



motivation
India

Annual Report

2024-2025

Making space for disability

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Our Board of Trustees



Ms. SUMITRA MISHRA, Managing Trustee

Sumitra Mishra is the Chief Executive Officer of Mobile Creches, India. Sumitra makes significant contribution towards the design and development of programmes and policies that promote childcare provisions as an entitlement for women informal workers in India, and globally.



Mr. K.N. GOPINATH, Trustee

KN Gopinath brings over 32 years of experience in the social sector. Currently, he is the Executive Director of Dhvani Foundation, where he leads the strategic direction and growth of the organization, enhancing the operational systems and visibility of grassroots NGOs. Prior to this, Gopinath had a long tenure as Executive Director (Operations) at The Association of People with Disabilities (APD) in Bengaluru.



Mr. SALEEM KHAN, Trustee

Saleem Khan is India Managing Director at Code.org, a leading global education non-profit with a mission to ensure that every student has opportunity to learn computer science and artificial intelligence as a fundamental part of education. Prior to this he was the Director of Philanthropy for Asia and Africa at The Bridgespan Group and India Director at the British Asian Trust.



Dr. NEETU SHARMA, Trustee

Neetu Sharma is a seasoned development researcher with over 24 years of expertise in socio-legal and policy research, particularly focusing on child rights and food security. She is currently Co-Director at the Centre for Child and the Law (CCL) at the National Law School of India University, Bangalore. In this role, Dr. Sharma provides strategic leadership, oversees partnership building, and ensures the sustainability of the Centre's initiatives.



Ms. MEENAKSHI BATRA, Trustee

Meenakshi Batra is a distinguished international development expert with over 30 years of global experience. She specializes in strategic leadership, organizational development, program management, and corporate social responsibility. Meenakshi has spearheaded humanitarian efforts and large-scale initiatives in India, Afghanistan, and Indonesia, and worked across South and Southeast Asia, including Afghanistan, Bangladesh, and Nepal.

Message from Managing Trustee

Dear all well-wishers of Motivation India,

The year 2024-25 has been an interesting and an important year for us at Motivation, this year provided greater opportunity for deepening our work on the ground, establish more partnerships not only with NGOs but also with donors. It's a year of enhancing governance of the organization.

Our primary focus is to ensure quality life for people with disabilities through quality wheelchairs which move people into education, vocational skills, livelihood and most importantly integrate them into social life. This year over 350 people were supported by provision of wheelchairs which enabled them to move forward in their lives. Our corporate volunteer engagement saw a peak, as over 500 employees of various corporations in Bangalore, Hyderabad and Mumbai actively engaged in understanding the various challenges and abilities of people with disabilities through voluntary assignments.

Motivation believes in enhancing human resources across the country in the field of rehabilitation of people with disabilities, as this is unaddressed need in India. This year, 105 members across the country were trained technically on wheelchair service provision and rehabilitation, we also engaged with various governments and universities to create awareness on the needs of people with disabilities. Our special project Swablamban made significant contribution in enabling multiple stakeholders to look at disability issues in a wholistic manner.

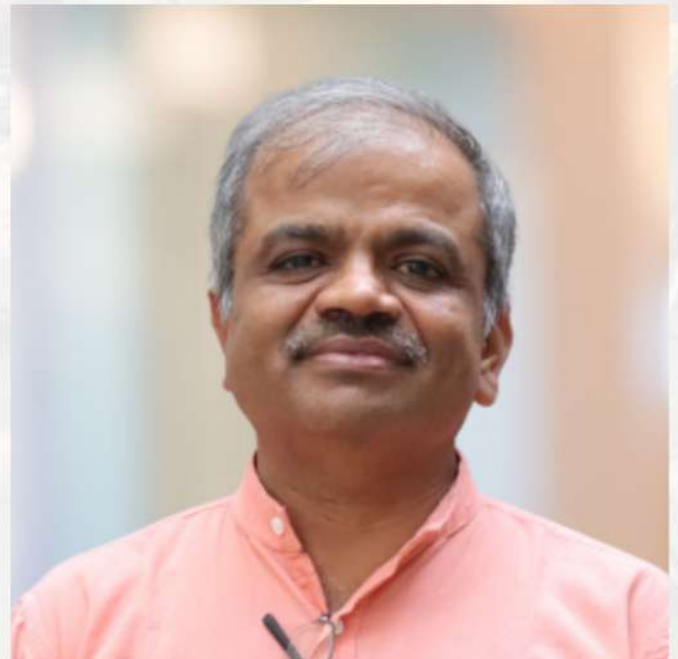
During the year, we brought in key organizational level changes. Mr. Mahesh Chandrashekar joined as a Director and his leadership for the last 12 months has been remarkable; we published 2025-2028 Strategic Plans with clear future directions. Made big changes in the governance of Motivation by inducting Mr. Saleem Khan, Ms. Meenakshi Batra & Dr. Neetu Sharma as trustees to the board, all of them come with deep insights and experience in the sector, we look forward for their leadership and support in future growth of the organization.

After Serving as a Managing Trustee for the last 8 years, I am happy to end this message by introducing Ms. Sumitra Mishra who took over from me the Managing Trustee role with effect from April 2025. She served as co-trustee with me over last eight years. I wish her great success, and I am very confident that under her leadership Motivation will see new heights.

On behalf of the board, I thank Motivation UK for their continued support, all our donors, partners, well-wishers, Government, our employees and more importantly people with disabilities who believe in our work and partnered in this journey.

With Best wishes

KN Gopinath
Managing Trustee



Message from the Director

Dear friends, partners, and supporters,

This Annual Report marks a full year since I joined Motivation India as Director a year of deep listening, learning, and meaningful action.

Over the past twelve months, I've had the privilege of working alongside our dedicated team, partners, and community members — all united by a shared vision: a world where persons with disabilities have equal opportunity, choices, and dignity. Together, we've taken tangible steps to strengthen and sustain a user-centric wheelchair service ecosystem, amplify voices of people with disabilities, and build inclusive spaces through training, sport, and advocacy.

This year, we renewed our strategic focus and committed ourselves to four interconnected priorities:

- Promote users' voices for rights and dignity
- Drive lasting change through partnerships and training
- Advocate for inclusion and user-centric services
- Build an effective & efficient organisation

Through collaborations with our partners, we've extended our footprint to new geographies and deepened our engagement with communities. From launching new wheelchair skill units in Tamil Nadu to piloting projects in Chhattisgarh, our goal has always been to listen first, act next — guided by the lived experiences of persons with disabilities and their families.

