Together we rise
APD’s LIFECYCLE APPROACH

Early Intervention
0-8 years

Inclusive Schooling
6-16 years

Livelihoods
17-35 years

Monitoring & Evaluation

Assistive Devices

Human Resources

Administration

Institute of Disability, Rehabilitation, and Research

Communities and Govt

Therapy & Rehab

Finance

Horticulture

Mental Health

Collaboration

Table of Contents

Message from the CEO .......................................................... 04
Message from the Hon. Secretary ........................................ 05
Early Intervention ................................................................. 07
Inclusive Education .............................................................. 09
Livelihoods ......................................................................... 11
Community Mental Health Program (CMHP) ...................... 12
The Institute of Disability, Rehabilitation and Research ........ 13
Spinal Cord Injury Rehabilitation ........................................ 15
Assistive and Adaptive Technology Unit & AAT Innovation Labs 17
Collaboration:

Specialist Advocacy ......................................................... 19
APD Partners ................................................................. 20
Disability Awareness for School Children (DASC) .............. 21
NS Hema Memorial Award ................................................ 23
Horticulture (HT) .......................................................... 24
APD and other NGO’s ..................................................... 25
Financial Statements ....................................................... 27
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.

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.

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
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 Nakkinna, who took charge in the new financial year.

—Jacob Kurian, 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 inspire us to take our mission forward and give us the optimism to overcome the headwinds that we face in these uncertain times.
EARLY INTERVENTION

Angadi Khajahussain

Husain works as an interventionist in our Early Intervention (EI) programme in Bengaluru. He provides activity-based intervention to 33 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!

“...Haroon’s birth bought 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

Haroon’s birth bought 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

“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

Every step inspires
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 paley 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”.

Anupriya’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)
Suresh CB is a senior trainer in APD’s Employer Led Training Program in Horticulture. When Suresh was 4 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 theoretical inputs of gardening related skills.

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.

“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

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 B. hailed from a remote village in Durangere district. She lost her leg in a lorry accident at the age of five. Despite her disability, Sureshba studied hard and acquired degrees—SSLC, PUC, Nursing (GNM) and was fluent in Kannada. She became the treasurer in Durangere district level federation of people with disability which was formed by the APD advocacy team. In 2013, Sureshba met Hanumathrayappu from APD’s livelihood team and underwent computer training with the support of APD. In 2013, when Sureshba saw APD’s advertisement for an Animator job, she called Hanumathrayappu 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 Sureshba is a proud, full time CMHP staff member of APD.

“I have a personal experience of disability, but my disability is visible. But mental illnes 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’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, Sureshba studied hard and acquired degrees—SSLC, PUC, Nursing (GNM) and was fluent in Kannada. She became the treasurer in Durangere district level federation of people with disability which was formed by the APD advocacy team. In 2013, Sureshba met Hanumathrayappu 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 Hanumathrayappu 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.”

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, Shivamogga. After her discharge, the family spent Rs.2,000 every month for treatment, medicines, travel and food costs to visit Shivamogga. Every month, for 8 years they have been taking her for treatment to Shivamogga 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.
Devikala’s Journey to APD

Devikala hail 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 Shobhaj 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 reminiscen:

“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.

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 Bidarakattey 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 meager 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 Shraddhanjali 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 ensuring 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 commensurately over the last one year, after her informed interventions.

“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)
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

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 Chikka-ballapur 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 Pura 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.

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 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.
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 Prosthetic Artificial limbs
- Customised Mobility devices—canes, walkers, rollators
- Customised Supporting device—corner chair, standing frame, commodes
- Customised Wheelchairs
- Customised 3D printed Postural support devices—sitting solutions for comfort seating in wheelchair/chair—supporting the right posture, which could prevent pain and deformity.
- Accessibility—creating barrier free environment—ramps, rails, grab bars, toilet modifications, signage, anti-slip flooring etc

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

Number of PWDs 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 Tata, identified areas of improvement and conducted a 5S 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 prefib 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 organisations through MoU—We are currently working with more than 20 start-up companies in innovation of different devices.

