

# ANNUAL REPORT 2018-19

LEADERSHIP OUTREACH VISION EXCELLENCE  
WILL KEEP US ALIVE



# SETHU'S MISSION

Sethu is a bridge between children and their families, schools and communities to foster their complete development through assessments, therapy, educational initiatives, training, advocacy and capacity building.

Our children are going to outlive us! Therefore, we want Sethu, the organization and its vision, to be around far longer than our present team. Over the past year, we have been climbing 'Mt. Sustainability' and are determined to conquer it. We believe that LOVE will keep us alive. Join us, as we scale the peaks to longevity.

## HERE'S HOW:



### LEADERSHIP

Building young leadership and a mid-level management cadre



### OUTREACH

Strengthening relationships with other stakeholders who share our vision (Govt. agencies, other NGOs, educational institutions, and civic society)



### VISION

Believing that it is possible to create a world that celebrates children with Sethu's strategic plan as a blueprint for action.



### EXCELLENCE

Getting better at what we do, we will be able to do more, efficiently and effectively.

# STRATEGIES FOR SUSTAINABILITY IN 2018-19

## LEADERSHIP

Restructured Sethu into 4 organizational levels: Trustees, Director and Senior Management, Program Heads and Program Teams

## OUTREACH

Project partnerships with others in the field

- 1) Tarang - working with preschools in Goa
- 2) Gnyandeep - training anganwadi teachers of the Integrated Child Development Scheme
- 3) DOST - Goa Institute of Management, The Owl House
- 4) Training programs
- 5) Working with the Government - Samagra Shiksha Abhiyan, Goa University, State Commission for the Protection of Child Rights

## VISION

- 1) Appointed a full time professional in charge of Strategic Planning & Implementation
- 2) Developed and successfully implemented a Strategic Plan for 2017-2019
- 3) Strategic thinking is now ingrained into Sethu's DNA!

## EXCELLENCE

- 1) Use of clinical protocols and audits
- 2) Ensured administrative and clinical efficiency through technology use (Practo, HR One, Access clinical database)
- 3) Obtained feedback from service users in order to do better



Recognition for Sethu's work has come in many forms during the year:

- 1) Sethu's Director, Dr. Nandita de Souza delivered a talk on 'Inclusive Education is In-Possible' at TEDxPanaji in April 2018
- 2) Changemaker 2019 award from the Young Indians group of the Confederation of Indian Industry, Goa
- 3) Nominated as Person of the Year 2019 by Goa Today and featured on the cover of the January 2019 issue

# SETHU'S CHILD DEVELOPMENT CENTRE (CDC)

Over a thousand children and families visit the Sethu Centre for Child Development & Family Guidance every year—this trend has not changed for the last 7 years. Developmental disabilities, behavior challenges and learning struggles are not going to decrease in the near future and hence, perhaps we should not worry about a demand for Sethu's services. But we do! The challenge in creating a sustainable service is to maintain excellence and provide quality of care that is not threatened by sheer numbers. We want to ensure that what we deliver is affordable, accessible and appropriate, based on research evidence. Clinical protocols with defined assessment measures, therapy approaches and evaluation of outcomes is what we aim for. Given the constraints in achieving regular followup and gathering data, we struggle with compliance, but excellence comes from commitment and regular practice and we are slowly but surely getting there. We are grateful for support from CMM Logistics Pvt. Ltd., CAF America, Anil Salgaonkar Foundation, Betts India Pvt. Ltd. and Stock Holding Corporation of India Ltd.

## TOTAL NO. OF FAMILIES SEEN

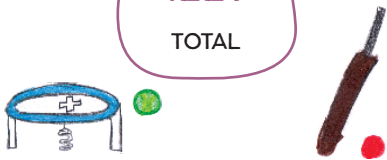
690 (56%)	539 (44%)
NEW REGISTRATIONS	FOLLOW UP CLIENTS



## GENDER

881 (72%)	334 (27%)	14 (1%)
BOYS	GIRLS	FAMILIES

1229  
TOTAL



## AGE IN YEARS

58 (5%)	337 (27%)	448 (36.5%)	354 (29%)	18 (1.5%)	14 (1%)
0-2 YRS	3-5 YRS	6-10 YRS	11-19 YRS	19+ YRS	FAMILIES

## DIAGNOSIS IN 681 NEW REGISTRATIONS (0-19 YRS)

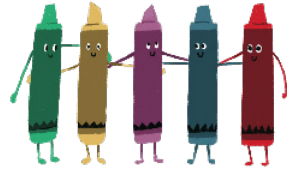
181 (27%)	71 (10%)	173 (25%)	68 (10%)	47 (7%)
-----------	----------	-----------	----------	---------

AUTISM SPECTRUM DISORDER (ASD)	ATTENTION DEFICIT HYPERACTIVITY DISORDER (ADHD)	SPECIFIC LEARNING DISABILITY (SLD)	INTELLECTUAL DISABILITY (ID)	DEVELOPMENTAL LANGUAGE DISORDER (DLD)
--------------------------------------	---	--	---------------------------------	---

## OUR TRUE STORIES

I used to visit Sethu for my dyslexia many years ago, around 2008. Despite it being so long, I still remember that I used to have an appointment every Wednesday and would eagerly wait to visit Sethu. Sethu is not only a place that will help you overcome your difficulties, it is a place that will do it in a really fun way as well! Sethu is like a home to me and I'm still a little disappointed that I don't get to visit it every Wednesday anymore.

Rucha Prabhudessai



9 year old Kalika is happiest when she is with her box of crayons. She spends hours on end drawing and coloring. Her parents had to force her to go to school everyday. They believed that she was “lazy” with her homework. Kalika and her parents visited Sethu for help. She was diagnosed to be a bright child with SLD and ADHD.

Armed with her box of crayons, Kalika started remedial education sessions with the Special Educator at Sethu. She brought color to her learning, using different crayons while writing the alphabet and color coding different parts of words when learning to spell. From just knowing the alphabet, Kalika has now started to read 3 letter words.

The therapist at Sethu encouraged Kalika to draw the ADHD and understand her super-fast brain. She regularly meets the Pediatrician for medication which helps her concentrate better. Kalika's world at school is getting brighter as she masters reading and writing.

