

# HRIDYA

From the Heart



Tamahar



Tamahar Trust

2019-20



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# Trustees



**Dr K Bhaskar Pai | Managing Trustee**

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



**Dr Neelima 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, & Medala Hospitals



**Ramakrishna C 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 & Trustee of GoSports Foundation

# From the Director's Desk



Penning down my thoughts about the year gone by is always a mixed affair - loads of happy memories, a whole range of activities undertaken, & a lot to look back upon & reflect!

2019 was a busy year for us apart from the 5 year planning, the biggest celebration was on the cards, Dashanjali, a showcase of our offerings of the last 10 years of existence & the wonderful love we have received in return. On January 25th, Dashanjali was celebrated, & the response for our invite was overwhelming. Almost a 1000 footfalls through the day, partaking all the fun, games, & serious talks. Blessed to have had a wonderful crowd, mixed, & inclusive, just the way we wanted it to be. Thank you to all of you who blessed us with your presence & who were with us in spirit.

While our major highlight of last year was Dashanjali, we also worked on streamlining our programs & operations teams. We trained parents & up-skilled our staff

on essential aspects of caring for children with special needs. Apart from our training sessions, we revisited our organizational goals for the coming years in collaboration with external agencies.

Collaboration surely describes our year, since we actively supported the Disability Commissioner in promoting setting up of an Early Intervention wing at the K C General Hospital, Malleswaram & the ESI Hospital. I was involved actively with the Shri B D Thatti Annavru Trust Board & the Executive Committee of the Disability NGOs Alliance, as well as helped Social Alpha & others, in my professional capacity.

At Tamahar, we have formally begun the Parent Vertical with the establishment of the Section 8 company, PitruAastha, an independent organization handling advocacy & awareness programs on a parent level. This is in addition to setting up of the Skill Development Program for Mothers where they are being trained in various skills all geared toward making them self-reliant & economically independent. We've also begun an active Fathers' Support Group where the fathers of our children come together to discuss a wide range of topics not just connected to their children but also themselves with respect to their emotional well-being.

One of the other major highlights of the year gone by is the setting up of an Advisory Board for Tamahar with qualified people from different sectors who will guide us in various aspects of running the organization.

Overall, it was a fulfilling year for all of us at Tamahar & we look forward to the year ahead, anxiety-ridden but with some silver lining!

# About Us

## About Tamahar

Tamahar is a non-profit organization working in the field of childhood disability (developmental delay due to brain damage), since 2009. Our founder-director, Mrs Vaishali Pai is an Occupational Therapist by profession with 30+ years experience. The children we work with fall into all age groups and come from all socio-economic backgrounds. We believe in the medium of holistic developmental intervention which we carry out through a combination of Early Intervention, Special Education, Auxiliary Therapies, Family Programs, and Recreation. Our Motto is 'Looking Beyond Survival'.

## 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

# Our Approach



Our motto is 'Looking Beyond Survival'. The services provided to both children and their families, along with the creation of human resources in this sector, work on the principle of self-respect, self-reliance, and overcoming challenges.

# COO Speaks



2019 began on a high note with our graduation ceremony where we got to see our children progressing from one level to the next! It's heartwarming to note the progress they make each year, which is a celebration of the hard work put in by so many people - our children, their families, & our ever encouraging, & ever supportive staff!

Like every year, we had a couple of events & activities carried out as per schedule of which Dr Girish's orthopedic consultation for those children with mobility issues was one. While he suggested rehabilitation plans for some children, one of our children underwent surgery & is now on the path to recovery. We had also organised a camp for children with cortical visual impairment in collaboration with Narayana Nethralaya & we hope to continue our association with them.

At a program level, we have remodeled our Nursery program from a purely goal based approach to an activities oriented program. We plan to implement it once we're able to reopen for the children in a full-fledged manner.

It's motivating to see our children in Functional Academics are overcoming behaviour issues, the new children in the Nursery program progressing well, & our EI children inching towards becoming more independent in their ADLs (Activities of Daily Living), & of course our adolescents in the Pre-Vocational program making money from their sales! Our training program for mothers has also significantly improved in terms of consistency & participation. On the processes front, we have seen great improvement in the way we document & follow processes.

