



टेटाTewa

# PHILANTHROPY FOR EQUITABLE JUSTICE AND PEACE

20<sup>18</sup><sub>19</sub>  
ANNUAL REPORT



**Rita Thapa**

*Founder | September 1995*

## **Tewa Annual Report 2018-2019**

### **EDITORIAL**

Urmila Shrestha, Srishti Jayana

### **PHOTOGRAPHS**

Tewa Archive

### **DESIGN**

Garima Offset Printers



## VISION

A country without discrimination and injustice, in which all women enjoy their rights, freedom and peace.



## MISSION

Through funding and capacity development, Tewa supports women to organize, raise their voices collectively and transform discriminatory policies systems, norms and practices.



## THEORY OF CHANGE

When women struggling with poverty, marginalization and invisibility, organize collectively, they amplify their voices, strengthen their leadership and overcome injustice. Our role as Tewa is to support such groups of women by finding their initiatives, enhancing their capacities and connecting them to other relevant groups, and national initiatives and processes.



## MAKE A GIFT

Support the only women's fund of Nepal by making a donation at [www.tewa.org.np](http://www.tewa.org.np) or through in cash donation/cheque at Tewa, Dhapakhel- 11, Lalitpur.



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# Message from President



*Nirmala K.C.*

**Nirmala K.C PhD**  
President, Executive Board

Tewa is built on the belief that a culture of giving for driving a real change in society that can help solve major local and national issues. “We can do” and “We should do right now” are prevailing praxis put into forth by Tewa. A self-confident and self-reliant society pronounces how far citizens are dedicated for improving each other and how far their societal duties have been performing. We advocate for the realization of reality of interdependencies within society and existence of society depends upon the mutual trust, love and compassion. Imbalances within society in terms of any kind of discrimination be it gender, caste, religion, language, physical structure ultimately jeopardize the beauty of society. Our efforts are always to balance such imbalances through strengthening the lop-sided one and make aware the ill fate from such activity to top sided one.

Charitable donations may have an immeasurable impact on our communities because action speaks volumes. This is what is described in this report. Tracking how charitable giving has progressed overtime provides an insightful backstory to the current circumstances and provides a guidelines for planning the future.

This annual report provides a clear overview of all the works, aims and goals of Tewa. Much work has been continued, some initiatives have been plunged and a few perspectives as well.

We would like to thank organizations, advisors, our funders, our alliance partners, our colleagues, our volunteers and especially grantee groups for making this year a very successful one !

Time slips away so fast. Only when I sat down in front of my laptop to write this did I realize how three years have gone by to this position. Reflecting over the previous year, we have been pushing and advancing women not only through our grant support but also via capacity development, networking and peer learning as well. The changes from our grants are expanding its horizon from the lives of women to their family and now the community like positive changes in the perspectives and behavior, advocating for the rights and developing a level of awareness on importance of legal documents. Our grantee partners have become more vocal putting forth their issues, taking lead in the community activities, contributing financially in their house by engaging in socio economic activities, raising voice against violence against women, and cooperating with local level.

Tewa has set an example of local resource mobilization in local, national and international level. Tewa has been transferring these learnings to its grantee partners as well. Our grantee partners have been adapting these strategies of local fund raising for sustainability and self-reliant development. Our volunteers' role in achieving our local fundraising target is appreciative. Not only does our volunteers contribute in our local fundraising but they also help to advocate for women's rights and raise awareness about community philanthropy. The involvement of our volunteers has helped increase their leadership and develop their interpersonal skills.

I would like to wish our partners, donors, well-wishers, volunteers, grantee partners, Founder, Past Presidents, Board and General Members, staff for being with us in our 24 years of journey together.



A handwritten signature in black ink, appearing to read 'Urmila Shrestha'.

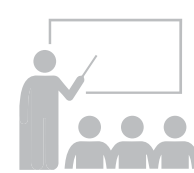
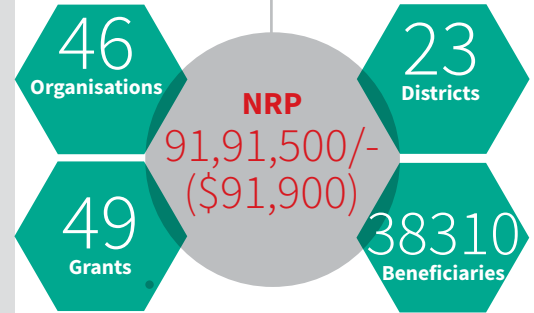
**Urmila Shrestha**  
Executive Director

# 2018/2019 ACHIEVEMENTS

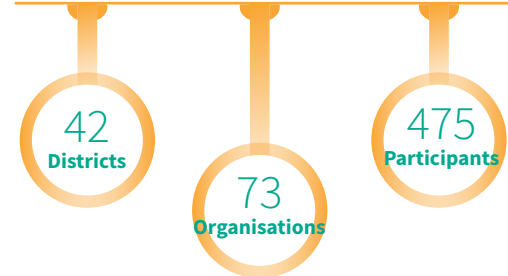


Grant Making Themes

## Grant Support

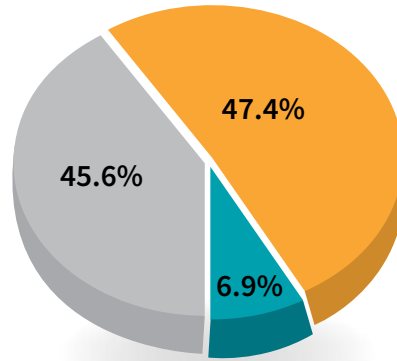
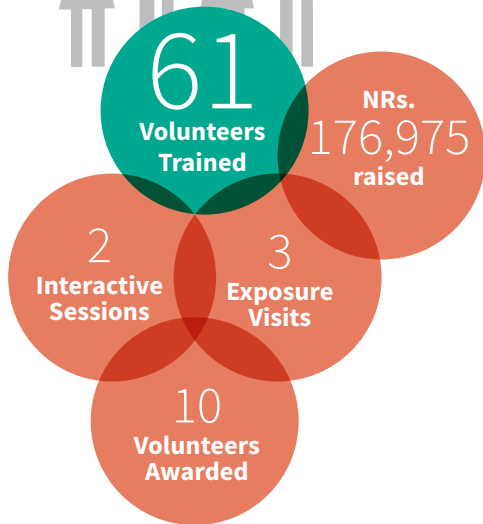


18 Capacity Building Trainings





# 2018/2019 ACHIEVEMENTS



## Total Fund Raised Locally

NRs.  
2,955,407.85

- Events
- Campaigns
- Annual Donation

# Learning Monitoring and Evaluation

23 Frameworks developed



# Grant Making

Tewa's grant supports the initiatives of the women's organizations to make transformative change in the lives of women, advocate for their needful issues and reform their rights. We provide grant support to different cross cutting issues of women.

This year, we supported 46 organizations by disbursing 49 grants, of which 35 grants were regular grants and remaining 14 grants were supported from Global Fund for Community Foundation (GFCF) fund.

