

# aikyam fund - Samagata Foundation

## Making resilience accessible to early stage NGOs, ideas & at risk NGOs

### Abundance of good people doing great work...

1. Right to information(RTI), Forest Rights Act - FRA, Protection of Children from sexual Offences (POCSO) Act, Juvenile Justice Act, Right to Education, Internet Freedom, Digital Personal Protection Act, 2023(DPDP Act) are a reality because of Civil Society in India.
2. Just 10 years ago - 15L-20L Active For Impact , Not For Loss orgs(NGOs) (~130-150NGOs/1L Citizens)
3. Donations have increased. Private philanthropy at 1.3 lakh crore in FY24 (1.05 lakh crore in FY22) even with FCRA Inputs reducing.
4. More Talent wants, preparing to work in the Social Sector (TISS, APUs, IRMA, etc)

### But, there is scarcity of resilience in Civil Society Organisations

1. As of July 2025, only around 4.1L active NGOs are listed on [DARPAN](#). The ratio of NGOs to citizens in India is approximately 28 NGOs per 1L citizens, compared to 186 in Brazil, 64 in China, and 200 in Russia.
2. Indian Trusts & Foundations estimate that number of fundable (>1 Cr/year) organisations in India could be less than 4000.
3. 6/10 early-stage impactful NGOs do not get crucial early stage funding due to challenges with compliance, outreach, an ecosystem.
4. 3/10 mid sized NGOs do not get repeat funding from trusts and foundations due to compliance burdens, program and monitoring frameworks, and capacity.
5. 5/10 NGOs (all sizes, stages) have less than 3-month cash runway.

- 6. 8/10 NGOs (all sizes, stages) struggle to obtain indirect costs funding (capacity building, technology, operational infrastructure) leading to organisation stunting

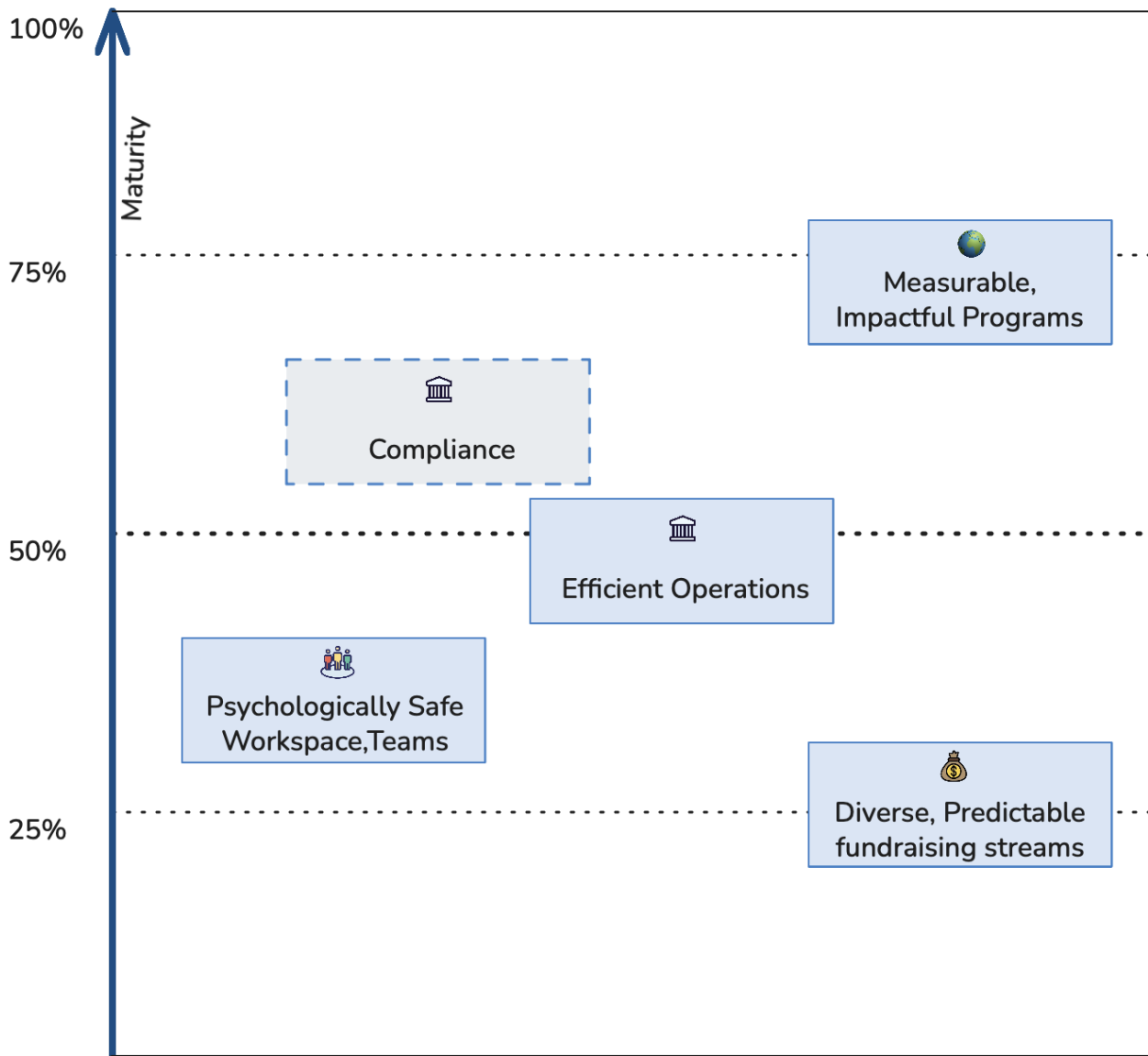
## Components of resilience for NGOs - key functions

