



APAAR Annual report 2015-2016

Letter from the Founder

OUR MISSION

We are delighted to welcome you to Apaar's annual report for 2015-16- in the works for some months and coming out just

on time for our three and a half year anniversary on September 25, 2017

Apaar was launched on the 25th March 2014 in a house in Model Town that we had rented just the day before. We started with 5 young adults on our rolls, and are happy to report we have since placed one in housekeeping in a local hotel, and are ready to launch our organic kitchen garden on our premises. We have been donated funds for an organic orchard to start gardening in Oct 2017

A total of 18 adults with autism and other intellectual disabilities have attended our Day program / vocational centre since inception.

About AUTISM: (In a box)

Autism is a lifelong disability affecting three major areas: (1) **communication** (e.g. absent/limited language skills), (2) **social interaction** or interacting with people around us (e.g. lack of interest in socializing with others) and (3) **repetitive behaviors** (e.g. preference for engaging in the same kind of behavior; they like **sameness** in their environment and behavior). Autism is a very broad category, which means that there are people with autism who might be very different from each other despite having similar symptoms. E.g. some people with autism develop language completely, some speak a few words and some are almost completely without spoken language.

APAAR- OUR MISSION

We see that persons affected with intellectual disabilities are either home bound, being perceived as a burden to family, or in institutions that are ill equipped to help them realize their full potential. They live life without being able to exercise every human's universal right – the pursuit of happiness.

The objective of creating Apaar was to ameliorate the quality of life of these special young adults.

Summing up in one sentence- we have resolved to help this group of people, who are often marginalized not just by society but often by their own families, attain the simple goals of

a) the pursuit of happiness, which is the right of every human being and

b) a dignified existence with an optimal degree of self-reliance.

We have learnt from our students as we have instructed them—patience, calm, forbearance and obedience in the face of difficult challenges they face daily. Such challenges would have most of us give up and lose our bearings. We salute them.

I would like you to imagine this for a moment:

You are in a gathering where you cannot talk. People talk above, through, around and even about you. You are ignored like a piece of furniture. Imagine now that you are trying to communicate and making some noises. People are frightened. Someone remarks

(and this happened to a client accompanying his mother for an eye check up visit) : “ Is it not possible to leave him home with someone ? ”

Societal lack of awareness, apathy, stares --- families too hassled to take you out to eat or just out for a drive. And you love eating out, going out for drives, dancing at weddings.

We advocate for you, give you a safe, aesthetic environment to interact with your peers, go on monthly outings, train in activities of daily living , societal etiquette. You all work together, make products designed by a designer of national repute. You earn Rs 5000 each festive season, with the

potential for more if APAAR had more resources to search for the right raw material.

You get offered a job as an office boy in an industry. You will have a salary.

You enrich our lives here at APAAR. You bring energy and joy to our days.

We are grateful.

We urge more community support for this crucial project funded by a small family trust.



Never doubt that a small group of committed people can change the world. Indeed, it is the only thing that ever has.

Margaret Mead

Navneet Bhullar ,MD.

APAAR thus far

APAAR was established in March 2014 in a room in a rented house in Model Town, Jalandhar. Few weeks later we moved to a two storeyed shop in Chhoti Baradari which the owner kindly provided us rent free until July 2015.

We moved to the Punjab Institute of Medical Sciences on 16 July ,2015 , thanks to the benevolence of their Director , Dr Kanwaljit Singh and the managing Committee. We are on the fourth floor with a 270 degree view through glass windows that fully cover two sides.

It has given us a spacious and aesthetically pleasant area to work in. Some of our clients like to stand by the windows enjoying the views. At the time of writing this, we have launched a kitchen garden project- in sacks under the ample windows. Gardening, like music, is therapeutic to those who live with autism.

We also have close proximity to the PIMS psychiatry department with whom we have collaboration for medical management of our clients as needed.

APAAR is a registered NGO, with Section 12 A and 80 G exemption certification under the income Tax Act

We are also registered with the Persons with Disability Act and will be applying for FCRA (Foreign Contributions Registration Act) in Oct 2017 when we complete three years after registration as a public trust.

Autism is one of the intellectual disabilities among many. Intellectual disability (ID) is the current terminology used for persons affected with mental retardation.

We see that persons affected with intellectual disabilities are either home bound, being perceived as a burden to family, or in institutions that are ill equipped to help them realize their full potential. They live life without being able to exercise every human's universal right – the pursuit of happiness.

