

CONCEPT NOTE

Beyond Differences *An Enrichment Center*



KRayonz

DISCOVER. MOVE. CONNECT



BEYOND

DIFFERENCES

**Hi, I'm Karishma Thapa, a
Special Educator and
therapeutic movement
facilitator with over a
decade of experience
supporting children with
diverse abilities and their
families.**

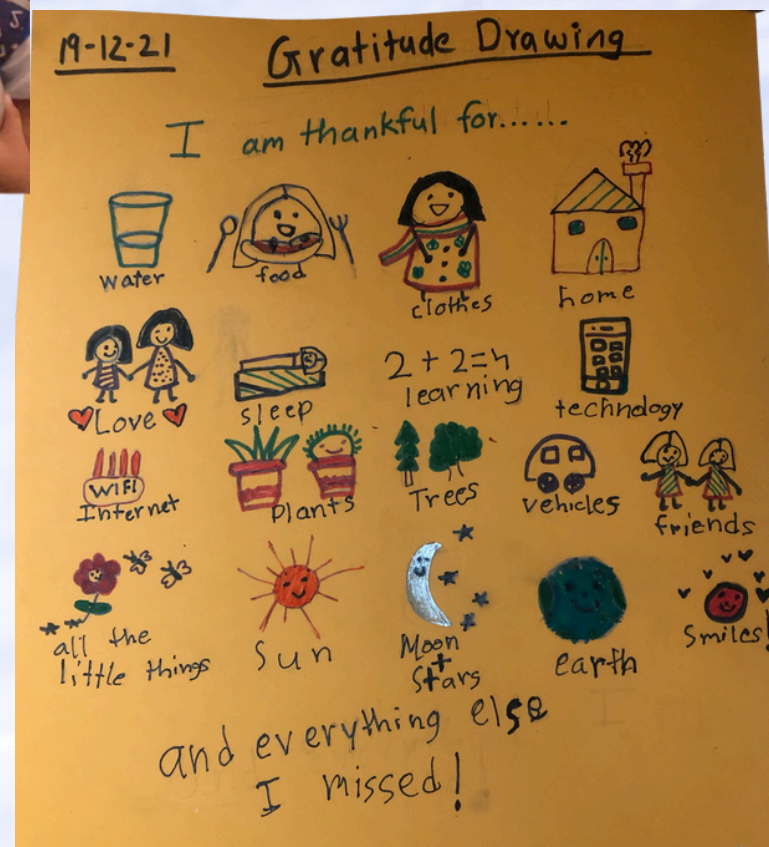




