

ANNUAL REPORT 2020-21



DISHA

A Resource Centre for Multiple Disabilities

Incorporated in Disha Foundation

B.ED. IN SPECIAL EDUCATION (LEARNING DISABILITY)



First Time in Rajasthan

**JOBS
AVAILABLE**
After qualifying the course



**2 Years
Course**

Special Educator in Special School,
Mainstream school following State,
National or International Curriculum.

Private practitioner, Researcher,
consultant, coordinator in inclusive
education set up and mainstream

Affiliated to University of Rajasthan,
approved by Rehabilitation Council
of India

CONTACT US

+91-141-2393319/+91-141-239690

www.dishafoundation.org

disha@dishafoundation.org

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DISHA FOUNDATION GOVERNANCE

Board of Trustees

Mr. Basantt Khaitan
(Chairperson)

Mrs. Mala Khaitan

Mrs. P. N. Kavoori

Dr. Sudhir Bhandari

Mr. Kailash Kanoria

Dr. Ashok Agarwal

Mr. Anand Singhal

Mr. Purushottam Agarwal

Mr. Madhur Khaitan

Governing Council

Padma Shri Ashok Panagariya
(Chairperson)

Dr. D. R. Mehta
(Retd IAS & Social service)

Dr. Jai Krishna Mittal
(Senior Pediatrician)

Dr. A. N. Johari
(Specialist Child Orthopedic)

Dr. Priyamvada Singh
(Development Consultant)

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(Hotels)

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(Sr. Child Specialist)

Mrs. Anuradha Kaul
(Child Education)

Dr. Ajay Data
(Information Technology)

*(All trustees, members of the executive committee and executive director,
are special invitees to the governing council meetings)*

Executive Committee

Mrs. Mala Khaitan
(Chairperson)

Mrs. P. N. Kavoori

Mr. Anand Singhal

Mr. Mahendra Khaitan

Mr. Basantt Khaitan

Mrs. Aparna Sahay

Advisor

Mrs. P. N. Kavoori

Executive Director

Ms. Rainu Singh

A RESOURCE CENTRE FOR MULTIPLE DISABILITIES



VISION

Build an Institute as a 'Resource Center' which is self-sufficient and technologically capable to serve the cause of Intellectual & Learning Disability.



MISSION

- ◆ Improving lives of people with Intellectual & Learning Disability.
- ◆ Academic & Practical Courses for Parents, Teachers & Schools.
- ◆ Advocacy to influence National policies.
- ◆ Collaborating, Partnering and Researching on the cause.
- ◆ Counselling & Enabling parents for ongoing support of their child.
- ◆ Harnessing technology for delivering the above.

From the desk of EXECUTIVE DIRECTOR



As we slowly emerge out of the most hazardous & testing times, I sit to write my 13th message for the Annual Report.

Honestly, I was overwhelmed by the true grit & character demonstrated by all members of the Disha family, in overcoming this sudden assault on our lives & livelihood. Our courageous staff members and teachers had the resilience to light up these dark times with innovative tech-based solutions & methods to teach online to our students with special needs.

As if to symbolize these ascending aspirations, we have firmly used these pandemic times where Disha was not fully operative, to add a third floor of 8500ft of space to our iconic barrier free building for our new endeavor, THE JEYPORE SCHOOL to be launched in 2021.

This will be a world-class facility for Alternate Learning and a dream fulfilled for the Founders of Disha in the field of Learning Disability. Our special thanks to Kotak Mahindra Bank and other major donors, for providing funds for this new venture of Disha Foundation.

Our Governing Council has been headed by exemplary personalities. Our first Chairperson was the highly revered Rajmata Gayatri Devi of Jaipur from 1996 – 2009 when Padmashri Dr Ashok Pangaria took over and guided us till March 2021. Since April 2021, I have immense pleasure to welcome Mr. Rajiv Mehrishi, a person of great eminence, for joining us as the new Chairperson of our Governing Council. Mr. Mehrishi's achievements stand unparalleled as one of the most capable I.A.S. officers. Apart from other positions of great importance, he was the 13th C&AG of India, Vice Chairman of UN Board of Auditors, Home & Finance Secretary of India and Chief Secretary of Rajasthan. We are eagerly looking forward to his wisdom and guidance.

