

ANNUAL NEWSLETTER 2025



2025 has been an inspiring year of growth, resilience, and empowerment for Empowering Women of Nepal (EWN) and 3 Sisters Adventure Trek. Together, we continued our mission to empower women from across Nepal through training, education and employment in the trekking and tourism industry. Despite global and local challenges, our community of guides, trainees, and partners has grown stronger than ever. We are deeply grateful to all who supported our programs — donors, volunteers, and travelers who believed in women-led adventures.



Women do not need sympathy; they need equal opportunity.

© 3 Sisters Adventure Trekking



Our Achievements

3 Sisters Adventure Trekking has been selected as one of the finalists for the TO DO Award 2026 — an international recognition that celebrates organizations promoting socially responsible tourism and community empowerment.

This achievement belongs to every woman guide, trainer, volunteer, trekkers and supporter who walks beside us on this journey.

“Changing lives, One woman at a time”

<https://www.3sistersadventuretrek.com>

“Improving the world, one women at a time”

<https://ewn.org.np>

49th BASIC FEMALE TREKKING GUIDE TRAINING

In 2025, EWN and 3 Sisters Adventure Trekking successfully completed the 48th and 49th Basic Female Trekking Guide Trainings (FTGT), continuing their mission to empower women through skills and employment in Nepal's trekking industry. A total of 53 women from Himalayan, Hilly, and Terai regions participated across the two sessions, ensuring inclusive access to training opportunities.



Beyond technical training, the sessions include waste collection campaigns, tree plantation activities, and community awareness programs ensuring that each participant understands not only how to guide safely, but also how to protect the environment and serve as role models in their communities. For many, FTGT is more than a course; it is a gateway to independence, a path to employment and a life-changing step toward dignity and leadership. We honor the courage of every woman who chose to rise, learn, and lead. These new guides carry with them the spirit of the Himalayas: strong, resilient, and full of promise for a more inclusive future in Nepal's trekking world.



The program was generously supported by the Ocean Vertical whose partnership strengthens our commitment to empowering women from all corners of Nepal. Our 4-5 week FTGT program blends classroom instruction with real-world trekking experiences. Participants learn essential skills such as rock climbing, wilderness first aid, environmental sustainability, flora and fauna identification, cultural and regional knowledge, map reading, women's rights, responsible tourism practices and mountain health and safety.



Participant Voices

One trainee shared, "Before joining, I was unsure of my abilities. Now, I feel confident to lead treks and guide others safely in the mountains." Another reflected, "This training changed the way I see myself not just as a woman from a remote area, but as a capable trekking guide and role model."

Together, these two sessions marked another milestone in EWN's ongoing journey equipping women with the confidence, skills, and opportunities to rise as leaders in Nepal's adventure tourism sector.

Story Of Mamita Kumai

Mamita Kumai 19 from Mugu, is the eldest of five children from a farmer family. Like others, she grew up with limited opportunities and had never travelled far from home. After completing Class 12, her friend living in Pokhara recommended her about the Female Trekking Guide Training (FTGT) by EWN. With her parents' support, Mamita made the three-day journey to Pokhara for the first time.

Mamita joined the 49th Batch FTGT, for one-month training with 6 month hostel facilities sponsored by Suit Suit Foundation brought a big change in her life. She learned public speaking, English, and built confidence which she never had before. She says her mindset has become positive and open, and she feels more prepared for the future. She is grateful for the support, including safe accommodation and exposure to new experiences.

After completing the training, Mamita started a paid apprenticeship with 3 Sisters Adventure Trekking, where she has already completed a 7-day Mardi Trek and a 7-day Nagi Trek. Through this opportunity, she is earning while learning, travelling to new places, and gaining practical field experience.

Today, Mamita dreams of building a long-term career in trekking. She believes women should not stay confined to their homes but should learn, travel, and explore the world. Her journey from Mugu to Pokhara marks the beginning of a confident and independent future.



