



# उम्मीद



UMMEED CHILD DEVELOPMENT CENTER

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ANNUAL REPORT  
2017-18





A small hoop containing a horsehair mesh decorated with feathers and beads, believed by Native American Indians to give its owner good dreams. Dreamcatchers were traditionally used as talismans to protect children from nightmares.

## NOTE FROM THE CEO

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As I reflect on 2017-18, I am reminded of a Rumi quote: 'Your heart knows the way. Run in that direction.' Three big ventures into new territory this year have paved the way for Ummeed for the future.

First, in December 2017, Ummeed hosted the 2nd International Developmental Pediatrics Association Congress (IDPAC) in Mumbai, which saw participation of over 500 delegates from more than 30 countries, and brought professionals and self-advocates on a common platform for the first time. It propelled Ummeed onto the world stage, opening several doors for us. But more than that, it brought the Ummeed team together in a way that I can only describe as magical.

Our next new adventure was using technology to expand our training reach through Project ECHO® (Extension for Community Healthcare Outcomes). We were able to create online communities of professionals and community workers across several states in India and different countries – something we had never imagined possible.

Finally, we made our mark in healthcare research when we had our first publication in the Lancet, with two co-authors from Ummeed. The findings of our 5-year multi-country project have set the stage for Ummeed to take on more in the field of early childhood development in low income countries.

We have been able to sail these uncharted seas boldly because of two kinds of support. Our strong backbone of internal support teams as well as you, our broader Ummeed community.

Our theme for the Annual Report this year is the 'dreamcatcher.' Native Americans believed that dreamcatchers filter the dreams of children and only allow the good ones to come in. Ummeed dreams of a world where every child with or at risk for a disability can reach his or her potential and participate meaningfully in society. Thank you for being part of our dreamcatcher web, and helping to make the dreams of our children come true!

**ANITA LIMAYE, MD**  
**CHIEF EXECUTIVE OFFICER**



**VIBHA KRISHNAMURTHY, MD**  
**FOUNDER & EXECUTIVE DIRECTOR**

# ACTIVITIES UNDERTAKEN DURING THE YEAR

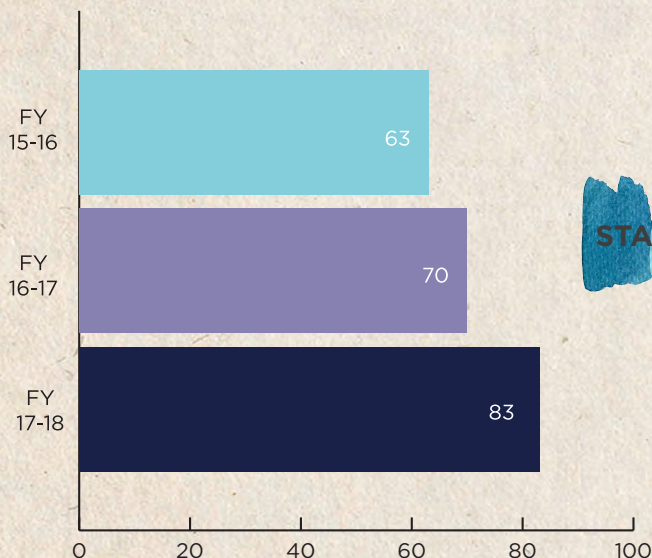
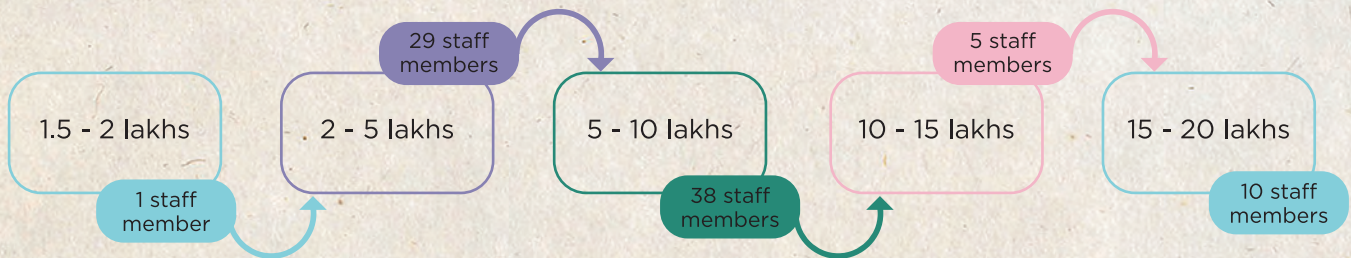
## STAFF UPDATES

Ummeed has continued to grow from strength-to-strength over the last few years. In FY 2017-18, Ummeed became a team of over 80 people (employees and consultants), supported by 14 volunteers (both students and professionals), 4 observers, and 25 interns.



