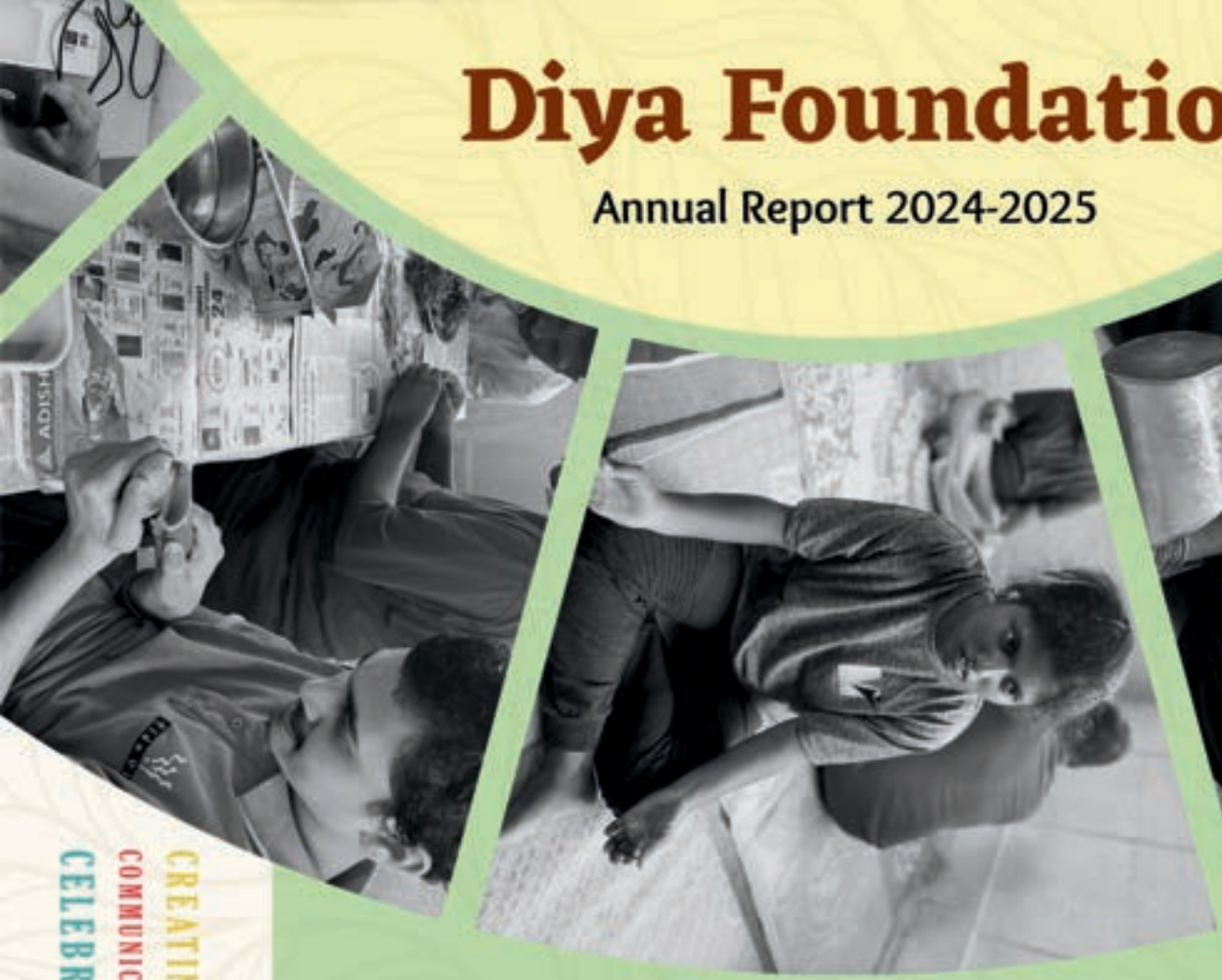
Diya Foundation

Annual Report 2024-2025





CREATING Palliative
COMMUNICATING Hope
CELEBRATING Life

diya foundation ®

Leading with Purpose: Reflections from our CEO



The year 2024-25 has been eventful. Looking back at what we have achieved towards our Vision 2025, I am truly grateful to all our Stakeholders: our Board, Staff, Parents, Beneficiaries, Donors, Corporate Volunteers, College Interns, Employment Partners and NGO Partners without whom it would not have been possible. Working collaboratively and collectively has helped us achieve our Vision 2025 of training 500+ adults.

As we end this year we look forward to our Vision 2030 of enhancing diversity and inclusion in the Workplace through providing access to a talented and trained workforce. Learning from past experiences we are looking at less classroom time and more community opportunities for exposures and internships in the next 5 years. We believe that this is the best way as we build our candidates' portfolios for experience and also sensitize and change the narrative in society with regards to the potential for work of a population that is waiting to be tapped into.

Maria S. Santamaria

Our Vision

To see individuals with disability and their families live 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 disabilities by educating them in life skills and employability skills towards self-dependence, building support systems, and enhancing awareness in the community.

