Joint Annual Review, Lesson Learnt and Planning Workshop

3-5 December 2007
Dhulikhel, Kabhre
Nepal Red Cross Society
Community Development Programme
Joint Annual Review, Lesson Learnt and Planning Workshop
3 - 5 December 2007

1. Background: Nepal Red Cross Society (NRCS), Community Development Programme (CDP) has been organizing annual review every year in participation of district chapters, sub chapters and headquarters since the inception of community development projects in early 80’s. The operation alliance meeting of community development programme held in June 2007 in Mechelen, Belgium, has explored and agreed upon to organize CDP annual review meeting at the end of every year together with the participation of all the CDP partners on regular basis. Further more, it was also decided to include one day lesson learnt workshop and one day planning workshop for coming year together with review workshop. As a result, Nepal Red Cross Society, Community Development Programme decided to organize similar workshop inviting CDP and other interested partners together with the representatives from the district chapters, sub chapters and selected governance and management, CDP staff members from the headquarters. In addition, it was also agreed to invite few women participants from among the direct beneficiaries of the programme in the workshop. In this way, the annual review workshop was designed for three days with the name 'Joint Annual Review, Lesson Learnt and Planning Workshop', where first day was focused on reviewing the progress of 2007, followed by lesson learnt and best practices of 2007 and planning for 2008 on second and third days respectively. The workshop was participated in by representatives from five different levels, which are:

1. Direct beneficiaries of the CDP
2. Sub chapter representatives
3. District chapter representatives
4. Governance/management and CDP staff members from NRCS headquarters
5. Partners representatives (CDP and non CDP partners)

2. Objectives of the workshop:

- To review the progresses of activities planned for 2007 and share the major achievements, challenges and corrective measures taken to overcome,
- To share the lesson learnt, best practices and success stories of the project while implementing the activities for 2007,
- To finalize and agree upon the programme and budget for 2008 following the standard planning and budgeting guidelines and policies of NRCS.
- To share and collect feedback on CDP Policy and procedure, CDP Operation Alliance and further investigate and share the existing capacity of district chapters and sub chapters together with learn from the direct beneficiaries.

3. Workshop procedure: The workshop proceeded by reviewing of the progress made in 2007 during the first day, followed by lesson learnt and best practices sharing on the second day and finally planning for 2008 on the last day. The detail processes of workshop were as follows:
Date: 3 December 2007, Monday

Agendas:
1. Opening remarks
   Mr. Mukesh Singh (Director, CDD), Mr. Umesh Dhakal (Executive Director, NRCS),
   Mr. Saput Bahadur Karki (President, Central Community Development Committee)

2. Presentation of the progress, constraints and deviations in the project activities of 2007
   Mr. Saroj Shrestha (Programme Coordinator, CDP)

3. Discussion on the presentation
   Mr. Mukesh Singh (Director, CDD)

4. ICRC presentation on Micro Economic Initiative (MEI) programme
   Mr. Ramjee Karki (Field Officer, Economic Section, ICRC)

5. Face to face with the beneficiaries (part-1)
   Mrs. Bimala Thapa (Kanchanpur CDP area beneficiary)

6. Presentation and discussion on Capacity Assessment Performance Indicator (CAPI) exercise report
   Mrs. Lila Khanal (Programme Officer, CDP, NRCS, HQs)

7. Closing of the first day
   Mr. Saroj Shrestha (Programme Coordinator, CDP, NRCS, HQs)

1. Opening remarks: Mr. Mukesh Singh welcomed all the participants of the workshop and highlighted the objectives of three days workshop. Apart from it, he also highlighted the logistic facilities available within and outside the workshop premises with some Dos and Don'ts while setting the workshop's norms.

Mr. Umesh Dhakal highlighted the development history of community development programme under Nepal Red Cross Society. He also explained about the importance of community development programme in our country so far. He requested all the participants to participate actively in the review meeting.

