

18th

Our Birthday Edition

ANNUAL REPORT
2023—24

Dean Menezes

Sethu's Trustee (2022—24) and North Star (Forever)



We're heartbroken to inform you, as we go to press, of the untimely passing of our dear trustee Dean in July 2024. His presence was a light in our world and all it touched. Goa's most vulnerable children have lost a champion and India, a respected titan of industry known for his integrity and compassion. Our deepest condolences to his family. Thank you for everything, Dean. Rest in peace.



in the beginning

In 2005, six women who were crazy about kids and fiercely committed to their wellbeing decide to start a new child development organisation in Goa.

Eighteen years ago, when Nandita invited me to be a trustee of Sethu, I was quick to agree, seeing the dire need in Goa for what she envisioned – a multi-disciplinary centre to help children develop and thrive. We started out with **a handful of committed professionals and a dream**.

Eighteen years on, we have thousands of children in **our incredible, joyful neurodiverse family**. I'm humbled by the trust and appreciation we've received and grateful for the support and funding.

We're now building **a new state-of-the-art centre** which will help us expand our services, widen our reach and continue to build a bridge to a more inclusive reality for our children.

Can we change the world? We'll never know if we don't try. So we're trying our hardest to make it happen.

■ **Ameeta Mascarenhas**
Founder Trustee, Sethu

Three founder trustees

- Ameeta Mascarenhas
- Elvina Menezes
- Sneha Bhandare

Three working professionals

- Yogita Joshi
- Anjali Barretto
- Dr Nandita De Souza

Justice Valmiki Menezes, then a young lawyer (and now a permanent judge of the Goa High Court), drafted a 50+ page trust deed pro bono, detailing our trustees' responsibilities in every conceivable scenario, except perhaps war and famine.

Eric Menezes lent us his flat to run the centre in Miramar, rent-free.

K P Jayasankar gave us our name and designed our logo, for free.

Trustees

2005	2023
3	5

Team

2005	2023
3	38

Annual Budget (Rs)

2005	2023
2.6 lakh	1.7 crore

Registrations since 2005

10,000+
children and
families



(L—R): Yogita Joshi, Dr Nandita De Souza and Anjali Barretto were our first professional team.

I'm often asked about the origins of Sethu and if my vision has been realised. I wish I had a grandiose, impressive quote about how hard work and strategy help you reach the stars, but I don't!

We wanted to serve children and families.

We made a list. **We asked. And we received.** Abundantly.

I'm continually **amazed at what can happen when a bunch of people who have their hearts in the right place get together.** That's all one needs to begin!

■ **Dr Nandita De Souza**
Founder and Director, Sethu

a bridge across time

2006—07

Tarang Resource Room opens at Chubby Cheeks Preschool, Goa's first inclusive preschool.



Pulkit, who started at Tarang, is now pursuing a B.Com degree.

2007—08

Twelve assistant teachers complete Teach to Reach, a 400-hour training programme in inclusive education.



Training sessions in the parking space – we're nothing if not resourceful.

2008—09

Universal Active Mathematics (UAM) training for 490 teachers in 307 government primary schools (GPS) serving 9,433 students in the remote talukas of Sanguem, Sattari and Canacona, in collaboration with Navnirmati Eduquality Foundation, Sarva Shiksha Abhiyan and the

Department of Education, Government of Goa.



UAM training in Canacona, Goa.

2009—10

English is Fun, an English as a Second Language (ESL) training programme, begins at GPS Paithona, in collaboration with Bookworm, Spandan and the Village Child Committee of Salvador do Mundo Panchayat, and then with the Goa Institute of Management under the Give Goa Programme. The programme runs until the Covid pandemic.



English is fun!

2010—11

We're awarded the Navhind Times-Viva Goa Goan Achievers NGO Award for Social Empowerment, 2010, based on public votes and a final selection by a panel of leaders in industry.



Dr Nandita receives the award from Chief Minister Digambar Kamat.

2011—12

We're awarded the Blessed Mother Teresa Grant by the Government of Goa during the Golden Jubilee Year celebrations of Goa's Liberation.

2012—13

We become a member of a committee of the Department of Education, Government of Goa, to study the Scheme for Education of Children with Special Needs and make recommendations to promote inclusive education.

2013—14

Sethu Sunday, a jumble sale to raise funds, is hugely successful.



Jumble all the way at Sethu Sunday.

2014—15

We train 26 anganwadi teachers of the Integrated

Child Development Scheme (ICDS) in child development and disability, in collaboration with the Rotary Club of Panaji.



