



2025-26 ANNUAL REPORT

"Empowering lives Transforming communities"

PUNE- 020-252-3536/ 9730257719/ 8600129510 |
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www.ideafoundation.org

Learning, Exploring & Growing





Foundation for Initiatives in Development and Education for All (IDEA)

1. Corporate Profile & Governance

Registered Office

Foundation for Initiatives in Development and Education for All (IDEA)

**Flat No. 10, Fountain Head Apartment, Opp. Sangam Press,
Kothrud, Pune - 411038, INDIA**

Telephone: 020-252-35364, +91-98901 19732 / +91-97302 61878

E-mail: contact@ideafoundation.org.in | Website:

www.ideafoundation.org.in

Statutory Registrations

- **Society Registration: Mah/195/2002Pune (Dated 8th February 2002)**
- **BPT Registration: F-22506/Pune (dated 11th December 2007)**
- **12 AB Registration: AAATF1163B25PN01 (dated 07/03/2026)**
- **Income Tax Exemption (80G): AAATF1163B25PN02 (dated 17/03/2026)**
- **FCRA Registration: 083903539**
- **Niti Aayog / Darpan ID: MH/2009/0003179**
- **PAN: AAATF1163B | TAN: PNEF01426F**
- **CSR1 Registration: CSR00000945**

1 OUR JOURNEY .

- Forward and IDEA profile1
- About IDEA & board members...2,3
- Awards & Recognitions.....4
- IDEA's Objectives.....5
- Journey & Milestones 6
- Cores program & SDG Alignment...7



2 Cumulative IMPACT

- Impact at a Glance8
- Community Impact9
- Impact Stories10



3 Core Programme & Flagship Projects

- ASHAKIRAN Phase 2 – Skills & Financial Literacy11,12
- Umang – Women's Livelihoods13,14
- Utkarsh15,16
- Hexaware Scholarship Programme....17
- UNNATI – Sustainable Livelihood project-.....18,19
- Samartha Project – Rural & Tribal Development20
- Kerala Initiatives.....21,22

4 Employee Volunteering & Our Partners...23 to 25

- CSR & Institutional Partnerships23
- Employee Volunteering & Internships...24

5 Governance & Financial Transparency

- POSH Compliance Report.....25
- Transparency Report.....26
- Audited Accounts.....27 -30





Foundation for Initiatives in Development and Education for All (IDEA)



From Co-Founders desk...

As we approach our 25th year, we look forward with gratitude to the journey that began on 8 February 2002. For almost quarter of a century, our organisation has remained committed to a simple yet powerful purpose: to create opportunities, dignity and hope for poor and needy children, young people and women. What began 24 years ago as a commitment to serve those who were often left behind has grown into a sustained journey of education, empowerment and transformation.

Over these years, we have witnessed how education can change the course of a child's life, how a young person given the right opportunity can discover confidence and independence, and how empowering a woman can strengthen not only her own life but also her family and community. These experiences continue to remind us that meaningful change is built patiently—one child, one young person, one woman and one community at a time.

Our work has been possible because of the commitment of our staff and volunteers, the trust of the communities we serve, and the generous support of our partners, donors and well-wishers. To each one of you, I express my sincere appreciation. The positive impact we could make in the lives of the needy children, young people and women was possible just because all of us walked together in this journey.

The Annual Report before you reflects not only programmes and numbers, but **lives touched, opportunities created and possibilities opened**. Behind every figure is a person with a story, a dream and the potential to build a better future.

As we celebrate the impact we have made, we also recognise that much remains to be done. Poverty, inequality and lack of access to quality education and opportunities continue to affect many children, youth and women.

We look forward to strengthening our educational initiatives, deepening our women empowerment programmes, expanding opportunities for young people, and building partnerships that enable communities to become more resilient and self-reliant.

I firmly believe that **when we invest in people, we invest in the future**. With the continued support of our partners, friends and well-wishers, we remain committed to carrying this vision forward with compassion, integrity and determination. **Together, let us continue to transform lives**, nurture potential and build a future where every child, young person and woman has the opportunity to live with dignity, hope and purpose.

With gratitude and warm regards,

Usha Pillai

Co-Founder & Director

IDEA Foundation

About IDEA



About IDEA

Founded in 2002, the Foundation for Initiatives in Development and Education for All (IDEA Foundation) is a Pune-based non-profit organization dedicated to empowering underprivileged children, youth, and women through education, skill development, and sustainable livelihood initiatives. Through five core programmes and collaborative partnerships, IDEA works across more than 35 communities and 11 villages. Since its inception, the Foundation has impacted 67,338 children, 18,383 youth, and 36,492 women, fostering inclusive growth and lasting community transformation.

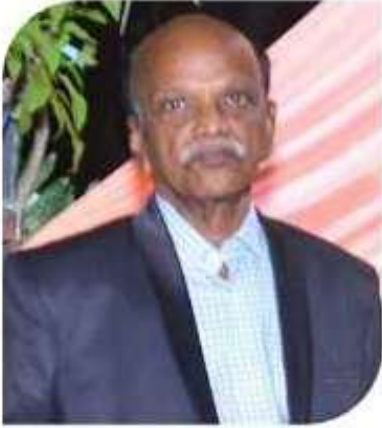
Vision

A just society where individuals have access to equal opportunity.

Mission

To create equal opportunities for the underprivileged sections of society for their all-round development.