Mr. Saput Bahadur Karki, President of Central Community Development Committee, inaugurated the review meeting lighting the candle. In his remarks, he highlighted the importance of such review meeting and appreciated the culture of open discussion in review meetings.
2. Presentation of the progress, constraints and deviations in the project activities of 2007

In second session of the review meeting, Kanchanpur community development project officer presented the major achievements of the year 2007 together with the major constraints faced during the implementation of the project activities. In his presentation, he also highlighted some deviation in the project activities. The presentation of major achievements, constraints and deviations of all the districts were followed then by Dadeldhura, Siraha, Solukhumbu, Khotang, Sankhuwashaba, Dhankuta, Sunsari, Okhaldhunga and CDP-NHQs. The representatives from Jumla, Bhojpur and Bajura where the community development project is being planned to start from 2008, also made their presentation focusing on the present situation of their district chapters.

Some major achievements of the districts in 2007 were as follows:

- Children were enrolled in government school through running child literacy classes.
- Women participated in adult literacy classes are joining the self-help groups where their affiliation ratio is increased.
- Women are aware and strengthen on their basic legal rights and duties through legal literacy classes and as a result domestic violence and traditional discrimination is reduced.
- Utilization of the Tin Trunk Library increased by linking it with the adult literacy classes.
- Injured persons have received prompt first aid services from trained first aid volunteers.
- Child births have taken place in health post and rest at the home with the assistant of trained health workers and traditional birth attendants.
- Access to potable drinking water facility increased and there is quite an impressive evidences showing reduction in water born diseases.
- The trend of visiting Traditional Healers has been decreased when people got sick.
- Installation and proper use of the sanitary units such as family toilets, improved cooking stoves, washing platform and garbage pits has been increasing gradually.
- Replicating the construction of family toilets in adjoining areas of the project increasing.
- Organization of weekly and monthly sanitation campaigns has been institutionalized.
- Affiliation in self-help groups, monthly saving habits and investment in skill based schemes has been increased.
- Registration of the self-help groups with cooperatives under governmental office has been initiated.
- Community people have been involved in commercial kitchen gardening and cash crops production.
- Skill development trained persons in sewing/cutting, house wiring and bee keeping etc. have started earnings using their learnt skills.
- Additional human resources have trained and mobilized under district chapter and sub chapters.
- DCs have expanded their organizational network through out the districts.
- Additional RC members have been involved in Red Cross movement with remarkable number of female members.
- Increased positive RC image in people through its service and financial transparency in activities.
3. Discussion on the presentation

In the third session of the review meeting, Mr. Mukesh Singh (Director of CDD) opened the floor for open discussion and comments on the presentation made by all district chapters and NHQs.

4. Face to face with beneficiaries part-1

The fourth session was focused on listening from one of the beneficiary out of five invited for the 1st time in any such review of the CDP. The objective of ‘face to face with beneficiaries’ was to listen the beneficiaries about how CDP has contributed in the social change process and if there is anything else where CDP needed to pay extra attention in order to further improve the project modality while addressing the needs of the most vulnerable. In this session, Ms. Bimala Thapa (Kanchanpur project beneficiary) said that she has become financially self-reliant after taking sewing and cutting training organized by community development project. She has not only set up her own business but also started working as a trainer. "My sister succeed in SLC examination”, says Mrs. Thapa. "I did not have any income source for survival before and now I am surviving using the skill learnt through community development project which also allowed me to financially support my sister for her education", she further added.

5. ICRC presentation on Micro Economic Initiative programme

In forth session of the first day workshop, Mr. Ramjee Karki (Field officer, Economic section, ICRC) explained thoroughly about micro economic initiative programme implemented by NRCS with the support of the ICRC. As per the programme, most vulnerable families who were badly affected by the violence of the conflict, were selected and provided a grant of maximum Rs 10,000 in cash and kind for starting income generation activities.

Mr. Angile Sherpa (President of Solukhumbu district) raised an issue that ICRC has selected a number of families for grant assistance under this programme who did not fall under the selection criteria. Then, the facilitator asked him to mention some selected family names that did not fall under the selection criteria, so that they can further explore/investigate the reality.

