



**Indian Association for
Promotion of Adoption and
Child Welfare (IAPA)**



**ANNUAL REPORT
2019 – 2020
(Golden Jubilee Year)**

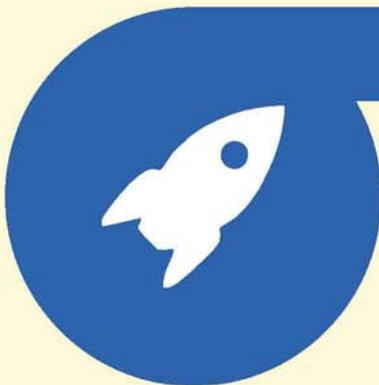


Indian Association for Promotion of Adoption and Child Welfare (IAPA)

The Vision of IAPA for every child is to grow up with love and nurturance, in the security of a family; to have the opportunity for education and all-round development in a supportive environment



Vision



Mission

- To rehabilitate the orphaned or abandoned child through the preferred alternative of adoption; or other suitable option
- To preserve and strengthen the child's family that is in crisis or lacks adequate resources, by providing assistance for the child's nutrition, education and vocational skills, opportunities for enriching personality, enhancing physical and emotional health; and by families' empowerment
- To engage in advocacy for better standards in child care and to promote the child's Rights to Family, education and participation



**Indian Association for Promotion of
Adoption and Child Welfare (IAPA)**

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***Annual Report
And
Audited Statements of Accounts
For the Year Ending 31st March 2020***

Income Tax Exemption Certificate
No. DIT (E) / MC / 80G / 1876 / 2007 / 2008-09 VALID FROM 01/04/2008 till perpetuity
FCRA No. 083780369

**Registered under the Societies Registration Act XXI of 1860: No. BOM / 37 / 1971
And
The Public Trust Act of 1950 Registration No. F-2230**



Indian Association for Promotion of Adoption and Child Welfare (IAPA)

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IAPA'S CHAPTERS

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President's Message



It is with pleasure that we present the Annual Report for the year 2019-2020. As a sudden, overnight crisis, the Lockdown due to COVID-19, created disastrous consequences all around, during the last month of this year. To relieve the immediate impact on children and families, IAPA team had swung into action, using the means of telecommunication to remain connected and to provide help. The first casualty of Lockdown was the celebrations of the 50th Year of the Association. These were planned with certain enthusiasm during the preceding months. These had to be abandoned.

On a very positive note though, we would like to first review what was achieved during the preceding months. Many and varied activities were undertaken to facilitate and promote well-being and development of children. Under the services related to Adoption & Foster Family care, Preservation of Family life of children; and their Education and Holistic development, many noteworthy outcomes were realized.

Children who have faced loss, deprivation, and instability need sensitivity, understanding and knowledge from all concerned with their care, protection and rehabilitation. To enhance their capacities a number of meetings /workshops were held for Foster Families, medical professionals, authorities and others involved. The same were arranged for adoptive families, prior and post adoption, for informed decisions; and for promotion of positive social and emotional growth in the family. We were able to help single mothers reclaim their surrendered child, in three cases.

Priority in all services to children is given to the basic condition for children's well-being and development, viz. nurture in a loving family, nutrition and health. Our Family Preservation programme, under the State Scheme as well as other funding sources reached out to some very vulnerable children. Along with those lacking educational opportunities, some of these children and their families showed remarkable resilience in sustaining through not only the Secondary School but a significant number proceeded to higher education. They joined the mainstream despite their severe social disabilities and equipped themselves for a better future.

Along with all our long list of associates, including donors, well-wishers, consultants, staff, foster families, child care providers from the medical field, educators and last but not the least the children and families, we can take pride in the achievements recorded in the pages that follow.

Mrs. Najma Goriawalla
President

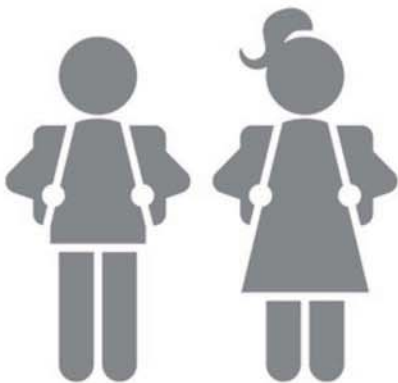


INTERVENTION PROGRAMMES



**Adoption & Foster Family
Care for children awaiting
Adoption**

**Family Preservation / Foster
Care Assistance**



**Sponsorship for Education
& Development**

Allied Supportive Services



ADOPTION AND FOSTER FAMILY CARE FOR CHILDREN AWAITING ADOPTION

ADOPTION

The Programme

Adoption creates life long bonds between parents and child, which help provide care, security, growth and family ties, for orphaned, surrendered or abandoned children. Keeping in mind the sensitivity of the process of adoption and its lifelong impact, the agency's approach is adapted to facilitate positive impact. The process is carried out as per the Guidelines given by **The Central Adoption Resource Authority (CARA)**, as directed under the **Juvenile Justice [Care & Protection of Children] Act 2015 (JJ Act)**. The Act has recognised the importance of family-based care for children, instead of care in institutions, the former being practised by IAPA since the last fifty years. Our infants referred for adoption, remain under the family care and support of our judiciously identified foster families, until the completion of the adoption process. This ensures personal attention, nurture and growth in a family atmosphere, thereby creating lifelong bonds.

Over the last five decades, WE, at IAPA have learned the importance of a connected approach. Hence, we attend to families and children at the pre-adoption stage and continue to guide them post adoption as well. Ongoing efforts include providing information, counselling and guidance to prospective adoptive parents (PAPs), post adoption counselling and annual family meets, to promote bonding amongst adoptive families. Educating society in general and medical fraternity in particular, about adoption regulations and other aspects, also forms part of our endeavour to simplify and encourage the practise of adoption.

IAPA reaches out to children, birth parents, adopted children, adoptive families, foster carers, medical and non-medical staff, adoption professionals and Central & State government authorities.

The Process

The process of adoption is set out online, under the **Child Adoption Resource Information and Guidance System (CARINGS)**. IAPA is involved at different stages in the adoption process for Prospective Adoptive Parents (PAPs) who have selected our agency while registering on CARINGS. For the period under review, Home Study Reports were prepared and filed online for **16** PAPs, after counselling them individually and holding group Orientation meetings for them. Capacity building activities conducted for them, helped them to deal with issues that arise out of the centralised online adoption system which places children from different locations. Mandatory follow-up of the adopted child and family required to be done six-monthly for a period of two years, resulted in 22 such follow-up reports.

Infants under IAPA's care awaiting adoption, are also registered online on CARINGS, for their placement with PAPs in-country and inter-country. **6 infant girls** were placed with adoptive families based in Mumbai, Yavatmal, Pune and Durgapur (West Bengal) under in-country adoption, while **1 infant girl** with special needs became part of a family in Malta (Europe) under inter-country adoption. Moreover, **4** children were restored with their biological parents.

FOSTER FAMILY CARE FOR CHILDREN AWAITING ADOPTION

The Programme

Surrendered or abandoned children are received by our agency for care and rehabilitation, as per the process laid down, and through the authority of the **Child Welfare Committee (CWC)**. They are placed under Foster Family Care, while they are awaiting adoption. Due to their difficult birth circumstances, they often require urgent medical care, including hospitalization. The skills and experience of our foster mothers, combined with their care and devotion, bring the infant to the well-being required for adoption. There were **11 infant girls** and **11 infant boys** under our pre-adoptive foster care this year.

Families looking after the infants are supervised and supported in their efforts to provide quality care to the infants. Capacity building workshops are also held, to upgrade their knowledge, skills and ensure continued bonding.



Session by Dr Sangita Jadhav with foster mothers

Activities undertaken under the Foster Family Care programme:

Topics, Events and Dates	Particulars
'Health and Nutrition Issues of Infant and Children' by an expert invitee - Date: 04.06.2019	Invitee, Dr. Sangita Jadhav, Pediatrician and Nutrition Specialist, held a training session with foster mothers
'Aapki Mamta Hamara Kartavya'- Concurrent roles in Child Care and Protection - Date: 06.08.2019	An interactive Session with Mr. Vijay Doiphode, Chairperson, CWC II and Foster –mothers, for appreciating their respective roles & official duties. (logistics set up by student social workers)
Meeting with members of Inner Wheel Club, Bombay South, for awareness on Foster Care – Date: 13.08.2019	Information on foster care for children awaiting adoption, shared by Mrs. Suchita More- Foster Mother, Adoption in Charge- Mrs. Savita Nagpurkar, Ms. Meherangiz Baria- Co-ordinator, Resource Mobilization
'Team Building and We Feeling' activities with Foster mothers: Date - 03.10.2019	To encourage team-building among foster mothers - Conducted by SNTD student social workers
Session with Foster families' biological children on Career Choices: Date-2.10.2019	Goal Setting and meeting challenges of selecting right career'- Led by TISS student social workers
'Group sessions with Foster Mothers to share detailed procedures, time management and related issues: Dates - 04.12.2019 and 05.02.2020	Informing on details concerning CWC procedures; requirements on Medical records and scheduled Immunizations. Guidance on managing time to meet each child's timely needs.

Allied Activities

Orientation Meetings for Prospective Adoptive Parents (PAPs): 4 Orientation meetings resourced by IAPA social workers along with experienced adoptive parents, were organised for PAPs. The process of adoption and the experiences of adoptive parents were shared and questions of the prospective parents answered, in a supportive atmosphere.

Workshop on 'Challenges of Parenting in Fast Changing World': An interactive workshop for adoptive parents was held on 14th Dec. 2019 on the above topic. Resource Persons Dr. Sulabha Subramaniam-Senior Therapist and Trainer and Dr. Laura Vaz-Psychotherapist, drew upon their vast reserve of experience to answer a host of queries from the participative audience. Mr. Vijay Doiphode-Chairperson, CWC-II who had graced the occasion, expressed his encouragement towards such capacity building initiatives.

Annual Family Meet: An event designed to promote social integration of adoptive families, to form new connections and re-bond with the earlier ones, the Annual Family Meet organized on 15th February 2020 at the Saraswati Vidya Mandir- Mahim was a fun-filled event, as always. In its organization, a big, enthusiastic role was played by a group of adoptive families who have taken a lead in supporting IAPA team from the planning stage to after-event clearing up tasks. This event has created camaraderie among families as well as children, who continue to meet during this event, over the years.



Annual Family Meet

Meetings organized on matters related to adoption services:

Meeting with 21 participants, including personnel from Departments of Gynaecology, Pediatrics and Social Service of KEM Hospital, members of CWC Mumbai City –II, Police Officers from Bhoiwada Police Station and SNEHA (Society for Nutrition Education and Health Action), was held on 08.08.2019 at KEM Hospital, for sorting out procedures related to referrals of infants.

Post-Adoption Counselling: Timely address of psychological hindrances can help facilitate smooth relationships and mental wellbeing. Adoptive families, like any other, can face challenges with their adopted child at different stages of their growing years. Psychotherapist **Dr. Laura Vaz**, has been providing her invaluable counselling services for the same, assisted by an IAPA personnel. The counselling services are made available once a week, to all adoptive families. Adjustment issues, conduct disorder, alcohol and substance abuse, anxiety and anger issues, sharing the fact of adoption, and separation anxiety were some of the issues that were dealt with.



FAMILY PRESERVATION AND KINSHIP FOSTER CARE

The Programme

Our family preservation and kinship foster care program are a proactive measure that aims to avoid institutionalization of a child and instead promote the alternative of family-based care for them. When crisis situations like death of or desertion by parents, life threatening illnesses (HIV, TB, cancer, and the like), occur in a deprived family, they often lead to the caregivers preferring to keep the child in an institution. In such cases, the child is deprived of family's warmth and security; and comfort of a familiar environment. Though a child's material needs may be met with in an institution, he/she is deprived of many intangibles which can be provided only in a family. Under such circumstance, the foster care programme assumes significance, especially as IAPA adopts a broader approach by evaluating the root cause of the crisis and providing multipronged supports to the family to tide over the same.

The programme is designed to preserve the family and ensure that a child continues to receive the necessary intangibles and growth opportunities that only a family can provide, despite the challenges faced by them. The Convention for the Rights of the Child and the Juvenile Justice Act,

2015 have also recognized the significance of this alternative care program. IAPA's family preservation and kinship foster care programme is operated under the **Bal Sangopan Yojana (BSY)**, a Government of Maharashtra Scheme and also through support of **H. T. Parekh Foundation**.

