

ANNUAL REPORT

Partnering Hope Into Action Foundation

envisioning a society free from poverty, exclusion, and discrimination, and all people live with justice, peace, and dignity.





This report is co created by
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All Photographs by PHIA Foundation

Partnering Hope Into Action Foundation
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PARTNERING HOPE INTO ACTION FOUNDATION

ANNUAL IMPACT REPORT 2024-25

MESSAGE FROM THE MANAGING TRUSTEE

As I reflect on the year gone by, I am filled with a deep sense of pride and gratitude for the collective journey of PHIA Foundation. The past year has reaffirmed our belief that meaningful change is possible when communities are placed at the center, and when partnerships are built on trust, learning and shared purpose. The lives touched, the agency and the systems strengthened through our work stand as a testament to PHIA's enduring commitment to building a just, equitable and thriving society.

Across geographies, themes and projects the past year was a year of learning through action. PHIA's impact has been empirically visible as it continues to learn and grow through sustained investments in communities' leadership and agency that endures well beyond program interventions. Though the year with 19 projects, across 10 states and 34 districts, PHIA was able to positively impact more than 1.6 million lives.

Last year, PHIA embarked upon interventions that have immense potential to enhance communities' resilience and enable them to thrive. These interventions enhanced the economic base of our communities through sustainable livelihoods.

I would like to mention a few interventions that have greatly inspired me. In Bihar, upskilling and market facilitation for women artisans through traditional art forms, such as Madhubani and Sikki, have shown immense potential and promise for agency building and economic empowerment of 300 women. In Punjab, fruit pulp and millet processing initiatives have strengthened rural food systems and ensured better economic returns for more than 1,000 farmers. In the high-altitude regions of Ladakh, women led dairy and agricultural interventions have not only immensely improved food security and livelihood resilience, but they have also strengthened the belief in collective action and shared gains.

Our work on strengthening local and inclusive governance and embedding climate concerns in the governance processes, across Madhya Pradesh and Jharkhand, gave us immense insights to enhance adaptive capacities of the vulnerable communities. Community led climate actions strengthened local responses to climate risks, while young people came forward as campaigners and took action on climate concerns. PHIA engages with urban and rural youth and academic institutions through the 'It's Possible' Campaign where young people came together to challenge deeply entrenched norms

around masculinity and gender, opening new spaces for dialogue, reflection and transformation. Each of these initiatives offered important lessons that continue to shape our approach as an organisation.

None of this would have been possible without the commitment and dedication of our team, under the leadership of Johnson Topno, and I have an immense sense of appreciation for their optimism and passion. They have worked relentlessly with our reference communities, nurturing their leadership potential, bringing out their innate capabilities, with readiness to realize their full potential. Their diverse perspectives, skills and lived experiences continue to enrich PHIA's work.

As I present the Annual Report for FY 2024–2025, I extend my heartfelt gratitude to our Trustees, partners, supporters and staff for their unwavering commitment to PHIA's mission. Your trust and collaboration make our work possible. I invite you to read the report, engage with our journey and share your reflections as we continue to learn, adapt and work towards a more just and resilient future.

Dr. Belinda Bennet
Managing Trustee
PHIA Foundation



WHO WE ARE

AN ORGANISATIONAL INTRODUCTION TO PHIA

Partnering Hope Into Action Foundation (PHIA) is a Charitable Trust registered in Delhi in 2005. PHIA had a humble beginning with an education intervention with children from families in the National Capital Region (NCR) who were engaged in waste picking for their livelihoods. Over the years our efforts have yielded results and many of these children have pursued upto college education. PHIA's work still continues with subsequent generations of children in these locations with a view to build a better tomorrow for them.

Subsequently since 2015 PHIA has diversified to work on multiple issues of development with an ethos to enhance development outcomes and wellbeing of communities who struggle through hardships of life and are left behind in their development, due to multiple reasons, in the efforts of the government and other stakeholders.

PHIA now works across multiple geographies on addressing issues which act as barriers for communities to thrive. PHIA's focus has been on the disadvantaged and vulnerable communities who are left behind in the development interventions of the state and others. PHIA works in partnership with multiple stakeholders including government, private sector, philanthropy institutions, civil society organisations, academic institutions and community-based organisations with this focus. PHIA facilitates the empowerment of communities so that they can be in charge of their own development and are able to thrive.

PHIA Foundation's interventions and programs are now in the states of Bihar, Jharkhand, Madhya Pradesh, Uttar Pradesh, Delhi NCR, Ladakh and Punjab. It focuses on enhancing capabilities and capacities together with other stakeholders to find scalable development solutions and promote equity. PHIA's community centric work is on a range of issues including education, WASH, strengthening local governance, climate change adaptation, sustainable livelihoods through strengthening value chains benefiting communities, and food and nutrition security for communities.

Central to PHIA's vision is the belief that real transformation begins at the community level. By nurturing leadership, building capacities, and advocating for systemic change, PHIA turns hope into actionable solutions. Its evidence-driven programs have touched the lives of countless individuals, inspiring them to overcome challenges and thrive.

PHIA'S VISION IS A SOCIETY FREE FROM POVERTY, EXCLUSION, AND DISCRIMINATION, AND ALL PEOPLE LIVE WITH JUSTICE, PEACE, AND DIGNITY.



THE WAY WE SEE THE WORLD AROUND US

PHIA adopts a comprehensive and long-term approach to transformation and social change, with a clear focus on building thriving communities. By “thriving,” PHIA envisions a state where individuals and communities are empowered to achieve their full potential without facing barriers rooted in their social, economic, gender, or other identities.

PHIA acknowledges the complexity of these challenges and commits to addressing them by focusing on strengthening the social security net, bridging the gap between people and policy-practice and dismantling of social and economic barriers.

PHIA emphasizes the criticality of understanding that true social transformation is a long-term endeavour. Social change often requires overcoming deeply entrenched inequalities and the barriers that emerge from complex social, gender, and economic dynamics and their intersectionality.

A core focus of the organisation’s work is its commitment to prioritizing the needs of the most marginalized and vulnerable communities. By focusing on historically disadvantaged groups, PHIA recognizes the intersectionality of disadvantage — particularly which relates to social, gender, and economic identities. This commitment drives PHIA’s efforts to transform power dynamics and work towards a more just and equitable society. Addressing these power imbalances is central to the approach of the organisation, as it strives to create environments and ecosystems where equality and justice find a central stage.

