

Latika Turns  
**30**

# Surprise Openings

ANNUAL REPORT  
2023-2024



embrace your  
difference



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## Our Vision

A better world  
for children  
with disabilities.

## Our Mission

To provide  
specialized, localized  
services to disabled  
children and their  
families and help  
others do the same.



# A Message from Jo



As a metaphor, construction projects are capacious: strong foundations; available light; enough room for everyone and everything having a place. You've got the language of welcome and the lines of desire; you've got natural boundaries and a ramp to the sky - in fact, you can take the construction of a building and make it say anything you want.

Watching piles of brick turn magically into walls and then rooms and pipes laid where before there was nothing, and water stored safely where once there was only porous earth, our minds have had to expand and stretch too, to accommodate ideas we thought we'd mastered long ago.

**What a surprise!** For decades we've talked about "a world that works for everyone" as if it was simple and about universal design as if such a thing exists. Working with our architects, builders and project managers - to say nothing of our budgets - to make the Latika building work for everyone, we keep coming up against the limits of design and the need for compromise.

But the more we talk with disabled people, read their stories and study their solutions, the more astonished we are by the ingenious ways they have solved problems, created workarounds and turned the barriers of the built world into surprise openings.

**Surprise openings surprise in so many ways.**

Curb cuts, for example - those gentle slopes at the ends of sidewalks - didn't always exist. Wheelchair users in the US resorted to guerrilla tactics to create them back in the 1960s, taking sledgehammers to sidewalks and then pouring cement themselves so they could navigate the streets. Now they are ubiquitous, making life *surprisingly* easy for cyclists, parents pushing prams, travelers with wheeled bags. But these delightful side-inheritances aren't the main point. Disabled activists wanted equal rights to the streets and to presence. They worked to make it happen.

Disability history is full of these surprise openings: solutions enacted for a specific problem that turn out to solve problems people hadn't realized they had. We're hoping our building will be like that: low lights and muted colors for kids with autism that soothe and calm the grandpa waiting for his daughter to get off work; the ramp up to the terrace so kids in wheelchairs can get there that has the perfect private perch for one of those same teens to fall in love with another; the accessible loos large enough to change your clothes and emerge ready to party: **surprise openings for the celebration that is life.**

# At the Frontiers of Inclusion



1994–2024

When we started Latika for Moy Moy and other disabled children like her, it was with a grand dream of changing the story for them. “But we were so young and small and inexperienced,” recalls Moy’s mother Jo, “so we took our own advice to our children and their parents: keep on putting one foot in front of the other. Don’t expect overnight miracles. We worked on the moments and the years took care of themselves. **Miracle has followed miracle and wonders have never ceased**”.

**1994** Our first center, Latika Vihar, starts out as a place for neighborhood kids to make friends, play, learn, grow and have fun regardless of ability or family background.

**1996** Latika School (formerly Karuna Vihar Special School) begins as an activity-based learning center for disabled children aged 6–16 years. The search for a principal ends with Paula Hughes, a VSO volunteer from the UK (comes to us for two years, stays for 12!).

**1998** First grant (Rs 2 lakh!) from the Sir Ratan Tata Trust for an awareness campaign. We’re over the moon.



**2000** We buy land for the fully accessible building we plan to construct someday. In the nick of time too, just before Uttarakhand becomes a state and land prices in Dehradun skyrocket.

2001

We collaborate with the National Institute of Mental Health to host our first national conference, addressing sexuality and disability for the first time in India.

2002

Latika Nanhe (formerly the Early Intervention Center), a family-based program program, begins to provide assessments and therapies for disabled children aged 0–6.

2005

Latika Training (formerly the Center for Vocational Training) opens to equip young adults aged 14–21, graduating from Latika School, with life and vocational skills, and to support their transition to adulthood as independent participants in their family and community.



2006

We set up a Help Desk at the government-run Doon Hospital to assist people with Disability Certificates and other schemes. Edmund Cluett, our volunteer from Norway creates our first website.

2007

Latika becomes a disability resource center for the state of Uttarakhand, offering information, outreach, advocacy and training to raise the standard of services in the state and facilitate disabled people’s access to education, employment and full inclusion.

2008

We launch a Satellite EIC in collaboration with Astitva, through which we work with local schools, ASHA workers and community leaders to identify, assess and plan interventions for disabled children from low-income families.



2009

We facilitate the formation of the Dehradun Disability Forum, a consortium of non-profit organizations, to share resources and knowledge.

2010

We represent Uttarakhand at the Disability Rights Group of India meeting of the 2011 National Census, lobby with the government to include eight (instead of four) disabilities with a separate category for mental illness, assist in editing the training manual for the census, and build the capacities of master trainers to instruct the enumerators.

