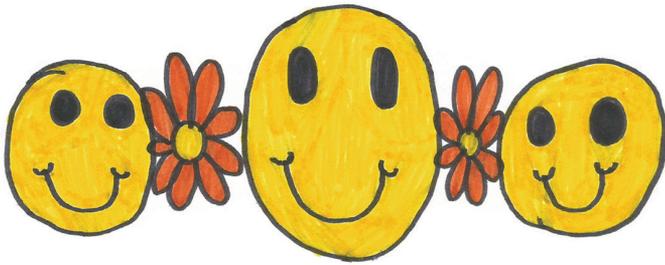


Annual REPORT
2019-20
Reaching for the Stars





“For my part I know nothing with any certainty,
but the sight of the stars makes me dream.”



Vincent Van Gogh



At Sethu we are surrounded by stars—these are our children and their families. Their brilliance lights up our lives. These stars are so diverse that it can get overwhelming at times. When Sethu started its services close to 15 years ago, from a small 2-bedroom apartment, we dreamed and hoped that our mission to promote child development would be successful. To achieve this, we had to work at various levels—provide a multidisciplinary service for assessment and therapy, train all who worked or cared for children, network with other agencies in child and family mental health, strive to change policy, understand how we could reach out in a more holistic way. Holding these multiple aspects together to make one coherent whole tends to be a challenge. How could we define our work and ensure that we paid attention to its various facets?



Dr. NANDITA DESOUZA

Director, Sethu

Here is Sethu's



approach to meet the needs of our stars

S for Service
with a focus on excellence, diversity and documentation

T for Training
to reach all to teach all and, in the process, learn everything we can to do a better job

A for Advocacy
as our village is inclusive and everyone has a purpose and deserves to be heard

R for Research
where we are taking baby steps with our stars to guide us



Come join our journey through the Sethu STAR program. We look forward to a future of starry days and nights and promise to keep stretching heaven-ward!



ACHIEVEMENTS OF 2019-2020



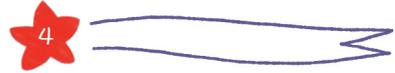
Helped 1234 children and families



Empowered 899 parents and professionals via 45 training programs



Awarded the Goa State Award for Best NGO in the Field of Disability on 19th December 2019



Collaborated with state and national agencies such as Goa State Commission for the Protection of Child Rights, Goa University, Goa Medical College, Ummeed Child Development Centre, Mumbai, Council of Christian Brothers of India, New Delhi and Regional Composite Centre for Persons with Disabilities, Kozikhode, Kerala



Initiated Parent Support Groups for families of children with special needs, to provide emotional, practical and technical assistance



Turned the Covid 19 lockdown into an opportunity for professional growth and creative innovations in work



When I was having a lot of difficulties in how to help a child with special needs in my class, I was introduced to Sethu. Sethu was a bridge for me to build a healthy relationship with my student. Sethu helped me to understand how I could reach out to this child, of how I could open my mind to him, of how I could touch his heart.

Valerie Fernandes, Don Bosco Pre-Primary School, Tuem

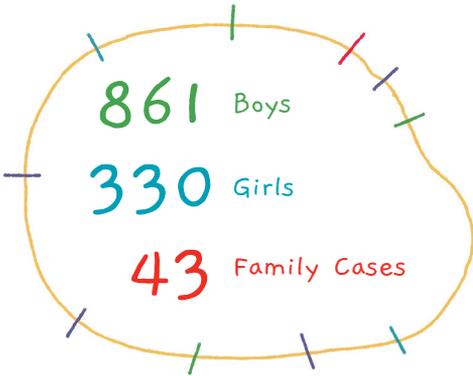
The CDC

Sethu helps you to talk about your feelings, the problems you have, to see something good & to learn about your development. They will be kind to you, please go there, I am telling you, so you might be better. I also went to Sethu, I am very happy.

