

INNOVATION, SCALE & SUSTAINABILITY:

The Engine of Hope is on Track



THE
ASSOCIATION
OF PEOPLE WITH
DISABILITY

SINCE 1959



ANNUAL REPORT 2022-23

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OUR VISION

A world where equity, dignity and justice are assured for people with disability.

OUR MISSION

Nurture an inclusive ecosystem and empower people with disabilities with access to comprehensive rehabilitation services, rights, entitlements, equal opportunities, and dignity through a lifecycle approach.

OUR VALUES

INTEGRITY

Act honestly, ethically, and responsibly in all aspects, adhering to principles of fairness, reliability, loyalty, and lawfulness.

EMPATHY

Be sensitive to feelings, thoughts, emotions, and experiences by developing the capacity to place oneself in another's position, understand their perspective, appreciate, and respond with care.

ACCOUNTABILITY

Demonstrate responsibility, transparency, and commitment to the highest standards of openness, professionalism, and integrity with all stakeholders such as PwDs, community members, donors, government, and vendors. Enable a space to voice concerns in a responsible and effective manner.

COLLABORATION

Commit to participatory processes, knowledge sharing, teamwork, consensus building, and seeking internal and external stakeholders to achieve our stated purpose.

EXCELLENCE

Demonstrate excellence in process, product, and service delivery. Listen to the recipient's voice. Commit to continuous improvement and innovation by developing a conducive environment for individuals to realize their potential.

DIVERSITY

Nurture an internal ecosystem where people of diverse genders, cultures, abilities, views and needs are respected and given equal opportunities thus creating a harmonious & inclusive work environment.

APD STRATEGY 2022-25

OUR STRATEGY DEVELOPMENT APPROACH



THE APD STRATEGY IS ANCHORED ON THE ORGANIZATION DIAGNOSTIC FRAMEWORK APPROACH



OUR 3-YEAR STRATEGY (2022- 2025) IS BASED ON THESE THREE ENGINES

Strengthen Engine of Innovation	Grow Engine of Scale	Establish Engine of Sustainability
Design and codify rigorous evidence-based programs Build internal impact measurement capabilities to demonstrate and refine programs Collaborate with third party organizations to create credible evidence of on-ground impact	Scale through implementation partners while taking accountability of outcome Choose the right partners with a strong mission and value alignment with APD Engage and grow the network of partners on an ongoing basis	Strengthen fundraising by diversifying donor portfolio and targeted value proposition Build social capital to position APD as a thought leader Engage and grow the network of partners on an ongoing basis



TO EXECUTE THIS STRATEGY, WE HAVE THREE KEY FOCUS AREAS



APD's strategy has been developed with the support of



INNOVATION, SCALE & SUSTAINABILITY: THE ENGINE OF HOPE IS ON TRACK

Five-year-old Raju had always been an active and playful kid, running around the neighbourhood with his friends and chasing after his little sister. But everything changed when he was hit by a car while crossing the street, resulting in the loss of both his legs. Raju's family was devastated, but they knew they had to be strong for him. With the help of his grandmother and mother, his most significant support system, Raju started the long and difficult process of learning to walk all over again - thanks to affordable prosthetic limbs.

Every child deserves the freedom to play. But for individuals with disabilities, the solution does not involve only quality mobility aids. It is the Engine of Hope, fueled by three critical components: Innovation, Scale, and Sustainability, that can help individuals and communities overcome obstacles and work towards a brighter future.

By embracing innovation, new possibilities are unlocked, and technologies and solutions can be developed to overcome barriers and support independence. Scaling up these innovations has the potential to bring benefits to more people, creating a widespread and far-reaching impact. However, it is only through sustainability that the promise of innovation and scale can truly be realized.

Together, these three elements form a formidable force that empowers people with disabilities to live fulfilling lives, contribute to their communities, and unlock the full potential of human possibility.

In the field of disability awareness and rehabilitation, innovation has been the driving force behind many successful projects. In the last year, the Association of People with Disability (APD) has rolled out varied innovative projects like Rehab on Wheels, which provides doorstep rehabilitation

services in a mobile unit to individuals with disabilities, LCA (Life Cycle Approach) projects aimed at 'Leaving no one behind', a post-COVID Rehabilitation Project to support individuals recovering from COVID-19, and Embrace Me, an autism clinic providing specialized care and support for children and families. While these projects are backed by in-house experts, they also have the support of existing donors, with multi-year MoUs being signed to ensure long-term sustainability.

By continuously exploring new ideas, technologies, and approaches, we find more effective and efficient ways to help people with disabilities. However, we also believe that achieving scale is crucial in making a greater impact.

Sustainability is equally important, as we must ensure that these innovations can be maintained over the long term to ensure consistent outcomes. By promoting greater understanding and empathy towards those with disabilities, we want to create a more inclusive and compassionate society, where everyone is valued and supported regardless of their abilities.

As the **Engine of Hope** powers forward, we firmly believe that APD is charting a transformative course, illuminating the lives of countless individuals like Raju and paving the way to a future brimming with hope.

Through APD's interventions, Raju was not only able to walk again, but also received medical care and rehabilitation services. This helped him regain more confidence and independence with each passing day. While the journey was not easy, through sheer determination and an unwavering support system, he was able to overcome his challenges.



*Raju's story is just one example of how our programmes are making a difference in the lives of people with disabilities. Through holistic, innovative interventions and our life cycle approach, people with disabilities can lead the full, joyous lives they deserve. **Hop on the ride and see for yourself!***

MESSAGE FROM THE HONORARY SECRETARY



the data we have for disability still stems from the less-than-perfect 2011 census, which indicates that disability is a 2% problem.

When our country battles with so many greater and ostensibly larger problems, it is understandable that a 2% problem is often ignored. But are the disabled really just 2% of our population? Consider that

many developed countries are reporting that close to 15% of their populations are suffering from some form of disability. Estimates by global health organisations are also higher for the disabled. As India ages and the elderly acquire all the forms of disability (motor, vision, hearing, mental), it is impossible that disability only affects such a small percentage of its population.

Where are the disabled?

I used to ponder why one sees so many more persons with disability when one travels abroad, even at unlikely places like amusement parks and tourist spots, at the theatre and restaurants. In contrast, even the 2% of our disabled fellow citizens (a not inconsiderable 30 million Indians) are not seen out there.

Imagine the population of two Bengaluru sized cities that are invisible?

It doesn't take a genius to figure out why the disabled are hidden in plain sight. It is because our public spaces are designed with little thought to accommodating those with different abilities. This creates a barrier for them to participate as equal citizens in our society. It also hides from public view, the challenges they face and the indomitable spirit with which they still persevere to lead lives with dignity.

The Invisibility of Disability

It is a unique experience to serve as the honorary secretary of a large and complex NGO like The Association of People with Disability (APD). One is blessed to be a part of a large and committed team of colleagues who are all working for some of the most disadvantaged persons in our country.

Disability is such a hard problem because no two persons are alike, even if they have the same disability. It requires the personalised attention and care that we provide, and it is gratifying that more donors are beginning to understand that we need patience and consistent support to reintegrate the disabled into society.

The disabled remain at the bottom of any index – whether it is health, education or good jobs. Therapy and rehabilitation services are not available in the government primary health system nor covered by insurance. APD's ability to bring a multi-disciplinary approach to disability is unique as many NGOs work only in one domain or area.

How big of a problem is disability in India?

At the aggregate level, disability needs far greater resources and attention than what it is getting. As India's own understanding of disability has evolved, leading to the identification of 21 kinds of disability in the Rights of People with Disability Act of 2016,



When will we get more accurate data about the disabled?

Since public policy is driven by data, we must ensure that the disabled are counted by the government. Unfortunately, successive National Family Health Survey (NFHS) sample surveys have skipped a more comprehensive count. It is also a matter of some dismay that even the delayed decennial census will exclude a full count of the disabled. The ostensible reason for this exclusion is the lack of technically qualified census staff with the capability to properly enumerate the different disabilities.

Is this an example of the need for perfect data triumphing over having some data – isn't an update after nearly 13 years, worth trying for, even if it is less than perfect?

Surely NGOs and other health workers in the government, can be roped in to try to solve this problem. In our own experience, where we have done saturation enumeration of the disabled in sample villages, the numbers identified are considerably higher than the official statistics.

How can we remove the cloak of invisibility over the disabled?

If we could reduce the barriers faced by the disabled, more of them will be able to participate in the many things that the able population take for granted. It is our hope that a more inclusive and equal society will be the result of the disabled becoming more visible to the rest of us, including the policy makers. Over the next three years, we hope to work on a large scale programme that will make the right to accessibility a reality. The campaign on accessibility will draw inspiration from the Prime Minister's own Sugamya Bharat Abhiyan or Accessible India Campaign, which was announced in 2015.

Designed to create awareness about the challenges of accessibility in the built, mobility and digital environments, APD's tech enabled "Yes to Access" campaign hopes to engage a large section of the able population to join hands in removing the cloak of invisibility and bring the disabled into the bright light of a more equal and inclusive India.



Jacob Kurian
Honorary Secretary

CEO'S MESSAGE

With 64 years behind us, we continue to empower disabled communities in India. Guided by WHO's CBR Matrix and SDGs, we are focused on innovation & inclusion, introducing impactful projects and partnerships.

As we commemorate another year of success, I am brimming with pride and gratitude for the remarkable achievements we've realized collectively. With 64 years of experience underpinning us, we grasp the profound responsibility we bear in enabling, equipping, and empowering the rural disability community in India.

Our implementation approach stands firmly rooted in the World Health Organization's Community-Based Rehabilitation (CBR) Matrix and the Sustainable Development Goals (SDGs). These goals encompass a broad spectrum of domains, encompassing education, health, poverty alleviation, and partnerships. They incubate innovation, empowerment, and inclusive communities. By strategically aligning our initiatives with these SDGs, we amplify our impact and diligently strive to foster a more inclusive and just society for all. It remains our duty to consistently explore novel, evidence-based, innovative, impactful, scalable, sustainable, and pertinent methodologies in our work for the people we serve.

Key Strategic Goals & Accomplishments

Innovation: Innovation remains the bedrock of our endeavours to address the distinctive challenges faced by Persons with Disabilities (PWDs).

Throughout 2022-23, we continued nurturing an environment of innovation, harnessing technology and research to birth pioneering solutions. We introduced a unique model of community-based projects, alongside assistive devices, accessible technologies, and design principles fostering the autonomy of PWDs.

Noteworthy and Innovative Milestones:

The ongoing codification of our best community-based rehabilitation practices holds the promise of optimizing resources, expanding our

reach, and ensuring sustainability.

The introduction of "Rehab on Wheels" exemplifies a mobile rehabilitation unit reaching those previously out of touch. Formerly inaccessible individuals with disabilities and painful conditions can now access therapeutic services.

Our commitment to "Leaving no one behind" propelled the development of the Life Cycle Approach (LCA). This comprehensive strategy encompasses early intervention, education, skill development, livelihood support, mobility aid provision, spinal cord injury rehabilitation, community mental health counselling, and personalized social security schemes over a 3-year period. This approach, applied in aspirational districts, has proven remarkably effective.

The in-house creation of a patient hoist system, a customized wheelchair, is a transformative contribution to PWDs and their caregivers, available at affordable prices.

APD has pioneered agro-based and solar-energized self-employment opportunities, particularly for individuals with intellectual disability and spinal injuries.

A succinct certification course on Disability Rehabilitation Management was curated, benefiting numerous students in serving the community adeptly.

The integration of para-sports into our therapeutic endeavours led to PwDs winning 46 medals at both state and national competitions.

Scale: APD has expanded its footprint through strategic partnerships, extending to new geographies and states such as Kerala, Tamil Nadu, Telangana, and Andhra Pradesh.



Collaboration with 45 colleges and universities enriched knowledge-sharing and research initiatives.

Enhanced donor support underpins multiple projects, attesting to the growing trust in APD's mission.

Sustainability: Preserving the longevity of our programs remains paramount. APD has diligently bolstered financial resilience via diverse funding sources, strategic partnerships, and innovative fundraising ventures. Moreover, eco-conscious practices have earned carbon credits and propagated sustainable development.

Technological advancements like geo-tagging, geo-fencing, and digital voucher approval have streamlined operations.

Empowering local communities through mothers' collectives, peer networks, and various

community-based organizations (CBOs) has expanded APD's reach and influence. The "Learning & Development" initiative capacitates staff, enhancing their skills and expertise.

Meticulous Monitoring and Evaluation, exemplified by RAG analysis, fuels staff motivation and project progress tracking.

Engagement with government stakeholders leverages support and access to vital facilities. The establishment of "Parijat," a 45-bed girls' hostel, embodies the commitment to expanding training opportunities for young women with disabilities.

People, Process & Partnerships: The heart of any organization lies in its dedicated team. APD is fortunate to possess an exceptional team and streamlined processes, ensuring top-tier services for PwDs. Collaborations with kindred organizations, government bodies, and stakeholders remain pivotal to our success.



It remains our duty to consistently explore novel, evidence-based, innovative, impactful, scalable, sustainable, and pertinent methodologies in our work for the people we serve.

Anticipating the Future

As we journey ahead, our commitment to empowering PWDs and nurturing inclusivity remains unwavering. We shall persist in investing in innovation, scaling programs, fortifying sustainability, nurturing our team, refining our processes, and fostering strategic partnerships.

Together, we can dismantle barriers, challenge stereotypes, and construct a world where PWDs flourish.

I extend my heartfelt appreciation to our donors, partners, staff, and volunteers for their unwavering dedication and support. Your belief in our vision and dedication to our mission have been instrumental in our journey. Collectively, we metamorphose lives and leave an enduring impact.

Here's to another year of transformative change!



Dr. N.S. Senthil Kumar, PhD (Rehab)
CEO, The Association of People with Disability



Journey of APD

1987
Horticulture Training Centre begins in Jeevan Bhima Nagar.

1988
Ananda Ashram gifted by Santu Ramaswamy Swamiji. Urban Slum Outreach Programme (USOP) launched.

1983
Orthotic Appliances and Training Centre established to manufacture mobility aids.

1981
APH faces financial difficulties and borrows heavily each month.

1975
Home-Based Programme (HBP) initiated to support displaced PwDs. Community-based rehabilitation (CBR) starts in observance of the International Year of Disability. Industrial Training Centre was started to train Youth with Disabilities

1970
HEKS and Bread for The World of Germany donate ₹30 lakh—new building inaugurated by Shri. V.V. Giri, President of India.

1965
Indian Telephone Industries begins providing work to APH. Other companies like BEL and ITC also start offering work opportunities.

1961
Foundation stone for the workshop is laid by Maharaja Shri Jayachamarajendra Wodiyer, Governor of Mysore.

1960
V.T. Padmanabhan donates 2 acres of land in Lingarajapuram for the Association's use.

1959
The group officially adopts the name "The Association of the Physically Handicapped (APH)" and registers under the Mysore Societies Act, with 10 committee members elected.

