



2016 Annual Report

A Look Back

Himalayan Institute Cameroon



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Dear Supporters,

Your generosity continues to fuel life-changing outcomes of our developmental work. Each year I have the tremendous honor of reporting the progress occurring 5,700 miles away, in Cameroon, West Africa.

2016 was our 10th year of service in Cameroon. We fortified the leadership structure of Himalayan Institute Cameroon (HIC) and re-imagined new possibilities. We set our sights higher than ever going forward.

Our goal this year has been to build our human resource infrastructure, particularly an African leadership team, which possesses the local knowledge, technical skills, creativity, dedication, emotional maturity, and clarity to spring Himalayan Institute Cameroon into a new decade. I'm tremendously proud of this team and humbled by their strengths.

A few program milestones that can't go unmentioned include:

Piloting a data collection system for our Total Health Program. This modern software system makes it possible to gather specific demographic information and key performance indicators, which give us the necessary quantitative data to evaluate the effectiveness of our work. Later this year we will be making a public, online dashboard available to you for real-time viewing of our program statistics.

Launching a summer school program at our main library. This program keeps students who are dedicated to learning engaged year-round.

Having our Cameroonian health care team train two new groups of Community Health Workers without supervision. This was a breakthrough accomplishment and exemplifies our mission of sustainability and reinforcing local leadership structure.

It is never easy, and hardly possible, to summarize the brilliant efforts of our relentless staff in Cameroon, and volunteers around the world, who work tirelessly, day and night, to build a brighter future for these communities in need. Your support makes this possible.

