



Friends of Volunteers Initiative Nepal | Strategic Plan 2024-2028

Vision

To achieve literate, educated, empowered and self-sustainable communities in Nepal with access to basic health and sanitation facilities.

Mission

Poverty is a complex phenomenon; its causes and symptoms are complex and there is no one-fits-all solution. Education alone isn't enough; healthcare alone will not create positive lasting change nor will the sole support of women's and children's programs.

Our mission is to empower marginalized communities by co-creating healthy, self-sustainable communities where people have access to adequate sanitation, health care, education and economic opportunity. We focus on women and children through enhanced educational programs and community training to promote equality, economic well-being and basic human rights.

After successful implementation and when the communities are able to run the initiatives on their own, we will remove our active presence and move on to a new community to repeat our activities anew; thus, empowering communities. One by one.

Values

- Respect
 - We respect the dignity of all people
 - We are dedicated to the marginalized / disadvantaged / socially excluded people in the community
 - We do not favor any religion or political parties
- Empowerment
 - We strive to empower local communities by including them from the start of the development. Together we create and agree on a plan of action for the various development activities. We want the locals to be the drivers of change.
- Sustainability and Self-reliance
 - We work towards keeping the projects that we initiate running after we remove our active presence in the community.

- The proverb used to be “Give a man a fish and you'll feed him for a day. Teach him how to fish and you'll feed him for a lifetime”. We “Teach a man to think of new ways to fish!”

The Context of Our Organization

We are located in the Netherlands and currently consist of 4 part-time unpaid volunteers who run the day-to-day activities.

These involve but are not limited to:

- Communication and development of empowerment programs regarding our development projects in Okhaldhunga, Eastern Nepal with our Nepalese partner VIN.
- Networking with potential partners for our projects in Nepal.
- Communication with our partner ISD (International School Dusseldorf) with which we are doing several awareness projects for students 12-18-year-olds about general conditions in Nepal, our programs in Nepal and preparation for a field trip to Nepal.
- Communication with the Dutch chapter of IFMSA who will start directing medical volunteers for our health post and other health and sanitation activities in Nepal.
- Promotion of our projects among our social networks
- Maintenance of our website, general inquiries and keeping up our social media interaction.
- Financial support of Michael Tamang's Children's Home: Compassion for Nepal, located in Lalitpur, Kathmandu, and act as communication link between sponsors and the children.
- Fundraising activities for our development projects in Nepal.

Goals and Strategies

Strategic clarity:

- Who are we ultimately trying to serve?
 - Marginalized people (typically women and children) in rural areas in Nepal → with a specific focus on 3 VDC's¹ (Taluwa, Bhadaure and Thulachhap) in the district of Okhaldhunga, Eastern Nepal. The total population of these three VDCs was 11,063 inhabitants (3998 women, 3850 men, 3215 children) at the time of the survey (Apr-Jul 2012). The first activities will be conducted in Taluwa, then Thulachap and last Bhadaure.
- What are the specific outcomes for which we want to be held accountable?
 - Increase in financial wealth
 - Facilitation of child development
 - Protection of women's and children's rights.
- What activities must we undertake to achieve concrete, measurable results?
 - Roll out ambitious food security project
 - Conduct income generation programs (agricultural and non-agricultural)
 - educate women on women's rights, life skills (e.g., literacy classes, communication, stress management, time management and decision making)
- How do our specific portfolio of programs and services lead to change?
 - Improved financial wealth – esp. for women will increase the general well-being of their families
 - And it will facilitate empowerment as they will become decision makers based on their role as bread winners
 - The empowerment programs will lead to gender equality and boost mutual respect which is beneficial for the whole community so that ideas and initiatives can prosper. Educated and empowered people will make changes happen and will be able to lift themselves out of poverty.

Nepal and Okhaldhunga

Nepal is one of the poorest and least developed countries in the world, with an HDI² rank of 157 (out of 187) and widespread discrimination and inequality. Around 30 million people live in Nepal; 80% in rural surroundings, 20% in cities.

¹ VDC = Village Development Committee is the lower administrative part of its local development ministry

² HDI = Human Development Index: a composite statistic used as an index to rank countries by level of "human development". The statistic is composed from statistics for Life Expectancy, Education, and GDP collected at the national level. A **list of all countries by Human Development Index** as included in a [United Nations Development Programme's Human Development Report](#) (released on 2 November 2011, compiled on the basis of estimates for 2011).

There are 7 provinces, 77 administrative districts, 6 metropolitan cities and 11 sub-metropolitan cities, 276 municipalities (Nagar palika) and 460 rural municipalities (Gaon palika). Cities and municipalities are divided in wards: the ward is the smallest administrative division of Nepal. The total number of wards is 6684.

