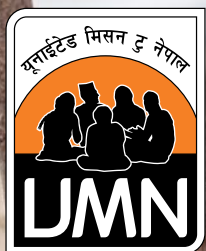


2022-2023 Annual Report



Fullness of life for all, in a transformed Nepali society



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Thank you to all who contributed stories and photographs for this Annual Report

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NOTE FROM BOARD CHAIR

Namaste! It is a pleasure to commend to you this UMN Annual Report for 2022-23* (B.S. 2079-80). This year has seen UMN continue to work in many varied areas and communities across Nepal: Mugu in the mountains, Rukum East in the middle hills, Bajhang and Doti in the far west and Kapilvastu and Nawalparasi West on the plains of the Terai. I hope you enjoy reading the encouraging reports of how our work impacts the lives of individuals and communities in these diverse locations.

Our cluster teams, based in our working areas, are dedicated to understanding the particular needs of the communities they serve; focussing on those who have difficulty advocating for their own needs. These teams work in partnership with local organisations, encouraging and equipping them as they work for the good of the whole community.

UMN has six areas of expertise which we believe are relevant to all the communities where we are based: child-friendly education, accountability, maternal and child health, integral development, ending domestic violence and resilient livelihoods (enabling communities to diversify so they are less vulnerable to future shocks and stresses). You will see these themes coming through as you read the reports from our cluster areas.

We also have a centrally-based Cross-Cutting Unit supporting the cluster teams in integrating elements of conflict sensitivity, disability, gender, and environment and climate change in their work. Four videos illustrating how the work of the Cross-Cutting Unit impacts communities were presented at our General Assembly in May this year. These excellent videos are on our website and are well worth watching.

Our General Assembly, with its theme of 'Sustaining Grace', was an opportunity to invite our supporting partners to visit with us and gain a deeper understanding of our work; it was a challenging and joyous occasion! We continue to be grateful to the Government of Nepal and its Social Welfare Council for the various agreements which facilitate our activities, to our supporting partners for trusting us with their resources and supporting us through prayer, and to our local partner organisations who help us work out our vision of "*Fullness of life for all, in a transformed Nepali society.*"

A handwritten signature in blue ink that reads "David Rodgers". The signature is fluid and cursive, with a long horizontal stroke at the end.

DR DAVID RODGERS

Board Chair

* This Annual Report follows the Nepali financial year, running from mid-July 2022 to mid-July 2023
See MDT report for work related to our two hospitals and community development : www.umn.org.np/umnmtdtar



ED'S LETTER

Dear Friends,

It is a great joy to share the Annual Report of 2022-23 with you all. It has been a good year, which you can experience as you go through the report. I am very grateful to my colleagues, the Board of Trustees, the local partner organisations, all the supporting partners and the governments of Nepal, Australia, Finland, Germany, Ireland, Norway and Sweden for all their support in planning, implementing projects, funding, praying and standing with us to get this far and achieve what is mentioned in the report and all our other work throughout the year.

There are so many reasons to be grateful that we all have been sustained through the negative impacts of the COVID pandemic and war in Ukraine in 2022-23. We were able to support COVID-affected families in our working areas along with the regular works. The transition of senior staff, especially the Finance Team Leader, ITS Manager, Disaster Risk Management Manager, etc. happened smoothly. We have completed the Interim Cluster Strategic Plans - which were developed to address the impacts of COVID - and reviewed the Cluster Strategic Plan developed in 2020, which will carry us through to 2025. New Corporate Teams' Strategic Plans were also developed and are being implemented. The remaining work of new cluster exploration was also completed; we have decided to work in Surkhet (Karnali Province) and in Bara (Madhesh Province) for urban poverty work. We are excited about this development and preparing to apply for approval

to start these new works. We have also reviewed UMN approaches and are working to address some of the recommendations which we believe will help us to be more effective and efficient in what we do. So far, all the legal compliances have been fulfilled, especially the final evaluation of the UMN Project 2015-2021 (which was long due from the Social Welfare Council), the audited accounts and amendment of the Community Development Project. You will see that thousands of lives of the poorest of the people living in poverty have been touched and changed through our work in six districts... which wouldn't be possible without you and your support. I give credit to you. With this, I hope you will enjoy reading the Annual Report.

I am once again, grateful to the sustaining grace of God and your support to serve the communities in need. God bless you!

DHANA LAMA
Executive Director

BAJHANG

The Activity-Based Learning (ABL) project has significantly enhanced the learning experience for 1,554 students across 32 schools in Thalara Rural Municipality. Altogether 48 teachers practised the ABL approach and among them 19 developed their skills to become resource teachers. Furthermore, 78 classrooms underwent a remarkable physical learning environment transformation with upgraded flooring setups. Water supply and toilet renovation has improved schools' cleanliness. The rural municipality showed their commitment by contributing NPR 1,186,000 (USD 9,014) to the project.

The CLIMATES project constructed two irrigation canals (740m in total), three ponds, 270m of gabion walls, three footrills, two child-friendly drinking water taps, a water mill and protected two water springs. It facilitated the planting of 4,830 winter fruit-tree saplings, while also raising community awareness of winter season planting techniques. Improved water supply benefitted 2,185 households and the livelihoods of 1,688 individuals were enhanced by engaging them in climate-adaptive activities.

Through the DRM project, 44 local masons of Thalara were trained on earthquake resistant building skills. Earthquake relief packages were distributed to 128 households and knowledge and preparedness skills transferred to 1,250 students in 10 schools through multi-hazard drills and simulations. Landslide areas were restocked by the planting of 1,400 seedlings, two school buildings were extended or repaired for greater student and community safety, and the rural municipality developed a Disaster Preparedness and Response Plan with the project's support.

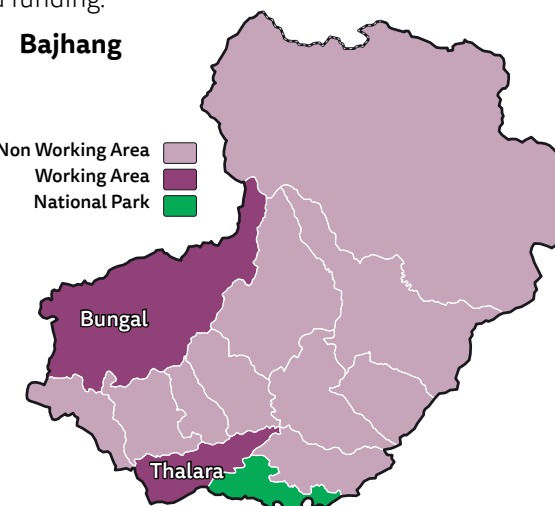
In Bungal 1,118 individuals comprising 862 women and 256 men (including 85 girls, and 68 boys, 129 single women, 24 people with disabilities and 319 Dalits*) directly benefitted from the EVE project. It is working in good coordination with the municipality and there are significant positive changes in gender equality in the project's communities.

With the support of the Mental Health project, 97 individuals have recovered through health post services. Among them, 37 from self-help groups enhanced their self-esteem and were encouraged to express their



emotions. Ten of them received income generation support and are staying occupied and supporting their families. Moreover, 28 Female Community Health Volunteers took the critical role of identifying and referring mental health cases to the health posts.

Srijana Project has generated 131 employment opportunities for migrant returnee youths by establishing enterprises within Thalara Rural Municipality. This inclusive initiative has engaged 53 women and 78 men, encompassing various backgrounds including Dalits (54), Brahmin/Chhetri (77), and people with disabilities (5) in enterprises earning a total of NPR 4.9 million (USD 37,400). The rural municipality contributed NPR 1.4 million (USD 10,700) as matched funding.



* Member/s of the so-called lower caste community

WEAVING SUCCESS

Anju Khati, 40, is now an entrepreneur from Bajhang. Dreaming big, hard-working Anju spends her time in the traditional handloom weaving and selling yarn.

A few years back, things got tough for Anju's family. Her husband lost his job in India during the COVID pandemic. Also, two years ago, the flood swept away Anju's cultivable land with only a tiny patch left for the family. The produce from the field was not enough and her husband's earnings were not sufficient to feed their family of seven.

Facing such hardships, Anju was looking for an alternative income source. Around the same time, UMN's Srijana Project launched its activities in her community. A ward-level discussion led to exploring the potential of weaving *allo* for local enterprise. *Allo* is a Himalayan nettle found in large supply in this area. The project then facilitated forming an *allo* fibre processing enterprise group which Anju joined. Fourteen members including Anju were provided with 15 days of *allo* fibre thread processing skill training followed by 22 days of skill training for cloth weaving.

Through the project, Anju received three months of on-the-job training to scale up her weaving skills in coordination with a well-established *allo* fibre enterprise at Ghorahi in Dang District. Since then, she has been weaving cloth using a traditional handloom. So far, she has produced 32 metres of *allo* yarn and earned about NPR 17,000 (USD 130). The enterprise group has two sub-groups - one weaves cloth and the other sews bags. Anju sells raw materials to those sewing bags. The group is now registered legally and has their own equipment - two handlooms and five sewing machines.

The income from weaving has helped Anju to buy her children's school stationery, clothing, and food. She shared,

"I have been trying my best in this business. I dream to be established as a model woman entrepreneur. If I get closer to my dream, I will call my husband back from India and continue this business together with him. I'm grateful for all the support I have received to come this far."



