



ANNUAL REPORT



2024 - 2025

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MESSAGE FROM FOUNDER

Dear Sristi Family,

Greetings from Sristi Foundation!

As we reflect on the year **2024-2025**, I am humbled by how far we have come and inspired by the road that lies ahead.

At Sristi Foundation, our mission has always been rooted in a simple yet powerful belief that individuals with intellectual and developmental disabilities deserve a life of dignity, not pity. Over the past year, this belief has continued to guide every step we take on the farm, in our classrooms and in the hearts of our community.

This year, our inclusive farm has flourished into a space of learning, empowerment and belonging. Youths who were once marginalized are now taking charge of their lives growing food, caring for animals, learning daily living skills and contributing meaningfully to their communities. Some are even earning an income, gaining confidence and supporting their peers. Through their journey, they are showing the world what true capability looks like.

The broader impact of this transformation are visible not only in our trainees but also in their families, our dedicated team and the wider community. What we have built is more than a program, it is a movement toward inclusion, resilience and hope.

We are deeply grateful to our supporters, partners, volunteers and friends who continue to walk alongside us. Your belief in our work makes the seemingly impossible possible.

There is still much to do. But with your continued support, we are confident in our ability to grow further, reach more lives and build a truly inclusive society, one where everyone has the right to dream and the means to succeed.

With Gratitude
Karthikeyan Ganesan
Founder / Director
Sristi Foundation

Vision, Mission and Core Values

Vision

An inclusive society where all people with intellectual and developmental disabilities are respected, valued and have choices to lead a holistic and dignified life.

Mission

Enable people with disabilities and other marginalized groups to live as independent and as fully as possible through economic and social empowerment.

Core Values

- Inclusivity and Diversity
- Respect and Dignity
- Compassion and Patience
- Environmental Sustainability



Organisation Registration Details

Trust: Registered under the Indian Trust Act, Reg. 1009/2013

Income Tax Registration: Registered under the exemption u/s 80G of the Income tax act 1961, Reg. No. 9165E (1658)/CIT/PDY/2013-14

Ministry of Home Affairs: Registered under the Foreign Contribution Regulation Act 2010 (FCRA), Reg. No. 076100075

Government of Tamil Nadu: Registered under the Rights of Persons with Disabilities Act 2016 (School Recognition) Reg. No. 149/2018

Government of India: Registered under the National Trust, Ministry of Social Justice and Empowerment, Government of India, Reg. No. TSRI1651380980

CSR I Registration Number: CSR00007929



Executive Summary

We are pleased to present the **Annual Report 2024–2025** which highlights the progress and impact of our ongoing initiatives **for Rural Youths with Intellectual and Developmental Disabilities**.

At Sristi Foundation, we are committed to creating a world where individuals with intellectual and developmental disabilities are seen not as dependents but as capable individuals with the right to meaningful employment, inclusion and dignity. Our work in rural Tamil Nadu has shown us that with the right support, youth with IDD's can break free from cycles of exclusion and lead independent, purpose-driven lives.

This project was developed to respond to the lack of accessible livelihood opportunities for youth with disabilities in rural areas. By creating structured, supportive environments, we aim to equip individuals with practical skills, create self-confidence and challenge societal myths around disability.



This year key objectives 2024-2025:

- To establish sheltered employment opportunities through organic farming and a bakery unit designed for individuals with moderate to severe intellectual disabilities.
- To provide farm-based vocational training and promote the production of nutritious food, benefiting children and youth with disabilities.
- To generate income and build financial independence through an organic shop managed by individuals with intellectual disabilities.

In this first year of implementation, we focused on laying the groundwork expanding the farm infrastructure, developing and revising training modules and engaging families and communities.

The early outcomes have been deeply encouraging with several youth stepping into training roles, contributing meaningfully to the workplace and gaining a sense of purpose and pride.

This report reflects not just milestones achieved but the spirit of transformation that drives our mission. We remain committed to deepening our work and building a more inclusive future for every individual we serve.

