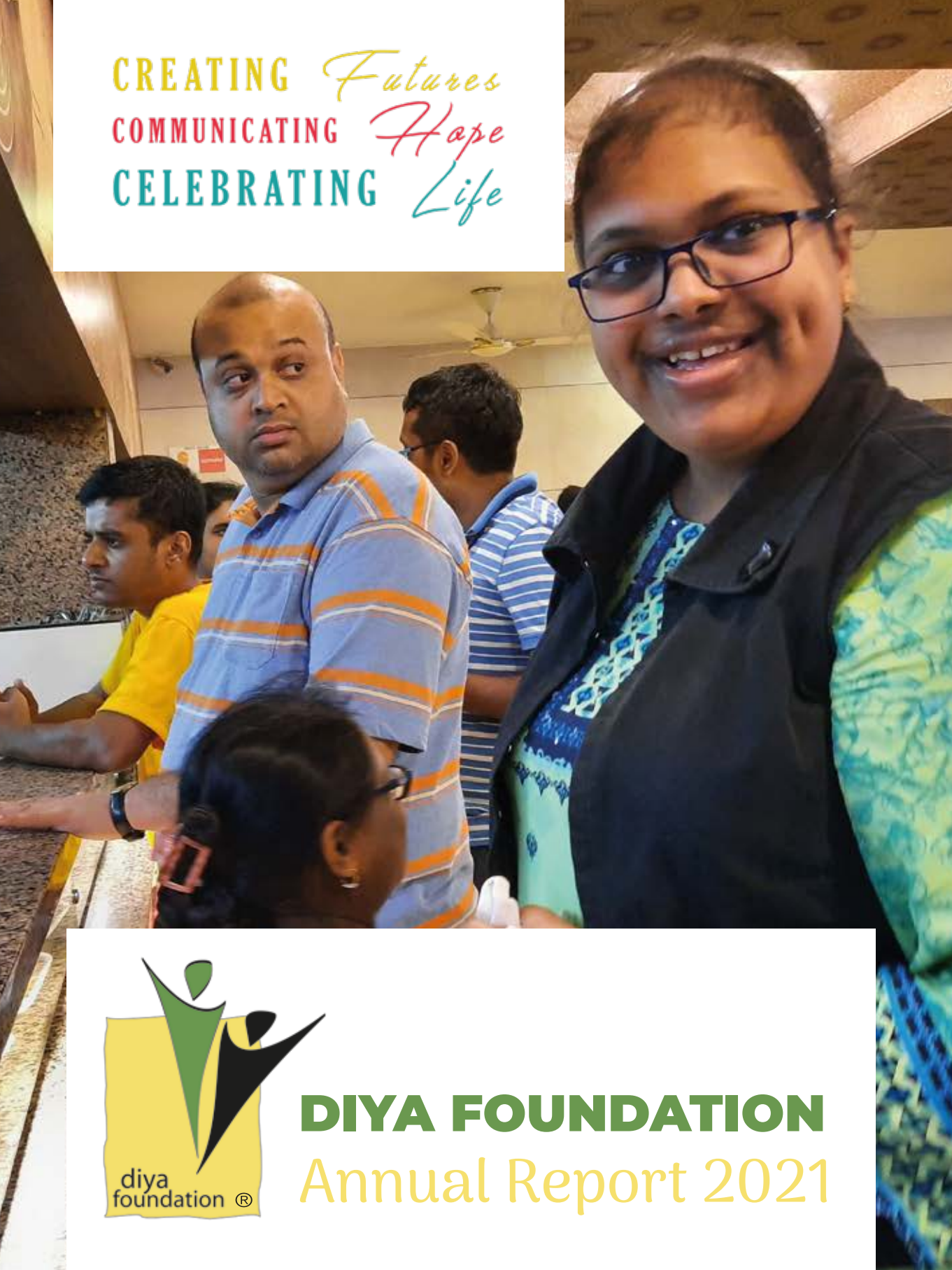


CREATING *Futures*
COMMUNICATING *Hope*
CELEBRATING *Life*



DIYA FOUNDATION
Annual Report 2021

FROM THE CEO

2020-21! A memorable year of challenges, creativity, innovations, new learnings for all our stakeholders and for us.

Diya was able to sustain itself this year by God's Grace. A very special 'thank you' to all our donors.



