

10 Years Metta



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Vision

The Metta Development Foundation is a non-governmental organisation, established in 1998, to assist communities in Myanmar recover from the devastating consequences of conflict and humanitarian emergency.

The primary objective of Metta is the evolution of self-reliant and peaceful societies through social and economic growth. The driving force behind Metta is the concept the very word embodies - that of “loving kindness”.



Letter from the Chairman

Dear Friends

After a decade of effort, the 10th anniversary of the Metta Development Foundation is a time for both commendation and reflection. It is also a good moment to remember what moved us to establish Metta in the first place.

The situation at the time of Metta's foundation was indeed difficult. Nevertheless we were able to succeed in Metta's establishment and have been able to assist many long-suffering communities through the decade since.

Therefore, on the occasion of this 10-year jubilee, we would like to say thank you to all of you who have helped us. We also hope for your continued support as our country moves through a period of political and social change. It will take time. But the aspiration remains of transition towards a democratic society by international norms and standards.

At this time of change, I ask all our friends committed to the welfare of our country and people to continue to stand by us on our way towards justice and development. When looking back to the experiences of the past ten years, it is important to recognise that real progress has been made.

Yours faithfully



Dr Saboi Jum



The Board – Dedicated Founders and Members



Dr Saboi Jum

A Kachin Christian, Saboi was moved by the vision of the development of Kachin society in peace and it was he who gave Metta its name. In September 2008, when Metta was restructured, Saboi was elected first Chairman. He is also the founder and chairman of Shalom Foundation, established in 2000.



U Tun Aung Chain

A Karen Christian with a Harvard Masters degree in History, he was a professor of the History Department of Yangon University, Secretary of the Myanmar History Association, and, recently, a participant in the National Convention. He is also a member of Myanmar Academy of Arts and Science.



UByit Ja Bu

A Kachin Christian who holds a Bachelor of Arts degree, Master of Divinity and Doctor of Ministry, she had 3 years of experience as a librarian and over ten years of experience as a religious educator. Currently she is Programme Secretary of the Differently Able Programme of Myanmar Council of Churches.



U Naing Pe Tin

A Mon Buddhist who owns and manages a private business firm, “Shwe Gandawin Construction Company”. He is the Vice President of the Pa-Auk Buddhist Association and joined Saboi and Hkun Myat in peace negotiations between the Government and the New Mon State Party (NMSP).

Metta Board members represent diverse ethnic, religious and professional backgrounds.

Their common bond is their role as peace negotiators. Their common goal is building on peace for the generations to come.



Daw Tin Aye

A Mon Buddhist and engineer by profession, she served for many years as a government engineer at the Ministry of Construction until leaving in 1995. She has shared her experience and overseen Metta construction work, including water supply.



Dr Hla Hla Thein

A Rakhine Buddhist veterinarian, she was in government service before becoming manager of her private veterinary appliance and livestock feed firm. Dr Hla Hla Thein is also a member of the Central Committee of the Myanmar Livestock Federation as well as Chairman of the Myanmar Broiler Association.



Ja Naw

A Kachin Christian, he holds a Masters degree in Development Studies. With over 30 years of community development work under Myanmar Council of Churches (MCC), he is currently working as a national coordinator of HIV and AIDS prevention and education programme of MCC.



U Maran Yaw

A Kachin Christian, he holds a Diploma in Agriculture and has 30 years of experience in Myanmar Agriculture Services as a Township Manager. He has also had working experience in other international agencies such as World Concern, Care Myanmar and 101-Project as a coordinator and consultant.



U Lahtaw Hkun Myat

A Kachin Christian businessman and Bachelor of Science degree holder, U Hkun Myat is a community leader and peace mediator in ethnic affairs. He is Managing Director of the private business firm Myanma Seelone Company Limited and was a participant in the National Convention.



Lamai Bawkw Tawng

A Kachin Christian, Bawkw Tawng holds a Bachelor of Law degree and jointly owns and operates the business firm "Myanma Seelone Company Limited". She is an active social worker in her church community and has served as Metta Treasurer since its inception.

Values

The Metta Development Foundation is founded upon the concept of “Metta” or “loving kindness”. Metta’s work is with the most disadvantaged communities, regardless of their ethnicity or religion. Metta strives to respect the diversity of peoples - their different cultures, values, customs and traditions.

Metta relies on the potential of all people and communities. It thus builds on and conserves the resources that people and communities already have. Metta believes in the fundamental value of self-reliance and supports all initiatives which lead to increasing people’s abilities to develop their own resources and determine their own futures. These values are demonstrated through Metta’s commitment to teamwork with each other, with partners and other stakeholders, and with the host communities.



Photo: John Cassils

Letter from the Executive Director

Dear Friends

This journal shares the story of our journey over the past 10 years with all of you who have actively supported or followed with interest, the development process in our country.

We hope that our account captures some of the dedication and vitality with which every one in Metta is striving to enable communities in Myanmar determine and realise their aspirations in livelihood provision.

During the past ten years, we have given our all to “build back better” the post-conflict areas in the border regions of our country. We have worked alongside those in the most isolated and neglected areas of Myanmar, former refugees, internally displaced persons and those adversely affected by the poppy cultivation ban.

We have also lent our support to communities disrupted by the tsunami and suffering under the devastation of Cyclone Nargis.

We hope that through our work we have brought to the forefront the complexity of the humanitarian and socio-political challenges that the people of Myanmar face and the rewards of partnership and cooperation.

Myanmar’s needs are immense. Rich in resources and the largest country in mainland Southeast Asia, the country still ranks 138 on the UN Human Development Index. But Metta is on the move, reaching out to increasing numbers of communities in ever wider areas with each passing year. As Metta’s work expands, more responsibilities are being delegated to the branch offices, with their individual Guiding Teams of community representatives providing them with necessary support.

One focus of this effort at the local level is easing the economic necessity of having to work away from home, as this often leads to exploitation, even more economic hardship and social problems brought on by long absences from the family and community. This debilitating cycle needs to be broken.

Metta will continue to work hard, in accord with the international standards of transparency and accountability, to achieve meaningful progress.

It is our fervent hope that you will continue to work with us in our quest to bring about a peaceful, prosperous and flourishing society in Myanmar.

Yours sincerely



Seng Raw

Senior Management Team – Realising the Vision



Khin Maung Latt

A Bamar Buddhist, he holds a Bachelor of Agriculture degree and worked in the government and private agriculture sectors before joining Metta as a resource person, later becoming Project Officer at Metta Lashio branch office. Currently he is the Taunggyi Branch Office Coordinator.



Dingrin Naw Ja

A Kachin Christian, he holds a Bachelor of Arts in Development Studies and has been the Manager of Centre for Action Research and Demonstration (CARD) since its establishment in 2001. He is also the Programme Coordinator of FFS programme in Kachin, northern Shan state and upper Sagaing division.



Saw Min Naing

Kayin Christian, Bachelor of Veterinary Science and co-founder of Metta, started as Project Manager in his native Loilem in southern Shan state in 1999. He is the Metta Programme Coordinator since 2002 to date; his main responsibility is coordinating with regional authorities and departments.



Khun Myo Nyunt

A PaO Buddhist of southern Shan state, he holds Bachelor of Arts and Bachelor of Education degrees. He joined Metta as logistician at Nong Kham Training Centre in 2003. He has been Training Centre Coordinator, and FFS and Community Nursery Community Forestry Coordinator since 2006 to present.



Khun Aung Than Htay

A PaO Buddhist native of southern Shan state, he is a high school graduate, joined Metta as a volunteer in 2003, and became full time staff after the tsunami in 2004. He settled down permanently in the delta and established a family. Currently he is the Branch Office Coordinator of Myaung Mya branch office.



Beatrice Lu Ja

A Kachin Christian and a veterinary surgeon by profession, she is a Metta co-founder. She provided technical expertise for the livestock section of Land for Life project in Kachin state, which later evolved into the Centre of Action Research and Demonstration. Currently she is the Myitkyina Branch Office Coordinator.