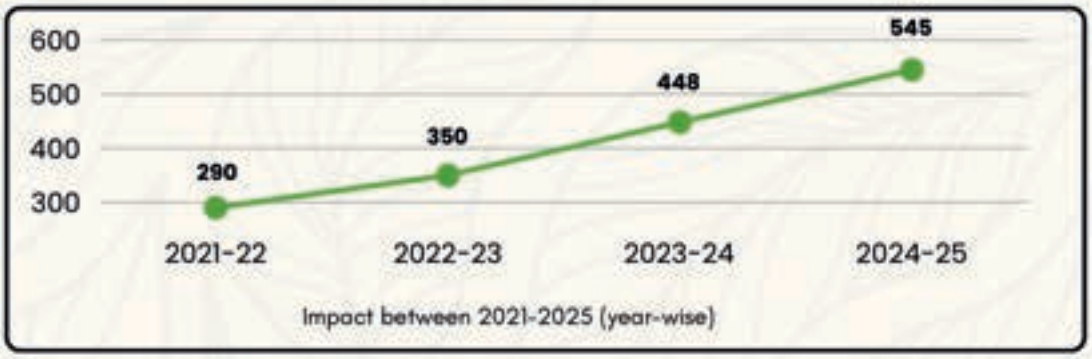
Illuminating lives with dignity and purpose

"In every corner of the land—urban sprawl or rural soil—we walk alongside those with unseen strength, nurturing ability, honouring dignity and lighting the path to inclusion."



At Diya Foundation, we provide our candidates with training to enable them to face real-life challenges, be self-dependent and instil employability skills to make them self-sufficient members of society. Over the years Diya has influenced over **1000+** individuals and has had a direct impact on the lives of **500+** adults with intellectual disabilities.

In the coming year, we aim to expand our strategic partnerships to strengthen outreach and impact. A key focus will be building the capacity of trainers in rural areas, ensuring sustainable development and long-term benefits for local communities.



Impact between 2021-2025 (year-wise)

From Vision to Action: Key milestones of the year

1

Keystone Audit

Keystone India visited Diya to observe the program through the SRV (Social Role Valorisation) lens. They provided feedback highlighting our strengths and offered many recommendations to enhance the program and showcase our candidates' skills more effectively.

2



DSP Training

11 trainers from Diya Foundation recently participated in a specialized training program aimed at enhancing their effectiveness as Direct Support Practitioners (DSPs). As DSPs, these trainers deliver personalised care and support to individuals with disabilities, training on activities of daily living, promoting self dependence, self esteem and fostering overall mental and physical well-being.

3

Workability Asia Board Visit

We had the privilege of hosting the Board members from Workability Asia, accompanied by our long-standing partner Enable India. Their visit offered an enriching opportunity to showcase our training ecosystem in action. They observed our inclusive programs, training methods and the hands-on engagement of our trainees. The exposure also ignited further conversations around regional collaboration and knowledge sharing.











Our Impact this year



Vision 2025	500
Achieved from 1999-2023	448
Current Year 2024-25 New Admissions to Diya's program	24
Short Term Courses 2024-2025	73
Total Training Impact by Mar'25	545









Training is a process...

First steps towards building a sustainable future

Embarking on a journey of self-improvement requires more than just determination; it demands a wellspring of inspiration and motivation.
The **pre-vocational** training program addresses the Sustainable Development Goals of quality education, good health / well-being and reduced inequalities.
This program aims to prepare individuals with intellectual challenges between the ages of 15 and 17 with daily life skills, including preparing a well-balanced meal, developing personal social skills and acquiring basic employability skills in an inclusive learning environment in order to transition from self-development to employment. **18** candidates were a part of this training in 2024-2025.

SDG Integration





Program modules

- **Daily living skills**

  This training program equips youth to live independently by teaching personal care, household management, self-advocacy, Health & Wellbeing, and financial literacy.



- **Personal social skills**

  Candidates learn active listening, effective communication, personal safety, and problem-solving skills to equip them to handle both casual and workplace social interaction.



...Not an event

Jaden's journey towards self dependence

Jaden takes pride in her personal grooming which in turn has impacted her social skills. She now participates actively in cooking sessions and approaches most tasks with new confidence in her self dependence. This is showcased in her progress in activities like sorting, counting and packaging. Her focus and consistency have earned her a place in the upcoming Vegetable Cutting (VEGUCRUNCH) unit, where she is already showing impressive skills in washing, drying, and cutting vegetables. She is also learning weaving and packing, and has developed number and currency recognition up to 50 — demonstrating strong cognitive growth and attention to detail. Jaden's journey is truly inspiring! Her dedication and progress reflect her growing independence and bright potential.



Towards Parent Led Initiatives

Active involvement of parents signals a deeper sense of ownership and investment in their child's future.

- **Vegetable chopping**

  Candidates began training in precise vegetable cutting, julienning, dicing, slicing and basic hygiene practices. This program is initiated as a pilot to empower candidates—particularly those with limited access to formal employment—to earn a living independently.



- **Bunsen burner training**

  Candidates are trained on how to assemble and handle the instruments safely and correctly. This training offers career opportunities in light manufacturing, technical assembly or small-scale equipment maintenance.



Training is not an expense...

Continued journey to self-dependence and contribution

Diya's **vocational** training program equips candidates with skills and trades that ease their transition into the workforce. Through this program, candidates find internships and full-time employment opportunities based on their unique skill sets. Diya works with various stakeholders and partners in the community to provide internship opportunities and sensitization of society towards recognizing the potential of adults with intellectual disabilities to work. This program delivers on the below mentioned sustainable development goals.

