



ANNUAL REPORT 2009

From **Disability**
to **Different Abilities**

Diyaa Foundation

A **Vocational Training** Centre
for the **Differently Abled**

Diya Foundation provides vocational training and sheltered employment to differently abled adults in Bangalore.

'Goldman Sachs supports the individual care and concern Diya Foundation provides to Specially Challenged adults and looks forward to partnering on volunteer programs in the future.'

Elizabeth Jones
Office of Corporate Engagement

Nurtured to Bloom

Five years ago, when 28 year old Amudha stepped into Diya Foundation, her world was untouched by reality. She was completely detached from her surroundings and also incapable of communication. Her moderate retardation made her extremely restless and inept at attending to even minor tasks.

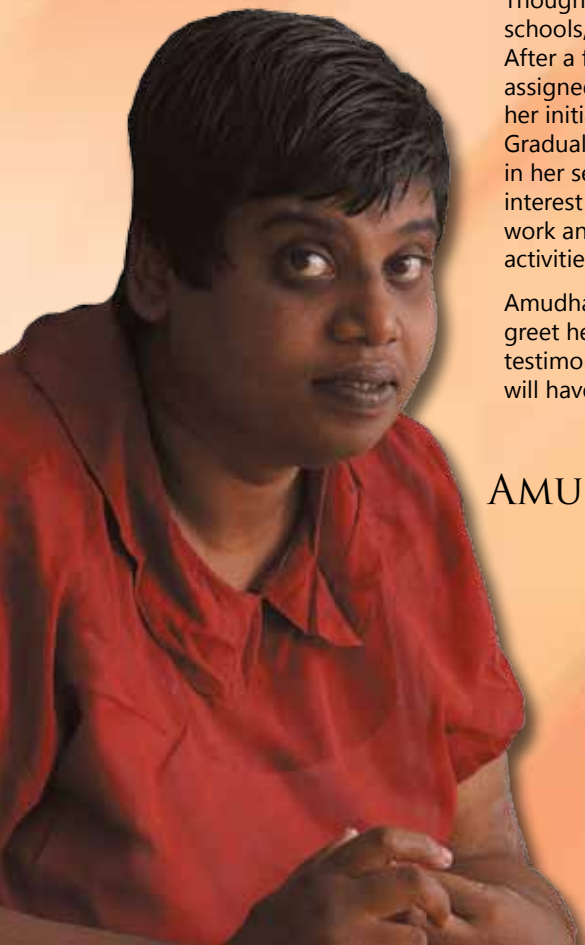
Though Amudha's childhood years were spent at various special schools, adolescence saw her being home bound and unproductive. After a few wasted years, she arrived at Diya. A Special Educator was assigned to spend half an hour exclusively with her everyday, teaching her initially to sit in one place and later to complete 60 minute tasks. Gradually, Amudha's tasks and time limits increased and today she sits in her seat, is observant, communicates her basic needs, and shows interest in group activities. The staff are overjoyed when she initiates work and responds to physical and verbal prompts to complete her activities.

Amudha's outstretched arms that welcome visitors, folded hands that greet her friends, a triumphant shout at the completion of a task, are testimony to the love and care at Diya. We realize that a task well begun will have a glorious end.

AMUDHA

WE BELIEVE....

differently abled individuals are trainable, can work and earn and be independent to the extent possible.





BHAGYARAJ

Spreading the flame

The candles that roll out of the Diya workshop dispel more than darkness. It destroys the insecurities and apprehensions of its makers. Twenty-three year old Bhagyaraj is one such excited trainee of Diya Foundation.

The youngest of three children, he was diagnosed with mild retardation at an early age. As a teenager he underwent pre-vocational training at The Association of People with Disability and worked at their horticulture unit.

Bhagyaraj came to Diya three years ago, was trained in the candle unit and since then has worked on many bulk candle orders. His monthly stipend not only fills him with a proud sense of accomplishment but also supplements his mother's meager income which she earns as a housemaid.

