



ANNUAL REPORT

Financial Year 2024-2025



Ummeed Child Development Center



52 million

There are over 52 million children in India with developmental disabilities and over 650,000 in Mumbai alone. Out of these, not even a quarter have access to quality care.

Dear Friends,

FY 2024-25 has been a watershed year for Ummeed, one in which we embarked on an important evolution in our strategy – a progression from program-focus to ecosystem-focus. This progression underscores Ummeed's commitment to a biopsychosocial approach to childhood disability – one that acknowledges that a person experiences disability (from birth into adulthood) as an outcome of not just their own biology, but also as a result of the psychological and social factors around them.

It is only logical then that if we are to enable children with disabilities to reach their full potential, it is not just the child and family that needs to be supported, but also the systems around them that they inhabit and rely on – such as the Healthcare Ecosystem, the School Ecosystem, and the Early Childhood Development (ECD) Ecosystem.

As Ummeed reorients its external focus, we recognize that internal gears need to shift too. This has led to important investments in the last year such as building next-in-line leadership, deepening our M&E understanding, and continuing our commitment to diversity and inclusion within the organization.

As we look to the future, there is one other change Ummeed will navigate in the coming year. Dr. Anita Limaye, having served as Ummeed's CEO for 10 years, will transition out of the organization on 31st December 2025 and hand over the reins to its new CEO, Shamin Mehrotra. In taking Ummeed to the next phase of its journey, Shamin will be supported by the rest of Ummeed's Senior Leadership Team – Dr. Koyeli Sengupta, Dr. Roopa Srinivasan, and Juthika Nagpal – and they will continue to lean on our founder Dr. Vibha Krishnamurthy and former COO Pervez Daver for guidance along the way. Ummeed's next-in-line leadership will also be critical members of this future path.

As always, we end this note with heartfelt gratitude to our children and families – you are our north star! And to our friends, funders and well-wishers – without you, we would be rudderless. Together, we have and will continue to make this world a better place for all.

With gratitude,

Ummeed's Leadership Team



Every Child has Hope at Ummeed





Content



Introduction

Page 07



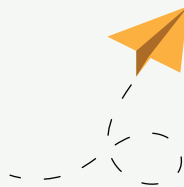
Healthcare Ecosystem

Page 09



School Ecosystem

Page 23



ECD Ecosystem

Page 31



Beyond Ecosystems

Page 39



Directors' Report

Page 45



Summary of Financials

Page 53





Our Journey: From Intent to Impact

ANNUAL REPORT

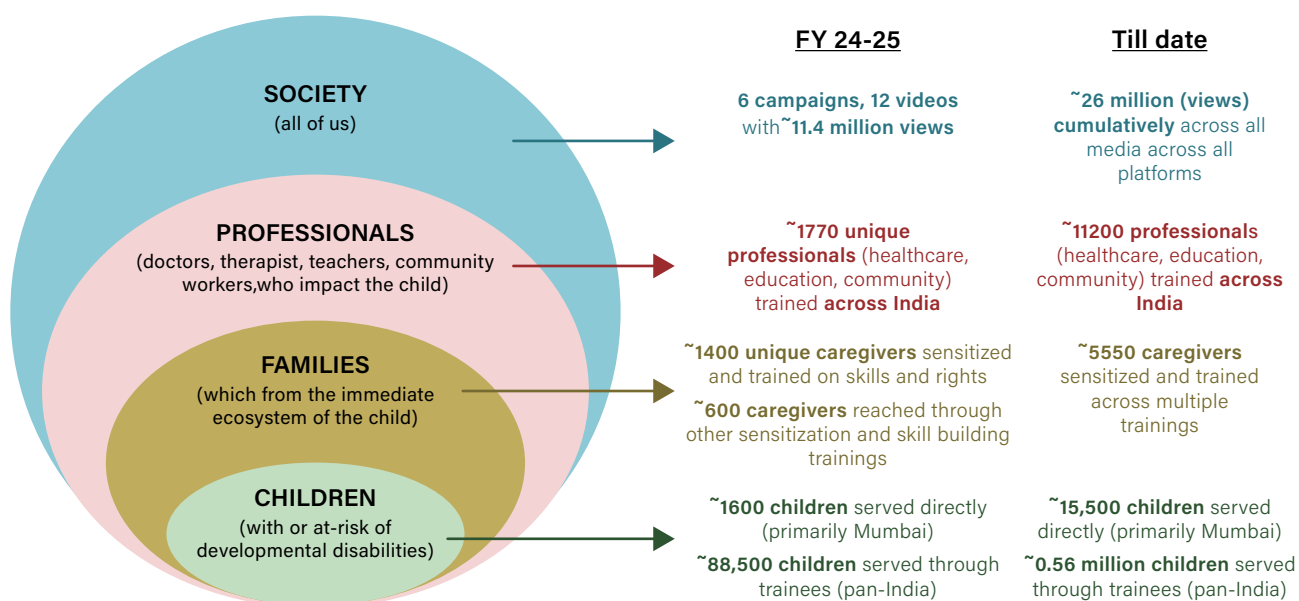
Financial Year 2024-2025

This Annual Report of Ummeed Child Development Center encapsulates the organization's strategic priorities, programs, reach and impact in the FY 2024-25.

Through the year, Ummeed has continued to provide clinical services to children with and at risk of developmental disabilities and their families, trained and built capacity in caregivers and professionals that work in this space, and raised awareness about the cause to create a positive shift in mindsets towards their inclusion in society.

The graphic below provides a summary of Ummeed's reach amongst its stakeholders till date.

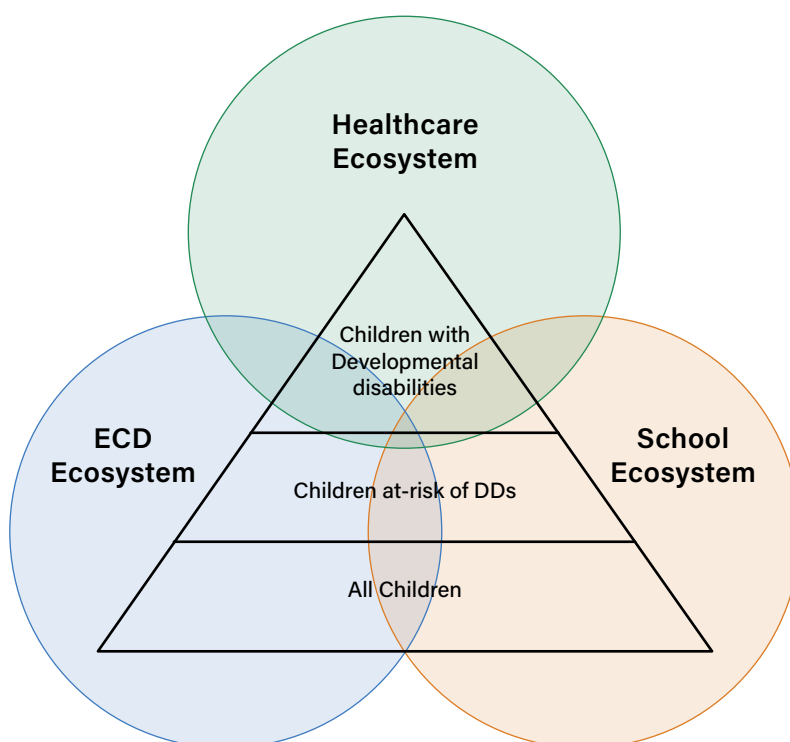
Stakeholder-wise Reach



During the year, Ummeed's leadership team also worked on identifying what the organization would need to focus on between now and 2030, in order to enable the best outcomes for children with and at risk of developmental disabilities and their families over time. This led to a recognition that achieving meaningful and sustainable impact will require a shift to an ecosystem approach – one through which systemic barriers to our children and families' needs can be addressed. Thus, if children's developmental needs are identified early and supported appropriately by the various systems they inhabit, then over time, they would be able to participate in society and have agency in their lives. And if families are supported in their journey from acceptance to empowerment, they will be able to support the best outcomes for their children.

It is important to remember that developmentally, children fall on a continuum. This can be represented as a pyramid at the base of which are all children, in the middle are children at risk, and at the top are children with developmental disabilities. Different ecosystems interact with this continuum in different ways and at different time points, and work must be carried on with each of them if our children and families are to live to their full potential.

Ummeed has identified three such ecosystems, as its focus areas until 2030: the Healthcare Ecosystem, the School Ecosystem, and the Early Childhood Development (ECD) Ecosystem, while acknowledging the intersections between the three ecosystems, as well as the possibility that other ecosystems might be added into Ummeed's priorities over time.



Ummeed's programs have thus far been organized under four verticals – Clinical Services, Training & Capacity Building, Research, and Awareness. In FY 2024-25, Ummeed began the task of mapping which programs are working in service of which ecosystem, and also bringing relevant focus areas into its fold.

This Annual Report presents a snapshot of the programs in FY 2024-25, when viewed under the lens of three ecosystems. It acknowledges that the full transition to this approach is still work in progress but takes some initial steps in this direction.

Healthcare Ecosystem



Helping Children & Families Thrive

The Clinic

(Supporting children and families through diagnosis and therapy)

Reach: Supported over **1,600 children and families**. Delivered over **16,200 clinical sessions** (including therapy, group sessions, and diagnostic assessments).

Financial Inclusion: **86%** of services were for children and families from low- and middle-income backgrounds.

Top Diagnoses: Autism Spectrum Disorder (ASD) (**53%**), Intellectual Disability/Global Developmental Delay (ID/GDD) (**13%**), ADHD (**10%**).

Caregiver Trainings

(Building knowledge, skills, and community)

Scale: Conducted **40+ trainings** for over **1,000 caregivers**.

Geographic Reach: Reached caregivers across **22 states and 3 union territories**.

Lived Experience: **42%** of trainings included a caregiver as co-trainer.

Flagship Program: Ran three cohorts of the Ummeed Parent Program for Autism (UPPA), attended by **57 caregivers**.

Family Resource Center (FRC)

(Caregivers supporting one another)

Reach: Reached approximately **2,640 caregivers**. Hosted the Family Day event on December 1st, 2024, seeing over **1,200 children and families** participate.

Activities: Partnered with Special Hangout for weekly themed sessions (e.g., yoga, art exhibitions, pot painting).

Geography-level interventions and university collaborations

(Expanding learning and strengthening local systems)

Collaboration: Partnering with the **Maharashtra University of Health Sciences (MUHS)** to launch a six-month certificate course in Developmental Pediatrics.

Local Strengthening: Worked to strengthen services in **Pune** by training staff at Vatsalya Child Development Centre and collaborating with KEM Hospital.

Dissemination: Presented work at various national and international fora, including the National Conference of Developmental Pediatrics and the I-CAN Conference.

Professional Trainings

(Developing skilled professionals for inclusive care)

Short-Term Reach: Offered **20+ trainings** for over **800 professionals**.

Total Participants Profile: 230 participants total, including **Psychologists (28%)**, **Pediatricians (18%)**, and **Counsellors (16%)**.

Long-Term Impact: **Nine** long-term trainings equipped **460 professionals** across India.

Key examples: Autism Intervention Training Program (AITP) saw knowledge scores rise from 51% to 64%. WHO Caregiver Skills Training (CST) saw fidelity scores improve from 24% to 74%.

“Families and professionals working together as partners.”