We also began reimagining our long-term strategy. Through consultations with over 16 civil society partners, 25 wheelchair users across India and internal reflections, we gathered powerful insights that are shaping our next phase of growth from 2025-30. This strategic refresh — which places equity, intersectionality, and sustainability at its core is presented in this report and will guide us in the years ahead.

What truly stands out to me from this past year are the stories. Stories of courage, and quiet transformation. Stories like Nagamahadevaswamy learning to feed himself using adaptive tools. Stories like Lata, who dreams of representing India in wheelchair basketball and Thameema who got new found independence on her new wheels.

As you read this report, I invite you to not just witness our achievements but also recognise the people and partnerships that made them possible. Thank you for believing in us, walking alongside us, and continuing to make space for disability — in policy, in communities, and in hearts.

Here's to another year of purpose, partnership, and progress.

Warm Regards

Mahesh Chandrasekar

Director, Motivation India



Who are we?

Assistive Technology such as wheelchairs, glasses, and hearing aids is essential to living a life of dignity, autonomy, and opportunity. It is not a privilege, but a right.

At Motivation India, we believe access to the right assistive technology is foundational to realising the rights enshrined in the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) and India's Rights of Persons with Disabilities Act, 2016.

Whether it's a child navigating school, a woman pursuing sports, or an adult regaining independence after an injury the right wheelchair, fitted in the right way, can be life-changing. Our work is driven by the understanding that assistive technology is not just about mobility, but about access, inclusion, and equity.

About Motivation India

Established in 2011, we are a registered charitable trust, committed to improving the quality of life of persons with disabilities through the user centric design, provision, and promotion of appropriate wheelchairs and related services. We envision a world where persons with disabilities can participate fully and equally — at home, at school, at work, and in their communities. Our work spans urban, rural, and hard-to-reach regions across India, in collaboration with local partners, healthcare providers, and civil society organisations.

As a catalyst organisation, we do not just distribute wheelchairs — we build systems. We equip healthcare professionals and frontline field teams with training, support peer mentorship for wheelchair users, influence curriculum and policy, and promote inclusive sports. Through this multi-layered approach, we ensure that each intervention is not only impactful, but sustainable.

Over the years, we have enabled access to over **26,300+ appropriate wheelchairs** across India and this number continues to grow through our deepening partnerships and systems-strengthening approach.

Motivation India team during a team day at our partner Margadarshi' office.



Our Mission, Vision and Values

Our Vision

We envision a world in which persons with disabilities are included and can fully participate in all aspects of life.

Our Mission

Our mission is to advance the design and provision of wheelchairs so that more people living in the developing world can enjoy greater independence and opportunity.

Our Value System

1. We are inclusive

We treat everyone with dignity and respect, putting people with disabilities and the communities we work with at the heart of what we do – from the design and delivery of programmes to our fundraising and communications activities. We celebrate difference and embrace diversity in every aspect of our work, and promote equality among our teams, partners and communities.



2. We are inventive

We believe in being the catalyst for the change that we want to see in the world – from wheelchair design and service provision to sustainable working practices. We challenge ourselves and others to find creative and practical solutions to the barriers that people with disabilities face, so that we continue having a positive impact on the people, communities and partners that we work with.



3. We are empowering

We understand the importance of people with disability, communities', partners' and our teams' self-esteem, confidence and autonomy. We collaborate and work in partnership to build the capacity, knowledge and skills of others – from local organisations to national governments and global bodies. This enables us to initiate and sustain change at a greater pace and scale than we can achieve alone.



4. We are honest

We know that an open and transparent approach is vital to maintaining our integrity and keeping the trust of everyone we work with. We are not afraid to admit when things don't go to plan and we are committed to learning from our mistakes, so that we can constantly evolve as an accountable organisation.



United Nations Sustainable Development Goals and Our Work

Motivation India's work is closely aligned with the United Nations Sustainable Development Goals (SDGs). By focusing on access to appropriate assistive technology, inclusive ecosystems, and user leadership, we directly contribute to multiple interconnected global goals:

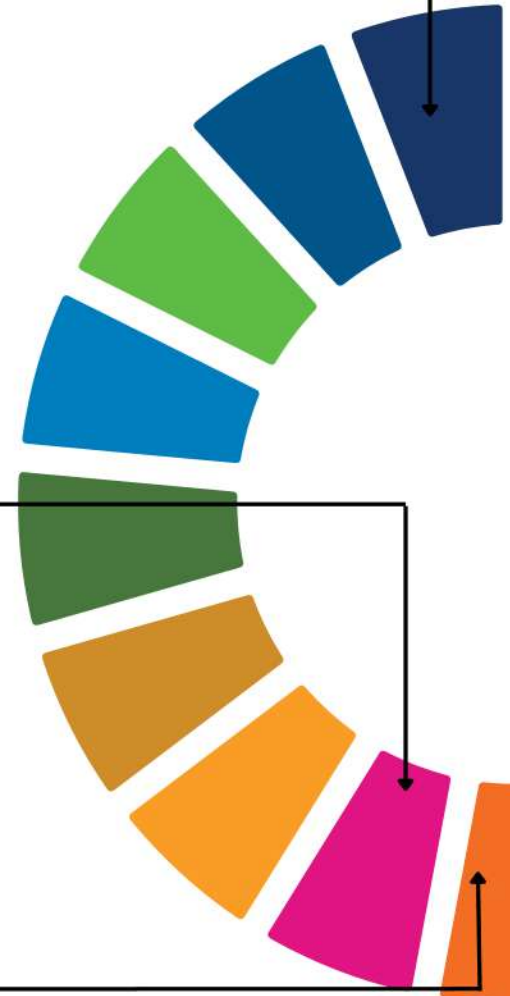
We believe in being catalysts, not sole providers. **Through strategic collaborations with over 30 local, regional, and international partners**, we co-create solutions and build systems that last, reaching users in India, Nepal, and Bangladesh



According, to the last census data over 69% of population of persons with disabilities reside in the rural areas in India and belong to mid or low income households. If they access to right assistive devices, they will get access to education and livelihood opportunities which would also support them economically in a longer outcome.



At Motivation, one of our core values is constant innovation, tailored to the needs of wheelchair users. We **advance accessible technology** while promoting inclusive approaches, mindful infrastructure, and universal design for all.





Through training, peer mentorship, and access to assistive devices, we support persons with disabilities to participate in education, livelihood, and community life — reducing long-term economic vulnerability and exclusion. Projects like Swablamban aim to build independence at the grassroots level.