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Summing up in one sentence- **we at APAAR have resolved to help this group of people, who are often marginalized not just by society but often by their own families, attain the simple goals of**

- a) the pursuit of happiness, which is the right of every human being and**
- b) a dignified existence with an optimal degree of self-reliance.**

***APAAR* staff members**

We are fully staffed as follows:

Manager for supervision, liaison and fundraising

Three special educators with RCI (Rehabilitation Council of India) diplomas in Special Education

Office assistant for assisting under supervision

Office boy (one of our clients who is 21 year old)



SHELTERED WORKSHOP

APAAR started as a day centre where adults with autism and other intellectual disabilities come to work and train in activities of daily living.

Our hours are 9 am to 3 pm all days except 10 holidays, Sundays and second Saturdays. This is NOT a school with summer or winter break.

It is a workplace cum recreational area to serve the whole person while training him for livelihood generation when possible.

Our clients are handicraft artisans.

They also have daily recreation time exceeding one hour out of the six they spend here daily : cricket, football, Frisbee, indoor treadmill, stationary bike , swing, and boxing area , walking in the complex amidst trees and nature

They choose what they wish to do, they may just sit on benches and relax if they please. At the end of the day (2.15 to 3 pm,) they can play tabletop



games, play the hand musical instruments , sit on the swing or lie there and nap, sing and dance, or massage their friends' backs with wooden rolling massagers We do make sure we minimize elevator use. We are located on the 4th floor and staff and clients use the stairs or ramp for better fitness and health.

Three days a week is designated cooking time- when they make sandwiches and bhelpuri, mix drinks like lemonade, or shell peas .

Our centre in APAAR is a sheltered workshop where we design and make products to sell in the market, the major part of the profits going to the clients, with a small percentage going to staff who work with them . They are now artisans in our sheltered workshop- weaving, beading (wall hangings and windchimes) and pottery painting.

We have also started looking at outsourcing the finishing of some products – for instance making diaries and scrap pads with covers made of greeting cards painted by clients.

The goal is to make a niche handcraft product for the market, spreading from local to national and even international online as we expand.

In the festival season Oct to Dec 2016, we made a total of Rs 50,576 in sales of products from our sheltered workshop.

Breakdown:

1. Sales Oct 17 to Oct 29 2016 :

In APAAR's annual Diwali sales in the PIMS and outside Gita Mandir Model town, we made **total of Rs 34,155**. As these items were made by our trainees, those who made them (4 clients) got Rs 7000 each - their earning for the year. the remainder was staff bonus (Rs 1000 each for 4 staff members). Rs 2000 were used for APAAR expenses.

2. Collected **total cash Rs 16, 421** plus Rs 35 or so in donations and sales at Nov 14, Nov 27, Dec 4, Dec 22, Dec 24 and Jan 8 different events stalls --- Gurpurabs , Cambridge schools Dec 22 and Dec 24, Art of Living Lohri festival Jan 8. This will be added to sales for Festival season 2017.

This was a major milestone for our sheltered workshop that we are justly proud of. Our goal of providing livelihoods and dignity started being realized in 2016, and we are confident that this is only the beginning.

OUTINGS program March 2015 to date

The outings besides serving the important role of recreation are also a means to sensitise the community to interact with specially abled adults and employ them .

From Rangla Punjab, an exhibit –recreation area highlighting Punjab’s rich cultural heritage, with food served in the traditional style, to Science City, Kapurthala, we have visited and enjoyed several outings since we started our outings program in March 2015 with the generous contribution of Rotarian Sandeep Sharma of Gagandeep Transport Service. He has been providing us a bus free of charge every month March 2015 to March 2017. We have enjoyed outings to the following places thus far, some more than once:

1. Rangla Punjab
2. Nirvana Kang Resort (near Hoshiarpur)
3. Science City, Kapurthala

4.



Kanjali Lake, Kapurthala

5. Jahangir Qala near Nakodar
6. Jawahar Park, Jalandhar Cantt



7. St Mary's Cathedral along with Go karting park, Jalandhar Cantt
8. Lovely Professional University, Phagwara
9. Gurdwara Talhan Sahib, Jalandhar
10. Devi Talaab temple, Jalandhar

Awareness events : sales and Fundraising

1. Punjabi Musical evening World Autism Day 2 April 2016

To commemorate World Autism Day, APAAR in collaboration with Rotary Club, Jalandhar City organized a Punjabi Musical evening in KL Saigal Memorial Hall, Jalandhar on Saturday, 2 April 2016.

