

PEOPLE, PARTNERSHIPS & **THE POWER OF COLLABORATION**



THE
ASSOCIATION
OF PEOPLE WITH
DISABILITY

SINCE 1959



**ANNUAL
REPORT
2023 - 24**

SETTING IN MOTION THE

**WHEELS
OF CHANGE**

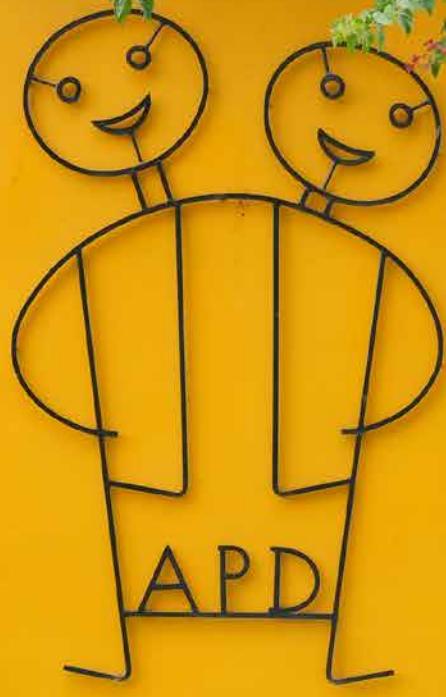
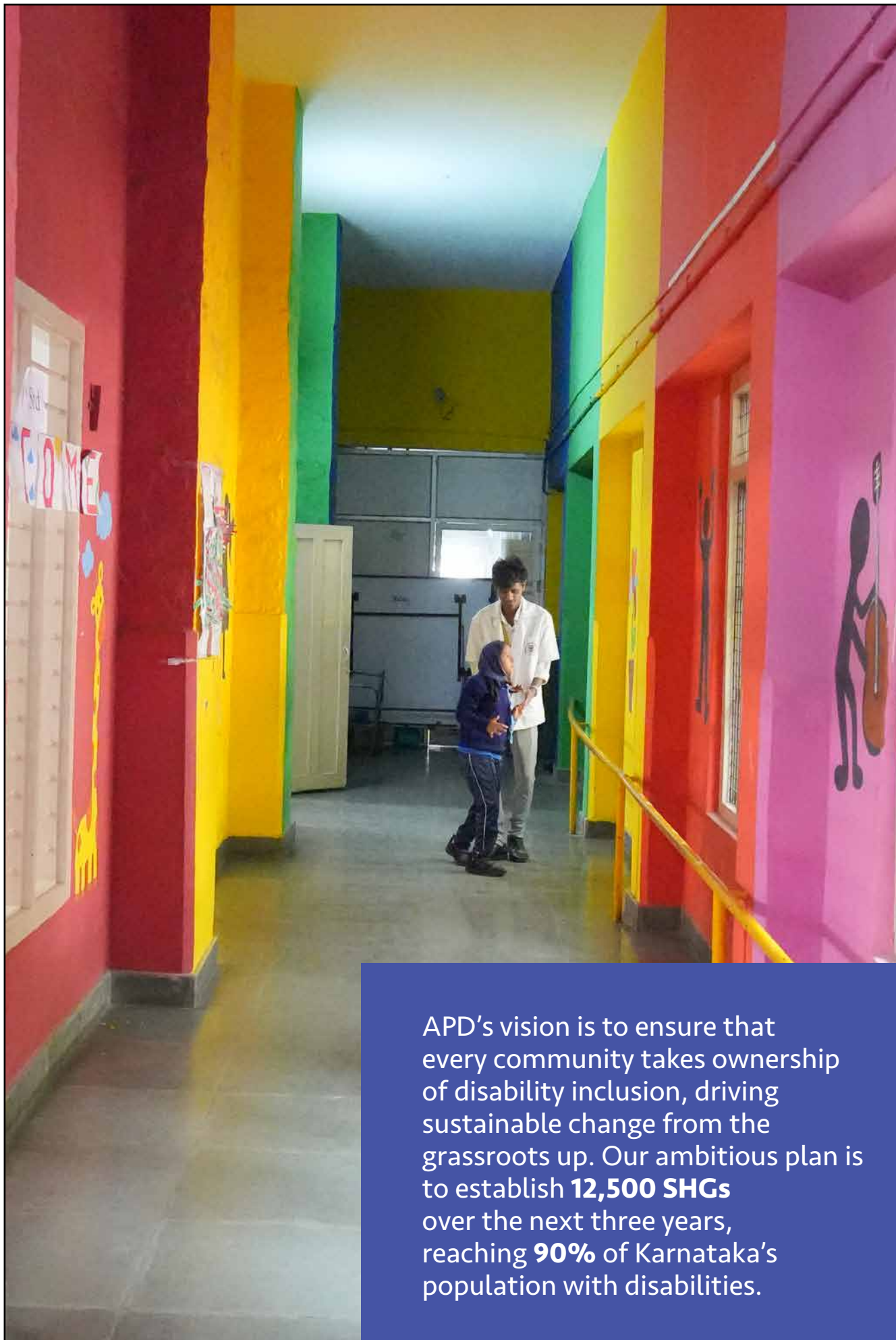


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APD's vision is to ensure that every community takes ownership of disability inclusion, driving sustainable change from the grassroots up. Our ambitious plan is to establish **12,500 SHGs** over the next three years, reaching **90%** of Karnataka's population with disabilities.

Empowering Communities through Self-Help Groups

“Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it's the only thing that ever has.”

Margaret Mead, Anthropologist.

This sentiment rings true for Yellamma and her family in Davangere, Karnataka. They lived a life filled with dreams and daily struggles until everything changed when Yellamma's son, Yash, was involved in a severe bike accident. He suffered a traumatic head injury, leaving him in a coma for two years. When he finally woke up, he had the cognitive abilities of a two-year-old and a memory that often failed him.

At a community health drive, Yellamma and Yash discovered the Association of People with Disability (APD) and its Community Mental Health (CMH) program. The program provided Yash with access to medication, regular therapy, and counselling services for Yellamma as a caregiver. The true transformation began when Yellamma was invited to lead a Self-help group (SHG) in Davangere. Today, she proudly heads this group, which plays a vital role in the community by helping people with mental illnesses access social protection schemes and government services.

APD is now on a transformative journey, partnering with the Department of Women and Child Development, the State Livelihood Mission, and the Rural Development and Panchayat Raj Department to champion disability inclusion across Karnataka. This initiative focuses on forming SHGs to empower individuals with disabilities and their caregivers, offering a platform for support, resource mobilisation, and problem-solving.



Collective Action for the Win

The SHG movement in India began in the 1980s as a grassroots effort to empower rural women. These groups are based on collective action and mutual support, where members pool resources, knowledge, and skills to address common problems and improve socio-economic conditions.

Now, imagine a network of SHGs connecting individuals with disabilities to essential government programs and services, fostering collaboration with various government departments and community-based organisations. These groups are more than support systems; they are hubs of knowledge sharing and innovation, showcasing the immense capabilities of people with disabilities.

APD's vision is to ensure that every community takes ownership of disability inclusion, driving sustainable change from the grassroots up. Our ambitious plan is to establish 12,500 SHGs over the next three years, reaching 90% of Karnataka's population with disabilities.

These SHGs operate on multiple levels—Panchayat, Taluk, District, and State—aiming to identify needs, tackle challenges, and fill gaps in services. This localised approach ensures that solutions are tailored to each community's unique context, transforming the initiative into a powerful force for holistic disability inclusion.

The ripple effect of this initiative is far-reaching. By empowering local communities and fostering collaboration, APD aims to enhance inclusion and accessibility for persons with disabilities. This collective effort not only improves individual lives but also mobilises the broader community to support and advocate for inclusion.

At the heart of this initiative are collaborative partnerships. By bringing together advocacy groups, government agencies, businesses, community organisations, and individual donors, APD, through its 360-degree approach, ensures that every aspect of an individual's life is considered. These partnerships create a rich mosaic of support and innovation that drives lasting change.

Looking ahead, APD's SHG initiative is set to become a transformative force in Karnataka, creating a future where a more inclusive and accessible society flourishes. The SHG initiative is about igniting a movement that celebrates the rights, abilities, and potential of persons with disabilities, ensuring no one is left behind.

With a focus on collective action and the power of partnerships, APD is driving enduring, sustainable change, and we are honoured that you too are part of that change through our journey.

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 Life Cycle 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

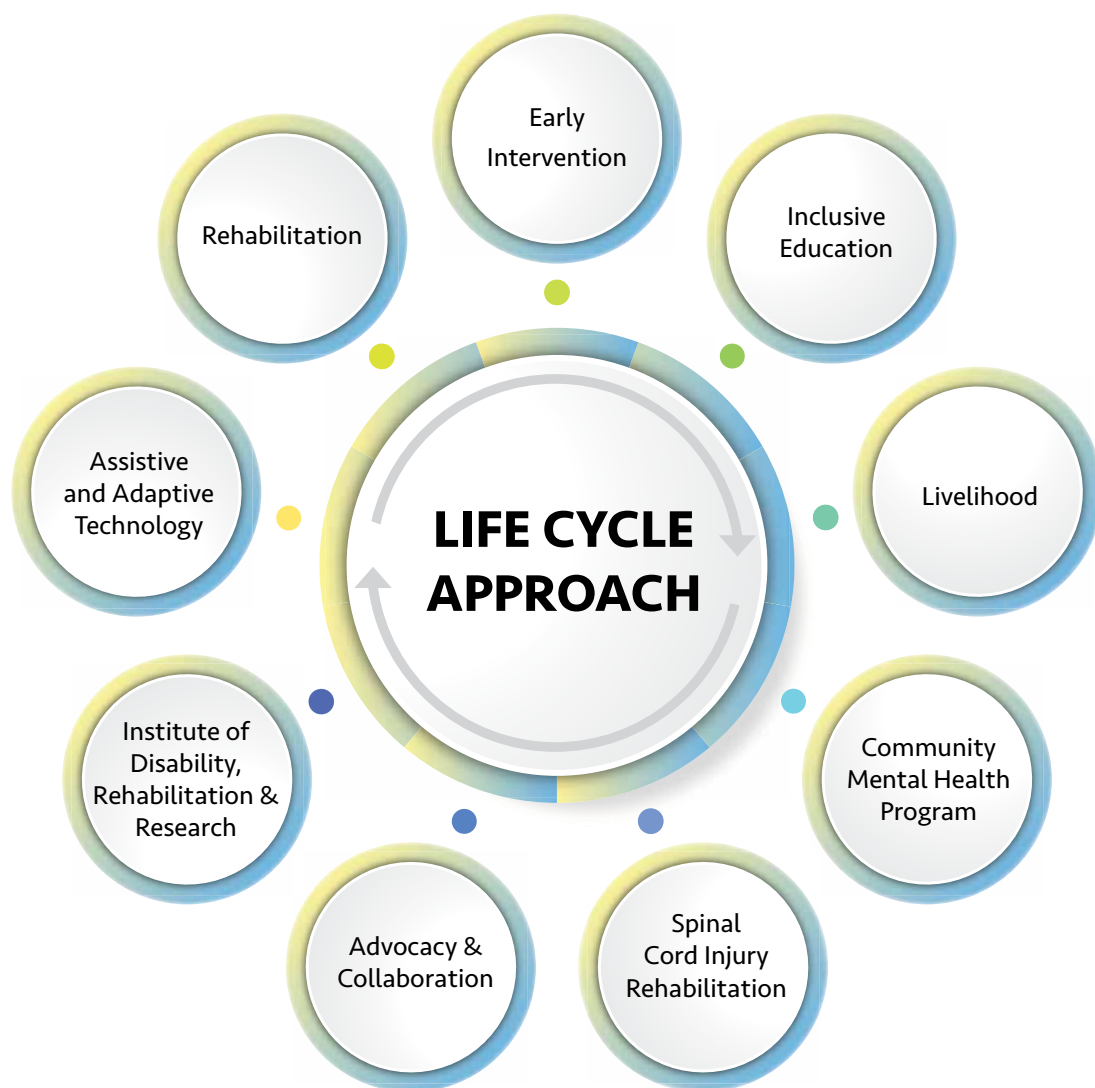
Demonstrate excellence in process, product, and service delivery. Listen to the recipient's voice. Commit to continuous improvement and innovation by developing a conducive environment for individuals to realise their potential.

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 and inclusive work environment.



