

ANNUAL REPORT 2023



PREPARED BY

P R Mahadevan, Secretary

Adarsh Charitable Trust

9447221900, adarshrehab@yahoo.com

ANNUAL REPORT PRESENTED BY THE SECRETARY TO THE BOARD OF TRUSTEES OF ADARSH CHARITABLE TRUST (ACT) AT ITS 25TH ANNUAL GENERAL BODY MEETING HELD ON 30TH JULY 2023 AT 5 PM ON ZOOM PLATFORM

Dear Chairman Emeritus, Chairman, Vice Chairman, Joint Secretary, Treasurer, Governing Council members, Executive Committee members and other fellow Trustees,

Happy welcome to all!

As you are aware, this is the Silver Jubilee Year marking twenty-five years of our yeomen services. It has been a long journey keeping in mind our modest beginning. Of course, we faced many challenges but, ultimately, the kind of results we achieved is a testimony to the hard work we put in bringing up this organization to this level. May God bless us and give us more strength and power to take this organization to newer heights!

It is with immense pleasure that I place the 25th report before you. As we know, the past year started after a long gap of two years of closure because of the pandemic. It was reported last year as well that the long gap gave us good opportunity to consolidate our activities, and helped us to focus on our present plans and future endeavors. The details are elaborated in the coming pages. As already reported, the generous altruism from a parent, Shri Mathews P. Mani, gave us the prospect to clearly define ways to go about on children who have reached the age of 18. This was an area which required a lot of care, planning and focus. The primary concern was to get adequate space near our parent centre, which we received because of the above act of benevolence. This enabled us to initiate and plan for an exclusive centre for those children who had reached adulthood. The programmes and projects started at the new centre focus on the above aspects. In fact, the gap due to the pandemic relieved us from routine, hectic activities thereby giving us an opportunity to focus more on the new initiative, and you will read about the same in the next few pages.

Nevertheless, I realize this is beginning and we have to travel miles before finding the proposed projects bear satisfactory results.

Friends, a year has passed without the physical presence of our dear Neelakantan Sir. His demise has left an irreplaceable void. I am sure, we are doing justice to his thoughts and vision to the best of our abilities. I believe, he would surely be a happy man had he been with us today.

Last year, our canteen staff Smt. Niveditha's husband, Shri Mohanan, passed away. We pay our homage to the departed soul.

We inducted two new trustees during the reporting period, Smt. H Sreevidya, a retired LIC officer, and Shri K V Narayanan Kutty, Director of Indigo Paints. Ms. Sreevidya is the only lady member in the Trust and is actively involved in various school related activities. She is diligent in taking care of the welfare of children and staff members of ACT. Shri K V Narayanan Kutty was closely associated with ACT when he was the President of Rotary Cochin Central; he had helped ACT in procuring various advanced therapeutic devices. Since then, he has been a regular benefactor of ACT.

In the following pages you may go through some innovative initiatives started during the period. We have consolidated our position as far as the main rehabilitation centre is concerned. At the main centre, the whole set up is revamped to suit the present needs as we have children from 0-18 years. Here the focus is on their rehabilitation and mainstreaming. For the same, strenuous efforts are being taken and the results are very encouraging.

1. Adarsh Charitable Trust – Background details

‘Adarsh’, a non-profit charitable Trust, registered under the Registration Act, 1908, was established in 1998 with an objective to Rehabilitate Persons with Mental and Physical challenges. Since then, the Trust has been providing rehabilitation services to children affected by Cerebral

Palsy, later it was extended to cater those affected by other challenges like Autism, Down syndrome and Learning Disorders also.

a. Registration details of the Trust:

Charitable Trust	Registration Act 1908	78/IV 22/04/1998	Permanently valid
Main Rehabilitation Centre	PWD Act	0064/2021/EKM/SJD	Valid till 24/10/2024
Adarsh Centre for Empowerment	PWD Act		Application submitted for registration
12 A & 80 G	Income Tax Act	12A - AAATA8491KE20214 80G- AAATA8491KF20214	Both the certificates valid till 31 st March 2026
Foreign Contribution	Foreign Contribution (Regulation) Act, 1976	052850473	Valid till 31/03/2028
Food Safety and Standard Authority of India (FSSAI)	Food Safety and Standard Act 2006	21321190000529 - Adarsh Centre for Empowerment 21322190000293 - Adarsh Special School	ACE – Valid till 05-09-2026 ACT – Valid till 16-06-2027
GST Registration	GST Act	32AJQATA849 IKLZK	Permanently valid
Fire Safety NOC			Valid till 26/06/2024

- b. The Trust has its registered office **at XIV/547 B& C, Opp. Agasthya Ashram, Kureekkad P. O., Ernakulam.** It is in Chottanikkara Panchayat (13 Kms from Ernakulam Town) of Ernakulam District in Kerala State. It owns a land of 40 cents and a disabled friendly building of around 20000 sq. ft., for the rehabilitation of children with challenges. **The Child Development Evaluation Intervention and Research Centre**, started in 2007, functions now at Vyttila, Ernakulam in a rented. **Adarsh Centre for Empowerment**, the new vocational training centre of Adarsh Charitable Trust functions at 3/81 Y, Palakkattu Building, Vaikom -Tripunithura Road, Udayamperoor, Ernakulam, with its spacious 2 floors and 30 cents of land, which as mentioned earlier, is a generous donation by one of the Trustees.

2. OBJECTIVES, VISION, MISSION and MOTTO.

a. Objectives

- i. To help physically handicapped and mentally challenged persons
- ii. To rehabilitate persons with cerebral palsy and persons with other disabilities
- iii. To give medical assistance and relief to those who are poor and have become mentally and physically challenged through accidents or other calamities
- iv. To establish and/or construct, run and aid institutions, medical relief centres for this purpose
- v. To promote research in the field for Community Based Rehabilitation programs; and
- vi. To do any and all other lawful things as the Trust may deem fit for the attainment of all or any of its objectives, make rules and bylaws, amend, vary or rescind from time to time.

b. Vision, Mission and Motto:

VISION

To become an institution par excellence, providing comprehensive habilitation measures and pioneering efforts for enriching the lives of challenged individuals.

MISSION

To help every challenged child by

- Reaching medical and therapeutic assistance
- Imparting academic training appropriate to specific needs
- Equipping with appropriate Vocational skills
- Creating necessary social and physical support infrastructure that empowers the child to lead a life of independence and dignity in adulthood.

MOTTO

A man is never as tall as to when he kneels to help a child

3. GOVERNANCE

- a. Adarsh Charitable Trust has a Board of Trustees with 25 members. The main office bearers of the Trust are

Chairman Emeritus	: Shri K P Padmakumar
Chairman	: Shri. V Sathyanarayanan
Vice Chairman	: Shri Dinesh P Thampi
Secretary	: Shri. P R Mahadevan
Joint Secretary	: Shri M D Varghese
Treasurer	: Shri. C V Ignatius
Patron	: Shri. N Krishnan

- b. Governance of the Trust is entrusted to two bodies, namely Governing Council and Executive Committee. Governing Council (GC) has 15 members. The council generally meets once in 2 months. Executive Committee (EC) has 6 members, out of these, 3 of them The Chairman,

Secretary and Treasurer are included as ex-officio members. During 2022-23 both the Governing Council and Executive Committee met 4 times including the Annual General body Meeting.

c. Remunerations and re-imbursements to Board Members

No .	Name	Gross Remuneration PER ANNUM (Rs.)
1	V. Sathyananarayan	Zero
2	Dinesh P Thampi	Zero
3	P.R. Mahadevan	Zero
4	M D Varghese	Zero
5	C.V. Ignatius	Zero
6	Dr. Abraham K. Paul	Zero
7	P.N. Narayanan	Zero
8	Riaz Ahmed	Zero
9	Dr. Sachidananda Kamath	Zero
10	Simon John	Zero
11	K. Vijayan	Zero
12	Mathews P. Mani	Zero
13	H Sreevidya	Zero
14	Adv Joseph Kodianthra	Zero
15	K. Venugopal	Zero
15	N. Satheesh Kumar	Zero
16	A Raghunathan	Zero

d. Total cost of international & national travel by all Board Members

1	International Travel	Rs. 0
2	Domestic Travel	Rs. 0

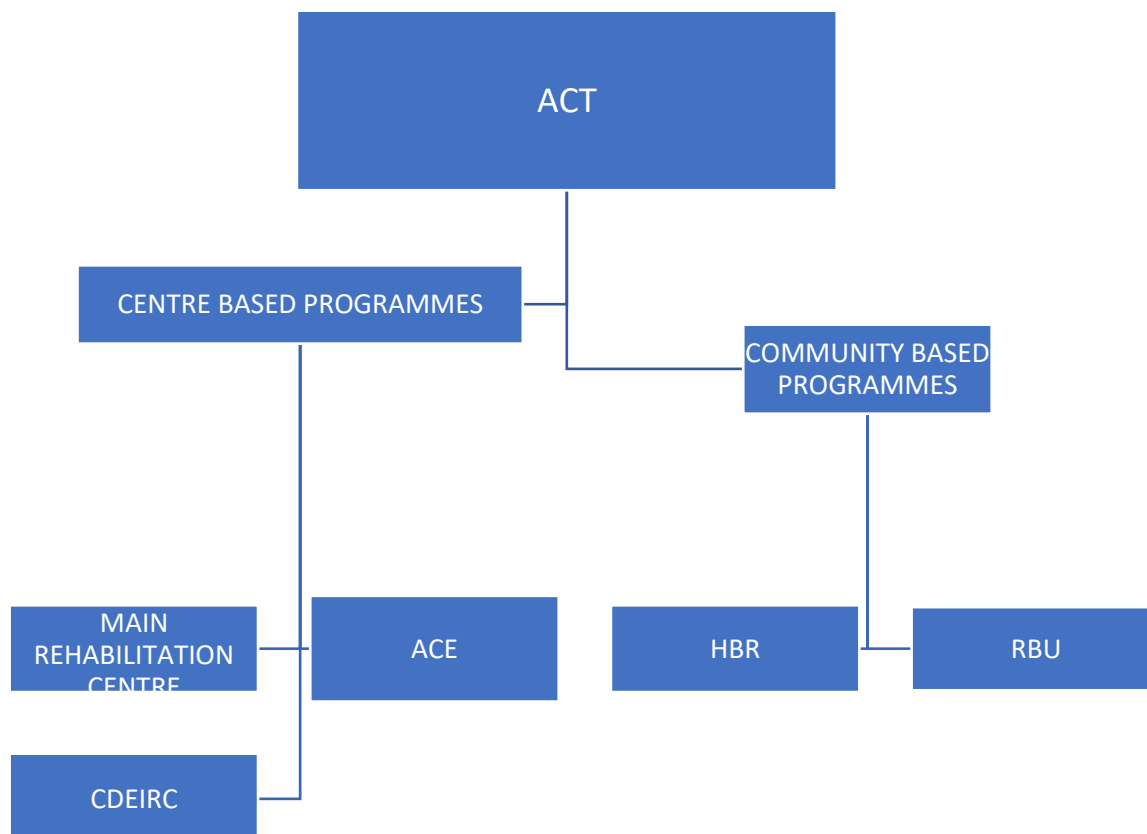
- e. The Governing Council and Executive Committee members of Adarsh Charitable Trust are unrelated by blood or marriage.
- f. Governing Body of ACT meets **at least twice** in a financial year, suitably spaced (at least 3 months apart), with quorum as stipulated in its Trust Deed.
- g. **Minutes** of Governing Body meetings for ACT are **documented** and **circulated** among Board members.
- h. During the reporting period, there was a related party transaction amounting to Rs.3.29 Lacs. It was done at Arm's Length Price with the prior approval from the Governing Council and Executive Committee at one of their periodic meetings on 15/10/2022
- i. Board of ACT approved organization's programs, annual budget, annual report, audited financial report and also the board ensures ACT's compliance with its own rules, regulations and byelaws.
- j. The Board also ensures ACT's compliance with statutory government laws and regulations.