I would like to convey my profound gratitude to each one of our donors who continued their support during these hard times also....

Last but not least, a huge thanks to all our Board of Trustees, Executive Committee and Governing Council members for their insightful guidance to sail us through the tough times that we all have witnessed in the year gone by.

I pray to God for good health to everyone.

Thanking you,
With Best Wishes,
Rainu Singh

CENTRE FOR SPECIAL EDUCATION



The above programme caters to students between 5 to 18 years of age with Multiple Disabilities such as Cerebral Palsy, Intellectual Impairment, Down syndrome, Autism Spectrum Disorder, and many more.

On Saturday, March 21, 2020, the Rajasthan government imposed a lockdown due to COVID-19. On May 4th, Disha reopened for teachers and other staff. As per the government's directions, school stayed closed for children.

Like all other institutions, Disha also started gearing up for online education. The entire procedure was cumbersome because neither the teachers nor the students were familiar with online learning. There were various challenges, the most significant of which was low network accessibility to the parents and attendance of students. These were addressed by regular counselling sessions, online communication with students and their families, and prompt documentation of parent's feedback. The documentation of responses not only assisted us in responding to parent's concerns, but also in implementing and evaluating current trends in the teaching techniques.

Despite the challenges, teachers and students slowly got used to the online platform. Our primary academic group, NIOS (National Open School) has been actively participating in online classrooms on platforms such as MT live, Google Meet, Zoom and others. They have not only acquired the most out of online lessons but they have also learned how to use the internet and computers efficiently.

The CSE core group has also worked on revising and apprising the existing curriculum to update it to become conversant with contemporary educational trends.

◆ Our NIOS group was well prepared to take exams in October 2020 (our first ever online half-yearly examination), and it was conducted successfully. The results were encouraging.

◆ A remarkable achievement is that there was full attendance in all three NIOS classes.

◆ Despite these hard-hitting times, two new students enrolled with us in NIOS "A" and "C" sections.

◆ All students, despite their disabilities and curbs, have appeared for online classes with minimum help from their siblings and parents.

◆ Students from all three sections of NIOS formed Whatsapp study groups for knowledge sharing and learning. Everyone keenly participated in the group.

◆ Teachers are not only focusing on their academic goals but are also encouraging students to participate in physical as well as extra-curricular activities.

◆ Most teachers have actively participated in preparing subject-wise online curriculum to enrich the school's online resource library.

◆ Disha now has its own E-resource library where class-wise content which was imparted to the students during the pandemic. This can be accessed by anyone who is interested.

◆ Now our focus is on organizing and reassembling our work with the help of standardized tools and trackers to ensure better documentation and smooth functioning of the CSE Department.

We sincerely hope that this will help us to standardize and regularize our teaching and learning methodologies.

CENTRE FOR THERAPIES



The Centre for Therapy is akin to all Disha's rehabilitation efforts. The centre takes a multidisciplinary approach, allowing its clients to access the services of all rehabilitation professionals under one roof. Physiotherapy, Occupational therapy, Speech therapy, Aquatic treatment, Equine Therapy, Sensory Integration, and Orthotic guidance are among the disciplines offered by the centre.

PHYSIOTHERAPY

The goal of this unit is to aid in the early detection of health issues in children by employing a number of treatment techniques such as Neuro Development Therapy and Sensory Integration Therapy. The goal of this section is to assist in the early detection of health problems in children and to use a variety of therapy modalities, such as Neuro Developmental Therapy and Sensory Integration Therapy, as early intervention for postural and movement disorders.

Due to current pandemic restrictions, physiotherapy services had to be provided online

this academic year. The therapists offered their services online, with the goal of training and guiding parents and family members to continue the therapies at home. The therapists gave the family members video lectures and online sessions to help them grasp the exercises and motivate them to do them correctly and on a regular basis.

