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Who We Are

Diyalo Foundation Netherlands is part of the Diyalo Foundation, which is based in The Netherlands, Nepal, The United States, and Germany. We as the Diyalo Foundation envision that Nepalese youth will be able to successfully develop solutions for problems in their local communities by having access to technological expertise and resources. Our mission is to empower Nepalese youth to become future leaders and to support their local communities through technological development by connecting them with young experts from across the world.

Diyalo is a foundation that empowers young people in Nepal to implement self-sustainable technological projects to solve problems faced by local communities. We strongly believe in equal access to opportunities, and through the Foundation’s work we make innovation and technology available for Nepalese communities.

Diyalo follows a problem-solution oriented approach, using technology as an enabler to solve local needs in Nepal. Together with our knowledge and local partners, we contribute to the development of both our volunteers and Nepali communities.

We are problem-solution oriented
Our solutions come from real problems, not the other way around.

We value knowledge sharing
Access to shared knowledge changes lives.

We have technology as our enabler
Through our mission, people will experience how technology can improve the world.
Our Story

The Diyalo Foundation was founded in 2014 in the United States to empower Nepalese youth through education. In 2017, we formed Diyalo Foundation Netherlands and began sending volunteers to carry their unique skill sets to Nepal. These projects, together with school construction, allowed Diyalo to grow and gain experience in development work with local communities.

With the onset of the COVID-19 crisis in early 2020, our volunteers could no longer travel to Nepal. We realized that Nepal was ill-equipped to deal with this health crisis. We pivoted our mission to help improve both the immediate and future well-being of Nepal. We needed to figure out a way to help Nepalese youth without sending volunteers abroad. Diyalo Foundation Netherlands sat down to brainstorm on a new approach to help the local community, focused on figuring out local needs. We reached out to our Nepalese contacts and through our network connected with the National Innovation Center (NIC). The NIC told us they did not want money, but expertise to develop COVID response technology. Having identified the problem, we realized we needed a new model to fulfill this need.

To begin, we brought together global leaders from TU Delft, UC Berkley, and Stanford University. These knowledge institutions partnered with NIC and accompanied with our obtained experience in development work and network in Nepal, we helped them complete the production of ventilators, UV disinfection chamber boxes and a machine to produce the fabric for N95 masks.

All these products were developed using locally sourced materials and at a fraction of the cost compared to existing products with the same functionality.

Our new approach to these projects underscored the high demand for knowledge among Nepalese youth. As our new projects attracted positive energy from both the local communities and our partner knowledge institutions, we formed our team in Nepal to ensure our team thoroughly understands the culture with which we work. Now, our energy and involvement is transferring to our local communities better than ever.

We have developed a new model for the coming year for Diyalo based on these insights, which we hope will help us move away from the traditional approach of western NGOs. You will read more about our approach in the Projects chapter.

We know that knowledge creates more value and lasting impact than money. Our projects will always serve local needs as we guide them from start to finish.

Signed,

The Diyalo Team
Our Board

Diyalo is based in four different countries across the world: The Netherlands, Nepal, The United States, and Germany. Each country is represented by a national board, and all boards are coordinated by the international council that consist of all national chairmans. In total the foundation counts more than 20 team members. Below are the members of our 2021 board:

**International Council**
- Jord Drontmann, Co-Founder & Executive Director
- Sudip Lingthep, Chairman, Diyalo Foundation Nepal
- Jerome Henrich, Chairman, Diyalo Foundation Germany
- Divina Lama, Chairman, Diyalo Foundation USA
- Liska Scheffers, Chairman, Diyalo Foundation Netherlands