IDEA Board members



Balakrishna K. Pillai
President and Trustee



Ashok Budhkar
Vice President



Dr Usha Pillai
Co-founder and Director



Dr Vijay Kulkarni
Hon. Secretary



Sachin Gokhale
Hon. Treasurer



Ajay Talreja
Member



Sangeetha Menon



Shilpa Khangaonkar



Dr. Shraddha Nigavekar

Credibility, Affiliations & Legacy Awards

GLOBAL & NATIONAL PLATFORMS



Give

Formerly
GiveIndia. Listed
partner
organization.
GOLD CERTIFIED.

**GuideStar
India**

Long-standing
certification
recipient.
PLATINUM /
GOLD

**CAF
America**

Charity Aid
Foundation
USA.
FULLY VERIFIED

Awards & Recognitions Received by CSR Partner for project

2024 | Golden Peacock Award

For: Project Umang | Given By:
Institute of Directors (IOD) |
Received By: Tata
Communications

2025 | Livelihoods India Case Study Competition

Runner-Up — For: Project
Umang | Given By: Access
Development Services |
Received By: Tata
Communications

Awards & Recognitions Received by IDEA Foundation

**Outstanding Annual Report
National Level**
CSO Partners & Credibility Alliance

2008

Dhyas Social Excellence
Excellence Group
of Companies

2011

**Best Performing Partner NGO
across India**
TATA Communications Ltd.

2019

Top 20 Best NGO s of the Year
Brand Honchos CSR
Convention, New Delhi

2023

**Volunteer Engagement
Excellence**
TATA Communications Ltd.

2024

Impact Excellence Award
OneStage & Collaborative
Philanthropy Foundation.

2025

IDEA's Objectives

1. To conduct and develop research, consultancy, documentation, and training.
2. To undertake scientific studies, evaluation, and research projects in the areas of applied social sciences and rural and urban development.
3. To undertake action research projects in the field of rural and urban development.
4. To implement schemes, programmes, and projects in the field of social development, with particular reference to the promotion of education.
5. To facilitate development aid and support to needy children to complete their education, training, and overall development.
6. To extend help, in exceptional cases, to the poor and needy.
7. To organize seminars, conferences, workshops, etc.
8. To provide vocational guidance, training, and facilities for vocational rehabilitation of the needy.
9. To undertake programmes of community development in the fields of education, health, etc.
10. To undertake implementation of various schemes of Government bodies and local bodies in the fields of education, income generation, and vocational training.
11. To initiate programmes for:
 - a) Needy and destitute children who have no shelter or education and who are found to be exploited in society.
 - b) Street children and school dropouts, with the objective of helping them restart their education and organizing special programmes for them.
12. To achieve the aims and objectives aforesaid, to cooperate, enter into partnership programmes, undertake joint programmes, and/or lend assistance to or seek assistance from other institutions, national or international, having similar aims and objectives.

Journey of IDEA

Registration & roots

IDEA got registered and began work in one slum community
Launch of the UTKARSH program

2002–06



2007–11

First CSR partnership

Listed on GiveIndia
IDEA's first CSR project
•'Read to Lead' reaches 1,500 children
UDAAN program introduced
Listed on GlobalGiving

Partnerships for inclusion

ASHAKIRAN program launched
Global project on inclusive education with the German ministry and SPUF, in Bhor Block, Pune district

2012–14



2015–20

Scaling programs

UNNATI & E-SAKSHAR programs launched
Listed on corporate giving platforms
Hexaware Scholarship Program
Kerala – project support to flood-affected schools

Laying new foundations

Projects move into blended mode
Listed by Charities Aid Foundation
Aamhi Parivartak project initiated
Umang livelihood centre for women inaugurated (2021)

2021–22



2022–25

EMPOWERMENT & EXPANSION

Umang Livelihood Centre: Revenue doubled from ₹9L to ₹18L
Integrated Skill Development: Unnati, Samruddhi & Ashakiran with Allianz, Cloud Software Group & Whizdm
New Rural Reach: Expanded to Shirwal & Ranjangaon

Our Core Programmes

Five interconnected programmes, spanning a child's learning journey to a woman's economic independence.

UTKARSH

Community Learning Centres

Foundational literacy, numeracy, STEM & digital learning

REACH (FY 2025–26)

950 underprivileged & tribal children

UDAAN

Educational Sponsorship

Scholarships, learning support, life skills & career guidance

REACH (FY 2025–26)

1063 students supported

ASHAKIRAN

Women's Skill Development

Vocational training for sustainable livelihoods

REACH (FY 2025–26)

1,417 women trained

UNNATI

Entrepreneurship Development

Business skills, enterprise support & SHG promotion

REACH (FY 2025–26)

725 women completed EDP

E-SAKSHAR

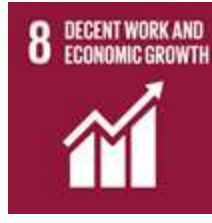
Digital Literacy

Digital skills, online services & financial literacy

REACH (FY 2025–26)

725 individuals digitally empowered

IDEA explicitly aligns its localized grassroots interventions with six United Nations Sustainable Development Goals:



Stepping into Year 25

Cumulative Impact (2002–2026)

Lives directly reached across continuous programming in child welfare, women's empowerment and youth skilling.