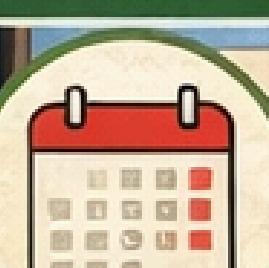
Our Sustainability Journey

3 Sisters Trekkers



Trek Days:
4,362 days

3 Sisters Guides



Trek Days:
1,615 days

3 Sisters Guest House



Total Nights:
2,028 days



Single-Use Bottles Saved:
13,086 bottles



Cost Saved:
₹ Rs. 392,580



Single-Use Bottles Saved:
4,845 bottles



Cost Saved:
₹ Rs. 145,350

Contribution:

₹ Rs. 182,520

WOMEN ECONOMIC EMPOWERMENT 2025



In collaboration with 3 Sisters Adventure Trekking, Empowering Women of Nepal (EWN) continues to create meaningful employment opportunities for women in the trekking sector. In 2025, 363 women were engaged including 17 permanent guides, including 18 freelance guides, 51 Participants, 255 experienced assistants, including 22 freelance assistants. Many participants continue to grow professionally, balancing work, education and family. This ongoing engagement reflects our shared mission to empower women through sustainable trekking employment across Nepal's Himalayas, Hills and Terai regions.

Norec Exchange Programs



As part of the Norwegian Agency for Exchange Cooperation (NOREC) exchange program, our employees from Empowering Women of Nepal-EWN had the privilege of working with a Bangladeshi NGO, Society for Underprivileged Families (SUF), for a year. This year, our two employees Susma Neupane and Ekshana K. Chhetri went to Bangladesh to share their knowledge and expertise in tourism and entrepreneurship. Likewise, two employees from SUF Bangladesh, Tamim Ahmed and Hashina Khatun came to EWN to share their expertise in ICT. The program was fully funded by NOREC.

Norec Partner Meeting

We hosted our coordinating partner SUF to review overall project progress and engage directly with participants, creating valuable opportunities for reflection, collaboration, and shared learning. This collaborative journey continued in December at the NOREC Partner Meeting in Kathmandu, where we joined a wider network of partner organizations to deepen our understanding of effective project management practices, share experiences, and exchange practical solutions to address common challenges faced during project implementation.



Empowering Women through ICT in Lwang Village

Empowering Women of Nepal (EWN) successfully conducted a two-day ICT Integration Training for 20 homestay women in Lwang Village under the NOREC Exchange Project. The training focused on introducing practical and user-friendly digital tools to enhance communication, strengthen online visibility, and improve access to digital platforms, enabling participants to confidently promote, manage, and expand their homestay businesses. This initiative supports women's skill development and digital empowerment while contributing to the strengthening of local tourism, improving service quality, and increasing sustainable income opportunities for rural women through the effective use of ICT.



Empowering Women of Nepal (EWN) conducted a one-week Basic Rock Climbing Training for the 12 assistant guides of 3 Sisters Adventure Trekking.

