

GOSSNER EVANGELICAL – LUTHERAN CHURCH IN CHOTANAGPUR AND ASSAM

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Content:

- News and Prayer Letters United Mission to Nepal
- Letter from Dr. C.K. Paul Singh to Executive Secretary Nepal, Deputy Comissioner Ranchi.
- Minutes of the Executive Committee meeting Kathmandu -1970, Finanace Committee Meeting.

NAG'S

FLAT-FILE

'A' EXTRA THICK QUALITY

28

File No. 28

Name B. E. L.

Subject U. M. N. (United Mission to Nepal)

Serial Nos. 1970 to 84

From (Month) March 70 to

Year 1970 — 19

BOARD OF EVANGELISM AND LITERATURE

Gossner Evangelical Lutheran Church
(Regd. under Societies Registration act XXI of 1860)

Director & Sec

Rev. Dr. C. Singh, B. D. Dr. Theol. (Berlin)



G. E. L. Church, Ranchi
Bihar/India
Phone 23358

Ref. Memo. No. **BEL/8/77**

The **25th February, 1977.**

To,
The Deputy Commissioner
Ranchi.

Sir,

In regard with your requisition order of Jeep BRV 6123, I beg to state that the same Jeep BRV 6123 has been engaged by Mr. N.E. Hore a candidate for Khunti Lok Sabha Constituency for his election campaign during the Lok Sabha Elections March 1977 and has requested your goodself to exempt from requisition of this vehicle through his letter dt. Feb. 10, 1977, copy letter is enclosed.

Therefore requisition of the Jeep BRV 6123 may please be cancelled.

Thanking you,

encl.

as stated above.

Driver Halan Tapno,

In case the requisition of the Jeep BRV 6123 is not cancelled you have to be on duty as per requisition order of BRV 6123 by the D.C, Ranchi

C.K.P. Paul Singh
25/2/77

Yours sincerely,

C.K.P. Paul Singh
(Dr. C.K. Paul Singh)

NEWS AND PRAYER LETTER

June 1984

United Mission to Nepal
Post Box 126
Kathmandu, Nepal

Dear Partners in Intercession

1. It is exactly 5 months now since Carl Johansson left Nepal and I found myself with all the areas of responsibility he so capably carried. What has been the experience thus far?

Of course, mostly a learning one. Even after involvement since 1960 this must be true because UMN is not a stagnant organization, but a vibrant, growing and changing group of people, plans and projects. We must always be open to something different, a new change of direction, activity, or way of doing things.

It has also been a humbling one. I have made mistakes. I already can say "Maybe that could have been handled differently or expressed more helpfully". (I do try to learn something positive from my shortcomings.)

But there has been encouragement. Many times I have thought "Can I really cope in this job?" While God's grace and gifts are always available and sufficient, they have been supplemented and strengthened by expressions of encouragement as well as practical help that just give a lift on the way.

Need I add it has been a busy experience too. I'm not alone in that, as we all seem to have our days filled both with our work and also a variety of other activities. Busyness is good as long as priorities are held, and the greatest of these is our daily walk with God. So easily it can be the missing piece of the jig-saw which makes life a puzzle that won't come together.

2. What a 5 months of meetings! From the first day. Integrated Development Committee; Functional Boards; then the main annual meetings of Finance, Executive and Board of Directors; the Workers' Conference. And interspersed and ongoing, the Coordinating Committee and Headquarters meetings, not to mention seminars, special committees, meetings for planning, finances, building etc. The difficulty is that most are needed.

Special reference should be made to the annual mission meetings about which I felt apprehensive. In retrospect they were fruitful, and apparently enjoyed by many who made specific comment.

Similarly, Workers' Conference was a special time this year. Good leadership, good health, stimulating speakers and large numbers giving us a wide variety of fellowship.

3. Visits to Projects. Most projects have been visited, apart from some smaller but still important ones which need a visit. I have appreciated the warm welcome and opportunity to share with colleagues at the place where they are making it come together and happen. I even got to Jumla and arrived back in Kathmandu only one day late!

4. The Coordinating Committee has become a very special group of people to me as we regularly meet seeking to fill in details of the broad outlines provided by our Board of Directors. I increasingly see that they are the spokespeople for our workers across Nepal, and I sense their concern and care for people whom they serve in different functions. We need your constant prayers for this group.

5. Headquarters needs more space. Yes, there is some growth, but not too much. Rather the need more is to try to consolidate our activity first geographically, and then we hope, in other ways too. For this reason the Wennemyrs and Barclays have offered to move out of their flats with the purpose of it being an office complex providing space for Functional Secretaries. We will also look carefully into whether we retain some of our other presently rented office space.
6. Comings and goings. This seems never ending - some for holiday, others for home leave, sorrowfully some not planning to return. Our love and prayers go with each one. You will be missed whether the time from us is short or more permanent. For those not planning to return, may God give you a new and fruitful ministry at home. Others are coming or returning. We welcome you with joy and sometimes with great relief.
7. Especially we mention our Language & Orientation Programme. For information there are some difficulties in negotiations on the part of our Nepali teaching staff who would like to take full ownership of this programme. So there is delay. This present group of students, our largest ever, is about to move into their work. Anticipation, some apprehension, but faith and courage, perhaps best sum up their feelings.

A new group of about 25 are preparing themselves in a number of countries to be our next LOP school commencing August 1st. Pray for them in all the last details of packing, farewells, travel plans, and facing the newness of life in Nepal. We thank God for each one of them.

8. I recently attended in Butwal a seminar on Nepal's Energy Crisis. For me it was a disturbing experience. We heard again the strong warning of the results of deforestation. In the last 20 years one third of Nepal's forests have been used. With similar use, in 20 years there will be none left. Why is this? Basically while about 58,000 m³ of wood is used annually for commercial purposes, 10,500,000 m³ is used in the same period as firewood for cooking purposes.

We listened to presentations about what I had thought were viable alternatives to firewood - hydro electricity, bio gas, solar power. Yes, these are good and right sources of energy, and I'm glad we are concerned to develop these. But from what we heard they are not going to replace the need for wood fuel for cooking - certainly not in the next 20 years, nor even make much appreciable difference to the need. Will a reforestation/afforestation programme help? Yes, it might just make the difference, but would take a massive input to change the direction. Seminars are not always all talk. They can enlighten, stimulate and challenge us to new activities.

9. Relation to the Church in Nepal and its ministry. As a fellowship we find our spiritual home here in its life through worship and ministry in a variety of ways. In these days the church is going through more of the Acts experience and looks to the prayer fellowship of the worldwide church.

10. The monsoon is now with us. What a transformation. For some of our colleagues it means a greater sense of isolation; letters can take weeks! For all there is dampness of the atmosphere, the ground, houses, cupboards, etc - all quite bearable. Pray we will be preserved from spiritual limpness. Of course this season can be a disaster time too, either through lack of monsoon, or floods - a delicate balance - the latter often causing landslides and devastation to the hillsides.

But it is a time of abundant and prolific growth. Will you pray for it to be growth in the development of UMN and its contribution to Nepal; growth in the life of the Kingdom of God; and a time of personal growth for each one in every aspect of our lives.

This letter is too long. It demonstrates that 5 months period of time is too much to cover in one epistle. I hope I have learned my lesson! God bless you all.

Sincerely in fellowship

J. Howard Barclay
Executive Director

UNITED MISSION TO NEPAL PERSONNEL NEEDS LIST.....AUGUST 1981

The United Mission to Nepal is a Christian Mission seeking workers with a clear commitment to Christ as Saviour and Lord, and a call of God to service in Nepal. The great need is for such workers who are prepared to join with colleagues from many countries, churches and professional backgrounds. They must have an attitude of flexibility and adaptability to assignments and to living and working conditions in Nepal which are very different from those in their home countries, and may lead to real frustration as well as the joys of such service.

The list below consists of personnel required for approved posts in the UMN, and, unless otherwise stated, long-term workers are preferred. The United Mission does not offer salary to expatriates, but looks to the Member Bodies to send the needed workers with full support, and will try to link any suitable candidates with such Member Bodies. Emphasis is placed on suitable candidates in general rural development. Further details can be supplied on request to: The Personnel Secretary, United Mission to Nepal, Post Box 126, Kathmandu, Nepal.

GENERAL

Rural Development Workers/Social Group Workers: People with training or experience in rural development, with practical background in agriculture, appropriate technology, simple water supplies, health teaching, etc. Must be long-term.

Business Managers, with experience in accounting/administration for various projects including hospitals, rural development, construction projects, etc.

Secretaries: For general office work, typing, duplicating, filing, and possibly some work in accounting office.

Director for Business School: To teach typing, simple accounting and business procedures, and take administrative responsibility.

Hostess/Housekeeper: For Mission guesthouses in different projects.

ECONOMIC DEVELOPMENT:

Quantity Surveyor (Building Cost/Management)

Civil/Structural Engineers for design work and site supervision, for mission building projects and hydro-power engineering work.

Agriculturalists: Persons with general farming background, preferably with formal agricultural training, and with gifts and interest in communicating with village farmers, for integrated development and agricultural extension work of different types.

Foresters: Needed to develop tree-planting programs in various areas.

Site Engineers, Surveyors, Construction Foremen, Installation/Maintenance Personnel: for construction of small hydro-power plants, transmission lines, irrigation projects, ropeways, mills, etc. in various parts of the country, and for supervision of general building construction.

Senior Consultants with experience in industrial accounting, management and finance: in planning of small-scale agro-based and other rural industries, cottage industries/handicrafts.

Field Workers: People ready to do practical work in different projects out in the field and to live under primitive conditions; should be fairly long-term workers who want to learn the language and adjust to the local culture. Persons with practical experience in farming, construction work or other technical trades preferred.

Teacher Trainers: Experienced school teachers with training, experience or interest in teacher training, at different levels; openings in traditional teacher training institutions for primary and secondary teachers, and also in vocational training institutions where most of the training will be "on the job". This can have a significant impact on the standard of teaching but applicants must be aware of the nature of working as seconded personnel in government institutions. Long-term workers are required since a prime concern is to have a good working knowledge of the Nepali language in which most of the teaching is done.

Teacher Specialists, with teaching experience in age range 9 years and over; for schools in town and rural areas, in maths, science (general), English and vocational subjects. Long-term only.

Trade Training Instructors in building, health and agriculture. Long-term.

Functional Literacy Education Workers: To assist in developing teaching skills of community workers. Long-term.

Primary teachers: with experience, to teach in village schools.

Hostel Parents: For school age boys' Hostels.

HEALTH SERVICES:

General Practitioners: experienced, preferably with extra training in parasitology and infectious diseases, for all-round diagnosis and treatment of wide range of diseases. Interest in teaching para-medicals and ability to work within a team approach to health care.

Surgeons: General Surgeons, able to do a wide range of surgery without highly sophisticated equipment, and with creative interest in appropriate surgery in a developing nation.

Community Health Physicians: Long-term physicians who can learn the language and culture, travel through the hills and live for periods in villages, and promote rural programs through supportive supervision of paramedical workers. Solving of health problems with communities is an essential part of the job; a broad knowledge of practical economic development desirable.

Community Health Nurse/Midwives: With training or experience in community health work, or dedication to learn same. Must be flexible, mobile and ready to live in primitive conditions. Must be ready to teach and train. Nurse practitioner training recommended.

Health Education Consultant: With broad experience and training in non-formal education to initiate development of new educational material and give in-service training to Nepali health educators working in the various mission programs.

Health Services Personnel to also cover a wide range of hospital assignments, posts in health care management, planning and teaching. Up-date on vacant posts and job descriptions will be available on request.

United Mission to Nepal
Post Box 126
Kathmandu, Nepal

No. 3/81

August 1981

Dear Partners in Intercession,

THE STORY OF THREE DOCUMENTS

During the past few years, and continuing, we have been pre-occupied with three documents. The first is our Constitution and Bye-laws which provides a good and usable pattern of administration and direction. The second is the document that was approved at the last Board meeting on Aims and Purposes. A third one, and perhaps the most important, is what we hope will begin to emerge from a seminar on a Theology of Development. This will occur the last week of August.

Our guest theologian will be Dr. Tom Sine from World Concern and Seattle Pacific University. He will lead us, we trust, into creative paths leading to a fresh statement of what and who we are in the light of biblical revelation in the context of Nepal.

Let me share some sentences which he has written. "The Church of Jesus Christ needs to be recaptured by the compelling biblical image of the future as God's present and coming kingdom. Far from being fatalistic, we need to rediscover that God's intentions for our world today are exactly the same as His intentions for His consummate kingdom."

And further, "Only God knows the differences we could make in our world if we committed all we had and all we were to the manifestation of His compassionate kingdom to the escalating human deprivation that fills this small sphere. May 'His kingdom come and His will be done on earth as it is in heaven.'"

In a pamphlet called "Dilemmas of Development" issued by Codel and authored by Richard D.N. Dickenson, the following sentence appears: "Yet I believe that a metanoia is possible; that some, even among the rich, can be turned around, that God can and does use the voices of the oppressed for the restoration of sight to the proud and rich, that in some inscrutable ways God uses acts of hope and love to bring about His purposes."

Is the pouring out of over 300 personnel and millions of dollars in "acts of hope and love", worthwhile? We would say simply and humbly, "Yes". What John R. Nott once verbalized, "What the centuries might have done must be crowded into the hours of setting sun", still is valid. Pray that the Lord might seize all of us with fresh vision and courage.

WHAT SORT OF PEOPLE OUGHT WE TO BE?

At a recent seminar in Pokhara, on rural development, the following description was used in a closing service of dedication. Pray that we might actualize this in our lives both personally and corporately.

A Credo For Servant Personnel Within U.M.N.

1. We are Person oriented Christians.
2. We are Scripture oriented Christians.
3. We are Congregation (koinonia) oriented Christians.
4. We are Service (diaconia/maturia) oriented Christians.
5. We are "development" oriented Christians.
6. We are "international/cross cultural oriented Christians.
7. We are "interdenominational/Body of Christ" oriented Christians.
8. We are both linear (time) and circular (eternity) oriented Christians.
9. We have a priority to minister as Christians oriented towards the "poor".
10. We have a priority to minister as Christians oriented towards justice.
11. We have a calling to be Christians oriented to a radical discipleship to Jesus Christ.

12. We have a calling to be Christians oriented to an appropriate standard of living.
13. We have a calling to be Christians oriented to listen.
14. We have a calling to be Christians oriented towards seeking to avoid fostering dependency on ourselves.
15. We have a calling to go beyond culture oriented to Christ Himself.
16. We are a fellowship dedicated towards an orientation of flexibility.
17. We are a fellowship dedicated towards an orientation of sensitivity.
18. We are a fellowship dedicated towards an orientation of servant leadership.
19. We would live in gratitude and praise in the circumstance God has placed us in.
20. We would rejoice in our calling to serve in Christ's Name the people of Nepal.

Carl J. Johansson

July 1981

ITEMS FOR PRAYER AND THANKSGIVING

Thank God for 24 gifts of God called "people", in our language and orientation session which began 1 August 1981. Six nations and eleven sending agencies are in this group. Pray too for 15 children who also are a part of the family.

Pray that the Lord might move in our negotiations with His Majesty's Government so that the Andikho'a Project Agreement may be signed.

Thank God for substantial encouragement in the seeking of funds for the Patan Hospital. We still have much to look to God for, but we are so grateful for what is coming in.

Pray that the Lord will continue to call workers in to all of our projects; we have about 100 vacant posts at this time.

Thank God for the recent marriage in Butwal of Lynn Ruohoniemi and John Williamson.

AN INTRODUCTION TO NEPAL BIBLE INSTITUTE

Enclosed is a copy of the current newsletter of the Nepal Bible Institute. We will not be sending this out regularly with our circulars, but this one copy is a sample one to let you know that such circulars are available.

For any who wish to share in prayer regularly and receive the NBI letters as they are issued, please write directly to the Principal, Ramesh Khattri, at the NBI address, and make this request. It will be an encouragement for the staff there to hear from you. (For folk living in Nepal, please note that this applies to you also if you wish to receive the NBI Newsletter.)

Sincerely in Christ,

Carl J. Johansson
Executive Director

The Nepal Bible Institute
Post Box 2637 Kathmandu, Nepal

Occasional Newsletter

August 1981

Issue No. 2

Friends,

In Isaiah 54:2 the exhortation is "Enlarge the place of your tent."- July has been a month of expansion and new challenges!!

Up to Date

The arrival of five more students has made our total eleven. (Would you like to sponsor one of them?) A hearty welcome to Mr. and Mrs. Simon Rai from Makwanpur, Pushpa Nidhi from Gorkha, Jomesh Bista from Dharan, and hailing all the way from Takashera, seven days trek from Tansen is Tejendra Kham Magar. For Tejen the change has been refreshing. Imprisoned for the faith, he and his seven friends were released not too long ago. We have to pray for his Pastor Mr. Hastaram, who has been chosen to glorify God behind the bars. It was touching for the NBI to accept a generous gift from this suffering church in the laps of the Himalayas.

The different scholastic levels of the students, some tenth class pass and others barely literate was a serious handicap at times. Now the Lord has made this challenge a real opportunity to understand some underlying problems. There are places in Nepal with no schools but with some Christians. How shall we cater to the needs of God's people in these remote areas?? We have decided to start preparatory classes. Although the weaker students have been receiving special assignments and the English class is being divided into two sections from August, next year the 1st term will tackle mainly the basics like reading, writing, comprehension, class room practices, lesson preparation etc.

A recent request from the students to be given longer time to learn and understand matters that were too hard in a short time this year - has been a heart warming experience for the faculty. The NBI board has recommended that these students who had a shorter year this time be given the benefit of a full year programme again next year. This is leading us to consider whether a 2 year course is the answer.

Can you believe? We are ready to receive applications from students for the next academic year. The new session starts in February '82. The board wants the Principal to personally interview each new candidate. Hence, it is advisable to send in the applications of suitable people from now. This will allow the Principal to plan his travel to various areas more correctly. He will be meeting the new students during the winter months.

Thus far the NBI was run as the daughter project of the Nepal Christian Fellowship (NCF). Time has come for the daughter to stand and walk on her own feet. As of July 16 the NBI has become administratively independent of the NCF. The NBI will always maintain a strong bond of fellowship with the NCF. No doubt the mother will keep an alert eye on the daughter's progress.

The Engineer's Column

"Construction of the first phase providing facilities for twenty five students is progressing steadily. The walls are up and we are working on the beams and the slab. At present I am designing the staff houses. I will value your prayers." Kari Punkkinen.

The Treasurer's Column

"Giving to the NBI by God's people has been most encouraging. From time to time we have faced hardships but always at the right time the Lord has proved faithful through His own people around the world. At the national level too Christians have given most generously and sacrificially. All this and many other blessings make it clear that it is in the will of God to use this Institute to uniquely equip and train workers for the church in Nepal. I shall be happy to answer private enquiries that our donors and well wishers make about the finances of the Nepal Bible Institute. Thank you very much for prayers and contributions for the work of His Kingdom through NBI." Loknath Manacn.

Welcome to the board

To Kari our engineer who has finally consented to serve on the NBI board. First phase of the building from the chapel to the garage should be ready within the next two months - a silent testimony to his toil.

Now to the Throne of Grace

The Nepal Bible Institute has **been** founded on the prayers of God's children everywhere. Please be co-workers with us by pleading before the throne of grace for :-

- The construction work in progress, the engineer, masons, carpenters, labourers.
- Chitra and family and Devi Bhujel future NBI faculty members studying presently at Union Biblical Seminary Yavatmal, also for Simon Peter who may join the NBI later now at Allahabad Bible Seminary.
- The seven teachers presently on the faculty as also new teachers joining us soon - Pastor Robert Karthak, Mr. L.P. Neupane. Mrs. Marja Punkkinen, running the health clinic for us.
- The eleven students, especially those who have just come, that they may pick up what they have missed.

Many of you will be receiving this letter for the first time. If the Lord has laid the NBI on your heart, if you wish to receive the Newsletter, please let us know. We are compiling a mailing list in the near future.

Isaiah 54:2 continues..."...and let the curtains of your habitations be stretched out: hold not back, lengthen your cords and strengthen your stakes." By the grace of God, this is what we at the NBI are trying to do.

Yours in Jesus,



Ramesh Khatri
PRINCIPAL

April 30, 1980

Dear Partners in Intercession,

There is a phrase in Philippians 1: 18,19 that has arrested my heart and challenged my spirit. "Yes, and I will continue to rejoice, for I know that through your prayers and the help given by the Spirit of Jesus Christ, what has happened to me will turn out for my deliverance." Allow me to highlight the obvious.

- We are happy in our work here in Nepal. It is both privilege and pleasure to serve here. Uniqueness in culture and the difficult terrain of the land call us to innovation and adjustment. When this adaptability occurs it brings joy.
- The "help given by the Spirit of Jesus Christ" is not fictional. It is real and genuine. When events crowd us to Jesus Christ, this just adds to our joy and satisfaction. When one sees this help operative in the lives of those we come to serve it makes everything else eminently worthwhile.
- "Through your prayers-deliverance". Paul was in prison when he wrote this. This is not an unknown thing. The deliverance that Paul ultimately experienced was not necessarily physical. He was martyred. We need your prayers and your concern to be granted the grace to live redemptively and grace-fully in our situation. We don't need so much freedom from difficulty but rather freedom from self and ego. Your prayers are essential. May I share some of the evidences of being prayed for.

1. Thank you for the power of your intercession in our recent triad of Finance Committee, Executive Committee and Board Meeting. We are grateful for the good leadership of our retiring Board Chairman, Mr. Bert Lobe. What marked the meetings was a deep sense of mutuality between board and staff. Innovations were tried on the format of the Board meetings and they proved helpful. The Board divided into four sections for the Friday morning sessions and spent four hours on the concerns of health, education, economic development and administration. Then the chairmen of these sub-sections reported to plenary sessions and it focussed on the concerns that arose out of the smaller sessions. The board also opened on Thursday evening for dinner together followed by an evening of orientation and introduction.
2. Thank you for your prayers for the nation of Nepal. This is written prior to the referendum and we are encouraged by the basic law and order as well as freedom for the Nepalis to discuss the merits of both sides of the referendum. With our seven million in a voters' register and many thousand of polling places this is an event of great importance. It places in the hands of the people franchise by ballot.
3. Thank you for your continuing prayers for the extension of our General Agreement. As of yet it is not signed. The approval of this basic agreement is also crucial to all other satellite agreements such as Jumla, Andhikhola, and so forth. I have been verbally assured that there is no difficulty and that approval is forth-coming.
4. On the basis of encouraging assurances, but still short of the actual agreement, the Younkens and the Buckners have already settled in Jumla. Pray for the Project Director, Larry Asher, that soon the way might open up for him to move to Jumla as well. As the date of the referendum draws near the nation is girding itself in that all transportation is preempted to enable efficient counting and transport of the 25,000 people needed to supervise, and also the millions of ballots.
5. Thank you for your prayerful assistance in asking God to provide our needs both recurrent, program funding and capital. 1979 ended by our being able to pay all of our bills and much was done. The resources in recurring funds were Rupees 2,526,233. and capital Rupees 10,293,585. The recurring needs for 1980 are Rupees 2,624,346. and in capital in the range of Rupees 61,500,000. Obviously this can only be met by God's extraordinary moving through the prayers, work and faithfulness of many people.
6. At our recent meeting of the Board the following officers were chosen: Mr. Paul Kniss, Chairman; Mr. Eric Gass, Vice Chairman; Mr. Michael Roemmele, Chairman of Finance Committee, and Executive Member; Mr. Malcolm Warner, member of Finance and Executive; and the following other members of the Executive Committee: Mr. Jean Malm, Mr. Sam Isaac, Mr. Ernie Campbell, Mr. Jiro Mizuno, Mr. Bert Lobe, Mr. Geoff Grose. We thank God for the devoted service and involvement of these members of the Board who, in addition to the Board meetings, attend special Finance and Executive meetings twice a year.

7. During the last few months we have been in the process of putting together the team which will serve for the next three years in administration. First of all one pauses to express profound appreciation for the team which has served the last four years in the change of the UMN administration from being project-centered to being function-centered. Dr. Carl Friedericks, the former Health Services Secretary, has been named the Senior Health Consultant to the UMN and also has been seconded to the Institute of Medicine as a Professor. Mr. Larry Asher, the former Education Secretary, is now the Jumla Project Director. Mr. Odd Hoftun, the former Economic Development Secretary, is now the Andhikhola Project Director but will spend much of his time in Norway. These three men have been magnificent in the discharge of their responsibilities. Note is also taken that Jonathan Lindell was singled out by the Board for his outstanding contribution to UMN as a former Executive Director (11 years), Headmaster of the Pokhara Boys' School, and the Historian of UMN, and founder of the Gorkha Project.

We want to note now the new team. Mr. Richard Clark is the Education Secretary; Dr. Sigrun Mogedal is the Health Services Secretary, and Mr. Paul Spivey is appointed as Associate Health Services Secretary; Mr. Al Schlorholtz is the Economic Development Secretary, and Mr. Tor Mogedal is appointed the Associate Economic Development Secretary. Pray for this group of competent co-workers who have an awesome task and responsibility.

8. A series of short news notes:

- the Food for Work Program has been wonderfully funded and more than 3000 workers participated in it. John Williamson, its director, reports that many kilometers of trails and irrigation canals were dug.
- the Dhankuta Technical Center now has a change of name and place. It is called the Surkhet Industrial Center. In Nepal, village industry and cottage industry is a name used for small things as well as large.
- the Executive Director during the latter part of May (27-30) will have a regional conference in London, and in the middle of June (10-13) a regional conference in Chicago. Towards the latter part of August he will visit Japan, Korea, Hong Kong and Singapore to encourage the recruitment of third world nationals as co-workers in the UMN. Mr. Richard Clark will be the Acting Executive Director in his absence. Pray for this ministry.
- we are grateful that, noting the spiralling inflation, the Board of Directors has raised the per capital grant beginning in 1981 to \$800. It was \$600. and by careful stewardship of resources the grant did not have to be higher.
- the Children's Hostel is now under the administration of UMN and in mid-June two Board Appointees, Ed and Edna Mae Shields, will be the hostel parents. We thank the Smiths for their service the last three years.
- with many studies going on in institutional health care, the Agenda for the 80s and the christian basis for development, the Board in 1981 will extend for a full day its meeting to enable discussion and the preliminary considering of long range plans for the future.

Thank you again for the opportunity of coming into your home and sharing with you the shape and direction of the UMN and the answers to prayers that you are enabling.

Sincerely in Christ,

Carl J. Johansson

Carl J. Johansson
Executive Director

8/1/80

NEWS AND PRAYER LETTER

No. 479

December 1979 - January 1980

United Mission to Nepal,
P.O. Box 126,
Kathmandu, Nepal.

AGENDA FOR THE 80s

Dear Partners in Mission,

I Peter 4:7-11 expanded says this: "The end (fulfillment) of all things is near." We live in days of fulfillment in Nepal. We live in a nation in transition. We live among people who are being transformed. "Therefore be clear-minded and self-controlled so that you can pray." These two qualities are essential for ministry in the midst of change. When insight and discipline are ours, then prayer, praise and thanksgiving are our mood. This is the REALITY of our ministry.

Peter then continues with the PRIORITIES that flow out of living at the edge of creativity. "Above all, love each other deeply, because love covers a multitude of sins." Mutual love within the family is essential and critical. Between fellow worker and fellow worker; between national and ex-patriate; between the support team overseas and us here. Another priority is: "Offer hospitality to one another without grumbling." Henri Nouwen suggests that the meaning of sharing Christ is hospitality. This is the inner hospitality that has room in ones heart for the stranger and the slight acquaintance. This door is always open to us. Another priority is this: "Each one should use whatever spiritual gift he has received to serve others, faithfully administering God's grace in its various forms." Seeing vocation in its varied forms as administering God's grace is the foundation of our ministry in Nepal.

DOXOLOGY concludes this brief passage. "If anyone speaks, he should do it as one speaking the very words of God. If anyone serves, he should do it with the strength God provides, so that in all things God may be praised through Jesus Christ. To Him be the glory and the power for ever and ever." If it be service or if it be speaking, we want to serve in the strength that God gives so that Jesus Christ might be glorified. Thank God with us that this is our privilege as we move into the agenda for the 80s. We thank God for your partnership in this calling.

Arising out of the Executive and Finance Committee Meetings

- Picking up a directive given by the Board last April, it was moved that the Executive Director circulate member bodies and Board Appointees for their suggestions concerning the distinctiveness, priorities, issues and concerns for the UMN in Nepal today; current constraints of the situation should be clarified in the circular. Out of this has come the phrase, "Agenda for the 80s". For this is what we are precisely seeking. It is a fresh restatement of our mandate for such a day as this. Pray for this exercise.
- Another related item is the role of the Board of Directors. With over 30 member bodies having their corporate roots in an annual togetherness in Kathmandu, there is a deep desire that we be as effective as possible. Thus ways will be suggested so that we can restructure the meeting of the Board; this is to allow for more penetrating study of issues. This should result in thought-through decisions. Pray for this exercise.
- The Executive Committee has acted to create a commission to study UMN policy on the role, economics and future of the UMN hospitals. Concerns about the service to the poor, appropriate levels of care, costs within the potential of the community and a prophetic role in Nepal speaking by this issue are some of the guidelines given to this yet-to-be-appointed commission. Pray for this exercise.
- Personnel and budget are among the chief concerns of the Executive Committee, and this proved a busy and awesome task. 35 persons were approved as Board Appointees. We recognized the hand of God in providing needs in personnel. It had appeared that large deficits might occur because of inflation and increasing salary structures of nationals, but through economies here in Nepal and special grants from member bodies we begin the 80s solvent and grateful to God for His provisions.

The Executive Committee recommends to the Board that the United Church of Christ in Japan (KYODAN) and the Tear Fund be received as members of the UMN.

Add these to your Prayer List

- Negotiations have now begun for the renewal of our General Agreement with His Majesty's Government of Nepal. The Agreement is due to expire at the end of May 1980. Pray for the Executive Director, the Secretary of the Foreign Ministry and all who will review, change, modify and ultimately, we pray, approve the Agreement. Request is being made to consider a ten or fifteen year Agreement.
- It is "turn over" time. For those who are completing the formal part of language study and orientation, it means entry into their first assignments. Pray for this transition. On the other hand during the end of January some 26 adults and 11 children will again crowd our Guest Houses. From nine societies and ten countries these answers to prayer come.
- Jumla is now a project with resident workers. The Buckners are now living there. Early in 1980 they will be joined by the Ashers and Younkens. Larry Asher is Project Director. Pray for him as he negotiates with government the enabling agreements.
- Richard Clark has been appointed Education Secretary for a three year term by the Executive Committee. Pray for him in this important function. Larry Asher resigned from this post in order to give full time to his present role as Project Director of the Jumla task.
- From 15th to 20th January UMNers will experience together the Annual Workers' Conference. Again it will be held in Pokhara. The invited guest speaker will be Michael Griffiths, who is the General Director of the Overseas Missionary Fellowship. For those coming from another age, it used to be called the China Inland Mission. We pray that our guest who bears the mantle of Hudson Taylor might by God's Spirit call us to a freshened life of faith.
- Food For Work program and the Buling-Arakhala Project are in initial stages and need our prayers. Gwen Coventry has been here in December-January and will return to Australia soon. Pray for John Williamson as he carries large responsibilities in this task.
- "And what more shall I say? I do not have time....(Hebrews 11:32 so far) to tell" about Andikhola, Dhankuta, Tansen, Amp Pipal, Pokhara, Headquarters, Okhaldhunga, Butwal, Shanta Bhawan, etc. But in every place prayer is needed.

And a Few Post Scripts

Gordon Ruff represented the UMN at the recent Urbana Student Convention. A special issue of "Passport To Nepal" was put together as over 18,000 university students came together. Several of our people give Urbana as their motivation for coming to Nepal.

At the end of May in London (May 27th through 30th) and in Chicago in June (10th-13th) will be regional conferences on Nepal to which European and North American board representatives and interested people are invited. Pray for this and watch for more news about it.

A veteran Nepal missionary team from Australia, Mr. & Mrs. Howard Barclay, will arrive in April to take up the role of counsellor. Howard has been the Director of BMMF Australia for the past years.

November was graced by an evaluation team from the Christian Medical Commission (Geneva) consisting of Dr. Nita Barrow and Dr. Stuart Kingma. Between them they visited all of the hospitals, community health programs and health teaching institutions of UMN. They were stimulating and positive and we look forward to their evaluation.

It is hoped that during December in Calcutta another edition of the Nepali Bible will have been printed. We are grateful for the ministry of the United Bible Society and its local representative, Mr. Loknath Manaen.

To you who are our partners in intercession, we urge continued and specific prayer for our needs as we seek to be a living part and presence of the Body of Christ here in Nepal. We thank God for each one of you.

Sincerely,

Carl J. Johansson
Executive Director

BOARD OF EVANGELISM AND LITERATURE

Gossner Evangelical Lutheran Church
(Regd. under Societies Registration act XXI of 1860)

Director & Secretary

Rev. Dr. C. K. Paul Singh, B. D; Dr. Theol. (Berlin)

C. E. L. Church, Ranchi

Bihar/India

Phone 23358

Ref. Memo. No 20/80-BEL - 28

The 24.3.80



The Executive Director, UMN
Mr. C.J. Johannson
Post Box 126
Kathmandu, Nepal

Attention; Miss Gudrun Bonnedal

Dear Sir,

Due to my pre-commitments for various programmes here at Ranchi I shall not be able to arrive in Kathmandu on the 1st April and to join the touring group along with Pastor Kriebel. I am very sorry for this.

According to the arrangements with Gossner Mission, through its Director Pastor Kriebel, I shall attend the Board Meetings and for other pre-consultations. I shall be arriving in Kathmandu on 12th April by Patna Kathmandu plane IC 245 leaving Patna at 13.15 hrs. and shall leave Kathmandu on 21st April at 11.45 by IC 246.

I, therefore, request you to kindly make necessary arrangements for my lodging and feeding etc. in any of the guest house of UMN or as requested by the Gossner Mission.

Thanking you,

Yours Sincerely

C.K. Paul Singh
Dr. C.K. Paul Singh
Director, BEL.

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Ref. Memo. No. 21/80-BEL - 28

The 24.3.80



Mr. A. Sodemba
P.O., Box 1814
Kathmandu, Nepal

Dear Mr. Sodemba,

Since the two sisters from Nepal left Ranchi, I have not heard any thing from them, but we hope, they are back in Kathmandu safe and sound. As directed by the Gossner Mission through Pastor Kriebel, the director, I shall be arriving in Kathmandu on 12th April, '80, for Board meetings etc. on 18-20 April. I was requested to join the touring-group but it was not possible for me. But I was asked to come a little earlier so that we may have some talks with you along with pastor Kriebel.

So I will be glad to meet you during my stay at Kathmandu and also may be possible to meet the sisters. Pastor Kriebel is arriving on 1st April and I hope you would surely meet him and would make programmes for the talks,

With best regards,

Yours Sincerely

C. K. Paul Singh
(Dr. C. K. Paul Singh)

Director, BEL.

BOARD OF EVANGELISM AND LITERATURE

Gossner Evangelical Lutheran Church
(Regd. under Societies Registration act XXI of 1860)

Director & Secretary

Rev. Dr. C. K. Paul Singh, B. D. Dr. Theol. (Berlin)

C. E. L. Church, Ranchi

Bihar/India

Phone 23358

Ref. Memo. No. 6/80/BEL - 28

The 16-1-80



Mr. S. Sodemba
P.O. Box 1814
Kathmandu
Nepal

Dear Mr. Sodemba,

After our meeting in Germany I am writing this letter to you. We had talk about the invitation from our ladies group in Ranchi. for two ladies in Kath mandu/Nepal. With this effect our ladies group also sent in a letter to Nepal but till now no information has been received. So they are rather disappointed. According to the plan two ladies should come sometimes in the first week of Feb. 1980. Once such programme has been cancelled, as the two ladies from Nepal could not come. Their correspondence had been with Pastor Karthak.

I am writing this letter to you requesting you to kindly look into the matter and inform me as soon as quickly. The Gossner Mission is ready to pay the travel expenses and we shall take over charge in Patna. Last time Frau Friederici also assured me of this fact.

Please write the actual date etc. of their arrival in Patna. So that we may be ready to receive them. From Patna they shall be brought to Ranchi and to other programmes.

With good wishes,

Yours Sincerely

C. K. Paul Singh
(Dr. C. K. Paul Singh)

Director, BEL Ranchi.

Minutes of the

UMN EXECUTIVE COMMITTEE MEETING

held in Kathmandu, 15-16 November, 1979

The meeting of the Executive Committee was held in the Board Room at UMN Headquarters, Thapathali, for two full days. The morning sessions were opened with devotional periods, led by Mr. B. Lobe and Dr. J. Henderson.

Roll Call. Members were present, as follows:

President: Mr. B. Lobe
Vice-President: Dr. M. Owen
Other members: Mr. M. Roemmele
Rev. P. Kniss
Mrs. S. Eriksson
Mr. M. Warner
Rev. J. Mizuno
Rev. E. Gass
Ex-officio: Mr. C. Johansson, Executive Director
Mr. F. Clarkson, Treasurer
Mr. L. Asher, Education Secretary
Dr. C. Friedericks, Health Services Secretary
Mr. A. Schlorholtz, Acting Economic Development Secy.
Mr. R. Clark, EB representative
Dr. J. Henderson, HSB representative
Mr. D. Fulford, EDB representative.

Agenda. The agenda was adopted as presented by the Executive Director, with several additions.

EC(2)-1/79. Confirmation of Minutes. The Minutes of the meeting held on 29-30 March, 1979 had been circulated to members. It was RESOLVED to accept and approve these as accurate.

EC(2)-2/79. Confirmation of correspondence votes. Since the meeting of the Committee in March the following matters had been acted upon by correspondence vote. It was noted that unanimous positive votes had been received on each item, and they are recorded herewith:

- a) Appointment of Economic Development Secretary. Ref. EC(2)-44/78. As Mr. Dan Jantzen had not been able to take up the appointment made in the above quoted minute and Mr. Hoftun is able to extend his term in Nepal, it was RESOLVED to re-appoint Mr. Odd Hoftun to the post of Economic Development Secretary for the remainder of his original term, to April 1980. It was noted that Mr. Al Schlorholtz is acting in this capacity during Mr. Hoftun's present absence from the country.
- b) Appointment of Personnel Secretary. It was RESOLVED to appoint Miss Fran Swenson as Acting Personnel Secretary for a year from June 1980.
- c) Mr. and Mrs. Ken Webster, business manager, CMS Australia. It was RESOLVED to accept the services of Mr. and Mrs. Webster, with thanks to God and to their sending Mission.
- d) Miss Deanna Wagoner, business manager, UPC. It was RESOLVED to accept the services of Miss Wagoner, with thanks to God and to her sending Mission.
- e) Mr. and Mrs. Max Francis, medical technician, Methodist Church, UK. It was RESOLVED to accept the services of Mr. and Mrs. Francis, with thanks to God and to their sending Mission.
- f) Miss Alison Holley, physiotherapist, RBMU. It was RESOLVED to accept the services of Miss Holley, with thanks to God and to her sending Mission.
- g) Mr. and Mrs. Neil Anderson, business manager, UCC. It was RESOLVED to accept the services of Mr. and Mrs. Anderson, with thanks to God and to their sending Mission.

EC(2)-3/79. Executive Director's Overview. The Executive Director summarized the main aspects of policy, project, service and administrative initiatives in the Mission today, as a guideline to important matters on the agenda.

PLANS AND BUDGETS FOR 1980
and other Finance Committee matters

The plans and budgets for each of the UMN projects for 1980 had been circulated to members in advance of the meeting, and it was noted that the budgets had been scrutinized by the Finance Committee. The plans were studied, together with the recommendations of the Finance Committee, and the following actions taken.

EC(2)-4/79. UMN Headquarters and Missionwide Expenses. It was RESOLVED to approve the plans and budgets for 1980, as amended. (Appendices A and B to these minutes).

EC(2)-5/79. Health Services Board Projects. The plans and budgets were studied for the following projects:

- Palpa Project (Appendix C)
- Gorkha Project (Appendix D)
- Shanta Bhawan Project (Appendix E)
- Okhaldhunga Project (Appendix F)
- Patan Hospital Project (Appendix G)
- Community Health Office (Appendix H)
- Buling/Arakhala Project (Appendix I).

It was RESOLVED to approve these plans and budgets, with the following comments and actions:

a) Palpa Project.

- i) Hospital administration is asked to review the budgeted receipts from fees for 1980 and report if these are realistic (FC(2)-22/79, a, i).
- ii) It was agreed to approve in principle the building of further accommodation for female nursing staff as per the outline submitted, to supercede the original approval given for the workshop/store, etc. (EC(1)-3/79).

b) Shanta Bhawan Project.

- i) It was agreed to refer back to the SBH Board the request carried forward for Rs.200,000. for Maternity Extension to the hospital.
- ii) It was agreed to accept the proposal for restructuring of the Community Health Program as submitted. (Ref. HSB-63/79).

c) Okhaldhunga Dispensary. (Ref. FC(2)-22/79, a, ii. It was agreed that the item for subsidy of lighting be cut from the budget and added to the item "Miscellaneous"; further that the Treasurer seek an explanation of the Miscellaneous item as it is not UMN policy to budget for receipt of gifts.

d) Buling/Arakhala Project. The plans and objectives for the program were highly commended, and it was suggested that para 4 outlines a commendable procedure for all such projects. The Food for Work program planned for mid-December to mid-March meets a severe immediate need, and the projects planned are closely linked with the future development of the area.

EC(2)-6/79. Policy on the role, economics and future of UMN hospitals.

(Ref. FC(2)-22/79, b). In reviewing reports, plans and budgets for the four UMN hospitals, concern was expressed about an apparent lack of definition of the role, present and future, of these institutions in the context of Nepal's health needs. Economic and moral factors were agreed to include:

- a) The need to provide service to the poor;
- b) The need to decide on acceptable and appropriate levels of care;
- c) The need to keep overall costs within the potential of the community, with or without subsidy;
- d) An awareness of the scale and standard of service in government hospitals, keeping in mind the goal of handing over to HMGN;
- e) The effect that acquisition of equipment and other capital items has on the recurring budget;
- f) The potential role of UMN as a prophetic voice in Nepal, speaking to this issue.

It was recognised that an adequate response must:

- i) Be well-informed, both professionally and sociologically/politically;
- ii) Be agreed on at all levels of UMN management and staff, rather than be imposed from above or locally established;
- iii) Involve a sustained and disciplined approach to adapting the

- existing hospital programs and developing any new ones.
- iv) Include helpful and appropriate input from member bodies and Board Appointees.

It was therefore RESOLVED that the Chairman and the Executive Director convene a commission of about seven members, including people of expertise and experience in areas such as management systems, health delivery systems, etc. from within and outside of Nepal. This commission should bring proposals to the Board, in consultation with the Health Services Board, an interim report to be ready in April 1980.

EC(2)-7/79. Education Board Projects. The plans and budgets submitted by the following projects were studied:

- Pokhara Project (Appendix J)
- Gorkha Project (Appendix K)
- Mahendra Bhawan School (Appendix L)
- Training and Scholarship Program (Appendix M)
- Jumla Project (Appendix N)
- Language and Orientation Program (Appendix O)
- Materials Development Program (Appendix P)
- Student Financial Assistance Program (Appendix Q)
- Rural Youth Training Program (Appendix R)
- Culture Resource Program (Appendix S)
- Non-Formal and Functional Literacy Program (Appendix T).

It was RESOLVED to approve the plans and budgets for 1980 for these projects, with the following comments and actions:

- a) Training and Scholarship Program. It was noted that more emphasis is being placed on training, in-service aid, which is more costly than normal scholarships, and income has decreased. In response to the action of EC(1)-2/79, c, it was noted that refund of loans is difficult to secure, due to low initial salaries after completion of study, and to the inability of UMN to guarantee employment for students.
- b) Language and Orientation Program. It was RESOLVED to confirm the action of EC(2)-9/79 in allowing the LOP staff to be withdrawn from the UMN Salary Scale, and in implementing a new LOP Salary Scale and allowances, as found in Appendix ZA.
- c) Materials Development Program. It was noted that the Education Board gives high priority to this program of work.
- d) Culture Resource Program. It was suggested that member bodies and Board members be encouraged to make available helpful materials and resources for the use of this new service office of the UMN.
- e) Non-formal education. It was noted that the present plan is to recruit one or two specialists who in turn could teach other UMN workers communication skills to be used in any profession or functional areas in UMN programs.
- f) Jumla Project. The five components of the project were restated, and a financial summary of the three phases of the Technical Secondary School and the draft form of Agreement with HMG were presented and discussed. The following concerns were expressed:
 - i) The difficulty of ensuring in practice that institutional-based vocational training, albeit with a large work experience element, is educationally terminal and effective in providing employable skills. The Education Board was recommended to study the Indian experience in this field.
 - ii) In view of the magnitude of the project budget and the financial burden upon UMN's recurring budget, and in order to prevent an escalation of the per capita grants from member bodies on this account, it was felt that it may be desirable to seek total program funding from agency sources. (See EC(2)-9/79, e).

It was noted that secondary school teachers may be able to move into local schools to give assistance in the near future.

EC(2)-8/79. Economic Development Board Projects. Plans and budgets were considered from the following projects:

- Consolidated lists of posts and capital budgets (Appendix U)
- EDB Service Office (Appendix V)
- Butwal Area Services (Appendix W)
- Development and Consulting Services (Appendix X)
- Other EDB-related projects (Appendix Y).

It was RESOLVED to approve the plans and budgets for 1980 as presented, with the following comments and actions:

- a) Small Turbines and Gobar Gas plants. The need was emphasised to use these projects as keys to rural sociological development, but not to allow community development work to be dictated by technology.
- b) Tree planting program. It was noted that a tree planting program is planned for South Lalitpur District, and that similar programs may be implemented in other areas; hence the request on the personnel list for three foresters.
- c) Andhikhola Project. The Committee noted with approval the emphasis on the need to develop and negotiate means of bringing down costs and charges, to provide real benefit to the poor, and to make economically feasible the secondary benefits of intermediate technology planned for the rural areas. Strong encouragement was given to pursue the negotiations with a view to expressing a distinctively Christian commitment in this project. The discussion with HMG concerning tariffs for the supply of power generated by the project should be extended to permit a broad understanding of the feasibility of lower generating costs benefitting a local community through lower prices, and thus the ways in which tariff constraints may, in future programs, determine the hydroelectric technology applied.

EC(2)-9/79. Treasurer's Consolidated Recurring Budget. The amended figures of the Treasurer's budget were noted, together with the supporting information and the actions of FC(2)-16 and 17/79. It was RESOLVED:

- a) To confirm and approve the actions of the Finance Committee in the minutes quoted.
- b) To authorise the amendment of receipts from member bodies in terms of new workers accepted at this meeting and arriving early in 1980.
- c) To approve the Consolidated Budget in its amended form. (Appendix Z).
- d) To request the Finance Committee to consider the matter of the amount of the per capita grant in future years.
- e) To approve that designated funding be sought for the following programs, as per the amended policy in EC(2)-13/79:
Community Health Programs in Palpa, Gorkha and Okhaldhunga;
Buling/Arakhala Project;
Jumla Project.

EC(2)-10/79. Consolidated Capital Budget. The capital/designated budgets for all the projects were presented in consolidated form, and it was requested that this be circulated with the amendments authorised.

EC(2)-11/79. Provident Fund rules. It was RESOLVED to approve and affirm the recommendation of FC(2)-11/79, and to amend the Provident Fund rules accordingly.

EC(2)-12/79. Provident Fund actions. (Ref. FC(2)-12/79). It was RESOLVED to take the following actions:

- a) Lapse and Forfeiture account: As this will now be closed, the fund should be divided out to the employees at the end of this financial year, as an additional bonus, quite separate from interest.
- b) The rate of interest for the full year 1980 will be 10%.
- c) The broken interest rate from 17th November 1979 for portions of time under a full year is set at a rate of 8%.
- d) Bank charges and audit fee relating to the Provident Fund should be charged to interest earned.

EC(2)-13/79. Program Funding. The policy as outlined in EC(2)-9/76, b was noted, and the recommendations of the Coordinating Committee and Finance Committee that this be amended. It was RESOLVED to approve that the para be altered to read:

- "b) Program funded activities, clearly defined in time and scope, may, with the prior approval of the Finance and Executive Committees, be financed by soliciting designated grants or other special commitments by outside funding agencies. Such designated grants for "program funded" activities may cover either recurring expenditure only, or a combination of capital and

recurring expenditure, and will be dispersed annually by the Treasurer."