APD DEPARTMENTS



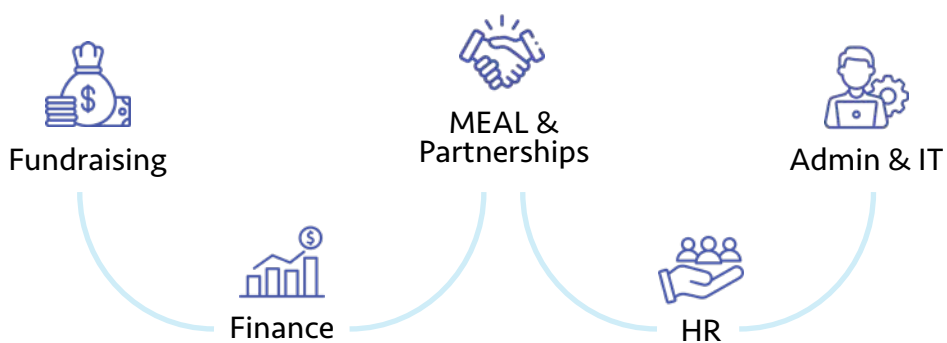
4 Verticals



4 Horizontals



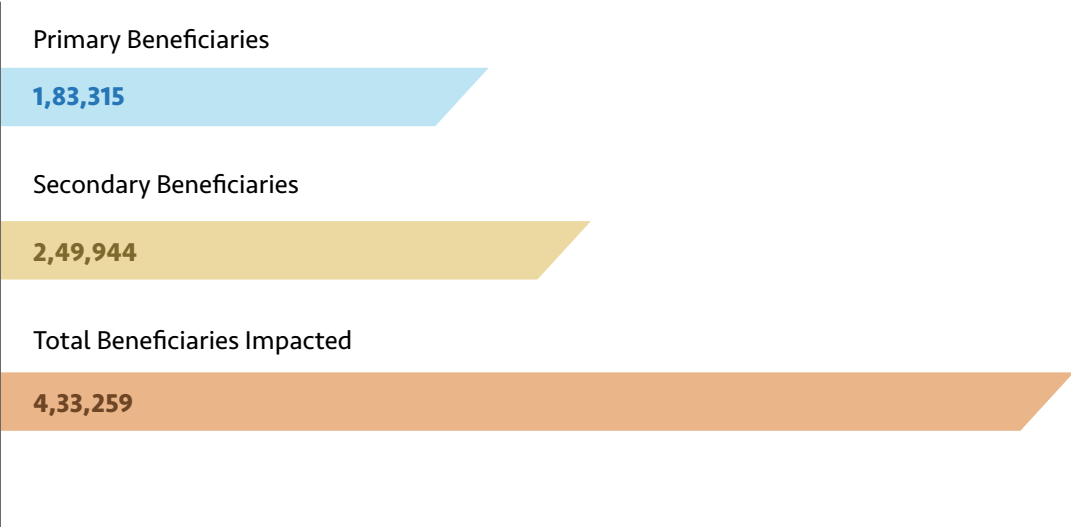
5 Core Functions



REACH DASHBOARD

Developmental Intervention	Service recipients		Capacity Building		Sensitisation	
	Plan	Reach	Plan	Reach	Plan	Reach
Early Intervention	4,910	4,773	4,910	4,900	11,200	17,284
Inclusive Education	1,750	1,205	1,150	1,562	15,000	16,341
Livelihood	2,900	1,857	725	746	5,075	9,882
Spinal Cord Injury Rehabilitation	2,120	1,858	800	1,059	15,000	12,847
Community Mental Health Program	4,970	5,610	800	999	3000	21,120
Rehabilitation	4,650	3,095	500	665	3,000	1,943
Institute of Disability, Rehabilitation & Research	1,500	1,495	-	-	-	-
Policy Advocacy and Government Interface	19,000	16,836	900	909	1,000	896
Life Cycle Approach	18,864	22,004	7,919	13,277	10,000	16,399
Horticulture	170	120	-	-	-	-
Assistive & Adaptive Technology	5,000	3,633	-	-	-	-
Total	65,834	62,486	17,704	24,117	63,275	96,712

Beneficiaries Impacted





MESSAGE FROM THE HONORARY SECRETARY

As we conclude the 65th AGM of APD, I present this annual report to the members of the society. It also marks the fifth AGM under the current leadership, a journey we have been privileged to lead.



Reflecting on the first AGM I attended, I am reminded of the difficult moment when we had to report APD's first financial loss in its history. Though most of us had only recently joined, it was an unsettling milestone. The months that followed were challenging for the board, employees, and leadership. We faced tough decisions to ensure the society's survival and restore financial stability.

Naturally, this experience instilled a heightened focus on the financial security of the society. The viability of an NGO depends heavily on the funds it can raise. But beyond that, funding enables us to expand our work, serve more people, attract top talent and fairly reward the passionate individuals who dedicate themselves daily to our cause. Many of our employees have families who rely on the timely payment of their salaries. Through various measures, we have improved financial management and reporting, enhanced cost controls and ensured prudent spending. We expanded the mandate of our independent internal auditor and hired a larger, more capable statutory audit firm. Our Honorary Treasurer, alongside the Finance team, has worked diligently to bring our processes and standards in line with, or even exceeding, regulatory requirements and donor expectations. These steps have safeguarded us from financial surprises.

On the income side, we have diversified our donor base, attracted new supporters and identified new

areas of work that appeal to funders. We've prioritised robust processes and thorough reviews within our fundraising efforts. Our CEO has led these initiatives alongside our Fundraising Director and his team. Thanks to these sustained efforts, I can confidently report that APD's financial position is far more secure today.

In recognition of our employees, who endured pay cuts in 2019, we have now had three consecutive years where pay increases have matched or exceeded those in the private sector. We are expanding our work into more regions, reaching more people, gaining visibility and advocating for large-scale change in the causes we champion. Most importantly, we are growing more confident, assured and capable of taking a leadership role on disability matters—a responsibility others expected of us, but we previously hesitated to embrace.

Every time we've encountered a challenging situation, a solution has emerged. I firmly believe this is due to the good karma generated by our late founder N.S. Hema, generations of selfless service by trustees, board members, employees and society members. For over six decades, our purpose has remained unwavering, our vision clear and we have maintained a record of impeccable governance. This is an extraordinary achievement for any organisation, especially considering the human vulnerabilities we all face.

Many NGOs limit their ambitions due to financial insecurity, always uncertain if their dreams will be supported by donors. Now that we are financially secure, we are challenged to dream bigger and achieve more. We have an incredibly engaged and supportive board who have been generous with their time and talents. Our donors have not only funded our work but have also encouraged us to aim higher.

It is time for us to shift into mission mode, not just focused on annual targets but on taking a transformative leap—especially in an Olympic year—to move faster, aim higher and grow stronger. Together, we can reach new heights.

Jacob Kurian

Honorary Secretary

MESSAGE FROM THE CEO

Celebrating 65 Years of Transforming Lives

When we reflect on the remarkable achievements of 2023-24, I am filled with immense gratitude and pride. Celebrating 65 years of dedicated service to people with disabilities (PwDs) is not just a milestone; it symbolises our collective commitment, resilience and unwavering dedication to promoting inclusion and accessibility. This journey has been a testament to the transformative power of compassion, innovation and collaboration.

Strategic Vision and Execution

We are now in the second year of our three-year strategic cycle (2022-25), a period defined by thoughtful foresight and impactful execution. Our strategic framework, developed through rigorous diagnostics and collaboration, has seamlessly aligned our mission with operational processes. This year, our vision has come to life through three Engines of Impact: Innovation, Scale and Sustainability. These pillars have empowered us to deliver meaningful results and expand our reach, positively transforming countless lives.

We extend our heartfelt gratitude to our funding partners, the lifeblood of APD. Their unwavering support has driven a remarkable 39% growth in additional funding, with 28 new donors joining us and securing multi-year, multi-project agreements. This demonstrates a strong commitment to our cause and a shared belief in the power of change.

Corporate volunteering has also flourished, with 1,240 volunteers from 21 corporations collectively contributing 3,200 man-hours to diverse activities hosted on our campuses. This outpouring of support from corporations and foundations reflects the growing awareness and commitment to social responsibility.

Innovation, Scale and Sustainability

We have positively impacted over 183,000 primary beneficiaries, ranging from paediatric to geriatric populations, by providing comprehensive services such as healthcare, rehabilitation and more. Our programmes in inclusive education and community mental health have doubled their reach compared to last year, showcasing the exponential growth of our initiatives.

Our Assistive and Adaptive Technologies (AAT) unit, driven by PwDs for PwDs, has manufactured over 9,300 customised products worth Rs. 7.08



Crores, enabling those at the last mile to achieve functional independence and lead dignified lives. This achievement underscores the power of innovation and the importance of empowering PwDs to drive their own transformation.

Additionally, our horticulture initiative, which offers therapeutic value to PwDs, has trained over 100 youths in various horticultural activities, empowering them to achieve vocational and financial independence as gardeners and garden supervisors. This unique approach not only provides therapeutic benefits but also creates sustainable livelihoods, breaking down barriers and fostering inclusion.

Our initiatives in the aspirational districts of northern Karnataka—Yadgir and Raichur—have significantly impacted 140,000 individuals, further enhancing our credibility and reach. This expansion into underserved areas demonstrates our commitment to leaving no one behind, ensuring that our work reaches the most vulnerable communities.

Through our APD E3 philosophy—Equip, Enable and Empower—we have collaborated with caregivers, community stakeholders, and frontline workers, creating a profound impact on 249,000 individuals. In total, we have impacted 432,000 people across rural, underserved areas, representing a 44% increase in service recipients compared to the previous year. These numbers are more than just statistics; they represent lives transformed, dreams realised, and futures brightened. Collectively, they contribute to achieving 13 of the 17 Sustainable Development Goals (SDGs), underscoring the far-reaching impact of our work.

People, Partnerships and Process: The Pillars of Our Success

At the heart of our success are our people, partnerships and processes.

People

Our dedicated team is the soul of our organisation. With over 400 staff members, we implemented a 'State of Mind' survey to better understand their needs, aspirations, and concerns. This focus on employee well-being reflects our belief that a happy workforce is key to organisational success.

To maintain high-quality service delivery and foster career growth, we established a Learning & Development cell under the academic wing of APD – the Institute of Disability Rehabilitation and Research (IDRR). We identified 18 organisational training programmes and 31 domain-specific functional training sessions, conducting 11 workshops, 2 certified courses, 1 state-level seminar and a leadership coaching exercise, benefiting 348 staff members. This investment in our team's growth improves service delivery while fostering a culture of continuous learning.

Recognising that our people are our greatest asset, we initiated health and wellness programmes focusing on comprehensive employee health check-ups, pain management and counselling, complemented by a dedicated gym.

Subsidised food and beverages are provided at our main campus to support over 100 employees commuting from various locations, demonstrating our commitment to their well-being and work-life balance. We also organised numerous employee engagement activities, including annual outings, festival celebrations, service awards and more, to foster a sense of belonging, appreciation, and camaraderie, creating a positive work environment where our people can thrive.

Moreover, our employee referral incentive programme successfully augmented recruitment, bringing in over 180 new hires in a single year. This innovative approach not only taps into our employees' networks but also attracts top talent to drive our mission forward.

Partnerships

Today, APD has established its presence across six states, covering over 100 districts through direct project implementation and collaboration with 50 implementation partners. This extensive network allows us to reach a broader audience and create a more significant impact, fostering a spirit of collaboration and knowledge-sharing within the sector.

As a leader in the sector for 65 years, APD is committed to incubating smaller NGOs, enhancing their organisational and technical capacities and sharing resources to help them meet high governance and compliance standards. This commitment strengthens the sector, ensuring that our work has a lasting impact even after our direct involvement.

To build social capital, APD has created sustainable community models for meaningful engagement and long-term accountability. Notable milestones include converting 13 BBMP centres into early intervention sub-centres, establishing 29 Self-Help Groups (SHGs) with over 1,000 members from the mental illness community and operating three school readiness centres to provide inclusive education and therapy services to children with disabilities. These models demonstrate our belief in community-driven change and our commitment to systemic transformation.

To address human resource challenges, APD has trained 110 volunteers to serve as community animators, bridging the gap between our services and the communities we serve. Additionally, we have partnered with 40 institutions and universities to support clinical internships and research initiatives, ensuring that our work is grounded in evidence and best practices.

APD has also provided credible evidence of on-ground impact by publishing two copyrights, four research papers, and five primers, reinforcing our commitment to evidence-based community practices and contributing to the sector's knowledge base.

Process

Our commitment to operational excellence is stronger than ever. We have established a regular review mechanism for key areas such as fundraising, programmes, and functions. We regularly monitor 118 projects through our Management Information System (MIS) and Monitoring, Evaluation, Accountability, and Learning (MEAL) team, ensuring projects are completed on time with the promised deliverables and impacts. We use 17 impact metrics to evaluate our programmes, employing a RAG (Red, Amber, Green) system to indicate progress and encourage healthy competition among our units.

Every project and function is evaluated within the first five working days of the month and data is presented to the CEO, who then shares it with board members. This information is communicated organisation-wide during town hall meetings, fostering a culture of transparency and discipline that drives growth.

Technology

Technology is a powerful engine of change. APD has embraced technological advancements, including the introduction of the DIVAS digital voucher

management system, Tally upgrades for accounting, Salesforce for fundraising, GreytHR for human resource management, the State of Mind survey for employee engagement, Goonjan upgrades for beneficiary data management, and enhancements to our website. These innovations have streamlined our processes, improved data management, and enhanced our ability to track and measure impact, ensuring our work remains efficient and effective.

Looking Ahead

As we look to the future, we remain steadfast in our mission to empower PwDs, foster inclusion and create sustainable solutions that uplift communities. Together, we will continue to innovate, collaborate, and inspire change, ensuring that every individual has the opportunity to thrive.

Our journey over the past 65 years has been one of resilience, innovation, and unwavering commitment. As we embark on the next chapter, we are filled with a

renewed sense of purpose and a deep conviction that, together, we can create a more inclusive and equitable world. We shall continue to push boundaries, challenge the status quo and forge new paths towards a future where every individual, regardless of ability, can live with dignity, independence, and the opportunity to reach their full potential.

Last but not the least, I extend my profound gratitude to our office bearers and the esteemed members of the APD Board. Their visionary leadership and unwavering commitment have been pivotal in steering our mission and amplifying our impact on the lives of PwDs. Their steadfast support and strategic insights have not only fortified our foundation but have also propelled us to unprecedented heights.

Dr. N.S. Senthil Kumar, PhD (Rehab)

CEO, The Association of People with Disability



EARLY INTERVENTION

Introduction

Launched in 2004, the 'Cradle to School' Early Intervention program nurtures children aged 0-8 years across eight developmental domains and fourteen areas. It draws inspiration from the **Individual Family Service Plan (IFSP)** and its seven key principles, aiming to mainstream children by age 8. Challenges in this area usually include low early identification rates, inadequate Anganwadi infrastructure, maternal health neglect, high infant mortality, malnutrition among the beneficiaries of **Integrated Child Development Services (ICDS)** and underutilised services for children with developmental delays. These underline the critical need for robust early intervention to unlock a child's full potential.

