

ANNUAL REPORT

2013-14



ಸಮರ್ಥನಂ ಅಂಗವಿಕಲರ ಸಂಸ್ಥೆ
Samarthanam Trust for the Disabled®



Education

Nutrition

Rehabilitation

Information Technology

Environment

Sports

Culture

Samarthanam Trust for Disabled is tirelessly working for empowerment of persons with disabilities and underserved communities since 1997. Educate Enable Empower are the watch words of Samarthanam Trust for the Disabled. Samarthanam over the years started its footprints by providing free accommodation to visually impaired students pursuing higher education and cricket for the blind, moved on to education, employment, rehabilitation, waste management and sports and culture. The Trust is affiliated to the World Blind Union, World Blind Cricket Council and Rehabilitation International.

MISSION

To empower visually challenged, disabled and underserved people through developmental initiatives focusing on educational, social, economic, cultural and technological aspects

VISION

An inclusive society free from discrimination where persons with disabilities become contributing members, living with dignity and respect

OBJECTIVES

- To promote accessibility to primary and higher education among the Visually Impaired, Disabled and Underprivileged people using technology
- To facilitate livelihood opportunities through market driven vocational training and placement support
- To ensure continued education for children with disabilities in public schools through mid day meal programmes
- To promote sports, arts and culture among persons with disabilities
- To promote eco – friendly living and sustainable waste management practices as an innovative vocational opportunities for the disabled
- To establish and execute community based rehabilitation centres for special target groups like destitute youth and neglected children
- To work at national and international levels to achieve the objectives of UN Convention on Rights of Persons with Disabilities

FOREWORD



Dear Friends,

Greetings from Samarthanam Trust for the Disabled!

The seventeen years young organisation has crossed another milestone and successfully too! Like most of the years the bygone year also saw a number of firsts! First time in the history of Samarthanam High School we had 100% results. All the students passed with flying colours. First time we celebrated our anniversary with a "Walk in the Dark" where many of our sighted friends had a taste of the world of darkness! First time Samarthanam's programs crossed the thresholds of Karnataka state and we became a truly National Organisation. We have set our foot in four new states with the support from PACS funding. We are one step closer to achieving our Vision 2020 of touching 100,000 lives of persons with disabilities and those from disadvantaged backgrounds.

Our Education and Livelihood programs are getting better with each passing year. Samartha Sthree project was completed successfully. We hope to be able to run a similar project again on a larger scale. We are appointing high calibre professionals to improve quality and performance. Our cricketers went to Pakistan for a Bi-lateral series during the year. National Cricket tournament was organised successfully. Australian Blind cricketers visited India for a friendly tournament. We received accolades from various forums for our work in the field of sports. It was a great moment of pride for us when we were recipients of the prestigious PMI award for managing the first 20 World Cup for the Blind with precision and professionalism. We were nominated for CNN Indian of the Year award.

Our Income Generation projects have also been doing quite well. Kirana the rural BPO has demonstrated outstanding performance and we established new partnerships with Vodafone and 24X7 a travel portal. Parisara our environment project ran a successful project called Bin It Bengaluru supported by TE Connectivity. We are hopeful of taking it to the next level and creating more opportunities.

All this and more has been possible only due to our friends and supporters without whom Samarthanam could not have been as successful as it is. Our strength has been our volunteers because of whom our students continue doing well in their studies and see new places each year. Our sponsors ensure Samarthanam's flag keeps soaring higher and higher each year. We are also grateful for the support we receive from Government because of which we have been able to serve mid day meals to more than 50 schools each day. We have been able to bring smiles on the faces of women in distress and rehabilitate them back into their societies. We have been able to continue providing shelter to working women through hostels.

We are eternally grateful to all our friends, partners and supporters for their continued trust in us. We are thankful to all our students and trainees for being with Samarthanam and working hard to achieve great heights of success. It is in their success that Samarthanam's success lies! My friends from overseas have been a guiding force always. Last but not least I thank my team whose commitment has contributed greatly to our progress. Like Jim Goodnight, CEO SAS says "95 percent of my assets drive out the gate every evening. It is my job to maintain a work environment that keeps those people coming back every morning". My efforts need your strengthening support. I look forward to your continued love and trust over the coming years as well.

Thank you for being there!

Yours truly

Mahantesh G Kivadasannavar
Founder Managing Trustee

Program Report - Education

Primary

At Samarthanam residential primary school in HSR Layout, Bengaluru, 177 children with disabilities and from under served communities studying in classes from 1st to 7th are provided free education, accommodation, food and all other basic necessities. Apart from academics, the students are provided training and opportunities in art, dance, music and sports. The students are trained in Yoga and other physical exercises as well to keep them fit. Besides regular education the students receive lot of additional inputs through visiting volunteers. Samarthanam School is recognised by Government of Karnataka.

In the Spotlight

Devaraj with his team of Principals, teachers and support staff has been ensuring quality education and services to the students. The teaching staff and the support staff have ensured quality maintenance and upkeep of the premises and cleanliness among the students. Samarthanam Primary School students benefitted greatly due to regular interactions with volunteers from various companies like DELL, NetApp, ANZ etc. The students made the school proud by winning many prizes and trophies in various sports and arts competitions.

Samarthanam would like to thank Target International for contributing towards its education program.

Future Plans

·Continuous Teacher Training: Facilitating Ongoing Learning by enrolling teachers in training programs.

I.Special School for children with intellectual disabilities

Supported by Government of Karnataka this school provides an excellent opportunity for children with intellectual and multiple disabilities to enhance their daily living skills. During the year 2013-14 the special school had 42 students with moderate to severe intellectual disabilities who were being trained in various aspects of daily living skills. 5 special educators worked diligently with the 42 residential students to improve independent living and self care skills. Visiting Doctors provided health check up services to the students on a periodic basis. Students also benefitted immensely from the resident physiotherapist who provided the students with need based physical therapy

to improve mobility and enhance their functional abilities. This helped in reducing instances of secondary deformities among students with multiple disabilities.