Metta Senior Management Team members are accountable to the Metta Board, donors, partners, staff and local communities. They are always expected to live up to Metta aspirations and values.



Seng Raw

A Kachin Christian, Seng Raw is a Yangon University graduate. Having recognised the vital need for accompanying the peace process with community development, she assumed the responsibility of leading the new organisation. In September 2008 she was appointed the first Executive Director.



Sai Sam Kham

A Shan Buddhist of northern Shan state, he holds degrees in Mathematics and Computer Science, joined Metta in 2005 as a volunteer with the Upland Agriculture Programme and soon became a full member. He was Lashio Branch Office Coordinator before he left for further studies in 2009.



Ja Nu

A Kachin Christian from Northern Shan State, she has a Master of Arts in Development Studies. She joined Metta in 2001 as a Training Coordinator for FFS programme. She is currently Metta's Community Development Programme Coordinator as well as its Livelihood Sector Coordinator.



Gum Sha Awng

A Kachin Christian with a Master of Development Studies, native of Kutkai in northern Shan state, he first joined the FFS programme as a coordinator for upland farming at Nong Kham Training Centre in 2003. Currently he is the Coordinator for Metta's Agriculture and Forestry Sector.



Ja La

A Kachin Christian, with a Bachelor of Theology degree, he was a preacher in his local church in Mung Yaw, northern Shan state. Joining Metta in 2004, as a store keeper, he soon became a Facilitator and in 2006 was promoted to Area Coordinator. Currently he is Lashio Branch Office Coordinator.



Nyi Nyi Zaw

A Bamar Buddhist native of rural Bago division, he holds a Bachelor of Commerce degree and a Certified Public Accountant (CPA) certificate from Myanmar Institute of Certified Public Accountant. He joined Metta in 2001 as Internal Auditor and currently he holds the position of Financial Controller.

METTA STRUCTURE





Team



**Programme Develop-
ment and Coordination**

**Agriculture
and Forestry**

Livelihood

Health

Education

Capacity Building

**Emergency and
Development**



Planning the future together

Promoting Local Initiatives

The two most important methods used by Metta to stimulate community initiatives, to contribute to food security and to encourage the spread of its values and practice are Participatory Action Research (PAR) and Farmer Field School (FFS).

Participatory Action Research (PAR)

The rebuilding tool used in Metta's field work has always been Participatory Action Research. PAR provides communities with the means to identify their resources and needs. Projects based on the outcome of such analysis are known as PAR projects. These are generally small-scale and related to the priorities of the local villagers as set by themselves in the process. They are always in accord with Metta's values. The participating families themselves choose management committee members, which also gives the project local credibility.

These families are fully involved in all stages of implementation, creating transparency and accountability. In the process, the members are encouraged to become decision-makers. Metta provides the appropriate skills training necessary for the successful outcome of the project.

At the close of March 2008 over 3000 participants from 6 states (Chin, Kachin, Kayah, Kayin, Mon and Shan) and 5 divisions (Ayeyarawdy, Bago, Mandalay, Sagaing and Yangon) had attended PAR workshops. At the same time, 195 people had graduated from PAR Training-of-Trainers (TOT) courses. Of these, 43 are today working as full-time employees of Metta.

Farmer Field School (FFS)

The immediate objective of FFS is to give farmers an opportunity to learn and achieve greater control over the conditions they face daily in their fields. Weekly sessions include seed selection, preparation and care of quality seedlings, transplanting methods, water management and soil fertility. Each FFS has about 20 participants who attend the schools' half-day sessions every week for the entire rice-growing season.

Based on the success of the lowland FFS in Kachin state, they were introduced in upland areas in Shan and Kayah states. This integrated farming system also encourages farmers to disengage from opium farming and opens the door to community development among former refugees, internally displaced and other conflict-affected groups.

At harvest time, each field school organises a Field Day and invites local authorities, village elders and nearby villages, providing an opportunity to observe and learn about the achievements of the field school and its participants. Many of the FFS communities are now establishing rice banks, seed banks, buffalo banks, savings and loan associations and cooperative shops, while extending the areas planted with cash crops such as vegetables, tea, coffee, and mulberry for silk production.

Following the 2008 Cyclone Nargis, which devastated large areas of the Ayeyarwady Delta, Kachin and PaO facilitators left their mountainous homes to introduce FFS in the delta, building up partnerships across cultural boundaries.



School in the Field. Between 2000 and 2008, 11 FFS-TOT courses were conducted for 436 trainees who in turn facilitated 768 local FFS in their communities in Kachin, Kayah and Shan states and Sagaing division, reaching 13404 farmers, 25% of whom were women.

For Better Tomorrows

The citizens of remote villages in the most neglected and disadvantaged rural areas have, since 1998, been able to work together with Metta to set project goals and achieve objectives that they have defined themselves.

Isolated and often displaced due to past conflicts or natural disasters, such citizens face untold difficulties in rebuilding their lives, their communities and their regions.

Metta's work with these people is concentrated in six basic sectors: Agriculture and Forestry, Livelihood, Health, Education, Emergency and Development and Capacity Building for Development.

Particular attention is given to cross-cutting issues, such as good governance, gender and ethnic equity, environmental protection and capacity building at all levels.

Based upon its experiences and activities during the past ten years, Metta is convinced that its focus on these sectors will contribute to stabilising communities and reducing the number of internally displaced persons and refugees.



Photo: Ko Oo

Agriculture and Forestry



A Kayah Women's Group cultivating peanut



Kachin teak farmer. Land ownership and community forestry offer long-term security

Over the years Metta has expanded its activities from increasing rice yields to planting orchards and establishing forests. This process is supported by Metta's Centre for Action Research and Demonstration (CARD) in Kachin state and Nong Kham Training Centre in southern Shan state. These centres produce mother plants as well as collect strains of quality seeds for community nurseries, where seedlings are grown for community forests. In time, these become a source of food, firewood and timber for the local population.

After the tsunami, Metta encouraged mangrove plantations along the coastline, 75% of which were destroyed by Cyclone Nargis.

The lengthy gestation period of trees has led many farmers to realise the importance of land registration and ownership.

To date 2840 acres of long-term crops and upland forest and 155 acres of mangrove are under cultivation.

Livelihood



A youth hanging a wooden bell around the neck of a young buffalo from the village buffalo bank



Income generation through traditional weaving in the Women's Development Project, Kachin state

Improving peoples' quality of life by helping to stabilise their economic status is critical and is addressed in part by improving food production and income generation through small-scale community-based projects which have their origin in the PAR and FFS process.

Metta-supported livelihood projects are assisting teachers and parents of Early Childhood Care and Development centres and primary schools to increase their income, thereby retaining teachers and reducing school dropout rates.

HIV-affected families are also beneficiaries of these projects.

Despite an average increase of 63% in rice productivity and 30% in income, meeting basic needs still continues to be a challenge. Efforts are being made to link PAR and FFS communities with market and credit facilities to attain adequate and stable income levels.

Health



PaO women in southern Shan state enjoying the convenience of being able to draw water near home. Water taps are provided for every 5 households



Children infected or affected by HIV are provided psycho-social, nutritional and educational support

Metta organises three major types of health care projects: Community-Managed Healthcare, Water and Sanitation and HIV and AIDS.

In the first case, village health workers are trained to recognise and treat common endemic diseases and to educate villagers in the areas of hygiene, sanitation, nutrition and the prevention of common illnesses.

The Water and Sanitation Project includes construction of wells, gravity water flows and spring and rain water collection. It introduces watershed management and hygienic practices and provides sanitary latrines.

The Community-led HIV and AIDS Project embraces both infected and affected villagers, promotes a high degree of awareness, provides nutritional supplements which help reduce secondary infections and encourages income generation activities to build up self-esteem and independence.

