



IIMPACT

Annual Report 2024-25

"In educating women, we educate generations and shape a just society."

Savitribai Phule



iiimpact

Make a Difference

Glossary:

1. **GCEP** – Girl Child Education Program
2. **QGA** – Quarterly Girl Assessment
3. **QTA** – Quarterly Teacher Assessment
4. **CMC** – Centre Management Committee
5. **FLN** – Foundational Literacy and Numeracy
6. **LFA** – Logical Framework Approach
7. **QTT** – Quarterly Teachers Training
8. **PNGO** – Partner Non-Government Organisation
9. **F2F** – Face to Face
10. **MTM** – Monthly Teacher Meeting
11. **MGML** – Multi Grade Multi Level approach
12. **Aarambh Manch** – our adolescent forums, providing a platform to impart life skills to alumnae
13. **SMC** – School Management Committee

*“To educate girls is to
reduce poverty.”*

- Kofi Annan



The IIMPACT Story...

IIMPACT was founded in 2003 by IIM Ahmedabad alumni with the vision of giving back to society by empowering out-of-school girls through education. From 15 centres supporting 450 girls in 2004, IIMPACT today runs 1712 Learning Centres across 11 states, educating over 50,000 girls annually and having mainstreamed nearly 1 lac girls into formal education to date. By addressing SDG 4 (quality education) and SDG 5 (gender equality), IIMPACT aims to bridge gaps—between girls and boys, rural and urban India, and the privileged and the marginalized. Through education, IIMPACT envisions empowered girls who will go on to build empowered communities.

Our Vision



Our Vision is to transform the lives of women, families and entire communities in rural India by the empowerment of the girl child through joyful learning.

Our Mission



Our Mission is to enable girls, primarily between the ages of 6 and 14, from economically and socially backward rural areas of India, to get functional literacy and numeracy and become independent thinkers and life-long learners.



Who we are

IIMPACT is a non-governmental organization (NGO) based in India, established in 2003 by the Class of 1978 of the Indian Institute of Management, Ahmedabad (IIMA).

The Board members of IIMPACT are well-placed members of our communities, committed to giving back.

What we do

IIMPACT provides educational opportunities to girls from socially and economically disadvantaged communities in rural India—girls who traditionally have had no access to formal schooling.

Our mission is to break the cycle of illiteracy that these girls are often trapped in. We do this through local, community-based Learning Centres that offer meaningful and engaging education up to Grade 5. Afterward, the girls are supported in transitioning to formal schools for their higher education.

Our goal is to empower and mobilize these young girls, helping them become active participants in society and catalysts for change within their villages.

We are funded by Corporates, Trusts, and Individuals who are committed to making a real difference in the lives of girls.

From the President's Desk



The year 2024–25 has been a period of meaningful progress, renewed purpose, and collective achievement for IIMPACT. As we reflect on the journey across all four quarters, what stands out most is our unwavering commitment to delivering quality primary education to girls from underserved communities—an effort strengthened by innovation, collaboration, and the tireless dedication of our teams on the ground.

We began the financial year with energy and optimism. The first quarter was marked by the implementation of new plans and partnerships that enriched the Girl Child Education Programme. Our 90-Day Mothers' Literacy Programme, extended until June 2024, demonstrated remarkable impact, with scores rising from 13% to 50%—a transformation that reflects the power of empowering mothers as partners in their

children's learning journeys. New collaborations with Bharti Foundation, UNICEF, Khan Academy, and the Azim Premji Foundation brought fresh content, innovative tools, and enhanced pedagogical support to strengthen our teaching and learning processes.

A significant milestone this year was the successful expansion of our network of Learning Centres. Sixty-one new centres were inaugurated across multiple geographies, bringing the total to 1,712. Each inauguration marked not just the opening of a centre, but the opening of a pathway to opportunity, dignity, and hope for countless girls. We were deeply honoured to have IIMPACT Board Members grace these ceremonies, reaffirming our shared vision for equitable and quality education.

Throughout the year, our focus remained steadfast on improving learning outcomes. After analysing student assessment results, we introduced targeted intervention plans to address areas where children needed additional academic support. These efforts were implemented across capacity-building, classroom practices, and teaching-learning strategies, helping bridge learning gaps and ensuring every child receives the attention she deserves.

The second and third quarters were enriched with celebrations and community engagement—Gandhi Jayanti, Children's Day, Diwali, National Mathematics Day, and more—each event connecting learning with cultural and social values. Teachers worked diligently to improve student attendance, strengthen parental involvement, and create vibrant, inspiring learning environments. Virtual sessions on foundational literacy, numeracy, and life skills, supported by UNICEF, enabled students to learn with creativity and self-awareness.


Our final quarter of the academic year was marked by academic rigour and reflection. Oral assessments for all girls in Classes 3 to 5, online teacher evaluations, and extensive reporting and data analysis ensured accountability and transparency. A key highlight was the STEM-focused Aagaaz Science and Maths Fairs, conducted in collaboration with Titan, across five districts. These fairs brought experiential learning to the forefront, nurturing curiosity and scientific thinking among young learners.

Across all quarters, engagements with funding partners remained robust through virtual visits, competitions, events, and third-party assessments—strengthening trust and collaboration. We are deeply grateful to our partners for their consistent belief in our mission.

As we close this year, I am filled with immense pride for what we have achieved together—our teachers, community members, implementing partners, board members, and the entire IIMPACT family. Most of all, I am inspired by the resilience, curiosity, and determination of the girls who stand at the heart of everything we do. Their stories of courage and transformation remind us, every day, of why our work matters.

With renewed conviction, we step into the next year committed to deepening our impact, strengthening learning outcomes, and reaching even more girls who deserve the chance to learn, grow, and dream.

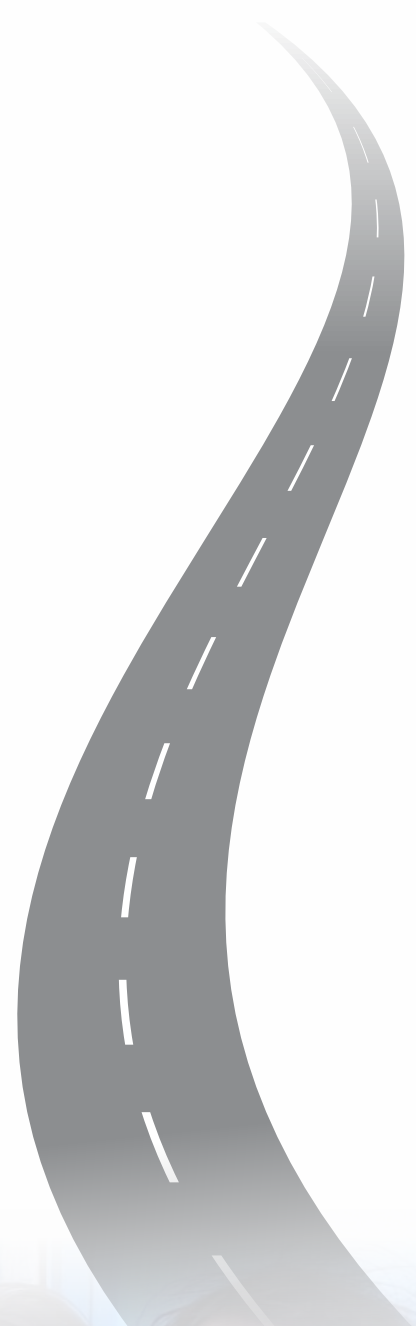
Together, we continue to light the path toward a brighter, more equitable future.



