A Quarterly Publication of the Nepalese Association of Florida (NAF)

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Message from President

Dear community members, Namaskar:

The current NAF executive team has successfully completed the first year of its tenure to serve our Nepali community in Florida. We are delighted that we have been able to introduce several virtual community-based programs, despite the difficult time due to COVID-19. I would like to thank all the community members for your continuous support and involvement in our programs.

In addition to our regular Mindfulness Session and Mentorship Program, NAF has recently organized an interaction program on Dignified Menstruation with national and international speakers from Nepal, USA, Chile, and Germany. The program was very successful with attendance by participants from around the globe. The goal of this program was to discuss issues, dialogs, and practices in menstruation in different countries and reach out to our girls in Nepal who are facing discrimination during their mensuration. NAF’s future programs will focus on how to minimize violence and discrimination against Menstruation in Nepal and encourage our girls to have an open conversation about this issue.

As we announced earlier, we formed a Youth Forum with a team of five young leaders from different cities in Florida. I would like to invite all Nepali American Youths to join our Youth Forum team, enhance your networking among your fellows, and have some meaningful conversation. Please let us know how we can better address your expectations as we always welcome and value your thoughts and suggestions. We will continue our Youth Panel Discussion by addressing various contemporary topics. Please reach out to us if you have any suggested topic(s) for our future series.

On behalf of the NAF executive team, I would like to wish happy and safe Bijaya Dasami 2077 to our community members. We would like to invite you all to join our virtual Annual General Meeting (AGM) and Dashain/Tihar celebration on November 7, 2020. Please visit our social media page for more information about the program and link to join the event.

Please continue to join us in our regular programs and stay tuned for future events.

Hope to see you all in NAF-AGM on November 7, 2020. Till then, stay safe!

Sincerely,

Anila Neupane Paudyal
Formation of our NAF Youth Forum

The NAF Executive team proudly announced the formation of our NAF Youth Forum.
Following are members and Team Leader:
Ms. Shailee Banskota - Coordinator (Team leader)
Mr. Prakul Krish Neupane (Member)
Ms. Eliza Acharya (Member)
Mr. Pravav Nath Shrestha (Member)
Ms. Medhavi Banskota (Member)

The NAF executive team would like to extend congratulations and a warm welcome with excitement. Level of knowledge and upcoming contribution which will be brought by this team will be an exciting and great addition to the Nepali community in Florida.
We are very excited to have them in our team.
NAF Executive team (2019-2021)
Virtual interaction program on “Dignified Menstruation”

Menstruation is a natural process and a monthly occurrence for the billions of girls and women. Still millions of menstruators across the world are denied the right to serve their menstrual period in a dignified way. In 2014, the UN resolution used the word menstruation associated with human rights and expressed concerned menstrual hygiene management including stigma and its reversed impact on gender equality and human rights of girls and women. “Dignified Menstruation is simply the state free from any kinds of abuses, stigma, discriminations, violence associated with menstruation”.

On 4th October 2020, Nepalese Association of Florida (NAF) with Global South Coalition for Dignified Menstruation (GSCDM) organized a virtual interaction program on “Dignified Menstruation”. Renowned “Dignified Menstruation” activist Radha Paudel, Milli Adhikari and Becca Residorf (Fran Olivers) (From REGLA, Chile) spoke during the program. Ms. Radha Paudel presented the current stigma on menstruation in different parts of the world and how local and international organizations currently working to address different issues related to menstruation. Ms. Paudel also informed the current ongoing program of Nepal government which are national levels on policy making, promulgated different laws, free distribution of menstrual pad and different social campaign. Ms. Milli Adhikari, Director of North America, GSCDM, discussed how North America is currently implementing Dignified Menstruations programs and highlighted how developed and developing countries still have similar stigma on menstruations. Another guest speaker, Becca Residorf from REGLA, gave a perspective on Chile and Germany and touched up sexual and social violence due to menstruations.

She also highlighted “period poverty” during COVID19-Pandemic and how it impacted menstruation health and different programs currently Chile government are running during the pandemic.

