

unCOMMON

@perception

Annual Report
2024–2025



embrace your difference



A Message from Jo	4
Our Vision and Mission	5
How we Made a Difference	6
Uncommon Perception at our Centers	10
Seeing unmet potential at Latika Jaanch	11
The quiet gaze of curiosity at Latika Nanhe	12
Learning is for everyone at Latika School	13
Preparing to take on the world at Latika Training	14
Fun does the teaching at Latika Vihar	16
Asking better questions at Latika Resource Center	17
Schools see differently with Latika Wabi-Sabi	18
Just chilling at Latika Adda	19
Noticing more through Experiential Learning and Pre-vocational Training	20
Continuous leaning through Training for Staff	21
Finding that inner compass from Family-centered Parent Training	22
The architecture of welcome in Our New Building	23
Uncommon vision in Our Board	24
Uncommon generosity among our Our Funders and Donors	25
Financials	28
Balance Sheet	29

a message from Jo

The parents were on edge as they arrived at Latika Vihar to enrol their little boy. I showed them in to the office and suggested the child could join the other kids on the playground. "He can play while you fill out the form," I said. They looked alarmed. "He'll stay with us," the Mom said.

But Little Boy was desperate to join the fun. The tighter Mom held him, the more he squirmed. I gently suggested again that she let him play with the other kids.

"Oh, no," she said sadly. "He'll just hit them."

"Don't worry," I said. "We'll manage."

Finally she set him free.

Instantly, he raced in and bonked a child on the head, just as Mom predicted. But before either parent could move, Hema swooped in.

She diverted Little Boy who turned immediately to the next challenge, darting from one child to the next, intent on a 'whack and steal' approach. He wanted whatever toy anyone else had and he wasn't shy about seizing it. His parents could hardly attend to what Mohita was saying, so anxious were they about what he might be doing. But as Hema anticipated his every move, shielding other children while following the boy's lead, they relaxed a bit. Finally he spotted a swing beyond the badminton field and made a beeline to it. The net was just low enough that he had to duck his head to go under it.

Hema settled him in the swing and Sunita took over. Hema came running back across the yard calling out to another teacher: "Did you see him? SO CUTE! And did you see how he ducked his head going under the net? SO SMART!"

The parents were confused: Their little boy? Could she possibly be talking about HIM?

Would it matter if we told them that Hema, Mohita and Sunita – and all our staff – feel that way about every child? That we love them to bits? That we see each one of them walk through the gate with a rush of emotion and pride; of curiosity and anticipation: Just what are they going to do next?

The magic of Latika Vihar is Uncommon Perception. We simply take kids as they are and expect them to be even more amazing. There are three rules:

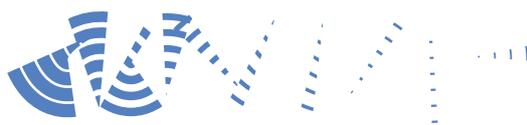
Be Kind. Play Fair. Everyone's Included.

It's all in there. Every staff member knows it and they know how to make it happen. So do you. Come to Latika and remind yourself of how smart you are.





our vision



A better world for children with disabilities.



our mission

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

how we made a difference

 2024–2025

 2023–2024

1. Services Aailed



528



518

2. Attendance (%)



79



78

3. Preliminary Screenings



370



375

4. Assessments



251



265

5. *Pratyek Anmol*

Autism Spectrum Disorder



123



130

Cerebral Palsy



23



43

Global Developmental Delay



34



32

Intellectual Disability



54



26

Down Syndrome



12



15

**In addition to the disabilities mentioned here, we also cater to children with other disabilities, such as specific learning disabilities, multiple disabilities and more.*

6. Experiential Learning and Field Trips



181



152

7. Personal Development Sessions



155



126

8. Children Achieving 5+ Individual Goals



92 (Jan–Dec)



91 (Jan–Dec)

9. Training for a Purposeful Life

Pre-vocational Training Sessions



85



77

Placements



5



4

Internships



4



7

Mentorships



12



5

10. Adda Memberships



55



51

11. Follow-up Sessions

In-house



875



889

In the Community



270



239

12. Children Mainstreamed



Awareness Sessions for the Community



13. Caring for the Caregiver

Parent Training and Home-based Intervention Plans



Workshops for Parents



Awareness Sessions for the Community



Individual Counselling for Parents



Home Visits



14. Staff Numbers



133



129

Staff Training Sessions



60



64

15. Interns



46



46



UNCOMMON perception at OurCenters

What if disability isn't a flaw in the person but a flaw in the way the world sees?

