



ANNUAL REPORT 2025-26

Special Edition

**Celebrating 40 Years of Service
Seva-in-Action**

Together with Communities
Transforming Lives Since 1985

"40 Years of Creating Possibilities"

Empowering Persons with Disabilities to live, learn, and participate fully in their communities."

On **3rd April 2025**, Seva-in-Action proudly completed **40 years of service, commitment, and impact**. What began as a vision of inclusion has grown into a movement that has touched countless lives, creating opportunities, fostering dignity, and strengthening communities.

This remarkable journey would not have been possible without the unwavering support, trust, and partnership of our funders, collaborators, volunteers, employees, families, and well-wishers. Every milestone we have achieved is a reflection of your shared belief in an inclusive and equitable society.

As we celebrate this occasion, we look back with gratitude, cherish the relationships that have shaped our journey, and look ahead with renewed hope and determination to continue empowering persons with disabilities to realize their full potential.

**With Heartfelt Gratitude and Appreciation,
The Seva-in-Action Team and Board of Management**



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Foreword

40 Years of Empowering Abilities, Inspiring Inclusion.”

At Seva-in-Action, we believe that **every person has abilities, dreams and the right to be included**. For over four decades, this belief has guided our journey of creating opportunities for persons with disabilities to learn, grow, work and participate with dignity.

The year under review has been one of **learning, innovation and renewed commitment**. Through our programmes in knowledge development, skill building, livelihoods we have continued to turn possibilities into opportunities and aspirations into action.

What inspires us most is not simply the number of people we reach, but the **confidence gained, barriers overcome and lives transformed through livelihood opportunities creative learning opportunities through Quizabled and Innovative learning projects**. Every child who discovers their potential, every young person who moves towards independence, and every family that finds new hope strengthens our resolve.

With SiA work decades of working with government system Seminar was organized to mark the 10 years of RPwD Act with the theme of intent to implementation for chapters in Education and Vocational Training. As we look towards the future, Seva-in-Action remains committed to building an India where **inclusion is not an exception, but a way of life**.

As we look ahead, SiA is entering an important phase of institutional growth and transformation. Our strategic direction for the coming decade seeks to deepen our work in **early childhood development, inclusive education, livelihoods and entrepreneurship, technology, research, training and advocacy**, while strengthening community-based and inclusive development approaches. We aspire to evolve as a centre of knowledge, innovation and practice that can contribute to wider systems change.

I sincerely thank our dedicated team, volunteers, families, persons with disabilities, government partners, schools, institutions, donors, CSR partners LTM for their more than a decade support for Quizabled, Bosch for Skill development and other donors besides National Trust and well-wishers whose trust and collaboration continue to make our work possible.

Together, we will continue to **empower abilities, create opportunities and inspire inclusion**.

Ruma Banerjee
Sr. Vice Chairperson

Message from Dr. Indumati Rao, Former Founder Director

Reaching the Unreached

Seva-in-Action was born from a simple yet powerful belief: children and persons with disabilities should not be separated from their families and communities, but should be empowered to live, learn, and participate fully within them. In 1985, this vision took shape as an initiative to reach children with disabilities living in rural and tribal communities through the principles of Community-Based Rehabilitation (CBR).

The project was initiated under the **visionary leadership of Sri Ajit Kumar, Founder Director of Hindu Seva Pratishthana**. Our Sevarathi sisters were trained in Community-Based Rehabilitation, Inclusive Education, CBR Portage, and in organizing parent self-help and mutual support groups. When I shared this concept with Mananeeya Yadava Rao Ji and Mananeeya H.V. Sheshadri Ji, they appreciated the need for such an initiative and encouraged us to move forward. At that time, more than 80 percent of persons with disabilities in India lived in rural and tribal areas, with little or no access to services and opportunities.

The concept was innovative for its time. While Sri Ajit Kumar enthusiastically supported its implementation, I was eager to translate into practice the ideas and framework I had developed during my studies at the University of Manchester. We also drew upon our experiences from institutions such as Nivedita Shishu Kendra, Nivedita Manovikasa Kendra, Mangala Shikshana Samithi Schools, Maguvina Mane, and several other community initiatives.

Looking back, I realize that our greatest asset was not infrastructure or funding—it was our boundless enthusiasm and unwavering commitment to serve children with disabilities.

In 1985, we began work in sixteen villages and taluk centres across Bangalore and Kolar districts. Over time, the initiative expanded to more than 140 villages. Rehabilitation manuals and training materials were translated into Kannada and adapted to suit local realities, making them relevant to rural communities and families.

Our first office was a small space in my home at Mahanth Layout near Keshava Kripa. Ruma became the second member of our team, and a converted car shed served as our office. We often travelled to villages in the old Keshava Kripa jeep. Resources were scarce, but our determination knew no limits.

The support of international development agencies such as ActionAid, NORAD, SIDA, DANIDA, DANLEP, and CIDA enabled us to strengthen our work and build the capacities of our core team members, including **Ruma, Manju** and **many others** who later became the **backbone of the movement**.

As the model gained recognition, organizations from Norway, Sweden, and Denmark encouraged us to replicate it internationally. Instead, we chose to establish the CBR NETWORK and invest in developing trained professionals, strong local organizations, and community leaders who could carry the movement forward.

Today, I offer my heartfelt salutations to **my beloved Sevarathi sisters**—my daughters in service—who courageously dedicated their lives to disability rehabilitation. Affectionately calling me “Indakka,” they became **local champions** who transformed countless lives through their compassion, commitment, and tireless service. I also fondly remember the support extended by Sri Kedilaya Ji, Sri Sridhar Sagar, and Sri Prakash Kamath, who stood by Seva in Action in its formative years.

The story of Seva in Action is not merely the story of an organization. It is the story of a movement built on service, commitment, and faith in the potential of every human being. It stands as a testament to what ordinary people can achieve when united by an extraordinary dedication to serve society.

THE 40 YEARS' JOURNEY IN A NUTSHELL

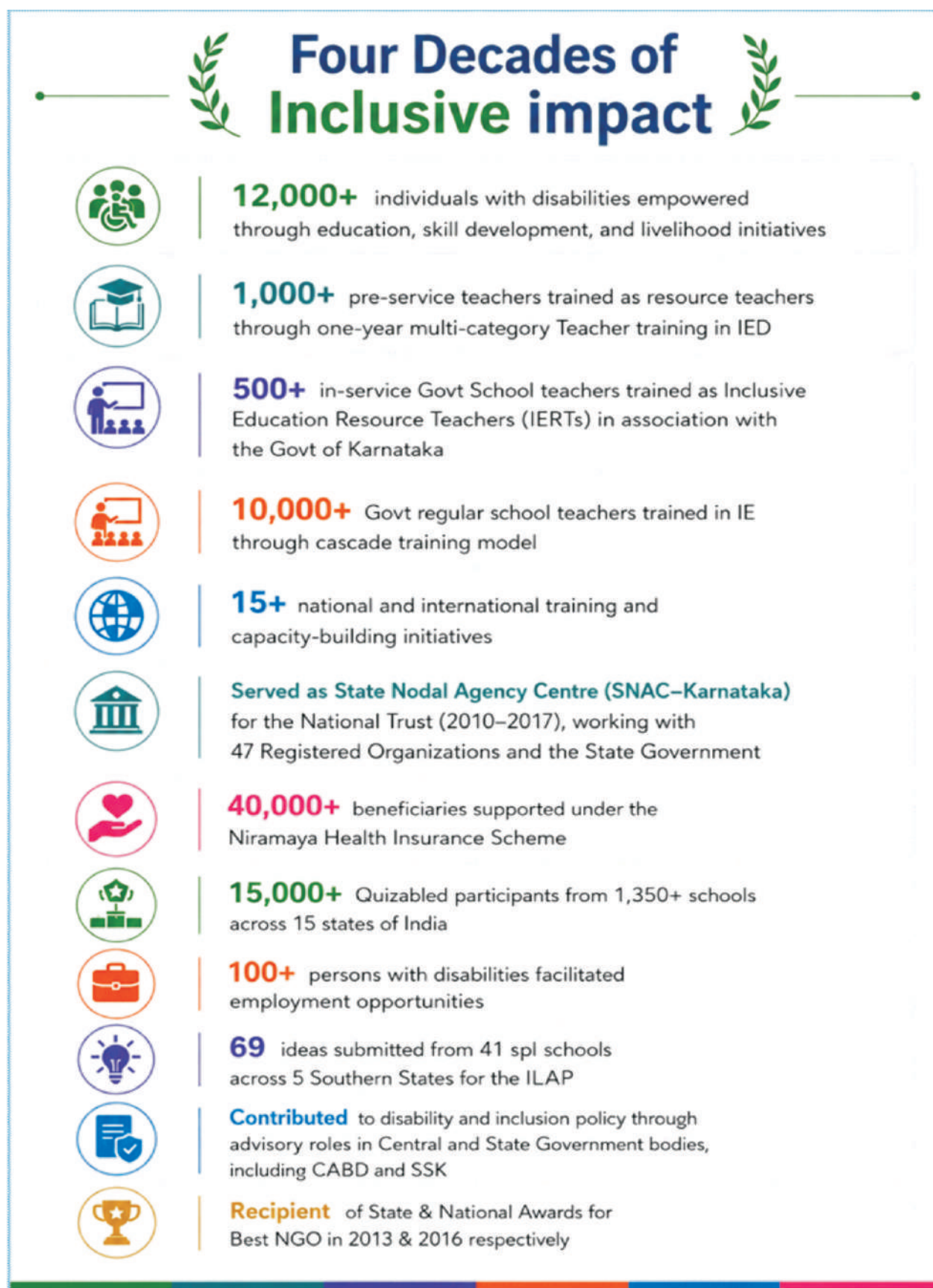
Empowering Lives, Enabling inclusion (1985 – 2026)

From a modest initiative to a movement for inclusion, Seva-in-Action (SiA) has spent four decades empowering persons with disabilities through education, rehabilitation, skill development, livelihoods, and community participation.

Established in 1985 and registered as an independent organization in 1992, SiA has worked to create opportunities, promote dignity, and enable persons with disabilities to lead independent and fulfilling lives. This timeline celebrates the milestones, partnerships, and achievements that have shaped SiA's 40-year journey of empowering lives and enabling inclusion.



Four decades of Impact-Seva-in-Action has touched thousands of lives through its commitment, collaboration, and compassion. Through sustained efforts in inclusive education, skilling and livelihoods, capacity building, and advocacy, SiA continues to work towards building a more inclusive and equitable society for persons with disabilities



Seva-in-Action's Programmes and Impact - 40-Year Highlights

Over the years the **organization has grown from a service delivery to training, resource and research center** under the banner of Action for Inclusion.

Community-Based Rehabilitation Initiatives

Seva-in-Action's Community-Based Rehabilitation (CBR) programme has evolved into a network of



Resource Centres providing early intervention, rehabilitation, therapy, education, vocational training, counselling, employment support, and guidance on government schemes for persons with disabilities and their families.