67338

Children supported



children studying & learning at our study centre

36492

Women empowered



Women gaining skills, confidence & opportunity to build better lives

18383

Youth skilled



Education continuity, career growth & youth leadership

1,22,213

Direct beneficiaries



4,88,852

Indirect Lives touched



Impact Achieved

1. Community Impact

Shravandhara: A Community Where Every Child Goes to School

When IDEA Foundation began working in Shravandhara slum community in 2002, school dropout was a serious concern. Research by Founder Director Dr. Usha Pillai found that nearly 12% of children were dropping out due to poverty, lack of academic support, and limited parental awareness. IDEA responded with a holistic model — community study centres, educational sponsorships, parent counselling, and youth development programmes.

Over the years, sustained intervention transformed the community. Dropout among children aged 6–14 declined steadily, reaching zero in 2014. Today, Shravandhara sustains 100% school enrollment — a model of educational inclusion and community participation, with many alumni now in higher education, professional careers, and vocational trades.

Education Intervention



Shining story- Seema- From Dropout Risk to Police constable Dream come true



A regular at IDEA's study centre since Class 5, Seema faced dropping out after Class 8 due to family finances. Through counselling, academic guidance, and sponsorship, IDEA helped keep her in school — and nurtured her talent for Kho-Kho, which took her from district-level player to coach.

Today, Seema serves in the Police Department — living proof that education and the right support turn potential into possibility.

2. Journey of Transformation - Breaking Barriers in Lamanvasti

For 13 years, IDEA Foundation has worked alongside families in Lamanvasti to make education accessible, strengthen community participation, and create greater opportunities for children—especially girls. What began with hesitation has grown into a trusted learning ecosystem where children now actively seek education.

NUMBERS THAT TELL THE STORY

13
years
Of grassroots
engagement

90+
children
In daily study
batches

13–14 →
19–20
Average marriage
age for girls

WHAT CHANGED?

- Improved school retention
 - Greater education aspirations
 - Delayed early marriages
 - Stronger family participation
- Greater acceptance of girls' education

VOICE FROM THE FIELD

“Earlier children used to run away after seeing me. Today, they come on their own. From one hesitant batch, we now run three. Change is real.”

— IDEA Foundation Teacher



ASHAKIRAN | Vocational Excellence for Women's Empowerment

Since 2010, ASHAKIRAN has empowered women from urban, rural and tribal communities with market-relevant vocational skills in Beauty & Care, Cooking & Catering, and Tailoring—building confidence, strengthening livelihoods and enabling pathways to self-employment and entrepreneurship.

FY 2025-26 Impact: **1,417** women trained, equipping them with skills and opportunities for economic independence and sustainable livelihoods.

Impact Statistics — Year 2025-26

358	95	65-70%	₹2.8L
Individuals Trained	Employed or running their own business	Individual livelihood at Warje cluster	Sales generated by 11 women

Partners for Skill development program

LIGHTHOUSE COMMUNITY FOUNDATION

Beauty Care
154 women trained

Paper Handbag Making
88 persons with disabilities trained

Partners: Dilasa, Navkshitij, Abhikant, Abhiraj

ISHANYA FOUNDATION

Home Chef
40 women trained
11 exhibition entrepreneurs

₹2.80 lakh sales

FLAGSHIP PROJECT

ASHAKIRAN PHASE II is a livelihood initiative of IDEA Foundation, supported **by Money View and Harmony Inc.**, enabling women from low-income communities to strengthen vocational skills, financial knowledge and entrepreneurial capabilities.

76

skilled in
Advanced
tailoring

64

skilled in
Entrepreneurship

70%

trained
engaged in
Individual
Livelihood

Shining story

In rural Bhore location, a targeted upskilling and entrepreneurship intervention is turning simple tailoring skills into real livelihoods. Meena, who once earned just ₹500–800 a month, now earns ₹3,000–4,000 through fancy blouses, bags, and Aari work, and is aiming for ₹10,000 within a year via the local Livelihood Centre. Dipali who saw tailoring as only a hobby, now runs a home-based enterprise earning ₹2,000 a month, with hopes of reaching ₹8,000–15,000 this wedding season. Together, they show how the right training and confidence can turn quiet talent into thriving businesses—supporting their families and their children's education.



Meena , Bhore



Dipali, Bhore

FLAGSHIP PROJECT

Umang Project: 10 Years of Women's Livelihood and Entrepreneurship

Co-created in 2014 as a long-term collaborative initiative with **Tata Communications Limited**, Project Umang has completed 10 years of partnership. It stands as a model for transitioning skill training into a collective women-led initiative — the Umang Livelihood Centre — moving communities from grant-dependence toward self-sustaining commercial enterprise..

Program Achievement

VOCATIONAL SKILLING PARTICIPANT COVERAGE

Tailoring Beauty care Art & craft

15067

Basic
Advanced

185

Up skilling
Order based

818

Crash course
order based

Entrepreneurship Development Program (EDP)

1312

Entrepreneurship
awareness

1212

Business skilled
women

158

Enterprise
Created

Value-Adding Initiatives

3453

Digitally Literate

127

Art based life
skills

3

Impact, aspirational
publications

Self Help Group ecosystem

52 active SHGs | ₹55.6L savings | ₹1.28Cr credit mobilized

10-YEAR CUMULATIVE IMPACT (2014–2025)

27

COMMUNITIES
REACHED (4.5
POPULATION)

15,067

WOMEN TRAINED
(45% SC/ST/PWD)

70%

EMPLOYMENT
CONVERSION
RATE

158

INDEPENDENT
MICRO-ENTERPRISES
LAUNCHED

Umang Project: 10 Years of Women's Livelihood and Entrepreneurship



What began as a community-level training effort evolved into a comprehensive livelihood and entrepreneurship model, helping women move from skills to sustainable incomes. Established in 2021, the Umang Livelihood Centre was created to further this journey by providing regular work, market linkages and opportunities for women to build sustainable livelihoods.