EC(2)-14/79. Finance Committee Minutes. The draft Minutes of the Finance Committee held 13-14 November, 1979 were read, and specific action taken as above where necessary. It was RESOLVED to accept and approve the Finance Committee Minutes in total, and to confirm the actions taken.

PERSONNEL MATTERS.

EC(2)-15/79. New Board Appointees who have arrived since the last meeting (for information only):

Neil and Robbie Anderson	Wallace and Susan Ormiston
Noel and Rosemarie Baker	Anja Patila
Gudrun Bonnedal	Glyn and Frankie Phillips
Peter and Chris Dalziel	Lynn Ruohoniemi
Archie and Huldah Fletcher	Ed and Edna Mae Shields
Alison Holley	Ken and Louise Snider
Gary and Pat Hafvenstein	Markku & Riitta Voutilainen
Ron and Esther Layman	Ken and Margaret Websetr
Oystein and Håldur Johansen	Deanna Wagoner
David Moller	Frank and Anita Younkin

EC(2)-16/79. New Board Appointees expected (already accepted, for information):

Anders and Birgit Kammensjo.

EC(2)-17/79. Board Appointees who have returned from furlough (for information only):

Larry and Phyl Asher	Helen Huston
Bob and Hazel Buckner	Seppo and Annikki Kostamo
Stephen and Sheila Bull	(Eleanor Knox)
Frank and Flora Clarkson	Graham and Jill Morris
Valerie Collett	Barbara McLean
John and Sheila Finlay	Neil and Clarice Solvik
Del and Bev Haug	Eileen Talbot
Gerry and Alison Hankins	John Williamson
Dudley and Mona Henderson	Julie Willmette

EC(2)-18/79. Board Appointees expected to return before the next meeting (for information only):

Joyce Brown	Ruth Judd
Mary Cundy	Kirsti Kormu
Tom and Cynthia Hale	Jonathan Lindell
Enni Hokkanen	Brian and Beulah Wood
Odd Hoftun	Margaret Wright
Anna-Liisa Jokinen	Shelagh Wynne

EC(2)-19/79. Board Appointees who have left since the last meeting, on furlough, sick leave or completion of service, (for information only):

Joyce Brown	Stan and Marilyn Kamp
Margaret Brass	Barbara McLean
John and Judi Bertholet	Ed and Twila Miller
Stephen and Sheila Bull	Graham and Jill Morris
Frank and Flora Clarkson	Jonathan and Evey Lindell
Mary Cundy	Pat Pooler
John and Sheila Finlay	Gordon and Peggie Ruff
Max and Audrey Francis	Pekka and Auni Sepponen
Sheila Fulker	Neil and Clarice Solvik
Tom and Cynthia Hale	Wayne Thorpe
Odd and Tullis Hoftun	Willard and Selma Unruh
Anna-Liisa Jokinen	Adbjorn and Mia Voreland
Ruth Judd	Brian and Beulah Wood
(Eleanor Knox)	Shelagh Wynne.
Max and Audrey Francis	

EC(2)-20/79. Board Appointees leaving on furlough. The following personnel are due to leave Nepal on furlough soon. It was RESOLVED to thank them for their service with the United Mission, and to welcome their return to Nepal at the end of furlough, provided there is a suitable post available for them at that time:

Margaret Brass, nurse/midwife, RBMU
David and Rosemary Cooke, industrial designer, BMMF Int.
Mary Eldridge, obstetrician, BMMF, Int.
Sue Fry, occupational therapist, CMS Australia

Margareta Hook, surgeon, SFM
 Britt Johansson, nurse/midwife, SFM
 Ruth Judd, nurse, CMS Australia
 Melody Koch, health educator, GM
 Juhani and Tuovi Kivela, counsellor, FCF
 Susie Merry, Nurse/midwife, BMMF Int.
 Ingeborg Skjervheim, nurse/midwife, WMPL Norway
 Paul and Claire Spivey, pharmacist, BMMF Int.
 Neil and Clarice Solvik, pharmacist, LCA
 Fran Swenson, business manager, WMPL, USA
 Anna Weir, nurse/midwife, BMS
 Alison Craven, veterinary surgeon, INF.

EC(2)-21/79. Board Appointees completing term of service. The following personnel are leaving Nepal soon, and it is understood that they have a strong desire to return to the UMN but can make no commitment at this time. It was RESOLVED to thank them for their service with the UMN, and to encourage them to re-apply if and when they are free to return:

Heio and Uta Hohmann, general practitioner, CSO
 Nick and Helga Peters, carpenter, MCC
 Karl and Silke Tracht, general practitioner, CSO.

EC(2)-22/79. Personnel completing service with UMN.

a) The following are persons completing their service with the United Mission. It was RESOLVED to thank them for this service of 1-2 years:

Stephen Cox, dentist, BMMF Int.
 Rodney Simmonds, mathematician, BMMF Int.
 Gloria Cawthorne, secretary, direct appointee with CMSA.
 Scott and Carole Kellermann, general practitioner, direct appointees with LAOS.
 Carlos and Tessie Madrazo, agricultural advisor, direct appointees with relation to UMC and UPC.

b) It was further RESOLVED to express special thanks to Miss Lilly Ammann, direct appointee under Swiss Friends Mission, for 23 years of loyal and fruitful service and fellowship with the United Mission, and to wish her God's blessing for the future.

c) It was RESOLVED to accept the resignation of Max and Audrey Francis, medical technician, MC, UK, with regret.

EC(2)-23/79. Mr. and Mrs. Esa Ahonen, business manager, offered by FMS. It was RESOLVED to accept Mr. and Mrs. Ahonen for service with the UMN, with thanks to God and to their sending Mission.

EC(2)-24/79. Mr. and Mrs. Howard Barclay, teacher/counsellor, offered by BMMF Int. It was RESOLVED to accept the services of Mr. and Mrs. Barclay again, pending receipt of satisfactory medical reports, with thanks to God and to their sending Mission.

EC(2)-25/79. Miss Janice Barraud, secretary, offered by MCC. It was RESOLVED to accept the services of Miss Barraud, with thanks to God and to her sending Mission.

EC(2)-26/79. Miss Kathy Crombie, nurse, offered by BMMF Int. It was RESOLVED to accept Miss Crombie for service with the UMN, pending completion of final screening procedures, with thanks to God and to her sending Mission.

EC(2)-27/79. Mr. Douglas Curry, PE teacher, tentatively offered by BMMF Int. It was RESOLVED to accept the services of Mr. Curry again with the UMN, pending receipt of satisfactory medical report and a confirmed offer of service, with thanks to God and to his sending Mission.

EC(2)-28/79. Mrs. Marie Davies, hostess/secretary, offered by BMMF Int. It was RESOLVED to accept the services of Mrs. Davies, pending receipt of satisfactory medical report, with thanks to God and to her sending Mission.

EC(2)-29/79. Mr. and Mrs. Pat Fulks, x-ray/medical technician, offered by BMMF Int. It was RESOLVED to accept the services of Mr. and Mrs. Fulks, with thanks to God and to their sending Mission.

EC(2)-30/79. Miss Normita Garcia, teacher/secretary, offered by World Concern. It was RESOLVED to accept the services of Miss Garcia, with thanks to God and to her sending Mission.

- EC(2)-31/79. Miss Mary Grimes, agriculturalist, offered by CMS, UK. It was RESOLVED to accept the services of Miss Grimes, with thanks to God and to her sending Mission.
- EC(2)-32/79. Mr. and Mrs. Anders Holm, teacher, offered by Orebro Mission. It was RESOLVED to accept Mr. and Mrs. Holm for service with UMN, with thanks to God and to their sending Mission.
- EC(2)-33/79. Dr. and Mrs. Greg Judkins, general practitioner, offered by BMMF Int. It was RESOLVED to accept the services of Dr. and Mrs. Judkins, with thanks to God and to their sending Mission.
- EC(2)-34/79. Mr. and Mrs. Paul King, maintenance/guesthouse, offered by World Concern. It was RESOLVED to accept the services of Mr. and Mrs. King, pending receipt of final screening papers, with thanks to God and to their sending Mission.
- EC(2)-35/79. Mr. and Mrs. Trevor King, business manager, offered by BMS. It was RESOLVED to accept the services of Mr. and Mrs. King, pending receipt of satisfactory medical reports, with thanks to God and to their sending Mission.
- EC(2)-36/79. Mr. and Mrs. Ardiaan Los, building supervisor, offered by BMMF Int. It was RESOLVED to accept the services of Mr. and Mrs. Los, pending receipt of satisfactory medical reports, with thanks to God and to their sending Mission.
- EC(2)-37/79. Mr. and Mrs. Ron Pressly, teacher/business manager, offered by ALC. It was RESOLVED to accept the services of Mr. and Mrs. Pressly, pending receipt of satisfactory medical reports, with thanks to God and to their sending Mission.
- EC(2)-38/79. Mr. and Mrs. Kari Punkkinen, building engineer, offered by FCF. It was RESOLVED to accept the services of Mr. and Mrs. Punkkinen again, pending receipt of satisfactory medical reports, with thanks to God and to their sending Mission.
- EC(2)-39/79. Miss Lynn Ruohoniemi, teacher/hostess, offered by WMPL, USA. It was RESOLVED to accept the services of Miss Ruohoniemi, pending receipt of satisfactory medical report, with thanks to God and to her sending Mission.
- EC(2)-40/79. Mr. George Sanneman, agriculturalist, offered by UPC. It was RESOLVED to accept the services of Mr. Sanneman, with thanks to God and to his sending Mission.
- EC(2)-41/79. Mr. and Mrs. Henry Spencer, teacher/guesthouse, offered by World Concern. It was RESOLVED to accept the services of Mr. and Mrs. Spencer, pending receipt of final screening papers, with thanks to God and to their sending Mission.
- EC(2)-42/79. Dr. Phoebe Uy, general practitioner, offered by World Concern. It was RESOLVED to accept the services of Dr. Uy, with thanks to God and to her sending Mission.
- EC(2)-43/79. Mr. and Mrs. Erling Wennemyr, accountant, offered by Orebro Mission. It was RESOLVED to accept the services of Mr. and Mrs. Wennemyr, with thanks to God and to their sending Mission.
- EC(2)-44/79. Dr. and Mrs. Thomas Wong, operations analyst, offered by MCC. It was RESOLVED to accept the services of Dr. and Mrs. Wong, pending receipt of satisfactory medical reports, with thanks to God and to their sending Mission.
- EC(2)-45/79. Resignation of Education Secretary. The resignation of Mr. Larry Asher from the post of Education Secretary was received, owing to his heavy involvement in the Jumla Project and expected transfer to that location in February. It was RESOLVED to accept this resignation with sincere appreciation for Larry's able leadership in education, and participation in the meetings and work of the Executive Committee and Board, and with the understanding that this action releases him for a new creative role in the work of the UMN.
- EC(2)-46/79. Appointment of Education Secretary. Noting the recommendation of the Education Board, it was RESOLVED to appoint Mr. Richard Clark as Education Secretary for a three year term as from this date.
- EC(2)-47/79. Nominations for posts of EDS and HSS.
 1) EDS: It was noted that to date the following names have been submitted for the post of Economic Development Secretary:

Mr. Stuart Clark, Dr. Peter Schmiediche, Mr. Al Schlorholtz, Mr. Stephen Bull, Mr. Paul Spivey; and that the EDB had taken action to close nominations at 1st December 1979.

ii) HSS: It was further reported that three names have been suggested for the post of Health Services Secretary: Dr. Carl Friedericks, Mr. Paul Spivey, Dr. Sigrun Mogedal. The Executive Committee recommended that 1st December again be set as a final date for receipt of nominations.

iii) It was requested that definite nominations for appointments of Functional Secretaries be brought, when possible, to the Executive Committee for action six months before the appointment will take effect.

EC(2)-48/79. Appointment of Personal Counsellor. It was RESOLVED to appoint Mr. Howard Barclay to the vacant post of Personal Counsellor for a three year term from April 1980, with the understanding that he and his wife will function as a team in this capacity.

It was further RESOLVED to encourage administration to investigate the possibility of seeking a suitable person to assist in the role of counsellor for single women.

OTHER MATTERS

EC(2)-49/79. Minutes of FB meetings, etc. The Minutes of meetings of the three Functional Boards, of the Integrated Rural Development Committee, and relevant Minutes of the Coordinating Committee meetings, held since April 1979 had been submitted to members before the present meeting, and were received as information.

It was noted that the IRD Committee includes members from all three functional boards, and channels its requests for projects, personnel and funds through one or other of the functional boards.

It was RESOLVED to request that Minutes of the above meetings be circulated to Executive Committee members as they become available at various times during the year.

EC(2)-50/79. Applications for membership. It was RESOLVED to recommend to the Board of Directors that the following organisations be accepted into membership with the UMN, with gratitude for their concern:

- a) TEAR Fund, UK.
- b) United Church of Christ in Japan (Kyodan).

EC(2)-51/79. General Agreement. The Executive Director reported that initial contact had been made with HMG on this matter, and a formal application for renewal of the Agreement will soon be submitted.

EC(2)-52/79. Regional Conference. Plans are being made for UMN Regional Conferences in London and Chicago for May/June 1980, and in Asia for 1981. It was suggested that the Conference should be informative, and also include group discussions of a philosophical nature.

EC(2)-53/79. Urbana Conference. Literature is being prepared for distribution at the 1979 Urbana, USA, and it is expected that Mr. Gordon Ruff will attend the Conference on behalf of the UMN.

EC(2)-54/79. Executive Director's Progress Reports. A series of Progress Reports has been circulated to member bodies during recent months on topics arising out of the Board meeting and April and other current issues. Appreciation was expressed for these reports.

EC(2)-55/79. Philosophy Paper. Ref. BD-16/79. Some discussion was given to this matter, and it was recognised that considerable input and time will be needed to develop the paper further. The Coordinating Committee was asked to give guidelines for the continuing research into basic policy. It was RESOLVED:

- a) To request that the Executive Director circulate member bodies and Board Appointees for their suggestions concerning the distinctiveness, priorities, issues and concerns for the UMN in Nepal today; current constraints of the situation should be clarified in the circular.
- b) To request the Chairman and Executive Director to then work together in seeking to formulate a policy proposal arising from the responses, the present paper, the findings of the General Conference and Board, etc.

- c) To seek to follow acceptance of such a policy with a decision on the future growth of the UMN in more specific terms than have been given thus far.

EC(2)-56/79. Role of the Board of Directors. Discussion on this matter, already begun in earlier meetings, continued and appreciation was expressed to Rev. Wilbert Shenk for his concern expressed that steps be taken to clarify the role of the Board and the staff of the Mission. It was emphasised that there is need for more open and in-depth communication, and RESOLVED to take the following actions:

- a) To request that a session be held on the evening prior to the meeting of the Board on the subject of the role of the Board/staff relationships.
- b) To suggest to member bodies that the Board Meeting might be restructured to allow for the first morning to be given to four group discussions covering the four functional areas of work, in which UMN workers will also participate. Each group should deal with the annual reports of one functional board or administration, and with one major issue arising therefrom, with recommendations brought back to the full Board.
- c) To arrange that in November 1981 a day be set aside between the meeting of the Finance and Executive Committee (Nov.12) for discussion between members of the Committees and UMN workers on current issues.
- d) To suggest to the Board that a similar day might be arranged at the time of future Board meetings also, and that government officials be involved at certain points.

EC(2)-57/79. Report on Nepali Hymnal. The Executive Director reported that this book is now completed and published, and appreciation was expressed again for the interest and participation of member bodies in its publication.

EC(2)-58/79. Power of Attorney. It was RESOLVED to take the following action, and to request the Board of Directors to confirm this at its next meeting:

The Executive Committee of the United Mission to Nepal hereby appoints Mr. Carl Johansson (Executive Director) and Mr. Frank Clarkson (Treasurer) to hold the Power of Attorney for the Board of Directors of the United Mission to Nepal from 16th November, 1979; and authorises each of the afore-mentioned persons, acting singly, to buy, sell, give in hire or take in hire any properties owned by the United Mission to Nepal; to transact general business in behalf of the United Mission to Nepal; to act in litigation in behalf of the United Mission to Nepal.

EC(2)-59/79. Amendments to UMN Bye-laws. It was RESOLVED:

- a) To recommend to the Board the following amendments:
 - i) Bye-law VI,E,11 to read: "To propose an agenda for meetings of the particular Functional Board, and circulate it to all workers serving under that Board".
 - ii) Bye-law VII,E, new 12 to read: "To compile relevant materials for meetings of the particular Functional Board, and, along with the agenda, circulate them to members at least two weeks before the meeting". Re-number the remaining items in para E.
 - iii) Bye-law VII, H,2: Delete, and re-number remaining items in para H.
- b) To recommend that the following suggested amendment, forwarded by the Health Services Board and Coordinating Committee, not be approved:

Bye-law XV, A,5 to read: "Up to four non-voting members will represent each United Mission health services institution or project, and will include the Project Director and/or Medical Superintendent, and the Director of the Community Health Program".

EC(2)-60/79. Request for Blind Students in Pokhara School. An informal request that the UMN consider the possibility of assisting with blind students accepted into the school in Pokhara was reported, and received as information. It was recommended that the ES look into the matter further, and also find out what the present facilities are for such students in other schools.

EC(2)-61/79. Dates of next meetings.

a) The following dates already set are noted:

Finance Committee: April 14-15, 1980
Executive Committee: April 16-17, 1980
Board of Directors: April 18-19, 1980

b) The following were proposed for next November:

Finance Committee: November 10-11, 1980
Day for discussion: November 12, 1980
Executive Committee: November 13-14, 1980.

EC(2)-62/79. Vote of thanks. Sincere appreciation was expressed to those who had prepared materials for the meetings, to the hostesses and kitchen staff who had provided teas and hospitality, for the open house at Mr. and Mrs. Johansson's home on Thursday evening, and to all who had participated in the meeting of the Executive Committee.

Minutes of the
UMN FINANCE COMMITTEE

held in Kathmandu 13-14 November, 1979

The meeting of the Finance Committee was held in the Board Room, UMN Headquarters, and lasted for 1½ days. Sessions were held on 13th November from 1.30 to 5.30 p.m., and on 14th November, 8.30 - 12.00 and 1.30 - 5.30 p.m. Opening devotions were led by Mr. M. Roemmele and Mr. R. Clark.

Roll Call. Members were present, as follows:

President:	Mr. B. Lobe
Chairman:	Mr. M. Roemmele
Other member:	Mr. M. Warner
Ex-officio:	Mr. C. Johansson, Executive Director
	Mr. F. Clarkson, Treasurer
	Mr. A. Schlorholtz, Acting Economic Development Secretary
	Dr. C. Friedericks, Health Services Secretary
	Mr. L. Asher, Education Secretary
Co-opted:	Mr. R. Clark, Education Secretary nominee.

Agenda. The agenda, as presented by the Treasurer, was accepted.

FC(2)-1/79. Confirmation of Minutes. The mimeographed Minutes of the meeting held on 27-28 March, 1979 were approved and adopted as an accurate record.

FC(2)-2/79. Matters arising from the Minutes. Note was taken of the following:

- a) FC(1)-5/79, c, ii: The requested details are being given.
 - f, ii: This has been taken up, but it is not practical to expect IOM to underwrite the costs of the training program.
 - f, iii: All scholarships are now in one fund.
 - h: There is some reduction in the 1980 budget.
 - i, ii: The Rs.100. error has been corrected.
 - i, iii: Encouragement has been given to use surplus of guesthouse funds for small capital items.
- b) FC(1)-7/79, h: Noted the policy outlined in EC(1)-2/79, d.
- c) EC(1)-2/79, a: A report has been given to the Education Board.
 - c: This is not feasible as UMN cannot guarantee employment after training.
- d) BD-13/79: There was discussion on the type of statement required, and guidelines were given to the Treasurer.

POLICY MATTERS

FC(2)-3/79. Program funding. The policy as outlined in EC(2)-9/76 was noted, and the recommended amendment proposed by the Coordinating Committee in CC-240/79. Discussion followed, recognising the strong and weak aspects of extending the scope of program funded projects.

It was RESOLVED to refer the whole matter to the Executive Committee for a policy decision. Further to refer the proposal that if the policy is so amended, consideration be given to approving the seeking of program funding for five projects: Community Health Programs in Palpa, Gorkha and Okhaldhunga, the Buling/Arakhala Project and the Jumla Project.

FC(2)-4/79. Equalisation Reserve Fund. Ref. FC(2)-17/77. It was RESOLVED to approve the following amendment in the wording of the policy:
Para 1: "...up to 30% of the UMN yearly recurring expenditure budget may be...."

FC(2)-5/79. Salary Scale Posts. It was RESOLVED to approve the following amendments to nomenclature in the salary scale:

- a) To add posts for -
 - Grade 2 : Trainee, lab, x-ray, pharmacy, physiotherapy.
 - Grade 5: Anaesthetic assistant
Community Health Technician
Junior Nurse technician
 - Grade 6 : Clinical Instructor
 - Grade 7: Senior Administrative Health Assistant
Junior Sister
Junior Tutor

Grade 8: Sister
Tutor
Grade 9: Senior Tutor

- b) To move the post of Scholarship Secretary from Grade 8 to Grade 9.

FC(2)-6/79. Salary Scale Allowances. It was RESOLVED to approve the following amendments in present allowances:

- a) Walking Allowance: Walking allowance will be granted to staff in the Community Health programs under the HSB who walk from their centre, at the rate of Rs.3/- per kos (2 miles), provided that they have to walk over one kos distance from the centre, and that such a journey and payment of the walking allowance is officially authorised.
- b) On Call Allowance: An On Call allowance will be paid at the rate of Rs.3/- per night, up to Grade 8 inclusive.

It was further noted that health services projects and administration had discussed other allowances, and made decisions:

Uniform allowance - to continue as presently authorised.

Casual leave - not to be granted.

Cash responsibility allowance - not to be altered.

FC(2)-7/79. Salary Scale Promotion Criteria. A system of promotion criteria which had been carefully worked out and approved by the Health Services Board was noted, and action taken to approve this for implementation.

FC(2)-8/79. General Salaries.

- a) Two actions were noted and are recorded for information and requested further study:
- i) From HSB: "Agreed to request that UMN administration be aware that with rising costs of living we must anticipate some salary increase or cost of living allowance".
- ii) From Coordinating Committee: "Discussion was held on the policy where there may be specialised Nepali personnel available who require higher salaries than UMN scale allows for. The Treasurer was asked to look into the possibility of revising the Salary Scale from Grade 8 or 10 upwards, possibly adding further grades for specialised staff".
- b) Further, it was RESOLVED that increments in the present salary scale be amended to reflect an increase of 20% , to the extent that this was not given in the new scale, as from 15th November 1979.

The revised Salary Scale and Promotion Criteria, to include actions of FC(1)-9/79, and FC(2)-5,6,7,8 and 9/79, are found as Appendix ZA to these Minutes.

FC(2)-9/79. Language and Orientation Program Salaries. The action of EB-56/79 was noted, and the more detailed salary scale and revised allowances approved by Coordinating Committee. It was RESOLVED to confirm these as found in Appendix ZA, for implementation from 17th November, 1979. Further, to refer the remainder of the amended Employment Terms policy to the Education Board for study in February, the agreed on policy to be regarded as valid from 15th January 1980.

FC(2)-10/79. Employment Policy. It was RESOLVED to approve the following amendments to the Employment Policy, effective from 22nd September, 1979, except where stated otherwise:

- a) Para 10,b,ii: Add, "In addition, up to 13 days 'kiriya' (funeral rites) will be granted in case of the decease of appropriate family members".
- b) Para 10,c: Alter to read, "The following leave with pay will be granted to all employees in addition to annual leave:
Five days religious holiday (three at Dasai and two at Tihar, or at time of other religious festivals); the King's birthday....."
- c) Para 11,a,i: Alter to read, "All sick leave will ordinarily be granted only on the certificate of a doctor appointed by the project. However, in the case of an emergency, the recommendation of an HMG doctor, or of a Health Post In-Charge if out of reach of an HMG doctor, will be accepted".

- d) Para 11,a,iv: To read, "On leaving UMN, employees will be entitled to be paid for sick leave accrued up to a maximum of 90 days".
- e) Para 15: Opening sentence to read: "Lump sum gratuities will be paid to UMN permanent employees on retirement after five or more years service, or on leaving (except in the case of dismissal), or in the event of death to the next of kin, for continuous long service, according to the following rules: ..."
- f) Para 15, b, new iv: "To an employee on leaving, except in the case of dismissal, after a minimum of 15 years permanent completed service".

In granting gratuity for other than retirement, etc., it was agreed to make the grant available after 15 years service, to assess the costs involved, and to give consideration to further amending this to a shorter period of service at a later time. The Treasurer is requested to explore the costs involved and funds available, and to report back to Finance Committee in April.

FC(2)-11/79. Provident Fund Rules. It was RESOLVED to recommend to the Executive Committee that the following amendments be made in the Provident Fund rules:

- a) Para 7,b: Delete the words "subject to the employee having been a member of the Fund for at least six months".
- b) Para 8: Delete present para, and replace with:
 - "a. The amount deposited with interest to an employee's account will be refunded back to the employee soon after termination of service, no matter what the cause of his termination may be.
 - b. When the employee's employment is terminated, for whatever reason, the interest on the total amount deposited to his account will be calculated by counting the days up to the day prior to termination.
 - c. As from 17th November 1979 interest will be paid to an employee who terminates service on the average balance in the account during that portion of the year, at the rate set by the Executive Committee from time to time for broken interest.
 - d. Employees leaving the UMN will be expected to apply for refund of Provident Fund money within three months. If this is not done, the UMN will seek to contact them through the project. After a period of 12 months from the date of leaving employment, if the employee has not been contacted the money will be paid to his beneficiary or according to the details of para 9, d."

FC(2)-12/79. Provident Fund actions. It was RESOLVED to recommend to the Executive Committee that they take the following actions:

- a) Lapse and Forfeiture account: As this will now be closed, it is recommended that the fund be divided out to the employees at the end of this financial year, as an additional bonus, quite separate from interest.
- b) Interest rate for 1980: To set this at 10% for the full year.
- c) Broken interest rate from 17th November, 1979: To set this at a rate of 8% for any portion under a full year.
- d) To authorise that bank charges and the audit fee be charged to interest earned, as they apply to the Provident Fund.

FC(2)-13/79. Medical Insurance Plan. It was RESOLVED to approve the following amendments to the Medical Insurance Plan rules:

- a) Para 2, i: To read, "In-patient treatment, which will ordinarily be offered in semi-private rooms, insofar as possible."
- b) Para 2, ii: Amend to read, "Outpatient service."
- c) Para 5: Amend to read: "The Plan will be....institution or project. However, if an employee falls ill out of reach of his place of employment and is admitted to an HMG hospital or any other UMN hospital, his medical expenses will be paid. Any other treatment will be determined by the Management Committee of the project on recommendation of the medical staff."

FC(2)-14/79. UMN Funds and Reserves. The Treasurer reported on the following:

- a) Banking procedures, ref. BD-14/79, which will be referred to the Board of Directors.

- b) Investment of Funds for interest: UMN funds have been placed in new investments earning considerably more interest than the previous ones.
- c) Gratuity Fund investment: As this has not proved to be feasible in Nepal, it was RESOLVED to approve the recommendation that an appropriate portion of the interest earned in Chase Manhattan Bank be allocated to the Gratuity Fund each quarter, from the last quarter of the current year.

FC(2)-15/79. Charity Funds. Ref. FC(2)-12/77. It was RESOLVED to approve:

- a) That the policies outlined in the above quoted minute for hospital charity funds for general patients and for TB and leprosy patients be continued on an indefinite time basis.
- b) That the same policies and guidelines be implemented for community health programs, with a review after two years.
- c) That the amount of charity given in each program be shown as a footnote to the relevant statement; further that a statement for charity funds only be shown in the form of the capital and designated fund statements, for each program.

PLANS AND BUDGETS FOR 1980

FC(2)-16/79. Treasurer's Consolidated Recurring Budget for 1979. It was noted that there will be an anticipated deficit for 1979 of Rs.240,000, a much lower amount than appeared likely in mid-1979, and sincere appreciation was expressed to the Executive Director and Acting Treasurer for action taken which resulted in this improvement. The Coordinating Committee had taken action to request project to cut expenditure, to seek for special grants for salaries, and to call an HSB seminar to study some hospital policies.

It was RESOLVED:

- a) To record appreciation to the member bodies which have responded with special additional grants for 1979;
- b) To note that additional funds may still be anticipated as a result of the appeal made, and that further action will be taken by the Finance Committee in April to cover the actual deficit for the year 1979;
- c) To endorse the actions of the Coordinating Committee to seek ways by increasing income and cutting expenditure, for 1979 and further ahead.

FC(2)-17/79. Treasurer's Consolidated Recurring Budget for 1980. It was noted that at present the budget is in balance, but that there may be additional costs for salaries, etc.

It was RESOLVED:

- a) To recommend approval of the Treasurer's budget, pending approval of individual project budgets;
- b) To recommend that member bodies be encouraged to make a commitment for periods of several years for special grants, either for general expenditure or for salaries, as an alternative to the escalation of the per capita grants, and to avoid UMN having to place undue dependence on a few very large grants of this type which may be substantially reduced at any time.

FC(2)-18/79. Treasurer's Consolidated Capital Budget for 1980. The consolidated budget for approval of capital/designated askings from the projects was noted, and accepted with appreciation. The items are dealt with under each project separately.

FC(2)-19/79. UMN Headquarters. It was RESOLVED to recommend acceptance of the budgets for 1980.

FC(2)-20/79. Missionwide Expenses. It was RESOLVED to recommend acceptance of the budgets for 1980.

FC(2)-21/79. Education Board Projects. It was RESOLVED to recommend acceptance of the budgets for 1980, with the following notations:

- a) Pokhara School. The agriculture setup is used as an orientation base for new UMN workers, for stock for outreach work, and as a base for training in the Rural Youth Training Program.
- b) Training and Scholarship Program. The present budget was drawn up in mid-1979, and it is expected that there will be a considerable increase in funds as a result of responses to the appeal for same.

- c) Jumla Project. It was noted that the Agreement has been approved by the National Education Commission and the National Planning Commission; also that HMG will fund over half the total budget, plus the cost of land. It was RESOLVED to ask the Executive Committee to approve the budget in conjunction with the plans for 1980 and onwards.
- d) Student Financial Assistance Program. The action of the Education Board was noted, recommending approval of the budget for Rs.90,000. as a designated program, but requesting that if this were not forthcoming the UMN fund the program. It was RESOLVED:
 - a) To suggest that member bodies be asked if trust funds, or other funds, might be available for this program;
 - b) To recommend that Rs.30,000. be granted from the Undesignated Fund at this time, with the understanding that if the full amount is received from other sources, the Rs.30,000. will be refunded to the Undesignated Fund.
- e) Non-formal and Functional Literacy Program. The Executive Committee is requested to discuss the program in terms of seminars, training, etc.

FC(2)-22/79. Health Services Board Projects.

- a) It was RESOLVED to recommend acceptance of the budgets for 1980 as presented from the various projects, with the following actions, and at the same time expressing considerable concern about a matter of principle as found in b) below:
 - i) Tansen Hospital administration is asked to review budgeted receipts from fees for 1980, and report if these are realistic.
 - ii) Okhaldhunga: It was recommended that the income item for Lighting subsidy in Okhaldhunga be cut from the budget for 1980. Further that the Treasurer seek an explanation of the "Miscellaneous" item in receipts in the dispensary.
- b) The Finance Committee noted with concern the trend towards increasing budget allocation requests being received from hospitals. While the Board is encouraging Nepalization, and recognising that we face the challenge of handing over institutions which are capable of running in the longer term under HMG, the Executive Committee must deal with the question of fee increases as related to services rendered. Increased salaries and the replacement of expatriates with nationals, coupled with little scope for comparable increases in income, leave the HSB hospitals in a dilemma.

It was further noted that in the submitted budgets Tansen Hospital is proposing an increase in fees to avoid asking for an increase in budget allocation; whereas Gorkha Hospital has almost doubled the budget allocation asking to avoid increase in fees. This emphasises the matter of principle and philosophy which must be faced.

FC(2)-23/79. Personal costs in isolated areas. The matter of increased costs in certain items for UMN workers living in isolated areas was raised, and note taken that the present policy of member bodies being responsible for all personal costs for their workers is stated in the Bye-laws. The Executive Director was asked to take action in collecting figures of relevant extra costs in the different locations, and to seek for any suggested alternative ways of meeting such costs.

FC(2)-24/79. Economic Development Board Projects. It was RESOLVED to recommend acceptance of the budgets for 1980, where relevant to UMN, with the following notes and actions:

- a) CURD Fund. Recommended that this be under the control and responsibility of the IRDC, and that that Committee not be permitted ordinarily to make an allocation of over Rs.50,000. to any one purpose.
- b) Tree Planting Program. It was noted that this program is hoped to be implemented in Buling/Arakhala, Andhikhola and Jumla areas also, and has been funded.
- c) Andhikhola: It was reported that HMG has agreed to the project, and has granted Rs.200,000. for the survey.

GENERAL BUSINESS

FC(2)-25/79. Supplementary Recurring Fund grant for 1979. It was RESOLVED to confirm the CC action in approving the following:

Culture Resource Office:

Rent, materials, etc. Rs.1,750.

FC(2)-26/79. Supplementary Capital items for 1979.

A) It was RESOLVED to approve the following items:

a) Shanta Bhawan Hospital:

Autoclave 45,000.
Pharmacy attic renovations 125,000.

b) Missionwide Expenses:

Fleming House renovations and equipment 80,000.
KVHC furniture 50,000.

c) Butwal Area:

Furniture and fans 15,000.

d) Buling/Arakhala:

Food for Work Program 1,474,000.

B) It was further RESOLVED to confirm the action of CC in approving the following items:

a) Headquarters:

Urbana Conference 3,500.
Office: Standard typewriter 6,500.
Standard portable typewriter 4,500.
Gautam House furnishings 8,493.
Cupboard for storage 1,882.

Asha Niketan: 70 red hymnals 4,000.
Dishes 2,883.
Linen 2,000.

Salayan House: Electric range 9,000.
Remodelling of kitchen 8,000.

Various items 10,000.

b) Tansen: Additional for typewriter 6,778.

c) Palme: Additional for water supply 400.

d) Shanta Bhawan:

Hospital - Motorcycle for Social Services 10,000.
Pharmacy bottle cleaner 5,000.

CHP - Desk, fan and almari 3,000.

e) Okhaldhunga: Dispensary, X-ray tank 2,350.

f) Mahendra Bhawan: Generator and scholarship 3,934.

g) LOP: Tutor training program 7,790.

Sound lab. equipment 9,944.

Building alterations 9,950.

h) Culture Resource Office:

Books, bookcase, chairs 1,907.

i) Makaisingh: Furniture 1,850.

j) Library materials: For use of Librarian 5,000.

C) It was RESOLVED to take action as follows on additional requests received for supplementary items:

a) Tansen: Honda Motorcycle, 90 cc. RESOLVED to sanction that the funds in hand be used for a motorcycle of any size, and approval for a second cycle be referred to the HSB.

b) Gorkha: RESOLVED to refer the request for additional funding of Rs.12,000. for portable suction pump back to the HSB.

FC(2)-27/79. Capital grants for 1979 approved items.

A) It was RESOLVED to approve the following grants from Undesignated Funds:

a) Headquarters:

Urbana Conference 3,500.
Miscellaneous items 10,000.

b) Missionwide Expenses:

Fleming House furniture and renovation 60,000.
KVHC furniture 50,000.

c) Palpa Project:

Admin. - Renovation of bazar apartments 15,000.

C.H.P. - Health education 2,000.

Free medicine at Health Posts 10,000.

d) <u>Okhaldhunga</u> : X-ray tank	2,350.
e) <u>Makaisingh</u> : Furniture	1,850.
f) <u>Library materials</u> : For use of librarian	5,000.
g) <u>LOP</u> : Sound lab. equipment	9,944.
Building alterations	9,950.

B) It was further RESOLVED to confirm CC action in approving the following grants from Undesignated Funds for 1979:

a) <u>Headquarters</u> :	
Office - Standard typewriter	6,500.
Standard portable typewriter	4,500.
Cupboard for storage	1,882.
Gautam House equipment and furniture	8,493.
Salayan House: Electric range	9,000.
Remodelling of kitchen	8,000.
b) <u>Paimey</u> : Additional for water supply	400.
c) <u>LOP</u> : Tutor training program	7,790.
d) <u>CRO</u> : Books, bookcase and chair	1,907.

FC(2)-28/79. Capital grants for 1980. It was RESOLVED to approve the following grants from the Undesignated Fund for 1980:

a) <u>Tansen</u> : Screen on Nurses' Hostel verandah	2,000.
b) <u>Gorkha</u> : Village house improvement	2,500.
c) Fence for hospital compound	2,720.87
c) <u>Makaisingh</u> : Duplicator	2,824.
d) <u>SFAP</u> : Grant for scholarships	30,000.

FC(2)-29/79. Transfer of Capital Funds.

- A) It was RESOLVED to endorse the policy that left over capital funds in projects be returned to the Treasurer's Undesignated Funds, and that further requests for grants be made from that Fund.
- B) RESOLVED to recommend approval of the request from Tansen that funds allocated to the building of workshop/store complex be re-allocated to the building of quarters for Nepali nursing staff, in the sum of Rs.214,438.

C) Further RESOLVED that as a one-time action approval be given to requests for transfer of funds within projects as follows:

a) <u>Headquarters</u> :		
From: Copying machine	683.00	
Australian Conference	934.00	1,617.
To: Undesignated Funds		1,617.
b) <u>Butwal Area</u> :		
From: Incinerator	680.40	
Cooker and solar heater	224.60	905.00
To: Fans and furniture		905.00
c) From: Refrigerator		15,000.00
To: Fans and furniture		15,000.00
d) <u>Okhaldhunga</u> :		
From: Laundry capital		3,000.00
To: Compound improvement		3,000.00
e) <u>SBH Nurse Campus</u> :		
From: Duplicator		7,118.48
To: Typewriter	328.00	
Refrigerator	1,110.00	
Miscellaneous capital	5,680.48	7,118.48
f) <u>Gorkha</u> :		
From: Renovation of hospital storeroom	1,038.40	
Gobar gas plant	49.30	
Bee-keeping	3,864.00	
Hoods, etc. for sterilising room	300.00	
Battery charger	767.92	
Plastic buckets with lids	140.00	6,159.62
To: New office	107.23	
Food grinder	312.12	
Maintenance store	3,881.30	
Drainage septic tank	1,393.92	
Furniture	266.00	
Suction machine	37.64	
Miscellaneous capital	161.41	6,159.62

9) Tansen Hospital: (1980)

From: Modernisation of hospital		155,863.12
To: Equipment for laboratory	8,500.00	
" " pharmacy & OPD	27,205.00	
" " X-ray	29,322.00	
" " Central Supply/OR	38,017.00	
Solar heater for O.R.	12,000.00	
Equipment for wards	16,505.00	
" " physiotherapy	3,000.00	
" " laundry	1,000.00	
New incinerator	15,000.00	
Remodelling to create additional Nurses' station	18,600.00	
Renovations in OPD	29,000.00	
	<u>198,149.00</u>	
Less: deduction	<u>42,285.88</u>	155,863.12

h) Palpa CHP:

From: Water pipeline from bazar (cash)	37,005.91	
Plastic pipe value (approx)	<u>38,000.00</u>	75,005.91
To: Village water supplies (cash)	37,005.91	
Plastic pipe value (approx)	<u>38,000.00</u>	75,005.91

FC(2)-30/79. UMN Reserve Funds. The Treasurer presented a statement of the balances in the various UMN Reserve Funds, which was accepted with appreciation.

FC(2)-31/79. Business and Policy Manual. It was noted that the Manual has been revised and updated, and circulated to administrative personnel in the projects. The Committee expressed appreciation for the work done on the manual.

FC(2)-32/79. Bank accounts: It was RESOLVED to confirm the action of Coordinating Committee in authorising the following signatories for bank accounts of the UMN, and relevant actions:

- The Gorkha Project is given permission to close the accounts in the Nepal Bank and American Express Co.
- The bank accounts of the United Mission to Nepal held at Chase Manhattan Bank, New York will be operated by any of the following persons, signing jointly: Executive Director (Carl J. Johansson); Treasurer (Frank C. Clarkson); Personnel Secretary (E. Elizabeth Young); and Central Services Director (William M. Johnson).
- The bank accounts of the United Mission to Nepal held at the Union Bank of Switzerland will be operated by any two of the following persons, signing jointly: Executive Director (Carl J. Johansson); Treasurer (Frank C. Clarkson); Personnel Secretary (E. Elizabeth Young); and Central Services Director (William M. Johnson).
- A bank account will be opened in the Rastrya Baniya Bank, Jumla Branch, in the name of the United Mission Jumla Project, to be operated by any one of the following signatories, signing singly: UMN Treasurer, UMN Jumla Project Director, Jumla Business Manager, Jumla Site Builder.
- All bank accounts of the United Mission Development and Consulting Services in Butwal will be operated by any two of the following, signing jointly: UMN Treasurer, DCS Director, DCS Business Manager, Mr. David Fulford, Mr. Martin Anhorn, Mr. John Finlay.
- The United Mission DCS current account and fixed deposit account with the Nepal Bank Ltd., Khasauli Branch, will be operated by any two of the following, signing jointly: UMN Treasurer, DCS Director, DCS Business Manager, Mr. David Fulford, Mr. Martin Anhorn, Mr. John Finlay.
- The Patan Hospital Bank Account will be operated by any one of the following signing singly: Patan Hospital Project Director, Patan Hospital Project Business Manager, Patan Hospital Project Site Engineer, UMN Treasurer.
- The Pokhara Building Department account to be operated by any of the following, signing singly: Pokhara Business Manager, Pokhara Site Engineer, UMN Treasurer.

- i) The Pokhara Project account to be operated by any two of the following, signing jointly: Pokhara Project Team Leader, Pokhara Project Business Manager, Pokhara Area Services Officer, UMN Treasurer.
- j) An account in the name of the UMN Bio-gas Research Development/ Construction will be opened in the Nepal Bank Ltd., Kathmandu, to be operated by any two of the following, signing jointly: Economic Development Secretary, Executive Director, Treasurer, Technical Assistant to the EDS, Personnel Secretary.
- k) An account in the name of the UMN Bio-gas Research Development/ Construction will be opened in the Nepal Bank Ltd., Khasauli Branch, to be operated by any two of the following signing jointly: DCS Director, DCS Business Manager, Gobar Gas Consultant, Gobar Gas Research Consultant, UMN Treasurer.

FC(2)-33/79. Retirement of Employee. It was RESOLVED to approve that the CSD Liaison Officer be granted a year's extension of service.

FC(2)-34/79. Audit Reports. The audit reports for 1978, and responses from the Project Business Manager, were noted. Further noted that administration will take action according to the suggestions made.

The meeting was closed with prayer.

NEWS AND PRAYER LETTER

No. 3/79.

October 13, 1979

United Mission to Nepal,
Post Box 126,
Kathmandu, Nepal.

Dear Partners in Intercession,

Psalm 119:162 declares: "I rejoice at Thy word (revelation or promise), like one who finds great spoil". The privilege of discovery and insight, the Psalmist suggests, is like finding rich treasure unexpectedly. This past month has been a personal journey of rich discovery. Our three Functional Boards, Coordinating Committee, Jumla, Integrated Rural Development and numerous other committees - too many to mention - have all met. Each one of them has demonstrated a fresh discovery of the breadth of vision and the unique commitment that is the raw stuff of which the United Mission to Nepal is made. One critic has suggested this parody: "You shall receive power when the committee has come upon you"! But as committees become places of the Holy Spirit's power and creativity, one is grateful. May I suggest some of the areas of emerging sensitivity and calling that have currently re-surfaced these past weeks through these creative groupings called committees.

- A commitment to a written scheme of Nepalization, particularly for mature institutions.
- A continuing commitment to more accurate job description for unfilled and vacant posts.
- A commitment to patterning institutions so as to approach in form government models, in order to facilitate much closer cooperation with government counterparts.
- A commitment to a heightened participation of area project teams so as to facilitate more input in decision making by them.
- A sharpening up of the concept of our basic commitment to community. This is foreshadowed by the incarnation. From this prototype comes one's understanding that control and authority are not crucial to Christian service and witness; in fact at times they often can stand in the way of it.
- A commitment to interfunctional board action through the Integrated Rural Development Committee.
- A commitment to the limiting of the growth of expatriates in major hospitals.
- A move towards resource teams that are implicitly a component of integrated rural development through community health, agricultural and educational programs.

This is just a sampling of many areas of discovery that mark our frontier cutting edges. It is growth and excitement to be exposed to creative and committed co-workers. Their resources and expressed potential are like finding "great spoil".

NEWS:

- Language school which began August 1st has 26 adults and 8 children living in Nepal. They come from 6 countries and 12 supporting agencies.
- Three of our hospitals experienced requests for improvements that in some cases resulted in discontinuity of service (called strikes), and in some cases creative and intensive dialogue occurred. Quiet prevails at this time.
- Numerous boards and committees and staff are getting ready preparing planning resources for the Finance Committee and Executive Committee of the UMN Board of Directors which meets November 13-16, 1979.
- Patan Hospital is actually being built! The Patan Hospital Project Director is Martyn Thomas, and a good team is being assembled for the construction phase.
- The Economic Development Board has created a Division for Rural Development. Its Director is Al Schlorholtz. Alongside of it, the Integrated Rural Development Committee is serving a co-ordinating function for all three Boards.
- In terms of the present personnel there are 228 Board Appointees and Direct Appointees and their spouses, 34 on furlough, and about 30 being processed for coming to Nepal early next year beyond the above.
- The first resident personnel in the Jumla Project are slated to arrive there in mid-October to live in Jumla, Bob and Hazel Buckner. A group of 14 UMN workers will also visit the project in mid-October.

NEWS AND PRAYER LETTER

- Karl Tracht has glowing and encouraging reports about the maturity of the Okhaldhunga project and the open doors that exist there.
- October 21st witnesses a mission-wide farewell for Acting Treasurer/Former Executive Director Gordon Ruff and his wife Peggie. Blessings on them as they return to the USA. Welcome back to our Treasurer Frank Clarkson and his wife Flora, coming from furlough in New Zealand.

PRAYER:

- Pray for the King and the leadership of Nepal as they prepare for a national referendum regarding the shape of the political processes of this nation.
- Pray for the group of some 30 new personnel getting ready for the new language school beginning in February, 1980.
- Pray for the Finance and Executive Meetings from 13th to 16th November, as they grapple with areas of planning, personnel and budget.
- Pray for God's provisions for scholarship funds to train Nepalis for leadership.
- Pray for recurrent budgetary requests that are higher because of salary increases for a group of about 700 nationals who work in our projects. Pray for the capital funds needed for famine relief and other emergency needs, as well as the whole spectrum of needs.
- Pray for the Nepal Christian Fellowship as they continue to grow and mature.
- Thank God for a new hymnal now being distributed, and a new edition of the Bible being printed in Calcutta by the United Bible Society for possible release in November.

Sincerely,

Carl J. Johansson
Executive Director

People - Nepali people at every level need to be communicated with. This means active listening as well as taking the risk of articulation. Whether it be in a village or urban setting; whether it be within the household of faith or in the family of mankind, we need a communication without which task and purpose become ostrich-like and ultimately have no sense of reality. The Greek word "harmatia", translated "sin", still means "missing the mark". Sensitivity and flexibility need to mark our efforts.

The above can be a meaningless humanism without the essential creative communication with the Person of Jesus Christ. Without allowing God's new initiative in Jesus Christ to ferret us out daily and as a response of worship - contemporary commitment to be our portion - both motivation and servanthood die. We can never take this for granted. This must go beyond verbiage to the living Word. As one peruses the names of the hundreds of people that will receive this letter, one is forcefully reminded of Gilmour of Mongolia who succinctly said years ago, "Unprayed for, I am as a diver in the bottom of the sea with the airline cut". You are comrades in intercession and you make possible communication. Keep it up!

Context.

Our context is Nepal. This means many things. Certainly it means living in the third world with needs of economy, health and education beyond anyone's ability to solve. Recognizing our limitations and our inability is not an exercise in futility of frustration, but only the continuing starting point in being Christian servants, candidates for fresh enabling grace.

Certainly it means a recovery of reverence for people, all people, created in the image of God so that the arrogance of the "we - they" syndrome does not fully cripple us. We bring excess cultural baggage whether we come from the first, second or third worlds. This we can never fully escape, but we can be aware and live in fresh forgiveness.

Certainly it means living in gratefulness for the creation of God of His Church in Nepal. We respect and adhere to our understanding regarding not proselytizing. Simultaneously, as we share through our vocations, our loving concern and our personal relationships, "God stretches forth His Hand" and builds His household of faith. The Nepal Christian Fellowship lives and grows and it is a magnificent context to live in.

