

ANNUAL REPORT PRESENTED BY THE SECRETARY TO THE BOARD OF TRUSTEES OF ADARSH CHARITABLE TRUST (ACT) AT ITS 26TH ANNUAL GENERAL BODY MEETING HELD ON 29TH SEPTEMBER 2024 AT THE BOARD ROOM OF ADARSH CHARITABLE TRUST, KUREEKAD

Dear Chairman Emeritus, Chairman, Treasurer, and fellow Trustees,

Thank you for attending the 26th Annual General Meeting (AGM) of Adarsh Charitable Trust. It is an honor to present my 26th consecutive report for the Trust. From humble beginnings, we have grown to serve more than 500 children, and our services continue to receive recognition and appreciation from all who visit us. Even government bodies view us as a model institution, often referring others to our center.

As in previous years, this reporting period has been filled with activity and progress for Adarsh. We have achieved numerous milestones, undertaken new projects, and successfully completed several initiatives during this period. We have also conceptualized many projects for the future. The overwhelming support we receive from all associated with the Trust has enabled us to deliver significant results, which can be seen in the well-being and progress of the children under our care.

In the following sections, I will provide a detailed account of our journey over the past year, along with an overview of our plans for the future. I am confident that with your continued support, we will achieve even greater success in the coming years.

Before we begin, I would like to take a moment to honor the memory of those who left us during this reporting period. May their souls rest in peace, and may their families find the strength to bear their loss.

Introduction

Adarsh Charitable Trust, a non-profit organization registered under the Registration Act of 1908, was established in 1998 with the mission to rehabilitate individuals with mental and physical challenges. Since its inception, the Trust has provided comprehensive rehabilitation services to children affected by Cerebral Palsy, later extending its services to those with Autism, Down Syndrome, Multiple Disabilities, and Learning Disorders.

Statutory Registration Details:

Charitable Trust	Registration Act 1908	78/IV 22/04/1998	Permanently valid
Main Rehabilitation Centre	RPWD Act 2016	0064/2021/EKM/SJD	Valid till 24/10/2024 Applied for renewal
12 A & 80 G	Income Tax Act	12A - AAATA8491KE20214	Both the certificates valid till 31 st March 2026

		80G- AAATA8491KF20214	
CSR Form1		CSR00001511	Permanent
NGO Darpan ID		KL2006011949	Permanent
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	21322190000293 – Adarsh Special School	ACT – Valid till 16-06-2027
GST Registration	GST Act	32AJQATA8 49 IKLZK	Permanently valid
Fire Safety NOC			Valid till 26/06/2024 Applied for renewal
PoSH Act-ICC	PoSH Act		Active

Facilities and Infrastructure:

The Trust's registered office is located at XIV/547 B&C, Opposite Agasthya Ashram, Kureekkad P.O., Ernakulam, within Chottanikkara Panchayat (13 km from Ernakulam Town), Kerala. The property spans 40 cents of land and includes a 20,000 sq. ft. disabled-friendly building for rehabilitating children with various challenges.

The Child Development Evaluation, Intervention, and Research Centre has been functioning at Vytila, Ernakulam, since 2007, housed in a rented building. Recently, the Adarsh Centre for Empowerment, a vocational training facility, was introduced. Located at 3/81Y, Palakkattu Building, Vaikom-Tripunithura Road, Udayamperoor, Ernakulam, this facility features two spacious floors of 6,000 sq. ft. each and 30 cents of land, generously donated by one of our Trustees.

In addition, the Trust owns an apartment, No.C3, bearing door no. 9/213-N, measuring 55.74 sq. meters at Graceland Retirement Home, Arakkunnam, Mulanthuruthy. This property was a generous donation by Late Mr. Pradeep Menon, a well-wisher, who passed away in December 2023. He bequeathed the property to the Trust in his will before his passing.

OBJECTIVES, OBJECTIVES, VISION, MISSION AND MOTTO

OBJECTIVES

- i. To support individuals with physical and mental challenges.
- ii. To rehabilitate individuals with Cerebral Palsy and other disabilities.
- iii. To provide medical assistance and relief to those who are financially disadvantaged and have become physically or mentally challenged due to accidents or other calamities.
- iv. To establish, operate, and support institutions and medical relief centers for rehabilitation purposes.
- v. To promote research in the field of Community-Based Rehabilitation programs.
- vi. To undertake any other lawful activities that the Trust deems fit to achieve its objectives, including creating and amending rules and bylaws as necessary.

VISION

To be an institution of excellence, providing comprehensive habilitation services and pioneering efforts to enrich the lives of individuals with challenges.

MISSION

To support every challenged child by:

- Delivering medical and therapeutic assistance
- Providing academic training tailored to specific needs
- Equipping them with suitable vocational skills
- Creating social and physical support structures that empower the child to live a life of independence and dignity as an adult.

MOTTO

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

Objective of this Report

This comprehensive report presented to the Board of Trustees serves the following purposes:

1. Demonstrates transparency and accountability to the government, donors, parents, staff, the public, and other stakeholders.
2. Effectively shares achievements, goals, and financial performance with donors and supporters.
3. Showcases the organization's successes, enhancing its reputation and credibility.
4. Meets legal and other regulatory requirements.
5. Helps set goals and objectives for the coming year, and invites feedback and advice from the Board and stakeholders.
6. Encourages dialogue and feedback from stakeholders.
7. Serves as a historical document, tracking progress and growth over time.
8. Provides valuable insights for donors and supporters to help them make informed decisions about continued support.
9. Recognizes employee contributions and accomplishments.

Performance and Activities at a Glance

1. **Beneficiary Reach:** During the reporting period, the main rehabilitation center in Kureekkad served 138 children. At the Adarsh Centre for Empowerment (ACE), 114 adult children (aged 18+) utilized vocational training facilities. Through the Home-Based Rehabilitation project, an additional 140 individuals of various ages received services. The Child Development Evaluation Intervention and Research Centre (CDEIRC) provided one-on-one care to 30 individuals, while the Risk Baby Unit screened around 500 new-borns. In total, around 526 children were served monthly.
2. **Multisensory Play Area:** A new multisensory play area for children with Autism was introduced at the main rehabilitation center supported by UST Global.
3. **Digital Therapeutic Innovation:** An advanced Digital Therapeutic Innovation Centre was established at the Kureekkad facility, providing IT-integrated rehabilitation for children supported by M/s.Punarjeeva Technology.
4. **Immersive Rehabilitation Platform:** A digital therapy platform was installed to assist children with Vestibular, Proprioceptive, and Neuro-Motor Sensory impairments supported by M/s. Johnson Controls India
5. **Vocational Centre Progress:** The Adarsh Centre for Empowerment (ACE), now two years old, has shown promising results. Eight children successfully completed and received certification in vocational courses under the NIOS program
6. **Collaboration with Inclusys:** In partnership with Inclusys, an NGO that provides computer training for neurodivergent children, 16 trainees from ACE completed their computer training and are now engaged in regular data entry jobs. The next batch of trainees has already begun their training.
7. **Community Campaign:** ACT launched a campaign to empower Anganwadi teachers to identify potential disabilities such as Cerebral Palsy, Autism, and Down Syndrome in children. This initiative aims to create awareness about the importance of early identification and intervention, and will continue in the coming years.