The main focus for the age group 6 to 12 years was on training them in

- Self help skills
- Gross Motor activities
- Academics
- Perceptual Skills

Age group 13 to 16 Years received training and inputs in aspects of

- Self help skills
- Gross motor activities
- Functional academics
- Pre-vocational skills
- Life skill activities
- Social competence necessary for daily living such as time and money concept

SAMARTHANAM HIGHSCHOOL-HULIMAVU

100% students passed out successfully!

In the year 2013-14, 110 students were enrolled in the Samarthanam High School of whom 105 completed their education successfully. Samarthanam High School registered 100% results for the first time since its inception. It is one of the most proud moments for us! The credit for this remarkable success goes to the dedication and sincere efforts of the teachers under the leadership of Principal Krishnaiah and of course the students. The proud Principal says: "The teachers and the students worked very hard for the entire year and as a result we have seen wonderful success. I am very proud of my teachers and students." The Trustees and all Samarthanam staff applaud and celebrate the success!

Other Achievements:

- High school students participated in Taluk Level Sports where one of the students got 1st prize in speed walking competition and has been selected to compete at the district level. In district level sports also our students won four prizes.
- Our students also participated in Children's Parliament, "My school my voice" at UTC Building, Bangalore.
- High School students made the school extremely proud by bagging 13 prizes. (8 First, 2 Second, 3 Third) in Prathibha Karanji Cluster level competitions
- High School students also went to various places like Kodaikenal, Alagar Kohil, Kanyakumari, Suchidram, Kutralam Falls, Palani, Madurai etc in Tamil Nadu as part of school tour.
- Students represented the school in debate competition organised by ING Vvysya.
- The students at High School benefitted greatly with the inputs from volunteers from various companies.



Higher Education

- During the academic year 2013-2014 78 students with disabilities were enrolled into various colleges like St. Josephs, Surana, Christ University, Krupanidhi, Girijamba, Yediyur Government College, NMKRV, SSMRV and Maharani colleges for PUC, BA and B.com.
- 55% of the 30 students who appeared for PUC exams passed out with flying colours.
- 10 students appeared for their final semester exams. Ms. Nandini from St. Joseph College secured distinction.

- Students had an opportunity to participate in 3 programs telecasted live by Raj Kannada and Kasturi channels.
- Students took part in state and interstate competitions in music and dance programs. Under the group dance category our students won 2nd prize and in solo music category Samarthanam student Ms. Rajamma won 2nd prize.
- Our students also acted in Kannada films *Brahma* and *One minute* which were shot at Samarthanam
- Ms. Nandini was given an opportunity to act in a Tamil movie called "Kuku".

Digital Library

Samarthanam is involved in converting printed books to accessible format for print disabled students. Recording of 91 books was completed this year with the help of 25 volunteers. Over 300 students benefitted from the Samarthanam DAISY books. In addition, 71 books were scanned and edited to be used with talks software.

NUTRITION



Samarthanam provides nutritious midday meals to 7500 children in 54 government schools across Bengaluru city, under the Akshara Dasoha program supported by Govt. of Karnataka and Govt. of India. This programme has been running successfully for past 11 years. Food under this program is cooked in Centralized kitchens. Mechanised cooking and an efficient distribution system ensures 2,50,000 hygienic meals are delivered every month by a team of 14 members.

This year, the centre was shifted from Kalena Agrahara to Singasandra, and a well-furnished kitchen was set up. We continue to receive positive feedback from schools on quality of food.

Future Plans

To cater to more children, while maintaining hygiene and quality.

LIVELIHOOD RESOURCE CENTRE

The LRC in the last year has seen exponential growth, connecting dots with the rest of Karnataka where livelihoods training needs are more for the disabled and marginalised people. Samarthanam LRC also took a step forward this year, taking our efforts to the rest of India in 4 states namely Jharkhand, Uttar Pradesh, Madhya Pradesh and Odisha. We have taken up new challenges like starting an all women's training centre and implementing it successfully in the rural and suburban areas of Bangalore. The LRC's role transformed from an implementer to that of an enabler.

Achievements:

Apart from the general co-ed training program, 1056 women (18-35 years) have been equipped with technical, computer and life skills including self defence for employment in IT/BPO sector.

4 partners from the suburbs of Bangalore have been prepared and uplifted to reach out to those youth who could not travel to the rest of the centres every day.

3200 community members sensitized including 1000 male members (either husbands 65% or fathers 30 %, 5% including father in law or brother or relative) of women.

Project has approached 20 districts in and around Bangalore and has carried out 8 awareness camps with the stakeholders each of the six months reaching out to 20,000 people in the community (including govt. community workers)

Over 150 employers have been contacted, 80 are sensitized (50 medium offices, 20 large corporates)

Latha Narasimhamurthy (corporator of HSR layout, Bangalore has provided Samarthanam with a community hall to start a training program for women in the locality, following the same model as SS)

PACS TOT at Fireflies Ashram: This is Samarthanam's pan India venture. Samarthanam trained 10 members from outside Karnataka, to replicate LRC model in their respective states.

Job Fairs: Samarthanam has conducted more than 10 job fairs, big and small making thousands of youth with disabilities participate and get employment. Employer sensitization workshop is the uniqueness of the job fairs.