6. Presentation and discussion on Capacity Assessment Performance Indicator (CAPI) exercise report

Ms. Lila Khanal explained about the process of carrying out capacity assessment performance indicator exercise within district chapter and sub chapter once at the end of each year. Then, she presented the result of CAPI exercise of the year 2007 carried out by all CD implementing district chapters and sub chapters. In the presentation, it was clearly shown the area to be further improved by district chapters and sub chapter.
Then, Mr. Kamal Baral also presented a paper named "Spider Model" which was used to find out the strength and weakness of any organization. He further added that all the organizations who were implementing the projects participated by Swiss Red Cross, has been using spider model to find out the strength and weakness of the organizations. He further stressed to replicate the same model in CDP to but the floor did not agree on it as it is more complicated and decided to follow the same CAPI exercise in coming years as well.

7. Closing of the first day

Mr. Saroj Shrestha declared the closing of the first day session by summing up of the major activities carried out during the whole day sessions.
Date: 4 December

Agendas:
1. Presentation of the lesson learnt, best practices, success stories by DCs and HQs
   - All district chapters and HQs
2. Face to face with beneficiaries (part-2)
   - Mrs. Sabitri Devi Ram (Sirha CDP area beneficiary)
3. Observation of display board - All
4. Added value of CDP
   - Mr. Mukesh Singh
5. Face to face with beneficiaries (part-3)
   - Mrs. Rama Devi Ramtel (Sankhuwashaba CDP area beneficiary)
6. Presentation of sustainability/follow-up plan of Siraha and Sankhuwashaba
   - Representatives of Siraha and Sankhuwashaba districts
7. Face to face with beneficiaries (part-4)
   - Mrs. Hira Sada (Sunsari CDP area beneficiary)
8. Feedback and recommendation from DC, SC and partners for the revision of CDP policy
   - Ms. Lila Khanal
9. Summary and closing of the second day
   - Mr. Saroj Shrestha

1. Presentation of the lesson learnt, best practices, success stories by DC & HQs

In first session of second day workshop, Sunsari district presented some lesson learnt, best practices and case studies of the year 2007 in the floor. The same process was followed by then Sankhuwashava and remaining districts. At last, NRCS-CDP, HQs also presented its lesson learnt, best practices in the floor. The lesson learnt, best practices and case studies were displaced on the walls of the workshop hall.
Some major lesson learnt in 2007:
- Visibility materials like, posters, pamphlets, flip charts and flexes were found effective in motivating community people to change their positive health behavior.
- Before introducing improved cooking stoves in the community, the house structure should be considered.
- The pit of the toilet should dig only after collection of all materials for toilet construction.
- Any activities identified, planned, implemented and monitored by direct beneficiaries can be sustain.

Some best practices shared by the workshop participants:
- CAPI (capacity assessment performance indicators) exercise for self-evaluation of district chapter and sub chapter on annual basic helps to improve the overall organizational capacity of district chapter and sub chapter.
- Involvement of all stakeholders in every steps of project implementation ensures the sustainability of the project activities.

2. Face to face with beneficiaries (part-2)

In second session of the second day workshop, Mrs. Sabitri Devi Ram a dalit women (project beneficiaries of Hakpada VDC of Siraha project area) explained about how the project brought change in the life style, especially of dalit women in the project area. Mrs. Ram says, “the women would not come in front of any male visitors before project implementation but now almost every woman in the project area can debate with any outsider”. She further added that CDP project helped to reduce discrimination in the community. There was a big gap between high caste and low caste people. Dalit people were not allowed to touch the high caste people also. After participating in traditional birth attendance training, she started helping high caste women too. “The awareness level on prevention from HIV and AIDS has been raised among the community women” she elaborates further.