Further details are provided in the subsequent sections.

Organizational Overview

History and Background

Recognizing that:

- Disability among children is more prevalent than commonly understood.
- Rehabilitation is often possible to a degree that enables a challenged child to live a life of dignity and independence in adulthood.
- Each disability requires specific identification, therapy, and training for proper rehabilitation.

Adarsh Charitable Trust was established in 1998 in Tripunithura, Kerala, as an institute dedicated to rehabilitating children with challenges such as Cerebral Palsy and other sensory-motor developmental disorders. Starting with just 7 children afflicted by Cerebral Palsy, the Trust now serves around 500 children from diverse religious, social, and financial backgrounds.

Governance and Management

Board of Trustees and Leadership Team

Adarsh Charitable Trust is governed by a Board of Trustees, consisting of 27 members. The key 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

Governance Structure and Practices

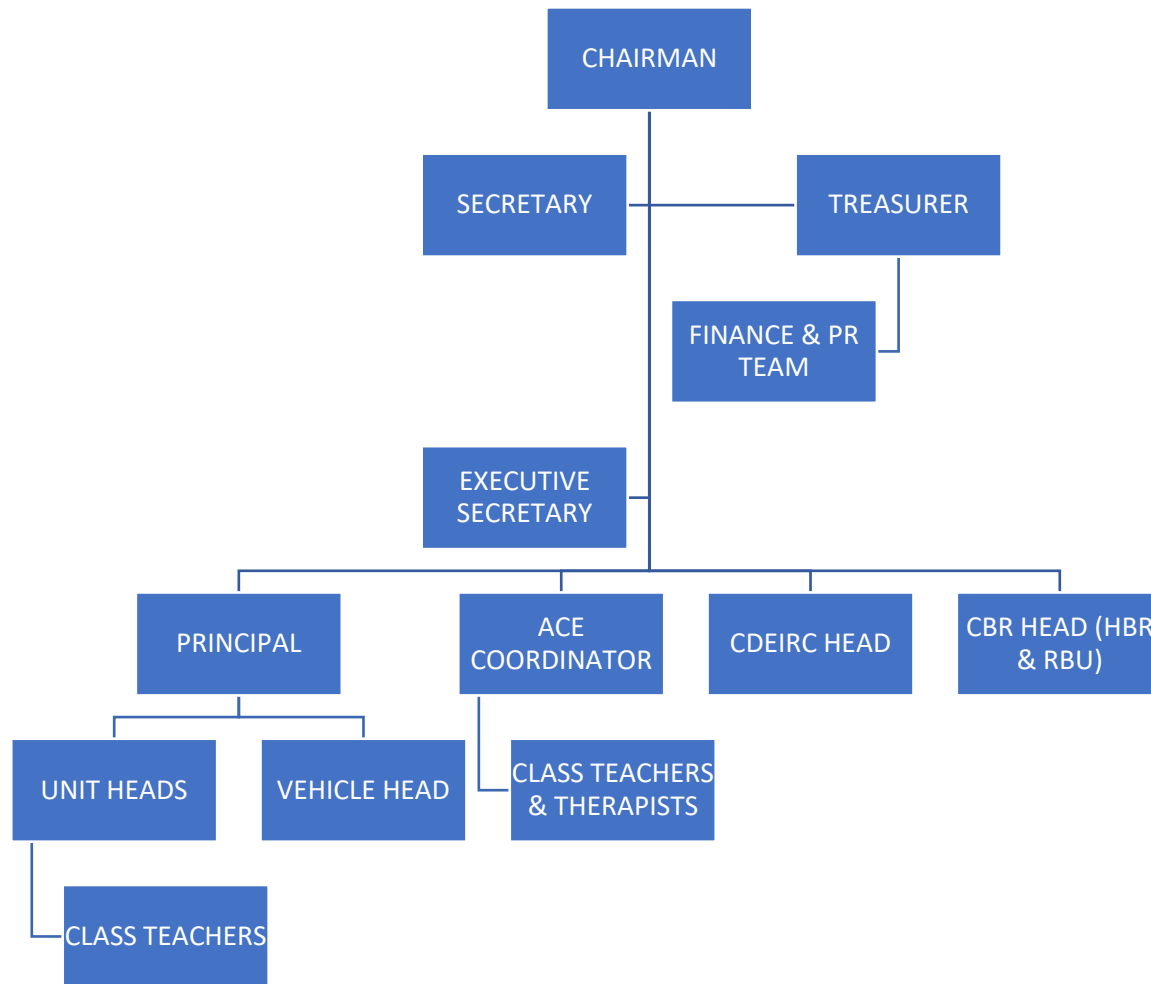
The governance of the Trust is managed by two primary bodies: the Governing Council (GC) and the Executive Committee (EC).

- **Governing Council (GC):** Comprising 15 members, the Governing Council typically convenes once every two months to oversee the broader operations of the Trust.
- **Executive Committee (EC):** The Executive Committee has 6 members, including the Chairman, Secretary, and Treasurer, who serve as ex-officio members.
- The Governing Council and Executive Committee members of Adarsh Charitable Trust are unrelated by blood or marriage.
- 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.
- **Minutes** of Governing Body meetings for ACT are **documented** and **circulated** among Board members.
- Board of ACT approves organization's programs, annual budget, annual report, audited financial report. The Board also ensures ACT's compliance with its own rules, regulations and byelaws.
- The Board also ensures ACT's compliance with all statutory Govt. laws and regulations.

During the 2023-24 period, both the Governing Council and Executive Committee held 3 meetings, including the Annual General Body Meeting for 2022-23.

Additionally, for more efficient administration, a Core Committee has been formed. This committee includes the office bearers and the Executive Secretary, and meets online every Friday to ensure smooth operations.

Hierarchy of the Organization



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

Related Party Transactions

As a matter of policy, the Trust generally avoids entering into transactions with its trustees for the procurement of goods or services, preferring instead to work with other reputable suppliers. However, in cases where there is a significant advantage in terms of price or when no other reliable suppliers are available, the Trust may engage in transactions with trustees, subject to the following conditions:

- The Executive Secretary prepares a detailed note outlining the necessity and rationale for engaging with the trustee in question. A committee, comprising the Chairman, Secretary, and Treasurer, must approve the transaction. If the trustee involved holds one of these positions (Chairman, Secretary, or Treasurer), the Vice Chairman will replace him on the committee.
- The approval note must be obtained before the transaction is finalized and will be kept on record for review.

During the current year, there were no related party transactions.

Payment of Remuneration or Reimbursement of Trustee Expenses

As a policy, the Trust does not pay any remuneration to its trustees, nor does it reimburse or cover any expenses on their behalf, even if such expenses are incurred exclusively for furthering the Trust's interests.

