



2018–2019
60th Annual Report &
Financial Statements

60 years: Stronger together



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In 1955, N.S. Hema, a 17-year old girl affected by polio went to Mumbai for medical intervention. During her two-year stay there, she met Fatima Ismail (the mother of a polio affected daughter) who had started a rehabilitation centre for the disabled. Hema was impressed to see the workshop where a good number of people with disability (PwD) were engaged in work. Her young mind dreamed of creating economic independence for PwDs by training and rehabilitation. *That's how the seed for APD was sown.*

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VISION

A WORLD WHERE EQUITY, DIGNITY AND JUSTICE ARE ASSURED FOR PEOPLE WITH DISABILITY.

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.

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.

Message from the CEO



The period of 2018-19 was a remarkable year for APD. We matured into a 60-year-old organisation with high enthusiasm and vigour to execute the 2018-2021 strategy of "Winning Together."

We launched centres in Belagavi and Kalaburagi to serve 14 districts of North Karnataka. We received overwhelming support from multiple sources like NGO partners, Disabled People's Organisations and the government towards infrastructure, human resources and approvals.

Frontline government workers joined hands with us and partner NGOs to improve the reach and quality of services. Our Livelihood, Policy Advocacy and Spinal Cord Injury Rehabilitation programmes spanned the entire state from five locations.

Some collaborations worth highlighting are the ones with the district authorities for MGNREGA and social security; the Education Department for Inclusive Education; Urban Local Bodies for surveys and data; and the Health Department for Early Intervention, Mental Illness and Spinal Cord Injury rehabilitation programmes. These collaborations extended APD's reach from 41,304 to 65,292 people in 2018-19.

We received three national, one regional and one international commendation. We were recognized for our contribution to Mental Health by NIMHANS at the Golden Jubilee Celebrations of the Department of

Psychiatric Social Work and the XXXVII Annual National Conference of the Indian Society of Professional Social Work (ISPSW). ADAPT, Mumbai felicitated APD with the ADAPT Award 2018, under the theme "Together we are Champions" in recognition of our work with children with cerebral palsy.

Our very own *Shradhanjali Integrated School* received The Equal Opportunity Award from the *Nipman Foundation* under the category of Inclusive Educational Institutes. We were also recognized by the *National Skill Development Council* as a training centre and partner.

At the regional level, the *Federation of Karnataka Chamber of Commerce* recognized us as Best NGO-2018 under CSR & Awards-2018.

We are proud to say that The Economic and Social Council (ECOSOC), a body created by the *United Nations*, granted "Special Consultative" status to our organisation. We are one of the few NGOs with Special Consultative status in India.

We gave away the N S Hema Memorial Award, a tribute to our founder, constituting a cash prize of ₹1 lakh and a citation, to the *Karnataka*

Haemophilia Society, Davangere, for its outstanding work in the disability sector in Karnataka.

Overall, it was a fruitful year. We nurtured 25 grassroot NGOs, collaborated with universities such as *TISS* and *APU* for rural practicums and partnered with corporates for immersive experiences and volunteering.

APD's horticulture centres saw a footfall of over 40,000 people in the last year. APD further sensitized 1,687 school children from 19 schools on disability. Our longstanding partnerships with Scottish schools, *DCW*, *Motivation UK* and newer partnerships with corporates, foundations, academic institutions, hospitals and *Enable Makeathon* helped us merge experience with innovation.

We are grateful to all our collaborators for supporting our growth and development. We look forward to your continued encouragement as we launch into the next phase of our journey.

Thank you.

—Christy Abraham, CEO



Hon. Secretary Message



As we enter our 61st year, we look back with gratitude and ahead with determination.

Sixty years ago, a young woman decided that her life would not be defined by her disability. She built an organisation around a mission to do all that's required to help a person with disability lead a life with dignity and equity. This mission never wavered. She also decided to run the organisation as a professionally managed NGO rather than a family one. Those early visionary decisions of our founder, Ms N S Hema, have enabled APD in the growth and expansion of its mission, even after her sad passing.

No organisation, especially a donor supported one, can survive for as long as we have without the support of many friends, well wishers and donors. They are too many to be recounted but we have received their support in cash, kind and voluntary services.

Deeply mindful of the trust placed in us, we have always aspired to and maintained the highest standards of governance and accountability. Today, APD has transitioned to a professional CEO and management team, guided by a diverse board of distinguished volunteers and trustees. A committed team of employees (many of whom have served APD for decades) provides the muscle and heart behind our services. We work with the poorest, in the most remote parts of the state.

Sometimes we are asked why we do so many things—why not focus on a

single area like many of our peers? Perhaps it's because our founder's goal was to do whatever it takes to support the needs of a person with disability. Most disabilities are lifelong impediments and a person's needs are not met through a single intervention.

APD's unique lifecycle approach, from childhood (Early Intervention) through schooling (Inclusive Education) and then livelihood and independence, reflects this philosophy.

Much has changed in six decades. Many of our international donors have withdrawn from India. Their support has been substituted by CSR funds from Indian and multinational companies. We are learning to be responsive to the needs of corporates for metrics and reports while they are gaining an appreciation for the challenges and complexities of community-based rehabilitation.

We have many organisational needs such as training, research and technology. These are routine investments in a corporate environment but seem outside the definitions of many CSR charters. Hopefully, as our partnerships mature, we can become true collaborators in creating social impact as opposed to remaining in a donor-recipient framework.

As we look to the future, APD will ensure the voices of the differently

abled people are heard in the corridors of power. We will work with the government and civil society to design accessible and inclusive cities, public spaces and policies. Our learnings and expertise will be made available to the nation and abroad. We will continue to augment the scarce pool of human resources to rehabilitate and assist the differently abled.

We look forward to greater engagement with our donors, moving beyond monetary grants to sharing, learning and measuring the impact of our interventions. Young India is more socially conscious and eager to make a difference. We will work to engage this vital constituency in larger numbers.

As we launch into the 61st year of our existence, we remain as committed as ever to our founder's mission. We are conscious that scale and growth are necessary to make a dent in such a challenging problem, but we cannot dilute our intense focus on the needs of the individual. We have been privileged to touch many lives. Their inspirational life stories and tremendous courage in the face of extraordinary challenges fuel our motivation and purpose.

—Jacob Kurian, Hon. Secretary



APD turned 60 in May 2019. This is a significant landmark in our history, positioning us strongly to influence policy, nurture a stakeholder network and increase reach.

In the first year of our “Winning Together” strategy, we achieved 90% of our reach targets. The Results Based Framework of our strategy enabled us to monitor outcomes and outputs.