1958
Meeting held at Woodlands Hotel, attended by individuals responding to a newspaper advertisement for starting a centre for persons with disabilities (PwDs).

1992
Advance Industrial Training Centre faces financial losses, leading to the workshop's closure. Focus shifts to rehabilitation and reaching more PwDs.

1997
APH renamed as "The Association of People with Disability (APD)."

2001
Government leases 5 acres land on Doddagubbi Road, Hennur for APD's Horticulture Training Programme

2013
Goonjan software (MIS) streamlined within the organization and partner NGOs. Remote training for frontline stakeholders (PRERNA project) initiated.

2015
Early Intervention programme introduced in five districts, with the support of six partners and Azim Premji Foundation.

2016
NS Hema, Founder of APD, passes away.

2017
Rehabilitation with enhanced technical skills like audiometry, speech and language therapy, and occupational therapy is established. NS Hema Memorial Award announced.

2018
APD granted 'Special Consultative' status by ECOSOC. Focused efforts in 14 districts under the Rural Livelihood programme. CDM is renamed IDRR.

2020
• APD's COVID-relief measures extended through multiple projects.
• APD appointed State Nodal Agency for National Trust Act.
• APD is integrated as part of NITI Aayog Standing Committee

2019
• Centre for Spinal Cord Injury Rehabilitation and Research (SCIR) established in Jeevan Bhima Nagar campus with 23 inpatient beds. In collaboration with SELCO, energy-based livelihood opportunities created for SCIR beneficiaries.
• Disability Awareness for School Children (DASC) initiated.
• Livelihood initiatives extended to South Indian states.

2022
Launch of two high-impact projects:
Life Cycle Approach which guarantees multiple age group centric with comprehensive services to PwDs and **Rehab on Wheels (RoW)**, a first of its kind doorstep rehabilitation services to PwDs.
• CMHP reach expanded to more taluks. APD's 3-year strategy to work on innovation, scale and sustainability established.
• APD wins HCL Grant for a 3-year project under the SCIR programme

2004
APD expands programs to other districts of Karnataka. Partnerships established with Basic Needs India, IDCS India, and Motivation-UK.

2007
APD receives the Kempegowda Award.

2008
APD celebrates its Golden Jubilee year. Spinal Cord Injury Rehabilitation programme and newborn screening for developmental delays launched.

2011
District Disability Model launched. APD awarded Best NGO in the disability sector in Karnataka.



GUIDE TO UNDERSTANDING THE DATA

in the Annual Report 2022 - 2023

Programme Data:

To help the reader understand the depth and impact of our work, we have expanded this section. Please note that the diversity of our programs and modes of delivery, make cross-programme comparisons impossible. Numbers within a programme may differ due to variations in the data. We have avoided any assumptions or extrapolations in such cases.

1. Persons Impacted: This is our estimate of the total impact of our work with primary and secondary beneficiaries. Our comprehensive psychosocial approach works in a holistic manner with Persons with Disabilities - PwDs (Primary Beneficiaries) but also with the family and other stakeholders (Secondary Beneficiaries). The average family size is estimated at 4 members wherever data is not available.

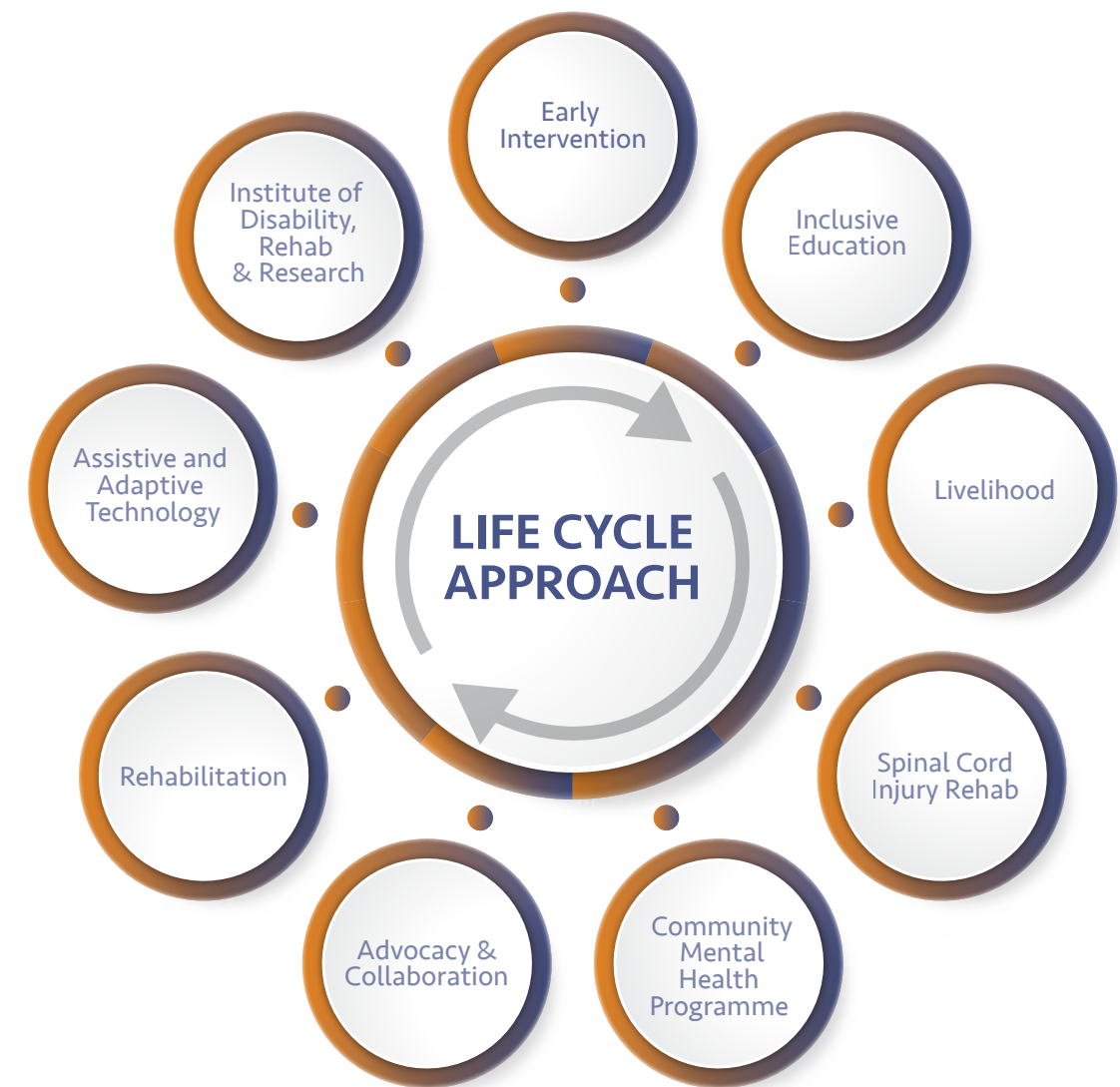
2. Service Recipients: This includes persons, usually PwDs, who are the primary beneficiaries of our service.

3. Capacity Building: All persons in the disability ecosystem, their parents & family, health workers, and government employees – the capabilities to understand and support the disability ecosystem are enumerated here.

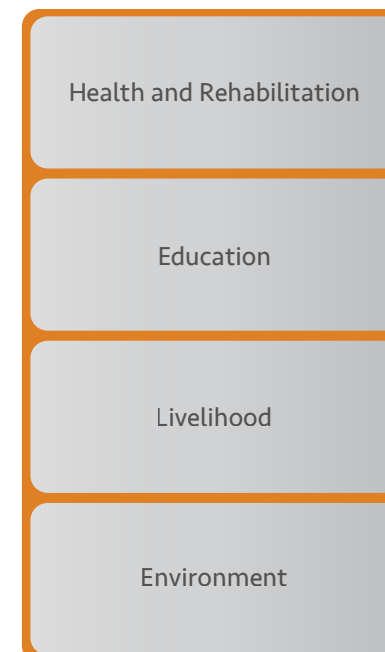
4. Sensitization: APD conducts various events and other engagements to sensitise laypersons to become more aware, empathetic and supportive of the cause of the disabled.



APD DEPARTMENTS



4 Verticals



4 Horizontals



5 Core Functions



OUR REACH AS ON MARCH 2023

Developmental Intervention	Reach			Primary Beneficiaries	Secondary Beneficiaries	Total Impacted
	Service Recipients	Capacity Building	Sensitization			
Early Intervention	3224	3423	11932	18579	12896	31475
Inclusive Education	703	581	4096	5380	2812	8192
Livelihood	2233	1080	3903	7216	8932	16148
Spinal Cord Injury Rehabilitation	1701	1210	15735	18646	6804	25450
Community Mental Health Programme	1616	626	5215	7457	6464	13921
Rehabilitation	2047	525	1363	3935	8188	12123
Institute of Disability Rehabilitation and Research	1747			1747	6988	8735
Collaborations	17423	478	3839	21740	69692	91432
Assistive and Adaptive Technology	1420			1420	5680	7100
New Initiatives -Life Cycle Approach Project	11200	4800	8800	24800	44800	69600
Total	43314	12723	54883	110920	173256	284176

Beneficiaries Impacted

Primary Beneficiaries	1,10,920
Secondary Beneficiaries	1,73,256
Total Beneficiaries Impacted	2,84,176

SUSTAINABLE DEVELOPMENT GOALS

Aligning our strategies with the Sustainable Development Goals (SDGs) is a top priority for APD as we strive to promote sustainability and make a positive impact.



EARLY INTERVENTION

Started in 2004

This programme focuses on the rehabilitation of underprivileged children with disabilities. With an emphasis on prevention, early detection, skill enhancement, and efficient service delivery, the programme involves families as interventionists through cost-effective methods.

Purpose of the programme



10% of 11.5 million people with disabilities are children under the age of 5 globally



Less than 50% children identified by the the Rashtriya Bal Swasthya Karyakram (RBSK) team report to the District Early Intervention Centres.



26% of Integrated Child Development Services (ICDS) beneficiaries experience **malnutrition** in the state



Infrastructural scarcity in Anganwadis result in **low enrolment** of children with special needs



India's current infant mortality rate stands at **26.67 per 1000 live births**, despite a decline over the past four years.

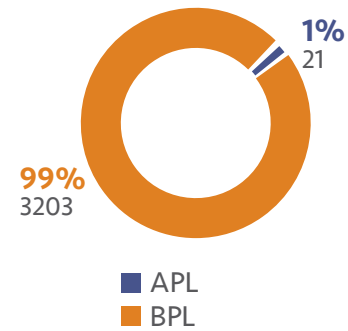
Genderwise Classification of Beneficiaries



Male 1877
58%

Female 1347
42%

BPL vs APL

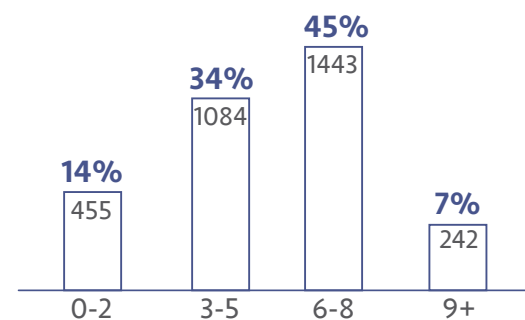


Our Impact

34% of children with special needs (CwSN) showed progress in one or more domains

6204 Villages were covered to reach 3224 CwSN.

Age Distribution



Engine of Innovation

APD's 'Mother as Interventionist' project enhanced to emphasize developing life skills for children with special needs

Engine of Scale

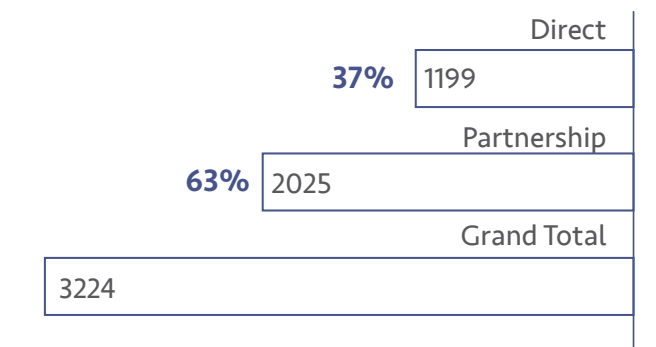
Zonal master trainers created at 7 locations
Expansion to 14 districts and 2 states
Established collaborations with 14 financial and 3 technical partners

Engine of Sustainability

22 active mothers groups formed, comprising 154 mothers who provide assistance
Expanded donor base from 2 to 9
Increased funding funnel from Rs 59 lakhs to Rs 2.7 crores.



Direct Implementation vs Partner Implementation

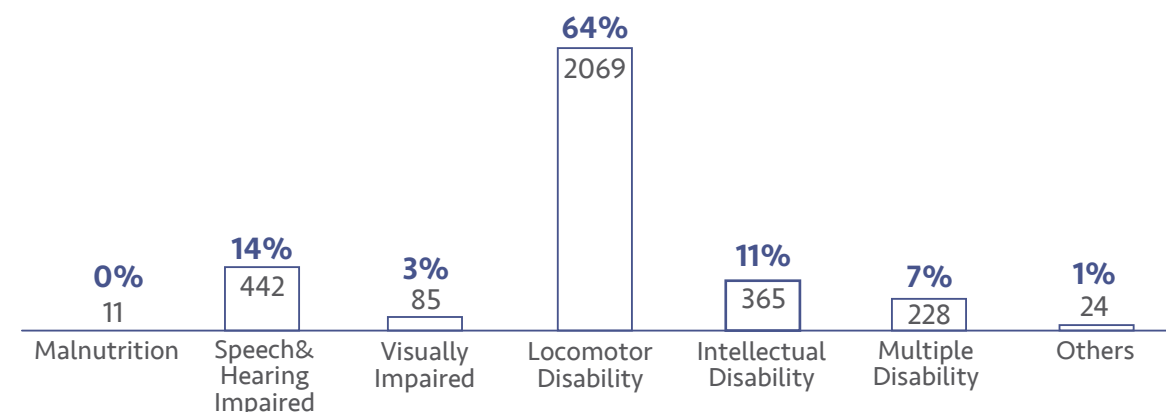


1542 Children were enrolled in Anganwadi centres.

187 CwSN received medical intervention support to promote inclusion.

602 Children were enrolled in schools.

Disability Classification of Beneficiaries





Chitra Aravind



INCLUSIVE EDUCATION

Started in 1973

The Inclusive Education unit has launched a pioneering initiative aimed at cultivating a truly inclusive and flexible education system. This initiative seeks to foster the holistic growth of Children with Special Needs (CwSNs) by ensuring their meaningful access to vital educational resources and opportunities. The aim is also to enhance the capacities of Block Integrated Education Research Teachers (BIERT) and empower all stakeholders to champion and uphold the rights of CwSNs.