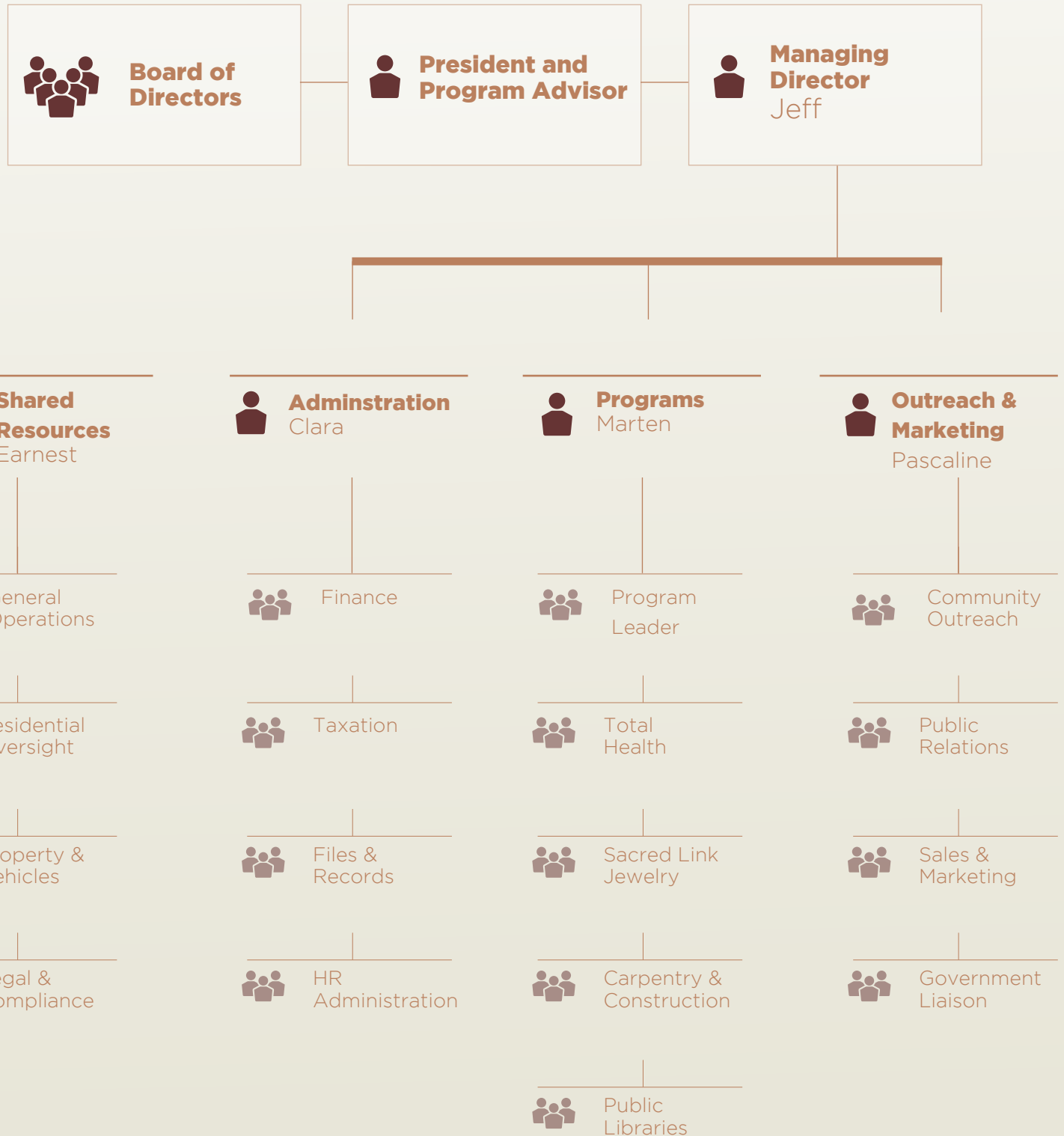
In Service,

Jeff Abella
Managing Director
Himalayan Institute Cameroon



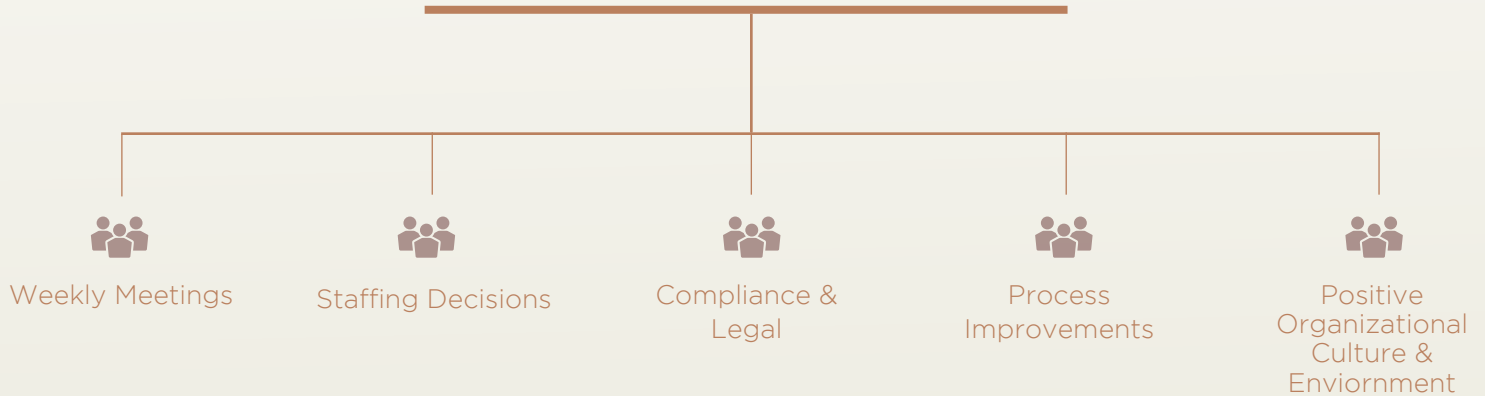
Organizational Chart

Himalayan Institute Cameroon 2016

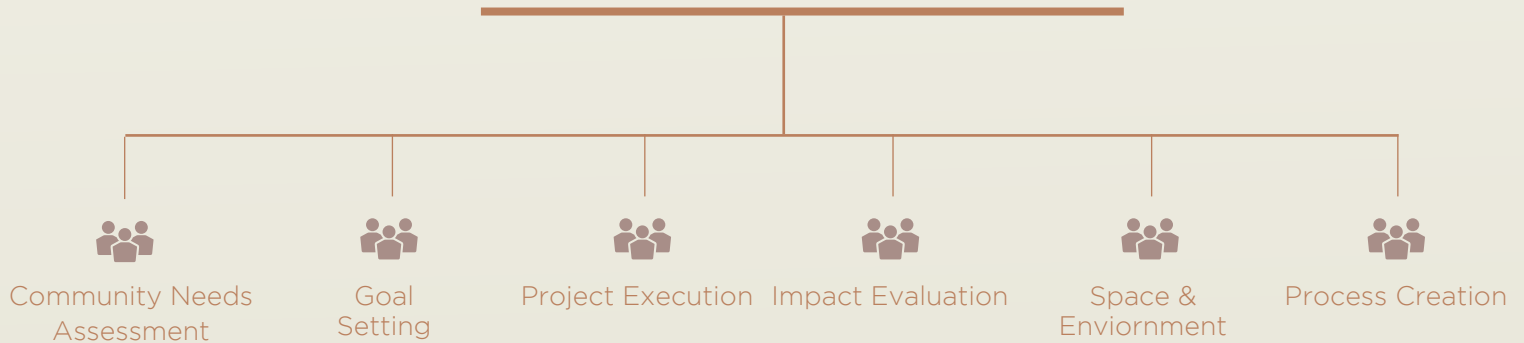




Management Team



Program Management



INSTITUTIONAL DIRECTORY OF THE BOARD

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Jeff Abella, Board Secretary, Managing Director (USA/Cameroon)
Rajesh Rai, Director, Human Rights Expert (UK)

OUR MISSION

The Himalayan Institute's Global Humanitarian Projects are yoga in action—offering spiritually grounded healing and transformation to the world. Our humanitarian projects serve impoverished communities through rural empowerment and environmental regeneration. By putting yoga philosophy into practice, our programs are empowering communities globally with the knowledge and tools needed for lasting social transformation at the grassroots level. As members of the Himalayan Institute humanitarian community, we perform our actions based on the core tenants of our mission's goals: to engage globally, empower locally, and enrich lives.





OUR VALUES



RESPECTFUL PARTNERSHIP

Every community has unique priorities, challenges, assets, and opportunities. We are guided by the experience and wisdom of grassroots leaders. Our projects are models of participatory and collaborative development. In each community we employ local talent and leadership to design, implement, and evaluate innovative projects that tackle chronic problems.



EMPOWERMENT

Grassroots leadership development is central to our work, so that local community members gain the skills and confidence to become effective agents of change.



ECONOMIC SUSTAINABILITY

Our projects strive to create livelihoods that offer stability and dignity to people and their families. This drives sustainable change and generational impact in the communities where we work.