The goal was to raise awareness in communities, and bring to light the plight of affected persons and their families while instilling empathy .



Our press note for the day read as follows (some excerpts):

Funds raised with ticket sales will be used by APAAR to work towards their goals -- they have identified 55 affected adults in Jalandhar city alone. But limited resources means only a fraction can be helped at this time.

The lamp to inaugurate the event was lit by Rotarians Parvinder Jit Singh , Dr US Ghai, Narinder Pal Singh, Barjesh Singhal and Nitin Mittal.

APAAR cannot work without community support—and that's why we are here this evening. We want to serve more adults – we have 53 others identified in

'अपार' संस्था समाजसेवा की पेश कर रही है अनूठी मिसाल: श्रुति थुवला

समाजसेवी संस्था 'अपार' की तीसरी वर्षगांठ पर रेडक्रॉस भवन में समारोह का भव्य आयोजन



अपार की तीसरी वर्षगांठ के आयोजन में जालंधर के रेडक्रॉस भवन में आयोजित समारोह में वक्ता श्रुति थुवला ने 'अपार संस्था' की स्थापना के अर्थ में समाजसेवी संस्था 'अपार' की तीसरी वर्षगांठ पर रेडक्रॉस भवन में समारोह का भव्य आयोजन

श्रुति थुवला और उनके साथी

'अपार' संस्था की स्थापना के शिवांग लीगों में भर रही है नूर: डा. नवनीत कौर भुलार

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डा. नवनीत कौर भुलार 'अपार' संस्था की स्थापना के शिवांग लीगों में भर रही है नूर



अपार संस्था की स्थापना के शिवांग लीगों में भर रही है नूर: डा. नवनीत कौर भुलार

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*optimum student teacher ratio without compromising quality of care.
Our resources are limited.*

Singers Kamal Grewal, Gurnam Bhullar and Ashu Koti entertained the audience .

We did not get the promised singers and the event was not a big draw.

2. APAAR anniversary celebration 31 March 2017 at Red Cross Bhavan, Lajpat Nagar, Jalandhar

Mrs Shruti Shukla, wife of Police Commissioner was the chief guest at this event, which was also attended by families of clients, as well as donors and supporters of APAAR. Red Cross volunteers who are prominent members of Jalandhar's civil society were also present. Parents of our specially abled clients were honoured for their commitment and support.

Donors were honoured with plant saplings in planters finished by APAAR clients at the workshop as well as beaded products and clay tea light holders, our most hot selling item.

Music performances were directed by Diva Jaitley, and clients played on musical instruments of their choice.

We got good press coverage of the event.

3. Diwali stalls :

The 10 days before Diwali, we hold a similar event each year as we did in Oct 2016. APAAR stalls are installed in the Punjab institute of Medical Sciences main OPD reception area.

Outside Gita Mandir, Model town, Jalandhar on 29 Oct 2016 , the occasion of Dhantaaras (when there was a large gathering of followers) ,we had an APAAR stall .

4. On Nov 14, 2016, on the occasion of Guru Nanak Dev ji's birthday, there was an APAAR stall outside gurdwara Model Town, Jalandhar.

5. On 4 Dec 2016, we had an awareness event in Gurdwara Nauvi Patshaahi, Guru Tegh Bahadur Nagar, Jalandhar on the occasion of the martyrdom day of Guru Tegh Bahadur ji. The congregation were told about what we do, our products were displayed and sold. We gathered a few regular donors there.

APAAR was honoured

6. Cambridge Girls' and Cambridge International Schools, Jalandhar had their annual fetes: Dec 22 and Dec 24, 2016.

APAAR was a participant

7. Art of Living Lohri



celebration in Rana Hospital grounds on Jan 8, 2017.

We then arranged to employ the same young man in the PIMS laundry. The PIMS Director and Medical Superintendent gave permission and the trial started in Oct 2015. However after the initial period of work, after our staff member, a special educator stopped going regularly to the laundry ,the other workers started to treat our client with kid gloves, feeding him their own food and not giving him much work.

The Medical Superintendent also changed, and the upheaval in the department prevented pursuing this with our then limited staffing and we had to hold off for some time.

