



THE
ASSOCIATION
OF PEOPLE WITH
DISABILITY

SINCE 1959

61st Annual Report
& Financial Statements
2019 – 2020



Together we rise

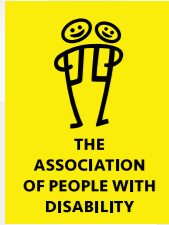
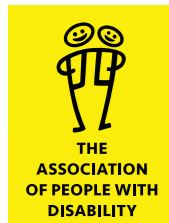


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VISION

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

I am penning this note with mix of caution, prudence and optimism.

I have been visiting APD since 2013 as a volunteer and I always admired this great organization for its strong values and the relentless focus on its stakeholders. It has been a wild dream for me to be at the helm of the affairs of this esteemed organization.

I have stepped into this role during an unprecedented lockdown period due to Covid-19 pandemic. The times are uniquely challenging. Persons and children with disability, in particular, have become more vulnerable with limited or no access to life-impacting rehabilitation services, support systems and havens of safety and care. APD, being a pioneer in the field of disability, has taken this challenge head-on by mitigating the suffering of the disabled and their family through various services. I thank all the donors and partners who came out wholeheartedly and spontaneously to support us in this endeavour.

The prevailing scenario is provoking us to think penetratingly and do differently. We are challenging ourselves to re-engineer our programs and re-imagine our delivery. APD has been serving the people with disabilities to be resilient and the organization by itself demonstrated its resilience over six decades. I am confident that APD will make further progress to relentlessly serve its stakeholders in spite of these challenges owing to its tacit knowledge, expertise and well-established processes.

—Venkata Rama Krishna Nakkina, CEO



“We rise by lifting others.”

—Robert Ingersoll

MESSAGE FROM THE HON. SECRETARY



The theme of this Annual Report celebrates the legacy of our indomitable founder, NS Hema, through the life stories of some of our employees. Like Hema, they did not let their disabilities prevent them from working to inspire and give back to others. It is these stories of amazing courage and perseverance, in the face of overwhelming odds, that inspires us to take our mission forward and gives us the optimism to overcome the headwinds that we face in these uncertain times.

As I sit down to write this, the world is in unprecedented turmoil from the COVID crisis and its consequent impact upon all our lives. The effect on the disabled is even greater as the challenges they face in normal times, are magnified many fold in these abnormal times.

The year 19-20 proved to be one of the most challenging in the recent past. It began with an unprecedented operating deficit in the previous year (18-19) due to overly optimistic forecasts of fund inflows and program expenditure that had been incurred on the back of it.

Many steps had to be taken to ensure that lessons were learnt from the previous year. Some of them were painful and difficult and required close collaboration between management and office bearers. Given the depletion of our own slim resources, it became imperative that we optimise our plans to remain in line with our sources of funds. A very detailed cost rationalisation exercise was undertaken, and all discretionary expenses were immediately curtailed. We had to, unfortunately, also downsize our manpower. This was a period of understandable anxiety and stress for our staff, but they rose, magnificently, to the challenge. Staff members donated a portion of their salaries and went out into the communities in which we operate, to raise funding. Despite the curtailment of expenditure, they continued to deliver, and we met all our targets for the year.

We made an urgent appeal to friends and donors and many long-time supporters of APD, stepped forward to make large, one-time, personal donations. They also rallied their friends and families and we were gratified to see an unprecedented outpouring of goodwill and support. It was reassuring to discover that brand APD is greatly valued by our donors and the community.

All these changes were extremely stressful for everyone involved and I must acknowledge with gratitude, the many former and current board members who stepped forward to oversee different aspects of the re-organisation and give generously of their time and expertise. The board met more frequently and provided reassurance and support to the office bearers and management. We are glad to report that the combined efforts of Team APD has resulted in a modest financial surplus for FY19-20.

Christy Abraham, our CEO, requested that she be permitted to step down earlier than scheduled. I stepped in as interim CEO on January 1, 2020 with the clear objective that we must consolidate our operations. Simultaneously, we began a search for a new CEO.

Our fund raising for the year 20-21 was proving to be far more successful than in prior years, when COVID hit us. The boards of four major, long-time donors shifted funds committed to us to COVID relief

and a large central government sponsored fund. This has meant that some of our plans had to be downsized with the unfortunate consequence that some beneficiaries will be deprived of services at a time of great challenge to the disabled.

I am hopeful that the struggles and challenges of our current environment will provide us the impetus to discover newer, more efficient but equally effective ways to deliver our programs. We are blessed to have donors who, amidst their own challenges, have walked with us and remained conscious of their responsibility to society.

I want to pay tribute to Christy Abraham for her dedicated leadership of APD for over three years. She brought a deep understanding of the social sector, an empathetic management style coupled with a strong advocacy for a rights-based approach to our work. We are fortunate to welcome an old friend of APD as our new CEO, Venkata Ram Krishna Nakkina, who took charge in the new financial year.

—Jacob Kurian, Hon. Secretary



REACH DASHBOARD	SERVICE RECIPIENTS		CAPACITY BUILDING		SENSITISATION	
	Plan	Reach	Plan	Reach	Plan	Reach
Developmental Intervention						
Early Intervention	2675	2991	1954	1253	2168	1786
Inclusive Education	9163	8854	3864	5334	4464	6947
Livelihood	3847	4776	21	39	2992	3249
Spinal Cord Injury Rehabilitation	1551	1797	977	1479	837	4584
Disability & Rehabilitation	2323	2119	808	815	2860	2185
IDRR	242	216	137	1352	131	498
Collaborations	12807	11723	61	186	3042	5992
Core Functions	0	0	0	105	0	0
Total	32608	32476	7822	10563	16494	25241

■ Angadi Khajahussain

Husain works as an interventionist in our Early Intervention (EI) programme in Bengaluru. He provides activity-based intervention to 53 children with developmental delays to enable them to have an enhanced quality of life. He has completed his RCI recognized Certificate in Care Giving and Certificate in Early Intervention. Husain is also trained in Hydrotherapy and children look forward to their favourite Husain Anna's water exercise class!

He does new born screening at the KR Puram General Hospital and conducts capacity building and sensitization classes for government stakeholders like ASHA workers, Anganwadi workers, RBSK team on identification of children with developmental delays and importance of early intervention and referral.

Husain aims to study further to enable children and people with disability to have an enhanced quality of life in an inclusive world!

■ Husain's Journey to APD

Husain hails from a small village in Harapanahalli taluk in Davangere district. Though born with visual impairment, he completed his 2nd PUC in science and was dreaming and hoping to study further. His father was not able to educate him further and he had to start work as a labourer. Fortunately, a friend informed him about APD's CCRT course and Husain convinced his parents. The train to Bengaluru was the first train journey in his life!

At APD, Husain was assessed and prescribed correction spectacles. As he had studied in Kannada medium, he was given English training every day for him to cope with his academics.

Continuous motivation and Husain's personal interest and willingness to learn ensured he performed well in academics. He also learnt Sign language and was able to communicate with hearing impaired trainees and build special friendship among everyone

Husain undergoes regular eye checks and ensures his spectacles are changed every year. APD supports him to attend Continuous Rehabilitation Education (CRE) courses to enhance his knowledge. He has now enrolled in Bachelor of Social Work course.

"We belong to a very poor family, really not sure how do I thank APD? You have shown our family a new path. My son Husain who was disabled was given an opportunity to study and also a job. Today I see my son more confident and responsible and it brings me and my husband, so much joy to see him. He is now taking care of his younger brother's education."—Husain's mother

■ Haroon's Journey to APD

Haroon was born on 12th March 2015 to a relatively poor family in Bengaluru. Haroon was very hyperactive, had temper tantrums, used to start crying and getting cranky at loud sounds and was not able to address his mother as "Ammi". That's when his mother realised that her son could have some issues. With the support of her husband, she had taken him to a nearby doctor who said there was nothing to worry and he would be fine as he grew older.

A year passed, before an Anganwadi teacher referred Haroon to APD's EI programme and he was assessed by our staff on August 2018. Haroon was found to have delays in speech, social, play and self-help milestones. Along with his family, an individual family service plan was formulated.

When Haroon and his mother started coming to APD, he was very hyperactive and never used to sit even for a minute in his place. He was very sensitive to sounds and used to throw tantrums whenever a train passed by (APD's campus is adjacent to a railway track and every 10 minutes, one can hear a passing train). He was given activity play based intervention and his mother was empowered to do the same at home. Haroon loved water and hydrotherapy helped him calm down and his attention span started increasing. We supported the family to get a disability card and pension.

Today, Haroon can sit and do an activity for half an hour. He is able to communicate in sentences and through his gestures. He shares his experiences of his school at APD!! His mother says he is sure to be a great storyteller!



Husain & Haroon
EARLY INTERVENTION



Haroon's birth brought joy to our entire family as he was the first boy child. Soon things began changing when people could see he was not like other children. My extended family said it was because of me that my child was born like this. I had lost hope as I couldn't get any clear understanding about my child. APD's staff explained to me my child's condition which gave hope and today after about 2 years of therapy, my child is going to a regular school and my extended family as accepted me and my son. Thanks to APD's staff for supporting my son.
—Haroon's mother



Every step inspires
"Haroon is a hyper-energetic five year old boy whose infectious smile, positive attitude and his fight to overcome his developmental delay is a motivation for me to work along with him to inspire and impact many more children with developmental delays and their families"
—Husain



The job and environment at APD encourage me, every day, to improve my talents and to serve children with disabilities. My earnings & responsibility have made me confident, independent and helped me resume my studies further.”—Anusha

■ Anusha’s Journey to APD

Anusha OC had a fall from an open terrace when she just 3 years old and injured her spinal cord. Despite this handicap, Anusha studied hard and acquired several degrees —SSLC, PUC, D.Ed. and is fluent in Kannada. When Anusha applied to APD for a teaching job, Lingappa from APD visited her house to learn about her condition. He recommended that she first undergo rehabilitation. It was a hard decision for Anusha as she was going out to live without her family support for the very first time.