SIGNIFICANT ACHIEVEMENTS OF THE YEAR

1. Initiated programmes in Belagavi and Kalaburagi, taking our services to 40 taluks in 13 districts.
2. Introduced Speech Therapy and opened Physio, Occupational and Hydrotherapy services to walk-ins.
3. Developed linkages with universities—Leeds UK, Azim Premji University (APU), Tata Institute of Social Sciences (TISS), Christ College and National Institute for Empowerment of Persons with Multiple Disabilities (NIEPMED)—for internships, research and accreditations.
4. Received accreditation of the Inclusive Education (IE) training curriculum from TISS.
5. Collaborated with technology centres such as IIT Chennai, NonsSpec, Rise Legs, Blee and Enable Makeathon to improve our products and services.
6. Received accreditation from National Skills Development Corporation (NSDC) as a training centre and partner.
7. Contributed to the Convention on the Rights of Persons with Disabilities (UNCRPD) shadow report with Centre for Equals.
8. Partnered with National Centre for Promotion of Employment of People with Disabilities (NCPEDP) for initiating the Disability Law Unit in South India.
9. Nurtured 25 NGO partnerships and provided consultancy services to 3 NGOs.
10. ECOSOC registration, recognition from NIMHANS and awards from FKCCI, NIPMAN and ADAPT.
11. Collaborated with the Education Department, Government of Karnataka (GoK) to train Block Inclusive Education Resource Teachers (BIERTs). GoK adopted APD’s Individual Education Plan.
12. Received a commendation for the Early Intervention model from Ms Poonam Natarajan, Founder, Vidya Sagar, Chennai.
13. Increased volunteers and visitors in the horticulture centres and the demand for plants.
14. Received the support of 958 volunteers, a contribution of 1,699 person hours.
15. Conferred the 2nd NS Hema Memorial Award to Karnataka Haemophilia Society, Davangere.

	2016-17	2017-18	2018-19
Service Recipients	14,295	12,351	31,962
Capacity building	24,472	7,838	9,187
Sensitisation	Nil	21,115	24,143
Total Reach	38,767	41,304	65,212

REACH DASHBOARD		Service recipients	Capacity Building	Sensitisation
Developmental Intervention		Reach	Reach	Reach
Early Intervention		2,568	1,010	3,226
Inclusive Education		10,686	4,738	6,129
Livelihood		4,090	24	2,958
Spinal Cord Injury Rehabilitation		1,620	1,292	3,782
Disability & Rehabilitation		2,289	525	2,515
IDRR		127	1,002	0
Collaborations		10,582	466	5,497
Core Functions		0	130	36
Total		31,962	9,187	24,143



APD AND SDGs

The central pledge of the 2030 Agenda for Sustainable Development adopted by the United Nations in 2015 is to leave no one behind and to reach those furthest behind first. The global commitment to the 2030 Agenda recognizes the promotion of the rights, perspectives and well-being of persons with disabilities as a crosscutting issue in line with the Convention on the Rights of Persons with Disabilities (CRPD).

Seven Sustainable Development Goals (SDGs) have a direct reference to APD’s work:



Our Inclusive Education programme aims to ensure equal and accessible education through inclusive learning environments and required support services for persons with disabilities (PWDs).



The Livelihood programme promotes inclusive economic growth with gainful employment.



Our Policy Advocacy team works across programmes to ensure inclusion, with emphasis on social, economic and political inclusion of persons with disabilities.



We contributed to the UNCRPD shadow report of 2018, in collaboration with the Centre for Equals. We have partners across the world to augment our programmes and extend our reach to where needed most.



We promote gender equality across our programs and workforce.



APD organises accessibility audits, sensitises critical stakeholders on the RPD Act and develops Champions for the same.



Our programmes promote peace, justice and equality for people in different societies.

Early Intervention

APD's Early Intervention program promotes age appropriate growth and development for children aged 0-6 years via a transdisciplinary holistic approach. In this system, coordinated services are provided to a child in a familiar environment and support given to the families. The goal is to get every child into an Anganwadi or preschool by the age of 3 years for an enhanced quality of life.

We also sensitise, create awareness and build the capacity of stakeholders in a child's life—parents, doctors, ASHA workers, Anganwadi teachers, Village Rehabilitation Workers, government officials and peers.



About 7% children with developmental delays in India and 5% in Karnataka, of age 0-6 years, have limited access to need based rehabilitation services or a supportive ecosystem for social inclusion



Ms Poonam Natrajan, Founder, Vidya Sagar, Chennai and former Chairperson, National Trust, New Delhi undertook a mid-term evaluation of our Early Intervention programme. Referring to it as "The Model", she said, "This model must be approved by the Central Government of India so it is implemented across the country to bring a revolution in the rural community with respect to children with developmental delays and their families."

2018-19 ACHIEVEMENTS

Individual Family Support Plans developed	1,568
Children enrolled in Anganwadi and preschool	1,152
Parents trained	1,058
Assistive devices provided	315
Children who availed NIRAMAYA and pension	135
Children with Global Developmental Delay who improved in all 13 developmental areas and moved out of the program	60
Strategic partners implementing the program	11



Collaboration with GiftAble

Training Partners to Augment Capacity: Nurturing NGOs has been an integral approach for APD to reach unserved people. We partnered with GiftAble to promote Early Intervention in Tumakuru district. A 36-day certified training course delivered to Giftabled staff and community helped us reach 50 children with developmental delays.

Furthermore, 300 people including 40 parents and other community members were educated on the importance of early identification of developmental delays, intervention and inclusion.

The collaboration led to the enrolment of 36 children in Anganwadis & schools.



Inclusive Education



The Inclusive Education (IE) programme aims to ensure no child with special needs is excluded from quality education. APD facilitates the inclusive model in schools with infrastructure support and builds the capacity of teachers, peers, parents, siblings, government frontline staff and local NGOs for an inclusive eco-system.

We collaborated with the Education Department, Government of Karnataka to deliver a 10-day training to 228 Block Inclusive Education Resource Teachers (BIERTs) from 11 districts. The department has accepted the “Inclusive Education Assessment Format” for Children with Special Needs (CwSN) and recommended its use across the state.

APD’s Shradhanjali Integrated School (SIS) won two national awards— NIPMAN Award for excellence in the education of children with disabilities and the Individual Institutional Award from ADAPT for Cerebral Palsy. Forty school children from Scotland spent two weeks at the school to learn about inclusion.

SIS focuses on activity-oriented learning, sports, arts and crafts to ensure all-round development. Three interactive classrooms, powered by TATA ClassEdge, have audio-visual devices for improved learning, along with other technology-based gadgets.