Education



Education-Facilitator Training for Parents in ECCD Programme, Shan and Kayah states



Child-friendly environment in the ECCD Centres

The main objective of Metta's work in the field of education is to improve the access to and quality of schooling in early childhood and in primary schools.

Early Childhood Care and Development (ECCD) includes awareness-training for community leaders, ECCD committee management training, training for teachers for ECCD centres and of facilitators for parent education. Imparting knowledge of hygiene and nutrition, early detection of disabilities and empowering women are among the major focuses. Metta has also assisted in the renovation and construction of ECCD Centres and primary schools.

A second widely used programme in primary schools is Child Centred Approach (CCA), which is child friendly and encourages parents' involvement. Stimulating educational material is provided for the teachers and school supplies for the children.

Emergency and Development



Villagers of Pan Kha, Lashio township, construct an intra-village road



After the 2004 fire in the Hlaing quarter in Yangon, Metta provided the afflicted with basic necessities in hard tin boxes

Natural and accidental disasters – floods, landslides, urban fires, periodical rat infestation of crops, storms and cyclones – are part of life in Myanmar. To mitigate the effects of future disasters, Metta supports local development beyond the immediate emergencies. Assistance, such as aid in the improvement of local infrastructure, is also given to upland farmers rebuilding their economies after the ban on poppy cultivation.

Metta facilitates community forums, where knowledge of early warning signs is shared and strategies to deal with impending dangers are developed. Staff and partner organisations also receive training in rapid and effective disaster response.

When emergencies occur, Metta-Yangon takes the lead in collaborating with branch offices, local groups and authorities, including soliciting funds, to provide immediate and competent relief services.

Capacity Building for Development



Problem Analysis, Ban Kone Village, southern Shan state



Foresters and community leaders from Ayeyarwady division, Kachin and Shan states visiting community forest sites in different geographical areas in Thailand. Here, a mangrove forest

Capacity building for development is a vital component across the spectrum of Metta's work. In the process of Participatory Action Research (PAR), a village group can come to terms with diversity and support community leaders, who, with further skills training, are able to transform basic principles into daily practice to the long-term benefit of their society.

Appropriate training and exchange visits are provided for Metta staff and board members, community leaders and partner organisations as needed. In addition, when opportunities arise, qualified staff members are encouraged to study outside of Myanmar to broaden their perspective.

As Metta's work expands, more responsibilities are being passed on to the branch offices, where their individual guiding teams of local community members provide support.

Individual Help-in-Need

In 2002, hikers Wolfgang Trost, Wade Brackenbury and Max Lam were en route to Tahawndam, the last village before Mt. Hkakaborazi. Seeing the high incidence of eye afflictions among the Tarong and Rawang people, Trost initiated a project to help them, dedicating it to the memory of Dr Michael Baumann, a long-time friend of Metta, who passed away in 2002.

In order to receive treatment, the patients had to travel 5 weeks on foot through mountainous terrain before reaching the nearest airfield in Putao, where they could be flown to the hospital in Myitkyina. Churches and families there provided accommodation and support for the patients. Thus, from 2004 to



Photo: W. Trost

The Last Village

2008, 26 patients with cataracts were surgically treated, 21 received eye treatment and over 200 received reading glasses. Metta often supports this type of project, which arises from unforeseen or spontaneous events and is not part of the regular programme.

Summing up 10 Years

Beneficiaries speak

In the 2008 workshop on exploring experiences with Metta, project participants made the following comments.

"I think being able to focus on one key burning issue through a much broader perspective is amazing about Metta. I think that's the magic. I've never worked with organisations that have been doing HIV work so well in the last few years, which are addressing other issues of how HIV makes a community extremely vulnerable. And then for example, in April, 273 households in a village hosted 596 people living with HIV – to me nowhere in the world you have that. And that's happening here, in Myanmar, you know? It is a story to be told." (Regular Metta Consultant)

Another member of the group attending the Workshop said: "I love children. However, I also believe in old ways of thinking: If you want a better pot, you need to beat it more. Thus my way of treating my children was mainly beating, shouting, frightening, and threatening them to make them learn the way I wished them to follow. I also strongly believed that knowing basic literacy equates with child development. After attending the Management Committee training, I came to learn that warm and close in-

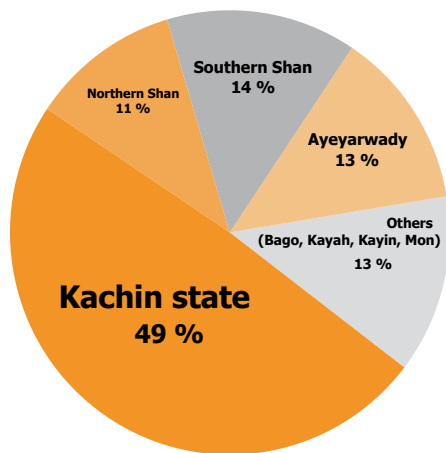
teractions with children is more important for the physical and intellectual development of children than teaching the ABC, for example. Previously, I encouraged those who beat children for discipline. But after participating in this ECCD Project, I encouraged people to be gentle with young children. As a grandfather, I beat my grandson frequently for losing his slippers. After participating in the ECCD project, I allowed my grandson to buy a pair of slippers of his choice and asked him in a gentle way to keep them nicely so that the child could understand. He kept them nicely. There was no more losing of slippers. And no need for beating."



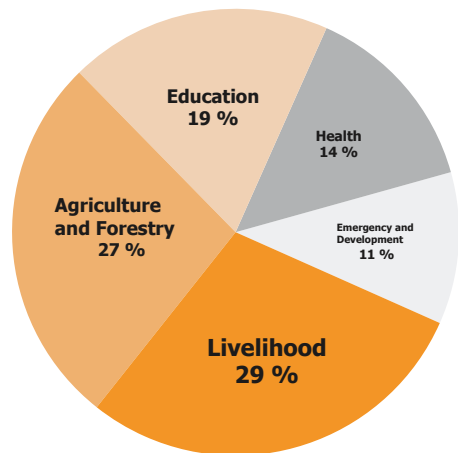
Sharing experiences with peers in the annual HIV Forum

SUMMING UP 10 YEARS

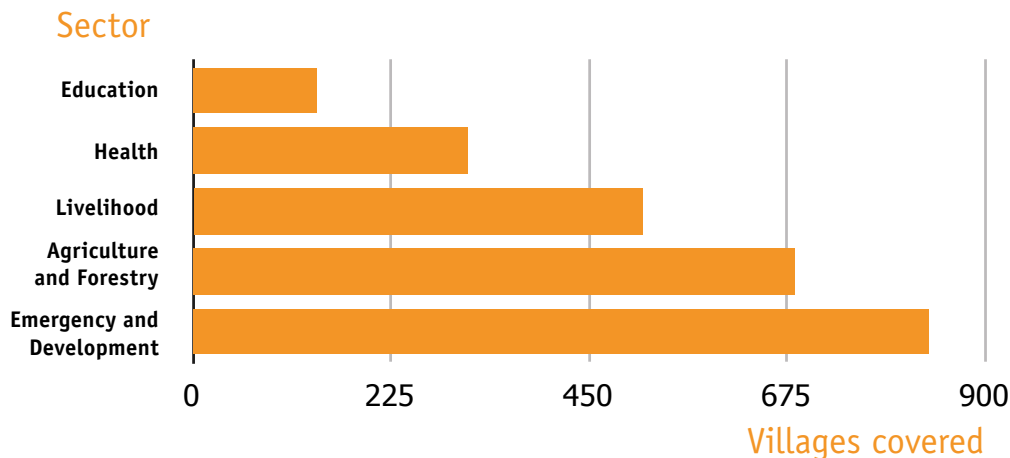
Expenditure by Area



Expenditure by Sector



Metta started in Kachin state and from there expanded to other areas. During the last ten years the largest outreach was in the Livelihood sector with 47 townships. The Emergency and Relief sector extended to 36,875 households with a total of 294,296 people.