During the year, the Trust did not pay any remuneration to or reimburse or incur any expenses on behalf of any trustee.

Organization's Staff Structure

Staff members are the backbone of any organization, and Adarsh is no exception. The Trust employs 124 dedicated staff members who manage its wide range of activities. The team comprises both technical and non-technical staff, and it is clear that every individual who joins Adarsh puts forth their maximum effort to deliver exceptional results. This commitment is a key factor in Adarsh's impressive record of successful rehabilitation over the past 26 years. Notably, over the last 25 years, we have successfully transitioned 92 children into mainstream education.

To maintain our high standards of service, ACT upholds a robust staff-to-student ratio of 1:3. At our main rehabilitation center, the Principal and Vice Principal oversee 65 staff members, which include teaching, non-teaching, therapy, and other personnel. The center's operations are divided into six major units, designed for ease of management and effective monitoring. These units are organized based on the children's age, disability, and functional abilities. Additional technical units and an extracurricular unit support this structure.

To ensure personalized attention, each classroom accommodates only 8-10 children. A full-time special educator and an assistant teacher manage each class, and 1-6 such classrooms form a unit.

Each unit is supervised by a Unit Head. Currently, there are eight units and 16 classes at the main rehabilitation center. In terms of reporting, all head teachers report to the Vice Principal, who in turn reports to the Principal. The Principal reports to the Secretary, who then reports to the Trust.

Additionally, the center has eight bus assistants. At the Child Development Evaluation, Intervention, and Research Centre, a Coordinator supervises five staff members. In our community-based rehabilitation projects, a Developmental Therapist manages the Risk Baby Unit. While 15 staff members operate across four Home-Based Rehabilitation units under a senior Special Educator. All these units report to the Executive Secretary, who then reports to the Secretary.

At the newly launched ACE (Adarsh Centre for Empowerment), a Coordinator oversees 25 teaching, non-teaching, and technical staff members. The confectionary unit at ACE is managed separately by a Chief under an agreement. On the administrative side, the office, located on the same premises as the main rehabilitation center in Kureekad, is under the direct control of the Executive Secretary and supported by five staff members. In total, as previously mentioned, the Trust employs 125 staff members. Below is a detailed breakdown of the current staff structure:

Category	Number of staff and other supporting members as on	
	01-06-2023	01-06-2024
Medical Doctors (Consultants)	1	1
Psychologist	4	3
Developmental Therapist	1	1
Physiotherapist	12	9
Speech Therapist	3	3
Occupational Therapist	-	-
Social Worker	1	-
Dietician	1	1
Special Educators	32	30
Teachers	8	8
Teacher Assistants	37	35
Drivers	3	4
Office Staff	9	8
Kitchen	2	2
Nurse	1	1

Physical Education	1	1
Zumba Dance	1	-
Drawing	1	1
Helper (School)	1	1
Bus in charge	6	8
Instrument Music	1	1
Voluntary Staff	2	2
Cleaning Staff	4	4
ACE Production Unit	20	-
TOTAL	147	124

1. Retirement

In April 2024, a Teacher Assistant retired after years of dedicated service.

2. New Appointments and Resignations

During the reporting period, ACT appointed four new staff members (two Special Educators and two Teacher Assistants) to fill vacancies at the main rehabilitation center.

3. Distribution of Staff by Salary Levels and Gender (As of 30/06/2024)

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		2	2
5,000 – 10,000	2	33	35
10,000 – 30,000	8	72	80
Above 30000	2	3	5
TOTAL	12	110	122

Beneficiary Details of Adarsh Charitable Trust

The main rehabilitation center was established in 1998 with 7 children affected by Cerebral Palsy. Later, in 2003 and 2008, sections for Autism and Down Syndrome were introduced. As on date the

main center supports 129 children under the age of 18. Additionally, there is a group of children with multiple disabilities, where the prognosis and rehabilitation approach differ from the rest.

In 2022, Adarsh Centre for Empowerment was launched, focusing on vocational rehabilitation for adults with challenges, offering suitable programs. The center provides vocational training for individuals with Cerebral Palsy, Autism, Down Syndrome, and Intellectual Disabilities. Additionally, there are maintenance programs and activities aimed at improving the quality of life for children with Multiple Disabilities. As on date the centre has 121 trainees.

The CDEIRC, started in 2007, is an evaluation center with a multidisciplinary team, including a Developmental Pediatrician, Therapist, Psychologist, Physiotherapist, Speech Therapist, and Special Educator. They screen children for developmental disorders and guide them toward appropriate rehabilitation. This center also offers remedial education for children with Learning Disorders after school hours.

The Home-Based Rehabilitation (HBR) program is a mobile initiative that supports children with developmental disabilities, including Cerebral Palsy, Autism, and Multiple Disabilities. The Risk Baby Unit (RBU) assesses and evaluates newborns with potential risks, offering early intervention for developmental delays.

Disability-wise Breakdown of Children at Adarsh:

PROJECT	CP	ASD	DS/MR	MD	LD	OTHERS	TOTAL
Main Centre	23	33	45	16	3	18	138
Adarsh Centre for Empowerment	27	23	31	32	1		114
CDEIRC	2	13	9	2	3	1	30
HBR	54	8	30			48	140
RBU						526	526

Overview of Main Activities and Programs

1. Main Rehabilitation Centre, Kureekad

Operating from 10:00 AM to 3:00 PM on weekdays, this comprehensive center provides services from 3 Physiotherapists, 3 Speech Therapists, 3 Psychologists, an Occupational Therapist, and 16 Special

Educators. Additional facilities include music, dance, computer skills, hydrotherapy, virtual reality training, and more. The center focuses on children under 18, aiming to foster independence.

Upon admission, each child undergoes a thorough evaluation by a team of experts, leading to an individualized rehabilitation plan. Parents play a crucial role in the rehabilitation process, often staying with their children during the program. Regular evaluations are held to monitor progress. In 2023-24, 37 new children were admitted.

2. Adarsh Centre for Empowerment (ACE)

i. ACE Rehabilitation Centre

Established in 2022, ACE is the vocational wing of the trust, supporting 121 trainees as on date. The center offers 12 vocational programs, including 5 NIOS-accredited courses. Vocations include baking, chapati production, confectionery, ICT-based training, candle making, gardening, and more. ACE has 25 staff members

Trainees are categorized based on their abilities, with customized vocational activities for each group. The center provides comprehensive training to maintain and improve the quality of life for children with multiple disabilities.

ii. ACE - Accredited Vocational Centre

ACE is an accredited center offering five NIOS vocational courses, such as Bakery and Confectionery, Basic Computing, Hotel Front Office, Plant Protection, and Early Child Care Education. Enrolments have begun for two of these courses, with more expected soon.

iii. Baking Unit and Melting Hearts Outlet (The Dessert Lounge)

This unique vocational program, established in 2021, is now managed by an experienced Chef, Ms. Parvathy Ghosh under an agreement and the program continues to train children and remains aligned with the trust's goals. During the reporting period, 14 children received training at the unit.