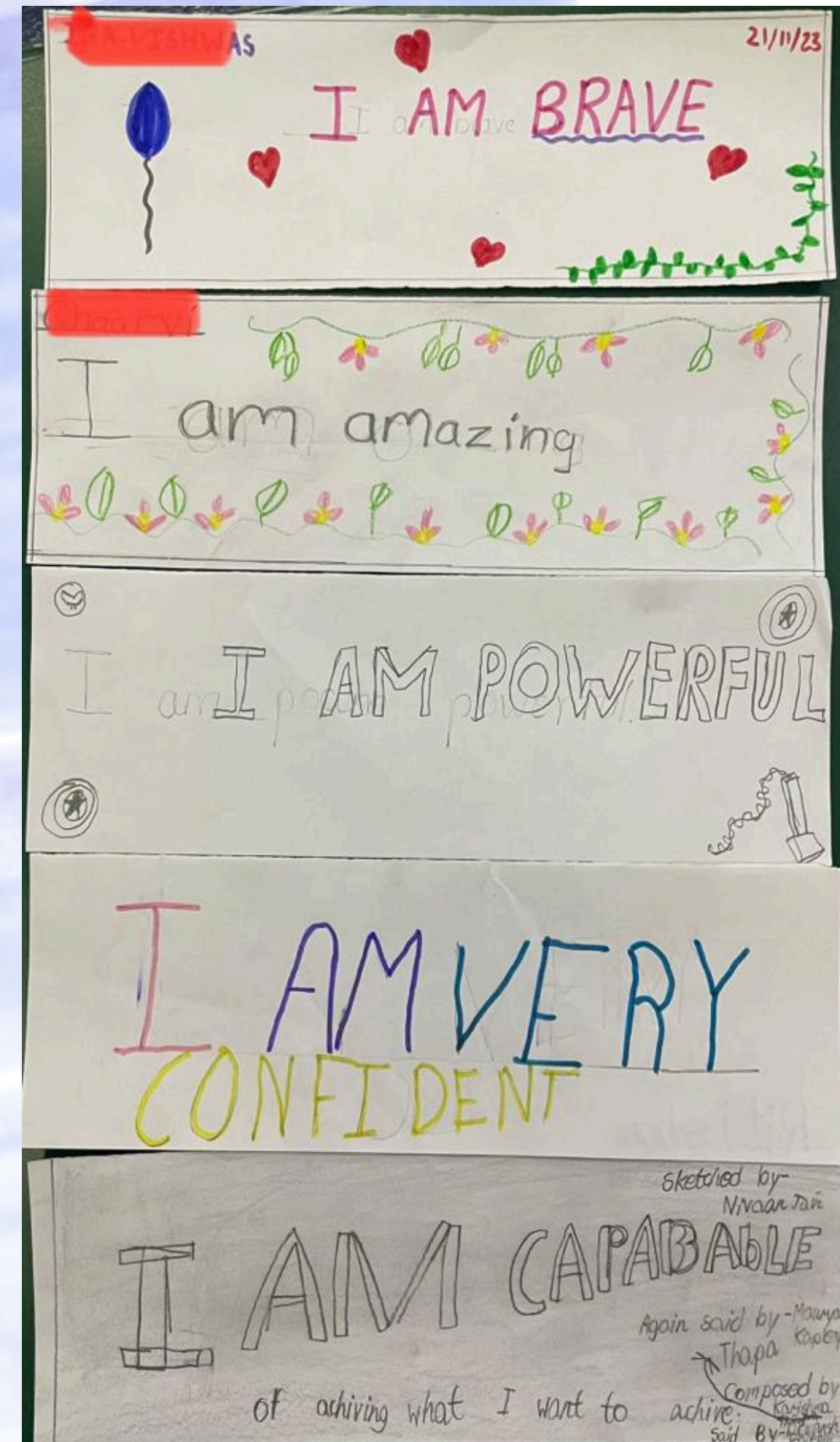
What I learned in LE
First I learned cheerleader. Whenever I looked it, I got motivated. Then ma'am told to write a phrase to motivate us known as power catchphrase. Also I did Gratitude Journal in which I wrote happy thoughts. Then ma'am taught us Looping thoughts.

