

# Archiv der Gossner Mission

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Aktenzeichen

2/30/31

### **Titel**

Korrespondenz mit der UMN - United Mission to Nepal. Verschiedene Abteilungen

Band

2

Laufzeit

1990 - 1995

### **Enthält**

offizieller Schriftwechsel zwischen Gossner Mission u. verschiedenen Abteilungen der UMN 1993-1995 (nur zwei Schriftstücke 1990+1992); Education, Economic Department, Rural Development, Communication and Information, Personnel Department (Bildung, Wirtsc

Reinforced perforation  
Lochung verstärkt  
Perforation renforcée

Weitere Trennblätter lieferbar:  
1652 in 6 Druckfarben

2/31/2 Education

$\frac{31}{2}$

# Jajarkot NFE Project

## Detailed Annual Report July 15, 1995 - July 15, 1996

The Jajarkot NFE Project is a Non Formal Education project with a big literacy program supported by Community Development Activity. The Project started in 1991 and terminates at the end of the year 2000. With the following we present the fifth Progress Report of all project activities, following the Strategic Planing.

### Strategy 1 : Literacy Program

To assist people in learning to read, write, and do simple calculation; and to promote awareness of ways in which the people themselves can improve their standard of living. To promote community co-operation.

#### 1. Literacy Program

240 NFE classes were started in the VDCs of Sima, Thalaraikar, Junga Tapachaur, Mujkot, Daha, Kortang, Salma, Dasera, Pajaru and Suwanauli. 132 were Basic Classes, 72 Follow up and 36 Cheli Beti Classes.

Basic Classes (132 classes)	Average class size : 20 participants		
	Women	Men	Total
Participants at the beginning	1580	1052	2632
Participants in final evaluation	1266	687	1953
Drop out rate	19.9%	30.2%	23.9%

Regular first year Literacy class with a duration of 7 month. These Basic Classes have been in 6 new VDCs and in old VDCs.

Follow UP (72 classes)	Average class size : 19 participants		
	Women	Men	Total
Participants at the beginning	754	574	1328
Participants in final evaluation	548	365	913
Drop out rate	26.3%	37.9%	31.4%

The last year basic classes have been continued this year with follow up classes. From the 120 Basic Classes last year there have been formed 72 follow up classes.

Cheli Beti (36 classes)	Average class size : 22 participants	
	Girls	
Participants at the beginning	781	

The Cheli Beti program is a Literacy activity during 8 months for out of school girls in the age of 6-14 years. This year we started 36 classes. The classes started just two months ago.

**Drop Out** The drop out rate is calculated in percent using the number of participants at the beginning of the class and in the final evaluation of the class course. The average Drop out rate is exactly the same as last year. Nevertheless there are big differences between VDCs (some have only 10.6%, others up to 45.4%)

**Supervision** The average supervision time has been increased 1.5 to 2 per month. Supervision was carried out by 3 VDC Supervisors and 4 NFE Workers. The general supervision was done by the NFE-In-Charge and two NFE-In-Charge Assistant.

**Facilitators** Our facilitators are all from the same village which the class took place in. The class choose them with the help of NFE Workers. Some have been graduated from the former years Basic Class. 25% are women (most of them teaching in Cheli Beti Classes) and 10 % are from Low Castes.

	Total Facilitator	Women	Low Caste
Basic Class	132	9	5
Follow Up	72	2	9
Cheli Beti	36	36	3
Total	240	47	17

**Supplied Material** The project supplied the NFE classes with the following Literacy material and other things. The classes had to support with kerosene.

- Literacy Material (Naya Goreto, Follow Up)
- Writing Material (Notebook, Pencil)
- Equipment (Blackboard, Chalk, Lanterns)
- Cheli Beti (Nail Cutter, Mirror, Soap, Needle etc.)

## 2. Additional Class Activities

The following activities have been realized in the different NFE classes:

	Basic Class	Follow Up Class	Total
Charpi (Latrine building)	246	250	496
Chulo (Smokeless cooking place)	124	179	303
Rubbish Pit	1270	431	1701
Water Tap (Public water place)	143	76	219
Foot Trail making	31 km 478m	11 km 665m	43 km 143m
Chautaro (Public resting place)	10	38	48
Kitchen garden	1068	482	1550
Well	35	84	119
Forest conservation	0	25	25
Helping school (Health and Education)	143	76	219

**Village Survey** During the month of April and May the village survey has been realized by all NFE Workers, NFE Trainees and VDC Supervisors.

The Project realized a Survey in the six new VDCs, where the Literacy program will start on 96/97.

	Adults over 15 years old	Female	Male
Literate	3370	510	2860
Illiterate	10049	5880	4169
TOTAL	13419	63906390	7029
<b>Literacy rate in %</b>	<b>25.1%</b>	<b>7.9 %</b>	<b>40.7 %</b>
Total Population : 23.099			

## 2. Development Activities

Along with the Literacy activities we had as well a series of **Community Development Activities**:

### Health Program

#### Objective

To improve general health situation in the project area. To teach basic skills. To keep well and healthy.

#### Activities :

Topic	Participants	Participants	Duration
• Nutrition Training	NFE Staff	14	2 days
• Medicine training	Supervisor	10	4 days
• Health	Female NFE Worker	12	4 days
• Health	Male NFE worker	6	6 days
• Health Workshop	NFE Staff	30	10 days
• On service training	Permaculture NGO	1	6 months
• Coordination	Health posts and District Health Office		

### **Highlight**

41 women in TBA (Traditional birth attendance) seven of them are now literate.

3 Participants from Jumla KTS (Karnali Technical School) did their OJT (On the Job Training) within health program during 5 month. Increasing number of people is now using Iodine salt out of shops.

### **Nutrition Program**

#### **Objective :**

To improve the nutrition situation. Better use of local resources. Changing of bad food habits.

#### **Activities :**

- Arm band survey for 1000 children.
- Regular home visit for persons with malnutrition.
- 3 Nutrition Workshops.
- Nutrition Training for mother groups.
- Nutrition Training with other NGO (Permaculture).
- Sarbotam Pito and Rice Water demonstration to 272 Classes.

#### **Highlight**

Approximately 15% of under 5 year old children are malnourished.

Most mother groups have been focused on nutrition.

### **Women Awareness**

#### **Objective :**

Awareness raising and to lead for group formation and to learn to make their own action plan. Give possibility for women to meet and share with each other.

#### **Activities :**

6 workshops with a total duration of 12 days for 17 female staff

#### **Highlight :**

Mass meeting with drama.

Expressing legal issue. Self esteem and leadership.

The meetings is equal importance for female staff as for local woman.

### **Skill Development Program**

#### **Objectives :**

Up level local skill for better use of local resources by different training's and demonstration.

#### **Activities :**

- Follow up of last years activities
- Weaving and knitting training
- Other training : handicraft, pickles, gundri, straw mat

#### **Highlights**

By making handicrafts one occupational group earned 25'000.- rupees.

13 female NFE participants learned to weave bag.

### **Agro Forestry Program**

#### **Objectives :**

Improve the soil condition and kitchen garden as well as live stock. Preserve the forestry condition.

#### **Activities :**

<b>Topic</b>	<b>Persons</b>	<b>Participants</b>	<b>Duration</b>
• General Training	Senior NFE Worker	10	6 days
• General Training	Junior NFE Worker	6	4 days
• Bamboo Training	NFE Worker/Supervisor	5	3 days

• Animal Health	NFE Worker	2	10 Days
• Workshop	NFE Facilitators	30	10
• 250 Apple tree seedling organized and distributed			
• bamboo propagation training			

#### **Highlight**

Agriculture improvement is the biggest locally expressed need. Special interest we found in green manure and better quality for vegetable and grass seeds. Animal health training and awareness rising, Kitchen garden, compost and green manure demonstration, grass seeds distribution, vegetable seeds sold for 10'000.- rupees.

#### **School Program**

##### **Objective :**

To reach the children with the issues of sanitation, nutrition and awareness of the other health issues. Follow up the Cheli Beti and the NFE admitted to the school.

##### **Activities :**

- In Pajaru we have made 8 followup visits a program for 45 students for school health.
- Sporadically we visited various other schools for similar activities.

#### **Highlights**

Good contact and cooperation with school.

#### **Village based Meetings**

##### **Objectives**

To rise the awareness of the villagers. To empower groups and individuals. To motivate for group formation.

##### **Activities**

- PRA (Participatory Rural Appraisal): Total 104 meetings of 13 PRA group
- Women groups: Total 160 meetings of 20 groups
- Agricultural Group : Total 120 meetings of 5 groups
- Animal Health Group : Total meetings of groups
- General Mass meeting (13) with 550 persons
- Health meeting 100 participants
- Legal right 150 participants
- Anti smoking 100 persons
- Diarrhea 100 persons
- Agriculture 182 persons
- Animal Health 120 persons
- Stall presentation Pajaru
- Stall presentation Khalanga

#### **Highlight**

PRA survey in a full VDC (area) including 30 villages. Listening survey in another full VDC. The CD staff are involved in all NFE training, many area meetings, workshops

#### **Village based training**

##### **Objective**

To answer a need of the community groups. To give the villagers new skills in different areas.

##### **Activity**

- Gundry, 15 participants, 5 days,
- Handicraft, Village women, 50 part., 2 days,
- Straw mat, 8 participants, 4 days,
- Bamboo ,15 participants, 3 days,
- Knitting Training, Village women, 50 part., 3 days,
- Pickle training, Village women, 20 part., 1 days,
- Bag waving, 19 participants, 2 month,
- Animal health, 13 participants, 10 days,
- Fruit tree training, 15 participants, 3 days,
- Grafting, 17 participants, 4 days,
- Green manure in all VDCs,
- 3 Potato Training's, 18 days
- Kitchen Training in all VDCs,
- Farmer field trip, 28 participants, 2 days,
- TBA, 41 participants, 2 days,
- Dhami Jhakri, 36 participants, 2 days,
- Nutrition training, 75 participants, 2 days,

## Strategy 2 : Local Personnel

To train local people to be facilitators and supervisors (NFE Workers) to help supply trained manpower for the project and to leave behind in the district a pool of skilled people after the project is finished.

### Facilitator

All facilitators are locally hired and receive an extensive training and support from the project.

- Basic Facilitator training for 129 persons during 11 days
- Basic refresher training for 120 persons during 3 days
- Facilitator follow up training for 72 persons during 5 days
- Facilitator workshop for 157 persons, 3 times 3 days
- Cheli Beti Facilitator training for 36 persons during 11 days
- Cheli Beti Refresher training for 36 persons during 4 days.
- Facilitators workshop Pokhara for 4 facilitator and 1 coordinator during 4 days.

### NFE Worker and Supervisor

All the NFE Workers are recruited from the Jajarkot District. After a initial training, they work first for a whole year as trainees, which means, that they have their own NFE class.

- NFE Trainee training for 24 persons during 17 days.

### Additional Training's

There have been some additional training's for old NFE Workers :

- CINA (Commitment in Action), 6 month on the job training for 18 staff.
- Designing the Future, 6 month on the job training for 35 staff.
- Coordination workshop and study tour, 11 days for 5 persons.
- Staff Association training, 8 persons in three training's, 1 week each.
- Post literacy material design workshop, 1 person, 5 days in Gorkha.
- Silk Screen training for 9 staff during 2 days.
- Train the trainer for 6 staff during 8 days.
- NFE Worker training for 24 persons during 2 weeks.

### CD Worker and Supervisor

#### Inside Jajarkot

- PRA/listening survey training during 9 days
- Poster making training during one day
- Leadership and group formation during one day
- Planing and strategy training one day

#### Outside Jajarkot

- Permaculture design course in Surkhet (12 days)
- Seed production training in Rukhum (3 days)
- Dhami Jakri Training (2 days)
- Leprosy and TB training (2 days)
- Study tour Gorkha (2 week)
- Disaster training (3 days and 15 days)

## Strategy 3 : Local Resources

To use local resources as much as possible in training's and community activities, and to help target groups to be able to maximize the resources available to them locally.

The following local resources have been directed :

### HMG Offices

There is a lot of information going from our project to HMG offices. Coordination through our staff with :

- CDO (Chief District Officer)
- Forestry Office
- Health Office
- Drinking water Office
- Cottage Industry
- District Development Committee
- Education Office

#### **Local NGO**

The Jajarkot NFE Project promoted a NGO coordination committee which is running independently now. We are actively coordinating all our activities with the existing NGOs and still participate in the NGO coordination committee.

#### **Strategy 4. Logistic System**

To set up and maintain adequate logistic systems to supply the classes and to support the project staff

#### **Project Headquarters**

The project has moved project headquarters from Jhapra VDC to Khalanga VDC of Jajarkot (Magh - Chaitra 2052) because of various problems in Jhapra, e.g., political, security, banking, etc. Project has two Guest Houses - one near the Chaurjhari Airport and one is near project office.

#### **Mail**

The project has managed new mail route for fields as we extended our program to 6 new VDCs sending Weekly Memo to the field every Monday with the mail. Nepalgunj liaison office is facilitating effectively to the project by sending mail received from UMN Headquarters Katmandu. Because of rainy season sometime project staff have to face some disturbances if the flight cancels.

#### **Materials**

The project has already purchased materials for our program for 1996-97 from Katmandu and Nepalgunj. Project has improved Store Management and material handling.

#### **Nepalgunj Liaison Office**

The project has improved the Nepalgunj liaison office this year. We have 3 comfortable bed rooms for UMN guests and project staff. The main function of this office is to purchase and supply materials as ordered by project office, Air and Bus ticketing, Communication, Mail Management, etc. It is our pleasure that now project has its own Telephone (number is 081- 20963). The moderate time for phone contact is 9 to 10: 30 AM as the Clarks have to go airport or market in the day time. This phone is provided by Jumla Project. They are also receiving the guest room facility and service of the clark.

#### **Strategy 5 : To target low caste groups**

The project make strong efforts to motivate particularly the low cast people. The low caste people are usually very poor and they don't join easily the classes. The following numbers show the percentage within the target group as well as within project staff :

Low Caste	TOTAL	LOW CASTE	%
Participants Basic Classes	2632	551	21 %
Participants Follow Up Classes	1328	281	21 %
Participants Cheli Beti Training	781	218	28 %
Facilitators	240	14	6 %
Project Staff	64	18	28 %
National Average			16%

## Strategy 6 : To target women.

The second main target group are the women. Many aspect told from the low cast are also the case with the women. They are underprivileged and it is difficult to motivate them. Some men are feeling threatened by women as awareness is increasing in women group.

In the following list is the percentage of women in the target groups as well as within the project staff:

Women among participants	TOTAL	Women	%
Participants Basic Classes	2632	1580	60 %
Participants Follow Up Classes	1328	754	57 %
Participants Cheli Beti Classes	781	7781	100 %
Facilitators	240	47	20 %
Project Staff	64	16	25 %

## Strategy 7 : Project Management

The project will be managed in a responsible way, with long and short term planning done on time in line with the Education Department of UMN.

### Meetings

There have been different kinds of meetings to guarantee a coordinated advance of all the activities.

- Directors Meeting
- Coordination Meeting
- Department Meetings
- Supervisor meeting
- Female Staff meeting
- Staff meeting
- VDC Staff meeting

The project have minutes and documentation's from all the meetings.

### Planning

Because of the unsure financial situation there is difficulty in long term planning. Nevertheless there is the tentative 10 year plan. There are one year planes from all departments of the project, as well as individual short term plans.

### Reports

There are all kinds of reports from :

VDC Supervisors, Department, NFE In Charge as well as overall Report form the Project Direction.

## Strategy 8: New Ideas

Try out and communicate new ideas of NFE which may be useful to all of UMN NFE Programs and Nepal.

### New Programs / Experiments :

- Use of Silk Screen
- Facilitator Workshop
- PRA (Participatory Rural Appraisal)
- VRC (Village Reading Center), Communal Library
- Listening Survey
- Exhibitions on district levels
- KTS Student on 'On the Job training'

## **Needs in the Region**

The Jajarkot NFE Project was started in response to the low percentage of literate adults (14% overall, less than 1% of women), the general low standard of living and the lack of developmental activities in Jajarkot District.

The specific educational and developmental problems of Jajarkot District include:

- Most communities do not have adequate schools
- Many families do not send their children to school (especially the girls)
- Basic awareness is lacking in such essential areas as sanitation, clean water, nutrition, basic health
- Most farmers can not raise enough food for their family for the entire year
- Women are oppressed
- Caste differences are commonly exploited
- There is very little communication of new ideas and advances to the people of the district from outside.

After the first three years presence of the project, these needs have not changed. Partially, we can observe some improvement in the working VDCs of the project. There are still very remote areas of the district with no support at all.

## **Target Population**

The people directly affected by the project are relatively poor rural farmers. The government services which reach these people are few and of poor quality. Part of the project's strategic plan is to help people, to become aware of what is available to them and how to get it. Especially women and low-caste groups, who are the most marginalized, and undeserved groups, are targeted by the project.

## **Strategic Issues**

The following points are widely discussed issued which can be called strategic :

- Different work conditions between our Project and other NFE Programs within the district (Facilitator stipend, Kerosene supply).
- Unsecure feeling of many staff because of terrorist activities within the district.
- Demand from many staff to become regular UMN staff and not only contract employee.

## Abbreviations and Nepali Terms

### Project Terms

Basic Course	First year NFE Class, 8 month duration, 6 nights a week
Evaluation, final	Writing skill examination of all the participants after the training year
Facilitator	Locally chosen person who teaches the NFE Class every evening
Field Worker	All the project Staff who don't work in the office
Follow Up Course	Second year NFE Class, 6 to 8 month duration
Formal Education	Governmental school for the children
Literacy Committee	Groups of village persons who should help the NFE classes
Low Caste	Underprivileged and oppressed social class
NFE Class	Groups of adult persons who meet every evening for Literacy
NFE Worker	Project Staff who supervises five Facilitators each
Non Formal Education	All education activities which are not covered by regular school
Occupational Group	Low Caste, underprivileged and oppressed social class
Practical Activity	All additional activities of the NFE classes
Senior Staff	All project Staff above certain hierarchical level
Supervision	Act of visiting and motivating field staff or facilitators
Village Survey	Systematic investigation about general census dates
Water Tap	Place in the village where people get water and wash

### Nepali Terms

Charpi	Latrine, Village toilet, little house on a big hole in the ground
Chautaro	Common resting place, big people tree with stone steps for sitting
Cheli Beti	Little Girls, name of the literacy class for girls from 6 to 14 years old
Chulo	Cooking place, smokeless chulo, don't fill kitchen with smoke
Dhami Jakri	Traditional healers
Illaka	Regional division (one Illaka has 2 to 4 VDCs)
Naya Goreto	'A New Trial', name of the excellent Nepali Literacy books
Nun Chini Pani	Water with sugar and salt for patients with diarrhoea
Sajha Kosh	Money saving
Sarbotam Pitto	Mixture of the flour of cereals and beans for child food
Ward	Regional division (one VDC has nine wards)

### Abbreviation

CDO	Chief District Officer - Government Officer
DEO	District Education Officer
ED	Education Department UMN
HMG	His Majesty's Government
MOEC	Ministry of Education and Culture
NFE	Non Formal Education - Literacy activity
NGO	Non Governmental Organization
VDC	Village Development Committee - Regional division of a District

**UNITED MISSION TO NEPAL**  
**JAJARKOT NFE PROJECT**  
**Income and Expenditure Statement**  
**For the period of July 16, 1995 to July 15, 1996**  
**( Sharwan 1, 2052 to Asadha 31, 2053 )**

Budget Heads	Budget 1995/96	Actual 1995/96	Percent Over/Under	Note
<b>REVENUE</b>				
External Grants	9,687,000.00	15,229,797	57%	1
Local Income	403,000	2,500	-99%	2
Per. Contri. Service	700,000	543,189	-22%	3
<b>TOTAL</b>	<b>10,790,000</b>	<b>15,775,486</b>	<b>46%</b>	
<b>EXPENDITURES</b>				
<b>Recurring</b>				
PCS	700,000	543,189	-22%	3
Salary Stipend	6,446,000	4,692,395	-27%	4
NFE Training	428,000	341,194	-20%	5
Travel	221,000	258,334	17%	6
Rent	136,000	117,790	-13%	
Office expense	62,000	82,658	33%	7
Office Supply	184,000	169,907	-8%	
NFE Supply	560,000	423,075	-24%	8
Transport	227,000	157,666	-31%	9
Community Dev.	270,000	223,360	-17%	10
Literacy Material	462,000	391,380	-15%	
Miscellaneous	45,000	40,184	-11%	
Contingency	98,000	39,429	-60%	11
Minor Capital	116,000	95,980	-17%	
Publicity	40,000	670	-98%	12
Staff Equipment	119,000	100,056	-16%	13
Program Support	291,000	234,367	-19%	14
<b>Total</b>	<b>10,405,000</b>	<b>7,911,633</b>	<b>-24%</b>	
<b>Staff Training &amp; Development</b>				
Scholarship	-	-		
Training	305,000	130,246	-57%	15
Study Tour	30,000	4,730	-84%	16
<b>Total</b>	<b>335,000</b>	<b>134,976</b>	<b>-60%</b>	
<b>Capital</b>				
VCR	-	-		
Duplicating Machine	-	-		
Phone/Fax	-	-		
Solar Slide (Pro.)	-	-		
Tent	50,000	49,998	0%	
Others	-	-		
<b>Total</b>	<b>50,000</b>	<b>49,998</b>	<b>0 %</b>	
<b>TOTAL EXPENDITURE</b>	<b>10,790,000</b>	<b>8,096,607</b>	<b>-25%</b>	
<b>Surplus( Deficit)</b>		<b>7,678,879</b>		

FTE Expatriates 2  
 Nepali= 62

B. Sapkota  
 (Bishnu Sapkota )  
 Finance Coordinator

I. Chhetri  
 (Indra Chhetri )  
 Project Director

## Notes to Income and Expenditure Statement 1995/96

### Revenue Grants

#### Grants:

1. This year the project had received grants from donors more than expected. It is a positive sign to the activities of this project and the credit goes to the Education Department, Finance Department and Expertise involved. Because of their extra endeavor this was possible. Following were the respectable Donors for the year of 1995/96 :

S#	Donors	Amount in NRs.
1	Orebro Mission	7,524,069
2	United Methodist Church	2,979,126
3	Finish Evangelical Lutheran Mission	2,000,000
4	Gossner Mission	1,227, [REDACTED]
5	Baptist Missionary Society	1,154,010
6	Church of Jesus	292,425
7	Interserve Australia Inc	21,439
8	Other small but valuable Donors	30,746
	Total	15,229,097

### Local Income :

2. In previous years the cost of NFE Books were born by UNICEF so that the expected cost of NFE Books was budgeted under the Local Income. But UNICEF has changed their policy and no any cost was born. Rs. 2,500/- in cash contribution is collected from five community for books to Community Reading Centers.

### Expenditures

3. One Consultant was left the project during the fiscal year and his contribution estimated already in the budget was not counted as he left the project. This has made less contribution under this head.
4. Three senior and six local staff had left the project during the year so the budget under salary head was saved.
5. Mess expenses during the training periods were some how lesser then estimated than the budgeted. (Rs. 55 was budgeted Rs. 45 was actual).
6. Many group travels and individual travels were made during the year for training and official visits to Kathmandu and other places. The other cause of increments in this head was the changed rate of DA.

7. Actually the budget under this was under estimated. The cost of communication was not properly estimated. The photocopy charges also under estimated.
8. Less procurements were made because of the balance of old stock of NFE Class Supply and re using of blackboards and other materials.
9. The local movements of the materials during the year were limited and saved the budget this head.
10. There were two components under this head - CD Training and CD Support. We have saved money under CD Support as no any maintenance of CD equipment were occurred during the year.
11. This head was managed for some unexpected expenditures. We had charged the porter charges during the sifment of Project Headquarters from Jhapra to Khalanga (District Headquarters of Jajarkot District). No any other unexpected expenditures were occurred. Some maintenance expenses also charged to this head.
12. In this budget head furniture also included but no any furniture was purchased during the year.
13. No any publicity expenditures were made except small.
14. We had bought some how less quantity as estimated as well as the cost of materials also cheaper than estimated. And saved the budget.
15. Many types of training were estimated in the budget (Coordinators Workshop, CD Seminar, NFE Workshop, EFL Training, TOT Workshop, Other expensive and cheap training and indistrict training) but limited training and seminars were provide during the year. As no any suitable to this project were invited by the organizers.
16. Only one study tour was provided to CD Coordinator during the year. Actually budget under this head was limited and no expensive tour program could be designed.

UNITED MISSION TO NEPAL  
JAJARKOT NFE PROJECT  
BALANCE SHEET

For the period of July 16, 1995 to July 15, 1996  
( Sharwan 1, 2052 to Asadha 31, 2053 )

16-Jul-95	Description	Notes	15-Jul-96
449,439	Fixed Asset		384,937
<b>Current Assets</b>			
127,185	Cash		266,461
1,037,355	Nepal Bank Ltd. - Jajarkot		1,146,350
2,514	Advances		14,935
590	UMN Adjustment		845
0	Project Adjustment A/C		63,930
7,592	Stamp		6,584
52,115	Inventory		35,804
5,000	Telephone deposit		5,500
185,098	Personal A/C Debit Balance		68,789
250,000	Bank Draft		0
0	Treasurer's Balance		4,488,874
18,180	Tutorial Group		15,180
1,685,628	Total Current Assets		6,113,251
<b>Current Liabilities</b>			
6,993,422	Treasure's Balance		0
18,544	Personal A/C Credit Balance		116,393
56,449	Salary Payable		11,550
0	Rent Payable		3,070
24,578	Income Tax withheld (Staff)		71,263
0	Income Tax withheld (House Rent)		6,984
1,850	Hospitalization Insurance Premium		7,700
7,094,843	Total Liabilities		216,960
(4,959,776)	Net Assets		6,281,228
<b>Represented By :</b>			
449,439	Accumulated Capital		384,937
(5,305,485)	Program Fund Balance		6,007,130
(103,730)	ASO Deficit		(110,839)
(4,959,776)	Total		6,281,228

*B. Sapkota*

(Bishnu Sapkota )  
Finance Coordinator

*Indra Chhetri*

(Indra Chhetri )  
Project Director

Michaelskirchen Gemeinde  
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Hrn Bernd Krause  
GM

Dankbrief  
28.11.96

Letzte Meldung

- Aus dem Bauvertrag vom 3.11.96 werden ca 12.000 DM für das Projekt "Alphabettierung für Frauen in Jajarkot" DM 14.000,-  
eingang 26.11.96  
DM 2.000,- 17.10.96
- Zusammenstellung Mo 25.11.96
- Erbitte ab wann Sie nicht aus Jajarkot  
zum 25.11.96, ggf. per Fax aus  
Nepal (0049 40 7668 3448)
- Herzlichen Dank und gute  
Reise
- die Basarmitarbeiter (55) der  
Michaelsgemeinde
- Ihr Wolfgang Zarth

11 August, 1995

Rev. Dieter Hecker  
Fennstr. 31  
D-12439 Berlin  
Germany.



यूनाइटेड मिसन टु नेपाल



United Mission to Nepal

Dear Rev. Hecker,

Thank you for your letter of August 8, 1995 regarding the visit of Lukas Rothlisberger to Germany for work with the Gossner Mission. Lukas talked with me about this in late May and I indicated that it was not possible for the Education Department to grant leave for six weeks for mission business. This has come up in many other areas with other UMN expatriates in the Education Department and we must follow UMN guidelines. The UMN Policy is that an Expatriate can have up to five working days away from work per year for other mission business.

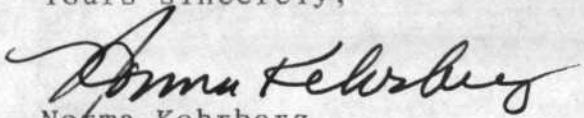
In the May discussion with Lukas, I suggested that we could arrange for up to ten days (5 days for one year and 5 days for second year) but that Lukas would have to also use some of his Annual Leave for this work. For family and personal reasons, Lukas understandably did not want to do so.

The only other alternative that was possible was for Gossner Mission to consider this six week assignment a mid-term leave for Lukas. During that time, he can do your assignment. If this is considered mid-term leave this request is within the policy guidelines of the UMN. On that basis, it has been agreed that Lukas has leave from the project for six weeks.

This is a little different from your original letter. However, in order to be just in following the policy guidelines, both for other expatriate staff and the Nepali staff, that is the understanding of the Department in granting this leave of six weeks for management consultant work with Gossner.

Thank you for informing us of the work required of Lukas with Gossner Mission. I look forward to your return to Nepal in November for the meetings of the UMN.

Yours sincerely,

  
Norma Kehrberg  
Education Director

cc: Lukas Rothlisberger

PO Box 126, Kathmandu, Nepal. Tel (977 1) 228118, 228060. Fax 225559. Telex 2315 UMNEPA.

Michaeliskirchengemeinde - Hamburg -  
- Nepalteam - Neugraben  
Wolfgang Zarth

Gossner Mission  
Frau Hecker Nepalreise

22.11.85

Liebe Frau Hecker

Ihre Indien- und Nepalreise liegt hinter Ihnen und Sie werden mit vielen neuen Informationen und Eindrücken von den Menschen im Himalaya-staat nach Berlin zurückgekehrt sein.

Ich möchte Ihnen ein paar Infos zur finanziellen Unterstützung des NFE Projektes in Tajarkot durch unsere Gemeinde geben.

1995 8800,- überwiesen an G.M.

ca. 14000,- Überweisung in Kürze

1996 8000,- verbindliche Zusage (KED Mittel)

++ + Spenden (Höhe nicht vorhersehbar)

1997 ca 7500,- (KED Mittel)

+ Spenden (Höhe nicht vorhersehbar)

1998 ca 7000,- (KED Mittel)

+ Spenden (Höhe nicht vorhersehbar)

Wir hoffen, daß die Arbeit in Tajarkot auch in den nächsten Jahren weiterlaufen kann und freuen uns, etwas Neues von Ihnen zu hören.

Herzliche Grüße

auch an Ihre Kolleginnen

Ihr

Wolfgang Zarth

von Frau Hecker  
beantwortet mit  
einer Weihnachtskarte  
24.11.85

Eingegangen

1. Nov. 1995

Erledigt.....

## UMNs Jajarkot Project

*What's it for... This reading and writing stuff we call "education"?*

Kumari's head was bent low over her test paper. At sixteen, she was the youngest of three women and seven men who were about to complete a three-month tailoring training organised by the local government.

Kumari's face looked familiar and I realized that she had taken part in the literacy program we are running in her village. Why was she here, and how had she managed to join this tailoring training? In our village, tailoring is a man's job.

Later, over a cup of tea, she told me how she had seen (and was able to read!) a letter from the Government advertising the training. She showed the letter to her father and asked if she could join the training. But who would do her daily chores if she joined the training? After all, she did have her seven younger brothers and sisters to take care of, and grass to cut for the ox and buffalo. In the end, her parents agreed to take care of her chores each day while she was at the training

from 10 o'clock in the morning until 4 o'clock in the afternoon.

Some days later I ran into Kumari's father. We talked about

यूनाइटेड मिसन टु नेपाल



United Mission to Nepal

And daughters to school. Here many parents are unable to see the wisdom in sending girls to school. After all, they will only leave home once they are married. And besides, who would cut grass for the animals and take care of the babies if their daughters go off to school?



the rice planting, how little rain there was this year and how the children were doing at school. Remarkably he sends his sons

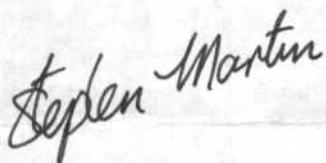
aware that women also have worth and choices. This process led to Kumari becoming the first female tailor on our village.

- Reg Naylor

In 1995/96 Jajarkot NFE Project will continue to run (132) classes, to give people the chance to learn to read and write. Young girls, whose fathers aren't as enlightened as Kumari's, can attend "Cheli Beti" (young girls) classes. The project through its "community development" activities builds on the formulation of literacy to give new skills in the areas of health (mother and child), agriculture and income generation. In 1995/96 we need your help to continue this project. As you prepare your plans for the coming year please make Jajarkot a priority so that many more Kumari's can be released from the confinement of illiteracy.

Budget 95/96	US\$ 212,000
Total Received	US\$ 114,000
We need	US\$ 98,000

Yours sincerely,



*Stephen Martin*

UMN Education Dept. Programme Manager

Wolfgang Zarth  
Michaelskirchengemeinde  
Hamburg - Neugraben  
Südheide 45  
21149

p (040) 7025500  
d (040) 76683410  
fax - 3448

Gossner Mission  
Nepalreferat

31.08.95

Alphabetisierung von Frauen in ~~Jogjakarta~~

Liebe Frau Hecker,

für obiges Projekt benötigt die Gossner Mission nach eigenen Angaben DM 90.000,-

Meine Frage: Ist der Bedarf für 1 Jahr oder für 3 Jahre?

- Der Baservorbereitungskreis unserer Gemeinde hat beschlossen, auch in diesem Jahr obiges Projekt zu unterstützen. Nach vorsichtigen Schätzungen werden es bis Jahresende 16.000,- DM davon haben wir sei Jahresanfang bis 8.8.95 4.000,- DM + Frau Petersen hat 800,- überwiesen ( $\Sigma 4.800,-$  DM).
- Infos zum Besuch von Fr. Gossner + Fr. Frederici ~~fest.~~ am 15.09. in Neugraben folgen in Kürze.

Herzliche Grüße Ihr Wolfgang Zarth

Ms Ursula Hecker  
Gossner Mission  
Fennstrasse 31  
1190 Berlin  
Germany

Eingegangen

14. Aug 1995

Erledigt:.....

Dear Ms Ursula Hecker,

We would like you to accept a complimentary copy of United Mission to Nepal's new Jajarkot NFE project video. As you know UMN is committed to serving the poor and marginalised throughout Nepal in the name of our Lord Jesus Christ.

In Jajarkot, a remote area in Western Nepal, UMN, through its Education Department, is running a comprehensive Non-Formal Education (NFE) project which provides skill training in practical literacy to people who missed out on formal education. Basic literacy courses are held nightly in over 250 classes. Young girls who, because of cultural male bias, missed entry into regular school receive intense tuition that enables them to re-join the school education system. All classes, whether for adults or children, become involved in wider development activities. Vegetable gardens are planted, toilets are built, life saving rehydration techniques are learnt and above all individuals and communities realise that their efforts can and do make a difference to their environment and their futures.

None of this work is possible without your prayers, interest and financial support. Working in remote areas isn't easy and requires high levels of commitment from our Nepali and UMN workers. We thank Gossner Mission for supporting this work over previous financial years and we pray that you will continue to make the Jajarkot Project one of your mission's core projects. Early commitments of support help us in our implementation of annual plans.

Please write for more information on this project and other innovative projects run by the Education Department of the United Mission to Nepal.

Yours sincerely

*Stephen Martin*

Stephen Martin  
UMN Education Department Programme Manager

यूनाइटेड मिसन टु नेपाल



United Mission to Nepal



Fennstraße 31  
D-12439 Berlin

**I N F O B R I E F**

Gossner Mission Fennstraße 31 D-12439 Berlin

Telefon  
030/6317809  
Telefax  
030/6361198

Dieter Hecker  
- Direktor -

Berlin, den 19. Mai 1995

viele Frauen in Nepal stecken in einer sozialen und persönlichen "Sackgasse" - ohne eigenes Verschulden und ohne eine Chance auf beseres Leben...

Die Bergregion Jajarkot gehört sogar für nepalische Verhältnisse zu den ärmsten Gegenden des Landes. Selbst unter größter Anstrengung können die Menschen den kargen Berghügeln nur geringe Ernten abringen. Jahr für Jahr hungert die Bevölkerung über mehrere Monate. Die Analphabetenrate in dieser Region liegt mit 92% überproportional hoch, ebenso die Säuglingssterblichkeit. Die Menschen leben ohne Hoffnung - sie stecken in einer Sackgasse.

Viele Familienväter entschließen sich deshalb, ihr Dorf und ihre Familie zu verlassen. Sie suchen ihr Glück in der Stadt oder im nahegelegenen Nachbarland Indien. Als Wander- oder Saisonarbeiter hoffen sie, wenigstens etwas Geld dazuzuverdienen. Doch meist bleibt selbst dies ein Traum: Zu viele Männer sind auf Arbeitssuche, die Konkurrenz ist hart - da hat ein Mann, der noch nicht einmal lesen und schreiben kann, der nichts anzubieten hat als seine (durch Hunger geschwächte) Muskelkraft kaum eine Chance. Viele Männer kehren aus Scham und Verzweiflung nie wieder zu ihren Familien zurück.

Die Frauen, die mit ihren Kindern im Dorf zurückbleiben, leiden am meisten unter dieser Situation. Sie tragen nun völlig allein die Verantwortung für die Familie. Feldarbeit, Kindererziehung, Haushalt - alles ruht auf ihren Schultern. Selbst in "geschäftlichen" Angelegenheiten - eine traditionelle Aufgabe der Männer - müssen sie "ihren Mann" stehen: Beim Einkaufen müssen sie - ohne jegliche Lese- und Rechenkenntnisse - die Preise überprüfen können. Ist eine Frau gar gezwungen, beim Großgrundbesitzer Geld zu leihen, muß sie einen Vertrag "unterschreiben", den sie nicht lesen kann.

Es gibt unzählige Situationen, in denen die Frauen hilflos der Willkür ausgeliefert sind. Viele von ihnen geraten auf diese Weise in Schuldnechtschaft, aus der sie sich und ihre Kinder zeitlebens nicht mehr befreien können.

Wir versuchen, den Frauen in dieser aussichtslos erscheinenden Situation zu helfen:

Lukas Röthlisberger, Mitarbeiter der Gossner Mission, organisiert seit einem Jahr Alphabetisierungsprogramme für Frauen in den Dörfern Jajarkots. In diesen Abendkursen geht es keineswegs nur um lesen und schreiben, sondern die Frauen kommen zusammen, tauschen ihre Sorgen und Probleme aus. Krankheit, Hunger, Schulden sind Schwierigkeiten, mit denen sie sich alle herumplagen. Sie erleben, daß sie damit nicht alleine stehen, und entwickeln aus dieser Erkenntnis gemeinsames Engagement, wie den Bau eines Brunnens, den gemeinsamen Ankauf von Reis für die Hungermonate, die Einrichtung von Küchengärten. Das heißt, die Frauen beginnen, sich zu organisieren. Fast "wie nebenbei" lernen sie in diesen Diskussionen lesen, schreiben und rechnen. Nach etwa einem Jahr ist jede Frau in der Lage, Aufrufe, Dorfmitteilungen und einfache Zeitungsartikel zu entziffern. Und die Kursteilnehmerinnen haben noch mehr gelernt: Solidarisches Handeln kann das eigene Leben erleichtern. In der Gemeinschaft kann man kleine Schritte wagen. Diese "kleinen Schritte" sind lebensnotwendig. Sie bringen Hoffnung in den aussichtslos erscheinenden Existenzkampf der Frauen von Jajarkot.

Wir, die Gossner Mission, sind nicht in der Lage, aus eigener Kraft diese für drei weitere Jahre geplante Arbeit fortzuführen. Sie wissen selbst, daß es zur Zeit mit den kirchlichen Finanzen nicht zum besten steht. Eine kleine Organisation wie die unsrige bekommt dies besonders zu spüren. Wir wollen aber dieses Dorfentwicklungsprogramm nicht dem Rotstift zum Opfer fallen lassen. Deshalb wenden wir uns an Sie: Helfen Sie den Frauen von Jajarkot! Bitte tragen Sie dazu bei, daß diese Frauen wieder Hoffnung bekommen. Sie helfen damit gleich mehrfach: den betroffenen Frauen, ihren Familien und Kindern. Der kleinste Beitrag ist willkommen. Er kommt direkt der Arbeit in Jajarkot zugute!

Mit freundlichen Grüßen

*Dieter Hecker.*

Dieter Hecker

Pfarrer

P.S.: Für eventuelle Informationsveranstaltungen stehen wir Ihnen gerne zur Verfügung. Anruf genügt!

# Kurzbrief

Wolfgang Zarth  
Südheide 45

21149 Hamburg

Ihre Zeichen	Ihre Nachricht vom	Unsere Zeichen	Ihr Korrespondenzpartner/Hausapparat		Datum
<b>Mit der Bitte um:</b>		<b>Strittmatter</b>		10. März 1995	
<input type="checkbox"/> Kenntnisnahme	Prüfung	Genehmigung	<input type="checkbox"/> Angebot	<input type="checkbox"/> Rücksprache	<input type="checkbox"/> wie besprochen
Betreff:	Erledigung	Stellungnahme	<input type="checkbox"/> Unterzeichnung		

Jjarjarkot

Lieber Herr Zarth,

beigefügt erhalten Sie eine Diaserie zusammengestellt und fotografiert von Lukas Röthlisberger. Die Dias können bei Ihnen verbleiben. Weiterhin haben wir die Notizen Nr. 4 erhalten, die wir ebenfalls beifügen.

Mit freundlichen Grüßen nach Hamburg verbleibe ich  
Ihre

*A. Strittmatter*

# Kurzbrief

Herrn  
Wolfgang Zarth  
Südheide 45

21149 Hambueg

Ihre Zeichen	Ihre Nachricht vom	Unsere Zeichen	Ihr Korrespondenzpartner/Hausapparat	Datum
		<b>Strittmutter</b>		28.2.1995
<b>Mit der Bitte um:</b> Kenntnisnahme Betreff:	Prüfung Erledigung	Genehmigung Stellungnahme	Angebot Unterzeichnung	wie besprochen

Lieber Herr Zarth,

von Lukas Röthlisberger haben wir heute "Notizen" aus dem Projekt bekommen, die wir Ihnen nicht vorerthalten wollen.

Heute haben wir auch erfahren, daß Gerhard Honold, seine Frau und die kleine Tochter am 25. Februar 1995 bei einem Verkehrsunfall ums Leben kamen. Wir alle hier sind tief erschüttert und können das Unbegreifbare nicht fassen.

*W. Sh. Diekmann*

Wolfgang Zarth Hamburg - Neugraben

GM Frau Hecker, Nepalreferat

Liebe Frau Hecker, zu unserem für morgen 09.02.95 1400 Telefonat fallen mir jetzt folgende Stichworte ein

### Tajarkot

1. Offizieller Projektname
2. Förderung durch Brot f. d. W.?
3. Laemja, Projekt nr.
4. Projektzeitplan
5. Finanzbedarfsplan 1995, '96, '97
6. Finanzbedarfsbereiche
7. Prozent zur Projektstand
8. soziale Sichtung der örtlichen Situation, einzelner Personen, Familien, Dörfer
9. Fotos
10. Besuchstermin Nepali + D.Friederici in HH - Neugraben



Bis Do, 1400 ich habe fre. an  
Herzliche Grüße Ihr Wolfgang Zarth

neue Faxnr. nicht 0368 21159  
037668718 !

not.

## Aufgaben zu

Fax Wolfgang Zerth vom 8.2.95

1. Bazarot Non-Formal Education
2. keine Förderung durch Brot f. d.
3. —
4. Start April 1991, auf 10 Jahre
5. Finanzbedarfplan:

Dotationskosten Röthlisberger 1995

1996

1997  
bis 41

1997 31.385.-79 \*

30.4.92 Vertragende

+ 4.000,- UMN

+ 8.000,- Schulgeld  
pro Jahr

6. Finanzbedarfsbereiche:

Gehalt Röthlisberger:

UMN :

7. Derzeitiger Stand: (1994)

Beginn von 120 neuen Klassen in 3 neuen Gebäuden innerhalb des Dorsus,

Beginn von 40 neuen <sup>(6-14 Jahre alt)</sup> Jung-Mädchen Klassen

Fortführung des im letzten Jahr (1993) begonnenen Baus im Rahmen von 20 Klassen

Training von "Zehren", die sich aus den einzelnen Klassen frühere Baus vermischen

Unterstützung des einzelnen Dorfes bei der Gründung von kleinen "Bibliotheken"

u. Verbesserung des Nahrungs- u. Gesundheitsw.

Gehalt  
000 Röthlisberger

0.00 \*

54700.90 +

4271.12 +

29754.58 +

003  
1994 88.726.-60 \*

88726.-6 x

1.02 =

1995 90.501.-13 \*

90501.-13 x

1.02 =

1996 92.311.-15 \*

92311.-15 x

1.02 =

94.157.-37 \*

94157.-37 :

3. =

1997 31.385.-79 \*

Gehaltsabrechnung UMN 1995 DM

(Brief v. 20.1.95)

UMN :

Gossner Mission

--

8. Plastische Schilderung Zeichnungen  
9. Dias werden nachgereicht, Video, Rundbriefe.  
10. Besuchstermin D. Friederici voraussichtlich  
August/September 1995

Am 10.2.95 von Ute abgeklärt:  
Bilder von Röthlisbergers  
Videoften der UNICEF  
Zeichnungen als Mappe  
UHN "Plans-Overview for Fiscal Year  
1994-95" Seiten 61-69  
(ohne Budget-Summary S. 63 und S. 69a  
Fehlen noch Dias von Röthlisbergers

Sh.

1.2.95 16<sup>42</sup> Uhr



Fennstraße 31  
D-12439 Berlin

Gossner Mission Fennstraße 31 D-12439 Berlin

Ursula Hekker  
Herr Zahrt

Telefon  
030/6317809  
Telefax  
030/631198

31. Januar 1995

Lieber Herr Zahrt,  
Ihr Fax war wirklich Gedanken-  
übertragung, denn ich dachte,  
Sie in der Gemeinde wieder an-  
zusprechen. Wir brauchen Ihre  
Unterstützung. Leider kann  
ich Ihnen erst nächste Woche  
Genaueres mitteilen, da ich  
gerade auf dem Sprung zum  
Gemeindeeinsatz bin. Ich  
finde das Engagement des  
Nepalteams bewundernswert.  
Schon zur Information für Ihre  
Planung: August/September  
kommt Frau Friederici mit  
einer Nepalin. Herzliche  
Grüße Ihre Ursula Hekker

Ev.-luth. Michaelsgemeinde Hamburg-Neugraben  
Nepalteam c/o Wolfgang Barth Südhafen 45 21149 Hamburg

Gesamtmision Nepalreferat

30.1.95

liebe Frau Hecker,

aus Ihren Briefen zu Weihnachten spürten wir wie notwendig die weitere Unterstützung der nepalischen Kinder durch Projekte der UTM und somit der GM ist. Auch positive Ansätze der neuen NEP-CPN-GM-Regierung wie das 30 Tage-Programm werden die Situation im Middle- und Far-West nicht merklich ändern.

Daher wird das Nepalteam unserer Gemeinde auch weiterhin das Jagarkot Projekt unterstützen. Eine finanzielle Hilfe können wir aber nur leisten, wenn unsere Spender <sup>und</sup> Zeitrah und umfassend über die Notwendigkeit überzeugt und informiert werden. Ich zu brauchen wir Ihre Unterstützung + Mithilfe.

- o Von Frau Karin Döhme haben wir das Education Department der UTM wegen des differenzierten Antragsbedarfes (Einzelheiten zu den DM 90 000,-) angefragt. Vielleicht haben Sie, Frau Hecker, aber auch schon Unterlagen.
- o Über die GM erhielten wir bereits 10/94 21/2 Seiten handschriftliches zum Jagarkot Proj. NFE Projekt von Lukas Röthlisberger. Frau Döhme bat Herrn Lukas R. am 10.1.95 um Dias über Jagarkot zur Vorführung am 26.1.95. Vielleicht klappt Gossner das haben Sie Bilder von Ihrer November -

Wandlung von den wie Duplikate machen können?

- Gibt es in Berlin schon einen Bericht des Erhebakers Röthlisberg aus dem Projekt selbst?
- Je besser die Informationen über die Geldverwendung sind, um so eher sind potentielle Spender bereit das Projekt aus der Flut der Spenden anfragen anzuwählen.  
Wir denken darüber nach, ob wir die Geschäftslinie aus unserer Stadtteil mit der Bitte um eine Spende anzuwerben.

Alles Beste für Ihre Arbeit  
Für weitere Info vielen Dank in Namen  
Berliner Spende am Hamburger  
Ihr

Wolfgang Zarth

## Ein Besuch des Projektes Jajarkot im Westen Nepals

Jajarkot - erwähnt man diesen Namen in der Vereinigten Nepalmission (UMN), dann sind alle voller Bewunderung und Interesse.