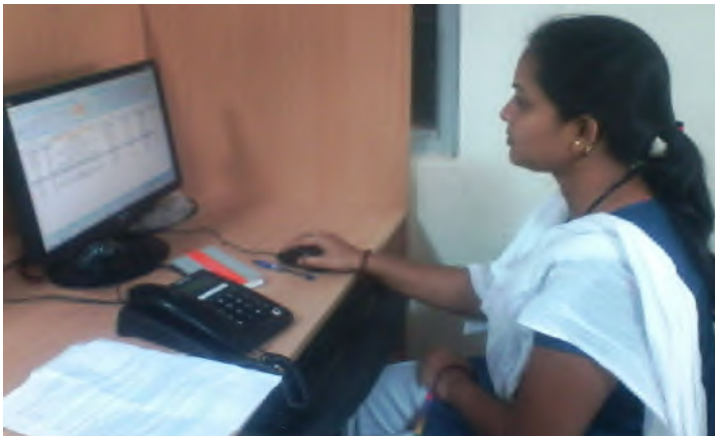
Cognizant Foundation: The cognizant foundation supported livelihood resource centre was inaugurated at HSR layout on the 30th January 2013

The Karnataka State Rural Livelihood Mission has recognised LRC as a training institute to implement state run livelihood training programs for the rural youth.

Suneela, Training Lead received an award for outstanding performance for people with disabilities from the Foundation for Art & Culture for Deaf along with other two members of Samarthanam on International women's day.

Right Opportunities can change the course of life!

Meenakshi is an example of the daughter trying to prove a point to her conservative parents. A girl of 19-20 years, she is a quite person and filled with thought, unusual for a person of her age. A girl from Mysore, Meenakshi was brought up in a stringent supervisory environment so much so that she could never dream of being independent. After completing II PUC she approached her parents for permission to marry her senior in college who belonged to a lower caste. Being conservative her parents rejected the idea and decided to get her married forcefully. Meenakshi took a bold step of walking away from her family with the person she trusted. Her husband started working in a small private company but his salary was not enough to make the ends meet. It was at this point that Meenakshi came to know about the Samartha Stree training program being organised by Samarathanam. Having completed the training today she earns about Rs. 6000/- per month. The couple today, dreams of having a successful life together. Meenakshi is also hopeful with time her family will accept the alliance and bless them.



'Because I am independent in mind and also economically, I can go and face my parents and show them that their daughter has not taken wrong decisions in her life. They will take me back again, I know.'

Manjushree, a 23 years old mother of two is a very polite and happy person. Manjushree always dreamt of being a teacher. But because she was married early immediately after 12th standard her dream remained unfulfilled. Her husband is a private car driver and only receives weekly salary. In spite of financial difficulties her husband did not want her to work. 'I am capable of managing the family..' he would say. But with two kids the family was having a difficult time making the ends meet.

One day her friend who is an anganwadi teacher gave her information about the all women's' training at Samarathanam. She considered it to be an opportunity for her to take a stab at fulfilling her long cherished dream. She brought her husband to the centre where he was counselled and agreed to let her undergo training albeit reluctantly. Manjushree underwent

the language training diligently along with computer training.

There was a Kid Zee Montessori school on the way to the training centre. I used to look at it wistfully and wished should I ever get a chance to work there. But I was not hopeful as I could not speak English" Manjushree reminisces.

At the end of the training when the placement officer came to know of her dream she was taken to the same school where Manjushree underwent rigorous interview. Her performance was found to be so good that she was asked to join immediately. The smile, happiness and the pride on her face is all telling. Her husband also realised that she can be a support to the family. Both of them are very happy together. Her children also get to study in the same school free of cost.

'I teach them rhymes, good behaviour. Though the salary is not very high, I know I will grow now' says an immensely satisfied Manjushree. Her story teaches the world that realization of our dreams can come through ways we never think of.



'I could not ask for more from my life. I see myself happy and doing things I like throughout my life'

"In the year 2013 Samarathanam started working women's' hostel in the Peenya Industrial Area. During the course of our training programs through Livelihood Resource Centre we realised that women trainees find it difficult to find residential accommodation while getting into jobs or higher education and therefore drop out. To address this the hostel facility was started. There are 50 women taking advantage of the facility. They are provided with safe, secure, clean premises to reside and hygienic food free of cost. Samarathanam was able to start this only due to support received from Government of Karnataka and we gratefully acknowledge the support."

Future Plans

- Shrishti and Techvision are working towards:
- Expansion of Livelihood Resource Centre (LRC) model to Samarthanam units in Belgaum and Gadag.
- Inclusion of more organizations for placement.
- Setting up of a musical troupe of physically & visually challenged students.
- Sensitization of potential employers and creating awareness through media
- Samarthanam expresses its thanks to the Deshpande Foundation and United Way, supporters of Shrishti BPO Training program.

LRC in last year has seen exponential growth, connecting dots with the rest of Karnataka. LRC or the livelihood resource centre has been started to cater to youth needs of Karnataka, then we took a step forward this year, taking our efforts to the rest of India. We have taken up new challenges like starting an all women's training centre, taking it to the rural and suburbs, and made that successful. The LRC has transformed its role as the implementer to enabler by training other organizations about LRC.

Achievements:

- Apart from the general co-ed training program, 1056 women (18-35 years) have been equipped with technical, computer and life skills for employment in IT/BPO sector, including self defence skills
- 4 partners from the suburbs of Bangalore have been prepared and uplifted to reach out to those youth who could not travel to the rest of the centres every day.
- 3200 community members sensitized, amongst 1000 are male members (either husbands 65% or fathers 30 %, 5% including father in law or brother or relative) of women.
- Project has approached 20 districts in and around Bangalore and has carried around 8 awareness camps with the stakeholders every month in these 6 months in an average, reaching up to 20,000 people in the community (including govt. community workers)
- Over 150 employers have been contacted, 80 are sensitized (50 medium offices, 20 large corporate)
- Latha Narasimhamurthy (corporator of HSR layout , Bangalore has given Samarthanam her community hall to start a training program for women in the locality, following the same model as SS)

- PACS TOT at Fireflies Ashram: This is Samarthanam's pan India venture. Samarthanam trained 10 members from outside Karnataka, to take up our Livelihood Resource centre model.
- Job Fairs: Samarthanam has conducted more than 10 job fairs helping youth with disabilities participate and get employment. Employer sensitization workshop is uniqueness of the job fairs.
- Cognizant Foundation: The cognizant foundation inaugurated their livelihood resource centre at our HSR layout building on the 30th of January 2013
- The Karnataka State Rural Livelihood Mission has sanctioned LRC as a training institute to implement state run livelihood training programs for the rural youth.
- Suneela, Training Lead received an award for outstanding performance for people with disabilities from the Foundation for Art & Culture for Deaf along with other two members of Samarthanam on International women's day.