2011

A big leap as we enter a public-private partnership with the Government of Uttarakhand for Gubbara, funded by the National Rural Health Mission, to provide multi-disciplinary assessments and home management plans at Doon Hospital.





**2012**

We're awarded NGO of the Year by the Government of India's National Trust, as well as the CNN-IBN Real Hero Award. Jo gives a TedX talk on how inclusion can transform education in India.

**2013**

We participate in - and win! - our first online fundraiser: the Vodafone Giving Challenge, raising Rs 9.8 lakh that Vodafone then matches, rupee for rupee. An amazing lesson in the power of focus and the infectious excitement of a campaign happening in real time.

**2014**

We launch Chhota Gubbara, a follow-up program for infants discharged from the Doon Hospital's NICU to monitor their development in their critical first year.

**2015**

Five senior staff members present at the International Developmental Pediatrics Conference in Istanbul. Each member presents either a poster or a paper; two co-lead all-day workshops.



**2016**

We develop a comprehensive Child Protection Policy in collaboration with Nicola Tansley, an educational psychologist with over 30 years experience, with extensive training for staff, and workshops for families. Sumita Nanda becomes our first Child Protection Officer.





2018

We're named one of India's top 10 disability organizations by Bank of America, based on an intensive study by Dasra, and feature as a case study for inclusive education in UNESCO's ground-breaking 'State of Education Report'.

2019

We launch Red Balloon, an annual lecture in memory of our first student and lifelong inspiration, Moy Moy Chopra McGowan. The series has become an eagerly awaited event in the intellectual life of the city, with speakers from a wide range of disciplines.

2021

We're invited by the Indian Army to evaluate their Asha Schools for disabled children and work with their principals, teachers and counselors to develop teaching-learning materials and standardize the curriculum.

2022

We participate in Give India's Joy of Giving challenge to raise money for our new building. Thousands of supporters donate time and money making us #16 of 572 non-profits in funds raised, and among the top 10 for the number of unique donors.

2023

We're ready to meet the built world as construction of our state-of-the-art new premises begins. Ours will be the first building in India constructed to work for *everyone*.



# A Year of Purpose

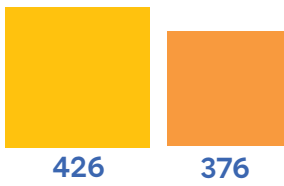
2023–2024

2022–2023

2023–2024

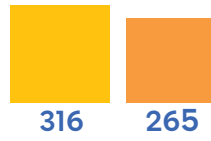
## Preliminary Inquiries

Children screened



## First Steps

Children assessed

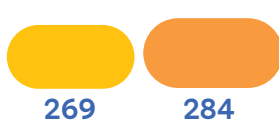


## At our Centers

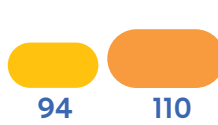
Enrollments



Boys Enrolled

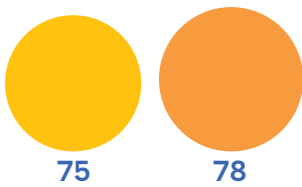


Girls Enrolled



## Showing up is half the job

Child and trainee attendance (%)

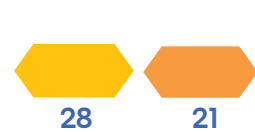


## We're all Different\*

Autism



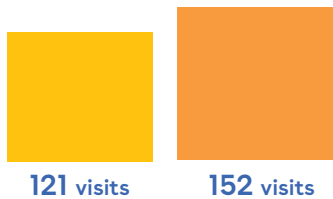
Intellectual Disability



\*In addition to autism and intellectual disabilities, our children have a range of disabilities, such as cerebral palsy, developmental delays, Down Syndrome and learning disabilities.

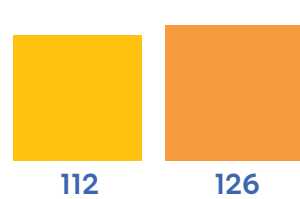
## Learning by Doing

Experiential learning and field trips



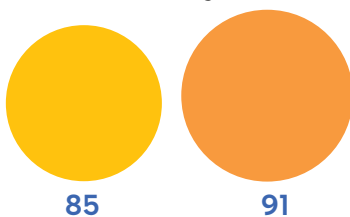
## Looking Good, Feeling Great

Personal development sessions



## Bullseye!

Children achieving their individual goals for the year (%)



