



**66 Years of APD**  
**From Roots to Wings**



# ANNUAL REPORT 2024-25

Grant Received From  
National Philanthropic Trust

YTA App Launched at  
National Level

Setting up Maharashtra  
as Regional Centre





# CHAMPIONS OF CHANGE

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## THE ASSOCIATION OF PEOPLE WITH DISABILITY

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## Our Vision

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

## Our Mission

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

## Our Values

### Integrity

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

### Empathy

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

### Accountability

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

### Collaboration

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

## Excellence

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

## Diversity

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



# From Roots to Wings: A Legacy in Frames

A glimpse into APD's 66-year journey capturing moments of transformation, resilience, and progress from our humble beginnings to a future of inclusive growth.

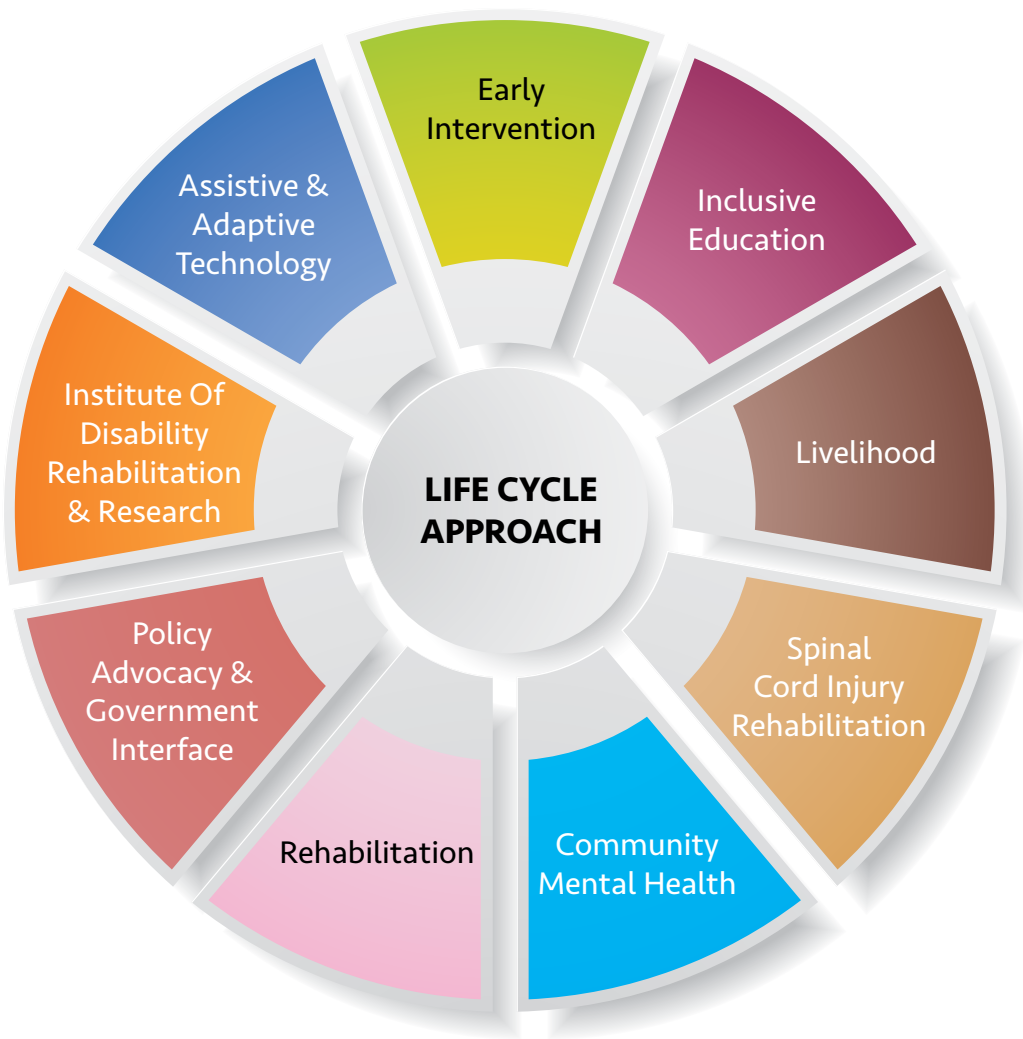




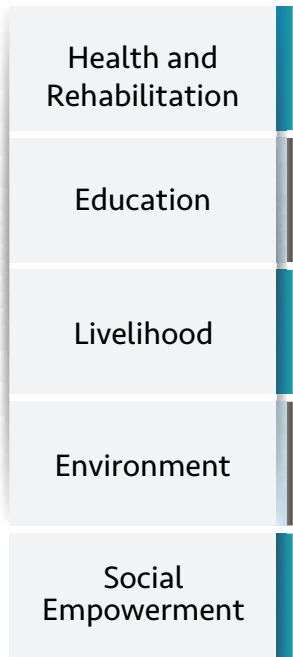




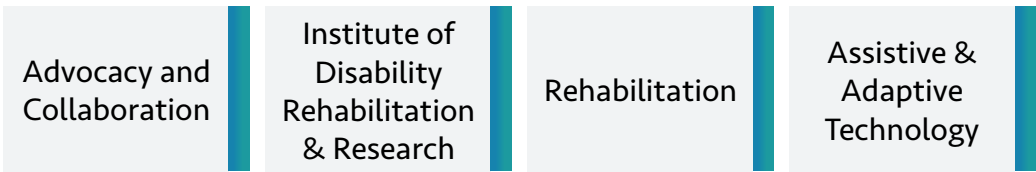
# One Mission Many Path: Our Programmes In Action



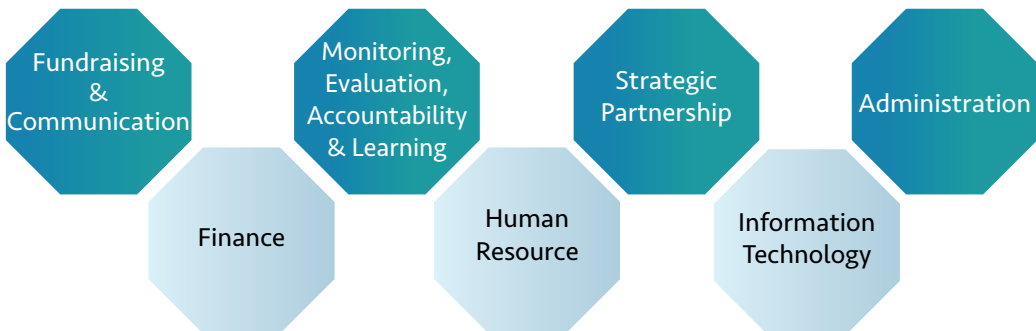
## Five Verticals



## Four Horizontals



## Seven Core Functions



# Message from the Honorary Secretary

## Recognizing India's Largest Invisible Minority: Mainstreaming the Disabled



Seventy-nine years have passed since India awoke to freedom. In these decades, our nation has strived to fulfil the promise of equality enshrined in our Constitution. The march towards justice has been slow, but we have collectively broken the shackles that once excluded vast segments of Indian society from the rights, opportunities, and dignity they rightfully deserve.

Today, women's voices echo in the corridors of power, in classrooms, and in workplaces, where they once went unheard. The scheduled castes, other backward castes and tribes, for long subject to systemic discrimination, are increasingly participating in national dialogue and policy. Religious minorities, linguistic groups, rural populations, and those from historically marginalized regions each of these groups, once consigned to the fringes, have gradually claimed their seat at the table, their concerns finding space in the national consciousness.

Yet, in the vast tapestry of India's diversity, one community remains largely unseen: persons with disabilities. The disabled remain our nation's largest invisible minority. There are millions of Indians with physical, intellectual, sensory, and mental disabilities. Their experiences, however, are hardly

reflected in our debates on inclusion, in the planning of our cities and villages, or in the allocation of our budgets.

Too many potential donors tell us that disability is not on their CSR charter. But disability should not be on anyone's charter because the disabled want only the opportunity that the able receive – a helping hand with health, education, skilling and livelihoods. In each of these areas where the majority of CSR mandates are focussed, the disabled rank behind most of the other disadvantaged groups. If many disadvantaged groups receive support from CSR funds, why do the disabled, more disadvantaged than most, get excluded? The lack of awareness and understanding about the challenges faced by people with disabilities has contributed to their exclusion. Whether it is inaccessible infrastructure, limited



employment opportunities, inadequate educational support, insufficient health services, or social stigma, the barriers are many and persistent.

As we mark seventy-nine years of independence, it is time to recognize that our nation's progress is incomplete if it leaves behind so many of its own. We must bring the disabled into the heart of our national dialogue into our planning, budgeting, and implementation of policies. No longer can we afford to design programs or build cities that ignore the needs of such a significant section of our population. Inclusion must move from rhetoric to reality.

Let us resolve to see and hear the disabled. Let us adapt our environments, our minds, and our systems to ensure that every Indian regardless of ability can participate fully in the life of the nation. This is not

only a moral imperative but a constitutional one, integral to the vision of an India that is truly free and inclusive.

As an organization committed to social justice and equality for the disabled, we urge our partners, policymakers, and all citizens to join hands in making the invisible visible. Together, we can shape a future where no one is left behind.

**Jacob Kurian**  
Honorary Secretary



# Message from the CEO

## From Deep Roots to Infinite Wings - Together We Rise



Since 1959, APD has been a beacon of hope and transformation, powering a relentless movement to uplift people with disabilities across India. Today, we stand at the dawn of APD Version 3.0, an era defined by visionary innovation, expansive scale, and unwavering sustainability. Our ninth strategic phase (2022-25) is fueled by the dynamic synergy of People, Process, and Partnerships, aligned with 13 of the 17 Sustainable Development Goals, positioning APD not just as a service provider, but as a systemic agent of change on a national stage.

This transformation is not accidental; it is the realization of a profound belief that every person with disability holds immense potential waiting to be unleashed. From the earliest days of life through to adulthood, we construct ecosystems where ability triumphs over barriers, where dreams are nurtured into realities. Our early intervention strategies reach into homes and communities, empowering mothers as therapists and leveraging government systems to weave a safety net that catches and lifts the most vulnerable.

In education, APD revolutionizes inclusion. At our Shradhanjali Integrated Primary School, children with disabilities learn alongside their peers in a harmonious environment of equity and personalized care, breathing life into a vision where diversity is the foundation of excellence. Beyond our school walls, we transform entire regions by converting government schools into models of accessibility and inclusive pedagogy, ensuring this vision is not confined but multiplied exponentially.

In preparing youth for life, APD's vocational and

livelihood models shatter glass ceilings. With 90% placement and 80% retention rates, our rural and urban programs go beyond skilling, they create pathways to dignity, independence, and leadership. For the most marginalized, our entrepreneurial seed funding sparks innovation and self-reliance, proving that opportunity is not a privilege, it is a right.

Our specialized Institute of disability, rehabilitation and research, spinal cord injury rehabilitation, mental health outreach, are not mere facilities but lifelines. They embody a commitment to holistic, person-centered care that heals, empowers, and reintegrates. Our multidisciplinary teams provide advanced therapies and innovations that stand unrivaled, a testament to our pursuit of excellence.

Innovation pulses in every initiative, from our people-led Assistive Adaptive Technology unit creating over 200 customized WHO-standard devices, to Rehab on Wheels, a mobile lifeline traversing remote geographies to deliver therapy where it is needed most. The "Yes to Access" app, powered by artificial intelligence and community action, has ignited a



nationwide crusade for accessibility, running parallel with government programs, transforming policies into lived realities.

Our Life Cycle Approach (LCA) epitomizes APD's bold pledge: to leave no person behind. By deputing people with disabilities as catalysts of change in aspirational districts, saturating communities with integrated services, we engineer systemic transformation rooted in grassroots empowerment.

APD's voice resonates in corridors of power, serving on over 25 government committees, driving policy reform, safeguarding rights, and translating legislation into meaningful impact at the last mile. This is leadership, not from the sidelines, but rooted within the struggle and the triumph of those we serve.

Our internal culture is one of respect and care, where staff welfare through creche support, fair wages, health benefits, and vibrant community engagement fuels the passion that powers APD's frontline warriors.

To every parent daring to dream of their child's independence, and every young person demanding a future they shape with dignity and choice, you are the heart of our mission.

I extend my deepest gratitude to our visionary Board

Members and committees. Your unwavering passion, relentless guidance, and strategic foresight are the compass and driving force behind APD's soaring trajectory. Together, we embody a faith in possibility that transcends challenges.

We are profoundly grateful for the transformative, unrestricted grant from National Philanthropic Trust. This powerful testament of trust ignites our capacity to leap beyond sustainability into a future where APD reshapes the very meaning of disability inclusion.

"The stronger the roots, the higher the wings can soar." This truth propels APD from deeply grounded roots nurtured by legacy and resilience to wings that reach for boundless horizons of innovation, impact, and justice.

Together with every individual, family, partner, and supporter, we are not just breaking barriers, we are building a world where disability is a source of strength, diversity, and boundless opportunity.

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

# Reach Dashboard

Developmental Intervention	Service Recipients	Capacity Building	Sensitization	Primary Beneficiary	Secondary Beneficiary
Early Intervention	4,575	7,785	24,381	36,741	18,300
Inclusive Education	1,427	2,879	22,119	26,425	5,708
Livelihood	2,652	1,524	11,777	15,953	10,608
Spinal Cord Injury Rehabilitation	2,234	2,234	19,476	23,944	8,936
Community Mental Health Rehabilitation*	6,016	3,224	15,336	24,576	24,064
Institute Of Disability Rehabilitation & Research	3,892	1,298	4,458	9,648	15,568
	1,467	-	-	1,467	5,868
Policy Advocacy	13,638	164	36,643	50,445	54,552
Assistive & Adaptive Technology	4,489	-	-	4,489	17,956
Horticulture	124	-	-	124	496
Life Cycle Approach	26,332	7,786	11,379	45,497	1,05,328
<b>Total</b>	<b>66,846</b>	<b>26,894</b>	<b>1,45,569</b>	<b>2,39,309</b>	<b>2,67,384</b>

\* The Rehabilitation reach numbers in the dashboard include both Rehab walk-ins and Rehab on Wheels. These figures exclude the 282 SIS children, as they are counted under the Inclusive Education programme. However, in the Rehabilitation section of the report, the numbers also include the SIS children

## Beneficiaries Impacted

Primary Beneficiaries



Secondary Beneficiaries



Total Beneficiaries Impacted



### Primary beneficiaries

Are those who directly receive services, including service recipients, individuals who participate in sensitization sessions, and those who undergo training.

### Secondary beneficiaries

Are the family members who are positively impacted through the services provided to the primary recipients.







# Early Intervention

## *Cradle to School*

What began in 1992 as a modest slum outreach in Bengaluru has grown into a movement for early inclusion impacting over 15,000 children and 1,00,000 stakeholders. Today, APD's Early Intervention Programme continues to turn small beginnings into transformative journeys, giving every child the roots to thrive and the wings to fly.

Formally launched in 2004, the 'Cradle to School' Early Intervention (EI) Programme supports children under 8 years old across eight developmental domains and fourteen growth areas. Grounded in the Individualized Family Service Plan (IFSP) model from the IDEA Act and inspired by the University of Illinois; seven core principles, the programme safeguards every child's right to inclusive education, rehabilitation, and family-centered care.

To ensure comprehensive and accessible services, APD employs a multi-layered approach, tailored to suit diverse geographies and community contexts:

**Centre-Based Intervention:** Dedicated therapy centres offer structured, multidisciplinary support through physiotherapy, speech therapy, early learning, and developmental play.

**Home-Based Services:** Therapists and field staff provide personalized support in the child's home environment.

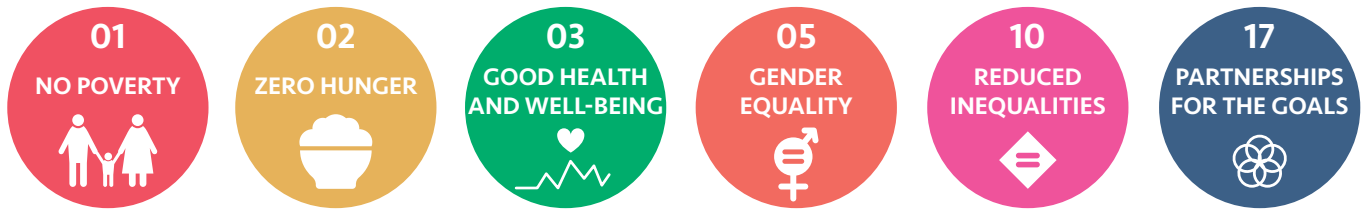
**Community-Based Rehabilitation (CBR):** Integrated into local governance and health systems, CBR ensures services are available within the child's community through local partnerships and outreach.

**Workforce Engagement:** Trained Village Rehabilitation Workers (VRWs), Multi-Rehabilitation Workers (MRWs), ASHAs, and Anganwadi workers support early identification, milestone tracking, and community follow-ups.

