



ANNUAL REPORT 2022

A woman with dark hair, wearing a pink patterned shirt and a blue shawl, is smiling and looking towards the camera. She is standing in a field of green tomato plants. The plants are heavily laden with green tomatoes. The background is filled with more green foliage.

Parvati's Story

Starting a New Enterprise

Daily life for Parvati consisted of grazing cows, collecting firewood, and raising a few goats. Her small income was insufficient to send her son to school or join any cooperative organization. After participating in ADRA's GOAL II project, she found that she could increase her income by growing vegetables. Parvati learned to start a vegetable nursery, effectively prune, use biopesticide vitamins, and produce off-season vegetables. *"After receiving information about the techniques and marketing, I have been able to produce off-season vegetables such as cabbage, cucumber, and bitter gourd using improved climate adaptive agricultural technologies."* The production of vegetables has increased, and she has been earning up to NPR 150,000.00 per year by selling them. *"After starting to sell the vegetables, I am very happy because I started saving money in a cooperative and with the income, I have been able to educate my son as well. My husband has also returned from foreign employment in India and is now supporting me in the farming. Now he doesn't need to go abroad to work."*

Please note that names and photos in some stories have been changed to protect the identities of individuals.



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WHO WE ARE

ADRA – the Adventist Development and Relief Agency is the global humanitarian arm of the Seventh-day Adventist Church, which operates the world’s largest integrated healthcare and education network. ADRA delivers relief and development assistance to individuals in more than 118 countries—regardless of their ethnicity, political affiliation, gender, or religious association. ADRA has operated in Nepal since 1987 with interventions in health, livelihoods, education and disaster risk management. By partnering with local communities, organizations, and the government, we are able to deliver culturally relevant programs and build local capability for sustainable change. With the hard work of our skilled and experienced staff, ADRA Nepal has reached 60 of the 77 districts through various programs since its establishment. We also conduct research in all 77 districts.

We currently have 39 staff working from our Country Office in Lalitpur and stationed with partner organizations in the field.





MESSAGE FROM THE DIRECTOR

Dear Friends,

In 2022 I had the opportunity to join ADRA Nepal as their Country Director. It was an opportunity to explore a new country, work with a new team and serve the people of Nepal.

I spend a lot of my time in an office, but I love traveling and meeting the communities we serve. A word I hear often is opportunity. We sometimes take opportunities for granted, but in reality, they are powerful moments. When opportunities are few and far between, like for many poor, vulnerable and marginalized communities, just one opportunity can be truly life-changing.

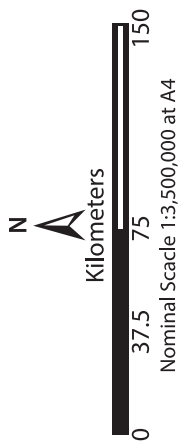
In my role representing ADRA, women thank me for the opportunity to access health care; families thank me for the opportunity to have their own enterprise and generate income; children thank me for the opportunity to go to school. It is a privilege to work for ADRA and to receive thanks for giving people these life-changing opportunities.

So, I want to pass on those thanks to the individuals who donate to ADRA worldwide, the donors who support our work in Nepal, and our government counterparts who lead the wider development work we contribute to. I also want to thank our staff, who work so hard and passionately to plan and manage our programs, and our partners for implementing the activities.

The Adventist Development and Relief Agency (ADRA) in Nepal believes that God creates all people to live abundantly, and due to inequality and injustices we have the responsibility to lift others up. So, we remain committed to being a catalyst for change, empowering others and striving together to overcome poverty and injustice. As you read this report and learn how we've been doing just that in 2022, I hope you will be inspired to engage with people and find ways to provide opportunities for those within your sphere of influence. Let every interaction we have with people be an opportunity to show justice, compassion and love.

Thank you for supporting our work.

Tom Pignon
Country Director



2022 HIGHLIGHTS

Following a 12-month study on maternal mortality in Nepal, we distributed the report to all 753 municipalities in the country to help inform investment and improvements in maternal health.