A 14 year old boy attending counseling sessions because of bullying at school

From 1st April 2019 to 31st March 2020, Sethu helped:

$$\begin{array}{r} * \quad 685 + 549 = 1234 \quad * \\ \text{New Clients} \quad \text{Follow Up} \quad * \quad \text{TOTAL} \\ \text{(NC)} \quad \quad \quad \text{(FU)} \end{array}$$



Age

0-2 years 89
3-5 years 374
6-10 years 404
11-19 years 314
19+ years 10
Family cases 43

Diagnosis

	ASD	ADHD	SLD
NC	167	74	179
FU	246	68	89
TOTAL	413	142	268

Autism Spectrum Disorder (ASD)

Attention Deficit Hyperactivity Disorder (ADHD)

Specific Learning Disability (SLD)





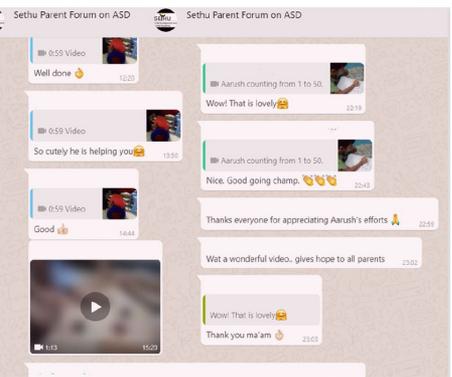
AATISH - Autism Advocacy Training Intervention Support and Hope

Our son Aarush used to scream a lot and we were struggling to overcome this situation. We tried everything. Finally, Sethu assessed and helped us understand the reason behind his screaming. By playing music and involving Aarush in household activities, we found a lot of improvement in his behaviour!

Lalit and Anita, parents of a child with autism



The AATISH team at Sethu program builds partnerships with children with autism and their families.



Through workshops like **Aarambh**, **Asha** and **Toilet-training**, we were able to empower parents and professionals to teach good practice in the field of autism.

This year saw the birth of the **ASD Family Support Group**, a forum for families to meet monthly and share their successes and struggles as well as get support from the professionals at Sethu. The WhatsApp group has over 100 participants who are in constant touch with each other.

The AATISH team attended a fantastic workshop on **Social Thinking®** conducted by Michelle Garcia Winner in Mumbai and was part of the ICAN Indo-Canadian Conference on Autism in Hyderabad.



World Autism Awareness Month was celebrated in April 2019 through numerous newspaper articles and discussions on the radio. Parents and children shared their personal experiences living with autism all through the month.



Working with Schools

We believe that our partnership with Sethu sets a unique example for how Corporates, Foundations and NGOs can successfully come together to drive social change. Partnerships are always greater than the sum of the individual efforts and Cipla Foundation strongly believes in fostering collaboration. Our synergy is the present and the future of making lives better.

Anurag Mishra, Head, Cipla Foundation

Gnyandeep, supported by Cipla Foundation is a Balwadi (government run preschool) teacher training program. In 2019 we started the groundwork to train the teachers' supervisors or "Mukhya Sevikas" so that they could provide ongoing support to the teachers after the completion of the Gnyandeep program.



Meeting with the Child Development Program Officers and Director, ICDS, Dept. of Women and Child in February 2020

Tarang, supported by Essity, is Sethu's Inclusive Education Program. Two schools, Manovikas and Chubby Cheeks, adopted Sethu's new developmentally-appropriate curriculum. Now, children are taught skills in a sequential rather than a random manner. Both schools implement the Universal Design for Learning—the ultimate lesson delivery strategy to make classrooms inclusive.

Teacher Training - Positive Behaviour Intervention



Training Programs

During the year 2019 - 2020 Sethu conducted around 45 training sessions. Some of them are listed below:

Workshops = 36
Trainings = 6
Lectures = 2
Symposium = 1



Total No of Participants = 899



Tarang Symposium

Schools and the teachers who were partners in the Tarang program organised by Sethu were felicitated and the Tarang Manual for Inclusive Education was released.

Phonics and Phonological Awareness

Sethu's in house training program for teachers on awareness of sounds in spoken words and letter-sound relationships.



Class Act 2019

Sethu's annual workshop was held in South Goa at Manovikas English Medium school. The topic was ADHD and related behavioral issues.

Comprehensive Sexuality Education

Dr. Nandita conducted two residential workshops at New Delhi and Shillong for sexuality trainers in all 26 institutions of the Christian Brothers. (CCBI) across India.



Let's Get Online

Philippa Weitz from the UK explored the issues and dilemmas around online therapeutic work, highlighting the importance of sound procedures and technology support.



The Sethu team exposed me to different ways of teaching and evaluating which was not a part of my teaching style before. I enjoyed incorporating a visual timetable, classroom rules, and started introducing concepts in multiple ways. We noticed changes in the performance of the children and realized that activity-based teaching helps them understand and express what they learn in a better way.