Bal Sangopan Yojana (BSY): Since 1995

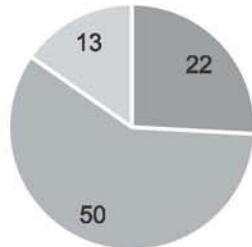
IAPA has been in the forefront in implementing the Bal Sangopan Yojana (BSY) Scheme initiated and sponsored by the Government of Maharashtra, for children in need of care and protection. This Scheme caters to children who are orphaned, destitute, having single impoverished parents or parents who are suffering from life-threatening illnesses. Cases are referred from schools, hospitals and other NGOs for foster care assistance. These applications are processed through Child Welfare Committee (CWC) and reviewed annually, for the help to continue until the child attains the age of 18 years. The foster parents receive a financial assistance of Rs 425 p.m. towards Child-care Maintenance, as per the Scheme. The family also gets the benefit of IAPA's free Supportive Services, to overcome the crisis period and become self-sufficient, thus being in a better position to take care of the child. Rehabilitation of the family plays an important role under the scheme.

WE ensure multi-pronged supports, to provide a bright ray of hope amidst the darkness

Radha was raised single-handedly by her HIV positive mother, working in an ART Centre in a BMC hospital. Her father had succumbed to AIDS earlier, leaving Radha and her mother to support each other, in a small room in a chawl. When Radha's ailing mother passed away, her world was shattered. Social worker explored the possibility of foster care arrangement within Radha's extended family. Radha's maternal uncle agreed to take on her responsibility despite her HIV status, while his wife was not ready. IAPA social worker with relentless effort and persistent counselling, managed to convince the family to take care of Radha. Having regained the stability of a family life, Radha was now ready to look towards a better future. She joined a vocational training course, for which she was referred by the social worker. This enabled her to procure a job in a private company, and earn a decent income. She is simultaneously pursuing her graduation. Besides taking ART treatment for HIV, Radha also suffers from congenital heart disease. The social worker continues to support and facilitate timely medical treatment for her. IAPA has been able to put Radha in a secure space, standing on her own feet and able to face the ups and downs of life with confidence.

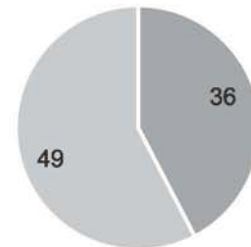
Statistics of Children Covered under Bal Sangopan Yojana (BSY)

Family Status of Children



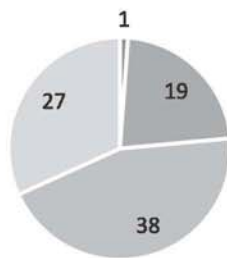
▪ Orphans ▪ Having single parent ▪ Having both parents

Gender Distribution of Children



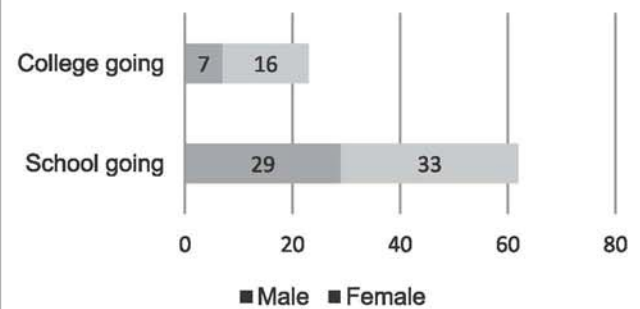
▪ Male ▪ Female

Age Distribution of Children

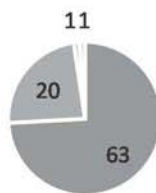


▪ 0-5 years ▪ 5-10 years ▪ 10-15 years ▪ 15-18 years

Gender and Educational status of Children

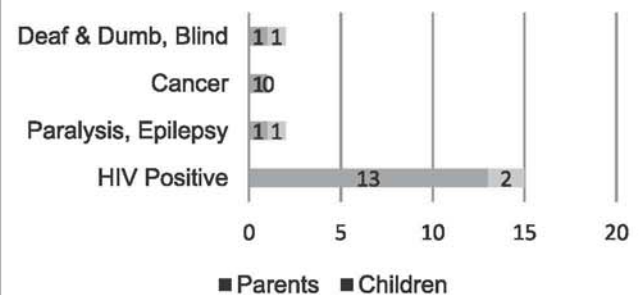


Status of their Care Givers



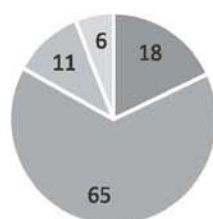
▪ Biological Parents ▪ Relatives
▪ Unrelated Families ▪ Child Headed Families

Health Status of Parents and Children

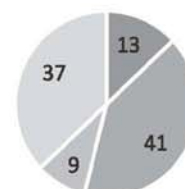


Private Funding: Since 2014

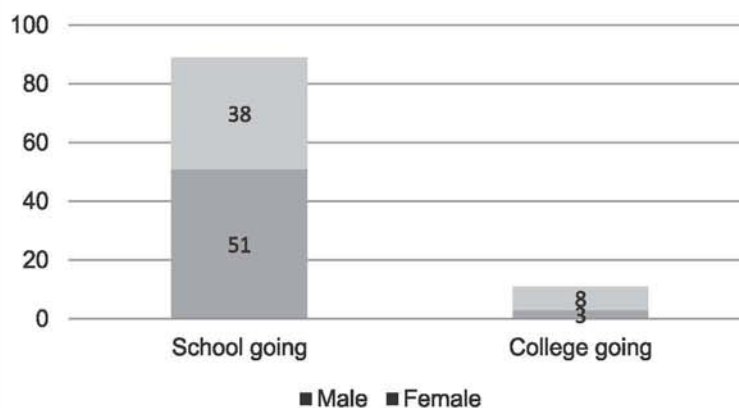
Foster care services have been extended to more children with the support of H.T. Parekh Foundation, a CSR initiative of HDFC Ltd. 100 foster care cases, referred by Child Welfare Committee (CWC), schools and from the communities of Reay road and Wadala, were covered through their support. IAPA has been closely working with these communities, to extend foster care assistance to orphan, destitute and HIV positive children. Besides the child care maintenance, financial support is also given towards the medical and nutritional expenses of the children. These children and their families are also covered under the umbrella of our Supportive Services, extended gratis, to empower them to look forward to a better tomorrow.

Statistics of Children covered under H. T. Parekh Foundation**Family status of the Children**

- Orphans
- Destitute
- Having Single Parents
- Both parents HIV +ve

Gender and Age Distribution of the Children

- Male 0 - 10
- Male 11 - 18
- Female 0 - 10
- Female 11 - 18

Gender and Educational Status of the Children

WE help them tide over their period of crisis, to aspire for a better tomorrow

Ajith, a 16-year-old child studying in Std XI scored first class marks in Std X without any coaching. His mother is single handedly taking care of Ajith and his siblings, after his father passed away due to liver cirrhosis. Survival and managing day to day expenses has been an uphill task for his mother, who manages it all from her meagre salary as domestic help. IAPA guided the family at every stage of the crisis period to overcome the difficult times in their lives. Constant follow ups were maintained by the social worker and timely help was given in the form of groceries and medical support. Ajith was referred to our Child Guidance Center (CGC) for academic issues. These interventions ensured continuance of his education and further motivated his mother to educate him. Ajith aspires to be a journalist, an ambition that is motivating him to study well, to secure a brighter future for self and mother.

Advocacy and Group Support Activities

A workshop on 'Alternative Care Services for Children in Need of Care & Protection', was organized, in collaboration with the Department of Women & Child Development (DWCD) Mumbai City, on 5th December 2019, for promoting family and community based alternative child care services. Mr Milind Bidwai, Chairperson- CWC(I), Mr Vijay Doiphode, Chairperson-CWC(II), Dr Nilima Mehta, Professor and National Consultant – Child Protection, Mrs Savita Tosar, Probation Officer-DWCD and Ms Urmila Jadhav, Member- CWC(I), were the resource panelists. Presentations were made by representatives from Child Care Institutions, Observation homes and other NGOs implementing Bal Sangopan Yojana (BSY).



Workshop on Alternative Care Services for Children in need of Care & Protection

Family based, non-institutional services of adoption, foster care, kinship care, night shelters, group homes, sponsorship, counseling and community centres were considered as better alternatives that should be given priority, in the best interest of the child. Ultimately there has to be a balance between institutional and non-institutional services, as the institutions cannot be done away with completely.



Support Group session for PLHIV

A Support Group Session for Persons living with HIV (PLHIV) was conducted by Mr. Ganesh Acharya-Coordinator, PLHIV and Mr. Shailesh Bhukta – Coordinator, Community Investment, United ways, on 18th February 2020, for concerned group under our programmes. The main objective of the session was to impart awareness to the participants about their rights, latest policies, social stigmas; as also the importance of medicines, nutrition and diet.



SPONSORSHIP FOR EDUCATION AND DEVELOPMENT

The Programme

Poverty and its related socio-economic challenges cause children's inability to sustain in education stream, even though they are enrolled in school. IAPA began the Educational Sponsorship Programme in 1995, with the objective of supporting children in vulnerable situations, mainly those attending Municipal Schools, to continue their schooling. Now students in schools located in BMC Wards 'A' to 'E', besides those covered under our Rural Project, are receiving support through this programme.

Interventions with social supports and guidance, along with visits to home and school, all help in promoting the motivation and determination of the students. They are encouraged to empower themselves by learning new skills and developing specific talents. Counselling, career guidance and encouragement, help them aspire for higher education. Our Supportive Services are also available free of cost, to the child and the family. Over the years IAPA has been successful in reducing the dropout rate of these students.

Number of students opting for college education has been increasing, especially with girls choosing professional courses. Those who drop-out along the way are encouraged to take up vocational courses, to help them secure a self-reliant future.

Sponsors	Details of Students														
	School Going		Junior College		Regular Graduation		Specialized Graduation		Post Graduation		Professional Courses		Vocational Courses		Total
	Girls	Boys	Girls	Boys	Girls	Boys	Girls	Boys	Girls	Boys	Girls	Boys	Girls	Boys	
Terre des Holmes (TdH), Denmark	50	24	10	9	10	3	0	2	0	0	0	1	0	2	111
Jamnadas & Kantaben Chatwani Sponsored Project	19	28	9	11	13	7	2	2	1	0	4	0	2	2	100
Chance of Life (COL), Germany	9	0	27	0	41	0	10	0	8	0	7	0	3	0	105
Individual Sponsors	40	18	16	3	8	9	2	0	1	0	2	1	2	2	104
S P Hope Foundation	28	0	6	0	2	0	2	0	0	0	0	0	2	0	40
Meera Srinivasan Scholars	5	3	1	0	2	3	0	0	0	0	0	0	0	0	14
Rural Project: TdH	23	12	0	0	0	0	0	0	0	0	0	0	0	0	35
Rural Project: Individual Sponsors	11	7	0	30	0	0	0	0	0	0	0	0	0	0	48
	185	92	69	53	76	22	16	4	10	0	13	2	9	6	557

Specialised Graduation: BAF/BMS/LLB

** Vocational Courses: ITI/ANM/Diplomas in various fields

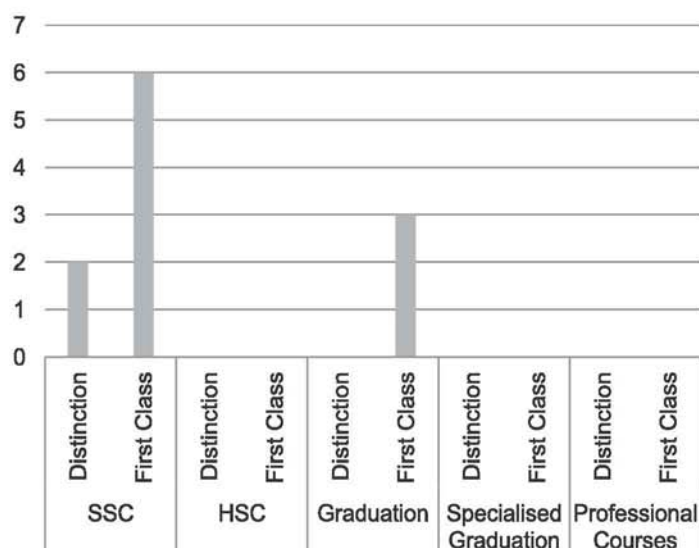
*Professional Courses: BE/MBBS/CA/CS/ICW/GNM

Our Sponsors

Terre des Hommes (TdH), Denmark: Since 1995

Our foremost partner in sponsorship, Terre Des Hommes (TdH), Denmark has always provided significant and sustained support to IAPA's sponsorship programme, both in the urban and rural area of Terewayangani village, Dapoli-Ratnagiri District. This has ensured continuity of education of **111 students** in the urban area this year, which would have been otherwise hampered due to non-availability of funds. During the period under review, fourteen students (10 girls and 4 boys) appeared for SSC board examination, five (1 girl and 4 boys) for HSC, one boy for ITI-Turner course and one for Diploma in telecommunication. TdH, in association with **Window Masters**, continues to provide support for higher education of two girls.

