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NOTE FROM CEO

This was our first year back on our campus since the world turned on its head & then evolved into a new normal.

Though as an organisation, we had risen to meet the needs of our families and students and had innovated with online therapy and teaching techniques, children with special needs are best served by in-person instruction and therapy.

I am so proud of all that we have done as a team to get us through this really tough phase.

We have 28 million dreams to champion.

We want to redefine what is possible for our students by providing them high quality, end-to-end care in healthcare, education and skilling. By using our campus as a testing lab we aim to leverage our demonstrated impact to help more individuals with Intellectual Disabilities (ID).

The path to our audacious goals, strategic planning, diving into assessing our impact and the development of a Centre of Excellence, called for some strategic changes at the leadership team to ensure that the Jai Vakeel trajectory is supported by the right team.

This led to the appointing of the Chief Operating Officer. It was evident that the ideal candidate would be someone who has been associated with our foundation, and who has shown their capabilities in managing teams, large-scale programme development and implementation.
Neha Shah has been with the foundation for more than 12 years and has been with me every step of the way, making her a perfect fit. Her unique experience of having worked with each and every department at Jai Vakeel made her the most proven and deserving individual to lead the verticals directly, working to build a ‘Centre of Excellence’ in order to achieve our new 5-year strategy.

This will allow me to focus on more external facing aspects and lead Disha, Fund Raising, Communication and Finance, focusing on bringing the organisation centre stage in the ID space across India and to effect meaningful change for Jai Vakeel.

A testament of true support, when the organisation’s patron joins the Board. Mr. Mickey Doshi, has been an ardent supporter of Jai Vakeel, and a front-line advocate for the space of ID. The entering of Mickey on our board will enable us to think bigger and deeper and strengthen our commitment to providing our stakeholders (parents, children and funders) with integrity.

Eight years ago, Jai Vakeel struggled with funding and not many corporations understood the space of ID. Mickey & his wife Amishi visited our campus to understand our space & Credit Suisse became one of the first organisations to commit to supporting us on a long-term basis. It was only after them that others followed suit.

That shameful incident at the Ranchi airport where an airline barred a specially abled child from boarding a flight as he was in a “state of panic,” felt he was a “risk” to other passengers and would have to become “normal” has proved all over again, that there is much work needed in our country to spread awareness and acceptance around difference.

But how long will it take for people to realise that we all deserve to maintain our uniqueness while being treated equally? We need to realise that we are all in this together. Silos are self-defeating. And it’s not just about that boy on the wheelchair and his parents; don’t we all need wind beneath our wings?

We at the Jai Vakeel Foundation dream of a world where ALL of us are included. Equally. With Dignity.

In 2019, to mark our 75th anniversary, we launched the ‘Choose To Include’ campaign and saw a huge success of our inclusion bands.

If the past few years had taught us anything it was that we are caught in an inescapable network of mutuality. Whatever affects one directly, affects all indirectly.

In 2022 Jai Vakeel and the moonray craft collective (Chanakya School of Craft) came together to recommit to an aligned vision for inclusion, through our Choose to Include Project 2.0.

The collaboration also spotlighted - Everyone deserves ‘a seat at the table’, an immersive art installation which signals an opportunity to be heard and make a difference.

A single drop can create ripples.

It brought many wonderful people together to help us along in our journey and it was because of them that we were able to make a difference.

To each one of you - Thank you. We couldn’t do this without you. With deep gratitude.

Diversity takes time and effort. This is only one small step. We all want a seat at the table. We all want to be seen. We all want to be heard.

And though it may feel heavy, I think that responsibility falls on us, the people who are already aware, accepting, and understanding. We are going to have to change the world one person at a time.

- ARCHANA CHANDRA
WHAT IS INTELLECTUAL DISABILITY (ID)?

Jai Vakeel works with children and adults who have intellectual disability (ID), which is a neuro-developmental disorder characterised by significantly impaired intellectual functioning (such as learning, problem solving, judgement) as well as adaptive functioning (activities of daily life such as communication and independent living). Individuals with ID have an IQ less than 70 in addition to deficits in adaptive behaviours that affect their everyday life. Further, they frequently have other associated disorders such as autism, epilepsy, cerebral palsy, visual impairment or hearing impairment.

IQ SPECTRUM

<table>
<thead>
<tr>
<th>IQ Spectrum</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>100-90</td>
<td>Normal</td>
</tr>
<tr>
<td>89-70</td>
<td>Borderline</td>
</tr>
<tr>
<td>69-50</td>
<td>Mild</td>
</tr>
<tr>
<td>49-35</td>
<td>Moderate</td>
</tr>
<tr>
<td>34-20</td>
<td>Severe</td>
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<tr>
<td>&lt; 20</td>
<td>Profound</td>
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According to statistics from the National Institute for the Empowerment of Persons with Intellectual Disability (NIEPID; Formerly National Institute for the Mentally Handicapped) in India, 2% of the population; i.e. one in every 50, or over 28 million people have intellectual disability. Though affecting such large numbers, we as a society are still largely unaware of the space and not actively addressing the unique needs of these people. Aside from the physical and mental hurdles they must navigate each day, those with ID suffer neglect and stigma, often delaying timely diagnosis and treatment. However, we have seen that access to education, medical and support services makes the lives of those with ID much more manageable and meaningful, not only for themselves but for their families and the wider society. Moreover, it also prevents further complications. This makes the work we do at Jai Vakeel not just important, but urgent.

According to a 2017 study on disability conducted by Kalgotra et al, 95% of those who are diagnosed with ID, have mild or moderate ID, with much fewer having severe or profound ID. However, at Jai Vakeel, these numbers are vastly different, with 43% having severe or profound ID. The skews are indicative of our philosophy - that no child with ID will be turned away, irrespective of the severity of the diagnosis.
VISION
Inclusion of all individuals with intellectual disability.

MISSION
To provide holistic services delivered by well trained staff through a recognised curriculum and an engaged parent body. The foundation aims to deliver a physical, social and cultural environment compatible with greater learning and growth for individuals with intellectual disability.
OUR CORE VALUES

TEAMWORK
We believe that the best solutions come from working together. Effective teamwork demands strong relationships, respect and sharing.

INTEGRITY
We believe in doing the right thing even when no one is looking.

EMPATHY
We believe we must understand and share the feelings of another by putting ourselves in their shoes.

EXCELLENCE
We set and hold ourselves accountable to ambitious goals, continuously striving to raise the bar. We commit to a cycle of continuous improvement, constantly pushing ourselves to be a better version of ourselves.
"Improving the welfare of special needs and underprivileged children in our society is something close to my heart. Since 2008 I have participated in the Mumbai Marathon's dream run to raise funds for NGOs focused on children's education and development. The difference Jai Vakeel has made to these special children, in enabling them to lead independent, fulfilling lives, is to be commended."

Mickey Doshi,
Managing Director & CEO - Credit Suisse
Jai Vakeel was born in 1944 of one couple’s desire to provide their child a place to thrive and be happy. Inspired by their daughter Dina, who was born with Down’s Syndrome, and in the absence of any establishment that catered to individuals with intellectual disability, Mr & Mrs Hormusjee Vakeel started Jai Vakeel from their home. With Mrs. Vakeel at the helm, Jai Vakeel began its journey by educating and providing therapy to a few children.

After Mrs Vakeel passed away in 1980, Dina’s sister, Tehmina Shroff, took over the running of the institute. She did so selflessly and with a deep commitment that she brought to work every single day of her life till 2013. Mrs. Shroff has left behind an inspirational legacy of the children always coming first and a willingness to do what it takes for each and every child, no matter how profoundly challenged or underprivileged. To this day, members of the founding family continue to be active supporters and even on the Board of the foundation.

Jai Vakeel has a two-acre campus in Sewri, Mumbai, along with two rural branches in Pune and Nashik districts. This year, we have served over 21000 children, adolescents and adults with ID - 750 students directly on our campuses, 2458 through medical camps, and over 18000 children across Maharashtra through Disha Abhiyan.

Having worked closely with Mrs Shroff across multiple roles ranging from fundraising to PR and marketing to heading the skill development section, Archana Chandra, has been volunteering with Jai Vakeel for over 14 years and took over as CEO after Mrs. Shroff in 2013. Today, Archana and her team continue the legacy of keeping the child at the centre, and remain committed to doing what is necessary in order for our students to lead independent and fulfilled lives. Under her guidance, Jai Vakeel has built out its core competencies and learnt to leverage its strengths and those of its partners, volunteers and the government to bring the best to the space that we serve.
OUR STRUCTURE AND FOCUS AREAS

We provide holistic services to individuals with intellectual disability:

HEALTHCARE
- Diagnosis and Therapy
- Parent Engagement
- Healthcare at Rural Branches
- Rural Paediatric Neurology Camps
- Government Partnerships

EDUCATION
- 3 Schools for Children with Intellectual Disability
- Autism Centre

DISHA ABHIYAN
- Partnership with the Government of Maharashtra

SKILL DEVELOPMENT
- Vocational Training
- Sheltered Workshop
- Respite Care

SUPPORT SERVICES
- All Round Care
Inclusion is core to what we do at Jai Vakeel. We believe a world that includes everyone is stronger for all. We want to spark widespread conversations about inclusion at large as well as the ID community and encourage people to question their preconceived notions about them.

Our Choose To Include campaigns have been a step towards this.
In 2019 we were fortunate to find the ideal partner in Karishma Swali of Chanakya Foundation to create a fashion band to celebrate the power of inclusion. Chanakya is a couture embroidery design house whose clients include Christian Dior, Fendi, Gucci, Valentino, Celine, Saint Laurent to name a few. It took Mumbai by storm, with celebrities, leading schools, several corporates and thousands of supporters all sported our Inclusion Bands but more importantly helped foster dialogue around inclusion.

**2022** - For Choose to Include 2.0 we joined forces with Karishma once again, only this time her daughter Avantika was part of the project too and we collaborated with their company moonray, a mindful luxury brand dedicated to innovation, compassion and inclusion. Moonray employs Chanakya’s master artisans.

Avantika’s desire to amplify the message of inclusion in her own special way drove her to design unique characters with distinct personalities resulting in ‘moonchildren’ that serve as a thoughtful reminder to spotlight abilities rather than disabilities.

“I had the privilege of connecting with Jai Vakeel nearly 4 years ago through my school and I was so inspired by all the children here. They are all so full of love and that fills me with joy. Collectively we were fuelled to spark a movement for inclusion and build a world that loves us all and treats us all equally. I love art and design and I thought it would be great to use art as a medium to bring us together and that’s how the moonchildren were first brought to life.”

Avantika Swali,
Co-founder of moonray
“The ability to imagine an all-inclusive world is the beginning of affecting meaningful change. Art has the power to bring that imagination to life and amplify the voices of those unheard. Through excellence in art, we aim to challenge limiting narratives and spark conversation about inclusion at large.”

Karishma Swali, Co-founder of moonray & Creative Director of Chanakya International and the Chanakya School of Craft

December 3 - 11 - For disability week, 10 leading restaurants (Foo, Koko, Olive, One 8, Masque, Neuma, Nutcracker & Litebite Foods - Punjab Grill, Zarnbar & Tres) & 2 International hotels (The Intercontinental and Four Seasons) became ambassadors & joined forces to help amplify the message of inclusion.

In our online social media campaign, we had over 68 influencers from different walks of life help create a buzz. Some of whom were leading sportsmen, actors, actresses, producers and chefs. Sachin Tendulkar, KL Rahul, Karan Johar, Aditi Rao Hydari, Sonali Bendre, Anahita Adajania, Shane & Falguni Peacock, Monisha Jaisingh to name a few.

December 9 - 13 - The unveiling of our installation at gallery æquō - The moonray craft collective collaborated with us to create an immersive art installation that spotlighted ‘a seat at the table’. The display featured exquisitely handcrafted, life-sized versions of the moonchildren - Max the rapper, Maxine the philosopher, Maya the marine biologist, Leo the philosopher, Ray the hockey player, Cai the magician and Zora the dancer, all seated at the table, surrounded by objects they love, signalling an opportunity to be heard and make a difference.

Visitors were encouraged to sit in the empty chair placed next to the characters, wearing a cape that said ‘inclusion’ enabling a sense of belonging, inclusion, love and community.

’a seat at the table’
Our art patrons, Sangita Jindal, chairperson of JSW Foundation and Tarini Jindal, founder of gallery æquō, support us in engaging with a robust network of global thinkers and art savants to make our message of inclusion truly resound, nationally. They have acquired the exhibit and it will find a permanent home in one of their spaces further helping spread our message.

"Jai Vakeel is a school to be proud of - an incredible campus in the middle of Mumbai with a happy atmosphere of engaged kids learning skills that they will be able to use in later life. It’s an inspiring story of inclusivity and education that I wished we saw more of."

Tarini Jindal Handa,
Founder of æquō.

Mallika Sagar, Christie’s first woman auctioneer & our long-term supporter helped us raise pledges at the event. Pledge donors supported us by becoming ambassadors and gifting moonchildren, helping spark widespread conversation about inclusion at large.

"Jai Vakeel is a truly special place. From the moment you enter, it is immediately apparent that each and every person enjoys a unique brand of love and support from the entire community. What struck me most is the enthusiasm with which the children and young adults want to interact with visitors and share what they are doing with us. I wish them the very best in their campaign towards equipping everyone, no matter how differently abled, with a seat at the table."

Mallika Sagar,
Pundole's Auctioneer and Independent Art Consultant

We have been truly fortunate to raise 120 pledges so far, thanks to the overwhelming generosity of our supporters, old and new.

December 11, The Craft Table - We hosted art and craft workshops led by Avantika Swali and our students from our foundation.

December 26 - Moonray created a second edition of A Seat at the Table which was featured in Pundole's Art Gallery's catalogue and was successfully auctioned.

February 16 - The installation was on display at Pundole's Art Gallery.
April 13 - Comedy for a Cause - One of India’s leading, inventive, stand-up comics Atul Khatri, championed our cause through a fundraiser. Our volunteer Shilpi and her husband Adarsh Jatia of the Four Seasons opened their doors to the city’s most stylish watering hole, ‘The Modernist’. The event also featured ‘a seat at the table’. The evening saw 150 of Mumbai’s most generous turn out to support the foundation and engage in conversations that matter. We are super grateful to our volunteer Priya Khubchandani Lambah and her husband Ravi Lambah for bringing in more supporters and most importantly, for introducing us all to the highlight of the evening - Atul Khatri.

He regaled the audience with his trademark humour and took time off from his hectic tour schedule to support a cause he holds dear to his heart.

“I was filled with hope and joy when I visited Jai Vakeel. I highly recommend that everyone does so too! The work being done towards inclusion and mainstreaming the students is so empowering.

I wish you all the best.”

Atul Khatri, Stand-up comedian

Adding to the celebrity quotient were Bollywood actor, Rahul Khanna and our long-time supporter, sculptor Arzan Khambatta. Our second #ChooseToInclude campaign event was everything we wanted it to be - a fun night, with laughter ringing around the hall and people who came together to take a step towards inclusion.

A single drop can create ripples. The main aim of this campaign was to bring ‘inclusion’ centre stage, and to it becoming a reality in civil society. A place for everyone.

It has resulted in placement calls for our students from Capgemini, ITC hotels and more, brought many new visitors on campus and has led to many more opportunities to collaborate and we are currently exploring them.

We feel incredibly lucky to have so many people helping us move closer to achieving what is foremost for us all - a just diverse & inclusive India where not a few, but all Indians are thriving with dignity & equity.

Come be a part of our story. Gift our moonchildren. Inspire others. Help build a movement.
Our outcomes are intertwined with the strength and sustainability of our organisation, the calibre of our people and the environment in which we operate. To this end, we have embarked on a series of initiatives to make Jai Vakeel more sustainable, more efficient, more impactful. From greening our campus to honing our culture, we are fortunate to have partners, collaborators and team members guide and support us in these endeavours.
REDUCING OUR CARBON FOOTPRINT

Once again, our long term partners, H T Parekh Foundation (HTPF), came through for us in fulfilling another dream – reducing our carbon footprint.

In February of 2020, as part of HTPF’s support for promoting clean energy, a Rooftop Solar System was installed on our campus by their partner Centre for Environmental Research and Education with Avesta Solar Pvt. Ltd, helping us source green, clean and cheap energy. Today a significant part of our electricity consumption for our entire campus comprises solar electricity, reducing our electricity bill by 56%.

And to continue on our green journey, a Bio Composting System has recently been set up on our campus. This was also enabled by HTPF under a project for effective solid and liquid waste management through their partners Ekonnect Knowledge Foundation and RUR Greenlife Pvt Ltd. The Bio Composters recycle approximately 20-25 kgs of wet waste daily, which would have otherwise reached landfills and increased greenhouse gas emissions.