4
Sub
centers

529+
Livelihood
members

155
Regular earners

6

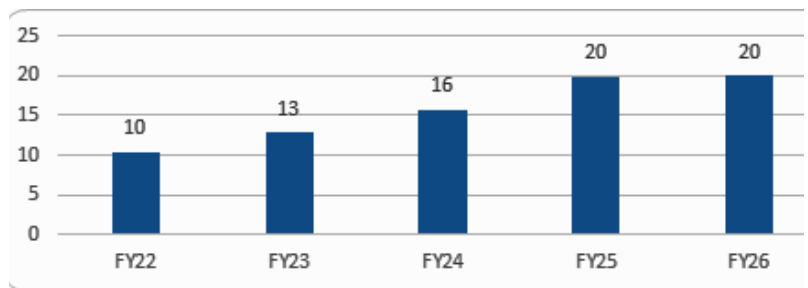
Ambassadors



Community Leadership: Usha Tai

A former domestic worker from the water-scarce village of Manjarigaon, shifted her trajectory through the Umang Project. After completing a bag-making course and receiving a high-speed sewing machine through the Samruddhi Project, her production capacity grew. Today, she serves as one of five Unit Ambassadors and a Bachat Sakhi, teaching financial literacy and training peers. Under her leadership, her Self-Help Group turned a ₹25,000 micro-loan into a seasonal business turnover of ₹37,000, creating a sustainable income model."

Livelihood Centre Revenue Journey



Artisan ship to Independence: Heena

"When homemaker Heena first joined the Umang Livelihood Centre in 2019, she lacked confidence and professional garment-making skills. Through advanced tailoring and design courses, she began producing clothing for retail initiatives and local exhibitions. Today, Heena is a skilled artisan earning a reliable income of ₹15,000 per month. A member of the Bharat Bachat Gat and Aapulki Cluster, she serves as a role model in Yerwada, inspiring other women to pursue skill-building."

UTKARSH

Nurturing Learning, Leadership and Responsible Citizenship

Through UTKARSH, IDEA Foundation supports children through 23 community study centres across urban and rural Pune and Bhore. The programme combines activity-based and digital learning with life skills, English, creative activities, career guidance and exposure visits—strengthening foundational learning, confidence and continued engagement in education.

FLAGSHIP PROJECT-

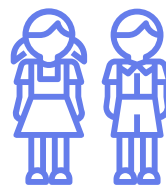
Amhi Parvartak (we are change makers)



Key Initiatives for Youth Empowerment

- Cross-Cultural & Industry Exposure
- “Amhi Sanvadi” Civic Action Peer Learning
- Civic Action Peer Learning Community Leadership
- Career Readiness

KEY HIGHLIGHTS -2025-26



250
Children
reached



250
Youth
reached



7
IndiaEschool
centre



7
study
centres



Activity photograph



FLAGSHIP PROJECT

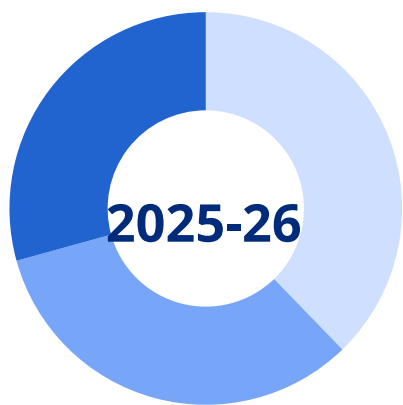
Hexaware Scholarship Programme

The Hexaware Scholarship Programme supported by **Hexaware Technologies** has enabled underprivileged students—especially girls—to complete their education by combining financial support with mentoring, life skills, and career guidance. This has improved retention, boosted employability, and opened doors to higher education and meaningful careers, creating lasting impact for students and their communities.

2017
Program
started

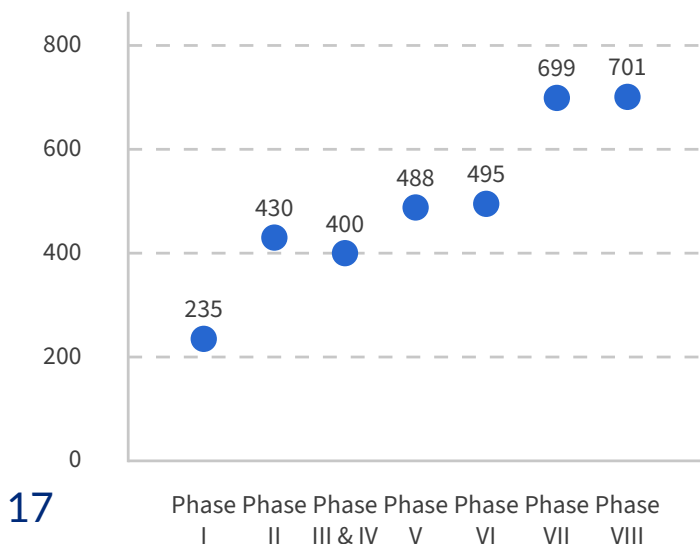
11
cities covered

3540
Students
Supported Across
India (till 2025)



- Annual cohort (803)
- School kits (701)
- Academic fee Reimbursement (623)

Growth path: students enrolled



Shining story

From Bricks to Books Vrinda's
path to BAMS



Vrinda, the daughter of a daily-wage construction worker, faced significant financial barriers to higher education. She joined IDEA's sponsorship program in the 7th grade, which helped ease her family's economic strain. The turning point came through the Hexaware Sponsorship program. Supported by targeted career guidance and financial assistance, she scored 86% in her 12th-grade board exams and achieved a score of 390 in the NEET exam. Today, she is enrolled in the Bachelor of Ayurvedic Medicine and Surgery (BAMS) program, becoming the first doctor in her family lineage."

