

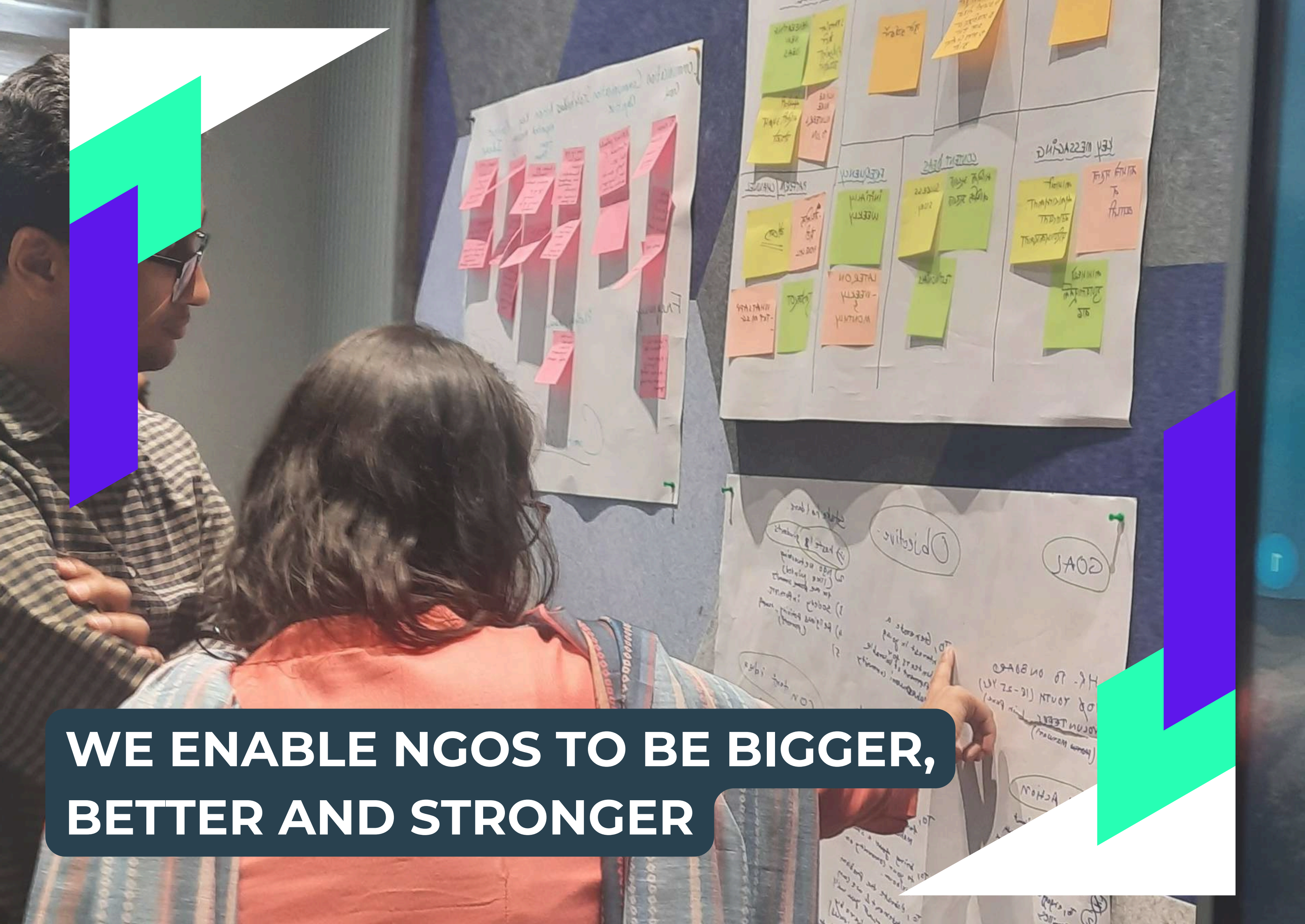


A T M A

2023-2024 ANNUAL REPORT

AN ACCELERATOR FOR NGOS





**WE ENABLE NGOS TO BE BIGGER,
BETTER AND STRONGER**



Atma has been a game-changer for us. Thanks to Atma's support, we're more systematic and time-bound in our approach

Mr. Haresh Trivedi, Co-founder, VBF



Building RESILIENT NGOs

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Joining the Atma Accelerator has greatly benefited SAMPARC. Key improvements include goal setting, effective use of monitoring and evaluation tools, leveraging quality data for decision-making, and conducting self-assessments to track employee progress and identify areas for improvement

Vindhya Bapat, SAMPARC Team



MESSAGE FROM CEO

"Man cannot discover new oceans unless he has the courage to lose sight of the shore."

-Andre Gide



This year has been one of transformative growth and renewal for Atma. We started the year by revisiting and aligning our Vision and Mission to reflect the breadth of support being offered by Atma to small to mid sized NGOs, across all sectors and geographies in India. Atma is focused on moving towards a thriving Indian development sector that enables NGOs to sustain and grow.

We served 1.7x the number of NGOs this year vs. last year, reaching 562 organisations on their capacity building journeys in both big and small ways. We built knowledge, skills, systems and processes in a diverse set of ways, always keeping our NGO partners and their needs at the absolute center. We intensified our advocacy efforts within the sector, highlighting the importance of capacity building and fostering greater awareness of the operational challenges faced by NGOs today.

However, this battle is not ours to fight alone. A big focus for us this year has been to actively collaborate and partner with peers, donors and NGOs to create more collaborative spaces solving capacity building challenges. We are proud of the Intermediary Database, a compendium of 100 intermediaries in the sector, who together can support NGOs to do so much more. Atma collaborated with 30+ organisations, seeking closer ways to work with those with a common purpose.

Our growth stems from both successes and failures. This year, Atma Lab's experimentation across multiple programs, led us to swiftly pivot and adopt new approaches when needed, ensuring unwavering focus on NGO outcomes.

I am deeply grateful to Atma's committed team, supportive Board and trusting NGO partners who believe in us, work with us and help us build Atma as an authentic and outcomes-driven nonprofit in the space of Organisation Development (OD) in India.

Looking ahead, we are committed to scaling our support to more NGOs over the next 3-4 years. We aim to deepen our expertise in three key areas, positioning Atma as a leader in delivering hands-on, transformative learning experiences for NGOs across India. Together, we embark on a new year with a clear strategy to reach greater heights and empower NGOs to create lasting change in communities nationwide.



Sneha Arora
CEO Atma



Atma's IMPACT

2023-2024



Our Reach Breakdown 2023-2024

NUMBER OF NGOS SUPPORTED
ACROSS OFFERINGS

Accelerator **21**

Masterclasses **17**

Wipro Foundation Workshop **38**

Change Leader Fellowship **6**

Community Connections Programme **12**

TARA AtmaNirbhar Programme **15***

Future of Impact 2.0 **60***

ISDM Workshop **14**

EY Volunteering Programme **299***

Atma Webinars **373**

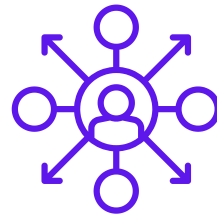
**This is the number of NGOs involved in each initiative during this financial year. For some programmes, we have undertaken 2 cycles in the same financial year*

Key Achievements

2023-2024

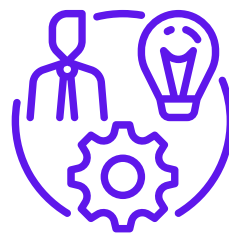
This year, Atma has focused on **growth in reach** and **deepening programme impact**.

Further, our efforts to support grassroots NGOs have led to remarkable growth and success in several areas.



Expanding Reach

Atma's reach has grown ~**10x** since the pandemic. We expanded from supporting <100 NGOs annually to working with **562 NGOs this year**. This growth is due to our internal capacity building, new programme design and external partnerships.



Programme Development and Depth

Atma has developed diverse programmes to meet the ecosystem's varying needs, offering both high-touch and low-touch support. By defining success measures for each programme, we ensure effective management and consistently achieve desired outcomes, maximising our impact across the sector.



Agility and Adaptability

Atma is committed to agility, continuously reinvesting its programmes to serve the ecosystem better. We aim to reach the last mile of NGOs by developing programmes that meet the needs of the ecosystem and are open to adapt programme design to maximise outcomes for each initiative that we take up.



Partnerships and Collaboration

Atma achieved a record number of partnerships with sector intermediaries and funders, focusing on thought leadership, programme development, and research. We are committed to fostering more collaborations to build an inclusive environment for ecosystem development.



ATMA'S GROWTH MEANS **REACHING THE LAST MILE OF NGOS**

Pre-Pandemic

Post Pandemic

NGO Reach

Less than 100 NGOs average per year



562 NGOs

Sectors Served

Primarily Education



Across all sectors

Geographical presence

1 State in India (Maharashtra)



21 States in India

Programmatic shifts

- Primary focus on **intensive high-touch support** for NGOs through Accelerator
- 1-2 programmes implemented **independently**
- Programme were **delivered only in English**
- Programmes were largely delivered **in-person**



- Focus on building Capacity through both **high-touch and low-touch support**
- Atma's approach became more **collaborative and partnership-oriented**
- Increased the number of **innovative projects**
- **Language inclusivity** (delivery in English, Hindi and Marathi)
- Programmes a **mix of in-person & virtual**



Recognising a broader ecosystem need for our capacity-building initiatives, in 2020 we shifted our focus to encompass wider geographical areas and diverse sectors beyond education. This year, we have revised our Vision, Mission, and brand narrative to better reflect Atma's commitment to enhancing the organisational capacity of NGOs across multiple sectors throughout India.

VISION

A thriving Indian development sector that enables NGOs to sustain and grow.

MISSION

Building the capacity of NGOs by enhancing their knowledge, skills, systems, processes, networks, agency, and access to resources.

TODAY

ATMA AIMS TO BUILD A THRIVING DEVELOPMENT SECTOR



01

To solve the **complex social problems** in the country and reduce inequalities

“The ratio of wealth between the top 10% and the bottom 50% stands at **22**. (compared to 17 in the US and 14 in China).”

Bain Dasra Report - India Philanthropy 2023

A strong, sustainable social sector ensures **universal access, prevents issues, fosters inclusivity, builds human capital, empowers communities, promotes innovation, and fosters collaboration, reducing inequalities and enhancing resilience for a fairer society.**



02

by creating a **healthy, resilient and sustainable** social sector

03

We are contributing towards **building an effective social sector** by **building the capacity of NGOs** that are implementing innovative solutions on ground

“NGOs intentionally connecting Organisational Development to Strategy **grow 8% faster each year.**”

Building Strong, Resilient NGOs in India - Report by The Bridgespan Group



What is Capacity Building?

Capacity building is defined as the process of **developing** and **strengthening** the **skills, instincts, abilities, processes** and **resources** that organisations and communities need **to survive, adapt, and thrive** in a fast-changing world.

*Source: [United Nations](#)

How does Atma build the capacity of NGOs?



Atma builds the capacity of NGOs by developing their knowledge, skills and setting up systems and processes in 10 organisational development areas.



Knowledge



Skills




System & Processes


ORGANISATIONAL DEVELOPMENT (OD) AREAS

 Strategy

 Leadership


 Monitoring & Evaluation

 Marketing


 Programmes

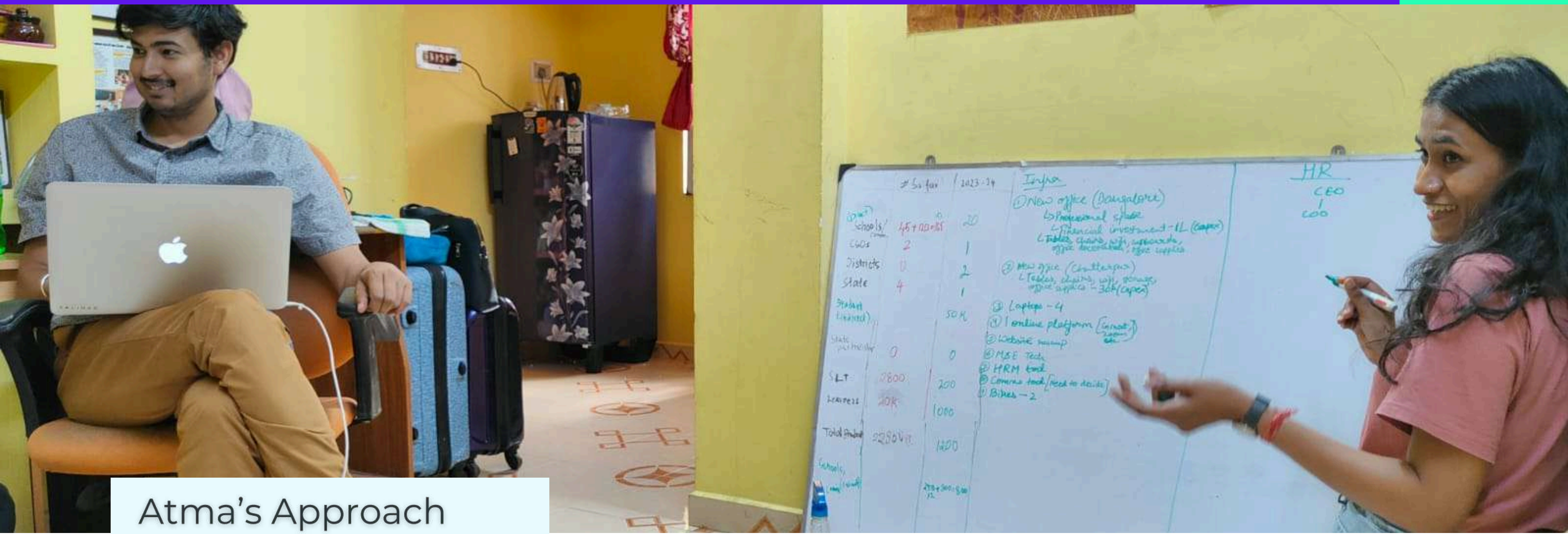
 Fundraising

 Digital

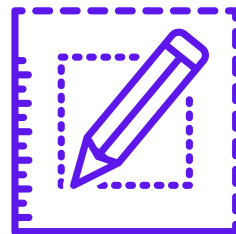
 Finance

 Governance

 Human Resources



Atma's Approach



TAILORED SUPPORT

We provide personalised, one-on-one assistance to NGOs, crafting strategies and action plans aligned with their unique goals for long-term sustainability.



COLLABORATIVE

Partnering with invested donors and sector intermediaries, we amplify our impact, extending comprehensive support to more number of NGOs than we could alone.



OUTCOMES ORIENTED

Atma adopts a data, review, learn and improve approach to all its programmes, driving better accountability and commitment to outcomes.

Atma strives to empower NGOs, foster impactful partnerships, and drive sustainable development in India

Here is what Atma is trying to achieve:

FOR NGOS

Tailored Capacity Building:

We provide 1:1 personalised support for capacity enhancement, addressing unique organisational needs.

Outcome-Centric Approach

We utilise a proven best practice approach across all our organisational offerings, with a strong focus on tangible outcomes.

Listening and Learning:

We emphasise continual feedback and rigorous quality control to optimise our capacity-building support.

