

# PROFILE OF LCWS

Updated on December 2017



**Lutheran Community  
Welfare Society**

**Rangeli Municipality-2, Morang**

[www.lcws.org.np](http://www.lcws.org.np)

# Lutheran Community Welfare Society (LCWS)

## Rangeli Municipality-2, Morang

### 1. Introduction:

LCWS was established in activeness of pastors and leaders of Nepal Evangelical Lutheran Church, Morang on 10 Feb, 2010. LCWS is non profitable and social welfare based non-governmental organization. Despite of challenges to make positive effect of non-government organization to public people and sensitization of need to address empowering political, financial, social and cultural issues of marginalized community; LCWS has been working among Santhal & Musahar communities.

Santhal are from tribal community and mostly they live in Morang and Jhapa districts of Nepal. They have their own language and culture. Population of Santhal in Nepal is around 52,000 according to census record-2068 BS. Musahar are from dalit community and most of they live in east and mid-western Terai region of Nepal. They haven't own language but they have some own cultural practice. Population of Musahar in Nepal are around 12,00,000 according to census record 2068 BS.

There are some common issues of Santhal and Musahar communities; mostly Santhal and Musahar community are landless and illiterate (comparatively Musahar are more illiterate. School dropout rate of Santhal/Musahar children are higher than others. They are blind faith people, they believe in cultural and traditional mythology. Most of them are unskilled labor working in farm and construction work. Community members are unaware about indigenous and dalit rights. In fact they are separated from main development streamline of country. For livelihood options, they involved in daily wages work and some youths have gone to abroad for work. Santhal and Musahar people are from ultra-poor and marginalized community. So, to address the issues of poor and marginalized people LCWS has been working among Santhal & Musahar communities since 2010 in Jhapa & Morang districts of Nepal.

### Vision:

People rejoicing peaceful and dignified life with solidarity through God's grace.

### Mission:

Inspired by God's love to demonstrate humanity; establish social harmony; be advocate on behalf of marginalized and work with committed people to bring transformation in the life of poor and oppressed.

### Goal:

#### Organizational goal

Establish equal human dignity by peace promotion

#### Operative goal

Partnership with marginalized communities, particularly focusing on Santal and Musahar through socio-economic empowerment and justice peace.

