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Samarthanam Trust for the Disabled®

Samarthanam Impact Report



Celebrating 25 Years of Service to People with Disabilities



Samarathanam Shines @ 25



Silver lining @ 25

CONTENT PAGES

SAMARTHANAM'S VISION & MISSION	4
STATEMENT FROM THE FOUNDER	5
BOARD OF TRUSTEES	7
OUR PRESENCE PAN INDIA	8
EDUCATION	9
PEOPLE WHO MADE A DIFFERENCE	12
LIVELIHOOD RESOURCE CENTER	14
DIGITAL LIBRARY	17
FUNDRAISING & COMMUNICATION	18
CRICKET ASSOCIATION FOR THE BLIND IN INDIA	21
DESCRIPTION AND ANALYSIS - TRUSTEES	23
PARISARA	24
HEALTH, COVID 19 & REHABILITATION	26
SPORTS	28
SUNADHA	29
VIDYAPRASAD	30
EVALUATORS ANALYSIS - RAJENDRAA	32
SWADHARA	33
HIGHER EDUCATION	34
HUMAN RESOURCE	36
INFORMATION TECHNOLOGY	38
TRANSPORTATION & INFRA	40
INCLUSIVE EDUCATION	42
ACCOUNTS	44
VOLUNTEERING	46
SAMARTHANAM - OVERSEAS	48
AWARDS	50
INCOME & EXPENDITURE	51
VISION 2030	52
PROCESS AND EVALUATOR'S CREDENTIALS	53
BLAST FROM THE PAST	54-55

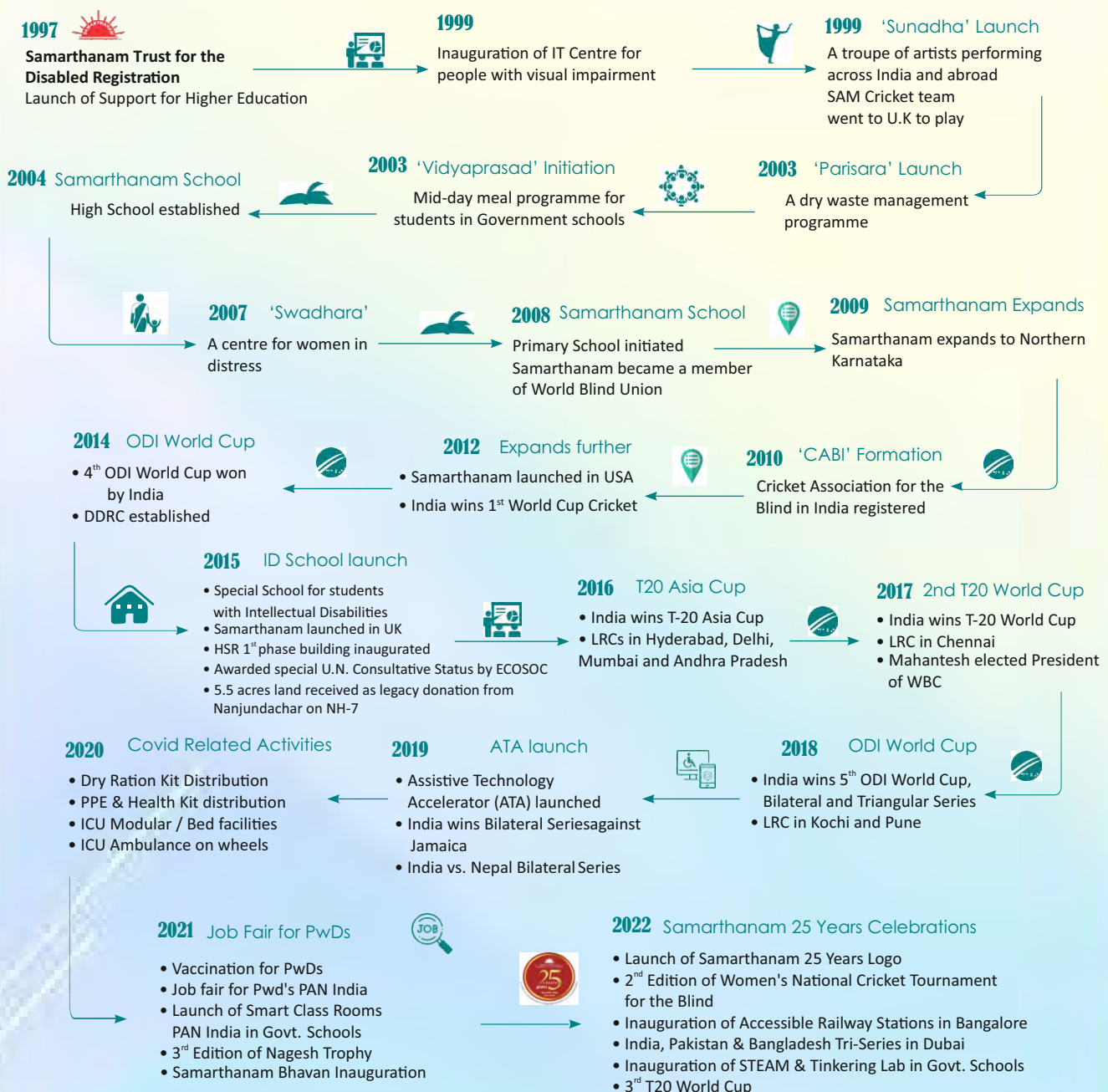
Vision

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

Mission

To empower visually impaired, disabled and underprivileged people through developmental initiatives focusing on educational, social, economic, cultural and technological aspects.

Samarthanam Journey



STATEMENT FROM THE FOUNDER

Proud of our Achievements Confident over our Future

Dr. Mahantesh G Kivadasannavar

In a world with millions of disabled people and countless problems to solve for them, my dear friend, Nagesh and I wanted to make an impact and bring meaningful change to society. In 1997, we conceptualized the idea of my pride, my home and my divine blessing- Samarthanam.

Time flies when you love what you do, and that's been my life for the last 25 years, but this 25-year journey has not been easy. We faced several challenges. But these trials and tribulations have helped us grow and become who we are today.

What helped us overcome hurdles were shared beliefs, values, and passion- to create an inclusive society free from discrimination and have a measurable impact where people with disabilities become contributing members, living with dignity and respect.

Belief is what guides us, and our passion boosts our focus. Cricket for the Blind in India (CABI) was an outcome of our passion, and its growth beyond limitations is an outcome of the sheer grit, passion, and hard work of my colleagues, trustees, donors, volunteers, and interns, who have been the backbone of Samarthanam.

Samarthanam's culture helps its employees explore, experiment, and achieve the wildest exposures, leaving no stones unturned and providing endless opportunities.

Both Samarthanam and CABI have left global footprints. We have just been growing. Winning Cricket World Cups, meeting the Hon. Prime Minister, Shri Narendra Modi, revoking exemptions and involving VVIPs, like Governors and Ministers. We have spread our arms out to different parts of the world to help the people in need and bring holistic growth to their lives.

We don't wish to stop here. Our vision for Samarthanam in the next 5 to 10 years is-

- Touching a million lives by 2030
- Strengthening the existing programs and replicate in new places
- Adding programs that can help transform the lives of people with disabilities
- Create physical and technological infrastructure to serve one million lives
- Improve fundraising capabilities and diversify fundraising methods
- Build a strong management system and succession plan in each vertical
- Enhancing the capability of human resources by strengthening existing skills and infusing them with fresh blood. Strengthen HR and employees to have a constant growth plan



Samarthanam strives to do the best for its people and this year we celebrated 25 glorious years of unfaltering service in addressing the needs of the disabled and deprived communities. It has been gratifying to see our people take it upon themselves to serve those on the front lines and communities in deep need of assistance. Samarthanam sees the silver lining in these confluent crises- the chance to make Society and Business better than before.

I bow my head in gratitude to the supporters, partners, well – wishers, followers, Government, Donors and Corporates, who have been with Samarthanam through the 25-year journey, supporting, encouraging, inspiring, guiding and working along with me in towards realizing the vision and mission of Samarthanam.

Dr. Mahantesh G Kivadasannavar

Founder and Chairman, Samarthanam International
President, Cricket Association for the Blind in India (CABI)
Former President, World Blind Cricket Ltd. (WBC)



BOARD OF TRUSTEES



Dr. Mahantesh G Kivadasannavar
Founder Managing Trustee



Late Sugur Paramashivaiah Nagesh
Founder Trustee



Smt. Vasanti Savanur
Trustee



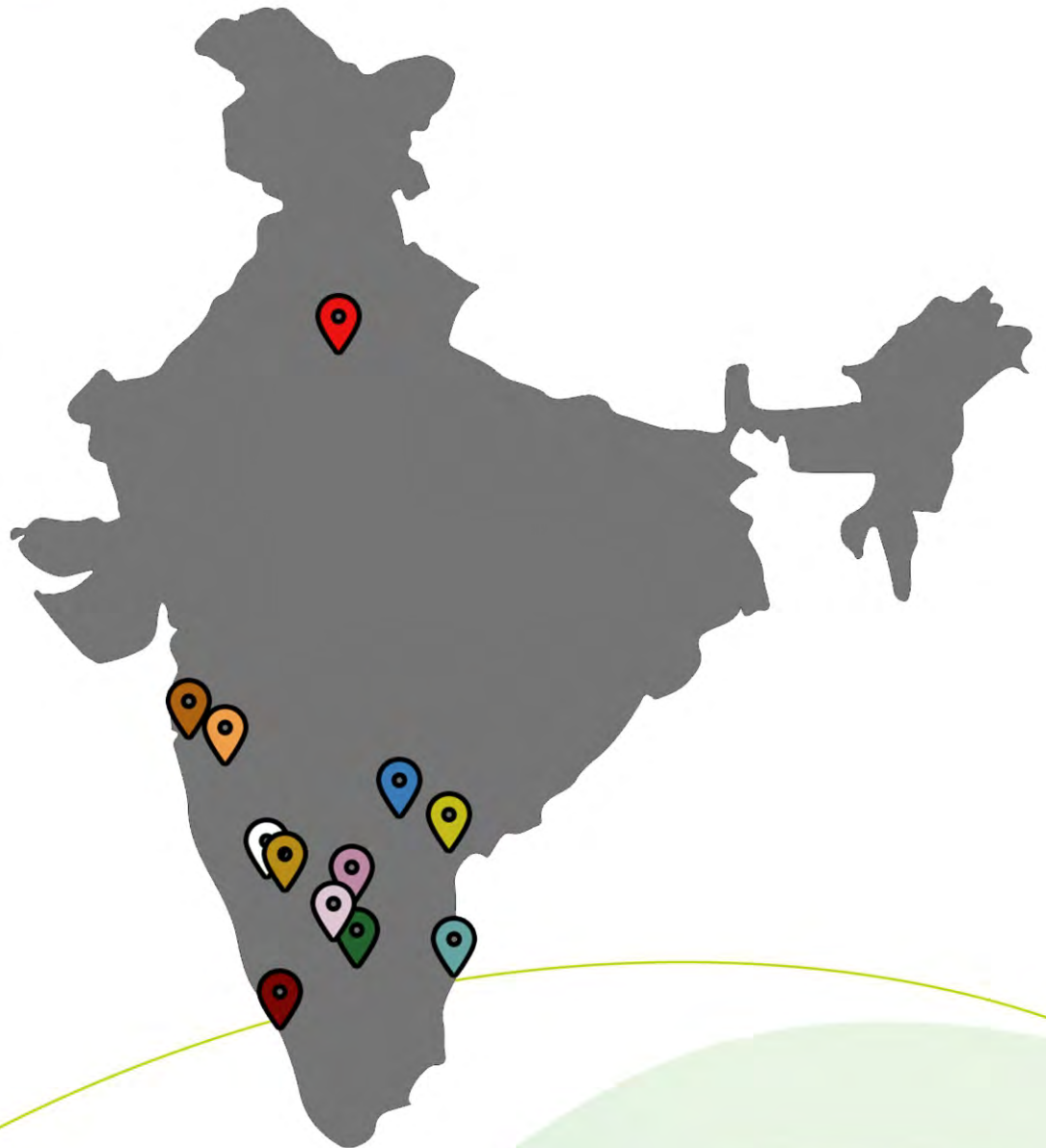
Shri. Uday Kumar Y Bagunavar
Trustee



Shri. Buse Gowda S
Trustee

OUR PRESENCE PAN INDIA

-  **New Delhi**
-  **Mumbai**
-  **Pune**
-  **Hyderabad**
-  **Guntur**
-  **Belagavi**
-  **Dharwad**
-  **Kodikonda**
-  **Ballari**
-  **Bengaluru**
-  **Chennai**
-  **Kochi**