The total coverage is 2,352 villages in 66 Townships of 6 States and 5 Divisions.

2008

- Shift to integrated programme approach to meet the administration and coordination challenges accompanying extended outreach.
- Metta restructures and revises Board procedures. Senior Management Team replaces Working Committee. The first Chairman and the Executive Director are elected.

2007

- Process of devolution of power to branch offices starts with the objective of increasing efficiency, effectiveness and accountability.
- Kayan Development Programme begins in collaboration with Karuna Taungoo Social Services (KTSS) and Kayan New Land Party (KNLP) in Kayah Special Region 3.

2006

- Nong Kham Centre becomes the permanent residential living and learning centre in Special Region 6(PNO) in southern Shan state.
- Due to the complex situation, Metta phases out of the Sadung Upland Agriculture Training Centre, started in 2003 in Kachin state in Special Region 1 (NDA-K) and transfers it to the local partner, NDA-K.

2005

- Myaung Mya branch office in the Ayeyarwady Division opens.

2004

- Lashio branch office in northern Shan state opens.
- Emergency food relief programme for former opium farmers in northern Shan state starts up in collaboration with the Shan States Kachin Baptist Association (SGZ) and Special Region 5, Kachin Defence Army (KDN).
- Flooding in Kachin state and the tsunami in the Delta spontaneously push Metta into disaster relief work.
- Four Area Managers in the Kachin and Shan states form Local Development Organisations (LDO) and become independent from Metta.

2003

- Upland FFS starts in southern Shan state in collaboration with PaO National Organisation (PNO) in Special Region 6.
- Branch office in Taunggyi, in southern Shan state, opens.
- Upland FFS programme, based in Sadung, Kachin state, and Nong Kham, southern Shan state, reaches out to Kachin Special Regions 1 (NDA-K) and 2 (KIO) and Shan Special Region 6(PNO) and Shan state Nationalities People's Liberation Organisation(SSNPLO).

1997

- As a result of the peace process between the government of Myanmar and various armed ethnic nationality groups, Metta Development Foundation set up with the goal of assisting communities recover from the debilitating impact of decades of civil conflict.
- The first management staff and community leaders undergo local and international exposure and training in community development.

1998

- Metta registered as a secular, not-for-profit social development organisation (NGO), Registration Number 1807, Ministry of Home Affairs.
- First Participatory Action Research (PAR) course conducted in Jawmasat village, Kachin state.
- Yangon office established.

1999

- Additional PAR courses in Kachin, Shan, Kayah and Kayin states and Sagaing and Yangon divisions and communities initiate PAR projects in Kachin and Shan states.
- Tax Exemption granted by the Ministry of Internal Revenue.

2000

- The first five-month Farmer Field School (FFS) Training of Trainers (TOT) course conducted in Alam Village, Kachin state, for 32 candidates put up by the Kachin Baptist Convention (KBC), the Urban Rural Mission (URM), the Kachin Independence Organisation (KIO), the Catholic Diocese and the New Democratic Army-Kachin (NDA-K).

2001

- First Branch Office, in Myitkyina, Kachin state, opens.
- Local FFS begin in Kachin and Shan states, facilitated by the FFS TOT alumni.

2002

- The Centre for Action Research and Demonstration (CARD), a residential institution for learning and research, established in Alam village, Kachin state.
- Research on the Potential of Summer Rice conducted in the northern Shan Special Region 1, Nyein Aye Mye (NAM) area.

THE PILLARS OF METTA

Metta Staff



The Staff of the Yangon office altogether sharing a snack

with potted plants, visitors enjoy both the quiet competence of the staff and the warm and welcoming atmosphere of Metta. At the same time, an opportunity often presents itself to exchange views and information with others seeking to support Metta in its work.

Morine Po, a MPhil graduate with 22 years experience as an educator, joined Metta at the start and has worked with enthusiasm and dedication for the full 10 years. Currently, she is the Metta Project Secretary. She has also taken part in Metta's annual monitoring and evaluation since 2000.



Morine Po en route for Metta

Branch Offices

Apart from the national office in Yangon, Metta has 4 branch offices, 3 of which are in the mountainous regions of the country: Myitkyina, the first branch office opened, is in Kachin state; Lashio is in northern Shan state and opened to implement EMOP; Taunggyi is the capital of the southern Shan state. The fourth and most recently opened office is in Myaung Mya in the Ayeyarwady division. Lashio is the largest town in and



Staff of the Lashio Office

National Office

The national office in Yangon is the crossroads, where Metta's international friends meet the staff, who will help them realise their plans and make sure that they have a fruitful stay in Myanmar. High above Yangon, with views in every direction from the terraces lined

capital of northern Shan state. The population is made up mainly of Shan, Chinese, Bamar and Kachin. The average temperature lies between 27° C and 13° C, and the area tends to suffer under lack of rain. The town thrives as a hub for the China-Myanmar border trade.



Staff of the Myitkyina Office with the CARD Staff

Myitkyina is the capital city of Kachin state. It means “near the big river”, as it lies on the west bank of the Ayeyarwady River at a relatively low altitude, but surrounded by mountains. The population includes Kachin, Shan, Bamar, Gurkha and Chinese. The temperature range is between 37°C and 18°C. The main agricultural products are rice and sugar cane.



The Staff of the Taunggyi Office

Taunggyi, meaning “big mountain”, is the capital of the southern Shan state, and the fourth largest city in Myanmar. Shan, Intha and PaO form the most visible population. Taunggyi has a temperate climate, and serves as the trans-shipment point for many of the agricultural products of southern Shan state.

Myaung Mya is an important Delta town, populated mainly by Bamar and Kayin. Rice cultivation and fishing are the main occupations, but sesame, ground nut, jute, maize, tobacco, and many varieties of fruits are also produced. The area suffers periodically under monsoon storms.

Khin May Lwin and Thet Mar Soe were not present when the photograph was taken.



The Staff of the Myaung Mya Office

THE PILLARS OF METTA

Government and Implementation Partners

Government Ministries in the departments of Agriculture, Education, Forestry, Livestock, Settlement and Land Records, Regional Commanders.

Anglican Development Department Myitkyina, Karuna Loikaw, Catholic Bishops Conference of Myanmar, Church of the Province of Myanmar – Anglican Churches, Htoi San, Ja, Kachin Baptist Convention, Karuna Myitkyina, Karuna Taungoo, Kayah Baptist Association, Kayah Hpu Baptist Association, Kayin Baptist Convention, Kachin Special Region 1 NDAK, Kachin Special Region 2 KIO, Karuna Myanmar Social Services, Kayah Special Region 3 – KNLP, Kachin Relief and Development Committee, Kachin Urban Rural Mission, Lokattha Cariya Foundation, Myanmar Baptist Convention, Myanmar Council of Churches, Mon Baptist Church, Mon Setanar Organisation, Myaung Mya Po Kayin Association, NHToi Gintawng, northern Shan Special Region 1 NAM, Pathein-Myaung Mya Sgaw Kayin Baptist Association, Shan Special Region 6 PNO, SSNPLO, northern Shan Kachin Baptist Association, Southern Shan Local Development Organisation.

