



ANNUAL REPORT 2024/2025

TABLE OF CONTENTS

Vision & Mission	3
Board Directors / Members	4
Executive Management Team	5
CEO's Message	6
Chairperson's Message	7
Our Solutions	9
Projects Overview	10
1. Protecting Small Businesses from Climate Shock	11
2. Women Entrepreneurs Building Resilient Businesses	12
3. Sri Lanka Less Travelled: Community-Led Eco-Tourism for Inclusive Growth	14
4. BRIDGE: Women and Youth Defending Rights in the North	16
5. From Conflict to Cooperation	18
6. Inclusive Business for Economic Recovery	19
7. From Barriers to Breakthroughs: Economic Justice for Women	21
8. RISE: Women-Led Livelihoods to Combat Poverty	23
9. Women in Inclusive Governance	24
10. Support Communities to Ensure Food Security & Build Resilience	26
11. From Farming to Profitable Agri-Business	28
12. Civil Society Driving Gender Equality and Growth	30
13. Deepening Women's Enterprise Growth and Peacebuilding	31
14. Farmers' Voice Radio for Smallholder Tea Farmers	32
Chrysalis Advisory Services (CAS)	34
Made by Her (MBH): Women's Marketplace & Enterprise Network	39
Financial Statements 2024/25	42
Conclusion	50



VISION

A WORLD WHERE GROWTH IS
INCLUSIVE AND DIVERSITY IS
CELEBRATED

MISSION

CHRYSALIS TRANSFORMS
COMMUNITIES AND
INSTITUTIONS TO EMBRACE
DIVERSITY AND CATALYZE
INCLUSIVE GROWTH FOR
WOMEN AND YOUTH



BOARD DIRECTORS / MEMBERS



Nelun Gunasekera
Board Chairperson



Vidusha Nathavitharana
Hi5 Consultancy



Audrey Fernando
Human Resources
Action Contre la Faim



Tim Bishop
International Development
and
Partnership Consultant



Tamara Bernard
Deputy General Manager -
International
Commercial Bank of
Ceylon PLC



Zainab Ibrahim
Researcher - Gender and
Human Rights



Eranthi Premaratne
Expertise in Environmental
Social Governance (ESG)
Management for
Businesses



Chamindra Perera
Chief Human Resources
Officer, Pharmaceuticals,
Apparel, BPO & KPO



EXECUTIVE MANAGEMENT TEAM



Ashika Gunasena
Chief Executive Officer



Ahamed Rislan
Director - Programme



Dilshard Hussain
Head of Operations



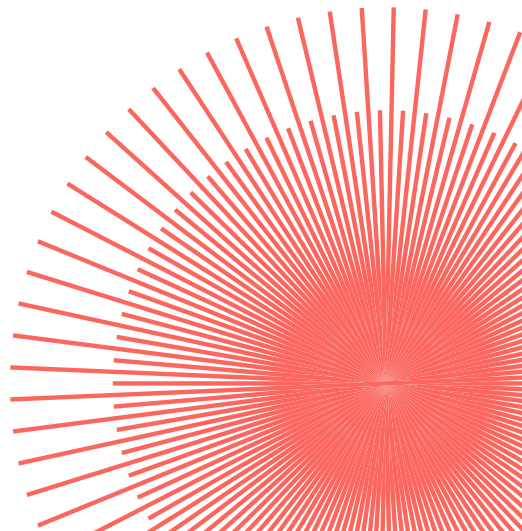
Vindhya Fernando
Head of
Advisory Services



K. Vinopavan
Programme Manager
Grants & New Businesses



Menuka Ariyaratne
Finance Manager





CEO'S MESSAGE

This year, we witnessed powerful shifts across communities as women and youth stepped into leadership with renewed confidence -as business owners expanding their markets, as organisers defending rights, and as young advocates challenging long-standing norms. These individual acts of courage reminded us why our work matters: transformation is not only measured in numbers, but in voices once hesitant becoming bold, in decisions made collectively, and in communities that embrace equality as progress rather than disruption.

Driven by this spirit, Chrysalis deepened its partnerships with government, civil society, and market actors to strengthen the systems that shape youth and women's lives. Our efforts across inclusive governance, enterprise development, climate-resilient livelihoods, and social

justice were guided by a clear vision -to position women at the centre of decision-making and ensure that the ecosystems around them evolve to support their aspirations. This interconnected approach has created pathways for sustainable growth, stronger community leadership, and more resilient institutions.

As we look ahead, our commitment remains steadfast. We will continue catalysing change by amplifying women's voices, transforming structures that limit their potential, and building environments where they can thrive and influence the future of their communities and the nation. The resilience and leadership of women and youth across Sri Lanka light our way, and together, we will shape a future where inclusion is not exceptional, but the standard.

Ashika Gunasena

CEO, Chrysalis



We will continue catalysing change by amplifying women's voices, transforming structures that limit their potential, and building environments where they can thrive and influence the future of their communities and the nation.



CHAIRPERSON'S MESSAGE

While we witnessed momentous changes in the political, social and economic milieus in Sri Lanka and globally in the past year, Chrysalis negotiated the ensuing challenges successfully, remaining committed to embracing diversity, ensuring gender equality and transforming communities and institutions to catalyze inclusive growth for women and youth who are seen as the drivers of change.

The political landscape saw the National People's Power (NPP) leader, Anura Kumara Dissanayake, elected in September 2024 and the NPP's victory in the parliamentary election in November. The new government, which inherited the IMF reform package, is expected to deliver results on numerous fronts e.g. governance, accountability, economic stability and social welfare.

While the economy recovered in 2024, demonstrating a stronger macro-economic context, dependence on tourism and remittances leaves us vulnerable to external

shocks. Furthermore, poverty levels remain high and formal labour force participation, particularly female labour, stays low.

USAID's funding freeze and programme cuts had a devastating impact on development interventions with state and civil society actors witnessing project/programme closure resulting in larger humanitarian crises, leaving vulnerable populations even more at risk. With no USAID funding, Chrysalis was spared the consequences of unfinished projects and the release of staff, but faces the global funding crunch, competing for limited resources with more stringent procedures.

Chrysalis' CEO, Executive Management Team and Senior Management Team worked with dedication and commitment to expand our outreach through initiatives aligned with our Vision and Mission. New funding opportunities were explored successfully through innovative alliances with bilateral agencies, international foundations and philanthropic entities.



Chrysalis' core competencies backed by risk analysis, strategic planning and deepening our understanding of community needs, enables us to innovate in programming, diversify our interventions and craft new business models.



Our gratitude goes to our stakeholders who recognize our value, appreciate our strategic objectives, provide technical and financial support, and engage with us through creative partnerships.

Chrysalis' core competencies backed by risk analysis, strategic planning and deepening our understanding of community needs, enables us to innovate in programming, diversify our interventions and craft new business models. Our key SME initiative, the "Made by Her" e-commerce platform, fosters inclusive economic growth and empowers women entrepreneurs through training, mentoring and an online marketplace. The sustainable eco-tourism model of the "Sri Lanka less travelled" intervention developed five community-based eco-tourism model sites, trained women and youth as tour companions, strengthened women-led eco-tourism enterprises and increased tourism-based self-employment.