Skill enhancements in Technology - a new learning! For Trainers - using video calls on Whatsapp, Google Meets, Zoom and MS Teams was a challenge to overcome. For trainees who learnt to click and share links, make presentations and WhatsApp video calls, plan and coordinate surprise online birthday parties in detail, was an achievement in social skills and communications.

Relationships were enhanced! Parents got to know their kids better, trainers got to know the families better - all working towards the common goals of being self dependent and supportive.

Collaborative efforts between NGOs and Corporates brought in new learnings by way of 'work from home' internship opportunities. Our trainees never fail to surprise us with what's possible given a little support.

The next year too looks uncertain. We will continue to work with partner NGOs to build capacity and share best practices and look forward to new collaborations, sharing new beginnings and new innovations with hope.

Maria S. Santamaria,
CEO & Founder, Diya Foundation

OUR VISION TODAY

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

OUR MISSION

To enrich the quality of life and bring dignity to individuals with disability by educating them in life skills and employability skills towards self dependence, building support systems and enhancing awareness in the community.

HOW WE STARTED

21 years! From it's early beginnings as a Sheltered Workshop in 1999 to a comprehensive person centered training program that focuses on discovering abilities, developing skill sets, creating opportunities and changing perceptions
- The Journey continues...
towards self dependence and
a vision to the future.

PROGRAMMES IN 2020-21

1. Training

We take a person centered approach for training in the focus areas of Daily Living Skills, Personal Social Skills and Employability.

2. Parent Capacity Building and Family Group meetings

Diya Foundation organized small group sessions for parents on such subjects as:

1. Setting achievable goals for their child
2. Mental Health and Wellness
3. Reducing stress, enhancing coping skills, to name a few. These meetings have been held in English and also in Kannada.

Our parents and families have shared their experiences and learnt from each other at the group sessions conducted by Dr Babita.

3. NGO Capacity Building

For the first time we engaged with another NGO (Grace Reformed Trust, Bangalore) which works with children having special needs. We helped with their Future Vision, setting up systems for accounting, conducted staff training and supported fundraising efforts.

4. Short Term Courses

Developed a curriculum for Cooking which is opening up for admissions in August'21.

How did we cope?

The pandemic did not stop us. Diya took its training programmes online and impacted families to understand the work potential of their children.

We supported our staff and trainees with laptops, phones, data packages, care hampers, counselling sessions for individuals and families.



ACHIEVEMENTS SINCE ESTABLISHMENT

1) Diya Innovations Pvt. Ltd., an entity independent of Diya Foundation, set up as a gifting company which provides employment to adults with intellectual disabilities and creates a wide range of customized gifting products. Exquisite Candles, Delicious Chocolates and Innovative Handicrafts using fabric and recycled materials are available at www.diyainnovations.com



2) Studio C Cubed - a digitization studio (Established 2020) enables adults with challenges to provide digital media services and become independent, contributing and supportive adults in their families. The Studio began with 8 adults and currently provides employment opportunities to 12 adults who have taken ownership of this venture and hope to someday in the near future run it as an inclusive space with other likeminded colleagues.



Over The Years We

- Established a comprehensive training curriculum
- Created awareness about our work and expanded our programmes
- Grew our social media presence and launched a website
- Strengthened our governance
- Increased our staff of loving, dedicated trainers.

And we have continued to fundraise relentlessly!



[Click here/ scan code to see the introductory video created by our trainees](#)



Diya Foundation is very transparent and sends regular reports and has always provided documentation required for compliances promptly.

We are very happy to support Diya Foundation in their efforts to enhance the quality of life and bring dignity to differently abled people and highly recommend their efforts

Juanita Jayant,
CSR, Thoughtworks Technologies
(India) Pvt Ltd



WE TAKE THIS OPPORTUNITY TO THANK YOU

Dear Board, Staff, Students and Parent community for your interest and cooperation.

We look forward to greater collaborative effort and involvement from each one of you in the coming year.

Dear Donors, CSR partners, Volunteers, Interns, Supporters and Well-wishers - your support and encouragement drives us to do much more.

- ◆ Bagaria Education Trust
- ◆ CGI Information Systems and Management Consultants Pvt Ltd
- ◆ Concern India Foundation
- ◆ Deloitte
- ◆ Dusters Total Solutions Services (DTTS)
- ◆ Give India
- ◆ Rotary Bangalore Downtown
- ◆ Kalaari Capital
- ◆ Shamdasani Foundation
- ◆ Thoughtworks Technologies (India) Pvt Ltd.
- ◆ Thumboochetty Foundation

HIGHLIGHTS OF 2020-21

1. We started 'HAPPY-HOUR'

over Google Hangouts one- hour every week for peer interaction.

