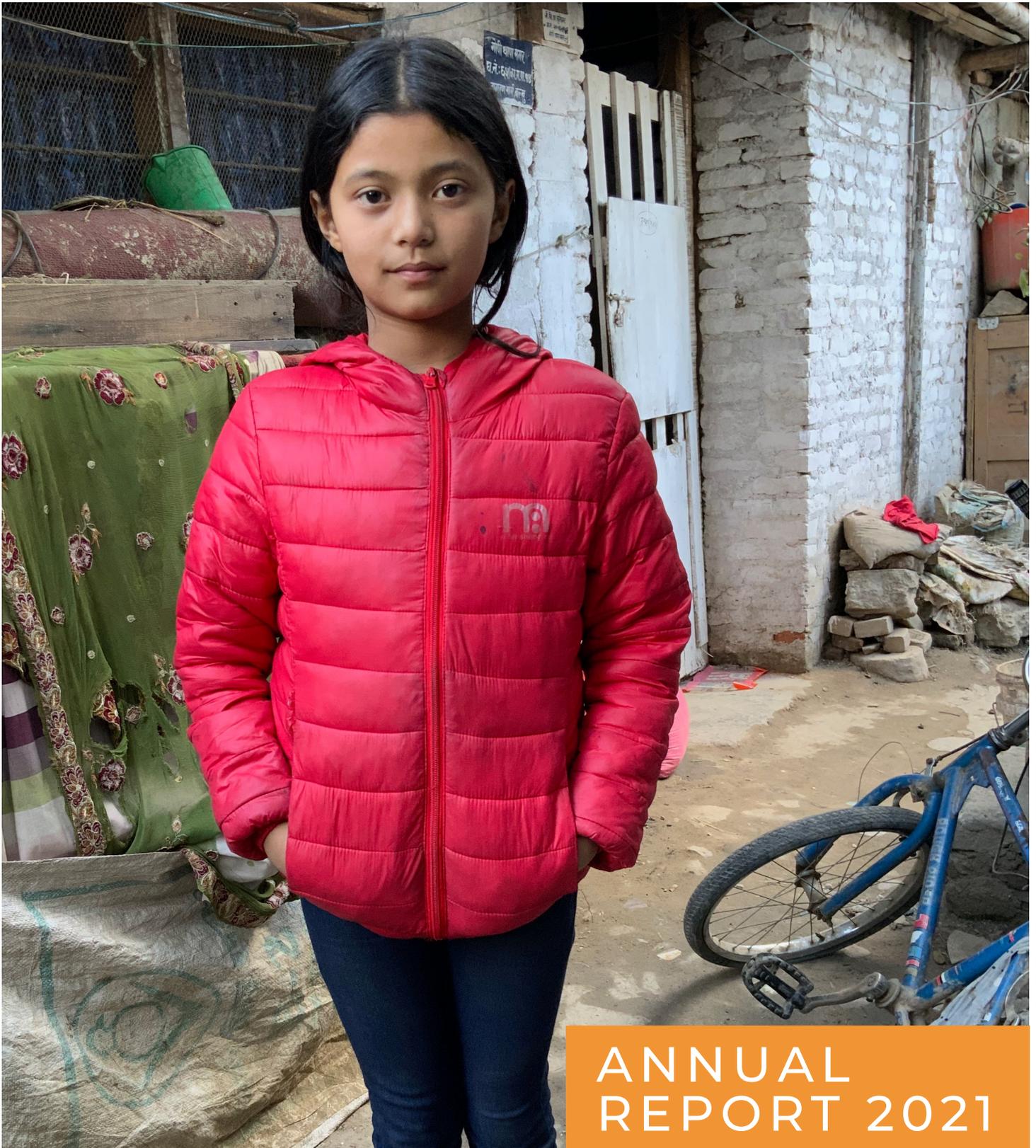




# Hands in Outreach



ANNUAL  
REPORT 2021

**When girls and women succeed, everyone benefits**



## 2022-24 Strategic Plan

We began developing a 3-year strategic plan early in 2021. Breck Arnzen, a highly effective executive coach, volunteered to facilitate dozens of meetings with various HIO constituencies. A transparent and inclusive process led to an exciting and realistic plan that will guide HIO's future. High-level strategies intend to:

- Solidify existing programs to further encourage girls' and women's confidence, self-esteem, sisterhood and agency.
- Strengthen our Nepal leadership team and engage HIO graduates in the day-to-day work of the organization.
- Simplify organizational structures and streamline operations.