Geographical Classification of Beneficiaries

Bengaluru	1143	35%
Belagavi	1434	44%
Kalaburagi	500	15%
Mysore	124	3.8%
Outside Karnataka	23	0.71%
Grand Total	3224	



Manoj's Journey from Uncertainty to Progress

Manoj, 7, was born prematurely with cerebral palsy, leaving his parents unsure how to care for him. They were referred to the Association of People with Disability (APD) by another parent who had benefited from the organization.

An interventionist from APD provided tailored support, empowering Manoj's parents to care for him. With their help, Manoj has made significant progress and can now stand with minimal support. He is ready to be enrolled in school, and we see a bright future for him ahead!

Purpose of the programme



In Karnataka, 40% of Persons with Disabilities (PwDs) lack literacy skills



Only 14% attain primary education, 6% obtain a graduate degree or higher



As per the 2014 National Survey on the Estimation of Out-of-School Children, in Karnataka, out of a total of 76,825 children with disabilities aged between 6 and 13 years who were surveyed, 23% were not attending school.

Genderwise Classification of Beneficiaries



Boys 414
59%

Girls 289
41%

Our Impact

63%

Overall improvement in reading, writing, and mathematics abilities, compared to the baseline test

304

Students benefitted from individual & structured education plans

29

Minority scholarships gained through social security schemes

67

Students obtained UDID cards

Engine of Innovation

Introduced BSG (Bharat Scouts and Guides)

Introduced pre-vocational training on horticulture for 68 children in classes 6 and 7

Development of SRC (School Readiness Centre) as functional centres.

Engine of Scale

Initiated 3 new projects through BIERTs in Bengaluru Rural, Bengaluru Urban and Belagavi

Established a Memorandum of Understanding (MoU) with Jai Vakeel Foundation to implement a strategy for Children with Intellectual Disability

Engine of Sustainability

Upgraded classes to 8th standard

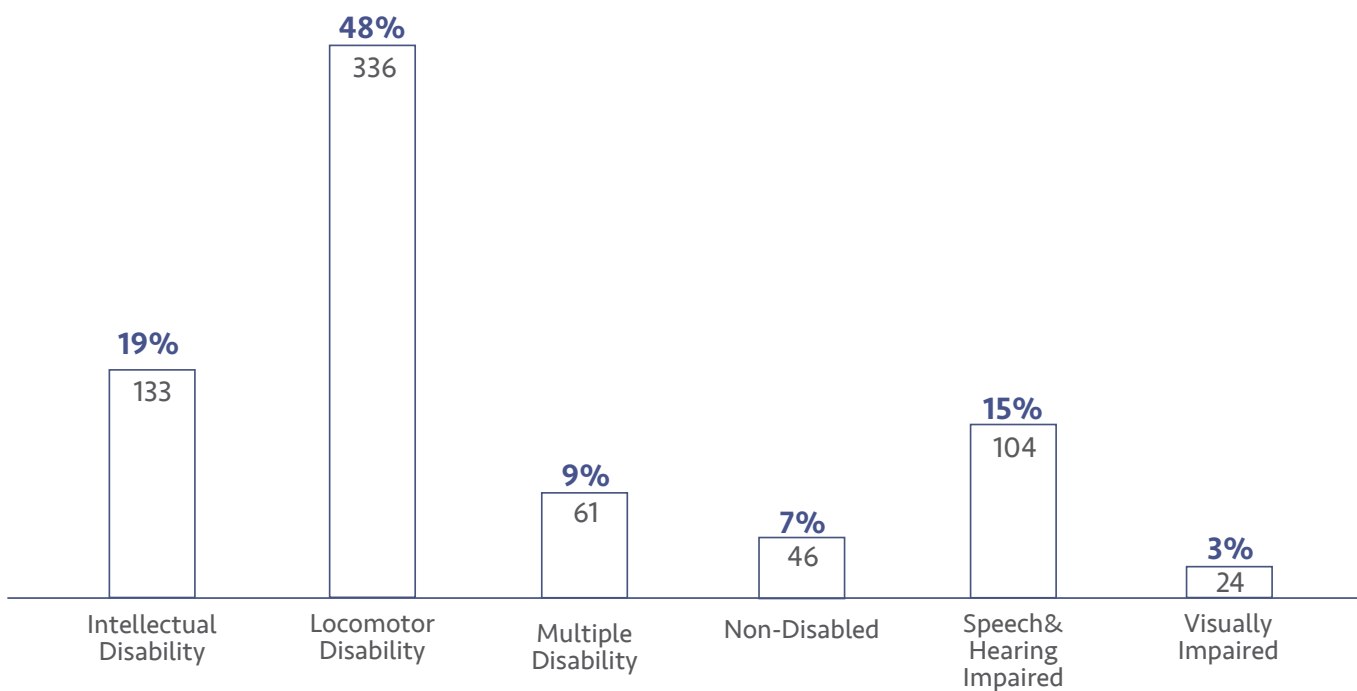
Formed SDMC Committee and Children Committee

Number of donors increased from 3 to 6 and scope has been extended

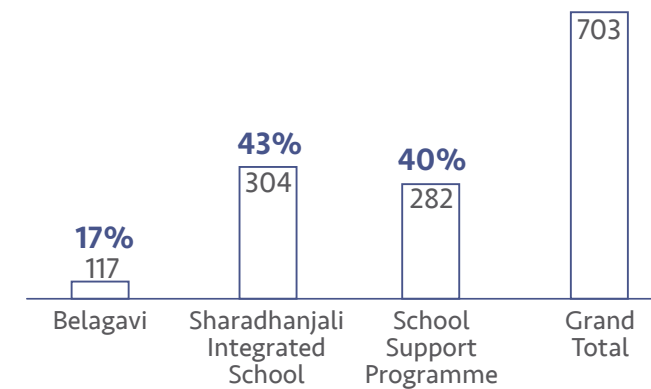
Strengthened government collaboration



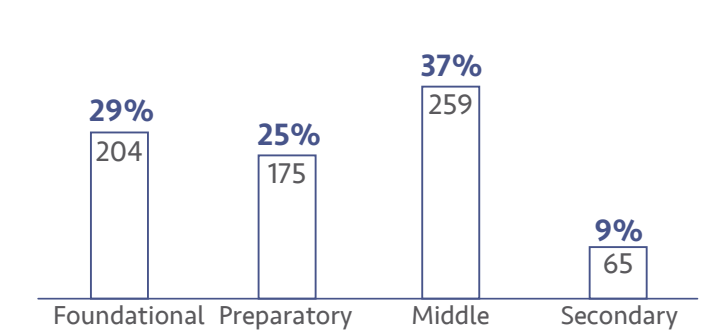
Disability Classification



Geographical Classification of Beneficiaries



Educational Stage Classification



Pawan Kumar: From Shy Start to Victory Dash

Thirteen-year-old Pawan Kumar was admitted to Class 7 of Shradhanjali Integrated School in 2022. Due to his slurred speech and lack of confidence, he kept to himself and found socialising challenging. After a few months with dedicated therapists and supportive teachers, Pawan's life took a remarkable turn when he was encouraged to participate in the Paralympics.

Pawan's initial hesitation dissolved as he dedicated himself to training and competitions. His hard work paid off when he secured 3rd place in the 100 metres event at the Para Athletic Championship 2022. He even clinched 1st place in the javelin throw at the Paralympic Championship 2022.

Now, Pawan takes immense pride in sharing his experiences and the joy he has derived from participating in various sports events. He is determined to continue pursuing his dreams in athletics, aspiring to achieve even greater milestones.



SPINAL CORD INJURY REHABILITATION

Started in 2001

With a "Cot to Community" approach, we aim for the comprehensive rehabilitation of socio-economically backward persons with Spinal Cord Injuries in rural Karnataka

Purpose of the programme

WHO estimates **250,000 to 500,000** SCI cases annually (global)

Our project estimates around **1,000 cases annually** in Karnataka, with a majority in rural areas

Spinal cord injury is often **grouped under locomotor disability**

Not enough organized federations are present for **advocacy and support**

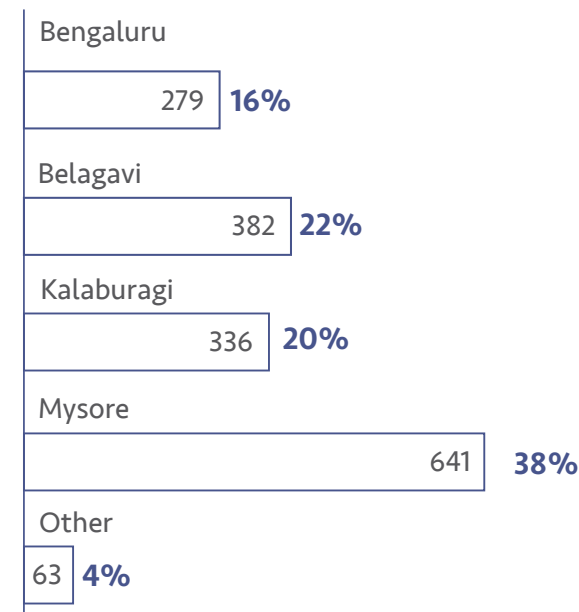
Spinal cord injury is considered the **costliest ailment**, according to the Rehabilitation Council of India

People with spinal cord injuries are **2x to 5x more likely to have premature mortality rates** than those without such injuries

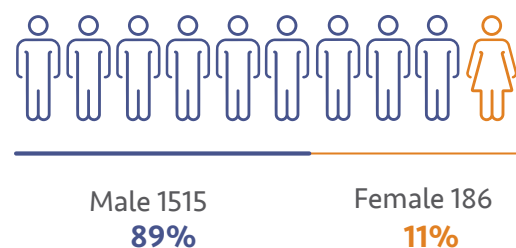
Our Impact



Geographic Classification



Service Recipients



Engine of Innovation

Cost effective innovation research on wheelchair and patient hoister

Engine of Scale

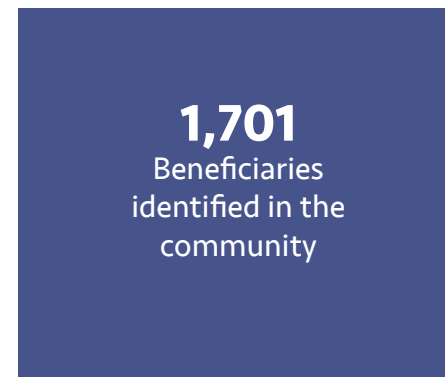
Project geography expanded from 8 to 18 districts.

Collaboration with Spinal Cord Injury Prevention Society across India

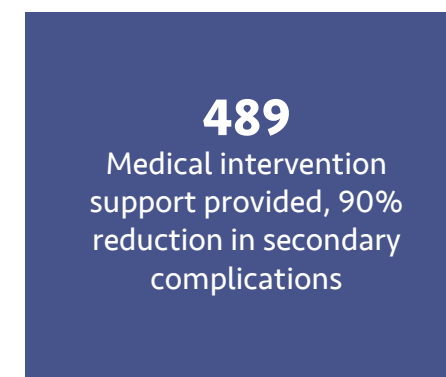
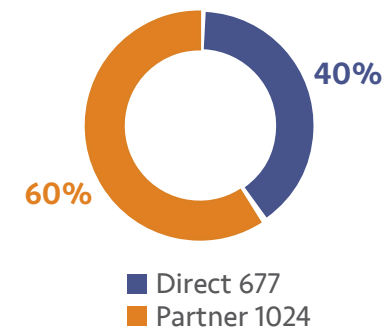
Engine of Sustainability

7 peer trainers for community facilitation.

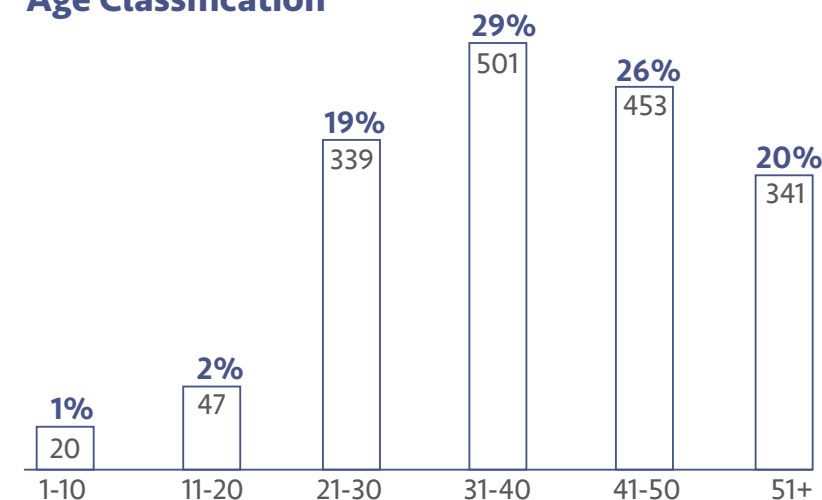
3 new CBOs at district level for Policy & Advocacy"



Implementation Reach



Age Classification



Dancers Don't Need Wings to Fly

Shreya, 10, faced unique challenges in life due to her condition, Spina Bifida. Despite being unable to walk or feel any sensation in her lower body, she had a strong passion for dancing.

When she was 6, she was referred to APD's Spinal Cord Injury Rehabilitation (SCIR) department by a former beneficiary. Thanks to the therapy and support received from the centre, Shreya underwent medical interventions and rehabilitation, empowering her to achieve her aspirations.

Shreya also received a customized wheelchair that perfectly suited her needs. She was trained in advanced wheelchair skills, allowing her to dance with grace and awe-inspiring passion. Her determination and joy are evident as she expresses herself on stage.



COMMUNITY MENTAL HEALTH

Initiated
in 2004

The Community Mental Health Programme aims at comprehensive rehabilitation for People with Mental Illnesses (PwMI) who require psychological, social, and economical rehabilitation.

Purpose of the programme



A NIMHANS study reports that nearly **150 million Indians** are in need of mental health care services, but fewer than **30 million** seek care



Over 10% of the population has diagnosable mental health or substance use disorder



Due to a **lack of education and awareness** concerning psychological disorders, mental health disorders often remain hidden



Rural parts of India face a shortage of mental health professionals, resulting in **insufficient treatment options** for individuals seeking help.



India has **0.75 psychiatrists for every 100,000 patients in India**. The desired number is anything above 3 psychiatrists per 100,000



Less than 1% of the country's total **budget for health** is allocated for mental health.

Our Impact

1616

Persons with Mental Illness (PwMI) served through the year

Key Highlights

Implementation of new tools: MERIT, PHQ9, and The Modified Caregiver Strain Index.

APD appointed as a member of Mental Health Review Board for Kalaburagi and Belagavi Divisions by the state govt.