## Training for a Purposeful Life

Placements\*



Internships



Mentorships



\*People's Science Institute, Red Fox Hotels, Wipro

2022–2023

2023–2024

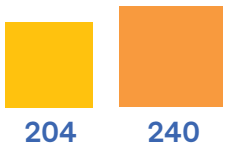
### Grownups Having Fun

Adda memberships

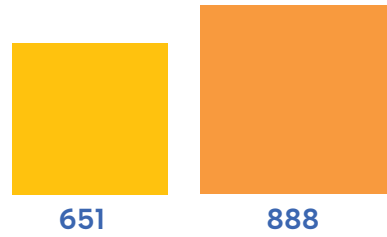


### Community Counts

Follow-up sessions in and around the city



Follow-up sessions at Latika



### Education for Every Child

Inclusion programs at schools



Participants

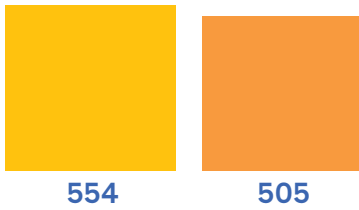


Children admitted to mainstream school



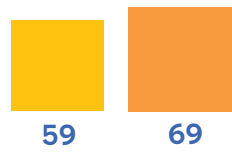
### Caring for the Caregiver

Training and home-based intervention plans



### Knowledge is Power

Workshops for parents



### In it Together

Parent support group meetings



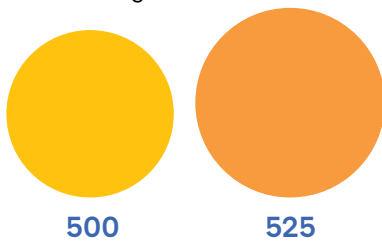
### Talking it Out

Individual counseling for parents



### Spreading the Word

Community awareness sessions



### Always in Progress

Training for staff



# Carving out a Different Path



## Our Centers and Programs

As a family-centered organization, we facilitate parent-professional collaboration through services that are responsive to the priorities and needs of the families we serve. Our children traverse a unique path but they don't walk it alone. Step by step, thanks to their parents (you're everything!), our devoted staff, and funders, donors and supporters determined to see inclusion and justice become more than ideals, we pave the way for change through award-winning, evidence-based services.

### Our Family-Centered Services

- **Latika Jaanch**  
Screenings, assessments and home management plans for disabled children and those vulnerable to disabilities, aged 0–18.
- **Latika Nanhe**  
Activity-based developmental therapies and interventions for children aged 0–6, parent empowerment and training.
- **Latika School**  
Holistic, activity-based education and therapies for children aged 6–14.
- **Latika Training**  
Life skills, vocational training and job placement assistance for disabled youth aged 14–21.
- **Latika Vihar**  
An inclusive play center for children.
- **Latika Resource**  
A hub of resources, information, and training for the state of Uttarakhand.

## Wabi-Sabi Inclusion Program

Our Wabi-Sabi Inclusion Program draws from our belief that children learn and thrive when they're welcome and supported in the same classrooms, regardless of their abilities or requirements.

The Wabi-Sabi team works with our teachers and therapists, as well as our children's parents to identify and prepare children and families (because families must be prepared, too!) for mainstream education. With mainstream school management, we raise awareness about laws pertaining to the educational rights of disabled children, and support teachers to modify the curriculum to cater to their students' individual needs. Children we mainstream continue availing our after-school remedial classes for as long as necessary.

## Awareness Team

In 1996, when we decided to start Latika School, we went door to door, to neighbors, friends, family, even random passers-by, in search of disabled children to enroll. Of the grand total of four registrations, two showed up on opening day - Moy Moy, with whom it all began, and Sakshi. That early experience opened our eyes to the dearth of awareness about disability, the rights of disabled children, and the need for early intervention, accessibility and inclusion.

Today, our Awareness Team conducts hundreds of sessions every year to empower disabled individuals, network with other organizations, and advocate for child protection and the rights of disabled people.

## Latika Adda

It's official. Play, recreation and leisure are necessary for a full and flourishing life at any age. At Latika Adda, India's only club exclusively for disabled adults, its 51 members connect with community, socialize with friends and peers, and stave off isolation with activities purely for their own enjoyment, such as a café, films, music, board games, open mikes and fun events.



## School Inclusion Programs in 2023–2024

- Army Public School
- Gyanda International School
- Summer Hill School
- Mondrian House
- Akshara Public School
- Doon Arcadia School
- Modus Academy
- St Teresa School
- Shishya Public School
- Kendriya Vidhyalaya
- Bhawani Balika Inter-College
- Green Field School
- Mount Fort School

# Curiosity Survives Formal Education



## Experiential Learning at Latika

Our activity-based approach emphasizes concrete learning in real-world situations. As the children grow into young adults, pre-vocational training evolves into life skills education and vocational training in real-world situations to build their confidence in their ability to navigate life as independently as possible.