SDG Alignment



Year So Far



4,773 Children Impacted



64

New
Sub-Centres
Created



13

BBMP
Sub-Centres

Impact Indicators

72% showed improvement in developmental domains (one or more)

29% showed significant improvement in motor development

18% showed significant improvement in visual, speech, and hearing

46% showed significant improvement in cognitive and communication

30% enrolled in Anganwadi for early education

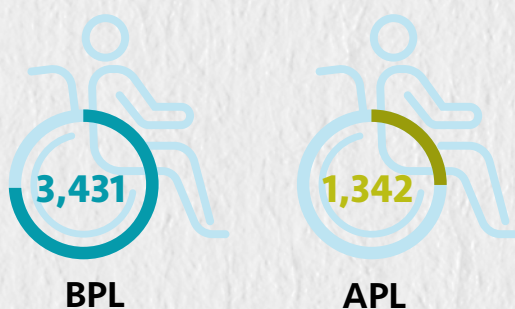
31% received medical support to prevent complications and improve quality of life

64% availed or enrolled in one or more social security schemes

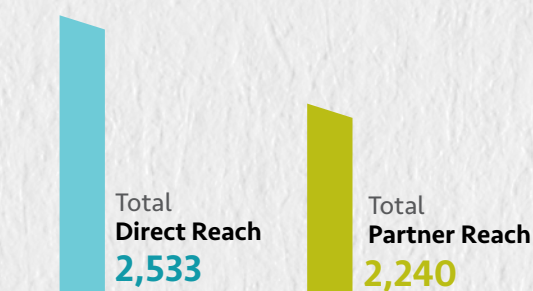
93% maintained or increased their weight,
62% showed improvement

91% maintained or improved Mid-Upper Arm Circumference (MUAC) measurements,
67% showed improvement

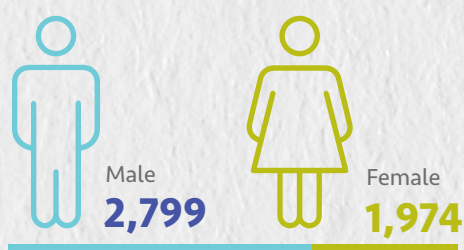
Beneficiaries by Socio-economic Status



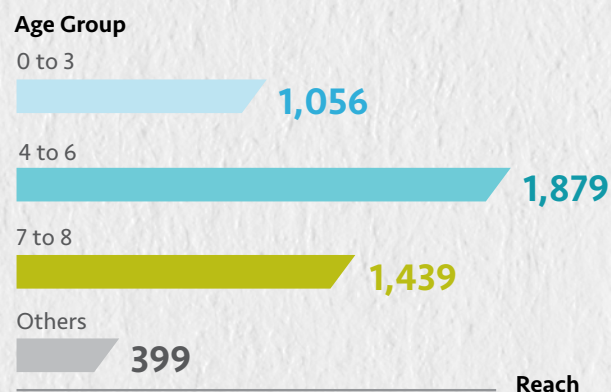
Direct Vs Partner Reach



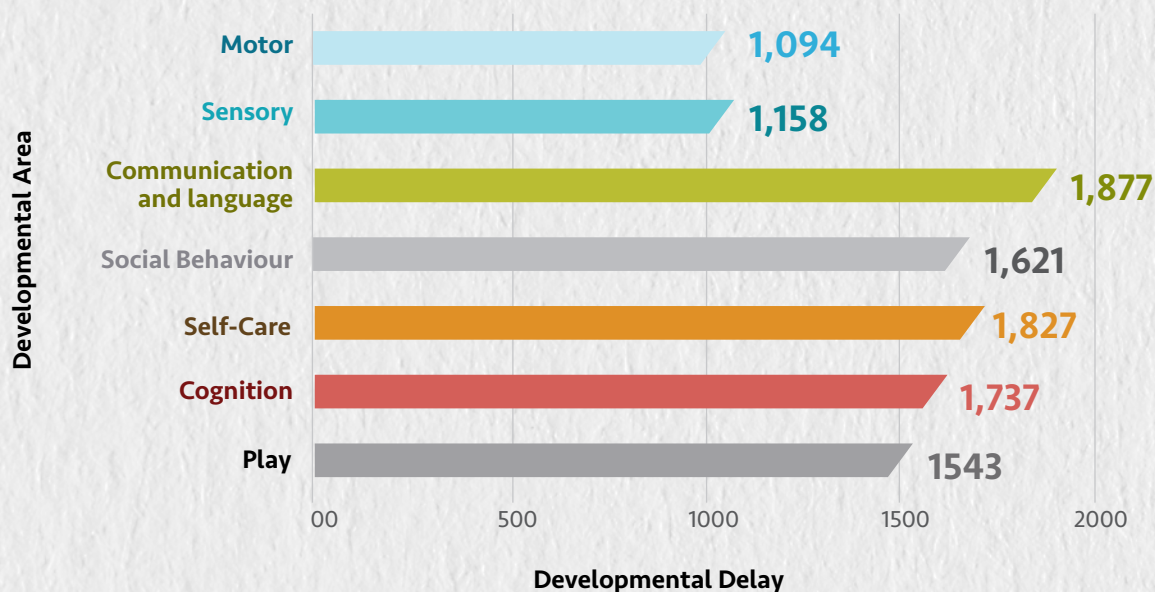
Gender Distribution



Age Distribution



Domain classification

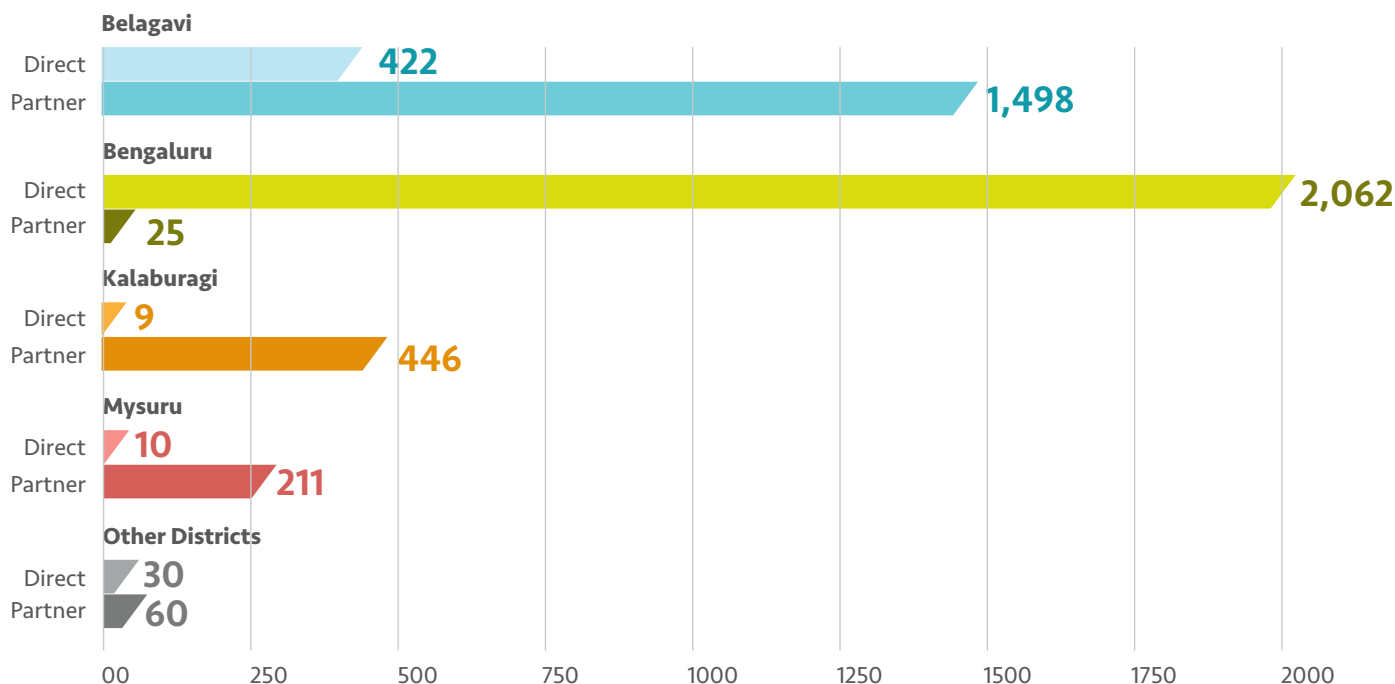


Donors



Geographical Classification

Geography CwSN Data



Mother as Interventionist:

The 'Mother as Interventionist' project addresses the shortage of medical professionals for children with disabilities by empowering mothers to become key caregivers. With 32 mothers from across Karnataka (Bengaluru, Vijayapura, Belagavi), the program offers 114 theory hours, 29 practical hours, and 44 clinical hours on topics like child development, caregiving, and disability awareness. This training builds a strong community-driven support network, enhancing the rehabilitation process for children with disabilities.

Autism Clinic – Embrace Me:

Launched in April 2023, the 'Embrace Me' Autism Clinic offers a function-oriented approach, integrating play and activity-based learning. Mothers collaborate with therapists, ensuring holistic care for children with autism. Key outcomes include:

Indian Scale of Assessment of Autism (ISAA)

Social Relationships and Emotional Responsiveness: 13 children have shown significant improvement

Speech-Language and Communication: 10 children have made notable strides

Behavior Patterns: 13 children have demonstrated positive changes

Activities of Daily Living (ADLs) Checklist

Feeding Independence: Increase from 5 children to 9 children able to feed themselves independently

Hygiene Skills: Improvement with more children requiring less assistance

Dressing and Undressing: Enhanced abilities, with more children showing increased independence in these tasks



INCLUSIVE EDUCATION

Introduction

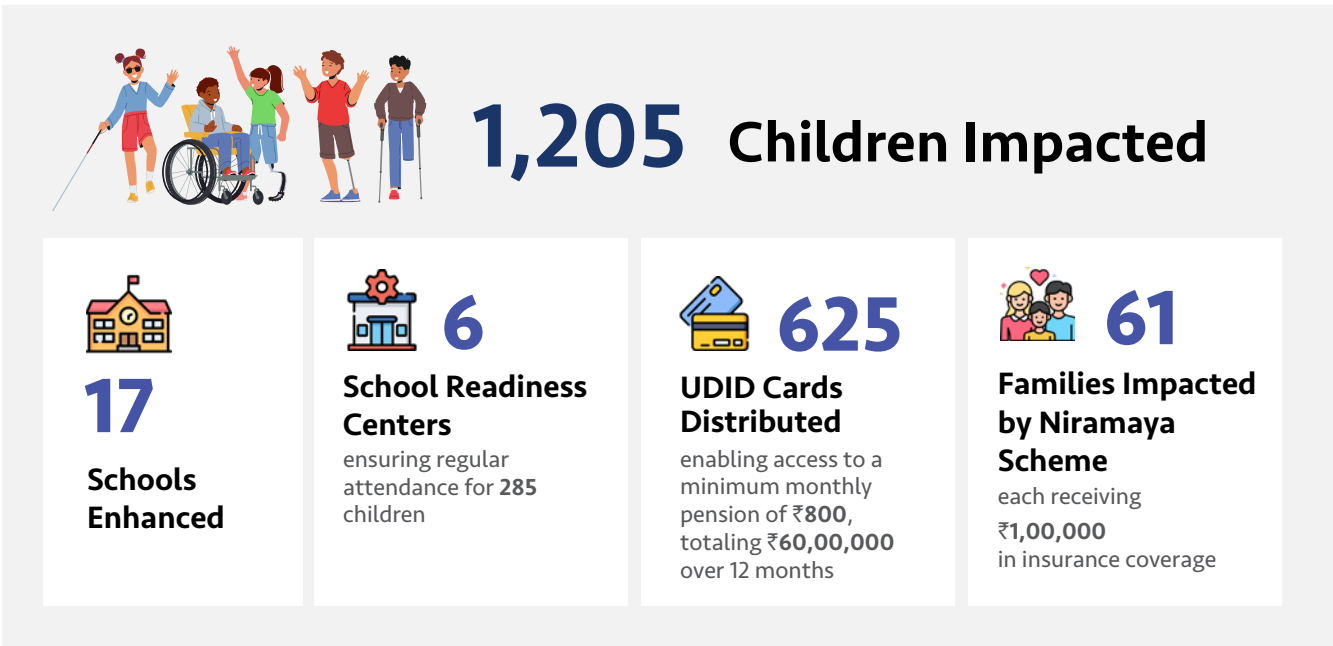
The State of the Education Report for India 2019 by **UNESCO** reveals that three-fourths of 5-year-olds with disabilities are not enrolled in any educational institution. Additionally, one-fourth of **children with disabilities (CWD)** aged 5 to 19 do not attend any educational institution.

The Inclusive Education unit champions the cause of inclusive education for children with special needs in Karnataka, aiming to seamlessly integrate disabled individuals into mainstream society. This unit encompasses various initiatives, including the renowned **Shradhanjali Integrated Primary School (SIS)** and the impactful **School Support Program (SSP)**.

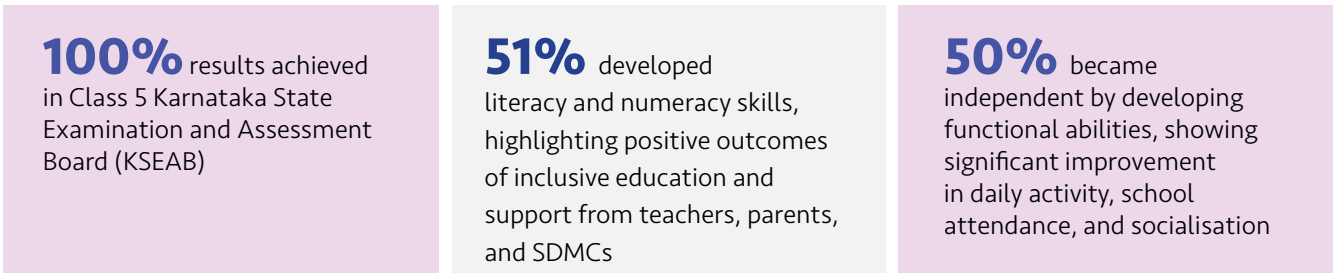
SDG Alignment



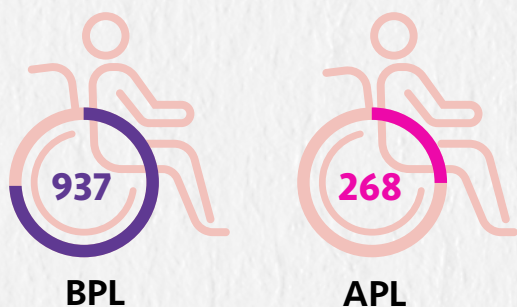
Year So Far



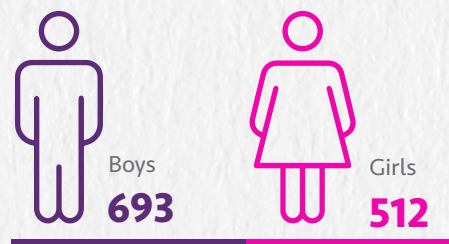
Impact Indicators



Beneficiaries by Socio-economic Status

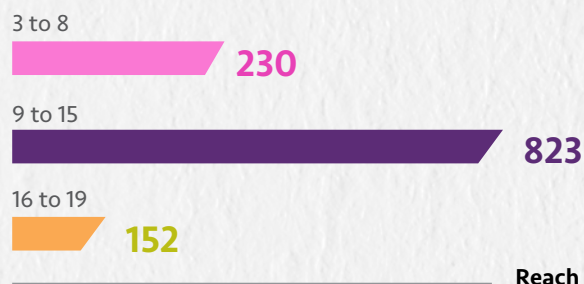


Gender Distribution



Age Distribution

Age Group



Disability Reach

 Intellectual Disability Total Reach 347	 Locomotor Disability Total Reach 469	 Multiple Disability Total Reach 88
 Non-Disabled Total Reach 54	 Speech & Hearing Impaired Total Reach 176	 Visual Impairment Total Reach 70



Donors



CSR Initiative by



Deloitte.

