Annual Report 2018
Bhutan Nuns Foundation
Our nuns, by nature, are compassionate and caring, and I believe that in the future they will be able to play an important role in society - not only through their prayers, but also through the service of their skills, which the Foundation is developing at the Training and Resource Centre.

We may not be here forever to hold on to our achievements, but what we do leave behind matters. If our actions are driven by the right intentions and if we are always guided by the broader aspiration of benefiting our nation, then whatever we do, will go a long way. It must not be about competition and ownership, or creating boundaries of “yours” and “mine”, but it is to build a platform to create peace and harmony, locally and universally.

Her Majesty the Queen Mother, Tshering Yangdoen Wangchuck
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With support from UNICEF, the Bhutan Nuns foundation (BNF) in collaboration with Child Care and Protection Office (CCPO), with the Central Monastic body (Dratshang Lhentsho) in Bhutan has successfully completed providing trainings to Lams, Lopens and Animes (Monks and Nun Teachers) from different monasteries across the country. A four-day basic helping skills training have been conducted from 4th-7th September in Mipham Guest House, in Bumthang for 40 participants (18 nuns and 22 monks).

The first basic helping skills training were participated by Monks and Nun teachers from western part of the country in February 2018. Officials from Career Education and Counseling Division under Ministry of Education facilitated both the trainings. The focus of the training was on understanding developmental needs for vulnerable children and as a teacher, how one must watch out for signs and symptoms of vulnerable children who are in need. After identifying the signs and symptoms, there are different forms of counseling and helping skills that the teacher must practice with children effectively in the Monastic Institutions.

The four-day training was very productive as the participants as well as the organizers from BNF and CCPO had the opportunity to discuss some of the pertaining issues that are currently taking place in these institutions.
Voices from the participants:

Ani Tashi Wangmo, from Samten Choling Nunnery said that, “every training organized by the Bhutan Nuns Foundation has been always helpful. It gives us an opportunity to build capacity and gain confidence. Today I am able to talk in front of you all without any hesitation due to the trainings I received through the BNF.”

Lam Phurpa Dorji of Dagapala said that, “This is my first time attending such a training, which is organized by BNF in collaboration of CCPO. I am impressed to see the capabilities of today's nuns as they can speak and present in front of all these teachers and monks. Before our nuns used to be very shy and would not speak a single word in front of Lams (teachers) during meetings. I would like to thank BNF for bringing up these changes among nuns”

Lopen Lobsang Tashi said that, “I have been a teacher at Trashigang Dzong for two years after completing my Monastic education. Before coming to this training, I was unaware of what kind of training it will be but coming here and receiving the lectures; I have learned so much which is very important for every teacher to know their students’ behavior and needs well.”

Ani Sangay Choden, the teacher of Sangay Choiling Nunnery said that, “As a teacher I have to deal with younger nuns everyday which is very challenging to understand their issues. After receiving this training, I feel that there is a solution and method
to work and deal with youngsters by observing their behavior. I am honored to receive this training, which mainly focused on developmental needs and vulnerability of children, through the various sign and symptoms. This is going to be very useful for me and I am excited.”

These kinds of trainings and workshops provided by BNF also open an opportunity for participants to visit some of the nearby holy places during their free time. It allows them to visit new places, experience new environment, make new friends, and learn new ideas from each other, where they usually do not get the opportunity. After the few days of training, they become well connected with each other, which the nuns value this networking time very much especially for some of the nuns from further Eastern part of Bhutan who have never traveled to other parts of the country.
ROLL OUT TRAINING ON CHILD PROTECTION AND CHILD PARTICIPATION IN NUNNEREIS - 2018.

The BNF with support from UNICEF conducted 2 to 3 days rollout training in Eastern part of Bhutan at their respective nunneries. A total of 210 participants attended the training out of which 160 were under the age of 18 years old. The oldest participants were 45 years old and the youngest one was 5 years old. The training was mostly focused on the younger nuns below 18 years old but the older nuns also attended the training.

The objective of the training was to raise awareness on various abuses, understanding developmental needs and vulnerabilities of children who are in need, child rights and responsibilities, types of law for children and importance of their participation to take decision and share their opinions.

During our trainings we find out that, every nun and girls have faced four types of abuses from their young age, which result painful mental impact throughout their lives.

The session on reflecting of your childhood is one of the best sessions for every participant and for the trainers as it gives us some moments to reflect back at their childhood days. Participants were made to draw of their childhood days in two parts, one their happiest moments and the other of their saddest or hardest day in their lives.

Most of the young nuns said that becoming a nun was their joyful days
since they felt healthy and well-taken care. They have friends to play and learn how to pray. The older nuns provide them love and care. Most of them said, “we never miss our homes, parents, and family because we like it here.”

We found out through the training that, the physical abuse and verbal abuses have dropped massively in the nunneries. When the young nuns misbehave, instead of scolding and using physical punishment, they have come up with paying fine each time they do what they are not supposed to do. The older nuns, as they are the epitome to the younger ones as role models adopted the fine system of punishment as positive discipline.