We welcomed three young women, who bring different competencies and fresh perspectives, as new members of our Board. I am grateful to the Board members and CEO who identified potential new Board members over the past years, although our search was hindered by the COVID-19 lockdown and the political and economic crises. Two of the newer members of the previous Board were retained for continuity and historical memory, while retiring Board members joined Advisory Committees so that their skills and expertise will contribute to Chrysalis in the evolving local and global scenarios.

As an Affiliate Member of CARE International, Chrysalis engages regularly with the CARE leadership, Management and Members. We are fortunate that programmes initiated through these links and financing partnerships enable mutual learning and sharing in the development sphere.

My grateful thanks to our CEO Ashika Gunasena for her leadership and to the senior management and staff for their passion and commitment in fulfilling Chrysalis' Vision and Mission. My deep appreciation goes to the Directors who have shared their wisdom and expertise to make Chrysalis thrive and grow. I am happy to acknowledge that my role as Chairperson was made easier by their good humour and co-operative spirit, enabling us to work closely and harmoniously in governing Chrysalis.

Chrysalis has demonstrated its ability to weather political and socio-economic storms and to negotiate changing circumstances. I remain assured that in the coming years Chrysalis will be resolute in fulfilling its Vision and Mission to maximise the potential of women and youth, to increase gender equality and create inclusive and resilient communities in Sri Lanka.

**Nelun Chrisanthi
Gunasekera**
Chairperson, Chrysalis





OUR SOLUTIONS

Chrysalis envisions a world where growth is inclusive and diversity is celebrated.

Communities, institutions and systems must transform to catalyze inclusive growth and embrace diversity by confronting and transforming socio-political and economic structures, discriminatory norms and mental models that drive inequality and poverty, and prevent the full exercising of rights and entitlements.

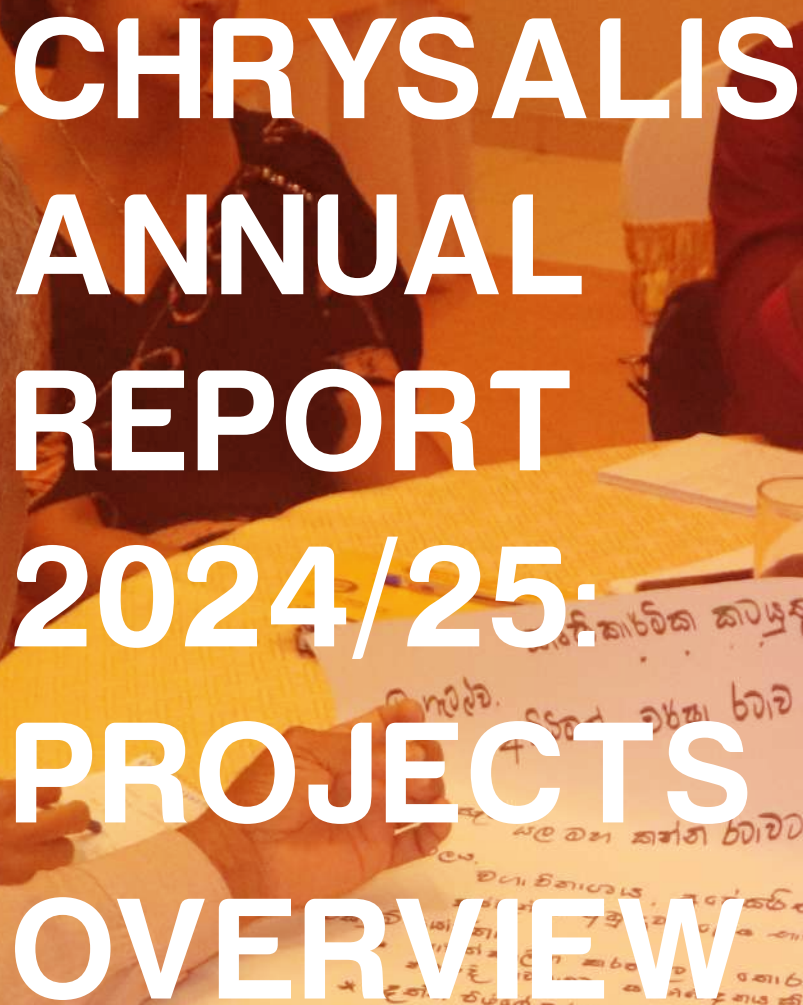
For Sri Lankan women and young people, inequality excludes them from fully and freely participating in economies, politics and governance. It obstructs access to opportunities, services and resources, and decision-making, while perpetuating perceptions and norms that devalue and discriminate. This means women and young people experience higher levels of marginalisation, exclusion, unemployment, poverty, food insecurity – that in turn impacts their well-being outcomes and quality of life.

At Chrysalis, we firmly believe that Gender Equality¹ is fundamental to our vision and mission. Recognizing the deeply intertwined nature of gender inequality with other forms of discrimination and disadvantage, we are committed to dismantling these barriers and addressing their consequences. This commitment lies at the heart of all our endeavors.

We believe that to make meaningful and lasting impact at scale, we must tackle underlying causes of marginalisation, exclusion and injustice, of which gender inequality is one of the most pervasive. Based on a decade of experience using this framework to advance gender equality, we know this can only be done through working at three levels: Agency, Relations, and Structures.

Chrysalis seeks to influence change beyond the communities where we work directly. Based on our evidence-based learning of effective strategies for impact at scale, the following are central to where we will place emphasis;

- Programming at scale and adapting proven models, both directly and through our partners, and actors in the government and market systems.
- Addressing harmful norms in the economic, social and political spheres, through community dialogue and other norms-shifting interventions, including media campaigns.
- Advocacy to influence changes to the policies, programmes and budgets of governments and other power holders, and how those are implemented through a systems change approach
- Systems strengthening and social accountability to institutions with an obligation to fulfil the rights of the poor and marginalized.
- Inclusive market-based approaches that are economically and environmentally sustainable, uphold labor rights, are inclusive of the poor and marginalized.

A person is shown from the side, writing in a notebook. The image is covered with a warm orange overlay. The text 'CHRYSALIS ANNUAL REPORT 2024/25: PROJECTS OVERVIEW' is written in large, white, bold, sans-serif capital letters across the top and middle of the image.

CHRYSALIS ANNUAL REPORT 2024/25: PROJECTS OVERVIEW

[illegible]



1. PROTECTING SMALL BUSINESSES FROM CLIMATE SHOCK.

Strengthening the climate risk resilience of SMEs in Uva and Central Provinces.

The Mission Part of the global InsuResilience Global Partnership (IGP), this initiative aims to protect livelihoods by assessing and implementing Climate Disaster Risk Financing and Insurance (CDRFI). Funded by BMZ, it specifically targets 250 SMEs, connecting them with government and financial actors to create a safety net against climate shocks.

2024/25 Impact Highlights

First-of-its-Kind Fund

We launched the Climate Resilience Revolving Fund (CRRF), the first initiative of its kind in Sri Lanka. **LKR 1.5 million was distributed to four SME consortia in Badulla, Monaragala, Matale, and Nuwara Eliya** to ensure business continuity during climate crises.

Building Networks

our District Multi-Actor Partnerships (MAPs) were established, **linking government, banks, and insurance providers** to ensure financing solutions are pro-poor and gender-equitable.

Changing Mindsets

Through targeted awareness sessions and the distribution of bi-weekly weather forecasts, insurance uptake **confidence among SMEs rose significantly from 17% to 35%.**

Inclusivity

Gender research among **60 SMEs identified critical gaps**, driving the push for gender-inclusive CDRFI strategies.