With cultural sensitivity and compassion, HIO provides access to education and a supportive social network that empowers marginalized girls and women in Nepal to lift themselves from deep-rooted poverty.



Our Dear Friends,

The second year of the devastating global pandemic was stressful and filled with new challenges. For the sake of our marginalized girls and their families in Nepal, we had to consider every obstacle an opportunity to succeed. There was no other choice.

The drafting of our new 3-year strategic plan focused on addressing more practical components of a family-centric organization. Our social work is meaningful and vital for so many. Remaining sustainable is our guiding principle. Maximizing our human resources, attending to our girls' physical and emotional wellness and providing excellent educational programming are priorities. Finalizing the strategic plan was a miracle in itself as our days increasingly filled adapting to difficult situations, often beyond HIO's control.

Since Palmo, our Nepal co-director of 15 years, left HIO in 2021, we assembled our new leadership team. Ram, Sarah and Mamata, pictured with students, are all HIO graduates who have a deep commitment to serving our community without causing dependency.

College and career counseling are non-existent in Nepal, a condition worsened by Covid. We realized that our older sponsored girls were beginning to lose their direction. Our *Reach for the Stars* and higher education initiatives give our girls a fighting chance to transform their lives. We're grateful for your profound support of these vital programs.

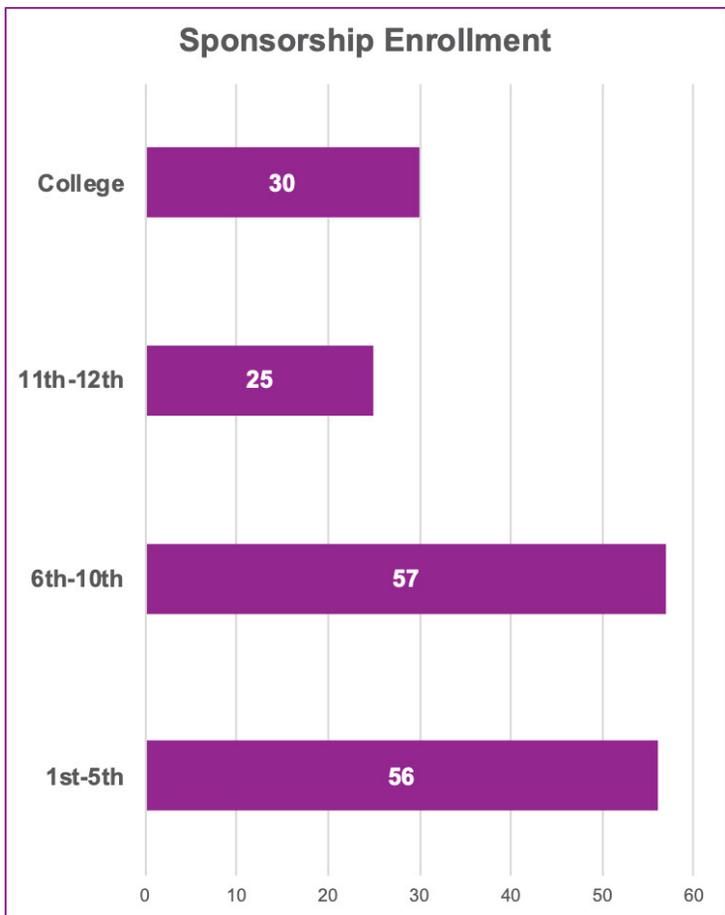
Our HIO girls are continuing to thrive, with you as the *wind at our backs*. This uplifting social work is possible through your loving support, and for that we're ever inspired.

