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.
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.

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

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 Shrodhanjali 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 grassroots 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 partners 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
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.

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

—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.

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. Received accreditation of the Inclusive Education (IE) training curriculum from TISS.
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.

### REACH DASHBOARD

<table>
<thead>
<tr>
<th>Service Recipients</th>
<th>Capacity Building</th>
<th>Sensitisation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Developmental Intervention</td>
<td>Reach</td>
<td>Reach</td>
</tr>
<tr>
<td>Early Intervention</td>
<td>2,568</td>
<td>1,010</td>
</tr>
<tr>
<td>Inclusive Education</td>
<td>10,866</td>
<td>4,738</td>
</tr>
<tr>
<td>Livelihood</td>
<td>4,090</td>
<td>24</td>
</tr>
<tr>
<td>Spinal Cord Injury Rehabilitation</td>
<td>1,620</td>
<td>1,292</td>
</tr>
<tr>
<td>Disability &amp; Rehabilitation</td>
<td>2,289</td>
<td>525</td>
</tr>
<tr>
<td>IDRR</td>
<td>127</td>
<td>1,002</td>
</tr>
<tr>
<td>Collaborations</td>
<td>10,582</td>
<td>466</td>
</tr>
<tr>
<td>Core Functions</td>
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<td>130</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>31,962</strong></td>
<td><strong>9,187</strong></td>
</tr>
</tbody>
</table>

### 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.**
- **Our programmes promote peace, justice and equality for people in different societies.**
- **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.**
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 1% 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

<table>
<thead>
<tr>
<th>Category</th>
<th>Achievements</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individual Family Support Plans developed</td>
<td>1,568</td>
</tr>
<tr>
<td>Children enrolled in Anganwadi and preschool</td>
<td>1,152</td>
</tr>
<tr>
<td>Parents trained</td>
<td>1,058</td>
</tr>
<tr>
<td>Assistive devices provided</td>
<td>315</td>
</tr>
<tr>
<td>Children who availed NIRMAYA and pension</td>
<td>135</td>
</tr>
<tr>
<td>Children with Global Developmental Delay who improved in all 13 developmental areas and moved out of the program</td>
<td>60</td>
</tr>
<tr>
<td>Strategic partners implementing the program</td>
<td>11</td>
</tr>
</tbody>
</table>

Collaboration with GiftAbled

Training Partners to Augment Capacity: Nurturing NGOs has been an integral approach for APD to reach unserved people. We partnered with GiftAbled 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.
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.

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

<table>
<thead>
<tr>
<th>Description</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Enrolments through BIERTs</td>
<td>8,113</td>
</tr>
<tr>
<td>Direct community school enrolments</td>
<td>1,582</td>
</tr>
<tr>
<td>Model school enrolments</td>
<td>713</td>
</tr>
<tr>
<td>SIS enrolments</td>
<td>168</td>
</tr>
<tr>
<td>BOT school enrolments</td>
<td>110</td>
</tr>
<tr>
<td>Model schools</td>
<td>55</td>
</tr>
<tr>
<td>BOT schools</td>
<td>3</td>
</tr>
</tbody>
</table>

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

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 Belgum 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.

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.

2018-19 ACHIEVEMENTS

<table>
<thead>
<tr>
<th>Name of the Course</th>
<th>Carry forward from 2017-18</th>
<th>New enrolments</th>
<th>Completed Training</th>
<th>Students Placed</th>
<th>Students yet to be Placed</th>
<th>Carry forward to 2019-20</th>
</tr>
</thead>
<tbody>
<tr>
<td>Horticulture</td>
<td>43</td>
<td>121</td>
<td>109</td>
<td>87</td>
<td>22</td>
<td>31</td>
</tr>
<tr>
<td>Industrial Training</td>
<td>57</td>
<td>83</td>
<td>94</td>
<td>76</td>
<td>18</td>
<td>22</td>
</tr>
<tr>
<td>Employer led Training</td>
<td>87</td>
<td>434</td>
<td>454</td>
<td>349</td>
<td>105</td>
<td>0</td>
</tr>
<tr>
<td>Sponsorship</td>
<td>26</td>
<td>11</td>
<td>9</td>
<td>2</td>
<td>7</td>
<td>36</td>
</tr>
<tr>
<td>Rural Livelihood</td>
<td>0</td>
<td>62</td>
<td>30</td>
<td>18</td>
<td>12</td>
<td>11</td>
</tr>
<tr>
<td>Direct Placement</td>
<td>0</td>
<td>27</td>
<td>27</td>
<td>27</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Grand Total</td>
<td>213</td>
<td>738</td>
<td>723</td>
<td>569</td>
<td>164</td>
<td>100</td>
</tr>
</tbody>
</table>

