

Celebrating Simple Joys



ANNUAL REPORT (2018- 2019)

Muskaan - Parents Association for the empowerment of
Persons with Intellectual Disability (since 1982)

Muskaan's vision

A society which recognizes human diversity and respects the rights of all people irrespective of levels of abilities

Muskaan's mission

Muskaan is determined to create and provide opportunities for capacity development of Persons with Intellectual Disability and their families; advocate for their rights and legal capacity; collaborate, facilitate and promote the creation of an enabling environment and an inclusive society.

Guiding Values of Muskaan

- Alleviation of as much suffering and discrimination as possible
- Dignity of work, regardless of job titles
- Thoughtful usage of all the resources including special care for cost effectiveness
- Working with the spirit of mutual help & cooperation, sensitivity to others needs & feelings and team spirit
- Creating and nurturing an environment which encourages each other's growth through communication of positives and negatives in an honest, detached and sensitive manner
- Integrity, transparency and humanistic values
- Giving best to our work motivated by internal rewards
- Service to humanity without personal publicity
- Healthy self-criticism , openness to new ways of thinking
- Conflict resolution through caring and direct discussions with understanding
- Promotion of democratic, decentralized and participative decision making

PRESIDENT'S REMARK

Those who see Muskaan of today can hardly imagine how this journey was fraught with struggles and triumphs all the way. It is important to remind ourselves of history as it helps in developing a proper perspective about present and future. Relentless

work, respect for diversity, Deep conviction about the cause, spirit of sacrifice, transparency, innovative and creative learning solutions, sense of deep gratitude towards all who supported us in our journey are some of the things which built the ethos and culture of today's Muskaan.

We are feeling a great sense of accomplishment in successful completion of 30 years of running adult training & employment program that began in April 1989. I vividly remember the evening when our small executive committee under the presidentship of Dr. I C Verma decided to start adult training program and it was named as MUSKAAN. I never knew at that time the power of the word MUSKAAN which defined its approach and ethos forever.

I could foresee even that early that schools would come up for children but people/ NGOs would not venture into creating adult training and employment programs. It was unheard off! The learning capacities of adults with ID were grossly underestimated. I am so happy that our friends at Muskaan have demolished that and showed us their unique characteristics which deeply humanize whosoever can approach with open mind. Contrary to popular perception we see some of the most remarkable qualities in persons with intellectual disability who continue to teach us valuable lessons of life.

Adult training center was started in a garage in Kalkaji with three students and one vocational teacher. Ms. Sunanda Mehta, a parent took the responsibility of managing and supervising the project. We had no idea which vocational activities will be successfully learnt by young adults with ID and how the whole program will be funded. Yet, we had no doubt that we will find the way to deal with challenges and as the history showed we were right in our optimism. Looking back at the developments of Muskaan there were four pillars of our optimism:

- Faith in the learning potential of our students. Their zest for life and for learning helped building our courage to go on with adult training & employment programs. The learning goals were carefully chosen on the basis of deep understanding of their strengths and limitations
- Readiness to take on any challenges that came our way
- High level of commitment and hard work by team of professionals, teachers, parents and volunteers; notable among them were Ms. Sunanda Mehta, Mr. Tapan, Ms. Neera Chawla, Ms. Srinivasan, Ms. Ahuja who joined Muskaan in initial five years.

- Faith that good quality work will get support from the community of friends and well-wishers, in raising funds and other necessary resources.

Having our own building at Vasant Kunj was a landmark decision in the history of Muskaan which has given a beautiful and comfortable space and ambience to Muskaan team that comprises of students, teachers, executive members, parents, volunteers, donors and visitors.

Muskaan, as an organization, has established a name and standing not only in the sector of intellectual disability but also in the field of civil society organizations/NGOs. We are at a juncture where others look up to us for guidance and that includes other NGOs in the sector and also relevant Govt. Depts. It is our responsibility to maintain its position, ethos and culture along with financial viability.

Muskaan has grown from a small to mid-size organization. Its functional efficiency can be maintained and further enhanced through adoption of professional systems. It demands standardization of all its functions and practices. A new structure and discipline has to be adopted by all who are part of operational and management team. The organizations can run efficiently within a disciplined framework and that is the need of today's Muskaan as well as its secure future.

It is the duty of Muskaan team of teachers, parents and management to nurture the efficiency and ethos of Muskaan. The core guiding principles should always remain to be the empowerment of persons with ID and their families through capacity building; enhancing their quality of life by providing growth opportunities and needed support services

Muskaan's optimism and innovative training and employment solutions for adults with ID is acclaimed nationally and internationally. We are happy that our society has begun to recognize the capabilities of our young friends opening new doors of growth opportunities for them.

