

# Remarkable Abilities

Annual  
Report  
2021-22



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





## Our Vision

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

## Our Mission

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

Your presence we miss,  
your memories we treasure

# A TRIBUTE IN MEMORY TO OUR STAFF



Raghu A



Elizabeth Korah



Raju N

In our hearts, You will live forever



## SARAH SHARES HER THOUGHTS

As things slowly come back to normal we continue to feel blessed despite the challenges. Thanks to our donors we were able to continue sustaining ourselves and come up with new and creative ways of building capacities of our trainees, their parents, our volunteers, interns and trainers.

Our young adults are capable of so much more - **all they need are opportunities to shine**. Our report this year shows that we are making progress but still have miles to go!

Maria S Santamaria  
CEO, Diya Foundation

## Our Growth

Our main achievement since establishment is recognizing the potential to work and the development of a comprehensive '**person centered**' training that leads to self-dependent young adults with intellectual challenges.

### 2022-2023 AND BEYOND

#### We are focusing on



Fundraising to buy our own premises.



Livelihood units with parents and other stakeholders within the Community.



Independent Living Training program with working students.



Capacity building and support of like-minded small NGOs.



Job development and collaborating with Training partners in the Community.

## AT A GLANCE

# The pandemic did not stop us!

We have continued to innovate and expand with a major emphasis on:

1. Training and Capacity building
2. Employment and Livelihoods



# 2021-22 IN REVIEW

During the year we were able to directly work with



## 85+

ADULTS WITH INTELLECTUAL CHALLENGES

## 23

PLACED IN EMPLOYMENT;  
3 IN INTERNSHIPS



## 80

INTERNS ORIENTED AND SENSITISED FROM 7 COLLEGES AND 2 SCHOOLS

## 117

VOLUNTEERS ACROSS 4 STATES SUCCESSFULLY ENGAGED



# Training in different forms remains core to basic service

## OUR YOUTH TRAINING THROUGH THE SHORT TERM COURSES

- **Financial Literacy** - Piloted through a surprise donation from Kalaari Capital; 10 adults learned budgeting skills; apportioning money into four important parts - supporting their families, personal care, giving back to the community and saving for the future - a work in progress that helps them to dream about the future and save as well as looking beyond just themselves and their needs by finding someone to support in the community.
- **Cooking** - Looking at creative ways to fast track and enhance learning, Diya engaged Simarpreet Luthra, our very own creative Chef who took on the challenge of teaching cooking skills online to young adults.
- **Art therapy** - A pilot program was initiated with sponsored funds to enhance self expression and build self employment for eight Diya students.



*I am proud of the*

- *team and supportive environment.*
- *person centred and holistic approach for trainees.*
- *process and research oriented approach at Diya Foundation.*

**Dr. Babita, Psychologist**

# Capacity building of the Eco system, Family counselling and Volunteer engagement

- **Family Counselling** - Family sessions were conducted where 40 + families' capacities were built - through different topics and issues suggested by parents such as Eating Healthy; Fear and Anxiety; Behaviour problems and modifications etc.
- **Math N Money** - A short term course conducted over 16 sessions plus a pre assessment and post assessment session. During these sessions the trainer introduced concepts through challenging, creative and thoughtful activities to increase proficiency in related concepts using everyday experiences and household items.
- **Personal safety and sex education** - Understanding how to communicate with their children regarding understanding their bodies and how it functions, maintaining personal boundaries etc. Additionally within the course the parents and students shared experiences. These discussions served to increase the bond between the participants and their parents and provided them a platform to freely share sensitive information and experiences.



