

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



# Diya Foundation

Annual Report  
2022-2023

# FROM THE CEO'S DESK



The 22nd of March 2023, marks the beginning of our 25th year anniversary. Our journey has been one of belief and trust that all would work out despite challenges. For me, the answer has always come from my faith in our Lord.

*“And behold, I am always with you, to the end of the age”  
(Matthew 28:20)*

Diya’s journey has been one of continuous growth, centered and focused on our students through our mission to Communicate Hope, Create Futures and Celebrate Lives.

As we look to the future, we thank all those who have been with us these past years—our students and their families, donors, volunteers, staff, and the board. We look forward to continued collaborations with all our stakeholders.

**Maria S. Santamaria**

## Diya's Future



**Pre-vocational training** to provide foundational skills to individuals between the ages of 15-17. To better equip adolescents with intellectual challenges to join the workforce by building daily living and personal social skills.



**Land endowment fund** to buy and develop our own premises.  
*1.3 crores raised, 2.5 crores to go!*



**Meraki** is an assisted living program that aims to pair individuals with intellectual challenges together in shared households to be funded by the Rotary Cantonment.



**Working with other NGOs** to build capacity and encourage more adults with intellectual challenges to join the workforce.



**Collaborating with companies** in the community to build capacity at the workplace and create customized jobs for adults with intellectual challenges.



In India, over two crore individuals live with a disability, 72% of whom remain unemployed.\* Founded in 1999, Diya Foundation is a vocational training center that trains young adults with intellectual challenges in life skills and employability skills to enable them to be more independent and to join the workforce.

## Our Growth

From humble beginnings, Diya started with just three trainees in the basement of Ascension Church. Every year, 60+ young adults participate in a comprehensive person-centered training program that gears them towards a future of self-dependence and workplace readiness.

In the last 24 years, Diya has impacted the lives of **350+ adults with intellectual challenges** and worked with **5000+ stakeholders, 20+ NGOs, and 30+ corporates** to create a more welcoming workplace. Through collaboration with parents, volunteers, and other NGOs, Diya has built capacity and inclusivity in the community.

## Our Vision

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

## Our 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.

\*International Labor Organization Asia-Pacific working paper series, pg. 2, 2011

# At a Glance



Parents displayed products at an open exhibition. Three winners were awarded ₹10,000 as seed money to start their own businesses.

Diya ran the TCS W10K 2022, and participated in a costume competition to raise awareness about pandemic preparedness.



Christmas celebrations started with a reenactment of the birth of Jesus, followed by snacks.

On labor day, trainees gave handmade cards to bus drivers, conductors & police to thank them for their service.



Diya turned 25 in March, 2023 and to celebrate, launched a commemorative logo.

Pre-loved Co. raised funds for our building venture, kicking off our anniversary year.



# Our Impact

in 2022-23



85

Individuals with intellectual challenges positively impacted in 2022-2023

68%

Increase in employment rate with **17 employed** and **25 in internships**



12

Staff trained as first responders & to use person-centered tools  
4 in customized employment &  
3 through direct service provider training

545+

Volunteers from  
7 companies  
engaged



136

Interns from **20**  
colleges trained

# From "I can't" to I CAN!

## Daily living skills training program:

Trainees learn independent living skills through courses on personal care, household management, and financial literacy.



**Shafiq** came to Diya determined to find employment, but he was not confident that he could live away from his family. Through the assisted living training program, he gradually became more self-dependent and boldly asked his trainer to live independently. Through Dusters Total Solution Services, Shafiq was placed in full-time housekeeping employment at Accenture. Although he does not live by himself yet, he is confident that he will one day.

## Personal social skills training program:

Trainees hone active listening, effective communication and problem-solving skills to equip them to handle both casual and workplace social interaction.

When **Preethi** joined Diya, she was incredibly shy. She avoided eye contact and did not speak to other people. Through the personal social skills program, she honed her verbal communication and active listening skills. Now, she is more social and enjoys conversation. This has made her very confident and enabled her to travel independently.



*85 individuals trained in daily living  
and personal social skills this year*

# The journey to employment

## **Supported employment program:**

Individuals learned to craft beautiful handmade products and were employed by *Diya Innovations Pvt Ltd.*, a social enterprise and sister branch to Diya Foundation. Diya Innovations employed **2 individuals** this year.

## **Sheltered employment program:**

Trained individuals in information technology skills and provided outsourced work opportunities through Diya's digitization unit *Studio C Cubed* where **13 individuals** benefitted.

## **Self-employment program:**

Individuals are being trained to start their own businesses and become entrepreneurs.