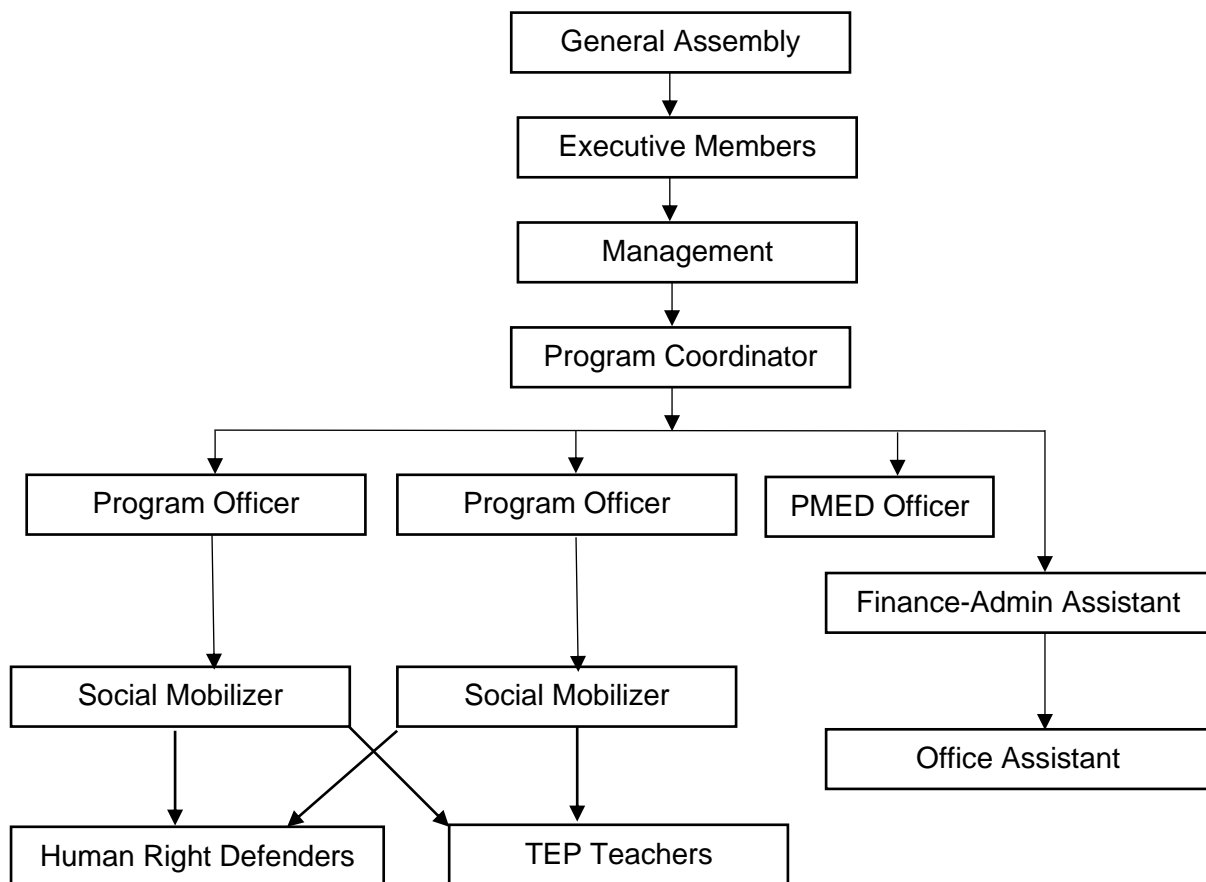
**Core Values of the organization;**

- ❖ We stand for humanity,
- ❖ We promote justice peace,
- ❖ We believe in transparency,
- ❖ We demonstrate accountability,
- ❖ We believe in God's grace.

**2. Legal Status:**

SN	Registered Agency	Date	Registration No.
1.	District Administrative Office (DAO), Morang	Feb-23, 2010 Renewed on: January-31, 2017	2367 PAN No.: 303986274
2.	Social Welfare Council (SWC)	March-4, 2010	29317
3.	Recent Audit carried out	October-8, 2017	-
4.	Recent general assembly concluded	October-11, 2017	-

**3. Organization's Internal Management:**



#### 4. Other Affiliation:

- District Administrative Office (DAO), Morang
- Social Welfare Council (SWC)
- Nepal Evangelical Lutheran Church (NELC)
- Lutheran World Federation (LWF-Nepal)
- District Disaster Risk Committee (DDRC), Morang

#### 5. Areas of Working:

- Disaster risk reduction and preparedness response
- Sustainable livelihood
- Awareness on WASH promotion
- Organizational development and empowerment of poor and oppressed communities
- Good governance and social accountability

#### 6. Working Approach:

Considering the management complexity of people organization and its wider representation from districts and VDCs, Lutheran Community welfare society have discussed and initiated to formulate project management committee (PMC) under all to bridge the gap between community and program as well as effective decision, management and communication.

LCWS will be coordinated with the governmental and non-government organization to implement the project activities effectively. The project activities after being approved will be submitted to respective DDC Morang. Other government officials in the districts will be shared before program implementation. The project staffs will be trained as and when required to enhance their capacity and knowledge so that they can improve their efficiency and effectiveness in project implementation. Sharing the information, effective communication, empowerment, mobilization, creating pressure, critical engagement with the government, regular monitoring are the implementing strategies. Additional to this, following operational approaches will be adopted to achieve program objectives, expected results, outputs and outcomes.

- **Rights-based empowerment approach:** LCWS will continue working with rights-based empowerment approach as a process that builds capacity and competence of poor and marginalized individuals, family, groups and community. Rights-based empowerment process will aim at achieving results for themselves. The approach will focus to equip poor and marginalized people and local groups with the knowledge, skills and attitudes that broaden their options, their confidence can be built up and they can be empowered to have control over their lives.
- **Inclusion and participation:** Meaningful inclusion of all community people of working areas will be ensured at all level. Serious attempts will be made to include a minimum 50 percent women's participation in organizational structure of community. Proportionate representation of all other excluded groups in the community will be ensured at all level.