Life-cycle approach:

We are dedicated to providing support at different stages of NGOs' lifecycles from early to mid-stage support.

FOR SOCIAL SECTOR

Wide Reach:

We extend capacity-building support to urban, semi-urban, and rural NGOs across India, catering to diverse linguistic needs.

Collaborative Problem-Solving:

We engage in partnerships with donors, networks and peer intermediaries, to co-create impactful solutions for the capacity building of NGOs.

Harnessing Volunteer Potential:

We attract top talent to the sector, bolstering its capabilities.

Eco-system strengthening:

We initiate and partner to create public goods for NGOs, advocate for capacity building, undertake market-making for newer causes and support research and best practice development



Atma Consultants have been so supportive that they feel like an extension of our team, we have done so much in the last 1.5 years in many organisational areas of our functioning

Fehmida Mulik, Founder, Sambodh



Atma is now serving NGOs across India and across sectors

So far, we have supported most NGOs in the areas of:



Education



Disability



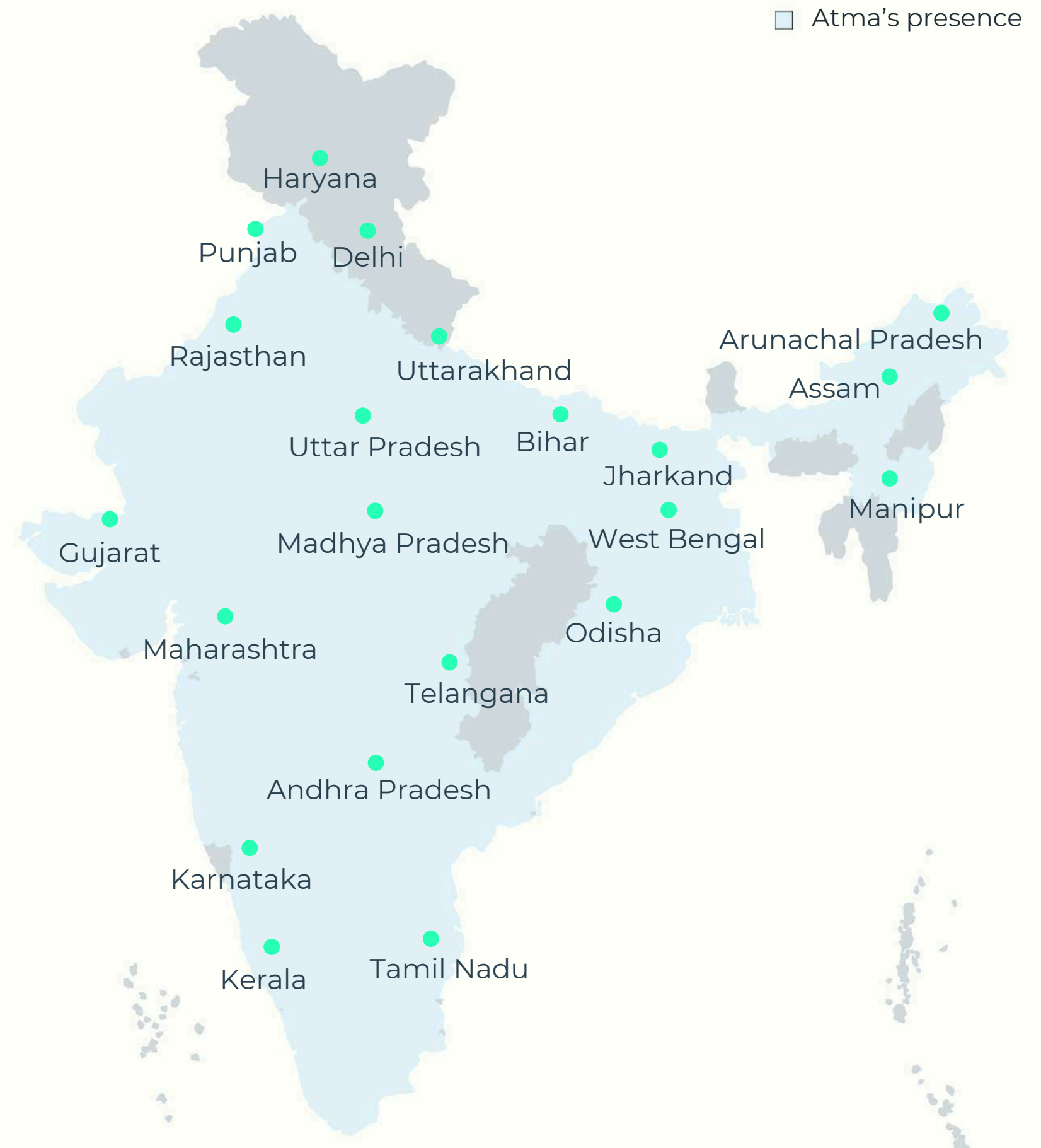
Rural Development (CBOs)



Health



Women and Child Empowerment





As we enter our next growth phase to reach more children, organisational development is crucial to our strategy. Atma has been instrumental in establishing these processes and systems, providing invaluable support to our efforts

Mr. Ashish Srivastava, Founder, Shiksharth Trust





ATMA PROGRAMMES

ATMA ACCELERATOR

Tailored support to boost NGO capacity and growth

Accelerator offers tailored 3-month to 3-year support, focussing on NGO organisational development to boost capacity and propel growth in the social sector.

Under Accelerator, Atma offers intensive and short-term support tracks.

3-Year Partnership

Intensive programme: Selects, develops, and scales organisations to achieve capacity benchmarks in 3 years across 10 areas of organisational development.

Project Partnership

Short-term support: Identifies, scopes, and addresses critical organisational needs through targeted projects within a mutually agreed timeline of 3-12 months.

Workshops

Conducts workshops in various domains tailored to the organisation's needs, including a Capacity Diagnostic, Strategy Plan, Logic Model, Leadership, and Curated workshops.

2023-24 Impact

21

NGOs impacted

146

No. of Projects
Completed

4.93

Average Consultant
rating

4.65

Average Project
rating



Accelerator Goals are the outcomes the Accelerator programme envisions to achieve with in its 3-Year partnerships with NGOs



People Strategy & Leadership

Strengthen HR processes, refine structure and roles, master HR policies and leadership, and foster a culture of growth



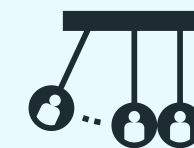
Organisational Capabilities

Enhance operational resilience, execute strategic plans, ensure compliance, allocate resources, build external relationships, and maintain governance



Fundraising Systems & Donor Pipeline

Target diverse donors, refine fundraising, enhance planning, diversify engagement, master pitches, and strengthen social media.



Impact Creation and Programme Improvement

Establish a robust M&E system for impactful programmes, ensuring precise articulation, streamlined data collection, informed decisions, and compelling stakeholder reports.

OUR PARTNERS

ADDRESS THE TOUGHEST CHALLENGES



Working for improved learning outcomes in underprivileged children



Supporting out-of-school children



Rehabilitating, Caring and Educating children in need



Reducing drop-out rate among children



Creating Safe spaces, growth and contextual learning opportunities for tribal children



Developing Peer based learning to bridge education gap



Helping children realise that they have a choice and to fight for it



Creating inclusive learning environment in schools



Empowering communities through a rights based approach



Providing early childhood care and education



Using the transformational power of the arts to build Creative Confidence skills in children



Building social emotional learning in children



Making mental health services accessible



Improving education and employability



Transforming schools



Providing children the access to visual arts during their formative years



Supporting the unreached communities with integrated development approach



Improving grassroots education by building leadership capacity

”

Thanks so much for your wonderful facilitation. It was really a very useful reflection exercise for all of us. Thanks so much for coming all the way to support us.

Shaishav Team



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PARTNER VISITS

Every year, the Atma team commits to visiting all our partner NGOs and conducting in-person workshops or projects. These visits enable our consultants to better understand the partner NGOs' on-the-ground efforts and challenges. This initiative also strengthens our working relationships with partner NGOs, reflecting our dedication to fostering effective collaboration.

By prioritising partner relationship building, Atma ensures the delivery of tailored support that achieves the best possible outcomes for each NGO.

Atma ensures the delivery of tailored support that achieves the best possible outcomes for each NGO.



”

Atma's involvement has acted as a catalyst, nurturing a closer bond between our board and management. Their support and collaboration have not only advanced our projects but also strengthened the unity and synergy within our leadership team.

Vidhyabharti Foundation Team



NGO CASE STUDIES

CASE STUDY - 3 YEAR PARTNERSHIP

Barefoot Edu Foundation

Unleashing Potential, Creating Impact: Barefoot's Journey of Growth, Resilience and Transformation

About Barefoot EDU Foundation

Barefoot Edu Foundation (Barefoot) is a non-profit organization founded in 2018, dedicated to improving grassroots education by building leadership capacity among principals, teachers, students, and community members to lead change. At Barefoot, they believe that every child deserves a strong foundation to think, dream, feel, and thrive. At Barefoot, they believe that every child deserves a strong foundation to think, dream, feel, and act.

Problems identified

During the pandemic, Barefoot demonstrated agility in responding to the needs of the situation and pivoted their programmes to digital and also engaged in providing COVID Relief to the communities they serve.

Additionally, they were also in the process of building a solid foundation for organisational growth and sustainability and putting in place key systems and processes. They were also actively looking at expanding the scope of its operations and programmes. This led Barefoot to partner with Atma at the beginning of the pandemic in May 2020.

Atma's Approach

By utilising Atma's Life Stage Survey tool, Barefoot successfully evaluated its capacities across nine organisational development areas. Additionally, Atma played a crucial role in assisting Barefoot with articulating its long-term capacity-building goals:

- Strengthen leadership at all levels.
- Secure funding for 2020-2023, focusing on repeat, large-scale, unrestricted funds.
- Recruit and retain top talent to scale offerings across regions.
- Enhance impact measurement and reporting, using data to drive improvements.
- Document programmes thoroughly for scalability.

This strategy ensured robust leadership, essential funding, talent retention, effective impact measurement, and scalability preparation.

Solutions

Goal 1

Barefoot aims to raise funds for 2020-2023 goals, including the incubator, by securing a 24-month pipeline of repeat and large funders, and increasing unrestricted funding to cover all programme and non-programme needs.

Intervention 1.1

Strong Fundraising Systems and Pipeline

Fundraising

- Programme 2-Pager
- Fundraising Plan
- Case Study for the Principal Competition
- Whole School Transformation Programme (WST) 2- Pager
- Master Proposal
- Funder Reach Tracker

Marketing

- Branding Guidelines

Goal 2

Barefoot can hire and retain talent to scale and sustain its offerings across geographies, ensuring staff engagement and retention.

Intervention 2.1

Ability to Attract and Retain Talent

Human resource

- Child Protection Policy
- KRA and KPI
- Performance appraisal process and systems
- POSH Policy
- HR Manual
- Salary Benchmarking & Calculation Rubric

Outcomes Achieved

Goal 1: Strong Fundraising Systems and Pipeline

Over three years, Barefoot raised 2.7 Crore in funding, **increasing its budget by 150%** from 80 Lakhs in 2020 to 2 crores in 2023. **Income grew by 51.29%** from Year 1 to Year 2 and 272.56% from Year 2 to Year 3, reflecting successful fundraising and financial expansion.

In 2021-22, funding sources included 48.6% from CSR, 15.8% from crowdfunding, 3% from HNIs, and 20.6% from incubators. By 2023, **CSR contributions rose to 62.5%**, crowdfunding making up to 0.4%, **HNIs increased to 7.1%**, and other sources accounted for 30.1%.

This shift signifies Barefoot's focus and efforts during the partnership to diversify and institutionalise its funding sources.

Goal 2: Ability to Attract and Retain Talent

Barefoot maintained a stable team size with a dedicated HR overseeing the ECCE programme and HR functions, using Atma's best practices. Enhancements include improved interview processes, formal onboarding, and policies like CPP and POSH for child safeguarding and employee engagement. Annual performance appraisals, salary calculations, and promotion policies also support a thriving organisational culture.

Goal 3: Strong Governance and Leadership

Barefoot has made significant advancements by onboarding three advisory board members and developing a second line of leadership for strategic focus. They forged strategic partnerships for programme development, monitoring, and evaluation, leveraging external expertise. Barefoot adapted by pivoting programmes to meet evolving needs and established systems for sustainable growth. Additionally, a collaborative strategy process involving programme heads ensured strategies aligned with the organisation's goals.

Goal 4: Ability to Articulate Impact

Barefoot has enhanced its monitoring and evaluation (M&E) processes with thorough analyses, logic models, and robust data systems. The impact dashboard and dedicated evaluation team enable data-driven decisions for programme improvements. Utilising a structured M&E toolkit and collaborative design approach ensures effectiveness. Continuous feedback collection drives ongoing programme growth and refinement.

Goal 5: Strong Programme Design and Delivery

Barefoot has made significant strides in programme development by creating a Design and Impact department to improve programme design and delivery. They prioritise quality over quantity, ensuring robust operations. With a successful expansion to 20 cities and programme pivots during the pandemic, their adaptability is evident. Supported by Atma, the Design team grounds Barefoot's programmes in research, boosting clarity and effectiveness. Furthermore, **Barefoot has strengthened government relations and engaged in strategic projects to scale their programmes.**

Solutions

Goal 3

Barefoot's leadership and Board are equipped to meet organisational goals.

Intervention 3.1

Strong governance and leadership

Governance

- Governance Workshop & Advisory Audit
- Board Manual
- Time Management Workshop for the team
- Time Management Workshop for the Leadership
- Board JDs
- Organisation Strategy Plan
- Social Problem, Vision and Mission

Goal 4

Barefoot effectively defines, measures, and reports programme impact, using data to drive programmatic changes.