The roll out training has lot of activities. Each activity carries very important messages, which keeps the participants very active and mindful throughout the training. The trainers encouraged young nuns to share their opinions and participate actively.

**Voices from the participants:**

Ani Deki from Tsamang Nunnery said that, “This roll out training gave me lot of knowledge, ideas and awareness on child protection and their rights. Now I know there is a law and office for the welfare of children to report if something happens to them.”

Ani Karma of Tormashoung nunnery said that, “I am now aware that speaking harsh words are verbal abuse and it can also result in losing someone’s life.”

Ani Sonam Choden of Yakpagong nunnery said that “During my school days
I have never heard of child protection and child rights. If I have known this when I was young I could have been able to help my village friends who faced many abuses in their daily lives. Thanks to this training I am aware and gain lots of knowledge which I can be of help to my friends who are in need.”

Ani Dema Choden of Yakpagong nunnery also said that, “This is our first training after starting our nunnery and the training is very interesting and it gave me lot of energy to participate actively through out the training. Each session was very interesting with lot of valuable messages to bring back and use in our daily lives.”

Ani Pem Dechen of Pema Choling Nunnery said that, “Every training BNF provide us are very helpful in our day to day life which raises awareness, gain confident and it also offers us a platform to raise our voices through sharing our experiences.”

Ani Karma Seldon of Todpalung
nunnery said that, “Being teacher and head of the nunnery, I have to face lot of issues which are sometimes beyond our knowledge and capacity. So, this training has educated me and our nuns here.”

Sangay Yuden, the English teacher of Khardung Nunnery said that, “This training is very useful for us especially girls as being girl verbal abuses can happen anytime and anywhere. So, this training empowers nuns and girls as a whole to create a safe society where there is respect and gender equality.”

Throughout the rollout trainings, we have found out that every nunnery welcomed us warmly as they realized the importance of our visit and the trainings, which is encouraging.
Refresher’s course

A three-day refresher’s course on child protection was conducted from 8th-10th September at Mipham Guest House in Bumthang. The training was organized by Bhutan Nuns foundation in collaboration with Child Care and Protection Office (CCPO) with the support from UNICEF.

There were 13 participants (5 nuns and 8 monks) were retrained on child protection and participations; these participants are the ones who missed the first refresher’s course that was conducted in February this year in Punakha. All the participants who were given the ToT at Paro in 2017 have been retrained and in addition few monks and nuns who have not attended the ToT but have attended the roll out training that was conducted in their respective institutions this year have also been retrained during this refresher’s course. The new individuals were selected based on their education background and looking at their communication and deliverance skills.

The refresher’s training was mostly focused on the relevant topics from the training manual and power point which will be useful for our young monks and nuns.
Training of Nuns on Basic Safety during and after disaster in the Western Region

Bhutan Nuns Foundation (BNF) with support from UNICEF in collaboration with Department of Disaster Management (DDM) conducted the Training of nuns on basic safety during and after disaster in the western region at Tashi Yarphel Hotel in Punakha on November 17-20, 2018. There were 20 participants from seven nunneries from Western Region. The resource persons were from DDM, Royal Bhutan Police, Ministry of Health and UNICEF BHUTAN.

The objectives of the trainings is to train the nuns of Bhutan on how to use the basic safety during and after disaster including Fire Safety, Earthquake, First Aids, and Continuing the activities during and after disaster.

Ani Dechen Om, one of the participants, who is a nun teacher from Neylung Dragchenling Nunnery, Wangdue said, “I now feel equipped to train other nuns on basic disaster management once I go back to my nunnery. I want them to know the types of disasters such as; natural and manmade disasters and I want to teach them what I have learnt and how to be safe.”

Ani Tshering Om, from Kila Nunnery, Paro said, “This training has opened my eyes that a person must be trained to use the fire extinguisher since it cannot be handled by someone who is not trained. I find this mock drill very useful and also the training informs us how to take care during and after disasters.”
Achievements:

i) We were able to train 20 nuns from Seven nunneries on basic disaster management for the Nuns

ii) Able to share ideas and knowledge on different types of disasters and its management

iii) Identify various hazards in Bhutan and its challenges

iv) Understand the constitution of the disaster management in Bhutan

v) Use various technique of fire extinguisher and evacuation system

vi) Hands on practical First aid was done for emergencies

vii) Established linkages between resource persons and the nuns

viii) Provided a platform for capacity building for the nun teachers

Recommendations:

i) Need for more such kinds of trainings for the nuns to build the capacity for every nun to enhance their knowledge, skills and address risks on disasters.

ii) Need to look into the matter related to nuns with special needs, how to take care of them during and after disaster.
Training of Instructors to deliver functional literacy and Numeracy in the nunneries

The Bhutan Nuns Foundation (BNF) in collaboration with Dratshang Lhentshog (DL) with support from UNICEF conducted Eight Days training workshop on functional literacy & Numeracy for the newly recruited teachers from January 23-30, 2018. A total of 23 participants from 15 nunneries, 2 resource persons, one participant from Dratshang Lhentshog (DL), and BNF attended the training at Namsay Choling Resort, Paro.