## REMUNERATION SCALES

Amount in Rupees Per Annum



## STAFF STRENGTH

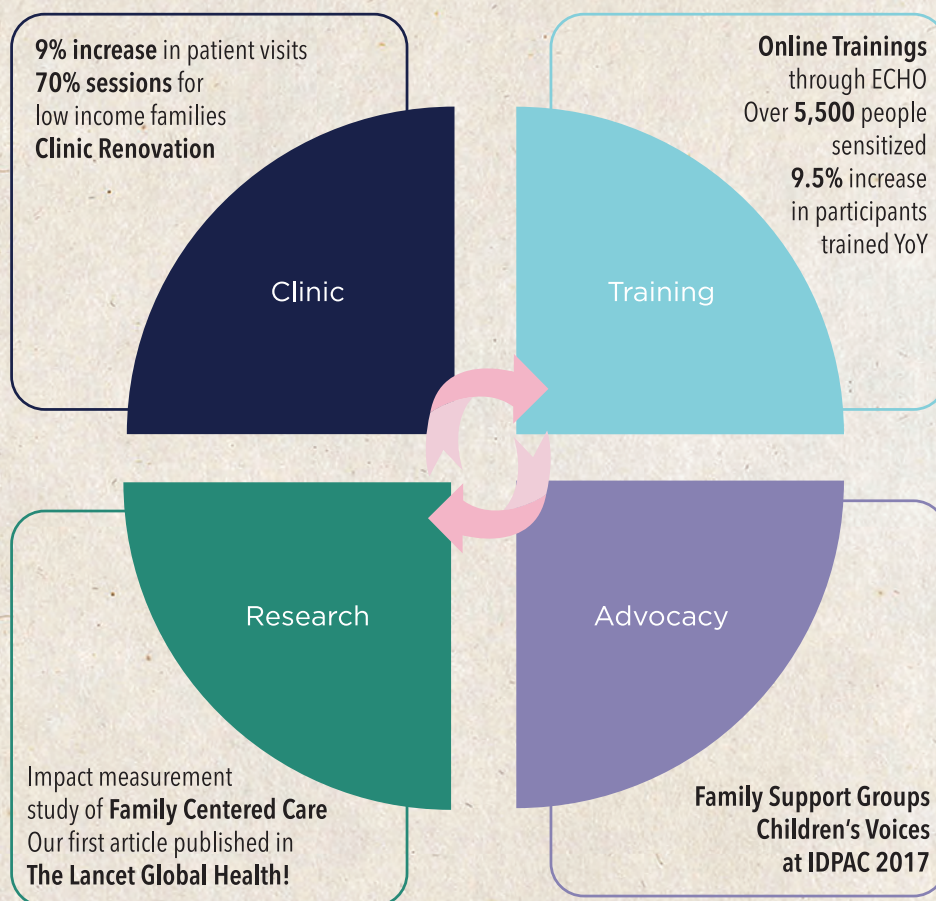


# ACTIVITIES UNDERTAKEN DURING THE YEAR

## OVERALL HIGHLIGHTS OF FY 2017-18

Ummeed classifies its work and services into four categories:

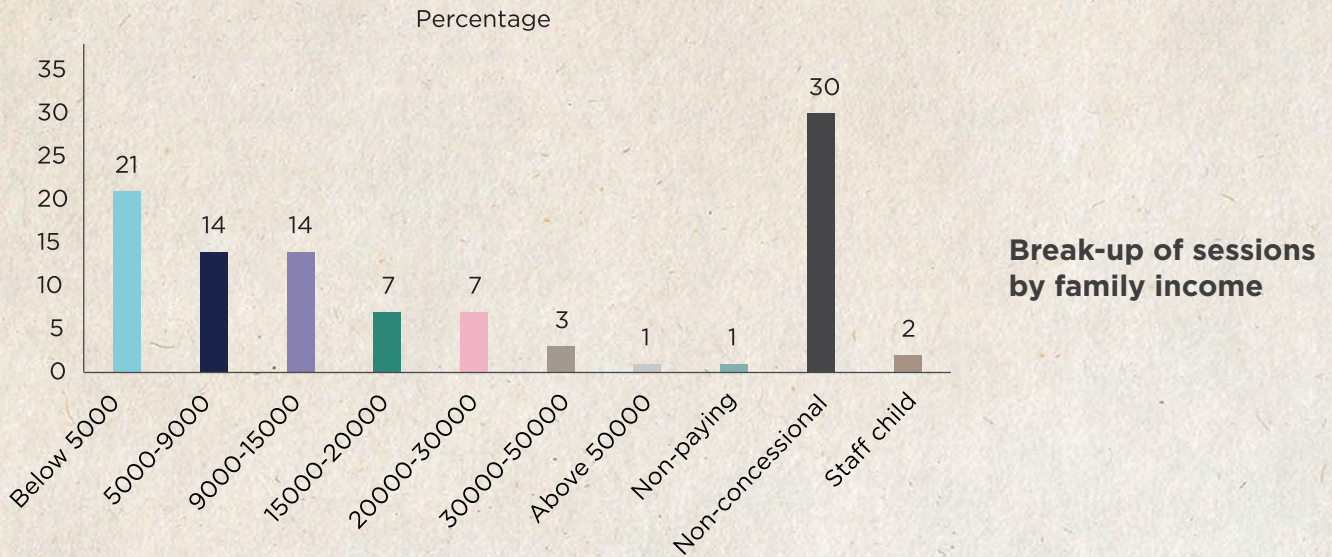
- **Clinical Services** (direct assessment, therapy, and consultation services offered to children with disabilities and their families)
- **Training Services** (to build awareness, up-skill existing resources, build new resources, and support organizational capacity building)
- **Research** (includes outcome and impact measurement)
- **Advocacy** (policy influence and ensuring that the voices of children and parents are heard)