Looking Ahead In 2026, we will support the Ministry of Industries to integrate CDRFI into the National SME Policy and conduct a progress review of the CRRF to refine operations.



2. WOMEN ENTREPRENEURS BUILDING RESILIENT BUSINESSES

Empowering women entrepreneurs in the Uva Province through business skills and social cohesion.

The Mission: Funded by the Republic of Korea through UN Women, this project targets 120 women in Bandarawela, Ella, and Hali Ela. It uniquely combines Women’s Economic Empowerment (WEE) with peacebuilding, equipping women to resolve local conflicts while growing their enterprises.

2024/25 Impact Highlights

Skills to Success	119 women mastered financial forecasting and stock management, while 112 completed comprehensive business plans.
Market Access	The “Diversity Market Fair” showcased products from 100 entrepreneurs, generating LKR 398,500 in sales within the Badulla district.
Economic Growth	57 new employment positions were created, and business formalization rates surged, reaching 52% in Hali Ela.
Peace Advocates	Women formed working groups to identify local conflicts, successfully implementing 9 community-led peace initiatives.





SUCCESS STORY:

Formulating Success R.M. Niluka Shamali, an entrepreneur from Diganatenna, Bandarawela, began her journey with limited resources, producing simple laundry soap for local shops. Her transformation began when she joined the Chrysalis project, actively engaging in training on financial literacy and product development. Through the project's pitching process, Niluka secured a Water Jacket Double Layer Mixing Machine, a

piece of equipment that revolutionized her production capacity and quality. Today, her brand, "Wenu Products," is not only GMP certified but has expanded into cosmetics. Niluka has grown from a small-scale producer to an employer of two permanent staff and is now invited by government institutions to train other aspiring entrepreneurs—a true testament to the ripple effect of empowering women.



3. SRI LANKA LESS TRAVELLED, COMMUNITY-LED ECO-TOURISM FOR INCLUSIVE GROWTH

Reimagining rural tourism in the Central Province.

The Mission: Implemented under the EU-funded “Promote Community-led Sustainable Tourism Project,” this initiative positions lesser-known rural destinations as authentic, sustainable experiences. It focuses on diversifying livelihoods for women and youth while preserving local heritage and nature.

2024/25 Impact Highlights

Ecosystem Development	We developed five eco-tourism sites , designing them to ensure community ownership so benefits stay within the local economy.
Empowering People	Over 300 community members (primarily women and youth) were trained as tour companions and service providers, gaining skills in hospitality and conservation.
Business Support	More than 75 MSMEs received technical support, branding, and digital marketing assistance to reach broader visitor bases.
Sustainability	Communities adopted eco-friendly practices, including organic waste recycling and the use of locally sourced materials.





STORY OF CHANGE: RISING FROM THE ASHES

Hemalatha runs 'Nisala Sevana' (Serene Shelter), a thriving homestay at the base of lush peaks in Kadadora. But her journey began far from these green hills. Years ago, she worked as a housemaid in the Middle East, sending every cent home—until a fire destroyed her house, reducing her dreams to ashes. Hope felt distant until she joined the Sri Lanka Less Travelled initiative. With training and

encouragement, Hemalatha rebuilt not just a house, but a sanctuary. Today, Nisala Sevana is more than a homestay; it is a place where Hemalatha shares the resilience of rural life with travelers, guiding them through paddy fields and serving garden-grown meals. She has transformed her trauma into a serene shelter for the world.





4. BRIDGE: WOMEN AND YOUTH DEFENDING RIGHTS IN THE NORTH

Bridging communities to protect rights in the Northern Province.

The Mission: Operating across Jaffna, Kilinochchi, Mullaitivu, Vavuniya, and Mannar, BRIDGE works to create an environment where the fundamental freedoms of women and marginalized communities are respected. Funded by the EU, it empowers leaders and Human Rights Defenders (HRDs) to build resilient communities.

2024/25 Impact Highlights

Leadership Mobilization

Over 200 women and youth leaders and 100 HRDs were trained, leading to 10 district-level advocacy initiatives regarding gender equality and resource allocation.

Institutionalizing Voices

15 People's Forums are now functioning effectively. **76.8%** of women leaders organized petitions on discrimination and justice.

Political Readiness

We conducted intensive workshops for **333 participants**, resulting in **111 participants** actively engaging in local government elections

Case Management

The project recorded and referred **131 cases** of Gender-Based Violence (GBV) and human rights violations through strengthened networks.





STORY OF CHANGE: ALAN ARTHTHY, THE UNWAVERING LEADER

Alan Arththy from Mannar transformed from a young woman who questioned male dominance to an influential community leader. Her turning point came with Chrysalis's capacity-building training in leadership, human rights, and conflict resolution. This knowledge gave her the confidence to challenge the status quo, even when facing severe criticism and pressure from her extended family, which peaked when her husband attempted suicide to coerce her compliance. Alan Arththy stood resolute, pulling herself

together to ensure her daughter would not grow up believing women are weak. Her persistence won her husband's understanding and support. Today, she is a recognized activist, having successfully initiated a home garden initiative for survivors of GBV, sparked protests against discrimination in welfare schemes, and is now nominated to contest in local government elections—a testament to her courage and the power of transformation.



5. FROM CONFLICT TO COOPERATION

Building resilience and climate security in Puttalam and Kilinochchi.

The Mission: Funded by the UK FCDO and led by IWMI with Chrysalis, this project addresses the intersection of climate vulnerability and conflict. By rehabilitating infrastructure and promoting inclusive governance, we aim to reduce resource-based conflicts and improve agricultural productivity.

2024/25 Impact Highlights

Infrastructure Revival	Rehabilitation of irrigation canals and roads brought 78 acres back into cultivation, significantly improving water management.
Livelihood Boost	Interventions in climate-smart agriculture led to an 18-22% average income increase, with 61% of farmers reporting improved harvests.
Inclusive Governance	Women's participation in farmer groups and decision-making reached 74% , helping to reduce community conflicts and improve service inclusivity in 53% of CSOs.
Collaboration	Six multi-stakeholder platforms were established to bridge the gap between government, farmer organizations, and communities.



Looking Ahead In 2026, we will focus on sustaining these multi-stakeholder platforms and advocating for continued funding to maintain resilient systems and reduce latent social conflicts.



6. INCLUSIVE BUSINESS FOR ECONOMIC RECOVERY

Strengthening MSMEs and social cohesion across Sri Lanka.

The Mission: The FICE project (Oct 2023–Sept 2025) supported 125 MSMEs to overcome restricted market access and limited capacity. The initiative simultaneously promoted business growth and social cohesion through Common Resource Management (CRM) initiatives.

2024/25 Impact Highlights

Business Impact	We supported 125 MSMEs, resulting in 260 new job opportunities and engaging 1,777 employees. 124 businesses received grants.
Green Transition	Sustainability uptake was strong, with 71% of MSMEs applying practices such as reduced waste and renewable energy use.
Community Unity	CRM initiatives in 12 sites benefited nearly 5,000 families. Communities successfully resolved long-standing issues regarding water and land access, contributing over 20% of the costs themselves.
Social Cohesion	Through diversity markets and forum theatre, we reached over 5,500 participants; 88% reported questioning their assumptions about other communities.