Tr. Priya, Chubby Cheeks Preschool

Fundraising Events



Fundraising has given us multi-pronged benefits. Foremost is that it's an opportunity to support special children. It has enabled us to reach out to friends, family and colleagues and they, in turn, have got to know about Sethu's amazing work. For us personally, we participated in the prestigious Tata Mumbai Marathon. We not only got really fit, but we contributed healthily to the Build Our Bridge Campaign. Win, win, win, all round.

Rita Nag Chowdhury and Luis Moniz

Luis Moniz ran at the Tata Mumbai Marathon on behalf of Sethu



A golf tournament charity fundraiser organized in Richmond BC, Canada by Jonathan Da Cruz and Roger Martin



The talented choir of Natal singers once again bringing out the Christmas spirit of giving by performing for Sethu to an enthralled audience



Oscar de Sequeira Nazareth ran the Goa River Marathon to raise funds for Sethu



A summer bake sale organized by Foodybreaks, Goa



FB ACADEMY GOA, ALTO PORVORIM

THE FB SUMMER BAKE SALE, GOA

Friday, May 24th, 4-9pm at Foodybreaks Goa
Grab those Yummy Pastry & Bakery Goodies you've been checking out with proceeds going to SETHU
WhatsApp 9820220912 | Instagram/Foodybreaks



Leave a Lasting Legacy through Sethu



We have chosen to support Sethu on behalf of not only our parents Venancio and Florencia but also our sisters Malvina and May, who loved children and were kind to people, especially to the poorest of poor. Sethu is an organisation that offers children the gift of life, without discrimination. One child at a time, Sethu welcomes every child with love and with the hope that they can make a difference in their lives.

Maura Da Cruz, Merlyn Velho, Mavis Dacruz and Milena Moniz

When Sethu commenced service over 15 years ago, from a small 2-bedroom apartment, we dreamed and hoped that our mission to promote child development would be successful. We are steadily and surely forging a path to reach the stars!

- * Over the last 15 years, the Sethu Centre has been compelled to change locations 4 times. Operating from a residential house limits the scale of our work.
- * Lack of space to scale up our services and strengthen the team hampers our ability to accommodate growing numbers. Our client waiting list lengthens with each passing day.
- * We realise that 'access for all' is a must to accommodate all children that walk through our doors with dignity.

Sethu's new 'State of the Heart' Centre





When you wish upon a STAR...

One of the most impactful ways in which you can help Sethu is by making a legacy donation to forever honour your loved one. This simple act can be their greatest gift, directly transforming the lives of children and their families.

What's In It For You?

Your legacy donation will be another pillar in the bridge to a better future for all children. In addition, you will also receive some quantifiable benefits:

- ▶ Exemption under 80G of the Income Tax Act.
- ▶ A personalised plaque for the area of contribution.
- ▶ Recognition on our 'Heroes of Sethu' wall.
- ▶ Special mention in the Annual Report.
- ▶ Display of your logo on our website.



How you can help:

To make a Legacy Donation e-mail us directly on reachus@sethu.in

For donations visit us at www.sethu.in/donate

THANK YOU! ✨

We came to Sethu when our son was a 1 year old and we were told that our son had Autism. We had never heard the word 'Autism' before. We were very stressed out. Sethu worked with our son and taught us how to communicate with him, handle his behaviour and improve his self-help skills. Through Sethu, a generous donor funded all our therapy sessions which helped us tremendously. 9 years later, our son can communicate for his needs and loves music. He understands much better and we can finally go out as a family!