Presenting a paper entitled *Lessons learned from the orientation of health workers and managers on Interim Guidance for RMNCH services in the COVID-19 Pandemic* at the 2022 International Conference on Family Planning (ICFP) in Thailand. Our team also presented a poster on the *Total Market Analysis of Nepal's Family Planning Sector* at the same conference.

Presenting a case study entitled *Adult Education for Women: Improving Women Entrepreneurship Skills Through Business Literacy* at an Education Advocacy Accelerator Virtual Event.

Developing plans for hosting Nepal's first national level Women's Health Conference 2023 under the leadership of the Family Welfare Division, Department of Health Services and Ministry of Health and Population.

Adopting and implementing green initiatives throughout our office and work to benefit the environment and reduce waste.

Entering a new partnership with Jersey Overseas Aid to support dairy farmers and improve the quality of cows and buffalo in the national dairy industry. This will have benefits for years by increasing milk production across the entire region, generating higher incomes for many smallholder farmers, and contributing towards meeting the national demand for milk.

Working with the national government and partners to develop the Family Planning Roadmap for 2023-2028.

Welcoming a new Country Director, Tom Pignon, from the UK. Tom has worked in the ADRA Network for twelve years, half of this time as Country Director in the Philippines.

Welcoming new staff with expertise in Health, Livelihoods, and Gender and Social Inclusion as our work in these areas grew.

All 235 of our sponsored students passed their annual exams.

Our staff received training, shared learning, and strengthened our relationship with the ADRA network by participating in Emergency Response Training, Regional Humanitarian Partnership week, a Leadership Summit, Finance Summit, and a Communications Workshop.

LIVELIHOODS PROGRAM

In our Livelihoods program, we are working with partners to increase incomes and improve food security and resilience. Low-income families, vulnerable women, people with disabilities, and socially marginalized people gain dignity and control over their lives by starting or improving livelihoods in on-farm and off-farm enterprises suitable to their needs, environment, and interests. With so many incredible success stories, we can see how our program is making a long-lasting change to people and communities economically and socially.

Our Farmer Field School (FFS) model delivers practical and effective technical training for various on-farm enterprises, including growing crops, raising goats, and providing orientation about climate change risk. Improved practices, technologies and climate adaptive tools help improve farming as a business. A multi-stakeholder partnership approach engages with Civil Society Organizations (CSOs), the local and provincial government, the private sector, and communities to internalize the climate change issue and ensure joint working on climate actions.

We are improving livestock farming through breed selection, artificial insemination and embryo transplant, technical training, access to better nutrition, and hygienic practices. Our Farmer Market School (FMS) supports access to markets through practical knowledge and direct engagement of farmers in value chain assessment and linkages with market actors.

Through our work, we empower women, giving them the skills and abilities to run their own businesses, and increase meaningful participation in leadership and community affairs or training in critical roles such as Female Village Animal Health Workers and Women Human Rights Defenders. By addressing major social issues through Gender and Social Inclusion (GESI) training, People Living with Disabilities (PLWD) inclusion, and addressing gender-based violence, views are changing, and women and PLWDs are improving their lives.

Project and Duration	2022 Impact	Partners	Donors	Total Funding (USD)
GOAL II / POWER II Generating Opportunities in Agriculture and Livelihoods 2019 –2024	19,725	RUDAS Nepal FIRDO Nepal Rupantaran	Australian Government ADRA Australia	1,430,063
LIRIC Local Initiatives to Reduce the Impact of Climate Change 2020 – 2023	11,227	Rupantaran CDAFN	European Union Austrian Development Agency ADRA Austria	1,173,383
TERAI The Enhanced Rural AI Project for Smallholder Dairy Farmers in Nepal 2022 -2028	523	FORWARD Nepal IRDC	JOA ADRA UK	101,480 (2022)
FOSTER II Food Security Enhancement and Agricultural Resilience of the Earthquake Affected Rural Nepalese Farmers – Phase-II 2020 – 2023	10,854	RIMS Nepal	CFGB ADRA Canada	670,825



Our Story

Increased Land Access

Janajagaran CSO is one of the groups formed and strengthened by our LIRIC project. The main occupation of group members was agriculture; however, their income from agriculture was low due to small land holding, low productivity, low technical skills, and unawareness of climate change and its impact on agriculture. Through support from ADRA, CSO members participated in various activities, including Climate Field Schools (CFS), vegetable farming, and degraded land reclamation. They were able to reclaim about 7 bigha (4.5 hectares) of infertile, fallow, and degraded land for commercial purposes. They planted mango and lychee trees and are growing vegetables using modern farming methods. The land access of each CSO member has been increased and they are engaged in both short-term and long-term income generation activities by maintaining the degraded land.