### An Atmosphere of Celebration

- Festivals
- Commemorative Days
- Picnics
- Field Trips
- Activities and Workshops



# Overcoming the Barriers of the World

A special shout out to the champions at Latika Training:

- Sidhartha Shakya won a bronze medal in badminton at the Special Olympics Bharat.
- Shabad Singh secured fifth place in cycling.
- Divyanshi Rani Pal and Shruti Pande were selected to the Special Olympics Bharat National Badminton Team.
- Our badminton coach, Satyendra Kumar, was selected to train the Special Olympics Bharat National Team.

Congratulations, team!

## Special Achievements



## Stories From the Road we Travel



### New Milestones for Kabir

When Kabir's assessment showed that he had spastic diplegic cerebral palsy, our therapists recommended neuro-developmental therapy (NDT) and a comprehensive range of exercises that included physio balls, rolling, weight shifts and active stretches to help his gross motor skills and behavioral difficulties.

At first, both Kabir and his mother were intensely anxious. Counseling and psychoeducation helped Mom

understand Kabir's condition and celebrate his incremental progress, while becoming more self-aware and resilient herself. Our therapists visited the family to recommend physical activities and positioning techniques tailor-made to their home environment. Hands-on training taught her to carry out therapy at home.

Kabir gradually overcame his anxiety and came to look forward to his sessions. He can now sit independently on stools and on the floor, walk with minimal support, and navigate stairs with just a little assistance.

### Calming Keshav with Family-focused Solutions

Like many toddlers, Keshav would sometimes feel big emotions, especially when things didn't go as he expected. Quite easy-going at school, his reactions were sometimes overwhelming for his parents at home.

We began with a home visit and continued to work in close collaboration with his extended family to understand and support his needs, devise a plan with his family to track his reactions and to understand what helps him stay regulated. We also suggested hands-on activities to help channel his energy constructively.

Keshav's parents attended regular counseling sessions. With positive reinforcement, patience, and understanding, Keshav now interacts more calmly and happily with his family.



## An 'A' for Aryan

Back in 2018, Aryan, 8, was an active little guy brimming with curiosity and potential. We found that he was autistic with a history of epilepsy. He also had ADHD, which made sitting and focusing his attention difficult.

As a student at Latika School, Aryan has learnt to use strategies to increase his sitting tolerance, overcome distractions, and understand class and examination rules. Alongside working on his social skills, he's passed his Level I exam through NIOS with an 'A' grade, and plans to take the next level in 2025.



## Poonam, Parent Advocate Extraordinaire



When Poonam Bharthwal took her autistic son Aviral, 8, a student at Latika School, to his brother Vidish's parent-teacher meeting, she had no inkling about the storm his presence would provoke, with some parents passing disparaging remarks about his disability and Poonam's parenting.

Poonam stood up for her child and his right to be out in public. She explained that his unusual behavior was just his reaction to over-stimulation and had nothing to do with bad parenting. She also proposed that the management invite the Latika

Awareness Team to help the other parents learn more about the rights of disabled children.

The response was heartening. Thirty parents and five staff members attended the session, which covered the legal rights of disabled children and the social changes we need to build a more inclusive society. Poonam shared her experiences as a parent of an autistic child. Her words struck a chord with the other parents, as they realized what a difference their attitude could make. After the workshop, many of them were eager to connect with Poonam and learn more about how they could become more welcoming of disabled children.

## An Inheritance for Jagveer

Jagveer Kaushal, 36, lives with his elderly mother and sister, Poonam. His father passed away in 2022, leaving behind a house and substantial savings but although Jagveer was the nominee, the bank refused to give him access to the bank account because he's intellectually disabled. The family was referred to us by an official at the office of the State Chief Commissioner for Persons with Disabilities. Our legal expert advised that Jagveer's mother be appointed his legal guardian so that she could help him operate the account, and assisted them with the application process. When legal guardianship was awarded three months later, we communicated the guidelines to the bank. The funds have since been restored to their rightful owner.



# At the Exit Ramp of the Comfort Zone



## Training and Empowerment

### Parent Empowerment and Training

We empower parents to create a network of love, support and acceptance around their child by sharing information, and conducting training, workshops and regular reviews of the children's progress.

Supporting caregiver mental health and the well-being of families through counseling and support groups is a key priority - for our parents, in particular, self-care isn't an act of self-indulgence; it's non-negotiable.

