25 YEARS

ummeed child development center

ANNUAL REPORT

Financial Year 2025-2026



Ummeed Child Development Center

Message from
Ummeed's Leadership Team

*As **Ummeed** transitions into a new chapter in its journey, we find ourselves reflecting on how far we have travelled and, equally, on what has remained constant through that journey.*

Today, we are a larger organization, with a growing body of research and knowledge, and recognition for our contribution to the field of child development and disability. In addition to professional expertise, we recognize the essential value of family voices and lived experiences in shaping our work. This year marked an important transition for Ummeed. After a decade of dedicated leadership and immeasurable contribution, Dr Anita Limaye stepped down as CEO. She leaves behind a strong foundation and an organization that is well placed to take its next steps. As the leadership team, we recognize both the privilege and the responsibility of building on this legacy.

Ummeed's work is deeply rooted in a culture where every voice matters, where the experiences and perspectives of families inform what we do, and where leadership and decision-making are collective. It is a culture that values openness, collaboration, and a sense of joy in the workplace. This is not separate from our mission; it is fundamental to how we pursue it. As we look ahead, our approach is to work with those ecosystems that children and families rely on the most: across Healthcare, Early Childhood Development, and Schools.

In Healthcare, our goal is to enable families to access optimal care across childhood and adolescence, with autism as a focus area. In Early Childhood Development, we are strengthening pathways in community systems for early identification, support, and participation through the government and other allied systems. In Schools, we are working towards greater inclusion for children with diverse needs along with their meaningful participation. While growth will bring change, we will continue to hold on to the things that matter most: listening to our children and families, valuing every voice, working collaboratively, and creating a workplace where people can contribute, learn, and thrive.

As we mark this milestone in our journey, our deepest gratitude goes to the children and families who have trusted us, and to our colleagues, partners, supporters, and volunteers who have walked alongside us. Their voices, commitment, and belief in what is possible have shaped Ummeed's work and ethos.

We look forward to the journey ahead with gratitude for where we have come from, and optimism for where we can go together.



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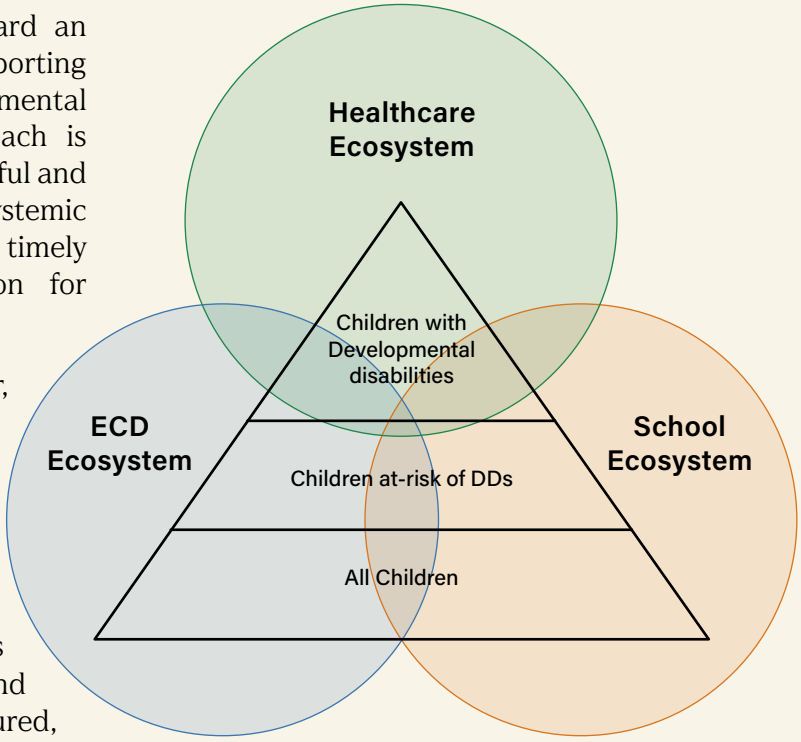
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ANNUAL REPORT Financial Year 2025-2026



Over the past year, Ummeed has continued to deepen its strategic shift toward an ecosystem-based approach to supporting children with and at risk of developmental disabilities and their families. This approach is grounded in the understanding that meaningful and sustained impact requires addressing systemic barriers while enabling early identification, timely intervention, and meaningful participation for children and families.



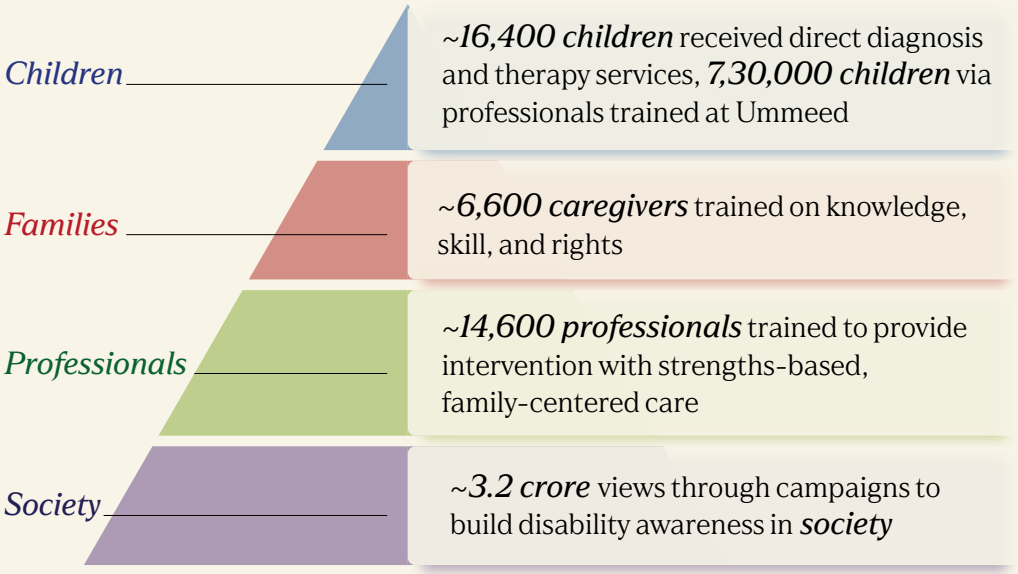
Building on the foundation laid last year, Ummeed has further operationalized its work across three key ecosystems: ***Healthcare, Early Childhood Development (ECD), and Schools.*** These ecosystems serve as the core pillars through which programs, partnerships, and capacity-building efforts are designed and delivered. Each ecosystem is guided by clearly defined priorities and outcomes, enabling a more integrated, structured, and outcome-oriented approach to impact.

Over the course of the year, significant progress has been made in strengthening alignment across programs within each ecosystem, sharpening our pathways to impact, creating stronger connections between our diverse areas of work, while ensuring that our efforts remain focused on improving outcomes for children and families.

This year also marks a milestone in Ummeed's journey with an important leadership transition. We extend our deepest gratitude to Dr. Anita Limaye, whose visionary leadership as CEO has been instrumental in shaping the growth of the organization. Equally, we are delighted to welcome Ms. Shamin Mehrotra as she takes the baton to lead Ummeed into its next chapter of learning, growth, and impact.

This Annual Report presents a snapshot of Ummeed's work across the three ecosystems, highlighting key achievements, partnerships, collaborations, and emerging directions as the organization continues to move toward a more integrated and systems-focused model.

Till date



FY 2025-26

- **1,700+**
  Children received direct clinical services
- **1,150+**
  Caregivers trained on rights, resources and skills
- **2,200+**
  Professionals (including doctors, therapists, teachers, community workers) trained
- **10,70,000+**
  People reached through awareness events and campaigns

Healthcare *Ecosystem*

Ummeed envisions a future where children with developmental disabilities and their families are able to access high-quality, optimal care from early childhood through adolescence and emerging adulthood with autism as a focus area.





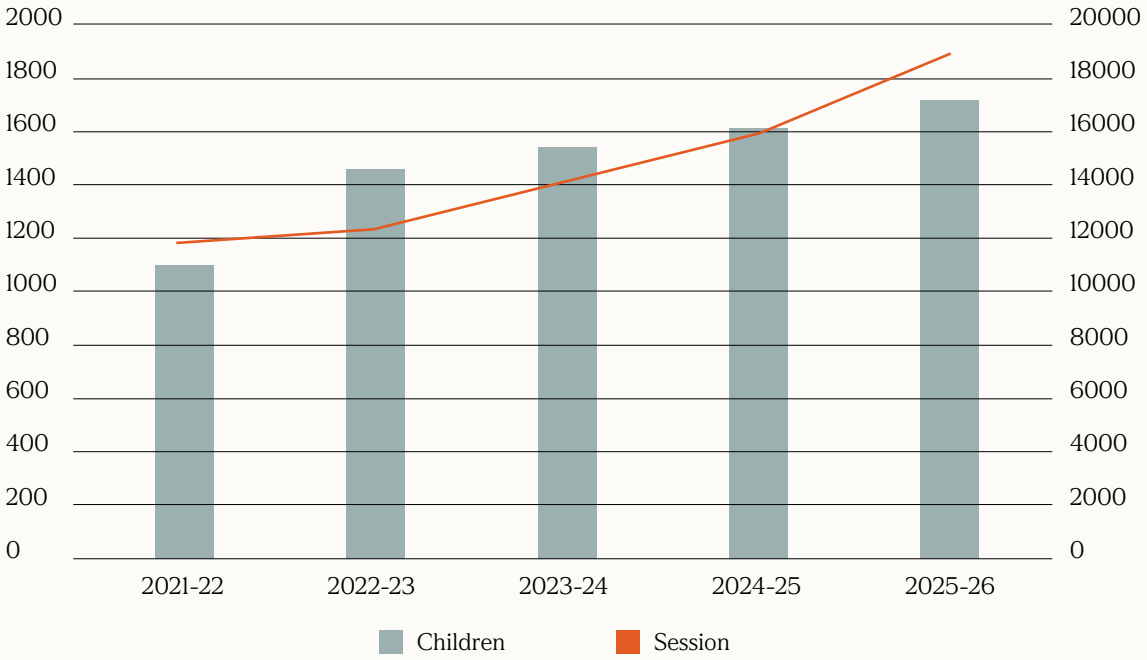
- The Family Resource Center through which caregivers help other caregivers through their own lived experience
- Geography-level interventions and university collaborations
- Professional Trainings (short-term and long-term) to create more skilled healthcare resources across our country
- Research and Dissemination for wider influence
- Caregiver Trainings to build their knowledge and skills
- Awareness and Resources for caregivers and society at large
- The Clinic which offers direct diagnosis and therapy services to children and families

A. Direct Implementation

Clinic

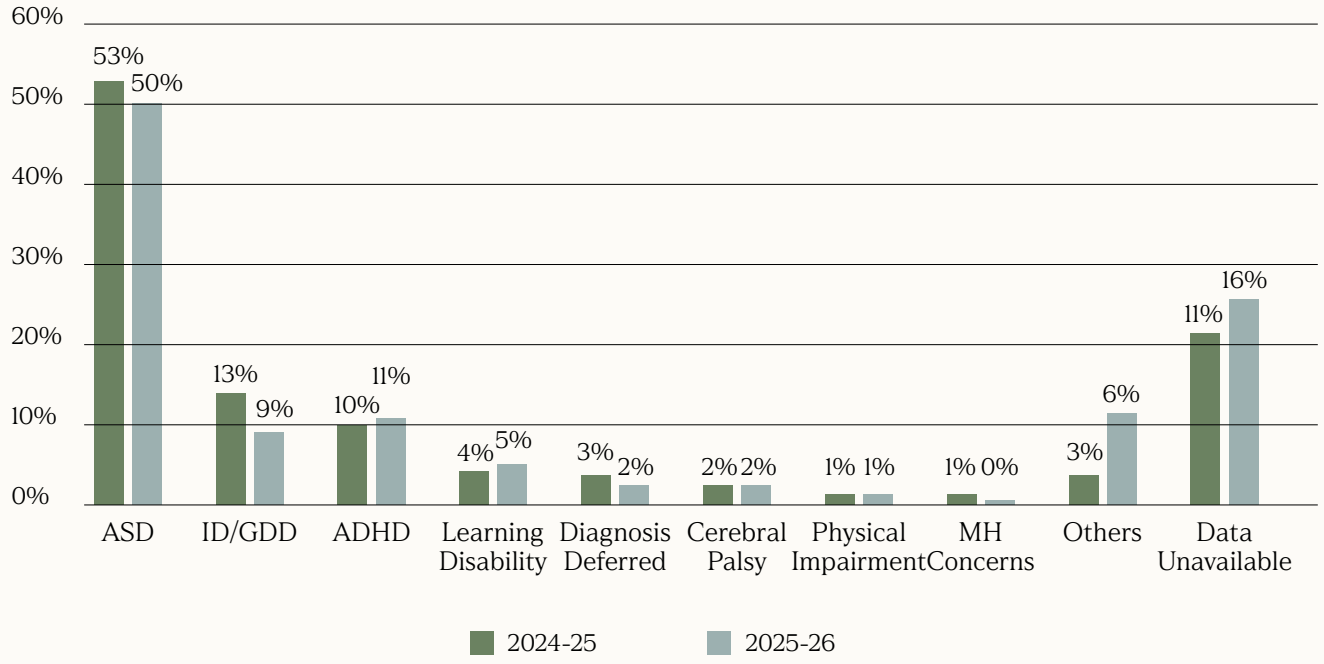
In FY 2025-26, Ummeed's clinic supported ***1,720 children and families*** through ***18,850+ clinical sessions***, reflecting a steady increase in both reach and service utilization compared to the previous year. Cumulatively, Ummeed has now provided direct clinical services to over ***16,400 children and families***.

Steady Growth in Children Reached and Sessions Delivered, 2021–22 to 2025–26



Over the past year, focused efforts were made to strengthen both clinical services and caregiver experience. The clinic continued to build on the ***STAC (Services and Teams Around the Child)*** model, deepening coordinated and diagnosis-informed care pathways that enable families to access holistic and needs-based services across disciplines.