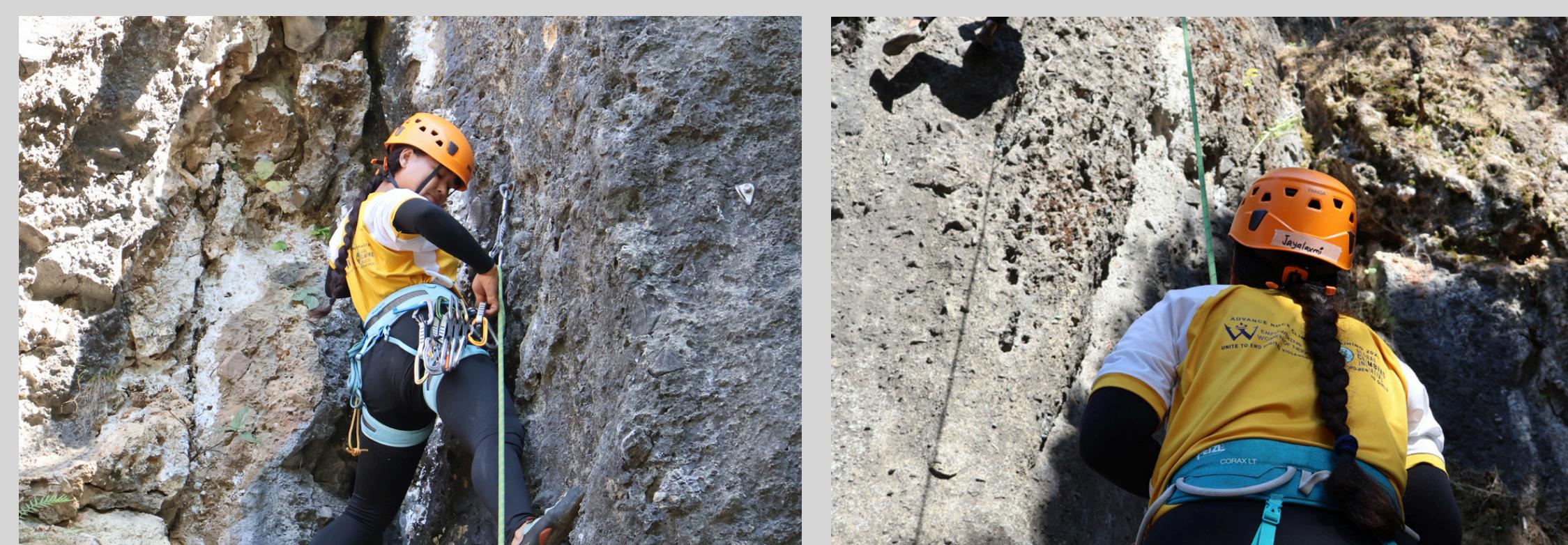
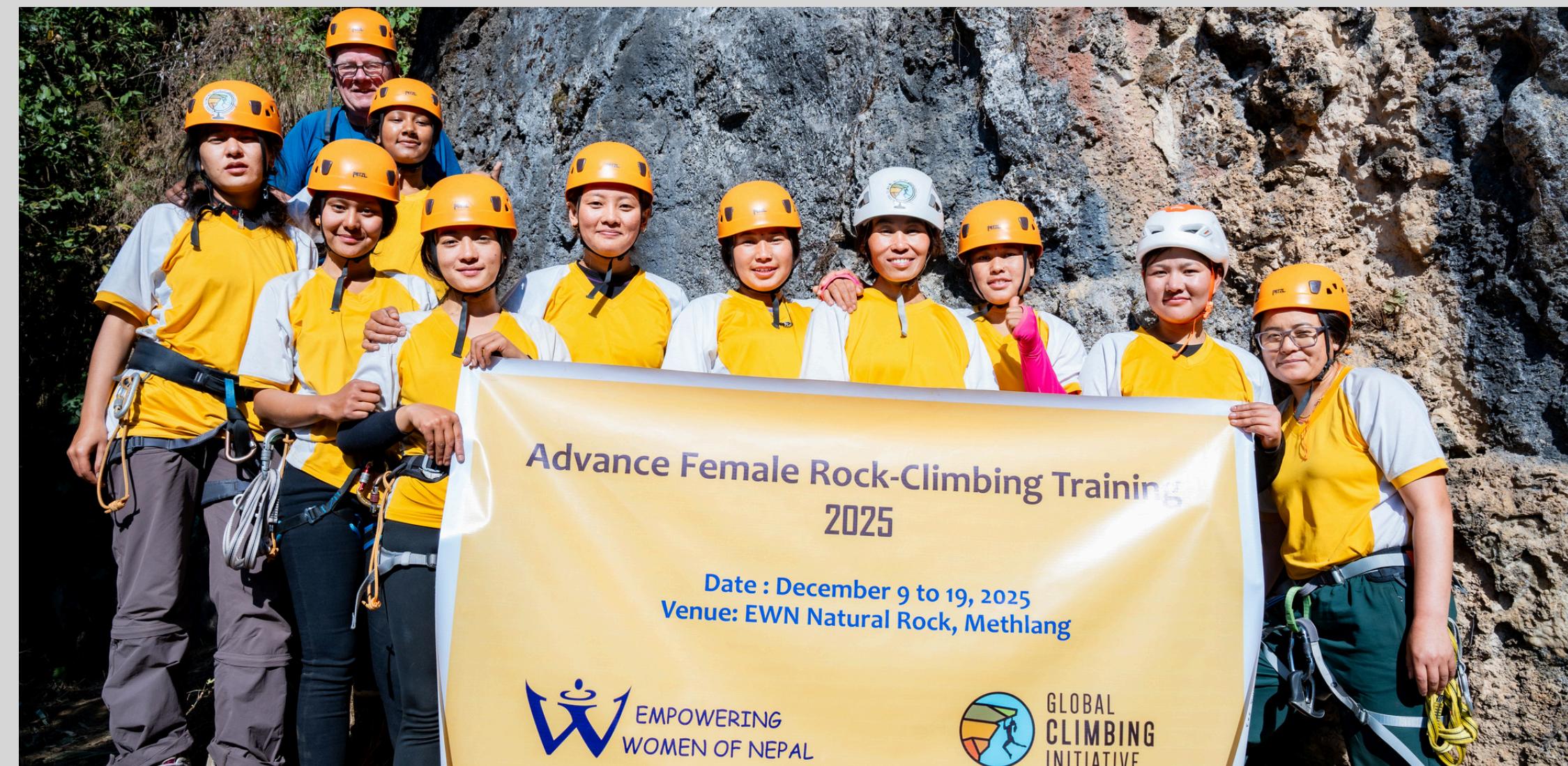
The program aimed to enhance participants' technical climbing skills, safety awareness and confidence in mountain environments strengthening their ability to lead and support future treks effectively.