3. Child Development Evaluation, Intervention, and Research Centre (CDEIRC)

CDEIRC, located in Vytila, has resumed operations post-COVID and currently serves 30-40 children monthly. The center offers remedial education, therapy, and comprehensive evaluations. A developmental pediatrician from Aster Medcity provides consultations. It has 5 staff members.

4 Risk Baby Unit (RBU)

Since its inception in 2005, RBU has screened nearly 9,500 new-borns, identifying developmental delays at an early stage. In 2023-24, 526 babies were screened at four hospitals, with early interventions provided when needed. The unit is managed by a Developmental Therapist.

5. Home-Based Rehabilitation (HBR) Program

Launched in 2010, HBR now operates four units across 15 Panchayats, reaching 152 children who cannot attend the main center. This initiative, supported by BPCL-Kochi Refinery, allows rehabilitation to be brought to the homes of children in remote areas.

c. Progress and Impact of Programs

The success of these initiatives is evident. The main rehabilitation center has helped 92 children transition into mainstream schools, allowing them to adjust to the demands of regular education. Continuous monitoring and support ensure these children thrive in a traditional academic setting.

At ACE, 30-40 children are engaged in productive vocations, including bakery, confectionery, and computer-based jobs. Some trainees have secured employment, while others have gained vocational skills through NIOS programs.

ACE's innovative initiatives include a vegetable market project, led by mothers and trainees, which has been highly successful.

CDEIRC's remedial education programs have shown significant improvements, supporting children in adjusting to academic challenges. The Risk Baby Unit successfully identified 24 at-risk new born babies among the 526 screened during the reporting period. Each of the identified babies received necessary stimulation and therapies to prevent developmental delays, with two currently undergoing intensive early intervention programs at Adarsh.

The HBR program continues to improve the quality of life for children who are unable to attend regular centers, providing care and support directly in their homes.

Medical Assistance

At Adarsh Charitable Trust (ACT), we recognize the critical importance of timely medical intervention for our children, based on individual needs. Therefore, we offer regular medical consultations and financial assistance for continuous treatment, surgeries, and medications. Our medical team includes doctors from Aster Medcity, Giridhar Eye Institute, and Smile Dental Clinic. Recently, we were fortunate to welcome a retired lady physician, who now volunteers weekly, providing invaluable support to our children, parents, and staff.

During the reporting period, we offered the following medical services:

- **Developmental Pediatricians** from Aster Medcity visited our main rehabilitation centre nine times, screening 87 children.
- **Pediatric Neurologists and Orthopedists** visited twice during the FY 2023-24, examining 28 and 26 children, respectively.
- **Ophthalmologists** from Giridhar Eye Institute visited monthly, screening 31 children, 13 staff members, and 13 parents over three visits.
- **Dental Doctors** are on-call; last year, two visits were made, with 31 children receiving dental care.

- A **Dietician** also visits on-call, providing dietary advice. Last year, she visited eight times, offering recommendations to 88 children.

Additionally, financial aid is extended to select children for purchasing monthly medications, with up to Rs. 500 provided per child. Currently, 35 children benefit from this program. During the reporting period, ACT spent Rs. 1,38,650 under this initiative.

Seminar and Training

On December 9th, 2023, ACT hosted a Workshop cum Seminar titled *Transformative Solutions for Inclusive Development: The Role of Innovations* at our Kureekad premises. Notable speakers included Dr. Nadia Moideen, Remedial Special Education Trainer at Aster Medcity, Dr. Prajeesh, Psychologist from Trust Centre for Mindful Living, and Shri S. H. Panchapakesan, State Commissioner for Persons with Disabilities, Government of Kerala. The event saw an attendance of 100 participants, including 60 external attendees. Additionally, ACT staff organized an exhibition showcasing low-cost, homemade sensory products.

PTA Involvement

The Parent-Teacher Association (PTA) actively participated in major activities throughout the year, including financial support for an additional curry and salad in the mid-day meal program. The PTA also joined in celebrating all significant social occasions in 2023-24 and marked PTA Day on March 1st, 2024. This memorable day was filled with fun and enjoyment for both parents and teachers. A special thanks to PTA Vice President Shri Tony Chettiyamkunnel, who led with dedication during the absence of the President, playing a pivotal role in ACT's development.

General Activities of ACT in 2023-24

1. Pravesanotsavam 2023

The Pravesanotsavam for the new academic year was celebrated on 5th June 2023. The event was inaugurated by Smt. Sarita Jayaraj, Principal of Global Public School, and graced by renowned playback singer Ms. Chitra Arun as the chief guest. Around 13 newly admitted children were warmly welcomed into the Adarsh family.

In conjunction with World Environment Day, the Sakshama Ernakulam Chapter donated 20 saplings to Adarsh. Representatives Shri R. Prasad and Shri Ramkumar personally visited to hand over the plants. Additionally, Shri Rajiv, General Manager of Hotel Tribute Royal Vyttila, presented the first salaries of four students who completed vocational training from the Adarsh Centre for Empowerment and subsequently placed at Hotel Tribute Royal during the FY 2022-23.

2. International Yoga Day

On 21st June 2023, students from Global Public School visited Adarsh to demonstrate yoga techniques, enriching the children's experience. We sincerely thank Global Public School for their continued support.

3. Multi-Sensory Interactive Platform

With the financial assistance of UST Global, Infopark, Cochin, a Multi-Sensory Interactive Platform was established at the ACT main centre. The facility was inaugurated on 12th July 2023 by Shri Sunil Balakrishnan, CEO of UST Global. The event saw the participation of UST Global's CSR Ambassador, Shri Prashant Subramaniam, along with Ms. Deepa Chandran and Shri Shine Varghese.

4. Ramayana Week

Ramayana Week was celebrated with great reverence, inaugurated by Smt. Shantha Maheswaran, Associate Professor and Head of the Sahitya Department at Govt. Sanskrit College, Tripunithura.

5. PTA General Body Meeting

On 23rd July 2023, the PTA General Body meeting was held. The Secretary presented the Annual Activity Report, and the Treasurer delivered the Financial Report, both of which were approved unanimously. No elections were held, and the existing Executive Committee continues for the academic year 2023-24.

6. World Paper Bag Day

In collaboration with Thalir, a Young Indian Organization, children from Asoka School visited Adarsh to learn paper bag making from our students, offering a wonderful hands-on experience. We are proud to be the only special school enrolled in the Young Indians network.

7. Independence Day

Independence Day was celebrated on 15th August 2023 with the hoisting of the National Flag by Capt. Rajkumar at both ACT and ACE premises.

8. Onam 2023

Onam was celebrated in vibrant colors on 25th August 2023, inaugurated by Shri Rajesh, President of Chottanikkara Panchayat. Mimicry artist Shri Rajesh Kadavanthra was the chief guest, and Ms. Mini Pradeep, Ward Member, was in attendance, along with the ACT Chairman, Secretary, and Treasurer. A heartfelt farewell was given to two long-serving staff members, Shri Reji and Ms. Sheela Jayan, who were presented with mementos. The Onasadya (traditional feast) was generously sponsored by the "Moms of Kochi" WhatsApp group.