PHIA’s experiences have shown that poverty, vulnerability, and inequality are multifaceted issues, requiring a multi-dimensional approach. Therefore the organisation is committed to responding to a wide range of community concerns, designing and adapting its interventions based on local contexts.

Central to PHIA’s philosophy is also the empowerment of local leadership and agency. It recognizes that communities, particularly vulnerable ones, possess inherent resilience and leadership that, when nurtured, can lead to sustainable change. By strengthening local leaders and collective agency, PHIA ensures that change is driven from within the community, paving the way for long-term sustainability.

Gender equity and power transformation also form the cornerstone of PHIA's work. It believes that the roots of inequality and deprivation often lie in imbalanced power structures.

PHIA strongly believes in the power of collaboration. It acknowledges that transformative change requires the collective effort of diverse stakeholders, including community collectives, civil society organizations, academia, private sector entities, and government bodies. Partnerships with the state are particularly crucial, as PHIA seeks to help implement and actualize policies that benefit communities, thereby enhancing their well-being.





“During FY 2024–25, PHIA Foundation continued to work at the intersections of equity, governance, livelihoods, and climate resilience, creating meaningful change in the lives of poor, vulnerable and marginalized communities. The year witnessed a shift from isolated interventions to deeper, systems-oriented impact, with communities increasingly taking leadership in their own development processes.”



IMPACTING LIVES

19 Projects

10 States
34 Districts
1191 Villages

Community Collaborations

533 Forest Rights Committees

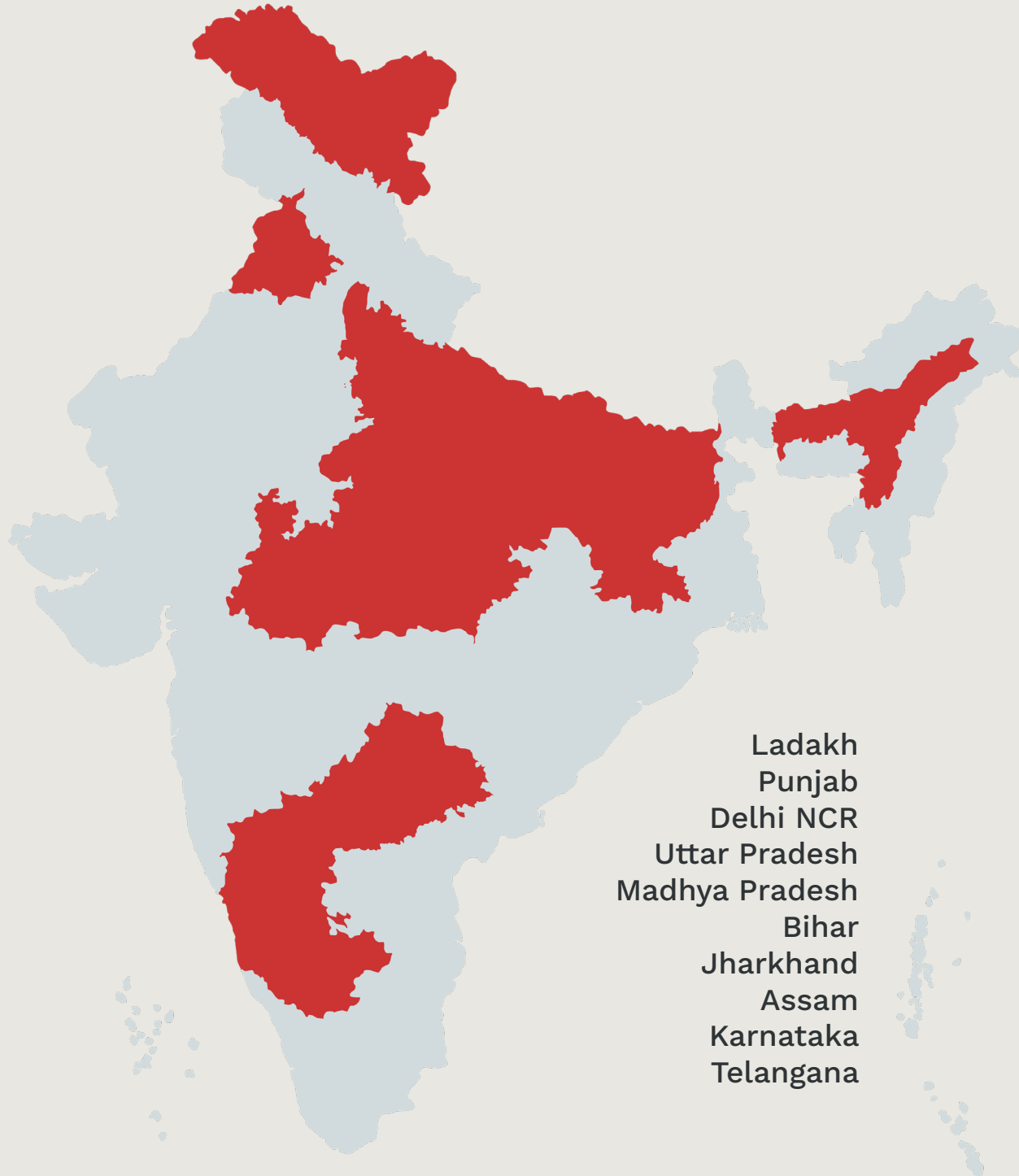
1010 Gram Sabha

50 Farmer Groups

21 Women's SHGs

14 Youth Groups

40 Children's Groups



1,69,676
Households

8,24,154
Men

8,10,364
Women

7,851
Children & Young
Adults

PROMOTING SUSTAINABLE LIVELIHOODS





Sustainability is the cornerstone of PHIA's approach to empowering communities. It is embedded in its philosophy and approach of agency building and strengthening community leadership in taking development action. PHIA recognises that economic empowerment rooted in sustainable livelihoods is the key to unlock the door to resilience, dignity and sustainable well-being. PHIA has promoted and nurtured opportunities for some of the most marginalized communities, enabling them to build on their knowledge, skills and resources. This past year has seen remarkable progress in promoting innovative livelihood solutions, enhancing capacities, and building sustainable systems that strengthen individuals' and communities' resilience towards economic and climate uncertainties. PHIA has deepened its footprints in Bihar, Ladakh and Jharkhand to ensure that its initiatives result in enhancing and strengthening the resource base for the communities, adoption of new skills and creation of new linkages with the market, state and the social security net.