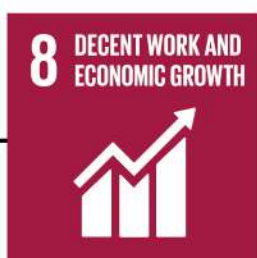
Having access to appropriate assistive technology can help individuals with disabilities get through health inequities, both physical and mental health. Physically, the appropriate assistive device could help avoid secondary health ailments and help them to overcome barriers to access healthcare. **With rehabilitation training, WHO-compliant wheelchair clinics, and home visits, we're helping users lead healthier, more independent lives.**



Assistive technology plays a critical role in enabling access to education for children with disabilities. Our work with caregivers, educational institutions, and rehab professionals ensures children with disabilities receive support to access quality education.



Our Break the Bias programme supports women and girls with disabilities to pursue sports, gain confidence, and dismantle intersectional barriers. We provide inclusive sports infrastructure, multisport wheelchairs, and training on menstrual health and nutrition helping women with disabilities thrive.



With the right assistive devices, wheelchair users can access dignified employment. By investing in skills training and supporting user-led peer training models, we enable economic participation and reduce dependence on care networks.

Motivation India's Strategy 2025-30

Change Goal

By 2030, we will meet the right to mobility and independence of **1M people with disabilities** and their families, by supporting **~2K people with q** **training ~800 personnel** in partnerships, & influence system

Strategic Priorities



RIGHTS

Promote and help to secure disabled peoples' right to mobility, independence and autonomy.



WORKFORCE

Increase the skills and capacity of the clinical, community and technicians who support disabled people's mobility and independence and autonomy.

Specific Objectives and Key Results



PROMOTE USERS' VOICES FOR RIGHTS AND DIGNITY

- Fit **2K** more **people with disabilities** using wheelchairs, appropriate to their need through partnerships
- Get **120 people with disabilities** participating in **Peer Training** to champion rights & inclusion
- Get **120 people** participating in **Parent Carer Training**
- Make sure **50%** of the users/ participants are **girls & women**
- Start-up/ nurture **2 sports inclusion programmes**
- Pilot new initiatives to amplify user's voices for rights, dignity



DRIVE LASTING CHANGE THROUGH PARTNERSHIPS AND TRAINING

- Buildup our work in **Karnataka, Andhra Pradesh, Tamil Nadu**, and in states that can deliver the maximum impact in partnership.
- Train **800+ rehabilitation personnel (50% women)** on wheelchair service provision
- Collaborate with academic institutions to train students
- Integrate **wheelchair training curriculum** in at least **1** academic institution

150K more people with quality wheelchairs and
change for inclusion



PRODUCTS

Enhance access to appropriate wheelchairs, thereby increasing both the demand and supply that disabled people are entitled to and can choose from.



LASTING CHANGE

Incentivise and support partners we work with to put in place the people, products, systems and finance needed for sustainable assistive technology provision



ADVOCATE FOR INCLUSION AND USER-CENTRIC SERVICES

- Complete **3+ studies** that look at ways to promote user centric services
- Influence government and their agencies on law, policy, and standards to **strengthen the AT (Assistive Technologies) infrastructure.**
- Join with other civil society organisations to help them embed disability.



BUILD AN EFFECTIVE & EFFICIENT ORGANISATION

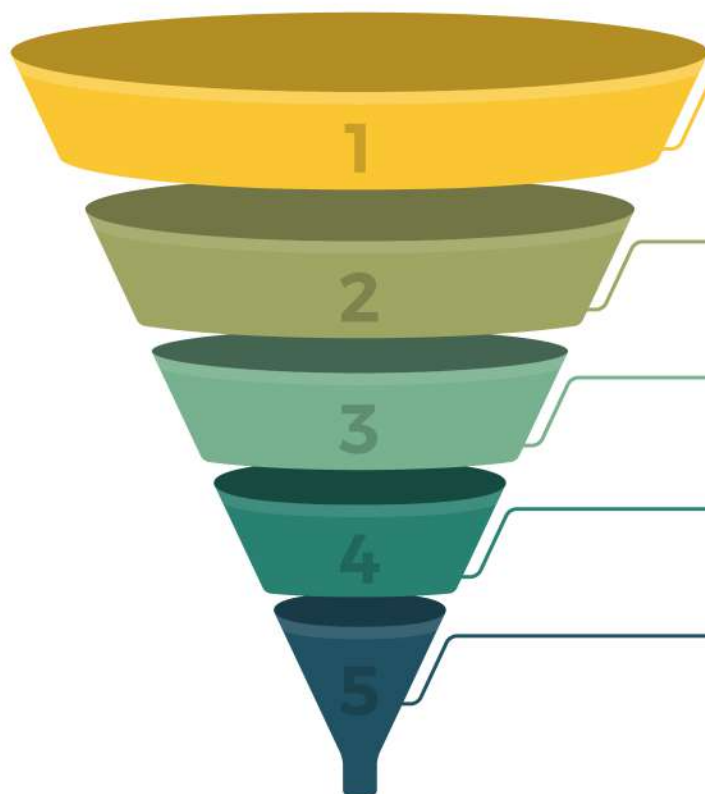
- Nurture a respectful and collaborative culture
- Monitor and evaluate our work with rigour
- Ensure financial sustainability
- Formulate effective **communications & fundraising** strategy
- **Increase diversity** in teams to widen our experience
- Meet statutory requirements promptly and accurately

Our Approach



The programme focus of Motivation India are aligned to the WHO-GATE (World Health Organisation - Global Cooperation on Assistive Technology) 5P framework for strengthening access to assistive technology which includes - **People, Policy, Products, service Provision and Personnel**.

We work with the entire ecosystem of assistive technology with the wheelchair users being the central focus. Some of the key stakeholders we work with are clinicians and technicians, manufacturers, academics, decision-makers, families and communities, through which we work on:



People

People with disabilities are central to our work at Motivation, we design our engagements with the ecosystem keeping them and their needs in the primary priority

Provision

We ensure that our services focus on the user's needs and the user's active engagement in each step of service assures that they receive the right wheelchair and support.