Advance Rock Climbing Training

A "10-Days Advanced Rock Climbing Training" was organized by "Empowering Women of Nepal (EWN)" from 9 to 19 December 2025. The program was funded by the "Global Climbing Initiative (GCI)" and aimed to strengthen technical climbing skills and professional capacity among women climbers.

The training was led by experienced instructors Muna Gurung, Usha Gurung, and Anita Rai, who guided participants through advanced techniques and safety practices. A total of eight female participants took part in the program.



TAEKWONDO TRAINING PROGRAM

To address the lack of sports facilities and increased screen time among children in Lakeside, EWN initiated the six-month pilot project 'Empowering Children Through Taekwondo.' The pilot was a success, with 23 children aged 6–13 participating enthusiastically. Encouraged by this progress and strong support from parents, we are thrilled to announce that we have expanded the initiative into a comprehensive one-year training program, which began in December.

Taekwondo Achievement

We are proud to share that our Taekwondo participants took part in the 1st Maya's Gandaki Province-Level Open Taekwondo Championship 2082, achieving remarkable success!

Their achievements are especially inspiring, as both joined the Taekwondo class only a few months ago. These proud moments remind us that dedication, hard work, and proper guidance truly pay off. Thanks Ekipi Foundation for your continuous financial support



 **Dikshya Baral – 1st Position**

 **Abisha Adhikari – 2nd Position**



3-Day Wilderness First Aid Training

Empowering Women of Nepal (EWN) conducted a three-day Wilderness First Aid (WFA) training from 18 to 20 June for trekking guides of Three Sisters Adventure Trekking. Led by volunteer Ms. Nikki Tye, the hands-on training covered essential emergency and high-altitude medical skills, equipping guides with the confidence to respond effectively to medical situations on the trail. EWN extends sincere thanks to everyone who contributed to the success of the program.

International Event Attend

In 2025, the organization strengthened its international presence through active participation in several high-profile global events in the United States. Founder Lucky Chhetri represented the organization at the UN Global Compact Leaders Summit in New York, USA, where global leaders and change-makers gathered to advance discussions on sustainability, responsible leadership, and the Sustainable Development Goals. During the same visit, Lucky Chhetri also engaged with the Ashoka Foundation in the USA, fostering connections around social innovation, inclusive development, and community-led impact initiatives.

Additionally, Co-Founder Dicky Chhetri represented the organization at the Travel & Adventure Show in Denver, USA, showcasing the organization's work, building international networks, and promoting responsible and inclusive tourism on a global platform.

