Diya Foundation

ANNUAL REPORT

2025-2026



diya foundation ®

CREATING *Futures*

COMMUNICATING *Hope*

CELEBRATING *Life*

A Note from the CEO



Maria S Santamaria

Founder & CEO - Diya Foundation

This year has been defined by clarity in purpose and consistency in action. At Diya Foundation, the focus has remained on building spaces where persons with neurodiversity (PwND) are not only supported, but prepared to step into the world with confidence and self-reliance. This requires more than programs. It requires patience, structure and a deep understanding of individual journeys.

Over the year, we have strengthened our approach across training, outreach, and partnerships. The work has expanded, but more importantly, it has deepened. PwND are engaging more actively, systems are becoming more responsive and the outcomes are more aligned with long-term growth.

Not all progress is immediate. Much of it is built over time through sustained effort. What we are seeing today is a result of that consistency.

This work continues because of the people who stand behind it. Our team of trainers, counsellors, physiotherapists, job coaches, staff, parents, volunteers, partners and supporters have all played a role in shaping what Diya is today.

As we move forward the focus is clear.

To strengthen what is working, to improve where needed and to continue building pathways that lead to dignity, inclusion and meaningful livelihoods.

What We Stand For
Even When No One Is Watching

VISION

To see individuals with intellectual disabilities and their families live with dignity and pride in the present and operating with love, respect and confidence in the future.





MISSION

To enrich the quality of life and bring dignity to individuals with intellectual disabilities by providing a practical and collaborative approach to vocational training towards meaningful employment experiences and self-dependence; building support systems and enhancing awareness in the community through strategic workplace networking and advocacy for an inclusive society.

Our vision reminds us where we are going.
Our mission reminds us how we will get there.
Together, they remind us why every small step matters.

The Work, Up Close

How This Work Finds Its Way Into Lives



Established in 1999, Diya Foundation is committed to empowering individuals with intellectual disabilities through structured training, life skills education and community inclusion. At Diya, self-reliance is built through a guided journey:

Pre-Vocational – Life skills and personal social skills.
Vocational – Employability skills, personal safety and domain training.
Employment – Internships, placements and alumni support.
Meraki – Assisted living for a self-dependent life.

At Diya Foundation, the work begins with understanding each trainee's pace and needs, creating a space where learning feels accessible and comfortable.
The focus is on building practical skills, communication and everyday confidence.
Alongside training, sensitisation and community engagement help create more inclusive environments.
Through exposure to real-world settings like internships and volunteering, trainees begin to build self-reliance and prepare for employment.
The progress is steady and intentional, leading to confidence, participation and a growing sense of ownership over their journey.

Journey to Achieving Success at Diya Foundation



7

Placement & Meraki – Assisted Living (After 12 to 18 months at Diya)

- Securing meaningful employment
- Ongoing workplace support
- Continued learning & growth
- Building a more self-dependent future



5

Internship Exposure (~3 - 6 Months)

- Real workplace exposure
- Learning by doing
- Feedback and adaptation
- Building confidence and adaptability



6

Job Search & Placement

- Resume building
- Interview preparation
- Job search guidance
- Connecting with potential employers



4

Training & Skill Building (~ 9 to 12 Months)

- Employability Readiness
- Domain Skills
- Digital Literacy Skills
- POSH Awareness
- Physical Fitness & Wellbeing



3

Profiling and Career Mapping

- Identifying interests
- Recognising strengths
- Understanding support needs
- Career aspirations
- Creating a career profile and pathway



1

ADMISSION & OBSERVATION

- Understanding the Individual
- Application & admission
- Within two weeks of observation, admission is confirmed





2

Counselling & Personal Social Skills

- Communication
- Self-advocacy
- Emotional wellbeing
- Social interaction
- Workplace behaviour

The Journey Matters More than the Destination

No Two Journeys are the Same

At Diya, success is not measured only by placements. It is measured by growth. Every trainee arrives with unique strengths, challenges, aspirations and learning needs. While the path to employment may look different for each individual, every step forward builds sense of purpose and self-reliance.

Before Diya	Growth at Diya
Hesitant to communicate	Speaks with confidence
Limited social interactions	Builds meaningful relationships
Unsure about strengths and abilities	Recognises strengths and potential
Relies heavily on family support	Takes ownership and responsibility
No workplace exposure	Gains real-world work experience
Struggles with routines	Adapts to workplace structure
Difficulty expressing needs	Learns self-advocacy
Uncertain about the future	Works towards self-reliance

Trainers
Building employability skills, confidence and workplace readiness through structured learning and continuous encouragement.

Counsellors
Supporting emotional well-being, personal growth, communication and social development at every stage.

Job Coaches
Guiding trainees through internships, workplace exposure, employer interactions and job search preparation.