Product

Design appropriate assistive technology that meet people with disabilities needs and environment, provide proper fit and postural support, and are safe, durable and affordable

Personnel

Develop a cadre of rehabilitation personnel to refer, assess and fit user-centric assistive devices

Policy

Advocating and influencing policy and systems change through evidence & learning

Our Reach

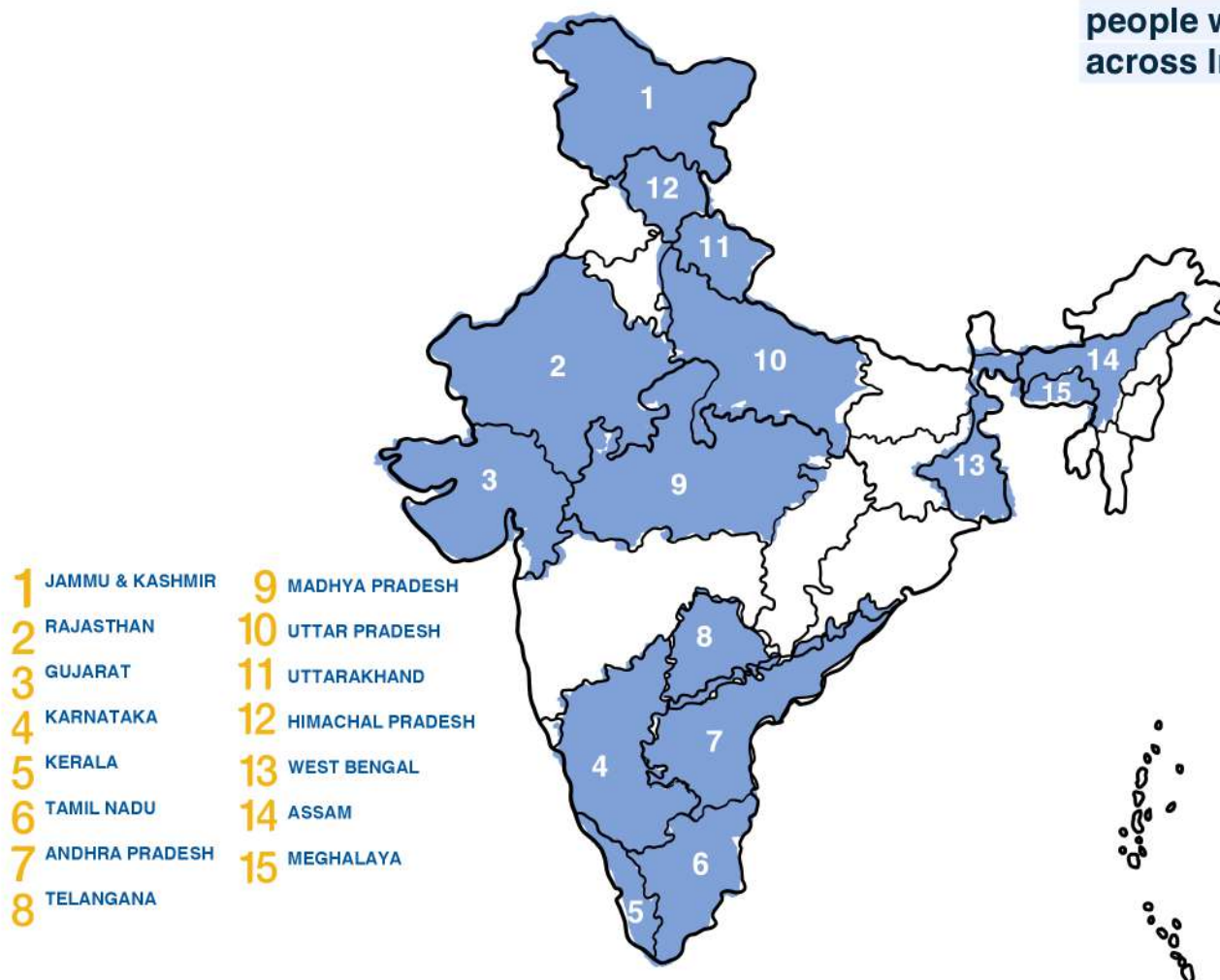
Since 2011 we have positively impacted

26,300+

people with disabilities across India through

60+

partners.



Our Reach

2024-25

152

individuals supported through **in-person** and **virtual** repair/follow-up services

359

appropriate wheelchairs provided in 2024-25

3150

persons indirectly reached through **105 trained professionals**, each supporting **5 individuals** per month over **6 months**

250

individuals reached through **peer users and parents**, each influencing **5 others** per year

1065

persons reached via **213 stakeholders** engaged through training, consultation, and outreach, each reaching **5 others** per year

6257

stakeholders reached through partners' meets, consultations, public events, virtual programmes (e.g. Pass the Mic), conferences, and awareness stalls

2024-25 at a glance

This year we deepened our commitment to promoting mobility as a right, enhancing access to appropriate wheelchairs, strengthening frontline capacity, and creating systems that last. Here's a snapshot of the impact we created across our four strategic priorities:

1 (RIGHTS: PROMOTING MOBILITY, INDEPENDENCE AND AUTONOMY

359 + appropriate wheelchairs provided, including through, Swablamban, Isolation to Inclusion, Empowerment projects, and Break the Bias.



95% of wheelchair users from previous years reported continued use of their Motivation India wheelchairs, demonstrating long-term usability and satisfaction.



During our employee engagement events with State Street and other corporates, we engaged with over **500 volunteers** across Bangalore, Hyderabad, and Mumbai. Together through various activities the volunteers contributed over **1000+ volunteering hours**.



2 WORKFORCE: STRENGTHENING SKILLS ACROSS THE SECTOR

105+ rehabilitation professionals trained through WHO-aligned service provision workshops and hands-on mentoring across Tamil Nadu, Andhra Pradesh, and Karnataka.



Curriculum integration formalised with SRM University, including the inauguration of a dedicated Wheelchair School.



70+ government frontline workers and students sensitised on disability, wheelchair provision, and early intervention practices.



3 PRODUCTS: ENHANCING ACCESS AND INFORMED CHOICE

1 new wheelchair skill unit established at Poovanthi Institute of Rehabilitation and Elderly Care (PIREC) in Madurai, including clinical, technical, and training zones.



Maintenance and repair services actively supported across project sites to ensure long-term usability of devices.



4 LASTING CHANGE: BUILDING SUSTAINABLE SYSTEMS

Strengthened regional ecosystems in Tamil Nadu and Chhattisgarh through Swabhlamban, with training for **35 wheelchair users** peer trainers, engagement of **88 local stakeholders**, and support to **80 parents** for home-based therapy.



Institutional capacity built by training **125 Child Development Officers** at the Administrative Training Institute, Mysore, promoting early intervention within government systems.