The third Build Operate Transfer (BOT) model school was set up in collaboration with BVVS in Bagalkot. The Hosakotes, a Bangalorean family in the USA, made this possible.

2018-19 ACHIEVEMENTS

Enrolments through BIERTs	8,113
Direct community school enrolments	1,582
Model school enrolments	713
SIS enrolments	168
BOT school enrolments	110
Model schools	55
BOT schools	3



Building Capacity for Greater Impact

The Government of Karnataka has an Inclusive Education programme for the education and rehabilitation of children with special needs. Each block is assigned four Block Inclusive Education Resource Teachers (BIERTs) who integrate the children into regular schools & maintain the Block Inclusive Education Resource Centres (BIERC) and School Readiness Centres (SRC).

In our 2018-21 Strategic Plan, we decided to strengthen the government system by building the capacity of the BIERTs. In 2018-19, APD delivered a 10-day training for 228 BIERTs from 11 districts of Belgaum and Kalaburagi divisions. The training covered the RPD Act 2016 and the Individual Education Plans (IEP) for children. District officials and the BIERTs welcomed APD’s support.

As a result of the training, the BIERTs developed tens of thousands of IEPs and implemented them. We’re pleased to report that BIERTs in Yadgir, Raichur, Gadag, Vijayapura, Gulbarga and Bidar proactively implemented the knowledge and skills gained.

Three master trainers from APD were part of the content development and review committee for the manual for BIERTs, developed by Karnataka State Sarva Shikshana Abhiyan. APD’s IEP format was adopted by the Education Department.



Livelihood

APD's Livelihood programme supports youth with disability with gainful employment or entrepreneurship after equipping them with foundational and domain-based skills. The programme particularly focuses on youth who drop out of the formal education system and are therefore excluded from government and non-governmental programmes.

We also sensitise employers & employees on disability, ensure placements and the provision of reasonable accommodation near the workplace for accessibility and sustainability. This programme strives for 40% women participation.

The Foundation Course (training on self-management, daily living, basic communication, calligraphy & English language, basic mathematics, sign language and more) was introduced in districts directly and through NGO partners. Government collaboration played a crucial part in the success of this course in the districts.



Successful Steps towards Rural Livelihood

Parwathi and Shanthavva have a locomotor disability. Parwathi is from Savadatti and Shantavva from Bagalkot. Both come from poor families.

They enrolled into the Hospitality Training under the Rural Livelihood programme in Belagavi. After the training, where they learned soft skills and domain-based skills, both got jobs at Annapurneshwari Veg Thali in Belagavi.

The girls are financially independent, receive Social Security benefits and two meals at the workplace. They are extremely proud to be able to contribute to their families' well-being.

Shekappa, from Davangere, has mild locomotor disability. Having studied only till Class 10th, he was working at a merchant shop and earning low pay. He is married and has two beautiful children.

He enrolled in the Hospitality Training under Rural Livelihood, Belagavi and upgraded his skills. Now, he works at Niyaz Ventures Pvt Ltd in Belagavi for a decent pay. He is financially independent and enjoys social security. The company provides free accommodation and food. He is happy he can support his family better.



Before any domain training, PwDs lacking life-skills go through APD's unique 1-month job-readiness program.

Taking Skill Development to Districts

Recognising the need to increase livelihood opportunities and reduce dropout rates from livelihood programmes in Bangalore, APD launched the Foundation Course in the districts. Bringing the course to the youths' hometown led to higher enrolment, especially those of youth with severe disability.

Initially, government officials were indifferent to the state of the differently abled youth. However, continuous sensitization workshops for government officials and the local MLA transformed their attitude towards APD staff and the cause of disability. Mr C C Patil, MLA, Nargund Taluk supported APD and facilitated a free government training venue. The centre was renovated, made accessible and equipped with chairs and two wheelchairs for youth with severe disability.

This initiative motivated APD to collaborate with Women Welfare Society (WWS), Belgaum; Rural Development Trust (RDT), Anantapur; Society for Education, Action and Research in Community Health (SEARCH), Bagalkot; ORBIT, Gulbarga and Samarthya, Koppal.

Through these collaborations, 632 youth with disabilities enrolled in the Foundation Course versus 362 in 2017-18. Around 401 moved on to enrol in domain skill development courses. Others returned to their previous jobs with new confidence.



2018-19 ACHIEVEMENTS

Name of the Course	Carry forward from 2017-18	New enrollments	Completed Training	Students Placed	Students yet to be Placed	Carry forward to 2019-20
Horticulture	43	121	109	87	22	31
Industrial Training	57	83	94	76	18	22
Employer led Training	87	434	454	349	105	0
Sponsorship	26	11	9	2	7	36
Rural Livelihood	0	62	30	18	12	11
Direct Placement	0	27	27	27	0	0
Grand Total	213	738	723	559	164	100

Employers hiring from APD

- Aditya Birla More
- Andra Vantillu
- Annapurneshwari Hotel
- Associated Hydro Pressings Pvt Ltd
- Bay Window Solutions Pvt Ltd
- Chamundeshwari Nursery
- Connections Direct
- Dell EMC2
- Dusters Total Service Solutions
- Earthline Services Pvt Ltd
- Flipkart
- Global Garden & Nursery
- Green My Life
- IBIS Novotel
- Intarvo Technologies
- IPA Pvt Ltd
- Karunashraya
- Krishna Farm and Nursery
- Lemon Tree Hotels
- MicroLogix
- Madhavi Farms
- Mersen India Pvt Ltd
- Mitti Café
- Pointec Pens and Energy Pvt Ltd
- Reliance Fresh
- Shangrila
- Tata Coffee
- Tata Trent Hypermarket-Star Bazaar
- Vasudev Adiga's Fast Food (P) Ltd
- Vishal Mega Mart
- William Refrigerator
- Ability in Disability
- Niyaz Hotel
- Hindustan Unilever
- Sodexo

Spinal Cord Injury Rehabilitation



The Spinal Cord Injury Rehabilitation programme aims to rehabilitate under-privileged people with spinal cord injury (SCI) via institution and community-based centres. It also creates greater awareness of spinal cord injury, its impact and prevention.

The programme reaches out to all districts in Karnataka. APD's new partnership with Seva Bharathi at Dharmasthala in Dakshina Kannada enabled the training of 5 staff for SCI Rehabilitation. This led to the extension of rehabilitation support to 20 people with SCI in the region.

Enabling Networking and Support Groups

The Spinal Cord Injury Rehab Mela was a 3-day reunion for Persons with Spinal Cord Injury (PwSCI) who were identified and rehabilitated by APD and partner organizations. It was organised in collaboration with Navjyoti Institute for Self Help and Rural Development (NISHARD), Ranibennur, Davangere.