The Journey This Year 2024-2025: What We Did & Achieved

Creating Employment through Farming & Bakery

Sristi Foundation has effectively utilised the support received to strengthen employment-oriented training for individuals with intellectual and developmental disabilities. Practical, hands-on training was provided through organic farming, poultry, dairy farming cum ghee unit, bakery, plant nursery, and compost units. These structured vocational units have helped students build work habits, develop functional skills and participate meaningfully in productive activities.

This year, we expanded our vocational offerings by introducing Food and Beverage Assistant Training and Hospitality Management Assistant Training using curriculum adapted from Sols Arc, Mumbai and Data Entry training based on the AMBA, Bangalore model. These new programmes were introduced in response to students' interest and learning potential.

As a result, we have observed steady progress in skill acquisition, improved participation levels and early indicators of readiness for supported employment in some trainees.



Organic Farming



Dairy Farming



Poultry Farming



Ghee Unit



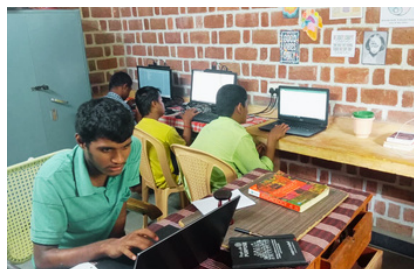
Compost



Plant Nursery



Sols Arc



AMBA

Vocational Training and Nutrition Food Production

This year, we purchased three acres of fertile land in Vanur to expand our farm production and training activities. With good access to soil and water, we have already started using one acre for cultivation under the five-layer farming method. Crops like tomato, chili, brinjal, papaya, banana, ginger, turmeric, pearl millet, pigeon pea and more have been planted.

Our trainees with intellectual and developmental disabilities have been actively involved in every stage—soil preparation, seed selection, sapling planting and organic fertilizer application using Jeevamirtham and Panchakavya. They are gaining valuable hands-on experience in real farm conditions supported by our trainers.



Soil Preparation & Raising Beds



Mulch Distribution



Seed Selection



Seeds Identification Training



Sowing Seeds



Natural Manure Preparation



Spraying Natural Manure



Crop Growth-Maintaining



Harvest

This expansion has also helped us address nutrition needs within the Sristi community. The fresh produce is being used in daily meals for children and youth, improving their overall health. We have harvested seasonal vegetables.

In addition, we have introduced Sristi Organic Veggie Bags that allows us to share our organic produce with the wider community. Women from our group homes have also started receiving training on this land making the space inclusive and productive for all.

This effort is not just about farming, it's about building skills, confidence and sustainability.

Organic Shop as a Livelihood Opportunity

We launched our first café this year, **Wabi-Sabi** in Auroville, Puducherry named after the Japanese concept that finds beauty in imperfection and incompleteness, the café reflects our commitment to social inclusion and creating meaningful employment opportunities for individuals with intellectual and developmental disabilities.

It also serves as a valuable internship space where our trainees are exposed to real-world work environments, helping them build confidence, communication skills and practical experience.



Herbal Tea Prepared at Wabi -Sabi



To prepare students for such opportunities, we have introduced Hospitality and Housekeeping Assistant Training using the inclusive curriculum developed by **Sol's ARC, a Mumbai-based nonprofit**.

The curriculum has been adapted to suit the learning needs of our students and focuses on building core skills in service, hygiene, guest interaction and teamwork.

This structured training has significantly helped our trainees transition into internship roles in real hospitality settings like our café.

In addition, we launched the **Sristi Organic Vegetable Bag** initiative as a community give-back model. Fresh organic vegetables, grown at Sristi Village by youth with intellectual and developmental disabilities are delivered to local households.

This initiative not only promotes healthy eating but also provides our students with livelihood skills making them active contributors to the community.

In the next phase, we aim to sell a variety of organic produce and value-added products through our shop.