STORY OF CHANGE: NOURISHING INCLUSIVE GROWTH SUGATH UDAGEDARA

founder of Venasa Caterers in Matale, transformed his business into a model of inclusive enterprise with FICE support. He received essential catering equipment (buffet sets, steamers) which elevated his operations. More significantly, FICE training helped him implement a deeply inclusive employment model: he recruits across ethnic, age, and gender

lines (Sinhala and Tamil, youth and elderly, men and women), successfully retaining staff for over four years. Sugath also champions sustainability by meticulously managing all catering waste, embodying FICE's core goal of integrating business growth with social and environmental care.



7. FROM BARRIERS TO BREAKTHROUGHS: ECONOMIC JUSTICE FOR WOMEN

Transforming systems for women-led MSMEs.

The Mission: Funded by Co-Impact, this project targets the structural discrimination faced by 750,000 women-led MSMEs in Sri Lanka. It convenes powerful stakeholders—from banks to the Central Bank—to create an inclusive business environment.

2024/25 Impact Highlights

**Establish a
Winning
Coalition
Building**

The Women Means Business (WMB) Coalition was convened, bring together ministries, financial institutions, civil society, and entrepreneurs in setting collective objectives to support women entrepreneurs, with a focus on six broader thematic areas that drive impactful and sustainable change across Sri Lanka.

**Awareness on
Systems Change
Approach**

Orientation was organized for Chrysalis staff and coalition members on System Change Approach. This training aimed at ensuring a comprehensive understanding and adoption of the systems change approach, enabling leaders to drive both organizational-level transformations and broader systemic changes.

**Piloting
Financial
Literacy
Module**

In partnership with UNDP, we facilitated pilot sessions of the Financial Literacy Modules developed by the Central Bank of Sri Lanka, UNDP, and the University of Kelaniya—paving the way for a national rollout. We also facilitated conducting Trainers of Trainers sessions.

**Financial
Access**

In partnership with UNDP, we piloted Financial Literacy Modules developed by the Central Bank, paving the way for a national rollout.

**Institutional
Change**

Our engagements with the 17 financial institutions, the Central Bank of Sri Lanka, and the Credit Information Bureau (CRIB) have resulted in their commitment to exploring collaborative support mechanisms and joining the Women Means Business (WMB) Coalition.



STORY OF CHANGE: THE ADVOCATE

Suntharalingam Kalaichelvi from Mullaitivu is more than an entrepreneur; she is a force for change. While supporting her family through her business, she actively raises awareness on gender-based violence. During the “16 Days of

Activism,” she championed self-defense training for girls, stating, “Self-defense is not just about physical strength; it’s about empowering young girls to stand up for themselves.”



8. RISE: WOMEN-LED LIVELIHOODS TO COMBAT POVERTY

Combating poverty and hunger in Uva and Central Provinces.

The Mission: Launched in late 2024 with funding from BMZ, RISE is a three-year initiative aiming to reduce poverty and strengthen local production systems. It works with women community leaders, producer groups, and Micro, Small, and Medium Enterprises (MSMEs) in the Badulla, Monaragala, Kandy, Matale, and Nuwara Eliya districts across the Uva and Central Provinces.

2024/25 Impact Highlights

Laying the Foundation

We conducted orientation sessions with 105 government officials, securing their collaboration and strategic alignment.

Selecting Producer Groups

Out of 200 applications, 36 producer groups were selected as direct beneficiaries across diverse value chains, including tea, spices, and food processing by now and target is to select 60 producer groups

Data-Driven

A comprehensive baseline survey was completed with 300 producer group members and 30 MSMEs to ensure all interventions are evidence-based.



Looking Ahead In 2026, The coming year will see the completion of selecting 60 Producer Groups and 50 MSMEs across the five project target districts, support MSMEs and Producer Groups to develop business plans and livelihood and social strengthening plans, and accordingly provide seed capital grants, and the establishment of five women-led CSO forums for collective advocacy initiatives.



9. WOMEN IN INCLUSIVE GOVERNANCE

Transforming political culture in the Eastern Province.

The Mission: Funded by BMZ and co-financed by CARE Germany, WIG operates in Ampara, Batticaloa, and Trincomalee. It aims to eliminate power inequalities by empowering women to take active roles in politics and Civil Society Organizations (CSOs), ensuring 25% female representation quotas are meaningful and effective.

2024/25 Impact Highlights

Breaking Barriers	Despite the challenge of delayed local elections, 38 out of 45 CSOs (84%) now report that at least 50% of key decision-making positions are held by women.
Electoral Success	Seven project-supported candidates (4 women, 3 men) were elected as council members in the 2025 local government elections.
Community Leadership	For the first time, community centers (Praja Mandalas) directly implemented development projects, such as resolving a 40-year-old water issue, demonstrating the power of inclusive leadership.
Gender Responsive Planning	All nine targeted Local Authorities have begun incorporating gender-specific needs into their annual plans and budgets.
Gender Responsive Planning	All nine targeted Local Authorities have begun incorporating gender-specific needs into their annual plans and budgets.



Looking Ahead In 2026, the project plans to conduct a provincial-level assembly to bring community leaders and government service providers together. This will further institutionalize the connections made between service receivers and providers, ensuring the sustainability of gender-inclusive governance.



STORY OF CHANGE: TRANSFORMING SERVICE DELIVERY

A. Haroon, a Community Development Officer in Valachchenai, was already an experienced trainer, but the WIG project fundamentally shifted his approach to governance. “My knowledge in community development, human rights, and gender inclusive budgeting improved vastly,” he says. The training bridged the gap between officials and the community, leading to the creation of collaborative Village Development Plans (VDPs) where 50% of the participants were women. The impact went beyond paperwork; it changed cultural norms. Haroon noted that previously, men dominated the

Community Centers, but WIG’s capacity building helped men understand the value of inclusive structures. Consequently, men stepped back, allowing women to take leadership roles. Today, women in Valachchenai lead citizen assemblies and actively present proposals at annual budget planning meetings. As Haroon proudly notes, the Local Authority has become self-reliant: “We will no longer require external contractors... WIG has strengthened all key local authority officials to confidently implement service provision activities”.



10. SUPPORT COMMUNITIES TO ENSURE FOOD SECURITY & BUILD RESILIENCE

Combating the economic crisis through immediate relief and long-term economic recovery.

The Mission: In response to Sri Lanka’s economic crisis, this project—funded by the **Conrad N. Hilton Foundation**—adopted a “development-humanitarian nexus” approach. Operating across eight districts (Northern, Eastern, Central, Uva, and Western provinces), the initiative addressed urgent food insecurity while simultaneously building long-term economic resilience for vulnerable families and MSMEs.

2024/25 Impact Highlights

Combating Hunger

We distributed **dry ration packs** to 4,544 vulnerable households (reaching 15,361 individuals) and provided specialized nutrition packs to 1,310 households, specifically targeting malnourished children and pregnant women.

Supporting Education

To prevent school dropouts due to economic hardship, we provided educational materials to 5,762 children.

Care Institutions

The project supported **100 group facilities** (orphanages, elder homes, and women’s safe houses), improving living conditions for 3,165 individuals by upgrading furniture, sanitation, and food storage.

Economic Revival

We trained **106 MSMEs** (mostly agri-based) and mobilized over LKR 55 million in grants and contributions to help them scale.

Infrastructure

We renovated **41 agricultural infrastructure** sites (roads and irrigation), benefiting **5,867 farming families**.



