



2018-2019 ANNUAL REPORT



what guides us

OUR MISSION IS TO
EMPOWER WOMEN & GIRLS
THROUGH EDUCATION



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Our Team





President's Report

On behalf of the 2018 - 2019 Her International board of directors, I would like to offer a thank you to all of those who continue to support this amazing charity. I am very happy to report that we had another great year in 2019 with foundation work done on fundraising initiatives, board structure and collaborative approach to broaden the reach of Her International and our programs.

A personal thanks to all those on the board who continue to impress me with their passion they bring to the charity. These people are doing amazing things and they include Heather Oishi, Ann Haymond Hill, Sylvie Forget, Mandy Glinsbockel, Francine Walker, Maureen Cousins, Carolyn Walsh, Jen Zielinski and Candace Chisholm.

The board is supported by Karen Hughes who has been a huge asset again this year with both her vast knowledge of our processes as a charity, her financial monitoring of the charity and a significant amount of the logistics. Karen again has done a fabulous job of keeping everything organized and moving forward.

In addition to Karen's work, our board would not be where it is without the incredible leadership of our co-executive director's Kate Phelps and Tamara McLellan. These two women are instrumental in what we as a charity do; and their participation and contribution is absolutely fantastic. This infectious demonstration of leadership provides all those associated with the charity to feel empowered and available to help when they can. Board Members, volunteers, employees and our partners in Nepal all feel the same. We, as a board, could not be more proud of what Kate and Tamara have done for the charity.

Collaboration, became the theme this past year and the board felt our partners in Nepal, Creating Possibilities, and their staff have done an amazing job again. They are showing significant initiative with creative programming, they are working well with other Non-Governmental Organizations (NGOs) to expand their reach and do the best they can with the funds they receive. We at Her International remain 110% content with the working relationship with this amazing team in Nepal. Special thanks to Nepal Program Director, Dinesh Raj Sapkota as well as Finance and Administration Director Nura Basnett.

We continue to attract amazing supporters to our local events such as Hope in Her Eyes, 9 Wine and Pie, various Scarf Sales and other fundraising events. The people of Kelowna and other parts of Canada continue to be generous and offer help.



As president, I look back on 2018-2019 as a great year, as I do; however, the best part of being involved with the charity has been the groundwork in Nepal. Volunteering with like-minded individuals, continues to be the inspiration I look to when I think about Her International. And, last year's build in Nepal is no exception.



We had 14 very keen volunteers who set out to help construct four classrooms at Janata Secondary School. The trip was a resounding success and I want to extend a personal thanks to all of the volunteers who made this possible. Special thanks to Hugh Culver and his family for their efforts to raise significant funds for the build. It was very special to see this build be named “Eleanor House” in honor of his mother. All of the volunteers were very engaged, worked hard and represented our country very well in Nepal.



THANKS AGAIN TO ALL WHO MAKE WHAT WE DO POSSIBLE, WITHOUT TIME,
ENERGY, COMMITMENT AND MONEY, NONE OF THIS IS POSSIBLE.

If you have any questions about the charity or want to get involved, please give me a call at 250-212-1665 or email me at Kevin@herinternational.org.

Thank You and Namaste

Kevin Edgcombe

President, Her International

Are you Ready to do something GREAT?



Executive Directors' Report

Dear board members, donors, supporters, and volunteers of Her International,

This year has been filled with beauty and growth. We are delighted to present you with the colourful details, events, moments, and those administrative details of the 2018/2019 year.

When we started this work in a co-position, we knew it was somewhat unique. Two women sharing one job. As time has passed, we have deepened our relationship a collaborative effort in an effortless way. It has shown us how strong women can be when we work together. It has empowered and stretched us to expand our horizons. We believe that if we live the message of the charity, the charity will take care of itself. We are trying to walk that line every day.

We recently decided to add a Development Director to the Her team. Many extraordinary candidates came forward; however we found a woman who embodied female education and empowerment. We welcome Karen Velazquez as an amazing addition to our team and this expansion will allow us to do more good in the world.

The partners of Her International in Nepal, continue to inspire everyone involved with the charity. Dinesh, Nura, Sarita, Deepa, Hemraj, Pressa and the whole Creating Possibilities family, you are all such dedicated and hardworking people – words cannot evoke how much your dedication means to the team in Canada.

And where would we be without Karen Hughes? Our operations director is a force to be reckoned with, in everything she has done this year. She dots our i's and crosses our t's, we could not do any of what we do without her. To Alyx Walsh, who gracefully handles our donor administration - we truly are like a family with the board members and want to thank each of our volunteers and ambassadors.