4. Operations Report

a. Structure of the organization

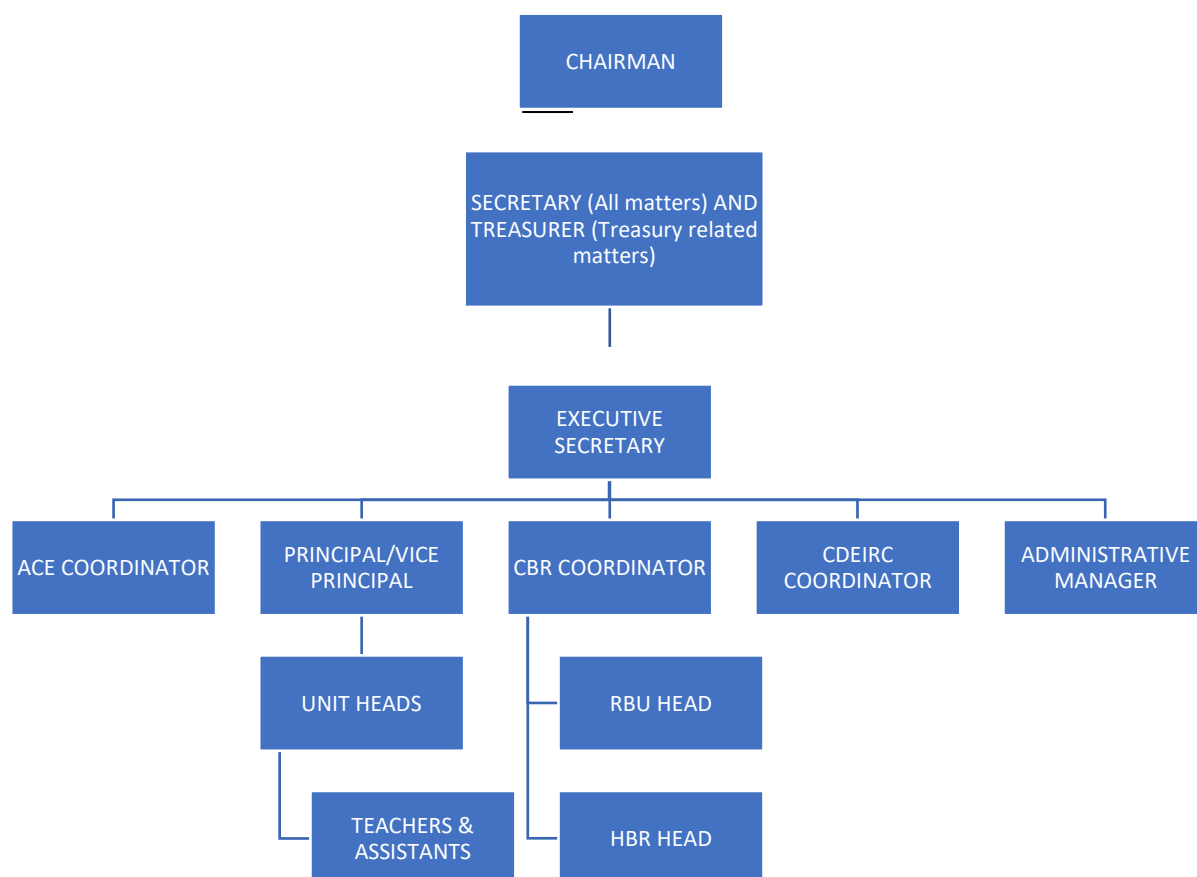
Based on the objectives, ACT started centre as well as community-based programs. The main rehabilitation centre was started in 1998 with only 7 children affected by Cerebral Palsy. In 2003 a separate section was started for children with autism. In December 2007, another centre for comprehensive evaluation of developmental disorders was started under the name Child Development Evaluation Intervention and Research Centre (CDEIRC). The first community-based activity was started in 2003. Now under this head there are 2 projects, a Risk Baby Unit and Home-Based Rehabilitation program. In September 2021, another

centre named Adarsh Centre for Empowerment (ACE) was conceptualized. Officially, it started functioning in August 2022. Overall administration of all these projects is controlled by the Executive Secretary. As on 30/04/2023, the main rehabilitation centre has 135 children, ACE has 122 children, CDEIRC helps 30-40 children, RBU has around 60 babies a month and HBR attends to 146 children with challenges. Together we address the need of around 510 children under three centre-based units and two community-based projects. To make the entire process more functional and responsible, each centre has a set of administrative teams to coordinate its activities. Thus, the main centre has a Principal and a Vice Principal. They are assisted by 8 head teachers. Each class has a teacher and an assistant. The technical wings are headed by qualified professionals, who also report to the Principal. At ACE, we have a coordinator to oversee the matters related to vocational training. As far as the confectionary unit is concerned it has its own separate set of professionals and trainers. CDEIRC is controlled by a centre head with 4 staff, the Risk Baby Unit is taken care by a Developmental Therapist, and the Home-Based Rehabilitation is taken care by a Physio Therapist with 14 staff. Now the main rehabilitation centre with its state-of-the-art facilities helps children below 18 years and ACE helps children above 18 years with necessary and appropriate vocational training programmes. Activity reports of each programme are available in the following paragraphs.



ACT- Adarsh Charitable Trust, **ACE-** Adarsh Centre for Empowerment **CDEIRC-** Child Development Evaluation Intervention and Research Centre, **HBR-** Home Based Rehabilitation, **RBU-** Risk Baby Unit

Reporting Structure



CBR- Community Based Rehabilitation, **ACE-** Adarsh Centre for Empowerment **CDEIRC-** Child Development Evaluation Intervention and Research Centre, **RBU-** Risk Baby Unit, **HBR-** Home Based Rehabilitation

b. Human Resources

i. Organization Staff structure

Human resource is an integral part of any organization. We are aware that our specially qualified and non-qualified staff members form the foundation of ACT. It is always satisfying to see that anyone who joins Adarsh, puts his/her best efforts to produce the most desirable outcome for the divinely abled children. This can be considered as the main reason for the high percentage of successful rehabilitation that happened in Adarsh over the past 25 years. I am proud to report that over the past twenty-five years we could send 92 children to normal stream. In 2022-23, 5 children were sent to normal schools for academic training. To maintain this impeccable quality of service to the beneficiaries, ACT maintains a high staff student ratio of 1:3. At the main rehabilitation centre, the Principal and the Vice Principal supervise all activities and control 65 members of staff which include teaching, non-teaching, therapy and others. At the main rehabilitation centre, the activities are segregated into 6 major units for ease of control, effective operation and smooth monitoring. This is based on the type of children, their age, disabilities, and FUNCTIONAL ABILITIES. In addition, there are technical units and a unit for extracurricular activities. By maintaining a staff student ratio of 1:3, we make sure that each class has a maximum of around 8-10 children. To take care of them we have a full-time special educator and an assistant for each class. 3-6 such classrooms form a unit, and each unit has a Unit head. At present there are 8 such units and 15 classes at the main rehabilitation centre. All head teachers report to Vice Principal, who in return reports to the principal. The principal reports to the Secretary and the Secretary to the Trust. In addition, the centre has 3 bus drivers and 7 bus assistants. At Child Development Evaluation Intervention and Research Centre, a Coordinator supervises 5 staff members and their activities. In the Community based rehabilitation projects, we have a Developmental therapist who solely

manages the Risk Baby Unit and in the case of Home-Based Management Project there are 14 staff members in 4 Home Based Rehabilitation units who take care of the facility. They in turn report to Executive Secretary who reports to the Secretary. At the newly started ACE, there is a coordinator who controls 22 teaching, non-teaching and technical staff members. The confectionary unit at ACE is managed separately by a Manager and a Chief chef.

ii. Categories of staff – The list is given below.

Category	Number of staff and other supporting members as on	
	01-06-2022	01-06-2023
Medical Doctors (Consultants)	5	5
Psychologist	3	4
Developmental Therapist	1	1
Physiotherapist	13	12
Speech Therapist	4	3
Occupational Therapist	-	-
Social Worker	1	1
Dietician	1	1
Special Educators	31	32
Teachers	7	8
Teacher Assistants	35	37
Drivers	4	3
Office Staff	11	9
Kitchen	2	2
Bus in charge	5	6
Voluntary Staff	2	2

ACE Production Unit	11	20
TOTAL	136	146

iii. Retirement

During the academic year, 3 staff members including 2 teacher assistants and a sweeper retired from their service.

iv. New appointments and resignations

During the reporting period 5 new staff members (2 Special Educators and 3 teacher assistants) were appointed by ACT. This was against 1 resignation of a Special Educator at the main rehabilitation centre. Other new appointments include a special educator exclusively for Early Intervention Unit to strengthen the unit as we realized more focus needs to be given to this segment of children. And other 3 appointees were teacher assistants, one to ACE, one to the main rehabilitation centre and another to HBR. Of the 3 retirements, 2 of them were reinstated in their same post on contract basis.

v. Distribution of staff according to salary levels and gender break up (As on 30/06/2023)

Slab of gross salary/honorarium (in Rs.) including benefits paid to staff (per month) – Full and part time.	Male staff	Female staff	Total staff
Less than 5000	1	5	6
5,000 – 10,000	3	46	49
10,000 – 30,000	11	77	87
Above 30000	2	1	3
TOTAL	17	129	146

c. Beneficiary details

i. Types of beneficiaries

The main rehabilitation centre was started for children with Cerebral Palsy. This continued till a new section for children with Autism was started in 2003. Then in 2007, a section for Down syndrome (later it was shifted to the main rehabilitation centre in 2010) was added at CDEIRC along with a small wing for children with learning disorders. There is also a wing for children with multiple disability. The disability wise beneficiary details are available below.

