



# DIGNITY ACADEMIA FOUNDATION

2023-24



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# MESSAGE FROM FOUNDERS

Dear Supporters,

We are pleased to present our **Annual Report for 2023-24**, a year of growth, resilience, and impactful partnerships. Since its inception, Dignity Academia Foundation (DAF) has been dedicated to empowering communities and organisations through capacity building, research, and development initiatives—made possible by your unwavering support.

This year highlighted the **power of collaboration**. Working with partners, NGOs, funding agencies, and socially conscious individuals, we strengthened grassroots organisations across Maharashtra through improved governance, financial management, and program effectiveness.

**Key highlights** include the launch of new capacity-building and documentation efforts, equipping partners to advocate for their missions and secure sustainable resources. **Partnerships** with Bharat Forge Limited, Sumi Cyclo Drive Technologies, CORO, Investment in Man Trust, Swadhaar IDWC, Nirman Bahuudeshiya Sanstha and others helped build leadership, foster community engagement, and enhance service delivery. Our research and monitoring initiatives provided data-driven insights to guide strategy and amplify impact.

At DAF, we remain committed to **innovation, evidence-based strategies, and strong data systems** that ensure accountability and measurable outcomes.

To our team, supporters, mentors, and well-wishers, thank you for being part of this journey. We hope this report reflects the impact of our shared vision and the road ahead.

With gratitude,

**Vandana Apte & Anjali Maydeo**  
**Founders, Dignity Academia Foundation**

# INTRODUCTION

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Dignity Academia Foundation (DAF), established under the Companies Act, Section 8, on August 12, 2022, has continued to expand its impact in 2023-24 by empowering the social sector through targeted capacity building, training and partnerships. Guided by a mission to support vulnerable communities, DAF's team of professionals brings extensive experience across social development fields, partnering with professionals, paraprofessionals, institutions, and NGOs to address pressing economic and social challenges.

Over the past year, DAF has refined its operational strategies and launched impactful projects across Organisational Development, Capacity Building, Documentation & Advocacy, and Research & Monitoring and Evaluation.

This second annual report offers an in-depth look at DAF's achievements, financial performance, and strategic direction, underscoring the dedication of our team and partners to foster resilience and growth within the social sector. As you explore this report, you will witness our commitment to empowering Civil Society Organisations (CSOs) and individuals, driven by our values of dignity and equality, as we look forward to continuing our work with unwavering dedication to our mission and principles.



# INTRODUCTION

This year, Dignity Academia Foundation (DAF) delivered a series of high-impact consultancies across 11 projects, strengthening partner organisations through focused efforts in Organisational Development, Capacity Building, Documentation & Advocacy, and Research & Monitoring and Evaluation (M&E).

Notable initiatives included a strategic intervention with CORO to enhance internal processes and leadership, capacity-building programs for Investment in Man Trust (IIM) and Swadhaar IDWC, and proposal development support for Kokan Kala v Shikshan Vikas Sanstha and Seva Sahayog Foundation.

DAF also provided critical impact assessments for Bharat Forge Ltd and Swadhaar IDWC and led research for Nirmaan Bahuudeshiya Sanstha, empowering partners with data-driven insights. These consultancies reflect DAF's commitment to advancing sustainable development, evidence-based strategies, and sector-wide resilience.



# INTRODUCTION

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In 2023-24, Dignity Academia Foundation (DAF) underwent a significant strategic evolution, broadening its focus to integrate all five verticals of its vision: Organisational Development, Capacity Building, Documentation & Advocacy, Research & Monitoring & Evaluation (M&E), and Database Management. This shift marked a departure from the previous year's emphasis on Training and Consultancy, enabling DAF to offer a more holistic and impactful approach to social development.

The inclusion of all verticals allowed DAF to enhance its operational capacity and provide diversified support to partner organisations. The Organisational Development initiatives empowered grassroots organisations to establish sustainable structures, while Capacity Building programs equipped teams with the skills to navigate challenges effectively. The Documentation & Advocacy efforts amplified the voices of partner organisations, helping them secure resources and demonstrate their impact.

Additionally, DAF's Research and M&E vertical delivered data-driven insights to guide strategic decisions for its partners, while the focus on Database Management improved real-time tracking and evidence-based program adjustments. Collectively, these efforts increased DAF's visibility, strengthened its relationships within the social sector, and expanded its reach to underserved communities.