A Journey Powered by Support

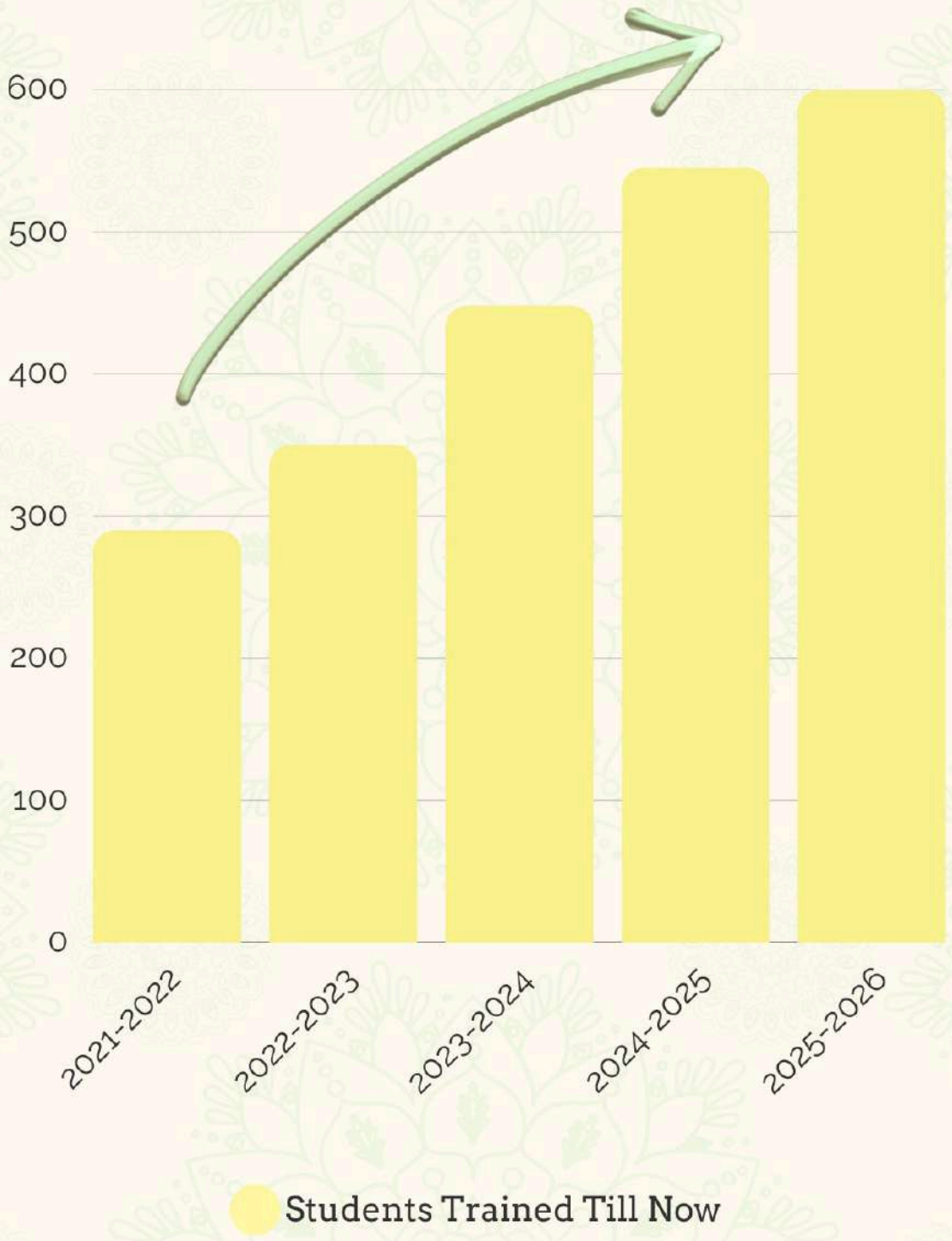
Office & Operations
Ensuring smooth coordination, creating opportunities and enabling every aspect of the trainee journey.

Parents & Families
Providing encouragement, reinforcement and support beyond the classroom and workplace.

Employers
Opening doors to internships and employment while fostering inclusive workplaces where trainees can thrive.

> The question is not 'How long did it take?'
> The question is 'Who did they become along the way?'

What Consistency Looks Like



Impact on the Economy

Inclusion is an Investment | The Returns are Real

The Economic Case of Inclusion

Untapped Potential

Over 20 million Indians live with intellectual disabilities.

Most remain outside the workforce.

GDP Opportunity

India loses up to 5–7% of GDP annually due to exclusion and underemployment of persons with disabilities.

Economic Multiplier

Every ₹1 invested in disability inclusion in Diya can generate ₹1.91 in economic and social returns.

Workforce Strength

Inclusive employment increases productivity, reduces dependency and builds a more resilient economy.

SKILLING THAT LEADS TO EMPLOYMENT
Job-ready individuals fill real roles in real workplaces.

711 Adults Trained

EMPLOYER BENEFITS
Businesses gain loyal, trained employees and stronger teams.

7,500 + Stakeholders Impacted



100+ Placed in Meaningful Employment

STRONGER FAMILIES
Stable income improves nutrition, education and healthcare access—breaking cycles of dependency.

INCREASED INCOME & SPENDING
Individuals earn, spend and contribute to local & national economy.

700 Opportunities Created

TAX CONTRIBUTIONS & NATIONAL GROWTH
Employed individuals contribute to tax base and economic development.

> Let's not just talk about inclusion. Let's walk the journey together.

Driving Meaningful Change

The Momentum of Impact in **2025-26**

PRE-VOCATIONAL IN HOUSE

21

NEW: 7

VOCATIONAL IN HOUSE

49

NEW: 16

INCLUSIVE OPPORTUNITIES

591

EXPOSURE: 502
INTERNSHIPS: 79
PLACEMENT: 10

Profiled Candidates

15

Placements

10

Retention Rate

90 %

Livelihoods & The Purple Economy

IN-HOUSE STUDENTS

70

TOTAL EARNED

₹ 93,970

PLACEMENTS

₹ 6,65,000

Contribution to GDP

₹ 7,58,970

Counselling, Guidance & Mentorship

WORKING CANDIDATES

52

SESSIONS: 400

Supports working candidates in balancing job and training commitments while improving time management, focus and resilience under stress.