Looking Ahead A major legacy of this project is the construction of an Integrated Farm, Food Processing, and Value Addition Center in Kilinochchi. Now fully fenced with a water supply, the center will continue to support local farmers in producing value-added goods like peanut butter and moringa powder, ensuring sustainable income long after the project closes



STORY OF CHANGE: TURNING ADVERSITY INTO OPPORTUNITY

Dilan Sylvester Pereira from Badulla lost his job in the hotel sector during the crisis. Using his culinary skills, he started “Prime Chef Foods.” However, manual production limited his income. Through the project, Dilan pitched his business

plan and received a popcorn production machine and packaging materials. The Result: His production and sales doubled, his products are now in supermarkets, and he has created employment for his community.



11. FROM FARMING TO PROFITABLE AGRI-BUSINESS

Scaling up women-led agriculture in Northern Sri Lanka.

The Mission: Funded by the **Sall Family Foundation** through CARE’s “Scaling Up FFBS Globally” initiative, this project operates in **Kilinochchi, Mullaitivu, and Vavuniya**. It utilizes the evidence-based **Farmer Field and Business School (FFBS)** model to empower **480 small-scale producers (81% women)**. The goal is to transform traditional farming into profitable, climate-resilient businesses while reshaping gender dynamics within rural households.

2024/25 Impact Highlights

Record-Breaking Yields

Groundnut farmers in Mullaitivu saw significant productivity gains. From a baseline of 440 kg per acre, the average yield rose to **605 kg per acre** in the 2025 Yala season. One farmer, Mrs. Niththiyakala, recorded a historic **1,400 kg per acre**, surpassing district records.

Adaptive Resilience

Following a flood-induced black gram crop failure in Vavuniya, the project rapidly pivoted **125 farmers** to groundnut cultivation. This adaptive management secured their income for the Yala season despite the climate shock.

Financial Independence

Through integrated Village Savings and Loan Associations (VSLA), 259 producers saved **LKR 2.8 million**—exceeding their target—and accessed **LKR 4.4 million** in loans for business expansion and emergencies.

Poultry Success

Egg production surged, peaking at over **61,000 eggs** between April and June 2025, significantly boosting both household nutrition and market sales.



Looking Ahead The project will conclude with two symposiums in Kilinochchi and Mullaitivu to share lessons learned and facilitate a sustainable phase-out. We are also collaborating with the University of Jaffna to document best practices in women-led poultry management for future scaling.



STORY OF CHANGE: CULTIVATING COURAGE DISHANTHI

a groundnut farmer, struggled with low, unpredictable yields until she joined the FFBS initiative. By adopting climate-smart techniques, her harvest rose from 600 to 800 kilograms per acre. More importantly, she emerged as a leader, becoming her

group's secretary and accessing credit through the VSLA to support her son's education. Her demonstration plot became a local symbol of success, proving that women could be both skilled farmers and changemakers



12. CIVIL SOCIETY DRIVING GENDER EQUALITY AND GROWTH

Empowering CSOs to drive gender equality and resilience in Uva and Southern Provinces.

The Mission: Funded by the European Commission and implemented jointly by Chrysalis and **Women In Need (WIN)**, IGNITE is a three-year initiative designed to address the multifaceted challenges facing women and youth. Operating in **Badulla, Monaragala, Hambantota, and Matara**, the project combats Sexual and Gender-Based Violence (SGBV) while promoting economic rights through the active engagement of Civil Society Organizations (CSOs).

2024/25 Impact Highlights

Strengthening Civil Society	The project is enabling 40 CSOs, 20 Women’s Watch Groups, and 10 Shared Platforms to become autonomous leaders. These groups are being coached to provide social assistance, protection, and psychological support.
Gender Transformative Approach	Aligned with the EU’s Gender Equality Strategy, IGNITE places women’s socioeconomic empowerment at the center of all interventions, supporting producer groups and farmer networks to address pressing economic needs.
Multi-Actor Partnerships	By fostering collaboration between CSOs, the government, and the private sector, the initiative is building community-based, women-led resilience models that contribute to equitable sustainable development.



Expected Outcomes: The project focuses on two primary pillars: strengthening CSOs to support livelihoods with a focus on **nutrition and income generation** in 40 selected villages, and rigorously addressing **SGBV within business ecosystems** by strengthening service provision and stakeholder capacities.



Looking Ahead Through shared platforms and policy advocacy, IGNITE aims to build an ecosystem where CSOs drive inclusive growth and governance, ensuring that marginalized communities in the Uva and Southern provinces have a powerful voice in their own development.



13. DEEPENING WOMEN'S ENTERPRISE GROWTH AND PEACEBUILDING

The “Capacity and Resilience Building of Women-led Businesses” project aims to strengthen the economic resilience and leadership of rural women by providing business skills, market opportunities, and peacebuilding knowledge. Implemented by Chrysalis with support from UN Women—in partnership with the Women’s Bureau and District Secretariats—the project empowers women to grow sustainable enterprises while contributing to community harmony.

Highlights of 2024/25

In the Badulla district, **119 women entrepreneurs** gained hands-on training in financial literacy, costing, pricing, stock management, marketing, and business planning. A total of 112 women completed four-day business management training and developed their first business plans with guided, participatory support.

The Diversity Market Fair showcased 100 women-led businesses, generating **LKR 398,500 in sales** and expanding local market linkages. In-kind assistance supported 97 women to scale up production and improve product quality, leading to 57 new employment opportunities across Bandarawela, Ella, and Hali Ela.

Social cohesion efforts engaged an average of **78 women per division**, resulting in the implementation of nine community-led peacebuilding initiatives.



Human Impact

Entrepreneurs like W.D. Tharuka Dilshini demonstrate the project’s transformative effect. With new equipment and skills, she expanded her dehydrated products business, increased production capacity, secured shelf space in Ella supermarkets, created part-time jobs, and now earns approximately LKR 225,000 monthly.



Moving Forward In 2026, the project will focus on consistent follow-up monitoring, data collection, and final assessments to measure long-term changes. Continued mentoring will help women sustain improved business practices and further strengthen their role in local economic and social development.



14. FARMERS' VOICE RADIO FOR SMALLHOLDER TEA FARMERS

In partnership with the **Lorna Young Foundation (LYF)** and **Twinings**, Chrysalis is introducing **Farmers' Voice Radio (FVR)** to strengthen the resilience and livelihoods of smallholder tea farmers—especially women—in the Southern and Sabaragamuwa Provinces. Amid fluctuating tea prices, rising production costs, climate pressures, and limited extension services, farmers face a growing need for accessible, reliable information. FVR uses participatory, farmer-led radio programming to deliver practical guidance in Sinhala while amplifying rural voices and promoting gender equality within tea-producing communities.

The 18-month initiative aims to reach **up to 250,000 farmers** with weekly broadcasts covering good agricultural practices, climate-smart tea cultivation, diversified livelihoods, and shared decision-making in households. The programme works closely with the Tea Research Institute (TRI), the Tea Smallholder Development Authority (TSHDA), and six tea factories, ensuring content is technically sound, relevant, and grounded in community realities.