Approximately 50% of children seen at Ummeed have Autism Spectrum Disorder (ASD)

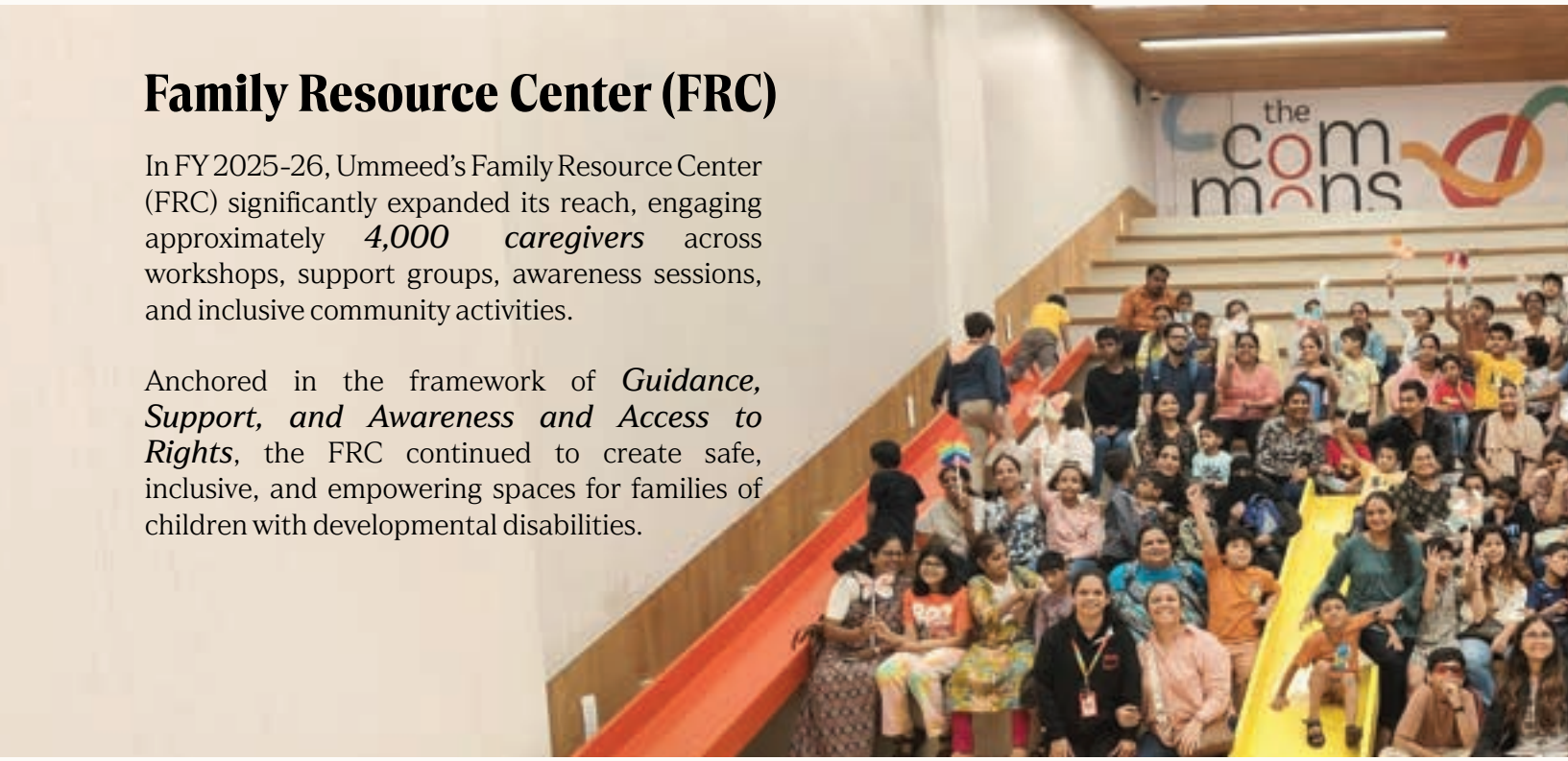


Together, these efforts reflect Ummeed's continued commitment to delivering responsive, coordinated, and family-centered care.

Family Resource Center (FRC)

In FY 2025-26, Ummeed's Family Resource Center (FRC) significantly expanded its reach, engaging approximately ***4,000 caregivers*** across workshops, support groups, awareness sessions, and inclusive community activities.

Anchored in the framework of ***Guidance, Support, and Awareness and Access to Rights***, the FRC continued to create safe, inclusive, and empowering spaces for families of children with developmental disabilities.



Guidance **-** The *Meet the Expert* series remained a cornerstone of the FRC's efforts to make diverse perspectives accessible by bringing together professionals, parent advocates, and self-advocates.

In addition, puberty workshops were conducted to equip caregivers with practical tools to support children through adolescence.

The ***Informational Talk Series*** further expanded access to expert knowledge on topics such as legal frameworks for inclusive education, health insurance and financial planning, building a health corpus, and adolescence, consent, and sexuality. To improve accessibility, key resources such as the *Know Autism* and *Know ADHD* booklets were translated into Marathi, enabling more families to access reliable, culturally relevant information in their preferred language.





Support **-** The FRC strengthened its role as a hub for community-building and caregiver well-being through a range of initiatives.

Tea and Talk sessions (both in-person and online chat-based) provided opportunities for caregivers to reflect, share experiences, and learn from each other on themes such as caregiver overwhelm, emotional well-being, partnerships, and fatherhood.

Walk-in support groups complemented these efforts by creating both structured and informal spaces for connection. The FRC continued to facilitate external support groups such as ***Aarambh*** and ***Aatman***, contributing to the growth of decentralized, community-based caregiver networks.

New initiatives were introduced such as ***Saksham***, a structured, three-part caregiver well-being program drawing on WHO-Caregiver Skills Training and Acceptance and Commitment Therapy principles, and ***SiBs Circle***, a dedicated space for siblings of children with disabilities. Community engagement initiatives further supported caregiver well-being and inclusion. These included ***मी-Time sessions*** (focused on self-care activities such as yoga, art, and wellness), ***Special Hangouts*** (offering inclusive leisure experiences (art, sports, outings, storytelling, and celebrations), and regular dance classes and events. Additionally, the FRC celebrated its first Grandparents' Day in September, bringing grandparents of children with developmental disabilities together to share experiences, build connections, and

participate in group activities that recognized their important role in supporting children and families. A major highlight of the year was ***Family Day***, hosted on 13th December, which brought together over ***1,300 participants*** consisting of families and children with and without disabilities, to celebrate inclusion through performances, stalls, and shared experiences. The celebration also showcased inclusion in practice. Two autistic emcees hosted the event, while an autistic photographer documented the day.

Feedback from Family Day 2025:

"Thank you, Ummeed CDC and Team FRC, for hosting another spectacular edition of Family Day. We had a great experience putting up a small stall for the event and connected with many families, children, and professionals who showed strong interest in our work."



Awareness and Access to Rights - The FRC continued to strengthen awareness and access to rights through multiple ***Know Your Rights (KYR)*** sessions, as well as ***RAISE*** (Rights and Approaches for Inclusive School Experience) ***workshops*** focused on navigating school systems and accessing entitlements.

Caregiver feedback consistently highlighted the value of FRC spaces:

It felt like being among friends - safe, open, and supportive.

For once, I didn't feel like the odd one out.

Talking to and listening to this group always fills me with positivity.

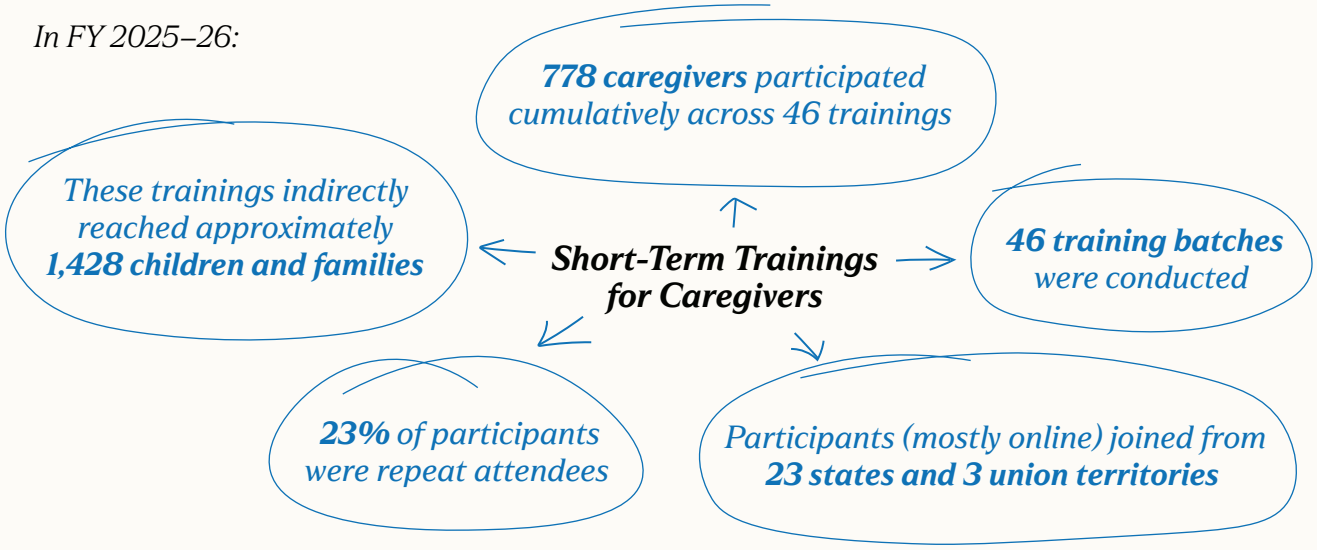
Overall, the FRC continues to play a critical role in strengthening caregiver confidence and capacity, building peer networks, enhancing access to information and rights, and creating inclusive community spaces.

Short-Term Trainings for Caregivers



Short-term trainings for caregivers focused on equipping families with practical tools to support their child's development across areas such as communication, behaviour, routines, and activities of daily living (e.g., toilet training and writing skills), while also building awareness of service delivery systems, understanding the rights of children with disabilities and their families, and accessing government schemes, benefits, and entitlements.

In FY 2025–26:



Trainings emphasized practical application and included interactive methods such as discussions, examples, and activities. Caregivers were increasingly engaged as co-facilitators, ensuring that lived experiences informed the training process.

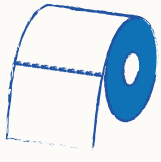
Feedback from Caregivers



Know Autism - Let's Get Started: Caregivers shared that the workshop was well structured and well-paced, with ample opportunity for interaction.



Behaviour Workshop: Caregivers noted that the presentation was well executed and that the topics were informative and clearly explained.



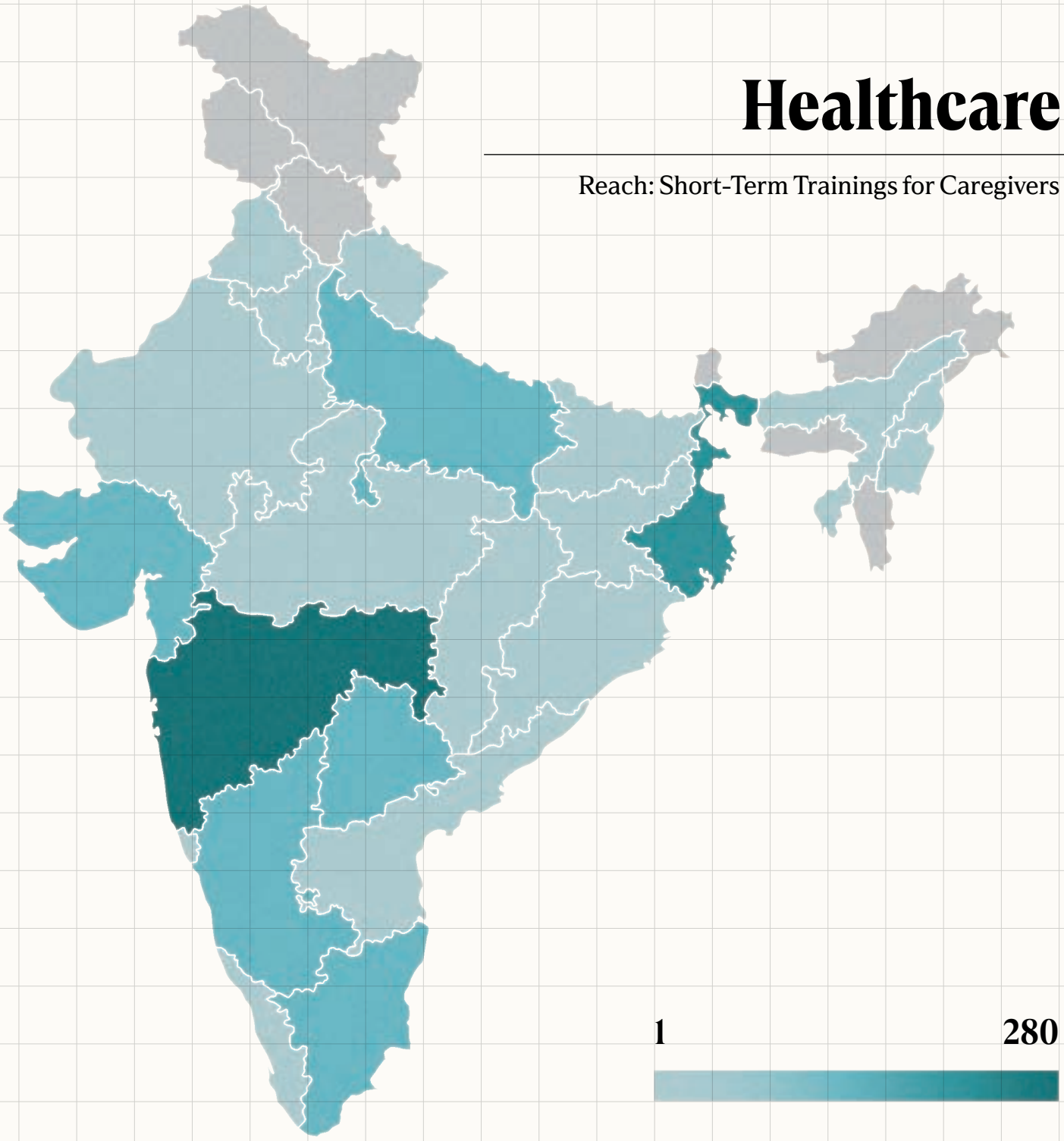
Toilet Training: Caregivers reported that the session was helpful and that the speakers delivered the content clearly.



Sleep Training: Caregivers shared that the session was helpful and that the strategies discussed were practical to apply at home.

Healthcare

Reach: Short-Term Trainings for Caregivers



Maharashtra — 280	Haryana — 9	Tripura — 3
West Bengal — 36	Andhra Pradesh — 7	Nagaland — 2
Gujarat — 19	Madhya Pradesh — 5	Punjab — 2
Karnataka — 18	Rajasthan — 5	Uttarakhand — 2
Telangana — 17	Bihar — 4	Chandigarh — 1
Uttar Pradesh — 15	Jharkhand — 4	Chhattisgarh — 1
Tamil Nadu — 12	Assam — 3	Dadra And Nagar Haveli — 1
Delhi — 10	Kerala — 3	Manipur — 1
Goa — 9	Odisha — 3	

Short-Term Trainings for Professionals



In FY 2025-26, Ummeed significantly expanded its professional outreach, delivering a comprehensive portfolio of trainings that strengthened the knowledge and skills of pediatricians, educators, therapists, community workers, and students across India. Delivered mostly online or in-person in Mumbai, the trainings provide convenience and flexibility for wider reach.

1. The Developmental Pediatrics (DP) team led several national trainings and conference engagements, including GMCD trainings and workshops on neurodevelopmental disabilities, implementation of the ***WHO-Caregiver Skills Training (WHO-CST) program***, gender and neurodiversity, autism diagnosis, and family-centered care.