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 Niyaaz 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 (WWWS), Belgaum; Rural Development Trust (RDT), Arantapur; 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.
Spinal Cord Injury Rehabilitation

The Spinal Cord Injury Rehabilitation programme aims to rehabilitate underprivileged 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 Navigoti 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

<table>
<thead>
<tr>
<th>Location</th>
<th>Female</th>
<th>Male</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>APD</td>
<td>69</td>
<td>610</td>
<td>679</td>
</tr>
<tr>
<td>Strategic partners</td>
<td>54</td>
<td>837</td>
<td>941</td>
</tr>
<tr>
<td>Institution</td>
<td>9</td>
<td>157</td>
<td>166</td>
</tr>
<tr>
<td>Community</td>
<td>114</td>
<td>1,340</td>
<td>1,454</td>
</tr>
</tbody>
</table>
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.

<table>
<thead>
<tr>
<th>Accreditation</th>
<th>Course</th>
<th>Actual Enrolment</th>
<th>Course completed</th>
</tr>
</thead>
<tbody>
<tr>
<td>RCI affiliated courses</td>
<td>Certificate Course in Care Giving</td>
<td>18</td>
<td>Ongoing</td>
</tr>
<tr>
<td></td>
<td>Certificate Course in Rehabilitation Training</td>
<td>25</td>
<td></td>
</tr>
<tr>
<td>Non-affiliated APD courses</td>
<td>Inclusive Education</td>
<td>11</td>
<td>11</td>
</tr>
<tr>
<td></td>
<td>Community Therapy Aid Course</td>
<td>45</td>
<td>37</td>
</tr>
<tr>
<td>Ali Yavar Jung National Institute of Speech &amp; Hearing Disabilities</td>
<td>Indian Sign Language</td>
<td>10</td>
<td>10</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>121</td>
<td></td>
</tr>
</tbody>
</table>

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 COMHAD International Conference.

Inclusive Education
- Presented a model school concept poster at the 5th International Conference on Inclusive Education at India International Centre, organised by Amarjyothi, 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 National Conference on Inclusive Education and Technologies (NCIE 2018) conducted by Tata Institute of Social Sciences, Mumbai; Brotherhood, New Delhi and Thapar Institute, Patiala, Punjab.

CMHP
- Presented a paper on Mental Health at the National Conference of Indian Association for Social Psychiatric (NCAASP) in Rohtak, Haryana.

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 Nonspec 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 Dharward Hospital, 250 kilometers away. Every month, they paid ₹1000 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 and 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.

S.No. Strategic Partners
1 Ashadeepa Angavikalara Seva Samsthe
2 Abhiyan Foundation
3 Basaveshwara Virashuya Vidyaavardaka Sangha (BVVS)
4 Bijapur Integrated Rural Development Society (BIRDS)
5 Bijapur Lingajat Development Education Association (BLDEA)
6 GiftAbled Foundation
7 Karnataka Angavikalara Ikyata Vedike
8 Karnataka Rajya Bennuhuri Apaghatada Angavikalara Sangha®
9 Margadarshi Society
10 MP Prakash Samage Mukhi trust
11 Murutunjaya 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 Spoorthi
23 Tulajabahavani Shaikshanika hagu Grameena Abhivrddhi Samsthe
24 Vimochana
25 Women Welfare Society (WWS)

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 MGNREGA 993
Money accessed ₹54,00,000
New Partnerships 12
Reach through partnerships 19,028
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.

