

ANNUAL REPORT FOR THE YEAR 2009-2010

The past 12 months from "April 2009 to March 2010 " of the 18th year of the establishment of "SHUBHAM" projected in the report had been marked by intense development activity and consolidation. The gamut of organisation's work during the period has ranged from education of deaf, blind, locomotor, mentally retarded, mentally ill and multi disabled to their socio-economic and medical rehabilitation through speech, physio and occupational therapies, income generation programmes, distribution of special aids and appliances and free medicine, diagnostic camps, training of professionals, human resource development in the field of disability, medical help, counselling, awareness-generation and rehabilitation for persons with disabilities. As compared to only one major activity i.e. integrated school for blind and orthopedically handicap during its initial year "SHUBHAM" today has Nine well organized programmes and services while the organisation had only 22 beneficiaries in the first year, their number now has grown about 9800.

EVENTS AND HAPPENINGS DURING THE YEAR

PROGRAMME FOR RURAL CHALLENGED:

An extensive program for awareness of rural challenged was launched by shubham in 192 villages of 4 Blocks of Muzaffarpur district on 01/03/02 which was continued this year too. Two major goals that are to be achieved by this program are:

1. Sensitisation among community, Families of challenged, village and district stakeholders and persons with disabilities
2. Sensitisation among government officials on disability related issues

COVERAGE BY ELECTRONIC AND PRINT MEDIA:

News of various activities of Shubham was telecast by various news channels like: City Cable TV, Sahara SamayaBihar Jharkhand, E TV, ND TV, Doordarshan & news papers like: Hindustan, Aaj, Dainik Jagran Prabhat Khabar, Quomi Tanzim etc. It included a half an hour documentary on Shubham and its founder General Secretary Dr. Sangeeta Agrawal in Sahara vishash programme on 8th of November 2009 at 9 to 9.30 PM, Coverage of Shubham's mental health programme during national mental health week from 4th to 11 October 2009, Independence day, Children's day, Prize distribution function under the Voice for disabled programme and many more.

FOUNDATION COURSE FOR IN-SERVICE TEACHERS:

Shubham organized 1 batch of 3 months Foundation Course during the year under consideration from October to December 2009. 26 teachers were imparted basic training in 4 disability fields. Shubham is a recognised study centre of IGNOU for above course.

CERTIFICATE, DIPLOMA AND PG DIPLOMA COURSES IN CBR

Third batch of Shubham for RCI recognised above courses in distance mode, offered by University of Bangalore commenced in July 2009. 3 candidates for diploma in C.B.R. and 2 for PG Diploma in management of CBR were enrolled this year. Shubham launched the programme in July 2007 under its human resource development programme. The

University has also launched an add-on course for primary level teachers of disabled in 2009. 21 candidates from our organization enrolled in this programme in financial year 2009-10.

Practical examination of above mentioned CBR diploma, certificate and PG Diploma courses for batch 2008-09 were organized by Shubham from 29th to 31st of May 2009. Because of our excellent performance, Bangalore University allowed Shubham to conduct the theory examination of all the centres of north India at Shubham, which was conducted successfully from 17th to 21st of August 2009. Examinees of Jharkhand, Bihar and Uttar Pradesh appeared for their theory exam at our centre.

AWARENESS-CUM-TRAINING PACKAGE FOR PARENTS OF DISABLED

Shubham launched Awareness cum training package for parents of disabled in the area of visual impairment and Cerebral Palsy. This programme has been recognised by RCI and being implemented by Shubham in collaboration with IGNOU. 15 parents of CP children and VI children were imparted above training in the year 2008.

Refresher/orientation courses for teachers of visually impaired

1. National Institute has recognized Shubham for Visually handicapped, Dehra Dun for conducting their refresher/orientation courses for teachers/parents of visually impaired. 2 6days refresher courses for in service teachers in teaching arithmetic (primary level) were organized by Shubham from 7th to 12th of September 2009 and from 3rd to 8th of October 2009 in Muzaffarpur. 63 candidates attended these courses.

3 Orientation courses of Braille and one regional language (Hindi) were also organized by Shubham from 13 to 18th of September 2009 in Ara and October 9th to 14th 2009 and December 22nd to 27th 2009 in Muzaffarpur. 87 participants went through these courses. The Courses were sponsored by NIVH Dehra Dun.