At ACE, Onam and Annual Day were celebrated on 23rd August, featuring lively cultural programs with the participation of trainees, teachers, and parents.

9. Teachers' Day

Teachers' Day was celebrated on 5th September 2023, with Ms. Linda Xavier, Professor at St. Xavier's College, Aluva, as the chief guest. The PTA coordinated the event, and the entire Adarsh staff received Gurudakshina in honor of the occasion.

10. Sensory Integration Therapy Presentation

On 10th September 2023, Ms. Shilpa Elizabeth Jacob, an occupational therapist from Sunrise Hospital, conducted a valuable session on Sensory Integration Therapy for the Adarsh staff.

11. Student Visits

Fifty-four students from Nirmala College, Mulanthuruthy, visited Adarsh, engaging in meaningful interactions with our children.

12. HBR Family Meet

The HBR Family Meet, celebrating its 13th Anniversary, was held on 7th October 2023. The event included a psychology session led by Shri Sageer, focusing on adolescent challenges.

13. World Mental Health Day

On 10th October, a session for parents was organized in recognition of World Mental Health Day. The insightful session was led by Fr. Fabil Varghese, Assistant Professor at ToCH Institute of Engineering and Technology.

14. Awareness on Sexual Harassment at the Workplace

A session on the Prevention of Sexual Harassment (PoSH) Act was conducted by Shri Babu T.I., retired General Manager of Cochin Shipyard and advisor on PoSH implementation. The interactive session was attended by several ACT officials, including Smt. Sushila Kuraichen, Vice Chairperson of AID.

15. World Cerebral Palsy Day

World Cerebral Palsy Day was observed on 19th October 2023, with Dr. Leuveny Gunasekaran, Developmental Pediatrician from Aster Medcity, delivering an informative talk on the importance of early detection and intervention for cerebral palsy.

16. Marathon Participation

Twelve children from ACT participated in a 5 km marathon organized by the Cochin Cancer Society in association with Lakeshore Hospital.

17. School Visits

As part of the curriculum, 43 children from Rajagiri Christu Jayanti School and 46 children from Choice School visited Adarsh and interacted with our students.

18. Children's Day Celebrations

Children's Day was celebrated from 13th to 16th November 2023. Various arts and cultural competitions were held, with Ms. Rachel Ignatius, Principal of Choice School, inaugurating the event.

19. Soft Skills Training

ACT organized a staff training session focused on improving soft skills for children with challenges, conducted by Ms. Shalini from Assissi Vidyaniketan School, Kakkanad.

20. World Disability Day

On 3rd December 2023, World Disability Day was observed at the main rehabilitation centre in Kureekad. A mother shared valuable insights on the role of parents in supporting children with special needs.

21. Christmas Celebration at ACT (22nd December 2023)

Christmas was celebrated in a vibrant and colorful manner. The event was inaugurated by Master Suryakiran, with playback singer Shri Uday Ramachandran and cine actor Shri Haris Mannancheri as the Guests of Honor. Rev. Fr. Samson Meloth delivered the Christmas message, filling the day with joy and happiness. Various cultural programs were organized to enhance the festive atmosphere. Officials of ACT also attended the function, making it a memorable celebration.

At ACE, we celebrated Christmas grandly on 20th December, with many cultural events. Additionally, ACE hosted a grand fruit-mixing ceremony on 7th October 2023, inaugurated by Mr. Kuriakose, Vice President of Federal Bank, in the presence of esteemed guests. The event was a vibrant start to the festive season, culminating in high cake sales for Christmas.

22. Special Residential Program (21st–30th January 2024)

A special residential program aimed at fostering social independence among adult children with challenges was held from 21st to 30th January 2024. Ten boys were selected for the program, supported by dedicated teachers. The children stayed together in a rented house, away from their families, for 10 days, experiencing a sense of independence. This program also targeted children whose parents frequently complained about their indifferent behavior at home.

The program was highly successful, with the children enjoying every day and exhibiting significant independence in their daily lives. Parents, though initially apprehensive, were ultimately pleased with the results. This program will continue, with plans to include more children in the future.

23. Finger Dancing Program at ACT (22nd January 2024)

A "Finger Dancing" movement therapy session was held at ACT on 22nd January 2024, conducted by trainer Shri Aboobekker. Around 80 children from various classes participated in this therapy,

which involves intricate hand and finger movements often synchronized with music. Plans are in place to organize similar programs in the future.

24. Bhavana Cultural Fest

The Bhavana Cultural Fest was held at Assissi Vidyanikethan School, Kakkanad, organized by Rotary International. Our children achieved 3rd place in the senior group dance competition and 2nd place in the painting competition. Overall, it was a wonderful experience for the children.

25. Orientation on Verge Tab (30th January 2024)

An orientation session on the Verge Tab, developed by Exemption Learning Company, was conducted on 30th January 2024 by Shri Jinson, a Special Educator from the company. This integrated digital therapy and special education tool could potentially benefit ACT's children. ACT is seeking CSR support to introduce this technology for the children.

26. PTA Fundraiser Food Court (9th February 2024)

A food court organized by the PTA on 9th February 2024 successfully raised ₹30,000 for their PTA Day celebration. The event was well-received and contributed to the school's activities.

27. Second Death Anniversary of Shri K. Neelakantan (13th February 2024)

On 13th February 2024, ACT commemorated the second death anniversary of its former Chairman, Shri K. Neelakantan. It was decided that a workshop or seminar would be conducted annually on this day in his memory. As decided earlier we conducted a commemorative lecture

28. Picnic at Chittilappilly Square

Children, parents, and staff members enjoyed a picnic at Chittilappilly Square. The day was filled with joy, thanks to Shri Kochoseph Chittilappilly, who arranged full support for the children. All rides and games were offered free of charge, making the day even more special.

29. International Women's Day Session

Mrs. Mary Metilda, former Principal of Maharaja's College, Ernakulam, and a motivational speaker, conducted a session on life skills and mental health for women, in connection with International Women's Day.

30. Mother's Day Celebration at ACE

This year, ACE celebrated Mother's Day in a unique way by honoring all mothers, who are very special to us. The mothers performed various cultural programs, entertaining the children and making it a truly memorable day.

31. Awareness Program at Central Square Mall

ACE organized a special awareness program at Central Square Mall. Some of our children showcased their talents before a large audience, gaining valuable experience. The management and staff provided excellent support with food, beverages, and logistics. Special thanks to Shri Blisson Antony, Centre Head of Central Mall, for making the event possible. A big thanks also to our psychologist and Ms. Marjana for their coordination.

32. Visit to MILMA Plant

ACE organized a visit to the MILMA plant as part of an awareness program for the children. They thoroughly enjoyed the experience.

33. Water Metro Experience

Children from ACE had a delightful time experiencing the newly introduced Water Metro service.

34. Vocational Training Certificates

Seventeen trainees from ACE successfully completed their vocational course at Sahrudaya Welfare Services and received certificates from Inclusys. This was a proud achievement for both the children and ACE.