This comprehensive approach reflects DAF's commitment to its mission of fostering sustainable, community-driven development while positioning itself as a key enabler of impactful social change.

# OUR JOURNEY IN FY 2023-24

This year, Dignity Academia Foundation (DAF) conducted a series of impactful consultancies across four key themes—Organisational Development, Capacity Building, Documentation & Advocacy, and Research & Monitoring and Evaluation (M&E). These initiatives allowed DAF to advance organisational effectiveness, build capacities, develop advocacy tools, and assess impacts, ultimately strengthening the foundations and capabilities of diverse client partners.

## ORGANISATIONAL DEVELOPMENT:

In partnership with CORO, DAF implemented a comprehensive intervention aimed at enhancing GLDP Programs' OD related processes through focusing on 25 selected organisations their leadership effectiveness, and sustainability. This engagement focused on equipping CORO with the strategic insights and tools necessary for long-term growth and community impact.

## CAPACITY BUILDING:

DAF contributed to capacity-building initiatives for IIM and Swadhaar IDWC, offering tailored interventions designed to enhance the skills and operational efficiency of their teams. These sessions empowered organisational leaders with skills for effective program management and community engagement.

# OUR JOURNEY IN FY 2023-24

## DOCUMENTATION & ADVOCACY:

DAF provided crucial support in proposal development for Kokan Kala v Shikshan Vikas Sanstha and Seva Sahayog Foundation, crafting strategic proposals to align with their funding goals and vision. Additionally, DAF collaborated with Suprabhat Mahila Mandal on report writing, delivering three well-structured reports that showcased the organisation's achievements and underscored its impact.

## RESEARCH AND M&E:

DAF undertook two impact assessments—one for Bharat Forge Ltd and another for Swadhaar IDWC—evaluating project outcomes and ensuring alignment with the client's objectives. Additionally, DAF led a research initiative for Nirmaan, providing data-driven insights that informed decision-making and future programming.

## DATABASE MANAGEMENT:

In FY 2023-24, DAF continued to build on its commitment to data-driven decision-making by enhancing its database management capabilities. Recognizing the critical role of accurate and accessible data, the Foundation refined its system to improve data collection, real-time tracking, and detailed analysis across all programs and initiatives. These advancements have enabled more precise monitoring of program outcomes, streamlined resource allocation, and better alignment with community needs. By leveraging data to assess impact and guide strategic planning, DAF has strengthened its capacity to deliver targeted, high-impact interventions that create sustainable change.

In total, DAF engaged in 11 projects, supporting partners in their pursuit of sustainable development and evidence-based decision-making. Through these consultancies, DAF has reinforced its commitment to fostering growth, resilience, and strategic advocacy within the social sector.

## OUR TEAM

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The Dignity Academia Foundation team is a diverse group of professionals with a shared commitment to social impact, community empowerment, and sustainable development.

Our founders, Vandana Apte and Anjali Maydeo, bring together over 60 years of combined experience across CSR, academic, social work, and consultancy.

Supporting this vision is Tushar Tongaonkar, who excels in program support and data management, and Digambar Birajdar, whose art-based therapeutic expertise enriches our child rights programs. Sayali Atre brings specialised skills in child development and mental health coordination, ensuring that our projects address critical areas of youth and family support.

We are also fortunate to have advisory guidance from Ruma Bawikar, Meena Gokhale, and Vibha Deshpande, whose expertise in consultancy, research, and mental health fortify our program strategies and community engagement.

Together, this dedicated team drives DAF's mission to build resilient, equitable communities through innovative and impactful interventions.

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# KEY ACTIVITIES

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## 1. ORGANISATIONAL DEVELOPMENT

### 1.1 ORGANISATIONAL DEVELOPMENT SUPPORT FOR EARLY-STAGE ORGANISATIONS WITH CORO INDIA.

In 2023-24, Dignity Academia Foundation (DAF) collaborated with CORO India to implement a comprehensive organisational development intervention. The initiative focused on strengthening the community based organizations (CBOs) and NGOs' organizational development (OD) aspects and governance practices with specific focus on legal compliances, financial discipline, accountability, planning, leadership development and team building leading towards sustainability and greater community impact.