MENTORSHIPS

05

SESSIONS: 30

- WhatsApp & YouTube Protocols
- Financial Planning
- Basic Maths & Handwriting
- General Communication/Intro

Other Programs

MERAKI- ASSISTED LIVING

08

8 Working Candidates managed daily chores and expenses with minimal support fostering self-reliance and financial literacy.

CAPACITY BUILDING: CORPORATE VOLUNTEERS

319

COLLEGE INTERNS- 64
PARENT SESSIONS- 38

Learning That Strengthens Impact

Building Stronger Systems and People-Centered Leadership through WISPAD



At Diya, we believe that meaningful impact grows when people continue to learn. This year, four team members participated in an intensive four-day training program by the Wilberforce International School of Poverty Alleviation and Development (WISPAD) gaining new perspectives on ethical leadership, program evaluation and organizational development.

The experience encouraged our team to think beyond daily operations and reflect on how stronger systems and thoughtful practices can create deeper, long-term community impact.

- **Stronger Evaluation Practices**
  Learning tools to measure outcomes more effectively and improve program quality.
- **People-Centered HR Approaches**
  Understanding how thoughtful HR systems strengthen teams and organizational culture.
- **Ethical Leadership**
  Exploring development work through values, accountability, and inclusion.
- **Long-Term Thinking**
  Shifting focus from activities to sustainable and measurable impact.
- **Collaborative Learning**
  Engaging in discussions and practical exercises with diverse perspectives.

> The training helped us reflect not just on what we do, but how we can build systems that create sustainable impact.

Learning Beyond the Classroom

Exposure Visits that Opened New Perspectives, New Experiences and New Possibilities



📍 Decathlon



📍 Pantaloons 📍 Zudio



📍 Amber Hyper Mart



📍 Max 📍 Trends



📍 Fried Habibi 📍 Style Union



GOOGLE ANANTHA WORKSHOP

Exposure visits helps our trainees step into real workplaces, observe professional environments, and understand what employment looks like in practice. Together, these experiences build resilience and prepare trainees for meaningful livelihood opportunities.



ART WORKSHOP WITH KARISHMA KANNAN



2nd place in the 200m Relay and the Laundry Race

GO KRIDA 2.0

502 Exposure Visits
79 Internships



MARRIOTT HOSPITALITY EXPOSURE



MOBILITY INDIA'S LEADERSHIP TRAINING

Every exposure visit expands more than horizons, it expands belief in what is possible.



ROTARY UTSAV



CHARLIE'S ANIMAL RESCUE CENTER



MAP MUSEUM VISIT



LEARNING DURING AN EXPOSURE VISIT

Our Goal is to Become Unnecessary
Diya Foundation's Rural NGO Collaboration Journey

In many rural communities, individuals with intellectual disabilities are often left without access to vocational training, employment pathways, or structured support systems. While short-term interventions exist, sustainable capacity building remains rare.

At Diya Foundation, we envisioned something different.

Rather than thinking short term, we set out to build a strong ecosystem where rural NGOs could eventually operate independently, empowering individuals with intellectual disabilities to become self-reliant and active contributors to their communities.








Our Rural Journey

We began by assessing six rural NGOs across Karnataka, identifying organizations with the commitment and potential to create long-term impact.

Through intensive capacity-building programs, trainer sensitization, Kannada-based learning resources, digital assessment systems and continuous mentoring, we partnered with Pragna Trust (Gowribidanur), Manasa Vocational Centre (Tumkuru), and Anantharaganga Vidya Samasthe (Kolar) to establish sustainable vocational training models in regions where such opportunities were previously unavailable.

By strengthening local capacity rather than providing short-term support, we are helping create sustainable ecosystems where individuals with intellectual disabilities can access skill development opportunities closer to home and build more self-reliant futures.

Not Just Helping Communities Grow, but Helping Them Thrive on Their Own



This journey is not just about training people.

- It is about strengthening communities.
- It is about empowering local trainers to become changemakers.
- It is about bringing opportunities closer to home.
- And it is about ensuring that every individual with an intellectual disability, regardless of where they live, has the chance to build a self-reliant future.

The most meaningful change is the one that lasts long after we step aside.

Rural Trainers Trained 19	Kannada Resources Created 20+	Trainees Receiving Skill Development Support 106
Rural Job Placement Achieved 1	NGOs Operating with Diya Standards 3	New Centre Ready for Expansion 1

The Ripple Effect
Awareness and Sensitization



They say negativity spreads fast. But so does awareness. So does care. So does change.
At Diya, these drives bring people together for meaningful conversations around inclusion, understanding and opportunity. The response makes one thing clear: when people come together with the right intent, impact follows.

Spaces That Opened Dialogue

- INOX Lemon Tree
- Rain Tree Boulevard Community
- PVR INOX Bhartiya Mall
- VR Mall
- St. Joseph's University, Bangalore
- St. Joseph's College of Commerce
- Montfort College
- FLAME University
- Kristu Jayanti College Autonomous
- CMR University
- CMR University - School of Liberal Studies
- Jyoti Nivas College Autonomous
- Mount Carmel College, Bangalore
- RV University
- MIT ADT, Pune
- SRM Institute of Science and Technology
- MS Ramaiah college of law
- St Claret College (Autonomous)
- Liberty University Online Academy - USA
- Symbiosis, Pune
- Manipal Law school, Bangalore
- National Law University, Meghalaya
- St. Vincent Palloti
- Indian Academy Degree College
- Nirmala Arts and Science

These interactions created greater awareness around inclusion and opened important conversations on creating opportunities for persons with disabilities. They also helped build connections that can lead to skill development, community participation and meaningful employment.