LASTING PARTNERSHIP

Our global humanitarian mission is the transformation of rural communities. Working with strong local partners, our multifaceted programs address root problems with integrated sustainable solutions in key areas of education, health care, and economic progression.

2016 PROGRAM SUMMARY

Our flagship humanitarian venture, and program model in Cameroon, West Africa, have been designed as an integrated hub for a range of rural empowerment projects, all supporting these goals: to fight poverty, illiteracy, and inequality through education, health care, and job creation.

Through the strengthening, maintenance, and expansion of the following six initiatives, the Himalayan Institute Cameroon Community Center Model is now the main vehicle for the Institute's humanitarian efforts abroad.

HIMALAYAN INSTITUTE CAMEROON PROGRAMS INCLUDE:

1. Total Health Program
2. Public Library Network
3. Women's Empowerment Program
4. Center for Carpentry & Construction
5. Cameroon Scholarship Program
6. Community Partnership Initiatives



Total Health Herb Garden



Cameroon Main Building

TOTAL HEALTH PROGRAM

Cameroon is home to approximately 22 million people. In Northwest Cameroon, the average life expectancy is 54 years, with a majority of people dying of preventable communicable diseases linked to poverty and controllable lifestyle factors. Access to health knowledge and education is greatly lacking in the general population.

The Total Health Program serves this population in a unique way, by utilizing herbal medicine, natural health products, yoga therapy, lifestyle counseling, and widespread health education and awareness efforts. This education-based model is the first of its kind in the region, offering simple yet meaningful solutions that are realistically applicable to the people of Cameroon. In conjunction, we are training community health workers to go out into their communities to provide vital public health knowledge and awareness.

These health services shore up critical gaps in the current health system and public health programming, which is overburdened by the needs of the community and is unable to address the underlying factors responsible for illness and poor health.

These services comprise the two main parts of the Total Health Program: the Total Health Center and the Health Education program.



Total Health Dispensary



TOTAL HEALTH CENTER INITIATIVES INCLUDE:

LOCAL HEALTH AGENTS

Our Total Health Center is led by local health agents, trained in the community's most prevalent health issues, including digestive tract ailments, joint pain and arthritis, cough and cold, fever, blood sugar problems, anxiety, and depression. Our training program places a strong emphasis on hands-on experience in basic public health education and dispensary services. In addition to Total Health Center-based consultation and pharmacy services, we have a strong network of Certified Consultant Affiliates, who expand the reach of the Total Health Center even further into the community. Our free health consultations give thousands of people access to care they otherwise could not afford.

MOBILE HEALTH CLINICS

Mobile Health Clinics bring health solutions directly to patients. Each week the mobile team, which is made up of three members, including a trained Total Health consultant, a Total Health pharmacist, and a public relations specialist, drive to a different community with a vehicle full of medicinal products. A temporary Total Health Center is set up alongside the vehicle, complete with a private consultation room and benches for waiting patients. The back of the vehicle becomes the pharmacy where patients go to fill their prescriptions. Using loudspeakers, the public relations specialist announces the arrival of the Total Health Center to people in the marketplace. Each time the Total Health Center mobile unit visits a community, 100-300 free consultations are given. The mobile unit returns to each community every few months on a regular rotation, in order to best serve its clients.



PHARMACY

After a consultation, patients receive a personalized treatment plan consisting of herbal medicine, homeopathy, yoga therapy, and behavioral and lifestyle counseling. Our pharmacy offers a range of products, such as herbal medicine, homeopathic remedies, medicinal oil and rubs, other natural health products, dental hygiene products, and reading glasses. Our Total Health products are safe, effective, and extremely affordable, offering patients an excellent alternative to pharmaceutical drugs and other health products on the market.

LABORATORY

The Total Health Center's medicinal products are produced in Cameroon, manufactured from herbs grown locally. This local manufacturing style is the first in the country and combines age-old treatments with modern production methods. By growing medicinal herbs in the communities that need them, the Total Health Center provides affordable health options, without being dependent on long-distance supply chains, while also creating income for growers.

DEMONSTRATION PLOT

The Total Health Center has a demonstration plot on its main campus for research and development, as well as for teaching various modern and sustainable farming techniques. During regular seminars, local farmers are instructed in composting, micro-rainwater harvesting, crop diversification, organic pesticides, and intercropping. The farm serves as a nursery for biofuel and medicinal crops. Located in the administrative center of Kumbo, this demonstration site is easily accessible to thousands of farmers.

HEALTH EDUCATION INITIATIVES INCLUDE:

HEALTH CLASSES

Our trained community health educators teach health classes throughout the region. These free classes are hosted by hundreds of community partner organizations, and 50–100 individuals typically attend per class. Topics include basic public health, first aid, diet and nutrition, maternal and child health, men's and women's health, and stress and emotional health. Classes include both lectures and interactive demonstrations, designed to be easily understood and culturally appropriate.

AWARENESS AND OUTREACH

The goal of our awareness efforts is to bring about large-scale change by engaging the general population and creating a culture of health. Developing partnerships with social groups, schools, local businesses, traditional leaders, and local and national government—social infrastructure—is central to our health work. Outreach activities engage and mobilize the community, motivating people to take part in educational classes and other Total Health programs.