In September, during a visit to the United States, Empowering Women of Nepal (EWN) and 3 Sisters Co-founder Nicky Chhetri met with Volunteers for Outdoor California (V-O-Cal) to exchange insights and best practices on sustainable trail management, community engagement, and volunteer-led outdoor initiatives. The discussion also served as a valuable platform to explore potential areas for future collaboration aimed at promoting responsible tourism, strengthening environmental stewardship, and advancing women's empowerment through inclusive outdoor and community-based initiatives. Appreciate Sharon Flaming for this opportunity.



GEDSI Workshop

3 Sisters Adventure Trekking and Empowering Women of Nepal (EWN) are working together as GEDSI specialists under the GANESHA Project, which focuses on developing thermally cooled battery energy-storage solutions for transport and household use in alignment with SDG 7: Affordable and Clean Energy.

The project is being implemented in two pilot sites—Dhading and Bardiya. A baseline survey of 100 participants in each site informed the design of a targeted GEDSI workshop, which was held on 30 March 2025 in Benighat Rorang Rural Municipality-3, Orbang. The workshop brought together 25 participants (excluding the GANESHA team), many of whom attended with their children, reflecting the realities of balancing training participation with household responsibilities.



Follow up visits for future tourism possibilities

Our team conducted a strategic field visit to Mathilo Orbang to explore the potential for developing a GESI-focused tourism hub, engaging closely with the school principal, teachers, and local families to better understand local contexts and community needs. During the visit, we also collected detailed case studies from participants of previous GEDSI workshops to assess community-level impacts and use these insights to inform future planning and the promotion of inclusive and sustainable tourism development.



Partner meeting



A partner meeting with P.A.K Engineering (UK), bringing together representatives from Pokhara Metropolitan City and the automobile sector to exchange ideas and discuss the possibilities, needs, and challenges of introducing electric transport solutions in Pokhara. The meeting provided a valuable platform to share perspectives on infrastructure requirements, technology options, and local demand for sustainable mobility.

In addition, in December, we had the opportunity to visit the NEVI office in Kathmandu, where we met with our project partners from the United Kingdom to review progress, discuss key developments, and plan the next phases of the project collaboratively.

GROWING A GREENER FUTURE: 2025 ANNUAL TREE PLANTATION PROGRAM

In line with our ongoing commitment to environmental sustainability, 3 Sisters Adventure Trekking and Empowering Women of Nepal (EWN) successfully organized two major plantation programs in August 2025, promoting the spirit of "People, Planet, and Prosperity."

The first event was held on August 18, 2025 at Ghopte Danda, Machhapuchhre-2, in collaboration with Save Our Himalaya First Nepal, ACAP, CAMC, Sildu Deurali Youth Club and the Ghopte Danda Integrated Religious Development Committee. Together with 50 participants, we planted 85 saplings including bamboo, guava, and other native species.



The second plantation was held on 25 August 2025 at Khorakomukh, Machhapuchhre-8, with support from Ward President Ram Gurung and member Chok Prasad Dahal, along with the Interact Club of Pokhara Annapurna SOS. A total of 95 trees were planted during the event, bringing this year's total to 180 saplings and 261 trees overall. The initiative promotes environmental awareness, waste reduction, and the 3R principles (Reduce, Reuse and Recycle) for a greener Nepal.

Sustainability Training for Guides

EWN ~ Sisters Adventure Trekking organized an extensive sustainability training program for our trekking guides, covering all regions of Nepal from Everest, Langtang, and Annapurna Regions to restricted areas like Upper Mustang. The sessions were led by our Volunteer, Ms. Nikki Tye and Rashmi Sharma, with insights shared by our founder Lucky Chhetri. The training focused on responsible trekking practices, including waste management, energy conservation, plastic reduction, biodiversity protection, and following the principles of 3R (Reduce, Reuse, Recycle) and 3P (People, Planet, Prosperity). Guides also learned how to engage visitors responsibly, promote sustainable practices on the trails, and ensure the protection of local ecosystems. This program was designed following Travelife guidelines to ensure world class sustainability standards in adventure tourism guide.