"Every conversation creates space for awareness to grow, perspectives to shift and inclusion to feel more possible in everyday spaces."



Inclusion in Action

Fostering Creativity and Meaningful Connections through Volunteering



Painting Bookmarks and Keychains



Mandala Art, Embroidery and Tote Bag Painting



Movie Outings at PVR Sitaare Zameen Par & Avatar: The Fire and the Ash



CGI Thrift Shop Project



Educational Outing: Building Life Skills through City Travel

CGI: When Teams Become Communities

Volunteering creates opportunities for connection, learning and confidence-building. Through shared activities and experiences, trainees interact with new people, explore new environments and discover their abilities in different ways. These moments encourage communication, creativity and participation while fostering a deeper understanding of inclusion.

The impact often lasts long after the activity ends, leaving behind confidence, connection and a sense of possibility.





A Day of Music, Cricket, Christmas Rehearsals and Celebrating the Talents of Our Trainees

DELOITTE

6 Corporates
390 Volunteers
820+ Hours

Volunteering creates something rare: a space where everyone has something to share and something to learn.





A Day of Conversations and Connections

TITAN



Mandala Art, Embroidery and Tote Bag Painting

TARGET



A Day of Health, Dignity and Smiles

ROTARY BANGALORE & RAMAIAH UNIVERSITY



Burger Making, Painting & Stitching

HOWDEN

Stronger Every Day

Strength Beyond Muscles



Strength is not built in a single moment.
It grows through consistency, encouragement and the willingness to keep showing up.

This year, Diya Foundation proudly inaugurated a new in-house gym — a space designed to support our trainees in becoming stronger physically, emotionally and mentally as they prepare for greater self-reliance and workplace readiness. More than just fitness equipment and workout routines, the gym has become a space for growth, discipline, confidence and well-being. Every session is helping trainees build stamina, strength, endurance and posture — skills that play an important role in preparing for everyday work environments.

Today, 32 candidates participate in gym sessions across 4 time slots, supported by 10 trainers across 2 dedicated sessions. The impact has already been visible through improved flexibility, physical fitness, work endurance and overall mental well-being.

The gym is now filled with energy, motivation and small victories every day — reminding us that empowerment often begins with discovering one's own strength.

What This Space Represents

- Physical Strength & Well-Being
- Growing Confidence
- Mental & Emotional Resilience
- Preparation for Greater Self-Reliance

> Every workout is also an opportunity to build confidence, discipline, resilience and self-belief.

Before Skills Come Stability

Counselling. Physiotherapy. Lasting Growth.

Before someone can learn to greet a customer, remember instructions, stand through a work shift or confidently travel to work...
they first need to feel safe in their body, calm in their mind and understood as a person.
Every counselling and every physiotherapy session helps build that foundation.

Strengthening the Body



Strengthening the Mind



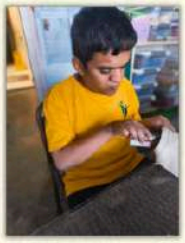
Body → Confidence → Learning → Employment



18 TRAINEES
REGULAR PHYSIOTHERAPY



INDIVIDUAL • GROUP • PARENTS • ALUMNI
YOGA • MUSIC • DANCE • PLAY
PSS • POSH



Every achievement has an unseen beginning. Ours begins with wellbeing.



From Preloved to Purpose-Led

Diya's Thrift Shop, a Space Where Self-belief and Opportunity Grow





Every preloved garment has a story

At Diya Foundation, thanks to our partnership with The Preloved Co., those stories are creating new ones — stories of self-belief, skill-building and meaningful participation. Known for their vibrant charity thrift boutique, The Preloved Co. generously provides a regular supply of beautiful pre-loved clothing, championing a circular economy that is good for both people and the planet.

For our neurodiverse adults, these clothes represent much more than inventory on a rack. Every item sorted, displayed and sold becomes an opportunity to learn retail skills, earn a stipend, interact with customers and gain confidence in a real-world work environment.

Together, we are proving that sustainability and inclusion can go hand in hand — giving preloved clothes a second life while creating meaningful opportunities for individuals to grow, contribute, and thrive.

What This Partnership Represents

- Sustainability with Purpose
- Real-World Retail Experience
- Ownership Through Participation
- Meaningful Employment Pathways

> "The most meaningful impact is never just in the product — it is in the people behind it."
>
> The Preloved Co.

Brewing Impact Beyond the Cup

How a Small Tea Venture Found Deeper Purpose Through Inclusion





What began as a simple tea side hustle slowly became something much bigger — a journey of purpose, inclusion and impact.

Initially, the goal was personal: to create meaningful engagement and opportunity for a family member. But through everyday routines, shared work and consistent involvement, **Four Leaves Co.** witnessed something powerful — how inclusive work can nurture confidence, purpose and belonging.

Today, **Four Leaves Co.** proudly collaborates with the talented youngsters at Diya Foundation for tea packaging activities, creating not just products, but meaningful participation and opportunity.

What may not seem "efficient" in traditional business terms became deeply meaningful in human terms. The partnership became a reminder that when people are given the right support and environment, their abilities naturally shine.