The Maoist insurgency between 1996-2006 left the Western part of Nepal especially vulnerable and as a result this region has received the most international support and attention. However, the Eastern part remains underprivileged. Villages mainly consist of socially marginalized and economically deprived communities. Considerable numbers of people are illiterate. Almost 90% of the people are involved in agriculture but lack technical skills and do not earn enough to secure their livelihood. Women are especially vulnerable; they lack skills to earn money and often their legal and human rights are not observed.

The 3 VDCs we have chosen to focus on are the poorest and least developed in Okhaldhunga.

OUR GOALS

From 2021, we are working on rolling out an ambitious Sustainable Livelihoods and Food Production Project. This project will improve the livelihoods of 1800 marginalized families in Okhaldhunga district through enhanced health and nutrition, increased economic growth, and environmental resilience and sustainable ecosystem. We want to implement permaculture, an integrated farming technique to contribute for economic development of poor and marginal farmers through community forest and agriculture-based enterprise development. The project activity includes permaculture, agriculture-forestry and community forest set up with construction of a water storage tank, plantation of a chiuri and five mulberry trees and livestock management in each household.

The overall approach for all focus areas is a staggered roll-out:

A concept of Sustainable Food Production (SFP) using integrated farming techniques like permaculture, agroforestry

Number of farmers reach out each year (green symbolizes New farmers, Yellow symbolizes farmers to be followed up)

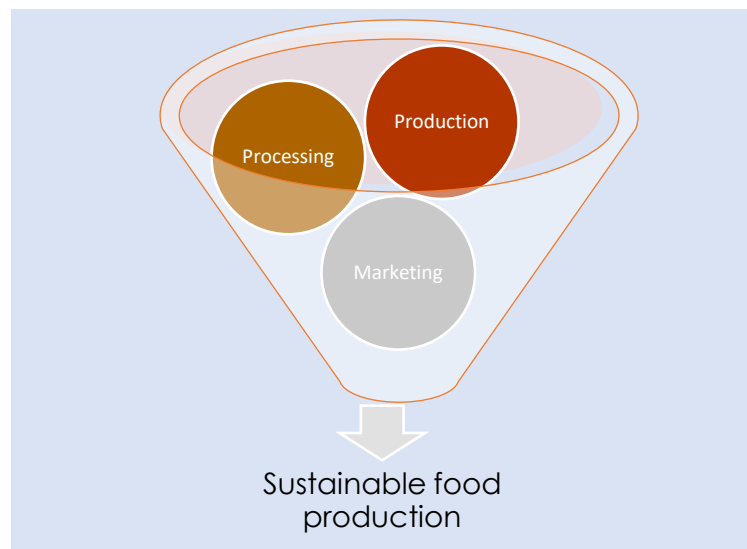


-Advocacy & capacity building of local Gvt. / stakeholders
 -Ed. & Capacity Building of local Farmers on SFP
 -Building Infrastructure
 -Establishment of Agriculture / Animal based products
 -Marketing products

Farmers to follow up each year		200	480	840	1280	1800
Total farmers each year	200	480	840	1280	1800	
Each Year New farmers	200	280	360	440	520	
Added number of farmer in the base number of 200		80	80	80	80	

The strategic plan to improve livelihoods of small farmers through sustainable farming includes five major units. The five major units are advocacy, education and capacity building, infrastructure development for agriculture products production, processing and marketing and establishment of agriculture & livestock-based enterprises. Activities under these five major units are implemented from the first year of the project whereas involvement of the beneficiaries increases with progress on time. It gets more intense with

progress as time demonstrated like on picture with dark green and fellow colors. The project will reach out to target farmers in 5 years' time period.



The project has highlighted three stages of sustainable food production. The project ensures production, processing and marketing of agriculture and live stocks products. The designed project activity support farmers in all stages by building up their capacity and infrastructures

Activity plan

1. Baseline of households including socio economic status

- a. Identification of farmers' status in terms socio economic
- b. Collect data of each household from the project site
- c. Data is collected through household survey with interview questionnaire, focus group discussion (FGD) and key stakeholders' meeting

2. Advocacy on permaculture and sustainable farming

- a. Lobbying with district agriculture development and livestock office, Okhaldhunga and Government of the State, Ministry of Land Management, Agriculture and Cooperatives, Province 1, Biratnagar about permaculture and sustainable farming and play role to incorporate the project idea into the provincial and district agriculture development strategic document.
- b. Interaction with ward offices, municipality office and district office of land management, agriculture, livestock and cooperatives development of Nepal government
- c. Coordination, meetings and workshops with representatives of farmers, locals, agricultural groups, agriculture technician and professionals,
- d. Interaction with chemical fertilizers and pesticides suppliers in the districts.
- e. Announcement of organic villages.

f. Promotion of eco villages, eco-tourism and ecosystem education in partnership with Nepal government and local NGOs.