#### Empowering Parents be Their Child's Best Advocate

- **Workshops**  
Diet and nutrition for younger children, child protection, communication, occupational therapy and sensory integration, government schemes, autism and communication, Down Syndrome, speech and language and more...
- **Hands-on Training**  
Picture Exchange Communication System, attention building activities, activities of daily living, balancing and positioning, constructive ways of interacting, health and hygiene, Social Stories, toilet training, and more...
- **Support Group Themes**  
Stress management, mental health awareness, social support, effective parenting and communication styles, holistic health and wellness for mothers, family discord, men's mental health, positive psychology and resilience, parenting challenges, time management, and more...



## Staff Training and Development

Our staff participate in short- and long-term training programs, conducted both by our own experts as well as external authorities to stay on top of advances in rehabilitation, therapy, education and organizational development.

## Training for Staff

- **Continuing Rehabilitation Education**  
Raphael Centre and National Institute for the Empowerment of Persons with Visual Disabilities
- **Behavior Training Program**  
Indo-Canadian Autism Network (I-CAN)
- **Mental Health Training Program**  
Ummeed Child Development Center
- **Certified Child Development Aide Training**  
Ummeed Child Development Center
- **Choking in Children**  
Shubham Pandey
- **Pragmatics in Linguistics and Related Fields**  
Ashish Kumar, Speech and Language Pathologist, Latika
- **PECS for Special Educators**  
Autism Team, Latika
- **Jodo Gyan Training**  
Wipro, New Delhi
- **Community Health Training**  
Ummeed Center for Child Development
- **Steps to Develop Function-based Behavior Support Plans**  
I-CAN
- **Hanen Training**  
Nirmala Rawat, Communication Specialist, Latika

## Training for Organizations

We conduct workshops, presentations, events and meetings to strengthen disability networks, and participate in lectures and conferences across India and the world to promote the rights and inclusion of disabled people.



## Workshops for Organizations

- Aasraa Trust
- Action for Autism
- Anugraha Centre
- Army Public School
- Asha School
- Burans, Uttarkashi
- EkStep Foundation
- Enhanced Ease and Movement Academy
- Gyananda School
- Indo-Canadian Autism Network
- Insaniyat Manch
- NACC-EVAC India
- Nayi Disha, Hyderabad
- Rose Mount School
- Rural Development Institute, Jolly Grant HIHT Hospital
- Sri Chaitanya Techno School
- State Committee for the Protection of Child Rights
- Wipro

# Disability Reveals an Unfinished World

Our new campus – we move in next year – is rising higher into the Dehradun skyline every day. State-of-the-art and constructed to universal design standards to include everyone, in our signature style.

**Extra-wide doorways** to enable easy wheelchair access? Sure.

**Adjustable lighting** to avoid over-stimulating children sensitive to bright light while accommodating those with low or no vision? Of course.

**Therapy rooms.** Obviously.

**Unobtrusive cameras** to allow visitors to watch activities without disrupting classes and supervisors to observe trainees without making them nervous.

**Braille signage.**

**Tactile signaling** on floors to indicate a change of direction or stairs.

**Visual signs** – the newer disabled signage that shows individuals as active and participating.

**Changing place toilets** where adults using diapers can be changed with dignity.

A ramp all the way to the terrace.

**Benches throughout the campus** for elders to rest, teens to chat, parents to sit comfortably with a sleeping child and anyone who wants to read, send a text or dream a bit.

**A nap room** – for those essential breaks!

**A room for nursing moms** to feed their babies in comfort.

**A testament to the power of people who came together to raise this symbol of an equitable world.**

Young, old, pregnant, blind, adventurous, deaf, anxious, mobility challenged, intellectually disabled, lonely, inspired – that means you, us, everyone – welcome home.

Our New Building



# Our Board

Our extraordinary board members\* are the stewards of Latika, providing foresight, hindsight, oversight and insight into our *dil*, will and skill. To our best promoters and advocates, always steering us to a brighter, better world for disabled children, our deepest appreciation and thanks.



**Mamta Govil**  
**President**  
Management professional  
and educator



**Mankiran Chowhan**  
**Vice-President**  
Technology business leader



**Jyotsna Brar**  
**Treasurer**  
Educationist



**Jo Chopra**  
**Secretary**  
Founder and  
Executive Director, Latika



**Ranjona Banerji**  
**Member**  
Journalist



**Ena Gaur**  
**Member**  
Special educator



**Dr Satendra Singh**  
**Member**  
Medical professional and  
disability rights activist

*\*No board member is related to any other member of the board. With the exception of Executive Director Jo Chopra's salary, no remuneration is paid to any member of the board.*

We started out on a shoestring budget – donations from family, friends, strangers we got into conversation with on our travels. Then we began getting institutional grants. Today, our funding sources include individuals, corporates, government and institutions. Thank you for the time, money and expertise you so generously contribute. You truly make a difference.