Healthcare Ecosystem

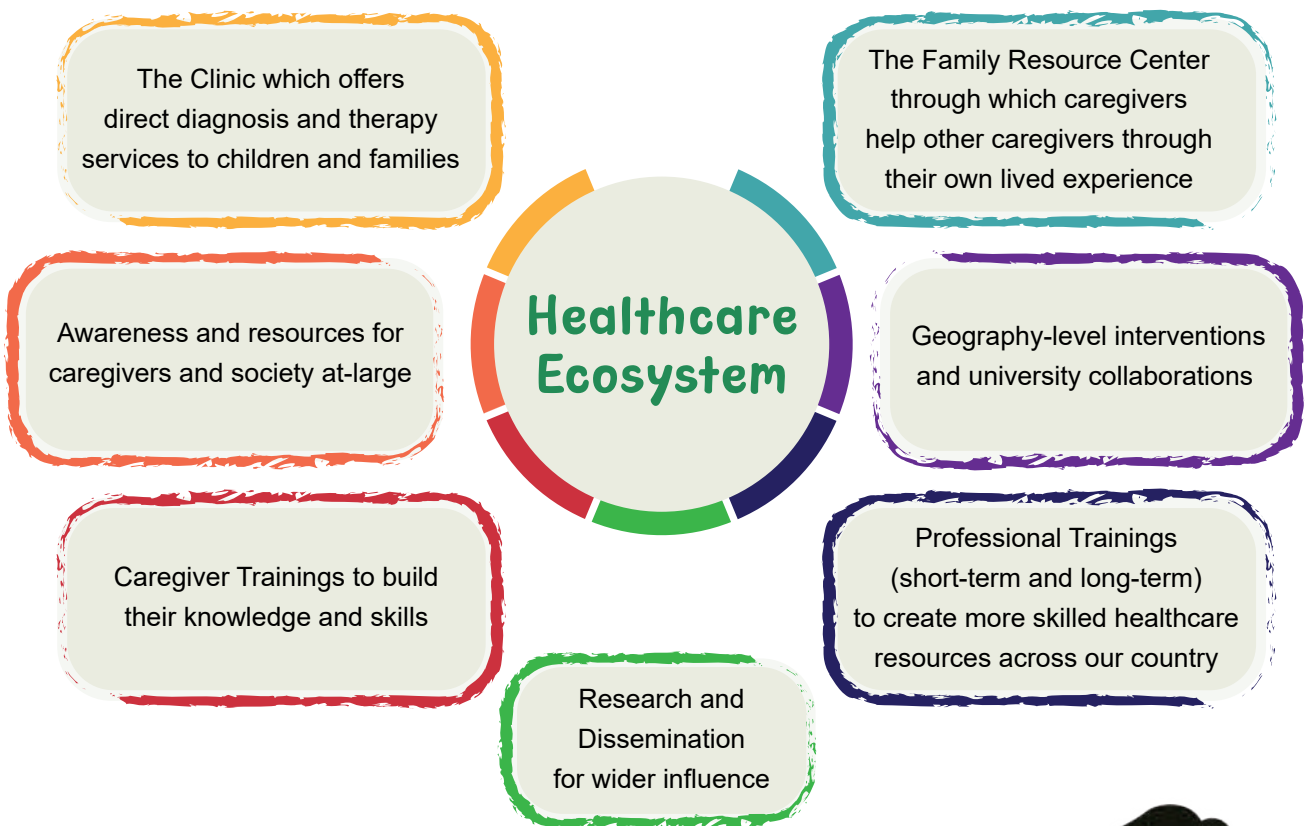


Families of children with developmental concerns usually reach out to healthcare professionals for initial identification/diagnosis of potential developmental disabilities. Once identified, children need therapy, and caregivers need support to promote their children's development.

Because developmental disabilities are not well understood, this leads to inconsistent access to these services across the country, and thus children with delays and disabilities often fall through the cracks.

Ummeed's vision is that children and families with and at risk of developmental disabilities should be able to access optimal clinical care for their needs throughout childhood, adolescence, and emerging adulthood through our country's healthcare services. Ummeed also plans to deepen its focus on strengthening interdisciplinary services for autism, a diagnosis with a large knowledge and service-gap.

Currently, Ummeed's programs under the Healthcare Ecosystem include:



Clinic

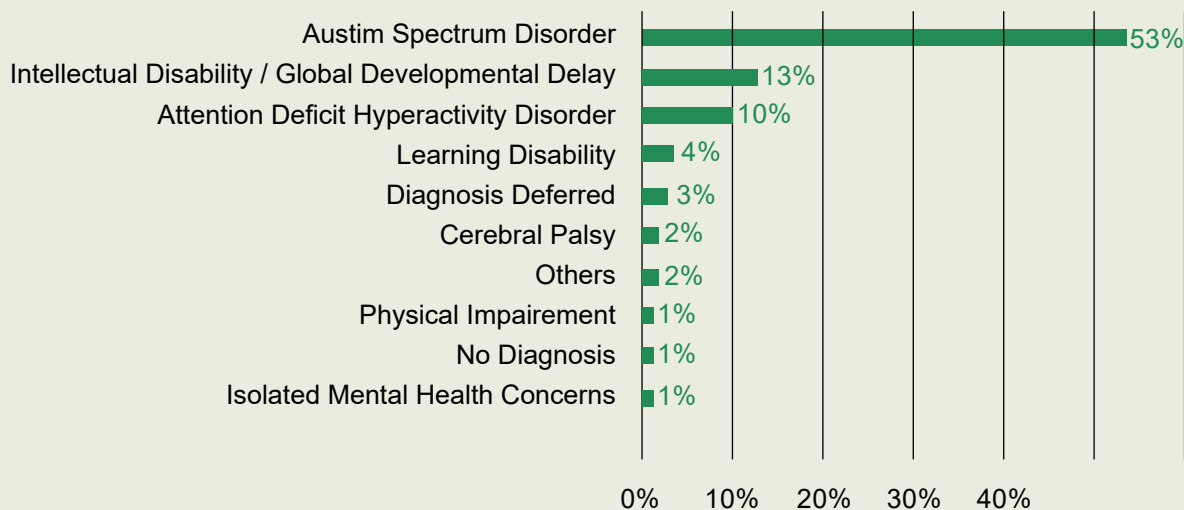
In FY 2024–25, Ummeed's clinic supported over 1,600 children and families through a multi-disciplinary team of developmental pediatricians, occupational therapists, physical therapists, autism intervention specialists, counsellors, social workers, speech therapists, special educators, and others. Over 16,200 clinical sessions were delivered – this included initial diagnostic assessments, ongoing one-on-one therapy, group sessions, ongoing consults, and fun clubs. Of these, 86% were for children and families from low- and middle-income backgrounds, with 5% who had a family income less than INR 5000.

The top diagnoses were Autism Spectrum Disorder (ASD) at 53%, Intellectual Disability/ Global Developmental Delay (ID/GDD) at 13%, and ADHD at 10%.



To date, Ummeed has provided over 1,52,000 clinical sessions to 15,500 children and families. Its multi-disciplinary team collaborates internally and with external professionals, schools, and systems to support each child's development.

Percentage of Children Accessing Clinical Services by Diagnosis



Data not available 11%

In FY 2024–25, initiatives like Haq ka Mela connected caregivers with government and NGO experts on disability rights, legal guardianship, and schemes like Unique Disability Identification Cards (UDID) and Niramaya Health Insurance. Tools such as the MRN Card (Medical Record Number - a unique family ID) and a bilingual, digital 'Know Your Family' form were introduced. The STACs (Services and Teams around Children) model was piloted for families of children with autism. Therapy rooms were upgraded with new toys, swings, and mats.

Professionals also pursued learning opportunities, including Baby Ubuntu (from London School of Hygiene & Tropical Medicine) and PEERS (with Sethu Center), to strengthen service delivery and caregiver support.

Feedback on Haq ka Mela -

Seema Giri, a parent unaffiliated with Ummeed, reached out in May 2024 to share positive feedback about Ummeed's UDID factsheet and to inquire about schemes in Delhi. She mentioned receiving Ummeed's UDID factsheet through the pediatric department at Lok Nayak Hospital, Govt. of Delhi, where it was distributed by the doctor and social worker to families. Upon inquiry, it was found that many parents have been receiving Ummeed's UDID factsheet in government hospitals across Delhi. This interaction highlights the reach of materials in government hospitals and different states, often unbeknownst to Ummeed, fostering a broader professional and familial network.



Family Resource Center (FRC)

In FY 2024–25, the Family Resource Center reached approximately 2,640 caregivers through a range of awareness-building, guidance, and support activities designed to empower families and caregivers as they navigate their personal journeys of disability with their children.

One of the year's highlights was a new partnership with Special Hangout, which brought weekly themed sessions such as block printing, yoga, pot painting, art exhibitions, mocktail and pasta making and much more, for families at the Ummeed FRC. These sessions received an overwhelming response from both children and caregivers.



"I was surprised to see that our children can have such talent too... The confidence I saw in Varun was amazing. Thank you, Special Hangouts @ Ummeed, for this gift."



In celebration of the International Day for Persons with Disabilities, Ummeed hosted its Family Day event on December 1st, 2024, at the Dadar Parsi Colony Gymkhana. It saw over 1,200 children and families participate and have an evening full of fun. The event featured vibrant stalls by persons with disabilities and their families, fun activities for all ages, therapy dog interactions, and a quiet sensory zone. A highlight of the evening was the stage show, confidently compered by two young adults with autism.

*"For once, I didn't feel like the odd man out."
– Shobhana Krishnan*

*"Our entire family enjoyed a lot—it was a fabulous evening."
– Dr. Sameer Khot*

Trainings for Caregivers

In FY 2024–25, Ummeed’s professionals and Family Resource Center conducted 40+ trainings for over 1,000 caregivers across 22 states and 3 union territories, helping caregivers support their child’s development across areas like play, behaviour, sensory needs, writing, mental health, and rights. Many participants were from tier 2 and 3 towns, and 42% of trainings included a caregiver as co-trainer to bring lived experience into the sessions.

Feedback from caregiver participants offered useful insights into how the trainings helped them. Some examples shared by participants include:

Let’s Get Started (Sep 2024 - Mar 2025):

Caregivers shared that they recognized the role of fun over punishment, need for clear and slow communication, and the use of positive reinforcement through praise and rewards.



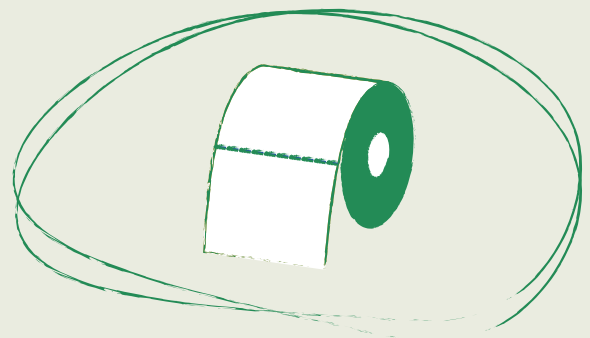
Sleep Workshop (Aug 2024 - Feb 2025):

Caregivers shared that their takeaways included setting a consistent bedtime routine, creating distraction-free sleep environments, and promoting daytime physical activity.



Toilet Training (Oct 2024 - Feb 2025):

Caregivers shared that their key takeaways included setting regular toilet routines, using visual aids, eliminating diapers during the day, and applying reward systems to encourage success.