NAF President Ms. Anila Neupane and Vice-President Dr. Pragati Ghimire Aryal jointly moderated the program. Beside the invited speakers, attended distinguish guest, Attorney Ms. Avima Upreti, President, NWGN from New York, Dr. Pranay Rana, Expert on International Conflict Management Program from Nepal and Dr. Bidya Ranjeet from Connecticut also express their views on social stigma on menstruation. Ms. Smarika Nepal from
West Palm Beach discussed her recent school project on “Period Poverty”. Program was attended by more than 100 participants from different parts of the world via Zoom and Facebook Live. At the end of the program NAF President Ms. Anila Neupane and General Secretary Dr. Niraj Shrestha highlighted the significance of the program and thanked all the speakers and guests. If you need more information about this program and NAF activities, please email us at naflorida2016@gmail.com


9. Sabitri Nigri - West Palm Beach

Dr Amar Karki started the program by reciting his poem about the feelings of the parents whose kids are living in the USA. Few lines of the poem go this way:

"देश रोजे सन्तान टाढा सन्तान रोजे देश जहाँ बसे नी दुःख रहेछ बुढ़ैलोमा केस आफ्नो न टाढा भए भए हुन्न खास कोरनादिरो खोर भित्रको बास अनुहार त देख गारौंसबको सातो गाछ आउ सातो मनका कुरामा चौतारीमा आज"

All the participants enjoyed sharing their own experiences and listening to others about the current unprecedented situation. They talked about their daily activities and how they handle the situation with positive thinking. Mrs Sabitri Shrestha and Mr Tika Ram Paudel also cited their poems during the program. The program lasted one and a half hour having a short interaction with the audience. At the end of program NAF President, Mrs Anila Neupane highlighted the importance of the program in the current situation of COVID-19 pandemic. The program viewed by the audience from all over the world live through the NAF Facebook page.
"खुशी"

"उ आज खुशी किन छ यो खाप्रय छ
तर खुशी कति छ उ त्यो अथाह छ"

महेशीर महिनाको एक साझा फसलेको ठवार ठवार ठमाखु
तान्देन हुनुरबा
सड्ग गरी रहनु भएको बुबालाई मैले आफु टेस्ट
परीक्षामा प्रथम भएको
कुरा सगैरब सुनाे "बा म फसट भए नी।"
बुबाले "ओहो ल बढाइ छ" मन्दै बलाई अडगालीलाई कर्नु
भो। बेटुको खसीको मासु र चिवारको सानो पाटी गरियो
अनी भोली पल्ट स परिवार पाटनको असोक हलमा
सितेमा हैर गैरो।
किन पयार लागेन। हो साच्चे यस्तो केही पनी भएन।
खासमा बुबाले "ए ल रामो भएछ। अब एस एल सी मा
पनी रामो गर्नु पर्छ हे" बहुत भयो र हुकल्ट दार चिलीम
निकलेले जा त गोल थपर लेकेज आगो मरो लागेछ
भन्ने म तिर तेसोंनू भो।

डा. अमर काकी

अद्वी पढी बुबाले ठमाखु खाको पटटके मन नपर्न
भए पनी त्यो दिन खुशीले म चिलीम बोकेर
आन्या तिर लागे।
बुबा हामो पुरे परिवारमा अझी खान्दानमा भनु एस
एल सी पास गर्न पहिलो ब्यक्ती हनुहँद्दै। उहाँ
आफैले एस एल सी पास गर्दा केही खुशी मनाउनु।

यो सेह शैले हामो पुज्ञेको पिता जी पूर्वन्यायाधीन, श्री शंभू बहादुर काकीको ७४ वर्षको उमेद्रमा यही
२०७७ साल असोज ८ गते विहीन राठी १९ बजे स्वर्गबास हुनु केही अधी ने लेखेमा थिए। आज उहाँको
सम्झानमा यो सेह नेपाली परिवारमा गरेर पेश गरेको छ।
- डा. अमर काकी, टेस्ट पामविष, फ्लोरिडा
कसालौ उहाँ अमेरीका आउन
राजनैतिक देखी भ
भनौ वा ग
हामिलाई उहाँ सङ्ग एउ।ा ठ
प्राय सबै मानिनसहरु उहाँलाई आदर गथ
बिबध्यालय खोल्ने जस्त कामहरुमा नेत
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pस्चात बल्ल बिबध्यालय जान थाल्न
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उनको ख
रोकिकएको बेलामा त्यहा अचानक एक जना मेरो
अफिसको स्टाफ भेटइन। उनी साही खुशी देखेका भएको केही कारण बुझै खोजका भएको उनीलाई सहभागिता जानाउ थालेको हामीलाई पाउ। उहाँ हामा कुरा मात्राली सुनुन इन्नो र बाबु भएको नाताले नभै तरक्की आधारमा छलफल गनुहोस् । यस आफी हामी उहाँको अतिरूप उपेशका धुप धूम सुनेका बाहेक खासै आफो तरक राख सर्वनेत्रै
आपुनो पनी दुर्भ गरी मान र इज्जत कामछानो भएको र छर छिमेरे समाजको हितमा पनी उल्लेखनिय काम गर्ने आउनेको घटना मा नभै गच्छ उभरा समेत उहाँको प्रभाव दिइयो नै।
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तिमीहरूले चाही के गर्दछो होला भनने चिन्तासो दाखी दिए। माइलो दाइले पि एच डी गर्ने स्कटल्यान्ड गर्ने पट्ठर यसैले पाइला टेक्न नपाउदै अब तेठो पिर लाग्न थालो। हुन त तेठो इन्जिनियरिङ कलेजमा पढाउने काम बाट म निकै खुशी थिए। त्यसैले बुद्ध ल्याउँ (कान्छो भाई) उडक्का पट्ठर फर्क सकेको थियो। यसैरी यी हरेक पाइला पाइलामा मिलेका खुशीहरू मेरो लागी क्षणिक खुशी थिए तर म बेखुश हैन की गम्भीर थिए।" 