Terre des Hommes (TdH)
No. of Above Average Student Achievers in 2019-20

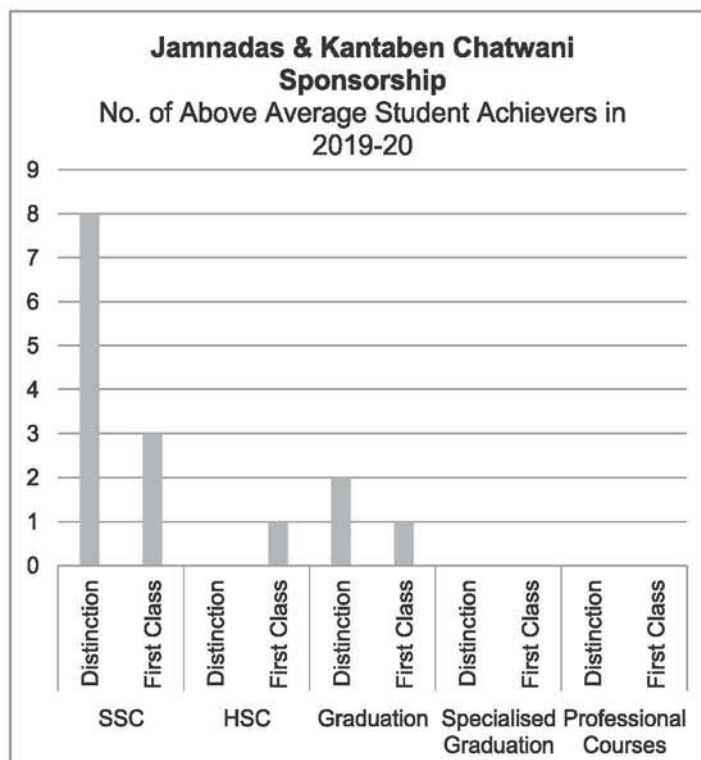


WE facilitate timely support, to bring about a sea change in the lives of our students and families

WE intervene, to improve the quality of life and learning capacities of our students

Yojana, a 19-year-old, soft spoken girl under TdH sponsorship, now in First year B. Com, used to take interest in studies and happily participate in activities like singing, dancing, and drawing. It came as a shock when her father suddenly complained about her unusual behavior of becoming absolutely quiet and wanting to break all worldly connections. Social worker took the necessary steps to get her diagnosed and start treatment for Schizophrenia. As Yojana's studies started getting hampered, IAPA social worker proactively took the college authorities into confidence for providing the necessary leeway, during this difficult stage. Yojana was brought back to normalcy over the period of time, with consistent follow up with doctors and regular counselling by the social worker. Agency is continuing their various interventions with Yojana, to keep up the improvement in her condition.

Vaibhav, a level headed and sincere student, has been receiving TdH sponsorship support since 2006. With counselling and allied support from the agency, he secured First Class in Std. X and scored well in Std. XI; despite having studied in Semi English medium up to Std. X. He was keen to do a course in Merchant Navy, but his single mother being unwilling for the same, he took admission for a Degree course in Engineering. The exorbitant cost of his college and coaching fees could be met with the kind support of TdH and loan taken by his mother from her self-help group. It was a proud moment for Vaibhav and his mother, when he successfully graduated as Bachelor of Engineering (Mechanical), as he was the only one in his extended family to have achieved this kind of success. Moreover, this has motivated his younger sister, currently in T.Y.B. Com, to clear the Common Proficiency Test (CPT), to aspire for a Chartered Accountancy course.



Jamnadas & Kantaben Chatwani Sponsorship: Since 1997

Mr. Satish Chatwani and his family, one of the oldest sponsors, have been a pillar of strength, supporting the education of children and many a times also providing additional support, on need basis. At present the family is supporting the education of **100 students**. Thirteen of these students, appeared for Class X Board exam, eight for Class XII Board exam and seven are in their Final Year Graduation. In addition to the regular courses, three girls have appeared for the final years of Diploma as well as Professional course. Girls who have completed their schooling are encouraged and supported to learn typing, computer as well as other vocational courses. Boys are encouraged to learn computers in the agency. Some of the students were also helped for their college and coaching fees

WE give wings to the aspirations of our students, to fly higher

WE are there for our students, throughout their academic journey

Anuradha is about to complete Bachelors in Engineering (Electronics & Telecommunications), thanks to support from Chatwani sponsorship. Having lost his wife at a young age, it was her father who raised Anuradha and her elder sister. Referred to the agency when in Std. IX, she was initially reserved, but started displaying her determination and focus, with encouragement from the agency. Opting for Science stream after Std.X, the transition from Marathi to English medium was quite a struggle, but she did not give up. Coaching class support provided in Std. XII helped her manage to some extent. Securing Second Class in Std. XII, shook up her dreams of pursuing Engineering, for which the social worker counselled and explored other options with her. After a lot of effort, she secured a seat for Diploma in Electronics & Telecommunication, convincing her father to allow her to continue studies, with assurance of agency's support. Completing the Diploma, she went on to do Bachelors, after our agency networked for her fees. She now aspires to complete her Masters, preferably from an institute abroad!

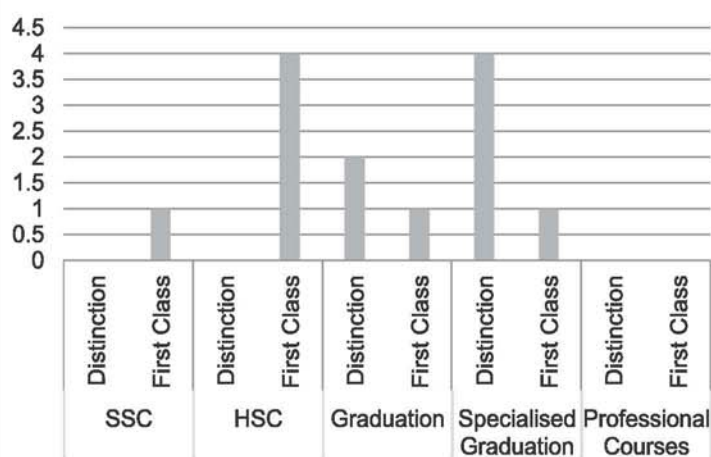
Neel, under support of Chatwani sponsorship, is now studying in First Year B.Com. He was being raised by his mother single handedly and had a comparatively secure existence in a joint family. However, two years back his mother moved out. She would often fall sick and be unable to go to work regularly. She started looking up to Neel for support. The moment he finished Std. XII he took up a job. However, he had to quit the same after few months as he was underage. He seemed lost and at times overwhelmed with the responsibilities suddenly thrust on him. With no additional qualification he did not foresee a bright future. Social worker realised the need to counsel, guide and support Neel with more intensity. Various options of earning income were also discussed and he was encouraged to learn a Computer Course. After having completed the same successfully, Neel feels confident of securing a better job and looks forward to a happier future.

Chance of Life (COL), Germany: Since 2005

The Chance of Life (COL), Germany project continues to encourage and motivate more and more girls to complete their education and become self-reliant; thus, empowering them for a better tomorrow. This is facilitated through sponsorship and allied programmes. COL, Germany has also been supporting IAPA's rural project in Terewayangini, by conducting Life Skill sessions for schoolgirls and helping them pursue college education or vocational training after Std X. Ms. Rita Steinau, President-COL's personal interest in individual students has been a real source of encouragement to the sponsored girls. She visited IAPA on Jan 23rd 2020 to meet the sponsored girls; even met the past sponsored girls who are now part of COL's alumni group.

During the period under review **105 girls** were supported through this programme. 30 girls continue to be supported by sponsor Mr. Siecermann. Five students appeared for Std. X, nineteen for Std. XII and ten girls appeared for graduation. Eight students are even pursuing their post-graduation with the support of COL, who will continue helping students wishing to pursue post-graduation studies. The girls who were studying in Std. X, Std. XII and in final year of graduation were also helped to pay their coaching class fees, through COL funds. Extra help was also given to some of the needy sponsored clients and their families in the form of house rent. Some students got financial assistance to pay their college fees.

Chance of Life (COL), Germany
No. of Above Average Student Achievers in
2019-20



WE provide a holistic approach, that empowers the child and the family

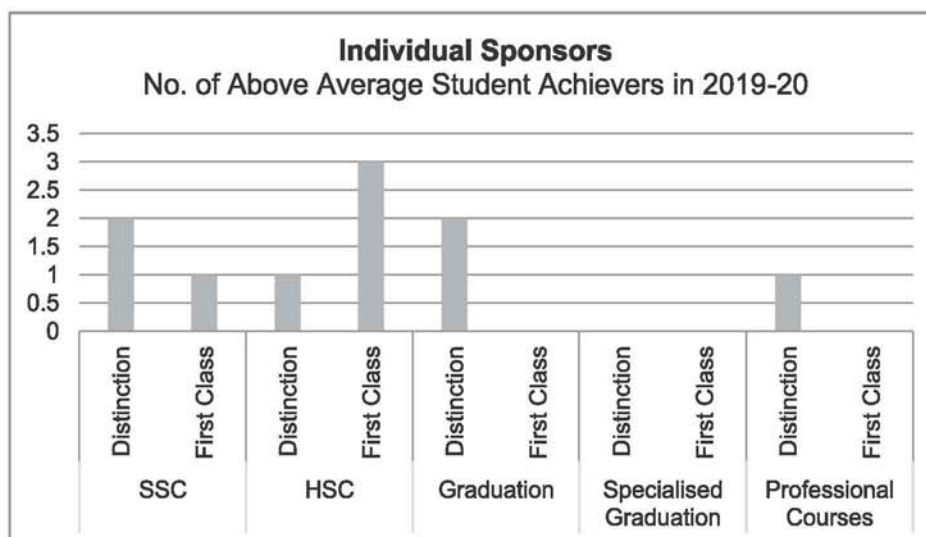
Ashvini completed her Masters in Commerce with First Class and secured a job in a financial firm. Helped at various levels through social worker's intervention, part payment of coaching class fees in Stds. X, XII and final year of graduation, were made possible through extra help given by COL. Government certified MSCIT Computer course and English & Marathi typing courses, completed with support of COL funds, helped to enhance her job prospects. Her younger sister was also able to complete a 'Computer Accounting' course, which helped secure a job in a private firm. When Ashvini was recently diagnosed with Tuberculosis, social worker referred her to a nearby Government-run DOTS Centre, where she underwent treatment. Having lost all hope and feeling disheartened, it was the regular counselling by the social worker that motivated her to take things in her stride and continue her treatment; along with nutritional support received from COL funds.

WE encourage our students to aspire for their dreams, even when they appear beyond reach

Preeti has been receiving sponsorship help for education since 2015, under the COL project. She is currently in the second year, pursuing a 4-year degree course in Fashion Designing. Her unemployed partially blind father and partially blind mother earn a fluctuating income by supplying home-made snacks and pickles to a few clients. With regular counselling and facilitation for her college fees by the social worker, Preeti has been able to pursue her dreams. Sponsorship support from COL has kept her morale high and motivated her to work towards a better tomorrow. Unable to attend study tours by her college, Preeti took the initiative to visit a fabric industry in her locality and made it her Project. Being aware of her family's difficult situation she is keen to complete her course & stand on her own feet, thereby providing the much-needed support to her family as well.

Individual Sponsors:

One plus one equals more than two, there could be no better example of this than the support provided by our Individual Sponsors. This year forty sponsors are helping 104 students, as per their choice. While some sponsors are helping two students, some others are helping four and yet others are helping twelve. Additional help is also extended in other ways, with some sponsors supporting the college and coaching class fees and some towards purchase of textbooks. Most sponsors are keen on supporting the education of the girl child.