Unnati- A Sustainable Livelihood Programme for Marginalized Women

Project UNNATI empowers women from under served communities through market-oriented skill development and entrepreneurship in Tailoring, Beauty & Wellness, and Home Chef trades. Beyond technical training, the programme provides Entrepreneurship Development (EDP), business planning, and enterprise support, enabling women to build sustainable livelihoods and achieve economic independence.

FLAGSHIP PROJECT- Unnati

Launched as a 20-women pilot in 2023-24, the programme's success led **Allianz Technology** to expand its support to three projects in FY 2025-26, extending the programme across Maharashtra and Kerala.



Project Phase (2 years)	Women Trained	Tailoring	Home Chef	Beauty Care
Pilot (2023-24)	27	12	15	0
Pune (100 Women)	113	15	52	46
Pune District (600 Women)	319	130	63	126
Pune & Kerala (400 Women)	410	237	63	110
Total (2 years)	869	394	193	282

869

Women
Trained

394

Trained in
Tailoring skills

193

Trained in
Home chef &
catering skill

282

Trained in
Beauty &
wellness



Livelihood Outcomes: Follow-Up Study

Follow-up study of 128 women (2023–25) confirms Project UNNATI's success in building sustainable livelihoods and economic empowerment.

Key findings

- 91% engaged in income-generating activities
- Home-based enterprises in tailoring, catering, and beauty services
- 12% employed in beauty parlours
- 7.5% engaged in other employment
- Enhanced entrepreneurial, financial, and digital skills
- Greater confidence, economic independence, and decision-making

Shining story | Unnati Program



Seema

Tailoring • Bhor Location

Seema runs Vithu Mauli Ladies Shop and Tailoring Workshop, supporting a family of six alongside her husband, a Godrej company employee. With two children in school, her tailoring business now brings in a steady income — and after completing her entrepreneurship development training, she's setting her sights higher: expanding her workshop with support from IDEA Foundation.

Usha

Beauty Parlour

Usha always had the skill and the drive, but not the confidence to go out on her own. That changed after she completed IDEA Foundation's up-skilling and entrepreneurship development programme. She opened her own beauty parlour back home in Latur — and her earnings jumped nearly six-fold. Now she's setting an even bigger goal: training to become a trainer herself, so she can help more rural women take the same leap.



Samartha Project (Rural Bhor block, Pune District)

Rural Intervention

Operating in the Bhor Block (~35 km from Pune city), the Samartha Project focuses on rural education and tribal development.



Strategic Relief Alliances

Partnered with the POVEDA Foundation to distribute family grocery kits and hold English communication sessions for Katkari children. Partnered with Abhay Dan to provide winter blankets and summer footwear relief to tribal families.



KERALA Project Initiatives

Education & Livelihood Interventions FY2025-26

Launched in 2016 to support flood-affected communities in Alappuzha, IDEA Foundation's Kerala program continued its focus on children from economically weaker sections in the flood-affected Kuttanadu region, and expanded into Thiruvananthapuram with livelihood and climate-resilience initiatives in FY 2025–26.



Educational Support & Well-being —

Educational Support

- 627 students across 11 schools received school kits (bags, notebooks)
- Monthly transportation assistance for 25 students — significant improvement in attendance

Nutrition and Well-being

- Nutritional Enhancement Program supported 49 tribal children — improved health and attendance

Infrastructure and Hygiene

- Funded a second kindergarten teacher's salary at Govt. LP School, Ponga
- Donated laboratory equipment to SNDP HSS, Kuttamangalam
- Installed a sanitary napkin destroyer at NS Higher Secondary School — benefiting 298 girl students

Higher Education

- 15 students from financially struggling families supported for professional college education

Livelihood & Climate Resilience — FY 2025–26

Expansion

Unnati Skilling (Trivandrum)

- Partnered with Allianz Technology for an intensive 20-day technical skill upgrade course
- 24 artisan women completed advanced training in traditional Aari embroidery

Kuttanad Climate Resilience Support

- Asset-building resources for vulnerable farming families in flood-prone areas to generate supplementary income
 - Stitching Support: high-speed sewing machines to 3 vulnerable households — steady monthly income of ₹6,000–₹8,000



Impact- FY 2025–26

Through targeted family support, IDEA touched the lives of 4 families this year. A sewing machine — replacing one lost to flooding — now helps a student's grandmother and aunts (both hearing- and speech-impaired, and skilled tailors) earn ₹6,000–8,000/month, securing the student's education. Meanwhile, three families received support for goat rearing and poultry farming — funding goat sheds, chicks, and ducklings, and enabling bio-farming with goat manure — generating an additional ₹4,000/month per family. Together, these interventions are ensuring that children's education continues uninterrupted, even in households facing disability, loss, and economic hardship.