यती बेला सम्म हामी ले लेखी चापी पुनिस्किनेका थियो। गाडीहरू बेला छ भनीले पाइकिर लक्ष्यका पर्ने गर्ने हामी फिसिक पियर तिर हिर्दै गर्दछो एक जना मान्छे बुबा सडक एक डलर मान्छे नेपाली थियो। जसप्रि हामी जस्तै लक्ष्यको नालाई एक डलर मान्छे देखेको दुई अली अन्यथा पनि अनि अल्प डर पनि मान्छे मैर तिर हेन् भो। उसले "Hungry. Please give for Jesus." भनेर लेखेको उडक्का क्षेत्रमा क्षेत्रमा मिलाएको पियो। त्यो पट्ठर पट्ठर बुबालाई गर्ने तै हरेक निर्ना थालो।

ए ल ठिक छ उसो भए भनेर बुबा ले २१ हैन १० डलर नै दिनौ भए। आफूले नागे भन्ना हामी नसभद्दै गनु पाए पट्ठर उसको खुशी हेन्छ नालको थियो। "Thank you sir. God bless you." भनेर बुबा सडक ज्याना मिलाए पट्ठर पनि एक क्षण भावुक हुन् भए। "कती खुशी भातै छो यी?

हेडाँ ज मान्छे जस्तै पनि देखिन तै यो।" बुबाको यो जिन्यासा सहज थियो। भैले भनेर "अन्यत्र जस्तै मान्सिक या शरीरिक रूपमा आपात्र अर्थात भएर यहाँ यसै झिन्नका मान बसेका होइ बुबा निधिर। पहले सम्भव भए पट्ठर निधिरीकारण जस्तै नसको कुंजित इत्यादी धर्म बिधिन अर्थात होमलेस भएका हुन्।"

केरी झिन्नको मौनन भैले दुई हरेक भन्नु भो। "ल खुशी किङ लाग्नेन त नी लाटा असाध्य लाग्नेन। तै भनेर जस्ता हरेक झिन्नका बिधिन खुशी लाग्नेन। तर यो खुशी पनि दुई थरितका हुनाले रुझाए।" मेरो जिन्यासा दोबौरी।

मेरो कान खासीको जस्तै ठाटा भाको हस्तिसौ गर्ने उसले कुर्ने अली बुबालौ भी। "लिम्बहरू बन्दाँ, हुक्के जादा, स्कुल कलेजमा रामी परिगमन देखेउँ, मेरो आफू जानीमा प्रमोटाउँ लुढा, नाटी नालिता जनमदाका यी हरेक अवसरमा मैनाकाँ हित्रे देखेको खुशी थिए।
“तिमीहरू चाहे छोरा केही बनुन भने मेरो सपना थियो। यही मै बनुन भने चाहो छिन्न तर सक्षम र असल माछेछ बनुन भने मै। यसो छाय भने फटकर र उन्मैनीय नाम्ने नयन सबै जना तेज तरी सदैसमा र डिङ्गो गरे उन्नयन भने लाग्ने। जब भार फटकर पहर फिरिँहो र माझो दाउँहो पछि पिए धै दी सकाहो तब मलाई तिमीहरू चाहे चन्द्र नामको अगाडी डाकर लेखखो हेरे पाउनाले भने आस लाग्न थाल्को थियो। मेरो खुशी त बढै गएको थियो। त्यसपछि तल्लो पिए धै दी गर्दै आफिने कुनो दाउँले पछि। यसौ तिमीहरू चाहे कोहराहर डाकर भए पछि मलाइ आफु सन्तारको सबै भन्दा खुशी र सफल बाबू हु भने लाग्ने। यो खुशी नै मेरो दिल्काउली खुशी थियो। अब मलाइ चिन्ता गन्नु पन्नु कुनौ बिर्ण नै छैल। न भविष्यको न बर्तमानको। त्यसौले आजको मेरो बडी समय सामाजिक सेवामा र बिच्छु। जब आफिने चानाको त्यो बुद्धासभा आफु बुद्धास्थाहो मुरुक्का देखौ त्यसपछि ममा अझ खुशी घरछ। अब यो महादेवको मन्दिरमा एउटा तला ठन्ने काम सम्पन्न गन्न पाई पुर्वु एर बाबु। चुनावको खुशीको रस्सी खुदाइ खुदाइ साडा पन्ने लाग्ने। लेको डिल्काउ तर्चोकस्त सुन्दर रस्तालोकन गरेर हामी घर पकाउछ।

