



**ANNUAL REPORT  
2024-25  
PREPARED BY:  
DISA**

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## Secretary's Note

It is with immense pride and heartfelt gratitude that I present this note on behalf of DISA (Development for Inclusion and Social Advancement). What began as a shared vision among a group of committed and like-minded youth has evolved into a meaningful and transformative journey.



Since our inception in December 2024, DISA has remained dedicated to its mission of fostering a just, inclusive, and equitable society. The inception of DISA was not an impulsive act but a deliberate and thoughtful initiative grounded in the core values of the Indian Constitution—justice, equality, liberty, and fraternity. Rooted in Jharkhand, our work is focused on addressing the pressing challenges faced by underserved and marginalized communities. We concentrate our efforts on empowering individuals, strengthening local governance, promoting quality education, and advancing sustainable livelihood practices within community.

We firmly believe that true development starts at the grassroots and that no one should be excluded. Every initiative we undertake is driven by the conviction that all individuals must have equal access to opportunities, resources, and a life of dignity.

As we reflect on the year gone by and look ahead with renewed purpose, I extend my sincere appreciation to our dedicated team members, volunteers, partners, and supporters who have been an integral part of this journey.

Being Secretary of DISA, I reaffirm our steadfast commitment to these guiding values. Let us continue to move forward together—with determination, compassion, and the shared belief that inclusive development is not only necessary but possible.

With warm regards,

**Pradip Kumar**  
**Secretary, DISA**

# About DISA

## The Genesis

DISA (Development for Inclusion and Social Advancement) founded by Pradip Kumar, a committed development practitioner, along with a group of like-minded youth. The creation of the trust was not a spontaneous decision but a well-planned, thoughtful initiative to promote constitutional values while enhancing community development by building capacity and ensuring access to development opportunities. The founders' extensive experience in the social sector allowed them to align their vision, intentions, and commitment to community service. The shared experiences of the founders and their passion for social change fostered hope and paved the way for establishing DISA as a platform to address grassroots issues and create a just, inclusive, and equitable society. DISA, a value-driven not-for-profit organization founded in December 2024, and registered under the Trust Act 1882, operates with a focused presence across Jharkhand. DISA is dedicated to exploring grassroots issues, empowering communities, and eliminating societal disparities. DISA is committed to creating systemic level change by addressing untouched and neglected challenges and promoting equality, accessibility, and inclusivity within the society. Our approach focuses on building an egalitarian society where every individual has access to opportunities and resources. Through our initiatives such as strengthening Local Governance System, Promoting Education, Agricultural Activities and mainstreaming the marginalized and underserved communities by helping them avail flagship schemes of government and foster sustainable practices, ensuring that no one is left behind in the pursuit of a dignified life.

## Our Vision

We envision an inclusive, resilient society where everyone enjoys access to quality education, health, empowerment, and sustainable livelihoods, rooted in constitutional values.

## Our Mission

Our mission is to creating lasting solutions by empowering communities to thrive, fostering self-reliance, and inspiring individuals to become action-oriented citizens, actively contributing to the development and progress of society.

## Our Values

At DISA, our **CULTURE** represents the values we live by

- **Compassion**
- **Unity**
- **Love**
- **Transformation**
- **Upliftment**
- **Respect**
- **Empathy**

## Our Objective

Our objective is to create an egalitarian society with access to quality education, sustainable livelihoods, enhanced health facilities, and environmental protection. We aim to empower women and youth, strengthen self-governance and community participation to promote constitutional values and foster action-oriented youth committed to national unity and active citizenship.