Employee Volunteering

A year of hands-on partnership — corporates, colleges, and community support outreach.

Volunteering & Corporate Engagement 2025-26

11

Partners

445+

**Volunteers
Engaged**

500+

**Children, students
women reached**

Corporate partners

1. Hexaware Technologies-promote environmental consciousness, inspire student responsibility for sustainability, and provide career guidance
2. Amazon India- Superhero kit distribution at Vaiduwadi & explain them importance of first aid box
3. Allianz Technology— engaged in school kits, Christmas celebration, and school painting
4. Tata Communications — Carnival (Diwali décor) and Pentathlon (school mural painting)
5. Blue Matter — engaged in lantern-making and Diwali activities)
6. World Wide Technology
7. Workday



Community / institutional partners

8. Pune Municipal Corporation (PMC)
9. Yuva For Action
10. IIEBM College
11. PULA Cares Foundation

Enabling platform

Goodera — the CSR volunteering platform that sourced/facilitated the corporate engagements with various CSR's like IBM Red hat etc.

Our partners



Internship

Students and corporate volunteers add immense value to our cause. Our internship program and employee volunteering initiatives are a two-way opportunity — allowing organizations and individuals to contribute meaningfully to the community, while also lending us their skills and expertise to strengthen our programs, activities, and systems.



SVKM'S
Narsee Monjee Institute of Manag
Deemed to be UNIVERSITY



Our sincere appreciation to all volunteers and interns for sharing their time, skills and commitment in supporting IDEA's programmes and community initiatives.

POSH report

Prevention of Sexual Harassment

Organizational Commitment

IDEA Foundation maintains an unwavering commitment to providing a safe, respectful, and harassment-free work environment for all employees, volunteers, beneficiaries, and stakeholders. Our Prevention of Sexual Harassment policy aligns with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

Internal Complaints Committee (ICC)

Composition: New members

Presiding Officer: Ms. Ashwini Matkar

Internal Member : Mr. Suraj Mohite

Internal Member: Ms. Kshitija Kamble

External & NGO Representative: Dr. Neha Sathe

No cases were reported for the year 2025-26

Transparency report

1. Distribution of Staff according to Salary

Slab of GROSS SALARY + BENEFITS paid to staff per month in INR	Male	Female	Total
Less than 10,000	0	0	0
10,000 - < 25,000	4	10	14
25,000 - < 50,000	3	13	16
50,000 - < 1,00,000	2	2	4
TOTAL	9	25	34

2. Staff Remuneration (Gross Salary + Benefits) in INR

- Head of the organization: Rs. 55,000-/PM
- Highest paid: Rs. -62,900/-PM
- Lowest paid: Rs. 14,000/-PM

3. Staff and Board Members Travel (in the year 2025-26)

- a. International travel: Nil
- b. Domestic travel: Rs. 39,073/-

4. Annual Gross Remuneration paid to Board members in 2025-26

S.No.	Name	Gross Remuneration per Annum in INR
1	Mr. Balakrishna K Pillai	Nil
2	Mr. Ashok. G. Budhkar	Rs. 60,000/-
3	Dr. Vijay Kulkarni	Nil
4	Mr. Sachin Gokhale	Nil
5	Mr. Ajay Talreja	Nil
6	Mrs Sangeeta Menon	Nil
7	Ms Shraddha Nigavekar	Nil
8	Shilpa Khangaonkar	Nil
9	Dr. Usha Pillai	Rs. 6,60,000/-

Bombay Public Trust Act, 1950
Schedule VIII [Vide rule 17(1)]
Name of the Trust : FOUNDATION FOR INITIATIVES IN DEVELOPMENT & EDUCATION FOR ALL
Bombay Public Trust act Reg no. F - 22506/Pune
Society Reg No. MAH/195/2002/Pune
Balance Sheet as on 31st March 2026
CONSOLIDATED

Funds & Liabilities	Current Year		Previous Year	Properties & Assets	Current Year		Previous Year
	Amt Rs.		Amt Rs.		Amt Rs.		Amt Rs.
Trust Funds or Corpus -		21,59,454	21,58,454	Immovable Properties - [at cost]		0	0
Balance as per Last Balance Sheet	21,58,454			Balance as per last Balance Sheet			
Addition during the year :				Addition during year			
General Member Fees				Less: Sales during the year			
Life Membership Fees	1,000			Depreciation up to date			
Transferred from Surplus							
				Investments		1,12,21,275	
Other Earmarked Funds -		0	0	Note : the Market value of the above			
(deed or Scheme out of the Income)				Fixed Deposits (FDRs).	1,07,86,473		1,09,89,399
Depreciation fund				Accrued Interest	4,34,802		3,41,462
sinking Fund							
Any Other Fund - Revolving Fund	4,74,919	6,24,919	4,74,919	Fixed Asset		19,99,858	18,60,958
Add: Received during the year	1,50,000						
Less: Issued during the year	0			Loans (Secured or Unsecured -		0	0
				good / doubtful)			
Earmarked Fund		75,86,244	63,67,370				
Capital Reserve	18,04,476	19,43,377	18,04,476	Loan Scholarship			
Less: Damage				Other Loans			
Add: During the year	5,54,430			Other Loans			
Less: Depreciation	4,15,529						
Contingency Fund		12,92,274	12,92,274	Advances		23,16,775	
Advance funds from NEXTGEN			80,001	To Trustees			
Loans (Secured/Unsecured) Op Bal		0	0	To Employees			0
From Trustees				To Contractors			7,45,731
From Others				To Outstanding Grants			3,95,000
				To Other Deposit and Receivable	4,69,900		11,00,698
Provisions		4,54,480		To TDS Receivable	13,46,875		5,00,000
For Expenses (Audit Fees)	47,200		35,400	To Advance Income Tax	5,00,000		
For Expenses (Certification Fees)	33,040		38,940				
For TDS Payable	3,21,609		1,54,902	Prepaid Expenses			
For Sundry Creditors Balances	29,390		0	Profession Tax Payable			
For EPF Contribution Payable	20,841		22,484				
For Profession Tax Payable	2,400		2,200	Cash and Bank Balances		52,84,701	
				a) In Savings Account	52,78,838		23,07,470
Income and Expenditure Account -		67,61,861		b) Cash In Hand	5,863		12,761
Balance as per Balance Sheet (op)	58,22,059		50,51,546				
Less: Appropriation if any							
Add: Surplus as per Income & Exp A/c	9,39,802		7,70,514				
Total Rs.		2,08,22,609	1,82,53,479	Total Rs.		2,08,22,609	1,82,53,479