35. Annual Sports Day (15th March 2024)

The Annual Sports Day, held on 15th March 2024, was a great success. Under the guidance of Physical Education teacher Shri Rajiv, the event was meticulously organized, allowing all students to participate in various activities. One of the highlights was the impressive March Past by the children. Special thanks to Shri Rajiv for his outstanding efforts.

36. Annual Day Celebration (22nd March 2024)

The Annual Day celebration was held on 22nd March 2024, graced by the presence of cine artist Smt. Aswathy. Vice Principal Ms. Bincy Mathew presented the annual activity report. During the event, 27 staff members who completed 10 years of dedicated service were honored with a shield and "ponnada" in recognition of their valuable contribution to the Trust.

Accomplishments and Highlights

1. **Young Indians Initiative:** ACT became the first special school in India to be enrolled in *Thalir*, an initiative by Young Indians.
2. **NIOS Accreditation:** ACT received accreditation from the National Institute of Open Schooling (NIOS) to conduct vocational courses, marking a significant achievement for ACE.

3. **Vocational Rehabilitation Success:** Two additional trainees were successfully placed in employment during the year: one at a confectionery shop and another at a pot-making company.
4. **Early Intervention Unit Progress:** Although no children were sent to mainstream schools this year, significant progress was observed in our early intervention unit. We are optimistic about sending two children to mainstream education in the upcoming year.
5. **PoSH Act:** Adarsh Charitable Trust implemented PoSH Act during the reporting period. This is to prevent Sexual Harassment against women at workplace. According to the POSH Act 2013, at every establishment where more than 10 employees are employed, be them male or female, there shall be an “Internal Complaint Committee (ICC)” constituted by the employer. Under ACT, we have two work places operating within the same Grama Panchayath. There needs to be an ICC formed for both work places. Under the circumstances, ACT Management represented by its Honorary Chairman approved the constitution of the statutory Internal Complaint Committee consisting of the following members:
 1. Ms Bincy Mathew : Vice Principal and Chairperson of the ICC
 2. Ms Susheela Kuriachen : External Member
 3. Mr Aswany Kumar : Executive Secretary & Principal
 4. Ms. Anjali Muraleedharan : A parent member of PTA of Adarsh
 5. Ms Diana Merlyn Rose : A senior staff from ACE

The ICC shall function in accordance with the provisions contained in POSH Act 2013.

Financials and Funding

For FY 2023-24, the Adarsh Charitable Trust's total revenue expenditure amounted to ₹342.84 lakhs, with an income of ₹323.92 lakhs, resulting in a deficit of ₹18.92 lakhs.

Sources of Income and Funding

Income from Beneficiaries

The Trust receives rehabilitation and vehicle fees from its beneficiaries, contributing to 19% of its total expenditure for FY 2023-24. Its policy ensures that those who can afford to pay the full fees do so, while others contribute according to their financial capacity. Approximately 60% of the children and trainees at ACT come from extremely poor families and receive rehabilitation services free of charge. About 21% are from low- to middle-income families and pay fees based on their ability to contribute, while the remaining 19% pay full fees.

However, due to its financial constraints, the Trust is unable to significantly reduce or waive transportation charges even in very deserving cases

The ongoing HAND (Help A Needy Divyangan) project, a campaign encouraging donors to contribute small amounts equivalent to the rehabilitation fees of one or more children, has been successful in attracting new supporters. In FY 2023-24, it raised ₹43.75 lakhs, with the hope of increasing this in the coming years.

Government Grants

The Government of Kerala, through the Education Department and the Social Justice Department, has been supporting the Trust via the Grant-in-Aid and Athijeevanam Project since 2008-09 and 2016-17, respectively. In FY 2023-24, Adarsh received ₹70.63 lakhs from the Education Department and ₹12.50 lakhs from the Social Justice Department, covering 24% of total expenses.

Donations from Individuals and Corporates

This remains the primary source of income for the Trust, contributing 67% of its total income. Of this, 54% came from general donations, 4% from Give India, and 9% from BPCL, specifically for home-based rehabilitation services.

On the expenditure side, costs remained steady, with no salary increments given during FY 2023-24 (subsequently provided with arrears). Vehicle services, which resumed post-COVID, saw transportation deficits reduced to 4% of total expenditure, compared to 5% in FY 2022-23. Efforts have been made to control vehicle expenses and improve fee collection efficiency.

Major Supporters of ACT in FY 2023-24

1. Cochin Shipyard Ltd.

Cochin Shipyard Ltd. has been a consistent benefactor for several years. In FY 2022-23, CSL sanctioned ₹50 lakhs towards our Solar Project, making Adarsh one of the special schools in Kerala to run entirely on solar energy. This project has not only made the school environmentally sustainable but also reduced the significant electricity costs associated with running our schools and vocational projects. Although the project was sanctioned in 2022-23, installation and operations commenced in FY 2023-24, and the solar plant was commissioned in November 2023. We are deeply grateful to Shri Madhu S. Nair, CMD of CSL, Shri Sampath Kumar, AGM (HR), Shri Saseendra Das, and Shri Yoosaf for making this project possible. Special thanks also go to Shri M. D. Varghese, who played a key role in securing this support.

2. Bharat Petroleum Corporation Ltd. - Kochi Refinery

BPCL has been supporting our HBR programme since its inception. The impact of this initiative has been tremendous. The encouragement and support from BPCL's management motivate us to expand our services. Last year, BPCL contributed ₹34.5 lakhs towards the programme. We extend our heartfelt thanks to Shri George Thomas, General Manager (PR & Admin), Shri Vineeth Joseph, Shri Elizabeth Davis, and Shri Nizar for their unwavering support and cooperation.

3. K Chittilappilly Foundation (KCF) and K Chittilappilly Trust (KCT)

From October 2022, KCF and KCT have been contributing ₹1 lakh monthly, amounting to ₹12 lakhs in 2023-24 to support ACT's revenue expenditures. Their generous donations have allowed us to implement several vital projects. We are deeply grateful to KCF and its Chairman, Shri Kochouseph Chittilappilly. Thank you, Sir, for your continued support.

4. Shri Deepak Parekh – Chairman, HT Parekh Foundation

The HT Parekh Foundation/HDFC Ltd. has so far donated over ₹90 lakhs to ACT. After visiting Adarsh in January 2024, Shri Deepak Parekh personally donated ₹5 lakhs. We are honored and grateful for his continued support and for the recognition his visit has brought to our institution. Thank you sir.

5. Give India Foundation

Give India has been a consistent source of funding for ACT, generating ₹7.5 lakhs last year. As a gold-certified member of Give India, Adarsh benefits from their platform, which connects NGOs with corporate and individual donors worldwide. Since our registration in 2006, we have received regular donations through their platform, offering four donation options for philanthropists.