## WE SHARE...

### Parent Testimonials



*I learnt how to teach my child addition in an easy manner. In these 3 months, my child learnt addition and the concept of money - how much money to give to buy his favourite items.*

*Thank you Babita Ma'am*



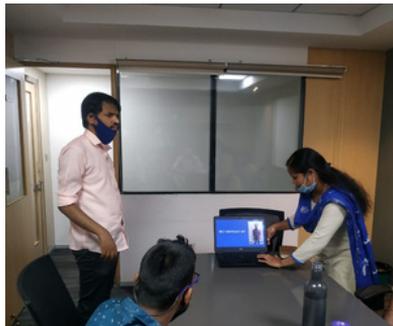
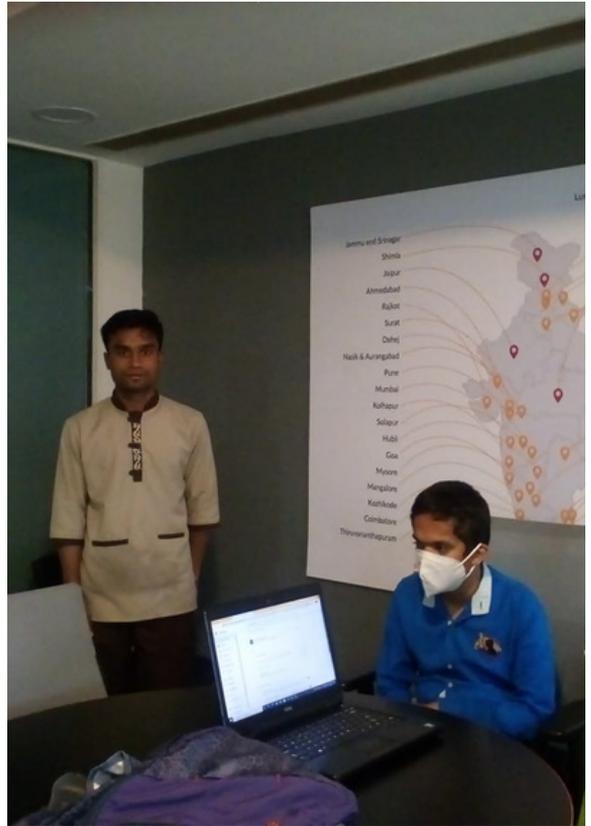
*The 'Personal safety and sex education' course created good awareness not only for the trainees but also for parents. It taught me how to talk to my child on sensitive topics like our body, with ease.*

*Thank you for guiding us in a very professional manner.*

# Creating Livelihoods and Employment

## 1. OPEN EMPLOYMENT

- We partnered with Dusters Total Solutions Services Pvt Ltd for 'On-site' internships and employment. In the two batches that were completed four adults were trained, and one placed in a job.
- Through the Mission Thousand (M1000) initiative, Diya partnered with Enable India and provided internship opportunities for seven adults. From these, one has been placed in Diya Foundation and the others in Thomson Reuters on a one year contract basis.
- Diya also partnered with CANDO to provide an internship opportunity for one adult.
- Through internship opportunities and piece work 16 people collectively earned around Rs 1,00,000 in 2021-22
- Through Diya Innovations Pvt Ltd (an entity independent of Diya Foundation), one year paid internship was offered to two adults.



## 2. SHELTERED EMPLOYMENT

### I. Studio C Cubed (Under incubation)

Studio C Cubed is a Digital work studio that does graphic designing, photo editing, video creation, digitization of old photos, books for the visually impaired.



The studio provides training and sheltered employment opportunities to 12+ adults who have collectively earned around Rs 2 lakh in the last year. Five adults have been transitioned into competitive employment and have collectively earned Rs 4.3 lakh.

### II. Bio-enzyme production unit

A Bio-enzyme production unit has started at the Grace Reformed Trust through Diya Foundation and the kind aegis of Thoughtworks Technologies (India) Pvt Ltd. Two parents and four students are being impacted currently in this project.



“

*Diya foundation is an institution that has been carrying out exemplary service to support the specially abled with a sense of dedication that inspires me and many others to join hands. The value that is provided to the beneficiaries span across many dimensions of their lives and it truly makes them feel confident to live their lives with dignity.*



Harish Devarajan,  
Leadership Coach, MCC

# Journeys of Change

Meet our trainees



## Suhas



**Suhas can ride a bicycle, climb steps, cook and exercise on his own now!**

Suhas, a young adult with autism, joined Diya 3 years ago. Suhas has made a remarkable journey from a life filled with fears and total dependence on others for his daily needs, to a life of confidence and calm, self dependence.

