



nepal orphans home

Annual Report 2019

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 2019

In 2019 Nepal Orphans Home (NOH) began its fifteenth year of operations providing for children living in Papa's Houses and adolescents living in transition housing while attending college preparatory classes, as well as 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 seventh year of academic enrichment and life skills training for the Papa's House children and its fifth year of free literacy classes to local women in the community of Dhapasi. Volunteer Nepal hosted international volunteers to serve the poor in Nepal and NOH Outreach provided aid throughout Nepal.

Management and Staff

Nepal Orphans Home is fortunate to have good management of its operations in Nepal. Sunita Pandey continued her superb work as Director of Operations of Papa's House NGO. Educated in India and a teacher by profession, Sunita has been with NOH for eight 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. At the end of the year, Sunita agreed to a new contract as the Director of Operations and she will also continue as Director of NOH Outreach.

Prashanna Bista entered his second year as the Director of the Chelsea Center. Caring, diligent, and proactive, Prashanna has led the CECC exceptionally well. He previously

earned a Bachelor of Science degree in physics and has a post-graduate diploma in counseling. In September, Prashanna married Gita K.C., a graduate of Papa's House, in a beautiful ceremony. Prashanna will continue as Director of the Chelsea Center in 2020.



Papa applying a blessing to Prashanna and Gita



Wedding day

Shreya Upadhyay, a graduate of Thames International College, with a degree in business administration, continued for a third year as Communications Director for Volunteer Nepal. Due to the decrease in volunteers, however, she served more on a part-time basis, effectively working on commission as needed.

Michael Hess (Papa), who until two years ago had been the onsite Director of Operations since his founding of NOH, was still very 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 volunteered as the Director of Children's Affairs.

In August, Tanya Nair, began her work with Papa's House NGO as the new Director of Transition. A young woman from Mumbai, India, Tanya graduated from Davidson College with a degree in psychology in the spring of 2019. In collaboration with the Director of the Chelsea Center and the Director of Operations, her responsibilities include: helping students decide what to study and how to be successful in college; working with Skylark and CECC teachers to improve the academic achievement of our students; helping college students find internships; and leading workshops for young adults on life skills (e.g., time management, studying, dancing, journaling, personal finances), and career topics (e.g., creating effective resumes and cover letters, networking and interviewing).

Several of the staff served in more than one capacity. For example, in addition to Sunita Pandey, as Director of Operations and Director of NOH Outreach, Rabindra Sanjyal, served as Papa's House NGO bookkeeper and manager of Goldhunga outreach; Himal Shahi worked on the Volunteer Nepal staff and as manager of outreach to Kanti Children's

Hospital and Bal Mandir baby orphanage; and Saroj Darji, also on the Volunteer Nepal staff, serves as an NOH Outreach assistant. These three young men are former Papa's House children.



Staff members Rabindra Sanjyal, Himal Shahi, and Saroj Darji with Mrs. Pandey

Overall in 2019, there were nineteen former Papa's House children on the staff. Seven were instructors in the community women's classes at the Chelsea Center, while they also attended college and university. These included Ankit B.K., Kamal B.K., Sushma Chaudhary, Kabita Mahato, Sita Timilsina, and Sumi Devkota. Puja Sapkota, one of the first Papa's House children, also taught at the Chelsea Center before leaving for Australia in November for university.

Other former Papa's House children on the staff included Sarita Chaudhary (assistant manager of Harmony House), Santoshi Chaudhary (caretaker of Aakriti), Sunita Mahato (manager of the young boys living at the CECC Annex), Anisha Chaudhary, Anupa Gurung, Sirjana K.C., Meena Kamal and Bimala Gurung (all working as NOH Outreach staff at Balmandir, Kanti Children's Hospital, and a local orphanage), and Sanu Chaudhary (staff at Hope's Café), and Amrita Chaudhary (cook and housekeeper at the Volunteer Nepal).

Operations

There are four divisions of Papa's House NGO: Papa's Houses, Chelsea Education and Community Center, Volunteer Nepal, and NOH Outreach. The directors of the divisions meet regularly for planning, discussions on developments, and collaboration, all of which improve the cohesiveness of operations. The minutes of the directors' meetings are forwarded to the NOH boards.



The CECC staff in 2019 on the balcony of the Chelsea Center, from left to right, standing: Ankit, Sushil, Kamal, Diwakar, Saroj, Prashanna, Rajen, Samir, Waro and Pawan. Kneeling from left: Sushma, Puja, Kabita, Anuja, Monica, Maya, Sumi

Sunita's quarterly reports and her annual report, which include updates about Volunteer Nepal and NOH Outreach, are helpful to the NOH boards. Similarly, Prashanna's quarterly reports for CECC inform the NOH boards about the programs and developments of the Chelsea Center.

The NOH Board's CECC and Volunteer Nepal Committees support the operations of these two divisions. The NOH Board's Strategic Planning Committee also works with the Director of Operations and Founder in planning and setting policies for Papa's House NGO.

Moreover, at different times during the year, Carola Drosdeck, Ted Seymour, and Hillary Bernhardt of the NOH Board of Directors spent several weeks at Papa's House and the Chelsea Center, observing and assisting in operations, as well as advising. In addition, there were members of the NOH Board of Advisers, including Anne McCadden, Liz and Elizabeth Early, Cici Caillet, and Suresh Archarya, who visited Papa's House NGO, consulting and volunteering with operations. Collaboration between NOH board members and the directors in Nepal is important and productive.

Papa's House NGO employees are paid on the first of each month. A register is maintained to record the payment to each staff member, who sign in with their names every month after receiving their salary. The salary tax (1% of salary) and contribution to a savings plan, Citizen Investment Trust (usually 5% of salary), are deducted from the paychecks and paid at the tax office and to CIT office every month.

Papa's House NGO employees are dedicated and believe in NOH's mission. In turn, NOH supports employees with compensation and benefits. With the Papa's House Human Resources Policy ([Papa's House Human Resources Policy \(January 2019\).pdf](#)), employee benefits include medical insurance, a Dashain allowance, 14 paid holidays, 12 days of paid personal leave, 60 days of paid maternal leave, and 13 days of paid mourning leave.

Papa's House NGO Enhanced Savings Plan provides employees each year with 3% of final salaries as accumulated savings when the individuals leave Papa's House NGO employment. The enhanced saving plan is in addition to any other salary increase for that year and the CIT Savings Plan already in place. In 2019, there were six individuals who left their jobs at Papa's House NGO, with various tenures of service, who received a total of nearly \$1,000 in enhanced savings.

In addition, there are funds for personal and professional development (e.g., attending seminars, classes, conferences, and training programs) and special circumstances support (e.g., assistance with family responsibilities). Papa's House Enrichment and Social Capital Fund can be drawn on by the directors to purchase items and pay for events that extend beyond normal programming and operating costs of the organization, and provide enrichment, foster cooperation, extend mutual trust, and build morale.

Papa's House Employee Performance Evaluation System

At the end of 2019, there was a total of forty employees at Papa's House NGO. As Sunita reported, in January all the staff signed their job contracts with their specific responsibilities. In the month of February all the Papa's House staffs were informed about the Papa's House Human Resources Policy, which was read for all and translated into Nepali. Unfortunately, over the year employees either didn't adequately understand or weren't able to access the medical insurance provided. In the future, employees should be able to use this insurance for their health care.

Systematic assessments of employee performance are important for improving the efficiency of operations, providing opportunities for the professional development of employees and relevant input when determining employee compensation increases. For the second year, the Papa's House NGO Employee Performance Evaluation System was implemented. Detailed self-, peer- and supervisor-evaluations of employees were undertaken with follow-up conferences where each employee received feedback, including recognition of their strengths and identification of areas for improvement. Then personal goals with action plans were set forth for the next year. Once again, Carola Drosdeck, vice president of the NOH Board of Directors, was instrumental in organizing and implementing the extensive employee evaluation process.