"PEERS (Program for the Education and Enrichment of Relational Skills) helped me learn about conversations. It helped me to trade information, find common interests, slip in and out of conversations, have a get-together plan, handle teasing and bad reputations and manage disagreements."

Samudra Tambe



Samudra on air at Radio Indigo

# WORKING WITH AUTISM



Sethu supports around 300 children with autism every year, over half of these being newly diagnosed children. With the numbers steadily increasing, the million dollar question was - how can one child development centre in Goa possibly cater to the needs of all these families? The children need early and intensive intervention! With the length of the waiting time for therapy rising, the Sethu team realized we had to do something to overcome this obstacle. With fire in our bellies and hope in our hearts, we decided to first expand the autism team with an additional autism interventionist and another speech therapist. We wanted more children to be seen, sooner and more often. But where in Sethu would we house this growing team? On the staircase? In the kitchen? We desperately needed more space!

We approached Fr Maverick and the Caritas team who readily rented out their premises, just a stone's throw away from Sethu. However, we needed a whopping 4 lakh rupees to revamp the space to make it child-friendly and fit for purpose! When you want something badly, the entire universe conspires in helping you to achieve it. Through a crowd-funding campaign on Ketto the money started pouring in - from parents and service users, friends and well-wishers across the world. We surpassed our target!

Our community participated whole-heartedly in setting up AATISH, the new autism centre. Architects and artists, painters and plumbers, electricians and carpenters came together to create this new facility for Sethu's autism services. Working day and night until D-Day, the AATISH centre was inaugurated on November 3<sup>rd</sup>, 2018.

The name AATISH was carefully chosen to convey 7 important messages through 7 special letters:

## AUTISM

There are an estimated 30 lakh people with autism in India, most of whom do not have access to services. Till March 2019, the AATISH Centre has supported around 250 children with autism and their families.

## ADVOCACY

We encourage children and families to express themselves, know their rights and support one another in a safe space. World Autism Awareness Day on 2nd April was celebrated by parents and individuals with autism sharing their unique and inspiring journeys on The Morning Show with RJ Ayesha at Radio Indigo.

## TRAINING

Sethu empowers families, teachers and the community because only through teamwork can we reach out to the thousands of children who need help. Over 10 parent workshops and other training programs for teachers were conducted at AATISH.

## INTERVENTION

A range of services in autism are delivered by a multifaceted, multidisciplinary team of experts. 2018-19 saw a streamlining of autism services at Sethu. Creation of protocols for service, standardizing checklists for assessments and outcomes and always making sure the parents and professionals have a shared vision for the child were some achievements this past year.

## SUPPORT

A space where children and their families know that they have access to an autism community as well as our services, knowledge and experience, regardless of their cultural or economic background.

## HOPE

A message to parents to never accept the limits placed on their child by society, since their children have the capacity to learn, be happy and grow to their full potential.

Our thanks to BSN Medicals Pvt. Ltd. for funding the autism training programs.



# WORKING WITH SCHOOLS

Tarang is Sethu's flagship program to promote inclusion in preschools. Since 2017, the Tarang team has worked with 25 teachers from 11 preschools across Goa, training them through an 8 module certificate course in Inclusive Education. In 2018-19, the focus was on mentoring teachers to help them consolidate their knowledge and skills. Principals and teachers developed policies and implemented practices that were more inclusive. 3 schools chose to clearly state in their brochures that they welcomed children with special needs. Schools printed lesson plan books in Universal Design for Learning (UDL) format to encourage teachers to use this approach in class.

Two 3-day workshops were conducted for all the teachers in the partner schools to ensure they worked cooperatively to implement UDL and Positive Behavior management in their classrooms. To measure the Tarang program outcomes, each school completed the 'Indicators for Excellence in Inclusive Education' (IEIE) checklist, where they were rated in the categories of philosophy, policy and practice. The bar diagram below illustrates that the schools made gains in all areas. In 2019-20, a state symposium on 'Developing Inclusive Practices in Schools' has been planned. The Tarang team will be busy working to build model preschools for inclusive education in Goa.

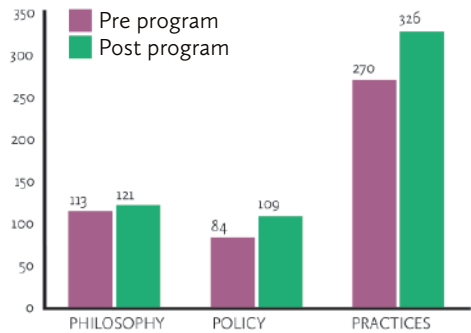


Learning by doing



Making learning socially and culturally relevant

Change in scores on the IEIE



Orientation for parents on Developmentally Sequenced Curriculum developed by Sethu



# WORKING WITH THE COMMUNITY

## DOST DEVELOPING OPPORTUNITIES FOR SPECIAL TEENAGERS

As children with autism enter their teenage years, their social skills deficits begin to have a greater impact on their lives. They find it difficult to enjoy the company of friends, go for outings and participate in social gatherings. The DOST Program provides opportunities to teenagers with social communication difficulties and social anxiety to interact with peers with similar difficulties as well as neuro typical youth.

During 2018-19, DOST was run in collaboration with Goa Institute of Management (GIM) and The Owl House. A combination of indoor and outdoor activities were conducted every week. Through art, craft, games and cooking, the 8 teenagers who participated had fun together, learnt to communicate with peers and enjoy group experiences.

Practicing personal boundaries through play



## GNYANDEEP

The Gnyandeep program facilitates inclusive learning environments in anganwadis (Government run preschools). After training the anganwadi helpers, who often take on teaching roles, the Sethu team visited all the 26 partner anganwadis across Goa. We witnessed helpers playing an active role in teaching as well as supporting children with the use of visual aids, buddy systems and grouping. Review meetings for the teachers and helpers were held. The good practices and areas that needed change were highlighted. The Chairperson of the Goa State Commission for Protection of Child Rights (GSCPCR) attended the meeting. The helpers shared that they had never been trained before and felt empowered! Cipla foundation has been an energising source of financial support.



