



# Annual Report 2021-22

••   •   ••   •   •   ••  
•   •   •   •   •   •  
M   U   S   K   A   N

# Muskan Foundation-

## The Organization that Initiates Smile

### Vision

Children with Multiple Disabilities with Vision Impairment (MDVI) participate and are recognized in their families and communities, and realize their unique abilities in life.

Young children with multiple disabilities have unique needs and challenges. Many of these young children struggle to communicate their wants and needs, freely move their bodies, access and engage in their world, and learn abstract concepts and ideas. The pervasive impact on the child's development is likely to continue to impact the family and the child well beyond the early childhood years. Recognizing the glaring gaps in the sector and the desperate needs of MDVI Children, WHO trained, nationally renowned Low Vision Consultant, Mrs. Dipti Gandhi, founded Muskan Foundation in 2007 to provide a Multi-level development program for MDVI children and their families in Mumbai.

MDVI children are a widely heterogeneous group in terms of their characteristics, capabilities, and learning needs, but they possess their uniqueness as well. The Four areas of MDVI children's needs are medical, physical, learning, and social-emotional. These needs are addressed at Muskan interventions by Professionals.

To achieve learning outcomes for young children with multiple disabilities, Professionals at Muskan implement additional supports to provide for a meaningful and individualized curriculum within the context of fully inclusive and natural environments. Given the variety of combinations of physical, medical, educational, and social-emotional challenges that young children with significant multiple disabilities need to be provided a diverse set of approaches to every individual child.

Muskan Foundation in the past 15 years, through its 4 Centers- Bandra, Goregaon, Masina Hospital, and Wadia Hospital has already touched the lives of more than 1247 children and their families. At present we cater to 266 children through our different approaches to bring Smiles to the lives of our Special Children and their families.

### Mission

Muskan maximizes the potential of Children with MDVI, by providing customized, low-cost therapies and special education under one roof; and by empowering parents with the knowledge, skills, and confidence to support their child's unique needs and development.

# Inspiration from Our Founder

Covid-19 and its variants continued to bombard the world in different ways. Normal life came to a halt due to lockdowns and other restrictions. The crisis had an impact not just on our program, but also on the broader health and well-being of students, and the parents who were extremely concerned about their children.

The pandemic posed several challenges such as inaccessibility of digital gadgets, lack of knowledge in using technology, sitting tolerance and attention deficits of children with special needs. The pandemic also called into question the readiness of the teachers and therapists in adapting to the new usage of online platforms. COVID-19 offered us the opportunity to unlearn learnt methods and adapt to new modes of learning and teaching. With the gradual unlocking of the pandemic, we were offering hybrid mode of services to all our beneficiaries for the smooth transition of our program.

Muskan incorporated various strategies to cope with continuous on-slaught of uncertainty post the lockdown. A few measures that we followed were to make sure all our staff were fully vaccinated, upgraded knowledge of technologies was addressed through multiple webinars and trainings.

Muskan provided monetary support to our parents to help them with their medical expenses and towards groceries and provisions needed for the child with MDVI. The pandemic affected the parents mental health and well-being. Muskan proactively initiated and offered online counselling sessions to parents to help them cope with stress, fear, and anxiety.

The Post-pandemic recovery of all our programs was focused on building an equitable, inclusive, and holistic development system for our beneficiaries. As the 2021–22 academic year concludes positively with new strategies to combat the repercussions of the pandemic, our system is bracing to face new challenges and reach new horizons in the next academic year. Muskan Foundation retains the fun of learning and joy of multiple therapies bringing more blooming smiles on each unique child and their family.



# Our holistic Approach Program

## Special Education

Special education at Muskan Foundation covers a range of special need services for children focusing on academics and functional skills for children with MDVI. Special educators assess the students and child-specific Individual Education Plan is created with long term and short term goals outlining the special education services to be provided. During the lock down, Muskan rendered a modified teaching methodology in the form of a remote learning program.

Muskan conducts sensory activities, craft and art activities for children with Special Needs. These activities play an essential role in improving sensory processing, communication, and organizational skills in children with MDVI.

## Mother Toddler Program (Birth – 3yrs.)

When a child comes to Muskan, the child is assessed and then the Mother and the Child are enrolled in the Mother Toddler Program. Children are taught as the mothers also get trained in handling and understanding their child. Mother Toddler sessions are conducted in groups and help the child develop body awareness and sensory integration through play activities.