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

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:

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Collaborating Institution</th>
<th>Innovation project/product</th>
</tr>
</thead>
<tbody>
<tr>
<td>01</td>
<td>Social Hardware</td>
<td>Bionic Hand</td>
</tr>
<tr>
<td>02</td>
<td>Non-Spec</td>
<td>Prosthetic Pylon, the growing shaft</td>
</tr>
<tr>
<td>03</td>
<td>Raw Legs</td>
<td>Cane Prosthetics</td>
</tr>
<tr>
<td>04</td>
<td>Microsoft Labs</td>
<td>Voltar Gait Analysis</td>
</tr>
<tr>
<td>05</td>
<td>IIT–Dollia</td>
<td>Flexi Crutch</td>
</tr>
<tr>
<td>06</td>
<td>IIT–Chennai</td>
<td>Standing Wheel Chair</td>
</tr>
<tr>
<td>07</td>
<td>TTITAN</td>
<td>3D Printing Technology for universal seating</td>
</tr>
<tr>
<td>08</td>
<td>TTITAN</td>
<td>Digital Measurements in P&amp;O, Alternative for DIMS</td>
</tr>
<tr>
<td>09</td>
<td>MS Ramasiah</td>
<td>Gait Analysis (BIRAC Funded)</td>
</tr>
<tr>
<td>10</td>
<td>Motivation India</td>
<td>3 D Printing for Postural Supportive devices in Wheelchair</td>
</tr>
<tr>
<td>11</td>
<td>Baptist Hospital</td>
<td>AAT Community Project/ Tubular Canes</td>
</tr>
<tr>
<td>12</td>
<td>Lovely Professional University</td>
<td>Innovative wearable technology for Gait analysis</td>
</tr>
<tr>
<td>13</td>
<td>Strath Design School</td>
<td>Captain—Gripper assistive device</td>
</tr>
<tr>
<td>14</td>
<td>SELCO</td>
<td>Five Health Innovations, 5 new livelihood models for severely disabled</td>
</tr>
<tr>
<td>15</td>
<td>Social Alpha (Tata Trust)</td>
<td>Evaluation of Applications/Prototypes</td>
</tr>
<tr>
<td>16</td>
<td>AGNII</td>
<td>Government of India project to accelerate innovations to partners</td>
</tr>
<tr>
<td>17</td>
<td>Leeds University, UK</td>
<td>Data Sharing for CBR</td>
</tr>
<tr>
<td>18</td>
<td>Manipal University, Bangalore</td>
<td>Gait Analysis and 2 researches on Biomechanics and circuit training in SCIR</td>
</tr>
<tr>
<td>19</td>
<td>Utrecht University Netherlands</td>
<td>Equi Mob—Accessible India Campaign</td>
</tr>
<tr>
<td>20</td>
<td>Institute for Social and Economic change</td>
<td>Equi Mob project—Accessibility in transport for PWD</td>
</tr>
<tr>
<td>21</td>
<td>Indian Spinal Injury Center (ISIC)</td>
<td>Tele Rehab—SCIR, Creating knowledge repository</td>
</tr>
<tr>
<td>22</td>
<td>ECHO-Zoom</td>
<td>Extension for community healthcare outcome</td>
</tr>
<tr>
<td>23</td>
<td>BOSCUA</td>
<td>Collaboration for sports for PWSC</td>
</tr>
<tr>
<td>24</td>
<td>Motivation India</td>
<td>Concept design of a wheelchair clinic</td>
</tr>
<tr>
<td>25</td>
<td>ICARUS</td>
<td>Alternative technology for POP Mould</td>
</tr>
<tr>
<td>26</td>
<td>Flex Motiv</td>
<td>Auxiliary Crutches</td>
</tr>
<tr>
<td>27</td>
<td>FSG College of Engineering</td>
<td>Communication board</td>
</tr>
<tr>
<td>28</td>
<td>ARTILAB</td>
<td>Incubation Program for social entrepreneurs</td>
</tr>
</tbody>
</table>
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 targeted at PwD's are utilized. Nagappa’s efforts have not been in vain:

- 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.
- In Davanagere district, Nagappa coordinated with government departments, survey and assessment of PwDs and this has helped more than 5000 PwDs become more aware of the Rights of PwDs.
- Nagappa facilitated the government 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’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 facilitated the government to access self-employment opportunities through government departments.
- Nagappa facilitated the government 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. 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 officials 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 Rajyotav 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.

"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 ABHIWRRUDI SEVA SAMSTHE

Director: Mr. Raghu Hubballi

Ashadeep Angavikalara Sarva Abhiwruddi Seva Samsthe, ("Ashadeep") was established in 2013 at Shivajinagar, Belagavi 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 officials 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 Rajyotav 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.