Bimala's Story

Becoming a GBV Activist

My name is Bimala. I am 37 years old and learning about Gender Based Violence (GBV) has changed my life. Before, we tolerated violence and didn't share our situation with others, remaining silent about the abusive incidents because we thought that sharing these kinds of things would be shameful. But now, I ask my family members, neighbours, and other community people to share these incidents, which has helped reduce their occurrence. I try my best to help the survivors understand the situation they are going through, why it is important to report those incidents, the need to address it, and why the perpetrator should get punished. Since becoming a part of ADRA's program I have learnt a lot about GBV, including its causes, effects, the cycle of violence, legal procedures, case management, and referral pathways. With ADRA's assistance, I am now one of 18 women's human rights defenders (WHRD) in our municipality, which help protect people from GBV and ensure children's rights. I have been working on GBV cases in my ward and dealt with various cases like child marriage, rape, and domestic violence. Now I can link the survivors with the service providers like local government (ward level), police, and safe homes. Many GBV victims in my community received justice due to my efforts and their actions. I think violence will decrease with greater awareness in society and the community.



HEALTH PROGRAM

Our health program focuses on Health Systems Strengthening for quality Maternal, New-born and Child Health (MNCH), Family Planning (FP), and Reproductive Health service delivery in facilities and communities, improving services for vulnerable and marginalized women. We have built strong working relationships with federal, provincial, and local authorities and different Health Organizations, increasing our impact nationwide.

Our Women's Health and Systems Strengthening work focuses on high-impact activities to reduce maternal mortality and morbidity through the timely screening of pelvic organ prolapse and cervical cancer. We train nurses and paramedics to screen maternal health-related issues, develop community support mechanisms, improve community health-seeking behaviours, develop equity in health systems and ethnic areas, and improve rural health centres to increase access.

We focus on the first 1,000-day window of opportunity offering gender-sensitive awareness sessions and increasing staff capacity by utilizing the Hearth approach to address malnutrition through kitchen gardening, food preparation, food preservation, and micro-nutrients.

Our partnership with UNFPA supports Nepal's government in strengthening its procurement and supply chain management capacity through evidence-based Facility Based Assessment for Reproductive Health and Commodity Security (FBARHCS), forecasting, and quantification of FP and MNCH commodities. We also build the local level capacity for coaching and mentoring on the eLMIS system, scaling it up at the municipality and service delivery points and strengthening health facilities to provide adolescent-friendly services.

Through our research and development work, we have worked closely with the Central Bureau of Statistics under the National Planning Commission to conduct the National Maternal Mortality Study 2021. We delivered high-quality, consistent, and timely maternal health-related data available for national, provincial, local, and sectoral planning and policy-making as per the country's federal structure.

Project and Duration	2022 Impact	Partners	Donors	Total Funding (USD)
WHaSS Women's Health and System Strengthening project 2018 – 2023	17,856	BWSN	Australian Government Open Heart International ADRA Australia	1,299,357
IMNCH Improvement of New-born and Child Health Project 2019-2022	194,694	Environment and Development Centre, Kohalpur	MoFA Japan ADRA Japan	885,336
UNFPA FP/ASRH, ECM, eLMIS Family Planning Service Strengthening project 2022	111,286	N/A	UNFPA	419,682
WISH Women Health and Immunization Support for Health 2022	1,529	BWSN	Australian Government ADRA International	214,048
NMMS 2021 Maternal Mortality Study 2021 2021- 2023	753 Municipalities	Kamana Health Nepal Mitra Samaj	UNFPA, UNICEF, GIZ & Options/UKAID/NHSSP-III	213,219
MCHN Maternal, Child Health and Nutrition 2022 – 2023	19,153	BWSN	ADRA Netherlands	89,427
Project Propel WHS (Eco-Toilet) in Health Facilities 2021-2022	52,726 (total)	BWSN	Project Propel	25,000
Stove Distribution Project 2022-2023	376	BWSN	ADRA Japan	25,000