## Early Intervention program (age- 4-7)

Early Intervention can significantly improve the child's developmental trajectory. The Early Intervention program at Muskan Foundation focuses on developing the child holistically and enhancing their school readiness skills. MDVI Children are referred to Muskan from hospitals and other organizations, and the Muskan Team follows a structured process for diagnosis, assessment, and consultation. A multidisciplinary team assesses each child's vision, hearing, intellectual capacity, and physical capabilities, developing a holistic child-centric plan irrespective of age group.



## Functional Academic (10-18)

In a Functional academic program, the curriculum is focused to help the child to cope with daily life skills, functional maths, and functional communication skills, thus helping the child to maximize independency and provide a better livelihood. The students with MDVI are given compensatory communication skills and learning skills. Children with multiple impairments are taught sign language, Braille, and Orientation Mobility.

## Transitional Age (14-18)

Children with under functional development are taught in Transitional Program. In this Program children with Multiple disabilities are taught simple skills for life. Here Pre-Vocational training is given to children.

## Remedial Session

Children who are not able to cope with studies and activities are given remedial teaching sessions. This program aims to support the child's development and growth in his or her speed.



## Open Schooling

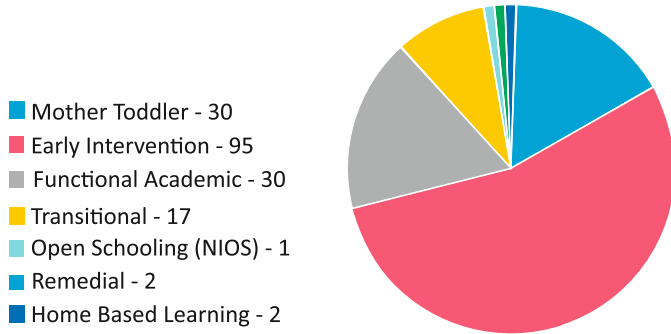
Children who cannot be part of Mainstream Schooling due to their disability or any other reason are encouraged to take their Special education through National Open Schooling. Our Special Educators prepare the students for the NIOS exams. The NIOS curriculum is flexible in the choice of subjects and pace of learning.



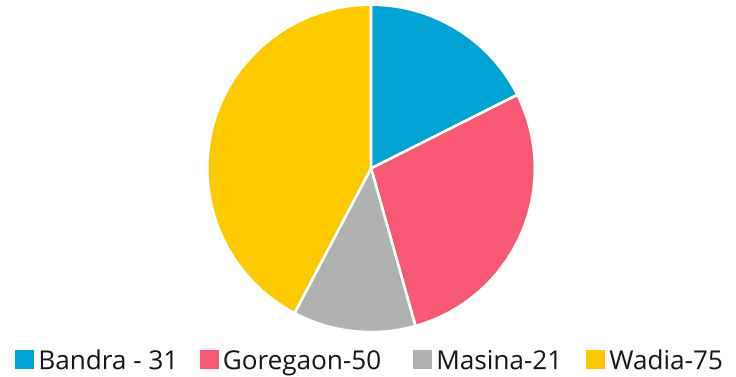
## Home-Based Schooling

Muskan Foundation has introduced the concept of Home-Based Programs to Children who find it difficult to travel to any one of the Muskan centers to receive therapy or Special education. The Special Educators and Therapists travel to these houses and give sessions at home.