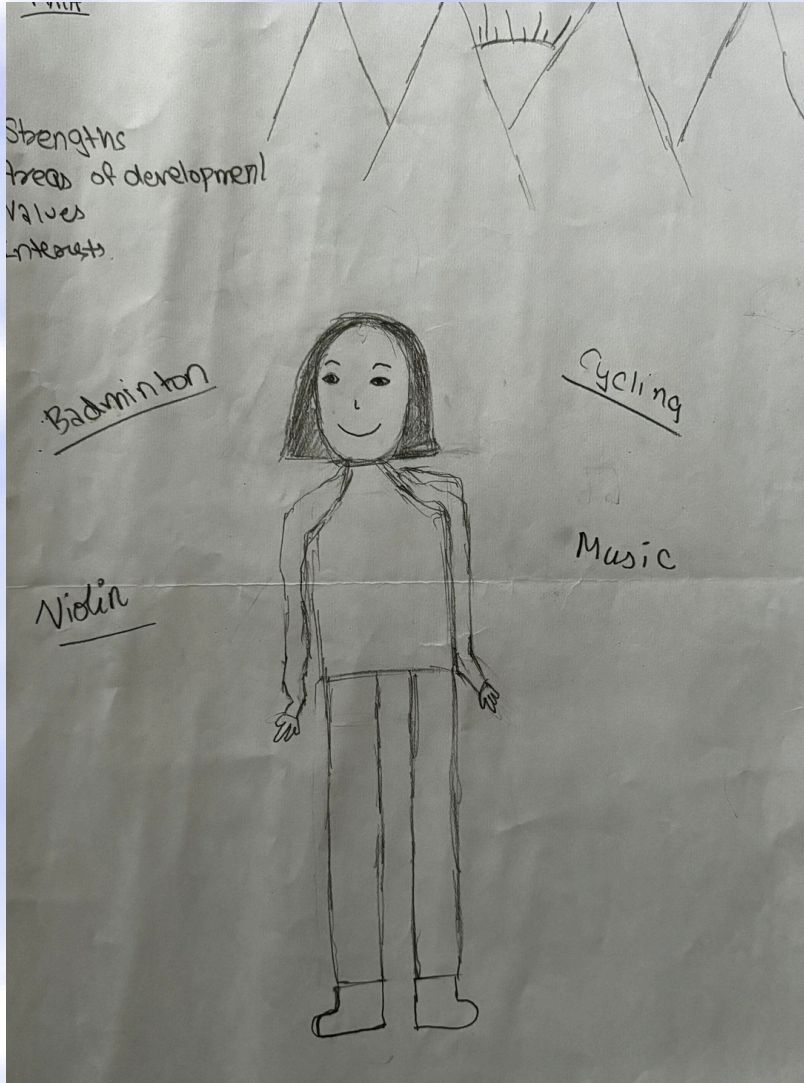
My journey with dance movement therapy and art therapy showed me the transformative power of creative expression.

Over the past few years, I've empowered over 100 children to explore their creativity through mindfulness, art, music, and movement.



This inspired me to dream of launching Beyond Differences—an enrichment center where neurodivergent individuals can thrive, express themselves freely, and find joy in a safe, inclusive space.





**My vision is to create a
society where every
individual feels seen,
valued, and
empowered.**



BEYOND DIFFERENCES

Empowering young neurodivergent adults through life skills, inclusion & community support



KRayonz

DISCOVER. MOVE. CONNECT



BEYOND

DIFFERENCES

PURPOSE



KRayonz

DISCOVER. MOVE. CONNECT



BEYOND

DIFFERENCES

Meet Anushka.

She is 19 years old. She has Down syndrome, a heart full of music, and a talent for painting that can brighten any room. Her hands move effortlessly over the piano keys, and she can hold a perfect yoga split with ease!



**But something changed after
the pandemic...**



KRayonz

DISCOVER. MOVE. CONNECT



BEYOND

DIFFERENCES

Who is your hero? Why?

DAD is my hero

BECAUSE he is SUPER DAD

he CAN GO ANYWHERE
AND BUY 2000 THINGS



**She stopped talking...
Even to her parents.
The once-vibrant girl
who would hum
melodies all day
withdrew into a shell,
retreating further into a
world of silence.**



for
mom

love



**Her parents are worried.
How long will she stay like this?
Will she ever go back to being her
previous self?**



**They long for a space where Anushka can
reconnect, express herself, and find belonging.**

**A place where she's not just another person
with a disability but a young woman with
talents, dreams, and a future.**

What if she had friends who loved music as much as she does?

What if she could paint without limits, guided by mentors who believed in her?

What if she had a reason to step out of her room, knowing that a community was waiting for her?

At Beyond Differences, we are building that space — a first-of-its-kind enrichment center where neurodivergent young adults like Anushka can rediscover themselves, build friendships, and prepare for a life of independence.

Because no young adult should live in isolation when they have so much to give to the world.

PEOPLE



KRayonz

DISCOVER. MOVE. CONNECT



BEYOND

DIFFERENCES

◆ **Neurodivergent young adults (16+ years)**

Those seeking skill-building, employment pathways, and a supportive community.

◆ **Parents & Caregivers**

Those who want a safe, structured space that nurtures their child's independence.

- ◆ **Employers & Corporates (CSR Partners)**
Those willing to create inclusive workspaces and fund impact-driven initiatives.
- ◆ **Educators, Therapists & Special Needs Experts**
Those who can help co-create skill development programs tailored to diverse needs.