Intervention 4.1

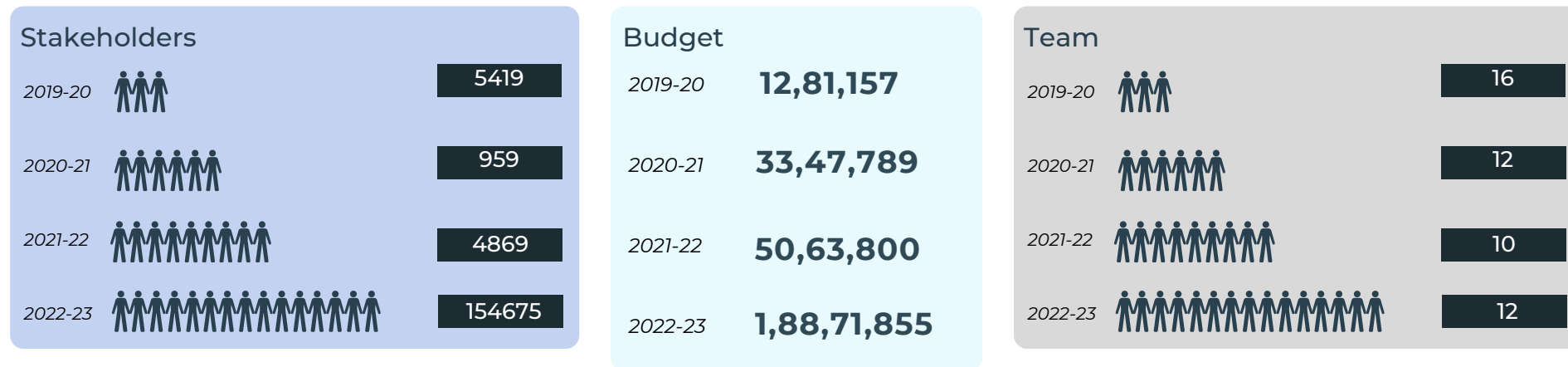
Ability to Articulate Impact

Monitoring & Evaluation

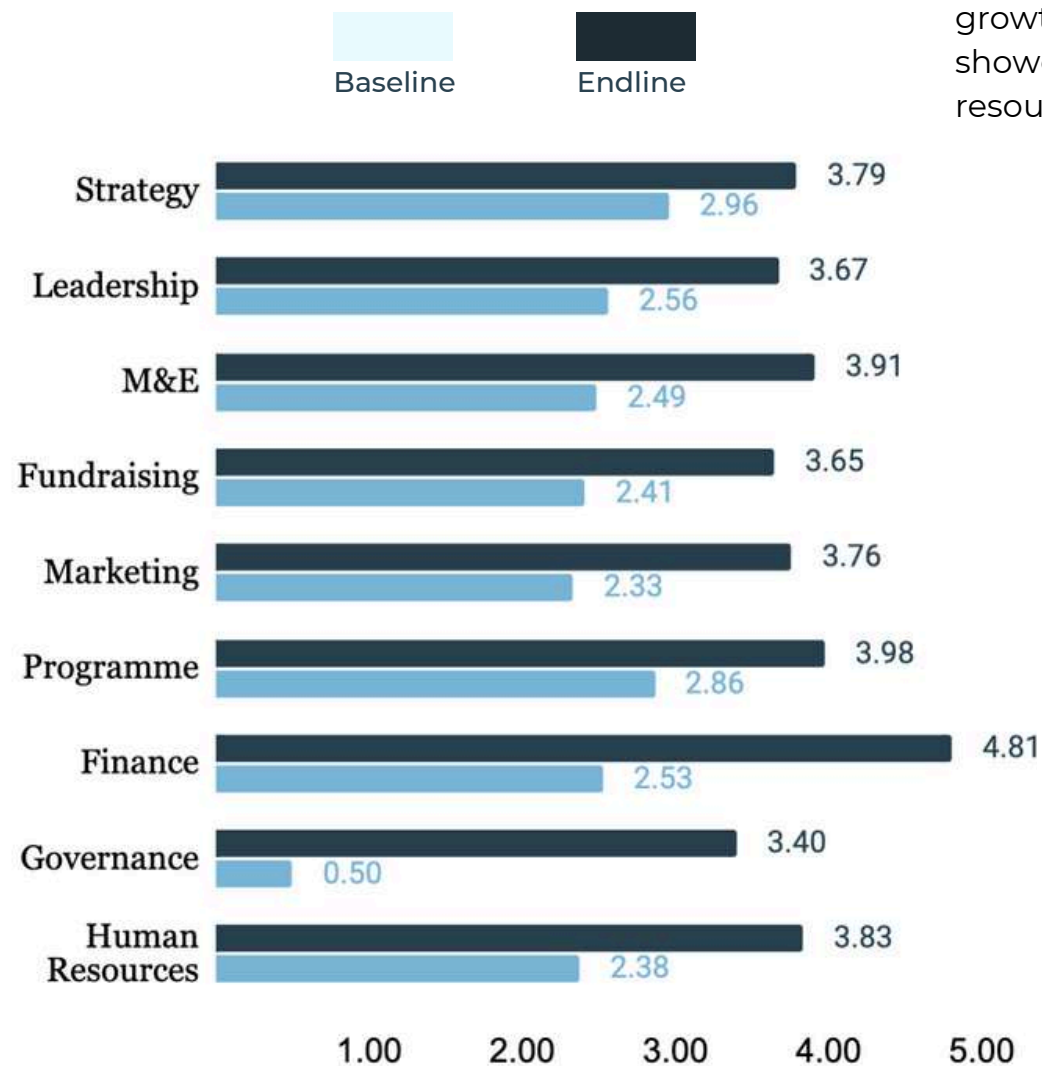
- WST(Whole School transformation) M&E Gap Analysis
- Process Document for WST M&E tool
- Logic Model for WST for Principal Incubator
- Indicators for WST and Principal Incubator
- Evaluation Rubric for Principal Competition
- Data Collection Tool for Rehnuma and Other Programmes
- Data Analysis Template for Rehnuma
- Dashboard Phase I
- Dashboard Phase II

Growth in end stakeholders, budget and team

Stakeholders increase by 27x, Budget by 14.7X and Team by 0.75X



Life Stage Survey



Note: Though the staff numbers have remained relatively stable at 0.75X, the partner's ability to achieve substantial growth in other areas while maintaining a lean workforce showcases their efficiency and effective utilisation of human resources.

Analysis of growth

Barefoot Edu Foundation showed an average growth of **1.53** across 9 Organisational Development areas of the Life Stage Survey. Their absolute endline survey score is **3.87** which is **0.31** above the required Atma graduation benchmark.

Solutions

Goal 5

Barefoot's programmes are well documented, to be scale-ready

Intervention 5.1

Strong Programme Design and Delivery

Programmes

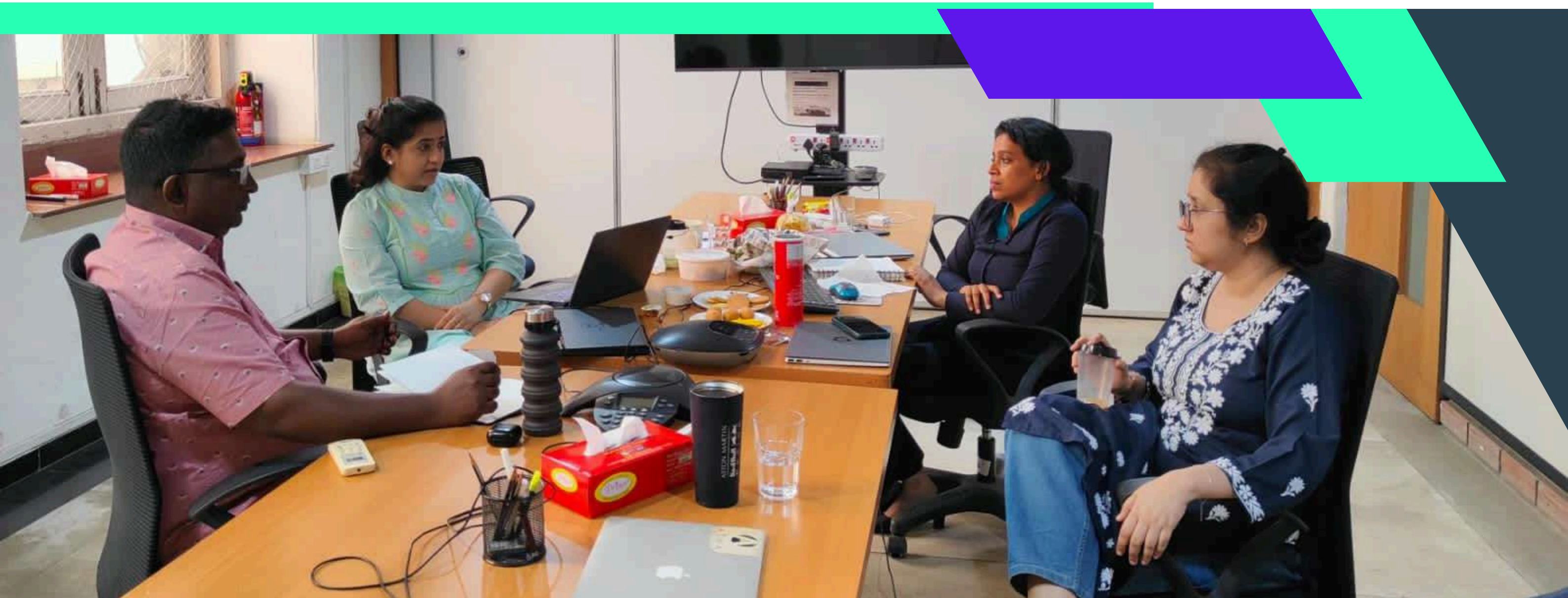
- WST (Whole School transformation) NEP-mapping
- SOP for WST
- Incubator Research Report
- ECCE Consolidation Project
- Support for MoU & M&E webinar for Rehnuma

[Read the case study in detail](#)



Atma's model is truly unique and highly customised. They go beyond providing advice and solutions; they actively collaborate with you to find and implement solutions. They are invested in the growth of my organisation as much as I am

Saumya Agarwal
Co-founder, Barefoot Edu Foundation



CASE STUDY - PROJECT PARTNERSHIP

Sol's ARC

Elevating Performance: Atma's work on Strengthening KRAs and Recruitment at Sols Arc

About Sol's ARC

Sol's ARC is a unique organisation that does innovative educational research to build inclusive pedagogy in both mainstream and special schools to ensure that every child can learn.

Problems identified

Two challenges were identified:

- (i) A lack of clarity on goals, tasks, and targets for various roles, as managers could not create Key Result Areas (KRAs). The complexity of this exercise led to inconsistencies in performance evaluations.
- (ii) Despite hiring multiple team members, the recruitment process remained time-consuming and failed to yield suitable candidates within the recruitment timelines.

To address this, a revision of the Standard Operating Procedure (SOP) incorporating standard processes and industry best practices was deemed necessary for a more efficient and effective recruitment process.

Atma's Approach

Our chosen approach involved:

- (i) Conducting a thorough review of the existing recruitment Standard Operating Procedure (SOP) and creating a revised version that eliminates inefficiencies while incorporating industry best practices.
- (ii) Facilitating a workshop on the Key Result Area (KRA) writing process, encouraging team members to draft their KRAs collaboratively with their managers. Atma then assessed the KRAs, ensuring the use of appropriate language, the establishment of aspirational yet realistic goals and tasks, and providing specific feedback to managers for accurate KRA revision throughout the year to effectively manage performance.

Solutions

Recruitment SOP

(i) We developed an updated Recruitment Standard Operating Procedure (SOP) with a focus on reducing recruitment timelines, enhancing clarity in HR roles and responsibilities, and ensuring team training for adherence to streamlined processes.

Trainings for KRA creation

(ii) We Conducted two workshops, the first with seven team members and the second with seventeen, which involved introducing a knowledge framework for Key Result Area (KRA) creation. These working sessions allowed teams to independently craft their KRAs. Quality checkpoints were implemented, with managers verifying KRA accuracy and Atma conducting checks to ensure aspirational and performance-oriented targets. This process aimed to set high standards for individuals and managers, resulting in the creation of KRAs for seventeen Sols Arc team members.

Outcomes Achieved

Atma established the foundation for robust Key Result Areas (KRAs) and a streamlined recruitment process, resulting in the documentation of approximately 17 KRAs during the partnership. Moving forward, Sols Arc must ensure that all 60 roles have clearly defined KRAs aligned with performance expectations, providing clarity on individual and team goals, tasks, and targets.

This initiative aims to enhance expectations management, fostering increased team accountability towards organisational goals.



Atma's support has been invaluable in formalising our organisation's processes. Atma's dedication and expertise are truly making a difference in our operational efficiency

Tina Gandhi

Programme Operations Specialist Sol's Arc





CHANGE STORIES



Atma's Technology Integration for

SAMAIT SHALA
CREATING INCLUSIVE INSTITUTIONS

Atma has been strengthening the organisational capacity of Samait Shala, an Ahmedabad-based NGO, since December 2022. Samait Shala focuses on improving instructional skills in schools by aiding teachers in addressing diverse learning needs, benefitting over 2000 teachers and 50+ school leaders across multiple states. Recognising the pivotal role of technology, Atma initiated efforts to identify and integrate solutions to streamline Samait Shala's operations.

Facing a challenge of scattered data across 500+ schools, Samait Shala struggled with lost information and tracking programme engagement. Atma conducted a digital needs assessment, leading to the selection of Streak as the preferred platform, aligning features and cost-effectiveness with Samait Shala's requirements. Atma, supported by donor The Great Eastern Shipping, funded the adoption of Streak.

Beyond vendor selection and funding, Atma has played a crucial role in onboarding and integration, creating systems and providing training for strategic technology utilisation. Samait Shala now operates with an Outreach Standard Operating Procedure, enhancing efficiency in school outreach and partnerships.

Kushal Dattani, Co-founder of Samait Shala, praised Atma for their comprehensive support, commending their backend assistance during the transition from spreadsheets to Streak. Looking ahead, Samait Shala aims to integrate all vertical data for a holistic understanding of their initiatives' impact, propelled by Atma's support and the new technology towards more efficient operations and data-driven decision-making, ultimately bolstering their impact on education in Gujarat.

The collaboration aimed to **streamline Samait Shala's database and outreach processes, enhancing communication efficiency and enabling strategic decision-making** for school engagement and funding.



Atma's technology support was initially unfamiliar, but we recognised its potential. Exciting discussions with Atma guided our integration journey. We aimed to consolidate scattered data from school outreach, funders, emails, and volunteer recruitment into one accessible platform. After successfully integrating two databases, our goal is to unify all databases for regular, user-friendly use.

Kushal Dattani

Co-founder Samait Shala



In a remote part of Sukma, Chhattisgarh, Shiksharth's team participated in Atma's Strategy Workshop. The Consultants from Atma had planned and conducted several virtual sessions, preparing Shiksharth for a thorough three-day experience.

01 Day One: Understanding Strategy and Portfolio Analysis

The workshop kicked off with a comprehensive exploration of the very essence of strategy —what it means, why it matters, and how it could be effectively crafted. Day one unfolded with a deep dive into portfolio analysis, a strategic exercise that prompted reflection on ongoing efforts, necessitated changes, and highlighted areas for improvement. It was a day of introspection and collective brainstorming as the team pondered what should be continued, changed, or halted to optimise their programmes.

02 Day Two: SWOT Analysis and Goal Setting

On day two, the spotlight shifted to a SWOT analysis, dissecting Shiksharth's strengths, weaknesses, opportunities, and threats across different organisational facets. Informed by the insights gained, the team progressed to delineate ambitious goals for the next three years, establishing a roadmap for future success.

03 Day Three: Resource Identification and Practical Planning

The final day saw the practical aspect of strategy formulation as resources were identified to realise the outlined goals. Human resources, infrastructure, and digital components were meticulously considered in this crucial planning phase.

Conclusion and Learning Outcomes

As the workshop concluded, Atma presented Shiksharth with a comprehensive document capturing the detailed discussions and offering recommendations for improvement. The workshop's learning outcomes were impactful, as the partner NGO discovered that the portfolio analysis framework wasn't just confined to strategy but could be applied to various organisational aspects.