Since a number of male persons from her village use to go outside the country for job, the women including Mrs. Ram encouraged their husbands to use condom so that the sexually transmitted diseases can be reduced.
In third session, all the workshop participants observed different display boards kept throughout the walls of the workshop room. In display boards, it was disseminated different action photos of the project activities as well as case studies, successes stories and lesson learnt. Some letters written by the newly literacy graduates to their relatives staying abroad were also displayed in the wall.

The session was focused on knowing how and what value have been added by implementing CDP programme at different levels. Mr. Mukesh Singh presented some guiding points to elaborate this concept with the open ended question to the floor about the meaning of added value of CDP in terms of project beneficiaries, Red Cross sub chapter, district chapter, HQs and even the partners. Many participants expressed their views about the meaning of added value which was more or less closer to each other but still there was different point of views on it. Then, the floor was divided into four groups and requested to prepare the meaning of added value and how CDP has added the value at different levels. The floor was divided into four groups like;

1. Partners group
2. HQs group
3. District chapter group
4. Sub chapter group

After an intensive discussion among the group members, all the groups came into a conclusion. The conclusion was as follows:

1. **Partners group:**
   - It provides better opportunities to replicate the programme activities in other parts of the world funded by the same partners based on the lesson learnt and best practices. Also, it provided an opportunity to disseminate the Red Cross programme at diplomatic level. The partner also gets opportunity to see the geographical diversity of the project area in different districts
In sixth session of second day workshop, Mr. Surya Narayan Yadav (Vice President of Siraha district chapter) presented a follow-up plan of the year 2008. The project in Siraha has been phasing out at the end of the year 2007. In follow-up plan, the activities together with budget and sources of budget were clearly shown. Similarly, the follow-up plan of Sankhuwasahaba project for the year 2008 was also presented by sub chapter secretary of Dhungedhara sub chapter. The project in Sankhuwashaba district has also been phasing out at the end of the year 2007. After the presentation, Ms. Freya (Belgium Red Cross-Flanders representative) asked about the legality of the plan. Then, both the project agreed to get approval of their follow-up plan from the next district chapter.

2. HQs group:
- It further supports to disseminate Red Cross knowledge in remote areas.
- It helps to strengthen the financial capacity as well as physical infrastructure of the organization.
- It supports to built international relationship and cooperation
- It supports to build coordination capacity with stakeholders for providing humanitarian aid and support to needy communities.
- It enhances institutional development capacity of the organization.

3. District chapter and sub chapter group: (as the outcomes of both DC and SC groups were almost same, it have been merged together)
- It supports to get institutional acceptance and increase Red Cross activities in the community and district chapter level.
- It increases the financial as well as physical assets of district and sub chapters.
- It further enhances the coordination and collaboration capacity of both chapter and sub chapters with line agencies.
- It produces required numbers of human resources under chapter and sub chapter level for providing humanitarian assistance.
- It further supports to make chapter and sub chapter more inclusive.
- It further enhances the managerial capacity of both chapter and sub chapter.
- It further builds leadership capacity of the chapter and sub chapter members.
- It also support in building network among the relevant line agencies

5. Face to face with beneficiaries (part-3)

In fifth session of second day workshop, Mrs. Rama Devi Ramtel (project beneficiaries of Sankhuwasabha project) explained about how the project brought changes in her life style. She said that after participating in skill development training, she started making goods from disposed materials and selling it in market. Similarly, now she can read and write after participating in REFLECT class. She also learnt how to take care of the health of their family where she could also invest more and as a result, the incident of diseases has been decreased in her family.