SiA has strengthened rural rehabilitation by training grassroots workers, developing affordable assistive solutions, and fostering community ownership for sustainable CBR. Recognizing the need for skilled professionals, SiA has also built the capacity of educators and disability practitioners to promote inclusive education and community participation.

Building Partnerships

Seva-in-Action has forged strong partnerships with government agencies, NGOs, and corporate organizations to advance the inclusion and rights of persons with disabilities. As the State Nodal Agency Centre of the National Trust in Karnataka (2010–2017), SiA promoted key National Trust initiatives, including the Niramaya Health Insurance Scheme and Badhte Kadam campaign. Through collaborations with government departments, NGOs, and CSR partners, SiA has strengthened Community-Based Rehabilitation, Inclusive Education, and Skill Development programmes while expanding innovative initiatives such as Quizabled into a national programme. SiA also upgraded its website in 2015 with the support of Dheya Technology, strengthening its digital outreach and communication.

Inclusive Education (IE): Advancing Learning for All

Since its inception, Seva-in-Action (SiA) has been a pioneer in promoting inclusive education, enabling children with disabilities to access and succeed in mainstream schools across rural and urban communities. Through resource centres, educational support services, and technical guidance, SiA has supported schools in creating inclusive and child-friendly learning environments.

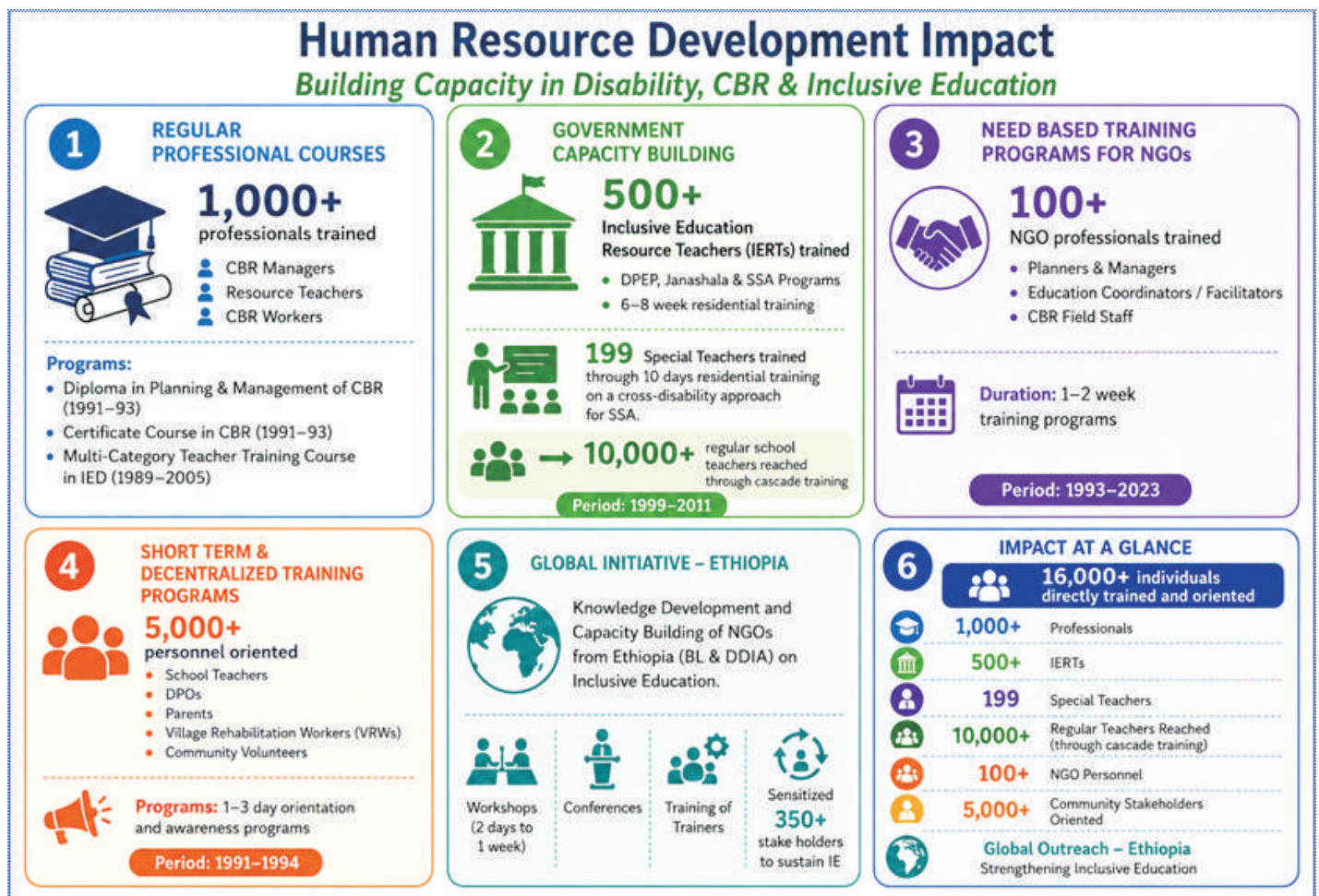


Recognising that skilled teachers are central to successful inclusion, SiA works closely with education departments to train educators and contribute to the development of policies and implementation strategies at state and national levels. SiA has also played an active role in shaping inclusive education as a member of national task force groups, the Executive Council of Sarva Shiksha Abhiyan (SSA), and currently the Executive Committee of Samagra Shikshana Karnataka.

Human Resource Development (1989-2023)

The disability sector saw a major shift in the 1980s from institution-based care to community-based rehabilitation (CBR) and inclusive practices, creating a growing need for skilled and sensitized human resources. Recognising this gap, Seva-in-Action (SiA) focused on strengthening capacities within the education and disability sectors to support inclusion in schools and communities.

Over the years, SiA has designed and delivered a wide range of training programmes, beginning with its own field staff and extending to regular teachers, Inclusive Education Resource Teachers (IERTs), special educators under government initiatives such as District Education Program (DPEP), Sarva Shiksha Abhiyan (SSA), Janashala program, and Samagra Shikshana Karnataka (SS-K), as well as NGO professionals. SiA has also provided need-based training for CBR managers and workers, community education facilitators, Anganwadi workers, rehabilitation personnel, persons with disabilities, parents, and volunteers, thereby strengthening inclusive practices at the grassroots level. Some of the training initiatives with the impact are presented below.

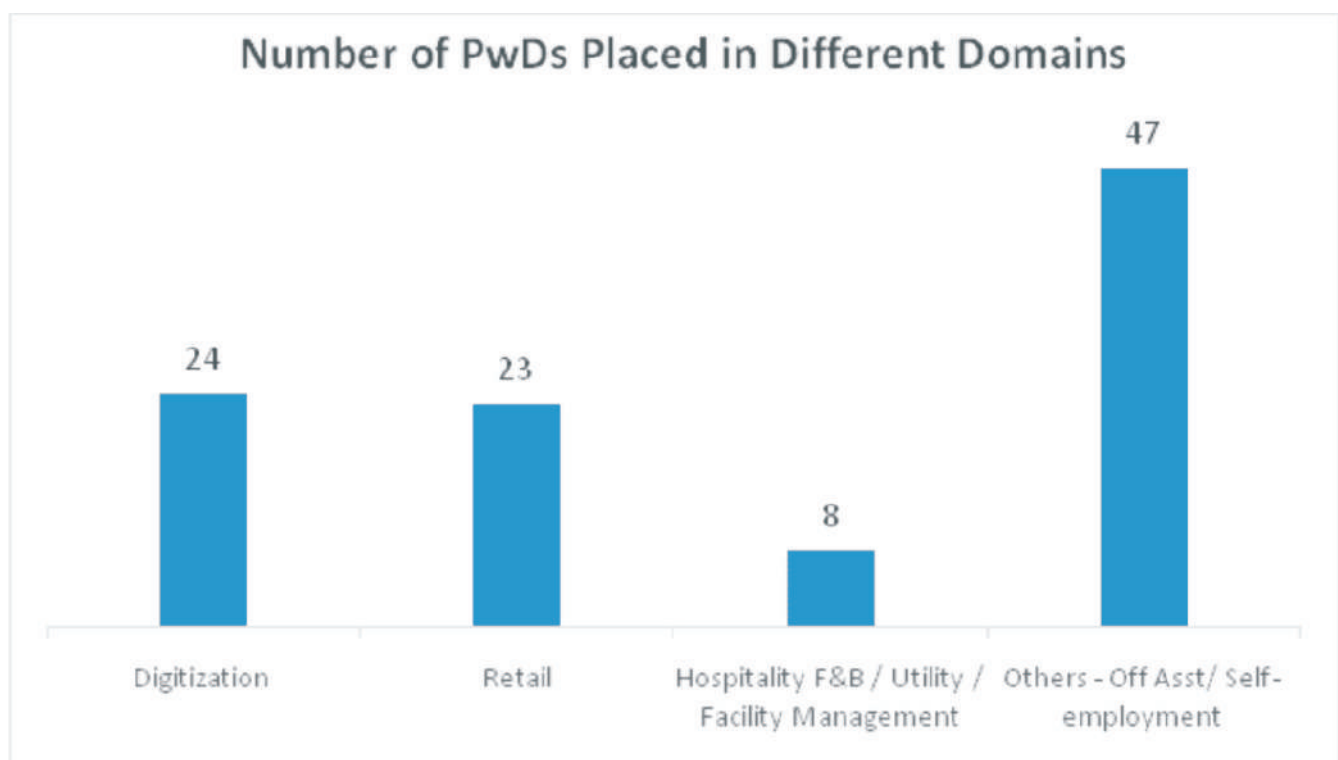


Livelihood and Skill Development Programmes

Seva-in-Action (SiA) empowers young persons with disabilities, particularly those with intellectual and developmental disabilities (IDD), to achieve greater independence through skill development, livelihood, and employment initiatives. The programmes focus on life skills, self-advocacy, digital literacy, vocational competencies, workplace readiness, and successful transition to employment.

SiA's industry-oriented training equips participants with practical skills in **Digitization, Retail Services, and Hospitality - F&B / Utility / Facility Management** enhancing employability, self-reliance, and social inclusion.

Established in **2008–09**, **Rachana** provides production-based livelihood opportunities for young adults with IDD. Participants develop vocational and entrepreneurial skills while producing eco-friendly products, including paper and cloth bags, handmade stationery, jewellery, candles, diyas, Mandala art products, and mats. Rachana also conducts corporate bag-making workshops, promoting inclusive livelihoods, sustainability, and community engagement.



State Nodal Agency Centre (SNAC) – Karnataka (2010–2017)

Seva-in-Action (SiA) served as the **State Nodal Agency Centre (SNAC) for Karnataka** under the **National Trust, Ministry of Social Justice and Empowerment, Government of India**, from 2010 to 2017. Working with **47 National Trust Registered Organizations**, government departments, NGOs, parents' groups, and Disabled People's Organizations (DPOs), SiA strengthened services and support systems for persons with intellectual disabilities, autism, cerebral palsy, and multiple disabilities.