What if support doesn't just mean doing more but noticing differently?

Perception is the first act of inclusion. At our six centers, perception shifts from pity to potential, from fixing to honoring. This shift lives in our everyday work, from the way we welcome a child on their first day, to how we design our classrooms, train our staff and support families.

We hope we're doing it the way our first student and lifelong inspiration Moy Moy would like - with care, respect and the right expertise - for it was she who taught us that inclusion is not a concession but a recognition of intrinsic worth. The world isn't yet designed for disabled kids like Moy but Latika is.



seeing unmet **POTENTIAL** at

Latika Jaanch

At our assessment center, Jaanch, we screen, conduct developmental assessments and develop home management plans for disabled children and those vulnerable to disabilities, ages 0–18.

This year we began offering intervention sessions, complete with curriculum and plans to enable parents to work with their children at home. By the time these children join our centers, their parents are primed to observe and implement the plans offered there. One parent brought a list of 40 positive changes in her son since attending the Jaanch parents' intervention program.

Outreach to the wider community continues through our community- and center-based follow-up program. We've also been pleased to welcome Dr Siva through the Latika-Adhyan Neurodevelopmental Pediatrics Fellowship Program.

783

family
partnership
program
sessions

94

children and
adolescents
supported





the quiet gaze of **CURIOSITY** at

Latika Nanhe

112
children
availed
services

35
home visits

At our early intervention center, we offer activity-based developmental therapies and interventions for children ages 0–6, parent empowerment and training.

A significant change we made this year was to group children into classrooms based on curriculum. We also prepared three children to enter mainstream school.

We continued to develop annual Individualized Education Plans (IEPs) and quarterly Interdisciplinary Goals (IDGs) in partnership with every child's parents. We designed six-monthly goals for new children in two of our four groups. We also conducted expert-led workshops for staff, parents and the wider community, individual and group counselling for parents, home visits to connect better with families, field trips for the children, and took every opportunity to celebrate festivals and other commemorative days together.

Seeing Two Futures Unfold at Once

In the beginning, Shriyan avoided eye contact and rarely spoke. He depended on his mother for almost everything from basic routines to emotional regulation. Having come to believe that everything hinged on her being with Shriyan practically all the time, his mother had put her college plans on hold for seven years.

With steady support, Shriyan slowly began to open up. He started speaking more, handling small routines on his own, and showing curiosity about the world around him. His mother learnt how to encourage his independence. And this year, she took a step she'd almost given up on: she re-enrolled in college.

LEARNING is for EVERYONE at

Latika School

At our school for children ages 6–14, we combine academic and therapeutic sessions in physiotherapy, behavior management, sensory integration, and social skills into individualized programs that support both learning and living.

We introduce children to real-world experiences through field visits and pre-vocational training that builds confidence and independence. Personal development sessions and tools like the AVAZ app support communication in ways that feel natural and empowering.

Parents receive consistent support through counselling, workshops, and family support groups. This year, we took another step closer to a world that works for every child by partnering with a government school to help make its classrooms more inclusive.



175
children
availed
services
across
2
centers

A New Kind of Yes

Anika came in quiet, watchful, alert – and reluctant to enter the room. Instructions were met with head shakes. She’d slide under tables or smear saliva on the surface, a pattern her teachers soon recognized as her way of asking for space, attention, or both.

At six years old, with a diagnosis of Down Syndrome, Anika set about learning how to belong in a classroom. Our team designed a plan built on small, consistent steps – encouraging her to carry her own school bag through the gate each morning, conducting hands-on training sessions for her parents, pairing her with a buddy who modelled routines and offered companionship. Following simple instructions and joining group activities. She began to point, gesture, and connect in her own way, on her own terms.

Today, she’s one of the first to raise her hand for morning warm-ups. She laughs with her classmates. She no longer hides. She seeks attention and looks right at you to get it.

More of the World, Every Day

Until Ansh, 6, came to Latika, his world was quiet, familiar, and mostly indoors. Crowds overwhelmed him. Noise upset him. He preferred to play alone, away from other children. His parents, loving but anxious, kept outings to a minimum. They stopped taking him to parks or shops because they couldn’t predict when a meltdown would happen. “We didn’t want to risk it,” his father said.