Impact and Benefits for Shiksharth

Shiksharth now possesses a robust action plan born out of collaborative brainstorming, thoughtful discussions, and strategic alignment. The documented rationale behind their goals serves not only as a guide for their team but also as a valuable asset for engaging in funder conversations. The Shiksharth-Atma collaboration has illuminated a path forward, providing a clear roadmap for organisational growth and impact in the years to come.



Atma has been a game-changer for us. They've boosted our board's engagement, made virtual work easy, and defined our organisation's culture. With their help, we've crafted a solid strategy, expanded our board, and strengthened our monitoring and evaluation systems.

Mr. Haresh Trivedi
Co-founder, Vidhya Bharti Foundation



Description of the Image

THE LAB

Collaborating to Innovate: Empowering Solutions for Ecosystem Challenges

The Lab serves as a collaborative hub where we partner with funders, sector intermediaries, and volunteers to drive experimentation, foster innovative models, enhance organisational resources, and develop human capital to effectively address ecosystem challenges.



Outcome 1: Testing Concepts and Innovative Models of Capacity Building

In 2023-24, we tested and validated innovative capacity-building models, creating scalable solutions for diverse NGOs. Key initiatives included the Common Minimum Programme, which addressed the core capacities of last-mile NGOs, and the TaRa Atma Nirbhar Programme, providing tailored support and unrestricted grants to select NGOs.

We also enhanced employee volunteering by integrating corporate expertise into the development sector. Additionally, the Change Leadership Fellowship pilot focused on building volunteer management capacity in NGOs, amplifying their impact. These efforts showcased our commitment to effective, scalable capacity-building within the NGO ecosystem through Innovative models



Outcome 2: Building Multilingual Resources, Tools, Templates, and Content

In 2023-24, Atma developed a comprehensive repository of tools, templates, and content in Hindi and English to enhance accessibility and inclusivity - Launching a bilingual resource repository for the Future of Impact cohort, enabling self-learning and capacity building for rural NGOs. We also started running our programmes in 3 languages Hindi, Marathi and English.



Outcome 3: Enhanced Accessibility to Capacity Building for Underserved NGOs

In 2023-24, Atma significantly increased accessibility to capacity-building resources for underserved NGOs. Through the Future of Impact cohorts, we focused on reaching rural and last-mile NGOs, ensuring they could access essential resources and opportunities for growth and development. This strategic approach bridged the accessibility gap, promoting equal opportunities for all NGOs.



Outcome 4: Increasing Opportunities for NGOs Through Skilled Volunteering

In 2023-24, Atma enhanced opportunities for NGOs to grow their impact by connecting them with skilled volunteers through the Change Leadership Fellowship. This initiative provided a platform for NGOs to leverage specialised expertise, enabling them to achieve their goals more effectively and amplify their impact within the community. By facilitating structured and scalable volunteer engagement, we significantly bolstered the capabilities of participating organisations.

2023-24 Impact

312

NGOs impacted

The Common Minimum Programme

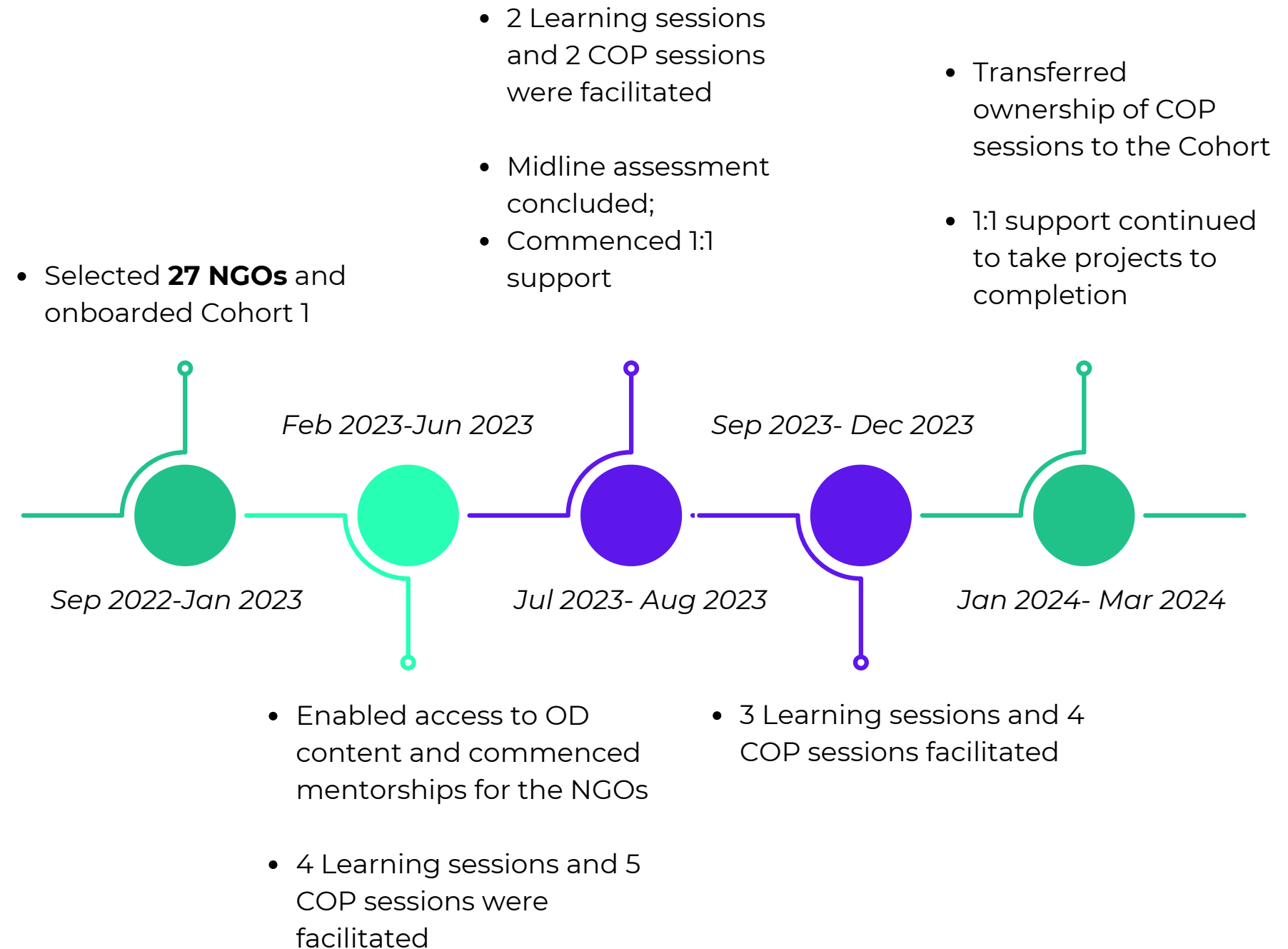
Future of Impact Collaborative (FOI) 2.0's Common Minimum Programme, a two-year initiative, was designed to empower small to mid-size, rural, and semi-urban grassroots NGOs by nurturing their "common minimum capacities" — the fundamental and essential organisational capabilities necessary for thriving in the social sector.

Programme Offerings



COHORT 1 - 27 NGOS

The Journey



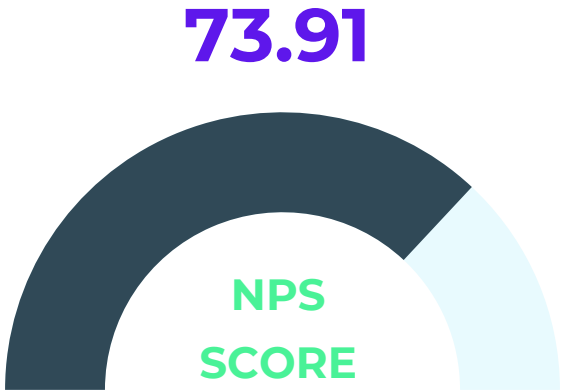
Supporters of the Programme



Currently, Cohort 2 of 33 NGOs is active, it started in July 2023 and will be closing in July 2024.

The Common Minimum Programme
OUTCOMES

Ratings showcasing the Usefulness of the Programme

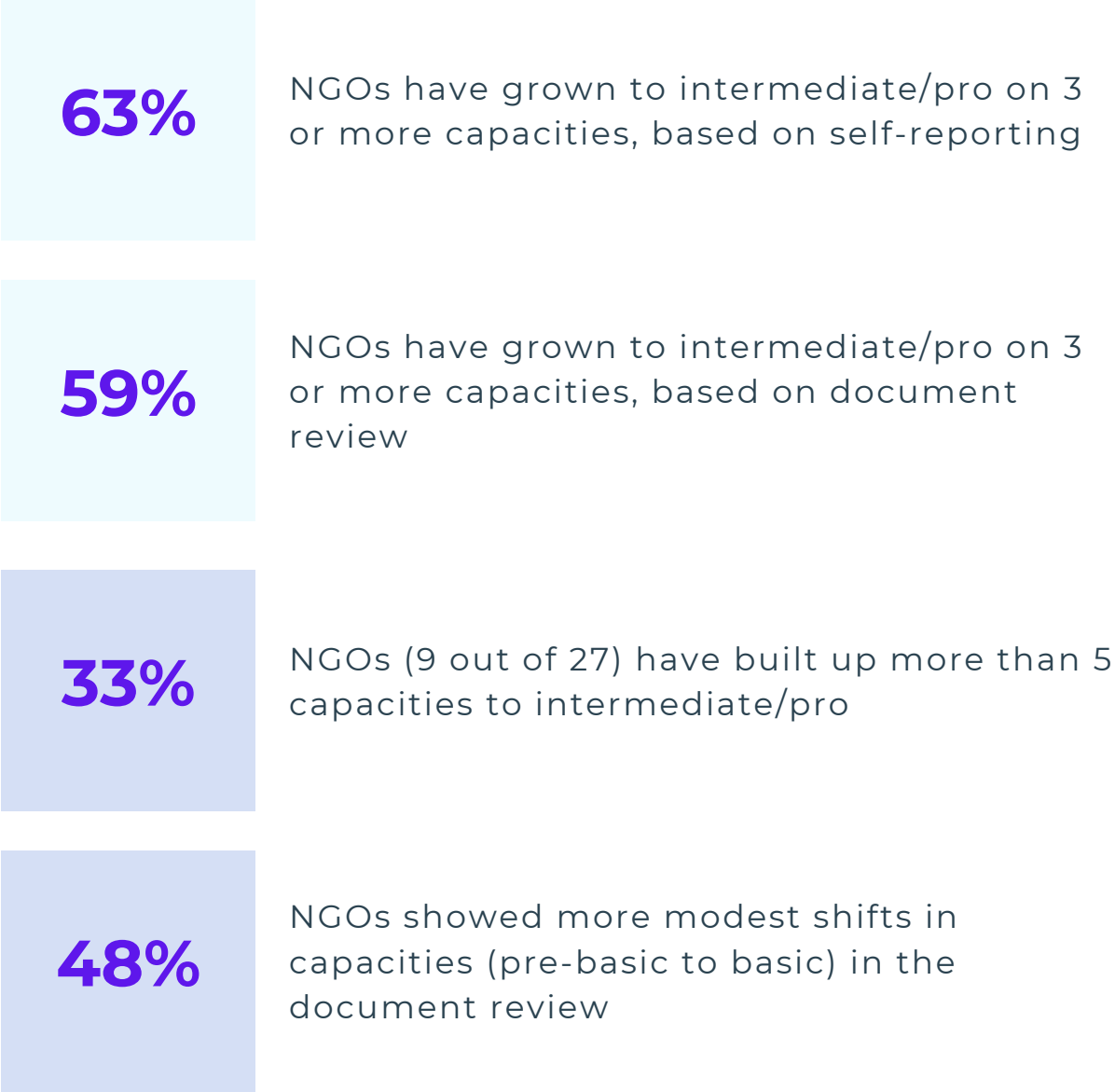


The interventions and the programme overall have been well-received by the NGOs who engaged with it, as reflected in the NPS score and the intervention ratings.

The Common Minimum built

How did we measure growth in CMCs?

We compared responses in the baseline and endline form
We compared the documents submitted at baseline and endline



The Common Minimum Programme

VOICES FROM THE PROGRAMME



On Attracting & Managing Talent



We have already HR policy in place before the programme started. But after association with COP and more learning sessions with them our board meeting gets regular meetings, engaging board members and they became more active. New leadership emerged and equipped them with the organisation's vision and mission.

Sajal Kanti Sayal

Founder
Kankura Masat Social Welfare Society

On Digital Presence



The sessions on Communication were very comprehensive and helped in building the skills needed for this. The practical exercises with demos was crucial in understanding how to develop the same. It was my first experience in preparing the communication plan and social calendar.

Sushmita Ray

Program Coordinator
Institute of Psychological and Educational Research

Value Education Trust's journey of transformation with FOI



In 2023, Value Education Trust (VET) partnered with Future of Impact (FOI) - The Common Minimum Programme to revolutionise education for underprivileged children in India. VET's goal is to improve learning outcomes and promote lifelong learning through value-based skill development. Seeking aid in financial planning, programme design, communication, and fundraising, VET initiated a project to serve 150 students across five schools over four years, recognizing the need for organizational support.

FOI's Collaborative Work with VET

"Picture of Success" Reality Check: One of the first documents shared with the VET team was the "Picture of Success" document. This document along with Atma's assessment of VET's organisational capacities became the foundation for VET's journey, highlighting gaps in their capacities and illuminating areas for improvement.

Immersive Learning Sessions and Organisational Development Content: FOI-learning sessions provided not just theoretical knowledge but actionable tools and step-by-step guidance. Anne, VET's trustee, praised the accessible resources and voice notes shared by the FOI team, for allowing seamless learning.

Communities of Practice (COP): Peer learning through COP sessions was a crucial element that facilitated insights and exchange among leaders. VET, initially grappling with jargon, embraced concepts like logic models, pitches, project proposals, and budgeting under FOI's guidance.

Customised One-on-One Support: FOI provided personalised support, tailoring the assistance to VET's specific needs. This approach helped build a culture of intentional work within VET, encouraging constant questioning of the "how" and "why."

Transformations Achieved by VET:

Developing a Logical Model and Outcome Tracking System: With FOI's guidance, VET developed a logical model and an accessible outcome-tracking system. They also revamped their brand, worked on a communications plan, and initiated a donor pipeline.

Leadership Development and Networking: FOI's leadership development and networking sessions significantly enhanced talent acquisition strategies within VET, resulting in a mindset shift and improved confidence in pitching their mission.

Way forward for VET:

Looking ahead, VET plans to share these learnings with their team, integrating new systems and gaining more control over their programmes. With increased confidence, they actively pitch to donors, seek positive feedback, and secure sponsorships for their students, showcasing the tangible impact of their learning journey with FOI.