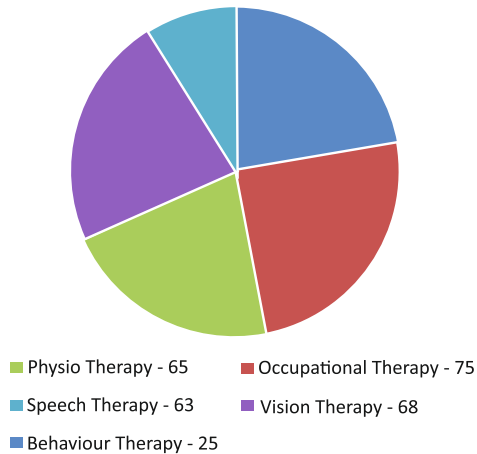
## No. of Students - Programs



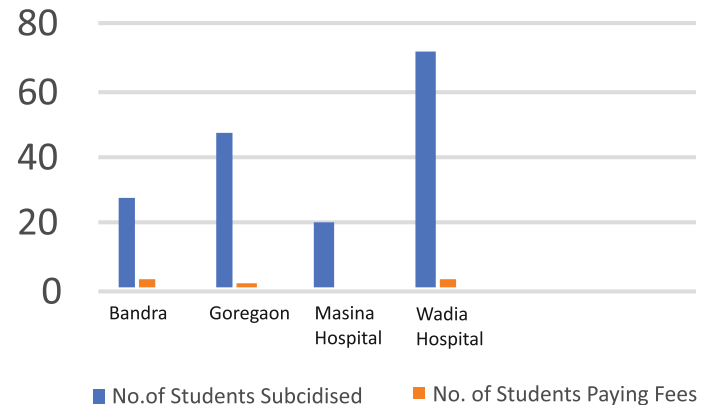
## No. of Students - Center wise



## No. of Students - Therapies



## Fees



# Our Therapeutic Approach to Plenitude of Development

The main areas of development that are usually affected in children with multiple disabilities include intellectual and sensory functioning, motor skills, adaptive skills, and communication skills. An in-depth evaluation is conducted by Muskan Professionals to evaluate the nature and extent of the child's disabilities. We provide Multiple therapies like Physiotherapy, Occupational Therapy, Speech Therapy, Vision Rehabilitation Therapy, Sensory Integration, and Behaviour Therapy. However, with COVID-19 keeping everyone indoors, lack of social interaction has left a void in the lives of most children who look forward to these interactions. Even during the lockdown, Muskan Therapist continued the therapy sessions online and also sought the participation of parents in the therapy sessions to make them as effective as possible.

## Physiotherapy

Ashwini who is 3 years old has Cerebral Palsy: Global developmental delay. Her focus of development was the motor – gross motor that is standing independently holding a surface. Ashwini was made to sit and stand with the Therapist's support. She was also made to hold big rings in her hands with support. Slowly Ashwini was able to stand with support and played catch and throw and kicking the ball activities. she could hold the ring in hand independently. After a few sessions, she was able to hold the ring for 10 counts independently and made her stand holding the ball pool with minimum support. The result of the therapy for Ashwini is that she can hold the ball pool surface and stand independently for 10-15 minutes.



## Vision Rehabilitation Therapy

Virendra is 3 years old with cerebral Palsy and low vision. He was not able to coordinate things. The vision therapy helped Veera to do tracking left to right without any verbal prompts.



## Speech Therapy

Vaishnavi who is 4 years old has Delayed Development. Her focus of therapies was Sentence building and language development. In the first session, she was taught to make 4-word sentences using flashcards, pictures with verbal prompts. Following these, sessions were conducted showing objects, picture books, flashcards, and storybooks. She learned to make sentences with minimum verbal prompts.

The result of the therapy sessions is that Vaishnavi learned to talk confidently with minimum verbal prompts.



## Occupational Therapy

Harishree is 6 years old with Autism Spectrum Disorder with Visual Impairment. The focus of her development was Sensory Diet (Textures). The first session was Started with walking in trays filled with smooth and rough-textured beads which she was avoiding completely. In the following sessions, she gradually took an interest in walking on different textures. Slowly She began to walk with minimum support. The outcome of the therapies is Harishree started walking barefooted at any surface with minimum support.



## Behaviour Therapy

A case study of Aryan (name changed) does not show interest in group settings and sits alone when asked to be in the group. The Therapist sat with him and tried to build rapport by using the mirror technique - copied his behavior, tried to connect with him by grabbing his attention. Asked him to practice for the annual day in the group for some time and then praised him when he did listen to the Therapist and started participating in the group activities.



## Pathways to Vocational Training

Muskan Pre- Vocational Training Program is part of the Special Education Program at Muskan for children over 14 years. Children are trained on life skills and soft skills such as communication and social-emotional development. Soft skills such as making sprouts, sandwiches, preparing tea masala and salad were taught as part of their curriculum. Muskan also collaborates with other NGOs specializing in vocational training for people with disabilities to help students transition to their programs on graduating from Muskan's MDVI centers.