At Adarsh Centre for Empowerment (ACE), the entire focus of our endeavor is different. Here, we manage children above 18. We know children under this category who have attained adulthood and at the same time are also unable to be mainstreamed are at present left without any attention or care. Unfortunately, this comprises of a huge chunk out of the total kids attended to in any special centre. This is because however hard we may try we can only mainstream a meagre percentage of kids to normal stream. As the case maybe, considering the requirements of the family, engaging these kids in any kind of vocation even though not so monetarily attractive, may provide the family some solace. The success here depends mainly on the correct selection of vocation which relies on the abilities of child. For the same, we need to have all possible vocations available to make such a selection. Adarsh ventured into this segment with ten vocational projects including confectionary and computer- based projects. As on date, around 160 children were relocated to this new facility from the main centre. Out of these, around 60 kids cannot be put through any kind of vocations because of the severe nature of their disabilities. The rest are being allocated to various vocations according to their abilities. For those who cannot be put through any vocations, they are provided with adequate facilities so as to maintain their

present level of abilities by continuing various therapies. Also, their lives at the centre are made joyful by engaging and exposing them to various social and entertaining activities.

At CDEIRC, the main focus is on children with Learning Problems. We realize that there are a good number of children attending normal schools, whereas, they need special training for addressing their academic as well as functional issues. With the help of our dedicated special educators and skilled therapists, we are helping those children to be included in the normal stream in a more comprehensive and effective manner.

HBR, a satisfying project, addresses such children with various disabilities who are otherwise not able to come to ACT or attend any special school because of the severity of their disabilities or due to other economic reasons. We help around 146 children under this project covering about 15 panchayats with the help of 4 units. Right from its inception, the entire cost for this project is fully supported by BPCL-KRL

ii. Disability wise details of children in Adarsh:

PROJECT	CP	AS D	DS/M R	M D	LD	OTHER S	TOTAL
Main Centre	24	38	42	17	3	11	135
Adarsh Centre for Empowerment	27	20	40	35			122
CDEIRC		6			22	6	34
HBR	60	10	30	5	23	18	146
RBU						492 babies	492 babies

5. Activity Report

All the activities in ACT have resumed after 2 years of lock down due to Covid pandemic. The main rehabilitation centre opened on 1st June 2022. HBR too was started on the same date. ACE rehabilitation centre got off to a delayed start due to some technical issues as the lift to ACE rehab building was not functional and it got operational only on the 11th July 2023. However, the production unit at ACE worked throughout the year without any break. Opening of CDEIRC also got delayed due to the unavailability of a suitable building around Vyttila, and the centre restarted its operations from 23rd August 2022 onwards.

5.1. The main rehabilitation centre

The main rehabilitation Centre works from 10.00 a.m. up to 3.00 pm. on all week days. 4 Qualified Physiotherapists, 3 Speech therapists, 3 Psychotherapists, 1 Occupational Therapist and 17 Special Educators attend to the children at this centre. Children also attend dance and music classes, Computer training, Hydro therapy and Digital Therapies here. The effort is to enable the children to get rehabilitated as soon as possible so that they are able to attend normal mainstream schools in the shortest possible time. Finding out that disabilities among young children are more prevalent than it is normally understood, ACT has created a full-fledged early intervention unit for such children. Apart from therapy, the centre imparts academic education under the 'Open Basic Education system of academic training for children' for those who are not otherwise able to attend normal schools either due to the severity of disability (physical and /or intellectual) or due to the continuous special attention required. Our main rehabilitation centre ACT at Kureekad focuses on children below the age of 18 years where all the rehabilitation measures are organized in a very systematic manner. For instance, a new admission is always done after a detailed evaluation. Recently, we have updated

our evaluation schedule in a more comprehensive manner. Valuable inputs from two doctors who are in our Governing Council were very useful for its improvement. We give a lot of importance to this initial and subsequent periodic evaluation as this helps us in drawing a planned habilitation road map and subsequent intervention. After this initial evaluation, as mentioned earlier, a very clear road map is drawn for each child depending on the child's needs. During execution also, adequate importance is emphasized through a regular reporting system to ensure the practical implementation of a definite plan. Periodic evaluation as explained earlier always gives us a chance to make necessary and timely correction at the appropriate time without wasting the most important period of any child's development.

5.2. Risk Baby Unit

Started in August 2005, Risk Baby Unit, one of the innovative projects of ACT, has completed 17 years of its service. It is a mobile hospital-oriented new-born disability screening unit which functions in 4 hospitals in Kochi. These hospitals are Lakshmi Hospital, EMC, Lissie and CIMAR Hospital. The unit is headed by a Developmental Therapist who is trained and specialized in dealing with infants who are born with risks like Low Birth Weight, Prematurity, etc. The unit works under close supervision of the Neonatologist of respective hospitals. Each new born baby is thoroughly screened and assessed with the help of scientific evaluation tools to identify any potential delay in her/his developmental milestones. If any unusual delay or deviation is noticed in the developmental milestone, the baby is given rigorous stimulation and therapies right from the beginning so as to generate a professional interface at the earliest possible time. In 2022-23, the unit was able to screen 469 Babies. The unit identified around 10 new babies who had aberration from the normal development. So far, the unit has

screened around 9000 new born babies since its inception in August 2005. The unit requires more attention and necessary steps need to be taken to help more new born babies under this category as the diagnosis extended at this stage is very effective. This is going to be one of the major priorities which we propose to provide in the coming years. Excellent and comprehensive facility for the early intervention at our base centre assures the continuity of various therapies till the child attains normalcy. In case, a child needs to continue the programme, we have these facilities extended till he/she attains the age of 18 years. Opening of a new early intervention facility for children with autism will strengthen this idea.

5.3. Child Development Evaluation Intervention and Research Centre (CDEIRC)

CDEIRC, the city centre of Adarsh was started in 2007. The main objective of the centre is to provide comprehensive evaluation for all type of developmental disorders and remedial education programs. The centre also has facilities for basic therapy programs like Physiotherapy, Speech therapy, Occupational therapy and Behavior Therapy. Since its inception and even now, the centre has been functioning in a rented building. In 2021-22, the rent agreement with the previous house owner was terminated since Covid was at its peak. Once disposed, getting a building suitable for our purpose in the heart of the town is always a challenge. This delayed the restart of this facility for about 2 ½ years. Finally, on 23rd August 2022, the centre started functioning after 2 ½ years of break in a spacious new building at Junior Janatha Road near Vyttila. This Location is easily accessible. As of now all activities at CDEIRC have resumed. The services rendered there are Remedial education, Speech therapy, Physiotherapy and Behavioral therapy. On an average, 30-40 children attend this centre every month.

5.4. Home Based Rehabilitation Program (HBR)

Otherwise called Rehabilitation on wheels, this is yet another innovative programme of Adarsh. Started in the year 2010 with one unit, this project now has four units covering over 15 Panchayaths and around 140 kids. Under this project we extend our services to those children who are not able to attend any special centres like Adarsh or a normal school. This is either because of the profuseness of the child's disabilities or due to economic situation prevalent in their home which warrants both the parents to work for a lively hood. Here, instead of children going to school, we reach out to them in their home. At the time of conception, it was started on a trial basis as we knew the limitation of the quality of services which can be extended to them. We were sure that we could extend only limited service as we had to visit their homes to impart the services and hence there was the limitation in getting adequate rehabilitation infrastructure facilities. Even then the results were very encouraging which prompted us to expand the activities to more geographical areas. The sponsors of this project - BPL-Kochi Refinery were extremely happy with the success as well as its social implication and were benevolent to sponsor as many units as possible. Each unit has a Physiotherapist, Special educator and is provided with a small vehicle to attend to each child going to her/his home which in many cases are in remote and non-accessible areas. And to be precise that's the success and the social implication of this project as the reach of this project is so deep, at the grass root level, that even a child at the remotest area is also guaranteed some kind of attention. And, Adarsh, through this project could improve the abilities of many children and ready them to visit our main centre for more focused rehab measures. Many adult kids are posted in our centre for empowerment -ACE for getting trained in some vocations. Since many children, as mentioned,

stay in remote areas and as get limited attention, unfortunately, we lost around ten of them during the period of pandemic. This happened despite extending all possible services during the period of pandemic. Of course, we had our own challenges in the case of pandemic.

6. Other important school activities in 2022-23

a. Important days and their observations.

1. Pravesanotsavam 2022

After 2 years of lockdown due to Covid outbreak, the main rehabilitation centre of Adarsh Charitable Trust was opened for the children on 1st June 2022. In between we extended, one to one training programmes right from February 2022. But officially school was reopened with a full-fledged Pravesanotsavam function on 1st June 2022. The function was Inaugurated by Shri R Balachandran, President Buimerc India Foundation. Shri Abhilash Pillai, upcoming talented Script Writer, Shri R. Rajesh, President Chottanikkara Panchayat, were the other guests. From the Trust's side, Shri C V Ignatius, Treasurer, Shri M D Varghese, Joint Secretary and Shri P R Mahadevan, Secretary were there to grace the occasion. Shri Tony Chettiamkunnel, PTA President extended felicitation. On the first day we had 25 new admissions to base centre and 6 to ACE.

2. On 4th June, members from Sneha Deepam, a Facebook friends' network and also an NGO, visited Adarsh and interacted with the children. They donated study materials for the children.

3. **World Environmental Day** was observed on 5th June 2022. Children planted trees at their homes with the help of their

parents. Photos and videos of the same were shared in the school groups. All the activities were well accepted and appreciated.

4. **Second season of TEDS** (Technology Entertainment Development Sessions) programme, which was started in May 2022 for engaging and entertaining the mentally challenged children during Covid time, ended on 19th June 2022 with a closing address by the Chairman of ACT Shri V Sathyanarayanan. ACT extends its wholehearted thanks to Shri Robin Tomy who took the initiative in conducting and organizing this event online under the aegis of Punarjeeva Technologies. It was a very informative and useful programme for the children and teachers.
5. In connection with **International Yoga Day**, 13 students and 2 Yoga instructors visited Adarsh and performed yoga dance and taught yoga exercise to the children.
6. Adarsh celebrated **Vayanavaram** by conducting different competitions for the children based on their functional abilities including English and Malayalam reading competition. English and Malayalam poetry recitation, Memory Test etc. were some of the other events.
7. **Adarsh Centre for Empowerment** rehabilitation centre officially started its function on 11th July 2022. Details of this centre is noted elsewhere.



8. Autism Department of ACT organized an exhibition of sensory items – named **Sensy-Sensors** on 19th July 2022. It was a great event. Teachers and therapists put in their best effort to make the event a big success. It was very useful for parents as it touched many aspects of sensory issues of a child. Even for many trainees it was an eye opener. A hearty congratulation to the team.
9. **Sakshama** organized different competitions for the challenged children. Children from ACT, ACE and HBR participated in crayon coloring and patriotic song competition. Kumari Manjima from HBR won first prize in Patriotic Song Seniors. All children received participation prizes.
10. **Ramayana Month** was celebrated in a befitting manner on 13th August 2022. As usual the day was celebrated with Bhajans and Devotional songs sung by children of Adarsh. Our Speech Therapist Vaishag Ram, a talented singer, added glory to the programme with his melodious voice. And we thank Ms. Sarala, Music teacher, and Shri Asokan, Instrumental Music teacher for coordinating the programme successfully.
11. **Independence Day was celebrated on 15th August 2022** by hoisting flag at the premises of ACT main rehabilitation centre as well as at the ACE rehabilitation centre. Around 10-20 children were present at the venue on the day. Secretary Shri P R Mahadevan who hoisted the flag distributed sweets at ACT main centre and at ACE rehabilitation centre. Cultural programmes and fancy- dress competitions were organized on 17th August 2022 in connection with Independence Day celebrations.
12. **Part of nation's 75th Independent Day celebration**, TCS organized a special event on 15th August 2022 at its Infopark

premises. Around 75 children from Adarsh participated at the event. Our Chairman Shri V Sathyanarayanan, Secretary Shri P R Mahadevan were there at the event. Shri Dinesh P Thampi, Vice President and Delivery Centre Head of TCS and Vice Chairman of Adarsh, hoisted the national flag. All the 75 children were gifted saplings to celebrate the 75th Independence Day.