Mr. and Mrs. Chodankar

Money Matters

SETHU

35 DEFENCE COLONY, ALTO-PORVORIM, GOA

INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31ST MARCH 2020

EXPENDITURE	AMOUNT		INCOME	AMOUNT	
	31-03-2020	31-03-2019		31-03-2020	31-03-2019
" Administrative Cost (I & FC):-			By Donations	544000.00	4153762.65
Professional fees	1848850.00	565090.00	" Donations from		
Travelling Expenses	5206.00	2359.00	Parents	3816710.00	2854100.00
Postage and Courier	1135.00	1112.00	" CF Grant received	0.00	84405.00
Printing & Stationery	56698.00	25796.00	" Workshop receipts	496466.00	738110.00
Electricity & Water	31905.00	25367.00	" SB Interest	109214.00	101860.00
Audit Fees	23600.00	0.00	" Cheer for children	0.00	142500.00
Commission on Online Donat:	4904.11	12541.37	" Administrative receipts	30000.00	0.00
Bank Charges	21527.33	59291.79	" Dividend	228061.52	257126.66
Annual report charges	18750.00	21000.00	" Interest on FDR	1623440.60	992121.00
Licenses/Fees/Taxes	12310.00	6965.00	" Fellowship & Application		
Newspaper & Periodicals	2181.00	1839.00	Fees	120000.00	95000.00
Office expenses	45800.06	69196.00	" Best NGO Award- DOSW	25000.00	0.00
Rent paid	416703.60	308476.00			
Telephone/ Internet	49552.24	31427.64	FCRA Account:-		
Event & Fund Raising Expen:	14941.00	127864.00	" Donation Received	102300.00	488589.86
Repair & Maintenance	90782.00	188667.00	" Cheer for children	0.00	400000.00
Rounding off	2.62	0.00	" Workshop receipts	0.00	0.00
			" Interest on FD	163308.00	303777.24
" Programme Expenses:					
Workshop Expenses	11016.00	149439.00			
Training of professionals	10555.00	17657.00			
CF Grant Expenses	0.00	102040.00			
Printing & stationery	0.00	0.00			
Professional fees	2492267.30	3135524.60			
IT Expenses	71199.00	13487.00			
Sponsorship	0.00	0.00			
Consultancy paid	41000.00	1770.00			
SHCIL Expenses	12898.00	454126.06			
Fellowship Fees Paid	125000.00	0.00			
Teaching Aids (E)	1382.00	0.00			
Rent paid (Aatish)	300000.00	0.00			
Pentair Expenses	49158.00	0.00			
Cheer for Children Expense:	572304.00	212967.54			
" Programme Expenses (FC) :-	0.00	1702570.24			
(As per Schedule)					
" Depreciation :-	172843.00	168031.00			
(As per the statement attached)					
" Excess of Income Over Expenditure	754029.86	3206748.17			
Total Rs.	7258500.12	10611352.41	Total Rs.	7258500.12	10611352.41

Peter Pinto
Managing Trustee)

Ollaladen

(Olga Maladen)
Trustee



Chartership No-133

For Prashant Jain & Co.
Chartered Accountants (FRN140829W)