## **Competitive employment program:**

Individuals received training to work in different sectors at multinational companies like Wells Fargo, Thomson Reuters, and VISA. **17 individuals** were employed this year, and **25 individuals** in internships.



# Building self-dependence

## ● Cooking

Trainees learned practical kitchen techniques to cook simple and healthy recipes together. These skills equipped them to work in the hospitality sector. **31 trainees, 112 family members, and 6 NGOs** benefitted.

"**Shilpa** waits for the rice to boil and knows that she must be patient to achieve the results she wants. Cooking has not only taught her to be healthier but also to solve problems and work creatively. Her culinary skills have helped her foster new relationships as she cooks for her loved ones."

- Simarpreet Luthra, Chef



## ● Financial Literacy

Through funds from Thyssenkrupp, ThoughtWorks, Give India, and CGI trainees received a monthly allowance which they used to support themselves and their families. They learned financial planning, banking, and budgeting. **35 trainees, 140 family members, and 2 NGOs** benefitted.

Each month, **Hema** plans a monthly budget, manages household provisions, and makes cost-effective grocery purchases. She also picks a person in need in her community and donates a part of her allowance to them. Hema's conscientious and responsible choices help her to support her family and her community.





## Art

Nine students finished a year-long art course taught by Marissa Miranda. They learned to create unique art pieces using weaving, mosaic art, and mandala skills. CGI has sponsored the *Crafted Stories* exhibition for April 25, 2023. Here trainees will tell their stories through their art. **9 trainees, 40 family members, and 2 NGOs benefitted from this project.**



## Digitization

Studio C Cubed, is a sheltered workshop that teaches digitization, design and proofreading skills. On completion, trainees are either absorbed into Studio C Cubed or placed at multi-national companies. **11 trainees, 22 family members, and 4 NGOs** benefitted from the course.



**Farhan** quickly developed an interest in using MS Excel and MS Word at Diya and completed the digitization program. His trainer commended his determination, ability to follow instructions, and attention to detail. These skills have helped him be meticulous at his proofreading and data-entry job at Studio C Cubed.

## R-Fit Fitness Training

Every day Diya trainees go to the R-Fit gym where a personal trainer teaches them to use specialized equipment to better their physical and mental health. **6 trainees, 24 family members, and 1 NGO** benefitted from the course.

"Once reclusive and inexorable, now, **Jim** tackles exercises with the same intensity as her stronger and larger peers. She displays focus, confidence, and enthusiasm for whatever she does. Although she's shy to talk, her listening skills and determination are very apparent. Proud of you, Jim!"

- Rehan, Fitness Coach



# From employability soft-skills...

## *Unleashing Tony's Potential:*

### *A Journey of Multimedia Mastery and Personal Growth*

On completing a multimedia course, Tony began his journey of professional growth with work at Diya's digitization unit, Studio C Cubed.

Through the daily living and personal social skills training programs, he learned to be more outgoing, adaptable to change, and punctual.

At Diya, Tony sharpened his memorization skills, MS Excel proficiency, and knowledge of banking operations.

Currently interning at Wells Fargo, he is eagerly awaiting an opportunity to secure a permanent position and forge his career in the banking industry.



## *From Pre-University to Professional Success:*

### *Nithin's Journey to Thrive in Retail*

After graduating from pre-university, Nithin joined Diya's employability training program.

With a focus on retail management, he honed his organization skills— scanning, sorting, and creating presentations.

With newfound skills and confidence in his ability to articulate himself,

Nithin aced his interview and secured himself an internship

at Amazon

He gets along well with his colleagues and is an important member of the Amazon team.



# ...to employment

## *Empowering Success: Sharan's Rise to Success at Amazon*



Sharan came to Diya with some prior computer training, eager to explore new horizons. He participated and completed the employability soft skills training program, showcasing his ability to learn quickly.

He was always punctual, well-groomed, and sociable at his internship which allowed him to quickly secure a position at Amazon.

He fearlessly tackles challenges at the workplace and is diligent at his job. With his income, he is now able to not only support himself, but his mother as well.

## *Mahesh's Remarkable Trajectory to Employment*



At first, Mahesh was shy and timid. He became more confident of his abilities after completing the daily living, personal social skills, and employability training programs.

He secured a two-month internship at Dusters Total Solution Services (DTSS) and was trained in housekeeping.

His happy demeanor, commitment, and responsibility led to a permanent job placement at DTSS.