With deep gratitude — *Ricky and Laura*



# COMMITMENT

## Marriage can wait. Education cannot.



As the global pandemic caused widespread disruptions, you inspired 168 marginalized girls and their families with hope and confidence that they were not alone. Your belief in the power of education is their path out of poverty.

The frustrations of learning remotely for nine months could easily have led some girls to drop out. The lure of early marriage or accepting a low-wage, menial job during this time of struggle could have been their sad fate. Your support encouraged our social work team to innovate and persevere. Though they couldn't always meet face-to-face, they remained a steady, guiding presence in our girls' lives through phone calls and virtual visits.

Through shared commitment, resilience and good karma, **all** of our sponsored girls remained in school through 2021. What a remarkable achievement for us all.



## Sisterhood

As adolescent girls, Megha, Nirmala and Chandani are at a critical life stage. We've begun mobilizing bright, accomplished HIO graduates to serve as their active role models and mentors. A continuum of supportive programming is emerging that addresses HIO girls' needs wherever they are on their educational journey.

- Virtual *Storytime* for grades 1-5 encourages girl power.
- Our *Coming of Age* program develops girls' confidence and self-advocacy in grades 4-10.
- *Reach for the Stars* provides much-needed college counseling to guide girls in grade 10 and beyond into adulthood.



# WELLNESS

## Healthy bodies and minds are more receptive to learning

As a family-centric organization, we're focused on the overall well-being of our sponsored girls. In 2021, you supported preventive healthcare with dental and medical check-ups, health and domestic violence awareness workshops and Covid vaccination counseling. Follow-up treatment was provided for over 30 girls and their mothers.

With school and work schedules in disarray and cramped living conditions the norm, outcomes for our girls could have been disastrous. Your steadfast support provided a measure of food security. You funded a mobile phone loan strategy when it was crucial and helped staff care for HIO families' emotional health.

### Berkowitz Family Nutrition Program

- \$26,000 provided three major food distributions and nutritious meals at HIO learning centers, serving over 3,000 children and their families.

### Adara Group Grant

- Preventive dental and health care was provided for 80 HIO girls, while 17 families received medical and emergency relief.

# REACH FOR THE STARS



## **Creating a framework that inspires HIO girls to think beyond high school**

At age 15, Shristi Tamang is a brilliant young woman with grit, ambition and a keen thirst for knowledge. From an early age, she excelled academically and was encouraged by her sponsor Joyce Sherpa to dream BIG. Shristi was recently awarded a two-year full scholarship to the United World College in New Mexico.

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*Thank you Joyce and HIO for being the voices of hope that tell me all things are possible!*

