



ANNUAL REPORT 2018-19

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Foreword

Seva-in-Action's completion of 34 years is a significant achievement as an organization working towards inclusion for persons with disabilities in the community specifically in education and livelihood space. The year was packed with number of new initiatives in the sector of skill development besides extending Quizabled 2018 to Chennai.

SiA has an advisory role with the Govt. of India and the State Government in education sector and with the Rehabilitation Council of India (RCI) for human resource development in implementing policies and programmes of the Government. We are also nominated in the Monitoring committee of SC, ST and disabilities. As a member of executive committee of RCI we had the opportunity to provide necessary suggestions for training personnel. As a member of CABD we also provided suggestions for implementing of RPD Act. We were a member of the taskforce of MSJ&E, GOI to develop the guidelines and scheme for developing inclusive schools by MSJE. We were also part of the EC committee of Samagra Shikshana Abhiyan of Karnataka and State advisory group to develop training materials for teachers in inclusive education for Govt. of Karnataka.

SiA has moved into the space of wage employment specifically for intellectual and developmental disabilities therefore in this context training skill development unit was established **for** Retail and Food & Beverages services based on the NSDC guidelines with necessary adaptations.

Disability awareness has been taken up with corporate under its CSR activities. Employees from corporate participated in various activities with adults besides in the production sector. This year the volunteer support of SiA has developed into a well-wishers group to support the organization in implementing different activities.

Our international support this year was for the NGO'Deaf Development and Information Association in Ethiopia for capacity building of their regular teachers and special teachers in inclusive education and training for parents to develop parents' groups.

SiA conveys its sincere gratitude to funding agency National Trust MSJ&E GOI, Our special thanks to LTI Bangalore for funding QUIZABLED Project. We acknowledge the support from SPASTN to conduct Quizabled in Chennai. Our special thanks to donors, well-wishers and volunteers for the support in our journey to achieve SiA's mission.

One of the key factor for the organization growth is the motivation and enthusiasm of the SiA team to explore innovative ways of developing services and promoting inclusion and providing opportunities in different spheres of life for persons with disability. SiA deeply acknowledges the contribution of its team for its realizations of the mission in the disability sector.

Ruma Banerjee
Chairperson

Year at A Glance

1. DIRECT SERVICES

Resource Centres in other districts and rural areas.

SiA has the Resource Centres in Ramnagar and Hosakote to provide need based services such as inclusive education, skill development training and supporting in livelihood opportunities besides coordinating with medical rehabilitation, counselling and in availing Government provisions.

Vikas Scheme of the National Trust – Day Care Centre

Pre-Vocational training is a foundation for skill development. The Vikas scheme provides skills to 29 adults with intellectual and developmental disabilities for preparing them for specific skills or work in 'Rachana', a production unit of Seva-in-Action.

Setting up of Skills Development Training Centre for PWIDDs

SiA has established skill development unit for retail with appropriate training resources and a lab also with support from BPCL. The Skills development training centre for PWIDDs has been set up in the month of January 2019 with the funding support of BPCL for Retail, F&B services (Hospitality) and Office Assistance.

2. INCLUSIVE EDUCATION

Collaboration with GOI and State Government to develop Inclusive Education

Ruma Banerjee being one of the members of the task force and participated in the meetings organised by Amar Jyoti in Delhi to develop the guidelines and submit to the Government of India.

Participated in the CABD meeting of MSJE GOI. Participated in the EC & GC meeting of RCI. Nominated as expert committee member of the committee for Inclusive Education to develop IE courses for preservice and in-service teachers. Plan of Action was developed for IE course at D.Ed, B.Ed and M.Ed level

Resource support to Samagra Shikshana – Karnataka (SS-K) by Ms. Manjula Nanjundaiah, in developing training manual on Inclusive Education for training of Block Inclusive Education Resource Teachers (BIERTs) for the State Govt, by working with the State Officers of Samagra Shikshana - Karnataka & professionals from other NGOs.

International consultancy support for Inclusive Education was done by Ms. Manjula Nanjundaiah and Ruma Banerjee for DDIA at Addis Ababa in Ethiopia, for the Disability & Development Partners (DDP's) project **"Improving Education for the Deaf and Hard of Hearing" in Ethiopia** to organize training programmes for regular and deaf teachers besides parents.

3. WORKING WITH THE SYSTEM

This year Mrs. Ruma Banerjee worked extensively with the different department of MSJE, GOI in implementing its policies and developing training programmes for RCI. As a member of CABD we also provided suggestions for implementing of RPD Act.

Ms. Manjula Nanjundaiah was nominated by the State Offices the member of Executive Committee of Samagra Shikshana Abhiyana, Govt of Karnataka and member of the State advisory group to develop training manual in Inclusive Education and training of Block Inclusive Resource Teachers (BIERTs) in Karnataka.

Ruma Banerjee as one of the panellists in NIMHANS' Symposium



4. KNOWLEDGE DEVELOPMENT

THE QUIZABLED 2018 Knowledge for All – Special Quiz for Specially abled children

The Quizabled was organised by SiA and powered by LTI. Prelims was conducted in seven nodal centres in 5 zones of Bengaluru in partnership with Education Institute, special schools/NGOs followed by the final event conducted at BMS college of Engineering premises with the partnership of Mindcogs-Quiz Company.

The Quizabled event was also extended this year to Chennai in partnership with SPASTN and conducted both prelims & finals on the same day in partnership with Catalyst Quiz Corporation.

DIVYANG KALAVISHKAR

The Divyang Kalavishkar, an awareness event was organised by Hindu Seva Pratishthana by brining 3 NGOs who are working with differently abled children & adults (Seva-in-Action, Aruna Chethana & Manonandana) together to raise awareness through social gathering. The event was held on 9th March 2019 at R.V Teachers' College Auditorium in Jayanagar, Bengaluru with the blessing of Parama Poojya Sri Sri Basavmurthi Madara Chennayya Swamiji in the inaugural event. The event had two parts –First part was panel discussion by eminent personalities working in the area of Disability, neurology & social welfare and the second part was cultural event by differently abled children & adults from the above NGOs. One of the uniqueness of the event was special dance performance in group by around 26 differently abled children & adults drawn from all the above 3 NGOs & it was choreographed by Smt. Sneha Kappanna.



Highlight of the Divyang Kalavishkar event for Seva-in-Action

Mr. Manjunath, Mr. Sunil Dutta, Mr. Ravishankar Rao and Mr. Mahendra who are placed in wage employment by Seva-in-Action donated generously from their earning to Seva-in-Action. They became role models for others.

ACTION FOR INCLUSION – BENGALURU RESOURCE CENTRE

Working towards developing an inclusive society

1. SKILL DEVELOPMENT & LIVELIHOOD

1.1 Inclusion of Adults with Intellectual & Developmental disabilities in Wage Employment

Seva-in-Action (SiA) has continued the training of Persons with Intellectual & Developmental Disabilities (PWIDDs) in Retail & F & B Services in its Skill Development Unit.

2nd Batch of Training

Ms. Varada Hegde & Ms. Thulasi conducted training for 10 students on personal hygiene, self-grooming and specific skills on retail & F&B services. The training covered both theory and practical classes.

Training in Retail



Training in Food & Beverage services (Hospitality)



Training in Office Assistance



Co-curricular Activities

Yoga & Meditation



Fireless cooking class



PLACEMENT OF TRAINEES

Job Analysis prior to Placement of Adults with intellectual & developmental Disabilities

Job Analysis was carried out in an assembly unit at the Coffee Day hub technology, Bannerghatta road, Bengaluru to identify the jobs best suited to students with intellectual & developmental disabilities on the basis of their skills and abilities.

The adults placed in different sectors were



Mr. Sunil Dutta & Mr. Manjunth. H.S were placed in **coffee day hub technology** of CCD located in Bannerghatta road, Bengaluru.



Mr. Jayabhushan was placed in Antarbhava Retail outlet in Jayanagar



Mr. Shashi Kumar was placed in **Microsoft**, Bengaluru for **F&B services** - his job is wiping spoons, forks and plates in the Pantry.

1.2 Visit of BPCL team to SiA on 16th August 2018

Mr. Rahul Tandon visited Seva-in-Action with his team and interacted with the adults with intellectual & developmental disabilities from Skill Development unit of SiA. They arranged lunch for students at lunch time at SiA and his team served the lunch by themselves.