## Trustees



**Pradip Kumar**  
Secretary



**Kristophar Marandi**  
Vice President



**Baleshwar Hansda**  
President



**Kutubuddin Ansari**  
Joint Secretary



**Ankita Verma**  
Treasurer



**Urmila Soren**



**Anima Baskey**



**Pandav Murmu**



**Golak Bihari Murmu**



**Urmila Soren**

# Legal Entities

<b>Organization Name</b>	DISA (Development for Inclusion and Social Advancement)
<b>Registration</b>	Registered Under Trust Act. 1882 Reg. No. 2024/DEO/1187/BK4/116 Reg. Date: 03.12.2024
<b>PAN</b>	AAETD9115D
<b>TAN</b>	RCHD03475D
<b>12A Registration</b>	AAETD9115DE20241 Date: 28th Jan. 2025 Valid from 2025-26 to 2026-27
<b>80G Registration</b>	AAETD9115DF20251 Date: 28th Jan. 2025 Valid from 2025-26 to 2027-28
<b>CSR-1 Reg. No.</b>	CSR00095878
<b>NGO Darpan</b>	Registered online under NGO Darpan of NITI Ayog, JH/2024/0478580
<b>Registered Address</b>	Vill.- Brindabani, P.O- Bagdaha, Distt.- Deoghar, Jharkhand, PIN- 815351
<b>Email</b>	info.disatrust@gmail.com
<b>Website</b>	www.disa.1ngo.in
<b>Contact No.</b>	92299 70963

# Our Intervention Areas



**Giridih**

**Block  
Gandey**

**Deoghar**

**Block  
Palojori**

**Jamtara**

**Block  
Jamtara**

# Highlights



We are dedicated to transforming the lives of underserved communities by addressing grassroots challenges through empowerment, mobilization, and skill development. Our philosophy centers on the belief that lasting change is achieved not through short-term material support, but by enabling individuals to take ownership of their development and create sustainable solutions.

Our efforts focus on equipping people to become champions of change within their own communities. We empower the grad fostering a sense of ownership, enhancing decision-making capabilities, and strengthening their engagement with local governance systems. Through improved access to quality education, sustainable livelihood opportunities, and government welfare schemes, we empower individuals to lead dignified and self-reliant lives.

In alignment with this vision, our key programs that create a lasting impact at the grassroots level include:

1. Vidyadaan Program
2. Future Farmer Fellowship.
3. Self-Governance and Inclusive Development.
4. Parivartan Program.

## Vidyadaan Program

The Vidyadaan Program is an initiative designed to address educational inequities by bridging the gap between underserved students and access to quality learning. By establishing Vidyadaan Centers (VCs) and engaging dedicated community youth as fellows, the program aims to foster inclusive education and create equitable learning opportunities for all.



The initiative primarily focuses on reintegrating out-of-school children and supporting first-generation learners by providing the basic stationaries and such Books, Copies etc. By offering them a safe, welcoming learning environment, the program helps students become confident, stable, and engaged in the teaching-learning process, laying the foundation for long-term educational development.



Currently, in the early stages of both the program and DISA's journey, three VCs are operational —two located in Fatehpur Block of Jamtara District (in Kairabani and Turka villages), and one in Brindabani Village, Deoghar District. Together, these centers are currently supporting 82 children.

# Future Farmer Fellowship.



The Future Farmers Fellowship is an initiative aimed at empowering the next generation of agricultural leaders by equipping them with the knowledge, skills, and resources needed to cultivate sustainable, innovative, and climate-resilient farming practices.

This program encourages youth to view agriculture not just as a livelihood, but as a vehicle for environmental stewardship, climate adaptation, and social responsibility. Through this fellowship, participants gain exposure to organic farming, agroecology, and sustainable land management, while also developing leadership and entrepreneurial skills to drive meaningful change in their rural communities.

To further strengthen the capacities of young farmers, DISA, in liaison with the Agricultural Technology Management Agency (ATMA), Jharkhand, provide access to seeds and technical support. This year, 20 youth have been supported and encouraged to initiate agricultural activities aimed at enhancing both income generation and livelihood security and simultaneously 125 individual from community were provided seeds for their agricultural activities.



# Self-Governance and Inclusive Development

Through this initiative, DISA seeks to empower indigenous governance systems rooted in traditional knowledge, customs, and practices. These systems offer a unique and community-driven approach to inclusive development by emphasizing participation, consensus-building, and sustainability.

Indigenous governance models prioritize collective decision-making, equitable resource management, and conflict resolution mechanisms that are culturally appropriate. By strengthening these systems, DISA aims to foster equitable growth, preserve cultural identity, and address critical issues such as education, healthcare, and environmental sustainability in a manner that resonates with the values and needs of indigenous communities.

Recognizing and integrating indigenous governance into modern development frameworks allows for bridging existing disparities and promoting self-reliance. This approach ensures that development initiatives are not only sustainable but also culturally relevant and community-led.