WE facilitate multi-pronged supports, at crucial junctures of our students' journey

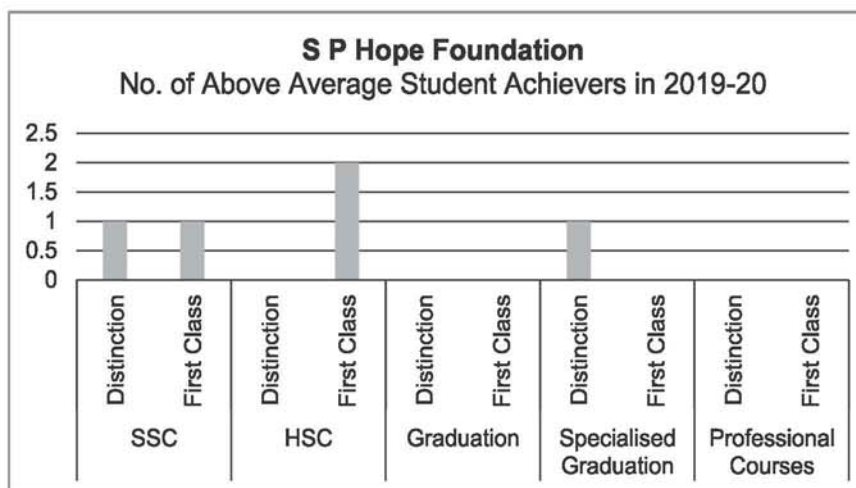
Reshma cleared her Graduation this year with 78.30%, scoring Distinction. She is now pursuing Masters in Commerce, even while working in a Chartered Accountant's firm to support her family. Her father works in a steel shop, mother is a domestic worker, brother is studying and the family resides in the passage of a building. Under these circumstances, such an achievement had seemed a distant dream. The latent potential in Reshma was given wings with the encouragement of the social worker and consistent support by her sponsor, who has continued support even after graduation. Help from another project was also facilitated for her until graduation. Encouraged to participate in different competitions, to promote her overall development, securing First Prize in an essay competition was only one of her many accomplishments. Today, although her family continue to stay in the same passage, they are able to look forward to a brighter future, in the knowledge that their daughter will make it possible.

WE hold their hands until they become self-reliant

Yashashree was an average student until last year, taking on tension for her studies, neglecting her food, becoming weak and unable to concentrate on studies. She had lost her father at a very young age. Her mother being the only earning member, working in a private company and her elder brother studying for a Diploma in Plastic engineering, Yashashree was aware of the difficult financial situation in her family. Social worker counselled her and her mother on necessary matters and also referred them to our Child Guidance Centre (CGC). Her mother was earlier given a tailoring machine, with whose support she had started earning additional income. With the agency's intervention at given times, Yashashree started regaining her confidence and started concentrating on her studies. Her mother also started feeling a sense of self-reliance with the additional source of income.

Late Meera Srinivasan Scholars: Since 2005

Meera Srinivasan Scholars Project was started by Mr. T. Srinivasan in memory of his late wife Mrs. Meera Srinivasan, ex IAPA (Staff or Committee member), who was very eager to support education of children. It is now being continued with the support of late Mr. T. Srinivasan's brother Mr. T. J. Sairam. As part of this Project, **14 students** receive sponsorship support. Of these, nine are school going, while five are in college, of which one appeared for TYBSc.

**S.P Hope Foundation: Since 2019**

S.P Hope Foundation has been sponsoring the education of **40 girls** since the past one year. Their timely help was instrumental in providing the much-needed support to the ongoing cases that were earlier being sponsored by Thackersay Trust, over the period of 20 years.

WE discover their inner talent and nurture it

Prasangi, an all-rounder, is proficient in studies, art and sports. This wasn't exactly the situation when she was first referred for sponsorship. It was with the patient intervention by the social worker, that she started opening up and became motivated to explore her creative side. Now studying in Sophia College, she makes use of the opportunities to show her creativity and talents. Her father works as a driver in the village where he stays with her two siblings. Payment of household and education expenses continues to be made from her mother's meagre income as domestic help. Regular counselling and monetary support through sponsorship, facilitating payment of college and coaching class fees, support of provisions and medical assistance when ill with dengue, have been some ways in which the agency has provided timely assistance to Prasangi. This has given her the confidence to be able to aspire for her dreams. She is now clear about her future plans and wants to join J.J School of Arts to pursue Commercial Arts.

WE complement talent to accomplish a brighter tomorrow

Mitali is one of three children in her family, her father works as a fisherman and mother as a domestic maid. A motivated and intelligent girl, she managed her studies on her own. English Speaking and Computer Classes held in her BMC school honed her skills in these subjects. It was excellent but not surprising news when she stood first in her class in Std.X. Taking admission in Science stream was another expected choice. However, she was at crossroads when it came to choosing a career after HSC. Career Counselling done by the agency's social worker helped her make the right choice, as per her aptitude. She also plans to study for UPSC exams, for a better future. Assistance for college and coaching class fees at timely junctures, have helped Mitali to come this far and look forward to a successful tomorrow.

Annual Sponsorship Day:

A much-awaited occasion attended by **270** students covered under our Sponsorship and Family Preservation Programs. Held on 12th January 2020 at Gilder Lane Municipal School, the day was marked by cultural performances, entertainment, felicitation, fun fair, prizes and enjoyment, with the continued support of **Sanjay and Priti Kapoor, their family and friends**. With the support of **Yogesh and Jagruti Mandavkar and Mr. Devendra Shenai**, our student achievers of Std.X, XII and Graduation enjoyed being felicitated for their achievements.

**Annual Day Performances**

THE RURAL PROJECT

School Education: Since 2009

The central point of our entry into the remote villages near Dapoli town, about 215 kms from Mumbai was a School, the Kamlakar Janardan Tatha Bhai Javkar Vidyamandir (K.J.B.J.V), a Secondary School. The local people had started it in the village Terewayangani for children of the five remote villages. With generous support from Terre des Hommes (TdH), Denmark, IAPA's multi-faceted interventions have continued facilitating education, upgrading standards of infrastructure; and further extending by touching the lives of students as well as the community at large. Pooling resources from a number of people who have made immense contribution, IAPA has been able to progressively equip the School. These range from a Science lab, proper desks, Computers, to hiring teachers for extra coaching. From December to March, extra study classes for students of Std. X, are held at night. Arrangement for their lodging & boarding is made in the School premises; and a lady caretaker stays with the girl students to ensure their safety.

Our Social workers work with teachers and the family for overall development of students. Increasing number of boys and particularly girls, are obtaining Secondary School Certificate and aspiring for even higher education rather than migration to cities for lowly paid, unskilled jobs; a testament to the fast developments occurring with cooperative interventions.

This year, TdH and individuals supported 53 School students; 34 appeared for the Secondary School Certificate (S.S.C.) Board exam. Student performance at the SSC examination continued to remain high, a payoff of the efforts IAPA social workers put, in working out study plans with the students and following them up with teachers. A felicitation programme in October 2019 honoured student achievers and applauded their teachers. The programme was made possible by support from TdH and Mrs. Savita Nagpurkar and family.

Higher Education

Education beyond the Secondary School was nowhere in the picture for children in the rural community when IAPA started its interventions in 2009. Thanks to individual donors like Mr. Noordin Ebrahim and Mr. Shakir Macchiwala, students and their families now look forward to a better future through pursuit of higher education. From the five villages, 30 boys are pursuing college education in Arts, Commerce and Science streams, at Dapoli and Chikhalgaon. Two of the students from Science faculty are aspiring to go for Degree in Engineering or courses from Industrial Training Institute (ITI). Boys now complete education at least up to Std. XII and IAPA also focuses on engaging them in technical and vocational courses, which will give them direct employment.

Despite all difficulties our sponsored students come out with flying colours. We are happy to share that Naresh Shigwan realised his dream of becoming a Chartered Accountant with the support of TdH and Individual Sponsors. He has successfully completed the course by securing First Class and now has a steady job as well.

Individual donors **Mr. Parag Anil Telang and Mr. Kiran Parag Telang** continued to provide school uniforms (two sets each) for students of Std. VIII of K.J.B.J.V. School. **Mrs. Sharmila Anil Telang and her family** supported the education of a girl and a boy of Std. X of the school.

Women Empowerment

Life Skills Program: Since 2014

Education of girls in rural areas and their empowerment through knowledge, skills and economic independence has been one of the focus of IAPA's rural project. A milestone in the development in that direction is credited to Chance of Life (COL), Germany. Life Skills Program started with their support, is designed to help girls understand physiological changes, denounce superstitions with a scientific outlook, understand nutrition, managing emotions, sexual attraction, career guidance and build an overall confident demeanour, as they start the next phase of life.

Rapport building is started with the girls right from Std. IX. This year, Life Skill Sessions were conducted for 41 girl students studying in Stds. IX and X, in Terewayangani and in Agarwayangani, another rural community nearby. Need for a dialogue with adolescent boys was also felt keeping in mind the increase in number of crimes; hence sessions with boys were held. Focused on areas like attitude towards women, gender equality, release and management of tensions and awareness about addictions, the sessions have direct relevance to their current environment.

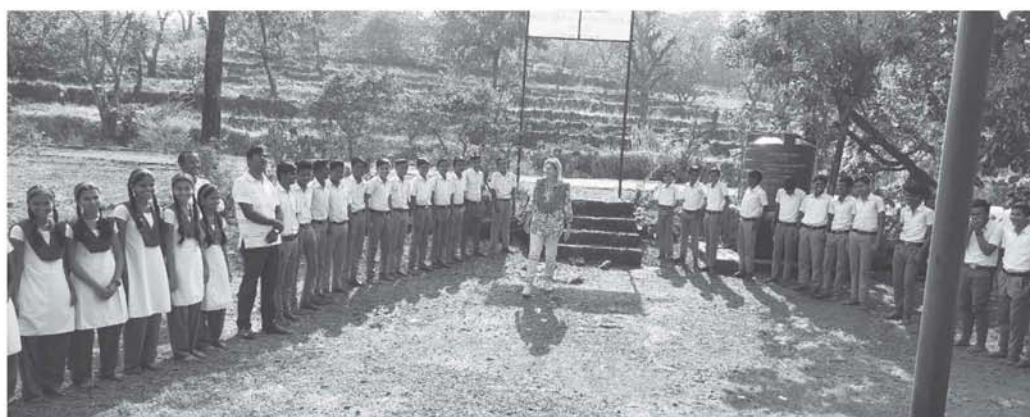
Personal visit and interaction by Mrs. Rita Steinau, Director - (COL), Germany always serves to motivate and boost the morale of the girls. This year she visited Terewayangani in January, 2020.



Beginning of life skills camp (rural project)



Simulation Games



Rita Steinau visit to Terewayangani

Educational Assistance: Since 2014

Support for college education, in the form of college/course fees, was also supported by Chance of Life (COL), Germany. This helping hand motivated the parents to provide for other needs like books, stationery, uniform and additional expenses. This clearly reflects a positive change in the mindset of parents as now they are willing to support their daughters and make them independent. This support was provided to 38 girls from 9 villages, this year. Of these, 26 girls studied in Junior College in Commerce and Arts stream and 6 in Science. 1 girl took up Agriculture Degree Course. Various other courses were taken up, with 2 girls enrolled for Patient Assistance and Nursing, 1 for Beautician, 1 for MSCIT Computer and 1 for Computer and Typing course

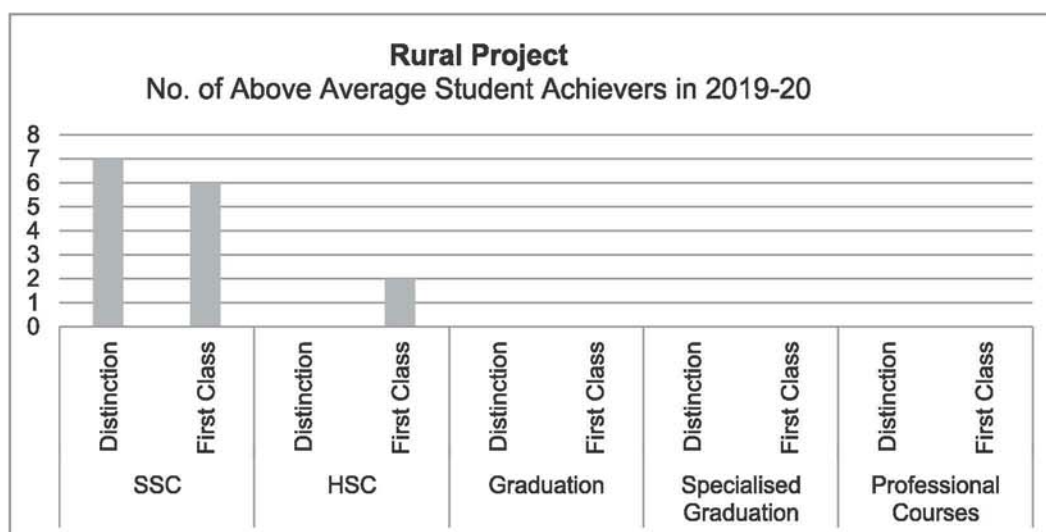
WE, empower girls in rural area to aspire and achieve

Apoorva, under this project for past five years, has appeared for her Graduation under Commerce stream. Simultaneously she has also completed a basic computer literacy course.