Anganwadi teachers get a feel of how disability can affect learning.

2015—16

We're 10! Much gratitude, cake, fun, music, and a painting auction to celebrate our service to over 5,500 children!



Joshua, our first child, cuts our 10th birthday cake.

2016—17

Sethu becomes the first centre in India to offer PEERS (Program for Education and Enrichment of Relational Skills), an evidence-based social skills programme for adolescents, developed at UCLA.



PEERS Class of 2018—19

2017—18

Team Sethu presents papers, posters and workshops on childhood sexuality at the International Developmental Pediatrics Association Congress (IDPAC) in Mumbai.



All smiles at IDPAC 2017, Mumbai.

2018—19

Our dear friend and benefactor Alessandro Bafico bequeaths us his beautiful home in Saligao.



Alessandro Bafico, forever in our hearts.

2019—20

We win the State Award for Best NGO in Disability.



Dr Nandita receives the award from Chief Minister Pramod Sawant.

2020—21

The pandemic pushes us to offer online services to 755 children during the lockdown. The Sethu Activity Centre, the first of its kind in Goa provides fun and friendship to disabled children, and respite to parents.



Never a dull moment at the Sethu Activity Centre.

2021—22

With rigorous training by the team at Holland Bloorview Centre in Canada, we become Asia's first organisation to offer Social ABCs, an evidence-based parent coaching programme to enhance children's social communication.



Social ABCs in action.

2022—23

Eighty four childcare physicians from India, Pakistan, Nepal and Turkey register for the Ummeed-Sethu ECHO-ADHD programme (Season 2) on using a family-centred approach in the management of ADHD.

coming of age

18 years on 1 June 2023



Friendship Day at the Sethu Activity Centre.

It's been **216 months and counting**
towards one

vision and **936 weeks and counting** on one

An inclusive world
that nurtures and
celebrates every
child.

mission

To be a centre of
excellence in child
development, family-
centred care and inclusion
through interdisciplinary
services, training,
advocacy and research.

Our Programmes

- Child Development Programme
- Mental Health Programme
- Inclusive Education
- AATISH
(Autism Advocacy Training Intervention, Support and Hope)

our impact

2023—24

1,045

children and families received family-centred Services

Autism Interventions

478

 children

Development Assessments

314

 children

Gnyandeep

Capacity building of

1262

anganwadi teachers across all

12

 talukas

95

pre-school children with developmental delay identified by the anganwadi teachers

74

diagnosed with neurodevelopmental disabilities

Training Programmes

972

participants

22

online and in-person programmes

491

New registrations

540

Follow-up clients

14

Activity centre registrations

Mental Health Interventions

492

 children and young people

Inclusive Educational Services

127

 children

Infrastructure support provided to

305

anganwadi centres across

4

 talukas

snapshots of the year gone by

1 We developed Sethu's Theory of Change (ToC), a strategic planning document to guide us on our five pathways to change. Thank you, Andrea Rodricks and Dr Marzio Babilie!



At work on our ToC as part of our structured approach to achieving our vision.

2 We became the first nonprofit in Goa to offer aqua therapy services for disabled children.



Rishi (name changed), 10, having a whale of a time at aqua therapy.

3 At International Purple Fest 2024, we collaborated with Goa University, The Owl House, TIES and NIMHANS on workshops, seminars and experiential activities to promote and celebrate inclusion.



Fun and games for everyone at Purple Fest 2024.

4 We collaborated with the Office of the Disability Commissioner to facilitate UDID registrations for children to enable them to avail disability benefits.

5 We conducted 'Circle of Care' group programmes to promote mental health and well-being among parents of disabled children.

SETHU
Child Development and Family Guidance

CIRCLE OF CARE

A group meeting for parents of neurodivergent children to come together, have fun and discuss little ways to care for themselves.

For - Parents of children registered at Sethu
Where - In person meeting at Sethu, Saligao
When - Second Saturday of every month
Timing - 3:00—4:30 p.m.
Fees - Rs. 200/- per participant

Kindly register using the QR Code

© 7899393813
Heeraja Manoop
Speech Language Pathologist & Counsellor

Circle of Care poster

6 IAP Fellow, Dr Sushila K Haldonkar, completed a thesis on 'Family Perspectives on Using Visual Support Systems in ASD'.