Challenges:

i) Lack of openness and confidence as they are newly recruited teachers

ii) Need more training to build capacity for the teachers.

Achievements:

i) The first ever crush course for newly recruited teachers was a big success.

ii) They learned how to prepare lesson plans on daily/weekly/monthly basis

iii) The young women teachers got instructions on to be willing to learn and collaborate to help address social issues and be the agent of change living in the community and established bond between nunneries, communities and the foundation.
iv) It provided platform to build capacity for the participants.

v) They were prepared to teach 10 Core Life Skills Education (LSE) including the menstrual hygiene management, cervical cancer and other women related issues for the participants.

Ms. Dawa Dem, from Sherab Choling Nunnery, Gelephu requested if BNF could provide counseling trainings to the teachers as well. She said, “Being a teacher, some of the nuns come and share their personal problems with me which I think I do not have the capacity to guide the nuns and it would be very helpful if we are given the opportunity to get some counselling training through BNF.”

Ms. Sangita Tamang, From Martshala said “I feel that I will be able to teach the nuns with full confidence as I now know how to teach and make lesson plans like other teachers do in the school systems. I am happy that I can prepare to teach various topics on daily basis. I want to thank BNF for conducting this kind of training for new teachers like us”.
Supply of Teaching Learning Materials: Distribution of White board to the nunneries

Date: May 15-28, 2018
With support from UNICEF BHUTAN

Bhutan Nuns Foundation (BNF) in collaboration with Dratshang Lhentshog (DL) requested White board for the monastic institution and nunneries all over Bhutan. BNF received a total of 34 Nos. of White Board, 34 Nos. of stand, 68 dusters and 10 packets of Markers to distribute to the nunneries.

i) The main objective of distributing the boards is to enable the teachers to make the teachings interesting and easy; help the teachers to deliver her/his lessons effectively. The teachers and the nuns were very appreciative but due to monsoon road conditions, we were unable to distribute the items on time to the nunneries.

Khenpo Rinchen Samdrup, Shechen Orgen Chodzong Nunnery, Wang Sisina said, “We are very thankful to BNF for giving us these teaching materials. The nuns will be able to learn and express their views share experiences from each other. I also on behalf of my nunnery would like to request if some teaching learning materials could be provided for the nuns to learn English”.

Ani Choden mentioned that, “small nuns understand better when we teach them hands on by writing and demonstrating on the board visually than just talking to them.”
Opportunity to Visit holy place

Training and workshop provided by Bhutan Nuns Foundation opens an opportunity for participants to visit some adjacent holy places during their free time, visit new places, experience new environment and make new friends and learn new ideas from each other, which the nuns value it very much. After the few days of training, they become connected and feel much happier and satisfied.
Water, Sanitation and Hygiene (WASH) Program in Nunneries

For the past several years, Bhutan Nuns Foundation (BNF) have been trying hard to improve water, sanitation and hygiene facilities and worked on the behavioral changes in nunneries in these areas. Access to WASH in the nunneries can be the biggest contribution to young nuns’ well-being and in their physical and mental development.

Although BNF and Religion & Health Project (RHP) of Central Monastic Body has been working on WASH to improve the health and hygiene of young monks and nuns for quite a long time, there are still many monastic schools and nunneries that require continued support both in terms of infrastructural development and behavioral change in the areas of health and hygiene.

We have developed a facilitation guidebook for WASH and carried out these trainings with the support system of our following stakeholders: Religion and Health Project (RHP), Central Monastic Body, SNV Bhutan, Public Health Engineering Division (PHED), Ministry of Health, School Health and Nutrition Division (SHND), Ministry of Education and UNICEF Bhutan.

The implementation of the program in monastic institution not only help improve the sanitation facilities, but also help monks and nuns to understand and be fully aware about the importance of maintaining high standards of sanitation and personal hygiene, as simple as hand washing with soap. Furthermore, monks and nuns can be strong advocates for behavioral change in their local communities since the communities look up to them as role models in spiritual wellbeing.

The BNF gives major focus on Menstrual Hygiene Management (MHM) while advocating other WASH programs as it is very important for our nuns to know of their own body and get over the misconception and taboos, which leads them to ignore the most important part of women’s health life. For this, BNF also celebrate the Global Menstrual Hygiene Day on 28th May every year as an awareness program. In the Knowledge Attitude and Practice (KAP) study on MHM of Adolescent School Girls and Nuns, we found out that the nuns still need more knowledge and awareness program on MHM area.
Dental Health Care in Central and Eastern Nunneries

In facilitation of Bhutan Nuns Foundation, Dr. Frank Schneehage, an oral surgeon from Germany volunteered for the second time to visit nunneries in the remote parts of Bhutan and provided dental services to those nuns who needed the dental care.

