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# Due Diligence Report

**Sristi Foundation**

# Methodology

The due diligence methodology has been designed to collect and represent comprehensive information about the nonprofit, its capacity, capabilities and impact delivered

1



## Compliance documentation

Registration certificates, tax exemption, FCRA, etc.

2



## Annual Filings

Audited financials, tax returns, FCRA returns, income and expenses

3



## Financial systems

Understanding the book-keeping, audit process, vendor management

4



## Understanding the impact

Program details, impact metrics, beneficiary identification methods, external impact assessments

5



## HR Maturity

Information on the key management personnel, organization structure and policies

6



## Legal information

Past litigations, revoking of certificates, political and religious affiliations

7



## Reference Checks

Donor interaction and Beneficiary interaction.



# Description of parameters

The evaluation of nonprofits is done on the basis of their character, capability, and impact delivered. These are further divided into objective criteria which are then measured against predefined values and best practices for evaluation. The final outcome is a red, amber, or green rating across individual parameters which then leads to a final rating for the nonprofit.

DD grading	Red	Amber	Green
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# Description of parameters

DD grading	Red	Amber	Green
Registration Documents	Non availability/ expiry of document	Validity of documents expiring in the near future	Documents available and valid
Annual Filings	Non availability of Document Filings not done Serious notes by auditor Mandatory Disclosures not available in filings	Delayed filing of documents Higher income over expenditure	Annual filings are available and done on time Documents do not have any adverse remarks/observations from auditors
Financial Processes and Practices	<ul style="list-style-type: none"> <li>No internal record of books of account</li> <li>No process of fund tracking</li> <li>Expenses paid in cash more than 50% of total expenses</li> <li>Daily cash withdrawal from FCRA account more than ₹20,000</li> <li>Transfer from FCRA utilization account to domestic bank account</li> <li>Organization not maintaining bills and vouchers</li> </ul>	No system of tracking budgeted vs actuals Financial approval matrix not available Internal Audit not done No procurement process defined High cash withdrawal. Expenses paid in cash between 10% to 50% High cash donation (10-50%) Daily cash withdrawal from FCRA account between ₹2,000 to ₹20,000	Has in house accounts team Finance management software available Finance approval matrix well defined Internal Audit at regular intervals Tracks actuals vs budgeted at regular intervals Has well defined finance and procurement policy Expenses paid in cash less than 10% Daily Cash withdrawal from FCRA is ₹2,000 or less Bills and vouchers are maintained
Program Evaluation	M&E of projects not done Impact metrics not defined and tracked No clear budget and program design No program/project reporting	Inadequate M&E infrastructure and capability Delayed reporting Admin expenses more than 20%	Has a dedicated M&E team Impact metrics well defined and tracked Have proper program budget and program design Reports available
HR Maturity	No clear organization structure Reporting/escalation matrix not defined Non availability of policies	Key management information is not available	Organization Structure clearly defined. All major policies available Information about key management available



## Organization Overview

# Sristi Foundation

Cause area: Livelihoods, Disability

Sristi Foundation is a nonprofit organization focused on supporting persons with intellectual and developmental disabilities through an inclusive, community based model of care and rehabilitation. The organization operates from a rural campus near Puducherry/Tamil Nadu border and seeks to create an environment where individuals with disabilities can live, learn, work, and participate in society with dignity and independence. Its core philosophy moves away from institutionalization and instead emphasizes inclusion, self-worth, and meaningful engagement within the community.

The organization's flagship initiative, "Sristi Village," functions as an integrated ecosystem combining residential care, special education, therapy support, vocational training, and livelihood generation. Beneficiaries are engaged in structured activities such as organic farming, eco-friendly initiatives, arts and crafts, hospitality, and skill-building programs designed to enhance both functional independence and economic participation. Through initiatives such as the Wabi-Sabi Inclusive Café, Sristi also creates opportunities for social interaction and inclusive employment, helping bridge the gap between persons with disabilities and the broader community.

Sristi Foundation's approach is notable for combining disability inclusion with sustainability and community development. The organization works not only with beneficiaries but also with families and caregivers, recognizing the importance of long-term social and emotional support systems. Its programs aim to build confidence, improve quality of life, and foster a sense of belonging among individuals who are often marginalized or excluded from mainstream opportunities.



## Organization overview

# Sristi Foundation

Cause area: Livelihoods, Disability



### Overall DD Grading

Green

### Contact details

Sristi Village Foundation  
Konamangalam Village,  
Thazhuthali Post,  
Tindivanam Taluk,  
Viluppuram, Tamil Nadu 604304

### Public mail ID:

[admin@sristivillage.org](mailto:admin@sristivillage.org)

### Contact Number:

+91 90477 87887



### Established

12/09/2013



### Founder & Director

Karthikeyan Ganesan



### Demography served

Intellectually Disabled Individuals



### Implemented in State and District :

Villupuram district of Tamil Nadu and  
Pondicherry

### 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. We believe in an inclusive and eco-responsible world, where everyone is given the opportunity to reach their full potential regardless of disability, race, gender, etc.



