



nepal orphans home

Annual Report 2021

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 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 2021

In 2021, Nepal Orphans Home (NOH) began its seventeenth 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. The Chelsea Education and Community Center (CECC) began its ninth year of academic enrichment and life skills training for the Papa's House children and its seventh year of free literacy classes to local women in the community of Dhapasi. Volunteer Nepal was prepared to host international volunteers to serve the poor in Nepal and NOH Outreach continued to provide aid throughout Nepal.

The COVID pandemic persisted in Nepal through 2021, impairing operations. It was the first year that Michael Hess, founder and Director of Operations Emeritus, was not on site as director of children's affairs. His presence at Papa's House was greatly missed.

For much of the year, school instruction was online, including the after-school academic enrichment programs of the Chelsea Center. Due to COVID and the subsequent lack of international volunteer applications, Volunteer Nepal was essentially shuttered. NOH Outreach programs at Kanti Children's Hospital and Bal Mandir, where young adults from Papa's House usually volunteered, did not allow volunteers on site.

Shreya Upadhyay, the new director of transition, reported in May:

COVID 19 has had and continues to have a considerable impact in our lives. Even though the cases seem to decline a bit, it is insignificant. Lockdown has been extended for a week-up to June 3 with stricter measures. Hospitals as earlier are operating on maximum capacity with limited oxygen concentrators and ventilators. The political situation is a whirlwind and may lead to a need for a new election in the next three months or so. These are trying times for all of us.

Management and Staff

In 2021, Sunita Pandey entered her fourth year as Director of Operations of Papa's House NGO. Educated in India and a teacher by profession, Sunita has been with NOH for ten years, effectively serving in several capacities -- initially home schooling some of our new girls, then as an administrator for Volunteer Nepal, followed by Director of NOH Outreach.



Sunita Pandey and Papa's House children on the morning walk to Skylark School

Prashanna Bista began his fourth year as the Director of the Chelsea Center. He previously earned a Bachelor of Science degree in physics and has a post-graduate diploma in counseling. His leadership has been both steady and innovative.



Prashanna Bista leading a workshop on Wellbeing at the Chelsea Center

Michael Hess (Papa), retired in North Carolina, remained in regular contact with Sunita offering advice and guidance. He was still very involved in strategic planning, donor relations and fundraising for Nepal Orphans Home, as well as advising the NOH Board of Directors. In the fall, he returned to Nepal for three weeks, visiting with the children and young adults, and replastering and repainting rooms in Harmony House and the CECC Office building.

Shreya Upadhyay, a graduate of Thames International College, with a degree in business administration, continued for a fifth year as Communications Director for Volunteer Nepal. Due to the suspension of volunteers after the lockdown and restrictions on international travel, however, she continued to serve on a part-time basis, as in 2020. Shreya also was the new Director of Transition, working with young adults of Papa's House on their higher education and vocational aspirations.

At the beginning of 2021, including the directors, there were thirty-three employees at Papa's House NGO. Young adults from Papa's House comprised nearly half of the staff. Rabindra Sanjyal, also attending university, served as Papa's House NGO bookkeeper and manager of the outreach to Goldhunga Blind Children's Home. Other former children on the staff included: Sarita Chaudhary, assistant manager of Harmony House; Kamal B.K., Kabita Mahato, Sita Timilsina, Sushma Chaudhary, Anu Basnet, Ashok Yadav, and Sumi Devkota, who were instructors at the Chelsea Center, while attending college; Anupa Gurung and Muskan Nepali, who worked as NOH Outreach staff; Gita Bista, Papa's House photographer; and Sanu Chaudhary and Sima Chaudhary, staff at Hope's Café.



Michael administering tika at Papa's House



Shreya with Papa's House young adults

Operations

In addition to being the Director of Operations, Sunita serves as the Director of NOH Outreach. The directors of Papa's House NGO have usually met for planning, discussions on developments, and collaboration, all of which improve the cohesiveness of operations. The minutes of the directors' meetings are then forwarded to the NOH boards. In 2021, however, there was only one directors' meeting, at the beginning of the year, an online meeting attended by Sunita, Prashanna, Shreya and from the U.S., NOH vice president, Carola Drosdeck.

Sunita's two quadrimester reports and her annual report, which include updates about NOH Outreach, provide helpful information to the NOH boards. Similarly, Prashanna's reports inform the NOH boards about the programs, initiatives, 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.

Usually, at different times during the year, over a half dozen of the members of the NOH Boards of Directors and Advisers volunteer in Nepal, observing and assisting in operations. In 2021 with the COVID-19 pandemic, such visits were not as possible.

Papa's House NGO Staff Salaries and Benefits

For 2021, staff salaries were raised by 7%. The staff's salaries are deposited in their salary accounts on the last day of every month. The salary tax (1% of salary) and contribution

(usually 5% of salary) to a savings plan, Citizen Investment Trust, are deducted from the paychecks and paid at the tax office and to the CIT office. Any staff unable to work due to lockdowns, such as the Café staff on the Skylark School grounds, received half of their basic salaries until they could return onsite.