Additionally, DAF supported grassroots organisations in Maharashtra through targeted capacity-building efforts, fostering sustainable structures and strengthening operational capacity among early-stage community organisations. This partnership reinforced CORO's role as a transformative force in driving community development.

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## PROJECT OVERVIEW

The CORO Project aimed to support 25 grassroots organisations in defining their goals, developing foundational policies, and achieving operational sustainability. This partnership leveraged DAF's expertise in OD to provide targeted training, mentoring, and compliance support, while CORO facilitated resources and outreach through its extensive network.

# KEY ACTIVITIES

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## OBJECTIVES

- Assist grassroots organisations in creating a three-year vision and strategic roadmap.
- Strengthen financial, legal, and HR management to ensure long-term organisational resilience.
- Facilitate quarterly workshops covering critical topics such as leadership development, financial management, and compliance.
- Provide follow-up support and field visits to reinforce learning and address organisation-specific challenges.

### **Key accomplishments include:**

1. OD Capacity Building: Workshops and field visits supported 25 organisations in Maharashtra, strengthening aspects such as legal compliances, leadership, financial accountability, and program management
2. Workshops and Mentorship: Four quarterly workshops covered topics like governance, finance, gender inclusion, fundraising, and proposal writing. These helped develop leadership skills, improved communication, and increased organisational effectiveness.

This initiative is set to continue over the next two years, with further support planned to deepen organisational capacities and secure sustainable growth.



# KEY ACTIVITIES

## IMPACT AND OUTCOMES

- Enhanced Leadership and Role Clarity: Leaders developed a clearer understanding of their responsibilities, transitioning from purely operational roles to strategic leadership positions.
- Improved Compliance and Documentation: Many organisations completed essential compliance processes, including registration, tax compliance, and financial auditing.
- Financial and Operational Capacity Building: Leaders acquired skills in budgeting, accounting, and proposal writing, leading to a more robust approach to fundraising and resource management.
- Strengthened Organisational Structures: DAF's OD framework enabled organisations to establish formal structures, promoting sustainability and improving their ability to achieve long-term objectives.

Through the CORO Project, DAF has made significant strides in enhancing the operational effectiveness and sustainability of partner organisations. This initiative has established a foundation for ongoing capacity building and impactful community development in Maharashtra.



# KEY ACTIVITIES

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## 2. CAPACITY BUILDING

In 2023-24, Dignity Academia Foundation (DAF) led impactful capacity-building initiatives with IIM and Swadhaar IDWC, aimed at enhancing the skills and operational efficiency of their teams. Through carefully tailored intervention strategies, DAF empowered organisational leaders by focusing on key areas including effective program management, financial oversight, and strategies for meaningful community engagement. These interventions were designed to equip leaders with practical skills and insights, fostering a stronger, more sustainable operational foundation for each organisation.

### 2.1 LIFE SKILL EDUCATION, EDUCATIONAL AND SPORTS SUPPORT FOR CCI: WITH INVESTMENT IN MAN TRUST AND FUNDED BY SUMI CYCLO DRIVE TECHNOLOGIES INDIA

A year-long initiative led by Dignity Academia Foundation (DAF) at the Invest in Man (IIM) Trust, targeting life skills and educational support, covered 28 girls (ages 6-16) at a Child Care Institute. Key project components included:

1. Life Skills Education: 29 life skills sessions helped foster self-awareness, stress management, interpersonal effectiveness, and decision-making. Younger and older girls received age-appropriate topics, enhancing their ability to manage daily challenges and make informed choices.
2. Educational Support: Over 300 sessions in Math, English, Science, and Marathi boosted learning through regular classes, tests, and group studies. The girls' academic engagement improved, with noticeable progress in their confidence and performance in school.
3. Sports and Fitness: With 58 sessions in indoor and outdoor sports like cricket, kabaddi, and kho-kho, the project promoted physical fitness and teamwork. Participation in sports events further improved their confidence and physical stamina.

# KEY ACTIVITIES

1. Personal Counselling: Need based 53 counselling sessions helped the girls address personal anxieties, enhancing emotional regulation, self-understanding, and mental well-being.
2. Observations and Outcomes: The project saw positive impacts, with the girls showing better decision-making, improved focus, and increased confidence. Activities like organising a Diwali celebration fostered leadership skills, while regular involvement in sports and summer camps boosted their organisational abilities and peer interactions.