3. Capacity buildup of small farmers

a. Orientation about sustainable farming at local level with representatives of farmers

b. Formation of farmers' groups

c. Trainings on permaculture - organic farming, compost & organic pesticides making, selection of seed, nursery development, land design and soil management, kitchen garden set up, water management and micro irrigation techniques and livestock management.

d. Connect with agriculture-based suppliers for seeds, tools and techniques.

e. Support farmers in production, processing and marketing.

4. Infrastructure Development

a. Construct 4000-liter capacity water storage tank for each farmer and pipeline system for micro irrigation

b. Management of local water resources and underground recharge system.

c. Construction of well facilitated agriculture and dairy products collection center.

d. Development of tourists' friendly home stays, infrastructure for eco village and eco-tourism such as hiking trail, view tower, restaurants and ecofriendly cottage resorts in partnership with state and local government.

5. Establishment of agriculture based enterprise

a. Train farmers' groups about entrepreneurship skills development

b. Establish a cooperative with farmer groups

c. Run agricultural activities through cooperative such as vegetables or crops collection center, dairy collection center, facilitate the marketing of the production.

d. Support farmers in establishing micro enterprises with agricultural products such as fruits, juice, candy, jam, medicinal products, aromatic oils etc.

- e. Establishment of community forest groups
- 6. Tailor made activities on health and nutrition, economy and environment conservation
- a. Orient local farmers about nutritional value of the local crops and other possible crops which is compatible to local climate.
- b. Educate local farmers about market value of their products and its marketing.
- c. Connect farmers into the online platform and business portals.
- d. Orient farmers about ecosystem, environment conservation and climate change.

Project Activity, Output and Outcome

Activity	Output	Outcome
1. Conduct baseline of households including socio economic status	1. socio economic profile of local farmers	1. Identification of farmers with their socio-economic status
1.1. households survey		
1.2 Key stakeholders' meeting		
2. Advocate on sustainable farming		2.Stakeholders have knowledge about the process and steps of sustainable farming project
2.1. Coordination, meetings and workshops with farmers, local CBOs, agricultural groups, agriculture technician and professionals, local government and district agriculture office	2.1 different stakeholders are involved in coordination meetings and trainings	
2.2. Interaction with agriculture products (seeds, fertilizers and pesticides) suppliers in the districts	2.2 Agriculture product suppliers at district and local level are participated on interaction meeting	
2.3. Promotion of sustainable farming and organic production through mass media (social media, radio, television) and print media	2.3 Radio, television and print media promotes sustainable farming and organic production	
2.4 Publicity of the production and announcement of organic villages	2.4 villages are declared as organic villages	

2.5 Promotion of Eco villages, eco-tourism and ecosystem education	2.5 Services at villages are promoted in district and national level	
2.6 Organize regular social markets (hat bazar) and social events (during festivals or special day) at villages	2.6 weekly social markets and annual social events are organized in regular basis	
3. Build capacity of small farmers		
3.1 Conduct mass meeting with locals for project plan dissemination	3.1 local farmers participate in project dissemination sessions	
3.2. Formation of small agricultural groups	3.2 150 small agricultural groups with maximum 15 farmers are formed	
3.3 Trainings on permaculture, organic farming, compost making, nursery development, land management, kitchen garden set up, micro irrigation techniques, livestock management and agriculture insurance	3.3 Farmers groups received training on permaculture, organic farming, compost making, nursery development, land management, kitchen garden set up, micro irrigation techniques, livestock management and agriculture insurance	
3.4. Connect with agriculture-based suppliers for seeds, tools and techniques	3.4 Farmers are connected with agriculture-based suppliers at district level	
3.5 Support and mentor farmers in production, processing and marketing	3.5 Farmers involved actively in production, processing and marketing	
4. Build up infrastructure		
4.1 Construct water storage tank and pipeline system for micro irrigation	4.1 1800 water storage tank and pipeline system are constructed	
4.2 Management of local water resources	4.2 local water resources such as well, pond and springs are managed well	
4.3 construction of well facilitated agriculture and dairy products collection centre	4.3 One Well facilitated agriculture and dairy products collection centre is constructed	