Papa's House NGO Certification

As Sunita reported, in January of 2018, Nepal Orphans Home applied with the Social Welfare Council (SWC) for termination of Nepal Orphans Home as an International

Nongovernmental Organization (INGO) in Nepal. This is consistent with the NOH and Papa's House NGO Transition Plan adopted by the NOH Board of Directors. The official process is complicated, arduous, and lengthy, and by the end of 2019, was still incomplete, despite Sunita's best efforts and submission of all the required paperwork. Papa's House NGO, however, was renewed with Nepal's Central Child Welfare Board.

Nevertheless, as the Director of Operations reported, Papa's House NGO was registered in the ward office and in the Tokha Municipality. In 2019 Papa's House NGO also renewed the Certificate of Affiliation with SWC for three years. The property tax of the Chelsea Center was cleared until July 2020. The house rent taxes have also been paid. And, until mid-July 2020 Papa's House has been renewed with all the local and the district bodies of the government.

Papa's House NGO Board

The Nepali board of Papa's House NGO had four meetings during the year to review operations and discuss policy. Included in the actions taken were the approvals of the Papa's House NGO proposed budget for 2019, the Papa's House Human Resources Policy, and the audit report for the renewal of Papa's House NGO in Nepal.

The board members are: Santosh Pant (a director and actor), who served as the chair of the board; Narayan Sharma (the operator of Sanjali Store), who served as vice-chair; Ashok Yadav (a former Papa's House child and owner of Brother's Café), who served as treasurer; Gaya Prasad Pandey (a teacher at Skylark School), who was the secretary; Dhan Kumari Gurung (the long-time cook at Papa's House); Niranjana Aryal (a retired teacher); and Deepa Khatri (a former Papa's House child and teacher).

The board members divided some of the responsibilities according to their interests and capabilities. Santosh Pant oversaw the activities of all the board members. Narayan Sharma helped the Director of Operations in the official work with the government. Ashok Yadav and Deepa Khatri represented the children of Papa's House and any issues the children had. Gaya Prasad Pandey helped guide the children with their studies at Skylark. Niranjana Aryal, a retired teacher of Tribhuvan University, helped guide the young adults of Papa's House with their career paths. Dhan Kumari Gurung represented the Papa's House staff and any issues that arise with the staff.

The Papa's House NGO board gave the Director of Operations the authority for the renewal of Papa's House with the government offices and local authorities. Also, the board requested that the Director of Operation provide current information about all the activities of the Papa's House NGO, including the monthly financial reports.

PAPA'S HOUSE

NOH began 2019 with 63 children in two Papa's Houses: 31 girls and 8 boys in Harmony House and 24 girls in Sanctuary House. Six college girls were in transition housing. During the year there was considerable relocation of children across houses. In April the young girls of Sanctuary House moved to Harmony House and the Sanctuary House became the new college transition house for the girls graduating from grade ten. The young boys of Harmony House moved to the CECC Annex.

At the end of 2019, there were a total of 47 children living in Papa's House and the CECC Annex: 41 young girls in Papa's Harmony House and 6 young boys living in a large room in the CECC Annex. There were 23 older girls (most in grade 11) living independently in Papa's Sanctuary House, and 3 older boys living independently in a large room in the CECC Annex while also attending college.

The core of the NOH strategic vision is maintaining one Papa's Harmony House for forty children, along with college transition housing. Therefore, as Papa's House children graduate from grade ten and move out of Harmony House, the intent is to replace them with new young girls, either former Kamlaris from the Lawajuni Home in Narti or children from local orphanages.

In 2019, Anita Chaudhary, who has been with NOH since 2012, continued as the manager of the young girls in Papa's Harmony House. On the staff were: Sarita Chaudhary, assistant house manager; Dhan Kumari Gurung, long-time cook and beloved house mother; Sushma Shrestha, a housekeeper for cleaning and laundry; and Santoshi Chaudhary, caretaker of Aakriti, our blind child. Also, Pooja Magar gave taekwondo lessons before school and Bindu Neaupane, a blind teacher, came every Saturday for two hours to tutor Aakriti.

The six young boys living in the Chelsea Center Annex shared a large room on the third floor. Sunita Mahato, one of the first children to come to Papa's House over twelve years ago, managed these boys. She had a single room on the second floor and was also responsible for the cooking, cleaning, and laundry. Also living in the CECC Annex were three Papa's House boys in grade 11, who shared a large room with an attached bath on the second floor. Consistent with NOH policy for college transition adolescents, these older boys were responsible for their own cooking, food supplies, and cleaning.

Also, in Papa's Sanctuary House for the girls living independently while attending college, Sushila Chaudhary resided, preparing breakfast for the girls in the morning and working in Papa's House's Hope's Café on the Skylark School grounds during the days. In the evenings the college girls took turns cooking.

Hillary Bernhardt, former Director of the Chelsea Center and current member of the NOH Board of Directors, visited Papa's House during her break from her studies at Yale School of Management. She noted in her report: "... Sanctuary House is a huge success. The twenty-three college girls living there are keeping the place clean, are cooking on a schedule, and

are managing their schedules well. From my view, the girls who are living there are flourishing, exactly as we had envisioned for the house.”

The Founder’s House serves as the residence and office of the Founder and Director of Operations Emeritus and sometimes hosts visitors to Papa’s House as well as events for the children and staff. The Papa’s Harmony and Sanctuary Houses and Founder’s House are leased, as well as the large playground in front of Harmony House. As Sunita reports, the houses are clean and in good condition, if sometimes requiring repairs, with “Papa (Michael) painting rooms and kitchens whenever he sees the need.”

NOH also leases space on the Skylark School grounds for Hope’s Cafe, which provides the noon tiffin to Papa’s House children on school days. Sanu Chaudhary helps Sushila Chaudary operate Hope’s Cafe, preparing three lunches (tiffin) a week for Papa’s House children at Skylark School. Michael prepares the tiffin from the Cafe on the other three days of the school week. On Saturdays, the day off from school, the tiffin served to the children at Harmony House is prepared by Ashok Yadav, a former Papa’s House boy and the owner-manager of Brothers’ Cafe.

Life at Papa’s House

Papa’s House children are busy during the school year. Six days a week they attend Skylark School from 9:30 a.m. to 3:30 p.m. and then the Chelsea Center in the afternoons for academic enrichment sessions. In the early mornings, some of the children practice basketball at Skylark School and others take taekwondo classes on the grounds of Papa’s Harmony House.



Papa’s House taekwondo students

A photography club was formed in 2019 by Khusbu, one of Papa’s House college girls. She and several others had been interested in photography ever since Finding Neverland, an NGO from Dubai, came to Papa’s House during Dashain of 2013. They brought small

cameras as gifts and professional instructors for a two-week workshop ending in a public exhibition of the children's work.

All the children enjoy their Saturdays off from school, breaks in the school year, and holidays, when they can relax and engage in fun activities at Papa's House and 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. During the year there are celebrations of birthdays and holidays, both Nepali (including *Holi* and *Tihar*) and American (including Christmas and Thanksgiving).

Occasionally visiting artists perform at Papa's House. Frequently volunteers and visitors to Papa's House join the festivities. Special days include birthdays of the children, Valentine's Day, and Halloween.



Khusbu with an academic award from Skylark principal



One of club member Selina's photos

On Brother's Day, celebrated August 15, the sisters of Papa's House fixed a delicious meal for their brothers, prepared threads to tie on their wrists, and put tikas on their foreheads. The girls also performed dances, sang, gave speeches, and played games with their brothers. On September 21, the brothers of Papa's House reciprocated, showing their affection and respect for their sisters with food, games, and performances.

During the Dashain holiday in the fall, outings to the Garden of Dreams and Manakamana Temple and a hike to the Jhor waterfalls were organized for the Papa's House children who did not return to their family villages. The Chelsea Center was also open for enrichment activities.