Despite the current situation of COVID-19, we have managed to keep the children engaged through various activities & also some programs, all of which are being carried out online. Meanwhile, the mothers' programs are also progressing as per plans, all online.

My hope is for all of us at Tamahar to sail through the crisis & hold up in the adversities. We wish to soar high, embrace more children & parents, & create more human resources to fill the gap.



Celebration of our children's progress - Aarohan!

# Our Interventions

All our core intervention programs are scientifically designed, based on a combination of globally standardized best practices & 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 & Well-being,' Goal 8 focusing on 'Decent Work and Economic Growth', & Goal 10 for 'Reduced Inequalities'.

## CORE INTERVENTION

Early Intervention

Nursery Program

Functional Academics

Pre-vocational Training

Sheltered Workshop

## AUXILIARY THERAPY

Music Therapy

Yoga Therapy

Speech Therapy

Physiotherapy

Occupational Therapy





# Recreation

Children need to have fun, experience their childhood in a variety of ways, not only through academics. Our children with special needs too have the same opportunities they deserve to look beyond survival and have fun, just be kids. To aid this, we conduct regular recreational activity sessions like art, drama, dance, sports, and park visits for play.



# Family Programs



## Parent/Caregiver Training

Hands-on training for Early Intervention (EI) to parents with kids in the EI program & classroom training to other parents, on brain damage, child development, behavior modification, etc., to help them continue therapy at home, accept their child's condition, & make the best of their family lives is a big part of our intervention. We are very pleased that this went on smoothly all year round.

## Summer Camps

Multiple activities for mothers, fathers, & siblings groups to give them a platform for self-expression & a sense of achievement while getting a break from their otherwise stressful life are held every summer.

## Mental Health Services

Raising a child with special needs is a highly stressful job & the parents need all the respite they can get. Aiming to avoid burnout, mental illness, & to create a long term support system between parents, we provide mother/father/sibling support groups & individual counseling sessions, conducted by our Mental Health Services team, this has been a transforming program for many families. It aligns with Goal 3 of SDGs, 'Good Health & Well Being'.



## Skill Development Program for Mothers

We've introduced this program to develop latent skills of mothers of children attending Tamahar's programs, & are planning to expand that to include entrepreneurial skills training. This is aimed at helping mothers become financially active & self-reliant, realize their potential by turning their skills into a vocation. Currently, we have Embroidery, Tailoring, & Spoken English sessions. In future, we want to add Computer classes. This aligns with SDG Goal 8, 'Decent Work & Economic Growth'.

Some of the Mothers have started practicing Pranic Healing which has seen a visible positive impact on their outlook toward life as well as their approach toward handling their children. We support group Pranic Healing sessions for families.



# CEO Speaks



Having worked for over 17 years in the non-profit sector, I am aware of how important the operations team of any organization is and how it impacts the organization's core work.

Last year, my energies were focused on the various aspects of organization development that needed fine tuning.

At Tamahar, with each year's passing, we felt a growing necessity for a full-fledged operations team. Last year, however, we ensured our program team was up & running, functioning well, and this we felt would be the right time to focus our energy & efforts toward building the operations programs.

It was a time to pause & evaluate our many processes and decisions. Today, I'm happy to share that having our operations team in place; things are on track and well aligned. We are on point with our communication with the many beneficiaries and supporters.

Our HR department, that had been put on the back burner, is active & effective. The staff related interactions have improved with timely interventions along with handling other HR related activities well in time.



We're now all set to move towards bigger goals, backed by the support, encouragement, & good wishes of the entire Tamahar family!



# Our Staff, Our Life Force



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



At Tamahar, our staff are encouraged to aspire for growth, and they do it with great gusto and excitement. Gowri, former Teacher Aid and now Assistant Therapist, is a prime example of what this aspiration, coupled with grit and determination can do to an individual's growth chart! Breaking language and other barriers, Gowri has shown there is no stopping you if you're determined to succeed!