Sristi Foundation's Sustainable Journey — In Partnership with Eaton India Foundation

On **13th March 2025** Sristi Foundation proudly launched the Sristi Sustainable Initiatives in collaboration with **Eaton Power Quality Pvt. Ltd., Puducherry**. This milestone event was graced by **Mr. I. Syed Sajjadh Ali (Managing Director)**, **Mr. M. Joseph V Wilson (Director – Manufacturing)**, **Mr. Anthony Jayakumar (General Manager – HR)** and a dedicated team of **Eaton Staff** whose presence and enthusiasm made the occasion even more special.

With the generous funding and commitment of Eaton India Foundation, Sristi Foundation has been able to implement key interventions aimed at creating self-sufficiency and economic empowerment:

- **Mini Tractor for Farm Operations:** Enhancing efficiency in organic farming, reducing manual labor and increasing productivity.
- **Solar Dryer for Sheltered Employment:** Providing skill-based livelihood opportunities for individuals with disabilities by enabling them to process and preserve farm produce.
- **Vidya Vikas Education Scholarships:** Supporting three students with IDD siblings and two staff members in pursuing special education, empowering them to build better futures.
- **Rainwater Harvesting Tank:** Ensuring sustainable water management at our student residence, promoting water conservation and self-reliance.



Fig 1. Flagging of Tractor



Fig 2. Solar Dryer



Fig 3. Vidya Vikas Scholarship



Fig 4. Rainwater Harvesting Tank Under Construction

Transformation Stories

From Uncertainty to Earning: Anandh's Bakery Assistant Journey



Anandh, a 20-year-old young man from a disadvantaged family in Tiruvannamalai District has Intellectual and Developmental Disabilities. When he first arrived at Sristi Foundation, he needed more support with self-care and was not interested in working.

Initially, he showed no desire to engage in tasks, but over time, he began watching the cows at the dairy farm. After a few months, he started to show interest in working on the farm although he was slow and often distracted.

To help him focus, the trainers at Sristi introduced task-based, time-oriented activities. This approach helped Anandh complete his work at his own pace while gradually improving his skills. Alongside his dairy farm training, Anandh was also taught as kitchen assistant, a skill he quickly picked up.

After gaining experience in both areas, Anandh was sent for a one-month internship at a dairy farm and another one-month internship for bakery assistant role. His hard work paid off when he received a job offer in the bakery assistant department at Nellai Santhi Bakery in Pondicherry.

Today, Anandh is living independently earning a living and supporting his family. His transformation from someone with little interest in work to a responsible employee highlights the impact of focused training and support for individuals with Intellectual and Developmental Disabilities.

From Social Neglect to Workplace Success: Muthumanikandan's Transformation

Our community member, Mr. Muthumanikandan aged 34, came from a disadvantaged background, he was diagnosed with an intellectual disability at 60%. Despite these challenges, he has made remarkable progress on his journey toward independence and employment.

In the initial stages of his training, Muthumanikandan faced significant difficulties adjusting to a new environment and work setting. His strong-willed nature initially made it hard for him to sustain himself in this unfamiliar environment.



However, at Sristi Foundation, he received the guidance needed to adapt to the vocational training environment gradually learning to focus on his growth and avoid thoughts of returning home.

After days of observation and support, we discovered his passion for working in the plant nursery unit. He excelled in roles such as soil preparation, seed sowing and nurturing saplings for transplantation to our organic farm fields.

His consistent hard work and dedication not only helped him become a valuable team member but also earned him the trust of his trainer and peers.

Muthumanikandan's efforts bore fruit when he secured a job as a housekeeper at a lodge in Pondicherry, where he worked for four months demonstrating his capabilities and commitment. As he expressed a desire for a change in his environment, we found him a new opportunity as a **Gardener at Eaton Power Quality Pvt Ltd , Sedarapat** a role that aligns more closely with his interests. This position also allows him to travel independently by bus with a friend providing him with a wonderful opportunity to experience independent living.

SRISTI COMMUNITY MEMBERS UPDATE



Our students actively participated and learned about self-advocacy, decision-making and the power of their own voice at the **"My Voice, My Choice"** workshop with **Keystone Institute India** happened at **Sristi Foundation**.