"Sie wollen das Projekt in Jajarkot besuchen?" - schon wie die Frage gestellt wird, merke ich, daß es etwas Besonderes sein muß.

Im Westen Nepals, wo kaum Touristen hinkommen, weil die Berge nicht so hoch sind und die Infrastruktur des Landes noch weniger entwickelt ist als im Osten, liegt das zur Zeit abgelegenste Projekt der Vereinigten Nepalmission. Vor drei Jahren hat die UMN dort ein Alphabetisierungsprogramm angefangen, zunächst in der Distrikthauptstadt Kalanga, die man von einem kleinen Bergflughafen aus in einer fünfstündigen Wanderung erreichen kann. Dort gibt es auch ein Telefon. Jetzt aber - nach der Anfangsphase - hielt man es für sinnvoll, weiter in die Berge hineinzugehen, da die Menschen dort völlig auf sich gestellt und von der Außenwelt abgeschnitten sind. So leben also Röthlisbergers, Mitarbeiter der Gossner Mission, in Jhapra. Und ich mußte mich noch einmal elf Stunden auf den Weg machen, um sie zu besuchen. Für mich waren es elf Stunden schwerer Anstrengung, und ich würde diese Strapaze in Zukunft nicht noch einmal freiwillig auf mich nehmen.

Natürlich schaffen die Nepalis den Weg in kürzerer Zeit. Es ist bewundernswert, wie leichtfüßig sie die 1000 Meter Höhenunterschied bewältigen - oft mit einer Last von 50 kg und mehr auf dem Rücken. Denn alles muß nach Jhapra getragen werden. Obwohl der Ort in einem Flußtal liegt, gibt es nicht genügend Land, um ausreichend Nahrungsmittel zu produzieren. So lassen sich die Reichen ihre "Luxusgüter" über den Berg tragen. Aber der größte Teil des Dorfes hungert während einiger Monate im Jahr. Viele Männer versuchen deshalb, wenigstens einige Zeit in Indien Arbeit zu finden und etwas Geld zu verdienen. Die Frauen und Kinder bleiben zu Hause. Es gibt keinen Arzt, keine Krankenschwester. Hilfe kann man nur holen, wenn man wieder über die Berge in die Distrikthauptstadt läuft - das heißt, es vergehen mindestens zwei Tage. Und wie leicht kann etwas auf dem steilen, steinigen Weg passieren!

Die einzige Hilfe, die die Menschen am Ort finden, ist im Projekt der UMN. Es werden Abendklassen für Frauen und Mädchen abgehalten, aber auch für Männer, denn die Alphabetisierungsrate ist sehr niedrig in diesem Distrikt. Dadurch gewinnen vor allem die Frauen eine größere Sicherheit, wenn die Männer weg sind, aber auch mehr Verständnis für ihre Situation. Denn in den Klassen wird nicht nur lesen und schreiben gelehrt, sondern es werden auch die Grundkenntnisse von Hygiene (Bau von Latrinen), vom Anlegen eines kleinen Gemüsegartens und von Familienplanung vermittelt. Voll Bewunderung sahen die Frauen zu, wie Frau Röthlisberger ihre ersten Karotten erntete. Und das Wichtigste ist, sie bewundern es nicht nur, sondern machen es nach. Voll Stolz erzählen sie dann in ihren Abendklassen, was sie erreicht haben.

Ich war von Kathmandu gekommen, wo die Menschen Touristen und Fremde gewöhnt sind und auf jede Art mit ihnen kommunizieren wollen. In Jhapra ist mir aufgefallen, wie scheu und zurückhaltend die Bewohner zunächst einmal sind, selbst die Kinder bleiben in sicherer Entfernung. Man hört nichts, sie sprechen kein Wort, während ich das erste Mal durchs Dorf gehe. Erst später, nachdem ich abends eine Klasse besucht hatte und wir gemeinsam versucht hatten, die Devanagri-Schrift zu entziffern, waren sie offen und freundlich und grüßten und versuchten, mit mir in Kontakt zu kommen. Der Bann schien gebrochen, ich wurde aufgenommen in die Dorfgemeinschaft.

Am Tage hörte ich ab und zu eine Frau schimpfen und schreien. Ich fragte, was da wohl passiert sei. Die Frauen in dieser entlegenen Gegend haben sich eine Möglichkeit geschaffen, ihre psychische Belastung loszuwerden. Haben sie Streit mit ihrem Mann oder mit den Nachbarn, wurde ihnen etwas gestohlen, dann setzen sie sich aufs Dach des Hauses und schreien ihren ganzen Ärger und Zorn heraus, damit es das ganze Dorf hören kann. Jeder weiß dann, was passiert ist.

Alkohol kann in einer solchen Gegend eine große Rolle spielen - nicht so in Jhapra, oder besser, nicht mehr. Alkohol zu produzieren und zu trinken, steht unter einem sozialen Verdikt. Wenn jemand unbedingt trinken will, muß er erst einmal ein paar Stunden in den nächsten Distrikt laufen und muß sich dann zu Hause ruhig und diszipliniert benehmen, sonst wird er von der Dorfgemeinschaft bestraft - und wenn das nicht hilft, bleibt das Dach zum Bekanntmachen des Unrechts. Durch das Verbot des Alkohols wurde viel Gewalt in den Familien abgebaut, und die Frauen und Kinder werden viel weniger geschlagen.

Leider hatte ich nur ein paar Tage Zeit in Jhapra - der Weg zurück war genauso anstrengend, und wenn man ihn geschafft hat, ist es immer noch Glücksache, ob man dann auch ein Flugzeug bekommt oder noch ein paar Tage warten muß. Ich hatte Glück und konnte als einziger Fluggast in einem Flugzeug voll von Gräsern und Kräutern mitfliegen, die in Indien zu Medizin verarbeitet werden sollten. Ich hatte Glück - im Gegensatz zu den nepalesischen Freunden, denn ich bezahlte mein Flugticket in Dollar, es war der 5-fache Preis, aber ich mußte nicht noch tagelang warten. Angekommen bin ich dann nach 25-minütigem Flug in der lauten, übervölkerten Stadt Nepalganj, wo morgens um vier Uhr die Busse anfingen, anhaltend zu hupen, um ihre Gäste zusammenzurufen. Was für ein Gegensatz zu den Bergen! Es verschlug mir fast den Atem, so verpestet war die Luft. Ist das wirklich die einzige Alternative, die für die Menschen bleibt?

Wenn es nicht gelingt, in den entlegenen Orten eine Lebensmöglichkeit zu schaffen, damit Menschen in Würde leben können, werden die Jungen über kurz oder lang in solche Städte auswandern, um - bis auf wenige Ausnahmen - in den Slums zu leben. Mag das Leben in Jhapra noch so karg und dürfsig und anstrengend sein, es hat eine Qualität, die in den Städten verloren gegangen ist.

Die Gossner Mission unterstützt dieses Projekt, und dazu brauchen wir Ihre Hilfe.

Madras, im November 1994

Ursula Hecker, Nepalreferentin  
**Gossner Mission**  
Fennstr. 31, 12349 Berlin  
Tel. 030/6317809 - Fax: 6361198

Sehr geehrte Frau Becker,  
die „Chile-Gruppe“ in Nengenhausen, hat wieder einen  
Flohmarkt veranstaltet und aus dem Erlös  
DM 600,- an die Gossner-Mission überwiesen.  
Wir bitten Sie, das Geld für das Jaayankot-Projekt  
zu verwenden.

Herzliche Grüße

im Namen der Chile-Gruppe:

(Magdalene Dohmke  
Petra Begemann  
Silke Schramm  
Fritz Bröckebach  
Elisabeth Lohmeyer)

Ihre Lisa Petersen



2

## NON FORMAL EDUCATION SUPPORT OFFICE

### Summary Report

Mid July 1993 - Mid July 1994

For the past eleven years, unique opportunities have been available to programs of the UMN to incorporate practical, useful adult education teaching techniques in its programs directed toward meeting some of the needs of grass roots people. In 1993-94, three thousand participants were reached, six nights a week in the most remote parts of Nepal through UMN Non Formal Education programs. Approximately 75% were women participants, perhaps effectively influencing over 10,000 family members as the research has shown that women usually share gained knowledge within their families.

In keeping with UMN's values and priorities, the majority of UMN programs are directed to poor, marginalized, and often non to semi literate adults; therefore incorporating non formal education methodologies in all UMN programs can be most effective in achieving the desired results; building self esteem, increasing self confidence and developing critical thinking among the people with whom the UMN works.

The UMN Non Formal Education (NFE) Support Office was designed to assist in this process.

The majority of the NFE Support Office efforts are directed to specific Non Formal Education Programs of the UMN including the large Jajarkot Non Formal Education Program. In addition, the NFE staff, support, train, and provide resources to all programs of the UMN. Specific assistance includes, training for NFE workers and facilitators; planning NFE programs, identify new techniques and provide training in use; develop and supply materials to the programs. An additional major objective is to keep current with HMG and other NGOs/INOGs non formal education programs and goals.

Activities of 1993-94 followed the adopted NFE Support Office Long Term Plan to achieve the following Key Results.

#### Expected Results

1. UMN/NFE programs in the field have reliable, varied and adequate materials.
2. UMN/NFE programs use the best and most effective learning processes.
3. NFE staff in the projects are aware of, can identify and apply when appropriate, new developments in NFE and adult education worldwide.
4. NFE Support Office provides analytical and evaluation consultation services.
5. Collaborate with other NFE providers to share resources and information to avoid duplication; thus to increase national efforts.

6. UMN Departments (Health; Education, EID, Rural Dev.) are aware of and use NFE methodologies in their programs where appropriate.

Emerging Issues:

In 1993-94, there was an overwhelming request for materials. A large grant of local income from UNICEF enabled a large increase in the distribution of materials.

The Pipal Pustak, Book Project is also reaching full production stage. The availability of authentic local stories in quality print, and the promotion of supplementary reading texts for new readers has increased the demand for books in the Pipal Pustak series. This may lead to sustainability of the project to produce these much needed literacy materials.

Programs in NFE of the UMN continue to be highly regarded by colleague NGOs. UMN/NFE staff continue to give priority in keeping collaborative efforts productive.

The NFE Support Office is in year two of its three year long term plan. Activities of 1993/94 are providing input for the development of the next long term plan.

Personnel

NFE Senior Consultant	One Nepali
Book Editor	One ,
Resource Officer	One Nepali
Secretary	One Nepali
NFE Senior Consultant	One Expatriate
Development Consultant	One Expatriate (3/4 year)

Income

NFE Support Office	Rs. 1,513,641
NFE Book Project	Rs. 489,565

Expenditure

1,090,894
496,439

(nfe\nfesumer.94)

**JAJARKOT NON-FORMAL EDUCATION PROJECT**  
**DETAILED ANNUAL PLANS: 1992-93**

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**I. Information:**

The Jajarkot Non-Formal Education (NFE) Project was started on April 12, 1991, in response to the low percentage of literate adults (14% overall, less than 1% of women), the general low standard of living, and the lack of development activities in Jajarkot District.

The project is attempting to provide literacy classes and to encourage functional activities arising from topics in the class materials so as to enable people to learn to read, write, and calculate, and to develop awareness and skills necessary for positive local and personal development. The UMN is providing for training costs and materials, administrative costs, and staff salaries. The project has started with a small group of supervisors in one Village Development Committee (VDC), and hopes to expand each year as more workers are trained and gain experience. There will be an increased need for resources in later years as villages take on larger development projects. It is projected that the project will last 10 years.

**II. Target Population:**

The project's target group is illiterate adults between the ages of 15 and 45 years, with special emphasis on forming groups of women, low caste, and landless and other disadvantaged socio-economic groups. Almost all the population of Jajarkot District are farmers, but this is a food deficit area. Many men go to India to work 4 to 6 months of the year to supplement their farming produce. There are no motorable roads in the district, and communication is very poor. Health care is available only in a few, scattered health posts and a 25 bed hospital at the district center, all of which are understaffed and under-supplied.

The project has set goals of having at least 1/6 of all classes be with low caste groups (one per supervisor), and that the supervisors must make at least one extra visit per month to the low-caste class, compared to other classes. The project is also encouraging low-caste people to be supervisors. There are plans to give specific teaching for supervisors about their advocacy role in regard to the low-caste and women in the next year's training.

In regard to encouraging women's participation, the project is actively asking villages to form women's groups, and for women to be represented on the literacy committees. The project is also encouraging women to become supervisors and facilitators, and is seeking a female Assistant NFE Programme-in-charge. The project plans to invite special female speakers/consultants to Jajarkot to serve as encouragers and role-models for our staff and the literacy class facilitators and participants. The project has a goal of having at least half of the participants in this year.

NFE Worker Training by women, and to have at least 1/3 of next years NFE Workers (supervisors) be women. The project is also considering ways to make the job of NFE Worker and facilitator more attractive for women. In the coming years, preference will also be given to women's groups for income generation and other development activities.

To determine if the target groups are being reached, and the lives of the people positively affected, an evaluation process is being planned. The plans include a base-line survey done by the class participants and facilitator of their own village, with the help of the supervising NFE Worker. At future times, comparison surveys will be done, looking for any positive changes in attitudes, awareness, and standard of living.

Every 1 to 2 years, the project plans to begin NFE classes in a new adjoining area of three to four VDC's. The project will stay in one area for 3 years (8 months basic course the first year, 8 months post-basic course the second year, and follow-up the third year.). The people groups targeted will probably not change.

One group of targeted people that it will be very difficult to reach is that of low-caste men, since they work outside the district for a considerable amount of time the time the classes are running. It will also be difficult to reach small, scattered communities of people up in the High mountains in the northern part of the district.

The project feels some pressure from the people of the District Center, where the project headquarters are located. There have been many requests for services and activities to benefit the relatively better off people here.

MISSION TO NEPAL  
JAJARKOT PROJECT  
NON-FORMAL EDUCATION

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Development Activities in Jajarkot NFE Project

Concept paper on  
development activities

The agreement between the government of Nepal and UMN clearly states that the sole purpose of Jajarkot NFE Project is not only to teach literacy, but also to "seek to give income generating skills to neo-literate through post literacy and continuing education programs. It will also encourage action stimulated by discussion themes in the HMG/N literacy primer." Since almost every common village problem is discussed in the literacy books, the possibilities for development activities are much more than what this project could ever accomplish with its given time frame, budget and personnel. Therefore, in this paper I will try to set out the various levels of involvement which are possible, what resources would be needed for each, the anticipated scope and timing of each, where various UMN Departments might be involved, and how each might be implemented. Lastly I will add what levels the project should and shouldn't work at.

The first level is the minimum activities that the project expects in every class area. These activities fall into two groups, and involve the learning of basic development messages, and the performing of "practical activities." The basic messages are learned in the classes as a result of reading the HMG/N primers in the first & second years of the program. The class facilitator does the teaching, and the resources are the books provided by the project. The practical activities are also done in the 1<sup>st</sup> and 2<sup>nd</sup> years, are done by the class participants and community members who are encouraged and motivated by the NFE Workers and facilitators. The labor and materials are all provided by the community. The activities are simple to do and usually without cost (materials all readily available nearby). The activities include: building a charpi, starting kitchen garden, digging trash pits and compost pits, general cleanliness. The activities also include the starting of a community fund in the classes with small, regular contributions from the class participants. This level would be supervised by the NFE-Program-in-charge.

The second level of development activities are those which use local resources available within the district and/or within the project itself. These activities are scheduled for the third year of project involvement in a community, but could also start in small ways during the first and second years. These kinds of activities could include starting nurseries, tree plantation, some income generating projects such as raising goats or chickens, weaving, etc. Not all classes or communities will go to this level, and in some areas, several classes might join together into one activity. Skills will need to be taught, either by project personnel (NFE Workers with special training or consultants), local HMG offices, or local NGO's. The sources of funds would be the community fund, money allotted to HMG offices, bank loans taken by community and/or the Project community activity account. These activities would on the less expensive side, and most (if not all) the cost should be born by the community (or HMG). This level would be supervised by the Development Consultant of the project.

385

- 2 -

The third level of development activities are those which require trainings from consultants or trainers from outside the district and outside the project. These activities would schedule in the 3<sup>rd</sup> year and would include most of the income generation activities and the user group trainings. The skills needed would be taught by trainers coming from outside the project and district, most likely from UMN Departments, but possibly from other NGO's or government agencies. Funding for the trainings would come from the community activity account of the project. When the trainings are completed the activity becomes level 2 and would work accordingly. Depending on the skills required, Rural Development, EID, or the Health Departments of UMN may be involved. The Development Consultant of the project will be in charge of coordinating these trainings. Part of that coordination might be to gather together representatives from many classes or communities with need for similar trainings. The planning for these trainings should be starting in the 1<sup>st</sup> and 2<sup>nd</sup> years as various needs are explored in the classes, giving enough time to plan the trainings in the 3<sup>rd</sup> year. The trainings should be done locally in Jajarkot. Only some of the classes or communities are anticipated to be interested in these trainings.

The fourth level of development activities are those of bigger scale, complexity, and/or cost. This would include the larger income generating activities, water projects, and small hydro-electric systems. This type of activity would involve only in a few communities, or a collection of several for one activity. These types of activities will be scheduled for the third year, but because of the size, say need extra supervision beyond the third year. Most likely this will require outside consultants from UMN to stay for short terms in Jajarkot. Funding would come from community funds, bank loans, HMG funds, and possibly from project funds. The activity would have to be supervised by the outside consultant. If EID office would agree to do it (for example a water system), then that office would fund and supervise the work according to their rules. Project involvement in that case might be as in level 3 - to provide user group training at project expense. Planning for such an activity would begin in the first and second years, and may actually begin in specific ways only in the third year.

I think that the project should limit itself to the activities of levels 2 and 3. Level 1 is automatically included in the adult literacy classes and mainly involve motivation of the class members and the community. Level 2 activities would be encouraged as classes and communities become aware and motivated to act on specific problems in their community. The resources and trainers are locally available, so it is within the scope of the project.

Level 3 activities fit within the project agreement to provide skills for income generation, and the need for that is very great. At this level, there will have to be integration with the other departments within UMN (and specially RDC) to provide appropriate consultants and trainers for the trainings. My understanding of RDC is that this is totally consistent with the direction RDC is moving - to have available consultants in the various fields who can be called to Jajarkot for the appropriate training. Also, Robert Judge's work in training for user groups also fits very well into this plan. If in the future RDC's direction changes and it would not be able to supply trainers, the project may have to turn this level of activity involvement, or turn to other NGO's for help. If it happens that many communities want the same kind of training, RDC might be asked to second a consultant in that area to provide a longer period of trainings and follow up. Level 3 activities should begin in the 1994-95 financial year.

will not be needed

495

-: 3 :-

For the most part, I think the Project should not take on level 4 activities. An exception might be to have DCP come in and be involved with setting up small hydroelectric units. This kind of involvement could be started in the second year program by introducing the concept in the classes (either by meeting with facilitators and NFE Workers in follow up trainings or by directly going to various classes), and then worked on in the 3rd year with interested groups. The supervision would be by DCP with coordination with the Development Consultant of the project. User group training could be part of this activity funded by the project and carried out by DDC. The funding for actually carrying out the activity would be through bank loans (DCP helps arrange this).

The way to deal with requests for level 4 activities may be to turn those over to the appropriate UMN Department to respond to. They could come into Jajarkot independent of the NFE program and do those development activities. I think, though, that this kind of involvement would work against ongoing NFE work in other parts of the district. Perhaps one compromise would be to save these activities until the NFE Project is completely finished, and then have a UMN Department come in selectively to work in chosen areas in a specific way later at a later time.

In keeping with the philosophy of Non-Formal Education, we should plan activities as a result of interest and need as expressed by the local people and as evaluated by project staff and the resources available. This would mean concentrating on activities which can be done by the people themselves with locally available and/or inexpensive materials (level 1 & 2) and on activities which involve mostly training in specific skills or for user groups (level 3). Level 4 activities should be turned over to HMG offices or other UMN Departments.

#### Summary of Levels of Activities for Jajarkot NFE Project

Level of Activity	Year of Program	Resources:			Supervised by	Number of classes
		Personnel	Materials	Funding		
1.	1 & 2	Facilitator NFEW	Local	Local	NFEW	All
2.	3	NFEW Dev. Cons Local HMG Local NGO	Local	Community Fund HMG Funds Bank loans Project Funds	Dev. Cons	Some
3.	3	UMN Trainers Other NGO trainers	X	Project Funds	Dev. Cons	Some
4.	3-5	UMN Consultants ETV, ANC Health. HMG offices	Local & Outside Consultants Bank loans (Project Funds)	HMG Funds Consultant Com. Fund (Project Funds)	Outside Consultants Com. Fund (Project Funds)	Few

-47-

## JAJARKOT

POPULATION

## DISTRICT

DISTRIBUTION\*

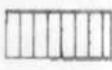
525

Total population 99,312 inhab  
 Total area 2,230 sqkm  
 Mean popul. density 45 inhab/sqkm

\*based on the Village Panchayat system of 1981

Legend

Inhabitants/sqkm  
0 — 50



51 — 100

UNITED MISSION TO NEPAL  
CENTRAL LIBRARY  
P. O. BOX 126  
KATHMANDU, NEPAL

Scale 1:250000  
0 5km 10km

Nelody Sleggs

11, Stratton Heights

Cirencester

Gloucestershire, GL7 2RT  
U.K.

Ellen Muxfeldt

Westgasse 30

45 468 Mülheim

Angelika + Martin Ditt

Bierenweg 6 Haus-Uwe M. Wölle

Goslar

Mitglieder an die diese Antwort hören sollen, ist aber nicht gemacht worden

Zeyrich c/o DED Dusseldorf

Sabine Lämple  
c/o 355

P.O. Box 90733  
2503 LS The Hague

Marianne Bodes  
Marienwerder Str. 27  
16225 Eberswalde-Finow

Gödli +  
Geschael Horold  
P.O. Box 248  
Grand Marais ~~444~~  
MN 55694-3502

Monica Blumetzra  
Blumenstr. 11

Tübingen

Nothilfe für Flüchtlinge: Bank für Sozialwirtschaft, BLZ 100 205 00, Konto Nr. 311 68 03

Wir danken für Ihre Spende

# Gossner Mission

Fennstr. 31, 12439 Berlin, Tel. 030/6317809 - Fax: 030/6361198

## **Projektinformation: Nepal**

### **Erziehung von behinderten Kindern**

In Nepal leben viele blinde, taube und geistig behinderte Kinder, für die es keinerlei Erziehungs- und Ausbildungsmöglichkeiten gibt. Vielen wäre schon geholfen, wenn sie an bestimmten Kursen der regulären Schule teilnehmen könnten. Dazu bedarf es aber einer speziellen Schulung von Lehrerinnen und Lehrern - vor allem in den Dörfern.

Einige Schulen und die Vereinigte Nepalmision haben angefangen, Kurse für Lehrerinnen und Lehrer anzubieten, damit behinderte Kinder in ihren besonderen Fähigkeiten ausgebildet werden können, besonders auf die handwerklichen Möglichkeiten soll Wert gelegt werden, damit diese Kinder später einmal zum Lebensunterhalt in ihren Familien beitragen können und eine gewisse Selbständigkeit erreichen.

Es gibt kaum zentrale Institutionen für Behinderte in Nepal. Die Kinder sind darauf angewiesen, sich auch in ihrem späteren Leben in den oft abgelegenen und unzugänglichen Dörfern zurechtzufinden und versorgen zu können.

Die Vereinigte Nepalmision will vor allem solchen Kindern helfen. In der Region Jarjakot im äußersten Nordwesten Nepals hat sie bereits mit einem Projekt angefangen. Dort werden Lehrerinnen und Lehrer von Grundschulen in den Umgang mit blinden Kindern eingeführt und fortgebildet. Es fehlen allerdings noch Mittel für diese Kurse und brauchbare Unterrichts- und Anschauungsmaterialien.

*Dieses Projekt ist als Pilotprojekt für weitere Regionen begonnen worden. Durch die dort gemachten Erfahrungen ist die Vereinigte Nepalmision ermutigt worden, auch in anderen Bergregionen solche Kurse anzubieten. Auch dafür braucht sie unsere finanzielle Unterstützung.*

Berlin, den 28. Dezember 1993



Ursula Hecker  
Nepalreferentin

# Gossner Mission

Fennstr. 31, 12439 Berlin, Tel. 030/6317809 - Fax: 030/6361198

## *Projektinformation: Nepal*

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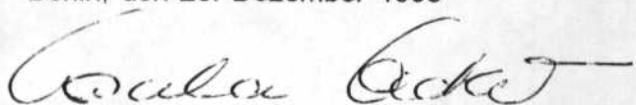
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Berlin, den 28. Dezember 1993



Ursula Hecker  
Nepalreferentin

Reinforced perforation  
Lochung verstärkt  
Perforation renforcée

Weitere Trennblätter lieferbar:  
1652 in 6 Druckfarben

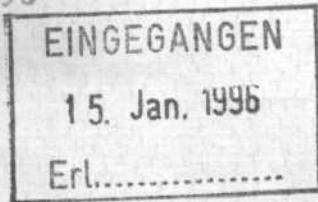
**LEITZ** Trennblätter chamois  
1650 Lochung hinterklebt  
1654 Lochung mit Ösen

2/31/3 Economic department

31  
3

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0 der Secretair  
am Donde. 15.1.96



22 December 1995

Alosia Strittmatter  
Assistant to the Nepal Secretary  
Gossner Mission  
FenstraBe 31  
D-12439 Berlin  
Germany

यूनाइटेड मिसन दु नेपाल



**United Mission to Nepal**

Dear Alsoia Strittmatter,

This is just a quick note to acknowledge our receipt of funds toward your Per Capita Grant obligation as a member of the United Mission to Nepal. US \$7,000 has now appeared on the credit advice received from Grindlays Bank, London.

We are grateful for your partnership with us and wish you all the best in the new year.

Sincerely,

Rajanee Nyachhyon (Mrs)  
Administrative Secretary  
Finance Office

UMN Per Capita Grants 1995/96  
Detailed Balance History by Member

As of Date: 11-Dec-95

Fund Name: **Gossner Mission**

Fund ID #: 4E

# PCG due: 5 ETE

Eingegangen

28. Juli 1995

30 June 1995

Erledigt:.....

Alosia Strittmatter  
Assistant to the Nepal Secretary  
Gossner Mission  
Fennstraße 31  
D-12439 Berlin  
Germany

यूनाइटेड मिसन टु नेपाल



United Mission to Nepal

Dear Friend,

Per Capita Grant and LOP Fees for 1995/96

Greetings from hot and wet Kathmandu!

I need to write to you formally to advise you of the decisions of the Executive Committee in May. The Per Capita Grant (PCG), which has not been increased since 1991/92, was discussed and it was reluctantly agreed to increase it by \$200 to \$1500. However the increase would be made on 15 January 1996 which would effectively increase the charge per person by \$100 in the year 1995/96. This charge is for every fulltime adult, with no charge for children, as previously.

I attach a list of those supported by your organisation, which I would ask you to verify. Certain assumptions have been made so for existing persons and new persons coming to the August 1995 language and orientation course and not January 1996 course have been included.

Language and Orientation Fee (LOP)

The Executive Committee agree to retain the current fee of \$1,300. Such fees are due to be paid within three months of starting the course.

Settlement

I would ask you to pay the 1995/96 PCG fees in two instalments (as shown on the attached schedule), the first in July and second in January 1996 or the two together in October 1995 if you prefer.

In the early months of my appointment here, I am greatly encouraged by the strong support of member and sending bodies and on behalf of UMN would thank you. Please continue to support us prayer, in finance and people and we will continue "to serve the people of Nepal in the name and spirit of Christ".

Sincerely,

*PP Helen Hug*

Roger Marston  
Finance Director

*Kopie an Bubli. Zu überweisung nach  
Absprache mit U. Hug*

*22.3.95/SH.*

<b>Gossner Mission</b>	<b>5 FTE</b>	<b>\$7,000</b>
1. Dorothea Friederics	FTE	1
2. Heidi & Lukas Rothlisbergen	FTE	2
3. Georgia & Helmut Friedrich	FTE	2

PCG due

16 July 95 to 15 January 96 US \$650 x 5	\$3,250
16 January 96 to 15 July 96 US \$750 x 5	\$3,750
	<hr/> <b>\$7,000</b>

### UMN Per Capita Grants

As of Date: 04-Jul-95

### Detailed Balance History by Member

Fund Name: **Gossner Mission**

Fund ID #: 4E

# PCG due: 5 FTE

Eingegangen

- 6. April 1995

Erledigt: .....

27 March 1995

Aloisia Strittmatter  
Ass. to the Nepal Secretary  
Gossner Mission  
Fennstraße 31  
D-12439 Berlin  
Germany

यूनाइटेड मिसन टु नेपाल



United Mission to Nepal

Dear Ms Strittmatter,

This is just a brief note to acknowledge receipt of US \$20,481.55 (DM 30,000.00) designated for the Jajarkot Non-Formal Education Project which has now appeared on our bank statement.

We are very grateful for this gift and the encouragement it will provide to all the staff involved in the Jajarkot project.

We are most grateful for your interest, prayer and financial support. Please let us know if we can be of service to you in any way.

Sincerely,

*Helen Levy*

Helen Levy (Mrs)  
Donor Relations Officer

Eingegangen

30. März 1995

Erledigt:.....

20 March 1995

Ursula Hecker  
Gossner Mission  
Fennstrasse 31  
12439 Berlin  
Germany

यूनाइटेड मिसन टु नेपाल



United Mission to Nepal

Dear Ursula,

I did have the privilege of meeting you briefly at our Annual Meeting last November and can now tell you that I officially take over on 16th March from Glyn Mawson who has been acting Finance Director since last June. I know he has been dedicated to keeping UMN's finances on course and after a short holiday he will be reluctantly flying back to Australia.

UMN no longer appears to have the strong financial support and security it has enjoyed in the past although most member bodies continue to give such support. The change, which has happened almost suddenly in the last two years when we had deficits, seems to have resulted from a weakening in some western countries economies, a lowering of interest rates and new demands on funds, such as from Eastern Europe. Perhaps Nepal may be no longer the attractive prospect it used to be. These factors could drastically affect our work in the future.

Glyn has expressed concern that some projects are not fully funded in this year ending 15th July 1995 and so my top priority is to establish where shortfalls may occur and search for the additional funds needed. I attach a summary of my preliminary findings and would ask you to look at the three projects, establish if the criteria fit your church/mission, and then if there is a possibility of making a one-off grant for this year.

I will be writing to you again when we have the 1995/96 budgets prepared & approved. We look as though we will have particular problems with CDHP Lalitpur, Oral Health and the Karnali Skills Training Programme (Jumla). I would ask you now, if you are not able to help, if you have names or contacts in other organisations who might be willing to fund projects?

I trust that you will continue your support so that UMN may go forward in serving the people of Nepal in the spirit of our founding statement in 1954.

Sincerely,

*Roger*  
Roger Marston  
Finance Director

PO Box 126, Kathmandu, Nepal. Tel (977 1) 228118, 228060. Fax 225559. Telex 2315 UMNEPA.

**FUNDING SUMMARY**  
Year ending 15th July 1995  
**Major Predicted Shortfalls on Projects**

1. <u>UMN Student Scholarships</u>	Shortfall
Rupees	8.0 million
US \$	160,000
£	100,000

This programme has been supporting student through schools and colleges since 1967 and at the present time there are nearly 800 school and 100 college level scholarships. This means an ongoing commitment for up to 10 years as children pass up through the school grades. We cannot renege on these children and need this year an estimated additional 8 million rupees as shown.

## 2. Training & Development In-service Scholarships

Rupees 6.0 million  
 US \$ 120,000  
 £ 75,000

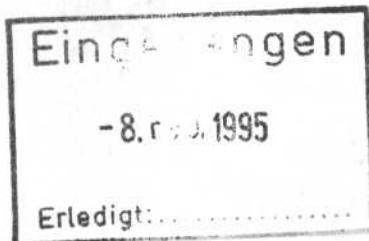
I have separated out these in-service scholarships as they include commitments we made to staff in about April 1994. These new commitments are a high proportion of the expected deficit and a number of these are for a 3 year period. As you are aware there is now a total moratorium on this programme but as Glyn Mawson said in his letter of 30th January the commitment, although reducing, would continue into the year 1996/97.

### 3. Butwal Training Institute

Rupees 1.7 million  
 US \$ 34,000  
 £ 21,000

BTI was set up in 1963 and was the first UMN industrial operation. Last year 35 trainers were admitted for a 2 year course in a wide range of technical skills. Although income generating courses are run for many people during the year there will be an estimated-rupees 1.7 million shortfall.

Roger Marston  
15 March 1995



30 January 1995

Anne Honnige, Treasurer  
Gossner Mission  
Fennstrasse 31  
12439 Berlin  
GERMANY

यूनाइटेड मिसन टु नेपाल



United Mission to Nepal

Dear Anne Honnige,

re: FUNDING SITUATION AT 14TH JANUARY 1994.

UMN has just completed the first half of the current financial year. The funding situation at this stage appears to be similar to that of last year. In spite of what was stated in the Annual report, just published, UMN did not receive "ample funding" to support our projects. Figures for the year ended 15th July 1994 indicate that the percentage of commitments by donors to budget needs was approximately 72%. The funds received against commitment amounted to 76%. It was only because of the reserves built up over several years prior to 1984 that there sufficient funds available to support unfunded projects such as Jajarkot.

At the half way mark in the current year our commitments against budget amounted to approximately 70% and funds received against commitment are approximately 72%. The low percentage to commitment is because some funds are usually received in two instalments. Applications are now living processed for the second instalment in these instances.

Delayed works brought forward from last year, previously mentioned, are covered by funds received against the last year's budget.

The comparison of unfunded budgets at the half way mark of this current year compared with the end of last year are as follows -

(Nepali Rupees Millions)

Project	Year Budget	1993/94 Committed	Deficit	Half year to 15/11/95 Budget	Committed	Deficit
Scholarships	25.5	8.0	17.5	23.3	8.5	14.5
Jajarkot	4.4	1.3	3.1	7.2	6.2	1.0
RDC Pokhara	6.0	4.4	2.6			
NGO Spt.	1.3	0.8	0.5			
Okhaldhunga PH	2.2	0.8	1.4			
Nursing Campus	4.7	3.0	1.7			
Gorkha TB	0.8	-	0.8	0.9	-	0.9
DCS Butwal	5.5	3.9	1.6			
Andhikhola Irr	16.9	13.1	3.8			
Palpa CHP				5.8	4.8	1.0
Oral Health				4.9	1.8	3.1
Butwal Tech Inst.				2.6	0.9	1.7

PO Box 126, Kathmandu, Nepal. Tel (977 1) 228118, 228060. Fax 225559. Telex 2315 UMNEPA.

Obviously the largest discrepancy in both periods is the scholarship program. For purposes of comparison the various programs for this year have been included in one total. The moratorium placed on new scholarships late last year has been carried forward to the end of this current year. It will need to be reviewed prior to then. The accounting loss on the scholarship program last year was approximately Rs. 6,000,000 & I expect, unless we get further funding, that this year's result will be similar. We have one more year 1995/96 when most of the scholarships awarded during May last year will terminate. Those continuing into year 1996/97 amount to less than Rs. 1,000,000 in total. It is important that we obtain more funding so as not to deplete our reserves. The whole scholarship policy will need to be seriously considered & revised at the end of this year if not before.

A new project planned for this year and approved by HMG is the Education 10+2 project. Although we have received indications of some interest there has been no formal commitment. As a result this important project has not commenced yet.

Whilst being careful not to dampen project directors' enthusiasm for their work we are attempting through department directors to bring to projects the necessity to -

1. Live within funding resources available.
2. Keep administration costs at a reasonable level. (These also applies to HQ and HQ Projects).
3. The 1995/96 budgets must be realistic in accordance with the present funding situation.

However we are still seeking funding to meet budgets and in this regard request your help.

As you look down the list of unfunded on going projects, we hope that you might find your mission capable of committing to some extra funding no matter how small. If not then perhaps you may be able to direct us towards other funding agencies from whom we have not previously had support.

Thankyou for your past & continuing support and prayers for UMN work here in Nepal.

Yours sincerely,



Glyn Mawson  
Finance Director (Acting)

c/glyn/fnd-situ

यूनाइटेड मिसन टु नेपाल



United Mission to Nepal

Eingegangen

- 6. März 1995

Erledigt:.....

24 February 1995

Ursula Hecker  
Gossner Mission  
Fennstraße 31  
D-12439 Berlin  
Germany

यूनाइटेड मिसन टु नेपाल



United Mission to Nepal

Dear Ursula,

We were delighted to find in the mail today an advice from your mission indicating that DM 30,000 had been transferred to the UMN account for use at Jajarkot.

Your generous gift is appreciated and will be of great encouragement to the staff at the project.

Thankyou for your continued support both in prayer and funding.

Yours sincerely,

*Glyn*

Glyn Mawson  
Finance Director (Acting)

PO Box 126, Kathmandu, Nepal. Tel (977 1) 228118, 228060. Fax 225559. Telex 2315 UMNEPA.

Eingangen

- 6. Mar 1995

Erledigt.....

27 February 1995

Alosia Strittmatter  
Assistant to the Nepal Secretary  
Gossner Mission  
FennstraBe 31  
D-12439 Berlin  
Germany

यूनाइटेड मिसन दु नेपाल



United Mission to Nepal

Dear Ms Strittmatter,

We are very happy to welcome Wolfgang Geller to UMN. Dorothea Frederici has informed me that Gossner Mission will be paying his per capita grant obligations to UMN while he is here. Therefore, can you please arrange to pay.

US \$108 x 5 = US \$540.

As our fiscal year finishes on 15 July 95, we would appreciate payment before this date if possible.

We are very grateful for your continuing interest, prayer and financial support.

Sincerely,

*Helen Levy*

Helen Levy  
Donor Relations Officer

*All Trans. Woch. Bill. eingeschlossen*

*Original an Buchle 6.3.95*

*6.6.95 jd.*

PO Box 126, Kathmandu, Nepal. Tel (977 1) 228118, 228060. Fax 225559. Telex 2315 UMNEPA.



20 January 1995

Ursula Hecker  
Gossner Mission  
Fennstraße 31  
D-12439 Berlin  
Germany

यूनाइटेड मिसन टु नेपाल



United Mission to Nepal

Dear Ursula,

I am in the process of composing a letter to member bodies relating to UMN funding situation at the half way mark of the current year. While doing this it came to my mind that during the Board meeting time you expressed an opinion relating to the funding of the Jajarkot Project.

The situation at the moment, is that we are approximately Rs. 1,000,000 (about DM 30,000) short of our target for the project. This project as you will know, is one where results are readily identified and yet it virtually has been ignored by donors over past years. It would be of great encouragement and satisfaction to the staff and to UMN generally if this year's needs were fully funded. Any effort by you to accomplish this or part thereof should be greatly appreciated.

Thankyou for your continued interest, your prayers & support.

Yours sincerely,

Glyn Mawson  
Finance Director (Acting)

überwiesen 16.2.95

Berlin, February 17, 1995

Dear Glyn Mwason,

this is just to inform you that we have transferred the amount of DM 30.000.00 for the above mentioned project. We really hope that this will encourage and satisfy the staff and UMN generally and enable you to continue with your work.

Yours sincerely,

Aloisia Strittmatter  
Ass. to the Nepal Secretary

PO Box 126, Kathmandu, Nepal. Tel (977 1) 228118, 228060. Fax 225559. Telex 2315 UMNEPA.

30 December 1994



यूनाइटेड मिसन टु नेपाल



United Mission to Nepal

To: All Member Bodies

Dear Friends,

Enclosed is a paper on inflation rates prepared by USAID, economics division.

As this is an internal paper & not yet published in USAID "Econews" we should appreciate you treating it as confidential for the next month. Also below is a photocopy of today's exchange rates for various currencies.

Thankyou for your support. We extend our best wishes for the new year.

Sincerely yours,

Glyn Mawson  
Finance Director (Acting)

**NEPAL RASTRA BANK**  
FOREIGN EXCHANGE DEPARTMENT  
**EXCHANGE RATES FOR**  
**DECEMBER 30, 1994**

Exchange Rates Fixed by Nepal Rastra Bank

Currency	Unit	Buying	Selling
Indian Rupee	100	Rs. 160.00	Rs. 160.15

Open Market Exchange Rates

(For the purpose of Nepal Rastra Bank)

Currency	Unit	Buying	Selling
U.S. Dollar	1	Rs. 49.64	Rs. 50.12
Pound Sterling	1	Rs. 76.71	Rs. 77.45
German Mark	1	Rs. 31.47	Rs. 31.77
Swiss Franc	1	Rs. 37.28	Rs. 37.64
Australian Dollar	1	Rs. 38.62	Rs. 38.99
Canadian Dollar	1	Rs. 35.38	Rs. 35.72
Netherlands Guilder	1	Rs. 28.11	Rs. 28.39
Singapore Dollar	1	Rs. 33.91	Rs. 34.24
French Franc	1	Rs. 9.11	Rs. 9.20
Japanese Yen	10	Rs. 4.94	Rs. 4.99

Buying Rates Only

Currency	Unit	Rates
Swedish Kroner	1	Rs. 6.61
Austrian Shilling	1	Rs. 4.48
Danish Kroner	1	Rs. 8.02
Hong Kong Dollar	1	Rs. 6.41
Saudi Arab Riyal	1	Rs. 13.24
Belgium Franc	10	Rs. 15.32
Italian Lira	100	Rs. 3.02

Note:- Under the present system the open market exchange rates quoted by different banks may differ.

## **Inflation through Mid-November 1994**

### **Summary**

For the year ending mid-November, urban inflation was 8.9%, up from 5.8% in September. Leading the increase in inflation in recent months has been vegetable and fruit prices, and those of lentils. Rice prices rose only slightly in October and fell in November. Most non-food items were relatively constant in price.

This Desain inflation was one percentage point higher than average, the largest increase since 1991. In November inflation was just slightly higher than normal. There was not the upsurge in prices that had been rumored in November because of elections. There is no evidence in the data of any price gouging of the public related to the election results. These ought to have appeared because the closing date for the data is the end of November (with the "median" item sampled mid-month, at the time of the elections).

The recent inflation has been mainly in food item, and the culprits were fruits and vegetable prices, as rice prices rose only 0.3% in October and fell by 0.7% in November. However, this was the smallest fall in rice prices in November since 1989. In recent years the fall in rice prices has been around 2.1%. Similarly, this was the time since 1988 that fruit and vegetable prices rose in November. The increase was "only" 1.0%.

Since March 1994 fruit and vegetable prices have risen 62%, followed by a 26% increase in lentil prices and 17% for rice; non-food items increased only 4%.

Because inflation in "tradeable" items has been relatively steady, the source of Nepal's inflation is not increasing inflation in India (although that is true for the last month), but rather volatile inflation in "non-tradeables" which are controlled mainly by the rise in Nepal's money supply.

### **Historical vs. Short Term Inflation**

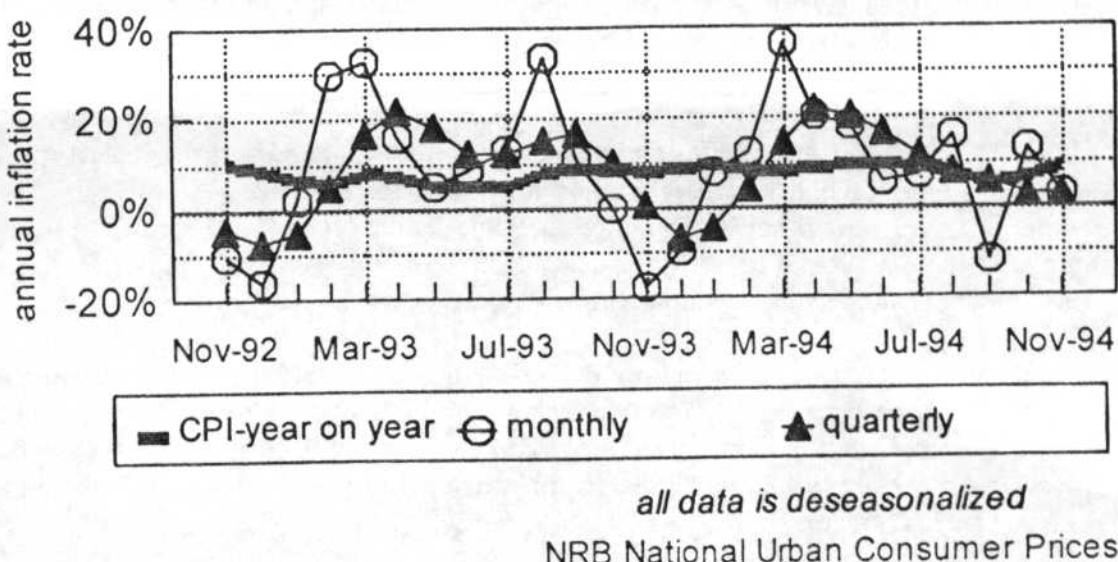
As presented in earlier *ECON Internal* memos, there are different ways to look at inflation. The usual measure, presented in the newspapers, is to look at the year-on-year inflation. This is essentially taking prices today divided by prices a year ago. This provides what we call the historical look at inflation. However, for analytical purposes we prefer to look at measures of inflation over a shorter period of time, either the inflation over the previous three months, or the preceding month. These later measures give a more accurate picture of what is happening now, but because usually different inflation is expected at different times of the year (just after the harvest food prices fall, at the beginning of new school terms educational prices increase), we have to deflate these figures for anticipated, or ordinary

### **Inflation through Mid-November 1994**

inflation, so as to get a picture of what might be unusual this year. These measures are the most volatile, but that provide vital information about the economy.

The first graph compares the historical (year-on-year) with the monthly and quarterly inflation figures.

## **Historic vs. Short Term Inflation**



The year-on-year figures show very little movement in inflation over the last two years. In November 1992 "historical" inflation was at its highest, 10.7%, it is now 8.9%. During this period inflation has been remarkably steady, falling to 5.3% in June 1993. This year the "historical" inflation rose in March, April and May (to 9.9%) before falling steadily to 5.8% by September. In both October and November, the annual inflation rate rose, first to 6.9% and now 8.9%.

The monthly figures are the most volatile and show that inflation did not actually begin to rise in March 1994, but the change began in December 1993 when the inflation rate began its rise and by March it peaked, at a monthly deseasonalized inflation rate of 2.6% (the graph's figures are annualized). This illustrates the problem of the "historical" figures which, because they use data over a year's period, take longer to show what is happening. While the historical figure showed a problem beginning in March, it was actually ending at that time; the problem had begun four months earlier. Thereafter the inflation rate actually fell, unevenly, to zero deseasonalized inflation in September. October, usually a high inflation month, had more than the usual amount of inflation this year, a full percentage point more than usual. This trend slowed in November where the monthly inflation was only 0.2 percentage points above normal. Again, while the historical figures show inflation worsening significantly in October and November, it was actually only October that they worsened;

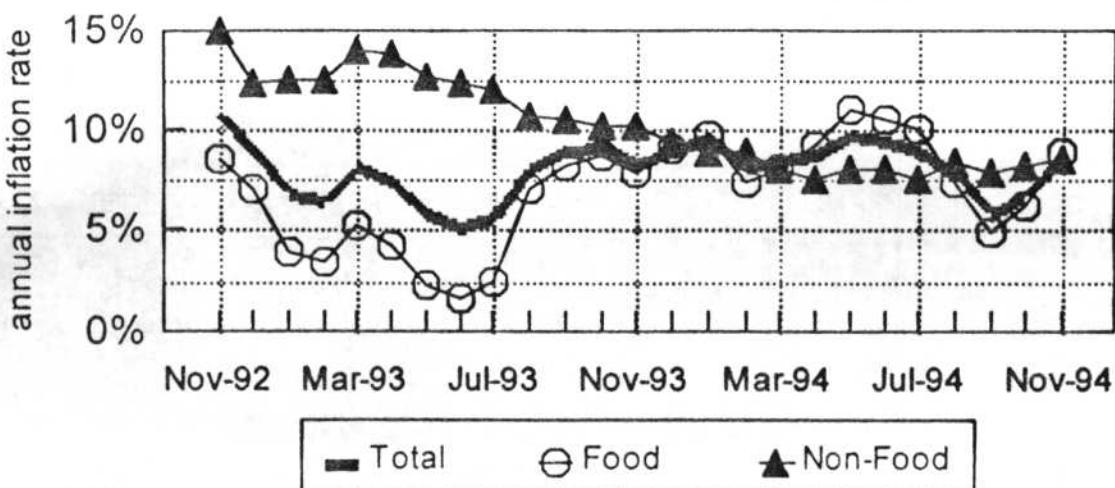
### **Inflation through Mid-November 1994**

November's inflation was very close to normal. If anything, this Desain inflation was worse than normal, but the final days of the election did not see a marked increase in the inflation rate, as had been expected by some. However, this was the largest increase in prices in the Desain period since 1991.