MUSKAAN PROGRAMS

The focus of all our programs is capacity building of our intellectually challenged students and their families. When it comes to education of minds, it never has a limit. Experience of working with students keeps giving us new ideas and insights and

thereby prompting us to bring few modifications in curriculum and its transaction. The following section gives a brief about such developments.

Students' development program

The Highlight of this year was that two members of Muskaan team were part of an Indian Delegation who was invited by UK Govt. to Scotland under UKEIRI project to share Best Practices for training & Employment of PWIDD in India. Over the last few years, Muskaan has been receiving lot of visitors from Pan India & across Globe. These are primarily parents and professionals working for persons with IDD. They are interested in understanding the Muskaan's various models of services for persons with IDD and replicate it in their locations. This brings lot of pride and satisfaction amongst the team at Muskaan along with a much larger responsibility to maintain the quality of services and keep evolving our programs.

Another Highlight was that Muskaan was selected as a Training Partner by Skill Council for Persons with Disabilities (SCPWD), under NSDC to conduct a Pilot Project for Training & Employment of Persons with Intellectual Disabilities. This project is funded by DFID, UK. The First phase of the project was completed during Jan-Mar 2019. It involved selecting two Job roles, developing Curriculum and Training methodologies along with content for training in form of Handbooks for trainers & Trainees. We selected two job roles as Pickle making Associate and Food & Beverage Service Associate. 33 Trainees were mobilized for this training. The successful outcomes of this project will be replicated PAN India for training of Persons with Intellectual disabilities.

Muskaan was also assigned task of developing Participants Handbook for Pre-Skills Training as a separate assignment by SCPWD and we completed that also. Once this finalized by SCPWD, it will be used PAN India for training of Persons with Intellectual disabilities.

Our regular Programs involve Training in Life Skills, Vocational Skills, Cognitive Skills, Sports, Therapy & physical Fitness, Computer related activities, Recreational activities, Music, Dance & Theatre. Broadly our Programs are structured as follows:

1. Training Program

2. Art & Activity Centre Program
3. Supported Work Centre Program
4. Senior Group Program
5. Mainstream Employment Program

Training Program- Any newly admitted student goes through initial phase of training in this program. The focus here is training in Life Skills to help the person adapt to various kinds of Environment where he/she might be placed for on the job training later on. A lot of activities are conducted to facilitate their learning such as Puzzle making, board Games, Demonstration of various skills, Role plays, visits, outings, Fun sports, music, Dance & movement etc. 36 students were under this program with 3 teacher, 6 activity teachers and two support staff.

Activity Centre Program- It mainly caters to persons with high support needs of various kinds (physical, emotional, communication, learning etc.). The focus of training this year was to increase their attention span in activities, develop acceptable social behavior, build concepts required in daily functioning, and pre-vocational skills. This was achieved by organizing Fun based sports activities, Computer based activities, skill building workshops, outings to various places and participation in larger events of Muskaan like Festival celebrations. Total number of students under this program are 24 and 2 teachers & 4 support staff, 6 activity teachers and 4 volunteers are engaged with them.

Supported employment within Muskaan- The focus of this year was to train the students in new tasks of the same vocational activities as the product range, designs & packing styles have been changing. Monthly workshops were held in each vocational unit to this effect with follow up in daily routine work. This resulted in enhanced capacities of all units as students were able to take up new responsibilities. Presently 61 students are placed in Supported employment within Muskaan. 5 regular teachers, 5 support staff & 4 activity teachers are engaged with them. We also reviewed criteria for moving to work center along with grades of stipend.

Senior group program- The program became more stable with required changes introduced last year such as reducing the working hours for our senior adults due to reducing physical stamina & frequent health issues. A significant change was seen in their attendance after that and also, they started enjoying their activities more. The number of adults in this program is 15 and 2 regular staff members and 5 activity teachers are engaged with them.

Supported Employment outside Muskaan- The highlight of this year was increase in networking and recognition of our model of training & placements by many NGOs, Employment partners and Global organizations. People showed interest in understanding and replicating our model in their area of work. We started training in 6 new sites involving 10 trainees. 7 students completed their training and got employment in their respective places of training during the year 2018-19. Regular reviews were done for various sites (monthly, quarterly & bi-annual) to track progression of trainees and employed adults with ID. As a result of these reviews, refresher training/advanced training was conducted at various sites for our trainees/employed adults.