Brothers blessings on Sisters' Day



Thanksgiving 2019 at Papa's House

Sunita in her *Papa's House Report (July-Nov. 2019)* described Thanksgiving where: *All the children circled and thanked Papa and the people in the world helping us and making changes in our lives. The food was prepared by Papa, Saroj prepared different types of pies [from Papa's House Pies Bakery], and chocolates were prepared by me. All the children enjoyed the food, pies and chocolates.*



Celebrating Christmas 2019 at Papa's House

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.

For the 2019–20 academic year, there were forty-six Papa's House children enrolled at Skylark School, a local English medium school with 650 children in grades K-10, and our blind child attending a special school. Reflecting the aging of the children in Papa's House, twenty-eight of the children were in the three upper grades 8-10. Including tuition, uniforms, books, and other necessary educational supplies, the approximate school cost per child in the 2019-20 school year session was \$360.

In addition, NOH Outreach provided scholarships for local children from poor families to attend the Skylark English School. These scholarships were funded by a generous donation to Nepal Orphans Home.



Our fourteen students who are in their last year of Skylark

During the year fifty-seven young adults from Papa's House were enrolled in higher education. Thirty-five were in college level study, a two-year program, where, depending upon the students' area of interest (generally Business, Science, Social Work, or Tourism Management), fees and costs ranged between \$400 and \$700 per year. The other twenty-two young adults from Papa's House were enrolled in university study (four years of study following graduation from Class 12). Study at the university level becomes even more specialized and current university fees and costs per student average \$1,500 per year.



Papa's House grads from grade 10 along with Mrs. Pandey, her husband and daughter, on their graduation trip to Pokhara.

"Bridge" courses help students 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 scholarships. Students applying to science programs and those planning to study outside of Nepal are required to take these. The cost of the average bridge course was \$200.

Intensive language courses are a visa requirement for students wishing to attend college in another country. The cost of the average language course was \$200.

Study and Work Abroad

In 2019, Papa's House NGO supported sixteen young adults studying or working abroad, including programs in China, Germany, and Australia.

As Michael describes in his *Papa's Update (December 2, 2019)*, after completing two years in college studies in Hotel Management and six months of further training and Mandarin lessons in Nepal, five Papa's House young adults went to Beijing in November to work as apprentices in Hotel Management. They will be in China at one of many four-star hotels as apprentices for two years, where they receive room and board and earn wages. They also have classroom time each weekday before their hotel shifts, with Saturdays and Sundays free. The program has a record of good employment placement upon graduation.



Lalita, Sandesh, Ram C., Ram S., and Ramesh receiving their Pujas from the family the day before they left for Beijing

Another young adult, Sabina, who came to Papa's House when she was seven, departed for Germany, after completing a German Language course and signing a contract with a wonderful family to be their au pair, working thirty hours a week in care of their two young sons, and attending a school for advancing her German. After one year she will be eligible to attend college and will be granted a resident visa to study and work. She intends to become a nurse. There are five other girls from Papa's House who will follow her to Germany in January of 2020.



Sabina receiving her blessing at Papa's House



Puja and her good-bye with Dhan Kumari

Puja, a Papa's House young adult, also left in November for college in Sydney, Australia to study Social Work, accompanied by Dhiraj, a young man from Papa's House who earlier had worked as a computer instructor at the Chelsea Center, then cofounded the Brothers' Café. Dhiraj has been studying Information Technology in Sydney for the past year and a half, but came back to Papa's House for a visit during Dashain.

Himal, who had been working at Volunteer Nepal while studying, left for an IT College in Brisbane. Anumaya, another early child at Papa's House, left in December to become part of a small staff at an 800-year-old Portuguese family estate whose current generation of owners have a celebrated wine orchard with guests from all over the world.

These young adults are just some of the success stories of Papa's House. In his *Papa's House Update (December 2019)* Michael highlighted ten boys, now young men, in a group photo taken over a decade ago on the day the boys came to Papa's House from an orphanage that the government had shut down.



Papa's House new boys on their first day in 2008

As Michael describes:

Each of them has been a pure delight to raise. From the left, Mahendra is now in the Hotel Management College and will leave for China next May. Himal is next, followed by Khemraj, who almost two years ago started his own trekking company here in Kathmandu. Then is Kamal, who has taught at the Chelsea Center for the last two years and is now going back to University while working part time. He has raised four of his poor young cousins these last 18

months, an incredible act of kindness and determination. Next are Ramesh, who has left for China; Rabindra who has been the “Papa’s House” book-keeper for the past two years, and has raised his young nephew for the same amount of time; Ankit, who is now in training to join the British Army, also teaches the adult women at the Chelsea Center; Nama, a great basketball player who just received a four-year scholarship to play in a well-known Kathmandu university and has traveled to other countries on the Junior National team of Nepal; Bishnu, who married last year and opened a small general store in his village as well as a chicken farm; and finally Lalit, who has been our top student in college and is now starting university, studying computer science.

Chham Gurung

Perhaps no one epitomizes the mission of Nepal Orphans Home better than Chham. Michael in *Papa’s House Update (June 2019)* tells his story:

Chham was among those in the first home we took over in 2005. He was perhaps eight years old then and exhibited a remarkable energy and desire for helping. He was a “big” brother to his smaller siblings and even some older than him. He was a very quiet boy who knew his environment well--his expression always a slight smile with curious, yearning eyes.

Chham graduated with a degree in social work two years ago. Before graduating, he decided that the best he can do in social work is to be independent and simply do it. He has worked hard all his life and saved his money. After the earthquake [in 2015] Chham managed to rebuild a small school and his family’s home in his remote mountain village; he did so with his own labor and that of village people he organized, his savings, and money gifted to him for the cause.

In college Chham always had a side gig, or two, or three. He sold light bulbs door to door, vegetables on the street with a pushcart, then he decided to furnish pushcart sellers with vegetables. He has a keen eye for how success can be achieved by hard work and thinking how to do better, how to develop a niche that others have not seen missing.

Presently Chham is the owner of Four Brothers Trekking (see www.fourbrotherstrek.com), a business he started three years ago including his three brothers, hardworking, honest Gurung men, who had earlier worked as porters. Chham has received his license from the government in high-altitude trekking...a major accomplishment. Chham has recently put money down on a jeep to take trekkers to remote areas.

Over the past few years, Chham has also occasionally traveled as an assistant with the internationally-renowned humanitarian photographer and friend of Nepal Orphans Home, Rui Pires. Nepal Orphans Home is proud of every one of our children. The education and opportunities that are available for our children are made possible by the generosity of donors to Nepal Orphans Home.



Chham in early 2005, when Papa's House began, and in February 2019

CHELSEA EDUCATION AND COMMUNITY CENTER

Under the direction of Prashanna Bista, the Chelsea Center continued to thrive in 2019, 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.

The campus, funded earlier by a Swiss foundation's grant includes: Chelsea Education and Community Center, a three-story building constructed in 2017, with a spacious community room and library, five classrooms for computer labs, math and science classes, and a large balcony on the roof with ample space for workshops, gatherings, and exercise classes; Chelsea Center Annex, also three stories, with a conference room, kitchen, and dining room, two classrooms, and residence rooms; and the Chelsea Center Office, a smaller two-story building for offices.

The Chelsea Center was open from 4:00 to 6:00 p.m. Sunday through Friday to the Papa's House children from grades 1-10 at the Skylark School as well as to the Papa's House young adults who attended their Plus Two classes at Herald and Morgan Colleges. In addition to Papa's House children served, the Chelsea Center opened its classes to eighteen other local children who attended Skylark. During the mornings, over two hundred women from the local community attended literacy classes and life skill workshops at the Center. On Saturday mornings there were activities including art classes and book clubs for interested children as well as access to the CECC computers.

Staff

Including the director, in 2019 there were nineteen employees at the Chelsea Center as teachers, Saturday morning managers, and support staff for cleaning and cooking. Most of the instructors for the women's literacy classes were former Papa's House children who

were also studying in college and university. The instructors in the afternoons were local professional educators.