Pramila's Story

Improving Nutrition in my Family

Pramila is a 23-year-old mother of four children. She and her husband are daily wage workers, providing only a small income for their children and extended family. Due to their large family and poor economic condition, they have a limited variety of food - mainly eating only rice twice a day. The children, who have not received vaccinations, are not fed nutritious meals leading to her 15-month-old child being classed as malnourished.

As part of our MCHN project, a Community Facilitator provided counselling to Pramila, teaching her about the need for good nutrition - which is affordable for their family, breastfeeding up to two years of age, vaccinations, dressing her children and the provision of free medicines at the health facility. She also learned about the benefits of child spacing and contraceptives, and her baby was recommended for ongoing treatment for malnutrition at the health facility. Pramila was very happy after receiving health and nutrition counselling and growth monitoring services in her home and agreed to follow the advice she had been given.



Renu's Story

Accessing Health Services

Renu is a Female Community Health Volunteer. She married early and had four children within three years of marriage. Even though she knew she should give birth in a hospital, she followed her local traditions and gave birth to all the children at home. With only the support of a *Sudeni* (traditional birth attendant), her birthing experiences included forceful pulling and squeezing to deliver her babies. Each time her children were born, she had no support at home and had to continue her chores instead of resting and recovering. Because of their low income, she also had to work hard during her pregnancies and could not eat a well-balanced diet in the pre-and post-partum period. She started to suffer from lower abdominal pain, difficulty walking, abnormal discharge, and leaking of urine during sneezing and coughing. The symptoms were increasing day by day. She was constantly in pain and was embarrassed to see friends.

One day Renu learnt about pelvic organ prolapse from a Roving Service Provider (RSP) from ADRA's program. She was screened and diagnosed with second-degree uterine prolapse. The RSP inserted a ring pessary for her and provided Renu with information about uterine prolapse.

Through this, she learned that it could happen to anyone, especially those who marry early, have frequent vaginal deliveries without birth spacing or trained midwives, and engage in heavy work soon after delivery. Now Renu is more comfortable and pain-free. She is delighted with getting such an excellent service without any cost. She visits different mother's groups and briefs them about pelvic organ prolapse and its preventable risk factors, symptoms, and available services. She also provides door-to-door counselling about POP and uses her example to help the wider community.



DISASTER RISK MANAGEMENT AND COVID-19 ACTIVITIES

During 2022 we continued to support the government in its rollout of the COVID-19 vaccination program as well as support hospitals by providing material and technical support. This support included supplying an oxygen plant, medical equipment, personal protective equipment, and counselling and awareness programs. A Mobile COVID-19 Vaccination Van Service (MoCoV) allowed us to reach populations excluded from the main vaccination program.

We also focused on helping vulnerable families affected by the pandemic start or recover income-generating activities. Activities included emphasising and empowering single-mother families, people living with disabilities, and families at risk, to develop leadership and decision-making skills to enable them to bring their concerns to the relevant stakeholders. We are also working with the local government to develop guidelines so they can continue to respond to the short and medium-term needs of COVID-19 affected families and prepare for future emergencies.

Additional schemes such as cash for work, cash grants, and the provision of livelihood items supported households and individuals suffering from the economic and social effects of the pandemic.

