



ANNUAL REPORT 2013



women**LEAD**
NEPAL



POOJAN SHRESTHA

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OUR WORK

THE PROBLEM

Young women represent a strong force for change in Nepal. In 2006, 30% of Nepal's population was youth under the age of 24. Young women in particular face specific challenges:

THEIR VOICES ARE NOT BEING HEARD

THEY RARELY HAVE POWER OVER THEIR OWN LIVES

THEY DO NOT RECEIVE THE SAME EDUCATIONAL AND PROFESSIONAL OPPORTUNITIES AS MEN DO

Across the world, and in Nepal, adolescent girls are an under-served population. Less than 2¢ of every development dollar goes to girls and 9 of 10 youth programs are aimed at boys (TIME). There is a lack of leadership development organizations for young women despite women's leadership remaining low across all sectors in Nepal.

Decisions are often made about critical issues affecting girls' lives, such as early marriage and education, without the input of girls themselves.

An increase in allocated leadership positions, such as a 33% quota for women in state structures, has given new opportunities to women but schools and civil society are failing to equip them with the tools to access and leverage these positions.

VISION

Our vision is for women and girls to lead alongside men.



"Before WomenLEAD, I thought that society and family dictated what women should do. Now I realize that a woman's life is like a blank paper and she herself chooses what to make of it."
 Menuka Gurung
 2011 LEADer, 2012 Fellow &
 Founding Board Member

OUR SOLUTION

Many female empowerment programs provide short-term leadership development but Women LEAD is the only organization in Nepal and one of the few in the world specifically focused on long-term leadership development for girls. Most of our participants had never written a resume or practiced public speaking before joining our organization. We believe that traditional elementary and secondary education is not enough to empower girls. They must be given leadership training, resources and opportunities to prepare them for university and for their future career.

Women LEAD identifies and invests in a small group of diverse young women who have the potential to become the next generation of leaders in Nepal.

KEY PROGRAMS

Our two key products are the LEAD program and our community.

WOMENLEAD COMMUNITY



OUR IMPACT

WOMEN LEAD IS THE FIRST AND ONLY LEADERSHIP DEVELOPMENT ORGANIZATION FOR YOUNG WOMEN, LED BY YOUNG WOMEN, IN NEPAL.

SINCE 2011, WE'VE EMPOWERED OVER 700 FEMALE HIGH SCHOOL STUDENTS WITH THE SKILLS, SUPPORT AND OPPORTUNITIES TO BECOME LEADERS IN THEIR SCHOOLS AND COMMUNITIES.

LEADERS' INCREASED SELF EMPOWERMENT:

BY THE END OF THE PROGRAM, GIRLS:

- Are more confident in their abilities and skills
- Identify as leaders and change-makers in their communities
- Are more capable of negotiating the issues in their lives
- Are more equipped to reach their academic and career goals
- Have a deeper understanding of the key issues facing their community
- Gain admission to the top schools in the country
- Challenge their community's perceptions and treatment of women
- Write op-eds to newspapers on the misrepresentation of women
- Advocate for their rights with Nepal's political leadership, UN Youth Councils and international representatives like Melanne Verveer
- Become role models and mentors to younger students.

LEADERS' IMPACT ON THEIR FAMILIES, SCHOOLS AND COMMUNITIES

The more long-term impact of our work is through the specific community projects our students undertake both within the WLEAD program and after graduation.

Our LEADers are already having an impact in their families, schools and communities by taking the knowledge and skills they've learned and passing it on. One of our LEADers, Menuka, taught women in her Gurung community about domestic violence and explored gender discrimination with them, especially the preference for sons in families. It made an impact on her community: after wards, girl participation increased at their Tihar festival from 20% to 50%. In her Gurung youth com girls than boys who are actively involved.