Our Sristi Community Members joined the **District Rally in Villupuram** to support voting rights for people with disabilities.

We felt proud to see them take part in the **2024 Lok Sabha Election** and stand up for their right to be heard.



We were filled with pride as our talented students with disabilities shined at the **Chief Minister Trophy Sports Competition in Villupuram!**

With wins in running, volleyball and throwball, they proved that ability shines through determination—huge congratulations to our champions!



Our students proudly showcased their organic produce and handmade crafts at the inclusive mela hosted by Vidya Sagar, celebrating creativity and connection.

Thank you to **Ms. Poonam Natarajan** and the **Vidya Sagar team** for creating such a joyful and inclusive experience!

Our Sristi Farm students proudly showcased mangoes, chikku, eggs, ghee, and health mix at the **Valluvam Organic Farmers Market** engaging with 40 customers.

It was a wonderful chance to build confidence, social skills and show that with the right support, every ability can shine.



Our Sristi community members had a great learning experience at **Auro Orchard** exploring agroecology practices like composting, mulching and raised beds.

Special thanks to Elias for the hands-on training and to Anshul for making this enriching visit possible!



Joyful moments at **Genesys Chennai** where our Sristi Village members gained confidence, improved social and communication skills and experienced true inclusion!

Our visit to **Aurobindo Ashram Farm** gave Sristi community members hands-on experience in sustainable farming and real-world learning.

Such exposure builds confidence, life skills and creates greater independence and social inclusion for individuals with intellectual disabilities.



EVENTS AND CELEBRATIONS



International Yoga Day Celebration



World Autism Day Celebration



Independence Day Celebration



Teachers Day Celebration



Diwali Celebration



Childrens Day Celebration

Sristi Special School



Sristi Special School continues to serve as a nurturing and inclusive space for children and with intellectual and developmental disabilities. In 2024–2025, we expanded our impact through individualized education, speech and physiotherapy, daily nutrition, safe transportation and pre-vocational training focused on building life and work skills.

Efforts are underway to register the school under the National Institute of Open Schooling (NIOS) to offer formal certification and broader learning pathways. Additionally, we strengthened our linkages with government schemes, helping students and families access disability certification, scholarships, health benefits and other entitlements. With each step, Sristi Special School deepens its commitment to promote independence, dignity and inclusion for every learner.

Sristi Mobile Therapy Project



Karthikeyan, a 14-year-old boy from Periyathachur village living with an intellectual disability exemplifies the impact of sustained and inclusive rehabilitation. When he joined the Sristi Community Rehabilitation Service program three years ago, he was unable to write his own name.

Today, thanks to consistent, personalized training and active school engagement by our team, Karthikeyan can confidently write his

name, his parents' names, and contact numbers.

Beyond academics, his social development has flourished where he once played alone, he now joins his peers in games and interactions, reflecting a growing sense of belonging. With continued support from his family, school staff and the Sristi team, Karthikeyan is thriving proof that with the right support, children with disabilities can make meaningful progress toward independence and inclusion.

Sristi Early Intervention Centre

This year, Sristi Early Intervention Centre continued to transform the lives of children with disabilities through holistic, inclusive and early therapeutic support.

From Pretish, a child with ADHD reintegrating into mainstream education to Kavin and Sabarish speaking their first words, our individualised interventions in special education, physiotherapy, occupational and speech therapy have empowered over 85% of our children to achieve developmental and educational milestones last year.



Alongside therapy, we offered nutritional support, parental training and technology-enabled rehabilitation, all contributing to improved outcomes. Despite challenges like limited space, high demand and low awareness in rural Villupuram, our commitment remains strong. With the generous support of volunteers, mentors and donors, we have taken vital steps toward building a dedicated centre to reach more children in need by 2026.