These efforts have provided a supportive environment for the girls, empowering them to set future goals and consider giving back to society. Challenges included logistical constraints for sports session staffing, but the overall outcomes underscore the project's success in promoting the girls' holistic development.

# KEY ACTIVITIES

## 2.2 MENTAL HEALTH PROMOTION SESSIONS (MHPS) : WITH SWADHAR IDWC, PUNE

Under two projects across seven communities in Pune's Bibwewadi area, Dignity Academia Foundation (DAF), in collaboration with Swadhaar IDWC, implemented Mental Health Promotion Sessions from January-March 2024.

These efforts targeted adolescent boys aged 12-18, addressing unique mental health challenges through awareness programs, preventive strategies, and resilience-building tools. While the House of Smile and Swayam Project primarily supports girls and women, it has expanded to include adolescent boys, aiming to foster emotional well-being and equip participants with the skills to navigate the complexities of adolescence.

Key highlights include:

- **Program Overview:** The project engaged boys aged 12-18 across three centres, focusing on mental health basics, self-awareness, and relationship management through structured sessions and Art-Based Therapy (ABT).
- **Trainer Preparation & Methods:** A two-day "Training of Trainers" workshop (Jan 20-21, 2024) prepared 31 facilitators with skills in adolescent mental health and behaviour management.
- **Session Execution:** 30 mental health sessions and 5 ABT sessions were conducted across six centres, reaching 10-15 participants per group. Activities included team-building, self-awareness exercises, and creative expression through art.
- **Observations & Impact:** Engagement and participation improved notably, though attendance consistency remained a challenge. Sessions fostered safe spaces, and referrals for counselling were made when needed.

# KEY ACTIVITIES

A mix of structured sessions, interactive art-based therapy, and pre/post-testing was employed. This approach allowed facilitators to engage participants, gauge baseline mental health knowledge, and adapt sessions to suit local languages and cultural contexts.



Overall, the initiatives implemented in one quarter has laid a solid foundation for Adolescent Mental Health Support, with a promising outlook for enhanced attendance and engagement in the coming quarters.

## Observations and Challenges:

- Enthusiasm and Participation: While the boys showed enthusiasm, challenges included short attention spans, attendance fluctuations, and environmental constraints like limited space.
- Language Barriers: Adaptations were made, including the use of Hindi for sessions at the Ashraf Nagar centre.
- Pre-Test Results: Initial assessments highlighted a lack of awareness about mental health, reinforcing the need for continued support and education.

# KEY ACTIVITIES

## 2.3 ENGAGE TO EMPOWER ACTIVITIES

In 2023-24, Dignity Academia Foundation (DAF) conducted a series of Behaviour Change Communication (BCC) activities to promote awareness and understanding of key social issues among target communities.

Over 38 hours, DAF implemented 19 BCC sessions that addressed vital topics, including 18 aspects of Child Rights and one focused on Gender. These activities were designed to foster positive behavioural changes, equipping participants with knowledge on rights, protection, and equality.

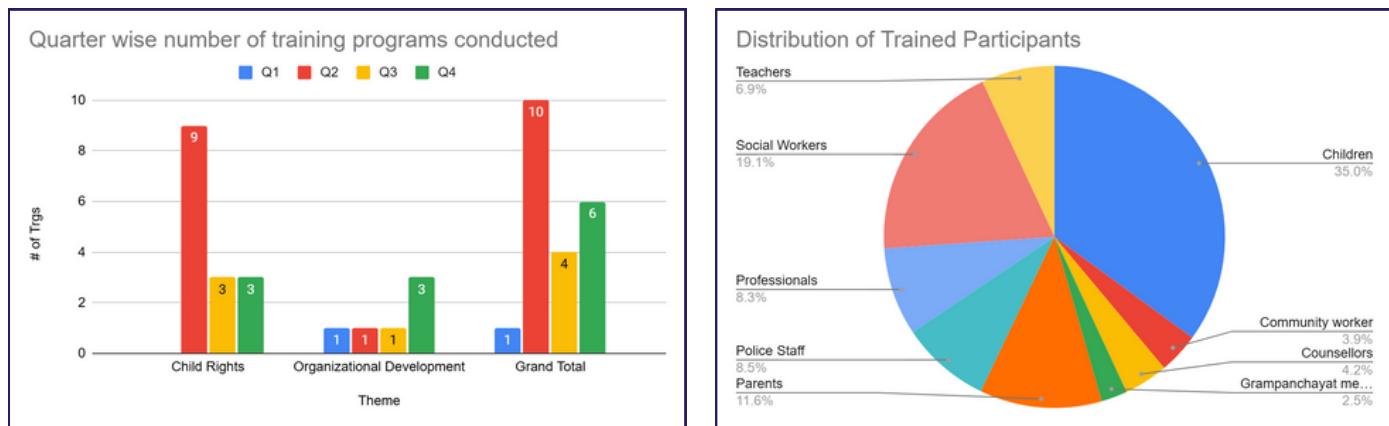
Each session aimed to create a supportive environment where individuals could explore these themes, engage in meaningful discussions, and gain insights to advocate for these fundamental principles within their communities. Through these BCC initiatives, DAF reinforced its commitment to advancing human rights and social equity.