## Grant Making Goals

1

Support initiatives aimed at transforming the lives of women especially the most vulnerable and marginalized through strengthening their capacity.

2

Assist to help enhance decision making and leadership so as to amplify women's voices and make their concern visible.

3

Strengthen movement building so that there is a critical mass of women that can participate, advocate, and influence and strengthen politically.



Grantee Partners from Bardiya



### Grant Disbursement according to Themes



# GRANT DISBURSEMENT

## 2018 - 2019

\* 1\$ = NRs.115

S. No	Organization name	District/ Province	Grant amount (NRs)	USD
1	FEDO Achham	Achham/7	100,000.00	870
2	Women Human Rights, Dhapakhel	Lalitpur/3	100,000.00	870
3	Rato Machindra Grihasramik Sip Mulak Sahakari Sanstha Ltd.	Lalitpur/3	100,000.00	870
4	Janajati Mahila Samaj	Lalitpur/3	100,000.00	870
5	Sakar Mahila Bikash Bahuudhesiya Sahakari Sanstha Ltd.	Bhaktapur/3	96,500.00	840
6	Trisakti Mahila Samaj	Ramechap/3	100,000.00	870
7	National Indigenous Disabled Women Association- Nepal (NIDWAN)	Lalitpur/3	100,000.00	870
8	Environment and Development Organization	Lalitpur/3	80,000.00	695
9	Himwanti Nepal	Gulmi/3	300,000.00	2,608
10	Mahila Adhikar Kendra	Mugu /6	300,000.00	2,608
11	Jan jagaran Mahila Sangh	Bardiya/5	300,000.00	2,608
12	Mahila Jagaran Sangh	Panchthar/1	200,000.00	1,740
13	Sahayatra Nepal	Ilam/1	300,000.00	2,608
14	Mahila Jagaran Sahyog Samuha	Rupandehi/5	300,000.00	2,608
15	Tarangini Mahila Adhikar Prashikshyen Kendra	Kathmandu/3	300,000.00	2,608

S. No	Organization name	District/ Province	Grant amount (NRs)	USD
16	Women Labour Empowerment Society	Kathmandu/3	300,000.00	2,608
17	Antardristi Nepal	Kathmandu/3	150,000.00	1,304
18	Sahara Foundation Nepal	Lalitpur/3	250,000.00	2,174
19	Nepal Dalit Mahila Utthan Sangh ADWIN	Kathmandu/3	210,000.00	1,825
20	Access Planet Organization	Bhaktapur/3	170,000.00	1,478
21	Mahila Sahara Samajik Sanstha	Kavre/3	245,000.00	2,130
22	Srijanshil Mahila Samaj Nepal	Kathmandu/3	300,000.00	2,608
23	Didi Bahina Mahila Krishi Sahakari Sanstha Ltd.	Dhading/3	300,000.00	2,608
24	Community Action Centre-Nepal (CAC-Nepal)	Kathmandu/3	290,000.00	2,520
25	Mahila Adhikar Manch	Dhanusha/2	300,000.00	2,608
26	Women Empowerment Nepal,WEN	Kathmandu/3	300,000.00	2,608
27	Mahila Utthan Tatha Sip Bikash Kendra	Makwanpur/3	100,000.00	870
28	Apanga Mahila Sasaktikaran Kendra- Kaski	Kaski/4	100,000.00	870
29	Aadiwasi Mahila Kanuni Sachetana Samuha (INWOLAG)	Lalitpur	100,000.00	870
30	Pourakhi Nepal	Kathmandu	100,000.00	870
31	Nagarik Aawaz	Lalitpur	300,000.00	2,608
32	Sankalpa	Lalitpur	100,000.00	870
33	Gramin Utthan Abhiyan	Bara	100,000.00	870
34	Women for Human Rights Single Women Group, WHR Dhankuta	Dhankuta	300,000.00	2,608
35	WE Nepal	Kathmandu/3	100,000.00	870

# Capacity Building

To strengthen the movement building, women should participate, advocate and be an influencer. For which, they have to build their capacity, expand their horizon of knowledge. We support by providing capacity development trainings to our grantee partners on different thematic areas. The topics of the trainings are covered according to the need of our partners and degree of relevancy in their field of work.

In the year of 2018/2019, 475 people (of different gender) from 73 different women organizations participated in 15 capacity building

trainings. They got the opportunity to learn about Gender Discrimination, Women's Rights, Environment

and Climate Change, Sustainable Agricultural Practices, Disaster Preparedness & more.





- TOPICS COVERED**
- CEDAW, Gender Discrimination & VAW
  - Advocacy for Local Resources
  - L,M, & E through Feminist Lens
  - Women Empowerment & Leadership
  - Organizational Development & Sustainability
  - Community Philanthropy
  - Environment, Climate Change and Gender Justice
  - Sustainable Agricultural Practices for Adaptation
  - Disaster Preparedness

# Networking

Janaki Mahila Sanjal,  
Dhanusha

## BIMONTHLY REGULAR MEETING

10 grantee partners meet bimonthly to share experience, knowledge and planning for the collective actions for women's rights

## INTERNATIONAL DAYS CELEBRATION

- International Women's Day Celebration
- 16 Days activism against VAW

## CAPACITY BUILDING TRAINING & INTERACTION

- Disaster Preparedness Training
- Stakeholder Interaction on Early Marriage



## CASE STORY: Advocacy by women's groups for Environmental Justice

On September 26, 2018, a training on advocacy skill development was held by Tewa and PRC in Hetauda, Makwanpur. Aiming to enhance grassroots level women's groups' knowledge and skills to undertake effective advocacy, the training had special focus on equipping participants with means to advocacy for incorporation of women's right,

environment conservation and climate change. In total, 29 participants from 12 districts of Province 1, 3, and 6, representing 17 women's groups participated in three days training.

On the first day, a pre-test was given in the format of multiple choices to assess the participants' level of knowledge

and understanding of advocacy. In order to assist participants to be better at identifying the environmental and climate related problems that their communities face, participants were assigned to four groups and each of them had to establish a pair-wise ranking matrix and problem tree analysis. The day was concluded by a session discussing the current mandates of the municipal government to work on environment conservation and climate change.

The second day began with a field visit to the waste management site of Hetauda sub-metropolitan city followed by observations sharing from participants. Aiming to help participants in analyzing the socio-economic, political, cultural and legal context around the identified advocacy issue, a context analysis session was given. This session was followed by a power analysis session to discuss the forms, levels and dimensions of power. The second day ended with an



introduction to advocacy tools such as media mobilization, campaigning, and lobbying, legal actions etc.

On the last day, Ram Mani Dahal, a local journalist, shared his knowledge about the role of media in advocacy and the ways media can be used for advocacy. Participants were then asked to reflect on all sessions conducted in the three days and came up with an advocacy strategy and action plan. At the very end, a post-test was given to evaluate if the participants have an increased understanding and knowledge on advocacy after the training.