The Mela, held from 25-27 January 2019, saw the active participation of 254 PwSCI from across Karnataka. The participants got their yearly medical check-ups done by specialised hospital staff and multi-speciality consultants. NISHARD's sister concern OM hospital & OM Public School provided all the medical support and accommodation facilities.

The Republic Day celebration included sports activities and games that gave the participants an opportunity to exhibit their talents.

Best Caregiver awards were distributed to appreciate this critical role in the life of a person with SCI. Ningamma was awarded "The Best Caregiver 2018" for her tremendous support to her husband as well as motivating other PwSCI in the locality to accept challenges positively.

Thoughts and stories were shared among participants. Many opened up in this conducive environment and shared their experiences. The event gave the participants hope and confidence to rebuild their lives.

2018-19 ACHIEVEMENTS

Location	Female	Male	Total
APD	69	610	679
Strategic partners	54	887	941
Institution	9	157	166
Community	114	1,340	1,454



The Institute of Disability, Rehabilitation and Research

The Institute of Disability, Rehabilitation and Research (IDRR) started in 2014 with the objective to develop human resources for the disability sector via academic, research, extension and awareness activities.

APD continued its collaboration with BLDE College, Vijayapura, for *Prerana*, the tele-education system of APD, to connect remotely with districts. Under the programme, 830 stakeholders were trained to provide value added services for people with disabilities. Standardized measurement

tools were introduced for the Inclusive Education and Community Therapy Aid Certificate Courses that saw 56 enrolments. APD also received *TISS* accreditation for the Inclusive Education course curriculum.

Two APD students were the national level toppers of the Certificate Course in Rehabilitation Training (CCRT). Another student secured 2nd rank in the Certificate Course in Care Giving (CCCG). Four APD toppers from CCRT & CCCG were awarded by the Governor of Tamil Nadu.

2018-19 ACHIEVEMENTS

Accreditation	Course	Actual Enrolment	Course completed
RCI affiliated courses	Certificate Course in Care Giving	19	Ongoing
	Certificate Course in Rehabilitation Training	25	
Non-affiliated APD courses	Inclusive Education	11	11
	Community Therapy Aid Course	45	37
Ali Yavar Jung National Institute of Speech & Hearing Disabilities	Indian Sign Language	10	10
Total		121	

Paper Presentations, Research and Evaluations

Early Intervention	Won first place for the paper presentation on “Parent as early interventionist—new model of approach to rehabilitate children with developmental delay or global developmental delay” at <i>COMHAD International Conference</i> .
Inclusive Education	Presented a model school concept poster at the <i>5th International Conference on Inclusive Education at India International Centre</i> , organised by <i>Amarjyothi</i> , New Delhi.
	Presented two papers on “Effective Implementation of Technology at SIS” and “Model School Program—A Successful Inclusive Education Model in Karnataka” at the <i>National Conference on Inclusive Education and Technologies (NCIE 2018)</i> conducted by <i>Tata Institute of Social Sciences, Mumbai</i> ; <i>Brotherhood, New Delhi</i> and <i>Thapar Institute, Patiala, Punjab</i> .
CMHP	Presented a paper on Mental Health at the <i>National Conference of Indian Association for Social Psychiatric (NCIASP)</i> in Rohtak, Haryana.
Rehabilitation	Presented the community driven model designed to address rehabilitation and education needs for children with special needs in rural community at <i>Lovely Professional University, Punjab</i> .
Research (IDRR)	Presented on “Access to Healthcare and Health Care Seeking Behaviour of Employed Women with Disability,” at the <i>14th World Congress of Bioethics and 7th National Bioethics Conference, Bangalore</i> .
	Presented on “Sexuality and Reproductive Health of Adolescents” at <i>NIMHANS</i> .
Evaluation	Evaluated the Tata Sustainability Group (TSG) partner on Reaching the Unreached—a project for the rehabilitation of people with disability post the Hudhud cyclone in Visakhapatnam.



Disability Rehabilitation



APD is unique as a rehabilitation service provider that looks at all aspects of rehabilitation for the inclusion of persons with disabilities.

Rehabilitation wing for Physiotherapy, Occupational Therapy, Speech and Language Therapy. The Physiotherapy department was revamped with advanced services—electrotherapy, exercise therapy and an acoustic room. Infrastructure for a clinic was developed at the Jeevan Bhima Nagar campus.

BERA and otoscope test for speech and language evaluations were introduced for audiological evaluation of people with disability in APD. Extended technical support and physiotherapy services were provided to students undergoing education and livelihood programmes.



2018-19 ACHIEVEMENTS

Rehabilitation Unit

25 Children with Special Needs (CwSN) achieved complete independence as per FIMS scale in all 3 areas of functional activities

Assistive Aids and Technology (AAT) Unit

Below-knee prosthetics were delivered to 20 persons with the help of a *NonsSpec* technical expert.

The 3D team completed a research project with *Motivation India* for *Postural Support Devices* for wheelchair users. The 3D technology will now move to the community.

3,813 persons were provided assistive devices and 28 were ensured home accessibility.

Community Mental Health Services

Community Mental Health services were strengthened in Davangere and initiated in Belagavi division through strategic partnerships with the government. The team identified 401 people with mental illnesses in the region.

216 PwMI were stabilized and back to their previous job and 1,635 stakeholders were trained.

Changing Perceptions in Rural Areas

Nagaveni, 25 years old, was just a regular teacher at a local school in Harappanahalli in Davangere. Her parents, agricultural workers, had ensured her education despite financial constraints and were happy about her financial independence.

Four years back, Nagaveni began to slip into depression over some family issues. She lost her job and retreated from social activities. Her parents took her to many temples, attributing the change to black magic. When that didn't work, they took her to Dharwad Hospital, 250 kilometers away. Every month, they paid ₹3000 for the travel

and medicines, money they could ill afford. Worse, Nagaveni showed no improvement.

Nagaveni and her family struggled for months before she was identified by APD staff. The team told the family about the treatment camp and APD's rehabilitation treatment. The parents were educated on mental health and the need for social rehabilitation for Nagaveni. Since the medicines were provided free of cost, the family was relieved financially too.

Today, Nagaveni is under regular medication. She has rejoined her job,

regained her confidence, is socially active and a big motivation for other people with mental illness. With APD's help, she has a disability ID card and a monthly pension of ₹500.



Collaborations

This programme has four units:

- 1) Strategic Partnerships,
- 2) Government Interface,
- 3) Policy Advocacy, and
- 4) Disability Awareness for School Children.