2023–2024

# Our Funders and Donors

## Corporate and Institutional Donors

### Corporate

Advanced Tech Consulting Service Private Limited  
 Bajaj Finance Limited  
 Cracker and Rush  
 Cushman & Wakefield India Private Limited  
 Cushman & Wakefield PMSI Private Limited  
 Cushman & Wakefield Property Advisers Limited  
 Dixon Technologies (India) Limited  
 Hab Pharmaceuticals and Research Limited  
 IRIS (KPO) Resourcing India Private Limited  
 Padget Electronics Private Limited  
 Table Space Constructions Private Limited  
 Table Space Technologies Private Limited

**Corporate Total (Rs)**

**4,57,58,000**

### Private Trusts and Foundations

Adhyan Charitable Trust  
 Azim Premji Philanthropic Initiatives Private Limited  
 Charities Aid Foundation, India  
 EdelGive Foundation  
 EkStep Foundation  
 Give Foundation  
 H T Parekh Foundation  
 Max India Foundation  
 Sadanand Trust  
 SBI Foundation  
 Shantadevi Sah Charitable Trust  
 Sonvo Foundation  
 Wipro Foundation

**Private Trusts and Foundations Total (Rs)**

**7,98,63,563**

## Individual Donors

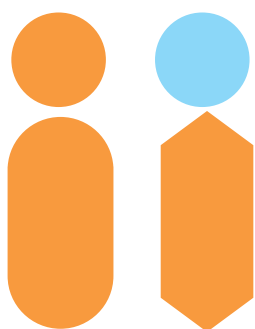
Abhilasha Kushwaha	Arpita Srivastava	Deepika Panwarl	Jeet Sheel	Mukesh Sahn
Abhinav Josh	Artee Rana	Devansh Dobriyal	Kamal Kedia	Mukta
Aditi Bhatt	Arti Mathur	Devraj	Kamala Kalra	Mustafa Doctor
Aditi Vij	Arun M	Dhantapani	Kamlesh Bhutani	Naaz Khan
Aditya	Arun P Nair	Dheeraj Gupta	Karuna Laungani if	Nagabhushana Rao
Aditya Batta	Aruna Mehta	Dhruv Dhar Jayal	Karuna Sen	Nagesh N
Aindrila Basu Roy	Arvind Singhal	Dinesh Negi	Kavi Raj	Nalini
Aishwarya Chandrasekaran	Arvind Uniyal	Dipankar Basu	Khurshed Gandhi	Nanda Negi
Aishwarya Rohatgi	Ashay Bahuguna	Divyansh Lavaniya	Khushboo Pandey	Dr Nandita De Souza
Ajay	Ashish Batra	Eeshan Arora	Kiran Datar	Naveen N
Ajay Randhawa	Ashish Kumar	Ellora's Melting Moments	Kritika Misra	Navneet Chaudhary
Ajay Singh Butola	Dr (Col) Ashish Simalti	Emmanuel Singh	Kumar Alok Gupta	Neerja Sharma
Ajaya Kumar Sahoo	Ashmita Chaudhuri	Ena Gaur	Kusum Kanwar	Dr Neerja Shukla
Ajit Negi	Ashok Anantheeswaran	Era Singh	Lalit Chander	Neeru
Aki Krishna Jayakar	Ashoo Talwar	Gambhir Singh Palni	Lavish Uniyal	Neeti Misra
Akshay Chandrashekhar Jawale	Avinash Gidwani	Gandharva Bettadapur	Laxman Singh Khati	Dr Neetu Dimri
Akshay Tatiya	Avinash Sadashiv Bhosale	Garima Kaushik	Madhu Vrat	Neha Arora
Dr Amar Deep Singh	Awantika	Garima Sen	Mahabir Rawat	Neha Bhatt
Amarnath Kumar	Ayesha Khusro	Gaurav J	Mahipal Singh	Neha Chauhan
Ambika Kalsi	Babita Rawat	Gaurav Joshi	Mamta Govil	Nidhi
Amit Kapoor	Balakrishnan Unny	Geeta Rawat	Manan Chopra	Nidhi
Amit Kumar	Bani Mahindroo Kumar	Gopalakrishna Reddy	Manibabu Krishnan	Nikita Misra
Amit Luthra	Barkha Thapa	Gourav Soni	Maninder Singh Bisht	Nilima Kalra
Amit Minocha	Basanti Negi	Govinda Krishnan Karivetil	Manish Chandra	Nirmala Rawat
Amit Sharma	Beenu Rawat	Gunjan Minocha	Manish Kumar Goel	Nitara Srivastav
Amit Varshney	Bhagwant Bishnoi	H C S Rawat	Manjari Ghosh	Nitesh Mamgain
Anand Prakash	Bhanu Pratap Singh	Hanish Kapoor	Manju Sharma	Nitin V
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Anil Negi	Bhavjot Singh	Harish Kakkar	Manoj Kumar Chhetri	Dr P P Khanna
Anil S Gawte	Bhawna Bisht	Harminder Kumar Khatri	Manoj Sharan	Padmajirao Ravuri
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Anshooman Acharya	Charu Pant	Hoshie Ghaswalla	Meena Radhakrishna	Pooja Panwar
Anshul Jain	Charu Rana	Indeera Chand	Meenu Bhambhani	Pooja Prasad
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Anupam Kalia	Daksh Kapoor	Ishma Raina	Mohd Faisal Raza	Poonam Pasbola
Anupama	Dayanand kumar	Jagjit Singh Amarjit Singh Gupta	Mohit Gupta	P P Sharma
Anusuya Prasad Nautiyal	Deep Chandra Joshi	Janki Singh	Mona Singh	Pradeep kumar Barhai
Aparajita Rana	Deepa Bhushan	Januka Bhosal	Moneisha Gandhi	Pradeep Pant
Aparna Das	Deepak Awasthi	Jatin Kaushik	Mousumi Kalita	Prasad Pandit
Archana Sharma	Deepika Kaintura	Jatin Sethi	Mugdha Singh	Prasad Rao Pantulu Voleti
Archana Suresh Kumar	Deepika Mogilishetty	Jayadrath Baruah	Mukesh Kumar Gupta	Prashant Joshi