Horticulture (HT)

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.

2018-19 ACHIEVEMENTS

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>New customers</td>
<td>1,800</td>
</tr>
<tr>
<td>Customers converted to donors</td>
<td>281</td>
</tr>
<tr>
<td>Amount raised from sales, services and donations</td>
<td>₹1.32,00,000</td>
</tr>
<tr>
<td>Amount raised through evangelisation efforts</td>
<td>₹21,00,000</td>
</tr>
</tbody>
</table>
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.
Annual report 2018-19

Report on the Financial Statements
We have examined the Balance Sheet of THE ASSOCIATION OF PEOPLE WITH DISABILITY, 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:

a) In the case of the Balance Sheet, of the state of affairs of the above named Society/institution as at March 31, 2019 and

b) 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.

for RAJAGOPAL & BADRI NARAYANAN
Chartered Accountants

Place: Bangalore
Date: 20.08.2019

M.S. RAJAGOPAL
Partner
M No.020244
Firm No.03024S
## Balance Sheet As At March 31, 2019

<table>
<thead>
<tr>
<th>Schedule</th>
<th>As at 3/31/19</th>
<th>As at 3/31/18</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>SOURCES OF FUNDS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Capital Fund</td>
<td>1</td>
<td>34,736,189</td>
</tr>
<tr>
<td>General Funds</td>
<td>2</td>
<td>9,168,587</td>
</tr>
<tr>
<td>Endowment and Other Funds</td>
<td>3</td>
<td>62,741,772</td>
</tr>
<tr>
<td>Current liabilities and provisions</td>
<td>4</td>
<td>48,665,141</td>
</tr>
<tr>
<td><strong>APPLICATION OF FUNDS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fixed Assets</td>
<td>5</td>
<td>34,736,189</td>
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<tr>
<td>Investments</td>
<td>6</td>
<td>62,594,489</td>
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<tr>
<td>Stock on Hand</td>
<td>7</td>
<td>1,303,396</td>
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<tr>
<td>Sundry Debtors</td>
<td>8</td>
<td>17,927,022</td>
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<tr>
<td>Loans &amp; Advances</td>
<td>9</td>
<td>4,019,345</td>
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<tr>
<td>Cash &amp; Bank Balances</td>
<td>10</td>
<td>34,731,250</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>155,311,690</strong></td>
<td><strong>171,414,033</strong></td>
</tr>
</tbody>
</table>

### Application of Funds

**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

M.S. RAJAGOPAL  
Partner
M.No.020244  
Firm Reg. No.003024S

Place: Bangalore  
Date: 20.08.2019

---

## Income and Expenditure Account For the Year Ended March 31, 2019

<table>
<thead>
<tr>
<th>Schedule</th>
<th>3/31/19</th>
<th>3/31/18</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>INCOME</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Grants &amp; Donations</td>
<td>11</td>
<td>133,748,445</td>
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<tr>
<td>Other Resources</td>
<td>12</td>
<td>19,419,013</td>
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<tr>
<td>Interest Received</td>
<td>13</td>
<td>8,823,836</td>
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<tr>
<td>Depreciation-withdrawn from Capital Fund</td>
<td>5</td>
<td>4,089,105</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>166,080,399</strong></td>
<td><strong>153,738,486</strong></td>
</tr>
</tbody>
</table>

| **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   |
| **Total** | **186,053,543** | **153,192,165** |         |

**Excess of Expenditure over Income Transferred from General Fund**

<table>
<thead>
<tr>
<th>3/31/19</th>
<th>3/31/18</th>
</tr>
</thead>
<tbody>
<tr>
<td>(19,973,144)</td>
<td>546,321</td>
</tr>
<tr>
<td>(19,973,144)</td>
<td>546,321</td>
</tr>
</tbody>
</table>