Spinal Cord Rehabilitation team at APD supported her emotionally, so she gained confidence quickly to live independently. She underwent aggressive rehabilitation for three months. During this time, she was also provided counselling for her mental well being. She applied for the job at APD’s Shradhanjali Integrated School and joined as a Trainee Teacher on March 5th, 2018.

“I have gone through good days, and not so good days.”—Anusha

Anusha’s parents had a relentless struggle during her childhood. Her father, Mr. Chidananda says “When I came to APD, I was happy to see many employees who were PWD’s be so independent. I was encouraged to admit my daughter to APD’s rehab program.”

He is proud to see his daughter teach at SIS and respects and loves his daughter for her courage to live independently for the past two years. Her mother, Ms. Asha never expected Anusha to find a job at APD and was very worried about Anusha’s future. But due to Anusha’s interests and determination, she is now a very independent individual. Anusha’s colleagues, friends and students are very supportive and encouraging. “Anusha’s happiness is our happiness” says her mother.

Anusha taught Nursery classes when she joined us and later was promoted to Class 1 with English, Kannada and EVS subjects. In 2019-20, Anusha was asked to teach Kannada to classes 1-7. It was a major task, but she executed it well. She is in-charge of all bus duties in the school and is also house lead teacher. She took charge of sports and was able to motivate students to take up wheelchair tennis. For the Annual Day programme, Anusha guided 20 students of all classes, in wheelchairs, to perform the wheelchair dance to the applause of the audience.

Anusha does not let her disability discourage her from taking on new responsibilities.

Her life is a great example for our children.

—Anita Roy (Principal, Shradhanjali Integrated School)

■ Anupriya’s Journey to APD

Anupriya was diagnosed with cerebral palsy with quadriplegia and was admitted to SIS in the year 2013 at the age of 4.5 years.

Anupriya has been at SIS from Preparatory. She is learning through technology using audio books, digital classes and Playablo app to learn Maths and English. Eating habits, attitudes towards self, exercise and self-care routines are practiced at school. She receives regular physiotherapy to improve balance, strength, and hand function. Occupational therapy to improve hand function, her sense of position, balance and movement is provided regularly

Now a curious, eager to learn and attentive 5th grader, she attempts to answer orally and is able to develop good understanding of subject concepts. Anupriya, despite her challenges, never gives up.

“Our main aim is to make Anupriya independent and able to earn her livelihood in future.” says Principal Anita Roy.

Anupriya’s parents praise SIS: Mr. Senthil Kumar is an auto driver and without SIS, he would never have been able to send her to a special school. He is glad that SIS gives her education, therapy, and a safe environment. He feels “SIS is the best place for his daughter as she is happy amongst the staff and students”. Her mother says, “SIS is like a second home for Anupriya”.



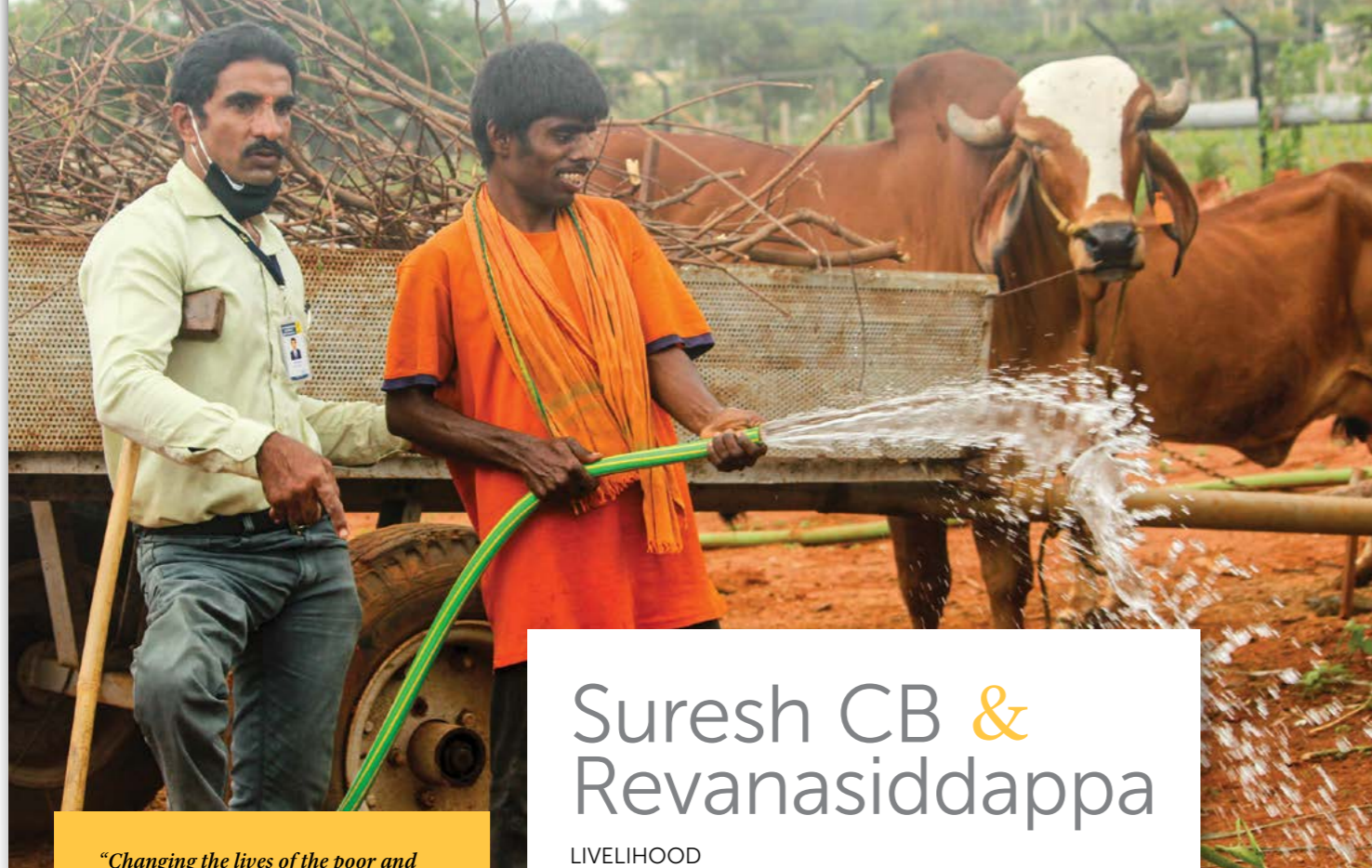
Anusha &
Anupriya

INCLUSIVE EDUCATION

We learn as we teach

Anupriya, is a shy girl who answers with a smile on her face. Her active participation and interest in learning encourages me to work with her. Though she can’t write, her memory power is amazing—she answers the questions without missing a word and her understanding on subjects is good. She gets well with her friends and has a positive attitude. I love to assist and engage her with activities, dreaming of a bright future for her.—Anusha





Suresh CB & Revanasiddappa

LIVELIHOOD

“Changing the lives of the poor and disadvantaged youth with disability from rural communities has been my mission at APD. Many years ago, my life was like theirs and APD changed my life. Now I can give back to others like me.”—Suresh

■ Suresh’s Journey to APD

Suresh CB is a senior trainer in APD’s Employer Led Training Program in Horticulture. When Suresh was 5 years old, his right leg was affected by polio. With great difficulty, he completed his SSLC and started doing agricultural work. He got a letter from the employment exchange regarding the Horticulture Training program at APD. In order to improve himself, he joined the program at APD and learnt the practical and theory inputs of gardening related skills. He had undergone the training in the year 2001. It was his first time away from family and he learnt cooking, self-management skills along with gardening.

Suresh re-joined APD as a trainer in 2005. Suresh has contributed for his sibling’s education and weddings. He also got married and with his savings, he bought three hectares of land in his village. He continues to support his family and he is happily married with a son.

■ Revanasiddappa’s Journey to APD

Revanasiddappa is one of Suresh’s students. Being mentally challenged with a speech impairment, he was staying at home in Bhosga Village of Afzalpur Taluk in Kalaburagi District. His father is an electrician in the village and mother, a daily wage worker. They did not know how to make him independent. With great difficulty and peer support, Revanasiddappa completed SSLC but remained a shut in at home. APD field workers identified Revanasiddappa during field mobilisation and motivated his family to send him for the foundation course at Humnabad in Bidar district.

It was a challenge to train Revanasiddappa on his daily living skills and for him to stay with the APD team, far away from his family. After the foundation course at Humnabad, he completed the Garden Supervisor horticulture training program at APD, Bengaluru.

Suresh’s persistent efforts made Revanasiddappa learn watering, planting, usage of tools, weeding, potting, repotting, vegetable cultivation along with maintenance of indoor and outdoor plants. His support and training helped Revanasiddappa learn to look after himself and develop job related skills. Revanasiddappa is now gainfully employed with Natihasu Goshala at Rajanukunte. This employment enables Revanasiddappa to lead a dignified, independent life.

Suresh fondly recalls the innocent smile of Revanasiddappa and his desire to learn. Despite his challenges, Suresh was inspired by the enthusiasm shown by Revanasiddappa to be the first to come forward to perform practical tasks during the training.

“He was there at home for 3 years, doing nothing after SSLC. I was very worried about his future. But APD and the horticulture training gave a new life to my son. During this period of coronavirus lock down, his employer is taking care of the safety and wellbeing of my son”.

—Revanasiddappa’s father

■ Shwetha’s Journey to APD

Shwetha B. hailed from a remote village in Davangere district. She lost her leg in a lorry accident at the age of five. Despite her disability, Shwetha studied hard and acquired degrees—SSLC, PUC, Nursing (GNM) and was fluent in Kannada. She became the treasurer in Davangere district level federation of people with disability which was formed by the APD advocacy team. In 2013, Shwetha met Hanumantarayappa from APD’s livelihood team and underwent computer training with the support of APD. In 2013, when Shwetha saw APD’s advertisement for an Animator job, she called Hanumatharayappa who encouraged her to apply. It was a hard decision for her to go into community work.