### Mission

Enable persons with disabilities and other marginalised groups to live as independently and as fully as possible through education, economic and social empowerment.

# Due Diligence Report Summary

Below is the summary of the due diligence conducted on the NGO, including its rating and values for each individual parameter. Using this information, we have determined a final grading

**Financial & Legal Compliance:** We diligently scrutinize and authenticate the financial and compliance documents of the nonprofit, ensuring strict adherence to the regulatory requirements set by the government.

Sr. No.	Parameter	Document	Comments	DD Grading
1	Financial and Legal Compliance			Green
1.1	Basic Registration Document:- Availability and validity of the documents are checked and verified	12A	Available and valid till 31/03/2036	Green
		80G	Available and valid till 31/03/2031	Green
		PAN	Available and Verified	Green
		Trust Deed	Available and Verified	Green
		FCRA certificate	Available and valid till 30/08/2028	Green
		CSR Form 1	Available and Verified	Green
1.2	Audited Financials: Availability and validity of the documents are checked and verified	FY 2024-25	Available and Verified	Green
		FY 2023-24		Green
1.3	IT Returns: Availability and validity of the documents are checked and verified	FY 2024-25	Available and Verified	Green
		FY 2023-24		Green
1.4	FCRA Return: Availability and validity of the documents are checked and verified	FY 2024-25	Available and Verified	Green
		FY 2023-24		Green
1.5	Litigation History	Based on information provided by the NGO during visit. No specific database search/due diligence done by Give	Not involved in any ongoing or past litigations	Green
1.6	Political/ Religious causes	Based on information provided by the NGO during visit. No specific database search/due diligence done by Give	Does not work towards any political or religious causes	Green

# Note on Financial Practices

## Income Sources

- Approximately 35% of the NGOs income is from Foundations/Trusts and 24% is from corporate donors. The NGO also received funds from the Government both the state and central government.
- The NGO has raised funds on retail fundraising platforms. The NGO is also registered under FCRA.

## Accounting Practices

- Adopts a historical cost concept and accrual basis for the preparation of its account.
- Uses Tally software for bookkeeping.
- Accounts prepared in accordance with section 12A(b) of the Income-tax Act, 1961.

## Audit and Compliances

- Auditor: A Sreenivasa Rao and Associates, year ending 31 March 2025.
- ITR of the organization filed within the prescribed timelines.

