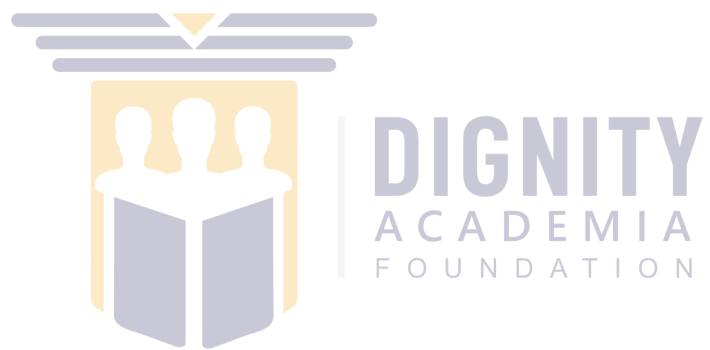


ANNUAL REPORT 2024-25





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Message from Founders

Dear Friends, Partners, and Supporters,

As we reflect on the year 2024–25, we are proud of the quiet, consistent work that Dignity Academia Foundation has continued to nurture with grassroots organizations, emerging community leaders, and committed teams working across Maharashtra.

This year, through initiatives like **SATHI**, **GODP** and **Mindscape**, we deepened our engagement in strengthening organizational capacities; especially in the areas of governance, financial management, program development, and resource mobilization. Our approach was grounded in long-term processes, mentorship, and trust-based relationships with civil society actors.

We also continued our efforts in life skill education for adolescents, developing content and delivering sessions that created space for learning, reflection, and emotional expression. Our focus has remained clear to equip individuals and organizations to navigate complex realities with dignity, clarity, and resilience.

Even in an environment where grassroots social organizations face shrinking resources and increased demands, we witnessed courage, collaboration, and innovation on the ground. These experiences reaffirm our belief that **systems change starts with people and is sustained by processes.**

We step into the coming year with humility and renewed energy, eager to build on what we've learned, respond to emerging needs, and stay anchored in our core values.

With gratitude,

Vandana Apte and Anjali Maydeo

Founder Directors

Dignity Academia Foundation

Our Year at a Glance

Year 2024–25 was a year of steady, process-driven engagement with grassroots civil society organizations. Here's a snapshot of what we collectively achieved:

Organizations Supported through OD Processes:

38 organizations across
20 districts

Workshops Conducted:

06 workshops across themes like child rights, organizational development, database management system, etc. covering
101 staff participants from various organizations.

Adolescent Life Skill Sessions:

126 sessions conducted across
07 centers, reaching
102 adolescents

New Frameworks Developed:

10 frameworks for financial management, program design and life skills education curriculum

Team Capacity-Building Hours:

06 sessions conducted for internal learning and review hours invested

Collaborations Initiated:

02 new institutional or funding partnerships

Total Reach:

16 organizations and
1618 people directly engaged through our programs and processes

Programmatic Highlights

Vertical 1 - Engage to Empower

Under this vertical, DAF directly engages with end beneficiaries to foster awareness, emotional well-being, and personal growth. Our efforts in 2024–25 were concentrated in two key areas:

1. Mindscape: Year-long Life Skills Program for Adolescent Boys

From January to December 2024, DAF implemented the **Mindscape** program in collaboration with **Swadhar's Swayam and House of Smile projects**. The focus was on adolescent boys, using a structured, participatory approach to life skills education.

- **2 sessions per month, across 7 centers**
- **18 Life Skills sessions per center, plus 4 Art-Based Therapy sessions** each
- A total of **96 Life skills sessions conducted** reaching approximately **102 adolescent boys**
- A total of **23 ABT** sessions conducted

The curriculum was developed using the **WHO's Life Skills Education framework**, adapted to local contexts with participatory methodologies designed by DAF. The art-based sessions offered a creative and emotional outlet, complementing the cognitive aspects of life skills education.