ANNUAL WASTE COLLECTION PROGRAM

Together, 3 Sisters Adventure Trekking and Empowering Women of Nepal (EWN) continued their annual waste management initiative, collecting around 60 kg of waste this year, adding to a total of 3,600 kg collected so far through training programs and environmental campaigns.

Twice during FTGT Environment Class, twice during the closing ceremony field day both the sessions, Participants of the Female Trekking Guide Training (FTGT) joined hands with 3 Sisters



Children's Scholarship

This year, our scholarship program supported a total of 7 children. We are especially grateful to Vibrant Australia for sponsoring 3 of these girls. Among them is Bipasha, who comes from a vulnerable family and currently stays in a hostel. With this specific support, we are able to cover Bipasha's extra expenses, including Taekwondo training and basic needs, while providing school fee scholarships to the other students.



Teej fellowship program

Celebrating womanhood through the Teej festival, EWN and 3 Sisters Adventure Trekking organised a Teej Fellowship Program to honour sisterhood and culture. It was a joyful and memorable day for everyone involved.



Celebrating the 115th International Women's Day

Celebrating the 115th International Labour Women's Day, Empowering Women of Nepal took a immense step by inaugurating a menstrual pad vending machine, spearheaded by the founder, Lucky Chhetri. Alongside this, a session on Women's Empowerment was held, fostering a spirit of unity and strength. Uniform were distributed to the dedicated guides of 3 Sisters Adventure Trekking Company and the hardworking employees of Empowering Women of Nepal, culminating in a heartwarming gathering with delightful snacks.



Strengthening Trekking Guide Skills with Environmental Education

A key highlight of the FTGT program was the environment session held at Machhapuchhre Rural Municipality-8, Khoramukh, which brought together the local community for an engaging and meaningful interaction. More than 80 participants, including local residents and community representatives, actively took part in the session, demonstrating strong community interest and commitment to environmental conservation.

Goal Program

The GOAL Program was successfully conducted at Shree Janaki Secondary School in Pokhara-17, Mahatgaua, with 77 students participating. The program concluded with a closing ceremony and picnic celebration, attended by school board members, teachers, trainees, and representatives from Empowering Women of Nepal (EWN).



During the ceremony, sports materials and a trophy were handed over to the school, certificates were awarded to all participants, and selected students were recognized for their outstanding performance and discipline, marking a meaningful and celebratory conclusion to the program.

Thank You...

Volunteers



David Robinson



Nicole Nikki Cynn Tye



Elizabeth Kempton



Myrthe de Vree

We extend our sincere appreciation to our international volunteers for their valuable contributions in 2025. David Robinson from England (23 Feb-1 Mar) supported EWN with photography, videography and documentation, helping us capture meaningful stories. Nicole "Nikki" Cynn Tye from the USA (1 Jun-30 Sep) led the 3-Day Wilderness First Aid Training and Sustainability Training for Guides, strengthening safety and eco-tourism skills. Elizabeth Kempton from England (from 18 Aug) contributed her time and support across EWN activities, and Myrthe de Vree from the Netherlands (12-30 Nov) assisted with program engagement and brought valuable international insights. We are deeply grateful for their dedication and the positive impact they created within our community.

Our Donors and Partners



How can you help?

Come Trek with us !

Come for a trek in the Himalayas where you will experience the awesome landscape and friendly cultures with a trekking guide and/or assistant guide trained by EWN. This will not only give you the experience of a lifetime but it will also support the program by giving the women valuable field experience.

Want to Donate !

Help us help to improve the world, one woman at a time. Your donation is very welcome and highly appreciated. EWN's banking details are:

A/C # 01 0312363 01
Standard Chartered Bank Nepal Limited
Swift Code # SCBLNPKA
Newroad Branch Pokhara, Nepal

We would like to express our sincere and heartfelt thanks to our donors, partners, supporters, friends and volunteers, who helped us to achieve our goal.

"We wish you Merry Christmas and Happy New Year 2026!"

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