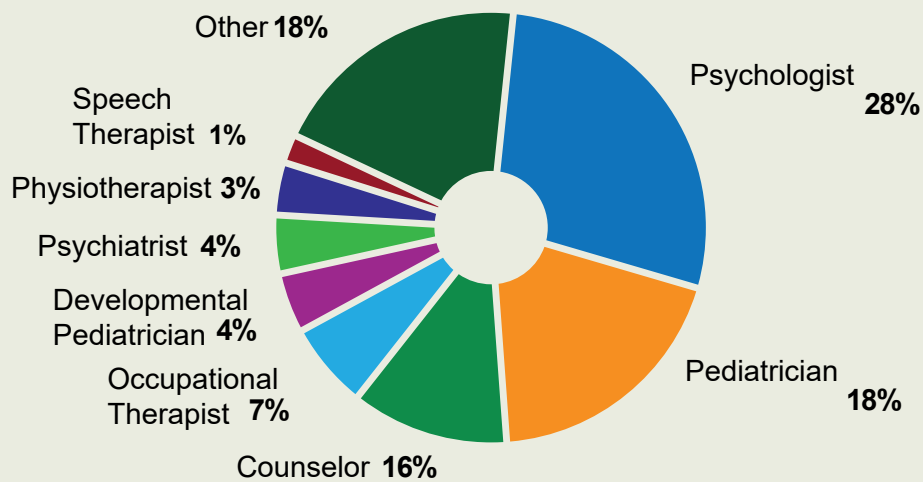


Ummeed also ran three cohorts of its flagship Ummeed Parent Program for Autism (UPPA), attended by 57 caregivers. UPPA is an 8-week program combining 13 group sessions and individual coaching where each family works with a therapist to practice and implement the strategies at home.

Trainings for Healthcare Professionals

Ummeed's short-term trainings for doctors and therapists focus on building awareness and skills, while long-term trainings offer participants well-rounded exposure to topics such as autism intervention, mental health support and others. These are typically attended by diverse professionals as can be seen in the chart below.

Training Participants in FY 2024-25 (Professionals)



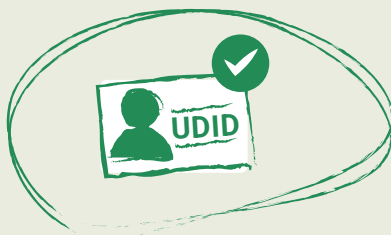
Total: 230 participants



In FY 2024-25, Ummeed offered 20+ short-term trainings for professionals which were attended by over 800 professionals from multiple states and union territories, including those from low resource settings. Participant takeaways from some of these trainings included:

Writing Made Easy (Jul 2024 - Feb 2025):

Professionals learned to support writing through environmental adjustments, breaks, prompting, and repeated opportunities to build skills.



Know Your Rights (Oct 2024 - Jan 2025):

Key takeaways included understanding government schemes for children with disabilities, recognizing the importance of the UDID card, and knowing the process to apply for it.



Playing Made Easy (Aug & Dec 2024):

Key takeaways include how to tailor play to a child's preferences, respect emotions, and promote autonomy through choice and exploration.

HEALTHCARE ECOSYSTEM



Ummeed's modular long-term trainings, spanning 3 to 12 months, combined didactic and experiential learning with coaching and supervision. In FY 2024-25, nine such trainings equipped 460 professionals to support children with disabilities and their families across India. These are summarized in the tables ahead:

Long-Term Training	Brief Description	Batch & Duration	Participants
Autism Intervention Training Program (AITP)	A year-long training that enhances professionals' ability to support children with Autism Spectrum Disorder (1–12 years), Participants knowledge scores rose from 51% to 64% and notable gains were made in early identification, AAC use, behavioral strategies, and social communication.	Batch 9 (January 2024 to September 2024)	19 participants from 7
Mental Health Therapy Program (MHTP)	A year-long training that equips professionals to support the mental health of children with developmental disabilities using narrative therapy.	Batches 12 (February 2024 to February 2025) and 13 (February 2025 to 25 November 2025)	34 and 48 participants respectively from 13 states (up from 15-18 in previous batches)
Community Mental Health Training Program (CMHTP)	A year-long program that trains community workers to support early identification, reduce stigma, and deliver local mental health care using narrative practices. Participants had average post-training scores of 84% with strong understanding of values-based work and narrative techniques in community settings.	Batch 10 (October 2023 to September 2024) and 11 (October 2024 to July 2025)	18 and 15 participants respectively from 5 states
WHO Caregiver Skills Training (CST)	The program equips non-specialist providers to deliver parent training under expert supervision, helping caregivers support their children's communication and behavior through daily routines. Fidelity scores improved from 24% to 74%, with the greatest gains in promoting engagement (36% to 94%) and offering interest-based choices (26% to 84%).	December 2024 February 2025	15 participants from 8 states

Long-Term Training	Brief Description	Batch & Duration	Participants
Think Participation	The program trains participants in participation-based intervention using the F-Words framework, COPM, and environment-focused goal setting. Participants demonstrated gains of up to 45% in understanding environmental influences, functional goals, and the PREP approach.	(June 2024 – September 2024)	20 participants from 9 states
ECHO Autism	This online training program empowers doctors to identify autism early and support access to quality intervention. Participant scores improved from 62% to 75%, with an average attendance of 41%.	Batch 7 (January 2024 to March 2024) and Batch 8 (Jan 2025 to March 2025)	127 and 101 participants respectively from 25 states
ECHO Therapy for Autism	Through case discussions and collaborative learning, this program strengthens practical skills to support children with autism using family-centered and evidence-based approaches. Gains were seen amongst participants in strategy use and receptive communication.	Batch 4 (September 2024 to November 2024)	97 participants from 19 states
ECHO ADHD	This online training program support doctors on early identification, intervention, and management of ADHD in children and adolescents through diverse case presentations. Participant scores rose from 67% to 74%, with an average attendance of 72%.	Batch 4 (June 2024 to August 2024)	126 participants from 19 states

Geography-level Intervention and University Collaborations



Ummeed has worked to strengthen services in Pune for children with developmental disabilities and their families for the last 3 years. Key efforts have included training staff at Vatsalya Child Development Centre who are now delivering interventions and supporting local inclusion efforts. Ummeed also collaborated with the Saamarthya Foundation on caregiver rights and KEM Hospital on IQ assessments. In addition, Ummeed supported awareness building through participation in the Purple Jalosh Festival between 17th – 19th January 2025 and through an inclusion talk at a meet hosted by Anjali Morris Foundation (AMF) on 31st January 2025.

Ummeed is partnering with Maharashtra University of Health Sciences (MUHS) to launch a six-month certificate course in Developmental Pediatrics, aimed at strengthening pediatricians' capacity to identify and address developmental delays. An MUHS team inspected Ummeed's facilities in December 2024, marking a key step toward course and facility accreditation.



Research and Dissemination

Ummeed shared its work on family-centered, inclusive, and strength-based practices at various national and international fora through presentations, workshops, and research, contributing to knowledge exchange and collaborative approaches in disability and mental health services.

A. Conference Presentations and Research

- 1 In April 2024, Ummeed's experience using the Canadian Occupational Performance Measure (COPM) was featured in the COPM Cultural Series newsletter, highlighting goal-setting in occupational therapy. COPM April 2024 Newsletter - Shifting Agency!
- 2 At the National Conference of Developmental Pediatrics (August 2024, IISc Bangalore), Ummeed's Developmental Pediatricians presented a study on caregiver perspectives on inclusive school environments.
- 3 At the I-CAN Conference (September 2024), Ummeed's Autism Therapy team conducted a 3 hour workshop on working with families, attended by professionals from NIMHANS, Sethu, and St. John's Hospital.

- 4 At the Participation – Inclusion in Action Conference (November 2024), Ummeed presented its PREP training, focusing on participation strategies for pediatric professionals.
- 5 At the Narrative Practices India Conference (January 2025), Ummeed presented two models: the Fun Club and the Walk-in Family Support Group, both receiving strong interest.
- 6 In March 2025, the Sambhashan Journal featured a study on how leisure spaces like the Fun Club support mental health in children with disabilities. Sambhashan 2024 – University of Mumbai - mu.ac.in
- 7 In February 2025, at the Counter Narratives conference, Ummeed's mental health team highlighted the role of leisure, accessibility, and representation in wellbeing.
- 8 In February 2025, Ummeed presented its adaptation of the Ubuntu caregiver group program at a global webinar, with 88% of participants rating it as useful and in-depth.

B. Workshops and Events

- 1 At the International Conference on Education 2025 (January 2025), co-hosted by Jai Vakeel School and SNDT University, Dr. Koyeli Sengupta led a workshop on sexuality and disability, attended by 80 participants.
- 2 In April 2024, Ummeed conducted a workshop on inclusive urban spaces for children with autism, hosted by the Vidhi Centre for Legal Policy. The same month, its social work team shared findings from a 2022 study on access to disability certificates and government schemes following the "Know Your Rights" sessions.
- 3 At the Diverse Voices Collective Impact event (March 2025), Ummeed's Social Work and Family Resource Center teams participated in cross-sectoral discussions with 50–60 representatives from NGOs, hospitals, and public institutions

These efforts reflect Ummeed's commitment to inclusive and participatory approaches that will help drive evidence-based systemic change in the Healthcare Ecosystem.





Swati Niphadkar is the mother of 11-year-old Shlok, who has Autism along with a visual impairment. He attends the Helen Keller School in Byculla. Shlok first visited Ummeed in March 2023 and has since received clinic services in Developmental Pediatrics (DP), Mental Health (MH), Autism Therapy (AT), and Social Work (SW).

Ummeed believes in family-centred care and Ummeed's Family Resource Center (FRC) is a space to support families in understanding their child's disability, leveraging their strengths for development, and advocating for their child at home, in schools, and within the community. Swati has been a regular participant in many of the programs held at the Family Resource Center. She has attended several मी-*Time* sessions and shares that these sessions have helped her understand the importance of taking time out for herself and its positive impact on her mental health. Her family also encourages her to attend these sessions. During this reporting period, she participated in the Rakhi-making मी-*Time* workshop in August and the Fabric Earrings workshop in September.

Swati is on a journey to becoming an active

participant in her child's growth. She attended the "Meet the Expert" webinar on Visual Impairment, where she had the opportunity to hear from a parent and a self-advocate about their experiences navigating life with visual impairment, along with insights from a professional expert. This supplemented the guidance and support she receives from the therapists at Ummeed. Swati feels that she has learned a lot and is motivated to keep learning more about how to better support Shlok.

Swati shared that her need to constantly be around Shlok has reduced considerably as he has gained more confidence in being by himself during the Special Hangouts sessions at Ummeed. She has observed a noticeable change in Shlok, especially in his ability to draw and color, as well as his capacity to sit independently. Shlok especially enjoyed the dance classes and would willingly participate in the sessions. Seeing his interest and participation in dance gave Swati hope that this could be something they could continue to encourage Shlok in. She also regularly uses the Book and Toy Library at the Family Resource Center, as she finds it helpful to access a wide variety of books and toys free of cost.

School Ecosystem



Driving Inclusive Education

Ummeed Inclusion Fellowship Program (UIFP)

(Works deeply within schools to bring about local systems change)

Graduates: 11 Inclusion Fellows graduated from the second batch.

Placement: Placed in six low-income schools in Mumbai. Two-Year

Reach: Reached 4000+ students, trained 150+ teachers and school staff, and sensitized 540+ caregivers.

Outcomes: Showed a clear upward shift in learning levels (Literacy and Numeracy ASER Scores). Improved identification of student needs and stronger collaboration between educators.

School Inclusion Training Program (SITP) and ECHO Inclusive Education

SITP: The largest cohort yet (Cohort 4) welcomed 74 participants from across India.

Learning Focus: Significant improvements in making classrooms socially inclusive, supporting children with learning disabilities, and communication strategies for children with ADHD.

New Program: Launched ECHO – Inclusive Education, with 74 participants registered (including teachers, special educators, and counsellors).

Sensitization Workshops

(For school professionals)

Scale: Conducted 20 sensitization workshops.

Reach: Reached around 1300 participants from across the country.

Work in Kashmir Geography

Duration: Working in the Kashmir geography since 2023.

Training: Trained 30 educators from the Waqf board of schools as part of a long-term engagement. Conducted a two-day skill building workshop for 150 special educators from Jammu and Srinagar districts.