Overall, the training proved a huge success in helping grassroots organizations/groups undertaking effective advocacy. After the training, multiple organizations were able to receive fund for further development: Janjagaran Mahila Sangh received fund from Badaiyatal Rural Municipality for Disaster Preparedness Training; Sahayatra Nepal received 5 lakh

from Mai Nagarpalika for programs on environment and leadership development of women; Didi Bahini Mahila Krisi Sahakari Sanstha Ltd received fund from Krishi Bivag for Organic Fertilizer Production; Srijansil Mahila Samaj received fund from ward office for the construction of retention wall at the river bank and Pragatisil Mahila Aapasi Bikas Sanstha received

fund from Nagarpalika for Community Hall Construction. Adibashi Janjati Mahila Utthan Kendra received supports both from Lisankhu Gaunpalika, for leadership development of women, and from Chautara Nagarpalika, for program on effect of climate change on indigenous people, rights of indigenous people on natural resources.



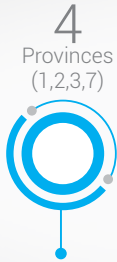


# Learning, Monitoring & Evaluation of Grants

Tewa understands that change is a process and not a result. Therefore, Tewa's Learning Monitoring & Evaluation focuses on changes that grantees' initiatives bring within them, their families and communities.

During the period of July 2018 – July 2019, 23 frameworks were prepared and compiled for collective analysis to assess the impact of Tewa's grant.

After project grants and capacity building trainings Tewa conducted, most of the organizations significant differences could be measured in: Income generation, communication and proposal writing as well as a higher awareness for VAW, political rights and leadership. More over behavior change on reproductive health and psychosocial problems could be stated and organizational growths were recorded.



From the support of Tewa, Mahila Jagaran Sangh organized legal awareness program at Pachthar. Among the sessions in this program, one of the important session was focused on how children were deprived of basic education. Bimala Shrestha and few of her friends who attended this program internalized this issue. They realize how important education is to shape children's future. Three

children residing in the same area, Tumbewa-3, Sabik Mauwa village were deprived of basic education. So they started to advocate and lobby for them. Initially they started to discuss informally about this issue in a meeting and then shifted it towards a larger group in the community. President of Mahila Jagaran Sangh, Mina Rijal Kerung, and lifetime member of the organization, Bimala Shrestha took the leadership to

advocate for this cause. Successfully, they supported Balkumar Sarki, Bina Sarki and Laxman Sundash to join school only after they are more than 10 years of age.

Bimala Shrestha says, "We, sisters and women of Sabik Mauwa village are really pleased that from the support of Tewa and Mahila Jagaran Sangh, we have a new ray of hope shining in our lives."

# Mentorship Program

Tewa has expanded a 'Mentorship Program' which was launched in February 2019 in ten districts. It is a two year program, in which ten volunteers are deployed in 16 different grantee organizations to conduct mentoring session for the members. Aim of the program is to strengthen the organizations and to ensure a shared leadership. Visits for mentoring sessions

to the organizations are scheduled monthly, while the mentors also stay in touch with their organization/s via call, mail, or text.

During the first six months it turned out that a Mentorship program requires various approaches and strategies, according to the need of mentor and mentee organization. Tewa is

eagerly working to meet that need in the upcoming month. Nevertheless, an increase in confidence and the willingness to bring about a change in the organization, could be already stated among the mentees, due to the effort of mentors. Moreover discussion with the mentors has been very insightful to collect additional information and to visualize the situation of the grantees.



### Mentee Organizations in each Districts

**GORKHA:** 3 organizations

**DHADING:** 1 organization

**NUWAKOT:** 1 organization

**KATHMANDU:** 1 organization

**LALITPUR:** 1 organization

**KAVREPALANCHOWK:** 1 organization

**SINDHUPALCHOWK:** 3 organizations

**DOLAKHA:** 1 organization

**RAMECHHAP:** 3 organizations

**MAKWANPUR:** 1 organization

 Country Boundary  
 Program area





# Local Fundraising

To reach out to the underprivileged, vulnerable and women from marginalized communities and support self-reliant development, we have been adopting the strategies of local community philanthropy. We organize different fundraising events and approach corporate and individual donors. We believe

that each individual, place, and community has resources. And support can happen not only in financial numbers but also in technical terms. Which is why we sought to build capable volunteers who not only support our fundraising ideas but also spread the word of community philanthropy.

Annual Report 2018-2019



**Walk-a-Thon (7 KM)**  
**Khumaltar- Godawori Lalitpur**  
 (2nd February, 2019)

NRs **308970/-** raised

**Tree Plantation at**  
**Godawori Municipality-1,**  
**Godamchour, Lalitpur**  
 (11th August, 2018)



NRs **240,600/-** raised



**Musical Event with Ek Ek Pahila**  
**Tewa Open Air Theatre**  
 (25th May 2019)

NRs **502264/-** raised

**Deep Prajwolan**  
**At Tewa**  
 (17th May 2019)



NRs **136275/-** raised



**Tewa Raffle**  
 (5th December, 2018)

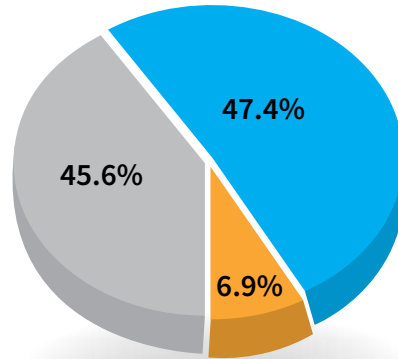
NRs **212820/-** raised



NRs.  
2,960,000.00



NRs.  
2,955,407.85



**Events**

NRs. 1,400,929.00

**Campaigns**

NRs. 205,366.00

**Annual Donation**

NRs. 1,349,112.85

**Year**  
2018/19

**Individual Nepali Donors**  
**652**  
Female = 459  
Male = 193  
New = 391

**Nepali Institutional Donors**  
**82**

**International Institutional Donors**  
**7**

**Individual International Donors**  
**5**



# Volunteer's Program

61  
volunteers trained  
and mobilized

NRs. 176,975.00



Coming to know about Tewa through her colleagues in 2018, Ms. Sabina Baidya has been engaged with Tewa ever since. When she first heard about Tewa, she was in Myanmar. Once she came back to Nepal, her colleague asked her for donation in support of local fundraising; as Tewa has been doing since 1997. With little understanding, she donated a certain sum. She then participated in the exposure visit at one of the disabled

grantee organizations of Tewa. During the visit, she was surprised to see our grantee partners. Her first experience to coming off so closely with people

with disability had moved her. She came to know about Tewa's work but wasn't fully aware of everything. Her curiosity of wanting to know more about Tewa led her to our volunteer's program. After attending three days of training, she got to learn in detail about community philanthropy, practices of Tewa and status of women in Nepal. Working as a house maker and growing up in a city area, Ms. Baidya made a choice to support women of Nepal and do every possible thing that she could to contribute in this movement. She went home and shared it with her partner; hearing about Tewa and its work, her partner donated NRs 5,000/- (USD 50) instantly. Motivated by this, she approached individuals in her network and spread the information. She also requested few banks through her network to become institutional donor to Tewa. Her active participation, dedication has been an inspiration to everyone. She has proved that willingness can lead to achieving greater things in live. Sabina also received an outstanding volunteer award in 2018 presented by Tewa.