# To build an ecosystem

At Diya, our mission is to create a sustainable network that empowers individuals with intellectual challenges to grow and thrive. We believe that by equipping our trainees and their families with essential skill sets, they will be able to navigate the world independently. However, we understand that **success in the workplace requires more than just individual readiness.**

To ensure our trainee's success at their jobs, we collaborate with corporates to conduct sensitization sessions that foster an inclusive work environment.



We also sensitize student volunteers and partner with NGOs to create a more equitable community for individuals with intellectual challenges.

This year we worked towards building the capacity of **12 of our trainers**, held workshops for **318 parents** of individuals with intellectual challenges, and worked with **7 companies** and **12 NGOs** to build an ecosystem that provides these remarkable individuals with the tools and support structures they need to flourish.

# Building the capacity of family members

## Family sessions

Online family counseling sessions tackle different issues each week and help parents network with each other. Parents of individuals with intellectual challenges from **over 10 different NGOs** joined these sessions and **more than 100 families across 6 Indian states** were impacted.

## Math N' Money

Under Diya's financial literacy project, *Math N' Money* gives parents a framework to use while teaching adults with intellectual challenges basic mathematics and training them to handle money. **One other NGO** used the program. **5 trainees and 20 of their family members** benefitted from this project.

## Sex Education

The course aims to educate trainees about sexual health and help parents build positive communication spaces with their children. The workshop also teaches personal safety at the workplace, and how to safely report sexual harassment and assault. **One other NGO** used the program. **7 trainees and 28 family members** benefitted from this course.

“ Diya's family session on the perspectives and skills of persons with autism has helped me to make positive changes in my life.

It has helped me to better understand myself and my child.

Thank you for having me!

” *Insight from a trainee's parent at a family session exploring the perspectives and skills of individuals with Autism.*

Diya thanks  
our donors  
and our  
supporters!



Daily living, personal social  
skills & employability  
training sponsors



TRANSFORMING  
SERVICES TO SOLUTIONS



Specialistene  
Enable India Solutions



Employment  
partners



Our gratitude to the board,  
staff, and trainees for your  
continued support.

Thank you, donors, CSR  
partners, volunteers,  
interns, and well-wishers.  
Diya would not be where it  
is today without you.

# Redefining the workplace

## **Built staff capacity at Diya**

Staff received training to better teaching skills and trained as first responders certified by VMEDO.

## **Worked with our interns**

All student interns who work with adults with intellectual challenges participated in the sensitization workshops and were taught to use person-centered approaches when working with trainees.

## **Sensitized the corporate workplace**

All employees at partner organizations participated in sensitization workshops before engaging adults with intellectual challenges who joined the company.



# Our Tribe: Worked with other NGOs

Diya worked with other NGOs in the disability sphere to share training programs and structure employability units. Some NGOs that Diya partnered with included Aashirvad, Grace Foundation Charitable Trust, Anbalaya, Sandesh, and Nithya Sadhna.



# 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).
- 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).
- Diya received approval and now holds a FCRA certificate 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  
SWIFT: SBININBB104

*ICICI Bank*, Cox Town, #55, Coles Road  
Frazer Town, Bangalore 560 005

A/c No.025201001540 IFSC:ICIC0000252

## Registered address

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

Trustees	Competency	Board Meetings Attended
Marguerita Lobo, <i>Managing Trustee</i>	Training Program/PR	4/4
Gerald D'souza, <i>Secretary</i>	Human Resources	4/4
Col. Michael Angelo, <i>Trustee</i>	Administration	4/4
Agomoni Bose, <i>Operations</i>	Livelihood	4/4

## 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.
- CEO's remuneration: ₹41,832/-
- Highest paid staff remuneration: ₹45,000/-
- Lowest paid staff remuneration: ₹5,000/-

- The Board met four times in FY 2022-23: on April 29, 2022; July 29, 2022; October 29, 2022; and February 11, 2023.
- 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.

<b>Advisory Board</b>	Harish Devarajan	Board Governance
	John Mathew	Finance Advisor
	Vivek Sini	IT/ Fundraising



