



nepal orphans home

## **Annual Report 2018**

Nepal Orphans Home, a 501(c)(3) public charity incorporated in Davidson, North Carolina, with operations in Nepal, was founded in 2005 by Michael Hess.

### **Mission Statement**

*Nepal Orphans Home attends to the total welfare of children in Nepal who are orphaned, abandoned, or not supported by their parents. Papa's House provides for the children's basic needs of food, shelter, and clothing, as well as schooling and health care, and administers to their emotional needs with love and compassion. Papa's House allows children to grow up in a nurturing environment. The mission of Nepal Orphans Home is not just to rescue children from abject poverty, but to enable the children to develop and realize their potentials.*

### **Review of 2018**

In 2018 Nepal Orphans Home (NOH) began its fourteenth year of operations providing for children living in Papa's Houses and adolescents living in transition housing while attending college preparatory classes and supporting the higher education of young adults living independently. Nearly half of Papa's House children and young adults are former Kamlari girls rescued earlier from indentured servitude. The Chelsea Education and Community Center (CECC) began its sixth year of academic enrichment and life skills training for the older Papa's House children and its fourth year of literacy classes to local women in the community of Dhapasi. Volunteer Nepal hosted scores of international volunteers to serve the poor in Nepal. NOH Outreach continued to provide assistance throughout Nepal.

### **Management**

Nepal Orphans Home is fortunate to have good management of its operations in Nepal. At the beginning of the year, Sunita Pandey became the NOH Director of Operations. Educated in India and a teacher by profession, Sunita has been with NOH for seven years, serving effectively in several capacities -- initially home schooling some of our new girls, then as an administrator for Volunteer Nepal, followed by Director of NOH Outreach.

In early May of 2018, Hillary Bernhardt left Nepal as Director of the Chelsea Center to return to the United States, where she would attend the Yale School of Management in the fall. For twenty months, Hillary had served NOH exceptionally well, going far beyond expectations and defined responsibilities, and establishing a climate of commitment, excellence, and enthusiasm among staff and students. Soon after leaving, Hillary joined the Nepal Orphans Home Board of Directors and agreed to lead the board's Chelsea Education and Community Center committee.

In January 2018, Prashanna Bista was appointed as the Assistant Director of the Chelsea Center. He previously earned a Bachelor of Science degree in physics and has a post-graduate diploma in counseling. Prashanna began his service at the Chelsea Center as an 8<sup>th</sup> grade math teacher and leader of a series of workshops on self-awareness for the older children. In 2018 during school breaks, Prashanna helped to organize the first Winter Camp at the Chelsea Center in January and two Summer Camps in April. Prashanna was mentored by Hillary over the first four months of the year, ensuring a smooth transition in leadership when he became the CECC Director upon Hillary's departure in May.



NOH Director of Operations, Sunita Pandey



Hillary turning over the keys to the Chelsea Center to Prashanna in May 2018

Shreya Upadhyay, a graduate of Thames International College, with a degree in business administration, continued for a second year as the Director of Volunteer Nepal. She was especially effective last year in arranging for the volunteer experience of a large group of high school students from Australia.

Anita Mahato, one of the first adolescents to come to Papa's House in 2006, began the year as the manager of Papa's Possibilities House. She also served as the Director for Children's Affairs, dealing with the management of the homes, the acceptance of new children, and the preparation of older children toward becoming more independent. In early July, Anita married Sam Isherwood, a long-time staff member of Papa's House, and soon thereafter left for the United States, where she would live with Sam and their daughter, Hope, who came to Papa's House as an infant in 2013.

Michael Hess, Papa, who had been the onsite Director of Operations since his founding of NOH, was still involved in strategic planning, assisting with fundraising efforts, and advising both Sunita and the NOH Board of Directors. Michael, who continued his parenting and counseling of Papa's House children, also stepped in as the Director of Children's Affairs after Anita left.

The directors for each of the divisions of NOH (Chelsea Center, Children's Affairs, Volunteer Nepal) met regularly with Sunita. The meetings, which provided an opportunity for the directors to share events and developments in their divisions, also included discussions on general issues and improved the cohesiveness of operations. The minutes of the directors' meetings were forwarded to the NOH boards.



Shreya leading a workshop at the Chelsea Center



Papa applying Tika during Dashain



Anita, Sam, and Hope at July wedding celebration in Dhapasi

## Operations

After leaving the Chelsea Center, in a follow-up analysis of operations to the NOH boards, Hillary reported:

*At Papa's House, relationships are our strength. People can rely on their colleagues to do favors for them or help them put on special events based on the strength of these relationships. What is great is that the organization feels like a family. And those working at Papa's House really enjoy being around each other...From the new Director of Operations Sunita Pandey to the House Managers, from Volunteer Nepal to Team Chelsea, you will find dedicated staff members. People working at Papa's House care about the mission and are willing to put in long hours or help their colleagues for that mission.*

Nevertheless, systematic assessments of employee performance are also important for improving the efficiency of operations, providing opportunities for the professional development of employees and relevant input when determining employee compensation increases. NOH implemented the first Papa's House Employee Performance Evaluation in 2018. Self-, peer- and supervisor-evaluations of employees were undertaken with follow-up conferences with each employee receiving feedback, including recognition of their strengths, identification of areas for improvement, goal-setting and creating action plans for the next year. Carola Drosdeck, vice president of the NOH Board of Directors, was instrumental in organizing and implementing the extensive employee evaluation process.

In 2018 the Papa's House Human Resources Policy was updated, with consultation among members of the NOH Board and the Director of Operations and Directors of the Chelsea Center, Volunteer Nepal, and Children's Affairs. The purpose of the policy is to provide employees with important information about regulations, employment conditions and their rights and obligations in performing the duties listed in their respective job descriptions. Each employee will have access to this policy, so that they can adhere to it after understanding it in its entirety.

During the year, two members of the NOH Board of Directors, Carola Drosdeck and Ted Seymour, each spent several weeks at Papa's House and the Chelsea Center, observing and assisting in operations, as well as advising. Both were able to attend meetings of the directors and both wrote comprehensive on-site reports, which were very helpful to the NOH boards in not only better understanding our

operations, but in developing policies. The collaboration between NOH board members and the directors in Nepal remains healthy and productive.

From his visit in late summer, Ted summarized, “The bottom line is that I am very impressed. Things seem to be running smoothly and our kids and the local community women we serve seem quite happy and well supported...what we do best is raise kids. Our kids are comfortable, well provided for, well educated, healthy, and most tellingly, happy.”



Papa's House children and young adults in 2018

Papa's House children, upon becoming young adults, often join the NOH staff. At the beginning of 2018, there were a total of twenty-two Papa's House former children on the staff, half of whom were also continuing their schooling. Two of our young adults were managers of Papa's Houses. Three others were on the staffs of Papa's House and the Brothers' Café as cooks and one young woman continued as the caretaker of our young blind girl. Four were on the staffs of Volunteer Nepal and NOH Outreach. A dozen of Papa's House young adults were working as instructors at the Chelsea Center, nine of them part-time while still in school. In addition, two young women were teachers and managers of Papa's House Tailoring Shop and two others managed the Papa's House Shoe Shop.

As Hillary noted:

*Papa's House has done an incredible job of providing roles that promote professional growth for our young adults. These roles include teaching day and afternoon classes at the Chelsea Center (for women and younger Papa's House children), serving as volunteer guides at VN, managing children as House Managers, owning a café, working as an accountant, and much more. Though we cannot provide jobs for every Papa's House young adult, we have helped a significant number grow personally and professionally within the organization. What an accomplishment! It is a strength of our organization that we combine outsiders (who end up mentoring our young adults) with our own young adults whom we have nurtured since childhood to work together in a collaborative setting.*

The NOH Board of Directors works with the Director of Operations and the Papa's House Board in Nepal in determining the policy for the Papa's House NGO in Nepal. The president of the Papa's House Board

is Santosh Pant, a famous actor in Nepal, who has been an advocate for Nepal Orphans Home for many years. Many of the associated general members or advisers to the board are Papa's House young adults.

## **PAPA'S HOUSE**

NOH began 2018 with 76 children in three Papa's Houses and 20 young adults in college transition housing. At the end of the year, there were 63 children in two Papa's Houses: 31 girls and 8 boys in Papa's Harmony House and 24 girls in Papa's Sanctuary House. Six adolescent girls in class 11 were living in college transition housing.

The reduced numbers of children and Papa's Houses over the years reflect young adults leaving Papa's House, either living independently while attending college (grades 11-12) and university programs (grades 13 and higher), with NOH paying for their school expenses, or finished with their schooling and entering society, including some who became employed as NOH staff members. At the end of 2018, there were 33 Papa's House young adults in college and university and living independently.