They had an opportunity to meet Mission 1000 & DNA members during the workshop at Seva-in-Action. Mr. Rahul Tandon interacted with the group and impressed with the efforts taken under Mission 1000 towards economic empowerment of persons with intellectual & developmental disabilities. He used that occasion to handover the sanctioned letter to Ruma Banerjee for the Project of setting up a Skill development training centre at Seva-in-Action.

Setting up of Skills Development Training Centre for PWIDDs at SiA

The Skill development training centre for Persons PWIDDs has been set up in the month of January 2019 with the funding support of BPCL for Retail, F&B services (Hospitality) and Office Assistance. 19 trainees were attending prevocational training & 10 trainees were attending Skills development training.



1.3 Third Batch of Training

With the setting up of Skills Development Centre, five students from pre-vocational unit of Seva-in-Action has transited to Skills Development training. They are being prepared for specific skills required for wage employment with three other 3 students referred by other organisations. Ms. Thulasi, Coordinator & Mr. Girish, Trainer has started the training in the month of September 2018 for 08 students in Retail & F&B Services.





Retail – Folding and anchoring the cloths



F& B Services – practicing the wiping the spoons, forks and knife



Filling the water bottle



Housekeeping – floor mopping

Set up model shop as part of Retail training



2. INCLUSIVE EDUCATION (IE)

2.1 Collaboration with GOI and the State Government to develop Inclusive Education

Task force set up by the Dept of Empowerment of Persons with Disabilities (DEPWD), Ministry of Social Justice & Empowerment (MSJ&E), GOI regarding setting up of Model Inclusive Schools. Mrs. Ruma Banerjee being one of the members of the task force participated in the meetings organised by Amar Jyoti in Delhi to develop the guidelines and submit to the Government of India.

The terms of the task force were the following: -

- i. To study various models/approaches for inclusive education
- ii. To suggest modalities for developing inclusive schools starting with at the reasonable level and subsequently spreading to all the states/UTs and to all Districts.
- iii. To suggest viable financial mechanism for sustaining inclusive setup across the country.
- iv. To study as to whether the inclusive setup could start at the CRC/DDRC/State Government schools.
- v. Any other matter i.e. relevant for developing inclusive setup.

IE Expert Committee Member of RCI

Nominated as expert committee member of the committee for Inclusive Education to develop IE courses for preservice and in-service teachers. Plan of Action was developed for IE course at D.Ed, B.Ed and M.Ed level.

Publications:

UNESCO invited Mrs. Ruma Banerjee to compile a thematic paper on teacher education for its first publication on Education for Children with disabilities. Case studies were also contributed by Ms. Manjula Nanjundaiah & Mrs. Ruma Banerjee for the publication.

Working with the system: Mrs. Ruma Banerjee participated in the meetings of GOI nominated as expert committee member.

Ministry	Purpose	Dates
MSJ& E	Participated as NGO member in the Central Advisory Board Meeting	February 18 th 2019
MSJ&E	Presented skill development strategy in the development of National program for Intellectual and developmental disabilities.	April 2018
RCI	Executive Committee Meeting	29 th June 2018
RCI	Expert Committee meeting for IE	6 th June 2018
RCI	General Council Meeting of RCI	November 2018

2.2 ONE DAY WORKSHOP ON DEVELOPING INCLUSIVE SCHOOLS

One-day workshop on 'Developing Inclusive Schools' was organised in February with the aim of understanding the situation in the field of IE and coming out with guidelines for developing inclusive schools.

Totally there were 20 participants from Private Schools (DPS, NPS, Saraswathi Vidyaniketan & JSS); Govt Schools (Bengaluru South 1 & 2); NGOs (SAMA Foundation, Samarathanam Trust & APD) and two teacher educators from Bengaluru participated in the workshop.

Mrs. Ruma Banerjee shared with the group that the Ministry of Social Justice & Empowerment, Govt of India is planning to come out a scheme for developing model inclusive schools as part of implementation of the new RPD Act 2016 and they are looking for guidelines for developing model inclusive schools. In this context, Seva-in-Action has planned to have one-day workshop with small group to analyse the situation of different models/approaches of inclusive schools in Karnataka and also to come out some guidelines for developing inclusive schools by end of the workshop.

Situation analysis of different models/approaches of inclusive schools in Karnataka was done in the morning sessions through sharing of few practices on how inclusive schools are functioning by the NGOs and both Pvt & Govt Schools and some of the best practices shared were noted down.



In the post lunch, the participants were discussed in two groups facilitated by Ms. Manjula Nanjundaiah & Mrs. Ruma Banerjee and came out with the guidelines/Factors for developing inclusive schools by considering best practices shared by the groups in the morning. Guidelines/Factors for IE were shortlisted as follows:

1. Barrier free environment – Accessibility (physical, communication, curriculum, etc)
2. Support System – social awareness, Capacity building of teachers, availability of Rehabilitation support system, Resource centre, etc.
3. Curriculum – Adaptive & simplified text books, IEPs & IRPs, compulsory resource room in every school, Inclusive learning resources, flexible time frame for learning, etc.
4. Provisions & Facilities to be made available to students
5. Adequate funding is required for developing inclusive school - human resources, infrastructure, resource materials including assistive devices – audio visuals, Braille text books, etc.

The workshop was concluded by short listing the guidelines/factors shared by the groups for developing inclusive schools and participants agreed to contribute their part in chapterization and elaborating the factors when organisers share them the shortlisted factors through e-mail.

2.3 RESOURCE SUPPORT TO SAMAGRA SHIKSHANA – KARNATAKA (SS-K) ON INCLUSIVE EDUCATION (IE)

Samagra Shikshana- Karnataka developed the training resource on Inclusive Education based on the RPD Act 2016. Ms. Manjula Nanjundaiah, Director, Seva-in-Action contributed her time and field experience in developing the IE manual for training of Block Inclusive Education Resource Teachers (BIERTs), by working with the State Office of Children with Special Needs Section and professionals from other NGOs. The task involved planning, developing the IE manual and conducting the State Level Training Program for MRPs on IE.

She attended all the workshops and meetings from 21st July 2018 to 1st March 2019 including



Mysuru workshop for brainstorming ideas, sharing experiences, discussions, collate different ideas and writing modules to develop the need based training manual on Inclusive Education for BIERTs. She contributed towards writing chapter on 'Co-Curricular Activities & Skill Development (Pre-voc & vocational skills) for Children with disabilities' and Chapter on 'Introduction to 21 types of disabilities' as per RPD Act, 2016 (Characteristics/symptoms,

medical & educational support & overall management of children with different disabilities) and translation of the whole chapter on Curriculum Adaptation (content, classroom management, learning resources & evaluation).

She also edited the manual with other members of the editing committee and participated in the planning of the 4 days State level residential MRP training on IE for BIERTs.

She conducted sessions at the State Level Training Program for 69 MRPs from the 34 Districts of Karnataka at RIE, Jnana Bharati Premises, Bengaluru University from 26th February 2019 to 1st March 2019.

The printed Training manual was released on the first day of the training and distributed to all the trainees.



The State Office of the Samagra Shikshana-Karnataka nominated her as a member (for education of CWSNs) in their newly constituted Executive Committee of the Samagra Shikshana-Karnataka. She attended the 1st Executive Committee meeting at SS-K on 9th May 2019 at the State Office.

2.4 CULMINATION EVENT TO RELEASE THE STUDY REPORT OF EDUCATIONAL STATUS OF CHILDREN WITH DISABILITIES IN KARNATAKA @ BAL BHAVAN, CUBBON PARK, BENGALURU ON 20TH DECEMBER 2018.



Ms. Manjula Nanjundaiah, Director of Seva-in-Action addressing the gathering as an Include Vidya partner during the culmination event with Sama Foundation and CBM, Bengaluru

2.5 SIA'S INTERNATIONAL IE CONSULTANCY WORK WITH "THE DEAF DEVELOPMENT& INFORMATION ASSOCIATION (DDIA)" IN ETHIOPIA.

The second Inclusive Education consultancy for visit for DDIA at Addis Ababa, for the Disability & Development Partners (DDP's) project **"Improving Education for the Deaf and Hard of Hearing" in Ethiopia** was done by Ms. Manjula Nanjundaiah and Mrs. Ruma Banerjee the objectives of the visit were

1. To support in developing the Sign Language dictionary developed by DDIA in DVD format with ideas and inputs based on the resources developed.
2. To observe and understand IE classroom practices in the project schools.
3. To conduct 2 days' Inclusive Education workshop for 12 School teachers, 9 TAs and 5 DDIA staff
4. To conduct one day parents workshop for 50 parents of children with Hard of hearing or deaf children with the aim of formation & strengthening of PTAs.