Certainly it means living in a situation illustrated by spontaneity and surprise. We are not clairvoyant as to the future. Ours rather is the opportunity to live expectantly in life as it is within a developing nation. When one links together the components that sustain us, the miracle of our existence stands out in bold relief. We are totally dependent for personnel on the remarkable constituency that is the 32 groups that feed us, and with it comes our recurrent budget. We are further dependent in our capital needs on a unique group of donors from all over our globe that supplements our basic constituency. Finally, as one views the unpredictable nature of our context, when doors of opportunity present themselves, either after years of negotiations or rapidly, one senses deeply the hand of God. This is our context and we live joyfully, fearfully and expectantly in it.

The word in Hebrews becomes strangely relevant - "So that you may not be sluggish, but imitators of those who through faith and patience inherit the promises," Thank you for the privilege of coming to you in this verbal way. One needs and appreciates your prayers, counsel and faith.

Fraternally in Christ,

Carl J. Johansson

Carl J. Johansson,
Executive Director.

CJJ/kmcq

3/7/79

UNITED MISSION TO NEPAL

P.O. Box 126,
Kathmandu,
Nepal.

30th June, 1979.

AN OPEN LETTER TO CONSTITUENCY, CO-LABORERS IN NEPAL
AND COMRADES IN INTERCESSION

It is eminently fitting that at this juncture in the story of the United Mission to Nepal there be a reflective pause in writing. The immediate occasion that triggers this exercise is an overwhelming sense of appreciation for the ministry of Gordon Ruff, my immediate predecessor as Executive Secretary of UMN. Three areas occupy my thought in this open letter.

Continuity.

Gordon Ruff exemplifies the commitment and ability that has marked all of my predecessors. Ernest Oliver, Jonathan Lindell, Frank Wilcox as well as Gordon Ruff, are men whose imprint lingers positively and uniquely in the contours of UMN. Gordon Ruff has added his stamp in ably carrying out the demands that re-structuring of the administrative life of the Mission has meant. His life-time of service in the South Asian sub-continent has had as its caption and final thrust, his years in Nepal. We thank God for his service, and commend to the Father's hands of blessing Gordon and Peggie Ruff as they return to their homeland next fall, after serving as the Acting Treasurer during Frank Clarkson's furlough.

It is with the sense of the flow of God's purposes that one views with such admiration the weave of the personnel of UMN. Since UMN is only 25 years old, many of its pioneers are still young, active and still seeing new visions and dreaming fresh dreams. One salutes the miracle of history, God's history, that has created the variety and breadth of Christian experience from so many different roots to give latitude to our ministry in Nepal. One stands amazed at God's provision of such a spread of vocation mixed with flexible adaptability that mark our presence in Nepal in our differing fields of service.

Andrew Murray has said, "To a healthy man, labor is a delight; in what interests him he labors fervently". From its inception, vigorous health has been the portion of so many for so long. In Paul's first missionary message he recounts this about David, "David served the counsel of God in his own generation", (Acts 13:26 RSV). This living sense of serving God in one's own generation is blessedly heavy on us. We enter into the labors of many hands - some are with us, some have left. It is with a deep reverence for the continuity of God's mission in history that one is given a mantle graced by such a wonderful cloud of witnesses.

Communication.

A generation ago in a CMS Newsletter, Max Warren used in a fresh and provocative way the word "communication". It still is defined in a variety of ways and still pinpoints one of our most intense needs. As one asks questions, and that is much of what one does for quite a while, answers invariably center and focus in the need for communication. At least four areas come into focus where growth in communication is pressing.

Overseas agencies, our constituency, want a communication that goes to the nub of need without an avalanche of papers. But like learning a new language, it is hard to translate this into substance. What I would sincerely ask all of you who are extra-Nepal co-workers, could you indicate to me what are the areas of focus that you would like emphasized. We want to be sensitive to that which will facilitate communication.

Fellow sharers in Nepal want, deserve and need a sense of communication in which one listens with full mind and heart what is seeking to be communicated. I would invite a deluge of suggestions as to how this can be expedited. Not everyone can have equal responsibility and authority for ultimate decision-making, but everyone who has a part in ministry and mission has a right to be heard. Pray that I might be sensitive here.

People - Nepali people at every level need to be communicated with. This means active listening as well as taking the risk of articulation. Whether it be in a village or urban setting; whether it be within the household of faith or in the family of mankind, we need a communication without which task and purpose become ostrich-like and ultimately have no sense of reality. The Greek word "harmatia", translated "sin", still means "missing the mark". Sensitivity and flexibility need to mark our efforts.

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Fraternally in Christ,

Carl J. Johansson

Carl J. Johansson,
Executive Director.

CJJ/kmcq

25/4



THE UNITED MISSION TO NEPAL

Executive Secretary: Mr. G. M. Ruff
Treasurer: Mr. F. Clarkson

Telephone: 12179 or 14580
Telegrams: UMNEPAL
Location: 1/29 Thapathali
Mailing address:
**POST BOX 126,
KATHMANDU, NEPAL**

To Members of UMN Board of Directors
and Member Body home offices.

18th April, 1979.

Dear Friends,

Enclosed you will find a copy of the Minutes of the meeting of the Board of Directors held here in Kathmandu the first week of April, and also a copy of the Finance Committee Minutes. Those of you who were not at the Board Meeting will also find the Executive Committee Minutes; those who were present at the Board have already received these.

The draft of the Board Minutes has been checked over by the Functional Secretaries and Carl Johansson. We will also welcome comments and suggestions from any of you who were at the meeting, and will not send the material to the printer until there has been opportunity for response from you, and until Gordon Ruff has been able to give his opinion also. Please do point out any errors, omissions or additions which need attention. The printed Minutes will follow later in due course, and will have all the appendices attached.

We are most grateful to all of you who made a special effort this year to come to the General Conference and Board Meeting, and it was very encouraging to us to sense the real concern and participation of our member body executives in the work and opportunities which God has given to us here in this land.

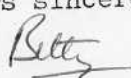
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I would like to take this opportunity of asking those of you who are directly concerned to let us know if your particular church or mission would be interested in the possibility of supporting Asian workers applying for service in Nepal. It was evident at the Board meeting that a number of people were ready to give positive answers to this, but we did not get the details. Right now I have an offer from a person who sounds suitable, and we are following up with her the matter of professional qualifications, etc. But we are not sure where to turn first in trying to work out support for this lady, or others who write from time to time, and it would be very helpful if you could please let us know if you would like to have any such workers referred to you, or any workers of particular categories. This particular lady is a secretary, but we often receive other enquiries. Thank you for your help in this.

We are also keen to have Asian churches join the UMN directly, and are in touch with some such groups already. If you have other specific suggestions to make, please let us know so that we may correspond with them concerning the relevant details.

Thank you for your help in this, and all your sharing with us in UMN.

Yours sincerely,


Betty Young,
Personnel Secretary.

 NEWS AND PRAYER LETTER

No. 2/79.

May 28, 1979

United Mission to Nepal,
P.O. Box 126,
Kathmandu, Nepal.

Dear Partners in Mission,

The 25th anniversary celebrations of UMN have come and gone, but their impact will linger long. Thanks to the diligent research of Jonathan Lindell and the printing of his book, NEPAL AND THE GOSPEL OF GOD; to the unending hours of work by my colleagues in Headquarters to ensure insofar as possible the smooth functioning of the UMN General Conference and Board of Directors' meeting; to the active participation of more than 100 persons who came from Asia, Europe and North America for the meetings; to the stimulating and timely contributions made by the two speakers, Dr. Kosuke Koyama and Bishop Lesslie Newbigin; and to the keenly felt presence of God prevailing all of our talking, praying, eating and relaxing together, the UMN is being prepared to plan boldly for the years ahead. Several new guide-lines were established, new Projects approved and study areas indicated.

Someone has written, "When you talk you can only say something that you already know. When you listen you may learn what someone else knows." It is fair to state that not only was there much talking but also much listening during the UMN meetings in April. And now we commit the entire experience to God asking that He enable us to listen to His voice as we move into the future.

Items for Praise and Thanksgiving:

- The rewarding experience of the 25th anniversary General Conference and the sense of full participation by all who attended as we sought God's will for UMN involvement in "helping to meet the needs of the people in Nepal in the Name and Spirit of Christ" in the years ahead.
- The fine reception to Jonathan Lindell's book, NEPAL AND THE GOSPEL OF GOD. (Attached again are the details of how your copy may be ordered.)
- Three new member bodies accepted by the Board of Directors, namely:
American Lutheran Church,
Presbyterian Church in Ireland, and
World Concern,
making a total of 32, now, from Asia, the Pacific, Europe and North America.
- Board of Directors' approval for new Projects:
The five-pronged Project in Jumla, one of the least developed areas in the Far Western Region of Nepal, at an altitude of 7,000';
The Integrated Rural Development Project in the mountains in the west in Buling-Arakhala area, an exceedingly needy area where villagers, with few exceptions, grow enough food to last for only about six or seven months of the year;
The Andhikhola Project to construct a small hydro-electric scheme that will produce about 5,000 KW of electricity and be the base for rural electrification and development in another needy area between Pokhara and Tansen (similar to the one UMN has built at Butwal).
- Board of Directors' encouragement that financial support will be forthcoming to enable the employing of additional qualified Nepali staff in UMN Projects and the recruiting of suitable Asian personnel; and instruction that meaningful, directed personnel growth may continue but with emphasis on assignment of such personnel to people-intensive projects.
- The new group coming for Language and Orientation Program August 1st, consisting of 26 adults and 10 children (ranging in age from 1 to 16). These have been recruited for assignment to positions urgently needing qualified and experienced personnel.

Items for Intercession:

- His Majesty King Birendra and his advisors during the period of transition in Nepal, that God may direct their activities as they seek to meet the emerging conditions and serve the aspirations of their people.

- For wisdom and sensitivity to be given to all of us who are engaged in planning for major new UMN undertakings, namely,

The Jumla Project: high school with boarding facilities; rural trade training center; community development; seconding of teachers in isolated village schools in the district; seconding of medical personnel in the government hospital.

The Andhikhola Project: to enhance the nation's energy supply from water power and advance rural electrification and rural development.

Integrated Rural Development: moving into an unstructured, and for UMN a largely new area according to present definitions. Our personnel will need much patience, sensitivity, wisdom as they seek to be available to the neediest people in rural areas as resource persons in community development.

- Patan Hospital funding for the balance of 25% needed, but even so the detailed planning and the ordering of materials are proceeding vigorously.
- For the 22 students who finish their Language and Orientation Program this week, and are preparing to move to their new assignments.
- For my successor, the Rev. Carl J. Johansson, who with his wife, Alice, are among the 22 mentioned above. Carl takes over his new responsibilities on June 1st as Executive Director of United Mission to Nepal.

Having mentioned my successor, I am happy to welcome and introduce to you the Rev. Carl J. Johansson and his wife, Alice. Carl was elected to this position by the Board of Directors over a year ago. He and Alice came to Nepal last December, visited all of the larger projects of UMN, studied in the four-months Language and Orientation Program, attended the most recent meetings of the Board of Directors and the General Conference. They are well prepared. They come to UMN following ten years in the pastorate of a large Lutheran Church in Minneapolis, Minnesota, USA. Prior to that they served as missionaries in Tanzania for ten years. Carl also served as Chairman of the Council of WMPL, USA, one of our member bodies.

They have endeared themselves already to our colleagues. We ask you to join with us in Nepal to pray for them and give loyal support to them as they take up their new responsibilities of leadership at a time of new directions for Nepal and for Nepal UMN.

The Board of Directors has asked me to remain until November to be Acting Treasurer during the absence of Frank and Flora Clarkson on furlough in New Zealand. Peggie and I then will return to the USA and seek God's leading for the years ahead in our homeland.

One of the startling phrases used by Dr. Koyama in his Bible studies when he spoke of the abundance and pace of people in the developed countries was "over-salaried and over-caloried." It is a failing of all of us to be able to apply such descriptions to "the other person" and not to oneself. Perhaps amid our frequently frantic and frenzied lives, whether in self-gratification or helping others, we cannot see that each of us might be "over-salaried and over-caloried" in subtle ways. A word from John Ruskin is appropriate:

"There is no music in a rest, but there is the making of music in it. In our whole life melody, the music is broken off here and there by "rests", and we foolishly think we have come to the end of time. God sends a time of forced leisure - sickness, disappointed plans, frustrated efforts - and makes a sudden pause in the choral hymn of our lives, and we

NEPAL AND THE GOSPEL OF GOD, by Jonathan Lindell

Details for placing orders for copies, and relevant prices:

In NEPAL: Price, Rs.80.00. Order from Mr. J. Kivela, Post Box 126,
Kathmandu, Nepal.

In INDIA: Price, Rs.50.00. Order from The Order Department, M.S.S.,
70 Janpath, New Delhi 110 001, India.

All other countries: SEAMAIL - will be sent by registered post, and should
be received about 3 months after despatch.

AIRMAIL - will be sent registered post, to be received
about 3 weeks after despatch.

COSTS quoted below are in the local currency of the
country.

In U.S.A.: Price, by airmail - \$ 9.95.
by seamail - \$ 5.95.

Order from: Mrs. C. Valvik, 5744 23rd Avenue South, Minneapolis,
Minnesota 55417, USA.

In CANADA: Price, by airmail - \$11.95.
by seamail - \$ 6.95.

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or: CMS Office, 93 Bathurst Street, Sydney, NSW 2000, Aust.
or: RBMU Office, P.O. Box 372, Glen Waverley, Victoria 3150,
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lament that our voices must be silent, and our part missing in the music which ever goes up to the ear of the Creator. How does the musician read the rest? See him beat time with unvarying count and catch up the next note true and steady as if no breaking place had come in between. Not without design does God write the music of our lives. But be it ours to learn the time and not be dismayed at "rests". They are not to be slurred over, not to be omitted, not to destroy the melody, not to change the keynote. If we look up, God Himself will beat the time for us. With the eye on Him we shall strike the next note full and clear."

Thank you, each one, our partners, for your continuing interest in and support for Christ's mission in Nepal.

In His fellowship,

Gordon M. Ruff
Executive Director

21/6/79

UNITED MISSION TO NEPAL

PERSONNEL NEEDS LIST

JUNE 1979

This list consists of personnel required for approved posts in the UMN, and, unless otherwise stated, long term workers are preferred. The United Mission does not offer salary to expatriates, but looks to the member bodies to send the needed workers with full support, and will try to link any suitable candidates with same. Emphasis is placed on suitable candidates in general community development. Further details can be supplied on request to: Miss B. Young, Personnel Secretary, United Mission to Nepal, Post Box 126, Kathaandu, Nepal. The most urgent needs are in the box below.

GENERAL:

Guesthouse hostesses: For mission and hospital guesthouses.

Office manager: To take change of running of office, and train Nepali secretaries.

Office secretary: For general office work, typing, duplicating, some work in accounts office.

Personal Counsellor: Trained and experienced person, for opportunities to help and advice amongst expatriate workers and Nepalis.

Community development workers: People with training or experience in community development, with practical background in agriculture, appropriate technology, health teaching, etc. Must be long-term.

EDUCATION:

Teacher specialists, with teaching experience (secondary education): For schools in various areas, in maths, science (mainly biology), and English. Long-term.

HEALTH SERVICES:

Anaesthesiologist: Short term from November, or long-term.

Lady obstetrician: With experience, needed long-term for busy hospital program.

Pathologist: With experience, needed long-term in hospital program.

General practitioner, with experience in anaesthesia.

" " " " " surgery
" " " " " obstetrics (lady doctor).

Pharmacist: Short-term, needed immediately.

ECONOMIC DEVELOPMENT:

Agriculturalists: Persons with general farming background, preferably with formal agricultural training, and with gifts and interest in communicating with village farmers: for integrated rural development and agricultural extension work of different types.

Field Workers: Young people ready to do practical work in different projects out in the field, and to live under primitive conditions. Should be fairly long-term workers who want to learn the language and adjust to the local culture. Persons with practical experience in farming, construction work or other technical trades preferred.

LESS URGENT - BUT STILL WELCOME !

EDUCATION:

Consultant Librarian: To organise libraries and train Nepali staff in various projects; involving a good deal of travelling and living in different situations. Long-term worker who will learn Nepali language.

Hostel workers: For hostels of boys or girls in boarding school.

HEALTH SERVICES:

Surgeon: Short-term offers welcome for holiday relief; or long-term.

Paediatrician: Person with experience for hospital program.

Community Health physician: To work in community health program; long-term only.

Dentist: Clinical work, and possibly teaching in schools and villages.

Physiotherapist: From summer 1980 onwards, for hospital program.

Community health nurse/midwives, with training or experience in community health work, or dedication to learn same. Must be flexible, mobile, and ready to live in primitive conditions. Must be ready to teach and train. Nurse practitioner training recommended.

ECONOMIC DEVELOPMENT:

Site engineers, surveyors, construction foremen, installation/maintenance personnel: For construction of small hydro-power plants, irrigation projects, mills, etc. in various parts of the country, and for supervision of general building construction.

Masters of construction and industrial trades, able to supervise commercial operations combined with apprenticeship training.

Senior Consultants with experience in (small scale) industrial management and finance; in planning and construction of ropeways and electric power lines; and in general installation/maintenance of machinery, especially hydro-power.

K u r z b e r i c h t

über meine Besuchsreise nach Zambia vom 3. April bis 4. Mai 1979

Allgemein

Ein Monat ist schon seit der Rückkehr von meiner ersten offiziellen Dienstreise nach Zambia vergangen. Mit diesem kurzen Bericht möchte ich einige meiner Eindrücke zusammenfassen. Später soll noch eine ausführliche Darstellung über die Zukunftsperspektiven unserer Arbeit im Gwembetal folgen, die gemeinsam im Team diskutiert und entwickelt worden sind und die zu einigen strukturellen und finanziellen Konsequenzen führen werden.

Der Monat im Valley und in Lusaka war geprägt von intensiven Gesprächen über die einzelnen Programme, die Bedeutung unserer Präsenz im Valley und die möglichen Planungen für die Zukunft. So weit es ging, habe ich die einzelnen Programme besichtigt, viele Dörfer besucht, an Versammlungen der Credit Union und Farmers' Committee teilgenommen und den täglichen Ablauf im Team und im ganzen Projekt erlebt. Wir haben uns nichts geschenkt. Kritische Fragen wurden gestellt und gemeinsame Antworten gesucht. Ich gestehe, dass ich voller Skepsis Berlin verlassen und mich vorher immer wieder gefragt habe, ob nicht neun Jahre Engagement in Zambia genug seien, ob das Projekt von der Bevölkerung angenommen wurde oder sich zu einem europäischen Fremdkörper entwickelt habe, der mit hohem personellem und finanziellem Einsatz in einem begrenzten Gebiet neue Abhängigkeiten schafft und dadurch den Prozess der Emanzipation und Self-Reliance abblockt, vor allem aber ein wirtschaftliches Ungleichgewicht zwischen der Region, in der wir arbeiten, und den übrigen Regionen, in denen keine europäische Mithilfe geleistet wird, hervorbringt. Eine "europäische Wohlstandsinsel" also, die von der Gossner Mission unterhalten wird, wie ein besonders kritisches Urteil in unserem Land lautet.

Besonders dankbar bin ich dafür, dass das Team für diese Fragen sehr aufgeschlossen gewesen ist. Ich wurde offen und herzlich aufgenommen, und es ist ein Vertrauensklima geschaffen worden, das hoffentlich lange anhält und für die zukünftigen Beratungen und Entscheidungen sich bewährt.

Unsere Mitarbeit im Gwembe South Development Project wird bei der Bevölkerung und den offiziellen Regierungsstellen sehr geschätzt. Das Vertrauen zwischen unseren Teammitgliedern und den Tongas ist sehr gross. Natürlich muss sich jeder im Team und in der Gossner Mission der besonderen Gefahren bewusst sein, die für die einheimische Bevölkerung bei diesem Einsatz mit diesem Aufwand und mit dieser Intensität erwachsen. Wer will bestreiten, dass nicht jederzeit eine kulturelle, oekonomische Entfremdung gefördert wird, die niemand will und wünschen kann. Darum müssen wir auch immer wieder über die Ziele und Methoden, die Dauer und die geistige Einstellung unseres Engagements im Gwembe Valley diskutieren. Ich habe jedoch nicht den Eindruck gewonnen, dass wir eine "europäische Wohlstandsinsel" errichten; im Gegenteil, unsere Mitarbeit wird sehr begrüsst, und die Regierung ist offiziell sogar an uns herangetreten mit der Bitte, dass wir unsere Aktivität auch auf das Central Valley ausdehnen möchten. Hinzu kommt, dass das Valley im Vergleich mit anderen Gebieten Zambias wirtschaftlich weit hinter der allgemeinen Entwicklung zurück liegt, so dass man sich auf lange Zeiträume einstellen muss, in denen Schritt für Schritt Wandlungsprozesse stattfinden und das Leben verändern.

1. Wohlstandsinsel oder Selbsthilfeprogramm

Dennoch ist in den vergangenen Jahren einiges im Valley geschehen, was schwer messbar und doch unübersehbar ist. Eine Lähmung bei vielen Menschen scheint gewichen zu sein. Immer mehr Menschen kommen, fragen um Rat und zeigen sich aufgeschlossen gegenüber neuen Entwicklungsmöglichkeiten in ihrem eigenen Verantwortungsbereich. Andere entwickeln Ideen, zeigen Fantasie und übernehmen soziale Verantwortung in einer erstaunlichen Masse. Die Kreditgenossenschaft, die Baugenossenschaft und die Farmers Committees in Siatwinda und Kwandabwe sind Beispiele für Selbsthilfe-Aktivitäten, die in

der zukünftigen Gestaltung des Valley die entscheidende Rolle spielen werden und heute schon einen Grad an Eigenständigkeit und Dynamik erreicht haben, wie es vor Jahren niemand geahnt hatte. Solche Selbsthilfe-Aktivitäten zu fördern und zu unterstützen, ist immer unser Ziel gewesen und wird auch weiterhin das Kernstück unserer Arbeit bleiben. Erleichtert wird diese Aufgabe dadurch, dass der Kreditgedanke immer mehr an Boden in der Bevölkerung gewinnt. Dadurch wird es möglich, die Menschen mit dem erforderlichen Kapital zu versorgen. Zugleich wird der Umgang mit dem erwirtschafteten Gewinn verantwortungsbewusster. Ein Beispiel:

Das Zuflussrohr vom Kwandabwe-Stausee zum Bewässerungssystem war verstopft und konnte nicht gereinigt werden. Die Bauern haben daraufhin das Rohr ausgegraben. Es entstand ein deltaartiges Loch, das in der kommenden Regenzeit den ganzen Damm zum Einsturz bringen kann. Man beriet und beschloss im Farmers' Committee, an beiden Seiten je eine Mauer zu bauen, um den Damm abzusichern und den Zufluss freizuhalten. Aber die Bauern verfügten nicht über genug Finanzmittel (geschätzte Kosten DM 1.000,--), um dieses Bauvorhaben aus eigener Kraft zu bezahlen. Eine Delegation kam zum Team, und wir berieten gemeinsam, was getan werden könnte. Schliesslich wurde vereinbart, dass das "Projekt" dem Committee für die Materialien das Geld als Kredit gibt, der nach dieser und der nächsten Ernte von den Bauern, die ein Stück Land im Bewässerungssystem bewirtschaften, zurückgezahlt werden muss. Die Bauern verpflichteten sich, die Arbeiten in Eigenleistung durchzuführen. Wer sich weigerte, der sollte seine Fläche verlieren. Das Gossner Service Team stellte den fachlichen Rat zur Verfügung. Der Vorstand des Farmers' Committee übernahm auch die Aufgabe, dass der Kredit pünktlich zurückgezahlt wird. Ein unterzeichneter Vertrag besiegelte dann das Ergebnis unserer Verhandlung.

2. Die Kirche

Mit grosser Freude habe ich beobachtet, dass das Verhältnis zwischen der Vereinigten Kirche von Zambia und dem "Projekt" im Gwembetal immer besser wird und zu einer engen Zusammenarbeit heranwächst. Am Ostersonntag wurde inoffiziell die neue, schöne Kirche in Kwandabwe eingeweiht. Die Gemeinde hatte sich viel Mühe gegeben, die Kirche noch rechtzeitig fertigzustellen und herzurichten. Das umliegende Gelände wurde gesäubert und planiert. Zum Gottesdienst kamen so viel Menschen, dass das Gebäude schon fast wieder zu klein war. Die Gemeinde existiert erst seit wenigen Jahren. In dieser Zeit ist sie schnell gewachsen. Ein Zeichen dafür, welche Möglichkeiten sich hier eröffnen. Mir wurde das Privileg zuteil, die erste Predigt in dieser Kirche zu halten, die dann Herr Momba übersetzte. Dabei schloss ich in Chitonga mit den Worten:

atukade antomwe	lasst uns zusammen leben
atubelege antomwe	lasst uns zusammen arbeiten
atwimbe antomwe	lasst uns zusammen singen.

Einen Satz habe ich zu schlecht ausgesprochen, dass es für die Gemeinde klang "lasst uns zusammen rauchen". Alle lachten und ich wusste nicht einmal, warum, denn das Rauchen wird unter Christen nicht gerne gesehen. Das passiert, wenn man die Sprache nicht kennt.

Die Kirche hat im Valley eine grosse Chance. Es ist wichtig, dass sie ihre Aufgabe erkennt und wahrnimmt. Entwicklung ist ja nicht nur ein technischer Vorgang, bei dem nur technisches Wissen vermittelt wird, sondern die Umschreibung eines umfassenden Lebensprozesses, in dem alle Bereiche des Lebens, gerade auch der kulturelle und spirituelle Bereich, entscheidende Faktoren sind, die dem Leben Ziel und Sinn erschliessen. Darum wird die Auseinandersetzung mit der religiösen und kulturellen Umwelt (witch craft etc.) wesentlich mit zur Aufgabe der Kirche gehören. Die traditionellen ehtischen Normen scheinen im Schwinden begriffen zu sein, ganz deutlich sieht man dies am Sexualverhalten der jungen Menschen, am sich ändernden Umgang der Generationen miteinander und an der Stellung der Frau in der Gemeinschaft und Familie. Die Kirche muss sich dieser Herausforderung stellen und ihrerseits eine Antwort geben, die vom Evangelium geprägt ist und zugleich die konkreten Menschen im Valley im Auge hat. Landwirtschaftliche Entwicklung ohne religiöse Veränderung wird nicht von Dauer sein.

3. Die politische Lage

Wenige Tage nach meiner Ankunft im Valley verschärfte sich die Sicherheitslage dramatisch, verursacht durch massive rhodesische Angriffe auf Camps der Patriotischen Front in Zambia. Es lässt sich ohne Übertreibung sagen, dass sich in jüngster Zeit die Situation psychologisch und politisch für die Weissen verschlechtert hat, so dass der Druck, der auf ihnen lastet grösser ist. Dies wird sich weiter zuspitzen, wenn nicht bald eine Lösung in Rhodesien/Zimbabwe gefunden wird. Die Regierung und die Behörden sind ebenfalls sehr besorgt und bemühen sich ernsthaft speziell um die Sicherheit für unsere Team-Mitglieder. Bei unseren Team-Mitgliedern habe ich ein hohes Mass an sozialer Verantwortung, politischer Einsicht in die Zusammenhänge des Rassenkrieges in Rhodesien/Zimbabwe und an christlichem Mut in dieser Konfliktsituation schätzen gelernt. Eine Familie mit drei kleinen Kindern hat sich entschieden, vorzeitig aus Zambia abzureisen, weil sie das persönliche Sicherheitsrisiko als zu grosse psychische Belastung empfand. Diese von den Betroffenen selbst nur mit schwerem Herzen getroffene Entscheidung ist vom ganzen Team mit Respekt und gegenseitiger Achtung getragen und gewürdigt worden. Dies gilt auch für uns in Berlin, und ich bin sicher, für das ganze Kuratorium. Wir sollten in unseren Gebeten besonders an unsere Mitarbeiter mit ihren Familien und alle Betroffenen denken.

Die Sicherheitsgespräche und -verhandlungen haben meinen Zeitplan völlig über den Haufen geworfen, so dass ich nur noch wenige Tage in Lusaka sein konnte, in denen ich mich weithin mit dem Projekt beschäftigte. Dadurch ist Kalingalinga und die Arbeit von Peter Weiss leider zu kurz gekommen. Ich hoffe natürlich, dass dies beim nächsten Besuch nachgeholt werden kann.

Berlin, den 8. Juni 1979

Minutes of the

UMN BOARD OF DIRECTORS MEETING

held in Kathmandu, 5-6 April, 1979.

The Annual Meeting of the Board of Directors was held in Kathmandu, at the Blue Star Hotel, for two full days. Rev. Jean Malm and Rev. Gordon Ruff opened the morning sessions with devotions on Thursday 5th and Friday 6th respectively.

BD-1/79. Schedule of Membership and Roll Calls. The schedule of membership of the meeting was as follows, with delegates present except as indicated. (Included in this listing are three new member bodies accepted in BD-4/79), after which action their delegates immediately became voting members of the Board):

a) UMN member body representatives:

American Lutheran Church: None.
Assemblies of God: Mr. Ron Peck (absent).
Baptist Missionary Society: Mr. S. Mudd, Rev. G. Grose.
Bible & Medical Missionary Fellowship: Mr. M. Roemmele, Miss H. Quirk.
Christian Church (Disciples): Rev. E. Gass.
Church Missionary Society, Australia: Miss R. Judd.
Church Missionary Society, UK: Mr. M. Warner.
Church of North India: Rt. Rev. R. Bhandare (absent).
Committee for Service Overseas: Mr. K. Kaiser, Mr. G. Pfafflin.
Darjeeling Diocesan Council & Church of Scotland: Rev. W. Murison.
Finnish Missionary Society: Mr. A. Hukka, Mrs. L. Hukka.
Free Church of Finland: Mr. V. Korhonen.
Gossner Mission: Miss D. Friederici, Mr. H. Vogeli.
Japan Overseas Cooperative Service: Mr. T. Nara.
Lutheran Church of America: Dr. F. Neudoerffer, Mr. S. Isaac.
Mennonite Board of Missions: Mr. W. Shenk, Rev. P. Kniss.
Mennonite Central Committee: Mr. B. Lobe, Mr. P. Myers.
Methodist Church, UK: Rev. G. Shaw.
Orebro Mission, Sweden: Rev. J. Malm, Mrs. S. Eriksson.
Presbyterian Church in Canada: Rev. E. Roberts, Mr. C. McMullen (absent).
Presbyterian Church in Ireland: Rev. C. Young.
Regions Beyond Missionary Union: Rev. G. Larcombe, Dr. M. Owen.
Swedish Free Mission: Rev. E. Andreasson.
Swiss Friends for Missions, in India and Nepal: None.
United Church of Canada: Rev. F. Carey.
United Methodist Church, USA: Rev. J. Mizuno, Mr. J. Bischoff.
United Presbyterian Church, USA: Dr. F. Wilson, Dr. R. Seaton.
Wesleyan Church, USA: Rev. W. Wright.
World Concern, USA: Rev. A. Beals.
World Mission Prayer League, Norway: Mr. J. Kristiansen, Mr. A. Bjoroy.
World Mission Prayer League, USA: Rev. A. Berg, Mr. T. Manaen.

b) Nepal Christian Fellowship representative:

Mr. N. Tamang.

c) Co-opted members: (co-opted by vote of the Board)

Christian Church (Disciples): Dr. T. Mook.
Church World Service: Mr. K. Alliman.
Gossner Mission: Dr. P. Singh.
Leprosy Mission: Dr. R. Thangaraj (absent).
Tear Fund: Mr. E. Oliver.
Wesleyan Church, USA: Miss R. Bibbee.
World Mission Prayer League, Norway: Mr. A. Voreland.
Former Acting Health Services Secretary: Mr. P. Spivey.

d) Ex-officio members:

Rev. G. Ruff, Executive Secretary.
Mr. F. Clarkson, Treasurer.
Mr. O. Hoftun, Economic Development Secretary.
Mr. J. Lindell, Acting Education Secretary.
Dr. C. Friedericks, Health Services Secretary.
Mr. T. Mogedal, Economic Development Board representative.
Miss M. McCombe, Education Board representative.
Miss F. Swenson, Health Services Board representative.
Mr. P. Spivey, Workers' Conference representative (replacing Mr. D. McConkey, absent).

d) Observers:

Rev. C. Johansson, Executive Secretary-elect.
Mr. A. Kammensjo, Swedish Free Mission.

BD-2/79. Agenda. The agenda was adopted as presented by the Executive Secretary, with the addition of one item arising from the Executive Committee meeting.

BD-3/79. Confirmation of Minutes. The Minutes of the Board of Directors Meeting held on 17-18 April, 1978 had been circulated to the members present at that meeting. It was RESOLVED to approve these as correct.

BD-4/79. Acceptance of new member bodies. Applications for membership in the United Mission were received from the following groups, with the recommendation of the Executive Committee that they be accepted:

- a) American Lutheran Church
- b) Presbyterian Church in Ireland
- c) World Concern, USA.

It was RESOLVED to accept these three bodies into membership in the United Mission, with gratitude to them and to God for their interest and desire for participation in the work of UMN through the coming years.

BD-5/79. Greetings. Special greetings to the Board, on the occasion of the 25th anniversary of the United Mission, were received from the following and acknowledged with sincere thanks:

BMMF, Australia, and Mr. and Mrs. H. Barclay
WMPL Kenya Field
Rev. and Mrs. F. Wilcox
US Ambassador to Nepal.

ANNUAL REPORTS

BD-6/79 Annual Reports and Statements. The Annual Reports and Financial Statements for 1978 of the UMN projects and UMN-related projects were circulated to members before the meeting. It was noted that these had been studied by the Finance and Executive Committees, and their comments observed. The Executive Secretary and Functional Secretaries also gave brief verbal reports at the meeting. It was RESOLVED to accept these with appreciation, the written reports being found as follows as appendices to these Minutes:

Executive Secretary: Appendix B
UMN Headquarters: Appendix C
Missionwide Expenses: Appendix D

Education Board Projects -

Education Secretary: Appendix E
Pokhara Project and Rural Youth Training Program: Appendix F
Gorkha District: Appendix G
Mahendra Bhawan Girls' School: Appendix H
Scholarship Program: Appendix I
Language and Orientation Program: Appendix J
Jumla Project: Appendix K
Student Financial Assistance Program: Appendix L
Materials Development Program: Appendix M.

Health Services Board Projects -

Health Services Secretary: Appendix N
Palpa Project: Appendix O
Gorkha Project: Appendix P
Shanta Bhawan Project: Appendix Q
Patan Hospital Project: Appendix R
Okhaldhunga Project: Appendix S
Community Health Office: Appendix T

Economic Development Board Projects -

Economic Development Secretary: Appendix U
EDB Service Office: Appendix V
Butwal Area: Appendix W
Development & Consulting Services: Appendix X
EDB-related Projects with Managing Boards: Appendix Y
Proposed EDB-related Projects: Appendix Z
UMN Maintenance Program: Appendix AA

UMN Treasurer: Appendix BB

UMN Provident Fund: Appendix CC

BD-7/79. Workers' Conference Report. In the absence of Mr. D. McConkey, the elected representative from the Conference, Mr. P. Spivey, highlighted some of the major items from the Workers' Conference held in Pokhara in January, 1979, marked as the Jubilee Conference. The Minutes of the Conference are found as Appendix CC to these Minutes.

BD-8/79. NCF Report. A helpful report was given by the NCF representative, and discussion followed. This opportunity was particularly appreciated by all present.

MATTERS ARISING OUT OF DISCUSSION ON ANNUAL REPORTS.

BD-9/79. Secondment of teachers to schools. It was RESOLVED to request the Education Board to look into the possibility of asking the local education officials to give the normal reimbursement for services rendered by UMN seconded teachers; this reimbursement to be used for other purposes in the school, in the Scholarship Program, or for other educational purposes by UMN.

BD-10/79. Scholarship Program. It was RESOLVED to request the Education Board to encourage the UMN Scholarship Committee to improve the work presently being done in career guidance and in counselling to scholarship students.

BD-11/79. Materials Development Program. It was felt that the work done through this program would be of particular benefit to the education progress of the country, and encouragement and support was recommended for teachers working in preparation and production of teachers' aid materials.

BD-12/79. Funding of Nepali staff salaries. Following considerable discussion, it was RESOLVED to encourage the UMN to seek funded project support to enable the Mission to employ larger numbers of Nepali staff in strategic projects, understanding that such support will be guaranteed for a 3-5 year period of time.

BD-13/79. Treasurer's Report. Gratitude was expressed for the presentation of the Treasurer's consolidated report, and for the individual project statements of accounts. It was RESOLVED to record that it is the desire of the Board to have a comprehensive consolidated statement of the entire operation of the Mission, and to request administration to explore the possibility in the coming years of providing such a statement, possibly in profile form. It was noted that a Capital Fund Statement for 1978 will be circulated and printed in the Appendix.

BD-14/79. UMN Funds and Reserves. As an expression of concern, along with that of other Christian organisations around the world that human rights be protected, it was RESOLVED that UMN administration be requested to have a fresh look at its investment and banking procedures and policies.

BD-15/79. Children's Hostel. Discussion took place arising out of the recommendation of the Workers' Conference in WC-18/79. It was felt that no decision could be made by the Board at this time, and administrative staff were requested to take up the matter further with the Workers' Conference and bring back a report to the Board in 1980.

POLICY MATTERS

BD-16/79. Paper on Philosophy, etc. In response to the request of the Board in its action BD-9/78, the Executive Secretary presented a paper outlining the Philosophy, Planning, Priorities and Program Balance of the United Mission, with the UMN Policy Guidelines of 1970 attached as an appendix.

After discussion, it was RESOLVED:

- a) To express appreciation to the Executive Secretary for the work done in formulating this paper;
- b) To receive it as a working paper which will continue to be amended during the coming year for presentation to the Board next year;
- c) To endorse the action of EC(1)-37/79, and to encourage the administration to invite specialists from outside UMN as resource personnel for the seminar listed under section b). Assurance was given that this is being arranged.

BD-17/79. General Conference. All Board members had been present for the General Conference held April 1-4, immediately prior to the Board meeting, with Bishop Lesslie Newbigin and Dr. Kosuke Koyama as the guest speakers. This had been a very helpful time of sharing and discussion together on many issues particularly relevant to the UMN in Nepal at the present time.

It was RESOLVED to receive the report from the General Conference, and the draft resolution arising from the discussions, with the understanding that the basic findings will be incorporated into the revised Philosophy paper; ref. BD-16/79, b) above.

BD-18/79. Growth potential of UMN. The Executive Secretary expressed the concerns of administration relating to the continued growth of the UMN, and sought advice from the Board as to future expansion in terms of personnel. After considerable discussion it was RESOLVED:

- a) To encourage the UMN to proceed with meaningful, directed growth in terms of personnel, with a strong emphasis on assignment to people-intensive projects;
- b) That the points brought forward in discussion be noted and kept under review in consequent meetings;
- c) That since the Board feels that a commitment of a minimum of 5-6 years service is helpful, all member bodies be asked to encourage such a length of service which will ensure greatest continuity within UMN programs and the sort of involvement within local communities as has been expressed by the Board.

BD-19/79 Involvement of Asian workers in UMN. In the light of the basic affirmation of UMN of interest in increasing Asian participation in the life of the Mission, it was RESOLVED to request UMN administration to engage in serious conversation with Asian Churches and Christian organisations:

- a) To examine with them whether they feel there are obstacles within UMN itself which inhibit their contributions being received;
- b) To explore the possibilities of inviting Asians to serve in UMN, also nationals of Africa and other areas of the world.

It was further RESOLVED that, insofar as possible, at least 25% of new UMN Board Appointees to be recruited be Asian.

Further to encourage and assist Asian Churches who are able to send suitable personnel to become member bodies of the UMN.

GENERAL MATTERS.

- BD-20/79. Review of Five Year Plan. The three Functional Secretaries and Personnel Secretary reported the general progress of the work in terms of the Five Year Plan, and referred to written reports which had been circulated to the Board members. It was RESOLVED to receive these reports with thanks.
- BD-21/79. Mahendra Bhawan Evaluation. In response to the request of BD-10/78, a summary of statistics showing an evaluation of former students of the school was submitted by the Education Secretary, which was received with appreciation.
- BD-22/79. Patan Hospital Project. The Board learned with gratitude that considerable progress with this project has been made during the past year, and it is hoped to begin construction in the near future.
- BD-23/79. Jumla Project. The Education Secretary outlined the proposed enlarged project, with involvement in the boarding school, a trade training school, placement of teachers in village schools, medical workers in the Zonal hospital, and community development in the local area. After discussion it was RESOLVED to endorse the total five-point program, and to approve that the UMN proceed with plans and preparations to go into Jumla accordingly.
- BD-24/79. Integrated Rural Development. The Board noted with appreciation that an IRD Advisory Committee has been set up, as referred to in EC(1)-31/79, and Appendix DD to these minutes.
- BD-25/79. Buling/Arakhala Project. The section Resolution 2 of the paper found as Appendix DD was noted and further suggestions made. It was RESOLVED to accept the proposals for development in principle so that the next steps might be taken in line with the outline given in the Resolution.
- BD-26/79. Andhikhola Project. Further to the action of BD-13/78, firm plans for the development of this project were brought to the Board, and considerable discussion followed. It was RESOLVED to approve the plans as presented, which appear as Appendix EE to these Minutes.
- BD-27/79. Appointment of Treasurer. Noting that Mr. Frank Clarkson's present term in office expires in May, 1979, it was RESOLVED to re-appoint him to the post of UMN Treasurer for a further three-year term, with appreciation for his service to the Mission.
- On the understanding that this next term will be Mr. Clarkson's final one in Nepal, member bodies are urged to seek a suitable successor to the post of Treasurer within the near future.
- BD-28/79. Acting Treasurer. It was RESOLVED to appoint Mr. Gordon Ruff as Acting Treasurer during the period of Mr. Clarkson's furlough from June to October, 1979.
- BD-29/79. Mr. Sanfrid Ruohoniemi. Sanfrid Ruohoniemi died of a malignant tumour in Kathmandu on March 11, 1979. We have lost a dear brother and a valued colleague in the Mission. San came from the USA under the World Mission Prayer League, and served in the United Mission for 19 years. Across these years San served on numerous boards and committees, contributing to the overall goals, policies and organisation of the Mission he worked at his post in several areas: as hospital administrator at Shanta Bhawan Hospital, as director in the SBH community health program in Lalitpur District, and in leadership in the Gobar Gas Company and the Development & Consulting Services. San's life and work in mission in Nepal came out of a deep-seated personal faith and obedience in God's Word and in Jesus Christ as Saviour and Lord. He actively participated in the life of the church where he lived, and faithfully witnessed to people about Jesus Christ. The Board gives thanks for all His grace in our brother San during these years in the country and in the Mission, testifies to the hope of the resurrection in Jesus Christ, and offers heartfelt sympathy and love to the members of the Ruohoniemi family.

BD-30/79. Australia Regional Conference. The Executive Secretary reported on the Asian and Pacific Regional Conference held in Melbourne, Australia, in December 1978; the Minutes of the Conference were also made available to Board members. It was RESOLVED to receive this very positive and encouraging report with appreciation, and to express gratitude to the UMN member bodies which had shared expenses and hospitality: BMMF, RBMU and CMS.

It was further RESOLVED to urge that periodically, every two to three years, Regional Consultations be held in appropriate locations for UMN member bodies, with the Executive Secretary in attendance.

BD-31/79. UMN History Book. The Board noted with gratitude that the history book, "Nepal and the Gospel of God" (written by Jonathan Lindell), has been published, and copies were available for sale to members.

BD-32/79. Nepali Hymnal. It was noted that member bodies have made a good contribution to the cost of printing a Nepali hymnal and appreciation was expressed.

BD-33/79. Nepal Field representatives of member bodies. Delegates were requested to confirm and up-date a list of UMN worker representatives for the benefit of administration in dealing with personnel from these member missions.

BD-34/79. Medical care of UMN workers. Attention was drawn to the policy proposed at the Executive Committee meeting in November 1978, and circulated to all member body offices for comment. A questionnaire, to be used as an alternative to annual physical examinations, was also made available for comment.

BD-35/79. Circulation of policy materials to member bodies. The action of BD-16/78 was reiterated, and attention drawn to the value of keeping member bodies informed of policy matters and major programs being brought to the Executive Committee and Board of Directors.

BD-36/79. Involvement of government officials. UMN administration was requested to explore ways and means by which contact between UMN Board members and appropriate government officials might be arranged.

BD-37/79. Amendments to the UMN Constitution and Bye-Laws. A copy of a proposed revision of the Constitution and Bye-Laws had been made available to Board members two months in advance of the meeting. This included a few major changes, and a number of minor, editorial corrections. The further changes recommended by the Executive Committee in EC(1)-35/79 were also noted, and included.

It was RESOLVED to approve the amendments as proposed in the Constitution and Bye-Laws, noting that the Constitution amendments will have to be ratified at the next meeting of the Board of Directors. This is found as Appendix EE to these Minutes.

BD-38/79. Rev. and Mrs. Gordon Ruff. Gordon and Peggie Ruff came to Nepal in January 1976, and Gordon has held the post of Executive Secretary since June 1976, prior to which he had frequently served as a member of the UMN Board of Directors and as President of the United Mission. The Board expressed very deep appreciation for his gracious and wise leadership of the Mission and its work through these past years, and for dedicated service to the growth of God's Kingdom in this land. It seemed particularly appropriate that this final year in office has been a good and encouraging year for the UMN, culminating in the celebration of the 25th anniversary, in which Gordon has played a major and vital role. Gordon was asked to convey the love and concern of the Board to Peggie in her present illness, and regret that she could not be present at this time.

The Ruffs will be greatly missed in the life and fellowship of the United Mission when they leave later this year. The members of the Board wished them God's rich blessing in their ministry at home and continued interest in Nepal in the coming years, and expressed their love and appreciation in a standing ovation.

BD-39/79. Election of Executive and Finance Committees. A Nominating Committee, comprised of Dr. M. Owen, Mr. B. Lobe and Miss F. Swenson, presented nominations for these Committees, to serve for the year 1979/80. It was RESOLVED to elect the following persons:

a) Executive Committee:

President:	Mr. Bert Lobe
Vice-President:	Dr. Margaret Owen
Other members:	Mr. Michael Roemmele
	Rev. Paul Kniss
	Rev. Eric Gass
	Mrs. Svea Eriksson
	Mr. Malcolm Warner
	Rev. Jiro Mizuno

b) Finance Committee:

Chairman:	Mr. Michael Roemmele
Other member:	Mr. Malcolm Warner.

BD-40/79. Dates of next meetings. The following dates were set for the coming meetings:

Finance Committee	November 13-14, 1979
Executive Committee:	November 15-16, 1979
Finance Committee:	April, 14-15, 1980
Executive Committee:	April, 16-17, 1980
Board of Directors:	April, 18-19, 1980

BD-41/79. Vote of thanks. A sincere vote of thanks was expressed to the Chairman for his capable and gracious leadership and to administration for the work and preparation made for the Board meeting.

The meeting was closed with the singing of the Doxology.

DRAFT

Minutes of the Meeting of the

UMN FINANCE COMMITTEE

held in Kathmandu, 27-28 March, 1979

The Finance Committee met in the Board Room at UMN Headquarters, Kathmandu, for one and a half days. Sessions lasted from 9-12 and 1.30-5.30 on Tuesday, 27th, and from 9 to 12 noon on Wednesday, 28th. The morning sessions were opened with devotions, led by Dr. R. Seaton and Mr. P. Spivey.

Roll Call: Members were present as follows:

President of UMN: Mr. M. Roemmele

Chairman of Finance Committee: Dr. R. Seaton

Other member of Executive Committee: Mr. B. Lobe

Executive Secretary: Rev. G. Ruff

Treasurer: Mr. F. Clarkson

Economic Development Secretary: Mr. O. Hoftun (absent)

Health Services Secretary: Dr. C. Friedericks

Acting Education Secretary: Mr. J. Lindell

Co-opted for this meeting: Former Acting Health Services Secretary:

Mr. P. Spivey

Executive Secretary-elect: Rev. C.

Johansson.

Agenda: The Agenda, as presented by the Treasurer, was accepted with one addition.

FC(1)-79. Confirmation of Minutes. The Minutes of the meeting of the Finance Committee held on 14-15 November, 1978 were accepted as and confirmed as circulated.