Project and Duration	2022 Impact	Partners	Donors	Total Funding (USD)
SERC Socio Economic Recovery of COVID-19 affected Families 2021-2022	30,795	BWSN	Swiss Solidarity ADRA Switzerland	395,980
CERA COVID-19 Emergency Response and Recovery Assistance 2022	59,073	BWSN	Australian Government	385,796
PERCAV Promoting Economic Resilience of COVID-19 Affected Vulnerable People 2021 – 2023	1,404	RUDAS Nepal FIRDO Nepal	Australian Government	344,983
COVID-19 Surge Hospital Support Project 2021-2022	11,832	BWSN	ADRA Network (International, Canada, Australia, Austria, Denmark, Norway)	234,800
COVID-19 Vaccination Support 2022	46,740	BWSN	ADRA International	53,515



Our Mobile COVID-19 Vaccination Service (MoCoVs) reached pregnant and lactating women, the elderly, and people living with disabilities with community-based COVID-19 vaccinations. The approach was praised by government bodies for its effectiveness in ensuring equitable access to the vaccine for vulnerable communities. Overall, we have already reached 98,899 beneficiaries with COVID-19 vaccination service across 8 districts. This approach successfully contributed to the government's vaccine coverage which has increased from 74% to 95%, reducing the risk transmission, mortality, and morbidity in the Madhesh province.



Basanti's Story

Enterprise and Ambition

Basanti is a single mother of two children who was struggling to survive on a meagre income she received from looking after goats for someone. She was classed as 'poor and most vulnerable' in the vulnerability assessment conducted by ADRA's PERCAV project, as she was unable to secure other casual work and was significantly affected by the rising cost of food and goods during the pandemic. Through discussions with her, staff found Basanti would love to have her own goat-farming enterprise. Due to her experience in looking after goats, we provided her with the investment to start her own business. She bought two of the goats she had been looking after as well as another goat. Because of this opportunity, Basanti began to believe in herself. She increased in confidence, enthusiasm, and ambition, and now she intends to increase the number of goats on her farm. Basanti now has an enterprise to generate future income. She is bolder in decision-making, which has changed how people see her, and she is gaining respect in her community. She is now committed to educating her children, specifically her daughter, so that she can have more opportunities in life.



Alina's Story

First Time Earning

"For the first time, I have been asked to participate in community work. For the first time I have earned money myself. This is a great encouragement to me. I am a mother of 3 children and I will be forever grateful that you involved women in this scheme." - Alina

Alina's main role had been household chores, while her husband often worked as a daily wage labourer in India. Due to COVID-19 pandemic restrictions, he had to return home and lost his income. Alina became a beneficiary of the cash-for-work scheme which was one of the main interventions of ADRA's SERC project and participated in paid work for the rehabilitation of an irrigation canal. She felt so happy, explaining that this had been the first time she worked outside of the house and participated in development work. She says, *"I have been very confident and very enthusiastic after my participation in CfW. I received NPR 12,000. I will use this income for daily household needs and the education of my children."*



EDUCATION PROGRAM

The United for Education program has been running since 1998 and the ongoing commitment of our regular sponsors from Korea, Japan, and Australia has helped hundreds of children achieve secondary qualifications. We work with 18 government schools that help to assess and identify children from low-income or ethnically marginalized families at risk from non-attendance, discrimination, or child labour.

The child sponsorship model provides children with uniforms and essential items, which enables school attendance and motivates them to achieve more. Some children are the first in their families to attend a school or to learn to read and write. Girls gain equal education opportunities, and the program holds many positions for girls. Our staff communicates directly with the students and schools to provide support and encouragement throughout their education. Because of their sponsored education many have been able to secure jobs or go on to further education through scholarships ending the cycle of severe poverty for their families.

Project and Duration	2022 Impact	Partners	Donors	Total Funding (USD)
United for Education ongoing	235	18 Government Schools	ADRA Korea ADRA Japan Australia – Private Grant	43,289



Thanks to private donors, we could provide extra support to Shree Prakash Secondary School. On seeing that most children didn't have access to warm winter uniforms, an individual Australian donor fundraised to offer tracksuits to all 317 children across all grades of the school. In addition, they provided 494 books, an internet package for a year, a safe drinking water system for the school, and a home renovation for a student.