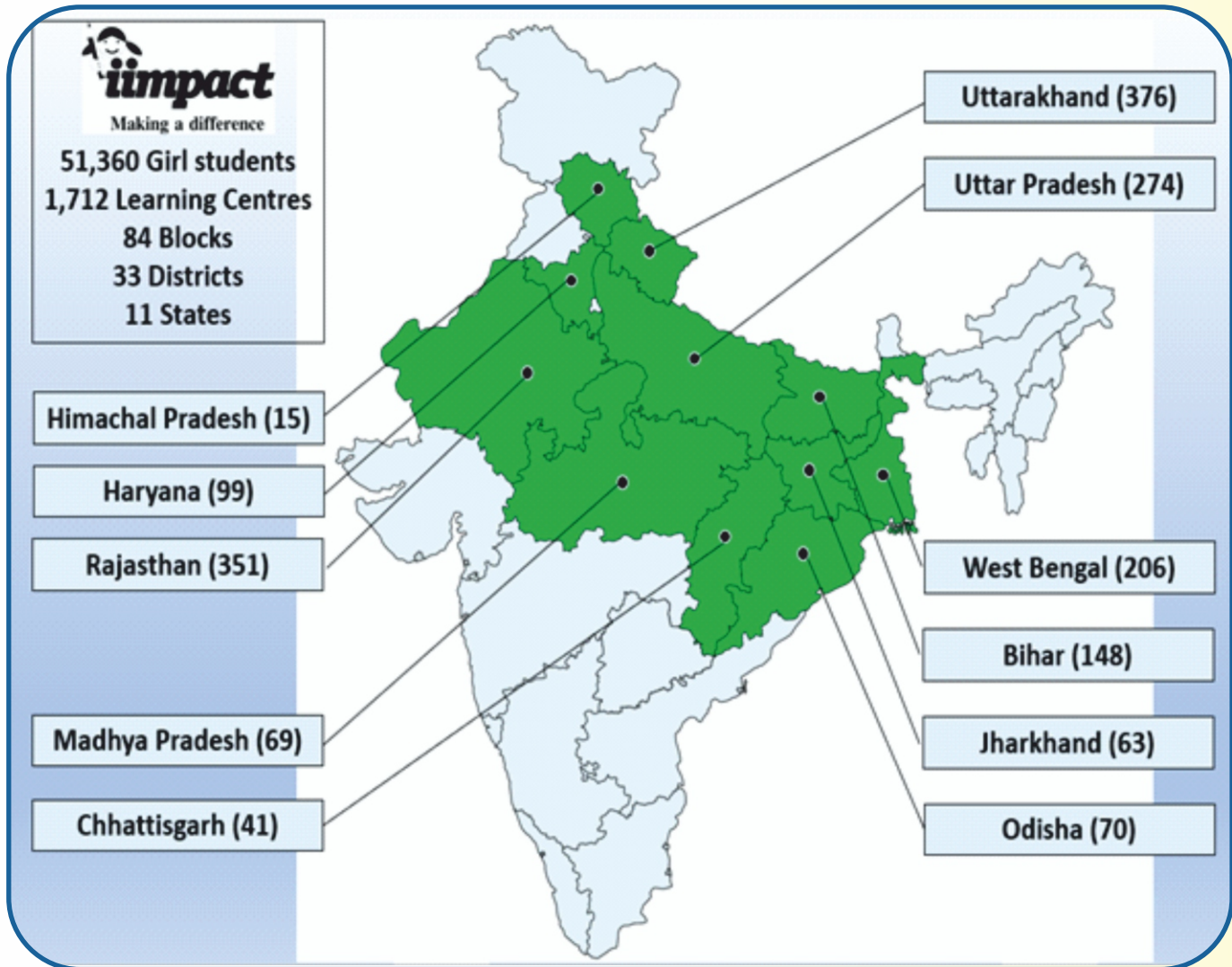
Bhaskar Bhat
President
IIMPACT

Milestones & Momentum

- Provided quality education to over 1,50,000 out-of-school and marginalized girls across intervention states.
- Successfully mainstreamed approximately 80% of these girls into formal government schools.
- Achieved a 100% pass rate in Class 5 among enrolled girls appearing for the exam.
- Enabled over 70% of learners to continue their education beyond the learning centres.
- Created a cadre of over 6,000 trained local women teachers, boosting employment and community development.
- Positively impacted more than 7,50,000 family members, fostering support for girls' education.
- Mobilized over 20,000 community members through Centre Management Committees to actively support girls' learning.
- Strengthened 29 grassroots partner organizations to ensure effective local implementation.
- Promoted holistic growth and built agency among girls in intervention areas.
- Empowered 22,000+ alumnae with essential life skills through the Aarambh Manch platform.
- Improved foundational literacy and numeracy for 1,500+ mothers through the Mothers' Literacy Programme.
- Raised community awareness to drive systemic change in support of girls' education.
- Improved menstrual hygiene management and reduced gender-based violence through sustained awareness.
- Contributed to a significant decline in early marriages and child labour by promoting education and empowerment.



Current Reach in 2024-25



No. of Learning Centres in each State (March 2025)

Thanks to the continued support and encouragement of our donors, partners, and well-wishers, we have been able to extend our reach in FY 2024-25 from 1651 Learning Centres to 1712 Learning Centres

2024–25: Another Year of Growth, Resilience, and Transformation

Highlights

Agaaz – The Exposition of Known and Unknown

Empowering Young Minds Through Science and Mathematics

Education is a powerful force that transforms lives, especially when it reaches those who need it most. In collaboration with Titan Company Limited, IIMPACT operates 400 Learning Centres across West Bengal, Uttar Pradesh, and Uttarakhand, bringing quality education to marginalized girls. As part of this initiative, Agaaz – The Exposition of Known & Unknown was launched—a series of six science and mathematics exhibitions designed to ignite curiosity, encourage experiential learning, and showcase the creativity of students.

A Platform for Innovation and Growth

The exhibitions, held in Rudrapur, Kheri, Jaunpur, Kanpur, Saharanpur, and Murshidabad, provided students, alumnae, and teachers with an opportunity to present innovative models that demonstrated their understanding of scientific and mathematical concepts. A special highlight was the participation of mothers from the Mothers' Literacy Programme, who proudly showcased their learning, emphasizing the intergenerational impact of education. In Murshidabad, a tech-integrated learning stall demonstrated how digital tools can make education more engaging and interactive.

Why STEM Matters

STEM (Science, Technology, Engineering, and Mathematics) education equips students with essential problem-solving, analytical, and technological skills, preparing them for future challenges. By integrating STEM into daily learning, Agaaz aims to:

- Spark curiosity and interest in science and mathematics through hands-on learning.
- Connect classroom knowledge with real-life applications.
- Encourage more girls to explore STEM fields, breaking traditional barriers.
- Showcase students' achievements and teachers' innovative teaching methods.
- Engage parents and local communities to strengthen support for girls' education.

Impact and Recognition

- The six exhibitions welcomed 13,220 participants, creating a vibrant learning environment.
- Distinguished guests, including Titan team members, IIMPACT leaders, and local dignitaries, attended the events, reinforcing the significance of girls' education.
- The program also recognized outstanding students and teachers' 14 cycles and 15 scholarships were awarded to students, while teachers were honoured for their dedication.

The exhibitions were not just about learning, they were a celebration of talent and resilience. Students showcased their creativity through cultural performances, while mothers demonstrated the transformative power of education across generations.

Looking Ahead

Aagaaz - The Exposition of Known & Unknown has been a remarkable journey, made possible by Titan Company Limited's invaluable support. As this initiative continues to inspire young minds, it strengthens the foundation for a brighter, more inclusive future where every girl has the opportunity to learn, explore, and innovate.



Empowering Mothers, Enriching Communities: IIMPACT's Mothers' Literacy Programmes – implemented by Titan in LCs they support

Why This Program Matters

In many rural and tribal communities, mothers—despite being active in Self-Help Groups and managing finances—struggle with basic literacy. They are often unable to sign their names, calculate simple transactions, or support their children's education. Several of them express a desire to learn, sparking the inception of this program.

“When mothers learn, families flourish.” This belief drove the launch of the Mothers' Literacy Program, a transformative initiative implemented between November 2024 and March 2025. Titan supported our centres in Uttarakhand and West Bengal for this activity. This program focused on building Foundational Literacy and Numeracy (FLN) and promoting health and hygiene awareness among the mothers of girls enrolled in our learning centres.



Our Approach

The program follows a structured, three-phase model:

1. Preparatory Phase:

- Baseline survey to assess literacy levels
- Community mobilization and volunteer recruitment
- Training sessions for volunteers (4, including virtual sessions for West Bengal)
- Distribution of learning kits and teaching materials

2. Implementation Phase:

- 1-hour classes, 4–5 times a week (flexible timings) over a period of 3 months.
- Curriculum included reading, writing, math, health, hygiene, digital and financial literacy
- Continuous mentoring and monitoring by volunteers

3. Post-Implementation Phase:

- Endline assessments to measure learning outcomes
- Feedback collection and impact analysis

Reach and Scale

Across 6 districts and 99 learning centres, the program successfully enrolled 2022 mothers:

- Uttarakhand: 4 districts, 73 centres, 1312 mothers
- West Bengal: 2 districts, 26 centres, 710 mothers

Impact at a Glance

Uttarakhand:

- Literacy scores improved from 17% to 40%
- 48% of mothers scored above 40% in endline survey, up from just 9% in baseline survey

West Bengal:

- Literacy scores improved from 45% to 67%
- A remarkable 89% of learners scored above 40% by endline

Ripple Effects Beyond the Classroom

Self-Reliance:

Mothers can now read documents, sign forms, and manage finances with better degree of confidence.

Health Awareness:

Many women/mothers report improved hygiene practices at home.

Support for Girls' Education:

With new-found respect for learning, mothers are more engaged in their daughters' educational progress.

Community Impact:

Literate mothers have emerged as change agents—encouraging others to join the movement for literacy and learning.

Challenges and Lessons Learned

Bringing adult learners to the classroom isn't easy. Time constraints, initial resistance and family opposition are common. However, home visits, flexible schedules, and community engagement are helpful. Volunteers benefit too. They grow as leaders, gain skills in facilitation, communication, and adult pedagogy.