APD’s Community Mental Health Program (CMHP) team has supported her emotionally and motivated her to do community work. She gained confidence quickly to go into the community independently and started identification of persons with mental illness. She underwent training on mental health and rehab process and methods of provided counselling for PWMI and their care givers. She created a network and rapport with front line health workers and Primary Health Center staff, Taluk Health Officer and Grama panchayat members. Now Shwetha is a proud, full time CMHP staff member of APD.

“I have a personal experience of disability, but my disability is visible. But mental illness is a very tough problem for many individuals because it is invisible. So, I am very proud and happy to work with persons with mental illness and have seen hundreds of lives change in rural areas because of my work. I feel that I am giving back to society. My family is very proud of my work in the community and I get a lot of respect in the community and from persons with mental illness and their care givers.”

Shwetha & Kenchamma

CMHP

■ Kenchamma’s Journey to APD

Kenchamma was suffering from mental illness for 10 years because her family members had not supported for her higher education. She developed symptoms like talking a lot, simply laughing, roaming on the road, lack of interest to eat and disturbed sleep. Family members thought it was due to evil spirits and God’s punishment. As result, they visited a lot of temples, but they got no improvement in Kenchamma’s condition. Someone suggested that they take her to a hospital. Hence in 2012, Kenchamma was admitted for treatment for 15 days in Manasa Hospital, Shivamoga. After her discharge, the family spent Rs.2,000 every month for treatment, medicines, travel and food costs to visit Shivamoga. Every month, for 8 years they have been taking her for treatment to Shivamoga which is 110 KM from her village. Due to economic problems, Kenchamma was unable to buy medicines regularly and as a result, her symptoms were reappearing.

In 2019, Shwetha came into contact with Kenchamma and shared about the free medication camp at Harapanahalli and convinced her to come for the camp. As a result, Kenchamma received free treatment and free medication in her own village. Every month, her parents were able to save Rs.2000/- and the stress levels in the family reduced considerably. Now Kenchamma has become stable due to the regular medication and treatment she is receiving. She has started to stitch clothes and is earning about Rs.1000/- per month. She is doing household activities, taking care of her aging parents and even helping her brother in his agricultural activities.

*“I want to undergo computer training and do office work and start earning and take care of my parents”
—Kenchamma*





Devikala & Swetha

IDRR

■ Devikala's Journey to APD

Devikala hails from Bengaluru, Karnataka. Born in a middle-class family, she contracted poliomyelitis at the age of one and her lower limbs were severely affected. When she tried to join school, many schools were reluctant to admit her, since she was a child with severe disability. The family's relentless efforts finally managed to get her admitted at Subhash Memorial School in Magadi Road at the age of six. She studied up to 8th standard there and then shifted to Government High School up to 10th standard. She reminisces:

"I studied with every other child of my age without any special consideration that I am a person with disability."

The professionals from the Community Outreach Program of The Association of People with Disability (APD) identified her in 1992 at the age of 10, when she was studying in fourth standard. Her association with APD was a turning point in her life. She was provided with services to empower her physically, psychologically and the foundation for her future growth as an advocate for persons with special needs was laid. APD provided her opportunities to get involved in youth group activities and awareness campaigns which, in her words "boosted my self-confidence and supported me to become a physically and socially independent person".

After completion of her PUC, she joined APD in 2003 as a Community Based Rehabilitation (CBR) worker, where she got an opportunity to serve children with special needs (CWSN). She was actively involved in identification, need assessment, surgery, and rehabilitation of persons with disabilities living in urban slums of Bengaluru. She was also actively involved with the Early Intervention program.

She was ambitious to contribute to the sector and completed her graduation and Post Graduate Diploma in Community Based Rehabilitation (PGDCBR) from CBR Network and Rehabilitation Council of India (RCI). She recently completed her M.Sc (Psychology) degree from Tamil Nadu Open University (TNOU). Currently, she is working in The Institute of Disability Rehabilitation and Research (IDRR), the academic wing of APD, as a program coordinator. Devikala has reached out to more than 3,000 children and persons with special needs in providing rehabilitation services.

Devikala's life and work has received many awards and recognition:

- She was selected as member of APD delegation to Scotland and Netherlands to study about the intervention strategies for Children with Special Needs
- She was awarded with "Disability Service Award" for women with disability in 2011 by Foundation for Arts & Culture for Deaf
- "Disability Service Award" for women with disability in 2014 by Kalakruthi Culture Center.
- Awarded by APD as one of the Best Performing Staff in 2018.
- Rotary Club of Bangalore recognized her for job-oriented training for PwD's in 2020.



"APD is instrumental in transforming my attitude towards life. I have been trained to explore my fullest potential no matter how difficult life may seem at times. I constantly believe that there is always something that I Can Do. It made me to touch the lives of more than 5,000 persons with special needs and be instrumental in creating a better world for them....Thanks to APD."

—Devikala



"The strong determination and hard work Ms Swetha put in, is exemplary. A lot of people are not motivated to overcome their problems while she was busy trying to find solutions for what life has dealt her. We wish her all the success in her motherhood journey as well as her desire to serve the sector."

—Dr. Anoop Antony (Sr. Manager, IDRR)

■ Swetha's Journey to APD

Swetha S. is a student of the Certificate Course in Rehabilitation Therapy (CCRT), a Rehabilitation Council of India course offered at APD.

Swetha hails from a very poor, rural village called Bidrukattay in Tumakuru District of Karnataka. After her pre-university studies, marriage and pregnancy followed. The couple were delighted when their first child, Varalakshmi, was born in 2009. Life was wonderful till the second birthday of her child. The child was not responding properly and showed notable delay in all her age-related behavior signs.

They spent all their money to make life better for Varalakshmi, but progress remained very slow. At the age of six, a team of experts from St. John's determined that Varalakshmi is a child with intellectual disability and required multi-disciplinary rehabilitation. It was a really hard message for the family to accept.

They placed the child in a normal school for want of an affordable special school near their home. But the child found it difficult to cope. Her husband's meagre income from his job at a mobile shop in Tumakuru was insufficient for the family of four to survive.

In this extreme financial crisis, Swetha was trying to find a solution for the special education, medical and therapeutic needs of Varalakshmi and the education of their younger child who was studying in second standard. They were directed to APD by a well-wisher.

Swetha placed her child at Shradhanjali Integrated School (SIS). She learned that APD runs the RCI course that trains students to deal with children with disability. She thought that while her daughter is studying at APD's SIS school, she could learn how to better care for her child.

Since she could not afford to stay in Bengaluru for her studies and her children's education, she placed her younger child in a Govt. school at Tumakuru and decided to commute every day from Tumakuru to Bengaluru, with Varalakshmi, to ensure she got care and education. She says, "I am willing to go through any struggle for upgrading my skills to ensure continued care for my child with disability and professionally skilling myself to assist other children with disability."

Swetha successfully completed her half yearly assessments in her Certificate Course in Rehabilitation Therapy (CCRT). After the successful completion of the course, she wants to work with the children with disability along with assuring the continued care for her own child.

Swetha is happy and grateful to APD for the opportunity we provided her for joining the course and granting admission for her child at SIS School. Swetha testifies she is now able to understand her child better and knows how to care for the child in a more professional manner and the performance of her child improved commendably over the last one year, after her informed interventions.

Ms. Manjula is highly dedicated and serves the differently abled with great love and care. She is a role model for her peers and for people with disability.
—Dr. Senthil Kumar,
Director Technical and Innovation



■ Manjula's Journey to APD

Manjula wanted to become a teacher, but due to loss of her father, her family was struggling financially, and she was unable to enroll in the Master's degree in commerce. Having been afflicted by polio at a young age, she became depressed.

"As I am the only disabled child among six, why does it happen only to me?" —Manjula

Manjula began searching for a job to support her mother. A neighbour suggested that Manjula attend an APD awareness meeting. There Manjula learnt about the Certificate Course in Rehabilitation Training which has good job placement and was recognized by Rehabilitation Council of India. Manjula was interested and enrolled in the course at APD's Institute of Disability, Rehabilitation and Research. After graduation as the national topper in her batch, she joined as a Trainee in APD's Spinal Cord Injury Rehabilitation program.

When she began working and could see that she was making a difference in her patient's lives, her self esteem rose. In recognition of her good work, she was confirmed after 3 months and she was promoted as Assistant Rehabilitation Therapist. Her job involves educating spinal cord injured persons to prevent and manage secondary complications, how to avail social security schemes, and delivering the exercises under the supervision of the Physiotherapist.

Manjula is very good at interacting with and motivating spinal cord injured people to strive to overcome their challenges. Her patients always give her very good reviews and she has taken care of more than 50 spinal cord injured people. She has also participated in the Karnataka State Para Games 2020 at Mysore.

Manjula now feels that her life is worthwhile as she is helping others to deal with their challenges and depression. She is able to support her family and all financial issues of her family are handled by her.

■ Gangaraju's Journey to APD

Gangaraju (32 years) is the youngest child in a very poor family of 5 members, from the remote village of Gubbi in Tumakuru District of Karnataka. Due to the family facing severe financial distress, he had to discontinue his education after 9th standard and began to sell food items on the trains between Tumkur and Davangere. While trying to cross over between trains, he had a fall and injured his shoulders and spine. He was administered painkillers and tried to get back to his work. His back pain intensified and suddenly, one day he lost his sensation and motor control below the waist level. On further evaluation, he was diagnosed with D6 to D9 spinal cord injury due to transverse myelitis.

Gangaraju and his family had to sell their small patch of agricultural land to meet the medical expenses. His financial situation did not allow him to continue his medical treatment and begin rehabilitation. Once he got discharged, his father had to assist in all his daily living activities. Within 6 months, adding to his misery, he lost his father and his brother moved out from his family home, refusing to support him. His aged mother was left trying to support him to meet his daily needs. The devastating injury, his father's death, lack of support from family and friends made him depressed.

During this bleak period in his life, Gangaraju met a person from Chikkaballapur with spinal cord injury who had undergone rehabilitation in APD. He decided to find out more about the rehab facilities and training that APD offers. When he saw other people with similar conditions, he started to gain confidence and enrolled in the Centre for Spinal Cord Injury Rehabilitation and Research unit.