This year we were able to cover four nunneries in Central and Eastern part of Bhutan. Compared to 2016, this year we were able to carry on a thorough checkup and performed periodontal prophylaxis for all the nuns at the following nunneries:

<table>
<thead>
<tr>
<th>Sl. No</th>
<th>Date</th>
<th>Nunneries</th>
<th>Check up</th>
<th>Filled</th>
<th>Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>24/10/18</td>
<td>Ngenlung Drechaling Nunnery, Phobjikha</td>
<td>38</td>
<td>8</td>
<td>Almost every nun showed a disposition for dental calculus. Thus, tooth cleaning was the most frequently performed treatment as periodontal prophylaxis.</td>
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<td>2</td>
<td>26-27/10/18</td>
<td>Pema Choling Nunnery, Bumthang</td>
<td>84</td>
<td>20</td>
<td></td>
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<tr>
<td>3</td>
<td>29-30/10/18</td>
<td>Losel Yangchenling, Mongar</td>
<td>61</td>
<td>15</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>1-3/11/18</td>
<td>Thegchog Kunzang Choden, Trashigang</td>
<td>86</td>
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We provided services to 270 nuns and monk teachers at 4 nunneries and some other monks living nearby the nunneries in Mongar and Trashigang. During the checkup, we have seen almost all the nuns have dental calculus deposits and accordingly the necessary treatment has been provided. Among 270 numbers of patients, 75 numbers of nuns have done the filling. Those nuns with serious dental issues were asked to visit local dentist for further checkup.
After completion of examining dental issues of every nunnery, Dr. Frank explained to the nuns about how to take care of their teeth. In his talk, he emphasized that teeth are the strongest organs in our body and strong organs like tooth are also being attacked by unseen and tiny bacteria, which lead to very painful and hard life. He said, “during the checkup, I found most of you haven’t given enough time to brush your teeth, which lead to tooth decay and bad smell from your mouth”. He told everyone to at least spend minimum six minutes per day to brush their teeth, three minutes in the morning and three minutes before going to bed. Moreover, he demonstrated the right way of brushing teeth with mindfulness. He even stressed using soft toothbrush to hard one and distributed soft tooth brushes to the nuns, which he brought all the way from Germany.

In general, most of the nuns’ tooth substances are quite good, but many nuns have high percentage of periodontal diseases due to dental calculus, which mainly causes from chewing betel nuts and insufficient time to brush.

**Few challenges we faced during this tour were:**

- **Inadequate time:** From this tour, we learned that we need more time in future. Just for filling up one tooth, it takes nearly one hour for one patient and in every nunnery, there are almost 10% of nuns needed filling.

- **Open space:** to set up the small clinic, need open space with sufficient ventilation and power switches.

- **Lack of proper assistant to Dr. Frank:** Assistant provided by BNF staffs is not as helpful to him due to lack of technical knowledge in dentist like full-fledged nurse.

- **Location of the nunneries:** As the nunneries situated quite far from one another, it takes much time in travelling and hectic day.
The Medicine Buddha Empowerment to Health Professionals

In 2018, on the auspicious occasion of the Birth Anniversary of Her Majesty, the Queen Mother, Tshering Yangdoen Wangchuck, June 21, coincided with Medicine Buddha Day, the 8th day of the lunar calendar. Indeed, many such propitious incidents have taken place on the birthday of Her Majesty in past years. On this very auspicious June day, the Bhutan Nuns Foundation, for which the Queen Mother serves as patron, had organized the Medicine Buddha initiation and empowerment by His Holiness Namkhai Nyingpo Rinpoche for the medical professionals of Bhutan at the Memorial Chorten in Thimphu. Although the Medicine Buddha blessing was intended only for health professionals, with the goal of making a difference in their daily medical practices with their patients, flocks of people showed up to receive the blessings. Within minutes, about 500 people gathered together outside the stupa. Some of the senior citizens who congregated there shared, “we feel not only blessed to meet with Her Majesty, but also blessed to receive the Medicine Buddha empowerment on the occasion of her Birthday. She is very kind to share this occasion with us.” On that day, everyone learned how to chant the Medicine Buddha mantra, and it turned out to be one of several memorable and blissful events organized by BNF.
Bhutan Nuns Foundation Organizes Reiki Courses

The Bhutan Nuns Foundation (BNF) organized two days of intensive reiki classes for 19 participants, including nuns, some monks and lay people, at the Tsalumaphy Training Center in Thimphu from 30 November – 1 December. Dr. Adeline Lee from Singapore conducted titled Intensive Usui Holy Fire II Reiki Levels 1 & 2, the two-day course.

Reiki is a form of alternative healing in which practitioners transfer energy through the palms of their hands to the patient to encourage emotional and/or physical healing.