We began gently. First, with visual stories about going to the park or greeting a neighbor. Then, role-playing scenes like buying fruit and taking turns. We visited real places for short stretches, with a buddy by his side and visual cue cards in hand. A calm, consistent process with no pressure to ‘get it right’ let Ansh set the pace of his own learning.

Three months later, he was climbing on play equipment, and handing over cash to the *bhaiyya* at the local grocery shop to buy things. He was calm through the music at a family wedding and even joined a group game. He waits in line, shares toys, and responds to being greeted. His world has opened, and with it, so has his parents’.

“It’s life-changing,” said his father. “Now he comes along. He’s ready. And he says ‘Hi’ to the neighbors!”



preparing to TAKE ON THE WORLD at

Latika Training 

Latika Training equips young adults, ages 14–21, with life and vocational skills as well as workplace exposure to step into adult life with confidence. The program is tailored to each trainee’s ability and ambition.

This year, trainees took part in internships, sports meets, cultural events, and exams. Each experience reinforced their independence, self-assurance, and work-readiness. Job placements included roles in retail, hospitality, data entry, and family-run businesses. Their parents were actively involved in job surveys and awareness drives, and were coached on how to support their children at work.

We began offering much-needed respite breaks for caregivers. Over 40 parents participated at a retreat at River Stone Cottage, while the trainees stayed with us. “I kept looking around from habit, worrying about where he was and what he was getting

up to. Then I remembered – he’s just fine. He’s having fun, too. In 17 years, I’ve never had this experience,” one father said.

Employment opportunities remain limited but Latika Training continues to make the case for inclusive hiring, strong parent partnerships and ongoing support, so that every young person has a chance to contribute.

103

young adults
availed services

29

surveys to identify
local employment
opportunities

4

trainees clear
NIOS exams

6

Trainees attended
a job fair



13

Trainees participated in
inter-state sports meets

Gold!

for Dewansh Awasthi
(100m race) and
Vanshika (softball throw)

Silver!

for Swayam Singh
(shot put)

Congratulations, team!

Independence!

For a group of female
athletes who - for the
first time - travelled and
stayed a night away
without their parents!



FUN does the teaching at

Latika Vihar

83
children
availed
services

At our inclusive play center for children ages 3–14, fun and games are how we honor children’s way of being in the world.

Last year, we celebrated just about every festival and commemorative day like it was the event of the year. The kids sang, danced, played, performed, cooked, painted, made soap, told stories, stitched bags, tried out knitting, and put up puppet shows. They made friends, often without even realizing it.



We stepped out to book cafés, plant nurseries, Virasat, and the Parade Ground during the National Games. Each visit gave the children a chance to try something new, see something different, and experience being part of the community.

From ‘Get Out!’ to ‘Let’s Try Again!’

When Avi joined Latika Vihar, he rarely spoke, avoided group activities, and kept mostly to himself. He struggled to stay focused and often ran around the room, overwhelmed or withdrawn. At home, his relationships with family members were strained too, particularly with his brother Rudra, whom he found hard to play with or accept.

A Latika Vihar, Avi found a safe space with activities he enjoyed, and adults who supported his pace without pressure. We showed his mother how to stay calm during his meltdowns, and redirect rather than react. Saying “Let’s go outside” instead of yelling “Get out,” for example, motivated Avi to feel more regulated, and rejoin activities calmly.

A routine filled with puzzles, music, and structured play eased Avi into his time at Latika Vihar. He began choosing new activities for himself, joining in group sessions, and opening up to other children.

Avi now follows instructions, awaits his turn, and clearly communicates what he likes and doesn’t. He sings along to *Bum Bum Bole*, throws himself into Zumba, and plays happily with Rudra.

Celebration Time!

- Ram Leela and Garba at Dussehra
- Rangolis and mela at Diwali
- Children’s Day mela with food and game stalls
- Santa and gifts at Christmas
- Cards and games on Valentine’s Day
- Talent show on World Disability Day
- Kite making and flying on Basant Panchami
- Trishuls and Shivalings on Shivratri
- Modified sports on Sports Day
- Importance of handwashing on Global Handwashing Day
- Books and games on World Literacy Day
- Cards and surprises on Teachers’ Day
- Coloring it Blue on World Autism Day
- Bands and stories on Friendship Day
- Music and recycled crafts on Earth Day
- Art and stories on World Book Day
- Games and music on World Music Day
- Art and culture at Virasat

asking BETTER QUESTIONS at

Latika Resource Center



320

individual empowerment sessions

25

workshops on rights and schemes, RPWD Act, POCSO and child protection, and disability sensitization for professionals, students, government officials and communities

16

workshops on rights and schemes, and child protection policies for parents

44

networking sessions with professionals, government officials, health sector and others

13

legal aid cases

22

legal guardianships facilitated

Latika Resource is where we step into systems, policies, and public spaces, to ask what's working well and how can it get even better?