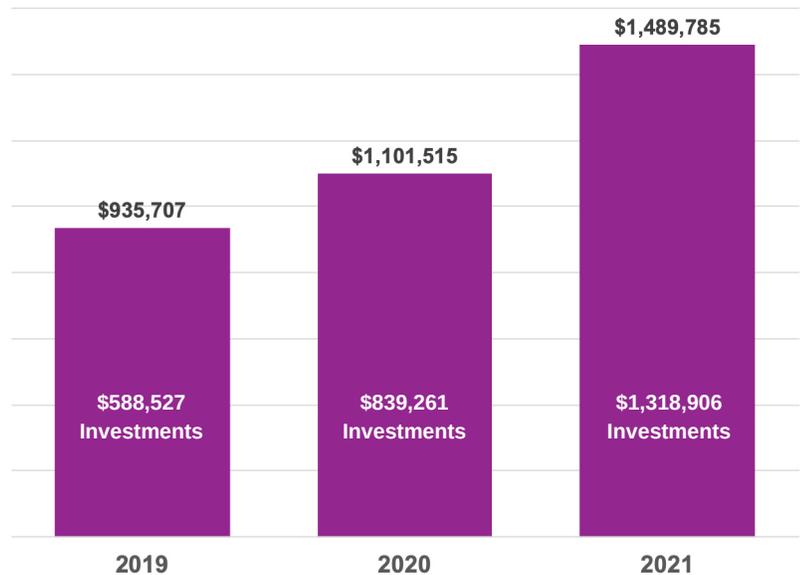
*~ Shristi Tamang*



# SUSTAINABILITY

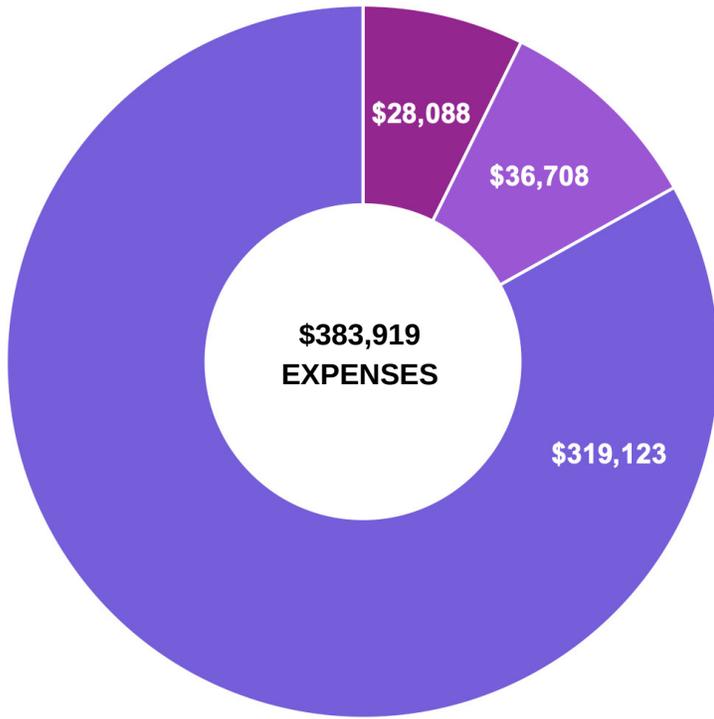
HIO's investments are managed by Berkshire Taconic Community Foundation (BTCF), a public charity founded in 1987. 63% of HIO's portfolio is invested in the Primary Managed Pool, 29% in the Socially Responsible Pool and 8% in the Minimum Risk Pool. For three years, our fundraising campaigns have focused on building a healthy reserve for higher education in Nepal. A robust \$243,500 was in the account at the end of 2021. Many thanks to YC Lama, Jack and Beth Isler and Bobbie Olsen for providing opportunities that allow our high school graduates to dream big.