- ◆ **Artists, Trainers & Industry Experts**

Those passionate about coaching, mentoring, and unlocking hidden talents.

- ◆ **Government & Non-Profit Organizations** Those advocating for systemic change in inclusive education and employment policies.

**Beyond Differences isn't just for
neurodivergent individuals—it's for
everyone who believes in the power of
inclusion.**



PRACTICE



KRayonz

DISCOVER. MOVE. CONNECT

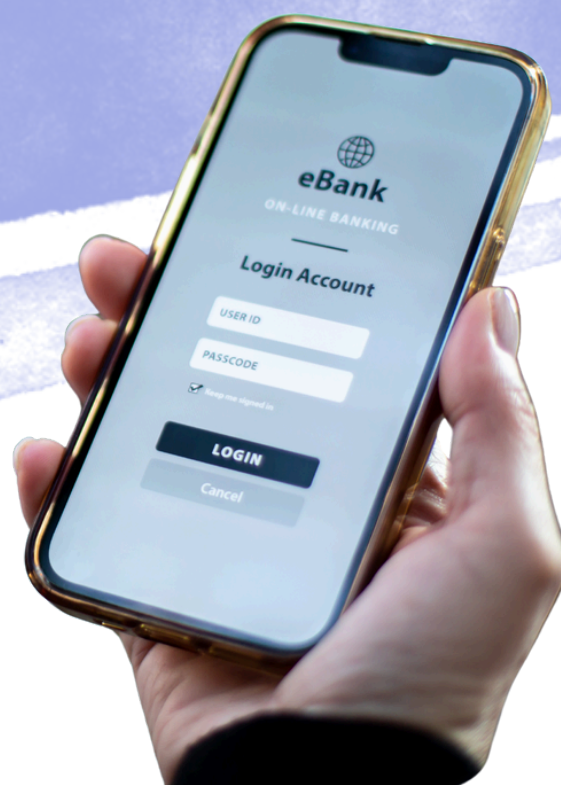


BEYOND

DIFFERENCES



Life & Vocational Skills Training



- 📌 **Financial Literacy – Online banking, UPI transactions, budgeting.**
- 📌 **Digital Literacy – Google Docs, Canva, content creation.**
- 📌 **Personal Grooming & Styling – Fashion, hygiene, self-presentation.**
- 📌 **Marketing & Entrepreneurship – Branding, social media, storytelling.**