With the Papa's House Human Resources Policy, 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. 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 Director of Operations 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.

Moreover, 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 savings plan is in addition to any other salary increase for that year and the CIT Savings Plan already in place. The plan was established in 2018 with a donation of \$20,000 placed in a fixed deposit bank account in Nepal, which earns interest and is annually renewed. The accumulated interest so far has been more than sufficient to cover the enhanced savings payouts of departing employees. In 2021, there were two employees who left their jobs at the Chelsea Center, one with eight years service and the other with two and a half years service.

Papa's House Employee Performance Evaluation System

Systematic assessments of employee performance are important for improving the efficiency of operations, providing opportunities for the professional development of employees as well as relevant input when determining employee compensation increases. In both 2018 and 2019, 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. Personal goals with action plans were set forth for the next year.

With many employees on leave for much of last year, the Papa's House Employee Performance Evaluation System was not conducted in 2020. In 2021, the employee evaluations were delayed till the last months of the year and would not be completed until early 2022.

Papa's House NGO Certification and Renewal

In July 2020, a new contract for Papa's House NGO was approved by Social Welfare Council (SWC), which will last for another three years. In July 2021, the SWC issued a final evaluation report with two substantive recommendations: finding ways to ensure the long term and

sustained reintegration of the children with their own families and developing a plan for the continuity and sustainability of Papa’s House NGO.

During the year, Sunita Pandey ensured the renewal of Papa’s House NGO with local and state government authorities and that rents and property taxes were paid on time.

Papa’s House NGO Banking and Accounting

All the bank transactions of Papa’s House NGO are administered and reconciled by the Director of Operations every month and the bank records are sent to the NOH Financial Committee. Throughout the year, NOH sends bank wire transfers to Papa’s House NGO for operations. In 2021, seven transfers, each for \$30,000, were made.

A daily log of Papa’s House NGO transactions is kept, with all the bills collected and submitted to the accountant by the house managers. Rabindra, the Papa’s House NGO bookkeeper, maintains and submits the entries to the NOH bookkeeper, Liz Early, who maintains the NOH QuickBooks accounts. In 2021, Papa’s House NGO hired a new auditor, a government requirement every three years, who helped improve the financial accounting policies in Nepal.

Papa’s House NGO Board

According to the by-laws of Papa’s House NGO, every three years, the board of directors has to be re-elected and, if needed, new members must be added to the required seven-member board. The last Papa’s House board was formed in July 2018, so in 2021 a new board was formed.



Papa’s House NGO Board of Directors meeting at the Chelsea Center

Two members continued on the board: Narayan Sharma, a local grocery shop owner and long-time supporter of Papa's House, would serve as chair, and Gaya Prasad Pandey, an economics teacher at Skylark, with a Masters in Sociology, would serve as secretary. There were five new members. Mina Kumal, a Papa's House young adult would serve as treasurer. Srijana Dhakal, a Nepali teacher at Skylark, would serve as vice-chair. The three general members were: Ambika Acharya, an adult student on the Women's Council at the Chelsea Center; Kumar Shrestha, an engineer, owner of a garment shop in nearby Basundhara, and member of the Lion's Club; and Jiwakhar Lamichhane, a local business man, involved in microfinance.

In 2021, the Papa's House NGO Board met three times. The meeting agendas included: the proposed budget for the year; appointment of the auditor for the Papa's House NGO; formation of the new board; giving the responsibilities of the renewal of Papa's House to the Director of Operations; reviews on the income and expenses of Papa's House NGO; and updates about the children living in the houses with discussions of the precautions to keep the children safe from the coronavirus. The board members were also informed of the activities of Papa's House, the Chelsea Center, and the outreach programs.

PAPA'S HOUSE

At the beginning of 2021, NOH was providing for thirty-seven children at Papa's House. Thirty-one young girls were living in Harmony House with house manager, Anita Chaudhary; her assistant, Sarita Chaudhary; and Dhan Kumari, long-time cook and house mother. Six young boys lived in rooms in the CECC Annex with Sushila Chaudhary, the house manager. In addition, there were twenty-four college girls living independently in Papa's Sanctuary House. Sanu Chaudhary, who also worked in Hope's Café, cooked food for the girls in the mornings, with the girls taking turns cooking in the evenings.

At the end of the year, twenty-six girls were living in Harmony House. The six young boys were still living in the CECC Annex and there were eighteen college girls living independently in Papa's Sanctuary House. The differences in the numbers reflect the aging of Papa's House children, graduating from grade ten and moving from Harmony House to the college transition house, and the young adults in higher education moving to independent living, some unable to maintain the required 3.0 GPA for residence in the college transition house, but still supported by NOH with stipends for rent and food. Sunita Pandey believes this GPA standard for living in the college house is very effective in motivating the girls to work hard and take their studies seriously.

For the twenty-eight young adults living in the community, their college and university expenses were covered by NOH. Papa's House staff remain in contact -- for most when they stop by the office monthly for their Rs. 3,000 (approximately \$25) room rent stipends, and for the others through periodic phone calls. All the young adults are encouraged to reach out if they need help.