SPEECH THERAPY

Speech therapy had to be adjusted to accommodate the online way of communication. Therapists and counsellors communicate with one another on a regular basis using various internet platforms and channels. Because the children were unable to visit the centre, some of the sessions had to be paused for the time being, while others continued online.

Regular feedback was collected and analysed in order to track progress and identify modifications that needed to be made for improved planning and execution.

CENTRE FOR PRE-VOCATIONAL AND VOCATIONAL TRAINING

Teachers are encouraging students to participate in physical and extra-curricular activities in addition to their academic aspirations. All these goals and objectives are carried out through online method. So far, all weekly and fortnightly plans have included pre-vocational skill development exercises.

Pre-Vocational Training: The training plan was created especially for children aged 14 to 18 years old, with the goal of improving day-to-day abilities such as basic mathematics, reading, writing, measurement, and money-handling in students who have better functional skills than academic skills. Art and craft, kitchen work, needlework, machine handling, and computer abilities are all included in this program. All these skill trainings are conducted via online platforms and video tutorials. It is ensured that each child receives individual attention and makes the maximum growth possible, even when the school is closed due to the ongoing pandemic.

Vocational Training: Vocational Training is for students aged 18 to 25 years who are transitioning to vocational programs. Cooking, stitching, art & craft, and machine handling are the four occupational skills offered by Disha. Students are also given on-job training in order to help them become self-sufficient and integrate into society. It has been extremely difficult for teachers and trainers to transition from online mode for training that requires on-job expertise and practical sessions. Teachers make maximum efforts to maintain contact with students in order to assist them with any problems they may have.



CENTRE FOR HUMAN RESOURCE DEVELOPMENT



Disha's Human Resource Development (HRD) Unit strives to train young professionals in the field of Special Education, assisting them in developing skills and competencies that will enable them to address the special needs and requirements of children with disabilities.

This Unit is responsible for conducting three professional courses:

♦ **B. Ed. in Special Education (Intellectual Disability)**– A two-year course in Intellectual Disability, previously known as Mental Retardation (B. Ed. – I D.) affiliated to the University of Rajasthan and approved by the Rehabilitation Council of India

♦ **B. Ed. in Special Education (Learning Disability)**- A Two year course , affiliated to the University of Rajasthan and approved by the Rehabilitation Council of India

♦ **D. Ed. in Special Education** - A two-year diploma course in Intellectual Disability (D. Ed. – I D.) recognized by the Rehabilitation Council of India.

In addition to these courses, the HRD unit also conducts training sessions to equip special educators and trainees to handle children with special needs:

♦ **Continuous Education Program (CEP)** – This program has a focus on training educators and trainers, to develop skills that would allow them to impart knowledge to special children. Due to the pandemic and changes in education medium, these

programs are being held online, with an emphasis on applying these abilities in an online setting in light of the current situation.

Following online programs were conducted for the teachers, looking at the pandemic situations:

6th July 2020 - Ms. Suman Choudhary, Workshop on TLM preparation for Primary group.

7th July 2020 - Ms Seema Arora, Workshop on TLM preparation for Kitchen & Stitching Unit

8th July 2020 - Ms. Devagya Chouhan, Workshop on TLM preparation for Secondary group

9th July 2020 - Ms. Aradhana, Workshop on TLM preparation for Art and Craft Unit

27th July 2020 - Mr. Virendra Ruhela, Meaning and Introduction of Inclusive Education

28th July 2020 - Dr. Sunil, Diversity in classroom: learning styles, linguistic and socio-cultural multiplicity

29th July 2020 - Ms. Manoo Singh, Barriers to Inclusive Education: Attitudinal, Physical and Instructional

♦ **Continuous Rehabilitation Education (CRE)** – This training event is for special educators from all of Rajasthan's districts. Online training workshops for parents of unique children, volunteers and interns working with Disha, and community-wide

CENTRE FOR HOME MANAGEMENT



Home Management is a program for children and people who are unable to participate in CSE due to a variety of factors and hence enrol in Disha's Home Management program. They used to visit Disha on a regular basis before the pandemic to get guidance and monitor their progress.