During his stay at the spinal rehab centre, he was given comprehensive physio and psycho-social rehabilitation, working on his physical training, counselling, medical intervention, capacity building to understand and manage his clinical condition and secondary complication, community re-integration, information on social security schemes, appropriate mobility aids, wheelchair skills, skill building on activities of daily living, bladder and bowel training, sports and recreation training.

He underwent comprehensive interventions for 3 months and currently he is functionally independent in transfers, activities of daily living and able to walk with help of callipers and walker. During his stay, he was interacting with his peers (other persons with spinal cord injury) and started to accept his disability and further built his confidence and positivity towards life.

He started to take an interest in sports and post rehabilitation, he has participated in the State Para Games, Mysore under four categories—javelin, wheelchair race, shot-put and discus throw. He also underwent livelihood training in APD and he is planning to start a small business like general stores, or snack/tea shop to get back on his feet.



After the paralysis, I thought my life is over; APD has given me new hope and positivity. I could see a smile on my mother's face again, I am no more a burden to anyone, and I have a new life and new hope.—Gangaraju

Manjula &
Gangaraju
SCIR



We manufacture customised devices, tailored for the individual's needs based on a three-dimensional impression or image of the part of the body with adjustments made to influence the body alignment and position. Individual customisation of assistive devices offers selective and targeted intervention to address the impairment which could prevent or reduce the disability. Unlike mass manufactured products which are made for an approximate size, APD's devices are designed and manufactured to meet the specific needs of the individual.

—Dr. Senthil Kumar, Director Technical



ASSISTIVE AND ADAPTIVE TECHNOLOGY UNIT & AAT INNOVATION LAB

The objective of this unit is to promote the use of customised assistive and adaptive devices which reduces pain, maximises independence, increases social interaction and enables social participation, contribution and inclusion of people with disability.

APD follows the WHO's 8 step protocol—Referral & Appointment, Assessment, Prescription, Funding & Ordering, Product Preparation, Fitting, User Training, Maintenance, Repair & Follow-Up.

Customised products manufactured in this unit

- Customised Orthotic/Splints—ankle foot orthosis, calipers, hand splints, body shell, special sandals, special shoes and insoles
- Customised Prosthesis/Artificial limbs
- Customised Mobility devices—canes, walkers, rollators
- Customised Supporting device—corner chair, standing frame, commodes
- Customised Wheelchairs
- Customised 3D printed Postural support devices—seating solutions for comfort seating in wheelchair/chair- supporting the right posture, which could prevent pain and deformity.
- Accessibility- creating barrier free environment—rails, ramps, grab bars, toilet modifications, signage, anti-slip flooring etc

Reach 2019-20: 2947 products
(Orthotics & Prosthetics-2574; Wheelchair-328, 3D PSD:45)

Number of PWD's employed: 10

Key Highlights:

- During the year, the AAT unit was restructured and upgraded with new skills and power tools to improve productivity.
- Volunteers from Titan, identified areas of improvement and conducted a 5 S exercise and have begun work on Value stream mapping.
- Procured power tools, upgraded machinery, safety and security gadgets for more than 9 Lakh for AAT unit through ICRC fund
- Re-establish collaboration with Mobility India, Worth Trust and ALIMCO.
- Introduced prefab AFO and KAFO which has reduced the time and cost and enhanced the speed of delivery in camp models.
- 103 free wheelchairs were donated to APD beneficiaries through CLASP project funding
- Formal partnership engagements with start-ups and external organizations through MoU—We are currently working with more than 20 start-up companies in innovation of different devices.



AAT INNOVATION LAB PARTNERS WITH LEADING ORGANISATIONS

AAT Innovation Lab, initiated in 2019, aims to partner with leading organisations to foster and pilot innovation in the area of devices and services for the disability sector.

Our Innovation Partners:

Sl. No.	Collaborating Institution	Innovation project/product
01	Social Hardware	Bionic Hand
02	Non-Spec	Prosthetic Pylon, the growing shaft
03	Rise Legs	Cane Prosthetics
04	Microsoft Labs	Volant Gait Analysis
05	IIT-Delhi	Flexi Crutch
06	IIT-Chennai	Standing Wheel Chair
07	TITAN	3D Printing Technology for universal seating
08	TITAN	Digital Measurements in P&O, Alternative for DIMS
09	MS Ramaiah	Gait Analysis (BIRAC Funded)
10	Motivation India	3 D Printing for Postural Supportive devices in Wheelchair
11	Baptist Hospital	AAT Community Project/ Tubular Canes
12	Lovely Professional University	Innovative wearable technology for Gait analysis
13	Srishti Design School	Capstone-Gripper assistive device
14	SELCO	Five Health Innovations, 5 new livelihood models for severely disabled
15	Social Alpha (Tata Trust)	Evaluation of Applications/Prototypes
16	AGNII	Government of India project to accelerate innovations to partners
17	Leeds University, UK	Data Sharing for CBR
18	Manipal University, Bangalore	Gait Analysis and 2 researches on Biomechanics and circuit training in SCIR
19	Utrecht University Netherlands	Equi Mob-Accessible India Campaign
20	Institute for Social and Economic change	Equi Mob project-Accessibility in transport for PWD
21	Indian Spinal Injury Center (ISIC)	Tele Rehab-SCIR, Creating knowledge repository
22	ECHO-Zoom	Extension for community healthcare outcome
23	BOCCIA	Collaboration for sports for PWSCI
24	Motivation India	Concept design of a wheelchair clinic
25	ICARUS	Alternative technology for POP Mould
26	Flex Motiv	Axillary Crutches
27	PSG College of Engineering	Communication board
28	ARTILAB	Incubation Program for social entrepreneurs

"In everybody's life, there are barriers to reach their goals. Disabled persons should become models for the society. In any difficult circumstance, one should not abandon the core values such as patience, sharing, caring, self-dignity and honesty".

—Nagappa

Nagappa, from the village of Hipparagi in Jevargi, Kalaburagi and a BA graduate, works in the Policy Advocacy team in APD. Though a normal child at birth, Nagappa contracted polio when he was 2 years old.

In 2012, he joined APD and is presently working in Kalaburagi district as a Specialist Advocacy person. Nagappa is focused on Rights of Persons with Disability (PwDs) and tirelessly works with government departments, Disability Persons and Community Based Organisations (DPO and CBO). He strives to build leadership and strong DPOs to ensure government resources are directed towards sustainable rehabilitation of PwDs.

Nagappa's advocacy work is special because being a PwD himself, Nagappa understands the issues and difficulties of PwDs. He is focused on a barrier free environment and ensuring that government resources targeted at PwD's are utilized. Nagappa's efforts have not been in vain:

- In Davanagere district, Nagappa coordinated with government departments and conducted accessibility study in 79 locations and submitted reports to the local bodies. This has resulted in barrier free environment in many district offices and local bodies.
- Nagappa facilitated and supported more than 1500 PwDs to access self-employment opportunities through government departments.
- Nagappa was involved in survey and assessment of PwDs and this has helped more than 5000 PwDs become more aware of the Rights of PwDs.
- Nagappa coordinated with the government and facilitated 500 PwDs to avail assistive devices from the government.
- Nagappa trained more than 300 government officials on laws related to the Rights of Persons with Disability Act 2016 and helped 300 PwDs obtain the special health insurance scheme for PwDs, NIRMAYA.

Nagappa & Sidappa

SPECIALIST ADVOCACY



Sidappa, a micro entrepreneur, standing proudly in his flour mill

Sidappa, a person with locomotor disability in Jevargi taluk received a grant of Rs. 2 Lakhs from the Govt. of Karnataka's Dept of Agriculture due to the efforts of Nagappa. This has enabled Sidappa to set up a flour mill and become economically independent.

"It has been a great experience working with APD's Strategic Partnership team. In 2012, I got to know about APD and visited APD office in Bengaluru. Initially I had very limited understanding about APD interventions in the disability sector. Through continuous trainings, meetings and exposures with APD team I improved my knowledge about APD and disability sector. In 2013, APD identified us and enrolled us as a partner to implement disability programs. In 2012, we used to reach about 100 PwDs but with APD, we have been able to serve about 5000 PwDs and to mainstream them. APD has also helped me to grow as a Thought Leader and to bring various systems and structures for my organization including legal compliances and organizational policies. We are very thankful to APD for the great support and collaboration."

ASHADEEP ANGAVIKALARA SARVA ABHIWURUDDI SEVA SAMSTHE

Director: Mr. Raghu Hubballi

Ashadeep Angavikalara Sarva Abhiwruddi Seva Samsthe, ("Ashadeep") was established in 2013 at Shivajinagar, Ilkal taluk in the Bagalkot district of Karnataka by Mr. Raghu Hubballi ("Raghu"). Affected by polio in childhood, Raghu overcame the many challenges of poverty and disability, slowly but steadily. From an early age, he had started working for the cause of PwDs. Raghu had to discontinue his studies due to the economic circumstances of his family. However, encouraged by a few teachers and with sheer determination, Raghu attended night schools and has secured a Bachelors degree in Social Work. Raghu started Ashadeep in December 2013 by enrolling 40 PwDs.

In 2014, Ashadeep became a strategic partner of APD for working in the areas of Inclusive Education and Livelihood. Raghu and the Ashadeep team have attended many technical capability building and organizational development programs at APD. The partnership between Ashadeep and APD expanded in 2016 and now includes Early Intervention, Early Education for developmentally delayed children and inclusive education for speech and hearing impaired students.

Over the years, Raghu has been reaching out to block, district and state government officers and his effort has benefited more than 5000 PwDs. Ashadeep and Raghu have received numerous awards including the Government of Karnataka Award for Work in Disability from the Ministry of Women and Child Development in 2016 and the Taluka Rajyotsav Award in 2018. With the help of partners like Ashadeep, APD has been able to improve its reach and is working towards creating an ecosystem conducive to PwDs across many rural areas through such partnerships.