SDG Integration





Financial Literacy



Balanced Meals



Fitness & Well being

Program modules

- **Domain and advanced employability training**

  Candidates learn essential soft skills, such as active listening and effective communication, following processes, maintaining quality alongside life skills in financial literacy, workplace safety and time management, to become accustomed to a workplace environment in the fields of **Hospitality, Retail,** and **IT/Clerical**.



Retail

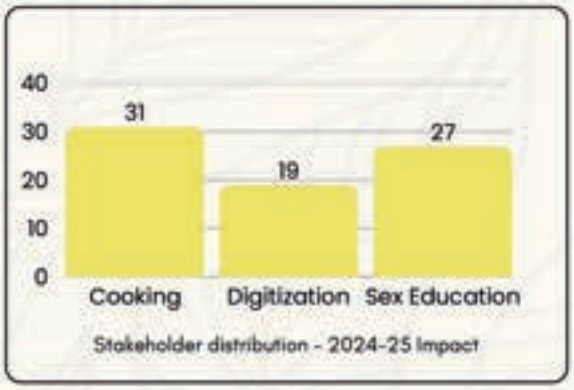


Hospitality

...It is an investment in human lives

- **NGO Collaborations & Short term courses**

This year, Diya collaborated with **12** NGOs and conducted short term courses that impacted over 200 lives. **50** Participants learned cooking from basic skills to chef-level techniques and gained essential digitization literacy to manage daily computer tasks. Our Sex Education Workshop promoted awareness and mindfulness among **27** adults and **127** indirect beneficiaries, encouraging informed and respectful choices. Together, we fostered growth, confidence, and community well-being.



Stakeholder distribution - 2024-25 Impact







Sonia's path to a brighter future

Sonia, a graduate of Diya Foundation, has turned her aspirations into achievements. After completing an internship at Lemon Tree Hotels, her self-motivation, eagerness to learn and determination to be self-reliant set her apart. Her trainers beamed with pride as she stepped into a new chapter—an internship at Open House Cafe. She mastered tasks from table setting to mopping and confidently began taking customer orders. The cafe manager praised her growth, highlighting her role in preparing the space for busy hours and VIP visits. During her internship, the sudden demise of her father left the family desolate with grief. In these challenging times, Sonia's determination through her grief to be a support to her mother paid off. Through efforts of Diya's Job Coaching Team, a cafe nearby offered her a full time job. Sonia's journey is a testament to the power of belief and resilience. She not only supports herself but also uplifts her mother—standing tall as a symbol of strength!



Talent is nothing but persistence...

Turning learnings into earnings

Through the 14 exposure visits this year and internship opportunities with our partners in the community, our candidates learn about employer expectations, quality standards and understand workplace targets. Through this, our candidates are able to use their skills to attain financial stability and become contributing members of society.

SDG Integration

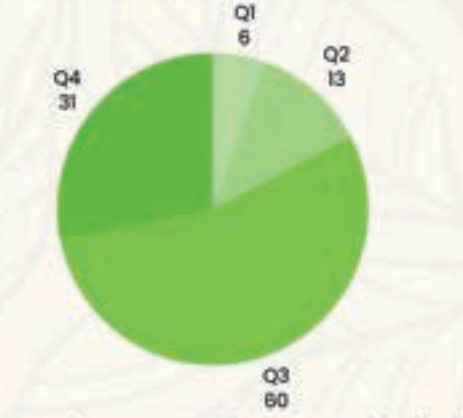








Internship opportunities created - 110



Internship opportunities (quarter-wise break-up)



HSBC INOX lemon tree HOTELS TAJ

...Persistence leads to excellence

Program Process for employment

1. Understanding the Candidate
2. Build Rapport with the Company
3. Assign a Buddy Trainer
4. Job and Environment Analysis
5. Match Job with Candidate Profile
6. Job Coaching
7. Implement the Fading Process
8. Conduct Follow-Up Support





Empowerment to independence

Our adults with intellectual challenges discover their innate strengths. They learn to navigate life's complexities in real-time, developing problem-solving skills and building crucial support networks for advocacy. Fully included and empowered, they don't just overcome challenges—they become invaluable contributors, enriching their families, strengthening communities and boosting our nation's GDP and vibrant purple economy. Their journey transforms them into powerful agents of change, proving that with the right training and empathetic support, every individual can thrive and make a profound difference.



amazon REUTERS WELLS FARGO VISA

Meraki

Doing everyday tasks with passion, soul,creativity and love

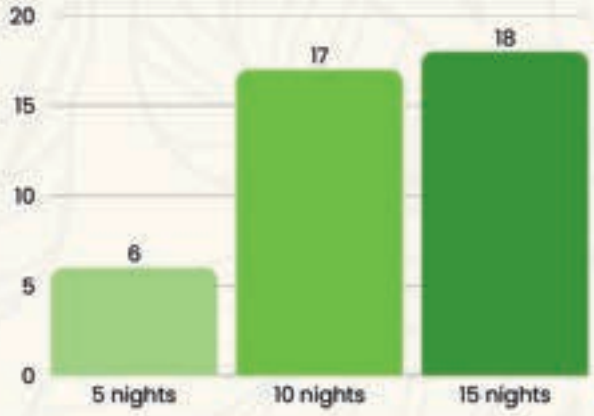
Meraki – The assisted living training program at Diya aims to pair candidates together in shared household living. Each candidate lives here for durations ranging from an overnight stay to fifteen nights to 3 months away from their parents, learning the intricacies of managing self, managing a household, understanding responsibility and empathy, caring and sharing. This creative, impactful short-term living program brings about unimaginable change in ways we never thought possible. Our goal is to prepare families to see potential in replicating and setting up similar models where adult candidates with intellectual disabilities eventually live with self dependence and dignity.