Policy influence and evidence-building advanced through participation in national forums **Indian Council of Medical Research & CReaTe Conference**, and initiation of an **Impact Assessment study** to quantify long-term impact



Connecting with Key Stakeholders

Throughout the year, we collaborated with civil service organization, government bodies, academic institutions, and disability rights groups to foster inclusive ecosystems. Here's a timeline of key engagements that shaped our work:

45

Swablamban Stakeholder

Consultations: Conducted in Tamil Nadu and Chhattisgarh, engaging 45+ stakeholders from local NGOs, DPOs, and rehab networks to inform the design of service delivery models and training needs.

April-June 2024

120

Awareness Seminar at Holy Cross College, Trichy:

Over 120 students from rehabilitation science, special education stream participated in a sensitisation session on wheelchair provision and community-based rehab.

July-September 2024

250

Wheelchair Service training program at SRM University, Chennai: Attended by 250+ students and faculty, this event led to the formal signing of an MoU for curriculum integration and the launch of a dedicated Wheelchair School.

125

Training at Administrative Training Institute (ATI), Mysore: Conducted a training for 125 Child Development Officers, focusing on early identification of disability, basic rehabilitation, and assistive technology awareness.

Leadership in National Assistive Tech Policy Development

In light of the Supreme Court's historic verdict recognising accessibility as a fundamental right, our Director was invited to serve as Co-Chair of the Core Group for Assistive Technologies. This working group will guide the formulation of negotiable and non-negotiable rules under the Rights of Persons with Disabilities Rules, 2017, in collaboration with the disability sector, NALSAR, and government representatives.

October–December 2024

35

Training of Trainers & Peer Inclusion

Workshop: Held in collaboration with APD and The Ganga Foundation, training 15 master peer trainers and mentoring 20 wheelchair users for community-based training.

3

“Passing the Mic” – Instagram Live Series Launch:

A new digital advocacy series where wheelchair users, peer trainers, and activists share lived experiences and solutions — expanding reach and visibility for disability rights conversations.

Prosthetics & Orthotics

Conference – Nepal:

Our clinical team conducted a preconference workshop and engaged with international stakeholders including Humanity and Inclusion, Nepal, Karuna Foundation, and Spinal cord Injury Rehabilitation Centre, Nepal, National association of service provider (NASPIR), Nepal association of physiotherapy, Centre for disabled children association, Green patters hospital, Army Rehabilitation centre and prosthetic and orthotic society of Nepal

January–March 2025

Representation at National Policy Forums:

Participated in the Complex Rehabilitation Technology Conference and ICRC-ICMR led Assistive Technology Policy Dialogue, contributing lived-experience insights and systems approaches to policy discussions.

Project Swablamban: Beyond the Wheelchair

Project Swablamban, is one of our flagship multi-year initiatives designed to create a lasting ecosystem of support for people with locomotor disabilities in Tamil Nadu, Chhattisgarh, and Nepal. Now in its second year, the project continues to go beyond wheelchair provision through building sustainable service systems, investing in local human resources, and strengthening community-level networks.

To ensure long-term sustainable outcomes and support we are developing the following:



Establish 2 WHO compliant wheelchair clinics & mobility units in Tamil Nadu and Chhattisgarh.



Train and empower rehabilitation professionals as advocates of change.



Forge strong referral networks to create a sustainable support system.

Highlights from 2024–25

1 Wheelchair Skills Unit Operationalised

A dedicated wheelchair clinic and training space was established at **Poovanthi Institute of Rehabilitation and Elderly Care (PIREC)** in Madurai. Designed in alignment with WHO service standards, the unit includes a clinical assessment area, technical workshop, and skills training zone.



2 Community-based rehab strengthened

45 stakeholders including local government officials, frontline workers, and disability-focused NGOs were engaged across Tamil Nadu and Chhattisgarh to build awareness around appropriate assistive technology, user-centric service models, and local referral networks.



3 Training for rehab professionals

15 rehabilitation professionals received intermediate-level training on WHO Wheelchair Service Training Packages (WSTP), equipping them to deliver more effective and context-appropriate services to persons with disabilities.



4 Home-based support for caregivers

In Kollegal and Chamarajanagar, **80 parents and caregivers of children with disabilities** participated in hands-on therapy training — improving confidence in providing daily functional care and reducing reliance on institutional rehab visits.

5 Expanding reach in underserved areas

With project partners adapting to regional needs, Motivation India initiated deeper engagement in Chhattisgarh, where service gaps remain significant. Through local partnerships and capacity-building, the groundwork is being laid for replicable and scalable service provision models.

Investing in People: Growing an Ecosystem of Inclusive Practice

At Motivation India, we recognise that the long-term success of any inclusive ecosystem depends on the people who work with them, not just the bureaucrats. That's why we invest in human resource development not only within specific projects but also through broader initiatives. **engaging the next generation of rehabilitation professionals and sensitising public sector workers**, we are nurturing a culture of care that meets the needs of persons with disabilities.

SRM University, Chennai

This year marked the deepening of our partnership with SRM University. **We conducted multiple clinical workshops and co-hosted a wheelchair symposium for over 250 physiotherapy students and faculty.** These sessions focused on user-centric service provision, WHO-guided assessment protocols, and functional mobility training. The establishment of a dedicated Wheelchair School, the first of its kind in the region, is a significant step toward embedding assistive technology into mainstream medical and rehabilitation education. By influencing future clinicians at an early stage, we're creating systemic shifts in how disability and mobility support are understood and delivered.

Holy Cross College, Trichy

Through a focused seminar attended by 120+ students, we engaged with students and practitioners from Discussions centered around disability inclusion in rural practice, addressing systemic barriers, and the ethics of wheelchair provision. These students, many of whom will work in tier-2 and tier-3 cities, left with a sharper awareness of their role in enabling access for people with disabilities in low-resource settings.

to build, maintain, and evolve it; clinicians, community workers, trainers, and even capacity-building efforts across academic institutions and government systems. By nurturing a national workforce that understands, respects, and supports the rights and

Administrative Training Institute (ATI), Mysore

In a first-of-its-kind engagement with the government's training ecosystem, **we conducted a disability inclusion module for 125 Child Development Officers.** These officers — tasked with early childhood care and development across Karnataka — were introduced to strategies for early identification of mobility disabilities, community rehab approaches, and referral mechanisms. With their reach extending to hundreds of anganwadis and primary care centres, this training helps ensure that disability support starts early, locally, and with dignity.