Raghu Hubballi

APD PARTNER



In order to develop greater awareness and sensitivity for people with disability, APD conceived and piloted a program called Disability Awareness for School Children (DASC). The project aims to sensitize students from mainstream schools on issues and challenges around disability. The initial approach was to utilize all the three APD's campuses at Lingarajapuram, Kylasanahalli and Jeevan Bhima Nagar (JBN) in Bengaluru, to conduct programs. However, the team soon realized that while the program was proving to be very effective in changing attitudes and receiving very favorable feedback from students and teachers alike, access was limited to affluent schools who could afford to bus their children to our campuses. The team decided that they could dramatically increase reach and reduce scheduling issues if they could conduct the programs on school campuses.

From 1st April 2019 to March 2020, APD reached out to more than 70 schools and conducted disability awareness program for 5393 students and 349 teachers and 850 parents from 31 schools in Bengaluru. Students participated enthusiastically from various international, public and Government schools in Bengaluru like Stonehill International School, Canadian International School, Presidency High School, Vidya Niketan, St. Joseph Boys High School, Delhi Public School, Shri Vidya High School, Gems High School, Parijatha High School, Eunice High School, Jyothi High School, Euro High School and many Government Primary and High Schools.

The program began with an introduction to APD's work among the People with Disabilities (PwDs). Films and videos were used to create an appreciation for the challenges faced by the people with disabilities, various disability programs and appropriate solutions/remedies to overcome such challenges. Achievements of PwDs were also highlighted to enable the students to understand that a disability did not mean the lack of abilities. Various games were used to enable students to experience degrees of disabilities such as blindfolding, using wheelchair, calipers, crutches, rollators and also learning basic Sign Language. Students were also trained to do a simple Accessibility Audit. Each of these activities were followed with a reflective process, wherein students share their experience and positive aspects of inclusion were discussed.

Students that visited our JBN or Kylasanahalli campuses were also taken on a nature walk, where, students understood the importance of medicinal plants, herbal plants, flower plants and received simple gardening tips while appreciating the importance of environment, water and climate.

Students who visited the APD main campus got an opportunity to interact with children with disabilities from our Shradhanjali Integrated School while those who visited the JBN campus had a chance to interact with our Spinal Cord Injury patients and understand their challenges. There was active participation by the principal, teachers and students in the activities, discussions and games and DASC team was encouraged by the responses.

The APD team was encouraged by the enthusiastic and empathetic response from students, teachers and principals across schools from a wide variety of socio-economic backgrounds. APD hopes that this platform can be utilized to increase awareness, sensitivity and inclusivity of PwD's in future.

"I am very happy that I got an opportunity to create awareness about disability amongst students who will be the next generation of decision-makers—employers, service providers and teachers from various schools, Government schools to International Schools. I am fulfilling my dream of sensitizing thousands of students, parents and teachers about disability and to change their mindset from sympathy and ableism to feeling of supporting, respecting & accepting people with disability."
—Sha Nigar, Manager DASC Program



Feedback from students and teachers

- This program is good and needful. Children must learn more about disability
- Students would like to attend the sign language classes everyday
- We had a powerful interaction with few children with disabilities in classes, made friends and enjoyed the warmth and friendship from the children of APD. Thanks for this opportunity. It was special to then host the same children at our school and see their enthusiasm and excitement about our campus

2019 Winners

NS HEMA MEMORIAL AWARD



Our late Founder N S Hema made a impact on everyone she met



APD recognizes an NGO every year through N S Hema Memorial Award on 4th October each year, coinciding with the birth anniversary of our founder. This is an annual event since the last four years. The selection process involves systematic evaluation of NGOs through a set of parameters and in-person interviews to understand the impact of their work, to ensure that it would be in-line with the way our founder Hema worked with beneficiaries.

In 2019, Sri Arunodayam Charitable Trust, Chennai was awarded best NGO among many NGOs who applied for this coveted award. The Trust is an organization striving to help mentally challenged destitute, founded by Ayyappan Subramaniyan on 22nd May 2003. From a single child in 2003, Sri Arunodayam came a long way by rescuing 349 children of which 89 have been reunited with their families. Sri Arunodayam is now a facility that is also focusing on rehabilitation through education and therapies that are helping improve quality of life of these children, enabling them to live as independent individuals contributing to society.

<https://sriarunodayam.org>



HORTICULTURE PROGRAMME (HT) HIGHLIGHTS:

- Our nurseries welcomed 37,000 visitors during the year.
- We added 5,500 new customers and were supported by 86 event based volunteers.
- Visitors and supporters of our Horticulture program donated Rs. 17 Lakhs to support APD's work through the evangelization efforts of the HT team.
- 30 events were held at Corporate offices and raised Rs. 9 Lakhs.
- We conducted our Annual Plant Fairs and other in-house events and raised Rs.16 Lakhs from plant and accessory sales.
- The Brigade Group supported an event at the Orion Mall which introduced APD to a whole new set of customers.
- Overall resource mobilization from HT including sales and donations totaled 141 Lakhs.
- We acknowledge the support of volunteers from Titan Company to upgrade the retail billing system & Bosch who supported the development of mother plants.
- Internal plant production was increased by more than 20%.
- 100 fruit plants were planted at our Anandashrama campus.

*“And some can pot Begonias
and some can bud a rose,
And some are hardly fit to trust
with anything that grows;
But they can roll and trim the lawns
and sift the sand and loam,
For the Glory of the Garden
occupieth all who come.”
—Rudyard Kipling*

Our late founder's passion for horticulture created the Horticulture Training program which skillfully trains PwDs with a variety of severe disabilities. Their training output, supported by permanent APD staff, many of whom are PwD's themselves, is then sold to raise resources for APD's work.

The operations, covering 3 nurseries in Bengaluru, are located in Jeevan Bhima Nagar, N S Hema Horticulture Centre, Kyalasanahalli and at the main office at Lingarajapura. These units support trainees to acquire skills in plant production, landscaping and general garden maintenance but also remains the largest general public outreach program at APD.





APD's Partnership Approach with other NGO's

APD believes it can serve more People with Disability (PwDs) by building partnerships with other NGOs, especially in rural areas. Such partnerships help in building expertise at the local level, reaching and serving new locations faster, and in creating a sustainable ecosystem for serving PwDs. APD approaches partnership with an open mind to empower partners. Partnerships can be multidimensional encompassing technical, financial, governance support as well as creating stronger government linkages together, all with the goal of reaching out to support PwDs.

APD works with partners in Early Intervention, Inclusive Education, Spinal Cord Injury Rehabilitation, Livelihood and Advocacy. In the year 2019-20, APD worked with 25 NGO partners, implementing 32 different projects for PwDs. During the year, APD conducted training on Government Schemes for twenty of its NGO partners, along with 30 other local NGOs. All the participants learned about applying online for various disability schemes. APD organized Partner Meets, conducted training for the partners on Marketing and Finance in addition to providing field-based support and supervision for all the partners. Three partners received 80G approval, ten partners developed POSH (Prevention of Sexual Harassment) policies and ten partners have begun to raise additional funding through outreach to donors and CSR programs. In this year, APD was also able to reach and serve new locations such as Ranebennur (Haveri District) and Aarud (Dharwad District) in Early Intervention and Spinal Cord Injury and Rehabilitation. The Livelihood program collaborated with a large NGO in AP.

A multi-year collaborative partnership in Early Intervention.

Poverty and a child with disability present unique challenges to families with young children in rural communities. Some of the challenges continue to be lack of awareness of developmental delays, stigma and discrimination associated with disability, coupled with the paucity of medical and rehabilitation infrastructure. APD intended to implement a program to enrich quality life of children with disabilities by addressing any emerging complication through early identification of disability. Considering the challenges of reaching children in remote villages, APD realised that strategic partnerships with local NGOs would be the most effective way to deliver this program. APD involved local NGOs and conducted a baseline survey in 2015 in selected areas in north and north east Karnataka to understand the state of awareness of vulnerability in children and the existing practices of intervention.

APD was fortunate to find a donor (APPI) who understands the challenges of rural, community-based program delivery, the need to develop local resources and invest in their capability building, and was willing to provide consistent support over many years for a sustainable intervention. A five-year program was developed and the donor has remained an understanding and supportive partner.