CA Prashanth Kumar Jain
M.N. 133883



21/07

SETHU

35 DEFENCE COLONY, ALTO-PORVORIM, GOA

RECEIPTS AND PAYMENT ACCOUNT FOR THE YEAR ENDED 31ST MARCH 2020

RECEIPTS	AMOUNT		PAYMENTS	AMOUNT	
	31-03-2020	31-03-2019		31-03-2020	31-03-2019
To Opening Balances :-			By Administrative Cost (I & FC) :-		
F/D HDFC Bank	21661000.00	13961000.00	Professional fees	1967170.00	565090.00
F/D State Bank of India (FCRA)	592784.00	573900.00	Travelling Expenses	178.00	2359.00
HDFC Bank A/C No. 00219	1905803.37	3984922.13	Postage and Courier	1135.00	1112.00
HDFC Bank A/C No. 04582	56543.90	100523.00	Printing & Stationary	56698.00	25796.00
C/A State Bank of India (FCRA)	3149610.83	4188058.55	Electricity & Water	31905.00	28367.00
Other Deposit	1800.00	1800.00	Audit Fees	23600.00	
Cash in hand	69143.00	47781.00	Commission Paid	4904.11	12541.37
Cash in hand(FCRA)	1200.00	9276.00	Bank Charges	21527.33	59281.79
			Annual report expenses	18750.00	21000.00
" Building fund	3844071.18	8565008.50	IT Expenditure	71139.00	6965.00
" Donations	544000.00	4153762.65	License/Fees/Taxes	12310.00	
" Donations from Parents	3816710.00	28541000.00	Scooter Maintenance	5033.00	
" Corpus Donation	165000.00	233900.00	Newspaper & Periodicals	2181.00	1839.00
" Reserve Fund	16000.00	0.00	Office expenses	45900.00	63199.00
" Loan from Almitra Patel	0.00	0.00	Rent paid	416703.60	308476.00
" Mutual Fund redemption	0.00	0.00	Telephone/ Internet	49552.24	31427.64
" CF Grant received	0.00	84405.00	Repair & Maintenance	90782.00	18867.00
" Workshop receipts	493456.00	73611.00	Event & Fund Raising Expenses	14941.00	127864.00
" SB Interest	109214.00	101860.00	" TDS Payable	722933.70	532979.00
" Cheer for children	125230.00	142500.00	" TDS receivable(Bank Interest)	67745.30	39322.50
" Dividend	228061.52	257130.20	" Rent Deposit	110100.00	139036.00
" Interest on FDR	496201.20	565415.30	" Round off	2.62	
" Fellowship fees	12000.00	95000.00	" Advance repaid to :-		
" Rent deposit refund	102000.00	105478.00	Rotary Club	0.00	12500.00
" TDS Payable	520203.00	435781.40	George Ninan	0.00	50000.00
" Best NGO Award	25000.00	0.00	Joel Dias	0.00	300.00
			Mosaic	0.00	900.00
" Advances from:			Sarah Sousa	2000.00	0.00
George Ninan	0.00	50000.00	Radha Redkar	2700.00	0.00
Joel Dias	0.00	3000.00	Sustna	2500.00	0.00
Mosaic	0.00	900.00	" Deposits :		
Sarah Sousa	2000.00	0.00	Trisha Saldana	4790.00	0.00
FCRA Account:-			Arambh Deposit	24200.00	0.00
" Building Fund	1770307.51	1448230.65	" Work in Progress (Quirim Property) :-		
" Donation Recd.	102300.00	488589.86	Indian	89360.00	0.00
" Cheer for children	0.00	400000.00	FCRA	155740.00	0.00
" Bank Interest	0.00	101472.00	" Sundry Creditors :-		
" TDS	157518.70	153381.00	Prashanth Jain	1000.00	0.00
" Advance (FCRA):			" Programme Expenses (I & FC) :-		
Radha Redkar	0.00	2700.00	Workshop Expenses	11016.00	149439.00
Sustna	0.00	2500.00	Training of professionals	10855.00	17657.00
" Deposits :			CF Grant Expenses	0.00	102040.00
Arambh Deposit	27200.00	0.00	Professional fees	2373947.30	3138524.60
" CSR Grant Received			SHCIL Exp. (Unspent Balance)	12898.00	453126.00
CIPA Foundation	550451.00	0.00	Teaching Aids (E)	1382.00	0.00
Blue Cross	300000.00	0.00	Fellowship fees	1200.00	0.00
V.M. Salgaonkar	100000.00	0.00	Blue Cross CSR Gr	300000.00	0.00
" CSR Grant Received (FCRA)			CIPA Foundation	477653.00	0.00
BSN Medical Prt Ltd	0.00	1168400.00	V.M. Salgaonkar	0.00	0.00
Beiersdorf India	500000.00	0.00	CSR Grant Exp.	100000.00	0.00
CAP	15571.40	0.00	Cheer for Childr	656441.00	0.00
Cathay Pacific	300000.00	0.00	Consultancy paid	41000.00	1770.00
Goa Sudharop(Speech & Language)	338346.00	0.00	Rent paid	300000.00	0.00
Goa Sudhrop Community Develop. (IC(Hope Swirls)	60996.00	0.00	Renewal of Practo	0.00	13487.00
			Sponsorship	0.00	212967.24
			" Programme Expenses (FC) :-		1702570.24
			(As per Schedule)		
			Goa Sudharop(Speech & Language)	338346.00	0.00
			Goa Sudharop (Hope Swirls)	6972.00	0.00
			Charities Aid Foundation	15571.40	0.00
			BSN Medical Prt Ltd (Tarang Proj)	897707.00	0.00
			Cathay Pacific	182127.00	0.00
			Pentair Expenses (Unspent Bal.)	48538.00	0.00
			" Purchase of Fixed Assets	37509.40	6157881.00
			(Indian)		
			" Purchase of Fixed Assets	0.00	7853708.51
			(FC)		
			" Paid to Almitra Patel	500000.00	625000.00
			" Closing Balances :-		
			F/D HDFC Bank	23221000.00	21661000.00
			F/D State Bank of India (FCRA)	3057084.00	3927084.00
			HDFC Bank A/C No. 00219	3623811.16	1908803.37
			HDFC Bank A/C No. 04582	418710.20	56543.90
			C/A State Bank of India(FCRA)	1537633.81	3149610.83
			Other Deposit	1800.00	1800.00
			Cash in hand	48551.00	69143.00
			Cash in hand(FCRA)	7557.00	1200.00
Total Rs.	42267762.61	50091785.35	Total Rs.	42267762.61	50091785.35