Friends and Consultants

Local

A Moe Naing, Ah Bawm, Ai Lum, Aung Myo Thu, Aye Aye Aung, Aye Thaw, Bar Hsoe Gay Lu, Bawh Hkawn, Benatdata, Bo Bo Lwin, Chaw Su, Daw Mary, Doi Ling, Dr Ah Zi, Dr Daw Khin Aye Myint, Dr Htein Win, Dr Khin Nwe Oo, Dr Moe Min Tun, Dr Maung Maung Than, Dr Naw Lai, Dr Thein Lwin, Dr Tun Tun Lin, Eh Ni, Eh Say, Eusaybyo, Hawng Hkawng, Hkaw Lum, Hkaw Taung, Hkawn Ja, Hkawn Bu, Hkawn Ra, Hla Nu, Htang Lum, Htang Yaw, Htoi Mai, Ja Hpa, Ja Nan, Joice Win, K Seng Raw, Kai Nan, Daw Khin Aye Win, Khin Zar Naing, Khun Aung Aung, Ko Myint Ko, Kyaw Lyn Tun, KT Aye, La Doi, La Ha Hkun Lum, Labang Aung, Labyen, Lamai Tang, Lasi Bawh Naw, Lu Sin, Lu Tawng, Lum Myoi, Lwin Oo, Malizup Zau Mai, Mark Min Maw Chain, Maung Hla Thaung, Maung Maung Myo Chan, Mi Kyi Myint Nge, Mi Ngwe Lay, Mu Mu Than, Mya Marlar, Myo San, Myo Sau, Naing Aung Gyi, Nan Ni Ni Htwe, Naw May Htoo, Naw Pikol, Naw San, Ni Ni Lwin, Nyi Nyi Oo, Daw Ohn Mar Tin, Paung Swn Khai, Philip Apolo, Roi Ji, S Lont Mun, Salai Issac, San Mai, Seng Bu, Seng La, Shadan Ja Seng, Shwe Shwe Sein Latt, Su Sein, U Thau Aye, Thet Naing Tun, Thin Thin Aye, Tin Shwe, Tum Hpan, Tun Zaw Win, U Ngwe Thein, U Sai, Wah Wah, Zau Ja.

International

Antonio M Fernado, Alberto Cacayan, Alice Mundhenk, Carol Gowler, Chika Watanabe, U Chit Than, Christian Berg, David Tegenfeldt, Debbie Aung Din Taylor, Edward G Thomas, Egmedio Samillano, Fangfon May Yodklang, Ferdinand Jikiri, Dr Gabriele Stoll, Ganga Dutta Acharya, Heenkenda HMS, Hilario Padilla, Dr Humayun Kabir, Jane Rasbash, Jochen Binder, Kanin Hutauwatr, Karin Eberhardt, Karren Hedlund, Kijbuncha Phaisaend, Kunakorn Boonsai, Lahpai Nang Kai, Lou Lasap, Lucia Nass, Dr Dietrich Mahlo, Maridual Shekhar, Martin Smith, Matt Desmond, Meliton D Verman, Dr Michael Baumann, Mona Kaura, Murielle Morisson, Dr Narong Hutauwatr, Neichu Angami, Dr Nuntiya Hutauwatr, Peter Wyss, Pracha Hutauwatr, R Nowhira, Rachel Polestico, Dr Ratana Boonmathya, Ravi Bhanu Chhetri, Dr Rhoda Linton, Richard Ellert, Rosa Marie Rivera Venus, Suchon Subsing, Suksan Kantree, Susan Kaye Walker, Susanne Smith, Susan Steward, Victoria Padilla, Wolfgang Trost.

The list of Friends and Consultants who have supported Metta over the years is long and we apologise for any names which may have been missed.

Dr Humayun Kabir, Dr Maung Maung Than, Dr Thein Lwin and Daw Ohnmar Tin have supported Metta's programmes in all phases in a very regular way.

Dr Humayun Kabir, with 12 years of professional experience in sustainable agriculture, participatory development, capacity building and action research, has been the mainstay of Metta's FFS programme. In addition to working on upland and lowland paddy cultivation, he initiated FFS in the delta. He has published many papers on rice production and has extensive multicultural work experience in China, South Asia and Southeast Asia. His 2006 PhD thesis was based on adaptation and adoption of the System of Rice Intensification (SRI) using farmer field schools (FFS) in Myanmar as a case study.



Dr Humayun Kabir

Dr Maung Maung Than specialises in Mangrove Plantation Management, Community Forestry and Environmental Conservation. He holds a MSc in Natural Resource Conservation from the Asian Institute of Technology, Thailand and a PhD in Vegetation



Dr Maung Maung Than

Ecology from Yokohama National University, Japan. He writes extensively on environmental issues in local newspapers and environmental journals. He has a long association with Metta and has provided extensive technical support to Metta's post-tsunami projects. He will continue to facilitate the mangrove and non-mangrove post-Nargis reforestation projects.

Dr Thein Lwin has a PhD in Educational Psychology and has worked in the education field for over 30 years. He has been a freelance consultant on Education and ECCD since 2002. His involvement with Metta began in 2005 when he conducted the Teachers' Training for Community Appointed Teachers on Active Learning Approaches in Kachin state. He has conducted assessments and evaluations of many community-based projects and organisations all over the country and has published many articles and books on ECCD, general education and other topics, particularly mental health.



Daw Ohnmar Tin and her husband Dr Thein Lwin

Ohnmar Tin is a freelance trainer and research associate. She is a MEd graduate and has worked with the Myanmar Ministry of Education and UNICEF. Her professional interests include ECCD, Community-based Prevention of Juvenile Delinquency and Education for Social Development. Her involvement with Metta started when she worked with Dr Thein Lwin at the Primary Teachers' Training on Child-Centred Approach (CCA) in 2005. She has since travelled the length and breadth of Myanmar to conduct workshops, training and evaluations for Metta's community-based ECCD and CCA projects.

THE PILLARS OF METTA

Individual Donors

Angie Tham, Anonymous, Audrey Howatson, Aung Naing and Family, Aye Chan and Friends, Aye Min and Myo Min Oo (American Center), Aye Tin Hla, Barbara Baumann Glanz, Bo Nyan, Burmese Community, Church of Silicon Valley, Chris Greacen, Clarita Benzon, Claus Manuel Walcher, David Chu, Findhorn Friends, First Burmese Baptist Church of San Francisco, First Kachin Baptist Church of America, Haymar Maung, Hiroko Miyamura, Ja Seng Mai, Jean Foundation, John and Nina Cassils, Jürgen Pumplün, Kachin Christian Association of America, Khaing Mar Htun, Khin San Yi, Kyaw Lwin Moe, Kyaw Myat & Yin Yin Win Oo and Family, Lois McKay, Lori Fillo, Martin Smith, Maung Hla Thaung, Maw Maw Khaing, May Win Than, Dr Michael Baumann, Michelle and Art, Min Min Myat, Mon Mon, Morine Po and Friends, Myint Thwin, Leonie and Rebecca, Naing Oke, Nang Hom Leik (American Center), Nate Mon, N'Hkum Brang Lai, Niki Mavridi, Nu Nu Sein, Saw Min Naing and Thein Thein Htay, Samuel, Simon Philips, Sue Walker, Susanne Neheider, Thant Sin and Aye Yin, Thazin Zaw Win, Thomas Drexler and Family, Tien, Tin Tun and Family, Total Group, War War Khaing and Family, William and Steven, Wolfgang Trost.

Donor Agencies

Actionaid, Action Contre La Faim, American Embassy, Doctors for Developing Countries (Ärzte 3. Welt) Germany, Australian Embassy, British Embassy, Burma Sustainable Energy Project (BSEP), Cassils Wettstein Asia Fund, French Catholic Committee Against Hunger and for Development (CCFD), ChristianAid, CORD (ZOA Myanmar), France Birmanie, Friedrich Ebert Stiftung, Friedrich Naumann Stiftung, German Agro Action (GAA/DWHH), German Embassy, Groupe de Recherche et d'Echanges Technologiques (GRET), International Cultural & Charity Group (ICCG), International Friendship Group (IFG), Irish Catholic Agency for World Development (Trócaire), Japanese Embassy, Karuna Myanmar Social Service (KMSS), Karuna Social Services (KSS), Maryknoll Thailand, Ministry of Foreign Affairs of Denmark (MFA Denmark), The German Catholic Bishop's Organisation for Development (MISEREOR), Myanmar Baptist Convention (MBC), New Zealand Agency for International Development (NZAID), Norwegian People's Aid (NPA), Oxfam Hong Kong, Netherlands Organisation for International Development Cooperation (Oxfam Novib), Spirit in Education Movement (SEM), Swiss Foundation for Development Cooperation (Swissaid), Terre des Hommes (TdH) Germany, UN Office on Drugs and Crime (UNODC), United Nations Development Programme (UNDP), Verein Entwicklungshilfe Baden-Wuerttemberg (VEBW), Women's World Day of Prayer Germany, World Food Programme (WFP), 999 Company Limited.