Papa's House family outside of Harmony House

Above all, the health of all the children in Papa's House is safeguarded. As Sunita described in the *Papa's House NGO Annual Report 2021*:

We are very cautious about the children's health, especially during this pandemic. The house managers are closely monitoring the health condition of the children. If anyone has a high temperature, cold, or cough, the child is separated from the group and kept in a separate room and given extra care and attention by the house manager. Apart from the flu and other general medical conditions, all the children are fit and healthy... If their condition is not getting better in a day or two, they are taken to the hospital for a further checkup. We have a medicine box in each house, which has general medicines and is kept safely by the house manager.

On the 13th of August all of our young adults, both living at the Sanctuary House and out in the community received the first dose of AstraZeneca vaccine and in December they received their second dose of the same vaccine. All of our young adults and staff are vaccinated. In January

2022 the government is planning to provide the vaccine to children from age twelve to eighteen, most of our children living in Papa's House will receive their first vaccine; only five girls will not receive it as they are under twelve.

Daily Routine and Enrichment

The ongoing pandemic with periodic resort to online instruction has disrupted the usual routine of the children. In July, Sunita reported:

We all are doing well, at this time the children are very busy they have a virtual class conducted by Skylark from 9:30 am to 3:30 pm and after that, they have CECC virtual classes from 5 pm to 6 pm. The girls in grades 11 and 12 are having their final exams.

Along with the house managers, Papa's House young adults in university, Sita Timilsina and Ramita Chaudhary for the girls at Harmony House, and Urmila Chaudhary and Sushma Chaudhary for the boys at the CECC Annex, help the children with their homework and studies.

While most of the days are spent in school (either onsite or online), extracurriculars have been necessarily intermittent and reduced. Valentine's Day in February was celebrated on the grounds of Papa's Harmony House, rather than at Skylark School as usual. The Nepali festivals of Holi and Brother's Day were welcomed, but somewhat subdued. Art classes on Saturdays at the Chelsea Center and taekwondo classes in the mornings at Harmony House, however, were running regularly after June. For the month of Dashain and Tihar, all but four of the children were able to return to their home villages. For Thanksgiving, Papa's House young adults living nearby were able to join the children for a feast prepared by the house managers. And the highly anticipated Christmas was celebrated with carols and hot chocolate on Christmas Eve and a gift exchange before a community meal on Christmas day.

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.

Papa's House young adults can expect support for the tuition and fees for their college and university studies, subject to satisfactory academic achievement. Young adults not on a university tract receive support for vocational training and internships. The Chelsea Center's business incubator program provides loans to young entrepreneurs from Papa's House who are starting their own business. Young adults choosing to work abroad with a secure job are supported with their international travel fees and initial living expenses.



Thanksgiving gathering at Papa's House

Opening 2021, the thirty-seven children of Papa's House were attending Skylark School, the local English medium school with over six hundred students in classes K through ten. In her report for the first four months of 2021, Sunita Pandey indicated:

The children from Nursery to grade ten had their second term exams from 17th February to 28th February. Their results were published on 20th March. Most of the children did not perform well in the examinations. Maybe, due to the effects of lockdown and distance learning, it was difficult for them to understand the new way of teaching. Starting this year, they had in-person classes until 21st April, but from 22nd April they again had virtual classes.

Due to the effects of the pandemic, this year's SEE and grade eight exam dates are not final yet. The rest of the classes will have their exams from 9th of May. These exams will be conducted either online or the question papers will be given to us by Skylark school to conduct the exams at home.

Sunita later reported that the exam results were published online at the end of May and all the Papa's House children were promoted to the next class level.

In the new school year, in 2021 starting in mid-June, all classes began online through Zoom. While there were sufficient laptops in the houses, and mentors were there to help, the children still struggled. As Sunita described in her annual report:

Due to the pandemic and difficulty in adopting the new way of learning, most of the students' grade percentages have gone down from the previous year when they had in-person classes. As the exams are also online, the children had the opportunity to look up information from their books and ask their classmates if they didn't know an answer. So, the children were not taking their studies seriously. At the end of the session, the school will evaluate the children based on their class performance, homework, and online exams. If this continues, it is going to hamper the study habits of the children very badly. In the evening CECC has virtual classes for the children where they clear up their doubts and the lesson they have not understood.

At the beginning of August, however, with the number of COVID cases declining, the government recommended that schools resume in-person classes following safety and health precautions such as checking the temperatures, providing sanitizers, and wearing masks. The students had their first term examinations in mid-September and most performed well.

As in the past year, due to the pandemic, the government cancelled grade ten exams and published results based on the students' evaluations conducted by the school. All our five girls in grade ten, and eligible for the Secondary School Exam, passed.

Higher Education

In 2021, Papa's House had forty-four young adults in higher education: five in grade eleven, fourteen in grade twelve, thirteen in university, and twelve taking bridge courses. Four young adults had completed their education and were exploring their employment opportunities. Some of our young adults chose not to attend regular college in Nepal, but acquire the skills required to apply for work or to study in colleges in foreign countries.