Partnerships: Established connections with Human Welfare Voluntary Organization (HWVO) and ROOTS. Ongoing discussions with Samagra Shiksha Abhiyan (SSA) and Director of School Education to work on Inclusive Education with mainstream teachers.

University Collaborations

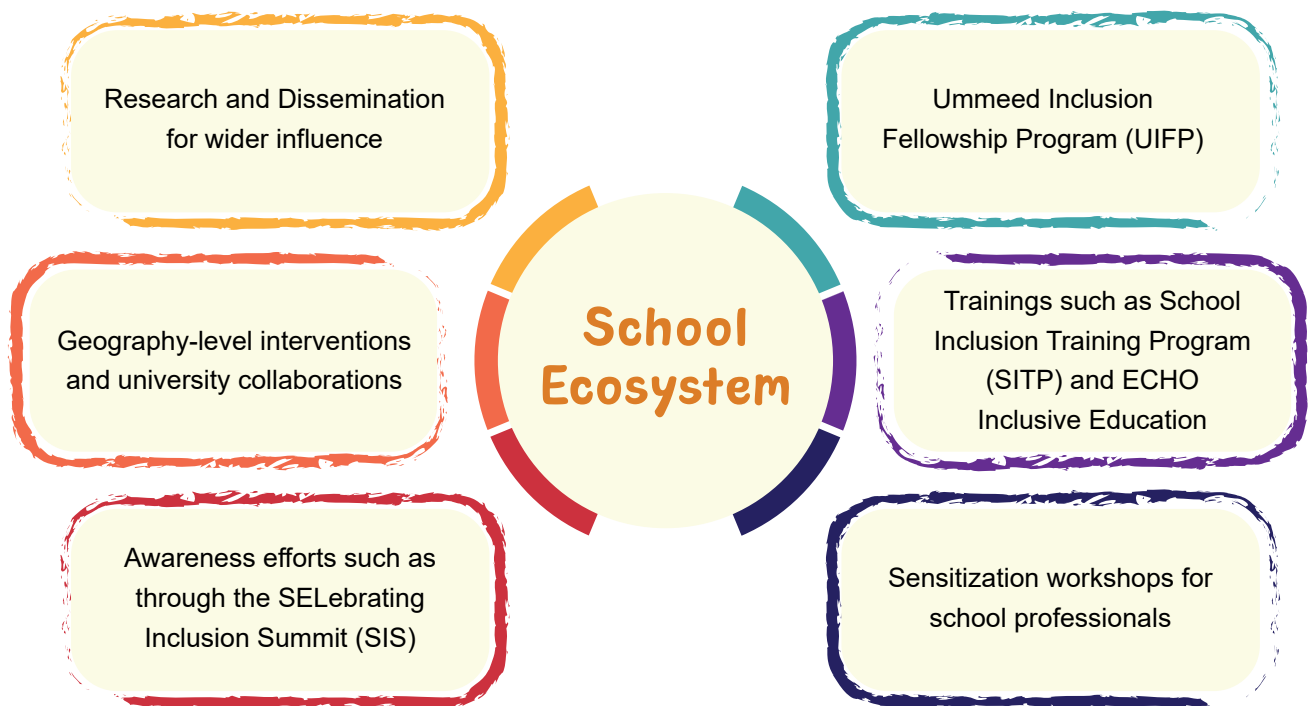
Continued collaboration with Azim Premji University (APU), delivering all four certificates under the Postgraduate Diploma program in Inclusive Education.

“Creating spaces where every child belongs.”

School Ecosystem

Ummeed's focus in the School Ecosystem is to create an ever-increasing cohort of schools in India that are committed to ensuring that children with diverse needs experience inclusive, quality education, are meaningfully engaged in classrooms, and are supported to achieve their full potential.

Currently, Ummeed's programs under this Ecosystem include:



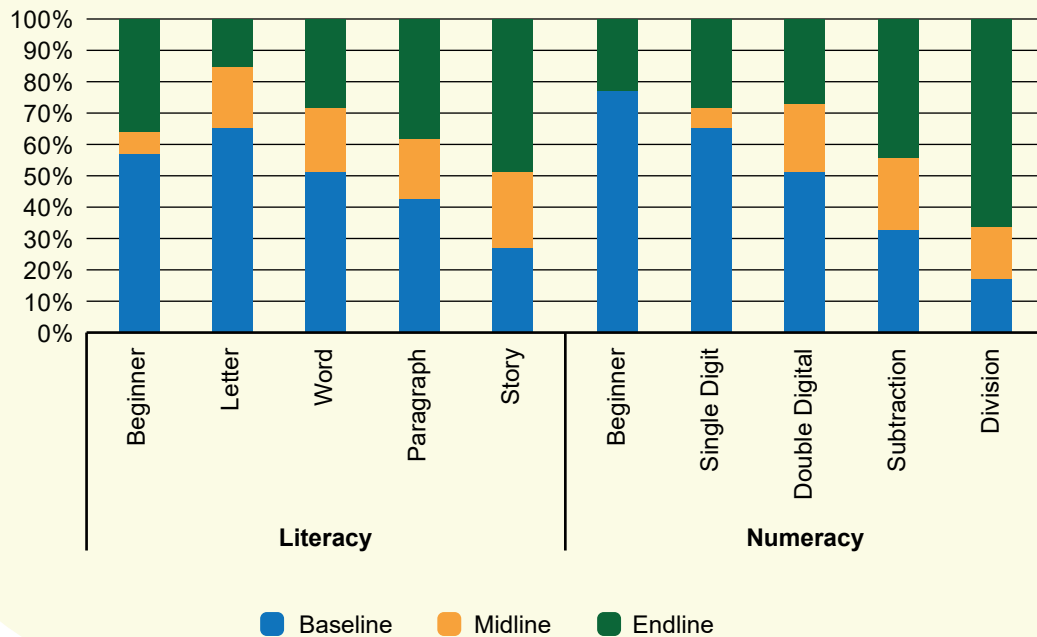
Ummeed Inclusion Fellowship Program (UIFP)

Ummeed launched UIFP in 2021 to work deeply within schools to bring about local systems change through placement of Inclusion Fellows in them. FY 2024-25 served as year 2 of the second batch of UIFP at the end of which 11 Inclusion Fellows graduated from this program.

These Fellows had been placed in six low-income schools in Mumbai. Through the year, Fellows received mentoring and support from Ummeed. Within the schools they were assigned, Fellows were actively involved in initiatives such as supporting teachers in developing inclusive lesson plans using Universal Design for Learning (UDL), conducting sessions with students, helping events such as Sports Day become more inclusive, and identifying students with diverse needs and offering them additional support.

Through the Fellows' work over 2 years, 4000+ students were reached, 150+ teachers and school staff were trained, and 540+ caregivers were sensitized.

ASER Scores across 6 schools



This above graph illustrates the progression of children's literacy and numeracy skills from baseline to endline assessments in UIFP schools showing a clear upward shift in learning levels and substantial learning gains, with more children reaching higher competency levels by the endline.

Other key outcomes included improved identification of student needs, more inclusive teaching practices, and stronger collaboration between educators. Teachers demonstrated increased skills, including mindset shifts, toward inclusion, while parent engagement also saw a positive boost through targeted well-being sessions and awareness-building activities.

Trainings such as School Inclusion Training Program (SITP) and ECHO Inclusive Education

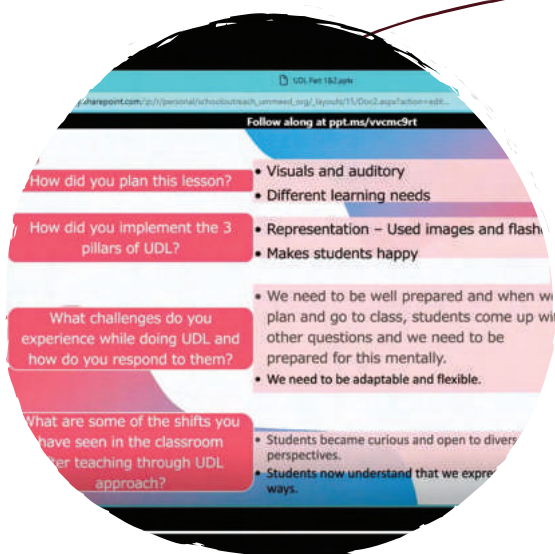
Both these trainings are run over about 3 months and are attended by various school professionals such as teachers, special educators, school counsellors, and school leaders. Their goal is to support individual school professionals committed to disability inclusion within school spaces through training and discussion on topics such as universal design for learning, equity and inclusion, and specific disabilities such as autism and learning disability, amongst others.



The fourth cohort of the School Inclusion Training Program (SITP) welcomed 74 participants from across India making it the largest cohort since the program began in 2020–2021. Of these, 40 participants joined as groups representing eight schools and three non-governmental organizations (the remaining participants having enrolled independently).

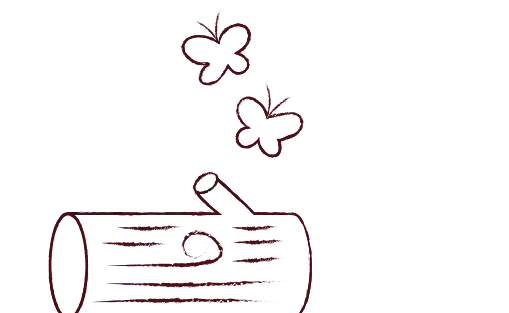
Participants showed significant improvements included in understanding how classrooms can be made socially inclusive, how to support children with learning disabilities, and communication strategies for children with ADHD.

A new program called ECHO – Inclusive Education was also launched in FY 2024-25 for which 74 participants (teachers, special educators, counsellors) from across India registered.