These units focus on developing leadership and self-advocacy skills among persons with disabilities. They enable social change by empowering key players in the sector & influencing policy and legislation that promotes inclusion.

The access to job cards under Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGA) has been a dream for people with disabilities. About 5,000 people in our working areas received the cards.

Our partnership with the *National Centre for Promotion of Employment of People with Disabilities (NCPEPD)*, New Delhi, as the *Disability Law Unit* for South India, aims to create legal awareness.

The *National Skill Development Corporation (NSDC)* accreditation as a Training Partner and Centre has raised our credibility.

The Disability Awareness for School Children workshops introduced the concept of inclusion to 1,687 children from 19 schools.

From Kalaburagi, Raichur, Davangere and Koppal, 40 Rights for Persons with Disability (RPD) Champions led the drive to ensure allocation of the promised 5% resources. Over 850 people with disability applied for the resources. Raichur's RPD task force worked with the *Education Department, Government of Karnataka* to ensure the medical assessment of 220 children with disability.

In Raichur, the task force committee was recognised by the government for consultation and implementation of schemes such as two-wheeler selection and recruitment of urban rehabilitation workers. The municipal administration agreed to change the guidelines and establish review mechanisms to monitor implementation of 5% allocations.

We were one of the CRPD coalition committee members to develop a parallel report for the *United Nations*.

We presented a report on children with disabilities, accessibility & rehabilitation to the *CRPD* coalition committee.



Strategic partners allow *The Association of People with Disability (APD)* to enter new regions and reach out to people with disability (PwD) via existing relationships with local NGOs.



Collaboration with Bruhat Bengaluru Mahanagara Palike (BBMP)

Many people miss out on government schemes and benefits for lack of awareness. Access to these benefits can change the lives of economically marginalised people with disability. The Bruhat Bengaluru Mahanagara Palike (BBMP) had allocated ₹68 crores for the welfare of PwDs in 2018-19. The Policy Advocacy team of APD collaborated with BBMP to implement the 5% resource allocation.

APD organised a capacity building training for parents of children with special needs in collaboration with the Education and Early Intervention teams. As a result of this, 142 parents applied for various schemes for their children such as disability reimbursement of school fees, aids and appliances, physio and speech therapy.

Their request was accepted by BBMP except for 6 children who could not furnish a proper residential certificate, a criteria to avail the schemes. Our team advised the parents to approach the councillor's office. Unfortunately, the parent's requests went unheeded by the officials. The parents decided to sit for dharna in the Councillor's office. After 15 days of continued struggle, they received the residential certificates.

2018-19 ACHIEVEMENTS

RPD champions	40
Identification of CwDs in ULB surveys	8,000
PwDs accessed MNREGA	993
Money accessed	₹54,00,000
New Partnerships	12
Reach through partnerships	19,028

S.No. Strategic Partners

- 1 Ashadeepa Angavikalara Seva Samsthe
- 2 Abhayan Foundation
- 3 Basaveshwara Virashyva Vidyavardaka Sangha (BVVS)
- 4 Bijapur Integrated Rural Development Society (BIRDS)
- 5 Bijapura Lingayat Development Education Association (BLDEA)
- 6 GiftAble Foundation
- 7 Karnataka Angavikalara Ikyata Vedike
- 8 Karnataka Rajya Bennuhuri Apaghatada Angavikalara Sangha®
- 9 Margadarshi Society
- 10 MP Prakash Samaja Mukhi trust
- 11 Mrutunjaya Matha Seva Trust
- 12 Roshni Social Action Centre
- 13 Rural Development Trust (RDT)
- 14 Rural Education and Child Health Society (Reach Society)
- 15 Samuha-Samarthy
- 16 Sannaverappa Channappa Hongal Foundation
- 17 Seva Sangam Development Society, Kalaburagi
- 18 Sevabarathi (R) Belthangady
- 19 Shri B.D. Tatti (A) Memorial Charitable Trust
- 20 Social Awareness and Human action for Rural Area (SAHARA)
- 21 Social Education Activity for Rural Child Health (SEARCH)
- 22 Spoorthy
- 23 Tulajabhavani Shaikshanika hagu Grameena Abhivrdhhi Samsthe
- 24 Vimochana
- 25 Women Welfare Society (WWS)



Horticulture has been a long-standing passion at APD with Hema, our founder, playing a foundational role in setting up the centres in Bangalore. The Horticulture unit has produced many garden specialists, horticulturists, and garden supervisors over the years who have been placed in nurseries, companies, and APD's own horticulture centres in Jeevan Bhima Nagar and Kyalasanahalli.

Horticulture (HT)

The Horticulture centres are close to the hearts of many at APD, staff and service recipients alike. We initiated a new centre in Ananda Ashrama to add to the existing ones at Jeevan Bhima Nagar, Kyalasanahalli and Lingarajapuram nursery.

We conducted 17 corporate events and 5 in-house events to promote sales and visibility. Over 40,000 footfalls were recorded from April 2018 to January 2019 across the centres.

We streamlined the HT procurement system and procedures and brought garden products under GST with coding for billing. We also increased production to supply ₹30 lakh worth plants.

We refurbished the Orchid House at Kyalasanahalli with the support of Colin Aerospace (UTC). With Bosch's support, we planted ₹3.5 lakhs worth of mother plants through corporate volunteering activities.

2018-19 ACHIEVEMENTS

New customers	1,800
Customers converted to donors	281
Amount raised from sales, services and donations	₹1,32,00,000
Amount raised through evangelisation efforts	₹21,00,000



Our late founder, N S Hema, once said that disability exists invisibly in society. The slogan "Nothing About Us, Without Us" inspired the training of people with disabilities (PwDs) to be key providers of disability related services. That's how the deep personal care in day-to-day interactions became ingrained at APD.

N S Hema Memorial Award 2018



Awarded on October 4, APD's Founder's Day, the N S Hema Memorial Award goes to an NGO that has done exemplary work in the field of disability in Karnataka, for at least 3 years.

The 2018 award went to Karnataka Hemophilia Society. Dr Suresh Hanagavadi, the founder of the Society, was given a citation and a cash award of Rs 1 lakh by APD which was presented by the chief guest, former Karnataka Lokayukta Justice Santosh Hegde.

Ms Sandhya Limaya, Associate Professor, TISS, Mumbai delivered the 1st NS Hema Memorial lecture. She spoke eloquently about the range of disabilities and the dire need for accessible solutions that enable true inclusion.