This year, we supported families with disability certification and access to government schemes. We trained frontline workers, advised schools and hospitals, and responded to requests from officials and organizations trying to make their services more inclusive. We spoke at national forums, advised government bodies on policy formulation, and enabled disabled people's access to their entitlements.

It Takes More Than a School

When Vedika, 2, started therapy at Latika, her mother, Sonika, was hopeful. Diagnosed with Glass Syndrome, Vedika needed consistent support, and the early intervention she was receiving here was beginning to make a difference. But just a few months in, Vedika began missing sessions. When she did bring her child in, Sonika appeared stressed and distracted.

It emerged that Sonika and her husband, a government employee, had recently begun building a home. But the work came to a halt when a neighbor illegally encroached on their land and began harassing them. Their repeated complaints to the police had been in vain. Overwhelmed by the stress, Sonika was considering pulling Vedika out of therapy altogether.

Recognizing the urgency of the situation, we advised the family on documenting the issue and connected them with the Mussoorie Dehradun Development Authority and the City Magistrate. We helped them file a formal complaint so that the case was taken up quickly. An inspection confirmed the encroachment and a legal notice was issued. Enforcement action followed when the neighbor failed to comply and the illegal structure was removed. The family could finally resume building their home.

Vedika is now back to regular sessions. Her new home is almost complete. This story is a reminder that inclusion needs coordination between legal, civic, and care institutions so that families don't have to choose between survival and support.



schools SEE DIFFERENTLY with

Wabi-Sabi

At Wabi-Sabi, our school inclusion initiative, we partner with educators, families, and schools to create classrooms that welcome and support disabled children. This year, we admitted three children into mainstream education.

4,827

participants in our school inclusion programs

56

mainstream students in remedial classes

1

round table discussion for inclusive schools

26

inclusive schools in Dehradun

8

dosti visits

Overall, we focused on intensive teacher coaching in the mainstream schools we work with. Partnering on several of their parent orientation programs helps us raise awareness, and open the door to earlier acceptance and identification of disabilities. At Bhavani Balika Inter-college, Ballupur, our coaching for subject teachers of Classes 1, 2 and 3 has motivated them to experiment with the teaching methods recommended in the government's Mission Koshish curriculum.

Dosti visits between Latika students and those in mainstream schools continued, offering structured opportunities to learn and play together. In November 2024, we hosted an Inclusive Schools Round Table, our second public event of this magnitude, to create awareness, linkages, and support groups for inclusion and inclusive thinking.

just CHILLING at

Latika Adda

Leisure isn't optional at Adda, India's only club exclusively for disabled adults. Here's where friendships form, routines break, and isolation loses its grip in the throes of a heart-to-heart with friends at the café, or over music, films, board games, open mics, and social events.



NOTICING MORE through

Experiential Learning and Pre-vocational Training

Learning by doing helps all learners, especially disabled ones, absorb concepts more deeply and develop life skills in a way that traditional lecture methods cannot.



Experiential learning field trips to places they're likely to encounter in daily life help our children and trainees build real-world awareness, communication skills, confidence, and practical independence. They also give us insight into how they function outside the classroom, the kind of support they need, what gets in the way, and what we need to teach them differently.



Learning in Real Settings

- **Essential Services**
Medical stores, banks, ATMs, post office, petrol pump, traffic signals
- **Retail and Shopping**
Supermarkets, general stores, mall, tuck shop, toy shop, cloth merchant
- **Food and Beverage**
Restaurant, juice corner
- **Fitness and Wellness**
Gym, salon
- **Transport and Connectivity**
Railway station, cycle store
- **Markets and Trade**
Vegetable market, trade fair
- **Nature and Gardening**
Plant nursery, florist
- **Local Services**
Tailor, cobbler

Learning by Doing

- **Physical and Wellness Activities**
Yoga, outdoor physical activities
- **Daily Living Skills**
Folding clothes, personal grooming, washing utensils, cleaning the classroom, watering plants, self-serving and table manners
- **Creative and Functional Skills**
Making paper bags, painting flower pots and planting, cutting and pasting for craft, decorating and displaying greeting cards
- **Fireless Cooking**
Lemonade, no-bake cake, bhel-puri, cold coffee, coconut laddoos, sandwiches, chaats, fruit salad
- **Identification Skills**
Common fruits and vegetables



CONTINUOUS LEARNING through Training for Staff

At Latika, learning is a mindset rather than an event. Investing in training keeps our practice grounded in high standards of care.