6. Ms. Johnson Controls, Cochin

This multinational company came to know about Adarsh through the Benevity portal. In 2022-23, employees from their Cochin office donated \$10,000 in prize money to Adarsh, and in FY 2023-24, they sanctioned ₹8 lakhs for setting up an immersive rehabilitation platform for our children. Johnson Controls has become a key CSR partner, further committing ₹20 lakhs for expanding our facilities. We are grateful to Shri Satish Kumar, head of the Cochin office, and to Shri Arun Awasthy, VP and MD of Johnson Controls India, for their continued support.

7. BENEVITY.CAUSES

An international charity platform associated with over 650 brands, including Google and Microsoft, BENEVITY.CAUSES channels corporate and employee donations to NGOs. In FY 2023-24, ACT received ₹10 lakhs in donations from companies such as Microsoft, Google, and LinkedIn. We sincerely thank Benevity for facilitating these contributions.

8. Smt. Sudha Narayanan Kutty and Shri. K V Narayanan Kutty

This couple has been long-standing supporters of ACT, contributing ₹10 lakhs last year and pledging continued support. We extend our heartfelt thanks to them for their generosity and commitment.

9. Smt. Rema Subramanian, Mumbai

Co-founder and Managing Partner of Ankur Capital, Smt. Rema Subramanian has regularly supported ACT since 2020, donating ₹4 lakhs in 2023-24. We are deeply grateful for her contributions and to Shri N. Krishnan, son of our late Chairman, for introducing her to ACT.

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

Since 2012, Shri Nelson has been donating ₹35,000 monthly to ACT through Esquire Multiplast, totaling over ₹50 lakhs in contributions. We express our deepest gratitude to Shri Nelson and his family for their sustained and remarkable support.

11. Central Marketing Syndicate

Continuing the legacy of Shri P. S. Raman, his family contributed ₹2 lakhs in 2023-24 through Central Marketing Syndicate. We extend our sincere thanks to Shri Anand and their family for maintaining this support.

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

In 2023-24, these departments extended a combined grant of ₹83.5 lakhs, up from ₹31 lakhs in the previous year. We thank the Government of Kerala and the officials who visited and commended our work.

13. Shri N. Krishnan, Mumbai

Shri Krishnan, son of our late Chairman, has been a constant supporter of ACT, contributing ₹3 lakhs last year, with his total contributions exceeding ₹60 lakhs. We also thank Ms. Padmaja, daughter of the late Shri Neelakantan, for her support.

14. Muthoot M George Foundation

In 2023-24, Muthoot Finance, through their charity wing, contributed ₹2.25 lakhs. We thank the Muthoot Group for their continued generosity.

15. Club Millionaire

This financial services firm has supported us for three years, contributing ₹2.25 lakhs last year. We thank them for their continued help.

16. Shri Dinesh P. Thampi

Shri Dinesh P. Thampi, Vice President and Delivery Centre Head at TCS, has been a significant contributor through the "Child Month" programme, supporting four children every month. His contributions, amounting to ₹2.4 lakhs in FY 2023-24, have become a steady source of income for ACT. We extend our sincere thanks to Shri Thampi, who also serves as the Vice Chairman of ACT, for his continued generosity.

17. Geetha C. T.

Based in Tripunithura, Geetha C. T. is now a regular well-wisher of ACT. In FY 2023-24, she sponsored five children and donated ₹2.82 lakhs. We are deeply grateful for her consistent support.

18. Revathy Menon

An NRI based in Abu Dhabi, Revathy Menon has been regularly donating ₹20,000 per month to ACT. Her parents, residing near Adarsh, introduced her to our work through one of our fundraising campaigns. We sincerely thank Ms. Menon for her magnanimous contributions.

19. Roshni Mathew

A loyal benefactor of Adarsh, Roshni Mathew donated ₹2.25 lakhs in 2023-24 for general purposes. We are thankful for her continued support.

20. Nalini Krishnan

A close friend of Adarsh, Nalini Krishnan contributed ₹3.5 lakhs last year for general purposes. We extend our heartfelt thanks to her for her generosity.

21. Key Value Software

This multinational company, located in Infopark, visited Adarsh and observed our activities. Through their CSR fund, they donated ₹2.16 lakhs to Adarsh, while one of their team members, Ms. Shreja, regularly donates ₹5,000 every month to support a parent in need at Adarsh. We are grateful to Key Value Software and Ms. Shreja for their generous contributions.

22. Rupjag Foundation

Based in Mumbai, Rupjag Foundation has supported Adarsh in previous years as well. In FY 2023-24, they contributed ₹1.96 lakhs, thanks to the introduction by one of our parents, Shri Vijayakumar. We extend our sincere thanks to Rupjag Foundation for their continued help.

23. Shri KVK Ittoop

An NRI, Shri KVK Ittoop has been a regular contributor to ACT, donating ₹1.9 lakhs last year. We are extremely grateful for his significant support and generosity.

24. M/s. G. Joseph and Associates

We express our heartfelt thanks to M/s. G. Joseph and Associates, particularly to Shri Umesh C.A., who has been assigned to work with our trust. Their dedicated team has consistently completed their tasks on time and at no cost.

25. Internal Auditor:

Mr V Prakash, Chartered Accountant, Special thanks Mr. V. Prakash, Chartered accountant, for his invaluable guidance on accounting matters and for conducting our internal audit.

26. TATA Consultancy Services (TCS)

TCS has partnered with us for many years, offering valuable support in IT-related areas. With their help, we have installed several innovative IT-integrated products at our main center, which play a crucial role in the rehabilitation of our children. We thank TCS for their enduring partnership and support.

ACT conveys its sincere gratitude to the following individuals and organizations, many of whom have been long-standing, generous supporters of the Trust. You are all close to our hearts:

1. **Abad Hotels Pvt. Ltd.**
2. **Manappuram Foundation**
3. **Shri George Joseph, G. Joseph & Associates**
4. **Shri Rajagopal, Partner, G. Joseph and Associates**
5. **Shri Saju George, Ernakulam**
6. **Smt. Santha Susan Varghese**
7. **Shri Jayakumar Bhaskaran, USA**
8. **M/s. Kalma Foundation Cochin**

...and the list goes on. The names mentioned above represent only a few among many supporters who have contributed to Adarsh. As previously reported, we cover more than 60% of our revenue deficit through philanthropic support from our patrons and well-wishers. Their continued backing, since our inception, gives us the strength to undertake new projects with confidence. Although our revenue deficit is around ₹5-6 lakhs per month, this support from the larger community gives us the reassurance to move forward boldly.

We are deeply indebted to all our benefactors for their assistance and look forward to their continued support in the future. Please excuse us for not mentioning all names here due to space constraints.

We guarantee that every single paisa will be utilized with utmost care and solely for the benefit of our children.

Future Outlook and Goals

1. Student Management System

ACT's admission procedure, assessment system, reviews, and reports are designed with a scientific approach to manage each child's needs. We aim to enhance this by moving to a digital platform, enabling permanent data storage in the cloud and providing easy access for all stakeholders. This transition will be supported by our new Student Management System, an online portal that will manage both student and staff information.