Snehal completed her Std. XII and managed to get admission to a 4 years degree course in Agriculture.

Shveta completed a course in Patient Assistance and Nursing and is now working in a 50-bed hospital with a decent salary in Mumbai. Inspired by her, two more girls have taken admission in the same course.

Kajal completed her Std. XII and went on to do a beautician course. She is now working in one of the beauty parlours and earning well.



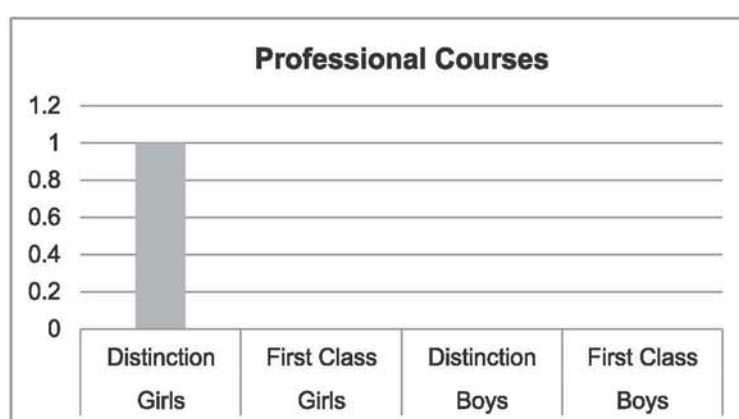
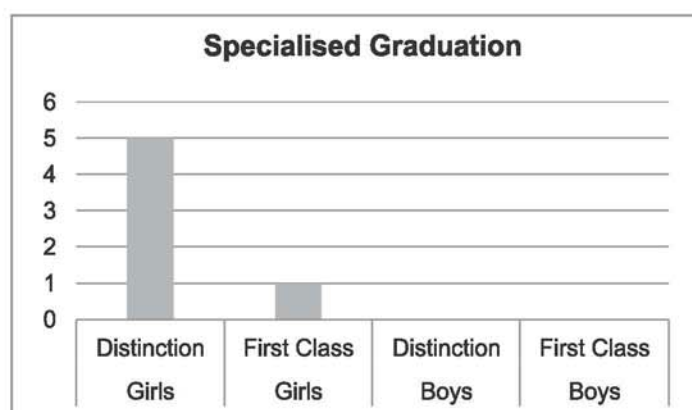
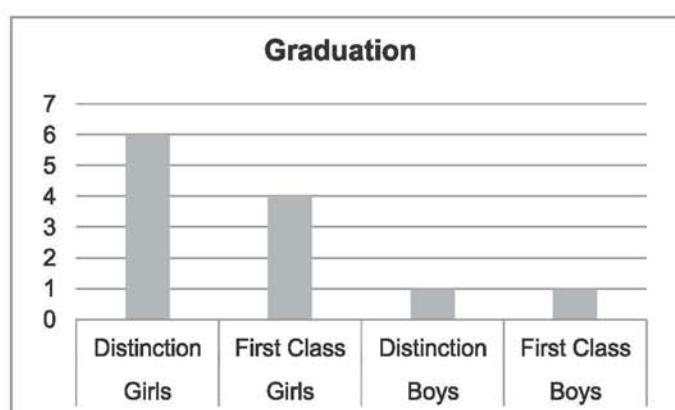
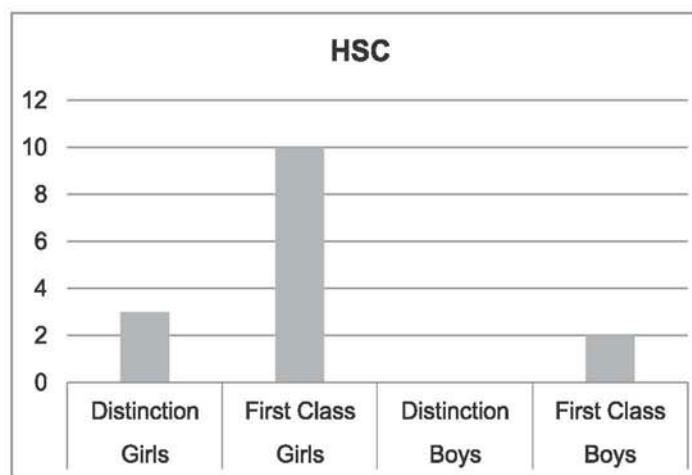
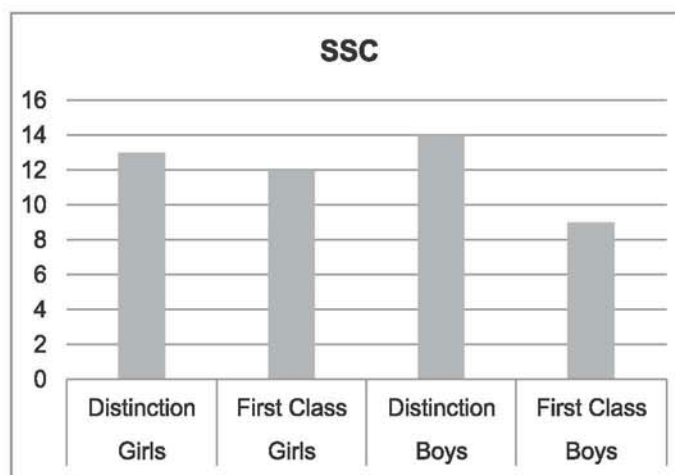
Other Achievements

Dabhol, a centrally located village had organized a quiz competition in January 2020, in which two of our sponsored students of K.J.B.J.V. School- Terewayangani, stood second.

Since the last few years, a 'Smart Gram Yojana' (smart village scheme) which seeks to transform rural Maharashtra through developmental initiatives, awards Gram Panchayats at Taluka and District level for their performance, based on certain parameters. It is heartening to know that Terewayangani village has been found eligible to receive an award in the coming year.



**Number of Above Average Student Achievers
under our Urban and Rural Projects
(Academic Milestones for 2019-20)**



Specialised Graduation Courses included Bachelor of Accounting and Finance [BAF], Bachelor of Management Studies [BMS] and Bachelor of Banking and Insurance [BBI]; Professional Course is that of Bachelor of Engineering [BE] in Electronics and Telecommunication



Allied Supportive Services

WE, believe that the Allied Supportive started as small steps with the help of various facilitators, have proved to be steps in the right direction. These are in-house facilities that are drawn on, for bringing about sustained improvements in the life of the child and family, as can be seen below:

Child Guidance Centre: Since 2002

A psychologically happy child is a healthy child! This is what our Child Guidance Centre (CGC) 'Aastha' strives to achieve. Various interventions aimed at strengthening the emotional, mental, behavioural and social well-being of children and families covered under our various programs, students of the West Khetwadi Municipal School and referrals from the community, are provided free of cost. Our CGC team comprising of Psychiatrist, Psychologist, Occupational Therapist and Counsellor, attend to these referrals on a weekly basis. Supported by **S. P. Hope Foundation** this year, the CGC dealt with **85 new and 125 follow-up** cases. Majority of cases that were referred were for academic, behaviour and psychological issues.

Interventions done by the CGC took the following forms:

Remedial: Cases needing remedial intervention pertained to difficulties in reading, writing, calculation, poor foundation in studies, memory issues, lack of attention, concentration and hyperactivity. Therapy to improve cognitive, sensory and motor skills, sensory programme to promote muscle strength and coordinate fine and gross motor skills, brought about significant improvement in all these cases.

Sometimes, a child is not willing to come for treatment and in situations like this it is quite easy to give up but we at IAPA do not! Mother of a teenage boy came to us in distress as she did not know how to deal with her son's problem of drug addiction. Since he was unwilling to come to the agency, his mother was guided on how to handle him and explained the nitty-gritty of the treatment that he would have to undergo.

Psychological: Various psychometric tests were conducted as per need, to assess functions like intelligence, personality, cognition, motivation, emotion and the like. Play therapy was also conducted when required, bringing about the desired results.

Abu, a seven-year-old boy, was referred by the school as he was slow in writing, unable to sit in one place and disturbed the class. On assessment, he was diagnosed as having learning difficulties due to neurological processing problems. His mother was explained that he did not have low intelligence but needed regular intervention to improve. We are happy to find considerable positive changes in Abu, after attending the sessions regularly.

Psychiatric: Depression, bed wetting, epilepsy, substance abuse and schizophrenia, were challenges that needed psychiatric intervention. Medication and psychological therapy were used to treat mental, emotional or behavioural disorders. Adolescent issues of students were also tackled.

Ahem, a six-year-old boy, and his four-year-old brother were referred for unsuitable behaviour including unjustified demands, aggression and temper tantrums. Their issues were attended to through play therapy, while their parents were counselled on how to deal with them. All of them are now on the way to building better relationships with each other.

Ayushi a second-year student, had taken up a job to help her single mother. However, she was finding it increasingly difficult to concentrate on her studies, as she was overwhelmed with the financial difficulties of her family. Counselling helped her understand that she was doing her best and she would be able to help her mother better only if she completed her education. She has now come to terms with the situation, to a great extent.

Counselling: Children and parents were counselled for various issues like disinterest in studies, stress, discipline, lack of confidence, sibling rivalry, and the like. Counselling was also done to resolve personal and social issues.

Outreach

- IAPA has understood the need to not only intervene but also equip. In order to make a larger impact, efforts are being made to conduct sessions on varied topics for students, parents as well as teachers, for the benefit of those under our various projects as well as the nearby community.

Sessions for Project 'Asmita'

- CGC panelists conducted sessions in the months of August 2019, December 2019 and March 2020 with students and teachers of 'Asmita', a project to develop capacities of students of West Khetwadi Municipal School. Aimed at not only equipping the teachers to tackle behaviour and academic problems of the students, remedial session was also conducted with the students, to improve their concentration and co-ordination.

Sessions for students in the community

- Session on goal setting and importance of education was held with students of Std. VIII of Gilderlane Municipal School, in December 2019; while adolescent issues, expectations from parents, lack of interest in studies, and the like, were taken up for students of Std. VIII and IX from Union High School.

Vocational Training: Since 2004

As the old wisdom says, if you train a person to earn a living, he will never go hungry. Vocational training and guidance are provided to drop out girls, siblings of sponsored students and college students in order to equip them with skills for better job opportunities, with the support of Chance of Life (COL) Germany. During the period under review **45 girls** were helped to take up varied courses like Typing, Govt certified MSCIT Computer course, Advance Tally with GST, Interior Designing, Beautician course, Fashion designing, 2D Autocad course, Mehndi and tailoring courses.

Showcasing skills

Following the annual tradition, trainees of the tailoring group put up a clothes stall at the Annual event held by the Social Work Department of TISS, '**Quintessence**' on 16th and 17th January 2020. The TISS students placed at IAPA helped in the procurement of raw material, gave design support and coordinated with the tailoring unit. The items included short tops and kurtas, marketed by the student social workers under the agency's name, selling 83% of the products and earning good profits and appreciation for the tailoring unit. Similar exhibitions were held at SNTD University and Government Law College. The project continues to boost the confidence of the women as good sales meant recognition of their skills and income for each item sold. The exhibition for them is in many ways the first step towards achieving a sustainable livelihood measure.

Terre des Hommes (TdH), Denmark- Computer course

With the support of Terre Des Hommes (TdH), Denmark we continued conducting Computer Classes in our premises, for the benefit of students under our programs and in the neighbourhood. Training in Basic Computers and Tally Course is provided, against a refundable deposit. **133** students completed the Basic and **41** students passed the Tally Course, during this period.

Rani has been suffering from skin infection since the last one and half year. Her treatment was delayed due to financial constraints as her mother is the sole bread winner in the family. This also resulted in her poor academic performance. With the timely medical assistance given to her, she is now moving slowly on the road to recovery. Rani has even reappeared for the SSC examination in March 2020.