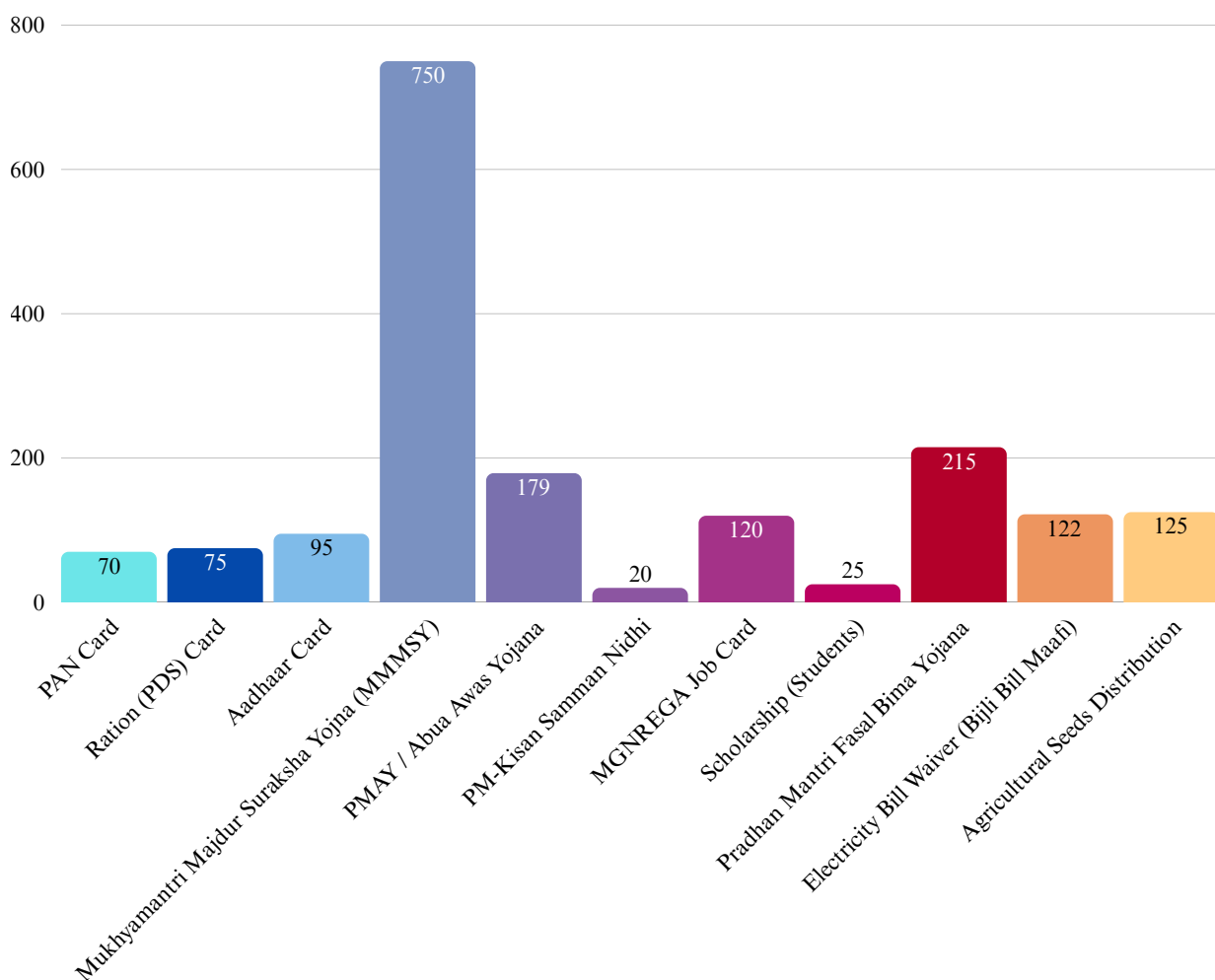


Currently, DISA is working with 25 Gram Sabhas across Gandey, Jamtara, and Palojori blocks, supporting and empowering them through the implementation of the Panchayats (Extension to Scheduled Areas) Act (PESA) and Jharkhand Panchayat Raj Act (JPRA). By building local capacity and legal awareness, these Gram Sabhas are increasingly taking charge of their development priorities, exercising their constitutional rights, and becoming active agents of change in their own communities.