Looking Ahead

While the program has limitations—particularly in balancing FLN with health education—the outcomes have been encouraging. For mothers, 'The Mothers' Literacy Program' is not just about learning to read and write. It is providing a level of dignity, confidence and benefitting multiple generations.



Creating a Stimulating learning environment - Reinforcement activity

In 2024–25, we prioritized making our Learning Centres more dynamic, welcoming, and effective spaces for education. A series of thoughtful improvements were implemented to ensure each LC serves as a vibrant hub for learning and growth:

1. **Optimized Learning Spaces:** Every centre was reorganized to comfortably accommodate at least 30 girls, fostering a focused and inclusive learning atmosphere.
2. **Interactive Visual Aids:** A minimum of 15–16 educational charts (customized to the girls' learning levels) were displayed prominently. Each chart was reviewed for clarity, accuracy, and visibility, enriching the learning experience.
3. **Clean and Safe Environment:** Hygiene and cleanliness were prioritized across all centres. Locations near unsanitary surroundings were avoided, ensuring a safe and healthy environment for the girls.
4. **Access to Clean Drinking Water:** Drinking water facilities were established at all centres, reinforcing our commitment to student well-being.
5. **Hands-On Learning Tools:** AI kits and library kits were actively integrated into lesson plans. Teachers incorporated these tools to promote experiential and practical learning.
6. **Streamlined Record-Keeping:** All records and registers were neatly maintained, free of correction fluid, properly labelled, and covered, improving professionalism and accountability.
7. **Upkeep and Aesthetic Appeal:** Damaged or torn materials were promptly replaced, maintaining the functionality and visual appeal of the centres.



Driving Change Through Collaboration and Innovation

This year, IIMPACT's work was shaped by the power of Innovation background to be longer partnership. By joining hands with experts, institutions, and like-minded organizations, we took bold steps to strengthen the learning experience of thousands of young girls. These collaborations brought fresh ideas into the classroom which included new teaching methods, digital tools, and enriched academic resources.

Bharti Foundation
for training in life skills and subject-specific content.

UNICEF for life skills content.

Khan Academy
for audio-video segments in mathematics.

Azim Premji Foundation for teacher manuals.

Teachers' Web App

One of the most exciting milestones was the introduction of the Teachers' Web App, a tool designed to support educators in planning their lessons, documenting progress, and improving classroom delivery. It marked a shift toward smarter, more connected ways of working, thus ensuring our teachers feel equipped and empowered every day.

Creating Safer Spaces: Learning With Dignity and Awareness

At IIMPACT, safety is not just a policy, it is a promise.

This year, that promise was strengthened through a series of powerful capacity-building initiatives. Every team member participated in a comprehensive training on women's and children's rights, led by Advocate Kavya Singh. The session helped reinforce our shared responsibility towards nurturing safe, respectful environments for learning.

A specialized workshop on the POCSO Act, facilitated by renowned child protection expert Dr. Shailendra Pandya, gave field teams practical insights into identifying risk, responding to disclosures, and supporting families. These conversations resonated deeply, enriching our understanding of the challenges faced by children in rural communities and strengthening our ability to protect them.

Learning Beyond the Classroom: Fairs, Festivals & Creative Exploration

Learning at IIMPACT goes beyond textbooks. It comes alive through colour, curiosity, and creativity.

A vibrant Math and Science Fair in Udham Singh Nagar brought together students, alumnae, teachers, and community leaders. Models of the solar system and atmosphere

stood proudly beside imaginative presentations on the water cycle. The presence of dignitaries—including former principals, gram pradhans, and members of the Titan factory—turned the event into a celebration of young minds dreaming big.

The year also brimmed with cultural celebrations across Learning Centres.

From Children's Day in Murshidabad to Gandhi Jayanti in Railmagra, each event became a joyful space where students expressed themselves through art, performance, and academic activities. These gatherings enriched learning, strengthened bonds with the community, and gave children a platform to shine.



Art Competition organised by ENCORE



Our students had the opportunity to participate in an Art Competition organized by our Funding Partner, Encore Asset Reconstruction Company. The competition provided a platform for our students to showcase their creativity and artistic talents. We are proud to share that their beautiful artwork was recognized for its immense creativity and was shortlisted for its exceptional quality. This recognition highlights the artistic potential and imagination of our students, underscoring the importance of fostering such talents in our educational initiatives.

Two Day workshop on Disaster Risk Management

A two-day workshop on Enhancing Disaster Preparedness and Disaster Risk Reduction supported by Titan Company Ltd was held on 24th & 25th February 2025 at Hotel Cygnet, Dehradun, with 50 participants. Expert trainers Mr. Sumedh Patil (TSG), Ms. Deepshikha Rawat (SDMA–Uttarakhand & DDMA–Dehradun) and Mr. Ankur (Safety Circle) led the sessions covering key aspects of disaster risk management, school safety, community preparedness and fire safety. The training began with an introduction to disaster concepts, hazard identification and the disaster risk reduction framework. Participants engaged in practical exercises, including hazard mapping, fire safety drills, and emergency response techniques. The interactive virtual session with Mr. Dominic (Titan) highlighted the role of CSR in disaster preparedness and emphasized the importance of knowledge dissemination within communities.

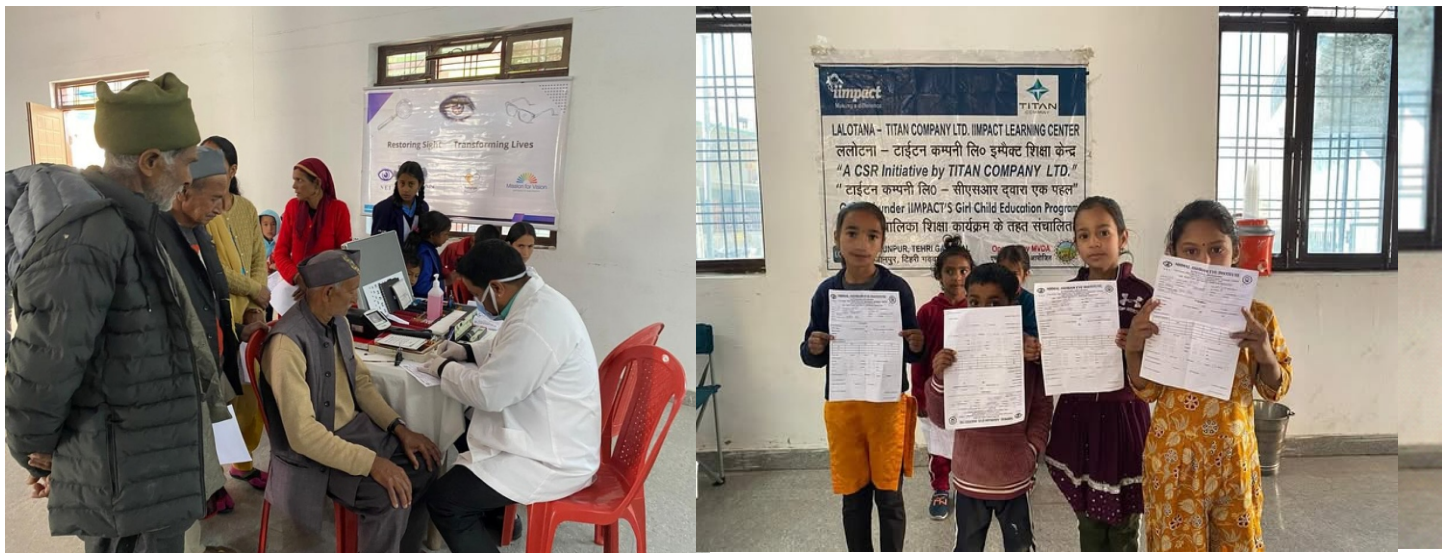
Next day the focus was on disaster risk communication, evacuation planning and cost-effective mitigation strategies. Trainers discussed non-structural hazard management, early warning systems and emergency response by teams. Practical demonstrations on use of fire extinguishers, victim evacuation techniques, and earthquake safety measures like "Duck, Cover, and Hold" were conducted. The workshop concluded with a discussion on sustainable disaster preparedness strategies and the honouring of trainers for their efforts. The sessions equipped participants with essential knowledge and skills to enhance disaster resilience of their respective communities.



Community Well-being: Extending Support beyond Education Eye Camp in Jaunpur, Uttarakhand

True learning thrives in healthy, supported communities.

A collaborative Eye Camp in Jaunpur, Uttarakhand offered essential eye care services to underserved families. This was organized with the combined efforts of Titan Company Ltd., Mission for Vision, Nirmal Ashram Eye Institute and our local partners. Through focused mobilisation and outreach, the camp drew wide participation offering not just medical support but also a sense of care and dignity to the community. This collective effort brought the gift of sight to those in need, reinforcing the commitment to community health and well-being.