This year, we completed a focused series on behavior support, mental health, visuals in learning, and classroom strategies. Team discussions led to ideas on applying these consistently. We created and shared detailed process documents across centers on everyday care areas that demand consistency, thought, and respect, like toilet training, feeding, menstruation, and haircuts. Two staff members completed a professional course on mental health through Ummeed Child Development Center, deepening their understanding of emotional well-being in school settings.

Workshops by in-house and external experts brought practical knowledge and fresh perspective to our work. Topics included legal and financial planning for families, nutrition, communication tools, child protection, and health. Parents also shared their experiences, offering insight into the everyday realities they navigate. At a three-day strategic planning workshop facilitated by Ritu Arora Jain, at Antara, Dehradun, we discussed adapting Antara's inclusive, multigenerational infrastructure for families, children and our own community. Across all training, the emphasis lay on consistency, respect, and a shared language of care.

finding that inner COMPASS from Family-centered Parent Training

We see families as decision-makers, team members, and change agents rather than bystanders in their child's development. That's why we invest in sharing info and tools to support them in building confidence and community.

This year, we introduced Short Breaks for Caregivers. Over 40 parents joined our first retreat to rest, recharge and connect with likeminded friends. The resounding response has convinced us that respite care must become a vital part of our support system.

On International Women's Day, a group of mothers lead discussions on disability and caregiving. More fun throughout the year, as families came together at Himalayan Academy and MDDA Park. Diya painting, role-play, expressive arts, and Brain Gym revealed talents till now unknown!



Hands On!

453

sessions on gross motor development

360

sessions on cognitive development

120

sessions on activities of daily living

99

sessions on language and communication

69

sessions on fine motor development

43

sessions on feeding

224

sessions on self-awareness, body awareness, grooming, hygiene and more

the architecture of WELCOME in

Our New Building

Our new campus is now almost three-quarters complete! Designed by Pradeep Sachdeva Design Associates, it embodies our quest for beauty, accessibility, functionality, and safety. Every detail, from the perfect stairways to the integrated sensory features, reflects our belief that inclusive design benefits everyone.

The top-tier construction standards supported by Cushman & Wakefield are in strict compliance with the National Building Code. Art and aesthetics are woven into the structure, from handcrafted exposed brick to art installations donated by supporters. Artisan Mohammed Tarikh Ansari's flawless brickwork has even drawn praise from our toughest critics - the architects themselves.

At the heart of the campus is our iconic ramp, which doubles up as a stunning architectural centerpiece. Its wide, gradual slope provides access to the entire building, while the elegant, high-strength 'invisible fencing' keeps it safe without compromising design integrity. Flowering vines, and filtered light and vibrant art work make it a space for gathering, reflection, and belonging.



Our new campus will also house India's first inclusive sensory salon, where children who hate haircuts can get them in a safe, welcoming space, and young, disabled adults can train in salon operations.

We expect to begin moving in by February 2026. Meanwhile, it's already begun to reflect something we've always known - when you plan for the most vulnerable, the world works better for everyone.



Our Board

Our board members see further than most. Their commitment to equity, excellence, and accountability anchors our boldest work.

Thank you for your time, trust, and clarity. We're deeply grateful.



Mamta Govil

President

Mamta's journey has spanned marketing, social development, and education, from Mothercare and J. Walter Thompson to CRY, Salaam Baalak Trust and now Latika. Formerly teaching English at Welham Girls' School, she loves literature, young minds, and new adventures, both in books and in life.



Mankiran Chowhan

Vice-President

A senior leader at Salesforce India, Mankiran blends strategic vision with infectious energy. She's led at SAP Concur and Gartner, believes in the power of curiosity, and keeps pace with both the tech world and her two fast-moving sons. Skydiving, slang decoding, and library Sundays all feature on her résumé.