- **Institutional strengthening:** LCWS will widen its effort to strengthen people's organizations and their networks. It is expected that the competent institutions at the local level will be instrumental in sustaining development initiatives.
- **Collaboration with government and other agencies:** LCWS emphasizes in promoting and strengthening the collaboration and coordination with government and other agencies working in the VDCs and the district. Hence, LCWS will make sure that there is better collaboration with local bodies to execute the programs in close coordination with VDCs and DDCs in developing periodic plans and advocate all stakeholders to support the VDC periodic plan.
- **Knowledge management:** Recognizing the importance of knowledge in upgrading institutional competence, LCWS and its partner will develop a pragmatic mechanism to manage institutional knowledge. This knowledge management mechanism will include collection of data, synthesizing into information and then translating this information into knowledge, which is a combination of strategies, approaches, practices and methods for further use in future. The foundation of this knowledge is people so this mechanism will ensure to embed people's knowledge and skills in overall operation of LCWS activities. Likely, overall project evaluation will be carried out to measure the major progress of the program against the agreed log frame. The key outcomes and achievement will be collected systematically and documented and share with concern agency. An evaluation of the project has been accomplished and the recommendation of the evaluation will be incorporated in future plan of action.

**7. Partnership and Coordination:**

**Main Donors/Partners:** LCWS has been running project in financial and technical support of LWF-Nepal as a partner NGO of LWF-Nepal. For the projects donor organizations are ALWS and ELCA.

The Lutheran World Federation Nepal (LWF-Nepal)	 <p>THE LUTHERAN WORLD FEDERATION</p>
Australian Lutheran World Service (ALWS)	 <p><i>Australian Lutheran World Service</i></p>

Evangelical Lutheran Church in America (ELCA)	
Canadian Lutheran World Relief (CLWR)	
Finnish Evangelical Lutheran Mission (FELM)	

**Coordination:** LCWS always gives priority in local level networking with existing and relevant line agencies and organization during implementation of program for better of impact in community of program working areas at district level.

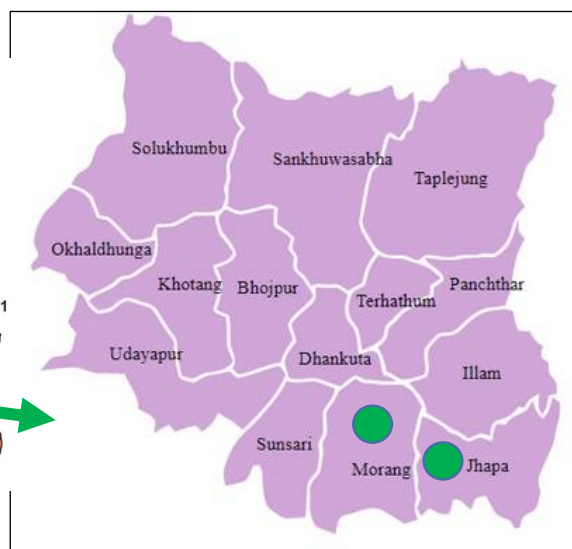
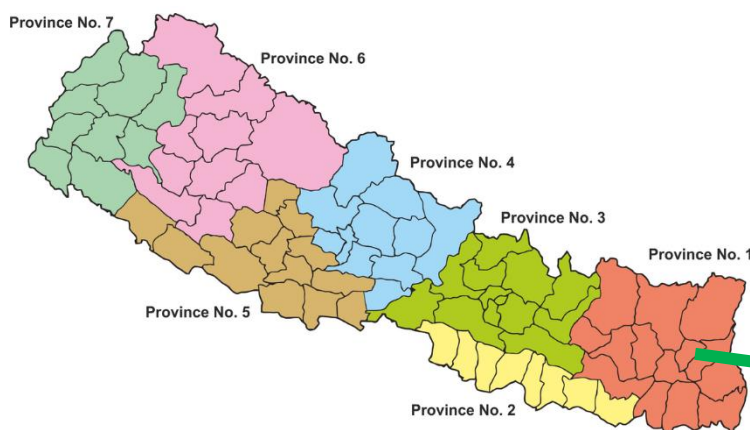
SN.	Name of org./agencies
1	Water Induced Disaster Risk Reduction Committee (जल उत्पन्न प्रकोप विभाग)
2	District Coordination Committee (DCC)
3	Local Municipality and Rural Development Committee
4	District Agriculture Development Committee (DADO)
5	Red Cross Society
6	Local Health Post
7	Local Agriculture Service Center/Livestock Service Center
8	CBR-Biratnagar
9	CSRC-Kathmandu
10	Social Network for Justice and Development (SNJD)
11	Local cooperatives and women groups
12	District Disaster Risk Reduction Committee (DDRC)