Medical Assistance: Since 2010

Chance of Life (COL) Germany provides financial assistance to COL clients and their families for various diagnostic tests and medicines. Nutritional help was also given to a few girl children under this project. During the period under review **51** beneficiaries of this project availed of these services.

Micro Finance Project: Since 2014

Self-reliance is a major step in the pursuit of a better future and the **"Hannah Programme for Women"** initiated by **Ms Vivien and Mr Noble Powar** in memory of their late mother, aims exactly for that. Through this programme a small loan amount is extended to women with business ideas and acumen for small scale business. Support is also given to those who wish to expand their enterprise but are handicapped by their financial conditions. This initiative has successfully created a tribe of self-reliant women. During the period under review **8 women** availed of benefit of loans to buy dress materials, sewing machines, set up snack and cosmetic stalls, and the like.

Loans are sanctioned only after initial home visit by our social worker for thoroughly assessing the socio-economic situation and business plans of the women. Thereafter the loan amount is repaid in monthly instalments. There have been instances wherein the women have been able to repay the loan amount in no time. This initiative also goes a long way in instilling self-reliance, augmenting their family income and fulfilling the dreams of their family members. This is well illustrated by the case story mentioned below.

Reema, a single mother, has been taking care of her two children studying in school and college, respectively. She has completed an advance course in tailoring with embroidery. After working with a garment factory for last 10 years and gaining valuable experience, she suffered a major setback when her garment company shut down. She then availed of a loan to purchase cloth materials and began stitching ladies' palazzos and kurtis, to supply to wholesale garment dealers with whom she had developed contact in her earlier place of employment. She is now getting orders and earning a decent income. Today, a confident Reema is independently managing her life and educating her two children on her own.

Support for Higher Education

American Club for International Women (ACIW), Mumbai: Since 2015

With the intervention of the **Bombay Community Public Trust (BCPT)** the agency came in contact with American club for International Women (ACIW). Though the students were getting help for primary and secondary education through sponsorships, it was difficult for capable girl students to continue their future education in the selected field due to non-affordable college fees and exorbitant coaching class fees. ACIW made the pursuit of quality education possible for such girl students, with their timely help. Their support for the year was provided to **15 girl students** pursuing their school and higher studies; covering school going (1), SSC (1), HSC (2), F.Y.BMS (1), F.Y. BSc (3), F.Y. BSc-Nursing (1), F.Y. BCom (3), S.Y. BCom (1), CA 2nd level (1) and Diploma in Fashion Designing (1).

Mrs. Kaumudi Telang, Khetwadi Project Director, donated a generous sum towards the support of the higher education of students, as she felt students who have potential should not be held back due to paucity of funds. These funds were used to help the students with their high college fees, especially in case of professional courses. **45** number of students benefitted from her thoughtful contribution.

Project Asmita: Since 2009

Initiated with the aim of developing capacities of children studying in **West Khetwadi BMC School**, Project Asmita strives to promote the academic and all-round development of these deprived children hailing from the surrounding locality. The Project had to be halted mid-term last year, on account of the BMC's notice for eviction, served to NGOs having offices in BMC schools. Having successfully shown the results of our work with BMC children over the years, we were allowed to continue our stay in the premises.

The Project having restarted this year, with major support from **ION Foundation**, it catered to **60** students from Std. I to VII. Teachers appointed by our agency under the Project, taught English, Marathi, Maths, Yoga, Computers and Dance before and during school hours; thereby providing support to BMC teachers in teaching and overall development of the children. Burdened by the unsuitable influences of their environment, some of the students showing unsuitable behaviour or difficulties in learning, were referred to our Child Guidance Centre (CGC).

Since many of these students reside in a shelter home and look forward to home-made food, a variety of nutritional mid-day snacks were provided to them daily. **Mrs. Kaumudi Telang**, Project Director of IAPA's substantial contribution was effectively used for this purpose. To take care of their emotional needs and promote bonding, our long-standing friend **Mr. Ananya Kulkarni** along with his friends, celebrated their birthdays with the students. **Ms. Margaret Mehta** and **Mr. Ateet Sanghavi** contributed to various needs under the Project. A library cupboard, with interesting books in English and Marathi, was made possible with the support of our young well-wisher **Ms. Nidhi Mathrani**.



Asmita students doing Yoga

Kamal Foundation: Since 2008

There is no bigger setback for a parent than getting to know of their child's ailment, especially if it is a neurological one, necessitating considerable expenses. At such times, Kamal Foundation, tries to bring a ray of hope in their distressed lives. This project initiated and funded by **Dr. Anaita Udwadia-Hegde, Mr. Darius & Mrs. Nergis Udwadia**, is being implemented by IAPA. Providing medical assistance to children suffering from neurological problems, cases are referred by Dr. Anaita Hegde- Consultant Paediatric Neurologist at SRCC Children's Hospital & Jaslok Hospital and Dr. Shilpa Kulkarni-Additional Professor at B.J. Wadia Hospital. Majority of these cases are given financial assistance for expensive neurological tests, surgical interventions and genetic tests.

Some of the disorders for which financial support was sought, were Seizure disorders, Multiple demyelination, Hyperreflexia, Global developmental delay, Ataxia, Hypotonia, Muscular dystrophy, Mental retardation, Spasticity, Infantile neuron axonal dystrophy and Gestational diabetes mellitus. During the period under review **50** patients were given financial aid after thorough assessment, done through 30 home visits and 20 hospital visits. Of these, 28 were male and 22 were female children. The social worker also played a vital role in providing counselling inputs for the family, along with necessary guidance and follow up.



Other Organisational Activities

Programs / Workshops with participation by IAPA

19.06.2019

Workshop on 'Alternative Care', organized by UNICEF in Collaboration with District Women and Child Development (DWCD) on 19th June 2019: Participation by Mrs. Laxmi Nair.

14.10.2019 to 15.10.2019

National level workshop on 'National Consultation on Foster care', organised at Bangalore by 'BOSCO' in collaboration with UNICEF & District Women and Child Development (DWCD), Karnataka. Presentation on the experiences of Bal Sangopan Yojana (BSY) scheme of Maharashtra implemented by IAPA, was done by Mrs. Laxmi Nair.

12.03.2020 to 18.03.2020

Training program on 'Counseling Interventions for Children affected by Trauma, Abuse and Neglect', conducted by National Institute of Public Co-operation and Child Development (NIPCCD) New Delhi: Participation by Mrs. Nilima Zanjad.

Student Placements

As a Field Placement Agency for students from Social Work Institutes, IAPA continued to provide guidance and direction to the students placed with the agency. **Four** Social Work students from Tata Institute of Social Sciences (TISS) and **four** from Shreemati Nathibai Damodar Thackersey Women's University (SNDT) were placed with IAPA during this period.

Fund Raising

Fund raising is an ongoing challenge for IAPA to meet, in order to sustain, strengthen or expand its different programs and projects. Support from our long-standing as well as new donors and supporters, helped us rise to the challenge. Regretfully our Golden Jubilee Fund-raising Event had to be cancelled due to the unexpected pandemic crisis. Contributions received subsequently were a validation of the faith that our associates continue to have, in the services provided by our agency.

Membership / Accreditation

IAPA continued to be an active member of the **Federation of Adoption Agencies (FAA)**; that collectively takes up issues of common interest faced by its members in Maharashtra, with the appropriate authorities. We are also registered with **GuideStar India**; one of India's reliable online information repository for NGOs.

Website

IAPA has revamped its website @ iapacw.org with updated information about the various programs, projects and activities that evolved along its journey of 50 years. This was done with the generous support of Mr. Rohinton Billimoria, CEO-MiracleworX.

Newsletters

Various events, activities and achievements were shared in our Biannual Newsletters, through circulation over Email and posting on social media.



APPRECIATION

Our Special Thanks to:

State and Municipal Authorities <ul style="list-style-type: none"> ▪ Government of Maharashtra ▪ District Office – Dept. of Women & Child Development, Mumbai City ▪ Child Welfare Committee - Mumbai City I & II & Staff ▪ District Child Protection Unit (DCPU) 	Adoption Programme Adoption placement agencies in and outside Mumbai, for extending their co-operation in adoption and allied-services: <ul style="list-style-type: none"> ▪ Health Department – BMC Offices: ▪ Parel & Dadar (West – G – North) ▪ Sangopita – Badlapur ▪ Loksatta, Lokmat and Sakal – Marathi daily newspapers
Pre-Adoption Foster Care <ul style="list-style-type: none"> ▪ Nestle' India Private Limited ▪ (for milk powder at subsidised rate) ▪ J.M Financial Foundation ▪ Inner Wheel Club of Bombay Hill South ▪ Inner Wheel Club of Bombay Charity Trust 	Adoption Counselling and Workshops <ul style="list-style-type: none"> ▪ Dr. Laura Vaz, for adoption counselling expertise and as Resource Person for workshop ▪ Dr. Sulbha Subramaniam, Resource Person for workshop
Sponsorship to the children of Foster Mothers Mr. T. J. Sairam	Foster Families For early child care of children awaiting adoption
Medical Fraternity Doctors, paediatricians and social workers attached to the hospitals and others; for their assistance and devotion to the children we reach out to: <ul style="list-style-type: none"> ▪ K.E.M. Hospital ▪ L.T.M.G. Hospital ▪ R.N. Cooper Hospital ▪ Cama & Albless Hospital ▪ Holy Family Hospital ▪ SNEHA ▪ Sparsh – Children's Hospital ▪ Dr.Anaita Udwadia-Hegde ▪ Dr.Sonali Tank ▪ Dr. Deepa Mungi ▪ Dr. Suresh Shah ▪ Dr.Sanjay Sharma ▪ Dr. D.V. Mungi ▪ Dr. Bharat Agarwal 	Family Meet <ul style="list-style-type: none"> ▪ Saraswati Vidya Mandir's Trustees and Staff ▪ Mrs. Rajashree Deshpande ▪ Mr. Dharendra Jain & Family ▪ Mr. Sanjay Sukhtankar & Family ▪ Mr. Rohan Mehta & Family ▪ Mr. Harsh Moramkar & Family ▪ Mr. Bherulal Jain & Family ▪ Shweta & Neil Joshi ▪ Mr. Amit Singh ▪ Mr. Balaji Iyer ▪ Ms. Meghali Sankholkar ▪ Ms. Sayali Soman ▪ Ms. Tanvi Bhatia ▪ Mr. Nilesh Jain ▪ Mr. Avinash Dhanawat ▪ Ms. Nikita Prakash Khandol ▪ NSS students from Kirti College, Dadar ▪ Mr. Vismay Parab

Sponsorship <ul style="list-style-type: none">▪ Terre des Hommes (TdH), Denmark▪ Jamnadas & Kantaben Chatwani Centre for children▪ Chance of Life (COL), Germany▪ S.P.Hope Foundation▪ The Motibai Thackersey Charities▪ Individual Sponsors▪ Ladies@3▪ Mr. T J.Sairam for Meera Srinivasan Scholars	Foster Care (Kinship Foster Care) <ul style="list-style-type: none">▪ Bal Sangopan Yojana (BSY), Government of Maharashtra▪ H.T. Parekh Foundation Schools <p>Head Master & Teachers of the West Khetwadi Municipal School and other Municipal Schools of A, B, C, D & E wards</p>
Additional Educational Support <ul style="list-style-type: none">▪ Bombay Community Public Trust (BCPT)▪ American Club for International Women (AWIC), Mumbai▪ Mrs. Kaumudi Telang▪ Nita Doshi	Child Guidance Centre <ul style="list-style-type: none">▪ Bombay Community Public Trust (BCPT)▪ S. P. Hope Foundation
Rural Project <ul style="list-style-type: none">▪ Terre des Hommes, (Denmark)▪ Chance of Life, (Germany)▪ Head Master & Teachers of Kamlakar Janardan Tatha Bhai Javkar Vidyamandir, Terewayangani▪ Head Master & Teachers of Bahujan Hitay Vidyamandir, Agarvayangani▪ Mr. Shakir and Mrs. Aditi Machhiwala▪ Mr. Noordin Ebrahim▪ Mrs Kaumudi Telang▪ Mrs. Sharmila Anil Telang▪ Mr. Parag Anil Telang▪ Mr. Kiran Parag Telang	Medical Assistance <ul style="list-style-type: none">▪ Chance of Life, Germany▪ H.T. Parekh Foundation▪ Mr. Devendraraj Shenai▪ Executors to the Estate of Late Purviz Homi Banaji Project Asmita <ul style="list-style-type: none">▪ Ion Foundation▪ Ms. Margaret Mehta▪ Ms. Nidhi Mathrani▪ Mr. Ateet Sanghavi▪ Mr. Ananya Kulkarni
Vocational Training <ul style="list-style-type: none">▪ Terre des Hommes (TdH), Denmark▪ Chance of Life (COL), Germany	Annual Sponsorship Meet <ul style="list-style-type: none">▪ Mr. Sanjeev Kapur▪ Mrs. Priti Kapur & all the Kapur Family Members▪ Mr. Snehal Parikh, S. P. Hope Foundation▪ Mr. Sudhir Merchant, Encore Natural Polymers Pvt. Ltd.▪ Mr. Viren Merchant, Encore Healthcare Pvt. Ltd.▪ Mr. Yogesh Mandavkar & Mrs. Jagruti Mandavkar▪ Mr. Devendraraj Shenai
Micro Finance <p>Hannah Programme for Women - Mrs. Vivien and Mr. Noble Powar</p>	
Kamal Foundation <ul style="list-style-type: none">▪ Mr. Darius & Mrs. Nergis Udwadia▪ Dr. Anaita Udwadia-Hegde▪ Dr. Hemanth Hegde, H&H Pharmaceutical Pvt. Ltd▪ Dr. Sonam Kothari, Bai Jerbai Wadia Hospital for Children▪ Dr. Shilpa Kulkarni, Bai Jerbai Wadia Hospital for Children	