He now takes initiative in social interactions, is more expressive, follows instructions very well, is very active and responds spontaneously. His journey has been one of discovery and building on abilities.

## Shilpa



**We are very proud to have Shilpa on our staff.**

From being shy to feeling proud about herself, Shilpa was able to discover herself and analyse what her areas of interest were. Her journey in Diya has been one of introspection and upskilling. She has learnt many things about herself and improved her abilities.

Today she is a sensitive, responsible and self dependent adult who can problem solve and communicate her needs and loves to learn new things. Currently Shilpa is appointed as an Office Assistant at Diya!





## Steven



### Steven is friendly and outgoing.

He likes to work on the computer and loves to paint and learn new skills. Steven made a good peer trainer and worked in the Digitization Work studio - Studio C Cubed for clients. Through his journey in Diya he learnt to manage himself and be self dependent.

Steven was also selected to be part of an internship program and underwent a refresher employability training to get his soft skills in place. He began working with his team, with parent and trainer support, which was slowly phased out. Today, he works independently and has done so well that his internship has extended into a Work contract. We are proud, as is he, of his achievements.



## Mohan

### Mohan is full of life, always cheerful and willing to lend a helping hand to anyone in need.

He loves the outdoors and needs to be around people everyday. Being confined at home is not something he enjoys and the lockdown period was tough. His journey in Diya helped him understand his personal responsibilities and his strengths of punctuality and attendance have resulted in a paid internship at Diya Innovations.

He is very proud to be a contributing member here and he hopes to get a permanent placement here or a similar job elsewhere.



## Financials and Legal matters

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 renewed registration u/s 12 AB and Income tax Act, as on July 28, 2021.
- 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 May 2020 and as of date still awaits the renewal certificate. 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

### 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

### Registered Address

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

## LOOKING FORWARD

GRATEFUL FOR THE PAST

# Thank You!

**Interns, Volunteers, Companies,  
Donors, Partners, Well-wishers,  
Staff and Supporters.**



## Balance Sheet as on 31st March 2022

Particulars	2021-22		2020-21	
	Rs.(Lakh)	%	Rs.(Lakh)	%
<b>Assets</b>				
Fixed Assets	4.92	2	5.85	2
Investments	164.4	72	164.44	69
Current Assets	59.77	26	66.74	28
Income and Expenditure A/c - Deficit	-	-	-	-
<b>Total</b>	<b>229.09</b>	<b>100</b>	<b>237.03</b>	<b>100</b>
<b>Liabilities</b>				
Corpus / Endowment / Building Fund	122.13	53	118.36	50
General fund	77.2	34	62.16	26
Current Liabilities and Provisions	19.53	9	42.1	18
Income and Expenditure A/c - Surplus	10.23	4	14.42	6
<b>Total</b>	<b>229.09</b>	<b>100</b>	<b>237.04</b>	<b>100</b>

## Income and Expenditure Account for the year ending 31st March 2022

Particulars	2021-22		2020-21	
	Rs.(Lakh)	%	Rs.(Lakh)	%
<b>Income</b>				
Self Generated	5.33	7	4.41	4
Donation Received	69.1	93	98.59	96
Excess of Expenditure over Income	-	-	-	-
<b>Total</b>	<b>74.43</b>	<b>100</b>	<b>103</b>	<b>100</b>
<b>Expenditure</b>				
Programmes/Activities	44.63	60	48.65	47
Administrative Expenses incl Depreciation	10.59	14	8.21	8
Excess of Income over Expenditure	10.23	14	14.42	14
Unspent funds carried Forward	8.98	12	31.72	31
<b>Total</b>	<b>74.43</b>	<b>100</b>	<b>103</b>	<b>100</b>