Tewa trained 61 volunteers by organizing two trainings this year. And also successfully mobilized 316 volunteers by engaging them in different Fund Raising programs and Talk programs. This has provided our volunteers with different opportunities and helped develop their leadership and capacity.

With the increase of almost 4 times the number of members in the organizations, Ganesh Mahila Krishi Sanstha had expanded up to 125 women members today. Established as a saving and credit group by local women from Dakshinkali, this organization is supporting women for economic empowerment by encouraging commercial vegetable farming since 2069 B.S. (2013 AD). The objective is to utilize their skills in agriculture but with more efficiency. Through the support from Tewa, this organization conducted three days of vegetable farming training for 25 members of the organization and also distributed vegetable seeds to encourage their farming. Along with this, they also provided awareness

training on reproductive health and breast cancer.

Tewa has always provided a space for partners and volunteers to exchange their learnings. The purpose of this visit is the two-way exchange between our grantee partners and volunteers. The exchange visit was fruitful to some extent as our volunteers got to know about the organizations and also provided a few suggestions or feedback. Also, this visit helped encourage our grantee partners and built their confidence as well. Our volunteers were very satisfied and content by seeing the efforts a group of women had put to change the status quo of our society. These small initiatives and support from each other encourage to achieve and do more.



# Children's Program



Keeping in mind the vision that children are the builders of future, we have sought to develop a platform to the community children to learn and engage. Taking this idea forth, we initiated children's program. One after another, the batch of children came, and Tewa happily provides weekly sessions to 25 children today. These children from different background come together to engage, share and learn about arts, craft, basic gender, and awareness on different issues.



# Tewa Centre (Deep Yogini)

## TRANSITION

Due to personal reasons, gardener duo Keshar Bahadur Maharjan and Anjali Maharjan, Housemaker Anjali Rai and Kitchen Assistant Milan Gharti Magar resigned from their posts.

New staff staff joined us Kumari Devi Mali, Purina Mali as gardeners and Ramita Maharjan as Housemaker.

## TEAM BUILDING

As an annual function, Tewa fund and DeepYogini staff team jointly participated to plant rice in our rice field which concluded by having lunch together. This annual event has played a very interesting role in team building exercise.

## PROGRAMME AT DEEPLYOGINI

In the reporting period, 56 residential and 3 day programme were hosted by Tewa and other social organizations and Universities.



# South Asia Young Women Leadership & Mentoring (SAYWLM)

South Asia Young Women Leadership and Mentoring program which started in 2017 aims to create a cadre of young women leaders to enhance conceptual clarity, strategic vision and leadership skills. The program focuses on building movements for the rights of women



in their community and on building the leadership capacity of other young women in the community. Taking on the issue of Polygamy, seen as the major concern, Tewa is advocating to minimize polygamy in one of the community of Dhapakhel.

Through this program, Tewa has helped raise awareness by organizing events like street drama and debate competition in community schools. Frequent meetings and sessions on feminism, new civil law 2075 B.S to ten young women from the community has helped develop their leadership skill.

***Ms. Sacheena Maharjan, a high school student is one of the young women leaders of Community Young Women Leader (CYWL). After becoming the member of CYWL, she became aware about the women's rights and different issues that exists in the society. As she dedicated her time and contributed to this program, we could see her growth. She can now lead a program and is able to advocate in the community about the given issue by providing relevant information to the Youth.***



# One Billion Rising

Celebrated every year on February 14th, One Billion Rising is the movement that has been going on since 2012 initiated by Eve Ensler to show solidarity against ongoing violence against women. It is a global campaign where people come out on the street and express their message through the medium of dance, poetry, drama, rally, and speech. It is a call for everyone to be a part of this movement so that together, we can amplify our voices

and proceed towards the systematic change to end violence against women

In 2019, One Billion Rising in Nepal was celebrated in presence of more than 200 people. 16 organizations organized this event led by Mitini Nepal and Nepal Mahila Ekata Samaj. The participants gathered in Shanti Batika, Ratnapark for the rally up to Maitighar Mandala. With the welcome note from one of the staff of Mitini



Nepal, the group of youth from Mitini Nepal danced on the OBR song: *Break Free*. The dance energized everyone and lit up the atmosphere.

Following the route from Ratnapark to Bhadrakali to Maitighar Mandala, participants walked by chanting the slogans demanding equal rights for women and LGBTI people. The march ended in Maitighar Mandala where the program further resumed

with a couple of performances. After the crowd was settled, there were few speeches from representatives of young feminists, Blind Women Association, Men Engage Alliance, LGBTI which was followed by a slam poetry about harassment of women and the sufferings behind it, and a song (Milera Hami Nachaula Gawaula, written by Kamala Bhasin which was then translated in Nepali). Towards the end of the program,

a street drama was performed by Mitini Nepal depicting a real story of a lesbian girl from Nepal which was definitely an eye-opener to the audience. The drama portrayed the difficulties that a lesbian woman face growing up in a society like ours. Concluding, this year's OBR campaign in the coordination of more than 25 organizations was a successful event and hopefully, a step beyond the campaign to a way of life.



## Tewa

Lalitpur, Nepal  
Balance Sheet

As at 31 Ashad 2076 (16 July 2019)

		Amount in Rs.	
	Sch	As at 31/03/2076	As at 32/03/2075
<b>Liabilities</b>			
Creditors & Payables (Central)	1	9,553,503.98	636,071.70
Provision for Depreciation	3	64,816,506.34	56,318,215.08
<b>Funds:</b>	1.1	17,728,818.30	12,888,741.65
Excess of Income over Expenditure:			
General-Surplus Fund Opening Balance		17,728,818.30	12,888,741.65
Addition during the Year		1,697,963.66	5,026,181.87
		(707,264.02)	(3,328,218.21)
<b>Capital Reserves (Project Assets Fund)</b>	2	990,699.64	1,697,963.66
Restricted Project Fund Balance	2	16,493,854.33	16,609,470.00
Capital Reserve Fund -Building		44,921,670.61	20,987,637.70
<b>Total Liabilities</b>		165,340,110.89	165,340,110.89
		319,845,164.09	274,478,210.68
<b>Assets</b>			
Fixed Assets	3	242,050,191.84	217,379,689.10
Project funded Assets	2.1	16,493,854.33	16,609,470.00
Investments	4	14,729,475.98	8,985,468.36
Advances and Receivables	5	442,100.00	9,545,287.03
Cash and Bank Balance	6	46,129,541.94	21,958,296.19
<b>Total Assets</b>		319,845,164.09	274,478,210.68

Notes to Financial Statements  
Schedules 1- 6 & 11 form integral part of this Financial Statement