POLICY MATTERS

- FC(1)-2/79. Assignment to UMN-related Private Companies. The matter of costs for Board Appointees assigned to work with UMN-related Private Companies, such as Himal Hydro, was discussed. These workers may often be asked to work in isolated areas for short periods. The following was approved as a tentative policy, to be used as an approach in negotiation with such Companies, and UMN administration requested to work towards a firm policy for workers in these Companies for the future years:
- a) The Company will provide essential services (mail runner, etc.), and also basic housing furniture.
 - b) The costs of assignment travel, freight and housing will be shared by the UMN and the Company on a 50/50 basis, according to UMN allowances for same.
 - c) Costs of travel assignment travel, freight and housing for the family of a Board Appointee, when he is assigned out of Butwal or Kathmandu, will be as follows:
 - i) For assignments of less than six months, no expenses paid for the family.
 - ii) For assignments of six to twelve months, assignment travel and freight, and only very basic housing, will be provided within the normal UMN allowances.
 - iii) For assignments of over twelve months, assignment travel and freight will be paid to normal allowances. With regard to housing, this will be treated as a re-assignment, in terms of rent allowance and house remodelling. The standard of remodelling will be according to the permanency of the job and assignment.

FC(1)-3/79. Employment Policy. Section 11, b), Maternity leave. It was RESOLVED to amend this section to read, "A married lady whose appointment to the staff of the project has been confirmed will be entitled to six weeks maternity leave with pay....."

FC(1)-4/79. Transfer of Shares. On the recommendation made in EDB-12/79, it was RESOLVED to recommend to the Executive Committee that it authorise the EDB to arrange for the transfer of UMN ownership of projects and UMN held shares in Companies as follows, at such times and in such manner as deemed desirable by EDB; the principle to be discussed by the Executive Committee:

- a) Transfer of BTI to HMG or such body as decided by HMG;
- b) Transfer of shares in BPC and BPF to HMG, or to BTI, or to an Employees' Cooperative, or to such other party as directed by HMG, fully or partly.
- c) Transfer of shares in BEW and BWI to an Employees' Cooperative, or as directed by HMG.

FC(1)-5/79. Annual financial statements for the year 1978. The annual statements of each of the projects and Treasurer were scrutinised and studied, and it was RESOLVED to forward these to the Executive Committee and Board with a recommendation that they be accepted.

The following comments and requests for action arose out of discussion:

a) UMN Headquarters.

i) The figures shown in the approved budget column of the capital statement were altered to show the actual budget for the year 1978.

ii) The Treasurer was authorised to transfer the following balances in capital funds unused back to the Undesignated Fund:

Communications system	11,388.
Salayan House renovations	2,763.
Office security renovations	4,391.
Asha Niketan wiring	372.
Motorcycle shed	150.

b) Missionwide Expenses. It was noted that:

i) Expenses on rents are increasing.

ii) The expenditure for Workers' Conference included items for the 1979 Conference, held early in January, 1979.

iii) The item General Conference is a one-time expense and will not be repeated in the 1980 budget.

c) Pokhara Project.

i) Noted that the audit fee covers the total project.

ii) It was requested that in future fuller details be given of income and expenditure of the non-school farm operation.

iii) It was requested that clarification be sought of the amount of Rs. 163,578. being held for Industrial Equipment.

d) Hospital Fees. It was noted that the figures shown as Fees receipts in the hospitals represent the actual amount of the charges. In most cases this total includes charity given, which is often higher than the 10% recommended.

e) Palpa Project. Project statements and special account statements were noted, and appreciation expressed for the careful accounting done by the Business Manager in a large operation.

f) Shanta Bhawan.

i) Noted that the expenditure on drugs is very high for several reasons: higher cost of local drugs, a larger stock on hand, and the inclusion of a large outstanding account which has now been settled.

ii) The Acting HSS reported that the very large financial.

grant being made to the Nursing School has been taken up with the new Dean of the Institute of Medicine. The Finance Committee endorsed the policy that this heavy financial involvement should be greatly reduced and expenses borne by IOM, as they are in other training projects of IOM.

iii) Scholarships for Nursing School budget: It was requested that clarification be sought as to the items called "UMN Scholarships" and "Special Scholarships".

iv) It was reported that in the community health program, the government policy is to give free medicines. However, there is a community medicine insurance scheme in operation in one village. The Executive Committee was asked to discuss whether UMN could encourage government to promote community health rather than public health in its programs in general, not just in Lalitpur.

e) Patan Hospital Project. The Executive Secretary reported that there is a good possibility of at least part of the 25% of the total cost, which still needs funding, being given by a donor agency.

f) Okhaldhunga. It was noted that there is a large budget allocation for a relatively small operation, and advised that this be watched with caution.

g) Butwal Area.

i) Noted that the 1979 budget includes rents and maintenance for housing which would normally be covered by the Missionwide Expenses account.

ii) Noted that the item for Maintenance of living quarters, actuals for 1978, is Rs.100. different from that shown in the DCS project accounts.

iii) The full DCS accounts were noted for information. It was agreed to accept these, encouraging UMN administration to discuss with DCS administration how the profits are used.

FC(1)-6/79. Project balances. It was RESOLVED to authorise the Treasurer to transfer the net balance of surpluses and deficits of the projects for 1978 to the Accumulated Fund; these accounts being subject to audit.

GENERAL BUSINESS

FC(1)-7/79. Supplementary Capital budget items for 1979. It was RESOLVED to approve the following items:

a) Palpa:

Area Admin. - Water storage tank and solar heater for guesthouse	20,000.
Hospital - Hostel/service complex (total 405,000.)	
1st and 2nd stages, for workshop and stores approved, subject to presentation of suitable documents; ref.HSB-16,17/79;	
Stage 3 for housing approval withheld subject to justification for need for further accommodation, to HSB and Finance Committee).	
CMS School - Manual development	60,000.

b) Patan Hospital - Staff quarters (figure amended) 3,512,000.

c) Pokhara:- Farm working capital 50,000.
Farm store revolving fund 55,000.

d) B.T.I. - Galvanising project 200,000.

e) Missionwide Expenses - Kath.Valley Housing furniture 35,000.

f) Headquarters - office furniture and equipment 55,000.

- g) Shanta Bhawan Hospital items: Requested that these be submitted through the proper channels of the SBH Board and HSB.
- h) The Finance Committee endorsed the policy that in future the UMN should offer personnel and expertise to the Institute of Medicine but look to the IOM to provide facilities and materials; and requested that the Executive Committee discuss this matter and formulate an approved policy for such situations where UMN personnel are involved in the production of materials in government programs.

FC(1)-8/79. Capital fund grants. It was RESOLVED to approve the following use of funds in hand:

a) Pokhara ANM Hostel:	Rent for 1979 from CIDA funds	12,000.
b) Tansen:	Transfer the following to the Hostel/ service complex, on approval of Phases 1 and 2, and up to the amount of the budget for these two phases, but not presently for Phase 3:	
	Workshop extension	43,587.
	Staff housing	61,665.
	Hospital extension	109,186.
		<u>214,438.</u>

Further RESOLVED to approve the following grants from the Undesignated Fund:

a) Tansen:	Equipment for workshop	10,000.
b) Community Health Office; furniture and equipment:		
	Desk 800	
	Heater 100	
	Shelves 400	1,300.
c) Headquarters:	Office furniture and equipment	55,000.
d) Missionwide Expenses: KVHC furniture		40,000.

It was noted that this leaves a balance in the Undesignated Fund at present of Rs.252,977.

FC(1)-9/79. Amendments to Salary Scale. A) It was RESOLVED to approve inclusion of the following new posts in the current Salary Scale:

Grade 2:	Senior Orderly
	Head Cleaner
	Clerk
	Assistant Driver
Grade 3:	Senior Record Clerk
	Mail carrier (out of district)
Grade 4:	Assistant Cashier (experienced)
	Senior Head Bearer
	Senior Head Cook
Grade 6:	Senior Assessment Officer
	Community Health nurse
Grade 7:	Senior Community Health Nurse
	Assistant Community Health Nutritionist
Grade 8:	Pharmacist (degree or diploma)
	Community Health Nutritionist
	District Public Health nurse
Grade 9:	Senior Public Health Nurse
	Senior Sister Tutor

B) Further RESOLVED to approve the following changes in the Scale:

From Grade 2 to Grade 1:	Assistant Bearer
	Assistant Cook
From Grade 3 to Grade 2:	Cook
	Bearer
	Record Clerk
From Grade 4 to Grade 3:	Head cook
	Head Bearer
	Assistant Cashier

c) Further, to approve an On Call Allowance of Rs.1/20 per night, up to Grade 8 inclusive.

FC(1)-10/79. Sundry debtors. It was RESOLVED to approve that the following two accounts be written off as irrecoverable:

Mr. S. Sanyasi	8,694.09
Amp Pipal, land	2,657.50

The support and appreciation of the Finance Committee was expressed to the Treasurer and Business Managers for their work in seeking to control personal accounts and outstanding debts.

FC(1)-11/79. Rent allowances. It was RESOLVED to approve the following amended rent allowances; to operate from 1 April.

a) Kathmandu Valley:

Single person - Rs.550, with monthly maintenance allowance of Rs.50/-.

Couple - Rs.800, " " " 75/-.

Couple with one or two children,
of two single people - Rs.950, with maint.allce. of Rs.100.

Couple with three or more children, or with
two children of opposite sex, the older
being at least 11 years - Rs.1,100, with maint.allce. 100.

b) Butwal.

Single person - Rs.300.

Couple - 500.

Couple with one child - Rs.550.

Couple with two or more children - Rs.600

FC(1)-12/79. Reserve Funds. A statement of the various reserve funds was noted carefully, and approved. It was observed that the Valuation Reserve Fund money is no longer available for transfer to Undesignated Funds, and the latter account is now dependent on gifts received.

FC(1)-13/79. Gratuity Funds. It was RESOLVED to approve that the money in the Gratuity Fund be invested.

FC(1)-14/79. Foreign currency investment. The Treasurer reported on further negotiations made, and was requested to continue to investigate into this matter.

FC(1)-15/79. SBH Community Health Program. The Committee learned with gratitude that the Central Agency had agreed to fund this Program for a further two years after 1979.

FC(1)-16/79. Supplementary Capital items for 1979. It was RESOLVED to approve the action of the Coordinating Committee in approving the following supplementary items:

Tansen Hospital -

Office furniture and equipment: adding machine,	
small calculators, typing tables	5,000.
Equipment for workshop	10,000.

Community Health Office -

Office furniture and equipment: Desk	800.
Heater	100.
Shelving	400.

FC(1)-17/79. Bank Account. It was RESOLVED to confirm that action of the Coordinating Committee in approving the following:

That accounts be opened with the Nepal Bank Ltd., Kathmandu for the placement of EDB Service Office employees' Provident Fund, in accordance with the rules for the Fund; to be operated by the following persons, two signing jointly: UMN Economic Development Secretary; Technical Assistant to the EDS; EDB Service Office accountant; UMN Treasurer.

FC(1)-18/79. Grants received for work by UMN personnel. The policy also already approved and re-iterated in EC(2)-11/76 was again noted: namely, that all gifts of over R.100. given directly to the projects will be channelled through, or reported to, the Treasurer, and will be applied to approved budget items only.

It was RESOLVED to bring this to the attention of UMN personnel once again, and to emphasise that all monies received by projects or individuals should be disbursed through the proper channels only, and used for approved items in capital or designated budgets.

The meeting was adjourned and closed with prayer.

NEWS AND PRAYER LETTER

No. 1/79.

February 14, 1979

United Mission to Nepal,
P.O. Box 126,
Kathmandu, Nepal.

Dear Partners in Mission,

During the UMN Asian and Pacific Regional Conference held in Melbourne, Australia, December 8-11, 1978, the Rev. Peter Dawson, Overseas Secretary of the Church Missionary Society, Australia, led a morning devotional period using the story of the Burning Bush found in Exodus 3 and 4. In this account Mr. Dawson pointed out that there is the revelation of God, the revelation of the need of His people, and the revelation of Moses' vocation. But Moses gave to God a series of excuses why he should not be called to this responsibility, such as his inadequacy, his ignorance, his ineffectiveness and his unreadiness. But for each excuse God pointed out how to overcome it. Is that not a human condition very familiar to all of us? And yet are we not assured that when God gives us a task to perform He also enables us to do it if we are faithful?

Sometimes in UMN it is easier to detail excuses for not entering upon difficult responsibilities, but by God's grace He enables us time after time to see His hand upon us and to move forward in faith. With major decisions about the road ahead demanding our full energy and complete commitment, pray with us that we may be open to God's enabling, vision and power.

Items for Praise and Thanksgiving:

- The gathering of up to 100 people at the Bible College of Victoria near Melbourne, Australia for the UMN Asian and Regional Conference last December, when new interest in UMN was aroused and promise of increased support was given.
- The wonderfully inspiring Jubilee Workers' Conference held in Pokhara last month, when about 160 adults and 60 children met for six days to share in program achievements of 1978, fellowship, recreation and spiritual life; and to see a musical pageant depicting events leading up to UMN's formation and entry into this lovely land of mountains and valleys. Everyone present could happily affirm God's goodness and faithfulness, and take courage for the future. "Old Timers", who have been in or closely associated with UMN since its beginning, included Bob Fleming, Sandy Anderson, Chris Eggers and Trevor Strong in attendance.
- The successful year of 1978 as the many projects reported having achieved their goals, and the Treasurer reported financial expectations met.
- Preliminary inquiries from seven more missionary societies or churches regarding possibly joining the UMN.
- The many well qualified and urgently needed new people whom we expect to receive in the next Language and Orientation Program, beginning August 1st, a total of 30, which is the maximum our facilities will allow. Others are being delayed until 1980. There are still some urgent needs in posts for which we have no definite applicants.
- Jonathan Lindell's book, NEPAL AND THE GOSPEL OF GOD, is expected from the press in New Delhi later this month, and will be mailed from there by either airmail or seamail book-post as orders are received. You will want to get your copy at an early date, so details of order and payment are attached.

Items for Intercession.

- The 23 students in the current Language and Orientation Program, including the Executive Secretary-designate, Carl Johansson and Alice, that God will keep them in good health and highly motivated to learn the Nepali language and customs.
- That the remaining 25% needed for full financing of the new Patan Hospital will be forthcoming soon (applications are pending before two organisations).

- Wisdom and insight as staff talk with Government officials about the proposed UMN involvement in Jumla, a district center in an isolated, mountainous area of the far west, concerning a boarding high school and rural trade training center.
- Also for UMN involvement in the Dhankuta Technical Center in the east, regarding which negotiations have been carried on for more than a year so far.
- The UMN General Conference to be held in Kathmandu, April 1-4, another part of the 25th anniversary celebrations, for which we anticipate 55 delegates and observers coming from overseas and 20 from India to join with some of us in Nepal, making a total of 106; that God will use this gathering of His people to celebrate what has happened and to study what is possible, based on His Word.
- The important meeting of the Board of Directors, April 5 and 6, when it will consider studies now going on, take into account findings of the General Conference, and make bold plans for the future. A record number of 29 voting members out of 47 will actually come from overseas.
- That the extra burden of arranging for total accommodation and program for this large number of visitors may be adequately carried by Headquarters staff and colleagues in the Kathmandu Valley, and that plans for the one public meeting during the Conference, to which many Nepalis will be invited, will be so directed by God as to proclaim discretely the accomplishments of UMN.

In preparation for the General Conference when Bishop Lesslie Newbigin and Dr. Kosuke Koyama will be the speakers, some of us are reading their two newest books, THE OPEN SECRET and NO HANDLE ON THE CROSS. Newbigin's book, just off the press and published by Eerdmans, has this significant declaration (p.213): "It is the open secret of God's purpose, through Christ, to bring all things to their true end in the glory of the triune God. It is open in that it is announced in the gospel which is preached to all the nations; it is a secret in that it is manifest only to the eyes of faith. It is entrusted to those whom God has given the gift of faith by which the weakness and foolishness of the cross is known as the power and wisdom of God. It is entrusted to them not for themselves but for all the nations. It is Christ in them, the hope of glory."

Pray with us that the UMN may be faithful in revealing the open secret to the people of this nation.

In Christian fellowship,

Gordon M. Ruff
Executive Secretary

NEPAL AND THE GOSPEL OF GOD, by Jonathan Lindell

Details for placing orders for copies, and relevant prices:

In NEPAL: Price, Rs.80.00. Order from Mr. J. Kivela, Post Box 126,
Kathmandu, Nepal.

In INDIA: Price, Rs.50.00. Order from The Order Department, M.S.S.,
70 Janpath, New Delhi 110 001, India.

All other countries: SEAMAIL - will be sent by registered post, and should
be received about 3 months after despatch.

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about 3 weeks after despatch.

COSTS quoted below are in the local currency of the
country.

In U.S.A.: Price, by airmail - \$ 9.95.
by seamail - \$ 5.95.

Order from: Mrs. C. Valvik, 5744 23rd Avenue South, Minneapolis,
Minnesota 55417, USA.

In CANADA: Price, by airmail - \$11.95.
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Alberta T4V 0N7, Canada.

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England.

In AUSTRALIA: Price, by airmail - \$ 8.95.
by seamail - \$ 5.25.

Order from: BMMF Office, 14 Grange Road, Kew, Victoria 3101, Australia.
or: CMS Office, 93 Bathurst Street, Sydney, NSW 2000, Aust.
or: RBMU Office, P.O. Box 372, Glen Waverley, Victoria 3150,
Australia.

In NEW ZELAND : Price, by airmail - \$ 9.50.
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Director & Secretary -

Rev. Dr. C. K. Paul Singh, B. D; Dr. Theol. (Berlin)



G. E. L. Church, Ranchi
Bihar/India
Phone 23358

Ref. Memo. No **22/79/BEL-28**

The **6.3.79**

To
The Executive Secretary
Mr. G.M. Ruff
P.O. Box 126
Kathmandu, NEPAL

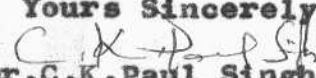
Dear Sir,

Thank you very much for your circular and the reading materials for UMN general conference, April 1979.

As you might have been informed by Frau Dorothea Friederici that I am scheduled to arrive in Kathmandu with my wife on the 16th March at about 12.75 P.M. with a flight from Patna. According to the programmes drawn by Frau Friederici we have to leave on the same day by plane for project visit. As I do not know the flight schedule I am not quite sure whether we can join the group to fly the same day. If we shall not be able to join the group we have to stay back in Kathmandu till next trip, for this period we shall need boarding and lodging possibilities.

You are therefore very kindly requested to do the needful in consultation with Frau Friederici who is scheduled to arrive in Kathmandu on March 13, 1979 from Germany.

Thanking You,

Yours Sincerely

Dr. C.K. Paul Singh
Director, BEL.



THE UNITED MISSION TO NEPAL

Executive Secretary: Mr. G. M. Ruff
Treasurer: Mr. F. Clarkson

Telephone: 12179 or 14580
Telegrams: UMNEPAL
Location: 1/29 Thapathali
Mailing address:
**POST BOX 126,
KATHMANDU, NEPAL**

12 February 1979

Dr. C.K. Paul Singh
Director, BEL
GEL Church, Ranchi 834001
India.

Dear Dr. Singh,

I just received your letter of 6.2.79 today. Thank you for your interest in securing the book NEPAL AND THE GOSPEL OF GOD.

I write to explain that our method for obtaining the book is that people in their own country send their money and order by mail to the UMN Agent in their country. In your case you should send Rs.50/= I.C. with your name and address to:

M.S.S. (Masihi Sahitya Sanstha)
70 Janpath
New Delhi 110001

and MSS will send the book to you by Registered book post.

I should explain that the book is due to be off the press on about February 23rd. The plan is that MSS will put the book in a carton box, with label and post it to buyers in India. MSS will have a big job to mail it to hundreds of buyers in several countries.

We hope you can get your copy in due time after writing to MSS.

Yours sincerely,

Jonathan Lindell
Jonathan Lindell

हवाई पत्र
AEROGRAMME



Dr. C.K. Paul Singh
Director, B.E.L.
Gossner Evangelical Lutheran
Church
Ranchi - 834001
Bihar
India

प्रेषणको नाम र ठेगाना ।

Mr. Jonathan Lindell
United Mission To Nepal
P. O. Box 126
Kathmandu, NEPAL

यस पत्रमित्र केही सामग्रीमा साधारण डाकबाट बलान गरिन्छ ।

कोलन यहाँ काटिनुहोस् ।

INDIA SECURITY PRESS

BOARD OF EVANGELISM AND LITERATURE

Gossner Evangelical Lutheran Church
(Regd. under Societies Registration act XXI of 1860)

Director & Secretary

Rev. Dr. C. K. Paul Singh, B. D. Dr. Theol. (Berlin)



G. E. L. Church, Ranchi
Bihar/India
Phone 23358

Ref. Memo. No. 9/79/BEL-28

The 6.2.79

TO

Mr. Jonathan Lindell
United Mission to Nepal
P.O.Box 126
Kathmandu, Nepal

Dear Mr. Lindell,

Through the circular letter of the Executive Secretary, UMN, I came to know that your book NEPAL AND THE GOSPEL OF GOD is to be ready for Mail. I am very glad to inform you that I would like to have a copy of the Book. Please enlist me in the Mailing list for the book as per arrangement mentioned in the above indicated letter.

Cordially Yours


Dr. C.K. Paul Singh

Director, BEL

GEL Church, Ranchi, 834001
INDIA

NEWS AND PRAYER LETTER

No. 3/78.

October 27, 1978

United Mission to Nepal,
Box 126, Kathmandu,
Nepal.

Dear Partners in Mission,

One of the memorable sermons I read years ago is by Phillips Brooks, entitled "The Fire and the Calf", based on Exodus 32:24, "So they gave it to me, and I threw it into the fire, and there came out this calf". Clearly Moses' brother, Aaron the Priest, was deceitful and ashamed for this deed. He sought to put the blame on the fire which he claimed produced the golden calf instead of acknowledging that he made the proposal, fashioned the golden calf from the ornaments given to him, and suggested that the Israelites worship the calf as god.

Each of us is prone to casting blame for our misdoings on circumstances, outside pressures, enticements of others, etc. But Brooks points out so clearly that each of us is responsible under God for his or her own acts, and that only a new life in Jesus Christ assures us that we may become what He wants us to be by His amazing grace.

We in UMN are not immune from this problem, nor is any of you, but together we seek God's will for our own lives and for the fruitful witness and service of the United Mission to Nepal.

Items for Praise and Thanksgiving.

- Good monsoon rains and harvests in most parts of Nepal, ensuring that the majority, but not all, of the people will have at least minimum food to eat.
- Safety in travel during the hazardous monsoon season, even though scores of our colleagues walked slippery mountain trails and travelled on overloaded buses.
- General good health of UMNers, and remarkable healing for several who were seriously ill.
- Fine spirit of unity among our large number of new students in the Language and Orientation Program, and good results from their intensive study.
- Record number of 237 UMNers supported by 26 Mission societies and representing 14 nationalities. Most are long term people, 54 having served more than 10 years.
- Continuing large number of inquiries for service in UMN.
- Definite request for membership in UMN by three Mission societies, one in Northern Ireland, and two in USA, to make a total of 32.
- A grant of \$38,000. from TEAR FUND in England to install drinking water systems in many villages in the Tansen area, mostly in isolated hilly places. We continually thank God that He puts on the hearts and minds of potential donor agencies in the rich, developed countries the needs of Nepal, one of the ten least developed countries in the world, that the UMN may be assisted in its stated purpose to "help meet the needs of people in Nepal in the Name and Spirit of Christ, and to make Christ known by word and life".

Items for Intercession.

- The successful publishing and wide distribution of Jonathan Lindell's book, Nepal and the Gospel of God, the manuscript and many pen drawings of which are now in the printer's hands in New Delhi. This may be used by God to tell the marvellous story of events leading up to UMN's entry into the country nearly 25 years ago and of its brief quarter of a century history. Details will be available later as to how you can get your copy of this book.
- The Jubilee Workers' Conference, to be held in Pokhara, January 11-16, part of the 25th anniversary celebrations, when Dr. Samuel H. Moffett, veteran missionary statesman, evangelist and theological educator from Korea will be the chief speaker.
- The UMN General Conference, to be held in Kathmandu, April 2-4, another part of the 25th anniversary celebrations, with the well known missionary leader from England, Bishop Lesslie Newbigin, and the stimulating Japanese theologian now in New Zealand, Dr. Kosuke Koyama, as speakers.

- The important meeting of the UMN Board of Directors, April 5 and 6, which will consider studies going on now about the future course of UMN, taking into account the findings of the General Conference, that God will make clear His will for UMN in the years ahead.
- Meetings of the Finance and Executive Committees in mid-November when decisions will be made about accepting new personnel, inviting some of our colleagues to return after furlough, plans for 1979, and the implications of rising salary costs on the proposed budget.
- Wisdom as staff talk with Government officials about the proposed boarding school in Jumla in an isolated, mountainous area of the far west, and about the latest request that UMN become involved in a four year Rural Trade Training School program in Jumla, teaching employable skills in the areas of health services, building, agriculture.
- Donor(s) for the remaining 25% required for the Patan Hospital, the base hospital for the Lalitpur Community Health Program of Shanta Bhawan Hospital, and movement in the key places for the ability to go ahead with detailed plans.
- Sensitivity in all of our planning to assure maximum people's participation in developmental programs.
- Both vision and restraint in working through proposals to help make our Nepali staff more willing to stay with our projects when attractive offers from outside are beckoning.
- God's gracious under-girding of Nepali brethren who are enduring hardship, suspicion and discrimination because of their faith, and especially for the 25 reported by the newspapers as having been arrested.
- The people of God's choice to fill some urgent personnel needs: surgeons, hostesses, business managers, laboratory technicians, anaesthetists, x-ray technicians, hospital administrator, site engineers, field workers, agriculturalists, senior consultants in engineering, etc.
- The UMN Asian and Pacific Regional Conference, to be held in Melbourne, December 8 - 11, with the purpose of explaining at first hand the UMN program, needs in personnel and financial support, getting suggestions for greater involvement in UMN, and seeking exchange of views as to how UMN might better carry out its purpose. Pray for me, that God will give health, strength, sensitivity and vision as I share in the leadership of the Conference.

* * * * *

Marie Curling, from Brixham, England, once wrote about "Roles - And How We Play Them":

"Whenever I'm disappointed with my lot in life, I stop and think about little Jamie Scott. Jamie was trying out for a part in his school play. His mother told me that he'd set his heart on being chosen. On the day the parts were awarded I went with her to collect him after school. Jamie rushed up to her, eyes shining with pride and excitement. 'Guess what, Mum' he shouted, and then said those words that remain a lesson to me: 'I've been chosen to clap and cheer'".

Aren't some of us called by God just to do that?

In Christ's fellowship,

Gordon M. Ruff
Executive Secretary



THE UNITED MISSION TO NEPAL

Executive Secretary: Mr. G. M. Ruff
Treasurer: Mr. F. Clarkson

Telephone: 12179 or 15573
Telegrams: UMNEPAL
Location: 1/29 Thapathali
Mailing address:
POST BOX 126,
KATHMANDU, NEPAL

30th June 1978

Dr Paul Singh
4 GELC Compound
Ranchi
Bihar
INDIA

Dear Dr Singh

A letter from Miss Dorothea Friederici indicates that GELC may be interested in joining UMN as a member body. If this is so the procedure is as follows.

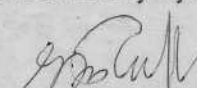
GELC officially should write a letter to me requesting such membership. I will refer it to the Board of Directors at its meetings in April 1979 - the Board takes action on such matters.

Membership implies, of course, acceptance of the UMN Constitution and Bye-Laws. It also implies contributing with full financial support one or two missionaries, who are called UMN Board Appointees, or an annual grant of at least Nepali Rs.10,000 or both. This entitles the member body to appoint one representative on the Board of Directors. A member body contributing three or more Board Appointees will be entitled to two representatives on the Board.

With each Board Appointee, in addition to full financial support, an annual per capita grant of Nepali Rs.7,200.00 is expected from the member body. This money received for all UMN Board Appointees is the basic financial support for the on going programme of UMN, including expenses for housing and travel of Board Appointees.

If there is further information I can give to you please let me know.

Cordially yours


Gordon M Ruff
Executive Secretary

c.c Miss D. Friederici
Gossner Mission.

GOVERNMENT OF INDIA
LADY READING HEALTH SCHOOL

Tele (Gram: "READHEALTH"
(Phone: 513473

No. 16-1/ -LRHS
BARA HINDU RAO, DELHI-110006.

Dated the _____

To _____

Subject:- Diploma Courses in Public Health Nursing at the Lady Reading Health School, Delhi - Session, July, _____.

Sir/Madam,

Reference your letter No. _____ dated _____

I am to state that the next session of the Public Health Nursing Course will commence from the 15th July, _____ at this Institution.

The course is of 10 calender months and there are only 30 seats available in this session.

Candidates who have passed Matriculation Examination or its equivalent and are in possession of Senior Nursing Certificate of any Nursing Council of India or its equivalent with recognised Midwifery Certificate are eligible for admission to this course. The medium of instruction of the course will be English and the examinations will also be conducted in English. It is desirable that the candidates should have sufficient working knowledge in English and an aptitude for Public Health Nursing.

The following fees will be payable in advance by each student for the whole academic year:-

- | | | |
|--|------|---|
| 1. Tuition fee | | Rs.150.00 |
| 2. Fees for supervised field training in Urban and Rural area. | | Rs.100.00 |
| 3. *Caution Money | | Rs. 50.00 |
| 4. Registration & Examination fee... | | Rs. 5.00 and
Rs. 15.00 respectively. |

* Refundable on the termination of the course after deducting charges for loss or damage to instruments, books or other Government property, if any.

Stipend @ Rs.150/- per month per candidate will be paid by the Government of India if sanctioned. Public Health Nurses employed under the Central or State Government, or Local Bodies or who are likely to be engaged in Public Health Nursing by the sponsoring authorities are eligible for grant of stipends. In lieu thereof the candidates will have to sign a bond with the Central Government that on completion of course they will serve the Government of India or the State Government or Local bodies as may be required by the Government, for a period of 2 years. All the expenditure on Messing, hostel dues etc. are payable by the students at the begining of the month.

P.T.O.

Second Class Railway Fare from residence to Delhi and back will also be paid by the Government to the selected candidates. The students should however avail Trained Nurses Association of India railway concession.

Application for the grant of admission and stipend for the course should be made on the prescribed form so as to reach the Superintendent, Lady Reading Health School, Delhi-110006 by 15th April, . Copies of application forms can be had from this Institution on request.

The names of the candidates should be recommended by the State Governments for the grant of stipend and admission to the Course, in order of preference. Application received after the prescribed date will not be considered. The final selection will be made by the selection Committee appointed by the Directorate General of Health Services.

Hostel accommodation will be provided if required.

While forwarding the applications, the sponsoring authorities may please confirm the following:-

- i) that the tuition fee etc. mentioned above will be paid by the sponsoring authority or that the same is required to ^{be} paid by the trainee.
- ii) that she is recommended for the Central Government stipend or otherwise.

Yours faithfully,

(Miss R. Verghese)
Superintendent,
LADY READING HEALTH SCHOOL, DELHI.

V.K. - 27/12/1976.

GOVERNMENT OF INDIA

APPLICATION FORM FOR THE
PUBLIC HEALTH NURSING TRAINING

At

LADY READING HEALTH SCHOOL,
BARA HINDU RAO, DELHI.

PHOTO

DIPLOMA COURSE IN PUBLIC HEALTH NURSING

1. Full Name (block letters)
2. Father's/Guardian's/Husband's name
3. Full permanent address

(b) Full present address

4. State to which the candidate belongs
5. Date of birth according to Christian era.
6. Married or Single
7. (i) If married No. of children
- (ii) Age of the youngest child

8. General qualifications starting with Matriculation (Please enclose attested copies of Certificates/Diplomas etc.)

School/College	Place	Date of joining and leaving.	Examination passed.
1.			
2.			
3.			
4.			
5.			

Contd.....2/-

9. Professional qualifications:

Name	Institution	Degree/Diploma/ Certificate.	University/State/ Nursing Council/ Faculty etc.	Year of passing.
1.				
2.				
3.				
4.				
5.				

10. Registration Details:

	REGISTRATION NO.	PLACE	DATE
1. Nurse			
2. Midwife			
3. Health Visitor			
4. Any other special training			

11. Professional Experience:

POST HELD	INSTITUTION	DATES

12. Present appointment or occupation

13. Service to which the candidate belongs. If nominated or sponsored by a State Government or any other organisation, state by whom nominated or sponsored.

14. Are you receiving a scholarship?
If so, from when.

15. Are you already bound by any agreement to serve any Government Organisation/ Institution in lieu of stipend received for any training.

N A M E	A D D R E S S	P O S I T I O N

SIGNATURE OF APPLICANT

- N.B. - (i) Admission is dependent upon production of a certificate of physical fitness in the attached prescribed form from a registered medical practitioner.
- (ii) Candidates already in employment should submit their application through proper channel, otherwise their candidature for admission to the course will not be considered.
- (iii) With this form please send attested copies of your school leaving certificate and registration certificate also the attached medical certificate. Certificates of General Nursing and Midwifery are also required to be submitted.

V.K. - 28/12/1976.

LADY READING HEALTH SCHOOL, DELHI.

MEDICAL EXAMINATION FORM

Name _____ Age _____

Address _____

Family History:-

Have any of applicant's family members had:-

- a) Tuberculosis _____
- b) Diabities _____
- c) Nervous or mental disorders _____

Personal History:

Has applicant ever suffered from any of the following? (If so, when)

- a) Tuberculosis _____
- b) Cardic Diseases, asthma _____
- c) Gastro intestinal disorders _____
(Appendicitis, Gall Stones etc.)
- d) Mental or Nervous disabilities _____
- e) Arthritis _____
- f) Rheumatic fever _____
- g) Diabities _____
- h) Jaundice _____
- i) Typhoid _____

When was the applicant last:-

- a) Vaccinated against small pox _____
- b) Innoculated against Typhoid _____
- c) Immunized against Cholera _____

PHYSICAL EXAMINATION:

General Development

Weight _____ Height _____ Posture _____

Skin _____ Anaemia _____

Any recent changes in weight _____

Clinical Examination:

- 1. Eyes _____ Sight: Right eye _____ Left eye _____
- 2. Ears _____ Hearing _____
- 3. Condition of teeth _____
- 4. Tonsils and Adenoids _____
- 5. Lungs _____
- 6. Heart _____
- 7. Pulse Rate _____ Blood Pressure _____

8. Abdomen
a) Liver _____ b) Hernia _____ c) Spleen _____
9. Glands (Thyroid - Cervical) _____
10. Varicose Veins _____
11. Abnormalities of feet _____
12. Urine Analysis:
Colour _____ Sp. Gr. _____
Albumin _____ Sugar _____
Castes _____
13. Blood H.B. _____
14. Please indicate:
a) Is the menses regular _____
b) Does it interfere with the work _____
c) Is she pregnant (in case of married) _____
15. Are there any facts known to you, not brought out in the foregoing examination, affecting or likely to affect the health of the applicant?

16. Remarks (if any) _____

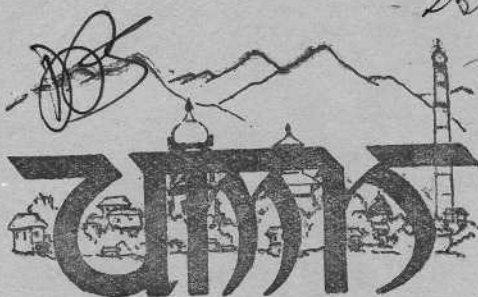
Date: _____

Signature of Medical Officer _____

Registration No. _____

Address _____

V.K. - 7/2/77.



28/5/78 BEL-28
THE UNITED MISSION TO NEPAL

Executive Secretary: Mr. G. M. Ruff
Treasurer: Mr. F. Clarkson

Telephone: 12179 or 14580
Telegrams: UMNEPAL
Location: 1/29 Thapathali
Mailing address:
POST BOX 126,
KATHMANDU, NEPAL

19th May, 1978

Dr. C. K. Paul Singh,
Gossner Evangelical Lutheran Church,
Ranchi,
Bihar, India.

Dear Dr. Singh,

We received your letter of 12th April, but did not reply to this immediately as you said you would be away on a visit to Germany. We were sorry you could not come to the Board Meeting, and trust that it will be possible another time.

The further information which you have given us about Mr. and Mrs. Dorman has been helpful, and we have been able to discuss this with the administrative personnel concerned. We understand that Mrs. Dorman is well trained and would probably be suitable for the work in Nepal. However, the United Mission could only consider acceptance of any married worker provided husband and wife were equally suitable, were both offered as workers, and were able to be assigned to the same location.

We have given this very careful thought, and feel that we must regretfully write and say we would not be able to offer Mr. and Mrs. Dorman a place in the United Mission at this time. Mr. Dorman's training is actually less than many of our Nepali workers, and the Nepal government expects that all the non-Nepali people whom we bring in will be well qualified and experienced people who are in a position to train Nepalis. He would find it very difficult or impossible to fulfil the responsibilities and position except of a Board Appointee. Also, as mentioned before, the United Mission is under agreement with government to employ Nepalis, except in posts where there is not a trained Nepali available.

For these reasons we feel that it would be much better for the Gossner Mission not to offer this couple to the United Mission. We regret this, and would certainly be open to considering Indian workers on the Board Appointee staff provided they are qualified for the approved posts and committed Christians, etc. Maybe there will be others like this who will feel the call of God to Nepal.

Yours sincerely,

Betty Young

Betty Young
Personnel Secretary

हवाई पत्र
AEROGRAMME



Dr. C. K. Paul Singh,

G.E.L. Church,

Ranchi,

Bihar,

India

पठाउनेको नाम र ठेगाना ।

UNITED MISSION TO NEPAL

P. O. Box 126

KATHMANDU, NEPAL

यस पत्रमित्र केही खासिएका साधारण डाकबाट भिन्न छ ।



→ । पोस्टाईत गर्न ।

INDIA SECURITY PRESS.

Government of India
LADY READING HEALTH SCHOOL

Tele

Gram : "READHEWLTH"

Bara Hindu Rao,

Phone: 513473

DELHI-110006, dated the 6th June, 1978.

No. 16-15/78 -LRHS

To

The Director,

B.E.L. Church,

RANCHI (Bihar).

Selection:- Selection to the Certificate Course in PUBLIC HEALTH NURSING at Lady Reading Health School, Delhi - July, 78 Session.

Sir/Madam,

Reference your letter No. 21/78/BEL-28

dated the 13th April, 1978

forwarding application of ~~Miss/Mrs.~~ Sxxx

LALITA SAROJINI DORMAN

for the above course.

~~Miss/Mrs. Sxxx~~ LALITA SAROJINI DORMAN (Toppo) has been selected for the course commencing 15th July, 1978. She should report at this Institution positively by 14th July, 1978. Her selection is subject to production of original educational and professional certificates. The papers asked for in this office letter No. 16-3/78-LRHS, dated 22nd April, 1978, may be forwarded immediately, by the candidate.

Period of the course:-

10 Calendar months.

Dues:-

The following fees is required to be deposited in ADVANCE, or on joining the course. The students who do not deposit the dues in advance shall not be admitted in the course. Even the sponsored candidates are required to deposit these dues in advance and no exception will be allowed:-

- | | | |
|--|-------|----------|
| 1. Tuition Fee | | Rs.150/- |
| 2. Fee for supervised field training in Urban and Rural areas. | | Rs.100/- |
| 3. Registration Fee | | Rs. 5/- |
| 4. Examination Fee | | Rs. 15/- |
| 5. Caution Money * | | Rs. 50/- |

* Caution money will, however, be refunded after deducting dues, if any, on account of breakage or loss to Government articles on completion of the course.

THE AMOUNT OF TUITION FEE ETC. CAN EITHER BE DEPOSITED IN CASH OR SENT BY MONEY ORDER/BY BANK DRAFT PAYABLE TO THE SUPERINTENDENT, LADY READING HEALTH SCHOOL, DELHI ON BANK OF BARODA, PARLIAMENT STREET, NEW DELHI BRANCH.

Stipend:-

A sum of Rs.150/- per month is paid as Central Government stipend, to students from the date of joining, if sanctioned. The stipend will be drawn after the students submit the bond, to be filled by them. It has been the experience that to complete all the formalities it may take 2/3 months and hence students are advised to make arrangements for incurring all expenditure during this period.

Bond:-

All the candidates desirous to get Central Government stipend are required to execute the attached bond. The completed bond is required to be submitted on joining the course.

P.T.O.

T.A. :-

The Central Government stipendaries are entitled to claim II class single Railway fare from their place of duty/residence to Delhi and back. The candidates are advised to avail Trained Nurses Association of India concession, if admissible. The candidates are required to produce Railway Receipt in support of the journey performed by them.

Hostel facilities:-

The students are provided free lodging with facilities of water and electricity, if desired. The students are required to abide by the hostel rules. The students will meet their expenditure for boarding. At present these charges are Rs.65/- p.m.

Uniform:-

The candidates are required to wear white voil sarees and poplin blouses (round high neck) while on duty. They are advised to bring at least nine such sets and two overalls (Laboratory coats without sleeves), black and brown sandals or shoes are allowed on duty. The candidates should bring their own bedding with complete bed linen and towels etc. They are also required to bring a wrist watch with second hand, and their own table lamps and torch etc.

Books:-

The list of text books required to be bought will be provided on joining the course.

A list showing the few books which will be helpful for reference in their course is enclosed for their reference, which may be brought with them, if available.

The students are advised to keep a provision of approximately Rs.300/- for the purchase of books and stationery etc.

Examination:-

The final examination will comprise of 4 written papers and 2 practical and viva voce.

Location of the Institution:-

The Lady Reading Health School is situated in the vicinity known as Bara Hindu Rao. The building is located on Rani Jhansi Road, between Filmistan Cinema and Delhi Cloth Mills. It is a cream coloured double storey building on the right hand side of the road, when approached from Rani Jhansi Road. It is approximately 5 K.M. from Delhi Main Station and 4 K.M. from New Delhi Railway Station.

The students are required to give confirmation for acceptance of the seat offered within 10 days of the receipt of this letter. If no confirmation is received within this period, it will be presumed that the candidate is not interested to take up this course and the seat will be treated as cancelled automatically.

The students are, therefore, advised to make sure that they send the confirmation letter positively within the stipulated period.

Yours faithfully,

M. L. Kishore

for (Miss R. Verghese)

Superintendent,

LADY READING HEALTH SCHOOL, DELHI.

Copies to:-

1. The individual concerned.

Enclosure: Mrs. Lalita Sarojini Dorman (Toppo), C/O Shri George Johnson Toppo,
Book list. New Garden Siromtoly, Club Road, Ranchi (Bihar)

2. Personal file of the individual concerned.

3. The Director General of Health Services (Nursing), New Delhi.

sd/-

for (Miss R. Verghese)

Superintendent,

LADY READING HEALTH SCHOOL, DELHI.

V.K.-22/7/1977

400 copies.

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B62-28

CONFIDENTIAL/IMMEDIATE

Government of India
LADY READING HEALTH SCHOOL

No. 16-3/78-LRHS

Bara Hindu Rao,
DELHI-110006, the 27th April, 1978.

To

- 1) Mrs. C.C. Joseph, Nursing Supdt., H.E.C. Plant Hospital, Dhurwa, Ranchi-4
- 2) Rev. Dr. C.K. Paul Singh, Director, B.E.L., G.E.L.Church, Ranchi

Dear Sir/Madam,

~~Miss~~/Mrs. ~~Srx~~ LALITA SAROJINI DOMMAN(TOPPO) from Gub Road,
Ranchi (Bihar) has applied for a seat in the
course we give to prepare nurses for Public Health work in the Urban and Rural
areas. She has given your name for reference. The Course we give, is not easy,
being a basic course in PUBLIC HEALTH NURSING. When we admit a student who is
unable to do the course, it means she has a disappointing experience and another
student who applied has been turned down. It is, therefore, very important that
selections be carefully made more so, due to our limited number of seats. Please
help us in making selections by your frank answers to the following questions.

This letter may please be returned in original within seven days of
receipt of this letter, positively.

Yours sincerely,

R.D. Sharma
27.4.78
for (Miss R. Verghese)
Superintendent.

1. For how long and in what relationship
have you known the candidate?
2. Is she a good bedside nurse?
3. Does she possess a good character?
 - a) Is she honest?
 - b) Is she unselfish?
 - c) Is she of a happy disposition or
of a complaining nature?
 - d) Has she endurance or does she
easily get discouraged and give up?
4. Is she intelligent?
 - a) Does she read of her own accord?
 - b) What does she read?
 - c) Is she professionally up-to-date?
 - d) How did she get along in her studies
in School and as a student Nurse?
 - e) Has she constructive suggestions
for improvement to offer?

P.T.O.

5. Is she healthy?
 - a) Is she full of energy and does not tire?
 - b) Is she frequently not feeling well?
 - c) Is her life well balanced in work?
recreation, social etc.
 - d) Which sides are over done?
 - e) Which neglected?
6. Does she get along well with people?
 - a) With superiors?
 - b) With co-workers?
 - c) With students?
7. Has the candidate a sufficient grasp of English to understand lectures?
8. Do you think she would be a good student for this course?

Why so?

Are there any facts which might
had you to doubt?

~~If so, please state -~~

For the Matron of the School Nursing
where the candidate took her nursing course.

Please give your report of this candidate's
record during training including the ward work,
class record and character.

Date _____

Signature _____

Position _____

N.K. - 7/5/1977 /

B52-28

आवश्यकताएं

नेपाल के लिए दानों की आवश्यकता है ।

गोस्सनर क्लोसिया के उन सदस्यों से आवेदन पत्र आमंत्रित किये जाते हैं, जिन्होंने मैट्रिक पास कर किसी भारतीय नर्सिंग कौंसिल से सीनियर नर्सिंग सर्टिफिकेट हासिल किया है या मिडवाइफरी सर्टिफिकेट लिया हो, कि वे दिल्ली स्थित डिप्लोमा कोर्सेस इन पब्लिक हेल्थ नर्सिंग आयट द लेडी-रिडिंग हेल्थ स्कूल में दस महीने की ट्रेनिंग के बाद यू० एम० एन० के साथ नेपाल में काम करें — ट्रेनिंग अग्रेज भाषण में है । ट्रेनिंग और नेपाल में काम करने का सारा आर्थिक भार गोस्सनर मिशन (बर्लिन) उठायेगा । यह गोस्सनर क्लोसिया एवं गोस्सनर मिशन के बीच मिलकर काम करने का एक विशेष कदम होगा, अतः गोस्सनर क्लोसिया के सभी सदस्य इसको सफल बनाने का सहयोग दें ।

आवेदन पत्र फरवरी माह तक अधोहस्ताक्षरी के पास पहुंचना चाहिये, ताकि मार्च में दिल्ली के लिये आवेदन पत्र भेजे जा सकें । आवश्यक जानकारी के लिये डा० सिंह (जी० ई० एल० चर्च, रांची) से सम्पर्क करें ।

जयपुर लूथरन क्लोसिया (दक्षिण उड़ीसा) के आदिवासी लोगों के बीच एक अनुभवी नर्स या कम्पौंडर की आवश्यकता है, इच्छुक व्यक्ति इसके लिए भी अधोहस्ताक्षरी के पास जल्द से जल्द आवेदन भेजें । जयपुर लूथरन क्लोसिया के साथ नार्थ एस्टे मिशन (जर्मनी) काम करता है ।

(डा० सी० के० पाल सिंह)

डाइरेक्टर, जी० ई० एल०

जी० ई० एल० चर्च (के० एस० एस०)

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BEL - 28

NEWS AND PRAYER LETTER

No.1/78

March 17, 1978

United Mission to Nepal,
Post Box 126,
Kathmandu, Nepal

Dear Friends,

It has been said that "people can be divided into three groups: those who make things happen, those who watch things happen, and those who wonder what happened". It may well be that many of us in UMN these days are in the third group, for events move so quickly at times that we often wonder what has happened.

The last paragraph on page 6 of the UMN Five Year Plan may have understated the situation, or perhaps we just did not anticipate the flood of new developments which seems to have burst upon us:

"The first entrance of UMN into Nepal was by government request to open medical work in Tansen and Kathmandu. Following that the UMN sought permission to open new projects in other areas of the country. Some were granted; some were rejected. The basic work and projects were all under way during the first 10 years of the UMN's existence. In the subsequent years, until 1976, considerable expansion took place, but largely around older existing places or projects. The new factor now is that Government is approaching UMN asking us to take up new projects largely in new areas..in the east, west, north and south, expanding our geographical involvement in the country."

How we need God's perfect wisdom to know how to respond creatively, realistically, eagerly, seeking to serve the needs of the people of Nepal in an ever-widening circle in the Name and Spirit of Christ, and to make Christ known by word and life! I often think of the words of a prayer by the late Dr. Peter Marshall: "O Lord, preserve us from having hot heads, but keep us from having cold feet."