Several young adults were studying or working abroad. Bimal Shahi began his freshman year at Davidson College in North Carolina on a full scholarship as a prestigious Malu Alvarez Visual Art Scholar. Himal Shahi, Puja Bista, and Dhiraj Yadav were studying in universities in Australia, and Sabina Tamang and Kaushila Shrestha were working and studying in Germany. Ana Maya Gurung was working at a resort in Portugal. NOH covered their initial expenses to study or work abroad.

Café

When Skylark School is in session for onsite classes, Hope's Café serves tiffin to around sixty each day, including the Papa's House children and a dozen other children from Our Children Protection Foundation, a local children's home helped by NOH, and the young adults from Papa's House working as instructors at Skylark. The meals are prepared with nutrition and hygiene paramount. Seasonal fruits are served four days a week. During the shutdown from July to September, the Café staff were not working, but received half of their salaries.

CHELSEA EDUCATION AND COMMUNITY CENTER

In 2021, the Chelsea Center was open to the Papa's House children attending Skylark School, as well as to the Papa's House young adults in Plus 2 at nearby Herald and Southwestern Colleges. Classes were both online during lockdowns and onsite whenever safe. In the mornings and early afternoons, during the lockdowns, over eighty women from the local community regularly attended online literacy classes and when physical classes were again possible, over one hundred and thirty attended daily.

Programs for Papa's House Children

The nine children in UKG to grade six attended the Chelsea Center Sunday through Thursday from 3:40 to 5:35 p.m., most of their time receiving support from mentors with their homework. Two hours a week were for computer classes. On occasional Fridays and holidays, programs like sports days and fun workshops were organized.

The children above grade six attended the Chelsea Center Sunday through Friday. The fifteen students in grades seven and eight had math classes six times a week and computer classes twice a week. The ten adolescents in grades nine and ten had eight math classes, and two computer classes (Q-Basic programming classes based on the school curriculum as well as one HTML website design class).

On many Fridays, these upper levels students (grade seven through ten) were invited to the Chelsea Center for special workshops, including self-awareness activities, basic life skills (communication, public speaking, and writing), and health education. For grades nine and grade ten, life skills and career workshops designed to help prepare these young adults transition to independence were also organized.

For example, in January of 2021, as part of the CECC Mentorship Program for the twelve recent SEE graduates, Prashanna led a two-hour workshop on "Relationships for Wellbeing." Later in the month, the students led presentations on different topics of their interest, ranging from old age homes and entrepreneurship to subjects they are studying at school, such as economics and accounting. Also in January, one of the math teachers, Sushil Dumre, and his students in grade 9 designed and led a presentation on "Fundamentals of Share Market and Investment" for the older children and young adults.

In February, there was a workshop for students in grade nine and above on 'Programming and Software-Development' led by a professional programmer. The basics of programming, different languages, and career prospects in Nepal were featured. In March, as part of the "Interaction with Professionals" program, seventeen Papa's House young adults participated in a workshop with a young woman pursuing her Master's in Philosophy, who shared her interests in reading and writing. In April, an Orator's Fest was held to demonstrate the growth in the public speaking skills of the children.

Besides the formal instruction and homework mentoring, Prashanna Bista notes the additional ways the CECC enhances our children's education during their after-school hours at the Center including practicing basic conversation etiquette, developing English language

speaking and writing skills, showing respect for all students, teachers, and staff members, instilling positive attitudes toward learning, and embracing playfulness.

The ten-minute breaks adopted two years earlier to allow the younger students to play or relax after the first teaching hour have been so effective for reenergizing and reengaging the children that in 2021 the teachers started given the same breaks to the upper classes.



Interaction with Professionals Workshop



Orator's Fest

On Saturday mornings, the Chelsea Center was open from 10:00 a.m. to 12:15 p.m., providing all Papa's House children with an hour of computer "free time" (e.g., typing practice, email, watching videos on YouTube and other educational websites, like Ted Talks and Khan Academy).

Among the initiatives at the Chelsea Center in 2021 were conversation classes. Each week volunteers from America, like Rita Bouchard, an elementary school teacher and professor of education with Antioch University, currently writing her dissertation in Critical Pedagogy, have online Zoom conversations with selected children from Papa's House, who can then practice their English communication skills.

On site at the Chelsea Center, another American volunteer, Mike Schwartz, led weekly hour conversations for children and the women students. One of the Chelsea teachers always worked in partnership with Mike, helping moderate the conversation and translate when needed.

Unfortunately, in 2021, the Chelsea Center could not host as often the usual Friday/Saturday afternoon or evening workshops for the Papa's House young adults currently in their Plus Two schooling. And, at the end of the year, Shreya Upadhyay, resigned as Director of Transition, unable to spend the required time guiding the young adults from Papa's House. Prashanna then took over this mentoring of Papa's House young adults.