Composite Regional Centre for Skill Development, Davanagere

On the account of International wheelchair day Webinar on "Optimizing Wheelchair Prescription: A Guide for Rehab Professionals" was hosted by Composite Regional Centre for Skill Development, Rehabilitation and Empowerment of Persons with Disabilities Under Administrative Control of NIEPID, Secunderabad, Dept. of Empowerment of Persons with Disabilities(Divyangjan), Ministry of Social Justice and Empowerment, Govt. of India this volunteer initiative aims to promote knowledge-sharing and best practices in wheelchair prescription to benefit rehab professionals and wheelchair users. 80 + participants from various streams like PT, OT, special education and prosthetic and Orthotics took part.

Together, these engagements are helping seed a generation of inclusive professionals — across government, academia, and healthcare — who view mobility as a right and inclusion as a shared responsibility.

Making Space for Disability through Sports

At Motivation India, we believe inclusion comes alive when persons with disabilities are seen, heard, and celebrated and the sports field has always been one of the most powerful platforms to do just that. Inclusive sport fosters visibility, confidence, leadership, and joy — all while dismantling stereotypes around disability and ability.

Break the Bias

Glass ceilings persist for women, particularly in the realm of sports. Our initiative, **'Break the Bias,'** undertaken in collaboration with the **Volkart Foundation** and **Vishwaas Foundation**, is dedicated to dismantling the dual barriers faced by women with disabilities in rural Karnataka. This project aims to shatter the glass ceiling of both gender bias and disability in sports.

Over its two-year journey, through this project we have:

- **Provided 25 multisport wheelchairs** to women from grassroots communities in Belagavi, Karnataka.
- **Enabled regular training** through an inclusive basketball court co-developed with the district administration, where women now train weekly.
- **Supported three inter-state women's wheelchair basketball tournaments**, creating a platform for skill-building, visibility, and community.
- This year, in **March 2025**, we successfully closed the project, marking its culmination with a celebratory tournament on **International Wheelchair Day (2nd March) in Belagavi**. The event brought together athletes, supporters, and local leaders — not just to compete, but to celebrate the resilience and leadership of women with disabilities.

Meet Lata Bhogan

Lata Bhogan, a determined and ambitious wheelchair basketball player from Belgaum, has been making significant strides under the BreaktheBias project. Lata works tirelessly to connect individuals with disabilities to various schemes and resources offered by the Government of India and helps them get aware of such on frequent basis.

Her journey into basketball began on World Disability Day, during a basketball tournament. She was quite intrigued by the sport as she never thought it would be an avenue for her to play sports; she sought out coaches and organizations for a while which would help her to play. It took her some time to identify coaches and players but soon she met Bassappa and started training with him. **For the past 3-4 months, Lata has been dedicated to honing her skills, embracing every opportunity to learn and grow in the sport she loves.**

Despite her busy schedule, Lata makes it a point to practice every weekend on the Belgaum basketball court, a facility developed under the BreaktheBias project. Her passion for basketball is evident, and she harbours dreams of playing at the state and international levels. Lata's ambition and determination is admirable, as she not only strives to excel in her sport but also continues to support and uplift her community. Her story is a testament to the impact of the BreaktheBias project, showcasing how accessible sports facilities and dedicated training can empower individuals with disabilities to pursue their dreams and break barriers



TCS World 10K Marathon 2024

Events like TCS World 10k Marathon, is a space to encourage people with disabilities to participate in public spaces and partake in recreational activities and sports, **18 wheelchair users from Rural Karnataka assisted by 12 buddies took part on the day.**



Thameema and her Superwheels

Meet Thameema, an 11-year-old girl from Madurai. Diagnosed with cerebral palsy at six months old, she began continuous rehabilitation therapy at just eight months. Originally from Virudhunagar, her family faced a lack of acceptance in their hometown, where people treated Thameema with disrespect. Wanting a better environment and access to quality care, her mother made the bold decision to relocate the family to Madurai.

After arriving in Madurai, Thameema's family discovered Poovanthi Rehabilitation Centre, where she received a customized wheelchair. With access to the wheelchair life and daily routine took a considerable positive shift. With its smooth mobility and supportive lap table, Thameema is now able to sit comfortably, eat independently, and experience the freedom to explore her surroundings.

Her mother expresses heartfelt joy for the change, saying, "Before the wheelchair, I had to carry her on my shoulder, but now she looks like a queen in her wheelchair." For Thameema and her family, the Motivation wheelchair has brought new dignity, comfort, and a sense of belonging in their community.



"Before the wheelchair, I had to carry her on my shoulder, but now she looks like a queen in her wheelchair."

-Thameema's Mother



Keeping People Safe

At Motivation India, safety, dignity, and respect are at the heart of everything we do, for our team, our partners, and the people we serve. We are in constant process of strengthening our commitment to creating safe, inclusive, and accountable spaces through clear policies and strong enforcement. Our safeguarding systems are grounded in national law and global best practices.

Our Approach to Safeguarding

Safeguarding First

We follow a zero-tolerance policy for abuse, exploitation, and misconduct. All staff and partners are trained to identify and report concerns especially when working with children, persons with disabilities, and other vulnerable groups.

Child and Vulnerable Adult Protection

Every team member and programme partner signs our Code of Conduct and completes sensitisation sessions. Risk assessments are built into every programme, with extra attention to children and youth with disabilities.

Prevention of Sexual Harassment of Women as Workplace (POSH) Compliance

We fully comply with the Sexual Harassment of Women at Workplace Act (2013). Our Internal Complaints Committee (ICC) is active, gender-balanced, and includes an external member. Regular staff orientation ensures everyone knows their rights and redressal channels.