Although the two levels are normally conducted over two full days each, for a total of four days, due to the time constrains, Dr. Lee, covered level one and level two in two days. The course was intensive, but all participants enjoyed and took the best out of the sessions. All involved found the course useful and educational, and expressed hope that the BNF will be able to coordinate such courses again.

The intensive two-day course was a combination of lectures, discussions, guided meditation, and hands-on practical work, including giving and receiving reiki treatments using all the standard hand positions, practicing self-treatment, and offering reiki in professional settings.

Certificates were presented to the participants at the end of the course, and several of the participants expressed interest in joining refresher courses to maintain their practice.

The BNF is keen to continue to facilitate such meaningful learning activities and workshops.
Medical Tour to the nunneries led by
Dr. Wellington and Team:
Nov. 29 – Dec. 12, 2018

November 29: A visiting medical team coordinated by Bhutan Nuns Foundation (BNF) arrived from New Zealand. After lunch, they visited BNF office to organize some of the medicines they brought with them. The BNF staff brought them to Tsulamaphy Training and Resource Centre to check the venue for conducting Reiki lessons. In the evening, as per Dr. Wellington’s suggestions, we bought some medicines at Kuenphen Medical shop in Thimphu to bring along to the nunneries.

November 30 – December 1: The team visited Wang Sisina Nunnery and treated the nuns for two days, providing almost 60 nuns and some teachers with acupuncture treatment. While the acupuncture doctor was treating nuns at Sisina Nunnery, Dr. Addyline Lee provided a reiki class at Tsulamaphy Temple for 19 participants, including monks, nuns, and lay people.

December 2: In the morning, two patients received treatment before the team left Paro.

December 3: The flew from Paro to Bumthang. In the evening, the reiki teacher conducted a class for the group including the driver participated.

December 4–5: The team visited Pema Choling Nunnery, visiting the Burning Lake en route. We arrived at Pema Choling Nunnery during their examination period, thus only 46 nuns and some local residents were able
to receive treatment on the first day. On the second day, the treatment was given to total of 96 people. The nuns and local residents were happy to receive such treatments, telling us that they had been unable to visit the hospital because of the exams and daily household commitments, while some of the aged residents said it was not easy to make the long journey to the hospital. Some of the local people expressed gratitude to the doctors and to the BNF for the medical visit, telling us that we had helped them save time, money, and energy by not traveling to the distant hospital.

Ani Rinzin the team leader from BNF said, “I, personally, learned additional acupuncture points each day and treated some patients under the instruction and guidance of Dr. Wellington.”

December 6–7: The team left for Phobjikha. The next morning, the medical team drove to Nyilung Drachiling Nunnery, where there were total of 36 nuns, a khenpo, and several local residents.

December 8: Visited Penjor Choling Nunnery in Dorangtha, treating more than 40 nuns, including some local laypeople. They were all thankful for the treatment. One woman said, “I have just finished my medicine and was worried about how to get to the hospital. Now I’m happy that with your visit I can continue to take my medicine.” Likewise, many other people also expressed their gratitude for the medical mission’s visit.
December 9 Dec. The team left for Thimphu. On the way back, we visited Semtokha Dzong. After lunch, the guests visited Tsalumaphy Temple, where they were received by BNF Executive Director Dr. Tashi Zangmo, and had a short discussion about the trip and how they could continue in the future. The team then visited Tulku Thokmey Rinpoche’s residence before leaving for Paro. In the evening, we drove to Paro and checked into Khangkhu Resort, where they conducted some more acupuncture treatment points' training.

December 10: The team hiked to Paro Taktsang, and it took them all day to return to the hotel. This was the only day off they had in Bhutan.

December 11: While others were visiting some historical places in Paro, Dr. Lee conducted a reiki class for some of the BNF staff.

December 12: The team returned to their home country after a very successful work trip to Bhutan.
Bhutan Nuns Foundation Training & Resource Centre (TRC)

PROJECT PROPOSAL
1. Brief Overview of Bhutan Nuns Foundation and its Purpose

The Bhutan Nuns Foundation (BNF) is a non-profit organization set up in 2009 to work for the upliftment and empowerment of Bhutan’s nuns, grassroots women and girls through access to improved education, health and socio-economic status so that they can be self-reliant as well as contribute to society.

BNF identified nuns as one of the most underserved sections of the society in terms of education, skills development, health, hygiene, nutrition and basic living standards. In reaching out to nuns and nunneries, BNF felt the urgency of providing support to basic needs and improving facilities and living conditions of nuns, particularly in remote areas of the country, which are deprived of these minimum facilities. Nuns also require special attention in terms of their needs as vulnerable children, adolescent and young girls, and elderly women.

