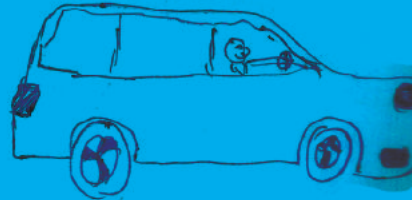
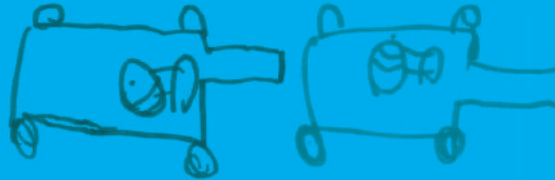
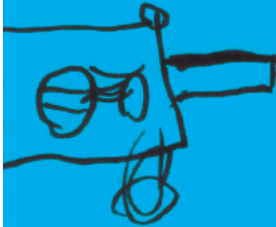


# THE JOURNEY CONTINUES...



## SETHU'S ANNUAL REPORT 2015 - 2016



## 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, awareness and capacity building.



Established in 2005, Sethu is a charitable trust that believes that all children can develop to their maximum potential and deserve our protection, understanding and care. Sethu endeavours to build on the personal strengths that every child possesses and create a nurturing circle of support to bring out the best in them. Families, schools and other institutions where children live, learn, grow and play are crucibles of child development. Sethu's work includes partnering with these vital agencies by providing guidance, support and training.

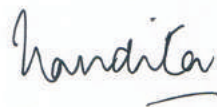
## DIRECTOR'S MESSAGE

Sethu has completed 10 years of service to the community. My heart bursts with joy, relief and overwhelming gratitude as I write these words. How can I communicate the deep sense of appreciation that resonates in each and every one of us at Sethu, for the honor and gladness we experience, doing what we have been born to do. When one's purpose on earth aligns perfectly with one's professional interests, the result is pure bliss. And when children are part of that equation—the miraculous becomes an everyday phenomenon.

This year has been one of stock-taking. We have travelled far over the last decade but still have miles to go. Over 6000 children and families have received Sethu's services. They are testimony to the intense need for programmes that foster child development and provide family guidance. Sethu's training programmes have reached out to professionals and families from across Goa and beyond. Most of our children with disabilities who receive early and consistent intervention are doing remarkably well. Their parents grow in confidence and child-rearing skills and their voices are being heard. All this must be celebrated. However, serious gaps exist—children with disabilities continue to be denied admission in regular schools, there is a lack of trained professionals to help them and there is still a stigma about disability which is a real threat that isolates families. As long as there are children out there who are denied their basic right to development, education and inclusion, Sethu's work remains undone.

We cannot do it alone. We trust that we are not alone. If you believe that every child is precious and has a right to a life of opportunity—you believe in Sethu's vision. With you, we can grow into Goa's leading service, training and research organisation committed to children. With continued support we will be able to keep true to our values, without losing sight of our mission and ensure that the entire team lives the 'spirit of Sethu'. Working in the trenches, we need to build an army of foot-soldiers who fiercely protect the futures of all children. Join your hearts to our cause, as onward we march. Hum challenge saath saath, hum honge kaamyab!

Deu borem korum



Nandita



## 10<sup>TH</sup> BIRTHDAY CELEBRATIONS

If you looked up at the blue sky on 1st June 2015, you would have seen hundreds of hearts soaring gaily. This was the day that Sethu completed 10 years of its exultant existence and our happiness-meter registered its highest ever reading. We celebrated with one big party (our first ever) with a plethora of Sethu supporters joining us from far and wide.

Sethu's journey over the last 10 years has been exhilarating—the next decade promises to be even more exciting and successful. We count our multitude of well-wishers who have elevated us during all these years, among our many, many blessings. Gratitude in abundance!



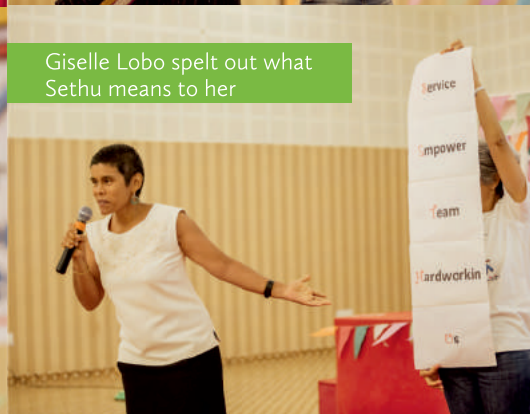
The delicious cake baked by Nazneen Sarosh-Rebello