Anju (wearing purple shawl) and the enterprise group with bags made of *allo* yarn.

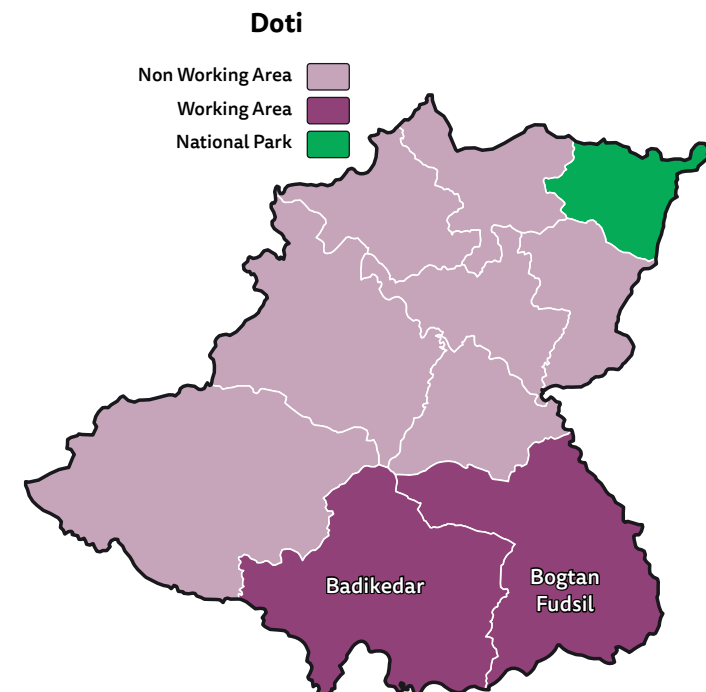
DOTI

This year we started working through a new project called 'Improving Health Care Systems' in Bogtanfudsil Rural Municipality (RM). This aims to strengthen government health services to sustainably deliver quality health services in mother and child health, adolescent sexual and reproductive health and mental health. One project (Saksham) phased out during this year while four other projects are still running in two RMs of Doti – Badikedar and Bogtanfudsil.

It has been encouraging to see 61 group members from the Saksham project actively participating in various local-level committees. Among these members, three individuals were elected in the recent local-level elections to serve as members of the ward committee within the local government. Another 10 members are contributing well in different school management committees, while 48 members are involved in various users committees, such as those related to drinking water and forest resources. The participation of women and their voice in decision-making at the local level has increased compared to their low participation before our intervention.

This year 229 farmers have raised their incomes through training and support provided by UMN projects. Most of them are engaged in micro-enterprises such as goat rearing, vegetable farming, poultry farming, retail shops, tailoring, crafting and blacksmith.

Forty-four teachers from 43 community schools have enhanced their teaching methods after receiving training in child-friendly activity based learning followed by material support for the classrooms. Awareness-raising events covering child protection, adolescent reproductive health and the environment had 958 adolescents participating. A total of 1,297 farmers participated in various events related to agriculture, entrepreneurship and environmental conservation. Ninety-six farmers have upgraded traditional livestock sheds to new improved sheds. Five environment-friendly grinding mills, two small irrigation schemes and 12 drinking water schemes were renovated to help the community. Fifty-five families who were living without access to electricity have received a stable supply of electricity through support for solar lighting facilities. Meanwhile 26 health workers from 17 health facilities enhanced their capacity on adolescent sexual reproductive health and family planning and, following prescriber and counselling training, in mental health support.



WOMEN STEP UP IN THEIR COMMUNITY

A few years ago, it was rare to find women participating in any community or government structures in Doti. Most were limited to their household work, farming, and taking care of their family members. Culturally, in many rural communities there (and across much of Nepal), women are generally considered as houseworkers and unable to take on other roles in the community which are filled by men. Seeing this situation, UMN and its local partner CEAD Nepal¹ has been implementing the Saksham (Empowered) project in Bogtan Fudsil Rural Municipality from 2020. The project formed 24 groups with 600 female members, conducting regular civic education sessions to build capacity around rights, entitlements and many social issues while also training them to enhance their leadership capacity.

Now the participation of women in different community groups in Bogtan has increased. In the local-level election conducted in November 2022, three women from three different women's groups started by Saksham were elected, and they are now representing the community as members of the local government. Furthermore, 48 members are part of different user groups related to drinking water, community forest, construction etc., and 10 members are part of school management committees.

Meet one of the three ladies who were recently elected to local government:

Kalasi Devi Damai, aged 50, is a member of the Rudragufa women's group. She has been actively participating in group meetings since its formation. She shared that it was not easy to continue attending the group meetings due to her household work - she has nine family members. Kalasi added that, in the beginning, they expected an allowance to participate in the meeting. Likewise, they were not ready to do monthly saving. However, gradually they learned about the importance of the group, started monthly savings, and learned many things about their rights. During the local



Kalasi Devi Damai in a women's group meeting.

election, the political party nominated her to lead her community, and she was elected as a ward member. Now, she can speak out and bring up the issues of her communities in the local government meetings. She is grateful for the difference in her life: "I am thankful to the project which has built our capacity and brought positive changes in our lives."

¹ Central for Equal Access Development

KAPILVASTU

This year, UMN's projects have played a pivotal role in community development, mental health awareness, youth empowerment, gender equality, disability support, and domestic violence prevention through seven projects in the communities of Yashodhara and Mayadevi Rural Municipalities in Kapilvastu.

Focused on community resilience, the SECURE project facilitated inclusion of Dalit women and environmental conservation. Thirty-two self-help groups succeeded in receiving agricultural input support from the local government. It is encouraging to see 396 farmers earn NPR 20,193,274 (USD 154,000) by selling milk in the project-supported milk collection centres.

The Mental Health Project promoted and introduced basic mental health services in 11 health facilities, benefitting 348 patients who previously had had no access to such support due to a lack of mental health services and awareness.

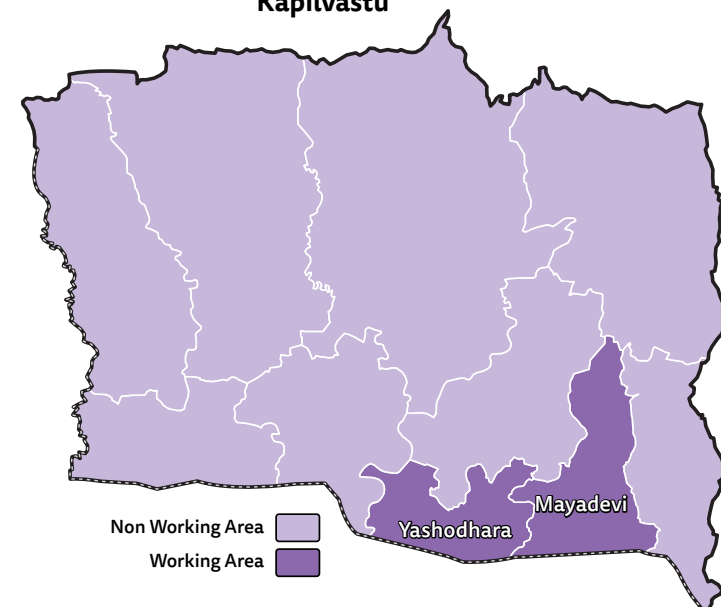
Youth clubs and networks empowered 332 young people who are now advocating for their rights, entitlements and crucial social issues such as school drop-out, child marriage and child labour. Besides capacitating 1,477 women through 72 self-reliant groups, child-friendly school management practices were facilitated in 23 public schools.

Gender relations were improved by addressing domestic violence. Ten youth gender champions facilitated sessions for 70 households to experience improved family reconciliation. Besides helping 20 girls re-enrol in school, the project financially supported ten women facing violence to establish stable incomes. Meanwhile, the Local Capacities for Peace Project promoted community and religious harmony in the communities, as well as gender equality. The efforts of youth, women, community, and religious leaders have improved community reconciliation, interfaith harmony and reduced child marriages.

Thirteen children with disabilities improved in their physical conditions and enhanced family and social participation. Eight of them are now going to school. Meanwhile six wheelchair users received holistic rehabilitation resulting in better mobility and financial independence.



Kapilvastu



STANDING UP FOR HER SISTER

Sunita Kumari Kohar, 20, a Dalit (so-called lower caste) young woman, is an inhabitant of Mayadevi Rural Municipality in Kapilvastu. She has two elder sisters and two younger brothers. She is now a 12th grader but has not enrolled in college for further studies partly due to her financial constraints and the limited availability of higher colleges nearby. Her father makes a living by tailoring in a nearby market centre, whereas her mother takes care of all the household chores and does occasional wage labour in the village.

While growing up, Sunita saw her eldest sister get married – who had only studied up to the fifth grade. Although it was a child marriage, Sunita had no idea and was thinking it was a norm which everybody had to abide by.

In 2019, Sunita joined as a youth club member in the project Child and Youth for Community Change (CYCC). As part of the project, the club used to organise sessions on harmful traditional practices. She was surprised to know about the harmful consequences of prevalent practices, such as child marriage, untouchability, gender-based violence and their detrimental consequences. She curiously learned about the ill practices in her community and started engaging actively in the club activities. Soon she was selected to represent her club in the network of eight such clubs in the rural municipality. She also gained knowledge about advocating for the rights of women and children and how young people like her could make a difference.