**Nepal**
- Sudip Lingthep, Chairman
- Dilip Shrestha, Secretary
- Binita Pandey, Treasurer

**Netherlands**
- Liska Scheffers, Chairman
- Edwin Klinkenberg, Secretary
- Marijn Gotzenberger, Treasurer

**United States**
- Divina Lama, Chairman
- Thomas Lee, Secretary
- Holland Bool, Treasurer

**Germany**
- Jerome Henrich, Chairman
- Felix Schauwecker, Secretary
- Julia Franzel, Treasurer

**Principles**
- Isabel Dagelet, Human Resource Manager
- Mieke Timmers, Website Manager
# Project Management

During 2021, the Diyalo foundation developed itself from an ideation phase towards an organization with a clear structure and way of working. We learned some lessons the hard way, and mostly through the process of doing. Below, we describe some of the many lessons learned in 2021:

<table>
<thead>
<tr>
<th>Internal (Diyalo)</th>
<th>External (Partners)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Scoping Needs</td>
<td>We did not really know what a partner is for us and what their capabilities should be. Partners were not always aware of our intended collaborative share (i.e. 90%-10% or 40%-60%).</td>
</tr>
<tr>
<td>Defining Problems</td>
<td>Partners can’t always identify their real problem or see the big picture from above. Methods such as “5 times why” can help articulate the problem.</td>
</tr>
<tr>
<td>Executing &amp; Implementing</td>
<td>Project indicators were not clearly defined, hurting our end deliverables.</td>
</tr>
<tr>
<td>Monitoring, Evaluating and Learning</td>
<td>When projects did not fulfill a real local need, partners abroad sometimes did not feel the essence or relevance of their work (evaluation students)</td>
</tr>
</tbody>
</table>

In 2022, we will focus specifically to make one project a great success.

We believe that having one great success story will lay the groundwork for future self-sustainable projects.

This year we will work to improve and implement a project process addressing our lessons learned in 2021.

We will also clearly define our impact measurements to quantify, qualify, and verify our success.
Our Approach

Diyalo connects Nepalese youth to experts from across the world to facilitate skills and knowledge transfer. Our six point approach is below:

1. We start by finding local needs defined by the local communities by looking at the problems that influence their quality of life, health and safety.

2. Our Diyalo Foundation Nepal team connects with potential local organizations (NGOs, government institutions, etc.) for technology-oriented projects. The DFNP, supported our partner countries, examines the potential of the proposed project.

3. We find young representatives through these local partners. They are bright, young Nepalese people from within these communities.

4. We find the right expertise for the project within our network of knowledge partners in the US and Europe.

5. Our international technology partner network connects us to emerging young experts who work together to create and execute solutions.

6. We facilitate communication between our emerging technology experts and our Nepalese representatives to develop and implement technology solutions.

Diyalo believes in a need-to-solution approach, which means that we first find out what the real needs are before finding a solution.
Completed Projects

Two technical projects have been finished this year 2021. Our partner experts have successfully provided sustainable technical oriented solutions to the local partners in Nepal.

Water quality project

Our local partner Phutung Research Institute (PRI) wanted to develop a low cost device that can detect a harmful bacteria in water using light spectrum technology. They were stuck on designing a PCB with low noise and power consumption. Our experts from Amsterdam University of Applied Sciences (HvA) worked on designing the PCB based on the parameters given by the local partner. They collaboratively developed a new low cost and portable water quality testing tool. We have successfully facilitated plans to implement this technology across 600 Nepalese municipalities. Click here to see the evaluation form filled out by our local partner.

Early warning system

Our partner Robotics Association of Nepal (RAN) wanted to develop an early warning system for the flood detection in the South West part of Nepal. They were stuck on connecting their LoRa network with the specific frequency for natural emergencies in specific Nepali contexts with poor internet connections and unreliable phones. Experts from the Netherlands, Avans University of Applied Sciences and KPN helped to design an entire system using the specific frequency provided by the local partner. The formal evaluation is still underway. However, anecdotal and conversational feedback from our partner is overwhelmingly positive.
In Development

Diyalo is actively supporting three projects:

**Medical Drones**
The National Innovation Center-Nepal is developing delivery drones for the most rural areas of Nepal where roadways are often compromised. These long-distance drones (25-35km) often travel beyond the visual line of sight (BVLOS) and need constant communication with the pilot. However, Nepal's mountainous geography poses challenges to reliable communication systems. Our experts will research and develop a low-cost and reliable remote drone tracking software.