Additionally, they are also setting up a kitchen garden at Jai Vakeel in which our students can learn gardening and life skills, as well as enjoy fresh produce!

STRENGTHENING OUR TEAM WITH A COO

Inclusion is a journey that demands resources and teamwork, grit and commitment. We at Jai Vakeel are determined to widen, deepen and shape our impact on the space and to this end, in 2022 we set out to craft a strategic plan with the help of Ramesh Mangaleswaran, Senior Partner with McKinsey & Company and our Advisor, Sandeep Bhandarkar. We talked through what we have learned and where we are heading as an organisation. We shared the future that we would like to see and came together around a shared commitment to build a strong Centre of Excellence for our 3 verticals, strengthen our Dissemination vertical and build a stronger Communication and Engagement vertical.

As the organisation grows into a Centre for Excellence, a long-term leadership succession plan for the foundation is imperative. It is the foundation we lay today that will speak for tomorrow.

Neha Shah, who has been associated with Jai Vakeel for over 12 years, has been appointed as our Chief Operating Officer. Her unique experience of having worked with each and every department at the foundation makes her the most proven and deserving individual to lead the verticals directly, working to build the Center of Excellence in order to achieve our new 5-year strategy.
“I started my journey at Jai Vakeel Foundation by chance. I saw a world that I didn’t know existed and wasn’t sure I could be a part of. I met children with the broadest smiles and forever hugs and fell in love. As I start on this new journey, I am excited to work closely with each one of my team members, pushing each other up this steep hill to build a Centre of Excellence for our students. Together, we will define excellence, push our boundaries to ensure our students get the best quality of life, and achieve our shared commitments.”

Neha Shah,
COO

JAI VAKEEL AT HARVARD UNIVERSITY
For the third year in a row we were extremely privileged to have Harvard University present our Foundation as one of the case studies as part of their executive education programme. It was taught by Professor Kash Rangan, as part of the module on Governing for Nonprofit Excellence. Archana Chandra & Vedika Bhandarkar, our board member & Joint Treasurer represented the foundation to 35 board members of US - based non-profits. It was an inspiring session and as always has given the team a lot to reflect upon. It was humbling to have some of the sharpest minds review our work and has motivated us to continue pushing ourselves.

“Jai Vakeel is a "hope machine" that runs on the fuel of culture. There is nothing better than a good Board governance and leadership lens.”

John Steel,
Plant With Purpose

Professor Kash Rangan, Vedika Bhandarkar & Archana Chandra presenting
MENTORSHIP PROGRAMME
To create a culture of continuous learning and support managers as they progress towards leadership roles, we embarked on a 6-month mentorship programme to develop and empower the second line of leaders. Fifteen select managers were matched with mentors and worked together to define their goals and objectives. Mentors provide ongoing guidance and support, creating a safe and encouraging environment for personal and professional development.

TRAINING AND DEVELOPMENT OPPORTUNITIES

Growth Opportunities
A few individuals on our staff were offered an opportunity to enhance their skills and become Child Development Aides. In this role, they now support our therapy service providers in our healthcare department.

India Leaders for Social Sector (ILSS) Training
Our two Branch Heads, Prakash Dhumal - Head of Administration at Talegaon and Sachin Badhan - Head of Administration - RIC participated in a programme offered by ILSS. The programme is designed for emerging leaders in the social impact space and helps them strengthen their leadership skills and thereby bring changes in society.

Training for Managers
Dr. Ritu Johari, a dentist by profession, has been a volunteer with JVF for over two years. With over 12 years of Training experience she has conducted a number of training sessions on topics such as Team Building, Time Management, and Communication for our support staff, Disha Coordinators as well as the Healthcare and Education team.

Tech Training
Inspired by his previous interactions with our children, Ariaan Bajaj, a grade 11 student at Bombay International School, conducted engaging workshops with our Education Section heads and managers on using Google Suite tools to enable seamless collaboration and streamline instruction for the teachers. He conducted pre-training surveys, created modules, and designed short, simple, hands-on tasks for teachers. The sessions received a 100% positive feedback rating from our teachers, as he provided them with concrete strategies, along with sufficient time and space to practice during each training session.

“The workshop greatly expanded my understanding of how I could use many useful tools within google workspace. Ariaan was extremely patient & encouraging & I found the training extremely effective.”

Kinjal Rajgor,
Manager, Co-curricular

Google Suite Tools Training by Ariaan
BUILDING A COMMON CULTURE
As Jai Vakeel’s team continues to grow and remains committed to the bold vision of inclusion, it is crucial that we nurture a common culture across the organisation.

The Jai Vakeel Way aims to cultivate a culture that embraces positivity, empathy, and a results-oriented approach. This entails reframing perspectives when addressing challenges and forging stronger relationships with different stakeholders.

Recognizing the top-down influence on culture, Enma Popli, Mentor and Team Coach for Jai Vakeel Foundation, conducted a culture week. She interacted with teams across the organisation and focused on coaching and mentoring the employees on adopting ‘The Jai Vakeel Way of communication and thinking’. The workshops encouraged participants to view difficult and challenging situations as opportunities for personal and professional growth.

Shaheen Mistry, CEO of Teach for India and Founder of Akanksha Foundation, held a culture building session with our Leadership Team, to further our understanding of developing an empathetic organisational culture, without forgoing excellence. Covering a range of topics including power perception, candid feedback, carrying people along and self reflection, the session reinforced the Jai Vakeel way of work culture and gave us a lot to reflect on.

EMPLOYEE ENGAGEMENT
Teamwork and fraternity is core to our success. To further the sense of belonging and camaraderie amongst our employees, we organised a range of events from a movie day to a chaat party and navratri garba and dandiya sessions!

Our first teachers day since the pandemic was extra special thanks to Aditi Thacker Shah! The Thackers team laid out a spread that was truly scrumptious. We were wowed by their attention to detail, the décor, service, extensive menu and most of all, the love with which it was done.

“Jai Vakeel is a home away from home for all their lovely children. It touches my heart to see how the children at Jai Vakeel are nurtured, supported and their potential tapped. I am truly humbled and blessed to be a part of the foundation.”

Aditi Thacker Shah,
Director - Thackers

Celebrating teachers day with Thackers
**TAking Care of Our Own**

Mainabai Wadangale, a caregiver who has been with Jai Vakeel for 28 years was diagnosed with cancer two and a half years ago. She had to go through rigorous treatment and it was recommended by her doctors that she goes on extended leave. For two years HR helped her utilise her leave in a way that she was able to get paid leave. However, once this lapsed, HR reached out to the entire JVF team to give them an opportunity to donate their accumulated leave so that Mainabai would get leave with pay. Thanks to the magnanimity of 8 team members across departments, Mainabai received 85 leave days to her credit that went a long way towards helping her and her family. We are thrilled that Mainabai is now back at Jai Vakeel and working in our kitchen.

“I love working at Jai Vakeel, be it as a caretaker at school or as part of our kitchen. The team is extremely warm and I was supported 100% throughout my fight against cancer. My colleagues donated leaves and there wasn’t a day where I was worried about work as I faced the challenges of my illness. It’s a pleasure to be a part of an empathetic team and the JVF family.”

Mainabai Wadangale,
Caretaker

**POsh Committee**

We appointed a new POSH (Prevention of Sexual Harassment) committee this year replacing the previous committee which had completed 3 years. Ten POSH awareness workshops for 276 employees were conducted, online as well as offline. We have no cases reported on POSH till date.

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**WE HAVE ADDED 46 NEW MEMBERS TO OUR TEAM, ACROSS OUR 3 BRANCHES AND DISHA ABHIYAN, INCLUDING A NEW HEAD OF EDUCATION.**

**THIS YEAR IN ORDER TO ATTRACT TALENT, WE CONDUCTED CAMPUS RECRUITMENTS AT UNIVERSITIES LIKE AZIM PREMJI UNIVERSITY, TATA INSTITUTE OF SOCIAL SCIENCES, SNDT UNIVERSITY, AND ASHOKA UNIVERSITY. MORE THAN 200 STUDENTS ATTENDED OUR PRE-PLACEMENT TALKS AND WE HIRED 3 SPECIAL EDUCATORS AND A MANAGER FOR OUR HEALTHCARE DEPARTMENT.**

**WE CELEBRATE THE COMMITMENT OF VARSHA RAORANE AND JAYASHREE GADHIGAONKAR WHO HAVE COMPLETED 25 YEARS OF SERVICE WITH US!**
“‘Those who are happiest are those who do the most for others.’ That holds true for each educator and helper at Jai Vakeel. It is one of the happiest places I have visited. A smile on each child’s face is a testimony of the confidence, the support and the care they recieve from everybody at the foundation.

A visit to the school reminds me to be grateful, the kids give me more gifts of smiles then I can ever repay.

Thank you all at Jai Vakeel - you make the world a better place to live in.”

Anahita P.
CHRO – AZB & Partners
We provide holistic, need-based medical and therapeutic intervention to children and adults with intellectual disabilities.

At Jai Vakeel our efforts are dedicated towards evaluating and predicting possible issues, helping our students care for themselves, and better equipping their families to deal with any challenges that they might face with equanimity, understanding and skill.

1 DIAGNOSIS AND THERAPY
2 PARENT ENGAGEMENT
3 HEALTHCARE AT RURAL BRANCHES
4 RURAL PAEDIATRIC NEUROLOGY CAMPS
5 GOVERNMENT PARTNERSHIPS

Further widening and deepening the impact of our healthcare approach has been the focus of this year. Different formats and structures for therapies, more alignment between the medical treatments and support at our branches and those in Mumbai, and working closely with families through workshops and guidance sessions are some of the areas in which we have made improvements.
1. DIAGNOSIS & THERAPY

Studies establish that early intervention for children with intellectual disability can lead to significant improvements in cognitive, academic and social outcomes and prevent further complications.

At Jai Vakeel, our in-house multidisciplinary team of doctors, therapists (speech, occupational and physio), psychologists and social workers regularly assess each child with the aim of accurate diagnosis, treatment, therapeutic intervention, training and rehabilitation. Our healthcare approach and strategy is keenly guided by Dr Anaita Hegde, Paediatric Neurologist and our Medical Director.

ASSESSMENTS

Children who seek admission to Jai Vakeel undergo a comprehensive healthcare assessment which includes history taking and detailed evaluations by a neuropediatrician, psychologist, social worker, occupational therapist/physical therapist and speech therapist. This allows the team to identify therapy needs and tailor interventions appropriately.

This year, assessments were completed for 75 new applicants, of which 69 joined the school and 6 joined our Skill Development Centre.

THERAPY AND COUNSELLING

Therapies focus on developing a wide variety of skills in our students and providing them with tools to help them navigate their social and physical world. This year, our focus has been on increasing the impact of our therapies by offering them in different combinations and formats.

EXTRA THERAPIST SUPPORT

The therapists also provided support to 46 students through 118 sessions who are not specifically enrolled in therapy.

INDIVIDUAL THERAPY

Further, in 8 cases which required a high degree of support, we had 2 therapists of different fields working simultaneously with a single student.

GROUP THERAPY - 124 SESSIONS

This year we leveraged group therapy sessions in which a single therapist works with 2-3 students who have similar skill sets and therapy goals. Apart from being more efficient, group therapy also proves to be beneficial as it encourages peer learning and gives a platform for practising social interaction skills.

TAKING THERAPY INTO THE CLASSROOMS

In addition to scheduled therapy sessions, this year we made classroom intervention more systemic to therapist schedules such that for every four therapy sessions a student received, one session was held in the classroom. With this move, therapists have better context to the therapies that they were working on with students. They can see their students interacting within the classroom, understand their task demands
and challenges in classroom functioning, initiate teacher interaction and help translate the gains made in the therapy room to the classroom environment.

“**It is a privilege to witness such teamwork in action and to be part of a community that truly prioritises the well-being and development of our young learners.**”

Trupti, Psychologist

**MEDICAL CONSULTATIONS**

Our healthcare team works with parents to identify various medical requirements of our students and then our consulting doctors, each an expert in their field, offer them free medical consultations.

Dr. Anaita Udwadia Hegde, our Medical Director, along with her team, and paediatricians, Dr. Iravati Purandare & Dr. Chinmay Chaudhari evaluated & guided our students.

Dr. Jay Shastri, Consulting Psychiatrist, regularly monitored students for psychiatric problems.

Dentists, Dr. Santosh Ravindran, Dr. Khushboo Sehgal, Dr. Sanjana Rachh, & Dr. Hiral Shah assess and provide dental treatment to our students.

<table>
<thead>
<tr>
<th></th>
<th>Students</th>
<th>Sessions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Paediatrician</td>
<td>307</td>
<td>868</td>
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<tr>
<td>Psychiatrist</td>
<td>114</td>
<td>179</td>
</tr>
<tr>
<td>Dentist</td>
<td>48</td>
<td>233</td>
</tr>
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<td>Total</td>
<td>442</td>
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</table>

“**Jai Vakeel came into my life about 15 years ago and with every passing year I see it as a place that’s progressing constantly towards the betterment of their children.**

The facilities, activities, events, teachers and staff members, all come together for a common goal!

Oral care maintenance is a big concern for children with special needs as they have a higher risk for oral health problems. Working with them, helping reduce their suffering and being able to care for them has been something I have always been passionate about.

I feel very grateful to Jai Vakeel as it gives me a platform to do just that.”

Dr Khushboo Sehgal Chablani, Paediatric & Preventive Dentist - Sorriso Dental Care
ORTHOSES CAMPS
An orthosis is an external device or apparatus, such as a brace or splint, used to improve function, restrict or enforce motion, or support a body segment. This year, we conducted 4 orthoses camps through which we were able to design, fit & repair orthoses for 53 students.

TANVI LEARNS TO WALK
Tanvi* came to JVF as a 7 year old with significant mobility challenges due to cerebral palsy. She also has moderate intellectual disability. She has consistently received therapeutic intervention from the OTPT team which helped improve her mobility. One of her major challenges was the spasticity in her legs, which caused her to walk with a crouch and rely on bilateral support for mobility. She was dependent on others for indoor and outdoor movement, and her mother would have to lift her when moving around her home. In 2019, she underwent a surgical procedure to correct her crouch gait. Post-surgery, she was provided orthotic support to assist in standing and walking. Through Tanvi and her mother’s tireless efforts guided by medical, orthotic and therapeutic support, her progress has been remarkable.

Today, 18 year old Tanvi has transitioned from walking with bent knees to navigating the narrow lanes of her neighbourhood with simple shoe insert supports. She walks with improved balance as she climbs the slide.

Tanvi’s journey serves as a testament of the profound role of timely orthotic support in addition to regular, consistent medical and therapeutic support. Amplified by parent efforts, these serve as a crucial component to achieve mobility independence in children with physical disabilities/cerebral palsy.

*Name changed

Therapists, teachers and parents pilot the AVAZ App - Avaz is an Augmentative and Alternative Communication (AAC) app that was launched in 2010 and has since become the industry leader. It is a picture based communication app that empowers people with disabilities to communicate their thoughts, needs, emotions and ideas. In India, it is now recommended by the government for special schools and has been enthusiastically adopted and used by special educators and speech therapists, including those at JVF.

Recently, we decided to explore the value of extending the use of Avaz in the classroom through a pilot with 5 students from the Autism Centre through weekly sessions. The pilot began with the teacher using the app during school hours, and initial results were encouraging. All 5 students showed improved non-verbal communication, and maladaptive behaviours such as grabbing, snatching, crying to communicate needs have also reduced. Encouraged by the changes in their children, parents have now shown an interest in its features and some have bought it for their home use too.
We are committed to making all our facilities accessible for our students. This year we invested in two climber wheelchairs at our Mumbai campus, which enables three of our students to access classes on higher floors that previously they were unable to.

Apart from them being more at ease and caretakers not having to strain themselves as much, the more important benefits are those of safety and dignity that these chairs offer, paving the way for equal opportunities.

**2. PARENT ENGAGEMENT**

Parent engagement is a crucial aspect of our healthcare offering, as it equips parents to better manage their children and improve the quality of their entire family’s lives. Through our sessions, we empower parents to accept their child’s condition. We urge them to become co-trainers with us in their child’s developmental journey and stress the importance of thinking and planning for their child’s future. By emphasising the benefits of orthoses, epilepsy management, behaviour modification, etc, we arm parents with an understanding of how to provide the best treatment for their children.

**SOCIAL WORK GUIDANCE**

An important aspect of Jai Vakeel’s parent support proposition is to help students and their families apply for sponsorships and avail various government schemes for individuals with intellectual disabilities. This year, our social workers educated 612 parents on getting a Disability Certificate, Niramaya Health Insurance, Legal Guardianship, Unique Disability ID (UDID) and Residential Care setup.