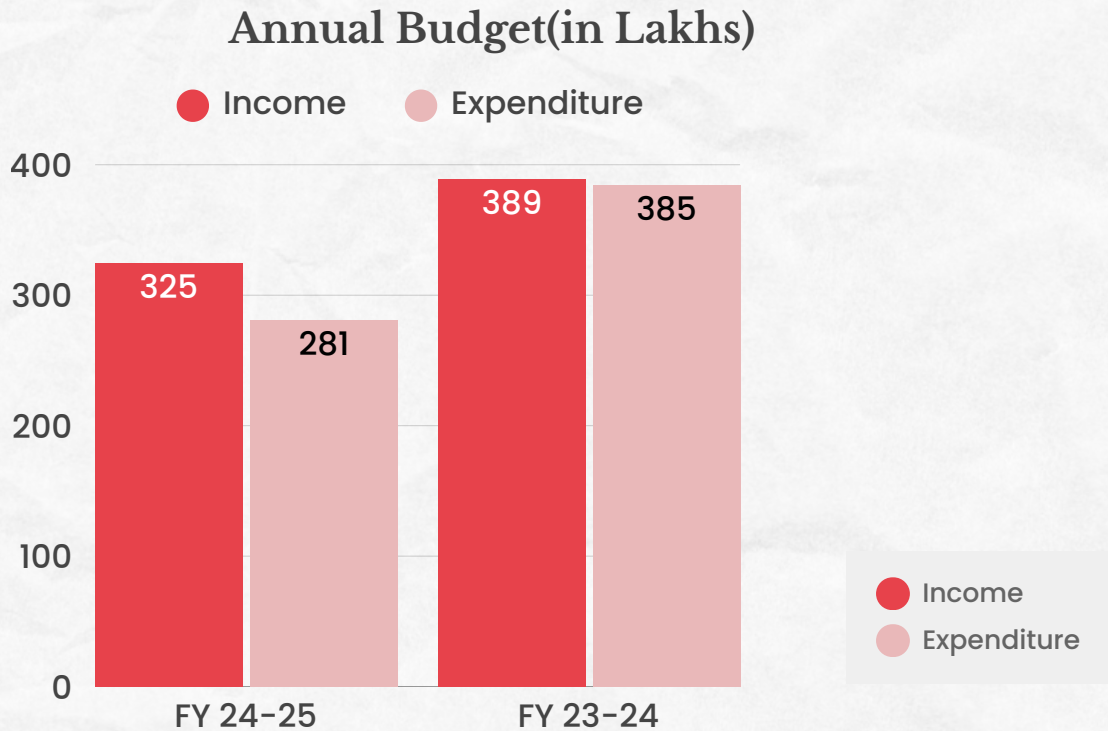
## Admin Expenses

- Has less than 5% of its spending in cash transactions and limits on cash spends is in place. They maintain a petty cash register
- Has an overall administrative spending of less than 01 % of the total expenditure of the organization as per audited financials for FY 2024-25.

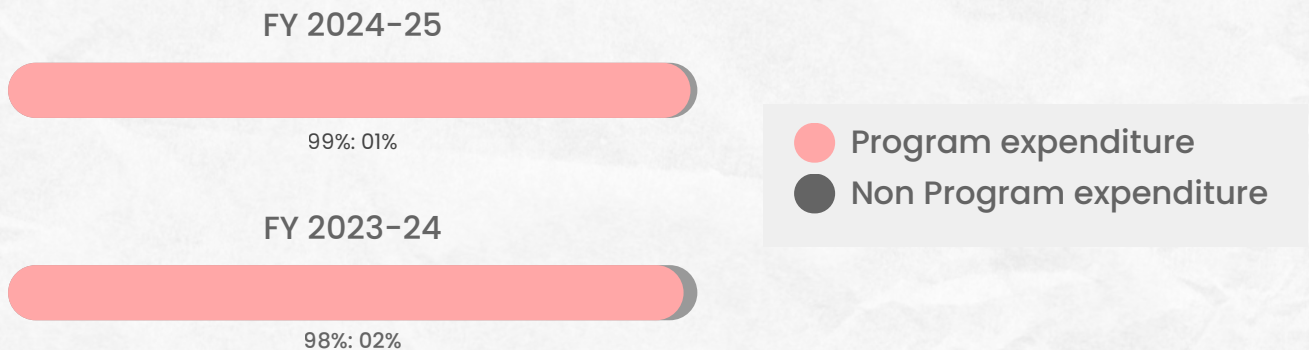


# Additional Information

Current FY Budget : 300 Lakhs



## Program Vs Non Program expenditure



The organization's financial position appears stronger than what is reflected in the audited Income & Expenditure statement alone, as the audited financials primarily recognize general donations and do not fully capture earmarked grants/fund-based receipts. Accordingly, the income and expense figures referenced above have been derived from the Receipts & Payments accounts, which provide a more comprehensive view of the organization's operational scale by including both grants and donations received for specific programmatic purposes.

# Due Diligence Report Summary

**Finance & Program:** Assessing the financial practices and understanding of programs are done both through documentation as well as during field visits.

4	Financial Processes and Practices		Green
4.1	Mode of Book keeping	Tally is used for accounts	Green
4.2	Accounts Team	The NGO has a full time accountant who looks after the dalily accounting needs	Green
4.3	Cash Payments:Bank Payments	Cash payments account for less than 05% of expenses	Green
4.4	Procurement Process	Available	Green
4.5	Approval Matrix	Available	Green
4.6	Internal Audit	Not Available	Amber
4.7	Expenses categorization	Programmatic: 99% Non-Programmatic: 1%	Green
5	Program and Program evaluation		Green
5.1	Program Details	Available	Green
5.2	Program Visit	Sristi Village based in Tindivanam taluk of Villupuram district	Green
5.3	Beneficiary interaction	Undertaken on day of visit at Sristi Village	Green
5.4	Beneficiary count for FY 2025-26	300 beneficiries across all the programs	Green
5.5	Monitoring and Evaluation	Sristi Foundation has a structured donor reporting system led by dedicated Project Leads for each initiative. All projects operate with clearly defined indicators and logical frameworks to track progress and outcomes. Data is regularly collected, reviewed, and consolidated at the project level.	Green
5.6	Impact Metrics	Available	Green

## Program Description

# Sristi Village

Livelihoods, Disability

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### Program Brief:

Sristi Foundation's flagship initiative, "Sristi Village," is an inclusive community living and rehabilitation model designed for persons with intellectual and developmental disabilities. The initiative seeks to move beyond traditional institutional care by creating a safe, enabling, and community-oriented ecosystem where individuals with disabilities can live with dignity, develop life skills, engage in meaningful work, and participate actively in society. The program is built on the philosophy that persons with developmental disabilities should not merely be recipients of care, but active contributors within an inclusive social environment.