As Prashanna described in his *Chelsea Education and Community Center Quarterly Report (April-June 2019)*, the teachers hired for the children's classes are well-qualified-- several have earned advanced degrees -- and are carefully vetted, oriented, and trained. Initially, there is a three-week training involving the new teachers first observing how the Chelsea Center operates, then sharing their observations and discussing their ideas for teaching. One new hire in 2019 wrote, "... the freedom to think, the freedom to do what feels right, the freedom to speak and the freedom to willfully serve is one of the many motivating aspects of working here."



Math class at the Chelsea Center



Diwakar and Saroj leading interactive workshop on Redefining Teaching with other CECC teachers

Teacher training at the Chelsea Center doesn't end with the three-week orientation but is ongoing. For example, when Carola Drosdeck, vice president of the NOH Board of Directors and retired teacher, visited during the year she engaged with the instructors, both in conversations and workshops, contributing to their development. Moreover, the teachers receive regular feedback from their students with course evaluations. Classes and the curriculum are continuously reevaluated for effectiveness.

In March of 2019, two experienced CECC teachers, Saroj Tripathi and Diwakar Kafle participated in a two-day workshop, "Redefining Teaching," at King's College (Nepal), and later shared what they learned with the other teachers by leading their own workshop at the Chelsea Center. Saroj reflected the passion and commitment of Chelsea Center teachers when he wrote in *Papa's House News Magazine (August 2019)*:

Being a part of an organization with the sole motive of carving a path of promising careers for children itself brings a sense of gratification to me. The interaction with these fresh minds at the CECC and sharing knowledge with them provides an experience unparalleled anywhere

else. From the never-ending curiosity of the students here, I can explore a myriad of ideas and new teaching techniques everyday which causes my pedagogy to thrive.... The students here are very special for me. the journeys of these diligent and courteous students are an inspiration for many of us. I feel proud to mentor these students and to be the part of the CECC.

Kabita Mahato, a young adult from Papa's House who has been teaching the community women while also attending college, wrote in *Papa's House News Magazine (August 2019)*:

It's a beautiful experience to be working in the Chelsea Center. Every day is a new day and each experience is full of love and warmth. Reflecting on the past three years of experience here, I find myself as a more confident teacher, a person with good communication skills, and a happy individual. ... Chelsea Center has brought transformation into my life. This is the place where I teach, I learn, and I grow.

Programs for Papa's House Children and Young Adults

Papa's House children in grades three to six attended the Chelsea Center Sunday through Thursday from 4:15 to 6:15 p.m. each day, taking math classes, computer classes, and a weekly communication skills class as well as receiving homework support from mentors. On occasional Fridays, sports days, fun activities and movie evenings were organized.

The students in grades seven and eight attended the Chelsea Center Sunday through Friday from 4:15 to 6:15 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 intended to help their transitions to independence. On some days, tours and hikes were organized.

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 and the challenges and opportunities of daily life. Papa's House college students also 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 accessing other educational resources, including our website 'whatcanilearntoday.org'). Some children elected to participate in book club sessions and a group of others took one-and-half-hour art classes led by a local artist.



Field trip to trek to Nagi Gumba Monastery



Indra Khatri, professional artist and Saturday art tutor at the Chelsea Center.

Transitions

As Prashanna noted in his *CECC Quarterly Report (April- June 2019)*, eighteen young adults from Papa's House completed grade 10 at Skylark and took the SEE in March. While they waited for their exam results in June and the start of college classes in July, the Chelsea Center helped the graduates find work in the interim. One of the students returned to her village, but the other seventeen found part-time jobs and enrolled in grade 11 at Herald College. As outlined in the Papa's House *NGO Directors' Meeting Minutes (June 2)* the students' interim employments included training in sales with a local herbal production company, working with other local NGOs tutoring children, interning at the Chelsea Center as instructors in the women's and children's after-school classes, training with the Brothers' Café, and working at Kanti Children's Hospital.

With the transition of the Papa's House graduates from grade 10 to college studies, NOH invited eighteen local students from Skylark School to attend the after-school classes at Chelsea Center for free. Mrs. Rai, the principal of Skylark School, recommended students, ranging in grades from 2 through 10, who would especially benefit from this opportunity. Prashanna reported that in the first three months since the new local students joined the CECC classes, all of them attended regularly, not missing a day, and that the Papa's House children were interacting more with the students in the community, helping them with computers and their English.

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 dozen workshops at the Chelsea Center for Papa's House children and young adults, ranging in topics from Information Technology, Meditation, Mindfulness, Sex Education, Personal Health, and Making Choices. The workshops were led by CECC staff, outside professionals, volunteers from NOH's Volunteer Nepal, and members of the Nepal Orphans Home boards of directors and advisers.



Workshop with L.P. Bhanu Sharma, meditation teacher and life development expert at Jeevan Vigyan, a leading socio-spiritual organization



Children with new books contributed by visiting NOH board members

There are also enrichment activities such as movies, photography and art exhibitions, chess tournaments, field trips and celebrations at the Chelsea Center. Two editions of Papa's House News Magazine were published, "The Stories of Our Lives" in March 2019 and "Transitions" in August 2019, featuring stories, reflections, and photos of Papa's House children (<https://www.nepalorphanshome.org/magazine>).

Adult Education

The Chelsea Center was open Sunday through Friday from 10 a.m. to 3 p.m. for adult education. Over two hundred local women regularly attended classes at the Chelsea Center. Most of the women took more than one class each day.

In 2019, thirteen 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. Special events are organized with the women such as International Women's Day Celebration, Diversity Day, and Teej Celebration (one of the most important Hindu Festivals celebrated by Nepali women). There were also occasional field trips.



Community women in class at the Chelsea Center



Yoga session led by Laurie Levine, long-time friend and supporter of NOH

In April, the CECC Women’s Council decided to create Friday clubs. Subsequently, more than a hundred women signed up for the five clubs (yoga, dancing, using mobile phones, conversation, and public speaking) that were established.

In May, the community women were interviewed. The comments of one seemed to reflect the consensus “...we are learning a lot. We are deeply thankful for what this place has done for us, it is a new life for us, a different life. This is like visiting a temple for us. More than a temple, better than a temple. I am very happy.”



Field trip to Foundation of Sustainable Technology



Enjoying friends at the Chelsea Center

Closer to home, Prashanna noted in his *CECC Quarterly Report (April- June 2019)*, that one the most diligent students at the Chelsea Center was Dhan Kumari, the cook and house mother at Papa’s Harmony House, “She asks for help from the Papa’s House children and

always practices her English with them... her dedication to her studies will definitely influence some of the children in home. [And] by the way, she scored highest marks in the first term examination, 2019.”

The Auntie Program continued for a second year. On two days in February and June, Papa's House children connected again with families of the local women who were taking classes at the Chelsea Center, further building social capital in the Dhapasi community. The children spent the days visiting with their aunts in their homes, cooking lunch and conversing with family members.



Diversity Day celebration



Papa's House children meeting with their aunts on the grounds of Harmony House

For a list of workshops and special events at the Chelsea Center in 2019, please see <https://www.nepalorphanshome.org/chelsea-center/news>.

Business Incubator Program

The Chelsea Center's Business Incubator Program was initiated in 2017 through the generosity of Gary and Stonnie Jeffries, in-laws of Alan and Deb Norton, who had earlier volunteered with NOH in 2015. Annually they've held events at their ballroom cabaret in Melbourne, Australia to support the vocational training, entrepreneurship, and business formation of Papa's House young adults. Alan made a YouTube video in 2019 describing the history of their support and the May ballroom fundraiser (<https://youtu.be/53C-cF1r4NU>).

With respect to ventures associated with the CECC Business Incubator Program, Ashok Yadav, who came to Papa's House over a decade ago, later serving as an instructor for the community women's classes, and, along with his university studies, continued managing Brother's Café, selling tiffin on the grounds of Skylark School. His business founded two years ago became profitable and by the end of 2019 had almost paid off the initial loan

from NOH. Brother's Café also provided tiffin on Saturdays to Papa's Harmony House children and staff.