## Our Staff

Muskan believes in the constant broadening of expertise. There were several sessions like- the role of Assistive technology for Cerebral Palsy, Child Protection Policy, Alternative and Argumentative Communication, storytelling approach to learning, natural approach to learning are a few to mention. The professionals at Muskan are constantly supported and motivated through various upgrading seminars and sessions. Muskan conducted online and offline sessions to combat the difficulties posed by the lock down. The Teachers have now become adept in online sessions. The smile and happiness on the faces of children show their involvement and joy in learning.

Muskan also started Gupshup, a platform where Muskan staff has the opportunity to express themselves. Gupshup is conducted once a month. This session is conducted with all the staff along with Dipti Ma'am our Founder.

	Category	No.of Staff
1	Admin Staff	5
2	Special Educators	22
3	Therapy Consultants & Para Professionals	7
4	Social Workers	3
5	Counsellor	1
6	Supporting Staff	7

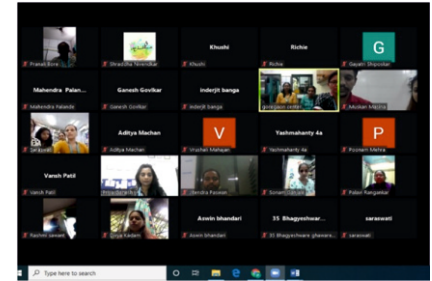


# Muskan's Association for Parents and Professionals (MAPP)

When a child is born with a disability, parents experience a sense of vulnerability as they realize the permanent nature of the disability and engage with special and general educators throughout their child's formal educational experience. The feeling of vulnerability often results in stress at varying levels that ultimately impact the well-being of the family. Parents of special needs children have struggled through a trial-and-error process to find what works—and what doesn't—to encourage their children to engage with virtual education or in-person education that looks much different than it did before COVID-19.

Muskan's Association for Parents and Professionals is a platform where parents are given several Webinar empowering sessions. The following sessions were conducted during this year.

- Parents Meeting
- AAC (Knowledge)
- Gardening tips in small space (Skill Base)
- Behaviour Modification (Knowledge Base)
- Story Telling (Competitions)
- Importance of mental Health (Knowledge Base)
- Healthy Breakfast and Snack Recopies.
- Child sexual abuse and importance of child-specific safety plan. (Knowledge base)
- Mono Act (Competition Base)



All these sessions helped the parents to understand and accept their child as unique and to cater to their needs positively. Muskan's special educators have efficiently and successfully involved the parents as active partners in the child's online sessions. The pleasure of the child achieving goals and learning new skills boosts the confidence of the parent in the program and thus motivates the parent to be actively involved in the child's intervention program.

# Muskan Activities of the Year

Muskan celebrated all the festivals and important days of the year along with staff, children, and Muskan associates.

On the occasion of World Braille Day, Muskan Foundation organized a Panel discussion called "***Celebrating Success***" with esteemed panelists who have contributed immensely in the field of vision impairment. The panel discussion was moderated by our Founder-Director Mrs. Dipti Hanmante Gandhi, which was attended by 60 plus participants from different fields.

Two of our Special Educators attended the *WHO Caregiver Skills Training (CST)* program conducted by *Ummeed Child Development Center*. The CST program helped to impart the right knowledge and strategies to Parents on how to take care of their child with developmental Disability as they are the Care-Givers.

Muskan believes that festivals are occasions of enjoyment and celebration which promote social interaction and harmony. Muskan celebrated all the festivals and other important days online and offline as per government norms. The festivals were celebrated with fun and festivity and aimed at imparting the importance of each festival in Indian culture and how it plays an important role to understand people around us.

Muskan Foundation celebrated "Conquering Disabilities" on Helen Keller day with our esteemed Partner State Street Corporation. The presentation on the story of Helen Keller was aimed at creating awareness about challenges faced by children with deaf blindness. Muskan special Educators sensitized the employees of State Street towards the Assistive communication systems used by persons with deaf blindness i.e Sign language, Braille, Orientation, and Mobility techniques. Muskan expresses its gratitude to State Street Corporation for supporting children with disability.