APD BOARD MEMBERS

Mohan Sundaram, Hon. President

Founder of ArtiLab, a disability focused incubator. Previously, a senior executive with 34+ years of corporate and entrepreneurial experience in technology businesses. Mentor at NSRCEL/IIMB and involved in setting up the DNA network of NGOs in the disability sector.

Subir Hari Singh, Vice President

Former Chief Secretary, Government of Karnataka and member of the IAS. Previously, held many senior government positions at state and centre.

Jacob Kurian, Hon. Secretary

Partner with New Silk Route Advisors Pvt Ltd. Previously, senior officer of the Tata Administrative Service. Served in CXO positions in Tata Group companies.

Atul Vora, Hon. Treasurer

Over 25 years of experience in leading companies in India including HCL Technologies, Aquila Technologies, Owens Corning and ICRA, mostly in the field of finance.

Dr Thelma Narayan, Trustee

Director of Academics and Health Policy Action at SOCHARA.

Previously, Director of SOPHEA (School of Public Health, Equity and Action) and Secretary of SOCHARA (Society for Community Health Awareness, Research and Action).

S Renukaradhya, Trustee

Retired Deputy Secretary, Govt. of Karnataka. Previously, served for 33 years, across varied departments of the government. Served as President of the Karnataka State Government Disabled Employees Association for 15 years.

V P Mahendra, Trustee

Past President of APD, trustee since 1980. Vice Chairman and Managing Director, VST Tillers Tractors Ltd. Pivotal in setting up VST Tillers Tractors Ltd. in 1968

P Pradeep Kumar, Member

Member of the Banks Board Bureau. Previously, MD of State Bank of India (SBI), MD of State Bank of Travancore and currently Independent Director on the Board of Brigade Enterprises Ltd. and Shriram Transport Finance Ltd.

M J Aravind, Permanent Invitee

Founder Trustee of Dhvani Foundation. Former Hon. Secretary and President of APD. Co-founded Daksh, one of India's largest independent BPO companies, acquired by IBM in 2004.

Amritha Ward, Member

Graphic Designer with 20 years of experience between her time as an employee of Visual Marketing Associates, Dayton, Ohio, and as a freelance designer.

Mohan Rao, Trustee

Has 37 years of corporate experience. Previously, Vice President, Chief Risk Officer & Ombudsman for Wipro Ltd.'s technology business divisions. Associated with Azim Premji Foundation.



Audit Report under Section 12A (b) of the Income-tax Act, 1961, in the case of
Charitable or religious trusts or institutions

Report on the Financial Statements

We have examined the Balance Sheet of **THE ASSOCIATION OF PEOPLE WITH DISABILITY**, is a Society registered under Society's Act., having its office at 6th Cross, Hutchins Road, St. Thomas Town Post, Hennur Road (Lingarajapuram), Bangalore-560 084 as at March 31, 2019 and the Income and Expenditure Account for the year ended on that date which are in agreement with the Books of Accounts maintained by the said Society/institution.

Governing Board's Responsibility for the Financial Statements

THE ASSOCIATION OF PEOPLE WITH DISABILITY is a Society registered under Society's Act, governed by its Bye-laws. Under the bye law's, Governing Board is the supreme authority and responsible for the preparation of these financial statements that give a true and fair view of the financial position and financial performance of the Institution. 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.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with the Standards on Auditing issued by the Institute of Chartered Accountants of India. Those Standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making, those risk assessments, the auditor considers internal control relevant to the Trust/Institution's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of the accounting estimates made by management committee, as well as evaluating the overall presentation of the financial statements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion and to the best of our information and according to the explanations given to us, the said accounts read with the schedules forming part of Report and notes relating to Significant Accounting Policies give a true and fair view, in conformity with the Accounting Principles generally accepted in India:

- In the case of the Balance Sheet, of the state of affairs of the above named Society/institution as at March 31,2019 and
- In the case of the Income and Expenditure Account, of the Excess of Expenditure over Income of its accounting year ended on March 31, 2019.

The prescribed particulars are annexed hereto.

Place: Bangalore
Date: 20.08.2019

for RAJAGOPAL & BADRI NARAYANAN
Chartered Accountants

M.S. RAJAGOPAL
Partner
M.No.020244
Firm No.03024S

**THE ASSOCIATION OF PEOPLE WITH DISABILITY: BANGALORE
BALANCE SHEET AS AT MARCH 31, 2019**

	Schedule	As at 3/31/19	As at 3/31/18
SOURCES OF FUNDS			
Capital Fund	1	34,736,189	27,231,935
General Funds	2	9,168,587	30,144,517
Endowment and Other Funds	3	62,741,772	62,850,460
Current liabilities and provisions	4	48,665,141	51,187,120
		155,311,690	171,414,033
APPLICATION OF FUNDS			
Fixed Assets	5	34,736,189	27,231,934
Investments	6	62,594,489	76,869,444
Current Assets, loans and advances			
Stock on Hand	7	1,303,396	4,720,185
Sundry Debtors	8	17,927,022	9,568,026
Loans & Advances	9	4,019,345	3,227,230
Cash & Bank Balances	10	34,731,250	49,797,214
		155,311,690	171,414,033
Significant Accounting Policies and Notes on Accounts	A		

For and on behalf of **The Association of People with Disability—Bangalore**
Sd/-
Mohan Sundaram
Hon. President

Sd/-
Jacob Kurian
Hon. Secretary

Sd/-
Atul V Vora
Hon. Treasurer

As per our Report of Even Date
For Rajagopal & Badri Narayanan
Chartered Accountants

Sd/-
M.S.RAJAGOPAL
Partner
M.No.020244
Firm Reg. No.003024S

Place: Bangalore
Date: 20.08.2019

**THE ASSOCIATION OF PEOPLE WITH DISABILITY: BANGALORE
INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED MARCH 31, 2019**

		FOR THE YEAR ENDED	
	Schedule	3/31/19	3/31/18
INCOME			
Grants & Donations	11	133,748,445	125,548,387
Other Resources	12	19,419,013	16,236,829
Interest Received	13	8,823,836	8,744,637
Depreciation-withdrawn from Capital Fund	5	4,089,105	3,208,633
		166,080,399	153,738,486
EXPENDITURE			
Salary & Benefits	14	93,349,026	78,892,261
Program Expenses	15	75,715,545	58,535,445
Administrative & General Expenses	16	12,899,867	12,555,826
Depreciation	5	4,089,105	3,208,633
		186,053,543	153,192,165
Excess of Expenditure over Income Transferred from General Fund		(19,973,144)	546,321
		(19,973,144)	546,321
Significant Accounting Policies and Notes on Accounts	A		

For and on behalf of **The Association of People with Disability—Bangalore**
Sd/-
Mohan Sundaram
Hon. President