**Baby Screening and Early Detection:** Newborn and infant screenings are conducted in collaboration with health institutions to enable timely diagnosis and support for developmental delays.



## Alignment with SDG



## Autism Clinic – Embrace Me

As part of APD's Early Intervention Programme, the **Autism Clinic** offers specialized, structured therapy to children with Autism Spectrum Disorder (ASD), with a focus on unlocking potential through early and sustained support.

This year, **31 children** were enrolled and supported through a multi-disciplinary approach combining therapy, caregiver training, and home-based follow-up. The results speak to the power of personalized, consistent intervention.

## Impact of Autism Clinic

**92% of children** demonstrated improvement in one or more core developmental domains a testament to the clinic's structured therapy and strong caregiver engagement.

Social Interaction saw the highest gains, showing improved peer engagement, eye contact, turn-taking, and responsiveness. The average improvement in this area **was a remarkable 66.7%.**

**Feeding Independence:** **Over 50% of children** can now feed themselves using adaptations showing increased mealtime autonomy.

**Hygiene Skills: Nearly two-thirds** require lesser assistance in hygiene skills

**Dressing and Undressing:** **Around 70% showed** independence in doing self care activities like dressing.

## Testimonial

### Building Brighter Tomorrows Together

"Every milestone reached brings joy, not just to the child, but to the entire family. We're thankful to APD and the on-ground teams whose dedication has made this journey possible. Together, we're not just providing services, we're nurturing resilience, hope, and dignity in communities that need it most."

*Deepak Prabhu Matti, Chief Executive Officer, Cognizant Foundation*

## Donors



ORACLE

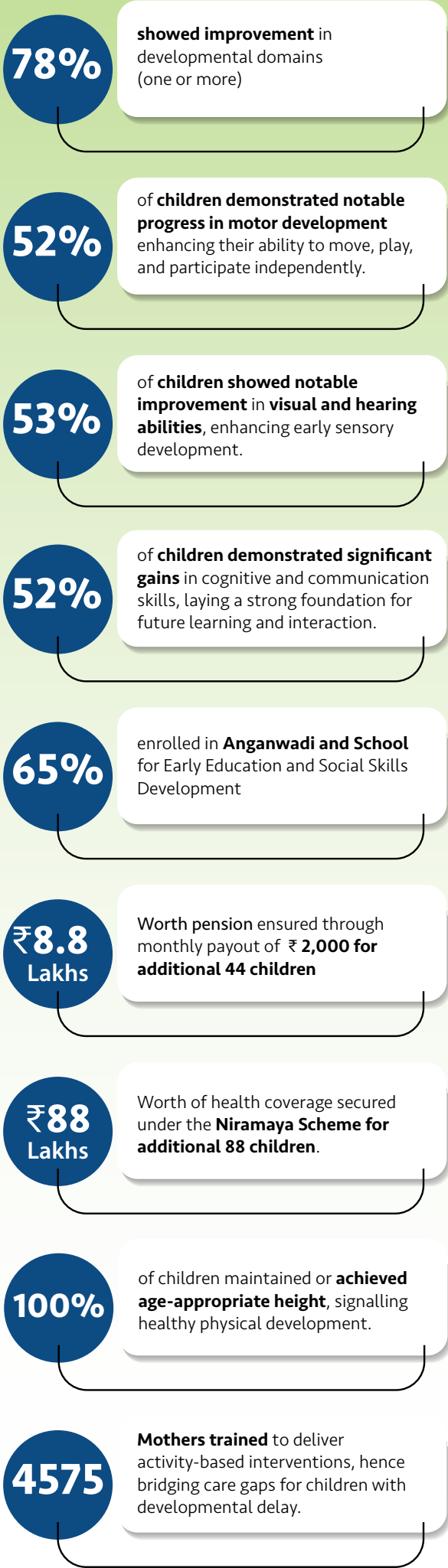


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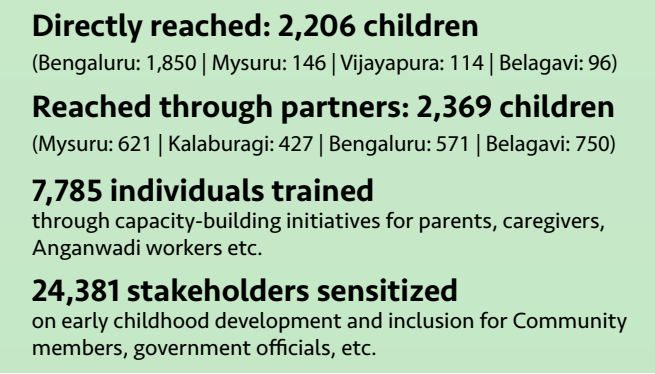




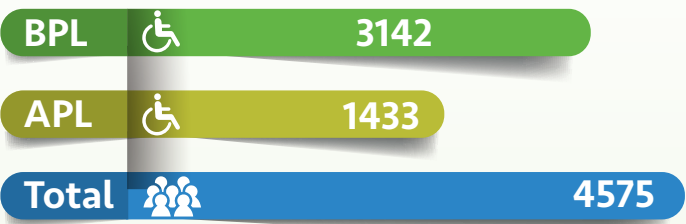
Impact Indicators



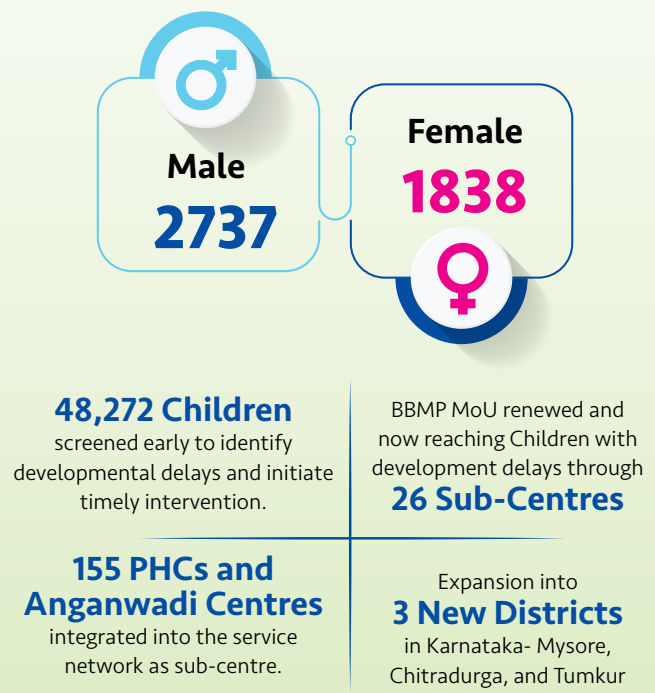
Reach



Socio-economic audit of beneficiaries



Gender Distribution



Developmental Delay\*  
Classification based on domain areas

Motor	1301
Sensory	1892
Communication & Language	3001
Social Behaviour	2557
Self Care	2894
Cognition	2529
Play	2503
Physical	1258

\*Children may have delays in multiple domains; counts may be overlapping

# Inclusive Education

## *Nurturing Inclusion, Empowering Learning and Living*

What began in 1973 with just 18 children at the Shradhanjali Integrated Primary School (SIS) has grown into a transformative movement for inclusive education across Karnataka. Accredited by the Karnataka State Education Department, SIS continues to serve as a model inclusive school educating children up to Class VIII with an intentional 80:20 ratio of children with disabilities to non-disabled peers.

Over the years, APD's Inclusive Education Programme has impacted over 95,000 students and 1,00,000 stakeholders, shaping inclusive mindsets and transforming school ecosystems.

In the year 2024-25, the programme supported 1,427 children, combining 1,092 children with disability through outreach programme across 274 government schools, 282 students at SIS and 53 children through

the NIOS Bridge Programme, totaling 335 children in APD-run inclusive learning spaces.

At the heart of this programme is a commitment to holistic rehabilitation and learning, offering Physiotherapy (PT), Occupational Therapy (OT), Speech and Language Therapy (SLT), and Clinical Psychology support. These services ensure that learning is accessible, inclusive, and child-centred, enabling every child to thrive academically, socially, and emotionally.

The outreach programme extends beyond direct intervention; it works with the larger education ecosystem to enable systemic change. Through collaboration with Block Inclusive Education Resource Teachers (BIERTs), Anganwadi workers, Village Rehabilitation Workers (VRWs), and Multi-Rehabilitation Workers (MRWs), the programme strengthens early identification, classroom integration, and community engagement for children with disabilities.

A dedicated team of special educators and therapists anchors this work delivering individualized learning support, classroom adaptations, regular assessments, and family guidance. Together, they uphold every child's right to education, while laying the foundation for a more inclusive, resilient, and equitable school system.







From a single model school, APD's Inclusive Education Programme reached **1,427 Children in 2024-25** through three key initiatives:

- **282 students** educated at Shradhanjali Integrated Primary School (SIS)
- **1,092 CwSN** supported in 274 government schools through the School Support Programme
- **53 children** provided learning support through the NIOS Bridge Programme

This expansion is not just in numbers it represents a deeper momentum, enhanced capacity, and growing systemic influence.

## Alignment with SDG



## Testimonial

"At ABB India, we believe that true progress is defined not only by technological innovation, but by the compassion and inclusivity we foster in society. Our support for the integrated mainstream school for children with special needs in Bangalore, in partnership with APD, reflects our deep commitment to equitable education and community empowerment.

This initiative is a living example of our CSR philosophy-creating access, dignity, and opportunity for every child, regardless of ability. Witnessing the transformation in these young learners and the inclusive culture nurtured within the school reaffirms our belief that diversity in education strengthens the social fabric."

**T.K Sridhar, Chief Financial Officer, ABB India**

"The passion and expertise of APD is visible at every level. We are proud to partner in building an inclusive society."

**Monika Walia, CSR Head, GlobalLogic**

## Donors



CSR initiative by



## Impact Indicators

100%

of **SIS students** successfully passed the academic year—demonstrating the effectiveness of inclusive teaching and individualized support.

47%

of children have shown improvement at reading and **26% shown improvement** in writing.

52%

of children gained **functional independence** in daily routines, school activities, and social interaction.

93%

retention: **1,338 out of 1,427** children completed the school year—reflecting consistent follow-up and parental engagement.

16

**schools** made infrastructure **inclusive and CwSN-friendly**, ensuring equal participation for all.

14

**School Readiness Centers (SRC)** helped **200 children** regularly attend and transition to mainstream education and access to rehabilitation.

₹57 Lakh

Worth health insurance assured through Niramaya enrolment of **57 children**—ensuring secure and accessible care.

80%

of **259 children** using Assistive and Adaptive Technology became more **independent** in learning and daily life.

562

**Children received UDID cards** (SIS – 52, Model Schools – 510), enabling access to monthly pensions & other entitlements.

## Reach

**1,427 Children**

Supported through Inclusive Education program

**22,119 stakeholders sensitized**

on education and inclusion for Community members, government officials, teachers, etc.

**2,879 individuals trained**

through capacity-building initiatives for parents, caregivers, teachers etc.

## Socio-economic audit of beneficiaries

BPL



555

APL



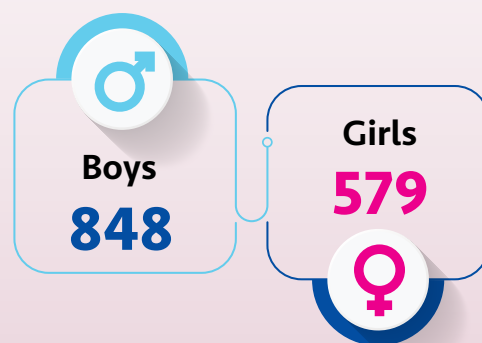
872

Total



1427

## Gender Distribution



## Disability Classification

Disability Category	Total Count	% of Total (1,427)
Intellectual disability	466	33%
Locomotor disability	475	33%
Speech & Hearing Impairment	253	18%
Visual Impairment	141	10%
Multiple & Others	92	6%

## Education Stage Wise Classification

Disability Category	Number of Children	% of Total (1,427)
Home Based	21	2%
Primary (1–5)	476	33%
Upper Primary (6–8)	763	54%
Secondary (9–10)	167	11%



# Livelihood

## *Dignity Begins With An Opportunity Crafting Careers, Changing Lives*

What began in 1959 as a modest vocational youth initiative has grown into one of APD's most powerful engines of transformation enabling over 72,700 Youth with Disabilities (YwDs) to rise with confidence, dignity, and purpose. From planting the first roots of self-reliance to helping individuals take flight through sustainable careers, the Livelihood Programme has evolved into a statewide movement for inclusion and economic empowerment.

Targeting school dropouts, unemployed youth, and first-generation learners with disabilities (aged 18–40), the programme blends skill-based training, rehabilitation, personal development, and employment support to unlock long-term success. In 2024–25 alone, 2,652 youth were trained, 2,096 through direct centres and satellite hubs, and 556 through strategic partnerships. This blended model reaching across urban and rural areas reflects how APD's roots have deepened and its wings have expanded.

Mobilisation is driven at the grassroots through the active involvement of Village Rehabilitation

Workers (VRWs), Multi-Rehabilitation Workers (MRWs), and frontline community stakeholders. Training is tailored to industry needs and delivered across diverse sectors from Information Technology and Communication, BPO, Retail, Hospitality and Horticulture. In addition, entrepreneurial models are actively promoted to support youth in launching their own ventures with mentorship and market linkages.

Rehabilitation support, including physiotherapy and counselling, is integrated into the training journey to ensure holistic readiness. For candidates needing mobility or accessibility support, assistive and adaptive products are provided. Furthermore, residential facilities are offered at training locations, making the programme accessible to youth from remote or underprivileged backgrounds. With an existing network of 1,800 employer partners, APD added 120 new partnerships in 2024–25, strengthening its role as a vital bridge between ability and industry.



## Alignment with SDG



### Testimonial

#### Shared Vision, Real Change

As part of our own philosophy and vision, Titan has been in the forefront of supporting Persons with Disabilities through various means, including funding organisations who have established credentials in this field, for education or ensuring employment generating skill training.

Am happy to share that APD, has been our steadfast partner close to a decade in this regard, to help deliver our vision to hundreds of underprivileged, deserving Persons with Disabilities in Karnataka, by not only engaging them in the institute at Bangalore but also taking the program to the rural hinterlands of Karnataka, truly where it deserves, and more importantly enable them to be economically empowered by helping them to get into jobs with respect and dignity.

They have been highly receptive to our ideas and suggestions, making changes and updates in not just programs, but also have actively engaged us in their strategy creation, which makes them truly a dependable and credible partner

I wish APD continued success in the coming years

**N E Sridhar, Chief Sustainability Officer, Titan Company Limited**

### Testimonial

#### Inclusion That Works

"The training your team provides ensures candidates come prepared with the right skills and mindset, streamlining our hiring process. The employees we've onboarded through APD have demonstrated dedication, adaptability, and strong work ethic adding genuine value to our workplace. We're proud to be part of this journey toward inclusion and look forward to growing together."

**Megha Siddaraj, Vindhya E-Infomedia Pvt Ltd.**



## Donors



## Impact Indicators

99.5%

completion rate: of the **2,652 enrolled, 2,640 youth** with disabilities completed training a strong indicator of programme relevance and retention.

81%

placement rate: **1,910 trained candidates** secured jobs across diverse sectors, supported by APD's employer network and job-readiness modules.

87%

**Beneficiaries expressed satisfaction** with the training experience, skill-building quality, and support received.

58%

of trainees opted for **retail training, reaffirming** its role as a gateway to inclusive employment.

75%

Inclusive Job Fair achieved 75% employment conversions, with salaries between ₹ **14,000** and ₹ **17,000** per month.

32%

of enrollees were women, reinforcing **APD's commitment** to inclusive skilling and economic empowerment.

₹13,662

is the average **salary of beneficiaries** placed through the Livelihood programme.

120+

inclusive employers onboarded and sensitised, enabling accessible hiring and long-term workplace integration.

## Reach

**2,652**

Youth Impacted

**1,524**

Individuals trained on mobilization, disability (Community members, community mobilizers)

**11,777**

Stakeholders sensitized social security schemes, disability inclusion (Caregivers, VRW, MRW, community members)

## Socio-economic audit of beneficiaries

BPL



1,623

APL



1,029

Total



2,652

## Gender Distribution



Male

**1,798**

Female

**854**



## Disability Reach

Type of disabilities	Total Reach
Intellectual Disability	131
Locomotor Disability	1,408
Speech & Hearing impairment	588
Visual Impairment	195
Multiple disabilities	138
Non-Disabled/ Caregivers	48
Other Disability	144
Grand Total	2,652



# Spinal Cord Injury Rehabilitation

## Cot to Community

Launched in 2001 with just 6 beneficiaries, APD's Spinal Cord Injury Rehabilitation (SCIR) Programme was built on a bold, compassionate belief: **no person with a spinal cord injury should be left behind.**

What began as a modest initiative has grown into a transformative model of inclusive, community-based rehabilitation. Today, the programme has achieved a 372-fold impact, reaching 2,234 individuals in 2024–25 alone including 1,827 with paraplegia and 407 with quadriplegia. Cumulatively, APD has impacted over 6,400 individuals with spinal cord injuries and more than 6.5 lakh stakeholders through outreach, training, and advocacy.