Suresh's Story

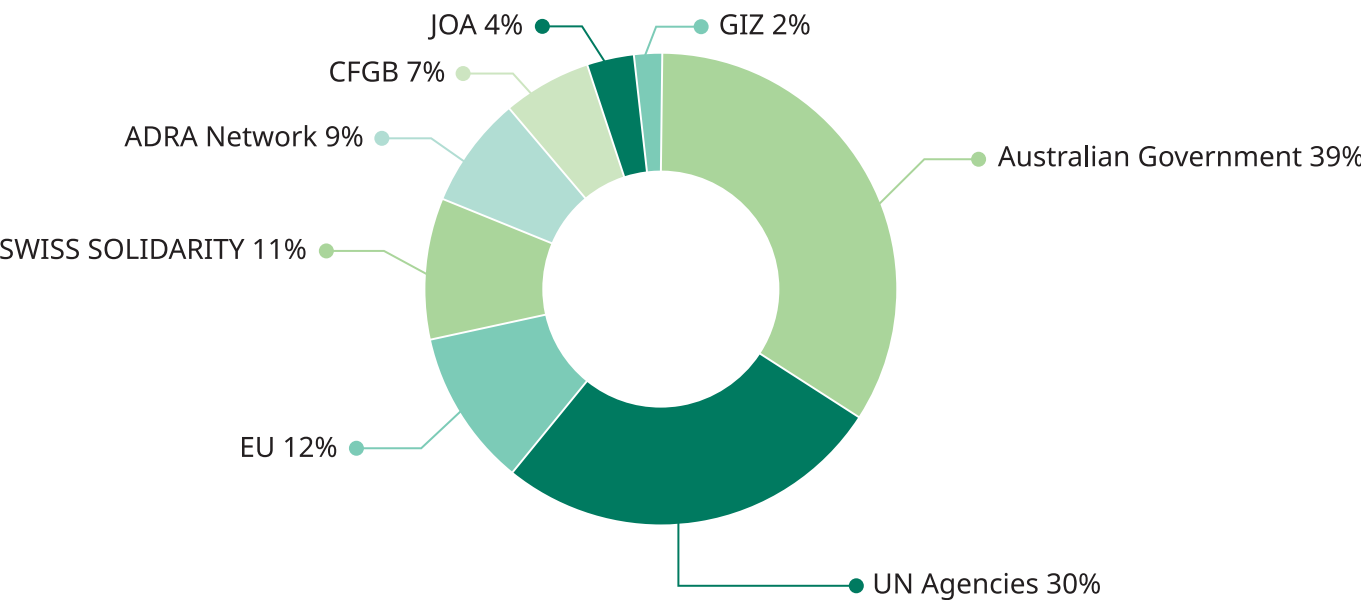
When I was young I was unaware of the benefits of education. Still, my parents, who do not have formal education, guided me to study and I completed up to lower secondary level. Due to financial problems, I nearly left school, but an amazing thing happened, I got the opportunity to be supported by ADRA. They provided me with the uniform and necessary educational materials, which enabled me to continue my schooling. I have a great passion for learning and was regularly top of my class. I secured more than 90% scholarship in my +2 level education. I nearly gave up again because of the fee requirements (10%), but ADRA helped me again. This was one of the happiest moments of my life because, in our society, a boy from a family like mine could never afford this. I completed my +2 level with excellent marks. I dreamt of being a doctor, but it is very costly to study for it. I applied for a scholarship, and after many attempts to get the required grades, I was successful. I got the full scholarship for the Bachelor of Medicine and Surgery. Now, I am studying in the 2nd year and again, I have received a scholarship from Nepal Youth Foundation in coordination with ADRA. Once again, thank you very much, ADRA and my sponsor, for this support.

Aayushma lives in a remote village of Kavre District. Her family has eight members, including her grandmother, father, three brothers, and three sisters. Her grandfather and mother passed away over five years ago. Aayushma's family lived a hard life in the village, relying on selling their animals, vegetables, or loans for income. Aayushma walks 2 hours to get to school. It's a long journey, and she was tempted to drop out. However, because of her teachers' counselling and ADRA's encouragement and support, she is persevering in her studies and attending school daily. She hopes one day, she can get a job and earn an income for herself and her family.