One day, her father decided to arrange the marriage of her second elder sister without discussing with the family. She talked to her father and suggested to him to stop the marriage plans. Her father was furious, but she insisted on postponing the marriage, citing that her sister is still underage.



Sunita Kohar with her mother.

As her father didn't seem to stop, she invited some youth club members to come and convince her father. Upon her father's consistent refusal, she then gathered a big mass of the club members. As he was indifferent to their request too, some club members warned her father that if he insisted, they could call the police.

Finally, her father quietly agreed to postpone the marriage but was extremely cross with Sunita. "If you were not educated, you would have obeyed me today. It was my fault to send you to school", he said. Sunita was disheartened to have caused this rift but her sister, with tears in her eyes, hugged Sunita saying, "I could have ended up being a bride if you hadn't intervened".

MUGU

This year, seven projects were carried out in Soru and Mugum Karmarong Rural Municipalities, benefitting a total of 5,380 people. These projects focused on various aspects, including education, health, livelihood, disability support, disaster risk reduction and community development.

Collaborating with the local government, local curriculum for Grades 1-3 was developed and approved by the rural municipality council of Mugum Karmarong. Two textbooks for Grade 3 were translated into the mother tongue language of the Karmarong people. Sixteen schools in this area are benefitting from both of these.

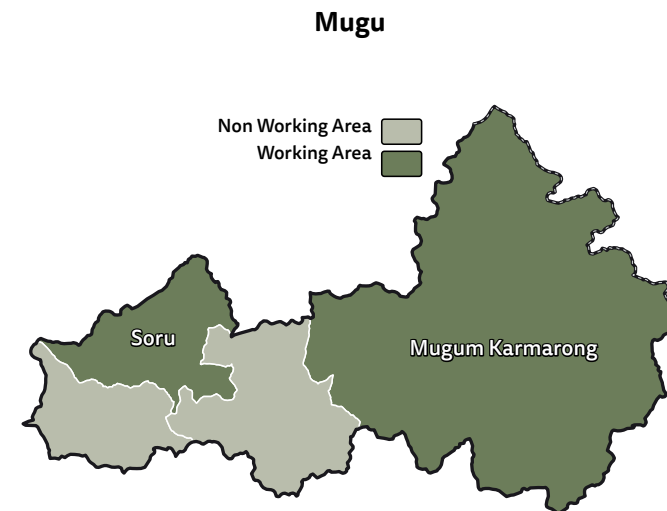
In Soru, Grade 3 classrooms of 28 schools were supported with teaching-learning materials and classroom equipment such as cushions, carpet, low tables, a corner library, shoe rack and water filter. A total of 56 primary teachers (23 female) were trained on activity-based teaching learning pedagogies. As a result, students are enjoying classroom teaching and learning in a better environment.

Fifty-three children with disability (21 girls) have received medical treatment support for rehabilitation such as surgery, assistive devices, physiotherapy and counselling, which has not only helped them to take part in daily activities but also boosted their self-confidence. Thirteen health institutions were supported with health equipment and materials as per their need and action plans. Also, 296 girls received sanitation and hygiene packs, along with three days of training on making improved sanitary pads. Thirty-nine households of Chitai village constructed toilets, improving the sanitation and hygiene in the village.

A total of 250 households were helped to live a better life with income generation support where 102 people received rabbits, 106 received plastic tunnel materials and 42 received goats for starting micro-businesses through the project.

As a part of disaster mitigation, in disaster-prone areas of Mugu community groups planted 1,200 saplings while seven wooden bridges and five gabion walls were constructed.

Emergency relief items were provided to 145 families affected by fire, with special concern for women, children, and senior citizens. Thirty-one Dalit girls received scholarship support to help them continue their education.



CHILD CLUB - FUN WAY TO LEARN

Poonam, 14, from Chimath village in Mugu was shy and hesitant to speak with strangers. However, she was also hardworking and passionate about being a member of her school's child club. Eventually in Grade 7 she was selected as the vice-chairperson of the child club.

UMN and its local partner KCDC² supported the child club members and students and encouraged them to participate in extracurricular activities at school. This included supplying the child club with stationery to organise different activities and playing materials for recreation. KCDC also frequently provided training and workshops on child rights and life skills, among others.

Poonam has been participating in extracurricular activities such as debate competition, quiz contest, cultural song, dance and sports like volleyball and high jump. She even bagged first prize in debate and quiz and third prize in the cultural dance competition. Through the child club's meetings and training she learned about child rights, life skills including a personal hygiene and sanitation campaign, learned new games and improved her public speaking. "I feel happy, content and encouraged when I participate in extracurricular activities. It also helps to improve my confidence in speaking and sharing my ideas with others," shared Poonam.

Poonam actively leads the child club in organising various activities at school, while she is also the captain of a school 'house' team, supports juniors in physical exercises during prayer time and monitors to maintain the school discipline. She has discovered that child clubs enable members to excel in knowledge and skills and are a platform to raise children's voices and support in reducing child marriages. Since being involved in the child club, Poonam has improved her learning achievement at school too.

Poonam aspires to be a nurse later in life and serve the people who are marginalised and living with disability.



Poonam presenting at a child club session.

² Karani Community Development Centre (KCDC)

NAWALPARASI WEST

This cluster has been working in two rural municipalities of Nawalparasi West District of Lumbini Province. In 2022-23, UMN implemented five projects through two local partner organisations to fulfil UMN's vision in the district³.

UMN and its local partners have strengthened and mobilised 170 community groups through five projects in the district. These groups have played significant roles to bring positive changes in the attitude and behaviour of individuals, families and groups in gender equality, disability inclusion, health and sanitation, child protection and social norms and values.

Forty-six child clubs, 13 youth clubs and 59 committees/networks have been empowered and mobilised within the community to ensure their understanding of rights, entitlements and the ability to engage in lobbying and advocacy for their concerns with the local government. Now, they have gained the capability to engage with local government officials and communicate their concerns and agendas effectively.

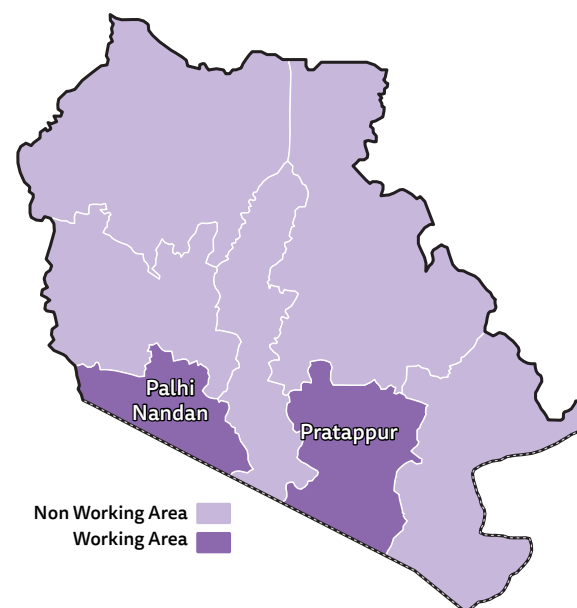
Through the Integrated Rural Community Health project, 25 families received support for drinking water supply, 20 families for establishing handwashing corners, and 15 families for constructing toilets. This has enabled them to access safe drinking water and has fostered changes in behaviour, particularly in terms of toilet usage and handwashing within the impoverished community. Fifty individuals received diverse forms of income generation support for ventures like shops, tailoring and goat rearing. These helped them to fulfil their families' basic needs of food and children's education while also enabling them to save between NPR 100 to 200 (USD 0.7 to 1.5) monthly.

Five community schools and two local health facilities have been modified as disability-friendly by constructing ramps and also renovating disability-friendly toilets and drinking water taps. With these improvements children with disabilities have access to go to those schools and receive local health services. Thirty-five family members of people living with disabilities took a three-month tailoring training provided in two rural municipalities. Many are now starting to run their own businesses.

³ Another project, ReLive, was run under UMN's Medical and Development Trust (MDT) – see separate MDT report



Nawalparasi West



ACCESSING HEALTH RIGHTS

Kathahawa is a small Muslim community in Nawalparasi West near Nepal's southern border with India. Muslim women were culturally restricted to their homes so they were unaware of the health services available, resulting in many health issues. They were also not allowed to use any family planning methods.

Tarjun Nesa is from a Muslim community. It was difficult to convince her and her family to join a Health Mothers Group (HMG) in the past, but after UMN's partner INDRENI supported reform of these groups through a community health project in her area, Tarjun joined one in 2020. The IRCH⁴ project seeks to address the health issues faced by women, raise awareness on community health, and to improve health service quality, including increasing women's access to reproductive health services and information.

Tarjun has two children - aged 4 and 18 months. During her first pregnancy, she didn't have regular antenatal care (ANC) as she wasn't allowed to go outside her house, so she couldn't check her and her child's health condition. After joining the HMG she learned about reproductive health, family planning, safe motherhood, WASH* and more. She then realised some of the risks which could have happened to her and her child during her first pregnancy.

She shared about the topics she learned with her husband, who was supportive. During her second pregnancy, she received full support on health from her family. She had the four suggested ANC checkups which made her eligible to receive the cash incentive provided by the Nepal government, and she also took the three postnatal care checkups.

The female community health volunteer also created a supportive environment for her family. This year, Tarjun used a long-term family planning method – an implant which works for five years, which was not allowed culturally in the Muslim community earlier. The project is supporting the increased provision of implant services from local health facilities.