Items for Praise and Thanksgiving:

- The many new opportunities being offered to UMN by Government to become further involved in development activities beyond our present geographical involvement.
- The sixteen students in our language and orientation program with skills and experience for assignment under the Education Board, Economic Development Board, Health Services Board and Headquarters.
- An excellent Workers Conference in which more than 150 of our personnel participated early in March, with inspiring devotional messages and Bible studies brought by Dr. K. N. Nambudripad, Director of Christian Medical College, Ludhiana, India. As an Indian Brahmin convert, Dr. Nambudripad spoke so convincingly to the Nepal situation about absolute allegiance to Jesus Christ.
- The three Functional Board meetings in February, where review of their sections of the UMN Five Year Plan brought much satisfaction that God had enabled them to be on target after the first year.
- The Treasurer's report for 1977, showing that full income as anticipated for the total work of the UMN had been received.
- The agreement to fund 75% of the Rs.35 million to construct the first stage of 90 beds for the new Patan Hospital, which will be the base for our cooperative community health program for Lalitpur District, adjoining Kathmandu to the south and east. We are seeking donors for the remaining 25%.
- The probable funding for a three to five year program of research, development, construction and installation of bio-gas plants throughout Nepal, providing an alternate, renewable source of energy to save burning wood and cow dung for fuel.
- The many small and large gifts which come to UMN throughout the year from interested individuals, churches, Sunday School classes, etc., which meet some of the unanticipated equipment and renovation needs.

Items for intercession:

- New personnel of God's choice to enable the UMN to move into the many openings being offered by the Government. Last year we accepted 53 new people, but our needs are still great.
- Meetings of the UMN Finance and Executive Committees and Board of Directors in April. One major matter will be the selection of the next Executive Secretary, that the person of God's choosing will become clear. Important and far-reaching decisions will be taken regarding wider geographical involvement of UMN in the country with new projects.
- Plans for the Dhankuta Technical Center in the far east, two days walk from the nearest road, that God's will may prevail in all of the planning which soon may come to a definite decision.
- Possible involvement in developing a new trade school in Hetauda, 80 miles south of Kathmandu in the inner terai, again at the request of Government because of UMN's skills and experience in the past.
- Possible involvement in building and staffing a boarding school in Jumla in the far west. This will be a major undertaking in an area twelve days walk from the nearest road in a 7,000' high valley, surrounded by 13,000' high mountains. This is a very under-developed area, and it is a tribute to UMN to be asked by Government to undertake a project of this kind in the north-west, isolated mountainous area of the country.
- Planning for UMN involvement on a larger scale in agriculture and rural development as a result of a visit earlier this year by an agri-business expert from the Philippines. Pray for funding for this man and his family to return to Nepal to work in UMN.
- The Jubilee Workers Conference in January, 1979 and the General Conference on Mission in April 1979, both observing the 25th anniversary of the UMN, that God will give wisdom in planning to look back on His marvellous works and inspiration for the road ahead.
- The growing Christian fellowship across the mountains and valleys of the land, that God's daily presence will be sufficient for all the needs.

In his little book, The Good Shepherd, Bishop Lesslie Newbigin has one chapter entitled "Remembering", based on Deut. 8:2... "You shall remember the way the Lord your God has led you." He points out that "it is the very heart of our faith that we remember what God has done in the days of our fathers, so that our eyes may be open to see His works in our day." He suggests that "when we lose a sense of history, something vital goes out of our Christianity. In the first place we lose a sense of perspective. The events of the present appear out of proportion-bigger than they really are... In the second place... we lose our sense of balance... we get locked in a sterile conflict between what is supposed to be the latest thing and what is supposed to be out of date... In the third place we lose our sense of direction... History is a conversation between the present and the past about the future... When the Bible says 'You shall remember the way the Lord your God has led you', it is in order to ensure that you continue to follow the same Lord who is out in front leading you on."

That is what we attempt to do in UMN, knowing that all our work centres in the historic victory of Jesus Christ when He rose from the dead and ascended to sit at the right hand of God the Father. Pray with us that the Lord of history will indeed guide UMN at this important period in its brief history.

In Christian fellowship,

Gordon M. Ruff
Executive Secretary

BEL-28



THE UNITED MISSION TO NEPAL

Executive Secretary: Mr. G. M. Ruff
Treasurer: Mr. F. Clarkson

Telephone: 12179 or 14580
Telegrams: UMNEPAL
Location: 1/29 Thapathali
Mailing address:
**POST BOX 126,
KATHMANDU, NEPAL**

Dr. Paul Singh,
GEL Church,
Ranchi, Bihar,
India.

15th March, 1978

Dear Dr. Singh,

Gordon Ruff has asked me to reply to your letter of 22nd February (7), which has just reached us. We are glad to know that you are definitely planning to come to Kathmandu for the Board Meetings in April.

You asked about a group visiting projects, but we do not have any arrangement like that. If Board members wish to visit projects before or after the meetings, they are welcome to do so and we encourage this. But it is up to the individuals to say when they will be here and where they wish to visit, and then we try to make the necessary plans for them. We will be happy if you can spend some time visiting the work in different centres. Please let us have information about the time you can spend and where you want to go, and we will do our best to help with plans.

Thank you for sending the papers on Sri Purno Soshi Dorman. We have shared these with our Economic Development Secretary. He is not particularly well qualified for any specialised work in Nepal, but would be on an equivalent work level with our own Nepali graduates from BTI. There may be some opening for him, but we do not feel we can promise anything at this point.

We are a little puzzled about the basis of their proposed coming, and the references to his wife. Has she made direct arrangements with one of the UMN projects for employment? Or is the plan that they come as missionaries and full Board Appointees of the UMN? We would need to know this clearly before going any further, and if they are to be members of the UMN we will need full papers on both husband and wife, to cover qualifications and experience; statement of faith, given in their own words; references from employers and pastor; and full medical report. We ask for this from every candidate who applies as a Board Appointee, and this information is then brought to the Coordinating Committee and Executive Committee for consideration and action.

If the couple is coming under direct arrangement with a project, all the negotiations will be with that project, and not through our office here. We do not know of any place where the two professions can usefully be placed together in one project, but there may be some opportunities of work outside UMN with another organisation.

I am sorry that we cannot give any definite answer at this point without having further information. It would probably be easier to talk it over when you are here. We certainly do not want to close the door to their coming until we know more, but there is

some problem in employing Indian workers here as we have promised government that we will give first preference to Nepali nationals. However, we will certainly be happy to go into this whole question with you further.

Yours sincerely,

Betty Young

Betty Young
Personnel Secretary

हवाई पत्र
AEROGRAMME



Dr. Paul Singh,

G.E.L. Church,

Ranchi,

Bihar,

N. India



UNITED MISSION TO NEPAL

P. O. Box 126

KATHMANDU, NEPAL

यस पत्रमित्र केही खासिएता साधारण डाकबाट भलान गलिनछ ।

पहिलो बाँध

दोस्रो बाँध

भारत प्रती कार्ड भर्नुहोस् ।

INDIA SECURITY PRESS

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नेपाल के लिए दान नर्सों की आवश्यकता है ।

गोस्सनर क्लिनिसिया के उन सदस्यों से आवेदन पत्र आमंत्रित किये जाते हैं, जिन्होंने मेडिक पास कर किसी भारतीय नर्सिंग कौंसिल से सैनियर नर्सिंग सर्टिफिकेट हासिल की है या मिडवाइफरी सर्टिफिकेट ली हो, कि वे दिल्ली स्थित डिप्लोमा कोर्सेस इन पब्लिक हेल्थ नर्सिंग आयट द लेडी-रिडिंग हेल्थ स्कूल में दस महीने की ट्रेनिंग के बाद यू० एम० एन० के साथ नेपाल में काम करें - ट्रेनिंग अंग्रेजी भाषण में है । ट्रेनिंग और नेपाल में काम करने का सारा आर्थिक भार गोस्सनर मिशन (बर्लिन) उठायेगी । यह गोस्सनर क्लिनिसिया एवं गोस्सनर मिशन के बीच मिलकर काम करने का एक विशेष कदम होगा, अतः गोस्सनर क्लिनिसिया के सभी सदस्य इसको सफल बनाने का सहयोग देंगे ।

आवेदन पत्र फरवरी माह तक अधोहस्ताक्षरी के पास पहुँचना चाहिये, ताकि मार्च में दिल्ली के लिये आवेदन पत्र भेजे जा सकें । आवश्यक जानकारी के लिये डा० सिंह (जी० ई० एल० चर्च, रांची) से सम्पर्क करें ।

जयपुर लूथरन क्लिनिसिया (दक्षिण उड़ीसा) के आदिवासी लोगों के बीच एक अनुभवी नर्स या कम्पौंडर की आवश्यकता है, इच्छुक व्यक्ति इसके लिए भी अधोहस्ताक्षरी के पास जल्द से जल्द आवेदन भेजें । जयपुर लूथरन क्लिनिसिया के साथ नॉर्थ एल्वे मिशन (जर्मनी) काम करता है ।

(*डा० सी० के० पाल सिंह*)

डाइरेक्टर, जी० ई० एल०
जी० ई० एल० चर्च (कै० एस्० एस्०)
रांची

ADVERTISEMENT

**NURSES FOR N E P A L

Applications are invited from G.E.L.C. Members who have passed Matriculation Examination or its equivalent and are in possession of Senior Nursing Certificate of any Nursing Council of India or its equivalent with recognised Midwifery Certificate for a Diploma Course in Public Health Nursing at the Lady Reading Health School, Delhi. Course is for 10 calendar months in English Medium. Thereafter to serve under U M N in N E P A L .

Stipend and all other expenses for the above training shall be arranged by the Gessner Mission, Berlin.

As the next session begins from 15th July '77, last date for application in own handwriting with testimonials (copies) is 10th July '77 and interview on 11th July at 10.30 A.M. in K.S.S. premises, GELC, Ranchi. - No T.A. permitted.

For further detail and application addressee contact -

Rev. Dr. C.K. PAUL SINGH, GELCHURCH, RANCHI.

C.K. Paul SP
(C.K. PAUL SINGH).

302-28

UNITED MISSION TO NEPAL *** PERSONNEL NEEDS LIST *** JULY 1977

This list consists of personnel required for approved posts, and, unless otherwise stated, long-term appointees are preferred. Job descriptions can be supplied on request. Enquiries from: Miss B. Young, Personnel Secretary, United Mission to Nepal, Post Box 126, Kathmandu, Nepal. MOST URGENT NEEDS ARE BOXED BELOW.

GENERAL:

- Auditor: For Headquarters staff, to do auditing and give advice in accounting to all projects of UMN. Considerable travelling involved.
- Accountants: To do and supervise book-keeping; basic book-keeping qualifications and experience required.
- Secretaries: To give assistance in administrative offices with typing and other office duties.

EDUCATION: (Note: Government approval is necessary for secondment of education workers to non-Mission institutions).

- Teacher specialists (Secondary education): For schools in various areas:
In maths and science.
- Language and Orientation Program Supervisor: To supervise teachers and curriculum for new workers in Nepali language study and orientation. Linguistic training and experience desirable.
- Consultant Librarian: To assist in setting up and organising libraries and training Nepali staff to run them, involving considerable moving around from one place to another.
- Vocational Agricultural Educators: To teach in schools and/or administer adult and rural youth agricultural training programs.

ECONOMIC DEVELOPMENT:

- Consultants: In agricultural planning, industrial accounting, hydro-electric power engineering.
- Builders and site engineers: For various projects throughout the Mission, particularly small hydro power projects.
- Field workers: Young persons with practical background, ready to "rough it", working out in the field on bio-gas and other agriculturally related programs.

HEALTH SERVICES:

- Lady doctors: With experience in obstetrics and gynaecologist, willing to come for a minimum of 3-5 years; or for 6 months immediately.
- Paediatrician: With several years' experience in post-graduate work, for a minimum of 3-5 years.
- Community Health Nurse/midwives: For teaching and supervisory work in community health programs over wide areas of Nepal. Nurses with community/public health training & experience, prepared to be flexible and mobile, and to live under primitive conditions.
- Nurse Tutors: For training schools for Registered Nurses and for Assistant Nurse Midwives (joint UMN/HMG programs). Nurses with teaching qualifications and abilities. Sister Tutors with B.Sc. or equivalent, with midwifery qualifications.
- Anaesthetist: For busy hospital program at Shanta Bhawan, Kathmandu.
- Dentists: For clinical work, and for involvement in teaching dental hygiene in schools and community health programs.

GENERAL:

Business Managers: For work in outlying projects, involving book-keeping and general office administrative duties.

EDUCATION:

Teacher specialists (Secondary education): For schools in various areas:
In English/ music and art/ physical education.

Extra-curricular activities director: For Boys' Boarding School, to be in charge of and administer the total extra-curricular activities program.

Hostel supervisor: For hostel of 50 boys in boarding school.

Cultural Resource Worker: Experienced cultural anthropologist and mature Christian, to study, and to help others to study, Nepali culture, and how the work UMN can be more effective.

HEALTH SERVICES:

Nutritionists: Workers qualified in nutritional science.

Nutrition Improvement Workers: For work with community health teams, agriculturalists with wide experience to teach and advise farmers, teach in schools, etc. Long-term appointments only.

Social worker: For work amongst hospital patients and in local community.

Health Educators: To assist in training para-professionals and to stimulate community health actions.

Housekeeper: To train Nepalis into housekeeping duties in hospital situation.

Hospital Administrator: With qualifications and experience in hospital administration.

Sanitarian/Water Resources Advisor: For work in different parts of the country in conjunction with community health teams and projects; may also teach in government institutions.

General Medical Assistant training program staff:

Nursing Instructor; Evaluation and curriculum specialist;
Field Supervisor; General practitioner/clinical instructor;
Director of student affairs.

ECONOMIC DEVELOPMENT:

Senior Consultants for Development and Consulting Services: Experienced persons who combine theoretical insight with a practical grasp of problems; who have worked in developing countries or who know "how things were done 30-40 years ago"; who may be retired persons who would like to serve for a couple of years, or a few months, and who are willing to adapt to new situations. These consultants may work alone on special assignments, or as members of a team; do trouble-shooting in existing projects, or do surveys, feasibility studies or detailed planning for new projects in the following or related fields:

- Economic development planning;
- Agricultural planning;
- Industrial management and sales;
- Industrial engineering, small scale or agro-based;
- Hydro electric power engineering.

Research and Development personnel: For manufacture of ferro-cement poles of pre-stressed concrete, etc.

Field workers: Young people ready to do practical work on different kinds of projects out in the field, and to live under primitive conditions. Should be fairly long-term workers who want to learn the language and adjust to the local culture. Persons with practical experience from farming, construction work or other technical trades preferred.

Builders, site supervisors, surveyors and engineers: For various building projects out in the field, and to live under primitive conditions. Should be fairly long-term workers who want to learn the language and adjust to the local culture. Persons with practical experience from farming, construction work or other technical trades preferred.

Builders, site supervisors, surveyors and engineers: For various building projects through the Mission (hospitals, schools, etc.), and for staffing a new Construction Company now being established in cooperation with government for the construction of small hydro power plants in various parts of the country.

Supervisor, Foreman Training Program: For Butwal Technical Institute, a person able to plan and carry out courses for training of industrial supervisors at shop level, a new program to supplement the existing apprenticeship training program.

Shop supervisors/Instructors: For new industrial production/training centre similar to Butwal Technical Institute. Persons who are masters in their trades, able to set up and run production workshops with 'on the job' training of young apprentices, initially in the following fields:

- Mechanical workshop (fitter/welder)
- Woodshop (furniture production)
- Construction (building trades).

Administrators: Who may, after gaining some local experience, serve as project leaders/business managers for construction company, bio-gas program, new production/training centre, etc.

42-45
90
162

This list consists of personnel required for approved posts, and, unless otherwise stated, long-term appointees are preferred. Further details can be supplied on request. Enquiries from: Miss B. Young, Personnel Secretary, United Mission to Nepal, Post Box 126, Kathmandu, Nepal. MOST URGENT NEEDS ARE BOXED BELOW.

ADMINISTRATION:

Secretary: To work in administrative offices, doing typing, duplicating and other general office duties.

EDUCATION: (Note: Government approval is necessary for secondment of education workers to non-Mission institutions).

Teacher specialists (Secondary education): For schools in various areas:
In maths and science.

Language and Orientation Program Supervisor: To supervise teachers and curriculum for new workers in Nepali language study and orientation. Linguistic training and experience desirable.

Consultant Librarian: To assist in setting up and organising libraries and training Nepali staff to run them, involving considerable moving around from one place to another.

Vocational Agriculture Educations: To teach in schools and/or administer adult and rural youth agricultural training programs.

ECONOMIC DEVELOPMENT:

Consultants: Senior persons, possibly retiring age, experienced in engineering, business, agriculture, etc.

Field workers: Young persons with background in agriculture, construction trades, etc., ready to live and work under primitive conditions on projects out in the field.

Masters of woodworking, mechanical and simillar trades, able to supervise commercial production combined with apprenticeship training.

HEALTH SERVICES:

Lady doctor: With experience in obstetrics and gynaecology; long term or for up to 18 months.

Paediatrician: With several year's experience in post-graduate work.

General Practitioner: with experience in anaesthetics.

Anaesthetist: For busy hospital program, also willing to help in OPD.

Dentists: For clinical work, and for involvement in teaching dental hygiene in schools and community health programs.

Community Health Nurse/midwives: For teaching and supervisory work in community health programs over wide areas of Nepal. Nurses with community health training and experience, or interest, prepared to be flexible and mobile, and to live in primitive conditions.

Nurse Tutors: For training school for Registered Nurse/midwives (joint UMN/HMC program). Nurses with teaching qualifications and abilities. Sister Tutors with B.Sc. or equivalent, with midwifery qualifications.

Therapeutic Dietitian: For Shanta Bhawan Hospital.

Field Supervisor: To oversee and organise general field training program for Community Medicine Auxiliary students.

Field workers: Young people ready to do practical work on different kinds of projects out in the field, and to live under primitive conditions. Should be fairly long-term workers who want to learn the language and adjust to the local culture. Persons with practical experience in farming, construction work or other technical trades preferred.

Site supervisors, Builders and Maintenance personnel: To be seconded to new building projects, or to existing institutions (hospitals, schools, etc.) within the Mission.

Site Engineers, Construction Foremen, Installation/Maintenance Personnel: For staffing of a new Construction Company now being established in cooperation with the government for construction of small hydro power plants, irrigation projects, mills, etc. in various parts of the country.

Agriculturalists: For extension work related to the installation of bio-gas plants on farms throughout the country.

Industrial Trainer: Able to plan and set up a program at Butwal Technical Institute for advanced training of foremen/shop supervisors in industry.

Woodshop Advisor for Butwal Technical Institute: To help improve efficiency of production and sales of existing furniture production-cum-training workshop.

Shop Supervisors/Instructors: For new industrial production-cum-training centre now to be established in East Nepal. Requires persons who are masters in their trades, able to plan, organize and run production workshops with "on-the-job" training of young apprentices, initially in the following fields:

- Mechanical workshop (fitter/welder)

- Woodshop (furniture production)

- Construction (building) trades.

The new centre will be similar to Butwal Technical Institute in basic approach, but less sophisticated and more adapted to the needs of the surrounding hill agricultural economy.

Administrators/Business Managers for new construction company, new production-cum-training centre, and other existing and new economic development projects.

GENERAL:

- Auditor: For Headquarters staff, to do auditing and give advice in accounting to all UMN projects. Considerable travelling involved.
- Accountants: To do and supervise book-keeping; basic book-keeping qualifications and experience required.
- Business Managers: For work in outlying projects, involving book-keeping and general office administrative duties.

EDUCATION:

- Teacher specialists (Secondary education): For schools in various areas:
In English/ music and art/ physical education.
- Extra-curricular activities director: For Boys' Boarding School, to be in charge of and administer the total extra-curricular activities program.
- Hostel supervisor: For hostel of 50 boys in boarding school.
- Cultural Resource Worker: Experienced cultural anthropologist and mature Christian, to study, and to help others to study, Nepali culture, and how the work of UMN can be more effective.

HEALTH SERVICES:

- Nutritionists: Workers qualified in nutritional science for community health teams.
- Nutrition Improvement Workers: For work in agricultural development, agriculturalists with wide experience and with qualifications to teach and advise farmers, teach in schools, etc. Long-term appointments only.
- Social workers: For work amongst hospital patients and in local community.
- Health Educators: To assist in training para-professionals and to stimulate community health actions.
- Housekeeper: To train Nepalis into housekeeping duties in hospital situation.
- Hospital Administrator: With qualifications and experience in hospital administration.
- Sanitarian/Water Resources Advisor: For work in different parts of the country in conjunction with community health teams and projects; may also teach in government institutions.

ECONOMIC DEVELOPMENT:

- Senior Consultants for Development and Consulting Services: Experienced persons who combine theoretical insight with a practical grasp of problems; who have worked in developing countries, or who know "how things were done 30-40 years ago"; who may be retired persons who would like to serve for a couple of years, or a few months, and who are willing to adapt to new situations. These consultants may work alone on special assignments, or as members of a team; do trouble-shooting in existing projects, or do surveys, feasibility studies or detailed planning for new projects in the following or related fields:
- Economic Development Planning
 - Agricultural Planning
 - Industrial engineering, small scale and agro-based
 - Industrial management and sales
 - Industrial accounting
 - Ferro-cement and prestressed concrete
 - Rural electrification
 - Hydro-electric power engineering
- Candidates who do not exactly fit into any of these brackets may still be useful.

UMN BOARD OF DIRECTORS' MEETING

held in Kathmandu, 31 March - 2 April, 1977

The Annual Meeting of the Board of Directors was held in Kathmandu at the UMN Headquarters, for two full days. Sessions lasted from 1.30 to 6 p.m. on Thursday, 31st March; 9.00-12 and 1.30 - 5.15 p.m. on Friday, 1st April, and 8.30-10.00 a.m. on Saturday, 2nd April, 1977.

The first session each day was opened with devotions, led by Dr. R. Fleming, Mr. A.C. Dharmaraj and Rev. E. Gass respectively.

BD-1/76. Schedule of membership. The schedule of membership at the meeting was as follows, with delegates present except as indicated:

A) Member bodies and their representatives:

Assemblies of God: no representative.
 Baptist Missionary Society: Rev. S. Mudd (absent).
 Bible & Medical Missionary Fellowship: Mr. M. Roemmele, Dr. R. Windsor.
 Christian Church (Disciples): Rev. E. Gass.
 Church Missionary Society, Australia: Miss R. Judd.
 Church Missionary Society, U.K.: Miss R. Judd.
 Church of North India: Mr. A. C. Dharmaraj.
 Committee for Service Overseas: Mr. K. Kaiser.
 Darjeeling Diocesan Council & Church of Scotland: Dr. J. Duncan.
 Free Church of Finland: Miss K. Kormu.
 Finnish Missionary Society: Rev. P. Rasanen.
 Gossner Mission: Miss D. Friederici.
 Japan Overseas Cooperative Service: Dr. N. Ishikawa, Dr. A. Sato.
 Lutheran Church of America: Rev. D. Lindell.
 Mennonite Board of Missions: Rev. P. Kniss.
 Mennonite Central Committee: Mr. N. Janzen.
 Methodist Missionary Society: Miss R. Stephens.
 Presbyterian Church in Canada: Mr. C. McMullen.
 Regions Beyond Missionary Union: Dr. M. Owen.
 Swedish Baptist Mission: Mrs. S. Erickson, Miss L. Arnshelm.
 Swedish Free Mission: Mr. E. Andreasson.
 Swiss Friends Mission: Miss L. Ammann.
 United Church of Canada: Dr. E. Furcha.
 United Methodist Church: Dr. R. Fleming.
 United Presbyterian Church: Dr. R. Seaton, Rev. J. Alter (absent).
 Wesleyan Church of America: Dr. M. Snyder.
 World Mission Prayer League, Norway: Mr. A. Bjoroy.
 World Mission Prayer League, USA: Miss D. Christianson.

B) Representative of Nepal Christian Fellowship:

Mr. S. Sodemba.

C) Co-opted member:

Leprosy Mission: Dr. V. Das.

D) Ex-officio members:

Executive Secretary: Rev. G. Ruff.
 Treasurer: Mr. F. Clarkson.
 Education Secretary: Mr. L. Asher.
 Economic Development Secretary: Mr. O. Hoftun.
 Health Services Secretary: Dr. C. Friedericks.
 Education Board representative: Mr. J. Lindell.
 Economic Development Board representative: Mr. G. Tweeddale.
 Health Services Board representative: Dr. R. Harding.
 Workers' Conference Chairman: Mr. L. Asher.

E) Visitors:

Rev. V. Remes, Finnish Missionary Society.
Dr. P. Singh, Gossner Mission.

BD-2/77. Agenda. The agenda was adopted as presented by the Executive Secretary.

BD-3/77. Confirmation of Minutes. The Minutes of the Board of Directors meeting held on 8th-10th April, 1976 had been circulated to the members present at that meeting. It was RESOLVED to approve these as correct.

BD-4/77. Annual Reports and Statements. The annual reports and financial statements for 1976 had been circulated to the members before the meetings, and further verbal reports were given at the time of the meeting. It was RESOLVED to accept these with appreciation as presented, on the recommendation of the Executive Committee, as follows: (appendices to these Minutes) -

- a) Executive Secretary's report, Appendix B.
- b) Headquarters reports and statements, Appendix C.
- c) Mission-wide Expenses statement, Appendix D.
- d) Education Board Projects:
 - Education Secretary's report, Appendix E.
 - Pokhara Boys' School, Appendix F.
 - Mahendra Bhawan School, Appendix G.
 - Scholarship Committee, Appendix H.
- e) Economic Development Board Projects:
 - Economic Development Secretary's report, Appendix I.
 - Seconded workers & Building Department, Appendix J.
 - Butwal Projects, Appendix K.
- f) Health Services Board Projects:
 - Health Services Secretary's report, Appendix L.
 - Palpa Project, Appendix M.
 - Gorkha Project, Appendix N.
 - Community Health Office, Appendix O.
 - Shanta Bhawan Hospital Project, Appendix P.
 - Okhaldhunga Project, Appendix Q.
 - Patan Hospital Project, Appendix R.
- g) Treasurer's statements, Appendix S.

BD-5/77. Workers' Conference Report. The report of the Workers Conference, held in Pokhara, January 12-17, 1977, was presented by the 1976 Conference Chairman. The Minutes are found as Appendix T to these Minutes.

BD-6/77. NCF Report. A verbal report from the NCF was given, and a time of discussion and questions followed, which was of particular interest to all present.

BD-7/77. Appointment of Acting Executive Secretary. On the recommendation of the Executive Committee, it was RESOLVED to appoint Dr. Carl Friedericks as Acting Executive Secretary during the time of Rev. Gordon Ruff's absence on furlough this summer, from mid-May to early September; Mr. Ruff to resume the position of Executive Secretary on his return to Nepal.

BD-8/77. Award of Medal. The Board received with appreciation a report of a medal having been awarded to Mr. Odd Hoftun by His Majesty the King in recognition of his services to the country over many years in the field of economic development.

BD-9/77. Publicity materials. The Executive Secretary reported that the two UMN films have been completed during the past year; a general film entitled "Living Water for Nepal", and a film on the Butwal projects entitled "Road to the Future". A new set of slides is also available for sale, and the booklet "Greetings from Nepal" has been revised.

- BD-10/77. Special Agreements. It was reported that the new ITID Agreement has been signed, valid to November 1978. Negotiations are still in progress concerning the Letters of Exchange for the health services projects in Palpa, Gorkha and Okhaldhunga.
- BD-11/77. Medical Reports. It was RESOLVED to approve a revised policy, for implementation forthwith, regarding full medical reports on UMN workers, as found in Appendix V to these Minutes. It was stressed that such reports must be checked by the UMN HSS before a worker comes to Nepal, and, for the benefit of the worker, must be available in Nepal for reference during illnesses in the country.
- BD-12/77. Share Investments. It was RESOLVED to approve the following policy concerning UMN share investments, as recommended by the EDB:
- It is the policy of the UMN to be involved as shareholders in companies only in cases when UMN can maintain a strong influence in the management of the company during the early stages of the company's development;
 - UMN will become a shareholder in a company on the condition that no other single party holds an absolute majority of shares;
 - UMN is ready to commit itself in advance to hand over its share interests, without compensation, to HMG or parties designated by HMG, at a time specified when the company is established.
- BD-13/77. Per capita grants. The matter of per capita grants was briefly discussed. It is recognised that member bodies contribute as they are able towards the requested grants, some giving more than the figure suggested.
- BD-14/77. Far Western Region school. It was RESOLVED to approve in principle the involvement of the UMN in a boarding school in the Far Western Region.
- BD-15/77. General Conference. After discussion about the purpose and prospective date of the General Conference, it was RESOLVED:
- That it be held in 1979, since adequate advance planning is essential.
 - That a Committee be appointed to study the priorities, suggest an agenda, finalise the dates, arrange for speakers, etc.; this committee to be comprised of the members of the Coordinating Committee, Mr. J. Lindell, Mr. M. Roemmele and Mr. P. Spivey. A report is to be brought back to the Executive Committee meeting in November.
- BD-16/77. Patan Hospital. It was RESOLVED to accept and approve the recommendation of the Executive Committee found in EC(1)-36/77, and to suggest that the advice and opinions of the UMN concerning the planning for the hospital should be brought into discussions with HMG.
- BD-17/77. Five Year Plan. Considerable time and discussion was given to the proposed Five Year Plan as presented. This was accepted with appreciation for all the work which had gone into the preparation of the Plan. It was RESOLVED to approve the Five Year Plan as a framework for future planning by the Functional Boards and Executive Committee, and for referral back to the Board of Directors annually for review. This is printed as Appendix W to these Minutes.
- Points brought out in discussion for the special attention of the Functional Boards are:
- The importance of evaluation of projects and programs.
 - The need to continue to cooperate and consult with other agencies working along similar lines, and to encourage member bodies to contribute information and experience gained in other countries.
 - The Education Board should be encouraged to look further into opportunities for involvement in non-formal education.
 - The presentation of projects and personnel needs in graphic, illustrated form should be encouraged.
- BD-18/77. Constitution and Bye-laws. It was RESOLVED:
- To ratify the amendment approved in BD-25/76, b), to Constitution VII.

b) To approve the following amendments as proposed and circulated earlier:

1) Assignments, appointments and acceptances.

- i) Const.IV,B: "...workers, accepted by the Executive Committee.."
- ii) Const.V,L: "Member bodies of the United Mission will offer workers to the United Mission, and, when accepted by the Executive Committee..."
- iii) Bye-law VI,C,2: "It will take action concerning the acceptance, return..."
- iv) Bye-law VII,C,9: "...regarding the acceptance, return and..."
- v) Bye-law VII,E,5: "...concerning acceptances, assignments..."
- vi) Bye-law X,C,1: "...concerning the acceptance, assignment..."
- vii) Bye-law V,B,3; second sentence: "...will consult with the senior staff and BOARD APPOINTEES, and the board..."
- viii) Bye-law VII,C,10: Delete the words, "and the Functional Board concerned" at the end of the first sentence.

2) Direct Appointees. Bye-law VIII to read as follows:

- i) Heading: "Rules governing acceptance of United Mission workers."
- ii) Sub-heading: "A. Workers accepted by the Executive Committee."
- iii) Sub-heading: "B. Workers appointed by United Mission institutions and projects (Direct Appointees)".

iv) Para B: "1. While this practice is not normally encouraged, Heads of institutions and project directors may appoint expatriates within their approved personnel, and with the assurance of funding for salary and housing from funds other than the UMN recurring budget or the project budget, as workers for periods of up to three years, these appointments being renewable.

2. United Mission Headquarters administration will be responsible for processing requests for and applications from all expatriate personnel, including self-supporting volunteers. Project Directors and heads of institutions will be responsible for the budgeting for these appointments, and will also make it clear to expatriate personnel that:

- i) they will agree not to work against the purposes of the United Mission;
- i) they are not full members of the United Mission;
- iii) they are not entitled to the privileges and facilities offered by the United Mission;
- iv) they are not expected to assume the responsibilities of BOARD APPOINTEES.

3. In the case of openings for such expatriate workers to non-United Mission posts, they will be assigned to these posts by the concerned United Mission project or institution. In exceptional circumstances such assignments may be made by the Executive Secretary."

3) Workers' Conference representative to the Board of Directors.

- i) Const.V,B,2: "...Functional Board, and the elected representative of the Workers Conference, who will..."
- ii) Bye-law XII,B, last sentence to read: "A BOARD APPOINTEE member will be elected to represent the Workers' Conference at the following annual Board Meeting."

4) Duties of Functional Boards.

- i) Bye-laws XV, XVI and XVII,C,6: "It will appoint heads of institutions and project directors and such other officers of institutions as provided by the constitution and bye-laws of the particular institution, or delegate this responsibility to other bodies."
- ii) Bye-laws XV,9; XVI,11, and XVII,9: "It will make recommendations to the Executive Committee concerning the acquisition of lands and buildings of projects which fall under its authority, and concerning the establishment and transfer or termination of such projects."

- iii) Bye-law XVII,A,2: "Two voting members will be elected by the BOARD APPOINTEES assigned to the Economic Development Board, to serve a one year term. One of these will be elected by the Economic Development Board to attend the Executive Committee and Board Meetings."
- iv) Bye-law XVII,A,5: "Other non-voting ex-officio members will include the Divisional Directors."

It was noted that the following above sections need to be ratified at the Board of Directors meeting, 1978: 1,i; 1,ii; 3,i.

- c) To accept the following further amendments now proposed, and to note that these will be brought to the Board for approval next year:
 - i) Bye-law IX,K: "BOARD APPOINTEES will serve under the Functional Board creating the post. A BOARD APPOINTEE, not serving under a Functional Board by virtue of filling an approved post, may be assigned to a Functional Board by the Executive Secretary. BOARD APPOINTEES whose work.....their profession."
 - ii) Bye-law XIII,F: "The bank accounts of the United Mission will be as approved by the Executive Committee. The Executive Secretary... such accounts."
 - iii) Bye-law XIV,2: "The membership will be as follows:
 - a. The Chairman of the Board.
 - b. Two other members from the Board, appointed for a three-year term by the Board, one of whom will be appointed Chairman.
 - c. The United Mission Treasurer, who will act as secretary.
 - d. The Executive Secretary.
 - e. Functional Secretaries.
 - iv) Bye-law XVI,C,9: "It will be responsible for and supervise the Language and Orientation Program."

BD-19/77. Election of Executive and Finance Committees. A Nominating Committee, comprised of Dr.M.Owen (convenor), Mr.N.Janzen and Mr.J.Lindell, presented nominations for these Committees to serve for the year 1977/78. It was RESOLVED to make the following appointments:

a) Executive Committee:

President: Mr. M. Roemmele.
 Vice President: Rev. P. Kniss.
 Other members: Dr. R. Seaton.
 Mr. A. Bjoroy
 Rev. D. Lindell
 Dr. M. Owen
 Rev. E. Gass
 Mr. C. McMullen

b) Finance Committee:

Chairman: Dr. R. Seaton.
 Other Member: Rev. E. Gass.
 Alternate: UMN President.

BD-20/77. Dates of next meetings. It was RESOLVED to set the dates of the next meetings as follows:

November 14-15, 1977: Finance Committee.
 November 16-17, 1977: Executive Committee.
 April 12-13, 1978: Finance Committee.
 April 14-15, 1978: Executive Committee.
 April 17-18, 1978: Board of Directors.

BD-21/77. Appreciation. A vote of appreciation was expressed to the administration and the many people involved in the arrangements for the meetings and accommodation of members.

The meeting was closed with prayer, led by Mr. M. Roemmele.

Minutes of the

UMN EXECUTIVE COMMITTEE MEETING

held in Kathmandu, 30th-31st March, 1977

The Executive Committee met at UMN Headquarters, Kathmandu for 1½ days, sessions lasting 9-12 and 1.30-5.45 p.m. on Wednesday, 30th March, and 9-12.15 p.m. on Thursday, 31st March, 1977. The morning sessions were opened with devotions, led by Mr. N. Janzen and Mr. M. Roemmele respectively.

Roll Call. Members were present, except as indicated:

Chairman: Mr. M. Roemmele
Vice Chairman: Mr. N. Janzen
Other members: Dr. M. Owen
Rev. P. Kniss
Rev. D. Lindell
Dr. R. Seaton.
Mr. A. Bjoroy
Bishop F. Jonathan (absent)

Ex-officio: Rev. G. Ruff, Executive Secretary
Mr. F. Clarkson, Treasurer
Mr. L. Asher, Education Secretary
Mr. O. Hoftun, Economic Development Secretary
Dr. C. Friedericks, Health Services Secretary
Mr. J. Lindell, Education Board representative
Mr. G. Tweeddale, Economic Development Board representative
Dr. R. Harding, Health Services Board representative.

Agenda. The agenda was adopted as presented by the Executive Secretary.

EC(1)-1/77. Minutes of previous meeting. It was RESOLVED to accept and confirm the Minutes of the meeting of November 4-5, 1976 as circulated and printed.

EC(1)-2/77. Annual Reports. The annual reports for 1976 of each of the UMN projects and UMN-related projects had been circulated before the meeting, as listed in Minute BD-4/77. It was RESOLVED to accept these and to present them to the Board.

EC(1)-3/77. Annual Financial Statements. The financial statements for 1976 (actually for the period 1 January 1976 - 13 January, 1977) for each of the projects, together with the Minutes and recommendations of the Finance Committee, were reviewed, and it was RESOLVED that these be accepted with thanks. Reports and statements were received from the projects as listed in BD-4/77.

FINANCIAL MATTERS, PLANS AND BUDGETS

EC(1)-4/77. Audits. It was RESOLVED to approve the recommendation of the Finance Committee, found in EC(1)-3/77, second part, and to endorse the various actions requested in that minute.

EC(1)-5/77. Finance Committee Minutes. It was RESOLVED to accept and approve all the recommendations made by the Finance Committee, as found in the Minutes of the meeting of 28-29 March, 1977; Appendix A to these Minutes.

EC(1)-6/77. New Posts. It was RESOLVED to approve the following new posts, which are not covered by any of the Functional Boards:

Headquarters Project: 2nd Hostess
Historian
Associate Personal Counsellor (temporary post
for 1 year only)

EC(1)-7/77. Proposed Technical Institute, Dhankuta. It was noted that negotiations are proceeding for this project, which has already been approved in principle by the Executive Committee. It was RESOLVED to approve the more detailed plans and budgets now presented, and to bring this to the attention of the Board.

PERSONNEL MATTERS

EC(1)-8/77. Arrival of new Board Appointees since the last meeting (for information):

Mr. and Mrs. K. Brookes
Miss Jacky Brown
Miss B. Fast
Dr. J. Henderson
Dr. and Mrs. H. Hohmann
Miss L. Howes
Mr. and Mrs. J. Kivela
Miss M. Koch
Mr. and Mrs. R. Metzler
Dr. J. Sleggs
Mrs. D. Poppe
Dr. and Mrs. K. Tracht
Mr. and Mrs. W. Unruh

EC(1)-9/77. Board Appointees who have returned from furlough since the last meeting:

Dr. and Mrs. W. Bond
Miss S. Fry
Dr. and Mrs. N. Iwamura
Miss K. Pedersen
Miss P. Pooler
Mr. H. Scheuer
Miss F. Swenson
Miss E. Talbot
Mr. and Mrs. D. Yoder

EC(1)-10/77. New Board Appointees expected to arrive before next meeting:

Miss J. Baldwin
Dr. T. Beels
Miss J. Carter
Miss J. Hills
Mr. and Mrs. E. Kramer
Mr. and Mrs. P. West-Kelsy
Mr. and Mrs. B. Wood

EC(1)-11/77. Board Appointees expected to return before next meeting:

Mr. and Mrs. S. Bull
Miss V. Collett
Miss M. Cundy
Dr. and Mrs. J. Dickinson
Miss C. Evans
Miss B. Grimsrud
Mr. and Mrs. T. Haggerty
- Dr. M. Hoök - - - - - Mrs. T. Hoftun
Miss B. Johansson
Miss N. Kehrberg
Miss M. McCombe
Miss B. McLean
Miss M. McLean
Mr. and Mrs. T. Mogedal
Mr. and Mrs. J. Paterson
Mr. and Mrs. S. Ruohoniemi
Mr. and Mrs. M. Thomas
Mr. and Mrs. A. Voreland
Mr. A. Vossberg

EC(1)-12/77. Board Appointees who have left on furlough/end of term since last meeting:

Miss G. Borg
Mr. and Mrs. R. Clark
Miss V. Collett
Dr. and Mrs. J. Dickinson
Miss Carol Evans
Mr. R. Fisher
Dr. and Mrs. K. Itoh
Mr. and Mrs. E. Martin
Miss M. McLean
Miss J. Sutton
Mr. and Mrs. M. Thomas
Miss A. Weir

EC(1)-13 77. Postponement/withdrawal of service: It was noted that:

- a) Mr. and Mrs. Il Joo Cho, nutritionist, Chrisitian Church (Disciples), have had to postpone their service for at least two years for family reasons;
- b) Miss Jenny Degg, teacher, CMS, UK; offer of service recorded at the last meeting has been withdrawn.

(1)-14/77. Board Appointees due for furlough.

- a) It was RESOLVED to thank the following people for their service with the United Mission, and to welcome their return to Nepal after furlough, if there is a suitable opening for them at that time:

Mr. and Mrs. Bob Buckner, builder/industrial arts teacher; United Methodist Church, USA.

Miss Valerie Collett, nurse; BMMF, UK.

Miss Mary Cundy, medical social worker; BMMF, UK.

Dr. Mary Eldridge, obstetrician; BMMF, UK.

Miss Heidi Froelicher, nurse; Swiss Friends Mission.

Miss Rigmor Hildershavn, nurse; WMPL, Norway.

Miss Margaret Kingsley, teacher; BMS, UK.

Miss Kishori Macwann, nurse; CMS, UK.

Miss Mabel McLean, nurse; RBMU, UK.

Miss Wendy Moore, nurse; CMS, Australia.

Mr. and Mrs. Nick Peters, carpenter; MCC, USA.

Rev. and Mrs. Gordon Ruff, Executive Secretary; UPC, USA.

Mr. and Mrs. San Ruohoniemi, hospital administrator; WMPL, USA.

Miss Denise Stringer, physiotherapist; BMMF, Canada.

Miss Tomoe Tawara, nurse; JOCS, Japan.

Miss Andreas Vossberg, prosthetics technician; CSO, Germany.

Miss Nieki Waaning, nurse; CMS, UK.

- b) It was RESOLVED to thank the following people for their service with the United Mission, recognising that they are completing their terms but may consider the possibility of returning to Nepal within the foreseeable future; further, to encourage them to re-apply for service with the UMN if and then they are able to return:

Mr. and Mrs. Stuart Amstutz, business manager; MCC, USA.

Miss Barbara Bowen, lab. technician; BMMF, New Zealand.

Mr. Roger Fisher, auto mechanic; BMMF, UK.

- c) It was noted that Mr. and Mrs. Dan Jantzen, engineer; MCC, USA, are due to complete their term of service in September 1977, and have no definite plans for return. As their service is greatly appreciated and urgently needed in the immediate future, it was RESOLVED to thank them for their service, and to urge them to re-consider their decision not to return after a time of furlough, if at all possible.
- d) It was RESOLVED to thank the following people for their service with the United Mission, recognising that they are completing their terms and have

no plans for returning to Nepal:

Dr. and Mrs. Mike Dobson, anaesthetist; BMMF, UK.
Mr. and Mrs. Asbjorn Holm, agriculturalist; WMPL, Norway.
Miss Elizabeth Knight, secretary; BMMF, UK.
Miss Ellen Muxfeldt, nurse; Gossner Mission.
Dr. Liane Nitschke, paediatrician; CSO, Germany.
Mr. and Mrs. Alpo Paaanen, wood technician; CSO, Germany.
Miss Dulcie Venthams, business manager; UCC, Canada.
Miss Lesley Ashdown, secretary; direct appointee with RBMU.
Mr. and Mrs. Dean Wyse, agriculturalist; direct appointees with MBMC.

EC(1)-15/77. Resignations. It was RESOLVED to thank the following persons for their service with the United Mission, and to accept their resignations from the Mission with regret:

Miss Doris Bailey, medical social worker; BMMF, UK.
Mr. and Mrs. Jim Miller, builder/teacher; MCC, USA.
Mr. Franz Sparr, wood merchant; direct appointee with CSO.

New Offers of Service:

- EC(1)-16/77. Miss Mirjam Bergh, nurse; offered by Swedish Baptist Mission. It was RESOLVED to accept the services of Miss Bergh, pending receipt of one final screening paper and a satisfactory medical report, with thanks to God and to her sending Mission.
- EC(1)-17/77. Mr. and Mrs. John Bertholet, mechanic/farmer; offered by Presbyterian Church in Canada. It was RESOLVED to accept the services of Mr. and Mrs. Bertholet, pending receipt of one final screening paper and satisfactory medical reports, with thanks to God and to their sending Mission.
- EC(1)-18/77. Mr. Leiv Boyum, civil engineer; offered by World Mission Prayer League, Norway. It was RESOLVED to accept the services of Mr. Boyum, with thanks to God and to his sending Mission.
- EC(1)-19/77. Mr. and Mrs. David Fulford, research physicist; offered by Church Missionary Society, UK. It was RESOLVED to accept the services of Mr. and Mrs. Fulford, pending receipt of satisfactory medical reports, with thanks to God and to their sending Mission.
- EV(1)-20/77. Mr. and Mrs. Russel Liechty, counsellor; offered by Mennonite Board of Missions. It was RESOLVED to accept the services of Mr. and Mrs. Liechty, pending receipt of satisfactory medical reports, with thanks to God and to their sending Mission.
- EV(1)-21/77. Miss Ann Lycett, teacher; offered by BMMF, UK. It was RESOLVED to accept the services of Miss Lycett, pending receipt of a satisfactory medical report, with thanks to God and to her sending Mission.
- EC(1)-22/77. Dr. and Mrs. Richard Matern, surgeon; tentatively offered by World Mission Prayer League, USA. It was RESOLVED to accept the services of Dr. and Mrs. Matern, pending receipt of a definite offer and of satisfactory medical reports, with thanks to God and to their sending Mission.
- EW(1)-23/77. Mr. Alan Pang, financial advisor; offered by BMMF, New Zealand. It was RESOLVED to accept the services of Mr. Pang, with thanks to God and to his sending Mission.

APPOINTMENTS.

- EC(1)-24/77. Acting Executive Secretary. It was RESOLVED to recommend that the Board appoint Dr. Carl Friedericks as Acting Executive Secretary during the absence of Rev. Gordon Ruff on furlough from mid-May to early September, 1977; Mr. Ruff to resume the post of Executive Secretary on his return to Nepal.

- EC(1)-25/77. Education Secretary. It was RESOLVED to appoint Mr. Larry Asher as Education Secretary for a three year term from the time of this meeting. This, and the following three appointments, are made with thanks to the respective persons for their service during the past year, and with the prayers and good wishes of the Committee for their future service.
- EC(1)-26/77. Economic Development Secretary. It was RESOLVED to appoint Mr. Odd Hoftun as Economic Development Secretary for a three year term from the time of this meeting.
- EC(1)-27/77. Health Services Secretary. It was RESOLVED to appoint Dr. Carl Friedericks as Health Services Secretary for a three year term from the time of this meeting.
- EV(1)-28/77. Personnel Secretary. It was RESOLVED to appoint Miss Betty Young as Personnel Secretary for a three year term from the time of this meeting.
- EC(1)-29/77. Personal Counsellor. It was RESOLVED to appoint Mr. Asbjorn Voreland as part-time Personal Counsellor from June 1977.
- EC(1)-30/77. Associate Personal Counsellor. It was RESOLVED to appoint Mr. Russel Liechty as Associate Personal Counsellor for approximately one year from August, 1977.