With this program, DAF has built a strong foundation to deliver **Training of Trainers (ToT)** on Life Skills Education for adolescent boys now positioned as a core area of specialization.

2. Community Connect Sessions

In addition to long-term programs, DAF conducted **Community Connect Sessions** with **children, parents, and community members** in varied settings.

| Theme - Child Right | |
|---------------------|--------------------|
| Target Audience | No of Participants |
| Adolescents | 197 |
| Adults | 265 |
| Children | 596 |
| Children, Adults | 130 |
| Grand Total | 1188 |

These short-term yet meaningful sessions covered themes such as emotional well-being, adolescent development, communication, and parenting. They provided opportunities for dialogue, learning, and reflection at the community level.

The purpose of these sessions extended beyond awareness, they helped us **stay rooted in real-world experiences, understand evolving ground realities, and make a direct, human impact** through our facilitation.



Vertical 2 : Organizational Development

Organizational Development for grassroots civil society organizations is one of DAF's core areas of specialization. Over the years, DAF has developed its own **pedagogy/ methodology, and a step-by-step syllabus** tailored to the unique needs of small and community-rooted organizations. Our approach emphasizes practical application, reflection, and accompaniment; enabling partners to build internal systems, leadership capacity, and long-term strategic clarity at their own pace. In 2024–25, two major interventions shaped our work: DAF believes that strong, values-driven organizations are the backbone of sustainable social change. Through this vertical, we support grassroots civil society organizations (CSOs) to build their internal systems, leadership capacities, and long-term strategies. In 2024–25, two major interventions shaped our work:

1. Grassroots Organizational Development Process (GOD) –

The **GODP initiative**, which began in the previous year, continued into its next phase from **1st November 2024**, in partnership with **CORO India**. The project supports **25 grassroots organizations** drawn from **five geographical zones of Maharashtra**. The goal is to help these organizations transition from people-driven to system-driven institutions.

Key activities during the year included:

- **One 4-day capacity-building workshop** for all participating CSOs
- **One 3-day training program** for CORO's internal facilitation team
- **20 handholding visits** for onsite mentoring and follow-up

This phase focused on reinforcing concepts of organizational identity, structure, documentation, and decision-making. The collaborative structure with CORO enabled both organizations to co-design and adapt processes as per field realities.

"We now have the vocabulary and tools to talk about ourselves as an organization."

- GODP Partner CSO



2. SATHI Fellowship

Launched on **1st December 2024**, the **SATHI Fellowship** is DAF's flagship OD program designed to offer sustained accompaniment to grassroots CSOs over an **18-month** period. Supported by **Azim Premji Philanthropic Initiatives (APPI)**, this initiative focuses on four critical domains:

- **Resource Mobilization**
- **Program Development**
- **Financial Management**
- **Governance**

In this first year:

- **14 organizations** from across Maharashtra were selected through a rigorous process
- The **selection phase** and the **first thematic workshop** were completed
- Each organization was paired with a **dedicated mentor** for ongoing guidance

The SATHI model combines in-depth learning with hands-on implementation, ensuring that organizations can strengthen systems while continuing their field work.

"SATHI is not just a project – it's like having a thinking partner while we build our foundation."

— Fellowship participant



Vertical 3 : Capacity Building

At DAF, we recognize that the strength of an organization lies in the people who drive its work. **We believe that when the capacities of field-level workers are developed, the work becomes not only more effective but also more sustainable.** That's why we encourage CSOs to **invest time and resources in building their teams**, and we support them in doing so through this vertical.

In 2024–25, DAF conducted a series of **staff capacity-building training** across various thematic areas.

| Theme | No. of Trgs |
|----------------------------|-------------|
| Child Rights | 10 |
| Mental Health | 3 |
| Organizational Development | 1 |
| Grand Total | 14 |

| | Theme | | |
|---------------------------------|--------------|---------------|----------------------------|
| Type of Participants | Child Rights | Mental Health | Organizational Development |
| Children's | 270 | 63 | |
| Professionals | 67 | | |
| Social Workers | | | 30 |
| Total No of Participants | 337 | 63 | 30 |

These trainings were designed using DAF's participatory and experience-based pedagogy, ensuring sessions were rooted in real-life challenges faced by field teams.