Key Contributions

- Built the capacities of NGOs, Local Level Committees (LLCs), teachers, and parents on National Trust schemes, legal guardianship, vocational training, and inclusive services.
- Organized state-level seminars and workshops with experts and institutions such as **NIMHANS** on inclusive education, early intervention, skill development, and safeguarding persons with disabilities.
- Facilitated enrolment and renewal under the **Niramaya Health Insurance Scheme**, contributing to the **Government of Karnataka's¹ 1 crore budget allocation** and enabling health insurance coverage for **over 40,000 beneficiaries**.
- Led Karnataka's statewide consultation on the draft **Rights of Persons with Disabilities Bill (2011)** by coordinating consultations **across 23 districts**, with recommendations submitted to the Government of India.
- Successfully implemented the National Trust's **Badhte Kadam awareness campaign across 30+ districts**, promoting disability rights, inclusive education, National Trust schemes, and access to government welfare programmes. **The campaign earned national recognition**, with SNAC-Karnataka being among the **Top Five National Winners (2010)** and receiving the **Gold Medal (2011)**.
- Promoted self-advocacy by supporting the **Self Advocacy Forum of India (SAFI)** and facilitating international exchange with disability organizations.

Impact

During its tenure as SNAC-Karnataka, SiA significantly strengthened the National Trust ecosystem in Karnataka by building institutional capacity, expanding access to government schemes and health insurance, influencing disability policy, promoting self-advocacy, and fostering collaboration among government, NGOs, and disability networks.

SELF ADVOCACY TRAINING

In 2012–13, Seva-in-Action launched a **Self-Advocacy Training Programme** for **15 adults with Intellectual and Developmental Disabilities (IDDs)** to strengthen their confidence, decision-making, leadership, and ability to advocate for their rights.

The programme led to the formation of a **Self-Advocacy Group** with democratically elected office bearers, which was affiliated with the **Self Advocates Forum of India (SAFI)**.



SiA's self-advocates have since participated regularly in **SAFI National Conventions** organized by Parivaar. A landmark achievement was the election of **Ms. Mahalakshmi** as the **first President of the SAFI National Executive Council from Karnataka**. In subsequent years, other SiA self-advocates also served in national leadership roles, including **Joint Secretary, Treasurer, and Executive Council Members**, reflecting SiA's sustained commitment to promoting self-advocacy and leadership among persons with **IDDs**.

INFRASTRUCTURE DEVELOPMENT

The **renovation of Seva-in-Action's headquarter**, 'Seva Gangothri' in Koramangala, was completed with support from the Government of Karnataka and inaugurated on 8 November 2013 by Smt. Umashree, Honourable Minister for Women & Child Development and Kannada & Culture.

The accessible facility houses a Skill Development and Livelihood Unit, Resource Centre, Library, Training Hall, Computer Training Centre, Conference and Board Rooms, Multipurpose Hall, and staff work-spaces. The building is equipped with ramps, a lift, and disability-friendly toilets on all floors, ensuring accessibility for persons with disabilities. To support long-term sustainability, 1,000 sq. ft. of space has been earmarked for commercial use.



SiA building painting supported by **Sobha Project & Trade Private Limited** through CSR funding, marking our 40th Anniversary.

Piloting the Transition from Home-Based Education (HBE) to School-Based Education (SBE) in Ramanagara District, Karnataka 2011-12

At the initiative of Mr. Harsh Gupta, State Project Director, SSA Karnataka, Seva-in-Action piloted a project in Ramanagara District to facilitate the transition of children with disabilities from Home-Based Education (HBE) to School-Based Education (SBE).



Following capacity-building programmes for Inclusive Education Resource Teachers (IERTs), Block Resource Coordinators (BRCs), Village Rehabilitation Workers (VRWs), and project staff, a comprehensive child-wise assessment was conducted across remote villages in the district.

The project's findings and recommendations were submitted to SSA Karnataka. The assessment revealed that 116 of the 230 children receiving HBE could be enrolled in regular schools, provided

essential support services such as transportation, accessible infrastructure, accessible toilets, and volunteer assistance were made available.

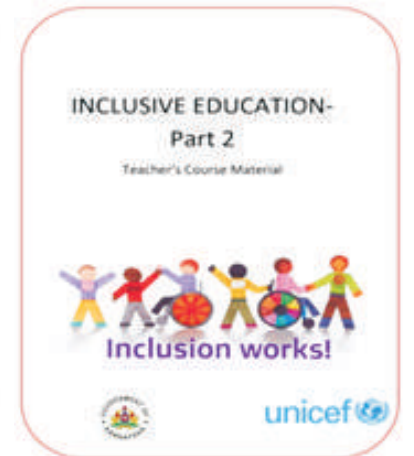
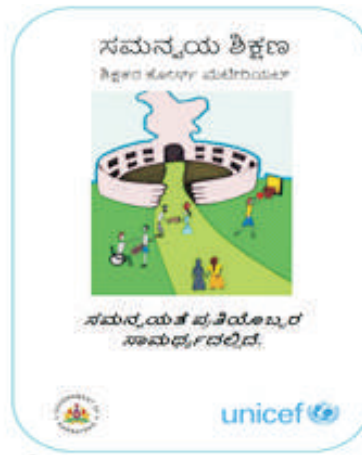
Impact: As a result, **Cluster-Level School Readiness Programme (SRP) Centres** were established across Karnataka, particularly in clusters with a higher concentration of children with disabilities, to facilitate their transition into inclusive schools

Development of Online Courses on Inclusive Education

Seva-in-Action (SiA) was a member of the **Inclusive Education Working Group** constituted by **UNICEF Karnataka** to develop self-learning online courses on Inclusive Education (IE) for regular government school teachers under **Samagra Shikshana, Karnataka**.

SiA contributed by authoring assigned chapters, enriching the content with case studies, success stories, assessment formats, and practical ideas on the use of assistive technology in inclusive classrooms. In addition, Ms. Manjula Nanjundaiah proof read the Kannada version of the complete course material and reviewed the story boards to ensure accuracy, quality, and contextual relevance.

Impact: As part of this initiative, two levels of online courses, along with comprehensive course materials for government school teachers, were developed during **2022–23** and **2024–25**.



Strengthening Pre-Service Teacher Education in Inclusive Education 2012-13

A collaborative initiative by RVEC, Seva-in-Action (SiA), UNICEF, DSERT–Government of Karnataka, and VSEI to strengthen pre-service teacher education in Inclusive Education at the elementary level through research, curriculum development, resource creation, and capacity building.



A set of 5 Reading Booklets for teachers and teacher educators



Portal for ready reference



A handbook for parents



A set of 100 Resource Booklets across subjects for classroom teaching

Key Achievements

Curriculum Integration Integrated Inclusive Education into Karnataka's revised D.Ed. curriculum through a position paper, curriculum framework, and syllabus as a member in the IE sub-committee (2011-12)	Government Recognition Secured Government approval for the revised D.Ed. curriculum and syllabus with the incorporation of IE.
Research & Learning Resources Developed and field-tested Inclusive Education learning resources for student teachers, practicing teachers, and teacher educators.	Preparing Inclusive Teachers Sensitized pre-service teachers on diversity, inclusion, and professional responsibilities.
Model Inclusive Edn Resource Centre Established a Resource Centre at Bangalore Urban DIET with educational resources, assistive devices, and digital learning materials.	Inclusive Education Portal Developed an online portal providing information and learning resources for children with disabilities and other disadvantaged groups.
Teacher Education Resources Developed a Handbook for Teacher Educators and a Sourcebook for Student Teachers on Inclusive Education.	Capacity Building Conducted orientation programmes for teacher educators on implementing the revised D.Ed. curriculum.

Global Initiative – South–South Consultancy Engagements in Ethiopia, East Africa

As part of its commitment to advancing inclusive development globally, **Seva-in-Action (SiA)**, on behalf of **Disability and Development Partners (DDP)**, UK, provided South–South consultancy support to leading disability organizations in Ethiopia. These engagements focused on strengthening inclusive education, building institutional capacity, and promoting sustainable community-based practices.

Berhan Lehetsanat (BL), Addis Ababa (2013–2015)

SiA supported the **Education and Livelihoods for Girls and Women (ELGW)** Project in Hawassa by assessing the educational needs of children with disabilities, strengthening the capacities of teachers, families, and community stakeholders, conducting Training of Trainers (ToT) programmes, and developing locally relevant teaching-learning resources to sustain inclusive education.



Deaf Development and Information Association (DDIA), Addis Ababa (2017–2019)

SiA provided technical guidance to enhance inclusive education for **Deaf and Hard of Hearing (DHH)** children. The consultancy strengthened project planning and implementation, built the capacities of Deaf Teacher Assistants, teachers, and DDIA staff, promoted sign language-based teaching, encouraged parent participation through Parent–Teacher Associations (PTAs), and reinforced advocacy, sustainability, and collaboration with government systems.

Impact: These South–South collaborations strengthened local institutions, enhanced the quality of inclusive education, and fostered sustainable community-based approaches, demonstrating the value of sharing expertise and best practices across developing countries.



RESEARCH & DISSEMINATION

SiA has major emphasis on research and resource development in the areas of disability and Inclusive Education. Various action research studies have been conducted in the areas of developing policy for inclusive education and documenting examples of inclusive education at school level. The purpose of these studies is to influence the govt to develop appropriate policies and practices in the field of inclusive education and disabilities.

Here are three key action research projects from Seva-in-Action (SiA):

- As a partner in the UNESCO–NCERT Multisite Action Research Project, Meeting Special Needs in Ordinary Schools (1991–92), SiA pioneered a whole-school approach to inclusion in a rural school setting.
- Understanding Inclusive Practice and Community Initiatives to Make Education Accessible to All (Funded by SiA) - 2006
- Understanding Inclusive Practices in Schools Across Various States in India (conducted with the financial assistance from Disability & Development Partners, UK) 2010-11
- Diversity and Inclusion in Classrooms: Reality and Perceptions in the Context of Karnataka (conducted in collaboration with RV Educational Consortium supported by UNICEF & DSERT) 2012-14

Advocacy and Influencing Policy

Over the past four decades, Seva-in-Action (SiA) has played a pivotal role in advocating for the rights and inclusion of persons with disabilities. SiA has organized workshops, dialogues, symposiums, seminars, and conferences at the local, state, national, and international levels, bringing together persons with disabilities, NGOs, government officials, rehabilitation professionals, teachers, parents, and other key stakeholders.

The deliberations and recommendations emerging from these forums have contributed to policy development and strengthened government initiatives aimed at promoting inclusive education, rehabilitation, and equal opportunities for persons with disabilities. In addition, SiA has conducted numerous public awareness and sensitization programmes to foster positive attitudes, reduce stigma, and promote the inclusion of persons with disabilities in all spheres of society.

Rashmi's Sister – Rekha Aravind's Testimonial

Seva-in-Action (SiA) stands as a powerful example of selfless service rooted in dedication, discipline, and compassion. The faculty at SiA are well trained, deeply committed, and work with sincerity and responsibility to create a truly nurturing environment.