Moreover, Bhagyaraj spends his evenings in horticultural activities at the residence of the Foundation's CEO. This earns him an additional income which is directly invested into a postal savings scheme that now holds Rs 10,000/-

The supervision, guidance, love and care at Diya has enabled Bhagyaraj mature into a responsible adult who helps maintain the workshop and also provide encouragement to others like him.

"My brother just loves working at Diya. Thank you for playing a vital role in his overall development".

Jubi Samuel, sibling of a Diya trainee

Trainer in a Wheelchair

Sometimes life throws cruel surprises at us. One such surprise was hurled at me in 2002 when I fell off a five-foot ladder and injured my spinal cord. My hopes, aspirations, career, and even the probability of a normal life became a distant dream. The future appeared uncertain as daily chores seemed herculean. I was 24 and trapped in a wheelchair.

By September 2007, the trauma eased out of my mind and body and with the support of counselors and social workers, I decided to start life afresh. I joined Diya Foundation as a staff to help train intellectually challenged adults in the candle and paper product units. Later, I gained basic Computer skills and now look forward to help our trainees in the Data Entry Unit.

A steady income and the opportunity to work with differently abled individuals has brought stability and happiness into my life. My disability is no longer a handicap, but an opportunity to help others.

ARUN KUMAR



A Ten Year Journey, 1999 - 2009

Established in the year 1999, Diya Foundation began with 3 intellectually challenged trainees and 1 Staff member. Presently our various projects help train and support 22 intellectually challenged adults under the guidance of a 12 member Staff team, four of whom are physically challenged.

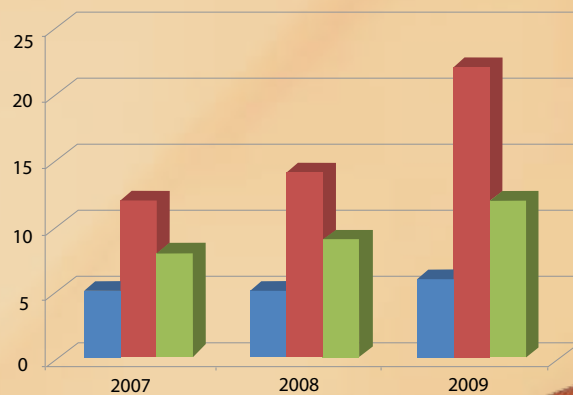


Diya's physically challenged staff members, Raghu, Anand Raj, Aru

Vocational Units

- Paper Products - 2000
- Cleaning Liquid - 2002
- Candles - 2007
- Chocolates - 2007
- Greeting Cards - 2008
- Computer Data Entry - 2009

Growth Chart



Paper products



- No. of Vocational Units
- No. of Trainees
- No. of Staff





An Kumar & Raju (L to R)

Diya's Mission

Diya Foundation seeks to enrich the quality of life of differently abled adults by training them in vocational skills and empowering them to live a fulfilling and productive life.

Diya's Vision

Diya Foundation envisions differently abled individuals and their families alive with dignity and pride in the present and hope in the future.

Diya's Future Plans

- ☞ To introduce a Life Centered Career Education Program for our intellectually challenged trainees. The curriculum will enhance their daily living, personal – social and vocational skills.
- ☞ To create awareness among mainstream companies about the Data Entry Unit and the simple computer operations that intellectually challenged people can work on.
- ☞ To organize two fund raising drives that will enable the expansion of Diya's Training Centre.
- ☞ To initiate a group home residential set up that will accommodate four /six differently abled male adults along with a house parent so as to provide support with respect to care and protection.



Chocolates

andles

Computer Data Entry



Melvin, a trainee in the data entry unit

Identity

Diya Foundation is registered as a Trust under Income Tax Act of 1961. Registration No. 386/98-99, Bk IV Vol. 407 pages 87-96 dated 23rd March, 1999.

Diya Foundation is registered with Income Tax Department under Section 12A(a); No. Trust /718/10A/Vol 1/D-261/200-2001/CIT-11.