Muskaan East Extension Centre- Last year Muskaan had opened its first extension center for Vocational Training in Sahibabad. The second year of its operation has also been challenging but the program is now settling down gradually. The focus here is training in Life Skills to help the person adapt to various kinds of Environment where he/she might be placed for on the job training later on. A lot of activities are conducted to facilitate their learning such as Puzzle making, board Games, Demonstration of various skills, Role plays, visits, outings, Fun sports, music, Dance & movement etc.

Presently there are-9 students, 1 regular teacher, 1 support staff, 2 part time staff, one volunteer and one mentor.

Product Development & Marketing

This year we moved a step further in getting bulk orders during Diwali. Muskaan products are being picked up for corporate gifts, Weddings and Conferences. It has helped in having regular work for students throughout the year. Bulk orders involve

lot of packing apart from production of items which generates more work for students. On the other hand it reduces stress on other resources which are required in Venue sales.

This year, we got our FSSAI License for which all due preparations happening over last two years. We are also registered under GST.

We started a new project of Potted Plants this year with our students which attracted many individuals & corporate contacts.

Our Regular Customers include Jawaharlal Nehru University, Bloo Nimboo Voyages, Times Internet, Gulati Foods Pvt. Ltd., Tripti Foods, United Chrfs, Gaganmandal Technologies pvt.ltd., XL CATLIN, Smart Analyst Pvt. Ltd, Lemon Tree Hotels, Japanese Volunteer Group, Inner Wheel Club.

We have been taking our products to these Schools & Colleges: Apeejay School, Ramjas School, St.Mark's School, St. Columba's School, Sardar Patel Vidyalaya, Acharya Narendra dev College, Lady Shri Ram College, School Of Inspired Learning, Shiv Nadar School.

Volunteers from different schools and colleges have participated in our awareness programs and marketing our products.

Staff Development program

This year also we organised capacity building workshops for teachers in the month of May & June 2018 on varied topics e.g. Understanding one's role & responsibilities, capacity building thro' various activities, Developing effective Communication with families, Team building, Interpersonal relationships, Understanding supported work center model. We also organised few workshops throughout the year on various topics of interest to our team. Few of the team members also attended workshops organised by other institutes. Leaders of the Muskaan made presentations in various forums about Intellectual Disability and Successful Models of services created by Muskaan.

Details of Workshops, Training & Meetings attended by Staff

Participants	Date	Place	Detail
Teacher Associate	21 st -25 th May	Muskaan	Capacity building -Teaching program for Support Staffs, Resource person: Dr Shanti Auluck & Ms. Neera Chawla
Teachers	25 th June	Muskaan	Workshops for teachers for Capacity building Topic: How to improve our training program, : LSP & Curriculum Activities, Revised criteria for work centre & developing module for work centre
All staff	26 th June	Muskaan	Session by Ms Ann & Ms Shalini On Communication
All staff	27 th June	Muskaan	Workshop by Dr Shanti Auluck on Team Building
All staff	29 th June	Muskaan	Workshop by Ms Nita Kapoor & Shalini
Surender	13-14th August	Enable India Banglore	Workshop Employment of PWD : Mr Surender, Manager Employment represented Muskaan & shared our experience of employment practice
All teacher & Staff	20 th August	Muskaan	Brainstorming Session for Teachers Resource person on team building & Emotional issues by Dr Shanti Auluck
Anita, Savita Sharma & Nutan Sharma	11 th -14 th Feb.	NIEPID Regional center, Kolkata	Top up training of trainers (ToT) on Intellectual Disability under DFID skills for job program.
Dr Shanti Auluck	26th Feb	Centre for Women's Development Studies	chaired a session on "challenges of motherhood" in a National conference on disability, gender & violence"
Ms Abha Karn & Ms Smriti Shankar	1 st March	Ambedkar International centre	Attended the daylong National conference on DDRS Scheme

Ms Abha Karn & Ms Reena Tiwari	5 th March	Education Department, Delhi University	Attended Symposium on “The possibility and Prospects of arts on Disability and gave Presentation about art and activity centre of Muskaan
Dr Shanti Auluck	9 th March 2019	Amity University	Speaker : Subject: “Inclusive Education Best practices & Future prospective”
Ms Abha & Mr Surender Singh	9 th & 10 th March	Regional parents meet Kurukshetra	Presentation on supported work centre and employment
Ms Neera Chawla & Ms Anita	14 th March	Meeting of Skill council of India at NSDC	About Content Development
Ms Neera Chawla & Mr Surender Singh	16 th -22 nd March	Glasgow Kelvin College, Scotland	As Delegate from India under UKEIRI Project (a collaboration between SCPwD, India & Glasgow, Scotland) The main objective of this visit was to share models of employment of PWIDD in Muskaan & Lemon tree hotels with prospective employers at Scotland, Social Development Organizations and Government representatives (Ministry for education & Ministry for Skill Development)