Farming for Sustainable Growth

PHIA strengthened community based economic institutions to improve incomes and resilience. Over 100 farmer groups were formed, covering more than 1,500 farmers, and the registration of a Farmer Producer Organization (FPO) was initiated to enhance collective bargaining and market access.

Farm based livelihoods saw measurable gains in MP, Bihar & Ladakh. Distribution of high-yield vegetable seeds helped 350 farmers improve crop quality and secure better market prices. Over 500 farmers adopted organic composting practices such as vermicomposting, improving soil health and reducing input costs. Additionally, 550 farmers received training in organic vegetable cultivation and manure formulation.

In Leh district in Ladakh, a dairy processing unit was established in a cold desert area, creating new income streams through the production of paneer, ghee, milk based soap, and bakery products. In Bihar, 200 farmers reported a 30% increase in annual income through organic vegetable farming. In Leh district, passive solar greenhouses brought 15 acres under cultivation, enabling year round vegetable production in harsh climatic conditions.





Keeping the Traditional Art Alive

Traditional artisans were supported to transition from subsistence livelihoods to entrepreneurship. 300 artisans were identified for skill enhancement, with 75 artisans trained in Madhubani and Sikki art forms, opening pathways to improved and diversified incomes in Bihar.

ADVANCING CLIMATE RESILIENCE & ENVIRONMENTAL STEWARDSHIP





The tragedy and irony of the climate crisis lies in the fact that those who have had the least role in causing it are the ones who are suffering the most as they are usually the first and worst hit. These are the same communities who are poor, vulnerable and marginalised, including populations with limited resources, poor land ownership, low resilience, and limited access to mitigation and adaptation measures. Their limited access to resources and social security adds to their vulnerability and with every wave of the crisis, they keep getting further pushed into the vicious cycle of poverty and inequality.

These are the same communities with whom PHIA has been working on multiple aspects including facilitating access to rights and entitlements, ensuring food security and strengthening their leadership and participation in local governance processes. Addressing the impact of the climate crisis is a natural progression and extension of the work PHIA is already committed to and is doing with the poor, vulnerable and marginalised communities.

PHIA's interventions on climate change adaptation focus to mitigate risks, enhance preparedness and resilience, and respond effectively to its impacts. These initiatives emphasize the creation of climate-resilient infrastructure, promoting sustainable livelihoods, and inclusive governance for long-term adaptation and resilience.



Climate adaptation remained a cross-cutting priority. Six passive solar greenhouses installed across three blocks of Leh district produced 404.5 kg of vegetables, extending growing seasons and improving food security despite extreme weather conditions.



In Madhya Pradesh, community led environmental action gained momentum through Beej Yatras, where 34 local seed varieties were identified and conserved. Across the panchayats in the intervention areas, saplings were planted and fruit plants were distributed through MGNREGA convergence and other schemes of the government, contributing towards strengthening green cover while reinforcing community ownership of natural resources.

REDUCING INEQUALITY





Promoting equality, inclusion, and empowerment lies at the core of PHIA's efforts to reduce inequality, with a particular focus on vulnerable and marginalized groups, including women, who bear the double burden of intersectionality. PHIA stands on the principles for equality in every sphere of life including social, economic and equality in opportunities to grow and thrive. Through a diverse set of interventions PHIA strives to enable communities to take leadership, strengthen their agency and move towards equality.



At the village level, Gram Sabhas became empowered platforms for collective decision-making. Communities actively developed plans for managing their Jal, Jungle, and Zameen, and successfully integrated these priorities into the Gram Panchayat Development Plans (GPDs). This ensured that government funds were mobilised for locally identified needs. Importantly, women's participation in Gram Sabha meetings and decision-making processes increased significantly, strengthening gender inclusive governance.

Thirty villages adopted the Community Based Monitoring System (CBMS), enabling communities to track the quality and reach of public services. With women constituting 76% of monitoring committee members, CBMS led to tangible improvements in service delivery and helped reduce gaps in access to entitlements.

PHIA's support to the Abua Bir - Abua Dishom campaign of the state of Jharkhand contributed to the approval of 54 Community Forest Rights (CFR) and 109 Individual Forest Rights (IFR). At the state level, PHIA supported engagements, strengthened institutional mechanisms, resulting in the establishment of District FRA Cells and improved digital tracking through the Jharkhand FRA Portal in turn enhancing transparency and accountability in the implementation of FRA.



Over 150 young people from marginalized communities emerged as confident change agents, actively questioning and challenging deeply entrenched gender norms. Through continued and sustained engagements, these young leaders began influencing attitudes and practices within their families and communities, helping create more gender equitable spaces.

IMPROVING ACCESS TO BASIC SERVICES





At PHIA, the facilitation of essential services goes beyond addressing immediate needs, it is about creating sustainable pathways to resilience, dignity and well-being. Rooted in our philosophy of empowering marginalized communities, PHIA works to ensure that children, young people, and women in particular, have access to the resources and means they need to thrive. These include education, healthcare, water, sanitation, and other critical services that lay the groundwork for a healthy and dignified life with abilities to convert opportunities into socio-economic transformation for self and others.



In Bihar, PHIA provided technical facilitation to healthcare facilities in Purnia and Araria districts, supporting compliance with national quality standards under the Kayakalp program. As a result, four healthcare facilities successfully qualified in external assessments, improving cleanliness, patient safety, and service quality. In education, Saheli Kakshas were established in 20 schools in Bihar, promoting safe spaces and healthier menstrual hygiene practices among adolescent girls.



Regularization of Gram Sabhas with proper documentation, structured agendas, and inclusive participation translated into real benefits for communities. More than 70,000 individuals accessed improved food security, nutrition services, income opportunities, and social protection schemes as a direct result of strengthened local governance processes in Jharkhand.




PHIA's work with migrant communities led to improved social security access for 30,082 migrant workers. Through Migrant Resilience Centres, ₹3.11 lakh was recovered from employers for 45 migrants, restoring dignity and financial security.