Due to the pandemic, fewer children are able to visit the institution, so all sessions and consultations are now conducted online. They are evaluated by a clinical psychologist, who, in collaboration with special educators, therapists, vocational and sports trainers, create an individual need-based home plan for the special child, which is followed by sessions with his or her family to provide psycho education tailored to the child's needs and to develop a meaningful and better learning routine. This programme is available to both local and outstation students.

Home visits and in-person sessions have been suspended due to COVID-19, but frequent counselling and follow-up sessions are being done online to maintain the efficiency of the program.



EARLY INTERVENTION



Disha's latest and unique endeavour is the "Early Intervention Program." This program aims to give services to new-borns and toddlers who are at risk of developmental problems. These services are intended to detect and satisfy the particular needs of children in five key developmental areas: physical, cognitive, communication, social or emotional development, sensory and adaptive development.

Extracurricular activities, such as painting, art & craft, and fun activities, are formulated to stimulate learning and improve student's academic needs. Skill prospects are being organized online to keep children active and in touch with their teachers and curriculum when they have lost physical contact with them and are unable to use the facilities at the centre. To keep the children with special needs in good spirits, the activities are published on Disha's numerous social media platforms.

PUBLIC AWARENESS & ADVOCACY

International Conference



Disha - A Resource Centre for Multiple Disabilities, Jaipur International Conference (Webinar) on “**Recent Developmental Disabilities & Rehabilitation**”.

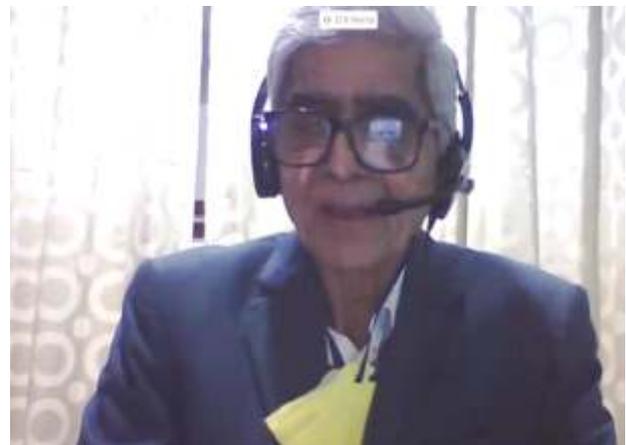
As per the directives of RCI, we organized an International Conference (Webinar) along with CRE Status Program from 3rd December to 4th December 2020 (two days) on “Recent Developmental Disabilities & Rehabilitation” at Disha.

Objectives of the conference:

- ◆ To enhance and upgrade the knowledge of Special Educators so that they can apply it in their teaching practice and increase their skills
- ◆ To update the knowledge of Special Educators with the new concept of cognitive development, introduce them with theories and strategies of cognitive development so that they can apply it in their teaching methods and increase their skills.
- ◆ To upgrade the knowledge and Skills of practicing rehabilitation professionals and other personnel.
- ◆ To exchange the experience and research work to update the professional skills of the many persons engaged in various areas of Disability endeavour including master trainers.
- ◆ To provide a platform to interact and learn from the experts and each other.

Some of the dignitaries that were part of the international conference on Inaugural and valedictory function:

- ◆ Shri Ashok Gehlot (Hon'ble Chief Minister, Government of Rajasthan)



PUBLIC AWARENESS & ADVOCACY

International Conference



- ◆ Shri Thaawar Chand Gehlot (Hon'ble Union Minister for Social Justice & Empowerment, Government of India)

- ◆ Mr. Niranjana Arya IAS (Chief Secretary, Government of Rajasthan)

- ◆ Mrs. Gayatri A Rathore IAS (Secretary, Social Justice & Empowerment Government of Rajasthan)

Padmashri Dr. Ashok Panagariya

- ◆ Padma Shri Mrs. Uma Tuli (Founder, Amar Jyoti Charitable Trust)

- ◆ Mr. Hrishikesh Parthasarthy (Chief Strategy & Program Officer Azim Premji Philanthropic Initiative)