Workshop by Dr. Shanti Auluck on Team Building



At Glassgo Kelvin College Scotland



Regional Parents Meet Kurushetra



Training of Associates Teachers

Muskaan's Residential Facility



Seven years back when we initiated the process to Develop an Assisted living facility in partnership with National Trust, we never realized that this project will land up in a situation where Government will turn their back and not extended the lease. It is very sad that still people in the Government do not understand the needs of the most marginalized people with disability and citizens of India. Though our constitution gives every citizen the Right to Live but still these people are ignored.

Muskaan has always stood for the rights of persons with disabilities. Therefore, to secure the future of 18 residents living in the residential facility, we had number of meetings with Divisional commissioner, SDM south, Chief secretary, chief disability commissioner to bring them to the real and pressing need of the residents for secured future. With no options left we had to go to High court to get stay order. High court respecting the powers of Court of State Disability commissioner for Persons with disabilities (SCPWD) asked Delhi Govt. to follow the orders of court of SCPWD. Court of SCPWD has asked National Trust and Delhi Government to find a residential place for the 18 residents. Case is still pending.

This entire struggle with Delhi Government has given us a clear understanding that even if we get extension for further few years but people at Government will take another decade to change. Rather than leaving these residents at the mercy of insensitive and inhuman people, Muskaan has decided to take permission from DDA to construct more space at Muskaan's Vasant Kunj Centre and shift the entire project.

With great grief we share with you the sudden demise of our resident Rajiv Mehta on 20th January 2019 due to Cardiac arrest.

S.No.	Areas	Report
1.	Beneficiaries	At present we have 17 residents. 11 Male and 6 Females.
2.	Skill Building	In October 2018 we took a very strong decision to train Two of our Female residents, for housekeeping job at Dera facility. Three months of training proved to be

	 	<p>useful. On January 2019, Ms Bindu & Ms Beena both got employed for housekeeping. Now both are earning and meeting their personal needs. Every resident is contributing functionally in the running of the facility.</p> <p>14 residents go to work at Muskaan's Vocational cum employment center.</p> <p>50% of our residents have crossed the age of 50, we have to put a better recreational engaging program in place for them.</p>
3	Art & craft Activities	<p>Weekend activities includes making different types of windchimes, Embroidered Mattie bags, key chains. After two years of research and development, our Knitting project has taken shape. Now, one more teacher and two students are trained to start production of Mufflers. They have fixed targets for Diwali. Similarly targets for Windchimes, key rings and Mattie bags are also fixed.</p>
3	Recreation and Celebrations	<p>We have good number of Indoor and Out-door games and sports equipment. Residents have learnt the use of all equipment and enjoy playing with friends. We plan to create better recreation activities when we shift to Vasant Kunj premises.</p> <p>Like every year we Celebrated all festivals. Residents were super excited in making arrangements and decorations for the festival. This year residents enjoyed outings at Mall, Movie, Suraj kund Mela, and India Gate.</p>
4	Medical Support and fitness	<p>50% of the residents have crossed 50 years of age and their medical needs are increasing. This year two of our residents were hospitalized. We realized that besides financial needs we also need attendants who can provide care at hospital. Even for post hospitalization care we have to send them to Nursing hospital for full recovery. We have to create resources for such needs too.</p> <p>Annual check-up was conducted in an annual health camp organized at Muskaan's Vocational cum employment center. Monthly medical aid and regular medication was continued to keep all the resident</p>

		healthy and daily exercises keep them fit.
5	Team building	At the Residential facility full attempt is made to give full support and care to staff as an extended family member. Staff also gets monthly Doctors support for their health issues. They are included in every birthday party and gets involved in festival celebrations. Annually Special party is organized for them where they choice the activities to enjoy.
6.	Financial stability and Fund Raising	<p>Last year Residential facility Finances</p> <ol style="list-style-type: none"> 1. Income = Rs. 25 lakhs (includes parents contribution of 8 lakhs this year) 2. Expenses =Rs. 41 lakhs <p>Balance of Rs. 16 lakhs expenditure is taken up by Muskaan-PAEPID.</p> <p>Taking into consideration the rising cost of running of the facility, last year the Dera Management Subcommittee and Parents together decided to bring some financial stability to this project otherwise it will have direct impact on the quality of services. Therefore, a policy has been developed where paying parents will contribute annually towards the direct expenses incurred on the residents and rest of the difference and Non-recurring expenses will to taken up by the organization.</p>