Aarik welcomed the Chief Guest Dr. Maria Aurora Couto



Jolene Dias impressed the audience with her mesmerising voice



Giselle Lobo spelt out what Sethu means to her



♥♥♥♥

**ACHIEVEMENTS  
OVER THE LAST  
10 YEARS**



- A decade of dedication - CELEBRATE !**
- 2015** PEERS programme for teenagers with autism, Gnyandeep preschool teachers training goes to the anganwadis.
- 2014** Child literacy in Goa, research project with Bookworm Trust, commissioned by Sarva Shiksha Abhiyan (SSA).
- 2013** Keshav Anant Naik Samajsevak Puraskar 2013 from Gomant Vidya Niketan.
- 2012** Asha, a parent-child training programme for children with autism.
- 2011** Awarded Rs 25 lakhs by the Govt. of Goa under Blessed Mother Teresa Scheme in the Golden Jubilee Year of Goa's liberation.
- 2010** Navhind Times-Viva Goa Goan Achievers NGO Award for Social Empowerment.
- 2009** English is Fun project in Govt. Primary School Paithona.
- 2008** Appointed on the Executive Committee of Sarva Shiksha Abhiyan for 2008-10.
- 2007** Universal Active Mathematics project in collaboration with Navnirmiti, Mumbai, Dept. of Education and Sarva Shiksha Abhiyan.
- 2006** Tarang - Goa's first inclusive preschool programme at Chubby Cheeks School.
- 2005** Sethu is born: 3 trustees and 3 staff embark on a momentous journey.

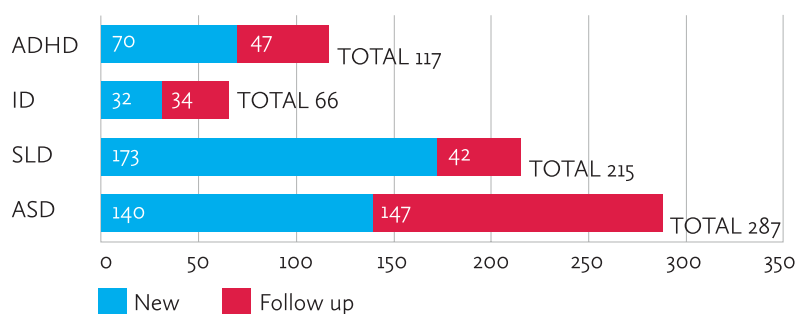
## CHILD DEVELOPMENT CENTRE

The pitter patter of little feet (volubly matched with the jibber jabber of little tongues) can be heard loud and clear at Sethu's Child Development and Family Guidance Centre. Sethu is a place where children from birth to 19 years (and occasionally, beyond) and their families can find help for various concerns related to their development, emotions, behaviour and learning. From 1st April 2015 to 31st March 2016, a total of 1055 children and families were assessed and supported. 671 children and families were newly registered, while 384 were families registered previously, who came for follow-up this year.

The breakdown looks like this:

**GENDER** Boys: 728 (70%), Girls: 315 (30%)

**AGE** The vast majority of children who visit Sethu are under-fives, which makes us perfectly placed to institute early intervention. During 2015-16, a total of 492 children from 0-5 years were seen, which amounts to 47% of all the 1043 child clients. There are 3 main reasons for early referral to Sethu - high levels of parental awareness, competent paediatricians and vigilant preschool teachers. Our strong web of networks with families, doctors and schools ensure that the children who are identified by these three agencies are brought to Sethu for early assessment, diagnosis and treatment, all of which are enabled through exceptional teamwork. In addition, there is nothing quite like word-of-mouth to get Sethu noticed.



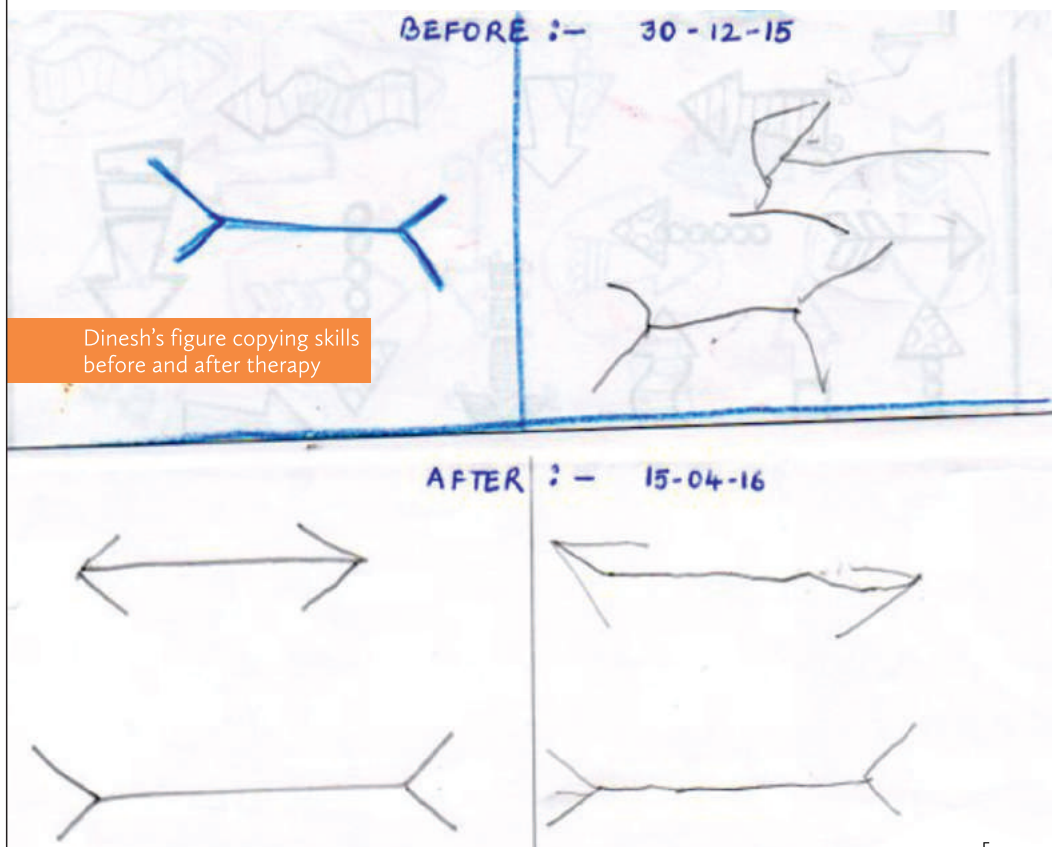
Abbreviations: ASD - Autism Spectrum Disorder, SLD - Specific Learning Disability, ID - Intellectual Disability, ADHD - Attention Deficit Hyperactivity Disorder