SDG Integration









No. of students who certified (duration-wise)



Niharika's steps towards self dependence

Niharika has showcased exceptional adaptability, effortlessly navigating various situations with ease and grace. She brought tremendous joy to her friends by actively participating in games and making significant contributions to the overall enjoyment of the gathering. Her genuine enthusiasm shone throughout her stay as she eagerly assisted with various tasks such as laundry, vegetable preparation, dishwashing and utensil organisation, all with care. Her infectious positivity enhanced the group's experience, leaving behind a lasting impression of warmth and teamwork.



Sushmitha discovering strength in everyday moments

During Sushmita's initial stay at the Assisted Living facility, she experienced a range of emotions. The first two days were filled with happiness, but by the third day, she felt a bit uncomfortable due to the house chores. However, this discomfort was short-lived as she soon found joy in performing these tasks alongside her friends. Sushmitha began to participate actively, including going shopping for vegetables and volunteering to cut them for the next day's cooking. Sushmita quickly became comfortable and even declined her mother's offer to come home for a day, expressing her desire to stay. She also learned to cook simple dishes like rice, dosa, and curry, showcasing her growing independence and adaptability.





Capacity building programs

Sharing the knowledge, multiplying the impact

In house programs

Family sessions are conducted weekly to provide parents with knowledge and insights into their ward's experiences and share tips and solutions to learn how to better support them.
One such sessions was led by Dr. Ranganathan, focusing on explaining the RPwD Act and its chapters to **50** parents. There was a lot of mutual and productive interaction among parents, promoting a healthy exchange of information.



Outreach visits

15 parents and 2 trainers from Diya attended the camp for connection, an event focused on empowering parents to connect with their children and support their future aspirations. It was held in Doddaballapur for parents of children aged 16+ with intellectual disabilities from Koppal, Tumkur and Bangalore (urban and rural). Organized by Disability Network Alliance (DNA) and Parents for Inclusive Development, the camp benefited over 50 participants.



Joy in service

Changing lives as a community, one step at a time

College Interns	106	Colleges	36
Corporate Volunteers	781	Corporates	8

Figures for 2024-2025



Systematic Training



Celebrating Mother's Day at Nightingale

"My time at Diya Foundation has left a lasting impression on me, both personally and professionally."

Akshara worked closely with Diya candidates with Down syndrome and autism. She was deeply moved by their dedication, emotional intelligence and strong behavioural discipline.

She observed how every element at Diya, from the structure of vocational training programs to the seamless coordination among stakeholders, demonstrated professionalism and care.

"The programs are thoughtfully designed and professionally delivered," she noted, "making the learning experience both enjoyable and meaningful."

Akshara's internship wasn't just a learning opportunity—it was a lens into a world of potential and promise.

Community sensitization

Building an inclusive space for all



Celebrating Indian art forms

Candidates were introduced to traditional Indian art forms—Rangoli, Gond Art, and Warli Art. They learned about the cultural significance of each art style and observed how patterns, colours and motifs are used. During the session, students were guided through the process of drawing simple designs inspired by these art forms. The session encouraged creativity, fine motor skills and cultural appreciation while allowing students to express themselves artistically.



Caroling at Mariott

On the evening of 3rd December, our team had the privilege of being a part of the Christmas Tree Lighting Ceremony at Marriott Mulberry Shades. Our group of 6 candidates and 1 trainer was welcomed with immense warmth and respect. The highlight of the event was the unique Christmas tree, made entirely from dry coconut shells, showcasing the power of sustainability and turning waste into creativity.



Visit from Enable India

Enable India had 10 volunteers, including 2 interpreters, who visited Diya for an observational session to understand how our structured training is conducted. Upon their arrival, we provided a Diya Orientation, followed by a tour around the building to observe various programs in action. This gave them a comprehensive view of our training approach and the overall functioning of the organization.

Exposure visits

Learning by Doing, Growing by Experience

Exploring Church Street

The Candidates at Diya had a day's outing to Church Street with volunteers. This opportunity helped give them exposure to a public space, helping them to be independent in their travel and exposure.

Insights gained:

- Observed public transportation
- Learned to stay within budget
- Selecting their meals by going through different menus and comparing prices.



Independence day

We held an Independence Day activity at Bal Bhavan, where 35 trainees and 12 volunteers joined in. The session was fun and engaging for our students and they also enjoyed the train and boat rides.

Insights gained:

- Patience in taking turns and sharing
- Positive engagement with their peers in a community setting



Rotary fun carnival

The day began with a warm welcome and refreshments, followed by an enjoyable toy train ride at Bal Bhavan. The event was inaugurated by the district governors and highlighted a remarkable achievement of a global yoga record. The celebration concluded with engaging activities and lively cultural performances.

Insights gained:

- Valuable yoga techniques.
- Learning to sensitise the community about Diya Foundation and its initiatives.