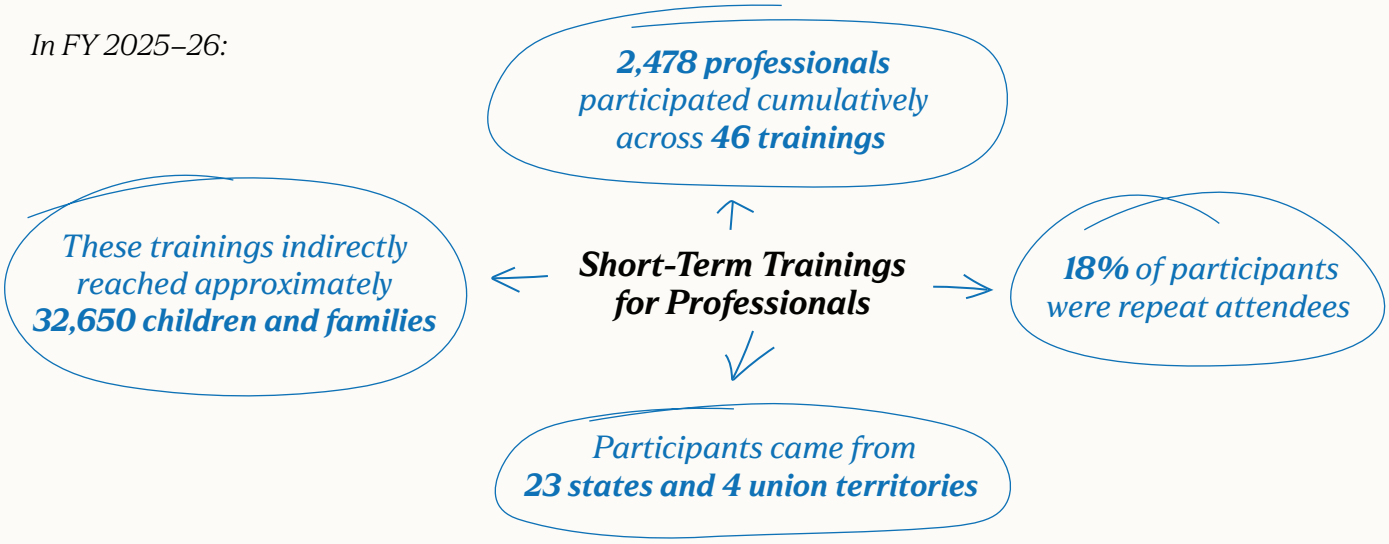
2. The Mental Health (MH) team conducted trainings on narrative practices and mental health in the context of disability.

3. The Autism Therapy (AT) and Occupational Therapy and Physiotherapy (OTPT) teams delivered capacity-building programs on behaviour support, autism awareness, and therapy-related practices, including international engagements.

4. The Social Work (SW) team continued to strengthen rights-based practices through ***Know Your Rights (KYR) trainings***, facilitator programs, and sessions on navigating systems and entitlements.

Together, these efforts contributed to strengthening the capacity of professionals across sectors to deliver more informed, inclusive, and family-centered support for children with developmental disabilities and their families.

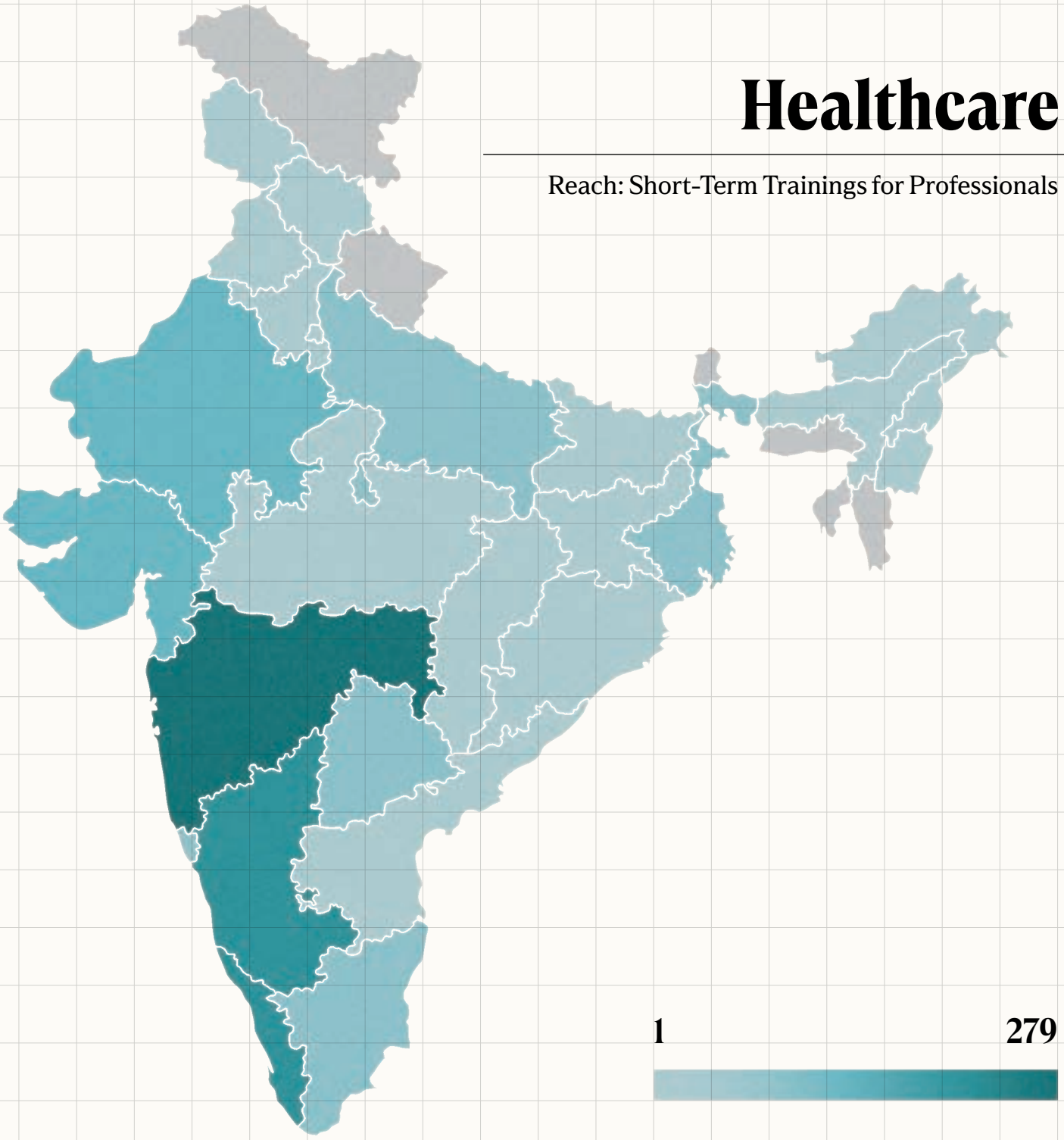
In FY 2025–26:



These trainings responded to the growing demand for applied, short-duration learning, and reached increasingly diverse professional groups and practitioner networks across sectors and geographies.

Healthcare

Reach: Short-Term Trainings for Professionals



Maharashtra 279	Goa 13	Punjab 3
Kerala 69	Tamil Nadu 11	Bihar 2
Karnataka 59	Haryana 7	Chandigarh 2
Rajasthan 40	Madhya Pradesh 6	Chhattisgarh 2
Gujarat 32	Nagaland 6	Jharkhand 2
Delhi 30	Himachal Pradesh 4	Arunachal Pradesh 1
Telangana 21	Odisha 4	Assam 1
West Bengal 21	Andhra Pradesh 3	Manipur 1
Uttar Pradesh 16	Jammu And Kashmir 3	Puducherry 1

Long-Term Trainings for Professionals

Ummeed's long-term training programs build the capacity of a diverse range of professionals across India working in child development and developmental disabilities.

1. Spanning six months to a year (though some are shorter), these structured, multi-modular programs combine theoretical learning with practical application through interactive sessions, case discussions, hands-on practice, and ongoing supervision and mentoring.

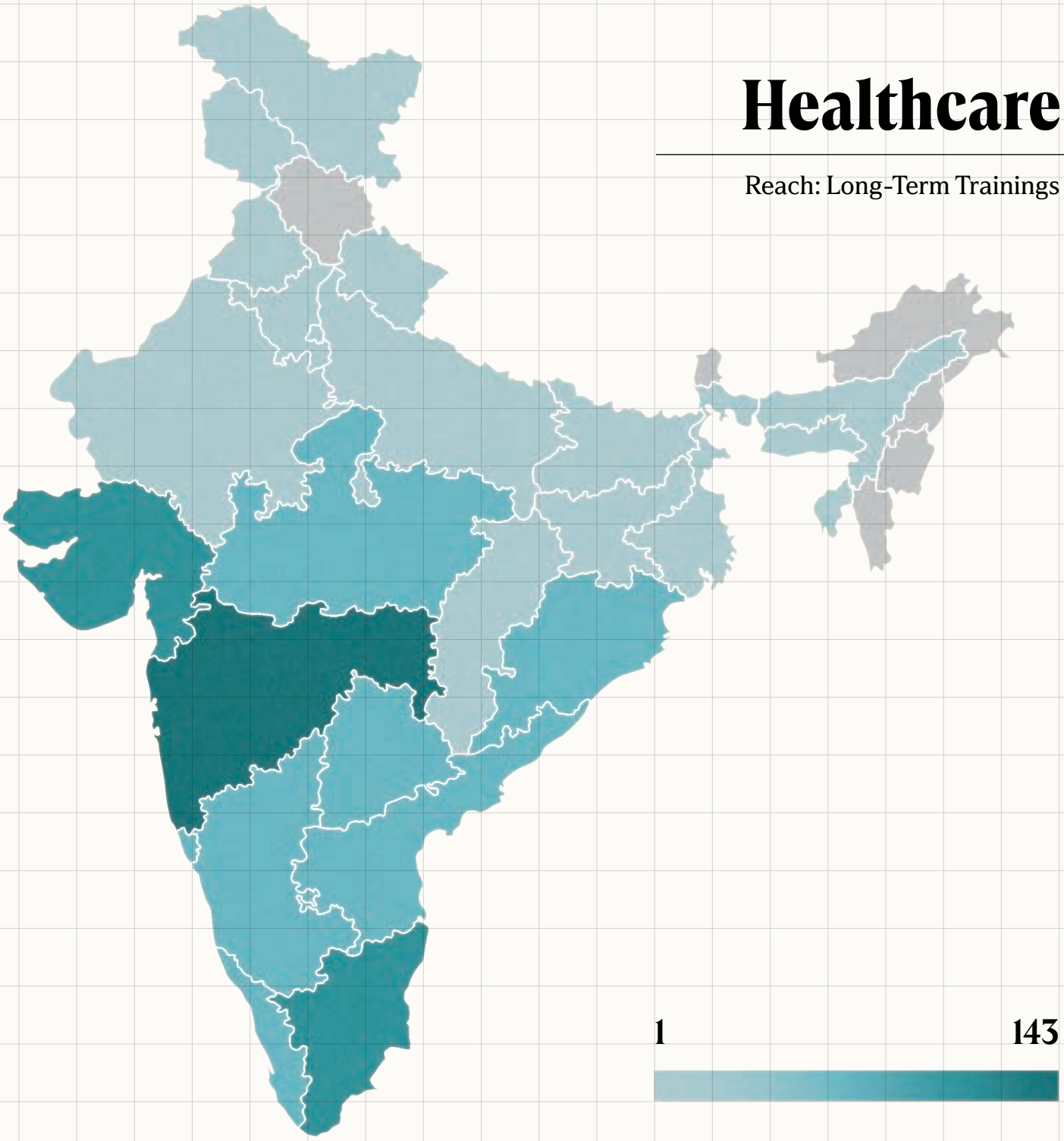
2. The trainings are designed to equip participants with the knowledge, skills, and confidence to support children with developmental disabilities within their own contexts, thereby strengthening early identification, intervention, and inclusive practices.

3. Delivered in English and Hindi through online, offline, and hybrid formats, the programs are accessible and adaptable, enabling wider participation and contributing to a more inclusive child development ecosystem.



Healthcare

Reach: Long-Term Trainings



Maharashtra 143	Goa 10	Assam 2
Tamil Nadu 43	Delhi 9	Jammu And Kashmir 2
Gujarat 30	Uttar Pradesh 8	Jharkhand 2
Kerala 20	West Bengal 8	Tripura 2
Andhra Pradesh 16	Rajasthan 6	Chhattisgarh 1
Karnataka 16	Puducherry 5	Ladakh 1
Madhya Pradesh 15	Punjab 4	Meghalaya 1
Telangana 14	Bihar 3	Uttarakhand 1
Odisha 11	Haryana 3	

Training Name	Brief Description	Participants
Mental Health Training Program ***(MHTP)*** ***Feb 25 - Nov 25***	A nine-month program that focuses on narrative ideas and practices. It uses a respectful, non-blaming approach to counselling and community work that centers people as experts in their own lives. In the post-training assessment, a majority of questions received high correct-response rates, with several items scoring above 80–90% (e.g., re-authoring and remembering conversations, externalizing problems, and the idea that people are experts in their own lives).	39 participants including psychologist, occupational therapist, counselors, developmental pediatricians, community workers, school administrators, principals, and special educators
Community Mental Health Training Program ***(CMHTP)*** ***May 25 - Mar 26***	The program was conducted online, with nine blocks and supervision between blocks. It included discussions on values, community, mental health, and disability, as well as key ideas in narrative practices. These were introduced through teaching inputs, sharing stories from practice, exercises, and reflections. The post-training knowledge assessment indicated a strong overall understanding of key narrative therapy concepts, with individual scores ranging from 75% to 100% and most participants scoring 87.5% or above.	19 participants including community workers, teachers, special educators, and professionals
ECHO ADHD ***Jun 25 - Aug 25***	The broad objective of this three-month training was to increase participants' self-efficacy in identifying and managing ADHD, thereby increasing access to quality healthcare for children and adolescents. Comparison of the pre- and post-assessment scores indicates an overall improvement in participants' knowledge of ADHD following the training (with a movement of overall average score from 72% in pre- to 79% in post-scores).	112 participants including developmental pediatricians, neonatologist, neurologist, pediatric neurologist, pediatrician, and psychiatrist

Training Name	Brief Description	Participants
Think Participation - Flip the Script with ***PREP (Pathways and Resources for Engagement and Participation)*** ***Jun 25 - Sept 25***	This three-month training introduces participation-based approaches and frameworks to support goal setting, intervention planning, and outcome measurement. The pre–post knowledge scores indicated an overall positive shift in understanding of key concepts related to PREP and participation-based approaches (from 51% at pre to 60% at post).	25 participants including developmental pediatricians, occupational therapists, physiotherapists, psychologist, speech therapist, and special educators
WHO-Caregiver Skills Training ***Apr 25, Jun 25 and Sep 25***	This 'Train the Trainer' program equips professionals to train parents and caregivers of children aged two–nine years with developmental delays and disorders. It focuses on communication, play, behaviour, and inclusive practices, supporting families in navigating their child's needs and their own mental well-being. This year, three CST trainings were conducted, including two hosted at Ali Yavar Jung National Institute of Speech and Hearing Disabilities, Mumbai and Christian Medical College, Vellore.	46 participants including psychologist, developmental pediatricians, pediatricians, speech therapists, physiotherapist, occupational therapist, special educators, teachers, community workers, and caregivers
Autism Intervention Training Program ***(AITP)*** ***Oct 25 - Mar 26***	AITP trains professionals working with children aged one–12 who have ASD, to enhance their existing communication skills (both receptive and expressive), increase their social awareness and interaction, develop play skills, and work on reducing challenging behaviours. The average pre-training knowledge score across participants was approximately 63%, which improved to around 75% post-training, indicating a meaningful overall gain in understanding.	16 participants including counselor, occupational therapist, physiotherapist, psychologist, and special educators

Training Name	Brief Description	Participants
Community Mental Health Training Program ***(CMHTP)*** ***Nov 25 - Jun 26***	Inspired by MHTP, this training builds the skills and knowledge required to address the mental health needs of children who have developmental disabilities, or who are at risk of developing them, using narrative ideas and practices with children, their families, and communities.	23 participants including community workers, teachers, principals, school administrators, psychologist, counselor, and psychiatrist
ECHO Autism DP - ***Jan 2026 - Apr 26***	This training builds the skills of healthcare professionals to identify children on the spectrum early and support access to high-quality early interventions.	128 participants including community medicine and public health specialist, developmental pediatrician, neurologist, pediatric neurologist, pediatrician, and psychiatrist
Certificate Course in Developmental Pediatrics ***(MUHS)*** ***Feb 2026 - Aug 26***	In partnership with Maharashtra University of Health Sciences (MUHS), Nashik, Ummeed developed a certificate course in developmental pediatrics to strengthen pediatricians' capacity for early identification and evidence-based diagnosis and management of common developmental disabilities in newborn children to age 12.	12 participants including neonatologist, neurologist, and pediatricians

C. Research and Dissemination

In FY 2025-26, Ummeed continued to contribute to knowledge on developmental disabilities, inclusion, and family-centered care, through research, publications, conferences, and trainings, and multi-stakeholder forums. These efforts strengthened Ummeed's role as a thought leader and knowledge partner, while enabling cross-learning and collaboration across the broader ecosystem.