## Individual Donors

Prashant Kumar	Ramamohan Reddy	Sandeep Suman	Somesh Dubey	Udai Aparna Dhawan
Pratima Chauhan	Ramit Krishnaiah	Sandhir Joshi	Somya	Udai Arora
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Rahul Aswal	Rethi Arvind	Savita Mahajan	Sunita Singh	Vibha Puri Das
Rahul Bhatt	Dr Richa	Sayan Choudhury	Supriya Chatterjee	Victor Tango
Rahul Ram Tripathi	Riddhi Shah	Seema Bisht	Surabhi Gupta	Vidhi Verma
Rahul Sharma	Ritesh Rana	Shachi Jayal	Surabhi Saral	Vidyanand
Rajaraajan Krishnasamy	Riyazat	Shaila Faleiro	Suraj Menon	Vignesh Krishnan V
Rajarshi Paul	Rizwan Ali	Dr Shalini Lekhwar	Suresh Singh Rawat	Vijay Laxmi
Rajashekar	Rohit	Shalini Sinha	Surodeep Chaudhuri	Vikas
Rajeev Budhiraja	Rudraksh Sharma	Shantanu Biswas	Sushant Nanda	Vilma Crasto
Rajeev Kamboj	Rupa Bishnoi	Sharmi Guha	Sushila Rawat	Vinayak Shrivastava
Rajeev Kumar Gambhir	Rupa Kamodia	Sheetal Rana	Sushma Malik	Vinaydeep Painuly
Rajender	S Jithender Reddy	Shini Menon	Suvishesh	Vinita Chopra Vohra
Rajendra Prasad	S S Meera	Shipra Pande	Swapnil Shembekar	Vinod Rawat
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Rajesh Bheda	Sachin Kumar	Shiv	Swati Mohindra	Vinu
Rajesh Darji	Sachin Kumar	Shiva Malhotra	Swati Negi	Vipin Raj Kainoor
Rajesh Lakhera	Sachin Nagalia	Shivam Gupta	Tajinder Singh	Vipul Tripathi
Rajesh Puri	Sadhna Kamra	Shivani Kapoor	Tanvi Negi	Virendra Pratap Singh
Rajiv Suri	Sahil Sanghani	Shobha Sikund	T C A Anant	Vishal Dhiman
Rajkumar Sharma	Sahil Vidhani	Shreema Das	Thimmaya Muthanna	Vithika Garg
Rajni Rawat	Sajan Choudhary	Shubham Prajapati	Thulasreedharan PA	Vivek C
Rajnish Kumar Paswan	Sakshi Suri	Shubham Walia	Tilak Raj	Yamini
Rakesh Misra	Salil	Shweta	Tishay Nayak	Yasmin Faridoon Bilimoria
Rakesh Paradava	Sambit Dash	Shweta Nagra	Trishala Khanna	Yerra Shanmukharao
Rakesh Singh	Samson Arthur	Sneha Mary Philip	Trishika Shetty	Yogesh Bharadwaj
Ram Raj Singh	Sandeep Bahuguna	Snigdha Raha	Trupti Mulajkar	Dr Yogesh Kumar
Rama Joshi	Sandeep Khanna	Sohan Singh	Tsering Dolma	Yogesh Panchal
Ramachandra	Sandeep Malik	Som Oberoi	Tushar Baghele	