APD's unique "Cot to Community" model ensures that rehabilitation is not only physical but also social, psychological and economic. It integrates medical rehabilitation, assistive technology, inpatient care, psychosocial counselling, community reintegration, and livelihood support enabling individuals to rebuild their lives with confidence and independence. The programme operates through a multi-tiered delivery model comprising residential inpatient rehabilitation

with round-the-clock care, home-based services for those unable to travel, and three-day camp-based interventions in rural areas to reach underserved communities.

SCIR is rooted in Karnataka but has expanded outreach into Maharashtra, Tamil Nadu and Andhra Pradesh, particularly focusing on rural and underserved communities where incidence is high and post-hospital rehabilitation services are rare. In 2021–22, APD's SCIR Programme received the prestigious HCLTech Grant (Edition 7), recognizing its innovation, impact, and scalability. APD also operates one of only 10 specialized Spinal Cord Injury Rehabilitation centres in India, reinforcing its leadership in disability-inclusive rehabilitation. The SCIR programme is a powerful testament to the belief that rehabilitation is not just about restoring mobility, it's about restoring identity, dignity, and purpose. From roots of compassionate care to the wings of self-reliance, APD continues to redefine what it means to truly rebuild a life.



## Alignment with SDG



## Reach



**2,234**

Beneficiaries Impacted



**1,827**

Paraplegia

**407**

Quadriplegia



### Testimonial

#### A Shared Commitment to Impact

"Our partnership with APD reflects our shared commitment to building an inclusive society. Through collaborative efforts, we've seen tangible impact enhanced access to vocational training and employment for people with disabilities, and greater awareness in the community. APD's approach aligns seamlessly with our CSR values of diversity, equity, and inclusion. We're proud to support their work and confidently recommend them as a trusted partner in driving social change."

*Sandip Kotkar, CSR Lead,  
General Motors Technical Center India*



### Testimonial

#### Awareness Brings the Change

"We didn't even know people in our own village were living with such challenges, until APD arrived. Watching their work opened my eyes. I used to think that a wheelchair meant lifelong dependence. Now I know that people with spinal cord injuries can live fully, independently, and with dignity. It's truly inspiring."

*Rupesh Undre Patil, Panchayat President, Manjari Khurd, Pune*

## Donors





## Impact Indicators

66.3%

**Paraplegics** improved in functional independence in self-care, mobility, bladder/bowel management.

61.6%

**Quadriplegics** gained functional independence in self-care, mobility, bladder/bowel management.

₹50.4 Lakhs

Mobilized through **Government Disability Welfare Fund** and Government schemes for mobility aids and medical/surgical assistance.

195

195 PwSCI received targeted livelihood assistance of which **33 onboarded by Zomato**, earning an average of ₹15,000/month and Others empowered through tailoring, retail, sheep rearing, and solar roti machines, fostering entrepreneurship and self-reliance.

70%

**Of the 137 bed sore cases** managed through clinical and home-based care were either fully healed or significantly improved—reducing risk of infection and hospitalization.

18

**Functional DPOs** led by PwSCI with **463 active members** working on rights, access, and advocacy.

5

**PwSCI** qualified for the National Championships through the State-Level Wheelchair Basketball Camp held at the SCIR Centre.

721

Individuals received **wheelchairs and assistive devices**, restoring mobility and independence.

85

**Beneficiaries received accessibility** support through home modifications such as ramps and accessible toilets ensuring safety, dignity, and independent mobility.

## Reach

Age 0-18



57

Age 19-24



117

Age 25-45



1,298

Age 46+



762

19,476 individuals were reached through awareness and sensitization efforts across communities and institutions.

1,14,903 Services Delivered

## Gender Distribution



Male

1995

Female

238



Transgender

1





# Community Mental Health

## *Supporting Minds, Strengthening Communities*

Over the last 25 years, APD's Community Mental Health Programme (CMHP) has grown from supporting just 200 individuals to reaching over 40,000 people, including Persons with Mental Illness (PwMI) and key stakeholders across four districts. What began as a grassroots outreach effort has evolved into a scalable, community-led model rooted in dignity, recovery, and inclusion.

CMHP actively collaborates with the District Mental Health Programme (DMHP) teams across the districts to facilitate timely referrals, medication access, and psychosocial support for PwMIs. It also maintains a strong institutional partnership with NIMHANS, ensuring access to Tele MANAS services, training resources, and expert guidance on psychiatric rehabilitation.

This year, CMHP deepened its engagement with the ecosystem to drive systemic change training

frontline government workers, Anganwadi and ASHA workers, caregivers, and community leaders. The aim: to destigmatize mental illness, promote mental health awareness, and ensure access to social security schemes and entitlements. The programme integrates psycho-social rehabilitation and community-based counselling, livelihood support for wage and self-employment, and digital engagement through WhatsApp and SMS to ensure continuity of care.

The formation of Disabled People's Organizations (DPOs), led by rehabilitated PwMIs and their families, is a key milestone enabling a community-owned, sustainable model for mental health support. By combining treatment, empowerment, and advocacy, CMHP continues to transform silence into support and stigma into strength giving individuals not only the roots to heal, but the wings to thrive.



## Alignment with SDG



### Testimonial

#### Rebuilding Lives with Dignity and Support

"APD's Community Mental Health Programme transformed lives in Savadatti Taluka, supporting 203 families through healthcare, livelihoods, and federation-building. With guidance from APD, community members gained knowledge, confidence, and renewed purpose many rejoining the workforce and reclaiming their place in society."

***Radika Himbaraki, President, Savadatti Taluka Federation***

---

#### Together for Inclusive Rehabilitation

"Thanks to APD's Kalaburgi team, mental health services are more accessible and impactful, reaching 125-150 patients per camp through sustained outreach, case support, and awareness. Their facilitation of government entitlements and livelihood initiatives like livestock distribution has uplifted families and strengthened rehabilitation."

***Dr. Irfan, DMHP Psychiatrist, Kalaburgi***

---

#### From Despair to Dignity

"When faith healing and private care failed, APD brought hope. With counselling, medical referrals, and sustained support, our daughter found recovery, dignity, and self-reliance. We're deeply grateful to APD for we got our daughter back."

***Annapurna, Caregiver***

---

#### From Silence to Strength

"After years of isolation and ineffective care, APD's support through counselling, follow-ups, and DMHP treatment helped me heal. For six months now, I'm working and caring for my family, and rediscovering myself. With deep gratitude for this second chance."

***Shruti, PwMI***

## Donors



Impact Indicators

₹1.33 Cr.

Worth of essential medication was accessed free of cost by 4,572 beneficiaries (76%) through government hospitals – significantly reducing the financial burden on caregivers.

₹10.78 Lakh

In cumulative savings were made by 845 beneficiaries and caregivers (14%) who joined or formed 91 Self-Help Groups (SHGs) out of 6,016 participants.

₹1.34 Cr.

In pensions were ensured for 975 beneficiaries, reducing financial burden and supporting their daily living needs.

20

Beneficiaries gained employment across sectors like hospitality, retail, education, and security, earning ₹4,000–₹8,000 per month marking a crucial step toward financial independence and dignity.

52%

of self-employed beneficiaries (113 out of 218) reported an increase in income, highlighting the success of livelihood support in boosting financial stability.

797

Beneficiaries who resumed previous occupations are now earning between ₹3,000 and ₹30,000 per month, regaining financial independence and workplace identity.

48%

Of newly identified beneficiaries (874 out of 1,780) were referred by the community hospitals, doctors, caregivers, and frontline workers reflecting strong grassroots reach and trust in the programme.

46%

2,756 (46%) caregivers and 2,225 (37%) beneficiaries received counselling support.

746

beneficiaries showed reduced symptoms of depression

62%

Beneficiaries demonstrated significant progress in psychosocial functioning, with 89% improving in daily living activities, 66% in social acceptability, 64% in interpersonal relationships, and 41% in communication and understanding reflecting the programme’s holistic impact on recovery and reintegration.

43%

(1,994) beneficiaries linked to social security schemes, enhancing access to healthcare, pensions, and transport.

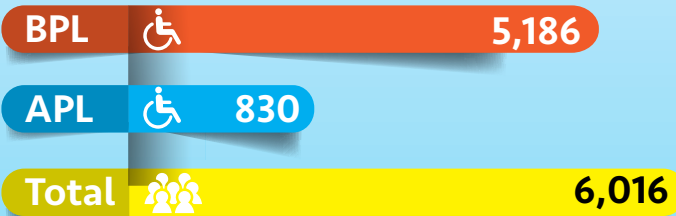
Reach

6,016  
Beneficiaries Impacted

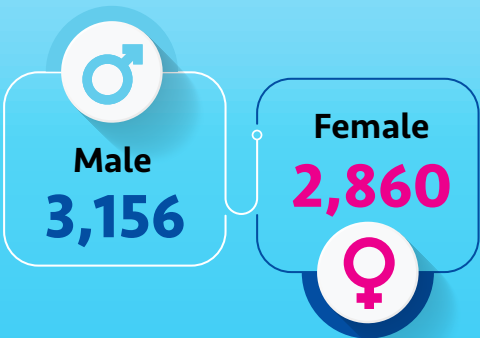
3,224  
Individuals trained through structured capacity-building initiatives (including ASHAs, Anganwadi workers, caregivers, and community leaders).

15,336  
Stakeholders sensitized to reduce stigma and build mental health awareness across communities.

Beneficiaries by Socio-economic Status



Gender Distribution





# Rehabilitation

## *Accessible Rehabilitation, Limitless Possibilities*

Established in 1982, APD's Rehabilitation Programme is one of its most enduring and transformative initiatives rooted in compassionate, person-centered care and evolving into a catalyst for inclusive growth. Since its inception, the Rehabilitation Programme has touched over 46,000 lives, becoming a cornerstone of APD's 360-degree inclusion model.

By leveraging advanced tools like virtual reality, maintaining a skilled multidisciplinary team, and ensuring cross-programmatic integration, the unit continues to transform therapy into a pathway for lifelong inclusion and empowerment.

The multidisciplinary unit offers a comprehensive suite of therapeutic services including physiotherapy, occupational therapy, audiology, speech therapy, psychology, hydrotherapy, sensory integration, and electrotherapy empowering individuals with disabilities to rebuild core abilities and live with dignity, independence, and purpose.

Rehabilitation services are accessible through outpatient care and walk-in consultations, allowing for timely and flexible support. Pain management, audiometry, and BERA screenings help diagnose and address physical and sensory impairments, while sensory integration therapy supports children with complex developmental needs. Electrotherapy is used effectively for neuromuscular stimulation and pain relief.

In 2024-25 alone, the unit served 2,001 beneficiaries (including 282 children from Shradhanjali Integrated School) and delivered 1,02,038 therapy sessions. In addition to dedicated rehabilitation, the unit also supports APD's Livelihood and Inclusive Education (SIS) programmes ensuring an integrated approach to physical, cognitive, and emotional well-being across the organization. The programme is designed around the 5As framework ensuring that rehabilitation services are Affordable, Available, Accessible, Accommodating and Acceptable.

## Alignment with SDG



### Testimonial

"As a parent, I have observed significant behavioral changes in Saisha. I'm happy to see that she enjoys your (APD) sessions. With your creative and engaging methods, she has improved greatly in my eyes. Going forward, we are hopeful for more fruitful sessions so that Saisha can achieve her unfinished objectives."

***Rakshit & Shweta Bhat (Parents of Saisha)***

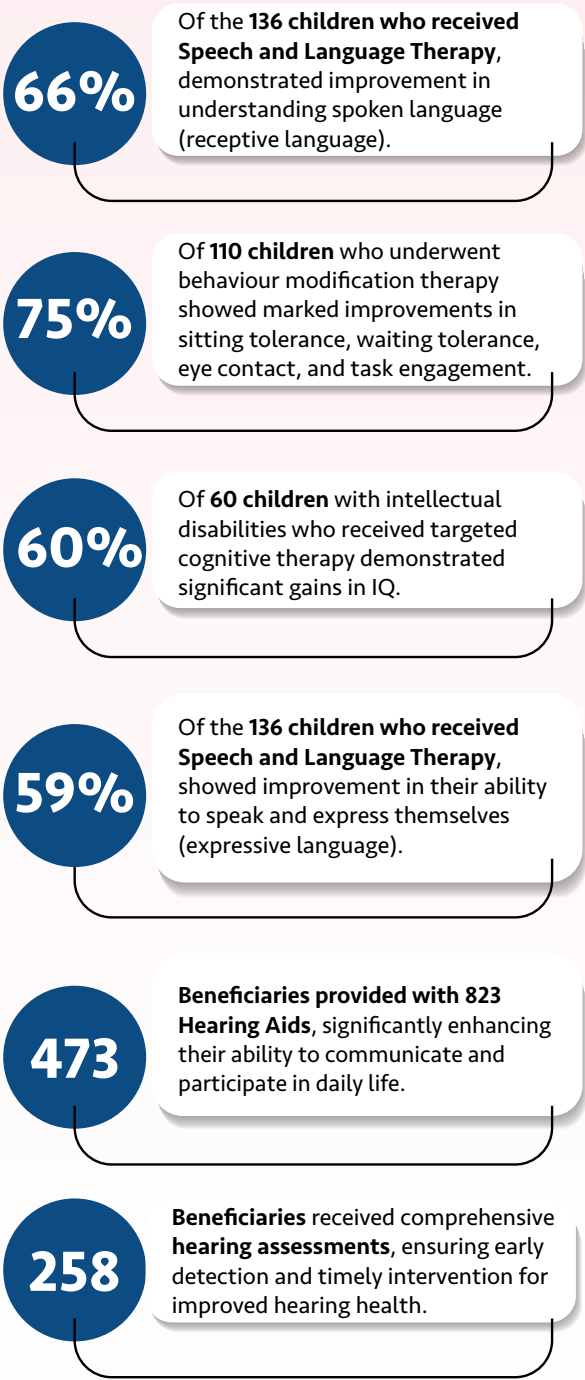
"Thanks to their effective treatment strategies, I was able to overcome my pain and regain both my functional independence and confidence. I'm deeply grateful for the support provided."

***Deepak Thomas, Beneficiary***





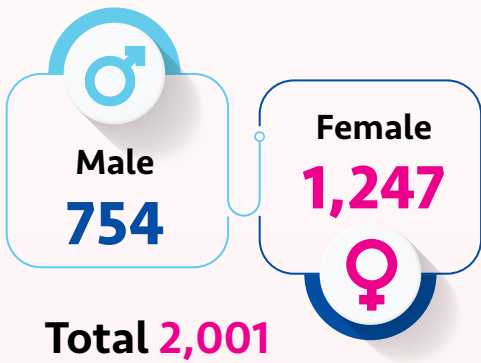
Impact Indicators



Reach



Gender Distribution



Type of Conditions Treated

Type of conditions	Count
Neuromuscular Painful Condition	1,442
Locomotor Disability	213
Intellectual Disability	152
Hearing & Speech Impairment	142
Others clinical conditions	37
Multiple Disability	15
Total	2,001



# Rehab On Wheels

## *Reaching The Unreachable*

Rehab on Wheels (RoW), launched in 2022 by APD, is a mobile rehabilitation initiative designed to deliver high-quality, doorstep rehab services to underserved and hard-to-reach communities across urban and rural Bengaluru. Guided by the ethos of “reaching the unreachable,” RoW ensures that persons with disabilities and elders particularly those facing mobility, geographic, or financial barriers receive essential physiotherapy, occupational therapy, and assistive care directly in their communities.

Since its inception from December 2022, RoW has reached 5,547 beneficiaries, bringing transformative care to individuals who would otherwise remain excluded from essential rehab services.

The RoW vehicle is fully equipped with physiotherapy and occupational therapy equipment, sensory stimulation and pain management tools, and is staffed by a certified rehabilitation therapist and professional who delivers therapy and provides on-site guidance.

The initiative serves both individuals and institutions, including old age homes, NGOs, and community centres, ensuring rehabilitation access to the most neglected segments.

In 2024–25 alone, the RoW vehicle covered 13,723 kilometers across regions including Peenya, Whitefield, Kolar, KR Puram, Tavarekere, and Bagalur. A total of 25 rehabilitation camps were organized, with 20 conducted at the Gram Panchayat level. Ten partnerships were established with government and private stakeholders, and services were extended to 20 villages, Gram Panchayats, and sub-health centres, reinforcing last-mile rehabilitation delivery.