#### 8. Projects and Coverage Areas:

SN	Project/Programs	Period (From-To)	Funding Sources	Covered Area	
				District	Municipality/ Rural Municipality
1	Capacity Building and Empowerment of Santhal Community (NDP)	2011-2013	LWF, ALWS	Morang	Jahada, Rangeli, Kanepokhari
2	Empowerment and capacity building of Santhal	2014- till now	LWF, ALWS	Morang	Jahada, Rangeli, Kanepokhari

	and Musahar Community (NDP)				
3	Strengthening People's Action for Food and Livelihood Security (SPAFLS)	2015-2017	LWF, ELCA	Morang	Sunbarshi, Rangeli, Dhanpal
				Jhapa	Shivasatakshi, Kamal
4	Nepal Flood Recovery Project (NFRP)	2017-2018	ELCA, FELM, CLWR, Primates, LWF	Morang	Sunbarshi, Rangeli, Dhanpal
				Jhapa	Kamal, Sivasatakshi
5	Improving the resilience of rural livelihood options for Santhal and Musahar communities in Nepal (SABAL)	2018- till now	ELCA, LWF	Morang	Sunbarshi, Rangeli, Dhanpal
				Jhapa	Shivasatakshi, Kamal

## Working Areas



### Morang-

Rangeli Municipality  
 Dhanpalthan Rural Municipality,  
 Kanepokhari Rural Municipality & Jahada  
 Rural Municipality

### Jhapa-

Shivsatakshi Municipality  
 Kamal Rural Municipality

**9. Major Achievements of Programs/Project:**

Project Title:	Strengthening People's Actions for Food and Livelihood Security (SPAFLS)
Thematic areas:	Organizational development of Santhal & Musahar communities, Sustainable Livelihoods, WASH promotion
<b>Major Achievements (Up to July 2017):</b>	
<p><b>Organizational development of Santhal &amp; Musahar communities:</b></p> <ul style="list-style-type: none"> <li>▪ <b>Group formation and saving/credit:</b> 59 Groups (21 in Jhapa and 38 in Morang); 10 mixed group and 49 women groups; Total 910 Members (M-17, F-893); HHs covered: 4345 (M-2141, F-2204). Now they have been doing monthly meeting and saving/credit.</li> <li>▪ <b>Establishment of Santhal Organization:</b> 2 district level Santhal organization have established; Nepal Sathal Bikash Sangh in Jhapa and Nepal Santhal Aadibasi Utthan Sangh in Morang. After conduction of meetings and combine workshops, finally 5 years strategic planning has prepared for Santhal organization.</li> <li>▪ <b>Establishment of Musahar Organization:</b> 2 District level Musahar organization have established; they are Rishibanshi Bikash Sangh in Morang and Nepal Rishibanshi Bikash Sangh in Jhapa. After conduction of preliminary workshop of Musahar organization to development organizational strategic planning, recently conduction of '3 day's strategic planning workshop for Musahar organization' have done and draft of 5 year strategic planning has prepared.</li> <li>▪ <b>Transformative Education Program (TEP):</b> On the year 2015 6 TEP centers were functional in Morang, where 105 women group members were involved. On the year 2016, 12 TEP centers were functional, where 167 women were involved.</li> <li>▪ <b>Running Tuition Centers:</b> 7 tuition centers for Santhal/Musahar children are running since 2015. In year 2015 total 161 children (B-84, G-77); in year 2016 total 141 children (B-77, G-64) and in year 2017 total 155 children (B-66, G-89) have been involving in tuition centers.</li> <li>▪ <b>Organizing Campaigns on Various Issues:</b> Since year 2015, LCWS has organized 21 campaigns on various issues and international celebration of days like IWD, International Literacy Day, <i>Loktantra</i> Day, International Human Rights Day etc.</li> <li>▪ <b>Human Right Defenders (HRDs) developed and mobilized:</b> In total 30 HRDs are trained and mobilized in community. They have been doing advocacy on human rights, social violence, child protection and social discrimination in community.</li> <li>▪ <b>Training on government policy and provisions:</b> Conduction of 14 events of such 1 day training have done in all working area VDCs of Jhapa and Morang.</li> <li>▪ <b>Registration and establishment of cooperatives:</b> 4 cooperatives are registered in Jhapa and Morang, and group members have been involving in cooperatives. Saving/credit amount of group members are in process to merge within cooperatives for financial transaction.</li> </ul> <p><b>Sustainable Livelihood:</b></p> <ul style="list-style-type: none"> <li>▪ <b>Kitchen gardening support:</b> In initial 109 group member were supported for kitchen gardening and conduction on kitchen gardening have done.</li> <li>▪ <b>Semi/ Commercial veg. farming:</b> Till now 76 farmers (69-com. veg. farm, 6-tunnel farming, 1 mushroom farming) have been doing commercial vegetable farming around in 143 <i>Kattha</i> of Land in Jhapa and Morang. [Note: 1 <i>kattha</i> = 442 square yards or 338 square meters]</li> </ul>	