Presentation of a paper titled "Challenges and Opportunities for Caregivers of Persons with Mental Illness" at the National Conference on 'Rethinking the Idea of Disability' in Mysore, highlighting the Davanagere fellowship programme as a noteworthy initiative.

Service Recipients



Male 842
52%

Female 774
48%

Members of SHG, DPO & others

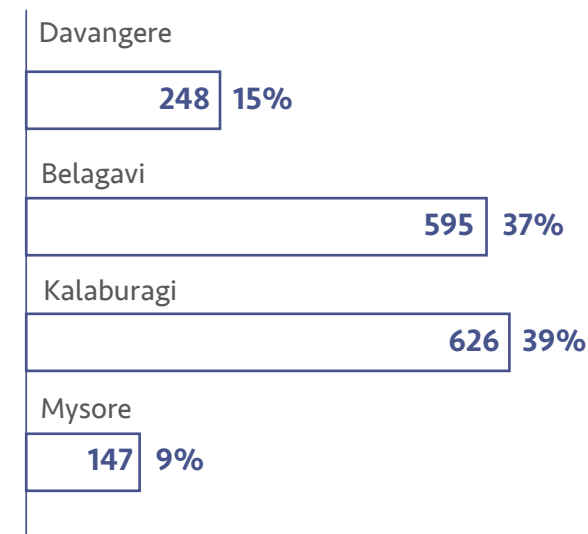


97%

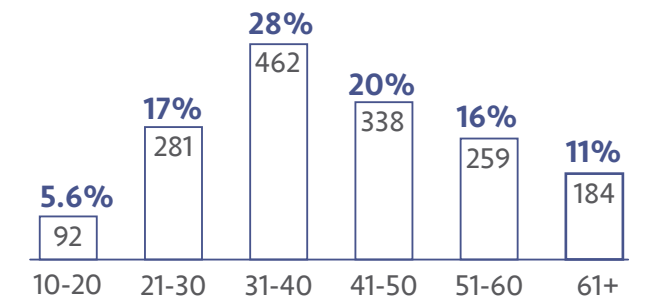
being below poverty line
1564 BPL & 52 APL



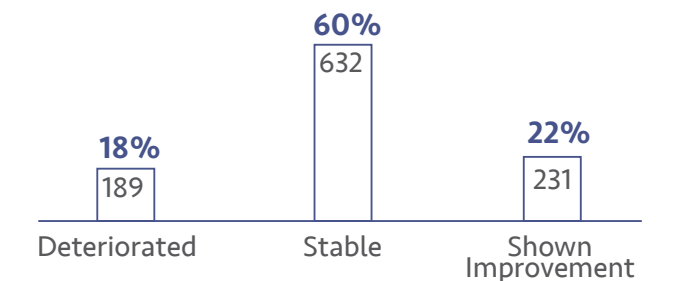
Geographical Classification



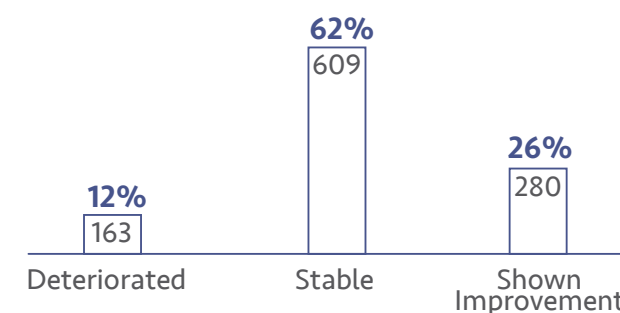
Age Classification



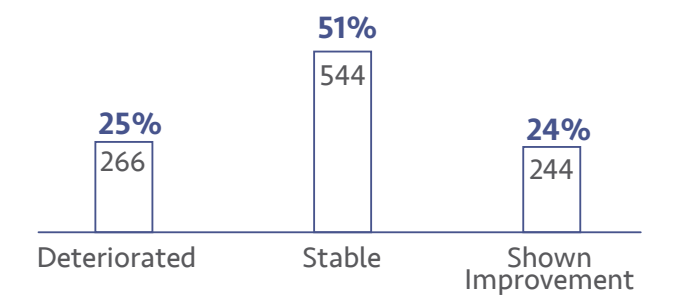
Social Acceptability



Activities of Daily Living



Interpersonal Relationships



Engine of Innovation

Mental health programme initiated in Shradhanjali Integrated School

Position of clinical psychologist filled

Engine of Scale

1616 persons with mental illness reached

Expanded the programme to Mysore division

Engine of Sustainability

Formed 29 career self help groups (SHGs) at the village-level with 271 memberships and Rs 2.4 lakh in savings

Formed 17 federations at 4 taluks with 652 members

APD became a member of the Mental Health Review Board – Kalaburagi and Belagavi division



Overcoming Mental Illness

Sitaram, a 38-year-old resident of Aland taluk in Gulbarga, lives with his wife and two children. Since the age of 6, Sitaram has battled with mental disturbances, just like his parents who have been undergoing treatment for a prolonged period. After completing his 10th grade, Sitaram moved to Mumbai to work as a helper.



However, Sitaram's mental health took a turn for the worse as he started experiencing extreme paranoia. He became convinced that someone was following him, experienced sleep disturbances, and frequently fought with his wife. Concerned about his well-being, Sitaram's family took him to Dharwad for an assessment, where he was admitted for 15 days to receive further treatment. Unfortunately, the long distance between Gulbarga and Dharwad made it challenging for the family to attend follow-up sessions, leading to a worsening of Sitaram's symptoms. This, in turn, had a detrimental impact on their daily lives, exacerbating their financial struggles.

Fortunately, during a community visit to Sitaram's village, the staff from the Association of People with Disability visited his home. After thoroughly discussing the situation with the family, they counselled Sitaram's wife and referred him to the District Mental Health Program at the Aland Taluk Government Hospital.

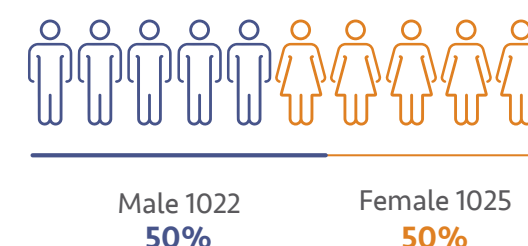
With 2-3 follow-up sessions, Sitaram's mental health gradually improved, allowing him to find work as a labourer in his village. The family is now relieved and grateful that Sitaram's condition is consistently monitored and managed.

REHABILITATION

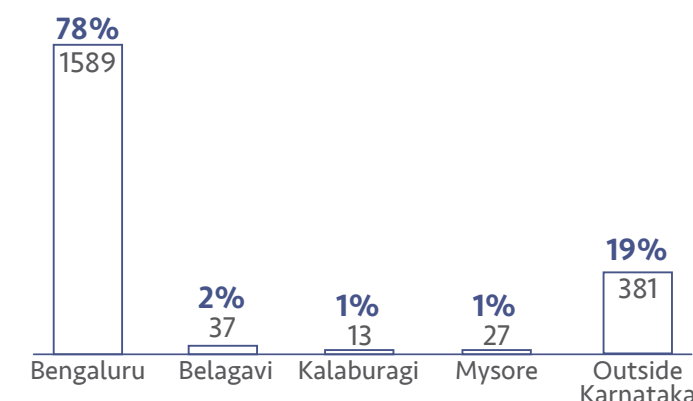
Started in 1982

The Rehabilitation programme's objective is to deliver comprehensive biopsychosocial rehabilitation through a multidisciplinary team. This approach caters to a wide range of ailments, aiming to enhance functional independence and elevate the overall quality of life. The programme focuses on offering physiotherapy, occupational therapy, as well as speech and language therapy, counselling, and employing systematic assessments for diverse orthopaedic and neurological clinical cases.

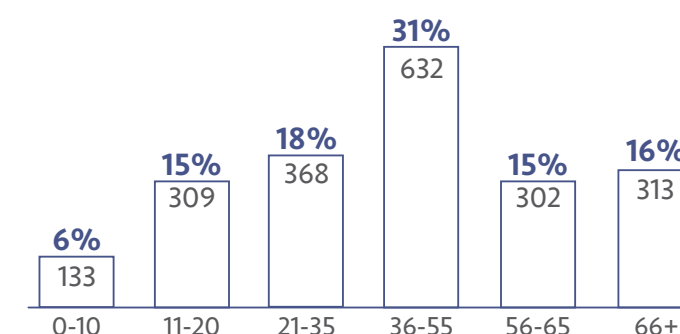
Gender Classification of Beneficiaries



Division Classification of Beneficiaries

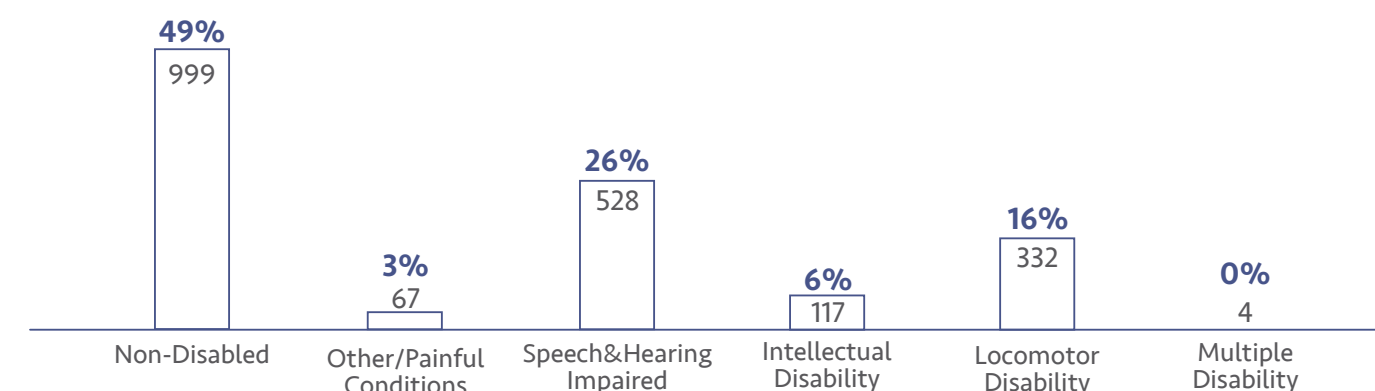


Age Classification of Beneficiaries



Unit	No of Beneficiaries	No of Services
SLT	1284	7751
PT	1523	10287
OT	598	9186
Autism Clinic	11	93
Psychology	237	510
Total	3653	27827

Disability Classification of Beneficiaries



Engine of Innovation

Established Rehab on Wheels

Proficient instructors and master trainers established within every rehabilitation initiative

Engine of Scale

Intensified rehabilitation for Livelihood and LCA beneficiaries, and SIS students through dedicated staff, revised assessments and delivery models

Focused increase in walk-ins & services extending to general public

Engine of Sustainability

Effective collaborations with other internal programs

Beneficiary contributions towards services provided



*A pivotal goal was the establishment of our **Rehab on Wheels** project, bringing accessible and top-notch rehabilitation services right to people's doorsteps, while also fostering health and disability awareness within the general public.*

REHAB ON WHEELS

Started in 2022

Conceived in the year 2018 and launched in November 2022. Designed to deliver cost effective and affordable rehabilitation services to reach the last mile.

The launch of Rehab on Wheels, India's pioneering mobile rehabilitation unit, has transformed the lives of elderly individuals and those suffering from painful ailments in vulnerable urban areas of Bengaluru.

Through local collaborations with over 14 geriatric homes and 4 special schools, a significant gap in rehabilitation needs has been bridged. The team's dedication to sensitization through face-to-face visits, effectively communicating their working philosophies and infrastructural capabilities, has garnered popularity for the programme.

With services that meet the medical standards of corporate hospitals, the team has been able to reach an average of 40 beneficiaries per working day, making a profound impact in the community.

Beneficiaries reached



Services Provided



Service points (Locations)



Area travelled (in Kilometres)



Distributed assistive devices / wheelchairs



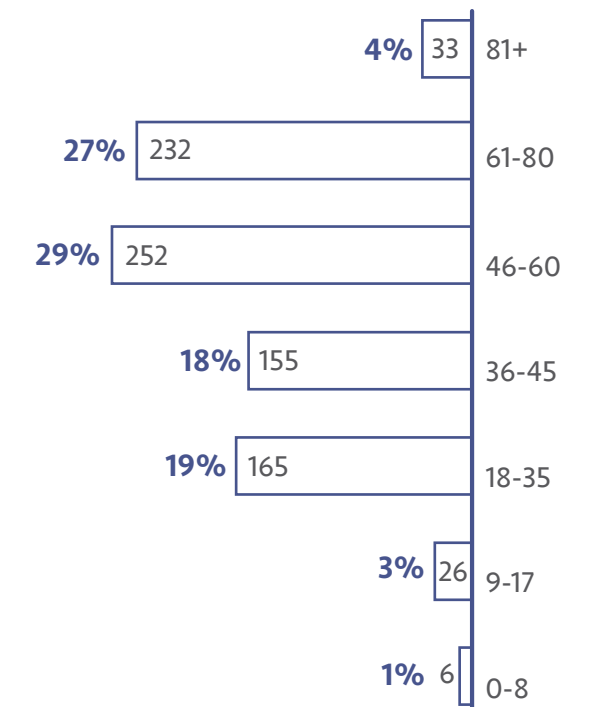
Gender Classification of Beneficiaries



Male 570
36%

Female 339
64%

Age Classification of Beneficiaries



LIVELIHOOD

Started
in 1959

This programme aims at equipping, enabling and empowering people with disabilities with suitable livelihood opportunities so that they can lead functional & financially independent lives through skilling, employment, and rehabilitation.

Purpose of the programme

Only **0.37%** of all posts in ministries and departments, **0.44%** posts in public sector companies filled by PwDs

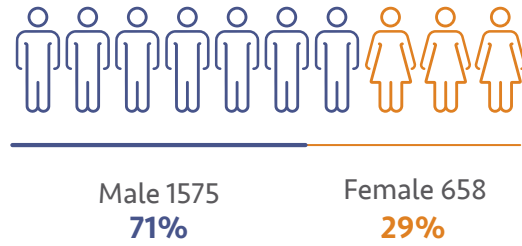
Over **15,000** reserved job vacancies in government and public sector yet to be filled

No. of placements of PwDs by employment exchanges has seen **steady decline**

NREGA operational guidelines 2008 states "If a rural disabled person applies for work, work suitable to his/her ability and qualification will have to be given."