My heartfelt congratulations to SiA on completing forty years under the **visionary leadership of Ruma ma'am**. The **strength and foundation of the organisation lie in the unwavering efforts of Manjula ma'am and Varada ma'am, who are the true pillars of SiA**. They are ably supported by **compassionate and dedicated teachers such as Ganga ma'am, Girish sir, and many others who serve with humility and care**.

SiA has played a significant role in helping my sister, Rashmi M, learn skills that have enabled her to become independent to a great extent. Beyond this, the organisation has stood by our family with emotional support during difficult times. For this constant encouragement and care, we are deeply indebted.

I offer my heartfelt gratitude to all the faculty and staff of Seva in Action for the lasting difference they continue to make.

INNOVATION & INCLUSION

Quizabled – A National Platform for Knowledge Development & Inclusion

Quizabled is Seva-in-Action's flagship inclusive quizzing initiative, conceptualized in **2016** with the support of then **LTI** & now **LTIMindtree** under its CSR programme. It provides children and youth with disabilities an accessible platform to build knowledge, confidence, teamwork, and self-advocacy while celebrating their abilities.



Designed for participants with **Intellectual Disability, Autism Spectrum Disorder, Cerebral Palsy, Visual Impairment, and Hearing Impairment**, Quizabled features an innovative, disability-friendly format with multilingual quizzes, sign language interpretation, trained volunteers, and professional quizmasters. The programme also successfully transitioned to an online platform during the COVID-19 pandemic, ensuring continued participation.

Impact: Engaged 15,000+ participants from 1,350+ schools and NGOs across 15 states, strengthening confidence, communication, self-advocacy, and inclusion, as validated by an independent impact study by Centre of Excellence in Teacher Education (CETE), TISS, Mumbai.

Innovative Learning Activities & Projects (ILAP) - a new initiative

Innovative Learning Activities and Projects (ILAP) is a unique project-based learning initiative designed exclusively for children and youth with disabilities. It nurtures **critical thinking, creativity, collaboration, communication**, and problem-solving through experiential learning.



ILAP was launched during the **10th edition of Quizabled (2024–25)** as a pilot across five southern states, with students from **12 schools** presenting innovative projects in science, history, environmental conservation, social issues, and storytelling.

Building on its success, **2nd edition of ILAP 2025–26** expanded across Karnataka, engaging students with

Intellectual Disability (ID), Hearing Impairment (HI), Cerebral Palsy (CP), and Visual Impairment (VI). By fostering creativity, collaboration, and problem-solving, ILAP empowers learners to transform ideas into meaningful projects, building confidence, promoting inclusive learning, and showcasing the potential of children and youth with disabilities. 17 finalist teams from **16 schools** presenting 9 Science and 8 Arts projects.

Impact: Fostered experiential learning, empowered teachers, built student confidence, and highlighted the capabilities of learners with disabilities.

STORIES OF CHANGE

Success Story of Mr. Deepak – An Individual with Cerebral Palsy

Mr. Deepak, a 35-year-old B.Com graduate from Ramanagara, about 50 km from Bengaluru, has overcome numerous barriers to build an independent and dignified livelihood.

Despite living with Cerebral Palsy, Deepak was determined to study in regular schools and pursued his education with the unwavering support of his mother, a single parent. Through Seva-in-Action's **Ramanagara Samvardhana Resource Centre**, he received continuous support to overcome the challenges he encountered during his education and beyond. He completed his B.Com with **First Class** from a Government College.

After graduation, Deepak briefly worked in an auditor's office but chose to leave when he was denied meaningful work and treated with sympathy rather than as an equal employee. He believed in his abilities and wanted **equal opportunities—not sympathy**.

Today, Deepak runs his own **service-providing agency in Ramanagara**, offering passport and PAN card services, bus and train ticket bookings, and accounting services for local businesses. His enterprise has enabled him to become economically independent while also **creating employment for two women**.



Deepak is also an active self-advocate. He is a member of the **Self-Advocates**

Forum of India (SAFI) and has served as its **State-level Treasurer**. He has travelled independently with the Seva-in-Action team to attend SAFI conventions across different states.

Deepak's journey demonstrates that when persons with disabilities are supported, respected, and given equal opportunities, they can become independent, create livelihoods, and contribute meaningfully to society.

Story of Parvathi - Mother of Nandeesh

When my son Nandeesh was three years old, he was diagnosed with Down syndrome. Like any mother, I was filled with fear and uncertainty about his future. We supported him through special schooling and education up to the 10th standard, but as he approached adulthood, I began to worry about what opportunities would be available for him.

With limited opportunities in our hometown of Bellary, we moved to Bengaluru hoping to build a better future for Nandeesh. Our journey led us to Seva-in-Action, which became a turning point in his life.

After completing hospitality training, Nandeesh secured a job as a lift operator at PES Hospital. I was proud, but also worried—would he be able to manage the responsibilities of a job? Varada ma'am's counselling, workplace sensitisation, and regular follow-up gave both Nandeesh and me the confidence to move forward.

Today, I proudly say, **"My son is an employee."** I have watched him grow in confidence and independence. He has learned work ethics, grooming, and punctuality, and has become more responsible and self-reliant.

For me, the greatest joy is seeing my son walk into his workplace with confidence and a smile. Seva-in-Action has given him not just a job, but an opportunity to prove himself and become a contributing member of society.

As a mother, I have learned that when our children are given the right opportunities and support, they can achieve far more than we ever imagined.

Quizabled – a Success Story of Chaitanya

Mr. Chaitanya, a 26-year-old young man with **Autism Spectrum Disorder**, emerged as the **winner of the 2019 Quizabled competition**, organized by **Seva-in-Action** in Mumbai in collaboration with the **Sujaya Foundation**—a milestone that marked one of the proudest moments of his life.



Following this achievement, his family relocated to **Bengaluru**, where Chaitanya joined the **six-month Employability Training Programme at Seva-in-Action**. He successfully completed the programme and progressed to professional employment.

As part of the **Neurodiversity Programme** in collaboration with **EnAble India**, Chaitanya undertook an internship with **HSBC, Bengaluru**, starting **October 18, 2023**, working from home on assigned projects. After successfully completing two internship terms, he was absorbed as a **full-time employee at HSBC on September 13, 2024**.

Today, Chaitanya works as an **Associate Analyst in the banking sector**, reflecting his journey of skill development, inclusion, and career growth.

Success Story of a Special Teacher

Ms. Gowri Balasubramanya | Sri Ramana Maharishi Academy for the Blind, Bengaluru

From a Parent's Journey to a Purposeful Profession

A qualified software engineer, Ms. Gowri Balasubramanya left her corporate career to support her daughter, Shreya, who has a visual impairment. This personal experience led her to special education, where she has spent the past five years teaching mathematics and digital literacy at Sri Ramana Maharishi Academy for the Blind.

Integrating Quizabled into Learning

Ms. Gowri has embraced **Quizabled** as an engaging learning platform, introducing quiz-based activities even among younger students. In the latest edition, **six students participated in the digital quiz round, while two represented the school in the competition hosted by DD Chandana**.

Building Confidence Beyond the Classroom

As a mentor and teacher, Ms. Gowri accompanies students to competitions and witnesses their growing **confidence, curiosity, communication skills, and interest in general knowledge**. Many students, inspired by the experience, eagerly look forward to participating again the following year.

The experience has also transformed teachers' perspectives. Seeing students engage with volunteers and peers from other schools encourages educators to **rethink expectations and recognize their students' greater potential**.

Seva-in-Action's contributions have been widely recognized. The organization has received the **State Award (2013)** and the **National Award (2016)** for outstanding service to persons with disabilities.



Seva-in-Action received the 2013 State Award as Best NGO for its best services in the field of welfare of children from W &CD, GOK.



National Award 2016 by the President of India for best NGO to promote inclusive education and CBR.

SiA Programs & Impact for 2025-26

MESSAGE FROM THE CHAIRPERSON

It gives me immense pleasure to present the Annual Report 2025–26, a special year as Seva-in-Action (SiA) celebrates **40 years of dedicated service in the field of disability**. This milestone is an opportunity to look back with gratitude at our journey, the lives touched, and the many individuals, families and communities who have been part of SiA's growth.

Over the years, SiA has remained committed to empowering persons with disabilities to realise their rights, develop their potential and participate meaningfully in society. Our work continues to focus on inclusive rehabilitation, education, skill development, livelihoods and employment, while strengthening opportunities for independence and community participation.

The year 2025–26 has been particularly significant, with several initiatives and partnerships further strengthening our efforts. The National Seminar on **"Leveraging Policy for Education and Skill Development – From Intent to Impact"** provided a valuable platform for dialogue among policymakers, educators, practitioners, researchers and civil society. The recommendations emerging from the deliberations were submitted to the Office of the Chief Commissioner for Persons with Disabilities. SiA also achieved an important milestone by becoming an **accredited partner of the Skill Council for Persons with Disability (SCPwD)** to deliver vocational training for persons with intellectual disabilities.

Our continued focus on **skill development, livelihoods and employment**, along with initiatives such as Quizabled and ILAP, has provided children and young adults with disabilities opportunities to learn, demonstrate their abilities, build confidence and move towards greater independence. These achievements were made possible through the collective efforts of our team and the support of our partners and well-wishers.

As we celebrate 40 years of service, I extend my sincere appreciation to our dedicated staff, Board members, volunteers, families, self-advocates, partner organisations, government departments, corporates, donors and all those who have contributed to SiA's journey. Your trust and collaboration continue to strengthen our commitment to inclusion.

The journey ahead calls for renewed commitment, innovation and collaboration to create more accessible and inclusive communities. With the continued support of all our stakeholders, **SiA looks forward to building on its four decades of experience and creating greater opportunities for persons with disabilities to live, learn, work and participate fully in society.**

With gratitude and best wishes,

S Rajanna
Chairperson

Vision, Mission and Core Values:

OUR VISION

Excellence in serving the Persons with Disabilities - Divyangjan

We strive to provide comprehensive, inclusive, and quality services for persons with disabilities (Divyangjan) by ensuring accessibility, affordability, innovation, and rights-based support empowering them to achieve their full potential.

OUR MISSION

Empowering the Persons with Disabilities -Divyangjan

We work towards an inclusive society that upholds dignity and a barrier-free environment, ensuring equity, equal rights, education, and livelihood opportunities. By leveraging technology for learning and skill development, safeguarding rights, and strengthening family and community support, we aim to build sustainable, long-term change.

OUR VALUES

Commitment:

We are committed to the cause of making a positive difference to the lives of differently abled in every action we take.

Passion:

We are emotionally energized to work for differently abled.

Responsibility:

We deem it as our obligation to fulfil the righteous expectations of differently abled.

Service Orientation:

We anticipate, recognize and meet the needs of differently abled, even when they are not explicit.

Transparency & inclusiveness:

Committed to openness, accountability, and creating inclusive spaces where every individual feels valued and heard.