Muskan Foundation believes in advocacy and creating awareness in the community towards MDVI. Muskan conducted a virtual educational visit for 4th Semester B.Sc. students of Prasanta Chandra Mahalanobis Mahavidyalaya affiliated with West Bengal State University. The presentation focused on the Vision & Mission of Muskan Foundation followed by an overview of the various programs, therapies & services offered by Muskan Foundation. The overwhelmingly positive responses of the students were heart-touching and Muskan is grateful for the opportunity for creating awareness among students.



**Muskan** Founder and CEO Mrs. Dipti Gandhi conducted a webinar for *Shishu Sarothi*, an NGO in Assam as part of the Regional Training on Deaf blindness. Mrs. Dipti Gandhi gave insight on the topic “*Visual Impairment and Functional Vision Assessment*”. The participants were mainly educators, field workers, SSA, and mainstream teachers from North East of India. The training was sponsored by Sense International India.

**On** the occasion of World Disability Day, Muskan Foundation in collaboration with BJ Wadia Hospital for children put up a permanent informative poster exhibition at the Disability Center at Wadia Hospital. Dr. Shakuntala Prabhu, Medical Director, and Mr. Santosh Singh, Sr. Project Officer from BJ Wadia Hospital graced the event by unveiling the posters.



**Muskan** staff reached out to over 6000 people at 3 different locations in Mumbai, namely; Bandra, Byculla, and Goregaon railway stations. They interacted with the public and shared informative flyers to create awareness about various disabilities and the services available for PWDs.

**Mrs.** Dipti Gandhi and Ms. Pushpa Priya attended the SNTD Women's University & NIEPVD virtual International Conference in Education. Ms. Priya presented a paper on “*Inspiring Teaching, Inspiring Learning*”. The presentation focused on the importance of building a strong relationship of understanding between the teacher and student to get the best out of the student. The presentation showcased the creativity and various teaching methodologies used by teachers of the Muskan Foundation.



**A** screening camp was held at Masina Hospital, Byculla by Paediatric neurologists, Paediatric ophthalmologists and was screened 53 children with disabilities and guided their parents with further suggestions and referrals.

**Persons** with disabilities are UDID cardholders which qualify them for law permitted concessions and privileges. 18 months of lockdown delayed UDID card. Muskan Foundation conducted a UDID camp along with a screening camp at Masina Hospital. 16 children successfully registered for the UDID and parents of around 40 children were guided with the process.

# Testimonials of Muskan Associates

## Shraddha Nivendkar -Special Educator

It's been a 1-year experience as a Special Educator at Muskan. I had previously worked as a Special Educator with VI kids. Muskan allowed me to learn and update my knowledge for special kids. Working & learning at Muskan has added knowledge and growth to my skills. Here I came across students with multiple disabilities and helped me develop new strategies & lesson plans which will be apt for them. The Colleges at Muskan have been helpful and cooperative. Working with these kids is a different experience, as each child is unique. It's quite challenging and I found myself exploring new techniques for teaching them. I have gained self-confidence and now can express myself in words through our teacher's training sessions. Through the guidance of Muskan. I have learned new teaching strategies which have helped in my overall development.

## Praful Sudarshan, consultant - Behaviour therapist

Muskan is a wonderful organization working with challenged children with multiple disabilities. It has been a real privilege to have been associated with Muskan for the last two years, working with teachers to contribute to the abilities of the children and their parents to cope with the challenges that these young children face. As an organization, one aspect of Muskan that stands out is the enthusiasm of the teachers and their genuine intent to enable a better life for the children. Every person at Muskan is open to learning, which is enabling constant improvement. Personally, it has provided an opportunity for me to apply skills that I have learned over time and contribute in a small way to enhancing the skills of the care givers and teachers. In addition, I have also become a better person from being part of this caring environment!

## Neeti Phatarphekar – Intern

During my 2 month internship at Muskan, I had a plethora of work opportunities. I got to learn a lot of things about NGOs functioning and challenges faced. Apart from the data work, I was also allowed to participate in special events that were hosted by the school such as Sports Day, Christmas celebration, etc. The environment was very friendly and the staff and teachers made me feel very comfortable. It was a great opportunity to learn and get a vibrant experience. I feel extremely lucky and happy to have this opportunity.'