**Drone Gimbals**
The Robotics Association of Nepal seeks to develop a universal gimbal which can carry most of their equipment (cameras and/or sensors for imaging and analysis). Thus, the RAN can reduce their drone investment and focus their expenditure elsewhere. The gimbal must have three degrees of freedom (pitch, yaw and roll) and must be designed with low cost and durability in mind. The gimbal will be used for both agricultural and rescue/safety drones.

**Drone Agriculture Mapping**
We are supporting development for a camera module and software for stitching together drone-captured aerial imagery, primarily for agricultural purposes. Cameras and gimbals are already available; only the software and a controller module require development. Our experts have already completed a design for both the module and software and we now await project execution.
Development Strategy

Over the past year, we have learned the following lessons for our partnering strategies:

When is a partner suitable?
- Problem solution oriented (Diyalo Model)
- Values knowledge sharing
- Indirect or direct access to Hard & Software development
- Local Need (young people (age 13-30)
- Robust organizational structure & Vision (60% Partner / 40% Diyalo)
- Strong and stable leadership (organization structure)
- Organizational infrastructure fits Diyalo process
- Solid reputation in community
- Ability to provide people with the required resources, training and authority to act with accountability
- Ability to identify risks (market, product, project, organizational)
- Industry and market knowledge

When is a partner unsuitable?
- Inability to communicate (in general and specifically through our channels)
- Misaligned motives (different values)
- Unreliable/ unprofessional (late to meetings)
- No experience with similar projects (proof)
- No support or get-out structure
- No local decision making
- No plan on project execution
- Unsustainable or uneven motivation

We are developing several projects with both current and potential new partners in Nepal:

- Femtosecond PRI
- Early warning system NAST, NIC, KU, RAN & GOCT
- Plastic waste recycling RECAST
- AI Robot NIC

We hope to develop two to three new projects in 2022 to continue to build for future success.
Our Collaborators

Special thanks to our many partner and supporting organizations:
TRAINING
Training

We create a platform to empower Nepali youth to become entrepreneurs and support their communities through technological development.

We aim to offer networking between European tech expertise and young Nepalese scientists and R&D (Research and Development) entrepreneurs in order to successfully complete their research that could change the future of their community or country.

Similarly, we also provide soft skills base training to allow our young scientists and engineers to learn more about themselves and support their wellbeing. Having meaningful, productive and positive interactions at work can foster more effective team building, leadership and collaboration.

Last, we are developing assertiveness trainings. Assertiveness is a confident, respectful demeanor that allows effective communication with others. Practicing assertive communication can improve interactions in any kind of innovation center. It helps young scientists to express themselves and stand up for their point of view.

This year, in alignment with these values and our mission, we conducted trainings on related topics detailed on the next pages.
Culture

Culture is our lifestyle. It incorporates our qualities, convictions, traditions, dialects and customs. It is reflected in our history, in our legacy and by the way we express thoughts and imagination. Culture is the characteristics and knowledge of a particular group of people, encompassing language, religion, cuisine, social habits, music and arts. Culture encompasses religion, food, what we wear, how we wear it, our language, marriage, music, what we believe is right or wrong, how we sit at the table, how we greet visitors, how we behave with loved ones, and a million other things.

Diyalo conducted a “culture Presentation” session for international students and professionals to help them learn about Nepali culture. Most cultural presentations were conducted virtually during the afternoon to balance Nepali and European time.

The session started with the Introduction of Diyalo foundation and its objectives, followed by participant introduction and ice breakers to create an open environment. Our facilitator then gave a presentation on geography, ethnography, religion, food, clothing, housing, languages, castes, and more. At times, the facilitator gave opportunities to international participants to share their experiences of their culture as well. We concluded with the question “what is your take away from the session?”

We learned as much as we taught by facilitating our culture presentation with our international partner organizations. In the future, the team will work on time constraints to improve the sessions. In the end, spending time with young people from multiple cultural backgrounds was a powerful reminder that everything is possible when we work together.