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Making a Difference in Students' Lives

Success Stories

Three of Samarthanam's visually challenged students have passed out of IIM Bangalore, IIM Calcutta and IIM Lucknow and are placed in well paying jobs.

BPO/Call Centre Unit Evolution



Started by Samarthanam trust in 2011, Supported by KBITS, Hewlett Packard & TE Connectivity

State-of-the-art Infrastructure: 5Mbps Broadband connection, 62kVa Generator, 20Kva UPS, Servers with backup

70+ agents, 70% disabled, 50% Women

Disabled friendly workplace with hostel facility to reduce mobility issues

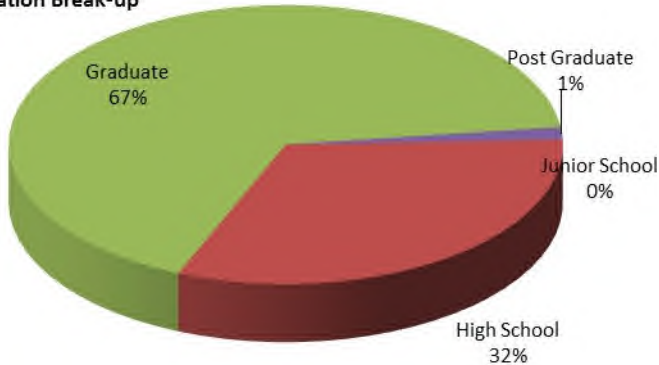
67% graduates, 32% PUC pass.

40% migrated to Bidadi for this job, 60% local youth

90% from rural agricultural families with no or much lower income before working at Kirana

Hired from Samarthanam training centers - Techvision (English and Computers training program) and Shrishti (BPO training program)

Education Break-up



Current services being offered by Kirana

- Tele-Sales
- Insurance processing
- Fund Raising
- Data Entry/Data processing
- Digitization
- Sales Support
- Customer Support
- Value Addition to clients

Quality output with a high level of accuracy and a wide choice of image formats.

Adherence to critical TAT requirements and SLAs, with streamlined processes.

Assured data privacy, high level of data security, and in-house IT support.

Faster TAT, reduction in operational expenses; and cost-efficient, scalable solutions.



Partner Testimonial

“Samarthanam Kirana” Our new Channel Partner!!!

We set the ball rolling@ Samarthanam on 14th August post a thorough training, with 15 Agents + a Team Leader.

All agents Visually / Physically challenged. Few belonging to the Indian Cricket team for Blind as well.

We were awe struck with the grit of the agents to prove their mettle. That's not all, their enthusiasm, motivation & dedication seemed boundless.

REHABILITATION

Women's Empowerment



62 abused, abandoned, and disabled women were with us this year at 'Swadhara', Samarthanam's home for women in distress. Samarthanam provides accommodation, food, counselling, vocational training, clinical and legal assistance, with aid from the Ministry of Women and Child Development, Government of India. During this period of financial and emotional support, they are also sufficiently trained in IT, BPO, spoken English, catering, tailoring or other vocational skills. The women are assisted in finding employment, and enabled to live self-reliantly.

Nagajyothi has found a new lease of life with employment at Livelihoods Resource Centre assisting in placements. She is blooming each passing day and enjoys working with the team.

ENVIRONMENT



Samarthanam Parisara is a waste management programme one of the initiatives by Samarthanam trust for the disabled. Samarthanam Parisara plays a major role in all the environment initiatives. Samarthanam Parisara, waste management programme initiative was started in year 2003 by Samarthanam Trust for the Disabled. For the past few years Samarthanam Parisara has been collecting dry waste donations from various sources and recycling it through safe, scientific and eco-friendly methods. Samarthanam Parisara has emerged as a trusted partner of Dry Waste Management for corporate houses, apartments, educational institutions and residences in and around Bangalore city.

The Objective of Samarthanam Parisara is to create a waste free environment and to constantly work on environment friendly, cost effective, innovative and sustainable technologies for common man's usage. This programme helps in empowering the disabled by providing employment opportunities. Samarthanam Parisara helps us in generating revenue for sustaining the invaluable activities of Samarthanam. By now Parisara has a consistency of collecting 50 + tones of dry waste on monthly basis with the support of 60+ corporate companies, 20+ apartments, 10+ educational institutions.

This year Parisara successfully completed Bin it Bangalore campaign for collection of E- waste & Dry waste, a joint initiative of TE connectivity & Samarthanam Trust, initiated as part of Joy of Giving

Week in October-2013 from various organizations, educational institutions, & apartments across Bangalore, resulting in more than 1000 tonnes of dry waste collected. As a result identified new companies are to enter into short term agreements for collection of dry waste with Parisara. At a grand Closing ceremony Parisara identified companies supporting them from past few years to award gratitude Parisara with Green Award-2014, and the companies who supported the Bin it Bangalore initiative. Parisara with support from BBMP, a dry waste collection centre, has now been set up in HSR Layout. On occasion of World Environment Day, Parisara is planning to conduct a campaign for usage recycled products resulting in zero waste corporate/community programme. Parisara is contacting the companies for the support for this event. At the beginning of the year Parisara introduced tetra-pack collection as a part of its recycling initiatives.