During the year, ***11 ongoing research projects*** on various topics were underway, and two research papers were selected by reputed journals:

- "Sustaining Community Implementation of a Caregiver-Mediated Intervention: Learnings from the WHO-Caregiver Skills Training in India," in the ***Journal of Autism and Developmental Disorders*** (Dec-2025)
- "'If the Right Time Comes': Perspectives of Indian Parents on Disclosing the Diagnosis of Autism to their Children," in ***Research in Autism Spectrum Disorders*** (Jan-2026)



In 2025-26, Ummeed received a Health Research Grant from Azim Premji University for a study on unmet service needs among autistic adolescents and their families in India.'

D. Awareness Campaigns and Initiatives



World Autism Acceptance Month (WAAD, April 2025): As part of Autism Acceptance Month, Ummeed shared stories and experiences from autistic individuals, caregivers and professionals to build greater understanding and acceptance of autism. Through short videos, myth-busting content and everyday narratives, the campaign encouraged people to look beyond stereotypes and understand autism through lived experiences. *(https://www.instagram.com/p/DH79j9uysw0/)*.

1. A total of 18 videos generated over ***4.6 million views*** and ***24,000+*** engagements across likes, comments, shares, and saves.

2. A video featuring a caregiver reached over ***1.7 million*** unique accounts, significantly expanding the campaign's visibility and reach. *https://www.instagram.com/p/DH79j9uysw0/*

3. Many comments highlighted how the content encouraged self-reflection, challenged misinformation, and helped caregivers, educators, and community members better understand the experiences of autistic individuals and their families.

Mental Health Awareness Month (October 2025): *Fursat:* A campaign encouraging caregivers to make space for small moments of rest, reflection and self-care.

1. A total of seven videos and three posters were created. The campaign garnered ***1,51,457 views*** *(https://www.instagram.com/p/DRjPkbWDNzO/).*



2. Alongside this, an illustrated ***Fursat*** piece (English and Hindi) was developed and distributed as a physical takeaway, reaching 150 families. The takeaway included a specially designed ***Fursat*** handbag as a gentle reminder for self-care.

E. Academic Partnerships

Ummeed's growing recognition as a knowledge partner is reflected in its academic collaborations. Ummeed has been approved by the Maharashtra University of Health Sciences (MUHS) to design and deliver a Certificate Course in Developmental Pediatrics. This hybrid program is aimed at building the capacity of in-service pediatricians, while promoting a biopsychosocial, strengths-based, and family-centered approach to care perspectives that are often underrepresented in traditional medical models. The first batch commenced in February 2026 with 12 participants including pediatricians, neurologist, and neonatologist from across Maharashtra, including Mumbai, Pune, Kolhapur, Latur, Nagpur, and Yavatmal.

The Social Work team has been invited to contribute to a value-added course at the Tata Institute of Social Sciences (TISS), Mumbai in FY 2026-27. Through weekly sessions with first-year MSW (Disability Studies & Action) students, the team will share insights on social work practice in the disability sector within a multidisciplinary setting such as Ummeed. This engagement underscores Ummeed's role in shaping future professionals and strengthening practice-oriented learning.

F. Influencing Academic Ecosystems

Ummeed's clinicians and therapists continued to contribute to professional dialogue and knowledge sharing across a range of platforms. These included forums such as the International Developmental Pediatrics Association Congress (Dec-2025), the Global Autism Convention (Jan-2026), conferences organized by the National Institute for the Empowerment of Persons with Intellectual Disabilities (NIEPID), and the I-CAN Conference (Apr-2026). Participation in these platforms enabled the dissemination of practice-based insights while fostering cross-learning with experts and adapting these learnings for implementation in the Indian context.

The organization's leadership has also been recognized through appointments to international academic and research networks as India representatives for their contributions to 20+ years of research and pioneering implementation of childhood disability interventions in India.

1. Dr. Koyeli Sengupta, Chief Officer - Autism Healthcare, has been appointed as India's Global Senior Leader National Representative with the International Society for Autism Research (INSAR) in March 2026.

2. Dr. Roopa Srinivasan, Chief Officer - ECD & Healthcare, has been appointed as the India Associate Member of the CanChild Centre for Childhood Disability Research in November 2025.

These affiliations strengthen the voice of disability inclusion from India, support the continued dissemination of research and clinical practice emerging from the Indian context, and ensure that India continues to access advancements in the field of child development.

Finding His Voice: *Abdul's Journey*

How a family's partnership with Ummeed helped Abdul discover new ways to communicate and connect.

For Abdul Waris Chauhan's family, it is the little moments that mean the most.

When Abdul came to Ummeed in 2024, at five years old, his parents were worried about his speech. Abdul communicated mostly through gestures and struggled to express his needs. Diagnosed with Autism Spectrum Disorder, he also found it difficult to engage with people. The family, who manage on a monthly income of less than ₹15,000, wanted to help Abdul participate more fully in everyday life.

His care at Ummeed brought together Autism Therapy, Speech Therapy, Occupational Therapy, and Social Work. Autism Therapy encouraged independence through choices, while visual supports helped Abdul understand daily routines. Speech Therapy introduced Augmentative and Alternative Communication (AAC) through the AVAZ app, helping him make choices using pictures. Occupational Therapy supported daily routines and functional skills for greater independence. These interventions began transforming everyday moments at home.

At mealtimes, Abdul, who once silently kept food in his mouth if offered another bite, now points to tell his mother he is still chewing and asks her to wait. If he hurts himself, he points to where it hurts instead of crying. He has also begun recognizing and pronouncing almost all the letters of the alphabet. The biggest change has been in his relationships.





"He calls his brothers to come and play with him," his mother says. "He enjoys interacting with them now." A social worker helped the family obtain a UDID card, enabling access to government benefits, including Niramaya Health Insurance, and supported them in identifying a suitable school. Abdul also graduated from the Early Intervention Center and now enjoys Fun Club and Special Hangouts through the Family Resource Center. One memory captures his journey especially well.

Because Abdul is sensitive to loud sounds, his mother had never taken him to a cinema. When Ummeed organized a screening of ***Sitare Zameen Par***, she decided to take a chance. Abdul sat through the entire film with popcorn and Coke. Now, whenever it appears on television, he smiles, remembering the experience. For his family, that afternoon was about much more than a film. It was a reminder of how far Abdul has come.

Today, he is finding new ways to communicate, connect, and participate in the world around him. Every new word, every shared experience is another step forward for Abdul.

Early Childhood Development (ECD) *Ecosystem*

In the ECD Ecosystem, ***Ummeed*** aims to ensure that children from birth to age six especially those in vulnerable communities are identified early and receive timely, appropriate support through government and community systems.



- An Early Intervention Center at Ummeed
- State-wide implementation of the GMCD tool in Meghalaya
- Implementation of the GMCD tool and modified CDA program in five blocks of Yavatmal district of Maharashtra
- CDA training for community-based organizations (CBOs) and NGOs
- Other trainings for community workers and CBOs
- Research and Dissemination for wider influence



A. Capacity Building Programs for Community Health Workers (CHWs)

Guide for Monitoring Child Development (GMCD) for CHWs

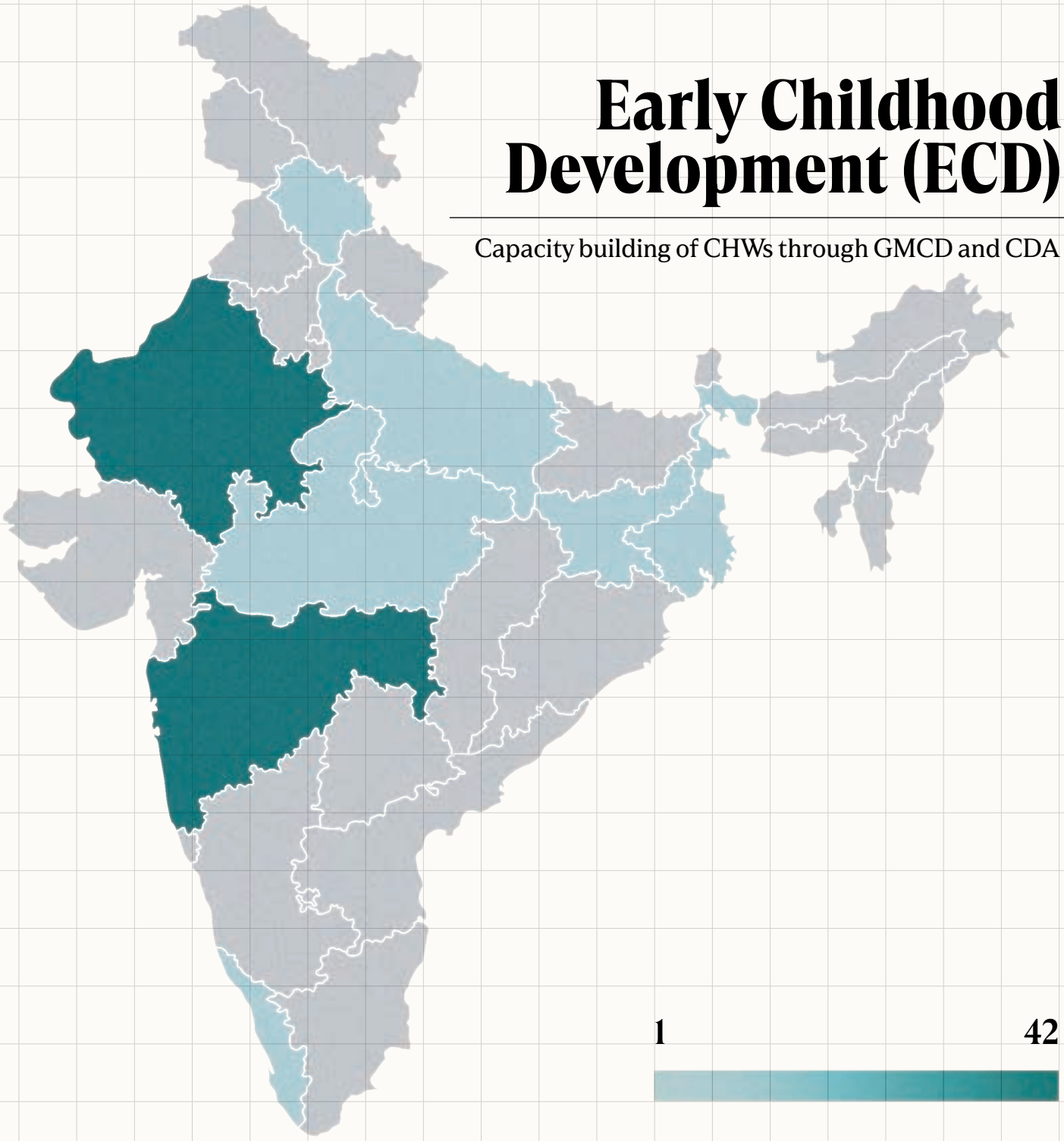
The program focuses on strengthening the capacity of community-based organizations (CBOs) working in the Early Childhood Development (ECD) space to integrate a disability lens into their existing services, thereby complementing Ummeed's ongoing engagement with government systems. Through this initiative, Ummeed works closely with CHWs to build both foundational knowledge and practical skills that can be applied within community settings.

In FY 2025-26, Ummeed conducted ***four in-person training batches*** across ***three cities - Mumbai, Bagar, and Jaipur reaching approximately 80 CHWs from four partner CBOs***. These four-day trainings were designed to be practical and interactive, enabling participants to build confidence in applying tools and approaches within their local contexts.



Early Childhood Development (ECD)

Capacity building of CHWs through GMCD and CDA



Maharashtra	42
Rajasthan	37
Dadra And Nagar Haveli	12
Himachal Pradesh	2
Jharkhand	1
Kerala	1
Madhya Pradesh	1
Uttar Pradesh	1
West Bengal	1

Ummeed assessed the effectiveness of these training sessions through a structured, questionnaire-based survey, capturing key learnings and takeaways across participating organizations.

- Participants from Apnalaya (Mumbai) highlighted the application of the GMCD tool alongside open-ended questioning and the ability to provide individualized suggestions.
- For Piramal Foundation (Jhunjhunu) participants, key learnings included the use of the GMCD tool, building rapport with caregivers, and identifying risk and protective factors reflecting a balance between structured developmental monitoring and relationship-building.
- Participants from Prayas Vocational Institute for Mentally Handicapped (Jaipur) demonstrated a strong focus on open-ended questioning, use of the GMCD tool, and early identification through understanding risk and protective factors, indicating an integration of assessment-driven practices with community engagement.
- Similarly, participants from Society for Nutrition, Education and Health Action (SNEHA, Mumbai) emphasized open-ended questioning as a primary learning, followed by using GMCD and rapport building, suggesting a balanced approach that combines effective communication with practical tools.

Overall, the program has strengthened the ability of CHWs to identify developmental delays early, engage meaningfully with caregivers, and provide contextually relevant support contributing to more inclusive and responsive ECD services at the community level.