Self-Empowerment

Socrates famously said, “the unexamined life is not worth living." Reflection is a deeper form of learning that allows us to retain every aspect of any experience, be it personal or professional. Reflecting on work experience is important. Reflection helps professionals develop their skills and review where their strengths and weaknesses lie. Where do you excel? What challenges you? How can you improve?

We conducted one “self-empowerment” training for partners organizations. All together, eight engineers and scientists participated in the training. The training ran for three hours with a variety of self-reflection activities. All the participants were happy to be a part of the training session, actively participating in all activities and openly sharing their enjoyment.

As the “self-empowerment” session is based on reflection and activity, participants needed to be on time for an effective session. Unfortunately, we had a late start and were not able to complete our entire planned agenda. Moving forward, we think three hours is insufficient for “self-empowerment” training and would recommend expanding the training to a minimum half day.

We plan to continue providing different trainings on a need basis to help our young representatives learn skills for innovation.
Assertiveness

Assertiveness is a social skill that relies heavily on effective communication while simultaneously respecting the thoughts and wishes of others. People who are assertive clearly and respectfully communicate their wants, needs, positions, and boundaries to others. There is no question of where they stand, no matter what the topic. Assertive individuals don’t shy away from defending their points of view or goals, or from trying to influence others to see their side. They are open to both praise and constructive criticism.

People can improve their assertiveness through practical exercises and experience. A person who is assertive clearly communicates their wishes and sets boundaries, but does not make demands of other people or lash out if requests are not met. The ability to be assertive allows someone to make overtures to other people and stand up for themselves or others in a non-aggressive way. It can also protect them from bullies and other social predators.

From a cognitive standpoint, assertive people experience fewer anxious thoughts, even when under stress. From a behavioral standpoint, assertive people are firm without being rude. They react to positive and negative emotions without becoming aggressive or resorting to passivity.

This coming year, we will continue to help our young representatives improve not only their communities, but themselves.

We will continue to educate all our partners about different cultures.

We will help empower our partners give them opportunities for self-reflection and personal growth.

We will guide our partners to develop strong, assertive communication to ensure they develop into effective entrepreneurial and community leaders.
## FINANCES

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<td>Total</td>
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Financial Forecast

We must raise funds in order to prosper and grow. We currently have three income streams for Diyalo: Ambassadors, Friends, and Grants/Grants in kind.

Here, we are principally examining the back-end of our finances. What comes in? What goes out?

After examining 2021, we have created a budget for 2022 and the next three years as a 'living document'. After 2022 is over this budget will be evaluated and we will edit our future budgets based on lessons learned.

Besides our budget, we have developed and are ready to deploy a semi-automatic bookkeeping system through Google Sheets. This will help evaluate the past and plan for the future.

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<th>Income</th>
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<table>
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<th>Expenses</th>
<th>2021</th>
<th></th>
<th>2022</th>
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<td>Wages (Nepal)</td>
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<td>Banking</td>
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<td>Unforeseen</td>
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<td>Total Expenses</td>
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<td>$ 7,289,86</td>
<td>€ 11,074,00</td>
<td>$12,584,09</td>
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</tbody>
</table>

| Result          | € 2,054,96 | $ 2,335,18 | € 2,126,00 | $ 2,415,91 |
Income

Ambassadors
We have solidified Diyalo’s collaboration with the Global School for Entrepreneurship (GS4E). Guest lecturers at GS4E can now request donations to Diyalo instead of a different gifts as thanks for their lecture.

Our present concern is demonstrating value to our current Ambassadors and attracting new Ambassadors. De Kleine Consultant, a student consultancy organization, is currently researching how Ambassadors can be more involved with the Foundation and how we can leverage current Ambassadors to attract new Ambassadors.

Friends
This year, we elected not to focus on expanding the Friends of Diyalo program. Given our available human capital, we are focusing efforts where we see higher funding return for our efforts.