Themes included:

- Communication and team coordination
- De-addiction
- Defining Child Abuse and Neglect (Types, Prevalence and Impact)
- Goal Setting
- Interpersonal Relation
- Positive Thinking
- Problem solving and critical thinking

- Self Awareness
- Stress Management
- TOT for staff on life skill education
- TOT on Life skill sessions
- Understanding Child right and child protection systems and laws for school teachers

Special care was taken to make the content accessible for small teams with limited resources and varying levels of formal education. Sessions were delivered in regional languages and included practice-based learning tools.

These trainings not only enhanced technical knowledge but also helped in **building confidence, ownership, and a shared vocabulary for internal change** among participants.



Vertical 4: Documentation and Advocacy

Through this vertical, DAF supports grassroots organizations to articulate their work — both for internal learning and external communication. We help partners document their experiences, structure their proposals, and advocate more effectively for their communities. In 2024–25, our focus in this area was twofold:

Advocacy Support for A-bhay Abhiyan

DAF supported the **A-bhay Abhiyan** campaign over a period of **six months** contributing to its advocacy and coordination efforts. Our role included:

- Strategic planning and back-end coordination
- Documentation of campaign activities and field learnings
- Facilitation of communication between regional groups and stakeholders

This was an important opportunity for DAF to engage with a broader civil society alliance and contribute to **rights-based advocacy** grounded in field realities.

We also began the process of developing simplified templates and guidelines for grassroots CSOs to document their processes, outcomes, and impact — tools that are critical for reporting, learning, and visibility.

Vertical 5: Research and Monitoring & Evaluation

DAF's Research and M&E vertical is grounded in the belief that **good practice must be informed by evidence and reflection**. Our work in this area supports partners in making data-informed decisions, understanding their impact, and designing more responsive programs. In 2024–25, we undertook significant assignments in both research and M&E:

1. Research Studies for PANI

In partnership with **PANI**, DAF conducted three key research studies that contributed to program design, tracking, and learning:

- *AAROHI Empowering adolescent girls : Baseline Study*
- *PANI- EAG COHORT Study 2024 for Khuniyaon and Bhati blocks, U.P.*
- Impact Assessment of "Democratizing Water for Livelihood and Life through Women ' project'.

These studies combined qualitative and quantitative methods and were designed in close consultation with the implementing team to ensure contextual relevance. Each study contributed to building a stronger understanding of field dynamics, change indicators, and gaps in service delivery.



2. M&E System Development for Sukhay Foundation, Amravati

DAF worked with **Sukhay Foundation** to develop a comprehensive **Monitoring and Evaluation (M&E) framework** tailored to their ongoing programs. This assignment involved:

- Reviewing existing program components and indicators
- Co-developing a practical M&E framework
- Creating tools for routine data collection and reflection

This framework is now being used by Sukhay Foundation to track progress, assess outcomes, and report to stakeholders with greater clarity.

Impact Snapshots 2024–25

25

CSOs Strengthened

Partnered through structured Organizational Development processes across 5 regions of Maharashtra

150+

Adolescent Boys Reached

Engaged in long-term Life Skills Education under the Mindscape program

100+

Participatory Sessions Conducted

Including life skills and art-based therapy workshops across 7 centers

3

Grounded Research Studies Completed

For PANI – including a baseline, cohort study, and evaluation

1

Customized M&E Framework Developed

For Sukhay Foundation, enabling outcome tracking and data use

14

Capacity Building conducted

Through workshops on communication, team work, child protection, life skill and soft skills

20+

Mentoring Visits

One-on-one support provided to CSOs through on-site accompaniment

6

Months of Advocacy Support

Extended to A-bhay Abhiyan, including coordination and documentation

Collaborations & Partnerships

DAF's work in 2024–25 was made possible through meaningful collaborations with organizations that share our vision for a just and dignified society. We believe that partnerships based on mutual respect, transparency, and shared learning are key to sustainable change.

