



## DIYA FOUNDATION

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## DIYA INNOVATIONS

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**CREATING** *Futures*  
**COMMUNICATING** *Hope*  
**CELEBRATING** *Life*

## WORK STATEMENT

Diya Foundation offers a life centered career education program to adults with intellectual challenges and developmental delays, cerebral palsy and autism.



**Thank you for your belief and support in our work!**

### Our Donors

Individuals: 1052000/-  
CSO Funding: 1261851/-  
Corporates: 2389661/-

### Our Volunteers

ANZ, Cisco, Deloitte, Goldman Sachs, Quintiles, St. John's Youth Group, LinkedIn, Cadence Designs, Yahoo, Ernst & Young, Gensuite Software Services Pvt. Ltd., and many other volunteers who come in from schools and colleges and from abroad.

## Mission

To enrich the quality of life and bring dignity to differently abled adults by training them in life skills and vocational skills, building support systems and enhancing awareness in the community.

## Vision

To see individuals with a disability and their families alive with dignity and pride in the present and operating with love, respect and confidence in the future.

## Our Values

Acceptance, Caring, Creative, Inspiring, Positive, Respect



“Life always sends us angels to help at every step along the way”.

### DIYA'S FUTURE GOALS:

- Train and empower 500 adults with intellectual challenges to be work ready and self dependent by 2025;
- Sensitize and create awareness about the work potential and employability of adults with intellectual challenges

### OUR CHALLENGES:

- Space to house Diya's expansion plan of providing training and employment to 500 adults with intellectual challenges;
- Job opportunities for our adults with intellectual challenges outside the Diya program:

## IDENTITY

Diya Foundation is:

A registered Trust under Income Tax Act of 1961 (Reg. # 386/98-99 dated 23rd March 1999)
A registered u/s 51,52 of Persons with Disabilities Act, 1995 (Reg.# 87 dated 23rd March 2011)
Registered with Income Tax Dept. u/s 12A (Reg. # Trust/718/10A/2000-2001). Income Tax Permanent A/c #: AAATD3446M
Registered under the Foreign Contribution Regulation Act of 2010 (Reg. #094421612)
<b>A TIER I PARTNER OF GIVE INDIA</b>

## GOVERNANCE

Details of Board Members (as on March 31<sup>st</sup>, 2016)

Name	Age	Sex	Position on Board	Area of Competency	Board Meetings Attended
Marguerita Lobo	60	F	Managing Trustee	Training Program Development	4/4
Gerald D'Souza	66	M	Secretary	Human Resources	4/4
Rajan Narayanan	58	M	Treasurer	Public Relations/ Fundraising	4/4

The Diya Foundation Board met four times in the FY April 2015 – March 2016 on 30 June 2015, 25 September 2015, 11 December 2015 and 22 March 2016. Minutes of the meetings were documented and circulated.

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

## STAFF DETAILS

(As on March 31<sup>st</sup>, 2016)

Staff	M	F	Total
Paid Full Time	4	6	10
Paid Part Time	1	0	1
Paid Consultants	0	1	1
Paid Volunteers	0	1	1
Unpaid Volunteers			430

## SALARY LEVELS

Gross Salary plus benefits (As on March 31<sup>st</sup>, 2016)

Staff	<5000	>5000-10000	10000-25000	25000-35000
Male	2	2	1	0
Female	0	2	4	1
Total	2	4	5	1

## BANKERS

STATE BANK OF INDIA, #14, Yolee Mall, Pottery Road, Richards Town, Bangalore 560005.

CANARA BANK, D'Costa Square, 98/1-2, Wheeler Road Extension, Cooke Town, Bangalore 560005.

ICICI BANK, Cox Town, #55, Coles Road, Frazer Town, Bangalore 560005.

## AUDITORS

Simon Rodrigues and Associates, Chartered Accountants, #56, Beth Shalom, 2nd Cross D'Costa Square, Bangalore 560084.

## OUR FINANCIAL NEEDS

₹ 50 LAKH PER ANNUM to run the Life Centered Career Education Program

All contributions to Diya Foundation are exempt from Income tax u/s 80G vide DIT(E) BLR/80G(R)/121/AAATD3446M/X-441/2011-12 w.e.f. 01-04-2011 until rescinded.

Cheques to be drawn in favour of 'DIYA FOUNDATION'

Online Transfers: A/c Name: Diya Foundation, A/c # 30867158934, IFSC #: SBIN002263, State Bank of India, Richards Town Branch, Bangalore 560005.

Donate through Give India at: [www.giveindia.org](http://www.giveindia.org)

Donate through Global Giving at: [www.globalgiving.org](http://www.globalgiving.org)





**diya**  
innovations

A social enterprise  
employing the  
differently abled

The year that was and how **YOU** made it possible

**THANK YOU** for impacting  
the lives of the differently abled



You have helped Diya take the first steps on a long journey — you've helped improve the economic status of our trainees, you have given a boost to their self esteem and encouraged their inclusion in the family and the community they live in.

Your support through your orders for our products has made all the difference!  
**THANK YOU** for supporting and encouraging the inclusion of the differently abled in our community!