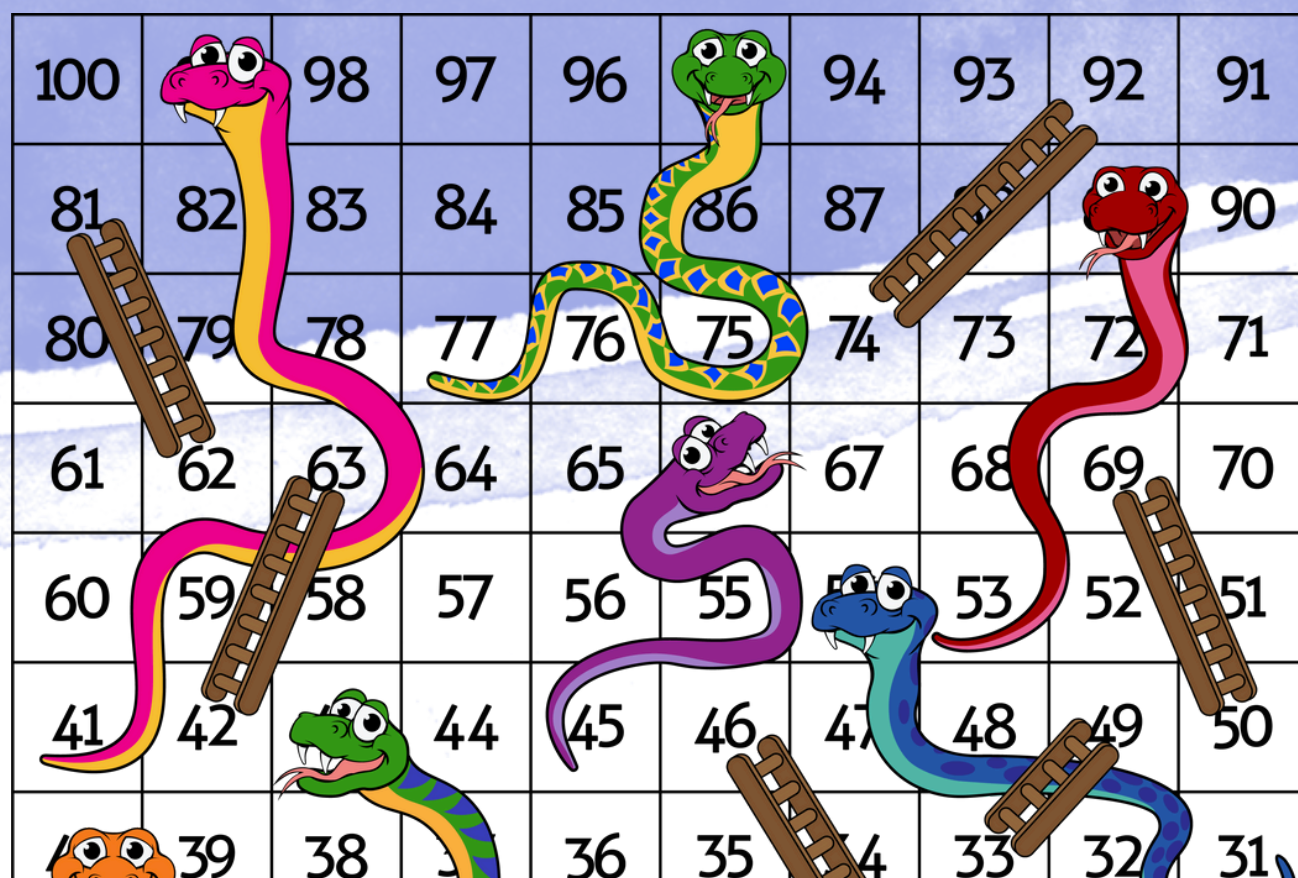
Expressive Arts & Mindfulness



 Theatre, music, dance, painting, and storytelling.

 Yoga & mindfulness practices for emotional regulation.

Social & Leisure Activities



 **Karaoke & Café Space – Social interaction and confidence-building.**

 **Board Games & Group Activities – Fun, engaging ways to enhance problem-solving skills.**



Learn & Earn Model

LEARN!

 **Paid internships & micro-businesses where participants can apply skills and gain financial independence.**



THE IMPACT



KRayonz

DISCOVER. MOVE. CONNECT



BEYOND
DIFFERENCES



Fast forward a year...



KRayonz

DISCOVER. MOVE. CONNECT



BEYOND
DIFFERENCES

Anushka walks into the studio...

💡 **She's performing at an open-mic night, surrounded by friends who understand and appreciate her.**

💡 **She sells her paintings online, using Canva and Instagram to showcase her work.**

💡 **She is no longer silent. She is seen, heard, and valued. Her parents now watch her reconnect with life, with purpose, and with a future.**

**This is what Beyond Differences is
about...**

Not just training. Not just therapy.

Transformation!

We invite your organization to partner with us in building this transformative space in Kolkata, where neurodivergent individuals (16+ years) can thrive beyond their differences.