COMMUNITY HEALTH EDUCATOR TRAINING

In order to offer health education classes we need a strong team of local teachers. This is accomplished through Community Health Educator Training—an intensive training course and hands-on teaching internship. Upon completion, educators are prepared to share their knowledge with the community and act as local health resources.



We expanded our **Mobile Health Unit** to two new villages, Vekovi and Widikum. Our Mobile Health Unit network now includes 43 communities.

Our **Total Health centers** consulted with over 3,000 patients.

Our Cameroonian health care team trained 17 new community health workers, independent of Himalayan Institute foreign staff. This was a breakthrough achievement, exemplifying our mission to support local sustainability, while reinforcing local leadership structure.

We piloted a **data collection system** for our Total Health Program. This modern health (mobile health) software system makes it possible to gather specific demographic information and key performance indicators, which give us the necessary quantitative data to inform daily decision-making.







Student Summer Learning Camp



Computer Literacy

PUBLIC LIBRARY NETWORK

Himalayan Institute Cameroon boasts the largest library in the Northwest Region of Cameroon. This library contains over 60,000 books, as well as reading rooms, collaborative workspaces, a children's corner, reference books, and textbooks. We currently have four public libraries throughout Cameroon, which are run and operated by local Cameroonians staff, and we plan to build five more public libraries in the next 24 months! In strengthening and scaling this existing network, the goal to provide access to educational resources, spaces for learning, and community mentoring services to bolster primary, secondary, and continuing education remains crucial to this program's success. This network of libraries, which serves as a learning center for study as well as mentorship by trained education specialists who work one-on-one with students, holds the key to continuing education across the Northwest Region—and hopefully, in the future, all of Cameroon.

PUBLIC LIBRARY INITIATIVES INCLUDE:

MAIN LIBRARY

Our public library in Kumbo serves students from elementary to university level, as well as teachers and other professionals. Through the library, we offer a book-lending program, afterschool and mentoring programs, and professional development resources.

BRANCH LIBRARIES

Branch libraries are strategically located in remote communities that otherwise have extremely limited access to educational resources. Each branch library holds 2,000 to 3,000 books. All our libraries are run and maintained by trained community members who hold education in the highest regard. We currently have Public Library Network branches in Mbonso, Melim, and Tatum.



Kids Corner

The Center for Carpentry & Construction houses a vocational training and service center, which features a large range of modern tools, equipment, and techniques, all designed to improve the efficiency, safety, and quality of construction projects in Cameroon. Kumbo, in particular, suffers from an overwhelming deficiency of tools, and workers lack experience of how to integrate various trades to effectively build or renovate structures. The result is that construction projects are frequently plagued with inefficiency, inconsistent quality, high cost, and numerous safety concerns. By integrating several vocational trades—including carpentry, masonry, and plumbing—the center's main vehicle, the School of Carpentry & Construction, is training a new generation of general contractors



Over **15,000** people used the **services of our library**.

We **introduced a summer learning camp**, where volunteers and community leaders came together to **hold workshops in science, reading, math, arts, and sport** activities.

We introduced a computer literacy course at our main library. This course offers students a **two-week training in basic computer** hardware and software operations.

Partnerships with local schools. Schools began to **send their students to our library centers**, which expanded our student and user population significantly. This helps to shore up the educational **materials commonly lacking in public school systems**.

We **shipped over 17,000 additional books** from the US to be dispersed throughout all the **library centers in Cameroon**.

Our **total library collection** reached **over 60,000 books**, with **more** being donated **each day**.

Center for Carpentry & Construction

CENTER FOR CARPENTRY & CONSTRUCTION INITIATIVES INCLUDE:

VOCATIONAL TRAINING

The School of Carpentry & Construction offers vocational training courses on advanced woodworking techniques and furniture making. The course includes training in structural design, furniture design and upholstery, detail carpentry work, wood preserving and finishing techniques, project estimating, and shop management. With a strong emphasis on hands-on experience, the program provides ample opportunity for student projects and internships. Graduates can use their certificates of completion to help them get better jobs throughout Cameroon, and select students have the opportunity to join the Furniture Production center and Service Program.

SERVICE PROGRAM

The School of Carpentry & Construction is equipped with a modern set of woodworking machines: table saw, mortising machine, drill press, lathe, plunge routers, handheld belt sanders, and random-orbit hand sanders. Many of these machines are the first of their kind in the area, helping to make the local carpentry industry more efficient, productive, and safe. The Service Program makes these modern power tools available to the Kumbo public. Staffed by select graduates from the center's 10-week training program, the center provides on-demand custom cuts and joinery for established carpenters. Many of the orders completed in minutes with stationary power tools at the school would otherwise take days of manual labor. The Service Program ensures high-quality products for consumers, and broadens the product base for the 250+ carpenters in the region!

FURNITURE PRODUCTION CENTER

The School of Carpentry & Construction fills challenging orders from the local community for furniture that otherwise could not be completed through traditional methods. By doing this, the school raises awareness of the potential of local materials, while creating demand for locally produced, high-quality furniture.



The School of Carpentry & Construction **provided the furnishing of all the pews for the new Nkambe church** in Northwest Cameroon.

The Advanced Apprenticeship vocational training program **graduated 86 professional carpentry students**, now able to go out and make a living through their trade.

The Specialty Wood Service program started, **providing seasoned lumber for sale to local carpenters.**

Himalayan Institute Cameroon **hired 13 certified Associate Professional Carpenters for full-time employment**, after their completion of the School of Carpentry & Construction's training program.