The decline in the numbers of children in Papa's House is consistent with the strategic plan approved by the NOH Board of Directors, where:

*In the long run, Nepal Orphans Home would have one Papa's House for 40 children and transition housing for our young adults in college or finishing up their advanced vocational training; a robust Chelsea Center, with vocational training, academic enhancement classes and life skills workshops for Papa's House children, a business incubator program, and an adult literacy program for local community women; a vibrant Volunteer Nepal with annually up to 125 volunteers; and an active Outreach to provide assistance to the less fortunate in Nepal.*

Papa's Harmony House was well-managed by Anita Chaudhary, with the help of Assistant Manager Sarita Chaudhary, Anita's sister and a former Papa's House child, and Dawn Kumari, the head cook and mother surrogate, who has been a loyal staff member since 2005. All lived in Harmony House along with the children. A didi (elder sister) came in daily to help with the cleaning and laundry.

Papa's Sanctuary House, located next to the Volunteer Nepal House, was managed by Kamali Chaudhary, a former Papa's House child, assisted by Santoshi Chaudhary, also a former Papa's House child, who served as the caretaker of Aakriti, our blind girl. There were didis to help with cooking, cleaning, and laundry.

As Hillary noted in her report, "The house managers and cooks do an excellent job of creating a stable and predictable home environment for our children. Breakfast, school time, Chelsea Center time, dinner, bedtime, and Saturdays all follow a systematic routine that is uniform across houses. I am impressed by how reliably and smoothly the children's schedules run."

Papa's Harmony and Sanctuary Houses, like the Chelsea Center, are within ten-minute walks to the Skylark School, the English medium school attended by Papa's House children through grade ten. The Papa's Houses, as well as the Volunteer Nepal House (a building that also includes the office for NOH Outreach) and the store fronts for Papa's House Tailoring and Shoe Shops are leased, as is the large playground in front of Papa's Harmony House.

## Life at Papa's House

Papa's House children are very busy during the school year, six days a week attending Skylark from 9:30 a.m. to 3:30 p.m. and then the Chelsea Center in the afternoons for academic enrichment sessions. Some of the children practice basketball every day from 6:00 – 7:15 a.m. at Skylark school. Others take Taekwondo classes in the early mornings.

All the children enjoy their Saturdays off from school, breaks in the school year, and holidays, when they can relax and partake in fun activities at the Chelsea Center, such as book clubs and art classes. On Saturdays, all the children gather at Papa's Harmony House for a common tiffin, often prepared by Michael. During the year there are celebrations of birthdays and holidays, both Nepali (including *Holi* and *Tihar*) and American (including Valentine's Day and Thanksgiving). Occasionally visiting artists perform at Papa's House. Frequently volunteers and visitors to Papa's House join the festivities.



Happy Valentine's Day at Papa's House



Celebrating Christmas 2018 at Papa's House

During extended breaks in the school calendar, special events are often planned. As Prashanna reported in the Fall 2018 NOH Newsletter, during the month of Dashain-Tihar, when school was closed and many of Papa's House children return to their home villages:

*We developed a schedule for the vacation with a daily Zumba Dance Class (7 a.m.) and Computer Class (9 a.m.-10 a.m.). We organized other activities such as creative writing, Chelsea Ambiance (Decorating the Chelsea Center), Chelsea Tedx (a platform to share weekly experiences during the vacation), a tour with mentors (a day to explore the local market of Kathmandu Valley), professional exposure (an opportunity to visit real life work setting and interact with professionals), 108 Vocabulary (remembering and learning the use of 108 new English words), and a Let's Play Deusi program (an event to celebrate Tihar festival by singing and dancing)*



July 4<sup>th</sup> games with volunteers from NYC



IT professional explains his work to Papa's House students

Indeed, in 2018, experiential learning excursions for NOH children became a regular occurrence. On Saturdays several mentors took a group of children into Kathmandu to visit, for example, farmers' markets. The children learned which buses to flag, how to pay the fees, and where to get off. They spoke with vendors about their products and their business strategies, and they learned how to negotiate price and buy products, acting independently, albeit under the watchful eyes of the mentors.



Practicing crossing busy streets in Kathmandu



Negotiating in the market

## Education

Papa's House children are encouraged and supported to continue their schooling for as long as they are willing and able. In Nepal, upon completing grade 10, students take a Secondary Education Examination (SEE), and after passing it, they may enroll in college preparatory programs, known as Plus 2 (grades 11 and 12). After successfully finishing Plus 2, students may advance to undergraduate programs at the university level.

In 2018 Nepal Orphans Home had 62 of its children enrolled at Skylark English School, a local English medium school with 650 children in grades Classes K-10. Reflecting the aging of the children in Papa's House, thirty-nine were in the three upper grades 8-10. Another child attended a school for the blind. Including tuition, uniforms, books, and other necessary educational supplies, the approximate school cost per child in the 2018-2019 academic year was \$300.

As Michael reported in his *Papa's Update* in August 2018, "On the educational front we had a first for NOH. Khusbu was ranked number one at Skylark for the "Boost-up" exam given to the children in preparation for their school leaving exam which will take place in March. Other children performed very well in their regular first term exam as seen in the photo below."



Mrs. Pandey, Director of NOH, with Manisha ranked 3<sup>rd</sup>; Samita ranked 1<sup>st</sup>; Mankumari ranked 3<sup>rd</sup>; Pushpa ranked 1<sup>st</sup>; Khusbu in rear, Sarita ranked 2<sup>nd</sup>; in their classes for their first term exam and Prashanna, the Director of the Chelsea Center. Missing is Kajul, who ranked 3<sup>rd</sup> in her class.

"Bridge" courses solidify writing and study skills and extend background knowledge required for specific areas of study. Successful completion of these useful courses may also help students become eligible for higher education scholarships. Students applying to science programs and those planning to study outside of Nepal are required to take these courses. The cost of the average bridge course was \$200. Several of Papa's House young adults were enrolled in bridge courses in 2018.

During the year, NOH had 57 young adults enrolled in study beyond Class 10, including 35 in Plus 2 college. Depending upon the students' area of interest (generally Business, Science, Social Work, or Tourism Management), college fees range between \$400 and \$700 per year. The other 22 students were enrolled in university, where studies were even more specialized. University fees per student averaged \$1,500 per year.



All seven of the children who entered college in the summer of 2018 had come to NOH in 2007, after being rescued from destitute homes or from indentured servitude. As Michael noted, "...these children have worked very hard to achieve what they have earned. Each of them held a part- or full-time job, as well as attended college six days. They are responsible, loving, and sincere young adults, in possession of what it takes to lead a happy, purposeful, and productive life."



Hari, Sumitra, Ramita, Aliza, Anisha, Bimala, and Rupa, at NOH's annual *Puja* for the new college students at 5:30 a.m. on their first day of school, July 25, 2018.

Nepal Orphans Home is grateful to Sanctuary for Kids Foundation and Possible Worlds Foundation for supporting the annual education costs of the Papa's House children at Skylark and to Life's Handy Work Foundation for supporting the higher education expenses of our older children in college and university. A generous individual donation also supported the education of Papa's House children.

**CHELSEA EDUCATION AND COMMUNITY CENTER**

In 2018, under the direction of Hillary Bernhardt until May, then Prashanna Bista, the Chelsea Center continued to thrive, offering academic enrichment classes and life skills workshops to Papa's House children in the afternoons after school and literacy classes to local community women in the mornings. A mission statement of the Center was formally adopted in 2018.

*The Chelsea Education and Community Center supports Papa's House children and young adults in their transition to adulthood, empowering each individual to create and lead a uniquely meaningful and*

*productive life. The Chelsea Center also promotes the empowerment, personal growth, and social connection of local Dhapasi women.*

Hillary set an inspiring example for Prashanna, who quickly established his own effective leadership of the Center. As Ted Seymour reported,

*The Chelsea Center is very impressive. Classes are humming along, kids are happy and enthusiastic, and more effort is going in to preparing them for life and not just helping with their homework. ... Prashanna not only runs the show at CECC successfully and efficiently, but he is a font of love and enthusiastic support for the kids and staff. He is consistently thinking about what the kids really need in their lives and how best to provide that.*



A drone's-eye view of the Chelsea Center Campus in 2018

At the beginning of summer 2018, the Chelsea Center was open to the sixty-two Papa's House children in grades 1-10 at the Skylark School as well as to the young adults who attended their Plus Two classes (grades 11-12) at Herald and Morgan Colleges. In addition to the Papa's House children served, the Chelsea Center opened its classes to seven community children. During the day, over two hundred women from the local community were attending literacy classes and life skills workshops at the Center.

### **Programs for Papa's House Children and Young Adults**

Papa's House children in grades one to four attended the Chelsea Center Sunday through Thursday from 4:00 to 5:00 p.m. each day, taking math classes and computer classes, as well as receiving

homework support from mentors. From 5:00 to 6:00 p.m. there were optional classes where the interested students could do other activities, including creative writing and games. On occasional Fridays, sports days and movie evenings were organized.

The students in grades five to eight attended the Chelsea Center Sunday through Friday from 4:00 to 6:00 p.m. each week, with math classes and computer classes, and a creative writing class. Papa's House adolescents in grades nine and ten also had two science classes during the week.