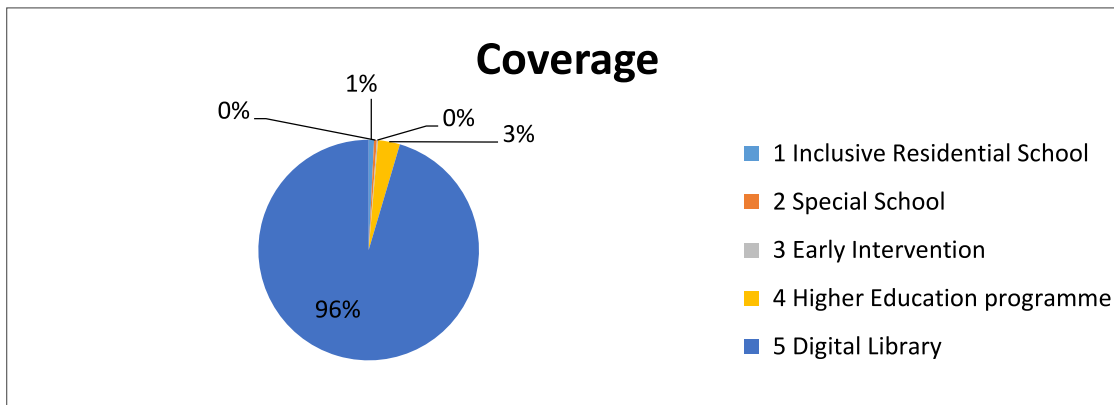




Samarthanam's Beneficiary Details (PAN INDIA) 2001 - 2021

Years	Boys	Girls	Total
2001-2005	252	384	636
2006-2010	360	433	793
2011-2015	374	389	763
2015-2020	1815	1430	3245
2020-2022	2169	2076	4245

Children and Adults with and Without Disabilities



Critical Milestones & Achievements:

- Started in 1997, with 2 students at Jayanagar East End
- In 2000, Samarthanam with Government of Karnataka implemented Integrated Education
- In 2001, Samarthanam started Vidya Hastha, facilitating Education at Home
- In 2004, High school initiated for students with & without disabilities with Government partnership
- In 2008, Samarthanam's Digital book library was established
- In 2009, Inclusive Primary school started in residential settings
- In 2010, with Government of Karnataka partnership, special education for Intellectually Disabled children began
- By 2011, Samarthanam expanded operation in Belgavi, Bellary, Dharwad and Gadag districts
- In 2014, Physiotherapy services in Intellectually Disabled School was introduced
- In 2015, Samarthanam's Intellectually Disabled school was shifted to Phase-1 building
- In 2016, Counseling sessions & Vocational training for older Intellectually Disabled students were initiated
- In 2017, AMBA Computer training program for older Intellectually Disabled Students School was initiated

- In 2018, Intellectually Disabled Kids participated in Special Olympics at State & National levels
- In 2018, Barrier-free Residential School was constructed
- In 30th April 2018, MoU was signed between Samarthanam, Punjab & Chandigarh State Governments for training
- In 2019, paper cup and plate making machine training for Intellectually Disabled school kids were initiated
- In 2020, Hearing Impaired Resource Center was begun
- In April 2020, Inclusive Education in 50 villages of Kodikonda check post. Digitization of Education in Samarthanam gained momentum in 2020 when Primary and High School Digital literacy training program & Virtual schooling began
- April-May 2021, permission from education department granted for installation of Mini Science Center in 39 schools & identification of schools completed by June-July 2021
- June-July 2021, Orientation on Mini Science Centers to school Principal & Headmasters
- Samarthanam began its digitization in 100 schools, supporting 39 mainstream schools with Mini science labs & 10 tinker labs
- September- November 2021, Training session completed in all schools & 80 models to teachers demonstrated
- Exclusive Physiotherapy room & vocational training with 20 systems & smart board

Analysis:

- Students have developed knowledge base and interest in Science, Technology and Mathematics, leading to creativity, collaboration and problem solving skills
- Building students' skills through hands on experiential learning and overcoming their fears about the subjects
- Positive Feedback from teachers and students
- Increased participation of students in classroom learning

Lessons and Future:

Science, Technology, Engineering and Mathematics (STEM) learning shall be a game-changer for the students in Samarthanam. It holds a significant role in making education holistic by giving hands on experience, building interactive & engaging activities, inducing self-learning, retains interest and enhances scientific temperament. It is predicted that 80% of the jobs created in the next decade will require some form of math and science skills.

Samarthanam's digitalization of text books and audio tapes started 2 decades ago, one of the key learnings from this initiative was; no matter where the visually impaired child lives,



she/he can attain highest possible education without being away from their family and with no cost. We could only house maximum 500 kids in a school but with digital education, we could reach in thousands and more.

Thanks to Samarthanam's Reverse-inclusion which has transformed children without disability and with disabilities to learn together.

This has proved the saying "Those who learn together - Learn to live together"



PEOPLE WHO MADE A DIFFERENCE

STAKE HOLDERS ANALYSIS

A survey among 180 primary stake holders/beneficiaries most of whom are persons with disabilities, was conducted using a survey monkey tool and given below are the findings of the survey.

- Close to 98% of the respondents have said that they are aware of Samarthanam which shows the visibility of the organization in the community in general and persons with disabilities in particular
- Majority of the survey participants have said that Samarthanam was the first organization which reached out to them and provided services for their empowerment
- Even before the interventions of Samarthanam, 31% of the youth with disabilities were at home whereas 43% have been attending school or college which shows a large disparity
- As regards the length of association of the respondents with Samarthanam, 79% have been for less than five years, 11% between 6 to 15 years and 10% for more than ten years. This clearly indicates the significant difference created after the introduction of the LRC vertical in Samarthanam
- While 48% of the respondents have come to know about Samarthanam through other beneficiaries of Samarthanam and the remaining 52% through the print or digital media. This is a significant factor which has contributed primarily by the beneficiaries in spreading information about the organization and introducing other persons with disabilities to Samarthanam
- Post their association with Samarthanam, while 42% have continued with their education, 32% have undertaken skill development training and 23% have started earning regular income. This clearly shows the impact of education and skill development in their empowerment
- Among the respondents 75% have received Education from Samarthanam, and nearly 50% for skill development facilitating employment. This means the Education vertical has contributed a major role in the empowerment of persons with disabilities. However, it should be noted that only 25% have accessed rehabilitation services
- Almost all the persons who have responded have agreed that the support, assistance and services received from Samarthanam have been relevant to them and facilitated their empowerment process
- As regards the changes noticed by the beneficiaries of Samarthanam, close to 70% have improved their functional and/or literacy skills leading to improved economic and income earning condition. This indicates the significant impact created by Samarthanam in the lives of people with disabilities
- 67% of the participants have indicated that the services received by them from Samarthanam have been very effective in bringing about changes in their lives
- A large majority of the respondents have opined that their expectation for decent employment is yet to be met, others feel the need for further education
- As far as the participation of the respondents in the activities conducted by Samarthanam, it is observed that a large number of them have participated in sports especially cricket for the blind and arts/cultural activities

- Only a negligible percent of the respondents has participated in the planning, budgeting, organizing or monitoring activities
- With reference to their contribution for the development and growth of the organization while most of them have responded that they have referred other persons with disabilities others have participated in the programs conducted by Samarthanam and have made them successful
- A large majority of the survey participants have indicated that they have motivated other persons with disabilities to join Samarthanam and access the services thereby boosting their morale and confidence
- As far as their suggestions for improvement in Samarthanam, some have indicated faster redressal of grievances and/or making jobs with good salary available
- Most of them have indicated that through the interventions at Samarthanam they have learnt positive qualities and inculcated them in their lives. This is a significant achievement for Samarthanam
- Close to 55% of the respondents have agreed that education has contributed towards their empowerment process, rehabilitation and health have made only negligible contribution in their empowerment. This needs to be immediately addressed
- A good majority of the respondents have expectation to either become professionals in different fields or taking up government jobs, some of them want to join and serve at Samarthanam



LIVELIHOOD RESOURCE CENTER



Vision and Objectives

Samarthanam's Learning Resource Center imparts livelihood training to youth with disabilities & underprivileged, enhancing skill-sets and paving for sustainable livelihood & economic independence. Since Employment opportunities for the disabled are limited, Livelihood Resource Center of Samarthanam facilitates learning of basic computer skills, spoken English & demonstrates skills required for retail & BPO jobs.



Relevance & Effectiveness

The 3 months training imparts Information Technology, Business Process Outsourcing & Retail skills for free of cost to the trainees including boarding and lodging. Candidates are trained & gap in skills are bridged to help them earn a minimum monthly wage. Tailoring and Beautician training has been added. Livelihood Resource Center also sensitizes employers about the ability of the disabled. It has trained 23,666 persons under the vertical of Livelihood Resource Center of which 80% are disabled. The placement percentage has increased from 30% in the initial years to 67% by 2021.

Milestones and Achievements

- Samarthanam received the NASSCOM Social Innovation Award for use of technology in skilling for persons with disability in the year 2016
- Samarthanam Ananthapur Branch received Best Institution Award in the Year 2017 & 2019 by Government of Andhra Pradesh
- Samarthanam Guntur Branch received Best Institution Award in the Year 2019 by Government of Andhra Pradesh
- Samarthanam is recognized as Pioneer in implementing DDU-GKY Project by Government of Karnataka as a Best Implementing Partner in the Year 2021
- 9 Candidates who underwent DDU-GKY Training Program in Karnataka was awarded with "HUNARBAAZ AWARD"

Constraints at the job place

- Wide gap between company's expectations & candidates skills
- Breaking the mind set of Employers
- Companies unwilling to make modifications for Persons with Disabilities, quoting budget as the reason
- Accommodation affordability because of less earning



- Commutation challenges from Home to Work place station
- Lack of Support system within the office
- Induction at work place less effective by line Managers
- Capabilities of Disabled Employees not evaluated effectively (underestimated or expectations set too high)
- Persons with Disabilities treated as objects of sympathy. Instead can be treated at par with able body to excel and get increment for their job place skills
- Conversion at Job fairs is low due to mismatched expectations from both
- Appropriate career counseling on roles & responsibilities, retention within the role and promotional facilities need more attention
- Visually impaired Placement poses great challenges, as Tech support is rudimentary
- The Speech & Hearing impaired sign language is not familiar with many companies, because they do not have technically qualified Sign language interpreters
- Wheelchair accessibility at work place is minimal at many work places
- Corporates unwillingness to invest on accessibility software
- Sensitizing peer group at work place is a huge task and challenge
- Corporates shy using Government incentive policy. Prefer giving donations to NGOs as their mind set is Persons with Disabilities are liabilities
- Women with Disabilities find it difficult to get jobs & safe accommodation
- Unable to fill the gap between less supply of skilled Persons with Disabilities & high demand due to less Skill

Lessons for the Future:

- Focus on skill enhancement & Market driven skills
- Strong Foundation skills training for candidates
- Campus/Placement drive to increase placements
- Strong follow up mechanism after placement
- Free Hostel facilities after placements
- Subsidised Hostel facilities after placements
- Companies to be oriented on Visually Impaired, Hearing and speech impaired candidates
- Regular sessions to be conducted through alumni to share their experience to motivate the candidates
- Provide entrepreneurial development program for Persons with Disabilities who are interested in self-employment
- Explore new sectors like E medicine, Health sector, Agro based, Aviation etc.
- For Women with Disabilities, exclusive home based projects home to be focused
- Develop supply chain jobs - collect, procure and deliver

Analysis:

“Employment is Empowerment” - Once a person gets employed she/he gets respect and dignity within the family, community and contributes to the nation building. LRC's contributions to both individuals and country at large has ensured that young adults with disabilities have been ejected out of the poverty cycle and are empowered with respect, dignity, decision-making power and emerge as leaders in the family and community.