Tarjun shared, "After becoming a HMG member, I learnt a lot about women's and child health. Now my family is convinced about accessing health services, including family planning. Many other Muslim women



Tarjun and her husband in a local health facility.

are also using family planning methods." Tarjun has also developed her confidence - she can now speak openly and engages in good discussions during meetings. She is active in imparting the things she knows about family planning, pregnancy care and safe motherhood to women in her community.

The IRCH project has been working towards combatting harmful practices hindering health and, from the family to community level, breaking the barriers to accessing health services. Breaking this barrier for and by a Muslim woman is a symbol that many more women from marginalised communities are overcoming these barriers and being empowered.

* Water, sanitation and hygiene

⁴ Integrated Rural Community Health

RUKUM EAST

Rukum East Cluster is currently implementing four major projects through its two local partners in all the wards of Bhume and Putha Uttarganga Rural Municipalities.

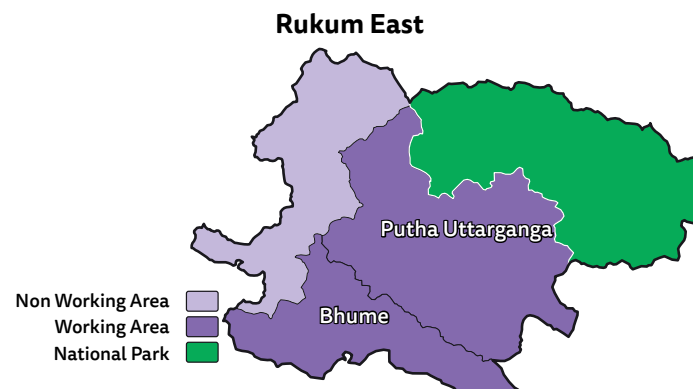
The Pro-Act project focuses on capacity development of government health facilities and personnel, livelihoods support to poor families, reducing harmful traditional practices and helping people suffering from mental illness. A first-ever mental health camp was organised in the district in collaboration with the local governments of all three rural municipalities, attended by 450 people. Eighty percent of the attendees were identified with mental illness, among whom 75% were women. The local health systems in seven health facilities were strengthened by applying the Minimum Service Standards and Routine Data Quality Assessment Tools, while Korja Basic Health Service Centre in Bhume was equipped with solar backup and gender-friendly toilets.

The ABLE project has been focusing on reducing traditional harmful practices in society like child marriage, domestic violence, and empowering children and women. Seven child marriages were stopped this year through the initiative of adolescent girls' clubs. Meanwhile 12 children with disabilities were rehabilitated through treatment and three adults with disabilities were supported to run income generation activities.

Twenty-two families were helped to get a better life and were engaged in livelihoods and income generation activities through the SEED project. For crops of wheat, apples, maize and kitchen gardening, 4.12 hectares of additional land has been irrigated. Eleven farmer's groups became registered in the rural municipality, which has helped them to access government resources. Six water sources were protected and five small irrigation schemes were supported for 428 households.



Forty-five individuals have been trained in product diversification of traditional sheep wool rugs (*radi-pakhi*) and have received a wool carding machine through the UpLift project which is working to upgrade local indigenous knowledge. In the hills of Rukum, shepherds keep 300-400 sheep in one flock. In the three communities of Puttha Uttarganga where the UpLift project works, all households are involved in sheep-related activities, either sheep rearing or making coats or blankets. The project is facilitating connection with markets in Pokhara and even Kathmandu to sell the products.



EXEMPLARY AGRO FARMERS

Kismat Pun, 22, from Ghunma village of Rukum East lost his father in 2015. It was tough for his mother to survive, so in 2018 she remarried. Kismat then started living at his stepfather's home and left his studies, only completing the primary level. For the next two years his life had no purpose. He spent his time just wandering around with his friends. Gradually, he faced financial and social pressure to engage in some work and become productive. For some time, he worked as temporary masonry labourer in the village, but it was very irregular and he had no interest in working as a wage labourer. He was very anxious and in a dilemma about what he could do to survive.

Kismat then got an opportunity to participate in an agricultural learning visit to a permaculture farm through UMN's SEED project. After that, he was motivated to do something. He saw the potential in farming and showed enthusiasm to participate in an off-season vegetable farming and bio-pesticide-making training. After these opportunities, he shared, "I now have found a way for my living." He started vegetable farming in partnership with Bikash Pun. They are engaged in vegetable farming in around two *ropani* (0.10 hectares) of land.

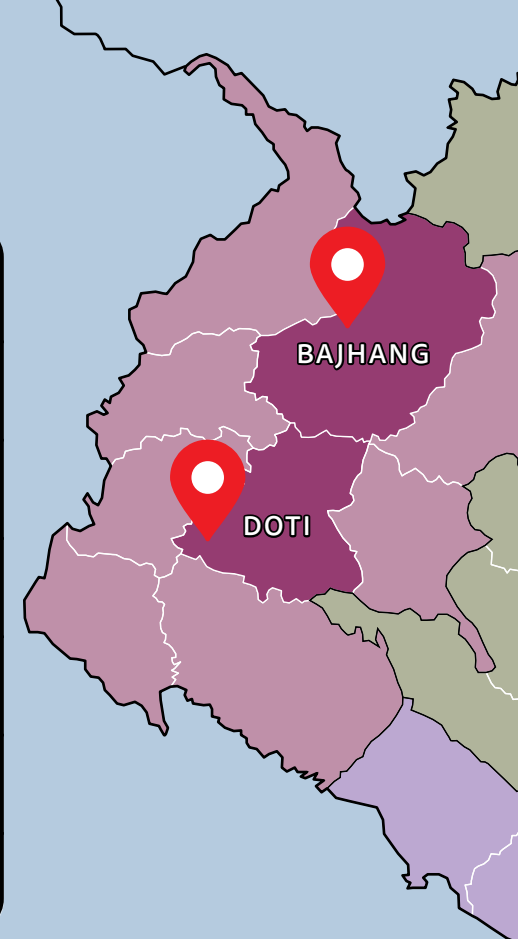
He has been doing mixed farming, which has helped to minimise the risk of pest attraction and helped to reduce soil erosion on the sloping land. Their vegetable farm is now registered in the rural municipality and within only five months, Kismat and his co-farmer had earned a net income of NPR 32,000 (USD 250). Their farm has also become recognised as a model farm in their ward. Under the SEED project, there was an inter-community learning visit, and their farm was chosen by other farmers as a learning site. Kismat and Bikash plan to develop their integrated farm and become even more successful agro farmers in their rural municipality.



Kismat Pun in a plastic tunnel on his farm.

WHERE WE WORK

DISTRICT	DISTRICT POPULATION	POPULATION OF WORKING AREAS	DIRECT BENEFICIARIES	PARTNERS	AREAS	WORKING AREAS
Bajhang	189,097	49,448	11,320	2	2	Bungal, Thalara
Doti	205,683	30,990	7,384	2	2	Badikedar, Bogtan Fudsil
Kapilvastu	686,739	102,290	30,796	2	2	Mayadevi, Yashodhara
Mugu	66,658	21,665	5,992	2	2	Mugum Karmarong, Soru
Nawalparasi West	385,515	90,651	24,686	2	2	Palhi Nandan, Pratappur
Rukum East	57,962	38,789	6,727	2	2	Bhume, Putha Uttarganga







Womens group members in Nawalparasi West.

EDUCATION AT A GLANCE



- **223** classrooms in **90** schools were supported with child-friendly classroom set-up and learning materials for children from Early Childhood Education and Development to Grade **3** in Bajhang, Mugu and Kapilvastu Districts.
- **170** teachers from **90** schools were trained in child-friendly activity-based learning in Bajhang, Doti, Kapilvastu and Mugu districts.
- **8** schools now have new child, gender and disability-friendly toilet facilities and safe drinking water schemes in Bajhang and Mugu districts while **1** school in Rukum East also has new gender-friendly toilets.
- **9** schools in Doti and Mugu had renovations of roofs, walls, floor and fencing.
- **32** Child Rights Committees have been formed, and the committee members participated in training on child rights and protection in Doti, Bajhang and Nawalparasi West districts.
- **7** child marriages were stopped this year through the initiative of adolescent girls' clubs in Rukum East and **20** girls were re-enrolled in school in Kapilvastu.
- In Mugum Karmarong of Mugu, local curriculum for Grades 1-3 was developed in collaboration with the local government and approved by the rural municipality council. **2** textbooks for Grade 3 were translated into the mother tongue language of the Karmarong people. 16 schools in this area are benefitting from these.
- **296** hygiene kits were distributed to the students of the National Residential School in Mugu to encourage cleanliness and ensure hygiene of children. **6** bathrooms, with **8** electric geysers, were constructed in the school while **20** sets of desks and benches were also given to the school.

