

**SHARE AND CARE NEPAL**  
2010 - 2015

# Strategic Plan



Making a difference in the lives of  
the poor and needy

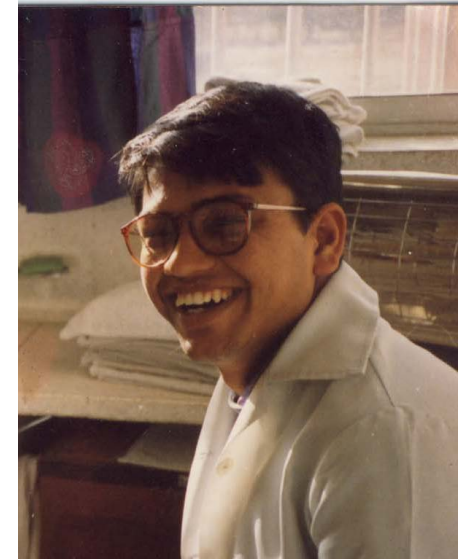
Share and Care Nepal (SCN) and Tearfund UK, its funding partner, conducted an organisational assessment of SCN to measure its capacity and competence in regards to achieving their goals and objectives. Based on the assessment, a proactive plan was developed in August 2008.

The ten-year proactive plan (2008-2018) outlined a future working strategy. As the work continued, there were changes in the socioeconomic and political climate of the country. In light of the emerging needs of the altered scenario in which newer opportunities in making a difference in the lives of the poor were available, a careful reconsideration and review of the plan was most imperative.

Thus, in October 2010, the SCN Board members, senior leadership, and staff reviewed and reflected on the ten-year plan and its present significance. Some aspects have been modified and new ideas incorporated. A summary of the plan is being presented in this document.

## THE BEGINNING

'Love your neighbour as you love yourself' is the Bible verse and common slogan "prevention is better than cure" that inspired Ramesh Khadka, a young Nepali visionary, to start a movement. Share and Care Nepal was established in 1993 with commitment to reach out to all without biases. On the 15th of January 1994, Share and Care Nepal was registered in the District Administration Office, Lalitpur and affiliated at Social Welfare Council, thus becoming the first Christian Non Government Organisation (NGO) in Nepal. The primary focus is to respond the needs of vulnerable people and communities in urban and rural areas.



A small clinic in Pharping, south of Kathmandu Valley, Nepal, kickstarted the movement by providing health care services to its neighbouring communities.

In 1995, learning from the experience of Comprehensive Rural Health Project (CRHP) Jamkhed, India, the entire program was reviewed and revamped. The organization's working approaches shifted from "**Charity and Welfare**" to "**Change and Development**". From then on, Share and Care has sustained the growth and expansion of each work of empowering and transforming communities.

In no time, a simple scripture verse, which had inspired one man, began to take root in the hearts of many others to reach out and make a difference in peoples' lives!

## OUR VISION

Share and Care Nepal envisions an empowered and transformed community having an enriched all-round quality of life.

## OUR MISSION

Share and Care Nepal works with poor and vulnerable communities for their holistic transformation.

## OUR CORE VALUES

We are inspired by the example of Jesus Christ and try to practise the following values in our lives and work:

**LOVE:** We strive to demonstrate our love for the poor and needy by reaching out to them and sharing experiences, resources, and abilities, and help them to reach their full potentials. We accept people as they are and do not discriminate on the basis of caste, religion, or gender. We give priority to their needs and share their struggles and joys in the abiding spirit of Christ.

**INTEGRITY:** We strive to align our beliefs, values, and our action, and uphold high standards in our work with the poor, reflecting honesty and commitment in all we do.

**STEWARDSHIP:** We value our resources and try to use them judiciously and efficiently for the upliftment of the poor and needy.

**SERVICE:** We strive to care for the needs of the poor and most vulnerable in the spirit of self-sacrifice and with our hearts, giving our best for the betterment of others.

**EMPATHY:** In reaching out to the poor and needy, we strive to experience their struggles, joys and difficulties from their own perspective and try to become one with them.

## MAJOR PROGRAMME COMPONENTS

1. Community Health
2. Community Education
3. Food Security
4. Women Empowerment
5. Disaster Management
6. Organisation Development
7. Socioeconomic and Livelihood Management
8. Children At Risk
9. Integral Mission
10. Minimising Human Trafficking
11. Peace-building and Community Harmony
12. Transformational Development
13. Action-Based Research

## 1. Community Health:

When it comes to accessibility for even basic health services and facilities, a huge majority of Nepal's most remote and needy communities are still deprived. There is a burning need to improve the community health situation as it is becoming critical. The major weaknesses identified so far are as follows: a glaring lack of awareness in community health, ignorance about personal hygiene, ineffective health management, lack of new knowledge, skill, information, and required capacities of health staff, and lastly, health professionals unwilling to work in remote areas.