Sushma Mandrekar,  
Chairperson GSCPCR,  
addressing the  
anganwadi teachers

# TRAINING PROGRAMS

Sethu conducted over 50 training programs in the year 2018-2019. Some of our most popular workshops were:

## 1. Class Act 2018

Through presentations, case discussions and activities, Team Sethu trained 30 participants from across Goa on Attention Deficit Hyperactivity Disorder (ADHD). Teachers learnt about how to strengthen executive functions in the classroom.

## 2. Narrative Practices

Sethu in collaboration with Ummeed CDC, Mumbai conducted a two day workshop in Goa on narrative ideas and practices, a respectful, non judgmental, culturally relevant approach to counselling. The training program covered the history and key ideas of narrative therapy, the narrative metaphor and ways of working with young people, families and communities.

## 3. Adolescent and Adult Concerns in Autism

Sethu in collaboration with Action For Autism, Delhi organised a two day workshop for 31 parents and professionals working with individuals with autism. The workshop focused on the changing needs of children as they approach adolescence and adulthood. It also addressed how to enhance effective communication and social skills at that age, prepare them for work and promote independent living.

## 4. Lets Talk The Big Talk

Sethu in collaboration with Catholic Club, Bengaluru organized a half day workshop on childhood sexuality for 21 parents. This workshop addressed the development of sexuality in children, normal and worrying sexual behaviors and teaching children to keep themselves safe.

## 5. Continuous Rehabilitation Education (CRE) Training Program

Sethu in collaboration with Lokvishwas Pratishthan, Ponda organised a 3-day CRE programme on "Functional Skills - The Path to Independence". 28 special educators were trained on how to incorporate the teaching of functional skills to children with disabilities.

## 6. Discipline Without Tears

This workshop at Nisha's Play School for parents of the preschoolers covered the reasons for children's misbehavior and how to change complaints to compliance.

## 7. Learning Disability

A workshop for 51 teachers and parents of Kendriya Vidyalaya, Karwar focused on how to identify and help children with learning disability and behavior problems.

### 8. Understanding Autism

This workshop for teachers at Lok Vishwas Pratishthan, Ponda, was attended by 80 teachers. Information on strategies to support children with autism in the classroom was imparted.

### 9. Learning Difficulties And ADHD

25 teachers at St. Sebastian school,

Canacona, were introduced to different types of learning difficulties as well as the management of ADHD.

### 10. You and Your Teen

This interactive program at 1930, Vasco, was attended by 16 parents who explored various strategies to connect with and understand teenagers better.

Workshop Participants	Number of workshops	Number of participants
Parents	24	466
Teachers	14	533
Students	2	43
Professionals	6	300
General Public	3	145
Parents & Professionals (combined)	4	340
<b>TOTAL</b>	<b>53</b>	<b>1827</b>

Narrative Practices



Let's Talk The Big Talk



You and Your Teen



Learning Difficulties and ADHD

IAP Fellowship in Developmental and Behavioural Pediatrics: Dr. Vibha Parsekar from Asilo, North Goa District Hospital was deputed by the Government of Goa to attend the Indian Academy of Pediatrics training for the year 2018-19. Armed with new knowledge and skills in child development, Dr. Vibha will enhance services at the District Early Intervention Centre, Asilo Hospital.

# BUILD OUR BRIDGE

A PERMANENT HOME  
FOR SETHU'S WORK

## A BRIGHTER TOMORROW FOR CHILDREN, TODAY!



Sethu is a bridge to hope and understanding for thousands of children who are unique. Over 13 years, it has helped more than 8000 children with developmental conditions. On 7<sup>th</sup> November 2018, Sethu became proud owners of 1300 m<sup>2</sup>. of land in North Goa where together with YOU we will build a state-of-the-heart child development and family guidance centre.

### WHY DONATE

- \* Sethu is rapidly outgrowing its third temporary home.
- \* The centre operates from 2 premises, both without disability access.
- \* Due to lack of space to expand the professional team, children who would benefit from early intervention are forced to wait.
- \* Build a child-friendly and accessible centre for over 1000 children who use our services every year.
- \* Create a resource centre for excellence in the field of child development for the state of Goa and beyond.



### HOW TO HELP?

Sethu needs Rs 50 million to build a new centre.

PLEASE:

- \* Buy bricks each costing Rs 10,000 via Sethu's website [www.sethu.in](http://www.sethu.in)
- \* Make a Legacy/in Memoriam donation towards the costs of a therapy room
- \* Share this appeal via email, messaging and social media.

All donations to Sethu are exempt from income tax under Sec 80G.

# FUNDRAISING EVENTS



An evening of Christmas Carols - Natal singers



Tata Mumbai Marathon:  
Thanks to Luis Moniz,  
Rita Nag Chowdhury,  
Nalin Moniz, Helene  
Menezes