Of the total people employed under NREGA, only **0.67%** were PwDs

Gender Classification of Beneficiaries



Our Impact

98%
of beneficiaries in livelihood training graduated from the programme

42%
Earn more than Rs 10,000 per month

Engine of Innovation

Mushroom cultivation training initiated

Established Inclusive Cricket League 2022 at Kalkere, Bengaluru with 300+ stakeholders

Incorporated Sports for Health and Inclusion in the curriculum

Engine of Scale

This project pans across 5 states in South India through partnerships

Established a new network to enhance horticulture training at Bayer Crop Science Breeding Station in Chikkaballapura

Signed an MOU with the Bengaluru Chamber of Industry and Commerce (BCIC)

Engine of Sustainability

Identified a database of over 30 new employers

Over 150 opportunities in the pipeline

Successfully revived life skills training programme

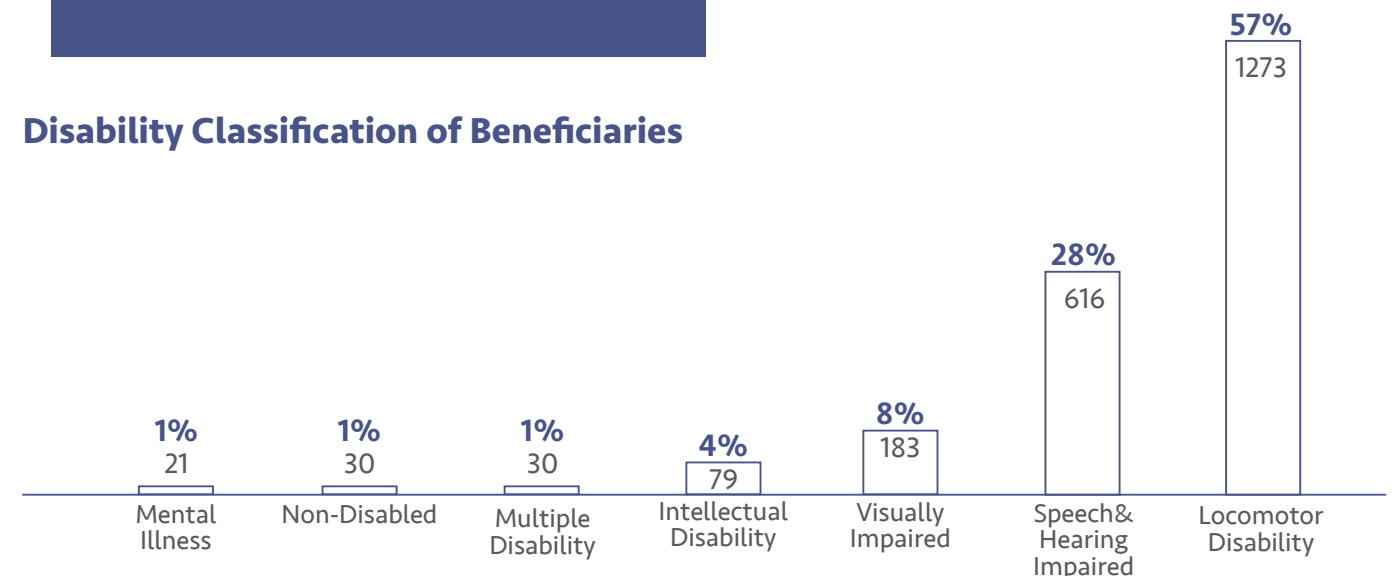


90%
Placed in jobs

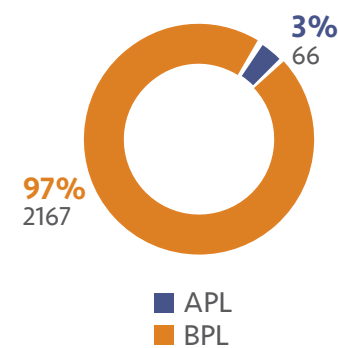
1926
Beneficiaries now employed, increasing many family incomes

87%
Continue to be employed beyond 3 months

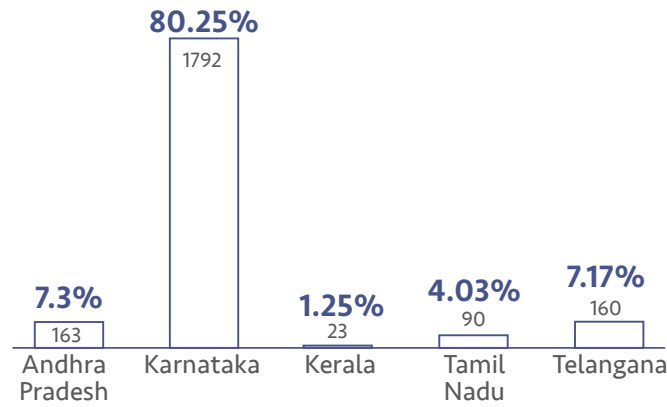
Disability Classification of Beneficiaries



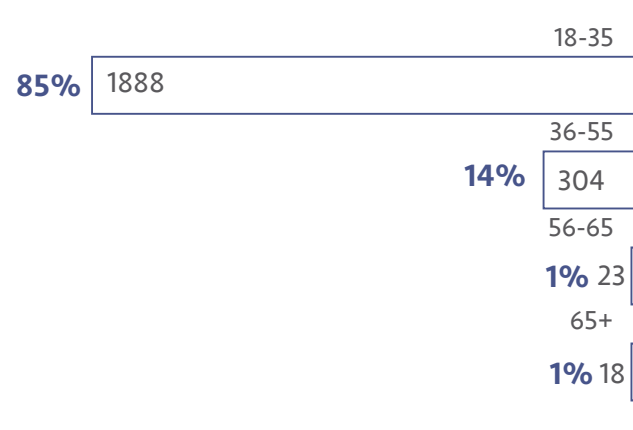
Socio Economic Status



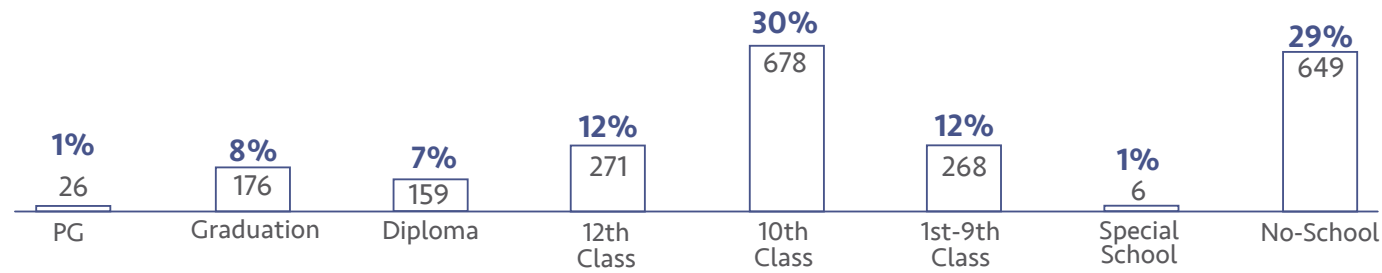
Geographical Classification of Beneficiaries



Age Group



Educational Category



Chandrakantha: Defying the Odds

Chandrakantha, a 28-year-old individual hailing from Kalaburagi District, introduces himself as a dwarf and someone who battles multiple diseases. His father, a coolie by profession, serves as the primary breadwinner, responsible for the well-being of their family, which includes Chandrakantha, his mother, and two brothers. After learning about APD, he joined the livelihood training programme, which proved to be a turning point in his life. Through the training, Chandrakantha gained confidence and witnessed significant improvement in his skills.

Following the completion of his training, Chandrakantha secured a job placement at Mitti Café, where he currently works as a cashier. His monthly salary amounts to Rs. 9000/- and the job comes with the additional benefits of food and accommodation. Chandrakantha is immensely grateful and happy at how his life turned around through this intervention.



Social benefits and facilities support for beneficiaries with special needs:

- Assisted in obtaining Unique Disability ID Cards (UDID)
- Supported participation in the Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) programme
- Assisted in opening bank accounts with nationalised banks for salary purposes
- Helped with Aadhaar card corrections and applying for PAN cards
- Created awareness about other social security schemes



INSTITUTE OF DISABILITY, REHABILITATION & RESEARCH (IDRR)

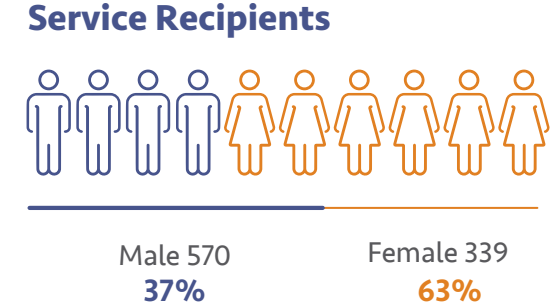
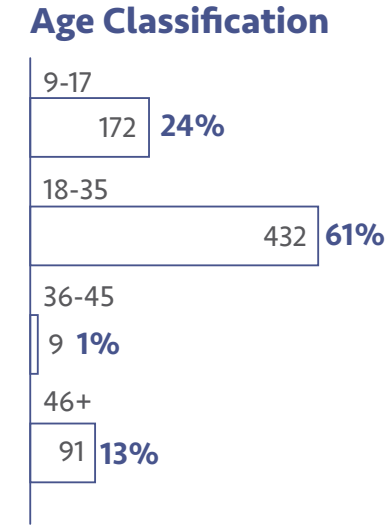
Started in 2014

Fostering academic and research excellence in rehabilitation, disability prevention, and management.

Purpose of the programme

- To align with **WHO's Rehabilitation 2030** initiative, which asserts rehabilitation should be available for all, through all stages of life
- Karnataka is home to **13.24 lakh** people with disability (as per Census 2011)
- Scarcity** of rehabilitation services under government programs.
- Demand for **speciality services** like hydrotherapy, sensory integration, and behavioural interventions.
- Lack of **affordable** specialist rehabilitation services in rural areas, and shortage of skilled staff

Our Impact



Engine of Innovation

Research unit of the organisation set up, student enrollment initiated

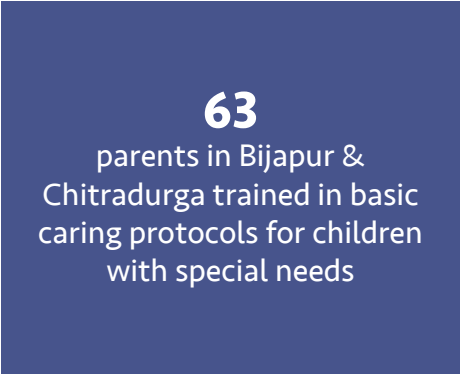
Introduced a learning and development (L&D) unit, training process initiated

Engine of Scale

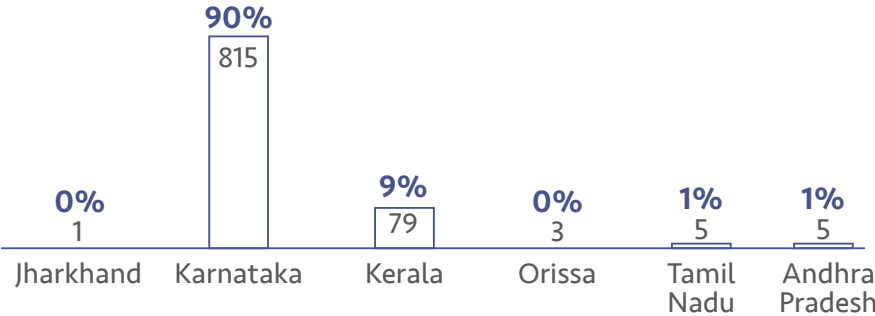
Collaborated with 49 universities Pan-India, trained 434 students in various disability rehabilitation services

Engine of Sustainability

95% placements achieved
IDRR received RCI recognition, with affiliation for 5 years



Geographical Classification



A Field Worker's Journey

Rajeshwari, a field worker, had been working at APD for five years in Bijapur district. She was inclined to work in the disability sector, particularly in the community. To enhance her knowledge and skills, she enrolled in the Certificate Course in Rehabilitation Therapy (CCRT) course offered by IDRR.

Initially, Rajeshwari struggled to comprehend the subjects, as it was entirely different from her core skills. However, with her teachers' and friends' guidance and support, she managed to stay on track. Her hard work paid off, and she successfully completed the course with outstanding results, securing 796 marks.

Today, Rajeshwari works on the Life Cycle Approach (LCA) project at Yadgiri. She is able to effectively apply the knowledge she gained through the course, and draws immense satisfaction working in the disability sector. What's more, the job has also enabled her to provide financial support to her family, helping her son complete his education and pursue MBBS.



POLICY ADVOCACY AND GOVERNMENT INTERFACE

Started in 2005

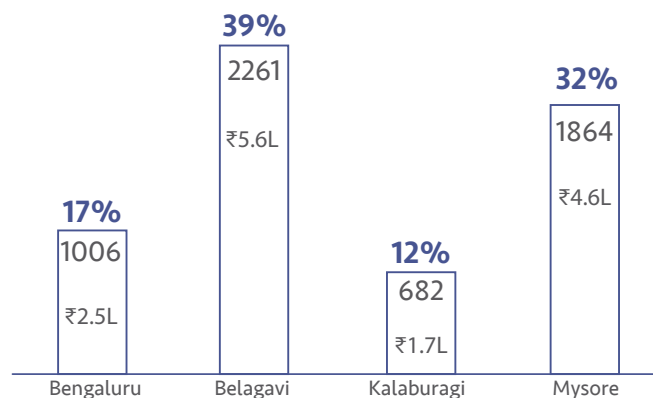
Policy Advocacy networks and collaborates with educational institutions, DPOs, NGOs, and govt. stakeholders to influence policy change and the inclusion of PwDs through strengthening knowledge, practice, and attitudes.

Our Impact

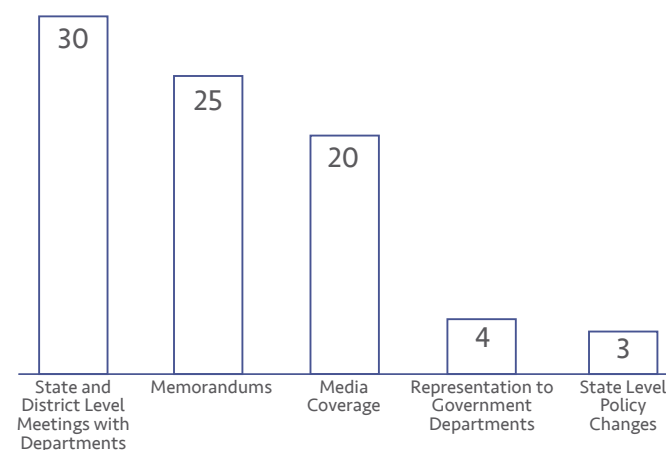
Under the MGNREGA scheme, 2010 new cards were provided with the support of RPD taskforce, guaranteeing a total of Rs 1.74 crores in funds for PwDs.	2000 retrofitted two-wheelers approved by the Disability Welfare Department, worth Rs 15 crore
Rs 5.26 crore worth health insurance ensured for 526 NIRAMAYA beneficiaries	Rs 59.61 lakh accessed by 269 PwDs for assistive devices
Rs 55 lakh Aadhaar card loan ensured for 55 PwDs	9 news items published in local newspapers on PwD issues, 25 memorandums submitted to various govt. departments

91432 Persons Impacted • Capacity Building - 478 • Sensitization - 3839

NIRAMAYA Beneficiaries' Insurance Claim and Reimbursement



Policy and Advocacy Influence



Engine of Innovation

LENS programme (formerly DASC) influenced the syllabus of the international organization Bharat Scouts and Guides, leading to the inclusion of children with disabilities (CwDs).