As **Four Leaves Co.** grows, so does its commitment to building impact through inclusion and contributing to the Purple Economy.

What This Partnership Represents

- Purpose-Driven Inclusion
- Meaningful Engagement
- Ability Beyond Labels
- Building the Purple Economy

What unfolds here is remarkable: confidence finding its voice, purpose finding direction and possibility taking shape.

The Future of Learning is Inclusive

Harnessing Technology to Make Skills More Accessible for Every Learner









48 Candidates Trained in Cooking

34 Candidates Certified in Digitization

What if learning didn't stop when the class ended?

In July 2025, Diya Foundation launched its Cooking LMS Pilot with five in-house candidates, creating a new way for learners to build skills at their own pace. From washing, chopping, and measuring to understanding taste, texture and presentation, learners embraced every lesson with enthusiasm and confidence. The LMS brought culinary learning directly to learners through step-by-step recipes, video demonstrations, and practical guidance—creating a true "mentor-in-your-pocket" experience.The platform's impact soon extended beyond Diya.

Learning for Safety, Dignity and Well-Being



Alongside skill development, Diya conducted **Sex Education** Workshops and Webinars to equip individuals and families with essential knowledge around personal safety, boundaries and appropriate social behavior.

184 Parents Impacted
15 Candidates Participated

Topics Covered

- Good Touch & Bad Touch
- Understanding Personal Boundaries
- Appropriate Behaviour in Different Spaces
- Mindfulness & Self-Awareness

"Anjinamma, a non-verbal candidate with IDD, enthusiastically participated in cooking training, preparing dishes for her trainers and practicing at home. Her dedication led to significant progress, impressing trainers and parents!"

FEEDBACK

"The program was very interesting, especially the teaching methods and mindfulness activities. We really appreciated lessons like 'Good Touch vs. Bad Touch' and 'Behavior in Different Places'—these were very helpful. Thank you!"

The First Step Into a More Inclusive Future

Every Meaningful Opportunity Says One Powerful Thing
"WE BELIEVE IN YOU"





A First Day at Work

A Uniform Worn with Pride

A Role Filled with Responsibility and Purpose

There is nothing more rewarding than seeing our trainees grow into confident, self-reliant individuals who are valued for their abilities.

This November marked the beginning of a new chapter for one of Diya Foundation's trainees, who joined PVR INOX, Hyderabad as a Service Associate. From managing the candy section to assisting guests, every responsibility is helping him strengthen workplace skills, build confidence and grow in self-reliance.

For us, this is inclusion in its truest form—where individuals are trusted for their abilities, valued for their contribution and welcomed as equal members of the workplace.

We are deeply grateful to PVR INOX for looking beyond labels and recognising potential. Every opportunity they create helps build not only meaningful careers, but also a more inclusive society.

Every opportunity extended with trust has the power to transform a life and every inclusive workplace brings us one step closer to the society we all aspire to build.

Where there is a will, there is a Chinmay

A Path Shaped by Strength





This year marked meaningful placements for four trainees across different roles, including positions at Inox and one as a swimming coach.

Among these journeys, Chinmay's story stands out. Traditional vocational training did not connect with his interests, but his strength in swimming was clear from the beginning. Recognising this, Diya worked closely with Chinmay and his family to support and nurture that skill. With encouragement and consistent guidance, he was able to build confidence in a space that felt natural to him.

Today, Chinmay teaches swimming to young children with confidence and commitment. His journey reflects an important part of Diya's work: taking the time to understand each trainee as an individual and building pathways around their strengths, interests and potential.

At Diya, progress is not shaped by one fixed path. It grows through patient support, thoughtful guidance and the belief that meaningful opportunities become possible when people are encouraged in ways that truly work for them. Chinmay's journey is a reminder that when strengths are recognised and nurtured with care, they can grow into lasting and deeply meaningful livelihoods.

We don't believe every trainee should fit the same mould.
We believe every trainee deserves a path that fits them.

From Guided Steps to Confident Strides

Self-Reliance is a Collection of Everyday Moments That Say
"I'VE GOT THIS"



Every morning, Abdul confidently books his own cab to work — something that once required guidance, but today reflects growing self-reliance and confidence. At his internship, Abdul has shown remarkable initiative by identifying tasks, taking ownership and completing his work responsibly. One proud milestone was assembling a Bunsen burner independently from start to finish, reflecting his growing focus, skill and confidence.
Abdul's journey reminds us that the smallest everyday responsibilities often become the biggest milestones in building confidence and self-reliance.

The Day Someone Says "You're Hired"

These Two Words Carry Trust, Dignity and The Promise of a Bright Future

Joseph, a talented young man with an intellectual disability, once struggled to understand instructions and complete tasks independently. But seeing his friends get placed in jobs inspired him to believe he could become an employee too. Through exposure visits, guidance and consistent practice Joseph slowly began building confidence by learning tasks like table setting, serving at the café, taking orders, welcoming guests and cleaning. After completing his internship at Family Point and participating in an exposure visit to GT Mall, Joseph achieved a milestone that made everyone proud — in October, he was placed at PVR INOX.
His journey is a powerful reminder that with encouragement, opportunity and belief, growth becomes possible for everyone.



Finding Her Voice

Sometimes, The Most Powerful Transformation Begins With a Simple "**Hello**"







When Keerthana joined Diya, she was quiet and hesitant during interactions, especially in mixed-gender settings. She often held herself back, making it difficult to communicate with male trainers and fellow trainees.