Demonstration of Sign Language Dictionary & Discussion



Mr. Kidane shared about the process and development of Sign Language Dictionary in the both text and DVD format known as sign language DVD (SL DVD). It has been developed for students of Grade 1-4 on 12 thematic areas. The languages used in the SL DVD is English, Amharic, Oromia and Tigrina and it has 500 signs which caters to the linguistic needs of different region.



Wondimagegn, T.A of DDIA and Hirut, Spl teacher of Selam Fre School showed us the teaching materials and models they have developed for Sign Language teaching to children with disabilities and creating awareness.

Demonstration class given by Lidya, Teacher Assistant for Deaf students



TWO DAYS' WORKSHOP ON IE

Two days' workshop was organized by the DDIA on Inclusive Education for 26 participants which included School teachers, Teacher Assistants and DDIA staff son 15th - 16th May 2018 at Meeting Hall in the Ethiopian Republic Ministry of Education premises. The objective of the workshop was to orient teachers in making classroom teaching effective for deaf children. The training sessions were conducted by Manjula & Ruma with the help of Sign Language interpreters as all 9 TAs and majority of DDIA staffs are deaf. The officer from the Ministry of Education (MOE) and Ms. Maggie from DDP, UK also attended the workshop and both of them addressed the participants.

The groups were facilitated by Ruma & Manjula for creating Learning Resources (LRs) on different subjects for making teaching effective for HOH & deaf students in their schools.



Demonstration on the usage of LRs created



The demonstration was given by Manjula one after the other and clarified the doubts raised by the participants with the support of interpreters in Amharic and sign language.



Some of the TAs had the opportunity of acting the real classroom situation using sign language to explain which was very interesting and humorous thus creating a lot of interest among the participants to understand the challenges of teaching in inclusive set up.

ONE DAY WORKSHOP FOR PARENTS OF HOH & DEAF STUDENTS IN ETHIOPIA

The workshop for Parents of HOH & deaf students was conducted by Ruma &



Manjula on 17th May 2018 at Meeting Hall in the Ethiopian Republic Ministry of Education premises. The main

objective was to make the parents to understand the need and significance for parent's participation and group formation to support education and holistic development of their children.

GROUP DISCUSSION & SCHOOL WISE PRESENTATIONS FROM PARENTS



2.6 Capacity Building

Developing Human Resources in the field of Inclusion

SiA organized need based training programmes for the Govt. (regular, inclusive education resource teachers and special teachers, Anganwadi workers & parents) and NGOs in the area of Inclusive Education.

It also deputed its staff to conduct training sessions in the training programmes organized by others.

S#	NAME OF THE TRG PROGRAM AND ORGANISATION	NO. OF PARTICIPANTS	DATE & DURATION	VENUE	TOPIC	RESOURCE PERSON
1.	Conducted sessions on Inclusive Education for the teachers of BOT School during a weeklong training programme (Build-Operate-Transfer) model Schools in Northern part of Karnataka. It was a 3 years' project of the Association of people with Disability (APD), Bengaluru to Replicate its Shradhanjali Integrated School model with the partners.	13	24th April 2018	N.S Hema Horticulture Trg. Centre, Doddagubbi Main Road, Kothanur post, Near Dathathrya temple, Bangalore - 560 077.	Inclusion and integration; Evolution of inclusive education; and Create child friendly environment	Manjula Nanjundaiah
2.	Conducted session on 'Rights of Persons with Disabilities(RPD) Act, 2016' during one-day training program on Laws of Child Rights & RPD	100	10 th August 2018	Zilla Panchayat Auditorium, Ramanagara	Sensitization on New RPD Act, 2016 and its implementation	Manjula Nanjundaiah

	Act as part of "Sensitization" program for Dist. Revenue Officials - Panchayat Development Officers (PDOs), Deputy Tehsildars, Village Accountants. Organized by the District Administration - DC, Ramanagara					
3.	Conducted sessions on IE in the State level MRP training for selected BIERTs from 34 Districts of Karnataka Including Educational Districts. Organized by CWSN Section, Samagra Shikshana Abhiyan, Govt. of Karnataka	69	26 th & 27 th February 2019 & 1 st March 2019	Regional Institute of English, South India, Jnanabharathi Premises, Bengaluru	Introduction of 21 disabilities as per RPD Act 2016; Curriculum Adaptation; Classroom management	Manjula Nanjundaiah
4.	Trg to Parents of children with disabilities	20	23 rd June 2018	GHPs, Vijayapura,	Skill Development	Varada Hegde
5.	Trg of teachers in Shishu Shikshana Shibira organised by the HSP	60	April 29th 2018	Kalladaka School, Dakshina Kannada	Problematic Child	Varada Hegde

3. DIRECT SERVICES

to reach out rehabilitation services to persons with disabilities (pwds)

SiA has its Resource Centres in Ramanagara, Ramanagara Dist & Hosakote, Bengaluru Rural District and it has been providing services through these resource centres such as inclusive education, skill development training & livelihood besides supportive systems like medical, counselling and helping pwds & their families to avail Government facilities.

SiA's rural and urban centres:

1. Samvardhana Resource Centre, Ramanagara
2. Seva-in-Action Resource Centre, Hosakote, Bengaluru Rural Dist.
3. 'Action for Inclusion' – Urban Resource Centre of Seva-in-Action, Koramangala, B'luru

3.1. Samvardhana Resource Centre, Ramanagara

The centre is providing direct services to 22 beneficiaries under Preparatory/School Readiness, Inclusive Education & Pre-vocational & Skills Development & livelihood.

High lights of activities

- Formation of Parents' Self Help Group comprising of adults with disabilities and parents.
- Day trip to Lalbagh Botanical garden in Bengaluru for the students on children's day, 14th of November 2018.

Sports and Cultural Programs



- Nisarga Mahila Mandal conducted the sports, in a dance program. They also donated sports items like carom boards and other materials to the Resource Centre.



Ramanagara conducted the sports' competitions for the students of Samvardhana Resource Centre. The students participated in the sports and won the prizes.

- The Department of Women and Child Development and Samagra Shikshana Abhiyana of Ramanagara conducted the annual day of the centre was celebrated on 23rd March 2019, with committee members, students and parents. The Resource Centre team conducted an inclusive drawing competition for the students in the Government School. They also conducted the sports competition for the parents and it was a fun filled time for the students as well as the parents. They had cultural activities from children, felicitating guests and prize distribution for the winners.

3.2. Seva-in-Action Resource Centre, Hoskote

The Centre is providing direct services to 19 beneficiaries under Skills Development Training & Livelihood. The teacher at the centre teaching adults with intellectual disabilities how to make candles and jewellery.

This year the following activities were carried out:

- On International Disability Day, The Block Resource Centre of the Education Dept conducted the Sports' Competition for children with disabilities of the centre. It was an opportunity for the students to take part in the competition and win prizes.
- The Taluk Office also conducted Sports competition in Hoskote, where Hosakote Resource Centre's students actively participated and won the prizes. The Event helped spreading awareness and knowledge about disability.
- College students from Ashta Shakthi NGO had interaction with the students of the



centre and conducted games and activities for them and distributed them snacks also.

- The students of the Resource Centre visited the Aadhar Creative Support Centre for Blind in Chikkaballapur district and participated in an awareness program.
- Rakshabandhana was celebrated at the centre.

3.3. 'Action for Inclusion' – Urban Resource Centre of Seva-in-Action, Koramangala, Bengaluru

3.3.1 Vikaas Scheme of the National Trust – Day Care Centre

The main objective of this unit is providing pre-vocation skills to adults with intellectual and developmental disabilities for preparing them to go for training in specific job skills or work in 'Rachana', a production unit of Seva-in-Action. There were 29 adults this year.

Nearly 6 adults with intellectual & developmental disabilities moved to skill development either in food and beverage (F&B) services or retail from pre-vocational unit. After successful completion of the skill training, 4 of them got job placement - one in Antarabhava Foundation's Retail Outlet, 2 of them were in Assembly work at Coffee global hub technology and one in Microsoft's Pantry in F& B services.

Rachana, a production unit - Different types of paper bags, dye leaf frames, foot mats, gift envelopes, candles and bead/thread jewellery are made in this unit. This unit also gets help from various volunteers (college students, home makers, etc.) in enhancing the production & selling its products.