Child Development Aide (CDA) Program

The Child Development Aide (CDA) program, launched in 2009, is dedicated to empowering community health workers to provide support to children with developmental delays and disabilities in low-resource communities. This comprehensive six-month long program builds skills in community workers to support child development in multiple domains such as gross motor skills, fine motor skills, communication, social development, and play skills.



This year, the training was conducted in a hybrid mode across three phases, with 39 participants across community workers, teachers, special educators, psychologists, and principals from Piramal Foundation, Jhunjhunu; Animedh Charitable Trust, Dadra and Nagar Haveli; and Prayas Vocational Institute for Mentally Handicapped, Jaipur.

Post-training, participants were evaluated on their understanding of early childhood development concepts and their application in practice. Areas covered included developmental milestones, play-based learning, responsive caregiving, communication, feeding, and early identification of developmental delays and disabilities. Participants scored an average of 39 out of 50, reflecting an overall performance of 78%.

B. Strengthening ECD Services in Yavatmal

Ummeed initiated a three-year pilot (July 2024-June 2027) in five blocks of Yavatmal district in partnership with the Mahatma Gandhi Institute of Medical Sciences (MGIMS). The program focuses on ***strengthening early identification and intervention for developmental delays through capacity building of community health workers (CHWs)***, strengthening referral systems, and enabling scalable, inclusive ECD models.



Key Objectives:

- To build the capacity of CHWs to administer the Guide for Monitoring Child Development (GMCD) tool for early identification of developmental delays and disabilities.
- To create a cadre of disability interventionists by training CHWs on the Child Development Aide (CDA) for timely and appropriate intervention.
- To strengthen services at the District Early Intervention Center (DEIC) for referred children.
- To enable wider adoption of inclusive ECD interventions across Maharashtra and other geographies.

To date, the program has trained over 800 Anganwadi Workers (AWWs) on GMCD implementation and over 200 Auxiliary Nurse Midwives (ANMs) on CDA.

In FY 2025-26, a total of 4,570 GMCD assessments were conducted, covering 4,194 unique children across five blocks. Approximately 8% of children were identified with developmental delays. Approximately 7% of identified children were referred to the DEIC, indicating early progress in strengthening referral linkages. Key risk factors identified include expressive language (48.26%), receptive language (31.40%), and gross movement (30.81%).





C. Strengthening ECD Services in Meghalaya

Ummeed is partnering in a transformative initiative with the Meghalaya ***Early Childhood Development Mission (MECDM) to strengthen existing ECD systems by integrating the monitoring of child development***. As part of the state's ECD efforts, this initiative will implement the GMCD tool across Meghalaya at a statewide level.

In a series of pilot trainings conducted in Meghalaya by Ummeed's GMCD trainers, 74 frontline workers have been trained as GMCD users. Of these, 37 were additionally trained under the Training of Trainers model. In FY 2025-26, the trainers in turn trained approximately 260 frontline workers in GMCD implementation.

D. Early Intervention Center (EIC)

Ummeed's Early Intervention Center (EIC) is a ***caregiver-child, play-based program designed for children with developmental needs aged two–six years***. Structured like a pre-school, the program follows a family-centered, strengths-based, and transdisciplinary approach, consistent with Ummeed's overall philosophy of care.

The year-long program focuses on preparing children for transition into mainstream, inclusive, or special school settings.

In FY 2025-26, the EIC continued to support children in building school readiness and independence. Thirty-two children enrolled in the program, with 22 completing it. An average improvement of +3.0 points (on a scale from 1 to 10) across assessed activities indicates significant gains in the children's functional participation, alongside a positive shift in caregiver perceptions of their child's engagement in everyday routines.



E. Research and Dissemination

Ummeed's ECD research portfolio in FY 2025-26 focused on strengthening the evidence base for the implementation and scale-up of the GMCD tool and related early childhood interventions across clinical and community settings.



1. Ongoing National Institutes of Health (NIH)-funded studies continued to evaluate both the effectiveness and cost-effectiveness of GMCD implementation. This year saw substantial progress in data collection and analysis, with multiple papers currently under development in collaboration with global partners.

2. The Guide for Monitoring Child Development and the Baby Ubuntu package have both been introduced into the government system in Yavatmal. These interventions are being delivered by frontline functionaries from the Women and Child Development and Health and Family Welfare ministries. Integrating newer models into existing government systems requires effective capacity building of frontline functionaries, supportive systems and processes within the government departments, greater collaboration between the departments and a willingness to adopt new approaches. To better understand these factors, Ummeed is collaborating with Sambodhi Research and Communications Pvt. Ltd., a qualitative research agency to collect qualitative data on the stakeholders' perceptions of the need for the interventions, experiences of implementing the interventions, and facilitators and barriers to their integration within existing government systems. Preliminary findings suggest that that frontline workers value the trainings they have received on both the packages, but have expressed the need for greater support and mentoring for ongoing implementation. The program managers have also highlighted the need to access live data to facilitate timely decision-making.

3. The Baby Ubuntu program has been successfully adapted for use in rural contexts in India. Insights from the adaptation process are helping Ummeed better understand what works in the local context and will inform the program's implementation and scale-up in other settings. During the year, the Ummeed team also met with the key developers of the Ubuntu intervention Dr. Cally Tann, a neonatologist, and Rachel Lassman, an occupational therapist who endorsed Ummeed's adaptation of the program and provided consent for its implementation at the state level.

F. Awareness Campaigns and Initiatives

Videos about implementation of Ubuntu (renamed as Ekta Groups by the frontline workers in Yavatmal): Ubuntu caregiver groups were formally launched on the International Day of Persons with Disabilities (IDPwD) on 3 December 2025. A video marking the launch of Ekta Groups on the IDPwD was released. The video received over 3,300 views and 150+ engagements.



G. Collaborations and Thought Leadership

The World Health Organization (WHO) published the ***Thematic Brief on Nurturing Care for Children with Disabilities***, with Dr Roopa Srinivasan serving as a member of the technical committee and a co-author. The brief also features Ummeed's work on the GMCD in India as an exemplar of implementation.

Other advancements this year include Ummeed's continued engagement with national platforms, including its participation in the India ECD Collective, where it is recognized for its expertise in ECD and developmental disabilities. The India ECD Collective is a consortium of organizations working in the ECD sector and it serves as a platform to bring different organizations together and to work collaboratively on projects that are needed on ECD. Efforts are also underway to engage with additional networks such as the SIRA Collective to further strengthen collaboration and learning. Notably, the state of Meghalaya showcased the GMCD at the All-India Chief Secretaries meeting, highlighting the growing recognition of this approach at the national level.



Finding Hope: *Saanvi's Story*

How a mother's first step towards support began with another parent's shared experience.

For Saanvi's family, a little reassurance opened the door to new possibilities.

When Saanvi Shelke's mother first joined an Ekta group in Yavatmal, she wasn't looking for answers to every question. She simply wanted to know where to begin. Two-and-a-half-year-old Saanvi lives with her family in Virkhed village in Babhulgaon block. Referred to the Ekta group by the local ASHA worker, she was experiencing delays in communication and movement. Although she understood what people said to her, she was not yet using words. She could stand only with support, was unable to walk independently, and struggled to use her right hand for everyday activities such as eating, drinking, and playing.

Life at home was increasingly difficult. Saanvi had trouble sleeping and often cried through the night. While her family tried to engage her through toys and play, she mostly explored them by mouthing or banging them and preferred to stay close to her mother. Having previously lost an older child at the age of four, the family carried both grief and uncertainty. They had never sought developmental support for Saanvi because they did not know where to turn. Everything began to change when Saanvi and her mother attended their first Ekta group, facilitated by a trained Auxiliary Nurse Midwife (ANM) in Paloti village. The session created a safe space for caregivers to share their experiences, concerns, and hopes.





As Saanvi's mother spoke about her challenges, she realized she was not alone. One conversation stayed with her. Another mother, whose older daughter also had developmental difficulties, shared her experience of seeking support through the District Early Intervention Center (DEIC) in Yavatmal. She explained how to access the available services and reassured Saanvi's mother that help was within reach. For the first time, she could picture a way forward. Beyond practical information, the Ekta group gave her confidence. She left knowing where to seek support, encouraged by another parent's experience, and reassured that others understood what her family was going through.

Today, she hopes to take Saanvi to the DEIC for the care and support she needs. She dreams of seeing her daughter walk independently, communicate with others, and when the time comes, join the local Anganwadi alongside other children.

For Saanvi's family, the Ekta group was the first step into transforming uncertainty into hope and showing how the community can help families begin their journey with confidence.

School *Ecosystem*

Ummeed works toward ensuring that children with diverse needs can access inclusive, high-quality education and participate meaningfully in school environments.



- Ummeed Inclusion Fellowship Program (UIFP)
- Trainings such as School Inclusion Training Program (SITP) and ECHO Inclusive Education
- Sensitization workshops for school professionals
- Awareness efforts such as through the SELebrating Inclusion Summit (SIS)
- Geography-level interventions and university collaborations
- Research and Dissemination for wider influence



A. Deep Work in Schools



Ummeed Inclusion Fellowship Program

Launched in 2021, the Ummeed Inclusion Fellowship Program (UIFP) aims to build a cadre of 'Inclusion Champions' (Samaaveshi Facilitators) who enable inclusive practices within schools and contribute to long-term systems change. The program focuses on strengthening fellows' competencies while supporting shifts in school culture, policies, and classroom practices to ensure all learners can participate and thrive.

In FY 2025-26, Cohort 3 was launched with 20 fellows across ten schools, including a one-year pilot with four fellows in two schools, reaching approximately 100 teachers and 4,000 students.

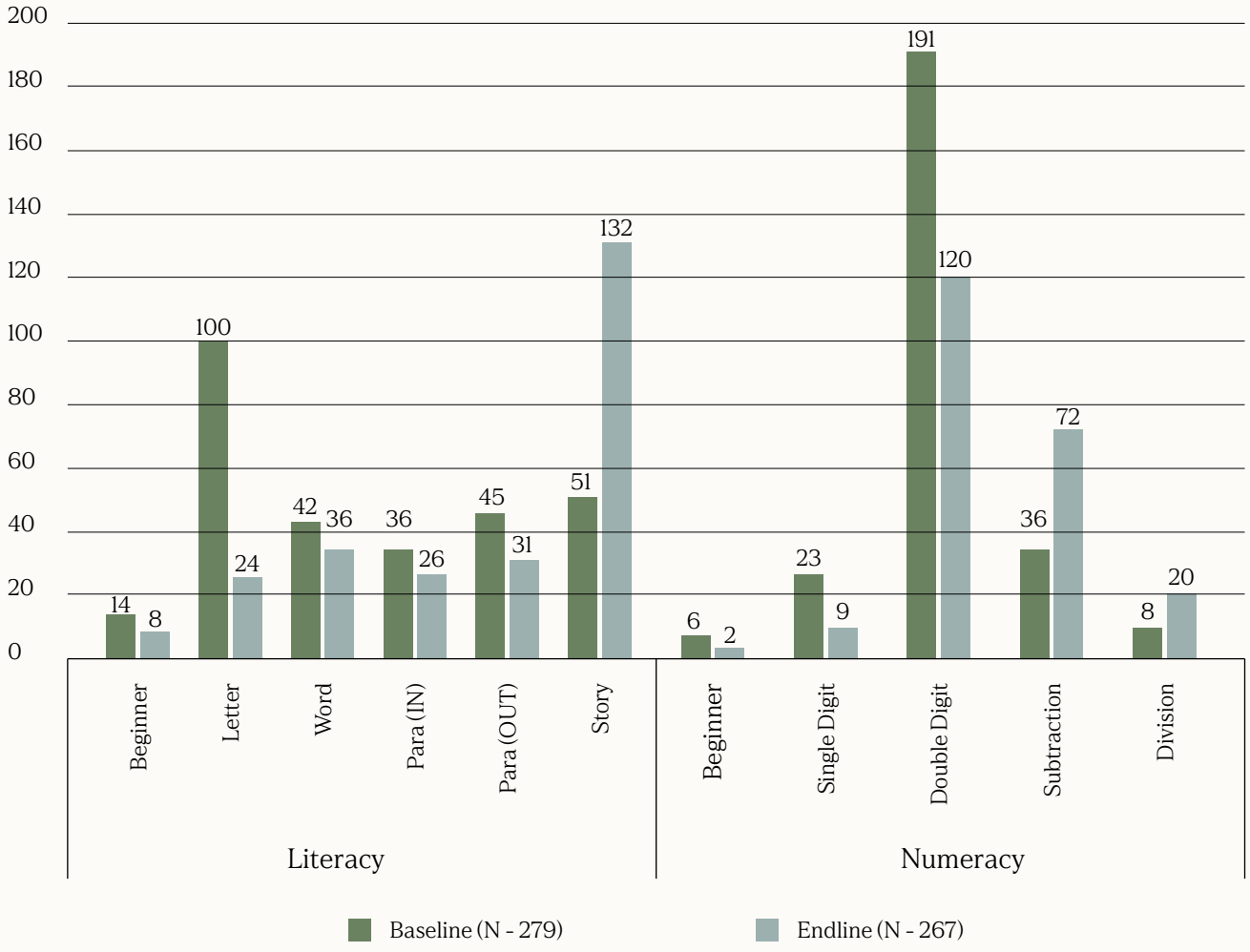
1. Average assessment scores rose from 86.4% to 91.0%, with gains in functional assessment, ADHD, and inclusive classroom strategies.

2. Teachers adopted more inclusive approaches including flexible seating, multilingual and visual aids, and greater responsiveness to diverse learning needs.

3. Inclusion became more embedded through morning huddles, inclusion clubs, fun spaces, and stronger engagement from school leadership.