Liz Kemp arranged  
a pop-up sale in  
Scotland

Foody Breaks  
organized a  
bake sale



Goa River Marathon:  
Thanks to Duraiya  
Lokhandwala  
and Vasco Sports Club



Movie organised  
by Rotary Club  
Margao Sunrise



Quiz Night to raise Autism  
Awareness at Cantare,  
Saligao



# MONEY MATTERS

SETHU

35 DEFENCE COLONY, ALTO-PORVORIM, GOA

## INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31ST MARCH 2019

EXPENDITURE	AMOUNT		INCOME	AMOUNT	
	31-03-2019	31-03-2018		31-03-2019	31-03-2018
* Administrative Cost (I & FC):-			By Donations	4153762.65	1447160.00
* Professional fees	565090.00	889067.00	* Donations from		
* Travelling Expenses	2359.00	1932.00	Patients	2854100.00	2177300.00
* Postage and Courier	1112.00	3735.00	* CF Grant received	84405.00	225853.00
* Printing & Stationery	25796.00	25000.00	* Workshop receipts	738110.00	444900.00
* Electricity & Water	25367.00	21922.00	* SB Interest	101860.00	94171.00
* Audit Fees	-	23600.00	* Cheer for children	142500.00	36000.00
* Commission on Online Donati	12541.37	12166.33	* Administrative receipts	-	13043.00
* Bank Charges	59291.79	1019.40	* Dividend	257126.66	1519512.42
* Annual report charges	21000.00	-	* Interest on FDR	992121.00	606190.00
* Licenses/Fees/Taxes	6965.00	11801.00	* Fellowship & Application		
* Newspaper & Periodicals	1839.00	2225.00	Fees	95000.00	92500.00
* Office expenses	69196.00	71944.00	FCRA Account:-		
* Rent paid	308476.00	141304.00			
* Telephone/ Internet	31427.64	39023.00	* Donation Received	488589.66	2116130.88
* Event & Fund Raising Expens	127864.00	21234.00	* Cheer for children	400000.00	-
* Repair & Maintenance	188667.00	30459.00	* Workshop receipts	-	12470.06
* Programme Expenses:			* Interest on FD	303777.24	302729.00
* Workshop Expenses	149439.00	107538.00			
* Training of professionals	17657.00	315031.00			
* CF Grant Expenses	102040.00	161831.00			
* Printing & stationery	-	28356.00			
* Professional fees	3135524.60	2176160.00			
* Renewal of Practo	13487.00	14146.00			
* Sponsorship	212967.54	155550.00			
* Consultancy paid	1770.00	10924.00			
* SHCIL Expenses	454126.06	-			
* Programme Expenses(FC):-	1702570.24	1313910.80			
(As per Schedule)					
* Depreciation :-	168031.00	87533.00			
(As per the statement attached)					
* Excess of Income Over					
Expenditure	3206748.17	3420547.83			
Total Rs.	10611352.41	9087959.36	Total Rs.	10611352.41	9087959.36

Peter Pinto  
(Managing Trustee)

(Neena Jacob  
Trustee



Prashanth Jain & Co.  
Chartered Accountants (FRN140829W)

Prashanth Kumar Jain  
M.N. 133803

SETHU

35 DEFENCE COLONY, ALTO-PORVORIM, GOA

RECEIPTS AND PAYMENT ACCOUNT FOR THE YEAR ENDED 31ST MARCH 2019

RECEIPTS		AMOUNT		PAYMENTS		AMOUNT	
		31-03-2019	31-03-2018			31-03-2019	31-03-2018
To Opening Balances : -				By Administrative Cost (I & FC):-			
F/D HDFC Bank	13961000.00	5661000.00		Professional fees	565090.00	8,89,067.00	
F/D SBI (FCRA)	573900.00			Travelling Expenses	2359.00	1932.00	
HDFC Bank A/C No. 00219	3984092.18	3528167.17		Postage and Courier	1112.00	3735.00	
HDFC Bank A/C No. 04562	10053.00			Printing & Stationary	25796.00	25000.00	
State Bank of India(FCRA)	4189058.55	4165864.57		Electricity & Water	25367.00	21922.00	
				Audit Fees	-	23600.00	
Cash in hand (FCRA)	9276.00	101.00		Commission on Online Donation	12541.37	12166.33	
Cash in hand	47781.00	37743.00		Bank Charges	59291.79	1019.40	
Nirmaya deposit	1800.00	1800.00		Annual report expenses	21000.00	-	
				Licenses/Fees/Taxes	6965.00	11801.00	
Building fund	8565008.50	3592760.00		Newspaper & Periodicals	1839.00	2225.00	
Donations	4153782.65	1447160.00		Office expenses	69196.00	71944.00	
Donations from				Rent paid	308476.00	141304.00	
Patients	2854100.00	2177300.00		Telephone/ Internet	31427.64	39023.00	
Corpus Donation	233000.00	115000.00		Repair & Maintenance	188667.00	30459.00	
Loan From Almitra Patel	-	4000000.00		Rent Deposit	133036.00	94478.00	
Mutual Fund redemption	-	4000000.00		Event & Fund Raising Expenses	127864.00	21234.00	
CF Grant received	84405.00	225853.00		TDS on Bank Interest	39322.50	17693.40	
Workshop receipts	738110.00	444900.00		TDS payable	532979.00	28058.00	
SB Interest	101860.00	94171.00					
Cheer for children	142500.00	3600.00		Advance repaid to:			
Administrative receipts	-	13043.00					
Dividend	257130.26	1519512.42		Rotary Club	12500.00	-	
Interest on FDR	565415.30	203036.90		George Ninan	3000.00	-	
Fellowship fees	95000.00	82500.00		Joel Dias	3000.00	-	
Rent deposit refund	105478.00	87480.00		Mosaic	900.00	-	
TDS Collected	435781.40	-					
Receipts from Rotary Club	-	12500.00		Programme Expenses:			
				Workshop Expenses	149439.00	107538.00	
Advances from:				Training of professionals	17657.00	315031.00	
George Ninan	50000.00	-		CF Grant Expenses	102040.00	161831.00	
Joel Dias	3000.00	-		Printing & stationery	-	28356.00	
Mosaic	900.00	-		Professional fees	3135524.60	2176160.00	
FCRA Account:-				SWIL Expenses	453126.06	0.00	
Building Fund	1448230.65	5217076.56		Renewal of Fracts	13487.00	14146.00	
Donation Received	488589.86	2116130.88		Sponsorship	212967.54	155550.00	
Cheer for children	400000.00	-		Consultancy paid	1770.00	10924.00	
Workshop receipt	-	12470.06		Programme Expenses(FC):-	1702570.24	1402489.60	
Bank Interest	101472.00	-		(As per Schedule)			
TDS	153381.00	-		Purchase of Fixed Assets	6167881.00	105821.00	
				(Indian)			
Advance (FCRA):				Purchase of Fixed Assets	7853708.51	-	
Radha Redkar	2700.00	-		(FC)			
Sushma Madgaonkar	2500.00	-					
BSN Medical Pvt Ltd	1168400.00	-		Paid to Almitra Patel	625000.00	-	
				Investment in Mutual Fund	-	5346000.00	
				Closing Balances : -			
				F/D HDFC Bank	21661000.00	13961000.00	
				F/D State Bank of India(FCRA)	592784.00	573900.00	
				HDFC Bank A/C No. 00219	1905803.37	3984092.18	
				HDFC Bank A/C No. 04562	56543.90	10053.00	
				C/A State Bank of India(FCRA)	3143610.83	4188058.55	
				Other Deposit	1800.00	-	
				Cash in hand	69143.00	47781.00	
				Cash in hand(FCRA)	1200.00	9276.00	
Total Rs.	50091785.35	39201568.66		Total Rs.	50091785.35	39201568.66	

As per my report of even date attached

Place :- Panaji - Goa

Date :-

Prashanth Kumar Jain & Co.