Building Stronger Partnerships and Expanding Horizons

During this year we strengthened IIMPACT's presence in the wider development ecosystem. We were invited by **Himmotthan** to join a Tata Trust-led panel on inclusive and quality education in rural government schools, an acknowledgment of IIMPACT's leadership and experience in community-based education for girls.

Our team also participated in **Titan's Incollab 2024 Summit** in Bengaluru, where 27 partner organisations came together to exchange knowledge and ideas on sustainability, resource optimisation, and impact-driven collaboration.





Another meaningful engagement came during a visit to the **Saint-Gobain World Glass Complex in Bhivandi**, where students, teachers, and our Executive Director, Preeti Munjal, interacted with senior leadership. The visit provided inspiration for students and opened pathways for future partnership and career exploration.



“Rabia Wants to Be a Doctor”



Nilambarpara Centre, Falta, South
24 Parganas, West Bengal

Rabia is 12. She lives with her grandmother in the quiet village of Falta. Her world is small but full: the fields outside, the chores at home and the IIMPACT Learning Centre which is her daily escape and anchor.

Her father passed away when she was very young. Her mother left

soon after, taking Rabia's younger brother with her. She later returned, but only to take the older son. Rabia was left behind, not by choice, but by circumstance.

She stayed with her grandmother, who was elderly and poor. When Rabia was little she would often wander the village alone. Her days passed unmarked.

That is when a teacher from the Nilambarpara Centre, Mohua Mukherjee, noticed her. She visited their home, spoke to the grandmother and urged her to let Rabia join the centre.

Now Rabia attends the LC regularly. She's in Class 6. In the mornings, she sweeps, cooks, fetches water. Then she walks to the centre which is her space of consistency and care.

“She's very punctual,” says her teacher. “She has keen interest in her studies and is especially good at her science lessons.”

Rabia wants to be a doctor.

It's a quiet, resolute dream. Spoken without fanfare. But in a life shaped by loss and labour, hers is a form of resistance—a belief that she, too, can choose her future.



Training and capacity Building

In 2024–25, each IIMPACT team member dedicated 2.5 days to QTT sessions focused on improving Foundational Literacy and Numeracy (FLN). Teachers and PNGO staff received insights from Assessment results, while training integrated life skills, addressed field challenges, and introduced tools like Khan Academy videos and Jodo Gyan kits. Key learnings from English, EVS, and life skills sessions were reinforced, and teachers were oriented on using the ASER tools.

To ensure the learnings from QTT were applied effectively, follow-ups were scheduled:

- After 15 Days: Teachers shared their classroom experiences, and trainers offered feedback for immediate improvements.
- After 45 Days: Outcomes of classroom implementation were discussed, setting the stage for the next QTT.

To enhance education quality and ensure long-term capacity building, we strengthened our resource pool of master trainers. Members received structured support in developing training agendas and session plans through dedicated pre-training sessions. Additionally, virtual feedback meetings with the IIMPACT team provided ongoing guidance, helping trainers refine their strategies and deliver more effective sessions.

At IIMPACT we are dedicated to ensuring our teachers are equipped with the tools and knowledge they need to inspire curiosity, creativity and a lifelong love of learning among their students.

- 271 Batches of Training involving more than 1712 teachers.
- 2 sessions on Academic Initiatives.
- 4 QTT preparatory sessions with Resource Pool
- 4 sessions on life skills
- 7 Webinars for partner/teachers /IIMPACT team
- 2 sessions on POSH conducted.
- Fortnightly study circles for teachers.

(Study Circles are organised with a small group of teachers and guided by Academic Facilitators. This promotes peer learning and provides a supportive space for teachers to discuss challenges at their centres and learn from one another's experiences.)

Glimpses : Making of TLMs during QTT



Strengthening Skills to improve Impact

Leadership in Action: Special Session by the Executive Director

During the Quarterly Teacher Training (QTT) in Mewat, IIMPACT's Executive Director, Ms. **Preeti Munjal**, facilitated a special session. Her discussion focused on the concept of an **Ideal Learning Centre**, offering practical strategies to improve classroom delivery, strengthen student engagement and uphold quality standards across centres. Her guidance is a source of encouragement and provides clarity, motivating teachers to refine their practices and reimagine their roles as catalysts of change within their communities.



Building Capacity Through Hands-On Learning: Jodo Gyan Training

As part of our ongoing efforts to enhance the skills of our educators, members of the IIMPACT Resource Pool attended an intensive in-person **Jodo Gyan training in Dehradun**. The session introduced innovative, activity-based approaches to strengthen foundational mathematical concepts.

This training not only deepened participants' pedagogical understanding but also strengthened their ability to support teachers in delivering joyful and effective learning experiences.



Learning From Nature: Teacher Exposure Visit to Mori, Uttarakhand

IIMPACT teachers participated in a unique and immersive exposure visit to **Nature's Classroom in Mori, Uttarakhand**. Set amidst a flourishing orchard, the visit offered hands-on learning about tree anatomy, seasonal changes, and the remarkable process of photosynthesis—even in leafless trees preparing for spring rejuvenation. This nature-based learning experience highlighted the importance of environmental education and reinforced the belief that classrooms extend far beyond four walls. Teachers returned enriched, inspired, and better equipped to integrate natural learning into their teaching practices.





"My name is Jyoti, and I belong to Masewala village. Growing up in a large family with very limited means, education was never guaranteed for girls like us. My father and mother both worked as labourers, and most of my siblings had to drop out early. But I always felt a deep desire to study, even when everything around me made it difficult.

To pursue secondary education, I lived in a government hostel, walking 8-10 kilometres through forests every day to reach school. Those long walks, the isolation, and the challenges only strengthened my resolve. With the support of my teachers and my marks in Class 10, I received a scholarship to continue my studies up to Class 12.

In 2016, when I joined the IIMPACT-Dharohar Girl Child Education Programme as a teacher, it changed my life. Working closely with the girls of the Buksa community made me realise how important it is for someone to stand up for their education. I opposed the practice of keeping girls illiterate and continued my own studies, completing both graduation and post-graduation.

Even after marriage, when many expected me to give up, I chose to continue teaching and supporting girls' education. In 2022, when our centre closed, I felt heartbroken. But with encouragement, I chose to use that time to pursue my B.Ed—and completed it in 2024. When new centres opened in June 2024, I proudly returned as a teacher, once again walking with the girls of my community toward a better future.

Today, whatever respect I have earned in my home, my in-laws' family, and my society is because of education. It has made me self-reliant, confident, and capable of supporting my family. This programme did not just give me a job—it gave me identity, purpose, and the strength to dream bigger for myself and for every girl in the Buksa community.

For all of this, I am deeply grateful to the organisation and to the Girl Child Education Programme. My life is proof that when a girl gets an opportunity to learn, she changes her future—and lifts many others along the way."

Jyoti, Kopa Basanta, Uttarakhand

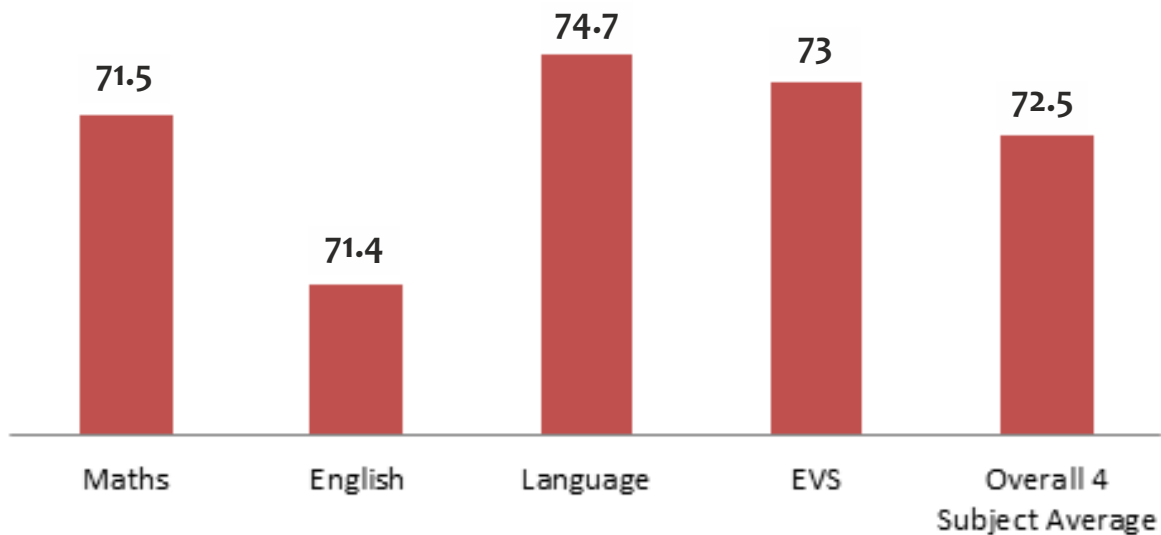
"One child, one teacher, one book and one pen can change the world."
— Malala Yousafzai

Every Assessment, A Step Towards Better Learning

Assessments form a critical part of IIMPACT's quality framework. Each quarter, structured evaluations are conducted for both students and teachers to monitor learning progress, strengthen teaching practices, and ensure consistent academic improvement across all Learning Centres.