Mrs Gowri (Extreme Right) with the Therapy Team

“I have had a fulfilling professional life & hope to learn even more in the future!”

Mrs Gowri, Assistant Therapist

# Our Staff, Our Life Force

## Staff Strength



Some of our staff have enrolled in various courses to pursue their higher education

Some of our staff members have begun practicing Pranic Healing which has positively impacted their personal life as well as their approach to the interventions and therapy for the children.

## Thoughts from Our Life Force

### Komala

#### Manager, Early Intervention

Since the time we've changed the documentation process, our interventionists find it easier to evaluate themselves in terms of the path they are taking & the corrections to be made, if any, in their style of working. They're able to correct any discrepancies right away. This has made it easier & more enjoyable for our interventionists to approach their work with the children.

### Pushpa

#### Manager, Nursery

The Nursery program has grown from having a single staff member to a full team handling it. So, the last year has been all about handling the children's needs while ensuring the team sails through the highs & lows together. With a full team, there's more room for each one to get respite once in a while, leading to better quality of work.

### Sowmya & Maria

#### Mental Health Services

The last year has been great in terms of our work in the mental health space. We were able to provide mental health services to both mothers and staff. An extremely fulfilling year where we were able to arrange exposure visits as well, for the mothers who're a part of the Skill Development Program. We look forward to creating more impact in the coming year!

# Our Staff, Our Life Force

## Thoughts from Our Life Force

### **Thushara & Shikha Therapy Team**

Over the last year, the Occupational & Physiotherapy programs have become more structured, with processes being defined & refined. This also includes systematic documentation of our children's progress. The impact of all these process changes will definitely positively impact our work in the coming year & we're excited to see it unfold!

### **Ruthika - Manager, PreVoc & Sheltered Workshop**

PVSW has grown in vision & development in the last year, with processes getting in place, including documentation, & working together as a team. One of our team members has grown from being an Interventionist to the Assistant Manager, & she's picking up really well! It feels great being part of a team such as this!

### **Sridevi Manager - Accounts**

The Accounts department has undergone a sea change in terms of the processes followed & the ease of handling cash, a crucial aspect of running an efficient accounts department. With a streamlined process, I feel, the past year was, & moving forward, the years ahead will be a smooth affair in terms of accounting at Tamahar!

### **Mrs Chandra Yoga Therapy**

Working with the kids at Tamahar, this past year has been a wonderful experience for me. Through my interactions with them while teaching and being with them, I have learnt to be patient and content. I have also learnt to find joy in small things. The kids are so full of joy and energy, it's been an absolute pleasure working with them.

# Our Staff, Our Life Force

## Thoughts from Our Life Force

### **Ramya Shruthi**

#### **Manager, Knowledge Management**

My journey from a volunteer at Tamahar to becoming a full-timer, as part of the Knowledge Management team has been wonderful and extremely fulfilling. I'm looking forward to the year ahead with great excitement!

### **Shobhana - Manager, Functional Academics**

Over the last year, the Functional Academicsteam has grown in terms of skill-sets which has reflected positively in the work with the children. Having worked together for 2-3 years now, we've bonded well & share a great rapport which helps at all times, in the work we do.

### **Deepa Krishnamurthy Music Therapist**

I've been associated with Tamahar for 9 years now. From an experiment in 2011, to a full-fledged music therapy program in 2012, the children & I have grown through the years - with their progress in listening, social, & cognitive skills! I'm so grateful for this enriching journey. I am looking forward to my 10th year with Tamahar - more interaction with the children as we explore the power of music together! Tamahar has also supported my growth in this field, be it editing and compiling a book on the healing effect of music, or giving an informal talk on Music Therapy.

# Volunteering & Internship



At Tamahar, we actively encourage volunteers from all walks of life to spend time with our children & help out in the daily activities and programs. There are multiple ways in which one can volunteer, Some of them include working directly with children in extracurricular or production activities; assisting the staff in classroom management; photographing/shooting videos of events and activities; or even supporting the operations team with tasks like data entry, transcription, translation, documentation, etc.