Infrastructure interventions improved daily living conditions for communities across intervention areas in Punjab and Ladakh. 455 solar street lights enhanced safety and mobility in Pathankot and Ladakh, while two clean drinking water facilities benefitted over 2,000 individuals, reducing drudgery and health risks.

In Sehore district of Madhya Pradesh, PHIA's capacity building interventions with Panchayati Raj Institutions enabled sustainable planning and execution of infrastructure for communities. During the year, over INR 2 crore was leveraged from MGNREGA to create climate resilient assets that will serve communities for years to come.





The impact that PHIA tried to create in the last year can be characterised by locally driven sustainable change. It reflected PHIA's commitment regarding enabling communities to access services, entitlements and sustainable livelihoods and at the same time actively shaping systems that affect their lives. It focused on strengthening institutions, amplifying community voices, especially those of women and marginalized groups, and integrating climate resilience into development processes.

Growing Healthy Greens In The Snow

Surrounded by the cold dry Greater Himalayas, in Rambirpur village of Thikshey block nearly 24 km from Leh, winter has traditionally brought life and livelihoods to a standstill. Short growing seasons and extreme cold meant that fields lay frozen for nearly six months each year. For women, this translated into limited opportunities to earn, reduced food security, and dependence on vegetables brought in from outside the region. Despite their willingness and capability, economic independence remained out of reach.

PHIA, through Project HIMALAYA supported by HDFC Bank's Parivartan, partnered with a women led SHG consisting of 10 women together named Shanti group, to introduce a Ladakhi polycarbonate greenhouse, an intervention rooted in PHIA's belief that sustainable change begins with locally led solutions. The greenhouse became more than infrastructure; it became a catalyst for year-round livelihoods, climate resilience, and for a healthy green nutritional source in a region where farming typically ends by September.

With the greenhouse in place, the women of the Shanti group began cultivating vegetables even through the heavy snowfall days. They collectively managed production, finances, and market sales, transforming an informal group into a confident, women-led enterprise. This shift strengthened not only household incomes and nutrition, but also women's roles as decision-makers within their families and the community.

PHIA supported this transition through hands-on training from agriculture experts, covering sustainable cultivation practices, pest management, irrigation planning, and harvest techniques. Equally important was capacity building in financial management and market engagement, enabling the group to access competitive markets such as Dragon Mart in Leh an important milestone that reflected growing confidence and quality standards.

The results were both tangible and encouraging. The Shanti group harvested nearly 500 kg of fresh vegetables. Reflecting on this achievement, Yangchan Angmo shared, "We eat from this greenhouse, we sell from it, and we earn too, especially in the months when livelihood in Ladakh comes to a standstill."

The women first used the produce for their households and sold the surplus, earning a total income of ₹29,475, which was deposited into the group's account. Beyond the income, the greenhouse strengthened collective discipline, shared responsibility, and confidence among the members. Its success has encouraged other women in the village to see greenhouse farming as a practical and empowering livelihood option.





Stop, Pause & Look – The Lost Wisdom

Sometimes all it takes is a striking flash of a vivid pair of blue wings to catch your eye, making you pause and notice. This is how an Indian Roller bird welcomes people to birding. Birds have always lived alongside communities coexisting with nature. Similarly in Sehore of Madhya Pradesh, birds are woven quietly into the folklore, their daily rhythms, and their festivities. People here have a belief that seeing a roller bird before Dhanteras brings good fortune for the days ahead.

These communities living in Sehore have traditionally known that birds hold their ecosystem together, some disperse the seeds and help forests grow, some keep pests and insects in check and some like vultures, clean what is left behind. These tribal communities have long associated bird behaviour with changing seasons and weather, small signs that guided their lives. One old belief says that if the Red-wattled Lapwing lays its eggs close to the water, the water level will rise only up to that point, signaling the level of rainfall that year. These folklores have never been destructive in nature, they gently nudged people to look more closely, to pay attention, and to live in a way that was careful and preservative of the land. With the onset of winter, new flocks begin to appear in the village, and people naturally take note of which birds have returned. These were things people knew as a part of their routine, but never really noticed or paid deep attention to.

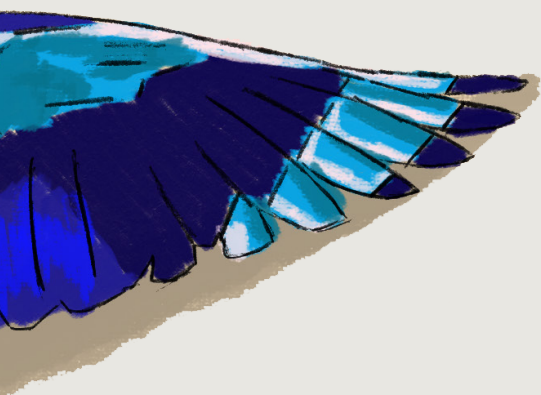
Over the years, the traditional knowledge and quiet admiration for nature began to slip away. The youth, especially, grew more distant from their jal, jungle, zameen. Changing livelihood patterns, seasonal migration for work, and the pressure to earn outside the village slowly pulled daily life away from the land. When people went into the forest to collect fodder or farmed on the pond beds during summer, they started cutting small trees, clearing shrubs, running tractors across the dried pond land, and using fertilisers, which became routine. In the middle of all this, no one really paused to think about where birds built their nests or whether their eggs were getting



crushed under the tyres. But slowly, a realisation began to creep in. People started feeling that some birds they used to see often were now appearing less, and certain calls that were once familiar had become rare. The honey buzzard, which many remembered seeing earlier almost each time they laid under a tree after a day's work in the field, was now spotted far less often. That quiet absence made the community pause and look a little closer.

The JEEVAN program began with the intention of documenting these relationships and bringing the cultural connections around birds back into focus and people to live carefully with their surroundings. We had also noticed that the youth were slowly becoming more disconnected from nature, so to bridge this gap, we started the Jungle Bhraman (forest walks) initiative. What began as simple walks soon turned into something deeper. During the decolonisation workshop, when cameras were placed in the hands of young people. Mukesh said, "This was the first time I looked at birds so closely. I had never noticed these details before." As colours, patterns, and calls opened up a new world for them, people in the villages also started recognising the small differences among species that they had earlier overlooked.