**1. NIRMAYA HEALTH INSURANCE (NEW ENROLLMENTS + RENEWALS)**

Niramaya Health Insurance is a scheme offered by the National Trust for persons with autism, cerebral palsy, intellectual disability and multiple disabilities. It provides for reimbursement of expenses incurred for medicines, diagnostic tests, surgery etc with an annual cover of Rs. 1 lakh p.a.

This year, our social work team made a concerted effort to get this benefit to the maximum number of parents at all our campuses. As a registered organisation with the National Trust, JVF is also responsible for the enrollment and renewal of Niramaya for non-JVF beneficiaries as well.

**2. LEGAL GUARDIANSHIP**

Once they turn 18, persons with ID often need support when representing their interests in matters related to property, banking, etc. For this, they require a legal guardianship certificate for their legal guardian or primary caregiver to enable this representation. We help parents understand the importance of this and also assist with the paperwork and process to achieve this.

Today, 90 of our adult artisans in the Skill Development Centre have a legal guardian.
3. UDID
Unique Disability Identity Card (UDID), is a single document of identification, verification of the disabled for availing various government benefits. It is applicable across India for all persons with a disability and it is an essential requirement when getting admission or applying to avail of any government scheme on the basis of one's disability. It is our endeavour to ensure that all our students and artisans have UDID cards and we are happy to share that all but 60 from SDC and 3 from school have UDID cards. Our social work team is currently helping these beneficiaries acquire the same.

Driven by the findings of our teacher-parent interactions, the healthcare team conducted 4 interactive workshops for around 160 parents on nutrition and weight management. The sessions featured nutrition expert, Ms. Roshan Kore and Bharti Lad, a Jai Vakeel parent who has experience on the subject, making the workshops relatable to the parents who attended them.

3. HEALTHCARE AT RURAL BRANCHES
Over the years, we have worked to ensure that students at both our rural branches in Talegaon and Deolali can also avail the same level of interventions available to our students in Mumbai.

JAI VAKEEL SCHOOL TALEGAON
In Talegaon, we partner with Maharashtra Institute of Medical Education and Research (MIMER) Medical College and affiliated Bhausaheb Sardesai Talegaon Rural Hospital. While students visit the attached rural hospital for medical and dental services, physical therapy services are provided by the MIMER team on our campus.

In the past year, 17 students availed medical services through MIMER’s general physician, paediatrician and dental care. MIMER’s commitment to our partnership was evident as they delegated their only speech therapist to provide support to JVST students.

• 28 students received 81 speech therapy sessions at MIMER’s campus
• 475 physical therapy sessions were availed of by 16 students on our JVST campus.

“Therapy is a field that requires compassion, creativity & patience. Today I am even more excited to be able to take the knowledge & experience that I have acquired and leverage it towards implementing meaningful healthcare interventions for an even wider set of Jai Vakeel children and their families.”
Ashwini Vaishampayan,
Head, Healthcare
SOCIAL WORK
Our JVSM social work team assisted parents in:

- 7 students received a total of 861 sessions of occupational therapy.
- 17 students were examined by neurologist Dr. Diwan. He has been providing his services pro bono for our students for several years.
- Some students were referred to SMBT hospital for consultation with a chest physician/other services

RUSI IRANI CENTRE
At Rusi Irani, students have the benefit of receiving occupational therapy from our in-house therapist. In addition to assessments and interventions which are conducted in the same pattern as Mumbai, she also works with the teachers to translate intervention gains to the educational environment as well as guides the teachers in making IEP goals for their students.

- 17 students received a total of 861 sessions of occupational therapy.
- 17 students were examined by neurologist Dr. Diwan. He has been providing his services pro bono for our students for several years.
- Some students were referred to SMBT hospital for consultation with a chest physician/other services

SOCIAL WORK
Our JVSM social work team assisted parents in:

- 8 students received a total of 393 sessions of occupational therapy.
- 28 students were examined by neurologist Dr. Diwan. He has been providing his services pro bono for our students for several years.

4. RURAL PAEDIATRIC NEUROLOGY CAMPS
Above 12% of Indian children aged 2 to 9 years have neurodevelopmental disorders. Poverty and malnutrition are linked to poor cognitive development in children. As per the WHO, more than 200 million children below five years of age fail to reach their potential in cognitive development because of poverty, poor health and nutrition, and deficient care. Lack of medical health specialists and medical tools (especially in rural areas) lead to late diagnosis. As they grow older, they are stigmatised and are considered less deserving of education and employment. This impacts their ability to achieve their full potential. Early detection of ID and other neurodevelopmental disorders ensures timely accessibility of medical and therapeutic interventions to children with ID, which in turn supports their immediate as well as long term development.

With this objective, Jai Vakeel Foundation and the Neurology Department of B.J. Wadia Hospital for Children under the leadership of paediatric neurologist, Dr. Anaita Udwadia Hegde, have been conducting rural medical camps since 2010 to reach out to these children and provide holistic interventions. These include medical, therapeutic, orthotic, nutritional, psychological, speech and auditory assessments and interventions.

Since 2020, these camps have been jointly organised by Jai Vakeel Foundation & Kamal Udwadia Foundation in collaboration with multiple stakeholders. The camps are held bi-annually at Nanded and Dhule in Maharashtra.

In Nanded, The Rajasthani Education Society has been supporting our camps since inception. This NGO works with children with intellectual disabilities and hearing impairments. Their school premises are used as a venue and the trust also provides meals to the villagers who come for the camp. The Sarva Shiksha Abhiyan (SSA), a flagship project under the Ministry of Human Resource Development of the Government of India, supports our camp in Dhule. The SSA coordinator at Dhule manages the venue, food and the special educators and grassroot workers of the SSA team manage the activities of the camp.
Over the last 12 years, we have reached out to 23,000 children with neurological problems in 12 districts of Maharashtra. Many of whom might have otherwise not received proper intervention and remained undiagnosed and untreated.

**KEY INTERVENTIONS AT THE CAMPS:**
- Identification and treatment of children with neurological problems (upto 18 yrs).
- Provision of free investigations like EEG, MRI, and CT scan for identified children.
- Provision of any appliances/orthotics to help the mobility of the child.
- Provision of free medication for nutritional and neurological problems for 3-6 months.
- Guidance for parents/caregivers regarding therapeutic interventions and rehabilitation needed.
- Assess children for nutritional status and counsel parents and guardians about the same.
- Follow-up after six months at the same district.

**PARTNERS -** ANNAM, AOCN, EKAM FOUNDATION, BAI JERBAI WADIA HOSPITAL FOR CHILDREN & NH SRCC CHILDREN’S HOSPITAL, MUMBAI

The medical camps are run by a team of volunteers that include paediatric neurologists, ophthalmologists, EEG technicians, occupational therapists, physiotherapists, dietician & nutritionists, psychologists, and speech therapists and other professionals. On an average 30 volunteers participate in every medical camp. 4 camps were held during the year, 2 each in Nanded and Dhule.

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<tr>
<th>Place</th>
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<td>451</td>
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<tr>
<td>Nanded</td>
<td>September 2022</td>
<td>735</td>
</tr>
<tr>
<td>Dhule</td>
<td>November 2022</td>
<td>488</td>
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<tr>
<td>Nanded</td>
<td>March 2023</td>
<td>784</td>
</tr>
<tr>
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**5. GOVERNMENT PARTNERSHIPS**

As a registered organisation under The National Trust, Jai Vakeel utilises its understanding of the system to offer support to beneficiaries residing in Mumbai city for enrollment in the Niramaya Health Insurance Scheme. JVF also works together with the District Collector and Samaj Kalyan Office as a member of Local Level Committee (LCC) for Mumbai City, to help parents obtain legal guardianship certificates.

In 2022-23, besides enrollment and renewals of in-house beneficiaries, JVF also supported 52 families (for policy year 2022-23) & 39 families (for policy year 2023-24) from Mumbai to enrol for Niramaya Scheme, and 23 beneficiaries availed the legal guardianship certificate.
“My journey from being a student to being in the IT department at Jai Vakeel has been truly fulfilling. I enjoy every moment of working here, especially with my close colleagues.

I have two children and am the sole breadwinner for my family. Having started my computer journey on this very campus, I feel a strong sense of pride and gratitude for being part of this incredible journey for nearly 15 years, from learning computers to teaching kids and contributing to their growth, to now handling all things IT related.”

Tahir Pandhre,
Alumni and Executive - IT Support,
Jai Vakeel Foundation
Jai Vakeel offers special education programmes to address each individual’s unique needs. The aim is to enhance our students’ capabilities through a holistic curriculum as well as empower them to be independent in their daily life.

1. **SCHOOLS FOR CHILDREN WITH INTELLECTUAL DISABILITY**
   - A. Jai Vakeel School, Mumbai
   - B. Jai Vakeel School, Talegaon
   - C. Rusi Irani Centre, Deolali

2. **AUTISM CENTRE**
1. SCHOOLS FOR CHILDREN WITH INTELLECTUAL DISABILITY

Within the disability space, ID is the most invisible and hence one of the most underserved areas. At our schools and in our Autism Centre we are committed to working with the most marginalised of the ID population, even those who are most severely challenged. We are one of the few organisations where no child with ID will be turned away. We accept and welcome students whose disabilities can lie anywhere on the spectrum and commit to working with them and their families towards making their lives more meaningful and enriching.

DEVELOPING A CHILD-CENTRIC CURRICULUM

In 1974, the Social Welfare Department, Maharashtra reached out to us and a few other organisations to create a framework to be used while teaching students with ID. Over the years, members of Jai Vakeel have been a part of the special education team at National Institute of Empowerment of Persons with Intellectual Disability (NIEPID) and have honed their understanding on developing a curriculum for those with ID.

This year we identified the need for more concerted effort towards the building of new and relevant content and equally importantly to build capacity of all who are part of disseminating this content. To this end, we created a separate team to develop and disseminate curriculum, headed by Deepti Gubbi. She along with her team, work closely with the Head of Education towards strengthening our curriculum and expanding its reach.

Driven by our belief that each child is unique - they learn at different paces and have different styles but they all, without a doubt have the capability to learn - we developed a uniform curriculum that caters to children across the disability spectrum, from mild to profound. It is multi-sensory and integrates academics, pre-vocational training, functional skills and therapies into a single, outcome-driven framework. The aim of our curriculum is to promote learning in a manner that is relevant, meaningful and enjoyable whilst bearing in mind the uniqueness of each child’s pedagogical requirements. The curriculum is first-of-its-kind in India and is certified by the National Institute for Empowerment of Persons with Intellectual Disability (NIEPED).

We developed a multi-level curriculum for students across nursery, primary, secondary and pre-vocational. Each age group has two streams - Academic and Functional.
• The Academic curriculum is designed to develop cognitive, self-help and social skills in students. It has been developed for subjects - language, maths and EVS from nursery to pre-vocational.
• The Functional curriculum focuses on activities of daily living (ADL), communication, motor and social skills. Students who are severe and profound on the ID spectrum are prime candidates for such a curriculum.

We currently have 74 manuals and 94 workbooks in 3 languages (English, Hindi & Marathi) to assist us in working with the students. The rollout of the curriculum comprises:
1. Teacher manuals: Guided teaching instructions
2. Student workbook: Worksheets for each lesson plan
3. Assessment plan: Monitor IEP goals for each child
4. Assessment: Baseline, 1st term & 2nd term
5. Toolbox: Teaching Learning Materials (TLM)
6. Templates: Annual report cards

We continuously review the content and refine the curriculum based on feedback from our teachers and the emerging needs of our students. Rising to the gap in availability of a resource to develop parts of the curriculum, our team of teachers stepped up and developed some of the new content themselves.

The new manuals and workbooks added to the curriculum this year are:
1. Language (English, Hindi and Marathi) Level 3
2. Digital curriculum Level 2 and 3
3. EVS bridge curriculum
4. Refresher workbooks for all Level 1 subjects
5. Refresher Art workbooks

To enhance learning, any curriculum must be complemented with co-curriculars and this holds true even more so for children with ID. 50% of our curriculum incorporates co-curricular activities like music, storytelling, sports and games, conversational English, yoga and art. These
activities help our students develop their motor skills, coordination, confidence, patience, social skills and increase their happiness quotient!

IEP & ASSESSMENTS
At the beginning of the academic year, each child is assessed on the 200 parameters of the assessment checklist to identify their needs and capabilities, and establish a baseline. Based on this, 20-30 goals are identified for each student which would be focused on by the teacher and by their parents throughout the year. This list of goals for each student is known as Individualised Education Plan (IEP) and serves as a blueprint for the teaching-learning processes undertaken for the year ahead. Assessments are then carried out at the end of the 1st and 2nd term.

MODELLING BEST PRACTICES
To further strengthen the culture of learning and improvement at our schools, as well as standardise effective teaching practices across each classroom, our Education Managers stepped into the classrooms to observe teachers, provide feedback and model best practices. Each manager taught 5-6 classes in a week which gave both the manager and teachers an opportunity to understand student needs and therefore, support the teachers in the classroom accordingly. It also gave the teachers an opportunity to collectively plan for the students, develop a support system and further their own professional goals.

“This Jai Vakeel Foundation is solving one of the most underserved cause areas and we are proud to contribute towards their vision of inclusion for people with disabilities. Their emphasis on evidence building, curriculum development, and capacity building of critical stakeholders to scale the impact to a large number of students across the country is commendable. We are happy to partner with them to build enabling systems.”

Poonam Choksi,
Head - Social Sector Capacity Building,
A.T.E. CHANDRA FOUNDATION (ATECF)
A. JVS MUMBAI
The Jai Vakeel school in Mumbai has 330 students and 41 teachers across its 6 sections.

We adopted an interdisciplinary approach, bringing therapists into the classroom to support teachers and work on the students’ needs within and outside the classroom. Additionally, we worked on specific goals based on the IEP. This approach ensured that 81% of all the goals chosen for our students showed an improvement.

IEP AND GOALS
This year, 321 students enrolled in JVS Mumbai were assessed based on the IEP assessment checklist and 2 term specific assessments along with it.

Each of the students were assessed on the 20-30 goals selected for them at the time of the IEP. Most of the goals were chosen from the educational activities to make up for the learning lag caused by the pandemic. The team initiated many new practices such as structured lesson plan development, feedback on class observation by managers and demonstration of class activities by managers which aided in teacher’s teaching quality.

Parallely, therapists worked with students in-person, whether through one to one sessions, group sessions or through in-class therapy sessions. Further, conscious efforts were taken to help parents with developing task analysis for home goals and even conducting continuous follow ups in case of difficulty faced by parents in implementing the same.

SPORTS & CO-CURRICULARS
Sports and co-curriculars are an integral part of our curriculum and we believe that they are as valuable as academics; our children spend some part of each day engaged in these activities. 224 JVSM and JVAC students participated in 16 co-curricular events, including competitions like Special Olympics in Table Tennis and Football, Tata Mumbai Marathon, Samaj Kalyan District Level Athletics Sports and a Dance Competition by Rotary Club.

HOME VISITS
In order to better understand the actual environment and realities of our students, our teachers conducted 2 rounds of visits to the students’ homes this year. These visits helped to build a relationship with parents, so that they could work in tandem towards the growth of the student. Moreover, it also helped gauge the confidence of the family in managing their children in social and community settings, which has shown great improvement.
DIFFERENT DOES NOT EQUATE LESS!
"My son achieved a feat that I haven't done in my lifetime," exclaims Arif Shaikh, Bilaal’s* father, proudly.

A little over 2 years ago Arif began taking Bilaal swimming to strengthen his motor skills, and now Bilaal is the star of their swimming club.

17 year old Bilaal Shaikh participated in a 50-metre swimming competition with neurotypical children and emerged victorious, earning a gold medal. Initially, the competition organisers would not let Bilaal register on account of his disability. But Arif, determined to see him compete, ensured he was present in time for the event and requested yet again to let him participate.

“I just wanted him to know what a competition feels like,” said Arif, continuing, “Of course, I was elated when he bagged the gold in this swimming competition. My wife wouldn’t even believe me. Everyone at home and in our swimming group was super excited to know that Bilaal won. I’m so proud of him.”

Today, they also built a support group on WhatsApp with parents who have children with disabilities, boosting inclusive swimming sessions at their local swimming club in Chembur.

Bilaal’s story shows us once again that inclusion transcends disability.
*Name changed

NIOS ACCREDITED CENTRE
This year, JVSM was accredited as an NIOS Exam Centre and had the opportunity to host 111 students from across Mumbai who appeared for the NIOS Exam. We also conducted the exam for 12 students at Asha Sadan, Mumbai and for 5 students at our Rusi Irani Centre, Deolali for students who could not travel to our campus.