The Common Minimum Programme

VOICES FROM THE PROGRAMME



On Fundraising



हमने जो बातें सीखी उनके अनुसार काम करना शुरू किया। सूची तैयार की दानदाताओं की, उनके मिशन और प्राथमिकताओं को समझा, कार्यक्षेत्र और कार्य की जानकारी ली। पूर्व में फण्ड किये संस्थाओं के प्रोजेक्ट को देखा। उसी के अनुसार हमने अवधारणा प्रपत्र भेजा। उसके आधार पर पिच तैयार की। पिच का प्रस्तुत किया, फिल्ल्ड विजिट हुआ और प्रोजेक्ट मिला।

Tejaram Mali
Founder
Manthan Sansthan



Rajdev Chaturvedi
Founder Secretary
Gramin Punarnirman
Sansthan



Scan to Hear

On Programme Design and Delivery



We used the Atma resources and mentorship support to refine our logic model and identify the measurement and evaluation metrics for our programs and organization. We are currently in the process of finalizing the logic model with the mentors.

Prachi Agarwal
Co-Founder
Social Shapes Foundation



Anne Samuel
Director
Value Education Trust



Scan to Hear

Experience firsthand the enthusiasm and gratitude expressed by our cohort members as they navigated their capacity-building journey in the Common Minimum Programme.



The support from the Atma Team has been transformative, completely overhauling our pitch deck with unexpected yet impactful changes. Special thanks to Atma's FOI Team for their dedication, even at late hours

Muralidhar Atchula
Founder, Rural Development Society





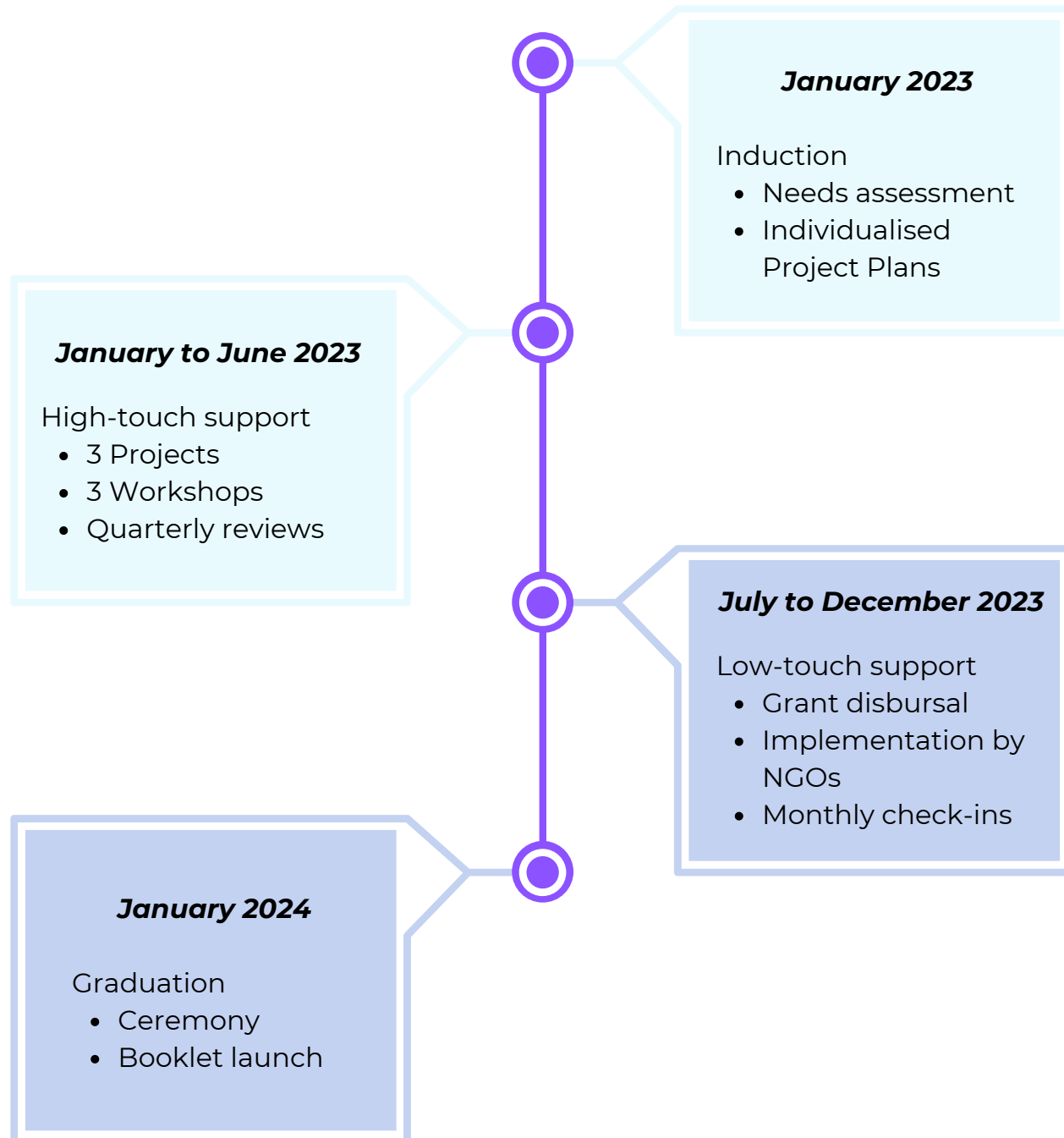
TaRa AtmaNirbhar Grant Year 1

In partnership with Tarachand Ramnath Seva Trust & TBL Consultancy Services

A journey of 12 months to help NGOs jumpstart their journey in organisation strengthening and capacity building.

7 NGOs were selected from 90 eligible applications in the first year of this initiative.

Grant Journey



Programme Numbers

7
Organisations



21
Projects across
5 OD areas

17.5
lakhs
unrestricted
grant disbursed

26.5 Lakhs
raised additionally for
Cohort 1

Initiative of

in partnership with

implemented by



Note: 8 NGOs were onboarded for Year 2 of the programme in Q3.



TaRa AtmaNirbhar Grant Year 1

In partnership with Tarachand Ramnath Seva Trust & TBL Consultancy Services

IMPACT

4.8 out of 5, is the average score received across the following parameters

Average Quality Ratings received

Parameter	Project Ratings
Relevance of the projects taken up	4.9
Quality (well structured, effective, professional)	4.7
Timely delivery of the projects	4.7
Implementable and solution focused	4.6

Parameter	Consultant Ratings
Accessible & Approachable	5
Rapport & Communication	4.8
Space to ask questions freely	5
Achieving Outcomes	4.5

OVERALL GROWTH

Overall, across 5 OD areas, we saw an average of

1.9x increase in Knowledge

1.7x increase in Skills and Ability

1.7x increase in Confidence



We've adopted a more outcomes-driven approach in programme design and implementation, with team members taking on increased responsibilities post-workshops. Guided by the Atma team, we've also initiated brainstorming sessions to share knowledge and ideas aimed at securing funding.

**Sachin, Co-founder
Samajbandh**



All the workshops provided a solid foundation of technical knowledge that we previously lacked. We've learned a lot of new things in Marketing, Fundraising, and HR, and we are already implementing most of what we've learned. Unrestricted funding helps us develop our team and skills, while individual donor funding is limited to specific causes and doesn't support our overall growth.

**Gajanan, Programme Officer
Swanand Jankalyan**

Click [here](#) to read more about TANG and explore additional information.



We found the combination of unrestricted funds with capacity building very helpful for operational purposes. The workshops were customised to our needs and our consultant worked with us almost as a team member and taught us several things without giving us the feeling of being taught

Mukta
Co-founder, BELIEF



Change Leader Fellowship

Unlocking the Power of Volunteers

The Atma Change Leader Fellowship aimed to connect dedicated, full-time Fellows with NGOs for a duration of one year. During this period, the Fellows actively engaged a substantial number of volunteers, enhancing the host NGOs' capacity for volunteer engagement and enabling them to expand their impact.



4,897

Volunteers

21,706

Hours

The Change Leader Fellowship programme concluded in November 2023, earlier than initially planned. This decision was made after careful assessment of the programme's objectives, participating organisations' capacities, and funder expectations. While valuable, the programme faced challenges in aligning these factors, leading to its early conclusion to ensure the best outcomes for all stakeholders involved.

The Volunteering Fellowship Programme placed Paid Full-Time Change Fellows with non-profit organisations for one year. During this period, Fellows enhanced the host NGOs' volunteer engagement capacity by developing volunteer programmes, recruiting and managing volunteers, providing training and support, building community partnerships, and tracking the impact of volunteer activities. By implementing sustainable volunteer management practices, Fellows drove greater impact and fostered a culture of community involvement within the host organisations.

Fellow Testimonial



My primary objectives were my expectations from the programme regarding managerial capacity and stakeholder management. To some extent, my primary objectives were fulfilled. I enjoyed working with all of my volunteers, and I was exposed to various communities during surveying work. Going into the field with the volunteers was a valuable experience for me. As for stakeholder management, it was a learning experience because three organisations were involved in the Fellowship...I observed both happy volunteers and students. This experience taught me how to be resilient and placed me in situations outside my comfort zone, providing valuable reality checks. It reinforced the idea that the world may operate differently from what we expect, and we need to learn how to navigate those territories.

Mrinalini Tiwari (Fellow at DBM India)

Credit Suisse Community Connections India Programme

Building Bridges of Impact: Connecting Corporate Volunteers with NGOs

To support NGOs in overcoming challenges related to board development and securing strategic growth leaders, Atma and Credit Suisse introduced the Community Connections India (CCI) Programme. This initiative connects NGOs with Directors and Managing Directors from Credit Suisse across India, fostering collaboration on strategic advisory projects. The CCI Programme not only provides NGOs with valuable expertise but also offers Credit Suisse directors a meaningful way to engage with the social sector and establish potentially lasting relationships.



The Credit Suisse Community Connections India Programme with Atma has come to a close in 2024.

Key learnings for NGOs



Understanding of our issues has been much above our expectations from the Credit Suisse team

Gubbachi Learning Community



The CS team was very approachable, gave suggestion of improvement, and they were very patient since time was a constraint.

SNEHA

Key learnings for CS team



The engagement has been extremely educative and heartwarming, it has been a great learning experience and exposure to many aspects of NGO work which I was not previously aware of.

Sapna Bhawnani

It was an excellent learning platform for me as this was the first time I could look at the functioning and governance being followed within NGO and members from SNEHA team, were welcoming and willing to share all the information for us to complete our designated SOPs

Praveen Anantharaman

EY Volunteer Engagement Programme: Year 1

Empowering NGOs with Expertise

Most NGOs operate with limited resources, striving to achieve much with small teams. Volunteering provides a valuable opportunity for nonprofits to access high-quality, pro bono talent. Atma in collaboration with EY Global Delivery Services (EY GDS), aims to drive impactful, large-scale programs to help NGOs achieve their organisational goals.

EY GDS volunteers support participating NGOs through knowledge enhancement, skill building, system and process creation, and programme delivery. This support is provided via workshops, project-based assistance, and short-term volunteering.

Interventions



Online Workshops



Immersive Projects



Short-term Volunteering Experience

126

NGOs engaged

38

Volunteers

216 -326

Hrs of Volunteering

Participant NGO Reflection



I believe implementing these learnings will lead to improved collaboration, streamlined processes, and ultimately, a more impactful contribution to our organisation's goals.

V Care Foundation

Immersive project Reflection



It was really a good experience wherein I learned quite [a few] new areas wherein NGOs are working on sensitive topics like Menstrual Hygiene. I chose this project because I wanted to contribute towards spreading awareness about Menstrual Hygiene.

EY Employee

Short-term Volunteering Reflection



The clean up at Aksa beach was well organised; and thank you for allowing us to witness the reality and play a small part towards a cleaner city.

EY Employee

Note: 173 additional NGOs were being engaged as a part of Year 2, Q4 onwards.



ECOSYSTEM BUILDING

Atma Webinars

Atma webinars provide valuable insights, practical strategies, and expert guidance on various topics relevant to NGOs and capacity building. Each month, we curate engaging sessions led by industry experts, thought leaders, and experienced professionals who share their knowledge and expertise.

11

WEBINARS

609

Unique
Participants

373

NGOs

4.6

Average
Speaker rating

4.5

Average content
rating



[How to effectively leverage existing technology solutions to address common NGO need](#)

Vinod Rajasekaran Fractional CXO - Project tech4Dev

The webinar talks about how to optimise existing technology solutions to tackle prevalent needs in the NGO sector. It also gave insights into practical strategies to enhance efficiency, streamline processes, and drive meaningful outcomes through tech integration.



[How to create shared a Vision for an NGO](#)

Vanita Kariappa LC Programmes - Atma

This webinar is on the art of articulating a vision statement for your NGO. It explores proven techniques for aligning team aspirations, fostering collaboration, and steering your organisation towards a shared impactful future.



[Masterclass on making proposal writing smarter and simpler](#)

Priya Panikkar CEO & Founder - Philanthropy Quotient Solutions

This webinar teaches you proposal writing skills. Gain practical insights and streamlined strategies to craft compelling and efficient proposals that captivate and convince.



[Ensuring Safe Spaces: Strengthening Child Safeguarding Policy for NGOs](#)

Panel - Uma S - Rati, Lisha Chheda - Rubaroo, Parul Sheth - Shaishav, Audrey Dmello - Majlis

The webinar is a panel discussion with legal experts and practitioners from the field to help organisations reflect on how to put child safeguarding into practice effectively

Scan this QR code for our YouTube webinar content and subscribe for instant updates!





India Partner Network - A 360-degree tour

Aarti Krishnan - Sattva Consulting, Minu Sagar - Sattva Consulting

This webinar is a showcase of the India Partner Network (A Sattva initiative). It is a one-stop platform that equips non-profits with the knowledge, visibility, and connections they need to fuel their missions and make them sustainable institutions that drive lasting impact. IPN is primarily built for small to mid-level (50 lakhs - 10 Cr) non-profits.



Building sustainable volunteering practices for your non-profit

Aishik Saha - IWT, Vibha Nadig - Outlawed India, Prem Ashra - Sampark Sathi

This webinar is a panel discussion on practical solutions and strategies for building sustainable volunteering practices for NGOs.



Latest Updates on Tax Registration - What NGOs need to know

Ravi Bagari Founder - Aria CFO, Aditya Bhatt -Advocate

This webinar helps gain awareness regarding the situations in which the income tax registration of a charity can be cancelled. You will also understand some possible consequences of such cancellation on the charity. The session also provides pointers to keep in mind to limit exposure to cancellation.



Importance of Individual Giving

Dhaval Udani - Founder & CEO - danamojo

This webinar is an insightful session with Dhaval Udani, of danamojo, where he delves deep into the trends of retail fundraising and some effective strategies to make it sustainable.



Canva 101 & Branding at No Cost

Shalini Kapoor, Consultant Programmes - Atma

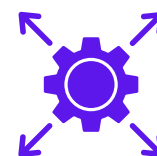
This webinar is for early-mid-stage NGOs and delves into “Canva 101” and “Branding at No Cost”. It’s a practical guide to using Canva, focusing on creating stunning visual content and building a robust brand identity on a budget.



Crafting an impactful Annual Report for your NGO

Reeva Kulkarni, Senior Consultant Programmes - Atma

This webinar delves into the significance of annual reports for transparency and trust-building within NGOs. We outline the necessary steps to take before planning your annual report and explore the essential components to include. Additionally, we discuss storytelling techniques to craft engaging narratives that bring your NGO's impact to life. We also highlight how visuals can enhance the readability and engagement of your report. Finally, we explore strategies for leveraging your annual report throughout the year to effectively pitch your work. This webinar provides valuable insights to enhance your annual reporting strategy and maximise its impact.