Aspiration Day-care Centre:

Shubham initiated a Centre based programme for children below the age of 5 having cerebral Palsy, Mental Retardation and multiple disability, under the school readiness scheme of National Trust from 1st April 2008. 30 children with above disabilities have been identified for early intervention, medical rehabilitation and ADLs. Health insurance cards of severely disabled under niramay scheme of National Trust are also got issued with the help of Shubham.

REPRESENTATION ON COMMITTEES:

1. Dr. Sangeeta, General Secretary of SHUBHAM Has been included in district management team formed by District Magistrate to take care of disability related issues of the district & the matters regarding DDRC. She is the member of the District Disable Rehabilitation Centre, Muzaffarpur and represents the NGO's on the committee too.
2. The General Secretary, Shubham has been nominated as a member of the State Resource Group formed by Bihar Education Project under Sarva Shiksha Abhiyan (Education for all) to look after the disability related issues.

3. Dr. Sangeeta has been nominated as an expert on Braille development committee formed by the National Institute for Visually Impaired, Dehradun to look after the issue of Braille in the country.
4. Shubham has been nominated as representative on Zonal committee (east) of RCI, responsible for implementation and promotion of Professional courses in the field of disability in the state.
5. The General Secretary, Shubham has been included as NGO member to LLC, Muzaffarpur formed by National Trust for the benefit of persons with Cerebral Palsy, Mental Retardation, Autism and Multiple disabilities.
6. The General Secretary of Shubham has been Included in District Social audit committee on disability issues, responsible to check the implementation status of disability related schemes by various government departments in the district.
7. Dr. Sangeeta, General Secretary, Shubham was elected on the executive board of CBR Forum, Bangalore in November 2009. The agency runs 80 CBR projects throughout India for the development of persons with disabilities.

PAPER PRESENTATION:

Shubham staff and members presented papers at:

Dr. Sangeeta Presented a paper on “Education of Visually impaired in inclusive set-up” at a workshop “Summit of minds” organized by R.C.I. and SYSS, Basti in Lucknow, U.P. India from 25 to 26th of March 2009.

WORKSHOPS/CONFERENCES ATTENDED:

1. Mr. Sanjay Kumar attended the first meeting of coordinators organized by IGNOU during launch of foundation/B.Ed courses in special education from 24th to 25th of August 2009 in IGNOU New Delhi. The study centre of Shubham for foundation course for in-service teachers was recognized by IGNOU during this year.
2. Dr. Sangeeta Agrawal, General Secretary and Sri Sanjay Kumar, Mental Health coordinator attended a consultation of government and NGO representatives on status of mental health services in north and north-eastern states organized by Mental hospital, Rinpasa, Ranchi from 2nd to 4th June 2009 in Ranchi.
 3. Sri Vinod Kapoor, vice-president of Shubham attended CSO-CSR Bridge 2009 organized by CII and give India in Hotel Le Meridian, New Delhi on 1st of October 2009.
 4. Sri Anirudha Kumar of Shubham was among 24 volunteers selected to visit 60 districts of India in four groups on 4 different routes from 14th of November 2009 to 30th November 2009 under Barte Kadam banner of National Trust for awareness purpose. He visited 15 districts of Gujarat, Maharashtra and Madhya Pradesh and attended 15 Barte Kadam Melas.

CAMPS AND WORKSHOPS HELD AT SHUBHAM:

1. On Mother Teresa Day, on 26th of August Lions Club of Muzaffarpur Central organized a Camp at Shubham and spent time with our children with disability. They distributed sweets and other necessities among our children