#### **Food vs. Non-Food Inflation**

There are a number of ways of breaking apart the overall inflation figures. The first break we make is between inflation in food and non-food items. The major food items are rice (24% of the total consumer's budget), vegetables and fruits (8%), and meat, fish and eggs (4%); the major non-food items are housing (13% of the total budget) cloth, clothing and sewing services (10%), and medical and personal care (5%).

## **Consumer Price Inflation**



*NRB National Urban Consumer Prices*

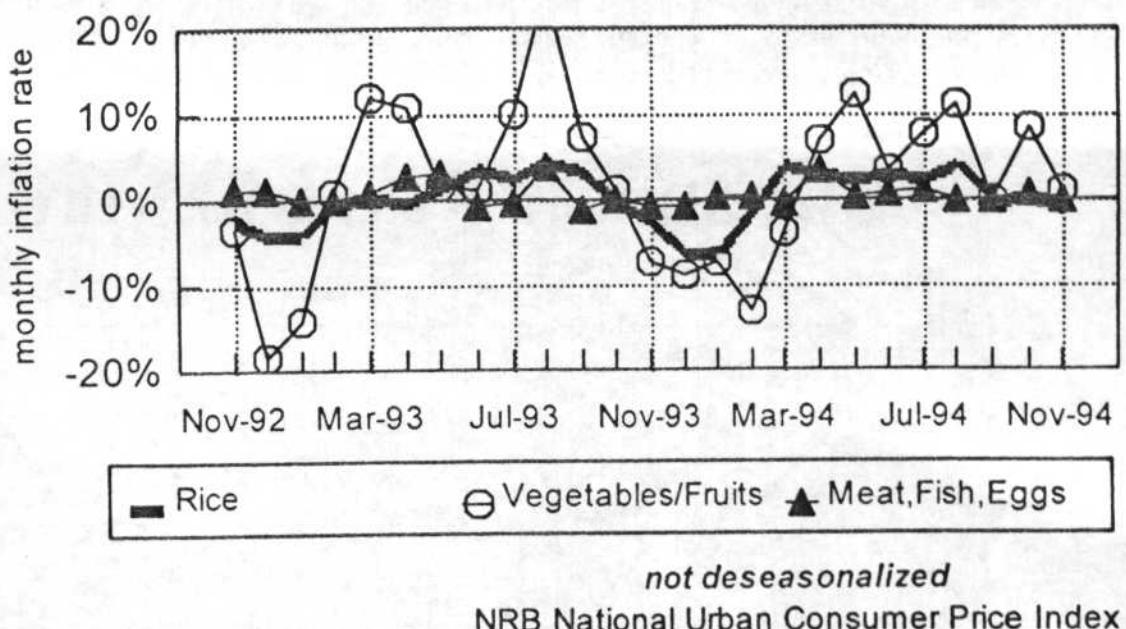
The total line is the same as in the first graph (the difference in the scale makes it appear different). Food inflation (computed on the change in prices over a year's period) shows the most volatility with inflation exceedingly low just prior to the 1993 floods; those floods quickly forced up food prices. Food prices stabilized at the higher levels, rising further early this year before again hitting a low in September 1994 and rising since, to nearly 9% now. Non-food inflation had been on a steady downhill since November 1992, hitting a low 7.5% in July of this year: they have risen to 8.5% now.

Thus far this year, non-food inflation has varied between 7.5% and 8.9%, that is, it has been relatively steady throughout the year. The change in the inflation rate has been in food items.

### Inflation in Food Items

As noted earlier, the most important elements of the food budget are rice, vegetables/fruits, meat/fish/eggs (with oil/clarified butter, and pulses just behind).<sup>1</sup>

## Monthly Inflation in Food Items



The most important item is rice, accounting for nearly a quarter of the consumer's budget. Rice's monthly inflation (annualized in the graph) has been remarkably steady over the past two years with peaks in the summers and then becoming negative after Tihar, usually until February. This year the pattern appears to be repeating, with normal increases in rice prices in the summer, a slight increase (0.3%) in October and a slight decline (-0.7%) in November. This was the *smallest* decline in rice prices in November since 1989. In recent years the average decline in rice prices in November has been 2.1%. There ought to be further declines in rice prices for the next three months.

Vegetable and fruit prices are the most volatile. It is unfortunately not unusual for these prices to rise by as much as 25%, in August 1993, with increases in excess of 10% in March and April 1993, May and August of this year. However, it is also not unusual to have declines of as much, as was seen in December 1992, January 1993 and February 1994. As with rice, there tend to be declines in vegetable and fruit price just after Tihar and continuing through March of the following year. This year, vegetable and fruit prices

<sup>1</sup> Actually meals eaten away from the home account for 5% of the typical urban workers budget, this is more important than meat/fish/eggs. We do not look at this in this analysis.

## Inflation through Mid-November 1994

increased in November by 1.0%, which while not much, is the first time these prices increased this much since in November since November 1988.<sup>2</sup> Since March, vegetable and fruit prices have increased 67%.

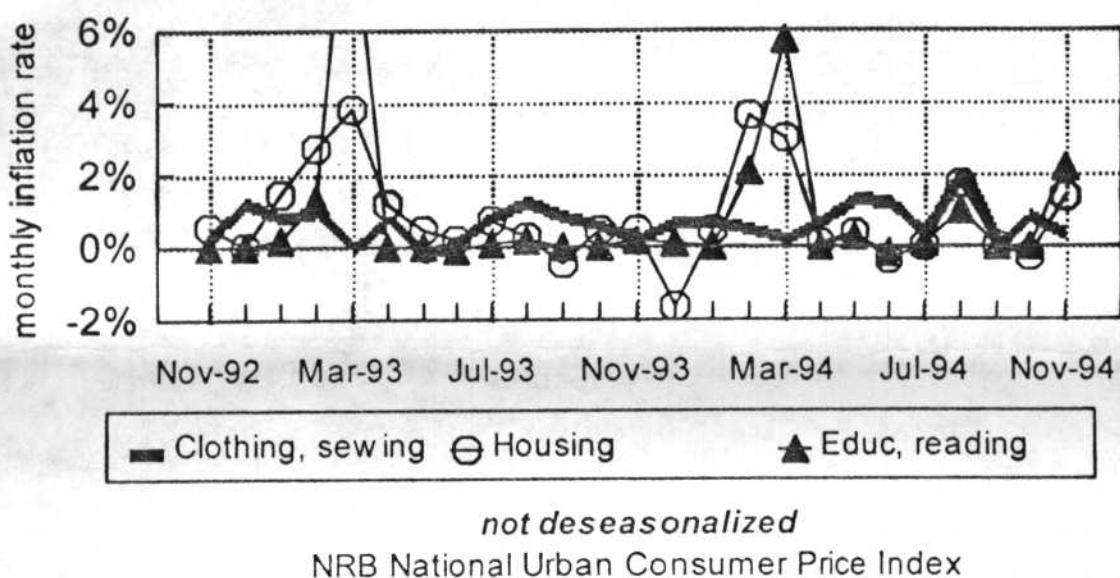
Meat, fish and egg prices have been very steady this year, nearly no change, other than in April. Lentil (pulses) rose in price by 1.8% in October and 4.4% in November. These are the largest increases since 1990 as usually lentil prices fall in either October or November.

While there has been only a 12% increase in overall prices since March of this year, there has been a 62% increase in fruit and vegetable prices, 26% in lentils and 16% in rice. The overall increase in food prices has been 17%.

### Non-food Inflation

While there was large inflation in food items, non-food prices have been relatively steady, with total non-food prices increases being 4% since March 1994. No single item in the non-food budget increase more than 8% since March 1994. Because there has been very little inflation in non-food items, we do not pay much attention to them here.

## Monthly Inflation in Non-Food Items



As usually happens, there is an uptick in inflation in educational, reading material and recreation in March (new school fees are due), and increases in housing (which includes fuel, light and water) in February and March. However, these inflation rates were lower than usual, and minor when compared to food items.

<sup>2</sup> If 1988 is a guide, vegetable and fruit prices fell by 35% over the next four months!

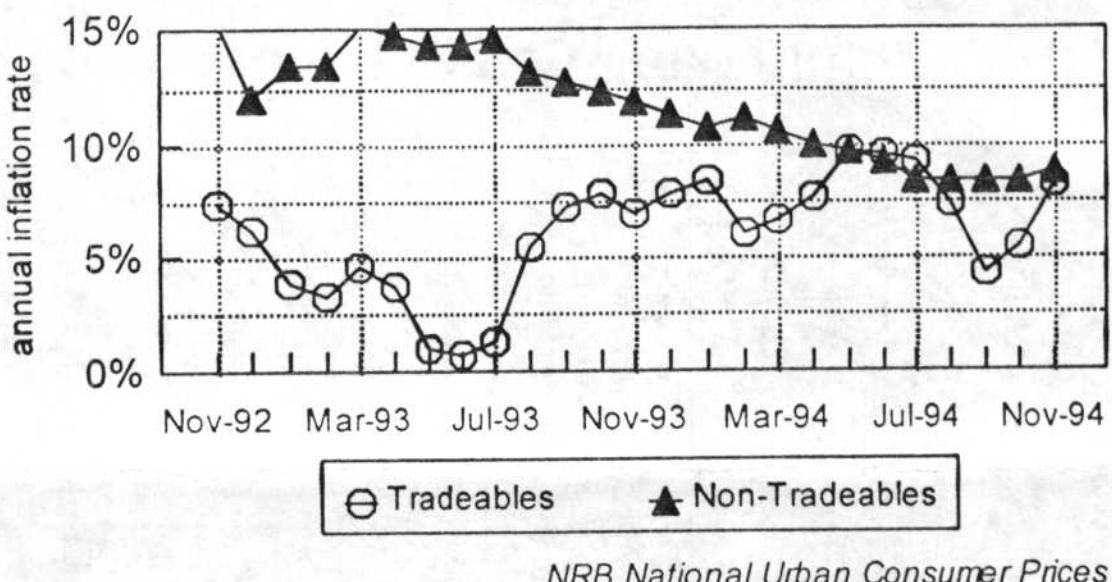
### **Inflation through Mid-November 1994**

The large increases in electricity tariffs (and smaller increases in water and fuel charges) have a very small impact on the "typical" urban worker as these items consume only a small part of the total budget.

#### **Tradeables vs. Non-Tradeable Inflation**

When we seek the source of inflation, the first way we break apart the figures is by tradeable vs. non-tradeables. Tradeables are essentially those items that can be moved from location to location, especially across district or international borders, while non-tradeables can not be easily moved. Thus a consumer cannot easily buy Indian electricity or housing for use in Nepal, nor can a consumer purchase a meal in Narayanghat for consumption in Dharan. Thus these are traded. However, a consumer can easily purchase Far western paddy for consumption in eastern Nepal, or purchase footwear from one place for consumption in another.

### **Tradeable & Non-Tradeable Inflation**



*NRB National Urban Consumer Prices*

Inflation in non-tradeables has been on a long decline, but essentially flat since this summer (actually it bottomed at 8.3% in September and has since risen to 8.7%). Tradeables, on the other hand, had been close to zero inflation before the floods of the summer of 1993, and have recently been rising dramatically in price, from 4.2% inflation in September to 8.2% now.

The reason this breakdown is important is because the causes of each inflation are different. The prices of most tradeables in Nepal are set in India. If there is a slight difference in the price of tradeables between Nepal and India goods will move across the border to where it is most profitable for them to be sold. Thus, if the price of rice is higher in Nepal, then

Indian rice will flow to Nepal where it can be sold at a greater profit than in India; similarly, if sugar prices are higher in India, Nepali sugar will flow to India. For tradeables, Nepal has very little influence over prices. The variability in these prices reflects the variability of inflation in India. The recent upsurge in these prices is because of the increase in inflation in India.

On the other hand, inflation in non-tradeables is mainly the changes in the supply of money in Nepal. An increase in the money supply will tend to increase all prices; however, since the prices of tradeables is governed by the prices in India, these prices cannot change, but those of non-tradeables can change. Money supply<sup>3</sup> continues to increase too rapidly, but the rate has come down. At this point, the governing factor in Nepal's inflation is India's inflation: inflation in tradeables is much more volatile than in non-tradeables.

### The Market Baskets

Because there are so many prices that a "typical" urban consumer buys, statisticians have to weight each of these by their importance in the budget. To do this they conduct a household budget survey about every ten years which asks consumers how they spend their monthly income. These figures are then the weights for the next ten years. As incomes increase there is a shift in consumption patterns. Thus, Nepali urban consumers, were spending 62.6% of their income on food and beverages in the 1980's, compared to 63.1% in the 1970's. Rice had accounted for 24.5% of the budget, but in the 1980's it dropped to 24.1%. Fruits and vegetables increased from 8.3% to 8.5%; expenditures on meat/fish and eggs increased from 3.9% to 4.1%. Non-food items increased from 36.8% to 37.4%, with cloth, clothing and sewing services declining from 10.5% to 10.1%, but education, reading material and recreation spending increasing from 3.9% to 4.1%; spending on cigarettes increased from 1.8% to 2.0%.

### The 1970's Market Basket Compared to the 1983/84 Market Basket

Item	Weight 1970s	Weight 1980s
<b>FOOD &amp; BEVERAGES</b>	<b>63.1%</b>	<b>62.6%</b>
Restaurant meals	4.9%	4.9%
Grains & cereal products	30.2%	29.4%
<i>sub-element: Rice</i>	24.5%	24.1%
Pulses	3.5%	3.3%
Vegetables & fruits	8.3%	8.5%
Spices	2.3%	2.2%
Meat, fish & eggs	3.9%	4.1%
Milk & milk products	3.7%	3.8%
Oil & clarified butter	3.4%	3.4%
Sugar	1.6%	1.7%

<sup>3</sup> This is both M1, coins, currency and current accounts (demand deposits) and M2 (M1 plus fixed and savings accounts).

**Inflation through Mid-November 1994**

Beverages	1.4%	1.5%
<b>NON-FOOD ITEMS &amp; SERVICES</b>	<b>36.8%</b>	<b>37.4%</b>
Cloth, clothing, sewing services	10.5%	10.1%
<i>sub-element: Cloth</i>	4.3%	4.0%
<i>sub-element: Clothing, sewing services</i>	6.2%	6.1%
Footwear	1.6%	1.7%
Housing	12.3%	12.7%
<i>sub-element: Fuel, light &amp; water</i>	6.7%	6.9%
Transport & communication	2.1%	2.1%
Medical & personal care	4.8%	4.6%
Education, reading material & recreation	3.9%	4.1%
Cigarettes	1.8%	2.0%

X

Din Buckle.



November 30, 1994

Aloisia Strittmatter  
Assistant to the Nepal Secretary  
Gossner Mission  
Fennstraße 31 D-12439  
Berlin

यूनाइटेड मिसन दु नेपाल



United Mission to Nepal

Dear Aloisia,

Thank you for your letter and the clarification of where monies should have been credited. I thank you for your patience and understanding and I hope that we have now managed to sort it all out and credit the various amounts correctly.

The DM 2,000 for DCS had inadvertently be credited to your Per Capita Grant account. This has now been rectified, and credited to DCS.

I have enclosed a copy of our record of your PCG account which shows a nil balance. You are therefore fully paid up until July 95 unless you send new Gossner Mission appointees before then.

We are very grateful for your continuing interest, prayer and financial support.

Please let us know if we can serve you further. With our best wishes for peace and joy at Christmas time and in the New Year.

Sincerely,

Helen Levy  
Donor Relations Officer

Fund Name: **Gosener Mission**

Fund ID #: **4E**

# PCG due: **5 FTE**

Date	Description	Detail	Amt. Due Debit	Amt. Rcvd. Credit	Balance
15-Jul-92	Balance brought forward				(\$5,200.00)
16-Jul-93	PCG due FY 93/94	3 FTE	(\$3,900.00)		(\$9,100.00)
18-Aug-93	TFR Grindlays Bank			\$6,500.00	(\$2,600.00)
16-Jan-94	PCG due FY 93/94	2 HTE	(\$1,300.00)		(\$3,900.00)
03-Jun-94	TFR Grindlays Bank			\$3,900.00	\$0.00
16-Jul-94	PCG due FY 94/95	5 FTE PCG	(\$6,500.00)		(\$6,500.00)
24-Aug-94	TFR Grindlays Bank			\$6,500.00	\$0.00
<b>CURRENT BALANCE DUE</b>					<b>\$0.00</b>

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200ZAV1004581-12.  
RE YR MT100 DTD 22.6.94 FOR DEM 2000-00 FAVOURING  
UNITED MISSION TO NEPAL.  
PLEASE BE ADVISED THAT THE BENEFICIARY A/C WAS  
CREDITED ON 23.6.94. UNDER OUR REF PFT9406230034.  
TRUST ALL IN ORDER.  
OUR REF PFT/Q/2211  
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Please forward to Mrs Helen Levy.

End: 210013

Dear Helen,

reference is made to your letter from September 2, 1994. As you can see, the amount of DM 2.000.00 was credited on 23.6.1994. I hope that with this information you will be able to trace the record of the receipt of this money in a UMN account.

Sincerely,

7. 1934

Aloisia Strittmatter  
Ass. to the Nepal Secretary

Berlin, October 21, 1994

**Gosener Mission**  
Fennstraße 31  
12439 Berlin  
Tel. 030/631 78 09  
Fax 030/636 11 98

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K. Rustemeyer  
10/10/94

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07. Nov. 1994

Erledigt:.....

October 24, 1994

यूनाइटेड मिसन दु नेपाल



United Mission to Nepal

Aloisia Strittmatter  
Ass. to the Nepal Secretary  
Gossner Mission  
FennstraBe 31  
D-12439 Berlin  
Germany

Dear Aloisia,

Re: Year end Information - Narrative Summary Report and Financial Statement.

Enclosed are the year end reports for the following programme units for which you have given significant financial assistance during the reporting period:

Okhaldhunga RD  
Forestry Consultancy  
Andhikhola EDP  
Amp Pipal Hosp  
Gorkha CHP  
NFE

Most programme units will have compiled more detailed information and reports as well and will be made available upon request. If you have questions for clarification or matters of concern from the reports, please contact us.

Much has happened during the past year in nepal and there will be general election during November.

Many opportunities and needs remain before us and we are grateful to God for your part in providing the financial resources to respond in the Name and Spirit of Christ.

Sincerely,

Glyn Mawson  
Finance Director (Acting)

**OKHALDHUNGA RD PROGRAMME**  
**Income & Expenditure Statement**  
**For the Year Ended 16th July 1994**

	Actuals (in thousands of Rupees)	Budget 1993/94	Actuals 1993/94	Percent Over(Under) Budget	Notes
<b>INCOME</b>					
Local Income	40,019	79,000	58,668	-26%	1
PCS	234,546	188,000	148,596	-21%	2
External Grant	55,907	3,494,000	4,108,729	18%	3
	-----	-----	-----		
	<b>330,472</b>	<b>3,761,000</b>	<b>4,315,993</b>	<b>15%</b>	
<b>EXPENDITURE</b>					
Salaries/Benefit	1,245,074	1,655,000	1,374,780	-17%	3
PCS	234,546	188,000	148,596	-21%	4
Travel	59,761	75,000	35,921	-52%	5
Village Support	721,110	1,395,000	786,640	-44%	6
Material Supplies	0	25,000	37,211	49%	7
Rent	37,535	38,000	31,288	-18%	8
Minor Capital	0	10,000	0	-100%	9
Miscellaneous	8,465	25,000	23,847	-5%	
Pro. Supp. Service	240,000	209,000	25,067	-88%	10
Contract	1,800	0	0		
	-----	-----	-----		
	<b>2,548,291</b>	<b>3,620,000</b>	<b>2,463,350</b>	<b>-32%</b>	
<b>STAFF TRAINING &amp; DEVELOPMENT</b>					
In-service Scholarshi	510	0	0		
Training, Seminar	61,068	88,000	44,585	-49%	11
Study Tours	72,181	53,000	49,558	-6%	
	-----	-----	-----		
	<b>133,759</b>	<b>141,000</b>	<b>94,143</b>	<b>-33%</b>	
<b>CAPITAL</b>					
	11,904	0	0		
	-----	-----	-----		
	<b>2,693,954</b>	<b>3,761,000</b>	<b>2,557,493</b>	<b>-32%</b>	
<b>Surplus (Deficit)</b>					
	(2,363,482)		1,758,500		
	=====		=====		

## OKHALDHUNGA RD PROGRAMME

Income &amp; Expenditure Statement

Budgeted **Actuals**

Note	Budgeted FTE: N. FTE: E.	Actuals FTE: N. FTE: E.	INCOME	
			Budget	Actuals
1	Notes to the Okhaldhunga RD Program statement 93/94			
2	1. Budgeted for final sale of programm assatte but using new working area			
3	2. One of contribution was 1.5 months			
4	3. Excluding redundancy payment at termination of staff but less than budgeted number of termination staff			
5	4. Same as No.2 budgetary note			
6	5. Less utilized offical travel			
7	6. Only less number of drinking water system build and only maintenance old water system			
8	7. More office materials used for RD program termination planned works			
9	8. Less house used for rent			
10	9. Budgeted for drinking water but not purchased at the year end			
11	10. 7% of total recurring less pcs budgeted but less amount was received			
12	11. Less utilized staff training and development budget			
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**RURAL DEVELOPMENT DEPARTMENT  
FORESTRY CONSULTANCY  
INCOME & EXPENDITURE STATEMENT  
FOR THE YEAR ENDED 15 JULY 1994**

	Budgets 1993/94	Actuals 1993/94	% over (under) Budget	Notes
<b>REVENUE</b>				
External Grant	115,000	174,000	51%	1
PCS	141,500	141,492	-0%	
<b>Total Revenue</b>	<b>256,500</b>	<b>315,492</b>	<b>23%</b>	
<b>EXPENDITURE</b>				
<b>Recurring</b>				
PCS	141,500	141,492	-0%	
Office supply	8,500	7,577	-11%	
Minor capital	0	260		
Books Resource	7,000	6,494	-7%	
Travel	35,000	29,203	-17%	2
Miscellaneous	5,500	3,864	-30%	3
Programme Support	4,000	3,620	-10%	
Motorcycle	55,000	47,979	-13%	
<b>Total Expenditure</b>	<b>256,500</b>	<b>240,489</b>	<b>-6%</b>	
<b>Increase (decrease) in fund balance</b>	<b>75,003</b>			
	<b>=====</b>			

**NOTES:**

1. External grant income received more than budgeted.
2. Less travel than expected.
3. Fewer unforeseen expenses.

UMN Gorkha Project  
Amp Pipal Hospital  
Income & Expenditure Statement  
For the Year Ended 15 July 1994

		Budget	Actuals	Percent	
		1993/94	1993/94	Over(Under)	Notes
<b>Income</b>					
Patient Care		250,000	222,307	-11%	1
OPD		285,000	294,411	3%	2
OR/CSD		520,000	472,224	-9%	3
X-ray		200,000	168,615	-16%	4
Ultrasound		140,000	49,555	-65%	5
Laboratory		280,000	353,441	152%	6
Pharmacy		1,957,000	2,474,099	753%	7
		-----	-----	-----	8
<b>Gross Patient Revenue</b>		<b>3,842,000</b>	<b>4,034,652</b>	<b>11%</b>	
Less: Charged not paid(General)		293,000	282,831	-3%	9
Less: Charged not paid(Lep.)		60,000	37,874	-37%	10
		-----	-----	-----	11
<b>Net Patient Revenue</b>		<b>3,289,000</b>	<b>3,713,947</b>	<b>13%</b>	
Add: Other Revenue		100,000	107,028	7%	12
		-----	-----	-----	13
		<b>3,389,000</b>	<b>3,820,975</b>	<b>13%</b>	
<b>Expenditure</b>					
Patient Care (WARD)		1,650,000	1,584,755	-4%	1
Patient Care (OPD)		1,192,700	1,001,912	-18%	2
Operating Room		727,800	700,160	-4%	3
X-Ray		168,200	142,216	-15%	4
Ultrasound		6,400	2,386	-63%	5
Laboratory		257,300	236,922	-8%	6
Pharmacy		1,588,000	1,710,263	8%	7
Leprosy		69,800	52,009	-25%	8
Social Services		34,900	936	-97%	9
Maintenance & Electricity		557,300	592,070	6%	10
Travel & Transport		18,700	35,154	88%	11
Housekeeping		667,900	635,571	-5%	12
Administration/Mail		488,500	513,791	5%	13
Bad Depts		-----	20,091	-----	14
Linen & Bedding		22,000	19,280	-12%	15
Miscellaneous		60,000	21,108	-65%	16
Minor Capital Items		44,000	54,022	23%	17
Training		-----	13,202	-----	18
		-----	-----	-----	19
		<b>7,553,500</b>	<b>7,335,848</b>	<b>-3%</b>	
<b>Total Free Care</b>		<b>4,164,500</b>	<b>3,514,873</b>	<b>-16%</b>	
Less: Gift of Supplies		0	7,425	-----	
Less: PCS		811,600	639,514	-21%	20
		-----	-----	-----	21
<b>Net Loss (UMN Subsidy)</b>		<b>3,352,900</b>	<b>2,867,934</b>	<b>-14%</b>	
<b>Other Information:</b>					
Medical Insurance		-	14,018	-----	22
		-----	-----	-----	23
Salaries - Nepali		4,104,400	4,093,024	-0%	24
- PCS		811,600	639,514	-21%	25
		-----	-----	-----	26
<b>Total Salaries</b>		<b>4,916,000</b>	<b>4,732,538</b>	<b>-4%</b>	
		-----	-----	-----	27

FTE: Hospital -Nepali	67	62	-7%
Hospital -Expatriate	7	3.5	-50%
Support (60%) - Nepali	17	15	-12%
Support (60%) -Expatriate	3	0	-100%

Subsidy Percentage	55.13%	47.91%	-13%
	500,000	400,000	100,000

#### Notes to the Amp Pipal Hospital Statement:

1. X-ray: Reduced due to break down of the machine for few months.
2. Ultrasound: Reduced by wrong estimation of budget, no trained Ultrasonographer.
3. Laboratory: Increased as charges reviewed.
4. Pharmacy: Increased as price reviewed.
5. Free Care: (Leprosy) This was reduced because of decrease of patient number and admissions.
6. OPD Exp.: Due to the vacant post of the Nepali doctor for several months.
7. Ultrasound: No Other expenses except ultrasonographer travel expenses.
8. Leprosy: Same as No. 5.
9. Social Services: Budget provided for one person but vacancy not filled.
10. Travel & Transport: This includes cost of Dr. Fleshman's travel to Amp Pipal Rs. 10,000 and Air fares for PMC attendance.
11. Miscellaneous: Budgeted Rs. 50,000 for Medical Books not purchased.
12. Minor Capital: This includes maintenance tools and uroguard filter which was not budgeted.
13. PCS: One GP post vacant and one surgeon left at the beginning the year.
14. Medical Insurance: Recouped by Head office (Rs. 14,018).

UMN Gorkha Project  
Community Health Programme  
For the Year Ended 15 July 1994

		000,000	000,000	DRINKING WATER SECTION		
		Budget 1993/94	Actuals 1993/94	Percent Over(Under) Budget	Notes	Comments
<b>Income</b>						
Donations PCS		2,798,700	1,082,190	-61%	1	Contributed Labour
Health Sections		159,400	136,301	-14%		Medical Insurance
Drinking Water Section		0	237			Contributed Labour
Medical Insurance		5,000	0	-100%	2	Contributed Labour
NFE Section		0	0			Contributed Labour
Other		8,800	7,063	-20%		Contributed Labour
Contributed Labour		3,000	11	-100%		Contributed Labour
		590,000	586,385	-1%		Contributed Labour
		-----	-----			
		3,564,900	1,812,187	-49%		
<b>Expenditure</b>						
<b>Recurring</b>		000,000	000,000			
ADMINISTRATION:		000,000	000,000			
PCS		41,300	20,429	-51%	3	Contributed Labour
Salaries		333,300	377,036	13%		Contributed Labour
Travel		36,200	14,535	-60%	4	Contributed Labour
Business Office Contribution		122,300	122,781	0%		Contributed Labour
Office Expenses		15,000	21,120	41%	5	Contributed Labour
Rent/Utilities		30,000	338	-99%	6	Contributed Labour
Telephone		20,000	1,631	-92%	7	Contributed Labour
Book & periodicals		12,000	885	-93%	8	Contributed Labour
Maintenance		2,000	4,607	130%	9	Contributed Labour
Miscellaneous		6,000	8,477	41%	10	Contributed Labour
Medical Insurance		0	0			Contributed Labour
		618,100	571,839	-7%		Contributed Labour
HEALTH SECTION:		000,000	000,000			
PCS		63,800	62,592	-2%		
Salaries		478,200	467,311	-2%		
Travel		60,000	59,133	-1%		
Drug/Medical Supplies		27,000	2,207	-92%	11	
Health Education Material		10,000	1,288	-87%	12	
Training		10,000	8,979	-10%		
Miscellaneous		3,000	4,025	34%	13	
Contributed Labour		0	4,907			
		652,000	610,442	-6%		
NFE SECTION:		000,000	000,000			
PCS		54,300	53,280	-2%		
Salaries		232,000	222,778	-4%		
Travel		45,000	31,490	-30%	14	
Facilitators Allowances		116,000	126,149	9%		
Supplies		116,700	103,811	-11%		
Community Dev. Activities		102,700	43,592	-58%	15	
Training		43,300	43,690	1%		
Materials Development		12,500	1,598	-87%	16	
Miscellaneous		3,000	927	-69%		
Contributed Labour		215,000	217,614	1%		
		940,500	844,927	-10%		

DRINKING WATER SECTION:					
Salaries	191,300	175,200		-8%	
Travel	32,000	22,553		-30%	17
Supplies	300,000	334,949		12%	
Training	20,000	10,589		-47%	18
Miscellaneous	3,000	532		-82%	
Contributed Labour	375,000	363,864		-3%	
	-----	-----			
	921,300	907,687		-1%	
<b>Grand Total of Recurring Expenditure</b>	<b>3,131,900</b>	<b>2,934,895</b>			
NON RECURRING/NON CAPITAL:					
Minor Capital Items	33,000	33,440		1%	
Community Survey	30,000	0		-100%	
Staff Training/Development	370,000	70,163		-81%	19
	-----	-----			
	433,000	103,603		-76%	
<b>Total Expenditure</b>	<b>3,564,900</b>	<b>3,038,498</b>		<b>-15%</b>	
	-----	-----			
	187,551	0	<b>(1,226,311)</b>		
	-----	-----	=====		
<b>FTE Nepali</b>	<b>22.0</b>	<b>16.0</b>			
<b>Expatriate</b>	<b>0.5</b>	<b>0.5</b>			

Notes:

1. External Grants: Not received.
2. D/W Section: No sales of drinking water materials from site.
3. PCS: Expatriate number reduction.
4. Travel: Unexpected budget claimed for director's travel was too high.
5. Office Expenses: Increased due to advertisement of NFE consultant & IPHCSC.
6. Rent/Utilities/Telephone: Budgeted for external telephone system but not possible this year.
7. Books and Periodicals: Budgeted for additional books not purchased.
8. Maintenance: Expenses incurred due to arrangements of CHP Office.
9. Miscellaneous: Accident Insurance not budgeted.
10. Drug/Medical Supplies: Reduced due to closure of mobile clinics.
11. Health Education Materials: Over estimation of budget.
12. Miscellaneous: Not budgeted for office expenses.
13. Travel: Over estimation of budget.
14. Comm. Dev. Act.: Couldn't increase as anticipated.
15. Material Dev.: Proposed to increase Gurung books but impossible due to Glover's departure.
16. D/W Travel: Over estimation of budget.
17. Training: Unable to conduct more BCM training.
18. Staff Training Development: Budgeted for in-service scholarship too but not changed by T&D.

**NON-FORMAL EDUCATION**  
**Support Office**  
**Income & Expenditure Statement**  
**Year Ended 16 July 1994**

	BUDGET 1993/94	ACTUAL 1993/94	PERCENT		NOTES
			Over(Under) Budget		
<b>INCOME</b>					
Sales (Internal)	110,000	592,313	438%	1	
Others	259,000	259,000	0%	2	
Grants	447,200	595,053	33%	3	
PCS	115,000	114,986	-0%		
	-----	-----			
<b>TOTAL INCOME</b>	<b>931,200</b>	<b>1,561,352</b>	<b>68%</b>		
	-----	-----			
<b>EXPENDITURES</b>					
Salaries	215,000	261,412	22%	4	
PCS	115,000	114,986	-0%		
Seminars	30,000	33,962	13%		
Supplies	23,000	27,288	19%	5	
Materials Productions	30,000	27,201	-9%		
Travel	32,700	23,367	-29%	6	
Audio Visuals	15,000	14,711	-2%		
Materials	409,000	564,790	38%	7	
Repairs/Minor Equip.	11,500	11,734	2%		
Miscellaneous	-	600		8	
Training & Dev.	10,000	10,897	9%		
Capital	40,000	-	-100%	9	
	-----	-----			
<b>TOTAL EXPENDITURE</b>	<b>931,200</b>	<b>1,090,948</b>	<b>17%</b>		
	-----	-----			
<b>Surplus (Deficit)</b>	<b>0</b>	<b>470,404</b>			
C/Forward Surplus Fund 16/7/93.		315,000			
	-----	-----			
		<b>785,404</b>			
	=====				

**Notes to the NFE Support Office:**

1. Other organizations purchased UMN publications in a large quantity.
2. Budget adjustment for fund from UNICEF Nepal.
3. Income from church donors less than expected.
4. Staff gratuity and sick and leave not budgeted at high enough levels to accommodate reserves for those purposes.
5. Cost of office expenses over budget due to unexpected high volume sales to UMN and other organizations.
6. Two staff (expatriate) were out of project a total of 8 months. Sr. Consultant Nepali restricted some travel to care for office matters.
7. As sales increased materials purchasing is higher accordingly. Stock available for coming year sales.
8. Costs were assigned to this budget line in error as NFE does not have a misc. expense line. These costs are to be added to repairs/minor Equipment expense budget.
9. Capital budget not expended due to late expense budget income; therefore, capital request is to be carried forward to 1994/95 budget.

Eingegangen

12. Sep. 1994

Erledigt: 21.10.94

September 2, 1994

Fax

Aloisia Strittmatter  
Ass. to the Nepal Secretary  
Gossner Mission  
FennstraBe 31  
D-12439 Berlin  
Germany

यूनाइटेड मिसन टु नेपाल



United Mission to Nepal

Dear Aloisia,

On the 15th June, 1994 you wrote to me advising UMN that you had received a gift of DM 2,000 for the Development and Consulting Services in Butwal. You informed us that this money was transferred to the UMN account through the Association of Protestant Churches and Missions in Germany (EMW), Hamburg. As yet, we have been unable to trace any record of the receipt of this money in a UMN account.

Is it possible for you to provide us with a date on which this money was deposited, and into which account?

Thank you for your assistance.

Sincerely,

Helen Levy (Mrs)  
Donor Relations Officer

13.9.94 Nachr. starker Schu über EMW/Meldung abwarten  
ct.

2.9.94 737 ok

o Buchhaltung an Kenfus



Fennstraße 31  
D-12439 Berlin

Gossner Mission Fennstraße 31 D-12439 Berlin

UMN  
attn Mrs Helen Levy  
Donor Relations Officer

Kathmandu/Nepal

Telefon  
030/6317809  
Telefax  
030/6351198  
030/6361198

September 1, 1994

Per Capita Grant for 1994/1995 Fiscal Year  
Your Letter from July 8, 1994

Dear Mrs Levy,

I am pleased to announce that we were already able to pay the Per Capita Grant for your Fiscal Year 1994/95.

The transfer of US \$ 6.500.00 was done on August 18, 1994, and we hope you will soon receive the above-mentioned sum.

As to answer your question about the current Nepal Secretary. Mrs Ursula Hecker has now held the post of Secretary for Nepal since September 1992 and since then Ursula Hecker has also been a member of the UMN Executive Committee.

By the way, Ms Baerbel Barteczko-Schwedler was very pleased to hear that she is still known as the Gossner Mission's Nepal Secretary although the post was in the meantime held by her husband Hanns-Uwe Schwedler (he left Gossner Mission about two years ago). Ms Barteczko-Schwedler is now - as a mother of three children - in part-time the Secretary for Press and Public Relations.

Please do not hesitate to contact us if there is any further way we may be able to help you in the work you undertake for the people in Nepal.

Sincerely yours,

A handwritten signature in black ink, appearing to read 'A. Strittmatter'.

Aloisia Strittmatter  
Ass. to the Nepal Secretary



यूनाइटेड मिसन टु नेपाल



United Mission to Nepal

July 8, 1994

Aloisia Strittmatter  
Ass. to the Nepal Secretary  
Gossner Mission  
FennstraBe 31  
D-12439  
Berlin Germany

Dear Ms Strittmatter,

I apologize for the confusion. We have managed to send you an old Per Capita Grant account printout. The current printout included with this letter, indicates that your PCG obligations for 1993/94 fiscal year have been cleared.

Thank you for the information about Ms Baerbel Barteczko - Schwedler. Can you please inform us of the name of the current Nepal Secretary.

Sincerely,

Helen Levy (Mrs)  
Donor Relations Officer

An (beauftragtes Geldinstitut)

Berliner Bank  
Filiale 4 RheinstraßeDer Auftraggeber ist:  
 Gebietsansässiger  
 Gebietsfremder  
 Gastarbeiter

X	Zahlung	X	DM-Konto
Akkreditiv	zu	Währungs-	Spesen zu Lasten:
Inkasso- Erlösung	Lasten	Konto	DM-Konto Währungs- Konto
Ihre Nr. 0407480700			

Ohne zusätzliche Weisung sind Sie berechtigt, den Auftrag als Zahlung zu Lasten des DM-Kontos zu behandeln.

32: Währung Betrag in Ziffern  
US \$ ---6.500.---Betrag in  
Worten --Sechstausendfünfhundert--

50: Auftraggeber (Meldepflichtiger) Konto Nr.: 0407480700

Name Gossner Mission  
Fennstraße 31  
Straße 12439 Berlin  
Ort57: Bank des Begünstigten Grindlay's Bank Plc  
(Attn: Mr Adam Hunt)  
13, St. Jame's Square  
London SW1Y 4LF, U.K.

59: Begünstigter Konto Nr.: 2990580-001

Name United Mission to Nepal (UMN)  
P.O.Box 126  
Straße Kathmandu / Nepal  
Ort

70: Verwendungszweck (ggf. Anlage beifügen)

Per Capita Grant 1994/1995

Ihre Kosten/Spesen zu Lasten des  Auftraggebers  BegünstigtenZahlung ist auszuführen  
 brieflich  telegrafisch  
 per Scheck

Unabhängig von obiger Weisung sind Sie berechtigt, die Zahlung mittels des internationalen Datenfernübertragungssystems S.W.I.F.T. durchzuführen, sofern eine Bank im Land des Begünstigten diesem System angeschlossen ist.

Angaben zur Meldung nach §§ 59 ff der Außenwirtschaftsverordnung  
Falls Platz nicht ausreicht, Anlage verwendenDie vorstehende Zahlung betrifft (Zutreffendes am linken Rand ankreuzen  und entsprechende Zeilen ausfüllen)

<input type="checkbox"/> I Waren-einfuhr	a) Einkaufsland	b) Betrag in DM ohne Pfennig
--	-----------------	------------------------------

Bei Akkreditiven, letzten Tag der Gültigkeitsdauer angeben

B | | | | | | | |

C | | | | | | | |

D | | | | | | | |

II Transithandel (§ 40 Abs. 2 AWV)

d) Nr. des Warenverzeichnisses für die Außenhandelsstatistik

e) Einkaufsland f) Betrag in DM ohne Pfennig

c) Warenbezeichnung

Sofern die Ware bereits an Gebietsfremde veräußert ist (durchgehandelte Transithandelsgeschäfte) 1)

g) Warenbezeichnung (nur ausfüllen, wenn die eingekauft Ware durch Bearbeitung ihre Beschaffenheit verändert hat)	h) Eingang des Verkaufserlöses 2) Monat und Jahr	i) Nr. des Warenverzeichnisses für die Außenhandelsstatistik	k) Käuferland	l) Verkaufspreis Betrag in DM ohne Pfennig
---	--	--	---------------	--

1) Sofern die Ware noch nicht veräußert ist, ist der Verkaufserlös im Zeitpunkt des Eingangs auf Anlage Z 4 zur AWV zu melden. - 2) Sofern der Verkaufserlös noch nicht eingegangen ist, voraussichtlichen Zeitpunkt des Eingangs angeben.

## III Dienstleistungs- und Kapitalverkehr, sonstige Ausgaben

m) Kennzahl laut Leistungsverzeichnis

n) Gläubigerland

| |

o) Anlageland (bei Vermögensanlagen außerhalb des Wirtschaftsgebietes)

| |

p) Betrag in DM ohne Pfennig

q) Nähere Angaben über den Zahlungszweck (Wichtigste Einzelheiten des Grundgeschäfts - bei Krediten und Darlehen auch ursprünglich vereinbarte Laufzeit oder Kündigungsfrist - angeben, z.B. Erwerb eines Grundstückes in ...., Darlehensgewährung an ein Unternehmen in ...., Rückzahlung eines in .... aufgenommenen Kredits, Lizenzgebühr für ein ausländisches Patent)

für unser Entwicklungsprojekt in Nepal

18.08.94

6317809

Datum

Telefon

Peter Heiles. *Heiles*

Firma, Unterschrift und Gewerbe

July 84

UMN PER CAPITA GRANT POLICY

The Constitution for the United Mission to Nepal states:

"...Membership is conditional upon the recruitment and provision of workers...or upon the payment of an annual grant to UMN equivalent to the Minimum of one per capita grant, or both..." (5.2)

1. The amount of the per capita grant is set by the Board annually.
2. Per Capita funds are used to cover recurring and capital items for the support of expatriate personnel and to cover administrative cost approved by the Board.
3. The per capita grant year is the same as the UMN fiscal year, mid-July to mid-July.
4. Per Capita funds are not linked directly to appointed workers of the member body paying the grant.
5. In any year an appointed worker lives in Nepal for more than six months the full per capita grant is due. If service in Nepal is less than six months only half the regular grant is requested.
6. For workers who are away for more than six months, member bodies are requested to pay the grant for at least six months of this period.
7. In the following cases short term volunteer may be exempt from this policy -
  - a. When the UMN Personnel Department has made a special appeal to fill an urgent vacancy,
  - b. When a short-term volunteer is over 65 years old or at pensionable age,
  - c. Other situations defined by the Personnel Director and the Finance Director.
8. This policy applies to appointees (including students) sent by non member bodies. The grant may be paid by the organization or by the individual.

r/fm/pcgpolic.upd

यूनाइटेड मिसन दु नेपाल



United Mission to Nepal

**RE: BANKING INSTRUCTIONS**

UMN has a Bank Account in London to which deposits are to be sent -

ANZ Grindlays Bank plc  
(Attn: Catherine Fisher)  
13 St James's Square  
London SW1Y 4LF  
UK

Telephone: (44 71) 930 4611  
Telex: 885043 - 6 Grndly G  
Swift: Grndgb 21  
Account: The United Mission to Nepal  
A/c No 2990580-001 (USD Account)

Please note that the account is a US Dollar account. Based on information we have received from our bankers, we would recommend that so far as possible you make deposits in US Dollars and by wire transfer. In this way you help us to avoid collection charges on foreign cheques as well as currency conversion charges.

ANZ Grindlays Bank, London is part of an international banking group known as the Australia and New Zealand Bank Group Limited. ANZ Grindlays Bank also has more than 1,000 correspondent banks throughout the world. These banks are all able to make transfers quickly and efficiently.

Please make sure that every time an amount is deposited in our account an accompanying letter is sent to the UMN Treasurer's Office explaining the purpose of the deposit, the exact amount deposited, and the date of the deposit.

We want to thank you for your partnership in ministering to the needs in Nepal in the Name and Spirit of Christ.

Fund Name: **Gossner Mission**Fund ID #: **4E**# PCG due: **4 FTE**

Date	Description	Detail	Amt. Due Debit	Amt. Rcvd. Credit	Balance
15-Jul-90	Balance brought forward				\$0.00
16-Jul-90	PCG due FY 90/91	4.5 FTE PCG	(\$4,950.00)		(\$4,950.00)
19-Jul-90	TFR Grindlays Bank				(\$550.00)
14-May-91	PCG credit	0.5 FTE		\$4,400.00	
16-Jul-91	PCG due FY 91/92	4.5 FTE	(\$550.00)	\$550.00	\$0.00
30-Sep-91	TFR Grindlays Bank				(\$5,850.00)
16-Jul-92	PCG due FY 92/93	4 FTE	(\$5,850.00)	\$5,850.00	\$0.00
16-Jul-93	PCG due FY 93/94	3 FTE	(\$5,200.00)		(\$5,200.00)
18-Aug-93	TFR Grindlays Bank				(\$9,100.00)
16-Jan-94	PCG due FY 93/94	2 HTE	(\$3,900.00)	\$6,500.00	(\$2,600.00)
03-Jun-94	TFR Grindlays Bank				(\$3,900.00)
16-Jul-94	PCG due FY 94/95	5 FTE PCG	(\$6,500.00)	\$3,900.00	\$0.00
CURRENT BALANCE DUE					(\$6,500.00)

7.7.94 1444 or



Fennstraße 31  
D-12439 Berlin

Gossner Mission Fennstraße 31 D-12439 Berlin  
please forward to

Mrs Helen Levy  
Donor Relations Officer  
Kathmandu/Nepal

Telefon  
030/6317809  
Telefax  
030/6351198  
030/6361198

July 7, 1994

Dear Mrs Levy,

reference is made to our letter from June 21, 1994, and your letter from June 1, 1994, about the 1994/95 Per Capita Grant and Language Orientation Fee. Your letter also contained a balance sheet which said (handwritten) "Our records show an outstanding balance of US\$ 1,300 for the 1993/94 fiscal year (this should be the PCG for D. Friederici).

As I already mentioned in my letter from June 21, we don't agree with the summary of our account. On August 12, 1993, we transferred US\$ 1.300.00 (PCG for 1993/94) and US\$ 5.200.00 (PCG for 1992/93) for which you thanked us in your letter from September 17, 1993.

Please try to trace down the above mentioned transfer of money. We than would be graceful if you could - after counterchecking our balance sheet - agree with us.

Looking forward hearing from you we remain

sincerely yours,

A handwritten signature in black ink, appearing to read 'A. Strittmatter'.

Aloisia Strittmatter  
Ass. to the Nepal Secretary

PS: Please note that Ms Baerbel Barteczko-Schwedler is no longer in charge for Nepal. She has been the Secretary for Public Relations since around 1986.

Eingegangen

12. Ju 1994

Erledigt:.....

July 4, 1994

यूनाइटेड मिसन टु नेपाल



United Mission to Nepal

Aloisia Strittmatter  
Ass. to the Nepal Secretary  
Gossner Mission  
FenstraBe 31  
D - 12439 Berlin  
Germany

"For I am the Lord who heals you"  
Exodus 15 v 26

Dear Aloisia Strittmatter,

On behalf of UMN Health Services I am delighted to send you our new brochure, "Caring For Families In Nepal". The booklet covers the wide ranging health-related activities UMN are involved in, from its developing partnerships with the government in areas such as TB community-orientated health care programs which make an impact on the lives of over 175,000 people each year.

The ongoing service delivery provided by the 4 UMN hospitals continues to be urgently needed, and these hospitals are amongst only 14 in all of Nepal where Caesarean sections are available.

UMN's roots are in its response to the need for health services in Nepal, and the contribution of member and donor bodies such as yourself has been vital. In particular I would like to take this opportunity to thank you for all that your organisation has done in the health program over the years especially for Amp Pipal hospital and Gorkha CHP.