THE NEED: WHY THIS MATTERS



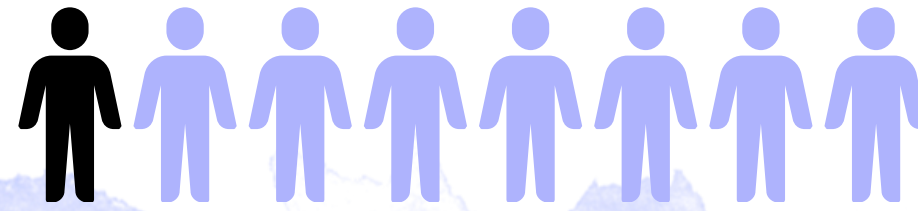
KRayonz

DISCOVER. MOVE. CONNECT



BEYOND

DIFFERENCES



- **1 in 8 individuals is neurodivergent, yet very few receive tailored life-skills training to navigate adulthood.**
- **Young adults with autism, ADHD, dyslexia, and other neurodivergences struggle with employability and social inclusion.**
- **Parents of neurodivergent individuals often worry about their children's future, fearing a lack of opportunities and safe spaces.**
- **CSR initiatives focused on skilling, inclusion, and community development have the power to change lives.**



KRayonz

DISCOVER. MOVE. CONNECT



BEYOND
DIFFERENCES

HOW CAN YOUR ORGANIZATION SUPPORT US?

- ✓ **Corporate Sponsorship** – Fund infrastructure, training programs, or scholarships
- ✓ **Employee Engagement** – Corporate volunteers can mentor, conduct workshops
- ✓ **Branding & Impact** – Gain visibility as an inclusion-driven company
- ✓ **Long-Term Collaboration** – Annual funding to sustain and scale the initiative

SPACE & INFRASTRUCTURE REQUIREMENTS

Total Area: ~1,500-2,000 sq. ft.



1 Conference Room – Smartboard, oval table, comfortable seating

2 Studio – Wooden flooring, mirrored wall, sound system, musical instruments



SPACE & INFRASTRUCTURE REQUIREMENTS

Total Area: ~1,500-2,000 sq. ft.



3 Recreation Room – Café-style area, board games, projector with karaoke, library with cozy seating

4 Reception Area – Warm, welcoming space with sofa seating



OUR LEARN & EARN MODEL EMPOWERS NEURODIVERGENT INDIVIDUALS BY PROVIDING:

- ✓ Skill-Based Paid Internships – Participants work on live projects (designing, marketing, content creation)
- ✓ Micro-Business Setup – Handcrafted products, digital art, or service-based projects run by members
- ✓ Corporate Job Partnerships – Training programs aligned with hiring needs of inclusive employers
- ✓ On-Site Work Exposure – Running café operations, assisting in workshops, or managing library & resources

**THIS MODEL ENSURES FINANCIAL
INDEPENDENCE AND SELF-WORTH FOR OUR
PARTICIPANTS WHILE MAKING THE
PROGRAM SELF-SUSTAINABLE IN THE LONG
RUN**

BUDGET & FUNDING NEEDS

per year estimate

Expense Head	Amount (INR)
Business Setup & Legal	₹1,00,000
Infrastructure Setup	₹10,00,000
Staff Salaries (1st Year)	₹30,00,000
Events	₹2,00,000
Marketing & PR	₹1,50,000
Learn & Earn Model Setup	₹2,50,000
Miscellaneous	₹2,00,000
Contingency Fund	₹1,00,000
Total (1st Year)	₹50,00,000

5 – YEAR PROJECTION

YEAR 1 (2025-2026): Foundation & Pilot

Goal: Establish trust, proof of concept, and gather feedback

- **Enrolment: 7–10 students**
- **Key Activities:**
 - **Launch enrichment classes (soft skills, arts, tech)**
 - **Conduct monthly community events (e.g. family days, talent shows)**
 - **Build trust with parents through regular feedback & counselling**
 - **Begin documentation of student progress and testimonials**
- **Staffing: 2 full-time, 1 head, 2 part-time/guest experts**
- **Infrastructure: Optimize rental space; add basic tools/props**
- **Outreach: Word-of-mouth, social media, and local WhatsApp groups**
- **Revenue Model: Fee-based model + CSR funding**

5 – YEAR PROJECTION

YEAR 2 (2026-2027): Stability & Visibility

Goal: Strengthen systems, processes, and visibility.