OTHER MATTERS

- EC(1)-31/77. Selection Committee. In accordance with the procedures laid down in Dye-law V,A,2,B, it was RESOLVED to appoint a Selection Committee to make nominations for the appointment of the next Executive Secretary, as follows:
- Mr. M. Roemmele, Convenor, voting member of Executive Committee.
 - Mr. O. Hoftun, non-voting member of Executive Committee.
 - Mrs. S. Erickson, member of Board of Directors.
 - Rev. J. Alter, member of Board of Directors.
 - Mr. P. Spivey, Board Appointee without administrative post.
- EC(1)-32/77. Functional Board members. Acting on the recommendations received from the Nominating Committees of each of the Functional Boards, it was RESOLVED to make the following appointments for the coming year of voting members not serving under these Boards:
- a) Education Board: Miss E. Clysdale, Fr. J. Dressman.
 - b) Economic Development Board: Mr. J. Lindell, Miss F. Swenson.
 - c) Health Services Board: Mr. J. Lindell, Miss J. Hyland.
- It was noted that the following persons have been elected as the Board Appointees' representatives to the Functional Boards for the coming year:
- a) Education Board: Mr. J. Lindell, Miss M. McCombe.
 - b) Economic Development Board: Mr. B. Yoder, Mr. G. Tweeddale.
 - c) Health Services Board: Mr. P. Spivey, Dr. D. Harding.
- EC(1)-33/77. BTI Evaluation. The written reports of the evaluation of BTI, requested in EC(2)-7/76,d, were presented. It was RESOLVED:
- a) To receive the reports with thanks, and with thanksgiving for the way in which they highlighted the aspects of the project which were particularly requested;
 - b) To record that these reports are very positive ones, and give great encouragement to seek to become involved in a similar project elsewhere;
 - c) To request the EDB to take these reports into consideration in their planning for the Dhankuta Project;
 - d) To request that a similar evaluation be done of the Pokhara Boys' Boarding School for use in planning such a school in the Far West.
- EC(1)-34/77. Items referred to the Board. A number of items were not fully discussed due to lack of time. There were referred to the Board of Directors for

consideration and action as necessary:

- Five Year Plan
- Medical Reports
- Per capita Grants
- Report on Butwal Film
- Report on Special Agreements

EC(1)-35/77. Language study guidelines and policy. A proposed revision of the present policy for language study was considered. It was RESOLVED to receive this report with thanks; to endorse in principle the strengthening of the language study program, and to refer the report back to the Education Board for consultation with the general UMN membership.

EC(1)-36/77. Patan Hospital Project. The previous actions taken, and the progress made so far, in connection with the proposed Patan Hospital Project were reviewed. In the ensuing discussion the following points were noted:

- a) A revised, but still provisional, estimate for building costs is now given at Rs.40,000,000. This figure does not include furnishings and equipment.
- b) It is recognised that this cost is high; HMG has unofficially expressed concern at the estimate, and the Central Agency has proposed a reduction in the budget.
- c) The building has been planned to be both functional and efficient, and to ensure minimum maintenance costs.
- d) The Central Agency has sent counter proposals for plans and estimates which reflect a considerable reduction in size and cost, but these appear to be impractical in this situation.
- e) The PHP Design Engineer and the Chairman of the PHP Building Committee both plan to visit the Central Agency offices in Bonn in May 1977 for discussion, and the UMN has requested the Central Agency to send their architect to Nepal to study the situation firsthand.
- f) The HSB has not yet had an opportunity to study this whole matter in the light of the revised estimate.
- g) The PHP staff, and the Chairman of the PHP Building Committee, will be away from Nepal through the summer months, making further progress on plans highly improbable in the immediate future.

In the light of the above, it was RESOLVED to recommend that the matter be referred back to the HSB for further study and negotiations with the concerned parties, and for report back to the Executive Committee in November with a proposal on how to proceed further.

EC(1)-37/77. Revision of Building Committee Rules. A pro-posed revision of the UMN Building Committee rules was discussed, and several amendments made. It was RESOLVED to approve these new rules, with the amendments, and to note that these supercede all previous actions. These Rules appear as Appendix to these Minutes.

EC(1)-38/77. Policy on Construction work. The proposed policy, recommended by the EDB, on construction work undertaken by DCS was received and approved. It was noted that Building Committees are free to hire whom they wish to undertake any building project, but that if the request is made to DCS, then these rules will apply.

EC(1)-39/77. Regional Conferences. In connection with the Regional Conferences planned in Sweden and USA in May/June, 1977, it was RESOLVED to approve:

- a) That the Executive Secretary's expenses related to the Consultations and travel, not covered by his normal furlough travel, be charged to UMN;
- b) That Mr. Odd Hoftun, who will be on furlough at the time, be invited to attend the Consultation in Orebro, Sweden at the expense of UMN.

EC(1)-40/77. Constitution and Bye-laws. It was noted that a number of proposed amendments would be brought to the attention of the Board. Further, that the procedures outlined in Bye-law IX, F and G are not really practical, and need further study for possible amendment.

EC(1)-41/77. Study on division of responsibilities. In recent months there have been suggestions made about possible changes in the allocation of responsibility to the Executive Committee, Finance Committee, Coordinating Committee and Functional Boards in matters of business. It was RESOLVED to appoint a committee to study this matter, as follows:

The Chairman of the Board (Chairman and Convenor);

The Chairman of the Finance Committee;

The Executive Secretary;

The Treasurer;

Mr. O. Hoftun.

The committee is requested to report back to the Executive Committee in November.

The meeting was closed with prayer.

Minutes of the
FINANCE COMMITTEE

held in Kathmandu, 28-29 March, 1977

The Finance Committee met in the Board Room at UMN Headquarters, Kathmandu. Sessions lasted 1- 5.30 p.m. on Monday, 28th March, and 8.30-12 noon and 1-2.10pm on Tuesday, 29th March, 1977. Dr. C. Friedericks and Mr. O. Hoftun opened the sessions with devotions on Monday and Tuesday respectively.

Roll Call. Mr. N. Janzen (Chairman); Dr. R. Seaton;
Rev. G. Ruff (Executive Secretary); Mr. F. Clarkson (Treasurer);
Dr. C. Friedericks (Health Services Secy.); Mr. O. Hoftun (Economic
Development Secy.); Mr. L. Asher (Education Secy.)
Observer: Mr. M. Roemmele (UMN President).

FC(1)-1/77. Confirmation of Minutes. The Minutes of the last meeting, held 6th November, 1976 had been circulated, and it was RESOLVED to approve these as correct.

FC(1)-2/77. Annual Financial Statements for 1976. The annual financial statements of all UMN projects for 1976 were studied and discussed. It was noted that these actually cover the period 1 January 1976 to 13th January 1977, in order to bring the accounting of the UMN in line with the new fiscal year. It was RESOLVED to approve these statements and to forward them to the Executive Committee for official acceptance, with the following comments and queries:

a) Palpa Project. It was requested that the Treasurer make investigation into the reporting of Capital and Designated funds, with particular reference to the balance of Rs.122,204. in the hospital extension program, and matters covered in Minute FC(1)-4/77.

b) Gorkha Project. It was RECOMMENDED that the amount of Rs.18,959. still not recovered from the May robbery be written off against balances returnable from the project to the Treasurer's General Fund, noting that this account in connection with the robbery has still not been finally settled.

c) Shanta Bhawan Hospital.

i) It was noted that the SBH Board had requested that the Hospital be allowed to retain the credit balance at the end of the year of Rs.99,218.81, and that they would make no request from the Treasurer for funds to cover the increase in the salary budget for 1977. The Finance Committee RESOLVED to recommend that the balance of Rs.99,218.81 be returned to the Treasurer; and in view of this to request the Hospital Board to present an up-to-date picture of the financial situation to the Finance Committee at its autumn meeting.

Sincere appreciation was expressed of the hard work on the part of hospital staff which has resulted in increased income and a credit balance at the end of the year.

ii) It was RESOLVED to recommend that, in accordance with the request of the SBH Board, a sum of Rs.142,509.50 only be returned to the Treasurer from the balance at the end of the year in the Nursing School account, on the understanding that the remaining amount of approx. Rs.47,000. be used in 1977 only for scholarships. It was also requested that the Treasurer obtain further clarification on the account with regard to the matter of scholarships, stipends, and student allowances.

iii) It was noted that the deficit balance in the Community Health Program of Rs.24,058. would be recovered through grants from

the Central Agency.

iv) With regard to capital funds for the project, it was RESOLVED to draw attention to the necessity of adhering to UMN policies with regard to the procedures for approval of capital items, and for reporting of donations. Ref. FC(1)-4/77.

d) Treasurer. It was RESOLVED to recommend that the balance of net receipts over payments for the year 1976, after taking into account the balances and deficits returned from the projects, be transferred to the Equalisation Reserve Fund (ref. EC(2)-9/76, ii).

e) Okhaldhunga Project and Provident Fund. It was noted that these accounts could not be presented at the present time, but would be submitted to the next meeting of the Finance Committee.

FC(1)-3/77. Audit Report. The Treasurer reported on the following progress made on project audits:

- a) Completed - Community Health Office, 1974, 1975, 1976
Mahendra Bhawan School Hostel, 1976
Nepal Orthopaedic Appliances Centre, 1.9.75-31.12.76
Building Department, 1974, 1975, 1976
Scholarship Committee, 1976
- b) In progress- UMN Headquarters, 1975
Mission-wide Expenses, 1975
Provident Fund, 1975
- c) Outstanding- UMN Headquarters, 1976
Mission-wide Expenses, 1976
Provident Fund, 1976
Shanta Bhawan Hospital, 1974, 1975, 1976
Tansen Project, 1974, 1975, 1976
Tansen Construction Dept., 1974, 1975, 1976
Butwal, DCS, 1975, 1976
Pokhara - Administration, Agriculture Dept., School Hostel, and Building a/c, 1974, 1975, 1976
Gorkha Project, 1975, 1976
Okhaldhunga Project, 1975, 1976
Patan Hospital, 1976.

It was RESOLVED to recommend:

- i) The acceptance of this report;
- ii) That emphasis again be placed on the urgency of bringing audits for the whole Mission up to date;
- iii) That the Treasurer be urged to enlist the help of outside auditors to complete all the outstanding audits through 1976 by the end of this current year, at whatever cost is necessary;
- iv) That an additional sum of Rs.100,000. be added to the Headquarters budget to cover the costs of such audits through the coming months;
- v) That from 1978 onwards the various projects be requested to include in their budgets a sum sufficient to cover the audit for that project for the previous year.

FC(1)-4/77. General policies arising from Financial Statements. It was RESOLVED to recommend approval of the following policies in connection with annual statements:

- a) That all projects be requested to insert an extra column in capital fund statements, which will be the first column, showing the amount of approved capital budget for each item for that year. (This may be only a balance of a total approved amount in cases of items in progress over a period of more than a year.)
- b) That all capital receipts and expenditures be reported regularly in a form showing receipts which come through the Treasurer and those which are received directly by the project;
- c) That projects be requested to hold undesignated funds in suspense until such funds are applied to an approved item, at which time they would be transferred to the capital account;
- d) That the Treasurer be asked to investigate methods by which projects can differentiate between capital funds and other

designated funds in their accounting and reporting; to look into the matter of personal work accounts held by various individuals across the Mission and the use to which such funds are put; to further investigate the possibility of projects showing proper Balance Sheets, to include stocks, etc.

FC(1)-5/77. Supplementary Recurring Budgets. It was RESOLVED to recommend that approval be given to the following requests for supplementary budgets by the projects for 1977:

a) Headquarters:

Security services	13,700.	
Audit fees	<u>100,000.</u>	113,700.
Deletion of items in connection with EDS:		
Salary	4,800.	
Travel expenses	<u>6,000.</u>	(10,800.)

b) Palpa Project:

ANM Program: Additional salary for nurse to teach midwifery, and promotion of maintenance supervisor		9,040.
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c) Gorkha Project:

Area Admin: Additional rent for housing		3,525.
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FC(1)-6/77. Supplementary Capital Budgets. It was RESOLVED to recommend that approval be given to the following requests for supplementary budget capital budgets for the year 1977:

a) Headquarters:

Additional office furniture and equipment	14,000.	
Alterations to offices and security measures	10,000.	
Guesthouse 1 furnishings and equipment	5,000.	
Guesthouse 2 alterations	10,000.	
Guesthouse 2 furnishings and equipment	<u>90,000.</u>	129,000.

b) Mission-wide Expenses:

Additional furniture for Kathmandu Valley Housing Committee		15,000.
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c) Health Services Projects:

i) Palpa, Project Administration -

Additional for dharmshalla	30,000.	
Maintenance store stock	50,000.	
2 Incinerators for Tansen bazar	10,000.	
Gobar gas plant for jail	25,000.	
Bridge on hospital road over ravine	5,000.	
Additional for telephone system	23,000.	

ii) Palpa, Hospital -

Additional for solar heater	15,000.	
Additional for RFG machine	400,000.	
Additional for dental equipment	32,000.	

iii) Palpa, GMA School -

Field operations, c.f. from 1976	25,000.	
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iv) Gorkha, Project Administration -

Office building at hospital	5,000.	
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v) Shanta Bhawan, Hospital -

EKG machine	15,000.	
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vi) Shanta Bhawan, CHP -

Latrine slabs & drinking water project	20,000.	
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vii) Okhaldhunga -

Additional for staff quarters	<u>4,000.</u>	659,000.
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d) Economic Development Board Projects:

Butwal Area - Guesthouse stove and furnishings	10,000.	
BTI Foundry	300,000.	
BTI Evaluation for planning Dhankuta Project	7,000.	
Galvanizing Plans, additional shares (BTI)	100,000.	
Dhankuta Project	<u>2700,000.</u>	3,117,000.

Deletion -		
BTI Workers' housing		(152,500.)

e) Direct Appointees:

Shanta Bhawan Hospital	1,800.	
Palpa Project	15,025.	
Gorkha Project	<u>7,560.</u>	24,385.
		<u>3,773,325.</u>

FC(1)-7/77. Capital Fund grants. It was RESOLVED to recommend that the following amounts be granted for capital fund items:

a) From Medical Work Fund -

Okhaldhunga, Health education	5,000.	
Okhaldhunga, additional for staff quarters	4,000.	
Paimey, completion of house	<u>4,000.</u>	13,000.

b) From Undesignated Funds:

i) Headquarters -

Office furniture and equipment	11,000.	
Office alterations/security measures	10,000.	
Guesthouse No.2 alterations	10,000.	
Guesthouse No.2 furnishing/equipment	<u>75,400.</u>	106,400.

ii) Mission-wide Expenses:

Kathmandu Valley furniture		15,000.
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iii) Health Services Projects:

Palpa Project administration -		
Maintenance store stock	50,000.	
Additional for telephone system.	6,140.	
Palpa, Tansen Hospital -		
Additional for solar heater	<u>8,775.</u>	64,815.

iv) Economic Development Projects:

Butwal guesthouse stove/furnishings	10,000.	
Evaluation of BTI	<u>7,000.</u>	17,000.

v) Direct Appointees, SBH

	<u>1,800.</u>
	<u>205,015.</u>

FC(1)-8/77. Review of Okhaldhunga accounting system. It was noted that it has not as yet been possible to do this, but that plans have been made to carry it out soon.

FC(1)-9/77. Grants and donations for HSB and EB Projects. Ref. FC(2)-7/76.

It was reported that the HSB and the EB had taken action to adopt the guidelines for handling of grants and donations to their projects similar to those adopted by the EDB, with necessary changes of titles of personnel involved. It was RESOLVED to recommend that the adoption of these guidelines by the EB and the HSB be approved.

FC(1)-10/77. Valuation Reserve. Ref. FC(2)-9/76. It was RESOLVED to recommend:

- i) That the present policy be continued without change;
- ii) That further study and preparation be carried on on the work working rules, and that this matter be deferred for presentation to

the Finance Committee in November.

FC(1)-11/77. Suspense accounts. The Treasurer reported that a number of outstanding accounts have been cleared up, and that work is still in progress on the remainder. It was RESOLVED to recommend that an amount outstanding in the name of Mr. G. Richards of Rs.2,379.95 be written off.

FC(1)-12/77. Bank accounts of the United Mission.

- a) It was RESOLVED to recommend that the following amendment be made in Bye-law XIII, F:
"The bank accounts of the United Mission will be as approved by the Executive Committee. The Executive Secretary is authorised to notify the bank of changes in personnel authorised to sign on such accounts."
- b) It was further RESOLVED to recommend that, without amendment to the Bye-laws, it be understood that:
 - i) The term "bank accounts of the United Mission" in Bye-laws VII,D,5 and XIII, F shall be understood to mean bank accounts of Shanta Bhawan Hospital. and of such UMN projects which are fully owned and managed by UMN and do not have their own Managing Boards, provided that capital funds channelled through the UMN will normally be held in "bank accounts of the United Mission", even when the grants are for projects which are not fully owned or managed by UMN, or which have their own managing boards.
 - ii) There possible those authorised to operate UMN bank accounts will be identified by their designated positions, and not by name.

FC(1)-13/77. Patan Hospital Project. This project, with the new estimate of building costs, was considered, and is passed on to the Executive Committee for discussion.

FC(1)-14/77. Salary Scale. It was RESOLVED to recommend that a new post be approved in the UMN salary scale as follows:

Administrative Cadre, Grade IV, NG: Senior Receptionist.

FC(1)-15/77. Policy of Employment. Proposals brought before the Committee on the matters of annual leaves and retirement were considered. It was RESOLVED to refer these matters to the Health Services Board for purusal and investigation into the financial implications, and for report back to the next meeting of the Finance Committee.

FC(1)-16/77. Building Committees. The revised rules for Building Committees, as proposed by the EDB, were presented. It was RESOLVED to recommend that these be approved, with the addition of a para to include the policy of EC(2)-88/73.

FC(1)-17/77. Construction Work. The proposed "UMN Policies and Guidelines for Construction work" recommended by the EDB at its meeting in February 1977 were considered. It was recognised that each project Building Committee has the freedom to select whom they wish to ask to carry out a building project; but that if DCS is requested to undertake such a project, the proposed Guidelines would apply.

FC(1)-18/77. Consulting Service Fund, and Consulting Fees for UMN Building. It was RESOLVED to pass these policies on to the Executive Committee for consideration.

FC(1)-19/77. Structure of FC, EC, etc. The suggestions which had been made for re-allocation of responsibilities within Finance Committee, Executive Committee, Coordinating Committee and the Functional Boards was discussed. It was RESOLVED:

- a) To recommend that the following amendment be made to Bye-law XIV, 2:
"The membership will be as follows:
 - a. The Chairman of the Board.
 - B. Two other members from the Board, appointed for a three-

year term by the Board, one of whom will be appointed Chairman.

- c. The United Mission Treasurer, who will act as secretary.
- d. The Executive Secretary.
- e. Functional Secretaries.

- b) To request the Coordinating Committee to approve the annual plans and budgets of Headquarters and Mission-wide Expenses for presentation to the Finance and Executive Committees, and to undertake such other tasks as are requested from time to time;
- c) To recommend that the Executive Committee appoint a committee to meet, possibly for a day before the next Finance and Executive Committees, to study the lines of responsibilities and make definite suggestions for any relevant alterations;
- d) To recommend that the matter of small casual projects (ref. EC(2)-11/76) be dealt with as a part of this re-structuring process.

FC(1)-11/77. Disposal of Building Department balances. It was noted that the UMN Building Department as such has been closed, and the operation transferred to the responsibility of DCS. With regard to the balances in the Building Department Funds at the end of 1976, on the recommendation of the EDB it was RESOLVED to recommend:

- a) That the General Fund final balance of approx. Rs.26,223. be transferred to DCS for the establishment of the recommended UMN Consulting Service (Working Capital) Fund;
- b) That the Capital Fund balance of Rs.943.65 be transferred to the Patan Hospital Project for the purchase of equipment for the Design Consultant;s office.

There being no further business, the meeting was closed with prayer.

1202-28
NEWS AND PRAYER LETTER

No. 2/77

27 July, 1977

United Mission to Nepal
Post Box 126,
Kathmandu, Nepal.

Dear Friends,

Psalms 135 begins, "Oh give thanks to the Lord, for He is good, for His steadfast love endureth forever". How often He proves the truth of this as He leads and guides and prepares the way for us in UMN! He has answered many prayers, has led us into many opportunities, and has filled us with the joy of serving Him as we serve His people in Nepal. We share with you many items for which we are grateful, and items of intercession through which He will further reveal His goodness.

Items for Praise and Thanksgiving:

- Visas are now being granted within two days! No visas are now in doubt.
- A new language class starts from August 1. Nineteen students from 8 countries will be the first group in monolingual teaching. An intensive course for the language tutors in this technique is expected to upgrade performance and facilitate language learning.
- Welcome to the first missionaries of the Finnish Missionary Society, our newest member body of the UMN, coming now to join this language class.
- Fruitful meetings at the UMN Consultations in Orebro, Sweden and in Minneapolis, USA. Gordon Ruff writes that he was thrilled at both with the active interest and informed questioning of the members. He was aided by UMN folk on furlough, and enthusiastic about Pastor Robert Karthak's contributions in Orebro.
- Lapsibot, a large village to the north of Gorkha District, is opening for two of our teachers. Margaret McCombe and Barbara McLean will be the first UMN teachers for several years to be seconded to a distant rural school.
- Patan hospital plans are going ahead, with some decisions to be made in September. Dr. Sen Gupta and Mr. Vaupel of EZE (Central Agency, Germany) visited to discuss the project earlier this month.
- The Five Year Plan (1977-82) has been approved by the Board of Directors in April. This is the culmination of long discussions at all levels. Copies of this, and/or the mimeographed detailed Health Services Plan, may be obtained on request from UMN Headquarters, P.O. Box 126, Kathmandu, Nepal.
- "I Sat Near the Driver's Seat", Jonathan Lindell's quick description of the work and plans of the UMN, is now ready in booklet form with pictures, for Rs.3.00 Nepali currency. A companion booklet "Page 117", by the same author and at the same price, is almost ready. Both are available on request from UMN Headquarters. Rs.6.00 N.C. is approximately .50 ¢ U.S. or .28 p sterling.
- There is now full power at the Butwal Power Company. The 2.5 km long tunnel has been completed, a dam at the headwaters nearly completed, and all three generators are now delivering 900 kilowatts - and serving Tansen!
- Delos McCauley, engineer at Butwal, survived a 25 meter ride when he was caught in the current and swept through a .5 meter (20") diameter pipe draining the cofferdam at the hydroelectric project. Praise God he was only slightly injured!
- Tansen reports the new ANM hostel is ready, and the students have moved in. It is a large building with a spectacular view. The General Medical Assistant School for boys, opened this March, is continuing with an active training program for 80 health workers.

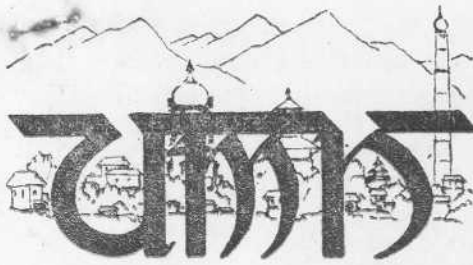
Items for Intercession:

- The monsoon has not been strong this year. While this means fewer landslides and easier travel, it also means poorer crops and hardship in the hills.
- All projects are now working on plans, budgets and personnel needs for 1978. Decisions will be made at the Functional Board meetings in September, and final approval given by the Executive Committee in November.
- Priority personnel needs: A lady obstetrician/gynaecologist, at once and urgently! Secretaries/bookkeepers. Community health nurse/midwives. All needed as soon as possible.
- Nepal Christian Fellowship meetings are planned for October in various centers throughout Nepal.
- Illness has taken a heavy toll in work time lost and missionaries returning home. Pray for renewed health and strength for Dr. Iwamura and others.

Nepal remains peaceful, and strives to be declared a Zone of Peace. Development proceeds slowly but perceptibly. Health and population statistics show small hints of improving very slightly. Attempts at afforestation are increasing. Nepal still has a long road to travel, but there is movement. We rejoice that we can be a part of that movement. We pray for God's continual blessing on our work in this land.

Sincerely,

Carl W. Friedericks
Acting Executive Secretary



THE UNITED MISSION TO NEPAL

Executive Secretary: Mr. G. M. Ruff
Treasurer: Mr. F. Clarkson

Telephone: 12179
Telegrams: ~~UMNEPAL~~
Location: ~~1/30 Thapathali~~
Mailing address:
**POST BOX 126,
KATHMANDU, NEPAL**

To:
UMN Member Bodies and
Board Members
UMN Board Appointees in Nepal & on home leave
Other Friends of the UMN.

Post Box 3326,
New Delhi 110014,
India.

18th April, 1977

Dear Friends,

Selection of new Executive Secretary for the UMN

Lest you should rush to conclusions, let me assure you that the present Executive Secretary, Rev. Gordon Ruff, is effectively and efficiently leading the UMN, and proposes to continue doing so for the remaining two years of his three year term of office. However, Gordon has indicated clearly that he will not be available for a further term of office, and this led the UMN Executive Committee to initiate the process laid down in the Constitution whereby a new Executive Secretary is sought and appointed.

The Executive Committee, meeting on March 31st, appointed a five member Selection Committee, with myself as the Convenor. It is thus now my privilege and responsibility to write this letter to you who may have suggestions as to whom we should approach with a view to appointment as Executive Secretary of UMN from June 1979. I therefore seek your prayers that we may be guided aright, and I will be happy to acknowledge any suggestions which you send to me at the above address.

The UMN Constitution nowhere lays down qualifications necessary in an Executive Secretary elect. I attach a copy of the duties of the Executive Secretary as set out in the Constitution, together with some further duties not mentioned therein. I offer the following additional comments to help you in your thinking.

The United Mission to Nepal is engaged in a wide variety of ministries in the fields of economic development, health services and education. Most of the administration of this work is handled effectively by the Functional Secretaries, one appointed for each of these fields. However, the Executive Secretary also needs to be competent in administration. He is directly responsible for the administration of the "Headquarters Project", and needs to be able to understand the administration of each Functional Secretary sufficiently to advise him, and if necessary step in during his absence. In all areas of administration, the ultimate authority is the Executive Secretary, so he does bear a heavy administrative responsibility.

The UMN leadership is now a team leadership. The team consists of the Executive Secretary, with the Treasurer, Personnel Secretary and three Functional Secretaries. Decisions are thus made in full consultation. The Executive Secretary needs to be able to work within this framework, and to encourage each member of the team in his/her own responsibilities.

The UMN is composed of twenty-nine Member Bodies, representing twelve countries, who support about 220 missionaries. While sharing a common Christian conviction about their service in Nepal, these Member Bodies represent various nationalities, and also some variation in Christian traditions. In giving

Leadership to the whole team of UMN, the Executive Secretary needs to be able to gain and keep the confidence of this variety of personnel.

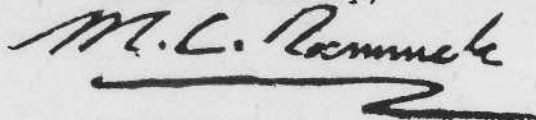
The UMN programs are worked out in full consultation with His Majesty's Government of Nepal, and increasingly in correlation with the plans of the government. The Executive Secretary needs to be someone who can fully accept this position, in all planning. He/she also needs to be a good public relations person, to represent effectively the UMN to HMGN at various levels. Having said that, I should qualify it by saying that about 90% of the liaison with government is being done by the Functional Secretaries.

While it would not be necessary for the new Executive Secretary to have had experience of working in Nepal, it would be very valuable to have had some experience of working in the third world, and probably in Asia. Possibly someone with experience of the home end of overseas mission administration would also be suitable.

The Executive Secretary should certainly be someone who is physically fit, especially in view of the need to visit the projects in different parts of Nepal from time to time. There seems to be no valid reason for specifying any age limits, but the necessity of sufficient experience suggests we are looking for someone over 40, ~~at~~ at least in the middle thirties.

The Board appoints an Executive Secretary to serve for a 3-year term, which may be renewed by agreement of both parties. I would ask you to pray about this matter, and then write any suggestions or advice to me at the above Delhi address, before July 15 if possible. If you are suggesting a specific person, I would be grateful for an address at which he/she may be contacted. I plan to acknowledge all letters received on this subject, so if you do not receive such an acknowledgement within three weeks of sending your letter to me, please send a further copy on the assumption that the first one went missing in the mail.

Yours sincerely,



Michael C. Roemmele
President, UMN

UMN BYE-LAWS

VII. C. Duties of Executive Secretary.

The duties of the Executive Secretary will be:

1. To be responsible to the Board and the Executive Committee for carrying out their policy and decisions.
2. To issue notices of meetings of the Board and Executive Committee at least two months before the date of the meetings, and to compile and circulate the agenda and relevant materials at least one month before the date of the meeting.
3. To be empowered, on permission of the President, to call an emergency meeting of the Executive Committee.
4. To record, compile and publish the Minutes of the meetings of the Board and Executive Committee.
5. To correspond on behalf of the Board and the Executive Committee with His Majesty's Government of Nepal, all official agencies of other governments and societies, and with the member bodies of the United Mission.
6. To receive applications for membership in the United Mission.
7. To maintain a card index of all BOARD APPOINTEES, institution and member bodies of the United Mission.
8. To appoint the Area Services Officers and the Central Services Director, and to direct the work of the Functional Secretaries, Personnel Secretary, Area Services Officers and the Central Services Director in their particular areas of responsibility, and to provide the Personal Counsellor with necessary working facilities.
9. To make recommendations to the Executive Committee regarding the acceptance, return and termination of service of BOARD APPOINTEES after consultation with the Coordinating Committee.
10. To be responsible for the assignment of BOARD APPOINTEES, after giving due consideration to the recommendations of the Coordinating Committee. In case of appeal by the BOARD APPOINTEE or member body involved, the decision of the Executive Secretary will be held in abeyance until the appeal is heard by the Executive Committee.
11. To be responsible to initiate, present, review and implement the short and long-term planning of the United Mission, other than that which is the responsibility of the Functional Secretaries.
12. To be responsible for the production and distribution of publicity materials concerning the work of the United Mission.
13. To submit an annual report to the Board and Executive Committee.
14. To arrange for the annual auditing of the accounts maintained by the Treasurer of the United Mission, and to submit the audit report to the Finance Committee.
15. To make a standing appointment in writing of one of the Functional Secretaries or Treasurer to serve as the Acting Executive Secretary

4/5/74
No. 2/74.

NEWS AND PRAYER LETTER

April 25, 1974

United Mission to Nepal,
P.O. Box 126,
Kathmandu 711000, Nepal.

Dear Friends of the UMN,

Perhaps the most appropriate response to the Resurrection of our Lord Jesus Christ - which has again been celebrated in festival and song - is neither the skeptical wonder of the original disciples, nor the hollow repetition of Easter rituals all too characteristic of the late-20th century. No, the most fitting response to this act of God which "broke the back of history" is that urged upon us by the Apostle Paul in the closing words of his theological tract on resurrection, I Corinthians 15:58: "Therefore, my beloved brethren, be steadfast, immovable, always abounding in the work of the Lord, knowing that in the Lord your labor is not in vain".

We, of the United Mission to Nepal, are pledged to make that kind of response to our risen Lord and His claims upon us, throughout all our mission and ministry among the people of Nepal, His grace and power enabling us.

Items for PRAISE and PRAYER:

- 1) The UMN Board of Directors' annual meeting, held in Kathmandu earlier this month, discussed and took action on a number of significant issues:
 - a) The Board acted that negotiations to renew the General Agreement between His Majesty's Government and the UMN continue. Several suggestions were made to the UMN administration regarding content and re-shaping of the General Agreement. The Executive Secretary reported that positive assurances that the Agreement will be renewed have been received from three HMG sources. However, there is still a very real need to support the negotiations with faith and prayer.
 - b) The Special Agreement between HMG and UMN to build a new hospital in Patan, in process of negotiation for two years, have been finally approved at all levels of government and delivered to the UMN, signed by appropriate officers of HMG. The Board reviewed this Agreement, a request from HMG to the UMN to build a new 140-bed hospital in Patan, the old Newari sister-city of Kathmandu, to replace our present Shanta Bhawan Hospital. The new hospital will be the district hospital for the southern half of the Kathmandu Valley, and will serve as a base for an integrated community health program for that whole area. The Board approved this finalised agreement for a joint HMG-UMN project, and authorised the Executive Secretary to sign in behalf of the UMN. Now work on the new project can begin in earnest, and will include purchase of land, preparation of a brief, drawing up of plans, contacts with possible donor agencies and member bodies, all in the context of a closer, deepening cooperation with the Ministry of Health and local government. . . Pray especially for Mr. San Ruohoniemi, Project Director, as he carries the main burden of responsibility for this large project.
 - c) The Board also approved, in principle, UMN participation in new development projects in Surkhet valley, in the far western region of Nepal. The UMN has been asked to seriously consider building a small hydro-electric plant, and possibly an AHW School, for this new town in the inner terai, marked for development by King Birendra. This area is one of the most neglected in all Nepal. Therefore, we feel that claims for our assistance, an investment of UMN personnel and "know-how", are challenges to which we must pay heed.
 - d) The appointment of UMN's first Technical Secretary (a functional secretary, like the Education Secretary or Health Services Secretary), Mr. Francis Sauer, was made in recognition of the growing needs and opportunities in the field of technical training and industrial development (the Surkhet project, new building plans, etc.)
 - e) The need to work in closer cooperation with His Majesty's Government in the years just ahead led the 1974 UMN Workers' Conference to appoint a committee to study possible re-structuring of the UMN in preparation for such change in the Nepal working situation. The Board requested this committee to report to, and confer with, the UMN Executive Committee during its regular meeting in November.

- 2) Movements of Workers: Minutes of the meeting of the Executive Committee indicate that fully 25% of our UMN personnel (185 Board Appointees at this writing) will be travelling to or from service in Nepal in the next few weeks...

In addition, 8 new workers, presently in language school here in Kathmandu, will be leaving for initial assignments in one or another of our UMN projects...

Many of our workers, in the course of their assignments and responsibilities, must travel frequently in Nepal, by foot, by road, or by air... For all who travel, pray God's care and protection, plus the blessing of reaching "their desired haven".

- 3) Technical Secretary suffers serious accident: Just as the above lines were being written, Francis Sauer, our new Technical Secretary, was involved in a serious motorcycle accident on the road between Butwal and Tansen. Francis, travelling by motorcycle along the new highway from the India border, had just been in conference with our UMEDA staff in Butwal, and was on his way to confer with Ron Mowll, site engineer on the hospital extension project in Tansen. He was attacked by three large dogs along the road, and in a moment found himself off the highway, cycle out of control, and then smashed into the side of the mountain! Sympathetic Nepali villagers hailed the next bus, helped him on, and in Butwal Dr. Sigrun Mogedal got plane tickets for herself and the badly-injured Francis on that day's flight to Kathmandu. . . After emergency surgery at Shanta Bhawan Hospital, Dr. Strong has assured us that, though Francis sustained several serious injuries, including a crushed knee-cap, he has come through the painful experience very well, and is already making good progress toward recovery of strength and health. I commend Francis and his plucky, faithful wife, Ernestine, to your prayers! (with all who must travel, in Nepal and elsewhere!)

- 4) A North American Consultation of representatives of UMN member bodies, following the pattern of previous consultations held in 1970 and 1972, will be held in Chicago, Thursday and Friday, May 2nd and 3rd. I hope to be present for this Consultation, and trust there will be a good representation from our member bodies on the North American continent. Mrs. Wilcox and I will then spend some weeks of holiday, spiced with a few deputation sessions, with our two sons in the Los Angeles, California area, before returning to Nepal late in June... During my absence from Kathmandu, Mr. Asbjorn Voreland, our Personnel Secretary and Assistant to the Executive Secretary, will serve as Acting Executive Secretary.

We frequently receive requests from friends for slides of Nepal and the work of the UMN, and recently have sold many copies of a set of 62 slides, 2" x 2", covering the country and the work in a general way, costing \$13.00 US. There are still a few sets available at our UMN Headquarters in Kathmandu, and we hope that more will also be available in a few weeks time from: WMPL Office, 232 Clifton Avenue, Minneapolis, Minn. 55403, USA. We will be happy to correspond with any friends who are interested in purchasing one of these sets, and will do our best to supply your needs.

Thank you once again, each one, for your never failing interest, concern and prayer!

/ Cordially, in fellowship,

Frank Wilcox
Executive Secretary

NEWS AND PRAYER LETTER

No. 2/73

April 20, 1973

United Mission to Nepal,
Box 126,
Kathmandu, Nepal.

Dear Colleagues,

In these hot, dusty days before the monsoon rains we miss the clear skies and long-range views of the winter season. Often the heat haze hangs over the Valley, and we feel hemmed in, hampered in our daily task, and in the vision which God has given us from time to time as Christian workers in this land. At such times we return to the reassuring word of Scripture: "He is faithful who promised; He will also do it." Claiming this promise during the warm weeks of spring, when climbing mountains is hot, sweaty work, we go on in faith that God Himself is at work in our midst, among our friends and neighbors, and across the whole kingdom!

We have just concluded two major series of meetings here in Kathmandu:

Our UMN Workers' Conference, meeting early in March, was for the second consecutive year, through force of circumstances, denied the message and ministry of Dr. Paul Rees. Our retiring Personnel Secretary, Canon Sam Burgoyne, teamed up with a surprise visitor, old friend Bishop Chandu Ray from Singapore, to lead us into the Word of God with fresh insight and stimulating, renewing power. Vigorous, probing discussion of project annual reports and of UMN policy generated both heat and light! Helpful recommendations to the UMN Board of Directors came out of this year's Conference.

The last week in March, Finance and Executive Committees met to consider the financial reports of our work as a Mission in 1972. The vital annual meeting of our UMN Board of Directors followed immediately, with representatives from nearly all of our member bodies in attendance. Out of the sharing of annual reports from all UMN Projects, out of searching questions about present and future policy, arose the conviction that we stand on the threshold of a new era for UMN. In this new era of opportunity and urgent need, we will be called upon to work in much closer cooperation with, and integration into, the plans and purposes of His Majesty's Government in health services, education, technical assistance and development. . . . Representatives to our Board from the Nepal Christian Fellowship, the independent association of Nepali Christian congregations in the land, reported on the life and growth of the Church here in Nepal. Their report of seven Nepali Christians just completing 3-month jail sentences in Pokhara deeply moved all members of the Board, but especially our representatives from the Church of North India. These brothers from India have carried on the struggle for full religious liberty for many years, and will be able to offer invaluable counsel and assistance to the infant Church here which has so recently entered upon that struggle.

Concerns for Prayer:

- Thank God for the steady progress being made at the Butwal Plywood Factory, now a private limited company, registered under the Companies Act of Nepal. The first General Meeting of the Board of Directors will be held 10th May.
- Drs. N.Iwamura and T.Strong and the Executive Secretary visited our Okhaldhunga Project, 80 miles east of Kathmandu, just last week. The opportunity for Christian service and medical-surgical ministry in that small dispensary-hospital, the only one in the whole district, is "ripe" and alive. We found the hospital crowded and our small staff pressed to the limit. We again looked at a probable site for the new 25-bed hospital the government has asked us to build, and the Chief District Officer, after a tour of the present dispensary, promised to press the purchase of land with Central Government authorities with all possible speed! Pray for needed additional medical staff, and for land negotiations.
- Thank God for the receipt of final written sanction from the Ministry of Education to restore the high school department of the Boys' Boarding School, Pokhara. Jonathan Lindell writes that this written sanction includes permission to begin two new Vocational Agriculture courses, one in poultry and one in horticulture.
- The Board of Directors approved continued negotiation with government on an agreement to cover the construction and operation of a new 140-bed hospital to replace our venerable Shanta Bhawan, in Patan, suburb of Kathmandu. Government have asked us to build and operate such a hospital, to be considered the Lalitpur District Hospital, and base for the district community health program. Pray that we may be given wisdom, personnel, resources to use this opportunity most fruitfully!
- Pray that the service and witness of UMN personnel across the whole land may bring honor to the cause of Christ among our friends and neighbours.

-- The Tansen-Pokhara campus of the Tribhuvan University, Institute of Medicine, Assistant Nurse Midwives School should be in operation this month. This new venture, in which the UMN, the International Nepal Fellowship and the University Institute of Medicine will all work together to train ANMs for the central region of Nepal, we commend to your prayers! It means a large opportunity for us in central Nepal, but it lays greater demands upon us for nurses with teaching qualifications, for enlarged facilities, and the requisite wisdom to lead such a vital work!

Concerning Pastor Prem Pradhan:

Many friends of the UMN have asked about Pastor Prem Pradhan, and about certain accusations made against the missionaries of the UMN in an occasional newsletter sent out by Mr. Bob Finley of Christian Aid Mission, Washington, D.C. (The organisation is called "Overseas Student Mission" in Canada). This letter frequently reprints excerpts from letters of Pastor Prem Pradhan, and solicits support for him and his work here in Nepal. Since, as one friend wrote recently, "The cause of Christ is never benefitted by letting untruth stand", I feel I must now share some facts about allegations which have been made in occasional letters sent out by Mr. Finley.

1) Pastor Prem Pradhan was arrested several months ago and is in jail in S.E. Nepal. As yet no sentence has been passed, but he has been charged with anti-government activities. The Kathmandu newspaper report claimed that explosives had been found in his house. These may be false, trumped-up charges. However, contrary to allegations made earlier in the above-mentioned occasional letters, no member of the UMN has ever, in any way, tried to "stir up" trouble for Prem Pradhan. None of us has ever spoken to officials of government about him or his work here in the land. On the contrary, we have tried repeatedly to re-establish links of Christian fellowship with him. That fellowship was very strong in earlier years, and during the time of his original imprisonment for the cause of the Gospel here in Nepal. Prem, himself, has chosen to break that fellowship.

2) No member of the UMN has ever threatened to divide Prem Pradhan's church, or taken any active steps of any kind to do so. The allegation that UMN personnel have done this, and tried to pass out remnants of this "church" among themselves is far wide of the mark since UMN is not in the church-creating business. We have no churches here in Nepal, of whatever denomination. All of the churches in Nepal are independent, and live and grow under Nepali leadership. They are bound together in the loosely-knit Nepal Christian Fellowship. Some of their leaders and members are Nepali Christians of Indian citizenship and background.

3) Missionaries of the UMN, as is true of Christian missionaries of the several other missions at work in Nepal, live and serve in Nepal under the terms of a General Agreement with His Majesty's Government. As is well known to all of our member bodies in the 12 different countries from which our missionaries come, this Agreement imposes certain limitations on traditional methods of evangelism. But this does not mean that countless opportunities to both live and speak the Good News in personal encounter, in conversation, in homes, in voluntary meetings in institutions and projects of the UMN, are not used to the full. To thus live and work, as Christians, under limitation and restriction is not a new experience for the Christian Church, but has been necessary to its life and growth in every century in many lands. But the UMN had never sought to operate under some "guise" which is not Christian. We have been and are fully known and identified in Nepal in official circles and elsewhere, in distinction from other foreign agencies in the land, as a Christian missionary organisation. We are here to serve the needs of the people in Nepal in the Name and Spirit of Jesus Christ, and make no apologies for the Christian service we render in health services, education and technical development.

Our UMN Prayer Circular, up-dated and prepared twice a year in mimeo-copy, is available to all who are interested, and who write to us requesting to be placed on the mailing list. . . Another UMN booklet, popular for several years, "Greetings from Nepal", has just been up-dated and published in a second edition. Copies are available from this HQ office at Rs.1/50 Nepali, Rs.1/15 Indian, 6 New pence (UK), or .15 ¢ (US). We will pay seamail postages on any quantity, but airmail postage will be chargeable. Up to 40 copies may be sent in one packet by seamail registered bookpost.

God's peace be your daily portion!

Sincerely, in fellowship,

Frank Wilcox
Executive Secretary

NEWS AND PRAYER LETTER

No. 3/72

July 20, 1972

United Mission to Nepal
Post Box 126,
Kathmandu, Nepal.

Dear Fellow-workers,

A perennial debate goes on in the United Mission about the "How", the implementation, of our calling here in Nepal. We know that our purpose "is to minister to the needs of the people in Nepal in the Name and Spirit of Christ, and to make Christ known by word and life". We debate the "How" of this traditional, evangelical purpose because of the explicit restrictions laid on evangelism in our General Agreement with His Majesty's Government, and also because of the 180 or more UMN workers come into this calling and purpose from nearly 30 unique and different mission boards and societies! This ongoing, very healthy debate usually reiterates at least three basic concerns: 1) Are we being faithful in doing enough evangelism? 2) Are we being unwise and over zealous in doing too much evangelism? 3) Are we honestly observing the limitations of our Agreement with H.M.G.? The debate has been fruitful in the production of occasional statements and position papers seeking to answer these concerns, as well as give direction to our workers in their daily ministry and witness. (The latest of these appears as Appendix Q in the November 1971 Minutes of the UMN Executive Committee. It has been approved by the Board of Directors, UMN, as a helpful, realistic statement of UMN position and practice in evangelism here in Nepal.) One thing is certain: this debate is not finished, but will probably continue to disturb, provoke, shake and shock the UMN with salutary, renewing force through all of our life as a Mission! God may well use the debate to make us finally useful servants in His saving purpose here in Nepal! . . . These questions were again raised, the debate was renewed, at the UMN Consultation in Chicago, May 4-5, hopefully resulting in further light shed upon the "How" of Christian mission in Nepal today. Shortly after that Consultation, Wilbert Shenk, able organizer of the Consultation and Secretary of the Mennonite Board for Overseas Mission, sent me a little book which he thought might be pertinent to the debate. Entitled "The Healing Christ", it was written by C. Norman Kraus, Director of the Center of Discipleship, Goshen College. I agree that the booklet is directly pertinent to our "debate", highly recommend it to you as resource reading, and share only this provocative quote:

. . . "respect for the integrity of the world of human life and culture as God's creation also implies that although the world is alienated from God, it must be given freedom to choose or reject God. The believers' church tradition has been quite clear about that. Applied to a hospital situation this would mean that care should be exercised not to take advantage of the situation to press a religious position on the patient. To be a patient is to be vulnerable in a particular way. Therefore, the witness should be very sensitive at this point. . . . Having said all this by way of explanation and corrective, however, there is a final and fundamental word of evangelical imperative. Christians are convinced that the restoration and wholeness of which we have been speaking can come only through the power of God manifested in Jesus Christ. . . . Where this conviction is shared the Name of Christ must and will be confessed. In its ministry the church freely acknowledges its dependence upon the Spirit of Christ. This free, joyous, unpretentious confession of the name of Christ is witness of the highest order."

* * * * *

Now, again, let me share with you, first, items calling for praise and thanks to God:

Truck accident. We thank God that neither Bhim Singh, the driver, nor Jim Kauffman, PAX-man at BTI, were seriously injured when our plywood factory truck, carrying a full load of suspension bridge parts for the bridge north of Janakpur, overturned the night of July 2! The truck is being repaired at a town about 100 miles east of Gorakhpur, and will soon be ready for the remainder of the trip.

Lalitpur District Outreach Program. Two classes of volunteer WHAs (Women Health Auxiliaries), with women from many of the villages in the Lalitpur District (south half of the Kathmandu Valley), have already had their initial 4 weeks' training in simple community health practice at Shanta Bhawan Hospital. From June 1st the Mobile Community Health Outreach team, sponsored by the Lalitpur District Panchayat with strong involvement by UMN medical personnel, has been operating to Outreach centers in 5 key villages and in the city of Patan, following up on the beginning work of the WHAs.

Executive Secretary's Tour. Both Mrs. Wilcox and I want to thank you again, all of you in Germany, the U.K., Holland, Sweden, Finland, No. America, Japan and Viet Nam, who did so much to make our "stops and starts" among you helpful and memorable!

From funding agencies, out of careful discussion, the promise of further funding help for UMN projects; from member bodies, in all countries visited, the promise of more personnel for approved, vital posts in the UMN work - all reason for gratitude!

New workers for the UMN, 19 strong, will be arriving in Kathmandu this month, or early in August, to join language/orientation classes beginning August 1, and continuing for 4 months. Thank God for each of them; pray for an abundant supply of God's enabling grace for them!

Christ's Church in Nepal continues a slow, steady growth; there are reports of new believers added to some of the local congregations. Pray for some Nepali believers who have had to face opposition and resistance. . . During our recent visits with leaders of our member bodies, the Chairman of the Board of World Missions of one of our member bodies told us of the new resolution on Religious Liberty to be presented to the next General Assembly of the United Nations. Pray for its effective implementation in all signatory nations.

Now, special requests for Intercessory prayer:

Near-famine conditions in some parts of Nepal, due to failure of crops last season. His Majesty's Government is taking steps to meet desperate need. We also, in areas where we work, are trying to help. Pray for wise, able administration of relief supplies.

Negotiations with His Majesty's Government continue:

- Pray for the granting of a manufacturing licence for Butwal Plywood Factory; signing of the Special Agreement between BTI and HMG: completion of working agreements between the Pokhara Boys' Boarding School and the District Education Committee (HMG) that will permit continued, fruitful UMN involvement in the School through the next crucial years; for final, written permission to purchase the Shanta Bhawan Hospital property; for final agreement on the joint HMG-UMN hospital project in Okhaldhunga; for final HMG approval of the Auxiliary Nurse Midwives' Training School, Butwal/Tansen.
- Under the New Education Plan, Tribhuvan University will oversee all higher education through a number of "Institutes". The Institutes of Medicine, and of Applied Science and Technology, have just been established, and will, in some as yet undefined way, oversee our UMN School of Nursing, and the apprentice training program at our Butwal Industrial Development Center. Pray for wisdom and patience for our Project Leaders during the process of integration into these new plans and programs!