Yet our work continues to be in demand. As one doctor recently remarked, "it is sometimes like scooping out the ocean with a tiny bucket". UMN has the following critical needs:-

- Grants for the Medical Assistance Fund (MAF), which provides free medical treatment to poor patients at our hospitals unable to afford paying the full cost. Funds needed for the MAF in 1994/95 total Rs 24.2 mn (US \$494,115) and just Rs 4.2 mn (US \$85,963) has so far been committed.
- Nutrition consultancy which increases capability amongst nutrition personnel to improve the nutritional status of under 5s and women of reproductive age. Funds required total Rs 2.87 mn (US \$ 58,605) in 94/95.

PEP 36.51

- Mental health, which is implementing community health mental health programs in various districts as well as developing teaching materials, requires Rs 3.5 mn (US \$ 72,184) in 1994/95.

Please do consider if you can help. For more information on these activities or indeed any aspect of the Health Services program please complete the coupon and return it to the Treasurer's office.

UMN's medical work directly affects the lives of thousands of people in Nepal who look to UMN for treatment and support. I do hope that in this special 40th Anniversary year for the mission, "serving the people of Nepal in the Spirit and Name of Christ", you will be able to respond to this challenge to care.

New information materials also include a series of ten stories on patients who have received medical care at the UMN hospitals. Supported with both colour and black and white photographs they are ideal for use in any appeals or publicity your organisation is considering.

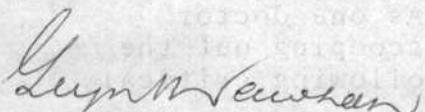
Finally a new video on UMN's health program in Nepal has been produced, which is a "must" to show at any events being held which are to encourage people from various professional backgrounds into considering work in the mission field.

For a copy of the video or of the patient stories please complete and return the enclosed coupon.

As "partners" in UMN's development work in Nepal your support can make a real difference to the lives of people in Nepal.

I look forward to hearing from you.

Yours sincerely,



Glyn Mawson

Acting Finance Director

REPLY COUPON

Please complete the coupon and return it to the  
Treasurer, UMN, PO Box 126, Kathmandu, Nepal.

NAME.....

ADDRESS.....

.....POSTCODE.....

COUNTRY.....

[ ] Please send me further specific information on  
the following Health Projects - \_\_\_\_\_

[ ] I would like to make a gift of \_\_\_\_\_ to  
be used -

[ ] For the Medical Assistance fund, which  
provides free medical care to poor patients.

[ ] For the Nutrition Program.

[ ] For the Mental Health Program.

[ ] Where most urgently needed in Health Services

[ ] I would like to receive a further \_\_\_\_\_ copies of  
the new Health Services brochure (US \$ 1.00  
each).

[ ] I would like to receive a set of the new UMN  
stories on patients at the UMN hospitals.

[ ] I would like to receive a copy of the new UMN  
Health Services video, "Caring for Children And  
Their Families" (Please specify which system you  
would like. Price - US \$ 15 per copy).

[ ] Please send me information on short and long term  
personnel needs in Health Services .

Code: UMN 1 Health.

Thank You.



June 27, 1994

Barbel Barteczko - Schwedler  
Gossner Mission  
Fennstraße 31  
12439 Berlin  
Germany

यूनाइटेड मिसन टु नेपाल



United Mission to Nepal

Dear Christian Friends,

This is just a quick note to acknowledge our receipt of funds towards your Per Capita Grant obligation as a member of the United Mission to Nepal. US \$3,900 has now appeared on the credit advice received from Grindlays Bank, London.

We are grateful for your partnership with us.

Sincerely,

Helen Levy (Mrs)  
Donor Relations Officer

Fennstraße 31  
D-12439 Berlin

Gossner Mission Fennstraße 31 D-12439 Berlin

United Mission to Nepal  
attn Myles Walburn  
Director of Finance  
P.O.Box 126

Kathmandu/Nepal

Telefon  
030/6317809  
Telefax  
030/631198

June 21, 1994

**Per Capita Grant Funds  
Your Letter from May 6, 1994**

Dear Mr Walburn,

reference is made to the above mentioned letter.

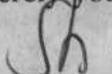
I am sorry to say but we don't agree with the summary of our account with you although we are well aware of the fact that your fiscal/budget year is different from ours. Therefore we would very much appreciate if you could specify the balance sheet e.g. which are the per capita grants and which are the language and orientation fees and for whom they are meant to.

We are of the opinion the fiscal/budget year 1993/94 is balanced from our side and our next payment for the year 1994/1995 = US\$ 6.500.00 (for 5 persons) will be in 1995, before your fiscal/budget year ends.

Thank you for counterchecking this matter and, if you have any questions please do not hesitate to contact us.

Looking forward hearing from you we remain

sincerely yours,



Aloisia Strittmatter  
Ass. to the Nepal Secretary

Per Capita Grant ist ausgeglichen  
bis 1992/93

Zahlung 1992/93 = \$ 5.200,- & folgte  
mit Zahlung für 93/94 = \$ 1.300,-

per Dorothea Friederic; (insges. 6.500,-)  
im August 1993

zusätzlich für 1993/94

$2 \times$  Röthlisberg = 1.300,- = 2.600,-

$2 \times$  Friedrich = 650,- = 1.300,-

3.900,-

Zahlung erfolgte Ende Mai 94

damit ist 1993/94 ausgeglichen  
offene 1.300,- \$ sind falsch

rechte Zahlung für 1994/1995

= 6.500,- \$ für 5 Personen im 1995

Fund Name: **Gossner Mission**

Fund ID #: 4E

# PCG due: 2 FTE

June 84

Our records show an outstanding balance of US \$1,300 for the 1993/94 fiscal year.

Fennstraße 31  
D-12439 Berlin

Gossner Mission Fennstraße 31 D-12439 Berlin

Telefon  
030/6317809  
Telefax  
030/6361198

**United Mission to Nepal**  
**Helen Levy**  
**Donor Relations Officer**  
**P.O.Box 126**

**Kathmandu/Nepal**

June 15, 1994

#### **DONATION FOR THE DEVELOPMENT AND CONSULTING SERVICES**

Dear Helen Levy,

some weeks ago we received a **DM 2.000.00** donation for your Development and Consulting Services in Butwal. Yesterday we now have transfered this amount to the UMN account through the Association of Protestant Churches and Missions in Germany (EMW), Hamburg.

In a recent telefon conversation the sender of this donation mentioned that he subscribed for the UMNews but has never received one issue. I did sent him copies of the present issues (no 1-4) but would kindly ask you to arrange for future numbers. Please send the UMNews to:

**Siegbert Hils, Laerchenweg 19, 78112 St Georgen/Germany.**

Thank you for your assistance.

Sincerely,

**Aloisia Strittmatter**  
**Ass. to the Nepal Secretary**

1 June 1994

Barbel Barteczko - Schwedler  
Gossner Mission  
Gossner House  
Fennstraße 31  
12439 Berlin  
Germany

Eingegangen

05. Juli 1994

Erledigt:.....

Re: 1994/95 Per Capita Grant and Language and Orientation Fee

Dear Member/Sending Body:

This letter is to notify you of the decisions made by the Executive Committee effective for our new fiscal year which begins the 16th July 1994.

**Per Capita Grant**

At its May meeting, the Executive Committee set the Per Capita Grant for the twelve months beginning July 1994 at US \$1,300 per adult with no charge for children (this is the same rate as for the previous twelve month period).

According to our records you will need to make payment for the equivalent of 5 fulltime adults during our 1994/95 financial year. A list of the names indicating how this number was arrived at is attached for your verification. Based on the details provided, you should therefore send us the following amount as Per Capita Grant Payments:

5 Fulltime equivalent persons @ US \$1,300 =US \$ 6,500

Please remember that this is a provisional figure since actual arrival and departure dates of your personnel may change. We have included those persons who are planning to participate in the August 1994 language and orientation course but have not included anyone planning to participate in the January 1995 course.

**Language and Orientation Fee**

Also at the May meeting the Executive Committee set the basic language and orientation course fee at US \$1,300 per adult (the same as the current year). Participants of the Course should be prepared to pay this fee upon their arrival here in Nepal.

**Outstanding Current Year Payments**

I take this opportunity to remind you that we would like all 1993/94 Per Capita Grants paid before our 16th July 1994 fiscal year end.

Should you have any questions or corrections to the information provided, please contact Helen Levy, Donor Relations Officer. For your information I am enclosing the existing per capita grant policy and our banking instructions.

We thank you for the many ways you show your support for UMN's ministry here in Nepal. We look forward to making the most of the opportunities God has placed before us in the year ahead.

Sincerely,

Glyn Mawson  
Acting Finance Director

US \$6,500,- kann lt. Frau H. Tran Seide  
überwiesen werden. Am  
Buch. am 17.8.84

Sk.

Eingegangen

16. Mai 1994

Erledigt: 21.6.94

May 6, 1994

The Rev. Ursula Hecker  
Gossner Mission  
Fennstraße 31  
12439 Berlin  
Germany

यूनाइटेड मिसन टु नेपाल



United Mission to Nepal

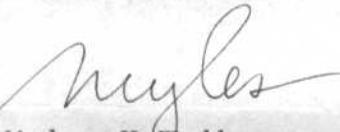
Dear Ursula,

According to our records the Gossner Mission continues to have an obligation of US \$1,300 due the United Mission to Nepal in Per Capita Grant funds. Our fiscal/budget year will end on July 15, 1994. We are well aware of the fact that your fiscal/budget year is different and that may limit your ability to meet this commitment by our year end.

Nevertheless, we want to encourage you to do what you can to help us secure the funds we need before the end of our budget year. Enclosed is a summary of your account with us. If it differs from your understanding please let us know.

Thank you for your attention to this matter and for your continued partnership with us in the United Mission to Nepal.

Sincerely yours,

  
Myles H. Walburn  
Director of Finance

2. Jahr 1. D. Friederic / an Buch. am 9.6.94

Fund Name: Goeener Mission  
Fund ID #: 4E  
# PCG due: 1 FTE

3 900,- § 1. 2 x Zöhlungsbege à 1.300,-  
2 x Friedrich à 650,- } 1993/94

6.500,- \$ für 1994/95 für 5 Personen

Eingegangen

February 11, 1994

18. Feb. 1994

Erledigt:.....

Rev. Ursula Hecker  
Gossner Mission  
Fennstraasse 31  
12439 Berlin  
GERMANY

यूनाइटेड मिसन टु नेपाल



United Mission to Nepal

Dear Ursula,

NAMASTE!

We have now had an opportunity to do some analysis of our 1992/93 fiscal year and want to share with you the attached information.

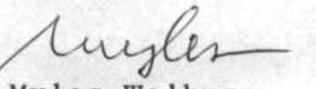
This note is our way of expressing sincere gratitude to you and all those connected with the Gossner Mission for your history of generous support but, in particular, your support during our past fiscal year. Your financial contributions, combined with that of nine other UMN member organizations amounted to 62% of our total receipts from gifts and grants. (It is also interesting to note that we had nine non member organizations contribute an average of more than Rs 3.4 million each. This compared to the average of Rs 6.6 million for the nine member organizations.)

We know that this did not happen automatically! Many people were involved in the planning, promoting, advocating and publicising the vital work being done in Nepal by UMN. We would be grateful if you would pass on our sincere thanks to all those who shared in this task and assure them that their efforts made a real difference in the lives of thousands of people in Nepal.

Please do not hesitate to contact us if there is any further way we may be able to help you in the work you undertake for UMN. We have had favorable comments on the new UMN video. If you haven't seen it a copy is available at your request.

Whatever UMN was able to accomplish among the poor and underserved in Nepal (and we think it was considerable!) was, in large part made possible by your prayer, advice, assistance and financial undergirding. We are proud to have Gossner Mission as one of our partners and look forward to continued ministry with you in the time ahead.

Sincerely yours,

  
Myles Walburn  
Finance Director

  
Edgar Metzler  
Executive Director

10 TOP PROGRAM FUNDERS  
AMONG UMN MEMBERS

1991/92

1. Finish Evangelical Lutheran Mission	NRs.	17,128,000
2. Orebro Mission, Sweden		9,203,258
3. TEAR Fund, UK		6,095,685
4. Norwegian Himal-Asia Mission		4,525,316
5. United Methodist Church, USA		4,217,089
6. Danish Santal Mission		3,770,470
7. Presbyterian Church, USA		3,131,990
8. Baptist Missionary Society		2,274,819
9. United Church, Canada		1,254,028
10. Mennonite Bd. of Missions, USA		1,216,898
		-----
		52,817,553
Total from 12 other Member Bodies		2,868,754
		-----
		55,686,307
Total from Other Donors		18,310,797
		-----
Total for all Contributors	NRs.	73,997,104 *
		-----

1992/93

1. Orebro Mission, Sweden	NRs.	16,361,082
2. Finish Evangelical Lutheran Mission		14,500,000
3. TEAR Fund, UK		12,812,965
4. Danish Santal Mission		4,827,304
5. United Methodist Church (USA)		3,120,935
6. Presbyterian Church, USA		2,951,919
7. Baptist Missionary Society		2,957,343
8. United Church, Canada		1,158,728
9. Gossner Mission (Germany)		824,923
10. Interserve (Combined total)		537,950
		-----
		60,053,149
Total from 6 other Member Bodies		955,590
		-----
		61,008,739
Total from Other Donors		36,704,240
		-----
Total for all Contributors	NRs.	97,712,979 *
		-----

12/1/94

\*Jhimruk excluded

September 17, 1993

यूनाइटेड मिसन टु नेपाल



United Mission to Nepal

Brigitte Dupke  
Treasurer  
Gossner Mission  
Fennstrasse 31  
12439 Berlin  
GERMANY

Dear Brigitte,

Thank you for your letter addressed to Lynn Miller dated 12 August, 93. For your information, Lynn Miller completed his term with UMN in July 1992 and the UMN Financial Director is now Nyles Walburn.

I can now confirm receipt in our Grindlays account the sum of US \$6,500. This payment is in respect of  
US \$1,300 per capita grant 1993-94.  
US \$5,200 per capita grant 1992-93.

This clears your per-capita grant obligations until July 1994 unless further personnel join UMN. Thank you.

Sincerely,

A handwritten signature in cursive ink that appears to read "Helen Levy".

Helen Levy  
Donor Relations Officer

h/r

# GOSSNER MISSION

1 Berlin 41 (Friedenau)

Handjerystraße 19-20

Fernsprecher: (0 30) 85 10 21

Postscheckkonto: Berlin West 520 50-100

Bankkonto: Berliner Bank, BLZ 100 200 00

Kto.-Nr. 0407480700

Liebe Frau

Für Ihre Spende in Höhe von DM                   möchte ich Ihnen herzlich danken. Sie wird uns mithelfen, daß wir unsere vielfältigen Aufgaben in Übersee weiterhin übernehmen und durchführen können.

Die Gossner Mission ist in Indien, Nepal, Zambia und Mainz tätig. In Indien unterhalten wir partnerschaftliche Beziehungen zur Evangelisch-lutherischen Gossnerkirche. Diese Kirche wurde 1919 unabhängig und selbstständig, aber sie ist weiterhin auf unsere finanzielle Unterstützung angewiesen, mit der wir die praktische Missionsarbeit, die theologische Ausbildung des Nachwuchses, landwirtschaftliche Programme und ein Krankenhaus mitverantworten und mittragen.

In Nepal arbeiten wir in der Vereinigten Nepalmision mit und sind besonders froh darüber, daß in diesem Hindu-Staat uns die Möglichkeit eingeräumt wird, die christliche Botschaft durch die Beteiligung an verschiedenen Entwicklungsprojekten im Gesundheitswesen, im Schul- und Ernährungsbereich praktisch zu bezeugen. Die christliche Bruderschaft in dieser nicht-christlichen Umgebung wächst und ist ein deutliches Zeichen für die Kraft der Liebe Jesu Christi.

Seit 1970 arbeiten wir in einem Regierungsprojekt in Süd-Zambia mit, das für die Tongas im Gwembetal der Verbesserung der Lebensbedingungen dient. Unsere Mitarbeit hat viel Vertrauen unter der Bevölkerung und in der Regierung des Landes geschaffen, wofür wir sehr dankbar sind. Die Zusammenarbeit mit der Vereinigten Kirche von Zambia ist sehr eng und partnerschaftlich. Dank dieser gemeinsamen Verantwortung haben sich im Gwembetal in den vergangenen Jahren kleine christliche Gemeinden gebildet, die wie Keimzellen wirken.

Im Arbeitszentrum Mainz bemühen wir uns, Gemeinden, Theologiestudenten und Pfarrern die besonderen Probleme der modernen Industriewelt bewußt zu machen. Viele Menschen im Arbeitsprozeß fühlen sich heute allein gelassen und nicht mehr verstanden. Sie haben oft das Gefühl, daß sie nur noch ein austauschbares Rädchen sind und keinen Wert mehr haben. Wir sehen darum in diesem Lebensbereich eine wichtige christliche Verantwortung, auch hier Gottes Barmherzigkeit und Gerechtigkeit zu bezeugen.

So ist genug Arbeit vorhanden. Oftmals können wir die an uns gerichteten Erwartungen gar nicht erfüllen, weil wir zu wenige Mitarbeiter sind und auch nicht die Finanzmittel zur Verfügung haben. Aber mit unseren bescheidenen Möglichkeiten möchten wir mithelfen, daß Gottes Name geehrt wird unter den Menschen. Dazu brauchen wir aber auch die Unterstützung unserer Mitchristen.

Am Ende des Jahres, bzw. am Anfang des neuen Jahres werden wir Ihnen eine Spendenquittung zuschicken.

Mit freundlichen Grüßen  
und Segenswünschen

1 June 1992

Barbel Barteczko-Schwedler  
Gossner Mission  
Gossner House  
Handjerystraße 19/20  
D1000 Berlin 41  
GERMANY

Eingegangen

27. Juli 1992

Erledigt:.....

Re: 1992/93 Per Capita Grant and Language and Orientation Fee

Dear Member/Sending Body:

This letter is to notify you of the recently approved changes effective for our new fiscal year which begins the 16th July 1992.

**Per Capita Grant**

At its April meeting, the Board's Executive Committee set the Per Capita Grant for the twelve months beginning July 1992 at US \$1,300 per adult with no charge for children (this is the same rate as for the previous twelve month period).

According to our records you will need to make payment for the equivalent of 4 fulltime adults during our 1992/93 financial year. A list of the names indicating how this number was arrived at is attached for your verification. Based on the details provided, you should therefore send us the following amount as Per Capita Grant Payments:

4 Fulltime equivalent persons @ US \$1,300 =US \$ 5,200

Please remember that this is a provisional figure since actual arrival and departure dates of your personnel may change. We have included those persons who are planning to participate in the August 1992 language and orientation course but have not included anyone planning to participate in the January 1992 course.

**Language and Orientation Fee**

Also at the April meeting the Executive Committee set the basic language and orientation course fee at US \$1,300 per adult (the same as the current year). Participants of the Course should be prepared to pay this fee upon their arrival here in Nepal.

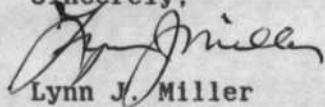
**\*Outstanding Current Year Payments**

I take this opportunity to remind you that we would like all 1991/92 Per Capita Grants paid before our 15th July 1992 fiscal year end.

Should you have any questions or corrections to the information provided, please contact Helen Levy, Donor Relations Officer. For your information I am enclosing the existing per capita grant policy and our banking instructions.

We thank you for the many ways you show your support for UMN's ministry here in Nepal. We look forward to making the most of the opportunities God has placed before us in the year ahead.

Sincerely,

  
Lynn J. Miller  
Treasurer

\* Your account is fully  
paid for 1991/92.

Augustin	Bernd	GERM	GM	LCDHP
Augustin	Marita	GERM	GM	LCDHP
Honold	Gerhard	GERM	GM	OKHP
Honold/Broscha	Edie	USA	GM	OKHC



## THE UNITED MISSION TO NEPAL

Executive Director: Mr. Edgar Metzler  
Treasurer: Mr. L. Miller

Tel: 228118, 228060, 221379  
Telex: 2315 UMNEPA  
Telegrams: UMNEPAL  
Fax: 977-1-225559  
Location: K-1-325 Thapathali  
Mailing address:

POST BOX 126  
KATHMANDU, NEPAL

### Re: BANKING INSTRUCTIONS

UMN has a Bank Account in London to which deposits are to be sent -

Grindlays Bank Plc  
(Attn: Mr Adam Hunt)  
13, St. Jame's Square  
London SW1Y 4LF , UK

Telephone: (01) 930 4611  
Telex: 885043 - 6 Grndly G  
Account: The United Mission to Nepal  
A/C No. 2990580-001 (USD Account)

Please note that the account is a US Dollar account. Based on information we have received from our bankers, we would recommend that so far as possible you make deposits in US Dollars and by wire transfer. In this way you help us avoid collection charges on foreign cheques as well as currency conversion charges.

Grindlays Bank, London is part of an international banking group known as the Australia New Zealand Bank group. Grindlays Bank also has more than 1,000 correspondent banks throughout the world. These banks are all able to make transfers quickly and efficiently.

Please make sure that every time an amount is deposited in our account an accompanying letter is sent to the UMN Treasurer's Office explaining the purpose of the deposit, the exact amount deposited, and the date of the deposit.

We want to thank you for your partnership in ministering to the needs in Nepal in the Name and Spirit of Christ.

Sincerely,

Lynn J Miller  
Treasurer

## UMN PER CAPITA GRANT POLICY

Per Capita Grant Policy: It was RESOLVED to approve the following policy relating to per capita grants, which includes already approved guidelines and new actions:

- a) The constitutional provision that all member bodies are asked to pay an annual per capita grant for their workers is noted again.
- b) The amount of the per capita grant is set by the Board annually.
- c) The money is used to cover recurring and capital items for personnel support and general administrative costs of the UMN, as per an approved budget.
- d) The per capita grant system is a method of calculating the amount requested from each member body; however, the money is given to the administrative fund as in C) above, and is not linked directly to the Appointee worker.
- e) Member bodies with workers taking assignments for periods greater than 12 months are requested to pay the full per capita grant if the number of months residing in Nepal in any one year is greater than six months. For workers residing less than six months in the year, a one-half per capita grant is requested.
- f) For workers who are away for more than six months, member bodies are requested to pay the grant for at least six months of this period.
- g) If a worker resigns from the UMN after less than six months service in a fiscal year, the member body is requested to pay six months per capita grant for that worker. In other cases a full year's per capita grant is requested.
- h) Short-term workers who are in Nepal for less than one year should pay the grant on a monthly pro-rata basis.
- i) The above guidelines also apply to Appointees (including students) sent by agencies/organizations other than member bodies whether the grant is paid by an organization or by the individual personally.
- j) The per capita grant year corresponds with the UMN fiscal year, i.e. mid-July to mid-July.

November 1990 - EC (2) - 34/90

rj/rep/pcgpolic.upd

Reinforced perforation  
Lochung verstärkt  
Perforation renforcée

Weitere Trennblätter lieferbar:  
1652 in 6 Druckfarben

2/31/4 Rural development

$\frac{31}{4}$

Fennstraße 31  
D-12439 Berlin

Gossner Mission Fennstraße 31 D-12439 Berlin

To Mrs.  
Karin Döhne  
Post Box 126  
UN  
Kathmandu  
Nepal

Telefon  
030/6317809  
Telefax  
030/6361198

21. Juni 1995

liebe Frau Döhne,  
haben Sie zunächst einmal  
ganz herzlichen Dank für Ihre  
pompe Antwort auf meine  
Anfrage. Die Studentin fand es  
hilfreich und stöbere anschließend  
noch einige Stunden in unserer  
Bibliothek. Die Informationsmöglich-  
keiten über Nepal scheinen  
sinnlich begrenzt zu sein.

Von Dorothea erfuhr ich, daß die  
letzen Wochen recht turbulent  
waren - mit Auseinandersetzun-  
gen, die viel Kraft kosten. Nach  
dem ist ja wirklich nicht zu  
verstehen.

Wahrscheinlich sind zur Zeit  
die Gefühle recht gemischt - Traur-

wegen des Abschieds und loc.  
kende auf etwas Gutes. Da ich  
land wird Ihnen auch ein  
bisschen kund geworden sein in  
all den Jahren. Wenn Fragen  
sind Sie Studium in England an.  
Auf jeden Fall wünschen wir  
Ihnen und Ihrer Familie alles  
Gute und nicht zuviel Kummer  
während nach Nepal.

Wenn Sie die UHN verstehen ha-  
ben, an wen kann ich mich  
wegen des Seminars im Okto-  
ber in Ranchi wenden? Dabei  
Sie ganz herzlichen Dank für  
Ihre hilfsbereitschaft und Offen-  
heit, jede unserer Fragen und  
Probleme zu bedenken. Ich  
werde Sie vermissen in der UHN.  
Berücksichtigen Sie auch an Ihren  
Nam, alles Gute für die  
Zukunft. Mit vielen Grüßen  
auch von den anderen Gossner  
Ihre Gossner Sekretär

Frau Hecker, Gossner Mission

17.5.95.

Liebe Frau Hecker,

Leider habe ich kein Papier oder Untersuchung zur Hand ueber Kooperativen in Nepal. Deshalb kann ich nur ein paar von meinen personlichen Beobachtungen aufschreiben.

Kooperativen wurden gefoerdert unter dem Panchayat Regime, allerdings ging mit der Foerderung auch eine strenge Kontrolle einher. Es sollte (erfolgreich) verhindert werden, dass

Kooperativen zum Vehikel fuer lokale Selbstorganisation wurden. Bis heute gibt es in fast allen ländlichen Distrikten

Kooperativenstellen der Regierung, die Koop. registrieren und sie unterstützen sollen in ihrer Verwaltung, Buchhaltung usw.

Viele Kooperativen existieren noch, hauptsächlich um den Einkauf und die Verteilung von Duenger, Saatgut etc zu organisieren.

Allerdings kam es zu Zeiten der Panchayatregierung aber auch danach, zu enormen Missbrauch von Geldern. Funds von Kooperativen verschwanden in den Taschen von Dorffuehrern und Regierungsbeamten. Diese Verschwundenen Gelder, Defizite der Distrikt Kooperativenstellen mussten letztens abgeschrieben werden von der demokratisch gewählten Regierung.

In den letzten Jahren also waren Kooperativen in Verruf geraten. Aber in der letzten Zeit besinnen Lente sich wieder auf diese Organisationsform und ich denke ueber kurz oder lang wird es zu einer Wiederbelebung der Kooperativen kommen.

Nepal's derzeitige kommunistische Regierung sowohl als auch die vorherige Congressregierung sind sehr viel offener und ermutigen Bauern sich zu organisieren.

Ich habe von neuen Kooperativen gehört: z.B.:

eine Frauengruppe die einen Sparverein als K. gegründet hat, ein darf das eine Betreibemühle als k. verwaltet. Bauern, die den einkauf von Bedarfsgütern für die Landwirtschaft als auch für den haushaltbedarf als k. organisieren usw.

Eine andere Organisationsform die derzeit sehr gefoerdert wird, sind die 'user groups'. Dabei schliessen sich Leute zusammen, die gemeinsam eine Einrichtung oder natürliche Ressource benutzen. Nepal's Gesetzgebung im Bereich Community forestry erlaubt Bauern, sich zusammen zuschliessen und den Wald den sie nutzen auf 99 Jahre vom Staat zu pachten. Mittlerweile gibt es tausende von diesen forest usergroups.

Ebenso gibt es Trinkwasser user groups etc.

Die kommunistische Regierung ha meines Wissens kein Programm um Bauern in landwirtschaftlichen Kooperativen zu organisieren, alles hängt von der Eigeninitiative ab und das ist gut so.

Ich hoffe dass diese schlecht getippten informationen weiterhelfen

Viele Grüsse Karin

Über die aktuelle Situation in Nepal in ländliche Gebieten: siehe R&D strategic plan situation - analysis.

Fennstraße 31  
D-12439 Berlin

Gossner Mission Fennstraße 31 D-12439 Berlin

To Mrs.  
Karin Döhne  
UHN  
Kathmandu

16. 5. 1995

Telefon  
030/6317809  
Telefax  
030/6361198

liebe Frau Döhne,  
es ist noch ein bisschen verwirkt.  
lich alles hier - und unüber-  
sichtlich und kalt. (von 42°C  
in Delhi zu 8°C in Berlin)  
Gerade hatte ich einen Anruf von  
der Fcien Universität, da läuft  
ein Projekt über Nepal, haben  
aber keine Informationen, was  
z. Bsp. die Landwirtschaft  
betrifft. Gibt es Landwirtschaft-  
liche Kooperativen in Nepal?  
(das fragen sie wegen der neuen  
politischen Situation in Nepal)  
Wie organisieren sich die Leute  
auf dem Lande? - Haben sie da  
irgendwelche Untersuchungen und  
Informationen? Die Frau kommt  
am Donnerstag zu mir wenn es  
nicht zu unverschämt ist wäre

Gossner Mission Fennstraße 31 D-1190 Berlin

Telefon  
003 72 / 635 11 98  
Telefax  
003 72 / 635 11 98

To Mrs.

Karin Döhre  
Kathmandu  
UHN

16. 5. 95

Ich Ihnen sehr dankbar, wenn Sie mir etwas aufaxen können, was die Arbeit der UHN bestellt, kann ich ja einigermaßen Auskunft geben. Wie es außerhalb der UHN ist, weiß ich nicht.

Haben Sie herzlichen Dank, nochmals alles Gute für die nächsten Wochen und viele Grüße auch an Ihren Mann  
Herr Gossner (Seide)

Postgiro Berlin West  
BLZ 100 100 10  
Konto 520 50-100

EDG Kiel (Fil. Berlin)  
BLZ 100 602 37  
Konto 139 300

To the  
Director of Rural Development Dept.  
of the United Mission to Nepal  
Ms Karmi Jolue - P. B. 126  
Kathmandu, Nepal

Kathmandu, 1. 5. 95

Dear Karmi Jolue,

as a result of our discussions  
about the plans of a seminar about "Social Aware-  
ness about the Problems in Chotanagpur" to be held  
in cooperation of the Gossner Evang. Lutheran Church  
of Chotanagpur and Assam and Gossner Mission at  
Ranuhi from 16.-21. October 1995, we would like to  
put the following request to your department:

Could you please send two persons as resource  
persons for this seminar, who are experienced in  
matters of conscientization of people to take up  
social responsibilities in their own context and  
have also been involved in organizing similar semi-  
nars in Nepal. From the expected dynamics of the  
seminar and the language it would be the best,

if this could be one expatriate and one Nepali person.

The background of this seminar is the following: The G.E.L. church has a 150 years' tradition in Christian faith and witness to the gospel. They have been independent since 1919 and are completely self supporting in their basic life and have a very active Department of Mission with 180 pastors and evangelists, who are doing faithful work with good results in respect to the growth of the church.

The church feels however a weakness in responding to the social challenges of the world around her, which is characterized by two factors mainly: basically, the members are living mostly in a rural setting as farmers, predominantly belonging to the tribal population (Adivasi), but at the same time in Chotanagpur the heavy industry of Jharkhand has been developed in the last 40 years with steelplants, mining and other heavy industries, so that it has been called the "Rutherford of India". - The church has so far not been able to respond properly to the needs of both situations. Therefore this seminar is an attempt to bring together people, who have been active already in social initiatives and action groups inside

2

- and outside the church with representatives of the church administration at different levels with participation of ecumenical guests, who will contribute their own experiences in different contexts. These will consist of members of other churches in India, participants from Germany, Austria and the two persons from UMN.
- You will find the tentative program as enclosure to this letter. We would expect from the two participants of the UMN, that they would share with the seminar their own experiences in mobilizing and organizing people in a situation with very limited resources and also be present during the group discussions as resource persons. It would be helpful, if they could arrive on the 10<sup>th</sup> October already to take part in an exposure program in the villages of Chotanapar to get an idea about the difference of that situation to the villages of ~~Chotanapar~~<sup>in Nepal</sup>. Gossner Mission will naturally bear the costs for travel and the seminar.

Thanking you in advance for your kind cooperation we remain with best wishes for your work and kind regards,

Dieter Recker, Director

Urula Hecker, Nepal Desk

To  
From  
Date

Ursula Heck

Karol Döme

3.2.95

यूनाइटेड मिशन टु नेपाल



United Mission to Nepal

Arbeit am Ende der  
Tourismus Artikel.

Ich hoffe, er gefällt Ihnen.

Weg des Besuchs der Gossner  
Kirche in Indien: welche  
Sprache wird dort gesprochen?

Hindi, Englisch?

Ich denke, ich kann das noch  
anpassen bevor ich nach Deutschland  
gehe. Viele Grüße Karol Döme

Fennstraße 31  
D-12439 Berlin

Gossner Mission Fennstraße 31 D-12439 Berlin

Mrs. Karin Dehne  
UHN  
Kathmandu

Telefon  
030/6317809  
Telefax  
030/6361198

liebe Frau Dehne, 16. 1. 1995  
haben Sie große herzlichen Dank für  
die Zustellung der beiden Artikel  
von Binod Bhattarai. Ich denke,  
dass wir den politischen Artikel  
etwas hützen werden, ihn aber  
als Dokument bei einer Veran-  
staltung stellen, wenn es gewünscht  
wird. Den Tourismusartikel  
wie den wir schon gern darüber  
wenn er ihn nochmals überarbeitet  
wären wir dankbar.  
Jetzt habe ich noch ein anderes An-  
liegen. Ich sprach mit Ihnen schon  
in Kathmandu darüber. Das Semin-  
ar in Panchi vom 17. Oktober - 21.  
- und 22. Oktober habe ich  
in Community development. Sie  
haben auch hier Kontakte zu indi-

schter Gruppen, die so etwas machen. Als Adiwas - Gewerbelehrer - haben sie auch ein ausgesprochenes Interesse an den Indien geprägt, so daß sie oft von Seiten etwas mehr annehmen. Das Interesse der Cessnes Mission, von Nepal jemanden in das Seminar mitzubringen, hängt damit zusammen, daß wir hoffen, die Lehrerlehrer sich mehr als bisher für die Arbeit in Nepal interessieren zu können und bei einem solchen Fehlplatzen alle diebst. Geistige von Cessnes zu verhindern. Außerdem bin ich überzeugt, daß die gute Arbeit Cessnes in der UHN. Völlig dilettantisch und eigentlich nur von meiner Intuition herkommend, schwiebt mich jemand vor, der in solch einem Seminar Hoffnung vermitteln kann daß man nicht hilflos ist und praktische Schritte mit ihnen einzubringt oder doch Erzählungen vermittelt. Es muß nicht unbedingt eine Fass sein, denke ich. Es sollte aber jemand sein, der Menschen anregen

ksam und Kompetenz hat. Ist das zu blöd? Ich wäre sehr froh, wenn Sie mir so einen Ratsherrn vermitteln könnten. Dabei verlasse ich mich auf Ihre Erfahrungen. Gießt es nicht meine Ideen ganz falsch. Theoretiker kommen allerdings schon längst zu dem Ergebnis....

Es tut mir leid, wenn ich Ihnen damit auch noch Stress aufhülle, denn ich kann mich denken, daß die nächsten Wochen und Monate für Sie sehr hektisch werden. Falls Sie noch Informationen über die Gossner Tische brauchen, kann Ihnen Dorothea weiterhelfen.

Im März kommt unser Sohn aus Indien für 4 Wochen nach Nepal um ein neues Grünen See brachte zu sein. Ich habe schon Dorothea gebeten, daß sie ein Programm für ihn zusammenstellt. Es wäre

auch schön, wenn er ein Projekt  
vom Rural Development Depart-  
ment besuchen könnte, dann in  
Indien arbeitet er bei YMCA in  
einem Bauvorprojekt.

Geodmals ganz herzlichen Dank  
für Ihre Ritterbeit bei Gossner  
Angelegenheiten.

Wir werden Sie kommen.

Beste Grüße auch an Ihre  
Familie

Sehr  
Gosse

Kathmandu 31. Dez.

Eingegangen

liebe Frau Hecker,

11. Jan 1905

Anbei die Artikel, die ~~erledigt~~ Binoel

Bhattarai geschickt hat.

Der über Politik ist die endgültige  
Fassung, der über Tourismus ist der  
Entwurf.

Mir gefällt der über Politik ganz gut,  
ob wohl ich ihm gebeten hätte etwas  
stärker und die feindl. von 1990  
mit einbezogen zu haben.

Der über Tourismus ist mir  
etwas abfädlich, ich hatte aber  
keine Zeit mit Binoel darüber zu  
diskutieren.

Bitte teile mir mit, ob ich  
bitte soll, weiter an Tourismus aktual  
zu arbeiten.

Viele Grüße

Gossner  
Mission

Fennstraße 31  
D-12439 Berlin

Gossner Mission Fennstraße 31 D-12439 Berlin

To you  
Karin Döhne  
UHN  
Kathmandu

Telefon  
030/6317809  
Telefax  
[REDACTED]  
030/6361198

28. 12. 94

• Liebe Frau Döhne,  
ob Sie ein wenig wehmüdig  
die letzte Weihnachtsfest in  
Kesal gefeiert haben? Ich  
habe dieses Jahr wieder das  
Gefühl aller Pein, daß die  
Umstellung nach Deutschland  
jetzt flüchtig wird und die  
neuen Perspektiven und be-  
quemeren Lebens nicht  
leicht werden können.  
Leicht wird es vielleicht  
nicht, - aber Kesal ist ja

get few's Überlebensstraining.

Sagen Sie und Ihr Team auch  
besonders Dank für die Co-  
lique. Wir werden Sie gl-  
ücklich können. Das Gesal-  
heit wird präsentiert, so-  
bald wir alle Kraftsäte zu-  
sammenhaben. Können Sie  
noch einmal bei den Journal-  
isten nachfragen? Besli-  
chen Dank!

Kein Schachthirsch ist immer  
noch nicht aufgearbeitet von  
meiner 8 wöchigen Abwesen-  
heit. Die Zeit außerhalb des  
Büros gefällt mir auch  
besser!

Gochmals alles Gute und  
besondere Liebe von  
Ihre Gute Seele

Gossner Mission Fennstraße 31 D-12439 Berlin

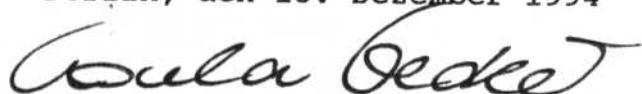
Fennstraße 31  
D-12439 Berlin

Telefon  
030/6317809  
Telefax  
**EDG Kiel**  
030/6361198

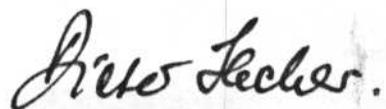
**Betr: Umwandlung des Spendenzweckes für Mittel aus der Ev. Michaelisgemeinde Hamburg**

Hiermit wird bestätigt, daß die Mittel der Evangelischen Michaelisgemeinde Hamburg aus dem Jahr 1993 und 1994 für das Alphabetisierungsprogramm in Okhaldunga / Nepal in Höhe von DM 34.000.- nach Absprache mit der Direktorin des Rural Development Programme der Vereinigten Nepalmision in Kathmandu, Mrs. Karin Döhne, und der Michaelisgemeinde Hamburg für das neue Alphabetisierungsprogramm in Jajarkot im Westen Nepals verwendet wird.

Berlin, den 13. Dezember 1994



Ursula Hecker  
Nepalreferentin



Dieter Hecker  
Direktor

**Protokoll der Referenten- und Referentinnenbesprechung  
am Donnerstag, d. 24.Nov.1994 von 14.30 bis 16.30 Uhr**

Anwesend: B.B.-Schwedler(zu TOP 1), W.Damm, D.Hecker,  
B.Krause, H.Messlin, F.Schulze

**TOP 1 Bericht Mainz-Ausschuß**

D.Hecker hat an der letzten Sitzung des Mainz-Ausschusses am Mittwoch, d. 23.Nov.94 im Mainzer Zentrum teilgenommen und berichtet über Verlauf und Ergebnisse.

Es wird vorgeschlagen, zu einer Beratung über dringend anstehende Konzeptionsfragen die Referenten bzw. die Referentin aus Mainz für Freitag, d. 2.Dez.94 nach Berlin einzuladen (am 3.Dez. ist K.H.Dejung als Referent der Tagung zum Sozialgipfel sowieso in Berlin).

Für die Berliner Refenten- und Referentinnenbesprechung am kommenden Mittwoch muß für Konzeptionsfragen auf jeden Fall Zeit eingeplant werden.

**TOP 2 Information zur Nepal-Arbeit**

Frau Döhne von DÜ ist einverstanden, daß eine projektgebundene Spende in Höhe von 20 TDM von der Hamburger Michaelsgemeinde allgemein für die Nepal-Arbeit der Gossner Mission verwendet werden kann.

**TOP 3 Versandfragen**

Der Versand des Friedrich-Rundbriefes soll aufgeschoben werden, bis ein von D.Friederici U.Hecker auf Diskette mitgegebener Brief ebenfalls vorliegt, damit Dopperversand möglichst vermieden werden kann (bei Frau Stegh ist festzustellen, an wen der Friedrich-Rundbrief bereits gegangen ist).

Doppelsendungen von Dankbriefen am Jahresende an "treue Spender" sind ebenfalls zu vermeiden - es muß klar abgesprochen werden, wer was an wen schreibt. Sinnvoll wäre es, beim Unterschreiben der normalen Dankbriefe festzustellen, ob ein Projektkalender mitgeschickt werden soll, und gegebenenfalls eine handschriftliche Bemerkung anzufügen.

D.Hecker schlägt vor, zu überprüfen, ob nicht Gemeinden, die uns in den letzten Jahren finanziell aus Haushalts- oder KED-Mitteln unterstützt haben, noch einmal angeschrieben werden können. Grundsätzlich ist dabei zu beachten daß es sich bei Ost-Gemeinden mit "runden" Summen normalerweise um 2%-Mittel handelt, die in der Regel projektgebunden sind.

**TOP 4 Weihnachtsgeld**

Es wird darüber beraten, wie wir den Beschuß des VA, daß die Gossner Mission die Weihnachtsgeldregelung der EKiBB übernimmt, am angemessensten verwirklichen. Eine entsprechende Anregung soll den Mainzern übermittelt werden.

**TOP 5 ÖMW- und EKSA-Tagung**

F.Schulze berichtet von der Tagung des Ökumenisch-Missionarischen Weltdienstes des EMW und von einer EKSA-Tagung, an denen sie in der ersten Wochenhälfte teilgenommen hat. Interessanter war die letztere mit einer sehr ernüchternden Wirtschaftsbilanz für Südafrika und zwei

unterschiedlichen Berichten über eine SACC-round table  
- Konferenz, bei der es vor allem um dessen dessen  
Finanzierungsprobleme ging. Neue Generalsekretärin des SACC  
ist Frau Brigalia Bam.

#### **TOP 6 Solidaritätsausschuß**

F.Schulze informiert, daß der Solidaritätsausschuß des  
Kuratoriums sich am 29.November von 10 bis 15 Uhr treffen  
soll, wobei die Frage der Beteiligung noch sehr offen ist.  
W.Damm und evtl. auch D.Hecker wollen teilnehmen.

#### **TOP 7 Solidaritätskonferenz**

Für die Solidaritätskonferenz der Gossner Mission am 13./14.  
Januar 1995 wurde als Referent Herr Müsing gewonnen, der als  
Partnerschaftsreferent beim Nordelbischen Missionszentrum  
arbeitet.

#### **TOP 8 Sonstiges**

- H.Messlin schlägt vor, mit dem Anbringen des Türschildes  
noch zu warten, bis die Regiestelle im Erdgeschoß ihren  
eigenen Eingang (Ecke Grünauer- und Fennstraße) fertig  
hat und dadurch der Platz des Blaukreuz-Schildes für uns  
frei wird.
- Wegen der Weihnachtsprojekt-Telefon-Aktion soll Bärbel  
Pohl um Hilfe gebeten werden.
- Der Besuch des Kreiskirchentages Aurich ist auf die Zeit  
vom 23.-27.Okt.1995 verschoben worden (die Gossner  
Mission wäre ist für die Programmgestaltung von  
eineinhalb Tagen zuständig).
- Bischof Huber hat wissen lassen, daß er aus Termingründen  
nicht direkt zum Gossner-Jubiläum in Indien fahren kann,  
er will aber an dem geplanten Seminar teilnehmen, mit ihm  
muß deswegen noch direkt Verbindung aufgenommen werden.
- Den Epiphanias-Gottesdienst in Schnathorst-Löhne könnten  
H.Messlin oder auch B.Krause übernehmen. Sobald U.Hecker  
zurück ist, soll sie aber wegen ihrer ganz aktuellen  
Erfahrungen aus Indien und Nepal gefragt werden, ob sie  
dazu bereit ist.

Für das Protokoll: H.Messlin  
am 25.November 1994

68.94

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United Mission to Nepal

Liebe Frau Hecke,

Endlich konnte ich das Ihre Brief von 9.6.94  
zu beantworten.

Ich habe Binod Bhattarai, ein Journalist,  
zweimal getroff. Er hat gestanden, wollte aber  
gewisse wissentliche Worte des Artikels haben  
sollte. Ich habe ihm das alte Heft gezeigt und  
gesagt ca 2 Sek. Ich hoffe, das ist recht.  
Er schlägt vor, der Artikel so spät wie möglich  
zu schreiben, da dieser gerade in Recyclyg gerät.

Neuwahlen sind für den 18. November ausgesetzt..

Bis wann spätestens braucht Sie der Artikel?

Wenn Sie wollen, kann ich versuchen einen anderen  
Nepalischen Journalisten zu finden zu Themen  
Tourismus. Ich glaube nicht, dass Uli Kölle viel  
Informationen hat. Ich habe übrigens Frau Füllkay  
nicht vorgesollgt, das war Dorothee! Bitte lassen Sie

PO Box 126, Kathmandu, Nepal. Tel (977 1) 228118, 228060. Fax 225559. Telex 2315 UMNEPA.

und bald wisse, ob ich mich anhören soll.  
Zoo der Honorar ist teuer. Ich denke für  
Herrn Bhaffarai würde 120,- ausreichen, da er  
der Material parat hat.

Thomas und ich fassen nur Gedanken über  
unsere jeweilige Reise zu zweit, höher als  
mal nur zu Papier gebracht.

Vielle Grüße aus der schwäb. Neapel

lwe

Klaus Dörmann

United Mission to Nepal  
Rural Development Programme Okhaldhunga  
Completion Report  
February 1993 - 15th July 1994

Introduction

Okhaldhunga District is a poor area in the eastern hills, with very little development. Four hours walking distance from the district center there is an airstrip with flight connections to Kathmandu and the Terai. The nearest road is 2 days walk away to the Terai.

The RD Programme started its activities in 12 Village Development Committees (VDC) with a total population of 28000 (1991 census). This report covers a period of 17 months, and describes the planned completion and withdrawal from the 12 VDC - working area, north east and north west of Okhaldunga bazar.

Evaluation

At the end of the completion period the project conducted an evaluation on the 5 years outcome of its involvement. This evaluation was done with full participation of the staff, supported by the Rural Development Department staff. The study was done in three parts: \* an impact evaluation, using semistructured interview and participant observation techniques, \* the writing up of case studies and \* assessments of the community groups. The findings can be summarized as follows:

*Basic Needs Improvements*

- \* 36 drinking water systems were constructed, serving 862 h.h. user groups are equipped to management and maintain.
- \* The economic conditions of small farmers in 2 VDC improved through group formation, vegetable production, animal husbandry and money saving.
- \* Forests became more productive through better management.
- \* Improved nutrition through better agriculture praction and vegetable gardening.
- \* Improved sanitation.

*Capacity building*

- \* Better understanding on the meaning of development
- \* People recognize the importance of unity and work towards it.
- \* Women participate actively, including in decision making
- \* Groups formed who are able to manage their own resources (forest usergroups, water usergroups, small farmer's groups, women's groups)
- \* Group formation and local institution building happened but needed more specific attention.
- \* 1850 people, 94% female, learnt to read and write and gained new knowledge. Even after several years and little practice the skill is not getting lost.

#### *Project's strategy and approach*

- \* NFE as entry into a new community contributes to awareness and action for change, mainly on issues which can be tackled by individuals or families.
- \* Work which requires the participation of the community requires a different strategy.
- \* The marginalized and poor need special and continuous attention, often they are not reached by NFE.
- \* In forestry the strategy shifted from plantation to protection and management.
- \* In income generation it was found that handicraft production is not effective. Agriculture based, locally marketable products seem to work better.
- \* In NFE, the 5 months course was extended to 9 months, in particular for people whose mother tongue is not Nepali.
- \* Completion of a project requires a planned approach and utmost attention.