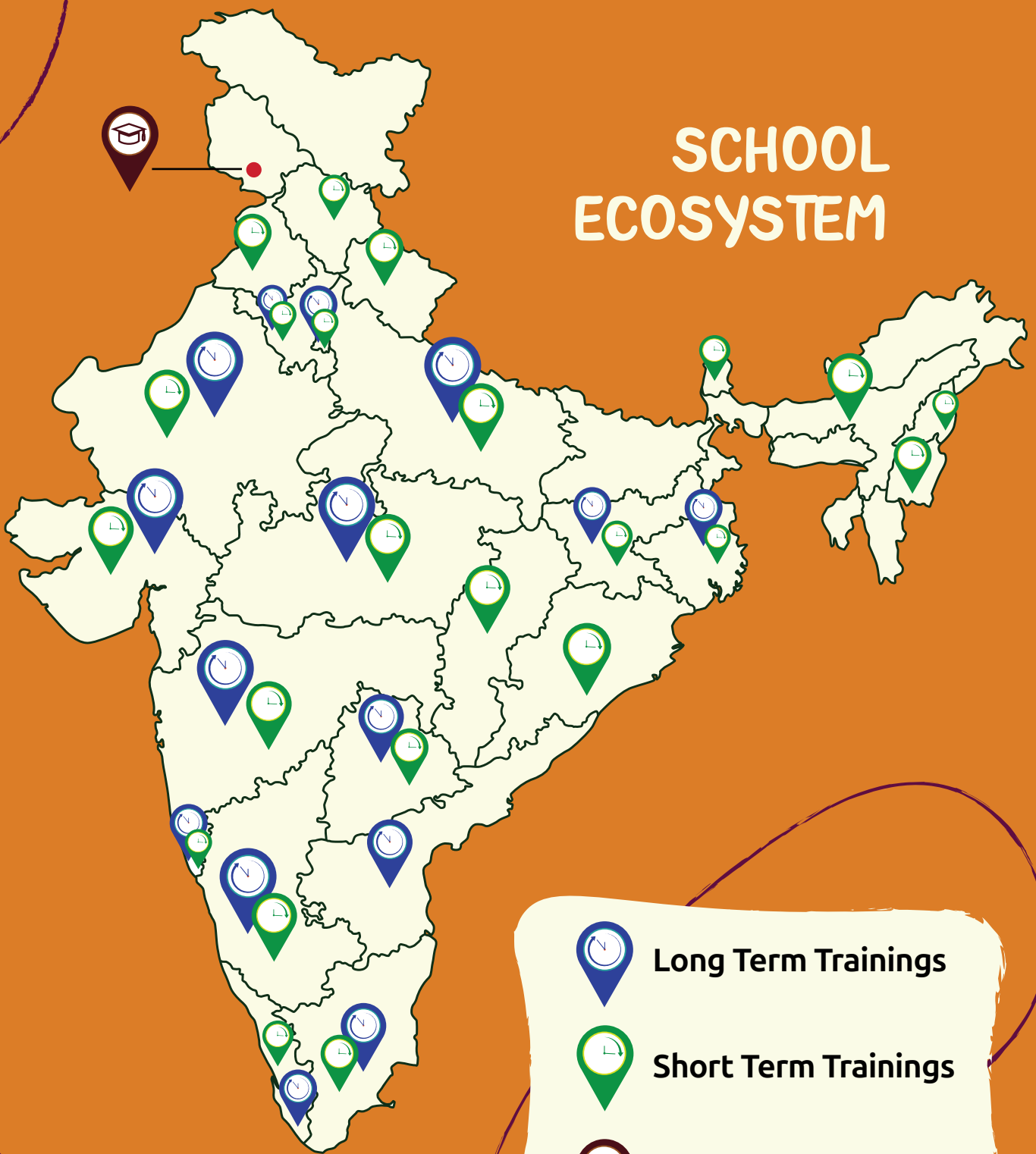


Sensitization Workshops

20 sensitization workshops were conducted in FY 2024-25 for school professionals reaching around 1300 participants from across the country. One of these was on “Future of Education and the Role of the Teacher” at Navi Mumbai Municipal Corporation School at Koperkhairne in partnership with Akanksha Foundation in which approximately 300 participants participated.



SCHOOL ECOSYSTEM



Long Term Trainings



Short Term Trainings



**Geography-level
Intervention**



Geography-level Intervention and University Collaborations

Ummeed has been working in the Kashmir geography since 2023. While the initial focus was to understand the context and build relationships, opportunities to explore partnerships and deeper engagements emerged in FY 2024-25.

Ummeed continued to engage with the Waqf board of schools, training 30 educators from across schools as part of a long-term engagement. Connects with newer organizations like Human Welfare Voluntary Organization (HWVO), who have been working with UNICEF in the rural parts of Kashmir, and ROOTS (an organization that works towards whole school transformation in the state) were established.

Ummeed has also been making continuous efforts to engage with the education department in Jammu and Kashmir, as part of which Ummeed conducted a two-day skill building workshop for 150 special educators from Jammu and Srinagar districts. Ummeed's endeavour is to work on Inclusive Education with mainstream teachers from various districts of Jammu and Kashmir for which discussions with the state's Samagra Shiksha Abhiyan



(SSA) and Director of School Education are in progress.

Ummeed continued its collaboration with the Azim Premji University (APU) that had first begun in 2021, delivering all four certificates under the Postgraduate Diploma program in Inclusive Education

In October 2024, three faculty members from the Inclusive Education Department at Paro College of Education, Royal University of Bhutan visited Ummeed to exchange ideas regarding promoting inclusive education practices in schools and teacher training for the same.

Research and Dissemination

Ummeed presented its work in inclusive education at conferences and fora, sharing knowledge and resources to advance inclusive practices for children and schools.

- 1 A study on "The role of professional development in implementing inclusive education" was presented at the White Rose Disability Network Conference (University of Leeds, virtual) on June 21, 2024.
- 2 An article titled "A sure way to help teachers be more inclusive" was selected for publication on July 24, 2024, by a Monash University affiliation.
- 3 A talk on Inclusion and Universal Design for Learning was delivered at Samagra at a conference by Anjali Morris Foundation on supporting students with Specific Learning Disabilities.
- 4 A guest speaker from Ummeed participated in the Teach for India – Firki platform where she shared her experiences as a teacher, fellow, and trainer with over 40 participants.





Sunita Solanki from Rajasthan Gyawat Jilla has dedicated her career to supporting women and children in the social sector. Previously the head of an organization and an HIV counsellor for women aged 18-40, she now works in a community-based rehabilitation program, counselling parents of bedridden children, forming self-help groups, and guiding families toward financial independence.

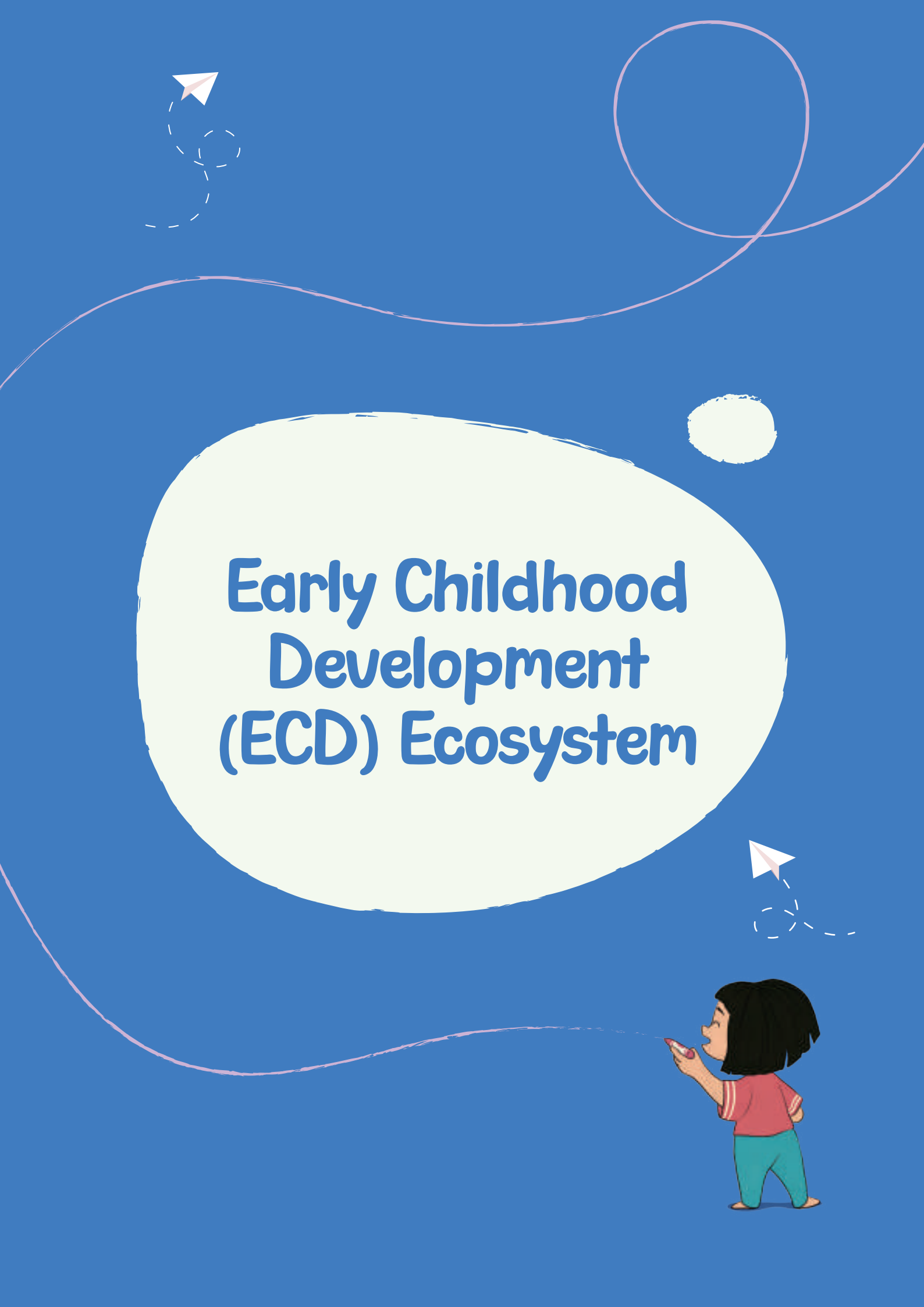
Through Ummeed's one-year Community Mental Health Training Program (CMHTP), Sunita transformed her approach. She learned to move beyond flashcards, using everyday household items, storytelling, and roleplay to teach parents and children. She gained confidence managing hyperactive children and challenging group dynamics, such as meetings where men attended women-focused sessions, by applying practical strategies and communication skills.

The training introduced innovative tools for instance, a Bisleri bottle filled with stones became a sensory tool, sparking the idea of developing a sensory park. Sunita also learned to tailor learning materials to children's needs and interests, making therapy engaging for hyperactive, physio-need, and hearing-sensitive children.

One notable success story is an 18-year-old wheelchair-bound girl. Through craft, vocational, and stitching activities at the center, the girl developed new skills, increased confidence, and found joy in contributing to her community. Parents, initially fearful or unsure, became active participants in their child's growth after personalized counselling and guidance.

Inspired by Ummeed, Sunita pursued a B.Ed in special education, aiming to work in government or special schools. She feels empowered to help women speak up, guide parents effectively, and bring meaningful change in children's lives. With 80–90% success in her interventions, she reflects, "We have to find solution to problems. The one who will solve the problems can face the future."

The one-year training helped me change my attitude and wavelength through stories and roleplay. During the training, I learned how to use everyday household items as tools to guide children. I am grateful to my organization for introducing me to Ummeed.

A blue background with a large, hand-drawn white speech bubble in the center. A pink wavy line starts from the bottom right, where a cartoon girl with black hair, wearing a red shirt and green pants, is holding a pink marker. The line curves around the speech bubble and extends towards the top left. In the top left, a pink paper airplane is shown with a dashed line indicating its path. In the top right, there is a large pink circle and a smaller white circle. In the bottom right, another pink paper airplane is shown with a dashed line indicating its path.

Early Childhood Development (ECD) Ecosystem

Building Strong Foundations

Early Intervention Center (EIC)

(Offers early intervention and school readiness support)

Enrollment: Enrolled **32 children** across two batches.

Diagnosis Profile: **63%** of children were on the autism spectrum.

Transition Success: **27 children** successfully completed the program and enrolled in suitable schools.

Outcomes: Children showed an average improvement of **2.5 points** in performance across key activities (tracked by COPM). Caregiver satisfaction reflected an average increase of **2.8 points**.

Training for CBOs/NGOs

Offered training on "Introduction to early childhood development" to **90 community health workers** from three CBOs (Apnalaya, Mumbai Mobile Creche, and Samerth Trust). A dedicated GMCD tool training was offered to **26 participants** from Mumbai Mobile Creches.

Child Development Aide (CDA) program

(Empowers community health workers since 2009)

Reach (Batch 12): Had **45 participants** from diverse states, including Assam, Gujarat, Maharashtra, Rajasthan, and Meghalaya.

Performance: Participants achieved high average scores on the Toy project (**96%**) and Book project (**85%**).

Inclusive ECD - Meghalaya

Meghalaya(Implementation of the Guide for Monitoring Child Development, GMCD)

Partnership: Transformative initiative with the **Meghalaya ECD Mission (MECDM)**.

Goals (5 years): Aims to train **10,000 frontline workers** statewide and monitor/support **~150,000 children**.

Pilot Phase: Ummeed trained **74 government functionaries** (potential master trainers) in GMCD.

Assessments: **426 GMCD assessments** conducted by 53 trained users by the end of the FY.