Needed Personnel:

- Urgently needed are capable, willing Nepali counterparts for training for leadership posts in both Medical and technical projects;
- As furloughs and retirements thin our ranks, we need replacements of expatriate missionary personnel in several key posts. Our new Personnel Needs List has just gone out to all member body secretaries. Pray for both divine and human selection of the right people for these posts!

Our newly printed UMN Constitution and Bye-laws have hjust been mailed to member body secretaries, and several others. We trust you will find this printed edition convenient for use as a reference in questions involving UMN policy and procedure. Any questions, comments, discovery of errors in text, we would welcome!

Next month Planning Sessions will begin in all of our UMN projects. These lead to a central Administrative Conference (Committee), October 5-7, which will carefully review all Plans and Budgets. Then they will be passed on for final action to the UMN Finance and Executive Committees, meeting in Kathmandu, November 6-8. Pray for these meetings which seek to discern the will of God for UMN work, and shape it into patterns and directives for 1973.

We do not forget, and are grateful for, you continuing fellowship in prayer!

Sincerely,

Frank Wilcox
Executive Secretary

NEWS AND PRAYER LETTER

August 10, 1971

United Mission to Nepal
P.O. Box 126,
Kathmandu, Nepal.

Dear Colleagues,

Before I share with you several urgent needs for intercessory prayer, may I pass on a call and encouragement to prayer from the late Dr. Karl Heim which sheds further light on the kind of ministry we are called to exercise in the United Mission to Nepal:

The world is looking for priestly men who are not angry with the world and also do not wail over it, but rather take the burden of their brethren on their own hearts, men who put their whole soul into prayer for their brothers, who walk with the burden of their fellow-men's suffering upon them. Only on this painful road is there any real influence exerted from person to person. Only at this highest price can we win men. Not through police measures and not by great ideas are men constrained; only by the way in which Christ constrained us. Paul expressed the secret of his missionary success when in the first letter to the Thessalonians he looked back upon his missionary work and said, We are ready to share with you not only the Gospel of God by also our own selves, because you had become very dear to us. Whether we go out as missionaries or find our task at home, this is the feeble thanks that we can give to Him Who healed our wounds: the image of His cross should be reflected in our lives.

And now to the priestly work of prayer:

1. Shanta Bhawan Hospital, as many of you know, has been the focus of much prayer, concerned consultation in meetings of the hospital staff, the hospital board, and with representatives of His Majesty's Government. Recognizing the vital role this pioneer institution of the UMN has played both in Christian witness and in superior medical care here in Nepal, the question has been raised, 'What role should this hospital play in the future, here in the Kathmandu Valley and throughout the land?' Part of the answer to that question has come back, directly, unequivocally, from the Minister of Health and his ministerial colleagues in the Cabinet: 'We want, we need Shanta Bhawan and its excellent ministry of medicine in its present location for several years to come. If the United Mission cannot continue Shanta Bhawan, we (His Majesty's Government) will certainly try to carry it on.' With that clear mandate from HMG to continue, will you pray with us for the supply of adequate financing of operating expenses; for capable, committed staff; for certainty and assurance regarding a new building, for patience, grace and power in Christian witness through the hospital. . . Pray also for continuing discussions with the Department of Health Services, HMG, regarding UMN cooperation with Government in a new hospital in Bhaktapur, and in smaller hospitals in the hills.
2. Amp Pipal Agricultural Project. After many years of fruitful service to the people of the Gorkha District, it seems the last chapter in this "book of service" is being written during these very days. A government agriculturalist from the Gandaki Zone Project has come to Amp Pipal and is in the process of taking charge of all phases of the UMN Project from Herman Simrose. A public ceremony announcing the transfer from UMN to HMG was held in Amp Pipal just a few days ago. It has been our purpose through the past 1½ years to maintain all phases of the agricultural project in the best possible condition with a view to transferring a viable project to government. Herman Simrose has done a fine job of this, and now the Simrose family must move to other work. . . Pray with us for possible, challenging openings for several agricultural workers of the UMN in other projects on the horizon: Thankot-Nekab Village Development in the western end of the Kathmandu Valley; still in the talking stage with government, but moving slowly toward action. Regional Development along the Sunauli-Pokhara Highway may well begin with agricultural survey work in the farming communities around Butwal, Tansen and Pokhara.
3. Secondment of UMN Workers. It has been our hope that widening opportunities for this type of work, closely integrated into government institutions and projects, will open to us. Already a few teachers and one family at work among Tibetan refugees are seconded workers. All UMN staff at the Boys' Boarding School in Pokhara are, in a real sense, seconded to that project. . Two further opportunities are presently being negotiated: Another couple, the Jostein Holms, to work under Nepal Red Cross in Tibetan refugee work; an urgent request from the local leaders at Bulingtar, west-central Nepal, to second UMN teachers to their new high school. Gwen Coventry and Elfriede Bernhardt's dispensary ministry in Danrajheri, near Buling, has sparked this request.

4. "Bridge Team" at B.T.I. A special team, consisting of the staff of the Design Office, Machine & Welding Shops, plus the Business Manager and a staff representative, to complete contracts for the fabrication and delivery of two large suspension bridges to the Dept. of Roads, HMG, has been formed at the Butwal Technical Institute. This is one of the largest contracts B.T.I. has handled, and the men involved - indeed, all of us in the UMN - appreciate the prayer support you can give to this strategic venture in development and community service here in Nepal. . . Just this weekend we have received the good news here at H.Q. that the Nepal Industrial Development Corporation (a government investment corporation) has agreed to grant Rs.1,000,000. (about \$100,000.) as share capital for investment in the plywood factory now under construction at our B.T.I. This will come as a tremendous "boost" in building and readying the plywood factory to begin actual production some time this fall - the first plywood factory to begin operation in Nepal!
5. The Ongoing Process of Language Study and Orientation. Here at UMN H.Q. in Kathmandu we schedule two, 4-month courses of intensive, introductory Nepali study and orientation to Nepal and its people, religion and culture, each year. One such course for new UMN workers just got under way on August 1st. Another will be launched February 1st, 1972. This summer, Dr. & Mrs. Rob Ferguson (2 children) from England, Dr. & Mrs. Walter Bond from the USA, Mr. Darrell Ediger & Mrs. Ken Roes, PAXmen from the USA, and Miss Julie Willmette from Australia, comprise our new language students. We commend them to your concern and prayer during this vital period of study and orientation! . . . Through the summer months, and on into the early autumn, we have several of our UMN workers, already engaged in their assignments in various projects of the Mission across the land, coming in for a month or six weeks to do additional Nepali study in preparation for advanced exams, and these workers, under the pressure of preparation for important exams, we commend to your prayers. Such study and preparation and disciplined approach to, and mastery of, the language of the people of Nepal is an absolutely indispensable part of UMN work, and we seek God for the grace and perseverance to be faithful in this initial task here in Nepal.
6. Growth of the Church. The Nepal Christian Fellowship, a loosely-knit fellowship, of the 30 or more congregations that comprise the Christian Church here in Nepal, meets once each year for a week of prayer, Bible study, evangelistic preaching meetings, and the transaction of the simple matters of business that hold them together. This year, late in September and early in October, the NCF Conference will be held in Pokhara, in central Nepal, and we trust you will join us in prayer that God will pour out a rich, renewing, strengthening blessing upon this gathering of the Church. . . We request continued prayer for Pastor Debu Singh and three other Nepali Christian brothers still held in prison, that the joy of the Lord may be their strength, that they may grow in grace, faith and patience during these final months of their prison term.
7. "Plans and Budgets". Late August, early September is the time of the year when the staff of each of our projects, right across the Mission from Okhaldhunga to Tansen, sit down to plan, with prayer and careful thought, their work for the coming year. Carefully worked up, explicit Plans and Budgets come into the H.Q. office for editing and duplicating. Early in October the Administrative Committee of UMN, including a dozen or more representative leaders from many parts of the Mission, spend three days consulting, sharing, questioning, sifting and refining these Plans and Budgets for presentation to the Finance and Executive Committees of the UMN Board which meet early in November. Further consultation, questioning, accepting some proposals, rejecting others, mark the meetings of Finance and Executive Committees. Through this sometimes laborious process, the Holy Spirit has spoken, inspired, restrained and led us into the will and work of God in past years. Pray with us that we may be sensitive to His voice through all our planning process this year! . . . One item we know will appear in the Personnel requirements of several of our projects this year is an urgent request for a "Business Manager". In at least three of our projects there is immediate, urgent need for workers with business administration/accounting training and experience. We appreciate your sharing our concern and prayer for the supply of these personnel needs. Thanks to each of you!

Although this letter has frequently given voice to similar sentiments, it is still altogether true that we here, in all the projects of the UMN, are daily and always mindful of and grateful for you who are our colleagues in the vital, indispensable, interior ministry of prayer!

Sincerely,

Frank E. Wilcox
Executive Secretary

April 21, 1971

United Mission to Nepal,
P.O. Box 126,
Kathmandu, Nepal.

Dear Colleagues,

If the previous issue of this Letter carried an "Important Announcement", this one must carry news of weeks of Transition! During this time of Transition we cannot help but think of, and enumerate for the purpose of thanksgiving to God, some of the fruitful, God-inspired contributions made to the work of the United Mission to Nepal by my esteemed predecessor, Jonathan Lindell:

- Mountain service-project experience. Certainly his early years of pioneering, establishing, building in the Gorkha Project of the United Mission enabled Jonathan across the years of his service in this office to mold the convictions and philosophy of UMN, with its emphasis on ministry and service in the hills, to a unique degree.
- Putting the "United" in UMN. In the early days of the Mission it was all too easy for each of the small, infant projects to feel both isolated and independent, sometimes to retain strong denominational "Flavor". Jonathan, from the outset, insisted that God has called a United Mission to service in Nepal, and by his relentless insistence on this point helped to make it a reality.
- Constitution-making. The exhaustive, painstaking labor which Jonathan applied to the Constitution of the UMN right up to the time of this year's Board sessions largely made that instrument the useful tool it is today. Out of such work also has developed the present, functioning structure of the UMN.
- Policy Guidelines. The principle of rapid, thorough training of nationals with a view to their assumption of leadership in all UMN institutions and projects, a principle to be implemented "with deliberate speed", arose out of Jonathan's personal convictions.
- Relationships with People. The certainty that Christ's mission in the world is a mission to people, to persons, led Jonathan to establish and honor a great number of personal relationships with people of both high and low station. Many of those relationships have been and still are fruitful in the larger work of the UMN & the cause of Christ in Nepal.
- Personal Faith in God for UMN and the Church in Nepal. This man has not been slow to recognize weakness, in himself and in the organizational structure of the Mission. But this has only moved him to repeated, continuing prayer and trust in the mighty and loving God who turns weakness into strength, defeat into victory; this faith has helped to bear both Mission and Church through more than one crisis.

For all this - and much more - during these days of Transition, we are most grateful to God for what He has done for the UMN through Jonathan Lindell.

There are other causes for thanksgiving:

1. Good, fruitful meetings of Finance & Executive Committee, and UMN Board, held here in Kathmandu the third week in March.

- We accepted several new workers for Nepal, with thanksgiving to the Lord of the harvest Who Himself thrusts forth laborers into His harvest;
- We accepted a new member body into the United Mission to Nepal: The Assemblies of God, Springfield, Missouri, USA. These new fellow workers have had work along the southern border of Nepal, in India, for many years, and in other parts of the sub-continent as well.
- We noted, with profound thanksgiving, the many years of dedicated service given to Nepal through UMN by Dr. Winifred Anderson, who retired April 1st, 1971.
- While noting some tightening of financial sources of supply in our member bodies around the world, we agreed to thank God for the gracious supply of our needs in the past, and to trust Him for such provision through all the way He leads us in the future.
- We noted the growth and enlargement of UMN work evidenced in the appointment of a new Functional Secretary, Dr. Gordon Mack, as Health Services Secretary; and in the appointment of a full-time secretary

for the UMN Scholarship Committee, Miss D. Friederici.

2. Three Months' Bible School, a project of the Nepal Christian Fellowship, held here in Kathmandu, January, February and March 1971, the school, as one Nepali Christian leader remarked at graduation exercises, "was a big step forward" for the Church in Nepal. Several young Nepali Christians from many parts of the land attended for part of the term, but six young men and women completed the course, and it was a great joy to be present when they received their certificates of graduation, and gave testimony to the grace and mercy of God in their lives! Pray that the Lord will use them as discerning and effective witnesses in Nepal.
3. Public Health Workers' Training Courses. Special short courses, giving some basic initial training in public health techniques and first aid, have been held at several of our stations in the hills. We are grateful for these beginnings in sorely-needed training, and look forward to expanding opportunities in this field. Such training of many key individuals from a large number of communities not only places these persons with this valuable knowledge back in their communities, but also provides excellent points of contact for periodic visits by UMN hospital/public health teams.
4. Butwal Technical Institute. At least two events in the multi-faceted program of our B.T.I. offer occasion for both praise and prayer: At the end of December 1970 the finishing touches were applied to the first stage of the Butwal Power Company, the generators were switched on, and B.P.C. went into full production of electric power for the Butwal community, with a capacity, in this first stage, of 50 kw. Work on the second stage is already under way in the gorge of the Tinau Khola. ... Just a few weeks ago, H.M.G. granted contracts to B.T.I. for the manufacture of two suspension bridges; the contracts have been signed, and work should soon be under way in the B.T.I. welding shop.
5. "Back to the Village" Campaign. At the request of the Chairman of the national committee spearheading this campaign, informal talks have been held to determine whether or not the UMN can assist in setting up a model village service project, in the areas of medicine and agriculture, in the western end of the Kathmandu Valley. We do not yet know what will come of this request, but ask you to join us in prayer that we may know God's direction and wisdom in using a new opportunity fruitfully.
6. Major or minor expansion programs are contemplated, or already under way, at Butwal, Tansen, Pokhara, Amp Pipal, Girls' School in Kathmandu, Headquarters and Shanta Bhawan Hospital. Continue to pray with us for God's gracious supply of these capital needs, the construction of "tools" for His service among the people of Nepal.

... We publish twice a year a United Mission Prayer Calendar, listing UMN personnel and projects across the span of a month, for use within our fellowship, to enable us to remember one another and give needed prayer support regularly to every sector of the Mission. It has been suggested that you, in our wider circle of Friends and Prayer Partners, might be interested in receiving such a Prayer Calendar for your devotional use. If you are interested, please write to us and we will include you in the next mailing of the Calendar, some time late in the summer.

... Remember, two new information items about Nepal and the UMN are now available and in widening use: The UMN color, sound 16 mm movie, "Nepal: On the Potter's Wheel", with soundtrack now in four languages. An accompanying, beautifully printed booklet of the same title is available from member body home offices, or from us here in Kathmandu. The film can be rented from most of the member body offices. We hope to send a copy on tour in India some time later this year.

... May the Lord of the harvest grant you His peace and power for the tasks and challenges of the everyday; we deeply appreciate and value your hands linked with ours in His Mission here in Nepal.

Sincerely,

Frank E. Wilcox
Executive Secretary

(20) (28)

NEWS AND PRAYER LETTER

25h
No. 1/71.

January 19, 1971

United Mission to Nepal
Box 126
Kathmandu, Nepal.

Dear Colleagues,

AN IMPORTANT NOTICE

Rev. Frank Wilcox will take over as Executive Secretary in the United Mission office in Kathmandu on February 1st. Beginning next month, will all of you colleagues and friends please deal with him in matters that relate to the office of the Executive Secretary.

Frank and Billie Wilcox were accepted into the UMN almost a year ago, and Frank at that time was appointed to take over this post now. Since August they have been going through the 'Language and Orientation Course' with the group of new workers. In addition Frank has been attending major board and committee meetings for six months. He and I have also been meeting frequently to discuss business that comes along in the office. Frank and Billie have been trying to visit our Projects to get personally acquainted. They have done some of this; the Nepal Airlines has held them up on some through flight cancellations; they will continue with more of it. The landlord is finishing up the new building next to our Mission Home and we'll rent it as an 'Annex'. The Wilcoxes will live in the upper storey and thus make their home right in our headquarters office area.

We feel very fortunate that the Wilcoxes have joined us for this important work. They have had years of experience in missions in Pakistan, in the parish ministry in USA, and for the last 5 years teaching in a Bible School in California. All their lives they have been strongly committed to the mission of Jesus Christ in the world. They have already heartily taken up with us the aims, policies and work of the United Mission. We welcome them warmly, and pledge them our full cooperation and prayers for fruitful work among us.

Evelyn and I will continue in Kathmandu through February. Then we plan to spend perhaps three months at the Christian Retreat and Study Center at Rajpur, near Dehra Dun in India. I hope to do some study and writing there. We'll move on to Pokhara in June where the School Board has appointed me to take the place of Tom Valvik in the Boys' Boarding School when the Valviks complete their term and return to USA. A year or two ago I asked our UMN Board of Managers to consider giving us a different assignment in the Mission. We are very appreciative that this has been done. We believe it is for good. We look forward to Rajpur and Pokhara with faith and joy.

WE HAVE ENTERED 1971

In a country that has just celebrated its 10th year under the present 'panchayat-democracy' form of His Majesty's Government. The big thing here continues to be plans and programs for national development. Peace and quiet prevail in the country. But right now feelings are running strong since January 1st when the Trade and Transit Treaty between Nepal and India expired. Differences of opinion prevent it from being revised and extended at present. Nepal is land-locked and is very dependent on its outlet to the rest of the world through its large neighbor India. It also obtains a great deal of its finished goods from India. This issue is unsettled and 'hot'.

In our 17th year, with our General Agreement extended to continue work in the country, with much more opportunity for working at our defined Aims and Purposes than we can cope with. We are larger than before in men, money and work projects. We daily feel keenly the responsibility of our stewardship in the mission of our Lord. We have a whole bookful of approved work plans and budgets which define the road for us in the new year. We are trying to discern the 'current of the times' in the changing Nepal and to adjust and coordinate and fit into it with such living and working as we can. Within the whole large body of the Mission's work there are a dozen spots where there is change, growth, new efforts taking place.

With two rather new areas of work or emphasis:

- 1) We mean to grow in work at community health and have appointed Dr. Iwamura as Director of a Mission-wide Public Health Program. This really is developing as an added project of the Mission, with its own staff and budget and work-plans. It will do work in areas surrounding our present hospitals and dispensaries, and in coordination with them. The curative institutions themselves are developing more and more their own community health programs also.
- 2) We see good possibilities for useful work in regional development. This is growing out of Government's new Five Year Plan. We have approved beginning plans to seek men and means for this kind of work, particularly in the central region of the country where we already work in three projects at Butwal, Tansen and Pokhara. We propose to enlarge the "Institute of Technology and Industrial Development", which is the official name of the Butwal Technical Institute, into three Divisions, and seek to engage in cooperative projects with Government in this area of work.

With new people coming to help. Within the next few days we are receiving more than a dozen new workers to begin on the Language and Orientation Course, who will after four months move on into posts across the Mission. For a year we have been following the practice of asking new workers to come at two times in the year, and join as a group in initial study. This has proved helpful.

With UMN education work under scrutiny. A high-level Commission has been studying the whole educational system of the country, with a view to changes. This has included a review of the work of our Mission in 11 schools, and might mean some changes. We don't know.

With no final word yet about agriculture work in the Gorkha Project. The Rices and Patersons left the beginning agriculture work in east Okhaldhunga. The Agriculture project in Gorkha has continued all year, awaiting word from officials as to how we should act under the decision that we should discontinue work in agriculture. A large German-aided Agriculture Development Program has begun in the whole zone in which Gorkha is but a district, and our farm is a relatively small spot in the whole. This new Program is to determine what is to be done with the UMN Agriculture project at Amp Pipal. We continue to wait about this.

With two new items giving information. Have you seen the Mission's motion film, 16 mm. color, sound, entitled "Nepal: On the Potter's Wheel"? Now in four languages. Ask your parent mission office about it or write to us. Have you seen the new information book of the Mission by the same title? Again, ask your UMN member mission home office about it. All our 30 member mission offices have received samples and may have ordered extra copies for use. Or write to us here. We think both these items are worth seeing, using, reading.

With colleagues and friends who are important and valued, joined in from many parts of the world, all helping in ways given to them by God. Thank you sincerely, colleagues and friends, for your share in this. During my eleven years in the office here I have worked closely with many of you, and have at least written this periodic Letter to you all. The experience has been blessed. We are on the way together that leads to everlasting life; also while on that road we are in the mission of Christ in the earth. We are living in verses of the chapter of our time, in the line of chapters of God's wonderful works among men. Lord, keep us all in grace, and in faithfulness.

With you in His Cause,

Jonathan Lindell
Executive Secretary

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THE UNITED MISSION TO NEPAL

Minutes of

THE EXECUTIVE COMMITTEE MEETING

Held in Kathmandu, Nepal, November 3-4, 1970.

The meeting of the Executive Committee was held at UMN Headquarters in the new Committee Room. Sessions were held on the first day from 9 a.m. to 12 noon, and from 1.30 to 6.00 p.m. On the second day the Committee met from 8.30 a.m. to 12 noon, and from 1.30 to 4.30 p.m., with short breaks for morning coffee and afternoon tea each day.

On the evening of Wednesday 4th the new UMN film entitled "Nepal On The Potter's Wheel" was shown at Surendra Bhawan, and all members of the Executive Committee were particularly invited to attend.

Devotions. On the first morning, Dr. R. Windsor, President of UMN and Chairman of this meeting, called the meeting to order, and led the opening devotions. He read Eph. 2:11-22, and spoke of the unity of all true believers in Christ, and the need to constantly guard and preserve our unity within the UMN as a team of workers together. This requires humility, gentleness, patience, helpfulness and peace - which we find in Christ alone.

On the second morning Rev. F. Wilcox, Executive Secretary designate, referred to the restricted conditions in which we may have to work and witness, which was often the experience of the disciples of old. Many of them turned their very restrictions to means for further witness, and we must seek to do likewise through dedicated lives and real love to the people of Nepal.

Roll Call. Members were present, except as indicated:

Dr. R. Windsor, President.
Rev. G. Ruff, Vice President
Dr. K. Sanders
Dr. C. Kupfernagel
Dr. C.L. Joshi
Dr. E. DeVol
Rev. M. Rai
Rev. D. Patlia (absent).

Ex-officio: Mr. J. Lindell, Executive Secretary
Mr. I. Stuart, Treasurer
Dr. P. Dodson, Tansen Area Superintendent
Mr. A. Voreland, Gorkha Area Superintendent

Co-opted: Mr. H. Barclay, Education Secretary, and
Kathmandu Area Superintendent

Observer: Rev. F. Wilcox, Executive Secretary designate

Visitors attending for short sessions:

Canon S. Burgoyne, Personnel Secretary.
Dr. G. Mack, Asst. Medical Director, Shanta Bhawan Hospital.
Mr. H. Lacy, United Methodist Church, USA.
Dr. D. Corbitt, United Methodist Church, USA.

Agenda. The agenda of 73 items was approved as presented by the Executive Secretary, and the schedule fixed as above.

EC(2)-1/70. Minutes of the last meeting. The Minutes of the meeting held in Kathmandu on April 1-2, 1970 were approved as circulated.

PLANS AND BUDGETS FOR 1971

Before the matter of the proposed plans and budgets for the various projects of work for 1971 was taken up, the Executive Secretary briefly reviewed the Policy Guidelines approved by the Board of Directors in April, 1970, and a further paper entitled "Some Things I see on the Road Ahead", which had been circulated to members prior to the meeting. These papers laid emphasis on the new directions of thought and planning which the Mission should follow in its road ahead.

EC(2)-2/70. UMN Headquarters. The proposed plans and budgets for 1971 were studied together with recommendations concerning them in AC-6/70 and FC(2)-3/70. It was RESOLVED to approve the proposed Plans and Budgets for 1971, with the following changes and instructions:

- a) The Personnel post of 'Qualified Auditor' shall be considered to be fulltime.
- b) The post of 'Language Supervisor' fulltime (post to be filled) shall be added to the list of Personnel in this Project. See also Minute EC(2)-18/70.
- c) The question of UMN's continuing membership in the NCC of India shall be referred to the UMN Board for consideration; the Executive Secretary shall correspond with the Secretary of the NCC concerning this relationship. The inclusion of the NCC membership fee for 1971 in the HQ Budget is approved, pending action by the Board.
- d) Clarification concerning payment of travel expenses to Executive Committee meetings is given in EC(2)-72/70.
- e) The post of Technical Secretary shall be added to the list of personnel in this Project as recommended in the ITID plans and approved by the Executive Committee. See EC(2)-19/70.

The approved form of the Plans and Budgets for 1971 appears as Appendix C to these Minutes.

EC(2)-3/70. Special Projects. It was noted that this year, for the first time, a number of smaller sections of work had been separated from the plans and budgets of Headquarters, and grouped together under the title 'Special Projects'. The Minute AC-7/70 was noted, and it was RESOLVED to approve the introductory paragraph of Appendix D, together with the amendments recommended by the Administrative Committee, to the effect that the Service Scholarship Program and the Communications Committee be responsible to the Education Secretary rather than to the Executive Secretary.

- I. Padma Sadan. The proposed plans and budgets for 1971 were considered. It was RESOLVED to accept these Plans and Budgets as presented.
- II. Building Department. The proposed plans and budgets for 1971 were studied, together with the recommendations of the Administrative Committee in AC-7/70, II. It was RESOLVED to approve all the recommendations in AC-7/70, and to approve the proposed Plans and Budgets for 1971 subject to the necessary adjustments being made.
- III. Children's Hostel. The plans for the Hostel were noted, together with the related minute of the Administrative Committee meeting. It was RESOLVED to accept this report, and to record the Executive Committee's appreciation for the work being carried on in the Hostel by Mr. and Mrs. Cook.
- IV. Seconded Workers. The proposed plans and budgets for 1971 in the original and revised forms were noted, together with the recommendations of AC-7/70, IV, and of FC(2)-4/70. It was RESOLVED to approve the revised Plans and the revised Budgets as presented.
- V. Service Scholarship Program. The plans for this work for 1971 were considered, together with the Minute of the Administrative Committee. It was felt that further sources of income for this work could be found, and the work broadened and strengthened. It was RESOLVED to approve the Plans as presented.
- VI. Communications Committee. The plans as presented were noted, together with Minute AC-7/70, VI. It was thought that the work covered by this Committee could be enlarged and strengthened. It was RESOLVED to approve the Plans as presented.

The approved Plans and Budgets of the above Special Projects appear in their amended form as Appendix D to these Minutes.

EC(2)-4/70. Public Health Program. The proposed plans and budgets for the mission-wide Public Health Program for 1971 were considered, together with Minute AC-8/70. It was RESOLVED to approve the Plans and Budgets as presented, with the amendment that Bhatgaon be included in the opening sentence of III, b) where approved posts of Board Appointee public health nurses are listed; and that:

- a) The UMN mission-wide Public Health Program, in its growing form, be considered and treated as a separate Project in the Mission.
- b) That Dr. N. Iwamura be appointed as Director of the UMN Public Health Program for the usual 3 year term, beginning from the date of this meeting.
- c) That written permission for all public health work undertaken by the Mission be obtained from H.M.G.

The approved Plans and Budgets for 1971 appear as Appendix E to these Minutes.

EC(2)-5/70. Tansen Area. The proposed plans and budgets for 1971 were studied, together with the recommendations of AC-9/70. It was RESOLVED to approve the Plans and Budgets for 1971, subject to the following amendments and instructions:

- a) That item III of the capital budget, which lists equipment expected to be supplied by H.M.G. for the Mobile Unit, be deleted.
- b) That the recommendations of the Administrative Committee in Minutes AC-9/70, a) and b), which concern expansion of the hospital, the training program and the Mobile Unit, be approved.

The approved Plans and Budgets for 1971 appear as Appendix F to these Minutes.

EC(2)-6/70. Agenda of Medical Conference. Following discussion concerning the purpose and content of the Medical Conference (November 5-6, 1970), it was RESOLVED to request Mr. H. Barclay, chairman of the UMN discussion sessions of the Conference, to prepare an agenda in consultation with Dr. Mack which would adequately provide for discussion of UMN planning and policy regarding its medical work.

EC(2)-7/70. Butwal Technical Institute. The proposed budgets for 1971 were noted, together with the recommendations of AC-10/70 and FC(2)-5/70. It was RESOLVED to approve the Recurring Budget for 1971, as well as the adjustments to it as recommended in the above Minutes, and to note that the proposed capital budget is deleted. The approved Budget for 1971 appears as Appendix G to these Minutes.

EC(2)-8/70. Pokhara Boys' School. The proposed plans and budgets for 1971 were considered, together with the recommendations of Minute AC-11/70. It was RESOLVED to approve the plans and budgets for 1971, with the addition proposed in AC-11/70. The approved Plans and budgets appear as Appendix H to these Minutes.

EC(2)-9/70. Gorkha Project. The proposed plans and budgets for 1971 were considered, together with the recommendations of AC-12/70 and FC(2)-6/70. Discussion was given to the subject of the use of undesignated capital funds for various urgent items in the project, including the completion of the operating unit of the new hospital so that it can function as a fee-earning section of the hospital, and thus assist its recurring budget. See action taken on this subject in Minute FC(2)-6/70. It was RESOLVED to approve the proposed plans and budgets subject to the amendments recommended by AC-12/70, c, and d, and FC(2)-6/70, which were also approved and which dealt with hospital expansion, public health, the recurring budgets, and fees and charges. The approved Plans and Budgets for 1971 appear as Appendix I to these Minutes.

EC(2)-10/70. Shanta Bhawan Hospital. The plans and budgets for 1971 were noted, together with the recommendations of AC-13/70 and FC(2)-7/70. The Hospital Managing Board deals first with these plans and budgets, and passes them on to the UMN Executive Committee for consideration and approval of those items which particularly concern grants from UMN for recurring budget, capital budget, and

personnel. It was noted that the SBH Board had not approved the proposed recurring budget as yet. It was RESOLVED:

- a) To approve the personnel needs as presented in the plans.
- b) To approve the proposed capital budget.
- c) To approve the granting of a total of Rs. 52,500 from UMN Reserve Fund in 1970 for three contingency items as recommended by FC(2)-7/70.
- d) To approve the granting of an additional Rs. 48,300 to the Rs. 340,000 from the UMN Treasurer to the 1971 Recurring Budget, as recommended by FC(2)-7/70 and AC-13/70, c.
- e) To inform the Hospital that no further grants for additional needs will be sanctioned for 1971.
- f) That reference be made to the fact that 1971 is the third year for which the basic grant of Rs. 340,000 is being made in accordance with Minute EC-41/68, g, and that this subject will be considered again next year.
- g) That following a presentation by Dr. Mack of the proposal that Shanta Bhawan Hospital work toward cooperative management and financial support, and discussion, it is recommended that this subject be presented to the UMN Board for consideration.

The Plans and Budgets for 1971 appear as Appendix J to these Minutes.

EC(2)-11/70. Kathmandu Valley District Clinics. The proposed plans and budgets for 1971 were considered, together with the recommendations of AC-14/70 and FC(2)-8/70. It was RESOLVED:

- a) To approve the plans and personnel askings as presented.
- b) To approve the recurring budget with the amendment that the grant from the UMN Treasurer be Rs. 80,000 only.
- c) To appoint a committee, consisting of the Treasurer (Chairman), the Area Superintendent, Dr. Moody and Miss Ullberg, to study the Project's work and expenditure, and to re-cast the budget to adjust to this curtailed grant from UMN.
- d) To approve the capital budget as presented.

The approved Plans and Budgets for 1971 appear as Appendix K to these Minutes.

EC(2)-12/70. Girls' High School, Kathmandu. The proposed plans and budgets for 1971 were considered, together with the recommendations in AC-15/70 and FC(2)-9/70. It was RESOLVED to approve the plans and budgets as presented, with the increased recurring budget asking from the UMN Treasurer, and to underline the need to work towards making the school self-supporting. This subject should be dealt with by the proposed Education Conference, and appropriate recommendations made to the Executive Committee. See EC(2)-66/70. The approved Plans and Budgets appear as Appendix L to these Minutes.

EC(2)-13/70. Bhatgaon Hospital. The proposed plans and budgets for 1971 were considered, together with the recommendations of AC-16/70 and FC(2)-10/70. It was RESOLVED to approve the plans and budgets as presented, with the amendment that in the Capital Budget of items brought forward from 1970 the item of accommodation for doctor of Rs. 32,325 (upper storey on present residence) be not deleted but retained. The approved Plans and Budgets for 1971 appear as Appendix M to these Minutes.

EC(2)-14/70. Okhaldhunga Project. The proposed plans and budgets were considered, together with Minute AC-18/70. It was RESOLVED to approve the plans and budgets, with the recommendation proposed by the Administrative Committee. The approved Plans and Budgets for 1971 appear as Appendix N to these Minutes.

EC(2)-15/70. Agriculture Work. It was noted that no plans or budgets for agriculture work have been presented, as it is expected that the program in Amp Pipal will be handed over to another organisation by the end of the year, and the work in Okhaldhunga Project has already closed. This is in keeping with the current UMN - HMG

General Agreement which does not allow the continuance of programmed UMN work in agriculture.

EC(2)-16/70. Finance Committee Report and Recommendations. Rev. G. Ruff, Chairman of the Finance Committee, presented the report and recommendations of the Committee as they related to the budgets as a whole, and to particular items in them, as well as to other subjects. It was RESOLVED to receive with thanks the recommendations of the Finance Committee (November 2, 1970: Appendix B to these Minutes), and to take the following actions:

- a) To approve all the recommendations of the Finance Committee concerning budgets of the Projects. See FC(2)-2/70 to FC(2)-12/70.
- b) To approve the UMN Treasurer's grant of Rs.10,000 to the new ITID 1971 Recurring Budget.
- c) To approve the Treasurer's revised Consolidated Budget, which incorporates the amendments of the project budgets dealt with above; and to authorise the Treasurer to alter expected receipts to include any additional work grants connected with workers newly accepted into the Mission at this meeting.
- d) To instruct Projects to present accurate figures annually in their budget item for "Personnel Contributed Services".
- e) To revise the list of approved grants to Projects from undesignated Capital funds so as to grant the following to the Gorkha Project:

Completion of the surgical unit of the	
new hospital building	Rs. 22,000.
Tin roofing for Luitel meeting house	6,170.
Toilet/bathroom for old building, Amp Pipal	2,625.
Painting roofs	300.
Water supply to dwelling houses	2,100.

- f) To approve all the other recommendations of the Finance Committee.

The Minutes of the Finance Committee appear as Appendix B to these Minutes.

EC(2)-17/70. UMN Treasurer's Consolidated Budget. Following consideration, it was RESOLVED to approve the Treasurer's Consolidated Budget for 1971 as amended by the approved recommendations of the Finance Committee. This budget appears as Appendix C to these Minutes.

EC(2)-18/70. Language School. The recommendations put forward in AC-20/70 were considered and discussed. It was RESOLVED:

- a) To approve the recommendations of the Administrative Committee in AC-20/70.
- b) To instruct that estimates for capital expenditures (equipment, building, etc.) for an enlarged program be presented to the next meeting of the Finance Committee.
- c) To note that in forming plans for an enlarged Language School, the costs of a recurring budget to run such a school be kept in mind; this cost is met by fees paid by the language students, and not by the UMN Treasurer.

EC(2)-19/70. Institute of Technology and Industrial Development (ITID). The subject of the Mission possibly undertaking new and enlarged work by participating with His Majesty's Government in the program of planning and development in the area served by the Sunauli-Pokhara Road was considered. Background and preparatory papers were studied. Earlier discussions and recommendations on the subject were noted. Following discussion it was RESOLVED:

- a) To approve in principle the plan as prepared and recommended by the sub-Committee of October 20-21, 1970 for carrying out this ITID program, except that section V, A concerning secondment of workers shall be deleted.
- b) To instruct the Executive Secretary to be responsible to begin the implementation of this program by recruiting workers, seeking funds, using other appropriate means, and by calling on

the assistance of others such as Mr. Sauer and Mr. Hoftun to help in this.

- c) To request that a progress report be made to the next meeting of the Executive Committee in March 1971.
- d) To instruct the BTI Committee to go ahead and prepare proposals to the BTI Board for amending its Constitution and arranging its administrative structure to serve this ITID program.
- e) To instruct that UMN seeks to revise its BTI-HMG agreement to allow for this enlarged work.
- f) To instruct that UMN should offer in writing its services to HMG's Planning Commission for participation in planning and development work in the Sunauli-Pokhara Road region.
- g) To authorise Mr. Hoftun, while on his coming furlough, in cooperation with the Executive Secretary, to assist in implementing the ITID Program by efforts towards recruitments, fund-raising, and other suitable ways.
- h) To approve the list of personnel needs for this program. Emphasis is placed on careful selection of candidates for this work.
- i) To approve the capital budget for 1971 of this ITID program. The Recurring Budget is approved under EC(2)-16/70, b.

The initiating Plan for ITID as prepared by the sub-Committee of October 20-21 is given as Appendix P to these Minutes.

EC(2)-20/70. Request for Thoracic Surgeon. Consideration was given to the request from the Nepal Tuberculosis Association that UMN second a thoracic surgeon to their proposed thoracic surgery unit in Kathmandu. It was RESOLVED to approve the recommendation made on this subject by the Administrative Committee. See AC-22/70, in Appendix A to these Minutes.

EC(2)-21/70. Request for Teacher for Danrajheri. A request has been received from the Panchayat of Danrajheri, East Palpa, that the UMN second a teacher to their local school. It was RESOLVED to approve this post for secondment, subject to HMG approval, and to be carried out in keeping with UMN rules on secondment.

EC(2)-22/70. Ophthalmology Program. The proposal for possibly appointing an ophthalmologist to develop a travelling eye work, as presented in AC-25/70, was noted. It will be considered at a later meeting if presented for action.

MEMBERSHIP AND PERSONNEL MATTERS

EC(2)-23/70. Assemblies of God Mission. It was reported that an application for membership in the United Mission had been received from the Assemblies of God Mission, which would be presented for consideration and action at the next meeting of the Board of Directors in March, 1971.

EC(2)-24/70. Miss Sheila Anderson. It was RESOLVED to confirm and record the following Correspondence Vote of July 17, 1970:
"Miss Sheila Anderson, teacher, offered by the Bible & Medical Missionary Fellowship in U.K. It was RESOLVED to accept Miss Anderson for service in the UMN, with thanks to God and to her sending mission."

EC(2)-25/70. Mr. and Mrs. Seppo Kostamo. It was RESOLVED to confirm and record the following Correspondence Vote of July 17, 1970:
"Mr. and Mrs. Seppo Kostamo, builder-pastor, and nurse, offered by the Free Church of Finland. It was RESOLVED to accept Mr. and Mrs. Kostamo for service in the UMN, with thanks to God and to their sending mission."

EC(2)-26/70. Dr. Liane Nitschke. It was RESOLVED to confirm and record the following Correspondence Vote of August 20, 1970:
"Dr. Liane Nitschke, paediatrician/doctor, offered by the Committee for Service Overseas, Germany. It was RESOLVED to accept Dr. Nitschke for service in the UMN, with thanks to God

accept Dr. Nitschke for service in the UMN, with thanks to God and to her sending Committee."

EC(2)-27/70. Dr. M. W. Anderson, BMMF. Dr. Anderson came to Nepal under the UMN in 1958, with a background of 26 years' experience in India. Her contribution to the work and development of Shanta Bhawan Hospital has been outstanding. Always gracious and helpful to her co-workers as well as to her patients, she has demonstrated the love of Jesus Christ with a dedication going beyond the path of duty. Since March 1968 she has ably carried the onerous responsibilities of the Medical Director of Shanta Bhawan. She plans to retire in March 1971.

It was RESOLVED to express deep appreciation of her ministry, and to assure her of our prayers for God's abundant blessings upon her in retirement.

EC(2)-28/70. Mr. Kenneth Dick, MCC, PAX service, terminating a three year term of service at Butwal Technical Institute. It was RESOLVED to express thanks to Mr. Dick for good service rendered during this term.

EC(2)-29/70. Mr. and Mrs. Glen Simmonds, United Church of Canada, electrician Butwal Technical Institute, and Butwal Power Company. Mr. and Mrs. Simmonds' resignation from the UMN, on account of the ill-health of their daughter and necessity to return to Canada for specialized treatment, was received. It was RESOLVED to accept this resignation with regret, and with prayer for God's leading to them, and healing to their daughter.

EC(2)-30/70. Mrs. T. Tsukada, ICUC, Tokyo, housemother at Pokhara Boys' School. Mrs. Tsukada expects to go on furlough in December 1970, and her return to the school has been requested by the School Board. It was RESOLVED to express thanks for her term of service, and to welcome her return, subject to satisfactory medical reports being obtained.

EC(2)-31/70. Miss Ruth Judd, CMS of Australia, nurse at Shanta Bhawan Hospital, finishing second term, and due for furlough December 1970. It was RESOLVED to express thanks for her service, and to welcome Miss Judd back to Nepal after furlough.

EC(2)-32/70. Mr. and Mrs. Odd Hoftun, WMPL, Norway, Director of Butwal Power Company, due for furlough November 1970. It was RESOLVED to express thanks for their service, and to welcome Mr. and Mrs. Hoftun to return to Nepal after furlough.

EC(2)-33/70. Dr. and Mrs. Cecil Pedley, Leprosy Mission, working at Tansen Hospital, went on early furlough in September 1970. It was RESOLVED to invite the Leprosy Mission to appoint Dr. Cecil Pedley for a final term of two years in Tansen Hospital to give opportunity to complete his leprosy research. The Area Superintendent (who is also the Medical Director of Tansen Hospital), at the appropriate time, will guide Dr. Pedley in arranging the continuation of his hospital work.

EC(2)-34/70. Workers returned from furlough. It was RESOLVED to note and record the following list of workers who have returned to Nepal from furlough since the last Executive Committee Meeting (for information only):

Mr. and Mrs. Howard Barclay
Miss Shirley Snell
Miss Frances Swenson
Miss Rachel Wolff
Miss Valerie Collett
Miss Kirsti Kormu
Miss Enid Russell
Miss Margaret Robinson
Canon and Mrs. Samuel Burgoyne
Dr. and Mrs. Jonathan Yoder
Dr. and Mrs. N. Iwamura

- EC(2)-35/70. Workers expected to return. It was RESOLVED to note and record the following list of workers who are expected to return to Nepal from furlough before the next Executive Meeting in March, 1971, (for information only):
- Miss Beth Brunemeier
 - Miss Margaret McCombe
 - Dr. and Mrs. William Gould
 - Mr. and Mrs. Brian Richards.
- EC(2)-36/70. New workers who have arrived. It was RESOLVED to note and record the following list of new workers who have arrived in Nepal since the last Executive Meeting, (for information only):
- Rev. and Mrs. Frank Wilcox
 - Dr. and Mrs. Richard Harding
 - Dr. and Mrs. (Dr.) Thomas Hale
 - Mr. and Mrs. Delos McCauley
 - Mr. Martyn Thomas
 - Miss Jennifer Degg
 - Miss Audrey Maw
 - Mr. and Mrs. (Dr.) Tor Mogedal
 - Mr. and Mrs. Ian Colterjohn
 - Mr. Ray Plett
 - Mr. Ed Martin
 - Dr. Liane Nitsahke.
- EC(2)-37/70. New workers expected. It was RESOLVED to note and record the following list of new workers who have been accepted by the UMN, and are expected to arrive before the next Executive Meeting, (for information only):
- Miss Sheila Anderson
 - Mr. and Mrs. Seppo Kostamo
 - Mr. and Mrs. Urho Rasanen
 - Mrs. and Mrs. Bjorn Brekke
 - Miss Barbara McLean.
- EC(2)-38/70. Drs. K. and S. Itoh, offered by the Japan Overseas Cooperative Service. It was RESOLVED to accept Dr. and Mrs. Itoh for service in the UMN, with thanks to God and to their sending Society.
- EC(2)-39/70. Miss Glenys Walker, teacher, offered by the Baptist Missionary Society, for service in Nepal in 1972. It was RESOLVED to provisionally accept Miss Walker for service in the UMN, with thanks to God and to her sending Society; with the proviso that during 1971 she take further studies in teaching English as a second language, and that the B.M.S. be asked to submit a further report at the end of that year.
- EC(2)-40/70. Dr. and Mrs. Walter Bond, pathologist, offered by the United Presbyterian Church, USA. It was RESOLVED to accept Dr. and Mrs. Bond for service in the UMN, with thanks to God and to their sending Mission. It should be noted that it is the policy of the Shanta Bhawan Hospital, where Dr. Bond will be working, that foreign personnel will be replaced by qualified and suitable Nepali staff when possible.
- EC(2)-41/70. Dr. and Mrs. Hans Grueber, pathologist. It was noted that further correspondence had taken place with Dr. Grueber since the last Executive Committee meeting, but that the post of pathologist at Shanta Bhawan Hospital had now been filled with the acceptance of Dr. Bond.
- EC(2)-42/70. Miss Irene Fuss, teacher, offered by the ^{Gossner Mission} ~~Committee for Service Overseas~~, Germany. It was RESOLVED to accept Miss Fuss for service in the UMN, with thanks to God and to her sending agency.
- EC(2)-43/70. Dr. and Mrs. Robert Ferguson, offered by the Bible & Medical Missionary Fellowship. It was RESOLVED to accept Dr. and Mrs. Ferguson, with thanks to God and to their sending mission.

- EC(2)-44/70. Miss Doris Bailey, medical records librarian, offered by the Bible & Medical Missionary Fellowship. It was RESOLVED to accept Miss Bailey for service in the UMN, with thanks to God and to her sending mission.
- EC(2)-45/70. Mr. and Mrs. Jostein Holm, agriculturalist/accountant, offered by the World Mission Prayer League, Norwegian Branch. It was RESOLVED to accept Mr. and Mrs. Holm for service, with thanks to God and to their sending mission. It was noted that the Nepal Red Cross has a place of service for these workers and has requested their secondment.
- EC(2)-46/70. Mr. Colin Smith, teacher, offered again by the Regions Beyond Missionary Union. It was RESOLVED to accept Mr. Smith for service in the UMN for a year in the first instance, his membership in the mission to be reviewed at the end of that time.
- EC(2)-47/70. Miss Hannah Vitzthum, nurse, offered again by the Committee for Service Overseas, Germany. It was RESOLVED to accept Miss Vitzthum for service again in the UMN, with thanks to God and to her supporting agency.
- EC(2)-48/70. Mr. Victor Tow, industrial chemist, offered by the Church Missionary Society of Australia. Whereas there is a need for a person with such qualifications at the Butwal Technical Institute Plywood Mill, it was RESOLVED to accept Mr. Tow for service in the UMN, with thanks to God and to his sending mission.
- EC(2)-49/70. Miss Julie Ann Willmette, nurse, offered by the Church Missionary Society of Australia. It was RESOLVED to accept Miss Willmette for service in the UMN, with thanks to God and to her supporting mission,
- EC(2)-50/70. Mr. and Mrs. Schniepp, electro-technician, Committee for Service Overseas, Germany. It was noted that the Personnel Secretary is corresponding with the C.S.O. concerning this couple, but that full details of personal data have not yet been received. It was RESOLVED to authorise the continuance of this correspondence and the circulation of a Correspondence Vote by the Executive Secretary, if desirable and necessary.
- EC(2)-51/70. Mr. and Mrs. John Paterson, agriculturalist, BMMF, Australia. It was noted that Mr. and Mrs. Paterson have closed down their work in Okhaldhunga in keeping with the HMG ruling on UMN agriculture work, and that the Leprosy Mission has requested their services at Anandaban for the remainder of their present term in Nepal, to assist patients in gardening and rehabilitation. It was RESOLVED to express the support of this Committee in favour of this secondment.
- EC(2)-52/70. Health Services Secretary. After discussion of a recommendation received from the Administrative Committee, it was RESOLVED to authorise the Administrative Committee to investigate the possibility of either Dr. Gordon Mack or Dr. William Gould filling this post; and, if the outcome is favourable, to appoint one of these men to the position of Health Services Secretary until such time as the appointment can be confirmed by Board action.
- EC(2)-53/70. Director of UMN Public Health Program. It should be noted that in Minute 4, b of this meeting, Dr. N. Iwamura was appointed as Director of the UMN Public Health Program for the usual three year term, beginning from the date of this meeting.
- EC(2)-54/70. Technical Secretary. It should be noted that the new post of Technical Secretary was recommended in the ITID plans, and approved by the Executive Committee in Minute EC(2)-19/70. It has been written into the list of Personnel attached to Headquarters Project in its 1971 plans and budgets; see Appendix C. The UMN Board should take note of this action and confirm.