At the TCS World 10K Bengaluru Run, nearly 70 employees of Beckman Coulter Bangalore ran for our cause! Apart from running for us, some have also proposed to volunteer with us whenever possible.



# Events & Updates



Our Founder-Director, Mrs Vaishali Pai has been made the Chair of ORDI's (Organization for Rare Diseases India) Care Coordination Committee.



Dr Namita Gopal, ex-CSR Head of L&T Power, has authored a book , 'Impacting Lives', that features 77 high impact NGOs across India & we are proud to be one of them!



Splash 2019, the annual sit-and-draw art competition organized for children with special needs, by Concern India Foundation.



Clay Ganesha making session by Mrs Devika and her team from the B.PAC Green Ambassador Programme, getting us wonderful idols of the Elephant God!



Tailoring classes for mothers and staff

June saw the opening of a new premises dedicated towards the Parents Vertical of our services. This premise will concentrate mainly on providing various programs for our parents including having the Fathers Support Group sessions as well as the skill development program for the mothers. It will serve as space entirely for them to relax and spend some time productively while the children have fun at therapy and other programs.

# Events & Updates



Our Founder-Director, Mrs Vaishali Pai, at the sensitization workshop on Disability & Rehabilitation at ESIC-MC & PGIMSR, Bangalore, spoke about 'Integration of various therapies for rehabilitation with an example from Tamahar'.



Children's Day at India's first museum for music, Indian Music Experience, Bangalore - absolute success with both children & caregivers



Ms Kushi Kushalappa from Enfold India conducted a session for the parents & staff about sexuality education & disability.



Our mothers from the Skill Development Program showcased their products at the flea market held at the Phillips Innovation Campus as part of the International Women's Day celebrations.

# Events & Updates



Our mothers from the Skill Development Program showcased their products at the flea market held at the Phillips Innovation Campus as part of the International Women's Day celebrations.



A mock flea market for those part of the Skill Development Program for Mothers, to understand the process of a regular flea market and to get feedback on their work.



We were adjudged winners of the ADAPT Cerebral Palsy Achievement Awards 2019 for the work done toward creating better lives for children with cerebral palsy.



The Legal Service Clinic of NLSIU conducted a session on Consumer Protection, Right to Education, Equality, Arrest, & Domestic Violence & Bigamy

The annual Organization for Rare Disease India (ORDI) organized Racefor7 which is held in recognition of 7000 rare diseases saw enthusiastic participation from the entire Tamahar family!

We celebrated the 73rd Independence Day at Tamahar with a variety of cultural programmes and had a fun-filled Christmas celebration with our children, their families, and our staff enjoying themselves with music, dance, & various activities!

# Our Social Media - A Glimpse



**Manisha  
Manager - Communications**

Working on Communications for Tamahar has been a great experience! From volunteer to consultant to joining full-time, the journey has been full of learning, & filled with joy! Through my work over these years at Tamahar, I've had the chance to work on multiple skill-sets & explore the unrealized aspects of my personality & work!

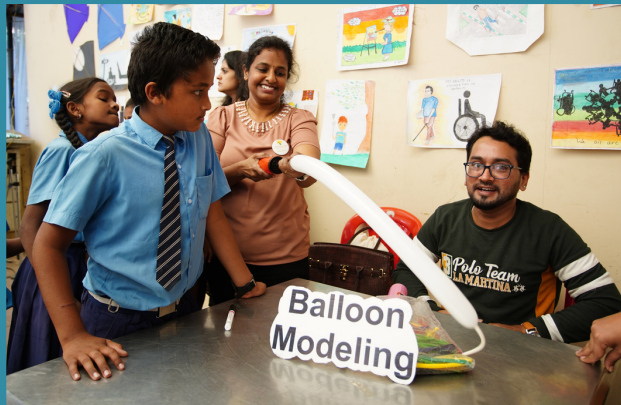
# Dashanjali - Glimpses

Thank you to each one of you for contributing towards making Dashanjali a resounding success. We value the support and encouragement we have received from all of you who were there with us during the event, both physically and in spirit!