13. Shri Kochouseph Chittilappilly visited ACT main rehabilitation centre and Adarsh Centre for Empowerment on 16th August 2022 and went back with words of praises and appreciation on the work done by us.



14. **ACT celebrated Onam** on 2nd September 2022 in a befitting manner. Mrs. Mala B Menon, Principal, Cochin Refinery School, Thiruvaniyoor, inaugurated the Onam celebration, and Mr. Anthony John, Idea Star Singer Finalist 2020 was the Chief Guest of the day. Mr. P R Mahadevan, Secretary, Adarsh Charitable Trust, presided over the program, and Mr. Tony Chettiyankunnel (PTA President, ACT) and Mrs. Mini Pradeep felicitated the program. The celebration was colorful by the grace and performance of our parents, children, and staff. The celebration ended with Onasadya. Shri Siju Yohannan

sponsored the delicious feast for this year's Onam. We thank Shri Siju Yohannan for sponsoring the programme.

15. As part of famous **Athaghosham at Tripunithura** every year, children of Adarsh get a chance to present their talent at Layam Koothambalam. This year too they were invited to perform. The performance by our children were well appreciated by one and all present there. In appreciation of their participation, children were given mementos and cash award by the Municipality.
16. **Teacher's day** was celebrated on 5th September 2022. Children took blessings from their teachers by giving Dakshina to all the teachers and the function was well organized by PTA of ACT. The program was inaugurated by Mr. Babu K Ittira (state award winner for best teacher) and Rev. Fr. Roy Vadakkel (Asha Nilayam special school, Kanjirappally) who addressed the children. A mini supermarket was inaugurated in the school by Mr. Saji George, Asst. Director, career centre for differently abled children.
17. As a part of **Onam Celebration**, Raj News organized a programme for differently abled children on 31/08/2022 at their studio. Children from ACT and ACE participated in the event. Various cultural programmes including songs and dances of our children added spark to the programme. Later it was aired on their channel on the day of Onam. We thank Raj News for inviting us for the programme and giving our children the exposure.
18. On 30th September 2022, Lupin Pharma Company organized a musical programme called **Sur Sanjeevani**. It was a CSR initiative of the company. Children really enjoyed the programme.

19. Adarsh started its Christmas celebration and the sales of Christmas cakes on 7th October 2022 with a grand **fruit mixing ceremony** at our confectionary production centre at ACE. It was attended by dignitaries like Shri Kuriakose, Zonal Head, Federal Bank, Shri Joy, Regional Head, Federal Bank, Fr Roy Vadakkal, Chairman Association for the Intellectually Disabled, Smt Sushila Kuriachen, Vice Chairperson, Association for the Intellectually Disabled. They participated enthusiastically. Fr Eldho from St Mary's Church Kandanad offered prayers prior to the start of the function. Children, parents and staff from the unit were also very enthusiastically participated in the mixing. The auspicious start had its telling effects in the overall sales of our Christmas cakes. We sold cakes worth about Rs. 25 lakhs during Christmas and New Year.



20. For **Children's Day celebration**, children were taken to Central Theatre for the movie "Jaya Jaya Jaya Jaya Hey" on 14th November 2022.
21. One of our old students started a Bakery and Confectionary outlet at his house as part of our project **Assisted Sales Outlet**. Details are ahead.

22. **Children's day** was celebrated online on 15th November 2022. The function was inaugurated by Ms Dipna D'Cruze, Child Development Project Officer of Mulanthuruthy block. Ms Rejitha N T gave felicitation. Representing the Trust, Shri C V Ignatius gave felicitation speech. As part of the celebration various competitions were held for the children. It was a week-long celebration this year.
23. Part of **'SAY NO TO DRUG'** campaign, Adarsh Charitable Trust organized an awareness session for the children, teachers and parents. The session was conducted by Shri Jayaraj V, Excise Preventive Officer Ernakulam. It was a very useful session. We extend our gratitude to him.
24. Adarsh Charitable Trust organized a **Flash Mob** at Refinery School as part of SAY NO TO DRUG campaign. The programme received appreciation from the school.
25. **International Day for the Persons with Disability** was befittingly observed on 5th December 2022. Shri Kamaneesh K, NIA CBI Special Judge was the Chief Guest of the day. He inaugurated the function. Smt. Sushila Kuriachen took a session of RPWD Act 2016 for the teachers and parents. Our ward member Ms. Mini Pradeep and Shri Tony Chettiakunnel delivered the felicitation. Shri V Sathyanaryanan Chairman of ACT presided over the function.



26. Children of Adarsh Charitable Trust visited **International Book fest** held at Marine Drive, Cochin. They also witnessed the release of the book “Ottuvilakku” written by Ms. Swapna Anilkumar, one of the staff members of Adarsh Charitable Trust, at the fest. We extend our congratulatory wishes to Ms. Swapna.

27. **Annual Sports Day** was organized on 8th December 2022. This time it was coordinated by the Psychology students from Chinmaya Vishwa Vidhya Peetam. Children from all the units of ACT participated actively and won various prizes. All the participants were given consolation prizes. Prizes were distributed by Shri Vineeth, Head of Psychology Department, Chinmaya.

28. **ACE celebrated Christmas and New Year** on 21st December 2022. It was a very vibrant programme and more colour was added by the presence of celebrities like Pashaanam Shaji, cine actor and mimicry artist, Shri Bibin George, actor and script writer. Various cultural programmes were organized by the children, parents and teachers of ACE.

29. **Annual Day of ACT** along with Christmas was celebrated on 23rd December 2022 at the premises of Adarsh Charitable

Trust Kureekkad. The function was inaugurated by Shri, Sreenath Sivasankaran, Music Director. Christmas Message was delivered by Rev Fr Antony Mulloor, St Jude Church Kureekkad. Ms Shreya Roopesh was another guest of honour of the day. Shri Tony Chettiakunnel, PTA Vice President and Ms. Mini Pradeep, Ward Member gave the felicitation speech. The entire day was filled with cultural programmes from different units of ACT.

30. Around 380 members from Adarsh Family including children, parents, teachers visited **INS Vikrant** on 8th January 2023. We are thankful to Shri M D Varghese who was instrumental in organizing the visit for the children and team. We are also thankful to Management of Cochin Shipyard and Shri Sukla, the Naval Officer who coordinated the programme for us. It was a wonderful day for the entire Adarsh family.
31. **An awareness session on Breast Cancer** was organized at the school on 27th January 2023. The session was taken by Dr Jyothi from Anugraha Clinic, Choorakkad. It was a very useful session for all the teachers and parents. We thank Dr Jyothi for the session. Dr Jyothi is also one of our panel of doctors as a general Physician.
32. Children participated in cultural competition called **Bhavana 2023** organized by Rotary International. Last 2 years it was conducted online due to Covid restrictions. This year it was offline. As usual children really enjoyed the day. Children of Adarsh bagged the First Runner-Up trophy in the Physically Challenged category.
33. ACT Celebrated **International Day of Down syndrome** on March 21st, 2023 with various functions.

34. **World Autism Day** was celebrated on 2nd April 2023 with various cultural programs by the children.
35. ACT celebrated its **Silver Jubilee Celebrations** on 6th May 2023 at the premises of ACE, Udayamperoor. Shri Panchapakesan, State Commissioner for Person with Disabilities was the Chief Guest of the function. The function also witnessed the official launching of ACE Rehabilitation Centre and its various vocational units. The function culminated with a sumptuous spread of food items by the Bakery and Confectionary unit of ACE and a mega music night by Shruthi Orchestra. Around 200 people attended the event. We are deeply thankful to Shri Raghunathan, senior Trustee of ACT for his sincere effort in organizing the event wonderfully. We also thank all the artists who performed for the children of ACT.

b. Seminar and Training

1. ACT organized a motivational class for its entire staff. The session was led by Shri Sageer along with his colleague Ms. Biby Dominic on 25th June 2022. Thanks to Shri Sreekumar Thirumulpadu who helped in organizing such an event for the staff members.
2. In-house training to improve awareness on Sensory Integration Therapy was introduced in February 2023. Staff members from each unit took classes on various aspects of Sensory Integration Therapy. It was a useful activity which gave in-depth awareness on the subject to all the participants.

c. Medical Assistance

1. During the reporting period Dr Krishnakumar, Dental Surgeon visited 4 times and screened on an average above 20 children per

visit. Dr Neena, Ophthalmologist and her team from Giridhar Eye Hospital visited 7 times in 2022-23 and screened around 12 children per visit. Ms. Reshmi, Dietician helped around 8 children per visit. She had visited 17 times. We have tied up with Aster Medcity for Ortho and Neuro consultation. Last year Pediatric Orthopaedician and Neurologist visited us and screened 23 and 22 children respectively.

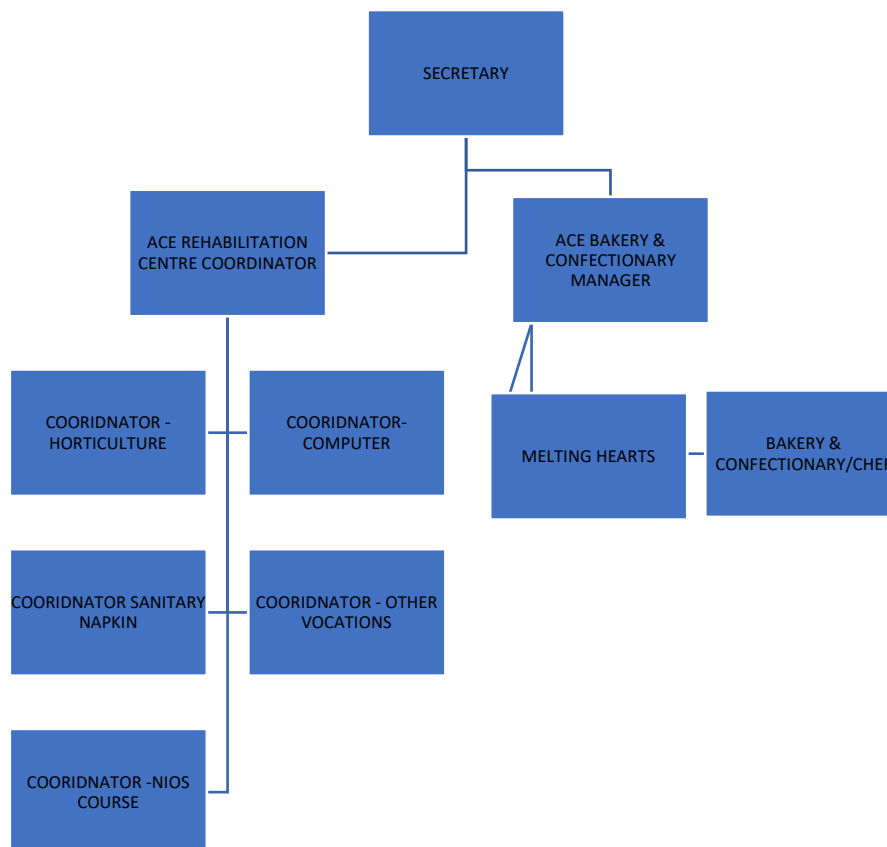
2. Financial support to buy medicines was given to 31 (average) children every month. Under this head, Trust spent Rs. 1,78,914 in 2022-23. At present, we do not have any sponsors for this project.