11

As per our attached report of even date

*Rama Laxmi Shrestha*  
Rama Laxmi Shrestha  
Treasurer

*Nirmala K.C., PhD*  
Nirmala K.C., PhD  
President

*J. B. Rajbhandary*  
CA. Jitendra B. Rajbhandary  
Senior Partner  
J. B. Rajbhandary & DIBLINC  
Chartered Accountants

*Urmila Shrestha*  
Urmila Shrestha  
Executive Director



Executive Committee Members:

*[Signature]*

*Amila Tamrakar*  
Amila Tamrakar  
Sr. Finance Manager



Iewa  
Lalitpur, Nepal  
Income & Expenditure Statement

For the period from 1 Shrawan 2075 to 31 Ashad 2076 (Corresponding 17 July 2018 to 16 July 2019)

		Amount in Rs.	
Income	Sch	Current Year	Previous Year
Restricted Grant Received	2.2	32,580,635.01	20,706,537.56
Tewa Core Fund (Income)	7	14,509,793.10	10,037,416.84
<b>Total Income (A)</b>		<b>47,090,428.11</b>	<b>30,743,954.40</b>
<b>Expenditure</b>			
Project Expenditure	2.2	32,580,635.01	20,706,537.56
Community Programme Expenses	8		48,900.00
Operational Expenses	9	100,000.00	100,000.00
Program Expenses	10	6,491,500.00	4,832,000.00
Depreciation Expenses	3	8,625,557.12	8,384,735.05
<b>Total Expenditure (B)</b>		<b>47,797,692.13</b>	<b>34,072,172.61</b>
Surplus Balance			
Project Fund Balance		(707,264.02)	(3,328,218.21)
<b>Excess of Income over Expenditure</b>		<b>(707,264.02)</b>	<b>(3,328,218.21)</b>

Notes to Financial Statements 11  
Schedules 2.2, 3 and 7-11 form integral part of this Financial Statement

As per our attached report of even date

*Rama Laxmi Shrestha*  
Rama Laxmi Shrestha  
Treasurer

*Nirmala K.C.*  
Nirmala K.C, PhD  
President

*J. B. Rajbhandary*  
CA. Jitendra B. Rajbhandary  
Senior Partner  
J. B. Rajbhandary & DIBINS  
Chartered Accountants

*Urmila Shrestha*  
Urmila Shrestha  
Executive Director

Executive Committee Members:



*Amita Tamrakar*  
Amita Tamrakar  
Sr. Finance Manager

*J. B. Rajbhandary*

# Donors list

We express our gratitude to the support our donors, friends, allies, have shown towards us and joined us in our movement to empower women of Nepal.

**A special thanks and appreciation to our Ambassador Extraordinary  
Dr. Susanne E. Jalbert for supporting Tewa build the foundation since the beginning.**

## National Individual Donors

### A

Aanvi Shrestha (Joshi)  
Aarshia Poudel  
Aarya Shrestha  
Aasha Pariyar  
Aashish Acharya  
Abdul Fahad  
Abhaya Singh Karki  
Abhina Rijal  
Abin kumar Rai  
Abiraj Bharati  
Adhish Thapa

Aditee Khadka  
Ajay Magar  
Ajaya Gurung  
Alina Baidhya  
Alina Maharjan  
Alisha Shrestha  
Ambika Dhaubhadel  
Amit Timilsina  
Amit Timilsina  
Amita Adhikary  
Amita Kansakar

Amita Tamrakar  
Amrita Gurung  
Anani Pant  
Aneeta Shrestha  
Angel Pradhan  
Anima Shrestha  
Animesh Adhikari  
Anisha Bhattarai (Suman Bhattarai)  
Anita Kansakar  
Anita Karna  
Anita Shrestha

Anita Thapa Adhikari  
Anita Thapa Bista  
Anjali Manandhar  
Anjana Amatya  
Anjana Rajbhandari  
Anju B.K  
Anju Baral  
Anju Thapa  
Annual Donors individual  
Anu Manandhar  
Anu Poudel

Anuja Pandey  
Anupama Shrestha Manandhar  
Anusha Maharjan  
Anushka Sapkota  
Aparna Shreshta  
Archana Shrestha  
Arina Arjyal  
Arun Manandhar  
Aruna Rai  
Asha Neupane Poudel  
Ashish Baidya  
Ashok Bhattarai  
Ashok Khatri  
Ashok Manandhar  
Ashok Pandey  
Astamaya Maharjan  
Aswin Shrestha  
Avantika Lama

## B

Bal Krishna Gurung  
Ballav Prasad Adhikari  
Basanti Lama  
Basudha Gurung  
Benkantha Makaju  
Bhagawati Rai  
Bhagwati Lama

Bharati Sunar  
Bhawani Panta  
Bhumi Bhandari & Surya Lal  
Shrestha  
Bhumika Sapkota  
Bhupal Dhakal  
Bhupal Gurung  
Bhuwan Sherchan  
Bidhya Sapkota  
Bidisha Amatya  
Bidisha Amatya  
Bijay Gurung  
Bijay Upadhyay  
Bijaya Krishana Shrestha  
Bijaya Krishna Shrestha  
Bijendra Man Gorkhali  
Biju Hada  
Bil Bahadur Karki  
Bimala Basnet  
Bimala Bhandari  
Bimala Chalise  
Bimala Shrestha  
Bimala Tandukar  
Bina Devi Manadhar  
Bina K.C  
Bina Manandhar  
Bina Manandhar  
Bina Thapa  
Bindeshwor Shrestha

Binita  
Binita Basnet  
Binita Parajuli  
Binita Pariyar  
Binita Vaidya  
Binod Kumar Manandhar  
Binu Lama  
Bipana Sherchan  
Bipeen Gurung  
Bipeen Gurung  
Bishal Birkam Shah  
Bishal Rana Magar  
Bishesh  
Bishesh Amatya  
Bishnu Kumari Kafle Subedi  
Bishnu Maya Thapa  
Bishnu Thapa  
Buddha Laxmi Baidya

## C

Chand Ahun  
Chanda Shrestha  
Chandevi Shakya  
Chandika Shrestha  
Chandra Kala Thakur  
Chandra Kumari Sherchan  
Chandra Laxmi Shrestha

Chandra Prasad Dhaubadel  
Chandra Thapa  
Chandrakala Chaudhari  
Chandrka Amatya  
Ching Lamu Sherpa  
Chiring Dolma Sherpa  
CPT Chandra Gurung

## D

Deepa Gurung  
Deepa Joshi Shrestha  
Deepa Thapa Pandey  
Deepak Dewan  
Deepak Shrestha  
Deepta Lama Rai  
Dependra Maharjan  
Devi Kumari Poudel  
Devi Subedi  
Dhan Raj Bista  
Dharma Kalu Bazal  
Dhuraba Majhumdar  
Dhurba Gautam  
Dibethang Rai  
Dibya Laxmi Kansakar  
Dil B. B.k.  
Din Bandhu Premy  
Dinesh Acharya