- **Conduction of 5 Days Leader Farmers Training:** 20 potential leaders farmers from Jhapa and Morang are provided 5 days leader farmers training in coordination with District Agriculture Development Office (DADO), Morang.
- **Micro-Irrigation support:** 9 group of Jhapa and Morang have been doing commercial vegetable farming have provided support of 10 scheme of micro-irrigation support along with water pump machine, section pipe and delivery pipes.
- **River-Bed Farming Support:** 14 group members of Morang have provided basic training and orientation for river-bed farming. In initial they were also supported for seeds and fertilizers too. Now they have been doing farming in 4 *bigha* of land. *[Note: 1 bigha is equal to 1,618.7 square metres (17,424 sq ft).*
- **Livestock Farming Support:** 73 HHs of Jhapa and Morang have supported for livestock farming (58 for pig rearing & 15 for goat rearing) with shed construction.
- **Short Term Skill Training Support:** 61 HHs members from Jhapa and Morang are supported for short term skill training like mobile repairing, beauty parlor, bike repairing, sewing/cutting and boutique etc.
- **Support To Improve Your Business (SIYB) Support:** Since year 2015, 86 HHs members potential on various enterprises have supported for establishing of business.
- **Long term Vocational Training Support:** 10 HHs members from Jhapa and Morang have supported for long term vocational support; there are for JTA Veterinary-5, ANM-2, CMA-2 and Lab-Assistant-1.

#### Wash Promotion:

- **Raised Hand Pump Support (Tube Well):** Since year 2015 47 schemes of raised hand pump are supported to 244 HHs of Jhapa and Morang, by which 985 HH members (people) have benefitted for access of water.
- **School Toilet Construction Support to Schools:** 4 Schools of Jhapa and Morang have supported for construction of child and girl friendly toilet with water and sanitation facilities. By this support directly 1658 children have been benefitted.
- **Orientation on CLTS/SLTS (WASH):** 13 event of orientation on community led total sanitation (CLTS) have organized in coordination with local health post, where 655 community people were involved in campaign.
- **VWASHCC Plan Development Support (Toilet Construction):** Since year 2015, in total 105 HHs have supported for toilet construction in partnership with local Village Water Sanitation Hygiene Community Committee (VWASHCC).
- **Celebration of International Hand Washing Day:** Every year LCWS have been organizing 1 day event of 'International Hand Washing Day' since year 2015. Till now 14 events have organized, where 643 community people have participated on event.
- **Bio-San Water Filter Support to School/HHs:** 20 schools of Jhapa and Morang; and 14 HHs of Jhapa have provided support of bio-san water filter for access and safe drinking water.
- **Wall Painting Programs:** 82 number of wall paintings with pictures related with WASH/ hand washing have done in Jhapa and Morang. Most of areas were selected in public places, where people usually gather ultimately and school areas.
- **Printing Leaflet:** Around 500 copy of leaflet related with WASH have printed and distributed in community to raise awareness on WASH.

- **Raised Hand Pump Support To Government Schools:** In year 2016, 7 schools of Jhapa and Morang have supported raised hand pump installation support, by which students have access of water for sanitation and drinking purposes.

