

Altering Perceptions of Autism & Assisting in Rehabilitation



Annual Report 2016-2017

Apaar - Changing the Landscape



APAAR Public Trust Registered 14 Oct 2014 H 582288

Trustees:

Davinder Pal Bhullar Ravneet Bains (Managing Trustee)

PAN number AAETA5007D

BANKING INFORMATION

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,

Jalandhar

Branch Code : 5832

IFSC Code : SBIN0005832

Bank A/c No. : 34701505276

80 G exemption for donors

Section 12 A exemption from Income Tax

PWD Act 1995: APAAR registered 7/9/16

(now the Persons with Disability Act 2016)

Letter from the Founder

We are delighted to welcome you to Apaar's annual report for 2016-17- 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 fruit orchard to start gardening in Oct 2017

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

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 have had challenges and barriers - the chief one in the Punjab of today is quality human resources. Our work is unique, and finding someone who has managed a disability organization is

crucial and not easy by any means. Punjab is lagging severely in this field. The motto needs to be DIGNITY NOT CHARITY.

Parental fatigue and apathy prevents help seeking.

Other children take priority in these academic competition driven times.

Without a dedicated social worker cum counsellor, we have been unable to adequately address this barrier.

Philanthropy is not in the cultural mindset here. Families of our clients can make a voluntary contribution but are not charged – that would defeat our purpose.

We urgently urge more community support.



Despite these hard challenges, we at APAAR move forward with confidence for we have made a historical start.

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

Margaret Mead

Please visit us – we would like you to meet our delightful clients- supreme human beings who inspire us each day.

Wishing you all joy, **Navneet Bhullar,MD.** Sep 25, 2017

ABOUT AUTISM



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



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

They choose what they wish to do, they may just sit on benches and relax if they please.

complex amidst trees and nature

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.

NUMBERS THAT MATTER

A major milestone for APAAR : our goal of providing livelihoods and dignity realised

OCT 17 TO 29, 2016

APAAR annual Diwali sales (PIMS lobby and Gita Mandir, Model Town, Jalandhar

TOTAL SALES: Rs. 34,155

Paid as earnings to 4 clients: Rs 7000 each

APAAR expenses used from above: Rs 2000

Trainer bonus: Rs 1000

APAAR GURPURABs and Cambridge school fete sales Nov 14, Nov 27, Dec 4, Dec 22, Dec 24, 2016 Lohri festival Art of Living Jan 8 2017

TOTAL SALES: Rs. 16,421

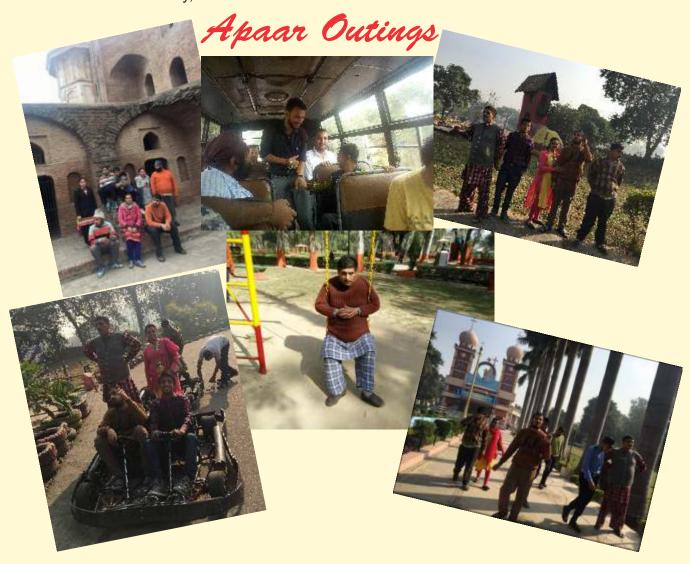
(to be added to Festival season 2017 numbers for earnings distribution)

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
- 11. FC Sondhi Factory, Suranussi





Apaar Outings





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.



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 Jalandhar City alone. At present we have nine trainees as we cannot exceed an 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.

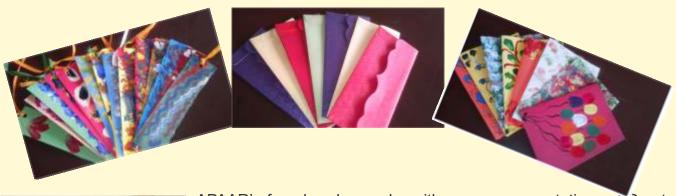


COMMUNITY EMPLOYMENT

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 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.

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,

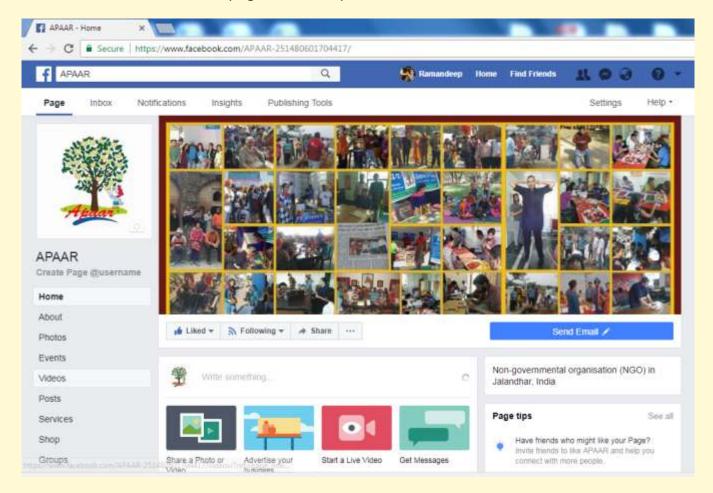


including Nepal, Afghanistan, Sri Lanka, Vietnam, Germany, Canada, Japan, Brazil, Peru, China, Zambia and Kenya. Participants have included mental health practitioners, researchers, policy makers, persons affected by mental health problems and advocates.