Most of the nuns enter the nunneries at a young age, many as young as 5 or 6 years. There are many different reasons why they enter the nunneries. Many parents or families are unable to support them due to poverty or other disadvantages, many of them are orphans, some have health or other issues and families consider them a burden. Usually they do not have any or little formal education. Most enter for spiritual training and a life of devotion. But they have no other skills or trainings to prepare them for future livelihood, particularly if/when they leave the nunneries.

Nuns play quite a significant role in their communities. Through their traditional, spiritual roles within their communities, they come in close relationship with other women, girls and community leaders. There is an opportunity for them to play the role of social motivator for change, counselor, mentor or guide and do other social services, if they are trained and motivated to do so. However, their additional or enhanced roles as educators, caregivers, more service-oriented, care-oriented roles are not identified or understood clearly. But the need for promoting this role is becoming more urgent in the present-day context and situation.

BNF recognizes that in the changing context of modern day society with its emerging issues, problems and needs, the role of the nuns need to respond and be relevant to these challenges and changes. This reality requires that the role of the nuns should be expanded to include other social services, in addition to their spiritual roles. Awareness of nuns as women, facing women’s issues and needs, their situation and position in society, the need for their upliftment and empowerment are also concerns and challenges that BNF is aiming to help them understand and address.

BNF saw the gaps and opportunities to educate them and make them aware of these needs and how to deal with them. In particular, BNF identified nuns as potential agents of social change, helping grassroots girls and women in their communities to be educated, skilled and empowered to face the challenges of the modern-day society. For this new and expanded role as teachers, trainers, counselors, health workers, nuns require awareness, skills training, and motivation.

The BNF training programmes will provide nuns with skills they do not get in the spiritual training they traditionally
receive. Nuns can use their skills to serve society and even bring income to support their nunnery, or to make them self-sustained in future.

Thus, the goal of BNF is to promote nuns, girls and grassroots women as social workers and agents of social change by

- providing quality education and training to nuns, girls and grassroots women to become effective community teachers, health workers and counselors
- training nuns and grassroots girls and women to have at least one employable skill for economic sustainability of self, nunneries, and families
- strengthen the capacity of the nuns and women, particularly for the heads of nunneries and grassroots women’s groups in leadership and management skills

Recognizing that this effort to promote nuns and grassroots girls and women as social workers and agents of social change needed concerted efforts and long-term commitment, BNF decided to develop a Training and Resource Centre (TRC) with full-fledged training programmes to carry forward the training and development needs of nuns, grassroots women, girls and youth.

2. On-going Programmes and Projects of BNF

The BNF has been implementing various projects that deliver trainings to the nuns and nunneries with the aim of enabling and motivating them to reach these messages and skills from the trainings to grassroots girls and women in their communities to address these issues. Some of the trainings delivered by the BNF are: i) Child Protection and Child Rights, ii) Menstrual Hygiene and Reproductive Health, iii) WASH, iv) Life Skills Education, v) Disaster Management & Preparedness, vi) Basic Helping Skills, vii) Physical Health and Sports, viii) Non-Formal Education, ix) Teaching Methodology, x) English Language.

In designing and implementing these trainings, the following organizations and ministries have provided collaboration, technical and/or financial support: UNICEF, UNFPA, SNV (Netherlands Development Organization), Ministry of Health, Ministry of Education, Ministry of Labor, Ministry of Works and Human Settlement, National Commission for Women and Children, and Central Monastic Body of Bhutan.

Some of these training programmers have been completed while others are on-going. These have mostly been designed and facilitated by trainers from the participating UN or other donor agencies and organizations and relevant Ministries. It is now a priority for the BNF to have a full-fledged training and resource development programme functioning in the TRC facilitated by a team of its own Master Trainers and Training Facilitators.

3. Training & Resource Centre (TCR), Its Purpose and Activities:

The development of the TRC is an on-going project. A major part of the TRC infrastructure has been completed with the construction of approach roads and several buildings at Tsalumaphay, Thimphu. These include library-cum-resource centre, classroom-cum-training room, and residential facilities
The conference and training halls with modern equipment and facilities are the next priorities to be developed, for which funding is now being sought.

The TRC is envisioned to be a vibrant, dynamic institution that will focus on nuns, women and girls, primarily those at the grassroots level, to become skilled and empowered, and promoting the well-being of others and themselves. To achieve the goal and purpose of the TRC, a strategic plan with goals, objectives and activities have been drawn up.

This project proposal will carry forward the development of the TRC and its programmes through the following objectives and activities:

Objective 1: Train nuns and women in the understanding of the context of women’s life, issues and problems and learning ways to work for women’s development and empowerment in all relevant areas, and improve themselves, their nunneries, families, and others in their communities who need this support.

Activities:

a. Design and facilitate trainings and workshops in women’s development, gender issues, women’s empowerment, and coordinate with organizations working in this field to bring changes to unfavorable situations or environments for women, nuns and others

b. Train nuns and women as counselors or mentors to work with nuns, nunneries and women in their society to deal with problems relating to women and gender issues, or other social issues and problems (e.g. sexual harassment and abuse, drugs and alcohol abuse, and prevention of suicidal cases)

Objective 2: Train nuns and women in leadership and management, training and facilitation, social awareness and motivation, counseling and mentoring, health/hygiene/nutrition, NFE, palliative care, hospice, and other employable and relevant skills to enable them to effectively run institutions such as nunneries, government and civil society organizations.