Sd/-
Jacob Kurian
Hon. Secretary

Sd/-
Atul V Vora
Hon. Treasurer

As per our Report of Even Date
For Rajagopal & Badri Narayanan
Chartered Accountants

Sd/-
M.S.RAJAGOPAL
Partner
M.No.020244
Firm Reg. No.003024S

Place: Bangalore
Date: 20.08.2019



Thank you

Name of the Donors	Amount (INR)
Azim Premji Philanthropic Initiatives	15,550,000
ABB India Foundation	11,370,643
The Hans Foundation	10,665,317
Titan Company Limited	8,758,490
Goodrich Aerospace Services Pvt Ltd	5,944,938
Ms. Hema Hattangady & Mr. Ashok Hattangady	5,000,000
Tech Mahindra Foundation	4,495,734
Mindtree Foundation	4,322,800
Northern Operating Service Pvt. Ltd	3,402,634
Give 2 Asia (SSGA)	2,848,900
Deaf Child World Wide	2,577,751
NTT DATA Information Processing Pvt. Ltd.	2,476,901
The Live Love Laugh Foundation	2,416,744
ANZ Operations And Technology Pvt. Ltd	2,393,124
Give Foundation	2,334,999
Akamai Technologies India	2,320,287
NetApp India Marketing and Services Private Ltd	2,200,000
UK Online Giving Foundation	2,153,516
ANZ Support Service India Pvt. Ltd	1,927,476
Serve	1,815,803
Ms. Ambiga Subramanian	1,727,700
Mr. Shailesh Lakhani	1,600,000
H & M Hennes & Mauritz India Pvt. Ltd.	1,591,422

Name of the Donors	Amount (INR)
Thought Works Technologies India Pvt Ltd.	1,531,267
DELL EMC	1,500,000
VST Tillers Tractors Ltd.	1,500,000
Department of Women & Child Development (DWCD)	2,315,110
Zurich Community Trust (UK) Limited	1,438,694
Mr. Srikanth Hosakote	1,200,000
Ms. Sushma Srikanth	1,200,000
Mr. S. Anand Kumar	900,000
Global Giving	716,484
MIBLOU	711,461
St. Aidans High School	704,431
K.R. Enterprises	674,257
St. Columbas High School	603,156
National Trust	595,180
Trinity High School	454,902
Commissioner CMC Vijayapur	433,439
GiftAble Foundation	427,295
Weir Minerals (India) Pvt. Ltd.	400,000
YourCause	395,863
Robert Bosch Engineering and Business Solutions Ltd	384,889
St. Mungos High School	356,120
St. Ambrose High School	354,760

Name of the Donors	Amount (INR)
Arcadis Consulting India Private Ltd	340,000
The Himalaya Drug Company	306,519
National Centre for Promotion of Employment For Disabled People (NCPEDP)	245,000
Inti International University & Colleges	243,164
Mindscape Computing (P) Ltd	210,000
Mr. B.C.S. Iyengar	207,000
Difacto Robotics and Automation Pvt Ltd	200,000
Mr. Mohammed Ali Nalmandi	182,500
Ganjam Nagappa and Sons (P) Ltd	175,000
Ms. Laura B Kane	168,583
ITC Ladies Social Welfare	159,060
United Way Of Bengaluru	155,640
Community Services of Bangalore	150,000
Vindhya E Info Media	138,000
Mr. Gautam Wadhvani	136,219
Ms. Anitha Bhat	111,978
Ms. Shilpa Vora	100,300
Mr. Vinod Kumar Khandpur	100,250
Accel Partners India LLP	100,000
Mr. B.N.Garudachar	100,000
Mr. Jacob Kurian	100,000
Mr. Ramchandra Shenai	100,000
Sri Balaji Charitable Trust	100,000
Supreme Pharmaceuticals Mysore Pvt Ltd	100,000
Charities Aid Foundation India	89,180
Mrs. Vijaya Subramaniam	79,837
Mr. Mohan Srinivasa Rao	78,850
Mr. Pradeep Kumar P	75,000
Panchayath Development Officer (PDO)	74,450
Mr. Ishwar B Hemrajani	71,250
Karnataka State Council For Child Welfare	70,000
Mr. Ashutosh Vaidya	70,000
Mrs. Ishita Bhatia	69,000
Future Generali India Insurance Co. Ltd.	68,747
Prayas Trust	68,705
Google India Pvt. Ltd	68,250
Mr. Srikanth Chavali	67,500
Mr. Nitin Kataria	60,000
Mr. Vijay Kumar Sood	59,500
Motivation Charitable Trust	58,310
Mr. Laxmichand K Jain	52,500
Mr. Sridhar Kanthadai	52,000

Name of the Donors	Amount (INR)
Mr. Ujaval Gandhi	50,200
Dr. Sharadha Suresh	50,000
FUTURA SURGICARE PVT LTD	50,000
Mr. Mahendra Magan Chibba	50,000
Mr. R Jayaram Sarma	50,000
Mr. Satish Kumar S	50,000
Position 2 Marketing Pvt Ltd	50,000
Shree Lakhmshi Nappo Smarak Sadharan Fund	50,000
Mr. Mohan Sundaram	45,500
Mr. Jayakumar Sadras	43,000
Mr. Nagarajan Ramasubramaniam	40,556
Mr. J K Chandna	40,000
Mrs. Hyma V.	40,000
Oncrop Agro Sciences	38,253
Mr. Ravinder Singh Chauhan & Asha Pandey	38,000
The Printers (Mysore)Pvt Ltd	38,000
Sharada Peetham	36,000
The Bengalee Association	35,000
Mr. Gopal Krishna Nayak Ullal	33,000
Ms. V Deepa Jagdish	33,000
Mr. Nishit Garg	31,500
Mr. P Sujai	31,000
Ms. Devika Varma	30,100
Captain Raghu Raman	30,000
Mr. Murali Krishnan	30,000
Mr. Naveen Kumar Kalyankar	30,000
Mr. Subramanian Gurunathan	30,000
Mr. Vikas Mishra	30,000
Mrs. Ranga Gopalswami	30,000
Mrs. Suchira Iyer	30,000
Ms. Mamta I Hemrajani	30,000
Pragathi Charitable Trust	30,000
Ms. Zarine Vijay Rekhi	27,800
Ms. Malini Saran	27,600
National Public School	26,210
Ms. Pia Singh	26,000
Mrs. Sunila Gupte	25,300
Mr. Amish Chhunilal Chheda	25,000
Mr. Bapavani Gali	25,000
Mr. Chandrakanth Mysore	25,000
Mr. Dilip Kumar Mishra	25,000
Mr. Karthik Ramanathan	25,000
Ms. Indira Krishnaswami	25,000

Acknowledgements



We acknowledge and appreciate all our well-wishers and supporters who have significantly contributed to the progress of APD during this year.