The Communities

2,352 communities of Hinthada, Ingapu, Kyaiklat, Kyangin, Labutta, Myaung Mya, Ngapudaw, Pathein, Pyapon, Thabaung townships, Ayeyarwady division; Bago, Kawa, Paya townships, Bago division; Hakha, Htantlang townships, Chin state; Bawlakhe; Demawso; Hpurso; Loikaw townships, Kayah state; Hpa-an, Thandaung townships, Kayin state; Bagan, Pin Oo Lwin townships, Mandalay division; Mawlamyaing, Mudon, Thanhpyuzayat, Ye townships, Mon state; Bhamo, Chipwi, Hpakant, Injangyang, Machanbaw, Mansi, Moemauk, Mogaung, Mohnyin, Myitkyina, Nongmung, Putao, Shwegu, Sumpra Bum, Tanai, Tsawlaw, Waimaw townships, Kachin state; Indaw, Katha townships, Sagaing division; Kyaing Tong, Kunlone, Kutkai, Kyawk Mae, Lashio, Muse, Namtu, Theinni, Hopong, Hsihseng, Loilem, Maukmai, Mongnai, Namsang, Nyaungshwe, Pekon, Pinlaung, Taunggyi townships, Shan state; Hlaing, Hlaingtharya townships, Yangon division.





Farmers are adapting System of Rice Intensification (SRI) to rain-fed upland to make rice cultivation more sustainable in a fragile ecosystem.

Voices – Reflections on 10 Years Metta

In July 2008, interviews and workshops with staff, board members and donor representatives were conducted to explore each of their experiences with Metta and their views on what characterises the organisation. This was undertaken with a view to identifying important ideas and concepts which should be included in the journal.

Topics of interest

“I would like the journal to tell the story of how Metta grew from a small organisation with very limited funds to what it is today; how it grew with a ripple effect – I also want to see some self-reflections – about successes, failures and future visions.” (Partner-donor)

“I would like to see how the staff of Metta has contributed to the development of communities; they really sacrificed themselves in difficult conditions. So I would like to see the journal emphasise the staff’s dedication, their contributions.” (Board member)

“We want to have a journal concerning the history of Metta from the beginning to today.” (Staff)

Distinguishing Features – Challenges and Achievements

“The challenge of a rapidly growing NGO like Metta is how to make the connection between being a professional organisation but still rooted in communities.” (Partner-donor)

“I’m sure Metta will overcome any challenges because we work together as a team.” (Staff)

“When Metta started development work in Kachin State, it made me happy. After the ceasefire, people started to think of returning to their villages. For example, before the ceasefire people didn’t make stable houses, just makeshift houses. But after the ceasefire, people started to think of settling down. So then Metta helped farmers, for example, with animals for farm work and assisted with building village infrastructure, etc.” (Myitkyina staff)

“Metta respects local knowledge. For example, we promote native seeds in our FFS. Also, the staff learn with the communities – it is a process of learning by doing, and we are all encouraged to make mistakes.” (field staff)

“We did a big evaluation of PAR, because it is the main tool we use for working with the grassroots. We were able to identify our achievements and weaknesses. And then we were able to build upon those findings.” (Myitkyina staff)

“Our staff here is like family.” (Yangon staff)



IN REMEMBRANCE

Dedicated Colleagues who have passed away



Hanggau Dau Lum (1958–2004)

Dau Lum, Bachelor in Agriculture degree holder, had been involved in the FFS programme from the time of its inception in 2000, until his untimely demise in 2004. He played a crucial role in appraising project sites and in programme planning. The FFS programme owes much of its success to Dau Lum's dedication and innovative efforts. He was a member of Metta's first group to be sent to the Philippines in 1997, to attend the Farmer-Led Extension IIRR courses, and to receive regional agriculture exposure. Dau Lum leaves behind wife Dr Ja Ing, one daughter and one son.



Aye Aye Khaing (1982–2008)

Aye Aye Khaing or Rebecca Kai Nu, was a Shan-Kachin ethnic woman with a Bachelor of Arts degree. She had been a Training Centre Coordinator at Metta's Centre for Action and Research Demonstration since 2006. Always smiling and helpful, she had the ability to make guests, trainees, trainers and visitors feel at home at the Centre. Besides coordinating training and health care matters for trainees, she managed the kitchen and other necessary duties most efficiently. In September 2008, she fell ill with pneumonia and passed away from complications within the week.



U Net (1948–2005)

U Net, a PaO Buddhist from Aung Ban Township, was a trained agriculturist. He was in government service for 30 years before joining Metta as a training coordinator at Nong Kham Agriculture Centre in 2003. Patient and fun loving, he was tireless in working for the improvement of his people, the PaO, who are hillside cultivators. As a member of the upland agriculture study tour group to the Philippines in March 2005, he showed a deep interest in all that he learned and observed. He passed away in June 2005 at Hsi Hseng, leaving behind wife Daw Myint Myint, one daughter and 2 sons. U Net is on the far right.



Daw Lasi Kaw Nau (1950–2006)

Daw Lasi Kaw Nau, a Kachin Christian, was a retired senior nurse before committing herself to Metta's community-managed healthcare training project from the days of its inception in 1999. Despite ill health, she travelled to remote places in the hills, taking crowded public transportation or on foot, to provide women's basic healthcare training. Although given just 6 months to live, she carried on for over 10 years, passing away in December 2006 on a train, on her way back from conducting 2 consecutive training sessions. She left behind husband U Nangzing Gam Hpang, one son and two daughters. Kaw Nau, middle.

Cyclone Nargis

At Metta CARD centre in Kachin state, 39 young people from different parts of the country made up the second set taking part in the Community Development Programme (CDP) Facilitator training, conducted from 14 January to 14 March in 2008. Among them, 10 were from Ayeyarwady division and were to implement the CDP activities in the post-tsunami area in the Ayeyarwady delta. Sadly, while they were just commencing their work, 4 of the young facilitators, all of whom were single, perished in Pyinhkayine Sub-township when Cyclone Nargis struck the region in May 2008.



Nandar Lwin (1983–2008)



Mar Mar Aye (1983–2008)

Nandar Lwin and Mar Mar Aye were young Bamar Buddhist women who had just conducted the Development Awareness training at Aung Hlaing Village on 02 May 2008. Since their village was just across the stream and rice fields from the training area, they prepared to go back at the close of the first day's training. The committee members and villagers tried to dissuade them, as strong winds started to become violent around 4 or 5 in the afternoon, but they were determined to go back and left together. They have never been found.



Khin Thiri Soe (1979–2008)

Khin Thiri Soe was a community-appointed elementary teacher before joining Metta. She was in Thauang Lay Village to conduct a Development Awareness training with another CDP facilitator Khin Nwe Aye. On 02 May 2008, while meeting with committee members, violent winds began to batter the area. The two women left the house through an upper storey window with 5-gallon plastic bins tied around their waists. The house itself collapsed soon afterwards and they were carried away in the raging waters in the night. When morning came, only Khin Nwe Aye survived.



Chit Htwe (1989–2008)

Chit Htwe from A Wa Kar Village had already sat for his second year law studies while working as a community-appointed elementary teacher. After attending the mangrove nursery training offered by Metta, he worked as a facilitator in the post-tsunami mangrove reforestation project. He was one of the participants in the study tour group to a mangrove plantation in Bogale township. He and his whole family, with the exception of an older sister, tragically died at A Wa Kar village during Cyclone Nargis. He was just 18 years old.