Activities:

a. Design and facilitate trainings on leadership and management that will develop practical, employable skills such as programme and project development, office management and administration, finance and accounting roles and responsibilities, monitoring and evaluation concepts and practice, ICT etc.

b. Design and facilitate workshops and trainings on skill development in Training and Facilitation, Social Awareness and Motivation, Counseling and Mentoring, Health, Hygiene & Nutrition, Palliative Care, Hospice, Geriatric Care, Basic Education & NFE, Special Needs Care and other emerging areas.

Objective 3: Promote and facilitate spiritual, social and recreational events and activities for nuns, women and youth through retreats, camps and other opportunities for spiritual and psychological well-being, sharing experiences and learning from each other, and helping those facing social and psychological issues and problems.
Activities:

a. Organize and facilitate short retreats and camps for nuns, women and youth
   - Short camps for nuns/women/youth on self-awareness and confidence building (how to express their views, sharing and interaction, games for fun and enjoyment, understand their potential, build confidence, public speaking, taking leadership roles)
   - Parental camps for parents of youth with problems

b. Fund-raising events – organizing walks, selling crafts in different events like ‘mela’ or fair or ‘meena-bazar’, setting up stalls by business or shops in these events

c. Event for tourists – for exposure to traditional craft, skills, products, food – proceeds to go to the training centre

d. Nuns festival – organized by nuns & performed by them, interesting activities to promote healthy and positive attitudes and activities, set up stalls to sell products by people interested in helping the centre

e. Promote awareness campaigns – for prevention of social problems such as suicide, sexual abuse, drug and alcohol abuse, mental disease etc.

4. Training and Resource Centre Management & Personnel

Staff requirements:
The following key personnel will be required to carry forward the objectives and activities of the TRC. This project proposal seeks funding for hiring and maintaining the following personnel for the running of the TRC for a period of five years.

a) TRC Coordinator (one) – to oversee the smooth functioning of the training programmes, including management, financial, logistics, and liaison with relevant authorities and organizations

b) Training Coordinator (one) – to plan and oversee training design, technical inputs into training, organize trainings, organize TOTs, supervise training team

c) Master Trainers (three) – to develop trainings and team of trainers and facilitators with inputs from technical experts in relevant fields

d) Trainers and Facilitators (ten) – to conduct trainings at the field level on different topics and issues as well as organize events and activities at the TRC

e) Administration Support staff (three) – for finance & accounting, administration, and logistics

f) Assistants (seven) – driver, messenger, guard, kitchen staff, cleaning and maintenance
5. The Way Forward & Next Steps

a) Developing a Team of Trainers
BNF at this point needs to build its capacity for designing and delivering the trainings by a team of internal experts, both staff and capable volunteers. Capacity building of the Team of Trainers should be the next step forward. This will require bringing together experts in training design and delivery modes and organizing workshops that build hands-on expertise among the BNF trainers.

b) Conducting Training Design Workshops & TOTs
As part of the process of capacity building of BNF Trainers, they should be actively engaged in designing the trainings that the Training Centre will deliver and understand how to plan and formulate the objectives, content, strategies and outcomes of each of the trainings. However, at this stage BNF needs to identify and engage expert Master Trainers from relevant organizations to lead this process.

Part of the capacity building will also involve in designing and delivering Training of Trainers (TOTs) to a larger pool of Trainers who will be capable to lead the Trainings at the field level.
c) Dissemination and Advocacy for the Training & Resource Centre
In order for the TRC to be a vibrant and dynamic institution, it is important to seek active participation in the activities of Training Centre by all the key participants and stakeholders, especially by nuns and nunneries, as well as women and girls from the communities. To effectively reach the messages and opportunities offered by the Training Centre to all these potential participants, a lot of dissemination and advocacy events and materials have to be produced and spread out. This may include banners, posters, leaflets, slogans, and community meetings. Strategies and materials from movements, such as “girls education”, “child protection and child rights”, etc. may give us some useful ideas and messages in this respect.

d) Seek Funding & Collaborative Partnership for Institutional & Technical Capacity Building of BNF and implementing partners
In order to carry forward the long-term development of the Training and Resource Centre and implement its strategic plan, goal, objectives and activities, it is imperative that BNF actively seeks to build partnerships and collaboration with like-minded institutions and organizations, both within Bhutan and internationally. This partnership and collaboration will help develop the institutional as well as technical capability of TRC to effectively design, deliver, and promote its activities and outcomes, and positively impact society in the long-run.