2. Inner Wheel Club of Muzaffarpur organized a tree plantation programme in Shubham premises on 10th of September 2009. District chairman, Inner Wheel, inaugurated the programme by planting a tree
3. A Braille Reading & writing competition was organized by Shubham on the birth anniversary of Lui Braille Lions Club of Muzaffarpur sponsored this event. 24 children with visual impairment took part in this competition. The competition was organized in order to develop Braille skills in visually impaired students.
4. Shubham has been organizing Regular monthly camps for distribution of free medicine among mentally challenged since November 2002. Dr. A.K. Singh, a Renowned Physician and Dr. I.D. Singh, H.O.D., Shree Krishna Medical College, Muzaffarpur assist the organisation to carry out this activity. Free medicine for distribution among patients is arranged. Railway Concessions for challenged are also issued in these camps regularly.
5. Shubham School for visually, hearing and multiple disabled, under its mainstreaming programme, organizes fortnightly inter-exchange meet of normal schools with shubham students on 2nd and 4th of Saturday. **Students of leading schools of Muzaffarpur including Vishva Bharti school, Subhash Chandra Boss High school, Pristine Public High School, S.K. Mother International school, Oxford Public School, Holy Mission etc are invited for light music, extempore speech, debate, story telling, painting, recitation and riddle competitions.**
6. A one-day awareness programme for parents of PWDs and society stakeholders on activities of deaf-blind and Shubham organized multiple disabled on 25th of September 2009. The event was sponsored by Sense International India. Sri Amresh Kumar, Programme Manager of said organization was invited as main speaker at workshop.
7. Shubham organized Barte Kadam mela at their premises for awareness rising among local people about rehabilitation of persons with severe disabilities on 22nd of November 2009. 6 volunteers from different states of India represented National Trust at the mela. Cultural programmes from normal school children on disability issues, an awareness rally of students, slogan writing by people on disability issues, a mobile painting exhibition on above theme were the main features of the mela.

TRAINING COURSES ATTENDED BY SHUBHAM STAFF:

- 3 new staff members of Shubham completed Foundation Course in disability, one staff completed B.Ed. Special and 2 successfully completed their diploma in CBR from Bangalore University.
2. A field staff of Shubham attended a 15-day orientation Course in Mantel Health, organized by Rin Pass Ranchi and Nava Bharat Jagriti Kendra
3. Shubham students attended 2 seminars on employment opportunities for persons with disabilities on 15th of October and 3rd of December organized by Employment exchange, tirhut subdivision, Muzaffarpur.

VISITORS:

1. 25/9/09 Md. Ehtesham, Director, Social security cell, Muzaffarpur was the chief guest at awareness workshop.
2. 14/08/09 Sri Anand Kumar, District welfare officer, Muzaffarpur on the eve of Independence Day.

REGULAR ACTIVITIES :

The Education Programme :

"SHUBHAM" provides education to deaf, blind, multi disabled and loco motor disabled separately. The society runs a special school for visually impaired children with free hostel and other facilities. 239 students have been imparted formal education up to class 10th till inception. Presently 59 students are registered and are attending the school regularly. The special school for visually impaired was started in 1993.

"SHUBHAM" Badhir Vidyalaya provides education to deaf children with the help of 2 trained teachers. Auditory training, lip-reading, concentration stimulation programme, whole Language approach, self instruction learning, main streaming, independent living skills and experience based learning are some of the innovative exercises that are adopted for the education of deaf. 62 hearing impaired students are registered to the school, out of which 25 attend school regularly. 38 students with hearing impairment have been either integrated in normal schools or rehabilitated. The activity was started on 25th of July 1995 and inaugurated by Smt. Raj Bala Verma, then District magistrate, Muzaffarpur.

As far as loco motor disabled children are concerned at SHUBHAM, besides physio and occupational therapies, they are also being imparted education up to class 10th like children with sensory disabilities. Since inception, 59 orthopedically handicapped students have been enrolled to "SHUBHAM" viklang Vidyalaya, out of which 25 Students after being imparted sure benefits through our Interventional therapy treatment and basic education have been either integrated in normal schools or economically rehabilitated.