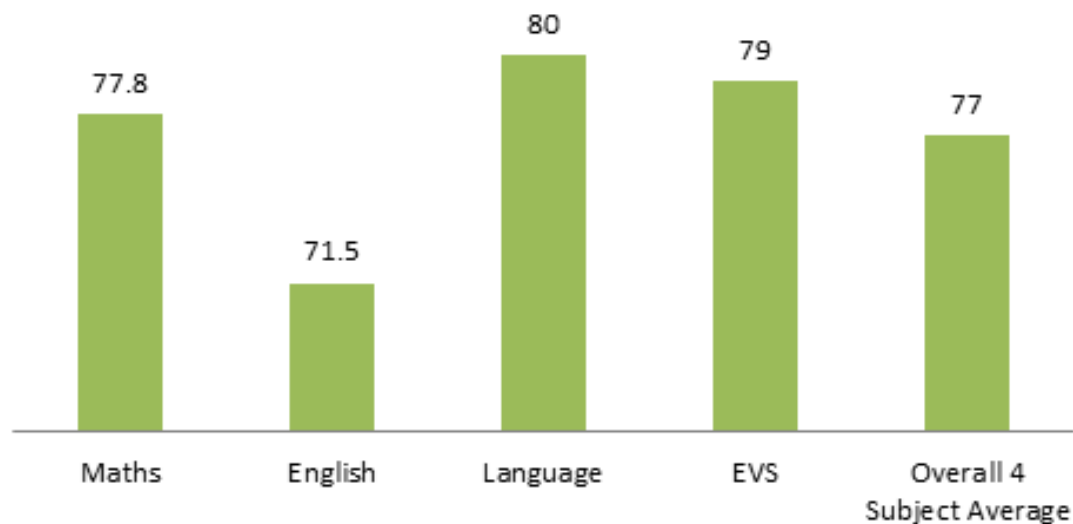
Quarterly Girls' Assessment 2024-25

QGA -Average Score (%)

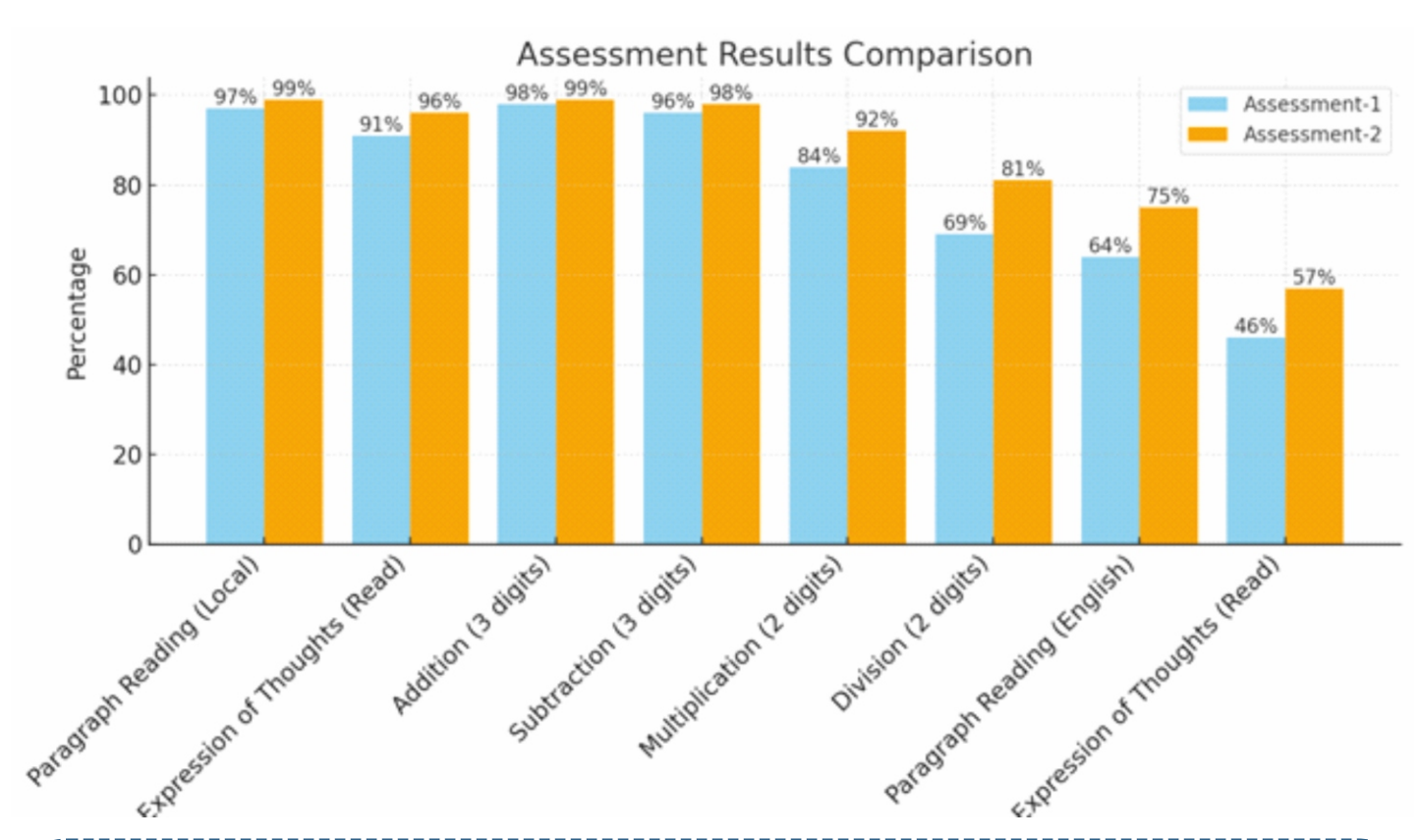


Quarterly Teachers' Assessment 2024-25

QTA-Average Score (%)



Comprehensive Oral Assessments for Learning Progress



IIMPACT conducted an oral assessment survey to evaluate Foundational Literacy and Numeracy (FLN) Levels Among Girls (Grades 3-5)

Coverage:

- Conducted across 11 states in India

Assessment Timeline:

- Baseline: May 2024 (13,664 girls)
- Follow-up: January 2025
- Reassessed: 9,785 girls (70% of the initial cohort)

Assessment Tools & Methodology:

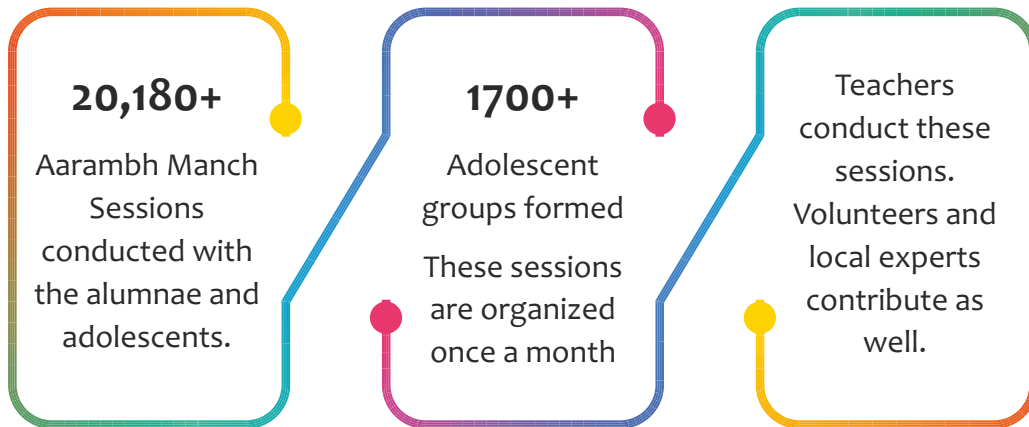
- ASER tools (Standardized Oral Assessment Surveys)
- Data Collection: One-on-one interviews by trained field staff

Longitudinal Analysis: Tracking individual progress over time

Empowering Through Life Skills

At IIMPACT, life skills education is a key pillar in empowering girls, especially alumnae, to navigate real-life challenges with confidence and resilience. In collaboration with partners like UNICEF, Bharti Foundation, Azim Premji Foundation, and Khan Academy, we have strengthened teacher and resource pool capacities, specially using the UNICEF life skills curriculum. Life skills are seamlessly integrated into our teaching practices, student and teacher assessments, and the broader IIMPACT curriculum.

Through the formation of adolescent forums known as Aarambh Manch in every Learning Centre, alumnae are actively engaged in regular sessions on gender, health, rights, critical thinking, and abuse awareness. These forums not only impart essential life skills but also help build a strong, informed, and empowered alumnae network capable of leading change in their communities



Aarambh Manch in progress - Rajasthan

Priyanka Mahato, 17.

