



HRIDYA  
From the  
heart

10 years  
of  
Tamahas

Annual Report 2018-19

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## About Tamahar

Tamahar is a non-profit, started in 2009 by Mrs Vaishali Pai, to work with children suffering from developmental delay due to brain damage, across all age groups and from all socio-economic backgrounds; through the medium of holistic developmental intervention (combination of Early Intervention, Special Education, Auxiliary Therapies, Family Programs and Recreation). We are based out of Bangalore and currently, we are directly working with 65 children at our centre. Indirectly, we reach out to more children with special needs in Bangalore and Rural Karnataka through our Train the Trainer program.

## Vision

Prevention & Alleviation of developmental disability in children with brain damage

## Mission

To enable children with brain damage and their families to live a happy, healthy, and dignified life in an inclusive society through rehabilitation services, capacity building, community engagement, and advocacy.

## Core Values

### Opportunity

Opportunity for a person to grow as an individual and develop own personality

### Unique

Acknowledging the uniqueness of each person

### Inclusion

Including individuals from all walks of life

### Empowerment

Empowering individuals to make the best of their situation and achieve their goals despite challenges

### Empathy

Understanding and supporting individuals through their life situations



## From the Director's Desk



**Vaishali B Pai | Founder-Director**

It is said that the best-laid plans of mice and men can all go kaput at any point. And sometimes, that is the best thing to happen to you. Tamahar is my mice and men story. When I arrived in Bangalore, a starry-eyed, ambitious, gold medallist Occupational Therapist fresh out of college in 1989, I was determined to learn and sure I was going to be the best therapist in town. As luck would have it, there were no vacancies anywhere for me. Despite this, I still was sure I HAD to be in rehabilitation. So when an opportunity to work at Spastics Society with children with special needs arose, I took it up, thinking I will start here and switch tracks when the time is right. That was 31 years ago, and well, I am still here and there is nowhere else I would rather be!

Once in the sector, I spent years watching families ravaged by disability, the identity of countless children reduced to "disabled", spending their days at tables of doctors and therapists, while other children their age ran free in playgrounds and schools. The centres were far and few and families traveled for hours for 45 minutes of therapy. Their suffering tugged at my heartstrings, and it seemed to me that we professionals were only making their lives harder. My desperate search for a solution gave birth to the idea that would one day become Tamahar - a centre that has all services under one roof, that provides the best available services at affordable costs and supports a family rather than just demand from them. It took me almost 20 years to bring this idea to fruition. In the meantime, I worked as hard as I could and learned as much as I could. Finally, Tamahar was started

in 2009 with just 1 program with 4 children, 1 employee, Tripti BG and 1 friend who was hell-bent to help me succeed, Sree Rao. We grew with time, mostly through word of mouth. As more children came in, the number of programs increased and we began services for parents as well, recognizing their individual needs separate from their child and need of the family to understand the child. In time, we found passionate partners to provide various therapies to our children and parents too. I think, the best thing we did with Tamahar was that we never stopped searching for more, for better. We have always strived for excellence, to be the best service provider possible for our beneficiaries.

The story of how we got where we are today will be incomplete without talking about the ones those carried us - our people, our staff. We have seen good times, bad times and very bad times. Thankfully, we have sailed through because of the commitment of our team. I feel lucky to have found the right people who have loved the children and us with all their hearts and continue to do so even today. We were not perfect, of course. We knew what to do with children, and little else. None of us came with management degrees or experience of running an organization. Being an organization came to us over years, as new people started coming in, the team grew in size and we ourselves learned about running an organization through courses, networking, training, and consulting partners.

I am proud to say that Tamahar has come to be a nurturer not just for families, but for the employees too. Learning is in our DNA and each one of us is striving to be better in our individual way. And it all boils down to one thing - how can I help my children and parents better? They are at the core and we will never forget that. Even when we turn 50!

Today, when I look back, it surprises me how from 2 to 3 people, we have grown into a thriving community of 40 employees and have seen more than 500+ children and their families. For me, this is just the beginning. We are 10 already and still guided, nudged forward by the sheer magnitude of work needed to reach all children with special across the country. This year, maybe we will slow down for a moment and bask in the warmth and success of the decade gone by, catch our breath and right after, we charge ahead. There is much to be done.

# Trustee Speak



**Dr K Bhaskar Pai | Managing Trustee**

Senior Consultant, General & Laparoscopic Surgeon, Apollo Hospital, Sheshadripuram, Bangalore



**Dr Nilima Rao | Trustee**

MD & DCH, PGDAP, Consultant Paediatrician, Manipal Hospital, Bangalore



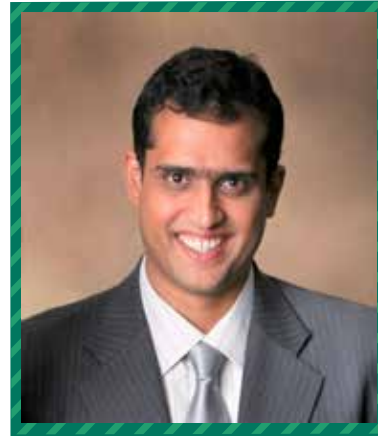
**Dr A S Arvind | Trustee**

MD, FRCP serves as an advisor to BACC Healthcare Private Limited, EcronAcunova, Quark Pharmaceuticals, Tata Industries, and Medala Hospitals



**Ramakrishna Y B | Trustee**

Ex-Chairman of working group on bio fuels at Ministry of Petroleum and Natural Gas, Government of India



**Nandan Kamath | Trustee**

Principal Lawyer, Intellectual Property Law, Sports Law & Information Technology Law practice, Co-Founder and Trustee of GoSports Foundation.