Internal discussions on development of our Friends program have focused on ‘Giving Days’, centered around special holidays in the Western world or in Nepal in order to engage current and attract new Friends. Giving Days will be primarily driven through social media engagement and outreach to our Friends and donor networks.

In-Kind Grants
We invested substantial time and energy into grant pursuits during our June/July in a consortium with HvA and Avans, during which we applied for a KIEM subsidy from SIA. While we were unsuccessful, we are currently searching for new grants that better suit Diyalo and the rest of the consortium.

On the positive side, Diyalo received an in-kind grant from Google for Google Adwords - we are collaborating with BoosterBox to make the most out of this grant. When De Kleine Consultant has finished their work for Diyalo, we hope our collaboration with BoosterBox will increase in value as we will gain additional insight into our Ambassadors’ intents and missions.
MESSAGING

Take action

Home ▶ Take action

Become a knowledge partner, young expert, or collaborate in another way!

PEOPLE FROM ABROAD

PEOPLE IN NEPAL
Communication

Communication helps us stay connected to our friends, followers and everyone else interested in what we are doing. It is our key touch-point to the outside world which allows us to share our amazing projects, our progress as an organization and our collaboration as a team from four different countries.

We have achieved great progress in communications this year. Not only did we expand our social media activities to engage with our followers, but we also launched our improved website. Additionally, we have undertaken improvements to our newsletter to keep everyone involved in our activities.

SOCIAL MEDIA

In March this year we started to pick up the content creation for our social media channels again. Our aim was to reconnect with our followers and present ourselves to the public by giving updates on our projects in Nepal and showing how we are working together as a team, talking about current projects, workshops and our team culture.

For the upcoming year we want to expand our follower base on our social media channels and aim to follow a more consistent content strategy to tell all the interesting stories of Diyalo Foundation.

Stay tuned!

WEBSITE

A key event in communications this year was the launch of our new, reworked website. If you haven’t yet, check out our website here @ www.diyalofoundation.org.

We are truly proud of our new website - created with the help of design agency WebNexus - and its great reception. The website will function as an additional channel for us to share current and upcoming events and further streamline accessibility and connectivity for donors to the Diyalo Foundation.
OPERATIONS

Sudip Linghep
Chairman, Diyalo Foundation Nepal

Liska Scheffers
Chairman, Diyalo Foundation Netherlands

Jerome Henrich
Co-Founder & Chairman, Diyalo Foundation Germany
People

Current Composition

The main objective of the Diyalo foundation is to focus on our vision and mission. All our staff work together to achieve common goals.

Our Organization is settled in the USA, Netherlands, Germany, and Nepal. In each country we have board members of Five People. Chairman, Treasure, Secretary, and two Members.

Refer to our website for more information about our staff and our volunteers.

Culture

Passion Presentation → Vision presentation

Within the Diyalo foundation we are hosting forums to uplift engagement from our team members. One of them is the passion presentation - at our weekly international meetings, one team member presents about their vision and passion. We are similarly developing a Vision presentation, asking team members to describe their vision at a personal level and also within the broader Diyalo Foundation.

Global Meet-Ups

Last year we hosted two Global Meet-Ups. During the Global Meet-Ups, everyone involved with Diyalo interactively discussed and shared their experiences. We followed a simple program:

- Introduction and welcome
- Short outline of the current project in Nepal
- Intro of the teams from DFU, DFG, DFN & DFNP
- Sharing the results of our international survey

Human Resources

2021 posed significant challenges for human resource management. We started with quite a lot of people but struggled to maintain high engagement within the Diyalo foundation.

Our Human Resources focuses for 2022 are:

- Communicate HR manual with the members
- One way of working, a clear strategy on the various HR topics
- Personal Development Plan for Diyalo members
- Engaged employees, possibility to develop skills and switch between roles within Diyalo
- Written job descriptions
- Expectation management, a way to “measure” output, input for Personal Development conversation
- New recruitment strategy (social media)
- Targeting the right group, faster hiring process, more visibility for Diyalo as organization
UNTIL NEXT YEAR...