Dinesh Shrestha  
Dinesh Shrestha  
Divya Darshan Adhikari  
Diya Premy  
Diya Rejal  
Doma Tamang  
Dr. Nirmala Kc  
Dr. Swaraj Rajbhandari  
Durga Devi & Jal Krishna Shrestha  
Durga Pudasaini  
Durga Shrestha  
Durga Thapa

## E

Era Shrestha

## G

Ganesh Man Maharjan  
Ganeshman Maharjan  
Gani Ansari  
Garakh Bista  
Gauri Khadka  
Gautam Bajracharya  
Gita Ghimire

Gita Rajak  
Gita Shrestha  
Gita Shrestha  
Gita Timilsina  
Gobinda Poudel  
Gopal Gurung  
Gopini Timalisina  
Gyan Bishal Amatya  
Gyani Amatya  
Gyani Maharjan  
Gyanu Shrestha

## H

Hari Maya Shrestha  
Hari Ranjit  
Hem kurmari Gurung  
Hem Raj Rai  
Hikmat Bohara  
Himanshu Buragohain  
Hira Jha

## I

Indira Basnet  
Indira Kansakar

Indra Kumari Thapa  
Indra Shrestha  
Indu Koirala  
Irina Shrestha  
Isha Dhaubadel  
Isha Sulpya Lohani  
Ishor Devkota  
Ivy Thapa

## J

Jagadis Lekhak  
Jamuna Maharjan  
Jamuna Ranjit  
Janak Maharjan  
Janki Shah  
Janki Shah  
Jaya Pariyar  
Jesika Maharjan  
Jessa  
Jharna Maharjan  
Jhuma Thapa Magar  
Jivan Maharjan  
Jiya Khadka  
Joyce Ranjit  
Juna Khasu  
Juna Rana  
Jyoti Kunwar

## K

Kabindra Kumar Yadav  
Kafu Khadka  
kailash Man Rajbhandari and Family  
Kalina Lama  
Kalpana Khadgi  
Kalpana Rai  
Kalpana Shrestha  
Kamala Kansakar  
Kamala Karki  
Kamala Pant  
Kamala Panta  
Kamala Pradhan  
Kamana Karki  
Kamjung Paral( Happy day biscuit)  
kamlimaya Shrestha  
Kanchan Lama  
Kanchan Shrestha  
Kancho Shrestha  
Kashi Basel  
Keshari Kansakar  
Keshari/Rama/Prabha  
Khadka Bahadur Acharya  
Khmada Mini Acharya  
Kiran Adhikari  
Kiran Manandhar  
Kirthartha Prajapati  
Kishan Gurung

Kosh Chandra Shrestha  
Kripa Shakya  
Krisha Manandhar  
Krishna Karki  
Krishna Kumari Manandhar  
Krishna Lal Shrestha  
Krishna Prajapati  
Kritesh Manandhar  
Kriti Sherchan  
Kusum Dahal

L

Lalit Bdr Thapa  
late Asta Ratna Baidya  
late Basudev Pant  
late Jagat Man Baidya  
Late Rudra Tamang  
Laxmi Basnet  
Laxmi Maharjan  
Laxmi Maharjan/Yosodha  
Khadka/Bishnu Thapa/Kamala  
Pant  
Laxmi Sab  
Leela Subba  
Leena Kumari Khadka  
Lhakpa Tenji Lama

Lili Gang Gurung  
Lily Thapa  
Lina Khadka

M

Madan Kumari Bhandari  
Madhab Duital  
Madhav Acharya  
Madhu Krishna Shrestha & family  
Madhu Shrestha Sing Thakuri  
Maggie Shah  
Maha Sankar Upadhyaya  
Mahendra  
Mahendra Kanta Mainali  
Mahesh Adhikary  
Makkunda Shrestha  
Malati Thakur  
Malita Gurung  
Man Raj Rai  
Mandevi Shakya  
Manik Lal Shrestha  
Manisha Thapa  
Manita Kayastha  
Manjil Tandukar  
Manju Bhattarai  
Manju Thapa

Manohar Das Tandukar  
Manoj  
Manoj Thapa/Sakuntala Thapa  
Masasal Paral  
Mathura Devi Shrestha  
Maya Dhakal  
Meena Manandhar  
Meena Thapa  
Meera Arjyal  
Meera Jyoti  
Menaka Bista  
Menuka Dawadi  
Menuka Sherpa  
Merita Kansakar  
Min Maharjan  
Mina  
Mina Maharjan  
Mira Dhakal  
Mohini Maharjan  
Mohini Shrestha  
Mohini Shrestha  
Mr. Bhaba Thapa  
Mr. Dalman Rayamajhi  
Ms Safi Prajapati  
Mukta Pandey  
Mukunda Prasad Acharya  
Mukunda Sanjel  
Muna Premy Poudel

N

Nabindra Manandhar  
Naisha Dhaubadel  
Nakkali Shrestha  
Nani Maya Tamang  
Nanu Karki  
Narayan Dahal  
Nawaraj Thakur  
Neel Kastha Katel  
Neera Shrestha  
Nighendra Dhaubadel  
Nilesh Jagamal  
Nima Tamang  
Nina Lageju  
Nirav Dhaubadel  
Nirjan Shakya  
Nirmal Karki  
Nirmala Devi Bhatta  
Nirmala Gurung  
Nirmala Tuladhar  
Nirmaya Tamang  
Niru Shrestha  
Nirvikar Subba Basnet  
Nisha Dhakal  
Nisha Khanel Rijal  
Nisha Khannal  
Nisha Rijal

Nisha Tamang  
Nishi Baidya  
Nishika Shakya  
Nita Chapagain  
Nita Lama  
Nkikiba Pradhan  
Nov Gurung

## O

Om Krishna Manandhar

## P

Pabitra Devi Bhandari  
Pabitra Paudel Bhandari  
Padmini Kansakar  
Panmaya Tamang  
Parbati Gautam  
Parbati Ghimire  
Parbati khadka  
Parbati Sapkota  
Parbati Tamang  
Poonam Shrestha  
Prabha Pokheral  
Prabhav Panta

Prabhu Nath Pant  
Prabin Shrestha  
Prabin Shrestha  
Pradeep Shrestha  
Pradeep Thakur  
Prahlad Jung Thapa  
Prajna Thapa Magar  
Prajuna KC  
Prakash Panta  
Prakash Pudasaini  
Prakash Thapa Magar  
Pramila Shakya  
Pramita Sharma  
Pranesh Rawal  
Prasansa Mainali  
Pratap Munaukarmi  
Prateema Gurung  
Pratik Pradhan  
Pratik Thapa  
Pratima Kaskhapati  
Pratima Shakya  
Pratima Thapa  
Pratima Thapa  
Prativa Vaidya  
Preeti Karna  
Prem B Manandhar  
Prem Lama  
Prem Shova Maharjan  
Priti Pokharal

Prity Yogi  
Priya Shrestha  
Punam karna  
Purna Shrestha  
Purnamaya Maharjan  
Purshotam Subedi  
Pushpa Rai