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I have found Tamahar to be an organisation that is passionately driven to improve the lives of others & bring meaningful change & influence social outcomes. It doesn't shy away from the difficult challenges & rather, embraces them with openness & sensitivity. The Tamahar team is able to convert intent to action & ideas to practices, towards building a better world for all of us.

*Nandan Kamath*

”

# Looking Back to Look Forward

Tamahar completing 10 years is a moment of pride for all of us, a moment to celebrate & cherish our work, learning & growth. All we were in 2009 was few children and 5 people in the organization hoping to make a difference. Heads down, we kept charging ahead & never realized how years, 10 years now, have simply flown by. Each year turns out to be better than the last and this last one year has been our best ever.

For the past 2 years, we have consistently been recognized on various platforms. In 2018, Tamahar was recognized as the Regional Winner of the Spirit of Humanity Award by Americares India for our contribution in the field of disability. Our international fundraising partner, Global Giving, too recognized us as a Top ranked, Site verified, and Effective organization.

If I have to choose the single achievement that stands out, I would say that the highlight of the year has been capacity building of the organization & growth of our staff. I am proud to say that, in 2018, employees from every level of the organization have received training that has directly improved their knowledge, performance, and fueled their personal growth. Women who have been out of school for 20 years went back to write their PUC exams and came through. Women who have never stepped out of their homes alone went outstation, on their own, for a week-long training. Some of us hit the books, some online courses. But everyone moved forward. With them, so did Tamahar.

Second to that is the feat of hitting the target of raising INR 1 Crore! All thanks to our expanding CSR partner roster, which now has 13 companies across Bangalore, Pune, & Mumbai. Best part is, it doesn't stop at fund support. I would like to make a special mention of Webcetera. Not only have they continued supporting our Functional Academics program for the second consecutive year, we also received immense support & guidance from Ms. Suman from the HR team in developing our Employee Appraisal Process. Other companies like Praj, IMA-PG, Novozymes, St. Marks Hotel, Torry Harris Business Solutions, Konkani Charitable Fund & Nuware have also been supporting us from the past 2-3 years. It is their sustained support that is helping us maintain the momentum.

On the program front, the one project that has gone to the next level & has emerged to be clear winner, is our family vertical. Till March 2018, we only had an active mothers' support group & counseling on need basis for parents. Between June 2018 & March 2019, we have seen this grow to include fathers' support group, counseling sessions for siblings & skill development program for mothers. The skills offered currently are Spoken English & Embroidery. We intend to add Computer classes and Tailoring in the coming year. The Fathers' Support Group resumed after a hiatus, and I am happy to see more & more fathers coming together. Add to this our joint workshop with Carers Worldwide, an organization that works solely for parents/carers of individuals with special needs, to help us determine what services would best suit our set of parents. There is so much more in store! We also kicked off a new service this year, a Home based program for children residing outside Bangalore, even outside India! We had families coming from Yemen & Oman, deprived of basic medical services in their war-affected homeland. This has inspired us to explore new opportunities for Tamahar in the field of Medical Tourism.

What comes next now? As exciting as it is to multiply, we are strictly pointed inwards this year. Our focus is on digitizing our documentation & all our processes, streamline our Monitoring & Evaluation system & training. Stronger our foundation, the closer we will be to our goal of reaching out to more & more families with special needs children. Here's hoping we celebrate many more such decade anniversaries!



**Kiran M Rao | CEO**

# Our Programs



Tripti BG | COO

I remember how we started off 10 years ago – Vaishali and I, 4 children and an outhouse under a big tree. All we knew was we REALLY wanted to work with children with developmental delays. That was always our guiding light and still is. If we have grown at all, the credit goes to our children and parents. They wanted more and we had no choice but to provide. Vaishali always had a clear vision of everything we wanted Tamahar to do. However, what happened when was completely defined by the needs of the children. We started off with only Early Intervention, but gradually over the course of following years, as children with developmental age higher than 5 started to join us, we had to get out of our comfort zone and start new programs to meet their needs. It did not matter how ready we were or were not. The children needed that and that was enough. That is how we have gone from 1 program to 13 programs across 4 verticals over a period of 10 years.

I can see the past 10 years in terms of my children and I know, if I look around, I will find the future of Tamahar in them too!



# Children | Early Intervention

Started : 2009  
Current Strength - 39

Children with brain damage have difficulty developing as per their chronological age on a mental, intellectual, physical, and emotional level. This program is designed to provide the environment and inputs to assist each child develop skills up to the mental age of 4.5 years. However, the duration of the EI program is completely dependent on the child, based on when each child completes the goals assigned to him/her. This is a scientifically derived program, based on a combination of globally standardized best practices and aligned with Goal 4 of the Sustainable Development Goals (SDGs) outlined by the United Nations which focuses on quality education, Goal 3 that talks about 'Good Health and Wellbeing,' and Goal 10 for 'Reduced Inequalities'.

## Highlight of 2018

The children have understood the concept of toilet training and follow the practices. The children's eating habits have also been regulated to a great extent. The Early Intervention program being the flagship program for us, we have trained other organizations working in similar spaces on the same.



## Success Stories

When Azra Fathima joined Tamahar, she would simply not move without her mother by her side. A full month passed this way. However, she has transformed a great deal over the course of the year. She now sits comfortably during her classes without insisting on her mother's presence besides her and mingles with everyone easily.



# Children | Nursery

Started : 2016  
Current Strength - 7

Started in 2016, Nursery is a bridge program between Early Intervention and Functional Academics, designed to ease the transition for children moving from a one-on-one intervention approach to group instruction approach. Through this, they learn to become less dependent on instructions as well as on others for self-care.. This is their first step towards leading a less dependent life. This program is in alignment with Goal 4 of the Sustainable Development Goals (SDGs) outlined by the United Nations which focuses on quality education, Goal 3 that talks about 'Good Health and Wellbeing', and Goal 10 for 'Reduced Inequalities'.