## Sonali Walhe - Occupational Therapist

Occupational Therapists have a key role in helping people with multiple disabilities to access occupation, adapting activities, equipment, environment, or materials in the places or in a situation they live or participate. Muskan Foundation allowed me to serve people from different socio-economic backgrounds. Muskan Foundation is a place where it provides multi-dimensional therapies for children with multiple disabilities under one roof. In these three years, I grew as a person, therapist, and multitasker. Dealing with a child, who has more than one disability is a challenge. It is a comprehensive learning experience. I established myself as an adaptive, patient, and creative therapist.

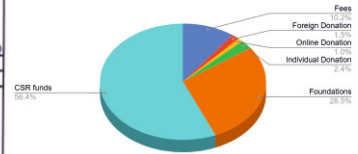
## Rohan Chikhalkar- Parent

When I understood that Adhish has an incurable condition called Optic Atrophy, I felt completely devastated and helpless. Several doctors suggested I enroll Adhish in Muskan Foundation. But I was hesitant to enroll in Muskan as I was unaware of how the special education system works. But after a few months, I visited Muskan Foundation, got consulted by Dipti Gandhi Madam, guided me on what needs to be done about Adhish education, & encouraged me to take admission. So, after a few days, I took the admission for Adhish at Muskan and found that the teachers are very caring, supportive and took a good amount of time & effort for making a comfortable atmosphere for Adhish. I want to especially thank Sonam Madam, Anshita Madam, and for their efforts and support for Adhish. After a few months of Adhish Schooling, I realized that the team Muskan completely took off my tension regarding Adhish education. I highly appreciate Muskan Foundation and congratulate them for their contributions in the field of Special Education.

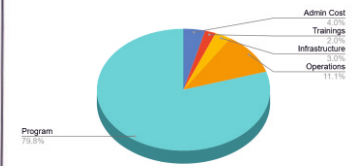
THE BOMBAY PUBLIC TRUST ACT, 1950 SCHEDULE VIII [VIDE RULE 17(i)]					
NAME OF THE TRUST: MUSKAN FOUNDATION FOR PEOPLE WITH MULTIPLE DISABILITIES					
REGISTRATION NO. : E-22579 (MUMBAI)					
BALANCE SHEET AS AT 31ST MARCH, 2021.					
FUNDS & LIABILITIES	AMOUNT		PROPERTY AND ASSETS		AMOUNT
	(₹)	(₹)	(₹)	(₹)	
<b>Trust Funds or Corpus :</b>			<b>Immovable Properties: (At Cost)</b>		
Balance as per last Balance Sheet	18,31,000		Balance as per last Balance Sheet		-
Adjustment during the year	4,15,000	22,46,000	Additions during the year		
<b>Other Earmarked Funds :</b>			<b>Investment: (As per Statement)</b>		74,35,409
(Created under the provisions of the trust deed or out of the income)			<b>Fixed Assets</b>		
- Depreciation Fund	-		Balance as per last Balance Sheet	21,49,361	
- Sinking Fund	-		Additions during the year	1,75,464	
- Reserve Fund	-		Less: Sales During the year	-	
- Any Other Fund	-		Less: Depreciation for the year	(3,29,810)	19,95,015
<b>Loans (Secured or Unsecured):-</b>			<b>Loans (Secured or Unsecured) : Good / doubtful</b>		
- From Trustees	-		Loans Scholarship		
- From Others	-		Other Loans		
<b>Liabilities :</b>			<b>Advances &amp; Deposits :-</b>		
For Expenses	7,88,646		TDS	1,79,802	
For Deposits	2,17,400		Membership Fees Advance	-	
For Duties & taxes	1,08,361		Deposits	2,08,340	
For Advances	-		Sundry Debtors	-	3,88,142
For Rent and Other Deposits	-				
For Sundry Credit Balances	-	11,14,407			
<b>Income and Expenditure Account :</b>			<b>Cash and Bank Balance:</b>		
Balance as per last Balance sheet	1,70,65,840		(a) In Savings Bank Account	1,54,66,653	
Add: Appropriation, if any	-		(b) With the Trustee	-	
Add: Surplus as per Income and Expenditure Account	49,35,253	2,20,01,092	(c) With the Manager	76,281	1,55,42,934
<b>TOTAL</b>		<b>2,53,61,499</b>	<b>TOTAL</b>		<b>2,53,61,499</b>
AS PER OUR REPORT OF EVEN DATE					
FOR DAMANI & SHAH CHARTERED ACCOUNTANTS FRN: 115669W		FOR MUSKAN FOUNDATION FOR PEOPLE WITH MULTIPLE DISABILITIES REGD.: E 25579 (MUMBAI)			
D. Acharya DHVAI B. ACHARYA PARTNER M. No.: 144885 DATE: 15/02/2022 PLACE : MUMBAI		TRUSTEE TRUSTEE DATE: 15/02/2022 PLACE : MUMBAI			