All contributions to Diya Foundation are exempted from Income Tax under Section 80(G) vide DIT(E) letter dated 23-09-2008 #DIT(E)BLR/80G(R)/296/AAA3446M/ITD(E)-1/Vol.2008-2009 for the period 01-04-2008 to 31-03-2011

Governance: Details of Board Members (as on March 31st, 2009)

Name	Age	Sex	Position on Board	Area of Competency	Meetings attended
Gerard Santamaria	53	M	Managing Trustee	Fund raising	5/5
Suman John	37	F	Secretary	Administration	5/5
Harish Ramakrishnan	37	M	Treasurer	Public Relations	3/5
Marguerita Lobo	53	F	Member	Special Education	2/5

The Diya Foundation Board met 5 times in the FY 2008-09 on 29 May 2008, 29 June 2008, 31 August 2008, 25 October 2008 and 30 March 2009. Minutes of Board meetings are documented and circulated.

The Board approves programmes, budgets, annual activity reports and audited financial statements. The Board ensures the organisation's compliance with laws and regulations.

Accountability and Transparency

- No remuneration, sitting fees or any other form of compensation has been paid since inception of the Foundation, to any Board member.
- No national or international travel was undertaken by any staff or board member during the year.
- CEO'S Remuneration : Rs. 0.00 (Nil)
- Highest Remuneration Paid: Rs. 8400/-
- Lowest Remuneration Paid: Rs. 1500/-

Staff Details (as on March 31st, 2009)

Gender	Paid full time	Paid part time	Paid consultants	Unpaid Volunteers
Male	6	9	0	>10
Female	6	8	2	>15

Salary Levels (as on March 31st, 2009)

Gross salary plus benefits (in INR)	Male	Female	Total
<5000	14	12	26
5000 - 10,000	1	4	5
10,000 – 25,000	0	0	0
TOTAL	15	16	31

The staff table includes the salaries of both staff as well as paid consultants in the respective categories for the year ending March 31st, 2009.

Income Tax Permanent Account No: **AAATD3446M**.

Appreciation and Gratitude

Sales/Promotions

KPMG	ANZ Grindlays	Titan Industries	Caterpillar
GE	Goldman Sachs	Hewlett Packard	

Corporate Clients

Himalaya Drug Co.	Connect Cargo	Navaspoorthi Kendra
Infolog Solutions	Orange County	Maria Resorts
Sobha Developers	UB Spirits	Hewlett Packard
Conzerv Systems	Animika Studios	OCH-ZIFF
Cisco	Hasan Gems	Neev Technologies
Elfrink	Titan Industries	Fortune Select
Textron India	Mantri Developers	HSBC
Chancery Pavilion	Prism Surface Coating	Winnitex Ltd.

Consultants

Business Development:	Aso Shanglai
Board Governance:	Aarti Madhusudhan
Finance:	Jaywant Desai
Accounts:	Vikram Pai
Auditors:	Shantakumar and Co.
Bankers:	Canara Bank, D'Costa Sq. & ICICI Bank, Cox Town
Office Administration:	Phyllis Bout
Chocolate Unit:	Animika Studios
Greeting Card Unit:	Via Design
Data Entry Unit:	AMBA CEEIC
Medical:	Dr. Asha C.K. & Dr. Maya Philip

Donors

Gokaldas Images Pvt. Ltd. for sponsoring trainee uniforms
 Sampoorna Computers for providing furniture to the Data Entry Unit
 United Spirits Ltd for donating a cooler to the Chocolate Unit
 Allied Enterprises for providing us with containers for the Cleaning Liquid Unit
 Shri Justice N.D.Krishna Rao Memorial Trust for sponsorship of mid-day meals
 Jhunjhunwala Foundation, Mumbai, for their contribution to our Corpus Fund.
 The Association of People with Disability for their gift of a computer to the Diya office.

Our heartfelt thanks to all our donors, volunteers, parents of our trainees and well wishers whose service and support has enabled Diya touch and transform the lives of the differently abled over the last ten years.