## R

R.K Lama  
Rabi Kc  
Rabina Ghimire  
Rabina Shrestha  
Rabindra Dahal  
Rachana Thapa  
Radha Devi Manandhar  
Radha Ghimire  
Radha Pandit  
Radhika Ghemire  
Radhika Malla  
Radhika Thapa  
Raghu Rajbhandari  
Rahul Rauniyar  
Raj Maharjan  
Rajana Thapa  
Rajanee Thapa  
Rajani Shrestha

Rajesh Manadhar  
Rajesh Rajkarnikar  
Rajesh Shrestha  
Rajeshwori Tandukar  
Rajina KC  
Ram Chandra Tamang  
Ram Deula  
Ram Dulari Devi  
Ram Krishna Marahatta  
Ram Krishna Panthi  
Ram Maharjan  
Ram Man Rajbhandari and family  
Ram Pandit  
Rama Laxmi Shrestha  
Rama Thapa  
Ramila Adhikari  
Ramila Manandhar  
Ramita Bista  
Ramita Kansakar  
Ramuna Bogati  
Ranita Darlami  
Ranjana Bhasima  
Ranjana Neupane  
Ranjana Thapa  
Ranjeeta  
Ranjeeta Manandhar  
Ranju Ghimire  
Rasbanti Kansakar  
Rashmee Shrestha

Rasmi Tamang  
Rati Pradhan  
Ratna Dahal  
Ratna Kamal Kansakar  
Ratna Prajapati  
Reeta Malla  
Reeya Poudel  
Rehana Banu  
Rekha Thapa  
Renuka Gurung  
Renuka Miaya Kansakar  
Rina Manandhar  
Rina Shah  
Rina Suwal  
Rinki Yadav  
Rinku Kumari Das  
Rita Tamrakar  
Rita Thapa  
Riva Thapa  
Rojina Tamang  
Roni Dewan  
Rose Malla Upadhyay  
Roshan Kumar Shreatha  
Roshana Awale  
Roshani Manandhar  
Rubi Khatun  
Ruka Kumari Mishra  
Runa Maharjan  
Rup Lal Thakur

Rupa Kansakar  
Rupak khadhka  
Rupesh Cosmetics  
Rushali Shrestha

S

Sabika Stare  
Sabina Baidya  
Sabita Moktan  
Sabitra Dhungana  
Sabitri Baidya  
Sabitri Baidya  
Sabitri Sharma  
Sabitri Thapa  
Sachina Maharjan  
Sachit Gurung  
Sadhana Taz  
Sadhuram Khadka  
Sadikchya Chand  
Sagun Shrestha  
Sahadeve Khadka  
Saigal Kumar Shrestha  
Sajana K.C  
Sakar Jung Shahi  
Sakuntala Sharma  
Salaj Shrestha  
sambida Rajbhandari

Sambridi Paal  
Sameera Gautam  
Samiksha Gurung  
Samjhana Joshi  
Samwad Basnet  
Sandhya Thapa  
Sangat Baidya  
Sangeeta K.C  
Sangita Ghising  
Sangita Premi  
SangitaSunam  
Sanjibi Karkee  
Santosh Khadka  
Sanu Maiya Kansakar  
Sapana Joshi  
Sapani Lama  
Sapani Lama Rayamajhi  
Sarala Shrestha  
Sarita Manandhar  
Sarita Prajapati  
Sarita Shrestha  
Sarju Maharjan  
Saroj Shah  
Saru Khadka  
Saru Khadka  
Shah Readymade  
Shakuntala Manandhar  
Shakuntala Sharma  
Shambha Janchhen

Shanti Shrestha  
Shanti Upadhaya  
Sharda Gurung  
Sharmila Joshi  
Sharmila Mahara (Dalit Nari Samuha)  
Sharmila Shrestha  
Shashi Sharma  
Shatoshi Devi Vetwal  
Sharmila Timalsina  
Sheetal Bajarcharya  
sheetal S. Bajracharya  
Shila Baidya  
Shivansh Raut  
Shivaraj Raut  
Shobha Shrestha  
Shosti Raj Oli  
Shova Neupane  
Shova Neupane  
Shova Rayamajhi  
Shova Sijapati  
Shradha Manandhar  
Shristy Joshi  
Siddhi Bahadur  
Sima Thapa  
Sirjana Thapa Pathak  
Sita Maya Yonjan  
Sita Sapkota  
Sita Sen  
Sita Shrestha

Sita Yadav  
Slesha Manandhar  
Smriti Tandukar  
Smriti Thapa  
Sneha Poudel  
Som K. Gurung  
Sonika  
Sony Gurung  
Srijana Acharya  
Srijana Kc  
Srijana N Basent  
Srijana Sunuwar  
Srishti Jayana  
Subarna Man Baidya & family  
Subash Neupane  
Subhadra Manandhar  
Subir Shrestha  
Subodh  
Sudha Karna  
Sugatman Tamrakar  
Sujil Krishna Manandhar  
Sujit Thapa  
Sujita Kansakar  
Sujwal  
Suku Udas  
Sumin Maharjan  
Sumit Shrestha  
Sunika Manandhar

Sunil Acharya  
Sunil Basnet  
Sunil Sharma  
Sunila Manandhar  
Sunita Basnet  
Sunita Budhathoki  
Sunita Budhathoki  
Sunita Shrestha  
Sunny Manandhar  
Supana Kandel  
Supriya Prajapati  
Surendra Das Tandukar  
Suresh Amatya  
Suru  
Susan Thapa Magar  
Sushana Shakya  
Sushila Ghimire  
Sushila Ghimire  
Sushila Ghimire  
Sushila Sharma  
Sushila Shrestha  
Sushma Rai  
Sushma Regmi  
Susma K.C  
Susma Rajbhandari  
Susma Tuladhar  
Swastika Pokhrel  
Swoyam Manandhar

## T

Tara Devi Dhaubadel  
Tara Kumari Pandey  
Tara Kumari Pandey Panthi  
Tara Manandhar  
Tara Premy Thapa  
Thal Kumari Premy  
Tika Ram Rai  
Tulashree Thapa  
Tulasibidhaya Tuladhar

## U

Udaya Siwakoti  
Uma Bimali  
Uma Thapa Magar  
Umesh Jung Thapa  
Upasana Shrestha  
Upendra Pradhan  
Urmila Rai  
Urmila Shrestha  
Urmila Shrestha  
Urmila Upadhyaya  
Usha Malla Pathak  
Usha Shrestha

Usha Shrestha  
Uttam Panil  
Uttara Manandhar

## V

Vedvyas Singh  
Veena Kansakar  
Vinaya Heera Kansakar  
Yasoda Shrestha  
Yasodha Khadka  
Yasodhara Baidya