[Signature]
Peter Pinto
(Managing Trustee)
Ollalade
(Olga Maladen)
Trustee



As per my report of even date attached
Place :- Panaji - Goa
Date :- 21/07
For Prashant Jain & Co.
Chartered Accountants (FRN140829W)

CA Prashant Kumar Jain
M.N. 133863



SETHU

35 DEFENCE COLONY, ALTO-PORVORIM, GOA

BALANCE SHEET AS ON 31ST MARCH 2020

FUNDS & LIABILITIES	AMOUNT		ASSETS	AMOUNT	
	31-03-20	31-03-19		31-03-20	31-03-19
Capital Account			Fixed Assets :-	14170388.91	14305722.51
Corpus Donations	780681.00	7641881.00	(As per statement)		
Reserve Fund :-	16000.00	0.00	Investments:-		
Building Donations:-	19888331.68	16044260.50	Fixed Deposit	23221000.00	21661000.00
Building Donations (FCRA):	11139040.12	9368732.61	Investments	2657326.83	2657326.83
Interest free loan from			Reliance Regular Balance Fund	5346000.00	5346000.00
Almitra Patel :-	2875000.00	3375000.00	Investments (FCRA):-		
Income and Expenditure			F/D State Bank of India	3057784.00	592784.00
Account :-			FD Accrued Interest	621573.24	474631.24
As on 01-04-2015 13904413.27			Work in Progress (Guirim Property):-		
Add:- Excess of Income			Indian	287970.00	198610.00
Over Expend 754029.86			FCRA	155740.00	0.00
14658443.13	13904413.27		Current Assets Loans & Advances:-		
Grants Received for CSR			Rent Deposit	130136.00	122036.00
Cheer for Child: 41213.00			Nirmaya	1800.00	1800.00
CIPLA Foundator 42798.00			Trisha Saldana	4790.00	0.00
BSN Medical			Tax Deducted at Source :-	347325.20	129615.10
Pvt Ltd(FCRA) 248685.00			Refund Due(F.Y. 2017-18):	96865.30	96865.30
Cashay Pacific(\$ 118783.00)			Interest Accrued (Fixed Deposits)	1790022.90	796382.30
Goa Sudharop			Cash and Bank Balance :-		
(Hope Swirls)(FC 53934.00)			HDFC Bank A/C No. 00219	3823811.16	1905803.37
Beiersdorf Indis 500000.00	1005413.00	1168400.00	HDFC Bank A/C No. 04582	116976.58	56543.90
Loans and Advances:-			State Bank of India (FCRA)	1537633.81	3149610.83
Giselle Lobo 900.00			Cash in hand	48551.00	69143.00
Fricilia 1499.00			Cash in hand (FCRA)	7557.00	1200.00
Ulka Lotlikar 704.00	3103.00	5200.00			
Current Liabilities :-					
TDS Payable 11515.00	44517.00				
TDS Payable(FCRA) 0.00	11670.00				
Professional Fees payable 0.00	1000.00				
Sundry Creditors :-					
Malika Arjun Traders 16525.00	0.00				
Professional Fees Payable 3000.00	0.00				
Total Rs.	57423251.93	51565074.38	Total Rs.	57423251.93	51565074.38

Peter Pinto
Managing Trustee)

Olga Maladen
(Olga Maladen)
Trustee



As per my report of even date attached

Place :- Panaji - Goa

Date :- 21/07

For Prashant Jain & Co.
Chartered Accountants (FRN140829W)

CA Prashanth Kumar Jain
M.N. 133893

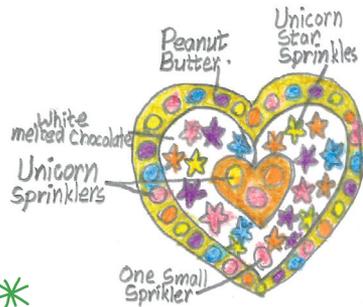
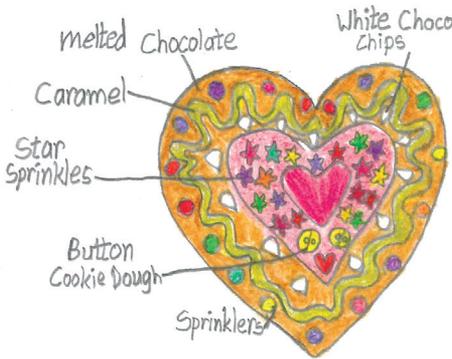


THANK YOUs



We have been observing the work done by Sethu for quite some time before we made our commitment to them and we are convinced of the sincerity with which they approach the problems of child mental health. Children's mental health is not adequately addressed in India and we believe that in this regard Sethu is a unique institution not only amongst such institutions in Goa but across the country.