Papa's House Tailoring Shop was still operating in 2019, although on a part-time basis. One of the managers, Amrita Chaudhary, also worked as the cook and housekeeper at the Volunteer Nepal House. The other manager, Sanu Chaudhary, worked three days a week at Hope's Café on the Skylark School grounds, serving tiffin to the Papa's House children. Nevertheless, Papa's House Tailoring Shop continued to meet the tailoring needs of Papa's House, as well as making the school uniforms for the Goldhunga, the home for blind children that NOH supports.

Papa's House Pies Bakery still operated out of the Chelsea Center Office building, albeit on a significantly reduced basis. Saroj Darji, also on the staff of Volunteer Nepal, was the sole manager, only making cakes for Papa's House birthdays and other special occasions.

A new venture independently owned by Director of Operations Sunita Pandey, is Tasty Treats, an ice cream shop located in one of two commercial bays on the ground floor of the Sanctuary House. This business was started with a loan from the NOH Business Incubator program. As Michael reported, "Three of Papa's House college girls manage the business, which seemed to be doing quite well. The shop not only has the only ice-cream machine anywhere near these parts, but offered a new style, 'pani-puri,' in chocolate and pizza flavors."

In May, ten young adults from Papa's House participated in the Empower Social Entrepreneurship Program, organized and led by Karina Jensen, Professor of Global Innovation and Leadership at NEOMA Business School in Paris. The two-week intensive program provided a platform for our students to connect with participants from local business schools, work in teams, and learn from Nepali business leaders. Having socially responsible businesses that address community challenges is important. The training provided and the connections to Kathmandu University School of Management and the Nepal School of Entrepreneurship, and to local non-profit organizations, Nepal Entrepreneurs Hub, Social Café, and Idea Studio, may prove to be valuable for our young entrepreneurs at the Chelsea Center.

Developments of the Chelsea Center in 2019

Prashanna and the Chelsea Center staff continually evaluate 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.

In addition, the NOH Board's CECC Committee regularly consults with Prashanna. In 2019, Carola Drosdeck, Ted Seymour, and Hillary Bernhardt of the NOH Board of Directors and

Anne McCadden, Liz Early, Elizabeth Early, Cici Caillet, and Suresh Acharya of the NOH Board of Advisers spent time at the Chelsea Center, observing, consulting and presenting workshops.

Information technology (IT) has become a special interest of the Chelsea Center. An IT Club was formed in 2019 where the children learn and share skills in programming and coding. There were IT career workshops during the year, which also contributed to the potential entrepreneurship of Papa’s House young adults.

An especially exciting development in 2019 was the hire of Tanya Nair as a guidance counselor at the Chelsea Center. In her *Transition Director’s Report (August-November 2019)*, Tanya noted the numerous tasks she had undertaken during her first three months on the job. These included: reviewing the academic scores of all students over time and in some cases recommending changes in instruction; increasing an emphasis in reading comprehension and public speaking; observing children in Skylark School classes with follow-up discussions on study strategies and any behavioral issues; mentoring the Dashain Ayo (Today’s Me) ‘mindfulness through art’ project at the Chelsea Center; leading two workshops during Dashain (“The importance of asking questions” and “Ten things you want from life”); helping students to set goals for improvement and developing action plans to achieve them.



A presentation by the IT Club in June



Tanya, new Transition Director

Tanya also met individually with the college students to discuss their talents, interests, and career aspirations; organized a workshop on debate, explaining points of view, and healthy disagreement; conducted initial research on internship and job opportunities for the young adults; and hosted an interactive session with Dhiraj, a Papa’s House young adult in his second year in university in Australia, for children in grades 10 and 11 interested in studying abroad.

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 Volunteer House, where the VN staff operates and volunteers stay while in Dhapasi, is a leased building within short walking distances of the Chelsea Center and NOH Outreach.

In 2019, Volunteer Nepal hosted only forty volunteers, a sharp decline from earlier years. The volunteers came from eleven countries. The top four home countries with their shares of volunteers were the United States (45%), Australia (13%), France (13%) and Austria (8%). Half of the volunteer stints were for two weeks or less. The total number of volunteer days for VN significantly fell from 2,396 days in 2017 to 1,552 days in 2018 and to 825 days in 2019. In ten of the months of 2019, there were four or fewer volunteers.



Four French medical volunteers with staff in front of a hospital in Pharping

In part, due to the declining number of volunteers, Shreya Upadhyay, the VN Director, worked on an 'as needed' contractual basis beginning in January. At the end of November, VN house manager, Himal Shahi, a former Papa's House child, left for university study in Australia. He was not replaced. By the end of the year, only Saroj Darji, as volunteer coordinator, and Amrita Chaudhary, as VN housekeeper and cook, remained on site in the Volunteer Nepal House.

Nevertheless, based on posted reviews, largely by VN volunteers, on Guidestar's GreatNonProfits web site, NOH earned the GreatNonProfits Top-Rated NonProfit seal for the third year in a row.



Top-Rated 2019, 2018, 2017

Three of the volunteer reviews from 2019 captured the ethos of Volunteer Nepal:

My friend and I had an amazing time in Nepal thanks to this organization! We spent two weeks volunteering at the primary school in the remote village of Ghurjung (just past Ghandruk) after being led there by our wonderful Volunteer Nepal guide. We were able to help out very much at the school, and we had a great time doing it. I'm so glad I was able to come to Nepal and volunteer through this organization because it clearly has such a pure and honest mission. I felt that I was really making a difference, and that the money that I spent on the volunteer fees (which was very affordable for the care and guidance you are provided) were helping out a great cause. I would highly recommend this organization as the best nonprofit to volunteer with for any traveler looking to volunteer in Nepal!

~ Jameson (June 2019)

I first visited NOH in 2010. It's become an annual event. My three grown up children have accompanied at different times and this year my husband is joining me. I love to show them what an incredible organisation this is. To feel the love of the children, to meet volunteers from all over the world and be totally inspired by the outcomes and achievements of Michael Hess's vision to help people in need. This commitment is overwhelming and with the NOH organisation so much good for so many people is brought about. Each time I visit I return inspired, filled with hope and a feeling of seeing the world in a whole new perspective. About to head off again and can't wait to be immersed again in this fascinating part of the world.

~ Lou (July 2019)

My experience in Nepal, guided by Volunteer Nepal, has been irreplaceable. Firstly, the program recognized the importance of cultural understanding through their orientation. Upon my arrival the organization guided me through Kathmandu to visit historical sites, and sat down with me to explain customs, traditions, and language. This was a unique experience that allowed me to get out of my comfort zone and try to immerse myself in the Nepali culture. Volunteer Nepal also has a series of placements around the nation that range from

teaching to agriculture. I am currently at a teaching placement in Lubra, and it has been such an amazing experience thus far. Volunteer Nepal organized my stay at a lodge, helped me navigate the hectic bus system, and frequently checks in to make sure everything is running smoothly. This volunteer organization is exceptional in the sense that it helps the volunteer's struggle in navigating a new country, while instituting a sense of freedom, which allows the volunteer to make the biggest impact on others and themselves.

~ Maggie (Sept. 2019)

Looking Forward

Volunteer Nepal provides not only valuable services to the poor in Nepal, whether teaching in underserved schools, assisting in medical clinics or helping out in orphanages, but has engendered meaningful cultural exchange between the international volunteers and the Nepalese served. Groups of college and high school students have volunteered as part of their academic programs. Volunteers often give life skills workshops to Papa's House children and the local community women attending the Chelsea Center, imparting valuable information. Moreover, Volunteer Nepal generates income and employment in Nepal and helps cover the operational expenses of Nepal Orphans Home.