DISASTER RISK AT A GLANCE REDUCTION (DRR)



- **433** disaster-affected households were supported in three districts to meet their basic needs. Families affected by earthquakes in Doti and Bajhang, and landslides and floods in Mugu, were provided with food, non-food items, and shelter materials.
- **7** days of earthquake resistance training in Bajhang was organised for **44** local masons with the provision of skills, knowledge, and construction toolkits for building earthquake-safer structures. The trained masons are now constructing new houses and public buildings with 'build-back better and safer' approaches.
- Sets of Light Search and Rescue equipment were provided to the local partners and municipalities in all **6** clusters. The set of materials provides adequate safety measures and rescue to the affected people immediately after any disaster⁶.
- All clusters provided technical support to the Local Disaster Management Committees in their working areas, to review and update their Local Disaster and Climate Resilience Plans. **139** committee members (92 women; 47 men) were trained on measures of DRR. The plans will support mainstreaming of disaster and climate risk reduction in the local-level development planning process.
- UMN supported the development of Kapilvastu District's Disaster Preparedness and Response Plan for 2023-24. This plan will enhance the capacity of all technical sectors (health, education etc.) to provide humanitarian relief to people in need in an effective and timely manner.
- **3** days of DRR training was organised for school students, teachers, school management committee members, parents' teachers' association, and ward representatives in Doti, Nawalparasi West, and Kapilvastu clusters. **134** participants (51 women; 83 men) were trained to identify hazards, risks, vulnerability, and capacity of the school before drafting the school Disaster Risk Reduction and Management plans. This included conducting simulations on fire safety and earthquakes in schools which benefitted **1,249** students (549 girls; 700 boys).

⁶ This was joint with UMN MDT.

HEALTH AT A GLANCE



- 367 Health Mothers' Groups were strengthened in all 6 districts through health projects, especially in the areas of maternal child health, family planning and mental health.
- Reproductive health camps, organised in collaboration with local government to provide services to hard-to-reach women, benefitted 555 women with reproductive health disorders in Nawalparasi West and Doti. Women with severe prolapse cases were referred for tertiary support, with transportation and treatment support given for those from very poor economic backgrounds.
- 1,000 women were provided with long-acting family planning methods through satellite camps and trained health workers.
- UMN has supported the expansion of basic mental health services in 31 local health facilities in Rukum East and Nawalparasi West. In the past year, 605 people (436 women and 169 men) received mental health services including treatment and counselling⁷.
- 6 schools and 8 health facilities have been supported with WASH facilities in Rukum East and Nawalparasi West. Drinking water (arsenic-free⁸) support has benefitted 45 households in a marginalised community in Nawalparasi West.
- In collaboration with the Ministry of Health and other like-minded organisations, UMN supported World Suicide Prevention Day, International Conference on Child and Adolescent Mental Health as well as a national conference on Women's Health.

⁷ See also UMN MDT report for other mental health work

⁸ In some areas of Nepal, naturally-present arsenic contaminates the soil and water

PEACE AND AT A GLANCE PROTECTION



- 2,134 rightsholders (1,726 women; 408 men) attended at least 4 sessions on safe migration, human trafficking, and harmful practices against women and girls. A post-session evaluation showed that at least 56% of women and 63% of men increased their understanding. Meanwhile among 50 women participants, 16 shared instances of changes since joining the training. They were experiencing more equitable and non-discriminatory behaviour toward them and their daughters, at their family and societal levels.
- 130 religious leaders (78 women; 52 men) attended at least three sessions on myths and facts on gender-based violence. The project review meetings revealed that 18 of these leaders have started practising gender-friendly behaviour both at home and in the community. Notably, 8 religious leaders are active in promoting gender equality, leading to a reduction in gender-based violence.
- With the project's facilitation and assistance, 5 rural municipality-level Migration Information Service Centres (MISCs) are operational. These MISCs offer counselling and provide migration information to migrant workers. 657 people (77 women; 580 men) benefitted from these services in a one-year period.
- 41 domestic violence survivors received income generation and vocational skills training. Currently, 23 are continuing their income generation work with an average annual income of NPR 58,000 (USD 445).
- 49 adolescent girls belonging to poor Muslim and Dalit families received education material support. The project monitoring visit showed that the support has helped improve their schooling and learning.
- 11 community-based initiatives/actions on ending domestic violence and caste discrimination were organised by community leaders who were trained and equipped by the project.
- 29 school-aged girls who had dropped out were enrolled back in school by community leaders who had been empowered by the project.
- 2 cases of child marriage were stopped by child and adolescent groups which had been established and trained by different projects. Religious leaders were also mobilised for this action.

RESILIENT LIVELIHOODS

AT A GLANCE



- UMN's livelihoods projects continued promoting climate-resilient agricultural practices by training **988** farmers in integrated pest management, composting, biopesticides, off-season vegetable farming using water efficient technologies, nursery raising, riverbed farming, and much more. This helps attendees to manage pests and diseases and soil fertility organically while increasing farm productivity.
- Farmers' access to irrigation water has increased by supporting **5** irrigation schemes, **11** shallow tube wells, restoring **8** ponds and **10** water sources. These measures are benefiting more than **500** households, ensuring a sustainable irrigation service that is increasing productivity and improving livelihoods for farmers.
- 5** water mills were constructed benefiting more than **600** households in Bajhang and Doti. The mills have reduced labour and time requirements mainly for women and children, enabling them to focus on other income-generating activities (women) and schooling (children).
- In Kapilvastu, **396** farmers diversified their livelihoods by selling **292,854** litres of milk, earning **NPR 20,193,274** (USD 154,030) this year. Each farmer has earned an average of around **NPR 51,000** (USD 389). In Rukum East, **68** families started homestays, grocery shops, tailoring, blacksmithing, earning an average income of **NPR 29,246,00** (USD 222) in the last six months.
- In Bajhang, **131** green jobs have been created for 53 women and 78 men, including **54** Dalits and **5** people living with disability. Each earned on average **NPR 37,400** (USD 285) this year. Doti Cluster identified **11** potential bamboo entrepreneurs.
- 30** community forests and water user groups in Doti and Bajhang were trained and mobilised to protect, conserve, and initiate sustainable use of forest and water resources for improved livelihoods.
- Over **3,300** participants from all **6** clusters including farmers, students, and teachers attended awareness events or training sessions on climate-smart agriculture.

GOOD GOVERNANCE

AT A GLANCE



For all 12 local partner organisations in all 6 clusters:

- Social audits were organised with the participation of elected representatives, target beneficiaries, teachers, civil society members, politicians, media, personnel and government officials. The **6** UMN clusters also held their own social audits.
- Financial Health checks were carried out using a financial health check tool. This assessment has helped partners to identify their financial gaps and make action plans to address them.
- Internal and external audits were conducted for financial transparency. All **12** partner organisations held their general assemblies and renewed their organisational registration with the Government of Nepal.

New resources and training:

- A civic education manual has been published incorporating sessions on governance, accountability and transparency. **3,264** community people (2,621 women; 643 men) benefitted from this manual.
- A workshop on 'Prevention of Sexual Exploitation, Abuse and Harassment and Child Safeguarding' was held in Bajhang for cluster and partner staff, with **60** participants (29 women; 31 men).

Within UMN:

- Vision, Mission, Goal and Values workshops were held with all staff of UMN clarifying how UMN's vision, mission and values are directed towards community transformation through UMN's 'fullness of life' model.
- 9** organisational policies of UMN have been revised, updated and endorsed by the Leadership Team and are now implemented. The Risk Register has also been updated twice and endorsed by the board audit committee.
- A procurement committee of UMN has been formed with clear roles and responsibilities to reduce the risks of corruption, fraud or bias in UMN's procurement. Terms of Reference have also been developed and put into practice.

GRANT MANAGEMENT AT A GLANCE

The Grant Management Unit (GMU) works closely with colleagues in UMN and local partner organisations to improve the quality of reports, concept notes and proposals. Additionally, GMU plays a role in preparing reports and Project Agreements for the Social Welfare Council (SWC). Starting this year, GMU has set a goal of submitting a minimum of two proposals to institutional donors which has been successfully achieved.

Funding/ new projects

- Collaborated with staff from the clusters and UMN headquarters to develop **12** concept notes.
- Worked with cluster and headquarter staff to review and submit **32** proposals (including new proposals and second phase proposals) to various donors.
- Led core teams in submitting proposals on 'Dalit Rights' to USAID and on 'Inclusivity in Peace and Security' to the European Union.
- Worked with the Funding Management Team to explore new funding opportunities for the organisation.

Reporting and official agreements

- Reviewed and edited over **110** annual, semi-annual, project end and quarterly reports.
- Incorporated feedback from cluster colleagues to revise the Report Writing Training materials.
- Led a core team in finalising and submitting the Central Project Advisory Committee (CPAC) report to the SWC and revised the 'Community Development' Project Agreement with the SWC.

Project design and systems

- Revised and finalised the Participatory Bottom-up Project Design guideline and Project Management Framework with the task group members.

- Reviewed, edited, translated, and/or developed more than **20** templates related to Human Resources, SWC, CPAC, Funding Management Team, reports and proposals.

Training

- Provided capacity building to **59** staff members (15 female, 44 male) from the cluster and local partner organisations on quality report writing and mentored **21** colleagues (5 from Thapathali and 16 from clusters) in writing quality reports, concept notes and proposals.

MONITORING, EVALUATION, ACCOUNTABILITY AND AT A GLANCE LEARNING (MEAL)

- Coordinated the review of UMN's change process. This involved visits to four UMN clusters and several interviews in UMN headquarters as well as with other INGOs based in Kathmandu. The review findings have given valuable insights and recommendations about UMN's participatory bottom-up processes, integrated programming, grassroots empowerment and cluster approach.