Aung Thu Soe (1987–2008)

Aung Thu Soe was of Kayin ethnicity and a Christian. He was conducting a Development Awareness training at A Wa Kar Village together with fellow CDP facilitators, when the water surge rose rapidly due to the cyclone. On their way to take shelter at Kwin Yar village, the force of the water and wind became so strong that they had to cling to some poles throughout the night. While holding on desperately against the raging wind, Aung Thu Soe's sarong became loose, and he tried to grab hold of it. In doing so, he lost his hold and was washed away. His body was never recovered.

FINANCIAL SUMMARY

Receipts

Actionaid	372,226.08
American Embassy, Yangon	8,511.90
Arzte fur die Dritte Welt	78,086.37
Australian Embassy, Yangon	17,339.00
British Embassy, Yangon	83,427.92
Burma Sustainable Energy Project (BSEP)	1,020.00
Burmese Community Church of the Silion Valley	1,116.65
Catholic Agency for Overseas Development (CAFOD)	1,330.72
Christian Aid	172,382.37
CW Asia Fund/Radcliffe Foundation and Frank Giustra	5,875.00
First Burmese Baptist Church of San Francisco	281.51
First Kachin Baptist Church of America	935.12
France Birmanie	489.15
French Catholic Committee Against Hunger and for Development (CCFD)	347,889.37
Friedrich Ebert Stiftung (FES, Germany)	4,708.00
Friedrich Naumann Stiftung (FNS, Germany)	2,785.00
German Agro Action (GAA/Welthungerhilfe)	944,763.37
German Embassy, Yangon	13,260.00
Groupe de Recherche et d'Echanges Technologiques (GRET)	970.00
Individual Donors	85,839.54
International Cultural & Charity Group (ICCG)	1,119.48
International Friendship Group (IFG)	8,639.02
Irish Catholic Agency for World Development (Trócaire)	243,156.05
Japanese Embassy, Yangon	178,899.00
Kachin Christian Association of America	308.75
Karuna Myanmar Social Service (KMSS)	9,070.00
Karuna Social Services (KSS)	5,044.56
Maryknoll	15,950.00
Ministry of Foreign Affairs of Denmark (MFA/Denmark)	257,354.26
Myanmar Baptist Convention (MBC)	6,750.00
Netherlands Organisation for International Development Cooperation (Novib)	2,959,162.93
New Zealand Agency for International Development (NZAID)	26,598.74
Norwegian People's Aid (NPA)	229,744.56
Oxfam Hong Kong	161,685.97
Spirit in Education Movement (SEM)	7,155.00
Swiss Foundation for Development Cooperation (Swissaid)	648,270.33
Terre des Hommes (TdH)	69,985.30
The German Catholic Bishops' Organisation for Development Cooperation (Misereor)	975,863.39
UN Office on Drugs and Crime (UNODC)	2,700.00
United Nations Development Programme (UNDP)	4,165.80
Verein Entwicklungshilfe Baden-Wuerttemberg (VEBW, Germany)	16,765.20
Women's World Day of Prayer, Germany	88,168.32
World Food Programme (WFP)	49,712.00
ZOA Myanmar	34,548.00
Bank Interest and Other Income	196,017.49
Total Receipts	8,339,071.22

Grand Total

8,339,071.22

Payments

Direct Assistance	6,682,898.27
Administrative cost	464,785.88
Capital Expenditure	233,773.98
Total Payments	7,381,458.13

Closing balance as at 31 March 2008	957,613.09
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Grand Total	8,339,071.22
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Khin Su Htay & Associates
KHIN SU HTAY & ASSOCIATES
CERTIFIED PUBLIC ACCOUNTANTS
C1/005, Ground Floor, Hninnsi Street
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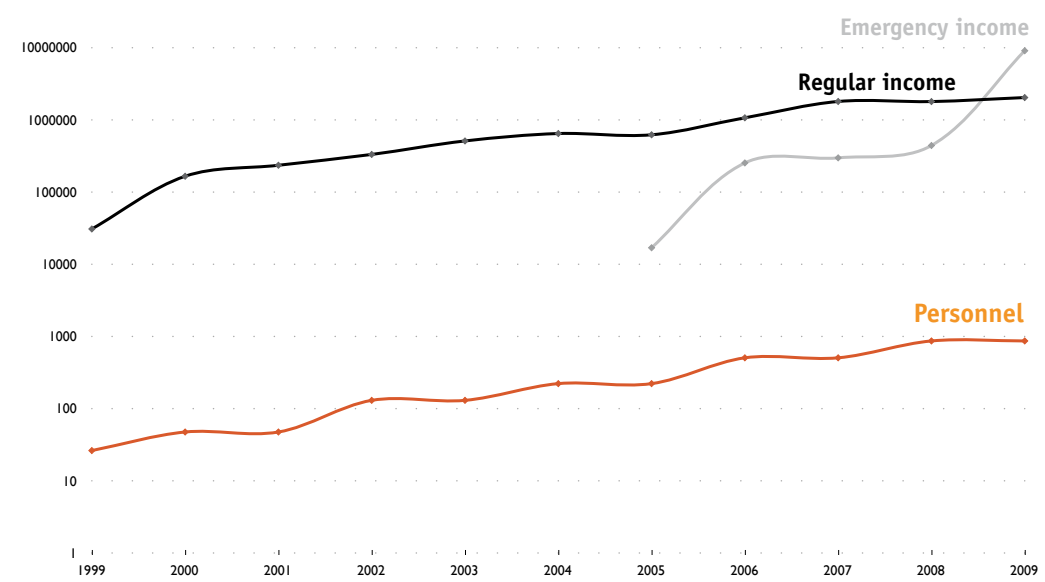


Photo: John Cassils

In May 2008, Cyclone Nargis struck Myanmar. The worst-affected areas of Ayeyarwady division involved a population of 2.4 million people in 486,000 households, of whom approximately 130,000 died, including 5 Metta staff. Much arable land was also devastated or damaged, in what is the “Rice Basket of Myanmar”. Metta signed the International Code of Conduct for Humanitarian Relief Work, set up 5 hub offices in Ayeyarwady division and with the assistance of both paid staff and volunteers, began work to relieve the suffering of survivors.

This work developed into a focussed 3 year Rehabilitation, Reconstruction and Development Programme. Meanwhile, the ongoing development work in other parts of the country continued under the 5 year Regeneration Initiative Programme 2009–2014. From 31 March 2011, these two programmes will be integrated into a countrywide development initiative.

A Surge of Growth



Regular and gradual growth of human and financial resources of Metta escalated in 2004, following the tsunami and dramatically in 2008, after Cyclone Nargis. Metta has recognised the need to plan for improved efficiency and effectiveness in the light of this continual growth. The strategic plan has been to strengthen branch offices and increase their functions, moving from a project to an integrated programme approach which provides a more coherent framework for the full range of inter-related activities.



Thanks to all

In October 1998 the Metta Development Foundation started out with just ten staff but great hopes and expectations, to support community initiatives in the humanitarian, social and economic fields in Myanmar. Ten years later, Metta has branched out to working in 11 different states and divisions, with 362 permanent staff, 453 volunteers and many local implementation partners and has evolved into one of Myanmar’s largest community-based development agencies

We would like to express our gratitude to all the many people who have helped us along the way. We dedicate this journal to them.