Chartered Accountants (FNO140829W)

M. No. 133883

Panaji - Goa

Prashanth Kumar Jain

M.N. 133883

Neena Jain  
Trustee



SETHU

35 DEFENCE COLONY, ALTO-PORVORIM, GOA

BALANCE SHEET AS ON 31ST MARCH 2019

FUNDS & LIABILITIES	AMOUNT		ASSETS	AMOUNT	
	31-03-2019	31-03-2018		31-03-2019	31-03-2018
Capital Account			Fixed Assets :-	14504332.51	650774.00
Corpus Donations	7641881.00	7408881.00	(As per statement)		
Fund Account (FCRA)	-	136534.00	Investments:-	29664326.83	21964326.83
Building Donations:-	16044260.50	7491752.00	Investments (FCRA):-	592784.00	5739000.00
Building Donations (FCRA):	9368732.61	7920501.96	Current Assets Loans & Advances:-		
Interest free loan from			Rent Deposit	122036.00	94478.00
Almitra Patel :-	3375000.00	4000000.00	Nirmaya	1800.00	1800.00
Income and Expenditure			Tax Deducted at Source :-	129615.10	96865.30
Account :-			FD Interest accrued :-	796382.30	429566.20
As on 01-04-2017	10697665.10		FD Interest accrued (FCRA):	474631.24	302729.00
Add:- Excess of Income			Refund Due (F.Y. 2017-18):	96865.30	
Over Expenditure	3206748.17		Cash and Bank Balance :-		
	13904413.27	10561131.10	HDFC Bank A/C No. 00219	1905803.37	3984092.18
Loans and Advances:-			HDFC Bank A/C No. 04582	56543.90	10053.00
BSN Medical Pvt Ltd	1168400.00		State Bank of India (FCRA)	3149610.83	4188058.55
Radha Redkar	2700.00		Cash in hand	69143.00	47781.00
Sushma Madgaonkar	2500.00		Cash in hand (FCRA)	1200.00	9276.00
	1173600.00				
TDS Payable	44517.00				
TDS Payable(FCRA)	11670.00				
Professional Fees payable	1000.00				
Total Rs.	51565074.38	37518800.06	Total Rs.	51565074.38	37518800.06

Peter Pinto  
(Managing Trustee)



As per my report of even date attached

Place :- Panaji - Goa

Date :-

(Neena Jacob)  
Trustee



Prashanth Jain & Co.  
Chartered Accountants (FRN140829W)