Key Progress: April 2024 – March 2025

- **Partnerships Strengthened:** Agreements signed, staff oriented, and collaborative relationships formed with six tea factories, each nominating a focal point to support community mobilisation and outreach.
- **Insightful Formative Research:** Through 10 focused discussions with 150 farmers and labourers, Chrysalis identified strong demand for accurate agricultural knowledge and confirmed radio as a trusted medium—especially for women and older farmers.
- **Community Structures Established:** Recruitment of 12 Programme Reference Group (PRG) members and 30 Radio Champions began, ensuring farmer voices shape every episode and local listening groups drive engagement.
- **Co-Creation and Capacity Building:** A three-day workshop brought PRG members, TRI and TSHDA officers, factory representatives, and CSOs together to develop the agricultural calendar, content plan, and initial demo recordings, laying the foundation for the broadcast phase.

With these core components successfully set up, Farmers' Voice Radio is now poised to launch weekly programming that will improve knowledge, shift attitudes, and support more secure, climate-resilient, and gender-equitable livelihoods for smallholder tea farmers in Sri Lanka.





CHRYSLIS ADVISORY SERVICES (CAS): DRIVING INSIGHT, INNOVATION, AND GENDER EQUALITY ACROSS SRI LANKA AND BEYOND

Who We Are: Chrysalis Advisory Services (CAS) partners with public, private, and civil society organisations to drive inclusive growth and advance gender equality. As the technical service arm of Chrysalis, CAS translates local knowledge, research evidence, and field-tested models into actionable solutions supporting clients to understand root causes, design context-fit strategies, and strengthen systems.

CAS provides rigorous research, applied learning, and strategic accompaniment grounded in Sri Lanka’s realities and informed by global standards. Our approach is built on three interconnected pillars:

Exploration:

Conducting gender analyses, baselines, evaluations, risk assessments, mixed-methods studies, and deep-dive qualitative research.

Adaptation:

Contextualising and scaling evidence-backed models to new geographies.

Integration:

Embedding inclusion into policies, organisational systems, and practice change.

The “Capacity and Resilience Building of Women-led Businesses” project aims to strengthen the economic resilience and leadership of rural women by providing business skills, market opportunities, and peacebuilding knowledge. Implemented by Chrysalis with support from UN Women—in partnership with the Women’s Bureau and District Secretariats—the project empowers women to grow sustainable enterprises while contributing to community harmony.



CAS CONTRIBUTIONS TO ADVANCING GENDER EQUALITY IN 2024/2025

1. Strengthening Global Knowledge and Evidence on Violence Prevention

What Works II (WWII) programme Chrysalis via the CARE International consortia played a catalytic role within FCDO's global What Works to Prevent Violence programme, contributing to global knowledge, systems-strengthening, and thought leadership. Key achievements include:

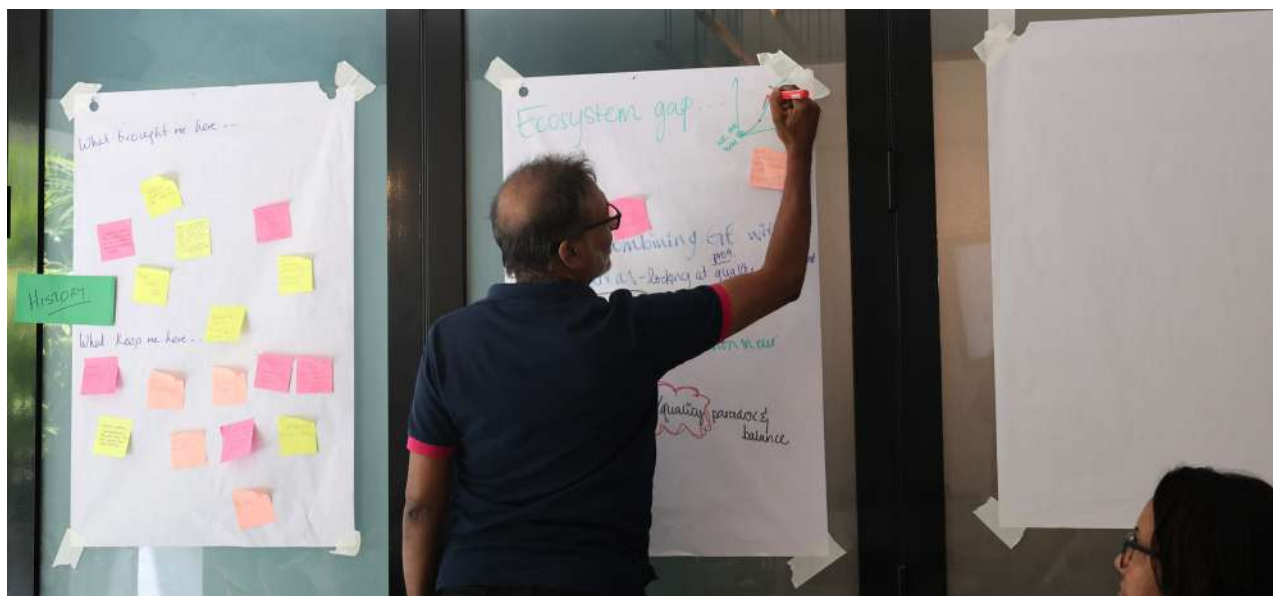
Global Dissemination of the Education PBL Brief : Led the global dissemination strategy for the first Practice-Based Learning brief on integrating GBV and VAC prevention into national education systems . This included securing placement on global platforms such as Safe to Learn and SVRI, presenting at the What Works Journal Club, and facilitating discussions across Asia regional learning spaces.

This positioned Chrysalis as a regional thought leader in scaling prevention within education systems.

Leadership in External Engagement & Influencing : CAS contributed to the development of the 2025/26 External Engagement Strategy, co-leading agenda design and facilitation at the Annual Planning Meeting in Ethiopia . This strengthened alignment across programme partners and elevated Chrysalis' voice in global advocacy moments.

Advancing Political Economy Understanding of Prevention : CAS led development of the Gendered Political Economy Analysis (GPEA) module now a core resource for global grantees and trained partners on navigating political and gendered power structures /impacting violence prevention .

Global Advocacy Contributions : CAS contributed technical content and messaging for global events including HLPF, CSW, and IWD events hosted by FCDO , spotlighting the importance of gender-transformative, evidence-based approaches.





2. Replicating Inclusive Governance Models in the Region – The YCP Journey

CAS continued to support the replication of the Community Development Forum (CDF) model with the Yayasan Care Peduli (YCP) team in Indonesia in three estates in Bandung. This year's work focused on:

- Support with the baseline and Context analysis
- Adaptation of the Sri Lankan CDF model to Indonesian social, cultural, and labour contexts
- Facilitating reflective learning sessions
- Supporting CDF roll-out in selected plantation communities
- Strengthening women's leadership pathways within worker-management dialogue

The partnership demonstrates how Sri Lankan models can successfully translate across borders creating safer, more equitable plantation environments and strengthening worker-management relationships.

3. Advancing Evidence on IPV Prevention within the health system in Sri Lanka

Chrysalis deepened its role collaborating with SVRI and the Family Health Bureau to adapt IPV prevention model within Sri Lanka's Pre-Conception Care Programme by using IPV-ADAPT+ Framework. CAS contributions included:

- Leading contextual scoping, political economy reflections, and power mapping.
- Designing the formative research framework, outlining methods, tools, and processes to guide evidence generation.
- Strengthening technical direction using IPV-ADAPT+ framework and comparative analysis.
- Documenting adaptation learnings and shaping implementation tools.

This collaboration is laying groundwork for a scalable, health-system-integrated IPV prevention model with strong potential for national roll-out.