Amphenol



Mukul Madhav
Foundation
Established 1999

manipalfoundation



LIVELIHOOD

Introduction

Established in 1959, the Livelihood Program empowers PwDs aged 18 to 40 years by providing suitable livelihood opportunities for functional and financial independence. The program offers **vocational training, employment support, and rehabilitation** to alleviate poverty and achieve economic self-sufficiency. It addresses disparities in education and employment opportunities for PwDs, focusing on skill development and sustainable livelihoods.

SDG Alignment



Year So Far

1,858 Youth Impacted

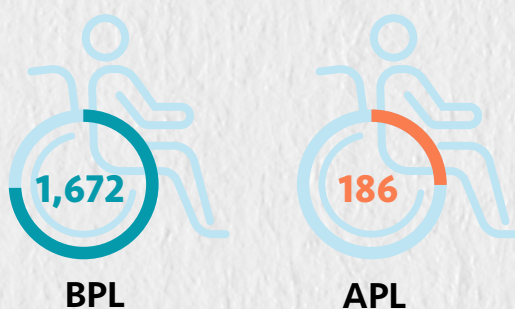
 10.9% reported a family income of above ₹20,000 per annum	 10.5% reported a family income of above ₹15,000 per annum	 8.9% reported a family income of above ₹30,000 per annum
 58% are employed in the Retail sector	 22.5% are placed in the Business Process Outsourcing (BPO) sector	 6.7% found employment in the Hospitality sector

Impact Indicators

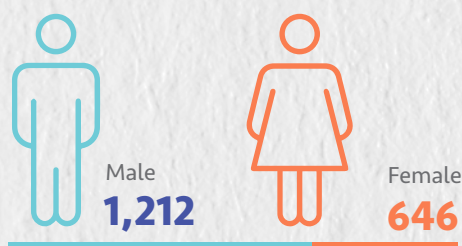
Of the **1,858** youth with disabilities engaged this year,

35% were women, emphasising inclusivity and empowerment	90% secured employment after program completion	94% gained essential skills and confidence, enhancing employability
97% expressed satisfaction and would recommend the program	90% demonstrated professionalism and adherence to workplace standards	90% reported confidence and readiness to engage with employers

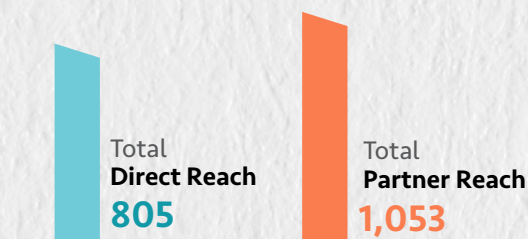
Beneficiaries by Socio-economic Status



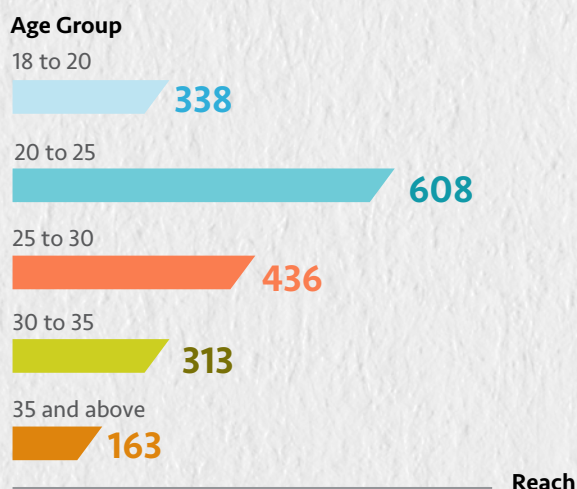
Gender Distribution



Direct Vs Partner Reach



Age Distribution



Disability Reach

 Intellectual Disability Total Reach 145	 Locomotor Disability Total Reach 1,002	 Mental Illness Total Reach 22	 Visual Impairment Total Reach 114
 Multiple Disability Total Reach 23	 Non-Disabled Total Reach 44	 Speech & Hearing Impaired Total Reach 508	

Donors

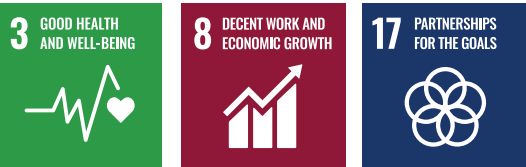


SPINAL CORD INJURY REHABILITATION

Introduction

The ‘Cot to Community’ program in SCIR provides comprehensive rehabilitation for socio-economically disadvantaged people with spinal cord injuries. It emphasises physical, psychological, and social reintegration, by offering services like **rehabilitation, support for medical and surgical intervention, social security schemes, assistive devices, and livelihood support**. This initiative transforms lives, fostering independence and promoting acceptance within the community.

SDG Alignment



Year So Far



2,038 Beneficiaries Impacted



92,307 services

India’s first Certificate Peer Training course conducted, in collaboration with Motivation India and The Ganga Foundation

Impact Indicators

Paraplegics

67.3% improved in functional independence

Paraplegics

71.5% improved in Quality of Life index

Quadriplegics

56.3% improved in functional independence

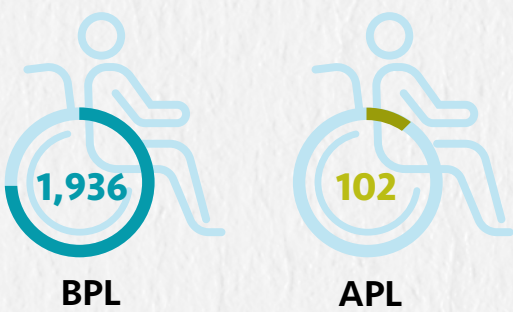
Quadriplegics

52.6% improved in Quality of Life index

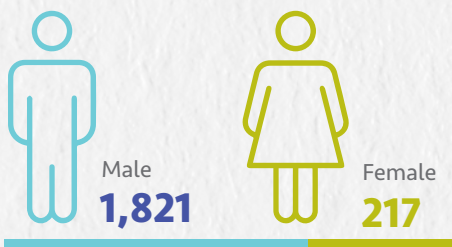
Donors



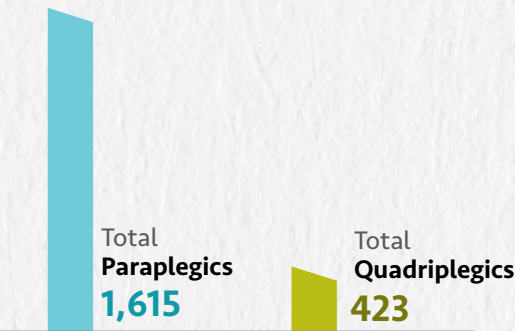
Beneficiaries by Socio-economic Status



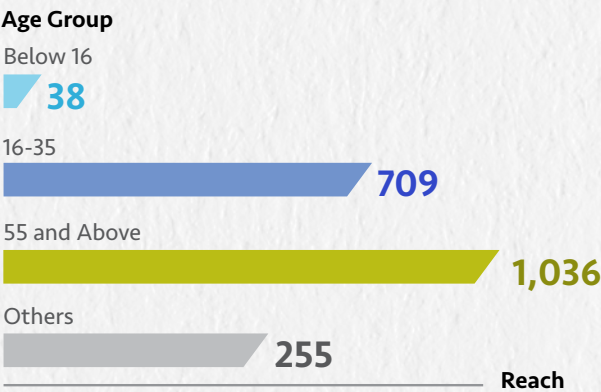
Gender Distribution



Types of Paralysis



Age Distribution



COMMUNITY MENTAL HEALTH PROGRAM

Introduction

Since 2004, APD's Community Mental Health Program (CMHP) has employed a **Community-Based Rehabilitation (CBR)** approach to support Persons with Mental Illness (PwMI) and their families. Initially covering 19 slums in Bengaluru, the program is now present in nine districts, impacting over 30,000 PwMIs. The program has received tremendous recognition, including the Best CBR NGO award from **NIMHANS** and the presentation of eight scientific papers, alongside notable initiatives such as a unique fellowship program at Davangere district for caregivers, training 25,000 stakeholders, and forming federations and self-help groups, thereby fostering a sustainable mental health ecosystem in the community.

SDG Alignment



Year So Far



5,610 Beneficiaries Impacted



5,610
Psychiatric Consultations and Medications Accessed
worth Rs. 49.46 lakh from 34 Taluk hospitals



368
PwMIs Receiving Disability Pension
totaling Rs. 1.72 crore for one year



34
Taluk Federations Formed
with 1142 members, saving Rs. 4.88 lakh, and 58 PwMIs accessing loans



29
Caregivers SHGs Formed
with 271 members and Rs. 2.4 lakh in savings



245
PwMIs Involved in Day Wages
earning Rs. 93.75 lakh, enhancing family income, self-esteem, and social inclusion



48
PwMIs Starting Sheep Rearing
Rs. 7.70 lakh distributed for self-employment from donors and federations

Introduced **Patient Health Questionnaire** to assess the intervention outcome for those with common mental disorders and **Modified Caregivers Strain Index (MCSI)** to understand the burden on caregivers

Introduced **Telemanas**, the online consulting services of NIMHANS, to our beneficiaries across the districts

Donors



WESTBRIDGE | CAPITAL

Impact Indicators

2,066 beneficiaries assessed this year:

1,455
reported symptoms of depression

1,112
reported symptoms of anxiety

2,270
PwMIs were assessed on psychosocial domains

Social Acceptability:

8%
showed improvement

17%
showed deterioration

75%
showed no change

856 PwMIs were assessed through the Patient Health Questionnaire. Data revealed:

29% reported overall symptom improvement

11.2% improved from mild to no symptoms

10% improved from moderate to mild depression

Interpersonal Relationships:

9%
showed improvement

24%
showed deterioration

68%
showed no change

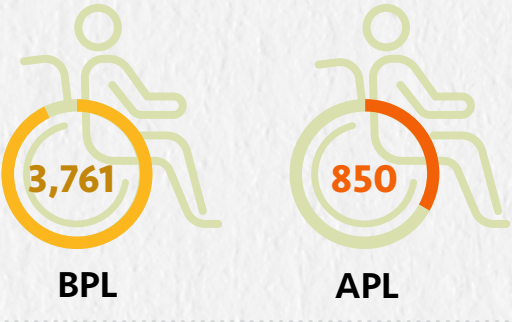
The Modified Caregiver Strain Index (MCSI) screens for caregiver strain in long-term family caregivers across five major domains: Financial, Physical, Psychological, Social, and Personal.

1,553 (75%) caregivers showed improvement in one or more domains

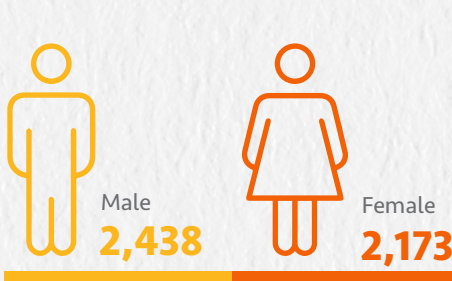
777 (37.6%) caregivers reported notable improvements in family adjustments

724 (35.0%) experienced enhancements in sleep quality

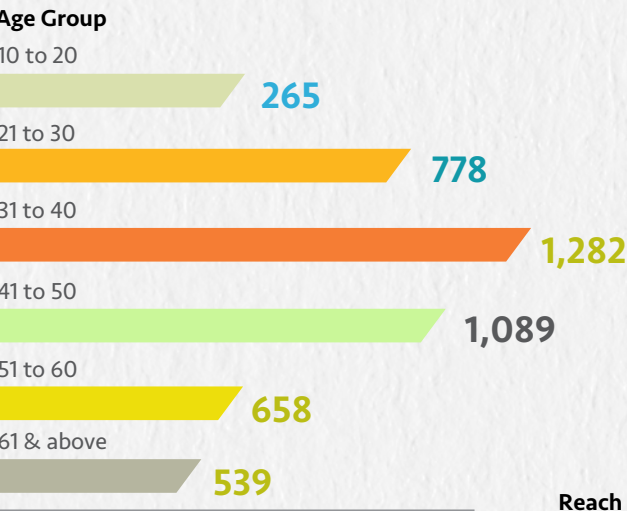
Beneficiaries by Socio-economic Status



Gender Distribution



Age Distribution



Overcoming Adversity

Varun's Rehabilitation Journey from Tragedy to Triumph

A spinal cord injury (SCI) survivor may believe that their options are limited but Varun's story says otherwise; with the right support and training, a motivated mind can achieve anything.

"Within a week, I was out of depression and had fallen into the rigorous routine of daily activities, exercise, and sports. This wheelchair has put life back into me and given me a second chance."

Varun hails from Old Baiyappanahalli in Bangalore. At the young age of 16, he began working as a painter to support his family after his father sustained a leg injury that prevented him from being able to work. A daily wage of only Rs.700 was not enough to meet the family's needs so when the opportunity arose to earn a little extra, Varun knew he had to take it.

He never felt very safe at work but set his fears aside to ensure his family could pay their rent. Unfortunately, tragedy struck – the rope securing his seat while painting gave way, causing him to fall five stories. It was 15 minutes before anybody realised and tended to him and took him to a nearby hospital, where he realised he had lost all sensation and movement in his legs. He was operated on and admitted for 26 days.

Confined to bed for 2 years, Varun discovered the Rehabilitation services at NIMHANS. Although he regained some independence, he remained reliant on his parents, feeling like a burden and sinking into depression.

His life took a turn when he joined APD's the Center for Spinal Cord Injury Rehabilitation and Research Centre in Jeevan Bhima Nagar, where he met others like him, living independently with joy and purpose

With APD's support, Varun's life has transformed. He now drives a modified auto-rickshaw, financially supports his family and is pursuing his next goal - starting a family.