### Key Objective:

Improve health situation in remote communities.

### Activities:

- Initiation in strengthening the capacity of health services receiver and local health care providers to create effective health services.
- Initiating an effective health management system.
- Spreading HIV and AIDS awareness and facilitating in providing support to the infected people.
- Creating awareness on personal hygiene to the people of the community.

## 2. Community Education:

The literacy rate of marginalised and ethnic groups in Nepal's remote areas is very low. Women continue to bear the brunt of domestic work and are thus lagging behind in education. The dropout rate of girls and even boys in school is increasing, and some could be attributed to both the distance between homes and schools as well as the poor infrastructure that the schools have. A lack of proper knowledge, skills, and training are also prevalent in most school managements. As there are few high schools in remote areas, high school students have to invest a lot of money to travel to urban cities for further education.

### Key Objective:

Increase access and quality education in remote communities.

### Activities:

- Organise Life Relevant Education campaign for the community people and groups.
- Initiate effective management system in schools.
- Initiate in creating a studying environment in schools by motivating poor students, dropouts, and parents.
- Initiate in upgrading necessary classes and quality education level in schools.

### 3. Food Security:

Agriculture is a major source of income for almost 90% of the population. Massive industrial chemical fertiliser usage has also helped in the degradation of the quality of the soil, thereby affecting the rate of annual agricultural product. As are traditional farming methodologies such as difficulties in irrigation, lack of knowledge on updated technologies, etc, which is also helping to make the average Nepali farmer's work redundant. Thus, improving agriculture and ensuring food security is most vital to Nepal's agriculture sector.

#### Key Objective:

Improve agriculture production and ensure food security in Nepal's remote communities.

#### Activities:

- Capacity strengthening of farmer groups and network groups.
- Providing information about new productive farming systems and appropriate farming technology.
- Motivating farmers on professional and commercial farming.
- Promoting and facilitating marketing methods for agriculture production.

### 4. Women Empowerment:

As with education, the average Nepali woman's influence at home remains diminished. Women are still considered inferior than men and thus, this results in widespread gender discrimination even in Nepal's remote and marginalised communities. The role of women in social development, in decision-making and overall leadership, is virtually nonexistent in communities, apart from a few exceptions in the country.

Treated like second-class citizens, barred from their basic human rights and societal roles, women continue to suffer in Nepal's villages. The need of the hour is to empower these suffering women and help capacitate them for their social and economic roles.

#### Key Objective:

Increase access in women's roles, responsibilities, and participation in community development.

#### Activities:

- Facilitate women to become united in groups to learn about their basic their rights and to increase their access to resources.
- Strengthen knowledge and self-confidence of women and enhance their decision-making capacities.

- Facilitate in developing entrepreneurship skills in women.
- Initiate an effective management and organisation development in women's groups.

### 5. Disaster Management:

The life and livelihood of communities continue to be affected by various natural disasters and climate change in Nepal, an issue most prominent in its remotest communities. The loss of lives and property through natural calamities grows every year. A crippling lack of knowledge about simple disaster preparation and management is the reason why these communities suffer. Spreading awareness about disaster preparation and management is most needed.

#### Key Objective:

Strengthening the capacities of communities to cope with natural disasters in order to minimise loss of lives and property.

#### Activities:

- Mobilise and strengthen the capacities of communities and disaster management committees for a proper disaster response.
- Initiate ideas and methods for environment conservation.
- Facilitate in creating linkages and networking from local level to district and national-level disaster response teams.
- Promote awareness of natural disasters and their preparations among different community groups.

### 6. Organisational Development:

Local community-based organisations play a key role in sustainable development of communities. If the capacities of these organisations can be enhanced, their impact in development could be made more effective and sustainable.

#### Key Objective:

Improve management capacity of community-based organisations for local community's development.

#### Activities:

- Strengthen capacity of local organisations.
- Promote local organisations to initiate community development work
- Initiate for effective management of local organisations.
- Initiate for linkage, coordination and networking with local organisations.

## 7. Socioeconomic and Livelihood Management:

Poverty in Nepal has been dominantly defined in socioeconomic terms, where people living under the daily income of US \$1 are considered to be below the poverty line. This means that almost half of the rural populace falls in this category. This is primarily due to a lack of livelihood opportunities, widespread unemployment, and lack of technical and entrepreneurial skills and knowledge.