## TOTAL LIABILITIES AND NET ASSETS

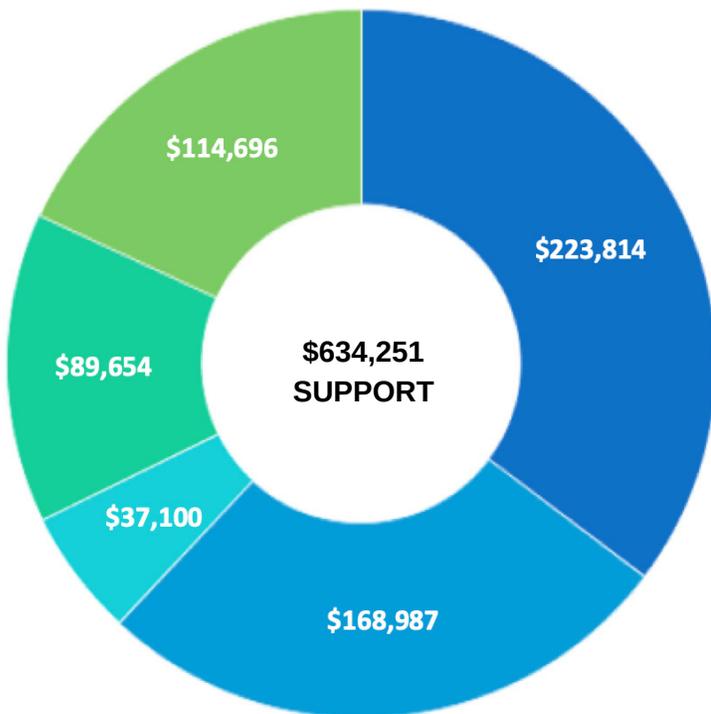


- Your ongoing generosity during the pandemic encouraged our team to maintain programming and build financial reserves. HIO finished 2021 on solid ground to move forward with our 2022-24 Strategic Plan, with \$1.3 million in our semi-endowment fund.
- You provided good paying jobs and benefits to 8 HIO social work staff and 11 members of our learning centers team. Investing in teacher training and professional development is helping our Bal Kendra Learning Center become a shining model school.

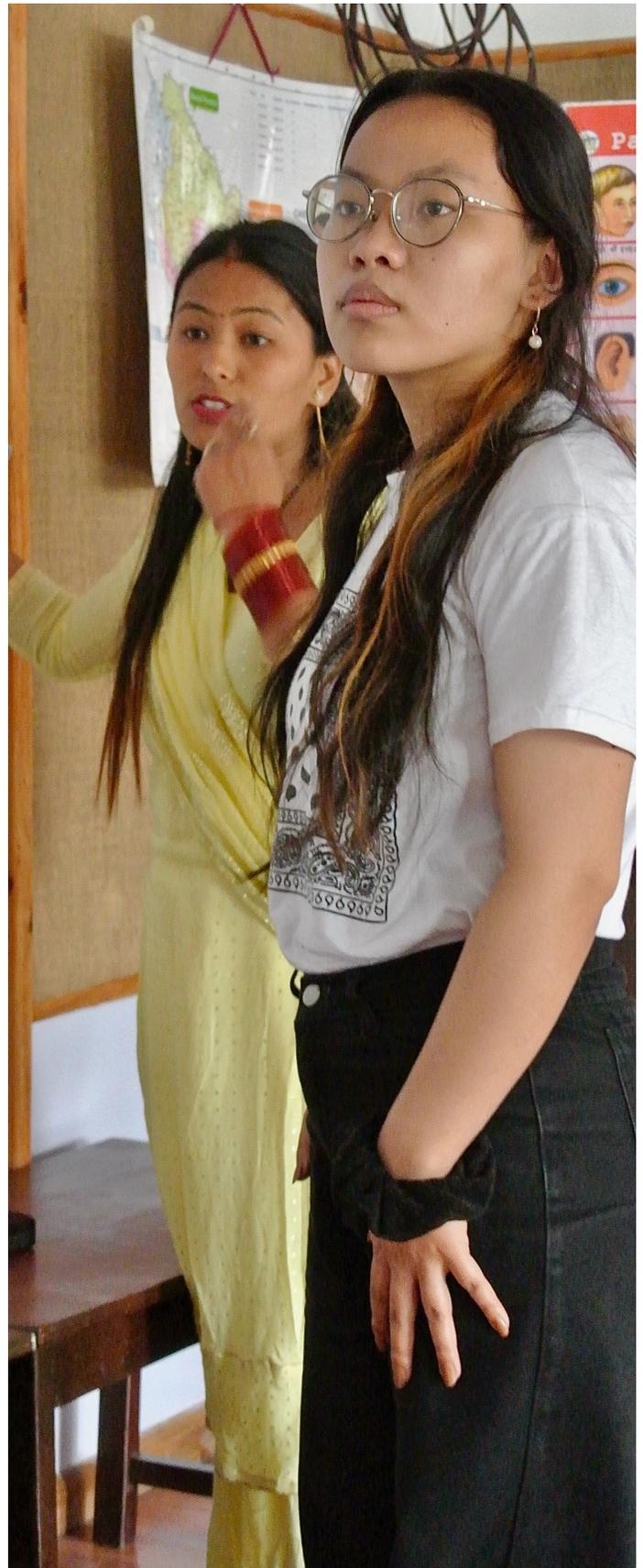
# YOUR IMPACT



■ Development ■ Management ■ Programs



■ Major Gifts                      ■ Sponsorship  
 ■ Grants                            ■ General  
 ■ Higher Ed Campaign