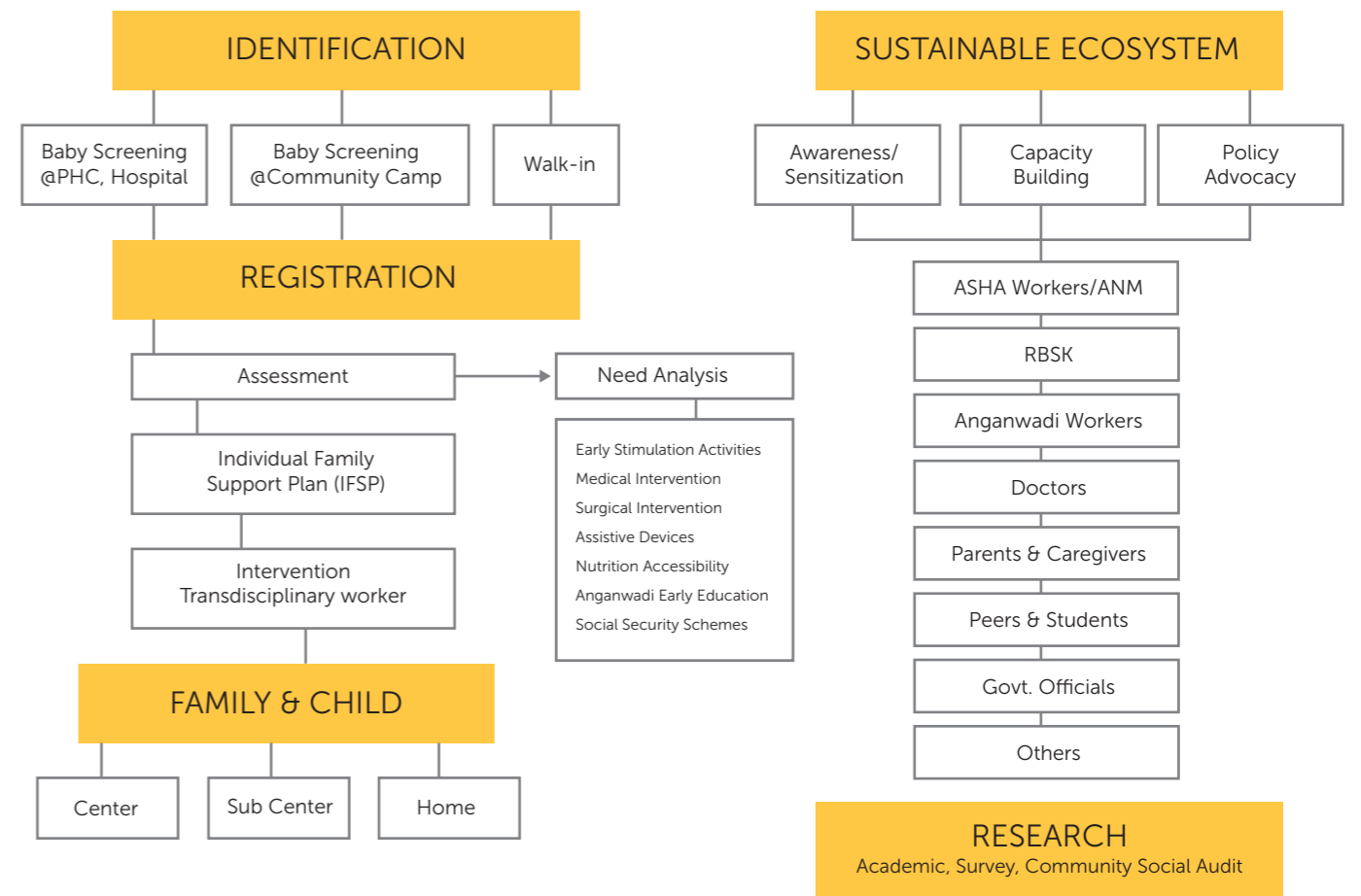
APD identified six partner NGOs in six districts of rural north Karnataka and they have been supported both financially and technically since 2015.

APD developed a methodology to assess children and establish the need for appropriate early intervention. Through intensive training of the partner staff, APD has created a cadre of "Early Interventionists" at the last mile who work under the guidance of specific domain experts at APD. Individual Family Support Plans are developed for each child with needs, with parent as the primary therapist. The intervention includes early stimulation activities to attain developmental milestones, help avail social entitlements as well as support in the areas of orthotics, medication, nutrition and in select cases, surgical interventions. Age appropriate meaningful activities are developed to incorporate into child's play and daily activities. Physiotherapy, speech therapy, occupational therapy, special education and counseling are given to address motor, communication, cognition and socio-emotional domains. Based on the experience of the first year, APD systemically built linkages within the public health system of the Government. APD and the donor conduct periodic field reviews for continual improvement.

APD is proud to reflect upon the progress of this Early Intervention Program over the last five years. Some of the achievements in numbers:

- Created 75 "Early Interventionists"
- Rehabilitated 1865 children
- Supported 2578 parents/caregivers to become primary therapists.
- 14 domain developmental assessment/screening tools developed
- Pictorial flipchart detailing identification of milestone delays and guided interventions
- Parent logbook
- Training materials for certificate course in early intervention
- APD supported three Establish Operate and Transfer Schools at Vijayapura, Bagalakote and Kalaburagi

APD EARLY INTERVENTION TRANSDISCIPLINARY SOCIAL MODEL



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), Bengaluru-560 084 as at March 31, 2020 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 Society/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 Society/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 the Governing Board, 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, 2020 and
- b) In the case of the Income and Expenditure Account, of the Excess of Income over Expenditure of its accounting year ended on March 31, 2020.

The prescribed particulars are annexed hereto.

Emphasis of Matter

As more specifically explained in Note 5 of the significant accounting policies, the Society has made a detailed assessment of its liquidity position for the next year. Based on current indicators of future economic conditions, the Governing Board does not expect major change in the present operating model of the Society/Institution for the coming year. The situation is changing rapidly giving rise to inherent uncertainty of the potential future impact of the COVID-19 pandemic which may be different from that assessed/estimated as at the date of approval of the financial results. The Society/Institution will continue to closely monitor any material changes arising of future economic conditions and impact on its activities and take corrective steps as required.

Our opinion is not modified in respect of this matter.

Place: Bengaluru

Date: 09.09.2020

for V D S R & Co LLP
Chartered Accountants
Venkatesh Kamath S V
Partner
M.No.202626
Firm No. 001626S/S200085

I. APPLICATION OF INCOME FOR CHARITABLE OR RELIGIOUS PURPOSES

1	Amount of Income of the previous year applied to charitable or religious purposes in India during that year - Revenue expenditure - Capital expenditure	Rs.17,39,26,721/- Rs.1,32,98,521/-
2	Whether the Society/Institution has exercised the option under clause (2) of the Explanation to section 11(1)? If so, the details of the amount of income deemed to have been applied to charitable or religious purposes in India during the previous year	No
3	Amount of income accumulated or set apart for application to charitable or religious purposes, to the extent it does not exceed 15 per cent of the income derived from property held under trust wholly for such purposes.	-
4	Amount of income eligible for exemption under section 11(1)(c) (Give details)	Nil
5	Amount of income, in addition to the amount referred to in item 3 above, accumulated or set apart for specified purposes under section 11(2)	Nil
6	Whether the amount of income mentioned in item 5 above has been invested or deposited in the manner laid down in section 11(2)(b)? If so, the details thereof	Not Applicable
7	Whether any part of the income in respect of which an option was exercised under clause (2) of the Explanation to section 11(1) in any earlier year is deemed to be income of the previous year under section 11(1B)? If so, the details thereof	Not Applicable
8	Whether, during the previous year, any part of income accumulated or set apart for specified purposes under section 11(2) in any earlier year	
	(a) has been applied for purposes other than charitable or religious purposes or has ceased to be accumulated or set apart for application thereto, or	No
	(b) has ceased to remain invested in any security referred to in section 11(2)(b)(i) or deposited in any account referred to in section 11(2)(b)(ii) or section 11(2)(iii), or	No
	(c) has not been utilised for purposes for which it was accumulated or set apart during the period for which it was to be accumulated or set apart, or in the year immediately following the expiry year immediately following the expiry thereof? If so, the details thereof	No



II. APPLICATION OR USE OF INCOME OR PROPERTY FOR THE BENEFIT OF PERSONS REFERRED TO IN SECTION 13(3)

1	Whether any part of the income or property of the Society/Institution was lent, or continued to be lent, in the previous year to any person referred to in section 13(3) (hereinafter referred to in this Annexure as such person)? If so, give details of the amount, rate of interest charged and the nature of security, if any	No
2	Whether any land, building or other property of the Society/Institution was made, or continued to be made, available for the use of any such person during the previous year? If so, give details of the property and the amount of rent or compensation charged, if any	No
3	Whether any payment was made to any such person during the previous year by way of salary, allowance or otherwise? If so, give details	No
4	Whether the services of the Society/Institution were made available to any such person during the previous year? If so, give details thereof together with remuneration or compensation received, if any	No
5	Whether any share, security or other property was sold by or on behalf of the Society/Institution during the previous year from any such person? If so, give details thereof together with the consideration paid	No
6	Whether any share, security or other property was sold by or on behalf of the Society/Institution during the previous year to any such person? If so, give details thereof together with the consideration received	No
7	Whether any income or property of the Society/Institution was diverted during the previous year in favour of any such person? If so, give details thereof together with the amount of income or value of property so diverted	No
8	Whether the income or property of the Society/Institution was used or applied during the previous year for the benefit of any such person in any other manner? If so, give details	No

III. INVESTMENTS HELD AT ANY TIME DURING THE PREVIOUS YEAR(S) IN CONCERNS IN WHICH PERSONS REFERRED TO IN SECTION 13(3) HAVE A SUBSTANTIAL INTEREST

Sl. No.	Name and address of the concern	Where the concern is a company, number and class of share held	Nominal Value of the investment	Income from the investment	Whether the amount in col.4 exceeded 5% of the concern during the previous year—say Yes/No
1	2	3	4	5	6
Nil					
Total Nil					

for V D S R & Co LLP
Chartered Accountants

Venkatesh Kamath S V
Partner
M.No.202626

Firm No. 001626S/S200085

Place: Bengaluru

Date: 09.09.2020

THE ASSOCIATION OF PEOPLE WITH DISABILITY:
BENGALURU

Notes forming part of Accounts for the year ended March 31, 2020

1. Significant Accounting Policies—A

1.a Basis of Accounting

The Association follows mercantile system of Accounting and recognizes Income and Expenditure on Accrual basis.

1.b Fixed Assets

Fixed assets are stated at cost of acquisition including inward freight, duties and taxes and incidental and direct expenses related to acquisition, installation and commissioning.

It is valued at historical cost less depreciation.

During the year, depreciation is provided as per rates prescribed under Income Tax Act on Written Down Value (WDV) at the following rates:

1. Building at 10%
2. Vehicles at 15%
3. Equipment at 10%
4. Computer and accessories at 40%
5. Furniture, Fixture & Fittings at 10%

Assets received in kind is valued at notional price and directly credited to Capital Fund. Further the depreciation thereon is charged capital fund directly as per the applicable accounting standard.

1.c Retirement Benefits

1.c.1 Provision for Gratuity

The Gratuity is managed by Life Insurance Corporation of India.

1.c.2 Leave encashment

Leave encashment is accounted on actual payment basis.

1.d Leasehold Land

The land in Horticulture unit shown under Fixed Assets is taken on lease from Bangalore Development Authority for 30 years commencing from the year 1987. The necessary papers for renewal of lease submitted to the concerned authorities.

1.e Stocks

Stocks of stores, spare parts, consumables and other Inventory items are valued at Cost.

1.f Investments

Investments of earmarked funds and interest income accrued on such investments, are invested in approved securities, debentures and bonds or deposited for fixed terms with banks, to the extent not immediately required for expenditure.