**Keeping people safe isn't just a policy — it's our responsibility.
We act with care, confidentiality, and urgency.**

How to Report a Concern

Visit our website [here](#) to report a concern:

Safeguarding Team

Bernie Flannagan	HR Officer	UK
Jacob Kitiyo	Head of Programmes	Kenya
Sara Gwynn	Head of Policy & Advocacy	UK
Toral Joshi	Finance Manager	India

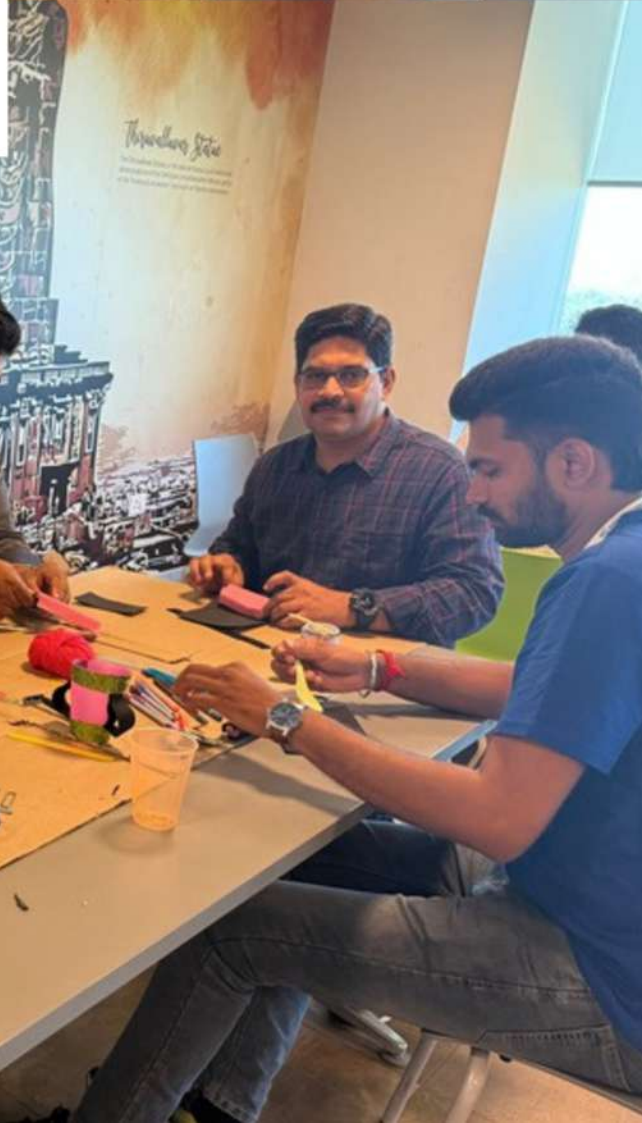
Internal Complaints Committee (POSH)

Toral Joshi	Presiding Officer	Head of Finance
Nandini Srinivasan	Member	Programme Manager
Sudhakar G	Member	Head of Programmes
Mahesh Chandrasekar	Member	Director
Ms. Sudha Reddy	External Member	Legal Advisor

Corporate Engagements

At Motivation India, we partner with companies to raise awareness of disability, promote inclusion, understanding and acceptance within a corporate community, improve access and awareness of the barriers to inclusion of staff and customers alike, and improve staff cohesion, engagement and alignment with corporate values. Many employees find volunteering to be a meaningful and fulfilling way to spend their time in a community cause. It can provide a sense of achievement and satisfaction, enhancing overall wellbeing.

Through 24-25 we were able to mobilise 400+ corporate volunteers across four cities to co-create inclusive solutions. Volunteers assembled 100+ wheelchairs, crafted 150+ adaptive tools like modified spoons and sensory play items, and directly impacted the lives of 90+ persons with disabilities. Their involvement extended beyond workshops supporting inclusive sports tournaments like Break the Bias, participating in campaigns such as Carving Wishes for children with disabilities, and joining a variety of other awareness and outreach events. These efforts created far-reaching ripples enabling independence for users like Dhanush in rural Karnataka, while fostering a deeper culture of allyship and inclusion among volunteers and their communities.



A Spoonful of Independence



Dhanush, a 21-year-old from rural Chamrajanagar, Karnataka, lives with significant mobility and coordination challenges. For years, his family struggled to support him through daily routines, particularly feeding.

As part of a volunteer initiative in Bengaluru, State Street teams co-designed a set of adaptive tools, including a modified spoon and an adapted brush. These tools were later introduced by Motivation India's field team during a home visit and training with Dhanush's mother.

For the first time, Dhanush was able to feed himself, an emotional and transformative milestone for the entire family.

Our Partners

Aakanksha Lions Institute of Empowerment and Learning, Raipur, Chhattisgarh	Prakhyata Abhinand Charitable Trust, Bangalore
CFSHORE, Rajnandgoan, Chhattisgarh	Rajasthan Mahila Kalyan Mandal, Ajmer, Rajasthan
Christian Hospital, Chhatarpur, Madhya Pradesh	Samarthya Trust, Koppal, Karnataka
Divyang Mythri Sports Academy, Bangalore	Sitrulli Foundation, Erode, Tamil Nadu
Ganga Spine Injury Foundation, Coimbatore, Tamil Nadu	SRM University, Chennai, Tamil Nadu
Gramina Abiyudya Seva Samiti, Karnataka	Sudhakar Foundation, Hyderabad, Telangana
Integrated Rural community Development Services, Tiruvallur, Tamil Nadu	Telangana Wheelchair Cricket Association, Hyderabad
International Committee of Red Cross, Delhi	The Ability People, Visakhapatnam, Andhra Pradesh
Kerela Institute of Medical Sciences Trust, Ernakulam	The Association of People with Disability, Bangalore
Latika Roy Foundation, Dehradun, Uttarakhand	Uma Educational & Technical Society, Kakinada, Andhra
Margadarshi- The Association of Physically Challenged, Bangalore	Vishwas Foundation, Belagavi, Karnataka
Poovanthi institute of Rehabilitation and Elderly Care (PIREC) I Madurai, Tamil Nadu	

Partner Testimonials



Meeting like-minded professionals from diverse settings and learning together about 'Appropriate Wheelchair Prescription' was deeply fulfilling. Slowing down in a fast-paced world to understand the unique needs of wheelchair users and the necessary adjustments made real sense. The rich blend of theory, practical demonstrations, and wrap-up assignments provided invaluable knowledge to take back to my organisation. Special thanks to Mr. Sudhakar, Mr. Praveen, and Mr. Prashanth for making this an unforgettable learning experience.