Other Supporters and Volunteers

Alpana Aniruddha Dange	Abdul Dastagir Mulla
Ajay G. Shivilani	Ajita Kini
Anil Varghese	Anuj Jasani
Asha Parekh	Ateet Sanghvi
Ayesha Nambeear	Azhar Ebrahim
Benu Vora	Biren Kapadia
Chandresh Karkera	Committed Communities Development Trust (CCDT)
Danco Corporation	Deepak Sanghvi
Devang Shah	Diwakar Vaishampayan
Dr. Dipti Mahimtura	Dr. Rucha R.Kamat
Esskay Steel Corporation	Farhana Poonawala
Ganpat Pandurang Kamble	Geeta Zankar
Gita Mahajan	Hira Pithawalla
International Reinsurance and Insurance Consultancy and Broking Services Pvt. Ltd.	Ishaan Kapoor
Ishan Kelkar	J.R. Jagtap
Jai Ketan Sheth	Jamna Mahesh Patel
Janak Sanghvi	Jimmy M. Panthaki
Josh Rajan	Kamal Zaveri
Kanakia Foundation	Kishor Sheth
Komal Chandiramani	Lalkaka Family Fund
Lara Shreyas Morakhia	Learn To Love Inc
Mahesh Tirumkudulu	Mangesh V. Headao
Manisha Wagle	Mark Justin Patrick Such
Masrurah A. Ebrahim	Mayur Gathani
Mohan Umrotkar	Nandita Banaji
Naunihal Foundation	Neil Joshi
Nihchal Israni Foundation	Nikhil Kelkar
Nishita Jasani	Nitin Dhamija
Olivia Harley	Omkar Mahimkar
Penguin Charities	Pervez Vimadalal
Piyanshi Mehta	Pramila Gaitonde
Radha Kini	Rajan Pawaskar
Rajendra Kulkarni	Rajesh Mathrani
Rajesh Nair	Rajnikant C. Reshamwala
Rajul Ghia, Naunihal Foundation	Rati Sharma
Razia Gandhi	Rupali Kale
Sabastin Thaikattil	Sadeev Kang

Sadhana Bhagat	Safzaar Safaqua Merchant
Samir Shah	Sampada Coster
Sanjitkumar V. Gawde	Sanjiv Kapoor
Satish Kelkar	Sayli Joshi
Shakti Poddar	Shanti Mahajan
Shariq Contractor	Shashikant Phene
Shatrughan Bhasin	Shernaz Vatchha
Shilpa Desai	Shirley Rathina
Shreyas Mehta	Shridhar & Associates
Shwetha Pillay	Sonal Malguria Bhasin
Sunita Sarawagi	Sunita Motwani
Suresh Kare	Suresh Vithal Basrur
Swati Kolhatkar	Thrity Cyrus Dalal
Vasant Rane	Vidhatri Saxena
Vijayalaxmi Dhaimade	Viren Merchant, Encore Polymer
Vishal Kanade	Vivian & Noble Power
Vrunda Kaushal Shah	Watumull Foundation
Zafir Ebrahim	
Others	
Mr. Rohinton Billimoria, CEO-MiracleworX for designing our new Website gratis	
Ms. Leena Nichani and Ms. Lalita Jairaj for legal services	M/s. Mahesh C. Mathur & Co.-Auditor since IAPA's inception
Mr. Dollar Mathuria & Cyberia for computer servicing	





Indian Association for Promotion of Adoption & Child Welfare (IAPA)

**AUDITED STATEMENT OF ACCOUNTS
FOR THE YEAR ENDING 31ST MARCH 2020**

REPORT OF AN AUDITOR RELATING TO ACCOUNTS**AUDITED UNDER SUB-SECTION (2) OF SECTION 33 & 34****AND RULE 19 OF THE BOMBAY PUBLIC TRUST ACT.****Registration No. F-2230 of 1994****Name of The Public Trust INDIAN ASSOCIATION FOR PROMOTION OF ADOPTION & CHILD WELFARE****For the year ending 31st March, 2020**

(a)	Whether accounts are maintained regularly and in accordance with the provisions of the Act and the rules ;	YES
(b)	Whether receipts and disbursements are properly and correctly shown in the accounts ;	YES
(c)	Whether the cash balance and vouchers in the custody of the manager or trustee on the date of audit were in agreement with the accounts ;	YES
(d)	Whether all books, deeds, accounts, vouchers or other documents or records required by the auditor were in produced before him ;	YES
(e)	Whether the register of movable and immovable properties is properly maintained, the changes therein are communicated from time to time to the regional office, and the defects and inaccuracies mentioned in the various audit report have been duly complied with ;	YES
(f)	Whether the manager or trustee or any other person required by the auditor to appear before him did so and furnished the necessary information required by him ;	YES
(g)	Whether any property or funds of the Trust were applied for any object or purpose other than the object or purpose of the Trust ;	NO
(h)	The amount of outstanding for more than one year and the amounts written off, if any ;	NIL
(i)	Whether tender were invited for repairs or construction involving expenditure exceeding Rs.5000/- ;	N.A.
(j)	Whether any money of the public trust has been invested contrary to the provisions of section 35 ;	NO
(k)	Alienation, if any, of the immovable property contrary to the provision of section 36 which have come to the notice of the auditor ;	NO
(l)	All cases of irregular, illegal or improper expenditure, or failure or omission to recover monies or other property belonging to the public 'trust or of loss or waste of money or other property thereof, and whether such expenditure, failure, omission, loss or waste was caused in consequence of breach of trust or misapplication or any other misconduct on the part of the trustees or any other person while in the management of the trust ;	NO

(m)	Whether the budget has been filed in the form provided by rule 16A;	YES
(n)	Whether the maximum and minimum number of the trustees is maintained;	YES
(o)	Whether the meetings are held regularly as provided in such instrument;	YES
(p)	Whether the minute books of the proceedings of the meeting is maintained;	YES
(q)	Whether any of the trustees has any interest in the investment of the trust;	NO
(r)	Whether any of the trustee is a debtor or creditor of the trust ;	NO
(s)	Whether the irregularities pointed out by the auditors in the accounts of the previous year have been duly complied with by the trustees during the period of audit ;	N.A.
(t)	Any special matter which the auditor may think fit or necessary to bring to the notice of the Deputy or Assistant Charity Commissioner.	NONE

Sd/-
MAHESH C. MATHUR & CO.
Chartered Accountants
M. No. 5880(1963)
F.R.No: 010588000

UDIN: 20005880AAAADD5867

Dated at
21.12.2020

INDIAN ASSOCIATION FOR PROMOTION OF ADOPTION & CHILD WELFARE

AUDITED STATEMENT OF ACCOUNT FOR THE YEAR ENDING MARCH 31, 2020

THE BOMBAY PUBLIC TRUSTS ACT, 1950, SCHEDULE IX C, VIDE RULE 32

Registered No. F - 2230

Name of the Public Trust: **INDIAN ASSOCIATION FOR PROMOTION OF ADOPTION & CHILD WELFARE****Statement of Income liable to contribution for the year ending March 31, 2020**

Sr. No.	Particulars	Rs. Ps.	Rs. Ps.
I.	Income as shown in the Income and Expenditure Account (Schedule IX)		1,56,69,882.29
II.	Item not chargeable to Contribution under Section 58 and Rule 32 :		
(i)	Donations received from other Public Trusts and Dharmadas (As per "ANNEXURE -A" attached)	23,95,500.00	
(ii)	Grants received from Government and Local Authorities (As per "ANNEXURE-B" attached)	33,750.00	
(iii)	Interest on Sinking or Depreciation Fund	NIL	
(iv)	Amount spent for the purpose of secular education } As per Annx. V	1,50,01,194.08	
(v)	Amount spent for the purpose of medical relief }		
(vi)	Amount spent for the purpose of veterinary treatment of animals	NIL	
(vii)	Expenditure incurred from donations for relief of distress caused by scarcity, drought, flood, fire or other natural calamity	NIL	
(viii)	Deductions out of income from lands used for agricultural purposes:		
	(a) Land Revenue and Local Fund Cess	NIL	
	(b) Rent payable to superior landlord	NIL	
	(c) Cost of production, if lands are cultivated by trust	NIL	

Sr. No.	Particulars	Rs. Ps.	Rs. Ps.
(ix)	Deductions out of income from lands used for non-agricultural purposes:-		
	(a) Assessment, cesses and other Government or Municipal taxes	NIL	
	(b) Ground rent payable to the Superior landlord		
	(c) Insurance premium	NIL	
	(d) Repairs at 10 per cent of gross rent of building	NIL	
	(e) Cost of collection at 4 per cent of gross rent of building let out	NIL	
(x)	Cost of collection of income or receipts from securities, stocks, etc. at 1 per cent of such income	1,56,698.82	
(xi)	Deductions on account of repairs in respect of buildings not rented and yielding no income, at 10 per cent of the estimated gross annual rent.	NIL	1,75,87,142.90
	Gross Annual Income chargeable to contribution Rs.		NIL

Certified that while claiming deductions admissible under the above Schedule, the Trust has not claimed any amount twice, either wholly or partly, against any of the items mentioned in the Schedule which have the effect of double-deduction.

Trust Address:

Flat # 7,
Kanara Brotherhood Society,
Mogul Lane.
Matunga (W)
Mumbai 400 016
Telephone # 2430 7076
Telephone # 2437 4938

UDIN: 20005880AAAADD5867

Dated at
21.12.2020

MAHESH C MATHUR & CO.
Chartered Accountants
Firm Registration No.: 105800W

Sd/-
(MAHESH C. MATHUR)
M. No. 5880(1963)

Sd/-
PRESIDENT

Sd/-
HON. TREASURER

THE BOMBAY PUBLIC TRUST ACT, 1950
SCHEDULE VIII
[(Vide Rule 17(1))]

Registration No. F 2230

Name of the Public Trust: **Indian Association for Promotion of Adoption and Child Welfare**
BALANCE SHEET AS AT MARCH 31, 2020

Last Year Rs.	FUNDS & LIABILITIES	This Year Rs.	This Year Rs.
1,05,55,659	TRUSTS FUNDS OR CORPUS: Balance as per last Balance Sheet	1,05,60,659	
-	Adjustments during the year (give details)	-	
	- Donation received during the year towards		
5,000	Corpus Funds	-	
-	Life Membership Fees	-	
	- Patron Membership Fee	-	
	Transferred from Income & Expenditure		1,05,60,659
1,05,60,659			
	OTHER EARMARKED FUNDS:		
4,50,000	Earmarked Donations in the nature of Corpus	10,50,000	
45,504	Grant from Women & Child Development for	45,504	
	Bal Sangopan Yojna to the extent not spent		
1,34,11,121	Earmarked Donations to the extent not spent	1,10,14,908	
	(As per Annexure - I)		1,21,10,412
1,39,06,625			
	CURRENT LIABILITIES:		
-	Professional Tax Payable	-	
17,682	TDS payable	18,201	18,201
17,682			
	INCOME & EXPENDITURE ACCOUNT		
20,83,923	Balance as per last Balance Sheet	42,42,710	
21,58,787	Add: Surplus per Income and Expenditure Account	6,991	
	Less: Deficit as per Income and Expenditure Account		42,49,702
42,42,710	Balance as per contra		
2,87,27,677		Rs.	2,69,38,974

Regrouping of Head of Accounts is done wherever necessary
As per our report of even date

MAHESH C MATHUR & CO.