SPORTS



Madhya Pradesh Cricket Association for the Blind organized the State Level Cricket Tournament at Chandra from 5th to 7th of June 2013. SBI Khandwa branch Sponsored for the Tournament.

Samarthanam-CABI participated in the Assistive Technology and Accessibility (ATA) Expo organized by Bharthiar University in association with CBM at Coimbatore from 19th to 21st July. The event was attended by David and Shekar Naik.

Standard Chartered Bank had organized the Chennai Sports Challenge 2013 on 18th August and played an inaugural cricket match against the Chennai visually impaired cricket team for awareness. They promised to give Cricket Kit to Tamil Nadu Cricket Association for the Blind (TNCAB) and also extended future support to Blind Cricket. David attended the sports meet at Chennai.

ASB Cup State level Cricket Tournament for the Blind organized by Samarthanam-CABI from 1st to 3rd September at Ramanagara, got huge publicity and awareness. In the tournament 12 teams took part.

Sandalwood Actress Shuba Punja was the Brand Ambassador of the Tournament.

Samarthanam-CABI started domestic cricket event calendar with the state level Cricket tournaments which were held in 21 states between April and September 2013 to select their best state team. They were to represent in their respective Zonal tournaments (North, East, West and South) which were held from October and November 2013.

West Zone tournament was held in Valsad, Gujarat State from 27th to 29th October 2013.

East Zone tournament was held in Cuttack from 4th to 6th November organized by Cricket Association for the Visually Impaired Odisha, this tournament got huge publicity and awareness inaugurated by Vice Chancellor of Revan Shaw University.

North Zone tournament was organized by NAB Faridabad from 14th to 16th November, Inaugural function was attended by Mr. Mahantesh and Mr. David, closing function was attended by Mr. S P Nagesh.

College Karakonam from 22nd to 24th November at Trivandrum, in association with Cricket Association for the Blind in India (CABI) and Cricket Association for the Blind in Kerala (CABK). This tournament also got huge publicity and awareness and inaugurated by IPL star Sanju Samson.

National tournament was held in Bangalore from 7th to 11th December 2013.

3rd AGM of CABI was held on 10th December 2013 at Bangalore during the National tournament to discuss the promotion of the game of Cricket for the Blind in India.

After the Nationals, Indian team travelled to Pakistan invited by Pakistan Blind Cricket Council (PBCC) to play the Indo-Pak bilateral series from 13th to 24th of February 2014.

Future Plans:

- India will participate in the 4th One Day International World Cup at Cape Town South Africa during December 2014.
- We are planning to host Triangular Series and Asia Cup in India and a bilateral series in 2015.
- We are planning to host 2nd T-20 World Cup in 2016 in India.

Recognition

PMI Awards - On 27th September 2013 Samarthanam was awarded the trophy in the NGO category for outstanding project management in organizing T20 World Cup for the Blind in December 2012.

PMI is world's largest not-for-profit membership association for project management professionals. This year under the category Project of the year – NGO Samarthanam was selected alongside The Energy and Research Institute (TERI) from among several large scale applicants. This was in recognition of successful execution of the T20 World Cup which was in no way less than a project that required implementation using most of the project management principles. The glittering award

ceremony was organized at Leela Kaminski in New Delhi as part of the PMI Conference. Samarthanam was one among the others like Reliance, Tata, Alstom, TERI and ESSAR Group that were recognized on the occasion.

Over the last one year the cultural team of Samarthanam Trust for the Disabled, Sunadha has performed across India in many cultural events. These cultural events happened to be organized in various corporate organizations, festivals, govt. organizations and educational institutions. Along with various partners and supporters, this group has left an amazing impression on the minds of the audience. On one hand, the artists had performed at various festivals and religious events like Mysore Dasara, Ayyappa Swami and more. On the other hand the team had also been a regular performer in various corporate organizations like TCS, CISCO, NASSCOM and more. Moreover, performing on the eve of International Day of Persons

with Disabilities has been the hallmark. Another star attraction of their performances was when they performed at Jyothi Nivas College on the eve of Christmas. It was a mesmerizing performance leaving the audience spellbound. They've also performed in many other events like Kannada Rajyothsava at Panduranga Nagar, Coffee Board in Bangalore, Lions Club in Vijayamahal and Eagle Ride at Begur. Leaving aside the disabilities and bringing out the passion and energy through performing arts is very soothing to see and it's quite certain there will be more such enthralling performances in the future. We wish the team good luck for the upcoming US and UK tour.

HR NEWS

Slab of gross salary plus benefits (Rs. Per month)	Male	Female	Total
Upto 5000	24	22	46
5000-10000	55	28	83
10000-25000	26	18	44
25000-50000	02	04	06
50000-100000	01	01	02
100000 above	Nil	Nil	Nil
Total	108	73	181

STAFF DETAILS

Gender	Full time	Part time	Paid consultant
Male	108	-	06
Female	73	-	02
Total	181	Nil	08

NEWS FROM NORTH KARNATAKA

Annual Report – North Karnataka

In last one year Samarthanam Trust for the Disabled in North Karnataka has grown and enriched its partnership with its long time and fruitful associates such as Deshpande Foundation and new collaborations like Tata Trust. The common thrust area to elevate the lives of the PWDs has worked well. There have been job opportunities in many sectors such as IT/ITES/BPO, Retailing, Hospitality, Banking and Insurance and more. The partnerships have resulted in amazing results - achieving an 81% placement record is one of them.

The result through well synced partnership has fetched Samarthanam another foundation to extend its work and support to PWDs. The Livelihood Resources Centre (LRC) in North Karnataka along with TRRAIN and Youth 4 Jobs were able to successfully place many of its trainees who were mostly physically disabled. They mostly got placed in retail sector. Samarthanam is quite proud to see them working in big retail organizations like Mega-Mart, Lifestyle, Total Mall and MORE. Wadhvani Foundation's support has been extremely useful for disabled people to find good placements and thereby getting empowered.