As per our report of even date
For Khare Deshmukh & Co.
Chartered Accountants
FRN 116193W 116141W
PUNE

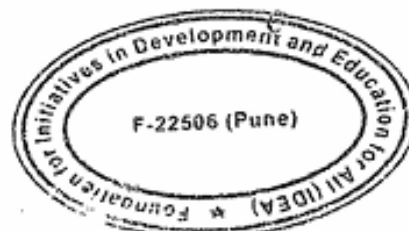
CA.Vivek Deshmukh
Partner, M. No. 118296
UDIN: 26118296RYXAHM6506

Date: 09.09.2026
Place : Pune

For & on Behalf of
FOUNDATION FOR INITIATIVES IN DEVELOPMENT & EDUCATION FOR ALL

B.P. Pillai
Trustee

W. S. Joshi
Trustee



Audited Accounts FY 2025-26

Bombay Public Trust Act, 1950

Schedule IX

Name of the Trust : FOUNDATION FOR INITIATIVES IN DEVELOPMENT & EDUCATION FOR ALL

Bombay Public Trust act Reg no. F - 22506/Pune

Society Reg. No. MAH/195/2002/Pune

Income And Expenditure Account

For the year ending 31st March 2026

CONSOLIDATED

Expenditure	Sch No.	Current Year	Previous Year	Income	Sch No.	Current Year	Previous Year
		Amt Rs.	Amt Rs.			Amt Rs.	Amt Rs.
To Expenditure in respect of properties :				By Rent accrued			
Rates and Taxes		1,67,339	1,88,391	realised			
Repairs and Maintenance		0	0	By Interest Accrued		5,11,324	3,41,462
Salaries		0	0	realised		82,343	2,27,256
Insurance		0	0				
Depreciation (By way of provision adjustments)		0	0	on Securities		0	0
Other Expenses		0	0	on Loans		0	0
				on Bank A/C		67,946	1,41,869
To Establishment Expenses		0	0	on Interest on IT Refund		0	0
To Remuneration to Trustees		0	0	By Dividend			
To Remuneration (in case of Math) to the head of the math, including his House hold expenditure, if any		0	0	By Donation in cash or Kind		4,01,88,778	3,40,49,756
				Earmarked funds trf. from FY 24-25		6367370	
				Donations		41407653	
				Less-Earmarked Funds C/I FY 26-27		7586244	
To Legal Expenses		0	0				
To Audit Fees		0	0	By Transfer from Reserve		0	0
To Contribution and Fees		0	0				
To Amount Written off		0	0	By Prize money received		0	0
a) Bad Debts		0	0				
b) Loan Scholarship		0	0	By Honorarium Income		0	0
To Prize money received		0	0				
d) Other Items		0	0				
To Miscellaneous Expenses		0	0				
To Depreciation		0	0				
To Amount Transfer to Reserve & Specific funds		0	0				
To Amount Transfer to earmarked Reserve		0	0				
To Expenditure on Object of Trust							
a) Religious		0	0				
b) Educational		3,96,96,050	3,37,66,038				
c) Medical Relief		0	0				
d) Other Charitable Objects		0	0				
To Provision for other expenses		0	0				
To Provision for Audit Fees		47,200.00	35,400				
To Surplus Carried over to Bal. Sheets		9,39,802	7,70,514				
Total Rs.		4,08,50,391	3,47,60,343	Total Rs.		4,08,50,391	3,47,60,343

As per our report of even date

For Khare Deshmukh & Co.