Sristi Men and Women Group Home for Youth with Intellectual Disability



This year, the Sristi Men and Women Group Homes have continued to empower individuals with intellectual and developmental disabilities to live with dignity, independence and purpose. At the Women's Group Home, members have taken on meaningful vocational work.

most notably the production of 21 Multigrain Health Mix Powder, a nutritious blend distributed monthly to over 100 children with disabilities through the Mobile Therapy Project. This initiative not only promotes better nutrition but also gives our women a sense of contribution and purpose

We are also excited to introduce the upcoming Sristi Village for Young Women which will support 30 rural women (18+) through training in independent living and vocational skills like organic farming. The newly acquired land will support sustainable agriculture, helping ensure long-term self-sufficiency and impact.



Meanwhile, the Men's Group Home has become a model of supported independent living. Members cook their own meals, manage house chores, support one another and commute by bus to full-time jobs. Living as working adults, they return each evening to a home they care for and share with pride.

SRISTI IN THE SPOTLIGHT



We are happy to announce that Sristi Foundation is now the State Nodal Agency Centre (SNAC) of Tamil Nadu for the National Trust, a statutory body under the Ministry of Social Justice and Empowerment, Government of India.

This prestigious appointment empowers us to strengthen ties between the National Trust and state government initiatives, ensuring alignment with disability-related schemes and programs.

• Guidestar India's Prestigious Platinum Certification



We are excited to announce that the Sristi Foundation has achieved the prestigious GuideStar India's prestigious Platinum Certification! This recognition solidifies our position among India's largest pool of credible NGOs alongside over 12,000 esteemed organizations.

GuideStar India: India's largest and most reliable online information repository, has rigorously evaluated our organization, acknowledging our commitment to accountability, transparency and good governance. This Platinum Certification indicates that we adhere to the highest standards of governance, sharing our tax returns, audited annual accounts and auditor's reports in the public domain with no material qualifications.

At Sristi Foundation, we are dedicated to empowering individuals with intellectual disabilities and this certification reinforces our credibility and trustworthiness. We strive to make a meaningful difference in the lives of our beneficiaries and this recognition fuels our passion and commitment.

Here, we extend our heartfelt gratitude to our team, stakeholders and supporters for their unwavering belief in our mission.

• Sristi's Journey at TALTalks, Hyderabad!



Our leader had the honor of presenting Sristi's incredible journey at #TALTalks, Hyderabad, where he shared how nature is transforming the lives of individuals with intellectual disabilities.

Our leader said: "It was a powerful experience to be part of the platform that brings together changemakers to share their stories of societal transformation".

The event was filled with inspiration, amazing people and an impactful initiative led by @TouchALife.

A big thank you to Rama Iragavarapu and the entire #TALTalks team for organizing such a meaningful event.

• TFI Fellowship Incubation Programme



For over a decade, we have empowered children and youth with disabilities for independent lives. Grateful for the TFIx Fellowship, which has now ended. TFIx helps launch teaching fellowships tailored to regional needs. In rural areas, where 74% of people with disabilities lack basic facilities, our work is vital.

Introducing the Sristi Fellowship Model:

We are planning to launch a two-year Fellowship Model. Our goal? Cultivate dedicated leaders who will serve as catalysts for rural youth with disabilities. These leaders will return to their villages, expanding our impact across India and creating a new generation of disability advocates.

A heartfelt thank you to Neha, Program Manager and entire TFIx Team for guiding us in this transformative journey!

• DEIA Catalyst Program



We are beyond excited to announce that Sristi Foundation has been selected for the prestigious DEIA Catalyst Program which is fully funded by the U.S Consulate General!

This initiative fosters Diversity, Equity, Inclusion and Accessibility (DEIA). We are dedicated to empowering people with intellectual and developmental disabilities. We can't wait to leverage this opportunity to make an even greater impact!

A huge thank you to the DEIA Catalyst Program for believing in us and supporting our journey towards a more inclusive and equitable future.

BUILDING PATHWAYS TO INCLUSION WITH EATON INDIA FOUNDATION

We are grateful to **Eaton India Foundation** for supporting our vision of creating independent and dignified lives for youth with intellectual disabilities. Their partnership has helped our members build skills, gain confidence and access jobs at **Eaton Power Quality Pvt. Ltd., Puducherry**.