Samarthanam aims to enhance its scope to empowering the persons with disabilities as employers rather than employees with strong entrepreneurial development & start-up unicorns. ‘No one is left behind’ aims to capacitate low literate persons with disabilities with self-employment. Expanding to e-commerce, e-medicine, Agro & Aviation sectors are on the anvil. It is challenging to reach out to larger numbers with our own units, Samarthanam aims to expand by capacitating other similar organisations across India and beyond shores.



DIGITAL LIBRARY

Digital Library

Started in the year 2008 and located at Bengaluru, Chennai, Guntur and Vizag, the key activities include, Conversion of ink print books to Audio format, Braille printing & translation work.

Achievements:

- Caters to students with print-disabilities like dyslexia, visual impairment, and verbal processing
- Samarthanam is an active member of the Daisy Forum India (DFI) which is involved in the production of books and reading materials in accessible formats for persons with print disabilities
- Provides practical support to school and college students, making course material and books available in formats supported by screen reader software , JAWS
- Under the guidelines of DAISY, the books are scanned, edited, typed, recorded and edited by the team at Samarthanam ensuring optimum quality of work to guarantee easy access of content in the audio mode to persons with disabilities
- The Digital Library has 28,000 Audio Books, 7000 plus Braille Books and Magazine Link Books & 11,000 plus Ink Print Books. 3000 plus Persons with Disabilities have been benefitted

The Vision of Digital Library, is to establish a strong library linkage with other institutions and agencies Nationwide and Internationally and to strengthen the library's bond to the library patrons by establishing "Friends of the Library" program which would assist in the development of the library collection. To create various bibliographies and library path-finders for easy access and retrieval of information and encouraging public Libraries to become accessible.

Analysis:

In one sentence the role of Digital Library is to provide "Sight for Education to Visually Impaired Kids." With technological advancement by 2025, Samarthanam wishes to set up a full-fledged e-Books library for all including visually impaired.





FundRaising

The Fundraising (FR) and Corporate Relations of Samarthanam was in existence since 1997. A dedicated approach for continuity and permanence to raise Funds was started from 2006-2007. The organizational core team's visit to many NGOs in UK brought in a fresh perspective and hence this exclusive department was started.

Impact and Unique Strategies:

A fundraising strategy outlines actions, time frames and resources to meet the organization's key objectives, outlined in a strategic plan. A strategy helps prevent wasting time and resources by outlining priorities and helping to align everyone's work around those priorities. Samarthanam's Fundraising has demonstrated the viability and has enabled solutions to extrapolate strategies to get funds across local, Regional, National and International levels. At the same time ensuring and maintaining professionalism to build adequate Trust, Transparency, Accountability and Communication with the sponsors, donors and funding agencies. The Impact has been very positive like

- The resources mobilized by Fundraising have impacted the lives of primary stakeholders in the form of Increased income, skill development, self-esteem, worth, respect, participation and recognition in the society
- Infrastructure development to run various programmes
- Purchase of own vehicles to provide transport facilities to the primary stakeholders and staff
- Expansion of the programmes from 1 city to 13 cities
- Expansion of verticals and providing hostel facility to blind girls to pursue higher education
- Reach and coverage has increased from 3 blind girls to 100000 persons, which is inclusive of students with and without disabilities
- The activities have given national and international recognition to the organization
- Creating buffer Resources to use in crisis
- Human resource has increased from volunteers to over 600 full time staff and consultants

The strategies adopted could succeed because of uniqueness like a Dedicated FR department, Dynamic leadership, Opportunistic approach, Diversifying resource base, Effective donor and statutory compliance, Cricket for the Blind, Inclusive approach, High Market Credibility, Quick decision making process, plunging proactively in times of Crises, Effective coordination between verticals and support departments, large number of contacts of corporate agencies, Bureaucrats, Elected Representatives across parties, Soft advocacy by building rapport with policy makers politicians and celebrities, Extensive application of technology, particularly assistive technology in all programmes and access to primary stakeholders at affordable cost.

Lessons for the Future:

Civil Societies always need funds, even when they are running projects. But after a project ends, they need more funds to sustain their programmes. Fundraisers have to make sure that they can raise more resources year after year, and keep up with a quickly changing industry and an evolving role.

“Good objectives will find its own resources.” Samarthanam chose to synergize and balance the needs of its programmes and efforts to raise required resources to provide quality services to its service users. Probably, Samarthanam was the only organization which provided equal emphasis for both resource mobilization and programme implementation way back in 1997.

“Visibility leads to Credibility and then to funds” – Samarthanam also championed in projecting its impact on lives of people with & without disabilities to the donors as well as its stakeholders. This approach has paid back with Value on Investment (VOI). Most organizations in India and other developing countries which are highly dependent on foreign funding are now in a critical situation to sustain their good work. Mahantesh GK and Nagesh chose to develop in-depth donor relations with local donors, Corporates, Government and the individual donors.

“It's not the amount that matters but the meaning behind your donation.” was Samarthanam's approach to every individual donor. Giving a little is better than not giving at all. This unique strategy has made Samarthanam a very healthy organisation and paved the way for higher and significant growth as a national organization within 25 years of its journey. The Fund Raising Team over the last 25 years has taken actions proactively by adapting to market changes on the basis of opportunities- from events, to Individual funds, to CSR, and developed a culture of learning and adaptability. The unstinted support and active involvement with hands on domain expertise from the Founder Chairman, has added a lot of value to Fundraising percolating the culture across the organization.

“What you sow, you reap” Samarthanam leaders with its Fundraising team made the right kind of investments and excelled themselves meeting the needs of donors by donor acquisition, donor retention and more importantly donor-servicing.

What does the donor expect from an organization?

Value on Investment for their grants and donations in the form of high-impact end user programmes, high-quality infrastructure, professional capacity of the team and supporting brand-building and Social Marketing. All these were DNA of Samarthanam Fundraising team. Today, Samarthanam has grown to a position of becoming an Enabler cum Implementor, by supporting smaller organizations to implement its programmes and reach out to a larger number of people with disabilities and the poorest of the poor.

COMMUNICATION

Communication Department as a support function was started in 1997 to ensure that important information is conveyed to the right people, through internal and external communication, so that everyone stays on the same page and key information is evenly distributed throughout the organization. The leadership of the organization strongly felt to have an exclusive communication department to connect with its own employees, beneficiaries, donors,

government, vendors, suppliers and other stakeholders. The department devised strategies to address different audiences and thus, communication took different forms: Written word-internal and external reports, advertisements, website copy, promotional materials, email, memos, press releases, Spoken word- meetings, press conferences, interviews, video and non-spoken communication like photographs, illustrations, infographics and general branding.

Strategy: The department stays relevant and effective in raising awareness among public, creating positive Influence and sustaining Relationships, through consistency in branding, written messages, through Print Media, Quarterly News Letters, Annual Reports, Pamphlets, Brochures, Banners, Standees, and more relevant by delivering all materials at the appropriate time. Supports and promotes organizational goals, including message development, social media content creation and media outreach and disseminates public relations materials that increase Samarthanam's visibility amongst stakeholders and builds and maintains relationships with journalists, bloggers, investors and customer audiences that helps advance the work. The department works to ensure digital marketing content which aligns with Samarthanam's brand identity and message, and assists with marketing campaigns as needed. The department uses Print Media, mostly organic and a few inorganic, Electronic Media, Broadcasting Media, Digital Media, Direct Mail, PR Agencies, Internet, Events and shows, Advertisements, Display Ads to build the Brand and Image of the organization. Good design and creatives are used for the website, mobile phones or for any apps created so that they can be easily viewed on smartphones and tablets. Relevant content is also shared with prospects and customers on social media channels. The department has effectively reached through advertisements on admissions for different training courses, school admissions, scholarship for higher education, dry ration kit distribution camps, vaccination camps and other important events. Some of the Mass Media Strategies adopted are building the brand identity through consistent look in the form of colors, standardizing layouts, logos, design for ensuring a consistent image.

Analysis and Future:

“Communication works for those who work at it.” - Miranda Kerr

Communication and Media are very unique to Samarthanam, like the Fund Raising Department. Leader's strong belief on the need to consistently communicate with all the stakeholders and external world has paid off with huge dividends to Samarthanam.

“Effective communication is 20% what you know and 80% how you feel about what you know.”- George Bernard Shaw. Just as a movie hits with its emotional connect with the audience, the Donors feel for the needs of Samarthanam children makes the difference.

Print and electronic media, publications, documents, processes explained, evaluations, newsletters, posters, leaflets, invitations, pictures, web-based communication, life stories, frequent appearances in local and national media are the trump cards of Samarthanam. And they are done in record time to reach out to the needed events.

There is still a huge scope to ensure Samarthanam connects well with National Prime Time TV channels and International News Papers. In the near future, Media and Samarthanam may have to work together much more as traditional forms of news break down and more participatory production evolves.

CRICKET ASSOCIATION FOR THE BLIND IN INDIA

Cricket Association for the Blind in India

Cricket Association for the Blind in India (CABI) was initiated to empower the visually impaired community by understanding their inherent skill and take part in the sport of their choice. The Cricket Association for the Blind in India is the apex body that organizes and conducts cricket for the blind across India and is affiliated to World Blind Cricket Ltd. (WBC).

Critical Milestones & Achievements of Indian Team:

India is the only country which has won all major titles of Blind Cricket.

- Indo-Pak Petro Cup in 2005- India scores 4-0 against Pakistan in the Finals, India-England Series in 2007- India scores 4-0 against England
- CABI was formed. India-England Series in 2010- India wins the Series with score 3-0 India- Pakistan series in 2012 in Chennai- India wins against Pakistan, in the First Ever T-20 World Cup tournament in 2012- India wins the Tournament
- India-Australia series in 2014-India wins the Series
- 4th ODI World Cup Championship in 2014- India wins the Championship held in South Africa
- India – England series in 2015-India wins the Series
- T-20 Asia Cup in 2016-India wins the Title
- 2nd T-20 world Cup in 2017-India wins the Title
- 2018-5th One Day International World Cup Championship in Dubai UAE- India won, India-Sri Lanka T20 Bilateral Series in Colombo, Sri Lanka – India won by 4-1, India-England T-20 Bilateral Series in India – India won 2-0, T20 Triangular Series (India-Sri Lanka-England) in India – India won, India-Sri Lanka T20 Bilateral Series in India, Multi Cities – India Won by 5-0, India-Sri Lanka ODI Bilateral Series in India, Multi Cities – India won by 3-0
- 2019- India-Jamaica ODI Bilateral Series in Jamaica – India Won by 2-0, India-Jamaica T20 Bilateral Series in Jamaica – India Won by 3-0, India-Nepal ODI Bilateral Series in India -India Won by 3-0, India -Nepal T20 Bilateral Series in India -India Won by 3-0
- 2021- T20 Triangular Series (India – Pakistan – Bangladesh) in Dakha, Bangladesh India was the Runner Up, India- Bangladesh ODI Bilateral Series in Bhopal, India won by 3-0, India-Bangladesh T20 Bilateral Series in Bhopal. India won by 3-0



- 2022- T20 Triangular Series (India – Pakistan – Bangladesh) in Sharjah UAE, – India was the Runner Up
- India was the Runner up at the Bhima presents Cosmos Triangular Blind Cricket Series 2022.