• 6 of our students appeared for the NIOS examination
• 105 external students appeared for their NIOS exams on our Mumbai campus

“The entire experience of the examination was very smooth. The guidelines given to teachers, students and parents were timely and followed by everyone.”
Smita Garud,
Teacher & examiner at our centre

PARENT VOLUNTEERS
Parents can be a valuable resource for teachers and a solid support for the school community. A longstanding desire of ours became a reality this year as we were able to have our parents volunteer and be more involved with our school activities. The Parent Volunteer Programme was started to cater to two specific needs:

1. Provide support to the teachers in class by having parents step in as shadow teachers.
2. For parents to learn strategies used in class that can be aligned with their practices at home.

Parents volunteered their time in different classrooms (not those with their own child), helped with lunch duty, and supported teachers. There has been a steady increase in the number of volunteers. We ended the year with 10 parent volunteers in classrooms and 15 parents as lunch champions. Enormous support also poured in during the annual day and its preparation!
“The Parent Volunteering Programme is a gift from Jai Vakeel Foundation to the parents. I have learnt much more from other parents and students than I had to offer. Two of my biggest learnings - learning to be patient while a child is having behavioural issues and knowing how to speak to children without lowering my expectations of them. I’d often ask the teachers several questions about managing children with various challenges and always got several ideas from them. I hope more parents volunteer to do this.”

Ms. Synthia,
Parent Volunteer

PARI MAKES US PROUD!

Today Pari* is smiling, confident and has friends, but it wasn’t always the case.

Diagnosed with ADHD and mild Intellectual Disability, Pari joined JVSM in 2013 after her previous school told her family she was unable to cope on account of her being hyperactive, weak in academics, and disruptive to the class environment. Compounded with unclear speech and low concentration, Pari was prone to fidget, and also displayed aggressive behaviours like banging her feet, or throwing objects if her wants weren’t met.

But that is not the Pari we know and love at Jai Vakeel today. With occupational and speech therapy, along with medication for behavioural concerns, her once-challenging behaviours are no longer witnessed.

She now expresses herself in complete sentences and is cooperative and cheerful at school and at home. She exhibits leadership qualities and looks out for her classmates. She has done well in her academics, recently clearing two subjects in NIOS Level C, having passed NIOS level A and level B with flying colours.

An all rounder, Pari has won 35 medals and 51 certificates for the school in various inter-school dance and sports competitions. In 2018, she also participated in the floor hockey NCC national championship. Last year, she won 2 medals in State level athletic competitions and also represented Maharashtra at the 2022 Special Olympics Bharat Table Tennis National Championship.

This annual day, Jai Vakeel School awarded her with the ‘Most Outstanding Student’ title. Pari is unstoppable, her determination is infectious and reminds us each day that disabilities do not stop our children from having dreams and goals.

*Name changed
ANNUAL DAY

Our students put up grand performances at the splendid NCPA Jamshed Bhabha Theatre! Themed around patriotism, 301 students and 60 teachers and staff took part in this 3 hour event that featured singing and dancing. Every single student of our Mumbai school participated in the event in some way, shape or form - be it on crutches, wheelchairs or with the help of our teachers or their parents - and performed for a packed hall of 800! This would not have been possible without the help of our donors, supporters, parents, staff and especially the generosity of the NCPA team who gave their majestic auditorium as a backdrop for our annual day.

Ziaa Lalkaka, CEO of H T Parekh Foundation, felicitated our star student Prerna Desai with the ‘Most Outstanding Student’ award. Mr. Mickey Doshi, Managing Director and Country Head, Credit Suisse was the Chief Guest of the event, which was co-anchored by 2 teachers and 5 students, making the event a collaborative effort of students, teachers and all our staff members.

SPORTS DAY

Sports day was celebrated with pomp and enthusiasm and every student from our school participated in the event! Races included tunnel ball, relay, and even a wheelchair race so that not a single child missed out on the fun and sportsman spirit. Prizes and medals being given to the winners amidst loud cheer.

We had Mr. Prasad Khairnar, Assistant Commissioner of Mumbai City and Mr. Sanjay Manjrekar, Chief Fire Officer as our chief guests. They encouraged our students with an inspiring speeches that set the tone for the event.

The event was sponsored by Karan Kothari & Dhruv Korde, founders of Konsciousness Kollective. Their goal is to create a platform to empower the storytellers of Indian culture - the artists, musicians, and entrepreneurs. They also seek to harness the community to bring about social change. All their events seek to raise awareness towards, or raise financial support towards the people in our country that need it most. Inspired by our children and the work we do they chose to sponsor our sports day.
B. JVS TALEGAON
After a long search for ideal premises, our school in Talegaon moved to a larger campus that better meets the needs of our students, many of whom have limited mobility. The new campus, at Heritage Education Society, Ambi also gives us room to meet the increased demand in the area and accept more students. The shift to the new campus during the monsoon was a challenge, however the entire team came together to put in their best and we now have a bright, lively campus that offers an education to even more children!

Jai Vakeel School, Talegaon’s new campus opened doors for multiple learning avenues which has helped our students progress in a high number of their set goals. The school reported 91% and 81% of positive goal movement in life skills and educational activities, respectively.

Students showed keen interest in the experiment-based way of teaching, which is one of the many new classroom interventions. Hands-on learning and experiential activities were encouraged to build life skills like teamwork and ownership taking, and the efforts have paid off - two of our students will join MIMER’s physiotherapy college as interns, starting next year!

The new kitchen garden has helped our students contribute to their community, while our community integration opportunities have improved their communication skills. Bi-Weekly therapy sessions with MIMER’s physiotherapy college have also helped to increase students’ performance in recreational activities.

TINA’S TRIUMPH: OVERCOMING CHALLENGES, WINNING MEDALS
Joining us just about 2 years ago, Tina was transferred from a conventional school due to her stagnant academic performance. A visit to MIMER’s ENT department and an IQ assessment by a psychologist confirmed her family’s suspicions: Tina had moderate intellectual disability coupled with severe hearing loss in her right ear and profound hearing loss in her left.

With the assistance of a quality hearing aid from Mandke Hearing Services, Pune, her world expanded. The change was gradual yet profound. Her interactions with both teachers and fellow students began to flourish, and her academic progress surged. She found her passion in sports and secured a silver medal in shot put at the district meet. Ripples of Tina’s triumphs spread beyond our walls; her parents, her community, and even her previous school teachers celebrated her journey.

Tina is now on the path to participate in sports at a national level and attempt the NIOS examinations as her academic performance gradually improves.
SPORTS DAY
The day was filled with sportsmanship, enthusiasm and memories to cherish. For the first time, our annual sports day at Talegaon was celebrated with houses - Red, Green and Yellow, with teachers standing in as house captains. The new format created much excitement and 47 students participated across eight events to win points for their house!

A huge thanks to CRPF camp in Talegaon who helped us with preparing the ground for the sports meet. Our proud parents eagerly watched on as their children’s grit and teamwork was awarded at the prize distribution felicitated by Mr. Chandrakant Godse, Corporator for Deolali & Mr. D.R Patil Chief Engineer, Panchayat Samiti Maval, Mr. Deepak Dorugade and Mr. Rajendra Prasad, Deputy Commander CRPF for Talegaon.

ANNUAL DAY
Our 25th annual day was celebrated with 48 of our students performing in groups to enthral the audience with songs and dances of independence and patriotism. Inner wheel club - Talegaon, Hotel Green Park and individual donors supported the hugely successful event.

“Our Annual Day Programme was so well organised. All teachers put in a great effort and were amazing in their own way - they genuinely care about our children and we are truly grateful for the affection that they give them. Even in sports, they have worked hard with the children and enabled them to reach district, state and even national level. The effort, motivation and guidance is what makes them a great coach and mentor and allows our children to achieve beyond their dreams.”

Shraddha Pendse, Mother

EDUCATION

B. JVS TALEGAON
After a long search for ideal premises, our school in Talegaon moved to a larger campus that better meets the needs of our students, many of whom have limited mobility. The new campus, at Heritage Education Society, Ambi also gives us room to meet the increased demand in the area and accept more students. The shift to the new campus during the monsoon was a challenge, however the entire team came together to put in their best and we now have a bright, lively campus that offers an education to even more children!

Jai Vakeel School, Talegaon’s new campus opened doors for multiple learning avenues which has helped our students progress in a high number of their set goals. The school reported 91% and 81% of positive goal movement in life skills and educational activities, respectively.

Students showed keen interest in the experiment-based way of teaching, which is one of the many new classroom interventions. Hands-on learning and experiential activities were encouraged to build life skills like teamwork and ownership taking, and the efforts have paid off - two of our students will join MIMER’s physiotherapy college as interns, starting next year!

The new kitchen garden has helped our students contribute to their community, while our community integration opportunities have improved their communication skills. Bi-Weekly therapy sessions with MIMER’s physiotherapy college have also helped to increase students’ performance in recreational activities.

TINA’S TRIUMPH: OVERCOMING CHALLENGES, WINNING MEDALS
Joining us just about 2 years ago, Tina was transferred from a conventional school due to her stagnant academic performance. A visit to MIMER’s ENT department and an IQ assessment by a psychologist confirmed her family’s suspicions: Tina had moderate intellectual disability coupled with severe hearing loss in her right ear and profound hearing loss in her left. With the assistance of a quality hearing aid from Mandke Hearing Services, Pune, her world expanded. The change was gradual yet profound. Her interactions with both teachers and fellow students began to flourish, and her academic progress surged. She found her passion in sports and secured a silver medal in shot put at the district meet. Ripples of Tina’s triumphs spread beyond our walls; her parents, her community, and even her previous school teachers celebrated her journey.

Tina is now on the path to participate in sports at a national level and attempt the NIOS examinations as her academic performance gradually improves.
GRADUATION
Five students graduated this year and we are so proud of them. While two will join their parents in the fields, another two have secured internships with MIMER Medical College - one in garden maintenance and the other a support staff in the office. One student is unable to work at the moment due to medical reasons.

COMMUNITY INTEGRATION PROGRAMME
Parle G Factory Visit
29 of our students along with 11 students of MIMER Physiotherapy College had a chance to visit the Parle G biscuit company’s factory to see how their beloved biscuits are baked. The mixing process, baking and packaging areas had them enthralled and opened their eyes to the wonders of mass production.

Local Bus and Train Transport Exploration
To build children’s ability and confidence to travel independently, we also planned an experiential CIP at the Talegaon Train station and the ST bus depot. They were warmly received by station staff where they learned about various railway operations at Talegaon Railway Station and experienced a step-by-step tour of how they can avail the local bus transport to build independent travel capability.

Visit to Fire Station
At the fire station, firefighters familiarised students with precautions including fire drills and hazards. The team also educated our students on firefighting operations and the various equipment used.

Fazlani CBSE School Sports Day
Children were invited to Fazlani CBSE International School’s sports day where they participated in various sports events, creating fond memories through social interaction and healthy competition with the students from the school.

Carnival Time
Students had a blast at the Epic Carnival, hosted by Bal Kalyan Sanstha Pune. Fostering peer interactions across different special schools, children played games, had fun in the swimming pool and engaged in fun carnival-style games.

“Our students visited Jai Vakeel, Talegaon on Children’s Day and they were overwhelmed to see the bright minds of the students and to have the opportunity to interact with them in the most fun way possible.”

Dr. S. V. Chincholikar,
HOD, Department of Community Medicine, MIMER Medical College
C. RUSI IRANI CENTRE, DEOLALI

Our Rusi Irani Centre was started in January 2001 to cater to individuals with intellectual disability in Nashik District and today caters to the needs of **40 students** with ID. Apart from cognitive skills such as functional academics, number identification, students here also focus on motor skills, activities of daily living, social and communication skills.

This year we admitted 8 new students, all of whom had low sitting tolerance and behaviour issues. The first requirement was to settle them in the new environment and then begin work on our core capabilities. This approach bore results and we saw our students become more responsible and settled during morning assembly, lunch break and attending to their own daily needs. This focus on settling them in the 1st term helped us achieve higher number of goals during the 2nd term assessment.

This year from January, we piloted subject specific teaching at RIC-Deolali, wherein teachers were assigned subjects to teach across different classes as per their strengths. We foresee this new teaching strategy coupled with numerous kinds of community integration initiatives will translate into learning gains, particularly in communication for our students.

“Community Integration Programmes (CIP) of different types - experiential, recreational and interactional give our students the practical experience of visits and interactions, which helps to reinforce their learnings about concepts - there is a difference between learning about a fireman in the classroom and actually interacting with a fireman. Such instances also open opportunities for inclusion between our students and their family, community and society at large.”

Sachin Badhan,
School Head – Administration, RIC
2. JV Autism Centre

This year 12 students graduated from our Autism Centre and went on to Jai Vakeel School. More heartening is the fact that over the years we have been able to reduce the number of years that a child spends in the Autism Centre before graduating to Jai Vakeel School.

MARATHON

"Run for a Cause!" 15 of our students, along with 5 staff members participated in the 3 km Nashik Maha Marathon, while raising awareness about Intellectual Disability. It was a fun-filled day, beginning at 5:15am, where our children also enjoyed games and dance sessions which were fun add-ons to the event.

DONATE-A-BUS

Our Deolali school is located in a rural area, where distances are long and there is no public transportation available. All our students travel from interior areas like Bhagur, Donawade, Ghorwad, and each day the bus covers a distance of 100 kms to pick up and drop students between school and their homes. However, the bus was old and needed to be replaced urgently, as without transportation many of our students would simply not be able to attend school and be deprived of the education and therapy that they needed.

Thanks to our Advisory Committee Member, Alka Nalavadi, who helped us raise funds for a bigger, better bus - we now have one - that ferries our students each day!

“My daughter, Yashashree, was admitted to RIC in March 2022 and since then I have seen a lot of improvement in her. The school has different activities like sports, dance, yoga etc and I was thrilled to see my daughter sing for the first time in school! She is very comfortable in school as well as on the school bus. The school staff work very hard with the children, and we are overwhelmed with the efforts they take.”

Swati Dipak Jadhav, Mother

2. JV AUTISM CENTRE

This year 12 students graduated from our Autism Centre and went on to Jai Vakeel School. More heartening is the fact that over the years we have been able to reduce the number of years that a child spends in the Autism Centre before graduating to Jai Vakeel School.

<table>
<thead>
<tr>
<th>New enrollments</th>
<th>8</th>
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<tbody>
<tr>
<td>Total students</td>
<td>28</td>
</tr>
<tr>
<td>Attendance</td>
<td>83%</td>
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</table>
While we already have an excellent teacher-student ratio of 3:1, this year for students who had low sitting tolerance and required more personalised attention, our Autism Centre also held 1-1 sessions.

To equip parents to be better at handling their children, the Autism Centre invited parents to school to give them hands-on training on activities of daily living. Time was spent on addressing each child’s individual challenges, along with offering practical inputs. This resulted in students showing great progress in their goals, particularly those related to their personal daily needs.

hometown. However, despite the therapy Avni received, her progress remained limited, and her challenges persisted. At the age of six, her challenges were evident - struggling with maintaining eye contact, experiencing high restlessness, echolalia, and facing difficulties in communicating her needs or interacting with peers her age. Recognising the need for a more holistic intervention, Avni’s parents decided to relocate from Kolhapur to Mumbai to join our Autism Centre.

The initial days were challenging, but our staff worked tirelessly for six months to help Avni acclimatise to the classroom environment.

Her tendency to have meltdowns and emotional verbal outbursts when denied something, were met with a compassionate but firm approach by our teachers. By using positive reinforcement effectively - Avni was motivated to focus on her classwork in order to later engage in beloved activities like colouring and exploring apps.

Sensory integration, behaviour and speech therapy steadily led to a change in Avni’s behaviour and outlook. Gradually, progress became evident - improved activities of daily living (ADLs), the ability to write, count, and a growing interest in art and dance. However, her most significant growth was seen in her communication. From using only one-word responses or crying, Avni evolved to confidently using phrases and prompts to express herself.

Today she participates in her classes, is attentive and is growing comfortable in group settings and has also begun group speech therapy. The once frequent tantrums and prolonged crying spells are now replaced by a curiosity to learn, reflecting her newfound emotional growth. Avni understands that playtime awaits after classes and is also seen giving her teachers warm affectionate hugs when school ends.

*Name changed
“We are truly grateful to have secured admission for Adeel at Jai Vakeel’s Autism Centre, as the support and help we've received from the school has been invaluable. Earlier, we struggled to understand and communicate with him, and couldn't fathom the reasons behind his constant crying. However, since joining the school, we have witnessed remarkable improvements.

Jai Vakeel provides him with opportunities and interventions that we couldn't always manage at home. Adeel's teachers work tirelessly, putting in tremendous time and effort to ensure his progress. We cannot thank them enough for their dedication and for giving him a chance to learn and express himself better.”

