Expenses	-	-
Liabilities for Deposits	-	-
Liabilities for Duties & Taxes	-	-
Loans (Secured / Unsecured)	-	-
Income & Expenditure A/c	6,734,271	4,136,541
Total	8,565,271	5,967,541
Application of Funds		
Fixed Assets	1,186,200	1,207,711
Investments	2,726,832	2,596,165
Current Assets	5,429,450	2,896,294
Grants Receivable	-	-
Less :- Current Liabilities & Provisions	(777,211)	(732,629)
Total	8,565,271	5,967,541
Income & Expenditure Account		
As on March 31, 2017		
2017		
2016		
Income		
Interest	281,990	367,741
Donations	9,354,726	7,658,596
Income from other Sources		
a. Fees Received	1,561,150	1,683,090
b. Miscellaneous Income	100,630	160,422
Total Income	11,298,496	9,869,849
Expenditure		
Expenditure on Objects of Trust		
a. Educational	7,066,483	6,985,079
b. Other Charitable Objects	206,000	103,275
Expenditure in Respect of Properties		
a. Rent, Rates & Taxes	400,000	835,000
b. Repairs & Maintenance	278,551	355,698
Other Expenses	223,494	336,591
Donations	-	-
Other Miscellaneous Expenses	151,352	844,561
Audit Fees	20,000	20,000
Legal & Professional Fees	153,375	-
Depreciation	201,511	262,581
Amount Trfd. to Earmarked Funds	-	-
Total Expenditure	8,700,766	9,742,785
Excess of Income over Expenditure	2,597,729	127,063
Brought forward from the previous years		794,012
Carried forward to the Balance Sheet	2,597,729	921,075

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 E25579 (Mumbai) dated 21.03.2009
PAN Number	AACTM3070C
TAN Number	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/1012/201112
FCRA Registration Number	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 and 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. 7,500.

Slab of monthly Gross Salary (in Rs.)	Female	Male	Total
< 5,000	3	0	3
5,000 – 10,000	5	0	5
10,000 – 15,000	5	0	5
15,000 – 20,000	13	2	15
20,000 – 25,000	8	2	10
Total	34	4	38

Gender	Paid (Full Time)	Paid (Part Time)	Paid (Consultants)	Unpaid (Volunteers)
Female	28	3	4	16
Male	3	0	1	20



Contact us

Bandra Center (Corporate Office)

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Goregaon Center

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Society Ltd., Yeshwant Nagar, Off S. V. Road, Goregaon (West), Mumbai 400062.

+91 7506094898

Wadia Center, Parel

2nd Floor, Baijerbai Wadia Hospital for Children, Acharya Donde Marg,
Lower Parel, Mumbai 400012

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Website: www.muskanfoundation.org.in

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

Accreditations