Sarvamangala's Journey from Struggle to Strength



In the heart of Jalal Nagar, Raichur, lives Sarvamangala, a 39-year-old woman whose strength and resilience are as intricately woven as the baskets she crafts. The sole breadwinner for her family, Sarvamangala shares a small rented home with her aging parents, both too ill to work. From the tender age of 16, she has dedicated herself to basket weaving, a skill she mastered despite the challenges posed by her lifelong locomotor disability, bilateral talipes equinovagum.

For years, Sarvamangala's world was confined by the limitations of her income, which never exceeded Rs. 4,500 a month. Every day was a struggle—long journeys to gather materials with little money in hand, and the constant worry of how to make ends meet. Yet, she persisted, driven by the need to care for her parents and herself.

Then came a turning point. As part of our Community-Based Rehabilitation Life Cycle Approach Project, which aims to support and uplift Persons with Disabilities, we learned about Sarvamangala's situation. Aamina, a dedicated physiotherapist from APD, visited her home to introduce our services. With compassion and care, Aamina began regular physiotherapy sessions with Sarvamangala, guiding her toward independence with a tailored exercise routine.

But the journey was not just about physical rehabilitation. It took several counselling sessions to build trust with Sarvamangala and her family, and to help them see the potential in a small seed fund that could change their lives. With their confidence won, Sarvamangala received a Rs. 10,000 seed fund, which she wisely invested in refining her weaving skills and purchasing raw materials.

Today, Sarvamangala's story is one of transformation. Her monthly income has more than doubled, now reaching Rs. 9,500. But the impact goes beyond financial stability. With newfound confidence and a brighter outlook on life, Sarvamangala has also enriched her social life, stepping out of the shadows and into a future full of promise.

REHABILITATION

Introduction

Established in 1982, the Rehabilitation program offers comprehensive care through **physiotherapy, occupational therapy, audiology, speech therapy, psychology, and hydrotherapy**. Equipped with advanced technology like virtual reality, the unit provides personalised interventions to enhance mobility, daily living skills, communication, and mental health, ensuring holistic and affordable rehabilitation.

SDG Alignment



Year So Far

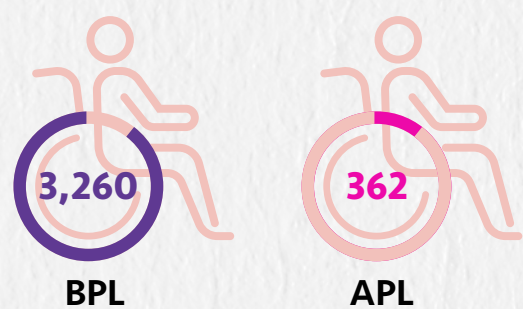
3,622	beneficiaries supported through various therapeutic services	39,310	therapy sessions conducted across all rehabilitation services
701	beneficiaries received 10,287 sessions of occupational therapy, the highest among all services provided.	7,698	speech and language therapy services extended to 1,078 beneficiaries
17,479	physiotherapy services for 1074 beneficiaries	769	beneficiaries received 3,846 psychological sessions, addressing mental and emotional well-being.

Impact Indicators

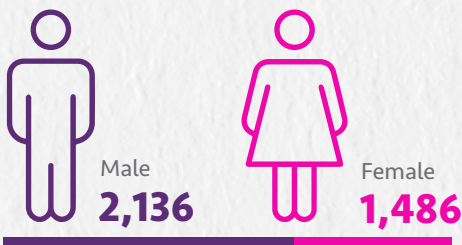
Of the **123** children impacted this year,

51% achieved complete independence in self-care activities	41% gained complete independence in locomotion, greatly enhancing mobility and quality of life	37% became independent in transferring between positions, a critical daily living skill	37% showed significant improvement in self-care, progressing towards greater self-reliance	12% remained at the same level in self-care and locomotion, indicating areas for targeted intervention
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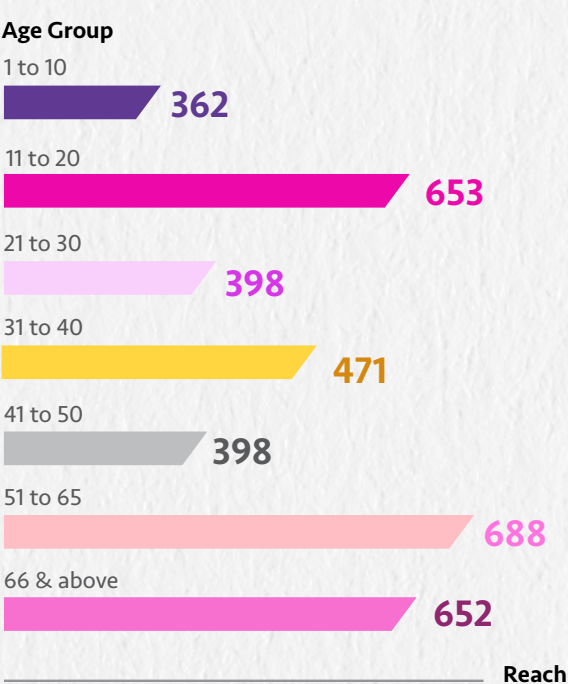
Beneficiaries by Socio-economic Status



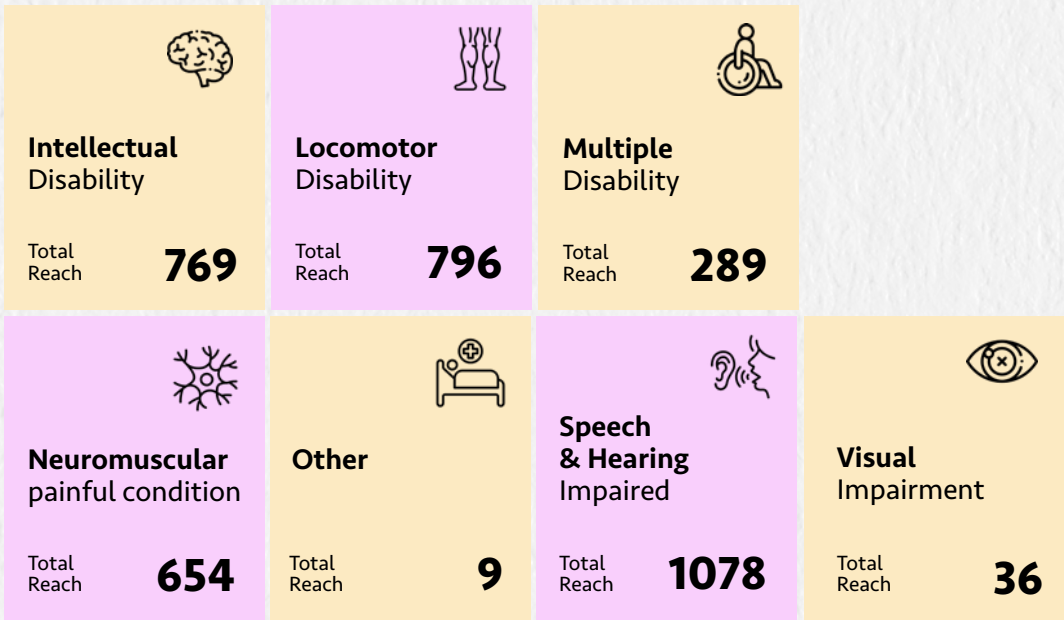
Gender Distribution



Age Distribution



Disability Reach



Donors



REHAB ON WHEELS

Introduction

Launched in 2022, APD's 'Rehab on Wheels' (RoW) is a groundbreaking mobile rehabilitation unit providing essential services to marginalised communities in remote **Bengaluru Urban** and **Rural districts**. By bridging the inaccessibility gap, RoW ensures individuals with disabilities receive the care and support they deserve - at their doorstep. The program has gained popularity through the team's dedication to sensitisation, with face-to-face visits effectively communicating their mission and capabilities.

SDG Alignment



Year So Far



2,281 Beneficiaries Impacted



142
Aids and appliances
distributed



837
Sensitisation and
Capacity Building
sessions held



21,660 kms
Distance travelled

Impact Indicators

56% of beneficiaries experienced significant improvement in pain

72% of the beneficiaries feel RoW has improved access to rehabilitation services and functional participation

67% of the beneficiaries requested additional services like medical screening and investigations to be augmented through RoW

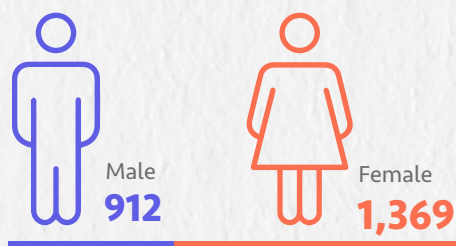
20% of Bangalore Urban and 25% of Bangalore Rural covered under the project

Donors

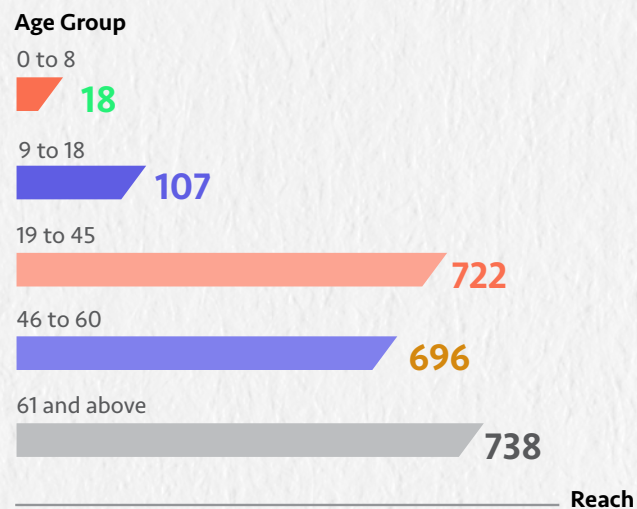
CSR initiative by



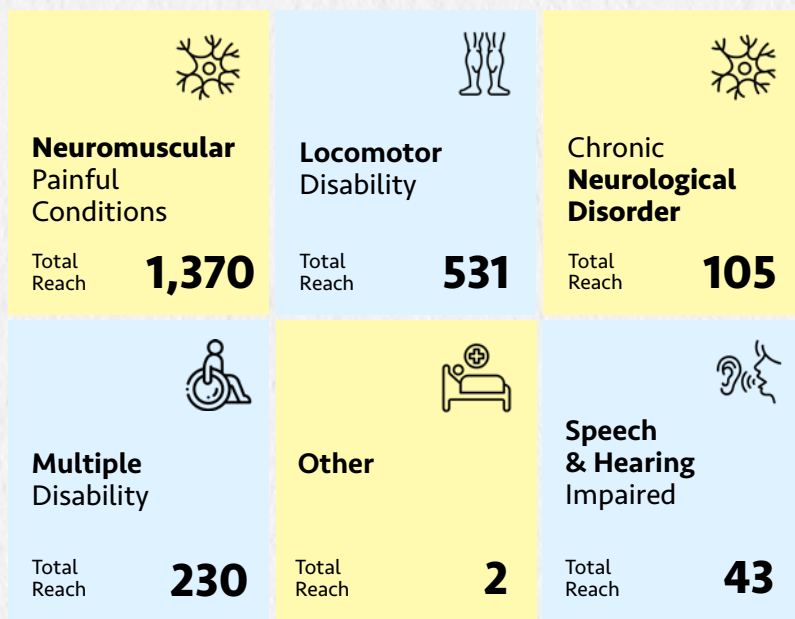
Gender Distribution



Age Distribution



Disability Reach



INSTITUTE OF DISABILITY REHABILITATION & RESEARCH

Introduction

Established in 2014, the Institute of Disability Rehabilitation & Research (IDRR) empowers individuals with disabilities through education, research, and advocacy. It offers training for healthcare professionals and policymakers, developing effective rehabilitation guidelines and fostering collaborations among academic institutions, researchers, and advocacy groups. Addressing the lack of affordable rehabilitation services in rural areas, IDRR offers internship opportunities to over 50 students from various national and International backgrounds.

SDG Alignment



Year So Far

**2**
National Awards
won by IDRR students

**Partnership with Martin Luther Christian University**
established to initiate diploma courses

**A new curriculum developed**
for Community-Based Rehabilitation Assistants (CBRA)

Courses offered by IDRR

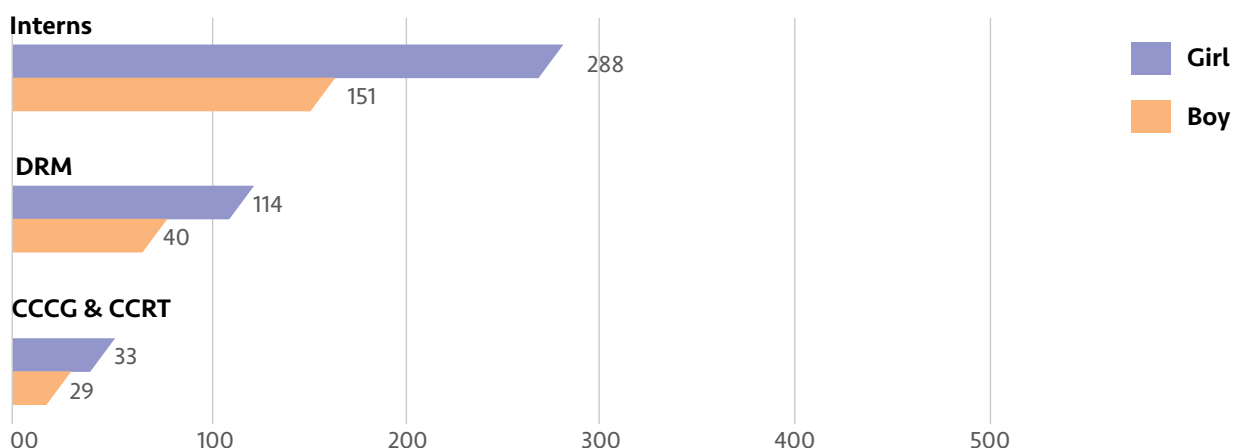
Certificate in Disability Rehabilitation Management (DRM):
A 24-day, 195-hour clinical training program

Community-Based Rehabilitation (CBRA) Therapy Assistant:
Focuses on practical skills and cultural sensitivity

Certificate Course in Rehabilitation Therapy (CCRT):
A 12-month comprehensive rehab therapy course

Certificate Course in Care Giving (CCCCG):
A 10-month quality caregiving training program

Gender and Student Classification



Impact Indicators

Of the **1,495** beneficiaries impacted this year,

42 Beneficiaries completed the Rehabilitation Council of India (RCI) Certification course	95% pass rate for RCI courses, ensuring graduates become proficient rehabilitation professionals, driving positive change in the sector and are actively serving in remote areas	729 individuals from 26 academic institutions inducted into disability awareness programs
40 rehabilitation professionals upskilled through CREs and workshops	396 students trained from medical, social work, and psychology fields as disability rehabilitation experts for mainstream integration	40 institutions and universities collaborated with for academic and knowledge sharing, including MoUs with 13 academic institutions
6 academic research projects facilitated to address gaps and provide visibility to disability issues at the grassroots level	Through 7 organisational training and 13 functional training sessions for 253 APD professionals, our Learning & Development initiatives fortified our workforce, bolstering organisational efficiency and effectiveness	

Donors

LIFE CYCLE APPROACH

Introduction

APD's flagship project, the Life Cycle Approach (LCA), launched in 2022 works in the districts of **Yadgir, Raichur, Chitradurga, and Kolar**. The LCA guarantees age group-centric services to PwDs, ensuring progress towards their objectives. This approach converges all APD programs in selected geographies, leveraging the combined strength of internal and external referrals. The LCA is cost-effective compared to standalone projects. The program aims to rehabilitate PwDs by providing key services in **Health & Rehabilitation, Education, Livelihood, Social Empowerment**, fostering age-appropriate growth, social inclusion, and livelihood opportunities while strengthening the ecosystem for sustainability.