4. Students showed greater participation, enthusiasm, sense of belonging, and comfort in the classroom.

Shift in learning outcomes - movement to higher competencies in both literacy and numeracy from baseline to endline



Inclusive Schools Program (ISP)



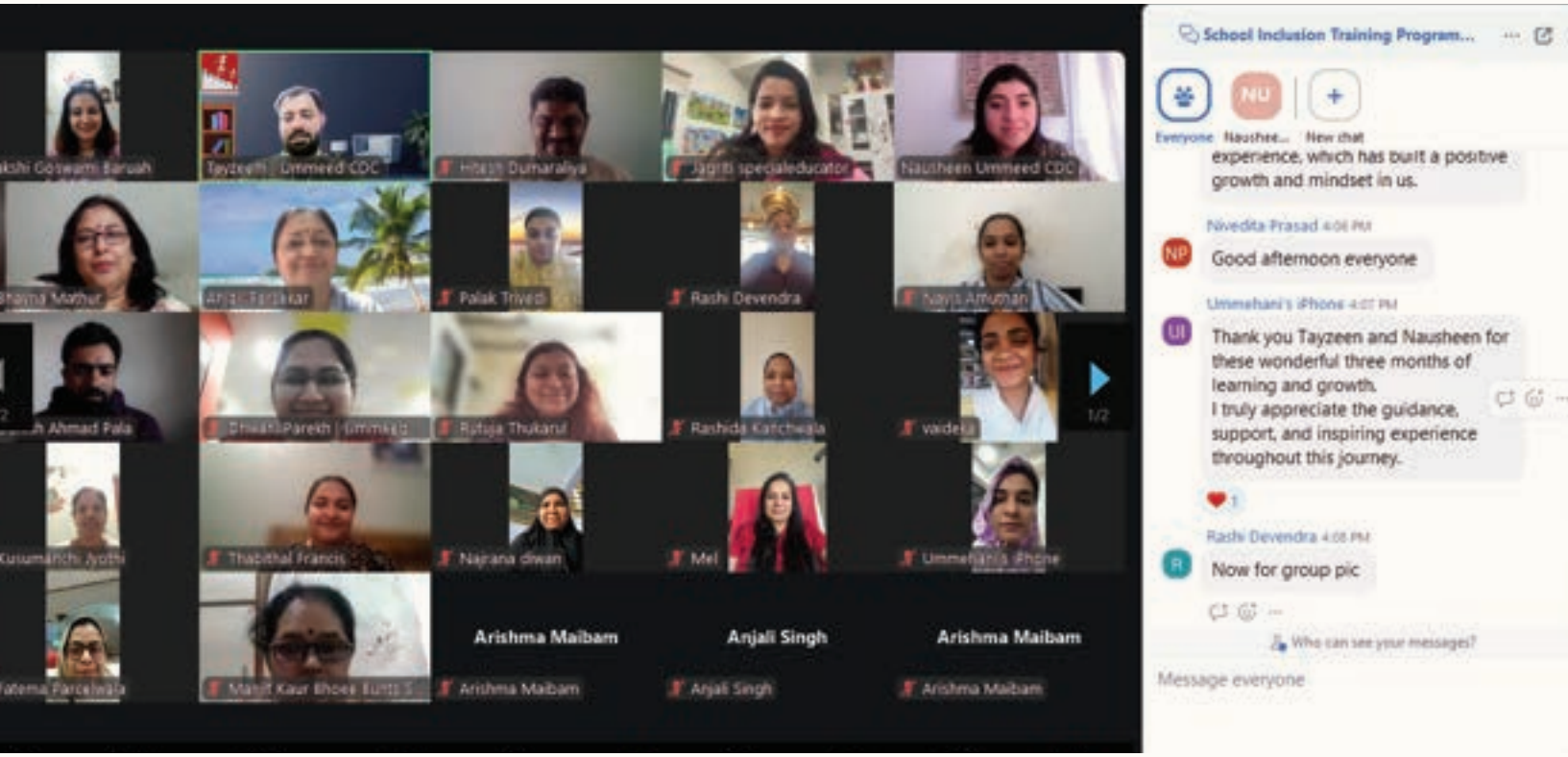
This program was initiated in FY 2025-26 through a collaboration between Ummeed and The Akanksha Foundation to support the sustainable transformation of mainstream school systems towards inclusion, by strengthening inclusive cultures, policies, and practices that address the needs of all children.

As part of this initiative, Ummeed has embedded five consultants across two Akanksha schools to build school capacity, conduct trainings, and collaborate with key stakeholders to advance inclusive practices over two years. Through this program, Ummeed is expected to reach 20 teachers and approximately 300 students.

The team used the PRASHAST tool (Pre-Assessment Holistic Screening Tool), a school-based screening framework developed by the Government of India to help identify children with diverse learning and developmental needs at an early stage. In the two schools 28 children (9%) have been identified with diverse learning and developmental needs.

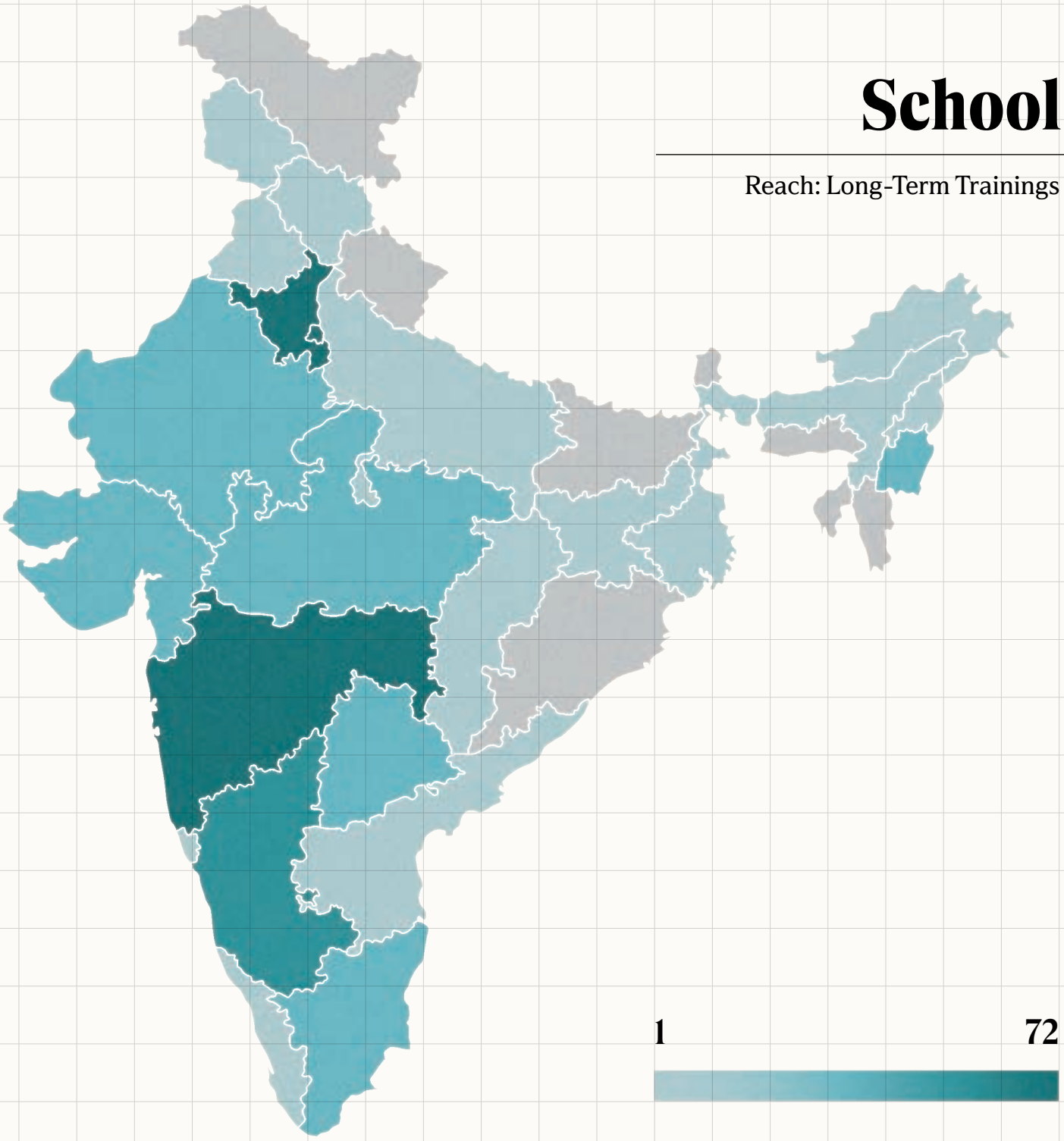
Long-Term Trainings

Ummeed continued to strengthen inclusive education within the School Ecosystem through a set of long-term capacity building programs for both educators and school leaders. These programs, delivered online for wider reach and access, are designed to build practical skills, foster peer learning, and enable systemic shifts towards inclusive practices in classrooms and school environments.



School

Reach: Long-Term Trainings



Delhi — 72	Telangana — 11	Chandigarh — 1
Maharashtra — 64	Kerala — 9	Chhattisgarh — 1
Haryana — 60	Uttar Pradesh — 9	Goa — 1
Karnataka — 54	West Bengal — 7	Himachal Pradesh — 1
Tamil Nadu — 24	Assam — 4	Nagaland — 1
Manipur — 18	Jharkhand — 3	Puducherry — 1
Madhya Pradesh — 16	Jammu And Kashmir — 2	Punjab — 1
Gujarat — 15	Andhra Pradesh — 1	
Rajasthan — 15	Arunachal Pradesh — 1	

Training Name	Brief Description	Participants
School Inclusion Training Program ***(SITP) - 2 Batches Jul 25 - Oct 25 Dec 25 - Feb 26***	A three-month program for educators, it focuses on equipping educators with the knowledge and skills to implement inclusive practices within classrooms through structured training, practice, and evaluation. July 2025 Batch - Overall, there was a clear improvement in participants' understanding across all assessed areas, with the average score increasing from 79% in the pre-test to 83% in the post-test, indicating a positive learning gain. December 2025 Batch - Post-training scores improved across most areas, showing that the training was effective. The biggest gains were seen in topics like inclusion, growth mindset, and Universal Design for Learning, where participants learned new concepts.	194 participants including community workers, educators (teachers, special educators, principals and medical professionals (counselors, psychologist, physiotherapists)
School Leadership Training Program ***(SLITP) Jan 26 - Feb 26***	A two-week program for school leaders, aimed at embedding inclusive values within school systems. The program supports leaders in strengthening policies, culture, and institutional practices to sustain inclusion. The pre- and post-knowledge scores showed that participants already had a high baseline understanding on most topics, with many questions scoring close to 100%.	41 participants predominantly educators (principals, teachers, and school administrators)
ECHO Inclusive Education ***(ECHO IE) Jul 25 - Sept 25***	A guided peer-learning model to enable educators to apply inclusive strategies in real classroom settings. Through case-based discussions and mentorship, the program promotes continuous learning and practical problem-solving. The analysis of the pre- and post-knowledge questionnaire indicated a clear improvement in participants' understanding, with average scores rising from 68% before training to ~74% after. The most notable improvements were seen in areas related to inclusion and intersectionality.	189 participants predominantly educators (principals and counselors), psychologist, and occupational therapists

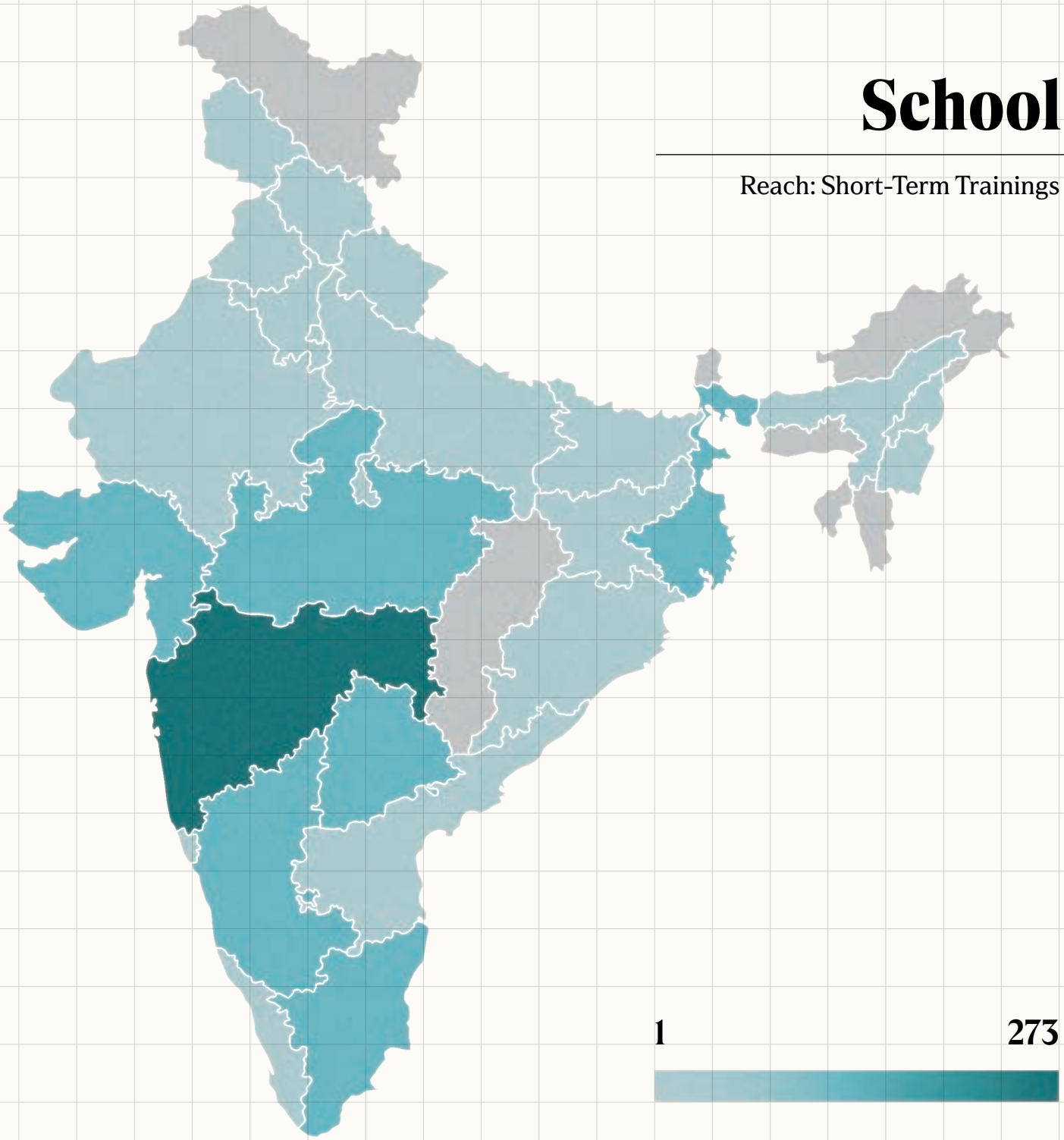
Short-Term Trainings

In FY 2025-26, the School Ecosystem conducted multiple short-term trainings, reaching around 460 unique educators across the country. The team focused on building awareness and strengthening inclusive practices within educational settings. Sessions covered themes such as autism, neurodiversity, ADHD, inclusive education, Universal Design for Learning (UDL), inclusive school leadership, behaviours of concern, and responding to diverse learning needs in classrooms. These workshops engaged participants through experiential activities, reflection exercises, and practical strategies to create more inclusive and supportive learning environments. Collaborations included organizations and institutions from Mumbai such as The Akanksha Foundation, Firki, St. Xavier's Institute of Education, and Bombay International School.



School

Reach: Short-Term Trainings



Maharashtra 273	Uttar Pradesh 7	Goa 2
Gujarat 28	Assam 6	Andhra Pradesh 1
Tamil Nadu 21	Odisha 5	Chandigarh 1
Karnataka 20	Kerala 4	Jammu And Kashmir 1
Telangana 19	Nagaland 4	Manipur 1
Delhi 17	Bihar 3	Punjab 1
Madhya Pradesh 10	Haryana 3	Uttarakhand 1
West Bengal 10	Himachal Pradesh 3	
Rajasthan 9	Jharkhand 3	

Feedback from Caregivers

"A wonderful session which I would like to implement in our classroom, thank you."

"This workshop was very informative and interactive. I would like someday that these types of trainings should be compulsory in every school setting, because when we interact with our fellow teachers, we would be able to create a better environment, both inside and outside."