6. Presentation of sustainability/follow-up plan of Sirha and Sankhuwasabha

In sixth session of second day workshop, Mr. Surya Narayan Yadav (Vice President of Siraha district chapter) presented a follow-up plan of the year 2008. The project in Siraha has been phasing out at the end of the year 2007. In follow-up plan, the activities together with budget and sources of budget were clearly shown. Similarly, the follow-up plan of Sankhuwasahaba project for the year 2008 was also presented by sub chapter secretary of Dhungedhara sub chapter. The project in Sankhuwashaba district has also been phasing out at the end of the year 2007. After the presentation, Ms. Freya (Belgium Red Cross-Flanders representative) asked about the legality of the plan. Then, both the project agreed to get approval of their follow-up plan from the next district chapter.
7. Face to face with beneficiaries (part-4)

In seventh session of second day workshop, Ms. Hira Sada, a dalit girl (project beneficiaries of Sunsari district) said that she was not aware of reading and writing. She including other women in her village was not aware on using sanitary units. After participating in health and sanitation training, she together with other women started to organize the meeting for cleanliness once in 15 days. She also joined the self help group and started saving money on regular basis. Now, she can read and write simple words and simple mathematical calculations after participating adult literacy class.

8. Feedback/recommendations from DC, SC & partners for the revision of CDP policy

In eight session of second day workshop, Ms. Lila Khanal (Programme Officer, CDP NHQs) requested the floor for the recommendation of the amendment in the existing policy and procedure of community development programme. Then the floor was divided into four different groups and took responsibility to make recommendation on four different chapters of the policy and procedure of CDP. The first group took responsibility for recommendation on non formal education policy ad procedure amendment. Similarly, second group was given responsibility on drinking water, health and sanitation policy amendment, third group for self help policy amendment and last group for institutional development policy amendment.

After a hard work for about one hour by all group members, their recommendation was handed over to Ms. Lila Khanal. Ms. Lila Khanal made a commitment to incorporate their recommendation in coming policy and procedure amendment workshop which has been already planned for 2008.

Some snapshots of the major recommendation made are:

- Recommended to include international humanitarian law, legal literacy and self-help education in the curriculum of non formal education policy
- Recommended to amendment the staff recruiting policy. As per the recommendation, the field staff should have technical background
- Recommended to keep provision of international exposure visits for professional volunteers in the policy
- Recommended to include tourism under self help component in the policy

9. Summary and closing of the second day

At last, Mr. Saroj Shrestha declared the closing of the first day session by summing up of the major activities carried out during the whole day session.
In first session of third day workshop, Mr. Mukesh Kumar Singh highlighted about what is OA and presented the progress of OA in CDP so far. He also shared that in coming OA meeting, it has planned to finalize the generic log frame, monitoring, evaluation and reporting manual, a single ToR for external auditing.

In second session of third day workshop, Mr. Rajendra Rokaha (Programme Officer, CDP, HQs) presented a paper about the general guideline to be followed by all district chapters while preparing the plan and budget for year 2008. Then, he asked to finalize the programme and budget of the year 2008 sitting together with all the representatives of the districts as well as with their concerned partners. Then, all the workshop participants sit together with the concerned persons and initiated the process of finalizing their proposed programme and budget.
3. Presentation of summary plan activities and budget for the year 2008

In third session of third day workshop, Sunsari district presented the proposed programme and budget for the year 2008. The same process was followed by all remaining project districts simultaneously. During the presentation of programme and budget, some issues were raised regarding the variance of budget size of different districts. Then Mr. Mukesh clarified that the size of the budget will be based on the population size, topography and as per the need and availability of the budget from the concerned partners. The plan and budget of all the districts were agreed tentatively with consensus that it needs further in-house work and fine tuning based on the needs and available resources.

4. List out the activities where district chapter needs NHQs external support

In forth session of third day workshop, NRCS, CDP, HQs asked all the districts to submit a paper separately concerning the support needed from headquarters to implement the project activities. The paper should include the list of technical as well as human resources need from headquarters to implement the project activities.

5. Face to face with beneficiaries (part-5)

In fifth session of third day workshop, Mrs. Dhanamaya Rai (project beneficiaries of Dhankuta district) explained about the change brought in her life due to the project intervention. There was no practice of growing green vegetables before project intervention. After participating in a kitchen gardening training, she regularly grow green vegetables in her kitchen garden and also sell surplus vegetables in the market. Now, she left to borrow money from money lenders as the loan is easily available in her self-help group at low interest rate.
6. Common understanding of sustainability and follow up plan in terms of CDP

In sixth session of third day workshop, Saroj Shrestha (programme coordinator- CDP, HQs) presented a concept paper on common understanding of sustainability and follow up plan of the phased out district. It was agreed to include it within the framework of CDP policy and procedures, while amending it during 2008.