Over the years, the region of North Karnataka has played a major role and has acted as a catalyst in spreading the message to their audience. Till now in that journey, the message of providing livelihood opportunities for the specially enabled people and bringing them to the mainstream society has worked well. Along with livelihood opportunities, education is another key aspect which caters to the fact that through education, we can increase the literacy percentage of our country. Especially, education always helps the PWDs to become self reliant. In this fiscal year, the higher education in North Karnataka has experienced some good numbers. Students like Devaraj Kubasad, Mahantesh Peershetty and Prakash B were the students who took the limelight.

Devaraj Kubasad: Young and energetic Devaraj is the life of his college and Samarthanam. A prolific student and a great orator in Kannada, Devaraj is also a decent 'Karaoke singer'. "I have been collecting Karaoke songs from many days, and singing has been my favourite pass-time" says the confident young lad. With 70% in the recently announced 2nd PU results, he is one cool boy to bank upon.

Mahantesh Peershetty: Secured 86.50% in his 12th and was ranked 3 in his college. Mahantesh's father is a small rural labour and dreams of seeing his son in a highly regarded position some day. Mahantesh is a well-trained harmonium player too. "I love music and it keeps me going" articulates Mahantesh

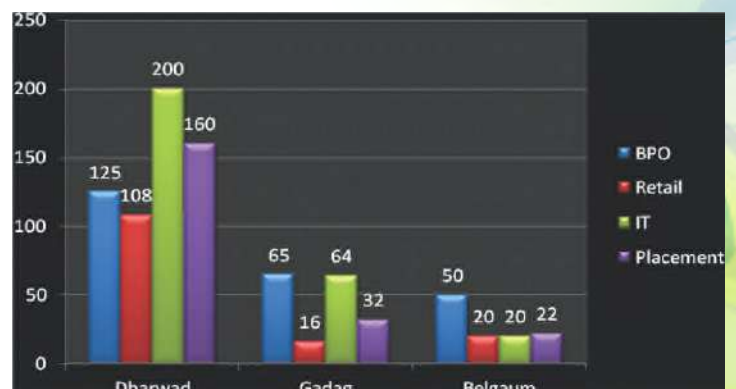
Prakash B: Fondly known as the 'Sonu Nigam' of Samarthanam Dharwad, Prakash is a visually-impaired by birth. Music is his passion, his religion, and his way of life. He is a proud student of the J.S.S. College in Dharwad that has been working with Samarthanam in proximity from 2011. Prakash has scored 80% in the recently concluded 12th exams. When asked about his future, he expresses "Life is something that actually happen to us when we are busy making other plans" and smiles off.

Other than these personal breathtaking achievements the overall results of 12th Standard Board Exams were quite exemplary! 8 students among them had done exceptionally well!

Cricket for the Blind

"All work and no play makes Jack a dull boy", this is how the popular saying goes. And the curriculum of our organization is no different than that. Samarthanam had lifted the Lions Club of Hubli Parivar Cricket Trophy by beating the favourites Channaveer Chikkankoppa School for the blind quite efficiently. The crux of change in the society is bringing not only through education, but also through other deeds and cricket for the blind is one of those change agents. The players at Samarthanam are glad to be a part of that change; the change which we all wish to see in ourselves. It is the change and sensitizing the youth and the young about the challenges faced by the PWDs.

Summary



SUPPORTING UNITS

HR and Placement

As the organization grows, the Human Resources unit plays an increasingly important role in strengthening organizational structure.

- 164 employees and 3000 volunteers
- Women employees constituting 40% of the workforce
- 34% of PwDs among the staff
- Attrition rate of 0.2339%
- This year many positive measures were taken:
- Samarthanam now has an extremely capable and experienced professional as CEO
- Capacity Building by enrolment of staff in training
- Adoption of standard parameters to assess employee performance
- Organisation restructure

Several activities are planned for next year focussing on employee engagement and best practices to keep motivational level high.

The placement cell works towards finding employment opportunities for the disabled.

This year, PwDs were gainfully employed at several organizations, carrying out functions like data entry, tele-marketing, call-centre work or as service personnel. They are also employed in the hospitality industry and in the garmenting division to carry out front office or help desk tasks, tailoring or packing.

Volunteering

Samarthanam has a dedicated department exists to manage and facilitate volunteers and ensure their time with us is well-spent. Samarthanam greatly values the contribution of the ~1000 volunteers from organizations in the corporate sector, international agencies, Rotary and Lioness Clubs, and interns, passionate individuals who worked with us through the year.

Organizations like CISCO, IBM, TARGET, DELL, ACCENTURE, ACI WORLDWIDE, BOSCH, PRTM, SHELL, ADOBE, SAP, SKF, AFDIL, ARM, GOLDMANSACHS, TRIVIUM, ADOBE, ABB, HP, IBM DAKSH, ANZ, MTS, INFOSYS, AUJAS NETWORKS, HYPERCITY, MEENAKSHI MALL, SIEMENS, MPHASIS, ARCOT/CA SYSTEMS, BIOCON, THOMSON REUTERS,

UNINOR, EUREKA FORBES, L&T INFOTECH, WIPRO, DELOITTE, HONEYWELL, ING VVYSYS, MAX NEWYORK, MICROSOFT, NETI,K, SYMPHONY, 3DPLM, HIS, TEJAS, XACTLY CORPN, CERNER, NETAPP, TCS, INTEL, NESTLE, CROMA, ACER, DOVER, TESCO, SANLAM, ACCENTURE, DELL, EMIDS, CDOT, STD CHARTERED, EMC, PANTALOONS, DELL, SAGAR HOSPITALS, VALUE POINT, SHELL, TCS, MIND TREE, SKF GLOBAL RESEARCH, AMBASSADOR TOURS sponsor children's education/meals, host field trips, conduct summer-camp/events/tournaments, provide grants or donate in kind (viz. pigeonhole cupboards, water purifiers, stationery), raise funds and above all spend time with our students.