Adult Education

Usually, the Chelsea Center is open for adult education Sunday through Friday from 10 a.m. to 3 p.m., offering six Basic English classes, two Intermediate English classes, an Advanced English class, three Basic Nepali Literacy classes, two Intermediate Nepali classes, two Advanced Nepali classes, and one Intermediate Math class. Most of the women attending would take more than one class each day. On Fridays, the Chelsea Center would hold optional workshops and approximately every three months would organize a special event for the women like International Women’s Day Celebration, Diversity Day, and a Teej Celebration.

Such schedules could not be maintained during the last two years with COVID and, with the occasional lockdowns, attendance has suffered. In 2021 classes for most of the year the CECC instructors carried forth with online instruction. As Prashanna noted in his annual report:

During online classes, the teachers dedicated some class time to listen to their students, their experiences, worries, and concerns for their relatives and family members during the lockdown. The classes became their space to share their experiences and vent their worries.

Chelsea Education and Community Center has always contributed in ways beyond providing literacy opportunity to community women. The online classes not only helped the students to continue learning, but also spend their time with their friends.

When it was safe, the Chelsea Center still organized celebrations for the community women, as on March 8 for International Women’s Day, when games like musical chairs, bursting balloons and quizzes were organized, along with several performances from teachers and students, in a program filled with fun, laughter and joy.



International Women’s Day at the Chelsea Center



Glad to be back on site for classes

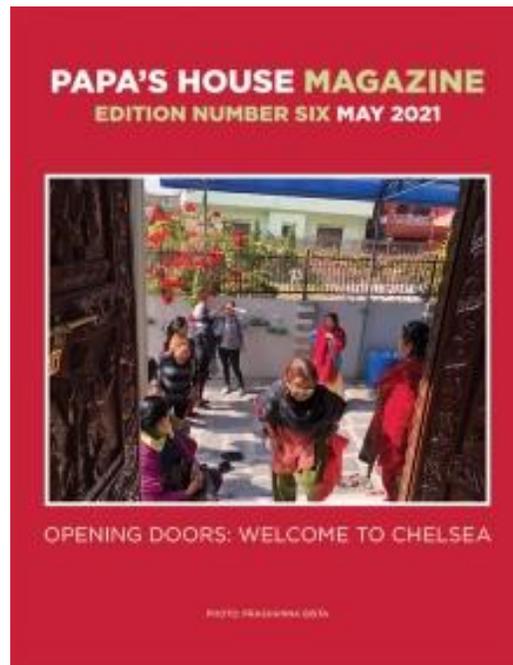
Papa's House Magazine

In May of 2021, the sixth edition of *Papa's House Magazine, Opening Doors: Welcome to Chelsea* was published online. Accounts from the Chelsea Center teachers and the community women attending the center were featured.

Kamal B.K., a Papa's House young adult, who is an instructor in the community women's literacy classes and pursuing his bachelor's degree in Business Management from Southwestern State College wrote:

No words can ever describe how joyful and thrilling it is to be a part of and be able to work in this organization. I have been working at the Chelsea Centre as a women's educator since 2018. I work with a group of professional team members and learn a lot from them. I had the experience of teaching school students, but this is my first time working for women's education. Educating hundreds of women and seeing them taking their stand in the society has given me a sense of achievement.

Chelsea Centre has been an amazing platform for me to grow personally and professionally. Chelsea has taught me to be patient, to learn more and give back to the society. Seeing women striving for knowledge and willing to learn gives me a lot of positive energy to work and to step forward in my life.



Opening Doors: Welcome to Chelsea

Further illustrating the impact of the Chelsea Center, one of the community women wrote:

My name is Nima Sherpa. I am a student of Chelsea. I am very thankful to this organization. This organization has helped a lot of illiterate people like me, who were not even able to hold

a book in the correct manner and were unknown about alphabets. But now, with the help of Chelsea Center, I have gained a lot of knowledge and I am able to read alphabets, words, and basic sentences quite fluently, I am very much grateful to this school.

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 number of volunteers attracted to the program significantly increased over the next ten years. 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.

For the period from 2012-2015, VN annually averaged 125 volunteers from 18 different countries. From 2016-2018, the annual average was 93 volunteers from 16 countries. In 2019, Volunteer Nepal hosted only forty volunteers from eleven countries.

Since 2019, Shreya Upadhyay, the VN Director, has worked on an 'as needed' contractual basis. The former Volunteer House was converted into an NOH Office Building with living accommodations for Director Sunita Pandey and her family, who then paid some of the rent.

In 2020, with the COVID-19 pandemic and imposed international travel bans, Volunteer Nepal hosted only six volunteers in the first few months, with five cutting their stays short to return to their home countries. In 2021, no volunteers were able to come to Nepal.

The NOH Boards in their virtual meeting in April of 2021 discussed reimagining Volunteer Nepal from a traditional international volunteer organization hosting individuals for weeks' long placements, toward one of visitor cultural exchanges, where groups would learn about and experience Nepal. Volunteers, ideally as part of a group would be housed in local Airbnbs, hotels, or even homestays. Adventures like trekking and visits to Chitwan could easily be incorporated. The VN staff could continue with orientation and guidance of the visitors. Participating in activities at the Chelsea Center and evening meals and Saturday tiffin at Papa's House could still be offered. There even could be a few 'mini' placements like those organized for the Maleny High School Group in 2018.