- Systematising and strengthening UMN's MEAL work has been a key priority of the MEAL team. A Performance Management Plan Framework that was developed in 2022 has been further modified to make it a 'one stop documentation' for projects where all the project data related to the monitoring plan, indicator tracking, activity tracking, learnings, risk assessment, accountability etc. can be documented in a single Excel file. Some project managers were given orientation on it and similar orientation is planned for other managers the coming year.

- Completed partnership evaluation with all **12** UMN partners across the **6** UMN clusters. The evaluations assessed the partners' organisational and management capacity, impact in the community and their relationship with UMN and other stakeholders including the target groups. The evaluations recommended one partnership to be terminated due to audit-related issues and other partnerships to be extended.

- Conducted and/or coordinated **5** baseline evaluations, **3** midterm evaluations and **8** final evaluations. Key findings of these evaluations were shared among UMN staff for learning and replication.

- Conducted **3** research studies, on child marriage, waste management and climate change. Cultural practices, gender discriminations, hard livelihoods and lack of guidance were identified as key causes of child marriage. A lack of dedicated infrastructure, personnel and budget available for waste management in the local government and private sector was revealed. The research on climate change has identified potential community-based initiatives and low-cost climate-friendly technologies to mitigate risks and promote resilience.

- Conducted indicator-based monitoring in **4** UMN Clusters, providing a practical opportunity for UMN and partner staff to use participatory monitoring tools in measuring progress on the project indicators.



Life skill training for adolescents in Rukum East.

CROSS CUTTING ISSUES

ENVIRONMENT AND CLIMATE CHANGE⁹

Despite negligible contribution to the total global emissions of greenhouse gases, Nepal is one of the countries at high risk of adverse impacts from climate change. UMN works with vulnerable communities who live in geographically harsh conditions and poverty. These communities require support to cope with the adverse impacts, and resources to build their resilience.

UMN implemented different awareness raising and training events, plans and environmental practices to mitigate and adapt to the impacts of climate change. Several climate adaptive measures were implemented in all six clusters. Rukum East conducted cleaning campaigns, awareness rallies, waste segregation and tree plantations. In Mugu, 17 villages were supported in off-season vegetable cultivation for additional income, fostering food sufficiency and food diversity. In Bajhang, environment friendly practices such as reduction and reuse of plastics, bamboo plantations, waste segregation and promotion of green jobs through enterprises were supported.

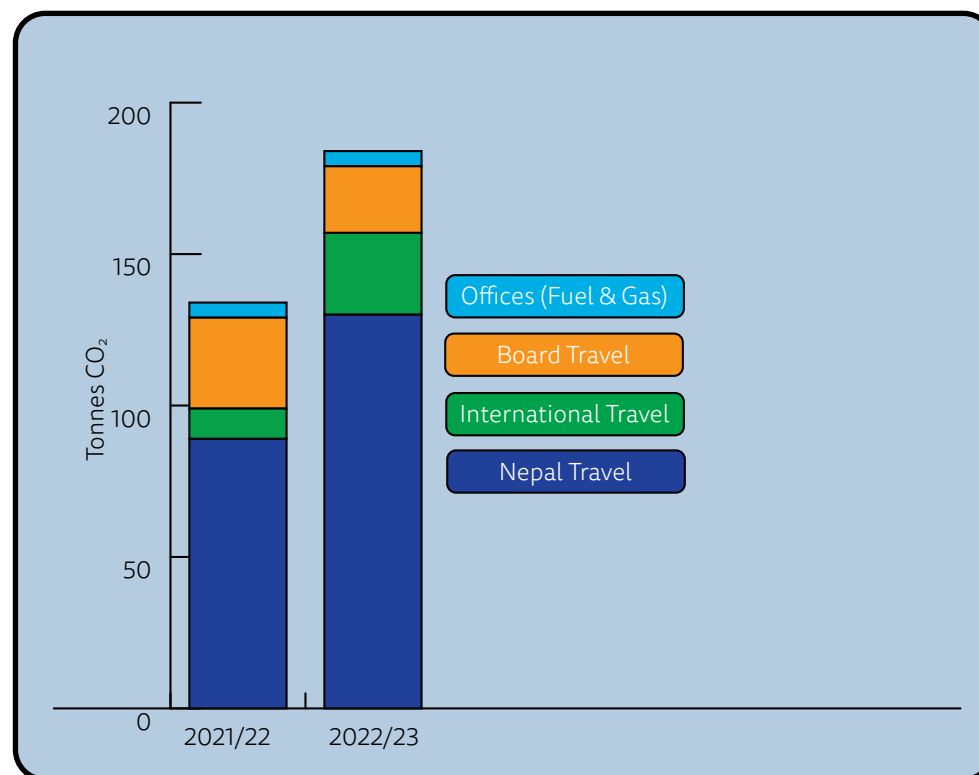
UMN'S CARBON FOOTPRINT

According to the revised analysis, compared to 2021-22, UMN'S Nepal travel has increased by 46% in 2022-23 while international travel has surged by 170%. However, although the number of journeys of board members was almost the same as compared to 2021-22, board travel has declined by 27% due to the closer starting locations of board members (fewer long-distance journeys). The use of fuel and gas in the offices has remained consistent. Overall, UMN's carbon footprint has increased by 37% compared to the previous year.

CONFLICT SENSITIVITY

Members of municipal judicial committees, elected representatives of local governments and staff of UMN partner organisations received training in analysing and handling conflict in a conflict sensitive way.

Orientation given to elected local government representatives about UMN's work encouraged some local governments to share their resources in implementing UMN project activities. For example, one municipality in Nawalparasi West provided partial funds to construct a community water scheme and establish a vegetable collection centre. Another municipality contributed part of the funds for purchasing a vehicle for milk transportation.



⁹ See separate report on page 21 for Disaster Risk Reduction work

Training and orientations on conflict sensitivity, Do No Harm and conflict analysis helped the participants reflect on their own attitudes, behaviours and actions toward others. This has encouraged them to restore relationships; evidenced by stories of reconciliation reported by community groups, UMN staff and partner staff.

Timely development of a contingency plan for the federal election helped to identify potential risks and to develop mitigation activities for all projects. The election code of conduct made UMN and its partners aware of the sensitivity needed while implementing project activities during the election.

GENDER EQUALITY

Thirty-nine community groups from different projects are involved in addressing gender inequality issues through a participatory action and reflection process. These groups have engaged in meaningful discussions and awareness-raising activities to identify and tackle various forms of gender-based violence, discrimination, mental health concerns, domestic violence linked to alcohol consumption, excessive workload for women, and barriers to women's participation. The groups have taken measures to amplify their voices and advocate for change. They have organised impactful campaigns including signature drives, rallies, and performances involving drama and songs to raise awareness and challenge gender-based injustices. These actions empower individuals and communities to question existing norms and structures that perpetuate gender inequality. Notably, as a result of these efforts, stories of individual and community level transformation are emerging. These stories highlight the positive changes brought about by the actions of community groups. It is crucial to document these stories as they can inspire others and contribute to broader initiatives focused on achieving gender justice.

¹⁰ According to the United Nations Convention to the Right of the Person with Disabilities (UNCPRD, Article 2)

¹¹ Access, Communication, Attitude and Participation

DISABILITY INCLUSION

UMN clusters and partners have applied reasonable accommodation¹⁰ practices to make their project activities inclusive. Project teams in the clusters have adjusted their project plans to have persons with disabilities be at least 5% of those involved. The partners have applied the ACAP¹¹ checklist tool to ensure that training, workshops or meetings are inclusive and accessible to all types of persons with disabilities.

UMN Rukum East Cluster has established an accessible entrance with a movable ramp at their office. Similarly, UMN's headquarters in Kathmandu has also prepared a movable ramp at its office. The Disability Inclusion Guide has been revised and a Disability Inclusion Resource Book has been published to sensitise UMN and partner staff as well as key stakeholders on disability inclusion and rehabilitation. Two new projects have been designed with disability inclusion as a key component.

Five projects have been implemented in the clusters to address the inclusion and rehabilitation needs of persons with disabilities. From these projects, 113 persons with disabilities have received medical rehabilitation and other support. This included 10 people receiving income generation support, 10 people receiving educational support and six people receiving wheelchairs and support for disability-friendly house modifications.



A newly constructed ramp at a school in Nawalparasi West.

CENTRAL SERVICES

BOARD

The overall governance and direction for UMN is the responsibility of the UMN Board of Trustees, elected by the supporting partner organisations. This is a skills-based board that sets the top-level policy framework regarding organisational goals and the acceptable parameters on Leadership Team (LT) decision-making.

COMMUNICATIONS

The Communications Team has produced print and digital resources throughout the year to support and promote UMN's work. We have also published 18 educational and awareness-raising materials for local communities covering mental health, disabilities, harmful traditional practices, climate adaptation and more. This year we rebranded UMN's magazine UMNNews and cut down the print frequency of it from four times a year to two. This was mostly prompted by a large increase in postage costs from Nepal. UMN's General Assembly in May 2023 was a highlight for the team as we managed the event and screened four new UMN videos on climate, disability, gender and conflict. Work on developing a new website for UMN is in progress and we hope to launch it by the end of 2023.

FINANCE

The Finance Team has conducted internal audits, completed statutory audits, filed UMN's tax return and was able to get tax clearance on time. This year UMN completed financial health checks of 12 local implementing partners. A two-day workshop was conducted on 'How to prevent and detect fraud at an early stage' for all cluster team leaders and Finance Coordinators in UMN.