"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
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 3393 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, Parajatha 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 PwDs 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 and 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”
APD recognizes an NGO every year through the 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 Subramaniam 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

“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
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 partnerships 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 Ramnagar (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 northeast Karnataka 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, activities are developed to address motor, communication, cognition and socio-emotional domains. Based on the experience of the first year, APD systematically 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
Report on the Financial Statements

We have examined the Balance Sheet of THE ASSOCIATION OF PEOPLE WITH DISABILITY, as 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 accordance 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.
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 the 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 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

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Name and address of the concern</th>
<th>Where the concern is a company, number and class of share held</th>
<th>Nominal Value of the investment</th>
<th>Income from the investment</th>
<th>Whether the amount in col.4 exceeded 5% of the concern during the previous year—any Yes/No</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>6</td>
</tr>
</tbody>
</table>

Total Nil

for V D S R & Co LLP
Chartered Accountants
Venkatesh Kamath S V
Partner
M.No.202626
Firm No. 001626/S/200085

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

1.1 Basis of Accounting

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

1.2 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.

1.3.1 Provision for Gratuity

The Gratuity is managed by Life Insurance Corporation of India.

1.3.2 Leave encashment

Leave encashment is accounted on actual payment basis.

1.3.3 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.

1.4 Stocks

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

1.5 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.

1.6 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 transactions 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 Coronavirus 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.001626/S/200085

Date: 09.09.2020

Place: Bengaluru
## BALANCE SHEET

<table>
<thead>
<tr>
<th>Sources of Funds</th>
<th>As at 3/31/20</th>
<th>As at 3/31/19</th>
</tr>
</thead>
<tbody>
<tr>
<td>Capital Fund</td>
<td>₹1,851.20</td>
<td>₹1,500.07</td>
</tr>
<tr>
<td>General Funds</td>
<td>₹433.87</td>
<td>₹347.36</td>
</tr>
<tr>
<td>Endowment and Other Funds</td>
<td>₹215.24</td>
<td>₹91.69</td>
</tr>
<tr>
<td>Current liabilities and provisions</td>
<td>₹628.22</td>
<td>₹627.42</td>
</tr>
<tr>
<td></td>
<td>₹573.88</td>
<td>₹433.60</td>
</tr>
<tr>
<td></td>
<td><strong>1,851.20</strong></td>
<td><strong>1,500.07</strong></td>
</tr>
</tbody>
</table>

### APPLICATION OF FUNDS

<table>
<thead>
<tr>
<th></th>
<th>As at 3/31/20</th>
<th>As at 3/31/19</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fixed Assets</td>
<td>₹433.87</td>
<td>₹347.36</td>
</tr>
<tr>
<td>Investments</td>
<td>₹729.52</td>
<td>₹625.94</td>
</tr>
<tr>
<td>Current Assets, loans and advances</td>
<td>₹16.45</td>
<td>₹13.03</td>
</tr>
<tr>
<td>Stock on Hand</td>
<td>₹3.48</td>
<td>₹10.78</td>
</tr>
<tr>
<td>Sundry Debtors</td>
<td>₹86.95</td>
<td>₹84.00</td>
</tr>
<tr>
<td>Loans &amp; Advances</td>
<td>₹45.84</td>
<td>₹71.63</td>
</tr>
<tr>
<td>Cash &amp; Bank Balances</td>
<td>₹535.09</td>
<td>₹347.31</td>
</tr>
<tr>
<td></td>
<td><strong>1,851.20</strong></td>
<td><strong>1,500.07</strong></td>
</tr>
</tbody>
</table>

*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  
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

---

## INCOME AND EXPENDITURE ACCOUNT

### INCOME

<table>
<thead>
<tr>
<th></th>
<th>As at 3/31/20</th>
<th>As at 3/31/19</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grants &amp; Donations</td>
<td>₹1,912.55</td>
<td>₹1,660.80</td>
</tr>
<tr>
<td>Other Resources</td>
<td>₹986.21</td>
<td>₹933.49</td>
</tr>
<tr>
<td>Interest Received</td>
<td>₹618.33</td>
<td>₹757.16</td>
</tr>
<tr>
<td>Depreciation</td>
<td>₹134.74</td>
<td>₹129.00</td>
</tr>
<tr>
<td></td>
<td>₹48.45</td>
<td>₹40.89</td>
</tr>
<tr>
<td></td>
<td><strong>124.84</strong></td>
<td><strong>(199.73)</strong></td>
</tr>
</tbody>
</table>