"The chocolates were of very high quality, tastefully packed and delivered to us"

Col. Mario D'Souza (Rtd.), Head, Facilities & Administration, Textron India Pvt. Ltd.

Balance Sheet as on 31st March 2009

Particulars	Current Fin Year		Previous Fin Year	
	Amount in Lakhs	%	Amount in Lakhs	%
Assets				
Fixed assets	1.09	16.67%	0.68	13.90%
Investments	2.25	34.40%	1.03	21.06%
Loan disbursed	0	0	0	0
Deposits and Advances	1.5	22.93%	1.5	30.67%
Current assets	1.7	26.00%	1.68	34.36%
Income and Expenditure A/c Balance	0	0.00%	0	0.00%
Total	6.54	100%	4.89	100%
Liabilities				
Corpus/Endowment Fund	5.41	82.72%	4.74	96.93%
Earmarked Funds	0.75	11.47%	0	0
Loans/Borrowings	0	0	0	0
Current Liabilities and provisions	0.26	3.97%	0.04	0.82%
Income and Expenditure A/c Balance	0.12	1.83%	0.11	2.25%
Total	6.54	100%	4.89	100%

Income & Expenditure as on 31st March 2009

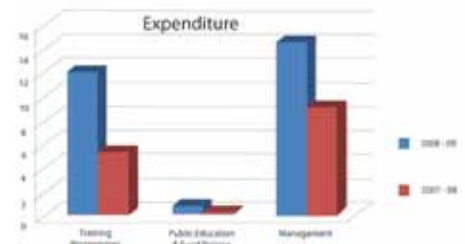
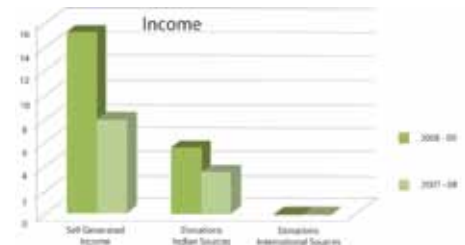
Particulars	Current Fin Year		Previous Fin Year	
	Amount in Lakhs	%	Amount in Lakhs	%
Income				
Self generated income	15.23	71.70%	7.8	67.82%
Indian sources	5.52	25.99%	3.5	30.43%
International sources	0	0	0	0
Total	20.75	98%	11.3	98%
Expenditure				
Programme	9.09	42.80%	4.09	35.56%
Public Education for Fund raising	0.58	2.73%	0.15	1.30%
Management	10.94	51.51%	6.81	59.21%
Total	20.61	97%	11.05	96%
Deficit/Surplus	0.14	1%	0.25	2%

Receipts & Payments as on 31st March 2009

Particulars	Current Fin Year		Previous Fin year	
	Amount in lakhs	%	Amount in lakhs	%
Receipts				
Opening Cash and bank bal.	2,55,694.55	10.58%	1,27,628.74	9.53%
Donations Received	21,50,707.30	89.02%	11,30,088.81	84.38%
Bank Interest	8,611.56	0.35%	3,503.85	0.26%
Others	1,088.00	0.05%	78,042.53	5.83%
Total	24,16,101.41	100.00%	13,39,263.93	100%
Payments				
Direct Expenses	19,22,258.31	79.56%	4,14,841.50	30.98%
Indirect Expenses	1,14,132.17	4.72%	6,89,966.12	51.52%
Capital Expenditure	2,49,771.03	10.34%	81,977.50	6.12%
Closing Cash and Bank Bal.	1,29,940.21	5.38%	1,52,478.81	11.38%
Total	24,16,101.72	100.00%	13,39,263.93	100%

Abridged Financial Statement 2008 - 2009

A year of progress with increased percentage of self generated income



Complete audited statement of accounts available on request.

For Shantakumar & Co.:
M Prem Kumari
Chartered Accountant

For Diya Foundation:
Maria S. Santamaria
CEO

Bangalore
23 .07.2009

We welcome visitors. Do call us
in advance to arrange a mutually
convenient time

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