On most Fridays, the upper level students (grades seven through ten) were invited to the Chelsea Center for special life skills workshops on effective communication, public speaking, writing, motivational talks, and self-awareness activities. For grades nine and ten students, there were also career workshops designed to help prepare their transitions to independence.

The Chelsea Center also hosted Friday/Saturday afternoon or evening workshops for NOH young adults currently in their Plus Two schooling. These workshops and events included discussions about career paths, challenges and opportunities of daily life, sex education, and an occasional movie night. Our college students came to the Chelsea Center throughout the week to use the computers to complete any assignments and learn online.

On Saturday mornings, the Chelsea Center was open from 8:45 a.m. to 12:15 p.m., providing Papa's House children with an hour of computer "free time" (e.g., typing practice, email, watching videos on YouTube and other educational websites including our own site 'whatcanilearntoday.org.'). Some children elected to participate in hour-long book club sessions led by one of our college students and a group of others took one-and-half-hour art classes led by a local artist. In a secondary-level art festival held at Skylark School in late 2018, three of Papa's House children in grade 10 received first, second, and third place titles.

### **Adult Education**

For adult education, the Chelsea Center was open Sunday through Friday from 10 a.m. to 3 p.m. In total, 238 local women regularly attended classes at the Chelsea Center. Most of the women took more than one class each day.

In 2018, fourteen Basic English classes, two Intermediate English classes, one Advanced English class, seven Nepali Literacy classes, two Basic Math classes, and one Advanced Nepali class were offered. On Fridays, the Chelsea Center held optional workshops; and approximately every three months, the Chelsea Center organized a special event for the women like International Women's Day Celebration, Diversity Day, or *Teej* Celebration (one of the most important Hindu Festivals celebrated by Nepali women).

Since Sept. 2016, the Chelsea Center has maintained an active Women's Council that helps to organize special events. At its inception, the Women's Council consisted of five members. In 2018 it consisted of eight individuals, four of the original members as well as four new members who were added through elections.

### **CECC Staff**

In addition to a full-time director, in 2018 nineteen young professionals, teachers, and staff members worked at the Chelsea Center as afternoon teachers for Papa's House children, daytime teachers for

adult women, Saturday morning managers, an art teacher, and book club leaders. There was an additional support staff member who cleaned and cooked.

### **Life Skills Training and Enrichment**

Life Skills Training (LST) continued to be an important part of the Chelsea Center mission to effectively prepare Papa’s House children for productive and successful lives. LST presented topics that promote self-confidence, self-esteem and self-awareness, while at the same time helping our children develop the ability to communicate effectively.

Over the year there were over two dozen workshops at the Chelsea Center for Papa’s House children and young adults, ranging in topics from creative writing, public speaking, sex education, excel spreadsheets, female empowerment, personal health and fitness. The workshops were led by CECC staff, outside professionals, volunteers from NOH’s Volunteer Nepal, and members of the Nepal Orphans Home board of advisers. For a complete list of the workshops, please see <http://www.nepalorphanshome.org/chelsea-center/news>.



Waro Basnet in the creative writing workshop



Laura Handy-Nimick in the leadership workshop

Contributing to the academic enrichment and experiential learning at the Chelsea Center, groups of Papa’s House children went on guided field trips, including cultural and historical sites in Patan’s Durbar Square in Kathmandu and Bhaktapur, one of three royal cities in the Kathmandu Valley, and to the Pharping Hydropower Station.

New to the Chelsea Center in 2018 was the Winter Camp for NOH adolescents in grades 7-9, led by Prashanna over the two-week school break in January. Public speaking, drama, and literature clubs were created to enhance communication skills, empower expression, and improve writing, especially in poetry and short stories. In the mornings, professionals led interactive workshops with the young adults, sharing their experiences in their fields, including sales and finance, social work, information technology, and architecture.

Motivated by the successful Winter Camp, the Chelsea Center staff and Papa’s House children organized a Summer Camp during the April break in the school year. From April 1-16, the camp consisted of five different group activities: drama and dance, journalism, science, public speaking, and photography and vlogging. From April 4-11, a second summer camp took place at the Chelsea Center with a group of Australian high school students and their teachers that was coordinated with our Volunteer Nepal. Fun activities for these volunteers and Papa’s House children included dance and drama, arts, sports, magic, and writing workshops.



Field trip to the ancient city of Bhaktapur



Science group presentation on the last day of Summer Camp

For the community women attending the Chelsea Center there were also workshops and special events. The workshops included: a session of yoga and meditation led by the CECC Director Prashanna, who is also a trainer of Jeevan Vigyan Pratishtan, a leading socio-spiritual organization in Nepal; a discussion led by the CECC staff on gender dynamics and how society perceives the roles of men and women; and a presentation by volunteer Michael Schwartz, who had worked in the recycling industry for 30 years in the United States, addressing the environment and opportunities for recycling in Nepal. During two weeks in June two volunteers at the Chelsea Center held a series of conversation classes for the women.



Conversation classes for community women



Prashanna leading the yoga and meditation class

The Chelsea Center staff worked closely with the Women’s Council in planning for community celebrations: the Center’s second annual International Women’s Day (March 8), where two hundred and fifty local women and the Papa’s House children attended the program held at the nearby Skylark School; Diversity Day (May 21), where twenty-seven groups—each group prepared their traditional food and dressed in their cultural costume—assembled at the Chelsea Center; and *Teej* (September 8), one of the most important festivals for Nepali women, to come together to dance. As Prashanna reports, “The Chelsea Center has become the platform for the women of the Dhapasi community.”



Diversity Day Celebration at the Chelsea Center



Led by young Sarita of Papa’s House, community women practice for *Teej*

### **Business and Vocational Training**

Among the priorities for the Chelsea Center has been developing a business incubator program. The Chelsea Center proceeded in 2018 by providing opportunities for apprenticeships and off-site vocational training, while encouraging entrepreneurship in the young adults of Papa’s House. A generous donation to NOH has helped fund this vocational training and business formation.

Workshops at the Chelsea Center with professionals in the field informed our young adults about career possibilities. For example, two former tutors at the Chelsea Center, now Information Technology professionals, Rahul Bajracharya and Pritishma Tuladhar, came to the Chelsea Center one day in June to lead a question-and-answer session about the IT field.

Several of the older Papa’s House girls, who had finished their formal schooling, continued their work in our tailoring shop, making the school uniforms for Papa’s House children and Goldhunga Blind Children’s Home, as well as filling customer orders. Papa’s House Shoe Shop, however, closed in 2018 due to the waning interest among the young adults in making shoes.

The Business Incubator program was initiated with the generosity of Gary and Stonnie Jefferies Ballroom Cabaret ([www.garyandstonnie.com](http://www.garyandstonnie.com)) in Melbourne Australia in 2017. They have held annual events on behalf of the NOH Business Incubator Program which supported the Brother’s Café, Papa’s House Tailoring Shop, and Papa’s House Pies Bakery.

The Brothers' Café, opened in the fall of 2017 on the Skylark School grounds by Ashok and Dhiraj Yadav, who came to Papa's House as children ten years ago, continued to operate, serving an average of 150 meals at lunch time to staff and students. By June 2018, the Brothers' Café was generating profits and had repaid half of the start-up loan from NOH. Dhiraj, however, dropped out of the business to attend university in Australia. Ashok took on a new partner, Himajl Shahi, another young adult from Papa's House, who also is on the Volunteer Nepal staff.



New school uniforms for Goldhunga made by NOH tailoring girls



Outside Brothers' Café at Skylark School

In early 2018 nine young adults completed a six-month intensive training program in hotel management and the culinary arts at one of the top-rated resorts in Nepal. Several received good jobs in local restaurants and shops. Two who were offered employment in Dubai decided not to go, preferring to continue their formal studies while working part time in local restaurants. Our young adults, however, did not recommend this relatively expensive training program, so the Chelsea Center is looking into other possibilities for restaurant-related apprenticeships.

Another two young women, also having finished their formal schooling at Skylark and not interested in continuing higher education, completed a six-month course in a local beauty salon, while working part time after their daily classes ended. Upon graduation they received funding to open beauty shops in their home villages. Two of our young men have started their own trekking businesses.

Papa's House Pies Bakery began in the fall at the Chelsea Center. Pies were made by the bakery-trained college students and sold through the Brothers' Café and local restaurants and coffee shops. In the future other baked goods like muffins and cookies may be offered. The Papa's House young adults working here received salaries, while learning about operating a business. Profits from this business will go into a special fund to provide support for rent and food so that the university level students will be able to focus on their demanding studies.

During the fall month of Dashain/Tihar holidays, the Chelsea Center arranged for some of our young adults to apprentice for 1-2 days a week in a field of their choice. These included either working or shadowing professionals at the Kathmandu Theater Company, Kanti Children's Hospital, local banks, and a software development company.