Analysis and Future:

Blind cricket is yet to significantly improve the quality of life & well-being of the families of the cricket players. As majority of them come from poor rural households, the Players are unable to financially support their families by pursuing blind cricket as a full time profession. Players are able to pursue blind cricket as a passion than a profession. This has to be an important focus area for CABI towards getting recognition for blind cricket from BCCI, union sport ministry and the state governments. More efforts and funds are needed for players to earn regular income from blind cricket like mainstream cricket players and become financially independent.

Sports fosters empowerment. Blind Cricket has created a highly credible and visible platform for Blind Cricketers, CABI & Samarthanam at the national and international levels. Cricket in any form would attract corporates to invest for their brand building. CABI aims to expand its viewer capacity, packed-stadia so that more and more corporates see this as the Return on Investment for their company. CABI and Samarthanam need to work very hard to exploit both national and international media for its attention and getting prime-time slots. Samarthanam's expansion strategy to elevate itself as enabler, will be a reality very soon by supporting CABI's State and District bodies to take on the implementor role over next two years. CABI team reflects and has set targets to be recognized by BCCI, IOC, Khelo-India campaign, SAI and major international sports bodies over next 5 years.



Prime Minister, Shri Narendra Modi felicitating the winners of 2nd T20 World Cup for the Blind 2017.

Personal involvement of Trustees Description and Analysis

The Trustees, the guardians of any NGO, are responsible for being clear on what their organization is trying to accomplish and ensuring they succeed. Doing their job well requires trustees to learn and improve, embrace change, and work effectively with others to secure improvement for the people or causes they serve.

Mrs Vasanthi Savanur, serving Society through Samarthanam is very proud to be a family member of Samarthanam, right from its inception in 1997. She says celebrating 25 years of the steady growth and evolution of Samarthanam is also an opportunity to pause and reflect on the 25 years of journey and transformation that has over taken the organization. It is a moment to express gratitude to the remarkable leader Dr Mahantesh, the Men and the Women who have worked tirelessly in Samarthanam's growth. Swadhara, the Rehabilitation wing of Samarthanam for Women and Children under her foster care has been very successful in restricting cases of suicides and depression, and through Sunadha, Mrs Vasanthi wants to usher community integration. The Higher Education with Scholarship, facilitated by Mrs Vasanti in Samarthanam helps in empowering the students' academic and career goals, by removing the financial barriers and gives the students more time to study, gain knowledge and secure better grades.

Mr. Buse Gowda, an exemplary Classical Dancer says "the success of Samarthanam is beyond the framework of Samarthana's vision." He in the Journey has witnessed Samarthanam reaching out wider with diversified initiatives. The reason he cites is Samarthanam has never restricted itself to Blindness, and has embraced Cross disability and Economically under privileged. The adaptiveness of Samarthanam is unique and has led it to adapt and contribute during Covid times. Samarthanam has infinite potential to play a vital role in growth and development of Education and Employment for the Disabled in our country.

Mr. Uday Kumar Y. Bagunavar is exasperated as to how Samarthanam confined to Bangalore till 2009 could spread so wide and large. Most of our developments happened with no strong backing of Finance, but still growth happened is his surprise. Every challenge has made us emerge stronger and Samarthanam is known everywhere. With this belief we are committed to continually engage ourselves in a relentless pursuit to improve upon our performance and enhance Samarthanam's position.



Samarthanam's Climate Change and Environment Protection Project

Journey and Growth Details:

Parisara established in 2003, takes care of Environmental awareness, conservation & protection. Parisara and its CSR Initiative projects like Tesco ReWare, ITC's Well-being Out of Waste (WOW) works towards promoting the 3Rs (Reduce-Reuse-Recycle), waste segregation, greener and cleaner environs & develops sustainable waste management models, towards cleaner India and better future to next generations.

A self-sustaining model Parisara's primary Stake holders are General Community, MNC Corporates & financial organizations. Parisara's key activities are

- Zero Waste Management services
- Community awareness activities on waste management importance
- Water Saving Projects - Rain water harvesting projects in govt. schools
- Tree plantation activities - in Bangalore urban and its outskirts, since Jan 22 to June 22 Samarthanam planted 9100 saplings

Milestones achieved:

- Bin it Bangalore in 2011, to enhance environment consciousness recycling.
- Green Star award in 2012 for contributions to Environment
- Community Awareness programs in 2015, conducted under CSR initiative. Currently working with BBMP on Solid waste management at the community level
- Implemented Rain water harvesting systems in 35 govt. School in Bangalore
- Reuse of Materials by mobilizing office fabrication, infrastructure materials, kitchen equipment's & 80% of it used in Samarthanam Kodikonda , J P Nagar, Dharwad centers

Environment Impact -

1. Under Waste management: (FY 21-22)

Description	Kilo grams
Total waste prevented from Landfilling	8,56,630
Total waste sent for recycling process	8,72,532



1. Ward awareness Program:

a. Solid Waste management program (Apr 2021 - Mar 22)

Total awareness created among community level	8,333
Total Apartments	79
Total School	23
Total Hospital & clinics	12
Total Associations	3
Total PGs	12
Total Auto follow up	20
Total Pourakarmikas	120



b. ReWare – waste management awareness program (Jan 22)

Donor Company is **Tesco**

No. of Wards are **5**

Awareness created among **9500 house holders**

Mass awareness conducted on Waste management importance at source level includes **6 localities**

Challenges overcome in 5 years:

- Retaining Man Power
- Market Rate fluctuation of scrap material
- Frequent rule changes in BBMP management hampers collection system in BBMP City limits
- Lockdown & pandemic & work from home of IT companies affected scrap material collection & the sustainability model

Lessons and Future: “Unless everyone is safe - No one is safe”

Climate change will continue to severely stress the world's ecosystems, including threatened coral reefs, permafrost landscapes and the Arctic; decrease biodiversity; and cause extraordinary numbers of extinctions on land and in the oceans. The severity of these and other impacts will worsen with more warming. Parisara strives to ensure its little contribution towards Climate Change by its various Environment Protection programmes.

Future of Parisara has a very high potential as all the powerful nations in the world are now gearing up to address climate change and Eco-friendly waste management system.

Better Environment for a Better Tomorrow. It is now or never and a question of survival. Parisara aims to be the member of The UNEP International Environmental Technology Centre (IETC) in Japan, The Intergovernmental Panel on Climate Change (IPCC), take part in every UNCCC events – UN Climate Change Conference and UNEP – United Nations Environment Programme.

One of the critical change needed to achieve with technical guidance is to take up the agenda forward and to the international arena. With new strategies, people working in this industry will need to learn new skill sets. There is a growing need for skills like analyzing the collected data, environmental education and analysis, and zero waste management.

HEALTH, COVID 19 & REHABILITATION

Journey and Growth Details:

The Health and Covid 19 vertical established in 2020 has reached out to most secluded sections within disability. It deals with Assessment, Referrals, Therapeutic Interventions, Provision of Assistive devices, Conducting Health Camps, Surgical Intervention, Distributions of Medicines, Distribution of Health Kit, PP Kit for Asha and Anganwadi workers, Dry ration Kit, ICU beds, Ambulance distributions, Vaccination Drive. The biggest Vaccination drive was organized in collaboration with TV18, United way Mumbai, Federal Bank, Coco Cola. This vertical has create huge visibility, recognition through its massive COVID relief activities and contribution to PM relief fund. It has created niche among the bureaucrats and the politician. This has significantly contributed in establishing strong linkages with the government machinery. The vertical has directly impacted on the primary stakeholders. The health and medical rehabilitation services have enhanced the functional abilities, communication and life care skills of persons with disabilities. The work with frontline warriors has boosted the morale and enhanced the protection against the infection of COVID. The vaccination programme has helped in preventing COVID among thousands of persons with and without disabilities. The vertical is very effective in reaching to the most needy in improving their functional abilities, mobility, communication and life care skills.

The coverage of the vertical is as below:

Disabilities in Male	Disabilities in Female	Males without Disabilities	Females without Disabilities	Total
94,667	66,449	4,00,201	2,44,301	8,05,618

The vision for 5 years is to reach at least 5000 persons with disabilities through comprehensive rehabilitation services including assistive devices and assistive technology.

Critical Milestones & Achievements:

- 1 lakh front line workers supported.
- 56,000 dry ration kits and RTCPR test done to Disabled Families.
- 2,86,000 PPE kits distributed.
- 7 Ambulances.
- 38,500 Health Kits distributed for Asha and Anganwadi workers.
- 2,500 Ration kits distributed for Anganwadi workers.
- 5,000 plus health kits, cooked meals to 5 lakh people and 32 hospitals.
- 2 ICU Beds.
- 4 Medical camps with 800 participants and 300 plus operations.
- 4, 25,000 received Vaccination.
- 68 Specially abled received Assistive Devices.
- 6 underwent surgery.

- Vaccination happened in 11 districts.
- Certified by ESI as the best organization to support Covid cause & received acknowledgment for distribution of Medical equipment to 22 hospitals
- This vertical has received the letter of Appreciation from the department of health, Government of West Bengal under Swasthya Bhawan ESI for the services rendered.

Analysis, Lessons & Future

Samarthanam took the challenges of facing one of the worst catastrophies of the world with COVID -19. Most vulnerable and victims of such disasters are the people with disabilities and their families. Most people with disabilities would get back to acute poverty and loss of income, respect and dignity leading even to death.

Samarthanam provided the most needed support like survival kits, oxygen plants and ambulances. It proved to its stakeholders - Government, Corporates, and underprivileged that we would put our lives in danger, ensuring your safety and well-being. The World witnessed most NGOs and organizations either closed or work from home, but the Samarthanam team worked overtime to reach the affected in crises. Samarthanam learnt huge lessons with this intervention and has now have excelled as an organization equipped with Disaster Relief and Reconstruction (DRR) work and strategies.

Natural and human made calamities, conflicts and war will leave lasting impact on the most vulnerable population in any country. Samarthanam with last 3 years' experience can jump-in with full vigor to address the needs of all sections of the society in future.





Sports in Samarthanam is encouraged and practiced as Samarthanam believes that participation in physical activity & Sport maintains body functionality, for social interaction and for the psychological benefits such as stress relief and increased self-confidence. The sports vertical was set up for improved strength, endurance and well-being of the students.

Journey and Milestones with achievements:

- 2018, Sunitha & Nandesha, visually impaired won 1st place in 1st National level Para climbing event at Jammu
- January 23rd - January 25th 2019, U.G. students from Bangalore Higher Education - Maala Kolkar, Sunitha N.D, Renuka Rajput, Nandesha and Baskar participated in the 150K "Ultra Marathon" from Mysore to Bangalore defying all odds
- August 11th, 2019 Ramesh, Visually impaired student, from 1st year B.A. participated in the Armed Force Medical College Pune, Marathon organized by NEB Sports in Pune
- July 2019, in National Para Kabbadi Tournament between Karnataka and Maharashtra in Jawaharlal Nehru Stadium Belagavi, Karnataka team won against Maharashtra team
- September 2019 Baskar, Sunitha, Nandesha and Renuka Rajput, participated in international marathon at Thailand. Nandesha secured the 1st place
- September 8, 2019, a marathon was conducted in Jawaharlal Nehru stadium for the visually impaired. 150 girls participated & Shivani, HES of Samarthanam Delhi branch secured 5th position
- September 2019, at the National level, Priyanka, visually impaired of Guntur Branch won prizes for long jump, disc throw and running
- September 2019, Lakshmi, visually impaired student, Guntur Branch secured at State level, First prize in weightlifting & First prize in running
- Nov 15th 2019, Paralympics Sports Committee organized South Asian Para Games in Katmandu. Higher education students won the "Blind Kabbadi"
- December 2019, Manoj Hadapad & Praveen Jagatap, Dharwad Higher Education Students participated in the State Level visually impaired Chess competition and won prize
- 2021, Sunitha, Murali, Sujatha participated in Para wall climbing world championship at Moscow Russia. Sunitha won the 3rd place
- 2021, Kavya & Deepika, Visually Impaired students won medals in Para National athletic meet in Bangalore
- 2022, March Jayalaxmi, Visually Impaired athletes won the 3rd place in 800 meters running at Para national sports meet in Odisha
- 2022, Intellectually Disabled School Team got selected for National Level Golf event in Haryana, Volleyball, Basketball in Puducherry and athletics in Gujarat

Lessons for the Future:

Sports transcends beyond linguistic, cultural and social barriers and makes it an excellent platform for strategies of inclusion and adaptation. Samarthanam with the help of Government and other Sports bodies has to dive further to encourage and promote the participation of persons with disabilities in mainstream sporting activities at all levels.