The Center for Carpentry & Construction **served 118 Individuals.**

The Center for Carpentry & Construction **contributed \$10,000 of internal program revenue** towards other non-revenue generating programs within Himalayan Institute Cameroon, such as our public libraries.

Graduates of the School of Carpentry & Construction's programs **now experience a 90% employment success rate after completing courses.**

Over **1,000 students have graduated** from the School of Carpentry & Construction to date.

Throughout the course of the School of Carpentry & Construction's history, **graduates** throughout the region have **completed over 11,000 construction jobs** to date.





WOMEN'S EMPOWERMENT PROGRAM

Our Women's Empowerment Program provides women with the skills and opportunities to build sustainable small businesses, helping to eradicate poverty and bring economic growth to rural communities.

Our premier Women's Empowerment Program is our jewelry-training program, Sacred Link Jewelry. Sacred Link Jewelry incorporates designs and materials from all around the world and brings the beauty of the village market to a global scale, while teaching women how to achieve financial independence with tradecraft.

For nearly a decade, we've worked with schools, women's empowerment groups, government ministries, local nonprofits, and other development clubs throughout Cameroon to teach jewelry making as a vocational trade. For these Cameroonian women, having a skill that allows them to earn an income is a matter of great pride; it allows them to be truly self-reliant.

Most recently, we have begun working with women in prison, teaching them the skills to make and sell jewelry.

This vocational development provides a source of dignity and income to support their families at home while they are still incarcerated.



2016 Achievements

We began a **program redesign**, which will begin in 2017. This includes expanding our women's empowerment initiative to also **include women's health, gentle yoga, financial management, and balanced nutrition**, as well as jewelry making.

Himalayan Institute Cameroon began **partnering with women in prison** to **provide a means of income** through making and selling jewelry as part of the **Sacred Link Jewelry program**.

A review by the judiciary of the Northwest Region of Cameroon led to an **invitation by the government to start another vocational training and health education initiative** in another prison in Northwest Cameroon. This led to the expansion of the Women's Empowerment Program to more **specifically and directly serves incarcerated women**.

21 women completed the Sacred Link Jewelry **vocational training program**.

1,500 women have also used the **Women's Empowerment Program** for **health-related services** by becoming connected to Himalayan Institute Cameroon's Total Health Program through their participation.

Latest health initiatives for women in prison include **incorporating more yoga into weekly routines**, in order to foster **better emotional and physical health**.





CAMEROON SCHOLARSHIP PROGRAM

Beginning in 2007, the Cameroon Scholarship Program began, providing educational scholarships to outstanding primary, secondary, and university level students. Designed to support students through all phases of education, this program allows students the financial resources to continue learning far into young adulthood.

Each scholarship provides full tuition and access to a Himalayan Institute Cameroon educational mentor to assist students in their academic pursuits throughout their schooling. Not only do these mentors provide academic tutoring, they also offer leadership training, career counseling, and life skills consulting, as well.

The Cameroon Scholarship Program seeks to identify, empower, and support the future leaders of Cameroon, and we are well on our way to sustaining a new level of educational commitment with this program under Himalayan Institute Cameroon's educational initiatives.

Right now, HIC provides 52 bright, young students with a full scholarship under the program. We hope that we will be able to fully support a larger number of students in the future, with more continuous and dedicated program funding. We wish to greatly expand the number of students through our growing network of libraries by offering academic assistance to the students in rural villages who have not had previous access to continuous education.



Every year we identify community partners who have made astonishing progress with little to no means, and support their efforts in a number ways.

Here are some of the beneficiaries, partnerships, and collaborations of 2016:

We **finished the cement floor construction** for a **new primary school in Kumbo**, which had dramatically outgrown its existing space and was undertaking a **new school expansion project**.

The School of Carpentry & Construction **built a multitude of chalkboards**, which were **donated to schools in three different villages** throughout Northwest Cameroon.

Himalayan Institute Cameroon **donated over 2,000 books and magazines** to other various nonprofits in the Northwest Region.

Himalayan Institute Cameroon **partnered with the Delegation of Sports and Physical Education** to hold monthly **health education classes** after community-wide **Zumba classes**.



FINANCIAL OVERVIEW

Our financial strategy remains unchanged from 2015 to 2016, into 2017. We maintain a disciplined approach to finance management, with a focus on containing costs without crippling program effectiveness. This is a tightly managed balancing act, continually reminding us that we must give equal priority to increasing our budget by diversifying our donor base, while continuing to maintain strong support from individual donors.