#### Administration

The termination and work completion had been accepted by the district government as well as by the affected communities. However, HMG as well as elected representatives repeatedly requested UMN/RDD to extend the terms of the RD Programme or start a new programme in the District. The RD Department has taken the initiative to assess the local situation and decided to begin a new RD Programme in Ilaka 6 of the District.

In July 1993 disastrous landslides damaged houses and drinking water systems previously built by the RDP. 17 people were killed.

The project, in cooperation with the hospital provided immediate relief and committed itself to reconstruct the 7 damaged water systems. Surveys and cost estimates were done, the actual construction is done in the present fiscal year.

The expatriate project director left the country, completing his term in July 1994.

During the completion phase the staff have demonstrated high commitment and interest.

Regular visits to government offices and to the District Development Committee, and participation in coordination committees resulted in good communication and relationship to HMG.

During the completion period the poor and marginalized communities received particular attention.

#### Non-Formal Education

In Chyanam, Katunje and Bigutar VDCs 10 new classes were established and completed. Two weeks long pre-in-service trainings for the class facilitators were conducted, a NFE committee established.

In two other VDCs NFE follow-up-groups learned about and were practically involved in kitchen gardening, toilet construction and its use; health, hygiene, nutrition education and animal health training.

10 stories were written and collected from the participants and sent to the NFE section HQ, however the quality of the stories was poor due to facilitators poor skill in story writing.

Both, NFE supervisors and facilitators took part in training courses either in Kathmandu or Pokhara. As a result of this, staff felt confident at work. In Katunje, Rangadip and Bigutar VDCs primary school children were taught on health, hygiene, environment and nutrition topics.

### Drinking Water

The Drinking water programme of the RDP aimed to provide clean and sufficient drinking water to the rural households which can be managed and maintained by the community.

By the end of the completion period 15 small and medium size systems were built and 2 old systems repaired, benefitting a total of 338 households.

While constructing drinking water systems the project followed a stepwise process to ensure that the user group was taking responsibility and being in charge of making decisions and planning the work..

8 systems were built in communities where NFE groups were existing. Experience has shown that where there were NFE groups people were highly motivated and easy to work with. During the year 3 users group did not fulfill their written action plan, so the construction work stopped.

The RD Programme gave special attention to the construction of a water system in an occupational caste (Kami) village.

Technical survey, design and cost estimation for the seven systems damaged during the 1993 landslide disaster was done.

One week basic repair and maintenance training was organized for representatives from all completed systems with help of the Rural Development Center in Pokhara.

A private shop keeper has been encouraged to keep spare parts and user groups have been informed.

An inventory of the stock at Katari was done, stock verification at Katari and Okhaldhunga showed that over 6.5 lakh worth materials is in stock, which will be used for disaster rehabilitation.

### Forestry

The focus of the forestry work was on motivation and education about forest management, stall feeding, private plantation and on women's involvement. Meetings and discussions were held in various VDCs.

In NFE follow up group discussions on forest topics were organized, using 5 basic messages.

Women groups organized a workshop on forestry.

Training was provided to forest user groups.

The Rural Development Center run a training course for participants from 6 different villages.

5 primary schools were visited to teach about forestry and environment.

During the completion period 5 forest user group's management plans were prepared and passed on to the District Forest Officer for the final approval. An other 4 user groups formed, but their management plans could not be completed, therefore they were linked to the DFO for further help.

A total of 17400 forest and fodder tree seedlings were distributed for community as well as private land plantation. The survival rate of previous years plantation was surveyed: 54% on private land and 49% on community land (for comparison: 70% is considered as a good result)

Work with farmers who have established private nurseries was continued. The DFO showed interest in contracting them for seedling production.

## Agriculture

The agriculture staff worked with four NFE follow up groups on vegetable growing, animal husbandry and fruit tree cultivation. Support continued to the vegetable seed production groups in 2 VDCs. In 3 VDCs vegetable grower groups organized the production and distribution of seedlings. These groups have been introduced to the Agriculture Office and the Upper Sagarmatha Project to enable them to get help when needed. The small farmers groups continued to successfully breed animals (goat and pig) and redistribute the off spring to new groups. They formulated their own rules for animal distribution and fund management. The Pakribas Agriculture Center was introduced to a NFE emerged group in Jantakani to test an agricultural mini test kit.

## Women

The RDP had no separate programme for women but each sector has stated priority for women's participation.

Staff of the forestry section continued to be in regular contact to the women's groups and their newly established association. She provided advice and support. Since the association was registered, 5 new groups emerged and the organisation started to have regular meetings of its committee, further it organized a workshop independently.

By now there are 22 women's groups in the area which are operating independently from the project. RDP's role is limited to advice and training on request.

All of these groups have a saving fund and provide credits by self established rules. They are involved in various activities such as path repair, construction of chautaras and mills. They participate in drinking water systems construction and take an active role in forest management.

Some groups are tackling social problems, like the control of alcohol consumption in their village, conflict resolution and stopping cases of wife beating. They encourage each other to send their daughters to school.

A three day workshop for women leaders from NFE groups and from women's groups was conducted by the Women's Awareness Center, a Kathmandu based NGO.

Two journalists from Asmita magazine visited the project and met village women and women's groups.

## Income Generation

Income generation and skill learning had been slowed down during the completion period. Followup work was done without committing new activities. The cement tile producer made heavy loss and RDP had to write off 40% of a loan, he had gotten 4 years ago. The tailoring work continued well and loans provided to 2 craft producers were rapaid in time.

CMRE9493.OKH

An

Bärbel Barthels Schwester  
Gossner Mission

Eingegangen

26. Mai 1994

Erledigt:.....

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United Mission to Nepal

Liebe Frau Barthels Schwester,

Als Frau Heike hier in Kathmandu

war, sagte sie, sie wollen ein neues Nepal heft herausgeben.

Thomas und ich haben einige Vorschläge für Beiträge gemacht.

Ich bin in Kontakt mit einer Gruppe nepalesischer Journalisten, die ein wöchentliches Magazin heraus geben. Er ist bereit

einen Artikel über die politische Lage nach 1990 zu schreiben.

Natürlich will er wissen, wie lang und welches Horoskop.

Bitte lassen Sie mich möglichst bald wissen, welche die

Bedingungen sind, und ob unsere neuen Vorschläge welche Interessen oder Interessen der Zeitung interessant sind. Wir kennen einen nepalesischen Historiker, der

ebenfalls als Journalist arbeitet.

Wäre Ihr an einer Beitragsvorlage interessiert?

Viele Grüße

Karin Döhne

Karin Döhne c/o UMN

PO Box 126, Kathmandu, Nepal. Tel (977 1) 228118, 228060. Fax 225559. Telex 2315 UMNEPA.

Denkt B.-Sch.

# Kurzbrief

Ursula Hecker

Ihre Zeichen	Ihre Nachricht vom	Unsere Zeichen	Ihr Korrespondenzpartner/Hausapparat	Datum
			<b>Strittmatter 37</b>	21.4.1994
<b>Mit der Bitte um:</b> Kenntnisnahme Betreff:	Prüfung Erledigung	Genehmigung Stellungnahme	Angebot Unterzeichnung	Rücksprache wie besprochen

Wolfgang Zarth, Michaelsgemeinde Neugraben

Liebe Frau Hecker,

das beigefügte Fax kam heute morgen hier an. Es bestätigt im Grunde nur nochmals, was wir gestern nachmittag noch besprochen hatten. Ich wünsche Ihnen eine gute Reise und gute Gespräche mit den einzelnen Leuten.

Gruß

*Strittmatter*

Anlage

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Wolfgang Zorath, Michaeliskirchengemeinde  
Neugraben

21.04.94

Frau Karin Döhne RDD UMN KTM

Frau Ursula Hecker Gossner Mission Berlin

Liebe Frau Döhne, liebe Frau Hecker,

- aufgrund des Briefes von Frau Döhne an mich vom 4.4.94 hoffe ich mit dieser Antwort etwas zur Klärung der Verwendung der Spenden aus unserem Jahresprojekt „Alphabetisierung für Frauen in Nepal“ beizutragen
- Anfang '93 sagten wir zu, daß das Alphabetisierungsprogramm in Okhaldhunga mit voraussichtlich 30 TDM zu unterstützen
- Auf Nachfrage von Frau Döhne sollte das Geld für die ● gesamtfinanzierung des RDP Okhaldhunga sein und nicht zusätzlich für NFE Programme in Westnepal
- Im Nov. '93 stellten wir aus dem Basarerlös der Gemeinde 15 TDM für das gesamte RDP Okh. sowie der Katastrophenhilfe für Okh. zur Verfügung.
- Am 15.1.94 bestätigten wir ein Finanzaufkommen von 35 TDM aus dem Jahresprojekt und 15 TDM aus dem Basarerlös für die Arbeit in Okhaldhunga  
A) Alphabetisierung B) gesamte RDP C) Katastrophenhilfe

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gingen an Brot für die Welt: Projekt 06573

RDP Okhaldhunga

- Beim Besuch bei mir fragte Fr. Hecker, ob der 2. Teilbetrag: 20 TDM anstatt für Okh. nicht für Alphabetisierung in Jagarkot verwendet werden kann, wenn in Okh. keine weiteren Mittel über 30 TDM benötigt werden.

Ich sage zu, daß in Okh. nicht mehr benötigte Mittel in Jagarkot für Alphabetisierung ausgegeben werden können.

Fr. Hecker will die Angelegenheit mit Frau Döhme klären.

- Unsere Stellungnahme zum Brief von Frau Döhme sieht daher wie folgt aus:
- Unsere Gemeinde hat die gesammelten Mittel für Okh. zugesagt. Die Entscheidung, ob die 20 TDM für Okh. oder Jagarkot verwendet werden, liegt bei der UMN.

Ich hoffe, Sie beide können sich vor Ort in KTM einigen. Wir sind mit beiden Verwendungszwecken einverstanden, stehen aber zu unserem gegenüber Frau Döhme.

Wir, das Nepalteam unserer Gemeinde, werden uns weiter für die Menschen in Nepal

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einsetzen:

mit Aufklärungsarbeit in Deutschland  
mit Finanzmittel  
in Zusammenarbeit mit der Gossner  
Mission und der UMN

Herliche Grüße

aus

Hamburg

Ihr

Wolfgang Zarth

Südheide 45

D 21149 Hamburg

Germany

Tel 00 49 40 7625500

Fax 00 49 40 76683448

**Gossner Mission**

Fennstr. 31, 12438 Berlin

Tel. 0049 /30/ 63178<sup>37</sup> - Fax: 0049-30-6361198

United Mission to Nepal  
attn. Karin Döhne  
P.O.Box 126  
Kathmandu/Nepal

14. März 1994

Liebe Frau Döhne,

herzliche Grüße an Sie! Ich hoffe, es geht Ihnen, Ihrer Familie und Ihrer Abteilung gut und Sie haben durch das Jubiläum der UMN neue Freude und Stärkung in Ihrer Arbeit erfahren.

Frau Döhne, wie könnte es anders sein: Natürlich habe ich ein Anliegen. Herr Zarth hat mich zu dem Missionstag eingeladen und ich sollte über die neuesten Entwicklungen in Okhaldunga berichten. Jetzt habe ich bestimmt weniger Informationen darüber als er selbst. Könnten Sie mir bitte zufaxen, was Sie denken, daß sinnvoll wäre zu berichten? Als ich im November mit Ihnen sprach, war es noch nicht ganz klar, ob das 'Projekt' so weiterläuft wie bisher. Sie waren da aber ganz zuversichtlich. Wie hat es sich entwickelt, wie geht die Arbeit, mit wievielen Mitarbeitern (auch Ausländern?). Wie ist die Haltung der Dorfbevölkerung? Was macht die Asienbank jetzt in der Gegend? Ich weiß, es ist eine Zumutung, alle Antworten von Ihnen zu erwarten. Aber ich wäre Ihnen sehr dankbar, wenn Sie mir etwas bis zum 23. März zukommen ließen.

Zur Zeit sind wir sehr am Rechnen. Es wird immer schwieriger, die Arbeit zu finanzieren. Das braucht auch einen großen Teil unserer Energie und Zeit.

Nochmals herzliche Grüße und vielen Dank für Ihre Mühe.

Ihre



Ursula Hecker  
Nepal Referentin

Frau  
U. Hecker  
Gossner Mission

Eingegangen	
11.8. April 1994	
Erledigt: .....	

11.4.94  
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United Mission to Nepal

Liebe Frau Hecker,

Danke für Ihr Fax v. 7.4.94, das ich erst heute erhalten habe, da ich auf Projektbesuch war. Nur ist immer noch nicht klar, von welchen Geld die Rede ist.

In seinem Fax von 15.1.94 hat Herr Zarth mir folgendes gesagt: am 12.1.93 wurde 30.000 Dr an die G.M. überwiesen, die am 18.1.94 bei der UMN ankam (835.561 NRs) Weiters wurde am 13.1.94 20.000 Dr überwiesen, die bisher bei der UMN nicht eingetroffen sind.

Ich zitiere aus seinem Fax (das Ihnen in Kopie gesendet wurde): "Unser Wunsch zur Mittelverwendung: Unterstützung der Arbeit der UMN im Distrikt Okhaldunga A) Alphabetisierung Kampagne B) lokale soziale Entwicklung C) Katastrophenhilfe (Fax v. 15.1.94)

Dass dieses Geld zur Verfügung steht war ein ausschlaggebender Faktor über eine Weiterführung des Okhaldunga Rural Development Projekts nach zu deuten - und mittlerweile habe ich aus dafür entschieden, mit Brot für die Welt (finanziert vorw. 50% der Projektkosten) habe ich zwar schon gesprochen, aber nichts ist entschieden und die Übergangsphase muss finanziert werden.

Deshalb möchte ich wiederholen, was ich in meinem vorw. Brief schon geschrieben hatte: Gesagte Gelder sollte dann gelten, wofür sie versprochen wurden. Das kann nur dann geändert werden, wenn

alle Beteiligten den Zustimmung.

Ich kann die Schwierigkeit der Gossner Mission gut verstehen, ich bin unter der selben Druck.

Auch ist es Verständlich für mich, was Sie in Zukunft mit der bedarfsmässig geringe Mission arbeiten möchten und weitere Spender dann direkt an die Gossner Mission gehen.

Ich hoffe noch mal vor, das wir diese Angelegenheit klären können.

Viele Grüsse

U. Döhne

Karin Döhne

Rural Development Department

• Frau Bleier steht das mit U. Döhne persönlich ab. Wahrscheinlich werden wir die DM 20.000,- überweisen, aber dann soll man 93 bei uns stehenden DM 22.214.61 für Röthlisberger Gehalt verwenden.

20.4.84 Sk.

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 EMPF: GOSSNER MISSION  
 VERW: BASARELLOES MICHAELIS  
 AUFT: KIRCHENKRS. HARBURG, HAMBG

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2120 = 7.414.61

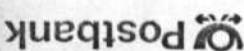
Oktober 2121 = 7.400.-  
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Was machen wir mit diesem Geld? -

Anschrift: Postfach 110104 Bürosäume Hohesches Ufer 60 Öffnungszeiten Barkleitzahl Telefon (030) 268-0 BTX-Kontoführung  
 1000 Berlin 9 Hallesches Ufer 60 Mo - Fr 100 100-10 Telefax (030) 268-553 \* 28000110 #  
 1000 Berlin 61 (Kreuzberg) 8.30 - 15.00 Uhr Telex 184602 Lpba d

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 VERW: BASARELLOES MICHAELIS

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 Gossner Mission

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EMPF: GOSSNER MISSION

VERW: ALPHABETISIERUNG DER FRAUEN I. NEPAL/OKHALDUNGA JAHRESP

ROJ. D. MICHAELIS GEMEINDE/MI CHAELIS

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21. Ich seiben v. 29.3.94  
~~wird dieses Geld f. Gehalt~~  
~~sofortlich bege. verwendet~~  
 am 18. 1. 94 in Nepal  
 eingezogen.

12.4.94

Sh

Fennstraße 31  
D-12439 Berlin

Gossner Mission Fennstraße 31 D-12439 Berlin

Mrs.  
Karin Doehne  
Rural Development  
Department UMN  
Kathmandu

Telefon  
030/6317809  
Telefax  
030/6351198

Berlin, den 7.4.1994

Liebe Frau Doehne,

haben Sie herzlichen Dank für Ihren Brief. Ich verstehe Ihre Enttäuschung sehr gut. Es ist durchaus nicht so, daß wir allein Projekte unterstützen wollen, in denen Gossner Mitarbeiterinnen und Mitarbeiter tätig sind. So kleinkarriert wollen wir wirklich nicht sein - wenigstens nicht in der Theorie. Praktisch sieht es aber so aus, daß wir ein großes Defizit haben und daß dieses Defizit im Grunde nur durch Personaleinsparung aufgefangen werden könnte. Das schwächste Glied bei uns ist die Nepalarbeit - und ich bin froh, daß wir im letzten Jahr die drei Stellen besetzen konnten. In diesem Jahr wäre das gar nicht mehr möglich gewesen. Selbst da ging es nur mit großen Anstrengungen und einem Ärger. Wir brauchen einen Teil der Spenden einfach zur Finanzierung des Gehaltes von Herrn Röthlisberger, der ja in einem Alphabetisierungsprogramm arbeitet. Die Spenden sind deshalb - wenn man kein allzu enges Herz hat - nicht zweckentfremdet. Wir können dies den Spendern gegenüber so vertreten. Denn in einem Projekt sind die Personalkosten doch auch die höchsten. Ist das Geld ausschließlich für Okhaldhunga bestimmt, müssen wir es für Okhaldhunga verwenden. Die Gelder laufen dann nur durch die Gossner Mission durch. Das passiert immer wieder so, und es ist auch gut so. Aber um unseren ganzen Einsatz in Nepal auf die Dauer nicht zu gefährden, brauchten wir schon einen Teil der Spenden für Jharjakot. Das Geld von Hamburg war auch nicht alles für Okhaldhunga ausgewiesen, sondern für die Alphabetisierung von Frauen. Und so war die Absprache mit dem Nepalteam in Hamburg, daß wir dieses für Jharjakot verwenden.

Ich weiß, daß Sie bereit sind, für die Öffentlichkeit zu arbeiten. Und wenn ich zum EC komme, können wir darüber sprechen. Und ich fühle mich bei der ganzen Sache auch nicht wohl. Schöner und angenehmer wäre es, wenn wir großzügig mit dem Geld umgehen könnten. Aber es ist keine Schwarzmalerei, wenn die UMN nicht darauf hofft, daß die Gossner Mission ihr personelles Engagement reduziert oder gar ganz aussteigt, muß ich hier als Nepalreferentin vorweisen, wie die Stellen finanziert werden können.

Frau Doehne, das ist wohl ein unprofessioneller und mehr privater Brief, aber ich wollte doch schon gerne, daß Sie auch uns ein wenig verstehen, vielleicht können wir noch einmal in Kathmandu darüber reden.

Mit freundlichen Grüßen

*Ihre U. Heckler*

beauftrw. 7.4.94

Gossner Mission  
Ursula Hecker  
Fennstr 31  
12438 Berlin

6.4.94

यूनाइटेड मिसन टु नेपाल



United Mission to Nepal

liebe Frau Hecker!

Ich bin froh, daß es doch noch geklappt hat. Das Fax wurde 3 x gesichtet!

Mit Herrn Tarki bin ich schon einige Zeit in Kontakt. Ich freue es toll wie die Gemeinde sich engagiert.

Können Sie mir bitte mitteilen vor welchen "reichen" feldern "die Rede ist?

Herr Tarki hat mir folgende Passagen genannt:

35000 Dr. Jahres project plus 15.000 Besucherős sollte für

Reval Develop mit in Okhodolaya überwiesen werden.

Reval Develop mit in Okhodolaya überwiesen werden.  
Die G.M. hat 30.000 am 12.11.93 und 20.000 13.194 vor ihm erhalten.

Hier bei der UMN sind am 18.194 30.000 Dr. eingetroffen.

20.000 Dr. stehen aus.

Beide Beträge sind Bestandteil des Jahres budgets für Okhodolaya 1994.

Es macht mich betroffen zu sehe, daß Gossner Mission die finanzielle Unterstützung von Projekten von der Präsident vor ausländische Mitarbeitern der eigenen Organisation abhängig macht.  
Ich weiß wie wichtig Öffentlichkeit ist und habe Ihnen meine Meinung angeboten.

Meine Grüße u. Grüßen

**Gossner Mission**

Fennstr. 31, 12438 Berlin

Tel. 0049 /30/ 63178<sup>37</sup> - Fax: 0049-30-6361198

29.3.94 350h

United Mission to Nepal  
att Karin Döhne  
Kathmandu/Nepal

29. März 1994

Liebe Frau Döhne,

haben Sie ganz herzlichen Dank für Ihre Informationen über Okhaldhunga. So fuhr ich doch etwas ruhigeren Gewissens nach Hamburg.

Die Gemeinde, in der Herr Zarth mitarbeitet, ist ziemlich beeindruckend - gut situiert, mit einem großen Reservoir an Engagierten. So kam es dann auch zu dem Engagement für die Alphabetisierung von Frauen in Nepal. Aber sie haben nicht nur Geld gesammelt, sondern auch informiert, Basisarbeit geleistet, Bewußtsein gebildet. Jetzt wollen sie sich schwerpunktmäßig mit der Kinderarbeit in der Teppichindustrie beschäftigen.

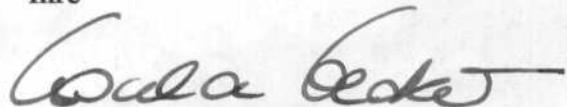
Frau Döhne, ich hoffe, Sie sind nicht gar zu böse. Aber wir haben mit Herrn Zarth ausgemacht, (und mit dem dortigen Nepalteam), daß wir das restliche Geld, das für Alphabetisierung von Frauen gedacht ist, dem Jajarkotprojekt zukommen lassen. Soweit ich weiß, ist es ja auch noch nicht finanziell abgesichert, und wir brauchen dieses Geld einfach, weil jetzt ein Gossner Mitarbeiter in diesem Projekt arbeitet. So etwas habe ich ja schon bei meinem letzten Besuch angedeutet. Wir werden Okhaldhunga nicht ganz aufgeben, aber die mehr allgemein für Alphabetisierung bestimmten Spenden für Jajarkot verwenden. Ich hoffe, Sie verstehen es, und ich wünsche Ihnen, daß Brot für die Welt bei der Finanzierung von Okhaldhunga hilft.

Zur Zeit ist es schwierig für die Gossner Mission, und wahrscheinlich wird es in absehbarer Zeit nicht besser. Deshalb bin ich froh, daß die drei Stellen in Nepal besetzt sind. In diesem Jahr wäre es bestimmt nicht mehr möglich. Es ist wirklich wichtig, daß wir gute Informationen von der UMN kriegen, das persönliche Engagement will ich dann schon dazu tun. Gemeinden, wie die in Hamburg, geben auch wieder Auftrieb, wenn ich sehe, daß das Interesse und Beteiligtsein für Probleme in anderen Ländern noch nicht ganz verschwunden ist - und ich denke da nicht nur an finanzielle Unterstützung. Die Hamburger haben im letzten Jahr bestimmt viel für das Interesse am Land Nepal geleistet.

Die Zeit vergeht rasend, wir werden uns ja bald wiedersehen. Leider habe ich diesmal wieder wenig Zeit, um Projekte zu besuchen. Im Herbst versuche ich aber, nach Jajarkot zu kommen.

Ihnen und Ihrer Familie ein gesegnetes Osterfest und alles Gute. Nochmals herzlichen Dank und viele Grüße.

Ihre



Ursula Hecker

Fax message to Gossner Mission

Attention to Ursula Hecker

URGENT

Liebe Frau Hecker!

22.3.94

Gerade bin ich dabei die letzten Papiere fuer das UMN Extended Coordinating Committee fertig zu machen, das selbe Material werden Sie dann etwas spaeter fuers EC bekommen. Das ist ja sehr schoen, dass Sie Gelegenheit haben nach Hamburg zu fahren und an dem Missionsfest teilzunehmen. Zu Ihren Fragen: Ja, wir werden in Okhaldunga ein neues/altes Programm weiter fuehren. Die Bedingungen haben sich so sehr zum Besseren gewendet, dass dies moeglich ist und ich persoenlich bin sehr froh darueber.

Vor anderthalb Jahren hatten wir folgende Situation:

- \* Die nach der Demokratisierung neu gewahlten Regierungsvertreter wollten bei allen Entscheidungen einschliesslich Personalfragen bestimmen was getan werden sollte. Dies lag sicher an der unerfahrenheitheit der Leute die z.T. im Untergrund gelebt hatten. Fuer das Projekt war die Situation untragbar.
- \* Damals hatten wir einen haeufigen Wechsel von Mitarbeitern und das Team konnte sich nicht recht vorstellen in ein neues abgelegeneres Arbeitsgebiet - wie geplant - zu gehen.
- \* Ein von der Asian Development Bank finanziertes Millionen Dollar Projekt nahm seine Arbeit auf im Okhaldunga Distrikt. Wir befuerchteten, dass es dann sehr schwierig sein wuerde fuer ein Projekt wie das unsere das viel Wert auf Bewusstseinsbildung legt und im Umgang mit materiellen und finanziellen Resourcen sehr vorsichtig ist (Um die Selbsthilfekraeften nicht zu unterminieren).
- \* Projektfinanzierung war nicht gesichert.

Aus diesen Gruenden wurde dann beschlossen das Rural Development Programme in Okhaldunga zu beenden. Ein Phase-out-plan wurde erarbeitet. Das Primary Health Care Programme wollte ein Teil der Alphabetisierung und ausserschulischen Bildungsarbeit fortfuehren.

Mittlerweile hat sich die Situation grundlegend veraendert:

- \* Die Regierungsleute haben die UMN wiederholt gebeten im Bereich laendliche Entwicklung weiter zu arbeiten, die Kooperation mit ihnen ist mittlerweile sehr gut.
- \* Das jetztige Team hat sich stabilisiert, entweder die Mitarbeiter sind aus der Gegend oder haben sich so gut eingelebt, dass sie gerne in Okhaldunga sind. Jedenfalls haben wir eine gut ausgebildete Gruppe von sehr engagierten Leuten.
- \* Das ADB Projekt beschaeftigt sich hauptschaechlich mit Strassenbau, bietet aber auch einige landwirtschaftliche Trainingskurse an. Der Leiter hat mir jede Unterstuetzung zu gesagt.
- \* Wir hoffen das Geld fuer die zukuenftige Finanzierung entweder so wie bisher durch die tatkraeftige Hilfe von Leuten wie Herrn Zahrt zu bekommen. Darueber hinaus sind wir mit Brot fuer die Welt in Kontakt.

Zur Zeit bereitet sich das Team auf eine Evaluierungsstudie vor, die bis Juli vorliegen wird, danach werden wir dann mit der Arbeit an einem Langzeitprojektplan beginnen.

Nun noch ein kurzer Bericht ueber die letzten Aktivitaeten:

Mittlerweile gibt es im Projekteinzugsgebiet 20 Landfrauengruppen, die sehr aktiv zur Entwicklung ihrer eigenen Doerfer beitragen (Aufforstung, Toilettenbau, Wege instandhaltung, Gemuese anbau etc). Diese Frauengruppen haben sich zu einer Assoziation zusammengeschlossen und sich offiziell mit Satzung und Vorstand registrieren lassen.

Mehrere Waldbenutzergruppen konnten sich mit Hilfe des Projekts beim "District Forest Office" registrieren lassen.

8 Trinkwassersysteme konnten gebaut werden. Die Planung und Durchfuehrung wurde zusammen mit den Bauern gemacht, die dann die Verantwortung fuer die Unterhaltung des Systems uebernehmen.

9 neue Abendklassen hauptsaechlich mit weiblichen Teilnehmern wurden begonnen und 10 alte Klassen wurden weiterbetreut.  
Ich hoffe, dass diese Informationen ausreichend sind.

Viele Gruesse an Herrn Zahrt und alle Gemeindemitglieder und bitte bedanken Sie sich im Namen der Okhaldungaleute!

Ihre

Karin Oetjen

Liebe Frau Becker, Entschuldigung, ich hatte das <sup>lose</sup> Fax schon am 22.3. gesetzt! Jetzt schicke ich nochmal und hoffe es kommt an!

Eingegangen

28. Feo. 1994

Erledigt:.....

February 16, 1994

Aloisia Strittmatter  
Ass. to the Nepal Secretary  
Gossner Mission  
FenstraBe 31  
D-12439 Berlin  
Germany

यूनाइटेड मिसन टु नेपाल



United Mission to Nepal

Dear Aloisia Strittmatter,

Thank you for your letter dated January 25, 1994. I can now confirm receipt in our Grindlays account the sum of US \$17,069.70 designated for Okhaldhunga Rural Development.

We are very grateful for your continuing interest, prayer and financial support.

Sincerely,

Helen Levy  
Donor Relations Officer

h/r

25.1.94 14<sup>25</sup> or



Fennstraße 31  
D-12439 Berlin

Gossner Mission Fennstraße 31 D-12439 Berlin

Telefon  
030/6317809  
Telefax  
030/6351198

United Mission to Nepal  
attn. Helen Levy  
Donor Relations Officer  
P.O.Box 126

Kathmandu/Nepal

January 25, 1994

Okhaldunga Rural Development Project

Dear Helen Levy,

I am referring to our correspondence - our last letter was from November 12, 1993 - concerning DM 30.000.00 from Wolfgang Zarth from Hamburg which were announced some weeks ago.

Today I have good news, we transferred the money to the UMN account on January 10, 1994.

Thank you for being so patient.

Cordially,

*A. Strittmatter*  
Aloisia Strittmatter  
Ass. to the Nepal Secretary

Evang. Missionswerk  
Normannenweg 17-21

20537 Hamburg

Berlin, 10.01.1994/h

Betr.: Überweisung nach Nepal

Sehr geehrte Damen und Herren,

bitte überweisen Sie für uns DM 30.000.-- Nach Nepal an die

United Mission to Nepal

Bankverbindung: Grindlays Bank Plc (Attn: Mr. Adam Hunt)

13. St. Jame's Square

London SW1Y 4LF, UK

A/C No. 2990580-001 (USD Account)

Verwendungszweck: Donation from Michaelis-Gemeinde Hamburg for Alphabetisierung  
Den Betrag haben wir heute auf Ihr Konto bei der EDG Kiel überwiesen.

Mit freundlichen Grüßen  
im Auftrag

(Anne Hönnige)

Beleg	Buch.-Datum	Text	Wert	Betrag
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Bitte Rückseite beachten

# KONTOAUSZUG

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FENNSTR. 31

Versand

12439 BERLIN

Alter Kontostand

Neuer Kontostand

139300

Kunden-Nummer

11.01.94

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Datum

Nummer

Blatt

## Überweisungsauftrag an 210 602 37



Evangelische  
Darlehnsgenossenschaft eG  
2300 Kiel 1

07.01.1994

Datum

Unterschrift für nachstehenden Auftrag

Empfänger

Evang. Missionswerk Hamburg

Konto-Nr. des Empfängers

Bankleitzahl

3049581

21060237

bei (Kreditinstitut)

EDG Kiel

Betrag: DM, Pf

30.000.--

Verwendungszweck - z. B. Kunden-Referenznummer - (nur für Empfänger)

s. Schrb.v. 10.01.1994 - Überweisung nach Nepal

Auftraggeber

Gossner Mission 12439 Berlin

Konto-Nr. des Auftraggebers

139300

421 399 DG VERLAG 26

## Durchschrift für Auftraggeber

# Kurzbrief

Herrn

Thomas Döhne

Auf dem Hof 2

3549 Wolfhagen-Wenigenhasungen

Ihre Zeichen	Ihre Nachricht vom	Unsere Zeichen	Ihr Korrespondenzpartner/Hausapparat	Datum
<b>Mit der Bitte um:</b>	<input type="checkbox"/> Prüfung	<input type="checkbox"/> Genehmigung	<input type="checkbox"/> Angebot	08.06.1993
<input checked="" type="checkbox"/> Kenntnisnahme	<input type="checkbox"/> Erledigung	<input type="checkbox"/> Stellungnahme	<input type="checkbox"/> Unterzeichnung	wie besprochen

Betreff:

Anbei erhalten Sie die Dias, die ich von Ihrer  
Schwiegertochter erhalten habe, zur Aufbewahrung  
zurück.

Mit freundlichen Grüßen

*Adela Gossner*

etK.

## 1) Facilitator training

Facilitator sind die Lehrer der Abendklassen, welche von Project Mitarbeiter ausgebildet werden. Zuerst 2 Wochen, später pro Monat 1 Tag.

## 2) Trinkwasser

Frauen müssen lange Wege gehen, um das notwendige Trinkwasser für die Familie zu holen.

Trinkwasser im Dorf ist eine große Arbeitserleichterung und ein wichtiger Beitrag zur Gesundheit der Bevölkerung.

## 3) Bambus handwerk

Aufbauend auf die traditionelle Kunst des Bambus-Körbe-flechten, lernen arme Frauen, neue Körbe vor lokaler Körbe zu flechten, die dann sowohl auf der lokalen Markt als auch in Kathmandu verkauft werden.

## 4) Versammeln einer Frauengruppe, die aus einer der Non Formal Education Klassen hervorgegangen ist

## 5) Diskussionsveranstaltung in Rajapuri.

Eine der Frauen sagte hierzu: "Der ersten Mal in meinem Leben hat mir jemand vor Party bis Ende beigehort, wen

Meine Tochter sagt Wölfe"

6) Erdrutsch - Erosion

7) Landschaft

8) Selbstgebautes Kochfeld der hilft, das Raum im Haus zu reduzieren und Feuerholz zu sparen.

9) Weben von Wollstoff  
Diese Familie hat ein kleines Dachbrett von Projekt bekommen, um Wolle zu kaufen, die zu einer Art Wollteppich verarbeitet / gewebt wird.

10) Frau in der Abteil Klasse

---

Diese Dias sind einige Meine besten, deshalb würde ich sie gern wieder bekommen.  
Wenn Sie Abzüge davon gemacht haben, bitte an folgende Adresse in Deutschland:

Thomas Döhne  
Auf den Hof 2  
3599 Wolfhagen - Wengenhasungen

Viele Dank

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von Registertasten

Arend Vrijs

Insterburger Str. 11a  
76139 Karlsruhe, 18.12.95

An die  
Gossner Mission  
z.Hd.v. Frau Strittmatter  
  
Fennstr. 31  
12439 Berlin



Sehr geehrte Frau Strittmatter,

ich beziehe mich auf ein Telefongespräch das ich vor einigen Tagen mit Ihnen führte. In diesem Gespräch regten Sie an, daß ich mich über die Gossner Mission um eine Stelle bei der UMN bewerben sollte.

Nun schicke ich Ihnen das Bewerbungsschreiben sowie einen tabellarischen Lebenslauf und zwei Dienstzeugnisse. Ich bitte Sie, diese Schriftstücke an die UMN weiterzuleiten.

Ich wünsche Ihnen und Frau Hecker ein gesegnetes Weihnachtsfest und alles Gute für das kommende Jahr.

Für Ihre Mühe danke ich Ihnen recht herzlich und hoffe sehr, daß meine Bewerbung Erfolg haben wird.

Mit freundlichen Grüßen

A handwritten signature in black ink, appearing to read 'Arend Vrijs'.

Arend Vrijs

Arend Vrijs

Insterburger Str.11a

76139 Karlsruhe, 18.12.95

An die  
United Mission to Nepal  
z.Hd.v. Frau Friederici

PO Box 126

Kathmandu

Nepal

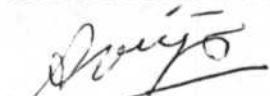
Sehr geehrte Frau Friederici,

nach Rücksprache mit der Gossner Mission bewerbe ich mich auf eine eventuell neu zu besetzende Stelle. Aus den beiliegenden Anlagen, tabellarischen Lebenslauf sowie zwei Dienstzeugnisse ist zu entnehmen, welche Tätigkeitsbereiche für mich in Nepal eventuell in Frage kommen. Ich bin bereit mich für mindestens drei Jahre zu verpflichten.

Ich bin seit einigen Jahren pensioniert und deshalb finanziell unabhängig. Auf eine reguläre Bezahlung lege ich keinen großen Wert. Ich bin einverstanden mit der Übernahme der in Nepal entstehenden Kosten für Zimmer und Verpflegung.

Ich hoffe in dieser Angelegenheit von Ihnen zu hören und verbleibe.

Mit freundlichen Grüßen



Arend Vrijs

Anlagen: drei

UNIVERSITÄT KARLSRUHE (TH)

Der Rektor

July 30th 1990

Certificate of the University Karlsruhe

Mr. Arend Vrijs, born March 26th 1931, worked at the University of Karlsruhe during the time from April 1st 1974 until January 31 th 1989, at the beginning as a scientific employee and later as a study advisor.

At the beginning of his activity at the University of Karlsruhe Mr. Vrijs worked in a test model for the reforming of teacher training (Lehrerbildungszentrum). From January 1st 1979 in the centre for teacher training and university didactics (Arbeitsstelle für Lehrerbildung und Hochschuldidaktik). From June 1st 1984 this centre was transferred to the central study counseling office (biz).

Mr. Vrijs was during the time of his activity at the test model for the reforming of teacher training and during the time at the centre for teacher training and university didactics, responsible for the curricular planning of new study courses, particulary the profession orientated curriculum with the subjects Constructional Engineering, Electrical Engineering and Mechanical Engineering. The specific difficulty was, in cooperation with many departments of the University Karlsruhe, the coordination and the selection of the lectures for this curriculum. As a result of this work the new study courses started in the wintersemester 1974/75 and they are very succesful until now. It finally was due to the thoroughness preparotion of Mr. Vrijs.

Mr. Vrijs moreover was concerned with other problems of teacher training for instance the organization and realization of teaching didactics and teaching trials. Further Mr. Vrijs developed examination regulations for intermediate examinations for all teacher training courses of the University of Karlsruhe, namely

- Mathematics
- Physics
- Chemistry
- Biology
- Geography
- Sports
- Literary studys
- Constructional Engineering
- Electrical Engineering
- Mechanical Engineering

Due to the energetically efforts of Mr. Vrijs it had been a success to develop this examination regulations for intermediate examinations.

Out of overriding political importance the centre for teacher training and university didactics was transferred into the central study counseling office of the University of Karlsruhe at July 1st 1984. This counseling office is responsible for the student advisory service for all universitys, colleges and academys in the region Karlsruhe/Pforzheim.

Corresponding to the versatility of the work at the central study counseling office the employment of Mr. Vrijs was very varied. As an advisor his field of activity comprised:

- to advice single persons and groups with interest in teacher training courses and in courses of Master studys,
- to produce, to modify and to complete information pamphlets for pupils and students,

- to organize and to lead seminars for students of teacher training courses and for unemployed teachers. The theme of those seminars was for instance, prospects and alternatives of the teacher profession.

The specification of the fields of activity requires detailed knowledges of the corresponding study courses and connected questions. Also good knowledges about the study situation in the region Karlsruhe/Pforzheim was required. Simultaneously it is a condition being prepared and qualified to transfer the modification of university teaching and learning into the student advisory service.

After the transfer of the centre of teacher training and university didactics into the central study counseling office of the University of Karlsruhe, Mr. Vrijs soon adapted to a completely other accentuation of his work. He was capable to listen to the student problems and demonstrated excellent abilitys with the organization and leading of seminars and other kind of projects.

I, as the rector of the University of Karlsruhe have to be indebted to Mr. Vrijs for all his activitys. He performed the tasks he was entrusted with very great engagement and know-how with at all times to our full satisfaction.

Mr. Vrijs was retired at February 1th 1989.

I wish him all the best for the future.

Professor Dr. H. Kunle  
(signature)

**Certificate of the Atomic Research Centre  
[Kernforschungszentrum] Karlsruhe**

Mr. Arend Vrijs, born March 26<sup>th</sup>, 1931, started work at our company on October 1<sup>st</sup> 1963. At first, he was allocated to the Institute of Reactor Construction Elements [*Reaktorbauelemente*] and was concerned with the treatment of mathematical problems. Mr. Vrijs acquainted himself very rapidly with all the problems he was confronted with, so that he was soon able to realize extensive and difficult computer programmes for the evaluation of physical and technical experiments and for dynamic steam circuit calculations.

In detail, his activities were as follows:

Preparation and testing of major digital programme systems, for instance the calculation of a steam cooling circuit for a fast-breeder reactor, from the draught stage up to final programme description, whereby he only received the most important physical and thermodynamical data. In this case, the programming languages ALGOL, FORTRAN II and FORTRAN IV were applied and he was able to gain experience with the following computer systems: ZUSE Z 22, IBM 7074 and IBM 360/65.

On April 1<sup>st</sup> 1969 Mr. Vrijs was transferred according to his own wish to the School for Atomic Research [*Schule für Kerntechnik*], where he worked as head of training and development up to March 31<sup>st</sup> 1974 in the curricular group measurement technology, electronic data processing (EDP) and special subjects. It was his task to plan and carry out training and development courses in the fields mentioned for university personnel, engineers and technicians as well as further training courses for high school, secondary school and technical school teachers. In these courses, he held lectures on different subjects and was responsible for practical training. He dealt with the following individual subjects:

- Radioactivity, basic elements
- Nuclide chart - disintegration schedules - isotope tables
- Attenuation and absorption of  $\gamma$ - and  $\beta$ -rays
- Units of radiation protection
- Statistics of radioactive disintegration
- Historical development of EDP
- Numerical solution of physical problems
- Experimental lectures on nuclear physics for high school teachers

In addition, he also held lectures on the abovementioned subjects in the curricular groups of radiation protection and radiochemistry.

**Kernforschungszentrum  
Karlsruhe**  
Gesellschaft mit beschränkter Haftung

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Mr. Vrijs was not only calm and ambitious, but was also pleasant to work with on a human basis; he was well appreciated by all his colleagues. He performed the tasks he was entrusted with at all times to our full satisfaction. The lectures he gave received recognition from all course participants.

In order to pursue his activities within the framework of a test model for the reform of teacher training (Karlsruhe and Pforzheim areas), Mr. Vrijs obtained our permission to transfer his activities to a newly founded centre at the University of Karlsruhe from April 1<sup>st</sup> 1974.

His employment contract with the Atomic Research Centre terminated on March 31<sup>st</sup> 1980.

We wish him all the best for the future.

Karlsruhe, March 31st 1980

N. Schaible  
(signature)

N. Moser  
(signature)

--/--

# Curriculum vitae

Arend Vrijls  
Insterburger Strasse 11a  
D-76139 Karlsruhe  
Germany

## 1) Personal data

Born            on:    March 26, 1931  
                  in:    Heerlen/Netherlands

Status:                        married, 3 children

Nationality:                    Dutch

Religion:                      Protestant

## 2) Education

Schools:    1937-1944    Elementary School in Hoensbroek, Netherlands  
                  1944-1948    Intermediate School in Heerlen, Netherlands  
                  1955-1956    Profession-orientated university entrance qualification, in evening courses  
                  1956-1961    Training as teacher in physics and mathematics, in evening courses

## 3) Occupations:

1948-1959    Employed in a construction office and as a surveying technician, Staatsmijn [State Mine] Emma, Heerlen, Netherlands  
1959-1963    Teacher for physics and mathematics at a technical school in Groningen, Netherlands  
1963-1969    Mathematician at the Atomic Research Centre [Kernforschungszentrum], Karlsruhe, Germany

1969-1974 Head of training and development at the School for Atomic Research Atomic Research Centre [*Kernforschungszentrum*], Karlsruhe, Germany.

Planning and realisation of teacher training courses and further training courses for adults. In these courses, I conducted lectures, seminars and practical instruction units on subjects involving EDP (electronic data processing), atomic and nuclear physics and radiation protection under my own responsibility.

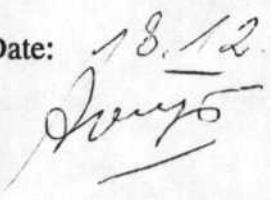
1974-1989 Scientific employee at the University of Karlsruhe. In this position, I was occupied up to June 1984 in a test model for reforming teacher training at the University of Karlsruhe. I worked intensively in the curricular planning, testing and evaluation new study courses, particularly the profession-orientated curriculum and study courses in the advanced field. The model was transferred to the Central Study Counseling Office of the University, where I was active as an advisor until my retirement.

from February 1989 Retirement.

Languages: Dutch (mother tongue): English, fluent German and French.

Interests: Photography, mountaineering, Asian art and history

Karlsruhe, Date: 18.12.95

Signed: 



November 29, 1995

To All Member and Sending Agencies  
of UMN

Dear Friends,

Greetings to you from Kathmandu. Enclosed please find  
Two copies of new application form,  
One copy of recommendations regarding immunization,  
Two copies of information on children's education,  
One copy of short term housing policy,  
One copy of living in Kathmandu.

We tried to update our forms and I do hope that you too agree, that these are better. May we therefore ask you to use these in future. Please photocopy these forms and use your photocopies. We printed only a very limited number as we think postage is too expensive to send a big number to you. Naturally we have a few more than we send out to you now, but please use normally your own copies of these papers.

We will soon send you new medical forms as well. As you will realise we are working on not only new forms but also new procedures for Medical-and Psychological assessment and clearance. This will be discussed at the next Executive Committee Meeting. I'll keep you informed about changes. The new medical forms we will send to you as soon as they are ready. Also from these forms we will print only a very limited number and ask you to use your own photocopies.

We enclose as well a "Personnel Need List".

Please look through it very carefully. Is there anybody whom you could send? We need new workers and depend on you recruiting the right people for us, as you have done so successfully up to now. -You will know, the new General Agreement between His Majesty's Government of Nepal and UMN was signed. Officially we are invited now to work for at least five more years in Nepal. Please help us to do our work, and please continue to look for new people who feel called to work in Nepal.

I also want to thank you for your cooperation during this last year. We are grateful for all the help and cooperation we received. Please forgive us for not always reacting as soon as you are hoping us to do. We can not promise that we will be any better in the coming year, but we can promise that we will try to work as efficient as circumstances allow.

We send you our best wishes for 1996. May God continue to bless you and us, each of us being in His service.

Sincerely yours,

*Dorothea Friederici*

Dorothea Friederici  
Personnel Director

DF/JM

PO Box 126, Kathmandu, Nepal. Tel (977 1) 228118, 228060. Fax 225559. Telex 2315 UMNEPA.

per Fax 14. 11. 95 10<sup>53</sup>  
von Blasheim



Fennstraße 31  
D-12439 Berlin

Gossner Mission Fennstraße 31 D-12439 Berlin

To  
Dorothea Friederici  
Personal Department  
UHN  
Kathmandu

Blasheim  
14. 11. 1995

Dear Dorothea,

these are some points to the problem  
we were talking about:

1. I can understand that it is a challenge for Nepali Christians to accept a non-Christian spouse of a foreigner
2. It is understandable that Nepali Christians have to cut clear lines as the non-Christian part is too near and too vivid
3. The understanding of marriage is different in Europe and most of the Asian countries. But we cannot ask from an European to give up his understanding.

4. As the UMN appointee has been accepted as worth working in UMN also with his religious background, it is difficult for me to change the decision.
5. UMN is not doing evangelistic work, there are many non-Christians in UMN as free and equal partners. To take this seriously it is not possible for me to judge with two different measurements.
6. In Europe we are working towards an interreligious dialogue. It is difficult to mis-understand and not to estimate other religions. Christian faith has to convert people through living and not through formal setting of borders

7. Buddhist religion is not aggressive towards other religions. There is not a danger of fundamentalistic quarrel.
8. There is no way of putting pressure for becoming a Christian - except the own conversion.
9. As the non-Christian partner will not get an official assignment there is no hindrance for her to live in the GMN family as long as the Christian values are accepted (as with all non Christian staff)
10. To accept a non-Christian spouse in that sense would meet the freedom of Christian faith, would also ask for a clear option of the Christian partner, would be a possible sign.

for coexistence of different religions in a multireligious society. But it also means to be open and firm and "mündig" in the Christian faith.

11. Whatever decision will be made it must be seen that the Christian partner doesn't feel left alone.

I don't know if these points help. I would like that our Christian faith would be tolerant enough to accept also non-Christians in our community. But I also know that convictions and faith can have so many facets that it is difficult to find out the true will of the Lord. Many greetings and all the best yours Wsela

for coexistence of different religions in a multi-religious society. But it also means to be open and firm and "minded" in the Christian faith.