# Dashanjali - Glimpses

Knowing you have our backs always, made it that much easier for us as we prepared for the event. January 25th 2020 is a day we will forever remember fondly, and we cherish each and every memory created that day!



# Dashanjali - Glimpses

We hope to continue to receive the same support and encouragement in the years to come!



# Our Partners

## Funding Partners



## Individual Funding Partners





# Our Partners

## Strategic Partners

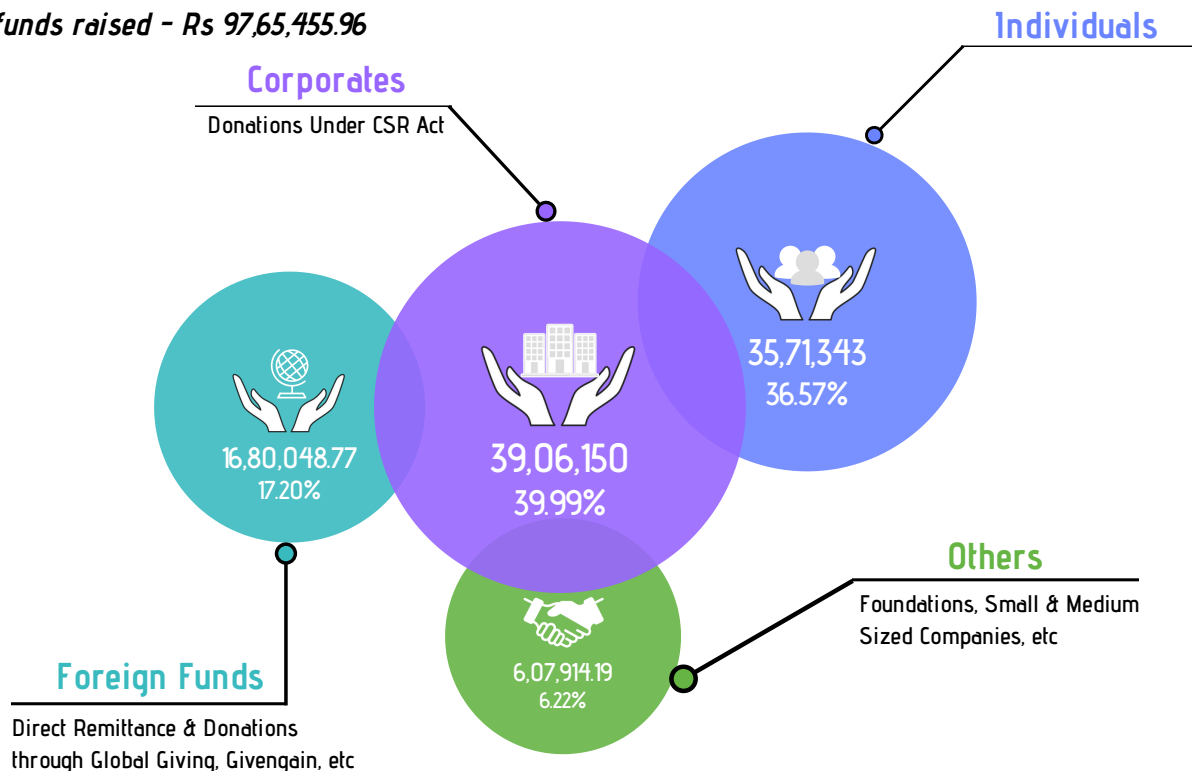


## Program Partners



## Funds Raised

Total funds raised - Rs 97,65,455.96





Remover of Darkness

Get Involved

For more details, drop us an email  
on  
[tamahar@gmail.com](mailto:tamahar@gmail.com)



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Registered Address  
Tamahar Trust

#301, 23 Venkat Vihar, 12th Main, 15th Cross,  
Malleswaram, Bangalore - 560055  
Tel: +91 9663325766