Prashanth Kumar Jain  
M.N. 133883



Aarthi Abraham, Aarti Madhusudan, Aarush Kitchens, Aashim Mongia, Abhi Tipnis, Abrahm Shenoy, Abrams Family, Achala Jethmalani, Adil Ghadiali, Aditi Brahmabhatt, Aditya Desai, Adrian D'Souza, Agnello & Macklyn Fernandes, Aileen de Souza, Ajay Chander, Ajit & Pramodini Thakur, Ajoy Barretto, Alan Lobo, Alan Lopez, Aleyamma Thomas, Alfrez D'Souza, Alastair Petermen, Alino D'Souza, Alinto Coelho, Alison Conrad & Melroy Pereira, Almitra Patel, Alok Sethi, Alpro Metal Pvt. Ltd., Amanda Miranda, Ameenah Khader, Ameeta Mascarenhas, Ameya Chandavarkar, Amit Amonkar, Amita Ashvek Naik, Amrapalli Das, Anjana Pradeep, Ana Joaquina & Rex Nunes Braganza, Anasuya Ghosh, Andre Velho, Andrew & Maria Mascarenhas, Andrea Rodricks, Andy & Karen Noronha, Anesa Noorani, Anisha Sequeira, Anirudh Mukhopadhyaya, Anjora Noronha, Annalea Barreto, Anne Martins, Angelica Siona Gomes, Anita Saxena, Anil Gandhi, Anil & Pia Britto, Anil Salgaocar Foundation, Anjali Gadre, Anjali Barretto, Anjali Monteiro, Anjali Wood, Anne Martins, Annie Agarwal, Anthony Gaskell, Anthony Mendes, Antonio Gorvel, Anuradha Voolapalli, Apoorva Mulkumbi, Archana Bhobe, Arun Naik, Aquatech Corporation-South, Arjun Rebelo, Arnold & Olivia Noronha, Arati Bagai, Aroonabha Ghose, Arundhati Chakraborty, Arun Vasu, Arvind & Mukta Karmadi, Ashley Delaney, Ashley & Giselle Lobo, Ashwin & Deepa Rangan, Ashwini Joglekar, Astra Metals, Atul Akash, Axel D'Souza, Ayesha Barretto, Ayesha Bilimoria, B. Scott Holloway, Baben Jacob, Bala Krishnan, Bansal Charitable Foundation, Barbara Sequeira, Berlinda Caldeira, Bernard & Andrea D'Costa, Bernie Gape, Betty Gera, Betsy Comeau, Betts India Pvt. Ltd., Beulah Remedios, Bharat Developers & Realtors Pvt. Ltd., Bharat K., Bharat Shah, Bhaskar Nag Chowdhury, Bholanath Pahari, Blaise Costabir, Blossom Messias, Brenda Fernandes, Brendon Coutinho, Brian & Leonie Barretto, Brian & Joyce Monteiro, Bruno D'Souza, BSN Medicals Pvt. Ltd., C.C.Aiyapa, Cajetan Vaz, Dr. Carmen Varela, Carol Lamplough, Carolyn Noronha, Cathay Pacific Mumbai, Chandani Palshetkar, Charities Aid Foundation America (USA), Charlene Farrell, Charles Peter D'Souza, Cheston Gomes, Chenna & Bhagyam Reddy, Cheshire Cat Jewellery Creations Pvt. Ltd., Chinmayi Bhatena, Chirag Parekh, Chirayu Nachinolkar, Christopher D'Souza, Cipla Foundation, Claire Packham, Clara Fernandes, Clara D'Souza, Clare Rogers, Clayton & Sinita Nunes, Cleta Lobo, CMM Logistics Pvt. Ltd., Coral-Anne Almeida, Curtis Held, Cynthia & Lawrence Pais, Czar The Wedding Planit, Dale Menezes, Dhanashree Manerikar, Dhanashree Raiker, Daniel & Ayesha Goveas, Darryl Pereira, Darshan Bhatia, Darshika Saxena, Dave & Mickey, David Owens, Dean D'Cruz, Debbie Christian, Debbie Nair, Debshikha Dutta, Deepa Bajaj, Deepak Dikhit, Deepak Jain, Deepak Jayaraman, Deepak, Jyoti & Vivaan Sharma, Dennis Kostka, Derek De Lord, Deric Rebelo, Derrick Menezes, Dipa Nag Chowdhury, Domingos D'Costa, Dorothy Rodrigues, Dr. Dilnawaz Buhariwalla, Duncan Couto, Duraiya Lokhandwala, Eddy & Josefina Rodrigues, Edward & Edila D'Souza, Edna Barros, Edward Leong, Edwin Cortez, Eldridge Sequeira, Elizabeth Kurien, Elroy Figueiredo, Emma Gonzalez, Ena Camelo & Surya, Eric Joseph Pinto, Eric & Auriel D'Souza, Eric & Laurie Abrams, Ernest D'Souza, Eugene Fernandes, Eunice D'Souza, Evester & Sheron Peterman, Fabian Gonsalves, Faizan Maniyar, Ferns Construction, Fidelis & Lizette Miranda, Filipe Cordeiro, Fiona Smith, Foody Breaks, Francis Braganza, Francis & Manuela Saldanha, Frances Wong, Fr. Bony Arackal, Fun Cheung, G. Gopinath, Gauri Aravkar, Gautam Nair, Gavin D'Souza, Gavin Santiago, Gavin Silveira, Dr. Geeta Rode, Genisha Gonsalves, Geno Foundation, Geoff Sudron, George Lobo, George & Susan Ninan, George Pais, Gianna Barreto, Gina Silveira, Giriraj Bissa, Giselle Gomes, Girish Rodricks, Gladson Afonso, Gladys Pinto, Glenco Supply Inc., Glenwyn & Anita Baptist, Goa River Marathon, Gopinath Govindan, Gouri Salvi, Grace & Dilip Kare, Gregory & Helene Fernandes, Hakim Sabir, Hardik Varma, Hardip Paul, Harsh Verma, Hazel Stanley, Heidi Fichtner, Helene Alvares, Helene Menezes, Hemm Jadeja, Hubert Rego, Hypercube Technologies, Ian Pereira, Indira Patil, Indu Rao, Drs. Ira & Terrence D'Costa, Irfan Ahmed, Iris Rebelo, Irshad Firoz Maqdoom, Ivan Castelino, Ivana Rodrigues, Ivo Cardoso, J.S. Minhas, Jacqui Stanton, Jainson Varghese, James & Colleen Reckhardt, Jamila Kagalwala, Jan & Derrick Vose, Janet & Desmond Saldanha, Janette & Tom Hardin, Jasbir Singh Kukkal, Jason & Kevin Da Cruz, Dr. Jaswant Arlekar, Jaya Parrikar, Jayant Mehrotra, Jean Anderson, Jeanne Marie Athaide, Jenita Nunes, Jennifer Rodrigues, Jill Want, Jitendra Kumar Patra, J. Krishnamurthy, Joanne & Richard Biada, Joanne Britto, Joanne D'Souza, Joan & Keith Shenoy, Joaquim Correia Afonso, Joel Dias, Joel Saldanha, John Eric Gomes, John Menezes, Jose Carlos Lobo, Jose Daniel Figueiredo, Jose Filipe Monteiro, Jose Noronha, Dr. Joseph Britto, Joseph Pereira, Joseph Peter D'Souza, Joseph Sebastian, Joseph Viegas, Joshua Clyde Ratos, Joshua Miranda, Joya Lemos, Judicia Cardozo, Julian Davies, Juliana DeSa, Julius Rego, July Healy, Karen Shaikh, Karl Cotta, Karl Vazifdar, Karla Breitkopf, Kathia Sousa Vaz, Katja Beste, Kay Derkin, Keith D'Souza, Keki Chothia, Kennedy Doss, Kenneth DeMello, Kerry Pickett, Ketevan Music Festival, Kevin M., Khalid Braganza, Khushi Dawda, Kimberly, Kimberly Dias, KP Jayasankar, Kulkarni Eye Clinic, Kumar Satyam, Kyan Pardiwala, Lalu Gadhi, Lara Velho, Larry & Ruth Donelson, Laura Pereira, Lauren Higgs, Laxmi & Kumar Pillai, Leeza, Leo Soares, Leonard Menezes, Letz Change Foundation, Lily Anne Desouza, Linel Dias, Lipsarani Subudhi, Liz Kemp & Dave MacDonald, Lizette Noronha, Lorenzo Peterman, Louise Abbott, Louise Pinto, Lovai S., Lt. Shivi Bhavadwaj, Lucas Bunyan, Luis Dias, Luis De Souza, Luis Moniz, Maanav Dev, Madgaon Higher Education Society, Madhavi Ahuja, Madhavi & Dharmendra Jain, Madhura Joshi, Madhura Manerikar, Mahadevan Pillai, Maharashtra Seva Samiti Organization (Canada), Mahera Kantawalla, Dr. Mahendra Khanolkar, Mahesh Prabhu, Mailin Chen, Mallika Ambat, Mallika Lewis, Manish Bhardwaj, Manju Sashid-