## Highlight of 2018

We believe it's never too early to teach children the concept of sexuality. Hence, in addition to their regular routine, we also have sexuality education on a regular basis where they are taught to distinguish good touch from bad touch. Needless to say, they've picked it up quite well and have understood the idea of personal space as well.



## Success Stories

Chiranth had behaviour issues when he joined Tamahar. He would hardly mingle with the other children & found it difficult to share with others. He has now understood the concept of sharing, mingles well with the other children. His cognition level has also greatly improved. Overall, there are a lot of positive changes in him including communicating well using sign language.

# Children | Functional Academics

Started : 2016  
Current Strength - 11

Based on the principle of teaching academic skills relevant to daily life and independent functioning, this program aims to enable the child to gain enough skills to appear for NIOS exams in future and pursue the possibility of higher studies. For those with low academic capabilities, this program aims at their transition to pre-vocational training. The Functional Academics program also makes the children more independent and helps them function in a group & in society well. This is a scientifically derived program, based on a combination of globally standardized best practices and aligned with Goal 4 of the Sustainable Development Goals (SDGs) outlined by the United Nations which focuses on quality education, Goal 3 that talks about 'Good Health and Wellbeing', and Goal 10 for 'Reduced Inequalities'.

## Highlight of 2018

A lot of children with special needs exhibit behavioural issues that occur as a result of their medical conditions. We understand, though, that behaviour too is biological and employ behaviour modification techniques to ensure that maladaptive behaviours are curbed and positive behaviours are strengthened. Our focus is on the holistic progress of our children which is ensured through a combination of academics, sexuality education, and behaviour modification. This holistic approach has helped us bring in a sense of routine as well as made the children understand the right behaviour patterns to exhibit.



## Success Stories



Sai Dhanesh was a non-verbal child for a long time. Over the course of the year, he has begun to string together a few syllables. This is helping him speak using a few words. He is now able to coherently say Amma, Appa, Anna, and so on. There is a remarkable improvement in his speech and interaction levels as compared to a year back.



# Children | Pre-Vocational Training

Started : 2016  
Current Strength - 5

For adolescents/young adults with special needs to help them learn and practice basic skills which build the foundation of any employment / vocational training and give them an opportunity to have a choice in their vocation by exposing them to multiple options suitable to their potential. This program is aligned with Goal 3 of the Sustainable Development Goals (SDGs) outlined by the United Nations that talks about 'Good Health and Wellbeing', Goal 8 for 'Decent Work and Economic Growth', and Goal 10 for 'Reduced Inequalities'.

## Success Stories



When Rashmi joined Tamahar, she had a strong urge to instruct everyone around her all the time. Gradually, we set up a routine in such a way that she was allowed to instruct others only at certain times during the classes. Once she understood this, her urge to instruct others is visible only when needed and not all through the day.



# Children | Sheltered Workshop

Started : 2016  
Current Strength - 3

Sheltered Workshop is a secure, protected workspace for young adults with special needs having severe disability/intellectual impairment. This is a platform for them to learn skills and earn a living by engaging in productive activities. This program is aligned with Goal 3 of the Sustainable Development Goals (SDGs) outlined by the United Nations that talks about 'Good Health and Wellbeing', Goal 8 for 'Decent Work and Economic Growth', and Goal 10 for 'Reduced Inequalities'.



Pranav had quite a few behavioural issues when he started coming to Tamahar. He would demand toys the moment he entered. Once we drew up a schedule for him, he took a little time but slowly became accustomed to the routine set for him and calmed down. He doesn't demand for toys now even if they haven't been given to him.



# Children | Auxiliary Therapy

Auxiliary therapies are proven to have a strong positive effect on the overall well being of children with special needs and together, they aid the core therapies and hasten the child's recovery. Below are all the therapies provided at Tamahar.

## Music Therapy

Based on Carnatic music, this program has been designed in collaboration with Mrs Rajam, a seasoned professional in music therapy for children with special needs. Here, each child listens to a particular raga that is meant to improve their functional capacities. This therapy has resulted in improved vocalization, attention, and sitting tolerance in children. It has taught them music appreciation too!



## Yoga

Yoga is proven to improve physical balance and strength. This program is provided in partnership with Prafull Oorja and over the years, we have seen children improve in coordination, attention span, hyperactivity, listening and self-regulation capabilities.



## Speech Therapy

To help children with oro-motor and linguistic challenges to develop the capacity to chew food, speak, understand language and appropriate responses.

## Physiotherapy

This is a need based service for children who have issues in their gross motor functioning. Physiotherapy improves posture, mobility, especially for children with Cerebral Palsy and reduces spasticity. It improves their muscle tone and spasticity. The mothers also get trained on how to correct the positioning of the children and how to carry out the same at home. We have also seen greater mobility in children having a positive effect on their overall demeanour.

## Occupational Therapy

Occupational Therapy helps children improve their fine motor movement and body balance. For a lot of our children, hand movements are generally greatly restricted due to lack of fine & gross motor skills. With regular OT sessions, the stiffness decreases considerably. Occupational Therapy also helps understand the abilities of a child in performing daily activities and what adaptations/assistive aids can be made to help him/her function independently.



In the beginning, Swaroop had restricted head movement. With regular PT sessions, his head control has improved a lot. There is an improvement in the extremities; he is now able to kneel well with minimal support and can also keep himself in a partial kneeling position. Overall, there has been a great improvement in his movement abilities.