Weekend Activities



Periodic Health Check-ups

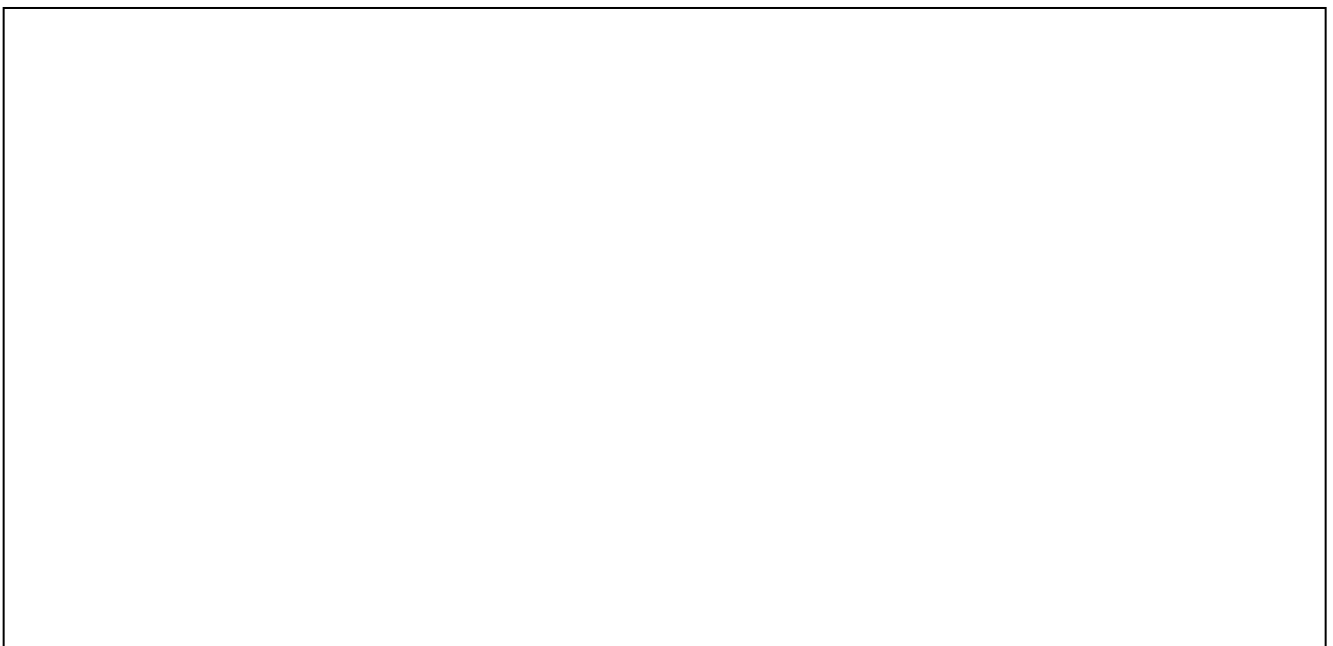
Project Challenges

1. Inhouse Medical care center with medical staff. Cater to issues like post hospital care, Viral and seasonal elements.
2. Once we shift to Vasant Kunj there will be a challenge if present caretakers do not agree to continue on the present salary at Vasant kunj. Hiring new staff and training them will take time.
3. Financially viability.

Family Support services

This year we attended to 106 families for counseling & guidance. 147 Families Participated in various training programs held in Muskaan and outside Muskaan. The focus of these training programs was to create better understanding about their wards and their own situations and how to effectively deal with these. A Dental camp was conducted in collaboration with Manav Rachna Hospital, Faridabad. Regular PTMs were organized for all the families enrolled with Muskaan.

Medical support- This year a lot of effort was put in by Muskaan team for facilitation of Medical services for our students. A medical camp was organised with support of XI catline, Max hospital & Bharti eye hospital for Muskaan students & staff for two days on 10th & 11th April, which covered routine health checkup Along with this a routine dental checkup was also organized on 17th April at Manav Rachna University, Faridabad



Awareness & advocacy

In last few years activities undertaken in this program have increased considerably. Many more schools, institutes, corporate and organizations from different parts of world visit us to know about working of Muskaan. Muskaan participated and supported several initiatives of different organization.