3.3.2 BPCL Project to set up a Skill Development Centre for empowerment of persons with intellectual & developmental disabilities in Seva-in-Action

The main objective of this project was to set up a skill development unit in Seva-in-Action for intellectual & developmental disabilities in retail to prepare them for wage employment opportunities. Thus pre-vocational & Skills development training was initiated for 10 Persons with intellectual & developmental disabilities for the new batch from the month of September 2018 with various training resource materials.

BPCL funding helped in setting up the centre in terms of purchasing & arranging the materials - Computers with accessories – 2; Furniture- Working Tables – 5; - Display stand – 2; Cupboard – 1 and Trg materials for retail & F& B Services – viz., Printing Calculator, Containers, pulses, cereals, tissue papers, wiping cloths, snacks for model shop, etc.

Internship The Intuit company conducted their Annual programme on 2nd July 2018, for which they have called upon four trainees from Seva-in-Action to serve food and beverages. Varada was accompanied with SiA trainees and she divided them into two groups of two members each and were given a chance to manage two stalls each. This gave them a practical experience as part of their training in the F&B services at SiA under hospitality sector. This experience provided them with a good exposure on how to work in a hospitality environment. The company employees had also donated an amount of Rs. 10000 to Seva-in-Action.

SiA Trainees at Intuit Company



Mr. Nagaraj & Mr. Vishwanath with Kala Kuppuswamy during Paper bag making workshop at Allstate Company

Foundation Day of SiA

The SiA's 33rd Annual Day was organised on 28th April 2018 in its premises. The chief guests for the day were Mr Rahul Tandon, Senior Manager (Retail), Bharat Petroleum Corporation Limited, and Mr Deepak, owner Royal travels. The program was coordinated with the help of volunteers and interns of SiA. It included various events by the members of the organisation such as prayer song, character portrayal, group dance by the students, Kolata, a drama, a puppet shows (by volunteers) and a dance performance by the interns and parents. Parents came forward to share their experience. Even volunteers and interns had an opportunity to express their thoughts regarding their work and their journey with the organisation. After the cultural programmes, lunch was organized for all guests and members. The event was organized successfully.



SiA team posing for group photo with the Chief guests Mr. Rahul Tandon, Senior Manager (Retail), Bharat Petroleum Corporation Limited, and Mr Deepak, owner of the Royal travels.

Paper cover making workshop

Mr. Nagaraju & Varada from Seva-in-Action conducted a paper cover making workshop on 20th November 2018 in Sri Krishna School for the parents of that School. There were 20 parents attended the workshop and made paper covers. They used those covers for distributing Yellu Bella to public.

PERSONALITY DEVELOPMENT THROUGH CULTURAL PROGRAMS

SIA believes that cultural activities help the students in preparing for real life skills and strengthen their personal growth, hence SIA actively promotes cultural program like dance among the students and encourage them to showcase their talent at various events and venues.



The Rotary District 3190 organised the Dance competition for youths - Prelims at Vasavi School on 9th September 2018 and Final rounds at White Orchid Convention Centre, Manyata Tech Park on 16 September 2018. Eight youths with intellectual and developmental disabilities from Seva-in-Action participated in the prelims and made it to the final round on where they bagged the second position. **The SiA team won a cash prize of 15000 Rupees.**



SiA students performed at the annual family meet of LTI Company, Bengaluru



SiA TEAM performed with Smiley India, as a part of Lasya Thandava, a dance programme in Mangala Kalyana Mantapa, Koramangala



SiA students gave a performance Kolata dance during Kaladegula's 15th Annual thematic dance program 'ALL ARE ONE' (first time inclusive cultural program). In that event, Kaladegula Trust Mr. Sreenivas also donated a sum of rupees 10,000 to Seva-in-Action which was received by Ms Manjula Nanjundaiah from Veteran Kargil War Hero Mr. Naveen Nagappa.

CSR ACTIVITIES

Mrs. Varada Hegde from Seva –in-Action attended a 1 step Ambassador meet organised by Larsen & Turbo Infotech (LTI) on 19th June 2018. The company called forth its NGO partners where she spoke about the organisation and its goal along with the activities they carry out on a daily basis.

As a part of Corporate Social Responsibility (CSR), employees from various companies visit Seva-in-Action. The organisation serves as a platform to sensitize them to be aware of the challenges faced by differently abled persons. Some of the companies were Yahoo, Wells Fargo, HGS etc.



Employees from HGS Company have been visiting Seva-in-Action once a week as part of their CSR activity. They took part in making of various products at Rachana which helped in increasing the production. They also interacted and played with the trainees of Skill development unit.

College Students at SiA as part of their internship

Many students from different colleges such as Christ College, Jyothi Nivas, St. Joseph College of Law, IFIM, REVA, SASTRA, etc. did internship at SiA and got the certificate from SiA.

Marketing the Products of Rachana

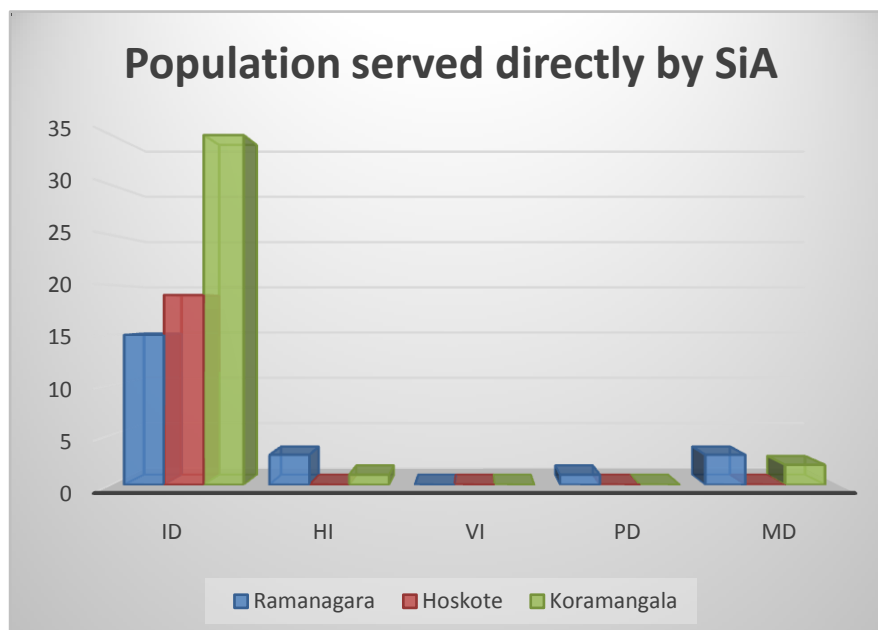
The varieties of Products made at Rachana, a Production unit of SiA by the differently-abled adults were marketed by arranging exhibition cum sale in the following besides regular customers:

Companies: Allegies, Shell, Cisco, Informatica, Smort works, Wells forgo, LTI, Fiserve India Pvt Ltd. Scalana work
Apartments: Mantri flora
College: St Joseph
Carnivals in Schools
Sankranti Utsav
Supply cloth with paper bags to NIMHANS & E-Vidya Loka for their events

3.4. Total Number of Children/Young adults Served: Population served directly - 2018-19

PLACE & SERVICE	ID	HI	VI	PD	MD	TOTAL
1.RAMANAGARA						
PREPARATORY	4	-	-	-	1	5
INCLUSIVE EDN.	7	3	-	1	-	11
SKILL DEVELOPMENT PRE-VOCATIONAL&VOC	4	-	-	-	2	6
TOTAL	15	3	-	1	3	22
2. HOSKOTE						
PREPARATORY	3	-	-	-	-	3
INCLUSIVE EDN.	3	-	-	-	-	3
PRE-VOCATIONAL & VOCATIONAL TRG	13	-	-	-	-	13
TOTAL	19	-	-	-	-	19
3. KORAMANGALA						
PRE-VOCATIONAL SKILLS	10	-	-	-	-	10
SKILL DEVELOPMENT/ VOCATIONAL TRG	19	-	-	-	-	19
LIVELIHOOD	6	1	-	-	2	9
TOTAL	35	1	-	-	2	38
GRAND TOTAL	69	04	-	1	5	79

Intellectual Disability-**ID**, Hearing Impairment-**HI**, Visual Impairment-**VI**, Physical Disability-**PD**, and Multiple Disability (**MD**)