Agencies like IVolunteer, AIESEC, FSL, ICDE and Youth for Seva help direct volunteers to Samarthanam, apart from interested individuals who have established contact with us and gone on to develop a long-standing relationship with Samarthanam.

Future Plans

- Mentor-mentee program
- Documentation upgradation and presentations
- More workshops by volunteers for staff and students
- To honour volunteers who are our ambassadors with certificates and mementoes; with T-shirts with logo for those involved in field work.

Fundraising

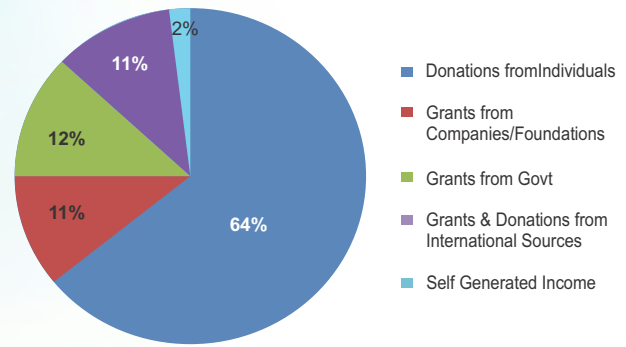
The Fundraising team works diligently to translate dreams into reality. Corporate and individual contributions, institutional funds and government grants help us achieve what we have.

Samarthanam has a dedicated department and a streamlined approach to fundraising with different verticals like Individuals FR, Corporate FR, and Trusts & Foundations. Kumar who joined Samarthanam in 2009 after a stint in the corporate sector, has since then headed Samarthanam's various fundraising initiatives. The Fundraising team is in the process of expansion currently.

Samarthanam USA is registered as a legal entity, and Samarthanam is looking to dedicate more resources to overseas funding.

Samarthanam works with external agencies in its fundraising efforts and uses mechanisms like telemarketing, tele-calling. Some of Samarthanam's ventures are self-sustained or revenue-generating; while some like the IT Training and School Library Programme are in need of funds.

All donations to Samarthanam are tax exempted.



Transport and Facilities

Samarthanam operates from multiple facilities. To manage the range of programmes and projects, Samarthanam has a fleet of vehicles for movement of personnel and goods.

IT

Samarthanam has a strong team to manage the IT needs of the organization

Finance and Accounts

The accounts department plays a crucial role managing and disbursing funds to the various projects and initiatives. Complete transparency and accountability is maintained in all transactions and operations.

FOR THE FINANCIAL YEAR 2013- 2014

This template is based on GiveIndia Listing Norms. Please include this in your Annual Report to ensure compliance with our Norms and to enhance your credibility

Details of Board Members as on 31/03/2013

Name	Position on Board	No. of meetings attended	Remuneration and reimbursements in Rs
Mahantesh GK	Founder Managing Trustee	3	Zero
Nagesh S P	Trustee	3	Zero
Vasanti Savanur	Trustee	3	Zero
Uday Kumar Y B	Trustee	2	Zero

Distribution of staff according to salary levels as on 31/03/2013

Slab of gross salary plus benefits (Rs per month)	Male (Nos)	Female (Nos)	Total (Nos)
<5000	18	18	36
5,000 - 10,000	62	31	93
10,000 - 25,000	26	18	44
25,000 - 50,000	2	4	6
50,000 - 1,00,000	1	1	2
1,00,000 >	2	4	6
Total	109	72	181

Staff Details

Gender	Full time	Part time	Paid consultant
Male	108	-	05
Female	73	-	02
Total	181	Nil	07

Total cost of international travel by all personnel (including volunteers) and Board members

Name	Position on Board	Destination	Purpose	Amount (Rs.)
Mahantesh GK	Founder Managing Trustee	Dubai	Blind Cricket Meeting with ICCI	37145
Nagesh S P	Trustee	Pakistan	Sports	7000
Total				44145

Total cost of national travel by all personnel (including volunteers) and Board members

Name	Designation	Destination	Purpose	Amount (Rs.)
Rajendra K R	CEO	Delhi - 5 Times	LRC Meeting	126206
Rajendra K R	CEO	Dharwad - 7 Times	LRC Meeting	33848
Rajendra K R / Uday Kumar/ Asif	CEO, Trustee & Staff	Dharwad/ Chennai	LRC Meeting	22647
Mahantesh G K	Founder Managing Trustee	Delhi / Chandigarh	Conference & Seminar	18503
Mahantesh G K	Founder Managing Trustee	Delhi - 2 Times	Conference & Seminar	20215
Mahantesh G K	Founder Managing Trustee	Delhi - 2 Times	LRC Meeting	34358
Mahantesh G K & Kumaraswamy C R	Founder Managing Trustee, Manager - Fund Raising	Delhi - 2 Times	Conference & Seminar	81757
Vasanti Savanur	Trustee	Delhi	Cultural Programme	16768
Nagesh S P	Trustee	Delhi - 2 Times	Sports	44336
Sandhya A S	Manager - Finance	Mumbai	Conference & Seminar	13902
Kumaraswamy C R	Manager - Fund Raising	Mumbai	Conference & Seminar	15119
Kameswari Devi Kumar	Manager - Communications & Donor Relationship	Delhi	Conference & Seminar	9780
Kameswari Devi Kumar	Manager - Communications & Donor Relationship	Delhi	Sports	25431
John David	Sports Coordinator	Mumbai	Sports	8068
John David	Sports Coordinator	Trivandrum	Sports	11030
Amitabh Malhotra	Skill Development Partners (PACS)	Lucknow	LRC under PACS Programme	40756
Vivek Kumar Singh	Skill Development Partners (PACS)	Ranchi	LRC under PACS Programme	24357
Miranda Prasad	Skill Development Partners (PACS)	Delhi/ Ranchi	LRC under PACS Programme	23256
Ashok Kumar	Skill Development Partners (PACS)	Bhubaneswar	LRC under PACS Programme	22105
Mallik, Pradeep, Nanda, Ashok Kumar	Skill Development Partners (PACS)	Bhubaneswar	LRC under PACS Programme	22696
Anil Kumar	Skill Development Partners (PACS)	Bhopal	LRC under PACS Programme	22696
Sneha Senapati	Volunteer	Delhi	Conference & Seminar	18922
Total				656756