*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  
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
Thank you
FOR YOUR SUPPORT, DONORS
### Donor Name | Amount
--- | ---
ABB India Foundation | 14,046,141
Titan Company Limited | 12,718,251
Anni Premji Philanthropic Initiatives | 12,500,000
H.P. Pareth 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
Sequosia Capital India Advances Pvt Ltd | 4,500,000
Mindtree Foundation | 4,322,550
Yahoo Software Development India Pvt. Ltd. | 4,271,284
Give Foundation | 3,964,310
Cognizant Foundation | 3,197,500
ANZ Operations And Technology Private Ltd | 3,086,000
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 Kachal | 2,500,000
Mr M.J. Aravind | 2,500,000
ANZ Support Service India Pvt. Ltd. | 2,420,000
Mr Shailash Lakhani | 2,400,000
NetApp India Marketing And Services Private Ltd | 2,350,000
Bengaluru Urban Treasurer (from DDW, Govt of Karnataka) | 2,135,260
VST Tillers Tractors Ltd. | 2,000,000
Vite Minerals (India) Pvt. Ltd. | 1,900,000
Ms Vandana Selat | 150,000
Dr Ravi Chandra Bellam | 138,000
ITC Ladies Social Welfare | 138,000
Squreem Pharmaceuticals Mysose Pvt Ltd | 123,000
Ms Anita Bhat | 120,000
Mr Murali Krishnam | 119,350
Global Giving | 119,298
Hotel Oberoi | 111,600
Mr S Mohan Rao | 111,500
Scottish Catholic International Aid Fund (SCIAF) | 109,722
Mr Pradeep Kumar Panja | 101,000
General Secretary Gramantar Vidya Vardhaka Sangh, Babaleshwara | 101,000
Ms Pratibha 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 Katara | 100,000
Mr S. Anand Kumar | 100,000
Ms Shalpa Vora | 100,000
Mr Jwawar 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 | 75,192
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
Ultrachip Community Welfare Foundation | 65,460
President PDO | 60,000
Mr Babubali N Mutthin | 56,800
Ms Ishita Bhatia | 52,500
Mr Bishen W | 51,500
Mr Alok Bhargava | 50,000
Mr Sudhir Nayak | 50,000
Mr Ashutosh Vaideya | 50,000
Mr Krishnamoorthy Vaidyanath | 50,000
Mr Laxmichand K Jain | 50,000
Mr Sridhar Kannadhat | 50,000
Mr Vijay Kumar Sood | 50,000
Ms Hyma V | 50,000
Camp Place | 50,000
Ms Jayalakshmi C | 49,000
Mr Pradeep Kumar Panja | 47,350
Ms Seema Joshi | 44,075
Intacct Software Private Limited | 43,750
Ms Sunila Gupte | 42,000
Ms Rajni Wadhawan | 41,550
Mr M J Aniketh | 40,000
Sharada Peetham | 39,000
Mr Ganesh Shivaram Hegde | 37,927
Ms Padmanashre 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, Ahirassag | 35,000
Mr Nisht Garg | 35,000
EzyHaul Hub | 35,000
Mr G Venkatesh | 34,000
Mr Ravi Raghavan | 33,991
Cheshire Homes India Coorg (CMIC) | 33,951
YourCause | 33,700
Ms Nirmala Goridnan | 32,900
Chigaray Channappa Kelaginamani | 31,800
Ms Indira Krishnaswami | 31,000
Mr Jaykumar Sadas | 31,000
Mr Bhim Rao | 30,000
Ms Veda Zachariah | 30,000
Vikash Academy | 30,000
Mr C S Ravichandra | 30,000
Mr Subemaniran Gurunathan | 30,000
Mr Vikash Misra | 30,000
Mr M J Anirudh | 30,000
Mr Neven Kumar Kalynukar | 30,000
Mr George Morris | 27,600
Mr K. Ganesha Raj | 26,530
Fikshen Solutions LLP | 25,196
Mr Anikumar Mishra | 25,000
Dr Sivakumar | 25,000
Mr Kumar Selvaraj | 25,000
Ms Devi Sivananad | 25,000
Prem Ashram Charitable Trust | 25,000
Ms Radhika Suryparkash | 25,000
Mr Sanjay Gupta | 25,000
Mr Sudhaker 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 Prabhad | 25,000
Mr B.R. Shivashankar | 25,000
Ms Arti Bhardwaj | 25,000
Ms Malini Saran | 25,000

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.
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
twitter.com/APD_India
linkedin.com/company/apd-india
instagram.com/apd_india
youtube.com/c/APDIndiaNGO