SUNADHA

Started in 1999, Sunada, Identifies, Nurtures, Trains artistes with disabilities and gives them a platform, nationally and internationally to showcase their talent. The artistes excel in classical, folk dances, and music & have performed across States, National and International platforms, garnering applause and appreciation. It is empaneled with Indian Council for Cultural Relations (ICCR) which is a part of Ministry of External Affairs (MoEA), Government of India.

Impact: Sunadha provides a stage to show case the artistic talent among people with disabilities, by imparting training to perfect the skills and showcase talent. Sunadha has given more than 3000 performances globally. Artistes have received many awards for extraordinary performances in group and solo in India and abroad. With the growing acclaim, the troupe gained an opportunity to travel to the USA and deliver Indian classical and folk dance performances on ten different stages PAN India and in countries like US, UK, Malaysia, Singapore & Thailand. Sunadha has an orchestra comprising of Instrumentalists and vocalists who are visually impaired. The music troupe has performed all over India and the USA. They specialize in genres such as folk, Bollywood and light vocals.

Milestones Include

- Hampi Utsav, South Zone
- Divyangjan Competition
- Australian High Commission
- AKKA (USA)
- NAVIKA (USA)
- World Bank (USA)
- March 11th 2022, witnessed the Ground Breaking ceremony of disabled Friendly Performing Arts and Therapy Center in a built up area 32, 284 sq. ft., 3 floors, designed with Accessible Auditoriums, Stage, Ramps, Passenger Lifts and Service lifts.



Lessons for the Future:

Disability may be transformed into a skill to create beautiful things and this has been proved beyond doubts by Sunadha, the cultural troupe of Samarthanam classical dance and music. Performing arts has the power to behold the eyes of the spectator and create a lasting impression in their minds. Sunadha not just earned name, fame & funds for Samarthanam and has made every talented student a hero or heroine, but every performance has changed the outlook towards disability and negative attitudes worldwide. Those who perform have earned a loving pal across shores. Now the next step is to ensure their passion is transformed into a profession. How? By ensuring getting degrees in performing arts, making them coaches, teachers of dance and music. They should earn their living with art forms and get national and international awards.



Vidya Prasada the Mid-day meal of Samarthanam, protects children from hunger, by providing cooked midday meals which positively impacts the education by facilitating regular school attendance and enhancing children's learning abilities.

Journey and Growth Details:

Prior to acquiring own vehicles, Samarthanam used to hire vehicles for food distribution, and sometimes due to vehicle problem, food was not distributed on time. But now Samarthanam has its own vehicles and drivers.

Milestones and Achievements:

- Since 2003, Samarthanam is supplying mid-day meals & hot milk for 7,647 students of 54 Government Aided schools of South Bangalore
- By 2022, Samarthanam touched the lives of more than 2,22,000 students by providing them with nourishment
- Currently, serving 54 schools under this program
- 4 Vans procured under mid-day meals program
- 1 EECO van procured for provision transport

Analysis:

- Avoiding classroom hunger
- Increasing school enrollment
- Increasing school attendance
- Improving caste socialization
- Addressing malnutrition and Empowering women through employment

Midday Meal scheme is a strategic program, addressing two of the most pressing problems like Hunger and Education.

Lessons and Future:

“Anna Dato Sukhi Bhava” – One of the old Vedic phrases says – one can only satisfy the other person by giving them food, and NOT with anything else. Giving food is giving life. The future looks bright as this Mid-Day Meal has brought in an equitable social structure by allowing disadvantaged students from low income categories, as well as female students, to complete their studies. Advancements in Childrens’ education will lead to benefits in social development. Continued education can postpone a girl's marriage and improve her participation in family decisions. Future of this critical programme lies in marketing its benefit to larger society. Serious attempts should be towards promoting / marketing to individual donors and organizations so that this programme grows and the funds raised should be invested on education and skilling.



Analysis and Summary of Samarthanam Trustees Vision, Organization Maturity and Proud Moments

- Rajendraa K

Evaluator's Analysis:

India has seen both Tatas and Ambanis and their approach to growth in their organizations. One followed an organic, strategic growth well planned and designed over centuries and the other spontaneously being opportunistic and have embraced risks at all levels and grown with rocket speed. Both organizations have grown, made a difference in their role and to their customers and have sustained. One is called the organic approach and the other is In-organic growth. This context would serve as the best-fit to Samarthanam's growth story and leadership. Samarthanam has succeeded in all aspects of its development, growth, expansion, reach, coverage, visibility, setting standards in the sector and received consistent recognition for all its leaders' efforts and hard work.

Human development also needs a fine blend of both heart and brain in every decision-making process. Heart leads to opportunities and the brain makes it strategic in growth acceleration. Samarthanam now in its 25th year, needs to take a deep-breath and see to what extent it should remain strategic or opportunistic in future growth curve.

Leaders' role in shaping and sustaining Samarthanam's growth was consistent and all the processes to evaluate their thought processes and dreams are captured using Organizational Maturity Index tool and by selected open-ended questions for them to answer individually and collectively. Some of the highlights of this exercise are analyzed and reflected below;

- There is consistency in thinking within all the four trustees and synergy found in most critical areas of decision making.
- Vision for next ten years expressed differently by each of the trustees but there is two distinctly different as one vs three. Expansion Vs Consolidation, Strategic Expansion with caution and of low-risk options. Organization's growth depends on various factors viz, its leadership, team, visibility, financial strength, Internal strategic programmes with National and Global effects on economy, conflicts, disasters, catastrophes as external factors. Hence, leaders should constantly and deeply connected with both micro and macro environments.
- Responses are consistent from all four trustees and have synergy in most areas. Majority of the indicators have scored higher than 4 and one indicator ie., HR practices, staff roles, staff delivery expectations, monitoring seems to be the weaker and have been endorsed by all.
- Founder and Managing Trustees leadership qualities, commitment is unmatched and consistent from the word go and has sustained even after 25 years. Enormous energy and 18 hours of work, hands-on control on all aspects of all verticals and team, volunteers, donors, Government and Corporates are the bed-rock of Samarthanam's success story.

Equally other trustees' trust in leadership, commitment, and single minded well-divided roles are extraordinary when compared with other organizations. All have felt the need to focus on second line leadership building pro-actively on war-footing. Although there are thoughts in place, it is high time to make it a reality within next year. A consistent suggestion and agreement on building Senior Management team with higher roles and responsibilities have emerged. The word Central-Secretariat is a good starting point to ensure, the Managing Trustee's focus could be on strategic development rather than day-to-day events. It is also the time for the leader to elevate to a Mentor's role with key decision-making authority rather than the current roles. All three trustees are willing and happy to take up more responsibilities and get involved higher than the existing role.

- It is important to recognize the role of all the Trustees at all times as the organization grows. Infact Samarthanam legally is nothing but the four Trustees. Staff are not held legally responsible but the trustees are. Organization only benefits hugely when all are recognized especially during important events.
- There is unanimous agreement on the issues viz.,
 - Consolidation with strategic Growth
 - Elevation from Implementor to "Enabler cum Implementor"
 - Newer States and Global Positioning

Recommendations:

- After being successful with Inorganic growth, it is prudent to be strategic in future expansions, especially till 2025 when the global recession fears and climate change impact affects growth at every stage in every country
- Expansion into the new development opportunities like Climate Change and DRR will attract resources over next 5 years and beyond
- The only way a matured organization like Samarthanam can expand is to shift from implementor to enabler or being both
- Delegation, supervision and monitoring rather than doing it ourselves will enrich growth and sustainability- for eg., second line building, senior management team
- Visibility in terms of National media, Social Media are the weakest in Samarthanam. This sector needs serious attempts and investment as Visibility leads to Credibility and then to Funds.
- Recognizing the role of every legal holder will boost their morale, power and autonomy and there by smoothens the growth acceleration and will lessen the impact of burning out on individuals.
- It is high time that Mahantesh GK should get International awards and recognition viz., Right Livelihood Award, Raman Magsaysay Award, Global Corporate Recognition as this would enrich the opportunity for sustaining 25 years of great work



Samarthanam's Swadhara, the Home for Women in Distress and the Well-being of their Children, is a Rehabilitation programme by Samarthanam to lend a helping hand to women in distress. Swadhara Gruh is a home for women who with their children receive protection and vocational training, helping them recuperate and become independent. Health, nutrition, medical needs, food, accommodation, vocational training and counseling by experts are a few of the services provided free at Swadhara.

This program provides assistance to women between the age of 18 years - 60 years, hailing from different parts of Karnataka. The beneficiaries include widows, women with disabilities, economically backward and those who underwent abuse and trauma.

Impact

- More than 3000 women have been rehabilitated
- During Covid times, Swadhara has been proactively offering services to women beneficiaries to stay safe with counselling for psychological support
- 50 college going students are getting benefited by staying in Samarthanam Bhavan

Milestones and Achievements

- Samarthanam set up working womens' hostel at Prashanthnagar, Bengaluru, to accommodate women working, studying and in search of a career or writing a competitive exam. The hostel serves as a home for many women employed in the city and girl students pursuing education. The women stay together as a family and celebrations are regular at the Hostel.
- In 2021, JP Nagar Samarthanam Bhavan was inaugurated to provide accommodation facilities for senior citizens & young disabled girls studying and working. Samarthanam Bhavan is completely disabled friendly building, with accessible facilities & infrastructure like ramp, lift, hand railings, grab bars in the toilet, wheelchair accessible toilets, contrast color of walls and electrical switches easy visibility with all facilities like TV / CCTV / Hot water / Purified drinking water etc, along with eco-friendly initiatives like Solar Power, Heat Pump (hot water source) for the entire building, Reverse Osmosis (RO) plant (water purifier plant) and hygienic steam kitchen unit benefitting around 150 persons per day.

Lessons for the Future:

"Yatra Naryastu Poojanthe, thathra ramyathe Devathaha" – Wherever the women are respected and regarded even Gods will be happy. SWADHARA is an abode for the most deprived women who have family and societal issues, who are abused, and have mental, health issues. Future needs to focus on expanding such units across all locations of Samarthanam. Also, re-uniting them with families, projecting their issues in both media and social media would prevent atrocities on women and girls.



HIGHER EDUCATION



The Project enables access to higher education by facilitating college admission and providing scholarship support to disabled and underprivileged students across India.

Journey and Growth Details:

- Till date 7,259 students benefitted, which includes 2817 boys & 2745 girls with disabilities; and underprivileged 610 boys & 1087 girls
- In 1997, Samarthanam officially started its operations in a small office with only 2 students at Jayanagar East End, Bangalore to support visually impaired students in terms of tuition fees & hostel.
- By 2011, Samarthanam had expanded its operation in Belgavi, Bellary, Dharwad and Gadag districts of North Karnataka as well.
- In 2022, Samarthanam's Higher Education Program has its presence in 11 cities spread across 6 States of India namely Karnataka (Bengaluru, Gadag, Dharwad, Ballary and Belgavi), Maharashtra (Mumbai and Pune), Delhi, Andhra Pradesh (Ananthpur and Guntur) , Telangana (Hyderabad) and Tamil Nadu (Chennai).