RoW is more than a mobile unit it's a moving symbol of inclusion, access, and dignity, breaking barriers and bringing care to the doorstep of those most in need.



## Alignment with SDG



## Testimonial

“One of ABB India’s CSR focal areas is addressing diversity and inclusion within society, focusing on gender diversity, equal opportunities, and empowerment through skills training for women, differently abled individuals, and ethnic communities. APD, as a long-term partner, supports individuals with disabilities through interventions in healthcare, education, employment, and advocacy. Rehabilitation on Wheels was conceptualized and designed by ABB in collaboration with APD. The ABB team identified that the biggest challenge for people with special needs, especially in disadvantaged sections of society, was accessibility and mobility, which delayed timely treatment. Disability compounded by poverty made this a pressing issue. ABB helped create a solution to make physiotherapy services more accessible. ABB in India CSR program “Rehabilitation on Wheels” addressing the needs of differently abled individuals and breaking down barriers to accessibility and creating equal opportunities and supporting underserved communities.”

*GNV Subba Rao, Global Head - Operation Centers and ABB Innovation Center, India*

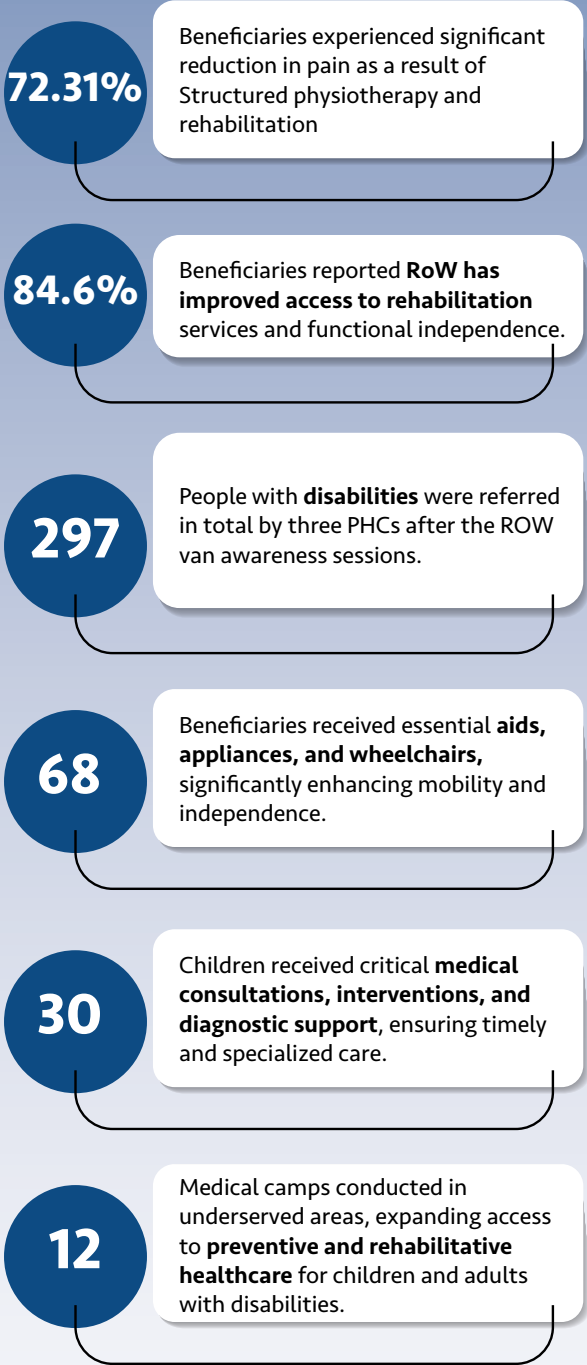
## Donors

CSR initiative by

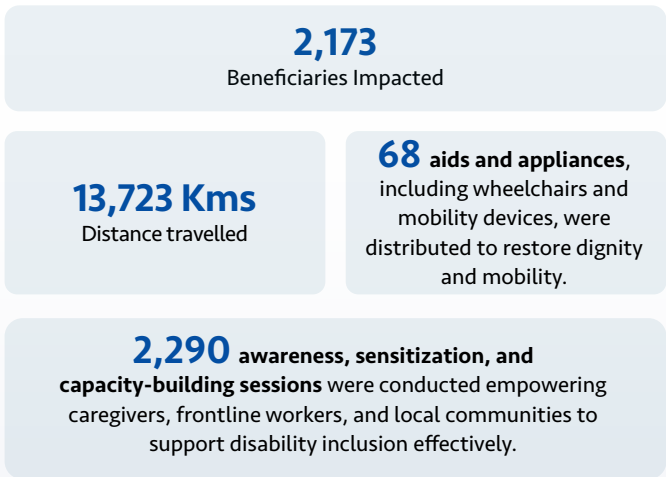




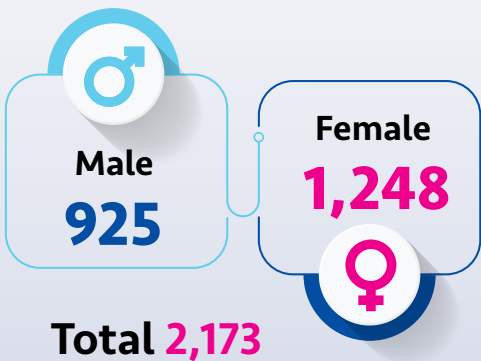
Impact Indicators



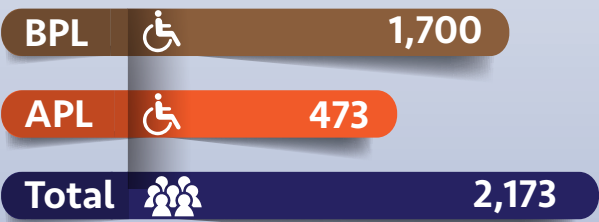
Reach



Gender Distribution



Beneficiaries by Socio-economic Status



Type of Conditions Treated

Type of conditions	Count
Locomotor Disability	201
Speech & Hearing Impaired	44
Visual Impairment	6
Multiple Disability	17
Other conditions	1905
Total	2,173





# Institute Of Disability Rehabilitation & Research

## ***Building Competence, Bridging Gaps in Disability and Rehabilitation***

Established in 2014, the Institute of Disability Rehabilitation & Research (IDRR), formerly known as the Centre for Disability Management (CDM), has evolved into a nationally recognized centre of excellence for inclusive rehabilitation and disability education. Rooted in APD's commitment to equity, access, and capacity-building, IDRR addresses the persistent human resource and skills gap in the disability and rehabilitation sectors.

IDRR offers accredited courses, including RCI-affiliated programs such as the Certificate Course in Caregiving (CCCG) and the Certificate Course in Rehabilitation Therapy (CCRT). As part of its experiential learning approach, IDRR conducts a Disability Immersion Programme a standalone initiative designed to expose students to the lived realities of persons with disabilities through field visits, reflection sessions, and direct interaction.

Every year, the institute trains over 1,000 interns—both national and international across clinical, academic, and field settings. Residential facilities and sponsorship support are provided, particularly to rural students, ensuring they return to their communities equipped to lead grassroots change.

In 2024–25, IDRR reached over 1,400 beneficiaries through direct support, rural outreach, and interdisciplinary collaboration. The institute also conducts specialized training for healthcare professionals, students, and policymakers, contributes to evidence-based rehabilitation guidelines, and actively fosters partnerships with universities, NGOs, and government bodies.

From academic rigor to community transformation, IDRR bridges knowledge with impact empowering a new generation of rehabilitation professionals to serve with skill, empathy, and purpose.



## Alignment with SDG



### Testimonial

"Juniper Networks has had the privilege of partnering with APD over the past five years.

Through APD's dedicated efforts, the program Certified Course in Rehabilitation Therapy has enabled students to consistently achieve exceptional academic performance and strong career placements.

We are especially proud to note that, for the last two consecutive academic years, the national toppers have been from APD. This remarkable accomplishment reflects the outstanding work of APD's team and their unwavering commitment to empowering persons with disabilities."

*Gurumoorthy Mathrubootham, Sr. Program Manager - CSR, Juniper Networks*

### A Journey of Transformation

"Our students' clinical posting at APD was a deeply enriching experience. Engaging directly with individuals with diverse disabilities, they gained invaluable insight into the physical, emotional, and social dimensions of care. This exposure not only enhanced their clinical skills but also nurtured empathy, respect, and a strong commitment to inclusive physiotherapy and accessible healthcare."

*Priyanka Amit Kumar, Assistant Professor, Department of Physiotherapy  
Yenepoya School of Allied Health Sciences*

## Donors

**MICROLAND<sup>®</sup>**  
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NETWORKS

## Impact Indicators

100%

Of the **52 RCI-certified rehabilitation professionals** were successfully placed across APD, NGOs, and special schools.

2

**Two national gold medal awards** were won by IDRR students one each from the CCRT and CCCG programmes for securing the highest scores across India in their respective RCI-certified courses, reaffirming the academic excellence nurtured at APD

65%

Of CCCG and CCRT participants were **female**, highlighting APD's consistent focus on empowering women in rehabilitation, caregiving, and community-based services.

100%

**Pass rate** for RCI courses, ensuring graduates become proficient rehabilitation professionals, driving positive change in the sector and are actively serving in remote areas

50

**Institutions and universities collaborated with IDRR** for academic exchange and knowledge sharing, including 20 formal MoUs with academic institutions strengthening the ecosystem for inclusive rehabilitation learning and practice.



## Courses offered by IDRR

**CERTIFICATE COURSE IN  
REHABILITATION THERAPY (CCRT)**

A 12-month comprehensive training programme that equips students with skills in functional rehabilitation, mobility training, and therapy techniques for persons with disabilities.

**CCRT - 1,200  
Hours**

**CERTIFICATE COURSE IN  
CAREGIVING (CCCG)**

A 10-month structured training in quality caregiving practices, focused on supporting persons with disabilities and the elderly through daily living and emotional care.

**CCCG - 1,140  
Hours**

**CERTIFICATE IN  
DISABILITY REHABILITATION  
MANAGEMENT (CDRM)**

A 24-day, 195-hour clinical programme offering hands-on exposure to rehabilitation systems, ideal for practitioners and frontline workers seeking short-term specialization.

**CDRM - 195  
Hours**

**MASTER OF SOCIAL WORK IN  
MEDICAL DISABILITY (MSWMD)**

A postgraduate programme offered in collaboration with **Martin Luther Christian University, Shillong**, designed to build professional expertise in disability-inclusive social work through a blend of theory, fieldwork, and policy engagement.

**MSWMD - 345  
Hours**

## Reach

**1,467** students and learners were impacted.

**52** Beneficiaries completed the Rehabilitation Council of India (RCI) Certification course.

**166** Students and Inclusive Education Teachers up skilled through CREs and workshops.

**473** Students from 25 academic institutions were sensitized through structured disability awareness programs.

**599** Students from medical, social work, and psychology disciplines were trained through internships.

**170** Students from 7 academic institutions inducted into Disability Rehabilitation Management Course

**7** Students engaging through academic research projects facilitated to address gaps and provide visibility to disability issues



# Horticulture

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## ***Rooted in Inclusion, Blossoming with Purpose***

Conceived in 1997 by APD's visionary founder, Late Smt. N.S. Hema, the Horticulture Programme has grown from a seed of an idea into a flourishing model of inclusive livelihoods. Designed to equip rural youth with disabilities with hands-on skills in plant care, landscaping, nursery management, and eco-friendly enterprise, it embodies the belief that dignity can take root in the soil.

Why Horticulture? In a city like Bengaluru, known as the Garden City, there is a rising demand for skilled professionals in urban gardening and landscape maintenance. The horticulture sector presents a natural, sustainable livelihood opportunity that aligns with market needs while offering a supportive environment for learning and growth.

Therapeutic Value: Beyond income generation, horticulture offers therapeutic benefits engaging the senses, reducing anxiety, building focus, and enhancing emotional well-being. The structured,

calming environment of plant care promotes mental resilience and behavioral regulation, making it an ideal vocation for persons with psychosocial and intellectual disabilities.

Since its expansion in 2015 to three urban nurseries Jeevan Bima Nagar, Lingarajapuram, and the N.S. Hema Horticulture Centre at Kyalasanahalli the programme has blossomed into a vibrant public engagement and visibility platform. Each site functions as a learning ground, income generator, and green sanctuary, reaching over 50,000 people annually through plant sales, workshops, and community interactions.

By nurturing both the land and lives, the Horticulture Programme gives young persons with disabilities the roots of confidence and the wings of independence greening not just spaces, but futures.



## Alignment with SDG



### Voices of Impact

#### A Garden Reborn

"We're truly grateful to the APD gardening team, Mr. Raju, Gurusamy, and Sunil, for their remarkable work. In just two days, they transformed our garden with care and precision: replacing the lawn, refreshing the plants, and bringing new life to the space. The attention to detail made all the difference."

*Raja and Gayathri Peter, Supporter*

#### From Soil to Strength

At 42, Vanaja arrived at the state home carrying the weight of abandonment. The kitchen became her quiet escape, until horticulture training offered a new path. Though unsure, she stepped into the garden with hope.

From composting scraps to nurturing fragile shoots, Vanaja slowly transformed a neglected patch into a thriving haven of beetroots, garlic, and ginger. In growing the garden, she healed herself.

Her journey inspired others. Vanaja became a symbol of quiet strength, proof that from brokenness, growth is always possible.

*Vanaja, Beneficiary, State Home Project*

## Donors



Department of Women  
and Child Development,  
Govt. Of Karnataka



**BOSCH**



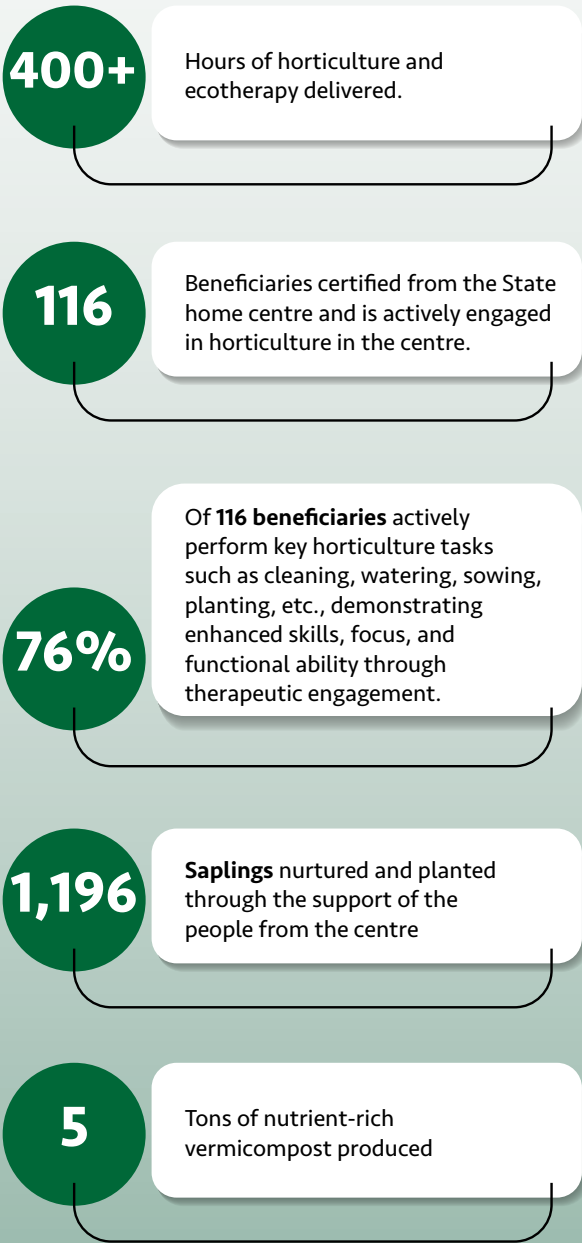
# The State Home Project

In collaboration with Bosch Global Technologies, APD extended its horticulture model to the residents of the Correctional Institutions Complex (CIC), which houses people with varied levels of intellectual disability, vulnerable women and children rescued from abuse, abandonment, forced labour etc. which is being managed by Department of Women Child Development (DWCD) transforming institutional care spaces into vibrant, therapeutic ecosystems.

Through intentional landscaping with features like a pond, cobblestone walkways, and inclusive infrastructure the project nurtured both environment and emotion.

This initiative is a living example of how thoughtful design, skill-building, and collaboration can regenerate not just landscapes but also dignity, purpose, and community.

## Impact Indicators



## Impact Indicators





# Assistive & Adaptive Technology

*For the People, By the People*

## From Tools to Transformation: Building Independence Through Assistive Technology

What began in 1982 as a modest effort to provide mobility aids has evolved into APD's powerhouse of innovation and inclusion the Assistive and Adaptive Technology (AAT) Unit. This unit specializes in crafting high-quality, customized solutions such as prostheses, orthoses, wheelchairs, hearing aids, and assistive devices restoring mobility, communication, and independence for persons with disabilities.