SiA IMPACT DASH BOARD

EMPOWERING PERSONS WITH DISABILITIES

Inclusive Rehabilitation • Education • Skills • Employment

Seva-in-Action empowers **children and young adults with disabilities** to realise their rights, develop their potential and participate meaningfully in society.

SiA Goal

Enabling persons with disabilities to lead productive, independent and fulfilling lives as active and valued members of the community.

Aligned with the United Nations Sustainable Development Goals (SDGs) 2030



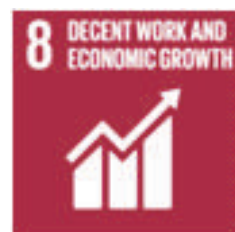
Good Health & Well Being

Promoting holistic development and well-being



Quality Education

Advancing inclusive and equitable learning opportunities



Decent Work & Economic Growth

Building skills, livelihoods and pathways to employment

Seva-in-Action Impact

Interventions	Direct Beneficiaries	Secondary Beneficiaries	No. of Schools	No. of Vols	Total
Skilling & Livelihood	94	400+			494+
Placement of PWIDDs	16	70+			86+
Workshop for Parents	75	350+			425+
Niramaya Health Insurance	600	3000+			3600+
Eye Camp	60	240+			300+
National Seminar	130	250+		30+	410+
Quizabled (Quiz & ILAP)	3129	6258+	320	1000+	10707+
PUT-UP Stalls / Exhibition	150	300+			450+
Connecting & Engaging with Corporate Employees	1000	2000+			3000+
Attending as Panellist, Key Note speaker, trainer, etc.	250	500+			750+
GRAND TOTAL	5504	13368+	320	1030+	20222+

Enable livelihood opportunities to 25 PwIDDs (Person with Intellectual and Developmental Disabilities) by providing skill development training in Digitization, Hospitality and Retail domains
BOSCH (BIF)Project- Oct'25 – Mar'26



SiA team attended an MOU signing meeting at BOSCH for Skill training & Livelihood Project



A total of **25 candidates** with intellectual & developmental disabilities were given an intensive **six-month training programme** that combined skill development, workplace readiness, and placement support. The training methodology followed an experiential approach, comprising **20% theoretical instruction and 80% practical learning**, enabling candidates to acquire hands-on experience in real work environments.

In addition, candidates participated in multiple **exposure visits to various industries and employers**, helping them understand workplace expectations, interact with professionals, and build confidence. The exposure visits and practical training sessions greatly contributed to the development of communication skills, social interaction, work habits, and overall employability.



The programme achieved significant outcomes, with **70% of the trained candidates (16 out of 25)** successfully placed in **internships, full-time employment, open wage employment, and self-employment opportunities across different sectors**. These placements not only provided income-generating opportunities but also enhanced the candidates' self-esteem, independence, and social inclusion.

Sl.No.	Trained Candidates placed in different Domain/Sectors	Total No.
1	Hospitality – F&B(3) and Facility Management (2)	5
2	Digitization / IT-ITenabled services(4)	4
3	Retail (6) and Block printing (1)	7

We **sincerely thank BOSCH** for its support in empowering persons with disabilities. Its contribution has been instrumental in equipping them with relevant skills, fostering economic independence, and enabling them to lead productive and meaningful lives as active contributors to society.

Self-Advocates Forum of India(Safi)



Eight self-advocates and two mentors from SiA participated in the **8th National Convention of the Self-Advocates Forum of India (SAFI)** held at Nagda on **19th and 20th July 2025**. It was organized by Parivaar and hosted by Sneha Special School, the convention was themed “**Speak Up, Shaping Inclusive Communities.**” The participants engaged in group activities, community service, presentations, role plays, task-based activities, and cultural programs, strengthening their self-advocacy, confidence and participation.



Parivaar felicitated Varada Hegde with “**Champion of Change**” award in recognition of empowering leadership and advancing the Self Advocacy Movement.

Exposure visits to companies

To promote workplace exposure, social interaction, and understanding of professional environments for its 7-9 trainees, SiA facilitated visits to:

- **Deloitte -13th June 2025:** participants interacted with company volunteers, created self-advocacy poster and toured the office.
- **NVS Travels - 31st July 2025:** Participants toured the workshop and learned about various activities and tasks.
- **LinkedIn company - 20th November 2025:** Participants interacted with company employees, gained insights into the professional workplace, and received guidance on developing their LinkedIn profiles.
- **Wipro - 11th Dec 2025:** Participants toured the office and learned about the organization and its work.



The CHUBB TEAM VISITED SiA through Seva Bharati on July 17, 2025 & donated 10 Laptops to our Skill Development & Livelihood Unit. These laptops will be used to provide computer skills training to individuals with intellectual & developmental disabilities



Corporate Employees are engaging with SiA students on different activities



Interactive sessions with 22 JPMG employees at SiA on February 27, 2026 fostered joyful and meaningful interactions with Students while creating awareness among employees to SiA's mission and impact.

National Seminar on Education, Skill Development and the RPwD Act, 2016



Seva-in-Action organized a National Seminar on “Leveraging Policy for Education and Skill Development – From Intent to Impact”, focusing on Chapters III (Education) and IV (Skill Development and Employment) of the **Rights of Persons with Disabilities (RPwD) Act, 2016**. Seminar was organised on 30th & 31st of January 2026 at St John’s Auditorium, Bengaluru.

It was organized in collaboration with the Office of the Chief Commissioner of Disabilities, GOI with the aim of providing a platform for dialogue and knowledge exchange. The seminar brought together policymakers, government representatives, educators, practitioners, academicians and civil society organizations to examine the implementation gaps and opportunities emerging from the Act, with particular emphasis on **inclusive education, curriculum and examination reforms, teacher capacity building, assistive technology, vocational education, skill development and transition to employment**.

The seminar was inaugurated by Ms A. Srija, Economic Advisor, Dept of School Edn & Literacy MoE, Govt of India was the chief guest & Mr. S. Govindaraj, Commissioner, Office of the Chief Commissioner for Persons with Disabilities (CCPD), Govt of India; Mr. Praveen Prakash, Deputy CPD, GoI; Mr. Das Suryavanshi, State Commissioner for PwDs, Govt of Karnataka, Mrs. Ruma Banerjee, Sr. Vice Chairperson of SiA and Dr. Indumathi Rao, Managing Trustee, CBR Network. There were participants across India and eminent speakers from different disciplines.



Presenting Memento to the Guests by the SiA Board of Management Members



Presenting a Memento to the Speakers/Panellists from other States



Over the course of two days, thematic sessions were deliberated. The Key deliberations highlighted the need for **stronger policy convergence, accessible and flexible learning systems, strengthened teacher preparation, effective transition pathways, and a lifespan approach to education, skills and livelihoods,** including greater attention to persons with invisible disabilities.

DAY 1



SESSION 1 – Assessments, Curriculum Flexibility, Pedagogy & Examination Reforms for Inclusive Education (Presentation and Q & A)



SESSION 2 – Invisible Disabilities under the RPwD Act, 2016: Policy Recognition & Lived Realities (Panel Discussion)



SESSION 3: Teacher Education and Capacity Building for Inclusive Education: Gaps and Opportunities (Aligning NEP 2020 and RPwD Act). (Panel Discussion)



SESSION 4: Leveraging Technology & AI for Inclusive, Accessible & Equitable Education (Presentation & Discussion)

DAY 2



SESSION 5 – Effective Use of Resource Support & Accessible Learning for Inclusive Education (Panel Discussion)



SESSION 4: Leveraging Technology & AI for Inclusive, Accessible & Equitable Education (Presentation & Discussion)

Glimpses of the National Seminar



The participants were discussed on 6 themes in 6 groups was moderated by group leaders



The seminar served as a platform to translate policy intent into actionable strategies for inclusive education, skill development and meaningful participation of persons with disabilities



Outcome: The recommendations emerging from the group discussions were compiled and submitted to the office of the Chief Commissioner.

Impact of the National Seminar Visit by the Delhi Education Team to Seva-in-Action 27 February 2026



My regards and gratitude to the entire team of Seva-in-Action for hosting our Delhi Education team so well today. Everyone learnt a lot. And we are touched the way your organization is effortlessly working.

- Stuti, IE Co-ordinator, Edn Dept, GNCTD, Delhi

A speaker of the Session 1 of the National Seminar

Seva-in-Action Becomes an Accredited Partner of SCPwD

The National Seminar strengthened SiA's engagement with government departments and opened new opportunities for collaboration. Mr. Ravindra Singh, representing SCPwD as a speaker in Session 6, and his team provided valuable guidance throughout the accreditation process. As a result, Seva-in-Action became an accredited partner of SCPwD to deliver vocational training for persons with intellectual disabilities, marking a significant milestone in SiA's Skill Development initiatives.

SKILL DEVELOPMENT TRAINING PROGRAM
Empowering Persons with Intellectual & developmental Disabilities (PwDs)

Under SCPwD | Seva-in-Action, Bengaluru

Seva-in-Action has over 10 years of experience in Skill Training and Placement |

Our Vision
An inclusive society where persons with disabilities live with dignity, independence & equal opportunities

Our Mission
To empower persons with disabilities through skill development, education & sustainable livelihood opportunities

Our Goal
To build skills, enhance employability & promote independence for a better quality of life

"Building Skills, Creating Opportunities, Enabling Independence"

Seva-in-Action
36, 5/1, 1st layout, 1st block,
Koramangala 4th block,
Bengaluru - 560034
Karnataka

About Seva-In-Action

Seva-in-Action is a non-profit organization committed to empowering persons with disabilities through inclusive education, skill development, & sustainable livelihood opportunities.

As an accredited Training Partner under SCPwD, we aim to build independence & dignity through structured training & Placement.

About Program

Our Skill Development Training Program is designed to equip Persons with disabilities (PwDs), especially PwIDDs, with market-relevant skills that enhance employability and self-reliance.

Eligibility

- Persons with Intellectual & Developmental Disabilities (PwIDDs), 18-35 years
- Basic functional ability and willingness to learn
- UDID, Aadhar Cards must (as per govt. norms)

Training Domain

Hospitality Sector

- Housekeeping
- Food & Beverages (F & B) Services

Digital & Office Skills

- Basic Computer Skills
- Data Entry & Digitization

Program Features

- Individual skill assessment & career mapping
- Customized training modules (3-6 months)
- Hands-on practical training
- Life skills, Self-Advocacy, & soft skills development
- Job coaching for Parents & placement support
- Post-placement follow-up

Certification

Participants will receive Certification under SCPwD upon successful completion of training program

Training Approach

Assessment

Skill mapping & interest identification

Training

Domain • Life Skills • Workplace readiness

Self-Advocacy

Strengthens Voice, Supports Rights, Empowers Decisions

Placement & Retention

Industry linkage, Job matching & post-placement support

Outcomes

- Improved employability & job readiness
- Increased access to wage/self-employment
- Enhanced confidence & Independence
- Strong inclusion in the workforce

Why Choose Seva-in-Action ?