Below is a snapshot of 2016 funds usage and revenue, along with 2017 financial projections:

FY 2016

| HI Cameroon Expense Actuals - FY2016 | |
|--|----------------|
| Total Health Program | 51,000 |
| Carpentry School and Vocational Training Programs | 48,000 |
| Women's Empowerment | 29,000 |
| Public Library Programs | 73,000 |
| Shared Operations, Accounting, Administrative Services | 27,000 |
| Development and Advocacy | 25,000 |
| Information Technology | 7,000 |
| Travel | 14,000 |
| Total | 274,000 |

| HI Cameroon Revenue Actuals - FY2016 | |
|--------------------------------------|----------------|
| Grants | 80,000 |
| Donations | 170,000 |
| Other | 20,000 |
| Service Trips | 0 |
| Total | 270,000 |

FY 2017

| HI Cameroon Expense Budget - FY2017 | |
|--|----------------|
| Total Health Program | 50,000 |
| Carpentry School and Vocational Training Programs | 52,000 |
| Women's Empowerment | 30,000 |
| Public Library Programs | 50,000 |
| Shared Operations, Accounting, Administrative Services | 27,000 |
| Development and Advocacy | 38,000 |
| Information Technology | 7,000 |
| Infrastructural Developments | 50,000 |
| Travel | 15,000 |
| Total | 319,000 |

| HI Cameroon Revenue Projections - FY2017 | |
|--|----------------|
| Grants | 150,000 |
| Donations | 50,000 |
| Other | 20,000 |
| Service Trips | 90,000 |
| Total | 310,000 |

FUTURE DEVELOPMENT

Himalayan Institute Cameroon's current work finds itself at a stage in its development that it is ready for expansion and nuanced community partnerships throughout Northwest Cameroon and the country at large, as well as with the rest of the international development community. Our model of rural empowerment and environmental regeneration through groundbreaking initiatives in health care, job creation, and vocational training—having become solidified over the past 10 years—is now ready to take on new levels of growth and capacity.

Outlined below, the goals for our four core programs at Himalayan Institute Cameroon illuminate how we wish to scale our organization while strengthening our overall quality of service. Here is a look at what is in store for the next 5 years:

TOTAL HEALTH PROGRAM: LOOKING FORWARD

Core areas ripe for development include:

Increasing the frequency
of our Mobile Health
Unit visits

Expanding the role
of Independent
Health Workers

Increasing the overall number
of active Independent
Health Workers

It is widely recognized that the training and degree of technicality of our Health Worker training is beyond adequate and that we've honed the recruitment and candidate vetting process to give us only candidates with top potential. However, we will continue to develop the strategy of our model in 2017, developing the Total Health Program both qualitatively, by raising the professionalism of worker's practices, and quantitatively, by expanding the population served.

In order to achieve this expansion of both practical and technical health programming, we are looking to fund the following through diversifying our portfolio of funders:

| | |
|---|--|
| 1 Adding vehicles to expand our Mobile Health Unit fleet | 2 Transforming Mobile Health Units into full-service clinical centers |
| 3 Adding resources in the form of clinical staff and instruments to accompany new Mobile Unit fleet | 4 Adding case management software system to expand data collection and track patient records and outcomes |
| 5 Introducing clinical experts to instruct providers and patients on how to use Internet software in conjunction with medical services, providing greater access to medical research and information for patients | 6 Creating separate mobile clinics specifically geared towards women's and children's health |
| 7 Additional resource (both human and instrumental) partnerships with local and government hospitals | 8 Organizing a greater number of workshop clinics for Community Health Educators |
| 9 Making maternal health care an integrated part of Cameroonian culture with monthly screenings, more frequent pre/post-natal care, and the creation of continuous, long-term, primary care providers for women and children | 10 Hiring clinicians to work alongside our Independent Health Workers |





PUBLIC LIBRARY NETWORK: FUTURE EXPANSION

In 2017, we have three main goals for the strengthening and expansion of our Public Library Network:

Construction of three more branch libraries in Bamenda, Oku, and Nkambe

Continued expansion of our current library centers

The development of renewable sources of energy for better working and learning spaces, in conjunction with satellite Internet services

To achieve these goals, we hope to implement the following more specific items and processes, in order to maintain the current services that our libraries provide:

| | |
|--|--|
| <p>1</p> <p>Addition of even more computer training courses, other focused study programs, and study-specific materials to the main Kumbo Public Library</p> | <p>2</p> <p>Completion of a comprehensive remodel of the Mbonso Public Library branch facility in order to include additional books and furniture necessary to fit the growing user population</p> |
| <p>3</p> <p>Provision of African-written and/or -sourced books; satellite Internet for all our centers; properly sealed windows and doors on all buildings to combat the monsoon season; and solar panels to power fans, in order to provide proper circulation and climate control within all library centers</p> | <p>4</p> <p>Expansion of the shipping of large quantities of materials and supplies, both domestically throughout Africa and internationally from the US</p> |



CENTER FOR CARPENTRY & CONSTRUCTION: BUILDING FOR THE FUTURE

Being able to facilitate a growing number of students and construction projects lies at the heart of the Center for Carpentry & Construction's future. To accomplish the maximization of time, resources, and space, in order to best serve the Northwest Cameroon community, the center hopes to grow in the following ways:

| | |
|--|---|
| 1 Increasing resources, with greater sources of lumber, technologically advanced tools, and people | 2 Expanding training offerings to reach higher levels of technique and mastery in carpentry and construction |
| 3 Training a greater number of individuals within the larger community spectrum (looking to grow outreach to communities surrounding Kumbo that may not currently know about this particular vocational training program) | 4 Expanding the current Intern Program to reach a greater number of individuals and provide more comprehensive trainings to include more Advanced Apprenticeships and Advanced Skill Workshops |
| 5 Remodeling and expanding physical space with up-to-date renovations in order to contain a growing student population, along with a larger amount of technical equipment | |



DEVELOPING A ROBUST WOMEN'S EMPOWERMENT PROGRAM

One of the largest initiatives Himalayan Institute Cameroon hopes to grow within the next five years is the breadth and depth of our Women's Empowerment Program. Part of this focused initiative to advance the health and prosperity of women comes from recognizing the power of working women within family units to empower their children and provide an equal resource to their entire family.