IT workshop in the CECC Community Room



Papa's House Bakery on Chelsea Center campus

### **Developments of the Chelsea Center in 2018**

Prashanna and the Chelsea Center staff are continually evaluating the curricula and programs for effectiveness, as reflected in adjustments in the schedule for after-school education, dynamic workshops, increased collaborations with Skylark School and the staff of Papa's Houses, the hiring of new teachers, and the development of mentoring programs and vocational training opportunities. Student surveys are used to evaluate teachers and ascertain student interests and needs in order to improve our programs. Prashanna files bimonthly reports on the Chelsea Center, (for example, see [CECC Bi-monthly report \(Sep-Oct 2018\).pdf](#)), that are helpful to the NOH board's CECC Committee.

In his May-June CECC report, Prashanna commented,

*Of all I learned from Hillary during the four-month training, one of the most helpful in working as a team at the Chelsea Center is meeting the teachers every day after the end of the classes at 3 p.m. and 6 p.m. for the daytime and the afternoon teachers, respectively... We get a chance to connect to one another—we share experiences of the day--the fun things and challenges. ...We laugh, sometimes we feel frustrated, make fun of one another and console in need. We discuss further ideas and planning.*

As the number of young adults in Papa's House has grown, new programs have been implemented that draw on their experiences, their love for their younger brothers and sisters, and their desire to give back. An example is the Chelsea Center's *Aajako Ma* (Today's Me) program, launched in February of 2018, that provides early guidance to our adolescents in their educational and vocational paths. Here young adults in grades 11 and 12 mentor Papa's House children in grades 8 and 9. The Chelsea Center provided the mentors with basic training (e.g., what a mentor does, reporting requirements, role playing, how to be a good listener, and the importance of confidentiality) and the mentors were to meet at least once, preferably twice, a week for eight weeks with their mentees.

#### **Academic Progress**

As outlined by Prashanna, the Chelsea Center's priorities for our students for the 2018 school year were improving their academic performance, increasing their communication skills, and bolstering their confidence and motivation. Among the programming initiatives were increased collaboration with Skylark school teachers, monthly assessments of student performance, regular student counseling, new



life skills workshops, academic and experiential camps during school breaks, and special activities and field trips. Please see [Prashanna's Vision Statement for 2075 School Year.docx](#).

For example, on April 25, 2018, the teachers at the Chelsea Center went to Skylark School to meet with the principal and the math teachers for grades 7, 8, 9, and 10. The discussion focused on how to collaborate on the shared goal of improving student progress. At the end of the meeting Mrs. Rai, the Principal of Skylark School, commented “Chelsea Center is doing a great job and I wish these students had gotten that platform from the small age. Please provide this support to the younger ones at the Papa’s House. They need it and they will shine if you could do so.”

Chelsea Center collaboration with the managers of Papa’s Houses involved helping the children prepare for exams, scheduling more free time at the end of the day and earlier bedtimes to ensure adequate sleep. To encourage the students to take more initiative and responsibility for their studies, starting August 12, the Chelsea Center made after-school classes optional. Over ninety percent of the students then came regularly to the afternoon classes. Those students who missed classes fell behind, however, which generally hampered instruction in the following classes. The policy was then altered to allow students to miss classes only if they had good reason and with the permission of their House manager, who then notified Prashanna who, in turn, informed their teachers.



Practice tests at the Chelsea Center



CECC Computer Lab

### **Exams and Counseling for the Community Women**

Last year, the Chelsea Center again administered final exams and counseling for the adult women attending the literacy classes. As Prashanna reported, “The women preparing for the exams were very nervous during the exam days (March 25-28). They prepared for the exams in pure devotion – they know the value of education and learning, like no one else. On counseling day, March 30, the women were anxious to receive their results, feedback and suggestions from their teachers.”

### **CECC Teacher Development**

The Chelsea Center has a dedicated staff of instructors. As described by Carola Drosdeck, the vice president of the NOH Board of Directors, in her 2018 on-site report on the Chelsea Center:

*The process of hiring new teachers at the CECC, both thoughtful and time-consuming, has resulted in a strong team. The process includes having the candidates plan and conduct classes (while being observed), gathering feedback from students and other teachers, assessing content knowledge as well as techniques and rapport with students, and discussing clear expectations for the position. While it has been heart-warming to have some of our “former kids” on the teaching staff, it should also be noted that the presence of “outsiders” has helped to elevate the professionalism among the staff as a whole.*



Final examinations begin



Bhagiratha, receives feedback from her teacher, Puja

In addition to teacher workshops in May, Carola, a retired elementary school teacher in the U.S., held several informal discussions with both the day teachers (for the community women’s classes) and afternoon teachers (for Papa’s House children’s classes) about effective teaching strategies. Sunita Pandey, the NOH Director of Operations and an experienced teacher herself, led a workshop on the traits of an effective teacher, lesson-planning, and using critical questions to shape classroom learning experience. NOH Board adviser Laura Handy-Nimick worked extensively with CECC teachers during her July visit, helping them to incorporate new teaching strategies into their classes.



Sunita and Carola in a CECC teacher workshop



Instructor Anuja observing Puja’s mathematics class

One of the more important practices for the development of CECC instructors implemented in 2018 was peer class visits. This is beneficial both for the instructor being observed, who might receive valuable feedback on their teaching, and for the visiting teacher, who might learn more effective teaching methods.

To promote the integration of the communities served at the Chelsea Center, on August 19 some of the older children served as “guest teacher assistants” in the women’s classes. As Prashanna explained, they helped the women by consoling them to not worry too much and trying to explain the ideas in easier language. And, on August 24, Rohit Malla, a young professional motivational speaker, returned to the Chelsea Center to give a motivational talk with humor-filled stories that moved the 50 students and 10 teachers who participated.



Papa’s House children helping with women’s classes



Motivational speaker Rohit Malla with participants in Chelsea Center Community Room

### **Papa’s House Magazine and CECC Videos**

In 2018, enriched by their writing classes at the Chelsea Center and guided by Michael Hess, Papa’s House children created a *Papa’s House Magazine* (<http://www.nepalorphanshome.org/magazine>). The first two editions in March and June featured stories, essays, and reporting by the children about life at Papa’s House. One of the children, Manisha Nepali, in her essay about Movie Night at the Chelsea Center in the *Papa’s House News Magazine (June 2018)*, wrote:

*When we all gather together at the Chelsea Center there are different emotional feelings that come from my heart. I feel like I have got a beautiful family in my life and I can share my feelings with them. I feel so happy while I spend my time together with everyone. While watching I feel happy and serene because we are able to watch a movie altogether as a family members. We are able to share the sorrows and enjoy the funny parts of movie together. We develop our mutual relationship and are cooperative with each other.*

Two new YouTube videos were made for the Chelsea Center during the year. *The Journey* (<https://www.youtube.com/watch?v=gYjsCjDhOyo>), created by Prashanna, describes the importance of the Chelsea Center to Papa’s House children. The second, *Chelsea Education and Community Center \*June 2018\**, produced by Sam Isherwood, a staff member at Papa’s House, featured the community women at the center (<https://www.youtube.com/watch?v=G6XAbAHa0As&feature=youtu.be>).

## The Auntie Program

In his September report to NOH Board after his visit to Papa's House and work with the Chelsea Center, Ted Seymour suggested that NOH begin an "Auntie" program to build social relationships with the community women.



Aunties and their daughters and sons gathered for the evening at Papa's House

As Michael described in his *Papa's House Update November 2018*:

*Late in the summer we asked the Aunties (women from the community attending the Chelsea Center) if they would host a child for a normal family dinner. The response was excellent initially, but as we added some rules such as picking up the child and bringing them home again, and being absolutely on time both ways, the numbers thinned. The final count was 38 Aunties who were excited to do this with the rules in place. The Aunties were advised to allow the child to participate in the dinner preparations and to strive to make them feel like family as opposed to a guest....they did well on both counts and the kids and Aunties had fun... [An] aspect of the culture is to not demonstrably show affection, hugging is rare, and yet, to my delighted eyes, when we called out the names of the "couples" many Aunties gave their child a welcome hug.*

## VOLUNTEER NEPAL

NOH started Volunteer Nepal (VN) in 2005 as a program to connect volunteers with talent and passion to serve the poor across Nepal. The VN mission statement concisely reflects this ethos:

*Volunteer Nepal seeks to foster uplifting change in the lives of underserved people and communities in Nepal by providing heartfelt, profound and enlightening volunteer experiences for groups and individuals.*

Through Volunteer Nepal we have been able to financially support education programs in many areas, as well as bringing guest instructors to them. Medical camps in remote areas have been run. Within three days after the earthquake of April 2015 Volunteer Nepal staff had traveled to placements devastated by the quake to deliver blankets, food, tents, and cash, to the people there.

Shreya Upadhyay continued her good work as VN Director. Three former Papa's House children, now young adults, worked at Volunteer Nepal. Himal Shahi served a second year as VN House Manager. After completing his formal education a few years ago, Saroj Darji, the first young boy to come to Papa's House in 2005, has been an effective member of the VN staff. Amrita Chaudhary, another young woman from Papa's House, was the cook for the VN house.