Imran Mohd Farooque Shaikh,  
Father
In 2019, we partnered with the Department of Social Justice & Special Assistance - Commissionerate of PwD, Government of Maharashtra to roll out Project Disha. The aim of the initiative was to build and disseminate a uniform and relevant educational curriculum for children with ID to improve learning outcomes.

In 2022, the project was renamed Disha Abhiyan in recognition of the long-term and widespread nature of the work done and remaining to be done.

We have successfully been able to scale to all 36 districts of Maharashtra, 436 special schools [government aided & unaided], and built capacity of over 2400 special educators with a potential to impact over 18800 children.
PROJECT DISHA BECOMES DISHA ABHIYAN

In January 2019, an MOU was signed between Jai Vakeel Foundation and Department of Social Justice & Special Assistance, Government of Maharashtra. The MoU was undertaken with the intent of ‘Building and disseminating a standardised curriculum to schools for Children with Intellectual Disability and providing training for implementation of the curriculum’ called ‘Project Disha’.

The vision of Project Disha is a world where every child with ID has access to quality education. Towards this vision, Project Disha works towards building the capacity of special educators through its various project offerings and enabling special ID schools to become Disha Implementing Schools i.e., effectively implement the Disha programme leading to quality education. To achieve this goal, Jai Vakeel’s uniform curriculum has been extended to special schools across the state. The Assessment Checklist for IEP (Individualised Education Programme) and the Curriculum have been reviewed and certified by NIEPID – National Institute for Empowerment of Persons with Intellectual Disability.

Last year we signed an extension of the MoU for 3 years with the Commissionerate of Persons with Disabilities from 2022-2025. The Commissioner’s office highlighted that the nomenclature “Project Disha” did not do justice to the magnitude of work being done by it - whether bringing various entities together, working towards uniformity in quality across the ID space or building the capacity of the stakeholders in achieving the larger goal. Hence “Project Disha” was renamed as “Disha Abhiyan” meaning “movement”.

“With the Disha Curriculum, it becomes easy for teachers to decide and take courses according to a child’s level even if they come from another school; as the same curriculum is being implemented across schools. The manual was used to guide teachers on how to choose the curriculum for their students. The workbooks have not only benefited students and teachers but are also useful for parents.”

Pushpa Vijay Dahale,
Headmistress of Sulabha Special School,
Mumbai
"Since the launch of Disha Abhiyan, it has become easier to prepare lesson plans and teach children. Even the children find it easier to understand and learn."

Principal,
Anusuyatmaja Matimand Niwasi Vidyalaya, Nashik
Key findings from school visits

a. 91% of the classrooms used the Disha recommended timetable.

b. 69% of the teachers were teaching as per Disha manuals.

c. 73% of classrooms used the Disha student workbooks.

5. Regular updates are made to the Disha portal based on feedback received from the implementing team and schools. A new mobile friendly user interface was introduced to make it more accessible for users in mobile devices.

6. Disha co-ordinators’ capacity building continued through ongoing fortnightly team calls and 2 workshops at JVF Mumbai campus.

7. Continuous reporting to the Commissioner & District Level Officers on the status of Disha.

Teacher Feedback

In a survey to elicit feedback on the effectiveness of Disha Abhiyan, we learned that:

- 96% Teachers said the programme met all their teaching requirements
- 89% Teachers felt the Assessment Checklist of IEP covers all the aspects of the students growth and development
- 97% Teachers said Disha manuals were useful in working towards students goals
- 99% Teachers felt supported by the Disha Team
- 97% Teachers would recommend Disha Abhiyan to others
“Disha helped us to plan in a better way. The manual & workbooks helped us to achieve our goals. The Disha coordinator visit gave us an opportunity to receive guidance & support. We were able to deal with our issues on the spot.”

K Patil,
Headmaster,
K. Patil Residential Matimand School (KPRMS)

CELEBRATING THE CERTIFICATION OF 100 SCHOOLS

In order to strengthen the process of Disha implementation in the classroom we rolled out 'Disha Implementing schools'. This year Disha Abhiyan crossed its first milestone with over a hundred schools successfully following the process of Disha Abhiyan in their schools.

We took time to celebrate everyone who was instrumental in getting us here. All hundred plus of our implementation partners were commended at the certification ceremony held in Pune in the presence of eminent government officials; Mr Omprakash Deshmukh — Commissioner for Persons with Disability, Mr Sanjay Kadam — Deputy Commissioner for Persons with Disability, a huge honour for us.

It was amazing to witness an amalgamation of teachers, principals, trustees, government officials and professionals working in the space of intellectual disability from across Maharashtra, come together to share their stories, and feel a sense of pride to be part of Disha Abhiyan. We are grateful to every individual who chooses to work towards building an inclusive world.

Additionally, we would like to thank H T Parekh Foundation for its unrelenting support in empowering Disha Abhiyan to keep moving forward and gaining momentum through collaborations with organisations, institutions or individuals who share our vision of impacting 28 million lives.
In 2022-23, Disha Abhiyan rolled out the ‘Disha Implementing School Certification’ initiative

**ROADMAP OF DISHA IMPLEMENTING SCHOOLS**

<table>
<thead>
<tr>
<th>START</th>
<th>June</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Base level for all Schools</td>
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**STEP 1**

<table>
<thead>
<tr>
<th>IEP - June -July</th>
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<tbody>
<tr>
<td>Complete IEP, Goal Setting</td>
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</table>

**TERM 1 - July-November**

| Teach as per Disha Curriculum (Manual, Workbook, Timetable) |

**STEP 2**

<table>
<thead>
<tr>
<th>TERM 1 Assessment - November</th>
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<tr>
<td>Conduct 1st Term Assessment</td>
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**STEP 3**

<table>
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<tr>
<th>TERM 2 - December-March</th>
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<tbody>
<tr>
<td>Teach as per Disha Curriculum (Manual, Workbook, Timetable)</td>
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**STEP 4**

<table>
<thead>
<tr>
<th>TERM 2 Assessment - April</th>
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<tbody>
<tr>
<td>Conduct 2nd Term Assessment</td>
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**STEP 5**

Mr Omprakash Deshmukh, Commissioner for Persons with Disability inaugurating the ceremony

Felicitation of Headmasters & Headmistresses of Disha Abhiyan Schools

Team Disha was jubilant post organising a successful event
“The H T Parekh Foundation and JVF have had a long association fostered by the shared objective of striving for inclusion. It has been very rewarding for us to transition over the years from supporting the Jai Vakeel School to partnering on the Disha Abhiyan. Disha has been instrumental in ensuring that the innovations, good practices and standardised approach to special education is shared with the larger special education ecosystem at a state-level. Through these efforts more and more schools, teachers and children can benefit from a well thought out curriculum, better assessment tools, robust teaching practices and close monitoring of children's progress.”

Sweety Thomas,
COO - H T Parekh Foundation
When individuals with ID transition into adulthood, they are often unable to find gainful opportunities where they can use the skills, knowledge and attitudes that they have worked so hard to acquire.

At Jai Vakeel, we empower our adult students with a range of training avenues, job and product skills so that they can become contributing members of their family and society.

1. VOCATIONAL TRAINING CENTRE (VTC)
2. SHELTERED WORKSHOP (SW)
3. RESPITE CARE
Jai Vakeel is one of the few organisations that strives to give adults with ID a set of skills that help them get a job or create a product. They become earning members of their families and this is a source of great pride and confidence. This year, we were able to accommodate all the external applications to join our Skill Development Centre. 

HOME VISITS
76% of our students come from the lower socioeconomic strata of society. Home visits are done by their respective teachers to build rapport with the primary caregiver and family members in their own environment. This also gives an insight to the realities of the homes, particularly after Covid and in turn helps our teachers understand the family challenges so that they can work with our students accordingly.

SPORTS DAY
Our Skill Development Centre’s sports days were truly exciting and filled with energy and sportsmanship. Our students and our artisans, though older than those in our school, enjoy getting onto the sports field and competing with each other! We had three days of races, marchpasts, cheering and fun, not to mention a plethora of prizes and medals handed out. Every single person from SDC participated in the event, and we even had the students from Abhyudaya Public School come to assist our artisans and join in some races.

Sponsored by Credit Suisse for our 75th anniversary, we are fortunate to have some excellent infrastructure for sports, including state-of-the-art indoor and outdoor sports facilities, which we use for our sports days. We were thrilled to have Sharmeen Kutky - India CSR head at Credit Suisse and Chaitanya Shah - Managing Director - Chief Risk Office (CRO) cheering us on. We were also honoured to have as chief guests Mr Gaurav Singh, DCP - Regional Transport Office (RTO), Mr Datta Pongade Corporator of Kalachowki, Mr Ankit of Honesty Trading Co., Mr Rupesh Badiani of Fashion Fantasy, Mr Jehangir Surti of Prodon Printers and Ms Uttara Shah of Mindseye Creative.

1. VOCATIONAL TRAINING CENTRE
Work gives all individuals a sense of purpose and self-worth and our children are no different. It helps them connect socially and gives them the opportunity to be full members of their community.

Our Vocational Training Centre (VTC) was started in 1948 to encourage young adults with mild or moderate ID between the ages of 18 and 21 years to become self-reliant. Historically that has meant working in our sheltered workshops or sometimes becoming self-employed.

Through the vocational training programme, we strive to impart skills, behaviours and attitudes to a select group of students, that are relevant to the current labour market demands. This in turn will make them self-reliant in their personal life and enable them to be placed in offices, restaurants, shops, etc, be self-employed, or join our sheltered workshop. They become productive members of their families and are able to participate in social events and the community.
The customised training curriculum is spread over 2 or 3 years, depending on the student’s ability. The framework encompasses:

THE FRAMEWORK ENCOMPASSES:
- Development and enhancement of generic foundation skills required for living an independent life
- Focus more on practical learning - 80% practical & 20% theory
- Skill-based curriculum
- Teaching methodology - experiential learning, cooperative learning & inquiry based learning
- Each module & unit consists of - lesson plan, PPT/YouTube links/videos, teaching learning materials/flashcards, worksheets
- Holistic approach- vocabulary, mathematical reasoning & conceptual development of each topic

“Jai Vakeel’s campus is filled with positivity and smiling happy faces. The joy that I experienced while interacting with our students touched my soul and made me realise that not all relations are blood related. They give such unconditional love and respect that every moment spent with them is truly priceless. Each individual has a distinctive personality with their own needs and interests which when nurtured will enable them to participate in society on an equal footing!”

Nilufer Khambatta,
Manager, Placements & Co-curricular

VOCATIONAL TRAINING CENTRE ASSESSMENTS

This year, the VTC team held structured assessments for students enrolled in Culinary and Housekeeping courses. It was found that a higher percentage of students were able to attain proficiency and expertise in Housekeeping over Culinary for both Year 1 and Year 2 students. The team also worked closely with parents to advise them about the topics covered in class, so that they could make their children practise the skills at home.

“The teachers at Jai Vakeel pay personal attention to each student and help them meet their potential. I am extremely thankful to them for shaping my sister, teaching extra-curricular activities and encouraging her to pursue sports that she loves”

Rupali Singh,
Sibling
YEAR ONE CERTIFICATION CEREMONY
27 students were awarded with Year 1 course completion certificates. Parents & caregivers who visited our campus were served crispy chinese bhel and refreshing orange juice. Students worked together in small teams to take orders, prepare the snacks, man the food counters, as well as deliver to all departments across our campus.

We invited Aditi Verma of Aditi’s Corner as the guest of honour, to speak to our newly certified students. Undeterred by Down’s Syndrome, 28-year-old Aditi runs two successful cafes and has been accredited with many awards. She visited Jai Vakeel to talk to our students about her journey. At the ceremony, she inspired our students by telling them of how she had turned her passion into a career, narrating struggles from her own life and motivating them. She advised our parents to accept and trust their children and allow them to pursue their dreams. Her passion was absolutely contagious and a true inspiration to all of us.

GRADUATION
16 students graduated from our VTC programme and it was a proud day for our students and parents alike as the graduates strode down in their graduation robes to receive their certificates! Himanshu Patil, one of our graduates who has been working with Sodexo for over five years and is the sole breadwinner in his family, was our Chief Guest. He inspired our students with his perseverance, attitude and by showing them that being a part of the mainstream is not just words but can be done.

VISIT TO SEAHORSE EQUESTRIAN TRAINING
Imtiaz Anees, India’s second Olympian in equestrian sports, visited our campus imparting a powerful message to our children: through perseverance we can achieve our dreams. By weaving stories from his own life, he gave them sound advice about learning from failure, being focused and having patience. His words emphasised the significance of community, surrounding oneself with positive influences, and the importance of giving back. Our students were transfixed with videos of him participating in the Olympics.

Imtiaz went on to host 12 students from our vocational training centre, along with their teachers at his beachside Seahorse Equestrian Training facility in Nargol. They had a magical time grooming, feeding and learning about horses and even got to see the Equestrian Training students display their amazing skills.

“It has been an absolute pleasure to host the children. To see their faces light up every time they sat on the horses or let go on the beach. They remind us to be grateful. This would not have been possible without the support of all the committed teachers and staff, a heartfelt thank you to all of them.”
Imtiaz Anees
Equestrian Olympian | Trainer
PLACEMENTS

After completing 3 years of vocational training, we assess our students, and based on their aptitude and ability they are provided further guidance, training and counselling for the following:

- Open Employment
- Self-employment
- Sheltered Employment

To become contributing members of their family is a huge step for our students. It gives them purpose, builds self-esteem and further integrates them in society.

The placement team at JVF was formed in 2014 with the goal of gainfully integrating students of Jai Vakeel who have the potential to work in the mainstream, and each year we are able to guide several of our students towards this. The placement programme is designed to equip our students in vocational training and skill building that encompasses all aspects including work personality development. To strengthen the programme, we focused on building capacity and market research to better understand the needs of organisations so as to incorporate these into our curriculum. We also try to organise internships for our students to better prepare them for open placements.

Till date, the placement team has placed 30 students at various organisations.

In 2022-23, after the pandemic, we consciously took a step back and focused on preparing students for placements by working on their soft skills and life skills. We also focused on identifying partners who would take on our students as interns.

All this was done with the express purpose of giving our students the opportunity to learn & explore new skills, get on-the-job exposure and understand how to be successful in the workplace.

This year, we successfully placed 2 students in internships - one at a design agency Mindseye Creative and another at a culinary outfit, Not Just Desserts. We are grateful to these organisations for being willing to walk by our side in our journey towards inclusion and helping make our world a better one.

We are happy to announce that post his internship, Sarvesh Lalwand was offered a job at Mindseye Creative. After successfully completing a 6 month probation period, Sarvesh is now a full-time employee at the design agency.

We have realised over the years that our work does not stop at finding our students’ employment, but we need to support them so that they remain employed. To ensure students are well-adjusted to the work environment, we continue to stay connected even after they have been placed, providing ongoing support to both employers and our students through quarterly or bi-annually meetings on a need basis.

“Sarvesh brings a lot of patience, love and warmth to the office environment. It's equally beneficial to us, as his positive and smiling attitude in spite of everything rubs off on all of us. We are so grateful to Jai Vakeel Foundation for this opportunity to come together to bring about meaningful change.”

Uttara Shah
Partner, Mindseye Creative
2. SHELTERED WORKSHOP
The Jai Vakeel sheltered workshop is one of the largest of its kind, with **126 artisans making over 200 products across 8 vocations** - Creative Craft, Earthen Lights, Floral Fusion, Incense Therapy, Nimble Thimble, Paper Craft, Warp & Weft and Wax & Wicks.

It gainfully engages those between the ages of 21 and 50 years, with mild or moderate ID, under the guidance of special educators and caretakers. Using the skills they have learned, they make products that are sold at our shop, at exhibitions and through our newly launched website. But most of all, they become proud earning members of their families!

In response to popular demand and to give our artisans a larger platform, we launched our product website - [www.shop.jaivakeel.org](http://www.shop.jaivakeel.org) - that allows people to view and buy our products online with ease.

This year, the sheltered workshop surpassed its set goal of production and revenue, by a whopping **52%**, with sales of INR **2.10 crore**! This success is a huge step in the direction of proving self-sustainability of such workshops and the positive contributions that those with ID make.

It was the result of several factors that helped the department increase productivity, drive sales and achieve these astounding results. The entire team worked well together in an integrated way towards their goal.

For higher operational efficiency and better resource allocation we ensured a smooth supply chain management of raw materials in the beginning of the year itself. We worked on building the capacity of our artisans thereby raising productivity, this helped us to increase production in a particular vocation as the demand rose.

By adapting to changing consumer demands and trends, we drove sales by being innovative. We introduced new luxe packaging that not only helped boost sales but also attracted diverse consumers. Offering personalisation, our artisans tailored their creations to individual customers’ needs and preferences thereby increasing customer satisfaction.

On social media platforms, namely Instagram & Facebook, we showcased our artisans and their products, reaching a wider audience.