बाटोमा म सोच्छौ आपे खुशीको कारण अजेजन हुना रहने तर त्यसको नाप्न भने उत्तै मै हुदो रहेछौ। धैर्य धैर्य सातो कुराउ पन्ने उनको खुशी दिदौ सहू जती करैलाइ लाखो डाकर चिठ्ठा पछि मिल्नु। मेरो अफिनी एक आमा उसको छोरो ले हाँ स्कुल काम गर्नुको दाखल भने मलेपछो त्यसको खुशी, तोला माझो १० डलर पाउदाको खुशी, मेरो लाई दिदौ गर्नुको को कारण मलाइ रस्तालोकन गरेर। सानो सानो कुराउ पन्ने खुशी, त्यो लाई दिदौ कै सुन्दर दिदौ। पिबसले पाउदाको देखपछि जनाले र जनाले लागाउनु भए आफिने थियो उसलाई केही दिन अथि जम्मा १०० डलरको अजिस्तत्त्व उसको कोजी, त्यसपछि माँ फे गर्नुको कलेजले पर्दासभा व्यापारीयकालामा जिज्ञासु गन्न दाकर र जन्मदिनमा सानो उपहार पाउदाको खुशी, दुङ्क दुङ्क जम्मा अथि अथि हामी आफामा व्यस्त सोय तरी सुन्दर लागाउनु हुनै दिदौ भने मलाइ आफिने र निपाउ। यसौ तिमीहरू चाहे छोराहर डाकर उपाध्यर पाउदाको खुशी, सबै सबर र रहेछौ केही बर्बादपछि यसौ भनाउनु कुराउ खुशी मनाउ।

सुरज पुडरसैनी

विदेशिको मन

प्रगति गर्ने चकर प्रथा आफँहो अतिमत्र गुमाउन पुढाॊको कहिने नपाउ र झुल दुढै विदेश भने भोगेन। खासौ नै उदेश त छैन, सानो हरेक पन्ना पुढै गन्न लागिने। आतिर्न भविष्यको खोला भनेर आउने गर्ने गिराउले पालो गरेर, समाजले पन रुप में बाँटन खोजे डाँडै विदेश बिबसीर।

सानो सानो कुराउ खुशी हुन, केही दिन को छ जिद्दम एक दिन जनाउने पन्ना मुरे।
Sometimes we do something instinctively. Other times it is deliberate. This time though I was inspired by Mr. Bijay Kattel of West Palm Beach, Florida.

During a social gathering two years ago he relayed a sentimental story to a group of Nepalese, the first generation of immigrants faced with maintaining our culture, tradition and languages within and outside of the family. I think our challenges are similar in many aspects, combined with frustration, humor and success!

We have a three-and-half young granddaughter, Sumnima, who is a huge bundle of fun. In her presence, there is never a dull moment. Few months ago her father - our son, Sanam - was introducing her to some basic educational materials. Suddenly Sanam asked me to teach her Nepali. I was really looking forward to this day! At last it has arrived! I looked at him, smiled and said, "Sure, I am more than happy to." I was filled with pride that I am going to contribute to developing our granddaughter’s intellect.

"But, I want you to sit with her though."
As I expected, instantly he complained, "No, PaP. Why should I? You two have fun.

A very private, precious grandfather-granddaughter moment!” he said and gave me that pleading look.
"You only have to sit with her the first 10 minutes. No more, I promise!"
Sanam smiled and sat with Sumnima, Nepali fashion, on the carpet, crossed legged. But Sumnima was restless, like any 3 year old!