7. Parent Teacher Association (PTA)

Parents Teachers Association plays a very important role in any educational organization. In our case an intimate relation with Parents and Teachers is the most important aspect for the effective functioning of the organization. Their continuous feedback on the programmes, timely and positive intervention in relevant matters, contribution in various manner for the betterment of the organization adds value to whatever little we do. This was exactly what they were doing by their magnificent cooperation and coordination in all our programmes and projects. To name a few, PTA still continues to sponsor extra curries for lunch, so as to make the diet nutritious and delicious. They were also instrumental in constructing two washing counters. Every year the teacher's day was celebrated under their guidance where they honor all the teachers for the service towards their wards. This year's PTA Day was celebrated offline, after a gap of two years, which turned out to be a grand affair with parents showcasing their talents in the programme. A noteworthy event of the programme was honoring 10 members of staff for completing 10 years of yeomen service with Adarsh. It was a very special gesture indeed. They also facilitated Trust's secretary Sri. P.R. Mahadevan who had completed 25 years of his service as Secretary of the Trust.

- 8. Adarsh Centre for Empowerment (ACE) – The Vocational training centre cum day-care centre of Adarsh Charitable Trust for children above 18 years**

Organizational Structure – ACE



As reported in my previous year's report, Adarsh was fortunate to get one of its most magnanimous helps from one of its parents Mr. Mathews P. Mani. It helped us in many ways. It helped us in finding a solution for one of our burning issues of addressing the need of elderly children. It helped us in expanding our operations with a clear-cut policy of intervening at each stage of a child's cycle. It helped us in defining very clearly to take our organization ahead in the coming years. Now Adarsh has an effective programme for children born with any difficulties right from its birth through adulthood. In the case of children who reach adulthood, the problem is multifaceted as they also possess all the aspirations and infatuations like any other adult. There are a very few centres that give some kind of solace to adult children. Also, until and unless there are provisions to maintain their attained abilities which is acquired over a period through strenuous efforts, they may deteriorate thereby making their future miserable. Moreover, to keep

an adult child alone at home especially in today's circumstances is something that no parent wants to do. The result of the same is to compromise on one of the parent's vocations. And the most pitiable is the plight of those when they are left alone after the demise of their parents. So, all parents want to settle their children in some way or the other so that they all are safe, kept well, independent and possibly engaged in some kind of remunerative vocation. The importance of ACE lies here where the right intervention at the right age is making marked difference in the life of many children and thereby the whole family. The social implication of such a project is so deep that it's a solace for many families. The requirement and demand for such a centre is so huge that at present only a meagre percentage of kids is getting any kind of help.

a. ACE Rehabilitation Centre

ACE rehabilitation centre started functioning at the new building at Udayamperoor from 11th July 2022 onwards. In 2022-23, it became one of the accredited centres for 5 vocational courses for children with challenges. As explained, it is a centre exclusively for children above the age of 18 years. At present there are 122 children on the rolls. There are 4 groups of children at the centre.

1. Intellectually Challenged and Physically abled.
2. Physically Challenged but Intellectually abled
3. Children with Multiple Problems
4. Children with Autism

In the first group there are around 40 children. They are engaged in different vocational activities like Bakery and confectionary activities, Chapati production, Candle making, Paper bag making, ornaments making, etc. Of the total children, 9 are actively involved in Bakery and Confectionary including Chapati making, two are working in Melting Hearts Cafeteria and one as security and other as Lift Operator.

Second group has 35 children. They are mainly children with Cerebral Palsy. Since they have moderate to severe physical challenges, they are confined to wheel chair and have severe mobility issues. They are mainly undergoing academic training and vocational courses under NIOS. Some of them are involved in some vocational activities and do activities according to their level of skills. 16 of the children underwent training in computer by an NGO called Inclusys Org Foundation under Sahrudaya. Inclusys is an initiative from Sahrudaya where they impart professional computer training for persons and children with challenges. Their services include providing with infrastructure, selecting the appropriate group to appropriate vocation, training (given by professionals) and helping in getting job works. A noble service warranting wholehearted appreciation. In their reporting period 16 children from ACE had completed their course and were awarded with certificate. We thank Fr Jose, the all in all anchor of Sahrudaya, and the team from Punarjeeva headed by Ms. Smitha.

Third Group as mentioned above has children with Multiple Problems. We have 27 children attending the centre regularly. For them, what we have is a day centre concept. We make sure that in their case all their functional abilities are maintained with necessary Therapies like Physiotherapy, Speech Therapy, Occupational Therapy and Psychotherapy. Apart from these programmes, all the children are always kept happy by engaging them in music, dance and other cultural activities. Interactive smart boards are used for the entertainment. Ultimately, we need to have a residential project for them. This is one of our long- term goals.

Fourth group has 20 children with Autism. They have class room activities, and are kept engaged in small vocational activities like Paper bag making, Candle making, mat making etc. The Horticulture Garden is mainly managed by them. They are also provided with

necessary therapy programmes to maintain their functional skills as well as to improve their quality of life.

In general, ACE rehabilitation centre is not like Adarsh main rehabilitation centre. It's only a vocational training centre. The main objective is to help children in leading a dignified and independent adult life through suitable vocations. For that, different vocations are selected including NIOS accredited vocational course. New admission to the centre is limited to those with vocational skills only. But every year children from Adarsh main centre are shifted to ACE rehabilitation centre once they complete 18 years.

ACE Rehabilitation centre has a coordinator. Under her leadership 24 staff members including 2 Physiotherapist, One Psychologist, 6 special educators, 2 Vocational Instructors, 4 teachers, 8 teacher assistants and 2 sweepers are working in tandem to get the desired outcome as planned. Speech Therapist and Occupational Therapist visit once in a week and extend their services according to the needs.

b. Melting Hearts Cafeteria

This is our exclusive outlet to sell the produce at ACE. At present we sell only products made at our confectionary unit. All the other products made at the centre like candle stick, paper bags etc. are directly sold to the customers as they are made against orders due to our limitations in manufacturing huge quantities. In Melting Hearts, our children are also engaged in billing, shop keeping and reception. We are hopeful that after they attain the required maturity and experience to handle the work on their own, we may be able to encourage the normal shop owners to hire them. Within this limited period of our operations itself, we were able to engage 6 of our kids in various locations. Their details are available under the heading **“Major Achievements of the year”**

c. ACE production unit

We have been discussing various projects at ACE. Out of that one of the most enviable one is the Confectionary Production unit. Thanks to Rotary Central, we were able to set up a confectionary unit with state-of-the-art facilities. Here we manufacture all kinds of confectionary products which includes birthday cakes, breads, buns, brownie, tarts, cupcakes, muffins and other items. Our menu is really elaborate.

We still stand by our declared policy of not adding any preservatives even within the statutory permitted limits. The result is the huge appreciation for the products we have received from various corners. It is very encouraging. We have been able to engage 14 children and 3 mothers in the project. Out of the five courses accredited to us by NIOS, one is related to confectionary production, which means we can now offer professionally certified courses in confectionary to our children and children with similar disabilities. Though financially we are yet to break even, we are sure that the unit will break even sooner than later and we will certainly be in a position to offer more remuneration to our wards.

A Manager and an Accountant looks after the operations and finance of the unit. 2 Shop Keepers are working at Melting Hearts Cafeteria on shift basis. Trainees are engaged in these activities also.

Total 21 staff members are working here including an exclusive Driver for delivery and supply of products.

d. Assisted Sales Outlet (ASO)

ASO is an outlet where all products of Melting Hearts will be available. Primary Intention of this model is to promote and encourage the parents and children of Adarsh so as to engage them with some kind of productive vocations. It will be managed by a Challenged trainee of ACE or from outside. It has 2 advantages. One, to help a challenged trainee to do a vocation independently and second one is that through this outlet activities of ACT can be

projected and promoted. We wish to create a selling network through this.

In 2022-23, one such outlet was started by Ms. Archana Venugopal one of the trainees of ACE. Their outlet's name is "**Chinnu's Confectionary**" and is located at Tripunithura. The unit is working well. Sales are picking up gradually. The main highlight of this unit is that Chinnu's Confectionary has appointed another challenged child at their shop as a helper. So, through this unit 2 persons with challenges are employed in a productive vocation. This fulfills the objective of ACE. There are 2-3 ASO's on the anvil. Hopefully in 2023-24, all the outlets will be opened.

9. Major Achievements of the year 2022-23

For a centre like Adarsh, our efforts culminate to contentment when our children are made independent. For this, the most important stages of their life cycle are before they cross their toddler age or till they reach six years. Hence, we give maximum thrust to this period by adopting strenuous and comprehensive therapies so as to stimulate and kindle any kind of reaction in them. Wherever it is necessary, clinical intervention is also done at this stage so as to accelerate the results and not to leave any stone unturned which may benefit the child in the whole process of rehabilitation. Though our efforts in habilitation will continue, there will surely be a large percentage of children who cannot be put into mainstream or be made independent. Finding a suitable vocation to train the children, thereby imparting skills in them to make them capable in that particular vocation is the best option to make them independent as they age. Needless to mention, the satisfaction our entire team gets is unmatched when we get some conspicuous results in this. This year we were satisfied as the number of children who have benefitted is good.

During the period we could mainstream five children to mainstream school/ anganwadis taking the total number of such

kids to a whopping 92. A huge number indeed. Whereas in the case of adult children, who have been provided with some kind of vocational training, we were able to place six of them in different vocations. The details of both the above success stories are narrated in a nutshell below.

a. Mainstreaming 5 challenged children from ACT main rehabilitation centre.