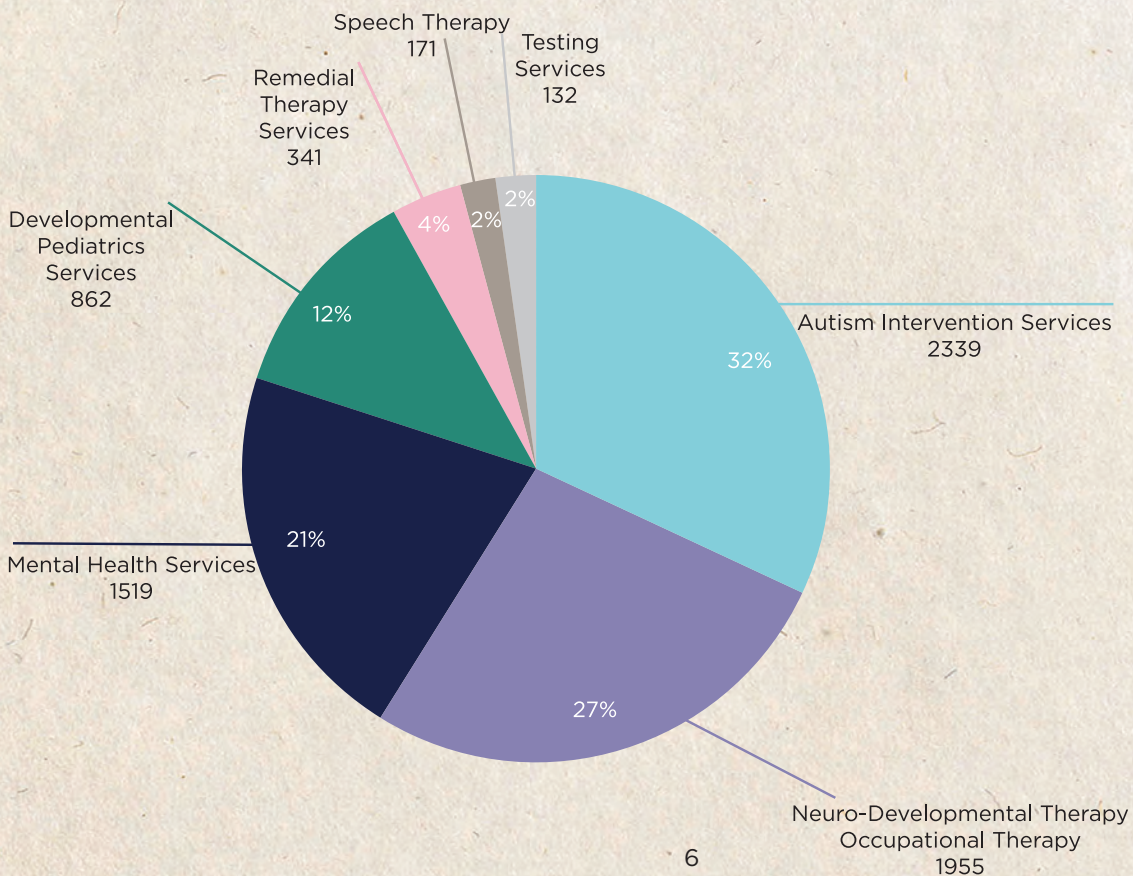
# CLINIC HIGHLIGHTS

Our 'Center of Excellence' provides assessments, consults, and therapy services to children with developmental disabilities and their families, through our team of developmental pediatricians, occupational therapists, neurodevelopmental therapists, autism intervention specialists, counsellors, speech therapists, testing team, special educators, and social workers.