- Recognized Training partner under SCPwD
- Proven experience in disability inclusion
- Strong employer network
- Holistic training approach

Seva-in-Action displayed its activities at the Purple Fest

Date: June 28, 2025

Venue: CRC, Davanagere, Karnataka.

SiA exhibition stall featured SiA activity posters and charts, Quizabled materials, and products made by individuals with intellectual disabilities.



Manthan - Co-creating Livelihood Pathways Together through NeuRise Mission

Manthan, a unique convergence program for company leaders and NGO change makers. Hosted under the visionary umbrella of the NeuRise Mission, the event took place on July 11, 2025, at Enable India. SiA is part of this Mission focusing on the livelihoods of persons with neurodevelopmental & Psycho-social disabilities through collective approach.



A delegation from the Indian Red Cross Society, Karnataka State Branch, visited the Seva-in-Action Centre on Wednesday, July 23, 2025.



The team was led by Vice President **Shri Bhaskar Rao**, IPS (Retd.), and included **Shri Balakrishna Shetty A.B.** (Chairman, Bengaluru Urban District Branch), **Shri Umakanth K.C.S.** (Retd. Joint Registrar of Co-operative Societies), and the Assistant Secretary. They were accompanied by **Shri Mahesh Karanth**, Vice Chairperson of Seva-in-Action.



Around 20 multidisciplinary professionals from NIMHANS visited SiA on September 25, 2025



Daily Living Skills



Seva-in-Action
Empowering Persons with Disabilities

Felicitation and Recognition

SiA won 1st Prize at the **Project Discovery Innovations by and for Persons with Disabilities**, hosted by Enable India, for developing an innovative solution in Daily Living Skills on Nov 17, 2025.



Varada Hegde Received the Award

Service Now

Service Now company generously donated three bicycles to our students on August 22, 2025. This contribution has greatly supported their mobility, helping them attend school and activities independently while significantly enhancing their daily lives and confidence.



Sports Event

Our students participated in sports activities alongside peers from other schools on 8th November 2026. This collaboration provided valuable opportunities for physical fitness, teamwork, and social inclusion, while helping our students build confidence, communication skills, and meaningful friendships.



Focusing on specific skill in different domains.



Therapy sessions

Over the past six months, we have partnered with trained professionals to provide specialized art, music, and dance therapy to our students.

These sessions have significantly aided their holistic development:



Music therapy

has improved emotional expression, concentration, and communication.



- **Art therapy** has fostered creativity and reduced stress.



- **Dance therapy** has enhanced physical coordination and boosted confidence.

Together, these interventions continue to greatly support our students' emotional well-being and overall growth.

Exhibition Cum Sale on July12, 2025 on the BOSCH Premises

Students at Rachana, Seva-in-Action create eco-friendly products—including recycled bags, candles, foot mats, jewelry, and DIY crafts—to develop essential vocational and creative skills.

We showcase these products through exhibitions and sales at companies, schools, and community events to provide our students with valuable real-world exposure that builds confidence, independence, teamwork, and social inclusion.



Workshop for Parents

SiA organized a highly interactive parents' workshop on "Nurturing Independence: Helping Adolescents Become Self-Reliant" on October 30, 2025. Conducted by Kavita Jain and Megha Trivedi, the successful session engaged around 75 parents in meaningful discussions and a concluding Q&A focused on fostering responsibility and confidence in adolescents.



Eye screening camp

On 25th March 2026, SIA and Shankara Eye Hospital organized an eye screening camp that benefited nearly 60 students and parents. Following the check-ups, free spectacles were distributed and necessary eye surgeries were facilitated for those in need.



Trekking

SiA organized a 2 km forest trek to Timmappana Betta near Ramanagara on 22nd November 2025. The students participated with great confidence, happiness, and enthusiasm, supporting one another throughout the adventure. It was a memorable and enriching experience for everyone involved.



Autism Awareness Day

On April 2nd, we celebrated Autism Awareness Day with our students. The program provided a meaningful platform for self-expression, creativity, and understanding through drawing and various other creative activities.



RUN FOR CAUSE 7.0

enABLE network Bengaluru's annual flagship event (Shell India)

Date: 22nd November 2025 (Saturday), **Venue:** Shell India Markets Pvt. Ltd. (Xenon)

SiA had an opportunity to partner with enABLE network Bengaluru (Shell India) for 7th edition of **Run for Cause** – 2025 focusing on Disability Inclusion. The event was hosted by the enABLE network to engage employees and raise funds for a non-profit organization working in the space of disability inclusion. This year they raised funds for Seva-in-Action.



Ms. Manjula Nanjundaiah, Director; Sri. Hari Prakash & Sri. Vikash Goyal, Board members of Seva-in-Action (SiA) participated in the event. Thanks to Swarna & Nazia for recognizing SiA.

International Day of Persons with Disabilities and Christmas

On December 24th, 2025, we celebrated the International Day of Persons with Disabilities and Christmas in collaboration with Compass India Food Services.

During the event, our students showcased their talents and potential through a creative fashion show. The program was actively supported by parents, approximately 50 employees from the Compass Group, and Ms. Sweety from Bosch, all of whom greatly appreciated the students' efforts.



Celebration of Festivals



Summer Camp - 6th April to 1st May 2026

Seva-in-Action successfully organized an Inclusive Summer Camp from April 6th to May 1st, 2026, for **32 participants** aged 8 to 30. The program fostered creativity, confidence, skill development, and social interaction through activities such as crafts, drama, music, dance, art, jewelry making, role-play, and a mock fire drill.



Session on Hygiene



Communication Through Story telling



Developing and Testing Teaching and Learning Resources



Cooking class

SIA conducted a successful 10-days online “Cooking Without Fire” session as part of the Summer camp. A professional chef from Mumbai provided practical instruction, and all students gained hands-on experience by actively participating with ingredients from home.



SiA organized a mock fire drill for awareness and preparedness in its premises



The camp concluded on May 1st with a **valedictory program featuring Chief Guest Mr. Amaranath from the Office of the State Commissioner for Persons with Disabilities, Bengaluru.**



Professional Development

Smt. Varada Hegde and Mr. Girish undergone a 3 days' Online training on "Demystifying sexuality in the context of Disability" by the Enfold Proactive Health Trust from 24 - 26 November 2025. It made them to understand Gender, Equity, Sexuality, and Personal Safety Education for Children and Adolescents with Disabilities.



Ms. Manjula Nanjundaiah completed the five-day "Understanding Deafblindness Course" from 23–27 June 2025, organized by the **Central Institute of Educational Technology (CIET), NCERT, New Delhi**, in collaboration with Sense International India, through virtual mode. She successfully completed the course with 100% marks in the end-of-course quiz.

Some of the Highlights of Hoskote Centre



Celebrated Yoga Day on June 21, 2025



Health check-up camp in the month of July 2025, from MUJ Hospital

APD provides weekly physiotherapy session for the children.

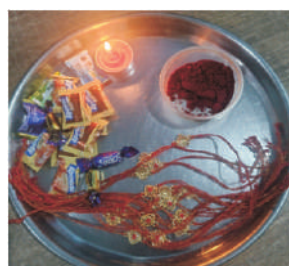


Skill Training

Physical Activity



The International Day of Persons with Disabilities celebrated on December 3, 2025 in collaboration with the Education Department.



Celebration of Rakshabandhan

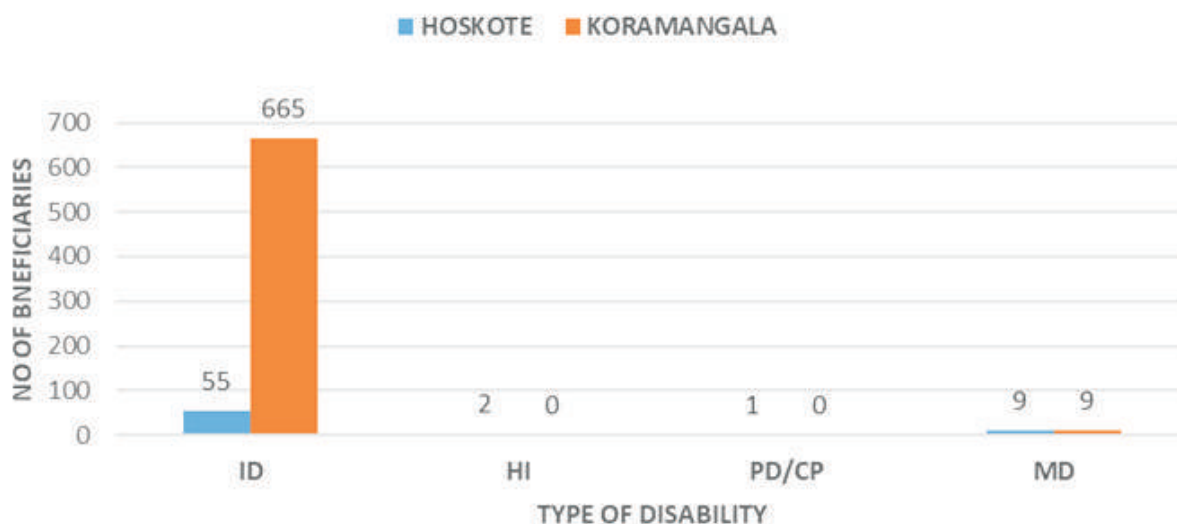


Tata Consulting Team visited the Hoskote Centre and they have given a donation of stationery items and the ₹ 2,000/- contribution towards medicine of a beneficiary

TOTAL NUMBER OF POPULATION SERVED FOR THE YEAR 2025-26

PLACE & SERVICE	ID	HI	PD/CP	MD	TOTAL
Preparatory	02	0	-	03	05
Pre-Vocational Training	07	01	-	-	08
Skill Development &	05	-	-	01	06
Livelihood					
Counselling	10	01		05	16
UDID Cards	26	-	-	-	26
Niramaya Health Insurance	05	-	01	-	06
Total	55	02	01	09	67
Pre-Vocational Training	25	-	-	07	32
Livelihood/Employment	40	-	-	02	42
NIRAMAYA	600	-	-	-	600
Registrations &					
Renewals					
Total	665	-	-	09	674
GRAND TOTAL	720	02	01	18	741