3.5. SERVICE-WISE LIST OF CHILDREN AND YOUNG ADULTS WITH DISABILITIES

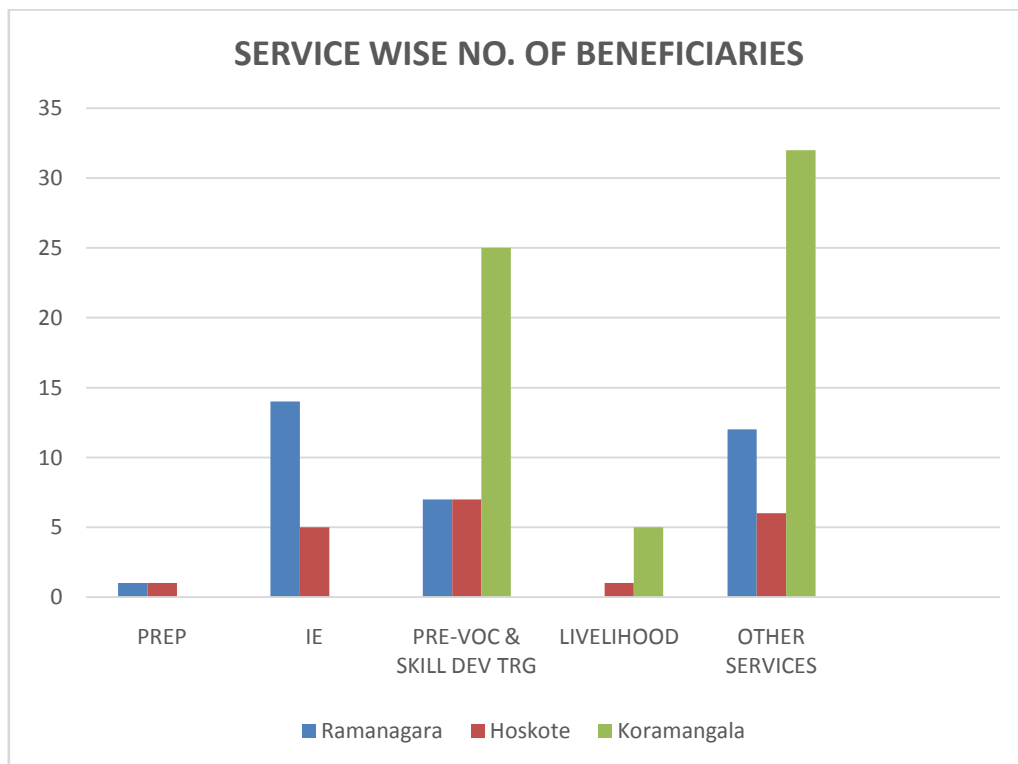
Sl. No.	RESOURCE CENTRES	PREP	IE	PRE-VOC. & SKILL DEV/ TRG.	LIVELIHOOD	OTHER SERVICES	TOTAL
1.	Ramanagara	5	11	6	-	10	32
2.	Hoskote	3	3	13	-	05	24
3.	Koramangala	-	-	29 (10& 19)	9	25	63
GRAND TOTAL		8	14	48	9	40	119

PREP - Preparatory

IE – Inclusive Education

PRE-VOC. TRG & Skill Development Training

Other Services - assisting Families to get Medical certificates, Govt facilities, etc.



4. MISSION 1000

ORIENTATION WORKSHOP FOR JOB COACHING

Mrs. Thulasi & Mrs. Varada from Seva-in-Action participated in two-day workshop on “Orientation to Job Coaching” – a Mission1000 step for building and strengthening the back end value chain for filling up opportunities. It was conducted on Aug 16-17, at Seva-in-Action. The workshop was facilitated by Ms. Shanti Raghavan founder and managing trustee Enable India with content and session wise contribution by enablers from 5 NGOs and 3 leaders from Café Coffee Day. Ms. Shanti facilitated a session after a group activity. The sessions involved – knowing jobs (the end goal, the possibility), walking with the company, going into details of a job, understanding performance, retention and dignity and walking with the candidate.

The sessions ended with Valedictory by Dr. Arti Jagannath, from NIMHANS. Participants nominated themselves to become job Coaches with realizations about reality of performance, understanding of company context, including parents and NGO staffs.

More importantly Surinder from Muskaan Delhi shared about their work on 23 retentions out of 43 placements of intellectually disabled which was a good model.

Manthan Mission 1000

Mrs. Varada, Mrs. Thulasi & Mr. Girish from Seva-in-Action participated in the workshop Manthan Mission 1000 on 15th March 2019 at St. Mark’s Hotel. The event witnessed participation from 25+ Leaders from 18 Companies, 70+ Professionals from 33+ NGOs, along with National and State Director of RSETI, RUDSETI and President & EC Members from DNA. The event was marked with the presence of the Director and team from the Department of empowerment of differently abled and senior citizen Govt of Karnataka. Members of Mission 1000 Working Committee (from various NGOs) facilitated the sessions.

Key highlights of the day:

- Companies and NGOs were taken through the journey of DNA and Mission1000 and they participated in the visioning exercise.
- Impact was shown through the Mission1000 Impact video that was launched
- Impact was also shown through the new Mission1000 webpage, also launched
- Mission 1000 Champions were recognised for their contribution to the impact.
- New DNA logo was unveiled

Company Roundtable

Mrs. Thulasi and Mrs. Varada Hegde being a part of Mission 1000 from SiA they participated in the Company Roundtable was held on 15th June 2018 at ANZ Bank located in Manyatha Tech Park, Bengaluru. They shared the best practices, learning’s and also reflected on their journey in Mission1000. Ms. Shanti Raghavan shared impact stories with the audience and those who are employed at Mitti Café and Hatti Kaapi also shared their experiences. It portrayed candidates and a testimony of their journey given by his parents.

5. THE QUIZABLED

MEANS FOR KNOWLEDGE DEVELOPMENT

THE QUIZABLED 2018

Knowledge for All – Special Quiz for Specially abled children

Quizabled is a very special annual event organized by Seva-in-Action in collaboration with Larsen and Toubro InfoTech LTI, Bengaluru since 2016. It is a special quiz competition conducted exclusively for children with disabilities from special and regular schools across the Bengaluru.

This year the Quizabled was conducted in Bengaluru with prelims in seven nodal centres in 5 zones of Bengaluru in partnership with Education Institute, special schools/NGOs followed by the final event at BMS college of Engineering premises with the partnership of Mindcogs-Quiz Company.

The Quizabled event was also extended this year to Chennai in partnership with SPASTN where prelims & finals were held on the same day. Quiz Master was from Catalyst Quiz Corporation.

This was the 4th Edition of the Quizabled in Bengaluru – the Preliminary, Semi-final and Finals.

PRELIMS

The preliminary round was organised in 7 Nodal centres, division-wise across BENGALURU on the occasion of Children's Day, 14th Nov 2018. Totally 390 children with disabilities were participated in the Prelims in the following Nodal Centres:

1. North: **Nachiketa Mano Vikasa Kendra**, Vijayanagara
2. South-1: **Seva-in-Action**, Koramangala
3. South-2: **Christ Special School**, S.G Palya
4. East-1: **The Spastics Society of Karnataka**, Indiranagar
5. East-2: **Association for People with Disabilities**, Lingarajapuram
6. West: **Sri Sajjanrao Vidya Samsthe**, Vishweshwarapuram
7. Central: **Arunachetana**, Malleshwaram

FINALS

The Final event was organized on Saturday, 24th November 2018, at BMS College of Engineering, Multi-Purpose Hall, Bengaluru. Totally 170 children with Intellectual disability (Group A), Autism & Cerebral Palsy (Group B), Visual Impairment (Group C) & Hearing Impairment (Group D) from 39 special schools & mainstream schools participated.



SEMI-FINAL

The Semi-final round was conducted only for **Group A** via a written test before the final round as 134 children (67 teams) were qualified for the semi-final. There were 6 teams qualified for the finals in Group A.

There were 48 children / 24 teams – 6 teams each from Groups A, B, C & D qualified for the final rounds.

This time the following dignitaries were witnessed the event Quizabled 2018 by inaugurating the event:

Mr. Sandeep Talwar, CMO, Akshaya Partra Foundation,

Dr. Jagadish Thirthalli, HOD, Psychiatric Rehabilitation Services, NIMHANS, Bengaluru,

Ms. Shipra Sharma, Rtd. Sqdn. Ldr., IAF, CSR Head, LTI,

Ms. Kamala Achu, Director, DDP, United Kingdom,

Mr. Ravishankar, Principal, BMS College of Engineering, and

Mrs. Ruma Banerjee, Chairperson, SiA.

The winners & Runner up teams from 4 groups got cash prize of Rs. 8000/- and Rs. 5000/- with achievement certificate & trophy. There was a consolation prize for other teams that qualified for the final rounds.