Initially, Saanvi would simply lie down and absolutely lacked fine and gross motor skills. With constant OT, her fine and gross motor skills have seen great improvement. She is now able to reach objects on her own and her grasping ability has also greatly improved.



# Children | Recreation

Children with special needs too need to experience their childhood the same way their peers do - they must go beyond survival and have fun, just be kids. Towards this purpose, we conduct regular recreational activity sessions like art, drama, dance, sports, and park visits for play. These activities are also known to lead to personality development.

## Sports

Children with special needs face multiple constraints in term of physical mobility and understanding of the concept of a particular sport. But we can ensure they experience sports by modifying the sports to match their abilities. Even the ones ambulant or wheelchair-bound are given a chance in these sessions to experience various sports.

## Arts | Dance | Drama

Weekly/semi-weekly sessions that engage the children in different forms of art ranging from painting to dance performances to learning musical instruments.

## Summer Camps

Summer camps are month long programs conducted during annual holidays in April. Activities vary every year and range from dance/drama to athletics. This year, the mothers handled the summer camp beautifully, all on their own, since the staff were occupied in their annual training sessions.

## Highlights of 2018

Every year, our children participate in Kalaangana organized by IRC. This year, they participated in drawing, singing, dancing, fancy dress, and yoga. Our team walked away with 5 prizes - 1 each in singing, dancing, fancy dress, 1 to our Nursery Program Manager, Mrs Pushpa, for 'Best Teacher', and 1 to Mrs Komala, our EI Program Manager and also mother of one of children with special needs enrolled at Tamahar, received the 'Caregiver Excellence' award. Our kids also participated in Splash, a sit and draw competition for children with special needs organized by Concern India Foundation.



# Family Programs

## Parent/Caregiver Training

In-class hands-on training for Early Intervention to parents with kids in Early Intervention program and classroom training to all other parents on brain damage, child development, behavior modification, etc., to help them continue therapy at home, accept their child's condition and make the best of their family lives.

## Mental Health Services

Raising a child with special needs is a highly stressful job and the parents need all the respite they can get. With the aim of avoiding burnout, mental illness and to create long term support system between parents, we provide mother/father/sibling support groups and individual counseling sessions, conducted by our in-house clinical psychologist. Aligns with Goal 3 of SDGs, 'Good Health and Well Being'.

## Skill Development Program for Mothers

The support group for mothers which began this year is also a platform for them to learn/develop entrepreneurial skills and, if they wish to, realize their potential by turning these skills into a vocation. We have also partnered with a women's self-help group, Palash Handicrafts run by Ms Puloma, in order to help the mothers learn new skills. Currently, this program includes Embroidery & Spoken English. In future, we want to add Tailoring and Computer classes to this program. Aligns with SDG Goal 8, 'Decent Work and Economic Growth'.



Aishwarya

Earlier, I was hesitant to question anything or anybody. After I began attending the Skill Development program for mothers, both embroidery classes as well as the spoken English classes, I have become a more confident individual. Now, I have stopped taking things at face value & question things when I feel the necessity. I can now feel the transformation from within.

## Summer Camps

Multiple activities and competitions for mothers, fathers, and siblings groups to give them a platform for self-expression and a sense of achievement while getting a break from their otherwise hectic stressful life.

## Highlights of 2018

This year, the staff could not organize the summer camp because of back-to-back training. But the mothers wanted their camp! They took it upon themselves and handled it on their own!

Workshop conducted for parents by Carers Worldwide, an organisation working at a global level towards raising awareness about the needs of unpaid family carers in low & middle income countries

We had the State Disability Commissioner, Mr VS Basavaraju, over at Tamahar on 2nd March to meet with our parents & give a talk on parents coming together as an association & work with the Government for their rights.



# Human Resource Development

## Train the Trainer Program

We have been wanting to increase our reach to more children for the past few years, but it is just not feasible, or sustainable, to go on opening new branches. Now, instead of trying to open more centres, we have chosen to spread our knowledge and expertise to other similar organizations through our Train the Trainer program. In 2017, Tamahar was appointed as the knowledge partner for Disability NGOs Alliance's rural Early Intervention project, wherein we disseminate our methodology among other pediatric disability organizations in rural north Karnataka. We also trained 1 organization in urban Bangalore, Sambhav Foundation, on the same in 2018.



## Internal Staff Trainings

We conduct regular staff training for our employees to widen their knowledge on various topics related to disability, the sector as well as technical know-how of Early Intervention, Special Education, handling children with special needs, working with their families and on the best practices on a theoretical as well as operational level. These training sessions are either conducted internally by Founder-Director Mrs Vaishali Pai and COO Mrs Tripti BG, or by external trainers invited for sessions on their area of expertise.



## Highlights of 2018

Under the Train-The-Trainer program, we did a 1-year training program with Sambhav Foundation, Vijaynagar. Mrs Vaishali Pai, our Founder-Director, handled the theory sessions while our COO, Mrs Tripti BG conducted hands-on practical sessions for the Sambhav staff at Tamahar as well as Sambhav premises.

Tripti BG was invited to conduct a one day training program for government school teachers at Anekal. This session was the first exposure to the teachers to disability and they learnt how to identify a child with special needs, the right steps to take for such children and what they can do for such children in their classes.

On the internal training front, the months of April and May were dedicated to developing organisation structure as well as staff training sessions across a range of topics like documentation, child assessments for infants and toddlers as well as pre-schoolers.

# Our Staff, Our Life Force

Our staff is our life force. We have strived to create a supportive and encouraging environment for our employees. They are the ones who ensure every program runs smoothly and that no child is made to sit in a program that doesn't fit his/her specific needs. They are the ones who ensure every therapy program designed is in keeping with the intellectual abilities of the individual. The positive and supportive work environment ensures the low attrition rate year after year!