By working with partner NGOs, we noticed that key components of Resilience were

Mostly Internal and can be controlled	Mostly External/Changing
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Psychologically Safe Workspaces, Teams	<input type="checkbox"/> <input type="checkbox"/> Compliance
<input type="checkbox"/> <input type="checkbox"/> Efficient Operations	
<input type="checkbox"/> <input type="checkbox"/> Measurable, Impactful Programs	
<input type="checkbox"/> <input type="checkbox"/> Diverse, Predictable fundraising streams	

## Current state of Key components

In our experience of working with, interacting with around 100+ NGOs over the last 2 years, below is a an estimated of the maturity level across each of the key components of resilience



## TEST: Tiny Experiments for Social Transformation

We didn't have many of the answers to improve the above metrics so we ran 200+ Tiny Experiments with partner NGOs to solve for parts of the above challenges and learnt from each experiment. One tiny experiment at a time.

One of our objectives was to understand the key barriers (e.g Website is not a tech challenge but a storytelling challenge, ERPs are not a tech challenge but a Internal Policies, Training Challenge)

A few TESTS are listed here:

- Can workshops around listening enhance team work and org vision? [Details](#)
- Can we make high quality Compliance Content accessible & discoverable? [Details](#)

- Can online forums encourage finance teams to ask questions to experts? [Details](#) ☐☐
- NotebookLM's podcast tool make complex laws accessibel to gig workers? [Details](#) ☐☐
- Vulnerability centered program design leads to better fundraising request? [Details](#) ☐☐
- Psychologically safe physical spaces helps team reflect, collaborate better? [Details](#) ☐☐
- Scarcity of safe spaces to bring like minded folks together? [Details](#) ☐☐
- How can we make vulnerable art/music more accessible to everyone? [Details](#) ☐☐
- How to nurture a highly engaged community of practitioners from NGOs? [Details](#) ☐☐
- Can zero code tools like Ghost be used by NGOs to amplify reach? [Details](#) ☐☐
- Can high quality job descriptions help talent find right social impact jobs? [Details](#) ☐☐
- Monthly fellowship income to change-makers makes their ideas resilient?