Scaling for Impact

Aparna Bhasin, Founder - Aparna Basin Consulting

This webinar will guide you through differentiating between scaling innovations and scaling impact, recognising various dimensions of scale for non-profits, exploring diverse strategies applicable to scale, identifying the most suitable model for an intervention or organisation, and bringing intentionality to drive the scaling process effectively.

The Intermediary Database

This year, we advanced several initiatives to build knowledge and resources within the ecosystem focused on capacity building.

Our goal is to raise awareness and provide tools that help NGOs embark on their capacity-building journeys. Additionally, we aim to encourage donors to invest more in capacity-building grants, enhancing the effectiveness of their programme grants by strengthening the organisational foundations of NGOs.

Investing in capacity building allows NGOs to deliver their programmes more effectively, adopt a future-oriented approach to growth and sustainability, and ultimately become self-sufficient.

For donors, this investment yields a higher return as it enables NGOs to grow and achieve long-term success.

Atma launched the Intermediary Database in partnership with the Pay-What-It-Takes India Initiative (PWIT) by The Bridgespan Group

As part of the Pay-What-It-Takes India Initiative, The Intermediary Database comprises of a curated list of **100 verified** intermediaries and service providers dedicated to building organisational capacity for nonprofits. This Database will facilitate the connections between NGOs and the intermediaries listed, thereby enabling the NGOs to receive the necessary capacity-building support.

PWIT is doing remarkable work on knowledge building and advocacy to donors on paying true costs for delivering social impact programmes

The Intermediary Database was launched in Quarter 3. It contains information on **100 Intermediaries** across **13 capability areas**



Scan this barcode to access the database

Initiated by

**Bridgespan's
Pay-What-It-Takes
India Initiative**

&



Atma Open House 2023

Atma hosts an Open House every year with the purpose of bringing important issues pertaining to Capacity building to the forefront in the sector. The event acts as an opportunity for us to bring both expert views from diverse stakeholders as well as our own emerging learnings in a single space.

The **Atma Open House 2023** delved into the key aspects of growth in Capacity building and the nuances of measuring the impact of Capacity-building investments in NGOs

This year the Open House took place on the **3rd of August 2023**

MESSAGE FROM OUR CEO



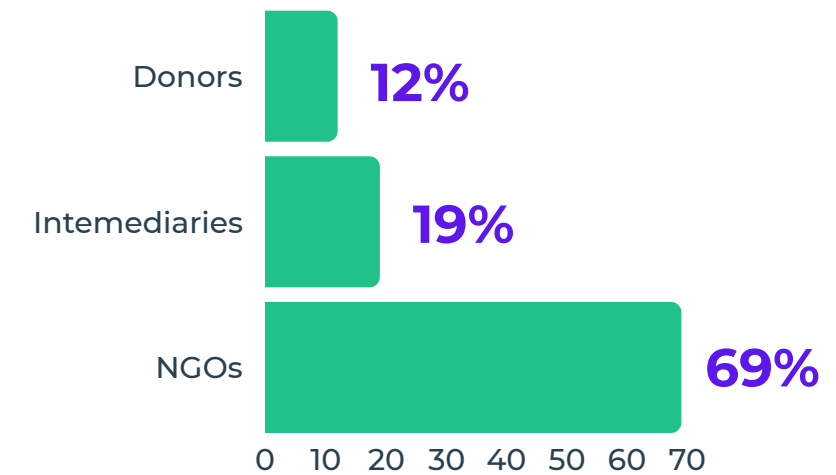
This year, we wanted to bring to light diverse perspectives in the sector on the impact of Capacity building interventions.

What emerged was how NGOs, donors and intermediaries, all experience and value Organisational Development impact in a myriad of hard and soft ways.

[Click here to Read the Open House Post Read](#)

176

Total No. of Attendees



249

No. of Sign ups

73%

Conversion

4.7

Event rating

4.4

Panel insight rating

We asked funders on a scale of 1-5, how confident are they in funding capacity building of NGOs

It was an average of **4.2**

Testimonials



This session is like a concept clarity session.

Dev Singh , Adhya Kashi Foundation

We asked NGOs on a scale of 1-5, how confident are they in making an ask for funding capacity building of their organisation

It was an average of **3.5**

For the first time, I heard from Abhishek T that culture should also be considered, as it is always neglected across organisations. It was an awesome event! The experiences shared by Prabha Tai were amazing. Both sessions were wonderful altogether.

Murari Sahu, Health Care Foundation

Atma's voice in the sector sector

Over the past two years, Atma's presence in the sector has significantly strengthened, doubling our participation in events as our work gains visibility. We have been intentionally building the ecosystem through innovation, collaboration, and expanding our reach to NGOs.

In the coming year, we will continue to engage with more external platforms, serving as thought partners to bring valuable insights and resources that support the sector's growth.



ARTICLES, MENTIONS & REPORTS

Atma : Education, Inclusion and Acceleration
Case study by ISDM
[Click here](#)

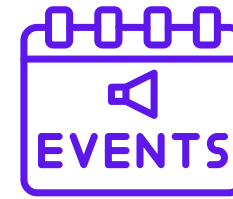
This report covers Atma's journey as an organisation

Fostering Sustainable Institutions:
Philanthropy's Time to Invest in capacity
building of NGOs by Sneha Arora, CEO Atma in
partnership with Dasra
[Click here](#)

This article talks about the barriers to capacity building and several pathways for funders to fund Capacity Building

Banking on NGOs by Deval Sanghavi & Neera
Nundy
[Click here](#)

This article mentions Atma as one of the organisations working towards the mission of building the capacity of NGOs



ATTENDED

Charcha by Nudge -
Hyderabad

Dasra Guidestar Report
launch - Pune

ISDM Dialogues on
Development
Management - Delhi

Acumen Fellowship
Selection Panel

SVP Pune Pitch Perfect
event

True Cost Computation
workshop

ILSS Fundraising
Conference

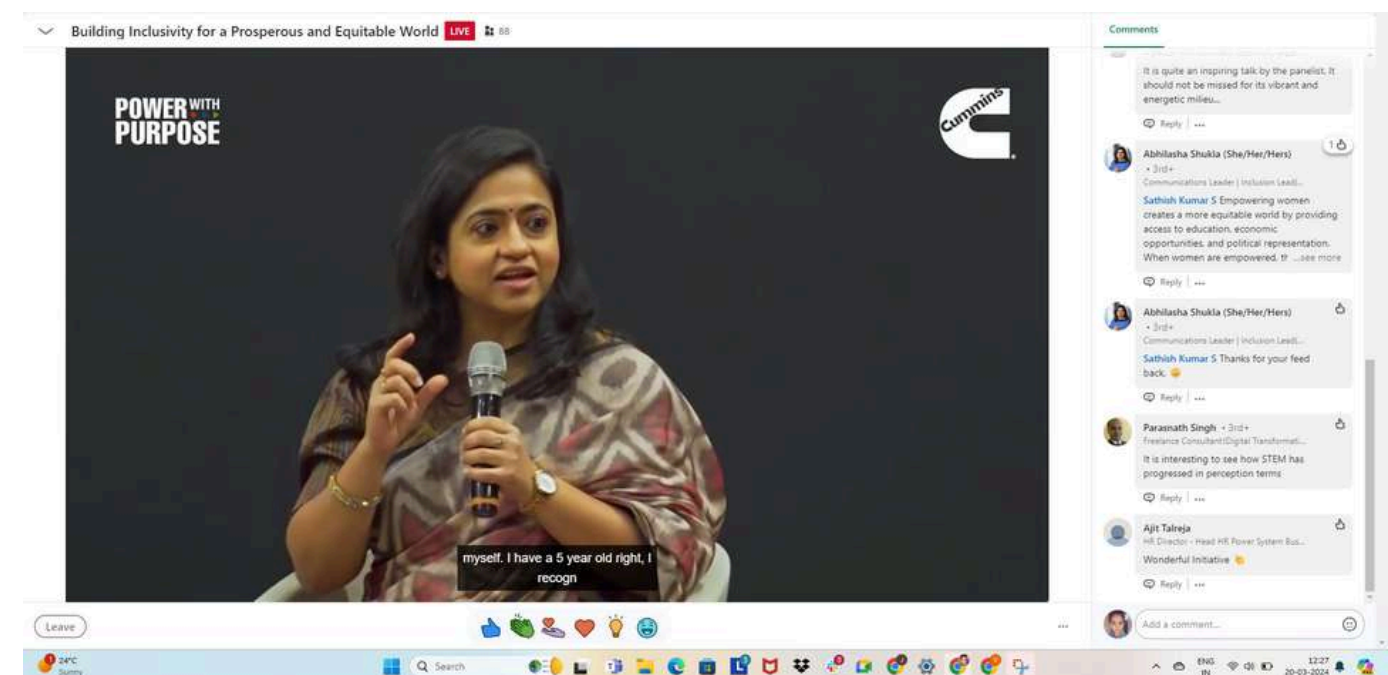
iVolunteer Awards

Nudge Soiree

Pragati event by Nudge

Dasra Philanthropy Week

Cummins India Women's
Day panel



Our Partners

Atma successfully established 30 sectoral partnerships to support various programmes in alignment with the OD areas.



30

PARTNERSHIPS AND COLLABORATIONS



आमदारपुत्र संस्थान
साप्ताहिक चिखल निस्कास
एकतामिक उत्पादनाशी विकास प्रकल्प अन्तर्गत
हक्कर बापा साप्ताहिकी वती 'पुपार मोत-मि' संस्था
सन् : २०१३ - १४
कागदो बाबू : संजय भरतसदाशिव वैद्य, लगान नोदरवा प्रकल्प क.ली.
मकुरु तिथी : २०.११.२०२१
कार्यालय योजना : सा. वि. विभाग, अहमदनगर, जि. अहमदनगर

पत्रावली उत्पादन केंद्र
तेजस्विनी महिला उत्पादक गट
गाँव : सैनास ता. इहाणू, जि. पालघर
An Initiative by Manav Vikas, Maharashtra

समुदाय संघटन
समुदायाशी संघा
एक आम ही एक एक
(मी एक आम)
मी केला पुढाकार,
कृषि विकासचा आम
प्रगती हाच आमचा आम
सर्व विकृत घडणू.
मावचा विकास

VOLUNTEERING



Volunteering at Atma

Atma offers talented candidates from around the world the opportunity to apply their skills in a dynamic work environment across India. Volunteers are essential to Atma's workforce, contributing significantly to Atma's Impact..

40

VOLUNTEERS

1,766

Volunteering hours

4

Countries

4.5

Average Volunteer rating by NGOs



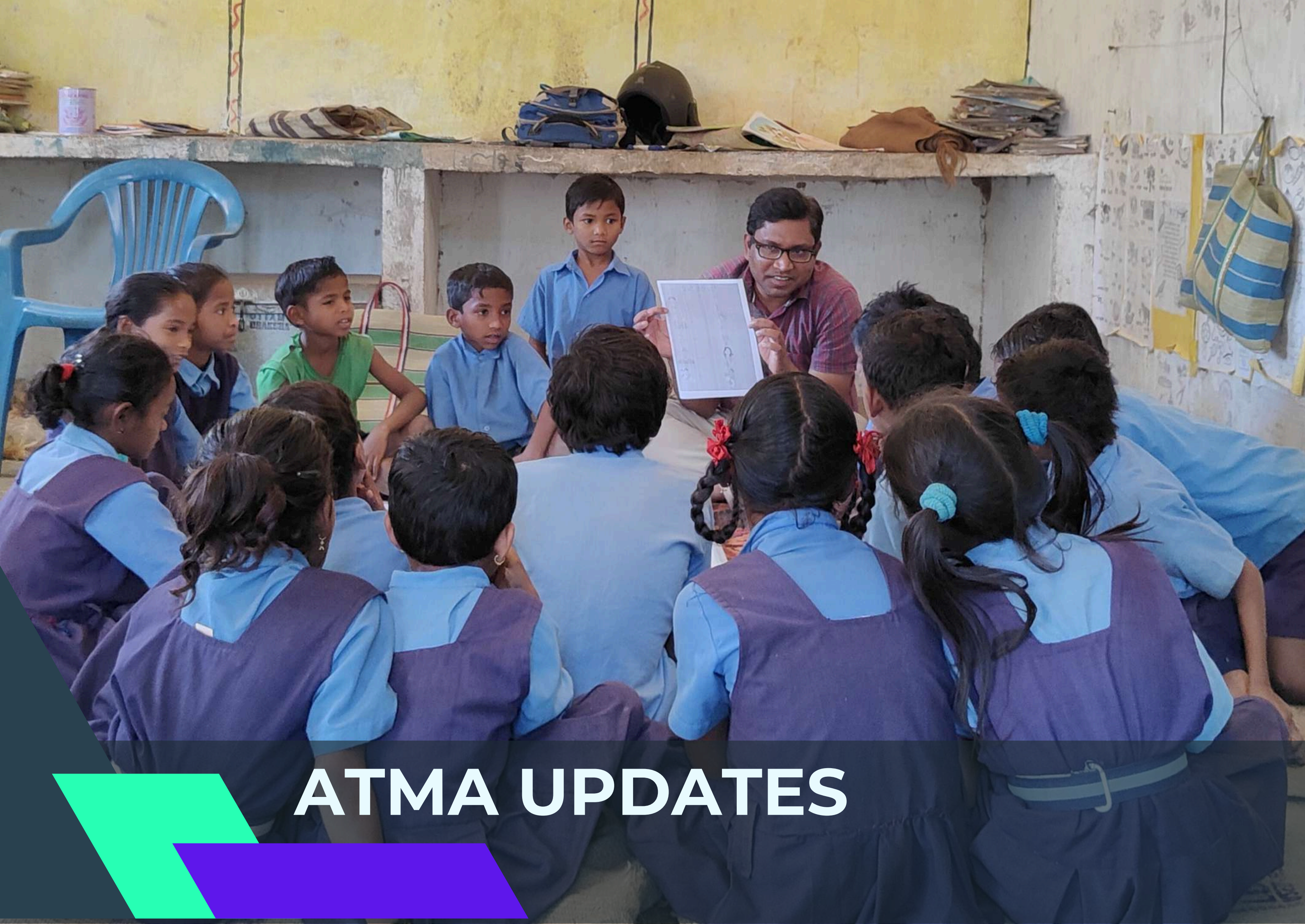
I learned about prevalent social issues and witnessed the determined efforts of social organisations. Many struggle to articulate their work effectively. At Atma, working on pitch decks taught me to express programme details, achievements, challenges, and requests concisely.

Padma Panchapakesan



I have been a volunteer at Atma for the past 6 months, during which time I have had the opportunity to work on a variety of projects in different areas, such as fundraising, human resources, monitoring and evaluation, and finance. Volunteering at Atma has been a valuable learning experience, and has helped me deepen my understanding of the challenges and opportunities facing the social sector. I am grateful for the opportunity to work with various partners and consultants, who have been very supportive and helpful. I eagerly look forward to continue to contribute to the growth of Atma partners.