NUMBERS OF WOMEN SERVED

PROGRAM COMPONENT	2011-2012	2012-2013	2013-2014
LEAD PROGRAM	36	25	30
SCHOOL LEADERSHIP TRAINING LED BY LEADers	133	120	217
ALUMNI ENGAGEMENT	28	64	60
WOMEN LEADers IN TECH	-	-	10
TOTAL IMPACTED	197	209	317



RIZA SHRESTHA

OUR MILESTONES

NON-PROFIT STATUS

Registered as a 501c3 in the US in March 2014 and local non profit in Nepal in April 2013

GROWING SUPPORT

Received Biggest grant to date from Georgetown University

INCREASED RECOGNITION

- 2014 United Nations Girls' Education Initiative's Innovative Solutions of The Year
- 2014 Echoing Green Semi-Finalist
- 2014 Dell Social Innovation Challenge's 10 Most Promising Projects
- 2012 Women Deliver's Top 50 Solutions Delivering for Women and Girls



EXPANDED RESOURCES

Established our Resource Center in our new office.



New Resource Center in Nepal

GLOBAL CONNECTIONS

Developing partnerships with local and international NGOs to expand opportunities for our beneficiaries. Expanded opportunities include:

- Internship placements
- Technology and engineering groups
- English language tutoring
- University scholarships

EVALUATION METHODS

Developed & piloted a robust monitoring and evaluation methodology for our LEAD program based on the POWER model developed by the Common Ground High School in Connecticut.

EXPANDED PROGRAMS

- Expansion of our trainings to university students under our Women in Technology program
- Establishment of an Incubator in 2014-15 at our office for our participants and other young women to launch their projects



LEADer Akshyeta conducting awareness programs

OUR FINANCES

2012-2013

GRANTS \$19,000 46%	INDIVIDUAL DONATIONS \$21,975 54%	TOTAL INCOME \$40,975
PROGRAMS \$17,7561 77%	FUNDRAISING \$5,252 23%	TOTAL EXPENSES \$22, 813

2013-2014

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PROGRAMS INCLUDE: OFFICE INFRASTRUCTURE, NEPAL STAFF, PROGRAM IMPLEMENTATION

OUR TEAM

USA

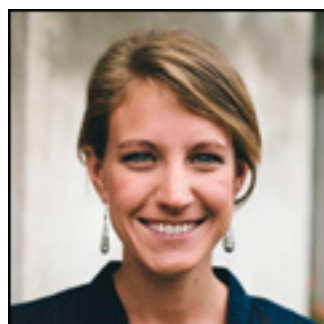
FUNDRAISING, STRATEGY, PR



CLAIRE CHARAMNAC
EXECUTIVE DIRECTOR

NEPAL

PROGRAMS, OPERATIONS,
COMMUNITY BUILDING



CLAIRE NAYLOR
EXECUTIVE DIRECTOR

US BOARD

- Alycia Kellman** Senior Counsel, Grassroots Business Fund
Olivia Khalili Senior Partnership Manager At Ashoka
Kaara Martinez Visiting Assistant Professor,
 School Of Continuing Studies At Georgetown University
Jane Mosbacher Morris Director Of Humanitarian Action For The McCain
 Institute For International Leadership
Rick Pfitzinger Chief Financial Office At The Farm Credit System Insurance
 Corporation
Hina Shaikh Executive Director, Mokta
Sue Snyder CEO of the Knowledge Network
Dan Mahanty Senior Advisor for Human Rights and Security at the
 Department of State in Bureau of Democracy, Human Rights and Labor
Erika Veberyte Director, Women's Democracy Network

NEPAL BOARD

- Sonu Bajracharya** President
Urusha Karmacharya Vice-President (2011 LEADer & Mentor)
Urjala Maharjan Treasurer (2011 LEADer)
Sophiya Maharjan Secretary (2011 Intern & Mentor)
Aishwarya Rani Singh Vice-Secretary (2011 LEADer & Mentor)
Sujata Khatiwada Member (2012 LEADer, Fellow & Mentor)
Datenzing Ongmu Tamang Member (2012 LEADer & Mentor)



SONU SHAKYA
PROGRAM MANAGER

OUR SUPPORTERS

FUNDING

- THE FUND FOR WOMEN IN ASIA
 ASHOKA'S YOUTH VENTURE
 DAVIS PROJECTS FOR PEACE
 BANKING ON YOUTH
 COMPETITION
 ASIA INITIATIVES FOUNDATION
 GIRLS' RIGHTS PROJECT
 SOCIAL INNOVATION PUBLIC
 SERVICE FUND, GEORGETOWN
 UNIVERSITY
 SPARK
 ETOSE
 GIRLS LEARN INTERNATIONAL

PROGRAMS

- HOLLABACK
 KARKHANA
 WEDU
 HUMAN RIGHTS FILM FOCUS
 SISTERS INTERNATIONAL



LEADER PROFILE RAJINA SHRESTHA

Rajina Shrestha is a perfect example of the passionate, driven young women we help shape through our organization.