We also participated in 31 exhibitions, many more than pre-covid which helped in an increase in sales as well as building brand recognition and attracting new customers to our foundation. **Additionally, support from large companies jumped up 42% from last year and has been key to our growth.** We are truly grateful to them for not only placing their faith in Jai Vakeel but also demonstrating to their employees and customers that all of us, in our own capacity, can contribute to building a more inclusive society.

A huge shout out goes to the volunteer team of 25 who have not only helped the sheltered workshop run smoothly but are a big reason the department achieved these fabulous results. They support our artisans with training, product development and take on crucial aspects of sales & marketing.

THANK YOU TO OUR SUPPORTERS WHO PLACED LARGE ORDERS BUT MORE IMPORTANTLY HELPED SPREAD THE MESSAGE OF INCLUSION TO MANY MORE.

- HDFC ASSET MANAGEMENT CO.LTD
- IKIKAI LIFESTYLE PVT LTD
- MACROTECH DEVELOPERS LIMITED
- HDFC BANK LTD
- EMKAY GLOBAL FINANCIAL SERVICES
- INDIAN HOTELS COMPANY LTD
“Helping build an empowered and inclusive society is the common goal of both ikikai and Jai Vakeel and that has made our bond stronger. Our customers are very appreciative of Jai Vakeel products, which are of fine quality and thoughtfully designed to give the consumer good utility value. We truly value our association with Jai Vakeel.”
Kshira Muthanna
Co-Founder, Ikikai Lifestyle Pvt. Ltd.

When she was 2.5 years old she had convulsions which recurred frequently. Rupa was prescribed medication for her epilepsy & since has been seizure free. At age 3 she had surgery to repair her cleft lip & palate.

Rupa came to us at age 9, as she was struggling to cope with grade 3 academics. She has noonan syndrome, a genetic disorder characterised by mildly unusual facial features, short height, congenital heart disease, bleeding problems, and skeletal malformations. She also has moderate ID.

Since birth her challenges have been many, compounded with financial struggles and issues with her brother that led to psychological problems & unhealthy self harming behaviour responses of head banging & biting herself. She would often be found in garbage bins foraging for food.

Years of counselling with Dr Jay Shastri and her teachers has led to an improvement in her behaviour and better relations amongst the siblings. Today both her parents are deceased and Rupa lives with her siblings & her ‘bua’. They live on income earned by her brother as a peon & her aunt working as a housemaid. Rupa enjoys coming to the foundation, loves the work she does, the interaction with her teachers and friends & takes pride in the stipend that she earns. Occasionally she still gets angry but it’s now an extremely rare occurrence.

*Name changed

LAUNCHING ORGANIC COLOURS FOR HOLI
Under their Green Skilling Project, Jai Vakeel was one of 8 NGOs shortlisted by Craftizen, a NGO based in Bangalore, to be mentored in making organic holi powder using discarded flowers. Under their guidance, we successfully piloted and launched organic holi colours as a product range. A 100 kgs was produced and sold out, with demand for much more. Next year we will run this as a vocation for 6 months. What makes this truly exciting is that we will also be able to engage our artisans with severe intellectual disability, for whom it was found to be a therapeutic skill.

RUPA’S PATH TO EMPOWERMENT
36-year-old Rupa* proudly pushes her sleeves and gets to work, head bent. She independently handles the sewing machine and she concentrates on the task at hand, eager to show off her work. Her friends chat with her, she looks up, cracks a joke and they all laugh. She has come a long way.

*Name changed
ASSESSMENTS
For the first time this year, we assessed our artisans against the broad activities within each vocation - identification of raw materials, procedure, finishing and packaging. We found that while a few of them (10%) could independently manage their tasks, a large majority was dependent on volunteers and caretakers to complete their tasks.

Going forward, the aim is to increase their ability to work independently and thereby increase the stipend they earn. As a first step in the direction of instilling accountability amongst artisans their photo and their names are displayed on a whiteboard along with their daily production. This has shown encouraging results wherein many of our artisans are motivated to increase their output.

REFINING OUR CRAFT
MIT Workshop
Thanks to Adity Designs Pvt Ltd, instructors from our sheltered workshop got the opportunity to attend a training conducted by MIT Institute of Design, Pune. The 10 week course focused on upskilling them in innovative and more intricate ways of sewing and tailoring, so that our teachers in turn could impart better training to our artisans.

‘The trainers were excellent & extremely patient; they would explain the same thing a number of times till we got it right.’
Rekha Chaudhari
Teacher

Soy candle workshop
Richa Shah from Mohri Designs taught our artisans how to work with soy-based wax to make premium soy candles. The workshop was a great success and we have now started a line of soy candles that are available through our shop, exhibitions and website.

“Our experience with Jai Vakeel was amazing, not only were the products well-finished but the quality was great too.”
Vinti Lodha
Advisor, Lodha Luxury

COLLABORATIONS
We collaborated with Jhappi, an organisation that seeks to help Indian NGOs scale up the sales of their products. By making it easy for customers to access socially conscious products, they are able to increase the incomes of marginalised communities, which directly improve economic stability and freedom, as well as dignity & confidence.

"Professionalism in dealings and quality in products and packaging, both are hallmark attributes of JVF teams including the volunteers who work here. Our visits to see the artisans in action have etched a strong purpose on why it's so very important for citizens to choose products made by adults with intellectual disabilty. These products not just change the life of the maker but also change the perceptions of people on makers' capabilities. We would like to look at a more strategic partnership.”
Bhumika Marwaha
Co Founder - Jhappi
3. RESPITE CARE

Owing to our ‘no reject’ policy, a large number of our students fall under the ‘severe’ to ‘profound’ grade of ID. Jai Vakeel remains one of the few non-profits to serve this group and today has 59 students in its Respite Care.

Students in this category require close supervision and help with self-care activities. They have very limited ability to communicate and often have physical limitations. Jai Vakeel strives to provide them a nurturing environment and works with them up to the age of 25 years to train them to manage their ADL and become as independent as possible.

Here, they are engaged in recreational and light physical activities so as to maintain their mental and physical well-being while simultaneously providing some much-needed respite to the family members of these individuals.

CURRICULUM

This year we continued with a structured curriculum for our Respite Care students, focusing on different domains of personal health & hygiene, activities of daily living, communication & language, support skills, life skills, mobility & hand functional skills and music therapy. Parents also learnt new strategies and techniques to resolve challenges and accomplish specific tasks.

This 7 year scaffolded curriculum comprises 8 domains further divided into goals, activities and tasks. Apart from making our students more self-reliant in their daily life, it also prepares them to be integrated into a residential home and empowers parents to better manage their children after they leave Jai Vakeel.

Monday Movement Therapy

Three volunteers, Behroze Sethna Mistry, Rustom Warden and Navya Mital conduct Dance Movement therapy and Music Therapy for our students in Respite Care every week. Over the past 2 years of these workshops, we have seen a gradual improvement in their responses, testament that Dance Movement Therapy helps even the most challenged students achieve emotional, cognitive, physical, and social integration and works wonders for physical coordination, stress reduction, disease prevention, and mood management!

Respite Overnight Camp

22 of our young adults were a part of an ‘Overnight Camp’ on our Campus! The camp aimed at strengthening our students’ home support system especially with their fathers. Through a series of workshops, activities and games we ensured that our parents left with strategies to provide better long term care for their children while giving them a chance to bond and have fun. Together, by investing in our parents as partners we can ensure that all our students finish with more opportunities to live a better life.
We know that every child has unique needs. We may not have all the answers, but we strive to offer our students the services that they need.
ALL ROUND CARE

Jai Vakeel’s Residential Service was started in 1962 to address the needs of our students who were either abandoned, orphans or whose parents were unable to travel from their homes due to certain constraints.

Today, years later, the needs of these students are different. We find that they require more medical and nursing care which is not our core competency. Hence, we took the hard decision of winding down the residential service we offer, in as compassionate a manner as we could - one child at a time. We ensured that we found alternate facilities for each of them, even helping many raise the funds that were required to place them in other homes, as we believed that was the right thing to do.

Currently we have two students with us and they are attended to by our caregivers and a nurse who go above and beyond to ensure that they are well cared for.

“Jai Vakeel is such a happy and magical place. It fills me with joy every time I visit the campus. The work being done by Jai Vakeel is much needed and they are doing it with such passion & love. We are so glad to be supporting the foundation in any way that we can.”

Alka Nalavadi,
Senior Partner - AZB & Partners
Learning does not take place only in a classroom. It is equally important for our students to interact with and learn from the community in which they live. We aim to integrate our students into the wider community as well as sensitise the community towards our students and their needs. Our Community Integration Programme offers opportunities that build awareness and engagement with the broader society, as well as allow our children to interact and have fun!
Spending the Day at Kidzania

Learning is more magical when they get to do it alongside others. A group of our primary section students spent the day at Kidzania where they got a chance to try their hand at different ‘jobs’, from firefighting to chocolate making, and dancing to shopkeeping!

Credit Suisse visit

Six special guests from the Corporate Citizenship and Corporate Secretarial function of the Chairman’s Office team at Credit Suisse spent time at our campus, as part of a team volunteering activity. Walking the halls, peering into our classrooms and therapy rooms, engaging with our teachers, therapists and most importantly our children, they heard stories and connected in ways that opened their minds and hearts. They also worked side by side with our artisans in our sheltered workshop, learning from them how to make roses, paper bags, paint ‘diyas’ but more importantly gaining a window into worlds other than their own.

Mr Happy visits JVF

Jai Vakeel was steeped in fun and laughter as Pravin Tulpule, popularly known as Happy Santa Pravin, spent the day spreading joy on our campus. A former lieutenant commander of the Indian Navy, Pravin opted for VRS after 17 years of service and found his purpose in bringing smiles to the faces of the terminally ill, orphans, and the under-privileged. In 2019, he was presented with the Karmaveer Chakra, a global civilian honour conferred by the international confederation of NGO (iCONGO) in partnership with the United Nations.

Sensitisation of Government Stakeholders

In our recent effort to engage with those in our immediate vicinity, we invited leaders from the Fire, Traffic Police and Nagarsevak to attend some of our functions. As a step towards sensitising our various stakeholders to those with ID, we invited the Chief Fire Officer - Mumbai City, Deputy Commissioner of RTO and Nagarsevak to join us for our Sports Day.
TATA Mumbai Marathon
We were overwhelmed with the support we received from participants in the Tata Mumbai Marathon! Across the Dream run, Open 10km or Half Marathon, we had 315 participants - individuals, groups of friends and corporate runners who sweated it out for our cause. Of course, our own Jai Vakeel team of 95 runners was front and centre - running in the Champions of Disability Run. A big shout out to over 100 runners from Imperial building that supported us. Last but not least, Marathon Change Investor, Mihaan Dhall ran 10km with Rustom Warden, his coach, friend & Jai Vakeel volunteer!

“I ran the marathon because I know that Jai Vakeel is a school for special needs kids and since I have Down Syndrome, I will do anything for them because all kids, no matter what disabilities - they are all special in their own unique way - so they can thrive in this society like everyone else.”
Mihaan Dhall,
Individual Fundraiser

"When it comes to inclusion of people with disabilities in everyday life be it at school, work, community or society level, everyone needs to foster, embrace and accept this cause in all its dimensions and make a difference to the lives of people with intellectual disability (ID). Jai Vakeel is a pioneer in this space and a torch bearer in spreading the message of inclusion and empathy. It has been inspiring to see their work and the Bain Capital team was thrilled to have run in the Tata Mumbai Marathon 2023 in support of Jai Vakeel. We look forward to continuing our support and partnership with Jai Vakeel."
Pawan Singh,
Partner at Bain Capital
Akanksha Christmas Carnival
Akanksha students of Sitaram Podar, Abhyudaya Nagar & Mahatma Phule Public School along with their school leaders held a fantastic Christmas carnival filled with many stalls & games but most importantly with warmth. Our entire ground buzzed with various activities like bowling, puzzles, cupcake decoration and many more!

Chaat Party with Akanksha
In January, students of our pre-vocational section joined hands with students from Grade 8 of Akanksha's Abhyudaya Nagar High School to organise a "Chaat" Party on our campus. Students worked together to man the stalls, give out coupons, manage the money transactions and make yummy treats like Corn Chaat, Masala Puri, Monaco snack and Cold Coffee. It was a truly collaborative experience for the students of both schools, opening their minds to diversity and inclusion. A step towards a better world.

Harvard Business School's Visit
Harvard Business School's India Research Centre (HBS IRC) supported Professor Kash Rangan in developing the Jai Vakeel Foundation case study in 2019, which is often taught in nonprofit management programmes at HBS. This year, the Team HBS IRC visited our campus again and witnessed, in person, the immense difference Jai Vakeel makes in the lives of its students. They had a chance to join in our student's activities and were astounded by their dexterity and speed in crafting products.

"During our visit, we learned more about the incredible work done by the CEO Archana Chandra and her team, and their pursuit of Jai Vakeel’s founder’s vision of inclusion. We were deeply moved by their inspiring example."

Team member,
HBS IRC (Harvard Business School – India Research Centre)
Little learners from JBCN Chembur
We had a group of grade 3 students from JBCN Chembur learn a little about intellectual disability while playing with our students but the bigger lesson was how to be inclusive & have fun! Another group of 120 students from JBCN Chembur Upper Kindergarten visited our artisans in the weaving section and learnt about the process of making handmade cloth.

Temasek Mumbai spends a morning with us
Temasek’s Mumbai team spent a morning on our campus, better understanding our space, interacting with our children and engaging in conversations that strengthen the ecosystem which is committed to “leave no one behind”. Like so many of our visitors, they went away more in awe of our children’s abilities than their disabilities.

Aditya Birla World Academy’s Visit
A group of fifty 9th graders from Aditya Birla World Academy reflected on what inclusion meant to them during their visit to our campus. They attended a sensitisation session followed by various activities with students from our vocational training centre and sheltered workshop. Together they designed bookmarks, crafted paper bags, bundled starched ribbons, packed products, and added wicks to candles.

Bombay International School - Spreading love, fostering inclusion
In 2022, students from our vocational training centre partnered with BIS grade 11 students for a series of fun learning sessions held at BIS school. Each JV student partnered with a BIS buddy and together they spent time exploring, learning but most importantly deepening their understanding of each other. In each of the six sessions they explored something different - BIS’s biology lab, the basics of computers, the library, and they even enjoyed making sandwiches and painting T-shirts.
CIPLA’s leadership team visits our campus
Cipla has been a long-standing supporter of Jai Vakeel, always willing to cheer us along our journey and being a true Champion of Change. This year, we welcomed the leadership team of Cipla to our campus, where they spent a morning learning about our programmes, connecting with our students and engaging with our artisans.

Jai Vakeel goes to Della Adventure Park
Jimmy Mistry and his daughter, Natalia, of Della Adventure and Resorts hosted over 300 of our students at their fantastic property in Lonavala where our children participated in a range of fun-filled activities. Our students tried their hand at ziplining, zorbing, horseback riding, rifle shooting, and archery, as well as many indoor sports activities, all made extra special thanks to the warmth shown by everyone at Team Della!

“Hosting the Jai Vakeel Foundation kids, their families & volunteers at Della Adventure is always a pleasure. My father, the Della team & I, always look forward to contributing to their happiness in any way we can. Our doors & hearts will always be open to welcome them!”
Natalia Mistry,
Director at Della Leaders Club

“Our trip to Della Adventure was fantastic! My usually anxious daughter, Preeti, had the time of her life exploring the various zones and enthusiastically trying out games that seemed difficult for her. The management and staff at Della were extremely attentive and took care of everything, from making sure that the children were comfortable to serving their favourite food. A big thank you to the JVF team and Della for making the day so special and us also a chance to relive our childhood!”
Dr. Pooja Kadam,
Parent
IMD Business School MBA
Seven students of IMD Business School were recently in Mumbai and as part of their social awareness study they came to visit our campus. The international students had diverse views on ID and it was wonderful to hear their perspectives on inclusion. They also joined our vocational training students in their class on measurements and had a wonderful time interacting with them.

Our Autism Students at Xeno’s Play Space
27 students from our Autism Centre were hosted at Xeno Play Space, an indoor play area, where they had a chance to play in a safe, multisensory environment under the supervision of their parents as well as the staff of the venue. It was a learning experience for Xeno’s staff and a wonderful opportunity for our kids, who had a chance to play with different equipment across soft play, slides, trampolines etc!

Bombay International School - Love in a Shoe Box
For the fourth year BIS participated in our Love in a Shoe Box Campaign - an initiative of love that celebrates the joy of giving. BIS students donated essential supplies along with a few treats in a shoebox that they decorated beautifully with a note for our children.