In 2018, Volunteer Nepal hosted 83 individuals representing ten countries. The top three home countries with their shares of volunteers were the United States (42%), Australia (29%), and the United Kingdom (12%). The most typical volunteer stint was between one to two weeks, followed by stints of one week. One individual, however, volunteered for six months, and another for five months. With both the number of volunteers and the average length of service declining, the total number of volunteer days for VN significantly fell from 2,396 days in 2017 to 1,552 days in 2018. For seven of the months of 2018 there were two or fewer volunteers.

Volunteer Nepal provided over two dozen placements throughout Nepal--from Kathmandu to remote villages. Options include volunteering in hospitals and medical clinics, schools, rehabilitation centers, ashrams, human rights NGOs, animal shelters, and village agriculture. In 2018, most of the volunteer placements involved teaching. Another popular placement was with orphanages. The third most popular option was community health and medical assistance.



Volunteer in a classroom at Bigu



Volunteers in the paddy fields at Pharping

## **Volunteer Groups**

Among the volunteers in 2018 was a group of 14 high school students and their 10 chaperones from Maleny State High School in Australia. The group volunteered with VN for two weeks in April as a part of their school excursion program to Nepal. They volunteered at the orphanage at Bal Mandir,

Education and Development for Underprivileged Children of Nepal (EDUC), Pashupati Elderly Ashram, and the Happiness Center (Buddha Park). Apart from the volunteer placements, they also led evening workshops at the Chelsea Center as a part of a Summer Camp organized with our Papa's House children. Because their experience with Volunteer Nepal was so meaningful, the Maleny group invited Shreya and her staff, along with NOH Director of Operations, Sunita Pandey, to visit Australia for three weeks in the fall...all expenses paid. While in Australia, besides sight-seeing and fun activities (including swimming in the ocean, boating, bushwalking, and rock climbing), the VN group visited different schools, attending classes with the students and giving presentations about life in Nepal, taught Nepali folk dancing, and spread the word about Nepal Orphans Home and Volunteer Nepal.



Maleny State High School group at the VN House



VN group in Australia with their Maleny hosts

In the summer Volunteer Nepal also hosted a group of 19 volunteers from New York's HEAF Global Routes who served for a week with our teaching placements and the Happiness Center in Kathmandu, working with children between the ages of four and eight.

Volunteer group visits like Maleny and HEAF Global Routes greatly helped in offsetting the reduced number of individual volunteers in 2018. Carola noted in her on-site visit report that groups may become the norm for volunteer experiences. The drop in individual applications to VN may also reflect more organizations in Nepal offering volunteer opportunities directly as well as continued "bad press" regarding voluntourism, especially with orphanages, not all of which in Nepal are reputable.

### **Volunteer Reviews**

In 2018 NOH again earned recognition as a GREAT NONPROFITS top-rated charity, largely from the reviews of volunteers ( <https://greatnonprofits.org/whitelabel/reviews/nepal-orphans-home-inc.>) One reviewer, who has since joined the NOH Board of Advisers, effectively captured Volunteer Nepal:

*I have been volunteering with Nepal Orphans Home since 2009 from the U.S. and on the ground in Nepal. I have spent time in rural placements in Nepal, taught in the Kathmandu Valley, stayed in the volunteer house and have come to know the directors, advisers, volunteers, and the staff in Nepal. Over the past nine years I have come to know the organization as family, which I know is the experience of many other volunteers.*

*I have made friends from all over the world during my time in Nepal. During my last visit (July 2018), my husband and I stayed in the volunteer house with our seven-year old son. We spent the majority of our time volunteering at the Chelsea Center and enjoying time with the children and college students. We did some sightseeing as well. The young men who run the volunteer house are former children on NOH (or maybe it's best said "forever children of NOH") and were kind and thoughtful when interacting with our son and helpful in making arrangements when our poor Nepali skills didn't suffice.*

*I could share hundreds of stories that convey the confidence and admiration I have for this organization, but the gist of it is that it is an organization run by honest, hardworking, caring, compassionate and accepting people. I highly recommend Nepal Orphans Home for anyone looking to make a positive impact in a country where poverty is overwhelming, but so is the kindness of its people. Whether you travel to Nepal to volunteer, raise money from afar or make a donation, your time, money and energy will be well spent.*

Another reviewer in August wrote:

*I was given the address of this organization " Volunteer Nepal " by Kopan Monastery. My adventure in Kathmandu was really great and this experience has changed I can say my life. All people @ Volunteer's house are special: Sunita/Shreya/Saroj/Himal. I knew all staff [are] fantastic. The house is clean / food very good/ good organization. I was never alone, so I felt secure and protected during my visits to the city and to the orphanage. I'm very satisfied to have had this opportunity and it was very useful for my spiritual and personal growth.*

Volunteers, while in Dhapasi, often joined Papa's House children on Saturdays and holidays. Some volunteers also offered workshops at the Chelsea Center. Annually members of the NOH boards volunteer in Nepal. In 2018, Carola Drosdeck and Ted Seymour of the Board of Directors and Suresh Acharya, Liz Early, Anne McCadden, Cici Caillet, Elizabeth Early, and Laura Handy-Nimick of the Board of Advisers spent time with the children at Papa's House and helped at the Chelsea Center, leading workshops and assisting the staff.

Membership on the VN+NOH group page on Facebook continued to grow, exceeding 1,500 in 2018. Frequent posts from the VN Director and the NOH board's Volunteer Nepal Committee highlighted activities at the Volunteer House or at placements. Questions posted by volunteer applicants were answered by former volunteers and VN staff. Volunteers were added to our Vertical Response newsletter list and therefore periodically received information about NOH and VN. Many also stayed in touch through social media.

Volunteer Nepal is important for providing valuable services to the poor in Nepal. Moreover, the net income from volunteer fees contributes to the operating expenses of Nepal Orphans Home.

## **OUTREACH**

As part of its mission, Nepal Orphans Home has long supported other local charities. Much of our outreach is funded by donations from friends, former volunteers, and board members of Nepal Orphans Home. In 2018 NOH Outreach provided for nearly \$69,000 in charity assistance.

## **Earthquake Relief Fund**

With the devastating earthquakes in 2015, Nepal Orphans Home set up the NOH Earthquake Relief Fund for both short term humanitarian assistance and longer run reconstruction and development. Donations to the NOH Earthquake Relief Fund quickly totaled nearly \$142,000. In the aftermath of the earthquake, NOH spent almost \$27,000 in relief. The remaining funds were designated to a restricted account for future relief and recovery assistance. In the next two years, NOH spent over \$77,000 from its Earthquake Relief Fund, most of these funds went towards the reconstruction of buildings destroyed by the earthquake. In 2018, NOH spent another \$5,900 from the earthquake relief fund.

## **Other Assistance**

Sunita Pandey, the Director of Operations, also manages NOH Outreach. In her *Papa's House Annual Report 2018*, she outlined the assistance NOH Outreach provided in 2018. Among the major projects for NOH Outreach have been the Kanti Children's Hospital, Mother-Sister Nepal, the Goldhunga Blind Children's Home, and Bal Mandir Infant Ward. In some cases, NOH Outreach channels designated donations to other organizations and selected individuals in Nepal.

NOH continued to support terminally ill children in the cancer ward of Kanti Children's Hospital. Fresh fruit and food treats were supplied twice a week and birthdays of the children were celebrated, complete with cake, candles, presents, balloons and sweets. Support, generally for pain medications, was provided for poor families who could not afford the medical costs. In the fall of 2017 NOH signed a Memorandum of Understanding (MOU) with Mr. Yu-Ming Wang and his new Healing Buddha Foundation (HBF) of the United States to fund our work with Kanti Children's Hospital. Sunita Pandey regularly files reports with HBF, detailing the expenditures.

NOH also signed an MOU with Mother Sister Nepal (MSN) in 2017, contributing over \$5,800 for the construction of their Everest Children's Home. MSN is an NGO serving the women of remote Sindhupalchowk as well as caring for children who lost both parents in the earthquakes. In 2018 NOH Outreach contributed food and supplies to the home. The home is also one of the VN placements and a former volunteer has contributed significantly to MSN through NOH Outreach.

In 2018 NOH continued its support of the Goldhunga Blind Children's Home in the Kathmandu Valley. Rabindra Sanjyal, a young adult from Papa's House, is the coordinator of this NOH Outreach program, visiting the home every Tuesday and Friday, and helping the children with their academics. Members of the NOH Board of Advisers, especially Anne McCadden, have been instrumental in raising support for this children's home. In 2018 NOH supported the salaries of the staff and the math, computer, and braille teachers as well as donated food, clothing, supplies, braille books and games, and a laptop with a braille reader. The Papa's House tailoring girls made school uniforms for all the Goldhunga children. In March and December the Goldhunga children and staff were invited to Papa's House on two Saturdays for tiffin and to spend time with our children. This Christmas NOH provided the home with two new laptops and Internet access.