## DINESH'S STORY

6 year old Dinesh struggled to concentrate, follow instructions, sit in place and write. However he loved books and reading. The occupational therapist at Sethu identified that Dinesh had poor body awareness, difficulties with motor planning (the ability to complete a series of actions) and a lack of co-ordination of both sides of the body.

He started regular occupational therapy at Sethu and also followed a home program, where he had fun pushing and pulling objects to improve body awareness. Jumping jacks, skipping, marching and bouncing a ball with alternate hands enhanced his coordination and lots of creative art and craft activities strengthened the small muscles of his hands. Sethu staff visited his school to offer information, support and educational plans.

Within 3 months, Dinesh lost his aversion to pencils and became more talkative and confident. When the family, school and therapy centre form a team around the child, better understanding and steady progress are a certainty.



Scholastic failure is a common reason for referral to Sethu, where children undergo psycho-educational testing to determine the causes of their academic difficulties. Assessment tools that are appropriate to the student and educational setting in Goa are administered, using Curriculum Based Assessments (CBA).

Reading assessments are performed using passages taken from the school English textbook, which are adapted in length and content to enable meaning-making. The assessment focus is on decoding (accuracy and fluency in deciphering high frequency regular and irregular words), oral language and reading comprehension (ability to retell the passage in the child's own words and respond to explicit, implicit and inferential questions about the passage). Spelling is evaluated with dictation words from the graded Fry Word lists, which consist of the most frequently used words in reading and writing. To ascertain competence in mathematics, where the understanding of various concepts is sequentially built, the student is given sums from his present standard, as well as from two standards lower. For example a student from Std. 7 is given sums from Std. 5, 6 and 7. Writing ability is assessed by asking the child to write a few sentences on a topic of interest to that age group (i.e. My Favourite Game) or pen a short story based on a picture prompt.

Testing material for CBA can be prepared quite readily, children accept it well, the child's current level can be determined and teachers can plan remedial measures accordingly. The next logical step would be to train teachers to incorporate this assessment method in schools and to conduct research into its applicability as an appropriate tool both to diagnose, as well as remediate learning difficulties in Goa.

A student writes about his favourite game

my favorite game is football. football is a very fun game because it is bettel between two team and it is fun ~~exear~~ heat a goal to an other team I love the game very much I have got many good player in my team it is nice to ~~Play~~ Play it is also good for body to run it Keep us fit and fine I love the game football. I always use to Play for school and wins the mauch most of the time.

## WORKING WITH AUTISM

Autism spectrum disorder, which affects around 1 in 68 children, is characterised by difficulties in communication, socialisation, as well as restricted and repetitive behaviour. Sethu has been dedicated to empowering families and training teachers to manage children with autism in homes and classrooms. Sethu also strives to raise public awareness about autism and its effects on individuals, families and the society. We believe that by working with the whole community of carers of children with autism, we can endeavour to put together a sturdy system of support to promote their development and learning.

During 2015-16, Sethu helped 287 families of children with autism through therapy and training. We have done so in 4 main ways:-

### 1. AUTISM INTERVENTION

Families of children diagnosed with autism right from infancy to the teenage years come regularly for intervention sessions to Sethu. Be it for behaviour management, teaching daily living skills, improving communication or remedial education, we are committed to providing the best practices to the children who visit us. Our therapists are encouraged to attend regular training programmes in autism intervention, especially from experts in the field from India and abroad. This year, Andre Velho, our behaviour therapist, enrolled in a 6 month Autism Intervention Training Programme created by Ummeed Child Development Centre in Mumbai. The new learning gained from the excellent team at Ummeed has taken our autism intervention to a higher level.