**Significant Accounting Policies and Notes on Accounts**

For and on behalf of The Association of People with Disability—Bangalore  
As per our Report of Even Date
For Rajagopal & Badri Narayanan  
Chartered Accountants

M.S. RAJAGOPAL  
Partner
M.No.020244  
Firm Reg. No.003024S

Place: Bangalore  
Date: 20.08.2019
Thank you

<table>
<thead>
<tr>
<th>Name of the Donors</th>
<th>Amount (INR)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Azim Premji Philanthropic Initiatives</td>
<td>15,550,000</td>
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<tr>
<td>ADB India Foundation</td>
<td>11,370,643</td>
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<tr>
<td>The Hans Foundation</td>
<td>10,685,317</td>
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<tr>
<td>Titan Company Limited</td>
<td>8,756,490</td>
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<tr>
<td>Goodrich Aerospace Services Pvt Ltd</td>
<td>5,944,938</td>
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<tr>
<td>Ms. Hema Hattangady &amp; Mr. Ashok Hattangady</td>
<td>5,000,000</td>
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<tr>
<td>Tech Mahindra Foundation</td>
<td>4,485,734</td>
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<tr>
<td>Mindtree Foundation</td>
<td>4,332,800</td>
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<tr>
<td>Northern Operating Service Pvt. Ltd</td>
<td>3,402,634</td>
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<tr>
<td>Give 2 Asia (SSGA)</td>
<td>2,848,900</td>
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<tr>
<td>Deaf Child World Wide</td>
<td>2,577,751</td>
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<tr>
<td>NTT DATA Information Processing Pvt. Ltd</td>
<td>2,476,801</td>
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<tr>
<td>The Live Love Laugh Foundation</td>
<td>2,416,744</td>
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<td>ANZ Operations And Technology Pvt. Ltd</td>
<td>2,393,124</td>
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<tr>
<td>Give Foundation</td>
<td>2,334,998</td>
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<tr>
<td>Akamai Technologies India</td>
<td>2,320,287</td>
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<tr>
<td>NetApp India Marketing and Services Pvt Ltd</td>
<td>2,200,000</td>
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<tr>
<td>UK Online Giving Foundation</td>
<td>2,153,516</td>
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<tr>
<td>ANZ Support Service India Pvt. Ltd</td>
<td>1,927,476</td>
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<tr>
<td>Serve</td>
<td>1,815,803</td>
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<tr>
<td>Ms. Ambiga Subramanian</td>
<td>1,727,700</td>
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<tr>
<td>Mr. Shailesh Lakhani</td>
<td>1,600,000</td>
</tr>
<tr>
<td>H &amp; M Hennes &amp; Mauritz India Pvt. Ltd</td>
<td>1,581,422</td>
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</tbody>
</table>

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

Annual report 2018-19
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 6 College, Bowring 6 Lady Hospital, St John’s Medical College, Bhagwan Mahaveer Jain Hospital, M S Ramiah Hospital, Indira Gandhi Hospital, Baptist Hospital, NIMHANS, Sashir and BLDE Medical College—Vijayapura, Menlock District Hospital—Mangalore, Kasturba Medical College—Mangalore, Basaveshwara Medical College—Kalburgi, Mother Theresa Charitable Hospital—Kalburgi, 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 Ruenmmer, Ms Kyoko Nagayasu, Mr N Sudakar, Ms Alka Shing, Ms Aruna Maroda, Ms Sangea Shettty, Ms Luna, Ms Liluy Beula, Ms Sajuri, Ms Bharathi Lakshmi, Ms Ashwathi Sathya, Chloey Tjogas, Ms Avni Wadhwan, Mr Kenneth Li, Mr M Uvaraj, Ms Hyma, Mr Jawahar Ramanathan.

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 Panchayati 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 Kalburgi, Samagra Shiksha Ahbijan; Divisional Commissioners of Gulbarga and Belgaum division; District education department officers of Vijayapura, Bangalore and Davangere districts.