## Y

Yugyn Raj Gurung



# Nepali Organization

A.M Construction  
Aadibasi Janjati Mahila Uthaan Kendra  
Asha Money Transfer  
Asri Jewelers  
Association for Crafts Producers (ACP)  
Assraya Mahila Samuha (Matina Rajthala)  
BTL Trade Pvt Ltd  
Bulanda Siddhi Hospital and Trauma Centre Pvt Ltd  
Café Cheeno  
Citizens Bank Limited  
Colography Press  
Daniel Wheldon Wright  
Day to Day Café  
Daya Foundation  
Diamond Gallery  
Didi Bahini Krishi Mahila Sahakari  
Durga Stationary  
Ecom Trade Pvt. Ltd  
FedEx Express  
Gyanodaya Bal Batika School  
Garima Offset Printers  
Gen Nex Trading Pvt.Ltd  
Ghimire Sabasi Pasal  
Ginger, Bhawani Gurung  
Goldhunga Mahila Manch (Indra Kumari Bajracharya)  
Harittara Mahila Sasktikararn Samaj

Himwanti (Sindhupalchock)  
Hotel Tranquil  
Imperial Freight Logistics Pvt Ltd  
Jai Ganesh Kastha Udhyog  
Jan jagaran Mahila sangh  
Jaya Travel and Tours  
Jwaladevi Mahila Samuha  
Kiirti Studio  
Laliguras Samuha  
M.A. Construcion  
Mahila Jagaran Samuha  
Maiti Manch, Dolakha  
Manakamana Darshan Pvt Ltd  
Manna Ministry Prathana Ghar (Matina Rajthala)  
Mega Bank Nepal Limited  
Milan Studio  
Mithai Pasal  
Muktinatha Bikash Bank  
Mulijuli Samuha  
My Earth Eco Bags  
Nabil Bank Limited  
Nagarik Aawaj  
Nagarjun Ojasbi Mahila Bikas Kendra  
Nava Durga Traders Pvt Ltd, Bhaktapur  
Nepal Investment Bank Limited (NIBL)  
Nilkantha Mahila Bikas Bahuudhesaya Sahakari Sanstha Limited

NLG Insurance  
Pipaldanda Nari Chetana Krishak Samuha (Gamala Tamang)  
Pixel Point Pvt. Ltd  
PRC (Prakriti Resource Centre)  
Premium Home Appliances  
Rainbow Kids International  
RB Diamond  
Regent Residential School  
Research Team on Public Service in Global perspective  
RIBS School (Dipasana Gurung)  
S. Four Trading  
Sahayatra Nepal, Ilam  
Saisa Cosmetics  
Sarangidanda Mahila Krishi Sahakari Sasta Ltd  
Saraswoti Aama Samuha

Shraman Apparels (Karuna Natural wears/Juju wears)  
Shree Barpak Mahila Bahuudheshye saskari sasta LTd  
Shree Siddhichandi Saving & Credit Cooperative Ltd  
Siddhi Memorial Foundation  
Skevin natural Care Hospital  
Sky Broad Band Pvt . Ltd  
Silver Mountain  
Srijansil Mahila Samaj  
Srijansil Mahila Samuha  
Subisu Cablenet Pvt.Ltd  
Sunrise Bank  
Sustainable Eco Engineering Pvt. Ltd  
Tara Oriental  
Western Union  
Yatri Tours

## International Ind. Donor

Dr. Sussane E. Jalbert  
Alice Marks and Lewis Marks  
Jesse Marks  
Lisa Keilbassa

## International Organizations

Anonymous  
Foundation for Just Society  
Global Fund for Community Foundation  
Global Fund for Women  
Global Giving Foundation  
Mama Cash  
Women's Fund Asia  
FiLiA

# Tewa Team/Leadership

## Board of Directors:

Nirmala K.C. (*Chairperson*)  
Chhing Lamu Sherpa (*Vice Chairperson*)  
Riva Thapa (*General Secretary*)  
Rama Shrestha (*Treasurer*)  
Usha Shrestha (*Secretary*)  
Kamala Pradhan (*Member*)  
Meeta S. Pradhan (*Member*)  
Meera Jyoti (*Member*)  
Janaki Shah (*Member*)  
Era Shrestha (*Member*)  
Sheetal S. Bajracharya (*Member*)

## General Members/ Past Presidents

Meera Arjyal (*Member/Past President*)  
Maggie Shah (*Member/Past President*)  
Draupadi Rokaya (*Member/Past President*)  
Sadhana Shrestha (*Member/Past President*)  
Amita Adhikary (*Member*)  
Chhaya Jha (*Member*)  
Narkumari Karki (*Member*)  
Pratima Kakshapati (*Member*)  
Mohinee Maharjan (*Member*)  
Dr Arina Arjyal (*Member*)  
Nita Lama (*Member*)

Bijaya Subba (*Member*)  
Prajuna K.C. (*Member*)  
Usha Malla Pathak (*Member*)  
Irina Shrestha (*Member*)  
Chandni Singh Karki (*Member*)  
Merita Kansakar (*Member*)

## Tewa Staff

Urmila Shrestha (*Executive Director*)  
Deepak Dewan (*Development Director*)  
Ivy Thapa (*Sr. L, M & E Manager*)  
Amita Tamrakar (*Sr. Finance Manager*)  
Srijana Thapa Pathak (*Admin & HR Manager*)  
Anuja Shrestha (*Grant Making Manager*)  
Aruna Rai (*Executive Housekeeper*)  
Alisha Shrestha (*Finance Officer*)  
Dinesh Acharya (*Program Officer*)  
Rabi K.C. (*Program Officer*)  
Nirjan Shakya (*Program Officer*)  
Srishti Jayana (*Communication and Documentation Officer*)  
Basanti Lama (*Philanthropy Officer*)  
Upasana Shrestha (*Program Officer*)  
Nikiba Pradhan (*Jr. Program Officer*)  
Anima Shrestha (*Sr. Admin Assistant*)  
Laxmi Maharjan (*Sr. Receptionist*)  
Daya Ram Khatri (*Messenger*)

Subash Neupane (*Chef*)  
Menuka Magrati (*Floor Supervisor*)  
Kanco Shrestha (*Bus Driver*)  
Dipak Shrestha (*Bus Helper*)  
Radhika Shrestha (*Homemaker*)  
Rajani Ghimire (*Homemaker*)  
Saraswati Maharjan (*Homemaker*)  
Sukumaya Maskey (*Homemaker*)  
Sushma Maharjan (*Homemaker*)  
Ramita Maharjan (*Homemaker*)  
Purnamaya Maharjan (*Helper*)  
Ramila Adhikari (*Helper*)  
Ram Deola (*Cleaner*)  
Debaki Thapa (*Kitchen Helper*)  
Dhan Kumari Shrestha (*Kitchen Helper*)  
Ishwori Shrestha (*Kitchen Helper*)  
Kesar Maharjan (*Gardener*)  
Meena Maharjan (*Gardener*)  
Kumari Mali (*Gardener*)  
Phulmati Tamang (*Gardener*)  
Purna Mali (*Gardener*)  
Sri Bahadur Adhikari (*Gardener*)  
Jagnath Karki (*Guard*)  
Raju Bista (*Guard*)  
Shiva Bista (*Guard*)  
Shiva Raj Neupane (*Guard*)

## Tewa

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