	40	33	6	1
	Employees	Full-time	Part-time	Honorary
<b>Salary Range</b>	Upto Rs 10,000	Rs 10,000 - 20,000	Rs 20,000 - 30,000	Rs 30,000-40,000
<b>Employees</b>	26	8	3	2

## Highlights of 2018



Kiran Rao, our CEO, was part of the Aritra Leadership Accelerator Program 2018-19 conducted in partnership by the Indian Institute of Management, Bangalore & Phicus Social Solutions. This helped her learn more about the profile of a CEO & develop the operations team as well as train the program managers in building their managerial skillset.

Our Founder-Director Vaishali Pai & COO Ms. Tripti BG undertook the course offered by the United Nations' learning portal, SDG Academy on UNSD goals in Early Childhood. This has cemented their understanding of program design as per global standards.

Once a month, the implementation team was trained on a variety of topics like e-waste management, sexuality education, technical program training, team building exercises, etc.

2 Program Managers (Ms Komala & Ms Shobhana) and 2 Assistant Program Managers (Ms Lakshmi & Ms Indira) got to participate in an external training at Chennai on working with Persons with Disabilities, both physical and intellectual. This not only enhanced their knowledge, but also gave them great exposure to new places and ideas. Infact, for 2 of them, this was the first ever trip on their own to an unknown city! We are proud of them for rising up to the occasion and for their courage in embracing this opportunity.





# Volunteering & Internship

At Tamahar, we actively encourage volunteers from all walks of life to spend time with our children and help out in the daily activities and programs. There are multiple ways in which one can volunteer, like - Working directly with children in extracurricular or production activities, Assist the staff in classroom management, Photograph/Videoshoot events/activities or support the operations team with tasks like data entry, transcription, translation, documentation etc .

**447 Hours**

**2  
Parent  
Volunteers**

**301 Hours**

**3  
General  
Volunteers**

**256 Hours**

**3  
International  
Volunteers**

**999 Hours**

**56  
Interns**



**Miranda Wardley**



When I came to Tamahar, I was overwhelmed with the amount of effort and love the teachers and parents put in for each of the children. At first, I found the language barrier difficult, both with the children and the staff. However, it didn't take long for me to learn different communication methods. What I loved most about my time at Tamahar was how much the children loved to learn and how proud they are of their own completed goals. My highlights were definitely completed goals. The happiness shown by both kids and staff is so pure. The children learned so quickly and each with their own uniqueness. Tamahar is a very special place and will always have a big place in my heart. I have never met such happy, loving children!



I volunteered at Tamahar for 3 weeks and it was a great experience. During my time here, I learnt various new things. I was delighted to see how they teach here. I enjoyed seeing children learn so many things happily and they are helped individually. Overall, this is a gregarious place and an amazing place for the development of specially abled children.

**- Darshitha P**



# Highlights : Year Gone By

- This year, we have seen a 10% increase in the number of children joining our program. This is purely through word of mouth & referrals from schools like Cluny Convent and parents of children from our organization.
- For the first time ever, the staff of Tamahar have started their very own reading club! The idea is to explore & read books that will widen their perspective about disability & about themselves as individuals. In the first meet, they read excerpts from Helen Keller's autobiography & watched snippets from the movie made on the life of Helen Keller & her teacher, Anne Sullivan.
- With the help of Social Work researchers, Tamahar has developed a unique assessment tool which helps us determine & understand the psycho-social factors at play in a family with a person with disability.



- Tamahar has been recognized by Global Giving as a top-ranked and effective organization! These badges were awarded to us in January 2019 based on our efforts and performance on the portal in the previous year.



Tamahar came out as the Regional Winner in the Disability Category at the 9th Annual Spirit of Humanity Awards by AmeriCares India in September 2018. This award came after 3 rounds of vetting and jury presentations!



Our founder-director, Mrs Vaishali Pai, was awarded the 'Gaurav Puraskar' award by the Gowda-Saraswat Vrinda Sabha on the occasion of International Women's Day to recognize her contribution to the disability sector.



The Fathers' Support Group was re-started with a bang! Coming back together after a long hiatus, the group is better than ever - with more and more fathers showing up with their best ideas and showing emotional openness that defies all stereotypes! The group covers topics from future plans for their children, to future plans for an independent parent association. Exciting times ahead!

## Events & Celebrations

- The first edition of Aarohan was held to celebrate the progress of our children to the next program. We had also organised a puppet show. The show saw Mr Siddharth Jayakumar, famous special needs icon sharing his experiences & having an interactive session with the parents. The State Disability Commissioner, Mr VS Basvaraju, also graced the event as the Chief Guest and spoke to parents about working together with the Government.



- As part of the Joy of Giving Week, we conducted an awareness session for the Webcetera employees on developmental disabilities & other related topics, at their campus. This helped them understand the multitude of developmental disabilities better.
- We celebrated World Cerebral Palsy Day by distributing Kolibree sponsored smart toothbrushes to our children. Mr Siddharth Jayakumar engaged the audience in an interactive Q&A format conversation & encouraged them to share their stories as well.



- Children's Day 2018 was an inclusive & collective celebration! We invited the children & families from our trainee partner organization, Sambhav Foundation. Together, all children enjoyed an interactive music show with Mr Praveen Alva & an exciting magic show with Mr Satish. This event wouldn't have been possible without the support we got from the Horticulture Department of BBMP & from Mr Suresh Kumar, MLA from Rajajinagar. He has agreed to let Tamahar use the accessible playing area at the Gayatri Devi Park every week. In addition to this, we get access to the park for special events thanks to Mr Mohammad Ali, the Horticulture superintendent & Mrs Padmavati, ex-corporator.