7. Conclusion of the three days workshop and closing remarks

At last, Mr. Mukesh Singh shared the following recommendations and understandings of the three days workshop:

- The sustainability plan of Siraha and Sankhuwashava district should be prepared and approved by the district executive committee for sustaining the conducted activities and further buildup the capacity of the district chapters and will be forwarded to NHQs by the end of December 2007.
- The Monitoring and Supervision of the phased out project districts and communities from the headquarters should be done at least once in a year where as to know the impact of the project, the partner societies will support to conduct impact study after the five years of the project completion.
- The suggestion for the amendment of the Community Development Policy and Procedure, 2003 are not sufficient yet. So the DCs will send their suggestions within the 1st week of January, 2008 and if needed, National headquarter will organize the workshop to complete the amendment process respectively.
- National Headquarters will explore the possibility for the participation of the representatives of phased out districts in forthcoming review workshops.
- Project Officer Mr. Nandaraj Thapaliya will send the draft of job description of Women health worker and motivator within 1st week of January 2008.
- CDP national headquarter will conduct the following training and workshops in 2008:
  - Participatory Rural Appraisal Trainers Training,
  - Social Inclusion,
  - Observation tour,
  - Intensive Primary health care training,
  - Health education, motivation and communication skill training.
- While recruiting the Women Health Worker and Field Supervisor for the community development project, NRCS will explore the possibility to recruit Auxiliary Nurse Midwife (ANM) or Staff Nurse and Sub-overseer/overseer respectively for above mentioned positions.
- While preparing the budget for the year 2009, CDP will incorporate the monitory value of community participation by creating and defining standard indicators for the same. This will be discussed and finalized during the half yearly review meeting of 2008.
- Establishment of system of field monitoring in recently phased out district from CDP, HQs at least once a year will be followed.
In closing session, Mr. Nayandra Raj Ray (President of Barnalu Red Cross sub chapter under Okhaldhunga district chapter) on behalf of all participants from beneficiaries, sub chapter and district chapter, expressed his sincere gratitude to NRCS, CDP for providing opportunity to participate and express their view in the workshop. In the closing remarks, Mr. Jorgen (Danish Red Cross representative) expressed his view to be flexible in preparing the future plan of the project. He also suggested to make more inclusion while designing the programme considering the fact that there is more geographical and cultural diversity in Nepal.

Mr. Sudharshan Prasad Nepal (Deputy Secretary General of NRCS), in his closing remarks, expressed his view that the participation from direct beneficiaries to partners societies and interaction between them in review workshop can ensure the successes of the implementation of the project.

Mr. Sanjeev Thapa (Chairman of NRCS) said that the impact of the project in the community is the most important factor. We need to consider and emphasize it while implementing any development programme.

Mr. Saput Bahadur Karki (President of CCDC) in his closing remarks said that many things can be learnt from the project beneficiaries. He also added that NRCS, CDP, HQs has encouraged seeing the plan of action and programme prepared by all district chapters for the year 2008 in time with expression of successes to all the project DCs.