Inclusive ECD - Yavatmal

Yavatmal(Implementation of GMCD and modified CDA)

Partnership: Piloted services across **five blocks of Yavatmal district** with MGIMS.

Training Cascade: Trained **66 GMCD Trainers** who, in turn, trained **705 Anganwadi workers**.

Assessments: Conducted **1,665 GMCD assessments on 1,606 unique children**. **Identification:** **14.5%** of assessed children were identified with developmental delays.

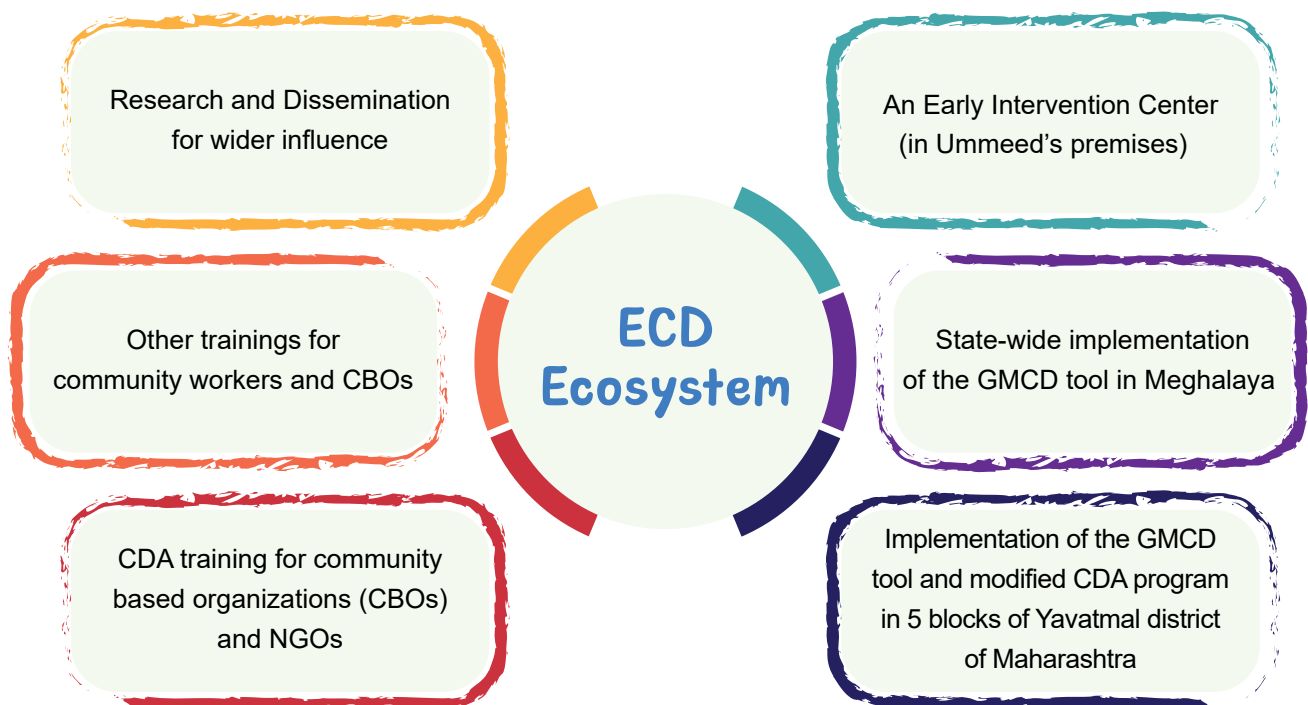
Common Delays: Expressive language (**52%**) and challenges in relating (**39%**).

“Investing in communities to ensure no child is left behind.”

Early Childhood Development (ECD) Ecosystem

Ummeed's work in Communities aims to ensure that all children in the 0–6 age group in vulnerable settings receive developmental monitoring and support. In addition, through this process to ensure that children with risk factors and developmental difficulties are identified early and receive the intervention they need to catch up and/ or reach their full potential.

Currently, Ummeed's programs under this Ecosystem include:



Early Intervention Center

The Early Intervention Center (EIC) at Ummeed focuses on preparing children between 2 to 6 years for a successful transition to school, whether mainstream, inclusive, or special education settings. It does this by fostering children's independence in everyday routines at home and in school through a structured curriculum; additionally, it empowers caregivers with the knowledge and skills needed to help their children participate meaningfully across these environments.

The EIC has been running at Ummeed since 2006. This year, the EIC enrolled 32 children

across two batches. Among them, 63% were on the autism spectrum, while others had developmental disabilities such as Global Developmental Delay, Hearing Impairment, Language Disorder, and Mild Intellectual Disability. 27 children successfully completed the program and have thereafter enrolled in suitable schools.

The Canadian Occupational Performance Measure (COPM) was used to track child outcomes which reported an average improvement of 2.5 points in children's performance across key activities. Additionally, caregiver satisfaction scores reflected an average increase of 2.8 points across all assessed domains.

Inclusive ECD in Meghalaya (Implementation of GMCD)

Ummeed is proud to partner in a transformative initiative with the Meghalaya ECD Mission (MECDM) aimed at improving early identification and support for children at risk of developmental delays. Through this program, Ummeed will support state-wide implementation of the Guide for Monitoring Child Development (GMCD) tool in Meghalaya.

Officially launched on September 19, 2024, in Shillong by the Honorable Chief Minister Shri Conrad K. Sangma, the program will be delivered in three phases and aims to train 10,000 front-line workers statewide, monitoring and supporting ~150,000 children over 5 years.



At the heart of this initiative is a robust multi-tiered training model. Ummeed will work closely with government departments and community-based organizations (CBOs) to develop a strong cadre of GMCD Trainers who in turn will build the capacity of front-line workers to use the GMCD tool, ensuring early identification of children with developmental difficulties, timely referrals, and supportive care for children in their critical years of development.

As the first step in this partnership, in FY 2024-25, trainers from Ummeed were contracted by Asian Development Bank (ADB) to train 74 government functionaries (potential master trainers) as users of the tool who are now practicing the use of GMCD in the field for fidelity. 426 GMCD assessments were conducted by end of the FY 2024-25 by 53 trained users, with ~10% of children being identified with developmental delays.

Inclusive ECD in Yavatmal

In FY 2024-25, Ummeed partnered with the Mahatma Gandhi Institute of Medical Sciences (MGIMS) to pilot government-led inclusive early childhood development (ECD) services across five blocks of Yavatmal district.

Key objectives of the work in Yavatmal include training Anganwadi workers to administer the GMCD tool, thereby improving early identification; building a cadre of home-based disability interventionists trained to be Child Development Aides (CDA); and strengthening the services of the local District Early Intervention Centre (DEIC) for referred children. Through this multi-level approach, the project seeks to pilot what it takes to create more inclusive and responsive local community ecosystems.



As of end of FY 2024-25, Ummeed had trained 66 GMCD Trainers who in turn trained 705 Anganwadi workers who conducted 1,665 GMCD assessments on 1,606 unique children. Developmental data from these GMCDs were captured via Google Forms. 14.5% of assessed children have been identified with developmental delays, of which expressive language is the most commonly affected domain (52%), followed by challenges in relating (39%).

Low birth weight emerged as the leading risk factor (23%), with malnutrition accounting for 2%. Of the children identified with delays, 7% of the children identified have been referred to the District Early Intervention Center (DEIC) for further support.

Child Development Aide (for CBOs and NGOs)

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 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.

The 12th batch of CDAs was trained in FY 2024-25 – a total of 45 participants including psychologists, mental health counsellors, medical social workers, teachers, nurses, school principals, field coordinators etc. – from diverse locations such as Kokrajhar (Assam), Panch Mahals, Ahmedabad (Gujarat), Mumbai, Ahmednagar, Thane, Raigad (Maharashtra), Jhunjhunu, Jaipur (Rajasthan), East Khasi Hills, West Khasi Hills, West Garo Hills (Meghalaya), and Pondicherry.

The participants were assessed using a combination of methodologies, including a toy project, a book project, a theory paper, and a benchmarking exercise. They achieved an average score of 96% on the toy project and 85% on the book project. On the theory paper, the average score was 69%, while the benchmarking exercise resulted in an average score of 60%.



ECD ECOSYSTEM



Long Term Trainings



Short Term Trainings



Inclusive ECD Programs



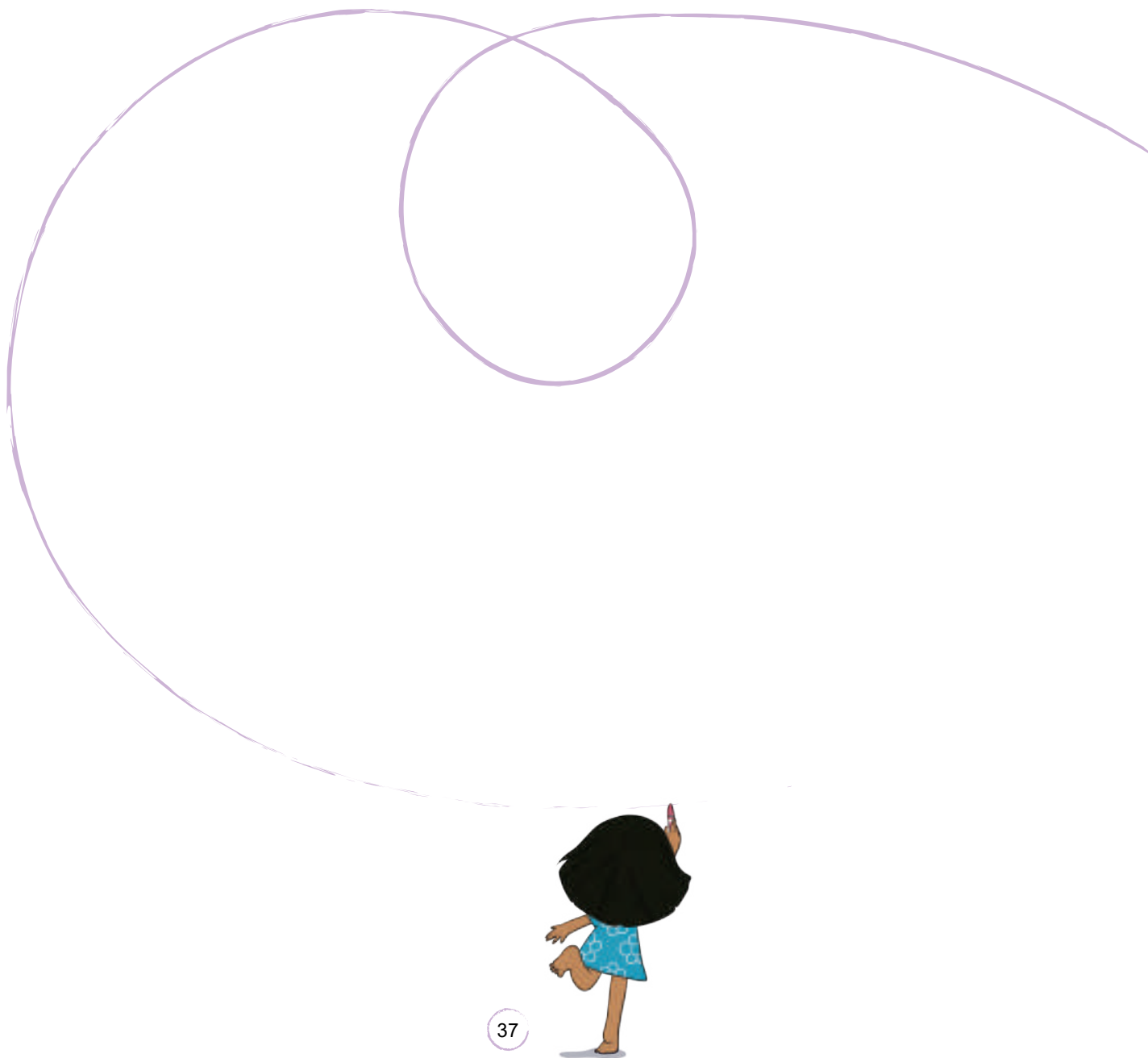
Other Trainings

Training on “Introduction to early childhood development and its significance” was offered to 90 community health workers from three community-based organizations – Apnalaya, Mumbai Mobile Creche, and Samerth Trust.