In FY 2017-18, **7,319** clinical sessions were provided to **1,148** children. Of these, fee reductions were provided for about **70%** of sessions due to low family income and other family liabilities.



## Services availed by children and families

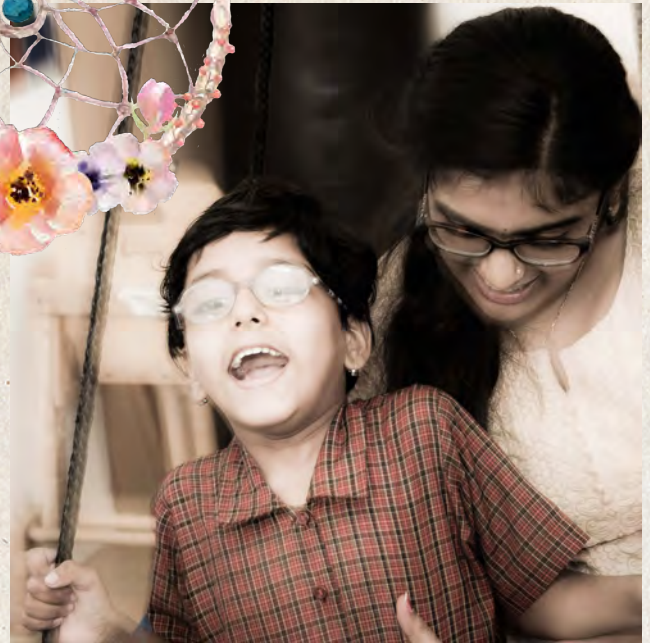


## CLINIC HIGHLIGHTS

With gratitude to our funders:

**Aarti Industries Ltd**  
**Bajaj Finance Ltd**  
**Charities Aid Foundation - US**  
**Deutsche Bank**  
**Give India**  
**Leebo Metals Pvt Ltd**  
**Link Telecom Pvt Ltd**  
**MHFC Ltd**  
**Narotam Sekhsaria Foundation**  
**Rotary Club of Bombay Mid-Town**  
**Servotum Foundation**  
**Teritex Knitting Industries Pvt Ltd**

and multiple individual donors – for making it possible for children from low and middle income backgrounds to access clinical services that would otherwise not be affordable to them.



When 10-year old Shreyas came to Umneed in August 2017, his shouts were audible all along Umneed's corridor. His therapist, Gopika, led him to the therapy room. He looked around and noticed a toy telephone which he picked up and said "Hello Papa!" Shreyas' mother broke down on hearing this - Shreyas' father, who had been in the Indian Navy, had passed away in an accident on ship the previous December.

Shreyas is on the autism spectrum. His mother's primary concerns when she came to Umneed were that he was screaming in class, would bite himself when demands were made of him, and would keep reciting the names of trains when stressed or uncomfortable.

Gopika learned that Shreyas' shadow teacher had already put some systems in place to help him. Gopika built on these initial efforts, working closely with the shadow teacher to make a visual schedule for Shreyas' desk at school – this would help him anticipate the next class or activity. A similar schedule was placed near his desk at home to enable his mother to teach him to pack his own bag. Shreyas, like many children with autism, is a great visual learner. Visual schedules also help children with autism anticipate change, which otherwise can cause great distress to them. Gopika also helped the shadow teacher think through and implement behavioral strategies so that he could cope with change.

Shreyas loves trains! His single-minded obsession for them would worry his mother. But now she has started using his love for trains to teach him new skills. Shreyas is now better settled at school and is taking part in school activities. His challenging behaviors have reduced, and his mother is able to involve him in household tasks. And, she has begun enjoying life with her two children!

## CLINIC HIGHLIGHTS

### EARLY INTERVENTION CENTER

The Early Intervention Center (EIC) is a cheerful place, filled with the sound of laughter and is at the heart of Ummeed's clinical services. It is a parent-child program that was started in 2007. The EIC partners with families using their strengths and works through play to help children with disabilities become school-ready. It follows a structured pre-school like curriculum for children with special needs between the ages of **2 to 6 years**.

This year, **18** children were enrolled, of which **15** graduated.



With gratitude to our funders:  
**Connell Bros Co (India) Pvt Ltd**  
**Mysore Sugandhi Dhoop Factory**  
**Oracle India**  
**Reliance Foundation**  
that have made it possible  
for our EIC parents to dream  
that their children can  
successfully integrate  
into school systems.



### WALK-IN FAMILY SUPPORT GROUP

One of Ummeed's core values is Family Centered Care. This means that we treat families with respect, have them be equal participants in decision making for their children, share information and collaborate with them. In FY 2016-17, Ummeed conducted a study to evaluate how 'family centered' we are, and we were amazed at how highly our families rated us! But we also heard constructive feedback. One of these was the need to create spaces where families could meet others like themselves whose experiences were similar, so that they could support and learn from each other.