### 2. PARENT-TODDLER EARLY INTERVENTION

It is widely known that early intervention results in the best outcomes for children on the autism spectrum and with this aim in mind Sethu conducts Asha, a parent-toddler early intervention programme, over 12 weeks. This unique programme in Goa empowers parents of newly diagnosed children with autism in improving their children's core difficulties in communication, socialisation, challenging behaviours and motor skills development. This year, 3 sessions of Asha took place at which 19 children were helped. So far, Sethu has empowered over 30 families in supporting their children at a crucial young age. All children who attended Asha showed a reduction in autism symptoms on the Autism Treatment Evaluation Checklist (ATEC) after completing the programme. We are very grateful to Groupe Missions, Switzerland, for organising a bake sale to raise funds for Asha.





### 3. AUTISM TRAINING PROGRAMME FOR FAMILIES

Families are the most important part of autism intervention since all the time they spend with their children is an opportunity to help them improve! All parents and caregivers of children newly diagnosed with autism are encouraged to attend 'Aarambh', a training programme designed specifically for families. 19 families were trained over 3 sessions of Aarambh this year on topics such as visual supports, behaviour management, sensory integration, play and communication.

### 4. SOCIAL SKILLS TRAINING FOR TEENAGERS WITH AUTISM

Definitely a first-of-its-kind in Goa, and possibly in India, 2015-16 saw the birth of PEERS (Programme for the Evaluation and Enrichment of Relational Skills). The focus of PEERS is to improve the social skills of teens with autism - to help them make and keep friends. In 2014, Andre Velho attended the PEERS training programme in New Delhi, conducted by the University of California, Los Angeles and organised by Action for Autism, New Delhi. Originally a 14 week programme, it was modified to be held over 10 weeks so as to make it convenient to parents, increase participation and reduce drop-out. The teens learnt how to have a conversation, use humour appropriately, deal with bullying and use social media. 4 teens and their parents greatly benefited from PEERS as demonstrated on 2 outcome measures - the TASK (Test of Adolescent Social Skills) and the SRS (Social Responsiveness Scale). We are eager to start the next PEERS programme in September 2016.

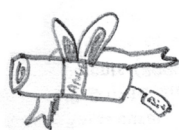
## INCLUSIVE EDUCATION

For the team at Sethu, inclusive education is a right, as well as a professional responsibility that we take very personally.

### TARANG

Sethu's preschool inclusive education programme, called Tarang, first started as a resource room for children with developmental disabilities within Chubby Cheeks School. However, this model could not be replicated as it was implemented by highly trained professionals who are very difficult to sustain in the meagre-salary environment of regular preschools. Hence in 2015, Sethu shifted tack and Tarang evolved into an itinerant teaching model. Patricia Lopes, our preschool educator travels to different schools, offers hands-on teaching and facilitates consultation and training.

During 2015-16, Tarang was offered to Nisha's Play School, one of Goa's most sought after preschools. Five children received support in different curricular activities and behaviour management. All the teachers were given an orientation on inclusion and the Tarang programme was highly appreciated by the Principal and staff of the school. We learned the importance of finding ways to promote inclusion, in situations as diverse as riding on the school bus to participating in art activities. We are grateful to Nisha da Cunha and her teachers, our fellow travellers on this voyage of discovery. The Tarang programme will continue in Nisha's Play School and go to other schools during the academic year 2016-17. We have developed an Index for Excellence in Inclusion to evaluate and strengthen inclusive practices in preschools.



"Teacher Patricia was like Google to me. She was very friendly with all the staff at school. She was always there for me whenever I needed help."

A teacher's feedback  
about Tarang

### GNYANDEEP

2015-16 has been a challenging yet enlightening year for Gnyandeep our preschool teacher training programme, as we decided to go down the road less travelled. The hard-knock experiences of 10 years have taught us that to reach pre-schoolers most in need, we have to work with the Integrated Child Development Scheme (ICDS), the world's largest Government program for maternal and child health. We trained 26 balwadi teachers from all 12 talukas in Goa with a focus on facilitating inclusion in anganwadis. Teachers

were provided with the Early Learning Kit from the Centre for Learning Resources (CLR), Pune, which aids cognitive, language, numeracy and literacy skill development. Case studies helped us gauge their understanding and application of what the teachers learnt. It was heartening to hear that the teachers found the training very practical and relevant. The training phase of the project is being followed by on-site visits to each of the balwadis. We will traverse the length and breadth of Goa to observe our trained teachers apply their new knowledge and continue to refine this model. Watching the teachers and their helpers interact with the children through dance, songs, conversations and stories has left us in admiration. Their patience, connection with the children and innovation in using scarce materials is laudable. However, we are also disturbed that many anganwadis are located in inadequate spaces that lack ventilation or sanitation and are trying to find ways to change this. We look ahead as the torch of inclusive education reaches remote parts of Goa through the Gnyandeep project. We are grateful for the logistic support provided by the Directorate of Women and Child Development and the financial backing of the Rotary Club, Panjim and Cipla Foundation.