FUNDING

Despite the predicted funding reduction due to the effects of global conflict, there has only been a small decrease in UMN's project funding. However, the total project income has decreased by 10% as compared to last year; the main reason being the completion of COVID-19 projects and also the transfer of some UMN projects to UMN MDT.

We submitted 12 new proposals to our financial partners; eight have been granted and we are awaiting results for the remaining four. We also submitted an application to both UASID and the European Union. We weren't selected for the USAID one but are awaiting the result for the European Union.

UMN is planning to start work in Madhesh Province from 2024 in accordance with our strategic plan. We have been actively pursuing new funding avenues to support this upcoming initiative..

INFORMATION TECHNOLOGY SERVICES (ITS)

This year the ITS team achieved some noteworthy milestones while facing unexpected challenges. On-site technical support visits were made to Nawalparasi West Cluster, Tansen Hospital, and Okhaldhunga Hospital. To reinforce data safety, we procured storage equipment, ensuring storage level redundancy. The team welcomed a new ITS Manager and a new ITS Officer joined the team later in the year. The untimely demise of our colleague, Rabbi Shrestha, has greatly saddened us. His absence will be deeply felt. Looking towards the future, the ITS team has developed and gained approval for a comprehensive five-year strategy plan. As we move ahead, guided by our new strategic plan, we remain optimistic and appreciative of the support we have received from UMN clusters, hospitals, partners and other teams.

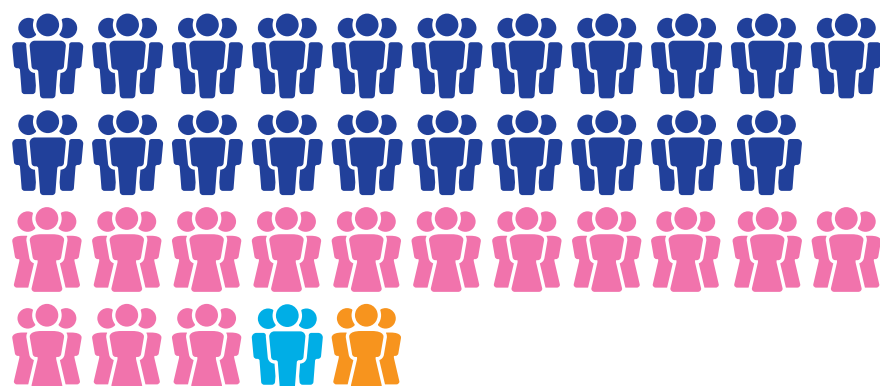
LEADERSHIP TEAM

UMN's Leadership Team (LT) is led by the Executive Director, Dhana Lama. The other roles included in the LT are the team leaders of Programme Partner Team, Programme Support Team, HR and Support Services Team, Finance Team, Funding Management Team, Policy Advisor, and one of the six Cluster Team Leaders (rotating every six months).

HUMAN RESOURCES

We successfully recruited an ITS Manager and a Disaster Management Manager to oversee ITS and disaster risk reduction initiatives. To enhance staff management efficiency, we rolled out the 'Staff Leaves and Attendance Module' within the RIGO Software System, thereby streamlining the digital management of staff leave, attendance, and personal profile information. We finalised and submitted the UMN Labour Audit report to be in compliance with the Nepal Government Labour Department. Looking forward, our HR strategy for the years 2023-2025 has been thoroughly reviewed and finalised, outlining our vision and goals for the organisation. Recognising the impact of market inflation, we implemented a Cost-of-Living Allowance (COLA) increase across all job levels to ensure our employees' financial well-being.

 Nepali male staff
  Nepali female staff
  Expat male staff
  Expat female staff



UMN's Executive Director, Dhana Lama, during the signing of the Interim Project Agreement Amendment in the presence of Mr. Manoj Bhatta, a Member Secretary of the Social Welfare Council.

STAFF FIGURES

AT A GLANCE

- 111** total staff (as serving at mid-July 2023)
- 105** Nepali staff (**63** male, **42** female)
- 58** at Thapathali Headquarters, and **47** clusters
- 14** new Nepali staff came and **18** Nepali staff left
- 6** expats (**3** male, **3** female)
- 0** new expats **2** expats left

INCOME & EXPENDITURE

In the year ending 16 July 2023, UMN's consolidated income was USD 3,894,891 and consolidated expenditure was USD 3,896,463. The consolidated accounts of UMN also include UMN's COVID-19 Second Wave Response. UMN's accounts have been prepared following Nepal Accounting Standard for Not-for-Profit Organisations, 2018 (NAS for NPOs) guidance from the Accounting Standards Board of Nepal.

INCOME

Consolidated Income was USD 3,894,891, a decrease by 10.9% from the prior year (USD 4,370,477). The decrease is due to the closing of the COVID-19 projects. Grants from institutions and donations for UMN's clusters work and COVID-19 Second Wave amounted to USD 3,824,278. The rest of the income was received from assets disposal, bank interest etc.

In the year 2022-23 the designated funds received from donors for running projects have been recognised as grant liability and recorded as income when expensed, following the NAS for NPOs. The deficit project fund balances which are confirmed to be received from financial partners are also recognised in the income statement as Grants Receivable.

EXPENDITURE

Consolidated Expenditure was USD 3,896,463, a decrease by 10.9 % on the prior year (USD 4,370,733). The decrease is due to the closure of the COVID-19 projects. Charitable expenditure includes COVID-19 Second Wave Response of USD 129,280. COVID-19 Second Wave Responses represent 3.4 % of UMN's total expenditure in this year. The 2022-23 charitable expenditure of UMN is broken down in the locations below and in the chart on the next page:

The highest proportion (21.5%) of UMN's charitable expenditure occurred in Doti, followed by Nawalparasi West (17.9%) whereas the lowest charitable expenditure was made in Rukum East (13%).

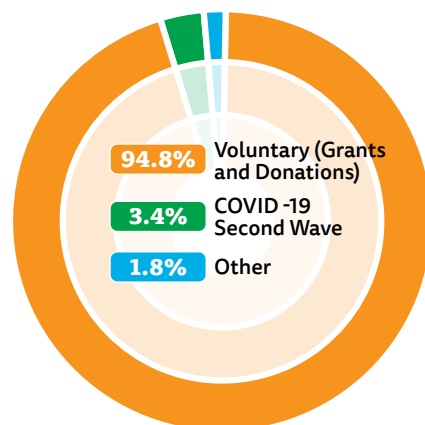
BREAKDOWN OF GRANT INCOME

DONOR	USD \$	%
Transform Aid International (TAI)	906,937	23.7%
Normisjon	513,930	13.4%
PMU Interlife	368,805	9.7%
Interact	324,801	8.5%
HimalPartner	243,424	6.4%
Mission Alliance	238,128	6.2%
Kerk in Actie	189,236	4.9%
Tearfund UK	148,824	3.9%
Tearfund Australia	137,652	3.6%
Australian Embassy	86,665	2.3%
United Methodist Church	83,435	2.2%
Presbyterian Church in Ireland	81,309	2.1%
Finnish Evangelical Lutheran Mission	72,866	1.9%
Kindernothilfe	68,198	1.8%
Gossner Mission	57,455	1.5%
Grants receivable	52,702	1.4%
UMN Support Trust	47,257	1.2%
Evangelical Lutheran Church in America	44,003	1.2%
Department of Foreign Affairs and Trade (DFAT)	42,181	1.1%
Other Donors*	116,470	3.0%
Total	3,824,278	100%

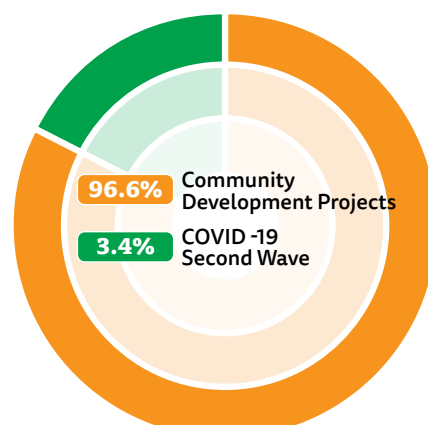
Exchange rate: USD 1 = NPR 131.1

* Donors who have contributed under one percent were included in Other Donors

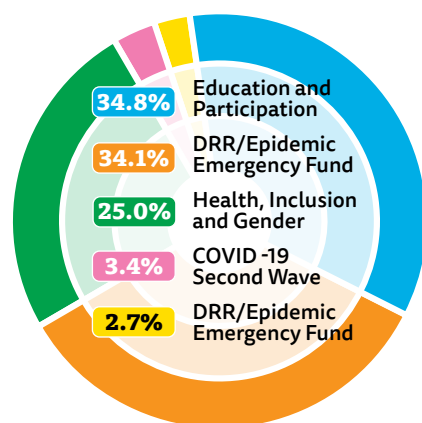
INCOME 2022-23



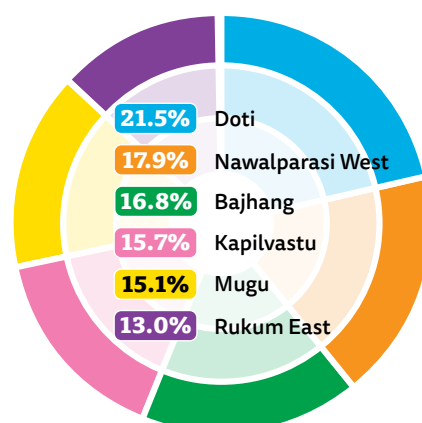
EXPENDITURE 2022-23



CHARITABLE EXPENDITURE BY PROJECT AREA 2022-23



CHARITABLE EXPENDITURE BY LOCATION 2022-23



Bishnu Sapkota, during Learning Review, discussing the procurement process.