Last year, her parents arranged her sister's marriage. She knew she would be next.

"I wanted to stay in school," she says simply. So she went to AArambh- Manch. They helped her contact Childline and brought the matter to the school and local police. She was moved to her aunt's home. Her parents backed down.

Today, Priyanka is still studying. She's received both the Panashree Award and the Bhiranga Award. She wants to become a nurse.

"There's no pressure at home now," she says.



Collaborating for Change: Our Funding Partners in Action

Throughout 2024–25, IIMPACT's funding partners played a pivotal role in enriching our programmes, strengthening community engagement, and motivating our teams across project locations. Their continued involvement—through centre visits, special sessions, assessments, and collaborative events—brought fresh energy, valuable insights, and meaningful connections to our learning ecosystem.

Partner Visits & Field Engagement

Funding partners actively engaged with students, teachers, and communities across several states.

- Representatives from MG Motor, Titan, Saint-Gobain, BOSCH, Macleods Pharmaceuticals and Orbis visited learning centres in Haryana, Uttarakhand, Rajasthan, and West Bengal, interacting with girls, teachers, mothers, and community members.
- Titan's representatives—including Mr. Dominic, Ms. Santhi PS, and Ms. Thanuja Raj—participated in QTTs and centre visits, motivating teachers and emphasizing holistic child support.
- The Tex Fasteners team visited Mewat, engaging with learners and organising plantation drives, promoting environmental awareness.
- Crayons Advertising, under Titan and Tata Trusts' directions, visited sites in Uttarakhand for documentary filming to showcase the impact of Learning Centres.

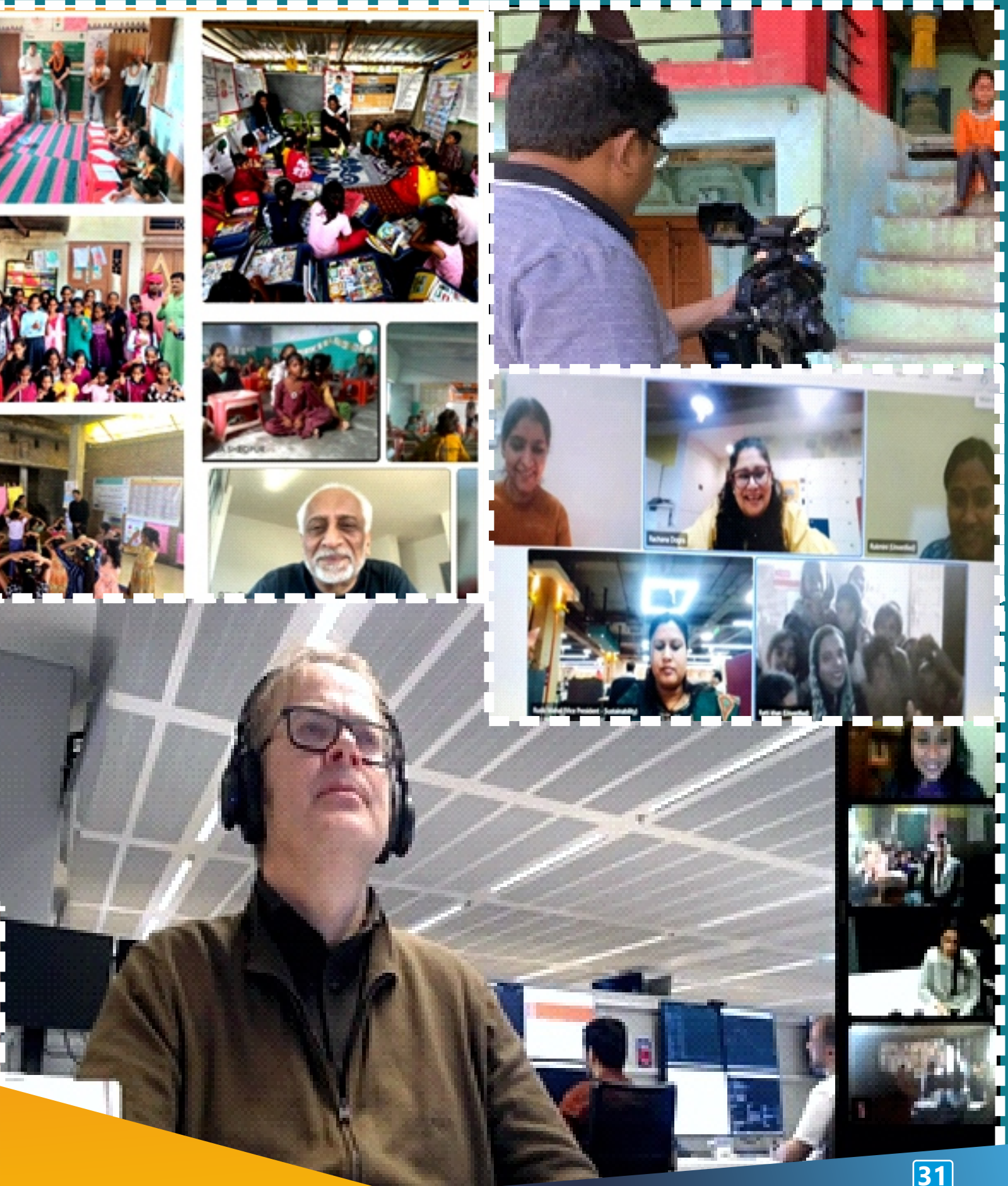
Virtual Engagements

- Virtual Learning Centre visits by partners like HDFC Ergo, Dilip Rao, Tushar Srinivasan, Ajita Basu, and Maneesh Chaurasia helped maintain consistent engagement.
- HDFC Ergo also conducted a special session on Maternal Health, Menstruation, and Menopause for teachers.



Here are some glimpses of Funding Partner visits both face to face and virtual





Health & Life Skills Initiatives

MG Motor conducted impactful sessions on Menstrual Health & Hygiene across five Centres in Mewat, guided by Priyanka Singh Tomar and Prabha Singh—contributing to improved awareness among adolescent girls.

Corporate Exposure & Motivation

A special Corporate Exposure Visit with Encore Asset Reconstruction Company allowed IIMPACT girls to experience a real office environment. They interacted with corporate professionals, showcased their talents, and gained confidence about future aspirations. Encore appreciated the programme's transformative impact.



Leadership Engagement

IIMPACT's Executive Director, Ms. Preeti Munjal, represented the organisation at a Titan CSR event, delivering a focused presentation on the Girl Child Education Programme. She also visited Titan's Bengaluru office with Programme Manager Kiranjeet Kaur for strategic discussions.



Quality Assurance & Assessments

Third-party assessments were carried out by designated partners for Kotak and Titan across multiple locations. These evaluations provided valuable insights for furthering programme quality, accountability, and continuous improvement.



Across the year, funding partners contributed through visits, health sessions, training interactions, virtual engagements, documentation efforts, and independent assessments. Their unwavering support not only motivated our teams but also strengthened IIMPACT's ability to deliver high-quality education, enhance community participation, and positively impact thousands of girls.

Our Circle of Support

S.No.	Funding Partner	Type
1	Amrutanjan Health Care Ltd	Csr
2	Bosch Limited	Csr
3	Dr Agarwals Health Care Ltd	Csr
4	Encore Asset Reconstruction Company Pvt Ltd	Csr
5	Gemini Edibles Fats India Limited	Csr
6	Hdfc Ergo General Insurance Company	Csr
7	Indus Towers Ltd	Csr
8	J B Chemicals & Pharmaceuticals Ltd	Csr
9	Kotak Mahindra Bank Ltd	Csr
10	Macleods Pharmaceuticals Ltd	Csr
11	Mps Ltd	Csr
12	Multivac Laraon India Pvt. Ltd	Csr
13	Orbis Financial Corporation Ltd	Csr
14	Solidarity Advisors Pvt Ltd	Csr
15	Tangerine Design Private Ltd	Csr
16	Tex Corp Pvt Ltd	Csr
17	Titan Company Ltd	Csr
18	Ummeed Housing Finance Pvt Ltd	Csr
19	VFS Global Services Pvt Ltd	Csr