NOH Outreach has supported the village school in Dumrikharka for the past decade. After the earthquake NOH contributed nearly \$50,000 to build a new school, which was completed in the spring of 2017. Our annual donations for teacher salaries and supplies and for a hot lunch program at the Shree Sham primary school continued in 2018.





Young patients at Kanti Children's Hospital



MSN Everest Children's Home

Over the years NOH has tried to support the baby orphanage at Bal Mandir, providing the children with food, health check-ups and other supplies. This year, one of the older Papa's House children, Anisha, volunteered to help regularly with the infants. NOH has also been supplying infant formula and baby food and subsidizing the staff salaries.

In 2018, funded by a large individual donation, NOH was able to provide school tuition for 45 other children, most in the Kathmandu Valley and most for private schools like Skylark. NOH Outreach also provided assistance to people in the local community who were especially bereft or in poor health, for example, food, medicine, and supplies to a crippled woman with three children.

NOH has raised funds for individual causes through the NOH Newsletter. For example, in 2018 NOH subsidized the education of five sisters living together in a small room and studying in Kathmandu. Originally from a remote mountainous region, their father, a math teacher, struggles with his meager income to support his wife's costly health care and is unable to provide for his daughters' education. Another example is Utsav, a young Skylark School student. Utsav lost his right arm in an accident, spending 90 days in the hospital. NOH Outreach helped with his medical expenses, including a new prosthetic arm.

### **NOH Outreach Guidelines**

Over the year, Sunita Pandey fielded numerous requests for assistance, both from other non-profits and individuals. Funds were sent to the locations each month and NOH Outreach visits by staff were scheduled every two months. By August, NOH reports to the government on these projects are submitted, followed by an auditor's review of the records. For individuals requesting assistance, written proof of their needs must be submitted, and then NOH Outreach meets with the family members to help ascertain their actual needs.

In the summer of 2018, a formal mission statement was adopted for NOH Outreach.

*NOH Outreach seeks to provide meaningful assistance for poor children in Nepal, supporting their education and other basic needs.*



Reading donated braille books at Goldhunga with NOH volunteers



Anisha of Papa's House helping at Bal Mandir

At the same time, guidelines intended to be useful in Sunita's discussions of support, or the approaching termination of support for recipients of NOH assistance, were set forth. The NOH Outreach guidelines for assistance are:

- Needs of recipients are not being sufficiently met by family, government or other charitable organizations.
- Support can be granted directly to individuals or to select NGOs.
- Movement toward self-sufficiency, where possible, is expected among recipients.
- Assistance agreements between NOH Outreach and the individuals or organizations will be signed with renewable/review dates pre-established.

#### **ACTIONS OF THE NOH BOARD**

Early in the year, the 2018 budget for Nepal Orphans Home proposed in the *NOH Annual Report 2017* was approved. Board members recommitted to serving Nepal Orphans Home. Each board committee submitted a report reviewing its actions over the last year and setting forth its agenda for the current year.

As noted earlier, Hillary Bernhardt joined the Board of Directors soon after leaving her position as Director of the Chelsea Center. Ted Seymour agreed to shift to the NOH Board of Directors and serve on the NOH Strategic Planning Committee, as well as the CECC Committee.

Laura Handy-Nimick and Elizabeth Early joined the Nepal Orphans Home Board of Advisers. Laura, a teacher from Lake Tapps, Washington, has been a long-time supporter of NOH. She first volunteered at Papa's House in 2009, after which she and her husband, Justin Nimick, founded Life's Handy Work, a nonprofit that has supported the higher education of Papa's House children. Laura serves on the CECC Committee. Elizabeth (Liz Jr.), the daughter of Liz Early, a member of the Board of Advisers, has been a

dedicated volunteer to NOH since her first visit to Nepal in 2011, returning three additional times, raising money and bringing donations each time. She is the Office Manager and Bookkeeper of a Real Estate and Appraisal firm located in Providence, RI. Liz Jr. serves on the NOH Communications Committee and in the fall of 2018, together with current board adviser, Tyler Drosdeck, began to manage the NOH Newsletter.

During the year, the NOH boards were informed about operations, receiving Sunita Pandey's *Papa's House Update Report (Jan. – April 2018)*, bi-monthly reports on the Chelsea Center, and minutes of the directors' meetings. As mentioned, two board members, Carola Drosdeck and Ted Seymour, submitted reports with assessments and recommendations from their productive on-site visits to Papa's House assisting with operations. Hillary Bernhardt shared her insightful SWOT (strengths, weaknesses, opportunities, and threats) analysis on our operations in Nepal with the board. Throughout the year, NOH board committees worked with the directors on initiatives and the development of programs.

### **NOH Initiatives**

There were important initiatives for the development of NOH during the year. First, the board approved a Papa's House Enhanced Savings Plan for employees whereby:

*Employees would be vested in the Papa's House Enhanced Savings Plan after one year's service. Each year of employment would earn the employee another 3% of her final annual (12 month) salary when she retires or leaves Papa's House employment (including Papa's Houses, CECC, VN, and Outreach).*

The plan would automatically increase employee savings and reward service at Papa's House. The plan is retroactive and would apply to all current employees as of January 1, 2019 with credit for their earlier years of service to Papa's House. The plan is equivalent to more than a 3% annual increase in salaries since employees would be receiving a percentage of their final salaries, which would have increased over time. This would be part of annual employee compensation increases.

The Papa's House Enhanced Savings Plan will be financed by a designated donation of \$20,000 that was placed in a high-interest, fixed deposit bank account in Nepal.

Second, the board approved a Papa's House Enrichment and Social Capital Fund, with the purpose of encouraging the purchase of items and paying for events that extend beyond normal programming and operating costs of the organization, providing enrichment, fostering cooperation, extending mutual trust, and building morale.

A line item for Enrichment and Social Capital in the annual budget would be dedicated for this purpose. The Directors of Children's Affairs, Chelsea Center, and Volunteer Nepal, as well as any employee, are encouraged to propose to the Director of Operations spending from this Enrichment and Social Capital Fund. Proposals for funding are discussed among the three directors along with the Director of Operations. Suggested costs covered by the Enrichment and Social Capital Fund could include, but are not limited to, special events and celebrations, field trips, items, and gifts that contribute to the social capital of the organization and community.

These funds are not intended for staff compensation (i.e., salaries or bonuses). While individual donors may wish to allocate their donations to the Enrichment and Social Capital Fund, the monies spent will

be at the discretion of the Director of Operations. Sunita reported that in 2018 the enrichment fund was used for organizing a farewell dinner for Hillary, a CECC women's picnic, and the celebration of Teej and International Women's Day.

In the fall of 2017, the NOH Board of Directors had officially approved that the in-country operation of Nepal Orphans Home in Nepal become the Papa's House Nongovernmental Organization (NGO), rather than an International Nongovernmental Organization (INGO). This would not only be more cost effective, without the extensive fees and requirements imposed on an INGO, but it would allow Papa's House NGO to operate more independently and efficiently in Nepal. The Chelsea Center campus, including the new building, the large annex, and the smaller office building, is legally the property of the Papa's House NGO.

As noted by the NOH Director of Operations, Sunita Pandey, in her *Papa's House Annual Report 2018*, the termination process for Nepal Orphans Home as an INGO in Nepal with the Social Welfare Council (SWC), started in late 2017, still had not been completed by the end of 2018. While NOH had submitted the required paperwork, there were ongoing problems with, and within, the SWC.

The annual registration of Papa's House with the local government authorities, however, was completed and the CECC campus was transferred to Papa's House in March 2018. The property tax of CECC was cleared until July 2019 and the rent taxes were paid to the local municipality for the property NOH rented. Moreover, the registration of Papa's House with the Central Child Welfare Board (CCWB) was completed in February.

In late November of 2018, the NOH boards began reviewing and discussing a first draft of a Transition Plan for Nepal Orphans Home and Papa's House NGO, whereby NOH would evolve to a public charity with the primary purpose of advising and funding the Papa's House NGO (which includes Papa's Houses, Chelsea Education and Community Center, Volunteer Nepal, and NOH Outreach) in Nepal. A formal plan is to be submitted to the boards in 2019 for approval.

Also, at the end of the year, Sunita Pandey agreed to continue as NOH Director of Operations. Sunita did a fine job in 2018 and NOH is fortunate to have her leadership again in the new year.

### **Communications and Fundraising**

Effective communications through the NOH website, social media, and public profiles have not only increased awareness of Nepal Orphans Home, but enhanced fundraising. Early in the year Nepal Orphans Home updated its profile on Guidestar, the world's largest source of information on nonprofits (<http://www.guidestar.org/profile/20-3545915>), where NOH has earned Silver Level participation with its commitment to transparency.

During the year, through our association with VerticalResponse, NOH Newsletters were sent to over 2,400 subscribers. In addition to the four regular editions, there were two special editions initiated by Toni Thomson of the NOH Board of Directors. On Giving Tuesday in November and then NOH Holiday Greetings right before Christmas, thanks to NOH donors and appeals for additional support were sent, as well as posted on the NOH Facebook page.