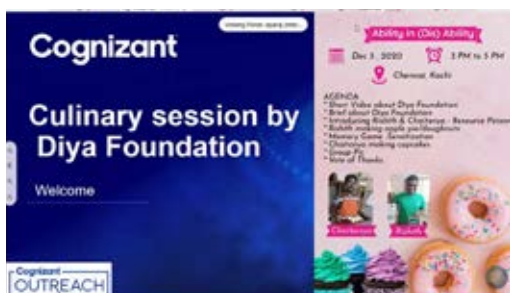
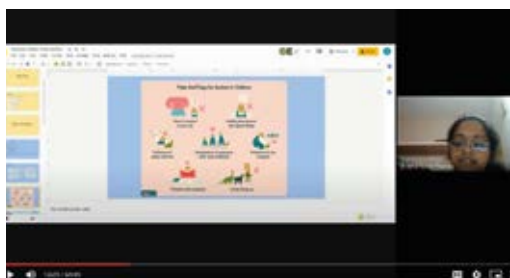
A whatsapp group was created for our senior group, confined at home, unable to meet their friends at Diya, have daily chats or share a virtual high tea and snack together.

2. We had fun with many innovative ideas celebrating important events online!

Online salad making; virtual singing and dancing; pre-recorded videos and fancy dress competitions marked our Independence Day, Republic day or Christmas celebrations.

3. Our staff continued to learn and grow and engaged in trainings ...

- ◀ Virtual Training sessions on Goal setting for Trainees
- ◀ Preparing teaching aids and material
- ◀ Effective use of online resources like videos and presentations for lessons
- ◀ Workshops on relationship building and its' importance
- ◀ Session on Mindfulness
- ◀ Training in Soft Skills, Tech Webinars
- ◀ Gond Art sessions and much more.



4. 550 Volunteers from Cognizant and Deloitte, impacted through online sensitization and Volunteer Engagement Programs.

They have worked with the trainees in teaching Gond Art, singing and have been impacted by our trainees teaching them new skills in paper bag making, baking etc.

5. 45 Interns and Fieldwork students worked with adults with intellectual disabilities; Quite a few students were encouraged to look at special needs as a future career education path.

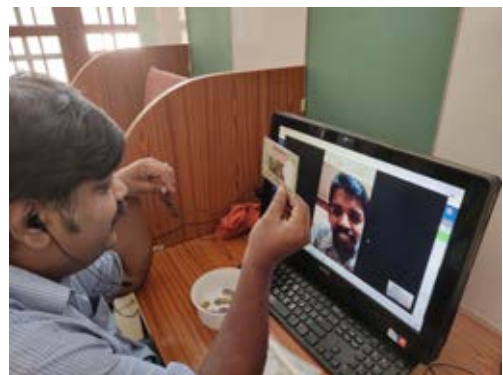


There are many valuable lessons that I learnt during my short stint at Diya.

Lesson planning, interaction, establishing rapport with the trainees and flexibility in training - in various situations.

I also learnt the very valuable virtues of patience, kindness and empathy - and for these, I am particularly grateful.

Charis Browne, Intern, Diya Foundation



A HEALTHY RECIPE FOR SELF-ESTEEM, SIVA PRIYA'S REMARKABLE LIFE!

Siva Priya, aged 30, is a natural singer. Her beautiful expressive voice is the highlight of all our Diya events. She gained professional skills in photo-editing and graphic designing.

Her ability to work independently in the kitchen, prepare and cook a simple meal and work with peers has made a real difference to her daily life. After her mother learned that Siva was able to make dishes for 50-60 people, her renewed confidence in her daughter's abilities allowed her access in the kitchen at home and even taught her to make several curries.

It is this change in their relationship - being treated as a responsible adult by her mother - that has given a real fillip to Siva's own self-esteem. They are currently working together to figure out how she can learn to manage her own budget.

Siva is a team member of Studio C Cubed, the digitization studio at Diya Foundation. She works on graphic design projects and proofreading of material to be digitized for the visually impaired and is proud to be earning, contributing and giving back through supporting others with her work.