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 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.

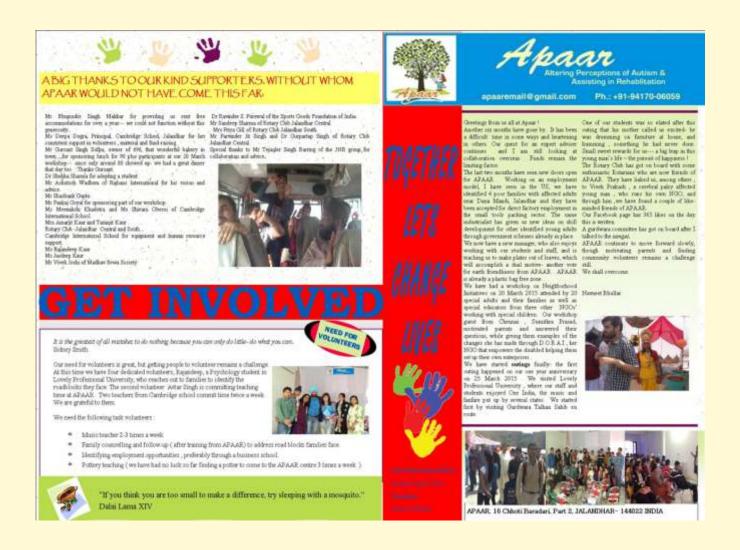
The APAAR website was started in Oct 2015 by an APAAR friend in the USA. However it was not accessible by google search and was abandoned few months later.

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 achievments 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: APAAR's outreach program, a necessity to meet the needs of persons and families unable to access our shelter workshops. 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.



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.

APAAR ADVISORY COMMITTEE MEMBERS



Pooja Arora

A native of Delhi, who moved to Jalandhar after her marriage, Pooja is a special educator for children with specific education needs in Mayor World School, Jalandhar. She has been an ardent volunteer and fundraiser for APAAR. Her passion is helping families with special children chart their course in life. Her special interest is sensory integration techniques.



Dr Yash Mitra, MD (SPM), MS (General Surgery), ex-deputy director cum civil surgeon, presently working as assistant professor in Community Medicine, Punjab Institute of Medical Sciences, Garha Road, Jalandhar. An avid traveller, nature and outdoor lover, he is an organic gardener, and is in charge of APAAR's kitchen garden project and (future) fruit orchard.



Dr. S.P.S. Grover MD is Director New Ruby Hospital, Jalandhar and founder of the Dr KSG Memorial Charitable Society, Jalandhar. He has been practicing Medicine for 31 years.

A Rotarian, he is past president of Rotary Club, Jalandhar West, as well as former district governor of Rotary Club District 3070.



Dinesh Singh, a graduate from St.Stephens, Delhi owns a petrol pump in Jalandhar and enjoys running a home stay in his unique house amidst a lovely garden. Also works in association with a classical dance academy to help introduce Jalandhar to prominent musicians of India . A member of Indian National Trust for Art and Cultural Heritage (INTACH), he loves reading, travel and nature. He has been a part of APAAR since 2016, and enjoys helping out at our awareness and sales stalls.

DONORS

IN KIND

Dr Ravi Purewal , Sports Goods Foundation

of India

Rotarian Barjesh Singhal

Pooja Arora

Rotaliali Baljesii Siligilal

Rotarian Narinderpal Singh

Harish Gupta

Rotarian Wing Commander Amarjit Singh

Dr Yash Mitra

Rotarian Dinesh Singh

Dr Harshdeep Joshi

Rotarian Seema Sondhi

Taranjit Kaur Mandher

MGN Public School, Urban Estate phase 2, JALANDHAR.

JALANDHAK.

(Principal Jatinder Singh, Trustee Mr Pascricha)

Rotarian SPS Grover

McDonald's Restaurant, GT Road, Opp. Viva

Collage Mall, Jalandhar Cantt.

Rotarian US Ghai

Irwinder Mangat

DONORS

(until March 31, 2017) IN CASH

Sarbat da Bhala, Doaba region

(monthly contributor)

Mrs Rajdeep Gill

Divya and Rajesh Kharabanda

Guneeta Sethia

Neera Mahajan, Leisure Sports, Jalandhar *

(monthly contributor)

Amarjit Kaur Dr Arun Walia

Gagandeep Kalsi

Dr Vijay Mahajan

Dr Shubha Sharma *

Dr Sushma Chopra

Dr Navdeep Singh

Babli Kaur

Dr Rajan Chopra (sponsored Vidayasagar

Training July 2016)

Dr Gurmeet Anand

Dr Navdeep Singh

Gurdwara Singh Sabha, Urban Estate Phase

1 (annual contributors)

Dr Yash Mitra

Barinder Kalsi

Dr Harshdeep Joshi

Harish Gupta

Dr Himanshu Sareen

MGN Public School, Urban Estate phase 2 (Principal Jatinder Singh,

Trustee Mr Pasricha)

Thank You, For Being The Change Maker