This past year, our mission became even clearer. Our girl's scholarship programs continue to be of the utmost importance. Our microfinance and life skills groups for women are thriving. And, by the end of 2019, we will see 105 girls through the pilot program of our girls' leadership and entrepreneurship course. These young girls are destined to become leaders in their communities and will give back by becoming facilitators and mentors for younger girls. The cycle of empowerment is surely in motion.

Looking forward, one thing that stands out to us is the importance of working in our own backyard as we affect change overseas. We've always wanted to create a more structured program in Canada, not to start new work here, but to support the already good work that many organizations are doing. We are hosting our 2nd annual adolescent girl's empowerment workshop in October and will have even more exciting news to share soon. It means you have to become a member and stay tuned!

ALONGSIDE YOU, OUR SUPPORTERS, WE FEEL EXTREMELY LUCKY AND SIMULTANEOUSLY THRILLED TO CO-CREATE A WORLD WHERE EVERY HUMAN CAN BE SEEN, HEARD, AND WHO CAN SOAR.

Warmly, Kate and Tamara



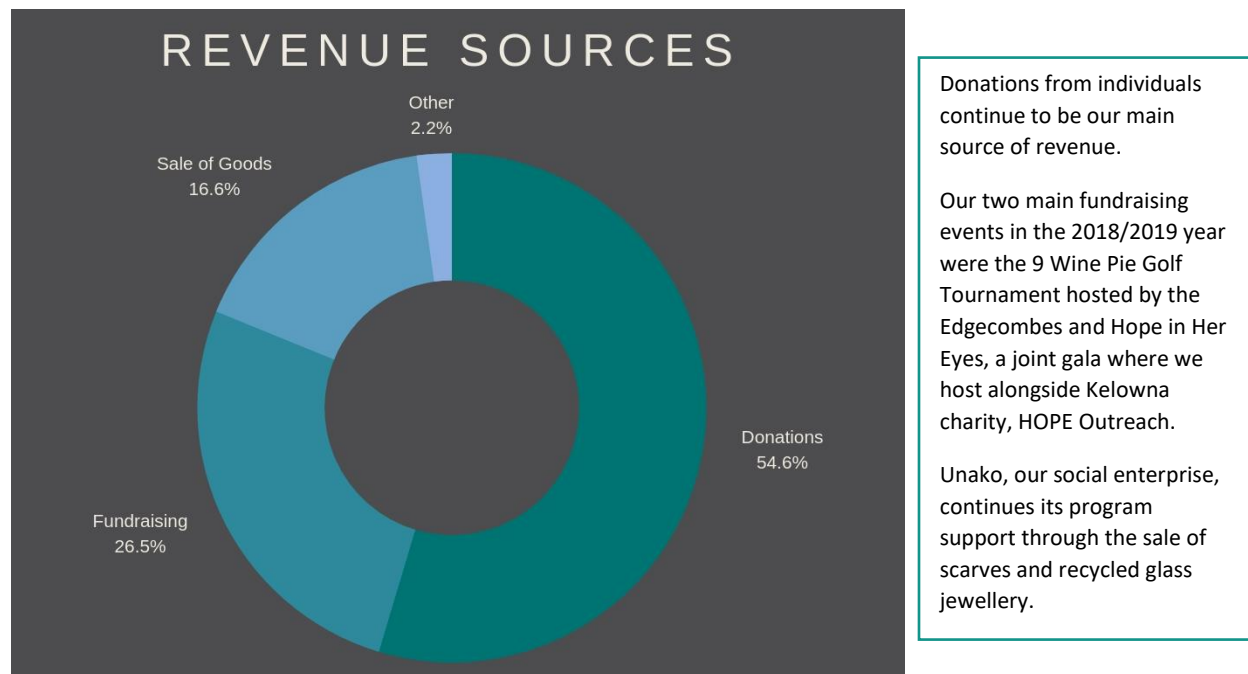


Financial Report

Her International just completed its first year as a recognized non-profit organization under the title of 'Her International'. It's been an exciting year for both the staff in Nepal and in Canada. The passion that both teams exude will be the drive that continues our growth and our ambition to do great in the world.

Under the leadership of our co-executive directors Tamara McLellan and Kate Phelps, we have made new connections and have created innovative ideas to keep helping both girls and women in Nepal and Canada.