Addenda

Abbreviations

BOC	Branch Office Coordinator	FFS	Farmer Field School
CARD	Centre for Action Research and Demonstration	FLE	Farmer-led Extension
CCA	Child Centred Approach	MMK	Myanmar Kyat
CNCF	Community Nursery Community Forestry	MSC	Most Significant Change
ECCD	Early Childhood Care and Development	PAR	Participatory Action Research
EMOP	Emergency Food Assistance to Ex-Poppy Farmers	SRI	System of Rice Intensification
		TOT	Training of Trainers
		VHW	Village Health Worker

Available

1. Annual Reports
2. An Evaluation Report of Community-based Development Projects, 2004
3. ECCD Impact Study, 2007
4. EMOP Impact Evaluation Report commissioned by GAA, 2005
5. Evaluation Report on Income Generation Activities of Tsunami Survivors, 2008
6. Evaluation of PAR Projects in Kayah and Kayin States, 2004
7. FFS Evaluation Report, 2003
8. FFS (2001–2003) Terminal Report, 2004
9. FFS Phase II Annual Report, 2005
10. FFS Upland Project in the Sadung and PaO Regions, 2005
11. Handbook for Basic Animal Healthcare (in Myanmar), an adaptation of “Where there is no Vet”
12. How to make Dochakin Compost: use of micro-organisms, 2002
13. Mid Term Evaluation Report on Mangrove Community Forestry, 2008
14. Monitoring and Evaluation Trip to ECCD Village Sites, 2004
15. Mungbaw Initiative: Potential of Summer Rice, 2002
16. Regeneration Initiative 2009–2014, 2008
17. Report on Assessment of the Project “Assurance for Continuing Education, Child-Centred Approach Programme” in Northern Kachin State, 2007
18. Report of Field Testing of Most Significant Change Method, 2008
19. Report on Assessment of the Project “Assurance for Continuing Education, Child-Centred Approach Programme” in Alam Area, Myitkyina, Kachin State, 2008
20. Research on Mangrove Forestry in the Perspective of Community Application, 2008
21. The practice of the System of Rice Intensification in Northern Myanmar: Paper presented at the Proceedings of an International Conference, Sanya, China, 2002
22. Training Report 2005: TOT on Sustainable Agriculture and Innovative Practices in Upland Development

Film Documentations

1. Beyond the Tsunami, 2007
2. The Merry Widows of Nam Mun Village, 2007
3. A Farmer’s Tale, 2007
4. The Change Maker, 2008
5. Cyclone Nargis Emergency Response, 2008
6. Transformation in the Delta, a Post Cyclone Nargis Initiative, 2009

STAFF MEMBERS

Myitkyina Office

A Chee Pa	Hkawn San	Lama Tu Lum	Ngwa Yo Bo
Ah Nyi	Hkawn Tawng	Lamai Tang	Nhkang La Tawng
Ah Phu	Hkawn Tawng	Laphai Zau Tang	Nhkum Ja Nu
Ah Run	Hkawng Gan	Lasang San Li	Nhkum La Nu
Aung Lat	Hkawng Lum	Lasham Seng Lat Maw	Nhkum Seng Hpung
Aung Latt	Hkawng Nan	Lashi Gam Ja	Nhpang Naw Tawng
Awn Hpa Lu	Hkawng Nyoi	Lasi Ja Bu	Njai Htoi Hkawng
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Aye Aye Maw	Hkun Pha	Lawt Naw	Nwe Nwe Win
Aye Kyu Thin	Hpan Awng	Layang Naw Ja	Parape
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Ester	Jap Ja Ing	Maw Shae	Sut Nau
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Gam Seng	Kai Htang	Mihkung Tu Awng	Than Than New
Gawlu La Aung	Kai Ling	Min Htut Mon	Ting Sau
Gum Htoi Aung	Kai Seng	Mong Hkai	Ting Ying
Gun Yaw(a) Gam Htang	Kaw Lum	Mun Pan	Tom Nu
Hawng Lam	Kha Ze	Mung Htawn	Tu Aung
Hawng Lum	Khar Nan	Myint Myint Aye	Tu Hkawng
Hka Dau	Khaung Dau	N'gum Tu Ja	Tu Nan
Hka Dim	Ki Bawm	Nan Aye May	U Bung La Sam
Hka Tawm	Kum Htang	Nan Htwe	U Dau Lum
Hkam Hlaing	Kyi Soe	Nang Lawt	U Gyi Je Ra
Hkaw Bawm	La Ring	Nang Zing Seng Lat	Wase Dau Hkawng
Hkawn Lung	Labang Hkawn Ja	Naw Hla Htoo	Win Thein
Hkawn Mai	Lahkang Yaw San	Naw Lawn	Zaw Min Hlaing
Hkawn Nan	Lahpai Ja Nu	Naw Sar Phaw	Ze Hkawng
Hkawn Nu	Lahpai Lu	Naw Seng	Zin Mar Lat
Hkawn Raw	Lahtaw La Wawm	Ndau Awng Mai	Zung Nung

Lashio Office

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Bawm Kyang
Brang Shawng
Doi Aung
Hawng Dau
Hkam Awng
Hkawn Nu

Hkun Seng
Hla Shwe
Ja La
La Doi
La Htoi Awng
Lashi La
Mahtu Htu Bu
Myint Myint Htay

Nang Sarm Siri
Nawng Lat Htun
Nu Mai
Roi Nu
Sai Sam Kham
Seng Naw
Tang Gun
Ting Bawm

Tu Lai
Tum H pang
We Ze
Win Hlaing
Za Ceau
Zar Ni
Zau Naw
Zung Sawng

Taunggyi Office

Aung Min Naing
Aung Pe Thein
Khin Maung Latt
Khin Aung Gyi
Khin Aung San Oo
Khin Aye Maung
Khin Hla Kyaw
Khin Htun Hla
Khin Htun Kyi
Khin Kyaw Zaw Linn
Khin Maung Than
Khin Mg Khae
Khin Mg Matt
Khin Mg Yoi
Khin Myint Swe

Khun Myo Aung
Khun Myo Nyunt
Khun Pan Sein
Khun Soe Aung
Khun Tha Aye
Khin Thein Ngwe
Khin Wai Lar
Khin Zaw Htoo
Kun Maung Pe
Kyaw Myo Tun
Lone Pan
Lwin Oo
Moe Moe Aung
Moe Mya Mya Aye
Naing Linn Tun

Nan Chaw Su Khaing
Nan Chaw Su Win
Nang Ei Ei Phyu
Nang Khin Htay Myint
Nang Ni Ni Htwe
Nang The Khaing
Nang Zin Zin Pyone
Naw Lu Lu
Ne New Tun
San Wai
Saw Eh Htoo
Saw Hebalu
Saw Jimreeves
Saw Moe Ra
Saw Naing Lin

Saw Ne Oo
Saw Soe Nay Tun
Saw win Chit
Than Khaing
Than Win
Thaw Dar Win
Thuzar Shi
Thwe Thwe Aye
U Myint Maung
U Net
Zay Yar Lin
Zin Thet Kyaw

Yangon Office

Arkar Aung
Aung San Oo
Aye Aye Phyu
Brang Seng
Cho Cho Mar
David
Eh Hmwe
Ei Ei Naing
Kai Ja

La Awng
Moe Moe Khaing
Moline Po
Mu Mu Kywe
Myint Zaw
Nang Shan
Nang Tawm
Ni Ni Win
Nu Hkawn

Nyi Nyi Zaw
Peter
Rosy Than
San San Hlaing
Saw Min Naing
Saw Win Bo
Seng Pan
Seng Raw
Su Nwe Wai

The Su Moe
Theinny Oo
Thida
Wai Zin Aung
Yamin Tun
Ye Lynn Htun
Zaw Min

Myaung Mya Office

Aung Aung
Aung Aung
Aung Min Tun
Aung Moe Kyaw
Aung Myo Min
Aung Thu Soe
Aye Aye Soe
Chit Htwe
Htay Lin
Htay Myint

James
Khaing Thazin
Khin Chaw Su
Khin May Lwin
Khin Nwe Aye
Khin Thiri Soe
Khin Aung Than Htay
Ko Htwe
Ko Kyi Oo
Kyaw Myint Aung

Kyaw Naing Oo
Kyaw Naing Tun
Mar Mar Aye
Mg Mg Tar
Mya Ngwe
Nandar Lwin
Naw Lay Mu Phaw
Neabaluhtoo
Nila Win
Philip

S hkitlar
Saw Tun Shin
Shu klain
Tarmular
Thet Mar Soe
Tin Naing Win
Tun Tun Win
Win Chet
Win Cho
Zaw Myint Naing



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