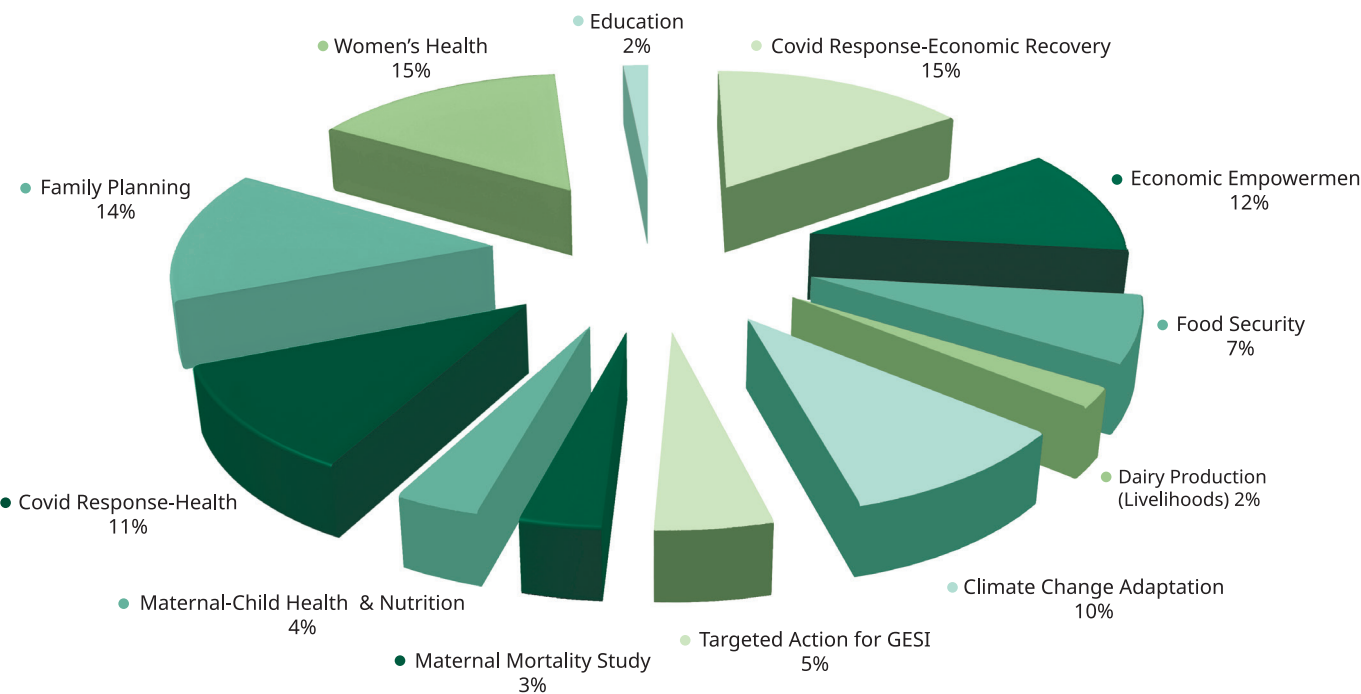


Aayushma's Story

Where Our Funds Came From



Where We Spent Money



2022

FINANCIAL STATEMENT

HEALTH

Project	Exp (in NPR)	Budget (in USD)	Exp (in USD)
UNFPA	53,455,830	423,658	411,009
WHaSS	40,573,995	311,964	311,964
MMSC	12,853,573	98,828	98,828
WISH	11,654,683	89,610	89,610
IMN	8,469,906	65,123	65,123
MCHN	5,062,571	38,925	38,925
COVER	3,939,443	33,670	33,670
Stove Distribution Project	2,605,753	20,035	20,035
PROPEL	2,224,323	17,102	17,102
Subtotal	140,840,077	1,098,915	1,086,266

LIVELIHOODS

Project	Exp (in NPR)	Budget (in USD)	Exp (in USD)
GOAL II / POWER II	45,911,385	353,002	353,002
LIRIC	41,218,291	381,619	316,918
FOSTER II	27,063,403	208,084	208,084
TERAI	7,624,542	101,480	58,623
Targeted Action in GESI	650,300	5,000	5,000
Subtotal	122,467,921	1,049,185	941,627

DISASTER RISK MANAGEMENT

Project	Exp (in NPR)	Budget (in USD)	Exp (in USD)
SERC	44,771,158	344,251	344,235
CERA	31,730,648	243,969	243,969
PERCAV	24,110,796	185,382	185,382
COVID-19 Vaccination Support	6,507,397	53,515	53,515
COVID-19 Surge Hospital Support	307,558	2,674	2,674
Subtotal	107,427,557	829,791	829,775