The Village functions as an integrated campus combining residential support, special education, therapy services, vocational training, community participation, and livelihood generation. Beneficiaries are provided structured support tailored to their developmental and behavioral needs, while also being encouraged to build independence in everyday living activities. The program caters to individuals across age groups with varying levels of intellectual and developmental disabilities, including autism spectrum disorders and other neurodevelopmental conditions. The organization's approach emphasizes continuity of care and long-term support for both beneficiaries and their families.

A distinguishing feature of Sristi Village is its strong focus on livelihood creation and productive engagement. Beneficiaries participate in activities such as organic farming, gardening, hospitality support, arts and crafts, eco-friendly initiatives, and skill-based vocational activities. These interventions are aimed not only at improving functional abilities and self-confidence but also at creating pathways for social integration and economic participation. The initiative also includes inclusive social enterprises such as the Wabi-Sabi Inclusive Café, which provides opportunities for interaction between persons with disabilities and the broader community, helping reduce stigma and build acceptance.

The program adopts a holistic and community centric model by integrating therapeutic care, emotional wellbeing, social inclusion, and sustainability. Families and caregivers are engaged as key stakeholders through counseling, guidance, and collaborative support systems, recognizing the long-term nature of developmental disabilities and the importance of sustained family involvement. The rural campus setting further contributes to a calm and structured environment that supports behavioral regulation, social interaction, and experiential learning for beneficiaries.

### Mode of Implementation:

Direct Implementation

# Additional Information

Sr. No.	Particulars	Details	DD grading
1	Total Employees	The NGO currently employs 63 full time employees and also has 3 fellows part of the Sristi Fellowship	Green
2	Donor Testimonials	Ms. Divya Sriram- Genesys Mr. David Prabin Kumar-Cheyyar SEZ Developers Pvt Ltd	Green
3	Government Partnerships	The NGO received funds from both the central and state government. Sristi Foundation is also the Nodal Agency for National Trust of India	Green
4	Donor Reporting Metric	Donor reporting is managed jointly by the Director and the Communications head. Donor reporting is done through quarterly, bi-annual and annual reports that include project updates, beneficiary progress, utilization reports, bills, photographs and activity reports shared by the fundraising and management team.	Green
5	Accreditations(Guidestar/NGO Darpan etc)	NGO Darpan: TN/2014/0078879	Green
6	Source Of Funding	<b><u>Donations/Grants</u></b> CSR Contributions- 23.27% Foundations/Trusts - 35.7% Government Funds - 8.95% Other Sources - 32.08%	Green

# Conclusion

After evaluating Sristi Foundation across all the parameters, it is evident that they have robust processes and policies to deliver large-scale, projects to create the required impact on the ground.

**Financial & Legal Compliance:** Sristi Foundation demonstrates excellence in meeting all financial and legal requirements mandated by the government. They diligently maintain all necessary documents and audit files within the prescribed validity periods.

**Governance:** Sristi Foundation has a fully functional Board that is highly capable and involved in the governance decisions of the organization. Also, during the course of due diligence, we carried out checks on the internet with available resources and could not find any negative news or perception w.r.t the organization.

**HR Maturity:** Sristi Foundation adheres to structured HR practices and implements all policies mandated by the law. They have a well-defined hierarchy, with experienced professionals occupying key management positions.

**Financial Processes & Practices:** During the DD process, a comprehensive review of Sristi Foundation financial processes was conducted. The organization maintains meticulous financial and accounting systems, encompassing bills, invoices, contracts, employee information, and beneficiary details. Furthermore, all financial transactions are carried out in accordance with legally defined procedures.

**Program evaluation:** The programs of Sristi Foundation have been designed based on the need assessment conducted by the organization that involves robust monitoring and evaluation methods. The organization has a dedicated program management and evaluation team that works for continuous improvement and evaluation of the programs. The program metrics, budgets and outcomes are well defined.

## Comments/Feedback:

The proposed Women's Home is likely to result in significant capital expenditure requirements for the organization over the coming years, as Sristi Foundation intends to develop the facility on lines similar to the existing Sristi Village model. This would involve substantial investments towards land development, residential infrastructure, utilities, accessibility features, staffing facilities, and long-term operational readiness.

Additionally, operating two separate residential campuses at different locations may create incremental managerial and manpower-related challenges for the organization. Ensuring adequate staffing, supervision, specialized care, and program delivery across both facilities could place added pressure on the NGO's human resource capacity and operational systems as it scales its activities.



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