SDG Alignment



Year So Far



22,004 Beneficiaries Impacted

Impact Indicators



In Health & Rehabilitation:

13,780 individuals identified for therapy intervention
1,650 beneficiaries received appropriate assistive devices



In Inclusive Education:

2,926 children retained in school, with attendance monitored periodically



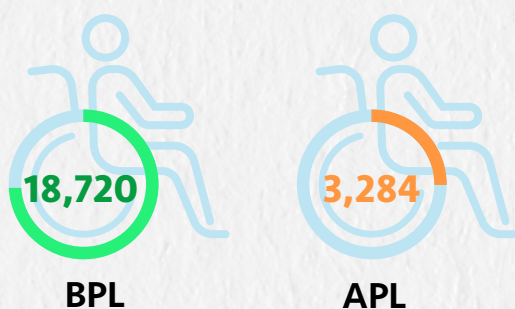
In Livelihood:

1,087 individuals started earning income post-training

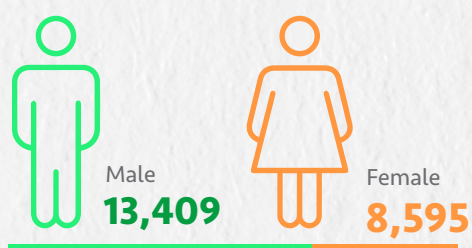
In Ecosystem Building for Sustainability:

2,315 community leaders ready to serve across various federation levels
65 community resource centres established at Gram Panchayat level
75 fellow workers trained and actively served beneficiaries
3,010 beneficiaries availed various government social security schemes

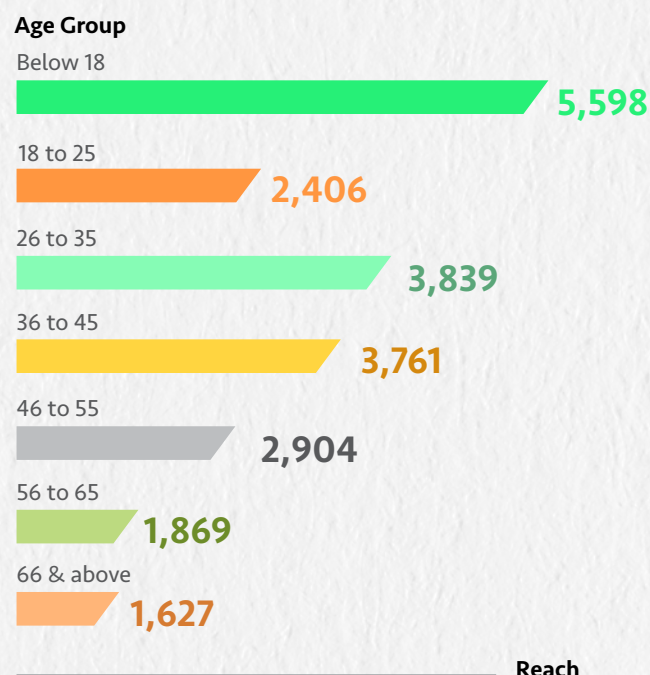
Beneficiaries by Socio-economic Status



Gender Distribution



Age Distribution



Disability Reach

 Intellectual Disability Total Reach 1,762	 Locomotor Disability Total Reach 13,049	 Mental Illness Total Reach 544	 Other Total Reach 112
 Multiple Disability Total Reach 1,114	 Visual Impairment Total Reach 2,465	 Speech & Hearing Impaired Total Reach 2,958	

Donors



HORTICULTURE

Introduction

Conceived in 1987 by our founder **NS Hema**, to train moderate and severely disabled candidates from rural agrarian backgrounds, APD's Horticulture program is one of the few centres where trainees are taught **scientific** and **organic gardening** techniques.

SDG Alignment



Year So Far



Plant Sales & Landscaping:

65 weekend apartment sales: ₹**28 Lakhs**

47 landscape projects completed: ₹**33 Lakhs** earned



Corporate Engagement:

28 corporate volunteering events

800+ participants learned gardening skills



Nursery & Production:

New price list for **288** plant varieties

32 tons of coco peat produced

50,169 plants: ₹**30 Lakhs** estimated value



Tree Planting & CSR:

400 saplings planted with Titan & Bosch

1,000 saplings distributed on World Environment Day



Events & Partnerships:

6 Garden Fairs hosted

'Oota from your Thota' program conducted

Partnerships: Indo-American Hybrid Seeds & DeeJay Support Group



State Home Project:

Successfully implemented Inclusive Sustainable Horticulture Centre, reaching **115 beneficiaries** in the first phase

Donor



Department of Women
and Child Development,
Govt. Of Karnataka



BOSCH

State Home Project

The **Inclusive Sustainable Horticulture Centre** at the Correctional Institutions Complex (CIC), managed by APD and Department of Women and Child Development (DWCD), empowers people with intellectual disability, vulnerable women and children rescued from abuse, abandonment, forced labour, etc.—through practical horticulture training.

Key highlights

Beneficiaries: 115 participants from various homes, including 26 from the Children’s Home for the Intellectually Disabled, 20 from the Government Girls Home, and others from homes for men and women with intellectual disabilities.

Training and Skills: Over 957 hours of hands-on training in activities like planting, watering, weeding, and composting, boosting self-confidence, communication, and peer interaction.

Sustainability Efforts: 6 tons of compost produced, 800 plants grown, and ₹4,800 worth of vegetables harvested as part of the program’s sustainability model.

Transformational Impact: Increased environmental awareness among beneficiaries, with APD’s research team studying the project’s social and emotional outcomes.

Partnership with Bosch: Continuous guidance and support, ensuring long-term success and potential replication in similar institutions.

Sustainability Efforts: 6 tons of compost produced, 800 plants grown, and ₹4,800 worth of vegetables harvested as part of the program’s sustainability model.



ASSISTIVE & ADAPTIVE TECHNOLOGY

Introduction

Since 1982, the Assistive and Adaptive Technology (AAT) unit has been dedicated to empowering and fostering independence through innovative devices designed to alleviate pain, enhance autonomy, and promote social inclusion. Offering a wide array of services—from **custom-made mobility aids** to **3D-printed postural support** and accessibility modifications—we ensure each individual receives tailored solutions that maximise their potential. Our commitment to innovation and accessibility helps create a more inclusive society where everyone can fully participate and contribute.

SDG Alignment



Year So Far

In **2023-24**, we have delivered,

 Splints: 3,034 (Includes AFO, KAFO, Hand Splints, Gaiters)	 Mobility & Supportive Devices: 767 (Includes Corner Chairs, CP Chairs, Standing Frames, Tricycles)	 Prefabricated Devices: 3,196 (Includes Crutches, Walking Sticks, Toilet Chairs)	
 Special Footwear: 161 (Includes MCR Sandals, Special Shoes, Knee Pads)	 Artificial Limbs 103 (Includes Below-Knee and Above-Knee Prosthetics, Artificial Limbs)	 Wheelchairs: 1,218 (Includes Child, Adult, and Sports Wheelchairs)	 Hearing Aids: 826 hearing aids

Donors



STRATEGIC PARTNERSHIPS

Introduction

The Strategic Partnerships unit is focused on strengthening the disability sector by building expertise, operational excellence, and resilient organisations. Our mission is to create ‘Mini APDs’ across **Karnataka, Tamil Nadu, Andhra Pradesh, Telangana, Kerala, and Maharashtra**. Our partnerships aim to pool resources for efficient use, enhance program design with diverse expertise, expand outreach to underserved communities, drive innovation, ensure sustainability, and empower local organisations to address specific needs.

Program	Total Partner	Strategic Partnership Financial	Strategic Partnership Technical
Early Intervention Program	20	12	8
Spinal Cord Injuries Rehabilitation Program	6	3	3
Livelihood Program	19	18	1

Impact Indicators

Early Intervention

2,331 beneficiaries reached with 43,014 service instances , fostering lifelong development	555 beneficiaries served with 922 service instances , combating food insecurity	1,273 caregivers empowered with 4,113 service instances , enhancing home support
553 caregivers assisted with 1,780 service instances , providing emotional support	116 beneficiaries received essential medical care through 150 service instances	

Spinal Cord Injuries Rehabilitation

267 new spinal cord injury cases identified , surpassing the 225-case target	928 individuals supported , exceeding the 900-person goal	3,151 beneficiaries assisted through community-based rehab, far exceeding the 750 target
476 caregivers trained , surpassing the 340 target	714 mobility aids and 171 wheelchairs distributed , exceeding targets for enhanced mobility	

Livelihood Program

1,075 enrollments achieved with 922 placements , resulting in an impressive 86% placement rate

Shivanna's Transformative Path to Finding Independence

Among the many disabilities that exist in society, it is the invisible disabilities that face the biggest threat of misdiagnosis through misunderstanding. Shivanna's story shows us how mental illness can easily be misbranded as something supernatural, treated only with rituals and prayer.

A resident of the Basavanagiri Village in HD Kote Tribal Taluk in Mysore, Shivanna spent many years working in a coffee estate. His underlying mental health issues were aggravated by his addiction to substances resulting from his consumption of tobacco and other drugs and further leading to severe mental disorder with the suggestive symptoms of hallucination and delusions. This resulted in him being aimlessly wandering in the village, talking/muttering to himself and further showing disinterest in work and life.

Unfortunately, his family mistakenly believed his condition was caused by evil spirits, so they sold their goats and sheep - invaluable assets for agricultural income - in order to afford temple visits, rituals, or sacrifices to cure him. It seemed the family had no solution until, in 2022, they first interacted with the community mental health (CMHP) team from APD during a routine door-to-door survey in their village. The staff quickly identified Shivanna as needing urgent intervention and convinced his parents to let them conduct a detailed assessment and develop a comprehensive rehabilitation plan for him.

With the help of CMHP staff member Rani, Shivanna was referred to the district hospital where he received free monthly treatments. Further the staff also conducted regular home visits to monitor his health and provided his family with management skills and counselling, including a three-day psychoeducation camp for his primary caregiver, his sister Rajamma.

Over time, Shivanna's symptoms reduced and stabilised, allowing him to participate in agricultural and household work alongside his family. His communication with family, neighbours, and villagers improved, significantly reducing the stigma once associated with his condition.

With the ongoing treatment, Shivanna was able to obtain the Universal Disability Identity Card that granted him a monthly disability pension. This, combined with his involvement in household chores and agricultural work, increased the family's income and reduced their economic burden. APD also provided three sheep to support his economic stability through sheep rearing.

"We are very happy about the change in our brother. With free treatment, he has been cured and is supporting us with sheep rearing and household work. We look forward to him soon settling down and starting a new life with a family of his own."

Rajamma, Shivanna's sister

Rajamma became an active member of the HD Kote Taluk-level PwMI and Caregivers Federation, participating in monthly meetings and motivating other PwMI in the taluk. She is now a dedicated caregiver, identifying new PwMI in neighbouring villages and connecting them with the CMHP team for treatment and support so they can also achieve independence and live a proud life, just like Shivanna.



Acceptance is all Sudaim and Sulaim Patel needed to thrive

For children, the key to building confidence is accepting them for who they are. The story of Sudaim and Sulaim Patel, a set of 10-year-old twins diagnosed with Albinism, proves it.

Their father, Suhail Patel, grew up with the same medical condition so he understood the challenges facing his children. Despite a steady income working in a coffee estate, the Patel family did not have it easy. The twins were two out of six children in the family and not the only ones born with albinism, among other forms of disability.

The family were at the mercy of social misconceptions and stigma against albinism, which led to the twins not finding admission to any school; that is, until they came across the Shradhanjali Integrated Primary School in June 2023. Suhail approached the Association of People with Disability earlier that year, sharing the many hurdles he and his family have faced due to their visible condition. They were welcomed with open arms and the twins were finally on track to receive education that considers their needs.

In addition to their albinism, Sudaim and Sulaim were diagnosed with partial vision, hearing and speech impairment. Understandably, this led to their limited confidence and social skills. It took them nearly two months to get comfortable in their nursery class and start making friends. But after that, everything rapidly changed for the better.

Today, the twins regularly attend school, participate in all class activities, and have made many friends among their classmates. They have grown more confident in interacting with teachers and the custodian staff at school, thanks to learning sign language and undergoing speech therapy, both of which have made a remarkable difference to their communication skills.

They are now comfortable sitting near the teachers as well as with their peer group, happily sharing their snacks, helping others with their activities, and truly integrating with their peers. Being accepted as they are means the world to them, positively impacting their learning, comprehension, and overall development. With consistent speech therapy, they are now even able to speak simple words and are slowly improving their vocabulary with each passing day. Their family is confident that this progress will continue, granting Sudaim and Sulaim the life and opportunities that any child deserves.