# Parivartan Program

The Parivartan Program is a flagship initiative by DISA aimed at empowering marginalized and underserved communities by facilitating access to essential government schemes, welfare programs, and entitlements. By bridging the information and accessibility gaps, Parivartan enables individuals to claim their rights, access benefits, and improve their socio-economic conditions — ultimately leading to dignified and self-reliant lives.

During the financial year 2024–25, DISA successfully supported 1,796 individuals in accessing various government schemes and services. The breakdown of beneficiaries is as follows:



## Our Practices

we uphold a culture deeply rooted in the core values of the Indian Constitution and democratic principles. Our internal practices reflect these values, which we express through the acronym **CULTURE** — **Compassion, Unity, Love, Transformation, Upliftment, Respect, and Empathy**. These values are not just words but the guiding principles that shape our everyday interactions, decisions, and commitments.



We believe in collective leadership and transparency. All major decisions at DISA are made through open discussions, with the full participation and consent of the team.

This democratic approach ensures that every voice is heard and respected. To ensure accountability and continuous improvement, we conduct quarterly reviews of our activities. All records and updates are kept accessible, fostering a culture of openness where everyone stays informed and engaged.

Our strength lies in our team — a group of dedicated grassroots champions who have emerged from years of committed work in community development and social transformation. Their lived experiences and deep-rooted connections with the communities they serve are the foundation of DISA

# Impact Stories

## Story-01, Titled: A Beacon of Hope “Kristophar”



In the quiet village of Dudhani in Jamtara district, Jharkhand, Kristophar Marandi stands as a symbol of hope and transformation. Aware and deeply compassionate, Kristophar recognized a pressing issue in his community — children, especially those from poor and underprivileged families, were being denied the right to education due to poverty and lack of awareness. Determined to change this, he chose education as his tool for transformation.

What began as a humble initiative soon became a movement. Kristophar started offering free tuition classes to children who couldn’t afford education. His classes not only focused on academics but also instilled moral and social values. To ease the burden on families, he provided free stationery and educational materials. Beyond teaching, he played an instrumental role in connecting orphaned and marginalized children to government welfare schemes, ensuring they received the support they deserved.

Understanding the power of community involvement, Kristophar actively engaged with parents, encouraging them to prioritize their children’s education. His efforts led to a noticeable shift — a rise in school enrollments and a growing enthusiasm for learning among the children.

Kristophar’s work didn’t stop at education. He took it further by teaching children about constitutional values and civic duties, planting the seeds for a more responsible and ethical generation. His vision is clear: to ensure every child in his village is educated, empowered, and equipped to lead a life of dignity.

Looking ahead, he plans to focus on girls’ education and promote gender equality. Kristophar’s journey is a testament to how one individual’s resolve can illuminate an entire community. His story reminds us that real change begins at the grassroots — with compassion, commitment, and courage.

# Impact Stories

## Story-02, Titled: Pooja Hasda's Journey Back to School



Pooja Hasda, a young Adivasi girl from Putuljor village in Jamtara district, Jharkhand, comes from a farming family. Along with helping her parents in the fields and taking care of cattle, Pooja also managed household chores. After completing Class 5, she had to leave school due to financial struggles and the responsibility of caring for her younger siblings.

During her regular visits to Bindapathar Panchayat, Urmila Soren, a member of our team, often saw Pooja standing by the roadside with cattle. One day, she approached her and started a conversation. When Urmila asked about her studies, Pooja shared that she had dropped out but still wished to continue. She asked Urmila to talk to her parents and support her return to school.

Urmila visited Pooja's home and spoke with her parents. They explained that due to poverty and household responsibilities, they couldn't afford to send Pooja back to school. Urmila patiently explained how education could change Pooja's future and even inspire others in the village.

With the support of Urmila, Pooja and her father went to the local school to request re-enrollment. The headmaster was initially hesitant, saying Pooja was weak in Hindi. But Urmila stood firm, saying school is where students learn and grow. Eventually, the headmaster agreed, and Pooja was enrolled the very next day.

Since then, Pooja has been studying with dedication. She is gaining confidence, understanding her lessons, and realizing the importance of education. Her family now supports her and believes in the power of learning. Pooja's story is a powerful example of how the right support and a little encouragement can change a life—and inspire an entire community.



# Thank You!



[www.disa1ngo.in](http://www.disa1ngo.in)



[info.disatruster@gmail.com](mailto:info.disatruster@gmail.com)



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