In FY 2017-18, we acted on this feedback and initiated the **Walk-In Family Support Group**. Themes at these meetings have ranged from 'Preparing children for transition to adulthood' to 'Involving family members in supporting children's development.' It has been exciting to see the interest and curiosity these groups have generated amongst parents from across the city. Over time, we hope that the Family Support Group will be an initiative that is run **'by the parents and for the parents,'** with Ummeed being a facilitator.



# CLINIC HIGHLIGHTS

## CLINIC RENOVATION

As Ummeed has continued its growth trajectory, a pressing need emerged this year to increase seating capacity at our Lower Parel clinic, including the resolution of long-standing structural challenges such as leakages and cracks.

Through generous funding from **APL India Pvt Ltd (a CMA CGM Group Company)** and **Bajaj Finance Ltd**, this work was initiated in September 2017 and is expected to be completed soon.



# TRAINING HIGHLIGHTS

The Ummeed Training Facility is a 'Center of Influence' in the space of child development and developmental disabilities. Thanks to the generous support of **Cipla Foundation** who believed in this dream in its early and vulnerable years, we have been able to slowly and steadily increase our training reach.

In FY 2017-18, **1,519** parents, professionals, community workers, and teachers attended our training programs, and an additional **5,698** were part of sensitization workshops.

Our training offerings include:

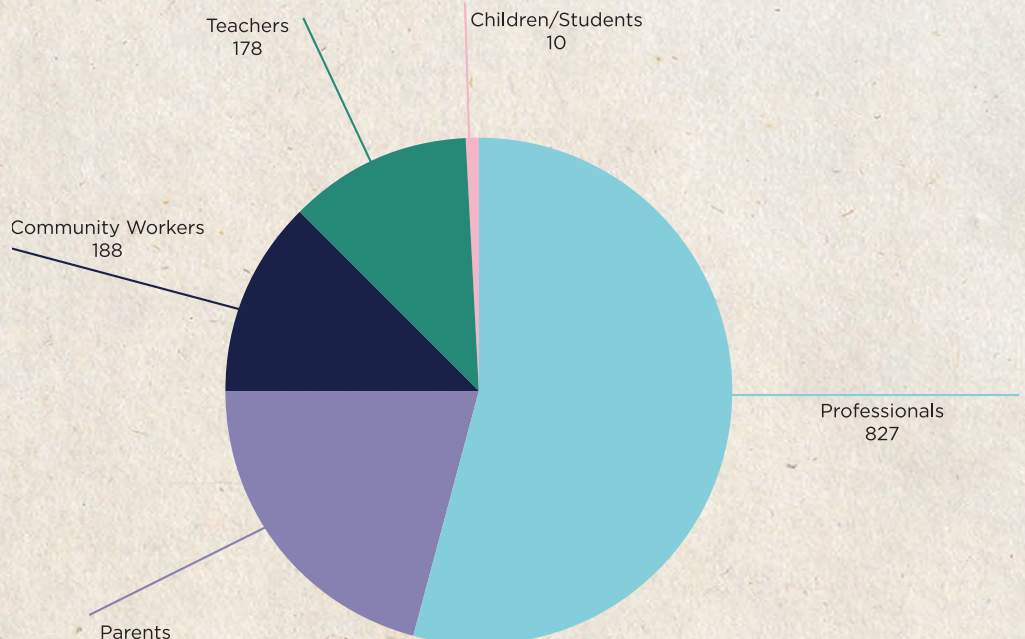
**Sensitization workshops** - half a day

**Skill-building workshops** - 2-3 days

**Long-term training engagements** which include supervision and mentorship



**Participants of long-term and skill-building training programs**



# TRAINING HIGHLIGHTS

Over the years, both Ummeed's resource allocation to training and the training reach have increased significantly.

Ummeed's Training Growth



## Sensitization

The Ummeed team conducted over 60 sensitization workshops in FY 2017-18, ranging from awareness sessions about child development, mental health, and specific disabilities, to sensitizations regarding child and disability rights.

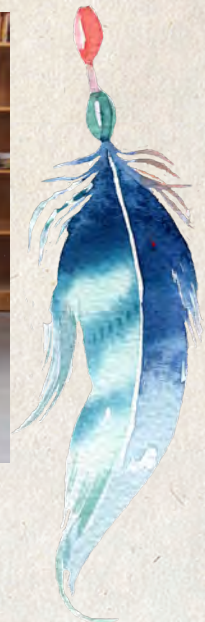
Ummeed professionals were invited to speak at key events such as the State Level Seminar on the Rights of Persons with Disabilities, an education symposium in Singapore (A Thought Leadership Symposium on Trends, Opportunities, and Challenges in Education), the Indian Academy of Cerebral Palsy's annual conference, the National Autism Conference in New Delhi, and a Narrative Gathering in San Diego (by Narrative Initiatives San Diego and Re-Authoring Teaching).