Laura Handy-Nimick of the NOH board of advisers has continued to work on this initiative, drafting a sample brochure and marketing materials, so when international volunteering is again feasible, the new Volunteer Nepal would be ready. Board members also recommended that if any volunteers came, they would need to sign a liability agreement in advance of their visit as well as to be able to provide proof of vaccinations well ahead of their arrival.

GreatNonProfits Seal

Based on ten posted reviews in 2021 from former volunteers, NOH board members who also had traveled to Nepal to serve, and CECC staff and community women attending the Chelsea Center, NOH earned the GreatNonProfits Top-Rated seal for the fifth year in a row.

Reflecting possibly the potential of new Volunteer Nepal are two posted reviews:

*My daughters Sh**** and Sa**** have been volunteering at the NOH during their summer breaks for the last five years. Every visit they look forward to engaging with the children and the staff there. They mostly volunteer at the Chelsea Center (CECC) where they have conducted English language classes for the adult women from the Dhapasi community. Not only have they enjoyed teaching the ladies but have learned various life lessons and cultural tidbits from them. One year they helped build a library at CECC and in other years they helped NOH students with homework and computer lessons.*

*We have always felt a warm welcome from the NOH family. The organization is very well managed and the staff truly believes in its mission. I highly recommend NOH for anyone looking to volunteer and to make a difference! ~ Na*****

and

Hi! I volunteered at Nepal Orphans Home with my family when I was 13 years old and it was an amazing experience. We organized activities such as a movie night and a book talk and the best part was just hanging out and getting to know the kids during their free time. They were so friendly and fun and made me feel like I was part of their family. Our family also got to go on a trek in the Annapurnas while we were there, which was amazing (especially seeing the sunrise from Poon Hill). When we got to back to Kathmandu I volunteered at a baby orphanage and at a home for blind children, two outreach programs supported by NOH.

*Since then I've been doing fundraisers with my friends in California to raise funds and awareness for NOH and its make-a-wish program at a children's hospital in Kathmandu. I hope I can bring some of my friends to NOH and volunteer together soon. ~ L****



Top-Rated 2017-2021

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 2021 NOH Outreach provided over \$37,000 in assistance, accounting for over a sixth of Papa's House NGO total expenditures.

Sunita Pandey, in her Papa's House NGO reports, summarizes the assistance NOH Outreach provides during the year. In some cases, NOH Outreach channels designated donations to other organizations and selected individuals in Nepal. Among the various projects, the two most established are Kanti Children's Hospital and Goldhunga Blind Children's Home.

With generous donations from Mr. Yu-Ming and his Healing Buddha Foundation, NOH supports terminally ill children in the cancer ward at Kanti Children's Hospital in Kathmandu. Two young adults from Papa's House, Anupa Gurung and Muskan Nepali, usually go to the hospital to read storybooks, do crafts, and play games with the children. For most of the year, however, COVID precautions prevented their visits. Nevertheless, NOH Outreach was still able to send financial support for medicine, food and shelter for the poor families, usually from remote areas, with children at the hospital. An online fundraiser initiated by Alyssa McCadden of the NOH Board of Advisers, with her sister and friends generated further support for Christmas gifts, bedsheets, and a chemo medicine for the oncology ward.

In 2021, NOH also continued its assistance to the Goldhunga Blind Children's Home (officially Blind Children Education Care) in the Kathmandu Valley. Rabindra Sanjyal, the Papa's House NGO bookkeeper, also the coordinator of this NOH Outreach program, usually visited the home twice a week to bring food and help the children with their studies. Anne McCadden, a member of the NOH Board of Advisers, and her family have been instrumental in raising support for this children's home, including paying the salaries of the home's staff, supplying laptop computers, and this year purchasing a treadmill for the exercise of the children.

At the end of 2021, NOH Outreach initiated support for an elementary school in a remote poor village in Humla, high in the mountains of Nepal. Bipin Singh, the elder brother of one of our Papa's House girls, reported there were fifty children in this school, ranging from fifteen in kindergarten to six in class five. The children had no socks or shoes, only their sandals. They lacked winter jackets, gloves, and stocking caps. There was a shortage of pencils, pens, paper, and erasers. NOH Outreach subsequently funded the purchase and delivery of this clothing and school supplies.



Goldhunga Blind Children's Home



Support for the Village Children in Humla

Four years ago, NOH Outreach began providing tuition support for other children, mostly for attending Skylark School. In 2021 the primary education of thirty-seven children was funded. NOH Outreach also helped local families in Dhapasi with food and medicines.

Actions of the NOH Board

Early in the year, the 2021 budget for Nepal Orphans Home proposed in the *NOH Annual Report 2020* was approved. Board members recommitted to serving Nepal Orphans Home. Board members and committees submitted reports reviewing their actions over the last year and setting forth their agendas for the current year.