1.g Government grants

Government grants for meeting the revenue expenditure are treated as income of the year in which they are realized, except that they will be treated as accrued income where sanctions have been issued before the last day of the year and there is reasonable certainty of collection and realization.

2. Grants/Donations/Designated Funds

Grants/Donations/Funds received for any particular project are recognized in the Income & Expenditure Account over the period necessary to match them with related costs, which they are intended to compensate. The unutilized Grants/Donation/Funds are reflected as a part of unutilized Grants and carried forward.

3. Foreign Currency Transactions

Foreign Currency transaction are recorded using the exchange rates prevailing on the dates of the respective transaction and the exchange fluctuation difference accounted according to the date of receipt as per the nature of the funds.

The Association of People with Disability maintains separate set of accounts for Foreign Contribution as required under the Rule 16 of Foreign Contribution (Regulation) Rules, 2011.

4. Schedules 1 to 17 are annexed to and form an integral part of the Balance Sheet as at 31.3.2020 and the Income and Expenditure Account for the year ended on that date.

5. World Health Organization (WHO) declared outbreak of Corona virus Disease (COVID-19) a global pandemic on March 11, 2020. Consequent to this, Government of India declared lockdown with effect from March 25, 2020 and the Society/Institution has considered the possible effects that may result from the Covid-19 pandemic on the carrying value of assets. In developing the assumptions relating to the possible future uncertainties in the economic conditions because of this pandemic, the Society/Institution as at the date of approval of these financial results has used internal and external sources of information to assess the expected future performance of the Society/Institution. The Society/Institution has also estimated the future cash flows with the possible effects that may result from the COVID-19 pandemic and does not foresee any adverse impact on realizing its assets and in meeting its liabilities as and when they fall due. The actual impact of the COVID-19 pandemic may be different from that estimated as at the date of approval of these financial results. The Society/Institution will continue to closely observe the evolving scenario and take into account any future developments arising out of the same.

6. Previous year's figures have been regrouped whenever necessary, to align with the current year figure

HON. PRESIDENT HON. SECRETARY HON.TREASURER

For V D S R & Co LLP
Chartered Accountants

Venkatesh Kamath S V
Partner
M.No.202626
Firm Reg. No.001626S/S200085

Date: 09.09.2020

Place: Bengaluru

THE ASSOCIATION OF PEOPLE WITH DISABILITY: BENGALURU

BALANCE SHEET		
	As at 3/31/20	As at 3/31/19
	₹ in Lakhs	₹ in Lakhs
SOURCES OF FUNDS		
Capital Fund	433.87	347.36
General Funds	215.24	91.69
Endowment and Other Funds	628.22	627.42
Current liabilities and provisions	573.88	433.60
	1,851.20	1,500.07
APPLICATION OF FUNDS		
Fixed Assets	433.87	347.36
Investments	729.52	625.94
Current Assets, loans and advances		
Stock on Hand	16.45	13.03
Sundry Debtors	3.48	10.78
Grants Receivable	86.95	84.00
Loans & Advances	45.84	71.63
Cash & Bank Balances	535.09	347.31
	1,851.20	1,500.07

**Previous year's figures have been regrouped wherever necessary, to align with the current year figure*

For and on behalf of The Association of People with Disability—Bengaluru

Sd/-
Mohan Sundaram
Hon. President

As per our Report of Even Date

Sd/-
Jacob Kurian
Hon. Secretary

for V D S R & Co LLP
Chartered Accountants

Sd/-
Mr. Pradeep Kumar Panja
Hon. Treasurer

Venkatesh Kamath S V
Partner
M.No.202626
Firm No. 001626S/S200085

Place: Bengaluru
Date: 09.09.2020

Place: Bengaluru
Date: 09.09.2020

THE ASSOCIATION OF PEOPLE WITH DISABILITY: BENGALURU

INCOME AND EXPENDITURE ACCOUNT		
	FOR THE YEAR ENDED	
	3/31/20	3/31/19
	₹ in Lakhs	₹ in Lakhs
INCOME		
Grants & Donations	1,594.01	1,337.48
Other Resources	215.38	194.19
Interest Received	54.71	88.24
Depreciation-withdrawn from Capital Fund	48.45	40.89
	1,912.55	1,660.80
EXPENDITURE		
Salary & Benefits	986.21	933.49
Program Expenses	618.33	757.16
Administrative & General Expenses	134.74	129.00
Depreciation	48.45	40.89
	1,787.71	1,859.54
Excess of Income over Expenditure Transferred to General Fund	124.84	(199.73)
	124.84	(199.73)

**Previous year's figures have been regrouped wherever necessary, to align with the current year figure*

For and on behalf of The Association of People with Disability—Bengaluru

Sd/-
Mohan Sundaram
Hon. President

As per our Report of Even Date

Sd/-
Jacob Kurian
Hon. Secretary

for V D S R & Co LLP
Chartered Accountants

Sd/-
Mr. Pradeep Kumar Panja
Hon. Treasurer

Venkatesh Kamath S V
Partner
M.No.202626
Firm No. 001626S/S200085

Place: Bengaluru
Date: 09.09.2020

Place: Bengaluru
Date: 09.09.2020



Thank you
FOR YOUR SUPPORT, DONORS





Donor Name	Amount
ABB India Foundation	14,046,141
Titan Company Limited	12,718,251
Azim Premji Philanthropic Initiatives	12,500,000
H.T Parekh Foundation	10,300,000
The Hans Foundation	7,748,758
IndusInd Bank	6,087,515
SELCO Foundation	6,000,000
Ms Chitra Aravind	6,000,000
Goodrich Aerospace Services Pvt Ltd	5,700,000
The National Deaf Children's Society	5,449,757
Tech Mahindra Foundation	5,026,877
Sequoia Capital India Advisors Pvt Ltd	4,500,000
Mindtree Foundation	4,322,550
Yahoo Software Development India Pvt. Ltd.	4,271,284
Give Foundation	3,961,340
The Live Love Laugh Foundation	3,583,449
Cognizant Foundation	3,197,500
ANZ Operations And Technology Private Ltd	3,080,000
Northern Operating Service Pvt. Ltd	3,000,000
Akamai Technologies India Corporate Social Responsibility Trust	2,823,876
Ms Hema Hattangady & Mr Ashok Hattangady	2,500,000
Mr Rajiv Kuchal	2,500,000
Mr M.J. Aravind	2,500,000
ANZ Support Service India Pvt. Ltd.	2,420,000
Mr Shailesh Lakhani	2,400,000
NetApp India Marketing And Services Private Ltd	2,350,000
Bengaluru Urban Treasury (from DDW, Govt of Karnataka)	2,135,260
VST Tillers Tractors Ltd.	2,000,000
Weir Minerals (India) Pvt. Ltd.	1,900,000

Donor Name	Amount
Motivation India	1,710,822
CLASP	1,593,480
Mr Jacob Kurian	1,500,000
UK Online Giving Foundation	1,362,843
Mr Pradeep Badri	1,179,470
Zurich Community Trust (UK) Limited	1,099,796
National Trust	1,056,000
Shriram Transport Finance Company Limited	1,000,000
Tesco Bengaluru Private Limited	1,000,000
Brigade Enterprises Ltd	1,000,000
KurlOn Enterprise Limited	998,313
Robert Bosch Engineering and Business Solutions Ltd	910,000
Schneider Electric Software India Pvt Ltd.	650,000
MIBLOU	621,767
Dusters Total Solutions Service Private Limited	600,000
Trinity High School	587,879
Ms Ambiga Subramanian	500,000
I&B Seeds Private Limited	500,000
Mr Srikanth Hosakote	500,000
Ms Sushma Srikanth	500,000
Thought Works Technologies India Pvt Ltd.	444,960
National Centre for Promotion of Employment for Disabled People (NCPEDP)	386,545
Instakhoj Private Limited	375,000
Ms Krishna Kumari Agarwal	360,653
PTWI India Private Limited	320,000
Arcadis Consulting India Private Limited	300,000
Ms Christy Abraham	295,935
Inti International University & Colleges	210,901
Charities Aid Foundation India	204,770
Mr Saurabh Narain	150,000

Donor Name	Amount
Ms Vandana Selat	150,000
Dr Ravi Chandra Bellam	138,000
ITC Ladies Social Welfare	138,000
Supreem Pharmaceuticals Mysore Pvt Ltd	125,000
Ms Anita Bhat	120,000
Mr Murali Krishnan	119,350
Global Giving	118,298
Hotel Oberoi	111,600
Mr S Mohan Rao	111,500
Scottish Catholic International Aid Fund (SCIAF)	109,722
Mr Pradeep Kumar Panja	103,500
General Secretary Gramantar Vidya Vardhaka Sangh, Babaleshwar	101,000
Ms Prathibha A N	100,350
Accel Partners India LLP	100,000
Mr Kurien T K	100,000
Ms Mary Patrick Dias	100,000
Sri Balaji Charitable Trust	100,000
Mr Venkataraman C K	100,000
Mr Yash Poddar	100,000
Mr Nitin Kataria	100,000
Mr S. Anand Kumar	100,000
Ms Shilpa Vora	100,000
Mr Jawahar Ramanathan	92,523
Ms Laura B Kane	82,611
R V S Naik - King & Patridge	80,000
Prayas Trust	75,920
Consulate General of Canada	75,192
Mr Ramchandra Shenai	75,000
Mr Ishwar B Hemrajani	72,000
Mr Mohan Sundaram	71,000
Karnataka State Council For Child Welfare	70,000
Mindscape Computing (P) Ltd	70,000
Ultratech Community Welfare Foundation	65,460
President PDO	60,000
Mr Bahubali N Mutthin	56,800
Ms Ishita Bhatia	52,500
Mr Bibin W	51,500
Mr Alok Bhargava	50,000
Mr Sudhir Nayak	50,000
Mr Ashutosh Vaidya	50,000
Mr Krishnamoorthy Vaidyanath	50,000
Mr Laxmichand K Jain	50,000
Mr Sridhar Kanthadai	50,000
Mr Vijay Kumar Sood	50,000
Ms Hyma V	50,000
Camp Place	50,000
Ms Jayalakshmi C	49,000