- EC(2)-55/70. Gorkha Area Superintendent. It was RESOLVED to recommend to the Board of Directors that Mr. Asbjorn Voreland be appointed for a further three year term to this post from March 1971.
- EC(2)-56/70. Kathmandu Area Superintendent. It was RESOLVED to recommend to the Board of Directors that Mr. Howard Barclay be appointed for a further three year term to this post from March 1971.
- EC(2)-57/70. Okhaldhunga Area Superintendent. Further to Minute. BM-25/62, c, it was RESOLVED that the Okhaldhunga Project should remain directly responsible to the Executive Secretary as its Area Superintendent.
- EC(2)-58/70. Medical Director, Amp Pipal Hospital. It was RESOLVED to appoint Dr. Jonathan Yoder as Medical Director of the Amp Pipal Hospital for the usual three year term as from this meeting.
- EC(2)-59/70. Medical Director, Shanta Bhawan Hospital. It was RESOLVED to appoint Dr. Gordon Mack as Medical Director of Shanta Bhawan Hospital, upon the retirement of Dr. N.W. Anderson next March, for a three year term as from the date of transferral of authority.
- EC(2)-60/70. Assistant Medical Director, Shanta Bhawan Hospital. It was RESOLVED to appoint Dr. William Gould as Assistant Medical Director of Shanta Bhawan Hospital for a three year term as from the date on which Dr. Gordon Mack vacates the post and becomes Medical Director.
- EC(2)-61/70. Superintendent of Nursing Services, Shanta Bhawan Hospital. It was RESOLVED to appoint Miss Enid Russell as Superintendent of Nursing Services of Shanta Bhawan Hospital for a three year term as from the date of this meeting.
- EC(2)-62/70. Headmistress, Girls' High School, Kathmandu. It was RESOLVED to appoint Miss Margaret McCombe as Headmistress of the Girls' High School, Mahendra Bhawan, for a three year term as from the date of this meeting.
- EC(2)-63/70. Mr. Jonathan Lindell. Note was taken of BD-15/70, and the fact that Mr. Lindell would relinquish his post as Executive Secretary on 31st January 1971. A report was given of the several possible places where Mr. Lindell might be appointed and would make a very fruitful contribution to the work of the Mission. It was RESOLVED to accept this report, and, in line with the recommendation, to instruct the Education Secretary to offer the services of Mr. Lindell to the Pokhara Boys' School Board for appointment as successor to Mr. Tom Valvik in July 1971.

MISCELLANEOUS MATTERS

- EC(2)-64/70. Guidelines for seconding workers. The recommendations of AC-4/70, in response to the instruction given in EC(1)-59/70, were carefully considered. It was RESOLVED to approve clause a), and to approve clause c) with the following minor adjustments:
- 1) Alter to read "...workers may be seconded to an appointment for which...."
 - 2) In section iii), omit the word "extraordinary".
 - 3) In section i), add the words "by the Executive Secretary".
 - 3) In section ii), add the words "by the Executive Secretary" after the word "defined".
 - 3) In section iv), omit the word "support".
 - 3) In section v), omit the word "etc."

The final form of this whole statement is as follows:

- a) The Executive Secretary is requested to draw up a proposed provision for insertion in the Constitution or Bye Laws to reflect the following policy:

"Member Bodies and Workers in Nepal. UMN member bodies sending their workers to Nepal shall send them only to the UMN, except for such work to which the UMN is unable to assign them, in which case member bodies may make other arrangements in consultation with the UMN."

- b) The guidelines for seconded workers are as follows:

Guidelines for UMN workers seconded to other organisations.

It is the policy of the UMN to second workers to other programs or organisations in Nepal, in which cases the following guidelines shall be followed:

1. Kinds of work. In keeping with the General Agreement, workers may be seconded to appointments for which the Mission has obtained the prior permission of His Majesty's Government.
2. Qualifications.
 - i) These workers shall be regular UMN Board Appointees.
 - ii) Except in very special circumstances these workers shall have had experience in UMN projects, and know and appreciate the customs and thinking of the people of Nepal.
 - iii) They shall have demonstrated abilities in the Nepali language; in being adaptable to those living and working conditions which may be required; in expressing their faith in word and work and life; in displaying the gifts of patience, perseverance and dedication, and competence for the post to which they go.
3. Administration of such workers.
 - i) Each post for secondment shall be approved by the Executive Committee, and assignments shall be made in the usual manner by the Executive Secretary.
 - ii) Such workers shall be responsible to an appropriate Functional Secretary or Area Superintendent or Project Director, with the relationship defined by the Executive Secretary at the time of appointment.
 - iii) This UMN officer will arrange with the receiving organisation for the terms of work, housing, salary, to tools and equipment, discipline, etc.
 - iv) This officer shall be responsible to provide guidance, communication, encouragement and fellowship to the worker within the UMN structure.
 - v) All financial and other matters, such as leave, concerning these workers and their work shall be handled according to the rules of the Mission.
 - vi) The Functional Secretaries shall liaison with organisations to explore opportunities and negotiate openings for workers.

EC(2)-65/70. Relationship of Building Department to Projects. The recommendations of AC-24/70 were noted and discussed. It was RESOLVED to instruct the Administrative Committee to study further into this matter, and to invite two members from the Building Department to assist in drawing up further recommendations to be submitted to the Executive Committee at its next meeting in March 1971.

EC(2)-66/70. Education Conference. It was RESOLVED to approve the recommendations of AC-29/70, and to instruct that these be followed, underlining the importance of inviting HMG representatives to participate in such a Conference.

EC(2)-67/70. Amendments to the UMN Constitution. It was reported that little has been done on the instructions of BD-20/70, and a further report will be made at the next meeting.

EC(2)-68/70. Pokhara Boys' School Board members. Further to Minute EC-28/68 and the recommendations of AC-34/70, it was RESOLVED:

- a) That the UMN members on the Pokhara Boys' School Board will be:
 - i) The UMN Executive Secretary.
 - ii) The Education Secretary.
 - iii) A third member who shall be appointed for a three year term.
- b) That Mr. Rajendra Rongong be appointed as the third member serving on the Board for a three year term beginning from January 1971.
- c) That the Executive Secretary be authorised to appoint an alternate for any member who is unable to attend a meeting of the School Board.

EC(2)-69/70. Building Committees. The rules governing Building Committees and the present membership of the committees in the various projects were reviewed. It was RESOLVED:

- a) That the guidelines for building work as in BM-66/66 should be revised to read as follows:
 1. Any building project with a capital budget exceeding Rs.10,000 shall be subject to the following rules.
 2. When the Board or Executive Committee approves any building work in connection with the project's 'Plans and Budgets', it shall also appoint the Building Committee which shall be responsible for the planning and undertaking of the job.
 3. The membership of such a Committee shall include responsible project members, the Area Superintendent, one representative appointed by the Building Department, and one person appointed by the HQ staff. Also indicate the initial convenor. The Chairman shall fill vacancies and appoint advisory members.
 4. The authority of this Committee shall be defined, and if reference to the Board is desirable it shall be indicated.
 5. The Building Committee work shall be reported to the Board, incorporated in with the regular reporting of the project to the Board.

- b) The Building Committees for the present projects shall be:

Tansen Hospital:

1. Area Superintendent.
2. Person appointed by Building Department.
3. Person appointed by Headquarters.
4. Medical Director.
5. Nursing Superintendent.
6. Business Manager.

Bhatgaon Hospital:

1. Area Superintendent.
2. Person appointed by Building Department.
3. Person appointed by Headquarters.
4. Medical Director.
5. Nursing Superintendent.
6. Business Manager.
7. Mr. S. Ruohoniemi (co-opted).

Shanta Bhawan

Hospital:

(as according to
the Hospital
Constitution).

1. Administrative Officer, Chairman.
2. Medical Director, ex-officio.
3. Area Superintendent.
4. UMN Building Department Supervisor or deputy.
5. Nursing Superintendent.
6. Maintenance Supervisor.
7. Hospital Board Member - Col. Thapa.
8. Person appointed by Headquarters, ex-officio.

Amp Pipal Hospital: 1. Area Superintendent.
2. Person appointed by Building Department.
3. Person appointed by Headquarters.
4. Medical Director.
5. Nursing Superintendent.
6. Business Manager.
7. Hospital Builder (may be co-opted).

Girls' High School,
Kathmandu: 1. Area Superintendent.
2. Person appointed by Building Dept.
3. Person appointed by Headquarters.
4. Headmistress.
5. Building Supervisor, co-opted.

Headquarters: 1. Area Superintendent.
2. Person appointed by Building Dept.
3. Executive Secretary.
4. Asst. Executive Secretary.
5. Treasurer.
6. Shanta Bhawan Maintenance Supervisor.

Kathmandu Valley
District Clinics: 1. Area Superintendent.
2. Person appointed by Building Dept.
3. Person appointed by Headquarters.
4. Medical Director.
5. Representative of Nursing Staff.

Butwal Technical
Institute: Project Building Department, responsible
to BTI Board.

Pokhara Boys' School: As appointed by the School Board, which
has contracted with the UMN Building
Dept. to undertake the construction of
the new school.

EC(2)-70/70. UMN Film. The Executive Secretary reported that the new UMN film,
"Nepal: On the Potter's Wheel", has now been completed, and copies
are available from London. One copy is being held in UMN Head-
quarters for use here.

EC(2)-71/70. Housing Needs. Further to EC(1)-63/70, it was reported that no
progress has as yet been made in this connection.

EC(2)-72/70. Expenses of Executive Committee. It was RESOLVED to clarify the
responsibility of bearing expenses for travel to and from
Executive Committee Meetings as follows:
a) For the meeting in November, expenses may be claimed from the
UMN Treasurer in accordance with Minute EC(2)-9/68.
b) For the meeting in March/April immediately preceding the Board
Meeting, members will bear their own expenses in accordance
with the ruling of their individual member bodies, as for all
the representatives to the Board Meeting.

EC(2)-73/70. Dates of Meetings. The dates set for meetings in the spring of
1971 were noted:

Workers' Conference:	Feb. 26 - March 2, 1971.
Finance Committee:	March 16, 1971.
Executive Committee:	March 17 - midday March 18, 1971.
Board of Directors:	March 18 afternoon - March 19, 1971.

Vote of thanks. It was RESOLVED to record a vote of thanks for all the arrange-
ments made in connection with the meeting, and appreciation of
background material prepared to support agenda items.

The Meeting was closed with prayer, led by Mr. Jonathan Lindell.

Minutes of the UMN FINANCE COMMITTEE MEETING

Held at UMN Headquarters, Kathmandu, on 2nd November 1970.

Roll Call: All members were present:
Mr. G. Ruff (Chairman), Dr. R. Windsor, Mr. J. Lindell,
Mr. S. Ruohoniemi, Mr. I. Stuart (Secretary), Mr. F. Wilcox
(observer).

Rev. G. Ruff led in opening devotions.

FC(2)-1/70. Minutes of last meeting. The Minutes of the Finance Committee held on 31st March, 1970 were confirmed.

FC(2)-2/70. Budgets for 1971. The Committee carefully considered the proposed budgets for 1971 as recommended by the Administrative Committee. It was RESOLVED to recommend to the Executive Committee the approval of these budgets with the alterations contained in the following Minutes.

FC(2)-3/70. Headquarters. Note was taken of the fact that the expenditure item for Executive Committee travel has been reduced. It is expected that Executive Committee members who attend the spring meeting of the Executive Committee and Board of Directors meeting immediately following will have their expenses paid by their own mission boards. (See EC(2)-72/70).

FC(2)-4/70. Seconded Workers, Pokhara Tibetan Settlement. It was recommended that Rs.2,620. be given to the general recurring budget of this 'Special Project' for 1971 from the UMN Treasurer.

FC(2)-5/70. Butwal Technical Institute. It was recommended that the recurring budget grant be reduced by Rs.6,800, and that the item for furniture under capital budget be deleted. This is recommended because the expenditures proposed in 1971 for the Simmonds family will not now be required.

FC(2)-6/70. Amp Pipal Hospital, Gorkha Project.

- a) It was recommended that the recurring budget grant from the UMN Treasurer be reduced by Rs.7,250.
- b) It was recommended that the hospital should work towards being self-supporting by the end of 1973, and in this connection that the grant from the UMN Treasurer be reduced by Rs.10,000 each year for the coming three years.
- c) It was recommended that the Amp Pipal Hospital administration should consult with the Tansen Hospital administration for help and advice regarding scales of fees and charges, and also regarding methods of collecting charges.

FC(2)-7/70. Shanta Bhawan Hospital.

- a) It was recommended that the following grants be made to the Hospital from UMN Reserve Fund in 1970:
Rs.21,400, due for back tax with rent.
Rs.28,100, for rents paid and due in 1970.
Rs. 3,000, for public health work in 1970.
- b) It was recommended further that an additional grant of Rs.348,300, as requested for the General Recurring Budget for 1971, be granted. This is for added rents (Rs.36,300), and for new Community Health Program (Rs.12,000).
- c) It was recommended that the Executive Committee intimate to the Hospital Board that no further additional grants will be considered during 1971.

FC(2)-8/70. District Clinics.

- a) It was recommended that the UMN Treasurer's grant to the recurring budget for 1971 be held at Rs.80,000.

- b) It was recommended that the Executive Committee appoint a committee to plan a program to operate District Clinics within this reduced budget; and that the program be so planned that the curative side of the work be self-supporting and that the UMN grant be applied toward the public health side of the work.

FC(2)-9/70. Girls' High School. It was recommended that the Executive Committee approve the increased asking from the Treasurer for 1971, but consider that a school such as this should require very little subsidy from the Treasurer, and recommend that the Education Conference and the Executive Committee work out the method for making the school more self-supporting from fees.

FC(2)-10/70. Bhatgaon Hospital. It was recommended that the sum of Rs.32,325 for a staff house be added to the capital budget.

FC(2)-11/70. Regional Development Program and ITID. It was recommended that Rs.10,000 be granted from the Treasurer for the 1971 Recurring Budget of this Program.

FC(2)-12/70. Treasurer's Consolidated Budget. It was recommended to approve the Treasurer's Consolidated Budget incorporating the changes listed in above Minutes 3 to 11, and to alter the income statement to include work grants given in connection with new workers accepted at this time by the Executive Committee.

FC(2)-13/70. Personnel Contributed Services. It was recommended that all projects carefully calculate the value of 'Personnel contributed services' each year, and work these into their proposed budgets at the appropriate place, and according to earlier instructions.

FC(2)-14/70. Grants from Undesignated Funds. It was recommended that the following grants be made to projects from undesignated and special designated capital funds in hand:

a) To Gorkha Project (Note changes in this list in EC(2)-16/70,e):

Toilet/bathroom for old building, A.P.	2,625.
Painting roofs	1,140.
Guesthouse furniture	2,625.
Staff furniture	6,300.
Telephone extension	2,100.
Office safe	1,500.
Toilet/bathroom in meeting room house	1,970.
Renovation of old dispensary	1,260.
Toilet/bathroom in house at Amp Pipal school	1,325.
Renovation of small knoll house/business office and store	1,945.
Amp Pipal School roof replacement	1,950.
	<u>24,740.</u>

b) To District Clinics:

Completion of Chapagaon Clinic	12,000.
Adding machine	1,575.
	<u>13,575.</u>

c) Girls' High School.

i) School:	Furniture for Headmistress	1,600.
	Furniture for 6 hostel rooms	1,300.
	Furniture for new hostel	1,600.
	Duplicator	3,150.
	Accounting system	1,600.
		<u>10,850.</u>

ii) New Building Program:	West wing (part)	16,600.
	Auditor's fees	4,000.
		<u>20,600.</u>

d) To Bhatgaon Hospital:

Cash register	2,100.
Staff furniture	10,500.
Buzzer for dera	175.
Fire extinguishers	700.
	<u>13,475.</u>

e) To Headquarters:

New office rooms in upper storey	20,000.
Typewriters	4,000.
Office furniture	3,000.
Furniture for staff house	6,000.
	<u>33,000.</u>

f) From Special designated Public Health funds:

Gorkha Capital	1,500.
Tansen Capital, for village outreach work	23,000.

FC(2)-15/70. Items from Shanta Bhawan Board.

a) It was recommended that the following items be referred to the Administrative Committee for consideration:

- MB-22/70 Medical Insurance.
- MB-30/70 Annual Leave
- MB-51/70 Medical Insurance
- MB-50/70 Revolving Loan Fund.

b) It was recommended that the rules of the Provident Fund should not be changed to allow members to sign over their share as security for loans received from the revolving loan fund.

c) MB-53/70: New Salary Scales. The following new salary scales are recommended:

Laboratory helper	90-	2.70x5-EB-	2.70x5-117.
Senior dental assistant	220-	6.60x5-EB-	6.60x5-286.
Dental laboratory technician	260-	7.80x5-EB-	7.80x5-338.
Senior dental laboratory technician	330-	9.90x5-EB-	9.90x5-429.
Driver-cum-guide	170-	5.10x5-EB-	5.10x5-221.

FC(2)-16/70. Gorkha Project Accounts. It was recommended that the instructions given to the Executive Secretary and Treasurer be carried out in consultation with the persons concerned.

FC(2)-17/70. Workers' Compensation Insurance. It was recommended that the advisability of projects carrying workers' compensation insurance be referred to the Technical Workers' Conference, and then the Administrative Committee, for consideration and recommendation.

FC(2)-18/70. Special Allowance. It was recommended that the question of an increase in the special allowance be referred to the Administrative Committee for consideration.

FC(2)-19/70. Personal Accounts in UMN accounting. It was recommended that a sub-committee of Mr. F. Wilcox (convenor), Mr. S. Ruohoniemi, and Mr. I. Stuart draft rules on this matter for the next Finance Committee.

High
28
October 10, 1970

To UMN Member Bodies
and Friends.

New UMN Film is Ready

You have probably heard that the United Mission has had a film under production by Mr. Hakan Cronstioe of Stockholm. This is now finished. Mr. Cronstioe was coming on work to India in September, so he brought along the finished film and personally delivered it to us here in Kathmandu. He gave us the first showing of it on a Sunday night at the evening meeting of the Protestant Congregation.

We all thought it was excellent and are very enthusiastic about it. There is first of all a good presentation of the country, what it looks like and what is going on. Then it visits the work of the United Mission in various kinds of projects and also shows something of the young emerging church. There are many choice human interest shots such as of the King and Queen arriving back in the country from a foreign trip, a blind man being led by a string, a patient carried along the trail in a hammock, a cataract coming out, looking into the faces of people, examining a sick cow, etc.

The film is entitled "Nepal: On the Potter's Wheel". It is colour, sound, 16 mm, about 35 minutes long. Copies are obtainable in the English (American) commentary version for a cost of U.S. \$310, ordered directly by you from:

Colour Film Services Ltd.,
22-25, Portman Close,
London, W.1., U.K.

A commentary has already been made in Swedish. A British-English commentary version is being made. If other language versions are desired they can be ordered by directly dealing with the producer. Such other-language films will cost \$1200 to produce, and will cost \$310 for each succeeding copy. For this please write direct to Mr. Hakan Cronstioe, Norrtullsgatan 33, 113 27 Stockholm, Sweden.

We feel that this film has been produced so that it can be used in churches, in civic groups and in schools. It should serve well the cause of the United Mission. It can also serve to teach about Nepal and what Christian missions do in the world. We are anxious that it be used widely and strongly, and we commend it to you heartily. If we can help you in any way concerning the film, please let us know.

As ever,

Jonathan Lindell
Executive Secretary

28
July 16, 1970

United Mission to Nepal,
P.O. Box 126,
Kathmandu, Nepal.

Dear UMNers,

Just before I run out tomorrow for a couple of weeks in India, I want to send off some words about events here.

Big crowd of new people coming in, as well as some returnees. Under our new policy we have tried to have new workers come to Nepal on August 1st and February 1st. We'd like to try and send them through language study and orientation as a group if possible. Our first real experience of it is coming now in the next 3-4 weeks. We'll fill up the Mission Home plus two house-flats for families in the 'Mowlls' place' in Patan. Following is a list of people coming in. Please note with care. Let those of us who can do our part to welcome these folks into the family of the Mission, and help them in their adjustments and living in this place.

Miss Jennifer Degg, CMS - UK, 17 July 1970.

Mr. and Mrs. Delos McCauley & 3 children, United Methodist USA, 22 July.

Dr. and Mrs. Richard Harding & 3 children, United Presbyterian USA, 29 July.

Mr. Martyn Thomas, Church of Scotland, end of July.

Miss Audrey Maw, BMMF, Canada, 30 July.

Drs. Tom and Cynthia Hale, BMMF, Canada, 30 July. (2 children).

Rev. and Mrs. Frank Wilcox, WMPL, USA, about August 11.

Mr. and Mrs. Ian Colterjohn & 3 children, UCC, Canada, end of August.

Mr. and Mrs. Walter Vaughn, United Presbyterian USA, for October-November.

Dr. and Mrs. Jonathan Yoder, Mennonite Board USA, end of October.

Mr. and Mrs. (Dr.) Tor Mogedal & 1 child, WMPL Norway, 11 August.

Miss Elizabeth Franklin terminated her service with UMN and with the Girls' High School in Kathmandu on July 9th, and retired to U.K. After many years of work in India, Miss Franklin and a team of Nepali teachers from Kalimpong side came into Kathmandu and founded the school in 1956. She has been the Headmistress through the years until now, and led in the creation and character of the school. She has made a large and good contribution to fulfilling the aims and purposes of the Mission in her assignment. We thank God for this. Mrs. Jermi Rongong has agreed to be Acting Headmistress for the timebeing. We are expecting Margaret McCombe to return from furlough in December and take the leadership following Mrs. Rongong. This also will be a temporary appointment, we expect, until we are able to secure a more permanent Headmistress.

Dr. John Harris, Medical Director at Anandaban Leprosy Hospital, is on trial for idol stealing. On Saturday night, June 20th, the temple in nearby Lele village was broken into and some 36 idols stolen. The next day three neighborhood people confessed to having taken them, but said it was at the instigation of Dr. Harris, that they had given the idols over to him and he had them. This led to police questioning of Dr. Harris and others, and before long to the confinement of Dr. Harris in the police office in Patan for 8 days while the police investigation continued. When the police were ready they presented their written case before the special court for trying this kind of offence, and accused Dr. Harris. This meant a proper court case. Dr. Harris was released "on date" while the court case has been running. He is able to go about his normal work except when he has to appear in court. In the meantime the idols have been found in a house in Kathmandu, and the story enlarged to claim that Dr. Harris had them transported there in the hospital vehicle. (It is against the law to move an idol). Witnesses have given testimony in support of Dr. Harris, and a lawyer has been engaged to assist his case. Dr. Chandy of the Leprosy Mission has come from India to assist in the matter also. We had expected some concluding action yesterday, but it has been postponed until next Wednesday, July 22nd.

More on the Butwal Flood. In addition to what we wrote last time, Francis Sauer has reported: Some 25 houses built over the last 30 years in the bed of the former river channel were washed away entirely. This was in the centre of Kasauli. Officially 112 people were reported missing, and at last count 86 bodies had been recovered. The water crest in the gorge was

nearly 10 feet above any previously known level. The power house installation was totally submerged. The British Forces Camp offered help with transport and emergency food and tents, and East-West Highway and S.P.R. performed on-the-spot rescue help. They rigged their floodlights and B.T.I. supplied continuous power for 3 days. Mr. Giri Dari, Supervisor/Surveyor in the B.T.I. Building Department, initiated the collection of a fund for assistance to flood victims. He consulted the Nagar Panchayat for sanction, and was authorised to accept contributions from only B.T.I. personnel. The amount is nearly Rs.9,000, and to be distributed by the Pradhan Panch. The flood was due to heavy rains toward Tansen. S.P.R. weather watch reported a 27 inch rainfall in 24 hours near Tansen just previous to the flood. Dr. Pedley came down from Tansen a few days after the flood. He said nearly 14 kilometers in total of the S.P.R. is completely washed down the river. Many other places remain badly cracked and will soon go.

Shanta Bhawan Hospital has heard through a seemingly reliable source that the Cabinet has approved the building of the new hospital. We will wait for the written letter in hand. This will be the first loosening of three stuck logs in the jam. The others are permission to purchase Surendra Bhawan property, and duty exemption on Building equipment materials for the new hospital. Indications are that Nos. 2 and 3 will follow once the first is moved.

Secretary of Agriculture, Mr. Dhital, called today to say that HMG decision is that Amp Pipal agriculture farm will be made an 'out-post' experiment station under the management of the 'German' Gandaki Zone Agriculture Program, that Director Basnyet of Agriculture Education and Research will appoint a man to go out and take over the farm in due time, and that then our men will depart. This will be worked out in the next weeks or months; No hurry, he said.

All UMN parcels in the post office are being released. The Director authorized that all UMN parcels in the Foreign Post Office at this time are to be released. This is just a single deal for now, not future parcels. So our man is down there getting 'stacks' of them out. As you know, foreign parcels for everybody have been held in the post office by new rules designed to stop certain undesirable practices by merchants bringing in goods from India and elsewhere. Everybody is caught. By special act certain individuals or groups may get their packages released. We'll have to try and keep working this method.

Headquarters has contracted with our landlord to complete the construction of the unfinished house which has stood next to us for these several years. Work is under way. It will have an upper storey put on it, and when completed should contain a home for the Executive Secretary, a small apartment for a language study couple, rooms for language study, and a large conference-meeting-library room. We should be able to hold Board and Committee meetings there.

As ever,

Jonathan Lindell
Executive Secretary

28
No. 2/70

OCCASIONAL LETTER

UMN Headquarters,
Kathmandu.

June 22, 1970

Dear Folks,

The Butwal Flood

You have all perhaps heard at least some news about the severe flood in Butwal last week, and been concerned about its effects on the town, its people, and possibly on our Butwal Technical Institute. Gerold Muller drove into Kathmandu from Butwal, arriving today. He had spent a day in Butwal after the flood and gave me an account of some of the effects which I want to pass on to you in this letter.

Last Wednesday, June 17th, we got our first indication that a flooding disaster had occurred when US/AID friends called to ask if we had any news, and to say they were sending a helicopter down there to investigate, following a request from the Panchayat Ministry for such assistance. Later, knowing that we had people at BTI in Butwal, they called us and gave us information about the flood. We certainly appreciated this thoughtfulness on their part in involving us.

Butwal had only normal rain which wasn't anything out of the way. The flood was a great wave of water that came down the Tinau Khola out of the mountains higher up (the river that runs out of the gorge and through Butwal-Kasauli). It came through like a flood from 4 to 6 o'clock in the morning of June 17th. This was too early in the season to expect anything like this so people were all taken unawares.

As you know, the power project of BTI is a mile up the Tinau River above the town, in the narrow gorge, and across the river from the new auto road going up to Tansen and Pokhara. The power project consists of a tunnel (as high as a man) running about 497 meters, or 1625 ft., in length, with the entrance, exit, and two service tunnels. The construction crew was working hard to complete some final work at both ends in order to make it tight against floods when the real Rains would soon come. Another 2 - 3 weeks would have completed this. They were caught unprepared for such an untimely and unnatural flood. The waters flooded over the entrance gate structure and into the tunnel mouth behind, the roof connecting the two parts having not yet been completed (those who have seen it know the nature of this connection). Sandy, silty waters flooded through the tunnel and out past the turbine and generator, leaving the bed of the tunnel in a knee-deep layer of deposit. The turbine and generator had been installed in their room, but unfortunately the side where the penstock enters had not been closed up and the flood waters filled up the room, generator and all.

In the narrow river gorge the waters rose 15-17 meters above the normal river level, over the tops of all the tunnel entrances. If any person had been in the tunnel, he would not have survived. It was early in the morning, and no one was at work. The floor of the powerhouse is 14 meters above normal water level, and the flood rose over the top of the powerhouse.

The flood swept away 3 cement mixers, several wheelbarrows, and smaller tools. It pulled out the small cable-way spanning the river, tearing out the winch fastened beside the autoroad on the high side. The footbridge over to the power project was completely torn away.

Our people know that this kind of flood can come. They have been constructing the tunnels, the entrance and the powerhouse to cope with it. But their work was just not quite finished. So they have suffered this setback. The basic structure of the project is sound and intact. They'll have to clean things up and finish their construction, again a little later than anticipated.

The flood swept on down the Tinau river, under the foot-suspension bridge at the top of Butwal, over its banks to the left, widening out over old dry river beds, down the middle of Kasauli. This is just below the Bal Mandi where BTI held its Seminar in March, right past the first rented BTI house. This lower old riverbed area has always been susceptible to

floods in the rainy season, and lives have been lost here before. But it is land more or less unowned, and hence handy for poorer people to build light, cheap, 'shanty' houses. It was through here that the flood came at dawn. At first it came in rivers around a higher strip forming an island, to which people fled, and then it rose to sweep over the island and wash away everything on it. Here is where scores of lives were lost and all the homes destroyed. This area is approximately between the old bus stop center of Kasauli and the the Tinau river. Butwal town proper is on the far west side of the river. Grants and collections are being given to aid the suffering of this flood, and agencies are undertaking to give assistance.

We want to assure our colleagues and their neighbours in Butwal-Kasauli of our hearty concern and prayers in this trying and tragic situation. We want to assure them of our readiness to help in any way we can in their recovery.

As ever,

Jonathan Lindell
Executive Secretary

Dr Sfk
(28) UNITED MISSION TO NEPAL

PERSONNEL INFORMATION REQUESTED

The Executive Committee of the United Mission to Nepal expects detailed information about workers offered for appointment. Affiliated boards have asked for some guidance. In view of the special conditions of work in Nepal, and the possible stresses in a fellowship of very different nationalities and church relationships, we recognise our very heavy responsibility. We therefore request personnel secretaries to provide the fullest possible information about applicants. The following items of information are essential:-

PERSONAL DETAILS: Age, height, weight. Photograph.

EDUCATION, TRAINING AND QUALIFICATIONS.

WORK EXPERIENCE: with lengths of service, and indications of extent of responsibility shouldered.

FAMILY BACKGROUND:

CHURCH RELATIONSHIP AND ACTIVITIES:

CONFIDENTIAL REFERENCES: From employers, ministers and others.

INTERVIEW REPORTS:

LENGTH OF SERVICE CONTEMPLATED:

HEALTH INDICATIONS: Main medical details; any indications of psychological problems; and history of mental illness.

HOBBIES, RECREATION:

ADAPTABILITY: In a new country with different customs, dress and standards of living.
In working conditions, with inadequate equipment, untrained helpers, few tools, etc.
In living conditions which may be primitive, and uncomfortable.
In fellowship and work with those who may be different in education, church background, convictions.

ATTITUDE TO THOSE IN AUTHORITY: Working under supervision, being subject to transfer, re-assignment.

MOTIVATION)
COMMITMENT) These are best indicated by a personal statement
PERSONAL BELIEFS) which includes a life sketch, the development of
personal convictions, habits of prayer and Bible study,
understanding of the aim and purpose of Mission.

S. R. Burgoyne
Personnel Secretary

WS: h
No. 2/70.

(28)
NEWS AND PRAYER LETTER

June 4, 1970.

United Mission to Nepal,
P.O. Box 126,
Kathmandu, Nepal.

Dear Colleagues,

Yesterday I returned from a business trip which took me right round the earth, and I want to especially report about it to my fellow-workers in Nepal. On consideration I decided that it might be of interest to all our Mission family, and hence we are sending it out as a circular letter to our round-the-world mailing list. It is not possible to report on everything, every person, and every place of the trip. I can only select some items, and as far as this paper will allow.

The main purpose of this trip was to personally talk with officers of our UMN member missions in their home offices about our conditions and affairs in Nepal, and to deal with any items of business that might be alive in a particular place at the time. I also visited several additional church and mission related agencies. The trip took me to six countries of Europe, to U.S.A., to Japan and Hong Kong, and home again. I met with just about all the home office people of our missions in those places. I missed a couple, I'm sorry. And of course I didn't reach Australia and New Zealand. They seem to be on another circle around the earth. I hope I can still do that circle some day. The hospitality I received from our mission partners and friends along the way was so full and kind that I don't have words to describe it. I thank them from a full heart.

With each of our missions I tried to discuss the following items, and after that any points they wished to raise: (1) The renewal-extension of our General Agreement for another 5 years and meaning for us. (2) The stopping of agriculture work by UMN and what we are doing about it. (3) Our new 'Policy Guidelines' and their implications. (4) Our financial affairs, both in the General Fund and in Capital money. (5) Our personnel situation and additional needs and opportunities. (6) Our work projects and what we can perhaps consider for the future. (7) I introduced our Executive Secretary-designate, Rev. Frank Wilcox, who will take office on February 1, 1971. Besides these major subjects there were many particular items that came up in different places.

In the States we did a new thing. We invited the secretaries of our member missions in North America to meet together in a conference, rather than trying to visit them separately. We are 14 missions in N.A., and their representatives gathered in Chicago for a 2-day conference. This gave us 13 hours of sessions, with plenty of time for us all to work together at a large round of major matters concerning the United Mission. I thought it was most helpful, and hope we can do it again some time.

I tried to share throughout, with individuals or in meetings, the viewpoint that we believe that God is at work with His mission in these times in Nepal; that we of UMN, for our part, will work as hard as we can with all resources at our disposal to carry out our defined purposes, in our peculiar circumstances, as long as the Lord gives us opportunity; that we are entirely 'for' this united mission way of working; that we call on our partners to continue with us in it, contributing their advice and help in every way they can.

There were many miscellaneous items. I talked with at least a dozen people inquiring about possible missionary service in Nepal. We must work and pray for more openings for service in the country... I was glad for a visit in the home and office of our youngest mission member, the Gossner Mission in Berlin. They have started new work in two places recently, in Zambia and with us... I got acquainted with three agencies in Germany which I only knew slightly before: (1) Das Diakonische Werk, Stuttgart, which helps with scholarships. (2) The German Missionary Council, which draws together 38 sending societies in Germany. (3) The Association For World Mission, an equipment, shipping and travel service in Hamburg, which has served our people... In Bonn the Central Agency said that we should write up and send them a preliminary 'case' for our new Shanta Bhawan Hospital building plan and they will see if they can consider financial support for it. There is

a trend nowadays in some circles against building new mission hospitals... In Sweden I viewed the working copy, with commentary also, of the new film Mr. Cronsioe is making for UMN. I must say I was greatly pleased with it. It should be finished by the first of July and he will send us a copy to Nepal as soon as possible. I also turned in the manuscript and order for a UMN book to be printed by RBMU in London which will have the same title and subject matter as the film, and can be used as our information piece, and possibly in connection with the film. Also we have ordered several sets of colored slides, duplicated from pictures Mr. Cronsioe took in Nepal, and other sets duplicated from my slides of UMN work. These sets have 50 and 60 slides each, with written commentary, and are for sale. Write us for particulars.

It was a pleasure to meet a number of UMN-ers along the way. Wolfgang Kruse showed me around Berlin; he is moving up the electrical ladder to be an engineer and continues with keen interest in the mission of the church... Dr. and Mrs. Manfred Kulesa met me in Bonn and graciously entertained me in their home... Mother Friederici gave me a big hug which I know was for the whole cause in Nepal... Kirsti Kormu interpreted for me in two missionary meetings in up-country Finland on May Day! She did bend-ups to show me how fit she was, and plans to return in September... Enid Russell was doing fine and took me to church in Edinburgh... The Dr. Gould family had me over in London and served a 'pukkha' American meal; they will be back at the end of the year. The Jimmy Dicks are happy and growing and following everything they can from Nepal. Margaret Robinson was "ready to go back long ago", and will do so in October. Rachel Wolff told me on the phone she will be back in July. Helen Berg walked around without 'Kenny sticks' and said she'll see is all in about October. Roy Coats talked over the idea of a thoracic unit in the new Nepal TB Association Hospital in Kalimati. I found the 'missionary bug' strong in Grethe Anderson, Fran Swenson, Beth Brunemeier, and others. It was inspiring to talk with some of our newly accepted workers and to feel their eagerness to get out: Mr. and Mrs. Tor Mogedal (Oslo), Mr. and Mrs. Bjorn Brekke (Oslo), Dr. Richard Harding (USA), Rev. Frank Wilcox (USA), Mr. and Mrs. McCauley (USA). Several others I didn't get to meet. It's a great business and a wonderful family.

There are always extra bonus items added into travel like this, and I enjoyed a goodly number. I was made a Knight of the Sauna at the exclusive club in Helsinki where we spent 1½ hours in 4 kinds of saunas, plus sunning on the lake shore and talking... In New York I was out for a walk and wandered into the mighty Natural History Museum, and stood aghast, with tears in my throat, when I saw dozens of real-life displays about the earth, the crowds viewing them, and then considered the meagre teaching tools in the schools of Nepal. I told the lady at the desk my thoughts, and she encouraged me by saying, "Yes, but think of what a wonderful thing you have, to live in Nepal; you live right in a display window!"... Then there was a happy week with our daughters and relatives and home church people in Minneapolis, and repacking my suitcase with things for Nepal... On the last lap I spent several hours all amazed in the display pavillions of EXPO '70 in Osaka, Japan. One of our JOCS members took me around. It's a big city in itself, with half a million people in it in a day... In Hong Kong I had a very happy reunion with an old friend of China boyhood days and with other friends... On the 46th day I flew down into Kathmandu right on schedule, and to a warm reception, and was able to deliver to our daughter Rachel her new 8th grade Graduation dress and shoes (fresh from the States) which she uses tonight. That relieved her 'needles and pins'.

Along the way I read and thought on all the saving work of God through the ages as explained in the book of Hebrews, and which is so basic and relevant in our human family affairs. I have prayed repeatedly the closing benediction of that book: "Now may the God of peace... equip you with everything good that you may do His will, working in you that which is pleasing in His sight, through Jesus Christ".

Glad to be with you in His Cause,

Jonathan Lindell
Executive Secretary

UMN INFORMATIONAL MATERIALS

NEPAL: ON THE POTTER'S WHEEL, color, sound film, 35 minutes, about Nepal and the UMN. Copy with English commentary obtainable for \$310 in July from Mr. Hakan Cronsioe, Norrtullsgatan 33, 113 27 Stockholm, Sweden. Other language copies can be made.

"Nepal; On The Potter's Wheel", a book now under publication, with text, pictures, factual appendicies, to serve as an information piece about the country and UMN. Price and details not fixed. Should be ready by the end of the summer.

Colored Slides, a set of 50, with commentary, duplicated from pictures taken by Mr. Cronsioe, about Nepal. Can be ordered from Mr. Cronsioe, Sweden direct; see above address.

Colored Slides, a set of 60, about UMN work, with commentary. Can be ordered direct from W.M.P.L., 228 Clifton Avenue, Minneapolis, Minn. 55403, USA. Write for details.

"Fly a Kite", small booklet about the Boys' Boarding School in Pokhara, Obtainable at about 6d. or 5/- from R.B.M.U., 99 Thurleigh Road, Balham, London, S.W.12, U.K.

"Happiness Is Serving", color slides, story of nurse training and serving at Shanta Bhawan Hospital, Kathmandu. Obtainable from Miss L. Graber, 140 W. Dinehart, Elkhart, Indiana 46514, U.S.A.

Write to us for particulars: P.O.Box 126, Kathmandu, Nepal.

No. 1/70

28
NEWS AND PRAYER LETTER

United Mission to Nepal,
Post Box 126,
Kathmandu, Nepal.

April 14, 1970

Dear Partners,

Happy New Year!

Today is New Year's Day in Nepal. It is a spring day and a holiday - the first day of the month Baishakh, of the year 2027 of the calendar called Bikram Samvat. To join in the significance and use of this day, Christians in the country, for a number of years, have designated it a 'Day of Prayer' for the nation and the church. Today they are gathering in a score of places in homes and churches to pray. Thoughts and prayers have centered in major events, conditions and personages of the country.

Items concerning the church in the country have been shared for prayer. A Pastors'-leaders' conference was recently held for a week, with representatives from 8-10 churches in attendance... Two teams went on preaching tours to West and East and were well received. Groups of believers were visited and strengthened in fellowship. One group couldn't read or sing, but they could pray. Another group was without a leader-teacher... Prayer was concerned with more and better leaders, literature, Bible translation, radio programs, tapes, book stores, preaching and witness, church divisions and sins, a number of persons baptized in recent months, and for the revelation of the Gospel to many people.

The U.M.N. General Agreement.

Our Mission agreement with Government, which was under negotiation throughout 1969, received its final signing and came into force on January 18, 1970. We had thought it was renewed back in October, but it did not really come into force until this January date. This Agreement permits the United Mission to continue in Nepal for another 5 years and to "confine their activities only in the field of education and health. The Institute of Technology and Industrial Development at Butwal many continue".

This excludes agriculture work of the Mission. For nine months we have been trying and hoping to negotiate some other arrangement, outside of the Agreement, whereby our agriculture workers could continue in work in the country. But recently we were told that such arrangements are not possible and all our agriculturalists must cease their work by the end of the year. Our main work of substance is the farm station in Amp Pipal of the Gorkha Project. It is the intention of Government to take this over and continue it under their staff, management and financing. Our work in Okhaldhunga has not become of such substance and nature as to warrant turning over. So we are now on the road of working out the implications of this development for our Mission and our workers. We have ten agriculturalists. Each case will have to be considered individually so see what the future holds. Some may continue in the country by shifting into other work in the Mission. But they cannot continue as agriculturalists, and our Amp Pipal station will be turned over to Government.

Our Executive Committee and Board met the same week as ^{we} received this news. Both meetings were able to consider the development carefully. Our first reactions were full of questions, feelings and perhaps some negativism. Missionary work of this kind is conducted in deep personal dedication, application, faith and love. To pull back and detach is not easy. But we see it as in keeping with the footing of the Mission in the country, and our Terms of Agreement. We are guests here, on a temporary basis, to serve for a season, with limitations of time and function. Government may terminate any of our work any time, and take it over. Government wants to see it fitted into the national programs. We may expect this to happen to any of our work anywhere along the line. God has given us the stewardship of means and work for a season for the good of this country; when the time comes to transfer that stewardship to another, we transfer. Our Board passed a resolution assuring Government that we purpose to maintain and transfer the Amp Pipal agriculture station in as satisfactory a way as possible. The document 'Policy Guidelines' approved by our Board in this recent meeting speaks to these conditions and gives guidelines for living and working on

this kind of temporary footing in the country.

Annual Workers Conference.

As many of our workers as possible gather annually for a conference of devotions and fellowship. It was so good to hear people from all the projects reporting on their places and people and work, and to ask them questions... There was Dr. Pedley and his research findings on how leprosy bacilli are transmitted and not transmitted... Norma Kehrberg being seconded as an English teacher to the Women's college in Kathmandu, and living with the Spiveys in a large home nearby which will make possible having 'open house' for students... Gwen Coventry moving three days east from Tansen Hospital to live in a village and engage in public health work. Others will join her hopefully... Recess one afternoon to join the thousands and watch the Royal Wedding of the Crown Prince with elephants, bands, distinguished guests, pomp and ceremony. The Conference sent the Royal couple a letter of good wishes... Discussion given to plans for appointing Rev. Frank Wilcox as Executive Secretary of the Mission, to become effective February 1, 1971. Rev. and Mrs. Wilcox are coming out of previous missionary service in Pakistan, pastoral ministry and Bible School teaching in U.S.A., and will reach Nepal in August... The tunnel of the power project in Butwal Technical Institute made its first sectional join during Conference, and while I write the whole tunnel through to the first phase turbine generator has been cut through, with rejoicing and a party... In the midst of the big building program for the Pokhara Boys School a land dispute has arisen, threatening the life of the infant institution... So it goes, from place to place... The Mission is growing, working hard, doing well. There are in different places birth pangs, growing pains, and fruit bearing. We see God at work; we believe in His mission; we believe in a good outcome.

Drs. Bob and Bethel Fleming retired from the work of the UMN on March 1st. Bob and Bethel were founding pioneers, builders, and dedicated workers of the United Mission from its beginning in 1953 to the present. On a Sunday afternoon of Workers Conference our Mission family met with the Flemings in an Appreciation Tea to express our thanks to God for their lives among us and our personal love and appreciation for their comradeship in the mission. Our good wishes go with them on their retirement. They will continue to live in Kathmandu for some time.

Dr. Carl and Mrs. Betty Anne Friedericks, also founder pioneers in UMN, went on leave for health reasons to USA in 1967. They have since fully recovered in health, for which we thank God. They have recently decided to stay in study and work in USA, with their family, for some years, and have therefore resigned from the Mission. They hope very much that they can return some day to Nepal, and so do we.

Personnel, of course, is a very large and changing part of the Mission. Reports of the past year revealed that our Personnel Secretary has dealt with close to 100 possible candidates. The Executive Committee met a week ago and noted or took action concerning 90 persons, coming to or going from Nepal; furlough; terminating service; including 16 new workers accepted into the UMN.

The Butwal Technical Institute is forging ahead into its second phase of development. Four hundred tons of equipment is on Calcutta docks on its way to the Institute. Mr. Milcke is on hand to develop the plywood mill. Recently Mr. Hoftun was relieved of the post of Director and assigned full-time to the work of the power project. Mr. Francis Sauer was appointed Director of BTI. We expect to see continuing growth and fruitfulness of this project.

I will be on a business trip for the Mission to Europe and USA during April 19th to June 3rd, and may see some of you.

With warmest greetings from us all. Pray with us.

Jonathan Lindell
Executive Secretary

**BOARD OF EVANGELISM & LITERATURE
CEL. CHURCH, RANCHI.**

**Particulars and Informations
about a proposed Candidate
for U.M.N.**

1. Name

(a) Date and Birth-place.....

(b) Father's Name

(c) Father's date & place of birth

(d) Father's Occupation

2. Education : - Year(s) Name & Place

..... Primary

..... High School

..... College

..... College

..... Training

..... Training

Qualifications (degree & diploma)

3. Occupations Year Institutions & Places

.....

.....

.....

.....

.....

4. Family stand :

(i) Married or Unmarried

(ii) If married and if there is (are) child(ren)

Names	Age	Whether going to School, class
.....		
.....		
.....		

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.....

.....

(iii) If married and the wife is engaged in any occupation, a
separate form like this be kindly filled up.

5. A short description of experience working as teacher and working in different capacities (a separate sheet of paper can be used/ and attached herewith).

6. The existing pay (Basic pay, allowances etc. be given separately).

7. Any wish or Remarks

Dated the 1970

Signature
(with full address)

Dr Singh

Lutheran High School,
Lohardaga # 2nd March 70

(29) Rev. Dr. C. K. P. Singh,
Director & Secretary,
Board of Evangelism and Literature
G. E. L. Church, Ranchi.

Dear Brother Dr Singh,

This is to acknowledge the receipt of your letter memo - BEL/25/70 Dt. 28.2.70. Now, in reply to your letter, kindly allow me first of all to thank you and Gossens Mission for extending this offer to me and suggesting my name to work in Nepal. I note it with a sense of deep appreciation.

Well, so far my service is required I am prepared to offer at any place in this name, but from human point of view, and as I am having a family I have to think to some extent in this direction also and then naturally a question arises, 'what after next three or five years'. Who will give guarantee of my future employment in its true sense.

I want to discuss all such questions. I am happy that a man like you have been authorised to whom the things could be put very frankly. So I would request you to kindly spare some precious moment of your hour to come over here as you have intended. At present

as there is short of teaching staff on the one hand and the financially ending year on the other, I may not find it suitable to come to you though I feel, in near future. Nevertheless in case you change your program I must seek for the change. But I am expecting you here as you have written.

With kind regards to you and family.

Yours sincerely,
N. B. S.
(Rev. N. S. S.)

अन्तर्देशीय पत्र कार्ड
INLAND LETTER CARD



Rev. Dr. C. K. Paul Singh
Director B. E. L.
G. E. L. Church
L. R. Comp.
Ranchi

प्रेषक का नाम और पता : — Sender's name and address : —



इस पत्र में संलग्न वस्तुएं न रखिए NO ENCLOSURES ALLOWED

यहाँ काट कर खोलिए To open cut here

Two pages
with double space
as shown here in
writing. 5/12/70

Particulars and Informations
about a proposed candidate
for UMN

Twelve
Copies

1. Name (a) date & place of birth

(b) Father's name (c) date & place of birth.

(d) Father's occupation

2. Education :

Year(s)

Primary

Name &
Place

High School

College

College

Training

Training

Qualifications (degrees & diplomas)

Institutions & Places

3 Occupations

Year

4. Family stand

(i) Married or Unmarried

(ii) if married & if there is (are) child(ren) ;

Names

age

whether going to school
class

(iii) If married and the wife is engaged in any occupation a separate
form like this be kindly filled up.

5. A short description of experience working as teacher and working in different capacities (a separate sheet of paper can be used) ~~and attached herewith~~

6. The existing pay (basic pay, allowances ~~etc~~ etc be given separately)

.....

7. Any note or Remarks

Dated The

Signature ~~in~~
(with full address)