During the reporting period, 5 children were sent to mainstream schools/ anganawaadi after successful rehabilitation from the Early Intervention Unit of Adarsh Charitable Trust. They are:

1. **Niranjan G Krishna** – A child with marked motor delay, joined Adarsh at the age of 1. All his developmental milestones were delayed including Motor, Sensory, Social and Communication skills. Associated Epilepsy made his condition more difficult. But systematic approach with intensive Developmental training helped Niranjan to achieve all delayed milestones except independent walking. We could also see positive changes in his communication and social skills. Now he is able to walk with minimum support and has joined a normal school for further studies.
2. **Sravan Aneesh** – is diagnosed with Down's syndrome. Like all children with Down syndrome, he also had delay in motor development, speech etc. He joined at the age of 2. Intensive developmental therapy helped Sravan to achieve positive response in all his developmental areas. Today he attends an anganawaadi.
3. **Vedika** – is a child with Spastic Diplegia. She is one of the twin children. All her developmental milestones were delayed and she had severe vision problem at the time of admission. Her muscles were so spastic that she could not do any active movements.

Gradual improvements were seen with regular and intensive Developmental Physiotherapy. Like any other child with Diplegia, her intellectual and cognitive skills were absolutely good. She has slurred speech. Today she is attending a normal school in 1st Std near her house and is able to walk with minimum support. Since Physiotherapy is very important for her further motor development, she still continues it.

4. **Shikha Rajesh** – A child with Developmental Delay. She joined at the age of 1 ½ years. Our multi-disciplinary team's effort helped her to achieve all her delayed milestones. Now she attends an Anganawaadi on a regular basis. Her functional academic skills are gradually improving. More than anything else, she has adjusted well with normal children in the Anganawaadi.
5. **Ishan Ratheesh** – He joined Adarsh only with delay in speech. The delay in speech further affected his social and emotional skills. Our teachers and therapist, especially the speech department diligently worked on Ishan and he started showing remarkable changes in his communication skills and in his associated functional skills. He too attends an anganawadi now.

b. Job placement of 6 trainees from ACE

1. Gregory Babu

Gregory Babu joined Adarsh in 2015. Initially he was a student of our Home-Based Rehabilitation programme. Assessing that regular training will help him to improve his behavior issues, he was shifted to ACT main centre. There he has been doing vocational training for almost 5 years till the covid lockdown started in March 2020. During covid time he started attending a soda making company to know the methods of work there. Later in June 2022, he became a regular staff of that company.

2. Aswin Menon

Aswin Menon joined ACE during lockdown. He was attending the production unit at ACE. He was mainly engaged in chapati production. He learned the work very quickly and within a year, he could make chapatis independently.

3. Enosh

Enosh was a student of CDEIRC. Post covid when the centre reopened, he decided to join ACE. There he was involved in chapati production. He too learned chapati production very quickly within a short span of 6 months. He then got a job placement at Hotel Tribute Royal, Vyttila. Now, he is very happy with his new life.

4. Chandni

Chandini was a student of HBR programme of Adarsh. She then became a regular student of ACT main centre when the teachers realized her potential to do different vocational activities. Post covid when ACE started providing vocational training, Chandini joined at Melting Hearts Cafeteria as a helper. In a year's time she became very capable in the work. She got placement at Hotel Tribute Royal in their cafeteria.

5. Avinash Kaladharan

Avinash had frequent episodes of epilepsy. He was in normal school. After completing +2, he joined ACE in June 2022. He is very good in working with computer. He joined the course run by Inclusys at ACE and got the course completion certificate recently. With these qualifications he is now working at Hotel Tribute Royal in their billing section.

c. Appointment of Sivdev as an Attender

Sivdev has Autism. He joined Adarsh in 2016. He completed Senior Secondary level under NIOS system from Adarsh. Later he helped

teachers in Mid-Day meal clerical work. He used to do various odd jobs inside the main school. In between his parents were trying hard to get him placed in a Govt job and still they are searching for it. Basis his meticulous clerical work, ACT opted him as a helping staff inside the school premises. Now he is a permanent staff member of ACT. Today ACT has 2 challenged persons in its employee list.

- d. One of our old students, Shri Anugrah Bency, son of our senior teacher Ms. Simi Bency completed his graduation from Sacred Hearts College Thevara. We Congratulate Anugrah for this great milestone.
- e. Joining with Inclusys an NGO imparting Computer training, 16 trainees completed their course so as to be eligible to undertake computer related job works. They are:
 1. Kevin Joseph Paul
Kevin is a boy afflicted with Autism. He is very much interested in computer and computer related activities.
 2. Evan Saji Mathew
Evan has Autism. He came to Ace from CDEIRC. He too showed interest in computer and joined the course and completed it successfully.
 3. Sreya S Nair
Sreya is afflicted with Cerebral Palsy. Her mobility is severely affected due to Cerebral Palsy at the same time she is very intelligent. She, of course, took the help of her mother in completing the course but did it very well.
 4. Arun C M
Arun has Intellectual Disability. But he performed well at the screening test conducted before the course. He also did well in the course.

5. Karen Maria Jenu
Karen has Learning Disorder with associated Intellectual Disability. She found it difficult in the early part of the training. Later she managed to complete the course successfully.
6. John Thomas
John Thomas has Autism. He is a boy with high function Autism. He knows all the computer operations very well. He too is looking for a computer related job with this qualification.
7. Vishnu R
Vishnu is a boy with Autism. He has limited communication skills but his academic skills are very good. He performed well in the course and completed it successfully.
8. N Madhav Menon
Madhav Menon lives with Autism. He too showed great interest in computers and successfully completed the course.
9. Minu Manilal
Minu has Cerebral Palsy. Her mobility is so severely affected that she moves around using wheel chair. But her academic skills are excellent. Along with this course, she is doing BA from IGNOU.
10. Nirmal Krishnan
Nirmal has Cerebral Palsy. He walks with support. He too has good intellectual skills. He is doing BA from IGNOU.
11. Remya Ramanan
Cerebral Palsy affected Remya's mobility; however, she can walk independently. She is very good in computer and academics. Remya is also a BA student in ACE.
12. Safeer K S
Safeer is afflicted with Cerebral Palsy. Like Minu, Nirmal and Remya, Safeer too is very good in academics. They

have been studying together since 7th standard in ACT main centre. Now all are pursuing BA.

13. Avinash Kaladharan
Avinash joined ACE in 2022. He studied in a normal school and completed +2. He joined BA in ACE. He has epilepsy and associated intellectual problems. But he showed excellent skills in computer. This helped him to get a job in the billing section at Hotel Tribute Royal after this course from Inclusys.
14. Ashwin Raj Gladston
Ashwin Raj Gladston is severely afflicted with Epilepsy and associated intellectual problems. He has vision problems. His mother helped him in completing the course.
15. Govindankutty
Govindankutty is boy with Hemiplegic Cerebral Palsy. He has slight mobility issues. But his intellectual skills are not that good to complete the course easily. He struggled to complete it. Our teachers helped in completing the course. But finally, he made it.
16. Shama Farook
Shama Farook is girl with Intellectual problems. She too faced problems in completing the course. But with the help of teachers, like all other children Shama too completed the course.



10. Financial Report

a. Basic Financial Analysis

In the FY 2022-23, the total revenue expenditure of the Trust was Rs.315.49 Lacs and the income was Rs. 263.40 Lacs, resulting in a deficit Rs 52.09 lacs as against a deficit of Rs 48.67 lacs in the previous year.

ACT has mainly 3 sources of income.

1. **Income from beneficiaries** as rehabilitation fee and vehicle fee. This comes to around 23% of total income in FY 2022-23, within the usual range of 20-25% in the previous years. During this year, as Covid restrictions were removed, ACT restarted all activities including the Special School and Rehabilitation Activities at Kureekad, ACE rehabilitation Centre, CDEIRC and Home-Based Rehabilitation. ACT has a policy that stipulates that those who can afford should pay our regular full fees and others should pay whatever they can afford to pay. We have around 64 children paying full fee of Rs.2000 out of total 276 children at the main Kureekad centre and at ACE. The fee of Rs 2000 per month was

fixed in the year 2012 while the recurring expenditure the Trust have been rising every year, without a similar increase in the fees. A meeting with parents was organized in April 2023, where the Chairman, Secretary, Joint Secretary and Treasurer of ACT explained to the parents the need to increase the fees and it was decided to increase the fees to Rs 4000 and the Chairman reassured the parents that ACT will continue its policy of providing its services to all children irrespective of their capacity to pay any fee. Right from the initiation of the Trust our policy was not to deny any child of any facility that we are extending because of any economical reason. We do hope that with this change, the fee collection will improve from the current level of 20- 25% of expenditure.

2. Income from Govt of Kerala

Govt of Kerala, both Education Department and Social Justice Department, are helping NGOs through Grant in Aid and Athijeevanam project respectively. Adarsh too have been receiving the support from Education Department since 2008-2009 and from Social Justice Department from 2016-17. In 2022-23, Adarsh received Rs. 19.42 Lacs from Education Department and Rs. 10.75 Lacs from Social Justice Department. These together form 11.5% of total income received. Government aid remains both unpredictable and volatile.

3. Donations from Individuals and Corporates

This has been the main source of income of the Trust since its inception. This year 62% of Trust's income came through donations from individuals and corporates. This includes mainly Give India (5%), General Donations (45%) and BPCL (12%) for Home Based Rehabilitation.

On the expenditure side, the expenditure of the Trust increased considerably in 22-23 due to salary hike given to entire staff as part of

its 25th anniversary celebrations. Though vehicle service resumed in the academic year 2022-23 after Covid, the deficit in transportation was reduced to 5% of expenditure of the Trust from around 10% during the pre-corona period.

b. Road ahead for financial stability

1. Child month sponsorship campaign – HAND project

HAND (Help A Needy Divyanggan) is the latest project initiated to reduce the revenue deficit. It is a campaign to raise the number of our donors who contribute regularly a fixed sum (Rs 5000 per month/Rs 60,000 per annum) to meet the expenditure we actually incur per child. We have a dedicated staff to deal with all fund-raising activities and to communicate and interact with donors in a systematic and regular way. The HAND brochure has already been circulated in the Friends of Adarsh network and the response received during the first 20 days since it was launched has been very encouraging. But clearly, we need to work on this more vigorously.

2. CSR Support from Corporate organizations

We need to make use of the benevolence of corporate donors especially the CSR fund from large corporate organizations to get support for capital projects as well as for revenue projects. At present BPCL, CSL, Mindcurv, UST Global, Muthoot Finance, KCF, Esquire Multiplast etc. are helping us. We need to focus on this activity and have a bigger number of corporate supporters from within and outside Kerala.