	Name	Designation	Remuneration (in Rs.)
Operational Head of the organisation: (including honorarium):	Mahantesh G K	Founder Managing Trustee	Zero
Highest paid person in the organisation (staff or consultant):	Kumaraswamy C. R	FR-Manager	59220
Lowest paid person in the organisation (staff or consultant):	Ratna	Librarian	2250

For the Financial Year 2013- 2014 - Balance Sheet

All figures are Rs in lacs

Assets as on	%age	3/31/2014	3/31/2013
Fixed assets	81.48	826.04	794.14
Investments	1.34	13.55	76.57
Loans and advances	6.58	66.70	5.03
Cash and bank balances	9.41	95.40	39.90
Other current assets	1.19	12.06	38.87
Excess of expenditure over income (if any)		-	-
Total Assets	100	1,013.75	954.51
Assets as on	%age	3/31/2014	3/31/2013
Trust/ Society/ Share-holder funds	-	-	0
General fund (unrestricted fund)	41.98	425.66	281.55
Corpus and endowment fund(s)	0.57	5.75	4.50
Restricted/ Earmarked funds	0	-	-
Grant balances	6.92	70.12	-
Loans and borrowings	23.79	241.20	256.06
Current liabilities and provisions	26.47	268.29	268.29
Excess of income over expenditure (if any)	0.27	2.73	144.11
Total Liabilities	100	1,013.75	954.51

Income & Expenditure Statement



All figures are Rs in lacs

Income for the year ended on	%age	3/31/2014	3/31/2013
Earned/ Self generated income	1.74	13.29	58.14
Donations from Indian sources	74.65	570.32	614.00
Grants from Indian sources	11.91	90.96	309.98
Donations from International sources	2.15	16.45	68.87
Grants from International sources	9.34	71.35	
Other income	0.21	1.62	0.03
Total Income	100	763.99	1,051.02
Expenditure for the year ended on	%age	3/31/2014	3/31/2013
Programme	70.18	536.17	686.38
Public education and fundraising	15.22	116.28	112.36
Management and administration	10.00	76.42	52.23
Payments to Beneficiaries	-	-	-
Other expenses	4.24	32.39	55.94
Total Expenditure	99.64	761.26	906.91
Surplus/ Deficit	0.36	2.73	144.11

Receipts & Payments Account

All figures are Rs in lacs

Receipts for the year ended on	%age	3/31/2014	3/31/2013
Opening Cash and Bank Balance	4.25	39.90	21.35
Earned/ Self generated income	1.42	13.29	57.30
Donations from Indian sources	67.80	635.20	604.23
Grants from Indian sources	12.80	120.97	309.98
Donations from International sources	1.75	16.45	143.68
Grants from International sources	7.61	71.35	-
Sale of investments/ assets	3.54	33.20	-
Loans	0.61	5.77	230.93
Other receipts	0.22	2.09	33.58
Total Receipts	100.00	938.22	1,401.05
Payments for the year ended on	%age	3/31/2014	3/31/2013
Capital items/ assets purchased for the organisation	4.37	41.03	442.61
Capital items/ assets purchased for beneficiaries	2.24	20.99	3.29
Purchase of investments	0.70	6.54	5.19
Grants/ donations to other organisations	-	-	-
Loans and advances	4.76	44.67	21.11
Other payments	77.76	729.59	888.95
Total Payments	89.83	842.82	1,361.15
Closing cash and bank balance	10.17	95.40	39.90
TOTAL PAYMENTS	100.00	938.22	1,401.05

LOOKING AHEAD TO 2014-2015

- Samarthanam seeks to expand its operations and have centres in more number of states to retain a pan-India presence in the coming years.
- CABI will continue pursuing the plea for BCCI to affiliate and recognise cricket for the blind.
- Samarthanam's cultural troupe 'Sunadha' is set to tour the US and UK in September 2014

BARRIER-FREE SCHOOL

Features

- A 100% accessible residential school under construction in Bangalore
- Envisaged as a state-of-the-art facility that can cater to around 700 disabled & students from socio economically weaker sections.
- To be built-up area of 35,000 sq ft
- 35,000 sq. ft. of land granted by the Government of Karnataka, and Rs. 1 Crore for construction.
- Over the year construction of the hostel block is completed. Pending electrical wiring and colours the hostel block is ready for occupation. The students will now have better facilities in terms of space, lighting, infrastructure, accessibility etc

VOLUNTEER WITH US

Samarthanam immensely values your contribution in bringing positive change in the lives of the disabled. We firmly believe in the philosophy of volunteering, which forms our operational core, making each volunteer a catalyst in altering the life of the physically disabled. If you have the passion and would like to make a difference to society, you can start by sharing your valuable time and skills with us.

DONATE

Donate online through our website www.samarthanam.org

Send cheques or drafts in favour of Samarthanam Trust for the Disabled.

Write to us at support@samarthanam.org

Call us @ +91 9449864784 or +919449864775

All Donations to Samarthanam Trust are 100% exempt under Sec 35AC

Samarthanam is also qualified to receive contributions through Give India, Give to Asia, Charity Aid foundation, USA and American service to India, USA



ಸಮರ್ಥನಂ ಅಂಗವಿಕಲರ ಸಂಸ್ಥೆ
Samarthanam Trust for the Disabled®

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