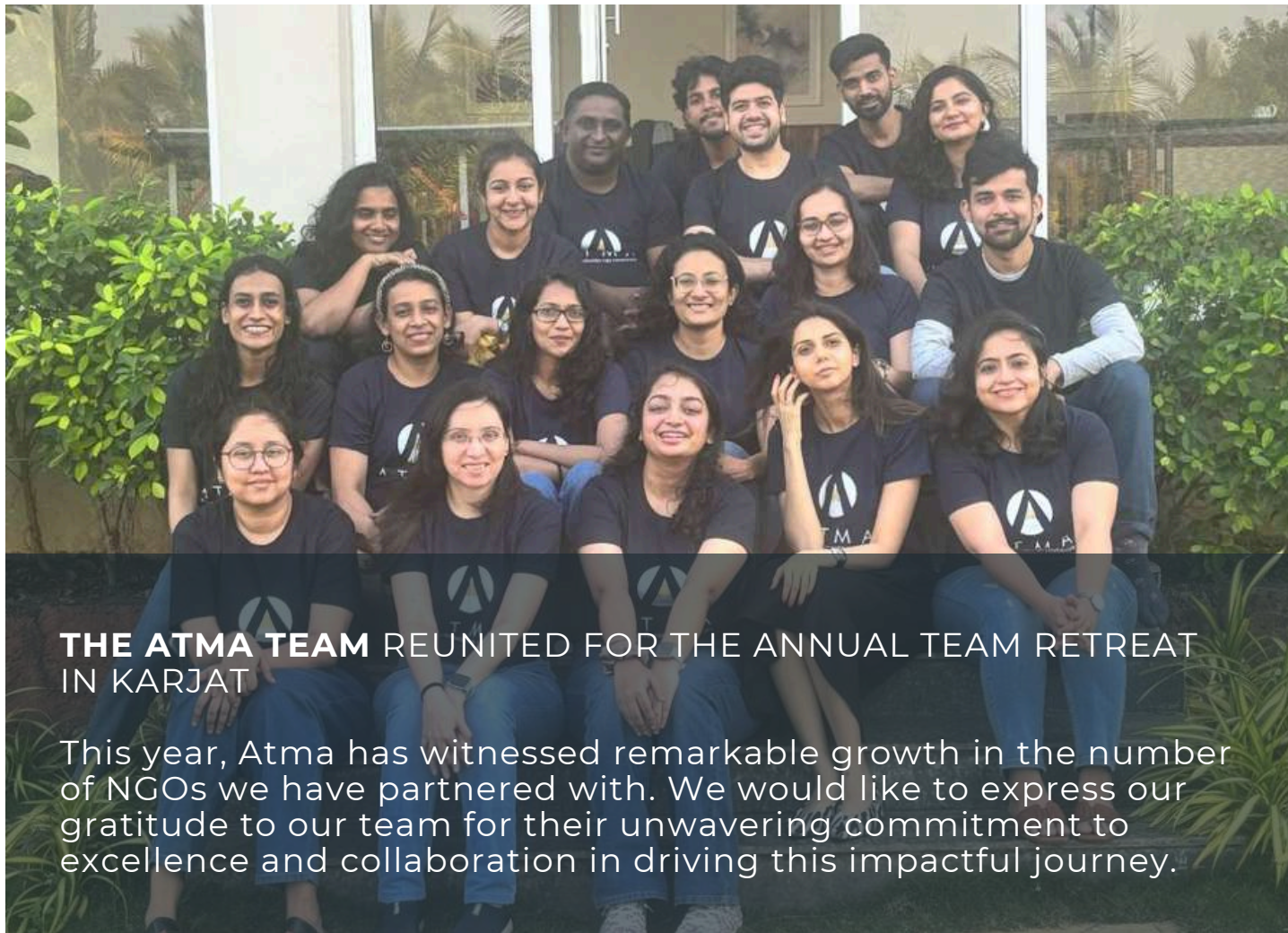
Aakansha Shenoy



ATMA UPDATES

Events at Atma

Atma's two-day team retreat was an enriching experience, offering us a rare chance to bond face-to-face. As a virtual team, these moments of personal connection are truly cherished. We're a team driven by genuine passion, each member aspiring to grow and learn from one another. This retreat reaffirmed our dedication to Atma's impactful work and the inspiring individuals who make it possible.



THE ATMA TEAM REUNITED FOR THE ANNUAL TEAM RETREAT IN KARJAT

This year, Atma has witnessed remarkable growth in the number of NGOs we have partnered with. We would like to express our gratitude to our team for their unwavering commitment to excellence and collaboration in driving this impactful journey.



ATMANIRBHAR GRANT'S FIRST COHORT GRADUATED ON THE 12TH OF JANUARY

The **Tarachand Ramnath Seva Trust** organised a graduation ceremony in Pune honouring 7 graduating NGOs from our Cohort 1. It served as a platform for these NGOs to receive recognition and showcase their work, while also providing an opportunity to pitch for additional funding from event attendees. The event was graced by the presence of **Mrs. Chetna Gala Sinha**, as seen in the image above.



ATMA IS A **GREAT PLACE TO WORK** 3RD TIME IN A ROW

Atma's culture of learning and growth

Atma offers a platform for talent to develop professional values such as collaboration and excellence while experiencing a steep learning curve. Working at Atma provides a comprehensive view of the social sector and the opportunity to engage with diverse NGOs across various sectors.

Consultants at Atma build expertise in different organisational areas and work closely with the leadership and founders of reputable NGOs across India. Additionally, Atma encourages staff to plan and envision their career paths by offering projects that help them develop the necessary skills. Employees also have the chance to work across various programmes, making Atma an ideal environment for professional growth and meaningful impact.



The best part about working in Atma is getting to work with so many NGOs and passionate people. Having worked in grassroots organisations, I have learnt how to think more systematically and how to help NGOs prioritise and operationalise OD aspects. While there are common problems that emerge across NGOs, each org and team is unique and it is challenging and exciting to customise our solutions. Every workshop and project at Atma has been fun and rewarding in its way and looking forward to doing more in the coming years

Vaishali Janarthanan

Senior Consultant, Programmes, Atma



With Atma, I've been running a pilot capacity-building programme keeping grassroots organisations' needs at the centre, and it has been a holistic learning journey. From building collaborations with diverse stakeholders to continuous problem-solving for partner growth, I've gained deep insights on what it takes to build an at-scale capacity-building programme.

Abhishek Boobna

Consultant, Programmes, Atma

Atma Board



TRUSTEE

Dimple Gujral



TRUSTEE

Dr. Neha
Deshpande-Kamat



ADVISORY BOARD
MEMBER

Gayatri Nair Lobo



ADVISORY BOARD
MEMBER

Mary Ellen
Matsui



ADVISORY BOARD
MEMBER

Prasad Baji



ADVISORY BOARD
MEMBER

Meghna Rakshit



ADVISORY BOARD
MEMBER

Sucharita Kamath



ADVISORY BOARD
MEMBER

Hayley Bolding



While there are many organisations that focus on capacity building in the social sector, one of the things that I'm most proud of about Atma is their quality of support and their high level of expertise. This expertise has enabled the organisations to expand to various sectors in the social impact space and create an even larger impact in the years to come.

Meghna Rakshit
Partner & CEO, Studio Subu

Atma Supporters

eClerx

 **FORBES
MARSHALL**

 **Cummins**


British Asian
Trust


GREAT EASTERN
CSR FOUNDATION


CHANDRA
FOUNDATION


CREDIT SUISSE

Tarachand Ramnath Seva Trust
JOY OF GIVING

wipro foundation

 **VINATI
ORGANICS
LIMITED**

Individual Donors

Ramesh Purshottam Modi

Lata Suresh Vora

Christian Gold

Prasad Baji

Govind Iyer

Meher Pudumjee

Chirag Doshi (Kasturbai Walchand Charity Trust)

Palkan Ashish Badlani

Alexander Ubermass

Ursula & Franz Gold

Katrin Gold

Pawel Kosciukiewicz

Thomas Jörg

Mary Ellen Matsui

Andrew Flint

Nirav Mehta

Anja Radloff

Harinakshi Somaiya Sood



PARTNER WITH US

Write to us at sukanya@atma.org.in to know more about how you can partner with Atma

POWER OF CAPACITY BUILDING

HEAR FROM OUR 6 GRADUATING PARTNERS ABOUT THEIR EXPERIENCE IN BUILDING THEIR ORGANISATIONAL CAPACITY



Click to watch the video



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FINANCIALS

ATMA EDUCATION Accounts For The Year Ended 31st March 2024

Report of an auditor relating to accounts audited under sub-section (2) of section 33 & 34 and rule 19 of the Bombay Public Trusts Act	
Registration No.E-24614 Name of the Public Trust : Atma Education For the year ending 31ST MARCH, 2024	
(a) Whether accounts are maintained regularly and in accordance with the provisions of the Act and the rules :	Yes
(b) Whether receipts and disbursements are properly and correctly shown in the accounts;	Yes
(c) Whether the cash balance and vouchers in the custody of the manager or trustee on the date of audit were produced before him;	Yes
(d) Whether all books, deeds, accounts, vouchers, or other documents or records required by the auditor were produced before him;	Yes
(e) Whether a register of movable and immovable properties is properly maintained, the changes therein are communicated from time to time to the regional office, and the defects and inaccuracies mentioned in the previous audit report have been duly complied with;	Yes
(f) Whether the manager or trustee or any other person required by the auditor to appear before him did so and furnished the necessary information required by him;	Yes
(g) Whether any property or funds of the Trust were applied for any object or purpose other than the object or purpose of the Trust;	No
(h) The amounts of outstanding for more than one year and the amounts written off, if any;	Yes
(i) Whether tenders were invited for repairs or constructions involving expenditure exceeding Rs. 5000/=	NA
(j) Whether any money of the public trust has been invested contrary to the provisions of Section 35;	No
(k) Alienations, if any of the immovable property contrary to the provisions of Section 36 which have come to the notice of the auditor;	No
(l) All cases of irregular, illegal or improper expenditure, or failure or omission to recover monies or other property belonging to the public trust or of loss or waste of money or other property thereof, and whether such expenditure, failure, omission, loss or waste was caused in consequence of breach of trust or misapplication or any other misconduct on the part of the trustees or any other person while in the management of the trust;	Nil
(m) Whether the budget has been filed in the form provided by rule 16A;	Yes
(n) Whether the maximum and minimum number of the trustees is maintained;	Yes
(o) Whether the meetings are held regularly as provided in such instrument:	Yes
(p) Whether the minute books of the proceedings of the meeting is maintained;	Yes
(q) Whether any of the trustees has any interest in the investments of the trust;	No
(r) Whether any of the trustees is a debtor or creditor of the trust;	No
(s) Whether the irregularities pointed out by the auditors in the accounts of the previous year have been duly complied with by the trustees during the period of audit;	No
(t) Any special matter which the auditor may think fit or necessary to bring to the notice of the Deputy or Assistant Charity Commissioner.	No
FOR S. P. GUPTA & ASSOCIATES CHARTERED ACCOUNTANTS Firm Reg no 103445W  (Preeti Parasrampur) Partner (Membership No 131204) Mumbai Date: 13th July 2024 	

UDIN: 24131204BKBTXM8165

FINANCIALS

The Bombay Public Trust Act, 1950

SCHEDULE - VIII
[Vide Rule 17 (1)]

Registration No. :E-24614

Name of the Public Trust :Atma Education
Balance Sheet As At : 31st March 2024

FUNDS & LIABILITIES	Rs.	PROPERTY & ASSETS	Rs.
Trusts Funds or Corpus :-		Immovable Properties :-	
Balance as per last Balance Sheet	3,000	Balance as per last Balance Sheet	-
Adjustment during the year (give details)	3,000	Additions during the year	-
		Less : Sales during the year	-
		Depreciation up to date	-
Other Earmarked Funds :-		Investments :-	
(Created under the provisions of the trust deed or scheme or out of the Income)			
Depreciation Fund	23,278	Furniture & Fixtures :-	
Earmark Fund	26,87,809	Balance as per last Balance Sheet	3,66,995
Reserve Fund	17,18,703	Additions during the year	75,693
Any Other Fund	-	Less : Sales during the year	-60,947
		Depreciation up to date	(90,497)
Loans (Secured or Unsecured) :-		Loans (Secured or Unsecured)	
From Trustees		Loans Scholarships	
From Others		Other Loans	
Liabilities :-		Advances :-	
For Duties & Taxes	64,283	To Trustees	-
For Expenses	14,821	To Employees	-
For Advances	-	To Contractors	-
For Provision of Expenses	82,410	To Lawyers	-
For Rent & Other Deposits	-	To Others	7,26,799
For Sundry Credit Balances	21,025		
Income and Expenditure Account :-		Income Outstanding :-	
Balance as per last Balance Sheet	-1023555	Rent	-
Less : Appropriation, if any	-	Interest	-
Add : Surplus as per Income and	484504	Other Income	-
Less : Deficit Expenditure Account	-5,39,051		
		Cash and Bank Balances :-	
		(a) In Current Account	30,54,156
		In Fixed Deposit Account	-
		(b) With the Trustee	-
		(c) With the Manager	4,084
Total Rs	40,76,278	Total Rs	40,76,278

As per our report of even date,
The above Balance Sheet to the best of my/our belief contains a true account of the Funds and Liabilities and of the Property and Assets of the Trust.

FOR S. P. GUPTA & ASSOCIATES
CHARTERED ACCOUNTANTS
Firm Reg no 103445W

(Preeti Pararampuria)
Partner
(Membership No 131204)
Mumbai
Date: 13th July 2024



FOR ATMA EDUCATION

Neha Kamat
Trustee

Dimple Gujral
Trustee



The Bombay Public Trust Act, 1950

SCHEDULE - IX
[Vide Rule 17 (1)]

Registration No. :E-24614

Name of the Public Trust :Atma Education
Income & Expenditure Account for the year ending : 31st March 2024

EXPENDITURE	RS.	INCOME	RS.
To Expenditure in respect of properties :-		By Rent	
Rates, Taxes, Cesses	-		
Repairs & Maintenance	-	By Interest	
Salaries	-	On Securities	45,004
Insurance	-	On Fixed Deposit	52,089
Depreciation	-	On Bank Account	97,093
Other Expenses	-		
To Establishment Expenses	87,57,263		
To Remuneration to Trustees	-	By Dividend	
To Remuneration (in the case of a math) to the head of the math, including his household expenditure, if any	-	By Donations in Cash or Kind	2,50,87,140
To Legal Fees	-	By Grants	
To Audit Fees	88,500	By Income from other sources	
To Contribution and Fees	-	FOI - Common Minimum Programme Fees	1,37,500
		Partnership Fee	11,38,974
		Project Partnership Fee	22,14,033
		Workshop Fee	22,034
			35,12,541
To Amount written off :-		By Deficit Transfer to Reserve	
(a) Bad Debts	-		
(b) Loan Scholarship	-		
(c) Irrecoverable Rents	-		
(d) Other Items	-		
To Miscellaneous Expenses			
To Depreciation	76,893		
To Amount transferred to Reserve or Specific Funds	-		
To Expenditure on Objects of the Trust			
(a) Religious	-		
(b) Educational	1,92,89,614		
(c) Medical Relief	-		
(d) Relief of Poverty	-		
(e) Other Charitable Objects	-		
To Surplus carried over to Balance Sheet	4,84,504		
Total Rs	2,86,96,774	Total Rs	2,86,96,774

As per our report of even date,
The above Balance Sheet to the best of my/our belief contains a true account of the Funds and Liabilities and of the Property and Assets of the Trust.