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*Growing up in HIO's sponsorship program gave Manisha skills to become a lead teacher at our Bal Kendra Learning Center and Samjhana confidence as a valued team member.*



## INSPIRATION

Sabina's mother, Mira, and 35 of her HIO sisters continued studying in our *Be Part of Her Dream* (BPOHD) women's empowerment program despite limited in-person classes. Through generous grants from Friends of Nepal and the Stone Family Foundation, the program remained vibrant and purposeful in 2021.

HIO teachers worked tirelessly to modify Zoom lessons and encouraged women to attend. A good internet connection and working mobile device were essential for all students in Nepal. Often, a mother had to make the choice to sacrifice her own lessons so her child could attend theirs using the one phone shared among family members.

Three women completed our 4-year BPOHD curriculum and were eager to learn more. BPOHD teachers initiated a partnership with a school nearby that supports women's studies. BPOHD graduates now have the opportunity to prepare for their high school diploma, a major educational milestone in Nepal.

- A weekly human rights series and several health awareness workshops helped build critical thinking skills and encouraged self-reliance.
- Curriculum was amended and orientations planned to begin two new sections of BPOHD classes in the summer of 2022.



# CONNECTIONS

## The best investment in the life of a young girl is access to education

The absolute heart of HIO's sponsorship program is the loving bond between a young girl navigating her pathway out of poverty in Kathmandu and a compassionate individual half a world away. For over 30 years, Scotty Folger has been one such devoted sponsor. Her dedication to HIO projects is profound.

Scotty's like a second mother for two HIO girls, Mingmar and Sabina. They correspond regularly, even now that Mingmar is grown, married and working. An adventurous traveler, Scotty first met Sabina during an HIO sponsor tour to Nepal in 2014. Their bond was immediate, and Sabina is delighted whenever she receives one of Scotty's heartfelt letters.

Scotty's eager to learn about Sabina's family, friends and musical interests and how she's doing in school. Sabina keeps up with family life in Maine through pictures Scotty shares of her five spunky grandchildren. What a joyful reunion these two will have when Scotty soon returns to Nepal.

*"Sabina graduates from high school this year and I know we'll stay connected as family. The two girls I've sponsored over the past 30 years are a constant joy in my life."*  
 ~ Scotty Folger



# YOUR CARING SUPPORT MAKES EVERYTHING POSSIBLE

## SPECIAL THANKS

Jennifer Adams · P. Elizabeth Aga Khan · Arthur & Lisa Berkowitz · Leslie & Bob Bernert · Will Dixon  
The Brewer Family · Michael & Lee Hsu Callaham · Rob & Barbara Crooke · Molly & Frank Fitzmaurice  
Scotty Folger · Dave Garets · Josh Jaffe · Jim Jose & Ann Rollins · Simmie Kerman & Steve Aarons  
Yangchen Lama & Stephen Lee · Carol Magowan · Mary McIntosh · Deb Munson · Pamela Murphy  
Jossy Nebenzhal · Bobbie Olsen · Jeff & Jessica Pearson · Lani Peterson & Breck Arnzen  
Brian Pidgeon · Laura Scheuer · Susan Seestrom · The Stone Family Foundation · Peter Zandan



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## SANO SANSAR (HIO NEPAL) STAFF

Ram Adhikari · Mamata Rai · Sarah Tamang · Palmo Tamang  
Kanchan Adhikari · Bhim Kumari Darji · Lata Rai

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