This will be resumed as soon as we have adequate staffing. In the interim, this client who enjoys cleaning, dusting and getting tea for staff is employed at APAAR as office boy and paid Rs 500 a month, which he loves getting. He takes pride in buying his father petrol for his scooter with the money- a small but highly significant step; a leap for the specially abled in Punjab.

TRAINING AND HR DEVELOPMENT



1. Vidyasagar, Chennai training

Vidyasagar is an established institution in Chennai, working with children and adolescents with intellectual disabilities and cerebral palsy for over twenty years. It was formerly called The Spastics Society of India. From July 25 to 28, 2016, three special educators travelled from there to APAAR for a workshop for special educators and parents where goals were set, training

techniques revised and honed , and new products introduced with adaptations for simplification.

We improvised on schedules and teaching methods, and learnt weaving with a cheaper loom made to order by a local carpenter. Using old turbans to make strips of cloth to weave mats was an innovative and environment friendly task we undertook until Aug 2017, when we could not find a suitable tailor with a professional work ethic to finish our mats for us.

2



Applied Behavioural Analysis training

Abby Weisleder and Ashley Freimanis , two counsellors and behavioral therapists from Malvern, PA, USA did four Skype workshops with us from Dec 2016- Jan 2017 on behavioral management through Applied Behavioral Analysis. They have been available for questions and with new staff, we will do a refresher series later this year in Dec 2017 again.

3 .*Design development workshop*

On 7 March 2017, Maulshree Garg, an independent product



designer
and marketing advisor from Dehradun, conducted a design
development workshop in APAAR.
She advised us to paint pottery with new designs, and more
beading products with the aim of making a niche industry of
beading designs. Our clients enjoy beading.

We expanded our beaded products beyond door hangings and key chains, which we have been making since 2014 , to windchimes of 2 different designs, to possibly expand to dream catchers per raw product availability . We subsequently started making windchimes in summer 2017, and had success selling them in the Diwali and Gurpurab sales exhibitions in Oct 2017.

We are working with local potters to make products suitable to market demand . Three new small planter designs by us are currently under manufacture by them.

We continue to search for a potter who will work on site to shape mud and make designs in the hotter weather, this being therapeutic occupational work for clients.

4. *Ethics training workshops*

Periodically through the year, our staff receive ethics training by Naureen Bhullar, PhD, a US trained developmental psychologist currently working in the Behavioural Lab in the Indian Institute of Management, Bangalore. We had a session each in Sep and Dec 2016.

APAAR's Code of Ethics is prominently displayed at the entrance to our work area.

5. *Devereux Advanced behavioural Health conference on autism Sep 30, 2016*

Attended by Navneet Bhullar , this one day conference in Wilmington, Delaware, USA discussed , among other topics, the current methods of training young children and adults with autism, and the National Autism Project' s ongoing work, including a document on published evidence based

interventions for parents to read and raise their own awareness.

Devereux Advanced Behavioral Health is one of the largest and most advanced behavioral healthcare organizations in the USA. They have a unique model that connects the latest scientific and medical advancements to practical, effective interventions in the treatment of behavioral health.

They were founded in 1912 by one of the first pioneers in the field, Helena Devereux. Today, Devereux a national nonprofit partner for individuals, families, schools and communities, serving many of the most vulnerable members of our society in areas of autism, intellectual and developmental disabilities, specialty mental health, and child welfare.

6. *Leadership in Mental Health Course 16 to 27 Nov 2015 , Panjim, Goa*



Our founder Navneet Bhullar attended this course to help further our objectives and mission. Designed and run in collaboration with the London School of Hygiene and Tropical Medicine and King's College, London, the course has been designed for people committed to improving care for those with mental disorders and promoting their human rights, particularly in settings where mental health resources are scarce. Prior expertise in a clinical specialty related to mental health is not essential.

Since its inception, the course has hosted over 230 participants from around the world, including Nepal, Afghanistan, Sri Lanka, Vietnam, Germany, Canada, Japan, Brazil, Peru, China, Zambia and Kenya. Participants have included mental health practitioners, researchers, policy makers, persons affected by mental health problems and advocates.

There was occasion to learn from mental health organizations in India doing similar work such as SCARF and BALM, both in Chennai, Sangath based in Goa, Anjali, in Kolkata and others.



SOCIAL MEDIA

APAAR has had a Facebook page since inception in 2014.

We are now updating our Facebook page daily

<https://www.facebook.com/pages/APAAR/251480601704417>

We have 1062 likes and 1052 followers at the time of writing this.