# Events & Celebrations

- Diwali was a double-celebration at Tamahar! For the younger children, it was a happy day filled with sparkling phul-jhadis, chakris & lights. And for the older kids, it was business season! Our pre-vocational program students made colourful diyas and keychains for sale. These products were sold through word of mouth to people in our network and to the families of the children and our staff.



- We observed the first week of December as the week of Persons with Disability & conducted two exposure visits to spread awareness about disability. This included a session with employees of our donor company, Webcetera & an interactive activity session plus visit of children to IndusInd Bank. The IndusInd team engaged in drawing competition with the children & they also gave a detailed tour of the bank to them.



- We commemorated International Day of Persons with Disability with our annual event, Prerana. This year, we made it a totally inclusive event. All the activities of the event were designed to have children & volunteers work together in teams. We also had activities where volunteers teamed up with parents of the children in fun games! What made this a success was the enthusiasm that the 40+ volunteers from our partner companies, Webcetera & Nuware, brought with them.



## Events & Celebrations

- We celebrated Christmas with the children where the Pre-voc children made & sold greeting cards.
- Our children & staff participated in the fourth annual Racefor7 organized by the Organization of Rare Diseases India (ORDI), with Tamahar as one of the event partners. This is conducted as an initiative to spread awareness about rare diseases as well as other physical/intellectual disabilities.

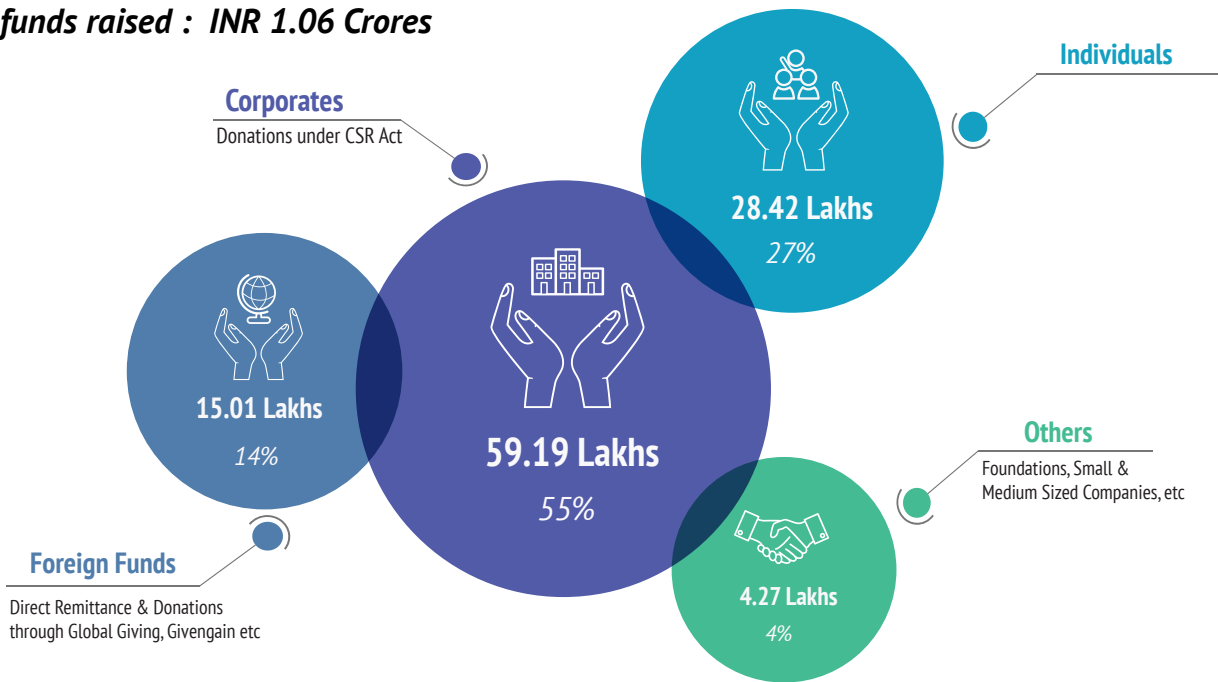


- Ms Puloma, the owner of Palash Handicrafts (skill training partner) sponsored the Holi celebrations at Tamahar for all children & mothers. It was a joyous day with mothers playing fun games & children exploring the messy, color-flinging festival for the first time!



# Funds Raised

Total funds raised : INR 1.06 Crores



## Funding Partners



Tamahar is doing a fantastic job! An honest effort by Vaishali Pai and Team Tamahar, an attempt by which millions can inspire shaping an inclusive society. We appreciate the systematic program designed for the children. We are very grateful to Tamahar for their selfless service and dedication to the cause.

~ Venk Krishnan, CEO, Nuware



## Strategic Partners



## Program Partners



## Our Supporters

### Mr Rajagopal

*Neighbour, Wellwisher*

Mr Rajagopal, our neighbour at 11th B, has been a constant source of encouragement and support ever since we moved into this premises.

Our neighbour at 11th B, he has always helped us in whatever way possible, be it donation or even giving us his Music System for us to use in the Nursery class. This is now being used by our staff and children to listen to songs, rhymes, and other audio!

### Ms Sahana

*English Trainer for staff and mothers*

Ms Sahana volunteered to teach our mothers, Spoken English as part of our Skill Development Program for Mothers. If our mothers are a more confident lot today, a large part of the credit goes to Ms Sahana!



### Sadashivnagar Club

*Provide venue for events*

We are grateful to Sadashivnagar Club for supporting us by giving us their space to conduct our events. Over the years, a lot of our events have been conducted there regularly and all of them wouldn't have been successful without the support of Sadashivnagar Club.