Discussions are underway regarding a systemic change proposal at the state government level in response to the LENS programme.

Engine of Scale

As technical partner, APD to set up SCIR centres in Hubballi & Bengaluru. Finance concurrence awaited from the government.

APD's representation in various committees has increased from 10 to 18, ensuring the sector's voice is heard for inclusive practices.

Engine of Sustainability

Govt issued a GO for the formation of 6,250 Disabled People's Organizations (DPOs) and 6,250 Self-Help Groups (SHGs) of carers, totalling 12,500 SHGs.

Initiated a tripartite MoU between the Government of Karnataka, APD, and BOSCH for State Home Inmates, aiming to cover over 500 inmates.

Child-centric govt grant enhanced from Rs 60 Cr. to Rs 82 Cr., resulting in a 50% increase in staff salary grant.

Allocation of honorarium for Village Rehabilitation Workers (VRW) and Mobile Rehabilitation Workers (MRW) has been increased from Rs 53 Cr. to Rs 65 Cr.



Transforming Healthcare Access for Persons with Disabilities: The NIRAMAYA Journey in Karnataka (2020-2023)

In India, the Constitution recognizes the right to life and personal liberty under Article 21. Although health isn't explicitly mentioned as a right, judicial interpretations have incorporated it within Article 21. Furthermore, the Directive Principles of State Policy (DPSP) in Chapter IV of the Constitution outline the state's responsibilities, including promoting welfare, protecting health, providing assistance in cases of sickness and disability, and improving public health.

NIRAMAYA health insurance addresses the needs of Persons with Disabilities (PwDs) with conditions such as Autism, Cerebral Palsy, Intellectual disability, and multiple disabilities. The COVID-19 pandemic exacerbated health concerns for PwDs, especially those in the National Trust Act category facing economic hardships and poverty. APD, as the state's nodal agency

centre of National Trust, initiated the NIRAMAYA health insurance process in Karnataka in 2020-21, collaborating with the Women and Child Development Department, Disability Directorate, Commissioner of PwDs, and Municipal Administration to advocate for policy guidelines and resources for PwDs.

In 2020-21, APD submitted request letters to 30 district Deputy Collectors, Chief Executive Officers, District Disability Welfare Officers, and urban planning directors, urging them to issue circulars allocating 5% of resources to NIRAMAYA insurance. Simultaneously, memorandums were submitted to the Directorate of Municipal Administration and Disability Directorate to issue circulars. Responding to these efforts, the CEO of Bengaluru Urban District directed all Panchayat Development Officers to ensure NIRAMAYA coverage at

the Gram Panchayath level under the 5% resource allocation. This proactive approach led to 11 district administrations issuing circulars to urban local bodies, promoting the importance of NIRAMAYA in 30 districts.

Due to the COVID-19 pandemic, follow-up activities with government departments were deprioritized in 2020-21. However, in 2021-22, after the lockdown, the Policy Advocacy (PA) and Government Interface (GI) team resumed their efforts.

Eventually, the state government issued an order allowing NIRAMAYA health insurance premiums to be covered under the 5% resource allocation for urban local bodies.

In 2022-23, the PA and GI team engaged with the Disability Directorate to increase budget allocations for NIRAMAYA health insurance premiums. In the 2021-22 financial year, only Rs 1 lakh was allocated for NIRAMAYA health insurance. Intensive discussions and orientations on NIRAMAYA were held with district-level officers over 10 meetings. As a result, the directorate recognized the necessity of NIRAMAYA premiums, releasing an average of Rs. 30,000 per beneficiary for premium payments. NTA-registered organizations were also mobilized to support PwDs in accessing NIRAMAYA. Approximately Rs 6 lakh was allocated to NGOs in Karnataka, covering 2400 beneficiaries, while APD received Rs. 1.70 lakh for premium payments in neighbouring and LCA districts.

A Knowledge, Attitude, and Practice (KAP) Study was conducted on the LENS programme (previously known as Disability Awareness for School Children), involving 100 children from 68 schools in the Doddaballapura education block. The findings revealed:

75%
of the children were actively involved in raising awareness about disabilities in one way or another

24%
of the children spoke out against the ill-treatment of children with disabilities (CwDs).

63%
of the children demonstrated an increased awareness and positive attitude towards CwDs

63%
of the children acknowledged that people in their community exhibited a positive attitude towards Persons with Disabilities (PwDs).

82%
of the children expressed their willingness to have a person with a disability as their neighbour.

LEARNING EMPATHY, NOT SYMPATHY (LENS)

A disability awareness programme for school children



LIFE CYCLE APPROACH

Purpose of the programme

The Life Cycle Approach (LCA) ensures the provision of tailored services catering to various age groups within combined groups of **Persons with Disabilities (PwDs)**. This approach guides them on a path of progress to attain their specific goals within predefined timeframes, thereby fostering positive outcomes.



The approach is also a **cost effective** way of implementing projects as compared to the stand-alone projects.



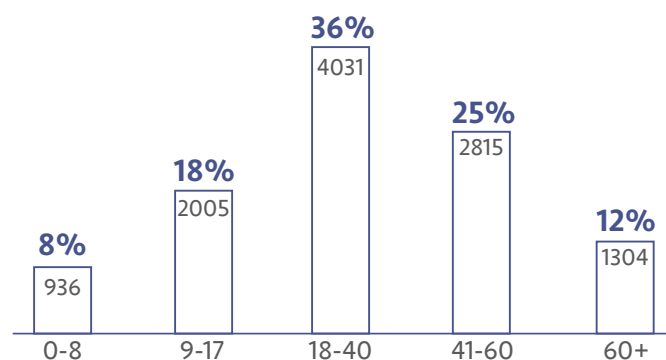
This initiative represents the integration of all of APD's programs within the selected regions of Yadgiri, Chitradurga, Srinivaspur, and Raichur. The aim is to **harness the collective capabilities of these projects** to provide services through both internal and external referrals.



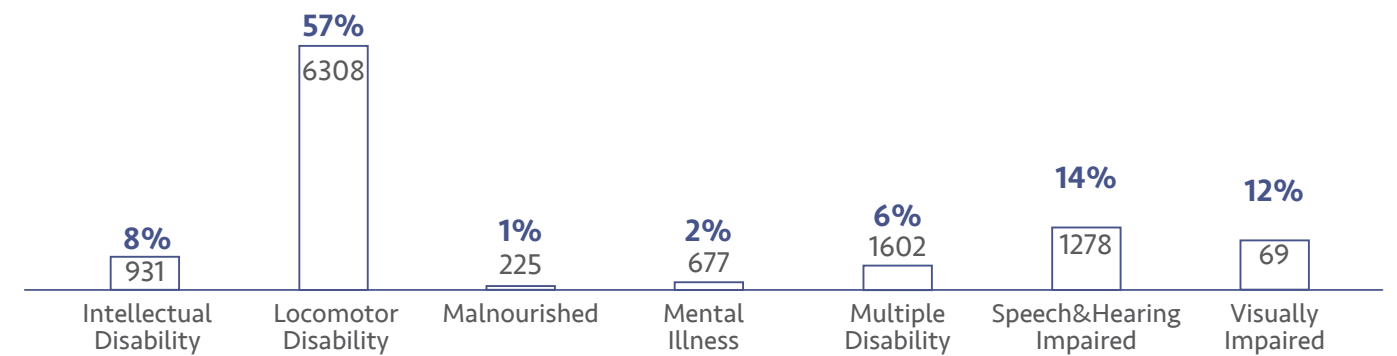
Genderwise Bifurcation



Age Group Bifurcation



Disability Classification of Beneficiaries



Tejaswini Challenges Thalassemia

Tejaswini, born full-term weighing 2 kg, progressed through her early milestones smoothly until a health setback emerged at age two, marked by jaundice and low haemoglobin levels. Despite initial hopes of recovery, recurring fevers struck every 15 days. Tejaswini was soon diagnosed with Thalassemia, necessitating regular blood transfusions.

Amid financial challenges, her family sought treatment across healthcare institutions and turned to government hospitals. Despite her academic promise, her health struggles led to missed classes, dampening her spirits. Tejaswini's sister, Vandana, shared the same Thalassemia diagnosis, both requiring bi-monthly transfusions to avoid severe symptoms. While Vandana was lucky enough to find a potential bone marrow transplant in her brother, Tejaswini continues to await a compatible donor, with each hospital visit incurring substantial expenses. Support from APD and the Mindtree Foundation has been invaluable in their journey.

PwD Inclusion in Gram Sabha



The Gram Sabha is at the heart of village development, focusing on local governance and development discussions. It was mandated by government orders on July 25, 2019, and October 29, 2022, to hold special Gram Sabhas for persons with disabilities in Karnataka. Yadgiri district initiated these special Gram Sabhas on November 3, 2022, and November 17, 2022, with objectives including addressing the needs of Persons with Disabilities, resource allocation, and disability-friendly environments. The impact was significant, with 96 Gram Sabhas held, involving 3360 persons with disabilities who raised concerns and led to tailored initiatives and MNRGEA job issue resolutions. APD played a significant role in ensuring the participation of PwDs in Gram Sabhas.



Life Cycle Approach Projects

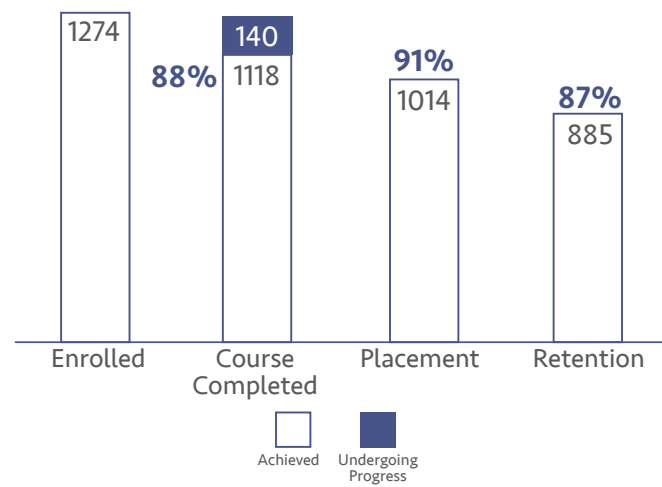
LCA Project	Taluk Coverage	Panchayat Coverage	Target Population (CwDs and PwDs)
Yadgiri	6 Taluks	67	8632
Chitradurga	1 Taluk	6 Panchayats and 8 wards	1139
Raichur	1 Taluk	3 Panchayats	703
Srinivaspur	1 Taluk	5 Panchayats	617

STRATEGIC PARTNERSHIPS

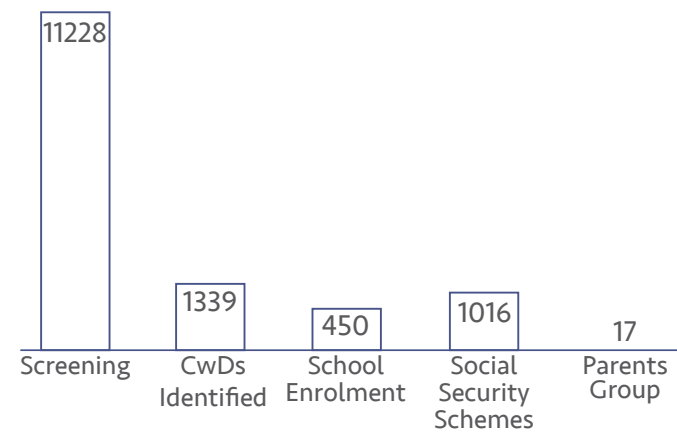
2022-23 Strategic Partnership Management details

Programme	Strategic Partner Finance	Strategic Partner Technical	Strategic Partner Consultant	Total
Early Intervention	12	7	0	19
Spinal Cord Injury Rehabilitation	3	3	0	6
Livelihood	13	0	1	14
Community Mental Health Programme	0	1	0	1
Total	28	11	1	40

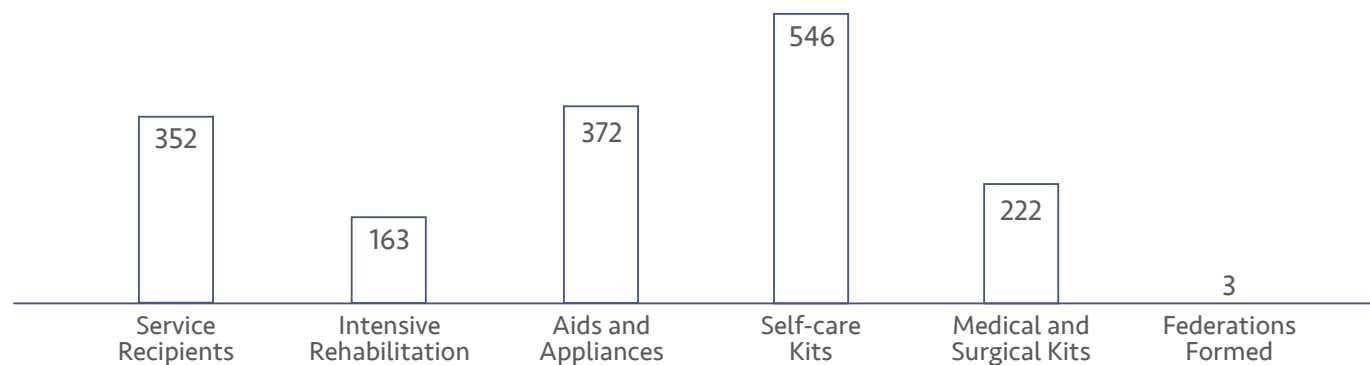
Livelihood Status - Strategic Partners



Early Intervention Status - Strategic Partners



SCIR Status - Strategic Partners



Engine of Innovation

Intensified partner selection process with partner scoring system

Fund release is based on performance

Engine of Scale

Partnerships span 5 southern states, implemented 40 projects

41 functional sub-centres established across Karnataka for early intervention.

1 Hub & 6 Spokes for SCIR centres in South

Engine of Sustainability

Formed 3 federations through partner interventions

Increase in donors supporting partnerships

136 partner staff trained

93 partner staff members trained in finance & fundraising



ASSISTIVE & ADAPTIVE TECHNOLOGY (AAT)

Started
in 1982

APD's Assistive and Adaptive Technology (AAT) aims at empowering and enabling independence with assistive and adaptive devices. These devices are created to reduce pain, maximize independence, and increased social interface and interaction that will go forward to enhance social participation, contribution, and inclusion of people with disability.