However we have not found any donor support through FB yet.

Our donors in the list above found out about us mainly through the founder's Rotary Club talks and exhibitions and stalls in the PIMS lobby and outside religious places at festival time.

Few relatives and friends of clients have come forward. Notably, out of 8 clients who attend our sheltered workshop at present, two are unable to contribute anything, one is paid a salary Rs 500 per month as office boy.

The APAAR website was started in Oct 2015 by an APAAR friend in the USA. However it was not accessible by google search and was abandoned few months later.

We do not have any website at the moment and invite friends of APAAR to make and maintain an APAAR website .

The proposal is to link it to paypal or for direct online donations .

We have an APAAR whatsapp groups we post messages on, and parents' Whasapp group to announce achievements and events.

In addition our email listserv has 150 addresses of individuals who have expressed interest in our work. We use this to raise funds and announce important milestones.

THE FUTURE

CBR (Community based Rehabilitation)

We have identified 54 young people who are intellectually disabled within Jalandhar City alone.

Once funds are available, we plan to have a team comprising a special educator, , an assistant and driver do home visits for instructions , advice and updates.

We could assist groups of individuals to set up a cottage industry like enterprise for income generation if families are willing and able to assist. We have seen this model in Chennai supported by Vidyasagar.

Some identified persons have co-existing psychiatric diagnoses and we will also need to collaborate with Civil Hospital or another organization with psychiatrists to train laypersons .

COMMUNITY EMPLOYMENT

The plan has also been to employ those who can in factories and laundries. Two hand tool factories (Rajhans International and Hemco Ispat) had agreed to employ three of our clients in March 2015 but we have not had adequate human resources to work on that yet. It requires one person deployed in this pursuit at most times, as people are not used to employing specially abled workers. The owners do not need persuasion once they are sensitised and educated and given examples of what is happening in other cities in India. However, the supervisors and workers need intensive sensitization and training, so we will have to adopt a community outreach method that an NGO like ours (MUSKAAN) has done in New Delhi. We have met with their staff who place their clients in the hospitality industry. I have attended their meeting in New Delhi with families of Muskaan's clients interested in being placed, and requested they do similar training for us. They are more than willing.

APAAR's founder also spoke with some representatives of Sports Industries and Nivia Sports had agreed to hire one of our clients as office boy in 2014 . However, his family could not arrange for his transportation to the premises of Nivia Sports in the Kapurthala Road area.

MUSIC Therapy

In the three plus years we have existed, we have not been able to find a music teacher to volunteer an hour or two a week . Compassion, commitment and consistency is the need—we have not had any qualifying candidates so far.



Music therapy is known to help communication and calmness among persons who live with autism.

National Trust Registration

With this annual report, and now three years after our inception, we are ready to register with the National Trust which will give us legal prowess to assume guardianship of the specially abled when necessary.

It will also give us access to obtaining medical insurance for our clients through the Niramaya health insurance scheme- which covers up to Rs one lakh a year in medical expenses. The scheme is for a free if family income is upto Rs15000 per month, and a payment of Rs 250 pm for higher income groups.

Academic partnerships

Our founder Navneet Bhullar, MD is now faculty at the University of Pennsylvania Hospital .

She is currently working on forging partnerships to study outcomes in our cohort of clients , and improve upon them in a scientifically rigorous manner.

We are also exploring this way for partnering with similar agencies in the USA and elsewhere, exchanging ideas and expertise to move towards making APAAR world class in the execution of its mission and goals. Improving the quality of life of this hitherto neglected populace is the bottomline.

DONORS

In kind :

Dr Ravi Purewal , Sports Goods Foundation of India

Pooja Arora

Harish Gupta

Dr Yash Mitra

Dr Harshdeep Joshi

Taranjit Kaur Mandher

Irwinder Mangat

Rotarian SPS Grover

Rotarian US Ghai

Rotarian Narinderpal Singh

Rotarian Barjesh Singhal

Rotarian Wing Commander Amarjit Singh

Rotarian Dinesh Singh

Rotarian Seema Sondhi

MGN Public School, Urban Estate phase 2 , JALANDHAR.
(Principal Jatinder Singh, Trustee Mr Pasricha)

McDonald's restaurant, GT Road, Oppo Viva Collage Mall, Jalandhar Cantt.