# Balance Sheet

**TAMAHAR TRUST**  
 Apartment No. 301, No. 23, Venkat Vihar  
 12th Main, 15th Cross, Malleshwaram, Bangalore -560055  
**BALANCE SHEET AS ON 31st March 2019**

( in INR)

Particulars	Year Ended March 31, 2019	Year Ended March 31, 2019
<b>I Liabilities</b>		
<b>1 General Fund</b>		
As per last Balance Sheet	2,892,553	2,195,286
Add: Excess of Income over Expenditure as per Income and expenditure account (accumulated)	3,748,058	697,267
	6,640,611	2,892,554
<b>2 Loan Received</b>		
Dr.K.Bhaskar Pai	-	80,000
Dr.Prateek Pai	-	18,000
<b>3 Current Liabilities</b>		
Other Current Liabilities	897,707	433,942
<b>Total</b>	<b>7,538,318</b>	<b>3,424,496</b>
<b>II Assets</b>		
<b>1 Fixed Assets</b>		
As per Schedule	489,353	565,295
<b>2 Deposits</b>		
Rent Deposit	650,000	650,000
Fixed Deposit - Banks	3,250,000	1,401,082
<b>3 Cash and Bank balances</b>		
Cash in Hand	33,946	2,850
ICICI Bank account	1,508,773	797,820
Kotak Mahindra Bank Account	1,300,791	-
<b>4 Loans and Advances</b>		
Sundry Debtors	202,500	-
TDS Receivable	67,267	1,448
Interest Receivable	29,688	-
Advance to employees	6,000	6,000
<b>Total</b>	<b>7,538,318</b>	<b>3,424,496</b>

For Vivek Mallya & CO  
 Chartered Accountants  
 FRN : 016109s

*Vivek Mallya*

Vivek Mallya, FCA, CPA (USA), M'Com, IRP  
 M.NO : 208198



For and on behalf of  
 Tamahar Trust  
 PAN : AABTT8544P

*Dr. Bhaskar Pai*

Dr. Bhaskar Pai  
 Trustee

*Atignal Shankara Rao*

Atignal Shankara Rao  
 Trustee

Place: Bangalore

Date: 8/9/19

UDIN : 19208198 AAAAFC 7299

Place : Bangalore

Date: 8/Sep/19





# Balance Sheet

**TAMAHAR TRUST**  
 Apartment No. 301, No. 23, Venkat Vihar  
 12th Main, 15th Cross, Malleshwaram, Bangalore -560055  
**INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31st MARCH 2019**

Particulars	Year Ended 31st March 2019		Year Ended 31st March 2018	
<b>Income</b>				
Donations -Domestic	6,986,659		2,548,308	
Donations -FCRA	1,614,041		927,625	
Interest Incomes	93,290		19,493	
Participation fees	2,091,031		1,783,900	
Professional & Consultation Charges	770,160		33,340	
<b>Total</b>		<b>11,555,181</b>		<b>5,312,666</b>
<b>Expenditure</b>				
Salary	4,301,806		2,193,737	
Rent	918,643		862,526	
Audit fees	27,200		60,000	
Accounting Fees	60,000		60,000	
Subscription and Membership	7,499		18,500	
Consultancy fees	1,808,517		896,412	
Office Maintenance	34,527		16,042	
Power and Water	82,377		45,086	
Telephone, Internet and Website	38,586		861	
Computer Maintenance	11,525		-	
Printing & Stationery	140,901		120,785	
Repairs & Maintenance	23,913		37,722	
Staff welfare Expenses	98,350		55,595	
Travelling & Conveyance	19,780		21,925	
Donations	9,000		10,000	
Miscellaneous Expenses	12,446		6,462	
Depreciation as per schedule	95,412		124,423	
Meeting, Seminar, Training & Development Expenses	33,324		29,324	
Summer Camp Expenses	24,498		27,041	
Functions & Festivals	58,819		28,958	
<b>Excess of Income over Expenditure transferred to Balance Sheet</b>		<b>7,807,122</b>		<b>4,615,399</b>
<b>Total</b>		<b>11,555,181</b>		<b>5,312,666</b>

For Vivek Mallya & CO  
 Chartered Accountants  
 FRN : 016109s

*Vivek Mallya*

Vivek Mallya, FCA, CPA (USA), M'Com, IRP  
 M.NO : 208198

Place: Bangalore

Date: 8/9/19



For and on behalf of  
 Tamahar Trust  
 PAN : AABTT8544P

*Dr. Bhaskar Pai*

Dr. Bhaskar Pai  
 Trustee

*Atignal Shankara Rao Arvind*

Atignal Shankara Rao Arvind  
 Trustee

Place : Bangalore

Date: 8/sep/19



# Balance Sheet

**TAMAHAR TRUST**  
Apartment No. 301, No. 23, Venkat Vihar  
12th Main, 15th Cross, Malleshwaram, Bangalore -560055  
**RECEIPTS AND PAYMENTS ACCOUNT FOR THE YEAR ENDED 31st MARCH 2019**