After returning to their homes, volunteers often continue to support Nepal Orphans Home through raising funds, sometimes for specific projects or individuals in need, and spreading awareness of our work in Nepal. Some even start their own non-profits to support NOH and other organizations in Nepal. And some volunteers later became members of the NOH Board of Advisers.

Due, perhaps in part, to negative publicity about volunteer tourism, however, there has been a decline in the number of individuals volunteering with VN over the past few years. From 2012-2015, Volunteer Nepal averaged 125 volunteers annually. From 2016-2018, the annual number of volunteers averaged 93. Then in 2019, the number of volunteers fell to only 40.

With this declining interest in international volunteering, Volunteer Nepal will be reexamined in 2020. The NOH's Volunteer Nepal Board Committee, along with Sunita Pandey, Papa's House NGO Director of Operations, and Michael Hess, Nepal Orphans Home Founder, will reassess Volunteer Nepal, with a purpose of developing strategies for increasing the number of volunteers.

Over the past few years Volunteer Nepal has hosted groups from several countries, including in 2018 a group of fourteen students and ten chaperones from Maleny High School in Australia and a group of nineteen students from the Harlem Educational Activities Fund from New York City. The year before VN hosted a group of nineteen college students from Evergreen State University from Olympia, Washington and a group of eight adults from Thrive Global, a non-profit from Honolulu. Accordingly, Volunteer Nepal may place greater emphasis on group volunteer experiences. Indeed, there are plans for another group of high school students from Maleny to volunteer in 2020.

NOH OUTREACH

As part of its mission, Nepal Orphans Home has long supported other local charities. NOH Outreach, through which charity is administered, is located in an office space leased near Papa's Sanctuary House. Much of our outreach is funded by donations from friends, former volunteers, and board members of Nepal Orphans Home. In 2019 NOH Outreach provided over \$65,000 in 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 three years, NOH spent over \$83,000 from its Earthquake Relief Fund, most of these funds went towards the reconstruction of buildings destroyed by the earthquake.

In 2019, another \$8,000 was spent from the fund for the reconstruction of homes, including the Everest Children's Home of Mother Sister Nepal (MSN), in remote Sindhupalchowk for children who lost both parents in the earthquakes, and the family homes of friends in other remote villages.

Other Assistance

Over the year, Director of NOH Outreach Sunita Pandey fielded numerous requests for assistance, both from other non-profits and individuals. Assistance agreements between NOH Outreach and the individuals or organizations were signed with renewable and review dates pre-established. Progress toward self-sufficiency, where possible, was expected for the recipients.

Some NOH Outreach assistance was reduced in 2019. In particular, NOH monthly support to MSN for food supplies decreased by half. Similarly, NOH Outreach was reduced by half for the Shree Sham Primary School in Dumrikharka (Ramechhap), where for over a decade NOH Outreach has been supporting teacher salaries and supplies, as well as a hot lunch program for the school children. After the earthquake in 2015 NOH had contributed nearly \$50,000 to build a new Shree Sham primary school in Dumrikharka, which was completed in the spring of 2017. This reduced NOH Outreach support is consistent not only with these organizations becoming more self-sufficient, but with ensuring more financially sustainable operations for Papa's House NGO. At the beginning of the year these two organizations were informed that NOH Outreach support would cease after 2019.

Sunita Pandey, in her *Papa's House Quarterly Reports*, summarized the assistance NOH Outreach provided during the year. Among the major projects for NOH Outreach were Kanti Children's Hospital, 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.

With generous donations from the Healing Buddha Foundation, NOH supports terminally ill children in the cancer ward at Kanti Children's Hospital in Kathmandu. Fresh fruit and food treats are supplied twice a week and birthdays of the children are celebrated, complete with birthday cake, candles, presents, balloons and sweets. Two young adults from Papa's House, Anupa Gurung and Srijana KC, go to the hospital for two hours, six days a week, to read storybooks, draw and play games with the children. Support, generally for pain medication, but also for food and shelter, is provided for poor families, usually from remote areas, with children at the hospital. NOH has created a "Make A Wish" program for these sick children.

In 2019 NOH also 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, bringing milk and fruit for the children and helping them with their academics. Members of the NOH Board of Advisers, especially Anne McCadden, have been instrumental in raising support for this children's home. As Sunita noted in her *Papa's House NGO Annual Report 2019*:

We have been supporting the Goldhunga placement since the beginning of 2015. We pay the salary of the home staff, computer teacher and the singing teacher. We also cover the expenses of the school uniform and shoes. To create a bonding between Papa's House children and Goldhunga children, we frequently invite them to Papa's House for lunch and to spend time with our children.

Over the years NOH has assisted the baby orphanage at Bal Mandir, providing the children with food, health check-ups and other supplies. One of the older Papa's House children, Anisha Chaudhary, works alongside the Bal Mandir staff daily to care for the infants. NOH has been supplying infant formula and baby food and subsidizing the staff salaries. Sunita reported that in 2019, as agreed to the year before, NOH Outreach support for food was reduced, due to assistance from other donor agencies sufficient to cover the remaining food expenses.

Bigu Monastery in a remote Himalayan village, is home to nearly a hundred Buddhist nuns of all ages. Bigu has been a popular placement with Volunteer Nepal, with volunteers assisting the teachers and helping the nuns with their homework and studies. NOH has been supporting teacher salaries for the past six years. Earlier from the Earthquake Relief Fund, NOH supported the nuns with their temporary relocation to Kathmandu after the earthquake in 2015 and helped fund the reconstruction of a house and kitchen with donations of over \$9,200 during the following two years.



Srijana with patient at Kanti Children's Hospital



Young students at Bigu Monastery

In 2019 NOH Outreach began helping Child Care Nepal, a nearby home for ten small girls. Two young adults from Papa's House on the staff of NOH Outreach, Meena Kumal and Bimala Gurung, traveled to this home daily to help the girls with their homework and studies. Food supplies were also sent there every month. Sunita reported that Papa's House offered to have the young girls of Child Care Nepal come to Harmony House to live beginning in April 2020, but the owner of the home declined.

For more than a decade, NOH Outreach has been supporting Our Children Protection Foundation (OCPF), mainly through Volunteer Nepal sending volunteers to help the children in their homework. One individual, an earlier volunteer of Volunteer Nepal from Austria, for the past four years has supported OCPF by providing funds for the food supplies, medication, and rent of the house. In 2019 she also provided the funds to send these ten children to Skylark.

Two years ago, NOH Outreach began providing tuition support for other children, mostly for attending Skylark School. In 2019 the primary education of forty-six children (including a half dozen children outside the Kathmandu Valley) was funded. NOH Outreach also made a donation towards remodeling the kindergarten facilities at Skylark School.

NOH Outreach also provides temporary support to see local families through crises, occasionally with longer term assistance when needed. For example, in 2019 NOH Outreach gave one family enough funds to cover the costs of education for two of their children in addition to life-sustaining medicine for the father's illness. Another family of a crippled mother and three young children received money to pay for food and other household needs. The boarding fees of a young blind student at college have been funded for the past three years.



Girls of Child Care Nepal



Papa speaking at March ceremony at Skylark School

ACTIONS OF THE NOH BOARD

Early in the year, the 2019 budget for Nepal Orphans Home proposed in the *NOH Annual Report 2018* 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. Sunita Pandey's *Papa's House NGO Annual Report 2018* was distributed to the NOH Boards.

George McNeil, one of the inaugural members, retired from the NOH Board of Directors in 2019. The Governance Committee merged with the Strategic Planning Committee with the responsibilities of oversight of Nepal Orphans Home and the Director of Operations of Papa's House NGO and the development of the strategic plan.

Over the year, the NOH boards were informed about operations, receiving Sunita Pandey's *Papa's House Reports (January–March, April–June, and July–November)*, three reports from Prashanna Bista on the Chelsea Center (*January–March, April–June, and June–December*), a report from Tanya Nair, the Transition Director (*August–November*), as well as the minutes of the directors' meetings. As noted earlier, in 2019 three members of the NOH Board of Directors and five members of the NOH Board of Advisers had productive on-site visits to Papa's House during the year advising and assisting with operations.