3. During the FY 2022-23, the vocational production unit of ACE and Melting Hearts together has a deficit of over 19.66 Lacs, just slightly lower than the deficit of Rs 20.92 Lacs in 2021-22, despite an increase in sales including sales of about Rs 25 lacs during the Christmas/New Year. Started in 2021, ACE is growing

at a slow pace. We have a good client base of parents, teachers, friends of Adarsh network and donors to promote this unit.

c. Abridged Audited Financial Statements

i. Abridged Income and Expenditure

INCOME			EXPENSES		
	2021-22	2022-23		2021-22	2022-23
Rehab Fee	27.28	26.80	Rehabilitation Centre	119.17	134.52
Vehicle Fee	-	34.24	Vehicle Expense	4.08	48.08
Govt of Kerala	14.32	30.16	CDEIRC	5.60	8.80
BPCL (HBR)	19.66	32.08	HBR and RBU	25.88	35.97
General Donation	97.09	131.61	Admin Expenses	18.07	35.43
Bank Interest	13.04	5.70	Bank Charges	1.07	1.87
Other Income	2.70	3.39	Other Expenses	26.07	31.15
			ACE (Net)	20.93	19.66
TOTAL	174.19	263.40		222.87	315.49

ii. Abridged Balance Sheet

BALANCE SHEET		
	2021-22	2022-23
Corpus Fund	167.22	167.22
Specific Purpose Fund	219.78	223.78
Current Asset	139.82	105.85
Loans and Advances	04.21	03.56
Current Liabilities	09.49	08.00
Cash and Bank Balance	135.16	85.58

Excess of Expenditure over income	17.59	69.69

iii. Income and Expenditure since 1998

INCOME & EXPENDITURE - FROM 1998 TO 2023			
Year	Income (Lacs)	Expenditure (Lacs)	Deficit/Surplus
1998-99	01.96	01.77	0.19
1999-00	07.74	02.34	5.40
2000-01	05.06	04.06	1
2001-02	12.33	06.25	6.08
2002-03	08.02	06.53	1.49
2003-04	35.04	10.68	24.36
2004-05	16.38	42.08	25.70
2005-06	16.46	19.75	3.29
2006-07	25.00	32.47	7.47
2007-08	30.83	37.28	6.45
2008-09	45.01	58.45	13.44
2009-10	44.50	58.45	13.95
2010-11	90.01	88.14	1.87

2011-12	87.38	90.63	2.25
2012-13	110.53	112.63	2.10
2013-14	128.69	120.50	8.19
2014-15	152.76	157.35	5.41
2015-16	159.32	172.34	13.02
2016-17	185.22	201.23	16.01
2017-18	325.89	223.22	102.67
2018-19	203.45	258.81	55.36
2019-20	280.36	268.61	11.75
2020-21	261.04	243.99	17.05
2021-22	174.19	222.87	48.68
2022-23	263.40	315.49	52.09

a. Accounts are constructed on Accrual Basis.

11. Acknowledgement of donors (FY 2022-23)

a. Cochin Shipyard Ltd

Cochin Shipyard Ltd. has been a regular benefactor for the last several years. In 2022-23 CSL sanctioned Rs 50 Lacs towards Solar Project. By installing this project, Adarsh will become one of the special schools in Kerala to run wholly on Solar Energy. This also helps us to reduce the huge electricity charges incurred by the Trust every month/bi-month for running the schools and vocational projects. The work is going on. The plant installation will be completed by September 2023. Trust extends its deepfelt thanks to Shri Madhu S

Nair, CMD of CSL, Shri Sampath Kumar, AGM (HR), Shri Saseendra Das and Shri Yoosaf for sanctioning this project for us. Trust also puts on record its sincere thanks to Shri M D Varghese who was instrumental in getting the support from CSL.

a. Bharat Petroleum Corporation Ltd.- Kochi Refinery

Our Home-Based Rehabilitation project is being regularly supported by BPCL since 2010. The help continued even during the covid period when the restrictions were there. Last year they helped ACT by contributing Rs. 30.96 Lacs, towards running the HBR programme, by meeting the entire expenses including the salary and other revenue expenses. Trust places its heartfelt thanks to the entire administrative team of BPCL namely Shri George Thomas, General Manager (PR and ADMIN), Shri Vineeth Joseph, Shri Elizabeth Davis, Nizar for their sincere support and cooperation.

b. K Chittilappilly Foundation (KCF)

KCF's generous contributions have helped Adarsh in implementing several projects in the past. Procuring school bus, Lift for the school, Construction of a floor with an area of 2600 sq ft. etc. were some of them. Now they are supporting us with a monthly contribution of Rs. 1 Lac. Last year starting from October 2022, KCF donated Rs. 6 Lacs to ACT for meeting the revenue expenses. We are deeply grateful to KCF and its Chairman Shri Kochouseph Chittilappilly.

c. Give India Foundation

Since 2006, Give India Foundation has been a permanent source of help every year. Last year they generated Rs.5.48 Lacs. Give India is an NGO working as a payment gateway platform between NGOS's and Corporate and Individual donors. They have their office in US and UK. Those NGOs who are registered with Give India will get regular donation through their online platform where the NGO's profile is uploaded. Adarsh was registered in 2006. Since then, we have been getting regular donations every year. They support various donation

options. Adarsh has 6 donation options on their website. People who visit their site can select any of these options and can donate any number of units. Adarsh is one of the Tier 1 NGOs listed with Give India. Tier 1 NGOs do not need to undergo stringent renewal process every year as they are certified to pass through their strict parameters in utilization of donation and reporting

d. Buimerc India Foundation.

Buimerc India Foundation donated Rs. 2 Lacs to ACT last year towards Horticulture Therapy project. This project was planned to be implemented with the help of Kerala Agriculture University Vellayani Trivandrum. Dr Bela, Associate Professor from the University was in charge of this project. All background work for the project was completed like examining the infrastructure and other requirements but at the actual implementation stage it was found that soil at the premises of ACE is not suitable for farming. This resulted in temporary halt of the project. But other solutions and plans are being thought of. So, this year a new project related to plants and flowers will be implemented with their help for the children. We thank Shri R Balachandran for his magnanimous support for the project.

- e. BENEVITY.CAUSES** is an international charity platform associated with over 650 Brands/Corporates such as Google, Microsoft etc. helping NGOs and the Corporates to channelize funds to the needy all over the world. Some companies like Microsoft, McKinsey, LinkedIn etc. match the donations by employees to the NGOs registered in the BENEVITY.CAUSES portal. The registration process usually has to be initiated by an employee (of one of the associated Corporates) willing to make a donation to the NGO. An employee of LinkedIn Corporation, known to Adarsh, initiated the process and Adarsh could complete the registration. Though it is an international charity platform, they can collect donations from Indian companies too. In 2022-23 ACT received donations from Microsoft, Google,

Linked In, and other international companies which totaled to around 42 Lacs during the reporting period.

f. Shri. K V Narayanan Kutty

Shri K V Narayana Kutty, now a Trustee and a Governing Council member, donated Rs. 5 Lacs to ACT last year. He has been helping ACT since 2017-18. A big thank you to Narayanan Kutty sir.

g. Mindcurv, Infopark

Another regular corporate donor contributing money to meet the revenue expenses of the ACT. Last 3 year they have been helping ACT by donating Rs 5 Lacs each. We thank the CEO of Mindcurv Shri Arshad for this magnanimous help.

h. Smt Rema Subramanian, Mumbai

Smt Rema Subramanian is the Co-founder and Managing Partner of Ankur Capital Mumbai. Since 2020, we have been receiving regular contributions from her. In 2022-23 she contributed Rs. 5 Lacs. We are extremely thankful to Smt Rema Subramanian. We thank Shri N Krishnan, son of Late Shri K Neelakantan who introduced Smt Rema Subramanian to ACT.

i. Shri Nelson, Managing Director of Esquire Plastics Pvt Ltd

Since 2012, Shri Nelson through Esquire Multiplast has been helping ACT by contributing Rs.35000 every month. This is really a remarkable support for such a long period. From the bottom of our heart, we express our sincere and heartfelt gratitude to Shri Nelson and his family.

j. Central Marketing Syndicate

We remember with love and gratitude Shri P S Raman, the previous MD of Central Marketing Syndicate, who is no more with us. Every year they donate 2 Lacs to ACT. Even in the absence of Shri P S Raman, the support is continued by his family through their firm

Central Marketing Syndicate. A big thanks to Shri Anand, son of Shri P S Raman

k. Govt. of Kerala – Education Department and Social Justice Department

Last year Education Department gave Rs. 19.42 Lacs and Social Justice Department Rs. 10.75 Lacs. Former helps the children below 18 years and the latter above 18. We thank them.

l. UST Global, Infopark

Thanks to Shri Prashanth Subramaniam, the CSR Ambassador of UST Global who visited Adarsh in February 2023 and observed all the activities carefully. He became so happy and convinced that he sanctioned Rs. 6 Lacs for one of the 3 projects we had submitted viz Multi-Sensory Interactive Platform (MSIP). This is a multi-sensory platform for small children with Autism to improve their interactive functional skills with the support of sensory integration therapy. We place our sincere thanks to UST Global team, especially its Chief Value Officer Shri Sunil Balakrishnan and Shri Prashant Subramaniam for their sincere support. They have promised more help in this coming year.



m. Zerone Consulting Pvt Ltd

A project named Autism Facelift was developed with an intention of changing the conventional classroom system for the rehabilitation of children with Autism. This includes changes in furniture, change in the appearance, inclusion of sensory inputs in each classroom etc. The company donated Rs.4 Lacs for this project. Work is progressing. We are very thankful to Shri Jeyash the CEO of the company

n. Padmaja Alaganandan, Bangalore

Smt. Padmaja Alaganandan is the daughter of our former Chairman Late Shri K Neelakantan. She and her family has been a constant source of support to ACT for a very long period. Last year she contributed Rs.4 Lacs to ACT. We thank Ms. Padmaja for this generous support.

o. Muthoot M George Foundation

In 2022-23, Muthoot Finance through their charity wing, Muthoot M George Foundation contributed Rs. 2 Lacs. In the past also MMGF has extended financial support. We thank Muthoot Group for this generous support.

p. Club Millionaire

It is a Financial Service firm. Last year they contributed Rs.2.5 Lacs to ACT as general donation. We thank Club Millionaire for this great help.

q. Shri Dinesh P Thampi

Shri Dinesh P Thampi Vice President and Delivery Centre Head of TCS is helping 10 children every month through the Child Month programme. His contribution has now become a permanent source of income for ACT. Sincere thanks to Shri Dinesh P Thampi who now is also the Vice Chairman of ACT.

- r. We put on record our sincere thanks to **M/s. G. Joseph and Associates**, who audited our accounts. Thank you, sir. They are doing it for free of cost.
- s. We also thank Sri. Robin Tomy of TCS who is of immense help to advise and coordinate our online programs and he is also helping us in establishing Digital Therapeutics Innovation Centre. We thank Punarjeeva Technology and their staff for their help in imparting online program.
- t. **M/s. TATA Consultancy Services** has been working with us for so many years in IT related areas. We thank them for their support.

Adarsh Charitable Trust conveys sincere gratitude to following individuals and organizations also. Many of them are regular well-wishers of the Trust. You are all close to our heart.

1. Geetha C T, Tripunithura
2. Cochin By-pass Beautification Society
3. Shri George Joseph, G Joseph & Associates
4. Umesh Bhat, Partner, G Joseph and Associates
5. Shri Rajagopal, Partner G Joseph and Associates
6. Shri Saju George, Ernakulam
7. Smt. Santha Susan Varghese

..... and the list thus goes on. The names mentioned above are only a few among a large number of supporters of Adarsh. We are indebted to all our benefactors for their help and are looking forward in getting the same in future too. I may be excused for not mentioning all the names, which is only due to space constraint.

On our part we guarantee that every single paisa will be utilized with utmost care and for the benefit of our kids.