4.4. Construction of tourists friendly home stays, infrastructure for Eco village and eco-tourism such as hiking trail, view tower, restaurants and hotels	4.4 hiking trail and view tower are constructed for promotion of tourism	
5. Establishment of agriculture-based enterprise		
5.1 Train farmer groups about entrepreneurship skills development	5.1 about 150 groups of farmers are trained on entrepreneurship skills development	Farmers run agriculture-based micro enterprises
5.2 Establish an agriculture cooperative and micro credit system with farmer groups	5.2 Establish three agricultural cooperatives with 1800 members at Taluwa, Thulachhap and Bhadaure	Environment conservation through agriculture forestry and community forest
5.3. Run agriculturally based local centres and outlets such as vegetables store at local and district level, facilitate the marketing of the production through local markets and online marketing	5.3 farmers run vegetable store at local and district markets, farmers start selling products through online	Wide variety of income generating opportunities through micro enterprises on agriculture and tourism
5.4. Support farmers in establishing micro enterprises with agricultural products such as fruits, juice, candy, jam, medicinal products, aromatic oils, meat, milk products and eggs etc.	5.4 Farmers starts micro enterprises with multiple products	
5.5. Ensure insurance of agriculture projects installed by farmers	5.5 Farmers have insurance of their projects	
6. Follow up and monitoring plan		
6.1 Conduct regular follow up visits and provide feedbacks at individual level	Project monitoring template	
6.2 Attend regular group meetings		
6.3 Conduct refresher trainings		
6.4 Mentoring and coach for the innovative projects planned by farmers		
6.4 Track the progress made by individual farmers		
6.5 Line up the project with Nepal government agriculture development projects at district and local level		

Impact

The project has direct impact on six national sustainable development goals as mentioned below.

Goal 1. No poverty
Goal 2. Zero Hunger
Goal 3. Health and well being
Goal 8. Decent work and economic growth
Goal 9. Industry, innovation and infrastructure
Goal 13. Climate action
Goal 15. Life on land

Monitoring and Evaluation Plan

The project detail implementation plan (DIP) would be based on monitoring template. The project implementing staff are responsible for the monitoring of the daily activity. Management is responsible for the monthly progress monitoring. The project would develop users' committee capacity to track the progress. The monitoring committee form at the local level with the involvement of local government is responsible for the trimester monitoring of the project.

The progress on the project would be tracked by the weekly meeting and presentation from field staff. The project team is responsible to produce monthly report, biannual report and annual report.

The annual evaluation is planned by the management committee of VIN with involvement of local stakeholders.

Sustainability

- The project ensures active participation of local farmers and capacity build up.
- The institutions such as agriculture cooperative and agriculture products collection centers ensures continuation of the project
- The project is a complete design of production, processing and marketing which has a high potential for the sustainability.
- The project beneficiaries' groups are connected with district and local level agricultural network
- The project is aligning with national sustainable development goals. It has direct contribution on Goals 1, 2, 8, 9, 13 and 15.
- The project is line up with Nepal government's agriculture development strategy 2015-2035 and state development projects at local and district level
- Advocacy supports creating demand of the organic products at local and district level

- The project is integrated with tourism development plan of the state.

Estimated Budget

S.N	Purpose	1 st Year	2 nd Year	3 rd Year	4 th Year	5 th Year	6 th Year	7 th Year		
		Total amount NPR	Total amount NPR	Total amount NPR	Total amount NPR	Total amount NPR	Total amount NPR	Total amount NPR	Total amount NPR	
1	Project staff	2977500	3968250	4365075	4801582.5	5281740.75	3925618.125	4318179.72		
2	Baseline survey	203100	0	0	0	0	0	0		
3	Advocacy on sustainable farming and Permaculture	455000	405000	405000	405000	405000	155000	155000		
4	Build up capacity of small farmers	3314000	4040400	6528650	8800900	12538900	17460900	9000000		
5	Build up Infrastructure	20500000	28500000	36600000	44750000	52900000	0	0		
6	Establishment of agriculture-based enterprise	1682700	2515200	2917000	4099000	4871000	0	0		
7	Follow up and monitoring	1000000	1000000	1000000	1000000	1000000	500000	500000		
8	Admin cost (10%)	3013230	4042885	5181572.5	6385648.25	7699664.075	2204151.813	1397317.972		
9	Miscellaneous (5%)	1657276.5	2223586.75	2849864.88	3512106.54	4234815.24	1212283.50	768524.9	NPR	USD
	Total Amount	34802806.5	46695321.8	59847162.4	73754237.3	88931120.1	25457953.4	16139022.58	345627623.99	3170896
Grand Total										

The total budget of the project is three hundred forty-five million six hundred twenty-seven thousand six hundred twenty-four rupees or three million one hundred seventy thousands eight hundred ninety-six US dollars.

Time line

S.N	Purpose	Year						
		1	2	3	4	5	6	7
1	Project staff Recruitment							
2	Baseline survey							
3	Advocacy on sustainable farming and Permaculture							
4	Build up capacity of small farmers							
5	Build up Infrastructure							
6	Establishment of agriculture-based enterprise							
7	Mentoring and support							
8	Follow up and monitoring							
9	Project wrap up							
10	Final evaluation of the project							

Funding Strategy

This is by far the most ambitious and high-scale project that VIN has ever done.

Friends of VIN, Netherlands has hired a grant writer to support with finding funding.