Analysis:

- Reviews and case studies of persons with disabilities show that significant barriers remain in participation of disabled students in higher education.
- Areas needing particular attention are teaching and learning, monitoring and evaluation as well as support services like assistive technology. Appropriate funding mechanisms should be evolved to financially assist universities and higher education institutions to enable them to promote disability inclusion through accommodating and including students with disabilities.
- Students with disabilities in higher education continue to face attitudinal, physical and institutional barriers.
- Higher education continues to be a challenge for women with disabilities, like accessibility, lack of reasonable accommodations and lack of special services. Like non-disabled women, women with disabilities are channeled into traditional female fields by school counselors and they are likely to encounter even greater obstacles, if they attempt to pursue a career in male-dominated professions. Women with disabilities often receive pressure from such counselors to pursue a career in disability related fields such as rehabilitation counseling or special education. The combined effects of gender and disability stereotyping track women with disabilities into the most traditional female roles. As a result, women with disabilities are unlikely to have the educational opportunities that will allow them access to highly valued, well-paying professional positions.

Lessons and Future:

- Ensure that differently abled students have an accessible environment to study in high class facilities and renowned colleges and universities along with the abled individuals.
- Facilitate technology supported education for youth with disabilities through assistive technology.
- Expose students with disabilities to the right kind of work ethos, professional expertise and leadership in all walks of life.
- Offer better opportunities to persons with disabilities so that they get through IIMs, IITs, reputed universities, autonomous institutions, foreign universities and educational institutions.



HUMAN RESOURCE DEVELOPMENT



An effective Human resources management department can help provide organizational structure and the ability to meet business needs by managing its valuable assets – the employees. With this objective the HR department was set up in Samarthanam in the year 2009.

Achievements:

The department takes care of talent management, compensation and benefits for employees, training and development, regulatory compliance, and workplace Health & Safety.

HR department is at the core of the organization, bridging between other projects and stakeholders and ensuring smooth functioning. As a support function, the department plays a pivotal role in hiring and sustaining the workforce who meet their deliverables. The department ensures employees are mapped correctly to the respective role. And provides a cohesive and harmonious work environment.

The department has policies and procedures for all aspects of human resources management such as dress code, travel, leave, compensation and benefits, welfare and workplace health and safety besides those on prevention of corruption and bribery and prevention of sexual harassment at workplace. However, there is ample scope for capacity building of existing staff to upgrade their knowledge and skills, performance management, rewards and recognition, and employee retention.

Samarthanam is very diversified in terms of programs and activities which helps in the holistic growth of each individual. Dealing with Persons with Disabilities, understanding their skills and strengths in various capacities is a new learning for everyone in the organization

Samarthanam is able to attract talents from various expertise because of diversity and inclusion, gender equality opportunity, PAN India presence, better pay and diversified programs. Our vision is to create a disabled friendly environment in the organization with more opportunities for persons with disabilities where they can find self-respect and dignity and, making Samarthanam a preferred employer and a best place to work where there is personal and organizational growth.

Futuristic Strengthening:

“The process of scaling up excellence in an organization happens largely through teams”, according to Robert Sutton, writing for Fortune – specifically, by growing new teams in the right way and weaving together their efforts across the organization. Samarthanam again joins the best elite group of very few national organizations having more than 600+ employees with a wide variety of skills and talents.

Drastic changes in the growth of the organization in terms of manpower, employing more disabled, expanding to new locations and setting up the fresh team, employee statutory benefits, inclusion of new systems and processes in place over the last 5 years, showcases the impact the department has had.

What is Samarthanam?

Is it the management? Is it the infrastructure and programmes?

Samarthanam is the strength of its human-capital the workforce. Great teams make an organization Good to Great.

However, there is ample scope for capacity building of existing staff to upgrade their knowledge and skills, performance management, rewards and recognition, and employee retention. Samarthanam HR also has to work towards having processes and systems in place for smooth functioning of the organization and educating everyone and making everyone follow the same.

One of the key areas that needs much stronger introspection in Samarthanam is HR and people management system. In the interest of delivering targets most organizations forget to sharpen their human capital often to be more effective. Over the next one year, Samarthanam should aim to enhance HR and people management capacity in the following areas of

- Clear and Effective Communication
- Emotional Intelligence - Someone with a keen sense of self-awareness, empathy and other social skills is someone who can motivate and influence others is an important quality for managers to exhibit
- Multi-tasking abilities
- Ability to Delegate and be accountable
- Openness
- Problem-Solving
- Decision-Making



IT DEPARTMENT

IT department, started in the year 2001, felt the strong need for the application of Information Communication Technology (ICT) in its programmes and enable effective flow of communication both within and out side the organisation. Started with the simple email communication, today the organisation uses extensive technology at all levels and spheres. The department has 6 staff of which 2 are males with disabilities.

The organisational brand building strategy include an effective and foolproof Information Technology infrastructure, with extensive social media platforms, digital media and promotes Information Technology Enabled Services. The department handles Samarthanam helpline and this helps in creating awareness among the public.

The vision of the department is to make the organisation a technology based organisation and extend extensive application of technology in all programmes at all levels ad all spheres. Here are the snapshots of wide spectrum of areas IT supports to other verticals and the organization as a whole:

- The IT Vertical offers hardware and software support to the other verticals PAN India. Right from trouble shooting of laptops, desktops, printers, servers, softwares like Tally, Securtime, Peopleworks, Donor management system, BPO dialer support, etc. The goal is to have maximum uptime and very minimal downtime at our organization related to IT and technologies.
- Trouble-shooting and solutions: Solutions related to technology from servers to software solution as per the requirement of the organization is offered from IT department. Samarthanam has both in house and cloud based software and solutions as per the organization's need.
- Data mining and Data management : We manage data using cloud based solutions and have storage devices to store organizations important data. And whenever old data is required, IT Department uses these devices to get the data and handover to the concerned.

Futuristic Goals:

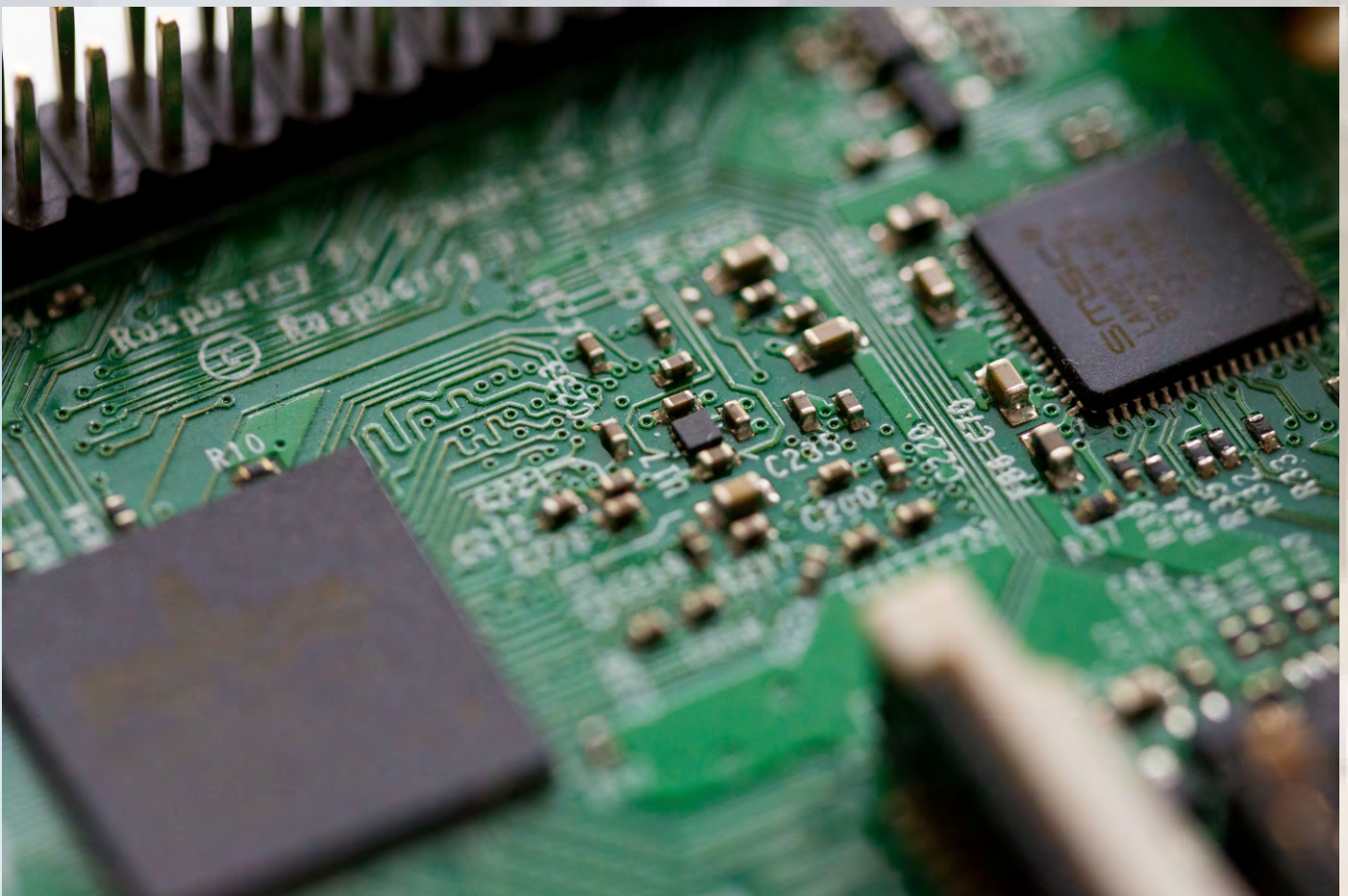
Technological advances in today's digital IT environment offer an almost borderless arena for collaboration, knowledge management, data analysis, and innovation. Samarthanam has to continue to broaden access to institutional knowledge and expand collaborative tools to enhance problem-solving throughout the Department.

In addition, it has to work to achieve the vision that information we are producing should become part of comprehensive, shared, secure, and easily accessible knowledge system. These efforts will build and sustain interpersonal connections and workplace relationships in a technology- driven era.

Analysis:

Samarthanam has many USPs and IT department is one of them. Samarthanam started way back and has highly skilled, committed personnel.

Technology is known to boost innovation & creativity. Technology is able to greatly improve the operational efficiency of projects, significantly reducing resource input and increasing the efficiency of communication. For NGOs, technology is able to change the way they communicate with the outside world — leading to a more efficient and transparent transfer of information. This helps improve credibility among donors and society at large. For instance, the data and analytics section of Samarthanam has described its data management system as siloed by sector, with many time-consuming, inefficient manual processes, disparate reporting and analysis, and fragmented data sharing across multiple data repositories and databases. Over the next two years, Samarthanam IT should master itself in data management processes and to explore opportunities and make recommendations for improving workflow, efficiency, and infrastructure.



TRANSPORT AND INFRASTRUCTURE

It is critical to social functioning with direct impact on social wellbeing, earnings, education and health. It is the means by which other services are accessed, including health, education, employment, etc. Transport and Infra structure started in 2008 JUNE/JULY handles all projects related to Civil / Electrical / Transport and to the entire Samarthanam requirements.

Achievements:

The major tasks completed include construction activities of

- Phase2 block, HSR – 45,000 square feet (Disabled Friendly School & Hostel)
- Dharwad project - 5000 square feet Building (Disabled Friendly Hostel & Admin Block)
- Kodikonda project - 3500 square feet Building (skill training / day care / health projects)
- JP Nagar Samarthanam Bhavan – 15,000 square feet (Disabled Friendly Building for Hostel / training purpose)
- Setting up Skilled Training Center by our team in Tamilnadu, Kerala, Karnataka
- Setting up Infrastructure facilities at HSR, JP Nagar, Kodikonda - Solar power generation plant, RO water purifying plant installation, DG set installation, Hot water system at HSR & JP Nagar buildings, installing mechanized kitchen units at HSR & JP Nagar building.
- Construction activities have begun for Disabled Friendly Art Center / Auditorium Block at HSR campus with an estimated budget of Rs. 13+ crores and with a seating capacity of 353 in an approximate area of 25,000 square feet.