Project Title:	Empowerment and capacity building of Santhal and Musahar Community (NDP)
Thematic areas:	Disaster Risk Reduction, Sustainable Livelihoods, Good Governance & Social Accountability, Organizational Development

#### Major Achievements (Up to July 2017):

##### Disaster Risk Reduction:

- **Group formation:** 32 groups are formed with 543 members including M-59 and F-484. Group members have been doing monthly meeting and saving/credit.
- **Prepare DM Plan by PRA Tools:** 16 DMCs are formed with DMT taskforce after conduction of PCVA.
- **3 Days training to DMT to taskforce member on first aid:** 192 taskforce members of 12 DMCs are provided the training.
- **Materials and equipment support to DMT:** 10 DMCs have supported for materials and equipment to use during disaster.
- **First aid kit support to DMCs:** 6 DMCs have provided first aid box.
- **Emergency fund support to DMCs:** 8 DMCs (Birtole DMC-Hoklabari, Jharna Tole and Meditole DMC of Babiyabirta; Birtole DMC of Hoklabari; Shantinari DMC, Bhattitole DMC, Diputole DMC, Kewalasha DMC, Chatampur DMC) have provided with emergency fund support amount of NRs. 10,000/- to each DMCs.
- **Support for Mitigation work as per DM plan in coordination with district stakeholders:** 10 DM plan support have done in community like road construction, spurs construction, soil filling, culvert distribution etc.
- **Preparation of School DM plan by PRA tools:** In 5 schools (Shree higher school-Hoklabari; Tribhuwan secondary school-Babiyabirta; Sarbajanik higher secondary school-Shibhani Jahada and Pragatishil higher secondary school-Babiyabirta; Janapriya higher secondary school) DRM have formed.
- **Support for School DM Plan:** 3 Schools (Janapriya higher secondary school, Sarbajanik higher secondary school-Shishbani and Shree higher secondary school-Hoklabari) have supported for school DM plan.
- **Establishment of community grain bank:** 4 community grain bank have established in community where 1080 kg paddy (in average) have stored, by which community member use it during scarcity of food.
- **Emergency fund support to VDMCs:** After formation of VDMCs, 3 VDMCs of Babiyabirta, Shishbani Jahada and Hokabari have provided emergency fund support of amount NRs. 30,000/-.

- **Machan construction support:** To dry out purpose of household utensils, 86 HHs have constructed *Machan* within 3 VDCs of Morang.

#### Sustainable Livelihood and WASH promotion:

- **EMP preparation:** Environment Management Plan have prepared in Chatampur of Shishbani Jahada, Bintole of Babiyabirta and Gadatole (Kusbi Baha group) of Hoklabari.
- **Kitchen gardening support:** During the project 237 HHs have provided vegetable seeds for kitchen gardening. Now they have been doing seasonal kitchen gardening.
- **Semi-commercial vegetable farming:** 104 HHs have been doing semi-commercial vegetable farming around 12 bigha of land and making income NRs. 20,000/- from per season.
- **Cash crop support:** 36 HHs have supported for cash crops (jut farming, turmeric farming etc.)
- **Main staple crops farming support:** 41 HHs members have supported for paddy farming as main staple crop.
- **5 Days Lead Farmers Training:** In coordination with District Agriculture Development Office (DADO), Morang; 16 potential farmer from community have provided the training.
- **Livestock support:** 74 HHs members have supported for pig rearing and 18 HHs members have supported for goat rearing.
- **Short term skill training support:** 27 HHs members from community have supported for training on skills like sewing cutting, mobile repairing, mason-carpenter, electrician, beautician etc.
- **Enterprise Support to PWDs members:** 22 PWDs members from Hoklabari, Babiyabirta and Shishbani Jahda have supported for enterprise like retail shop, livestock farming, cow rearing etc.
- **Entrepreneurship support (SIYB):** In year 2015-2016, 46 HHs members from community have supported for enterprise on various titles like fresh house, sewing cutting, poultry farming, fish farming, mending dhaki, tea shop, cow rearing etc.
- **Construction of improved stove kitchen:** Till the end 170 HHs have supported for improved stove kitchen to prevent from smoke causes diseases.
- **Running TEP centers:** 113 women had participated in 7 TEP centers in Hoklabari, Babiyabirta and Shishbani Jahada.
- **Micro-irrigation support:** 9 groups have supported as micro-irrigation support. They were provided with water pump machine, section pipe, and delivery pipes etc.
- **SRI demonstration and piloting:** 37 farmers have provide orientation on SRI method of paddy farming and distribution of paddy seeds have done for paddy farming using SRI method.
- **Behavior change campaign on WASH:** 4 Campaigns were organized at community level on orientation of hand washing (CLTS/SLTS) in coordination with local health post.
- **Raise hand pump installation support to community members:** 5 Raised hand pump installation have done in Babiyabirta by which 120 household members have benefitted.