Her International would like to thank those who have donated, volunteered and become ambassadors during 2019 — you have directly contributed to our charitable success. Such ambassadors include; Hugh Culver, who decided to raise money for Her International for his 60th birthday. His campaign 'I give a Dang' successfully raised more than \$27,000. Following a happy 60th, he joined our volunteer group, in Nepal, along with his family to build the second floor of Janata Secondary School in Dang. Thank you, Hugh, for your commitment and generosity!



Our Social Enterprise continues to bring awareness and revenues. This year, we sold \$41,368 in scarves and jewelry from our 'Bottles to Beads' initiative with Unako. Once again, a big shout out to Linda Edgecombe who continues to be our biggest social enterprise ambassador carrying a suitcase full of scarves and jewelry everywhere she goes. We are always looking for new avenues to sell Unako products as our sales have been decreasing over the years. A little note on our inventory: We had been holding on to a lot of older inventory and this year we chose to write down the value, thereby increasing our cost of Goods Sold and decreasing the amount sitting in inventory. We are currently trying to sell our remaining scarf inventory at reduced prices to renew our goods and increase its value.



Like any other small charity, our number one concern is managing our cash flow while trying to put as much of our money into programs. Our next goal is to focus on fundraising, and we are looking into expanding our team further into the next fiscal year in order to achieve this goal. We're committed and ambitious, and we are relentless in our desire to do more while still doing it right.



Together we have been able to directly impact 10,850 people since the beginning. When you invest in Her International, you are helping educate and empower women and girls and in return, you help a whole community. Her International could not help so many people without the support of our donors and we could not provide meaningful outcomes that fuel change. For this, we are truly blessed and we hope we can count on your support again in the future.

With much gratitude,

Sylvie Forget, Treasurer/Secretary



Financial Statements

Her International Foundation Statement of Financial Position as at March 31, 2019

	2019	2018
Assets		
Current		
Cash	72,489	54,353
Accounts receivable	6,026	-
Inventory	9,169	38,945
Prepaid expenses	26,250	30,748
Due from related party		5,726
	113,934	129,772
Liabilities		
Current		
Accounts payable	33,251	4,931
Fund Balances		
Reserves	80,683	124,841
Unrestricted		-
	113,934	129,772

Her International Foundation Statement of Reserves For the year ended March 31, 2019

	2019	2018
Reserves		
Bikes Reserve	5,493	7,193
Empowerment through Education	-	15,510
General	35,515	60,317
Literacy	-	3,470
Medical Scholarship Reserve	31,590	33,008
Teacher Training	-	180
UBC Sickle Cell	8,085	5,163
	80,683	124,841



Her International Foundation
Statement of Operations and Changes in Fund Balances
For the year ended March 31, 2019

	<u>2019</u>	<u>2018</u>
Receipts		
Donations	136,068	84,881
Fundraising	66,101	92,479
Sale of goods	41,368	52,083
Other revenue	5,534	960
	<u>249,071</u>	230,403
Disbursements		
Advertising	119	1,162
Bank charges and interest	3,024	4,341
Charitable programs	153,870	134,934
Fundraising	15,680	32,583
Insurance	675	655
Office	4,220	7,198
Professional development	299	
Professional fees	70,695	68,711
Purchase of goods for resale	37,821	23,940
Travel	1,100	3,400
	<u>287,503</u>	276,924
(Deficiency) Excess of receipts over disbursements	- 38,432	- 46,521
Transfer to reserves	38,432	46,521
Unrestricted, beginning of year	-	-
Unrestricted, end of year	-	-



Programs

Empowerment through Education

Dinesh Raj Sapkota, Creating Possibilities, Country Director “Last year was very successful. All the planned the activities were completed within the time frame. The students who exited grade 12 are continuing their studies to the upper levels. More students and the mothers received bicycles. The impact has been amplified. For the mothers, being a member of the mothers group and their children receiving scholarships have had a ripple effect and has had a positive impact to the entire family. The importance of the education along with an entrepreneurship education for the mothers has made the whole family self-independent and a role model of society. Slowly, they are moving ahead as an agent of social change.”

This year the Empowerment through Education program awarded 167 scholarships to students from primary school through to post-secondary school. The students are staying in school longer than ever and are encouraged to continue their studies after graduation. Staff in Nepal are working directly with each of the teachers to learn how both parties can best motivate all students.