This year, we partnered with:

- **Azim Premji Philanthropic Initiatives (APPI)** – as supporters of the SATHI Fellowship for deep OD engagement with 14 grassroots organizations
- **CORO India** – for the Grassroots Organizational Development (GOD) initiative, strengthening 25 CSOs across Maharashtra
- **Swadhar's Swayam and House of Smile Projects** – to implement the Mindscape life skills education program for adolescent boys
- **People's Action for National Integration (PANI)** – for conducting research studies contributing to evidence-based programming
- **Sukhay Foundation, Amravati** – for developing a tailored Monitoring & Evaluation framework
- **A-bhay Abhiyan** – for advocacy and campaign coordination support

We are deeply thankful to our partners, funders, field organizations, research collaborators, and networks for walking with us in this journey of institutional and individual transformation.

"Partnerships are not just about projects – they are about trust, dialogue, and walking together through uncertainty."

– Digambar Birajdar, DAF Team

Our Team

At DAF, our strength lies in the people who bring heart, clarity, and commitment to the work every day. We are a small but deeply engaged team – facilitators, mentors, coordinators, and support staff – each contributing to our shared vision of dignity-driven development.

The staff had an addition of one new joinee, in addition to 3 continued staff members.

What unites all of us as team, board, and advisors is the belief that social change is built through relationships, rigour, and everyday action. As an organization, we continued to invest in our own growth through regular internal reviews, learning circles, and planning retreats.



Financial Summary

We believe that transparency and accountability are core to how we operate. Below is the audited financial statement for the year 2024-25, which reflects our commitment to responsible resource management and ethical financial practices.

Dignity Academia Foundation (U85300PN2022NPL213856)
1065, Shukrawar Peth, FL 11, Gandhar Apt, Pune, 411002
BALANCE SHEET as at 31st March 2025

| Particulars | Note No. | 31st March 2025 | 31st March 2024 |
|---|-----------|--------------------|--------------------|
| I. EQUITY AND LIABILITIES | | | |
| (1) Shareholder's Funds | <u>1</u> | - | - |
| (a) Share Capital | <u>2</u> | 43,58,861 | 14,518 |
| (b) Reserves and Surplus | | - | - |
| (c) Money received against share warrants | | - | - |
| (2) Share Application money pending allotment | | - | - |
| (3) Non-Current Liabilities | <u>3</u> | - | 20,000 |
| (a) Long-Term Borrowings | | - | - |
| (b) Deferred Tax Liabilities (Net) | | - | - |
| (c) Other Long Term Liabilities | | - | - |
| (d) Long Term Provisions | | - | - |
| (4) Current Liabilities | <u>4</u> | - | - |
| (a) Short-Term Borrowings | <u>5</u> | 33,750 | 28,700 |
| (b) Trade Payables | <u>6</u> | - | 2,31,772 |
| (c) Other Current Liabilities | <u>7</u> | 6,177 | 2,61,503 |
| (d) Short-Term Provisions | | - | - |
| Total Equity & Liabilities | | 43,98,788 | 5,56,493 |
| II. ASSETS | | | |
| (1) Non-Current Assets | <u>8</u> | | |
| (a) Property, Plant, Equipment & Intangible Assets | | 1,52,490 | - |
| (i) Property, Plant & Equipments | | - | - |
| (ii) Intangible Assets | | - | - |
| (iii) Capital WIP | | - | - |
| (iv) Intangible Asset under development | | - | - |
| (b) Non-current investments | <u>9</u> | 36,08,753 | - |
| (c) Deferred tax assets (net) | <u>10</u> | - | - |
| (d) Long term loans and advances | | - | - |
| (e) Other non-current assets | | - | - |
| (2) Current Assets | | | |
| (a) Current investments | <u>11</u> | - | - |
| (b) Inventories | <u>12</u> | 6,480 | 8,000 |
| (c) Trade receivables | <u>13</u> | 3,03,789 | 1,69,369 |
| (d) Cash and cash equivalents | <u>14</u> | 3,27,276 | 3,79,124 |
| (e) Short-term loans and advances | <u>15</u> | - | - |
| (f) Other current assets | | - | - |
| Total Assets | | 43,98,788 | 5,56,493 |