I quickly arranged a few Nepali alphabets and some numerals, and I too sat in front of them crossing my "complaining" legs.

More than Sumnima, it was her father who appeared very excited, like a 7 year old, anxiously waiting to open his Xmas present. At the same time, like any loving father, he was encouraging his daughter to "relax and behave", a challenging task with any 3 year old.. The first item I held in my hand and showed it to Sumnima:
"Banana," she said without hesitation!
"Shayabash, NANU. 'KERA' bhana!"
She repeated: "KERA."
I showed her the Nepali alphabet, "KA" and asked her to repeat it. She was confused, hesitated a few seconds, but managed to pronounce it "KA". Obviously, Sanam was very proud of his daughter. So was I.

I repeated the process one more time. This time Sumnima was a little confused, distracted, unable to focus. Instantly I slapped Sanam!
"What is that for?" shouted our son.
I was coaxing Sumnima to pay attention, still she wasn’t able to focus. Again I slapped, Sanam! He shot-up on his two feet and demanded the reason for my action!

"Hey, son!" I said with a smile and was about to continue, "I am............"

"You are smiling! You find slapping me funny?"

"Hey, listen. I am sorry. But you are missing the point here." I was about to continue when he suddenly walked away.

"Paagal hunubhoki kya ho?" yelled my "lovely" boss! Before I could answer her, Sanam

I did What...?
returned wearing his "football helmet"!
Okay, you made your point. I should never have stopped learning Nepali when you tried your best to teach me when I was in middle school!"

"Chhora!" I said and continued, "I think my technique is 'old fashioned', but I am ..........." He cut me off before I could finish my sentence.

"Yes, your technique is very old fashioned ...... but effective!"
Suddenly, he smiled and gave me a hug. I lifted and held Sumnima close to my chest and promised to continue the lesson with due diligence!

Ram Rai, Orlando, Florida.

Samata school in Nepal

Please help SAMATA school in Nepal. As COVID-19 continues to spread, the future has never felt so unpredictable. These are challenging times for us all, and we hope you're in good spirits and health! Right now, everyone is doing everything possible to sustain daily operations and provide services to our community. While there's a lot of uncertainty, we know that we need to adapt fast than ever, our community needs us. And we need you for operation of one of the schools in Nepal. Samata Shiksha Niketan Secondary School, popularly known as the "Bamboo School" is in Bhaktapur. Schools maintain their monthly fee of $1.00, which is one of the lowest school fees in the world and house 1059 students. Unlike other private schools, school cannot raise any substantial sum of money from tuition fees to fund our operations and must rely entirely on external funding to run our school. Currently school has been shut since March 24, 2020 due to nationwide lockdown because of Covid-19. As a result, school have had no fee collection from students and have been unable to pay 57 teachers' and non-teaching staff salaries since the last 5 months. The total monthly salary of the teachers' and the non-teaching staff amounts to Nepali Rs 538,000 per month. NAF recently donated $1000.00 and wants to help to raise more money to sustain during this difficult time. If you're able, please donate to Samata School to sustain during this lockdown. You can advocate for school by sharing the link for donation. Even a quick mention on your social media would mean the world to Samata School. In times like this, we're reminded of how interconnected we all are. Thank you for being part of our community. Without you, none of it is possible.

Please Click on Link Below to Donate (In a note PLEASE WRITE "SAMATA")

https://floridanepalese.org/donate/
Thank you very much for your help in Advance.
Stay Safe

Ram Rai, Orlando, Florida.

October 2020
Volume 8, Issue IV
Building a Non-profit That Works For All

A multitude of determined, mission-driven and selfless Nepalese citizens residing abroad desire to take initiatives aimed at giving back to the communities from which they came. However, many of them lose the impetus to establish such supportive organizations owing to the complex legislative bottlenecks and government regulations in place.

This report recounts the success story of the non-profit Health Foundation Nepal (HFN), which we hope will serve as a comprehensive guide to ambitious professionals wishing to setup a standout non-profit organization. The US-based HFN was founded by a group of Nepali medical trainees in 2013 to launch a community-based childhood malnutrition project. The program quickly scaled to encompass the areas of adult primary healthcare, maternal and child healthcare, digital literacy, and mental illness in rural Nepalese communities. Within a span of five years, HFN has become one of the most reputable nonprofits in the aforementioned areas, an aspect attributable to strong teamwork, reasonable access to capital, robust networking and collective collaboration. We will highlight five core areas that formed the backbone of HFN’s accomplishments.