DIYA  
INNOVATIONS  
SUCCESS  
STORY

Suresh | Employee at Diya Innovations



From trainee in Diya Foundation to trainer in Diya Innovations, his improvement has been significant. Today, Suresh, born with cerebral palsy, supervises training in papier mache of a team of 10+ trainees. His duties include ensuring they get their work material in time, supervising the quality of work done, tracking trainee improvement, etc. He's learning to be a good supervisor and leader. Employment means a lot to him. His salary is a significant contribution to his family income.

2016  
FEATURED DIYA  
INNOVATIONS  
PRODUCTS



## Achieving skill sets; Discovering new Abilities



### Daily Living skills - 40% Achieved

- Self Management
- Personal Safety
- Home Management & Cooking
- Leisure skills
- Knowledge of Community

### Work Skills - 90% Achieved

- Working as a team
- Being punctual & regular
- Improving quality & work performance

### Personal-social skills - 60% Achieved

- Achieving self awareness
- Self confidence
- Expressing feelings of self worth
- Maintaining relationships & friendships
- Achieving independence

## Every accomplishment starts with the decision TO TRY. Our Stories of change & Inspiration:



**Pavithra** | Trainee at Diya Foundation

2014: Pavithra, 18, with mild intellectual challenges, joined the Diya training programme. Shy, reticent and reserved, she rarely spoke. At home, her expectation was that her big sister and family who she lives with, look out for her. 2016: Pavithra is the pride of the candle unit, a good and able assistant to her trainers. She practices all the skills learnt during her 2 years here – shopping, budgeting, cooking, hygiene of self, work place and home. She's an integral member of the Diya Zumba dance team and running groups. Pavithra calls Diya a 'happy' place to be in and feels that her work here allows her to feel confident, accepted by her peers and believe in herself. Pavithra's sister shares how Pavithra has grown in confidence and is more independent and helps out a lot at home.



**Priyanka** | Trainee at Diya Foundation

21 year old Priyanka was a nervous, reserved, fidgety and high strung young girl with intellectual challenges when she came to Diya in March 2015. Over anxious and always worried of being spoken to she was unsure of herself and this was reflected in her quality of work and her constant checking for approval.

A year later in the Diya training program, Priyanka is a confident young girl and a leader in the paper recycling group that she works in. She is happy to be in Diya and likes the Staff and her new friends. Participating in our social activities like Painting, dancing, putting up performances at the christmas party, "SAHYOG" at Christ University, she has blossomed into a self expressed, confident young lady and is thankful to be a part of a place that makes her happy.



**Mahak** | Trainee at Diya Foundation

20 year old Mahak joined Diya in January 2012, the eldest of three girls, her parents' expectations to act as a helpful, supportive older sibling was high. When Mahak first joined Diya she was very childish and childlike and resented the fact that she had to look after younger siblings. Today, she is an exuberant, expressive and happy young lady who willingly takes on responsibility for setting up the workspace, calming her colleagues who she works with, is friendly with all and responsibly ensures that the workspace is cleaned up after work. She is more alert now, very respectful to her trainers and is good at relationships and communication. Being a part of activities like cooking, dancing, shopping, going out on excursions and interacting with volunteers she has become more mature and caring. She is very good at cooking and keeping the kitchen place clean. In her words, she feels that she is much better after joining Diya and feels very loved being surrounded by friends. Her dream is to join a company.

## BIG JOURNEYS BEGIN WITH SMALL STEPS



**Lydia** | Trainee at Diya Foundation

30 year old Lydia joined Diya in February 2015. When she first joined Diya she would cry often for no apparent reason at all. Sensitive, nervous, shy and scared she wanted her mother to be around.

Today her transition to a confident, productive and responsible young lady is amazing. There is always a smile on her face, she has learnt to take instructions and works independently on painting diyas, making wax flowers, prepare moulds for candles, rolling pens and cooking.



**Harsha** | Trainee at Diya Foundation

An ardent Darshan fan, 25 year old Harsha was waited on by his mother for all his personal needs and would do nothing other than listen to kannada songs, dress up and trouble to be taken to the studios.

He joined Diya in May 2014 and since then his journey has been one of tremendous change. Where earlier, his head would hang low and he would not give eye contact, today Harsha has developed relationships with his colleagues, communicates, holds his head up high and stands tall. He has learnt to shave himself, brush his teeth, bathe by himself, clean a home including the toilet, peel and cut vegetables, follow a picture recipe and make a dish, folds shirts, ironing and works independently on making paper bowls and lanterns. He concentrates and keeps his targets, follows instructions and is a good assistant. His dream is to get a job in a supermarket stacking shelves.



**Moses** | Trainee at Diya Foundation

27 years Moses is an adult with intellectual challenges and autistic traits. He has echolalia and would repeat whatever you said. When Moses joined Diya in June 2013, all he did was to sit and twirl his hands. Today, Moses is able to assist a colleague on paper bowls, respond instead of repeating questions, make eye contact, follow instructions, sweep, cut vegetables, recognize people he has not seen in a while. He is more alert to the activities in his surroundings.