Her ability to be self dependent at home, travel independently, be a part of the singing community and an earning and contributing member are important roles that make Siva the confident and mature person that she is.





CHAITANYA BAKES CAKES AND INTERNS WITH THOMSON REUTERS!

Diya's online training ensures Chaitanya makes progress in life-skills.

Sessions in personal finance included learning to budget weekly expenses for groceries and monthly expenses for laundry items. Classes in home maintenance saw him engaged in sorting laundry, ironing and folding clothes, sweeping and mopping and watering plants.

Chaitanya enjoys cooking and baking. So Padma, Life-skills Trainer at Diya, ensured he learnt to make a sandwich, cut vegetables, sprout pulses, cook tomato rice, bake butter cookies and try his hand at making a jar of homemade peanut butter. Chaitanya also baked his own birthday cake with a little help from his Mum!

With support from his parents and regular interactions with his Trainer, Chaitanya followed a regular exercise schedule, spent his leisure time drawing and painting, went on a virtual tour of the Mysore zoo and met with his friends from Diya on a whatsapp call.

Chaitanya is currently undergoing employability training alongside a work from home internship with Thomson Reuters. As you can imagine we at Diya are excited with the mindset myths he is breaking for himself, his family and all who know him. We are truly grateful to Thomson Reuters for this opportunity!



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FINANCIALS & TRANSPARENCY

Diya is a Tier I partner of GiveIndia and accredited for desirable norms by Credibility Alliance.

Registrations

- Diya Foundation is a Registered Trust under Income Tax Act of 1961 (Reg. # 386/98-99 dated 23rd March 1999)
- Diya is registered u/s 51,52 of Persons with Disabilities Act, 1995 (Reg. # 87 dated 23rd March 2011)
- Diya is registered with Income Tax Dept. u/s 12A (Reg. # Trust/718/10A/2000-2001).
- As required by the Finance Act 2020, Diya Foundation has applied for renewal of registration u/s 12 AB and 80 G of the Income Tax Act, but is awaiting the relevant certificate as at 15/08/21.
- Income Tax Permanent A/c # AAATD3446M
- Diya is registered under the Foreign Contribution Regulation Act of 2010 (Reg. #094421612)
- Diya has applied for renewal of its FCRA registration in November 2020, but has not had a response as at 15/08/21. However, as required by the FCRA Amendment Act 2020, Diya had applied for opening of FCRA A/c with SBI New Delhi. This has been approved and the new FCRA A/c is operational - details provided below.

REGISTERED ADDRESS

19/1 Gospel St, St Thomas Town
Bangalore 560 084

AUDITORS

John Rodrigues and Associates
Chartered Accountants
Bangalore 560 084

Bankers

State Bank of India

Richards Town Branch
Bangalore 560 005

A/c No. 30867158934 IFSC: SBIN0002263

State Bank of India (FCRA Current Account)

FCRA Cell, 4th Floor, State Bank of India
New Delhi Main Branch, 11 Sansad Marg
New Delhi - 110001

A/c No. 40046212889 IFSC: SBIN0000691
SWIFT: SBININBB104

ICICI Bank

Cox Town, #55, Coles Road
Frazer Town, Bangalore 560 005
A/c No.025201001540



Our partnership with Whiteboard strengthens the Board Governance

(Whiteboard is a group of varied professionals who provide us with strategic advice)



Governance

Trustees	Area of Competency	At'd
Marguerita Lobo	Managing Trustee, Training Programmes	4/4
Gerald D'Souza	Secretary, Human Resources	4/4
Col. Michael Angelo	Trustee, Administration	4/4

- No remuneration given to any Trustee.
- 4 Board meetings held (online) in FY 2020-21 April, July, October 2020 & January 2021.
- Minutes of the meetings documented & circulated.
- The Board approves programs, budgets, annual activity reports and audited financial statements.
- It ensures Diya's compliance with laws and regulations.