- **IEC materials publication and dissemination on WASH:** 5000 piece of leaflet regarding awareness on promotion of WASH have done and distributed in community.

#### **Good Governance and Social Accountability:**

- **Orientation on local development planning process:** 9 events of orientation on local development planning process have done, where 180 HHs member involved on program.
- **Interaction on access in decision making and meaningful participation in local agencies, organization:** 3 event of program have done, where 90 HHs members were participated.
- **Interaction with Ward citizen Forum & Citizen Awareness Centre & VDC:** Conduction of meeting have done in 3 VDCs, where 61 HHs members were involved.
- **Organize school enrollment campaign:** 363 Musahar HHs have been staying in Babiyabirta, 100% of Musahar children school enrollment declared on campaign.
- **Registration and establishment of cooperatives:** 1 cooperative have established in Shishbani Jahada named Sagen Baha Krishi Sahakari Sastha and 2 existing cooperatives (Charchheet Mahila Krishi Sahakari Sastha & Anugraha Krishi Sahakari Sastha) have adopted. Group members have been merging into cooperatives for saving/credit.
- **Revolving fund & logistic support to cooperatives:** Sagen Baha cooperative of Shishbani Jahada and Anugraha Krishi Sahaari of Hoklabari have supported for revolving fund amount of NRs. 1,00,000/-. Likewise 3 cooperatives of Hokabari, Shishbani Jahada and Babiyabirta have provided furniture & stationary item as logistic support.
- **HRD training:** On year of 2015, LWF-ROE had organized 3 days of HRD training at Biratnagar, where 7 participants from working areas had participated on training.
- **HRD training to PWDs:** Conduction of 1 day PWD training had done in 2015 and 3 event of 2 days training on disability right and provisions to PWD HRD had done in 2016 to 3 VDCs
- **Conduction of orientation on 14 step of local development planning process:** Around 223 HHs members from 15 groups involved in 6 VDCs wise programs. (2 times in each VDC in that year).
- **1 day orientation on good governance and social accountability:** Conduction of program have done in 3 VDCs. (at Sarbajanik School of Shishbani Jahada, at VDC hall of Hoklabari and at Janapriya School of Babiyabirta VDC).

#### **Organizational Development:**

- Preparation of Strategic Planning (2073-2077 BS) of Nepal Santhal Aadibasi Utthan Sangh (Morang-Jhapa) and publication.
- Preparation of Combine Strategic Planning (2074-2078 BS) of Musahar Organizations: Nepal Rishibanshi Janakalyan Sangh-Morang and Nepal Rishibanshi Bikash Sangh-Jhapa and publication.
- Preparation of Strategic Planning (2018-2022 AD) of Lutheran Community Welfare Society (LCWS) and publication.

- Official website development of LCWS- [www.lcws.org.np](http://www.lcws.org.np)

## 10. Organizational Policy & Guidelines:

LCWS have developed documents of policies as mentioned below:

- Organizational Constitution
- Admin & Finance Policy
- Vehicle Policy
- Organizational Code of Conduct
- Child Protection Policy
- Gender Equity & Social Inclusion (GESI) policy
- HRD manual
- Project Operation Guidelines (POG)
- Activity Description Guideline (ADG)

## 11. Current Staffing Strength:

SN	Current Staffing Level	Project	Total Strength		
			M	F	Total
1.	Program Coordinator	NDP/SPAFLS	1		1
2	Finance & Admin Assistant	NDP/SPAFLS	1		1
3	PMED Officer	NDP/SPAFLS	1		1
4	Program Officer	SPALS	2		2
5	Community Mobilizer	NDP	1		1
6	Social Animator	NDP	1	2	3
7	Social Mobilizer	SPAFLS	1	6	7
<b>Total:</b>			<b>8</b>	<b>8</b>	<b>16</b>

## 12. Our Contact:

### Lutheran Community Welfare Society (LCWS)

**Office Address:** Rangeli Municipality-2, Laxmipur, Morang, Nepal

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