GROUP	WINNERS	RUNNERS
A	<i>Ashwin & Romir Lala</i> The Spastics Society of Karnataka	<i>Pavithra Sankaran & Priyanka K.V</i> Diya Foundation
B	<i>Sharavana M & Jeevan R</i> Shradhanjali Integrated School (APD)	<i>Dawood Sharief & Rishika N</i> The Spastics Society of Karnataka
C	<i>Bhavyanth & Muskan</i> Jyothi Seva School for the Blind	<i>Chetan R & Safna</i> Jyothi Seva School for the Blind
D	<i>S.H Zameen & Aditya Jha</i> The Sheila Kothavala Institute for the Deaf	<i>Varshini & Divya S</i> The Sheila Kothavala Institute for the Deaf



Ms. Shipra Sharma, Rtd. Sqdn. Ldr., IAF, CSR Head, LTI felicitated the seven nodal centres by giving mementos for their support to organize the prelims in their school premises. Finally, Quiz was conducted to Volunteers of LTI and SiA. Winner got gift vouchers from Amazon and PVR.

FEW FEEDBACK FROM SCHOOLS

We appreciate that Seva- in-Action is giving way for special children to explore to outer world by allowing them to participate in such events. Organized very well, definitely helpful as we understood what our children needs to know more and we can train them

–Navachetana Trust

It is nice to see a show being organized for children with special needs. The event was well organized from the beginning to the end. Our students strongly feel that this event gave them a great exposure. This has encouraged our teachers to organize such events in the school level as well. A feeling of happiness is sure felt when we see children participate and perform beyond our expectations

- The Association of People with Disability (APD)

- It was helpful in giving an exposure to the children and in encouraging the children
- Children get to know many common things and learn beyond books
- Students were very happy, and it gave a boost to their confidence.
- As a teacher I was happy to see my children involved in the quiz activities.
- As a teacher it helped me to interact with students from other school and I loved this experience.
- It was a great experience to see how enthusiastic and knowledgeable the children were.
- Humble suggestion to the organizers of the Quizabled to take the children upto the level by communicating with the TV channels of **Kaun Banega Crorepati**

– ASHAKIRAN SPECIAL NEEDS SCHOOL

QUIZABLED CHENNAI EDITION 2018-19

The Quizabled Chennai edition event was conducted by SiA in collaboration with SPASTN in their newly constructed Auditorium in Chennai on Saturday, 23rd February 2019 from 9.00 am to 4.00pm and it was powered by LTI, Bengaluru. Both the Prelims and Finals were conducted on the same day.

The Prelims for Group A, B & C were conducted simultaneously in the morning and the Finals were conducted for the groups one after the other in the afternoon on the same day. A total of 118 students participated in the Quiz from 21 schools (18 Special Schools and 3 Mainstream schools) in three Groups:

1. Group A – Intellectual Disability
2. Group B – Cerebral palsy / Autism
3. Group C – Visual Impairment / Hearing Impairment

A total of 36 students from Group A, B & C were qualified for the final rounds. The winners from 3 groups were rewarded with cash prize of Rs. 8000/- & Runner up teams were



rewarded with cash prize of Rs. 5000/- along with achievement certificate & trophy. Apart from Winner & Runner up teams the participants who were qualified for the final rounds also received the Goodie bags and certificates as Consolation prizes.

The following dignitaries were witnessed the event Quizablen Chennai edition by inaugurating the event:

Dr. Himangshu Das, Director, National Institute for Persons with Multiple disabilities,
Ministry of Social Justice and Empowerment – Government of India

Ms. Madhuvanti Arun, Indian Educational Promoter and a renowned actress

Mr. Sudhir Shenoi, Centre Head, LTI

Ms. Sundari Sivasubbu, Communications Specialist, CSR and Sustainability, HCL
Technologies

Dr. V L Indira Dutt, President, The Spastics Society of Tamil Nadu

Mrs. Ruma Banerjee, Chairperson of Seva-in-Action, Bengaluru

Mrs. L. V. Jayashree, Director, The Spastics Society of TamilNadu

KEY TAKEAWAYS AND LEARNING POINTS:

- SPASTN considers this as another unique program in SPASTN.
- Developed new linkages with schools.
- Seva-in-Action was a pillar of support ensuring smooth event.
- SPASTN team worked and demonstrated exceptional team work.
- All special schools have taken up quiz training as part of curriculum.
- Volunteers could perhaps include SPASTN team as the feedback from our staff was that they were isolated and the way of instructions could have been conciliatory.

6. Conference /Dialogues/Workshops/ /Meetings attended by

PURPOSE	DATE	PLACE	ORGANISED BY
Mrs. Ruma Banerjee			
Meeting for presentation skill development under National Program for MSJE	20th April 2018	Delhi	MSJE
Panelists for Examining System Readiness to Implement Inclusive Education" in 5th International Conference on Inclusive Education	28 TH November 2018	New Delhi	Amar Jyothi
Meeting for Developing Teacher Education Centre at TISS	10 th August 2018	Mumbai	Tata Institute of Social Science. TISS
Meeting for developing IE training for teachers	5 th November 18	Mumbai	TISS
Meeting of Advisory Committee for IE training programmes	22 nd February 19	New Delhi	RCI
Central Advisory Board Meeting (CABD)	13 th February 19	Delhi	MSJE GOI
RCI General Council Meeting	28 th March 19	Delhi	RCI
Panelist for "Skills & opportunities for adolescents with developmental challenges" CME program <i>Adolescence: contemporary issues in the clinic and beyond.</i> Developmental Challenges'	15 th March 2019	Bangalore	NIMHANS
Ms. Manjula Nanjundaiah, Director			
One day workshop on 'POWER BI' conducted by the Win Vinaya Foundation	19 th June 2018	Seva-in-Action,	DNA
One-day workshop on 'Training Module Preparation' (TMP) for BIERTs under Samagra Shikshana-Karnataka	21 st July 2018	Samagra Shikshana State Office, Nrupatunga Road, BENGALURU	CWSN Section, Samagra Shikshana Abhiyana, Govt of Karnataka
Two-day's workshop on 'Training Module Preparation' (TMP) for BIERTs under Samagra Shikshana-Karnataka	27 th & 28 th August 2018	DSERT, BENGALURU-85	„

One-day workshop on Revising IE Training Module for BIERTs	26 th September 2018	Govt Maharani Teachers Training Institute, MYSURU	“
Attended one-day workshop as a chief editor on ‘Finalisation of IE Training Modules’ for training BIERTs.	21 st December 2018	The State Office, Samagra Shikshana-Karnataka, BENGALURU	CWSN Section, Samagra Shikshana - Karnataka
Attended the Advisory Group meeting for assessment tools for children with disabilities	1st October 2018	NEW DELHI	PRATHAM in collaboration with CBM India
NATIONAL CONSULTATIVE WORKSHOP ON INCLUSIVE EDUCATION OF DIFFERENTLY ABLED CHILDREN and as the Chairperson for the Session of “Successful Implementation of Inclusive Education for the Differently Abled Children – Experience Sharing”. The main objective of the workshop was to develop a Vision Paper for the State on education of the Differently Abled Children.	24,25,26 Oct 2018	SCERT, Poojappura, Thiruvananthapuram KERALA	SCERT, KERALA
Invited as a Resource person for the Environment building program to address the Children with Special Needs and their Parents on the occasion of Celebration of International Day of Persons with Disabilities.	17 th December 2018	Block Resource Centre, Bengaluru South-1 Basavanagudi, BENGALURU	BRC, Bengaluru South-1
Invited as a RP to finalise State level 4 days’ Residential MRPs training program for BIERTs (made session plans, fixed the dates & venue and allotted sessions to RPs, etc.) in the meeting.	11 th February 2019	4 th Floor Meeting Hall, The State Office, Samagra Shikshana-Karnataka Nrupathunga Road, BENGALURU	CWSN Section, Samagra Shikshana - Karnataka
Mrs. Varada Hegde Dy Director (Services)			
Attended the Workshop - Mission 1000	13th June 2018	ANZ Bank, B’luru	Enable India
Attended LTI’s CSR Group & NGO Meet	19th June 2018	LTI Office, B’luru	LTI
Attended the SAKSHAM’s Workshop	19th & 20th	shree Brahmi Durga Parameshwari Temple, Kamalashile	SAKSHAM
Attended the Saksham’s National Conference as part of Dashamanotsava	29 Sept 2018	Jaipur	SAKSHAM