- **Enrolment: 11–15 students**
- **Key Activities:**
 - **Launch a second batch or increase days per week**
 - **Offer a structured curriculum (life skills, expressive arts, tech skills)**
 - **Host 2 major public-facing events (e.g. art show, fashion show)**
 - **Form a parent advisory group to boost word-of-mouth**
 - **Refine assessment & progress tools for each participant**
- **Staffing: Hire 1 additional support staff**
- **Outreach: Partner with an NGO and schools; invite press to events**
- **Revenue Model: Add digital products or weekend pop-up workshops**

5 – YEAR PROJECTION

YEAR 3 (2027-2028): Expansion & Innovation

Goal: Broaden offerings and intake while maintaining quality

- **Enrolment: 16– 25 students**
- **Key Activities:**
 - **Start weekend enrichment or sibling-inclusive events**
 - **Launch short-term themed modules (e.g. digital literacy month)**
 - **Pilot hybrid/online module for outstation neurodivergent youth**
 - **Collaborate with 2–3 CSR projects or corporate volunteers**
 - **Begin intern/volunteer program with psychology/education students**
- **Staffing: 1 program manager + visiting faculty pool**
- **Infrastructure: Add resources (laptops, kitchen space for life skills)**
- **Visibility: Apply for awards, publish success stories**

5 – YEAR PROJECTION

YEAR 4 (2028-2029): Community & Consolidation

Goal: Deepen impact and prepare for scaling

- **Enrolment: 25+ students**
- **Key Activities:**
 - **Run full-fledged annual calendar (academic + enrichment)**
 - **Launch parent support group and alumni mentoring circle**
 - **Begin partnerships with employers for pre-vocational exposure**
 - **Offer 1–2 paid teacher/therapist workshops under “Beyond Training”**
 - **Initiate a quarterly newsletter or podcast by and for neurodivergent youth**
- **Staffing: 1 inclusion coach, 1 admin/support staff**
- **Revenue model: CSR + paid programs + merchandise (e.g. student art/products)**
- **Impact Measure: Year-end student showcases, self-reports, parent surveys**

5 – YEAR PROJECTION

YEAR 5 (2029-2030): Scale & Legacy

Goal: Establish Beyond Differences as a model centre

- **Enrolment: 100+ students**
- **Key Activities:**
 - **Open waitlist or begin planning a second location**
 - **Share a replicable curriculum/toolkit for others**
 - **Conduct large-scale awareness campaign (e.g. Inclusion Week)**
 - **Launch an annual talent/leadership program for neurodivergent youth**
 - **Publish impact report and seek endorsements/testimonials**
- **Staffing: Dedicated marketing + funding strategist**
- **Revenue Model: Diversified income + brand partnerships**

CSR FUNDING TIERS

- ◆ **Platinum Sponsor (₹50L):** Name a room, branding on all materials
- ◆ **Gold Sponsor (₹35L+):** Sponsor key programs & receive exclusive media features
- ◆ **Silver Sponsor (₹25L+):** Fund specific training modules or guest faculty sessions
- ◆ **Impact Partner (₹15L+):** Contribute towards student development programs

WHY YOUR SUPPORT MATTERS

- ✓ Empower neurodivergent individuals with essential skills
- ✓ Provide employment opportunities through the Learn & Earn model
- ✓ Foster an inclusive corporate ecosystem with mentorship & internships
- ✓ Build a replicable model for more Beyond Differences centers & CSR programs

OUR MILESTONES SO FAR

17th April 2025

Launch of Beyond Differences

A heartfelt beginning of our inclusive enrichment space for neurodivergent individuals and their families.



23rd April 2025

Creative Wellness Workshop

A rejuvenating session with art, music, and reflection for the backbone of our community — our caregivers.



UPCOMING EVENTS: 2025 - 2026

June 2025

***Inclusive
Fashion Show***

**Neurodivergent
individuals walk
the ramp,
celebrating
identity and
heritage.**

October 2025

***Talent & Art
Exhibition***

**Celebrating
neurodivergent
voices through
art, craft, and
installations.**

December 2025

***Inclusive Theatre
Showcase***

**An expressive
arts performance
co-created with
our
neurodivergent
community.**

March 2026

***Community
Awareness &
Inclusion Day***

**A public event to
advocate for
neurodiversity,
strengthen
community
partnership, and
share stories.**

**We are ready to make
this dream a reality – but
we need partners like
you to bring this vision to
life.**

**Join us in empowering
neurodivergent
individuals to live with
confidence, skill, and
dignity.**

Let's discuss CSR partnership possibilities.