- ◆ Dr. Himangshu Das (Director, National Institute for Empowerment of Persons with Visual Disabilities, Dehradun)

- ◆ Mr. Anand Singhal (Past Chairman, CII Rajasthan & Chairma , Desert Inn)

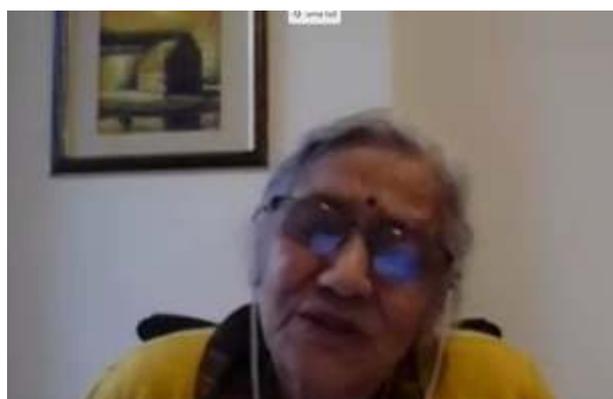
- ◆ Dr. Ashok Gupta (Former Superintendent J.K. Lon Hospital, Jaipur)

- ◆ Mr. Nipun Malhotra (Founder & CEO, Nipman Foundation)

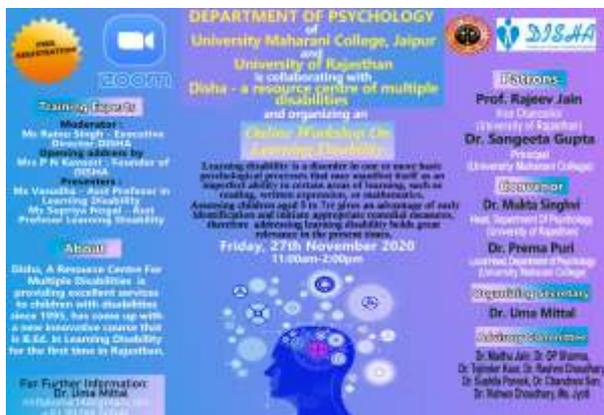
- ◆ Mrs. P. N. Kavoori (Founde Trustee, Disha Foundation)

- ◆ Ms. Rainu Singh (Executive Director, Disha Foundation)

- ◆ Mr. Virendra Singh Ruhela (Programme Coordinator)



EVENTS & CELEBRATIONS



Throughout the academic year, online workshops and webinars were held to keep students, teachers, and staff engaged. The pandemic proved to be incredibly difficult, since the entire globe came to a halt, and it became the new normal. Disha meticulously designed a series of workshops, webinars, and seminars through online platforms such as Zoom, Google Meet, MT Live, etc., to make everyone feel involved, connected and continue to operate as one big family.

1. Dr. Sharad Sharma from Fortis Hospital on "Care for children with special needs during "COVID 19" at Fortis Hospital - Zoom platform Conducted On 22.05.2020
2. Dr. Kartik R. Rao, A renowned Developmental Physiotherapist from Chennai on "Handwriting made easy at "Bangalore - Zoom Platform Conducted On 29.05.2020
3. Dr. Savita Jagawat, Clinical Psychologist on "Behavioral management in special children during COVID-19 at "Mansarovar - Zoom platform Conducted On 04.06.2020

4. Ms. Rainu Singh on "I am because WE are"- A motivational talk at Disha- MT live Platform Conducted On 12.06.2020
5. Dr. M.S Shekh, Physiotherapist on Different Schemes for Persons with Disabilities at Disha- MT live Platform Conducted On 19.06.2020
6. Ms. Bharti Chundawat on "Sensory Diets" at Disha- MT live Platform Conducted On 27.06.2020
7. Dr. S Nanawati, Renowned physiotherapist, former HOD Physiotherapy Dept, SDMH, Jaipur on "Meeting challenges of life" at Disha- MT live Platform Conducted On 03.07.2020
8. Krishnam, story teller and comedian on "Communicate effectively with story telling & humor at Delhi - Zoom platform Conducted On 31.07.2020
9. Dr. D.C. Gupta on "Unlocking of Corona Fear" - A talk by Corona Warrior Conducted On 23.06.2020