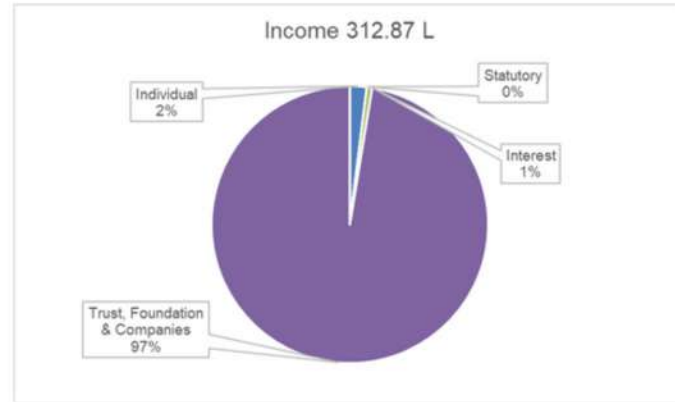
Merlyn Hilda, PACT INDIA



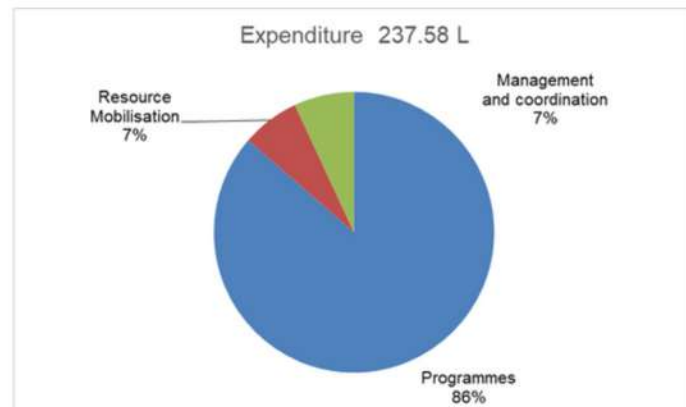
Financials

Income & Expenditure	AS ON 31.3.2025	AS ON 31.3.2024
I. Income		
<u>1. Receipts during the year</u>		
Donation/Contribution received during the year	97.22	247.09
Restricted program fund	108.33	-
<u>2. Other Income</u>		
Bank interest received	1.9	1.49
Other income	6.56	0.21
Total Income	214.01	248.79
II. Expenditure		
1. Management and Coordination	13.77	17.21
2. Expenditure on the main object of the trust- Programmes		
a. Wheelchair Service Provision	185.34	171.79
b. Training, Capacity Building and others	0	27.98
3. Resource Mobilisation and Communications	14.28	13.43
4. Capital Expenses	1.13	-
Total Expenditure	214.52	230.41
Excess of Income/(Expenditure) transferred to General Fund	-0.51	18.38

Income - INR 312.87 Lakhs



Expenditure - INR 237.58 Lakhs



Bank Details

MOTIVATION INDIA-FCRA
 State Bank of India
 A/C No. : 00000040073904809
 Address : New Delhi Main Branch,
 1st Floor, 11, Sansad Marg, New
 Delhi 110 001
 IFSC Code : SBIN0000691
 Swift Code : SBININBB104

Balance Sheet

Balance Sheet						
Liabilities (Sources)		Sch	2024-2025		2023-2024	
			Lakh	%	Lakh	%
A	Corpus/ Trust Fund		0.05	0%	0.05	0%
B	General Fund	1	3.69	2%	37.99	46%
C	Endowment Funds		0	0%	0	0%
D	Earmarked/ Designated Funds	2	169.26	98%	26.15	32%
E	From Income & Expenditure Account		-0.51	0%	18.38	22%
F	Liabilities Total		172.49	100%	82.57	100%
Assets (Applications)		Sch				
G	Cash & Bank Balances	4	146.15	85%	53.97	65%
H	Investments		0	0%	0	0%
I	Fixed Assets	3	19.11	11%	18.32	22%
J	Other Current Assets, Loans & Ad	'5-6	7.23	4%	10.28	12%
K	Assets Total		172.49	100%	82.57	100%

Accounting and Transparency

Auditors : Sunil Fernandes & Associates, Chartered Accountant, Bangalore

Trustees : K.N.Gopinath, Sumitra Mishra, Neetu Sharma, Meenakshi Batra, Saleemuddin Khan

*Audited accounts are available on request,
email us on info@motivationindia.org.in
*All amounts entered are in INR (Lakh)

Registered Address: Flat No: 201, 2nd floor, 123, Tulips Apartment Complex, 7th "B" Main Road, 4th Block, Jayanagar, Bengaluru, Karnataka - 560011, India

1. Registered as a **Public Charitable Trust** in Bangalore, Karnataka
2. Registered under **12AB (80G and 12A)** certificate of Income Tax Act 1961 valid for five years from AY 2026-27 to 2031-32.
3. Registered under **FCRA Act 2010**, Ministry of Home Affairs, Government of India,
Registration No: **094421579**, valid till Oct 2029
4. Registered with Government of Karnataka under Persons with Disability Act 1995
5. Registered with Niti Ayog - NGO Darpan Unique Id: KA/20 17/0 171827
6. Registered as entity for undertaking CSR activities with Registrar of Companies, Ministry of Corporate Affairs

Our Supporters



British Telecom Group



British Asian Trust



Rambus Technologies



Becton Dickinson



Motivation Charitable Trust, UK



Rangoonwala Foundation



Herman Miller Cares



NTT Data



State Street Foundation



Volkart Foundation
Indian Trust



SASA Holdings



CAF America



APISERO Inc.

How can you support our work?

At Motivation India, we are committed to supporting individuals with disabilities to live fulfilling and independent lives. Your support can make a significant difference in breaking barriers and creating opportunities for those who need it the most.

What Your Support Makes Possible

Your donation doesn't just fund a product — it fuels possibility. Here's how your contribution can directly transform lives:



Equip a caregiver with the confidence to care

₹1,500–₹3,000 can train a parent or caregiver to support daily therapy, safe positioning, and emotional well-being.

Help a wheelchair last longer and go farther

₹2,000–₹6,000 covers critical spare parts like castor wheels, seat systems, and postural support devices — keeping mobility smooth and safe.



Give someone their first step toward independence

₹18,000–₹25,000 can provide a person with a customized wheelchair — one that fits their body, lifestyle, and dreams.

Build a skilled frontline of rehab professionals

₹5,000–₹12,000 supports WHO-based training (Basic, Intermediate), ensuring the person fitting the wheelchair knows exactly how to get it right.



When you choose to support us, you choose to support an inclusive future and choose to make space for disability.

Account Number	43436306025
Account Name	MOTIVATION INDIA
Account Currency	INR
Bank Name	STATE BANK OF INDIA
Bank Address	NO.40/2, PATTALAMMA TEMPLE ROAD, OPP. A.V. HOSPITAL, NR.SOUTH END CIRCLE,BANGALORE-560011
IFSC Code	SBIN003286
Swift Code	SBININBB423



CONTACT US

Flat No: 201, 2nd floor, 123, Tulips Apartment Complex, 7th "B" Main Road, 4th Block, Jayanagar, Bangalore - 560011

Building No 8, 2nd Floor, Blind People's Association campus, Vastrapur Ahmedabad, Gujarat 380 015

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