# Financials

## Balance Sheet as at March 31st, 2023

		Amount in Rs.	
Particulars	Note	31 March 2023	31 March 2022
<b>I Sources of Funds</b>			
<b>1 NPO Funds</b>	3		
(a) Unrestricted Funds		88,47,113	1,06,67,073
(b) Restricted Funds		1,36,53,303	1,21,29,878
		<b>2,25,00,416</b>	<b>2,27,96,951</b>
<b>2 Non-current liabilities</b>			
(a) Long-term borrowings		-	-
(b) Other long-term liabilities		-	-
(c) Long-term provisions		-	-
		-	-
<b>3 Current liabilities</b>			
(a) Short-term borrowings		-	-
(b) Payables		-	-
(c) Other current liabilities	4	27,298	1,38,577
(d) Short-term provisions		-	-
		27,298	1,38,577
<b>Total</b>		<b>2,25,27,714</b>	<b>2,29,35,528</b>
<b>II Application of Funds</b>			
<b>1 Non-current assets</b>			
(a) Property, Plant and Equipment and Intangible assets	5		
(i) Property, Plant and Equipment		4,50,479	4,91,974
(ii) Intangible assets		-	-
(iii) Capital work in progress		-	-
(iv) Intangible asset under development		-	-
(b) Non-current investments	6	1,81,48,238	1,64,39,691
(c) Long Term Loans and Advances	7	-	-
(d) Other non-current assets	8	6,31,787	6,35,467
		<b>1,92,30,503</b>	<b>1,75,67,131</b>
<b>2 Current assets</b>			
(a) Current investments		-	-
(b) Inventories		-	-
(c) Receivables	9	61,758	64,020
(d) Cash and bank balances	10	24,53,391	46,82,247
(e) Short Term Loans and Advances	7	1,31,107	66,241
(f) Other current assets	11	6,50,953	5,55,888
		32,97,210	53,68,397
<b>Total</b>		<b>2,25,27,714</b>	<b>2,29,35,528</b>
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



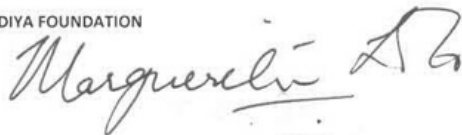
Thomas Mathai

Partner

Membership No. 052141



For DIYA FOUNDATION



Marguerita Lobo

Managing Trustee



Date : 28 October, 2023

Place : Bangalore

Note: The figures for the previous year have been regrouped/ rearranged wherever considered necessary to conform to the current year classification.

### Auditors

Simon Rodrigues & Associates  
LLP, Chartered Accountants,  
Bangalore 560 084

# Income & Expenditure for the year ended March 31st, 2023

Amount in Rs.

Particulars	Note	FY 2022-23			FY 2021-22		
		Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
<b>I Income</b>							
(a) Donations and Grants		73,55,535	-	73,55,535	59,60,026	-	59,60,026
(b) Fees from Rendering of Services		7,76,597	-	7,76,597	9,24,272	-	9,24,272
(c) Sale of Goods		-	-	-	-	-	-
<b>II Other income</b>	12	4,54,502	-	4,54,502	5,59,153	-	5,59,153
<b>III Total Income (I+II)</b>		<b>85,86,634</b>	<b>-</b>	<b>85,86,634</b>	<b>74,43,451</b>	<b>-</b>	<b>74,43,451</b>
<b>IV Expenses:</b>							
(a) Material consumed/distributed		-	-	-	-	-	-
(b) Donations/contributions paid		-	-	-	-	-	-
(c) Employee benefits expense	13	50,01,130	-	50,01,130	29,44,054	-	29,44,054
<i>Breakup of the above IV(c) is as follows:-</i>							
(i). Program Staff		40,87,408	-	40,87,408	24,10,799	-	24,10,799
(ii). Administrative Staff		9,13,722	-	9,13,722	5,33,255	-	5,33,255
<b>Total</b>		<b>50,01,130</b>	<b>-</b>	<b>50,01,130</b>	<b>29,44,054</b>	<b>-</b>	<b>29,44,054</b>
(d) Finance costs		-	-	-	-	-	-
(e) Depreciation and amortization expense	14	59,694	-	59,694	80,852	-	80,852
(f) Other expenses	15	17,65,319	-	17,65,319	17,73,116	-	17,73,116
<i>Breakup of the above IV(f) is as follows:-</i>							
(i). Program		14,28,511	-	14,28,511	9,30,084	-	9,30,084
(ii). Administrative		3,36,808	-	3,36,808	8,43,032	-	8,43,032
<b>Total</b>		<b>17,65,319</b>	<b>-</b>	<b>17,65,319</b>	<b>17,73,116</b>	<b>-</b>	<b>17,73,116</b>
(g) Programme expenses	16	24,31,611	-	24,31,611	6,73,554	-	6,73,554
(h) Miscellaneous Expenses	17	1,25,005	-	1,25,005	49,966	-	49,966
<b>Total expenses</b>		<b>93,82,759</b>	<b>-</b>	<b>93,82,759</b>	<b>55,21,542</b>	<b>-</b>	<b>55,21,542</b>
<b>V Excess of Income over Expenditure for the year before exceptional and extraordinary items (III- IV)</b>		<b>(7,96,125)</b>	<b>-</b>	<b>(7,96,125)</b>	<b>19,21,910</b>	<b>-</b>	<b>19,21,910</b>
<b>VI Exceptional Items</b>		<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>VII Excess of Income over Expenditure for the year before extraordinary items (V-VI)</b>		<b>(7,96,125)</b>	<b>-</b>	<b>(7,96,125)</b>	<b>19,21,910</b>	<b>-</b>	<b>19,21,910</b>
<b>VIII Extraordinary Items</b>		<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>IX Excess of Income over Expenditure for the year (VII-VIII)</b>		<b>(7,96,125)</b>	<b>-</b>	<b>(7,96,125)</b>	<b>19,21,910</b>	<b>-</b>	<b>19,21,910</b>
Appropriations Transfer to funds							
Transfer from funds							
<b>Balance transferred to General Fund</b>		<b>(7,96,125)</b>	<b>-</b>	<b>(7,96,125)</b>	<b>19,21,910</b>	<b>-</b>	<b>19,21,910</b>
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 Mathal  
Partner  
Membership No. 052141