The two main goals of this programmatic expansion are to create a specific Women's Health division within the entire Total Health Program, and to create more comprehensive and advanced business workshops for women looking to start small businesses within their community. Part of this vocational and business training initiative will coordinate with our work with women in prison, focusing on providing women with the skills necessary to take an idea to business model to fully fledged, profiting venture.

We seek to scale the Women's Empowerment Program in the following ways:

| | |
|---|--|
| <div>1</div> <div>The development of more focused Women's Health programming: maternal care, pre- and post-natal care, and childcare. This will result in integrating women's health into Local Health Agent training, Mobile Unit care, and Total Health Center capabilities, along with expanding the overall timeline of care received, so that women can be seen by clinicians and consultants weekly, even daily (for pregnant women and newborn children)</div> | <div>2</div> <div>The addition of public health education materials distributed to a greater number of individuals and communities, along with training courses in public health and community education initiatives, focused specifically on maternal and pre- and post-natal health. This will allow women's health to become a part of a culture of health in Northwest Cameroon</div> |
| <div>3</div> <div>The creation of Marketing & Small Business Building courses, specifically geared towards women in relation to the Sacred Link Jewelry Initiative, on how to buy and sell goods, create start-up marketing campaigns, and manage financial gains and losses in running a small individually-or family-owned business. This will provide women with sustainable sources of income and self-sufficiency</div> | <div>4</div> <div>The utilization of Sacred Link Jewelry vocational training, as a catalyst for women to create their own micro-businesses, with greater resources in human services and special educators to teach sales, marketing, accounting, and dissemination of curriculum throughout multiple communities. This will offer greater exposure to work for women outside of farm labor.</div> |
| <div>5</div> <div>The development of a new curriculum specifically encompassing core business needs for women in Northwest Cameroon (i.e., materials discussing budgeting, cash flow, saving, investing, marketing and sales, financial planning, and business growth). This will serve as the foundation for the Women's Empowerment Program's new economic initiatives</div> | |



INNOVATIVE IMPACT & DATA-DRIVEN DECISION MAKING

The foundation of all our projects lies in the choice to work directly with—and to rely on—community leaders for the structuring of day-to-day operations, while making decisions based more on qualitative instead of quantitative experiences. This is because in working with local leaders, we see that they know the needs of their community best. Thus, the focus of this work so far has been rather insular—working hand in hand in Northwest Cameroon with the support of mainly individual donors and the Himalayan Institute for our funding needs.

As a result, we do not have an expansive data collection system in place that many other nonprofits, which have been in existence as long as we have, do. The upside to this scenario is that we have come extraordinarily far in building a foundation upon which our work can grow, not just in Cameroon, but throughout other countries in Africa as well. Himalayan Institute Cameroon has developed great trust and deep relationships within the Cameroonian community, all through direct contact on the ground—the majority of which was funded by crowd sourcing from people who saw the long-lasting quality and positive nature of our work.

At Himalayan Institute Cameroon we feel it is paramount to manage this organization with a certain level of social, ethical, and community responsibility. Yet, after 10 years, this grassroots approach leaves us without certain key demographic, project specific, and quantitative data necessary for us to continue to scale our programs without losing the quality of care we are known for providing. It has been a joyous and fulfilling experience to be able to facilitate programming on the ground with the guidance and assistance of local leaders and practitioners,

but in order to grow in the necessary ways to meet our need, we have to be able to source large quantities of quantitative data in order to secure more consistent, long-term funding.

After 10 years of successful hard work, we have outgrown a time-tested grassroots model of creation and management, and are ready to incorporate a more traditional model of fundraising and development into the daily operating structure of our organization. Himalayan Institute Cameroon is ready to take its operation to the next level with long-term, high-value, institutional funding with which it can continue to expand in breadth, depth, and scale of all of its projects, so that each initiative can grow equally, while continuing to impact the communities it serves. Thus begins the creation and implementation of a new Quality Improvement Plan!

QUALITY IMPROVEMENT PLAN & MONITORING AND EVALUATION PROTOCOL

Creating a Quality Improvement Plan, centered on maintaining accuracy in data collection and successful management, storage, and analysis of data in order to make more data-driven decisions, is crucial to Himalayan Institute Cameroon's ability to secure future funding to achieve quality consistent expansion throughout Cameroon. Part of this plan implements a Monitoring and Evaluation (M&E) Protocol designed to gather multi-level data for every institute program.

The Monitoring and Evaluation Protocol focuses on identifying the short-term, mid-term, and long-term outcomes desired for each program, based on the current



demographic populations we work with in Cameroon. Our M&E Protocol will track the following for every program:

1. Inputs
2. Activities
3. Outputs
4. Short-Term Outcomes (less than 1 year impact)
5. Mid-Term Outcomes (1-3 year impact)
6. Impact (Long-Term Outcomes) (5-10 year impact)

The outcomes for each program will be determined by the creation of two different surveys to be conducted by data specialists and program leaders in the field: a General Survey, catered to gathering data relevant to mid/long-term outcomes; and a Program Specific Survey, ideally catered to gather data to determine short/early mid-term outcomes.