Unlike mass distribution models, AAT follows a strictly individualized approach, where no "one-

size-fits-all" solutions exist. Every product is tailored to the unique needs, body type, and living environment of the beneficiary. This client- and environment-centred approach ensures that assistive devices are not just functional, but truly enable participation in daily life with dignity.

Adhering to the WHO's 8-step protocol, the unit maintains high clinical and technical standards in assessment, design, fitting, training, and follow-up ensuring devices are both effective and empowering.

What truly sets AAT apart is its people-powered model: nearly 50% of its workforce are trained PwDs, many of whom are former APD beneficiaries. Their lived experience drives empathetic design and meaningful innovation, transforming users into creators and receivers into changemakers.

Working through APD's internal programmes and partner NGOs, the AAT Unit expands its reach while replicating inclusive, sustainable service delivery models.

Since its inception, the AAT Unit has delivered over 63,000 assistive and adaptive devices, impacting lives across Karnataka and beyond. Powered by trust, empathy, and skill, AAT continues to turn needs into innovations, limitations into solutions, and hope into impact bringing APD's vision to life.





## Alignment with SDG



## Testimonial

### With wheels came freedom and a new beginning

At 35, Umadevi from Bellary refused to be defined by polio. In June 2025, she received a wheelchair, an assistive device that not only restored her sitting balance and indoor mobility, but reignited her independence. The impact was immediate: smoother daily routines, better posture, and renewed confidence.

Today, she proudly runs her own pet shop, turning resilience into entrepreneurship. Her story is proof that the right support doesn't just lift people, it propels them forward.

*Umadevi, Beneficiary*

## Donors





## Impact Indicators

₹6.8  
Cr

Customized assistive and adaptive devices delivered empowering thousands of Persons with Disabilities with mobility, independence, and dignity through need-based, life-changing solutions

2,210

**Splints** (AFOs, KAFOs, hand splints, gaiters) gave children and adults the support to stand, walk, and move with confidence.

742

**Mobility & Supportive Devices** (corner chairs, CP chairs, standing frames, tricycles) enabled posture correction, early intervention, and increased physical engagement.

829

**Prefabricated Devices** (crutches, walking sticks, toilet chairs) restored basic mobility and dignity in daily routines.

1,181

**Wheelchairs** ranging from pediatric to sports models opened up freedom of movement and social inclusion.



164

**Pairs of Special Footwear** (MCR sandals, orthotic shoes, knee pads) improved posture, gait, and pain management.

823

**Hearing Aids** helped bridge the communication gap, enabling better participation in education and community life.

59

**Artificial Limbs** (below and above-knee prosthetics) rebuilt confidence step by step.

1,013

**Follow-ups and Repairs** ensured continuity of use and long-term functionality.





# Life Cycle Approach

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## *Leaving No One Behind*

The Life Cycle Approach (LCA) is one of APD's flagship programmes, pioneering an integrated model that brings together all major interventions under a single, cohesive framework. It ensures that Persons with Disabilities (PwDs) receive tailored support at every stage of life right from early identification and intervention to rehabilitation, education, livelihoods, mental health, and advocacy.

In the last three years, this approach has empowered over 30,000 PwDs and 2,00,000+ stakeholders including government officials, educators, health workers, and community leaders in Raichur, Chitradurga, Yadgir, and Kolar, which are considered to be aspirational districts, with a strategic focus on systemic change and ecosystem building. In 2024-25 alone, the programme reached 26,868 PwDs; 21,275 in Yadgir and 5,593 in Raichur demonstrating strong reach and deeper community engagement.

As a cost-effective, replicable model, LCA leverages internal coordination across APD programs and external referrals with government departments and local systems, ensuring maximum coverage and impact. The initiative works through a community-based rehabilitation (CBR) lens, engaging key frontline actors like VRWs, MRWs, ASHA workers, and Anganwadi staff to co-create inclusive ecosystems at the grassroots level.

LCA not only facilitates convergence across APD's internal departments but also builds cross-sectoral partnerships with government systems for referral, access to entitlements, and community ownership. As a cost-effective and replicable model, it stands as a powerful engine of inclusive development, ensuring dignity, independence, and lifelong inclusion for every individual.





## Alignment with SDG



## Testimonial

### *Overcoming Locomotor Disability through Entrepreneurial Support*

Basavantharaya, a 50-year-old from Shakti Nagar living with locomotor disability, regained financial stability through a ₹10,000 seed fund from APD. With it, he launched a fruit business, earning daily income, supporting his family. His journey reflects how small, community-driven interventions can spark economic independence and dignity for persons with disabilities.

*Basavantharaya, Beneficiary*

### *A Journey of Early Intervention and Hope*

Just 1.5 years old, Shaida from Yadgir faced severe developmental delays, lacking head control and trunk stability. Identified through APD's LCA Programme, she was enrolled in intensive physiotherapy, supported by mobility aids, nutritional care, and parental training. Today, Shaida sits with hand support, shows signs of standing, and holds a crawling position, proof that early and holistic intervention can transform lives. Her family, empowered through care and guidance, now envisages a future filled with hope.

*Shaida , Beneficiary*

## Donors



## Impact Indicators

75%

Of 923 children gained healthy height and weight after nutrition support and rehab.

78%

School retention rate, emphasizing a strong commitment to inclusive education. The remaining **22% of CwDs** receive home-based education.

727

Youth with disability started earning income post-training - minimum being **12000 and maximum being 20000** earning- employment led training

63%

Out of 56 **spinal cord injury** identified improved mobility and strength after rehab and surgery.

82%

Of 765 persons with **mental illness** showed **improvement** in daily living skills and social connection.

65%

Of **953 beneficiaries** who received assistive devices demonstrated significant improvement in self-care abilities.

50%

Of **953 beneficiaries** showed marked improvement in locomotion and transfer abilities enabling better mobility.

₹ 17.3 Cr

**Crоре health insurance coverage** enabled – providing financial protection and access to essential healthcare for 6,978 Beneficiaries

₹ 12 Lakh

Saved and retained by **112 SHGs with 1,112 members**, who also accessed ₹10 lakh in loans through NRLM/NULM schemes.

## Reach

26,868

Persons with Disabilities directly impacted

7,786

individuals – including mothers, caregivers, and community volunteers – were empowered through capacity-building sessions, strengthening grassroots implementation of disability-inclusive services.

1,773

Mothers trained as Early Interventionists, becoming peer mentors and support pillars for other caregivers in their communities.

58

Community-Based Rehabilitation (CBR) Workers trained and actively engaged in delivering grassroots services.

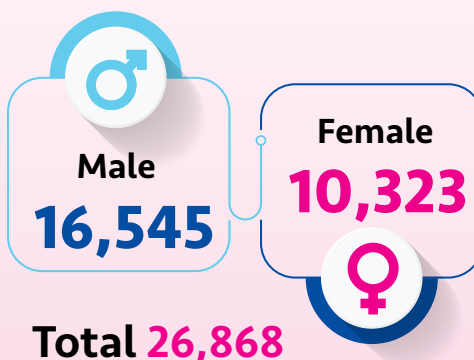
11,379

stakeholders – such as government officials, teachers, frontline workers, and community leaders – were sensitized on disability rights, inclusion, and the life cycle approach, building a more responsive and supportive ecosystem.

123

Community leaders capacitated and serving across different levels of federations, driving local advocacy and inclusion.

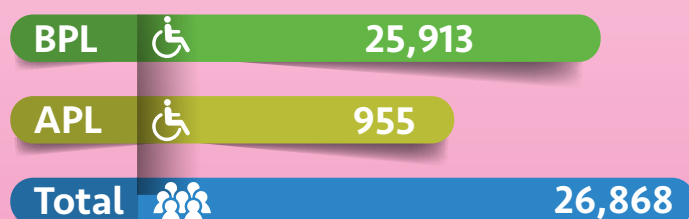
## Gender Distribution



## Disability Reach

Disability Classification	Total Reach
Intellectual Disability	30
Locomotor Disability	14,476
Speech & Hearing Impaired	702
Visual Impairment	932
Mental Illness	850
Multiple Disability	598
Others Disabilities	9,280
Total	26,868

## Beneficiaries by Socio-economic Status





# Strategic Partnerships

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## *Collaborating for Inclusion, Co-creating impact*

APD's Strategic Partnership initiative originally launched in 2003 as the Resource Support to Organizations (RSO) has evolved into a sector-leading model for scaling inclusion and impact. Designed to strengthen grassroots efforts across India, this model embodies APD's vision of enabling community-driven transformation for Persons with Disabilities (PwDs) through collaboration.

As a mother NGO and sector thought leader, APD has supported the incubation of small NGOs, strengthened the organizational development of existing ones, and transferred technical know-how, domain expertise, and technology tools across contexts.

We partner to extend our reach into communities where APD has no direct presence and to catalyze inclusion at scale through community-owned, context-driven implementation.

**APD partners through three models:** In Financial Partnerships, APD provides grants to partner NGOs

for implementing Early Intervention (EI), Inclusive Education (IE), Spinal Cord Injury Rehabilitation (SCIR), and Livelihood programs. Through Technical Partnerships, APD offers specialized training, tools, and planning support to help partners deliver disability-inclusive programs effectively. In Consultative Partnerships, APD extends expert guidance, monitoring and evaluation, and training to promote disability inclusion across diverse regions and sectors.

Through co-designed action plans, capacity building, and continuous mentoring, APD and its partner NGOs work together to expand access to quality rehabilitation and inclusion services, influence systemic outcomes through community-driven models, and champion a rights-based approach to disability inclusion.

Together, we are creating a robust, responsive, and rights-based disability sector where learnings are shared, capacities are built, and inclusion is not just promoted, but practiced.



## Partners Speak

### **‘Lighting the Path to Possibility and Independence’**

APD has empowered us with knowledge, tools, and unwavering guidance in Early Intervention and Education. Thousands have found dignity, purpose, and independence because of this shared mission.

We proudly consider APD our parent organisation, a beacon of hope and a force for lasting change. Their dedication continues to inspire us at every step

*Raghu N. Hubballi, Chief Executive Officer (CEO) Ashadeepa Angavikalara Sarva  
Abhiwruddhi Seva Samsthe  
Project: Early Intervention*

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### **‘From Recovery to Resilience: Empowering Spinal Cord Injury Survivors’**

Our partnership with APD has been truly transformative. Through their expert training and support, we enhanced our spinal cord injury rehabilitation services and empowered individuals to live with greater independence and dignity. The assistive devices, medical kits and technical guidance we received significantly improved lives of individuals with spinal cord injuries and inspired us to launch our own rehabilitation centre and a Community-Based Rehabilitation (CBR) programme in Kalyana, Karnataka. APD’s collaboration has strengthened our mission and expanded our impact in the community.

*B Hampanna, Director, Samarthya  
Project: Spinal Cord Injury Rehabilitation*

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### **‘Inclusive Partnerships, Limitless Possibilities’**

Our partnership with APD has been a catalyst for change. Together, we launched a skill development programme for persons with disabilities in Nanded, now expanded to Nashik, focusing on practical training like retail management.

The results speak in the form of, but not limited to, increased confidence, employability, and independence among participants. This collaboration is a classic example of how inclusive partnerships can unlock potential and transform lives.

*Vinod, Director, Dhanwantari Sevabhavi Sanstha  
Project: Livelihood*

<b>Total States Covered</b>	<b>6</b>
<b>Total Partners</b>	<b>36</b>
<b>Reach</b>	<b>3,405</b>
<b>Capacity Building</b>	<b>4,516</b>
<b>Sensitization</b>	<b>26,033</b>

State	No. of Partners
<b>Karnataka</b>	<b>25</b>
<b>Tamil Nadu</b>	<b>2</b>
<b>Andhra Pradesh</b>	<b>1</b>
<b>Kerala</b>	<b>4</b>
<b>Telangana</b>	<b>2</b>
<b>Maharashtra</b>	<b>2</b>
<b>Total</b>	<b>36</b>

Project Thematic Area	Total Project	Strategic Partnership		
		Financial	Technical	Consultant
Early Intervention	21	14	7	-
Spinal Cord Injury Rehabilitation	5	2	3	-
Livelihood	9	9	-	-
Community Mental Health	3	-	-	3
Policy Advocacy	1	-	1	-
<b>Total</b>	<b>39</b>	<b>25</b>	<b>11</b>	<b>3</b>

A total of 36 NGO partners implemented 39 projects, indicating that 3 NGOs each undertook 2 projects, while the remaining 33 carried out one project each.

This year, the Strategic Partnership model proved its potential in setting in motion the wheels of change through measurable impact:

### Early Intervention (EI)

**2,369** Children with Developmental delay reached

### Spinal Cord Injury Rehabilitation (SCIR)

**512** individuals supported

### Livelihoods (LH)

**556** youth with disabilities empowered through skilling and employment linkages

### Community Mental Health Programme

APD partnered with three grassroots NGOs to build their capacity, enabling them to reach over **1,400** Persons with Mental Illness (PwMI).

### Policy & Advocacy

APD collaborated with One Karnataka-based NGO to strengthen policy engagement and drive disability-inclusive reforms.





# Policy Advocacy & Government Interface

## *Empowering Voices, Influencing Systems*

Since its launch in 2005–06, APD's Policy Advocacy & Government Interface Programme has grown from a bold initiative into a statewide movement influencing systemic change for Persons with Disabilities (PwDs). What began as groundwork has now taken root in policy frameworks, institutional mindsets, and community platforms transforming inclusion from an ideal into actionable governance.

At the heart of this programme lies the Rights of Persons with Disabilities (RPD) Taskforce, which has sowed the seeds of inclusion across Karnataka translating policy briefs into public action. By forging partnerships with government departments, DPOs, NGOs, institutions, and community leaders, APD works as a system enabler, advancing equitable policies and holistic, lifecycle-based solutions for PwDs.

A cornerstone of this initiative is APD's rights-based approach anchored in constitutional values and aligned with international frameworks such as the UNCRPD. This approach places dignity, access, and empowerment at the centre of every advocacy action from drafting policy recommendations to co-creating implementation strategies.

APD's role extends beyond advocacy into institutional influence, as it is currently part of 29 national, state, and district-level committees. These include the National and State Award Selection Committees, Central and State Grant-in-Aid Committees, Mental Health Act Divisional Committee, UDID Review Committee, and other critical bodies that shape disability-related governance and implementation.

Further strengthening its impact, APD has established a Disability Law Unit in collaboration with MS Ramaiah College of Law, and works closely with the National Centre for Promotion of Employment for Disabled People (NCPEDP) to ensure legal entitlements are protected and progressive legislation is enacted.

By redefining the roles of parents, caregivers, and frontline workers through capacity-building, knowledge exchange, and attitude transformation, the programme nurtures a network of informed stakeholders who drive inclusive governance at all levels.

A key focus is on releasing Government Orders (GOs), circulars, and notifications turning policy dialogue into policy delivery. From influencing legislation to transforming service delivery, APD's advocacy journey is about building an empowered ecosystem where rights are realised and inclusion is institutionalised.



## Alignment with SDG



### Story of Impact

In the Kalyana Karnataka region, what began as grassroots advocacy by DPO leaders supported by APD's Policy and Government Interface team transformed into a state-level breakthrough in disability inclusion. Under the RPwD Act, Urban Local Bodies (ULBs) are required to allocate 5% of development funds for persons with disabilities. Yet, these funds often remained unutilized.

To change this, DPO leaders collected budget data, submitted memorandums, and approached the Karnataka Lokayukta demanding accountability. Their efforts triggered official action: a Deputy Commissioner instructed the revision of a development plan to incorporate accessibility needs in consultation with the local MLA marking a shift from token inclusion to participatory governance.

Simultaneously, a pilot initiative tracked budget allocations across seven ULBs in six districts. This revealed ₹69.09 lakhs reserved for PwD-related improvements in 23 public spaces, including ramps, lifts, accessible toilets, and new community buildings.

This intervention showcases how empowered communities can drive systemic change making policy real, budgets meaningful, and inclusion visible.

## Donors



## Impact Indicators

**GAAD Statewide Declaration** – Commissioner for PwDs issued a state-wide order to celebrate Global Accessibility Awareness Day; events held in 12 districts, reaching 1,000+ participants.

**Religious Space Inclusion** – Accessibility ordered in **47,313 Auqaf properties** and **34,563 temples**, ensuring inclusive access for PwDs, elders, and children.

**Rural Governance Reform** – RDPR Commissioner issued directives to conduct accessibility surveys across all **Gram Panchayats**; orders implemented in **Koppal, Bengaluru, Yadgir**.

**Polling Booth Accessibility** – Circular issued in collaboration with Election Commission; ensured basic accessibility in **58,000+ polling booths**.

**LAD Policy Reform** – Chief Minister's Office and Planning Department accepted inclusion of **all 21 disabilities** under MLA/MLC grants; accountability measures introduced.