OUR PARTNERS IN DEVELOPMENT



Networking

- ◆ AIESEC
- ◆ Approach Autism
- ◆ Bal Bhawan, Jaipur
- ◆ BITS, Pilani
- ◆ Boston University, USA
- ◆ Credibility Alliance
- ◆ First India News, Rajasthan
- ◆ FORHEX, Jaipur
- ◆ Give India
- ◆ Hotel Clarks Amer, Jaipur
- ◆ IGNOU
- ◆ Jaipur Hospital College of Physiotherapy, Jaipur
- ◆ Jaipur Physiotherapy & Occupational Therapy College
- ◆ JECRC University
- ◆ National Trust, New Delhi
- ◆ National Institute of Mentally Handicapped
- ◆ RATAN Textiles, Jaipur
- ◆ Rehabilitation Council of India, New Delhi
- ◆ Rotary Club Jaipur Midtown
- ◆ Social Justice & Empowerment, Jaipur
- ◆ Social Justice & Empowerment, GOI, New Delhi
- ◆ Special Olympics Bharat, Delhi
- ◆ Special Olympics Bharat, Rajasthan
- ◆ TATA CSR Hub
- ◆ World Wide Adventures

Major Donors

- ◆ Kotak Mahindra Bank
- ◆ Krishan Gopal Gungta Pvt Ltd.
- ◆ Bhoruka Charitable Trust
- ◆ Benzo Chem Industries
- ◆ Bajrang Wire Products (I) Private Limited
- ◆ Pandrol Rahee Technologies Pvt Ltd
- ◆ Give India
- ◆ Agrasen Engineer
- ◆ Kamal Developers Pvt. Ltd.
- ◆ Maharaja Sawai Jai Singh
- ◆ Nathmall Jankilal Khitan Charitable Trust
- ◆ Maryle Bone Asset Management Limited
- ◆ Sunanne and Mans Peter Gilg
- ◆ Sarita and Nehal Dhadda Trust
- ◆ Safari
- ◆ B.L. Jatia
- ◆ Kapoor Family, USA

Special Child Sponsors

- ◆ Preeti Seth
- ◆ Seth Madanlal Palriwala Foundation
- ◆ Dhires Saxena
- ◆ Ujjawal Daga
- ◆ Mayur Sudra
- ◆ Aprajita Mehta

GOVERNANCE

Trustee Name	Position	Meeting attended
Mr. Basantt Khaitan	Trustee Chairperson	2/2
Mr. Anand Singhal	Trustee	2/2
Dr. Ashok Agarwal	Trustee	1/2
Mrs. Mala Khaitan	Trustee	2/2
Mrs. P. N. Kavoori	Trustee	2/2
Mr. Purushottam Agarwal	Trustee	1/2
Mr. Kailash Kanoria	Trustee	1/2
Mr. Madhur Khaitan	Trustee	2/2
Dr. Sudhir Bhandari	Trustee	1/2

- ◆ Except three, none of the Trustees are related by blood or marriage.
- ◆ During the period two trustee meetings were held. In annual meeting dated 30/03/2021, 5 trustees participated. The annual accounts for F.Y. 20-21 and budget for FY 21-22 and appointment of auditors was approved.