Donor Name	Amount
DDW	47,350
Ms Seema Joshi	44,075
Intacct Software Private Limited	43,750
Ms Sunila Gupte	42,000
Ms Rajni Wadhvani	41,550
Mr M J Aniketh	40,000
Sharada Peetham	39,000
Mr Ganesh Shivaram Hegde	37,927
Ms Padmashree R. G	36,800
Mr Shiva C. Hiremath	36,574
Ms Cecil D'Souza	35,159
Mr Janardhan A. L	35,058
PDO And President, Ahirasang	35,000
Mr Nishit Garg	35,000
Ezyhaul Hub	35,000
Mr G Venkatesh	34,000
Mr Ravi Raghavan	33,981
Cheshire Homes India Coorg (CMIC)	33,951
YourCause	33,700
Ms Nirmala Govindan	32,500
Chigaray Channappa Kelaginamani	31,500
Ms Indira Krishnaswami	31,000
Mr Jayakumar Sadras	31,000
Mr Bhim Rao	30,000
Ms Veda Zachariah	30,000
Vidyaniketan Academy	30,000
Mr C S Ravichandran	30,000
Mr Subramanian Gurunathan	30,000
Mr Vikas Mishra	30,000
Mr M J Anirudh	30,000
Mr Naveen Kumar Kalyankar	30,000
Mr George Morris	27,600
Mr K. Ganesha Raj	26,550
Fiksheid Solutions LLP	25,196
Mr Anshuman Mishra	25,000
Dr Sivakumar	25,000
Mr Kumar Selvaraj	25,000
Ms Devi Sivanandam	25,000
Prem Ashram Charitable Trust	25,000
Ms Radhika Suryaprakash	25,000
Mr Sanjay Gupta	25,000
Mr Sudhakar V S	25,000
Mr Sumit Kumar Jain	25,000
Trust Line Holdings Pvt Ltd	25,000
Mr Karthik Ramanathan	25,000
Mr S N Venkat Prahlad	25,000
Mr B.R. Shivashankar	25,000
Ms Arti Bhardwaj	25,000
Ms Malini Saran	25,000



APD's Core

Employees who have completed 10 years or more with APD.

It is a privilege for any organisation to have so many loyal employees. Our grateful thanks for their commitment and dedicated service to the cause of disability.

Hiremath S. C.	31
Sagaya Mary A.	29
AmalorPava Marie L	29
Ganesh Shivaram Hegde	27
Mala	26
Daniel E. J.	24
Indumathi	23
Sudha S.	23
Maheshwari N	23
Rani	23
Sampath Kumar	22
Sha Nigar	22
Mythily M. A.	22
Narayanamma R.	21
Hanumantharaya O	21
Selvam M	21
Shashikala P	21
Nanjunda Swamy P.	20
Guruprasad S.	19
Venkataravana R.	19
Palani C	19
Kannan A	19

Raju T. D.	18
Nagaveni	17
Devikala M. L.	17
Basavaraju M. K.	16
Muniraju R.	16
Babu D	16
Raju G	16
Ningappa Dodmani	15
Yashodha Patil	15
Suresha J. N.	15
Kiran	15
Kumari Premalatha A.	14
Shivappa B N	14
Shailaja D	14
Basavaraja Nagappa Samshi	14
Suresh C. B.	14
Ananda T	14
Chikkaraja	14
Maheshwari A.	13
Munisamappa	13
Ravi R.	13
Raghu B. H.	13

Janardhana A. L.	13
Devaraja K. M.	13
Muninarayana J.	12
Guruswamy V.	12
Laxman Reddy	12
Shivamma K.	12
Arul S.	12
Jais A	12
Satish Kumar S.	12
Sharada Kadabageri	12
Sunil P. R.	12
Chandramma N.	12
Bhudevi R	10
Lakshmi C	10



Acknowledgements:

Our grateful thanks to KGY Narayan, Hiremath S.C., Janardhana A. L. and so many others who helped in compiling these stories that help us understand the deep bonds between APD employees and their beneficiaries. Thanks also to Amritha Ward for designing this Annual Report with the support of Mr Nakkina & Mr Jacob Kurian.

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	6th Cross Hutchins Road, Off Hennur 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 V D S R and Co LLP, Chartered Accountants	
Internal Auditors	M/s Ishwar and Gopal	
Bankers	HDFC	
	State Bank of India	
Office Bearers and Members of the Governing Board 2019-20	Shri Mohan Sundaram	Hon. President & Trustee
	Shri Subir Hari Singh	Hon. Vice President & Trustee
	Shri Jacob Kurian	Hon. Secretary & Trustee
	Shri Pradeep Kumar	Hon. Treasurer & Trustee
	Shri V. P. Mahendra	Trustee
	Shri Renuka Aradhaya	Trustee
	Dr Thelma Narayan	Trustee
	Shri Mohan Rao	Trustee
	Smt Amritha Ward	Member
	Dr Deepthi Shanbhag	Member
Smt Vaishali Pai	Member	
Advisory Panel Members	Dr Kurian Zachariah-Physical & Social Rehabilitation	
	Mr K G Y Narayan-Livelihoods	
	Mr Gurgeet Singh Arneja-Government Interface	
Chief Executive Officer	Mr Venkata R. K. Nakkina	

ASSOCIATION MEMBERSHIP

As on 31st March 2020

Total: 98

Patron Members: 08

Life Members: 82

Ordinary Members: 08

■ APD-Direct

● Strategic Partners

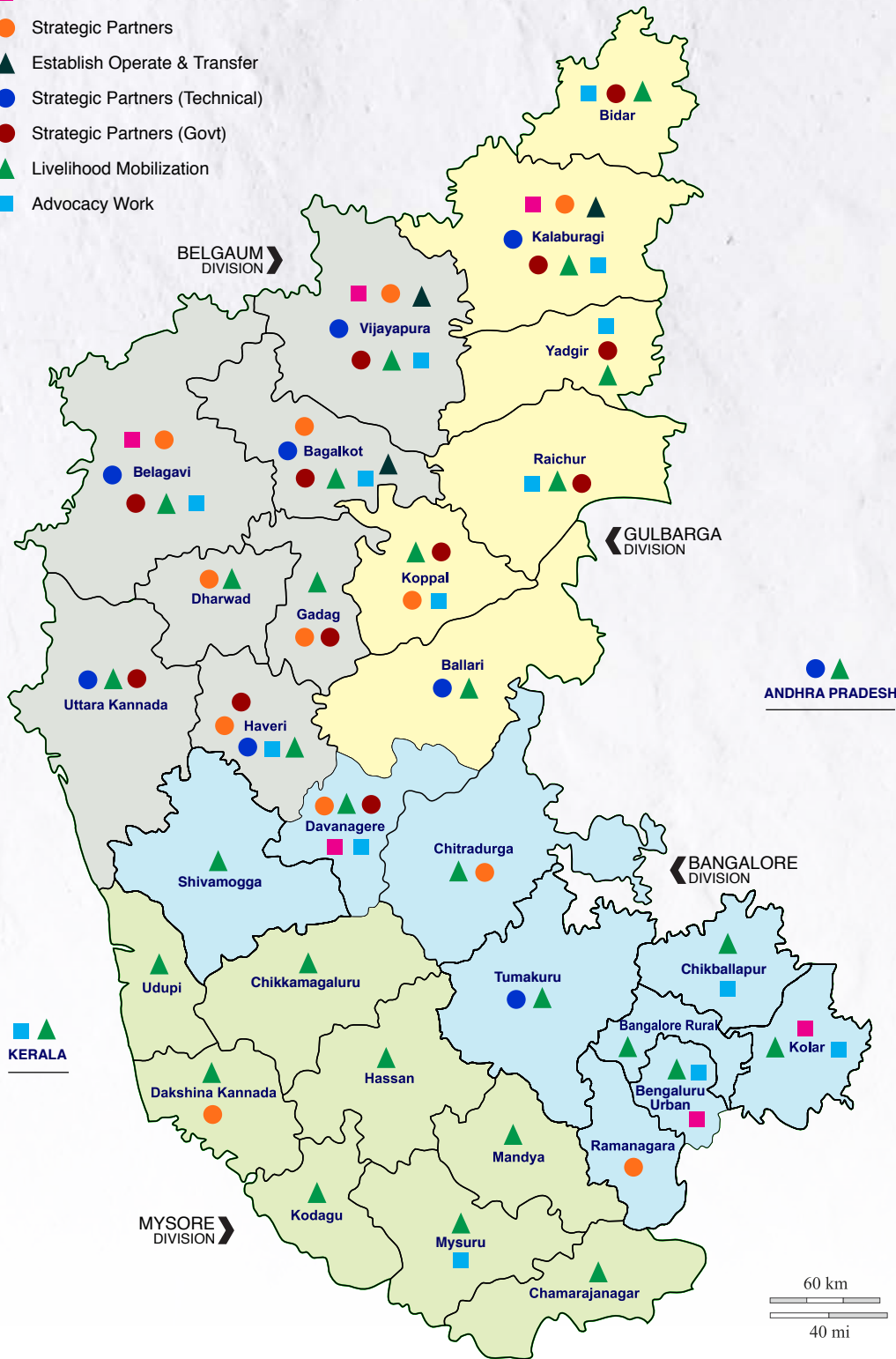
▲ Establish Operate & Transfer

● Strategic Partners (Technical)

● Strategic Partners (Govt)

▲ Livelihood Mobilization

■ Advocacy Work



THE ASSOCIATION OF PEOPLE WITH DISABILITY

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

Phone: +91 (80) 25475165

Email: contact@apd-india.org

Website: www.apd-india.org

[facebook.com/APDIndia.org](https://www.facebook.com/APDIndia.org)

twitter.com/APD_India

[linkedin.com/company/apd-india](https://www.linkedin.com/company/apd-india)

[instagram.com/apd_india](https://www.instagram.com/apd_india)

[youtube.com/c/APDIndiaNGO](https://www.youtube.com/c/APDIndiaNGO)