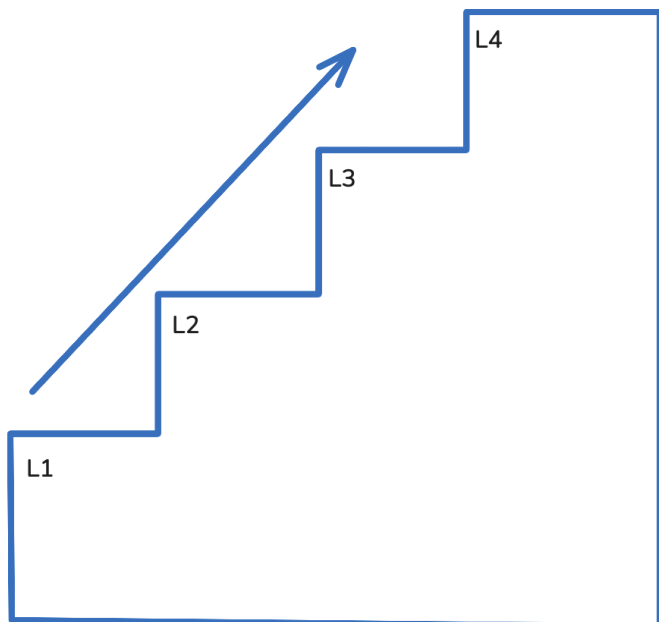
..and many more.

This approach by running experiments on actual problems and creating live solutions with feedback helped us to create a first draft framework for solving this in a systematic way for our partner NGOs/Ideas/projects.

## aikyam fund - "Y Combinator for Changemakers in India"

What is aikyam fund?

1. A 12 month program for early stage social impact Ideas, non profits & at risk non profits
2. Goal is to enable them to become resilient.
3. Resilient means that
  - Compliant & efficient, sustainable operations,
  - Mission aligned teams in a psychologically safe workspace,
  - Impactful (measurable) programs delivered to vulnerable communities,
  - Diverse, predictable and reliable fundraising streams.
4. We also support select Ideas, NGOs with INR 5L-15L as seed funding/support
5. Ego-system to Eco-system approach by creating public free open high quality infrastructure for NGOs for their tech, fundraising, compliance, storytelling, etc needs.



*Image: Making resilience accessible to early stage, at risk NGOs - 1 Level at a time*

The table below shows our level by level approach to achieve the highest level across each of the key components of resilience. Our program helps them navigate through each box.

<b>L4</b>	<b>Compliant &amp; Efficient Operations</b>	<b>Psychologically Safe Workspace, Teams</b>	<b>Impactful Programs delivered effectively</b>	<b>Diverse, Predictable fundraising streams</b>
L3	System Implementing Processes	Systems aiding in Team/Field Work, Collaboration	Systems for Monitoring & Last mile delivery	Systems for Discoverability, Fundraising
L2	Policies, Processes & Practices	Capacity & Team Building, Growth, Training	Program Workflows, Monitoring Frameworks	Engagement & Outreach, Fundraising Plans
L1	Regulatory Compliances, Filings, Audits	Leadership on Vision, Mission, Values, Hiring	Vulnerability/Plan et centered Program(s) Designing	Storytelling, Theory of Change

How do we do it?

1. Structured guidance through workshops, bootcamps, trainings, actual implementation support around
  - Support Compliance, Day to Day Operations
  - Support Team Building, Mission & Leadership, Collaboration, Psychological Safety
  - Co-design programs that are Impactful and measurable with vulnerability at the center of design
  - Support to build Diverse, predictable and reliable fundraising streams
2. Office hours with aikyam fellows
3. Conversations and mentoring with other Founders, Frontline workers, Teams
4. Nurturing an eco-system of "infrastructure" for NGOs through public resources/projects/alliances like:
  - aikyam **space** - Convening, Co-working, Reflective spaces for NGOs in Fort Kochi [Details](#) ☐
  - aikyam **jobs** - Hand curated jobs in social impact [Details](#) ☐
  - aikyam **school** (WIP) - Courses, Workshops for Capacity Building [Details](#) ☐
  - aikyam **fellows** - Program, Design, Tech, Strategy help for NGOs
  - Our Alliances:
    - **PATTIC** - Community, resources for statutory & regulatory matters [Details](#) ☐
    - **OASIS** (Partner) - Making Open Source Software accessible to NGOs [Details](#) ☐
    - **PoSH** (WIP) - Resources for gender neutral safe workspaces