Transport Department:

Samarthanam has more than 25 vehicles in its Transport fleet which includes 2 wheeler/ four wheeler and six wheeler vehicles for Organization's use towards –

- Parisara Department (Dry waste collection)
- Vidya prasad (Mid-day meals program)
- School Buses for I D school & High school students pick up & Drop facility at Bangalore / Mysore / Belgaum branches of ID school
- Vehicles for Blind Cricket
- Vehicles for Local transportation and provision collection center
- Vehicles for Administration purpose
- Ambulance service- Samarthanam has two advanced lifesaving ambulance facility for the needy patients at Sanjay Gandhi Hospital
- Mobile physiotherapy van specially designed for rural areas support under Health Camp Scheme

Analysis:

Infrastructure is important for the country's faster economic growth and poverty reduction. Education, Technology and Infrastructure are the bedrock of economic development of any nation and this fact holds appropriate even to the civil society. Samarthanam's uniqueness are endless, as it has one dedicated department to look after Transport and Infrastructure.

Barrier-free access refers to universal access for all children to inclusive schools. While there are many barriers that need to be addressed like the curriculum, teaching-learning practices and materials, among others, to make a school inclusive, Samarthanam has specifically focused on infrastructural barriers and provides practical, cost-effective and technical solutions for making the physical environment of a school safe, accessible and friendly for children with disabilities.

Accessible & barrier free environment empowers children with disabilities to progress themselves on par with other kids of the same age. Samarthanam's investment and values to provide high-quality accessible infrastructure is matchless.

The greatest strength is having a Dedicated FR department to meet the requirements. The extensive application of technology, particularly the assistive technology makes all our Projects unique and disabled friendly. Optimum utilization of existing buildings and infrastructure for income generation programmes of the organization towards long-term sustainability should be explored. Need to widen the High Net Worth Individuals base for constant flow of funding towards sustainability.



COMMUNITY BASED INCLUSIVE EDUCATION

Analysis:

Samarthanam always had institutional projects over the last 20 years and believed in reverse inclusion, that is including the non-disabled children into a disability-specific school and promoting inclusion. Most institutional models have a limitation in terms of coverage and capacity. Over the last 3 years, Samarthanam started initiating the inclusive education programme. Inclusive education plays an important role in the international drive for education for all (EFA) and sustainable Development Goals 4 and article 24 of the United National Convention on the Rights of Persons with Disability (UNCRPD). Under this Children with disabilities are taught in the same classroom alongside non-disabled children. Teaching methods, resources and the school environment are designed so that all children, with physical, sensory, intellectual and mobility impairments can learn together. This approach of education emphasizes on changes in system-level practices and policies to meet student needs.

The need for the Project arose based on the baseline survey which revealed that in the bordering districts of Chilamatur Mandal in Andhra Pradesh and Bagepalli areas of Karnataka, there is the prevalence of high disability because of harmful high 'fluoride' mineral content in the ground water since decades. This results in fragile bone marrow development in still born children and many forms of physical and locomotor disability in children and adults, resulting in school drop outs and limited social and economic activities in adults.

Inclusive Education is the first innovative project in the community and with mainstream schools in Chilamatur Mandal in Andhra Pradesh and Bagepalli areas of Karnataka. The disabled children in India find it challenging to attend mainstream schools because of impairments.

Samarthanam Trust for the Disabled is making its efforts to address the needs of Children with Disabilities. Samarthanam works with 70 mainstream schools and 213 children with Disabilities, enrolled, retained and promoted to next grade in the last three years. Besides, 500 children and Youth with Disabilities are getting various interventions like Health and Medical Rehab, and support to access entitlements.



This project carries a range of activities including

- School based awareness and coaching support by Project Staff
- Teachers Training Programme
- Extra coaching support
- Home based education for children with severe disabilities
- Therapeutic intervention at the door step and Surgical interventions at the hospitals to Young Adults with Disabilities through referral mechanism
- Meeting with school based Management
- Parents sensitization and Training
- Sport meet and Tree plantation
- Drawing competition as Extracurricular activity
- Day care center
- Online coaching support to Students with Disabilities
- Work with Education dept. and Government officials in Chikaballapur and Anantapur Districts
- Training & Learning Material Kits provided to schools, which are need based

Futuristic Goals

This Project, functions with the mission of **“No Child should be left Behind”** and ensures that all students are learning and are reaching their highest potential. A day care center will provide all necessary support services and the skilled community workers go to the homes of children with disabilities and provide all necessary rehabilitation services. It is the reversal process of institutions with – **“All to few vs. few to all”**, which means, instead of providing all high quality services to few children with disabilities, provide basic facilities to all in the community.

The project aims to strengthen the community capacity through skill transfer and empower them to manage on their own in the future. This model is one of the most sustainable models tried out across the globe. It addresses the challenges of children and adults with disabilities to equitable and inclusive communities. It is a child-centered approach where community members and community-based organisations take collective action to bring about sustainable change. Self-empowerment and participation of children and adults with disabilities is central to the approach. By the end of 2025, this model will extend its community programme to the entire district of Anantapur in Andhra Pradesh.



ACCOUNTS

Samarthanam Trust for the Disabled believes that empowerment and rehabilitation is not merely about enabling marginalized group to access their needs, but it is also an issue of development and human rights.

Our organization has the following financial management system to maintain transparency and accountability to the supporting organizations as well as the general public;

- The unit's heads share the responsibility of being included in the financial management
- Every unit has its own responsibility of preparing and reviewing the budget and carries the financial transactions
- The unit heads are empowered to sign and do the financial stewardship
- The unit heads are given the responsibility of budgeting financial resources
- The unit heads are given the power of responsibility of monitoring and evaluating their own units and submit the reports to the management
- The unit head computes the data including the financial data
- Samarthanam adheres to the tax laws and regulations
- The unit heads are instructed to give report on fraudulent acts
- The management executes the external audit findings promptly
- Samarthanam is audited by an external auditor. Selection of the auditor is purely on the quorum of Trust Members meeting
- Samarthanam does not have separate short/long term budget, but the Annual Budget is prepared every year. The budget is approved in the General Body Meeting.
- Every step of the execution of the programme is closely monitored by the concerned people and risks are identified which leads to stop or act on to curb the risks
- 5% to 10% is being spent on administrative overhead annually

The Chief Financial Officer (CFO) is responsible for controlling the financial transactions of the organization and the money would be flow from the account section to other units. The head of the units are responsible for the expenditure and submit the bills and vouchers to the account section. The account section is responsible for scrutinizing the bills and vouchers and also confirm for utilization of the financial resources. Finally the General Body Members is to approve the proper utilization of the financial resources.

Based on the vouchers the day to day transactions are maintained by the account section of the organization and it is cross checked by the Accounts Officer and gives his/her observations to the CFO and the observations are being set righted by the accounts staff with help of CFO/Management. Based on the cash book and general ledger the annual audit is being done by the Chartered Accountant and prepares the audit reports (Unit wise and General Audit) for the year. It will be reviewed by the Trust Members/ Management of the organization and submit it to the General Body.

Analysis:

Probity is the act of strict adherence to highest principles and ideals which includes integrity, good character, honesty and decency. It balances service to the community/donors against the self-interest of individuals. Probity is the evidence of ethical behaviour in a particular process. Financial probity means, strict obedience to a code of ethics based on absolute honesty, especially in commercial or monetary matters and beyond legal requirements. Probity contains five things – Integrity, Moral Knowledge, Decency, Humbleness & Strong positive emotion. Samarthanam Finance and Accounting Unit has sustained these qualities over 25 years.

Samarthanam in its early stages had Finance & Accounts sections with two distinct and separate sections viz., **Income unit and Expenditure Unit!** The leaders had planned it so well even when it was small, to have separate sections one to deal with the expenses and the other to take care of the income flow, so that every donor gets acknowledged in real-time.

Samarthanam's CFO with Chartered Accountancy background is a huge advantage to manage such wide variety of verticals, locations, remoteness of units, multi-State transactions, multi-country transactions operating from Bangalore. Meeting the deadlines of all statutory regulations, IT rules, ROS updates, Foreign contribution regulation Act, GST, etc., for such a large organization is not a child's play. There are absolutely no instances over 24 years of Samarthanam track record, getting the wrong end of the stick from any Govt., department, corporate or an individual.



VOLUNTEERING

Volunteering in Samarthanam is a great example to show that Volunteers are willing to put in the work for others, rather than just for themselves. Housewives, Students, Corporates, People abroad have volunteered for Samarthanam and it has been a laudable and a selfless act. They have involved themselves in multivarious activities, like Fund raising, mentoring, Scribes for Visually impaired students, Admin support, library work, teaching languages, storytelling, Cooking, Transportation, Arts and Cultural support. Volunteering activities are a part of the vibrant life of Samarthanam and it has grown and expanded beyond limitations, since Samarthanam's inception. Samarthanam during its initial years, was working only with Volunteers, whose numbers are countless and infinite when there were no Employees. Volunteers have been the ambassadors of Samarthanam who spread the word about the mission of the organization.

S.NO	DESCRIPTION	COUNT
1.	Total number of Corporates	395
2.	Total number of Activities	1308
3.	Total number of Hours	10,80,667
4.	Total number of Interns	2432

It is very clear that volunteers, with their unique experiences, really are the backbone of nonprofit organizations. They have made a difference in the growth of Samarthanam, with so much to offer and so much to give. Samarthanam immensely appreciates the involvement and contribution of volunteers who dedicate their valuable time and expertise adding momentum to its initiatives.

Analysis:

"Volunteering is at the very core of being a human. No one has made it through life without someone else's help." – Heather French Henry

"Volunteerism is the voice of the people put into action. These actions shape and mold the present into a future of which we can all be proud." – Helen Dyer

Samarthanam's initial journey was tough and hard with no financial resources and human-capital. MGK and Nagesh had used volunteers in their earlier student phase, and they went back to those lovely selfless volunteers to join Samarthanam and help them. Ms.Vasanti Savanur was once a volunteer to Mahantesh GK and later became the Trustee of Samarthanam. Volunteerism is a win-win situation for all, those who give would benefit more than those who receive.

More than ten thousand volunteers of all ages, gender, background, professional experience is the bedrock of Samarthanam success stories. They come with silver hair and draw the silver lining in the lives of every smiling child of Samarthanam.

Shram Daan and Anna Daan are the holiest of all Danaas. Hats-off to those who have contributed so much to our journey. The numbers of such volunteers have multiplied over 2 decades as most well-educated kids settle abroad and the older parents stay back. They need love, care, professional and social engagement for the benefit of society. Samarthanam provided them all amply and more to come in the future.

“Volunteerism is the voice of the people put into action. These actions shape and mold the present into a future of which we can all be proud.” – Helen Dyer



SAMARTHANAM OVERSEAS

has grown in leaps and bounds in 25 years. An idea, dream of two visually impaired individuals & founders, Mahantesh and Nagesh, childhood friends whose imagination and passion made them reach the sky and beyond not just crossing national borders but International borders as well. From just a 1 room entity and 2 individuals who dreamt big of making this world a better place for the underserved and eventually make them taxpayers, to a 660 strong work force with a presence across India. Samarthanam also spread its wings to the US & UK. Having touched a million lives of Persons with Disabilities in the field of sports, education, skilling, Arts & culture.