Jyotsna Brar

Treasurer

A lifelong educator and former Principal of Welham Girls' School, Jyotsna brings insight and rigor to everything she does. With decades of experience in school leadership and governance, she now supports institutions across India while still making time for music, literature, nature, and travel.



Jo Chopra

Secretary

Writer, founder, grandmother, walker, and fierce advocate, Jo wears many hats at Latika, where she currently serves as Executive Director. She's been known to finish seven books a month, quotes from the Building Code with suspicious ease, and believes that good design is a form of love.



Dr Satendra Singh

Member

A physician, ethicist, and disability rights leader, Satendra challenges structural and attitudinal barriers to access. A Viscardi Award recipient and National Award winner, he founded 'Doctors with Disabilities' and brings a powerful lens of inclusion, equity, and lived expertise to the board.



Savita Thapliyal

Member

Savita's history with Latika is long and rich. From Office Manager to Head of Adult Training, and now national trainer on sexuality and disability, she knows the team like family. She brings wisdom from decades of experience in special education and community practice.



Sachin Sachdeva

Member

Sachin blends systems thinking with on-the-ground experience. As Director of the Paul Hamlyn Foundation's India Programme and co-founder of Gramin Shiksha Kendra, he brings strategic clarity, grant making savvy, and a sharp eye for what does and doesn't work.

unCOMMON generosity among our

Funders and Donors

From modest beginnings to a broader, more sustainable base, our work is made possible by the support of individuals, institutions, corporates, and government partners. Thank you for your trust, resources, and belief in what we do.

Corporate and Institutional Donors	
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	Nuvama Wealth and Investment Limited
	Nuvama Wealth Finance Limited
	Prima Bay Private Limited
	Table Space Constructions Private Limited
	Table Space Technologies Private Limited
	Tastel Fine Food Private Limited
Corporate Total (Rs)	5,94,64,834
Private Trusts and Foundations	
	Adhyan Charitable Trust
	Azim Premji Philanthropic Initiatives Private Limited
	Hemendra Kothari Foundation
	Max India Foundation
	Nykaa Foundation
	Obeetee Foundation
	Sadanand Trust
	SBI Foundation
	Shantadevi Sah Charitable Trust
	Sonvo Foundation
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Private Trusts and Foundations Total (Rs)	6,42,46,902
Institutional	
	Naji Disha Resource Center
Grand Total (Rs)	12,92,26,875

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Bhawna Bisht	Jasbir Singh	Nounihal Singh
Bhupendra Singh Tomar	Jasbir Sukhala	Parihas Raina
Bindu	Javed Ansari	

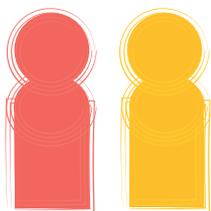
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Pawan Bhushan	Sabiha	Sunita Singh
Pimal Dhawan	Sachin Sachdeva	Sunitarana
Pooja Panwar	Sachin Singh Chauhan	Suresh Kumar
Poonam Barthwal	Sadhana Khanna	Sushant Nanda
Prabhat Agarwal	Sakshi	Sushma M Sodhi
Pradeep Kumar Barhai	Sanchita Sahay	Sushma Malik
Pramod Singh	Sandeep Krishnadas Bagchee	Swara H J
Pranav Kumar	Sandeep Veer Pal Goyal	Swati Negi
Pranshul Kandari	Sangitha Krishnamurthi	Switha
Prasad Pandit	Sanjay Singh	Tabassum Parveen
Prashant Singh Kutaula	Santu Chakraborty	Tanvi Negi
Pratap Rana	Sanvi Bisht	Thomson J
Pratibha Baluni	Sarthak Khandka	Tia Nanda
Praveen Nautiyal	Satheesh R	Trupti Mulajkar
Preeti Malhotra	Satyendra Tyagi	Tsering Dolma
Prem Kumar Singh	Savita Mahajan	Urvashi Bhatia
Pritika Chittaranjan	Savita Thapliyal	Vaishali Gupta
Priyanka Dang	Shaila Faleiro	Vandana Sharma
Priyanka Pattanayak	Shalini Lekhwar	Ved Prakash Dhyani
Rachna Puri	Shalini Sinha	Veeresh Bc
Radhey Mohan Jha	Shantanu Biswas	Venu Yadav
Raj Kumar	Sharad Chand Bhandari	Vibha Kirshnamurthy
Rajeev Kumar	Shavak Srivastava	Vibha Puri Das
Rajeev Kumar Gambhir	Shikha Shah	Vijay Sehgal
Rajender Reddy	Shini Menon	Vijendra Massy
Rajendra Singh Rawat	Shipra Pande	Vikesh Bhardwaj
Rajesh Kaul	Shivani Parida	Vinayak Shrivastava
Rajesh Kumar	Shivom Bist	Vinita K Taneja
Rajesh Masih	Shoba Meera	Vipin Kumar
Rajesh Puri	Shobha Bhattarai	Virendra Pratap Singh
Rajiv Agarwal	Shriya Mudgal	Vivekaradhya R
Rajiv Handa	Shruti Sharma	Vyom
Rajnish Kumar Paswan	Shubham Gupta	Yamini
Rakesh Marwah	Shubham Walia	Yash Gusain
Ram Lot	Shweta Mudgal	Yasmin F Billimoria
Ramamohan Reddy V	Siddharth Sharma	Total (Rs)
Ravdeep Singh	Siddhartha Shakya	54,83,170
Ravi Chopra	Sonia Ganjoo	
Ren Gopalakrishnan	Subhash Yadav	
Renuka Bansal	Sudarshan Udiyar	
Richa Agrawa	Sudhanshu Joshi	
Riddhi Shah	Sukh Dev Rawat	
	Sumit Bhatia	