"The session on Inclusive Education conducted by Ummeed was highly engaging and insightful. The facilitators presented the concepts of inclusion clearly, using real-life examples that helped participants relate the content to practical scenarios. The interactive activities and discussions encouraged active participation and deepened our understanding of how to create supportive learning environments for children with diverse needs. One of the highlights was the emphasis on empathy, collaboration, and the role of teachers, parents, and the community in building inclusive schools. The resources and strategies shared were practical and adaptable to different classroom settings."

Work in Kashmir



In the first half of the year, it was challenging for the team to schedule and visit Kashmir due to external factors affecting the work. However, in the second half of the year, the team managed to visit the valley twice and was able to hold training sessions and meetings with a hope to revive the work in the geography.

Two sessions were conducted at the International Islamic School with around 80 teachers on Inclusion and Social-Emotional Learning. Building on last year's training of 30 teachers from the Waqf Board schools on inclusion and diverse learning needs, Ummeed continued its partnership with the Waqf Board this year by training a new cohort of 31 teachers. The sessions focused on helping educators understand inclusion, experience the feeling of being different within a classroom, and recognize the diverse needs of children and how these may manifest through student behaviours.



Collaboration with Universities

Ummeed continued its partnership with the Azim Premji University (Bangalore) this year by delivering two modules for the Diploma in Inclusive Education program, reaching over 20 participants. In addition, Ummeed partnered with the St. Xavier's Institute of Education (Mumbai) to share expertise on diverse learning needs, developmental disabilities, and inclusive education. Five sessions were conducted for 305 participants, primarily first- and second-year students.

C. Awareness Campaigns and Initiatives

SIS: The School Inclusion Summit (SIS) 2025, themed Unpacking Inclusion in School Spaces, brought together around ***900 participants***. The hybrid summit created space to learn, reflect, share experiences, and explore what inclusion can look like in schools. Building on Systems, Stories, and Spaces of Wellbeing, the summit also featured the Showcase, highlighting inclusive work by organisations and practitioners. Students, educators, families, community organisations, and government representatives came together to share perspectives and ideas of how inclusive school ecosystems can be strengthened in practice.





Garden of Inclusion: A resource designed to support schools in building inclusive, child-centered learning environments was published during the year. The resource *https://www.instagram.com/p/DTKu5zMjEoI/?img_index=1* reached over ***1.68 lakh*** individuals, garnered ***1,97,165 views***, and recorded ***8,442 engagements*** across platforms, while ***200 printed copies*** were distributed to schools.

Podcast: A podcast series was initiated to create spaces for reflection and dialogue through conversations rooted in lived experiences, encouraging audiences to listen, learn, and rethink how autism and developmental disabilities are understood in everyday contexts. During the year, 17 podcast videos were released, reaching a wide audience with over ***2.64 lakh views***, and generating ***2,874 engagements*** across platforms. *https://www.youtube.com/watch?v=V7n60cD6TSw*



D. Research and Dissemination

The School Ecosystem continued to strengthen its focus on research and knowledge dissemination through multiple ongoing studies and publications on inclusive education. Research areas included inclusive education implementation, Universal Design for Learning in Indian classrooms, educator professional development, and perspectives on inclusion in the Indian context.

During the year, a chapter on adapting and contextualizing Universal Design for Learning (UDL) to Indian classrooms was accepted for publication in "Decolonizing Universal Design for Learning - Innovations, Promising Practices, and Calls for Change from the Global South and Indigenous Communities."

Changing Minds, *Changing Schools*

How one school leader became a champion for teacher well-being and inclusion.

When Ummeed Fellows first introduced the idea of monthly Fun and Learn sessions at the Natwar Parekh School, the School Leader was hesitant. With teachers already carrying heavy workloads, it was difficult to see how setting aside additional time each month would make a meaningful difference. There were understandable concerns that the sessions would add to teachers' responsibilities without improving learning.

Rather than pushing for immediate change, the Fellows chose a different approach. They shared examples from earlier cohorts, discussed how similar spaces had strengthened teacher collaboration and well-being, and invited the School Leader to pilot the idea before making a long-term decision. After the first few sessions, something unexpected happened.

Teachers began speaking openly about how much they valued the opportunity to reflect, learn from one another, and discuss challenges together. They found that these conversations not only supported their own well-being but also gave them practical ideas they could use in their classrooms.

Listening to this feedback, the School Leader's perspective gradually shifted. What had initially seemed like an additional responsibility was now clearly contributing to a stronger, more collaborative school culture. The pilot became a regular feature of



the fellowship year, with consistent support from the School Leader.

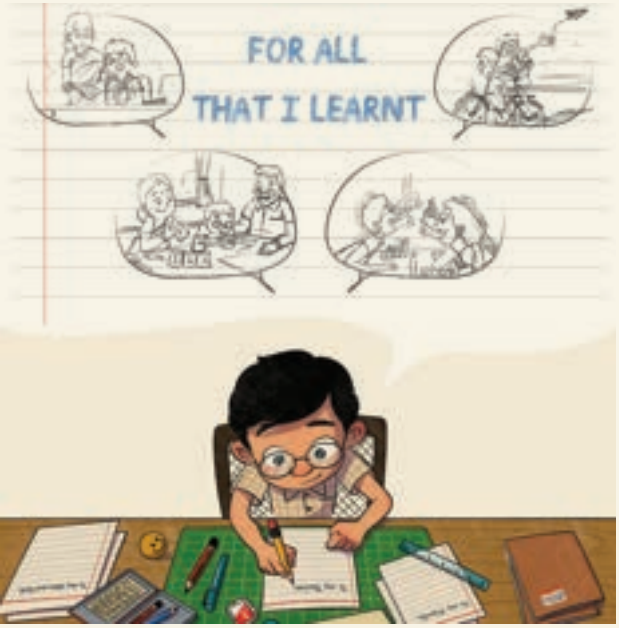
This experience highlights an important lesson about systems change. Building inclusive schools is not only about introducing new practices it is about creating opportunities for educators to experience those practices themselves, reflect on their value, and make them their own.

Sometimes, lasting change begins not with convincing people, but with giving them the chance to experience something different.



49 Awareness & Events

Awareness about Disability Inclusion



Awareness campaigns during the year focused on promoting inclusion and deepening public understanding of disability and neurodiversity. These included

1. A Teachers' Day carousel campaign, #ForAllThatILearnt, celebrating the role of educators.

2. An International Day of People with Disability awareness video highlighting the possibilities created through inclusive practices. A Shifting Perspective video capturing transformative journeys of Ummeed staff in understanding disability.

3. An Autism Factcheck video by Dr. Koyeli Sengupta addressing common myths around autism.

4. Together, these four content pieces generated 77,949 views, reached 49,564 individuals, and recorded 3,161 engagements across social media platforms.

Additionally, a digital campaign *https://www.instagram.com/p/DWQrn8KDJ0G[JN1.1]* was conducted to encourage visibility and donations in support of inclusion initiatives. The campaign, achieved over 2 million views, reached more than 1.4 million individuals, and generated 226 engagements, raising INR 82,000 contributing to outreach and fundraising efforts during the year-end.

Tata Mumbai Marathon

This year's marathon campaign highlighted community engagement and resource mobilisation. Runners, supporters, and donors came together at the Tata Mumbai Marathon 2026 to champion children with developmental disabilities, converting each kilometre into an opportunity for impact. Nearly 20 marathoners contributed to awareness-building and fundraising in support of children with developmental disabilities and their families.



Greens of Hope Event

The second edition of the event, held on 28 November 2025 at the Willingdon Sports Club, Mumbai, focused on strengthening partnerships, expanding supporter engagement, and generating fundraising to advance Ummeed's mission. The day began with a golf tournament attended by over 60 golfers, followed by a charity dinner that brought together around 240 guests and supporters. A key highlight of the evening was ***Brushstrokes***, a curated exhibition featuring 16 artworks by four neurodivergent young artists. Ahead of the main event a Golf Clinic was hosted that introduced 13 neurodivergent young adults to the world of golf.



Annual 55KM Walk for Ummeed

Ummeed successfully conducted the 16th edition of the annual Ummeed Walk on 10 January 2026, in Goa bringing together supporters and partners in support of the organization's mission of hope and inclusion for children with or at a high likelihood of developmental disabilities and their families. The event saw participation of 100+ walkers who raised over INR 1.5 crore. Walkers from all age groups came together for Ummeed's flagship annual event.



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Other *Initiatives*

Human Resources

At the close of FY 2025-26, Ummeed's team comprised 156 personnel including employees, consultants, fellows, and volunteers. Ummeed was also awarded the Great Place to Work® certification for the third consecutive year, reflecting its continued commitment to fostering a supportive, inclusive, and high-trust workplace culture.

On 31st December 2025, Dr. Anita Limaye, having served as Ummeed's CEO for ten years, transitioned out of the organization and handed over the reins to its new CEO, Shamin Mehrotra.

Internships

Ummeed hosted 59 interns across Mental Health Services, School Services, Developmental Pediatrics, Human Resources, and Fund Raising and Donor Management. Ummeed partnered with a diverse range of institutions such as St. Xavier's College, Ramnarain Ruia Autonomous College, Christ University, Ashoka University, SVKM's Mithibai College, DY Patil University, Aligarh Muslim University, University of Mumbai, SNDT Women's University, Manipal College of Health Professionals, IGNOU, and Narsee Monjee College of Commerce and Economics, among others. Students and early professionals gained experiential learning and exposure to interdisciplinary work and inclusive approaches.

Institutional Review Board

Ummeed has instituted an Institutional Review board (IRB) with Dr. Archana Kher, Honorary Faculty at KEM Hospital, Pune, appointed as the chairperson. The IRB strengthens Ummeed's research governance and ethical review processes.

Technology and Digital Transformation

As part of building organization resilience, Ummeed continued to strengthen its digital infrastructure to support scale, efficiency, and quality. During the year, the key digital transformation initiatives were advanced. These initiatives have strengthened Ummeed's organizational capacity and have created a stronger foundation for future growth and impact.

Diversity, Equity, and Inclusion

During FY 2025-26, Ummeed continued to strengthen the integration of Diversity, Equity, and Inclusion (DEI) across the organization through ongoing capacity building, targeted support, and the embedding of DEI principles into organizational systems and practices. Building on the DEI guidelines developed in the previous year, all job descriptions were aligned to support more inclusive and equitable recruitment practices. Individualized accommodations and support were also provided to staff members with specific needs, enabling more equitable participation and engagement in the workplace. Two DEI Deep Dive cohorts were conducted during the year, engaging 46 staff members in structured learning and reflective practice.

A DEI survey conducted during the year indicated increased representation and self-identification of marginalized, minority, and diverse identities within the organization, with 44% of staff identifying as belonging to these groups compared to 12% reported in the 2021 Samana Survey, reflecting growing awareness, visibility, and inclusivity within the organizational culture.

These efforts have contributed to strengthening Ummeed's commitment to fostering an inclusive workplace where diversity is valued and equity is embedded in everyday practice.



Data and Insights

During FY 2025-26, Ummeed continued to improve on its data systems and enhance access to program insights through the ongoing refinement of its organizational dashboards. Responding to user feedback and evolving program needs, the dashboards were enhanced with additional filters, including diagnosis and staff levels, making data more accessible, relevant, and actionable for teams across the organization. Key dashboards were enhanced during the year including Clinic Operations, Training Operations, Family Pathways, and ECD Yavatmal GMCD Dashboard. These enabled teams to monitor program reach, service utilization, and implement trends more effectively. Access to these dashboards was also expanded to all line managers, strengthening transparency, supporting data-informed decision-making, and fostering a culture of continuous learning and improvement across the organization.

Organization Development

During FY 2025-26, Ummeed made significant investments in organizational development and operational design to support the implementation of its ecosystem-based strategy. A key milestone was the establishment of the Program Office as a core organizational function to strengthen coordination, consistency, and execution across its ecosystem initiatives. This foundational year focused on embedding the Program Office within the Healthcare, Early Childhood Development (ECD), and Schools ecosystems through close collaboration with senior leadership and program teams. As an integral part of these teams, the Program Office has strengthened governance, streamlined operational processes, and enhanced coordination, enabling more effective planning, implementation, and delivery across programs.

Ummeed continued to invest in building leadership capacity while supporting the well-being, comfort, and safety of staff. Examples include the introduction of structured co-learning spaces for next-level leaders, access to external executive coaching for senior leaders, and a carefully planned CEO transition process that prioritized continuity and organizational stability. Additional efforts included organization-wide engagement forums (Ummeed Connect), and staff-led committees with the aim to create experiences that resonate with Ummeed's culture while keeping DEI principles at the center.

These efforts have strengthened organizational alignment, while building the systems and leadership capacity required to sustain and scale Ummeed's long-term systems-change objectives.

Awards and Recognition

Ummeed's work has continued to gain recognition across areas and initiatives, reflecting its growing reach, expertise, and contribution to the developmental disability sector.

- Ummeed's Know Your Rights for Professionals workshop has been recognized by the Department of Empowerment of Persons with Disabilities (DEPwD), Ministry of Social Justice and Empowerment (MSJE). The workshop has also received the Swavlamban (DEPwD) logo endorsement, marking an important milestone.
- Ummeed clinicians empanelled with global networks such as INSAR and the CanChild Centre for Childhood Disability Research, strengthening knowledge exchange in the developmental disability sector.
- Baby Ubuntu's newsletter features Ummeed's partnership with the local government and MGIMS in the Yawatmal district of Maharashtra. *(https://mailchi.mp/fd837a698157/baby-ubuntu-newsletter-5857619?e=198676768e)*
- A Marathi newspaper, ***Thane Varta***, wrote about Ummeed's Know Your Rights Marathi workshop. Ummeed conducts its Know Your Rights workshop in Marathi to reach out to organizations and parents in rural places.

Directors' *Report*

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Review of Financial Results

Particulars	FY 2025 - 2026	FY 2024 - 2025
	(INR)	*(INR)*
Income		
FC Grants & Donations	3,59,49,026	3,37,79,154
Domestic Grants & Donations	19,76,65,850	19,14,22,578
Other Income	2,45,24,551	2,21,90,429
Total Income	***25,81,39,427***	***24,73,92,161***
Expenses		
Expenditure on the charitable objects of the foundation and administration	22,70,58,873	19,62,44,531
Depreciation	19,39,882	0
Total Expenses	***22,89,98,755***	***19,62,44,531***
Excess/(Short) of Income over Expenditure for the year	***2,91,40,672***	***5,11,47,630***

Income From Grants & Donations

The total of grants & donations during the year aggregated to Rs. 23,36,14,876/-. Out of the total donations and grants, Rs. 3,59,49,026/- (15%) were from Foreign Sources while the balance Rs. 19,76,65,850/- (85%) were from Domestic Sources.

Transfer to Reserves in Terms of Section 134(3)(J) of The Companies Act, 2013

The Company has not transferred any amount to Reserves for the financial year ended 31st March 2026

State of Affairs

The Company is registered u/s 8 of the Companies Act, 2013 for providing specialised care for underprivileged children with developmental disabilities.