***Thanks***
<table>
<thead>
<tr>
<th>S.N</th>
<th>Name of participants</th>
<th>Representation</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Mr. Sanjeev Kumar Thapa</td>
<td>Chairman (NRCS)</td>
</tr>
<tr>
<td>2.</td>
<td>Mr. Sudarsan Prasad Nepal</td>
<td>Deputy Secretary General (NRCS)</td>
</tr>
<tr>
<td>3.</td>
<td>Mr. Saput Bahadur Karki</td>
<td>President (CCDC, NRCS)</td>
</tr>
<tr>
<td>4.</td>
<td>Mr. Umesh Dhakal</td>
<td>NRCS, HQs</td>
</tr>
<tr>
<td>5.</td>
<td>Mr. Mukesh Kumar Singh</td>
<td>CDD, HQs</td>
</tr>
<tr>
<td>6.</td>
<td>Mr. Saroj Shrestha</td>
<td>CDP, HQs</td>
</tr>
<tr>
<td>7.</td>
<td>Mr. Rajendra Kumar Rokaha</td>
<td>CDP, HQs</td>
</tr>
<tr>
<td>8.</td>
<td>Mr. Jagadish Bhattarai</td>
<td>CDP, HQs</td>
</tr>
<tr>
<td>9.</td>
<td>Mr. Yogendra Tuladhar</td>
<td>CDP, HQs</td>
</tr>
<tr>
<td>10.</td>
<td>Mr. Ram Krishna Sharma</td>
<td>CDP, HQs</td>
</tr>
<tr>
<td>11.</td>
<td>Ms. Lila Khanal</td>
<td>CDP, HQs</td>
</tr>
<tr>
<td>12.</td>
<td>Mr. Madukar Shrestha</td>
<td>CDP, HQs</td>
</tr>
<tr>
<td>13.</td>
<td>Mr. Utasav Sijapati</td>
<td>CDP, HQs</td>
</tr>
<tr>
<td>14.</td>
<td>Mr. Madhav Lamicheane</td>
<td>CDP, HQs</td>
</tr>
<tr>
<td>15.</td>
<td>Mr. Jhanja Timilsina</td>
<td>Driver, CDP, HQs</td>
</tr>
<tr>
<td>16.</td>
<td>Mr. Sudharshan Pandey</td>
<td>Driver, CDP, HQs</td>
</tr>
<tr>
<td>17.</td>
<td>Mr. Narendra Shrestha</td>
<td>Information department, NRCS, HQs</td>
</tr>
<tr>
<td>18.</td>
<td>Mr. Khem Aryal</td>
<td>Interpreter</td>
</tr>
<tr>
<td>19.</td>
<td>Mr. Kumar Singh Basnet</td>
<td>Coordinator (Khotang)</td>
</tr>
<tr>
<td>20.</td>
<td>Mr. Ganga Shris</td>
<td>Project officer (Khotang)</td>
</tr>
<tr>
<td>21.</td>
<td>Mr. Mangal Sher Rai</td>
<td>S.C President (Khotang)</td>
</tr>
<tr>
<td>22.</td>
<td>Mr. Krishna Bahadur Blon</td>
<td>Coordinator (Dhankuta)</td>
</tr>
<tr>
<td>23.</td>
<td>Mr. Deuman Rai</td>
<td>S.C President (Dhankuta)</td>
</tr>
<tr>
<td>24.</td>
<td>Mr. Durga Balbase</td>
<td>Project officer (Dhankuta)</td>
</tr>
<tr>
<td>25.</td>
<td>Ms. Dhanmaya Rai</td>
<td>Beneficiary (Dhankuta)</td>
</tr>
<tr>
<td>26.</td>
<td>Mr. Surendra Singh Air</td>
<td>Coordinator (Dadeldhura)</td>
</tr>
<tr>
<td>27.</td>
<td>Mr. Gangaram Fulara</td>
<td>S.C President (Dadeldhura)</td>
</tr>
<tr>
<td>28.</td>
<td>Mr. Ghanshyam Paudel</td>
<td>Project officer (Dadeldhura)</td>
</tr>
<tr>
<td>29.</td>
<td>Mr. Jhamka Ghale</td>
<td>Project officer (Sindhupalchok)</td>
</tr>
<tr>
<td>30.</td>
<td>Mr. Keshab Datta Panta</td>