Gross Salary plus benefits

CEO's remuneration : ₹ 40425/-
Remuneration of Highest paid Staff: ₹ 37,000/-
Remuneration of Lowest paid Staff: ₹ 5,000/-
National or International travel by Staff/Trustees – NIL

FINANCIALS & TRANSPARENCY

BALANCE SHEET AS ON 31 ST MARCH 2021

	2020-21		2019-20	
	Rs.(Lakh)	%	Rs.(Lakh)	%
Assets				
Fixed Assets	5.85	2	6.88	4
Investments	164.44	69	141.51	72
Deposits and Advances	4.66	2	7.02	4
Current Assets	62.08	26	40.00	20
Total	237.00	100	195.42	100
Liabilities				
Corpus/Endowment/Building Fund	62.16	26	48.70	25
Earmarked Funds/ Building/Raghu memorial fund	118.36	50	110.16	56
Current Liabilities and Provisions	42.10	18	16.63	9
Income and Expenditure A/c-> Deficit	14.41	6	19.92	10
Total	237.00	100	195.42	100

INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDING 31 ST MARCH 2021

Particulars	2020-21		2019-20	
	Rs.(Lakh)	%	Rs.(Lakh)	%
Income				
Self Generated	4.41	4	3.70	4
Donation Received	98.59	96	98.74	96
Total	103.00	100	102.44	100
Expenditure				
Programmes/Activities	47.76	46	62.54	61
Public Education for Fund Raising	0.89	1	1.84	2
Management Cost	8.21	8	8.93	9
Excess of Income over Expenditure for FC	46.14	45	29.13	28
Total	103.00	100	102.4	100

RECEIPTS AND PAYMENTS ACCOUNT FOR THE YEAR ENDING 31ST MARCH 2020

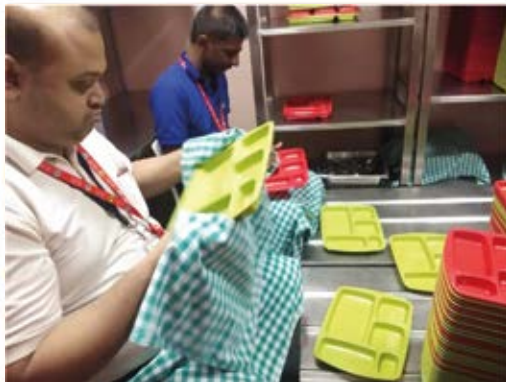
Particulars	2020-21		2019-20	
	Rs.(Lakh)	%	Rs.(Lakh)	%
Receipts				
Opening Balance - Cash & Bank	30.23	21	43.30	26
Donation Received/Internal Revenue	98.59	69	98.85	59
Corpus/Endowment Fund	8.01	6	22.37	13
Other Income	0.80	1	0.81	0
Interest Income	4.41	3	3.60	2
Total	142.00	100	169.00	100
Payments				
Direct Expenses	48.65	34	64.38	38
Indirect Expenses	7.17	5	23.09	14
Capital Expenditure	38.59	27	51.22	30
Closing Balance - Cash and Bank	47.63	34	30.23	18
Total	142.04	100	168.92	100

To receive a copy of our financial statement/ audit report, please contact us.

OUR FUTURE PLANS

By 2025 Diya is looking at fulfilling its vision of training 500 adults and providing employment opportunities for 250 adults by:

- ◆ Creating Partners in different domains of **Hospitality, Housekeeping, Retail, Office Assistants** to provide 'hands-on' exposures and internships which could result in job opportunities
- ◆ Partnering with like-minded NGOs for capacity building of trainers and sharing the **Diya vocational training best practices**
- ◆ Partnering with Businesses in the Community to act as '**On-site**' **Trainers** and developing a training model that will **benefit a larger number** of adults with intellectual disabilities
- ◆ Creating small pockets of workstations/ production/ livelihood units with parent/ sibling support – as supported or self employment opportunities like : **Baking; Digitization Unit; Block printing Unit; or skills like Ironing, Sanding, Packing etc.**
- ◆ Creating a permanent space for Diya Foundation.



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NOW, MORE THAN EVER!**



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WAYS YOU CAN HELP.**



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Adults With Intellectual
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All contributions to DIYA Foundation are eligible for exemptions under section 80G of the Income Tax Act

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Or Via Online Transfer :

State Bank of India, Richards Town Branch, Bangalore, 560 005

A/C Name: **DiyaFoundation** A/C # **30867158934** IFSC : **SBIN0002263**

Cheques to be drawn in favour of '**Diya Foundation**'

DIYA FOUNDATION

Maria S. Santamaria, CEO & Founder



#112/147, Chikkatayappa
Reddy Layout
Chelekere
Kalyan Nagar
Bangalore 560 043



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Annual Report co-created with: Resource Network for Development



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