Anjali Nunes, Gnyandeep Coordinator, answers questions during the anganwadi teachers training

Children use a visual schedule at the balwadi to know 'What's next?'

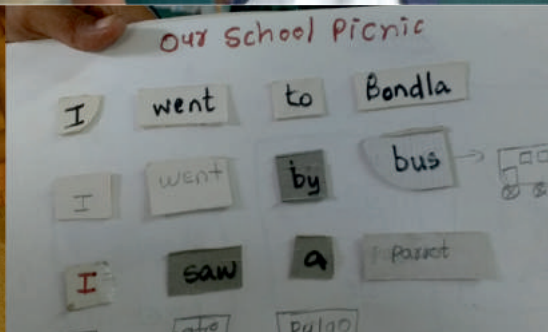
### ENGLISH IS FUN

Teaching in a Govt. Primary School (GPS) is a joyful experience. Unfortunately, across the state, enrolment figures in these institutions have been falling and the same sad reality is seen at GPS Paithona too, where the English is Fun project is being implemented. In 2009 when the programme started, there were 23 children, a figure that has dwindled to a meagre 14 in 2015. As private schools receive Government aid and are able to provide buses, better facilities and long term continuity from primary to high school, parents prefer this option. Fortunately the falling numbers have not dampened the spirits of the teachers

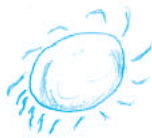
and children. This year we explored many exciting books and much of the focus was on animals and nature. This opened the doors to a lot of sharing, acting, sound making, drawing, reading and writing. The learning was reinforced by a school field trip to Bondla Zoo. GPS Paithona is a multi-lingual classroom where Hindi, Konkani, English and Marathi are used. The levels of comprehension and spoken vocabulary in English have greatly increased. Several children in Std 4 are able to read simple sentences. However, this is nowhere close to the level that is expected when they move to an English medium school in Std 5. We hope the newly appointed English teachers in the GPS network across Goa will receive appropriate training and help fill the gap in teaching English as a second language to their bright and enthusiastic students.



The Konkani Bhasha Mandal storybooks are fun to read!



Making sentences with flashcards to aid reading and writing





## TRAINING PROGRAMS

Sethu's train-ing programme chugs along at a steady speed. 20 workshops and lectures were conducted during this year for parents, teachers, special educators, doctors, Heads of schools, caregivers in institutional homes, resource persons of SSA, anganwadi teachers, supervisors and project officers of ICDS.

Some of the institutions we have worked with are Shiksha Niketan, Alto Torda; Tata Consultancy Services, Thivim; Goa Headmasters Association; Keshav Seva Sadhana School, Bicholim; District Institute of Education and Training, Porvorim; Mushtifund School, Panaji; Ummeed Child Development Centre, Mumbai; M.E.S. College, Vasco; Catalysts for Social Action; Child Welfare Committee, Govt, of Goa; Bhatkar Model School, Margao; St. Xavier's Academy, Old Goa; Directorate of Women and Child Development, Govt of Goa.



Catalysts for Social Action training on childhood sexuality for institutional caregivers



Kinesthetic learning at Class Act 2015



Group discussions on child rights based education at the workshop for supervisors of ICDS, organised by NIPCCD and Dept of Women and Child Development, Goa

## PRESENTATIONS AT VARIOUS INTERNATIONAL CONFERENCES

Poster presentations on Asha and Reading Research project at the 1st International Developmental & Behavioral Pediatrics Congress, Istanbul in December 2015

Attention Deficit Hyperactivity Disorder – Protocols and Practice at Lahore Children's Hospital, Pakistan in March 2016





### PRESENT BOARD OF TRUSTEES

Peter Pinto  
(Managing trustee)  
Elvina Pontes  
Ameeta Mascarenhas  
Michael Mendonsa  
Olga Maladen



### STAFF

Dr. Nandita de Souza	Director & Developmental Pediatrician
Abhijeet Gujar	Chief Operating Officer
Laxmi Pillai	CDC Administrator
Anjali Nunes	Speech & Language Therapist
Andre Velho	Autism Interventionist & Behavior Therapist
Patricia Lopes	Autism Interventionist & Remedial teacher
Silvia Mascarenhas	Psychologist & Case Coordinator
Shenessa Barreto	Clinical Psychologist
Mahera Kantawalla	Occupational Therapist
Pricilla De Souza	Front Office Receptionist
Maya Asnodkar	Office Assistant
Kimberly Dias	Clinical Psychologist & Counselor
Gouri Salvi	Psychotherapist
Laxmi Magdum	Trainee Clinical Assistant
Purva Kamat	Psychologist
Dr. Priti Bakre	Visiting Child & Adolescent Psychiatrist
Ulka Lotlikar	Accountant
Radha Redkar	Housekeeper

Other staff members who worked at Sethu during this period are: Michelle Maciel (CDC Administrator), Snehal Oak (Occupational Therapist), Prakruthi Shetty (Speech & Language Therapist), Surabhi Thakur (Clinical Psychologist)

We are very grateful for the wise counsel provided by Prashanth Jain (Chartered Accountant), Filipe Cordeiro (Legal advisor), Ram Sundaram (IT advisor) and Avelino de Sa (Investments)





## COLLABORATORS



Many organisations, institutions and people have joined hands with Sethu to improve our services, strengthen administrative functioning, provide opportunities to widen our reach or enhance our training programmes.