# KEY ACTIVITIES

## 2.4 TRAININGS CONDUCTED BY DAF

In 2023-24, Dignity Academia Foundation (DAF) delivered a diverse array of training programs across multiple themes to enhance skills and knowledge within various social sectors. With a total of 21 training sessions amounting to 139 hours, DAF's focus areas included Child Rights and Organisational Development.



The Child Rights training, comprising 15 sessions, targeted children, parents, teachers, police staff, and social workers, with a total participation of 618 individuals. These sessions, held in collaboration with partners such as Akanksha Foundation, URMEE, and YASHADA, emphasised protection, empowerment, and rights awareness for children.

For Organisational Development, DAF conducted six sessions, engaging professionals and community leaders to improve organisational structure, governance, and leadership. Key partners included CORO, CFAR, and Yuva Parivartan, with a cumulative attendance of 302 participants. These sessions were instrumental in strengthening the operational capabilities of social sector organisations.

**Participant Demographics:** DAF's training efforts reached a diverse audience, including 35% children, 11.6% parents, 19.1% social workers, and 8.5% police personnel. This broad distribution ensured an inclusive approach to capacity building, fostering a well-rounded impact across communities.

# KEY ACTIVITIES

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## 3 DOCUMENTATION & ADVOCACY

In the 2023-24 fiscal year, Dignity Academia Foundation (DAF) focused its Documentation & Advocacy efforts on empowering partner organisations through the development of customised proposal strategies and impactful reports. These initiatives aimed to enhance each partner's ability to secure funding, communicate their vision, and highlight their social impact.

### 3.1 PROPOSAL DEVELOPMENT FOR KOKAN KALA V SHIKASHAN VIKAS SANSTHA

DAF collaborated with Kokan Kala v Shikashan Vikas Sanstha to develop a strategic proposal that effectively communicated the organization's vision and aligned with funders' priorities. By engaging with the leadership team, DAF gained a comprehensive understanding of the organization's goals, community needs, and programmatic focus. The resulting proposal highlighted Kokan Kala's unique approach to educational and cultural development, reinforcing its mission and values. This compelling narrative not only enhanced the organization's visibility but also strengthened its alignment with potential funding opportunities.

### 3.2 PROPOSAL DEVELOPMENT FOR SEVA SAHAYOG FOUNDATION

DAF partnered with Seva Sahayog Foundation to create a fundable proposal that effectively communicated the organization's long-term impact vision while aligning with funders' priorities. This process involved a detailed review of Seva Sahayog's programs and impact metrics, emphasizing its community-centric approach to social welfare. The final proposal highlighted the organization's achievements, scalability, and measurable outcomes, ensuring alignment with its mission and funders' expectations. This strategic approach not only enhanced Seva Sahayog's prospects for funding success but also strengthened its visibility and credibility within the sector.

# KEY ACTIVITIES

## 3.3 REPORT WRITING FOR SUPRABHAT MAHILA MANDAL

DAF collaborated with Suprabhat Mahila Mandal to produce three comprehensive reports showcasing the organization's achievements in women's empowerment, community health, and educational outreach.

These reports, crafted using detailed data and narratives, served as powerful advocacy tools for the organization. Highlighting Suprabhat's progress through qualitative and quantitative evidence, they not only fulfilled accountability requirements but also bolstered future advocacy and funding efforts. Through this initiative, DAF supported Suprabhat in effectively communicating its impact and furthering its mission within the social development sector.