Regular activities undertaken by Muskaan to facilitate parents to receive benefits of govt. schemes:

Niramaya Health insurance enrollment total: 90 (87 renewal + 3 new)

Legal guardianship: 26 certificates approved & issued

Glimpses of programs held for awareness

World Disability Day: 3rd December

Muskaan participated in several programs held by different organization including Ministry of Social Justice. Muskaan students presented a dance performance at India Gate at a program organized by NCPEDP.

World Down syndrome Day: 21st March

Muskaan organised an awareness program at Dilli Haat, INA, New Delhi. Music & Dance Presentations were made at various locations in Dilli Haat at various times of the day. Interactions were done with public to create awareness about capacities of persons with Down Syndrome

Participation of students in sports, cultural Events and festivals 2017-18

Indoor & outdoor Programme /Event

Date	Info of Programme/Event
2 nd April	Students participated in Painting competition at IHC organised by AFA to mark the Autism day
9 th May	Team Valvoline to spent the Day with Muskaan Trainees
14 th August	Muskaan celebrates Independence Day
30 th August	XL India team came to spent the day with Muskaan students
25 th August	Rakshbandhan is celebrated in each unit
5 th September	Teaches Day & Janmashtami celebrated with Puja & hawan by all
23 rd October	Diwali Bazar Innugral

24 th October	Open house for parents placed in Activity Centre, Prep, East Delhi centre at 1 o'clock(Sequence of the Event: Welcome, Cultural Programme, shopping of Muskaan products
26 th October	Open house for Parents of students placed outside for employment - day long(Sequence of the Event: Welcome, Cultural Programme, shopping of Muskaan products
29 th October	Open house for Parents of students placed in Life style units at 1 PM (Sequence of the Event: Welcome, Cultural Programme, shopping of Muskaan products)
30 th October	Open house for Parents of students placed in Food units at 1 PM(Sequence of the Event: Welcome, Cultural Programme, shopping of Muskaan products)
31 st October	Diwali Party for students with Japanese volunteer Group
3 rd November	Diwali bazaar welcomed our friends from Inner wheel club
<p>Apart from Diwali activities within Muskaan we are also present in different venues to showcase & sale our products, The institutions where we went this year are X L Catlin, Lady Shri ram College, APEEJAY School, St Columbus School (Senior, Middle & Junior), Taj Vivanta, MMPIL, Sardar Patel School, BILL & Melinda Gates Foundation, MC Kinsey & company, Acharya Narendra Dev College, Godfrey Phillips, Macquarie, Smart Analyst, Deolitte share services India, Sanskriti School NGO sale stall, Microsoft, Khaitan & company, NIPCDD, St Marks School Janakpuri, Unicharm, Ramjas School, Oyo room, Andaz Delhi, Prefetti, Usha International Ltd.</p> <p>We also got bulk orders from different corporate & individuals, they are : Curemate , Times Internet, Ahuja & Company, Taj palace, XL Catlin, Perfetti, India Post Payments Bank, Granny & Me, Mrs Chandiramani</p>	
5 th November	Diwali celebration with Muskaan staff
14 th November	Diwali review followed by Lunch
23 rd November	Walk for wish (an awareness walk at Gurgaon cyber city with CBRE)
3 rd December	Participated an event organised by NCPEDP to mark Disability Day
17 th December	Muskaan students attended an award function organised by Innerwheel Club shortlisted students were presented with water bottle, a ganesh momento and a FD of Rs 11000 Rs
19 th December	Workshop by Qais Jaunpuri (Qais Jaunpuri is the founder of AAO KAHEN DIL KI BAAT, a real life sharing program, which allows people to share their secrets in public. After working as a Civil Engineer for 14 years at various locations including Delhi, Gurgaon, London and Mumbai, he is now running his own company QISSANAGAR. Hewrites rebellious poems and short stories.
24 th December	Muskaan students went for a Picnic to celebrate Christmas at Dera village, our residential project