**3 WAYS TO GIVE THIS HOLIDAY**

nepal orphans home

**1**

**SUPPORT FOR A CHILD.**  
\$300 for one child - \$25 per month.

**2**

**SUPPORT FOR EDUCATION.**  
\$600 for one child - \$50 per month.

**3**

**SUPPORT FOR A FAMILY.**  
\$450 - \$1000 for education  
\$40 - \$80 per month.

nepal orphans home

### NOH Holiday Greetings

Jen Kim, a previous volunteer with Volunteer Nepal in 2009, continued as editor of the NOH Newsletter until the fall of 2018, when Liz Early Jr. and Tyler Drosdeck of the NOH Board of Advisers took over. Over the year the four NOH Newsletters contained *Papa's Updates*, Michael's accounts of life at Papa's House.

NOH continued to maintain an active presence on Facebook, posting a message usually once a week. At the end of 2018, there were over 3,300 followers on the NOH Facebook page. See <https://www.facebook.com/Nepalorphanshome/>.

### Contributions

In addition to the net income from Volunteer Nepal, Nepal Orphans Home depends on donations. In 2018, over two hundred individuals around the world donated to NOH, with members of the NOH boards among the most generous supporters. We have been inspired by the gifts of friends, who have seen or heard about our good work in Nepal. Moreover, other individuals have supported NOH through the online fundraising platforms, including Network for Good, UniversalGiving, SlickDeals, and AmazonSmile.

Some individuals designate specific uses for their donations, including for NOH Outreach projects. Former volunteers and friends of NOH contributed towards an entrepreneurial fund for the Chelsea Center's Business Incubator Program.

In 2018, friends of NOH, a renowned photographer of the natural world and his wife from the U.S., made Nepal Orphans Home a future beneficiary of their estate's investments. At the end of the year, Nepal Orphans Home unexpectedly received a second gift from the trust of an estate of a long-time neo-natal nurse practitioner from North Carolina who had dedicated his life to helping children at home and in third world countries, including Nepal.

Last year NOH received support from two churches in the U.S. and several businesses (including matching employee contributions). The Junior Honor Society at the Dharan School in Saudi Arabia adopted NOH many years back and annually organizes a fundraiser.

Other monetary gifts were received through benefits and fundraisers. Friends and members of our boards have organized events from bake sales to silent auctions, photo exhibitions, yoga celebrations, fitness events, well-being days, and ballroom festivals. Others have given presentations in their communities to raise awareness of NOH. Often visitors and volunteers to Papa's House bring donated goods.

### **Foundation Support**

Nepal Orphans Home is fortunate to have the steadfast support of several foundations. Board member Toni Thomson's Possible Worlds Foundation, based in Canada, has been integral in raising awareness and generating funds for our mission over many years. In 2018 Possible Worlds Foundation donations supported the education of Papa's House children, art and music classes at the Chelsea Center, and Valentine's Day at Papa's House.

The Sanctuary for Kids Foundation (S4K) made a major contribution to the NOH capital fund in 2009 and in every year since has supported our operations, funding the shelter, education and nutrition of Papa's House children. At the end of 2018, however, S4K closed as a non-profit, after an impressive ten-year run. In its last year, however, S4K still generously supported our operations. As Michael wrote in his *Papa's Update* (November 2018):

*...They have served so many over the last ten years. From S4K we have received countless number of volunteers, individuals who have been devoted fans and participants in S4K from its inception, fine people who have remained friends and supporters. Through S4K came a wonderful Director of Volunteer Nepal, another who has for 7 years been coming and in one long stretch served as a house manager and helped manage our Chelsea Center; they remain close friends to us today.*

*The financial support of S4K has been incredible. Year after year, it has enabled education, housing costs, medical interventions--all to make the children's lives more secure, happy, and comfortable.*

Nepal Orphans Home is grateful to Life's Handy Work Foundation for supporting the higher education costs of our older children and to Aakriti's Kids Foundation for providing for Aakriti, our young, blind girl living in Papa's House. Since late 2017 the Healing Buddha Foundation of the United States has funded our outreach to Kanti Children's Hospital.

## Financial Statement for 2018

Below please find the financial statement for Nepal Orphans Home for 2018. For the year, Total Income from donations, grants, volunteer fees, business, interest and dividends summed to \$361,545. Total Expenditures for NOH summed to \$337,990. Accordingly, Net income for NOH in 2018 was \$23,555.

The proposed budget for Nepal Orphans Home for 2019 follows the financial statement.

### NEPAL ORPHANS HOME Statement of Expenditures and Income January 1 - December 31, 2018

Figures are expressed in U.S. dollars, converted from the actual expenditures in Nepalese rupees using an exchange rate determined each day.

#### Papa's House Expenditures:

##### **\$ 23,601 ..... Property**

- \$ 18,657..... Leases on Papa's Houses and Playground
- \$ 1,246..... Repairs and Improvements at All Houses
- \$ 1,923..... Utilities at All Houses
- \$ 0..... New Furnishings
- \$ 1,447..... Supplies for the Homes
- \$ 328..... Scooter Repair, Insurance, and Taxes

##### **\$ 50,474 ..... Childcare**

- \$ 38,149 ..... Food
- \$ 2,100 ..... Clothing
- \$ 4,354 ..... Supplies
- \$ 1,871 ..... Medical
- \$ 3,671 ..... Gifts and Entertainment
- \$ 329 ..... College Children Living Expenses

##### **\$ 2,670 ..... Special Care Children**

- \$ 1,378..... Aakriti
- \$ 1,292..... Hope Angel

##### **\$ 50,850..... Education**

- \$ 14,225..... Skylark Tuition and Fees
- \$ 5,577..... Skylark Books, Uniforms, and Supplies
- \$ 22,417 ..... Higher Education Tuition and Fees
- \$ 1,551 ..... Higher Education Books, Uniforms, and Supplies
- \$ 7,080 ..... Extracurricular Enrichment

##### **\$ 1,151 ..... Transportation**

- \$ 585..... Local
- \$ 566..... Village

**\$ 26,753 ..... Staff Wages**

**\$ 3,555 ..... Cafe**

\$ 1,122 ..... Food (for Skylark students' tiffin)  
\$ 332 ..... Lease  
\$ 747 ..... Supplies  
\$ 1,109 ..... Wages  
\$ 222 ..... Construction  
\$ 22 ..... Utilities

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**\$159,054 ..... Total Expenditures for Papa's House in 2018**

**\$ 40,271 ..... Chelsea Education and Community Center (CECC)**

\$ 10 ..... New Furnishings  
\$ 1,038 ..... Utilities  
\$ 32,949 ..... CECC Staff Wages  
\$ 1,123 ..... Staff Expenses  
\$ 2,516 ..... Supplies & Misc. Class Expenses  
\$ 573 ..... Vocational Training  
\$ 295 ..... Property Taxes  
\$ 1,767 ..... Business Incubator Program (Papa's House Pies Expenses)

**\$ 6,709..... Employee Benefits**

\$1,826 ..... Medical Insurance  
0..... Professional Development  
\$2,135 ..... Special Circumstances Support  
\$2,748 ..... Papa's House Enrichment and Social Capital Fund  
0..... Papa's House Enhanced Savings Plan (effective Jan. 1, 2019)

**Administration and Fundraising Expenditures:**

**\$ 2,168 ..... Communication and Fundraising**

\$ 524 ..... Fundraising  
\$ 1,644 ..... Website Maintenance

**\$ 17,223 ..... Business, Accounting and Banking**

\$ 6,388..... Business Fees (audit and legal fees)  
\$ 4,747..... Accounting  
\$ 3,102..... Banking Taxes and Fees  
\$ 1,595..... Office Supplies  
\$ 1,391..... Visas



**\$ 441.....Papa's House Board**

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**\$ 19,832 .....Total Administration & Fundraising Expenses**

**\$ 55,922 ..... Outreach**

- \$ 5,048 ..... Support for Dumrikharka (Ramechhap) Village School
- \$ 5,380 ..... Support to OCFP (Our Children's Family Protection)
- \$ 7,564 ..... Support to Kanti Hospital Oncology Ward and SAV
- \$ 5,045 ..... Support for MSN Everest Children's Home
- \$16,790 ..... Support for Bal Mandir
- \$ 1,178 ..... Utsav Prosthetic Expenses
- \$14,917 ..... Other Charity (including education support for other children)

**\$ 7,043 ..... Goldhunga Blind Children's Home**

**\$ 5,908 ..... Earthquake Relief**

**\$ 43,251 ..... Volunteer Nepal Program**

- \$ 6,053..... Food, Transport, Placements, Sightseeing, and Other VN expenses
- \$ 7,420..... VN House Lease, Furnishings, Computers, Supplies, and Utilities
- \$ 7,358..... VN Staff Wages
- \$ 4,935..... Founder and Director Emeritus Living Expenses
- \$ 17,485..... Founder and Director Emeritus Stipend + FICA