# TRAINING HIGHLIGHTS

## Skill Building

The Ummeed team also conducted 60 workshops to build specific skills in professionals, parents, teachers, and community workers, to support children with developmental disabilities and their families. These included diverse topics such as Parenting, Preparing for Puberty, Toilet Training, Nutrition for Kids, Writing Made Easy, Literacy Skills, Introduction to Narrative Ideas, amongst others.



## Long-Term Training Programs

Several long-term trainings were conducted in FY 2017-18; a summary is provided below:

### Autism Intervention Training Program (AITP)

- Provides detailed training on autism intervention for professionals interested in supporting children with autism
- Skills built in participants from 9 locations: Mumbai, Goa, Gujarat, Bangladesh, Nepal, Ambejogai, Pune, Faridabad, Kullu and 18 organizations

### Mental Health Training Program (MHTP)

- Provides in-depth training on narrative practices to mental health professionals
- Training undertaken for over 20 participants

### Early Childhood Development & Disability (ECDD) Program

- Provides training to community based organizations (community workers as well as their supervisors) on early childhood development and disabilities
- In 2017-18, ongoing training provided to 97 community workers across 4 organizations and 3 locations - Mumbai, Pune, Baroda

### Caregiver Skills Training Program (CST)

- WHO developed and recommended training program for families of children with developmental delays
- In 2017-18, Ummeed worked on translation and adaptation of this program to the Indian context; field testing to be undertaken in 2018-19

### School Inclusion Support

- Aims for long-term partnerships with schools to support inclusive practices
- In 2017-18, worked with two school systems - Bombay International School and Muktangan

### Community Mental Health Training Program (CMHTP)

- Provides in-depth training on narrative practices to community workers
- 27 participants trained across 7 organizations

# TRAINING HIGHLIGHTS

## TRAINING REACH - INDIA



## TRAINING REACH - INTERNATIONAL

- Australia
- Azerbaijan
- Bahrain
- Bangladesh
- Brazil
- Brunei
- Canada
- China
- Denmark
- Egypt
- Georgia
- Hungary
- Indonesia
- Iran
- Israel
- Kuwait
- Laos
- Malaysia
- Maldives
- Moldova





## TRAINING HIGHLIGHTS



With gratitude to our funders:

**Azim Premji Philanthropic Initiatives**  
**Cipla Foundation**  
**Forbes Marshall Foundation**  
**H T Parekh Foundation**  
**IQVIA**

**J M Financial Foundation**  
**Morris Foundation**  
**Narotam Sekhsaria Foundation**  
**RBL Bank Ltd**



A specific new initiative this year was **Project ECHO**® - Ummeed's first foray into online training. ECHO® stands for **Extension for Community Healthcare Outcomes**, and is a movement to de-monopolize knowledge and amplify capacity to provide best practice care for underserved people all over the world.

Through funding from **H T Parekh Foundation**, Ummeed has been offering the ECHO Autism Program since January 2018. This program has seen participation from over 25 pediatricians/psychiatrists/neurologists from over 7 states in India, and also Nepal, Sri Lanka, Bangladesh, Iran, and Bahrain. The multi-disciplinary Ummeed training team includes developmental pediatricians, a psychiatrist, an autism interventionist, and most importantly, a parent.

Project ECHO® has also helped us keep connections alive with our training participants. Often, once trained, our participants have to work in isolation in their communities.

Being connected with others who are in similar spaces can make a big difference!

# RESEARCH AND ADVOCACY HIGHLIGHTS

## INTERNATIONAL DEVELOPMENTAL PEDIATRICS ASSOCIATION CONGRESS (IDPAC) 2017

"I just returned from Mumbai, India after attending the wonderful International Developmental Pediatric Association Congress from December 7-10. It was an eye-opening opportunity to learn about *DBP* across the globe, in developed and developing nations, all around the theme of children and families touched by disabilities. The posters and oral presentations were scientific and thought-provoking, and the keynote and panel talks truly inspiring."

– Neel Soares, Society for Developmental and Behavioral Pediatrics (SDBP)

The 2nd **International Developmental Pediatrics Association (IDPA) Congress** was hosted by Ummeed in December 2017 at the Nehru Center in Mumbai. It offered participants the rare opportunity to connect with like-minded professionals not just from their own disciplines but also from allied fields from countries and contexts like their own. The Congress made it possible for participants to share and learn about models of service delivery and research that are relevant to Low and Middle Income Countries:



Nine pre-conference workshops on topics ranging from early childhood development, autism, ADHD, sexuality in children with special needs to children in crises were held. They were facilitated by international experts and allowed participants to develop practical skills and hands-on learning.