This journey of 25 years started with a passion for cricket and how to take it to an international level, 1998 saw its first blind world cup held in Delhi where making friends & connections became a priority to them as this is what would eventually lead to Samarthanam having an international presence and thereby getting international support. Their entrepreneurship took them to the US in 1999 to explore the possibilities & collaborations and bring the expertise, knowledge & technology to India. 1999 also saw Samarthanam's cricket team tour the UK and Sunadha artistes performed in the US on prestigious platforms like World bank, United Nations, Chinmaya mission- Maryland, etc. International exposure not just increased Samarthanam's web of connections but along the way injected awareness, sensitized people to the cause leading to them contributing to Samarthanam's cause in cash and kind. International exposure also led to upskilling our artists, sports men in terms of confidence, maturity and a sense of pride. 3 years saw Samarthanam start getting overseas funding coming in as we had received the FCRA (Foreign Contribution Regulation Act) accreditation. The foundation of Samarthanam was set in stone with the first world Cup. Cricket Association for the Blind, of Samarthanam is an active member in World Blind Cricket Council (WBCC) (10 countries) and World Blind Union (190 countries), Samarthanam holds a UN ECOSOC-UN consultative status, a strong relationship with World bank and similar organizations in US & UK. The fund raising element had a major boost in 2006, becoming a Ford GT when Samarthanam won the Regional award for fund raising & best practices, Mahantesh was sponsored to visit England where Fund raising was done professionally and the same principle was brought back to India and thus was established an In house Fundraising team and a call center which gave the much required boost to Fundraising and year on year the impact has just spiraled upwards.

The impact is multifold in terms of relationships built overseas that have generated a lot of good will and a steady stream of Monies. This good will of our overseas connections translated and extended to domestic support which further strengthened and boosted the cause of Samarthanam leading to the huge success in all its verticals and to the families of persons with disabilities through empowerment. In tangible and intangible ways overseas impact can be seen throughout these 25 years of huge success and which shall continue to build and expand in the coming years.

Analysis and Future:

Indian NGOs similar to Samarthanam size and category predominantly remain within a State where they would operate from or at the most expand to neighboring states. Nothing beyond it. But Samarthanam, unique in its being and a stand-alone strategy backed with strong and committed ambitious dream of its leader ventured beyond shores. This was evident when the Founder declared Samarthanam Global Initiatives. The speed at which Samarthanam grew from State to National, national to global was extraordinary. Again, this trend reinforces the opportunistic growth reflected in all verticals of Samarthanam.

Having a legal registered office in US and UK has paved way to establish credible identity to all NRIs in the west. Also, concerted efforts to expand its wings in Middle East and South Asia are on the forefront of Samarthanam Global initiative. The evaluator was personally involved in strengthening this process and is the witness to the strong commitment of Indians abroad to support Samarthanam. Participation in global events need to be enhanced in the near future. Over the next two years, Samarthanam team should take part in all major Global events viz., Dubai, UAE Expo 2022, TIE conferences in US, G-8, G20 meetings, all UN global meetings, European Development Days (EDD), UN COP26 and others. Presence and representation in such events will expose the organization to world leaders and the Samarthanam leader gets exposure to world leaders.



AWARDS & CREDENTIALS

Samarthanam's motive well structured and cohesive in its framework has projects and activities devised for children & women welfare, education, health, environment, sports, arts & culture which have been well recognized and honoured across various platforms. The Founder & the Organization received many awards including;

- Dr. Mahantesh G Kivadasannavar, received an Honorary Doctorate from Kuvempu University for his contributions in the field of Sports from the Chancellor of the University, Hon'ble Governor of Karnataka, Shri Thaawar Chand Gehlot on June 16th 2022 at Shivamoga
- Dr. Mahantesh G Kivadasannavar, honoured with GC Surana Transformation Leadership Award at GCS Conclave 2022
- Received GC Surana Transformation Leadership Award at GCS Conclave 2022
- Global Indian of the Year 2021 under Chanakya Award by Public Relations Council of India
- Awarded at the 66th Kannada Rajyotsava award 2021 by the News Paper Association of Karnataka
- Received Sandesha Awards 2021 for Excellence in the field of Culture & Education by Sandesha Foundation
- Rotary Karnataka CSR Award for CSR Implementation Excellence in Skill Development and Livelihoods 2020
- Sri Sathya Sai Award for "Human Excellence in the category of 'SPORTS' 2019
- Finalist for the Namma Bengaluru Award 2019 under the Best Citizen of the Year category
- Open-Republic TV Award 2019 under the Special Jury Mention- Category
- NAB Sarojini Trilok Nath Award 2019
- CNBC TV18 India Business Leader Award 2018
- CavinKare Ability Award for Eminence 2018
- National Award for Empowerment of Persons with Disabilities received from Shri Ram Nath Kovind, Honourable President of India 2017
- AP State Award 2017 under the category of Best Institution working in the field of disabilities
- NASSCOM Social Innovation award for use of technology in skilling for persons with disability 2016
- Spirit of Humanity Award for excellence in the field of eyecare by AmeriCares India 2015
- National Award for Child Welfare in the institution category received from Dr. Pranab Mukherjee, Honourable President of India 2014
- State Award for Exceptional work in the field of disability 2013
- PMI Award for Successful Project Management of World Cup for the Blind 2013
- Winner of 15th NCPEDP- Shell Helen Keller Award 2013
- Nominee for "Indian of the Year - Public Service" by CNN-IBN 2012
- NDTV Spirit of Sports Award for lifetime achievement for contribution in the field of sports against the odds 2012
- Vajrakumara Award for excellence in the field of providing a better lifestyle for people with different disabilities 2011
- National Award for Child Welfare by Ministry of Women & Child Development, Government of India and received from Smt. Pratibha Patil, Honourable President of India in 2010
- Aryabhata International Award in recognition of the excellent contribution and services in the field of Visually received from Smt. Pratibha Patil, Honourable President of India in 2010
- National Award for Child Welfare by Ministry of Women & Child Development, Government of India and Impaired 2009
- State Award in recognition of services rendered for persons with disability, 2007 and 2009
- Dr. Mahantesh G K conferred an Honorary Doctorate by the Brampton International University
- Shining blue star award by Tata Steel Rural Development Society for social development

SUMMARY OF ORGANIZATION INCOME & EXPENDITURE FOR LAST 25 YEARS

Summary of Organization Income & Expenditure for last 25 years		
Year	Total Income (INR)	Total Expenditure (INR)
1996-1997	2,648.25	5,204.00
1997-1998	15,661.25	2,67,025.00
1998-1999	1,93,691.05	2,13,549.72
1999-2000	15,97,123.56	16,01,459.64
2000-2001	9,24,114.30	7,88,671.00
2001-2002	21,99,967.00	20,31,267.00
2002-2003	60,65,171.00	59,31,051.00
2003-2004	43,81,037.00	62,10,438.00
2004-2005	99,34,137.00	1,12,71,895.00
2005-2006	1,43,84,168.00	1,09,07,187.00
2006-2007	1,71,55,263.00	2,24,43,764.00
2007-2008	2,99,36,257.00	2,38,26,745.00
2008-2009	3,88,80,976.00	3,72,09,188.00
2009-2010	5,60,24,430.00	5,02,74,322.00
2010-2011	6,97,38,999.11	6,00,14,300.87
2011-2012	6,62,86,891.00	5,96,46,386.00
2012-2013	10,51,29,000.00	9,06,91,000.00
2013-2014	7,63,99,910.00	7,61,26,910.00
2014-2015	12,22,69,985.00	10,86,71,366.00
2015-2016	18,54,94,519.10	15,25,15,607.31
2016-2017	29,27,01,851.41	21,14,91,586.59
2017-2018	26,98,25,910.84	22,89,60,586.63
2018-2019	28,08,04,587.73	27,01,98,203.26
2019-2020	34,47,58,335.94	30,59,10,125.69
2020-2021	49,04,58,585.02	44,20,65,993.05



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Samarthanam Trust for the Disabled®

2030 VISION



LET US GUIDE YOUNG MINDS TOWARDS A GREATER FUTURE



Vision 2030

Samarthanam with its grand vision aims to increase the scope of work, increase the number of beneficiaries and expand the bandwidth of its locations. Our vision is to build a separate State of the Art Inclusive, Fully Accessible and Barrier Free Academy for disabled cricketers.

In an effort to preserve and protect indigenous cows, Samarthanam's vision is to build an environmental friendly-sustainable Goshala leading to rural youth employment and better livelihood in rural areas, preventing pollution and cows going for slaughter. This is Samarthanam's commitment to the Community and Animals.

Samarthanam's vision is to set up a State of the Art University, with innovative solutions, wheelchair-friendly, fully accessible class rooms and residence halls, which would extensively focus on Research and Development for People with Disabilities. Our Vision is to establish a cultural center to celebrate a Community that fosters pride in one's identity and create a culture of inclusion. The center would be a one stop shop cultural center focusing on various art performances, therapy and also host seminars and conferences.

Samarthanam envisions that every person with disability and economically deprived has the opportunity to achieve the fullest potential to participate and contribute to all aspects of a dignified life.

Mission 2030

The mission is to empower one million disabled people and the underprivileged and to create a path out of poverty for themselves and their communities by 2030. We wish to see a world without poverty and barriers to people with disabilities through education, employment, sports for change, health and talent promotion with our longstanding Partners, Corporates, Government and Team.

PROCESS AND EVALUATOR'S CREDENTIALS

Process and Methodological Approach:

- Brainstorm and bring in clarity amongst all participants of Impact Assessment (IA)
- Formation of Team of IA and clarity for all active leaders
- Data Collection process & Distribution of tasks for all leaders across organization
- Setting Timelines, outputs, deliverables
- Developing tools for data collection
- Ensuring Quality, factual, presentation formats, Language Editing and presentation
- Finalizing the Report format, Value addition and training to all leaders by Evaluators, IT team, Photography inputs, etc.
- Distribution of tasks to Content Writers, IT and Communication team, Draft Report, Review by all internal and external stakeholders, receiving comments
- Re-work on the Pre-final draft of the report and final report printing

Relevance: The extent to CSR grants suited the priorities and policies favoring target group, recipient and donors, degree of programme's objectives remained valid, consistent, intended outputs and impact

Effectiveness: A measure of the extent CSR funds attained its programme objectives. Factors of success and bottlenecks

Efficiency: Measure the outputs - qualitative and quantitative - most efficient process adopted. cost-efficient programme, deadline meeting

Impact: The positive and negative changes on lives of target group, directly or indirectly, intended or unintended. local social, economic, environmental and other development indicators. How many lives changed

Sustainability: Whether sustains after withdrawal, environmentally and financially sustained, project benefits persist after the closure of grant, process of sustenance

Cross-cutting areas: Participation: Level of participation of primary stakeholders in P MEC, Stakeholder wise analysis, Change-Agents' analysis

Special Focus: What worked for Samarthanam - why & how? USPs of all verticals, Being Bold and Outgoing, Risk taking abilities, Quick unilateral decision making, Personal involvement of the Trustees in every aspect of programme management, People who made a difference, expansion strategies, success and challenges

Final Output: All above mentioned data are backed by powerful pictures, quotes, photo-stories, short and bulleted rather than descriptive with data & statistics

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3Innovative Development



BLAST FROM THE PAST



National Award Winning NGO Samarathanam Trust opens Delhi Center



Shrikant Sinha, Mahantesh G.K., Manish Kumar (sitting)

By Our Correspondent New Delhi, National Award Winning NGO, Samarathanam Trust, for the Disabled opens the Samarathanam Delhi Center with the support of Citi Foundation to cater to people with disabilities and provide them with suitable opportunities across various states in India. The Bangalore based trust is working towards providing opportunities for the deserving, young and talented children with disability of any form, or from marginalized economic background. The dignitaries present on the occasion were Mr. Shrikant Sinha, CEO, Samarathanam Trust, Debasis Ghosh, Citi India Public Affairs Officer, Mahantesh G.K, Founder Managing Trustee, Samarathanam Trust, and Manish Kumar, CEO, Citi India Public Affairs Officer, Debasis Ghosh said, "Through the 2016 IIGP, which is well aligned with the Government of India's important 'Skill India' mission, we are humbled to be a part of Samarathanam and the new Delhi Center, empowering youth from low income families to be part of India's economic growth."





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