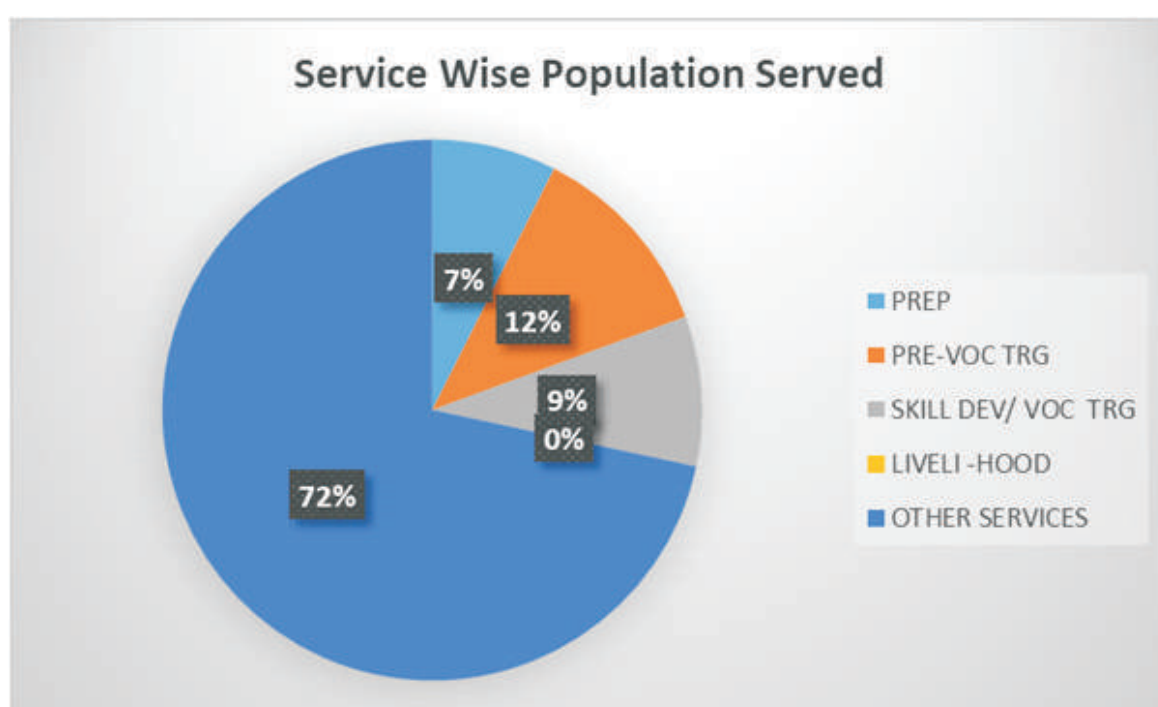
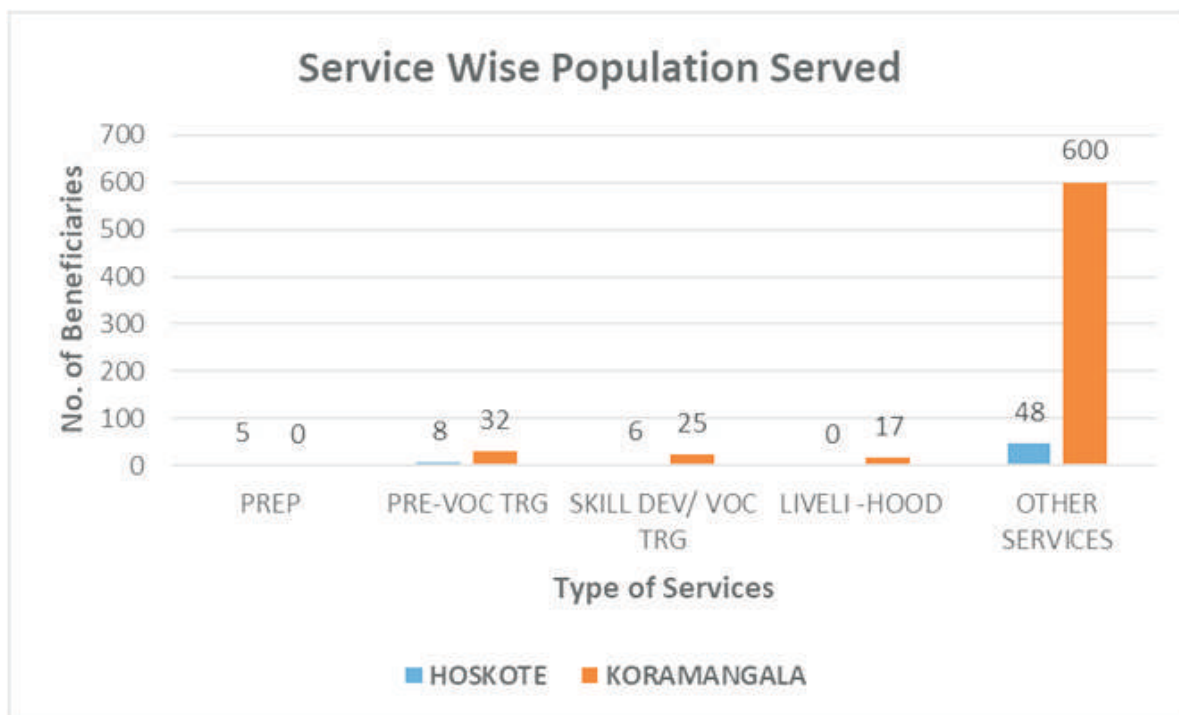
No of Benefeciaries served 2025-26



SERVICE-WISE POPULATION SERVED ACROSS OUR RESOURCE CENTERS

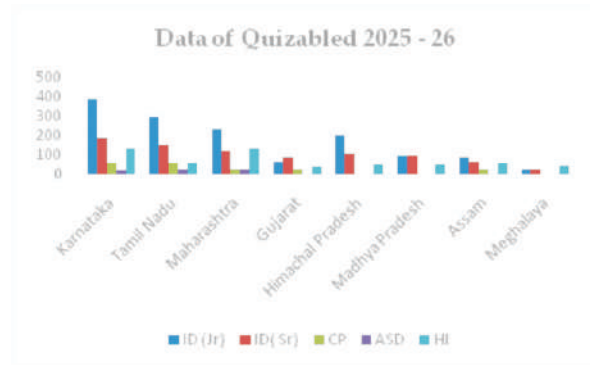
SL. NO	RESOURCE CENTRES	PREP	PRE-VOC TRG	SKILL DEV/ VOC TRG	LIVELI-HOOD	OTHER SERVICES	TOTAL
1	HOSKOTE	05	08	06	-	48	67
2	KORAMANGALA	-	32	25	17	600	674
	GRAND TOTAL	05	40	31	17	648	741

Total – 1200 families benefited



QUIZABLED 2025-26

The **11th edition** of Quizabled, **reached 08 states** with the support from NGO partners through hybrid modes—engaging **3,015 children and youth** with intellectual disability, cerebral palsy, autism spectrum disorder, and hearing impairment from **307 schools** registered through Quizabled Portal.



The quiz competition conducted through Preliminary & Semi-final rounds virtually on Quizabled portal and State Finals and National Finals on face to face.



PRELIMS



**Release of Quizabled CTB
TN State Finals**

The National winners rewarded Cash prizes :
Winner - Rs. 25,000/-
Runner up - Rs. 20,000/-
Trophy & Winning Certificate along with cash prize

National finals for different groups held on 7th Feb'26 at BMS College of Engineering, Bengaluru for the State Winners from 08 States across the



country covering South - Karnataka & Tamil Nadu, West - Maharashtra & Gujarat, North - Madhya Pradesh & Himachal Pradesh, Northeast - Assam & Meghalaya.

A special quiz for students with ID, ASD & CP broadcasted 1st time on DD Chandanaon 16 & 17 Dec 2025 during the month of International Day of Persons with Disabilities in Karnataka.



Innovative Learning Activities & Projects

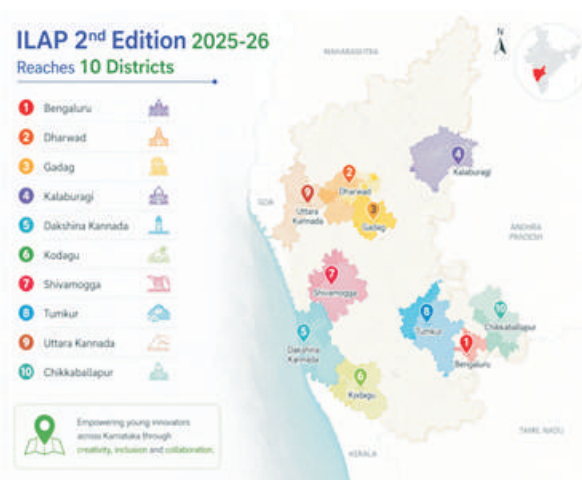
ILAP 2nd Edition

The Innovative Learning Activities & Projects (ILAP) – 2 Edition (2025-26) is a State-level Arts & Science Exhibition by Seva-in-Action, designed exclusively for children and youth with disabilities including Intellectual Disability (ID), Hearing Impairment (HI), Cerebral Palsy (CP), and Visual Impairment (VI). With a focus on Project-based learning, ILAP provides a platform for students to explore ideas, build projects, and confidently present their work.

Following the successful pilot across five states in 2024–25, the 2nd edition (2025–26) focused on deepening engagement within Karnataka while expanding participation across disability categories and strengthening teacher capacity.

Key Highlights:

- 57 Projects registered
- 27 Schools across 10 Districts
- 42 Semi-finalist Projects (21 Science/22 Arts)
- 17 Finalist Teams from 16 Schools
- 100% Finalists received structured mentoring
- State Finals hosted at BMS College of Engineering, Bengaluru
- Domain-based evaluation (Science & Arts) with expert Jury panels



ILAP 2025–26 demonstrates the transformative potential of inclusive, project-based learning in building confidence, creativity, collaboration, and communication skills among children



Science Project



Winner from Art Category



Art - Veeragase Performance



2nd Runner Up from Science

Workshops/Symposium/Conferences/Seminarss/Dialoguess/Programs/Meetings attended by SIA Team
April 2025-March 2026

PURPOSE	DATE	VENUE	ORGANIZED BY
Ruma Banerjee Vice Chairperson	08 Jan 2026	Virtual mode	MSJE, GOI
Manjula Nanjundaiah Director			
I was invited as a panellist at the <i>SYNERGY & SUSTAINABILITY SYMPOSIUM</i> for a panel discussion on “Diversity, Equity and Inclusion in Building Sustainable Solutions at Scale,” organized by Sama Foundation.	24 Apr 2025	The Chancery Pavilion, Bengaluru 	INDIA donates 
Invitation for attending Manthan – Co-creating Livelihood Pathways Together through NeuRise Mission	11 July 2025	Enable India, PurvaGainz, B'luru 	Enable India 
Invitation for attending ‘IncludAbility Dialogues’ - Part 1 lead by Shanti Raghavan	23 Oct 2025	Enable India Office	Enable India
Invitation for attending IncludAbility Dialogues part 2 lead by Shanti Raghavan	07 Nov 2025	Online	Enable India
Invitation to serve as chief guest and deliver the keynote address for the National Seminar titled “Fostering Life Skills and Vocational Abilities among Individuals with Communication Disorders”	26 & 27 Feb 2026.	AIISH, Mysuru. 	AIISH, Mysuru 
Invited as a Chief guest at the Annual Day Celebrations of Rising Start School and to deliver the chief guest speech to motivate teachers & students	05 Mar 2026	Alliance Francaise de Vasanth Nagar, B'luru 	Rising Start School 
Varada Hegde Deputy Director			
Meeting on continue strengthening livelihood ecosystems that value skills, aspirations, and inclusive growth	11 July 2025	Enable India	Enable India
National level 8th SAFI Convention	19 & 20 July 2025	Sneh, SurajSnehBhavan, Nagda, MP	Self- Advocacy Form of India - Parivaar

National level 8th SAFI Convention	19 & 20 July 2025	Sneh, SurajSnehBhavan, Nagda, MP	Self- Advocacy Form of India - Parivaar
Providing information on UDID card	23 August 2025	Online	Ananth Academy
IncludAbility Dialogues	23 Oct 2025	Enable India	Enable India
Open Sky Open Mind conference- Inclusion Innovations and solutions as a part of Project discovery	17 Nov 2025	Offline – Taj Hotel, International Airport, Bengaluru	Enable India
Girish V Manager -Skill Dev & Placement			
Synergy & Sustainability Symposium	24 Apr 2025	The Chancellor Pavilion, Bengaluru	INDIA donates
Scaling Solutions for a Sustainable Future			
Manthan – Co-creating Livelihood Pathways Together through NeuRise Mission	11 July 2025	Enable India	Enable India
Orientation of the new Software platform on Goonjan – MIS	14 Nov 2024	National Association for Blind - NAB, Bengaluru	Dhwani Foundation
Open Sky Open Mind conference- Inclusion Innovations and solutions as a part of Project discovery	17 Nov 2025	Offline – Taj Hotel, International Airport, Bengaluru	Enable India

KutumbaMilana – Celebrating 40 Years of Service



The 40th anniversary celebrations of Seva-in-Action concluded with *KutumbaMilana*, bringing together past and present associates to reconnect, celebrate shared memories, and cherish the organisation's remarkable 40-year journey of service.