### Key Objective:

Enhance the entrepreneurship skill of community people for economic and livelihood upliftment

### Activities:

- Promoting agro-based skill and initiate income generation activities
- Explore opportunities for self-employment
- Introduce saving and investment schemes and encourage people to start cooperatives at local level
- Increase investment for small business and micro enterprises

## 8. Children at Risk:

Poverty, lack of awareness of children's rights, and a growing disparity in education are some of the factors of child labour, school dropouts, and the trafficking of girls.

### Key Objective:

Promote children's rights so that children can be empowered to enjoy life to the fullest.

### Activities:

- Facilitate tutorial classes for school dropouts.
- Conduct Life Relevant Education classes for children and adolescents.
- Provide scholarship support and vocational training for the children in need.
- Work on advocacy on child rights and human trafficking.

## 9. Integral Mission:

Nepali churches are mostly involved in evangelism and propagation of the Christian faith. They encourage both new and old believers in learning more about the Christian faith. Likewise, development organisations are focused on social and economic development, sometimes even at the cost of one's own faith. Bridging the gap between the role and understanding of the Church

and development organisations and encouraging cooperation and working relationship between the two is a major challenge for Nepal's future. A conceptual understanding of development in the Church and encouraging their involvement in the community is thus an important strategy.

### Key Objective:

Equip and engage the local churches in the community for Integral Mission through partnership in transformational development work.

### Activities:

- Invite and involve local church leaders in devotion, prayer and special events organised by Share and Care Nepal.
- Support the Micah Network initiative to promote Integral Mission in local Churches.
- Encourage the involvement of churches in community-based development work.
- Participate in national and international events on Integral Mission and create an opportunity for exposure visits for Christian leaders and willing participants.

## 10. Minimising Human Trafficking:

Poverty and other related reasons make Nepal's remotest communities vulnerable to all sorts of exploitation, such as human trafficking. This form of trafficking has different forms - employment in circuses, domestic servitude, and commercial sex work in and outside Nepal. Human trafficking has dangerous implications for the victims' health, social and emotional status, as well as their families'.

### Key Objective:

To enable communities to deal effectively with the dangers of human trafficking by spreading awareness and education.

### Activities:

- Formation and mobilisation of community groups working against human trafficking.
- Arrange counselling for trafficked women and their families.
- Networking and coordination with other organisations working against human trafficking.
- Facilitate income generation activities to needy communities.

## 11. Peace-building and Community Harmony:

Peace and harmony within the community is important to promote community empowerment and transformation initiatives. As an experienced Christian development organisation, SCN is committed to be an agent of peace in its areas of work. Conflict and disharmony issues are thus addressed on a priority basis.

### Key Objective:

Restoring peace and promoting fullness of community life.

### Activities:

- Create a common platform and facilitate dialogues and interactions with different conflict groups to promote peace.
- Organising community events to rebuild community relationships.
- Support conflict-affected persons and communities
- Facilitate psychosocial counselling.

## 12. Transformational Development:

In general, transformational development addresses community development issues pertaining to improvement in quality of life and addresses particularly the issues of inner transformation, practise of human values, and achievement of excellence in professionalism.

### Key objective:

To reach out to provide opportunities for inner transformation, enhance knowledge, and individual and professional growth.

### Activities:

- Conduct vocational training programmes for gainful employment.
- Facilitate courses for professional updating for NGOs, CBOs and Churches
- Conduct in-house trainings for SCN staff.
- Provide facilities and premises for conducting trainings and exposure.

## 13. Action-based Research:

The purpose of action-based research is to study specific issues in relation to community development, learn lessons from their interventions, and find out how the learning can be used to improve the existing project and share the findings with other stakeholders.

### Key Objective:

Initiate and conduct action-based research for self-learning and circulate findings widely for improved development initiatives.

### Activities:

- Identify issues for action research based on our experience and consider alternative course of action.
- Prepare and select course of action.
- Study the consequences of an action.
- Identify general findings and use them wisely

## OUR WORK APPROACHES

- Holistic and value-based development.
- Moving towards lasting change and sustainability.
- Promoting community ownership.
- Utilising available resources.
- Facilitating community empowerment for transformation.
- Strengthening capacity of duty bearers and increase awareness of right holders.
- Partnership and networking.
- Establishing liaisons with government, church and public stakeholders.
- Greater advocacy.

## A UNIQUE WORKING STRATEGY

Share and Care Nepal uses unique strategies based on the local context and the needs of the communities. We directly implement projects and programmes, partner with other NGOs, CBOs and Churches. Another working strategy is through initiating a movement and facilitating change in different ways leading to transformation among the wider community.



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