DONORS

(until March 31, 2017)

In cash :

Sarbat da Bhala , Doaba region (monthly contributor)

Divya and Rajesh Kharabanda

Neera Mahajan, Leisure Sports, Jalandhar * (monthly contributor)

Gagandeep Kalsi

Dr Shubha Sharma *

Dr Navdeep Singh

Dr Rajan Chopra (sponsored Vidayasagar Training July 2016)

Gurdwara Singh Sabha, Urban Estate Phase 1 (annual contributors)

Barinder Kalsi

Harish Gupta

MGN Public School, Urban Estate phase 2
(Principal Jatinder Singh, Trustee Mr Pasricha)

Mrs Rajdeep Gill

Guneeta Sethia

Amarjit Kaur

Dr Arun Walia

Dr Vijay Mahajan

Dr Himanshu Sareen

Dr Sushma Chopra

Babli Kaur

Dr Gurmeet Anand

Dr Navdeep Singh

Dr Yash Mitra

APAAR Public Trust Registered 14 Oct
2014 H 582288
Trustees
Ravneet Bains (managing
trustee)
PAN number AAETA5007D

Account name : APAAR

**Name of the Bank – State
Bank of India**

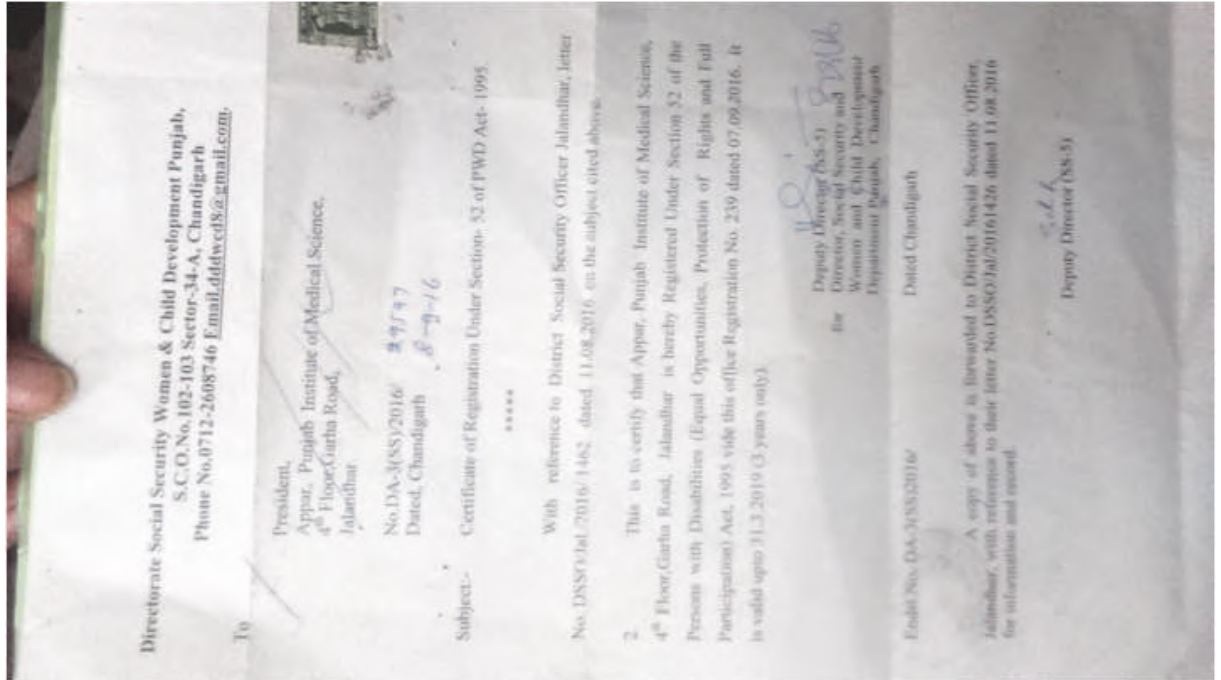
**Address of the Bank – NRI
Jalandhar, 917-918 G T
Road, Near Bus Stand**

**Branch Code
- 5832**

**IFSC Code
- SBIN0005832**

80G exemption for donors

Section 12 A exemption from Income Tax



PWD Act 1995 : APAAR registered
7 /9/2017
(in 2017 this became the Persons with
Disability Act 2016)

APAAR Advisory Committee
members :

Pooja Arora
Dr Surinder Grover, MD
Dr Yash Mitra, MD
Dinesh Singh