A STORY ON HOW STUDENTS ARE ENCOURAGING CHANGE IN THEIR OWN SCHOOL:

*Deepa Chaudhary
Creating Possibilities, Student Coordinator*

“I went to visit Gyanodaya Government School which is in Rapti Municipality. Thirteen students study with the support of Her International at this school. When I entered the gate, I found that the principal of this school was late and one boy came with his diary to collect the 20 rupees late fee. When I saw that I was excited and went to ask for more information. The student explained that teachers have to pay 20 rupees and students have to pay 10 rupees if they are late to school. This is the rule of the school made by the Children’s Club. The boy was a member of the club. Then I asked him “What do you do with this money?” He said that on Fridays the school runs games and contests and the Children’s Club provides the prizes for these activities.”

“There are total 660 students in this school. 99% of the students are Tharu. According to students the school program is very well run. Although this school is very poor they do a good job offering games, sports and extra-curricular activities.”



Creating Possibilities staff continue to work closely with the families to understand their struggles and to help find opportunities to empower everyone. Students have continued to ensure their focus remains on school work while still dealing with the outside pressures of poverty, absent parents, and social constricts.



THE LOVE AMONG FAMILIES IS EVIDENT WITH STUDENTS LIKE KUSUM CHAUDHARY. THIS YEAR SHE IS IN GRADE 10. SHE LIVES WITH HER FATHER, MOTHER, YOUNGER BROTHER AND ELDER SISTER. SHE ENJOYS HELPING HER LITTLE BROTHER WITH HIS HOMEWORK.

DURING A HOME VISIT, STAFF FOUND THAT SHILA CHAUDHARY WAS HAPPIER THAN MOST OF THE WOMEN THAT THEY MEET WITH. SHILA SAID “MY SON HAS A JOB WITH NEPALI POLICE AND MY DAUGHTER IS DOING VERY WELL AT SCHOOL. I DO NOT HAVE A HUSBAND BUT I AM SO HAPPY BECAUSE MY CHILDREN ARE DOING SO WELL.”



Mothers' Groups

The microfinance and saving group education has helped members look to their potential rather than depending on others for support. These women are seeing success and are becoming self-sustaining. The access to funds became attainable, to the women, with the setup of the Unako Cooperative. This enabled the members to take out loans for the first time.

There are 36 microfinance and saving groups, which include 14 male and 1,123 female members. Last year, Creating Possibilities conducted a variety of new training opportunities and activities for the Mother's Groups to expand their knowledge.

Shirjana Chaudhary



Shirjana is 37 years old and has been a member of Pargati mothers group for 4 years. She was a bonded slave for eight years and married at 17. She has a husband, daughter and son. In her mothers' group she learned the importance of saving, lending and borrowing. She learned how to start a business, by participating in a literacy class; where she learned how to do calculations, reading and basic writing.

Four years ago she took out a loan of 15,000 rupees to buy vegetable seeds so she could start farming. She had a small plot of land and was able to grow enough food to eat. Then she began to



collect vegetables from the other members of the women's group, hired a car and took the vegetables to sell at a big market. There, she was able to sell the vegetables at a higher price and thus earn more money.

Now, Shirjana is a local leader who speaks out for others but continues to grow her successful agriculture business on 72,900 sq ft of leased land. She is a very happy, proud member of the mothers' group, who never hesitates to share her story with women members or with other programs.

Unako Medical Scholarship Recipients

As part of our Empowerment through Education program, we have three scholarships available for students to apply for each year. These scholarships are named in memory of a young local girl named 'Unako' who passed away due to insufficient medical care.

These scholarships are competitive and recipients are chosen by local Nepali partner staff at Creating Possibilities, based on their academic performance, financial need, and future goals.

This year's scholarships are being awarded to:

Jyoti: 3 Year Nursing Scholarship



From the beginning, Joyoti wanted to be a nurse but did not have the financial means to do so. However, with some help from local government, she joined to ANM [auxiliary nurse midwife] course. Joyoti finished the ANM course but instead of being happy, she was faced with more challenges as her husband left her with a young baby. She was forced to return to her parent's home. She heard about our nursing scholarship and applied. She passed the entrance exam and was quickly approved due to her former ANM course. The young mother is very committed and wants to serve her local community. She is very grateful to Her International for the support and told us that this course will give her and her baby a new life.

Lalita: 18 Month Auxiliary Nurse Midwife Scholarship



Lalita had a keen interest in becoming a health worker but her parents could not support her due to financial constraints. Yet, she joined grade 12 despite having no keen interest. When she heard about the ANM (Auxiliary Nurse Midwifery) scholarship, she applied for it and was able to pass the entrance exam of the ANM. Three students competed for the scholarship but, only Miss Lalita could get the seat at Rapti Health Institute. She is very happy that her dream to work as a health care professional will be fulfilled. She thanked Her International for this scholarship.