SCHEDULE - IX [VIDE RULE 17(i)]					
NAME OF THE TRUST: MUSKAN FOUNDATION FOR PEOPLE WITH MULTIPLE DISABILITIES					
INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31ST MARCH, 2021					
REGISTRATION NO. : E-25579 (MUMBAI)					
EXPENDITURE	AMOUNT		INCOME		AMOUNT
	(₹)	(₹)	(₹)	(₹)	
<b>To Expenditure in respect of Properties</b>			<b>By Rent</b> (accrued/realised)		
Rent, Rates, Taxes, Cesses	14,23,000				
Repairs and Maintenance	4,26,930				
Salaries	61,88,451		<b>By Interest</b> (accrued/realised)		
Insurance	-				
Depreciation	3,29,810		On Securities	-	
(by way of provision or adjustments)	-		On Bonds	-	
Other Expenses	92,992		On Income Tax Refund	-	
			On Fixed Deposits	4,67,718	
			On Saving Bank Account	7,52,533	7,30,251
<b>To Establishment Expenses</b>					
			<b>By Dividend on Units of UTI</b>		
	4,06,286				
<b>To Other Expenses</b>			<b>By Dividend on Mutual Funds</b>		
	4,46,500				
<b>To Remuneration to Trustees</b>			<b>By Donations in Cash or Kind</b>		1,40,90,781
<b>To Remuneration</b>			<b>By Grants</b>		
(in case of a trust) (to the head of the trust; including his household expenditure, if any)			<b>By Long Term Capital Gain</b>		
<b>To Legal &amp; Professional Fees</b>		11,03,460	<b>By Income from Other Sources</b>		
			(for details as far as possible)		
<b>To Audit Fees</b>		25,000	- Fees Received	9,06,916	
			- Other Income		9,06,916
<b>To Conveyance</b>		68,516			
			<b>To Contribution and Fees</b>		
<b>To Contribution and Fees</b>			<b>To amount written off:</b>		
			(a) Bad Debts		
<b>To amount written off:</b>			(b) Loan Scholarship		
(a) Bad Debts			(c) Irrecoverable Rents		
(b) Loan Scholarship			(d) Other Items		
(c) Irrecoverable Rents			<b>To Miscellaneous Expenses :</b>		
(d) Other Items					
<b>To Miscellaneous Expenses :</b>			<b>To Expenditure on objects of the Trust:</b>		
			(a) Religious (Salary)	-	
<b>To Expenditure on objects of the Trust:</b>			(b) Educational	2,71,751	
(a) Religious (Salary)			(c) Medical Relief	-	
(b) Educational		2,71,751	(d) Relief of Poverty	-	
(c) Medical Relief			(e) Other Charitable Trust	-	2,71,751
(d) Relief of Poverty					
(e) Other Charitable Trust		2,71,751	<b>By Surplus carried over to Balance Sheet</b>		49,35,253
<b>By Surplus carried over to Balance Sheet</b>		49,35,253			
			<b>TOTAL</b>		<b>1,57,17,948</b>
<b>TOTAL</b>		<b>1,57,17,948</b>	<b>TOTAL</b>		<b>1,57,17,948</b>
AS PER OUR REPORT OF EVEN DATE					
FOR DAMANI & SHAH CHARTERED ACCOUNTANTS FRN: 115669W		FOR MUSKAN FOUNDATION FOR PEOPLE WITH MULTIPLE DISABILITIES REGD.: E 25579 (MUMBAI)			
D. Acharya DHVAI B. ACHARYA PARTNER M. No.: 144885 DATE: 15/02/2022 PLACE : MUMBAI		TRUSTEE TRUSTEE DATE: 15/02/2022 PLACE : MUMBAI			

Money in 2020-21



Money Out 2020-21



**Legal Information :**

Muskan Foundation is registered under the Bombay Public trust act, 1950  
Registration No:  
E 25579 (Mumbai) dated 21.3.2009.