**\$ 337,990 ..... Total Expenditures for Nepal Orphans Home in 2018**

**Nepal Orphans Home Income:**

- \$164,717..... Unrestricted Donations
- \$ 63,848..... Undesignated Grants
- \$ 81,729..... Restricted Donations
  - \$ 9,600.....Kanti Children's Hospital
  - \$ 5,433 .....Bal Mandir
  - \$ 6,493 .....Our Children's Family Protection (OCFP)
  - \$ 2,265.....CECC Programs
  - \$ 11,990..... Goldhunga Blind Children's Home
  - \$ 20,000..... Higher Education
  - \$ 6,556..... Business Incubator Program and Vocational Training
  - \$ 6,207..... Hope Fund
  - \$ 5,000 ..... Aakriti

\$ 1,682 ..... Utsav  
\$ 6,503 ..... Outreach and Local Charity

\$ 42,304..... Volunteer Nepal Fees  
\$ 6,225..... Interest  
\$ 155..... Dividend Income and Capital Gains  
\$ 1,469..... College Children Rent  
\$ 244..... Tailoring Shop Rent  
\$ 854..... Papa's House Pies

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**\$ 361,545..... Total Income for Nepal Orphans Home in 2018**

**\$ 23,555..... Net Income for Nepal Orphans Home in 2018**

## NOH Proposed Budget for 2019

Projections of income and expenses are necessarily speculative, since conditions in Nepal and NOH plans can change. Wherever relevant the proposed budget expenditures for Papa's House NGO for 2019 from *Papa's House Annual Report 2018* are used (indicated by \*). In general, for continuing programs, unless otherwise noted, budgeted expenditures are assumed to increase by 5 percent to reflect expected inflation in Nepal. (In 2018, the inflation rate in Nepal was 4.2%). The exchange rate used for conversion from Nepalese rupees to U.S. dollars is 110 rs = \$1.00. Estimates are rounded up to the nearest hundred dollars. Other specific assumptions underlying the proposed budget for 2019 include:

1. In 2019 NOH will be providing for 41 young girls (including Aakriti) in Papa's House Harmony House and 4 young boys living in the Chelsea Center Annex, as well as supporting 14 college girls (grade 11) living independently in Papa's Sanctuary House and 4 college boys living independently in the Chelsea Center Annex. The four young boys will share a room on the third floor of the Chelsea Center Annex, next to the large kitchen. Sunita Mahato, one of the first children to come to Papa's House over twelve ago, will manage these boys. She will have a single room on the second floor and be also responsible for the cooking, cleaning, and laundry. In April of 2019, four Papa's House boys in grade 11 will share another large room in the annex with attached bath on the second floor. Consistent with NOH policy for college transition adolescents, they will be responsible for their own cooking, food supply, and cleaning.
2. In 2019 the leased houses will be Papa's Harmony House, the College transition house (formerly Papa's Sanctuary House), the Volunteer House, and the Founder's House. The land in front of Papa's Harmony House is also leased.
3. For the Skylark School in 2019 will be 44 children. Aakriti attends a special school for the blind. 18 Papa's House young adults will be enrolled in grade 11 and 36 in grade 12 and Bachelors programs.
4. The salaries for 2019 will be for 12 months. A 13<sup>th</sup> month of salary will be paid for the staff working over Dashain and Tihar.
5. Outreach support to Dumrikharka and Bal Mandir, while still substantial, will be reduced by nearly half.
6. Employee Benefits reflect the new compensation system in place for 2019.
7. Expenditures for Earthquake Relief are budgeted to increase significantly to \$15,545 (roughly half of the remaining funds in the NOH Earthquake Relief Fund) due to new reconstruction projects.
8. A decrease in Volunteer Nepal expenses and income consistent with an expected decline of fifteen percent in the number of volunteers to 70.
9. A general increase of 5% in donations, except for the loss of the generous donations from Sanctuary for Kids Foundation, which closed its doors at the end of 2018.

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### Papa's House Expenditures:

#### **\$ 29,600 ..... Property**

- \$ 22,600..... Leases on Papa's Houses and Playground\*
- \$ 1,400..... Repairs and Improvements at All Houses\*
- \$ 2,600..... Utilities at All Houses\*
- \$ 1,000..... New Furnishings\*
- \$ 1,600..... Supplies for the Homes\*

\$ 400..... Scooter Repair, Insurance, and Taxes

**\$ 53,800 ..... Childcare**

\$ 37,400 .....Food\*  
\$ 1,000 .....Clothing\*  
\$ 6,400 ..... Supplies\*  
\$ 4,600 .....Medical\*  
\$ 3,700 ..... Gifts and Entertainment  
\$ 400 ..... College Children Living Expenses  
\$ 300 ..... Aakriti Special Expenses\*

**\$ 55,400..... Education**

\$ 12,200..... Skylark Tuition and Fees\*  
\$ 4,800..... Skylark Books, Uniforms, and Supplies  
\$ 32,700 ..... Higher Education Tuition and Fees\*  
\$ 4,300 ..... Higher Education Books, Uniforms, and Supplies  
\$ 1,400 ..... Extracurricular Enrichment\*

**\$ 1,900 ..... Transportation\***

\$ 1,000.....Local  
\$ 900.....Village

**\$ 27,300 ..... Staff Wages\***

**\$ 3,100 ..... Cafe**

\$ 1,000 ..... Food (for Skylark students' tiffin)\*  
\$ 400 ..... Lease\*  
\$ 300 ..... Supplies\*  
\$ 1,300 ..... Wages\*  
\$ 0 .....Construction  
\$ 100 ..... Utilities

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**\$171,100 ..... Total Expenditures for Papa's House in 2019**

**\$ 44,900 ..... Chelsea Education and Community Center (CECC)**

\$ 500 ..... New Furnishings\*  
\$ 1,400 .....Utilities\*  
\$ 31,600 ..... CECC Staff Wages\*  
\$ 2,300 ..... Staff Expenses\*  
\$ 2,300 ..... Supplies & Misc. Class Expenses\*  
\$ 1,000 ..... Vocational Training\*

- \$ 1,000 ..... Papa's House Magazine\*
- \$ 200 ..... Property Taxes\*
- \$ 4,600 .....Business Incubator Program\*

**\$ 9,600..... Employee Benefits**

- \$ 2,000 ..... Medical Insurance\*
- \$ 1,000 ..... Professional Development\*
- \$ 1,000 ..... Special Circumstances Support\*
- \$ 4,600 ..... Papa's House Enrichment and Social Capital Fund\*
- \$ 1,000 ..... Papa's House Enhanced Savings Plan (effective Jan. 1, 2019)\*

**Administration and Fundraising Expenditures:**

**\$ 2,400 ..... Communication and Fundraising**

- \$ 600 .....Fundraising
- \$ 1,800 .....Website Maintenance

**\$ 16,800 ..... Business, Accounting and Banking**

- \$ 6,800.....Business Fees (audit and legal fees)
- \$ 5,000..... Accounting
- \$ 3,300..... Banking Taxes and Fees
- \$ 1,700..... Office Supplies

**\$ 1,000 ..... Papa's House Board\***

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**\$ 20,200 .....Total Administration & Fundraising Expenses**

**\$ 40,200 ..... Outreach**

- \$ 3,900 ..... Support for Dumrikharka (Ramechhap) Village School\*
- \$ 5,700 ..... Support to OCFP (Our Children's Family Protection)
- \$ 8,800 ..... Support to Kanti Hospital Oncology Ward and SAV\*
- \$ 1,000 ..... Support for MSN Everest Children's Home\*
- \$ 8,000 ..... Support for Bal Mandir\*
- \$12,800 ..... Other Charity (including education support for other children)\*

**\$ 7,300 ..... Goldhunga Blind Children's Home\***

**\$ 15,600 ..... Earthquake Relief\***

- \$11,000 ..... Reconstruction

\$ 4,600 ..... Other

**\$ 37,100 ..... Volunteer Nepal Program**

\$ 5,400..... Food, Transport, Placements, Sightseeing, and Other VN Expenses

\$ 6,700..... VN House Lease, Furnishings, Computers, Supplies, and Utilities

\$ 4,500..... VN Staff Wages

\$ 3,000..... Founder and Director Emeritus Living Expenses

\$ 17,500..... Founder and Director Emeritus Stipend + FICA

**\$ 346,000 ..... Total Expenditures for Nepal Orphans Home in 2019**

**Nepal Orphans Home Income:**

\$136,800 ..... Unrestricted Donations

\$ 67,100 ..... Undesignated Grants

\$ 85,900 ..... Restricted Donations

\$ 36,000 ..... Volunteer Nepal Fees

\$ 6,600 ..... Interest

\$ 1,000 ..... Dividend Income and Capital Gains

\$ 1,600 ..... College Children Rent

\$ 300 ..... Tailoring Shop Rent

\$ 900 ..... Papa's House Pies

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**\$ 336,200..... Total Income for Nepal Orphans Home in 2019**

**\$ - 9,800..... Net Income for Nepal Orphans Home in 2019**