During the Jungle Bhraman, the youth walked through the forest alongside elders, and slowly, stories and knowledge collected over generations began to surface. Sanjay shared



that in his gotra, certain birds are believed to be ancestors, a belief he had heard growing up but had never reflected on deeply. These walks helped him begin to see habitats differently, “even a dry tree matters because birds make their homes there,” he says, as he takes along the new kids with him the jungle brahmans. The youth also started noticing that Mahua trees were not meant only for human use. “Parrots, White-Eyes, Hornbills, Bulbul, so many birds depend on Mahua,” Sanjay explained.

They learned to use the Merlin app developed by the Cornell university, globally used among birders to recognise bird calls, ‘now we use Merlin sound ID when we can’t see the bird’. Over time, they began identifying birds not just by local names, but also in Hindi, English, and even scientific names.

As their observation skills sharpened, some noticed how a bird’s colours blended perfectly with dry leaves, perfectly camouflaged against the surroundings, which they had not observed before. They gradually learnt how birds choose their habitats, based on water availability, shrubs, tall trees, and open land, and this changed the way they looked at their surroundings. Cutting forests, draining ponds, or excessive use of fertilisers were no longer just routine work. As one of them put it simply, “now we see everything with a different angle, that us humans are not the only ones here”

Today, through the JEEVAN program, the youth in the villages of Sehore are slowly reconnecting with old traditions that were once deeply rooted in their everyday lives. They have moved far beyond simply recognising birds by sight. They have begun documenting them with care and patience. With the cameras provided through the program, they walked through fields, forests, and around water bodies, capturing not just images but moments of connection. Together, the youth have mapped 57 different bird species in the region—a number that brings a quiet sense of pride, not because of the count alone, but because it reflects how closely they have begun to observe their surroundings. Alongside this documentation, a deeper understanding slowly took shape: that humans are not the only ones living here, and that this land is shared with many other species. This reconnection has led to a gentle but powerful shift among the youth. Their relationship with nature is no longer distant or taken for granted, it is rooted again in care, responsibility, and respect.





“When I started noticing birds, I realised that some of them had always lived here. I just never saw them before because I wasn’t paying close attention. Now I observe them too.”

Rajesh, Climate Saathi



Photos of the birds taken by the young Climate Saathis of JEEVAN project. These photos are then exhibited at the village squares.

ON THE PATH TO SUSTAIN- ABLE CHANGE

Learnings from
the project that
closed this year

Livelihoods for Dignity

Positive change is often a factor of aspiration and in turn also raises the aspirations of individuals. While the project interventions have resulted in achievement of the committed results, it has also led to wider and deeper dimensions of positive change that pave the path to sustainability. We have witnessed the following dimensions which contribute as key determinants for a sustainable journey ahead in which the community leadership and changed practices play the key role.

a. **Social inclusion and cohesion:** The farming initiatives fostered a sense of social inclusion within the Musahar community, breaking the traditional social barriers. By taking lands on lease from the land owners mostly from the so called higher castes, Musahars are able to engage with other castes and communities on an equal footing. The community has been able to establish its new identity as farmers and has gained recognition for its entrepreneurial skills and farm management practices. The program helped build pathways for the marginalised community to gain dignity and build an inclusive environment. Communal bonds, cooperation and mutual respect have increased which was previously lacking due to their perceived marginalised status.

b. **Transformation in gender power equations:** Agricultural training and capacity-building efforts specifically targeted women from the Musahar community, empowering them with the skills and knowledge to contribute equally to farming activities. This has not only improved their household roles but has also changed traditional gender dynamics. Women, who were once confined to domestic spaces, now actively participate in decision-making processes related to farming, contributing to household income and are gaining greater autonomy.

c. **Improved decision making and agency:** Through exposure to modern farming techniques and training, members of the Musahar community have developed a

stronger sense of agency and improved decision-making abilities. They have become more confident in managing their agricultural resources, choosing crop patterns, and making informed choices regarding savings and investments. This newfound confidence has also extended to personal and family decisions, enhancing their overall quality of life and an enhanced sense of agency.

d. Improved access to education and health: With increased household income from farming, Musahar families have been able to afford better education and healthcare for their children. The stability provided by agricultural earnings has allowed families to prioritise sending children to school rather than engaging them in labour. Additionally, improved nutrition from homegrown produce had a direct positive impact on family's health, reducing illness and improving overall well-being.

e. Changes in intra-household food consumption patterns: Agriculture based interventions with the Musahar community significantly impacted their food consumption patterns, shifting from food that depended on erratic daily wages to a more stable, diversified diet. With increased access to homegrown vegetables and nutritious produce, households have begun to consume more balanced meals, improving nutrition levels. This shift also reduced food insecurity, as they are no longer reliant solely on market purchases for sustenance, cutting down on expenses on vegetables. Each family is able to save at least Rs. 1,500 per month as expenses on vegetables by producing it in their Nutri-Garden and agricultural farm.

f. Enhanced entrepreneurial and agricultural skills: The farming intervention introduced modern agricultural practices to the community, enhancing their entrepreneurial and agricultural skills. By learning techniques such as crop rotation, organic farming, and market linkage strategies, many families have been able to generate surplus produce, which they have been able to sell in the local markets. This newfound entrepreneurship has not only improved their financial standing but also instilled a sense of pride and self-reliance.

The path to sustainability is an ongoing endeavour with every positive development contributing in moving towards it with greater confidence and enhanced resilience. The changes that the intervention has brought about go beyond the mere enhancement of skills and capacities and have resulted in widening the aspirational horizon for the communities with the newfound confidence and pride.



STRENGTHENING FOUNDATIONS

Onboarding Advisory Committee

This year, we are delighted to welcome our newly onboarded Advisory Committee, comprising distinguished professionals and sector experts who bring diverse experience, strategic insight, and an unwavering commitment to our mission. Their guidance plays a crucial role in strengthening our organisational vision, enhancing program delivery, and deepening our impact on the communities we work with. Through their collective expertise, the Advisory Committee helps us navigate emerging challenges, identify growth opportunities, and uphold the highest standards of accountability and effectiveness in all our initiatives.