FOR S. P. GUPTA & ASSOCIATES
CHARTERED ACCOUNTANTS
Firm Reg no 103445W

(Preeti Pararampuria)
Partner
(Membership No 131204)
Mumbai
Date: 13th July 2024



FOR ATMA EDUCATION

Neha Kamat
Trustee

Dimple Gujral
Trustee



FINANCIALS

Atma Education (Registered as a Trust under the Maharashtra Public Trust Act 1950) Schedules of Expenditure for the year ended 31st March 2024

Establishment Expenses

Particulars	FC	NFC	Total
Salaries & other remunerations		75,58,471	75,58,471
Bank Charges	3,290	13,286	16,576
Electricity		430	430
Internet		28,994	28,994
Printing & Stationary		-	-
Consultancy Charges		1,03,534	1,03,534
Repairs & Maintenance		9,600	9,600
Rent		45,600	45,600
Sundry Expenses	93,304	44,724	1,38,028
IT Expenses		2,57,129	2,57,129
Conveyance & Travelling Exps.		75,899	75,899
Marketing Expenses		-	-
Employee Providend Fund Expenses (EPF)	500	46,321	46,821
Insurance & Mediclaim		36,535	36,535
Meeting Expenses		36,922	36,922
Staff welfare		3,14,723	3,14,723
Legal Fees		88,000	88,000
	97,094	86,60,169	87,57,263

Educational

Particulars	FC	NFC	Total
Consultancy Charges		11,800	11,800
Conveyance & Travelling Exps.		-	-
Translation Service (FOI)		97,093	97,093
Consultancy (Change Leader Fellowship)		12,28,925	12,28,925
Consultancy Charges (Acc/ LAB Prog)		5,05,500	5,05,500
Partner Leadership & Training		3,71,700	3,71,700
Printing & Stationary (Graduation)		-	-
Rent (Graduation Event)		-	-
Travel (Graduation)		-	-
Video & Other Exp (Graduation)		-	-
Insurance & Mediclaim		1,42,829	1,42,829
Internet		84,901	84,901
Meeting Expenses		1,66,160	1,66,160
Salaries & other remunerations	1,49,999	1,60,92,337	1,62,42,336
Staff welfare		23,625	23,625
Sundry Expenses		15,330	15,330
IT Expenses		3,21,915	3,21,915
Donation Given		77,500	77,500
	1,49,999	1,91,39,615	1,92,89,614

Other Expenses

Particulars	FC	NFC	Total
Audit Fees		88,500	88,500
		88,500	88,500

FOR S. P. GUPTA & ASSOCIATES

CHARTERED ACCOUNTANTS

Firm Reg no-103445W

Preeti

(Preeti Parasrampur) Partner

Partner

(Membership No 131204)

Mumbai

Date: 13th July 2024



FOR ATMA EDUCATION

CHARTERED ACCOUNTANTS

Firm Reg no-103445W

Neha

(Neha Kamat) Trustee

Trustee

(Membership No 131204)

Mumbai

Date: 13th July 2024



Atma Education (Registered as a Trust under the Maharashtra Public Trust Act 1950) For the year ended 31st March 2024								
Note 4 - Fixed Asset								
A. Assets of FC Account								
Particulars	Rate	01.04.2023	Additions		Deletions	Net	Depreciation for the year	31.03.2024
			> 180 Days	< 180 Days				
A. General Assets								
Computer	40%	10,681	-	-	-	10,681	4,272	6,409
Furniture & Fixtures	10%	1,74,247	-	-	50,678	1,23,569	12,357	1,11,212
Office Equipment	15%	63,786	-	-	9,369	54,417	8,163	46,254
Total (A)		2,48,714	-	-	60,047	1,88,667	24,793	1,63,875
B. Grant Assets								
Computer	40%	11,865	-	-	-	11,865	4,746	7,119
Office Equipment	15%	4,595	-	-	-	4,595	689	3,906
Total (B)		16,460	-	-	-	16,460	5,435	11,025
Grand Total (A + B)		2,65,174	-	-	60,047	2,05,127	30,228	1,74,900
B. Assets of NFC Account								
Particulars	Rate	01.04.2023	Additions		Deletions	Net	Depreciation for the year	31.03.2024
			> 180 Days	< 180 Days				
A. General Assets								
Computer	40%	69,818	38,703	36,990	-	1,45,511	50,806	94,705
Furniture & Fixtures	10%	2,480	-	-	900	1,580	158	1,422
Office Equipment	15%	7,577	-	-	-	7,577	1,137	6,440
Donation in Kind		1,524	-	-	-	1,524	-	1,524
Total (A)		81,399	38,703	36,990	900	1,56,192	52,101	1,04,091
B. Grant Assets								
Computer	40%	20,422	-	-	-	20,422	8,167	12,253
Total (B)		20,422	-	-	-	20,422	8,167	12,253
Grand Total (A + B)		1,01,821	38,703	36,990	900	1,76,614	60,268	1,16,344
C. Total Assets (A+B)								
Particulars	Rate	01.04.2023	Additions		Deletions	Net	Depreciation for the year	31.03.2024
			> 180 Days	< 180 Days				
A. General Assets								
Computer	40%	80,499	38,703	36,990	-	1,56,192	55,079	1,01,113
Furniture & Fixtures	10%	1,76,727	-	-	51,578	1,25,149	12,515	1,12,634
Office Equipment	15%	71,363	-	-	9,369	61,994	9,299	52,695
Donation in Kind		1,524	-	-	-	1,524	-	1,524
Total (A)		3,30,113	38,703	36,990	60,947	3,44,859	76,893	2,67,966
B. Grant Assets								
Total (B)		36,882	-	-	-	36,882	13,604	23,278
Grand Total (A + B)		3,66,995	38,703	36,990	60,947	3,81,741	90,497	2,91,244

FOR S. P. GUPTA & ASSOCIATES

CHARTERED ACCOUNTANTS

Firm Reg no 103445W

Preeti

(Preeti Parasrampur) Partner

Partner

(Membership No 131204)

Mumbai

Date: 13th July 2024



FOR ATMA EDUCATION

CHARTERED ACCOUNTANTS

Firm Reg no 103445W

Neha

(Neha Kamat) Trustee

Trustee

(Membership No 131204)

Mumbai

Date: 13th July 2024

Dimple

(Dimple Gujral) Trustee

Trustee



FINANCIALS

THE MAHARASHTRA PUBLIC TRUSTS ACT, 1950 SCHEDULE - IX C (Vide Rule 32)		
Statement of Income liable to contribution for the year ending : 31st March, 2024 Name of Public Trust : Atma Education		
Particulars	Amount	Amount
I. Income as shown in the Income and Expenditure Account (Schedule IX)		2,86,96,774
II. Items not chargeable to Contribution under Section 58 and Rule 32		
(i) Donations received from other Public Trusts and Dharmadas	-	
(ii) Grants received from Government and Local authorities	-	
(iii) Interest on Sinking or Depreciation Fund	-	
(iv) Amount spent for the purpose of secular education	-	
(v) Amount spent for the purpose of medical relief	-	
(vi) Amount spent for the purpose of veterinary treatment of animals	-	
(vii) Expenditure incurred from donations for relief of distress caused by scarcity, drought, flood, fire or other natural calamity	-	
(viii) Deductions out of income from lands used for agricultural purposes:-		
(a) Land Revenue and local Fund Cess	-	
(b) Rent payable to superior landlord	-	
(c) Cost of production, if lands are cultivated by trust	-	
(ix) Deductions out of income from lands used for non agricultural purposes:-		
(a) Assessment, cesses and other Government or Municipal taxes	-	
(b) Ground rent payable to the superior landlord	-	
(c) Insurance premia	-	
(d) Repairs at 10 per cent of gross rent of building	-	
(e) Cost of collection at 4 per cent of gross rent of buildings let out	-	
(x) Cost of collection of income or receipts from securities, stocks, etc. at 1 per cent of such income	-	
(xi) Deductions as account of repairs in respect of buildings not rented and yielding no income, at 10 per cent of the estimated gross annual rent	-	
Gross Annual Income chargeable to Contribution Rs.		2,86,96,774

Certified that while claiming deductions admissible under the above schedule, the Trust has not claimed any amount twice, either wholly or partly, against any of the items mentioned in the Schedule which have the effect of double-deduction.

<p>FOR S. P. GUPTA & ASSOCIATES CHARTERED ACCOUNTANTS Firm Reg no 103445W</p> <p><i>Preeti</i></p> <p>(Preeti Parasrampuria) Partner (Membership No 131204) Mumbai Date: 13th July 2024</p>	<p>FOR ATMA EDUCATION</p> <p><i>Neha Kamat</i></p> <p>Neha Kamat Trustee</p> <p><i>Dimple Gujral</i></p> <p>Dimple Gujral Trustee</p>
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Atma Education (Registered as a Trust under the Maharashtra Public Trust Act 1950) Schedules of Expenditure for the year ended 31st March 2024			
Particulars	FC	NFC	Total
Donation From Events and Campaigns	1,57,336	26,60,546	28,17,882
Donation From CSR	-	1,11,47,180	1,11,47,180
Donation From Individual	-	1,00,000	1,00,000
Donations From Institutional Foundation	28,529	1,09,93,549	1,10,22,078
	1,85,865	2,49,01,275	2,50,87,140

Particulars	FC	NFC	Total
on Savings Bank Account			
Bank Interest Recd	2,866	49,223	52,089
on Fixed Deposits with Bank			
Interest on FD	-	45,004	45,004
	2,866	94,227	97,093

Particulars	FC	NFC	Total
Miscellaneous Income			
Interest on Income Tax Refund	-	-	-
Sub Total	-	-	-
Membership Fees			
FOI - Common Minimum Programme Fees	-	1,37,500	1,37,500
Partnership Fee	-	11,38,974	11,38,974
Project Partnership Fee	-	22,14,033	22,14,033
Workshop Fee	-	22,034	22,034
Sub Total	-	35,12,541	35,12,541

FOR S. P. GUPTA & ASSOCIATES
CHARTERED ACCOUNTANTS
Firm Reg no 103445W

Preeti

(Preeti Parasrampuria)
Partner
(Membership No 131204)
Mumbai
Date: 13th July 2024



FOR ATMA EDUCATION

Neha Kamat

Neha Kamat
Trustee

Dimple Gujral

Dimple Gujral
Trustee



FINANCIALS

Atma Education (Registered as a Trust under the Maharashtra Public Trust Act 1950) Annexures of Balance Sheet as at 31st March 2024			
Particulars	FC	NFC	Total
Reserve Fund	-	17,18,703	17,18,703
Corpus Fund	-	3,000	3,000
Earmark Fund			
ATE Chandra Foundation	-	6,52,618	6,52,618
EYGBS (India) LLP	-	2,74,710	2,74,710
Forbes Foundation	-	4,52,590	4,52,590
Wipro Foundation	-	13,00,000	13,00,000
George Grant (Laptop)	-	7,891	7,891
	-	26,87,809	26,87,809
Asset Fund			
FIL Foundation Asset Fund Account			
Opening Balance	16,460	-	16,460
Add: Transferred During the Year	-	-	-
Less : Depreciation of Asset from the grant	(5,436)	-	(5,436)
Closing Balance	11,024	-	11,024
George Grant Assets Fund Account			
Opening Balance	-	20,424	20,424
Add: Transferred During the Year	-	-	-
Less : Depreciation of Asset from the grant	-	(8,170)	(8,170)
Closing Balance	-	12,254	12,254

FOR S. P. GUPTA & ASSOCIATES
CHARTERED ACCOUNTANTS
Firm Reg no 103445W

(Preeti Parasrampur) Partner
(Membership No 131204)
Mumbai
Date: 13th July 2024



FOR ATMA EDUCATION

Neha Kamat Trustee
Dimple Gujral Trustee



Atma Education
(Registered as a Trust under the Maharashtra Public Trust Act 1950)
For the year ended 31st March 2024

Annexures of Balance Sheet as at 31st March 2024			
Particulars	FC	NFC	Total
Liabilities			
Duties & Taxes			
TDS on Professional Fees	-	700	700
GST	-	59,783	59,783
Profession Tax	-	3,800	3,800
	-	64,283	64,283
Staff Payable			
Abhinav Vivek Imprest Account	-	849	849
Abhishek Imprest Account	-	631	631
Anuj - Imprest Account	-	36	36
Debarati Imprest Account	-	4,520	4,520
Jeevitha Imprest Account	-	1,212	1,212
Megha Imprest Account	-	6,540	6,540
Soniya - Imprest Account	-	33	33
Vaishali Imprest Ac	-	1,000	1,000
	-	14,821	14,821
Sundry Creditors			
Suzzane	-	19,662	19,662
TRIDINDIA	-	1,363	1,363
	-	21,025	21,025
For Advances			
	-	-	-
Provision for Expenses			
	-	82,410	82,410
Total	-	1,82,539	1,82,539
Assets			
Security Deposit			
Security Deposit (218 Flat Virar Storage)	-	25,000	25,000
TDS Receivable			
TDS Receivable (FY 2022-23)	-	1,91,754	1,91,754
TDS Receivable on FD Interest (FY 2022-23)	-	8,808	8,808
TDS Receivable (FY 2023-24)	-	2,86,978	2,86,978
TDS Receivable on FD Interest (FY 2023-24)	-	4,500	4,501
	-	4,92,041	4,92,042
Sundry Debtors			
Navjeevan Trust	-	26,550	26,550
Samait Shala	-	17,700	17,700
M.S.Chellamuthu Trust & Research Foundation	-	39,474	39,474
Tarachand Ramnath Seva Trust	-	1,26,033	1,26,033
	-	2,09,757	2,09,757
For Advances (Creditors)			
	-	-	-
Total	-	7,26,798	7,26,799
Cash and Bank Balances			
Cash	13	4,071	4,084
Bank - HDFC NFCRA	-	29,49,277	29,49,277
Bank - SBI FCRA	67,703	-	67,703
Bank - HDFC FCRA	37,175	-	37,175
	1,04,891	29,53,348	30,58,240

FOR S. P. GUPTA & ASSOCIATES
CHARTERED ACCOUNTANTS
Firm Reg no 103445W

(Preeti Parasrampur) Partner
(Membership No 131204)
Mumbai
Date: 13th July 2024



FOR ATMA EDUCATION

Neha Kamat Trustee
Dimple Gujral Trustee





**COME JOIN OUR
MOVEMENT TO BUILD
RESILIENCE FOR SOCIAL
CHANGE IN INDIA**