Policy

In February, the NOH Boards approved an updated Papa's House Human Resources Policy. Papa's House NGO employees were subsequently informed by the Director of Operations about the regulations, employment conditions and their rights and obligations in performing their jobs. The NOH Board of Directors requested that the Human Resources Policy be shared with the Papa's House NGO Board of Directors, whose members should sign the included Code of Ethics.



A meeting of NOH Board of Directors
(actually, Papa's House children celebrating Halloween)

In March the NOH Board approved the transition plan for Nepal Orphans Home and Papa's House NGO, which includes Papa's Houses, Chelsea Education and Community Center, Volunteer Nepal, and NOH Outreach in Nepal, whereby:

Nepal Orphans Home will continue as a 501(c)(3) public charity incorporated in the United States supporting operations in Nepal under the Papa's House NGO. NOH will fund Papa's House NGO and provide guidance to the Director of Operations and the Papa's House Board in Nepal. The Director of Operations and Papa's House Board of Directors, however, will ultimately determine and implement policies in Nepal and will be responsible for maintaining NGO certification and compliance with all regulations.

The Nepal Orphans Home By-Laws were amended to reflect this transition ([Nepal Orphans Home and Papa's House NGO Transition Plan.pdf](#)).

In May the NOH Board approved increasing the annual stipend of Michael Hess, Founder, to cover the lease on the Founder's House in Dhapasi, which is also used as his office and, on occasion, to house NOH staff and children, NOH board members, and visitors to Papa's House, and to host Papa's House children and staff for meetings, meals and special events.

In June, the NOH Board approved a new Continuing Education and Transitional Support Policy, developed by a task force led by Ted Seymour with the CECC Committee ([NOH Continuing Education and Transitional Support Policy 2019.pdf](#)). With the large cohorts of

older children moving into higher education, it was important to establish NOH policy for supporting Papa's House young adults' college and university educations, including their studying and working abroad. All SEE graduates will receive a copy of this policy upon completion of their SEE exams. In addition, the Papa's House NGO Director of Operations will meet with each new class of SEE graduates to explain the policy. By making the SEE graduates aware of this policy early in their transition, they will have time to make more informed decisions about their futures.

In November, elections were held for officers of the NOH Board of Directors. At the end of the month, Hillary Bernhardt announced that the current officers were re-elected without opposition: Peter Hess, Carola Drosdeck, and Raj Trivedi as president, vice president, and treasurer, respectively.

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, with over 2.7 million nonprofits represented. NOH earned the Gold Level participation in 2019 for its strong commitment to transparency, with its provision of basic information on its mission, programs, and board leadership, financial information, and qualitative information about goals, strategies, and vision.

During the year, through our association with VerticalResponse, *NOH Newsletters*, edited by Tyler Drosdeck and Liz Early Jr. of the NOH Board of Advisers, were sent to over 2,300 subscribers. In addition to the two regular editions, which contained *Papa's Updates*, there were two special editions, initiated by Toni Thomson of the NOH Board of Directors, at the end of the year. These editions highlighted *Giving Tuesday* and *Holiday Greetings*, thanking NOH donors and appealing for additional support. The third and fourth editions of *Papa's House Magazine* were also sent out through Vertical Response.

NOH continued to maintain an active presence on Facebook, posting a message, on average, twice a week. At the end of 2019, there were over 3,500 followers on the NOH Facebook page. See <https://www.facebook.com/Nepalorphanshome/>. During December there were more than a dozen daily postings from Toni and the NOH Communications Committee with stories about Papa's House with thanks to NOH supporters and friends.



Nepal Orphans Home Gold Seal



NOH Giving Tuesday Posting

Contributions

Nepal Orphans Home depends on donations. In 2019, over two hundred individuals around the world directly donated to NOH, with members of the NOH boards among the generous supporters. We have been inspired by the gifts of friends, who have seen or heard about our good work in Nepal. Moreover, many other individuals have supported NOH through the online fundraising platforms, including Network for Good, UniversalGiving, and AmazonSmile.

Other monetary gifts were received through benefits and fundraisers. Friends and members of our boards have organized events from bake sales and lemonade stands to silent auctions, fitness events and ballroom festivals. Others have given presentations in their communities to raise awareness of Nepal Orphans Home. Sometimes visitors and volunteers bring donated goods to Papa's House.

There were fundraising appeals through our Facebook page. One was by a long-time friend and supporter, who asked for donations to NOH for her birthday celebration. Ted Seymour and Hillary Bernhardt of the NOH Board of Directors initiated personal fundraisers on Facebook last year, as did Michael Triozzi of the NOH Board of Advisers with his "To Shave or Not to Shave" campaign.

At the end of the year, Nepal Orphans Home received a third gift from the estate trust 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 also received support from civic organizations, including churches, schools, and a Girl Scout troop in the U.S., and several businesses (with matching employee contributions).



Ninth annual bake sale in California organized by daughters of NOH board member, Anne McCadden



Michael Triozzi's Facebook Fundraiser

Foundation Support

Nepal Orphans Home is fortunate for the steadfast support of Board of Directors member Toni Thomson's Possible Worlds Foundation (PWF) <https://www.possibleworlds.ca/>. Based in Canada, PWF has been integral in raising awareness and generating funds for our mission over many years. In 2019 Possible Worlds Foundation donations supported the education of Papa's House children, art classes at the Chelsea Center, and Valentine's Day at Papa's House.

During the year, Nepal Orphans Home also received grants from the Hayworth Foundation and the Wilson Sexton Foundation. The Angel Fund Foundation made a designated donation for art supplies and the salary of the Chelsea Center Art Teacher.

In April, through the advocacy of Board of Advisor, Anne McCadden, Nepal Orphans Home was awarded a large grant from Silicon Valley Community Foundation for the Tracy Brunetti Scholarship Fund for the higher education expenses of Papa's House children attending colleges and universities.

Nepal Orphans Home is grateful to Aakriti's Kids Foundation for providing for Aakriti, our young, blind girl living in Papa's House. Before closing in early 2019, the foundation made a large grant to NOH for Aakriti's future care.

Since late 2017 the Healing Buddha Foundation of the United States has funded our outreach to Kanti Children's Hospital.

Nepal Orphans Home is grateful for the generosity of these foundations.

Financial Statement for 2019

Below please find the financial statement for Nepal Orphans Home for 2019. The NOH Financial Statement is more concise than in previous years and consistent with the transition plan, whereby Papa's House NGO (which includes Papa's Houses, Chelsea Education and Community Center, Volunteer Nepal, and NOH Outreach) has more autonomy and Nepal Orphans Home, the 501(c)(3) public charity incorporated in North Carolina, evolves to a non-profit organization with the primary purpose of advising and funding Papa's House NGO in Nepal.

Listed on the Nepal Orphans Home Financial Statement are the NOH sources of income (from donations, grants, VN fees, interest on NOH bank accounts). With respect to NOH expenditures, the major ones are the NOH transfers to Papa's House NGO during the year, the NOH expenses of Communication and Fundraising, Business, Accounting, and Banking, and Administration (primarily the Founder's compensation). All these expenses are directly incurred by NOH. The Papa's House NGO Financial Statement ([Papa's House NGO Financial Statement 2019.pdf](#)) provides the details of expenditures and income for our operations in Nepal.

For the year, Total Income for NOH from donations, grants, volunteer fees, and interest summed to \$289,018. Total Expenditures for NOH summed to \$335,405. Accordingly, the Net Income for NOH in 2019 was -\$46,387.

In the first two years of Nepal Orphans Home, 2005 and 2006, there were negative net incomes ([NOH Annual Reports\Nepal Orphans Home Annual Report \(2006\).pdf](#)). The Founder, Michael Hess, covered the excess expenditures from his personal savings. In every year since, from 2007 through 2018, NOH has generated positive net income, which allowed for the accumulation of significant savings. Thus, Nepal Orphans Home can withstand income losses, such as those incurred in 2019, and perhaps for a few years more. Negative net incomes, however, are not sustainable in the long run.