Establishing the organization and assembling a team

Every nonprofit striving to realize its goals should start off with a genuine mission to fill an unmet need in the community and be able to relate its story to others. Thereafter, building the right team by assembling the right talents and resources within and around the organization helps unlock the institution’s potential. HFN attracted dozens of medical professionals with valuable and diverse expertise and excellent networking skills to jumpstart the initial program. The positive energy and perseverance of diverse, yet like-minded experts in HFN’s formative years were pivotal to the organization’s achievements. HFN harnessed their expertise and nurtured key human resources and skill sets in fashioning a truly thriving organization. Similarly, team integrity and the generosity and compassion of members and outsiders alike turned out to be key drivers of organizational performance.

Growth strategies

Designing a system that works and grows effectively in a society plagued by pervasive corruption and bureaucratic impediments can be challenging. Additionally, the lack of appropriate tools and resources, complex sociodynamic determinants of community health, low level of public awareness and ethics complicates the overall process. HFN realized the importance of regularly training, drafted guidelines and allocated clear roles and responsibilities to a team, although some of these aspects are still work in progress. Appreciatively, formalized roles and responsibilities with clear job descriptions have allowed staff members in community setups attain their expectations.
HFN shed the spotlight on projects that could scale up 5 to 10 years down the line. In so doing, HFN prioritized its central goals by channeling efforts and resources towards the realization of its core mission. Projects were designed based on community need and their alignment with the government and local policy and procedure. Currently, HFN is working on developing an infrastructure to promote transparency and efficiency in service delivery. This will only be attainable upon the implementation of electronic records and digitization of the data we collect. Furthermore, minimal organizational regulations and restrictions have allowed us to support innovative health- and education-related projects.

Overall, the dedication of team members, efficient streamlining of budgets and the autonomy of individual projects account for the foundation's growth. Capacity building of local staff, remote support, and the implementation of quality improvement projects to address gaps in service delivery have been prioritized for the next step.

Collaborating with key individuals and organizations

Joining forces with like-minded individuals and organizations improves the pace and scale of a project. HFN sought researchers, laboratory professionals and biostaticians within the organization to develop a system to carry out screening of chronic preventable diseases. The system is expected to run automatically or with minimal input from the leadership after the initial training of field staff. HFN also collaborated with mothers’ groups at community level to prepare nutrition packages for severely malnourished children under five. This involvement heightened the effectiveness of the program and generated interest among the local populace. Internal collaboration has resulted in the beginning of development of a robust protocol and system. Similarly, HFN liaised with America Nepal Medical Foundation to fund and nurture an expensive mental health program in one of Nepal’s rural communities, bringing goal-driven organizations together.

Funding projects

HFN meets its budget requirement from membership fees, funding events and periodic crowdfunding. It also welcomes groups of individuals offering innovative projects with a sustainable funding plan. The digital literacy and chronic cardiovascular and kidney disease screening projects exemplify such initiatives that pooled resources from dozens of regular contributors to smoothly run the programs.

Effective outcome evaluation and assessment has not always been easy due to the complex socioeconomic situations in which we work. Nevertheless, we realize it is the key to appealing donors for large grants at corporate and governmental level. This is something HFN is currently working on. An evaluation system identifies the challenges, needs, and
new demands that an organization needs to address in order to remain relevant. Better personal communication, regular reporting, transparency and broadcasting of stories using videos and pictures have helped individual donors connect with the organization's purpose. Currently, we are exploring options to link up with larger foundations for more consistent funding to facilitate growth.

**Monitoring progress**

A three-pronged approach to review and rate projects by community dwellers, organizational staff and local stakeholders is believed to further improve overall outcomes. Such robust assessment is integral to securing funds from the public and major donors. Similarly, monitoring progress at local and central level, regular auditing and annual meetings help assess our goals and achievements so we can make future plans. Successful organizations build robust evaluation programs and emphasize on coaching leadership skills at all levels. HFN has adopted many of these strategies and still has admittedly encountered failures on certain fronts. In such scenarios it has acknowledged failure, relayed the truth and made efforts to address the gaps. We have learned that fostering innovation and accountability is the cornerstone.

HFN continues to lay emphasis on building positive practices within and beyond the organization to ensure long-term growth and sustainability of community-centered projects. With a clear sense of direction, HFN aims to realize its full potential to serve humanity.
www.floridanepalese.org

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