It was a pleasure to host **Bobby Zacariah, CSR Manager** from **Pune** and **Arun** from the **Puducherry** plant. Their visit, engagement with our members and valuable insights inspire us to keep working toward an inclusive society.



OUR UPCOMING PROJECTS

- **Expanding our Early Intervention Centre**



At SRISTI, we are committed to supporting children with disabilities by providing them with timely and inclusive early intervention services. Our current centre in Villupuram district is nurturing 30 children but the space is limited. With the growing demand for our services, we see a pressing need to expand so that no child is left behind.

To meet this need, we have planned to purchase land and build a permanent school. This new facility will enable us to serve a larger number of children with disabilities from across Villupuram district. Importantly, all services will continue to be provided free of cost,

ensuring accessibility for families regardless of their financial background.

This expansion marks an important step in our journey towards creating equal opportunities, empowering children and building an inclusive future.

- **Sristi Living with Dignity Project**

In the coming year, Sristi Foundation will launch the Living with Dignity Project to ensure persons with intellectual and developmental disabilities can live with autonomy, dignity and inclusion.

By establishing community homes and livelihood opportunities, the project will bridge the gap between training and sustainable community integration. Through skill-building, therapeutic care and awareness initiatives, it will empower PWIDD to lead fulfilling lives as equal members of society.



- **Sristi Community for Women with Intellectual and Developmental Disabilities**

Building on the success of our residential community for men with intellectual and developmental disabilities, we recognize the growing need for a similar safe and empowering space for women. To address this, Sristi Foundation has purchased land and in the upcoming year will begin constructing a dedicated residential community for women.

This initiative will provide a supportive environment where women can live with dignity, develop life skills and pursue meaningful livelihoods, ensuring their inclusion and independence within society.

- **Sristi Jeevan Project**

Sristi Jeevan will be a long-term care facility for individuals with intellectual and developmental disabilities who have lost parental support or cannot live independently due to the severity of their disabilities. The project will provide food, accommodation, medical services and rehabilitation, creating a safe and nurturing environment where they can live with dignity and belonging.



OUR PARTNERS

accenture



Murugappa education and Medical Foundation



Nithya Packaging Pvt Ltd.,



JOIN HANDS WITH US FOR INCLUSION

We extend our heartfelt gratitude to our donors, well-wishers, family members, and global supporters worldwide for their unwavering support and commitment to our noble cause of empowering individuals with intellectual and developmental disabilities. Your generous contributions and belief in our mission have enabled us to create lasting impact and transform lives.

We invite you all to join us in furthering this important work through collaboration and partnership. Together, we can enhance the reach and effectiveness of our programs, advocate for inclusion and create a society where every individual, regardless of their abilities, is valued, respected, and empowered.

Let us join hands, share our expertise, and combine our resources to make a significant difference in the lives of people with intellectual and developmental disabilities. Together, we can create a world that celebrates diversity, fosters inclusion, and provides equal opportunities for all.

Thank you once again for your invaluable support and we look forward to collaborating with you towards a brighter and more inclusive future.



Gratitude



As we reflect on another impactful year at Sristi, we extend our heartfelt gratitude to everyone who made this journey possible.

To our students, who inspire us daily with their strength and spirit, thank you for trusting us to walk alongside you. To our families, whose faith and cooperation strengthen our mission.

We are deeply thankful to our staff, therapists, educators and caregivers for their unwavering dedication, compassion and tireless work in building a world of dignity and inclusion. Our sincere appreciation also goes to our donors, partners and volunteers whose generosity fuels every milestone we achieve.

To the government bodies, supporters and community members who stand with us, thank you for believing in our vision and helping us create lasting change.

With your continued support, we look forward to another year of empowering lives, expanding opportunities and building a more inclusive future for all.

Together We Can **Make a Difference**



Social Media Handles:



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