11. Whatever decision will be made it must be seen that the Christian partner doesn't feel left alone.

I don't know if these points help. I am feeling a little ashamed that we Christians are still thinking of safe-guarding our faith with formal decisions. If we believe in the strength of our faith, it

~~FAX~~

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United Mission to Nepal

October 27, 1995 (Friday) 1:26pm

Joy Knapman  
Andrew Schachtel  
Ursula Hecker

Dear Friends and members of the Personnel Committee,

Please help!!! Enclosed a report about one UMN-Expatriate, I am rather helpless and do not know what to do. The CC will have to decide, but your advise may be helpful. Please, if at all possible, answer before November 10th.

Thank you.

*Dorothea Friederici*  
Dorothea Friederici  
Personnel Director

a:\

M E M O

Re.: Roland Ferstl

Roland Ferstl came to my home on Oct. 11th. (I returned from 2 1/2 months home assignment in Germany on Oct. 9th.) He told me that he got married during his recent visit to Thailand.

Roland worked in Thailand for some years. Apparently he met his wife at that time. If I understood rightly, he decided to get married only after he returned to Thailand for his vacations in August.

Roland told me, that he did inform his Sending Agency (DIENSTE IN UEBERSEE) and his project director (Duman Thapa) about his marriage, and also his colleagues in the project (Dickon and Clare Crawford). They all accepted this information with great happiness.

When I asked Roland, if his wife is a Christian, he said "No, she is a Buddhist, but nobody asked this question before, and this does not matter at all to us two." He seemed not at all to understand that this could be a problem to anybody, as his marriage is his own private matter. - We had a longer discussion that evening. I promised to inform the Executive Director of UMN and to find out, how UMN would react.

Two days later I informed the Executive Director of UMN, Mr. Edgar Metzler. Both of us agreed that the CC should also be informed, which I did on Oct. 18th, when we had a CC-Reporting meeting.

The discussion within CC was quite controversy. We all realized that there is no easy answer to this Problem. - When Roland applied for service with UMN he signed the 'Statement of Faith'. His wife can not sign this, as she is a Buddhist. - Can UMN accept an inter-religious couple, even so the Nepali Church does not do this? - How would the project colleagues react, when they hear that Roland's wife is a Buddhist? - What policy has the Sending Agency? - Can we show to Roland's wife our Christian love by inviting her into our fellowship? - We did not come to an answer, but decided we would come to a decision at our CC meeting on November 15th. In the meantime I was asked to

- a) talk to the Sending Agency and find out their policy.
- b) talk to Roland again and find out a few more things about his new wife.
- c) advise him to have counselling with John Reed, or, as he is out of Kathmandu till November 9th, with Niel Hall, the new UMN councillor.

Markku Voutilainen was asked to contact Roland and to ask him not to go to the project yet, but to keep himself available here in Kathmandu.

On Oct. 19th I rung up DIENSTE IN UEBERSEE and talked to Gertraude Kaiser, their Executive Director. While we talked, Joerg Schwieger, the Nepal Secretary of DIENSTE IN UEBERSEE entered her room and took part in the discussion.

They did at that time not know of Rolands marriage. They also saw the problem of him having married a buddhist lady, but were not able to give me a final answer, as they do not have a policy of interreligious marriages. We agreed that Gertraude Kaiser would ring me up Sunday night at home.

Sunday, Oct. 22nd, Gertraude rung at the agreed time. She explained what DU would have done if Roland in his application to DU would have stated his planning to get married to a Buddhist wife. They would have asked both of them about their understanding of a Christian marriage and of their membership in a Christian organisation. Only after receiving a satisfying answer would they have accepted their application. Later in their selection process they again would have made this an issue of intensive discussion, and only then would they have decided to accept or not to accept them for service in overseas. - Gertraude said, that now, that Roland married after joining UMN they were willing to accept UMN's decision, what ever it may be, even if it had to be the termination of his contract with UMN.

I explained to Gertraude that if UMN would consider to accept Roland Ferstls Buddhist wife, she would have to send in her application through DU. We agreed, that the Medical and the Psychological Tests probably could be made here.

Gertraude Kaiser mentioned that in the meantime they received a letter from Roland informing them, that he got married. But he did not inform them, that his wife is a Buddhist.

On October 23rd I met with Roland again, this time in my office. He still does not understand the difficulty. Apparently he and his wife never spoke about their religion. He thinks that she will be happy to live in a Christian Community. He even thinks that she may become a Christian one day. They did not talk about bringing up children in an inter-religious family and he presumes that his wife will bring up his children in a Christian way. But, he presumes, he does not know.

He considers UMN to be his employer and his marriage to be his private matter. When I told him, that in Germany as a church-employee he also would have difficulties, and that for DU this was also not so clear, that they only through my telephone call did

that his wife was a Buddhist, he was very much surprised. He said, that he send his marriage-certificate to them and through that they should have known.

I advised Roland to meet with John Reid or with Neil Hall. He accepted this gladly and promised to contact either of them during the next few days. He also said that he would telephone with DU and get things clearer there. - Rolands wife is still in Thailand. He does not know when he will call her to Nepal, as he wants the situation to be clear before he calls her. I was not able to give him any advice, when that could be, but explained to him, that UMN-CC has planned to come to a final decision on November 15th.

After this discussion with Roland I again phoned DU and informed them about this discussion. I talked with Jorg Schwieger, the Nepal Secretary of DU, who seemed not to understand this situation as a problem which concerns DU. For him, DU did second Roland Ferstl to UMN and now it was only UMN's matter. But Joerg also did not seem to understand, that Rolands marriage to a Buddhist wife might be a reason for UMN to terminate Rolands contract. - I am very glad to have had my initial talk with Gertraude Kaiser, who seemed to understand the difficulty better. - But what ever UMN may decide, it will be a very difficult decision and many people will not understand our decision, what ever it may be.

A very preliminary discussion with Dr. Sarah Acland took place this afternoon. She is willing to help in this situation, in explaining to Clare Crawford about Rolands Buddhist wife, and also to help her to accept this Thai lady in Ramechap. Sarah would probably also be willing to do the psychological with her.

October 23rd, 1995

  
(Dorothea Friederici)  
Personnel Director

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United Mission to Nepal

October 16, 1995

To Members of the  
Personnel Committee  
Ursula Hecker  
Joy Knapman  
Andrew Schachtel



Dear Friends,

Greetings to you from Nepal! Yes, I am back in the office since one week. Michael Prince, who has been acting as Personnel Director, during my absence has done a great job and I can without too great difficulties find my way again. The Personnel Department staff has really been working well during my absence and they gave me a very warm welcome back. I am grateful for this.

May I also remind you that the Personnel Committee will have the first meeting on Friday, 1st December. Please arrange your travels so that you arrive in time, as we hope to meet all day. I will send you a proposed agenda for the meeting very soon.

Looking forward to our meeting.

I am yours,

*Dorothea Friederici*

Dorothea Friederici  
Personnel Director

DF/JM

PO Box 126, Kathmandu, Nepal. Tel (977 1) 228118, 228060. Fax 225559. Telex 2315 UMNEPA.

4

## FAX MESSAGE

TO: Dorothea Federici  
 c/o Gossner Mission  
 Germany  
 FAX #: 0049-30-636-1198

FROM: M. Quesenberry  
 Kathmandu Tutorial Group  
 FAX #: 977-1-536-368

DATE: October 6, 1995

Please pass this fax on to Dorothea Federici. Thank you.

Dear Dorothea,

I'm writing you again as we have had no reply and I just wondered if perhaps you had not received my first correspondence. Let me explain the background again.

As you know, the Tochwang family have had their children in the Kathmandu Tutorial Group for several years. Last year when they left UNN to work in KTM as independent missionaries, they found the school fees too high for them to raise funds from their own sending mission. However, last year a private donor granted them the fees. This year, on the recommendation of the teachers and the school committee, Tochwangs were encouraged to seek funds in order to keep the boys in the KTG. The teachers felt the boys could really benefit from another year in the curriculum presented there. Earlier in the year, we thought a donor had been found however by the time school started that donor said they were sorry but money was not available after all. That was when Elizabeth Cox said that you had showed some interest and that I should fax you and ask you again if you were still interested to help in the scholarship of these boys' school fees. The fees are \$200 per term per child making it a \$400 total per term or \$1600 for the school year for the Tochwang's two boys. Tochwangs would like to keep the boys in school if possible, however will need to arrange for an alternative if there is not a donor.

If you are interested to help support the boys could you please let us know. Thank you.

*Mary Quesenberry*  
 Mary Quesenberry  
 Kathmandu Tutorial Group, Treasurer

Eingegangen

- 8. Aug. 1995

Erledigt: .....

July 28, 1995

Joy Knapman  
Andrew Schachtel  
Ursula Hecker

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United Mission to Nepal

Dear Friends of the Personnel Committee,

Just a brief note to let you know that I will be on home assignment from

July 30th to October 9th 1995.

I will be back in the office on October 10th.

Michael Prince was kind enough to agree to act as Personnel Director during my absence.

My Contact address in Germany will be  
Gossner Mission  
Fenn str. 31  
12439 Berlin  
Phone 0049 30 631 7809  
Fax 0049 30 636 1198

May God bless you and may He grant peace to Nepal even in this politically so very instable time!

Yours sincerely,

*Dorothea Friederici*

Dorothea Friederici  
Personnel Director

DF/JM

PO Box 126, Kathmandu, Nepal. Tel (977 1) 228118, 228060. Fax 225559. Telex 2315 UMNEPA.

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United Mission to Nepal

July 24, 1995

To All Sending and Member Agencies  
All Department Directors

Dear Friends,

Greetings to you from monsoon-wet-Kathmandu. We are happy to inform you that UMN plans to have

**FOUR Language and Orientation Programs each year**  
from 1996 on. These would start by the end of January, April, July, October.

The reason for this change is that we have great difficulties to obtain visas for all our new expatriates in time for either the July or the January LOP. Four courses will give us more flexibility.

Please note that we need all papers etc. from applicants approximately 6 month before the planned LOP. They have to be accepted by CC and then the processing through the ministries has to be done: Line-Ministry to Home Ministry to Foreign Ministry to us. This takes time! Please plan accordingly.

We do realise that we still may have to receive people at other than the LOP times, because they are urgently needed. This should be the exception! Normally you should plan to send new personnel for UMN towards the end of January, April, July or October so that they could join the official LOP.

We hope this new schedule will also make things easier for you.

Thank you for your continued cooperation.

*D. Friederici*

Dorothea Friederici  
Personnel Director

DF/JM

Eingegangen

5. Juli 1995

June 23, 1995

Erledigt: .....

To The Members of The Personnel Committee

Joy Knapman

Ursula Hecker

Andrew Schachtel

यूनाइटेड मिसन टु नेपाल



United Mission to Nepal

Dear Friends,

This is my first letter to you as members of the Personnel Committee. I want to thank you for being willing to work in this committee and in this, help me to do the work here for the best of UMN.

The reason for my writing today are two issues I think you should know about:

1. Staff Representation: You will remember Jeremy Thake reminding us that the seconded expatriate staff of UMN are not covered by our staff representation system. Ranjit and I have been working on this and will bring the enclosed two options to CC next Wednesday. I do hope, CC will Opt for option 1, as it seems to be the better one. I will keep you informed.
2. Recently "it happened" that we have to think of a new category of UMNers.
  - a) UMN employees(Nepali) of Okhaldhunga some time ago started a school for their children. This Sobru-Gaon School is now a well established Primary School and it will grow into a Secondary/High School in due time. -The parents (still many of them UMN employees) and the School-Committee have asked UMN to send a teacher who would teach the teachers to be better teachers. Also other schools in Okhaldhunga have asked for the same help.

Working in UMN is a Danish Couple, Borge and Birthe Larson. Birthe, a highly qualified nurse, is the Visa-Post-Holder. Borge, a teacher, looks after the children and works actively in the Prisoners-Visiting-Team. The Larsons are going on furlough in July for 6 to 12 months. After their return they would prefer Borge to have the visa-post and Birthe to be the "unassigned spouse".

It seems to be quite possible that the Larson family would be the right people for Okhaldhunga and the Sobru-Gaon-School, even more so as they would prefer not to live in Kathmandu.

PO Box 126, Kathmandu, Nepal. Tel (977 1) 228118, 228060. Fax 225559. Telex 2315 UMNEPA.

If Sobru-Gaon-School-Committee would be able to obtain a visa for Borge, the Larsons want to remain UMNers. Their mission would pay PCG to UMN. The Larsons would not be on the UMN - Personnel - List which we give to the government, but their paying PCG would make them UMN - Staff, probably to be called "UMN - Partners", or do you have any better suggestion?

b) Peter Quesenberry, a UMNer is a very short-listed candidate for a post with the Asian Development Bank in Kathmandu. If Peter gets this job, they want to remain UMNers. They are willing to pay PCG, but will be in Nepal on a visa of ADB.

Now, this is all an issue with a very big "if". But if this should happen, what would that mean to UMN, to our policy etc.? Remember the discussion on the Tent-Makers. Are we opening up for arrangements like this?

I think this could mean a major change in UMN Personnel - Policy. I would be very interested to know, what you think.

One of the "Management Rules" when it comes to Future-Planning (Strategic Planning) is, to look what is already happening at "the fringes". - This may apply to us. These things are happening at the fringes of UMN, what do they mean for UMN's future?

One other issue I want to mention: Just now we have 19 visa-post-holders and their families = about 50 people(!) in the country whose visa expired on May 26! They are all Health-Department people. They are here illegally. The reason is changes in the policy in the Health-Ministry. We are sure, we will get the visas eventually, but it means, that these people can not leave the country or even book a flight within Nepal. A great strain on them. Please pray that we will get the visas soon and pray that our people have enough strengths and patience to wait.

With my best wishes to you.

Yours

Dorothea Friederici  
Personnel Director

DF/JM

MEMO

TO : All Member and Sending Bodies  
FROM : Dorothea Friederici  
Personnel Dept., UMN  
DATE: June 21, 1995



United Mission to Nepal

Dear Friends,

Please find enclosed a discussion paper on Medical Clearance for new applicants and for UMN appointees on home leave. This paper was brought to the Executive Committee on May 11th 1995 here in Kathmandu following very wide-ranging discussions in the CC over previous weeks. The purpose of the paper is to standardise the Medical and Psychological screening procedures for people applying to UMN or returning to UMN after home leave. Our aim is to reduce the possibility of problems arising as a result of medical/psychological condition. No matter how good our screening procedures we shall never eliminate medical/psychological problems. Nevertheless we are aiming to reduce the incidence.

Therefore we are requesting that all sending bodies follow the same procedures. There was general acceptance of the paper amongst the Executive Committee although there were some who questioned the need for UMN's Medical Coordinator to be involved in the final decision making regarding medical clearance. We want to emphasise that the screening procedures most of the sending bodies are following are very satisfactory. We believe that a review of the reports or summaries here in Nepal is also desirable as we assess a potential candidate's health status in the light of what is available here in the way of treatment medication, facilities etc.

Please would you send your comments, questions and responses to this paper no later than July 20th to me (Dorothea Friederici, Director of Personnel UMN, P.O. Box 126, Kathmandu Nepal).

Thank you.

Yours sincerely,

*D. Friederici*

Dorothea Friederici  
Personnel Director

DF/JM

PO Box 126, Kathmandu, Nepal. Tel (977 1) 228118, 228060. Fax 225559. Telex 2315 UMNEPA.

## Medical Clearance for new Applicants and for UMN Appointees on Home-Leave

Recent experiences have highlighted the need for clearer and more explicit medical and psychological clearance procedures for UMN applicants/appointees. The laws in the various countries and the different dealings with this matter by member and sending bodies, suggest that a uniform policy and procedure would be useful for all concerned.

### **A. LONG TERM PERSONNEL**

#### **1. Policy:**

- 1.1** All member and sending bodies of UMN are requested to follow the same procedures regarding medical and psychological clearance.

#### **2. Principles:**

- 2.1** The member/sending body's medical advisor assesses and recommends; the UMN Medical Coordinator reviews and recommends medical clearance to the Personnel Director.
- 2.1** The UMN Medical Coordinator's decision to recommend medical clearance is based on a general medical assessment and a summary statement of the psychiatric/psychological assessment which was made in the applicant's home-country.
- 2.3** Confidentiality will be maintained by all medical reports passing from the doctor of the member/sending body to the Medical Coordinator of UMN.
- 2.4** Location of assignment in Nepal may be a fact in medical clearance. The UMN Medical Coordinator may make a recommendation concerning the location of the assignment where applicable.
- 2.5** The UMN Medical Coordinator will review/consult with the member/sending body if further clarification is required.
- 2.6** If there is a medical concern which cannot be resolved a panel of two or three doctors in Nepal will review the papers and make the final decision for medical clearance.

#### **3. Procedure:**

- 3.1** The UMN Applicant is seen by the member/sending body's appointed medical officer and psychiatrist/psychologist in the home country.
- 3.2** The medical report and a summary statement on the psychiatric/psychological report is send to the UMN Medical Coordinator in a sealed envelope. It should be addressed to the Medical Coordinator and the word Confidential should be clearly written on it. These reports made by the Member/Sending body's Medical officer and their psychiatrist/psychologist are regarded as Medical Assessment. They do not denote Medical Clearance.

- 3.3 After receiving the medical report and the psychological summary, the UMN Medical Coordinator will assess them and either give medical clearance or ask the Member/Sending Body for any needed further clarification.
- 3.4 If the Medical Coordinator requires a further medical opinion, or if there is an unresolved difference of opinion, a panel of two or three doctors in Nepal will make the final decision for medical clearance.
- 3.5 Both the medical report and psychological summary need to be sent to the Medical Coordinator as early as possible as the Applicant's offer of service can only be approved by CC after Medical Clearance has been recommended.
- 3.6 To ensure confidentiality, the Medical Coordinator will keep all medical reports in a locked file after communicating the decision to the Personnel Department.
- 3.7 The Applicant can not come to Nepal unless Medical Clearance is given!

## **B. SHORT TERM PERSONNEL**

1. For Applicants classified as short termers (up to one year of service) a general medical clearance assessment will suffice, but should be reinforced with a medical insurance policy which includes repatriation on medical grounds. It must be understood that all short term personnel are responsible for all medical expenses.

## **C. CHANGES IN MEDICAL STATUS - long and short term.**

1. If for any reason
  - an appointee or a member of the appointee's family returns to their home country for medical reasons, or
  - whilst on home leave there is a change in medical status or
  - home leave is extended because of medical reasons,then UMN will require a medical assessment from the appointee's Member/Sending Body's medical advisor.
2. This assessment plus a detailed medical report should be forwarded to the UMN Medical Coordinator.
3. The UMN Coordinator has the responsibility to decide, after having studied the assessment and medical report, whether or not medical clearance and approval for return is given.
4. Until clearance and approval for return is given the concerned person must not return to Nepal!
5. If any appointee suffers continued or recurrent ill health for three months in any twelve-month period, the case will be referred by the programme unit Director to the Medical Coordinator (see Appointees manual 20.5). In cases of dispute between the programme unit, appointee or Doctor, the Medical Coordinator will determine when an appointee will return to work.

To CC  
From Dorothea Friederici  
Sanu Raja Ranjit  
Re.: Staff Representation  
Inclusion of Seconded Expatriates  
Date: 20. June 1995

Background:

The Staff Representation Scheme, as presented to the EC, includes all UMN projects. In these projects Work-Councils will be elected and through them Department Representatives. UMN has four departments and Headquarters as an extra 'department', i. e. 10 representatives will be elected for the annual Board Meetings. From these 10 representatives, 3 will be elected for the Personnel Advisory Committee and also for the Executive Committee. Out of these three, two should be Nepali, one Expatriate.

Issue:

The above explained system of Staff-Representation does not include the seconded expatriates into the system. To guarantee that they are also represented in UMN decision-making-bodies, one of the following two options are suggested:

Option 1:

The seconded expatriate staff take part in 'their departments' elections. They can nominate their own two candidates and who will be included on the department-list for election. With this the seconded expatriates will be represented through their department representatives, through this they also will be represented at their departments ECC.

Option 2:

Besides the four department blocks, and the one HQ-block a new block will be opened for the seconded expatriat staff. They will elect their own representatives for the Board (which than will bring up the number of representatives to 12). The two elected expatriates plus the 10 department representatives than will elect three representatives for PAC and EC. - In this option the seconded expatriates will not be represented at every ECC concerned, but only at two at the most (if the two representatives are from two different departments).

Proposal:

CC may decide either of the two above options which will than be implemented into the new Staff-Representation-System.

June 19, 1995



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United Mission to Nepal

TO: UMN Member and  
Sending Bodies

Dear Friends,

I would like to take this opportunity to convey my appreciation for the support you have given to the work of the United Mission to Nepal. I would also like to thank you for the support you have given me as Appointees Manager over the past three years. Sorting out personnel issues long distance by letter, fax or E-Mail is not easy and I have been very grateful for your patience and forbearance.

I am writing this to convey my thanks to you as I come to the end of my term in Nepal and return to Northern Ireland in July. I also want to take this opportunity to introduce to you my successor, Miss Raija Hannila, who will be taking over as Appointees Manager from 26th June.

Raija has already been working with UMN in the Health Services Office for 12 years, initially as a secretary and then as administrative secretary. She is from Finland and comes through EFCF (Evangelical Free Church of Finland). Her knowledge of UMN and Nepal - and the Nepal Language! - will be important assets for her in this role. I am sure she will have a valuable contribution to make to the Personnel Department, and to the work of colleagues in the mission.

Our Applications Officer, Jo Lewis will be responsible to Raija, so you will know that one or both will be involved with receiving and processing applications.

I pray God's blessing on your work, and ours, to recruit and look after staff in their work with UMN in Nepal.

Yours sincerely,

Eileen Warnock  
Appointees Manager

PO Box 126, Kathmandu, Nepal. Tel (977 1) 228118, 228060. Fax 225559. Telex 2315 UMNEPA.

Eingebringen

- 1. März 1995

17 February 1995

Erledigt: .....

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United Mission to Nepal

TO: ALL SENDING-BODIES

Dear Friends,

Enclosed we send you again a list of urgently needed personnel. These posts should be filled as soon as possible. Please help us to find the right people for these posts.

Some of you might be surprised to find my own post on the list. I joined UMN in June 1993 and came for a three-year-term. So just a bit more than one year is left before my contract runs out. It probably could be possible to extend it for a few months, but no more. I am looking forward to a retirement at-home.

Please help us! The work in our projects depends on good personnel. May God help us to find the right people.

Sincerely yours,

*D. Friederici*

Dorothea Friederici  
Personnel Director

DF/JM

यूनाइटेड मिसन टु नेपाल



United Mission to Nepal

February 17, 1995

**TO: ALL SENDING BODIES**

Many thanks for all the personnel that have been sent to UMN over the years. Their contribution to our work in Nepal has been tremendous.

We continue to recruit and therefore wish to send some suggestions to expedite our procedures at this end: If possible send a CV with the first request so that we can immediately circulate the application. Once we say we are interested and if an UMN application form has not been completed and sent previously, have applicant fill that in and send to Applications Officer along with 2 professional, 1 pastoral, and 1 personal letter of reference and 10 passport photos. A completed medical and psychological form should be sent to UMN Medical Coordinator in a separate envelope.

If those documents are approved by our Co-ordinating Committee we will notify you directly and immediately apply for resident visa clearance. When the visa has been granted we will again notify you. At this time you should make travel arrangements and notify us of those arrangements including airline being used, flight number and time of arrival in Nepal (during the day is preferable). An applicant needs to bring his/her dental chart for us to keep in our files (identification purposes).

We prefer people to arrive for the five month Language and Orientation Program end of January and end of July but if there is a problem with visa clearance or something else then we are willing to start an individual program when the candidate arrives.

If this routine is followed, our clearance through CC happens fairly quickly. Visa clearance is another matter and often takes up to 4 months.

URGENT \*

URGENT \*

URGENT

## PERSONNEL NEEDS

### **PERSONNEL DIRECTOR** for United Mission to Nepal

The Personnel Department of UMN works in three sections: The Appointees Section (Expatriates), The Employee Relations Office (Nepali Staff), The Training and Development Section (for all staff). The Personnel Director is the Co-ordinator with full responsibility for the three sections.

It is a demanding position. A good knowledge of Nepali Language is of great help. Personnel guidance and Staff Association work experience are needed. The applicant should be of good health and be able to visit the projects, which means a lot of walking.

The Personnel Director is a member of the Co-ordinating Committee and has leadership responsibility within the mission.

### **EXPERIENCED EDUCATORS** for United Mission to Nepal

TO work in remote areas of Nepal with Nepali teachers in Nepali Schools engaged in "model teaching", to encourage and support local schools. Fluency in Nepali language and ability to live in isolated areas are essential. Masters degree in Education specializing in Math, Science or English preferred.

### **ADMINISTRATIVE SECRETARY FOR HEALTH SERVICES** for United Mission to Nepal

To work at Headquarters of UMN in Kathmandu. Responsible for day to day running of office involving supervising and possibly training of Nepali Staff; handling and responding to correspondence as delegated; handling office administration. Medical Secretary training an asset but not essential.

URGENT \*

URGENT \*

URGENT

URGENT \*

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URGENT

**DENTISTS for United Mission to Nepal**

Needed urgently to work in Oral Health Program. This will involve the teaching of young people who are staffing health posts in the community.

**PSYCHIATRIST for United Mission to Nepal**

Consultant psychiatrist urgently needed for community health program jointly run by UMN and Tribhuwan University Institute of Medicine. This program is closely linked with National Institute of Mental Health and Medical Sciences in Bangalore.

**ENVIRONMENT CO-ORDINATOR for United Mission to Nepal**

To work at a hydro power project in hills of Nepal. Fluency in Nepali Language an asset as is training in environmental studies, forestry, non formal education, or agriculture. Must be able to work independently but also within a team.

**PRIMARY TUTORIAL TEACHERS for United Mission to Nepal**

Experienced primary school teachers needed urgently to teach small groups of 4-12 mission children of multi nationalities. Medium of instruction is English. Providing good education for their children is of vital importance for mission families to continue their work on the projects of UMN.

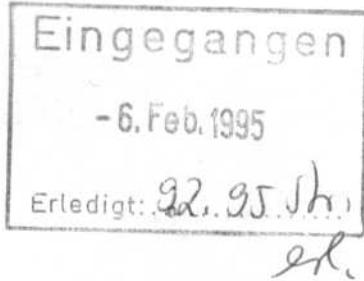
**EMPLOYEES RELATIONS ASSISTANT for United Mission to Nepal**

This position comes under the Employee Relations office and provides assistance to the Employee Relations Manager in the development, implementation and interpretation of employment policies for Nepali staff. It also assist in assessing the financial implication of such policies. Reporting to the Nepali Employee Relations Manager, this person is responsible for much of the daily operation of the Employee Relations section including the maintenance of filing and computer systems within the office. The person filling this post should have strong communication skills and knowledge of interpersonal relations. Previous experience within UMN would be an asset.

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United Mission to Nepal

REF: ER0076

January 29, 1995

To: Holders of the Appointees and Employees Policy Manual

Fr: Dorothea Friederici, Personnel Director

Re: Revisions to Manual

Enclosed please find the following amended sections for your policy manual:

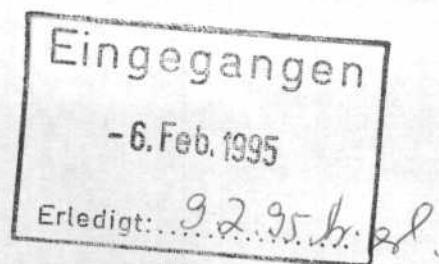
PERS - 1.4.2, 1.4.3, 1.4.4  
PERS - 1.15.1, 1.15.2  
PERS - 1.18.1, 1.18.2, 1.18.3  
PERS - 1.20.1, 1.20.2, 1.20.3, 1.20.4, 1.20.5  
PERS - 5 UMN Allowances Schedule

Please replace the old pages of your manual with the amended sections.

Regarding PERS - 1.15.1 and 1.15.2, please note that the only change is to clause 15.1 which now reads, "However, this payment will be forfeited in the case of gross misconduct (see 20)"

Discussions regarding changes to the gratuity policy continue. However, as a final decision on all of the issues has not been made, we chose not to change the policy manual at this point. Please, continue to follow the guidelines for the payment of gratuity as set out in the July 4, 1994 letter of the Acting Finance Director.

*D. Friederici*



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United Mission to Nepal

August 1, 1994

To: Holders of the Policy and Procedures Manual  
and Appointees and Employees Manual

Fr: Dorothea Friederici, Personnel Director

Re: Revision of Time-Bound Contract Guidelines

Enclosed please find your copy of the revised "Guidelines for the Establishment of Time-Bound Employment Contracts". Note that a new guideline, VI (3), has been added. This guideline is to clarify that Project Allowances and Remoteness Allowances are taxable only in as much as they exceed (either separately or together) percentage Out of District Allowance for regular staff for their particular district.

Please replace the obsolete page PERS 4-2 of your manual with this new one.



यूनाइटेड मिसन टु नेपाल



United Mission to Nepal

To all UMN Project Directors

To all Member- and Sending Agencies

To all UMN Department Directors

Dear Friends,

as you all realize by now, we have difficulties in obtaining all the visas we would want to have. We will have to take this up with His Majesty's Government in the discussions for a new General Agreement, as the current one runs out in November of this year.

So that we do not jeopardize discussions in relation to gratis visas, the CC has decided that for the time being no Short-Termers may come to UMN on a NON-Tourist-Visa. Short Termers can only come on a Tourist visa which normally they themselves or their sending organization will have to pay for. Tourist visas can be extended up to five months at the longest.

Short Termers who take up an existing Visa-Post may be able to obtain a one-year visa. But they must not enter Nepal before they receive visa-clearance from the Personnel Department of UMN!

As soon as the situation becomes easier, we will inform you. In the meantime please pray that the new Government will understand the problem and will be willing to give us a more helpful agreement.

Thank you for keeping the rules!

With my best wishes I am  
yours sincerely

*Dorothea Friederici*  
Dorothea Friederici  
Personnel Director      5.1.95

UMN FAX TRANSMISSION  
(NEPAL 977 01 225559)

TO : Ursula Hecker  
Gossner Mission, Germany

FROM : Dorothea Friederici  
Personnel Director, UMN

DATE : December 16, 1994 FAX NO: 0049 30 636 1198

NO OF PAGES: 1 Copy an Buch, am 28.12.94

Dear Ursula,

Greetings from Nepal. I hope you are well and all is fine.

As you know Rev. Wolfgang Geller is coming to Nepal to help us with our Staff Associations. He will arrive in Nepal around the 20th of January and will stay till about the 20th of May 1995. The EKHN gives him study-leave. As you know, in UMN all expatriates are asked to pay Per Capita Grant. Wolfgang Geller pays all his expenses himself. I hesitate to ask him to also pay the 108,- US\$ per month for PCG. Do you think, Gossner Mission could pay that? I would appreciate that very much and it would certainly help us a lot!

*Or Tel. zwischen U. Hecker & D. Friederici besprochen*

I have written to the WCC to invite the two Nepali Gentlemen to their world-conference on "Evangelism and Culture" and am awaiting answer soon. I will write to EMW and ask for financial help as soon as I know what is involved. Do you have any other idea of how to get some money for that?

As you told you I am also hoping for my colleague of the Employee-Relation-Office to have a course in that line. If Wolfgang Geller and he get on well we could think of him joining Wolfgang in Wiesbaden. Any idea for a scholarship?

And finally, if I should come in August, do you think of inviting a Nepali lady at the same time? I need time to look out for somebody suitable. *Or. Tel. besprochen S.O.*

Lots of questions and suggestions. And my "dear pastor" is also depending on your help, as you know. So just to remind you, that we are active here.

Greetings to all of you. Please fax an answer concerning Wolfgang Geller's PCG. I hope Gossner can afford 432,-US\$! Please!!!

*Tel. o.d.*

I wish you a happy Christmas. And surely I pray for a good 1995. I am planning a holiday in Gopalpur and Pondicherry from January 8th to 20th 95.

Yours sincerely,

*Dorothea*

Dorothea Friederici  
Personnel Director

## MEDICAL/PSYCHOLOGICAL REPORTS

PLEASE NOTE THAT THE MEDICAL CO-ORDINATOR HAS ASKED THAT THESE REPORTS BE SENT TO HIM, IN A SEALED ENVELOPE, addressed to the MEDICAL CO-ORDINATOR, UMN, PO BOX 126, KATHMANDU, NEPAL.

Thank you.

E. WARNOCK, PERSONNEL DEPT.

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United Mission to Nepal

## PERSONNEL NEEDS LIST

NOVEMBER 1994

The United Mission to Nepal is an International Christian organization. We have been working in Nepal for 40 years, in very different fields. To do our work we seek qualified professionals with a clear commitment to Christ, and a call of God to work in Nepal. UMN colleagues are from many countries, churches and professions. Our workers must have an attitude of flexibility and adaptability to assignments, and also to living and working conditions here in Nepal. These are very different from those in their home countries. Personal qualities of humility and receptiveness are important for an effective presence in this country.

The UNITED MISSION TO NEPAL tries to place Nepali people in as many posts as possible. Nepal still does not have sufficient well-qualified people to meet its needs. Of those there are, many are working with better paying agencies, so for UMN it is not easy to find suitable Nepali staff. In the meantime, we are dependent on expatriate personnel.

This list of personnel required is for approved posts. In most places we are hoping to find long-term workers. The UMN does not recruit expatriates directly, but candidates come to UMN through member organizations who provide full support.

For further information write to:

Application Officer  
United mission to Nepal  
PO Box 126  
Kathmandu  
Nepal

# UNITED MISSION TO NEPAL

## APPLICATION PROCEDURE

*For Member and Sending Bodies*

If you have a candidate you think could fill a post with UMN, please send in details of their qualifications, experience, personal situation. This can often be an up-to-date CV/Resume.

Once we have agreed the candidate can fill a post, we would ask for full application papers.

For each adult this is :

- \* UMN Application Form
- \* 2 x Professional References ( for post holder only)
- \* Church Reference
- \* Personal Reference
- \* Medical and Psychological clearance according to UMN guidelines
- \* Children's education reports ( if necessary )
- \* 10 x passport photos ( for each passport holder )

At this stage, there is a chance for us to ask questions and raise issues with the candidates, and also for you as their sending mission, or the candidates themselves, to ask for clarification or further details.

When all the papers have been received, their application can be forwarded to the Co-ordinating Committee (CC) which takes the final decision to accept workers. Presently the CC meets twice a month.

After an application has been accepted by UMN, papers are then submitted to the government, for official visa clearance. UNTIL THAT CLEARANCE HAS BEEN GIVEN, PEOPLE ARE NOT ABLE TO ENTER NEPAL, BUT ONCE WE HAVE NOTIFIED YOU OF THE CLEARANCE, THEY SHOULD COME ON TOURIST VISAS. We transfer this to official visas on arrival in Nepal.

There are two Language & Orientation Programmes each year, usually starting in mid January and mid July. We would plan that new candidates join UMN for the beginning of one these.

### For Individual Candidates

We welcome enquiries from individuals, giving details of qualifications, experience etc. If it seems likely that a suitable posting is available, we can send you details of UMN Member Bodies.

Expatriates with UMN are financially fully self-supporting while in Nepal. IN ADDITION EACH ADULT IS ASKED TO PAY PER CAPITA GRANT. This is currently US\$ 1300.00 per year. It is used to cover administrative costs of UMN, Annual Board Meeting, Annual Conference, as well as facilities such as house rent, mail, accounts and other support services. In this way all money donated to UMN can be used specifically for designated projects.

# HEALTH SERVICES

## URGENT: OBSTETRICIAN/GYNECOLOGIST

Senior consultant with at least 10 years at consultant level required for Patan Hospital, to work together with Nepali consultant staff.

## PSYCHIATRIST:

Consultant psychiatrist needed for community health program which is run jointly by UMN and the Institute of Medicine of Tribhuvan University. This program is closely linked with the National Institute of Mental Health and Medical Sciences in Bangalore.

## SURGEON:

Patan Hospital (138 beds) in the Kathmandu valley has a vacancy for a General Surgeon. WE would prefer a surgeon who has additional experience in orthopedics and trauma. Short term applicants also welcome but must be willing to stay at least three months.

## SURGEON:

Tansen Hospital (125 beds) in West Nepal needs another general surgeon. He/She should preferably have good all round experience including obstetrics/gynecology but there would be the possibility of working alongside a more experienced colleague for a training period. Short term applicants are also welcome but must be willing to stay at least three months.

## PHARMACIST:

A pharmacist is needed for the Medical Supplies Department co-managed by UMN and INF. This centrally located department supports five hospitals and several community health programs throughout the country. Strong management skills are required. This post will be vacant in early 1995.

## NEEDED: GENERAL PRACTITIONERS

The availability of Nepali doctors is increasing, but we still have posts for expatriate generalists, with postgraduate training (MRCGP qualifications or family practitioner) particularly in the hospitals. Some of

these hospital posts are vacant now. Training of junior Nepali doctors is an important part of this work. We sometimes use short terms for these positions, but Nepali language is critical.

#### **SURGEON**

Patan Hospital (138 beds) in the Kathmandu Valley has a vacancy for a second general surgeon.

#### **SURGEON**

Tansen Hospital (125 beds) in West Nepal needs a surgeon to strengthen the team of surgeons in this very busy general hospital. GPs in training in the government GP/MD programs rotate through Tansen for surgery experience.

#### **TRAINING SUPERVISOR:**

The Lalitpur Community Development and Health program is an integrated development with a total staff of 140, a total target population of more than 100,000 covering both urban as well as remote rural areas. We need a person with a bachelor of Education and a Masters of Public Health, majoring in health education in a community setting. He/She would serve as a resource person and coordinator in the training activities of the project.

#### **DENTISTS**

Dentists are needed for proposed new development in an oral health program. This will involve the teaching of young people who are staffing health posts in the community.

#### **NURSE EDUCATORS**

Nurse Educators with a degree and (preferably a Masters) and with experience in curriculum development are needed to be seconded to the government nursing school, Tribhuvan University in Kathmandu, and also in UMN's own nursing campus.

The Lalitpur Nursing Campus offers a 3 year certificate level programme in nursing. The campus is academically under the Institute of Medicine but managerially and financially run by UMN. We need one more expatriate nursing tutor with formal teaching qualifications to teach midwifery and some other subjects.

#### ULTRASONOGRAPHER

An ultrasonographer with at least 5 years experience, is needed. They should be willing to teach as well as to serve in a busy district hospital department.

### ENGINEERING AND INDUSTRIAL DEVELOPMENT DEPARTMENT

#### URGENT

#### SENIOR MANAGER

An experienced manager is needed to join the senior management team of Nepal's leading private sector hydro power company. Substantial management experience is essential.

#### PRODUCTION ENGINEER

An experienced production engineer (manufacturing) to provide advice in production methods and planning to a growing company manufacturing turbines, governors and other hydro power mechanical equipment.

#### CIVIL ENGINEER

An experienced Civil Engineer specialized in tunneling to work at a new hydro electric construction site in the hills of Nepal.

## NEEDED

### **MARKETING MANAGER**

The Marketing Department of a company producing hydro power equipment needs a Marketing Manager to promote the company's products, prepare tender documents and liaise with customers.

### **SENIOR ELECTRICAL ENGINEER**

An experienced person is needed to work in a consultancy office dealing with hydropower equipment specifications. Must have experience in heavy electrical engineering, preferably in generating or distribution systems.

### **ACCOUNTANT**

An experienced person is required to work in the business office of a UMN related company.

### **STRUCTURAL/CIVIL ENGINEER**

Required to join a design team in a consultancy office working on the detailed design of hydro power installations in Nepal. Minimum of 3 years experience in design needed.

### **WATER RESOURCES ENGINEER**

An engineer with a background in hydrology or water resources is required to join an engineering team working on hydro power and/or water supply.

### **MECHANICAL DESIGN ENGINEER**

Required to join a design team in a mechanical manufacturing company involved in the hydro power sector and general engineering.

### **PROJECT MANAGERS**

Preferably civil engineers with management experience to live on site and manage new projects. A minimum of 10 years experience required.

### **CIVIL ENGINEER**

An experienced civil engineer for planning and contract work in a "new projects section" of a Kathmandu based hydro construction company. Work would include scheduling, estimating, costing, and sales.

We always welcome enquiries from electrical/mechanical/civil engineers, especially those with some experience in hydropower or water supply. There is also a need for people who have management experience and are prepared to take on management and administrative responsibilities.

## EDUCATION DEPARTMENT

### URGENT POSTS

#### 4 SECONDARY TEACHERS

10 + 2 Partner School Programme

UMN is entering into partnership with two rural higher secondary education schools which offer education as a major subject in grades 11 and 12. The purpose of the partnership is to have high quality educators trained and living in rural areas. Secondary teachers are needed preferably with some experience in teacher and school development.

#### NON-FORMAL EDUCATION/ADULT EDUCATION SPECIALIST - JAJARKOT

To act as consultant to the NFE Coordinator (In-charge) and the project for promotion of NFE activities.

## KISC KATHMANDU INTERNATIONAL STUDY CENTRE

KISC provides education for mission children aged 11-16 years. This is a vital support to the UMN families. Children are of different nationalities. This school is situated in the Kathmandu Valley.

NEEDED: (For 2-3 year assignments)

6 Teachers

Boarding parents

Please consider the contribution you could make to mission life if you could give two years or more for this very important part of the education of our children.

**EXPERIENCED ENGLISH TEACHER - Kathmandu University**

For college level students required to assist developing a new university's English Department, to teach English classes, and to possibly teach education methods courses to future teachers.

**COMPUTER HARDWARE LECTURE/TECHNICIAN - Kathmandu University**

Experienced computer technician is needed to teach computer hardware installation and support to university students and local business personnel at the Kathmandu University.

**PRIMARY TUTORIAL TEACHERS**  
(2 needed July 1995)

Experienced primary school teachers to teach small groups (4-12 children) of primary aged mission children, of varying nationalities, in some of our rural and urban projects areas. The medium of instruction is English. This is of major importance for the mission. We need teacher for 3 year terms ready to commence language study in July 1995.

**GANDAKI BOARDING SCHOOL**

This school having approximately 500 students is situated in Pokhara. It provides education to talented boys and girls from various geographical and socio-economic backgrounds. There are three school terms per year and teachers work a six day week.

**NEEDED**

1. **PRINCIPAL** - Expressions of interest for future service in this important post.
2. **BIOLOGY SUPPORT TEACHER** - preferably with some teacher development experience. Needed as soon as possible.
3. **SHORT TERM ENGLISH TEACHER** - from July 1995 to December 1995.
4. **PHYSICS AND/OR CHEMISTRY TEACHER** - For language training in July 1995.

Non-formal Education/adult Education Specialist for Jajarkot. To act as a consultant to the NFE Coordinator (in-charge) and the Project for Promotion of NFEE Activities.

### COMMUNITY DEVELOPMENT CONSULTANT (HEALTH) - Jajarkot

Jajarkot Project provides essential basic skills to the population of the remote Jajarkot District. This post is essential to assist training in health resources for project staff.

#### URGENT

#### JUMLA

Expressions of interest are invited from people with experience and interest in:

- Community - based skill (technical) development work; and
- Technical education (teaching).

Personnel will be needed for the new Karnali Community Skills Training Project due to commence in July 1995.

## RURAL DEVELOPMENT DEPARTMENT

#### URGENT

### RURAL DEVELOPMENT CENTER DIRECTOR

The Rural Development Center in Pokhara is a training center for farmers which runs courses in the areas of forestry, animal health, horticulture and drinking water systems in Pokhara as well as in locations all over Nepal.

The Director is responsible for administration and coordination of this 45 staff member project, to implement the project's strategic plan, supported by a management committee.

Further more the RDC Director belongs to the Rural Development Department Director's team and generally supports UMN in its rural development efforts.

Qualification: Degree in Rural Development or Management related field and minimum 3 years experience in community development or training, including administration.

### NGO PROJECT TEAM LEADER

The Non Government Organization Support Project will be a new endeavor of the Rural Development Department following a 2

years pilot project. Its goal is to assist and strengthen Nepali NGOs involved in rural development work by training and consultancy.

He/She together with four colleagues will be responsible to implement the project's strategic plan. Further he/she will belong to the RDD Director's team and in general advice on NGO work in UMN.

Although this is a Kathmandu based position, it requires frequent travelling to rural areas (up to 30% of work time), thus gives an excellent opportunity to get to know people and rural Nepal.

Qualification: Degree in Rural Development/Adult Education/Management Development; 3 years experience in relevant field, ability to facilitate and support others.

#### TEAM FACILITATOR

The Nepal Resource Management Project is a community development project with a focus on forestry with work areas in 2 districts. The Team Facilitator works along side the field based teams. He/she will provide encouragement to the staff, find out problems in the implementation and seek for solutions. An important part of the work will be staff training (e.g. in communications skills, group formation), but also supporting the project leadership in developing concepts (e.g. on participatory evaluation and support of local organizations).

He/she should have a degree in a Rural Development/Adult Education related field plus 2 years experience as a trainer or community worker. He/she should be able to work independantly, to live in a remote area, to walk, to facilitate and support others.

# ADMINISTRATIVE PERSONNEL

## URGENT

### **APPOINTEE SECTION PERSONNEL DEPARTMENT**

The appointees section of the Personnel Department is involved in processing applications for new arrivals, applying for visas for appointees, and liaising with each department and sending bodies about assignments and ongoing plans for home leave and return to UMN.

#### **APPOINTEES MANAGER**

Is responsible to the Personnel Director, and manages the applications and visa Section and maintains close links with departments, appointees, and sending missions and churches.

#### **APPLICATIONS OFFICER**

Handles the regular correspondence involved with new candidates to UMN, arranges for visas for expatriate workers and supervises the short term applications work. This person works closely with staff in the Appointees Section and reports to the Appointees Manager.

## **ADMINISTRATIVE SECTION**

#### **COMMUNICATIONS DIRECTOR**

The Communications Department is being expanded to be able to provide information about UMN and its activities to the wide variety of audience groups - expatriate and Nepali staff, member organizations, government, media etc. The Communications Director will manage the department of two Communications Officers and technical and administrative support staff. Management and communications skills and experience are needed as well as eagerness to shape this new department.

#### **COMMUNICATIONS OFFICER**

The Communications Officer will work in the expanding Communications Department, producing information materials for UMN's wide audience groups. The department will also consist of a Nepali Communication Officer, Director and support staff. Experience in journalism, information or public relations is

needed.

#### A FUND RAISER

This person should be experienced in working with organizations to generate capital from outside the organization to be used in the work of UMN.

#### TRAINING AND DEVELOPMENT MANAGER

This position leads UMN's new Training & Development section, which is part of the Personnel Department. The T & D Section, started in September 1992, needs an experienced T&D professional to continue to build and consolidate an exciting beginning. The person needs to be able to work with UMN managers, coaching them about effective T&D management practice, and to inspire and support Nepali T&D staff to increasing levels of skill and responsibility.

#### ENGLISH AS A FOREIGN LANGUAGE CONSULTANT/TEACHER/RESOURCE MANAGER

The position is part of the English as a Foreign Language team of UMN's new Training & Development section. The EFL team provides consultancy and training support to UMN programmes throughout Nepal in developing the English Language skills of Nepali staff. This person would help the EFL team leader in providing advice to UMN and resources managers, and project level EFL staff and developing specific English language self access programmes needed in the work place. It is a challenging and needed role and has a heavey demand on it.

#### EMPLOYEES RELATIONS ASSISTANT

This position comes under the Employee Relations office and provides assistance to the Employee Relations Manager in the development, implementation and interpretation of employment policies for Nepali staff. It also assist in assessing the financial implication of such policies. Reporting to the Nepali Employee Relations Manager, this person is responsible for much of the daily operation of the Employee Relations section including the maintenance of filing and computer systems within the office. The person filling this post should have strong communication skills and knowledge of interpersonal relations. Previous experience within UMN would be an asset.

# Brot für die Welt

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Pan para el Mundo  
Pão para o Mundo  
Federal Republic of Germany  
République Fédérale d'Allemagne  
República Federal de Alemania  
República Federal da Alemanha

BROT FÜR DIE WELT • P.O. Box 10 11 42 • D-70010 Stuttgart

Gossner Mission  
z.Hd. v. Frau U. Hecker  
Fennstr. 31  
12439 Berlin



Date 14.9.1994  
Fecha  
Data  
Tel. 0711/21 59 - 0  
Ext.