Transparency Disclosures

- ◆ Disha Foundation is a Registered Trust.
- ◆ For Disha, 2 Governing Board and 3 Executive Committee meetings were held in F.Y. 20-21.
- ◆ Bankers are State Bank of India, Shyam Nagar Branch, Jaipur 302019
- ◆ Auditors are Jain Shrimal & Company, 62, Gangwal Park, M. D. Road, Jaipur302004. Disha follows the audit related process whereby the statutory auditors are appointed in annual meeting and their remuneration is also fixed. The Auditor report & financial statements are passed in the annual meeting.
- ◆ Disha Foundation complies regularly with statutory requirements of Income Tax Act and Foreign Contributor (Regulation) Act.
 - ◆ Income Tax Registration, under section 12A: Income Tax Officer Jaipur अ.आ./वसूली/धारा 12 अ (अ) / 116/95-96/789 dt. 31-07-1996. PAN : AAATD2135P. TAN : JPRD02565D. All contribution to Disha Foundation is exempt under section 80G of the Income Tax Act vide certificate Nr.: अ.आ.1/अ. (तक. व.न्या) / 80 जी / जय / 2008-09 / 675 dt. 25-07-2008.
 - ◆ FCRA registration No. : 125560101 Credibility Alliance Registration No. : CA/22/2016.
- ◆ No remuneration, sitting fees or any compensation was paid to any trustees except to the Advisor – Disha @ Rs. 50,000/- per month. No travel reimbursement has been made to any trustees for attending meetings. Total cost of international travel by all personnel and board members during the year is nil. Total cost of national travel by all personnel during the year is Rs. nil. Remuneration of the highest paid staff members are Rs. 1,07,250/-. Highest paid person is Operational Head – Ms. Rainu Singh. Remuneration of the lowest paid staff members is Rs. 6,075/- per month.

Staff according to salary levels as on 31/03/2019

Slab of gross salary plus benefits (Rs per month)	Male (Nos)	Female (Nos)	Total (Nos)
<5000	0	0	0
5,000 - 10,000	6	8	14
10,000 - 25,000	10	16	26
25,000 - 50,000	4	1	5
50,000 - 1,00,000	0	2	2
1,00,000 >	0	1	1
Total	20	28	48

FINANCIALS



Balance Sheet

As on 31 March 2021

PARTICULARS	31.03.20	31.03.21
Assets		
Fixed Assets	167.69	293.05
Investment	416.10	450.74
Cash and Bank Balances	62.61	255.03
Other Current Assets	41.02	25.40
Income & Expenditure A/c Balance	-	-
Total	687.42	1024.21
Liabilities		
Corpus Fund	145.32	150.32
General Fund	344.93	344.93
Capital Assets Fund	102.57	388.88
Current Liabilities & Provisions	41.75	66.73
Income & Expenditure A/c Balance	52.85	73.36
Total	687.42	1024.21

INCOME & EXPENDITURE

For the year Ended on 31 March 2021

Income	31.03.20	31.03.21
Internal Sources	97.23	73.67
Donations from Indian Sources	32.16	22.85
Grants from Indian Sources	22.08	0.00
Donations from International Sources	8.05	2.82
Other Income	38.38	41.95
Deficit/Surplus	(21.79)	(20.52)
Total	176.11	117.95
Expenditure		
Programme	129.33	77.75
Management and Administration	34.64	29.46
Other Expenses	12.14	10.74
Total	176.11	117.95

FINANCIALS



RECEIPTS & PAYMENTS ACCOUNT

For the Year Ended on 31 March 2021

Receipts	31.03.20	31.03.21
Opening Balance	22.43	62.61
Internal Sources	84.18	78.67
Donations from Indian Sources	38.47	19.12
Grants from Indian Sources	22.08	0.00
Donation from International Sources	8.05	2.82
Other Receipts	156.28	325.40
Total	331.49	488.62
Payments	31.03.20	31.03.21
Capital Items/Assets Purchased	33.51	109.38
Purchase of Investments	45.00	13.00
Loan and Advances	28.24	3.25
Other Payments	162.13	107.96
Closing Balance	62.61	255.03
Total	331.49	488.62

UNTIRING HANDS

A SUCCESSFUL
TEAM IS A
GROUP OF
MANY HANDS
AND ONE MIND





DISHA

A Resource Centre for Multiple Disabilities

Incorporated in Disha Foundation



Nirman Nagar-C, Jaipur - 302019, Rajasthan, India.

Ph. : +91-141-2393319, Fax : +91-141-2391690

E-mail : disha@dishafoundation.org, Website : www.dishafoundation.org

<http://vimeo.com/37661270>