4. Technical Assistance for Clients: Training, Accompaniment & Capacity Strengthening

Throughout the year, CAS delivered extensive technical assistance across multiple projects—strengthening partners’ ability to integrate gender equality and GBV prevention into their organisational systems and programme designs. Our support ranged from building awareness of key GE/GBV and conflict-sensitivity frameworks to facilitating action planning and embedding inclusion into MEAL systems through gender-sensitive indicators, safeguarding-aligned tools, and reflective learning processes. CAS also designed contextual research frameworks, developed ethical and gender-responsive tools, and capacitated enumerators to collect high-quality, sensitive data. Complemented by tailored training and strategic accompaniment, this work enabled partners to move beyond compliance and embed gender-transformative practice across their operations, ultimately strengthening the evidence, skills, and systems required to create safer, more equitable environments for women and marginalised communities.





**MADE BY HER (MBH)
A NATIONAL MARKET
PLACE FOR WOMEN**

made by
HER
Grow. Thrive. Inspire



MADE BY HER (MBH)

Empowering Women. Expanding Markets. Transforming Local Enterprise.

Made by Her is an inclusive marketplace and national support network dedicated to strengthening market access for women-led MSMEs across Sri Lanka. Operated in collaboration with 62 partners nationwide, MBH functions far beyond a traditional marketplace—serving instead as a comprehensive ecosystem that connects artisans, customers, and development partners.

Through both digital and physical channels, MbH ensures that women entrepreneurs—regardless of enterprise size, geography, product category, language, or digital literacy—can access opportunities to grow. The platform delivers technical assistance on quality assurance, branding, product diversification, and innovation, and provides tailored coaching and mentoring to help enterprises meet market standards and obtain quality and hygiene certifications.

With its growing showroom presence, community outreach, curated collections, and close vendor engagement, Made by Her continues to elevate sustainably crafted, locally made products while amplifying the creativity, resilience, and entrepreneurial spirit of women across Sri Lanka. By strengthening market linkages and promoting inclusive economic participation, MBH plays a pivotal role in advancing women's economic empowerment and broader socioeconomic development.





Key Achievements



Expanded Market Presence: Participated in **10 promotional and sales events**, enabling women-led enterprises to showcase their products and collectively generate **LKR 440,000** in sales.



Record Showroom Performance: Achieved the highest annual showroom sales to date—**LKR 2,302,000**—demonstrating the strong demand for MbH products and reaffirming the showroom as the platform’s primary sales channel.



Strong Customer Engagement: Facilitated the sale of **3,206 items** through **580 invoices**, reflecting consistent customer interest and healthy turnover of locally crafted goods.



Growing Vendor Network: **18 new women-led businesses** were onboarded, expanding the diversity, quality, and market reach of products available through the platform.



Financial Statements 2024/2025



Chrysalis

STATEMENT OF FINANCIAL POSITION

As at 31 March 2025

	Note	2025 Rs.	2024 Rs.
ASSETS			
Non Current Assets			
Plant and Equipments	4	4,159,336	4,328,623
Intangible Assets	5	1,778,698	1,290,563
		<u>5,938,034</u>	<u>5,619,186</u>
Current Assets			
Receivables	6	56,286,551	110,157,556
Cash and Bank Balances	7	975,810,773	1,191,172,245
		<u>1,032,097,324</u>	<u>1,301,329,801</u>
Total Assets		<u>1,038,035,358</u>	<u>1,306,948,987</u>
FUNDING AND LIABILITIES			
FUNDS			
Restricted Funds	9	459,373,790	912,079,169
Unrestricted Funds		<u>385,504,262</u>	<u>283,065,983</u>
		<u>844,878,052</u>	<u>1,195,145,152</u>
LIABILITIES			
Non-Current Liabilities			
Retirement Benefit Obligations	8	<u>21,695,925</u>	<u>15,434,950</u>
		<u>21,695,925</u>	<u>15,434,950</u>
Current Liabilities			
Payables	10	20,879,228	15,508,312
Bank Overdraft	7	130,856,532	34,809,496
Income Tax Payable	15.2	19,725,621	46,051,077
		<u>171,461,381</u>	<u>96,368,885</u>
Total Funds and Liabilities		<u>1,038,035,358</u>	<u>1,306,948,987</u>

These financial statements are in compliance with the requirements of the Companies Act No. 07 of 2007.


Finance Manager

The Management is responsible for these financial statements. Signed for and on behalf of the Company by;


Chief Executive Officer


Director

The accounting policies and notes on pages 07 through 21 form an integral part of the financial statements.





Chrysalis

STATEMENT OF COMPREHENSIVE INCOME

Year ended 31 March 2025

	Note	2025 Rs.	2024 Rs.
Incoming Resources	11	1,124,150,997	735,527,085
Project Expenditure			
Direct Costs	12	(1,044,300,454)	(678,123,796)
Net Surplus/ (Deficit) on Projects Activities		79,850,543	57,403,289
Income from Advisory Services		101,801,196	60,453,040
Direct Expenses from Advisory Services		(31,587,474)	(22,333,265)
Revenue Earned from Other Activities	13	2,691,626	3,459,925
Administrative Expenses	14	(87,763,524)	(73,759,782)
Finance Income		62,131,767	135,911,114
Net Surplus/ (Deficit) Before Tax		127,124,132	161,134,322
Income Tax	15	(24,685,853)	(55,151,245)
Net Surplus/ (Deficit)		102,438,279	105,983,077

The accounting policies and notes on pages 07 through 21 form an integral part of the financial statements.





Chrysalis

STATEMENT OF CHANGES IN RESERVES

Year ended 31 March 2025

	Unrestricted Funds Rs.	Restricted Funds Rs.	Total Rs.
Balance as at 01 April 2023	177,082,906	1,122,603,075	1,299,685,981
Total Comprehensive Income for the Year	105,983,077	-	105,983,077
Fund Received During the Year	-	524,724,016	524,724,016
Fund Returned to Donor	-	(199,625)	(199,625)
Fund Transferred to Statement of Comprehensive Income	-	(678,123,015)	(678,123,015)
Management Fee transfer to Unrestricted Income	-	(56,925,282)	(56,925,282)
Balance as at 31 March 2024	283,065,983	912,079,169	1,195,145,152
Total Comprehensive Income for the Year	102,438,279	-	102,438,279
Fund Received During the Year	-	671,445,618	671,445,618
Fund Transferred to Statement of Comprehensive Income	-	(1,044,300,454)	(1,044,300,454)
Management Fee transfer to Unrestricted Income	-	(79,850,543)	(79,850,543)
Balance as at 31 March 2025	385,504,262	459,373,790	844,878,052

The accounting policies and notes on pages 07 through 21 form an integral part of the financial statements.