In addition, a dedicated training on the GMCD tool was offered to 26 participants from Mumbai Mobile Creches.

Research and Dissemination

In May 2024, Global Health Action journal selected a paper focused on the Guide for Monitoring Child Development (GMCD) tool titled “Methodology for adapting a co-created early childhood development intervention and implementation strategies for use by frontline workers in India and Guatemala: a systematic application of the FRAME-IS framework,” that outlines the structured adaptation process of the GMCD tool and intervention and implementation strategies followed to ensure contextual relevance and effectiveness across different country settings.





Naseem Bhaldar has been working with the Apnalaya team for the past 1.5 years and shares that she has learned about disability through her work. She notes that while disabilities are often easily identified in adults, recognizing them in young children is very challenging. However, she believes that if identified early, disabilities can be supported through timely intervention.

In 2024, she attended GMCD training organized by Ummeed at Apnalaya. Through this training, she learned that beyond routine physical health checks in a child's early years, monitoring brain development is also essential, as the brain develops rapidly from 0-3 years. Implementing the GMCD tool helped her recognize various developmental domains and identify areas where a child may need support. She gained a deep understanding of health and psychological

risks, about the factors influencing a child's development and early intervention strategies.

While implementing the GMCD, she gathered critical information on their language comprehension, their process of forming relationships, their play skills, gross motor skills and how it develops with a child's age. This information empowered her to identify delays in the initial stages.

She has been administering the GMCD tool in Baiganwadi, located in Govandi, a suburb of Mumbai, India.

Naseem Bhaldar - Field Assistant, Health and disability team at Apnalaya (Working in the capacity of community worker)

Training: GMCD with Ummeed Child Development Center

"The GMCD training was a new experience for me. Before this training, I didn't realize that children's developmental stages are observed so closely. Every action and reaction matters. The trainers from Ummeed explained the GMCD tool in a very simple and easy-to-understand way, which boosted our confidence. We learned how to visit slums, speak with families about their children's upbringing, and observe their living environments. So far, I have used the GMCD with 15 children, and each time, my confidence grows. Through this training, I have gained valuable insights into child development, enabling me to identify risk factors early and help prevent them." -Naseem Bhaldar

Beyond Ecosystems



Awareness Initiatives For Families, Professionals, And Society At Large

In FY 2024-25, Ummeed led six impactful campaigns collectively garnering approximately 9.6 million views across various platforms and collaterals. A summary of these is given below:

WAAD Campaign: This campaign featured 14 autism therapists, including speech and occupational specialists who shared their unique stories and insights into working with children on the autism spectrum. These professionals offered a captivating glimpse into the world of autism, highlighting both heartwarming breakthroughs and challenges. The campaign's authenticity resonated with parents, caregivers, and the autism community, fostering deeper understanding and important conversations.

Celebrating Neurodiversity - Samjho aur Samjhao Campaign: The 'Celebrating Neurodiversity -Samjho aur Samjhao' campaign aimed to raise awareness about Down Syndrome in March 2024 and autism in April 2024 for Hindi-speaking audiences.

Mental Health For All: With the intention to build awareness centred around lived experiences and to generate support for mental health of children with disabilities, their families and caregivers, this campaign documented experiences, stories, information and conversations.



Building Bridges: This campaign raised awareness about creating welcoming school environments for all students. Educators, advocates, and researchers provided valuable insights into what it takes to foster inclusion. The campaign highlighted the importance of adapting school spaces to diverse needs and emphasized the collective responsibility of parents, teachers, and administrators in creating a supportive and equitable learning experience for every child.

#AbletoWork Campaign: The #AbletoWork campaign, launched on International Day of Persons with Disabilities, promoted inclusive employment practices. It featured inspiring stories of individuals with disabilities overcoming challenges and achieving career success. Employment trainers shared insights on supporting people with disabilities in the workplace, while parents offered guidance on nurturing their children's abilities for future employment. The campaign emphasized implementing successful workplace practices like reasonable accommodations, flexible work arrangements, and inclusive hiring policies.

Developmental Disabilities India: Ummeed continued to strengthen its knowledge resources for caregivers through the Developmental Disabilities India (DDI) YouTube channel, releasing 12 informative videos on critical topics such as "Stop Hitting Children: Why Corporal Punishment Must End" and "Parenting and Autism." These videos garnered a total viewership of around 1.82 million views.



Events

SELebrating Inclusion Summit (SIS):

Ummeed hosted the 4th edition of SELebrating Inclusion Summit (SIS) in June 2024. The event created a space for schools, educational institutions, families, policymakers, educators, and others working toward inclusive education to come together, share ideas, and learn how to make the education system more inclusive while also focusing on the well-being of everyone involved. The theme for 2024 was 'Building a Culture of Love, Care and Compassion' through Social Emotional Learning informed inclusive practices. Over 466 people registered for both the days with 800+ views on YouTube live. Since the first summit, a parallel community of practice has emerged. This group continues to meet regularly, helping to build ongoing collaboration and shared learning beyond the annual summit.



Greens of Hope: The Greens of Hope event was launched on 22nd November 2024 as a day of creative energy and support for children with developmental disabilities. The event was held in two parts – one during the day, and the other in the evening. At the day event, 60 guests participated in a golf tournament and viewing of an art exhibition featuring works of neurodivergent artists. The evening dinner gala included a presentation about developmental disabilities and the importance of inclusion in society, to an audience of 120 guests and helped raise awareness about disability and inclusion.

Family Day: As mentioned earlier in the report, Family Day was hosted by the Family Resource Center on 1st December 2024, in celebration of the International Day of Persons with Disabilities. The event, held at the Dadar Parsi Colony Gymkhana, saw over 1,200 children and families with and without disabilities come together for an evening of joy, connection, and inclusion. The grounds were filled with vibrant stalls, activities, and heartfelt performances by children and families with disabilities. The atmosphere was alive with laughter, music, and shared moments, breaking down barriers.



55 Km Walk for Ummeed: The 15th edition of the annual 55Km Walk for Ummeed was held in Goa on 11th January 2025. The flagship fundraising event brought together 125 walkers from across India, united by a shared mission for hope and inclusion. The walkers cumulatively walked more than 4070 kms and raised Rs. 2 Crores through the event. What began as a symbolic walk 15 years ago has now become a powerful movement of solidarity. Participants included people across different age groups and abilities who helped spread awareness about developmental disabilities and helped raise funds for Ummeed.



Friends of Ummeed Day: The Friends of Ummeed day was hosted at the Ummeed clinic in Mumbai on 21st March 2025. The event brought together Ummeed's supporters and partners for an immersive session that prompted the audience to experience what it may feel like to be in an unsupportive or isolating environment. Members from the audience shared their personal stories with parents from the Family Resource Center, who also spoke about their experiences with their own children at schools and public spaces. In a smaller and more personal setting of about 20 guests, the event raised awareness about how to engage with a child and family with disability in public spaces.



Other Initiatives

Ummeed made investments to strengthen the organization in areas such as its people, data, technology, research and resource mobilization. Some updates on this are provided below.

1. Diversity, Equity and Inclusion

Ummeed has been investing in DEI as an internal initiative since 2021. Efforts in FY 2024-25 were led by a team of 25 DEI champions, who worked on influencing people, practices and policies related to three diversity areas: linguistic diversity, gender & sexuality, and disability/ neurodiversity. Key outcomes of this initiative are shown below:

- 100% staff at Ummeed have attended one or more DEI sessions
- 21% staff have completed deep-dive training on DEI
- 100% Line Managers have attended a workshop on “DEI for Line Managers”

Sensitization of Ummeedians to DEI



- Current staff gender break-up: 118 female, 17 male, 3 prefer not to respond
- ~23% current staff members experience (one or more of the three diversity lenses)
- 24% of total new recruits hired in FY 2024-25 represent (one or more of the three diversity lenses)

Diversity in Recruitment



- Ummeed offers pro bono mental health support to staff (availed by 14% of staff in FY 2024-25)
- Guidance document released for line managers on what support to diverse staff members looks like
- 1 conflict-ridden exit of person identifying as neurodiverse

Extended Tenure and Retention



- More accessible intake forms for new children (e.g., family's preferred language, accessibility needs)
- Hindi summaries of reports provided to families, if needed
- Family Day event on December 1, 2024, featured quiet sensory corners for neurodiverse individuals

DEI-Sensitive Practices for Children & Families



- Trainee registration forms include non-binary gender options and participant's accessibility needs
- All training resources undergo accessibility check
- Events like SELebrating Inclusion Summit have sign language interpreter, dedicated sensory rooms and quiet corners

DEI-Sensitive Practices for Trainees



- Ummeed invited as only NGO representative at roundtable on “Disability Representation in the Workplace” hosted by Bank of America
- Participation by disabled young adults and caregivers in 55 Km Walk for Ummeed, TCS Marathon, and similar events

Influencing the Community Beyond



Ummeed's DEI initiative better prepares the organization to serve the needs of children and families while being sensitive to their diverse needs.

2. Data and Insights

In 2024–25, Ummeed piloted a new way of bringing together information from our Clinic Management System (CMS) and Training Management System (TMS). The aim was simple: to better understand families who access both our clinical services and our training programs. By upgrading our systems, we created a single data warehouse where information from the CMS and TMS flows automatically. What once required time-consuming manual work extracting, cleaning, and analyzing data is now available instantly through interactive dashboards. This integration allows our clinicians to see the full journey of a family at Ummeed, across all the services they engage with. It helps them provide care with a deeper understanding of each family's history and needs. Going forward, we are continuing to strengthen these tools so that data can guide decision-making and improve both clinical and training services.

3. Institutional Review Board (IRB) set-up

Institutional Review Board (IRB) approval is a crucial step to ensure that the rights and welfare of human participants are protected when they choose to participate in research studies. Ummeed has been engaged in internal and partner-led research for several years now, for which it has been seeking approval from IRBs affiliated with other institutions. However, this process can be tedious and hence in FY 2024-25, Ummeed initiated the process to establish an independent Institutional Review Board (IRB). Most of the steps towards this have been completed except for formal registration of the IRB with the Department of Health Research. Once this is done, the IRB is expected to be operational by the first quarter of FY 2025-26.