<td>Coordinator (Kanchanpur)</td>
</tr>
<tr>
<td>31.</td>
<td>Mr. Ram Singh Mahata</td>
<td>S.C president (Kanchanpur)</td>
</tr>
<tr>
<td>32.</td>
<td>Mr. Diwakar Subedi</td>
<td>Project officer (Kanchanpur)</td>
</tr>
<tr>
<td>33.</td>
<td>Ms. Bimala Thapa</td>
<td>Beneficiary (Kanchanpur)</td>
</tr>
<tr>
<td>34.</td>
<td>Mr. Tom Prasad Acharya</td>
<td>Coordinator (Sunsari)</td>
</tr>
<tr>
<td>35.</td>
<td>Mr. Kashi Ram Chaudhari</td>
<td>S.C President (Sunsari)</td>
</tr>
<tr>
<td>36.</td>
<td>Mr. Dambar Bista</td>
<td>Project officer (Sunsari)</td>
</tr>
<tr>
<td>37.</td>
<td>Ms. Hira Sada</td>
<td>Beneficiary (Sunsari)</td>
</tr>
<tr>
<td>38.</td>
<td>Mr. Saroj Bajracharya</td>
<td>Coordinator (Sankhuwashaba)</td>
</tr>
<tr>
<td>39.</td>
<td>Mr. Ganesh Katuwal</td>
<td>S.C President (Sankhuwashaba)</td>
</tr>
<tr>
<td>40.</td>
<td>Mr. Bishnu Bahadur Roka</td>
<td>Project officer (Sankhuwashaba)</td>
</tr>
<tr>
<td>41.</td>
<td>Ms. Rama Devi Ramtel</td>
<td>Beneficiary (Sankhuwashaba)</td>
</tr>
<tr>
<td>42.</td>
<td>Mr. Surya Narayan Yadav</td>
<td>Vice president (Siraha)</td>
</tr>
<tr>
<td>43.</td>
<td>Mr. Ramdev Yadav</td>
<td>S.C President (Siraha)</td>
</tr>
<tr>
<td>44.</td>
<td>Mr. Gopi Raut</td>
<td>Project officer (Siraha)</td>
</tr>
<tr>
<td>45.</td>
<td>Ms. Sabitri Devi Ram</td>
<td>Beneficiary (Siraha)</td>
</tr>
<tr>
<td>46.</td>
<td>Mr. Angile Sherpa</td>
<td>Coordinator (Solukhumbu)</td>
</tr>
</tbody>
</table>
47. Mr. Lal Bahadur Gurung  
48. Mr. Udaya Narayan Basnet  
49. Mr. Nanda Raj Thapaliya  
50. Mr. Mohan Kumar Shrestha  
51. Mr. Naindra Raj Rai  
52. Ms. Nandika Rai  
53. Mr. Tul Bahadur Subba  
54. Mr. Lok Dharshan Shrestha  
55. Mr. Dil Bahadur Buda  
56. Mr. Gideon Tesfai  
57. Ms. Freya  
58. Ms. Laura  
59. Mr. Jorgen  
60. Ms. Andrea  
61. Mr. Kris  
62. Mr. Kamal Baral  
63. Ms. Cathy Chan  
64. Mrs. Betty Lau  
65. Mrs. Cecillia  
66. Mr. Walter  
67. Mr. Knut Meisingset Johansen  
68. Ms. Vibeke Vatne Larsen  
69. Mr. David Zappa

<table>
<thead>
<tr>
<th>S.N</th>
<th>Name</th>
<th>Designation</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Mr. Yogendra Tuladhar</td>
<td>Account officer, HQs</td>
</tr>
<tr>
<td>2.</td>
<td>Mr. Madhukar Shrestha</td>
<td>Technical Officer, HQs</td>
</tr>
<tr>
<td>3.</td>
<td>Mr. Utsav Sijapati</td>
<td>Technical officer, HQs</td>
</tr>
<tr>
<td>4.</td>
<td>Mr. Sujan Shreesh Magar</td>
<td>IT officer, HQs</td>
</tr>
<tr>
<td>5.</td>
<td>Mr. Madhav Lamichhane</td>
<td>Senior office assistant, HQs</td>
</tr>
</tbody>
</table>