There were some changes in board membership. Elizabeth Early, Jr. and Cici Caillet left the Board of Advisers, but Alyssa McCadden, from Northern California and studying at an international high school in Rome, Italy, agreed to join the Board of Advisers. She serves on the Communications Committee and publishes the NOH newsletter.

After many years of extraordinary service and leadership, Toni Thomson regrettably decided to drop off the Board of Directors. In her resignation, Toni wrote:

The children of Papa's House bring so much light and joy to everyone they meet, and I personally feel honoured to have been welcomed into the lives of each and every one of them and the wonderful staff. Since the first day I met Michael and the initial 34 children back in 2007, I have felt that this has been such an incredible journey filled with so many wonderful memories and an abundance of love and laughter.

The greatest gift over the years is to watch the children grow and become empowered young adults by their hard work, dedication and passion to learn. Along with Michael, they inspire me every day and teach me so much about life.

In 2019, Nepal Orphans Home had earned the Gold Seal of Transparency, which placed us in the top 0.5% of all the nonprofit organizations listed on GuideStar, the world's largest source of information on nonprofits, with over 2.7 million nonprofits represented. NOH earned the Gold Seal for its strong commitment to transparency, through its provision of qualitative information about goals, strategies, and vision, as well as the basic information on its mission, programs, finances, and board leadership. In 2021, for the second year in a row, NOH earned the Platinum Seal of Transparency, the highest seal, with an updating of the NOH profile on GuideStar and adding quantitative measures of the success of the mission.



Nepal Orphans Home

On April 10, 2021, board members held a Zoom conference call. Among the agenda items for review and discussion were the *NOH Annual Report 2020*, an update on Papa's House NGO operations, and the NOH Board Proposed Action Plan, in particular, the future of Volunteer Nepal.

Termination of Nepal Orphans Home as an INGO

In January of 2018, NOH applied with the Social Welfare Council (SWC) for the termination of Nepal Orphans Home as an International Nongovernmental Organization (INGO) in Nepal. This was consistent with the NOH and Papa's House NGO Transition Plan adopted by the NOH Board of Directors, whereby Nepal Orphans Home would continue to fund and advise Papa's House NGO (which includes Papa's Houses, Chelsea Education and Community Center, Volunteer Nepal, and NOH Outreach).

The official process continues to be complicated, arduous, and lengthy--even more so during the COVID lockdowns. Despite several visits in early 2021 to Papa's House by the SWC for monitoring and evaluation, the termination letter for Nepal Orphans Home had not been received by the end of the year, a reflection of the unyielding government bureaucracy.

In mid-April, an article appeared in *The Kathmandu Post*, "Nearly two dozen foreign organisations leaving Nepal," by Prithvi Man Shrestha, which reported:

Around two dozen international non-governmental organisations are winding up their operations in Nepal and have requested for termination of the general agreement signed with the Social Welfare Council.

...These include Baptist Medical and Dental Mission International, Child Protection Centers and Services International, ... Nepal Orphans Home, and The Mountain Institute, USA.

... [these] international NGOs have sought to wind up their operations in Nepal by handing over all tasks to their partner organisations so that office operation cost could be saved, said an official at the council. "They are doing so, citing the fund crunch amid the impact of Covid-19 on their donors and reduced contribution from them."

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.

During 2021, the Communications Committee published four newsletters, including *Papa's Updates*. There were more than 150 postings of news and special events on both Facebook and Instagram this year, including numerous COVID-19 updates, 'Throwback Thursday' photos, and holidays and celebrations throughout the year. Colorful postings for 'Giving Tuesday' and daily for the week before and week after Christmas with special 'holiday greetings' and 'thanks to supporters' helped increase interest in and motivate support for Nepal Orphans Home.

At the end of 2021, there were over 3,800 followers on the NOH Facebook page. See <https://www.facebook.com/Nepalorphanshome/>.

Contributions

Nepal Orphans Home depends on donations, with hundreds of supporters around the world. 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 have been received through benefits and fundraisers. NOH also received support from civic organizations, including churches and schools, and businesses (with matching employee contributions).

Foundation Support

Nepal Orphans Home is fortunate for the steadfast support of Toni Thomson's Possible Worlds Foundation (<https://www.possibleworlds.ca/>). Based in Canada, her foundation has been integral in raising awareness and generating funds for our mission over many years. In particular, PWF donations support the education and nutrition of Papa's House children, the salary of the Papa's House official photographer, and the Valentine's Day celebration at Papa's House.

During the year, Nepal Orphans Home received grants from Life's Handy Work, the foundation founded by NOH board member, Laura Handy-Nimick, for higher education,

Hayworth Foundation, Wilson Sexton Foundation, and the Zrenda Moore Foundation. Since late 2017 the Healing Buddha Foundation of the United States has funded NOH Outreach to Kanti Children's Hospital.

Financial Statement for 2021

Below please find the financial statement for Nepal Orphans Home for 2021. Listed on the Nepal Orphans Home Financial Statement are the NOH sources of income (mainly from donations and grants). With respect to NOH expenditures, the major ones are the NOH transfers to Papa's House NGO during the year. There are also expenses of Business and Fundraising directly incurred by NOH. The *Papa's House NGO Annual Report 2021* Financial Statement provides details of the expenditures for operations in Nepal.