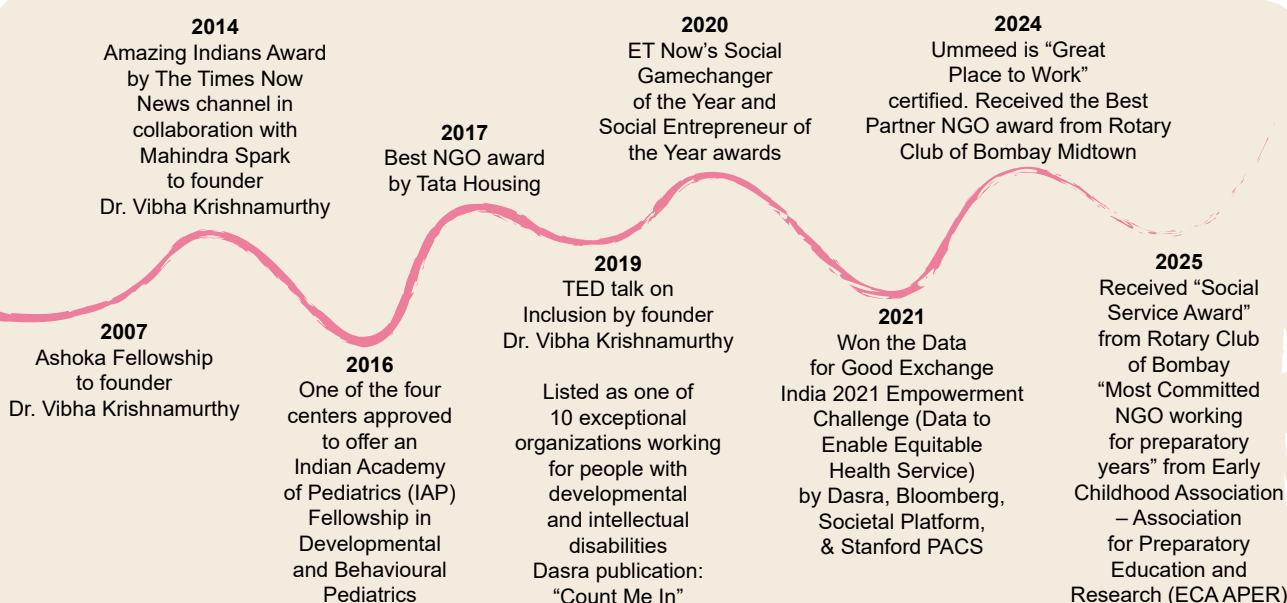
4. Human Resources

At the end of FY 2024-25, Ummeed's staff strength stood at 128 (employees, consultants, fellows) along with 9 volunteers. Ummeed received the Great Places to Work (GPTW) certification for the second year in a row.

5. Internships

Beyond partnering with universities in formal ways, Ummeed has also been offering internships and observerships to students and early professionals. In FY 2024-25, Ummeed hosted 64 interns from multiple academic institutions including Krea University, Mithibai College, St. Xaviers College, Ashoka University, Sophia College, Jai Hind College, FLAME University, Tata Institute of Social Sciences, D Y Patil University, Sophia College, and Manipal College of Health Professionals.

Awards and Recognition



Directors' Report



1. Review Of Financial Results:

Particulars	FY 2024-2025	FY 2023-2024
	(INR)	(INR)
Income		
FC Grants & Donations	3,37,79,154	3,34,85,345
Domestic Grants & Donations	19,14,22,578	14,61,55,980
Other Income	2,21,90,429	1,35,65,658
Total Income	24,73,92,161	19,32,06,983
Expenses		
Expenditure on the charitable objects of the foundation and administration	19,62,44,531	16,65,66,176
Depreciation	0	18,08,432
Total Expenses	19,62,44,531	16,83,74,608
Excess/(Short) of Income over Expenditure for the year	5,11,47,630	2,48,32,376

2. Income From Grants & Donations:

The total of grants & donations during the year aggregated to Rs. 22,52,01,732/-. Out of the total donations and grants, Rs. 3,37,79,154/- (15%) were from Foreign Sources while the balance Rs. 19,14,22,578/- (85%) were from Domestic Sources.

3. 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 2025.

4. 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. 17,96,41,325/- in the previous year to Rs. 22,52,01,732/- during the current year.

The Company earned a surplus of Rs. 5,11,47,630/- in the current year against the surplus of Rs. 2,48,32,376/- in the previous year.

5. 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.

6. Details Of Meetings Of The Board:

During the year, Four Meetings of Board of Directors of the Company were convened and held on 17th July 2024, 5th August 2024, 8th September 2024 and 6th March 2025 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	17th July 2024, Wednesday	Held at Mantri Pride, Ground Floor, 1-B, 1/62, N.M. Joshi Marg, Subhash Nagar, Lower Parel, Mumbai 400 011, at 3.00 pm.	1. Mr. Ashish Karamchandani, Chairperson & Co-Founder 2. Mr. Ujwal Thakar, Director 3. Mr. Arun Jethmalani, Director 4. Mr. Rajnish Dhall, Director 5. Ms. Merry Barua, Director

2	5th August 2024, Monday	Held Virtually from 6th Floor Meeting Room, Astral Centre, Byculla, N.M. Joshi Marg, Mumbai 400 011, at 4.35 pm.	1. Mr. Ashish Karamchandani, Chairperson & Co-Founder 2. Mr. Ujwal Thakar, Director 3. Mr. Rajnish Dhall, Director 4. Ms. Merry Barua, Director
3	8th September 2024, Sunday	At Shiv Shanti Bhuvan, 146 Maharshi Karve Road, Churchgate, Mumbai 400 020, at 3.00 pm.	1. Mr. Ashish Karamchandani, Chairperson & Co-Founder 2. Mr. Rajnish Dhall, Director
4	6th March 2025, Thursday	Held Virtually from 6th Floor Meeting Room, Astral Centre, Byculla, N.M. Joshi Marg, Mumbai 400 011, at 4.35 pm	1. Mr. Ashish Karamchandani, Chairperson & Co-Founder 2. Mr. Ujwal Thakar, Director 3. Mr. Rajnish Dhall, Director 4. Ms. Merry Barua, Director

7. 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.

8. 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.

9. Details In Respect Of Fraud Reported By Auditor:

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

10. 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.

11. Related Party Transactions:

NO DONATION HAS BEEN RECEIVED FROM THE CHAIRMAN FOR THE FINANCIAL YEAR ENDED MARCH 31, 2025.

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."

12. Subsidiary Companies, Joint Venture Or Associate Company:

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

13. 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 24th Annual General Meeting to hold office till the conclusion of the 25th Annual General Meeting of the Company.

The Auditors' Report does not contain any qualifications.

14. 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, 2025, has been published on such website. Link of the same is: (www.ummeed.org)

15. 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.

16. 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, one case was reported and has been appropriately resolved as per the prescribed guidelines and there are no pending cases.

17. Compliance With The Maternity Benefit Act, 1961:

The Company has complied with the provisions of the Maternity Benefit Act, 1961, including all applicable amendments and rules framed thereunder. The Company is committed to ensuring a safe, inclusive, and supportive workplace for women employees. All eligible women employees are provided with maternity benefits as prescribed under the Maternity Benefit Act, 1961, including paid maternity leave, nursing breaks, and protection from dismissal during maternity leave.

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.

18. 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, 2025.

Male Employees:	Female Employees:	Transgender Employees:
15	93	-

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

19. 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) Income from Foreign Sources: Rs. 3,75,24,989/-

Expenditure on income received from Foreign Sources: Rs. 3,34,07,306/-

20. 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.

21. 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.

22. 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.

23. 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.

24. 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.

25. 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, 2025 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.

26. Cost Record:

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

27. Proceedings Pending Under The Insolvency And Bankruptcy Code, 2016

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

28. 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: 19th August 2025
Place: Mumbai

Summary of Financials



UMMEED CHILD DEVELOPMENT CENTER

CIN: U85320MH2001NPL132972

Balance Sheet as at 31st March 2025

Particulars (All amounts in thousands, unless otherwise stated)	Notes	As at	As at
		March 31,2025	March 31,2024
		Rupees	Rupees
<u>EQUITY AND LIABILITIES</u>			
Shareholders' Funds			
Share capital	3	100.00	100.00
Reserves and surplus	4	237,724.59	189,496.98
Current liabilities			
Other current liabilities	5	16,657.14	33,691.25
Trade payables	6	367.23	657.00
TOTAL		254,848.96	223,945.23
<u>ASSETS</u>			
Non-current assets			
Property Plant and Equipment and Intangible Assets			
Property Plant and Equipment	7	12,447.80	14,479.50
Long-term loans and advances	8	2,019.23	2,238.08
Other Non Current Assets	9	1,186.04	1,147.02
Investments	10	21,000.00	21,000.00
Current assets			
Short-term loans and advances	8	376.89	338.09
Cash and bank balances	11	199,215.31	171,325.96
Trade Receivables	12	3,228.22	5.00
Other Current assets	13	15,375.47	13,411.59
TOTAL		254,848.96	223,945.23

Auditor's Report

Signed in terms of separate report of even date

SLM & CO LLP

Chartered Accountants

Firm Regn No: W-100030

Sanjay Makhiya

Sanjay Makhiya

Partner

Membership No: 042150

UDIN: 25042150BMICEV2133

Date: 19 August 2025



For And On Behalf Of The Board Of Directors

Ashish Karamchandani

Ashish Karamchandani

Director

DIN:01894569

Ujwal Thakar

Ujwal Thakar

Director

DIN: 02146708

Date: 19 August 2025

UMMEED CHILD DEVELOPMENT CENTER

CIN: U85320MH2001NPL132972

Statement of Income & Expenditure for the year ended 31st March 2025

Particulars (All amounts in thousands, unless otherwise stated)	Notes	Year Ended March 31,2025 Rupees	Year Ended March 31,2024 Rupees
INCOME			
Contributions and Grants	14	235,681.92	184,821.18
Other Income	15	11,710.24	8,385.81
TOTAL		247,392.16	193,206.98
EXPENSES			
Expense on activities	16	177,971.25	147,319.46
Administrative expenses	17	18,273.28	19,246.71
Depreciation and amortisation expense	7	-	1,808.43
TOTAL		196,244.53	168,374.61
Surplus Before Exceptional And Extraordinary Items		51,147.63	24,832.38
Exceptional items		-	-
Surplus Before Extraordinary Items		51,147.63	24,832.38
Extraordinary items		-	-
Net Surplus before Taxes		51,147.63	24,832.38
Less : Income Tax expenses			
Current Tax		-	-
Taxes of earlier years		-	-
Deferred Taxes		-	-
Surplus for the year from operations		51,147.63	24,832.38
See accompanying notes forming part of the Financial Statements	1 to 33		

Auditor's Report

Signed in terms of separate report of even date.

SLM & CO LLP

Chartered Accountants

Firm Regn No: W-100030

Sanjay Makhija
Sanjay Makhija
Partner

Membership No: 042150

UDIN: 25042150BMICEV2133

Date: 19 August 2025

For And On Behalf Of The Board Of Director

Ashish Karamchandani
Ashish Karamchandani

Director

DIN:01894569

Date: 19 August 2025

Ujwal Thakar

Ujwal Thakar

Director

DIN: 02146708



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 400011.

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 / arrangement s / transactions	Salient terms of the contracts or arrangements or transactions including the value, if any	Justification for entering into such contracts or arrangement s 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. Ms. Vibha Krishnamurthy – Relative of Director	Remuneration	Ongoing Basis	Remuneration of Rs.17,71,920/- given for Financial Year 2024-2025	19 th August 2025

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

Mr. Ashish Kanayo Karamchandani
Director
DIN: 01894569

Mr. Rajnish Dhall
Director
DIN: 02146708

Date: 19th August 2025
Place: Mumbai

Ummeed is a non-profit organization registered u/s 25 of the Companies Act, 1956 (now Section 8 of the Companies Act, 2013)
Ummeed is registered with MCA for CSR activities - Registration number CSR00000221
Ummeed is registered with Charity Commissioner, Greater Bombay Region, Maharashtra State
All contributions to Ummeed Child Development Center are eligible for deduction u/s 80G of Income Tax Act, 1961
Approval number: AAATU0678EF20214 Dated 31-05-2021 (valid for AY 2022-23 to AY 2026-27)

Ummeed Board

ASHISH KARAMCHANDANI

CHAIRPERSON & CO-FOUNDER

MERRY BARUA

BOARD MEMBER

RAJNISH DHALL

BOARD MEMBER

ARUN JETHMALANI

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

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



022 6248 8100



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@developmentaldisabilitiesindia



@UmmeedChildDevelopmentCenter