All these students are imparted formal education up to class 10th according to Bihar Board syllabus with the help of specially trained teachers. Each and every student is cared with full attention and the N.G.O. maintains separate records of their individual problems, needs and progress. 6 deaf students of Shubham Badhir Vidyalaya Ranjeet, Kiran, Pushpesh, Soni, Mukul and Arti Kumari Successfully passed class 10th examination of Bihar Board held in year 2003. H.I. students Kunal, Sonu, Sujata, Guriya Kumari, Kundan and Krishna Prakash in year 2005 While Juli Kumari, Rahul Kumar, Manoj Kumar Loco motor impaired; Khushbu Kumari, Kailash Kumar, Kanhaiya Kumar, Raju Kumar and Om Prakash and visually impaired students passed the board exam in the year 2004, Anila Kumari and Sunita Kumari, both visually impaired, in year 2007. Rani das, Dharma veer Kumar, Nishi Kumari, Anuj Kumar, Manjay Kumar, Savita, Lanan Kumar, Sachin Kumar, Ramesh Kumar, Sanjiv Kumar, Parth Kumar, Mamta Kumari and Sunaina Kumari (visually impaired) passed the board examination in later years.

"SHUBHAM" has also been providing conveyance facility to its school children since 1994.

Observing increasing request from parents of children with mental disability and cerebral palsy, the executive committee of "SHUBHAM" started a centre for mentally retarded with the help of trained teachers. Ten children have been enrolled to the centre for rehabilitation and education purpose. Our special educators also provide rehabilitation services to mentally retarded children to their doorsteps with the help of their parents and siblings.

Shubham rehabilitation staff in Kanti and Marian blocks of Muzaffarpur District has served 35 such children.

If given proper guidance and opportunity, a Challenged person can be a useful component of the society and lead a better life like a normal person. In order to develop skills in them, the Institution, besides education, provides them with various vocational and technical trainings like music, painting, Computers, needlework, soft toy making and knitting etc. according to their interests. These facilities are playing an important role in over all development of the disabled and they are getting full opportunity to improve their personality in a healthy and friendly environment of sympathy and mutual co-operation, where inferiority complex and disabilities are not able to influence their personality.

In this way, Organisation's education programme is doing very useful work in generating awareness among general people on one hand and trying to make disabled children self-sufficient and an important part of the society on the other.

In the year 2007, for the first time in the history of Shubham, A visually impaired student Om Prakash, who is pursuing his B.A. honours, has got a government job of primary teacher. A number of other students have been economically rehabilitated by their own enterprises. This year too, our children took part in several Inter school and Inter State competitions such as Inter School recitation, fancy dress, group song, dance, light music, quiz and sports competitions organised by PUS, Lioness Club, Sri Hanuman Mandal, Mahila Manch and Paralympics committee of India etc. In these competitions, they took part with their normal counterparts and won many attractive prizes. School children are frequently invited to perform cultural programmes like group songs, mono acting and stage plays etc by different Clubs and social organizations.

In the national games for disabled organized by national Paralympics committee of India and sponsored by rotary international held in Chennai in the month of December 2006 for visually impaired. Arun Kr. Choudhary, A visually impaired student of SHUBHAM represented Bihar state in athletics and secured 3rd position in the nationals.

Rani Das V.I. student won first prize in Bhajan Gayan, Urvashi H.I. student won second prize in dance, Lalan V.I. student won prize in fancy dress and Sunaina and Rani V.I. students won special prizes in recitation.

Deepmala, Pinki, Shobha, Arun, Bajrangi Rana, Kiran, Ruby Kumari, Nidhi and Sani Kumar (All blind students) won prizes in interstate athletics meet for disabled held at Nehru Stadium, Muzaffarpur from 30 to 31st of January 2009.

Prevention And Early Intervention

"SHUBHAM" Deaf Service Centre :

Though disability is not a curse in itself, still it is true that it affects the working capacity of and individual to an extent. As compared to the normal person, it is comparatively difficult to educate and trained a disabled person. So, first of all, the organization with the help of specialised doctors tries to find out all the possibilities of preventing and minimizing the disabilities of an impaired child admitted to the school. To increase hearing power of deaf, besides distribution of hearing aids, making of ear moulds, repairs of hearing aids, auditory training, speech-therapy, audio test facilities where continued in their full swing this year too. Adult deaf persons with hearing impairment

are also given speech-therapy daily. Through the facilities provided by this organisation, till now 350 deaf people have gained sure benefits on the path of improvement. This programme was started in "April 1995".