Events that sparked Change

Joy of Giving

Mother Teresa Home for Orphan Girls in Chikkaballapur, where we shared moments of joy, care and connection with the young girls. Paradise for the Destitute, spreading love and hope to the residents through thoughtful gestures and warm interactions. This week was a reminder of the power of giving and how small acts of kindness can create ripples of happiness. Our candidates built on their empathy skills and were encouraged to give back during this time of the year. Let's continue to celebrate the joy of giving in our everyday lives!





Open House

Diya Foundation's Open House provided a platform to showcase our candidates' training, ranging from office assistance and cooking to thrift shop management and café operations. Families, partners, and community members engaged directly with the candidates and witnessed them in action. The event fostered transparency, strengthened relationships, and sparked new opportunities, including potential employment linkages through our guests from Inox. It was a powerful celebration of learning, inclusion and collective growth.



Tuck Shop

The Tuck Shop, launched by the Retail department on 6th November, featured the sale of confectionery, sweets and snacks, much like those commonly found in private schools. It was a joy to see our candidates enthusiastically engaged in the experience. This program equipped them with valuable skills, including taking orders, selecting items, handling sales, calculating totals, managing inventory and providing excellent customer service. It was also wonderful to see our trainers actively encouraging them to excel.





Inclusive Art Workshop

Snehadhra supported Diya Trainers in learning about emotions and different ways of thinking. This made it easier for them to support candidates facing challenges. Through creative activities, such as emotion painting, accompanied by soft music, both trainers and trainees had separate learning sessions. These activities helped trainers become more aware and sensitive. Overall, the sessions improved understanding and built stronger connections within the team.

Thriving against the odds: Feature stories



Varun

Varun's story illustrates the transformative power of hard work and learning. His dedication, commitment and cooperative nature have elevated his capacity to work efficiently and communicate effectively in his current position at INOX. His training in hospitality skills, such as, arranging, serving popcorn, greeting customers exhibit his versatility and empathy for others, resulting in great customer experiences. His ability to prepare and cut vegetables demonstrates his practical culinary skills, which promote self-sufficiency.

Furthermore, Varun's understanding of budgeting and saving shows his knack for financial acumen and future planning. His openness to take comments and learn from others drives his constant progress.

Barath A

Bharat A's work quality saw a drastic transformation—he began to approach tasks with greater care and a strong sense of perfection. At Diya, he eagerly picked up a range of skills—from housekeeping and hospitality to retail. He was a quick learner, performing each task with enthusiasm and dedication. His communication skills also grew stronger and he became more confident in expressing his thoughts and needs.

Bharat's journey at Diya is a true example of growth and determination, reflecting his success both personally and professionally.



Akbar

Akbar is one of our alumni, known for his calm nature and gentle smile. From the start, Akbar showed strong grasping skills. He was quick to learn, friendly, and always ready to take responsibility, especially when it came to supporting his family. Through hard work and dedication, Akbar was placed at INOX. There, he prepares popcorn, serves snacks to customers and handles his duties with full focus. He was awarded the 'Best Employee and Task Performer' certificate! He continues to be an example of how hard work, kindness, and a positive attitude can lead to great success.





Barath V

Bharat V's journey at Diya has been one of consistent growth and transformation. Over time, he picked up a wide range of skills and showed significant progress, especially in areas he once found challenging. One of his major achievements has been his improvement in communication--he is now able to express his thoughts and feelings clearly, a big step forward from where he began. His work ethic has grown stronger and he now understands the importance of key employability values such as punctuality, appearance, teamwork, and respect. During his Inox training, Bharat quickly learned the tasks and followed all safety protocols diligently. His positive attitude, strong work ethic, and willingness to learn have made his time at Diya a true success story.

Words from home

The Sex Education workshop was incredibly helpful for us as parents. It gave us a clearer understanding of the changes our children are going through and helped us better interpret their behavior. We're truly grateful to Diya Foundation for creating such a safe and thoughtful space for learning and dialogue

-Parent from Assisi Special school

Ever since my daughter started the cooking sessions at Diya, we've seen a beautiful change in her. She becomes more active and excited every time she steps into the kitchen. Just recently, she prepared chutney all by herself and proudly shared a photo with her aunt in the US!

-Sharon's parent

My brother has become much more focused after joining the online program. He had limited computer knowledge before, but now he can operate a computer, use Google, and work independently something he struggled with earlier due to low sitting tolerance. Thank you for making this possible!

-Sai Uday's family

Our gratitude goes to the mentors & advisors working at Diya! They are always researching and thinking out of the box to bring new tools for developing our children's skills.

-Abishek's family

Human Resources

Diya Foundation focuses on a strategy and output based work culture working towards stakeholder service excellence in a positive, nurturing and accepting environment.

Through our partnering with GREYTHR employee wellbeing and efficiency has been streamlined. Capacity Building of Staff through various partners like Keystone India and GREYTHR and celebrating staff on Teachers' Day creates a celebratory and positive environment.