S.no.	Funding Partner	Type
20	VLS Finance Ltd	Csr
21	Azim Premji Philanthropic Initiatives	Foundation
22	Mayukh Mitter Foundation	Foundation
23	Online Giving Foundation	Foundation
24	Rare Family Foundation	Foundation
25	Saint Gobain India Foundation	Foundation
26	Sleepwell Foundation	Foundation
27	Stitching Flow Traders Foundation	Foundation
28	The American India Foundation	Foundation
29	Cholayil Trust	Trust
30	Sanjeevani Trust	Trust
31	Sar La Education Trust	Trust
32	Sheel Asha	Trust
33	Fa Home And Apparel Pvt Ltd	General Donation
34	Kivi Securities	General Donation
35	Light House Info Systems Pvt. Ltd.	General Donation
36	Aditya And Helen Srivastava	Individual
37	Amalendu Atmaram Jajodia	Individual
38	Ankita Mankotia Gadh	Individual
39	Arvind Mahajan	Individual
40	Ashutosh Dixit	Individual
41	Bhaskar Bhat	Individual
42	C B Murali	Individual
43	Ck Venkataraman	Individual
44	Dhruv Gadh	Individual
45	Dn Suresh	Individual

S.no.	Funding Partner	Type
46	G Srinivasan	Individual
47	Komal Kripalani	Individual
48	Krishan Dhawan	Individual
49	L Ramkumar	Individual
50	Manthan Vidyashram	Individual
51	Mohita Saurbh	Individual
52	Murali Jagannathan	Individual
53	Nishith Arora	Individual
54	Punit Sood	Individual
55	Rajesh Thapar	Individual
56	Ravi Chaturvedi	Individual
57	Richard Rekhy	Individual
58	Ritu Dixit	Individual
59	Ritu Sharma	Individual
60	Uday Chandrakant Mogre	Individual
61	Varun Dev Sharma	Individual
62	Vikram Tandon	Individual
63	Vipen Kapur/aruna Kapur	Individual
64	Beena Varghese	Individual
65	Niraliben Rohitkumar Shekhwa	Individual
66	Rajeshwari And G Natesh	Individual
67	Jens Schulte-bockum	Individual
68	Ashwin Satish Kumar	Individual
69	Meenakshi Lal	Individual
70	Kabir Singh Mann	Individual
71	Dhirendra Nigam	Individual

S.no.	Funding Partner	Type
72	Ashok George	Individual
73	Sumeet Mathur	Individual
74	Rangaraj K	Individual
75	Atulya Gupta	Individual
76	Bharat Negi	Individual
77	Madhavi Pattikonda	Individual
78	Mamta Pankaj Jain	Individual
79	Rajesh Raghunathan	Individual
80	Rakesh Lalwani	Individual
81	Saloni Kapil	Individual
82	Veeramallasandeep	Individual
83	Harsh Kumar	Individual
84	RVS Naik	Individual
85	Richa Goyal	Individual
86	Savitri Iyer	Individual
87	Soni Gupta	Individual

"At Indus Towers, we believe that empowering the girl child through education is not just a responsibility—it is a transformative investment in the future of our communities and our nation. Under our CSR initiative, we are deeply committed to nurturing the potential of every child, with a special focus on girls. We see education not just as a tool, but as a catalyst for change. Through sustained partnerships and grassroots engagement, we remain committed to building a future where every girl has an opportunity to learn and lead.

Our partnership with IIMPACT reflects this belief in action. What began in FY15–16 with 110 learning centres supporting 3,300 girls has grown into a powerful movement—today, we support 650 centres, enabling over 20,000 girl children to access quality education. This journey is a testament to our unwavering dedication to inclusive growth and social equity.

In FY 2024–25, IIMPACT's proactive efforts—bridging learning gaps, facilitating transitions to formal schooling, equipping adolescent girls with life skills, and building local capacity—have created measurable impact. We are proud to stand alongside them in this mission."

Chetna Sharma Baranwal

Vice President- Sustainability & New Initiative

"Australians have been generous supporters of IIMPACT's work since 2013, with over 40 LCs now supported annually. Donors love the emotional connection, chatting remotely with teachers and children, and to see first-hand the difference they are making to children's lives! "

Dilip Rao, Founder, IIMPACT Australia

"Supporting girls' education is one of the most powerful investments in building stronger, more equitable nations. VFS Global's association with IIMPACT reflects this belief. By providing access to quality primary education, IIMPACT uplifts individual lives and strengthens entire communities. We are proud to support this transformative journey as part of our commitment to promoting education and creating a more inclusive, empowered future for the next generations."

Ria Vaidya

Associate Vice President, Corporate Communications & CSR

VFS Global

1. Donate

Online:

The quickest and most convenient way to contribute. Simply click the Donate button in our newsletters or visit our website at www.iimpact.org.

Cheques/Demand Drafts:

You may send these directly to our Head Office:

IIMPACT

C/o Head of Finance
M 2/3 , DLF Phase-2
Gurugram – 122002
Haryana, India

After completing your donation, please email us at info@iimpact.org with your transaction details or cheque/DD number, along with your name, email ID, mobile number, and PAN. This will help us issue your tax exemption certificate promptly.

2. CSR Partnerships

We welcome collaborations with corporates who share our commitment to girl child education. Write to us at preeti.munjhal@iimpact.org, and we will be glad to share a detailed proposal tailored to your CSR goals.

3. Internships

Students and young professionals can join IIMPACT as interns and gain valuable experience across various departments while contributing to meaningful community work.

4. Remote Volunteering

If you would like to support a cause but cannot be physically present, consider becoming a remote volunteer. Work virtually on diverse and impactful projects while using your expertise for social good.

5. Other Ways to Help

- Fundraise for IIMPACT through online crowd funding, participate in charity runs, or encourage friends and family to donate in lieu of gifts for special occasions.
- Facilitate CSR partnerships by connecting us with socially driven companies and local businesses.
- Spread awareness by following us on social media and sharing our stories within your networks.
- Advocate for our mission by writing about IIMPACT in blogs, media publications, or personal platforms.

Together, we can ensure that every girl has the opportunity to learn, thrive, and transform her future.



FINANCE

THE BOMBAY PUBLIC TRUSTS ACT, 1950
SCHEDULE VIII [Vide Rule 17 (i)]
IIMPACT
Balance Sheet as at 31st March 2025

Name of the Public Trust :

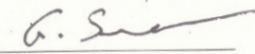
Registration No. : F-19139 dated 1/10/2003.

PREVIOUS YEAR	FUNDS AND LIABILITIES	Rs.	Rs.	PREVIOUS YEAR	PROPERTY AND ASSETS	Rs.	Rs.
	Trusts Funds or Corpus				Immovable Properties [at cost]		
2,92,000	Balance as per last Balance Sheet	2,92,000.00			Investments		
	Adjustment during the year (give details)			2,00,00,000	Mutual Funds		55,69,862.00
-	Add : Corpus Fund Received	-			Furniture & Fixtures And Other Fixed Assets (As Per Schedule 2)		
-	Add : Membership Fees Received	-	2,92,000.00		Balance as per last Balance Sheet	2,96,964.00	
-	Add : Entrance Fees	-			Additions during the year	-	
	Other Earmarked Funds			3,29,960	Less : Sale during the year	-	
-	Reserved Fund	-		(32,996)	Less : Depreciation up to date	29,696.00	2,67,268.00
-	Any other Fund	-			Computers		
	Loans - (Secured or Unsecured)				Balance as per last Balance Sheet	2,09,303.00	
	Liabilities			3,48,838	Additions during the year	5,01,493.00	
1,02,429	For Projects	1,02,429.00		-	Less : Sale during the year	-	
30,000	For Sundry Creditors	30,000.00	1,47,600.00	(1,39,535)	Less : Depreciation up to date	2,60,818.00	4,49,978.00
500	For Other Expenses Payable	15,171.00			Loans - (Secured or Unsecured) Good / Doubtful		
	Income & Expenditure Account				Advances		
2,71,45,293	Balance as per Balance Sheet	3,65,54,662.64		10,137.50	To Grant Receivable	-	
-	Add : Donations Accounted in Prior Period	-		-	To Prepaid Expenses	1,42,525.00	
-	Less : Appropriation, if any	-		1,76,038	To Employees	20,430.00	
94,09,369	As per Income & Expenditure Account	80,49,655.85	4,46,04,318.49	1,71,400	To Security Deposit - Rent	2,07,460.00	
-	Add : Surplus	-		3,42,690	To Prepaid Taxes	4,44,981.00	8,15,396.00
-	Less : Deficit	-			Income Outstanding		
					Accrued Interest on Fixed Deposits	1,80,290.00	
					Other Income	-	1,80,290.00
					Cash & Bank Balance		
				1,54,20,669	[a] In Saving A/c	2,23,96,148.49	
				3,52,374	In Term Deposit With Bank	1,53,64,960.00	
				-	[b] With the Trustee	-	
				16	[c] In Hand	16.00	3,77,61,124.49
3,69,79,592	Total Rs.		4,50,43,918.49	3,69,79,592	Total Rs.		4,50,43,918.49

The above Balance Sheet to the best of my/our belief contains a true account of the Funds and Liabilities and of the Property & / Assets of the Trust.

Trustees



(2) 



Place : Pune

Date : 25 SEP 2025

As per our report of even date

For C. R. Sagdeo & Co.

Chartered Accountants.