## Receipts and Payments Account for the year ending 31st March 2022

Particulars	2021-22		2020-21	
	Rs.(Lakh)	%	Rs.(Lakh)	%
<b>Receipts</b>				
Opening Balance - Cash & Bank	47.63	35.84	30.23	21
Donation Received/Internal Revenue	69.1	52	98.59	69
Corpus/Endowment Fund	4.43	3.33	8.01	6
Movement in Current Assets / Liabilities	6.4	4.82	0.8	1
Interest Income	5.33	4.01	4.41	3
<b>Total</b>	<b>132.89</b>	<b>100</b>	<b>142.04</b>	<b>100</b>
<b>Payments</b>				
Programmes / Activities	44.63	33.58	48.65	34
Administrative Expenses	9.65	7.26	7.17	5
Movement in Current Assets / Liabilities	31.79	23.92	38.59	27
Closing Balance - Cash and Bank	46.82	35.23	47.63	34
<b>Total</b>	<b>132.89</b>	<b>100</b>	<b>142.04</b>	<b>100</b>

### Auditors

Simon Rodrigues LLP & Associates  
Chartered Accountants  
Bangalore 560 084

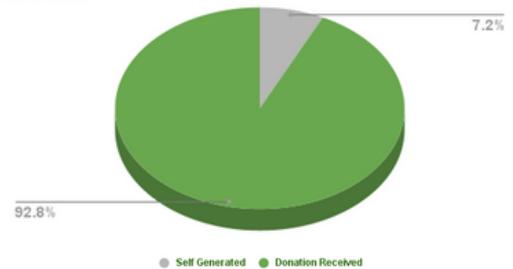
## GOVERNANCE



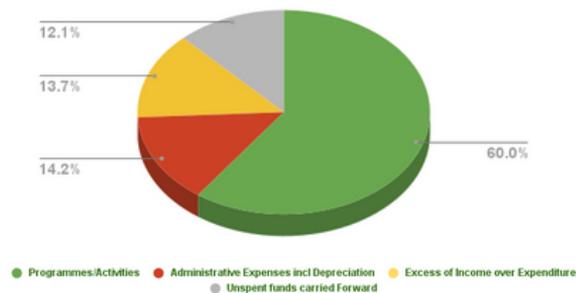
Trustees	Area of Competency	At'd
Marguerita Lobo	Managing Trustee, Training Programmes	4/4
Gerald D'Souza	Trustee, Human Resources	4/4
Col. Michael Angelo	Trustee, Administration	4/4

- No remuneration given to any Trustee.
- 4 Board meetings held (online) in FY 2021-22 April, July, October 2021 & January 2022.
- 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.

### INCOME



### EXPENDITURE



\*All amounts entered are in INR Lakh  
\*For detailed audit reports, please get in touch connect at [diyafoundationvocational@gmail.com](mailto:diyafoundationvocational@gmail.com)

# MERAKI

SOUL . CREATIVITY . LOVE

Since 1999, Diya has pioneered through love and care, methods and techniques to equip hundreds of young people with intellectual and learning challenges with skills and understanding. Their parents now can see smiling eyes and have hope in their hearts. So much has been achieved but there's a long way to go. We are ready to expand our vision to serve many, many more.

To do this we need to create a base for training: short and long term courses; internships and different models of employment and so on. The base will be called '**Meraki**' which means '**Doing daily tasks with soul, creativity and love**'. This embodies the essence of each of us in Diya. At the moment it is a dream – but a dream which will come true.

We need land on which we can build our dream – a facility which we can use to spread our wings in Bangalore, Karnataka, India and perhaps wider.

We estimate it will cost ₹3 crore for the first phase.

**PLEASE  
SUPPORT  
OUR DREAM** 

Support today@ [www.diyafoundation-india.org/donate/](http://www.diyafoundation-india.org/donate/)



**Building a permanent and wider support for individuals facing intellectual challenges!**

Your support in any way is most appreciated.

**To work together, please get in touch**



[www.diyafoundation-india.org](http://www.diyafoundation-india.org)



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[www.instagram.com/diyafoundation/](https://www.instagram.com/diyafoundation/)

**All donations enjoy 50% exemption from Income Tax u/s 80G of the Income Tax Act, 1961**

Annual Report co-created by: Resource Network for Development

[www.resourcenetwork.org.in](http://www.resourcenetwork.org.in)

THE RUSH NEVER ENDS  
SAVOUR THE PAUSE



BLACK  
DOG

SODA