Rather than encouraging her to simply "speak more" the Counselling team took time to understand her comfort levels and the experiences that had shaped them. Through regular counselling sessions, they identified the barriers affecting her confidence and gradually introduced small, practical goals.

One of those goals was simple: greet everyone each day.

A greeting became a conversation. Conversations became connections.

With each small step, Keerthana grew more comfortable expressing herself. The hesitation that once held her back slowly gave way to confidence.

Today, she communicates with ease, interacts comfortably with everyone around her and has shown remarkable growth in her confidence and communication skills.

Every transformation begins with listening, grows through understanding and unfolds through countless small acts of courage and care. When our trainees take each new step with confidence, it reflects not just their determination but the unwavering support of everyone who walks beside them. Moments like these remind us why we do what we do.

The Little Things That Changed Everything





Sometimes, the biggest growth begins with the smallest everyday moments.

- Learning how to manage a salary.
- Checking the correct change at a shop.
- Writing down expenses after every visit.
- Waking up on time for work.
- Planning meals, cooking and helping at home.

This year, Bharath, a participant in the Meraki Program alongside Nameeth, showed remarkable growth in becoming more responsible and self-reliant in his daily life.

During the program, Bharath learned to manage his household within a budget and make thoughtful spending decisions. He also developed basic math skills like addition, subtraction and division to handle everyday expenses more confidently.

Beyond finances Bharath began taking greater responsibility at home — participating in household chores, caring for himself and others and building routines that brought structure and confidence into his life.

For Diya, Bharath's journey is a powerful reminder that when individuals are given the right support and encouragement, small everyday victories can lead to meaningful and lasting change.

Meraki – Assisted Living for Self-Dependent Life

- 8 Working Candidates
- Duration: 3 Months
- Mental & Emotional Resilience
- Preparation for Greater Self-Reliance

> The greatest measure of growth is not how far someone can go, but how confidently they begin to navigate the ordinary moments of life.

Practice made Krishna Perfect





For Krishna, true self dependence wasn't built overnight—it was cultivated through six months of hands-on living in the MERAKI Assisted Living program. Coming home after a full workday, Krishna built the daily discipline needed to manage a household, balancing home chores with personal routines and discovering the pride that comes from taking care of his own space. Living and sharing expenses with a colleague allowed Krishna's understanding of financial literacy to thrive in a deeply personal way. Managing a real household budget with his own earned salary turned money management from an abstract concept into an everyday life skill. Through structured guidance and practical experience, he learned to weigh needs against wants, understand the true value of saving and take real ownership of his earnings.

From planning weekly expenses to navigating market visits and checking balances during daily routines, Krishna's confidence grew with every choice he made. Today, we are confident that Krishna can live within the salary he earns. He prepares his budgets with minimal support, works toward personal savings goals and approaches the future with enthusiasm. His journey reflects steady growth and reflection, practical learning and the calm and confidence that comes from using new skills in everyday life.

> Krishna didn't just learn how to manage money, he learned how to count on himself.

A Year of Celebrations

The Moments that Brought Joy, Reflection and Togetherness



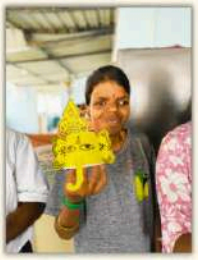
MOTHER'S DAY

Celebrating the Hands that Hold Us Up



FATHER'S DAY

Honouring the Presence that Helps Us Grow



GANESH CHATURTHI

Welcoming Wisdom, Hope, and Abundance



INDEPENDENCE DAY

Honouring Freedom, Responsibility, and Belonging



TEACHER'S DAY

Celebrating the Hands that Shape Our Future



CHRISTMAS

Sharing Joy, Warmth, Love, Hope and Togetherness



PONGAL

Celebrating Gratitude, Harvest, and New Beginnings



OPEN HOUSE

A Day When Strengths Took Centre Stage



WOMEN'S DAY

The Men of Diya Served Appreciation, Gratitude and a Delicious Lunch



PURPLE DAY

Spreading Epilepsy Awareness, the Diya Way

This is the Diya family. Learning together, growing together and celebrating every occasion with joy, love and hope.

Vision 2030

A Nation Where Every Individual Belongs, Contributes and Thrives

EMPOWER 1000+ STUDENTS

With skills, knowledge, and support to build confident, self-reliant futures.

CREATE 2900 LIVELIHOOD OPPORTUNITIES

Through open, supported, sheltered, and self-employment pathways.

BUILD 2 SUPPORTED LIVING MODELS

To enable greater self-dependence and dignity for adults with intellectual disabilities.

MOBILIZE 15,000 VOLUNTEERS & SUPPORTERS

Through advocacy, training, mentoring and hands-on engagement.

DRIVE SYSTEMIC CHANGE

Through awareness, partnerships and policy advocacy.







A Future That Changes Everything

Individuals become skilled and self-reliant.

Families live with dignity and reduced stress.

Businesses become inclusive and productive.

Communities become compassionate and aware.

The nation grows stronger, together.



> Let's build a future where ability is celebrated, opportunity is equal, and every individual shines.

How You Can Help Build This Vision

Some Futures are Worth Showing Up For

DONATE
Support training, livelihood creation and supported living programs.

Every Rupee Creates Possibility



PARTNER
Work with us to create employment, internships and CSR collaborations.

Together, We Build Inclusive Workplaces

ADVOCATE
Spread awareness and help shift mindsets on inclusion.