Sehr geehrte Frau Hecker,

Bitte entschuldigen Sie die späte Reaktion auf Ihr Schreiben vom 27.7.94 und den beigefügten Antrag von Frau Friederici.

Bereits vor Eingang Ihres Schreiben hatte uns dieser Antrag durch Herrn W. Gebert, RGD/EMW, erreicht und wir hatten unsere Bedenken per Fax an Frau Friederici weitergegeben. Ihre Antwort hat die spezielle Situation dieser Anfangsphase deutlich gemacht und war damit entscheidend für die Bearbeitung des Antrags. Heute kann ich Ihnen mitteilen, daß die beantragten Rs. 360.000 bewilligt sind. Eine Kopie unseres Bewilligungsschreibens an die UMN liegt zu Ihrer Information bei.

Grundsätzlich sind wir der Meinung, daß der Bedarf des 'Staff Representation Programms' in den regulären UMN Haushalt aufgenommen und anteilig von den Mitgliedsorganisationen getragen werden sollte. Wir hoffen sehr, daß dies im November so beschlossen wird. Wir meinen, daß dadurch das SRP und die Nepalisierung an Bedeutung gewinnen würde. Aus unserer Sicht hat sich im Blick auf Nepalisierung in den vergangenen 15 Jahren leider nur wenig geändert.

Mit freundlichen Grüßen

*U. Moll*

Ursula Moll  
Asienreferat II

Anlage

Office/Bureau/  
Oficina/Escritório  
Diakonisches Werk der EKD  
Brot für die Welt  
Staffenbergstraße 76  
D - 70184 Stuttgart

Cables/Telegr.  
Diakonie Stuttgart  
TELEX 723 557 ddws-d  
FAX 0711/21 59 - 288

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United Mission to Nepal  
Personnel Department

Date  
Fecha  
Data 13.09.94

P.O.Box 126  
Kathmandu  
NEPAL

Tel. 0711/21 59 - 0  
Ext.

Project No: NPL-9409-003  
PT : NPL-0005  
(Please repeat in all correspondence)

Ref.: Contribution towards training and travel expenses  
in connection with the Staff-Representation-Programme

Dear Friends,

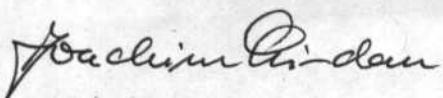
We are pleased to inform you that the Allocation Board of BREAD FOR THE WORLD has approved the following amount for the above project:

NPR 360 000

Our funds originate from churches, congregations and individuals who are interested in the problems of overseas' countries. BREAD FOR THE WORLD relies on their confidence and therefore aims at retaining it. That is why we have to be prepared to be accountable for the funds that have been entrusted to us. At the same time BREAD FOR THE WORLD needs the trust of those who are to benefit from the projects we support overseas. The aim is to have a relationship that is based on partnership and a creative dialogue.

The attached agreement provides for the main terms of our cooperation. Please send us back a signed copy. Should you have problems accepting any part of the agreement please let us know, so that mutually acceptable agreements can be reached.

With kind regards,  
Yours sincerely,



J. Lindau  
Executive Secretary  
BREAD FOR THE WORLD

Enclosures (in duplicate):

Cooperation Agreement  
Administrative Procedures

cc: Gossner Mission 

Office/Bureau/  
Oficina/Escrítorio  
Diakonisches Werk der EKD  
Brot für die Welt  
Stauffenbergstraße 76  
D - 70184 Stuttgart

Cables/Telegr.  
Diakonie Stuttgart  
TELEX 723 557 ddws-d  
FAX 0711/21 59 - 288

Eingegangen

21. Sep. 1994

8 September, 1994

Erledigt:.....

TO: All Sending Organisations  
of UMN

यूनाइटेड मिसन टु नेपाल



United Mission to Nepal

**HELP!      HELP!      HELP!      HELP!**

Dear friends,

The Personnel Department of UMN is near a fatal breakdown. If you do not help us, we will soon not be able to do our work. The situation is as follows:

The Application Officer (Jane Andrews) finishes her work with us before the end of this year.

The Appointees Manager (Eileen Warnock) will leave us Mid next year.

The Assistant to Employee Relations Officer (Debbie Mitchell) will leave us mid next year.

The Training and Development Manager (Michael Prince) will leave us end next year.

All these people have been working in the Personnel Department for quite some time. They will return home now and plan not to return for the time being, for different reasons (family, study, personal etc.).

We feel that none of these posts can be Nepalised as yet.

Do you know of people who would like to come to work with us? May be somebody of your own office - staff would be interested to serve for some years in Nepal?

I enclose a page with short notes on all these posts. If you want to have better Job-descriptions, please write. We'll send them immediately.

The Personnel Department of UMN is an exciting place to work. And it is a crucial department for the smooth running of the projects in the other departments.

Therefore: Please

help      help      help      help      help

With best wishes for you and hoping to hear from you soon.

Yours sincerely,

*Dorothea Friederici*

Dorothea Friederici  
Personnel Director

PO Box 126, Kathmandu, Nepal. Tel (977 1) 228118, 228060. Fax 225559. Telex 2315 UMNEPA.

## **APPOINTEES MANAGER**

### **APPLICATIONS OFFICER**

The Appointees Section of the Personnel Department is involved in processing applications for new arrivals, applying for visas for appointees, and liaising with each department and sending bodies about assignments and ongoing plans for home leave and return to UMN.

The Appointees Manager is responsible to the Personnel Director, and manages the applications and visa section and maintains close links with departments, appointees, and sending missions and churches.

The Applications Officer handles the regular correspondence involved with new candidates to UMN, arranges for visas for expatriate workers and supervises the short term applications for work. This person works closely with staff in the Appointees Section and reports to the Appointees Manager.

## **TRAINING AND DEVELOPMENT MANAGER**

This position leads UMN's new Training and Development section, which is part of the Personnel Department. The T&D section, started in September 1992, needs an experienced T&D professional to continue to build and consolidate an exciting beginning. The person needs to be able to work with UMN managers, coaching them about effective T&D and management practice, and to inspire and support Nepali T&D staff to increasing levels of skill and responsibility.

## **EMPLOYEES RELATIONS ASSISTANT**

This position comes under the Employee Relations Office and provides assistance to the Employee Relations Manager in the development, implementation and interpretation of employment policies for Nepali staff. It also assists in assessing the financial implications of such policies. Reporting to the Nepali Employee Relations Manager, this person is responsible for much of the daily operation to the Employee Relations section including the maintenance of filing and computer systems within the office. The person filling this post should have strong communication skills and knowledge of interpersonal relations. Previous experience within UMN would be an asset.

यूनाइटेड मिसन दु नेपाल



United Mission to Nepal

UMN FAX TRANSMISSION  
(NEPAL 977 01 225559)

TO: : Frau Ursula Hecker, Gossner Mission, Berlin  
 FROM: : Dorothea Friederici, Personnel Department, UMN  
 Date : August 4, 1994 FAX NO: 0049-30-636-1198  
 No of Pages: 1

Liebe Ursula,

Enclosed I send you a FAX which I just send to Ursula Moll of "BROT" Asia Desk II. She had answered my letter to Werner Gebert. I enclose that also. May be you can contact her and explain a bit more ? I need these 12,000. DM in this initial phase. (I suppose I will need some financial help next year as well. But may be we could find that somewhere else. It would be less anyway. But don't tell this Frau Moll, please!)

Thanks for your help. I hope you and Dieter and the "boys" are well. Greetings to all good people in the office as well.

Lots of good wishes.

Yours,

*Dorothea*

Dorothea Friederici  
Personnel Director

15-JUL-1994 15:15

VON DW EKD STUTTGART

AN 0-009771225559

S.001

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BROT FÜR DIE WELT • P.O. Box 10 11 42 • D-70010 Stuttgart

FAX 00977-1-225559

Date 15.7.1994  
Fecha  
Data

United Mission to Nepal  
Attn: Mrs. Dorothea Friederici  
Personnel Director

Tel. 0711/21 69 - 0  
Ext.

Liebe Frau Friederici,

Your letter of June 21st addressed to Werner Gebert, EMW/RGD, did get passed on to BfdW.

We have in the meantime discussed the request presented in your letter and appreciate that UMN has started to establish a Staff Representation Programme (SRP) and we do see the need for staff training in this context. But we must admit we fail to understand why a special application and grant is necessary.

We assume that the board has agreed to and supports the SRP efforts and has made an allowance for it in its annual planning and budgeting. Your letter does not mention how and what UMN -besides your time- and its member organisations contribute to this process. Kindly clarify.

Another point is that each project, at least the BfdW supported once, have an allowance for contingencies, staff development, travel, etc. and we wonder whether it would not be possible to reach an agreement that the projects in addition to giving the time also meet the travel costs of the person who will join an SRP seminar/activity. This may also support the discussion of SRP at the project level.

In case these suggestions do not help in solving the problem then please let us know.

With best wishes,

Yours Sincerely,

*Ursula Moll*  
Ursula Moll  
Asia Desk II

Office/Bureau/  
Oficina/Escrítorio  
Diakonisches Werk der EKD  
Brot für die Welt  
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D - 70184 Stuttgart

Cables/Teleg.  
Diakonie Stuttgart  
TELEX 723 567 ddw-w-1  
FAX 0711/21 69 - 288

# **Personnel Profile**

**United Mission to Nepal**

**July 1994**

**UNITED MISSION TO NEPAL  
PROJECT INFORMATION 1994**

PROJECT NAME	PROJECT TYPE		PERSONNEL		
	A	B	C	APPT.	NEPALI
<b>EDUCATION DEPARTMENT</b>					
Non Formal Education	X			1	4
Gandaki Boarding School, Pokhara		X		4	116
Jumla United Mission Project	X			7	14
Kathmandu International Study Centre (KISC)		X		8	12
Kathmandu University			X	2	-
UMN Scholarship Programme	X			-	10
CTEVT and Other Secondments			X	5	-
Jajarkot Non Formal Education Project	X			4	62
<b>ENGINEERING &amp; INDUSTRIAL DEVELOPMENT DEPARTMENT</b>					
Andhikhola Project	X			3	63
Butwal Engineering Works		X		-	56
Butwal Plywood Factory		X		-	39
Butwal Power Company, Andhikhola		X		-	46
Butwal Power Company, Jhimruk		X		-	63
Butwal Power Company, Kathmandu		X		3	18
Butwal Power Company, Hydroconsult, Kathmandu		X		3	30
Butwal Power Company, Khimti		X		2	23
Butwal Power Company, Butwal		X		-	8
Butwal Power Company, NKRP		X		1	10
Butwal Team *	X			1	7
Himal Hydro, Kathmandu		X		10	440
Himal Power Limited		X		1	1
ITID, Butwal Technical Institute		X		1	21
ITID, Development and Consulting Services		X		7	79
Nepal Hydro Electric, Butwal		X		2	71
Note: * Includes Tutorial Group Teacher					

UNITED MISSION TO NEPAL  
PROJECT INFORMATION 1994

PROJECT NAME	PROJECT TYPE			PERSONNEL	
	A	B	C	APPT.	NEPALI
<b>HEALTH SERVICES DEPARTMENT</b>					
Amp Pipal Hospital *	X			7.5	76
Community Development & Health Project, Lalitpur	X			5	139.3
Gorkha Community Health Programme (CHP)	X			0.5	20
Gorkha Tuberculosis Control Support Project	X			-	2
Mental Health Programme	X			5	5
Medical Supplies Department	X			-	3
Lalitpur Nursing Campus, UMN Programme	X			4	44
Nutrition Programme	X			1	8
Oral Health Programme	X			1	-
Okhaldhunga Hospital *	X			3.5	29.1
Okhaldhunga Primary Health Care (PHCP)	X			0.5	14.6
Palpa Community Health Programme (CHP)	X			1.5	44
Patan Hospital		X		17	388
Tansen Hospital *	X			13.5	267
Secondments (IOM)			X	2	
<b>RURAL DEVELOPMENT</b>					
Village Leather Goods Training Project	X			1	3
Nepal Resource Management Project	X			2	31
Okhaldhunga Rural Development	X			1	10
Rural Development Centre, Pokhara	X			4.5	42
Surkhet Project	X			2	35
Note * Includes Tutorial Group Teacher					

UNITED MISSION TO NEPAL  
PROJECT INFORMATION 1994

PROJECT NAME	PROJECT TYPE		PERSONNEL		
	A	B	C	APPT.	NEPALI
HEADQUARTERS/ADMINISTRATION					
Education Services Office	X			1	4
Engineering & Industrial Development Office	X			2	2
Executive Director's Office	X			5	4
Finance Director's Office	X			2	9
Health Services Office	X			3	2
Missionwide Support Project	X			5	68
Personnel Department	X			8	21
Rural Development Office	X			3	4
Furlough (EID-3, HSO-8, ED-1, HQ-2)				14	
Total	32	17	3	180.5	2468

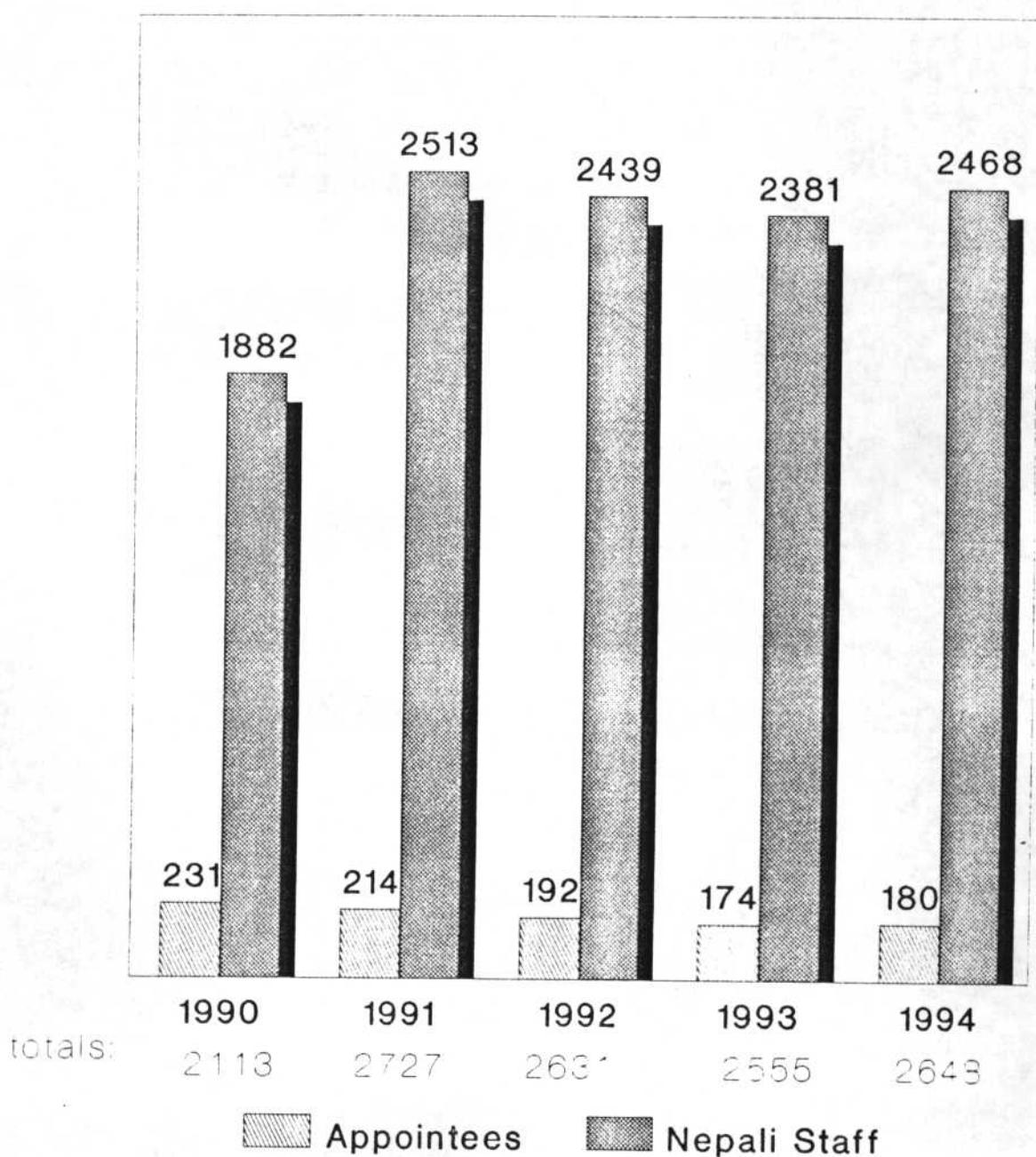
A = UMN Managed

B = UMN Related Companies and Institutions

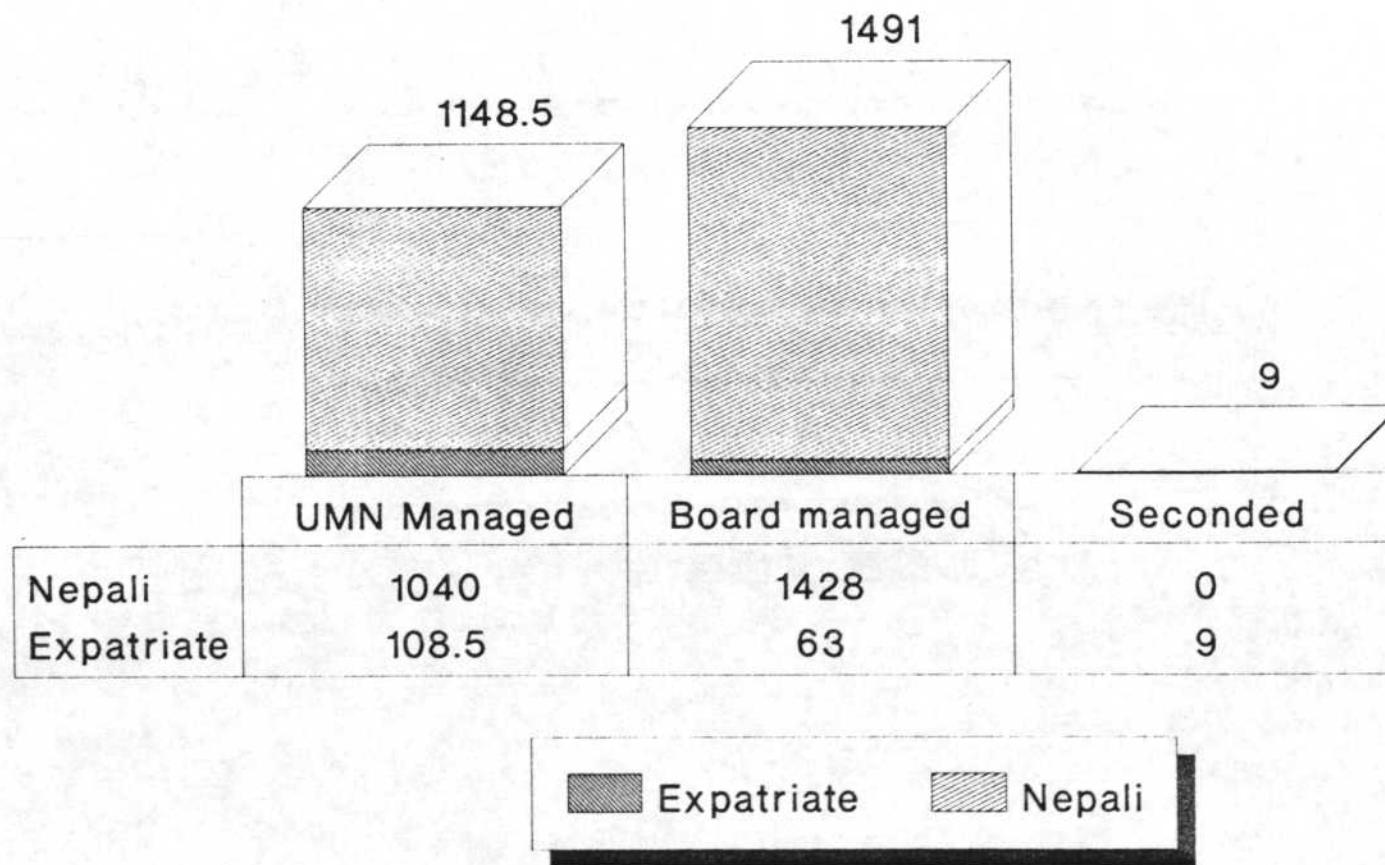
C = Secondment

# PROFILE OF UMN STAFF

includes UMN-related programme units

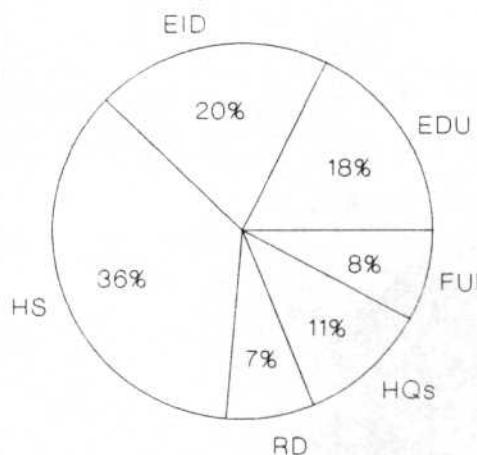


# UMN Staff by project type 1994

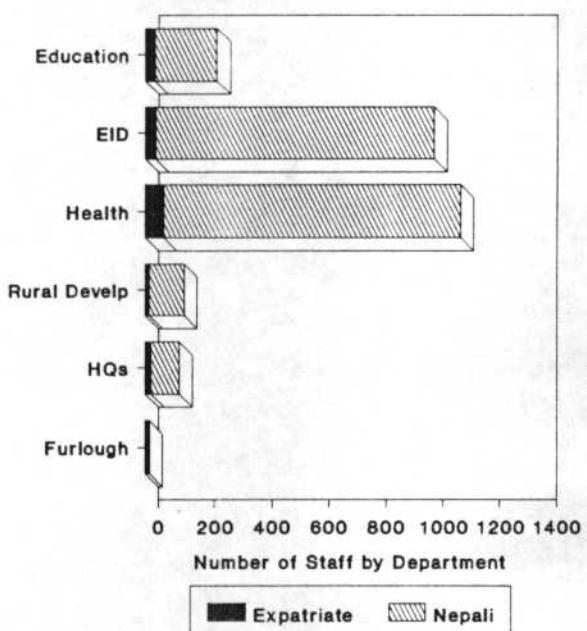
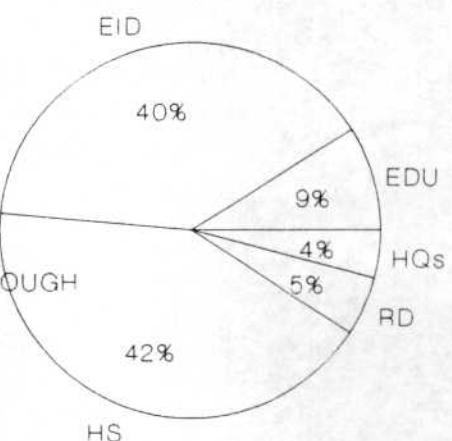


## UMN Staff by Department

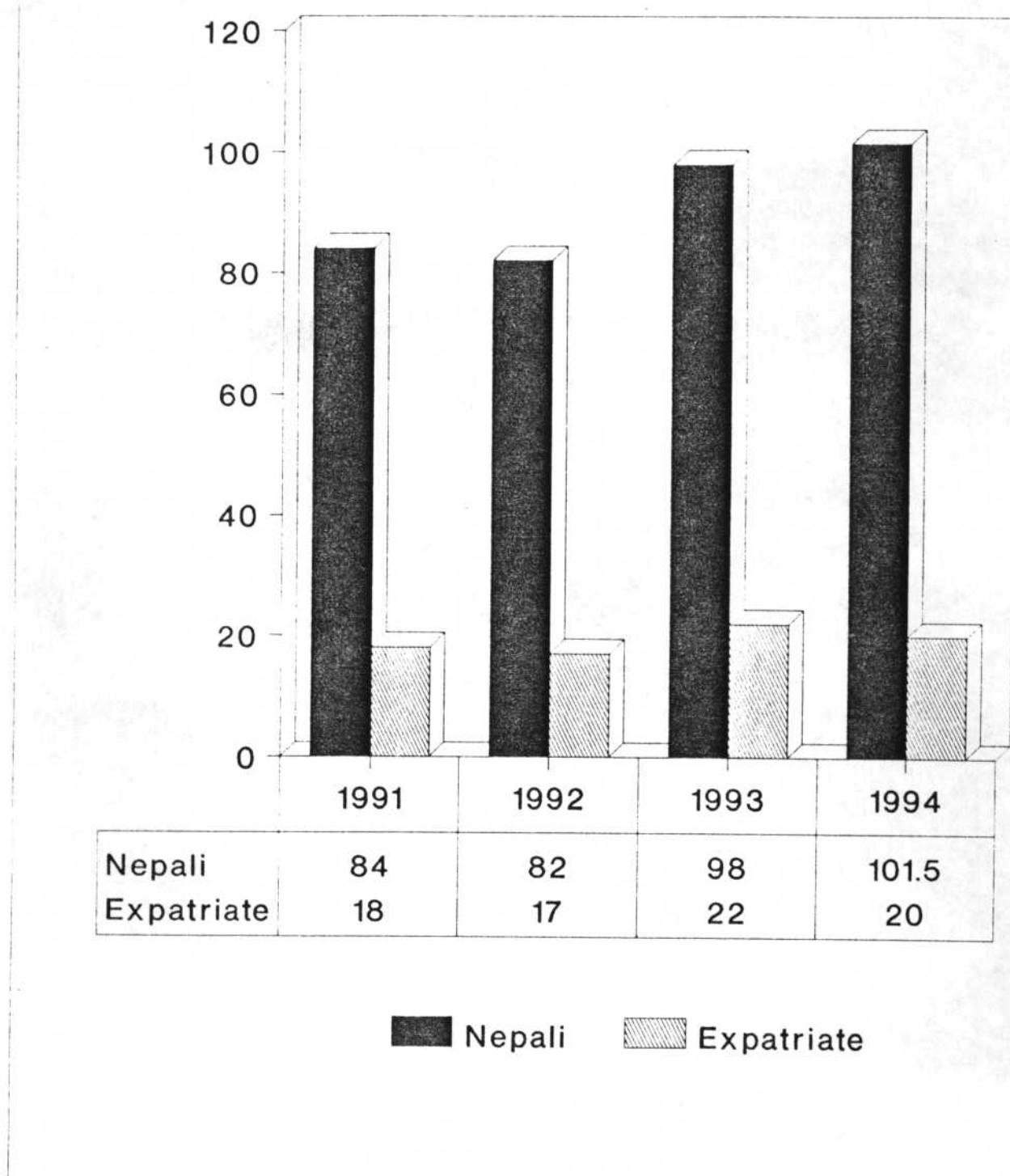
### Expatriate



### Nepali

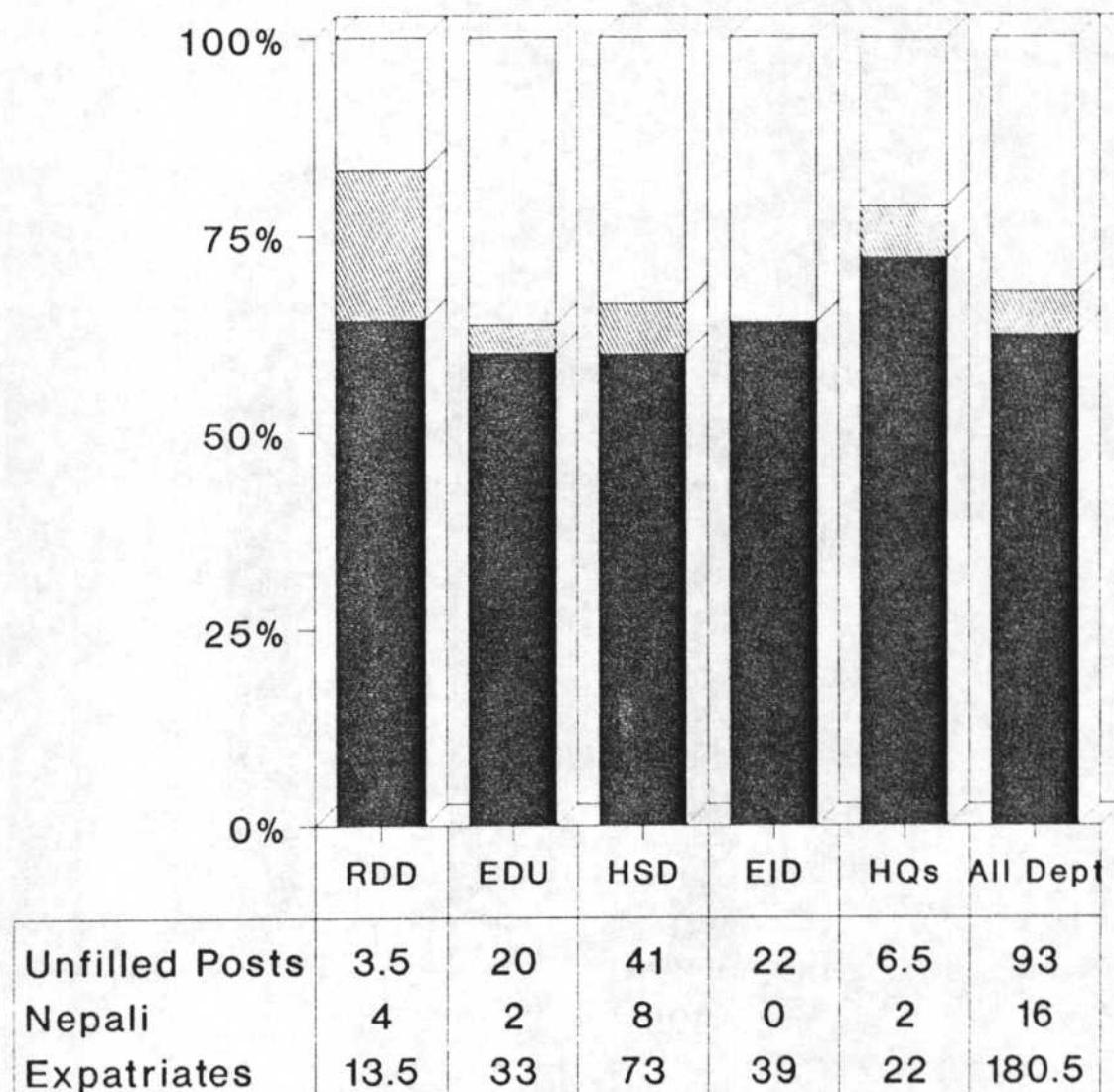


# UMN Staff Information Headquarters Project



# Expatriate Visa Posts 1994

(% Filled by Expatriates, % by Nepalis, % Unfilled)



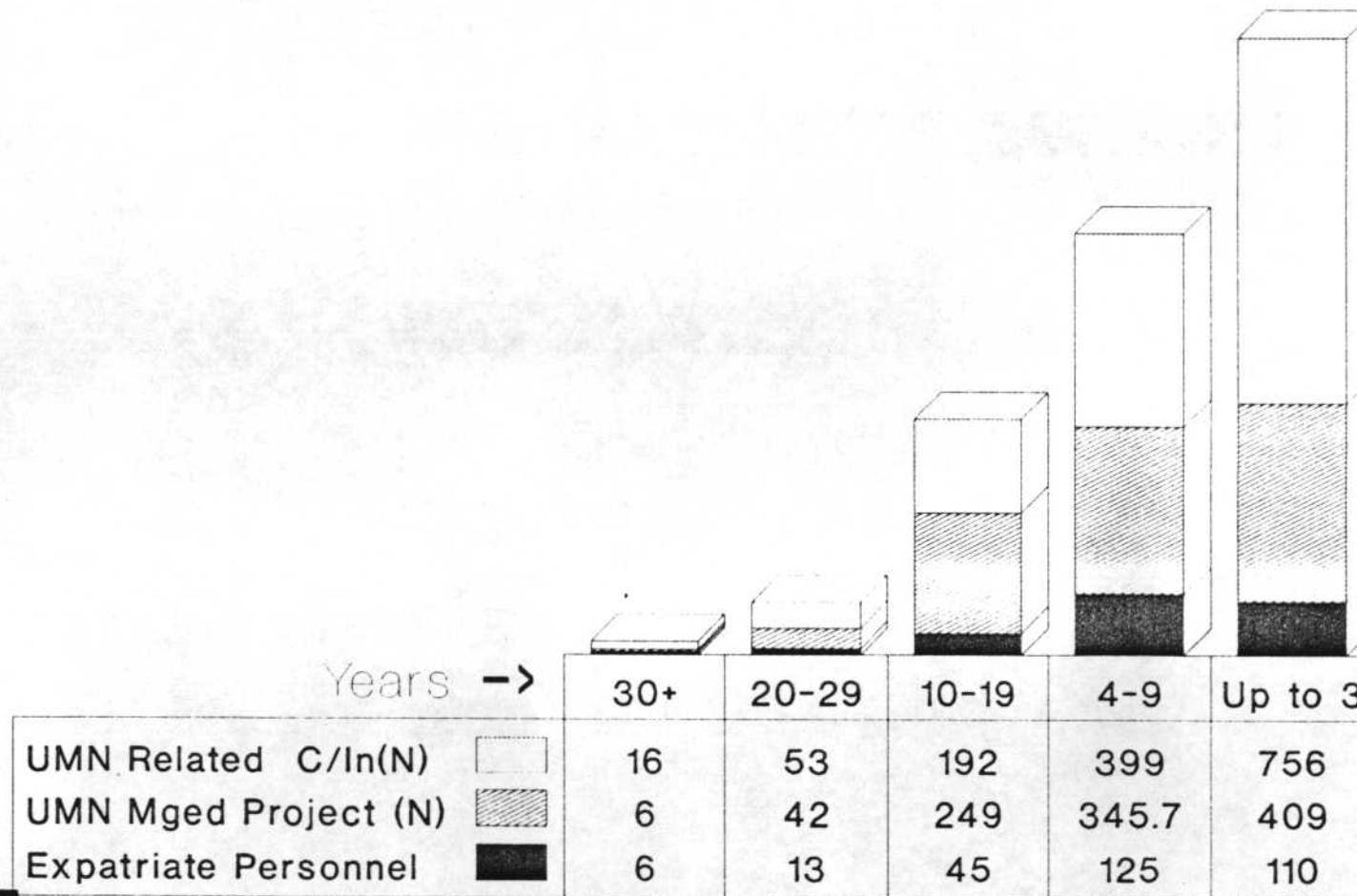
Expatriates Nepali

Unfilled Posts

	RDD	EDU	HSD	EID	HQs	All Depts
Expatriates	64%	60%	60%	64%	72%	62%
Nepali	19%	4%	7%	-	7%	6%
Unfilled Posts	17%	36%	33%	36%	21%	32%

# UMN Expatriates and Nepali Staff

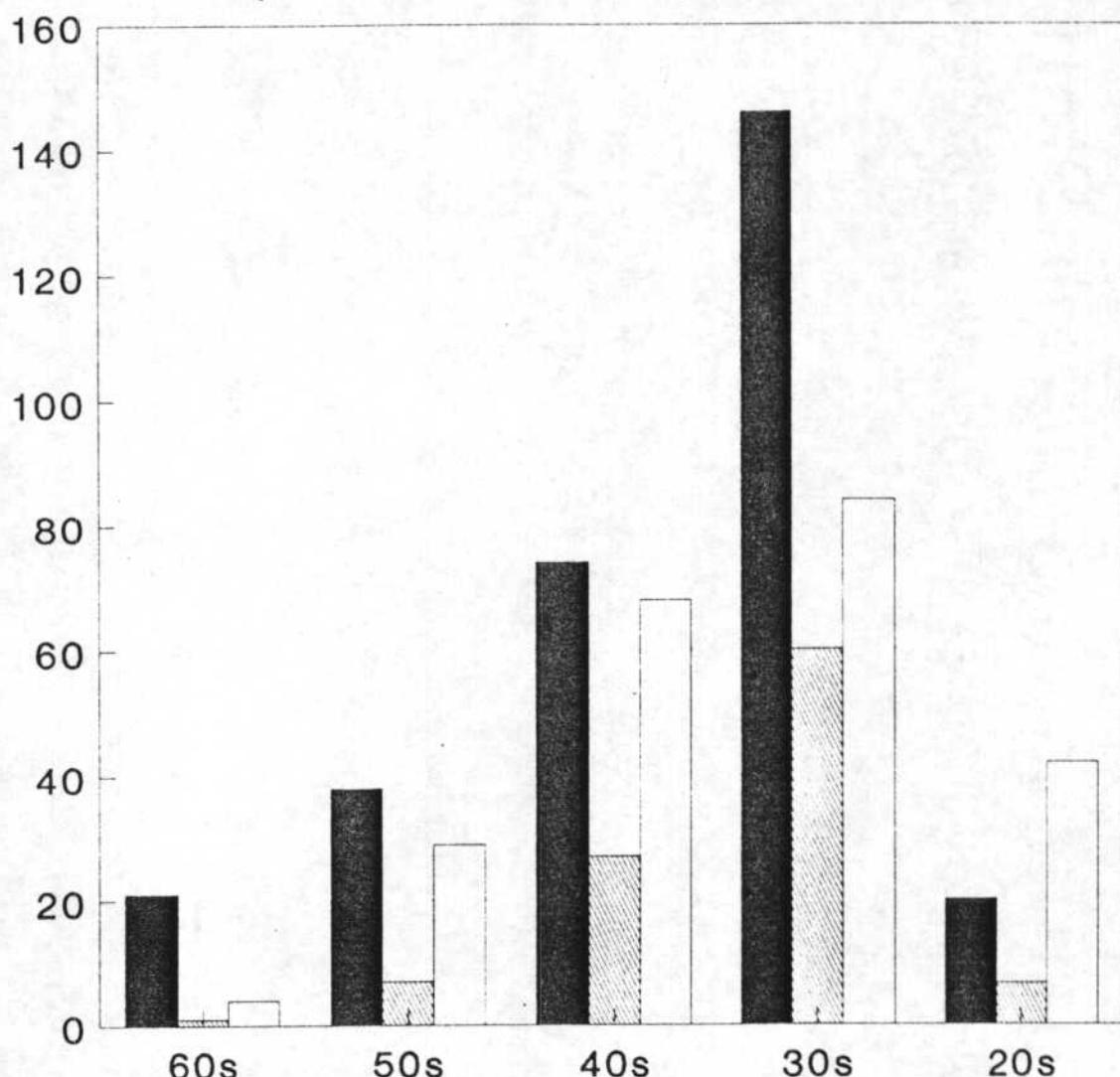
Length of Service as of July 16, 1994 (1st Shrawan, 2051)



1. Includes Expatriate Spouses

# Age Profile

## Senior Nepali Staff and Expatriate Personnel



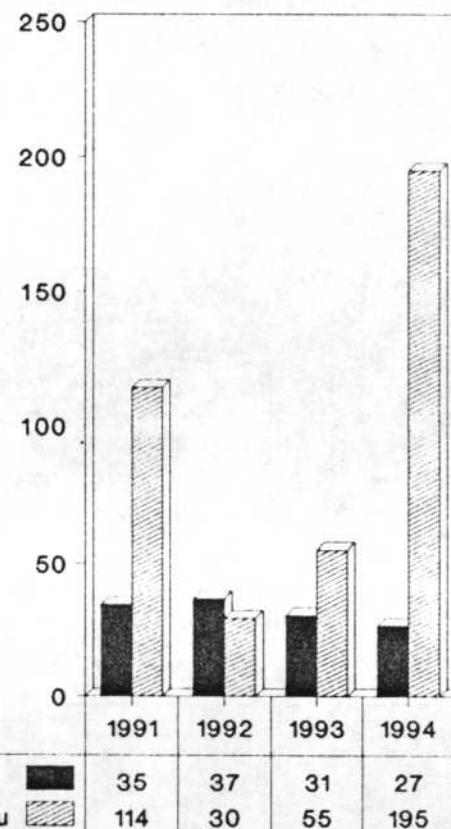
■ Expatriate Personnel      ■ UMN Mngd. Proj. (N)

□ UMN Related C/In (N)

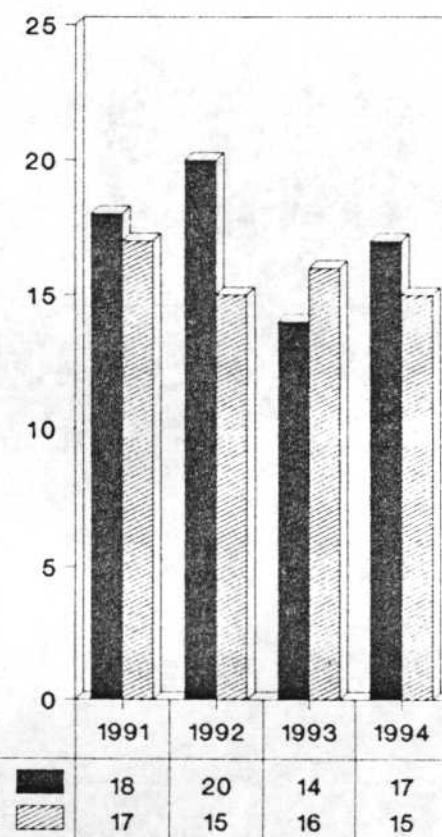


1. Includes Expatriate Spouses

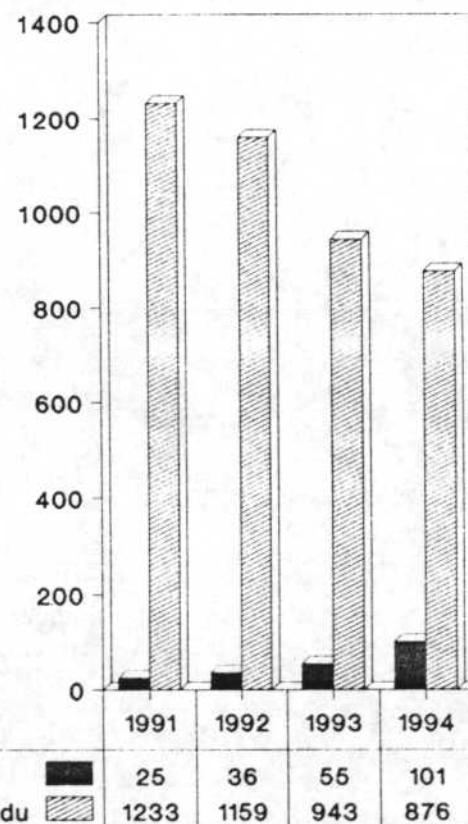
Geographical Distribution of UMN Nepali Staff  
Education Department



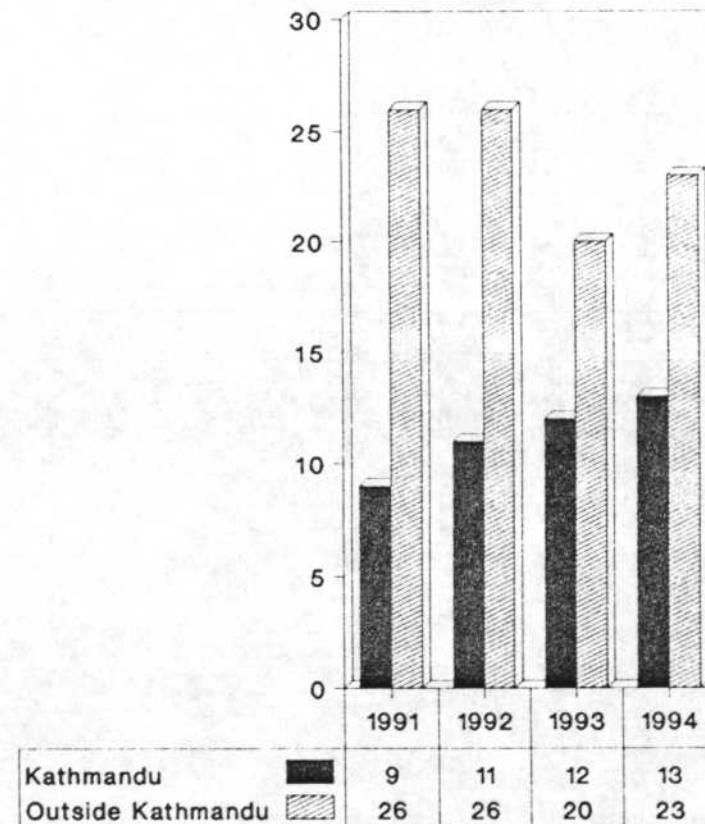
Geographical Distribution of Appointees  
Education Department



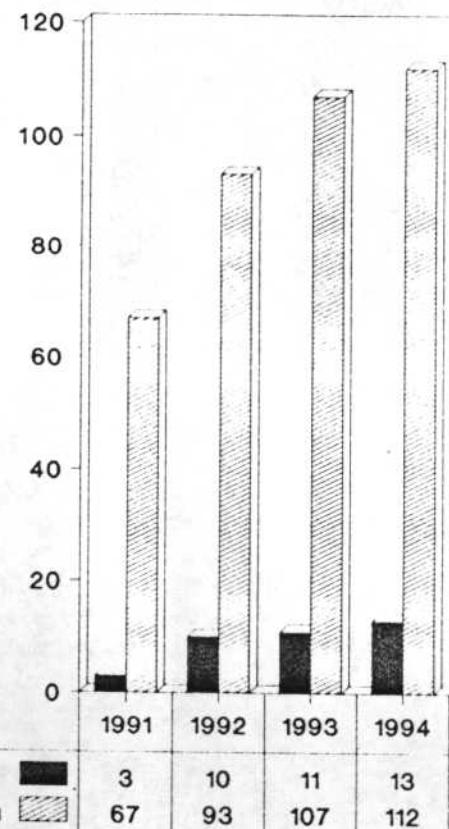
Geographical Distribution of UMN Nepali Staff  
EID Department



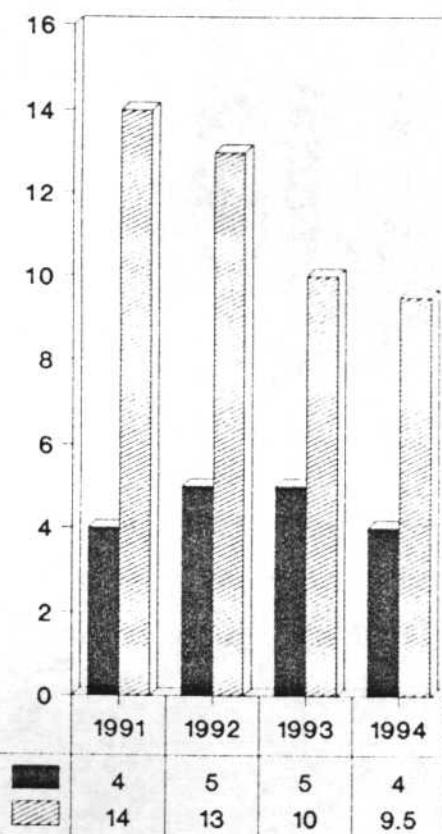
Geographical Distribution of Appointees  
EID Department



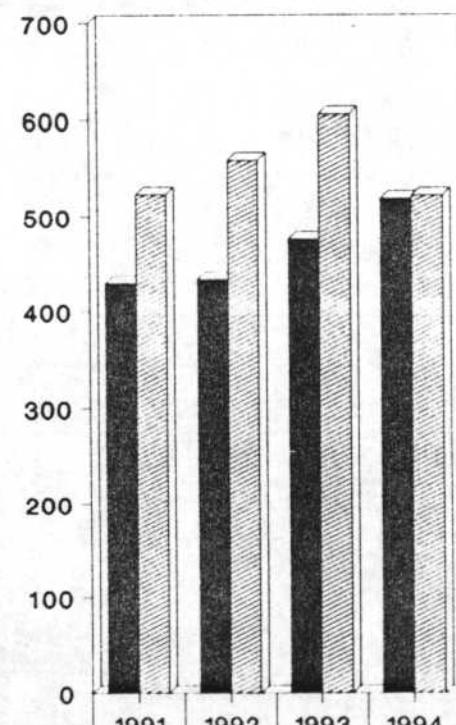
Geographical Distribution of Nepali Staff  
Rural Development Department