For 2021, Total Income for NOH was \$230,709. Total Expenditures for NOH summed to \$221,366 (\$210,000 were transfers to Papa's House NGO for operations). Accordingly, the Net Income for NOH in 2021 equaled \$9,343.

The proposed budget for Nepal Orphans Home for 2022 follows the financial statement.

**NEPAL ORPHANS HOME Statement of Expenditures and Income
January 1 - December 31, 2021**

Nepal Orphans Home Income in 2021

\$147,883 Unrestricted Donations

\$ 29,953 Foundation Grants

 \$18,953 Possible Worlds Foundation

 \$11,000 Other Foundations

\$ 48,349 Restricted Donations

 \$ 7,540 Kanti Children's Hospital

 \$ 4,800 Social Action Volunteer (SAV)

 \$ 3,770 Our Children's Family Protection (OCFP)

 \$11,154 CECC Programs

 \$15,000 Higher Education

 \$ 900 Hope Fund

 \$ 1,400 Director's Discretionary Fund

 \$ 1,800 Rabindra Education

 \$ 1,600 Kabita, Jeena, and Sameer

 \$ 385 Five Sisters

\$ 1,723 Volunteer Nepal Fees and Donations

\$ 2,792 Interest

\$ 8 Dividends

\$ 230,709 Total Income for Nepal Orphans Home in 2021

Nepal Orphans Home Expenditures in 2021

\$210,000 Transfers to Papa's House NGO

 \$30,000 on 1/19/2021

 \$30,000 on 3/15/2021

 \$30,000 on 4/27/2021

 \$30,000 on 6/21/2021

 \$30,000 on 8/9/2021

 \$30,000 on 10/13/2021

 \$30,000 on 11/29/2021

\$ 1,500 Volunteer Nepal Refund

\$ 2,155 Bimal Shahi Education Expenses in U.S.

\$ 4,600 Business, Accounting and Banking

\$ 4,196 Accounting in U.S.

\$ 320 Banking Wire Transfer Fees

\$ 84 Other (Form 990 filing fees and postage)

\$ 3,111 Fundraising and Communication

\$ 200 Fundraising (North Carolina Solicitation License)

\$ 2,085 Online Donation Fees

\$ 826 Website Maintenance

\$ 221,366 Total Expenditures for Nepal Orphans Home in 2021

\$ 9,343 Net Income for Nepal Orphans Home in 2021

NOH Proposed Budget for 2022

Projections of income and expenses are necessarily speculative, since conditions in Nepal and NOH plans can change, as illustrated in 2020 and 2021 with the pandemic. The NOH budget for 2021 is largely based on the proposed budget for Papa's House NGO for 2022. The proposed budget expenditures for Papa's House NGO in 2022 from *Papa's House Annual Report 2021* total \$260,566, a twenty-percent increase from the actual total expenditures of Papa's House NGO in 2021 of \$217,019.

There should be reduced expenditures for Papa's House NGO in 2022, however, with the ceasing of leases for Papa's Sanctuary House and the NOH Office Building, and reduced expenditures for education with a decrease in the numbers of children and young adults in school. Also, the Nepali rupee is expected to continue to depreciate some against the U.S. dollar, meaning the NOH dollar transfers to Papa's House NGO fund more expenses in Nepal.

Papa's House NGO does receive some income other than from Nepal Orphans Home transfers, for example, in 2021 from interest income on its bank accounts in Nepal and loan repayments. Though this other income in 2021 accounted for less than two percent of the total income received by Papa's House NGO.

Nepal Orphans Home proposes to fund directly \$220,000 of Papa's House NGO operations in 2022.

No increases in other NOH expenses are assumed. We hope to maintain donations, both restricted and unrestricted, in 2022. Volunteer Nepal Fees received by NOH would increase with international volunteers to Nepal. Interest income on NOH bank balances should increase in 2022 as interest rates on CDs rise from their near zero levels in 2021.

Figures are rounded to the nearest hundred dollars.

Nepal Orphans Home Income in 2022:

\$148,000 Unrestricted Donations

\$ 30,000 Foundation Grants

\$ 48,000 Restricted Donations

\$ 3,000 Volunteer Nepal Fees

\$ 4,000 Interest and Dividends

\$ 233,000 Total Income for Nepal Orphans Home in 2022

Nepal Orphans Home Expenditures in 2020:

\$220,000 Transfers to Papa's House NGO

\$ 4,600 Business, Accounting and Banking

\$ 4,200 Accounting in U.S.

\$ 300 Banking Wire Transfer Fees

\$ 100 Other (Form 990 filing fees and postage)

\$ 3,100 Fundraising and Communication

\$ 200 Fundraising (North Carolina Solicitation License)

\$ 2,100 Online Donation Fees

\$ 800 Website Maintenance

\$ 227,700 Total Expenditures for Nepal Orphans Home in 2022

\$ 5,300 Net Income for Nepal Orphans Home in 2022



nepal orphans home inc.

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