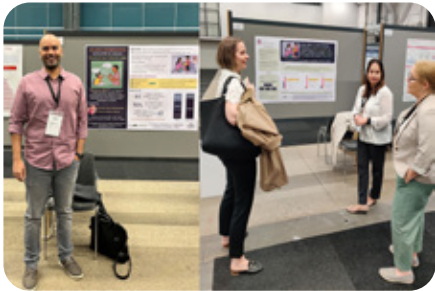
Dr Sushila presents a poster on visual strategies at NCDP 2023 in Guwahati.

7 Our occupational therapist, Shabda Virnodkar won Enable India's Project Discovery Award for Innovation for her game Sensory Ludo, which improves children's sensory processing abilities.



Shabda receives the award from Shanti Raghavan, Founder of Enable India

8 Andre Velho and Mahera Kantawala presented their autism research at the INSAR conference in Stockholm, Sweden.



Andre and Mahera at INSAR, Stockholm.

9 Team Gnyandeep, supported by Cipla Foundation, distributed 307 assessment kits to help anganwadi workers across Bicholim, Pernem, Dharbandora and Canacona screen children for disabilities and refer them for early intervention.

10 We began construction of the Sethu Centre in Guirim, North Goa.



The new Sethu Centre will be inclusive and accessible to all.

children's voices matter



At Sethu, the children always take centre stage.



Celebrating Children's Day with CSR support from Epicor via their Employee Engagement program.

"Put timer, put timer!"

Instructions to our paediatrician by Ravi, 5, who couldn't wait for the end of his session so that he could use the trampoline outside.

"I have a crush on my English teacher!"

John, 17, an autistic teenager, describing what's going well in his life.

"I want to give the (ADHD) medication a shot; this homework is a real headache."

Sarita, 11, who recently began secondary school.

a home of our own

May 2023



Groundbreaking! It's finally happening!

November 2023



All hands on deck and 80% of the foundation laid.

March 2024



Columns on the ground floor raised.

Our permanent centre in Guirim, North Goa, built to inclusive, universal design standards will exemplify an impossible dream brought to fruition by ordinary people who believe that Goa's children deserve better.

Construction has been in full swing since April last year. We expect to have the grey structure completed by December 2024, and be ready for the big reveal by the end of 2025.

Please join our mission, donate generously and help us walk the rest of the way home. To donate or know more, please use the QR code alongside.

June 2024



Concreting of columns of the first floor slab completed.

Sethu is a registered charitable trust. Donations are eligible for income tax exemption under Section 80G.



families at the centre



Our belief that families are the experts of their children and do the best they can has helped strengthen our services. Building on our past success, we extended family-centred care (FCC) from a project to an organisation-wide commitment this year.

We've institutionalised family-centred care

We've embedded FCC into our policies, procedures and practices to prioritise families' needs and expectations and enhance collaborative decision making.

We foster family involvement

Our Family Advisors on staff, who are parents of neurodivergent children themselves, work with volunteer Parent Buddies and parent resource persons to actively encourage parent-to-parent interaction and support through our online support groups, training programmes and community-building activities.

We empower families

Through parent coaching, training, and facilitating access to rights and benefits, such as UDID cards and Niramaya insurance by advocating with government agencies, we empower families to take charge of their lives, advocate for their children and become agents of change for inclusion.

We promote caregiver well being

Parental health is critical for the wellbeing of children. We encourage parents to focus on their mental, physical and emotional health through self-care and recreation opportunities.

Being a part of this community made us realise we're not alone. You are champions, fighting your battles every day without realising how impactful you've been for people in similar situations.

■ Message posted by a parent on the Signal support group

financial information

SETHU
35 DEFENCE COLONY, ALTO-PORVORIM, GOA
CONSOLIDATED BALANCE SHEET FOR THE PERIOD ENDING ON 31-03-2024

	Particulars	Sch.	As at 31 March, 2024	As at 31 March, 2023
I	SOURCES OF FUNDS			
	<u>Capital Funds</u>			
	Capital Account	1	7,63,17,689.00	6,00,34,540.57
	Reserves & Surplus	2	2,63,42,316.00	2,44,63,788.67
	<u>Current Liabilities</u>	3	56,85,721.00	52,38,464.62
	TOTAL:		10,83,45,726.00	8,97,36,793
II	APPLICATION OF FUNDS			
	<u>Fixed Assets</u>	4		
	Gross Block		1,45,80,916.00	1,47,41,643.98
	Less: Depreciation		2,06,685.00	2,44,258.00
	Net Block		1,43,74,231.00	1,44,97,386.00
	<u>Investments</u>	5	4,85,32,741.00	5,48,72,508.86
	<u>Loans & Deposits</u>	6	24,23,384.00	24,06,085.00
	<u>Other Current Assets</u>	7	3,64,61,758.00	53,20,583.97
<u>Cash & Bank Balances</u>	8	65,53,612.00	1,26,40,229.45	
	TOTAL:		10,83,45,726.00	8,97,36,793