Chrysalis

STATEMENT OF CASH FLOWS

Year ended 31 March 2025

	Notes	2025 Rs.	2024 Rs.
Cash Flows From operating Activities			
Net Surplus/ (Deficit) before Income Tax Expense		127,124,132	161,134,322
Adjustments for;			
Provision for Gratuity	8	7,998,695	10,025,248
Depreciation	4	1,451,463	1,370,992
Amortization	5	1,135,354	964,285
Interest Income		(62,131,767)	(135,911,114)
Net Surplus before Working Capital Changes		<u>75,577,878</u>	<u>37,583,733</u>
Decrease/(Increase) in Receivables		53,871,004	67,628,307
Increase/ (Decrease) in Other Payables		5,370,916	(6,462,375)
Cash Flows from Operations		<u>134,819,797</u>	<u>98,749,665</u>
Tax Paid	15.2	(51,011,308)	(25,239,096)
Interest Income		62,131,767	135,911,114
Gratuity Paid	8	(1,737,721)	(3,196,344)
Net Cash Flows from Operating Activities		<u>144,202,535</u>	<u>206,225,340</u>
Cash Flows from / (Used in) Investing Activities			
Acquisition of Plant and Equipment	4.1	(1,282,177)	(1,928,977)
Acquisition of Intangible asset	5.1	(1,623,489)	(513,926)
Net Cash Flows (Used in) Investing Activities		<u>(2,905,665)</u>	<u>(2,442,903)</u>
Cash Flows from / (Used in) Finance Activities			
Increase/(Decrease) in Received donations	9	(452,705,379)	(210,523,906)
Net Cash Flows from Finance Activities		<u>(452,705,379)</u>	<u>(210,523,906)</u>
Net Increase/(Decrease) in Cash and Cash Equivalents		<u>(311,408,510)</u>	<u>(6,741,469)</u>
Cash and Cash Equivalents at the beginning of the Year	7	1,156,362,749	1,163,104,217
Cash and Cash Equivalents at the end of the Year	7	<u>844,954,240</u>	<u>1,156,362,749</u>

The accounting policies and notes on pages 07 through 21 form an integral part of the financial statements.





Chrysalis

STATEMENT OF INCOME AND EXPENSES - ADVISORY SERVICES

Year ended 31 March 2025

	Note	2025 Rs.	2024 Rs.
Service Income	1	101,801,196	60,453,040
Expenses			
Direct Cost	2	(31,587,474)	(22,333,265)
Administration Cost	3	(13,455,419)	(11,383,664)
Gross Income / (Loss) Incurred		<u>56,758,302</u>	<u>26,736,111</u>

Note 1	2025 Rs.	2024 Rs.
Service Income		
300-0027 Rapid Gender Analysis-UNFPA	-	150,327
300-0028 Gender & Violence extremism (VE)	-	7,769,131
300-0029 What Works to prevent violence against women & girls impact at scale - Phase 2	38,438,473	40,226,038
300-0032 Yayasan CARE Peduli : Replicating Community Development Fora in Indonesia (3 estates/villages)	-	12,307,545
300-0033 Integrating IPV Prevention into Existing Health System Structures in Sri Lanka	58,847,523	-
300-0034 Exploring the Intersection of Gender and Climate in Garment Sector	4,495,200	-
300-0035 Other	20,000	-
	<u>101,801,196</u>	<u>60,453,040</u>

Note 2	2025 Rs.	2024 Rs.
Direct Expenses		
Consultant Fees	12,978,409	8,366,750
Staff Salary	8,871,083	7,462,041
Employee Provident Fund	1,064,530	885,770
Employee Trust Fund	266,133	221,443
Gratuity	376,216	787,937
Staff Bonus	1,109,000	-
Vehicle Rental	-	191,570
Health Benefits -Staff Insurance	362,129	152,863
Training & workshop projects	1,457,276	115,015
Other Services Fees	28,762	30,502
Computer Hardware Maintenance	18,000	-
Computer Software Maintenance	-	1,283,366
Project Materials/Supplies	31,746	26,500
Printing & Stationery	99,175	4,240
Project Events	25,000	332,000
Domestic Travel & Meals	21,078	112,644
Telephone/Internet	29,488	43,657
Bank Charges	11,518	5,228
Other Expenses	324,121	95,933
Project PPE	255,300	661,330
Entertainment/Representation	-	11,243
Domestic Perdiem	-	79,900
Domestic Lodging	1,265,732	140,760
International Travel Fare	2,019,147	776,910
International Perdiem	188,653	321,435
International Lodging	44,859	130,104
International Travel - Other	720,275	94,125
	<u>31,587,474</u>	<u>22,333,265</u>



Sp



Chrysalis

STATEMENT OF INCOME AND EXPENSES - ADVISORY SERVICES

Year ended 31 March 2025

Note 3

Administration Expenses

	2025 Rs.	2024 Rs.
Staff Salary	5,113,211	3,112,485
Staff Bonus	985,071	239,400
Employee Provident Fund	613,585	362,387
Employee Trust Fund	153,396	91,316
Health Benefits - Staff Insurance	278,372	579,453
Gratuity	361,012	322,426
Payroll Stamp Duty	5,748	3,947
Recruitment Expenses	14,140	7,993
Audit/Accounting Fees	84,120	106,868
Entertainment/Representation	499,908	278,837
Legal Services	72,251	186,763
Printing & Stationery	41,626	20,277
Postage and Delivery	55,969	1,879
Telephone/Internet	14,898	13,713
Office Repairs/Maintenance	25,428	144,784
Consultant Fees	1,655,688	1,576,900
Computer Software Maintenance	-	23,261
Office Supplies & Materials	142,445	8,071
Domestic Travel & Meals	124,553	201,038
Office Rental	-	-
Utilities	415	1,087
Bank Charges	79,116	82,830
Depreciation - Office Equipment	-	76,194
Depreciation - Computer Hardware	-	154,576
Amortization - Software	-	183,214
Depreciation - Furniture & Fixtures	-	29,718
Other Services Fees	196,184	238,739
Other Expenses	1,278,519	687,897
Domestic Lodging	43,291	26,197
Project Events	6,017	1,669,910
Domestic Perdiem	6,207	6,663
International Travel Fare	1,124,555	472,852
International Perdiem	415,307	102,255
International Travel-Other	64,389	369,734
	<u>13,455,419</u>	<u>11,383,664</u>







AS WE CLOSE THIS YEAR, WE REFLECT NOT ONLY ON NUMBERS AND MILESTONES, BUT ON PEOPLE.

On women who rebuilt businesses after loss.

On farmers who adapted when seasons became uncertain.

On young leaders who chose courage over silence.

And on communities who proved that cooperation is stronger than division.

Across Sri Lanka, Chrysalis has worked alongside women and youth to strengthen livelihoods, shift norms, and open spaces where voices are heard and decisions are shared. Whether responding to crisis, supporting enterprise, advancing rights, or influencing systems, our work this year reaffirmed a simple truth: inclusive growth is possible when people are placed at the centre of change.

This has not been an easy year. Shrinking resources, economic pressures, and climate and social shocks continue to test resilience. Yet, even in these conditions, we have seen how sustained, locally grounded work can create lasting impact. When women lead, communities become stronger. When systems change, progress lasts longer.

None of this is achieved alone.

We extend our heartfelt gratitude to the communities who welcomed us, trusted us, and shaped every intervention with their knowledge and determination. To our partners in government, civil society, the private sector, and global networks—thank you for walking with us in shared purpose. To our donors and supporters, your commitment to long-term change allows us to move beyond temporary relief toward sustainable transformation.

We also honour the Chrysalis team—across districts and disciplines—whose dedication, care, and integrity continue to turn vision into action, often under challenging circumstances.

As we move into the year ahead, Chrysalis remains committed to amplifying unheard voices, transforming systems that exclude, and creating pathways where women and youth can not only participate, but lead.

We move forward with humility, determination, and hope—believing that together, we can build a future where inclusion is not the exception, but the norm.



13/1 Charles Way,
Colombo 00300
Sri Lanka

T: +94 114 327 660

M: +94 771 706 650

E: info@chrysaliscatalyz.com