### INSTITUTIONS AND ORGANISATIONS

National Trust for the Welfare of Persons with Autism, Mental Retardation, Cerebral Palsy and Multiple Disabilities, New Delhi; Children's Rights in Goa; Catalysts for Social Action; Ummeed Child Development Centre, Mumbai; Karl Kubel Institute for Development, Coimbatore; Directorate of Women and Child Development and ICDS, Govt. of Goa; Nirmala Institute of Education, Goa; Bookworm Trust; TIES, Goa; Dept of Women's Studies, Goa University; Enduro Sports; LeaveUrMark; Nisha's Play School, Goa; Latika Roy Foundation, Dehradun; Konkani Bhasha Mandal, Margao; Spandan Trust.



### PROFESSIONALS

Neena Jacob, Jo Chopra, Sudhir Varma, Abbas Shaikh, Dave MacDonald, Deepali Pitre Correia, Helene Menezes, Kim Lasrado, Giselle Lobo, Dr. Marita Adam, Prashanti Talpankar.

### WORKING WITH THE GOVERNMENT

Gnyandeep Project to train anganwadi workers across Goa in child development and disability, in collaboration with Rotary Club of Panjim, Cipla Foundation and Directorate of Woman and Child Development, Goa.

#### REPRESENTATION ON GOVERNMENT COMMITTEES

1. Executive Committee of Sarva Shiksha Abhiyan, Goa for 2013-15.
2. Selection Committee for formation of Child Welfare Committee, Goa.
3. Selection Committee for formation of Juvenile Justice Board, Goa.
4. Member of State Level Early Childhood Care & Education (ECCE) Council constituted by Directorate of Women & Child Development, Govt. of Goa.

"I have sat in your waiting room with the boys and seen the miracles you all do. My contribution is minuscule compared to the time you all give and the gains I have seen in the case of my own kids."

Feedback from a parent who donated to Sethu



Jo Chopra a.k.a. J.C. Superstar inspires parents at the 'Let Me Be Me' workshop in January 2016



Sethu welcomed a multitude of students and interns this year from a range of educational institutions.

Christ University, Bangalore: Shreya D'Souza.  
St Xavier's College, Mapuca: Akshaya Naik, Alaa Hasan, Avina Simoes, Raveena Naik, Tulip Mendes.  
M.E.S. College, Zuarinagar: Anam Khan, Faheena Shaikh, Mohammad Navid, Neha D'Souza, Rachel Fernandes, Sanchita Shirodkar.  
IGNOU, New Delhi: Beatrice D'Silva, Deodita Furtado, Sonia Coutts.  
Dept. of Social Work, Don Bosco College, Panaji: Elaine Fernandes, Ira Pereira.

Health Care Management, Goa Institute of Management: Elden Dias, Mayuri Singh, Parth Shah, Swati Sharma.  
Goa College of Home Science: Joanna do Rosario.  
Indian Institute of Psychology & Research, Bangalore: Kimberly Pereira.  
Chowgule College, Margao: Sarah Souza Menezes.  
Joshi Bedekar College, Thane: Aishwarya Sawant.  
LeaveUrMark: Marisa Fong.  
V.G. Vaze Kelkar College, Mumbai: Saily Chilap.  
Tata Institute of Social Sciences, Calicut: Stuti Gupta.  
Tata Institute of Social Sciences, Mumbai: Maryanne D'Souza.

Abundant thanks to our volunteers Ray Framroze, Laxmi Pillai, Denise Costabir, Mahera Kantawalla, Sonia Coutts, Dr. Amerja Karande, Rachel Fernandes, Gayle D'Souza.

We are very grateful to Maryanne D'Souza, whose stellar skills in the visual arts and passion for what she does added great value to Sethu's work, including the initiation of Sethu's Youtube channel.