As per our audit report of even date attached

FOR PRASHANTH JAIN & CO.
 CHARTERED ACCOUNTANTS
 FIRM REGN. NO. 140829W



CA PRASHANTH KUMAR JAIN
 M. NO. 133883

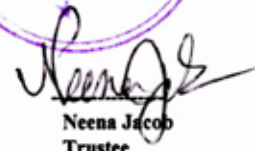
Place : Panaji
 Date : 10/07/2024



For SETHU



Peter Keith Pinto
 Managing Trustee

Neena Jacob
 Trustee

SETHU

35 DEFENCE COLONY, ALTO-PORVORIM, GOA

INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 2024

	Particulars	Sch.	As at 31 March, 2024	As at 31 March, 2023
I	INCOME			
	Other Income	9	2,07,97,176.10	2,33,65,047.75
	TOTAL		2,07,97,176.10	2,33,65,047.75
II	EXPENDITURE			
	Interest and other charges	10	11,547.93	18,366.94
	Establishment Expenses	11	1,49,87,219.15	1,70,51,998.00
	Other Expenses	12	36,61,380.42	15,17,587.57
	TOTAL		1,86,60,147.50	1,85,87,952.51
V	Profit before Depreciation & Taxation		21,37,028.60	47,77,095.24
	Less: Depreciation		2,06,685.00	2,44,258.00
	Profit After Depreciation & Taxation		19,30,343.60	45,32,837.24
	Add: Balance of profit carried forward from previous year		45,32,837.24	32,66,157.38
	Balance Carried to Balancesheet		64,63,180.84	77,98,994.62

As per our audit report of even date attached

FOR PRASHANTH JAIN & CO.
CHARTERED ACCOUNTANTS
FIRM REGN. NO. 140829W



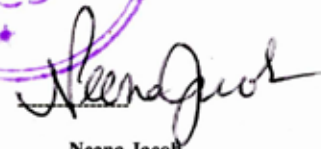
CA PRASHANTH KUMAR JAIN
M. NO. 133883



For SETHU



Peter Keith Pinto
Managing Trustee

Neena Jacob
Trustee

Place : Panaji
Date : 10/07/2024

our funders and donors

It's no surprise that we're not alone in our commitment to children. Kids are easy to love. It's the legion of people like you, who've reposed your trust in us these 18 years, who never cease to fill us with gratitude. Thank you for your generosity. Please know that every paisa of your contribution is spent judiciously on your intended purpose.

Cipla Foundation's partnership with Sethu since 2016 has enhanced the skills of all 1,262 anganwadi teachers in Goa, systematising the programme, supporting 80 disabled children in the last fiscal year alone, and leading to its wide adoption across the state. Together with Sethu, we look forward to advancing Cipla's motto and mission of 'Caring for Life'.

■ **Anurag Mishra**
Head, Cipla Foundation

Individuals

Aileen De Souza, Ameeta Mascarenhas, Anahita Mishra, Andre Gomes, Andre Velho, Anil Desai, Anjali Barretto, Anjali Monteiro, Anoushk Kharangate, Anthea Barreto, Anusha Doshi, Anusha Ranade, Arati Fernandes, Archana Bhobe, Arpit Agarwal, Ashwin Mohan Ram, Avril Desouza, Bernardo de Sousa, Bhavik Rajani, Cassandra Dmello, Dattaram Raiker, Dev Loyola Nazareth, Devine Computers, Drina Fernandes, Eric De Souza, Harsh Trumpet Horn, Hima Palaparath, Ingrid Zeisler, Ishudeep Tiwari, Ivan Crasto, Jolly Mascarenhas, Joya Lemos, K P Jayasankar, Kapil Ranade, Karena De Souza, Kishore Thangavelu, Laxmi Magdum, Laxmi Pillai, Luis Antonio Moniz, Mahera Kantawala, Mahinder Chodankar, Mariadas Jose Couto, Muralidharan/ Indu Rao, Nandita De Souza, Naresh Dhiman, Neeraja Manoop, Pankaj Mehra, Parul Sharma, Perpetua Britto, Poonam Dalani, Rachel Manolson, Rajendra Chintamani, Ramakrishnan Sundaram, Rashmi Garg, Rita Nag Chowdhury, Sandra Pereira, Serjio Freitas, Shaila Faleiro, Shalane Dias, Shenessa Barreto, Shrabani Roy, Smita Naik, Smruti Mirani, Stan and Lydia Desouza, Sudhir Gawas, Suneeta King, Dr Sushila Haldonakar, Tarun D'Souza, Trisha Saldanha, Ulka Lotlikar, Usham Dias, V R Feroze, Valerie Freitas, Vincent Saldanha, Vivien Vaz, Ziva and Kaylee Fernandes