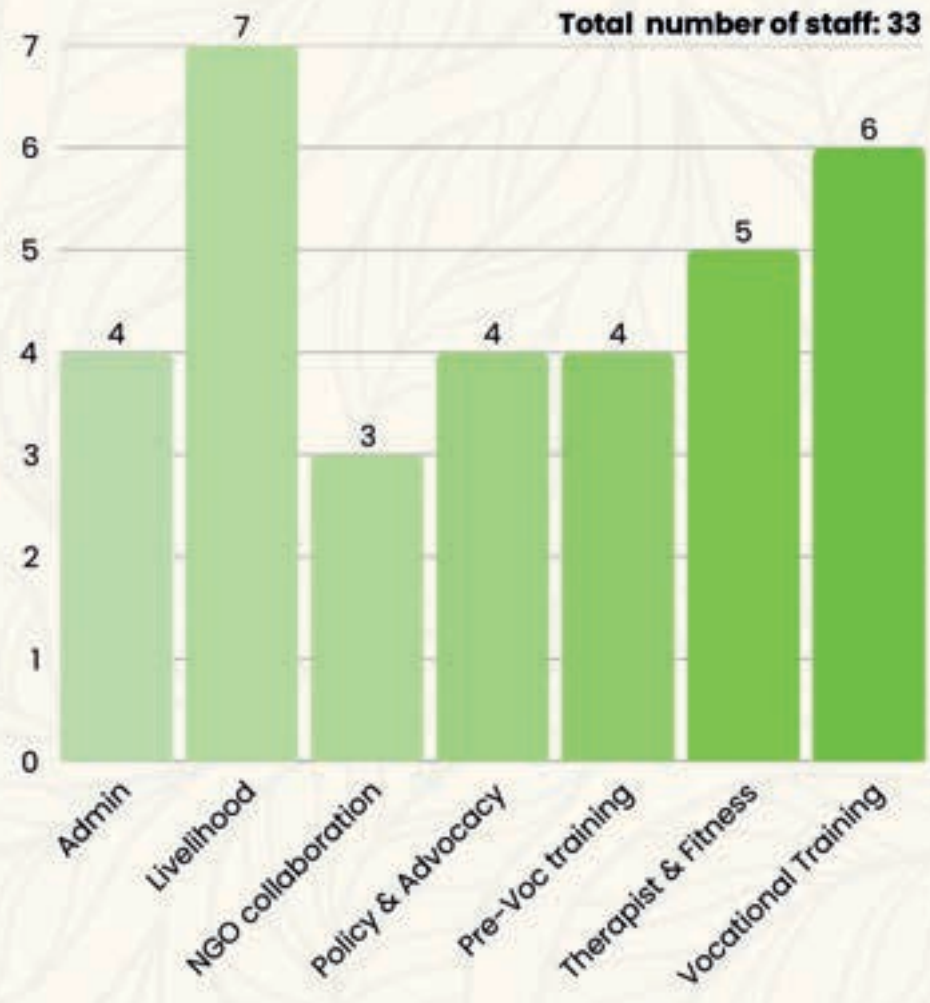


Fig.5: Breakup of HR resources



Journey Forward: Our Future Goals

1 **Increase outreach to rural spaces**

Implement a "Train-the-Trainer" model at Diya to empower rural educators by sharing best practices for creating change and establish a monitoring system to track training progress and measure impact.

2 **Building advocacy**

Create a handbook/toolkit for hiring persons with intellectual disabilities

3 **Mentoring Program enhancement**

Refine activities in collaboration with Partners to create and take the mentoring project forward by establishing trust and strengthening relationships between mentors, mentees, and parents.

4 **Awareness & Collaboration efforts**

Working with like-minded partners to build capacity and opportunities for employment of persons with intellectual disabilities.

5 **Increase stakeholder impact**

Through advocacy, training and hands-on engagement, create 1500+ work opportunities and train 1000+ direct beneficiaries and 3000+ indirect beneficiaries by 2030.

Be a part of the change

We extend our heartfelt gratitude for your continued support of Diya and its mission. Your efforts have played a key role in helping us empower our candidates. We achieved our 2025 goal of training 500+ adults with intellectual disabilities and empowering 111 adults to find work opportunities through 110+ opportunities. Your contributions will directly support our candidates to gain greater self-dependence, confidence, and employability skills – and help us expand our programs to reach even more lives.

While we were successful in placing and providing livelihood opportunities to about .00077% of the 30-40 million PwID population (based on census 2011), there is much to be done! As we look ahead, we invite you to continue walking this journey with us. Together, we can build a future where every individual is given the chance to grow!

Donate Online

https://www.diyafoundation-india.org/donate/

Donate through bank 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'.

*All donations are eligible for exemptions under section u/s 80G of the Income Tax Act.


Ladies Coach

Governance

Diya Foundation is:

- A registered Trust under Income Tax Act 1961 (Reg. # 386/98-99 dated March 23, 1999).
- Registered u/s 51,52 of Persons with Disabilities Act, 1995 (Renewal Reg. # 3/2023-24 dated August 05, 2023) valid till Aug 2028.
- Registered with Income Tax Dept. u/s 12A (Reg. # AAATD3446ME19992) and 80 G (Reg. # AAATD3446MF20212).
- Income Tax Permanent A/c # AAATD3446M
- Registered under Foreign Contribution Regulation Act 2010 (Reg. #094421612) valid till 30/09/2028.
- A Tier 1 partner of Give India & accredited for desirable norms by Credibility Alliance.