Jagdeesh Rao Pupala

With 35+ years of leadership in natural resource governance, Jagdeesh is the former Chief Executive of the Foundation for Ecological Security (FES) and an awardee of the Skoll Award for Social Entrepreneurship (2015). As a conservation leader, he has contributed to policies around land rights and communal ownership. Currently leading “Living Landscapes”, Jagdeesh brings expertise in ecology, climate change and commons governance.



Rajeev Arun Ekka

A retired IAS officer from the 1994 batch, Rajeev holds over 30 years of experience serving the Government of Jharkhand. An MBBS and MPH- qualified professional, he served as Additional Chief Secretary and Principal Secretary across diverse departments. Rajeev is known for his reforms benefiting Adivasis, Dalits, and minorities, including the landmark Abua Bir Abua Dishom Abhiyaan and Sarna Code approval.





Sanjay Upadhyay

A Senior Advocate of the Supreme Court and the founder of India's first environmental law firm, Enviro Legal Defence Firm, Sanjay has specialized in environmental and development law for three decades. He has worked with global organizations like the World Bank, FAO, and UNDP on legal frameworks for biodiversity, ecotourism, and forestry.



Divya Raj

A technology leader with a focus on public health and social development, Divya has held senior roles such as Chief Solutions Officer at e-Gov Foundation and Technology Program Head for India's National Tele MANAS Program. In 2020, he also played a key role in supporting PHIA for the setting up the State Migrant Control Room during the COVID-19 crisis. His expertise lies in Artificial Intelligence, Machine Learning, and cognitive solutions for addressing large-scale societal challenges, including mental health and disabilities.



Ankita Sinha

Ankita Sinha is a Cofounder & Chief People Officer leading Reveixt. She has over 15 years of experience ranging multiple sectors including IT, product, hospitality, government, and nonprofits. She has led global HR transformations spanning talent, culture, analytics, and operations. A 2021 Women Achiever Award recipient and a 2025 Mrs India Galaxy pageant winner, she is passionate about creating an equitable workplace and communities, helping people and teams learn, grow and break their ceiling.

PARTNERS FOR CHANGE

Supporting Partners



Government Collaborations



PEOPLE OF PHIA

New Delhi

Akshima
Arti Verma
Gunita
Heera
Johnson Topno
Maria Catherine
Poonam Rathi
Ravi Kumar
Reena Yadav
Sanjay
Shafaque
Shelley Dhar
Sunaina
Sunpreet Singh
Suriya Maqbool
Swati Kundra
Tayyaba Perveen

Jharkhand

Abhijit Mukherjee
Abinash Raju Kujur
Alok Oraon
Amar Kewat
Amrendra Prasad
Anant Kumar Mandal
Anishchandra Nag
Ankit Kujur
Archana Rohini Toppo
Arunima Minj
Ashish Kumar Jha
Ashishan Tigga
Ashok Joseph Mathew
Ashok Kumar Rana
Bebby Kumari
Bimal Kerketta
Birsa Kujur
Clara Minj
Deepak George Minj
Dhanurjay Singh
Dheeraj Daniel Horo
Dilbar Guria
Gloria Topno
Gorango Mahto
Goreti Barla
Heran Surin

Ishwar Kumar Singh
Jaimasih Herenj
Jeetendra Champia
John Dungdung
Jyotish Sawaiyan
Kalyani Devi
Kamaldev Rajak
Kanta Khes
Komal Jojo
Kulwanti Devi
Lalit Mahto
Lalita Jojo
Lalita Kumari Tudu
Madan Surin
Mahendra Prasad Saw
Makardhwaj Paik
Mandakani Bhagat
Manrgra Livinus Bhengra
Mantosh Kumar
Md Sarwar Quraishi
Menka Lohra
Minakshi Tripathy
Munuren Topno
Narayan Mahto
Nilay Sarkar
Nilu Nayak
Nirdosh Surin

Nirmal Sikdar
Pankhrasius Telra
Pradhan Honhaga
Pratima Dang
Praveen Kumar
Pushpa Murmu
Rahul Agarwal
Rajender Binjhia
Rajesh Barwa
Ram Singh Deogam
Ramlakhan Cherowa
Rammohan Mahto
Ramnath
Ravina Kumari
Reeta Das
Rekha Paul
Richa Chaudhary
Ritu Jatram
Royan Tiru
Samir Kispotta
Sandeep Lugun
Sangita Devi
Sanjay Kumar Das
Sanjay Munda
Sanjay Soreng
Sanjay Toppo
Santosh Angaria

Santosh Kumar Singh
Sarjom Soy
Savitri Kumari
Shagufta Perween
Shailendra Kumar Pandey
Shani Kumar
Shankar Nag
Shekh Aijaz Minya
Shital Kumar
Sipchan Tudu
Smriti Soren
Sourav Shaw
Subod Manki
Sulendera Kumar Sahu
Suman Kujur
Suman Shalini Tirkey
Sundar Jeet Singh
Suraj Kumar Nag
Sushila Kumari
Tushar Kanti Kumbhakar
Udika Kullu
Usha Sarita Minj
Vijay Tigga
Vikash Kumar
Vinod Kumar Singh

Bihar

Anil Kumar
Dipali Mani
Ganesh Prasad
Kajal kumari
Md Arshad
Pratyush
Shatrunjay
Uttam
Yugal

Madhya Pradesh

Aakshit Marwaha
Aashish
Abdul Rahim
Abhishek
Abhishek Chaturvedi
Aditi Mehta
Ajay Kumar
Ajmat Ullah Khan
Akash Banjara
Amrita Yadav
Anirudh Singh Raghuwanshi
Anita Chouhan
Anjana Trivedi
Ankur Jain
Anubha Soni

Anupa
Ashish Kumar Yadav
Avinav Kumar
Bhanu Singh
Chandrapal Singh
Chulbuli
Durga Solanki
Durgesh
Heera Dhurve
Jagan Singh
Jaisingh Jadon
Kajal
Lalait Patele
Mahendra Gohia
Maya
Mukesh
Narendra Chouhan
Neelansh sethi
Niru Diwakar
Nitu Pandit
Pallav Thudgar
Payal Dinesh Gandhi
Pooja Ahirwar
Pooja Ahiwar
Pooja Thudgar
Pragyan Mohanty
Rajesh Barela