NOTES TO ACCOUNTS

Notes referred above and notes attached there to form an integral part of Balance Sheet
This is the Balance Sheet referred to in my Report of even date.

For Pallavi Salunke & Associates
CHARTERED ACCOUNTANTS

Dignity Academia Foundation

Pallavi Salunke
CA Pallavi Salunke
Proprietor
M No: 110314
FRN: 128917W
Place: Pune
Date: 05th Sept 2025



Vandana Apte
Vandana Apte
DIN: 09703406

Anjali Maydeo
Anjali Maydeo
DIN: 05247437

Dignity Academia Foundation (U85300PN2022NPL213856)

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

PROFIT & LOSS STATEMENT FOR YEAR ENDED 31st March 2025

| Sr. No | Particulars | Note No. | 31st March 2025 | 31st March 2024 |
|--------|---|------------|------------------|------------------|
| I | Revenue from operations | 16 | 77,60,174 | 30,98,940 |
| II | Other Income | 17 | 53,752 | - |
| III | III. Total Revenue (I + II) | | 78,13,926 | 30,98,940 |
| IV | Expenses: | | | |
| | Cost of materials consumed | 18 | - | - |
| | Direct Expenses | | 22,42,848 | 24,90,414 |
| | Purchase of Stock-in-Trade | | - | - |
| | Changes in inventories of finished goods, work-in-progress and Stock-in-Trade | | - | - |
| | Employee Benefit Expense | 19 | 9,41,020 | 3,35,676 |
| | Financial Costs | 20 | - | - |
| | Depreciation and Amortization Expense | 21 | 10,176 | - |
| | Other Administrative Expenses | 22 | 2,75,539 | 2,66,434 |
| | Total Expenses (IV) | | 34,69,583 | 30,92,524 |
| V | Profit before exceptional and extraordinary items and tax | (III - IV) | 43,44,343 | 6,416 |
| VI | Exceptional Items: Provision for obsolete stock | | - | - |
| VII | Profit before extraordinary items and tax (V - VI) | | 43,44,343 | 6,416 |
| VIII | Extraordinary Items: Prior Period Expenses | | - | - |
| IX | Profit before tax (VII - VIII) | | 43,44,343 | 6,416 |
| X | Tax expense: | | | |
| | (1) Current tax | | - | - |
| | (2) Deferred tax | | - | - |
| XI | Profit(Loss) from the period from continuing operations | (IX-X) | 43,44,343 | 6,416 |
| XII | Profit/(Loss) from discontinuing operations | | - | - |
| XIII | Tax expense of discounting operations | | - | - |
| XIV | Profit/(Loss) from Discontinuing operations (XII - XIII) | | - | - |
| XV | Profit/(Loss) for the period (XI + XIV) | | 43,44,343 | 6,416 |
| XVI | Earning per equity share: | | | |
| | (1) Basic | | NA | NA |
| | (2) Diluted | | NA | NA |

NOTES TO ACCOUNTS

23

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

Pallavi Salunke
CA Pallavi Salunke
Proprietor
M No: 110314
FRN: 128917W
Place: Pune
Date: 05th Sept 2025



Vandana Apte
Vandana Apte
DIN: 09703406

Anjali Maydeo
Anjali Maydeo
DIN: 05247437