BREAKDOWN OF AT A GLANCE CHARITABLE EXP.

PROJECT AREAS	CHARITY EXPENDITURE	% OF CHARITY EXPENDITURE
Education and Participation	1,333,537.83	34.8%
Resilient Livelihoods	1,307,239.76	34.1%
Health, Inclusion and Gender	957,583.19	25.0%
COVID-19 Second Wave	129,279.61	3.4%
DRR/Epidemic Emergency Fund	101,484.07	2.7%
Total	3,829,124.46	100%

Exchange rate: USD 1 = NPR 131.1

BOARD OF TRUSTEES



DR DAVID RODGERS (Chair) 

David and his wife Sandra live in Northern Ireland. David first visited Nepal as a medical student in 1986. He returned for a visit in 1990 and met Sandra, who was working in Tansen Hospital at that time. After getting married back in Ireland they served together, with UMN, in Amp Pipal hospital from 1995 to 2001. David, now retired from General Practice, is also a trustee of UMN Hospitals' Endowment Trust and UMN Support Trust.



HEIDI WESTBORG STEEL 

Heidi is based in Oslo, Norway and has a background in leadership, organisational development and geography. She had her upbringing in Asia and Africa and has worked for Blue Cross Norway, with alcohol and drug related problems in Southern Africa. She was previously the head of HimalPartner, one of UMN's partner organisations. She is now working for ICDP (International Child Development Program) and is taking a masters in leadership and global mental health.



STEPHEN EDISON 

Stephen Edison is based in New Delhi, India and is currently the Hub Leader of South Asia for Asia CMS. He has a breadth of experience in leadership, organisational development and transformation across Asia since 2008. Stephen has served in UMN's Doti Cluster Team in 2008-2010. He is passionate about peacebuilding and supporting youth in leadership in South Asia.



RUPA CHHETRI 

Rupa is a psychologist and has worked in direct anti-sex trafficking interventions and aftercare with International Justice Mission, Kolkata. Rupa currently serves as Program Manager for the Justice Ventures International project of Torrent Consulting in Nepal. She also teaches a course in the Masters in Psychology and Crisis Management programme at Tribhuvan University, Nepal.



AJAY ANAND SHARMA 

Ajay has been working in community development and transformation since 2002. He is a Director of WACT, an NGO working in the far western region of Nepal. He has served on the board of different local and national level NGOs in Nepal. He has experience in conducting evaluations of development projects and organisational assessments of NGOs.



ASTHA SHRESTHA 

Astha currently resides in Kathmandu and has a background in Microbiology and a Master's in Public Health. She joined HDCS in 2012 and initiated the Public Health Programme, which has helped transform the health of mothers and new-borns in rural areas of Western Rukum, Nepal. Currently, she is the Partnership Manager at HDCS. Her endeavour has always been to bring development and change to marginalised communities of Nepal and also focus on organisational capacity development in organisations to help them reach their highest potential.



SAMUEL GROSZ 🇺🇸

Samuel is a lawyer who is based in the United States. His practice focuses on business, tax and international law. He also has experience in real estate development and managing small businesses. Samuel spent significant time growing up in Nepal when his parents served with UMN.



DR ARBIN POKHAREL 🇳🇵

Arbin is the founding pastor of Cross-Way Church in Kathmandu and leads the Nepali Reformed Church movement. He has been involved in developing the Reformed and Presbyterian Seminary for over 18 years, where he loves to teach Nepali Ecclesiology. He is passionate about Pastoral Formation.



CAROLINE TRIMBLE 🇬🇧

Caroline lives in the UK and is Head of Finance at BMS World Mission. She and her husband, Tim, worked with UMN between 1995 and 2003. Caroline has over 30 years' experience working in finance in the not-for-profit sector both in the UK and internationally.



NARAYAN KHADKA 🇳🇵

Narayan is the National Director of DAI (Development Associates International) in Nepal and has been working in the areas of leadership and organisational development. He serves as an Elder for a local congregation and leads the diaspora department of Nepal Christian Fellowship. Previously, he worked for World Vision International Nepal for many years.



MALATI RAI 🇳🇵

Malati has experience in managing community development projects working with various organisations in Nepal since 2010. A former UMN intern in 2008 she has worked with organisations like Early Childhood Education Center, Educational Horizons Nepal and Mission Aviation Fellowship. She is now engaged in International Needs Nepal as the Women Empowerment Coordinator. Passionate about creation care, climate change and environmental issues she is also serving as a Children's Ministry Coordinator in a local congregation in Kathmandu.



DR MATHEW SANTHOSH THOMAS 🇮🇳

Santhosh currently lives in Delhi and works part time as a Consultant Physician and the rest of the time with the International Christian Medical and Dental Association as Training in-charge and Regional Secretary South Asia. He previously worked with Emmanuel Hospital Association in various leadership roles. He has been associated with various Health and Development organisations as a board member.



JIM ALEXANDER 🇺🇸

Based in the US, Jim has over 40 years of experience working with international and culturally diverse humanitarian assistance and development organisations. He now does periodic consulting, most recently in Turkey and Northwest Syria. Prior to this he was the Country Director for World Vision in Afghanistan for five years. Jim has lived in South Asia for over 20 years. During his 10 years in Nepal, for seven he served as UMN's Director of Rural Development. He has a Bachelors in Missiology, and a Masters in international administration with a focus upon strategic management of humanitarian assistance organisations.

GLOSSARY

Term	Definition
Activity-based learning	Students actively participate in the learning experience rather than sit as passive listeners. They learn through and from activities during their lessons.
Cluster	UMN has separate teams and offices to coordinate our work in different districts. We call these district field offices and teams 'clusters' or 'cluster offices'. One cluster may cover work in more than one district.
Cross-cutting	Diverse issues which must be addressed in everything we do if we want transformational change.
Dalit	Member/s of the so-called lower caste community.
Local partner	A Nepali local or national non-governmental organisation with and through whom UMN works and cooperates to carry out UMN's projects and aims.
NGO	Non-governmental organisation
NPR	Nepali Rupees (local currency)
PwD or CwD	People with disabilities or children with disabilities.
RM	Rural Municipality - an administrative level of government (between districts and wards).
Self-help groups/ Self-reliant groups	Informal associations of people (often women) who come together with the help of any NGO or government agency to find ways to resolve their issues and improve their living conditions. They are generally self-governed and peer-controlled.
Supporting partners	International organisations which support our work. Most are involved in governance of UMN (see page 35).
WASH	Water, sanitation and hygiene

CLUSTER PARTNERS

BAJHANG

Dalit Sahayog Samaj/Dalit Help Society (DHS)	NGO
Pragatishil Yuwa Samaj/Progressive Youth Society (PYS)	NGO

DOTI

Centre for Equal Access Development Nepal (CEAD Nepal)	NGO
Rural Community Development Centre (RCDC)	NGO

KAPILVASTU

Dalit Social Development Centre (DSDC)	NGO
Sunshine Social Development Organisation (SSDO)	NGO

MUGU

Gramin Samudayik Sanstha (GSS)	NGO
Karani Community Development Centre (KCDC)	NGO

NAWALPARASI WEST

Indreni Social Development Forum (INDRENI)	NGO
Sunawal Community Development Centre (SCDC-S)	NGO

RUKUM EAST

Nepal Magar Society Service & Information Centre (MIC Nepal)	NGO
Nepal Public Awakening Forum (NPAF)	NGO

OUR SUPPORTERS

UMN is grateful to our supporting partners, and to the nations, organisations and individuals who have supported the work of UMN over the past year*:

SUPPORTING PARTNERS

AUSTRALIA

Transform Aid International
Tearfund Australia

FINLAND

Finnish Evangelical Lutheran Mission

GERMANY

Gossner Mission

IRELAND

Presbyterian Church in Ireland

THE NETHERLANDS

Tearfund Netherlands
Cordaïd

NORWAY

Normisjon
HimalPartner
Mission Alliance

SWEDEN

Interact
PMU Interlife

UNITED KINGDOM

Church of Scotland
Church Mission Society
Tearfund

UNITED STATES OF AMERICA

Evangelical Lutheran Church in America
World Mission Prayer League

MULTI-NATIONAL BODIES

Interserve
Global Ministries of The United Methodist Church

Other organisations who have supported UMN's work this year:

Bread for the World-Protestant
Development Service, Germany
CEDAR Fund, Hong Kong
EduTech, Nepal
Kindernothilfe, Germany
Lloyd George Asia Foundation, UK
Presbyterian Church of Canada
Presbyterian Church World Mission, USA
Samaritan's Purse, Canada
Smyrna Church, Sweden
UMN Support Trust, UK
United Methodist Committee on Relief (UMCOR), USA
United Methodist Women, USA

UMN is also grateful to many individuals, groups and churches around the world who provide faithful support to UMN.

The flags below represent the nations which have supported or served with UMN during 2022-23:



* See p30 for details of grants received this fiscal year



*Fullness of life for all,
in a transformed Nepali society*

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