"SHUBHAM" Physiotherapy

Activity

For the treatment of loco motor disabled & children with Cerebral Palsy, an orthopaedic centre has been working since 1994. Till now more than 430 patients suffering from Polio, Arthritis, paralysis, spondylitis and other congenital diseases have been treated through physiotherapy in the centre and 390 of them have gained sure benefits. 25 patients were treated successfully from April 2007 to March 2008

Services of specialised orthopaedicians, physiotherapists, audiologists, E.N.T. specialists and ophthalmologists were also available to "SHUBHAM" during the past session.

In many cases, to some extent with visual, hearing, loco motor and other disabilities, mental retardation and behavioural problems also exist in individuals. Prevention of such mental problems is essential for the proper development of a person. Realizing this, the organization has appointed a clinical psychologist Miss. Pushpa Kumari. Visits of medical practitioners like E.N.T. specialist, child specialists and ophthalmologist are arranged to provide free medical aids to the persons with disabilities and other needy people regularly. Many poor are getting benefits from this service.

Free Aid And Rehabilitation

Common people have not been able to accept the abilities and competence of a disabled person yet. As a result, most of the persons with disabilities are forced to face disregard of their society as well as of the parents. Obstacles such as negligence, poverty, ignorance etc obstruct the proper bringing up of a disabled child.

Keeping this in view "SHUBHAM" not only provides Special aids and appliances to the persons with disabilities for their use, but also encourages them to become economically rehabilitated by providing them job oriented training and also by including them to income generating projects implemented by the N.G.O. from time to time. These income-generating projects include making incense sticks, tailoring, soft toy making etc.

Under its equipment distribution Programme, the N.G.O. has Distributed appliances like mobility sticks, cassette-recorders, CD players for students, Braille writing slates, Braille type-writer & Arithmetic equipments etc. free of cost among 555 persons with visually impairment so far.

The NGO also provided 12 Braille & 8 hearing aids during this financial year. Lions Club, Muzaffarpur private donors and Ministry of Social Justice and Empowerment sponsored these equipments.

Hence, The NGO tried to meet out the requirements of the persons with loco motor, hearing, mental & visual impairments with the help of local donors & Govt agencies by providing them with aids and appliances and also continued its training programme for them so that the students of "SHUBHAM" could gradually improve their skills and could become self sufficient.

FUTURE PROGRAMME

The organisation is well aware of the fact that despite the varied and diversified programmes and services, there is no scope for complacency and slackening of its efforts. We have to continue the process of development and also add new dimension to serve the differently abled population still more effectively.

Thus the organisation proposes to launch some new schemes and programmes and intensifies the existing ones during the coming year. One of the major activities proposed for the next year includes rehabilitation of mentally challenged.

A small unit for training and income-generation is proposed to be set at "SHUBHAM". Products like registers, files, copies and envelopes are proposed to be made in the unit. "SHUBHAM" personal are being provided training in the job placement, socio-economic rehabilitation for rural disabled persons. As outreach programme for awareness is already being implemented by the NGO.

"SHUBHAM" has obtain a land of 26,400/-Sq.Ft. at Fardo Gole and plans to build its own building soon.

ACKNOWLEDGEMENT

The organisation's sincere gratitude is due to all those welfare agencies as well as a number of its individual well wishers for the invaluable assistance rendered by them in cash, goods, other material by giving advice, devoting time, providing technical and other assistance for running the programmes out lined above. But for their time and heart warming support "SHUBHAM" could not have been able to perform such onerous responsibilities and implement such programmes

Gratitude, specially in financial front are due to M/S Agrawal Hardware Stores, M/S Krishi Rasayan, M/S Muzaffarpur Flour Mills, M/S Prabhat Zarda Factory of Muzaffarpur, Sri Ajay Sudershan Agrawal, Deonar Farm Road, Chembur, Mumbai, M/S Badri Vishal Tikmani, Ministry of Social Justice and Empowerment, Basic Needs, National Trust, Lions Central Muzaffarpur and Leprosy mission.

M/S SHUBHAM
Fardo Gola, Muzaffarpur

NOTES ON ACCOUNTS

1. Significant Accounting Policies

Basis of preparation of financial statement

The accounts are prepared on historical cost convention. Accounting Policies not specifically referred to otherwise be consistent and in consonance with generally accepted accounting principles.