## Financial Projections (Aug 2025 - July 2027)

S No	Description	Y1 (Sep 2025 - Aug 2026)	Y2 (Sep 2026 - Aug 2027)
1	People (Fellowships, Salaries, Consulting, Interns)	₹67,00,000	₹69,68,000
2	IT Infra for NGOs (Hosting, Laptops, Devices)	₹17,50,000	₹18,20,000

S No	Description	Y1 (Sep 2025 - Aug 2026)	Y2 (Sep 2026 - Aug 2027)
3	IT Consulting for NGOs (Customisations of FOSS)	₹7,00,000	₹7,28,000
4	Office/Space (Rent, Utilities, Medical, Facilities)	₹28,00,000	₹29,10,000
5	Space (Furniture, Fixtures, Maintenance)	₹3,50,000	₹3,64,000
6	Legal & Compliances	₹2,50,000	₹2,60,000
7	<i>Support/Fund for NGOs/Idea (INR 5L - 15L per unit)</i>	₹50,00,000	₹50,00,000
		<b>₹1,75,50,000</b>	<b>₹1,80,50,000</b>

**Note #7** above:

- *Support/Fund for NGOs/Idea (INR 5L - 15L per unit) will be used to cover urgent and important expenses for the projects in the cohort. Basic Salaries for Founders, Compliance Consulting costs, Medical Insurance, Workshops, Capacity Building, any other expenses as they go through the 12 month journey.*
- *We will reach out to other funders to top this fund as we progress and enroll more ideas/projects/NGOs. The goal is to grow this to a INR 2-3 Cr/ year fund over the next 2 years.*
- *Moonshot - to raise a Corpus of 200 Cr in 5 years that could potentially make aikyam fund sustainable in the long term.*

### [Detailed Financial Projection](#)

## Grant Request to Samagata Foundation (Sep 2025 - Aug 2027)

A total of **INR 3.56 Cr (Three Crores Fifty Six Lakhs Indian Rupees)** in 2 tranches

1. September 2025: ₹1,75,50,000 (One Crore Seventy Five Lakhs and Fifty Thousand Indian Rupees only)

2. September 2026: ₹1,80,50,000 (One Crore Eighty Lakhs and Fifty Thousand Indian Rupees only)

This will help us support aikyam's operating costs and support funding for 5-10 NGOs/Ideas/Projects per year for 2 years

## Compliance Documentations

### Company Registration

- [List of Directors.pdf](#)
- [AoA.pdf](#)
- [CERTIFICATE OF INCORPORATION T4G.PDF](#)
- [PAN\\_T4G.pdf](#)
- [License for Section 8 of Companies Act.PDF](#)
- [MoA.pdf](#)
- [Darpan Registration.pdf](#)

### 12A & 80G

- [12A Approval Certificate.pdf](#)
- [80G Approval certificate.pdf](#)

### CSR Registration

- [CSR Approval letter.PDF](#)

### Audit Reports

- [Audit Report & Financials FY23.pdf](#)
- [Audit Report & Financials FY24.Pdf](#)

### Income Tax Returns

- FY 2022-23
  - [10BB FY 2022-23.pdf](#)
  - [ITR Form FY 2022-23.pdf](#)

- [ITR Acknowledgement FY 2022-23.pdf](#)
- FY 2023-24
  - [10BB FY 2023-24.pdf](#)
  - [ITR FY 2023-24 Form.pdf](#)
  - [ITR FY 2023-24 Acknowledgement.Pdf](#)

## Annual Reports

- [aikyam-report-2022-23.pdf](#)
- [aikyam-Report-2023-2024.pdf](#)
- [aikyam-report-2024-25.pdf](#)

## Policies

- [HR Policies.pdf](#)
- [PoSH Policy.pdf](#)
- [Travel Policy.pdf](#)
- [Reimbursement Policy.pdf](#)
- [Advance Policy.pdf](#)
- [Procurement Policy.pdf](#)
- [Banking and Cash Approval Policy.pdf](#)

## Bank Details

### T4G Impact Tech Foundation

**IDFC Saving Bank a/c:** 10184006257

**IFSC Code:** IDFB0080151

**Branch:** Residency Road, Bangalore

[T4G IDFC Bank cancelled cheque 02-Mar-2025 14-48-45.pdf](#)

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