The total Contributions and Grants of the Company increased - from Rs. 22,52,01,732/- in the previous year to Rs. 23,36,14,876/- during the current year. The Company earned a surplus of Rs. 2,91,40,672/- in the current year against the surplus of Rs. 5,11,47,630/- in the previous year.

Changes in Board of Directors or Key Managerial Personnel

During the year under review, there were no changes in the composition of the Board. Also, none of the Directors of the Company are disqualified from being appointed as Directors as specified in Section 164(2) of the Act read with Rule 14 of Companies (Appointment and Qualifications of Directors) Rules, 2014.

Details of Meetings of the Board

During the year, Three Meetings of Board of Directors of the Company were convened and held on 19th August 2025, 12th December 2025, and 17th February 2026 as per Section 173 of Companies Act, 2013 which is summarized below:

The intervening gap between any two successive Meetings was within the period prescribed under the Companies Act, 2013.

Sr. No	Date of Board Meeting	Venue and Time of Board Meeting	Name of Directors attended the meeting
1	19th August 2025, Tuesday	Held at Astral Centre, 6th Floor, N.M. Joshi Marg, Byculla West, Mumbai 400 011, at 10.00 am.	1. Mr. Ashish Karamchandani, Chairperson & Co-Founder 2. Mr. Ujwal Thakar, Director 3. Mr. Arun Jethmalani, Director 4. Mr. Rajnish Dhall, Director
2	12th December 2025, Friday	Mantri Pride, Ground Floor, N.M. Joshi Marg, Lower Parel, Mumbai 400 011, at 4.00 pm.	1. Mr. Ashish Karamchandani, Chairperson & Co-Founder 2. Mr. Ujwal Thakar, Director 3. Mr. Rajnish Dhall, Director
2	17th February 2026, Tuesday	Held Virtually from 6th Floor Meeting Room, Astral Centre, Byculla, N.M. Joshi Marg, Mumbai 400 011, at 4.05 pm	1. Mr. Ashish Karamchandani, Chairperson & Co-Founder 2. Mr. Rajnish Dhall, Director 3. Mr. Ujwal Thakar, Director 4. Mr. Arun Jethmalani, 5. Ms. Merry Barua, Director

Deposits

The Company has not accepted any deposits within the meaning of Section 73 of the Companies Act, 2013 and the Companies (Acceptance of Deposits) Rules, 2014.

Particulars of Loans, Guarantees or Investments

The Company has not given any loans and guarantee or provided any security in connection to a loan or made any investments as referred to under Section 186 of the Companies Act, 2013 during the financial year under review.during the financial year under review.

Compliance with Secretarial Standard

The Company has complied with the applicable Secretarial Standards (as amended from time to time) on meetings of the Board of Directors issued by The Institute of Company Secretaries of India and approved by Central Government under section 118(10) of the Companies Act, 2013.India and approved by Central Government under section 118(10) of the Companies Act, 2013.during the financial year under review.

Details in Respect of Fraud Reported by Auditor

As per auditors' report on financial statement there is no fraud u/s 143(12).

Related Party Transactions

During the financial year under review, the Company has entered into related party transactions as defined under Section 188(1) read with Section 2(76) of the Companies Act, 2013. The said transactions have been separately disclosed in Form AOC-2 which is attached herewith as "Annexure A" to this report."

Subsidiary Companies, Joint Venture or Associate Company

The Company does not have any subsidiary, associate, or joint venture company.

Auditors' Appointment, Auditors' Report and Comments on Auditors' Report

The statutory auditors, M/s SLM & Co. LLP, Chartered Accountants, having Firm Registration No. W-100030, are proposed to be re-appointed as statutory auditors at the ensuing 25th Annual General Meeting to hold office till the conclusion of the 26th Annual General Meeting of the Company.

The Auditors' Report does not contain any qualifications.

Web Link of Annual Return

The company is having website *www.ummeed.org* and the Annual Return of the company for the financial year ended March 31, 2026, has been published on such website.

Link of the same is: *https://ummeed.org/home/financials*

Details in Respect of Frauds Reported by Auditors Under Sub-Section (12) of Section 143 Other Than Those Which Are Reportable To The Central Government

During the year under review, there were no instances of fraud reported by the Auditors.

Disclosure Under The Sexual Harassment of Women At Workplace (Prevention, Prohibition and Redressal) Act, 2013

As part of Company's commitment to a safe and inclusive workplace, Ummeed has a duly constituted POSH (Prevention of Sexual Harassment) Policy and Internal Committee in place. During the year, no case was reported.

Compliance with Maternity Benefit Requirements Under The Code on Social Security,2020

The Company complies with the applicable provisions relating to maternity benefits under the Code on Social Security, 2020, and the rules and regulations framed thereunder. The Company is committed to ensuring a safe, inclusive, and supportive workplace for women employees. Eligible women employees are provided and related protections in accordance with the applicable law, including maternity leave with wages, nursing breaks, and protection against discharge or dismissal during the period of absence on account of maternity.

The Company also ensures that no discrimination is made in recruitment or service conditions on the grounds of maternity. Necessary internal systems and HR policies are in place to uphold the spirit and letter of the legislation.

Gender-Wise Composition of Employees

In alignment with the principles of diversity, equity, and inclusion (DEI), the Company discloses below the gender composition of its workforce as on March 31, 2026.

Male Employees:	*Female Employees:*	*Transgender Employees:*
18	99	-

This disclosure reinforces the Company's efforts to promote an inclusive workplace culture and equal opportunity for all individuals, regardless of gender.

Conservation of Energy, Technology Absorption and Foreign Exchange Earnings and Outgo

(a) The disclosure pursuant to Section 134 (3) (m) of the Companies Act, 2013, read with the Rule 8 of The Companies (Accounts) Rules, 2014 in terms of Conservation of Energy and Technology Absorption is not required to be given considering the nature of Company's business.

(b) Foreign exchange earning and outgo:
Foreign exchange earned Rs. 4,19,71,316/- and Foreign exchange outgo Rs. 4,65,400/-

Material Changes and Commitment

No material changes and commitments affecting the financial position of the Company have occurred between the end of the financial year to which these financial statements relate and the date of this report.

Corporate Social Responsibility (CSR)

The company does not meet the criteria of Section 135 of Companies Act, 2013 read with the Companies (Corporate Social Responsibility Policy) Rules, 2014 so there is no requirement to constitute Corporate Social Responsibility Committee and therefore annexure i.e. Format for the Annual Report on CSR activities to be included in Board's Report is not attached.

Internal Financial Controls

The Company has in place adequate and effective internal financial controls with reference to financial statements, commensurate with the size, scale and complexity of its operations. During the year, such controls were tested and no reportable material weaknesses in the design or operation were observed.

Risk Management

Periodic assessments to identify the risk areas are carried out and management is briefed on the risks in advance to enable the company to control risk through a properly defined plan. The risks are classified as financial risks, operational risks, and market risks. The risks are taken into account while preparing the annual business plan for the year. The Board is also periodically informed of the business risks and the actions taken to manage them.

Significant and Material Adverse Orders or Rulings

There were no significant and material adverse orders or rulings passed by the regulators or Courts or Tribunals impacting the going concern status and Foundation's operations in future.

Directors' Responsibility Statement

As required under Section 134(3C) of the Companies Act, 2013, ("the Act") we hereby state:

(i) That in the preparation of the annual accounts, the applicable accounting standards have been followed along with proper explanation relating to material departures, if any;

(ii) That the Directors have selected such accounting policies and applied them consistently and made judgements and estimates that are reasonable and prudent so as to give a true and fair view of the state of affairs of the Company as of 31st March, 2026 and its surplus for the year ended on that date;

(iii) That the Directors have taken proper and sufficient care for the maintenance of adequate accounting records in accordance with the provisions of the Act for safeguarding the assets of the company and for preventing and detecting fraud and other irregularities.

(iv) That the Directors have prepared the annual accounts on a going concern basis.

(v) That the Directors have devised a proper system to ensure compliance with the provisions of all applicable laws and that such systems were adequate and operating effectively.

Cost Record

The provision of Cost audit as per section 148 is not applicable on the Company.

Proceedings Pending Under The Insolvency and Bankcruptcy Code, 2016

No application has been made, or any proceeding is pending under the IBC, 2016. Hence this clause is not applicable.

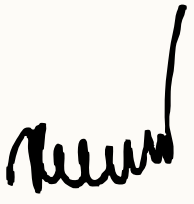
Acknowledgements

The Directors place on record their appreciation for the co-operation and support extended by the various authorities, banks and vendors.

The Directors also acknowledge with gratitude the dedicated efforts and valuable contribution made by all the employees of the Company.

For and on behalf of UMMEED CHILD DEVELOPMENT CENTER





Mr. Ashish Karamchandani
Director
DIN: 01894569

Mr. Ujwal Thakar
Director
DIN: 02333399

Date: 26th August 2026
Place: Mumbai

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Summary of *Financials*

UMMEED CHILD DEVELOPMENT CENTER
CIN: U85320MH2001NPL132972
Balance Sheet as at 31st March 2026

(Amount in 000s)

Particulars	Notes	As at March 31,2026 Rupees	As at March 31,2025 Rupees
EQUITY AND LIABILITIES			
Shareholders' Funds			
Share capital	3	100.00	100.00
Reserves and surplus	4	266,003.56	237,724.59
Non Current Liablities			
Long Term Provisions	5	6,048.58	-
Current liabilities			
Short Term Provisions	5	2,100.30	-
Other current liabilities	6	10,541.43	16,657.14
Trade payables	7	627.10	367.23
TOTAL		**285,420.97**	**254,848.96**
ASSETS			
Non-current assets			
Property Plant and Equipment and Intangible Assets			
Property Plant and Equipment	8	10,538.39	12,447.80
Non Current Assets			
Long Term Loans and advances	9	4,837.27	3,205.27
Investments	10	21,000.00	21,000.00
Current assets			
Short-term loans and advances	9	1,814.88	394.27
Cash and bank balances	11	227,086.87	199,215.31
Trade Receivables	12	23.41	3,228.22
Other Current assets	13	20,120.14	15,358.09
TOTAL		**285,420.97**	**254,848.96**

Auditor's Report
Signed in terms of separate report of even date

SLM & CO LLP
Chartered Accountants
Firm Regn No: W-100030

Sanjay Mukhija
Partner
Membership No: 042150

Date: 26 August, 2026

For And On Behalf Of The Board Of Directors

Ashish Karamchandani
Director
DIN:01894569

Ujwal Thakar
Director
DIN: 02333399

Date: 26 August, 2026

UMMEED CHILD DEVELOPMENT CENTER
CIN: U85320MH2001NPL132972
Statement of Income & Expenditure for the year ended 31st March 2026

(Amount in 000s)

Particulars	Notes	Year Ended March 31,2026 Rupees	Year Ended March 31,2025 Rupees
INCOME			
Contributions and Grants	14	242,538.43	235,681.92
Other Income	15	15,600.99	11,710.24
TOTAL		**258,139.43**	**247,392.16**
EXPENSES			
Expense on activities	16	189,912.69	177,971.25
Administrative expenses	17	37,146.18	18,273.28
Depreciation and amortisation expense	8	1,939.88	0.00
TOTAL		**228,998.76**	**196,244.53**
Surplus Before Exceptional And Extraordinary Items		**29,140.67**	**51,147.63**
Exceptional items		-	-
Surplus Before Extraordinary Items		**29,140.67**	**51,147.63**
Extraordinary items		-	-
Net Surplus before Taxes		**29,140.67**	**51,147.63**
Less : Income Tax expenses			
Current Tax		-	-
Taxes of earlier years		-	-
Deferred Taxes		-	-
Surplus for the year from operations		**29,140.67**	**51,147.63**
See accompanying notes forming part of the Financial Statements	1 to 32		

Auditor's Report
Signed in terms of separate report of even date.
SLM & CO LLP
Chartered Accountants
Firm Regn No: W-100030

Sanjay Makhija
Partner
Membership No: 042150

Date: 26 August, 2026

For And On Behalf Of The Board Of Director

Ashish Karamchandani
Director
DIN:01894569

Ujwal Thakar
Director
DIN: 02333399

Date: 26 August, 2026

UMMEED CHILD DEVELOPMENT CENTER
CIN: U85320MH2001NPL132972
GSTIN: 27AAATU0678E1ZF

+912262488100
info@ummeed.org
www.ummeed.org

Ground Floor, Mantri Pride, N. M. Joshi Marg, Lower Parel, Mumbai 400 011.

Annexure - A
Form No. AOC-2
(Pursuant to clause (h) of sub-section (3) of section 134 of the Act and Rule 8(2) of the Companies (Accounts) Rules, 2014)

1. Details of contracts or arrangements or transactions not at arm's length basis: NIL

Sr. No.	*Name(s) of the related party and nature of relationship*	*Nature of contracts/ arrangements /transaction*	*Duration of the contracts / arrangements / transactions*	*Salient terms of the contracts or arrangements or transactions including the value, if any*	*Justification for entering into such contracts or arrangements or transactions*	*Date(s) of approval by the Board*	*Amount paid as advances, if any*	*Date on which the special resolution was passed in general meeting as required under first proviso to section 188*
-	-	-	-	-	-	-	-	-

2. Details of material contracts or arrangement or transactions at arm's length basis:

Sr. No.	*Name(s) of the related party and nature of relationship*	*Nature of contracts/ arrangements/ transactions*	*Duration of the contracts / arrangements / transactions*	*Salient terms of the contracts or arrangements or transactions including the value, if any*	*Date(s) of approval by the Board*
1.	Dr. Vibha Krishnamurthy – Relative of Director	Remuneration	Ongoing Basis	Remuneration of Rs. 21,82,656/- during F.Y. 2025-2026	26th August 2026

For and on behalf of Board of directors of
Ummeed Child Development Center

Mr. Ashish Kanayo Karamchandani
Director
DIN: 01894569

Mr. Ujwal Madhusudan Thakar
Director
DIN: 02333399

Date: 26th August 2026
Place: Mumbai

Ummeed is a non-profit organization registered under Sec 8 of the Companies Act, 2013 and CSR-registered with the Ministry of Corporate Affairs.
Ummeed is registered under Sec 12AB and 80G of the Income-tax Act, 1961 (corresponding to Sec 332 and 354 respectively of Income Tax Act, 2025) and contributions to Ummeed are eligible for deduction under Sec 80G (corresponding to Section 133 of Income Tax Act, 2025). The registrations u/s. 12AB and 80G are valid till AY 2031-32.

Ummeed Board

Ashish Karamchandani
Chairperson & Co-Founder

Arun Jethmalani
Board Member

Merry Barua
Board Member

Rajnish Dhall
Board Member

Ujwal Thakar
Board Member



Registered Office / Clinic

Ummeed Child Development Center

Ground Floor, Mantri Pride, N.M. Joshi Marg,
Lower Parel, Mumbai 400011

Office

Ummeed Child Development Center

6th Floor, Astral Centre, N.M. Joshi Marg,
Byculla West, Mumbai 400011

022 6248 8100 www.ummeed.org

@CDC.Ummeed

@ummeedcdc @UmmeedCDC

@developmentaldisabilitiesindia

@UmmeedChildDevelopmentCenter