celebration			
Attended the Parents and Asha workers meeting at Govt Hospital	22 nd Oct 18	Konanduru Tirthahalli	NIMAHANS
Attended the Parents workshop	30 th June 2018	Enable India, B'luru	Enable India
Attended the Assistive solution workshop	6 th Dec 18	IIM, Bengaluru	Enable India
Thulasi Skill Development Coordinator			
Participated in Mission1000 Company SPOC meeting	June 13 th 2018	ANZ Bank, Manyata Tech park	ANZ, Bengaluru services along with DNA and Enable India
Attended one day workshop on Power BI	19 th June 2018	Seva-in-Action	DNA
Attended India Skills Conference on "Inclusion of Vulnerable Groups in Skill Training and Livelihood	June 22 nd , 2018	Bangalore International Exhibition Centre	National Skill Development Corporation (NSDC)
Participated in "Orientation to Job Coaching"	August 16-17, 2018	Seva-in-Action	Enable India & DNA
Attended the workshop on Assistive solution	6 th Dec 18	IIM, Bengaluru	Enable India
Annual Meet of Goonjan Partner Leaders	13 th December 2018	Ashirvaad	Dhwani Foundation
Participated Mission1000 Manthan	15 th March 2019	St. Marks Hotel, Bangalore	Enable India and DNA
Participated in interaction session with Mr. Sanjaya Kumar Pradhan from NSDC	13 th Feb 2019	APD	APD
Girish V. Co-ordinator for Quizabled & Skill Development			
Attended "Goonjan Partners' Meet" to understand the importance of MIS for NGOs in contemporary world.	13 th December 2018	Ashirvad Centre, Bengaluru	Dhwani Foundation
Attended Workshop on "Sexuality with Persons with Disabilities at Workplace" to understand about safety measurements in an organisation.	14 th – 15 th February 2019	Enable India Office, Bengaluru	Enable India
Attended the meeting on "Mission 1000" Manthan for Employability Training for Job Coachers	15 th March 2019	St. Marks Hotel, Bengaluru	Enable Indiaand DNA

7. Facts about Seva-in-Action

7.1 Team of Seva-in-Action

'Action for Inclusion' – Resource Centre, Koramangala, Bengaluru:

Smt. Ruma Banerjee, Chairperson
 Shri. Rajashekhara Reddy, Secretary
 Ms. Manjula Nanjundaiah, Director
 Smt. Varada Hegde, Dy Director (Services)
 Smt. Thulasi, SKill Development Trg. Co-ordinator
 Mr. Shripad Hegde, Admin & Account's incharge
 Ms. Ganga Hegde, Special teacher for SiA's Vikaas Day Care Centre
 Mr. Girish, Co-ordinator, QUIZABLED
 Ms. Rakshitha, Asst. teacher, SiA's Vikaas Day Care Center
 Mr. K. Bhaskar, Production incharge, Rachana of SiA
 Mr. Nagaraj Rao, Vocational Instructor, SiA's Vikaas Day Care Centre
 Mr. D.S. Mahendra, Office Asst. at SiA Office
 Ms. Mahalakshmi B.C, Asst Teacher, SiA's Vikaas Day Care Centre
 Mr. Vishwanath N., Production Asst., Rachana
 Smt. Thayamma, Assistant, SiA's Vikaas Day Care Centre
 Smt. Chitra, Assistant (Office)

Rural Resource Centres:

Seva-in-Action Resource Centre, Hoskote

Smt. Usha., Special teacher
 Smt. Indumathi, Assistant

Samvardhana Resource Centre, Ramanagara

Smt. Veena Hegde, Resource teacher
 Smt. Shivagangamma, Assistant

7.2 Visitors at Seva-in-Action

1. Mr. Mukesh Jain, JS & CEO of National Trust(NT), New Delhi
2. Mr. Rahul Tandon, Senior Manager (Retail), Bharat Petroleum Corporation Limited
3. Mr. Deepak, owner of the Royal travels
4. Mr. M.V Dixit, Goa
5. Sri. Seetharam Kedilaya
6. Mrs. L.V.Jayashree, Director, The Spastics Society of TamilNadu [SPASTN]

We thank.....

7.3 Donors

7.3.1 Govt. & Organizations

1. National Trust, MSJ & E, GOI
2. Bharat Kalyana Pratishthan, New Delhi (VHP, U.S.A)
3. Larsen & Toubro Infotech (LTI), Bengaluru for the Project 'THE QUIZABLED 2018'
4. Bharath Petroleum Corporation Ltd (BPCL)
5. KALADEGULA TRUST
6. NASDAQ
7. INTUIT Bengaluru
8. LEVIS STRAUSS & CO

7.3.2 Individual Donors

1. Shri. P.K. Hegde
2. Mr. Sharath K. & Dr. Bharath K.
3. Shri. D.V Krishnappa
4. Smt. Annapurna Sen, UK
5. Shri. Prabhu Balakrishnan
6. Smt. Veena K.
7. Mr. Manjunath H.S
8. Mr. Sunil Dutta
9. Mr. T.V Ravishankar Rao
10. Smt. Geeta Lokanath
11. Shri. S.R Ramprasad

7.4 Volunteers

- 1) Volunteers from Companies –HGS, Wells Fargo, Yahoo
- 2) Volunteers from Colleges –Christ College, Jyothi Nivas, St. Joseph College of Law, IFIM, REVA, SASTRA

3) Regular Volunteers

Sadhana is very talented & contributing towards making new products in Rachana.

Sai Shree is very committed in teaching high support group children in pre-vocational unit

Ms. Manela, is coming SiA regularly to teach communication skills in English language to students from Skill Development unit

Mrs. Kalavathi Kuppaswamy has been very supportive to SiA specially in marketing Rachana products

Home makers - Mrs. Vasanthi, Mrs. Shivagami

Parents of CWDs – Mrs. Shantha, Mrs. Jayalakshmi, Mr. Mohan Rao, Mrs. Hajeera....

8. Recognition & Honours



Ms. Manjula Nanjundaiah, Director, Seva-in-Action Received the Felicitation on 5th January 2019 in the Convention Centre at NIMHANS

Seva-in-Action was recognized for Felicitation by the NIMHANS for its service for persons with psychiatric disabilities/Disabilities on the occasion of Golden Jubilee Celebrations of the Department of Psychiatric Social Work (PSW), NIMHANS and XXXVII Annual National Conference of the Indian Society of Professional Social Work (ISPSW), was held on 3rd to 5th January 2019 in the Convention Centre at NIMHANS, Bengaluru.



Mrs. Varada Hegde, Deputy Director (for services) was recognised by Enable India as one of the Champion of the Mission 1000



Ms. Manjula Nanjundaiah, Director of Seva-in-Action has been felicitated by Kaladegula Trust as its 15th Annual Awardee for 2017-18 for recognition of her services in the field of disability on 16th March 2019 at Kannada Sahitya Parishath, Chamarajapete, Bengaluru.

Balance Sheet

SEVA IN ACTION (ASSOCIATION)				
No-36,1St Block,S.T Bed Layout ,Koramangala, Bangalore - 560034				
BALANCE SHEET AS ON 31-03-2019				
LIABILITIES	Rs.		ASSETS	Rs.
CAPITAL ACCOUNT			FIXED ASSETS	
- As per schedule - 1	75,95,885		- As per schedule - 2	44,05,874
Building Fund	30,000		INVESTMENT	
Rent Advance(Balasubramani)	4,00,000		- As per schedule - 3	15,17,509
			CURRENT ASSETS	
			Deposits with Bescom	1,64,010
			Loans & Advances	20,000
			TDS Deducted AY 15-16	41,045
			TDS FOR AY 2017-18	10,953
			TDS FOR AY 2018-19	9,351
			TDS FOR AY 2019-20	8,596
			Cash-in-hand	35,941
			Bank Accounts	18,12,605
	80,25,885			80,25,885
For Kolathaya And Associates				
Chartered Accountants				
Umesha K.N	Ruma Banerjee		B V Rajashekara Reddy	B G Anirudh
Partner	Chairperson		Secretary	Treasurer
M.No.029766				
Date : 28/08/2019				
Place : Bangalore				