EDUCATION

Project	Exp (in NPR)	Budget (in USD)	Exp (in USD)
United for Education	5,630,207	43,289	43,289
Subtotal	5,630,207	43,289	43,289

ADMIN	5,890,935	45,294	45,294
Grand Total	382,256,697	3,066,475	2,946,251

Note: the figures expressed are subject to exchange rates and accountability as will be reported in the audited finance statement following the close of ADRA Nepal's fiscal year.



Partnerships

We thank our individual, organizational and government donors whose generosity makes such an impact in Nepal. We are pleased to work with local NGOs as implementing partners on our projects who bring expertise and experience in specific fields and locations.

Donors

ADRA Network Partners
Austria | Australia | Asia Regional Office
Canada | International | Japan | Korea
Netherlands | Switzerland | UK
 Austrian Development Agency
 Australian Government
 Canadian Foodgrains Bank (CFGB)
 European Union
 Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ)
 Jersey Overseas Aid (JOA)
 Open Heart International
 Options / NHSSP-III / UKAID
 Private Grants – Australia
 Swiss Solidarity
 UN Agencies

Local Partners

Bagmati Welfare Society Nepal (BWSN) | Community Development and Advocacy Forum Nepal (CDAFN)
 Fulvari Integrated Rural Development Organization (FIRDO) Nepal
 Forum for Rural Welfare and Agriculture Reform for Development (FORWARD) Nepal
 Indreni Rural Development Center (IRDC) Nepal | Kamana Health Nepal | Mitra Samaj
 Resource Identification and Management Society (RIMS) Nepal
 Rural Development and Awareness Society (RUDAS) Nepal | Rupantaran

Board Members

Pr. Ezras Lakra, Board Chair	Pr. Umesh Pokharel	Mr. Riches Christian	Mr. Bhaju Ram Shrestha
Mr. Tom Pignon, Board Secretary	Pr. Ch John Victor	Dr. Hector Gayares	Mr. Frank Reimann

Senior Management Team

Mr. Tom Pignon, Country Director	Dr. Ghanshyam Kumar Bhatta, Associate Director - Health
Ms. Deepa Shrestha, Finance and Admin Director	Mr. Kabir Ratna Sthapit, Team Leader - Livelihoods

ADRA Nepal Team 2022

Anil Chandra Neupane	Karuna Baral	Rabi Rijal	Suman S. Rawal
Bikram Dangol	Kaylene Pignon	Radha Devi Ale	Suraj Acharya
Bimala Tamang	Khimanand Chaudhary	Rajeev Kumar Yadav	Suraj Regmi
Deepa Shrestha	Leighton Fletcher	Samir Bhandari	Surya Bdr. Lama
Dev Raj Chaudhary	Mira K. Karn	Sanjeeb Hujdar	Tarka Bahadur Thapa
Devi Manandhar	Nasrin Sheikh	Sanju Bagale	Tirth Kumar Timsina
Dibash Chandra Karki	Nirmal Kushwaha	Santosh KC	Tom Pignon
Dipti Acharya	Nirmala Khadka	Sayam Joshi	Trishna Gaule Dahal
Durga Subedi	Pahal Bahadur Tamang	Shanti Khadka	Yamraj Khadka
Ghanshyam Bhatta	Pankaj Bhattarai	Sharad Adhikari	Yangee Sherpa
Jeevan Dangol	Pariksha Shrestha	Shashi Panthi	
Jenisha Twanabasu	Pragya Bhandari	Shibaji Mahato	
Kabir Ratna Sthapit	Purna Lal Shrestha	Sujit Kumar Sah	

If you have any complaint with regard to projects implemented by ADRA Nepal, the quality of the project, the behaviour of staff, or any irregularity, we kindly request you to send your complaint to us through email: complaint.register@adranepal.org or reach us via our toll-free number: 1660-01-54251 & 9847692456. We will maintain your confidentiality throughout the complaint management process.



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