EARLY INVOLVEMENT

Rajina joined our inaugural program in 2010. Initially, she was quiet and shy, but she quickly grew in confidence, attending every event we organized that year, and participating actively on Facebook.

In July 2011, we recruited her as our first intern, and she helped us plan our Leadership Institute that summer. She interned for us for an entire year, one in which she was a critical part of our team. From October to February of that year, she assisted us in training participants for our School Leadership Program, teaching girls how to facilitate and plan weekly leadership workshops in their schools.

INSPIRATION INTO ACTION

She became the point person for our blog, and interviewed inspiring Nepal women for our weekly series. That experience inspired her to take the initiative to restart her school newspaper, which had been defunct for several years. From May to July 2012, she helped us once

again with the Leadership Institute, mobilizing youth around elections and democracy and organizing on-site voter registration. She also organized and ran a weeklong leadership camp for children with incarcerated parents in July. She was involved in every aspect of our organization, helping with alumni events and organizing a workshop for the 2011 LEADers about universities and life beyond high school.

GROWING SUPPORT

She received a full scholarship from the Indian government to study biotechnology at Bishop Cotton Women's University in Bangalore in July 2012. She was selected as a Google Ambassador for her university. Even though she was no longer an intern at Women LEAD, she volunteered to run two workshops during her winter break. She ran a workshop (Going Online with Google) for Women LEAD, helping 2012 LEADers create blogs for the Nepali NGOs they're interning at. She also worked with Karkhana to set up the first workshop and networking event for female engineering students in Nepal. From a contact at Karkhana, she's currently doing a workshop at one of the biggest bio-labs in Bangalore.

LIFELONG LEADING

She has also been inspired by our launch of Hollaback! Nepal (the first chapter for anti-street harassment organization Hollaback! In Nepal) to launch Hollaback! Bangalore over the summer and will be working with Sisters International to run their girls' leadership conference in South India this year. She hopes to do a joint MBA & Masters in biotechnology at John Hopkins in the future.



RAJINA SHRESTHA

PRESS



THE HUFFINGTON POST

by Scott Dinsmore
LIVE YOUR LEGEND
Est. 2006

WOMEN IN THE WORLD FOUNDATION

Forbes

awid women's rights
Association For Women's Rights in Development



PEACE X PEACE
Raise Women's Voices, Build Cultures of Peace

THE HOYA

create mixed media



EVERYDAY AMBASSADOR

JUST A SOCIAL JUSTICE PUBLICATION

WhyNepal.com



GEORGETOWN UNIVERSITY ALUMNI ASSOCIATION

WOMEN DELIVER
INVEST IN GIRLS AND WOMEN - IT PAYS



CALL TO ACTION

HOW YOU CAN HELP

<http://women-lead.org/get-involved>

STAY IN TOUCH



Check out our website



Like us on Facebook



Follow us on Twitter



Follow our Blog



Sign up for our newsletter

VOLUNTEER

Volunteers are an integral part of our team as our representatives in their cities and schools. We have teams in the US that are raising awareness and funds for Women LEAD through events and fundraisers such as happy hours, art fundraisers and presentations.

I WANT TO START A VOLUNTEER TEAM IN MY CITY

I WANT TO START A WOMEN LEAD CHAPTER IN MY SCHOOL (HIGH SCHOOL OR UNIVERSITY)

We encourage volunteers to participate in our community in many other ways, such as blogging and networking.

DONATE

We believe in the potential of girls like Menuka and Sharmila. Join us to empower her to become a leader in her school, community and nation!

"Today 25 of us are having this training and 25 of us are free to live our lives. It's going to be 25 in the next year. Eventually, it's going to grow to a lot of numbers so that's going to make a lot of difference and that's all through Women LEAD.

I am going to be a change-maker, I am going to teach new things to my brother and sister today and my sister is going to tell it to her friends and eventually it's going to grow. So if I take a stake right now, then I think I can help a lot of people in the next 10 years."
- Neha

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