SEVA IN ACTION (ASSOCIATION)					
No-36,1St Block,S.T Bed Layout ,					
Koramangala, Bangalore - 560034					
RECEIPTS AND PAYMENTS ACCOUNT FOR THE YEAR ENDED 31-03-2019					
Receipts		Amount	Payments		Amount
Opening Balance		12,31,931	<u>FIXED ASSETS</u>		1,35,228
Bank Accounts	12,15,812		Computer and Software	88,028	
Cash-in-hand	16,119		Furniture and Fixture	47,200	
<u>Investments</u>		60,597	<u>Building Renovation</u>		53,574
Fixed Deposit	60,597		Building Renovation	53,574	
<u>General Account Income</u>		42,31,095	<u>General Account Expenses</u>		35,16,644
B.P.C.L Skill Development Centre	1,75,949		AGM Expenses	4,920	
B.K.P (Child Support)	9,12,000				
Donation & Contribution-General	1,77,270		Audit Fee	17,700	
Training Charges	30,000		Bank Charges	2,103	
Interest Received on FD	23,577		B.P.C.L Skill Development Centre Expenses	87,910	
Interest Recived on SB A/c	49,519		Fund Transfer to Rural A/c (BKP)	3,36,000	
Membership Fee Received	230		Deepavali Expenses	23,114	
Mission 1000 Meeting Income	25,000		Gift Expenses	15,634	
NT- Online Enrollment	23,000		Honararium To Staff	5,07,150	
QUIZABLED 2018 (Bengaluru)	15,80,250		Hospitality	33,619	
QUIZABLED (Chennai)	6,67,800		Local Conveyance	78,395	



Rent Received	5,55,500		Meeting Expenses	17,273	
Skill Developing & Livelihood Training	11,000		Mission 1000 Meeting Expenses	23,676	
			Postage & Courier	3,038	
<u>Kalika Skill Development Income</u>		2,34,000	Printing and Stationery	36,068	
Kalika-VT-Admission Fee	35,000		Quizabled 2018 Expenses	10,06,630	
Kalika VT Monthly Fees	1,99,000		Quizables Chennai Expenses	4,88,803	
			Quizabled 2017 Expenses	39,117	
<u>Rachana Income</u>		4,13,816	Renewals, Reg Fee, Rates & Taxes/Property Tax	71,122	
Donation & Contribution-Rachana	32,500		Repairs & Maintenance-Building	27,946	
Rachana Sales	3,80,516		Repairs & Maintenance-Computer	68,516	
Sale of old Papers	800		Repairs & Maintenance- Equipments	77,554	
			R.S.B Meeting Expenses	12,544	
<u>Resource Center Income</u>		59,403	SIA Foundation Day Expenses	18,716	
RC - Nirmaya Enrollment	59,403		Skill Development & livelihood Training Expenses	23,261	
			Subscription Fee	4,100	
			Telephone Charges	15,960	
<u>Rural Project Income</u>		3,36,000	Travelling Expenses	32,128	
Receivied From General A/C (BKP)	3,36,000		Travelling Expenses(Board Members)	12,789	
			Website Expenses	10,620	
<u>SNAC Income</u>		2,58,557	Misc Expenses	9,480	
Vikaas Day Care Center	2,01,000		Office Maintenance Exp	3,44,406	
Reimbursement of Travelling Expenses	57,557		Staff Welfare Expenses	66,352	
			<u>Kalika Skill Development Expenses</u>		3,803
			Staff Welfare Expenses		3,803



			<u>Rachana Expenses</u>	4,44,989
			Conveyance Exp	11,135
			Honararium to Staff	2,06,895
			Rachana Misc Exp	500
			Rachana Postage & Courier	1,315
			Rachana-Printing & Stationery	7,052
			Rachana Raw Materials	1,32,827
			Rachana Stiphend to Students	42,500
			Rachana _Cleaining Exp	6,245
			Rachana - Tools & Equipments	12,550
			Rachan- Refreshment Expenses	470
			Racnaha Depavali Gift	23,500
			<u>Resource Center Expenses</u>	47,218
			RC - Niramaya Enrolment	47,218
			<u>Rural Project Expenses</u>	4,90,960
			CHILD SUPPORT(BKP)	5,009
			Honararium to Staff	4,62,700
			Local Conveyance	5,669
			Medical Rehabilitation	1,889
			Misc Expenses	828

we Ruma Banerjee Bannu



			Postage & Courier	80	
			Refreshment For Students	14,785	
			<u>SNAC SCHEME EXPENSES</u>		2,84,437
			Vikaas Day Care Center	2,84,437	
			Closing Balance		18,48,546
			Bank Accounts	18,12,605	
			Cash in hand	35,941	
Total		68,25,399	Total		68,25,399
For Kolathaya And Associates					
Chartered Accountants					
Umesha K.N	Ruma Banerjee	B V Rajashekara Reddy	B G Anirudh		
Partner	Chairperson	Secretary	Treasurer		
M.No.029766					
Date : 28/08/2019					
Place : Bangalore					



**Board of Management
(As on 31st March 2018)**

S#	Name	Designation
1.	Smt. Ruma Banerjee Psychologist & CBR professional B, 307, Casa Ansal Apartment, J.P Nagar, 3 rd Phase Bengaluru- 560078	Chairperson
2.	Smt. Gayathri Gopinath Social Worker # 1138, 14 th Main, 21st Cross, 3rd Sector, HSR Layout, Bengaluru- 560102	Vice Chairperson
3.	Sri. B.V.Rajashekhara Reddy # 1687, 25th Cross, 27th Main, 2nd Sector, HSR Layout, Bengaluru 560102	Secretary
4.	Sri. B.G Anirudh Stocks & Shares Consultant Equiwealth Services, # 101, Mantri Elite Apartment, Bannerghatta Road, Bengaluru – 76	Treasurer
5.	Sri. J.S Nagabhushan Social Worker # 201, 4th Main, Samrudhi Enclave, Subramanyapura Post, Bengaluru-560061	Member
6.	Sri. A. RAVICHANDRA RAO #34/281, “pragathi Prints”, 7th Main Road 1st cross, Near Sunitha Residency, Bellandur Post, Bangalore-560103	Member
7.	Sri. D.V. KRISHNAPPA # 10, 15/A, Hosapalya Mangammana playa Main Road, Yelahanka Bengaluru-560068	Member
8.	Sri. J.S Mohan Rao #126/S, 4th Cross, ST Bed Layout, Koramangala, Bengaluru – 560034	Special invitee (parent)

THE QUIZABLED 2018 - A SPECIAL QUIZ EVENT



Success Stories of Persons with Intellectual & Developmental Disabilities (PWIDDs) Empowerment of PWIDDs through Employment

Mr. Manjunth. H.S. is living with his mother who is a single parent in Bengaluru. He studied upto class 10 with many challenges being a person with intellectual disability and later discontinued.

Mother was worried about him because she had to leave him alone at home she then decided to send him to Skill Development unit of Seva-in-Action (SiA) for livelihood opportunities. With the Office Assistance training, he was placed in Hara Fitness in Wilson Garden and he worked there for 2 years. He had to leave that job though he was independent and hard working due to his peer group pressure.

Seva-in-Action with the support of Mission 1000 placed him in the coffee day hub technology Bannerghatta road, Bengaluru in assembly work and from past one year he is working there. He is being paid Rs. 8000/- per month. **He is proud to help his single mother financially and his mother is very happy.**



Mr. Sunil Dutta is a person with **Autism Spectrum Disorder** living with his mother. He has undergone vocational training at SiA and also internship training in Star Bazaar. This has enabled to change his hyperactive behaviour to a great extent because he was working in shop floor tasks at his workplace.

With support of Mission 1000 SiA placed him in the coffee day hub technology in assembly work along with Manjunath. He is being paid Rs.8000/- per month. **His peers call him as "Stress buster" as he relieves their stress during lunchtime with his talk.**



Mr. Shashikumar is a person with **Intellectual disability (down syndrome)** living with his mother in Bengaluru. He has undergone vocational training and behaviour therapy at SiA. Seva-in-Action with the support of Mission 1000 placed him in Microsoft, Bengaluru for F&B services - his job is wiping spoons, forks and plates in the Pantry. He is being paid Rs. 12,500/- per month. SiA also got job for his mother in the pantry so that mother & son can work in the same place.

After his recruitment in Microsoft, the first thing he was said proudly to his sister that "Go to College I will give you money".



Mr. Jayabhushan is a person with **Intellectual disability** was provided with Vocational Training at Seva-in-Action in making paper bag and also in retail & placed him on the job training in Star Bazaar for one month. He could not continue in Star Bazaar as he is allergic to dust.

Seva-in-Action placed him in Antharbhava Retail outlet where he is involved in paper bag making & retail. He is being paid Rs. 3000/-per month for probationary period. **Jaya bhushan is very happy, enjoys his time with peers and his mother is happy.**