"Sudaim and Sulaim have made incredible progress in the last year. Whether it is reading, writing, numeracy, or daily life skills, we are proud to see how a little bit of support and encouragement transformed them."

- Teacher at Shradhanjali Integrated Primary School

POLICY ADVOCACY AND GOVERNMENT INTERFACE

Introduction

Established in 2005-06, the Policy Advocacy & Government Interface program is dedicated to enhancing stakeholder roles, forging impactful partnerships with educational institutions, **Disabled People’s Organisations (DPOs)**, **Non-Governmental Organisations (NGOs)**, and government stakeholders. Through strategic policy advocacy and government interface, the program drives transformative change, promoting holistic inclusion solutions for **Persons with Disabilities (PwDs)**. Its approach strengthens APD’s interventions, fostering sector growth through extensive networking and collaboration.

SDG Alignment



Impact Indicators



Health Insurance:

2,199 PwDs accessed NIRAMAYA health insurance, securing coverage worth **₹21.99 crores**



State Allocations:

4,900 PwDs benefited from **₹39.80** crores allocated by the state, including **₹50 lakhs** for **500** electric wheelchairs, **₹39** crores for **4,000** modified two-wheelers, and **₹10 lakhs** for **400** tailoring machines for speech and hearing beneficiaries



Financial Inclusion:

23,600 PwDs and **3,700** carers enrolled in **2,277** SHGs, with financial inclusion of **27,300** PwDs and carers from **31 districts** underway



Rehab Center:

In partnership with BBMP and the Rotary Club of Bangalore, a rehab centre was established at Dasappa Hospital, with **₹1 crore** earmarked in the **2024-25** BBMP budget for a special daycare centre



Government Committee Presence:

APD's presence in government committees increased from **18 to 26**, including nominations to the state research committee under the RPwD Act 2016 and the electric wheelchair technical bid committee



Legal Aid:

315 PwDs received legal aid, with **22 guided** on property, rights, and marital issues through the Disability Law Unit, South and Ramaiah College of Law's Disability Law Center



Accessibility Taskforce:

The Karnataka Accessibility Taskforce led state-wide accessibility monitoring, reaching **42,000** individuals through district campaigns and media coverage, with active engagement from DPO leaders

Yes to Access

Launched in **2023**, the '**Yes to Access**' Project addresses accessibility issues for persons with disabilities (PwDs) and the elderly. Through a mobile app, it empowers communities to conduct access audits of locations and websites, ensuring compliance with accessibility standards like **WCAG 2.2**. By crowdsourcing data, the project maps accessible spaces and promotes change. Its success depends on building a diverse volunteer base, driven by the '**Learn Empathy, Not Sympathy**' (LENS) module, aiming to create an inclusive environment for **1,000+ beneficiaries**.

Key Highlights

350 APD staff members collected 2,600 photos across **1,557 locations**, generating valuable accessibility insights across Karnataka

9,408 photos were collected by volunteers, highlighting key accessibility features and contributing to the map population and app development for accessible locations

3 fellows conducted **40 Karnataka Accessibility Task Force** meetings, formed **9 task force committees**, submitted **43 memorandums**, and reviewed accessibility in **306 public places** across Karnataka, showcasing significant progress



Donors



NATIONAL CENTRE FOR
PROMOTION OF EMPLOYMENT
FOR DISABLED PEOPLE



SSERVE

MONITORING, EVALUATION, ACCOUNTABILITY & LEARNING

Outcome Measurement Tools:



Spinal Cord Independence Measure (SCIM):

Assesses functional independence in individuals with spinal cord injuries



World Health Organisation Quality of Life tool (WHO QOL):

Measures quality of life across physical, mental, and social domains



Indian Scale of Assessment of Autism:

Evaluates the severity of autism spectrum disorders using Indian-specific criteria



Activities of Daily Living (ADL) Checklist:

Assesses the ability to perform daily self-care tasks independently



Individual Family Service Plan (IFSP):

Evaluates developmental needs and progress in children for early intervention



Individual Education Plan (IEP):

Outlines personalised educational goals and services for students with special needs



Individual Rehabilitation Plan:

Details customised rehabilitation goals and interventions for individuals with disabilities



Measures of Environmental Risk and Individual Traits (MERIT):

Assesses risk factors and personal characteristics impacting health outcomes



Modified Caregiver Strain Index:

Evaluates caregiver strain and burden in caring for individuals with chronic illnesses or disabilities



Patient Health Questionnaire 9 (PHQ-9):

Screens for and assesses the severity of symptoms of depression



Anthropometric measurements:

To measure body size and proportions, such as height, weight, waist circumference, and skinfold thickness



David Werner Child Development Chart

It shows the developmental levels ('milestones') for different skills and activities.



ASIA Impairment Scale (AIS)

Describes a person's functional impairment as a result of a Spinal Cord Injury



Visual Analog Scale (VAS)

Measures pain relief, treatment effect or change in condition



Modified Udai Pareek Scale

Measures socio-economic status of individuals

Impact Indicators

Comprehensive Goonjan Training for
300+ APD and partner staff

47 projects reviewed on regular basis

LEARNING AND DEVELOPMENT

Introduction

The Learning and Development (L&D) department at APD, established within the Institute of Disability Rehabilitation and Research (IDRR), is crucial in enhancing staff skills across various sectors. Designed to empower all employees, the program supports them in fulfilling their roles effectively and contributing to **APD’s mission**. This section of our annual report highlights the department’s pivotal role and impact within the organisation.

2023-24 Focus Areas:



Align learning programs with organisational goals



Foster a culture of inclusive learning



Establish systematic L&D processes and procedures



Conduct basic skill development training across all APD departments



Build a resource pool for the learning and development system

L&D Program Highlights:

HR Coverage:

67%

of APD staff began their learning journey through 20 diverse programs initiated by APD’s Learning and Development

New Collaborations:

Partnered with institutions like NIMHANS, Motivation India, NAB, ICF, and others to expand learning opportunities

Enhanced Pitching Skills:

55%

of senior leaders and managers significantly improved their data presentation and messaging skills

Certified Lay Counselors:

18

staff members became NIMHANS-certified lay counselors, providing psychological first-aid across 14 locations in Karnataka

Effective Psycho-Social Support:

The CMHP team improved psycho-social intervention skills with PwMI through the NIMHANS STEPSS program

Donors

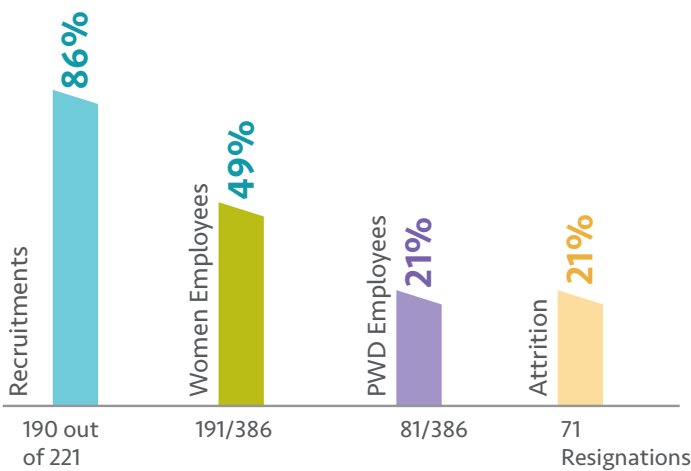
Chitra
Arvind

HUMAN RESOURCES

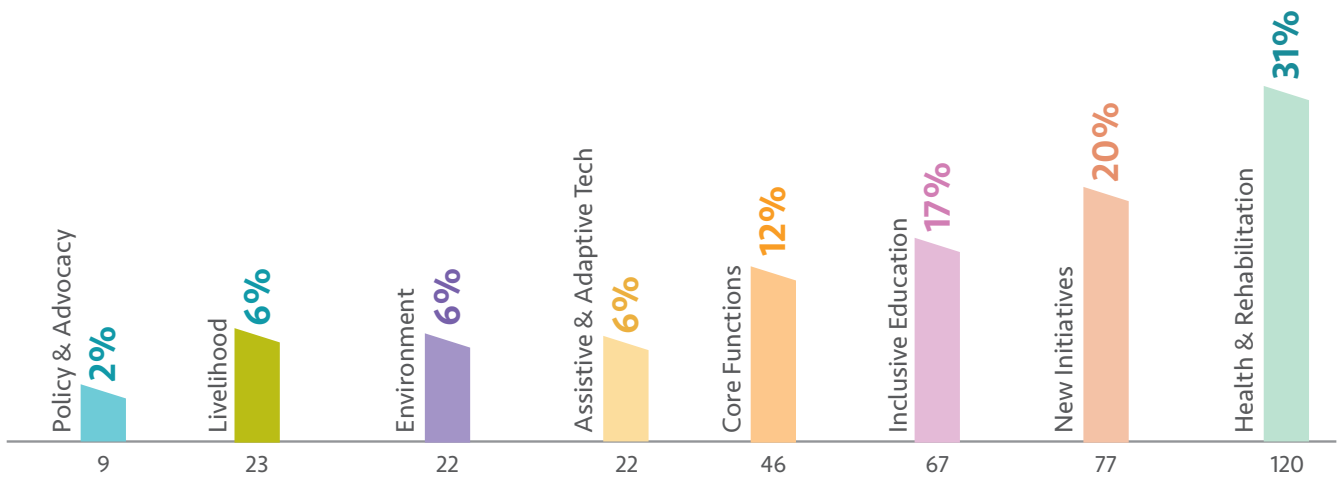
In 2023-24, APD’s Human Resources (HR) department focused on nurturing a positive work culture, talent acquisition, and employee well-being. Leveraging the **GREYTHR platform**, HR streamlined processes, enhanced efficiency, and prioritised employee welfare. The department successfully recruited **190 new talents** from diverse communities across **seven states**, with **67 employees** receiving bonuses for successful referrals. Performance management saw **22 employees** recognised for merit and **24** celebrated for excellence, while key projects and departments earned accolades.

HR also introduced comprehensive health and wellness programs, including **mental health resources, physical wellness initiatives, and health check-ups**. Employee engagement was strengthened through open forums, diversity celebrations, and recognition events, fostering a vibrant and inclusive culture.

HR Dash Board 2023-24



APD HR Indicators



APD Workforce – Program Wise Break Up

ADMINISTRATION

Rainwater Harvesting System at APD Campus

The installation of a rainwater harvesting system on the APD campus provides substantial benefits, particularly for an organisation focused on **community development, environmental conservation, and sustainability**.

Impact

25,000

litres of water saved daily

1,000+

children, staff, parents and other stakeholders benefited



Sports Court for SCI Beneficiaries

The creation of a specialised sports court for individuals with spinal cord injuries (SCI) at our **Jeevan Bhima Nagar campus** has significantly enhanced their physical, mental, and social well-being.

Impact

100+

residential and sports camp SCI beneficiaries now access specialised sports facilities



OUR INVALUABLE DONORS

SL No	DONOR NAME	CONFIRMED FUNDS
1	Azim Premji Foundation	30,500,000
2	HCL Foundation	21,405,428
3	Ford Foundation	17,135,268
4	Shailesh Lakhani	15,000,000
5	Bajaj Allianz General Insurance Company Limited	14,200,000
6	Titan Company Limited	13,859,020
7	SBI Foundation	13,698,374
8	CBA Services Private Limited	12,824,300
9	The Live Love Laugh Foundation	12,471,411
10	Alstom Rail Transport India Pvt Ltd	12,342,390
11	M J Aravind	10,000,000
12	ABB India Foundation	9,920,000
13	Cognizant Foundation	9,380,118
14	LTI Mindtree Foundation	9,000,000
15	Bajaj Finance Limited	8,200,000
16	Robert Bosch Engineering and Business Solutions Ltd	6,612,344
17	WM Global Technology Services India Private Limited	5,447,850
18	Give Foundation (HDFC)	5,042,125
19	Goodrich Aerospace Services Pvt Ltd	5,000,000
20	Kotak Mahindra Investments Limited	4,900,000
21	WestBridge Capital	4,238,127
22	Kotak Mahindra Bank Limited	4,000,000
23	Shriram Seva Sankalp Foundation	4,000,000
24	Tech Mahindra Foundation	3,799,374
25	Amphenol Interconnect India	3,200,000
26	Juniper Networks Solution India Private Limited	3,105,381
27	Deloitte Foundation	3,100,000
28	ANZ Operations And Technology Private Ltd	3,000,000
29	Jacob Kurian	2,913,500
30	Aspire Systems (India) Private Limited	2,600,000
31	IFFCO TOKIO General Insurance Co. Ltd	2,588,727
32	Wipro Foundation	2,500,000
33	MCKS Trust	2,464,500

34	Norton Life Lock India Pvt Ltd	2,417,559
35	GSK India Global Services Private Limited	2,283,833
36	Manipal Foundation	2,164,055
37	Pratt & Whitney	2,077,450
38	UNICEF	2,052,250
39	NTT Data Information Processing Services Private Limited	2,049,390
40	XL Health Corporation India	2,044,585
41	UK Online Giving Foundation	2,042,460
42	ING Vysya Foundation	2,000,000
43	NetApp India Marketing And Services Private Ltd	2,000,000
44	VST Tillers Tractor Limited	2,000,000
45	Arcadis Consulting India Private Limited	1,941,264
46	Ambiga	1,900,000
47	Weir Minerals (India) Pvt. Ltd.	1,900,000
48	Hennez & Mauritz India Private Limited	1,800,000
49	Bengaluru Urban Treasury	1,797,087
50	Give 2 Asia	1,734,773
51	UST Global Welfare Foundation	1,734,000
52	Kintetsu World Express (India) Private Limited	1,651,100
53	Misean Cara & SERVE	1,626,433
54	Microland Foundation	1,405,000
55	Mukul Madhav Foundation	1,401,516
56	MPS Interactive Systems Limited	1,280,000
57	General Motors Technical Centre India Private Limited	1,200,000
58	Give Foundation	1,045,031
59	NewSpace India Limited (NSIL)	856,220
60	Satrac Engineering Pvt Ltd	815,000
61	National Centre For Promotion Of Employment For Disabled People	670,000
62	The Boston Consulting Group (India) Private Limited	500,000
63	Suprajit Foundation	500,000
64	Sagar Associates	500,000
65	Prateek Capital Services P Ltd	500,000
66	AGI Milltec Machinery Private Limited	500,000
67	India Nippon Electricals Ltd	500,000
68	Anthem Biosciences Pvt Lt	500,000
69	Sidvin Outotec Engineering Pvt. Ltd.	496,125