Particulars	Year Ended		Year Ended	
	31st March 2019		31st March 2018	
<b>Receipts</b>				
Opening balances				
Cash in Hand	2,850		3,303	
ICICI Bank	797,820	800,670	1,362,997	1,366,300
Interest Income	57,783		19,493	
Bank Deposit Withdrawals	2,501,082		-	
Donation Received	8,570,181		3,475,933	
Participation Fees	2,082,631		1,783,900	
Conveyance Received	5,786		-	
Professional & Consultation Charges	536,180	13,753,643	33,340	5,312,666
<b>Total</b>		<b>14,554,313</b>		<b>6,678,966</b>
<b>Payments</b>				
Salary	4,034,650		2,193,737	
Rent	825,288		862,526	
Audit fees	47,200		60,000	
Accounting Fees	94,500		60,000	
Subscription and Membership	5,650		18,500	
Consultancy fees	1,329,294		896,412	
Office Maintenance	34,527		16,042	
Power & Water	75,638		45,086	
Telephone Internet and Website	38,586		861	
Repairs & Maintenance	23,913		37,722	
Computer Maintenance	11,525		-	
Printing & Stationery	140,901		120,785	
Staff welfare Expenses	98,350		55,595	
Travelling & Conveyance	25,566		21,925	
Miscellaneous Expenses	12,296		6,462	
Fixed Asset Additions	19,470		154,205	
Donations	9,000		10,000	
Meeting, Seminar, Training & Development Expenses	33,324		29,324	
Summer Camp Expenses	24,498		27,041	
Function & Festivals	58,819		28,958	
Advance to employee	12,000		6,000	
TDS Paid	207,808		1,448	
Repayment of Loans	198,000		-	
Current Liabilities - OB Less CB	-		(175,415)	
Bank Deposits	4,350,000	11,710,803	1,401,082	5,878,296
<b>Closing Balances:</b>				
Cash in Hand	33,946		2,850	
Kotak Mahindra Bank	1,300,791		-	
ICICI Bank	1,508,773	2,843,510	797,820	800,670
<b>Total</b>		<b>14,554,313</b>		<b>6,678,966</b>

Depreciation is computed, per provisions of the Income-tax Act, 1961

For Vivek Mallya & CO  
Chartered Accountants  
FRN : 016109s

*Vivek Mallya*



Vivek Mallya, FCA, CPA (USA), M'Com, IRP  
M.NO : 208198

Place: Bangalore

Date: 8/9/19

For and on behalf of  
Tamahar Trust  
PAN : AABTT8544P

*Dr. Bhaskar Pai*

Dr. Bhaskar Pai  
Trustee

*Atignal Shankara Rao Arvind*

Atignal Shankara Rao Arvind  
Trustee

Place : Bangalore

Date: 8/sep/19



# Balance Sheet

## TAMAHAR TRUST

Apartment No. 301, No. 23, Venkat Vihar

12th Main, 15th Cross, Malleshwaram, Bangalore -560055

Notes forming part of Financial Statements for the year ended 31st March 2019

### 1 Background

Tamahar Trust was formed on May 16, 2010. The Trust is primarily constituted to treat the children who are suffering from Autism spectrum, hyperactivity and attention deficit issues. The Trust is registered u/s 12AA of the Income-tax Act, 1961 (IT Act) vide registration dated April 25, 2011 and the trust is also registered u/s 80G of the IT Act. The Trust has obtained registration under the Foreign Contribution (Regulation) Act, 2010, vide letter dated 24th July, 2017

### 2 Significant Accounting Policies

#### 2.1 Basis of preparation of Financial Statements

The financial statements are prepared on a going concern concept, under historical cost convention. The Trust follows cash basis of Accounting, as permitted under Section 145 of the IT Act except in the case of charge of assets as depreciation (as required u/s 32 of the IT Act).

#### 2.2 Recognition of income and expenditure

Incomes including donations, fees and other receipts are recognised in the books on receipt basis. Similarly, all expenses are recognised on the basis of payments made.

### 3 Fixed Assets and Depreciation

Fixed Assets are accounted at cost of acquisition and depreciation on the same is charged on the Written Down Value method as per the provisions of the IT Act, read with Rules thereto.

### 4 Others

The Trustees estimate that there exists no liability actual or contingent related to employee benefits, other than those accounted in the books.

The Activity of the Trust is exempt under IT Act. Hence, no taxes are paid nor any tax liability is anticipated.

### 5 Previous Years figures

Previous year's figures have been regrouped, renamed and reclassified wherever required.

For Vivek Malliya & CO  
Chartered Accountants  
FRN: 016109s

*Vivek Malliya*



Vivek Malliya  
M.NO : 208198  
Place: Bangalore  
Date: 8/9/19

UDIN: 19208198 AAAAAC1299

For and on behalf of  
Tamahar Trust  
PAN : AABTT8544P

*Dr. Bhaskar Pai*

Dr. Bhaskar Pai  
Trustee

Place : Bangalore  
Date: 8/Sep/19

*Atignal Shankara Rao Arvind*

Atignal Shankara Rao Arvind  
Trustee





# TAMAHAR TRUST

1st Floor, 23, 16th Cross, 13th Main, Malleswaram,  
Bangalore - 03

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Website | [www.tamahar.org](http://www.tamahar.org)

Facebook | [@tamahartrust](https://www.facebook.com/tamahartrust)

Instagram | [@tamahartrust](https://www.instagram.com/tamahartrust)

Twitter | [@tamahartrust200](https://twitter.com/tamahartrust200)

Blog | [www.tamahartrustblog.wordpress.com](http://www.tamahartrustblog.wordpress.com)

Donate online at | [www.tamahar.org/Donate](http://www.tamahar.org/Donate) (Indian Rupee)

| [www.globalgiving.org/tamahartrust](http://www.globalgiving.org/tamahartrust) (Foreign currency)

CSR | Write to [kiran.tamahar@gmail.com](mailto:kiran.tamahar@gmail.com)

Volunteering | Write to [hr.tamahar@gmail.com](mailto:hr.tamahar@gmail.com)

Work with us | Send across your CVs to [hr.tamahar@gmail.com](mailto:hr.tamahar@gmail.com)