## 4. RESEARCH AND M&E

In 2023-24, Dignity Academia Foundation (DAF) enhanced its role as a trusted research and evaluation partner, conducting pivotal research and monitoring and evaluation (M&E) projects to support data-driven decision-making across the social sector.

Through targeted impact assessments for Bharat Forbes Ltd and Swadhaar IDWC, DAF evaluated program outcomes to ensure alignment with each organisation's mission, providing insights that informed strategic refinements. Additionally, a research initiative for Nirmaan BUS equipped the organisation with actionable data to shape future programming.

These initiatives underscored DAF's dedication to evidence-based practices and measurable impact, reinforcing its commitment to empowering partners with the tools needed to assess, realign, and strengthen their contributions within the communities they serve.

# KEY ACTIVITIES

## 4.1 IMPACT ASSESSMENT FOR PRATHAM PUNE EDUCATION FOUNDATION FOR BHARAT FORGE LTD

**Objective:** To conduct a thorough impact assessment of Pratham Pune Education Foundation's community education project, focusing on the program's alignment with organisational objectives and its effectiveness in delivering positive outcomes for target beneficiaries.

**Process:** DAF's research team implemented a structured approach involving data collection, stakeholder interviews, and performance analysis, ensuring a comprehensive evaluation of the project's reach and effectiveness.



**Outcome:** The assessment provided Bharat Forbes Ltd with valuable insights into the program's strengths and areas for improvement, allowing for adjustments that would enhance future project impact and sustainability. By mapping results against pre-defined objectives, DAF demonstrated the program's alignment with Bharat Forge's mission, contributing to a robust, data-backed strategy for continued community support.

# KEY ACTIVITIES

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## 4.2 IMPACT ASSESSMENT OF SWAYAM PROJECT FOR SWADHAAR IDWC

**Objective:** To assess the effectiveness and outcomes of Swadhaar IDWC's initiatives, ensuring they meet the organisation's intended impact on the communities they serve.

**Process:** DAF utilised a mixed-methods approach that combined qualitative and quantitative data collection, including surveys, interviews, and community feedback sessions. This approach provided a nuanced understanding of the project's influence on target populations.



**Outcome:** The findings enabled Swadhaar IDWC to identify key areas of impact, highlighting the program's achievements and areas for potential enhancement. This impact assessment underscored the alignment of Swadhaar's initiatives with its core mission and allowed the organisation to refine its strategies to maximise positive community outcomes.

# KEY ACTIVITIES

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## 4.3 RESEARCH INITIATIVE FOR NIRMAN SANSTHA

**Objective:** To conduct a comprehensive research project for Nirman Sanstha that would provide data-driven insights into their service delivery model, informing future programming and strategic decisions.

**Process:** DAF's research team collaborated with Nirman Sanstha to identify research questions critical to understanding the organisation's operational and programmatic effectiveness. Utilising survey tools, focus group discussions, and data analysis techniques, DAF compiled a detailed report capturing key insights into Nirman BUS's program reach and efficacy.

**Outcome:** The research findings equipped Nirman Sanstha with actionable insights, enabling them to fine-tune their programming for greater impact and efficiency. The project reinforced the importance of data-driven decision-making within the organisation, laying the groundwork for targeted improvements and strategic planning.

DAF's Research and M&E initiatives in 2023-24 exemplify its commitment to advancing data-backed practices within the social sector. By providing partners with precise, actionable insights, DAF has empowered organisations to assess their impact rigorously, realign their objectives, and strengthen their programming. This approach ensures that DAF's partners not only achieve their goals but also continue to evolve and innovate in response to the needs of the communities they serve. Through these efforts, DAF fosters a culture of evidence-based growth and accountability, reinforcing its role as a catalyst for sustainable development.

# KEY ACTIVITIES

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## 5 DATABASE MANAGEMENT

In FY 2023-24, DAF took significant strides in advancing its database management system, reinforcing its commitment to data-driven decision-making and operational efficiency. Building on the foundation laid in previous years, DAF implemented several key improvements that further elevated data collection, analysis, and real-time monitoring across its programs. This strengthened data infrastructure has enabled the Foundation to capture a comprehensive range of metrics, allowing for more precise tracking of program outcomes and providing a deeper understanding of community needs.