**LAD Fund Utilization** – RPD Taskforce enabled access to **₹80 lakhs** in MLA LAD funds:  
**₹51 lakhs** for 50 retrofitted two-wheelers  
**₹19 lakhs** for infrastructure in Bagalkot  
**₹10 lakhs** for assistive devices

**Govt Fund Mobilization** – Through **23 committee engagements**, APD facilitated **₹6.47 crores** for 1,106 PwDs:  
**₹97 lakhs** for electric wheelchairs  
**₹4.96 crores** for modified two-wheelers  
**₹50 lakhs** for tailoring machines

**Urban Budget Tracking** – ₹69.09 lakhs allocated across **7 ULBs** for accessibility (ramps, lifts, toilets, etc.); **₹49 lakhs utilized** in Kalyana Karnataka region.

**Carers Support Scheme Expansion** – Budget increased from **₹4 crores** to **₹9 crores**, covering caregivers of individuals with **Autism, ID, Multiple Disabilities & Deafblindness**.

**Increased Government Presence** – APD's representation grew from **26** to **29 government committees**, including state-level budget and grievance committees.

- Notable committees include the National Award Selection Committee, State Advisory Committee to the Commissioner for PwDs, and multiple RPwD Act implementation and review bodies.
- APD also contributes to technical bidding, grant-in-aid, and election accessibility committees ensuring inclusive governance and service delivery at scale.

**NIRAMAYA Health Insurance** – ₹5.05 lakhs approved for premiums; **1,530 PwDs** accessed insurance worth **₹15.30 crores** (via dept and partner organizations).

Category	Beneficiaries
NIRAMAYA Health Insurance	1,530
Disability Law Unit Support	343
Govt. Schemes, Accessibility & SHG Members	11,765



# Yes To Access

## *Accessible Today, Inclusive Tomorrow*

Launched in 2023, Yes to Access (YTA) took root as a bold response to the everyday accessibility barriers faced by persons with disabilities and the elderly in India. What began as a 10,000-audit pilot has quickly taken wing evolving into a nationwide, citizen-driven movement transforming the Built, Mobility, and Digital environments of our country.

At the heart of YTA is the belief that access is not charity it's dignity by design. Grounded in civic participation, the programme is powered by the LENS module (Learning Empathy, Not Sympathy), which mobilises students, professionals, and everyday citizens to drive awareness and action from the ground up.

To enhance audit quality and scale, YTA leverages AI-based accessibility auditing within the mobile app-

enabling real-time analysis and recommendations, and reducing subjectivity in audit reporting. The initiative also collaborates closely with the Ministry of Social Justice and Empowerment, supporting flagship efforts such as Sugamya Yatra and wider national accessibility campaigns.

In a major milestone, APD joined the Department for Empowerment of Persons with Disabilities (DEPwD) on the International Day of Persons with Disabilities to launch the Sugamya Bharat Yatra – Breaking Barriers Together. A Memorandum of Understanding (MoU) was signed at Vigyan Bhawan, positioning APD as a key implementation partner in India's largest-ever community-led accessibility audit campaign.

Built for inclusion, and accountability, the YTA app empowers users to assess, report, and improve accessibility in public and private spaces. It bridges the gap between policy and practice, giving citizens a direct tool to influence change in their own surroundings.

In just two years, the initiative has scaled to over 3,000 users, conducting more than 11,045 location audits proving that with the right tools and collective will, community-led advocacy can reshape systems, shift mindsets, and bring about inclusive environments at scale.





### Testimonial

"This digital marvel redefines how we map accessibility, driving inclusive change at scale. A salute to APD's leadership and every hand behind this historic stride."

Wishing all the best

**Shri. Das Suryawanshi**  
**State Commissioner for Persons with**  
**Disabilities, Karnataka**



### Testimonial

#### From Awareness to Justice: A Transformative Collaboration

Our partnership with APD has reshaped how students at Ramaiah College of Law view advocacy, not just as theory, but as lived responsibility. By engaging with people with disabilities, they have learned to champion accessibility, legal rights, and dignity. This collaboration has bridged critical gaps in awareness and justice, showing that when legal education meets community action, transformation isn't just possible, it's inevitable.

**Dr. Umamahesh Sathyanarayan, Principal, MS Ramaiah College of Law, Bengaluru**

#### A Journey That Changed Me

Volunteering with Yes to Access has been a transformative chapter in my life, both, as a law student and as a citizen. From accessibility audits to research and events, every experience has fuelled my passion and purpose.

What started as a volunteer role has grown into a personal mission. Today, I proudly advocate for the rights of persons with disabilities, not just with Yes to Access, but across every platform I can.

**Jophy Emson, Intern and Volunteer**



# Impact Indicators

**India Accessibility Summit 2024** hosted on July 27 with **475 participants** from government, judiciary, NGOs, and industry; Chief Guest: **Hon'ble Justice D.Y. Chandrachud**

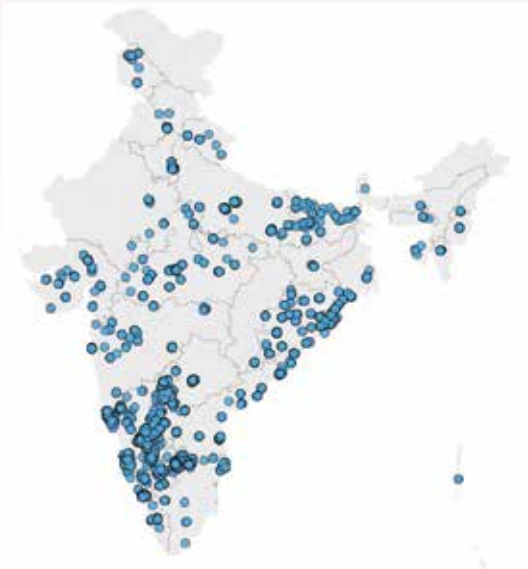
**Yes to Access App** launched by the **Ministry of Social Justice** on Dec 3, 2024 (International Day of Persons with Disabilities)

**1,700+** audits conducted across 16 states and 4 Union Territories under Sugamya Bharat Abhiyan 2.0.

**13,000+** locations audited by 5,500+ volunteers during the nationwide mapping drive launched in February 2025.

**15,000+** individuals sensitized through LENS sessions and Experience Zones in colleges and corporates across India.

Heat map of locations mapped on the Yes to Access App and counting...



**Digital accessibility audits** conducted for platforms like **Tata Neu, Tata Cliq, Titan, Croma, SBI**, using tools like **JAWS** screen reader.

**Volunteer awareness efforts** reached **15,000+ individuals** through LENS sessions and Experience Zones at colleges and corporates

Core partners included **YLAC, Melton Foundation, Rotary 3192, CII-Young Indians, WRI**, among others

**Collaborative research** with **IIHS, YLAC, and CDLP** spotlighted urban accessibility gaps

YTA insights presented at **Ministry of Road Transport and Highways (MORTH) consultation, Nama Raste, IIM Bangalore, and RGUL**, influencing national policy on accessibility in employment and ageing



# Monitoring, Evaluation, Accountability & Learning (MEAL)

## *Beyond Number – Where Impact matters most*

MEAL unit solidified its role as the backbone of organizational learning and performance management nurturing the roots of accountability while enabling programs to spread their wings through data-driven innovation.

### **Outcome Measurement Tools for Evidence-Based Impact**

To ensure our interventions are both effective and responsive, the MEAL unit integrated a diverse set of scientifically validated tools across programs to measure outcomes at the individual, caregiver, and system levels. These tools enabled us to capture progress, adjust strategies, and advocate for inclusive development with robust evidence.

**SCIM (Spinal Cord Independence Measure):** Used in the SCIR program to assess improvements in mobility and functional independence of individuals with spinal cord injuries.

**WHOQOL:** Applied across multiple programs to track changes in quality of life, encompassing physical, psychological, social, and environmental domains.

**Indian Scale of Assessment of Autism:** Used in Early Intervention to assess and classify autism severity using culturally appropriate benchmarks.

**Activities of Daily Living (ADL) Checklist:** Evaluated beneficiaries' ability to perform daily self-care tasks independently essential for rehabilitation progress.

**IFSP (Individual Family Service Plan):** Guided early intervention services for young children by aligning developmental needs with targeted support.

**IEP (Individual Education Plan):** Enabled personalized educational strategies for children with disabilities in APD-run and supported schools.

**Individual Rehabilitation Plan:** Structured goal-setting for therapy, assistive devices, and functional independence in rehabilitation services.

**MERIT (Measures of Environmental Risk and Individual Traits):** Assessed risk and resilience factors impacting health and functional outcomes.

# MEAL Impact Indicators

## Digital Strengthening through Goonjan

Conducted capacity-building sessions for over 360 APD and partner staff on Goonjan — APD's integrated MIS platform — strengthening real-time data capture, quality assurance, and evidence use across departments.

## External Evaluations:

Initiated an external evaluation of the Community Mental Health Programme (CMHP) to assess its relevance, effectiveness, and scalability. This marks a shift toward more rigorous and independent program assessments to inform strategic decision-making.

## Monthly Program Reviews:

Led regular review meetings with program teams to track implementation progress, identify bottlenecks, and facilitate data-driven planning. This process fostered greater program ownership and adaptive learning across units.

## Inclusive Feedback Loops:

Piloted structured beneficiary feedback mechanisms, including phone-based satisfaction surveys, to ensure APD listens, learns, and responds to those it serves.

## Process Audits:

In FY 2024–25, the MEAL unit institutionalized internal process audits as a core component of quality assurance. These audits were designed to systematically verify whether on-ground operations across programs and functions align with APD's documented Standard Operating Procedures (SOPs). The approach involved a structured methodology—ranging from checklist-based verifications and on-site validations to the generation of non-conformity reports and opportunities for improvement.

The audits revealed gaps in documentation, implementation consistency, and clarity of processes, leading to the revision and release of updated SOP versions across several departments. This exercise not only helped standardize practices but also empowered teams to take ownership of compliance and quality benchmarks. Most importantly, the audit initiative reinforced a culture of transparency, learning, and continuous improvement—laying the groundwork for sustained operational excellence across the organization.

# Learning & Development

reach to 87 external professionals. Over the year, 67 structured learning programs were conducted, delivering 826 hours of impactful training. These sessions were supported by 19 external training partners, including reputed institutions like NIMHANS, NAB, GEMS, and Motivation India, ensuring high-quality capacity-building across all levels of the organization.

## *Building Capacity, Enabling Change*

The Learning & Development (L&D) unit at APD, anchored within the Institute of Disability Rehabilitation and Research (IDRR), serves as a cornerstone for organizational capacity building. Designed to nurture talent and drive professional excellence, L&D empowers employees across all departments with the knowledge, skills, and confidence needed to lead change and deliver impact. By aligning personal growth with APD's strategic objectives, the unit plays a critical role in fostering a high-performing, inclusive workforce. This section highlights how targeted capacity-building initiatives are transforming individual potential into collective progress amplifying APD's mission at every level.

The unit had trained a total of 397 staff members, covering 65% of the workforce, and extended its

## **Training Categories & Participation**

**13**

**Organizational Level Trainings conducted** which are designed to align employees with APD's vision, mission, policies, and strategic goals.

**6**

**Soft Skills training** focusing on personal and interpersonal development.

**48**

**Functional level trainings programmes** which are role-specific or department-specific sessions that build technical expertise





# L&D Impact Indicators

826

Hours of expert-led training delivered in partnership with **19 external institutions** (e.g., NIMHANS, NAB, GEMS, Motivation India).

70%

Of staff reported **frequent or consistent application** of training in their daily roles.

96%

Observed a **positive change in their work approach** post-training.

97%

Experienced **improved productivity** as a direct outcome of the training.

77%

Of employees saved **1–3+ hours weekly** due to increased efficiency.

94%

Reported **better work quality** after applying new skills and practices.

67

**Training programs** conducted, reflecting a well-rounded approach to staff development.

**Increased digital literacy** through training on Power BI, Tally, Excel, ChatGPT, and cybersecurity awareness.

**Stronger internal capacity** as trained staff mentored peers and facilitated in-house training sessions.

# Human Resources

## People First

In 2024–25, APD redefined recruitment as a journey of inclusion and discovery grounded in strong roots of community engagement and stretching wings across geographies. Talent was sourced from 8 states, representing 17 languages, reinforcing APD's commitment to diversity and equity in hiring. A total of 195 new employees joined the organization, each one carefully selected to align with APD's mission and culture. The internal referral program gained momentum, with 15 employees rewarded for identifying high-potential candidates. Additionally, 6 campus recruitment drives led to the shortlisting of 21 emerging professionals, strengthening APD's future leadership pipeline.

## Performance Management Fueling Excellence Across APD

In 2024–25, APD strengthened its culture of performance, recognition, and fairness:

**195 key positions** were filled with skilled professionals, enhancing innovation and organizational impact.

**15 Staff Promotions** and **38 Special Awards** recognition for their outstanding contributions.

**SCIR** was awarded **Best Core Programme**, with **Early Intervention** securing the **second prize**.

**Fundraising & Communication and Finance** received awards for **Best Core Function**.

**36 HR interventions** - including the rollout of Minimum Wages-were implemented to promote equity and fairness.

**100% coverage** of **PMS training** ensured all appraisers and appraisees were equipped for effective performance management.

The team focused on strengthening institutional foundations by enhancing people practices, compliance, and culture, while promoting leadership, innovation, and inclusive growth. The VISARA Leadership Program emerged as a key initiative, developing future-ready leaders with strategic vision and people-first mindsets. Additionally, the rollout of greytHR streamlined employee data, performance management, and exit workflows, while ZOHO Recruit enhanced the efficiency and accuracy of talent acquisition.

**APD deepened its commitment to a thriving, inclusive, and high-performing workplace culture where engagement was not just encouraged, but expected.**

**Listening with Intention:** Through State of Mind (SOM) and We Walk Our Values surveys, we captured honest employee feedback on workplace experience, values, and canteen facilities-fueling data-led improvements.

**Celebrating Diversity:** From Women's Day and Iftar to Dasara and Christmas, APD celebrated the richness of cultures through inclusive festivals strengthening unity through joy.

**Empathy in Action:** A heartfelt visit to Santhwana Hospice turned Christmas into a celebration of compassion, reinforcing our commitment to serve beyond ourselves.

**Recognizing Excellence:** The Hema Memorial Awards and team promotions at All Hands Meet celebrated achievements and uplifted morale-turning recognition into a culture.

**Strengthening Bonds:** Team Dinners, Programme Wise Outings, and an Appreciation Evening turned shared moments into deeper connections-fueling collaboration and trust.

## Impact Indicators

195

New Employees Recruited

49%

Women Employees

(222 women employees out of 449)

18%

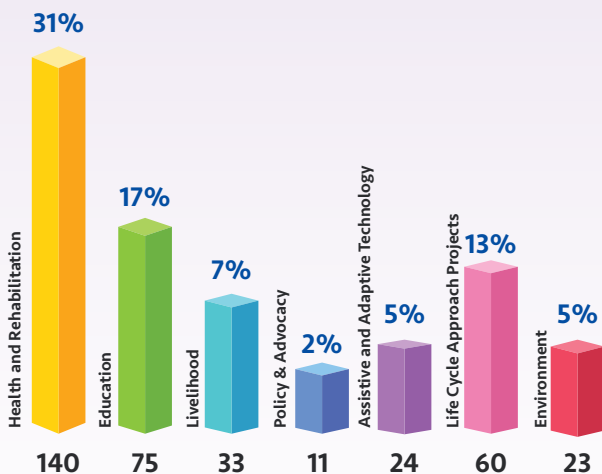
PwD employees

(83 PwD employees out of 449)

244

Employee participated in **soft skills and policies** related Effective Communication, Interpersonal Skills, Power BI, POSH Training, Child Protection Policy, Conflict Resolution & Team Building Training.

## APD Workforce – Programme Wise Break Up





# Administration

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## *Seamless support for Inclusive Solutions*

The Administration Department at APD plays a pivotal role as the backbone of all operational functions, ensuring that every program, service unit, and intervention runs smoothly, efficiently, and safely. While often working behind the scenes, the team's contributions are integral to the success of APD's mission across Karnataka and beyond.

From infrastructure maintenance and compliance to safety enhancements and logistical coordination, the administration team provides vital support that enables frontline staff to focus on delivering high-quality services to Persons with Disabilities (PwDs). This custodianship extends to ensuring legal compliance, safety, and operational readiness across all facilities directly impacting the quality of services provided to Persons with Disabilities (PwDs).

### **KPME Certification for JBN Campus**

APD obtained the Karnataka Private Medical Establishment (KPME) certification for its JBN campus, formalizing the delivery of medical and rehabilitation services. This recognition allows APD to operate as a registered medical facility, enhancing credibility and expanding partnerships.

### **Fire & Safety System Upgrades**

A fire hydrant system was successfully installed at the Lingarajapuram campus to improve emergency preparedness. Fire safety installations are underway in other campuses, strengthening the organization's overall safety compliance framework.