haran, Manohar Ankali, Mansi Mehta, Margaret Beck, Maria Gomes, Maria Ainbinder, Maria Ella A Mascarenhas, Maria Lobo, Maria Gonsalves, Maria Ugarte, Maria Lourenco, Maria de Piedade Silveira, Maria Gina de Souza, Mario De Corla Souza, Mario & Charmaine Moniz, Mario Ravi Costa, Marjorie & Charles Glover, Mark Butt, Mark McKechnie, Mark Seagraves, Mark Stehle, Marlene Monteiro, Marissa Andrews, Martha Colaco, Mary Passmore, Mathias D'Souza, Mathilda Fernandes, Matias D'Costa, Maurice Britto, Mavis Da Cruz, Mayank Mundhra, Mayur, Mehroo & Jijoo Pestonji Vasunia, Melanie D'Souza, Melissa Almeida, Melvin & Debra Smith, Melvyn & Ana Lopez, Melwin & Cynthia Barreto, Mena & Neville D'Souza, Mercy Antony, Merlyn & Oswaldo Velho, Maria Velho, Mervyn Britto, Michael Dias, Michael Pereira, Michael J A Lobo, Michele & Everett D'Souza, Mini Menon, Mohammed Dohaddawla, Mohit Mutreja, Moira McLarty, Moiz Patel, Mona Dhamankar, Moneisha Gandhi, Monisha & Narendra Rishi, Muralidharan Srinivasan, Nachiket Shankar, Nadina Naoraji, Nadine Lemos, Dr. Naguesh & Sally Gaunekar, Nalin Moniz, Naman Heda, Narasimhan (Ravi) Srinivasan, Narayan Kamat, Natal Singers, Natalia Fernandez, Natasha Mascarenhas, Natasha Rodricks, Natasha Antoni, Nanette Esparon, Naval Kapoor, Navneet Rai, Nayantara da Lima Leitao, Neela Mathias, Neeraj Mittal, Neil D'Souza, Neil & Premilla DeSouza, Neil Andrade, Neil & Vinny Cordeiro, Neil Francisco, Neil Pais, Nelson & Malika Lobo, Neville Monteiro, Nibedita Sen, Nicole Miranda, Nidhi Arora, Nidhi Gupta, Nidhi Ramachandran, Nigel de Santa Rita Vaz, Nihal Satpute, Nikhil Divecha, Nikita Narvekar, Nilang Jain, Niren Bhavanani, Nirmala Carvalho, Nirmala Fernandes, Nisha Sinha, Nora Chowdhary, Noel Saldanha, Nuno Linhares Luis, Nupura Hautamaki, Nuruddin Zaveri, Nynha da Cunha, Odette Wills, Olinda & Godfrey Gomes, Oscar Stevenson, Pam Manning, Pedro & Ashu Sousa, P. N. Shankar, Pallavi Satardekar, Paresh & Meghna Sawardekar, Parveen Hemmadi, Pasfar Technologies, Patrick Silveira, Pauline Mendes, Pawan Dhingra, PD Rai, Pellegrino Saccomani & Wells LLP, Perseed Jall, Peta Pickett, Peter Borges, Philomena Dourado, Pierre Fernandes, Piyush Nagar, Pooja Rani, Pradeep Prasad, Pramod Dwivedi, Pramod Gothi, Prashanth Jain, Prashant Peres, Prashant Shah, Prashni Inc., Pratik Mittal, Pricilla De Souza, Prita Sardessai, Prithwiraj Dutta, Preeti & Aditya Bhattacharji, Priti Satyajit, Pulkrit Bhandari, R. Bala, Rachel Manolson, Radhika Dossa, Rafiya & Moazzam Khan, Rahul Paes, Raj & Sneha Bhandare, Dr. Rajesh Dhume, Rajesh Shukla, Ralph Crasto, Ralph D'Souza, Ramkumar L, Ram & Seema Sundaram, Ramakant Angle. Rajan & Marilyn Vaz, Raju Rangachar, Rani Venatt, Rashida Kalolwala, Ravi Varma, Ravinder Shivasani, Ravindranath Menon, Raviraj Shetty, RD Nutrition Pvt. Ltd., Rebecca Anderson, Reena Nair, Renee & David Cohen, Renuka Mendes, Richard D'Souza, Ricardo & Nazreen Rebelo, Rita Nag Chowdhury, Riyaz Ladiwala, Rohan Soares, Rohan & Caroline DeSouza, Rohini Diniz, Rohini Lobo, Rosemarie Armstrong, Rosy Auto Boutique, Rotary Club of Margao Sunrise, Rotary Club of Panjim, Rotary Club Porvorim, Roulette & Jenefer Lobo, Roxanne Anderson, Roy De Souza, Ruhi Saith, Dr Rupa Padwalkar, Rupali Kulkarni, Ruth Singh, Ryan & Vidya Alberto, Ryanna Rufus, Sabita & Alwyn Nazareth, Sachin Jadhav, Sadananda Deshpande, Sagar Gudi, Sadiq Zaveri, Saish Malik, S.J. & Patricia Baptist, Salma Safree, Samahit Eduquality Trust, Samik Satardekar, Sandra Da Gama, Sandra Souza, Sandra Vaz, Sanjana Hegde, Sanjay Pais, Sanjeev Mendes, Sapna Rateria, Sarah, Sara Callarman, Sarah Cunningham, Sarojini & Jorge Souza, Satishkumar Anavangot, Sasha Rodrigues, Satyajit Vetoskar, Saunlo Gaunekar, Saurabh Malandkar, Savio Fernandes, Savio Martins, Savio Ribeiro, Savitri Dourado, Sean & Sandra Salins, Seema Puri, Shabbir Imani, Shaila D'Souza, Shailesh Vengurlekar, Shaina D'Souza, Shama Shaikh, Shama Sanzgiri, Shamine Jacques, Shanice Pereira, Shankar Lal Heda, Shanta Shantakumar, Shari Slate, Sharron Parker, Shaunak Patel, Sheila Miranda, Sheldon Fernandes, Shenessa Barreto, Sherly Gomes, Shernawaz Buhariwalla, Shernie Lali, Sherwin, Shikha Dhanuka, Shikha Tiwari, Shilpa Anand, Shivy Nath, Sid Ney, Siddharth Satardekar, Silicoat Polymers, Siloo Buhariwalla, Simon Pinto, Sinai Clinic & Hospitals, Sneha Shetty, Society for Community, Sonia Bernadette & Satcys Moraes, Sonia Coutts, Sonia Lemos, Soumya Banerjee, Srikant Kanchi, Srinath Narasimhan, Steeve Gupta, Streisan Vaz, Sudarshan Jain, Suella Gomes, Suman Srivastava, Sumit Choudhary, Sumita Pillai, Suneera Madhok, Sunil Dias, Sunita Lewis, Suraj, Surendra & Devyani Dutt, Susan Van Hook, Swarnendu Moitra, Sydney Fernandes, Tahira Sequeira, Talullah D'Silva, Tania Souza, Tanya Acharya, Teresa Colaco, Teresa Maria Naik, Teresa Cordeiro, The Kings School, The Local Beat, The Owl House, Tina & Eugene Colaco, Titus Colaco, Mr. Thakur, Tome & Carolina De Souza, Tony Barretto, Tracy Ann D'Souza, Transworld Logistics & Shipping, Trevor De Sousa, Tricia Silveira, Trisha Sabir, Tristan Pelletier, Tvara Mishra, U.K. & Vijayam Ravindranath, Uday & Meghana Gaonkar, Ulka Lotlikar, Uma Basavraj Hakari, United Way Mumbai, Urja & Harshal Shah, Usha Nair, V. Janardhanan, Vailarose Fernandes, Val Bland, Valeriano D'Souza, Vallabh Verlekar, Vanita Biyani, Varenka D'Souza, Varun Ravindran, 1930 Vasco, Venku Divakar Murthi, Vianaar Homes Pvt. Ltd., Dr. Vibha Parsekar, Vibhuti Gujar, Victor Cordeiro, Victor Cordina, Victor & Alina Pais, Victoria Lobo, Vidya Shah, Vijay Parthasarathy, Vikas Rane, Dr. Vikram Dua, Dr. Vinayak Garde, Dr. Vinay Kamat, Vinayak Naik & Goa Today, Vincent Fernandes, Vincent D'Costa, Vincent & Nirmala Rangel, Vishakha Agarwal, Vishal & Vishnu Priya M, Vishwas Soman, Vivek Shirodkar, Dr. Vrinda Kamat, Wilma D'Mello, Winnie Machado, Yogesh Gupta, Yolanda De Souza, Young Indians group of Confederation of Indian Industry, Goa, Yvonne & Ralph D'Souza, Yasmeen Nariman, Yatish Vernekar, Yudhisthir & Galia Isar, Yuri & Lynn Aguiar, Yve Newsome, Yvonne Sequeira, Dr. Zebash Adam.