There are several major factors that accounted for the large income loss in 2019. First, on the income side, Sanctuary for Kids Foundation, a major donor to NOH over the years, closed in 2018. Also, with the far fewer volunteers over 2019, the net income generated by Volunteer Nepal was significantly reduced.

On the expenditure side, with the large cohorts of our young adults in college (plus 2) and university, outlays for higher education have increased, especially with the increasing number of our students studying abroad. Total expenditures for higher education more than doubled to over \$54,000 in 2019. NOH is very generous with its support for higher education and we have made a commitment to our children, as reflected in the NOH Continuing Education and Transitional Support Policy.

As noted above in the *Nepal Orphans Home Annual Report 2019*, for the 2019–20 academic year, there were forty-six Papa's House children at Skylark School enrolled in grades 4-

10. Reflecting the aging of the children in Papa's House, twenty-eight of the children were in the three upper grades 8-10.

During the year, fifty-seven young adults from Papa's House were enrolled in higher education. Thirty-five were in college level study (plus 2), two-year program. The other twenty-two young adults from Papa's House were enrolled in university study (four years of study following graduation from Class 12). Study at the university level is even more specialized and expensive.

In 2019, Papa's House supported sixteen young adults studying or working abroad, including programs in China, Germany, and Australia.

In a few years, after these relatively large cohorts complete their higher education, NOH expenses should decline and stabilize. Consistent with the NOH Strategic Plan of maintaining in the long run a Papa's House with forty girls as well as transition housing for college students, there would likely be an average of two dozen young adults in higher education in any year.

Nepal Orphans Home is perhaps unique as a non-profit with its outreach in Nepal. This was no better evidenced than with the NOH Earthquake Relief Fund which continues to provide support to other non-profits and individuals who suffered harm from the earthquakes in 2015. Including this assistance, NOH Outreach provided over \$65,000 in support in 2019, with much of this was funded through designated donations.

Thus, in the future, higher education costs should decline with the numbers of our young adults completing their college and university educations, and NOH Outreach should be reduced to a more sustainable level. Nepal Orphans Home, however, may need to generate more income, through fundraising and grants.

The proposed budget for Nepal Orphans Home for 2020, which follows the financial statement, is also simplified. This budget reflects these income aspirations.

**NEPAL ORPHANS HOME Statement of Expenditures and Income
January 1 - December 31, 2019**

Nepal Orphans Home Income in 2019:

\$145,697 Unrestricted Donations

\$ 29,248 Undesignated Grants

\$ 15,138 Restricted Grants (Aakriti's Kids)

\$ 65,119 Restricted Donations

\$ 5,252 Kanti Children's Hospital

\$ 4,800 Social Action Volunteer (SAV)

\$ 450 Bal Mandir

\$ 6,101 Our Children's Family Protection (OCFP)

\$ 8,200 CECC Programs

\$ 900 Goldhunga Blind Children's Home

\$26,000 Higher Education

\$ 4,649 Business Incubator Program and Vocational Training

\$ 1,200 Hope Fund

\$ 452 Aakriti

\$ 2,000 Director's Discretionary Fund

\$ 1,865 Everest Home (Mother Sister Nepal)

\$ 1,100 Five Sisters

\$ 2,150 Kabita, Jeena, Sameer Education

\$ 24,314..... Volunteer Nepal Fees

\$ 9,502..... Interest

\$ 289,018..... Total Income for Nepal Orphans Home in 2019

Nepal Orphans Home Expenditures in 2019:

\$300,000Transfers to Papa's House NGO

\$30,000 on 1/24/2019
\$30,000 on 2/28/2019
\$30,000 on 4/11/2019
\$30,000 on 5/07/2019
\$30,000 on 6/10/2019
\$30,000 on 7/19/2019
\$30,000 on 8/29/2019
\$30,000 on 9/17/2019
\$30,000 on 11/01/2019
\$30,000 on 12/17/2019

Administration and Fundraising Expenditures:

\$ 26,468 Administration

\$ 7,800..... Lease on Founder's House
\$15,000..... Founder's Stipend
\$ 3,488..... Founders FICA
\$ 180..... Founders Visa

\$ 2,006..... Communication and Fundraising

\$ 200Fundraising (North Carolina Solicitation License)
\$ 1,806Website Maintenance

\$ 6,931 Business, Accounting and Banking

\$ 4,705..... Accounting in U.S.
\$ 464..... Banking Wire Transfer Fees
\$ 1,715..... PayPal Fees
\$ 47..... Post Office Supplies

\$ 335,405..... Total Expenditures for Nepal Orphans Home in 2019

-\$ 46,387..... Net Income for Nepal Orphans Home in 2019

NOH Proposed Budget for 2020

Projections of income and expenses are necessarily speculative, since conditions in Nepal and NOH plans can change. The NOH budget for 2020 will be largely based on the proposed budget expenditures for Papa's House NGO for 2020 from *Papa's House Annual Report 2019* ([Papa's House NGO Proposed Budget 2020.pdf](#)).

Note, included in Papa's House NGO Budget for 2020 is Rs. 544,500 (\$4,950) for the lease on the Founder's House for 7.5 months in 2020. Accordingly, in the NOH Proposed Budget for 2020, the amount for the lease of the Founder's House for 12 months is \$7,920. Therefore, added to the Papa's House NGO Proposed Expenditures in 2020 is \$2,970 for the other 4.5 months of lease for the Founder's House. This brings Papa's House NGO Budgeted Expenditures for 2020 to \$324,407 (Rs. 35,684,770, using the exchange rate of Rs. 110 = \$1.00).

Since Papa's House NGO does receive some income other from Nepal Orphans Home transfers, for example, in 2019 from direct donations from friends of Papa's House NGO and some Volunteer Nepal fees. This other income in 2019 accounted for approximately four percent of the total income received by Papa's House NGO. Consequently, Nepal Orphans Home proposes to fund directly 96% (\$312,000) of the budgeted \$324,407 (Rs. 35,684,770) in Total Expenditures for Papa's House NGO in 2020.

No increases in other NOH expenses are assumed. Donations and undesignated grants are assumed to increase by 20%, as are PayPal fees. Restricted grants are expected to increase to \$20,000, with the loss of the restricted one-time grant in 2019 for Aakriti's Kids offset by new restricted grants in 2020. Volunteer Nepal Fees received by NOH are expected to increase by 25% with an increase in volunteers in 2020. Interest income is expected to decline to \$9,000, given the expected decrease in interest rates on NOH bank balances in 2020.

Nepal Orphans Home Income:

\$174,836..... Unrestricted Donations
\$ 35,098..... Undesignated Grants
\$ 20,000 Restricted Grants
\$ 78,143 Restricted Donations
\$ 30,393 Volunteer Nepal Fees
\$ 9,000 Interest

\$ 347,470..... Total Income for Nepal Orphans Home in 2020

Nepal Orphans Home Expenditures:

\$312,000Transfers to Papa's House NGO

Administration and Fundraising Expenditures:

\$ 25,395 Administration

\$ 7,920..... Lease on Founder's House

\$15,000..... Founder's Stipend

\$ 2,295..... Founders FICA

\$ 180..... Founders Visa

\$ 2,006 Communication and Fundraising

\$ 200Fundraising (North Carolina Solicitation License)

\$ 1,806Website Maintenance

\$ 7,274 Business, Accounting and Banking

\$ 4,705..... Accounting in U.S.

\$ 464..... Banking Wire Transfer Fees

\$ 2,058..... PayPal Fees

\$ 47..... Post Office Supplies

\$ 346,675..... Total Expenditures for Nepal Orphans Home in 2020

\$ 795 Net Income for Nepal Orphans Home in 2020