You Can Be The Change



SUPPORT SUSTAINABLY
Become a long-term donor or champion of inclusion.

Consistency Creates Change

Your Time Can Change A Life



VOLUNTEER
Share your time as a mentor, trainer, advocate or a buddy.







Governance That Builds Trust

The Systems, Oversight and Accountability that Strengthen Diya's Work

Why You Can Trust Diya Foundation?

Registered & Compliant

Registered under the Income Tax Act, the Rights of Persons with Disabilities Act, and FCRA.

12A & 80G Certified

Providing tax benefits to donors while ensuring statutory compliance.

Active Board Oversight

Five Board meetings held during FY 2025–26 with 100% attendance.

Transparent Governance

No Board member has received remuneration, sitting fees, or travel reimbursement since Diya's inception.

Board of Trustees



Gerald D'souza
Human Resources



Col. Michael Angelo
Administration



Agomoni Bose
Livelihood & Operations



Vivek Srinivasan
IT & Fundraising



Ryan Lobo
Resource Mobilisation Support

Advisory Board



Harish Devarajan
Board Governance



John Mathew
Finance Advisor



Swetha Prakash
Operations Support

- No remuneration, sitting fees, or compensation has been paid to Board members since Diya's inception.
- No national or international travel was undertaken by staff or Trustees during FY 2025–26.
- Board meeting minutes were documented, circulated and maintained to ensure strong governance practices.

The Board provided strategic oversight by reviewing programmes, budgets, audited financial statements, statutory compliance and organisational performance.

Banking Partners

SBI
Richards Town Branch,
Bengaluru

ICICI Bank
Cox Town,
Bengaluru

SBI
FCRA Account
New Delhi Main Branch

REGISTERED OFFICE

19/1 Gospel Street,
St. Thomas Town, Bengaluru – 560084

REGISTRATIONS

Income Tax Act
• RPwD Act • 12A • 80G • FCRA

Balance Sheet

DIYA FOUNDATION
CONSOLIDATED
Balance Sheet as at March 31, 2026

Amount in Rs.

	Particulars	Note	31 March 2026	31 March 2025
I	**Sources of Funds**			
1	**NPO Funds**	3		
(a)	Unrestricted Funds		97,62,790	92,71,208
(b)	Restricted Funds		2,08,68,143	1,66,25,181
			3,06,30,933	2,58,96,389
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	70,49,829	27,74,529
(d)	Short-term provisions	4	56,262	5,92,798
			71,06,091	33,67,327
	Total		**3,77,37,024**	**2,92,63,716**
II	**Application of Funds**			
1	**Non-current assets**			
(a)	Property, Plant and Equipment and Intangible assets	6		
	(i) Property, Plant and Equipment		7,47,680	8,92,508
	(ii) Intangible assets		-	-
	(iii) Capital work in progress		-	-
	(iv) Intangible asset under development		-	-
(b)	Non-current investments	7	2,50,19,176	2,35,60,651
(c)	Long Term Loans and Advances	8	-	-
(d)	Other non-current assets	9	9,31,787	9,31,787
			2,66,98,643	2,53,84,946
2	**Current assets**			
(a)	Current investments	7	-	-
(b)	Inventories		-	-
(c)	Receivables	10	1,24,402	41,477
(d)	Cash and bank balances	11	98,61,510	28,35,806
(e)	Short Term Loans and Advances	8	75,000	65,375
(f)	Other current assets	12	9,77,468	9,36,112
			1,10,38,380	38,78,770
	Total		**3,77,37,024**	**2,92,63,716**
	Brief about the Entity	1		
	Summary of significant accounting policies	2		
	The accompanying notes are an integral part of the financial			

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

SIMON RODRIGUES & ASSOCIATES LLP BANGALORE

For DIYA FOUNDATION

Gerald George D Souza
Managing Trustee

DIYA FOUNDATION BANGALORE

Date : 18-Aug-2026
Place : Bangalore

Income/Expenditure

DIYA FOUNDATION
CONSOLIDATED
Income and Expenditure for the year ended March 31, 2026

Amount in Rs.