ACKNOWLEDGEMENT

Thanks to All the Donors

FUNDING SUPPORT FOR THE FY 2025-26

- **LTIMindtree Foundation** for the Quizabled Project - a unique quizzing event for children and adults with disabilities across 8 states
- **National Trust, Ministry of Social Justice & Empowerment, GOI** – for implementation of Vikaas Day Care Scheme of the National Trust
- **Mineral Enterprises Pvt Ltd.** for Skill Development & Livelihood opportunities for persons with intellectual & developmental disabilities.
- **Sobha Project & Traders Private Limited** for painting the Seva-in-Action Building in Koramangala as part of celebrating completion of SiA's 40 years of service in the field of disability.
- **Nambiar Ensemble Residential Project** for Walkathon (Awareness) & Solar Electric Power
- **Enable Network (Shell India)** for initiating internal placement Unit at Seva-in-Action
- **BOSCH India Foundation (Samarpaka Seva Trust)** for the Project of Enable Livelihood Opportunities to Differently-Abled Youths

Individual Donors

- Smt. Gitanjali Maini
- Sri. P K Hegde
- Sri. D V Krishnappa
- Sri. Giriraj
- Sri. Vittal Kamath
- Sri. John C Dinakar

VISITORS

- Sri. KarthikDoriSwamy from TATA Trust
- Sri. Bhaskar Rao & team from RedCross
- JP Morgan Team
- Around 20 multidisciplinary team from Psychiatric Rehabilitation &PSW, NIMHANS
- An Edn team comprising 30 Spl Educators from the Directorate of Edn, GNCTD, Delhi

VOLUNTEERS

- Interns from different Colleges in Bengaluru
 - Employees from different Corporates
 - Individual Volunteers in & around Seva-in-Action
1. Smt. Kalavathi
 2. Smt. Sadhana
 3. Smt. Lopamudra
 4. Smt. Shobha
 5. Smt. Natasha

ADVISORY COMMITTEE

- Prof. R. Rangasayee, Chair Audiology Committee, IALP, EX Director, AYJNISHD Mumbai and CRCs of Bhopal and Ahmedabad Ex Director, NIEPID, Secunderabad and NILD, Kolkata.
- Dr. Shivashankar N, Former Prof & Head, Dept of Speech Pathology & Audiology NIMHNAS, Bengaluru
- Sri. S. Rajanna, Veteran in both Corporate & Social service worlds
- Dr. Jagadisha Thirthalli, Professor, Dept of Psychiatry, NIMHANS, Bengaluru
- Dr. T Sivakumar, MD, Professor, Psychiatric Rehabilitation Services, Department of Psychiatry, NIMHANS, Bengaluru

TEAM OF SEVA-IN-ACTION

‘Action for Inclusion’ – Resource Centre, Koramangala, Bengaluru:

Administration

- Ms. Manjula Nanjundaiah, Director
- Mr. Shripad Hegde, Manager & Accountant

Technical Staff

- Ms. Manjula Nanjundaiah, Director
- Smt. Varada Hegde, Dy. Director (for services)
- Smt. Thulasi, Asst. Director – Programs & co-ordinator for Quizabled Project
- Mr. Girish, Manager, Skill Development Training. & Placement
- Mr. Akshay Kumar, Quizabled Manager
- Ms. Ganga Hegde, Special teacher, Vikaas Day Care Centre
- Smt. Vanajakshi Hegde, Special teacher
- Smt. Girija, Facilitator, Production Unit
- Smt. Parvathi, Teacher, Pre-vocational training Unit

House Keeping

- Smt. Thayamma, Asst., Vikaas Day Care Centre
- Smt. Chitra, Asst., SiA Office and

SiA Resource Centre, Hoskote

- Smt. R.S. Usha, Special Teacher
- Smt. Indumathi, Asst

GOVERNANCE & FINANCE

Audited Statement SEVA IN ACTION (ASSOCIATION)

No-36, 1st Block, S.T Bed Layout,
Koramangala, Bangalore - 560 034

BALANCE SHEET AS ON 31-03-2026

LIABILITIES	Rs.	ASSETS	Rs.
CAPITAL ACCOUNT		FIXED ASSETS	
- As per schedule - 1	1,27,31,533	- As per schedule - 2	45,69,900
		INVESTMENT	
		- As per schedule - 3	42,26,248
Rent Advance (Balasubramani)	4,00,000	CURRENT ASSETS	
		Deposits with BESCO	1,73,850
		Loans to Quizabled Foundation	4,39,873
		Income Tax Refundable AY-2024-25	35,534
		Income Tax Refundable AY-2025-26	19,114
		Income Tax Deducted at Source AY-2026-27	24,233
		Interest Accrued on Fixed Deposit	41,540
		Balance with Banks	
		- As per schedule - 4	35,96,998
		Cash In Hand	4,242
	<u>1,31,31,533</u>		<u>1,31,31,533</u>

For Kolathaya And Associates

Chartered Accountants

Umesha K.N

Partner

M.No.029766

UDIN : 26029766 DVBKSN5656

Date : 15/09/2026

Place : Bangalore

B V Rajashekara Reddy

Secretary

B G Anirudh

Treasurer



SEVA IN ACTION (ASSOCIATION)

No-36, 1st Block, S.T Bed Layout,
Koramangala, Bangalore - 560 034

INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31-03-2026

PARTICULAR	AMOUNT	AMOUNT	PARTICULAR	AMOUNT	AMOUNT
<u>Rachana Project Expenses</u>		92,983	<u>Rachana Project Income</u>		1,71,705
- As per schedule - 5	92,983		Donation & Contribution - Rachana	3,200	
			Rachana Sales	1,68,505	
<u>Quizabled Expenses</u>		85,23,062	<u>Quizabled Income</u>		75,00,000
- As per schedule - 6	85,23,062		CSR from LTI Mintree Foundation	75,00,000	
<u>Vikaas Expenses</u>		6,33,950	<u>General Income</u>		62,38,615
- As per schedule - 7	6,33,950		Donation & Contribution-General	33,42,385	
<u>General Expenses</u>		44,31,213	Donation & Contribution	10,500	
- As per schedule - 8	44,31,213		Donation Received From Enable Network Shell	7,53,663	
Depreciation		4,71,749	Interest Received on FD	1,82,275	
			Interest Received on SB A/c	1,59,844	
Excess of Income over Expenditure		3,75,563	Internship Fee	23,000	
			Taveeling amount Refund	3,073	
			Training Hall Hiring Charges Recevied	72,000	
			Rent Received	7,17,750	
			Vocational & Skill Development Training Receipts	6,00,250	
			Samparka Seva Trust	2,86,875	
			Summer Camp	87,000	
			<u>Vikaas Income</u>		6,18,200
			Vikaas Monthly Recurring Income	6,18,200	
		<u>1,45,28,520</u>			<u>1,45,28,520</u>

For Kolathaya And Associates

Chartered Accountants



Umesha K.N

Partner

M.No.029766

UDIN: 26029766DVBKSN5656

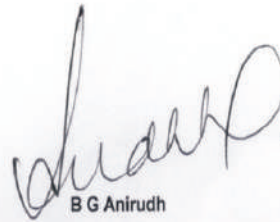
Date : 15/09/2026

Place : Bangalore



B V Rajashekara Reddy

Secretary



B G Anirudh

Treasurer



Board of Management for the Year 2025-26

S#	Name & Address	Designation	Photo
1.	Shri S. Rajanna # 54, 1 st Main, 2 nd Cross, 3 rd Phase, 4 th Block BSk 3 rd Stage Bengaluru -560085	Chairperson	
2.	Smt. Ruma Banerjee #1121, South Civil Lines Pachpedi, Jabalpur – 482001 Madhya Pradesh	Sr. Vice Chairperson	
3.	Shri. U.N Mahesh Karanth 3216, 4 th Cross, 19 th Main, 6 th Block, Near Bethany High School, Koramangala, Bengaluru -560095	Vice Chairperson	
4.	Shri. B.V. Rajashekar Reddy No. 2271, 16th Cross, 24th Main, 1st sector, H.S.R Layout, Bengaluru – 560102	Secretary	
5.	Shri. M.J. Nataraj #330/B-4, GhatPrabha National Game Housing Complex, Vivek Nagar, Koramangala, Bengaluru - 560047	Joint Secretary	
6.	Shri. B.G. Anirudh D. No 101, Mantri Elite Apartment, Bannerghatta Main Road, Bengaluru -560076	Treasurer	
7.	Smt. GayathriGopinath No.1138, 14th Main, 21st Cross, 3rd Sector, H.S.R Layout, Bengaluru - 560102	Member	
8.	Shri. J.S. Nagabhushan No.201, 4 th Main, Samrudhi Enclave, Subramanya post, Bengaluru – 560061	Member	
9.	Shri. D.V. Krishnappa # 10, 15/A, Hosapalya, Mangammanaplaya Main Road, Yellukunte, Bengaluru-560068	Member	
10.	Shri. Chandrapra kash Vikash Goy al #445/A, 3 rd Cross, Near Seva Sadan, Koramangala, Bengaluru -560095	Member	
11.	Shri. Hari Prakash 6W, LAMAI Behind Prestige Pinewood 1 st Block Koramangala, Bangalore-560034	Member	



**Together, we serve with purpose,
empower lives, create
opportunities, and make a lasting
difference.**

**Service is not a moment—
it's a journey we continue
together, forever**

Prepared by Ms. Manjula Nanjundaiah



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www.sevainaction.org
sevainaction@gmail.com



36, 1st Main, S.T.Bed Layout,
1st Block Koramangala Bengaluru-560034