We are grateful to Shri Dinesh P Thampi for securing TCS's support to develop this software with the help of Inclusys Neuro org, and to Shri Robin Tomy for his advisory role in the project. Special thanks also to Shri Kochouseph Chittilappilli for financially supporting this transformative step. By the end of the 2024-25 academic year, Adarsh will be fully digital, fostering a "Go Green" atmosphere. We are committed to environmental sustainability.

2. Adarsh Outreach Project (AOP)

Now in its 26th year, ACT has become a center of excellence in rehabilitation, serving children not only from Ernakulam but other districts as well. However, to run an NGO of this magnitude, expertise in areas beyond rehabilitation is needed—such as transparency, statutory compliance, record-keeping, and reporting. We believe we have largely established these systems within ACT.

Impressed by our model, the Chittilappalli Foundation suggested we share our expertise with others in need. We enthusiastically accepted, as we see this as a way to contribute to society further. While we face logistical challenges due to our remote location, the initiative will be fully funded by the Chittilappalli Foundation, and we will form a dedicated team to train and educate others. This project aims to help other schools become model rehabilitation centers in Kerala.

3. Subcentre of MANN

MANN is an NGO based in Mumbai. At Mann, they empower people with special needs, focusing on ability over disability. As a charitable trust, Mann combats exclusion and stigma faced by individuals with Intellectual and Developmental Disabilities (IDD). Their mission is to provide guidance and education, enabling them to lead fulfilling lives within society. ACT got associated with Mann through Shri N Krishnan who is a mentor of Mann. After series of discussion and interaction, ACT signed an MoU with Mann to start a subcenter of Mann at the premises of ACT. Though it is a vocational programme, due to space constraints the subcenter will function at the premises of main rehabilitation centre, Kureekad. Initial screenings of children are over. This will be one of the unique programmes of ACT in future. The subcenter is functional since July 2024.

4. Neuro Visual Rehabilitation Unit

This project was a cherished dream of our late Chairman, Shri K Neelakantan. It requires substantial medical supervision, expert advice, and parental support. Given that the lack of space has been resolved, we are moving forward with setting up a Neuro Visual Rehabilitation Unit at Adarsh Charitable Trust, Kureekad. We expect execution in the coming year.

Statement of Problem

Children with Cerebral Palsy and related disorders often suffer from significant visual impairment. Without early intervention, these impairments can result in total blindness. In collaboration with Giridhar Eye Institute, ACT is establishing a specialized unit to address this issue at our premises in Kureekad.

Financials:

- Capital investment: ₹25 lakhs

- Recurring expenses: ₹1 lakh per month

5. Adarsh's Residential Rehabilitation Programme

ACT has covered all aspects of a challenged child's rehabilitation except lifelong care after the demise of parents. With increasing requests from parents, we have started considering a residential project. Our concept is different from traditional residential setups, aiming to create a village community where families can transition smoothly without causing trauma to the child. We encourage input from our members to finalize the model. The project is under consideration.

Visitors and Their Feedback

1. "It was a wonderful experience. I learned a lot today. Hats off to everyone involved. All prayers and good wishes to all."
 - *Sarita Jayaraj, Principal, Global Public School, 05/06/2023*
2. "Such a beautiful school for such beautiful children. What you have done over the past decades is God's work. We are truly blessed to work with you."
 - *Adarsh Kavungal, Young Indians Cochin Chapter, 12/06/2023*
3. "Adarsh's work with children with autism and other disabilities is commendable. UST is delighted to be associated with Adarsh and wish them all success in transforming lives."
 - *Sunil Balakrishnan, Chief Values Officer, UST Global, 12/07/2023*
4. "I came with one idea about ACT and leave with many more and admiration for the work. It gives me hope to see people making a difference."
 - *Jacob John, Aline Partners, 08/08/2023*
5. "I am extremely delighted to have participated in the 77th Independence Day flag hoisting ceremony. It's an honor to be associated with Adarsh."
 - *Captain P. Rajkumar SC NM (Retd), 15/08/2023*
6. "Great work by the ACT team. I can see the passion and innovative ideas used to keep the kids engaged. Proud to witness all this."
 - *Arun Awasthy, President and MD, Johnson Controls, 02/11/2023*
7. "Delighted to visit Adarsh. Excellent work for society with selfless service. Keep it up."
 - *Deepak Parekh, Chairman, HT Parekh Foundation, 18/01/2024*

Conclusion

Dear Fellow Trustees,

The past year has been a rewarding one for us. With COVID challenges behind us, our focus is now on providing the best possible rehabilitation environment for the children. Almost all of our projects, except for two, are running at full capacity. We've executed over 200 projects since our inception, and we are now receiving significant support from corporate CSR initiatives.

This recognition is a testament to our execution capabilities, transparency, and social impact. Some corporations have rated us 5 out of 5 in comprehensive evaluations. From serving seven children initially, we now support over 500, with numbers consistently increasing over the past five years.

We are blessed with dedicated staff, and we maintain a 1:3 staff-to-student ratio. The commitment and passion of our team have contributed to our continued success. Adarsh is also fortunate to receive incredible support from society and corporates, who bridge the 60% revenue deficit we face.

The Governing and Executive Committees have been incredibly helpful and supportive throughout the reporting period. Their ideas and advice were always forthcoming when needed. I would like to particularly acknowledge the support I received, especially, during social events, from trustees such as Mr. Reghu, Mr. Venugopal, Mr. Satheesh, and Mr. C.B. Mohan. Their contributions deserve special recognition.

I would also like to extend a heartfelt thanks to Ms. Geetha, who is being inducted as a trustee today. Over the past two years, she has been actively involved with us, and her efforts in shaping the activities at ACE have been exceptional. Her dedication is truly worth highlighting. Thank you Ms. Geetha.

To all the members of the Governing and Executive Committees, I take this opportunity to express my sincere gratitude for your continued support and guidance.

The PTA of Adarsh has been a strong pillar of support in all our activities and programs. Whether it was finalizing fees or offering assistance to individuals, the active participation of the PTA has been invaluable. The parents' involvement has been crucial in helping Adarsh operate professionally and effectively. Their timely interventions have guided us in addressing matters in a manner that benefits all stakeholders. I would like to place on record my sincere appreciation for the entire PTA team, now headed by Mr Biju. Thank you all for your unwavering support.

We extend special thanks to Shri Umesh L Bhat our auditor. His firm M/s G Joseph and Associates is a regular benefactor of ACT over the last several years. We thank all for their wholehearted support I would like to thank Shri Prakash who voluntarily offered his help to monitor our accounting related matters. An Internal financial audit is being done regularly under his guidance.

I extend my heartfelt thanks to our Chairman, Vice Chairman, Treasurer, and Joint Secretary for their trust and support. I also deeply appreciate the Governing and Executive Committee for their invaluable advice and the PTA for their unwavering involvement.

With this we have come to another year which was full of activities. Let us all join together to continue the same with more vigour and passion.

Let us continue our mission with renewed vigour, guided by the light and wisdom of our beloved Neelakantan sir. Thank you all.

I place this report for your perusal and consideration.

P R Mahadevan
Secretary