12. Major Future Projects

A. Projects for next 3 years

I. Neuro Visual Rehabilitation Unit

This project was a big dream of our former Chairman, Late Shri K Neelakantan. This project requires a lot of medical supervision, expert advice, and more than anything support from parents. As one of the biggest ambitions of Shri K Neelakantan, ACT decided to fulfill his dream of setting up a Neuro Visual Rehabilitation unit at the premises of Adarsh Charitable Trust, Kureekad.

Statement of Problem

It has been seen from experience in Adarsh special school that there are some children who are affected by Cerebral Palsy and other related disorders and in whose case visual impairment (low vision or near total blindness) is very significant. The brain damage that causes cerebral palsy often affects the muscles of the eye, leading to this problem. In these cases, even after overcoming other problems like consequent improvement in mobility level, sensory perceptions and related abilities, visual impairment remains unattended. In fact, about three out of four such children have a problem with squint and/or myopia(near-sightedness). Unless the problem is detected and attended early, it could result in complete loss of vision in the affected eye.

Normally, children with visual challenges are sent to “blind schools” where Braille method is adopted to teach them. And for those with other issues we have special centres like Adarsh. A child with a combination of these two, as explained earlier, has the issue of not getting a professional set up to address this issue. Our effort through this project is to, at least, initiate a trial on this.

ACT has signed an agreement with Giridhar Eye Institute to implement the project at the premises of ACT at Kureekad. The project was officially announced at the silver Jubilee Celebration of

Giridhar Eye Institute on 17th September 2022. The agreement was officially handed over to Shri V. Sathyanarayanan, Chairman of ACT by Dr Giridhar at the function. Background work and analysis are going on. It will be implemented soon.

Financials – To set up and run this unit

Capital investment - 10 Lacs (Approximate)

Recurring expenses – 1 Lacs (Approximate)

We may have to look for a support for this noble and essential project.

II. Digital Therapeutic Intervention Concept Room at ACT

(Powered by Punarjeeva Technology Solutions and Adarsh Charitable Trust)

The Digital Therapeutics Innovation Centre, a revolutionary collaboration between Punarjeeva Technology Solutions and Adarsh Charitable Trust, is reinventing the horizon of therapeutic possibilities and empowerment.

Our collaboration with Punarjeeva technologies symbolizes the coming together of two pioneers striving to create a world where disability is not a hindrance, but a stepping stone to innovative paths of potential. As we forge ahead, we remain committed to innovating, empowering, and inspiring a new wave of therapeutic interventions for a more inclusive future.

We thank the whole team of Punarjeeva Technologies headed by Ms. Smitha for their excellent support to Adarsh and our kids.

III. Early Intervention Outreach Programme

Early intervention therapy and stimulation programmes to children with all kinds of developmental disorders help them to attain all the delayed developmental milestones and in turn help them to attend a normal school at the earliest as part of “**inclusion**” and

subsequently help them to lead a life of dignity in the future. Early Intervention helps the parents to understand the problems of their children so that it helps them to modify their plans according to the development of their children. To a certain extent, the programme empowers the parents of such children also.

Objective of the Project

- Identify potential existing organizations to set up and run a full-fledged Early Intervention Unit.
- Impart technical support to the organization to set up and run the Early Intervention unit except its daily Management.
- Help in organizing camps to identify and screen the children for the identified organization.

This project, to start with, will focus in Ernakulam and neighboring districts so that extending the support would be much more practical in comparison to far off organizations. ACT has identified a funding organization to get the project implemented at the earliest.

B. Projects for next 5 or more years

I. Residential Project for the differently abled community

For quite some-time, ACT is dreaming about a Residential project to support parents who are worried about the future of their challenged children. ACT has become a one stop centre for comprehensive rehabilitation of challenged children especially for children with Cerebral Palsy and Autism. Most importantly if we look at the cycle of our intervention in the segment of disability, you may notice that the cycle is almost nearing completion with this project. You may notice that we have a project to identify any potential disability right at the time of birth. Our **At Risk Baby Unit** takes care of that. If we find a child with some potential disability, we have projects to take care of them right from day one. If needed, we have full-fledged early intervention centre to take care of them till the age

of five. Our endeavour to mainstream will continue even after that at our main centre, where we have excellent state of the art facilities till they attain eighteen years of age. In case if nothing seems possible at any of the above stages till 18 years, through ACE we can attempt to find a solution for them beyond this stage. The efforts will be meaningful when we find a comfortable and congenial soothing residential facilities for those who cannot be put through to the mainstream and even through our vocational projects.

II. Research and Development – Digital Therapeutic Interventions

For an organization like Adarsh with a vast experience of 25 years in the rehabilitation field of challenged children, a research program on selected aspects is the need of the hour. This is because we understand our responsibilities to the society and to the coming generations. In the last twenty-five years, we have done fairly well in many areas. It is our responsibility to share this for the future generation, codified and documented. We have also identified certain areas where need for some deep and serious research is required. We are already on the job with some initial discussion done in certain areas with the relevant groups. It has been considered to do research on Digital Therapeutic Interventions with the help of TCS. Thanks to Shri Robin and Shri Dinesh Thampi for their sincere contribution in preparing the proposal for the research study. Here, also, we need to get a funding agency to support us.

13. Conclusion

Friends, we have completed yet another eventful year. Right from its start Adarsh was in the forefront in implementing and establishing innovative projects for our children with disabilities. Being its founder Secretary, I am not able to believe that we have surpassed so many challenges in the 25 years of our services. Being with Adarsh right from its start, it gives me immense pleasure in presenting the 25th report. We started with just seven kids with two part time employees

and now stand in a position where we are extending our services to more than 500 kids with 145 staff. We started with addressing only one disability whereas now we are probably one of the best in providing a solution to more than five disabilities. We had projects only to take care of children within the category of cerebral palsy and within the age group of 6-12, whereas now we have projects to address each stage of their development right from the birth of a child through to their adulthood and to more than five disabilities. We started our operations in a modest way in a small rental house, whereas at present we have two huge owned structures with more than 30000 sq.ft. of built-up area. In these twenty-five years thousands and thousands of children from all over Kerala came to us for many purposes. Innumerable students in the related areas have also visited us. We had many distinguished guests from different parts of the world visiting us. The list includes The President of India. We hosted to many senior Government officers from State and Central Government in the past 25 years. We had guests from many institutions who were kind enough to share their experiences. But the pinnacle among all these achievements is that we could send 92 of our kids to normal stream where they are pursuing normal curriculum now. We have a boy who won an award from The Prime Minister of India. We could vocationally rehabilitate six of our children though the facility was started hardly a year ago. More than anything else, the above success stories give a sense of happiness and pride to all of us. Friends, all these became possible only and only through unparalleled support from different people. Our staff, a large number of philanthropic individuals and corporates, government officials, parents and last but not the least our trustees. You are the pillars of this organisation. Your confidence in the management committee made all of this possible. Especially for me, personally, it's the most cherished moment where I was given this chance to present the annual report of an organisation of such high reputation like Adarsh right from its initiation to its Silver Jubilee. I am indebted and thankful to all of you for having bestowed this faith

in me and that too for such a long time. I thank God from the bottom of my heart for having bestowed on me this opportunity. At this solemn juncture, my request to all of you is to continue our joint, unanimous, selfless efforts in a more vigorous manner so as to enable us to provide thousands of kids with bright future.

Friends, as reported in my previous reports, whatever Adarsh could achieve is because of the efforts of our committed and dedicated staff members. I thank each one of them for their dedicated and sincere services. And we all know that to accomplish all this we need a strong leadership. Adarsh is fortunate that we have someone like Shri Ashwin with us, whose dedication, sincerity and leadership is something which cannot be compared or compromised with. Smt. Bincy Mathew our Vice Principal also commands special appreciation. On behalf of Trustees, I extend our respect and thanks to Shri. Ashwin and Smt. Bincy.

Ms. Manjula Jayakumar at ACE is coordinating the project there. Her contribution is invaluable for us. Let's put on record our sincere thanks to Ms. Manjula and all unit Heads at ACE. We are proud of them.

I am indebted for the work supervised and executed by our trustee Sri. Venugopal. The efforts he has taken for keeping our premises clean is something worth appreciating. He has been doing this duty for many years now. We all know how tough the job is and it is meticulously done by him in the best possible manner. Whoever visits the centre always has a few words on this. Thank you very much, sir.

I also appreciate and thank the selfless services extended by Shri Suresh. He helps Venu sir and is available for anything at any point of time. Be it conducting exhibitions of our products, be it in engaging workers for various maintenance work, be it in supervising work at

confectionary unit, his service is guaranteed at the shortest notice. Thank you, Suresh ji for your support.

As a promotional activity to promote and introduce our confectionary products, we conduct exhibitions at various sites mainly in big residential complexes. We have done 5 exhibitions and the feedback on the quality of products and follow up orders are really encouraging. Many staff members are putting lots of efforts for the success of this programme. Ms. Ambily's coordination and the contribution from Chefs namely Shri Ganesh, Shri Anandu, Shri Xavier, and other staff members Ms. Vanaja Ramesh, Ms. Jayasree, Sithy, Ms. Shiji Sajan, Ms. Sunitha Kannan are worth mentioning. Our drivers Shri Santhosh, Shri Sasidharan and Shri Rajeev too played a big role in the success of this project. We thank all of them from the bottom of our heart.

We also thank Ms. Geetha who is coordinating our NIOS courses and the welfare and arrangements of staff posted at Hotel Tribute. Her immense experience in this field is her asset and transforming her expertise with selfless motive is helping us in a big way. Thank you, madam, for all your support.

We have assured and guaranteed good quantity sales of our confectionary products through a tie up with various organisations. They are using our products, the cause for which we stand for. These gestures not only add value to our concept but also guarantee a minimum order on all the days. We thank the management of M/s. Lakeshore Hospital, Lissie Hospital, Lourde Hospital, Bhavan Eroor, Bhavans Munshi, Bhavan Adarsh Vidyalaya, Malayalam TATA for helping us.

Friends, I am glad that throughout the reporting period I am fortunate to get enormous support from all our Trustees, without whom nothing could have been achieved. Our Chairman Emeritus Shri. Padmakumar and Chairman Shri V Sathyanarayanan were

always with us with their timely advice and physical presence. Our Treasurer, Shri Ignatius has brought new dimensions to our Treasury Department. The help and support I have received from the governing council and executive committee members needs a special reference. Shri Dinesh Thampi, Shri Varghese, Shri Mathews P. Mani and others were available with their wholehearted support.

Friends, the year 2022-23 was quite eventful for us. From all corner be it assistance of finances, implementation of projects, application of routine training etc. we were and are facing immense challenges. But we are confident that we will surpass these challenges like we have done in the past. When we have such a strong group of friends, corporates, staff and Trustees there is little to worry about. I pray to almighty to bless all of us!

Thank you all for your sincere support.

Warm regards

P R Mahadevan
Secretary

30/07/2023

2022 ————— 2023



THANK YOU

ADARSH CENTRE FOR
EMPOWERMENT