The conference itself was an amalgamation of cutting edge scientific research and emotional stories, highlighting values and ideas from years of practice. For the first time in a pediatric conference in India, two teenage self-advocates Anandita Kumar who has cerebral palsy and Advait Prasad who has ADHD, shared their inspiring and incredible journeys.

The spirit of the Congress was truly inclusive, and in

keeping with UNCRPD's (United Nations Convention on the Rights of Persons with Disabilities) slogan of 'Nothing about us without us.'

Over 500 professionals, including pediatricians, neurologists, psychiatrists, therapists, psychologists, special educators, and community and health workers participated in the Congress. Thirty-three countries were represented. International organizations such as WHO, UNICEF, Autism Speaks, Society for Developmental and Behavioral Pediatrics (SDBP) and the Indian Academy of Pediatrics (IAP) were present. A total of 113 oral presentations and 144 posters were presented.

Future partnerships and collaborations emerged, such as the iCOR program and the Ummeed ECHO® program, with physicians from various continents and countries indicating interest.

We thank our generous funders:

**ATE Philanthropic Foundation | Autism Speaks  
Bernard van Leer Foundation | Forbes Marshall Foundation  
Godrej Family | Health Frontiers | ICMR | Rati Forbes  
Society for Developmental and Behavioral Pediatrics (SDBP)  
Tata Trusts | UNICEF | Verma Medical Research Trust | WHO**



# RESEARCH AND ADVOCACY HIGHLIGHTS

## THE LANCET ARTICLE

Ummeed's first Lancet article was published this year!

Ummeed has been a proud collaborator in a large multinational study on child development in which data was collected from over 12,000 children in India, Argentina, South Africa, and Turkey over the course of 5 years in collaboration with Yale University and the University of Ankara.

The study helped establish that healthy children develop in remarkably similar ways across different countries and cultures. This is an important finding since it was previously considered possible that child development follows different patterns in different parts of the world.

To ensure that data across countries was comparable, a tool known as the **Guide for Monitoring Child Development (GMCD)** developed in Turkey, was used during this study. The development of the GMCD also paves the way for using a common tool that can be used across countries to identify children who need intervention services, and to guide policy makers to invest in early childhood development. [Ummeed uses this tool in its Early Childhood Development and Disability (ECDD) training].

The Lancet Global Health published findings from this landmark study.



## WORLD AUTISM AWARENESS DAY

April 2 is internationally recognized as **World Autism Awareness Day**. This day is part of a global movement to raise awareness regarding autism and increase understanding about the importance of early diagnosis and intervention, and the need for lifetime support for

children and families impacted by autism. Light It Up Blue is a campaign organized by Autism Speaks, USA. Over 18,000 buildings and iconic landmarks across the world light up blue on April 2 to shine a light on autism awareness. Each year, Ummeed participates in the Light It Up Blue campaign as well as creates its own awareness campaign.

The header for 2018 was:

**1 in 68 children has Autism.**

**Identify. Understand. Support.**



14 iconic landmarks in Mumbai lit up blue on April 2. An urban landscape comprising of

heritage structures, a hotel, a centre for the arts, hospitals, and corporate buildings united for the cause of autism awareness.

Additionally, the Ummeed Team participated at other engagements such as speaking at the Bombay International School and at a Continuing Medical Education conference at Saifee Hospital. The WAAD campaign led to extended coverage in the media including a reach of 100,000 through social media, radio, and written publications.



# RESEARCH AND ADVOCACY HIGHLIGHTS

## OTHER ADVOCACY WORK

Ummeed continues to influence the larger early childhood development and developmental disabilities space in India through its representation in various taskforces, committees, and other fora.

Ummeed's founder **Dr Vibha Krishnamurthy**, is a member of the expert committees on disability and early childhood development at WHO and UNICEF, the Rehabilitation Council of India, and the National Trust. She is the President of the International Developmental Pediatrics Association.

In addition, Ummeed's **Dr Koyeli Sengupta** and **Dr Roopa Srinivasan** are members of the Advisory Board of the Forum for Autism, Mumbai's largest Parent Support Group for Autism and are on the Secretarial Board of the International Developmental Pediatrics Association (IDPA). Dr Sengupta is also a member of the Cultural Diversity Committee of the International Society for Autism Research. Ummeed's head of Mental Health Services, **Jehanzeb Baldiwala**, is on the advisory committee of the Protection of Children from Sexual Offences Act (POCSO), for children with developmental disabilities.