	Particulars	Note	FY 2025-26			FY 2024-25		
			Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
I	**Income**							
(a)	Donations and Grants		2,44,11,163	-	**2,44,11,163**	1,67,91,133	-	**1,67,91,133**
(b)	Fees from Rendering of Services		3,57,497	-	**3,57,497**	3,95,604	-	**3,95,604**
(c)	Sale of Goods		-	-	-	-	-	-
II	**Other income**	13	8,73,917	-	**8,73,917**	8,61,910	-	**8,61,910**
III	**Total income (I+II)**		**2,56,42,577**	-	**2,56,42,577**	**1,80,48,647**	-	**1,80,48,647**
IV	**Expenses:**							
(a)	Material consumed/distributed		-	-	-	-	-	-
(b)	Donations/contributions paid		-	-	-	-	-	-
(c)	Employee benefits expense	14	99,89,258	-	**99,89,258**	82,08,841	-	**82,08,841**
	Breakup of the above IV(c) is as follows:-							
	(i). Program Staff		*92,08,613*	-	*92,08,613*	*78,03,683*	-	*78,03,683*
	(ii). Administrative Staff		*7,80,645*	-	*7,80,645*	*4,05,158*	-	*4,05,158*
	Total		*99,89,258*	-	*99,89,258*	*82,08,841*	-	*82,08,841*
(d)	Finance costs		-	-	-	-	-	-
(e)	Depreciation and amortization expense	15	1,64,637	-	**1,64,637**	1,88,600	-	**1,88,600**
(f)	Other expenses	16	33,61,196	-	**33,61,196**	36,75,296	-	**36,75,296**
	Breakup of the above IV(f) is as follows:-							
	(i). Program		*22,56,248*	-	*22,56,248*	*28,60,712*	-	*28,60,712*
	(ii). Administrative		*11,04,948*	-	*11,04,948*	*8,14,583*	-	*8,14,583*
	Total		*33,61,196*	-	*33,61,196*	*36,75,296*	-	*36,75,296*
(g)	Programme expenses	17	47,02,728	-	**47,02,728**	36,83,616	-	**36,83,616**
(h)	Miscellaneous Expenses	18	6,65,174	-	**6,65,174**	71,056	-	**71,056**
	Breakup of the above IV(h) is as follows:-							
	(i). Program		*4,29,870*	-	*4,29,870*	-	-	-
	(ii). Administrative		*2,35,305*	-	*2,35,305*	*71,056*	-	*71,056*
	Total		*6,65,174*	-	*6,65,174*	*71,056*	-	*71,056*
	Total expenses		**1,88,82,993**	-	**1,88,82,993**	1,58,27,409	-	**1,58,27,409**
V	**Excess of Income over Expenditure for the year before exceptional and extraordinary items (III- IV)**		67,59,584	-	67,59,584	22,21,239	-	22,21,239
VI	Exceptional Items		-	-	-	-	-	-
VII	**Excess of Income over Expenditure for the year before extraordinary items (V-VI)**		67,59,584	-	67,59,584	22,21,239	-	22,21,239
VIII	Extraordinary Items		-	-	-	-	-	-
IX	**Excess of Income over Expenditure for the year (VII-VIII)**		67,59,584	-	67,59,584	22,21,239	-	22,21,239
	Appropriations Transfer to funds/Income Accumulation/Liability							
	Income accumulated under third proviso to clause (23C) of section 10 or section 11(2)		25,25,000	-	25,25,000	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		32,68,433	-	32,68,433	-	-	-
	Balance transferred to General Fund		9,66,151	-	9,66,151	6,36,337	-	6,36,337
	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. 009345/S000065

Thomas Mathai
Partner
Membership No. 052141

Date : 18-Aug-2026
Place : Bangalore

SIMON RODRIGUES & ASSOCIATES LLP BANGALORE

For DIYA FOUNDATION

Gerald George D Souza
Managing Trustee

DIYA FOUNDATION BANGALORE

Receipts/Payments

DIYA FOUNDATION
CONSOLIDATED
Receipts & Payments For The Year Ended 31st March 2026

Amount in Rs.

Particulars		Note	FY 2025-26	FY 2024-25
A.	**Opening Balance**			
	Cash and bank balances		28,35,806	63,15,448
B.	**Income Received During the Year**			
I	Donations and Grants (Funds Including Corpus)		2,77,32,725	1,73,30,154
II	Fees from Rendering of Services		3,61,735	4,38,700
III	Sale of Goods		-	-
IV	Other income	19	3,53,016	2,64,657
	Total Income Received During the Year		2,84,47,475	1,80,33,511
C.	**Other Receipts**			
	(i). Investments Redeemed/Reinvested during the year		57,00,000	5,19,980
	(ii). TDS Receivables -Refund		2,50,872	2,53,027
	(iii). Others		10,022	-
			59,60,894	7,73,007
Total (A+B+C)			**3,72,44,174**	**2,51,21,966**
D.	**Expenses Paid During the Year**			
I	Material Purchased		-	-
II	Donations/contributions paid		-	-
III	Employee benefits expense	20	1,14,16,976	83,37,496
	Breakup of the above D(III) is as follows:-			
	(i). Program Staff		*1,06,36,331*	*78,84,192*
	(ii). Administrative Staff		*7,80,645*	*4,53,304*
	Total		*1,14,16,976*	*83,37,496*
IV	Finance costs		-	-
V	Fixed Assets Purchased During the Year	6	24,064	1,31,726
VI	Other expenses	21	37,99,606	50,46,481
	Breakup of the above D(VI) is as follows:-			
	(i). Program		*25,00,350*	*37,08,890*
	(ii). Administrative		*12,99,257*	*13,37,591*
	Total		*37,99,606*	*50,46,481*
VII	Programme expenses	22	52,96,535	47,15,926
VIII	Miscellaneous Expenses	23	5,13,572	1,02,965
	Breakup of the above D(VIII) is as follows:-			
	(i). Program		*3,15,457*	*17,700*
	(ii). Administrative		*1,98,116*	*85,265*
	Total		*5,13,572*	*1,02,965*
	Total expenses		2,10,50,753	1,83,34,594
E.	**Other Payments**			
	(i). Investments Made during the year		61,50,302	39,51,567
	(ii). Rental Deposit Paid during the year		-	-
	(iii). Others		1,81,609	-
			63,31,911	39,51,567
F.	**Closing Balance**			
	Cash and bank balances		98,61,510	28,35,806
Total (D+E+F)			**3,72,44,174**	**2,51,21,966**

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 : 18-Aug-2026
Place : Bangalore

SIMON RODRIGUES & ASSOCIATES LLP BANGALORE

For DIYA FOUNDATION

Gerald George D Souza
Managing Trustee

DIYA FOUNDATION BANGALORE

Lets Stay Connected

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"Not all of us can do great things, but we can do small things with great love.
Mother Teresa