Hospitals

Manipal Hospital & College, Bowring & Lady Hospital, St John's Medical College, Bhagwan Mahaveer Jain Hospital, M S Ramaiah Hospital, Indira Gandhi Hospital, Baptist Hospital, NIMHANS, Sparsh and BLDE Medical College—Vijayapura, Wenlock District Hospital—Mangalore, Kasturba Medical College—Mangalore, Basaveshwara Medical College—Kalburagi, Mother Theresa Charitable Hospital—Kalburagi, Koppal Institute of Medical Sciences—Koppal, Bapuji Hospital—Davanagere, City Central Hospital—Davanagere, S S Institute of Medical Sciences and Research Centre—Davanagere, BLDE Hospital—Vijayapura, AL-Ameen Hospital—Vijayapura, OM Hospital—Ranebennur, Haveri.

Volunteers

Ms Alice Ruemmler, Ms Kyoko Nagayasu, Mr N Sudakar, Ms Alka Shing, Ms Aruna Maroda, Ms Saroja Shetty, Ms Luna, Ms Lilly Beula, Ms Sayuri, Ms Bharathi Lakshmi, Ms Ashwathi Sathyam, Chloe Tjogas, Ms Avni Wadhvani, Mr Kenneth Li, Mr M Uvaraj, Ms Hyma, Dr Shashikala.

Corporate Volunteers

Standard Chartered Bank, Cognizant, Northern Trust, Centre for Learning (CFL), Zevin Sports, Lions Club, Banjara Academy, ABB, Google, Intel, Titan, UTC, Robert Bosch, NTT Data. Ministries and Departments Department of Urban Development; Rural Development and Panchaya-

ti Raj; Education, Woman and Child Development; Disability Commission; Directorate for the Empowerment of Differently Abled and Senior Citizen; Karnataka State Child Rights Commission; Department of Health and Family Welfare; Ministry of Social Justice and Empowerment; Department of Science and Technology, National Skill Development Corporation (NSDC); District Administration; Davangere, Vijayapura, Belagavi and Kalburagi, Samagra Shiksha Abhiyan; Divisional Commissioners of Gulbarga and Belgaum division: District education department officers of Vijayapura, Bangalore and Davangere districts.

Foundation/Organization /Service Organization

Vidhyasagar—Chennai, NIEPMD—Chennai, IIT Chennai, Holy Cross Society—Trichy, Spastic Society of Tamil Nadu—Chennai, Salam Trust—Bangalore, Bubble School—Bangalore, BBMP Hospital—Bangalore, BLDE University—Bijapur, Spastic Society—Bangalore, The International Committee of the Red Cross (ICRC), ICARUS, Riselegs—Bangalore, Non Spec—Bangalore, Social Hardware—Bangalore, Motivation India, Mobility India, Disability NGO Alliance, Dhvani Foundation, Leeds University, Tata Institute of Social Sciences, Mumbai.

Annual Report

We acknowledge the support and valuable contributions of Mr Jacob Kurian, Ms Amritha Ward, Ms Christy Abraham, Ms Monica Samuel, Ms Javeriya Banu, Mr Daniel E James, Mr Shubhajit Bhattacharya, Ms Navya, Mr Edwin, Mr Ravi Raghavan and Mr Jawahar Ramanathan.

Divisional offices set up at Belagavi, Kalaburagi. Other APD campuses were set up with safety, security & hygiene solutions such as CCTV cameras. A total of 76 cameras were fixed across locations including district offices.

Staff Details	Men	Women	Total
Full time Staff	163	144	307
PwDs	58	27	85

Highest salary paid: ₹1,32,954/- per month.

Lowest salary paid: ₹16,055/- per month.

International Travel Details

The CEO visited Sri Lanka, Batticaloa district and participated in a disability training program from 1-9 August 2018 as Resource Person. The visit was sponsored by Scope Global an Australian NGO, and facilitated by the Centre for Accessibility, Monitoring and Information on Disability (CAMID). Travel costs amounted to ₹32,492/- (sponsored).

Board Members' Travel Expense:

Expenses for Board Members travel during the financial year were ₹1520/-



Administration Details

Name of the Organization	The Association of People with Disability
Registration Details	Society Registration No. S2179 Dt. 20/05/1959 FCRA Registration No. 94420100 Dt. 01/02/1985 Registered under 80G of Income Tax Act, 1961 Registered with UN ECOSOC
Registered Office	6 th Cross Hutchins Road, Off Hennur main Road, Lingarajapuram, St. Thomas Town Post, Bengaluru-560 084
Other Operational Centres	Jeevan Bhima Nagar, Bengaluru Kyalasanahalli, Bengaluru Anand Ashram, Chintamani, Kolar Dt. Vijayapura Dt. Davangere Dt. Kalaburagi Belagavi
Telephone, Email & Web	Telephone: (+91) 80 25470390 / 25475165 Email: contact@apd-india.org Website: www.apd-india.org
Statutory Auditors	M/s Rajagopal & Badri Narayan
Internal Auditors	M/s Baker Tilly DHC Pvt Ltd
Bankers	HDFC Yes Bank State Bank of India
Governing Board	Mr Mohan Sundaram, <i>President</i> Mr Subir Hari Singh, <i>Vice President</i> Mr Jacob Kurian, <i>Secretary</i> Mr Atul V Vora, <i>Treasurer</i> Mr V P Mahendra, <i>Trustee</i> Mr Mohan Rao, <i>Trustee</i> Mr S Renukaradhya, <i>Trustee</i> Dr Thelma Narayan, <i>Trustee</i> Mr Pradeep Kumar Panja, <i>Member</i> Ms Amritha V M Ward, <i>Member</i>
Advisory Panel Members	Dr Kurian Zachariah — <i>Physical & Social Rehabilitation</i> Mr K G Y Narayan— <i>Livelihood & DNA</i> Mr Gurgeet Singh Arneja — <i>Government Interface</i>
Chief Executive Officer	Ms Christy Abraham

Association Membership

As on 31st March 2019 Total: 87
Patron Members: 08
Life Members: 73
Ordinary Members: 06



THE ASSOCIATION OF PEOPLE WITH DISABILITY

6th Cross, Hutchins Road
Off Hennur Road
Lingarajapuram
St. Thomas Town Post
Bangalore-560084
Karnataka

Phone:

+91 (80) 25475165

Email:

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Website:

www.apd-india.org