JB Petit School Visit & Inclusive Sports Day
70 students from JB Petit school visited our foundation, at the beginning of the school year and left with a better understanding of ID. Through the tour students overcame their hesitancy and soon understood that they had more things in common with our students than different.

In January, 22 of our students were invited to participate in 3 races at JB Petit School’s Sports Day. Thank you JB Petit, for taking a step towards creating a world where everyone belongs.
Visit to TATA AIG Office

Our vocational training students celebrated Independence Day at the offices of TATA AIG. Each team explained their job profile to our students, be it creating code, processing claims, managing the facilities, issuing and dispatching policies, etc. Our students came away inspired with the scale and type of work as well as goodies gifted to them by the employees!

Tata AIG’s leadership team visit Jai Vakeel

As part of Tata Volunteering Week, TATA AIG’s CEO & Managing Director, Neelesh Garg, along with his senior leadership team visited our campus. They spent time engaging with our students and gaining a deeper understanding of the space and the work that we do. One of our students, Rohit Dhoitre, who has been employed by them visited too along with the team. Thank you Team TATA AIG for taking steps to make our larger vision a reality.

Respite Care Lunch at Thackers Restaurant

Our respite care students visited Thackers Restaurant for a chance to be a customer and be served delicious food to their heart’s content. The social experience of eating out together, was made even more memorable thanks to the parting gifts given to them as they left.

Synopsys Carnival & Children’s Day

Champions of joy, the wonderful team at Synopsys organised a fun-filled carnival for the second time on our campus to celebrate Children’s Day. With a colourful bouncy castle, a toy train, games including bowling & mini golf, snacks & treats, our children had a day full of smiles and laughter!
“Working in social solidarity with the community is about improving the quality of life for individuals and society around us. Our focus on inclusion to address barriers to empower the underprivileged and disadvantaged population has been significantly strengthened with the partnership we have with Jai Vakeel Foundation and Research Centre”

Bijay Chowdhury,
Head CSR and Philanthropy (Asia Pacific), Synopsys Inc.
Our members are always there for us, supporting us and being advocates of the foundation.
1. MEMBERS OF THE BOARD OF MANAGEMENT

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Gynaecologist & Obstetrician

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Paediatric Neurologist

Archana Chandra
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Dr. Jay Shastri
Director - Rural Branch (RIC-Deolali)
Psychiatrist

Kekoo Colah
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Director, Shapoorji Pallonji And Company Pvt Ltd

Mihir (Mickey) Doshi
Member (Co-opted on 5th August 2023)
Managing Director and Country CEO of Credit Suisse, India

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All the Board members are Indian nationals except Mr. Mihir (Mickey) Doshi who is an Overseas Citizen of India.

None of the Board members are related to each other except Pesi Shroff, Zia Cama and Kekoo Colah. Pesi Shroff and Zia Cama are siblings and Kekoo Colah is their brother-in-law. All are part of the founding family.

None of the Board members holds political/religious office.

None of the Board members receive monetary or any other compensation from Jai Vakeel Foundation.

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They are our backbone. We have a group of extremely talented and dedicated volunteers without whom we would not be able to do what we do.

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OUR SUPPORTERS

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Parag Madhukar Sapkal
Perkins India
Prakash Pradhan & Shamal Pradhan
Pramiti Philanthropy
Radhika Kasliwal
Rupesh Badiani
Social Justice & Special Assistance Department, Government of Maharashtra
Sound Space
Speridian Technologies
SRCC Hospital - Narayana Health
Sumangli Gada
United Way of Mumbai
Vicky Ajmera - Think Gestalt LLP
Our donors are an engaged, integral part of our journey to achieve our mission.
SOURCES & APPLICATIONS OF FUNDS

SOURCES (INCLUDING CORPUS DONATION)

- Government Grant
- Donation - Corporate
- Donation - Institutional
- Donation - Individuals
- Other Income
- Skill Development Product Sales

APPLICATION

- Education
- Skill Development
- Healthcare
- Support Programs
- Administration
- Skill Development Raw Material
CURRENT YEAR DONORS

PLATINUM
Credit Suisse (Credit Suisse Securities (India) Pvt. Limited, Credit Suisse AG)
H T Parekh Foundation

SILVER
Bain Capital Advisors India Pvt. Ltd.
Pranav Parikh (Technova Foundation)
Salome Joseph (Anaiah Edu train LLP, Salmeet Professional and Management Development Training)
Synopsys Inc. (Synopsys (India) Pvt. Ltd.)

BRONZE
A.T.E. Chandra Foundation
Amarnath Savnal
Ameya Logistics Pvt. Ltd.
Ashwath Udipi Rau
Bajaj Finserv (Bajaj Housing Finance Limited)
BarrierBreak Solutions Private Limited
Charak Pharma Pvt.Ltd.
Dinamai Antia Charitable Trust
Executors to Estate of Late Freny K Parakh
Hab Pharmaceuticals and Research Limited
Indus Container Lines Pvt. Ltd.
Jainex Limited
JM Financial Foundation
Julius Baer Capital (India) Private Limited
Kamal Udwadia Foundation
Karishma & Avantika Swali (Moonray Lifestyle Private Limited)
Kubo Combustion Efficiency Chemicals Pvt. Ltd.
Moelis & Company India Private Limited
N. Vaghul
Nihchal Israni Foundation
Pankaj N Kothari
Rajendra Kumar Kasliwal
Rati Forbes
Santosh Bhachoo (My Healthskape Medicals Pvt. Ltd)
The Anglo-Scottish Education Society
Viraf Chinoy (Rayornan Charitable & RSC Foundation)
Distinguished Donors

A.T.E. Chandra Foundation  
Bain Capital Advisors India Pvt. Ltd.  
Bajaj Finserv  
BarrierBreak Solutions Private Limited  
Breach Candy Hospital Trust  
Credit Suisse  
Estate of Late Nalini Atul Bhagwati  
Executors to Estate of Late Freny K Parakh  
H T Parekh Foundation  
JM Financial Foundation  
JSW Foundation  
Julius Baer Capital (India) Private Limited  
Kamal Udwadia Foundation  
Karishma & Avantika Swali  
Mahindra Insurance Brokers Limited  
Nihchal Israni Foundation  
Noshir A. Soonawala  
Pranav Parikh  
Rahul Bajaj  
Rati Forbes  
Rotary Club of Mumbai Queen's Necklace Charitable Trust  
Salome Joseph  
Santosh Bhachoo  
Shantilal Shanghvi Foundation  
Social Justice and Special Assistance Department, Government of Maharashtra  
Swati & Ajay Piramal  
Synopsys Inc.  
Tanya Arvind Dubash  
Tata AIG General Insurance Co. Ltd.  
Temasek Holdings Advisors India Private Limited  
The M.K. Tata Trust  
Viraf Chinoy  
Zia Jaydev Mody
We strongly believe in strict adherence to the norms of transparency and accountability. The audited accounts present the financial picture of our work in the space of Intellectual Disability.
AUDITOR’S REPORT

We have audited the attached Balance Sheet of “Jai Vakeel Foundation and Research Centre”, Mumbai (“The Trust”) as on 31st March, 2023 and, also the Income and Expenditure Account for the year ended on that date annexed thereto. These financial statements are the responsibility of the management. Our responsibility is to express an opinion on these statements based on our audit.

We have conducted the audit in accordance with standards of auditing generally accepted in India. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining of test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

We believe that our audit provides a reasonable basis for our opinion and report that:

1. We have obtained all the information and explanations, which to the best of our knowledge and belief were necessary for the purpose of the audit.

2. The Balance Sheet and the Income and Expenditure Account under report are in agreement with the books of accounts.

3. In our opinion and to the best of our information and according to the explanations given to us, and subject to our observations in Para 1 above, the said accounts give a true and fair view:

   (a) in the case of the Balance Sheet of the state of affairs of the Trust as on 31st March, 2023 and

   (b) in the case of the Income and Expenditure Account of the excess of the Income over Expenditure for the year ended on 31st March, 2023.

For V V M P & CO
Chartered Accountants
ICAI FRN. 112880W

CA V. Venkatrao
Partner
Membership No. 030916
Place: - Mumbai
Date: - 05th August, 2023
UDIN: - 23630916B&W M8R3852
801, MAHALAXMI CHAMBERS, 22, BHULABHAI DESAI ROAD, MUMBAI – 400 026.
### SCHEDULE - VIII

[ Vide Rule 17 (1) ]

**JAI VAKEEL FOUNDATION & RESEARCH CENTRE**

Registration No. F-235 Mumbai

**BALANCE SHEET AS ON 31ST MARCH, 2023**

<table>
<thead>
<tr>
<th>Funds &amp; Liabilities</th>
<th>As on 31-03-2023</th>
<th>As on 31-03-2022</th>
<th>Property &amp; Assets</th>
<th>As on 31-03-2023</th>
<th>As on 31-03-2022</th>
<th>Amount in Rupees</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Trusts Fund Corpus</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Balance Brought Forward</td>
<td>27,93,32,306</td>
<td>27,93,32,306</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Add: Addition during the year</td>
<td>75,000</td>
<td>1,000</td>
<td>27,93,32,306</td>
<td>5,58,22,468</td>
<td>1,76,36,839</td>
<td>5,35,21,167</td>
</tr>
<tr>
<td><strong>General Fund</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Balance Brought Forward</td>
<td>6,24,37,552</td>
<td>4,82,91,994</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Add: Transfer from Earmarked fund of previous year</td>
<td>-</td>
<td>6,55,912</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Add: Transfer from Income &amp; Expenditure A/c during the year</td>
<td>1,68,26,213</td>
<td>7,92,63,765</td>
<td>1,34,89,646</td>
<td>6,24,37,552</td>
<td>34,049</td>
<td>67,498</td>
</tr>
<tr>
<td>Earmarked Funds : (As per Schedule: 1)</td>
<td>2,75,65,143</td>
<td>2,68,71,141</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Liabilities For Expenses:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Outstanding Expenses</td>
<td>2,63,531</td>
<td>55,03,498</td>
<td>7,92,799</td>
<td>74,58,126</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Salary &amp; Scholarship Payable</td>
<td>52,39,967</td>
<td>66,55,327</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Government Duties</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Provident Fund</td>
<td>72,196</td>
<td>78,196</td>
<td>4,84,597</td>
<td>4,84,597</td>
<td>3,17,001</td>
<td>2,31,731</td>
</tr>
<tr>
<td>TDS, Profession Tax &amp; GST</td>
<td>6,000</td>
<td>4,84,597</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Provisions</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>For Lease Encashment</td>
<td>30,92,905</td>
<td>18,23,698</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Income &amp; Expenditure Account</strong></td>
<td>1,68,26,212</td>
<td>1,34,89,646</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Balance Brought Forward</td>
<td>1,68,26,212</td>
<td>1,34,89,646</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Less: Amount transferred to General Fund</td>
<td>1,68,26,212</td>
<td>1,34,89,646</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Add: Surplus as per Income &amp; Expenditure A/c for the year</td>
<td>63,72,700</td>
<td>63,72,700</td>
<td>1,68,26,212</td>
<td>1,68,26,212</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total (Rs.)</strong></td>
<td>41,86,08,266</td>
<td>40,96,67,030</td>
<td>Total (Rs.)</td>
<td>41,86,08,266</td>
<td>40,96,67,030</td>
<td></td>
</tr>
</tbody>
</table>

As per our report of even date For and on behalf of Jai Vakeel Foundation & Research Centre

For V V M P & Co
Chartered Accountants

ICAI FRN.112880W

V. Venkatrao Rajendra Kumar Kasliwal Dr. Anahita Pandole Archana Chandra
Partner (Membership No.030916) Hon. Treasurer President CEO
Place :- Mumbai
Date :- 06th August, 2023
## SCHEDULE - IX

**[Vide Rule 17 (1)]**

**JAI VAKEEL FOUNDATION & RESEARCH CENTRE**

Registration No. F-235 Mumbai

**INCOME & EXPENDITURE ACCOUNT**

For the Year Ended March 31, 2023

<table>
<thead>
<tr>
<th>Expenditure</th>
<th>Year ended 31.03.2023</th>
<th>Year ended 31.03.2022</th>
<th>Income Year ended 31.03.2023</th>
<th>Income Year ended 31.03.2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Expenditure on</td>
<td></td>
<td></td>
<td>Interest accrued</td>
<td>Realised</td>
</tr>
<tr>
<td>(As per Schedule: 3)</td>
<td>17,10,12,838</td>
<td>13,50,00,077</td>
<td>2,93,182</td>
<td>2,24,60,092</td>
</tr>
<tr>
<td>Expenditure in respect of</td>
<td></td>
<td></td>
<td>Government Grants</td>
<td>7,46,43,978</td>
</tr>
<tr>
<td>properties</td>
<td>33,61,900</td>
<td>24,20,223</td>
<td>&amp; Scholarships</td>
<td>6,08,52,070</td>
</tr>
<tr>
<td>(As per Schedule: 4)</td>
<td></td>
<td></td>
<td>Donations Received</td>
<td>8,14,48,341</td>
</tr>
<tr>
<td>Establishment Expenses</td>
<td>1,93,21,565</td>
<td>1,52,71,579</td>
<td>Other Receipts</td>
<td>7,60,51,205</td>
</tr>
<tr>
<td>(As per Schedule: 5)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Audit Fees</td>
<td>70,800</td>
<td>70,800</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Depreciation</td>
<td>76,69,443</td>
<td>65,93,702</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Surplus of Income Over</td>
<td>63,72,700</td>
<td>1,68,26,212</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Expenditure for the year</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>carried over to Balance Sheet</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total (Rs.)</td>
<td>20,78,09,246</td>
<td>17,61,82,593</td>
<td>Total (Rs.)</td>
<td>20,78,09,246</td>
</tr>
</tbody>
</table>

**As per our report of even date**

**For and on behalf of Jai Vakeel Foundation & Research Centre**

For V V M P & Co

Chartered Accountants

ICAI FRN.112880W

V. Venkatrao Rajendra Kumar Kasliwal Dr. Anahita Pandole Archana Chandra

Partner (Membership No.030916) Hon. Treasurer President CEO

Place : - Mumbai

Date :- 05th August, 2023
**JAI VAKEEL FOUNDATION & RESEARCH CENTRE**

**SCHEDULE TO BALANCE SHEET AS AT 31st MARCH, 2023**

**SCHEDULE : 1**

**EARMARKED FUNDS**

<table>
<thead>
<tr>
<th>Particulars</th>
<th>Balance as on 31-03-2022 (Rs.)</th>
<th>Add: Recd during the year (Rs.)</th>
<th>Total (Rs.)</th>
<th>Less: Utilized during the year (Rs.)</th>
<th>Balance as on 31-03-2023 (Rs.)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Restricted Fund (Fixed Assets)</td>
<td>2,68,71,140</td>
<td>45,37,663</td>
<td>3,14,08,803</td>
<td>38,45,660</td>
<td>2,75,63,143</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>2,68,71,140</strong></td>
<td><strong>45,37,663</strong></td>
<td><strong>3,14,08,803</strong></td>
<td><strong>38,45,660</strong></td>
<td><strong>2,75,63,143</strong></td>
</tr>
</tbody>
</table>

**Restricted Fund**

Donations received with the specific directions for purchase of fixed assets are added to Restricted Fund. Depreciation for the year on such fixed assets funded by Restricted Fund is accounted as Income for the year.
## SCHEDULE TO BALANCE SHEET AS AT 31st MARCH, 2023