Chartered Accountants
Firm Registration No.: 105800W

Sd/-
(MAHESH C. MATHUR)
M. No. 5880(1963)

UDIN: 20005880AAAADD5867

Income Outstanding
5,10,222.24
As per Annexure X

Dated at
21.12.2020

Last Year Rs.	PROPERTY & ASSETS	This Year Rs.	This Year Rs.
56,496	IMMOVABLE PROPERTIES	50,846	
5,650	Balance as per last Balance Sheet	5,085	45,762
50,846	Less: Depreciation for the year @ 10%		
1,74,86,211	INVESTMENTS: (As per Annexure -II) Note: The market value of the above investments is not known - not quoted		2,44,35,758
27,887	FURNITURE & FIXTURES:	54,298	
31,000	Balance as per last Balance Sheet	0	
58,887	Additions during the year	54,298	
4,589	Less: Depreciation up to date @ 10%	5,430	48,869
54,298	OFFICE EQUIPMENT (TOTAL)		
1,38,907	Balance as per last Balance Sheet	1,24,536	
17,582	Addition during the year	4,425	
1,56,489		1,28,961	
-	Less: Sale during the year	-	
14,261	Less: Depreciation up to date	9,713	
17,692	Computers @ 40%	15,523	1,03,725
1,24,536	Others @ 15%		
430	ADVANCES:	430	
13,000	Professional Tax excess paid	24,602	
4,500	Advances to Employees	83,500	
18,000	Advances to Foster Parents	18,000	
2,11,780	Telephone Deposits	1,59,058	2,85,590
2,47,710	Tax deducted at source		
1,06,85,285	CASH AND BANK BALANCES:		
78,789	(a) In Saving Accounts (As per Annexure III)		19,30,729
-	(b) Cash in hand (As per Annexure III)		88,541
1,07,64,075	SHORT TERM DEPOSITS		
-	i) IDBI bank (FCRA)		-
-	INCOME & EXPENDITURE ACCOUNT		
-	Balance as per contra		-
2,87,27,677			2,69,38,974

The above Balance Sheet to the best of our belief contains a true account of the Funds & Liabilities and of the Property and Assets of the Trust

President Sd/-

Hon. Treasurer Sd/-

THE BOMBAY PUBLIC TRUST ACT, 1950
SCHEDULE VIII
[(Vide Rule 17(1))]

Registration No. F 2230

Name of the Public Trust: **INDIAN ASSOCIATION FOR PROMOTION OF ADOPTION & CHILD WELFARE**
Income & Expenditure Account for the year ending March 31, 2020

Last Year Rs.	EXPENDITURE	This Year Rs.	This Year Rs.
6,07,277	1. Establishment Expenses (As per Annexure - IV)		6,25,613
	2. Depreciation		
4,589	Furniture @ 10% p.a.	5,430	
5,650	Office Premises @10% p.a	5,085	
	Office Equipment:		
14,261	Computer System @40%	9,713	
17,692	Others @15%	15,523	35,750
42,191			
	3. Expenditure on objects of the trust		
1,17,461	Bal Sangopan Yojna Expenses	33,750	
1,25,64,920	Educational & Health (as per Annexure - V)	1,49,67,444	1,50,01,194
1,26,82,381			
-	4. Interest paid on TDS		334.00
21,58,787	5. Surplus Carried over to Balance Sheet		6,991
	Notes to the Accounts - (Annexure VIII)		
1,54,90,636			1,56,69,882

Regrouping of Head of Accounts is done wherever necessary
As per our report of even date

MAHESH C MATHUR & CO.
Chartered Accountants
Firm Registration No.: 105800W

Sd/-
(MAHESH C. MATHUR)
M. No. 5880(1963)

UDIN: 20005880AAAADD5867

Dated at
21.12.2020

THE BOMBAY PUBLIC TRUST ACT, 1950
SCHEDULE VIII
[(Vide Rule 17(1))]

Registration No. F 2230

Name of the Public Trust: **INDIAN ASSOCIATION FOR PROMOTION OF ADOPTION & CHILD WELFARE**
Income & Expenditure Account for the year ending March 31, 2020

Last Year Rs.	INCOME	This Year Rs.	This Year Rs.
10,55,569	1. Interest (realised)		9,43,001
3,422	2. Dividend/Incomes		3,009
9,64,244	Unit Trust of India		11,05,307
	Mutual Funds		
	(As per Annexure IX)		
1,17,461	3. Grant from District Women & Child Development for Bal Sangopan Yojna		33,750
97,37,633	4. Donations in cash or kind		1,04,24,822
	(As per Annexure - VI)		
36,12,307	5. Income from other sources		31,59,993
	(As per Annexure VII)		
-	6. Deficit Carried over to Balance Sheet		-
1,54,90,636			1,56,69,882

President

Sd/-

Hon. Treasurer

Sd/-



Executive Committee Members & Team

Executive Committee Members	
Name	Designation
Mrs. Najma Goriawalla	President
Mrs. Kaumudi Telang	Past President
Mrs. Hansa Apparao	Vice President
Mr. Sanjay Chore	Hon. Secretary
Mrs. Dolon Ghosh	Hon. Treasurer
Dr. (Mrs.) Nilima Mehta	Member
Mrs. Veera Rao	Member
Mrs. Jagruti Mandavkar	Member
Mr. Harsh Moramkar	Member
Ms. Iffat Jivan	Member
Mrs. Anjali Gokarn	Member
Ms. Smita Zankar	Member
<p>Note: Executive Committee members do not receive any remuneration. None of the Board Members are related to each other.</p> <p>Number of meetings held: Executive Committee – 4 General Body – 1 Minutes documented and circulated.</p>	
IAPA Team	
Ms. Lakshmi Swaminathan	Sr. Project Officer
Ms. Savita Nagpurkar	Adoption-In-Charge
Ms. Laxmi Nair	Sr. Project Officer
Ms. Nilima Zanjad	Project Officer
Ms. Ashvini Yadav	Project Officer
Ms. Anita Chiplunkar	Social Worker
Ms. Yasmin Khan	Accountant
Ms. Yogita Lavekar	Accounts Assistant
Mr. Sunil Talegaonkar	Sr. Office Assistant
Mr. Sudhir Navghare	Office Assistant
Mr. Vishal Ambrale	Office Assistant

On Special Assignment			
Mrs. Shakti Poddar	Director, Administration (Part Time)		
Ms. Meherangiz Baria	Co-ordinator, Resource Mobilization (Part Time)		
Ms. Shilpa Rane	Social Worker		
Ms. Ashwini Vaidya	Social Worker		
Ms. Jyoti Jadhav	Social Worker (Resigned in November 2019)		
Ms. Dhanshree Kulkarni	Social Worker		
Ms. Ishwari Palav	Social Worker		
Ms. Anvi Narvekar	Social Worker		
Ms. Tanvi Jadhav	Social Worker		
Ms. Dulcine Irani	Office Administrator (Part-time)		
Mr. Vijay Hamand	Office Administrator		
Ms. Alekhya Kachakayala	Administrative Assistant		
Ms. Ankita Kashid	Accounts Assistant		
Mr. Raju Talegaonkar	Office Assistant		
*Asmita Team			
Ms. Sapna Sharangdha	Teacher (Resigned in January 2020)		
Ms. Sajia Bano Khan	Teacher		
Ms. Sunita Borkar	Teacher		
Ms. Ashwini More	Teacher		
Ms. Chhaya Chorge	Teacher (Yoga)		
Mr. Vikas Gangurde	Teacher (Dance)		
*Vocational Training Team			
Ms. Nivedita Jadhav	Computer Teacher		
Ms. Farzana Ansari	Tailoring Teacher		
*Child Guidance Centre Team			
Dr. Prashant Shah	Psychiatrist		
Ms. Nanda Purohit	Psychologist		
Dr. (Mrs.) Hutoshi Bana	Occupational Therapist		
Ms. Shakti Poddar	Counselor		
Ms. Anjali Pawar	Aid Worker		
(* Honorarium Paid)			
Distribution of Staff According to Salary as paid till March 2020			
Status of Salary paid to staff per month	Male Staff	Female Staff	Total
Rs. 5,000 - Rs. 10,000	--	--	--
Rs. 10,000 - Rs. 25,000	03	04	07
Rs. 25,000 & above	--	04	04
Total	03	08	11



Indian Association for Promotion of Adoption and Child Welfare (IAPA)

Providing Child and Family Centred Services since 1970

IAPA Helps

Abandoned infants, through ADOPTION

Underprivileged children, through EDUCATIONAL SPONSORSHIP

Orphaned and other children in crisis, through FAMILY SUPPORT



And Promotes

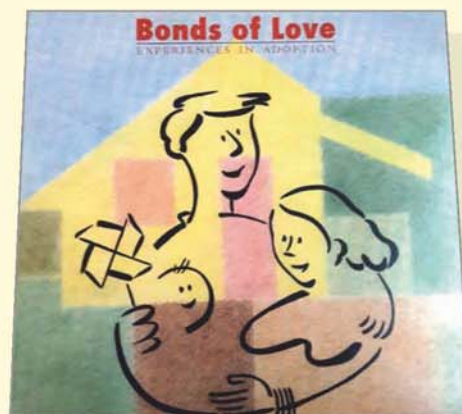
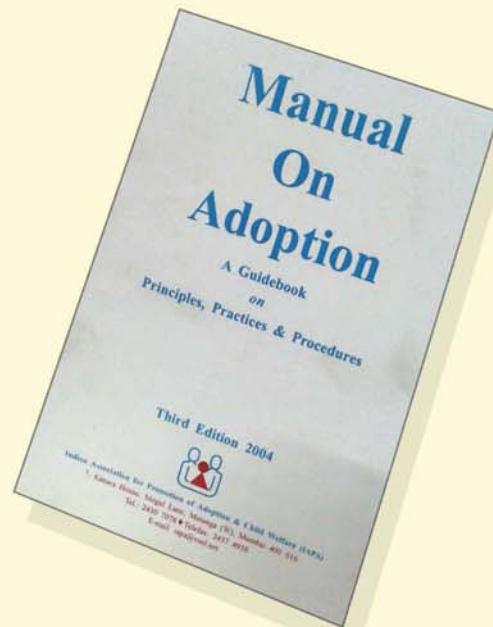
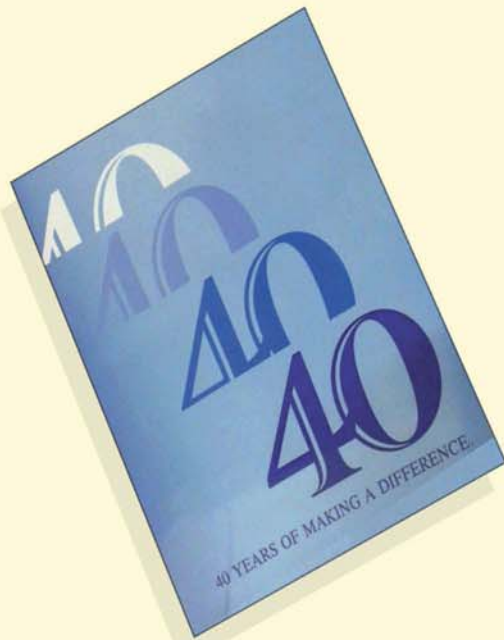
Mental well-being of children through CHILD GUIDANCE CENTRE

Physical health of children through MEDICAL ASSISTANCE

Personality and All round Development for children through ASMITA PROJECT

**Income generation abilities of their families through
VOCATIONAL TRAINING & MICRO FINANCE**

Our Publications





शिक्षा और परिवार, हर बच्चे का अधिकार

7, Kanara House, Mogul Lane, Matunga (West), Mumbai -400016
+91-22-24307076 and +91-22-24374938 | iapacw1970@gmail.com | www.iapacw.org

Regd. under the Societies Registration Act XXI of 1860: No. BOM/37/1971

And The Public Trust Act of 1950: Registration No. F-2230

Donations to IAPA are available for deduction under Sec 80G of the Income Tax Act