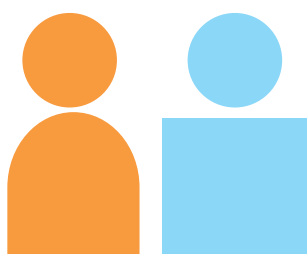
<b>Individual</b>	<b>50,69,887</b>
<b>Grand Total (Rs)</b>	<b>13,06,91,450</b>

As of  
31 March 2024



## Staff Details

	Full-time Staff	Part-time Staff	Total
Female Staff	73	8	81
Male Staff	41	7	48
<b>Total Staff</b>	<b>114</b>	<b>15</b>	<b>129</b>



## Salary Slabs

Salary (Rs)	Female Staff	Male Staff	Total
Above 10,00,000	3	1	4
5,00,000–10,00,000	9	5	14
3,00,000–4,99,000	19	10	29
Less than 2,99,000	41	26	67
<b>Total Full-time Staff</b>	<b>72</b>	<b>42</b>	<b>114</b>



	Monthly (Rs)	Annual (Rs)
Highest Salary	1,70,000	20,40,000
Lowest Salary	15,000	1,80,000

# Balance Sheet

As of  
31 March 2024

	Particulars	Local*	FC*	Current Year*	Previous Year*
<b>A</b>	<b>Sources of Funds</b>				
	Capital Fund	2,05,55,842	1,23,06,236	3,28,62,077	2,84,67,308
	Corpus Fund	10,00,000		10,00,000	10,00,000
	Endowment Fund	3,07,738		3,07,738	3,07,738
	Building Fund	2,13,27,252	22,05,558	2,35,32,810	75,48,707
	Fixed Assets Capital Fund	11,27,11,735	55,98,216	11,83,09,951	6,82,14,121
	School Activities and Infrastructure Development Fund				13,20,000
	Grants Spending Utilization	1,50,59,205		1,50,59,205	50,44,526
	<b>Total</b>	<b>17,09,61,772</b>	<b>2,01,10,009</b>	<b>19,10,71,781</b>	<b>11,19,02,401</b>
<b>B</b>	<b>Application of Funds</b>				
I	Fixed Assets	2,61,27,289	1,00,19,242	3,61,46,531	3,60,23,144
	Capital Work in Progress	9,55,53,569		9,55,53,569	4,59,48,677
II	Investments	2,62,56,809		2,62,56,809	61,41,604
III	Current Assets, Loans and Advances				
a)	Cash & Bank Balances	2,63,83,677	1,00,90,767	3,64,74,444	2,51,42,246
b)	Security Deposits	2,51,120		2,51,120	86,000
c)	Prepaid Taxes	1,02,430		1,02,430	23,194
d)	Other Current Assets	4,33,858		4,33,858	2,60,000
		<b>2,71,71,085</b>	<b>1,00,90,767</b>	<b>3,72,61,852</b>	<b>2,55,11,440</b>
IV	Current Liabilities				
a)	Expenses Payable	10,46,650		10,46,650	15,22,214
b)	Other Current Liabilities	31,00,330		31,00,330	2,00,250
		41,46,980		41,46,980	17,22,464
	Net Current Assets (III-IV)	2,30,24,105	1,00,90,767	3,31,14,873	2,37,88,976
	<b>Total</b>	<b>17,09,61,772</b>	<b>2,01,10,009</b>	<b>19,10,71,781</b>	<b>11,19,02,401</b>

\*All figures in INR

Every single donor and the full audited report is available at [www.latikaroy.org/audited-accounts](http://www.latikaroy.org/audited-accounts)





113/1, Vasant Vihar, Dehradun 248006, Uttarakhand  
+91 135 276 1014 [www.latikaroy.org](http://www.latikaroy.org)



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LRMF is registered under the Societies Registration Act, 1860. Donations are eligible for deduction under Section 80G of the Income Tax Act.