**CSR Form 1 :**  
CSR00002114

**PAN number :**  
AACTM3070C

**12 A number :**  
TR/43801 dated 05.01.2011

**80G number :**  
DIT (E)/80G/1012/2011-12

**FCRA Registration No :**  
083781365

# General Information

## Staff Remuneration Per-Month

CEO's Remuneration: Rs40,000/- Remuneration of the highest-paid staff member is Rs. 80,000/- and the lowest-paid staff member: Rs.9,460/-

Slabs of monthly gross salary (In Rs.) plus benefits

Paid to Staff	Male	Female	Total
<5000	-	3	3
5000 – 10,000		4	4
10,000 – 25,000	4	22	26
25,000 – 50,000	1	5	6
50,000 – 1,00,000	1		1
Total	6		-

Gender	Paid (Full Time)	Paid (Consultants)	Part-time
Male	6		
Female	31	8	4

### Auditor:

#### CA (External):

Damani & Shah Chartered Accountants,  
519, Milan Industrial Estate,  
Kalachowki, Cotton Green (West),  
Mumbai - 400033.

### CA (Internal):

Pinkesh Kapadia & Co  
Chartered Accountants  
12/2, Parvati,  
Near Sion Bus  
Depot, Sion West,  
Mumbai - 400022

### Board Meetings:

The Board had seven meeting during the financial year 2021-2022. The agenda and minutes of the meetings are recorded and maintained.

## Banking Information:

### State Bank of India (For Foreign Donations):

Address : FCRA Cell, 4<sup>th</sup> Floor, State Bank of India,  
New Delhi Main Branch,  
11, Sansad Marg, New Delhi-110001

Account Name : Muskan Foundation for People  
with Multiple Disabilities

Account No : 40108597143

IFSC : SBIN0000691

SWIFT : SBININBB104

### UCO Bank (Donation made in India):

Address : Patrakar Co-Op Housing Society Ltd,  
Gandhi Nagar, Kala Nagar, Bandra East,  
Mumbai- 400051.

Account Name : Muskan Foundation for People  
with Multiple Disabilities

Account Name : 17310110005781

IFSC Code : UCBA0001731

Governance			
Name	Age	Sex	Position
Dipti Gandhi	59	Female	Founder / Trustee / Managing Director / CEO
Sanjay Gandhi	64	Male	Trustee
Pinkesh Kapadia	58	Male	Trustee
Ninad Sadvilkar	48	Male	Trustee
Tushar Khandare	43	Male	Trustee

# OUR SPONSORS

All that we have achieved in our last quarter wouldn't have been possible without the support and belief of our generous sponsors. All our sponsors, who stood with us to promote our cause, and sponsors who have reconsidered us for their CSR initiative, are a blessing to us. We are equally thankful to our corporate partners and our donors.

We are filled with gratitude to have supporters like:

- ❖ ACG CaresFoundation
- ❖ Bank ofAmerica
- ❖ BoehringerIngelheim
- ❖ CMA CGM
- ❖ Heart and hand forhandicapped
- ❖ Hapag-Lloyd
- ❖ India Inclusion Foundation
- ❖ Rotary club of Deonar
- ❖ Sanofi Healthcare India Pvt. Ltd.
- ❖ SBI LifeInsurance
- ❖ State StreetCorporation
- ❖ Sir Dorabji TataTrust
- ❖ The Dalal FamilyFoundation.
- ❖ Vohra Charitable Trust.
- ❖ Charitable Aid Foundation America
- ❖ Public Health office of Dr. Bhanubhen Nanavati College of Pharmacy
- ❖ Barefoot Foundation

(The name of our sponsors are listed alphabetically)



## Individual donors

- Ms. Kavita Choudhary
- Mr. Prabhudas R. Mehta
- Ms. Praphul Sudarshan
- Mr. Ramesh Madhok
- Ms. Dipti Gandhi
- Mr. J. P. Tiwari
- Mr. Sujay Marthi
- Mr. Sanjay Gandhi