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 110 001
A/c No. 40046212889 IFSC: SBIN0000691

ICICI Bank, Cox Town, #55, Coles Road
Frazer Town, Bangalore 560 005
A/c No.025201001540
IFSC:ICIC0000252

Trustees	Competency	Board Meetings Attended
Gerald D'souza, *Secretary*	Human Resources	5/5
Col. Michael Angelo,*Trustee*	Administration	5/5
Agomoni Bose, *Operations*	Livelihood	5/5
Vivek Srinivasan	IT/ Fundraising	5/5

- The Board met five times in FY 2024-25: on April 27, 2024; August 10, 2024; October 26, 2024; November 19, 2024; and January 18, 2025.
- Meeting minutes were documented and circulated.
- The Board approves programmes, budgets, annual activity reports, and audited financial statements. It ensures the Organization's compliance with laws and regulations.

Accountability and transparency

- No remuneration, sitting fees or other form of compensation was paid to any Board member since the inception of Diya Foundation.
- No National or International travel by Staff or Trustees.

Registered address

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

Advisory Board	Harish Devarajan	Board Governance
	John Mathew	Finance Advisor
	Ryan Lobo	Resource Mobilization Support
	Swetha Prakash	Operations support

Balance Sheet

DIYA FOUNDATION
CONSOLIDATED
Balance Sheet as at March 31, 2025

Amount in Rs.

	Particulars	Note	31 March 2025	31 March 2024
I	**Sources of Funds**			
1	**NPO Funds**	3		
(a)	Unrestricted Funds		92,71,208	97,91,891
(b)	Restricted Funds		1,66,25,181	1,43,95,489
			2,58,96,389	2,41,87,381
2	**Non-current liabilities**			
(a)	Long-term borrowings		-	-
(b)	Other long-term liabilities		-	-
(c)	Long-term provisions	4	-	-
			-	-
3	**Current liabilities**			
(a)	Short-term borrowings		-	-
(b)	Payables		-	-
(c)	Other current liabilities	5	27,74,529	42,26,283
(d)	Short-term provisions	4	5,92,798	-
			33,67,327	42,26,283
	Total		**2,92,63,716**	**2,84,13,664**
II	**Application of Funds**			
1	**Non-current assets**			
(a)	Property, Plant and Equipment and Intangible assets	6		
	(i) Property, Plant and Equipment		8,92,508	9,48,394
	(ii) Intangible assets		-	-
	(iii) Capital work in progress		-	-
	(iv) Intangible asset under development		-	-
(b)	Non-current investments	7	2,35,60,651	1,91,70,378
(c)	Long Term Loans and Advances	8	-	-
(d)	Other non-current assets	9	9,31,787	9,31,787
			2,53,84,946	2,10,50,559
2	**Current assets**			
(a)	Current investments	7	-	-
(b)	Inventories		-	-
(c)	Receivables	10	41,477	1,12,205
(d)	Cash and bank balances	11	28,35,806	63,15,448
(e)	Short Term Loans and Advances	8	65,375	95,675
(f)	Other current assets	12	9,36,112	8,39,777
			38,78,770	73,63,105
	Total		**2,92,63,716**	**2,84,13,664**
	Brief about the Entity	1		
	Summary of significant accounting policies	2		
	The accompanying notes are an integral part of the financial statements			

As per our report of even date attached
For Simon Rodrigues & Associates LLP
Chartered Accountants
Firm Regn No 0079345/S000065

Thomas Mathai
Partner
Membership No. 052141

Date : 23-09-2025
Place : Bangalore

For DIYA FOUNDATION

Gerald George D Souza
Managing Trustee

Income/Expenditure

DIYA FOUNDATION
CONSOLIDATED
Income and Expenditure for the year ended March 31, 2025

Amount in Rs.