Organisations

Averina International Resorts
Azim Premji Philanthropic Initiatives (APPI)
Azim Premji Foundation
Beiersdorf India Private Limited
Betts India Private Limited
Blue Cross Laboratories Private Limited
Bombay Masonic Development Fund
Bright Funds Foundation
BSN Medicals Private Limited
Cafe Chocolatti
Charities Aid Foundation America
Children Across Borders
Cipla Foundation
CMM Logistics Private Limited
Commscope Indra Private Limited
Dadabhai Dosaibai Charitable Trust
Epicor Software India Private Limited

Essity India Private Limited
Give Foundation
Giving Impetus To Voluntary Effort
Kasu Assets Development Private Limited
Kulkarni Eye Clinic
Lourdes Convent School
Lyra Network Private Limited
NMT Shipping Private Limited
Online Giving Foundation
Oracle Cerner Healthcare Solutions India Private Limited
Panjim First
Prateek Menezes Memorial Foundation
Sathire Social Impact Solutions Private Limited
Self Reliant Inc
The Positive Uprising
Tyche Payment Solutions Private Limited
Unitop Chemicals Private Limited

our trustees

You show up prepared. You ask hard questions. You help us find answers. You share our good news and give so generously of your time and talents. For this and more, thank you, dear trustees.



Air Commodore Peter Pinto (Retd)

Managing Trustee

Following a long and illustrious career in the Indian Air Force where he was awarded the

Ati Vishist Sewa Medal by the President of India, Peter took over as the Director General of the Goa Chamber of Commerce and Industry. His association with Sethu, starting with our jumble sales for which he graciously offered terrace space, has taken the organisation to ever greater heights.



Dean Menezes
Trustee

Dean was the CEO of Cosme Matias Menezes (CMM), an industrial conglomerate with interests across

sectors. With a specialisation in Finance, he brought with him experience in accounting, budgeting, financial processes, property development and institution building.

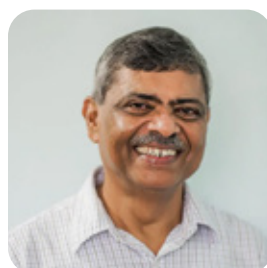
Dean was proud to be associated with Sethu for its selfless work in an area that resonated with him, its wise and frugal spending, and its impact on the lives of thousands of families who have no place to turn to for treatment and comfort.



Dr Ameeta Mascarenhas
Trustee

A founding member of Sethu, Ameeta qualified as a paediatrician at Goa Medical College.

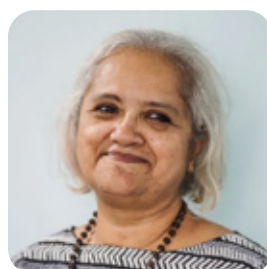
After a stint as a copywriter in advertising agencies in Mumbai and Dubai, she moved back to Goa to give back to the state she believes has given her so much. She's committed to Sethu and its efforts to ensure that all children have opportunities to enjoy a happy, healthy childhood.



Michael Mendonsa
Trustee

Mike retired as a Master Mariner after 43 years at sea. As a trustee, he's been instrumental in helping our plans for

our upcoming premises in Guirim get into ship-shape order. Swimming, meditation and the camaraderie of friends keep Mike fit and on track for all that's good for Sethu.



Neena Jacob
Trustee

Neena retired as Head of a mainstream school in Mumbai after 33 years as an educator. A firm

believer in inclusive education despite a 1:60 teacher-to-student ratio per class, she would work closely with her teachers to ensure that every child could realise their full potential. She accomplished this by recognising that intelligence comes in many forms. She fosters community involvement and helps children to learn by doing.



Team Sethu, building bridges together.

Sethu Centre for Child Development and Family Guidance

5/84, Dhonvaddo, Saligao, Goa 403 511

+91 772 001 3749
reachus@sethu.in
www.sethu.in

Instagram: [sethu.goa](#)

LinkedIn: [Sethu](#)

Facebook: [Sethu Centre for Child Development and Family Guidance](#)