**SCHEDULE : 2**

### FIXED ASSETS

<table>
<thead>
<tr>
<th>Particulars</th>
<th>Total cost As On 31-03-2022</th>
<th>Addition during the year</th>
<th>Deletion during the year</th>
<th>Loss on Sale of fixed asset</th>
<th>Total Cost As On 31-03-2023</th>
<th>Total Dep. Upto 31-03-2022</th>
<th>Rate Of Depreciation</th>
<th>Depreciation on Deletion Year</th>
<th>Total Dep. For The Year 31-03-2023</th>
<th>WDV As On 31-03-2023</th>
<th>WDV As 31-03-2022</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Part A - Immovable Property</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Land</td>
<td>2,44,776</td>
<td>-</td>
<td>-</td>
<td></td>
<td>2,44,776</td>
<td>-</td>
<td>-</td>
<td>10%</td>
<td>38,99,785</td>
<td>1,69,50,655</td>
<td>3,50,98,016</td>
</tr>
<tr>
<td>Building</td>
<td>4,86,90,422</td>
<td>33,58,249</td>
<td>-</td>
<td></td>
<td>5,20,48,671</td>
<td>1,30,50,870</td>
<td>10%</td>
<td></td>
<td>38,99,785</td>
<td>1,69,50,655</td>
<td>3,50,98,016</td>
</tr>
<tr>
<td><strong>TOTAL : A</strong></td>
<td>4,89,35,198</td>
<td>33,58,249</td>
<td>-</td>
<td>2,22,23,447</td>
<td>1,10,50,870</td>
<td></td>
<td></td>
<td></td>
<td>38,99,785</td>
<td>1,69,50,655</td>
<td>3,50,98,016</td>
</tr>
<tr>
<td><strong>Part B - Other Fixed Assets</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Electric Fittings &amp; Installation</td>
<td>17,79,194</td>
<td>1,42,744</td>
<td>-</td>
<td></td>
<td>19,21,938</td>
<td>3,04,551</td>
<td>10%</td>
<td></td>
<td>1,61,739</td>
<td>4,66,290</td>
<td>14,55,648</td>
</tr>
<tr>
<td>Equipments</td>
<td>1,05,40,769</td>
<td>19,02,810</td>
<td>-</td>
<td></td>
<td>1,24,43,579</td>
<td>62,00,680</td>
<td>15%</td>
<td></td>
<td>8,60,234</td>
<td>70,60,914</td>
<td>53,82,665</td>
</tr>
<tr>
<td>Vehicles</td>
<td>43,35,818</td>
<td>17,75,600</td>
<td>-</td>
<td></td>
<td>61,11,418</td>
<td>38,51,814</td>
<td>15%</td>
<td></td>
<td>3,38,941</td>
<td>41,90,755</td>
<td>19,20,663</td>
</tr>
<tr>
<td>Computers</td>
<td>64,75,300</td>
<td>9,45,380</td>
<td>29,491</td>
<td>(1,544)</td>
<td>73,89,645</td>
<td>55,18,973</td>
<td>40%</td>
<td>1,544</td>
<td>6,31,686</td>
<td>61,49,115</td>
<td>12,40,530</td>
</tr>
<tr>
<td>Software</td>
<td>59,00,041</td>
<td>15,68,984</td>
<td>-</td>
<td></td>
<td>74,69,025</td>
<td>26,57,481</td>
<td>25%</td>
<td></td>
<td>10,43,644</td>
<td>37,01,125</td>
<td>37,67,900</td>
</tr>
<tr>
<td><strong>TOTAL : B</strong></td>
<td>3,04,81,684</td>
<td>66,14,040</td>
<td>29,491</td>
<td>(1,544)</td>
<td>4,50,64,689</td>
<td>2,08,16,900</td>
<td></td>
<td></td>
<td>1,544</td>
<td>37,69,658</td>
<td>2,45,85,014</td>
</tr>
<tr>
<td><strong>GRAND TOTAL : (A+B)</strong></td>
<td>8,74,16,882</td>
<td>99,72,289</td>
<td>29,491</td>
<td>(1,544)</td>
<td>9,73,58,136</td>
<td>3,38,67,770</td>
<td></td>
<td></td>
<td>1,544</td>
<td>76,69,443</td>
<td>5,58,22,468</td>
</tr>
</tbody>
</table>
## JAI VAKEEL FOUNDATION & RESEARCH CENTRE

### Schedule 3

**Expenditure on objects of the Trust**

**For The Year Ended 31st March, 2023**

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Particulars</th>
<th>Year ended 31-03-2023</th>
<th>Year ended 31-03-2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td><strong>Education</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1A</td>
<td>JVF Schools</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>i Staff Expenses</td>
<td>9,37,17,472</td>
<td>7,65,52,736</td>
</tr>
<tr>
<td></td>
<td>ii Students Expenses</td>
<td>43,06,614</td>
<td>20,78,767</td>
</tr>
<tr>
<td></td>
<td>iii Overheads</td>
<td>13,33,544</td>
<td>9,93,57,630</td>
</tr>
<tr>
<td>1B</td>
<td>Disha Abhiyan</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>i Staff Expenses</td>
<td>77,92,885</td>
<td>47,54,269</td>
</tr>
<tr>
<td></td>
<td>ii Program Expenses</td>
<td>24,90,886</td>
<td>10,76,807</td>
</tr>
<tr>
<td></td>
<td>iii Overheads</td>
<td>11,54,471</td>
<td>1,14,38,242</td>
</tr>
<tr>
<td></td>
<td>Expenditure on Education</td>
<td>11,07,95,872</td>
<td>8,67,95,023</td>
</tr>
<tr>
<td>2</td>
<td>Medical Relief</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>i Staff Expenses</td>
<td>86,13,883</td>
<td>67,57,100</td>
</tr>
<tr>
<td></td>
<td>ii Program Expenses</td>
<td>6,46,643</td>
<td>4,54,256</td>
</tr>
<tr>
<td></td>
<td>iii Medical Camp Expenses</td>
<td>55,22,655</td>
<td>27,63,938</td>
</tr>
<tr>
<td></td>
<td>iv Overheads</td>
<td>3,45,261</td>
<td>1,51,28,442</td>
</tr>
<tr>
<td></td>
<td>Expenditure on Medical Relief</td>
<td>1,51,28,442</td>
<td>1,02,57,358</td>
</tr>
<tr>
<td>3</td>
<td>Other Charitable Objects</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3A</td>
<td>Skill Development Centre</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>i Consumption of Materials</td>
<td>1,00,00,673</td>
<td>62,67,299</td>
</tr>
<tr>
<td></td>
<td>ii Staff Expenses</td>
<td>2,44,59,511</td>
<td>2,06,73,117</td>
</tr>
<tr>
<td></td>
<td>iii Students Expenses</td>
<td>20,13,285</td>
<td>14,29,007</td>
</tr>
<tr>
<td></td>
<td>iv Overheads</td>
<td>15,15,273</td>
<td>3,79,88,741</td>
</tr>
<tr>
<td>3B</td>
<td>Direct Support to IDD Beneficiaries</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>i Overheads</td>
<td>82,314</td>
<td>91,231</td>
</tr>
<tr>
<td></td>
<td>ii Staff Expenses</td>
<td>31,95,963</td>
<td>30,20,290</td>
</tr>
<tr>
<td></td>
<td>iii Students Expenses</td>
<td>14,21,900</td>
<td>47,00,177</td>
</tr>
<tr>
<td>3C</td>
<td>Inclusion Awareness Campaign</td>
<td>1,68,605</td>
<td>33,346</td>
</tr>
<tr>
<td>3D</td>
<td>Support to IDD Champions</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>i Support to other NGOs</td>
<td>18,18,000</td>
<td>21,64,500</td>
</tr>
<tr>
<td>3E</td>
<td>Strategy Development &amp; Program</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Monitoring &amp; Evaluation</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>i Strategy Development</td>
<td>4,13,000</td>
<td>-</td>
</tr>
<tr>
<td></td>
<td>Expenditure on Other Charitable Objects</td>
<td>4,50,88,523</td>
<td>3,79,47,695</td>
</tr>
<tr>
<td></td>
<td>Total Expenditure on Objects of the Trust</td>
<td>17,10,12,838</td>
<td>13,50,00,077</td>
</tr>
</tbody>
</table>
## Schedule 4
Expenditure in respect of Properties
For The Year Ended 31st March, 2023

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Particulars</th>
<th>Year ended 31-03-2023</th>
<th>Year ended 31-03-2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Rates, taxes, cesses</td>
<td>1,58,127</td>
<td>1,57,007</td>
</tr>
<tr>
<td>2</td>
<td>Repairs and Maintenance</td>
<td>12,28,987</td>
<td>10,98,990</td>
</tr>
<tr>
<td>3</td>
<td>Rent for Rural Branch</td>
<td>14,65,037</td>
<td>5,02,680</td>
</tr>
<tr>
<td>4</td>
<td>Garden Expenses</td>
<td>1,52,165</td>
<td>4,32,144</td>
</tr>
<tr>
<td>5</td>
<td>Insurance</td>
<td>3,57,584</td>
<td>2,29,402</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td><strong>33,61,900</strong></td>
<td><strong>24,20,223</strong></td>
</tr>
</tbody>
</table>

## Schedule 5
Establishment Expenses
For The Year Ended 31st March, 2023

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Particulars</th>
<th>Year ended 31-03-2023</th>
<th>Year ended 31-03-2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Overheads</td>
<td>16,20,560</td>
<td>10,70,436</td>
</tr>
<tr>
<td>2</td>
<td>Staff Expenses</td>
<td>1,77,01,005</td>
<td>1,42,01,144</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td><strong>1,93,21,565</strong></td>
<td><strong>1,52,71,579</strong></td>
</tr>
</tbody>
</table>

## Schedule 6
Other Receipts
For The Year Ended 31st March, 2023

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Particulars</th>
<th>Year ended 31-03-2023</th>
<th>Year ended 31-03-2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Contributions &amp; Charges Received</td>
<td>15,18,770</td>
<td>12,42,284</td>
</tr>
<tr>
<td>2</td>
<td>Sale of VTC Products</td>
<td>2,06,25,181</td>
<td>1,28,00,311</td>
</tr>
<tr>
<td>3</td>
<td>Miscellaneous Income</td>
<td>91,352</td>
<td>3,05,888</td>
</tr>
<tr>
<td>4</td>
<td>Non Refundable Students Deposit adjusted</td>
<td>28,350</td>
<td>41,550</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td><strong>2,22,63,653</strong></td>
<td><strong>1,43,90,033</strong></td>
</tr>
</tbody>
</table>
JAI VAKEEL FOUNDATION & RESEARCH CENTRE
Trust Registration No. F-235 Mumbai

SCHEDULE TO BALANCE SHEET AS AT 31st MARCH, 2023

SCHEDULE H

Significant Accounting Policies & Notes to Accounts

(i) Basis of Accounting:

The financial statements are prepared in accordance with the historical cost conversion basis using the accrual method of accounting.

(ii) Use of Estimates:

The preparation of the financial statements in conformity with the generally accepted accounting principles requires estimates and assumptions to be made that affect the reported amount of assets and liabilities on the date of financial statements and the reported amount of revenues and expenses during the reporting period. The Management believes that the estimates used in preparation of the financial statements are prudent and reasonable. Future results could differ from these estimates and the differences between the actual and the estimates are recognized in the period in which the actual amounts are known/materialize.

(iii) Fixed Assets:

All fixed assets are stated at cost less depreciation. Cost of acquisition includes taxes, duties, freight, and other incidental expenses relating to acquisition and installation.

Assets received as donation are not reflected in financial statements.

(iv) Depreciation:

Depreciation is charged on the Written down Value method at the following rates:

<table>
<thead>
<tr>
<th>Asset Category</th>
<th>Rate of Depreciation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Building</td>
<td>10%</td>
</tr>
<tr>
<td>Furniture &amp; Fixtures</td>
<td>10%</td>
</tr>
<tr>
<td>Electric Fittings</td>
<td>10%</td>
</tr>
<tr>
<td>Equipment</td>
<td>15%</td>
</tr>
<tr>
<td>Vehicles</td>
<td>15%</td>
</tr>
<tr>
<td>Computers</td>
<td>40%</td>
</tr>
<tr>
<td>Software</td>
<td>25%</td>
</tr>
</tbody>
</table>

All assets costing individually Rs.5000/- or less are fully depreciated in the year of purchase.
(v) Donations & Grants:

Donations received are recognized as income as and when received, except where the terms and conditions require the donations to be utilized over a certain period. Such donations are recognized ratably over the period of usage and are recorded as Restricted Fund under Current Liabilities. Donations received for any specific purpose are utilized for that particular purpose during the year. Any unutilized amounts from such specific purpose donations at the end of the accounting year are transferred to Earmarked Funds. Donations received with the specific direction that they shall form part of the corpus of the Trust are classified as Corpus Donations and are directly reflected as trust fund receipts in the Balance Sheet. Donations received in kind are not valued or accounted in the books of accounts. The total amount of In-kind donations received during the FY 22-23 is Rs.5,48,600/-. Government Salary Grants are recognized as income on accrual basis, and Other Government Grants are accounted as and when received. Interest on deployment of funds is recognized using the time-proportion method, based on underlying interest rates.

(vi) General Fund:

As per the management’s decision, the accumulated surplus of the prior years has been transferred to General Fund. The current year’s surplus is retained as the credit balance under Income & Expenditure Account.

(vii) Restricted Fund:

Donations received with the specific directions for purchase of fixed assets are credited to Restricted Fund Account. During the year assets worth Rs. 45,37,663/- were acquired out of Restricted Funds. The depreciation for the year on the fixed assets so acquired till date is Rs. 38,45,660/-. This depreciation amount is included in Income & Expenditure Account under (a) Depreciation on the Expense side, and (b) Donations on the Income side. Correspondingly, in the Balance Sheet, the depreciation amount is accounted under the Restricted Fund as utilized during the year.

(viii) Contingencies:

Demand raised by Income Tax TDS circle Rs. 2.49 lakh, subject to rectification.

(ix) Income-Tax

The Trust is registered under section 12A of the Income Tax Act, 1961. Under the provisions of the Act, the income of the Trust is exempted from tax, subject to the compliance of specific terms and conditions specified in the Act.

(x) Previous year figures have been rearranged wherever necessary to correspond to the current year’s classification.

(xi) Apart from the Statutory Audit fees of Rs.70,800/-, the Auditors have been paid Rs. 70,800/- towards other Professional fees.

(xii) Provident Fund outstanding (Employer and employees contribution) for the FY 22-23 is Rs.1,50,402/-. This amount has been outstanding as some of the employees were unable to update their KYC on EPFO portal. The same has since been paid on 13th July, 2023.

(xiii) The late filing fees Rs.10,400 u/s 234E during the FY 22-23 is due to be paid. The same has since been paid on 1st August, 2023.
(xiv) Programme Implementation Expenditure:
The Trust spends its funds on following programs across Maharashtra:

a. Education- Schools for children with Intellectual and Developmental Disabilities (IDD) help students with self-care, communication, knowledge, reasoning, social relationships and productive engagement.
b. Disha Abhiyan- Key activities undertaken are Teacher-training program, implementing standardized curriculum and assessments
c. Medical Relief- Diagnosis and therapy, parent counselling, CRE trainings (RCI certified Continuous Rehabilitation Education for Special Educators), Rural pediatric neurology camps
d. Skill Development- Student career counselling, vocational training center, sheltered workshop, Respite care.
e. Support Services- Residential Services and sponsorship services.

(xv) AS-15 Employee benefits:
(1) **Short term Employee benefits**

All employee benefits payable within twelve months of rendering services are classified as short-term employee benefits such as salaries, Mediclaim, leave encashments and paid annual leave, and are recognized in the Income & Expenditure Account in the period in which the employee renders the related services.

I. The Mediclaim paid during the FY 22-23 is Rs. 4,16,202/-
II. The provident fund contribution of Rs. 32,13,295/- has been paid during the FY 22-23.

(2) **Post-Employment Benefits**- The employees who have completed 5 years of vesting period shall be entitled to receive gratuity. The Gratuity Liability of Jai Vakeel Foundation & Research Centre is being valued and managed by the Life Insurance Corporation of India under Group Gratuity Cash Accumulation Plan. The said gratuity scheme is being executed through a trust created for the above-mentioned purpose by the name of Jai Vakeel Foundation & Research Centre Employees GGCA Scheme Trust.

(3) **Long-Term Employee Benefits**- Provision for leave encashments accumulated till March 2023 amounts to Rs.30,92,905/-

(xvi) AS-19 Leased asset- Jai Vakeel School, Talegaon operated on a leasehold property. The lease is an operating lease as per AS-19 where the lessor conveys to the lessee in return for a series of payment for the right to use the asset for an agreed period of 3 years.

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**As per our report of even date**
**For and on behalf of Jai Vakeel Foundation & Research Centre**

For V V M P & Co
Chartered Accountants
ICAI FRN.112880W

V. Venkatrao
Partner (Membership No.030916)

Rajendra Kumar Kasliwal
Hon. Treasurer

Dr. Anahita Pandole
President

Archana Chandra
CEO

Place:- Mumbai
Date :- 05th August,2023
“It was our pleasure to have you. My duty as someone heading the disability efforts in Civil 20 is to amplify voices of civil society and to applaud the best practices that can be replicated and scaled up. Thank you for all your work, your dedication, and your commitment towards Disability.”

Nidhi Goyal,
Founder and Executive Director, Rising Flame | Steering Committee Member: C20 India | Disability, Gender & Inclusion Expert | Public Speaker | Researcher & Author | Activist and Comedian | Former Global Advisor, UN Women
COME BE A PART OF THE SOLUTION

DONATE / VOLUNTEER / JOIN OUR TEAM / BUY products made by our students / SPONSOR Students / Equipment / Projects / Medical Camps / Medicines / Vocational Training / Events / Festivals

CONTACT US

Jai Vakeel Foundation • Abhyudaya Nagar Housing Colony • Opp. Bldg No. 12 Near Kalachowki Police Station • Sewri Hill • Mumbai 400 033 • Maharashtra • India

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