Chartered Accountants

FRN 116141W

CA. Vivek Deshmukh

Partner, M. No. 118296

UDIN: 26118296RYXAHM6506

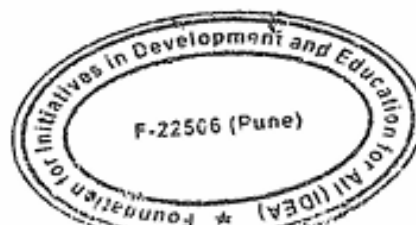
For & on Behalf of

FOUNDATION FOR INITIATIVES IN DEVELOPMENT & EDUCATION FOR ALL

P. P. Pillai

Trustee

Trustee



F-22506 (Pune)

Bombay Public Trust Act, 1950
Trust Name : FOUNDATION FOR INITIATIVES IN DEVELOPMENT & EDUCATION FOR ALL
Bombay Public Trust act Reg no. F - 22506/Pune
Reg No. MAH/195/2002/Pune
Receipt and Payment Account for the year ended 31st March 2026
CONSOLIDATED

Receipt	Current year Amt Rs.	Payment	Current year Amt Rs.
To Opening Balance		By Donations/Funds Utilized for:	
Cash at Bank	23,07,469		
ICICI Bank LOCAL Acc.	5,86,583.00	Indirect Expenses	3,89,66,684
Indian Overseas Bank LOCAL Acc.	2,57,409.00	Rates and Taxes	1,60,409.00
Kotak Mahindra Bank General Acc.	2,44,173.00	Administration Expenses	13,08,674.00
Kotak Mahindra Bank Project Acc.	1,94,871.00	Programme Expenses	3,74,97,601.00
ICICI Bank FCRA Utilization Acc.	9,03,931.00	By Current Liabilities	27,35,182
Indian Overseas Bank FCRA Utilization Acc	1,10,296.00	By Profession Tax Deducted	32,500.00
State Bank of India FCRA Acc.	10,206.00	By TDS Deducted	10,38,087.00
		By Sundry Creditors	14,12,349.00
Cash in Hand	12,761	By EPF-Employees Contribution	2,52,246.00
Cash	12,761.00	By Revolving Fund	
To Donations/Funds Received from:	2,79,93,964	By Investments	63,85,000
LOCAL		By New FDRs	63,85,000.00
Funds for IDEA General & Micro Projects			
		By Current Assets	14,80,567
Funds for Hexaware Scholarship Program	9241969.00	By Advance Income Tax	
Funds for Umang Project	7731285.00	By TDS Receivable	1,49,559.00
Funds From Allianz for Amhiparivartak Project	1000000.00	By Rent Deposit	94,000.00
Funds From AST for Amhi Parivartak Project	635000.00	By Loans & Advances	11,95,796.00
Funds From Benevity Online Platform	80539.35	By Sundry Debtor	41,212.00
Funds From Cotiviti for Shiksha Utkarsh Project	1475100.00		
Funds From Danamojo	32485.73	By Funds Recivable	
Funds From Expert Systems Pvt.Ltd.	5000.00		
Funds From Give Fundraisers	45795.97	By Closing Balance	
Funds From Pronigo	500000.00	Cash at Bank	52,78,838
Funds From Whitdam Finance Pvt Ltd for Ahsakiran Project	2473400.00	ICICI Bank LOCAL Acc.	32,17,163.67
Funds for Micro Projects	4219785.00	Indian Overseas Bank LOCAL Acc.	3,28,700.75
Student's Contribution (Umang)	52600.00	Kotak Mahindra Bank General Acc.	83,905.85
Study Centre Project (Ramdasli Family)	500004.00	Kotak Mahindra Bank Project Acc.	7,83,491.39
Corpus Fund Capital A/c.	1,000.00	ICICI Bank FCRA Utilization Acc.	6,43,967.00
		Indian Overseas Bank FCRA Utilization Acc.	2,05,297.00
		State Bank of India FCRA Acc.	16,312.00
FCRA			
To Donations/Funds Received from:	1,32,46,088		
Funds From Allianz Services for Amhiparivartak Project	725280.00	Cash in Hand	5,863
Funds From Allianz Tech Thiruvananthapuram For Unnati-400	3670380.00	Cash	5,863.00
Funds From Allianz Tech Thiruvananthapuram For Unnati Project	1693021.00		
Funds From Allianz Tech Thiruvananthapuram For Unnati-Rural	7020540.00		
Funds From Benevity Online Platform	81285.17		
Funds From Charities Aid Foundation America	55582.04		
To Interest	2,58,744		
Savings Bank Acc.	84,009.00		
Fixed Deposit Acc.	1,74,735.00		



B/P Pillai



To Current Liabilities		21,94,390			
To Profession Tax Deducted	32,500.00				
To TDS Deducted	12,01,467.00				
To Sundry Creditors	5,84,148.00				
To EPF-Employees Contribution	2,26,275.00				
To Revolving Fund	1,50,000.00				
To Investments		68,52,357			
To FDR Matured	68,52,357.00				
To Current Assets		19,86,361			
To Rent Deposit	77,000				
To Loans & Advances	11,67,907				
To Sundry Debtors	7,41,454				
To Funds Receivable					
Total Rs.		5,48,52,134	Total Rs.		5,48,52,134

As per our report of even date
For Khare Deshmukh & Co.
Chartered Accountants
FRN 116141W

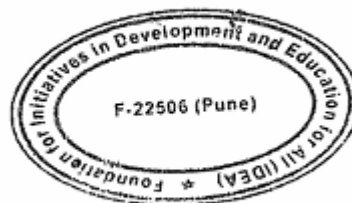
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Place : Pune

For & on Behalf of
FOUNDATION FOR INITIATIVES IN DEVELOPMENT & EDUCATION FOR ALL

B. Pillai
Trustee

usko
Trustee



Source of Funds and Expenditure in Yr 2025-26



Skilling Women, Creating Opportunities & Recognizing Efforts





Foundation for Initiatives in Development and Education for All (IDEA)

Please feel free to get in touch with us.

**contact@ideafoundation.org.in /
donorservice@ideafoundation.org.in**

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9850864794**

Visit our Project Office

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