Fixed Assets and Depreciation

Fixed Assets are stated at cost of acquisition or construction including directly attributable cost of bringing the asset to its working condition for intended use.

Depreciation is provided on written down value method in accordance with the rates prescribed in the income Tax Act, 1961.

Inventories

The Inventories, if any are valued at cost or net realizable value whichever is lower.

Revenue Recognition

All income and expenditure items having a material bearing on the Financial Statements are recognized on accrual basis excluding Government-Grants, which are accounted on cash basis.

Foreign Currency Transactions

Transactions in Foreign Currency are accounted at the exchange rate prevailing on the date of realization.

Place. Muzaffarpur

Date 09/09/10

For Sunil Shyama & Associates
(Chartered Accountants)
(Sunil Kumar)
Partner

For Shubham
(General Secretary)

Abridged BALANCE SHEET as of 31st March 2010

Liabilities	AMOUNT	Assets	AMOUNT
General Fund	Rs. 2566945.22	Fixed Assets:	5088067.12
Corpus Fund	1437477.00	Investments	5,538,569.24
Other Funds	6235209.00	Current Assets	26,736.00
Unsecured Loan	605090.00	Less: Depreciation during the year	18106.322

Current Liabilities and provision	259630.00	Addition during the Year	80000.00
GRAND TOTAL	11104351.22	GRAND TOTAL	11,104,351.22

RECEIPT AND PAYMENT for the YEAR ending 31/03/2010

Receipt	Amount	Payment	Amount
Cash in Hand	5,910.34	By loans cleared of previous years	515,813
Opening Bank balance	264,762.57	Assets and mutual funds purchased	1,657,547
To building fund account	323,600.00	By, Bank Commission	662.00
To, Membership and others	45700.00	By programme expenses	1,125,602
To Corpus fund	80,880.00	By general exp	32,580.50
To unsecured loans	566,090	By training in disability areas	622,119
To sale of electrical machinery	500.00	By, vehicle running and maintenance A/C	41,756.00
To redemption of mutual fund	503,785.00	By, closing cash balance	26,304.84
Grants	1,374,691.00	By, closing bank balance	424,674.02
To diploma & certificate course receipt	242,730.85		
Donations	671,471.39		
Interests and dividends	366,937.21		
Total	4,447,058.36	TOTAL	4,447,058.36

Abridged INCOME & EXPENDITURE for the YEAR ending 31/03/2010

Expenditure	Amount	Income	Amount
Activity expenses To, Special School for Visually and Hearing Impaired EXP	980746.00	By, Membership Fee	1300.00
Aspiration Day care centre scheme	196093.00	By, Grant-in-aid Receipt for special school of visually and hearing impaired	800100.00
Refresher course for visually impaired	387304.00	Aspiration day care centre receipt	194375.00
Diploma and certificate course expenses	198952.00	By, Refresher course for Visually impaired Year 2008-09 Year 2009-10	118016.00 186500.00
Early intervention of C.P. EXP	32915.00	By, Diploma and certificate course receipt	242730.00
To, National Trust awareness campaign	9657.00	By, Foundation Course receipt	60600.00
Education of mentally retarded	61965.00	By, Awareness campaign receipt	10000.00
Awareness sensitization and support activities (FC)	35006.00	By, Read to lead campaign receipt (08-09)	100000.00

To, Rehabilitation of mentally Ill (RMI)	37625.00	Donations By, Donation for development (DOD)	541000.00
To, Rehabilitation Council of India (RCI)	1074.00	Donation for development (FC)	75361.39
To, Computer centre (CCA)	10205.00	By, General Fund Receipt	55110.00
Prior Period Expenses (SSVHI)	48000.00	Other Income Interest from saving Bank	4748.00
To, General Expenses	33600.50	By, Interest on BOB (FC)	178.00
To, ADV RMI written off	4200.00	By, Equipment Fund receipt	2025.00
To, vehicle running and maintenance	36556.00	Mutual Fund receipt (Dividend)	362011.21
To, Legal fees	2000.00	By, Recovery of Loan (LFR)	43400.00
Accounting charges	6000.00	MISC receipt	7110
Audit fees	12000.00		
To, Bank Commission	662.00		
Depreciation	70377.29		
To, Excess of Income over expenditure I.E. Surplus (TRF to general FUND)	609737.81		
Total	2804564.60	Total	2804564.60

1. LEGAL STATUS:

“SHUBHAM” is registered as a society under Indian societies registration act 21 of 1860 Regn. No. 291/94, dtd 26/07/94) in the state of Bihar

“SHUBHAM” is registered under u/s 12A of income- tax act 1961. (Regn. No. 58) and with the DIT(Exemptions), Bihar u/s 80G, valid till March 31, 2009.