## MONEY MATTERS

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 SETHU'S BALANCE SHEET AS ON 31ST MARCH 2016  
 -----

FUNDS & LIABILITIES	AMOUNT	ASSETS	AMOUNT
-----	-----	-----	-----
Capital Account		Fixed Assets :-	4,54,141.00
-----		-----	-----
Corpus Donations	72,68,881.00	(As per statement)	
Add: Addition during	25,000.00		
--- the year	-----	Therapy Equipments (FCRA) :-	18,044.00
		-----	-----
Building Donations:-		Investment:-	70,57,326.83
-----		-----	-----
Building Donations(FCRA):-	5,000.00	Current Assets:-	
-----		-----	-----
		Rent Deposit	70,000.00
Income and Expenditure		Tax Deducted at Source :-	17,557.10
-----		-----	-----
Account :-		Interest accrued(Fixed Deposit):-	69,337.80
-----		-----	-----
As on 01-04-2015	49,62,198.42		
Add:- Excess of Income			
--- Over Expenditure	7,74,562.03	Cash and Bank Balance :-	
-----		-----	-----
		F/D HDFC Bank	56,61,000.00
		HDFC Bank	7,27,510.41
		HDFC Bank - FCRA	3,01,559.31
		Cash in hand	84,522.00
		-----	-----
			67,74,591.72
Total Rs.	-----	Total Rs.	-----
	1,44,60,998.45		1,44,60,998.45
	=====		=====

-----  
 SETHU'S INCOME AND EXPENDITURE ACCOUNT FOR THE FINANCIAL YEAR 2015- 2016  
 -----

EXPENDITURE -----	AMOUNT -----	INCOME -----	AMOUNT -----
To Professional Fees	22,89,812.27	By Donations	11,25,161.50
" Rent Paid	3,38,000.00	" Donations (FCRA)	3,10,880.00
" Workshop Expenses	2,30,101.00	" Patients Receipts	14,56,700.00
" 10 Years Celebration Expenses	2,10,847.00	" Workshop Receipts	7,53,682.00
" Training Expenses	83,973.00	" Dividend	3,03,953.52
" Telephone/Internet Expenses	53,798.00	" Grant (GSSAS)	40,000.00
" Office Expenses	50,552.00	" Bank Interest	2,99,257.00
" Printing & Stationery	49,758.00		
" Repairs & Maintenance	35,360.00		
" Audit Fees	20,610.00		
" Electricity Charges	16,553.00		
" Renewal of Practo Software	11,389.00		
" Licenses/Fees/Taxes	7,040.00		
" Postage & Courier	4,167.00		
" Autism Awareness Day Expenses	2,500.00		
" Administrative Expenses	1,123.00		
" Bank Charges	873.24		
" Misc. expenses	13.48		
" Depreciation :-	1,08,602.00		
" Excess of Income Over Expenditure	7,74,562.03		
Total Rs.	42,89,634.02	Total Rs.	42,89,634.02



## cheer FUNDRAISING cheer

As Sethu's work grows, so does our need for funds. We are blessed to have a wellspring of well-wishers who believe in our mission and put their money where their hearts are. Our fundraising activities towards child sponsorship have become more forceful too.

### CHEER FOR CHILDREN CAMPAIGN

We believe that all children should have access to Sethu's services. Over the last 10 years more than 1200 children from underprivileged families have received assessment and therapy under the Child Sponsorship Scheme. In commemoration of our 10<sup>th</sup> anniversary we launched the 'Cheer for Children' campaign, to encourage donations towards child sponsorship.



Volunteers at the first Children's Triathlon organised by Enduro Sports on 14<sup>th</sup> November 2015

For every Rs. 500/- that is donated, our donors receive a Sethu 10<sup>th</sup> Anniversary T-shirt, designed by Raj Bhandare of Nirvana T-shirts fame. During this year, many generous contributions were received. We are very grateful to all our innumerable donors. We hope that you will continue to Cheer for Children.

### SETHU SUNDAY

Sethu Sunday will go down in the annals of fundraising events as the Giant of Jumbles. For 2015, we had set a target of Rs. 5 lakhs towards our building fund. We did not reach our target...we exceeded it by 3 lakhs! With the outpouring of generosity from our donors, the enthusiasm and tireless efforts of our volunteers and the unbridled passion for possession of our ardent bargain hunters a record breaking Rs. 8 lakhs was raised.



Crowd funding at Sethu Sunday 2015

We can already visualise the whacky walls and humungous halls of the permanent Sethu centre that we all trust will soon become a reality.



THANK YOU!



We wish to thank all the countless people who have been a part of the Sethu phenomenon, supporting us so enthusiastically during 2015-16

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There are innumerable ways in which Sethu has experienced the goodwill of people who have gone out of their way to validate and consolidate what we do. They gave of their time and expertise, offered space to conduct trainings, donated much needed resources, came to our rescue willingly in times of trouble, helped in publicity and added glamour to our 10th birthday. We are indebted to Anju & Avadhoot Timblo, Clarice Vaz, Dave MacDonald, Joseph Britto and Fortune Regina Hotels, Joshua and his parents Prassanna and Vandana Parulekar, Kabir Agate, Raj & Sneha Bhandare, Rakesh Odedra, Vishnu & Shradha Tarcar, Srijit Kumar, Gopal Singh, Fabian Franco, Roel Nunes, Nathan Fernandez, Nazneen Sarosh Rebelo, Nayantara de Lima Leitao and the Natal Singers, Saby & Sharon D'Mello, Sherwin D'Souza, Helene Menezes, Kim Lasrado, Melissa Fernandez, Ritu Prasad, Miriam Koshy-Sukhija, Sunil Kololgi, Pachu Menon, Kurt Bento, Maria Aurora Couto, Ayesha Baretto, Diya Nabar, Anjora Noronha, Preeti Asthana, Glenda D'Costa, Pritha Sardesai, Jolene Dias, Varun Carvalho, Prasad Netravalkar, Mimi Silveira, Steven Gutkin, Arti Das. Raju Nayak, Udaya Lakshmi and all the indefatigable volunteers for the Mother of All Jumbles, Sethu Sunday.