Date : 28 October, 2023  
Place : Bangalore



For DIYA FOUNDATION

*Marguerita Lobo*

Marguerita Lobo  
Managing Trustee



Note: The figures for the previous year have been regrouped/ rearranged wherever considered necessary to conform to the current year classification.

# Receipts & Payments for the year ended March 31st, 2023

Particulars	Amount in Rs.	
	FY 2022-23	FY 2021-22
<b>A. Opening Balance</b>		
Cash and bank balances	46,82,247	47,62,934
<b>B. Income Received During the Year</b>		
I Donations and Grants (Funds Including Corpus)	84,29,974	59,60,026
II Fees from Rendering of Services	7,83,379	8,90,782
III Sale of Goods	-	-
IV Other income	7,91,338	16,54,872
<b>Total Income Received During the Year</b>	<b>1,00,04,691</b>	<b>85,05,680</b>
<b>C. Investments Redeemed/reinvested during the year</b>	<b>3,95,112</b>	<b>15,34,984</b>
Others	-	-
<b>Total (A+B+C)</b>	<b>1,50,82,050</b>	<b>1,48,03,598</b>
<b>D. Expenses Paid During the Year</b>		
I Material Purchased	-	-
II Donations/contributions paid	-	-
III Employee benefits expense	58,26,731	46,33,366
<i>Breakup of the above D(III) is as follows:-</i>		
(i). Program Staff	50,11,121	36,56,113
(ii). Administrative Staff	8,15,610	9,77,253
<b>Total</b>	<b>58,26,731</b>	<b>46,33,366</b>
IV Finance costs	-	-
V Fixed Assets Purchased During the Year	18,200	-
VI Other expenses	21,72,650	32,17,273
<i>Breakup of the above D(VI) is as follows:-</i>		
(i). Program	15,02,557	10,05,827
(ii). Administrative	6,70,093	22,11,446
<b>Total</b>	<b>21,72,650</b>	<b>32,17,273</b>
VII Programme expenses	23,86,232	6,73,554
VIII Miscellaneous Expenses	1,21,186	36,714
<b>Total expenses</b>	<b>1,05,24,999</b>	<b>85,60,906</b>
<b>E. Investments Made during the year</b>	<b>21,03,659</b>	<b>15,30,445</b>
Security Deposit	-	30,000
	21,03,659	15,60,445
<b>F. Closing Balance</b>		
Cash and bank balances	24,53,391	46,82,247
<b>Total (D+E+F)</b>	<b>1,50,82,050</b>	<b>1,48,03,598</b>

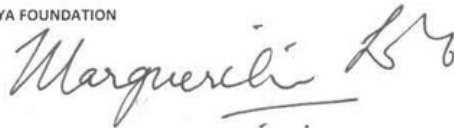
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Thomas Mathai  
Partner  
Membership No. 052141



For DIYA FOUNDATION



Marguerita Lobo  
Managing Trustee



Date : 28 October, 2023  
Place : Bangalore

**Note: The figures for the previous year have been regrouped/ rearranged wherever considered necessary to conform to the current year classification.**

# We have big plans for Diya and we need your support!

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

Or by online transfer:

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

A/C Name: **DiyaFoundation**

A/C # **30867158934**

IFSC : **SBIN0002263**

Cheques to be drawn  
in favour of

**'Diya Foundation'**



admin@diyafoundation-india.org



+91 91135 06223



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

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



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