Karishma Thapa

☎ +91 77605 70574

✉ KARISHMATHAPA@GMAIL.COM

**Lali Guras Foundation, a registered NGO is helping us
raise funds. More details on Lali Guras Foundation are
provided below.**

Ravi Thapa

☎ +91 88611 14911

✉ RAVIST01@GMAIL.COM



LALI GURAS FOUNDATION, a Registered NOT-FOR-PROFIT Trust (Registered under U/S 80G of the Income – Tax Act 1961, No. AABTL2780MF20216 Regd. Deed No. IV – 190303064 / 2015 PAN No – AABTL2780M) was founded by like-minded persons, in 2015 to reach out and help upscale the socio economic and life condition of persons, through initiatives which will enable them to learn and earn through self-sustaining activities.

Lali Guras Foundation, has always believed in fostering inclusive communities, where every individual, regardless of their ability, can thrive and find a sense of belonging.

Key Initiatives & Achievements:

- ***Free Vaccine Drives (July – October 2021, Darjeeling)***
 - **Provided free COVID-19 vaccines to over 2,000 tea plantation workers to address vaccine shortages.**
- ***Career Counselling Fair (Nov 20-21, 2022, St. Joseph's School, North Point, Darjeeling)***
 - **Created awareness on education, sports, vocations, and career opportunities for school and college students.**
 - **Over 400 participants engaged with career counsellors from reputed institutions in Kolkata and Sikkim Manipal University.**
- ***Revival of a Tea Factory (Darjeeling)***
 - **Assisted in reviving an ailing tea factory, now producing premium Darjeeling tea.**



Bank Details for Donations:

Account Name: **Lali Guras Foundation**

Bank Name: **ICICI Bank**

Branch: **Raj Square, Sus Road, Pashan, Pune - 411021**

Account Number: **003405011463**

IFSC Code: **ICIC0002389**

SWIFT Code: **ICICINBBCTS**

Sponsor Perks

- ✓ **80G Tax Exemption CSR-1 Certificate**
- ✓ **Quarterly impact updates & visuals**
- ✓ **Behind-the-scenes & community meetups**

PROFILE & QUALIFICATIONS

◆ B.ED. SPECIAL EDUCATION (LD)

◆ M.A. EDUCATION (EARLY CHILDHOOD EDUCATION)

◆ M.A PSYCHOLOGY (COUNSELLING)

◆ CERTIFICATE IN CREATIVE/ DANCE MOVEMENT THERAPY

◆ CERTIFICATE IN MUSIC IN THERAPY (LEVEL 1)



Karishma Thapa is a Special Educator, Counsellor, and Educational Consultant with over a decade of experience in India and Dubai.

She specializes in inclusive education, curriculum design, and teacher training, working with students across diverse needs, including Learning Disabilities, Down Syndrome, Cerebral Palsy, and Autism.

As the founder of KRayonz, she integrates movement and creativity into education, fostering holistic learning. She has led professional development programs for educators, conducted awareness workshops, and contributed to curriculum development, as a Consultant for a Finnish Math Curriculum.

A Teach For India alumna, she is actively involved in advocacy and policy initiatives. She serves as a Board Member of the Neena Thapa Group of Institutions, Gorakhpur, and as a Member of the Uttar Pradesh Mental Health Council, WICCI. Additionally, she is the Chapter-Chair of the West Zone, Creative Movement Therapy Association of India (CMTAI).

THANK YOU

KRayonz is a pioneering organisation dedicated to fostering inclusion, creativity, and lifelong learning for individuals with diverse abilities. It serves as the parent entity under which Beyond Differences will be created — an enrichment centre designed to empower neurodivergent young adults through community-driven skill-building, self-expression, and meaningful social connections.