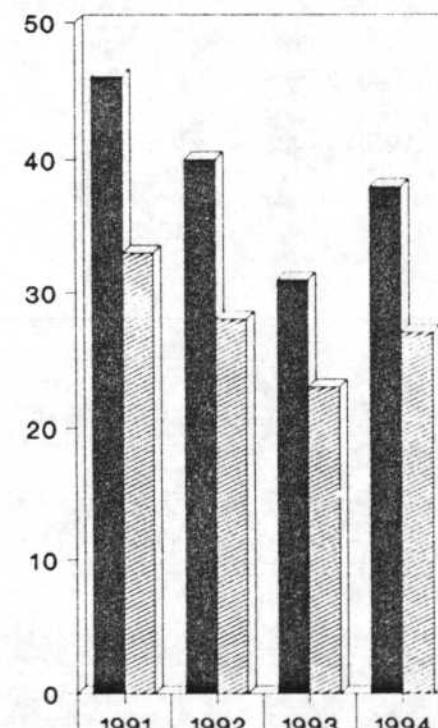
Geographical Distribution of Appointees  
Rural Development Department



Geographical Distribution of UMN Nepali Staff  
Health Services Department



Geographical Distribution of Appointees  
Health Services Department



UNITED MISSION TO NEPAL  
CONTRIBUTIONS OF EXPATRIATE <sup>1</sup> PERSONNEL  
BY MEMBER & NON MEMBER AGENCIES

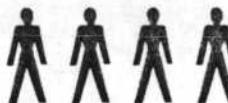
Member Body										Total Person	Average Person
Name/Initials	1987	1988	1989	1990	1991	1992	1993	1994	Years	Years	Years
AOG	USA NA	0	0	0	0	0	2	2	2	6	1
BMS/UK	UK UK	19	22	27	20	17	18	23	26	172	21
CC (D)	USA NA	4	4	4	3	3	0	5	5	28	3
CMS/AUS	AUS AUS	18	16	17	15	17	15	17	11	126	16
CMS/UK	UK UK	13	11	10	7	7	7	10	9	74	9
COS	SCO UK	6	3	3	3	3	5	5	5	33	4
CSO (DU)	GER EU	5	7	9	9	7	4	4	5	50	6
DSM	DAN SCA	7	6	5	5	2	4	6	5	40	5
EFCF	FIN SCA	5	4	3	1	1	1	1	1	17	2
ELCA	USA NA	8	8	8	4	6	6	5	5	50	6
FELM	FIN SCA	13	12	9	6	6	6	8	10	70	9
GOSSNER	GER EU	2	2	5	4	5	2	1	5	26	3
ITAG	USA NA	0	0	0	7	6	6	2	0	21	3
IN_SERVE	INT INT	98	97	101	96	78	71	81	71	693	87
JAM	JAP EA	2	2	2	2	2	0	0	0	10	1
JOCMCS	JAP EA	1	2	2	2	1	1	2	2	13	2
KCMEA	KOR EA	0	1	1	1	1	0	0	0	4	0
MBM	USA NA	13	14	15	16	14	6	6	5	89	11
MCC	USA NA	11	9	10	10	8	5	6	6	65	8
MCOD	UK UK	11	7	8	9	9	8	6	6	64	8
NHAM	NOR SCA	12	10	14	14	17	15	11	15	108	13
OREBRO	SWE SCA	22	24	17	18	11	14	15	12	133	17
PCC	CAN NA	3	2	2	2	4	4	8	6	31	4
PCI	IRE UK	8	8	7	6	9	12	8	7	65	8
PCSM	IND SA	4	4	4	4	2	2	2	0	22	3
PCUSA	USA NA	17	19	9	6	9	11	11	13	95	12
RBMU	UK INT	13	12	13	6	1	0	0	0	45	6
SFM	SWE SCA	2	4	3	0	2	3	2	2	18	2
SFNM	SWI EU	0	0	0	0	0	2	0	0	2	0
TF/UK	UK UK	11	13	11	12	16	16	18	14	111	14
UCC	CAN NA	8	8	6	6	2	2	4	4	40	5
UCCJ	JAP EA	2	2	2	0	2	0	0	0	8	1
UMC	USA NA	8	7	5	8	11	9	9	7	64	8
WC/USA	USA NA	12	13	11	4	4	4	6	7	61	8
WMPL	USA NA	17	15	18	17	14	12	8	9	110	14
WWM	USA NA	0	1	1	1	1	1	1	1	7	1
<u>NON MEMBERS</u>		<u>24</u>	<u>30</u>	<u>24</u>	<u>15</u>	<u>10</u>	<u>16</u>	<u>18</u>	<u>23</u>	<u>160</u>	<u>20</u>
<b>** TOTAL **</b>		<b>399</b>	<b>399</b>	<b>386</b>	<b>339</b>	<b>308</b>	<b>290</b>	<b>311</b>	<b>299</b>	<b>2731</b>	<b>341</b>

<sup>1</sup>Includes spouses

# Who Sends Us Expats?

Average Annual Contribution of Expat Personnel 1987-1994

Non-member Agencies



Australian Agencies



East Asia Agencies



South Asia Agencies



Scandinavian Agencies



United Kingdom Agencies



Other European Agencies



North American Agencies



Int'l Agencies



one  = 5 people

Average Annual total  
= 345 people

**UMN EXPATRIATE PERSONNEL <sup>1</sup>  
for 1994**

<u>Member Bodies</u>	<u># of Personnel</u>
1. Assemblies of God, USA	2
2. Baptist Missionary Society, UK	26
3. Christian Church (Disciples) USA	5
4. Church Missionary Society, Australia	9
5. Church Missionary Society, UK	11
6. Church of Scotland, UK	5
7. Committee for Service Overseas (DU), Germany	5
8. Danish Santal Mission, Denmark	5
9. Evangelical Free Church of Finland	1
10. Evangelical Lutheran Church in America	5
11. Finnish Evangelical Lutheran Mission, Finland	10
12. Gossner Mission, Germany	5
13. International Technical Assistance Group, USA	0
14. Interserve	71
15. Japan Antioch Mission	0
16. Japan Overseas Christian Medical Cooperative Service	2
17. Korean Christian Medico - Evangelical Assoc.	0
18. Mennonite Board of Missions, USA	5
19. Mennonite Central Committee, USA	6
20. Methodist Church, UK	6
21. Norwegian Himal-Asia Mission, Norway	15
22. Orebro Mission, Sweden	12
23. Presbyterian Church in Canada	6
24. Presbyterian Church in Ireland	7
25. Presbyterian Church in USA	13
26. Presbyterian Church Synod, Mizoram, India	0
27. Regions Beyond Missionary Union	0
28. Swedish Free Mission, Sweden	2
29. Swiss Friends for Mission	0
30. Tear Fund, UK	14
31. United Church of Canada	4
32. United Church of Christ in Japan	0
33. United Methodist Church, USA	7
34. Wesleyan World Missions, USA	1
35. World Concern, USA	7
36. World Mission Prayer League, USA	9
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	276

<u>Non Member Body Sending Agencies</u>	<u># of Personnel</u>
1. Baptist Union of Norway	2
2. Church Missionary Society, Ireland	4
3. International Nepal Fellowship	2
4. Life Ministries, Australia	2
5. Navigators, USA	2
6. Southern Baptist Convention, USA	2
7. Summer Institute of Linguistics, UK	2
8. Tear Fund, Holland	5
9. Volunteer International Christian Services, Canada	2
	-----
	23

<sup>1</sup> Includes Spouses

## UMN Personnel Countries of Origin

Australia	40
Canada	17
Denmark	5
Finland	11
Germany	11
Japan	2
Nepal	2468
Netherland	10
New Zealand	4
Norway	17
S. Ireland	11
Sweden	14
United Kingdom	88
USA	69
-----	
	* 2767

\* Includes Expatriate Spouses and on Furlough

Fennstraße 31  
D-12439 Berlin

Gossner Mission Fennstraße 31 D-12439 Berlin

Brot für die Welt  
z.Hd. Frau Moll  
Stafflenberger Str. 76

70 184 Stuttgart

Telefon  
030/6317809  
Telefax  
[REDACTED]  
030/6361198

27.7.1994

Sehr geehrte Frau Moll,

anbei senden wir Ihnen den Antrag von Frau Dorothea Friederici auf Unterstützung einer Maßnahme zur Bildung einer Mitarbeitervertretung, d.h. vor allen Dingen für die 2600 nepalischen Mitarbeiter, die bisher keine offizielle Vertretung haben und daher auch keinerlei Erfahrung darin.

Nach telefonischer Auskunft von Herrn Gebert sieht das ÖMW/Gesellschaftsbezogene Dienste dieses Vorhaben als durchaus förderungswürdig an, kann die Kosten nach der üblichen Regelung innerhalb der AGKED nicht übernehmen, da die UMN durch Brot für die Welt gefördert wird.

Wir gehen davon aus, daß Brot für die Welt aus diesem Grund den Antrag annimmt und im Sinne des ÖMW bearbeitet und entscheidet. Da die UMN die Planung ihrer Fortbildungsmaßnahmen wegen der schwierigen Kommunikationsverhältnisse umgehend in die Wege leiten muß, möchten wir Sie bitten, uns sobald wie möglich mitzuteilen, wann mit einer Bearbeitung und Entscheidung zu rechnen ist, damit wir dies an Frau Friederici weitergeben können.

Ich werde im November zum Executive Committee und zum Boardmeeting in Kathmandu sein. Dort wird die Nepalisierung der Arbeit und eine angemessene Vertretung der nepalischen Mitarbeiter diskutiert. Es wäre hilfreich, wenn ich bis dahin eine Tendenzmeldung hätte.

Falls Sie weitere Angaben zu dem Antrag brauchen, bitte ich, mir das mitzuteilen.

Mit freundlichen Grüßen

  
(Ursula Hecker)  
Indien-/Nepalreferat

D. zur Information an W. Gebert.

U. S. Embassy

UMN FAX TRANSMISSION  
(NEPAL 977 01 225559)

TO : Ursula Hecker  
Gossner Mission, Germany

FROM : Dorothea Friedrici  
Personnel Director

DATE : 7 July, 1994

NO OF PAGES: 4+1

FAX NO: 0049 30 636 1198

Dear Ursula,

Enclosed you find the request for DM12,000 - for our ERO - Seminars. I also enclose a copy of my letter to Werner Gebert. Up to know I did not get an answer.

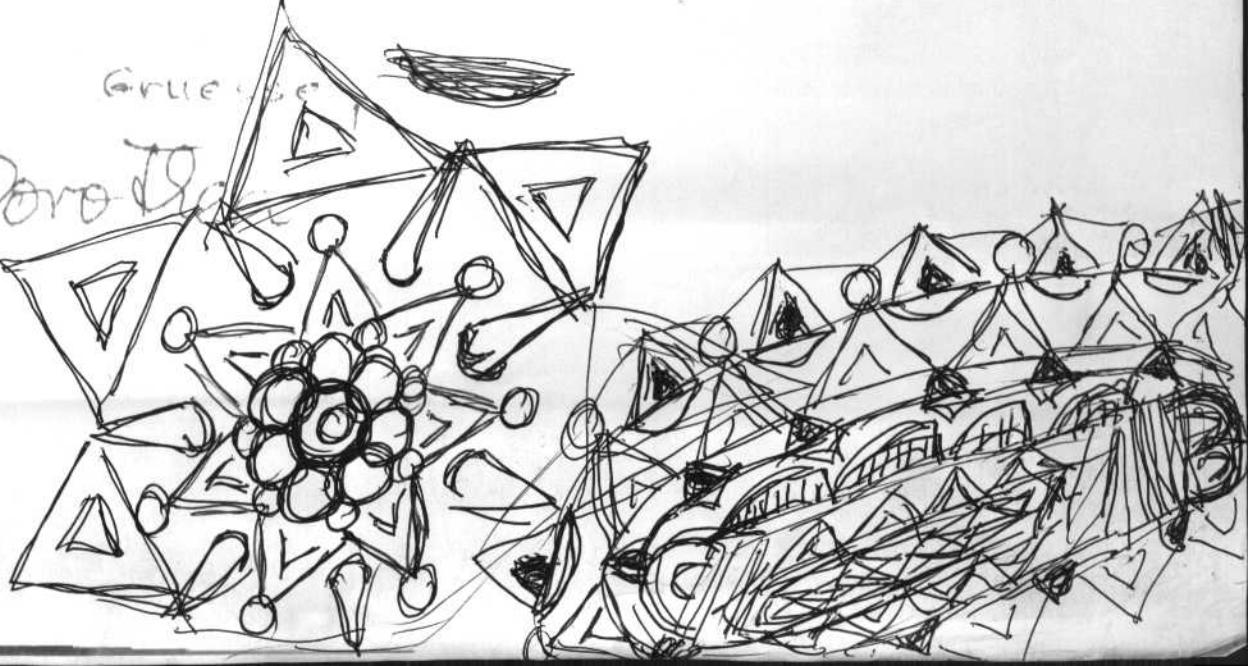
So, from now on I'll do nothing without checking with you. I would appreciate if you could somehow trace the money, either through "Bread for the World" or the WCC or some UIM - office. Thank you very much for your help!

I just booked a week in Tibet. So from July 16th to 23rd I will be really on the roof of the world. Fly to Lhasa and return from there by bus. It will be quite interesting. Lhase is 3,650 m high. We will have one night in Xegar Dzong at 4,350 m. I am looking forward to feel some dry cold air again! This is a very sudden plan. There are other UMNers in the same tour. This much for now. Thank you for all your help. Jorg Jeske leaves to-day for India and Karin Stoerkle will visit the Rothlisbergers in August.

Like

Grüße

Doro



Eingegangen

07. Juli 1994

Erledigt:.....

June 22, 1994

To All Member and  
Sending Bodies of UMN

यूनाइटेड मिसन टु नेपाल



United Mission to Nepal

Dear Friends,

We are in great difficulties and need your help soon. Please do not let us down !

As you may know we have about 180 expatriate workers in UMN plus their families. This brings up the number of UMN - expats to about 500. These come from 16 different countries. What an exciting group they are !

We need

### PASTORAL WORKERS

to work with our people.

Cross-culture living is difficult. Challenges from living and working closely with people of other religions, have to be met. A pastoral-worker who has some experience in that, would be of great help.

We are thinking of a person, not too young but young and active enough to do extensive travelling. In Nepal that is not always easy ! - The person should be flexible as UMN workers come from many different backgrounds, languages, countries, churches and theological understandings. As mentioned before, some cross-culture experience would be of help.

Please, this is urgent as we also have a responsibility for the spiritual wellbeing of our workers.

And please remember :

We are also needing Surgeons, teachers, office - administrators and a guest-house-hostess, and many others. Please help !

Sincerely yours

*Dorothea Friederici*

Dorothea Friederici  
Personnel Director

Eingegangen

05. Juli 1994

21 June, 1994

Erledigt

Evangelisches Missionwerk  
Z.H. Herrn W. Gebert  
Kniebisstr. 29  
70188 Stuttgart/ Germany

यूनाइटेड मिसन टु नेपाल



United Mission to Nepal

Lieber Werner,

Many greetings from Nepal. Here it is hot just now and we are happy to have daily thunder - showers which break the heat and bring us the needed water.

Before I left Germany last year we discussed several things and one was, that I said I probably one day would send you a request for financial help. The day has come ! Let me explain :

The United Mission to Nepal is an international christian organisation, working in Nepal for the last 40 years. We work in the sectors of Health Services, Education, Industrial and Rural Development. Altogether we have about 35 projects in the country and employ about 2,600 Nepalis. Approximately 180 expatriate staff are working with us. This means we are the second biggest employer in Nepal, the biggest one being the government.

About one year ago we started a Staff Representation Programme. Our projects form their own Staff-Associations and from them Staff-Representatives will be elected who will be able to work with us up to the highest gremia. With this we want to encourage staff participation in planning and executing our work, we want also to encourage a shared responsibility and certainly want to give a greater transparency.

All this is very new in Nepal. You might know that only few years ago democracy was introduced to this country. So it is a learning process. I believe that our Staff-Representation Programme is also a lesson in democracy and I hope that in introducing it, we help the country as a whole, but naturally also our own project-work and institution.

Well, and to accomplish that and to educate our Nepali staff in all this we have to do some workshops. They cost money which we do not have.

We are in contact with Wolfgang Geller from the EKHN. You might know, he is a former Gossner-Colleague and works now with the Industrial mission in Wiesbaden. He may come to Nepal for three months to work with our Employee Relation Office who is doing the Staff Representation Programme. Most probably he will be here

February to April 1995. During that time we would plan the workshops/seminars. Wolfgang Geller would come on his own finances. No expenses for him we will have to meet.

For our seminars and travel-expenses within Nepal for the participants we count on approximately

DM12,000 (twelve thousand).

Travel expenses within Nepal you may think could probably be met by the participants themselves. But this is not possible for most of them. The difficulty with the infrastructure in Nepal is, that to reach some of our projects you have to fly to the nearest airport and from there walk, may be 2 or 3 days. So travel is quite expensive. Our understanding is, the projects provide the time, the participants the food-expenses, we, the central office the travel, the lodging and the running of the seminars and all expenses connected with that. If you want, we can give you more detailed informations.

Can you help us ? Would you be able to help us financing the seminars ? Whom else should we ask ? I definitely think this is a question of "Gesellschaftsbezpene Dienste".

I hope, you all are well. Summer holiday - season in Germany and monsoon - season here. Guess where I would prefer to be just now. But in general, this is the right place for me and I think I can do some useful work here.

Lots of greetings and good wishes, also to the former house-owners upstairs, and certainly to all the colleagues in Hamburg.

Sincerely yours,

*Dorothea Friederici*

Dorothea Friederici  
Personnel Director

Recd d/s. June 21/94  
AK

21 June, 1994

Evangelisches Missionwerk  
 Z.H. Herrn W. Gebert  
 Kniebisstr. 29  
 70188 Stuttgart/ Germany

Lieber Werner,

यूनाइटेड मिसन टु नेपाल



United Mission to Nepal

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Sincerely yours,

*Dorothea Friederici*

Dorothea Friederici  
Personnel Director

## Request

**Project Institution:** United Mission to Nepal  
Personnel Department

**Project:** Training for Staff Representatives

**Amount Requested:** DM 12.000,-

Background:

The UNITED MISSION TO NEPAL is an international christian development organization. It was founded in 1954. 39 members from 16 countries constitute the UMN. Two German members are DIENSTE IN UEBERSEE and the GOSSNER MISSION.

The UMN has about 35 different projects in Nepal, in the fields of education, health-services, industrial development and rural development. 2800 Nepalese are employed with UMN and about 180 expatriates. This means, UMN is the second biggest employer in Nepal, next to the government.

Only in 1990 Democracy was introduced in Nepal. All democratic structures therefore are new and the Nepalese have to learn what it means to live in a democratic country.

The UNITED MISSION TO NEPAL introduced an Employees Relations Office and a Staff-Representation-Program in 1993. This is absolutely new in Nepal.

The staff of the different projects form their staff association and its officers. Out of them the mission-wide staff representative are elected. The plan is, that these staff-representatives will be able to serve up to the "Executive Committee"-level, which is the highest authority in UMN.

A Personnel Advisory Committee (PAC) should meet up to four times a year to discuss mission-wide personnel matters, i.e. salaries, benefits, employment policies and the like.

The Conflict Resolution Committee in which the mission-wide staff representatives serve, should protect employees from the arbitrary decisions of their supervisors.

### **The Project:**

To be able to implement the program as described UMN needs to train staff. We hope to have initially 2 to 3 seminars/workshops for elected staff representatives and Nepali staff association

members. Items of instruction would be:

- working within UMN structures
- rights and duties of staff representatives
- the use of the Appointees Manual and the Policy of employment manual
- understanding of management-systems and obtaining management-skills
- development ethics, understandings, philosophies,
- and others

The plan is to invite staff for about 3 to 4 days seminars\workshops. - As not all staff will be able to leave the projects at the same time, and as the geographic situation of UMN projects is very wide spread, and as we want to limit the number of participants to a workable size, we plan to have 2 or 3 workshop-seminars in different places. We plan to have these seminars in the first half of 1995.

We have invited Rev. Wolfgang Geller of the Office of Industrial Mission in Wiesbaden (EKHN), to come for three months to help us. If he accepts our invitation and if EKHN would agree to his coming, no expenses for Mr. Geller would have to be spent from the requested amount, as Rev. Geller would cover all his costs from private sources.

### **Request:**

We request financial help for this program. We as a christian development organization very well could set an example in this. Other employers in Nepal are watching us and are asking for help. This program one day may have great impact on the situation of employees in this country.

Travel expenses within Nepal:	
average 1.500,-- Rs x 100 participants	150.000,-- Rs
accommodation 300,-- Rs for 100 particip.	
for 4 days: 300 x 100 x 4	120.000,-- Rs
costs for materials and other running	
costs for 3 seminars, each 30.000,--	90.000,-- Rs
<hr/>	
exchange rate:	
1,-- DM = 30,-- Rs	

Kathmandu, 5. 7. 94

*D. Friederici*  
(Dorothea Friederici)  
Personnel Director

Eingegangen

- 2. Jun 1994

Erledigt: .....

यूनाइटेड मिसन टु नेपाल



United Mission to Nepal

19 May, 1994

Dear Friends around the World,

Here we send you our current

### Personnel Needs List

As you know, this is updated and issued every six months. We are in desperate need of personnel !

The United Mission to Nepal employs in its different projects about 2,800 Nepalis. Some projects are under Nepali leadership. We are very grateful for that. But to be able to do all the work which we promised to do when we signed the agreement with the Nepali Government, we also need expatriate staff. How else would we be able to do our work in this country ?

You know that we do not recruit expatriate personnel directly. This is done through member - and sending - bodies in the different countries. They then send the "appointees" to us. This way may seem to be tedious, but as we are a United Mission, it has to be done that way. United Mission to Nepal also means that the UMN members have a united responsibility for the work done in Nepal. Sharing responsibility means also sharing personnel needs. Therefore please help us to find the right people. Help us to do our work in this country. Help us to keep our side of the agreement with His Majesty's Government.

We pray that you will be able to recruit our future colleagues soon. May God lead people to serve in Nepal.

With best wishes for God's blessings on you.

Sincerely yours,

*D. Friederici*

Dorothea Friederici  
Personnel Director

PO Box 126, Kathmandu, Nepal. Tel (977 1) 228118, 228060. Fax 225559. Telex 2315 UMNEPA.

Eingegangen

24. Mai 1994

Erledigt:.....

यूनाइटेड मिसन दु नेपाल



United Mission to Nepal

9 May, 1994

TO : All Sending Bodies of Expatriate Personnel  
to UMN

Dear Friends,

**Re : Annual Interviews of UMN Personnel**

As you might know, UMN has Annual Interviews with all our staff. Some of our Sending Agencies want to see these reports, others trust that I will bring things to their notice, if necessary.

May I please ask you to let Eileen Warnock know, if you want to have a copy of the interviews. If so, please would you also advise your people to give us the permission to do so. Thank you for your help in that. I certainly will take up issues with you if I think they need your attention, even if you do not think it to be necessary for you to get the interviews.

This letter I dictated before leaving on a project visit. Eileen Warnock, the Appointees Manager signs it on my behalf.

With our best wishes.

*Eileen Warnock.*

Eileen Warnock  
Acting Personnel Director

यूनाइटेड मिसन दु नेपाल



United Mission to Nepal

**PERSONNEL NEEDS LIST  
MAY 1994**

The United Mission to Nepal is an international christian organisation. We have been working in Nepal for 40 years, in very different fields. To do our work we seek qualified professionals with a clear commitment to Christ, and a call of God to work in Nepal. UMN colleagues are from many countries, churches and professions. Our workers must have an attitude of flexibility and adaptability to assignments, and also to living and working conditions here in Nepal. These are very different from those in their home countries. Personal qualities of humility and receptiveness are important for an effective presence in this country.

The UNITED MISSION TO NEPAL tries to Nepalise as many posts as possible. Nepal still does not have all the well-qualified people it needs, and of those there are, many are working with better paying agencies. So for UMN it is not easy to find the right Nepali staff. In the meantime, we are dependent on expatriate personnel.

This list of personnel required is for approved posts. In most places we are hoping to find long-term workers. The UMN does not maintain expatriates directly, but candidates come to UMN through member organizations who provide full support.

For further information write to:

Jane Andrews  
Application Officer  
United Mission to Nepal  
PO Box 126  
Kathmandu  
Nepal

I THINK  
I'M HAVING  
STRESS...



... TRYING TO  
RECRUIT STAFF!

## HEALTH SERVICES DEPARTMENT

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### ***Psychiatrist***

Consultant psychiatrist needed for a community mental health programme which is run jointly by UMN and the Institute of Medicine of Tribhuvan University. This programme is closely linked with the National Institute of Mental Health and Medical Sciences in Bangalore, India.

### ***Surgeon***

Patan Hospital (138 beds) in the Kathmandu valley has a vacancy for a general surgeon. We would prefer a surgeon who has additional experience in orthopedics and trauma. Short-termers could also be used.

### ***Surgeon***

Tansen Hospital (125 beds) in West Nepal needs another general surgeon. He/she should preferably have good all round experience including some operative obstetrics/ gynaecology but there would be the possibility of working alongside a more experienced colleague for a training period. Short-termers could also be used.

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### ***Pharmacist***

A pharmacist is needed for the Medical Supplies Department co-managed by UMN and INF. This centrally located department supports five hospitals and several community health programmes throughout the country. Strong management skills are required. This post will be vacant in early 1995.

### **Needed**

### ***General Practitioners***

The availability of Nepali doctors is increasing, but we still have posts for expatriate generalists, with postgraduate training, particularly in the hospitals. Some of these hospital posts are vacant now, especially in Tansen. Training of junior Nepali doctors is an important part of this work. We sometimes use short-termers for these positions, but Nepali language is critical.



## **Obstetrician/Gynaecologist**

Senior Consultant with at least 10 years at consultant level required for Patan Hospital, to work together with Nepali consultant staff.

### **Surgeon**

Patan Hospital (138 beds) in the Kathmandu valley has a vacancy for a second general surgeon.

### **Surgeon**

Tansen Hospital (125 beds) in West Nepal needs a surgeon to strengthen the team of surgeons in this very busy general hospital. GPs in training in the government GP/MD programmes rotate through Tansen for surgery experience.

### **Community Medical Officer**

The Lalitpur Community Development and Health Programme is a large programme (140 staff) including 5 health posts. The CMO would give technical supervision and on-the-job training to health post staff and other project staff.

### **Training Supervisor**

The Lalitpur Community Development and Health Programme is an integrated development with a total staff of 140, a total target population of more than 100,000 covering both urban as well as remote rural areas. We need a person with a Bachelors of Education and a Masters of Public Health, majoring in Health Education, as well as practical experience in health education in a community setting. He/she would serve as a resource person and coordinator in the overall training activities of the project.

### **Dentists**

Dentists needed for proposed new development in oral health programme. This will involve the teaching of young people who are staffing health posts in the community.





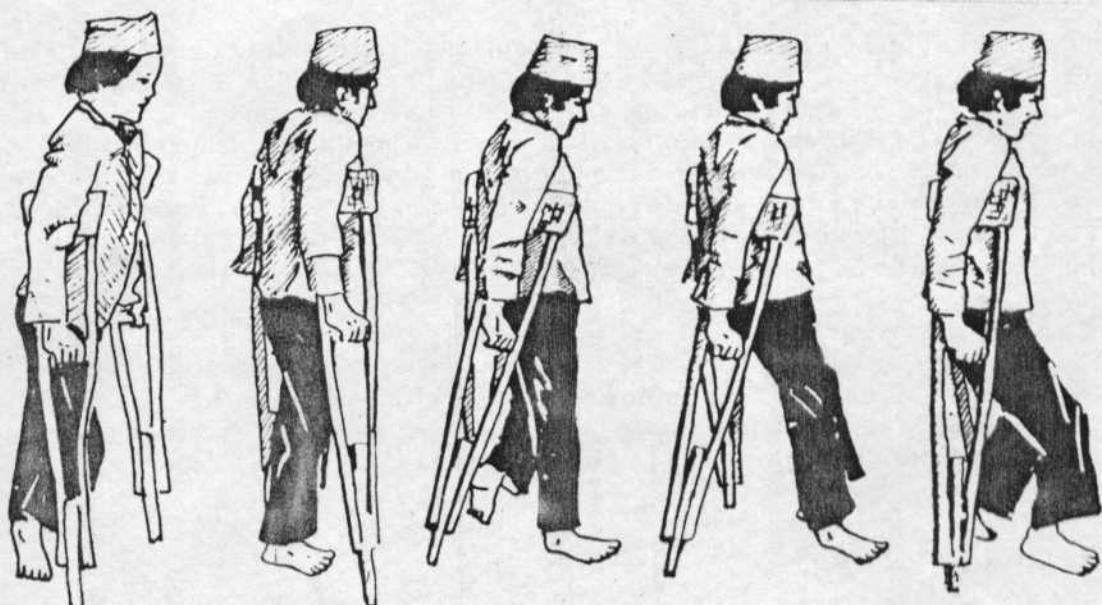
### **Nurse Educators**

Nurse Educators with a Bachelor and preferably a Masters degree and with experience in curriculum development are needed to be seconded to the government nursing school, Tribhuvan University in Kathmandu, and also in UMN's own nursing campus.

The Lalitpur Nursing Campus offers a 3 year certificate level programme in nursing. The campus is academically under the Institute of Medicine but managerially and financially run by UMN. We need one more expatriate nursing tutor with formal teaching qualifications to teach midwifery and some other subjects.

### **Ultrasonographer**

An ultrasonographer with at least 5 years experience, is needed. They should be willing to teach as well as to serve in a busy district hospital department.



## ENGINEERING AND INDUSTRIAL DEVELOPMENT DEPARTMENT

### URGENT POSTS

#### **Marketing Manager**

The Marketing Department of a company producing hydro power equipment needs a Marketing Manager to promote the company's products, prepare tender documents, and liaise with customers.

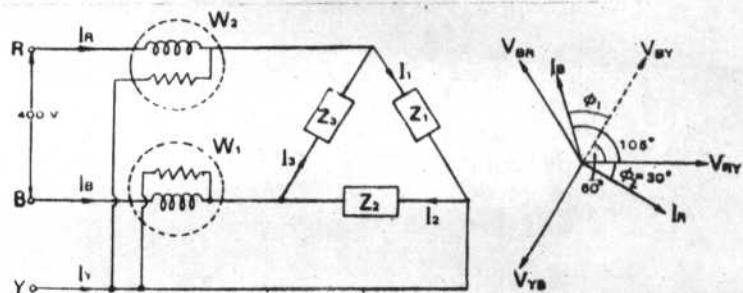
#### **Senior Manager**

An experienced manager is needed to join the senior management team of Nepal's leading private sector hydro power company. Substantial management experience is essential.

#### **Needed**

#### **Senior Electrical Engineer**

An experienced person is needed to work in a consultancy office dealing with hydropower equipment specification. Must have experience in heavy electrical engineering, preferably in generating distribution systems.



#### **Structural/Civil Engineer**

Required to join a design team in a consultancy office working on the detailed design of hydro power installations in Nepal. Minimum of 3 years experience in design needed.

#### **Design Office Advisor**

A senior person experienced in the design of hydro power and other mechanical equipment is required to give input into an engineering design office.

#### **Industrial Training Consultant**

A senior position to give advice to an apprenticeship training centre in Butwal which offers mechanical and electrical training in local industries. Experience in apprenticeship training essential; experience in curriculum development and administration would be useful.

### **Manager/Advisor**

An experienced manager is required to assist in the organisational restructuring of the Butwal Plywood company which was set up by UMN in 1974. The future focus of the company will be facilitating commercial forests using local farmers and leased land.

### **Water Resources Engineer**

An engineer is required with a background in hydrology or water resources, to join the engineering team in a consultancy working on hydro power and irrigation design.

### **Mechanical Design Engineer**

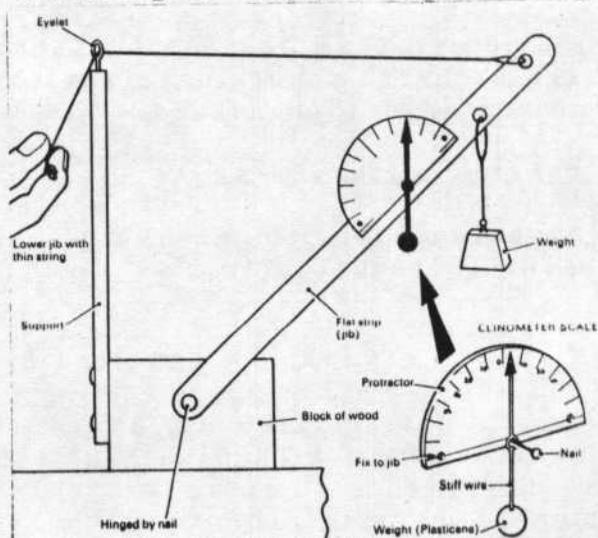
Required to join a design team in a mechanical manufacturing company involved in the hydro power sector and general engineering.

### **Production Advisor**

An experienced production engineer (manufacturing engineer) to provide advice in production methods and planning to a growing company manufacturing turbines, governors and other hydro-power mechanical equipment.

### **Advisor to Engineering Manager**

A mechanical engineer with management experience is needed to assist the Engineering Manager of a company producing hydro power equipment. Responsibilities will include the professional development and training of Nepali engineering staff.



We always welcome enquiries from electrical/mechanical/civil engineers, especially those with some experience, and we are always in need of people who have management experience and are prepared to take on management and administrative responsibilities.

## EDUCATION DEPARTMENT

### URGENT POSTS

#### **Programme Department**

#### **Manager**

#### **in**

#### **Education**

The UMN Education Department is administratively responsible for various educational programmes throughout UMN. Currently the Education Department is involved in a wide range of activities of Non-Formal Education, Formal Education and Support Services. The Education Director and Programme Managers in Education Department work together to represent the department in missionwide planning and evaluation of programmes. Posting is for Kathmandu, based in UMN headquarters.

#### **KISC Principal - Needed now**

This key role provides the day to day administration for the Kathmandu International Study Centre (KISC). KISC provides education for mission children aged 11-16 years. This is a vital support to UMN families. The Principal supervises an academic staff of 10 teachers and a support staff to this institution of 50 eager and motivated secondary aged students.

#### **Non-formal Education/Adult Education Specialist - Jajarkot**

To act as consultant to the NFE Coordinator (In-charge) and the project for promotion of NFEE activities.

#### **Needed**

#### **K I S C - K a t h m a n d u I n t e r n a t i o n a l S t u d y C e n t r e**

KISC provides education for mission children aged 11 - 16 years. This is a vital support to UMN families. The children are of different nationalities.



#### **KISC Language Teacher - French/German**

A teacher in modern languages is required for KISC, situated in the Kathmandu Valley. This school provides secondary education for children of expatriate missionary personnel, aged between 11 and 18 years. KISC is a vital support to UMN families.

## **KISC English and General Subjects Teacher**

A teacher in english is required for KISC, situated in the Kathmandu Valley. This school provides secondary education for children of expatriate missionary personnel, aged between 11 and 18 years.

### *Short-term Opportunities at KISC*

Boarding Hostel Parents January-March 1995  
Math/Science/History Teachers April-June 1995

English Teacher-Kathmandu University

Experienced English teacher for college level students required to assist developing a new university's English Department, to teach English classes, and to possibly teach education methods courses to future teachers.

## **Computer Hardware Lecturer/Technician-Kathmandu University**

Experienced computer technician is needed to teach computer hardware installation and support to university students and local business personnel at the Kathmandu University.

## Primary Tutorial Teachers

## Primary Author (2 or 3 needed by 1995)

Experienced primary school teachers to teach small groups (4-12 children) of primary aged mission children, of varying nationalities, in some of our rural and urban project areas. The medium of instruction is English. There may be three openings in 1994. This is of major importance for the mission.

**Community Development Consultant  
(Health) - Jajarkot**

Jajarkot Project provides essential basic skills to the population of the remote Jajarkot District. This post is essential to assist trainings in health topics and to be a health resource for project staff.

## **Primary Educators**

Primary Teacher Trainers for secondment to the Governments' Basic Primary Education Training Project.

Primary teacher training has long been an education goal for UMN. The Ministry of Education has invited UMN to provide personnel in central level development roles as well as field based training programmes.

An expatriate teacher is sought for a UMN staff school in Okhaldhunga- the Sobru English School. This school enables UMN Project Staff children to get a good education and community children attend the school. This expatriate role is to train the increasing staff of the school and supervise the teaching of English.

## **10+2 Partner School Programme**

UMN is entering into partnership with two rural higher secondary education schools which offer education as a major subject in grades 11 and 12. The purpose of the partnership is to have high quality educators trained and living in rural areas. Secondary teachers are needed for English, Math, Science and Education.



**RURAL DEVELOPMENT DEPARTMENT**  
**URGENT POSTS**

**Non Government Organization Support Facilitator**

The Nepal Resource Management Project is a community development project with a focus on forestry. In Rammechhap District it seeks to support local NGOs in the area in order to hand over activities by the termination of NRMP in 1997. There is one well established NGO in the District, having its head office in the district center, 8 hours walk from Namadi, NRMPs field center.



The NGO facilitator shall liaise between NRMP and the local organizations, find out support needs and coordinate support activities.

He/she should have a degree in a rural development/adult education related field plus 2 years experience as a trainer or community worker. He/she should be able to work independently, to live in a remote area, to walk, to facilitate and support others.

**NB:** there are two other posts very similar to this one in the Rural Development Department: Community Health and Development Facilitator to be seconded to a Nepali NGO and Rural Development Advisor for Okhaldhunga RDP.

**Non Government Organization Support Project Director**

The Non Government Organization Support Project will be a new endeavor of the Rural Development Department following a 2 years pilot project. Its goal is to assist and strengthen Nepali NGOs involved in rural development work by training and consultancy mainly.

He/she will be responsible to implement the project's strategic plan. Further he/she will belong to the RDD Director's team and in general advice on NGO work of the RDD.

Ideal would be a person of Asian origin who brings along experience of working with NGOs.

**Qualification:** Degree in Rural Development/Adult Education/Management Development; at least 2 years experience in relevant field. Ability to facilitate and support others.

### **Training Advisor**

The Rural Development Centre in Pokhara provides training for farmers in different areas: forestry, horticulture, animal health and drinking water maintenance. The Training Advisor is supporting and training the trainers of the centre. He/she also coordinates and helps to plan training and will explore new training opportunities.

He/she should have a degree and practical experience in technical/vocational education and/or adult education.

### **Rural Development Center Director**

The Rural Development Center in Pokhara is a training center for farmers which runs courses in the areas of forestry, animal health, horticulture and drinking water systems in Pokhara as well as in locations all over Nepal.

The Director is responsible for administration and coordination of this 45 staff member project. He/she is responsible to implement the project's strategic plan, supported by a management committee.

Further more the RDC Director belongs to the Rural Development Department Director's team which is committed to implementing the department strategic plan and generally support UMN in its rural development efforts.

Qualification: Degree in rural development or management related field and minimum 3 years experience in community development including administration.



## **ADMINISTRATIVE PERSONNEL**

### **Appointees Manager**

### **Applications Officer**

The Appointees Section of the Personnel Department is involved in processing applications for new arrivals, applying for visas for appointees, and liaising with each department and sending bodies about assignments and ongoing plans for home leave and return to UMN.

The Appointees Manager is responsible to the Personnel Director, and manages the applications and visa section and maintains close links with departments, appointees, and sending missions and churches.

The Applications Officer handles the regular correspondence involved with new candidates to UMN, arranges for visas for expatriate workers and supervises the short term applications work. This person works closely with staff in the Appointees Section and reports to the Appointees Manager.

### **Accountant / Controller**

A qualified accountant with at least five years experience is required urgently to assist the Finance Director. The person will be based in Kathmandu but will be expected to spend some time visiting projects. Duties will include the supervision of a small accounting staff at UMN HQ, implementation of controls and the training of personnel in accounting procedures.

### **Communications Director**

The Communications Department is being expanded to be able to provide information about UMN and its activities to the wide variety of audience groups - expatriate and Nepali staff, member organisations, government, media etc. The Communications Director will manage the department of two Communications Officers and technical and administrative support staff. Management and communications skills and experience are needed as well as eagerness to shape this new department.



### **Communications Officer**

The Communications Officer will work in the expanding Communications Department, producing information materials for UMN's wide audience groups. The department will also consist of a Nepali Communication Officer, Director and support staff. Experience in journalism, information or public relations is needed.

### **Guesthouse Hostess**

A Guesthouse hostess is needed to work in Kathmandu, where UMN has two guesthouses. The position reports to the Director of the Missionwide Support Project, and supervises guesthouse staff. She/he will be responsible for the organization of the guesthouses, including bookings, menu-planning and welcoming of guests, particularly new expatriate workers.

### **Training and Development Manager**

This position leads UMN's new Training & Development section, which is part of the Personnel Department. The T&D section, started in September 1992, needs an experienced T&D professional to continue to build and consolidate an exciting beginning. The person needs to be able to work with UMN managers, coaching them about effective T&D and management practice, and to inspire and support Nepali T&D staff to increasing levels of skill and responsibility.

### **English as a Foreign Language Consultant/ Teacher**

The position is part of the English as a Foreign Language team of UMN's new Training & Development section. The EFL team provides consultancy and training support to UMN programmes throughout Nepal in developing the English Language skills of Nepali staff. This person would help the EFL team leader in providing advice to UMN managers, and project level EFL staff and delivering specific English language training programmes needed in the work place. It is a challenging and needed role and has a heavy demand on it.

### **Employees Relations Assistant**

This position comes under the Employee Relations Office and provides assistance to the Employee Relations Manager in the development, implementation and interpretation of employment policies for Nepali staff. It also assists in assessing the financial implications of such policies. Reporting to the Nepali Employee Relations Manager, this person is responsible for much of the daily operation of the Employee Relations section including the maintenance of filing and computer systems within the office. The person filling this post should have strong communication skills and knowledge of interpersonal relations. Previous experience within UMN would be an asset.

# UNITED MISSION TO NEPAL

## APPLICATION PROCEDURE

### *For Member and Sending Bodies*

If you have a candidate you think could fill a post with UMN, please send in details of their qualifications, experience, personal situation. This can often be an up-to-date CV / Resume.

Once we have agreed the candidate can fill a post, we would ask for full application papers.

For each adult this is :

- \* UMN Application Form
- \* 2 x Professional References ( for post holder only)
- \* Church Reference
- \* Personal Reference
- \* Medical and Psychological clearance according to UMN guidelines
- \* Children's education reports ( if necessary )
- \* 10 x passport photos ( for each passport holder )

At this stage, there is a chance for us to ask questions and raise issues with the candidates, and also for you as their sending mission, or the candidates themselves, to ask for clarification or further details.

When all the papers have been received, their application can be forwarded to the Co-ordinating Committee (CC) which takes the final decision to accept workers. Presently the CC meets twice a month.

After an application has been accepted by UMN, papers are then submitted to the government, for official visa clearance. Until that clearance has been given, people are not able to enter Nepal, but once we have notified you of the clearance, they should come on tourist visas. We transfer this to official visas on arrival in Nepal.

There are two Language & Orientation Programmes each year, usually starting in mid January and mid July. We would plan that new candidates join UMN for the beginning of one these.

### For Individual Candidates

We welcome enquiries from individuals, giving details of qualifications, experience etc. If it seems likely that a suitable posting is available, we can send you details of UMN Member Bodies.

Expatriates with UMN are financially fully self-supporting while in Nepal. In addition, each adult is asked to pay Per Capita Grant. This is currently US\$ 1300.00 per year. It is used to cover administrative costs of UMN, Annual Board Meeting, Annual Conference, as well as facilities such as house rent, mail, accounts and other support services. In this way all money donated to UMN can be used specifically for designated projects.

Eingegangen

15. April 1994

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यूनाइटेड मिसन टु नेपाल



United Mission to Nepal

24 March, 1994

TO: All Member Bodies

Dear Friends,

We are urgently looking for a Principal to work at Kathmandu International Study Centre (KISC). This is a key role for the ongoing work of the mission as it affects KISC, students and parents. It is important that the post is filled, with the right person.

Despite advertising for sometime, and being in correspondence with possible candidates, we have still not filled this post, and are seeking urgently for a new person.

Attached is a brief job description, we can supply further information if you require it.

Please consider whether you have a suitable candidate you could recommend to us.

I look forward to hearing from you.

Yours sincerely,

*J. M. Andrews*

Jane Andrews  
Applications Officer  
Personnel Dept.

# URGENT REQUEST

## **Principal for KISC**

### Background

The Kathmandu International Study Centre is an international, co-educational boarding and day school for children aged 11 - 18. The school was founded in 1987 by the United Mission to Nepal and the International Nepal Fellowship for the education of missionary children but also welcomes children of other expatriates as space permits. There are usually about 50-60 students in KISC each term.

The school is situated on a gentle slope at the edge of the Kathmandu Valley away from the noise and pollution of the city. A school bus provides a link with the residential areas of Kathmandu.

The school seeks to provide a Christian education and aims to develop the personalities of all students so that they may become useful world citizens, aware of their responsibilities both to themselves and to society.

This role is vital for the UMN and INF Missions. The ability to have students to remain in Nepal for secondary education gives families the possibility of remaining in service in Nepal.

### Job Description

1. To supervise the academic and support staff of the Kathmandu International Study Centre.
2. Communicate with parents concerning the development of their children.
3. Communicate with the KISC Management Committee concerning policy issues.
4. Implement the plans of the KISC administration.
5. Substitute teach as possible when the need arises.
6. Participate and implement future planning activities for the Centre's development.

### Person Description

This person should have substantial experience in education. Education administration would be preferred. The Principal of KISC needs to be a friend and guide to students, to be able to inspire students and staff to excellence. The Principal should love children, education, life and God.

Further information can be given on request to the Personnel Department, UMN Box 126 KTM.



**यूनाइटेड मिसन दु नेपाल**



**United Mission to Nepal**

24 February, 1994

To: All Member and Sending Bodies

Dear Friends,

**Re: Short - Term Offers of Service**

As you know, UMN is often able to take short - term workers within the mission. Many of you will have individual definitions of short - term service but in UMN, this means working for between one and twelve months. A period of service longer than thirteen months is classified as long - term.

I am pleased to tell you that this work is now being handled by **Tara Shakya**. Tara has worked in the Personnel Department for just over a year, handling visa matters for expatriates as well as being involved in some short-term work.

Please feel free to contact him directly with any questions concerning short-term workers with UMN.

We are grateful for your continued support of the work in Nepal.

Yours sincerely,

Jane Andrews

URGENT \*\* URGENT

Eingegangen

2. Feb. 1994

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## OVERSEAS VACANCIES

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WITH



### United Mission to Nepal

United Mission to Nepal

#### Nurse Educator

*To teach student nurses in a three year Certificate Level course and also in a Bachelor of Nursing Programme. There are plans to offer a Masters Degree in Nursing and this programme will start shortly.*

*Relevant qualifications and previous experience in Nursing Education, preferably in a third world context, essential.*

#### French Teacher

*To work at Kathmandu International Study Centre (KISC), which provides education for mission children aged 11 - 16 years. This is a vital support to UMN families.*

#### Non - Formal Education Specialist

*To work in Jajarkot, providing essential basic skills to the population of this remote district.*

*Masters of Education, preferably in non - formal education, needed.*

#### Civil Engineer

*Short Term opening, for 6-9 months from January 94, to complete the design of the Andhi-Khola Irrigation scheme. Based in Kathmandu, with occasional site visits. Five-ten years experience necessary, including experience of small hydraulic structures.*

*Information available from UMN Personnel Department, P O Box 126, Kathmandu, Nepal.*

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LOP - Language and  
Orientation Program

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**LEITZ**

1656 Trennblatt  
zum Selbstausschneiden  
von Registertasten

January 21, 1994



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United Mission to Nepal

Gossner Mission  
Fenstrasse 31  
12439 Berlin  
GERMANY

Dear sirs

The cost of the United Mission to Nepal's Language & Orientation Program for long-term board appointees is US \$1300.00 (per person).

Georgia and Helmut Friedrich have asked that we send this notification to your office - prior to billing their new account here in Nepal.

The cost covers a 5 month program of language and orientation including travel to a village. It also subsidizes their language study after this basic course. (Post basic study will be billed to them at a minimal amount.)

Thank you for your consideration of this matter. We are enjoying having the Friedrichs here.

Yours truly

*Suzanne Harding*

Suzanne Harding  
Basic-Course Coordinator  
Language & Orientation Program

SH/ss

DM 4.544.80 auf Konto Friedrich am 27.1.94  
überwiesen. Siehe hierzu auch Fax v.  
24.1.94 von Friedrichs