7 th January	Talent Hunt- Muskaan started New Year with full energy & joy as always. New year celebration, a talent hunt was organised in-house to explore the inner talent of our friends. 48 students participated & presented Music, Dance, Instrumental abilities. The entire team member witnessed and enjoyed the presentations thoroughly. Winners of the competition; Yajur for singing, Abhishek viz for Instrumental (harmonium), & Anshul, Vijit, Nayan , Abhishek viz for Dance.
11 th January	Lohri celebration - Muskaan team celebrates Lohri in a traditional way It was organised by training group D with the support of team
25 th January	Republic Day celebration- After parade & flag hoisting all trainees participated in a quiz. It was nice to see the enthusiasm and eager to answer in them. It was organised by Candle unit with the team support
14 th February	Muskaan celebrated Valentines' Day with full energy It was organised by stationary unit with team support
16 th February	AGM- Apart from the regular presentations of Annual Report & Audit report a panel discussion was done about "Securing the future of our children" Sequence as follows: <ol style="list-style-type: none"> 1. Dreams & concerns presented by trainees of Muskaan 2. Family pension by Vinay Topa 3. Formation of Trust by Mr Mayank Spr 4. Alternative models of residential facility by Dr Shanti Auluck
6 th March	Annual Sports day was organised for the trainees & staff It started with yoga presentation by training group followed by different sports which included Cricket, Bocce, Fun games, Musical chair, Race, Hurdle race, Cone Race, Jenga, Carrom Board, Hitting the target, Recreational games, Tambola, Passing the hoopla & Tug of war. Everyone participated in the event with full energy & enthusiasm. Special Lunch was provided to all courtesy : Mrs Malini Dhir , who celebrated her daughter Divya's birthday with Muskaan Team
20 th March	Muskaan celebrates festival of colour with painting competition. All the trainees participated in different colouring competitions such as poster making with water colours, crayons, painting with stencils, free hand painting, Rangoli making, followed by fun games (Photo with props, Mehndi, tattoo etc). Winners in different catogery were: <ol style="list-style-type: none"> 1,Poster painting with crayon: 1st - Sumia Bhatnagar, 2nd Vineet Kataria 2.Poster painting with water colour(Work unit): 1st- Vineet Diwan, 2nd- Ali Asgar, Consolation-Ritu Mitra 3.Poster painting with water colour(Training unit): 1st Nitin Kisan Chand , 2nd - Sagar Walia

	<p>4.Rangoli Designing: 1st - Nupur Mallick, 2nd- Rashi Sana</p> <p>5. Poster painting with Stencil: 1st- Prateek 2nd- Dev Yadav</p> <p>And one special prize to Gunjan Anand for her extraordinary painting ability</p> <p>Also celebrated B'day of Sagar Walia in the presence of Mr Sanjay Walia & the party was sponsored by him for the entire team</p>
23 rd March	<p>World Down syndrome Day- Since 21st was Holi (festival of colour) so we celebrated WDSD on 23rd March with full capacity, It was a flash mob (an awareness event) at Dilli Haat INA. Muskaan trainees & staff with children of Very Special Arts presented a dance sequence on different locations at Dilli haat's floating population.</p>



Exposure Visit of Different Institutions

Date	Name of Institute	Total no of Visitor	Purpose for Visit
9 th May	Visit from Valvoline	15	For Sensitization
19 th July	Visit of foreign delegates from St. Marks	7	For Sensitization
1 st August	Visit from Amity College	27	For Sensitization
7-8 August	Visit from St. Angels School	62	For Sensitization
31 st August	Visit XL Catlin	18	To spend a day at Muskan
6 th September	Visit from Daulatram College	15	Counseling and Guidance for Intellectual Disability
26 th September	Visit from Amar Jyoti	22	To understand various aspects of counseling and Guidance for Intellectual Disability
3 rd October	Shiv Nadar School	25	For sensitization & awareness
10 th October	DAV Vasant Kunj	21	For sensitization & awareness
17 th October	Shiv Nadar School	29	For sensitization & awareness
24 th October	Shiv Nadar School	27	For sensitization & awareness
2 nd November	Shaji Thomas John, Chief of Paediatrics, Baby memorial hospital, Chair - The Down Syndrome Trust (DoST), Patron - Kerala State DS Support Group, Calicut, Kerala	2	To understand the functionality of Muskaan
27 th November	Glassgow university, Scotland	2	To understand various aspects of counseling and Guidance for Intellectual Disability
28 th November	Manav Bharti School	32	For sensitization & awareness
13 th	Assam Don Bosco University	22	To understand how to work with

December	Guahati		Person's with Intellectual disabilities
19 th December	Akshay Pratishthan	24	Visit of special education students to know how to work with PWID & learn about different vocations
15 th January	Navjyoti	3	Orientation visit for teachers regarding vocational training
18 th January	Sahaj International school	7	A group of students with a teacher came to spend day with Muskaan trainees and also got some material from Muskaan wish list
7 th February	St Mary's School	5	To understand various aspects of counseling and Guidance for Intellectual Disability
20 February	Amity University	46	Visit of special education students to know how to work with PWID & learn about different vocations
1 st March	Jamia Milia	18	To understand how to work with Person's with Intellectual disabilities
27 th March	YMCA	45	30 students of special education along with 15 teachers visited to learn about different aspect of working with people with Intellectual disability, vocational training and specially functioning of Muskaan

Community participation

Muskaan has been quite a popular destination with students for their internship. Students from schools, colleges and professional institutes keep approaching Muskaan for doing their internship. Interns come with educational backgrounds like Psychology, Human Development, Special Education, Social Work, and various Management fields. It provides them an opportunity to work with an important social cause and Muskaan too gets their support in areas where we need volunteers to take up few projects. We are impressed by their sensitivity, sincerity and commitment.