Rajesh Kumar
Rakesh Gadewal
Rakesh Ratan Singh
Ranu ankit pandit
Rauf Khan
Rijvana
Sanjana
Sanjay Barela
Santosh Parmar
Santosh Singh
Santoshi
Sarika Shrivastav
Seema Bajaj
Shelendra Chouhan
Sheshraj
Shirish Kumar
Shivam
Shrawan Chouhan
Shreya
Shreyas Dole
Sunder Singh Khadse
Sunil Kumar Evane
Udit Narayan Pardi
Upasana Behar
Vineeta
Vinod Gajbhiye

Ladakh

Dawa Dolma
Deachen Angmo
Jigmet Choron
Kawsar Fatima
Konchok Dorjey
Konchok Nyima
Kulsum Khatoon
Mohd Ali
Motup Lhamo
Otzer Dolma
Razia Banoo
Regzin Wangmo
Rigzen Angmo
Salim Akhtar
Shakeela Perveen
Stanzin Chunit
Stanzin Norboo
Stazin Dolma
Tsering Chosdon
Tundup Wangail

Punjab

Abhnash Singh
Ajit
Amandeep
Amarjeet
Amit Kumar Sharma
Aniket
Ashish Patel
Bhupinder Pathania
Davender Singh
Kamini Sharma
Kusum
Lovely Devi
Mehak Devi
Navjot Bali
Saurabh Tiwari
Sonia Devi
Sonu
Sumit Kohal
Swati Sharma
Tanuradha

IHCRF

Asifa Khatun
Bharat Nailwal
Christopher Kujur
Debarghya
Dr. Shaivya Verma
Gowda Dhanlaxmi Suresh
Kader
Karthikeyan Gopinathan
Kaushik Pal
Mallikarjuna
Muskan
Neha
P Nagendra
Pallavi
Pankaj Kumar
Sandhya Kumari
Sangeeta Joshi
Sumit Khalkho
Thongsuanmung Vualnam
Utpal Kumar Chetia
Vaebhav Badola
Vignesh V

AUDITED FINANCIAL REPORT

J. A. Martins & Co.

Chartered Accountants

Independent Auditor's Report

To the Governing Body of "Partnering Hope into Action Foundation, New Delhi"

Opinion

We have audited the accompanying Financial Statements of "Partnering Hope into Action Foundation, New Delhi" (hereinafter referred to as the "entity"), which comprise the Balance Sheet as at 31st March 2025 and the Income & Expenditure Account for the year ended on that date and notes to the financial statements, including a summary of significant accounting policies (hereinafter referred to as "financial statements").

In our opinion and to the best of our information and according to the explanations given to us, the accompanying financial statements give a true and fair view of the financial position of the entity in accordance with the Accounting Standards issued by the Institute of Chartered Accountants of India, to the extent applicable and report as below:

- (a) in case of Balance Sheet, of the state of affairs as at 31st March 2025 and,
- (b) in case of the Income and Expenditure Account, of the Surplus for the year ended on that date.

Basis for Opinion

We conducted our audit in accordance with the Standards on Auditing (SAs) issued by the Institute of Chartered Accountant of India. Our responsibilities under those Standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the entity in accordance with the ethical requirements that are relevant to our audit of the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charges with Governance for the Financial Statements

The management of the entity is responsible for the preparation of these financial statements that give a true and fair view of the financial position and financial performance of the entity in accordance with the accounting principles generally accepted in India, including the Accounting Standards prescribed by Institute of Chartered Accountants of India. This responsibility also includes internal control as management determines necessary to enable preparation of the financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the entity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the entity or to cease operations, or has no realistic alternative but to do so.



Those charged with governance are responsible for overseeing the entity's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the Financial Statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with SAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these Financial Statements.

Further, we report that:

- (i) We have obtained all the information and explanations, which to the best of our knowledge and belief were necessary for the purposes of our audit.
- (ii) In our opinion, proper books of account as required by law have been kept by the entity so far as it appears from our examination of those books.
- (iii) The Balance Sheet and the Income and Expenditure Account dealt with by this Report are in agreement with the books of account of the entity.



J. A. Martins
J. A. Martins
M. No. 082051
Proprietor

J. A. Martins & Co.
Chartered Accountants
Firm Regn. No. 010860N

UDIN: 25082051BMNWHT9428

Place: New Delhi
Date: 08/09/2025

Balance Sheet as at 31st March 2025

Particulars	Sch. No.	As At 31st March 2025 (Rs.)	As At 31st March 2024 (Rs.)
Funds Employed			
Reserves	1	22,64,106.70	21,44,090.70
Designated Funds	2	12,59,143.50	11,21,186.00
Programme Balance	3	4,32,37,484.95	4,69,84,208.58
Fixed Assets Control A/c (As per contra)	4	61,84,666.80	40,89,793.80
Total		5,29,45,401.95	5,43,39,279.08
Assets			
Fixed Assets			
Gross Block	5	1,36,88,487.00	92,01,605.00
Less: Accumulated Depreciation		(75,03,820.20)	(51,11,811.20)
Net Block		61,84,666.80	40,89,793.80
Investments	6	-	2,50,00,000.00
Current Assets			
Cash and Bank Balances	7	4,48,10,261.71	2,57,87,276.74
Other Current Assets	8	21,83,269.21	17,11,385.00
Current Liabilities	9	(2,32,795.77)	(22,49,176.46)
		4,67,60,735.15	2,52,49,485.28
Total		5,29,45,401.95	5,43,39,279.08

Note: Previous Year(s) figure have been regrouped / reclassified wherever necessary
For & on behalf of management