70	Charities Aid Foundation India	466,651
71	Trinity High School	464,597
72	CHD Group	324,000
73	Muralikrishnan S	300,000
74	Arati Hegde	250,000
75	Pradeep Kumar P	207,500
76	Mahendra Magan Chibba	200,000
77	Prayas Trust	200,000
78	Sudhakar V S	200,000
79	Yokogawa Technology Solutions India Pvt.Ltd.	182,000
80	Ramchandra Shenai	155,000
81	Ujwal Trust	150,000
82	Ph4 Foods & Beverages Private Limited	127,740
83	Ketto Online	125,699
84	Ishwar B Hemrajani	125,000
85	Naveen Katakam	110,000
86	Paytm	103,291
87	Ypo Vidarbha Foundation	100,000
88	Sri Balaji Charitable Trust	100,000
89	Saraogi Foundation	100,000
90	Ranjani Ranganath	100,000
91	Gnothi Seauton Advisors LLP	100,000
92	Deepa Ranjit Rau	100,000
93	Computacenter India Private Limited	100,000
94	Hiriadka Manjunath Nayak	100,000
95	B.S.Benegal	100,000
96	Aravamudhan Narayanan	100,000
97	Sunder Genomal	100,000
98	Levi Strauss India Private Limited	100,000
99	Nalini Sagar	86,979
100	Navin Selvin Samuel	75,000
101	Kalyani Vijay	75,000
102	Dr.Suprabha.M.H	75,000
103	Ishita Bhatia	73,000
104	Prakash Ramachandra Koti	70,000
105	Geeta Mohan Rao	65,000

106	Karayatil Chanakara Rajendran	63,000
107	Mukul Pramanik	60,800
108	Sowmya Vinayakamurthy	60,000
109	Vilasini Moorthy	60,000
110	Chandrika Chakravarti	57,000
111	Milaap	55,706
112	Tung Chung Charity Hong Kong	55,000
113	Suhas B S	55,000
114	Indira Krishnaswami	55,000
115	Jayamahal Cultural Association	53,550
116	Ashutosh Vaidya	51,000
117	B Shabbeer Ahmed Shaik	50,215
118	Saraswathiram	50,002
119	Wealth Managers United India Pvt Ltd	50,000
120	Pankajam Sridevi	50,000
121	Nreach Online Services Pvt Ltd	50,000
122	Iheart Properties Private Limited	50,000
123	P K Gopalakrishnan	50,000
124	Jasjit Singh	50,000
125	H L Kataria	50,000
126	Indo-American Hybrid Seeds (India) Pvt.Ltd	50,000
127	Sridhar Kanthadai	50,000
128	Abubaker Koya C P M	50,000
129	A N.Kagalkar	49,011
130	Vijayalakshmi.B	40,000
131	Varun Nayyar	40,000
132	Raghavan. S.R.	40,000
133	Amritha V.M.Ward	36,000
134	Ashwini Sindhgatta	35,000
135	Haresh Shamdasani	35,000
136	Harshini Manohar	32,000
137	Rajani Cummaragunta	30,000
138	Bangalore Cantonment Rotary Trust	30,000
139	Naveen Kumar Kalyankar	30,000
140	Packiaraj.P.G.J	30,000
141	Ganesh.K	30,000

142	B. Vasanta	30,000
143	Vasanth Erraguntla	30,000
144	Siddharth Singh	30,000
145	R Jayaram Sarma	30,000
146	Canadian International School	28,400
147	Anamika Chakraborty	26,500
148	Ramesh Gulabani	26,050
149	Gauri Raghuraman	26,000
150	Malini Saran	25,000
151	Sundari S C	25,000
152	Saraswathi Ls	25,000
153	Devahoti Shome	25,000
154	Prabha Acharya	25,000
155	Stephen Mathias	25,000
156	Ravi Krishnan	25,000
157	P Sadashivan	25,000
158	Nihal George Zachariah	25,000
159	Muruganand Ramalingam	25,000
160	Mukesh	25,000
161	Mithun Sebastian Joseph Dsouza	25,000
162	Krishnamoorthy Vaidyanath	25,000
163	Krishna Kumar Kollicat	25,000
164	Karthik Ramanathan	25,000
165	Deepak Raghuwanshi	25,000
166	Thumbboochetty Foundation	25,000
167	Sunila Gupte	25,000
168	Sri Justice N D Krishna Rao Memorial Trust (Regd)	25,000
169	Pdo And President Babanagar	25,000
170	K V Gopalakrishnayya	25,000
171	Jnapika	25,000
172	Jayakumar Sadras	25,000

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

BOARD MEMBERS



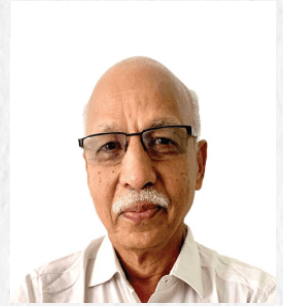
Subir Hari Singh
Honorary President



Amritha Ward
Honorary Vice President



Jacob Kurian
Honorary Secretary



S D Gopalakrishnan
Honorary Treasurer



Arati Hegde
Trustee



P K Gopalakrishnan
Trustee



P Pradeep Kumar
Trustee



Sanjana Govindan
Member



S Gopalan
Member



Dr Deepthi Shanbhag
Member



Jayanthi Yeshwanth
Member

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
Website : 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 2024, 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 31st March, 2024 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.

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 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.



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

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.

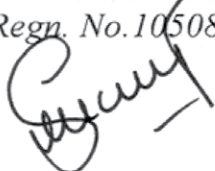


We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence and where applicable, related safeguards.

For R.K. KHANNA & ASSOCIATES

Chartered Accountants

(Firm Regn. No.105082W)



UDIN: 24027444BKBLHC7984

(S. MANJU GEORGE)

Partner

(Membership No.027444)

Place: Bangalore

Date: 09th August 2024

THE ASSOCIATION OF PEOPLE WITH DISABILITY: BENGALURU
BALANCE SHEET AS AT 31ST MARCH 2024

	Sch	31st March 2024	31st March 2023
		₹	₹
<u>SOURCES OF FUNDS</u>			
Capital Fund...	1	7,11,78,619	6,56,57,709
General Funds...	2	19,19,87,411	12,09,57,360
Endowment and Other Funds...	3	6,29,71,772	6,29,71,772
Current Liabilities and Provisions...	4	7,38,68,227	10,52,90,300
		40,00,06,030	35,48,77,142
<u>APPLICATION OF FUNDS</u>			
Fixed Assets...	5	7,11,78,619	6,56,57,709
Investments...	6	12,90,39,205	11,73,97,572
Current Assets, Loans and Advances...			
Stock on Hand...	7	33,75,386	24,87,047
Sundry Debtors...	8	49,42,914	22,74,197
Grants Receivable...	9	1,00,44,297	69,39,211
Loans and Advances...	10	1,05,44,224	32,51,946
Cash and Bank Balances...	11	17,08,81,386	15,68,69,460
		40,00,06,030	35,48,77,142

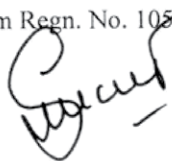
ACCOUNTING POLICIES AND NOTES TO ACCOUNTS- Per Schedule "18"...

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

(S. D. GOPALAKRISHNAN)

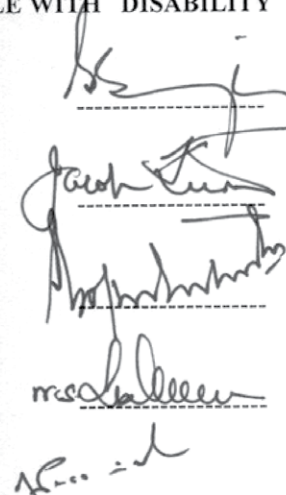
Treasurer

(N. S. SENTHIL KUMAR)

Chief Executive Officer

(SREENIVAS NATTAY)

Director- Finance



Place : Bangalore

Date : 09/08/2024

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

	Sch	For the year ended 31st March 2024	For the year ended 31st March 2023
		₹	₹
INCOME			
Grants and Donations...	12	31,56,62,515	22,74,76,370
Other Resources...	13	3,33,10,700	2,67,36,686
Interest Received...	14	93,42,353	67,16,493
Interest on Endowment fund to extent spent...	4b/3b	71,71,588	14,23,114
		36,54,87,156	26,23,52,663
EXPENDITURE			
Salaries and Benefits...	15	14,14,07,710	9,32,91,256
Program Expenses...	16	12,14,90,586	10,26,27,675
Program Operational Expenses...	17	3,02,11,359	2,36,45,288
		29,31,09,655	21,95,64,219
Excess of Income over Expenditure before Depreciation		7,23,77,501	4,27,88,444
Depreciation for the year...	5	97,99,874	87,99,237
Excess of Income over Expenditure after Depreciation		6,25,77,627	3,39,89,207
Depreciation - Withdrawn from Capital Fund...	5	97,99,874	87,99,237
Excess of Income over Expenditure Transferred to General Fund		7,23,77,501	4,27,88,444
		7,23,77,501	4,27,88,444

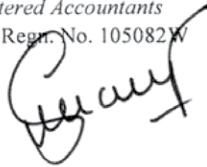
ACCOUNTING POLICIES AND NOTES TO ACCOUNTS- Per Schedule "18"...

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

(S. D. GOPALAKRISHNAN)

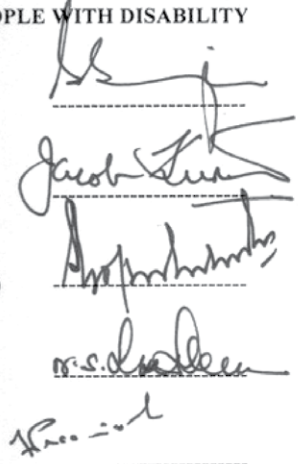
Treasurer

(N. S. SENTHIL KUMAR)

Chief Executive Officer

(SREENIVAS NATTAY)

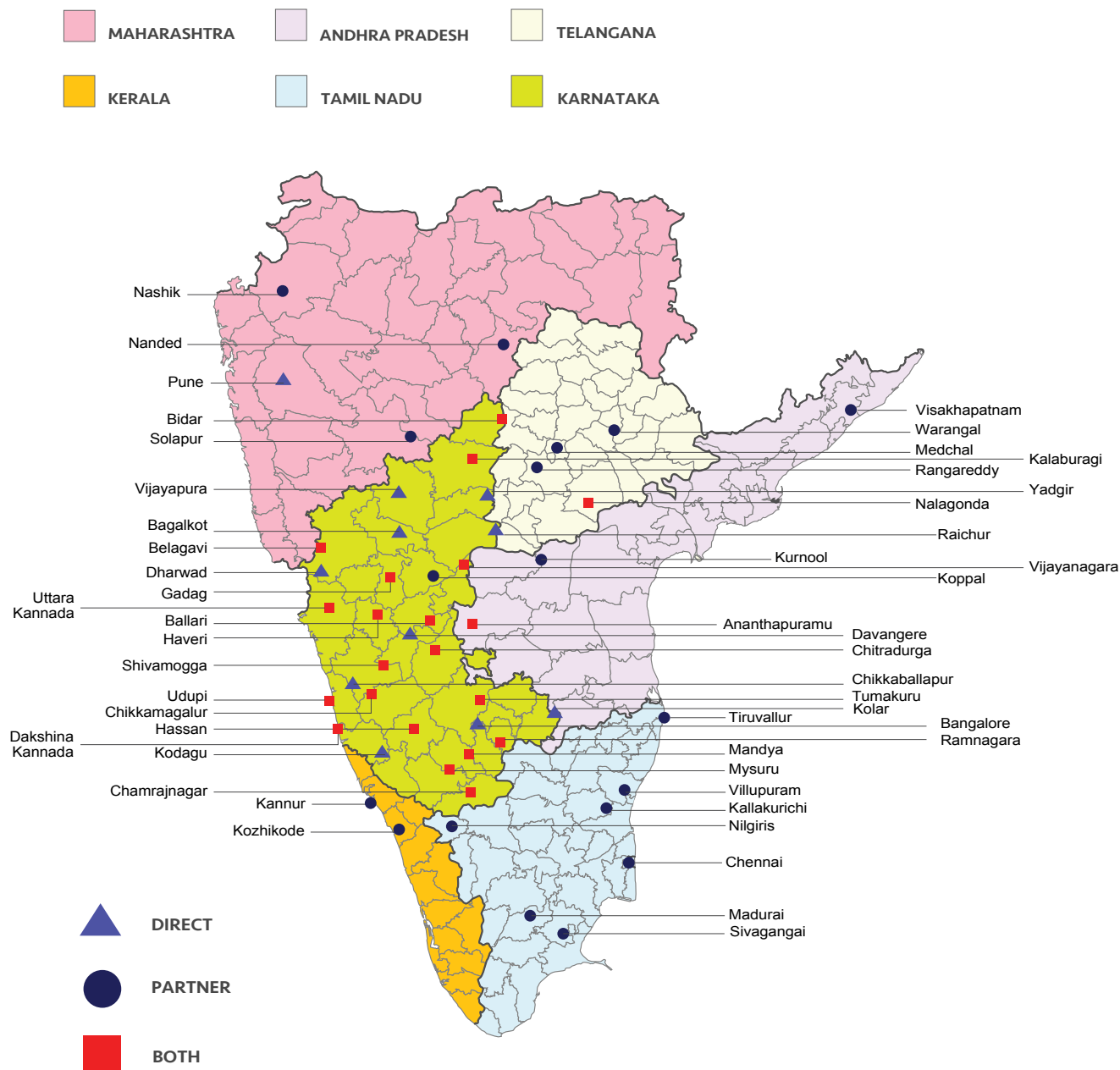
Director- Finance



Place : Bangalore

Date : 09/08/2024

APD PROGRAM LOCATIONS





THE ASSOCIATION OF PEOPLE WITH DISABILITY

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

Ph: 080-25475165, 25489594

contact@apd-india.org

www.apd-india.org