In conclusion, this project proposal is placing the above plan, programmes and personnel requirements for consideration and seeking technical and financial support and collaboration for developing the Training and Resource Centre of the Bhutan Nuns Foundation. Further details will be worked out in consultation with interested partners.

Prepared and submitted by:
Bhutan Nuns Foundation
Thimphu : Bhutan
www.BhutanNuns.org
Email: bnf@bhhutannuns.org
Special Thanks to Our Donors (2017 & 2018)

US Dollar ($) 100,000.00 +
Anonymous Donor
David Oifer and Lida J.zarchin (Vanguard Charitable)
Firefly Mission,Singapore
Bhutan Nuns Education (Silvia)
Jose Busquest Verger

$ 20,000 – 35,000.00
Sofian Halim

$ 1,000.00 -5,000.00
Bhutan Monk Project Ms. Sabine Habersatter-Flugge
Cyndia Marcous
Linda, Tony’s Family, Friends and work colleagues
James Suozzo
Mamdam Chang Poh Nee
Karuna Medical Mission led by Dr. Fong Poh Him and Dr.Wellington Tan
Sarah Nicholson and Family
L Miller

$500-1000
Mark Quinn-N
Carmen Busquets
Tam Hanh (Alieen Barry)
Jennifer M. Hungtington
Ponte Travels/Heather Murchison

Deme D Cordev
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Yuk Fut Temple, Hawai

Contributions up to $ 500
Sharon O Brien
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Vanguard Charitable
Suzanne Byrum Scheinerman
Jeffrey Ansell
Branda Mak
Nancy Swartz
Chitra Rajalingam
Ann Lachman

Mary M Gilbert
Veronica NG Ho Yi
Lee Warren
Manoel Lopez

Ngultrum (Nu): 1,000.00 -100,000.00
Bridge to Bhutan, Travel Agent, Thimphu
Ms. Sonam Wangmo, RUB
Ms. Dechen Choden
Ms. Sonam Choden (Bhutan Home Stay, Paro)
Bank of Bhutan,Thimphu
Karen Greenspan (through Bhutan Observer)

Ngultrum (Nu): 6,138,000.00 (for TRC Library construction)
Bhutan National Bank,Thimphu
## 2017 Audit Report

### Receipts and Payment Statement
For the year ended 31st December 2017

<table>
<thead>
<tr>
<th>Receipts</th>
<th>Schedules</th>
<th>Amount (Nrs)</th>
<th>Payment Expenditure</th>
<th>Schedule</th>
<th>Amount (Nrs)</th>
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<tbody>
<tr>
<td>Opening Balances:</td>
<td></td>
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<tr>
<td>Cash at Bank</td>
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<td>Donation Received (Individual and Bhutan Foundation)</td>
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<td>Current Liabilities</td>
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<td>Office expenses</td>
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<td>Interest From Saving Accounts</td>
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<td>Interest from Fixed Deposit</td>
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<td>132,484,092.71</td>
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Signatures:
- (Tashi Zangpo)
  Executive Director
- (Kezang Tshemo)
  Finance Officer
# 2018 Audit Report

## Receipts and Payment Statement
For the year ended 31st December 2018

<table>
<thead>
<tr>
<th>Receipts</th>
<th>Schedules</th>
<th>Amounts (Nu)</th>
<th>Payment</th>
<th>Schedule</th>
<th>Amount (Nu)</th>
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<td>Opening Balances:</td>
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<td>Cash at Bank</td>
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<td>Grant Received from FireFly Mission (Singapore) for food and water supply support in</td>
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Total 211,474,587.51 211,474,587.51

(Tashi Zangmo)
Executive Director

(Kerang Tshomo)
Finance Officer

(Mr. Pem Chewang)
Chewang & Sons Private Ltd.
Board of Directors

Honorary Patron
Her Majesty Ashi Tshering Yangdoen Wangchuck
The Queen Mother of Bhutan

Members

Ms. Ugen Choden (Chair Person)
Zimpon Wom, Mr. Tashi
Mr. Norbu Wangdi
Mr. Tshering Jamtsho

Bhutan Nuns Foundation Team

Staff

Dr. Tashi Zangmo
Executive Director

Ani Namgyel Lhamo
Program Officer

Ms. Kezang Tshomo
Finance Officer

Ms. Tshewang Yeden
Project Manager

Ms. Sonam Chhoki
Administrative Officer

Dr. Ani Rinzin Lhamu
Indigenous Medical Doctor
Rural Nunneries of Bhutan who still needs our support
You are your own master

And you are your own enemy

Thus you are the witness

of your own action
Established in 2009, the Bhutan Nuns Foundation located in Thimphu provides support for education and improvement in basic living condition to nunneries who seek our support. The Foundation is dedicated to:

- Improving basic living standards, food, sanitation, medical care, basic to higher education in existing nunneries
- Working towards sustainability and self-sufficiency through trainings and creating innovative educational opportunities beyond the mundane rituals.

Bhutan Nuns Foundation (BNF)
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