Ummeed believes it is critical to make parents' voices heard. Parents of children with developmental disabilities are part of Ummeed's staff, on Ummeed's Board, and are consulted regularly to inform its programs and practices



## FUND-RAISING EVENTS

Ummeed's annual event, the **55 Km Walk for Ummeed**, was held in Goa on 13th January 2018. **77 walkers** participated in this event and raised an amount of **Rs. 1.5 crores**. Ummeed would like to express its gratitude for the support received from all the participants and their supporters.



Twenty-one individual runners along with corporate participation in the **Tata Mumbai Marathon** helped raise approximately **Rs. 4 lakhs**. We are grateful to all the individual participants and **Micro Housing Development Corporation (MHFC)** for corporate participation and their support in raising funds.

## Balance Sheet as on 31st March, 2018

Particulars	As on March 31, 2018	As on March 31, 2017
<b>EQUITY AND LIABILITIES</b>		
Shareholders' funds		
Share capital	1,00,000	1,00,000
Reserves and surplus	8,43,01,149	7,59,39,974
<b>CURRENT LIABILITIES</b>		
Other current liabilities	3,18,46,703	1,53,42,776
Payables	73,74,157	12,93,973
<b>TOTAL</b>	<b>12,36,22,009</b>	<b>9,26,76,723</b>
<b>ASSETS</b>		
<b>Non-Current Assets</b>		
Fixed assets		
Tangible assets	3,23,34,134	2,71,63,412
Intangible assets	2,76,801	2,52,404
Long-term loans and advances	32,40,536	33,30,550
Other non current assets	-	2,47,27,031
<b>Current Assets</b>		
Programme income and grant receivables	6,50,075	8,44,822
Short-term loans and advances	1,19,723	7,83,917
Cash and bank balances	8,50,88,973	3,47,84,299
Other current assets	19,11,767	7,90,288
<b>TOTAL</b>	<b>12,36,22,009</b>	<b>9,26,76,723</b>

Auditor's Report  
Signed in terms of separate report of even date  
SLM & CO LLP  
Chartered Accountants  
Firm Regn No: W-100030

**For and on behalf of the Board Of Directors**

Sanjay Makhija  
Partner  
Membership No: 042150  
Date: 06 August 2018

Ashish Karamchandani  
Director  
DIN: 01894569  
Date: 06 August 2018

Rajnish Inderjit Dhall  
Director  
DIN: 02146708

## Statement of Income & Expenditure for the year ended 31st March 2018

Particulars	Year Ended March 31, 2018	Year Ended March 31, 2017
<b>INCOME</b>		
Contributions and grants	7,71,80,439	5,43,11,764
Other income	32,91,368	34,45,057
<b>TOTAL</b>	<b>8,04,71,806</b>	<b>5,77,56,821</b>
<b>EXPENDITURE</b>		
Expense on activities	7,25,54,094	5,27,27,882
Administrative expenses	64,60,561	35,90,251
Depreciation and amortisation expense	10,81,329	10,52,836
<b>TOTAL</b>	<b>8,00,95,984</b>	<b>5,73,70,970</b>
<b>Surplus before exceptional and extraordinary items (I-II)</b>	3,75,822	3,85,851
Exceptional item	-	1,00,000
<b>Surplus before extraordinary items (III-IV)</b>	3,75,822	2,85,852
Extraordinary items	-	-
Surplus/Deficit	3,75,822	2,85,852
Surplus for the year from operations	3,75,822	2,85,852

Auditor's Report  
Signed in terms of separate report of even date  
SLM & CO LLP  
Chartered Accountants  
Firm Regn No: W-100030

**For and on behalf of the Board Of Directors**

Sanjay Makhija  
Partner  
Membership No: 042150  
Date: 06 August 2018

Ashish Karamchandani  
Director  
DIN: 01894569  
Date: 06 August 2018

Rajnish Inderjit Dhall  
Director  
DIN: 02146708

# UMMEED MOMENTS



PROJECT  
ECHO

IDPAC  
2017



EARLY INTERVENTION  
CENTER

TRAINING FACILITY



PLAY TIME



**FY 2017-18**

**Ashish Karamchandani - Chairman & Founder**

**Arun Jethmalani - Board Member**

**Merry Barua - Board Member**

**Rajnish Dhall - Board Member**

**Shaheen Mistri - Board Member**

**Ujwal Thakar - Board Member**



# उम्मीद

*Dreaming of a world  
where every child  
reaches his/her  
maximum potential!*



## UMMEED CHILD DEVELOPMENT CENTER

### CLINIC:

Ground Floor, Mantri Pride,  
N M Joshi Marg,  
Lower Parel,  
Mumbai 400 011

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info@ummeed.org

### TRAINING FACILITY:

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Global Hospital Compound,  
Dr E Borges Road, Parel,  
Mumbai 400 012

+91 22 62102000  
training@ummeed.org

[www.ummeed.org](http://www.ummeed.org)



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YouTube



Website



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