Girls' leadership and entrepreneurship course launch

Her International, with financial support from SureCall Contact Centers through their GoodCall program, launched a personal development course in January 2019. This program is a course offered to adolescent girls who will use an innovative hands-on approach to connect each participant with their innate ability to be a leader in their own life and her community. Each girl will be driven to stand in her own power, encourage and empower those around her. The participants will learn personal development skills such as problem solving, communication, teamwork, and leadership through their entrepreneurship project. After completing the training and business project, they are invited back to serve as mentors to their peers taking the next round of training.



Participants gather each week to learn and practice personal development and business building skills. They will each create an innovation business experiment to practice what they are learning.



Nepal Events

Maghi Festival

The Maghi festival is the annual holiday held in January when, historically, young girls would be sold into bonded servitude as kamlari. Now, together with the local community, Maghi is embraced as a freedom festival instead of one that was associated with bondage. Maghi is now an opportunity for girls, women, and all the families in the area to gather to celebrate in their academic learning, their rights, their voice, and their value.

We hold public speaking forums where women share their experiences and opinions through spoken poetry and debate competitions. They embrace that they too can have fun through games and sporting events with the prizes being cooking and agricultural tools.

Her International celebrates education as we disburse bicycles to our students and others in need in the community. These bicycles help the girls get to school more quickly and safely, allowing them more time to complete their home and academic duties.



International Women's Day in Nepal

This year, International Women's Day was celebrated on the second of March 2019. On this special occasion Creating Possibilities organized a second speech competition.

Approximately 300 people attend the event. Among them, 23 women and three men participated in the speech competition. Those who spoke focused on minimizing violence against women in their community.

Gulam Mohamad, President of Ward No.4 Gadhawa Rural Municipality: *"Men and Women are both equal, we need to change the patriarchal society. Men and women need to help their spouse otherwise violence against women will not end."* *"I want to thank you for allowing male competitors among all those women on International Women's Day. It helps them to understand the change that is needed to achieve equality between men and women. If men do not participate in this type of program, violence against women will never end."*



Volunteer trip to Nepal



Her International sent a team of volunteers to Dang, Nepal to build four classrooms at the Janata School in Gadhwara Rural Municipality, a school with over 1,500 students. The project was co-funded by the local government. The Her International team consisted of 13 volunteers from Canada under the leadership of Kevin Edgecombe, President of Her International.

The construction took place over 10 days and participants worked side by side with local contractors and labourers for a combined workforce of over 200 people. The volunteers laid bricks, tied rebar and helped pour cement for the roof.

The four classrooms will be used as library, science labs, information and communication technology centres. Students expressed eagerness and excitement to use the rooms to learn more about science and the vital field of ICT with the ever growing importance of computers and internet.

The team also visited several mothers' groups where they were able to observe their activities and the process of savings and making loans. Participants reported that visiting these groups and the cultural experiences, such as visiting the home of one of the Dang staff for a meal, were highlights of their trip!

The team also visited different mothers' groups to observe the activities of the micro-loans. They were happy to see the meeting in action and the final outcome. The team was surprised how a small loan is able to improve the life of so many.

Prior to the trip, team member, Hugh Culver, created a crowd-funding campaign that raised \$27,000 to help fund the build and girls' scholarships. To honor Hugh's contribution Her International granted him the opportunity to name the build which he called "Eleanor House" after his mother.





Her Ambassadors

“*Her Ambassadors*” are a group of passionate people who have committed to be ADVOCATES and ACTIVATORS for our organization. They work closely with our organization to develop their own fundraising initiatives, to sell Unako products, or to raise awareness for our cause. Ambassadors are featured on our website and awarded Her Ambassador badges for their websites and business cards.

9 Wine & Pie

The Edgcombes have done it again! Kevin and Linda hosted a brilliant golf tournament with many amazing sponsors that raised \$21,000 for marginalized girls.

We couldn't be more grateful for all of you who came out to support us, even in the pouring rain!

Thank you, Namaste!