Financials

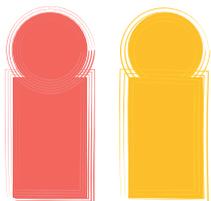
as of 31 March 2025

Staff Details



	Full-time Staff	Part-time Staff	Total
Female Staff	71	8	79
Male Staff	44	6	50
Total Staff	115	14	129

Salary Slabs



Salary (Rs)	Female Staff	Male Staff	Total
Above 10,00,000	4	1	5
5,00,000–10,00,000	12	5	17
3,00,000–4,99,000	21	12	3,329
Less than 2,99,000	34	26	60
Total Full-time Staff	71	44	115



	Monthly (Rs)	Annual (Rs)
Highest Salary	1,85,300	22,23,600
Lowest Salary	13,068	1,56,816

Balance Sheet

as of 31 March 2025

	Particulars	Local*	FC*	Current Year*	Previous Year*
A	Sources of Funds				
	Capital Fund	2,34,59,016	1,23,79,573	3,58,38,589	3,28,62,077
	Corpus Fund	10,00,000		10,00,000	10,00,000
	Endowment Fund	3,07,738		3,07,738	3,07,738
	Building Fund	1,29,94,635	22,84,788	1,52,79,423	2,35,32,810
	Fixed Assets Capital Fund	18,60,93,111	55,45,913	19,16,39,024	11,83,09,951
	School Activities and Infrastructure Development Fund				
	Grants Spending Utilization	1,73,98,790		1,73,98,790	1,50,59,205
	Total	24,12,53,290	2,02,10,273	26,14,63,564	19,10,71,781
B	Application of Funds				
I	Fixed Assets	2,64,52,266	68,03,164	3,32,55,430	3,61,46,531
	Capital Work in Progress	16,95,11,098	30,25,132	17,25,36,230	9,55,53,569
II	Investments	2,61,22,061		2,61,22,061	2,62,56,809
III	Current Assets, Loans and Advances				
a)	Cash & Bank Balances	2,54,13,164	1,03,81,978	3,57,95,141	3,64,74,444
b)	Security Deposits	2,51,120		2,51,120	2,51,120
c)	Prepaid Taxes	1,74,744		1,74,744	1,02,430
d)	Other Current Assets	5,25,922		5,25,922	4,33,858
	Total	2,63,64,950	1,03,81,978	3,67,46,928	3,72,61,852
IV	Current Liabilities				
a)	Expenses Payable	10,10,046		10,10,046	10,46,650
b)	Other Current Liabilities	61,87,039		61,87,039	31,00,330
		71,97,085		71,97,085	41,46,980
	Net Current Assets (III-IV)	1,91,67,865	1,03,81,978	2,95,49,843	3,31,14,873
	Total	24,12,53,290	2,02,10,273	26,14,63,564	19,10,71,781

*All figures in INR

Every single donor and the full audited report is available at www.latikaroy.org/audited-accounts



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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.