Gathering key demographic, program-specific data separate from the M&E Protocol surveys will also be crucial to relating our data to other NGOs working in the region, as well as to compare against country and international trends in developing nations. For each program, tracking all those who use Himalayan Institute Cameroon's services each day will allow us to collect demographic data. This data will be compiled to create relevant analysis in comparison to other groups working in the country. It will then be compared and contrasted against survey data to enact relevant analysis.

In determining how this protocol should be implemented, a Process Evaluation Map will be put in place, in order to track all levels of data collection from when a survey starts to be conducted to how the data gathered from

that survey is analyzed, to better inform daily and long-term decision-making. This will be put in place at every level of our organization, specific to the human resource practices for each program. We understand that this may place a greater responsibility on human resources. Thus, diversifying funding sources in order to counter this expected need is key to our financial plan for 2017.

Upon generating collected sets of data through the implementation of M&E Protocol, a Quality Improvement specialist will be put in place in order to process data collected, along with accompanying analysis. This specialist will gather quarterly reports from each Program Leader to compare against data collected, and create an overall Quality Improvement Recommendation Report for the Managing Director, back in the US.

The Quality Improvement specialist then repeats this process quarterly in order to develop key information regarding short/mid-term outcomes, and every year to track development in long-term outcomes. They will deliver key reports cross-checking all data sets against internal, regional, national, and international data in order for the Managing Director to more accurately and efficiently make decisions.

This data collection and reporting system will allow Himalayan Institute Cameroon to effectively scale all its projects while practicing fiscal, social, and organizational responsibility. This quantitative data will then also complement all the qualitative, experiential data that the institute has garnered over the past 10 year—making our history of service that much more valid in the eyes of larger, more competitive donors.





ADVANCING THE MISSION

The Himalayan Institute's Global Humanitarian Projects lead communities towards sustainable change, alleviation of poverty, and bringing innovation to business and infrastructure around the world. Over the last 10 years, our programs have impacted thousands of lives. Just in the last three years alone, our reach has grown 80%! Our nonprofit, community-centered model has allowed us to focus on communities that need our help the most. By training their leaders to be resourceful and efficient in their economic and educational initiatives, these grassroots pioneers become the ushers of new generations of healthy, more knowledgeable, and proactive citizens. This model is one of the only ways in which communities in need can eventually become totally self-sufficient.

From 2017 through 2021, our vision is to operate a network of up to 10 village branch centers, supported by our headquarters in Kumbo, while constructing a fleet of Mobile Health Unit Clinics, servicing all of Northwest Cameroon. This multi-tier service model, combining a centralized community center as its foundation, with comprehensive and far-reaching outreach methods, will allow us to reach vastly underserved communities while maintaining high-quality service standards.

With the addition of a Quality Improvement Plan, along with our new Development Team's mission to diversify funding, our goal of sustainably scaling the Himalayan Institute Cameroon model throughout Cameroon, West Africa—and the rest of the world—can truly become a reality (one combining data-driven decision-making with an immense passion for social responsibility).

Currently, we are focused on creating greater continuous funding for three priority areas at Himalayan Institute Cameroon: libraries and education, community health, and job creation. We are determined to take action against poverty in underserved communities, and with continued support from people like you—we will make an exponential difference.

We focus on total community transformation because change is not linear. When we create change in one sector, it stimulates positive changes in others. Join the Himalayan Institute Cameroon in partnering with rural communities to provide local health services, public libraries, and sustainable employment opportunities. Support our family of projects and help reduce poverty by addressing its root causes. Join us in celebrating 10 years of service, with decades more to come!

<https://humanitarian.himalayaninstitute.org>



CLOSING REMARKS FROM HIC PRESIDENT CHEMSON SENYUY JOSEPH:

THE COMING YEARS AS I SEE THEM CHEMSON SENYUY JOSEPH

PRESIDENT, HIMALAYAN INSTITUTE CAMEROON

In the coming years, after a successful decade of intense activities affecting the lives of partner communities, Himalayan Institute Cameroon—taking cognizance of its core values of empowering beneficiaries, cultivating leadership skills, and building sustainable confidence—will strive to widen its scope. In our rural empowerment efforts we should bear in mind the golden principle of “Forward Ever and Backward Never,” thereby encouraging expansion and growth.

Economic self-sufficiency for the organization and its community is essential for Himalayan Institute Cameroon to achieve a full effect. Our key programs are built on the pillars of improving health outcomes for communities, giving students more opportunities to learn, and creating employment where there once was none. In general, our programs should reflect meaningful community development work that creates jobs and services for our beneficiaries, without appropriation on our part, and while ensuring that they are fully integrated as rural grassroots projects.

Himalayan Institute Cameroon should prioritize its activities, while continuing to better understand the changing needs within our targeted communities. The feedback from government, religious and traditional authorities, local leaders, and the people of Northwest Cameroon, is very positive. Today, when you make mention of Himalayan Institute Cameroon, everyone knows what you are talking about and no one doubts the quality of services being offered. We shall continue the good work we have started, and strive to maintain this level of excellence throughout the next decade.

On behalf of all our beneficiaries, I wish to extend my gratitude to the Sacred Link Global Humanitarian Foundation, Himalayan Institute USA, and all the sponsors of this wonderful organization.

Sincerely,



Chemson Senyuy Joseph
President, Himalayan Institute Cameroon



Empowering Locally



Enriching Lives



Engaging Globally



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