Dean Menezes, Director, CMM Group



Abhijeet Gujar, Abhijit Prabhu, Abhiroop Pandey, Aditya Ramakant Angle, Afonso Foundation Inc, Aileen De Souza, Ajay Rangaraj, Ajit Bapat, Akhilesh Tiwari, Alan Lobo, Alka Melwani, Amit Gajakose, Andre Velho, Anita D'Souza Reginaldo, Anita Khandeparkar, Anjali Barretto, Anjali & Stefan Maus, Anjali Sethi, Anshuman Prasad, Anthony Barreto, Archana Kakade, Archana Mani, Arpan Foundation, Arti Kamat, Arun Bansal, Aryaman Vepa, Ashok Joshi, Atmanand Varde, B. Velan, Bashira Aga, Beiersdorf India Pvt. Ltd., Bhaskar Nag Chowdhury, Bidesh Chitnis, Blue Cross Laboratories, C.C. Aiyapa, Calvin Pereira, Cathay Pacific, Chandni Choraria, Chandrakant Lad, Charities Aid Foundation America, Charizma Entertainment, Cheryl Pereira, Christopher &, Renata Flores, Cipla Foundation, CMM Logistics Pvt. Ltd, Cosme & Brenda Menezes Foundation, Croyden Pereira, Dazy Dourado, Dean Menezes, Deepa Bajaj, Deepika Ghosh, Delbert Clausen Pereira, Denzil Fernandez, Devarkonda Sandip, Dias Psychology, Dipa Nag Chowdhury, Directorate Of Social Welfare, Dorotea Moniz, Dr. Annelly D'Lima, Dr. Joseph Britto, Dr. Nandita De Souza, Dr. Ryan Francisco Alberto, Dr. Ryan Quadros, Dreena Frank, Eddy Rodrigues, Edlyn & Vivienne De Souza, Edward Clint Bramblebee, Emérico D'Sa, Ericson And Richards Goa, Francis Xavier Melvin Barreto, Fund Raising Event Mod, Gauri & Ajay Salvi, Gautam Nair, Gazella Thomas, Genevieve Ivonne Morenas, Giselle Fernandes,

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What inspires me most is how, with their limited resources and constantly changing dynamic situations, the Leadership team has the courage to put the ultimate objective of the organisation at the centre and constantly work towards it.

Renuka Mendes, Volunteer

Sethu is like beacon for parents of children with special needs in Goa. I will continue to be an ardent supporter of Sethu.

Alan Lobo, Well-wisher, USA



OUR TEAM (2019-20)

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); Shenessa Baretto (Psychologist); Dr. Priti Bakre (Psychiatrist); Alisha Narvekar (Child Development Trainee); Saeed Mahambre (Child Development Trainee); Dr. Chandni Choraria (IAP Fellow, Developmental Pediatrics); Madhura Joshi (Rehabilitation and Research Coordinator)



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AATISH - The Autism Program

Andre Velho (Head - Autism Program); Mahera Kantawalla (Occupational Therapist); Purva Kamat (Behavioural Therapist),

Tarang - The Inclusive Education Program

Giselle Lobo (Head of Inclusive Education); Madhura Manerikar (Special Educator); Manju Sashidharan (Special Educator); Bharati Dsouza (Special Educator); Akshanda Mapari (Special Educator)

Administration

Pricilla De Souza (Administrator); Aiyapa C. C (Head - Strategic Development and Implementation); Helene Menezes (Volunteer, Head of Fundraising); Laxmi Magdum (Office Assistant); Renuka Mendes (Volunteer, Human Resources); Ulka Lotlikar (Accounting); Laxmi Pillai (Training Coordinator); Sushma Madgaonkar (Housekeeping); Laxmi Sular (Housekeeping) Annual Report Cover Drawing and Lead Artist: Sanika Phaldessai, 10 years old
Design: Anjora Noronha

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