We Provide

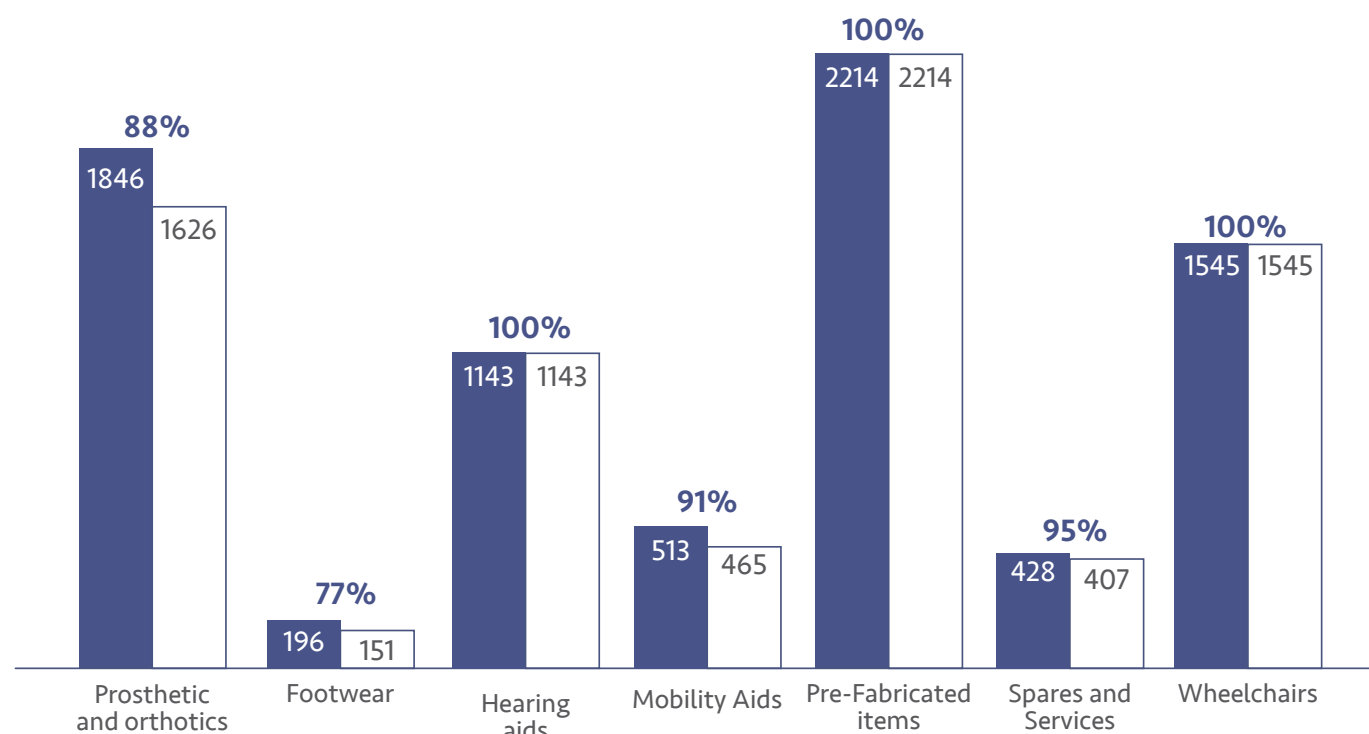
Referral & appointment, assessment, prescription, funding & ordering, product preparation, fittings, user training, maintenance repair, and follow-ups.

Customized orthotics/splints, prosthesis/artificial limbs, mobility devices like canes, walkers, rollators, etc.

Custom-made supporting devices like corner chair, standing frame, commodes and wheelchairs.

Specially built 3D printed postural support devices and accessibility promoting infrastructural support with rails, ramps, grab bars, toilet modifications, signage etc. for a barrier-free environment.

Orders Placed vs Delivered



HORTICULTURE

Started
in 1987

Conceived in 1987 by our founder NS Hema, to train moderate and severely disabled candidates from rural agrarian backgrounds, APD's Horticulture programme is one of the few centres where trainees are taught scientific and organic gardening techniques.



Driven by the visionary late NS Hema, our programme sets out to create a sustainable revenue model for APD by fortifying our horticulture outlets, enhancing organizational branding and visibility, and empowering individuals with disabilities. With a focus on equipping people with the skills needed for economic independence and a life of dignity, our programme operates across three nurseries in Bengaluru.

These nurseries, located in Jeevan Bhima Nagar, N S Hema Horticulture Centre, Kyalasanahalli, and our main office at Lingarajapuram, not only provide trainees with hands-on experience in plant production, landscaping, and general garden maintenance, but they also serve as the largest outreach initiative to the general public at APD.



“

It has been an absolute delight to be associated with APD. The plants are robust, healthy and strong. The variety of herbs, foliage, and flowering plants is a delight. I am also in awe of the staff's zeal and perennially smiling faces. They are fiercely independent yet very humble. I am blessed to have had the opportunity to interact with them.

-Jaanaki, a patron

”

Engine of Innovation

HDFC Bank smart Hub Vyapar at HT centres' ensuring convenient and efficient transactions.

Arka cocopeat production IIHR model has been established at the centre

Business WhatsApp introduced for plants and product order booking.

Engine of Scale

Replicated our successful Horticulture Model in Govt State Homes under Women and Child Development, effectively engaging their beneficiaries.

Engine of Sustainability

Networking and collaboration with other organizations, schools and public have been consistently increased in environment promotion and nurturing the green activities which has also contributed to raise awareness about APD.



BOSCH

MONITORING, EVALUATION, ACCOUNTABILITY & LEARNING (MEAL)

1

48 Donors
64 Projects
Monitored &
Evaluated

2

2 Project
Evaluations
conducted
through External
Consultant
(Niiti Consulting)

3

386 APD and
Partner staff
trained
on Goonjan MIS
software

4

256 Periodic Reviews
conducted

RAG analysis introduced,
leading to distinct review
levels for leadership,
management, Board,
and Townhalls, resulting
in 100% success in all
64 projects

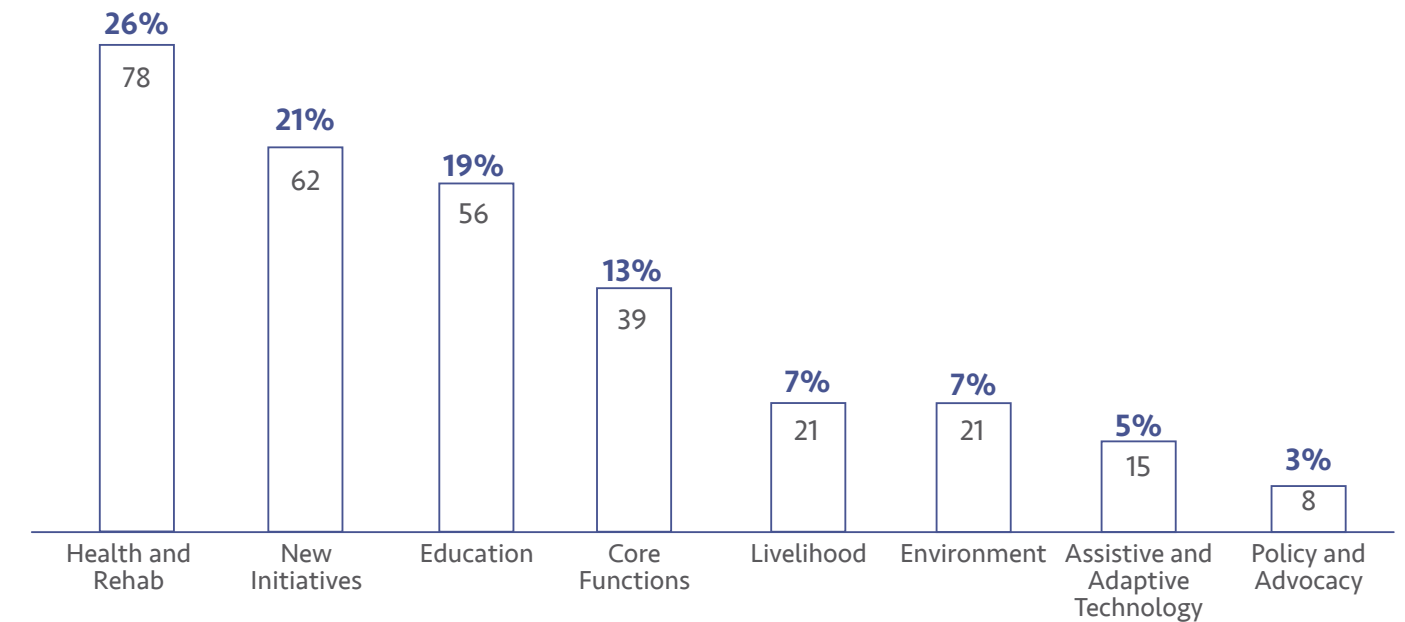


HUMAN RESOURCES

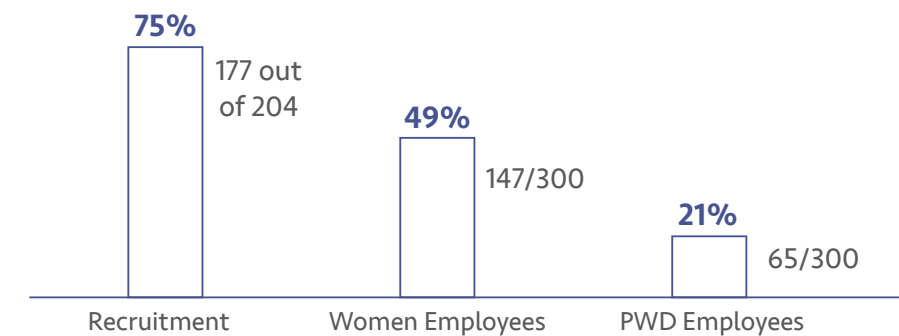
APD's HR department had a dynamic year! They filled 177 positions, including 23 internal transfers, through 8 recruitment drives. They conducted 23 training sessions, including 3 on soft skills like Advanced Excel and Sign Language. Induction training benefited 102 staff members, while 63 received specialized LCA Project Orientation. With 8 GreytHR sessions and 2 EPF demos, staff were well-prepared.

Recognizing excellence, 27 received Special Awards, 31 were promoted, and 16 had salary adjustments. Moreover, 59 employees moved to FTE status with benefits. Job title and salary analysis led to a standardized CTC structure in December 2022. Employee engagement thrived through celebrations and hosting the Hema Memorial Award Function, showcasing a lively, inclusive culture.

APD Staff Programme-Wise Break Up



HR Dashboard



ADMINISTRATION - KEY HIGHLIGHTS

Infrastructure

Renovation of hostels for girls & boys at Kyalasanahalli and SIS school

Division offices set up - 4 in Yadgiri, 1 in Raichur, 1 in Mysore

Autism clinic set up at APD Lingarajapuram campus

Waterproofing of school and finance building roofs

Construction of a basketball court at JBN campus

Purchase of a 4-wheeler for Policy & Advocacy

IT

CCTV was installed at Kyalasanahalli

Network upgradation - Phase 1 completed

Biometric attendance system introduced at all campuses and locations



Estate admin

Land transfer - 1 acre government land transferred to APD at Anand Ashram campus, Srinivaspur.



Donors	Amount
Azim Premji Philanthropic Initiatives	4,18,31,000
ABB India Foundation	1,85,51,851
WM Global Technology Services India Private Ltd.	1,29,29,800
Titan Company Ltd.	1,28,80,948
IndusInd Bank	1,28,25,504
H.T Parekh Foundation	1,09,00,000
Coimbatore Krishnamurthy Venkataraman	1,00,00,000
HCL Foundation	1,00,00,000
Give Foundation	92,44,806
Bosch Global Software Technologies Private Ltd.	66,12,340
Mindtree Foundation	60,93,640
Shailesh Lakhani	52,00,000
Dublin Province Of The Redemptorists	51,97,690
MCKS Trust Fund	50,26,250
Goodrich Aerospace Services Pvt Ltd.	50,00,000
CBA Services Private Ltd.	50,00,000
Cognizant Foundation	45,54,826
SBI Foundation	39,29,308
Tech Mahindra Foundation	33,41,717
Deloitte Foundation	31,00,000
Kotak Mahindra Bank Ltd.	30,60,471
ANZ Operations And Technology Private Ltd.	30,00,000

Donors	Amount
Northern Trust	30,00,000
UK Online Giving Foundation	28,04,282
Juniper Networks Solution India Private Ltd.	27,87,526
Brigade Group	27,00,000
The Live Love Laugh Foundation	26,62,326
Shriram Seva Sankalp Foundation	26,20,988
Aspire Systems (India) Private Ltd.	26,00,000
Sequoia Capital India LLP	25,00,000
Amphenol Interconnect India	22,00,000
V S Tiruvengadaswamy Mudaliar Memorial Trust	20,00,000
Weir Minerals (India) Pvt. Ltd.	19,00,000
H&M - Hennes & Mauritz India Pvt. Ltd.	18,00,000
IFFCO -TOKIO General Insurance Co. Ltd.	17,69,806
NetApp India Marketing And Services Private Ltd	16,50,000
NTT Data Global Delivery Services Private Ltd.	14,30,650
UST Global Welfare Foundation	10,00,250
ING Vysya Foundation	10,00,000
General Motors Technical Centre India Private Ltd. (GMTCI)	10,00,000
Bajaj Allianz General Insurance Company Ltd.	10,00,000
The Boston Consulting Group (India) Private Ltd.	10,00,000
Arcadis Consulting India Private Ltd.	9,70,632
L & W Building Solutions Private Ltd.	7,50,000
Kintetsu World Express (India) Private Ltd.	6,01,100
Mukul Madhav Foundation	6,00,000
Jacob Kurian	5,17,700
I&B Seeds Private Ltd.	5,00,000
Sri Sai Mandali Trust	5,00,000
EI Design Pvt Ltd.	5,00,000
National Centre For Promotion Of Employment For Disabled People (NCPEDP)	4,97,500
Bengaluru Urban Treasury	4,02,228