We acknowledge the support and valuable contributions of Mr Jacob Kurian, Ms Amritha V M Ward, Mr Pradeep Kumar Panja, Dr Thelma Narayan, Mr S Renukaradhya, Mr Mohan Rao, Mr V P Mahendra, Trustee, Mr V P Mahendra, Trustee, Mr Mohan Rao, Trustee Mr S Renuradhy, Trustee Dr Thelma Narayan, Trustee, Mr Pradeep Kumar Panja, Member Ms Amritha V M V, Member, Mr Mohan Sundaram, President Mr Subir Hari Singh, Vice President Mr Jacob Kurian, Secretary Mr Atul V Vora, Treasurer Mr V P Mahendra, Trustee, Mr Mohan Rao, Trustee Mr S Renuradhy, Trustee Dr Thelma Narayan, Trustee, Mr Pradeep Kumar Panja, Member Ms Amritha V M V, Member, Mr Mohan Sundaram, President Mr Subir Hari Singh, Vice President Mr Jacob Kurian, Secretary Mr Atul V Vora, Treasurer Mr V P Mahendra, Trustee, Mr Mohan Rao, Trustee Mr S Renuradhy, Trustee Dr Thelma Narayan, Trustee, Mr Pradeep Kumar Panja, Member Ms Amritha V M V, Member, Mr Mohan Sundaram, President Mr Subir Hari Singh, Vice President Mr Jacob Kurian, Secretary Mr Atul V Vora, Treasurer Mr V P Mahendra, Trustee, Mr Mohan Rao, Trustee Mr S Renuradhy, Trustee Dr Thelma Narayan, Trustee, Mr Pradeep Kumar Panja, Member Ms Amritha V M V, Member.

Volunteers
Ms Alice Ruenmmer, Ms Kyoko Nagayasu, Mr N Sudakar, Ms Alka Shing, Ms Aruna Maroda, Ms Sangea Shettty, Ms Luna, Ms Liluy Beula, Ms Sajuri, Ms Bharathi Lakshmi, Ms Ashwathi Sathya, Chloey Tjogas, Ms Avni Wadhwan, Mr Kenneth Li, Mr M Uvaraj, Ms Hyma, Mr Jawahar Ramanathan.

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We acknowledge the support and valuable contributions of Mr Jacob Kurian, Ms Amritha V M Ward, Mr 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 AFD 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

<table>
<thead>
<tr>
<th></th>
<th>Men</th>
<th>Women</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>PwDs</td>
<td>163</td>
<td>144</td>
<td>307</td>
</tr>
</tbody>
</table>

Highest salary paid: ₹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 Research on Disability (CAMID). Travel costs amounted to ₹32,952/- (sponsored).

Board Members’ Travel Expense:
Expenses for Board Members travel during the financial year were ₹1520/-.

Adminstrative Details
The Association of People with Disability

Registration Details
Society Registration No. S2179 Dt. 20/05/1959
FCRA Registration No. 9442010090 D1 01/02/1985
Registered under 80G of Income Tax Act, 1961
Registered with UN ECOSOC

Registered Office
67C Cross Hutchinson Road, Off Hennur main Road, Lingarajapuram, St. Thomas Town Post, Bengaluru—560 084

Other Operational Centres
Jeevan Bhima Nagar, Bengaluru
Kajrasanahalli, Bengaluru
Anand Ashram, Chintamani, Kolar Dt.
Vijayapura Dt.
Kalaburagi
Belagavi

Telephone, Email & Website
Telephone: (+91) 80 25470390 / 25475565
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, President
Mr Subir Hari Singh, Vice President
Mr Jacob Kurian, Secretary
Mr Atul V Vora, Treasurer
Mr V P Mahendra, Trustee
Mr Mohan Rao, Trustee
Mr S Renuradhy, Trustee
Dr Thelma Narayan, Trustee
Mr Pradeep Kumar Panja, Member
Ms Amritha V M V, Member

Advisory Panel Members
Mr K G Narayan—Livelihood & DNA
Mr Gurgeet Singh Arneja—Government Interface

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:
contact@apd-india.org

Website:
www.apd-india.org