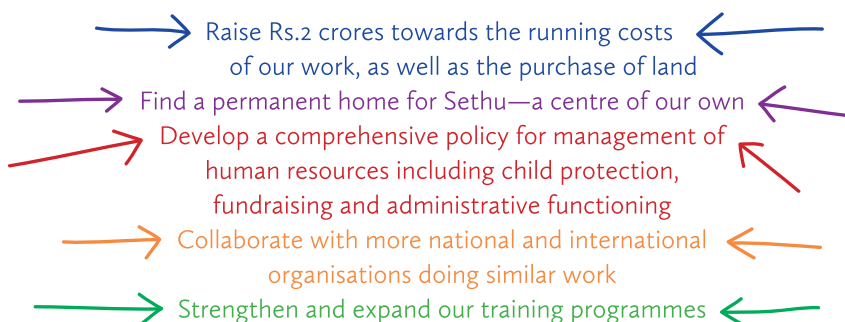
Immeasurable thanks to the Google for Non-Profits Program that gives us access to a number of web-based tools absolutely free of charge!



## FUTURE PLANS

### "LEAP AND THE NET SHALL APPEAR."

After completing a decade, to avoid stagnation, burnout or collapse and to effectively meet the ever-increasing demands on our service, we have taken major transformational administrative decisions by increasing our staff, improving remuneration to sustain our highly qualified team, doing more outreach work, investing in better systems for organisational management such as biometrics and actively fundraising to purchase land for a permanent Sethu centre. An important activity of this year was to develop a strategic plan for the next year, with the help of Dave MacDonald, who has worked with the WHO, as well as smaller organisations. We have rolled up our sleeves to meet our 5 big goals for 2016-17.



We have taken a leap of faith towards the realisation of Sethu's dreams. If you have read this report till here, you automatically become the sturdy ropes of our security net! We need and want your company!

### CHILD PROTECTION POLICY FOR SETHU

Sethu has a strong belief in child protection and wants to provide a respectful and safe environment while ensuring the children that Sethu is responsible for do not come to avoidable harm. Children with disabilities are more vulnerable to child abuse and hence Sethu is very concerned that every child who seeks its services is assured of safety. As Sethu lacks a written child protection policy at present, steps have been taken to correct this deficit, with the assistance of The Karl Kubel Foundation, Coimbatore, Tamil Nadu who are conducting a 3-module training on child protection. After attending module I in March 2016, a team has been formed at Sethu to work on a comprehensive written child protection policy, led by Silvia Mascarenhas. The first draft will be ready by September 2016.

## SETHU'S WISH LIST

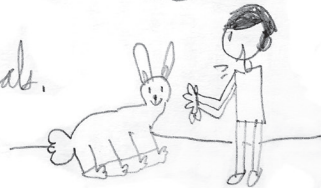
1) I would like to fly.



2) To breathe underwater.



3) To communicate with animals.



1. A home for Sethu within 10 kms of Panaji—this could be a plot of land around 1000m<sup>2</sup> or an independent house of at least 600m<sup>2</sup>, with parking and access to public transport.
2. Contributions to the Building Fund and Corpus.
3. Well-wishers to organise their own fundraisers for Sethu.
4. Sponsorship of children towards assessment and therapy.
5. Support towards running expenses (rent, utilities, Practo software, garden maintenance, etc.).
6. Volunteers for administrative help, fundraising.
7. Guest-house accommodation for visiting professionals.
8. Workshops and training programme sponsorship.
9. Therapy and outdoor play equipment, teaching aids and books.
10. Large toys for the waiting area—ride-on toys, trucks, dolls, balls.
11. Sponsorship of items for events—water, snacks, generator truck hire, sound system, transport, hire of tables/chairs/tents, printing of T-shirts.

Please contact Helene Menezes ([helene.menezes@sethu.in](mailto:helene.menezes@sethu.in)) for further details of the current list of our needs and how you can help.



## APPEAL FOR FUNDS

Sethu works with children and all who care for them, to strengthen child development, learning and behaviour. We believe that our vision for a better world for our children is a shared one. Please hold out your arms and join hands with Sethu, to build a strong bridge to a brighter future for all our children.

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



### **SETHU** *Child Development and Family Guidance*

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Development & Family Guidance  
Bhutkivaddo, Sucurro, Porvorim  
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