A primary focus this year was the enhancement of data accessibility and accuracy, ensuring that relevant stakeholders have real-time insights into program performance. By making these data insights readily available, DAF has streamlined decision-making processes, allowing for agile responses to emerging needs and enabling timely adjustments to program strategies.

Comprehensive reports generated from the database now serve as an essential tool for stakeholder engagement, illustrating the tangible impact of DAF's interventions through detailed, data-backed insights. These reports not only enhance the Foundation's credibility but also build trust among donors, partners, and the communities it serves.

To support effective data utilisation, DAF has invested in ongoing capacity-building initiatives for its team members. Regular training sessions have been conducted to improve staff competencies in data entry, analysis, and interpretation, ensuring that all personnel can contribute to and benefit from the upgraded system. By fostering a culture of data literacy within the organisation, DAF has empowered its staff to leverage insights more effectively in their respective roles, leading to more informed, evidence-based decisions at every level.

# 4. REFLECTIONS & PATH AHEAD:

The 2023-24 fiscal year has been a period of significant progress and impactful contributions for Dignity Academia Foundation (DAF). Through a combination of targeted consultancies, robust training programs, strategic advocacy, and research-driven insights, DAF has strengthened its role as a catalyst for growth and resilience within the social sector. The Foundation's commitment to organisational development, capacity building, and evidence-based decision-making has empowered a diverse range of partner organisations to achieve greater sustainability, effectiveness, and community impact.

DAF's enhanced database management system and streamlined operational strategies have allowed for real-time tracking and data-informed adjustments across its initiatives, demonstrating the organisation's dedication to efficiency and accountability. By focusing on data-driven methodologies and continuous improvement, DAF has reinforced its position as a trusted partner in driving measurable change. Furthermore, the Foundation's investments in capacity-building and training underscore its commitment to building a skilled workforce equipped to address complex social challenges.

The achievements of this year reflect DAF's unwavering dedication to its mission of fostering dignity, equality, and opportunity. As DAF looks to the future, it remains committed to scaling its impact, expanding partnerships, and exploring innovative solutions to uplift vulnerable communities. With the continued support of its team, partners, and stakeholders, DAF is poised to make even greater strides in the year ahead, driving sustainable development and transforming lives across diverse communities.





# FINANCIAL STATEMENT

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**Dignity Academia Foundation (U85300PN2022NPL213856)**

1065, Shukrawar Peth, FL 11, Gandhar Apt, Pune, 411002

**BALANCE SHEET as at 31st March 2024**

Particulars	Note No.	31st March 2024	31st March 2023
<b>I. EQUITY AND LIABILITIES</b>			
<b>(1) Shareholder's Funds</b>			
(a) Share Capital	<u>1</u>	-	-
(b) Reserves and Surplus	<u>2</u>	14,518	8,102
(c) Money received against share warrants		-	-
<b>(2) Share Application money pending allotment</b>		-	-
<b>(3) Non-Current Liabilities</b>			
(a) Long-Term Borrowings	<u>3</u>	20,000	50,000
(b) Deferred Tax Liabilities (Net)		-	-
(c) Other Long Term Liabilities		-	-
(d) Long Term Provisions		-	-
<b>(4) Current Liabilities</b>			
(a) Short-Term Borrowings	<u>4</u>	-	13,436
(b) Trade Payables	<u>5</u>	28,700	49,912
(c) Other Current Liabilities	<u>6</u>	2,31,772	2,37,552
(d) Short-Term Provisions	<u>7</u>	2,61,503	45,750
<b>Total Equity &amp; Liabilities</b>		<b>5,56,493</b>	<b>4,04,752</b>
<b>II. ASSETS</b>			
<b>(1) Non-Current Assets</b>			
<b>(a) Property, Plant, Equipment &amp; Intangible Assets</b>	<u>8</u>	-	-
(i) Property, Plant & Equipments		-	-
(ii) Intangible Assets		-	-
(iii) Capital WIP		-	-
(iv) Intangible Asset under development		-	-
(b) Non-current investments	<u>9</u>	-	-
(c) Deferred tax assets (net)		-	-
(d) Long term loans and advances	<u>10</u>	-	-
(e) Other non-current assets		-	-
<b>(2) Current Assets</b>			
(a) Current investments		-	-
(b) Inventories	<u>11</u>	-	-
(c) Trade receivables	<u>12</u>	8,000	-
(d) Cash and cash equivalents	<u>13</u>	1,69,369	3,60,167
(e) Short-term loans and advances	<u>14</u>	3,79,124	44,585
(f) Other current assets	<u>15</u>	-	-
<b>Total Assets</b>		<b>5,56,493</b>	<b>4,04,752</b>
<b>NOTES TO ACCOUNTS</b>	<u>23</u>		
<i>Notes referred above and notes attached there to form an integral part of Balance Sheet</i>			
<i>This is the Balance Sheet referred to in my Report of even date.</i>			
<b>For Pallavi Salunke &amp; Associates</b>		<b>Dignity Academia Foundation</b>	
CHARTERED ACCOUNTANTS			
CA Pallavi Salunke		Vandana Apte	Anjali Maydeo
Proprietor		DIN: 09703406	DIN: 05247437
M No: 110314			
FRN: 128917W			
Place: Pune			
Date:			