J. A. Martins



J. A. Martins
J. A. Martins
Proprietor
M. No. 082051

J. A. Martins & Co.,
Chartered Accountants
Firm Regn. No. 010860N

Place : New Delhi
Date : 08-09-2025

**PARTNERING HOPE INTO ACTION FOUNDATION
NEW DELHI**

Income & Expenditure Account for the year ended on 31st March 2025

Particulars	Sch. No.	For the year ended 31st March 2025 (Rs.)	For the year ended 31st March 2024 (Rs.)
INCOME			
Contributions & Donations Received	10	18,26,88,201.56	10,65,97,697.12
Education - Training / Awareness Creation Receipts	11	7,65,000.00	15,68,070.00
Interest Income	12	23,22,808.26	14,60,497.00
Other Income	13	30,533.46	16,840.00
Total		18,58,06,543.28	10,96,43,104.12
EXPENDITURE			
Education Expenses			
Strengthening WASH, Nutrition and Climate Resilience , Interventions in Schools, Anganawadi centres and Healthcare Facilities in Bihar with a focus on Purnea and Araria Districts	14	40,58,802.00	39,05,956.00
Education of Children of Rag pickers in Urban Slums	15	1,67,923.00	2,17,845.00
Enhancing Education through Sonalika Gurukul	16	-	4,59,349.00
Strengthening WASH, Climate resilience , nutrition and children protection interventions in schools, anganwadis and CCIs - SBMB 4	17	-	200.00
To Provide access to Education, Health and Hygiene for Rag Picking	18	-	80.00
Preservation of Environment			
Fostering our Resilient Ecosystem through stewardship and Transformation (Forest) in Select Districts of Jharkhand, India	19	74,01,322.00	-
Effective Implementation of Community Forest Rights (CFR)	20	-	5,18,961.00
Medical Relief			
Jharkhand Integrated Healthcare Response India Health and Climate Resilience Fellowship	21	-	1,332.00
	22	3,45,90,531.90	-

Particulars	Sch. No.	For the year ended 31st March 2025 (Rs.)	For the year ended 31st March 2024 (Rs.)
Relief of Poor			
Strengthening the components of Local Democracy to improve health outcomes for poor and vulnerable in selected districts of Jharkhand	23	2,80,85,145.72	2,49,08,857.78
Building Resilience through Agroforestry and Natural Resource Management in Dharkalan and Bamial Block of Pathankot	24	2,34,65,546.49	-
Equality in Diversity – A Fellowship Program for Promoting and Strengthening Constitutional Values and Provisions	25	1,92,22,380.60	1,59,62,981.29
Himalaya - High-altitude Income Maximization and Adaptive Livelihood Advancement for Youth and Adults	26	1,75,23,109.17	58,04,311.00
Zero Hunger Panchayat: A Joint Government - Civil Society Initiative to Promote Access to Government Services in Jharkhand, India	27	1,06,66,093.00	97,48,229.40
Reducing Vulnerabilities and Promoting Climate Resilient Living among marginalised communities	28	58,96,682.32	34,20,078.85
Installation of High Mask Light at the Stadium of J&K Cricket Academy	29	55,39,000.00	-
Access of COVID-19 Vaccination for people in hard-to-reach areas across twelve blocks in six districts of Jharkhand	30	48,53,744.00	7,88,182.00
Strengthening Rural Governance for the Right to adequate Food	31	47,59,420.00	89,35,425.00
Strengthening Civil Society Action in the four states of Bihar, Jharkhand, Uttar Pradesh and Madhya Pradesh	32	38,58,537.00	61,74,932.00
Building Migrant Resilience Collaborative (MRC)	33	27,24,838.32	-
Think to Tank - Sustainable Development Initiative in Jharkhand	34	23,00,021.00	-
Empowering Young People to Challenge and Change Gendered Ideas and Actions	35	22,17,433.58	10,75,109.88
Sustainable Livelihood Interventions for Dalit Empowerment	36	17,56,036.84	2,48,303.00



Particulars	Sch. No.	For the year ended 31st March 2025 (Rs.)	For the year ended 31st March 2024 (Rs.)
Improving Education, Nutrition, Health of migrant communities children in Delhi-NCR	37	17,43,904.39	20,68,337.38
Artisan Enterprise Development and Supply Chain Creation in Madhubani Art Form, Sujani Embroidery tradition and Sikki Grass Craft in Madhubani and Patna District, Bihar	38	7,62,636.00	-
Capacity Building Programme - APU	39	6,33,961.00	-
Strengthening Management of State Migrant Control Room for Interim Period	40	2,44,447.00	1,03,220.00
Addressing Present Vulnerabilities and Planning Future Resilience for Vulnerable Communities across Bihar, Jharkhand, Rajasthan and Delhi (NCR)	41	1,91,160.00	1,96,43,859.00
Co-designing and implementation of social behavior change model for household water treatment storage (HWTS) and demand-driven, community managed drinking water systems, contributing to a reduction in diarrhea incidences	42	-	22,30,715.44
Dignified Livelihoods for the most marginalised communities in west Champaran district of Bihar through vegetable cultivation and bamboo based crafts	43	-	14,04,125.88
Strengthening Natural Farming Systems in two blocks of South Chotanagpur Region, Jharkhand	44	-	10,95,801.00
Empowering Traditional Artisans to preserve and promote their livelihood	45	-	10,398.00
		18,26,62,675.33	10,87,26,589.90
Training Programme Expenses	46	6,75,501.00	33,55,775.00
Administrative Expenses	47	3,14,011.08	3,17,035.68
		18,36,52,187.41	11,23,99,400.58
Depreciation	5	23,92,009.00	17,21,183.00
Less: Allocation from Fixed Assets Control A/c	4	(23,92,009.00)	(17,21,183.00)
Total		18,36,52,187.41	11,23,99,400.58

Particulars	Sch. No.	For the year ended 31st March 2025 (Rs.)	For the year ended 31st March 2024 (Rs.)
Transfers			
Grants received transfer to Specific Programmes	3	18,26,88,201.56	10,65,97,697.12
Add: Interest Allocated to Programme Balances	3	22,24,943.00	13,93,454.00
Add: Interest Allocated to Gratuity Fund	2	16,682.26	-
Less: Allocation from Programme Balances towards Expenses	3	(18,28,95,486.95)	(10,90,06,066.58)
		20,34,339.87	(10,14,915.46)
Excess of Income over Expenditure			
Transferred to General Reserve	1	1,20,016.00	(17,41,381.00)
Total		18,58,06,543.28	10,96,43,104.12

Note: Previous Year(s) figure have been regrouped / reclassified wherever necessary

For & on behalf of management

[Signature]

Place : New Delhi
Date : 08-09-2025



[Signature]
J. A. Martins
Proprietor
M. No. 082051
J. A. Martins & Co.,
Chartered Accountants
Firm Regn. No. 010860N





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Bhopal, Madhya Pradesh 462016

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Leh, Ladakh 194101

Punjab

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Pathankot, Punjab 145001

Karnataka

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1st Main, RMV 2nd Stage, Bengaluru, Karnataka 560092