Firm Regt. No.: -108959W

(CA. Digambar Surwase)

Partner

Membership No.: 152116

Honorary Auditors

UDIN:- 25152116BMKVDP5599

THE BOMBAY PUBLIC TRUSTS ACT, 1950
SCHEDULE IX [Vide Rule 17 (i)]

Name of the Public Trust :

IIMPACT

Registration No. : F-19139 dated 1/10/2003.

Income & Expenditure Account for the year ended 31st March 2025

PREVIOUS YEAR	EXPENDITURE	Rs.	Rs.	PREVIOUS YEAR	INCOME	Rs.	Rs.
-	To Expenditure in respect of properties Rates, Taxes, Cesses	-	-	11,499	By Interest (accrued) (realized)	-	2,12,908.00
-	Repairs & Maintenance	-	-	-	On Securities	-	8,10,000.00
-	Salaries	-	-	-	On Bank account	-	13,55,917.58
-	Insurance	-	-	12,36,210	On Income Tax Refund	-	-
-	Depreciation (by way of provision or adjustment)	-	-	-	By Capital Gain/Loss on Investment Short term capital gain on Mutual Fund	-	5,69,862.00
60,49,888	To Establishment Expenses (As per Schedule - 1)	-	89,56,377.58	-	By Donations/Grants in Cash or Kind - Domestic	-	23,18,23,858.85
-	To Remuneration (in the case of math) to the exhead of the math, including his household expenditure, if any	-	-	21,80,37,531	By Donations in Cash or Kind - FCRA A/c	-	81,84,864.00
-	To Contribution & Fees	-	-	28,56,019	By Balances Written off	-	500.00
-	To Amount written of (a) Bad Debts (b) Other items	-	-	27,627			
1,72,531	To Depreciation	-	2,90,514.00				
-	To Expenditure on object of the trust (a) Religious (b) Educational (As per Schedule - 1) (c) Medical Relief (d) Relief of poverty (e) Other Charitable Objects	22,56,61,363.00	22,56,61,363.00				
20,65,37,098							
-	To Surplus carried over to Balance Sheet.	-	80,49,655.85				
94,09,369							
22,21,68,887	Total Rs.		24,29,57,910.43	22,21,68,887	Total Rs.		24,29,57,910.43

The above Income and Expenditure Account to the best of my/our belief contains a true account of the Income and Expenditure of the Trust.

Trustees

(1)

(2)



As per our report of even date
For C. R. Sagdeo & Co,
Chartered Accountants,
Firm Regt. No.: -108959W

(CA. Digambar Surwase)
Partner.

Membership No.: 152116
Honorary Auditors

UDIN:- 25152116BMKV0P5599



Office : Pune

Date : 25 SEP 2025

IIMPACT
SCHEDULE FORMING PART OF ANNUAL ACCOUNTS FOR THE YEAR 2024-2025
SCHEDULE - 1
EXPENDITURE ON THE OBJECTS OF THE TRUST

PARTICULARS	AMOUNT Rs.	PREVIOUS YEAR
<i>(Amount in Rupees)</i>		
To Expenditure on object of the trust (Educational)		
Donation Given for Education Purposes	19,28,17,732.00	17,38,93,926
Education Program Monitoring & Facilitation Expenses		
Center Monitoring, Textbook, Education kits Purchased and other education material	1,51,78,567.00	41,19,023
Salary, Allowances & Gratuity	1,60,55,368.00	2,65,60,967
Travelling & Conveyance Expenses	-	1,78,890
Training Expenses	16,09,696.00	17,84,292
TOTAL RS.	22,56,61,363.00	20,65,37,098
To Establishment Expenses		
Bank Charges	46,292	76,665
Computer Consumables	36,100	45,950
Electricity Charges	77,510	73,384
Employers Contribution to P.F.	6,07,254	5,88,300
Legal & Professional Charges	10,62,789	5,20,042
Meeting & Functions	-	22,774
Office Expenses	3,46,134	2,44,186
Postage & Courier Charges	37,320	26,889
Printing & Stationery	49,009	26,600
Repair & Maintenance	17,023	34,314
Rent Paid	12,16,470	11,27,400
Salary, Allowances & Gratuity	24,97,126	16,94,610
Staff Benefits & Welfare	27,44,826	13,05,157
Telephone & Internet Expenses	61,702	57,460
Travelling & Conveyance Expenses	1,56,823	2,06,157
TOTAL RS.	89,56,377.58	60,49,888
TOTAL EXPENDITURE FOR THE OBJECTS OF THE TRUST	23,46,17,740.58	21,25,86,986



(Signature)
G. S.

Our Implementing Partners

Our implementing partners, deeply rooted in the communities we serve, are integral to bringing our programmes to life. Their local insights, dedication, and on-ground presence enable us to deliver meaningful impact across districts.

List of all our Partner NGOs	
Bihar	
Azad India Foundation (AIF)	
Nari Gunjan	Technical support partnership
National Institute for Rural Development, Education, Social upliftment and Health (NIRDESH)	
Tatvasi Samaj Nyas (TSN)	
Chhattisgarh	
Paras Swayamsevi Sanstha (PSS)	
Haryana	
Society for Public Education Cultural Training and Rural Action (SPECTRA)	
Himachal Pradesh	
Institute For Development Support (IDS)	
Jharkhand	
Foundation for Awareness Counselling & Education (FACE)	
Madhya Pradesh	
Mahatma Gandhi Seva Ashram (MGSA)	
Pahal Jan Sahayog Vikas Sansthan (PJSVS)	
Odisha	
Centre for Child and Women Development (CCWD)	
Rajasthan	
Gayatri Seva Sansthan (GSS)	
Gramrajya Vikas Evam Prasikshan Sansthan (GVPS)	
Mahan Seva Sansthan (MSS)	
Shrushti Seva Samiti (SSS)	
Society for Public Education Cultural Training and Rural Action (SPECTRA)	
Uttar Pradesh	
Disha Social Organization (DSO)	
Manav Seva Kendra (MSK)	
Samvad Samajik Sansthan (SSS)	
Sarvodaya Ashram	
Swami Vivekanand Shiksha Samiti (SVSS)	
Uttar Pradesh Vanvasi Seva Sansthan (UPVSS)	

List of all our Partner NGOs	
Uttarakhand	
Disha Social Organization (DSO)	
Dharohar Vikas Sanstha (DVS)	
Institute For Development Support (IDS)	
Mount Valley Development Association (MVDA)	
West Bengal	
Centre for Environmental and Socio-economic Regeneration (CESR)	
Child in Need Institute (CINI)	
Kenduadihi Bikash Society (KBS)	



"Priyanka Shines Bright: From Learning Centre to District Olympiad Champion!"

Priyanka, a bright and determined nine-year-old from Learning Centre Dhulkot (LC-00415), embodies the transformative power of education. Growing up in a family of nine, with her father working as a farmer, resources and time for focused learning were limited. Yet her parents, eager to give their daughter a better future, enrolled her in the Learning Centre in 2021 so she could access quality education at no cost.

From the very beginning, Priyanka embraced every opportunity with enthusiasm. Whether storytelling, poetry recitation, sports, or games, she shone in every activity. Her dedication and hard work reached a remarkable milestone when she secured the Second Rank in the District-level Olympiad (Word Power Championship), based on primary class standards—an achievement recognised and celebrated by the District Collector of Khargone, Madhya Pradesh.

For her parents, Priyanka's accomplishments have been a source of deep pride and joy. They have watched their daughter grow into a confident, disciplined, and multi-talented young learner. Under the guidance of her teacher, Mr. Suresh Sengar, she has discovered her love for dance, singing competitions, and continues to excel academically. Now studying in Class 4 at Government School Juna Bilwa (M.P.), she is steadily charting a path towards a brighter future.

Her parents express heartfelt gratitude to IIMPACT, her dedicated teacher, and Pahal Jan Sahyog Vikas Sansthan for nurturing Priyanka's potential. Her journey is a powerful reminder that when opportunity meets determination, extraordinary transformations become possible.



“We have worked tirelessly, and our teacher at the centre has stood by us at every step, helping us enrol in school and believe in ourselves. We are determined to never give up. Our New Year's resolution is to pursue higher education, prove our potential, and build a brighter future. We pledge not only to persevere, but also to ensure that no girl in our village ever lets go of her dreams. Together, we will rise—lifting ourselves and inspiring others to rise with us.”

— A group of IIMPACT Alumnae, Pakur, Jharkhand



As we conclude this year's journey, we invite you to continue walking with us. Your support strengthens our mission, fuels transformation, and lights the path for thousands of girls striving towards a better tomorrow.

To learn more about our work or join hands with us, please visit our website:
www.iimpact.org

Each contribution, each partnership, and each act of belief brings us closer to a world where every girl can realise her full potential.



iimpact

Make a Difference

M -2/3 Ground Floor, DLF Phase 2,
Gurugram 122002, Haryana, India

E-mail: info@iimpact.net

Website: www.iimpact.org