**Dignity Academia Foundation (U85300PN2022NPL213856)**

1065, Shukrawar Peth, FL 11, Gandhar Apt, Pune, 411002

**PROFIT & LOSS STATEMENT FOR YEAR ENDED 31st March 2024**

<b>Sr. No</b>	<b>Particulars</b>	<b>Note No.</b>	<b>31st March 2024</b>	<b>31st March 2023</b>
<b>I</b>	Revenue from operations	<b>16</b>	30,98,940	6,58,800
<b>II</b>	Other Income	<b>17</b>	0	0
<b>III</b>			<b>30,98,940</b>	<b>6,58,800</b>
<b>IV</b>	<b><i>Expenses:</i></b>			
	Cost of materials consumed	<b>18</b>	0	0
	Direct Expenses		0	0
	Purchase of Stock-in-Trade		0	0
	Changes in inventories of finished goods, work-in-progress and Stock-in-Trade		0	0
	Employee Benefit Expense	<b>19</b>	15,14,276	1,50,000
	Financial Costs	<b>20</b>	0	0
	Depreciation and Amortization Expense	<b>21</b>	0	0
	Other Administrative Expenses	<b>22</b>	15,78,248	5,00,698
			<b>30,92,524</b>	<b>6,50,698</b>
<b>V</b>	Profit before exceptional and extraordinary items and tax	<b>(III - IV)</b>	6,416	8,102
<b>VI</b>	Exceptional Items: Provision for obsolete stock		0	0
<b>VII</b>	Profit before extraordinary items and tax (V - VI)		<b>6,416</b>	<b>8,102</b>
<b>VIII</b>	Extraordinary Items: Prior Period Expenses		0	
<b>IX</b>	Profit before tax (VII - VIII)		<b>6,416</b>	<b>8,102</b>
<b>X</b>	<b><i>Tax expense:</i></b>			
	(1) Current tax		-	-
	(2) Deferred tax		-	-
<b>XI</b>	Profit(Loss) from the period from continuing operations	<b>(IX-X)</b>	<b>6,416</b>	<b>8,102</b>
<b>XII</b>	Profit/(Loss) from discontinuing operations		0	0
<b>XIII</b>	Tax expense of discontinuing operations		0	0
<b>XIV</b>	Profit/(Loss) from Discontinuing operations (XII - XIII)		0	0
<b>XV</b>	Profit/(Loss) for the period (XI + XIV)		<b>6,416</b>	<b>8,102</b>
<b>XVI</b>	Earning per equity share:			
	(1) Basic		NA	NA
	(2) Diluted		NA	NA

**NOTES TO ACCOUNTS**

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*Schedules referred to above and notes attached there to form an integral part of Profit & Loss Statement*

*This is the Profit & Loss Statement referred to in our Report of even date.*

**For Pallavi Salunke & Associates**

**Dignity Academia Foundation**

**CHARTERED ACCOUNTANTS**

CA Pallavi Salunke  
Proprietor  
M No: 110314  
FRN: 128917W  
Place: Pune  
Date:

Vandana Apte  
DIN: 09703406

Anjali Maydeo  
DIN: 05247437



# THANK YOU

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