	Particulars	Note	FY 2024-25			FY 2023-24		
			Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
I	**Income**							
(a)	Donations and Grants		1,67,91,133	-	**1,67,91,133**	1,61,50,436	-	**1,61,50,436**
(b)	Fees from Rendering of Services		3,95,604	-	**3,95,604**	7,50,259	-	**7,50,259**
(c)	Sale of Goods		-	-	-	-	-	-
II	**Other Income**	13	8,61,910	-	**8,61,910**	9,48,761	-	**9,48,761**
III	**Total Income (I+II)**		**1,80,48,647**	-	**1,80,48,647**	**1,78,49,456**	-	**1,78,49,456**
IV	**Expenses:**							
(a)	Material consumed/distributed		-	-	-	-	-	-
(b)	Donations/contributions paid		-	-	-	-	-	-
(c)	Employee benefits expense	14	82,08,841	-	**82,08,841**	71,08,221	-	**71,08,221**
	Breakup of the above IV(c) is as follows:-							
	(i). Program Staff		*78,03,683*	-	*78,03,683*	*68,42,741*	-	*68,42,741*
	(ii). Administrative Staff		*4,05,158*	-	*4,05,158*	*2,65,480*	-	*2,65,480*
	Total		*82,08,841*	-	*82,08,841*	*71,08,221*	-	*71,08,221*
(d)	Finance costs		-	-	-	-	-	-
(e)	Depreciation and amortisation expense	15	1,88,600	-	**1,88,600**	2,16,443	-	**2,16,443**
(f)	Other expenses	16	36,75,296	-	**36,75,296**	26,89,566	-	**26,89,566**
	Breakup of the above IV(f) is as follows:-							
	(i). Program		*28,60,712*	-	*28,60,712*	*18,60,546*	-	*18,60,546*
	(ii). Administrative		*8,14,583*	-	*8,14,583*	*8,29,020*	-	*8,29,020*
	Total		*36,75,296*	-	*36,75,296*	*26,89,566*	-	*26,89,566*
(g)	Programme expenses	17	36,83,616	-	**36,83,616**	21,65,817	-	**21,65,817**
(h)	Miscellaneous Expenses	18	71,056	-	**71,056**	6,08,183	-	**6,08,183**
	Breakup of the above IV(h) is as follows:-							
	(i). Program		-	-	-	*95,223*	-	*95,223*
	(ii). Administrative		*71,056*	-	*71,056*	*5,12,960*	-	*5,12,960*
	Total		*71,056*	-	*71,056*	*6,08,183*	-	*6,08,183*
	Total expenses		**1,58,27,409**	-	**1,58,27,409**	**1,27,88,229**	-	**1,27,88,229**
V	**Excess of Income over Expenditure for the year before exceptional and extraordinary items (III- IV)**		22,21,238	-	22,21,238	50,61,227	-	50,61,227
VI	Exceptional Items		-	-	-	-	-	-
VII	**Excess of Income over Expenditure for the year before extraordinary items (V-VI)**		22,21,238	-	22,21,238	50,61,227	-	50,61,227
VIII	Extraordinary Items		-	-	-	-	-	-
IX	**Excess of Income over Expenditure for the year (VII-VIII)**		22,21,238	-	22,21,238	50,61,227	-	50,61,227
	Appropriations Transfer to funds/Income Accumulation/Liability							
	Income accumulated under third proviso to clause (23C) of section 10 or section 11(2)		15,84,901	-	15,84,901	-	-	-
	Income accumulated under clause (2) of Explanation 1 to sub-section (1) of section 11 being transferred to Liability since it is received for use in subsequent year		-	-	-	33,92,501	-	33,92,501
	Balance transferred to General Fund		6,36,337	-	6,36,337	16,68,726	-	16,68,726
	The accompanying notes are an integral part of the financial statements							

As per our report of even date attached
For Simon Rodrigues & Associates LLP
Chartered Accountants
Firm Regn No 007934S/S000065

Thomas Mathai
Partner
Membership No. 052141

Date : 23-09-2025
Place : Bangalore

For DIYA FOUNDATION

Gerald George D Souza
Managing Trustee

Receipts/Payments

DIYA FOUNDATION
CONSOLIDATED
Receipts & Payments For The Year Ended 31st March 2025

Amount in Rs.

Particulars		Note	FY 2024-25	FY 2023-24
A.	**Opening Balance**			
	Cash and bank balances		63,15,448	24,53,392
B.	**Income Received During the Year**			
I	Donations and Grants (Funds including Corpus)		1,73,30,154	1,65,99,017
II	Fees from Rendering of Services		4,38,700	6,44,133
III	Sale of Goods		-	-
IV	**Other Income**	19	2,64,657	11,29,244
	Total Income Received During the Year		1,80,33,511	1,83,72,395
C.	**Other Receipts**			
	(i). Investments Redeemed		5,19,980	31,81,935
	(ii). TDS Receivables -Refund		2,53,027	1,42,733
	(iii). Others		-	-
			7,73,007	33,24,668
Total (A+B+C)			**2,51,21,966**	**2,41,50,454**
D.	**Expenses Paid During the Year**			
I	Material Purchased		-	-
II	Donations/contributions paid		-	-
III	Employee benefits expense	20	83,37,496	72,68,700
	Breakup of the above D(III) is as follows:-			
	(i). Program Staff		*78,84,192*	*70,30,230*
	(ii). Administrative Staff		*4,53,304*	*2,38,470*
	Total		*83,37,496*	*72,68,700*
IV	Finance costs		-	-
V	Fixed Assets Purchased During the Year	6	1,31,726	7,84,599
VI	Other expenses	21	50,46,481	26,87,543
	Breakup of the above D(VI) is as follows:-			
	(i). Program		*37,08,890*	*18,60,545*
	(ii). Administrative		*13,37,591*	*8,26,997*
	Total		*50,46,481*	*26,87,543*
VII	Programme expenses	22	47,15,926	21,68,430
VIII	Miscellaneous Expenses	23	1,02,965	4,21,659
	Breakup of the above D(VIII) is as follows:-			
	(i). Program		*17,700*	*41,535*
	(ii). Administrative		*85,265*	*3,80,124*
	Total		*1,02,965*	*4,21,659*
	Total expenses		1,83,34,594	1,33,30,931
E.	**Other Payments**			
	(i). Investments Made during the year		39,51,567	42,04,075
	(ii). Rental Deposit Paid during the year		-	3,00,000
	(iii). Others		-	-
			39,51,567	45,04,075
F.	**Closing Balance**			
	Cash and bank balances		28,35,806	63,15,448
Total (D+E+F)			**2,51,21,966**	**2,41,50,454**

As per our report of even date attached
For Simon Rodrigues & Associates LLP
Chartered Accountants
Firm Regn No.007934S/S000065

Thomas Mathai
Partner
Membership No. 052141

Date : 23-09-2025
Place : Bangalore

For DIYA FOUNDATION

Gerald George D Souza
Managing Trustee

Empowering Independence, One Step at a Time



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