# STRATEGIC PLAN

WHAT WE SAID WE WOULD DO 2017 - 2019

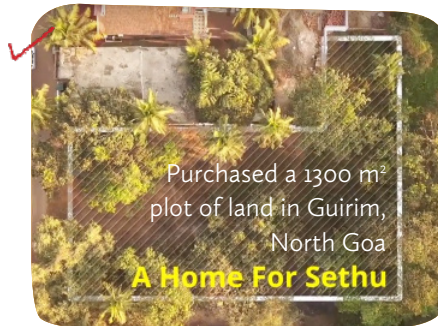
## GOAL

Develop a model child development and family guidance service that offers comprehensive interdisciplinary care for promotion of child development, as well as intervention for complex disabilities

Obtain adequate land and start building a permanent home for Sethu's work

## ACHIEVEMENTS

- ✓ Opened the AATISH centre dedicated to Autism Advocacy, Training, Intervention, Support and Help
- ✓ Developed a comprehensive service for autism, Attention Deficit Hyperactivity Disorder (ADHD) and children at high risk for developmental challenges
- ✓ Provided diagnosis and intervention to 1151 children and families
- ✓ Hours dedicated to therapy – 6165 hours



## OBJECTIVES AND PRIORITIES FOR 2019-2021

### GOAL 1

Raise funds and build a permanent centre for Sethu on the recently purchased land. This will help ensure the children have access to a disability friendly environment & there is adequate space to house additional services.

### GOAL 2

Focus on strengthening the CDC to provide a low cost, excellent service with additional therapies & increase Child Sponsorship & funding

- Streamline operations and improve session utilization
- Streamline trainings and workshops
- Improve marketing & fundraising



## OUR TEAM (2018-19)

**Trustees** Peter Pinto, Ameeta Mascarenhas, Michael Mendonca, Olga Maladen, Neena Jacob

**Director** Dr. Nandita de Souza

### The Child Development Centre

Anjali Barretto (Head - Child Development Centre); Silvia Mascarenhas (Psychologist & Child Protection Officer); Aileen de Souza (Psychologist & Case Coordinator); Dr. Vibha Parsekar (IAP Fellow, Developmental Pediatrics); Shenessa Baretto (Psychologist); Gouri Salvi (Consultant Psychotherapist); Dr. Priti Bakre (Psychiatrist)

### AATISH - The Autism Program

Andre Velho (Head - Autism Program); Mahera Kantawalla (Occupational Therapist); Purva Kamat (Behavioural Therapist), Mallika Lewis (Fellow, Speech and Language Therapy)

### Tarang - The Inclusive Education Program

Giselle Lobo (Head of Inclusive Education); Madhura Manerikar; (Special Educator); Manju Sashidharan (Special Educator); Rani Venatt (Special Educator)

### Administration

Pricilla De Souza (Administrator); Aiyapa C. C (Head - Strategic Development and Implementation); Helene Menezes (Head of Fundraising); Laxmi Magdum (Office Assistant); Renuka Mendes (Human Resources); Ulka Lotlikar (Accounts Officer); Laxmi Pillai (Training Coordinator); Radha Redkar (Housekeeping); Sushma Madgaonkar (Housekeeping)

Cover drawing: Sarah Kantawalla  
Design: Anjora Noronha



*Child Development and  
Family Guidance*

### Sethu Centre for Child Development and Family Guidance

Bhutkivaddo  
Socorro, Porvorim  
Goa - 403501

**PHONE** 77200 13749

**EMAIL** reachus@sethu.in

**WEB** www.sethu.in



### AATISH by Sethu

1st Floor, Divya Sadan (Caritas)  
Bhatkarvaddo  
Socorro, Porvorim  
Goa - 403501

**PHONE** 82370 13749

**Open Tuesday to Saturday, 9 am to 5 pm**

Follow us on: Facebook, Twitter, Instagram and YouTube