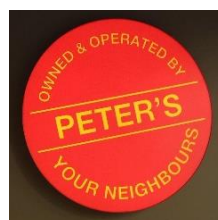
SAALT



In March 2019, corporate partner donor, Saalt, traveled to Nepal to personally connect with the people and projects they are supporting. Saalt is a menstrual cup company that is tuned into the fact that without access to period care, women and girls lose their opportunities for education and employment. To help Her International tackle “period poverty” (when one does not have access to products and bathroom facilities for proper menstrual hygiene education and employment opportunities are affected.) Saalt supports annual scholarships for girls whose families cannot afford to send them to school; offers environmentally friendly menstrual cups by donation to women and girls; and funds female health education and awareness.

Wholesale Partners

We continue to fund a portion of our programs through the proceeds from the sale of Unako products. We are so grateful to those who wholesale our products in their stores. Thank you to Globally Fair, Peter's Independent Grocers, and Under One Sun.





Leslie Lawrence

One of our avid ambassadors, Leslie Lawrence, has taken on an environmental education program in Dang. 300 people picked up trash and 200 people visited the Creating Possibilities office to learn about the importance of environmental sustainability. Each of the 200 attendees went home with a reusable water bottle to decrease their disposable water bottle use.





Events

Hope in Her Eyes

On March 8th, 2019, H.O.P.E Outreach and Her International teamed up once again to raise vital funds and awareness for women and girls who are struggling not only in our city but globally.

We successfully raised over \$24,000 and couldn't have done this without all of you! Thank you to our volunteers, sponsors and donors who helped to make this happen. A special nod to the women in Nepal, who fundraised \$125 CDN to donate to women in Kelowna who need it!



Her International Co-Executive Director,
Tamara McLellan along with Hope Outreach
Founder, Angie Lohr



Her International Board of Directors
Maureen Cousins, Candace Chisholm, Sylvie
Forget, Kevin Edgcombe, Tamara McLellan,
Francine Walker, Heather Oishi, Jen Zielinski

#ISTANDWITHHER Campaign

To correspond with International Women's Day, from March 1st to March 16th we ran a digital campaign to spread awareness of and raise money for our work to stand in solidarity with marginalized women.





2018 AGM Minutes



Annual General Meeting Minutes
October 17, 2018
Third Space Coffee
Kelowna, BC

Welcome

Opening remarks by Kevin Edgecombe, President

Opening

The Annual General Meeting of Her International was called to order at 7:10pm by Kevin Edgecombe

30 people in attendance, 16 members in attendance; quorum met.

Introduction of the outgoing Board of Directors.

Copies of the 2018 Annual Report and 2017 Minutes were made available to everyone in attendance.

Approval of 2018 Agenda

Motion to approve the Agenda made by Christina Benty, seconded by Ann Haymond Hill, all in favour, motion carried

Approval of 2017 Minutes

Motion to approve the 2017 Her International minutes made by Alyx Walsh, seconded by Carolyn Walsh. All in favour, motion carried

Directors Reports

See 2017-2018 Annual Report

Impact

Presentation by Executive Directors Kate Phelps and Tamara McLellan on how Her International Programs are making a difference in Nepal.

Financial Report

Presentation made by Sylvie Forget, Treasurer

Motion by Francine Walker to approve the financial report as presented, seconded by Alyx Walsh, all in favour

Election of Officers

President

Ann Haymond Hill called for nominations for President, Deana Hills nominated Kevin Edgecombe, Ann called two more times for any further nominations, none were received, Kevin Edgecombe is declared president by acclamation

Vice President



Kevin Edgecombe called for nominations for Vice President, Sylvie Forget nominated Ann Haymond Hill, Kevin called two more times for any further nominations, none were received, Ann Haymond Hill declared vice-president by acclamation

Treasurer/Secretary

Kevin Edgecombe called for nominations for Treasurer/Secretary, Francine Walker nominated Sylvie Forget, Kevin called two more times for any further nominations, none were received, Sylvie Forget declared Treasurer/Secretary by acclamation

Director at Large

Kevin Edgecombe called for nominations for Director at Large,
Sylvie Forget Nominated Jen Zielinski
Jen Zielinski nominated Mandy Glinsbockel
Francine Walker nominated Heather Oishi
Maureen Cousins nominated Carolyn Walsh
Carolyn Walsh nominated Maureen Cousins
Maureen Cousins nominated Francine Walker
Ann Haymond Hill nominated Candace Chisholm

Kevin called two more times for any further nominations, none were received, and all were declared directors at large by acclamation.

Looking Forward

Presentation by Tamara McLellan and Kate Phelps on plans for the next year including launching an expanded empowerment program for girls in Nepal, continuing the growth of Empowerment through Education and Mothers' Group Programs.

Adjournment

Kevin Edgecombe adjourned the meeting at 8:10