### **Canteen Facility**

A fully operational canteen now caters to over 150 staff and visitors, ensuring access to nutritious and affordable meals, and enhancing overall workplace convenience and staff satisfaction.

### **Creche Service**

A newly established creche supports 15 registered children, offering a safe and nurturing space for young children and enabling working parents

especially mothers to engage more fully in their roles with peace of mind.

### **Inclusive Infrastructure**

Ramps and other accessible features have been installed across all major campuses to ensure disability-friendly infrastructure, in line with APD's inclusion principles.

### **CCTV Surveillance**

Security was enhanced through the installation of CCTV cameras across APD's project offices and campuses, ensuring safer environments for both beneficiaries and staff.

### **Shuttle Service**

APD introduced a drop facility connecting staff to key transport hubs, offering over 25 staff a safer and more accessible commute thereby improving attendance, retention, and work-life balance.

### **Revitalizing Training Infrastructure**

The renovation of Anand Ashrama, Srinivasapur campus transformed into a dedicated satellite center for Livelihood training. With the capacity to train 250 youth with disabilities annually, the upgraded facility will play a vital role in building future-ready skills for economic independence.

## Fire & Safety System Upgrades



## Canteen Facility



## Shuttle Service



## Creche Service





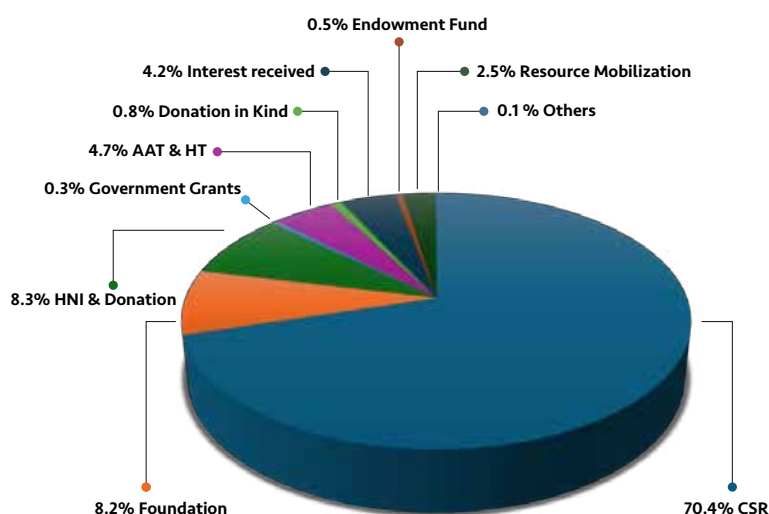
# Fundraising

## *TO STRIVE, TO SEEK AND TO FIND*

Fundraising is the lifeblood of any non-profit organization. It fuels missions, sustains programs, supports personnel, and ensures continuity of impact. Without steady and strategic fundraising, even the most noble causes risk stagnation or collapse. For non-profits, often working in areas where markets fail and governments fall short, fundraising is not merely a financial activity; it is a moral imperative to ensure the vulnerable are not forgotten.



## Diversification of Income (4,100 Lakhs)



The wisdom of ancient Indian strategist Chanakya (Kautilya), as articulated in the Artha sastra, remains strikingly relevant. He said, **“Kosha moolo dandah”** - The treasury is the root of administration.

Though originally referring to statecraft, this insight applies aptly to the non-profit sector. Just as a king cannot govern without a well-managed treasury, a non-profit cannot serve without adequate financial resources. The “kosha” (treasury) represents the means by which intentions are translated into action.

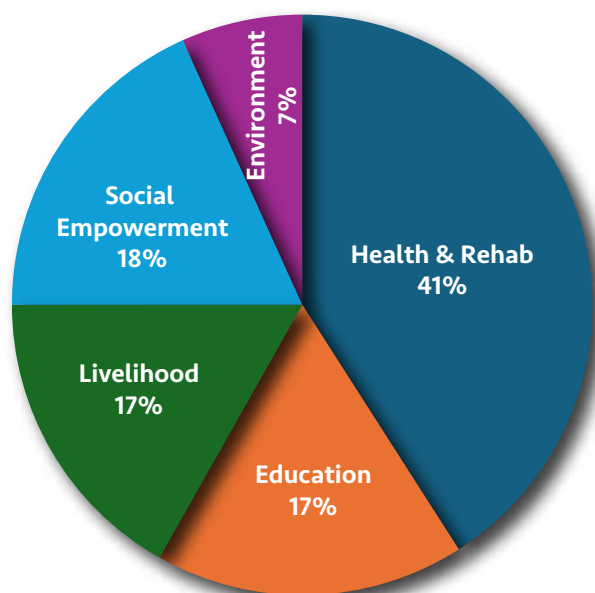
Fundraising goes beyond seeking support, it is about building trust, relationships, and shared vision. It offers donors a chance to participate in something greater than themselves, to become co-creators of social change. Each rupee or dollar raised becomes a building block toward a more just, equitable, and compassionate world.

Moreover, fundraising instills accountability and strategic discipline. A donor’s support is not an entitlement; it must be earned through transparency, measurable outcomes, and consistent values.

In essence, a strong fundraising strategy is not a side function, it is the core to the mission. It ensures that the wheels of service continue to turn, that dreams are not deferred, and that hope continues to reach those who need it most.

As Chanakya would remind us, let us nurture the treasury, not for the sake of wealth, but for the power to uplift, empower, and transform children with special needs and people with disability from the poorest of the poor society.

## Fund Expenditure by Thematics for FY 24-25 (3,834 Lakhs)



**Let us nurture the treasury, not for the sake of wealth, but for the power to uplift, empower, and transform people with disability**

**Sunil Kumar K P**

Director – Fundraising & Communications, The Association of People with Disability

Here's a highlight of the fundraising achievements over the last three financial years (2022–2025) APD

## Significant Growth in Grants & Donations

2022–23: ₹22.74 Crores

2023–24: ₹31.57 Crores

2024–25: ₹36.07 Crores

**58% growth** over three years, showing consistent upward momentum and donor confidence.

## Robust Donor Acquisition

### New Donors Acquired

2022–23: 18

2023–24: 23

2024–25: 24

Strong pipeline of new supporters indicating expanding outreach and sustained interest.

## Expansion in Long-Term Corporate Partnerships

### Number of Corporates Supporting Multiple Projects

2022–23: 8

2023–24: 17

2024–25: 19

Over 2x growth, reflecting successful relationship-building and alignment with corporate CSR strategies.

## Multi-Project Corporate Support

### Number of Corporates Supporting Multiple Projects

2022–23 8

2023–24 9

2024–25 11

A growing trend of deepened engagement, with corporates supporting APD beyond single initiatives.

## High-Value Donor Retention

### Donors Contributing Over ₹1 Crore

2022–23 12

2023–24 12

2024–25 13

Over three years, APD has demonstrated exceptional fundraising growth and strategic donor engagement. The organization has not only scaled donations significantly but also strengthened long-term corporate partnerships and retained a strong base of high-value donors.

APD's expanding "treasury" is enabling it to reach more lives, deepen its impact, and sustain its mission with renewed strength to **equip, enable, empower** children with special needs and persons with disabilities.

## Looking Ahead

2025-26

Aiming  
₹72 Cr

2026-27

MoU  
Signed  
811  
Lakhs

2027-28

MoU  
Signed  
512  
Lakhs

# Governing Body Report for 2024-25

## To the Stakeholders

The Governing Body of The Association of People with Disability (APD) is pleased to present the Annual Report for the 66th year of the organization, together with the audited accounts for the financial year ended 31st March 2025

## Composition of Governing Body

APD is governed by a 11-member Governing Body, elected through a duly notified process. The Governing Body for the year 2024-25 was constituted during August 2024 and assumed charge at the combined meeting held on 29th August 2024.

The details of the Governing Body members during 2024-25 are provided below. None of them are employed at APD.

Name	Designation
Mr. Subir Hari Singh	Honorary President & Trustee
Ms. Amritha Ward	Honorary Vice President & Trustee
Mr. Jacob Kurian	Honorary Secretary & Trustee
Ms. Arati Hegde	Honorary Treasurer & Trustee
Mr. S.D. Gopalakrishnan	Trustee
Mr. P.K. Gopalakrishnan	Trustee
Mr. Pradeep Kumar Panja	Trustee
Mr. S. Gopalan	Member
Mr. Diwakar Menon	Member
Ms. Jayanthi Yeshwanth	Member
Ms. Sanjana Govindan	Member

## Other Information

**Independence:** None of the members are related to each other. They are elected annually from among the general body of active members. (There is no system of rotation of members).The Executive core team participates in the quarterly meetings called by the secretary of the governing body.

**Functions:** The Governing Body is responsible for approving programs, budgets, annual activity reports, and audited financial statements. It also ensures compliance with all applicable laws and statutory regulations.

**Meetings:** The Secretary convenes meetings, inviting all Governing Body members along with the Executive Team. In 2024-25, quarterly Governing Body meetings were held with maximum quorum achieved, ensuring regular updates and ratification of programs. Additionally, one **Annual General Body Meeting** was conducted with the participation of all APD members.

**Mode of Communication:** Communication among members is largely through email, while meetings are conducted in **hybrid mode** (both online and offline) to ensure maximum participation

**Executive Participation:** The Executive Core Team actively participates in the Monthly meetings convened by the Secretary of the Governing Body, ensuring alignment between governance and operations.

Sl No	Type of Meeting	Date of GB meeting	No of GB members attended	No. of executive core team members attended
1	Governing Body Meeting	10th July 2024	9	1
2	Governing Body Meeting	9th August 2024	10	3
3	Trustees Meeting	29th August 2024	6	
4	Annual Governing Body Meeting	29th August 2024	20	
4	Governing Body Meeting	12th Nov 2024	8	3
5	Governing Body Meeting	31st March 2025	9	3



# Media Spotlight



# Our Circle of Changemakers:

## Institutional, Corporate, and Individual Contributors Who Powered Our Mission

DONOR NAME	CONFIRMED FUNDS
National Philanthropic Trust	66,75,15,828
ABB India Foundation	2,73,81,005
HCL Foundation	2,25,94,572
Oracle Cerner Healthcare Solutions India Pvt. Ltd.	2,07,37,339
Titan Company Ltd.	1,91,22,677
The Live Love Laugh Foundation	1,78,73,104
CBA Services Pvt. Ltd.	1,71,57,173
Ford Foundation	1,64,11,491
Bajaj Finance Ltd.	1,53,00,000
Azim Premji Philanthropic Initiatives	1,20,00,000
SBI Foundation	1,03,30,316
Kotak Mahindra Bank Ltd.	95,00,000
Kotak Mahindra Investments Ltd.	67,00,000
Wells Fargo International Solutions Pvt. Ltd.	60,00,000
Grindwell Norton Ltd.	54,00,000
UK Online Giving Foundation	76,69,309
Brigade Foundation	50,00,000
Goodrich Aerospace Services Pvt. Ltd.	50,00,000
M.J. Aravind	50,00,000
GSK India Global Services Pvt. Ltd.	44,65,100
Cognizant Foundation	73,68,633
The Tides Foundation	41,87,000
Shriram Seva Sankalp Foundation	40,00,000
WestBridge Advisors LLP	38,37,916
Tech Mahindra Foundation	38,23,337
Amphenol Interconnect India	40,00,000
Deloitte Foundation	35,00,000
Shailesh Lakhani	35,00,000
D.E. Shaw India Pvt. Ltd.	33,90,514
Juniper Networks Solution India Pvt. Ltd.	35,60,576
GlobalLogic India Pvt. Ltd.	30,00,000
Bosch Global Software Technologies Pvt. Ltd.	28,77,012

<b>DONOR NAME</b>	<b>CONFIRMED FUNDS</b>
The American India Foundation Trust	25,85,412
UD Trucks India Pvt. Ltd.	24,00,000
UiPath Robotic Process Automation India Pvt. Ltd.	22,50,000
Weir Minerals (India) Pvt. Ltd.	21,40,000
Brickwork Foundation	20,00,000
H & M Hennes & Mauritz India Pvt. Ltd.	20,00,000
VST Tillers Tractors Ltd.	20,00,000
Microland Foundation	20,00,000
NetApp India Marketing And Services Pvt. Ltd.	20,00,000
Wipro Foundation	21,15,636
Pratt & Whitney - A Unit Of Raytheon Technologies	17,11,000
General Motors Technical Centre India Pvt. Ltd. (GMTCI)	15,00,000
Aspire Systems (India) Pvt Ltd	14,72,203
XLHealth Corporation India Pvt. Ltd.	14,62,500
Bosch Ltd.	14,00,000
SVB Global Services India LLP	13,54,500
Mukul Madhav Foundation	12,00,000
Sanmaan Exports Pvt. Ltd.	12,00,000
Bengaluru Urban Treasury	11,62,702
Kintetsu World Express (India) Pvt. Ltd.	11,62,500
Intuit India Product Development Center Pvt. Ltd.	11,42,500
Arcadis Consulting India Pvt. Ltd.	10,49,498
MCKS Trust Fund	10,00,000
The Boston Consulting Group (India) Pvt. Ltd.	10,00,000
Vidyanathan Narayanan	10,00,000
MPS Interactive Systems Ltd.	8,90,000
National Centre For Promotion Of Employment For Disabled People (NCPEDP)	7,96,199
Bajaj Allianz General Insurance Company Ltd.	7,00,000
Karnataka Bank	6,49,000
Amici di Raoul Follereau	6,00,000
Saathire Social Impact Solutions Pvt. Ltd.	5,84,827
Jacob Kurian	5,04,000
Southern Lubrication Pvt. Ltd.	5,00,000
IFFCO -Tokio General Insurance Company Ltd.	4,81,797
Tata Electronics Pvt. Ltd.	4,74,325
Myriad	4,13,938
V T Velu Investments Pvt. Ltd.	3,00,000
ITC Ladies Social Welfare	3,00,000
Muralikrishnan S.	3,00,000



DONOR NAME	CONFIRMED FUNDS
VNC Steel Distributors	3,00,000
Kizhanatham Srikanth	2,50,100
Arati Hegde	2,50,000
Auto CNC Machining Ltd.	2,00,000
Ramesh Rangasamy Ganesan	2,00,000
Kalyani Vijay	2,00,000
Pradeep Kumar P.	2,00,000
Sudhakar V.S.	2,00,000
NewSpace India Ltd.	1,71,244
Northland Holding Company Pvt. Ltd.	1,66,000
Getixhealth India Pvt. Ltd.	1,50,000
Ramchandra Shenai	1,50,000
Sarada Nagaraja Rao	1,50,000
Paytm	1,37,953
Ishwar B Hemrajani	1,21,000
Wissen Technology Pvt. Ltd.	1,16,025
Hemalatha Pattabhi	1,12,500
Nalini Sagar	1,01,210
B.S. Benegal	1,00,000
Subramanya Bharadwaj	1,00,000
Deepa Ranjit Rau	1,00,000
Preetha Kannadath	1,00,000
Sri Balaji Charitable Trust	1,00,000
Vishalakshi	1,00,000
Rotary Club Of Bangalore Charitable Trust.	99,550
Volvo Group CSR Trust (India)	89,360
Indira Krishnaswami	75,000
Priyadarshini Jacob	72,679
Milaap	65,272
Ishita Bhatia	65,000
Mookambika StoneCrusher	60,001
Molly Jose	60,000
Anurag Singh	55,000
Anurag Saran	51,101
Jayamahar Cultural Association	50,300
Ashutosh Vaidya	50,000
Jasjit Singh	50,000
Ranka Charitable Trust	50,000
Narendra Sargudi	50,000
Sri Sai Swadhyay Samiti,Vijaypur	50,000

DONOR NAME	CONFIRMED FUNDS
Haresh Shamdasani	45,000
Nagendra Rao	45,000
Pratibha D.	43,000
Charities Aid Foundation India	41,410
A N. Kagalkar	40,010
Navin Selvin Samuel	40,000
Varun Nayyar	40,000
Akshay Singh	36,000
Amritha V.M. Ward	36,000
Vinay	33,751
Inner Wheel Club Of Bangalore Junction	31,500
Jyothy Denduluri	30,302
Ganesh K.	30,000
IT Cart Pvt. Ltd.	30,000
Naveen Kumar Kalyankar	30,000
Padmini Jayram	30,000
Vijayalakshmi B.	30,000
Geeta Mohan Rao	30,000
Shveta Jindal	30,000
Preetha Sathish	30,000
Sridhar Kanthadai	30,000
TrustLine Holdings Pvt. Ltd.	30,000
Bharati Acharya	27,500
Usha	26,500
Harry Ramsay	26,456
Subramanian Gurunathan	26,456
Manish Rohtla	25,001
Arjuna Rajendran	25,000
Dr. Suprabha M.H.	25,000
Jayakumar Sadras	25,000
K.V. Gopalakrishnayya	25,000
Kunwar Raj Singh	25,000
Bharanidharan	25,000
Muruganand Ramalingam	25,000
Nihal George Zachariah	25,000
P.K. Gopalakrishnan	25,000
Packiaraj P.G.J.	25,000
Kalpana H.Y.	25,000
Deepa Chandran	25,000
Geetha Rajashekhar	25,000

DONOR NAME	CONFIRMED FUNDS
Malini Saran	25,000
Navin Kashyap	25,000
Ravi Char	25,000
Sansruti Jaipuria	25,000
Srishar Rajagopan	25,000
Sunila Gupte	25,000
Thumboochetty Foundation	25,000
Vinod Kumaran V.K.	25,000
Samaksh jhanihari	25,000
Nilesh Kumar	25,000

**Note: This is a partial list of donors (Rupees 25,000 and above)**

## Statutory Information

Organization GST number 29AAATT1921H1ZI

Registered under the Mysore Societies Act  
No. III of 1904 vide number S 2179/59-60  
Dated 20/05/1959

Office of Registrar of Companies,  
Ministry of Corporate Affairs,  
CSR number - CSR00001544

NGO PAN Number - AAATT1921H

Registered with Ministry of Home Affairs,  
Govt. of India, under FCRA 1976,  
vide number 94420100

Registered under Section 80G of The  
Income Tax Act 1961 vide number  
AAATT1921HF20214

Registered under Section 12A of The  
Income Tax Act 1961 vide number  
AAATT1921HE20214

NGO Darpan number - KA/2015/0087359

Our Auditor  
R.K. Khanna & Associates  
Chartered Accountants  
1305, Brigade Towers,  
135, Brigade Road,  
Bangalore - 560 025



# Financial Statements

**R. K. KHANNA & ASSOCIATES**  
CHARTERED ACCOUNTANTS



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

Tel. : 22275419, 41234980  
E-Mail : [adminblr@rkka.in](mailto:adminblr@rkka.in)  
Website : [www.rkka.in](http://www.rkka.in)

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

### **Opinion**

We have audited the accompanying financial statements of **THE ASSOCIATION OF PEOPLE WITH DISABILITY** (the Society), which comprise the Balance Sheet as at 31st March 2025, the Statement of Income and Expenditure for the year then ended and notes to the financial statements, including summary of the significant accounting policies.