Donors	Amount
SERVE - Misan Cara	3,13,340
Intuit India Product Development Center Pvt Ltd	3,00,000
Muralikrishnan S.	3,00,000
Arti Hegde	2,51,260
Pradeep Kumar P.	2,50,000
AD Astra Consultants Pvt Ltd.	2,20,000
Sudhakar V. S.	2,00,000
Recaero India Private Ltd.	2,00,000
Aravamudhan Narayanan	1,99,000
Prayas Trust	1,52,006
ITC Ladies Social Welfare	1,50,500
Levi Strauss India Private Ltd.	1,42,700
Bluejay Enterprises Pvt. Ltd.	1,30,000
National Trust	1,27,295
Electrical Merchant Association	1,00,300
Indo-American Hybrid Seeds (India) Pvt. Ltd.	1,00,000
Anita Bhat	1,00,000
B.S. Benegal	1,00,000
Hiriadka Manjunath Nayak	1,00,000
Navin Selvin Samuel	1,00,000
Deepa Ranjit Rau	1,00,000
Paliath Interiors Private Ltd.	1,00,000
Sri Balaji Charitable Trust	1,00,000
Paytm	94,290
Jasjit Singh	83,000
Deepak Mehrotra	75,000
Karnataka State Council For Child Welfare	70,000
Community Service Of Bengaluru	65,000
Paul Deepak Naidu	65,000
Geeta Mohan Rao	65,000
Ador Fontech Ltd.	60,000

Donors	Amount
Ishwar B Hemrajani	60,000
Kalyani Vijay	60,000
Ketto Online	57,016
Velayudhan Natarajan	54,200
Canadian International School	53,200
Vanshdeep Singh Madan	51,000
Packiaraj P. G. J.	50,300
Indusekar Balakrishna	50,001
Abubaker Koya C. P. M.	50,000
Ramchandra Shenai	50,000
Srinivasan Padmanabhan	50,000
H. L. Kataria	50,000
Laxmichand Kakubhai Jain	50,000
P. K. Gopalakrishnan	50,000
Viney Sharma	50,000
Preetha Kannadath	50,000
Amici Di Raoul Follereau	49,398
Haresh Shamdasani	45,000
PDO / President Lachyan	41,978
Ishita Bhatia	39,000
Sharada Peetham	36,000
Shivayya C. Hiremath	36,000
Indira Krishnaswami	35,000
Vihaan Direct Selling (India) Private Ltd.	32,000
K.R. Belle	32,000
Nalini Sagar	31,785
Publicis Sapient	31,250
Nishit Garg	30,000
Naveen Kumar Kalyankar	30,000
Lions Club International	30,000
Priyam Gupta	30,000

Donors	Amount
Sarla Chandna	30,000
R Jayaram Sarma	29,000
Sunila Gupte	28,000
Nitin Kumar Khabiya	26,000
S. Mohan Rao	25,750
Charities Aid Foundation India	25,331
Jayakumar Sadras	25,000
K. V. Gopalakrishnayya	25,000
Navin Kashyap	25,000
Priyadarshini Krishnamurthy	25,000
Ravi Char	25,000
Alok Bhargava	25,000
Karthik Ramanathan	25,000
Krishnamoorthy Vaidyanath	25,000
Ravi Krishnan	25,000
Vijay Kumar Sood	25,000
N.G. Kesari	25,000
Sundari S. C.	25,000
Zarine Vijay Rekhi	25,000
Malini Saran	25,000

*This is a partial list of donors (₹25,000 and above)

FINANCIAL STATEMENTS

R. K. KHANNA & ASSOCIATES
CHARTERED ACCOUNTANTS



1305, Brigade Towers
135, Brigade Road
Bangalore- 560 025

Tel. : 22275419, 41234980
E-Mail : accblr@rkkhannaassociates.com
Website : www.rkkhannaassociates.com

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE ASSOCIATION OF PEOPLE WITH DISABILITY

Opinion

We have audited the accompanying financial statements of **THE ASSOCIATION OF PEOPLE WITH DISABILITY** (the Society), which comprise the Balance Sheet as at 31st March, 2023, the Statement of Income and Expenditure for the year then ended and notes to the financial statements, including summary of the significant accounting policies.

In our opinion, the accompanying financial statements give a true and fair view of the financial position of the Society as at 31st March, 2023 and of its financial performance for the year then ended in accordance with the Accounting Standards issued by the Institute of Chartered Accountants of India (ICAI).

Basis for Opinion

We conducted our audit in accordance with the Standards on Auditing (SAs) issued by ICAI. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Society in accordance with the *Codes of Ethics* issued by ICAI and we have fulfilled our other ethical responsibilities in accordance with the Code of Ethics. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Emphasis of Matter

We draw attention to Note No. 2(iii) and (iv) of financial statements which indicates that;

- a) Fixed Asset register is in the process of being updated.
- b) GST credit and payables included under other advances and statutory dues payable respectively are subject to reconciliation and hence eligibility of input credit availed are to be confirmed.

Our Opinion is not modified in respect of this matter.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation of these financial statements that give a true and fair view of the state of affairs, results of operations of the Society in accordance with the accounting principles generally accepted in India. This responsibility includes the design, implementation and maintenance of internal control relevant to the preparation and presentation of the financial statements that give a true and fair view and are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Society's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Society or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Society's financial reporting process.

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements are free from material misstatement, whether due to fraud or error, and to issue an Auditor's Report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with SAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with SAs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also-

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.



Head office: 402, Regent Chambers, Nariman Point, Mumbai 400021

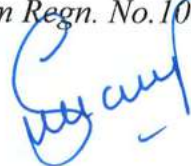
- Conclude on the appropriateness of management's use of the going concern basis of accounting and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Society's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Society to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence and where applicable, related safeguards.

For R.K. KHANNA & ASSOCIATES

Chartered Accountants
(Firm Regn. No. 105082W)




UDIN: 23027444BGSHEA8550

(S. MANJU GEORGE)

Partner

(Membership No.027444)

Place: Bangalore

Date: 30th August 2023

THE ASSOCIATION OF PEOPLE WITH DISABILITY: BENGALURU
BALANCE SHEET

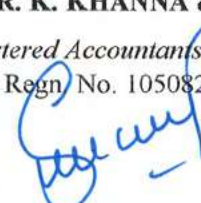
	Sch	As at 31-03-23 ₹	As at 31-03-22 ₹
SOURCES OF FUNDS			
Capital Fund...	1	6,56,57,709	5,94,83,638
General Funds...	2	12,09,57,360	7,88,34,143
Endowment and Other Funds...	3	6,29,71,772	6,29,71,772
Current Liabilities and Provisions...	4	10,52,90,300	7,16,62,297
		35,48,77,142	27,29,51,850
APPLICATION OF FUNDS			
Fixed Assets...	5	6,56,57,709	5,94,83,638
Investments...	6	11,73,97,572	8,15,77,524
Current Assets, Loans and Advances...			
Stock on Hand...	7	24,87,047	16,38,483
Sundry Debtors...	8	22,74,197	1,88,840
Grants Receivable...	9	69,39,211	36,00,010
Loans and Advances...	10	32,51,946	48,41,986
Cash and Bank Balances...	11	15,68,69,460	12,16,21,371
		35,48,77,142	27,29,51,850

ACCOUNTING POLICIES AND NOTES TO ACCOUNTS- Per Schedule "18"...

Per our Report of even date

For R. K. KHANNA & ASSOCIATES

Chartered Accountants
Firm Regn No. 105082W



(S. MANJU GEORGE)

Partner

Membership No. 027444



Place : Bangalore

Date : 30-08-2023

For ASSOCIATION OF PEOPLE WITH DISABILITY



(SUBIR HARI SINGH)

President

(JACOB KURIAN)

Secretary



(S. D. GOPALAKRISHNAN)
Treasurer

**THE ASSOCIATION OF PEOPLE WITH DISABILITY: BENGALURU
INCOME AND EXPENDITURE ACCOUNT**

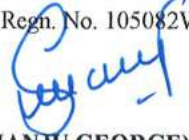
	Sch	For the year ended 31-03-23	For the year ended 31-03-22
		₹	₹
INCOME			
Grants and Donations...	12	22,74,76,370	21,72,80,857
Other Resources...	13	5,30,23,300	2,76,31,436
Interest Received...	14	67,16,493	98,72,567
		28,72,16,163	25,47,84,860
EXPENDITURE			
Salaries and Benefits...	15	9,32,91,256	7,99,16,734
Program Expenses...	16	11,75,72,148	11,62,60,617
Administrative and General Expenses...	17	3,35,64,315	2,43,72,339
		24,44,27,719	22,05,49,691
Excess of Income over Expenditure before Depreciation		4,27,88,444	3,42,35,169
Depreciation for the year...	5	87,99,237	68,39,274
Excess of Income over Expenditure after Depreciation		3,39,89,207	2,73,95,895
Depreciation - Withdrawn from Capital Fund...	5	87,99,237	68,39,274
Excess of Income over Expenditure Transferred to General Fund		4,27,88,444	3,42,35,169

ACCOUNTING POLICIES AND NOTES TO ACCOUNTS- Per Schedule "18"...

Per our Report of even date

For **R. K. KHANNA & ASSOCIATES**


Chartered Accountants
Firm Regn. No. 105082W





(S. MANJU GEORGE)
Partner
Membership No. 027444



For **ASSOCIATION OF PEOPLE WITH DISABILITY**

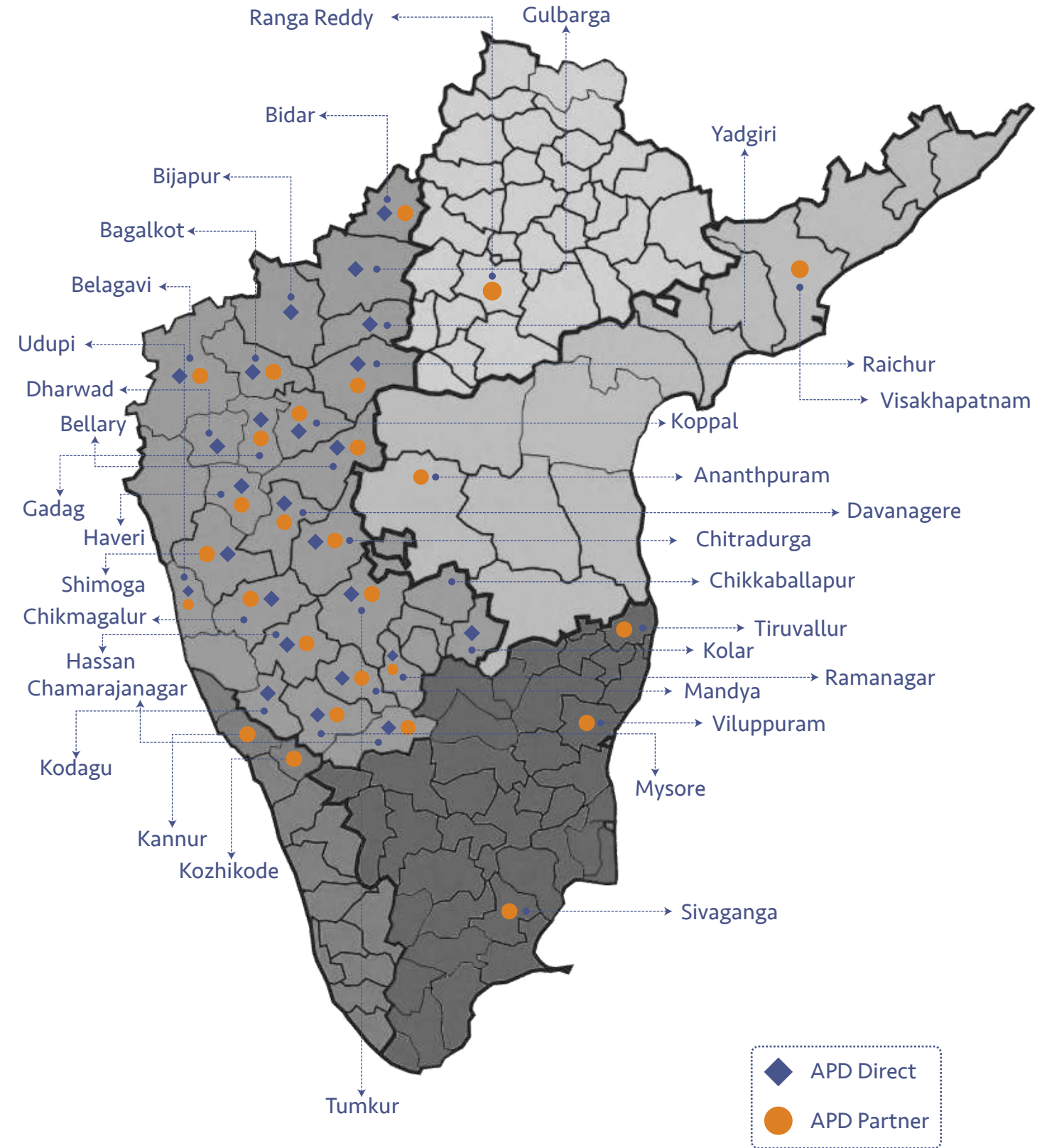

(SUBIR HARI SINGH)
President


(JACOB KURIAN)
Secretary


(S. D. GOPALAKRISHNAN)
Treasurer

Place : Bangalore
Date : 30-08-2023

APD PROGRAM LOCATIONS



BOARD MEMBERS



Subir Hari Singh
Honorary President



Amritha Ward
Honorary Vice President



Jacob Kurian
Honorary Secretary



S D Gopalakrishnan
Honorary Treasurer



Pradeep Kumar P
Trustee



Mohan Sundaram
Trustee



P K Gopalakrishnan
Trustee



Arati Hegde
Trustee



Dr. Deepthi Shanbhag
Member



Sanjana Govindan
Member



Jayanthi Yeshwanth
Member

MANAGEMENT TEAM



Dr. NS Senthil Kumar
CEO



KP Sunil Kumar
Director - Fundraising



Shiva Hiremath
Director - Policy Advocacy
and Govt Interface



S Babu Khan
Deputy Director -
Policy Advocacy



Janardhana AL
Director - CMHP & LCA



Ganesh Hegde
Director - Environment
Horticulture



Ramesh Dundappa
Director - LCA Projects &
Divisional Head



Dr. Anoop Antony
Director - Academics



Mallikarjunaiah
Director - Inclusive
Education



Dr. Nishad Kassim
Director - Health & Rehab



Mahesh K
Director - Livelihood



Deepika Mookerji
Head - Human Resources



Gajalakshmi
Head - Finance & Compliance



Javeriya Banu
MEAL & Strategic Partnerships



Madhukeshava
Project Head - LCA Project



Pannaga B
Principal - SIS



Ravi BJ
Head - Administration

APD TEAM



APD Main Campus, Lingarajapuram, Bengaluru



NS Hema Horticulture Training Centre, Kyalasanahalli, Bengaluru



Centre for Spinal Cord Injury Rehabilitation and Horticulture, Jeevan Bhima Nagar, Bengaluru



LCA Yadgiri



LCA Chitradurga



LCA Raichur



LCA Srinivaspur



APD Kalaburagi



APD Belagavi



APD Ranebennur



APD Vijayapur



THE ASSOCIATION OF PEOPLE WITH DISABILITY
6th Cross, Hutchins Road, Off Hennur Road, Lingarajapuram,
St. Thomas Town Post, Bengaluru - 560084.
Ph: 080-25475165, 25489594
contact@apd-India.org | www.apd-india.org