“SHUBHAM” is Registered under section 6 (1) (a) of the Foreign Contribution (Regulation) Act 1976 (FCRA Regn. No. 031140042, dtd 3/1/1996)

“SHUBHAM” is registered with Rehabilitation Council of India (Regn. no. 49 dated 17/3/2005)

“SHUBHAM” is registered with National Trust, (Regn. no. 0418/MR-MD/2008) Valid till 06/10/2013

Visitors are welcome to the addresses given on the “contact us” link on our website.

NAME & ADDRESS OF MAIN BANKERS: AXIS Bank Ltd., Kalyani Market, Muzaffarpur, and Bihar. Account NO- 309010100012351

NAME & ADDRESS OF AUDITORS: Sunil Kumar, Sunil Shyama & Associates, 1st floor, 106 Shashi Complex, Exhibition Road, Patna.

2. VISION AND IMPACT

Mission: To Provide an enabling atmosphere for the over all development and self-sufficiency of persons with disabilities

Vision: "All persons with disabilities have the potential to become independent and self-sufficient and must be given the right opportunity to achieve their goals and play a useful role in the community. The logo of the organisation 'aatmanirbharatvam shubham' better highlights its vision that the mystery of welfare is vested in self-sufficiency"

3. GOVERNANCE: DETAILS OF BOARD MEMBERS as of 31/03/2010

S.N.	Name of Managing Committee Member	Position on Board	Remuneration or Reimbursements
1.	Sri Vinod Kumar Kapoor	President	NIL
2.	Sri Baldeo Krishan Bansal	Vice-President	NIL
3.	Sri Rajesh Tika	Vice-President	NIL
4.	Dr. (Miss) Sangeeta Agrawal	General Secretary	NIL
5.	Smt. Abha Agrawal	Treasurer	NIL
6.	Smt. Meera Mehrotra	Secretary	NIL
7.	Sri Jay More	Secretary	NIL

- The Board of management of SHUBHAM met 3 times in the Year 09-10 on 21/06/2009, 14/10/2009 and 19/3/2010. Minutes of Board meetings are documented and circulated.
- A Board Rotation Policy exists and is practiced.
- The Board approves programmes, budgets, annual activity reports and audited financial statements. The Board ensures the organisation’s compliance with laws and regulations.

4. ACCOUNTABILITY AND TRANSPARENCY

- No remuneration, sitting fees or any other form of compensation has been paid since inception of the organization, to any Board member, trustee.
- Head of the organisation: (including honorarium): 0
- Highest paid Full Time regular staff: *Rs.6000 per month*
- Lowest paid regular staff: *Rs. 500 per month*

All Board members are “volunteers” giving their time pro bono. They are not included in the details above.

DISTRIBUTION OF STAFF ACCORDING TO SALARY LEVELS (as at March 31, 2010)

Slab of gross salary (in Rs.) plus benefits paid to staff

Slab of gross salary per month (in Rs) plus benefits paid to staff	Male staff	Female staff	Total staff
Less than 5000	13	13	26
5,000 – 10,000	4	-	4
10,000 - 25,000	1	0	1
25,000 – 50,000	-	-	-
50,000 – 1,00,000	-	-	-
Greater than 1,00,000	-	-	-

The staff table includes the salaries of both staff as well as paid consultants in the respective categories for the year ending March 31, 2010.

International Travel by Board/Staff/Volunteers: NIL

National Travel by Board/Staff/Volunteers: Rs. 38,429

Contact Information: Agrawal Bhawan, J.L. Road, Muzaffarpur, (Bihar) 8412001

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