In our opinion, the accompanying financial statements give a true and fair view of the financial position of the Society as at 31<sup>st</sup> March, 2025 and of its financial performance for the year then ended in accordance with the Accounting Standards issued by the Institute of Chartered Accountants of India (ICAI).

### **Basis for Opinion**

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

### **Emphasis of Matter**

We draw attention to Note No. 2(b) of the financial statements, which describes the change in the accounting policy for recognition of grant income. During the year, the Organisation revised its policy to recognize grant income corresponding to expenses incurred on donor-committed projects where there is reasonable assurance of receipt. The change has been applied prospectively, and the impact on the current year's profit is Rs. 1,93,67,978/- included as donations receivable.

Our opinion is not modified in respect of this matter.

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

Management is responsible for the preparation of these financial statements that give a true and fair view of the state of affairs, results of operations of the Society in accordance



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

with the accounting principles generally accepted in India. This responsibility includes the design, implementation and maintenance of internal control relevant to the preparation and presentation of the financial statements that give a true and fair view and are free from material misstatement, whether due to fraud or error.

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

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

### **Auditors' Responsibilities for the Audit of the Financial Statements**

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

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

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Society's ability to continue as a going concern. If we conclude that a material uncertainty





exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause Society to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

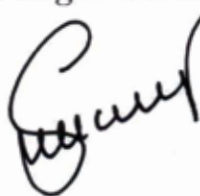
We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

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

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

Chartered Accountants

(Firm Regn. No.105082W)



UDIN: 25027444 BMJQIQ6594

**(S. MANJU GEORGE)**

Partner

(Membership No.027444)

Place: Bangalore

Date: 08-08-2025



**THE ASSOCIATION OF PEOPLE WITH DISABILITY: BENGALURU**  
**BALANCE SHEET AS AT 31ST MARCH 2025**

	Sch	31st March 2025	31st March 2024
		₹	₹
<b><u>SOURCES OF FUNDS</u></b>			
Capital Fund...	1	8,84,61,508	7,11,78,619
Corpus Fund...	2	30,03,84,000	-
Income And Expenditure Account...	3	21,31,89,944	19,19,87,412
Endowment and Other Funds...	4	45,82,62,758	6,29,71,772
Current Liabilities and Provisions...	5	6,05,76,956	7,38,68,226
		<b>112,08,75,167</b>	<b>40,00,06,030</b>
<b><u>APPLICATION OF FUNDS</u></b>			
Property, Plant and Equipments	6		
Movable Properties...		5,61,77,303	3,74,38,165
Immovable Properties...		3,22,84,206	3,37,40,453
Investments...	7	84,68,97,494	12,90,39,205
Current Assets, Loans and Advances...			
Stock on Hand...	8	25,16,397	33,75,386
Sundry Debtors...	9	17,37,511	49,42,914
Grants Receivable...	10	1,93,67,978	1,00,44,297
Loans and Advances...	11	2,09,72,492	1,05,44,224
Cash and Bank Balances...	12	14,09,21,786	17,08,81,386
		<b>112,08,75,167</b>	<b>40,00,06,030</b>

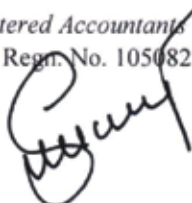
ACCOUNTING POLICIES AND NOTES TO ACCOUNTS- Per Schedule "19"...

Schedules 1-12 form part of this Balance Sheet...

Per our Report of even date

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

Chartered Accountants  
Firm Regn. No. 105082W



(S. MANJU GEORGE)

Partner

Membership No. 027444



**For ASSOCIATION OF PEOPLE WITH DISABILITY**

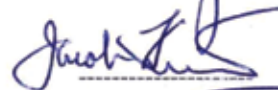
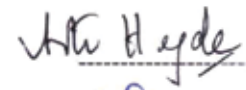
(SUBIR HARI SINGH)  
President

(JACOB KURIAN)  
Secretary

(ARTI HEGDE)  
Treasurer

(N. S. SENTHIL KUMAR)  
Chief Executive Officer

(SUBBALAKSHMI K)  
Director- Finance



Place : Bangalore  
Date : 08-08-2025

**THE ASSOCIATION OF PEOPLE WITH DISABILITY: BENGALURU**  
**INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31ST MARCH 2025**

	Sch	For the year ended 31st March 2025	For the year ended 31st March 2024
		₹	₹
<b>INCOME</b>			
Grants and Donations...	13	36,07,47,080	31,56,62,515
Other Resources...	14	2,98,49,128	3,33,10,700
Interest Received...	15	1,72,28,277	93,42,353
Interest on Endowment fund to extent spent...	4b/5b	22,22,677	71,71,588
		<b>41,00,47,161</b>	<b>36,54,87,156</b>
<b>EXPENDITURE</b>			
Salaries and Benefits...	16	18,58,38,632	14,14,07,710
Program Expenses...	17	17,49,33,618	14,08,44,730
Program Operational Expenses...	18	2,26,29,907	1,08,57,215
		<b>38,34,02,157</b>	<b>29,31,09,654</b>
<b>Excess of Income over Expenditure before Depreciation</b>		2,66,45,004	7,23,77,502
Depreciation for the year...	6	1,19,38,904	97,99,874
<b>Excess of Income over Expenditure after Depreciation</b>		1,47,06,100	6,25,77,629
Depreciation - Withdrawn from Capital Fund...	6	1,19,38,904	97,99,874
<b>Excess of Income over Expenditure Transferred to General Fund</b>		2,66,45,004	7,23,77,502
Prior period accrued income - due to change in policy		95,75,839	-
		<b>3,62,20,843</b>	<b>7,23,77,502</b>

ACCOUNTING POLICIES AND NOTES TO ACCOUNTS- Per Schedule "19"...

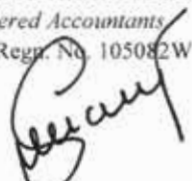
Schedules 13-18 form part of this Income and Expenditure Account...

Per our Report of even date

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

Chartered Accountants

Firm Regn. No. 105082W



(S. MANJU GEORGE)

Partner

Membership No. 027444



**For ASSOCIATION OF PEOPLE WITH DISABILITY**

(SUBIR HARI SINGH)

President

(JACOB KURIAN)

Secretary

(ARTI HEGDE)

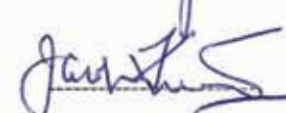
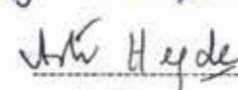
Treasurer

(N. S. SENTHIL KUMAR)

Chief Executive Officer

(SUBBALAKSHMI K)

Director- Finance



Place : Bangalore

Date : 08-08-2025

# Board Members



**Mr. Subir Hari Singh**  
Honorary President & Trustee



**Ms. Amritha Ward**  
Honorary Vice President & Trustee



**Mr. Jacob Kurian**  
Honorary Secretary & Trustee



**Ms. Arati Hegde**  
Honorary Treasurer & Trustee



**Mr. S D Gopalakrishnan**  
Trustee



**Mr. P K Gopalakrishnan**  
Trustee



**Mr. P Pradeep Kumar**  
Trustee



**Mr. S Gopalan**  
Member



**Mr. Diwakar Menon**  
Member



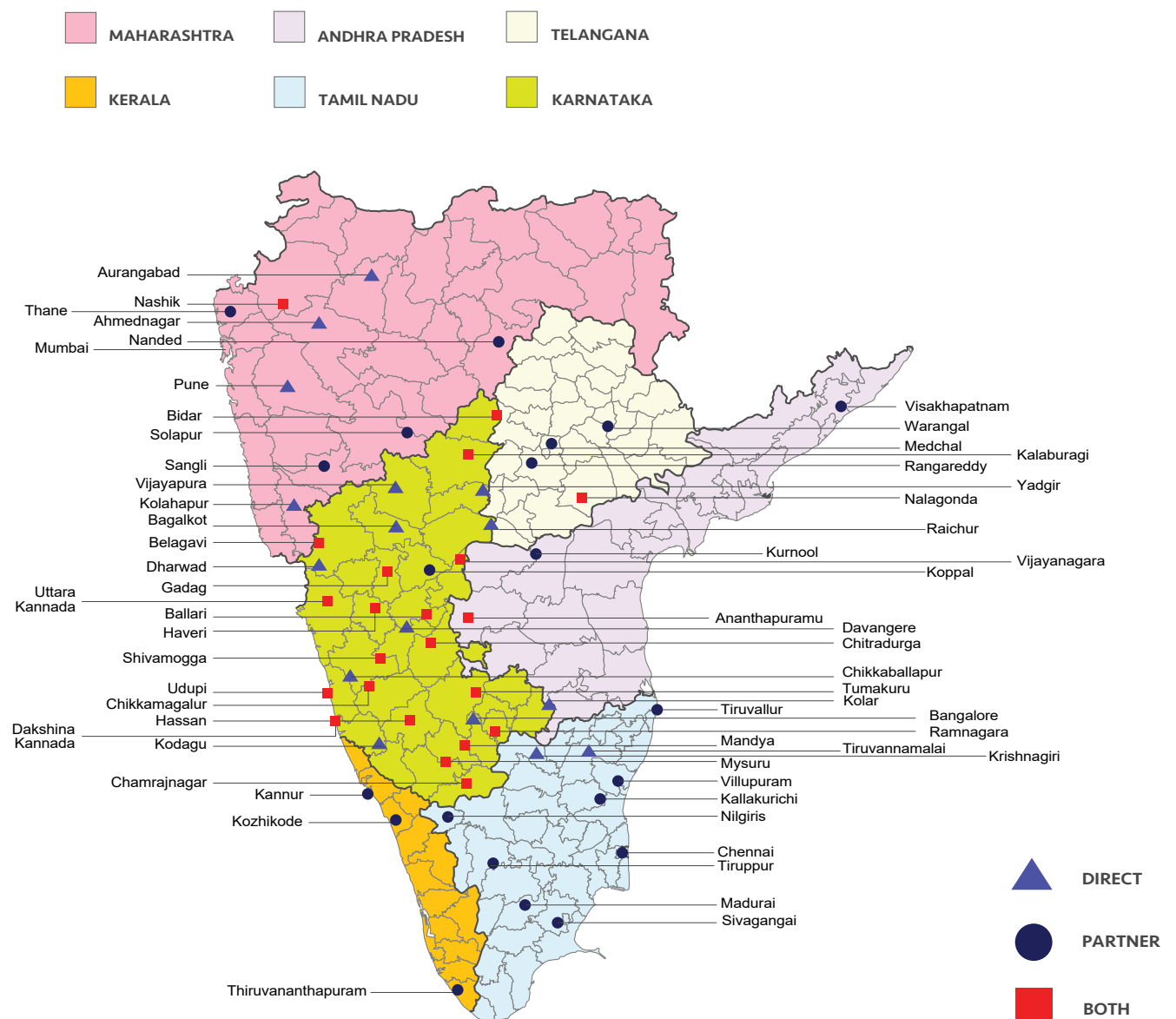
**Ms. Jayanthi Yeshwanth**  
Member



**Ms. Sanjana Govindan**  
Member



# APD Program Locations



**APD - Horticulture Training Centre**  
LIC Colony, HAL, 9th B Main Road,  
HAL 3rd Stage, Jeevan Bima Nagar,  
9th A Main Rd, Bengaluru - 560 075.  
Karnataka  
**Phone: 080-2528 8672**

**APD - Kyalasanahalli**  
Doddagubbi Road, Kothanur Post,  
Kyalasanahalli, Near Dattatreya  
Temple, Bengaluru - 560 049.  
Karnataka  
**Phone: 080-2547 5165, 2548 9594**

**APD - Belagavi**  
House No- 1598, 1st Main, Sectore-08  
Anjaneya Nagar, Landmark Near Indira  
Canteen Dairy Road, Belagavi - 590 016.  
Karnataka  
**Mobile: 95357 34456**

**APD - Yadgir**  
#5-1-231/21-8-B  
Near Kadlur Petrol Pump, Laxmi  
Nagar, Yadgir - 585 202. Karnataka  
**Mobile: 99454 13020**

**APD - Haveri**  
Near Kadli Hospital and Beside Sanje  
Dange Hospital, Ashwini Nagar,  
2nd Cross, Haveri - 581 110. Karnataka  
**Mobile: 7026639537 / 9964966046**

**APD - Rannebennur**  
Om Hospital, Medleri Road, Ashok  
Nagara, 3rd Cross,  
Rannebennur - 581 115. Karnataka  
**Phone: 99804 45405**

**APD - Mysore**  
House # 8, 1st Stage 4th Main Road,  
5th Cross Near Mahaveer School,  
Brindavana Badavane, Mysore - 570 020.  
Karnataka  
**Mobile: 97402 76775**

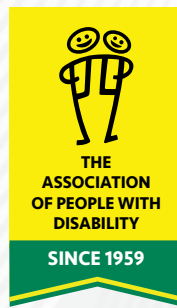
**APD - Kalaburgi**  
KHB Plot No-34, Shivashakti Nilaya,  
Near KSRTC depot-4, Shantinagar,  
Kalaburgi - 585 103. Karnataka  
**Mobile: 95358 51671**

**APD - Raichur**  
Opposite Siddarth School, Near  
Muneer Mazeed Ashapur Road,  
Raichur - 584 140.  
**Mobile: 99013 65004**

**APD - Chitradurga**  
BRC Office Behind, BEO Office Old  
Middle School Ground,  
Chitradurga - 577 001. Karnataka  
**Mobile: 90667 43163**

**APD - Anand Ashrama, Srinivasapur**  
Kamathampalli-Village  
Thadigol -Post, Srinivasapur-Taluk  
Kolar - 563 135. Karnataka  
**Mobile: 81971 70594**

**APD - Pune, Maharashtra**  
Centre for Spinal Cord Injury  
Rehabilitation & Research  
No. 1/0029, Manjari Wagholi Road,  
Malwadi, Manjari Khurd, Revenue  
limits of Tehsil Haveli, Pune,  
Maharashtra - 412 307.  
**Mobile: 87922 59639**



# CHAMPIONS OF DISABILITY LEADERSHIP

**in** [www.linkedin.com/company/apd-india](https://www.linkedin.com/company/apd-india) | **@** [www.instagram.com/apd\\_india](https://www.instagram.com/apd_india)

**X** [www.x.com/APD\\_India](https://www.x.com/APD_India) | **f** [www.facebook.com/APDIndia.org](https://www.facebook.com/APDIndia.org) | **globe** [www.apd-india.org](https://www.apd-india.org)

## THE ASSOCIATION OF PEOPLE WITH DISABILITY

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