At Muskaan, we plan a special program for each one of the interns based on the objectives of their internship as defined by their parent organisation and sensitisation & awareness of Muskaan's work in the field of Intellectual Disability. In each case an individual supervisor is appointed from Muskaan team who guides the interns to make it a gainful learning experience for them and in the process ensure their commitment to work during this period. This year **we trained 9 interns from Institutes like Lady Irwin College, School of Inspired Leadership, Action For Autism, Nurseee Munjee Institute of Management Studies, Mumbai and School of Social Work at Jamia Millia University.**

Apart from these we have a regular inflow of Volunteers from various schools & colleges. They are also given an orientation and then placed in different units so that they can interact with our students and understand their strengths and challenges.

Thanks & gratitude

We wish to express our deepest gratitude to all those people who supported us to make all the above-mentioned activities & programs possible. We have always believed in maintaining transparency in our functioning so that each of the supporters can have full visibility of our styles of operation. It has led to an increasing faith on Muskaan from community which includes:

Govt. Departments including Ministry of Social Justice & Empowerment, Delhi Social Welfare Department, Skill Council for persons with Disabilities and National Trust

Corporate including Lemon Tree Hotels, Courtyard Marriot, Four Points by Sheraton, Country Inn & Suites, Macquarie Foundation, XL CATLIN, Magneti Marelli Powertrain India Pvt. Ltd and many more.

Trusts & Foundations including Indira & Jai Foundation, Aruna Sinclair Foundation, Baba Charitable trust and many more

Foreign Donors including Japanese Volunteer group, French Embassy and many individuals

NGOs, Schools and Colleges

Many individuals as Donors, Volunteers, Interns and visitors

Executive committee, Families, Students & Teachers of Muskaan

We thank all the above and those too whose names may have been left out.

Organisational Donors	Individual Donors	Individual Donors
Kaff Appliances India Pvt.Ltd.	Vandana Narang	Rajeev Jain
Innerwheel Clubs of Delhi & NCR	Nitin Anand	Suresh Kumar Fatedar
XL India Business Services Pvt. Ltd	Vasudevan Padmanabhan	Vasu Dev Bhasin
Aruna Sinclair Foundation	Divya Misra	Usha Pandit
Indira & Jai Foundation	Vinod Kumar Anand	Madho H Bijlani
Shahzada R S Chairatable Trust	Brig S.S.Chohan	Neelam Kalia
Rubicon Learning Systems Pvt.Ltd.	Mehar Lal Mathur	Sudhir B S Mungee
Sh. Savitri & Sh. Sampuran Singh Palta MCTR	Anil Kumar Dhingra	Shalini Sinha
Baba Charitable Trust	Pooran Chand Kukreja	Rakesh Kumar Dhall
Suran Protsahan Trust	Arun Parkash Nagrath	Subhashini Sahore
Charities Aid Foundation	Shashank Rao	Sidhpat Rai Sahore
S.R.Education Society	Sudha Bharara	Mahesh Dattatray Sakhare
Om Darshan Trust	Divya Misra	Lata Arora
	Satish Khanna	Narender Kumar
	Tanya Tandon	Vivek Dhir
	J.V.Joshi	P C Kukreja
	Meera Baijal	Dr. Satya Prakash
	Shashi Mannan	Preeti Tiwari

List of Executive Member			
Name	Designation	Name	Designation
Dr I C Verma	President Emeritus	Ms Sushi Kaul	Executive Member
Dr Shanti Auluck	President	Mr Rakesh Diwan	Executive Member
Ms Shalini Sinha	Vice President	Mr Brij Chandiramani	Executive Member
Ms Madhavi Gupta	Secretary	Mr Ann Jose Varavukala	Executive Member
Mr P P Kapahi	Treasurer	Mr S K Singla	Executive Member
Ms Neera Chawla	Executive Member	Dr Pragati Ganjoo	Executive Member
Ms Abha Karn	Nominated Member	Mr Rakesh Dhall	Executive Member
Ms Seema Chadha	Nominated Member	Ms Nita Kapoor	Nominated Member
Ms. Mridula Sakle	Honorary Member		

