

Zur Ablage  
Aktenplan-Nr. 221  
Datum 21.7.76  
Handzeichen Dfrie

July 19, 1976  
frie/sz

Mr. Larry Asher  
Education Secretary UMN  
P.O.B. 126

Kathmandu

Nepal

Dear Larry,

thank you very much for your letter of June 22nd. It was good to hear from you.

Concerning Hostel Parents Training Programme I suggest you to write to: Kindernothilfe e.V., Kufsteiner Str. 100, D 4100 Duisburg. They are running courses for hostel parents in India. I have no idea if there is a possibility for you to join this programme. As far as I know it is a very good one and I think it could be useful for Nepali Staff to participate in this. I do not altogether agree in general to the programme of "Kindernothilfe" but this does not matter as this Hostel Parents Training Course is supposed to be very good.

I wonder if in this respect you contacted Mrs. Pohl from "SOS Children Village". When she started that village she run some Hostel Parents Training but I dont know if this is continued and what it was like.

When you go to Francfort in November would you not have time to stop over at Berlin? You are very welcome to do so. We, the Gossner Mission, and I personally would be happy to have you here.

Best greetings to you and Phil and to all other friends,

yours,

Dorothea H. Friederici

cc: Kindernothilfe, Duisburg

# THE UNITED MISSION TO NEPAL

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

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



Miss Dorothea Friederici,  
Gossner Haus,  
Handjerystrasse 19/20  
D 1000 Berlin 41, West Germany.

Dear Dorothea,

I am writing to enquire about some information regarding Hostel Parent Training. I hope that you can either provide me with the information, or direct me to the person who can do so.

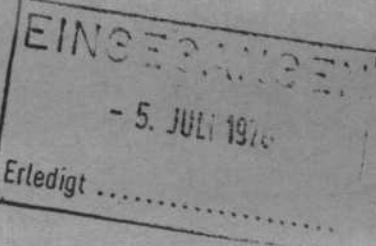
In talking to Gordon Ruff, Executive Secretary, I have discovered that a German Agency, though I am not sure which one, has a program in India that involves training of Hostel Parents, and other aspects of student support in boarding schools. From Gordon's report this then seems to be something we should explore. We are certainly having difficulty finding Nepali staff to take on the hostel work, and even those we do get, do not have a real feel of how to do a total job in the hostel. If such a program is going on in India and you know about it could you let me know how I can get information on it, and perhaps get some of our people involved in it. Can we participate in the India program? Can it be done in Nepal? What are the other aspects of the program besides the Hostel Parent Training?

I feel that this is going to be a broadening area of interest beyond Pokhara as there seems to be possibilities for our assisting in the Remote Regions of the Far West or East by building Hostel facilities and financially assisting the Remote Region students from poor families. We are not talking about anything on the scale of Pokhara in size or sophistication, but still it will require trained Nepali Hostel Parents.

I hope this letter finds you well. My family and I hope to be in Frankfurt for a few days around November 24th to visit Phyl's sister and her husband who are being stationed to the air base near Frankfurt.

Sincerely yours,

Dictated by  
Larry Asher,  
Education Secretary  
Signed in his absence.



LA/EK

22nd June 1976

हर्गाई पत्र  
AEROPHOTOCHEM

5. JULY 1976  
CANGA



Miss Dorothea Friederici,  
Gossner Haus,  
Handjerystrasse 19/20,  
D 1000 Berlin 41,  
WEST GERMANY.

प्राप्तानेको नाम र ठेगाना ।

लेटर,  
कृष्ण  
पो. बॉ. १३०,  
कत्तेश्वरु,  
नेपाल।

दूसरे पत्रमित्र केही सामिएमा सापाराए बाँकबाट चलान गरिनेहो ।

Ed

January 16, 1976  
frie/sz

Rev. Dr. N. Minz  
GEL Church

Ranchi/Bihar  
India

Zur Ablage  
Aktenplan-Nr. 221  
Datum 12.2.76  
Handzeichen D. Frie

Dear Dr. Minz,

enclosed a letter which I wrote to Frank Wilcox. I suppose you got the invitation for the meeting on April 8th, 9th and 10th as well. I would be very happy if you could attend the meeting as you are a member of the executive committee. Please, let me know what your plans are.

With many greetings to you and your family, I remain,

yours,  
D. Frie  
Dorothea H. Friederici

Enclosure

E9

Zur Ablage
Altenplan-Nr. 221
Datum 12.2.76
Handzeichen D. Friede

January 16th 1976  
frie/sz

Mrs. Martha Mukhia  
Mahendra Bhawan Girls High School  
Gyaneshwar, Kathmandu/Nepal

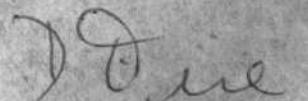
Mrs. Mary Karthak  
Mahendra Bhawan Girls High School  
Gyaneshwar, Kathmandu/Nepal

Dear Martha, dear Mary,

I am absolutely puzzled, and do not know what to do. Why do you never answer. It is very frustrating for me to do any planning for your visit when I dont know you are coming. As you know I am planning to come to Nepal in March and stay for the UMN board meeting. I am planning to leave Nepal on 11th or 12th of April and still hope that you will be coming with me. Congregations and friends are asking about your visit and I dont know what to answer. I am planning to book and to buy your air tickets here and bring them with me when I come. But how can I if I dont know if you are coming. Therefore please do answer immediately. We have plans for you from the middle of April till June 13th. This would mean you could be in Nepal either June 14th or 15th. Please we need your "Yes" or "No".

Looking forward to see you and still hoping you will have a happy time here in Europe, I remain as always,

yours,



Dorothea H. Friederici

cc: Miss Monika Schutzka



**SCHOLARSHIP COMMITTEE OF  
THE UNITED MISSION TO NEPAL**

*Ed*

Chairman: Mr. Frank Wilcox  
Secretary: Miss Norma Kehrberg

Telephone: 12179  
Telegrams: UMNEPAL  
POST BOX NO. 126  
1/26 THAPATHALI  
KATHMANDU, NEPAL.

March 7, 1975

Miss Dorothea Friederici  
Gossner Mission  
1 Berlin 41  
Handjerstrasze  
W. Germany

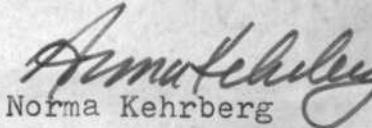
Dear Dorothea:

Thank you for your letter of 19 February, 1975 in regard to the possibility of a congregation in Berlin helping finance the training of a nurse.

Sister Hisa Asaoka has gone to the Everst area for trekking and will not return until the third week in March, therefore this has not been discussed with her. As far as the Scholarship Committee's position, we feel that the correspondence, selection and the financing should be dealt with from the Nursing School Campus. This eliminates the complications which arise from another party involved in negotiations. The Scholarship Committee still only handles nursing scholarships if they involve the Sherpa Scholarship Fund.

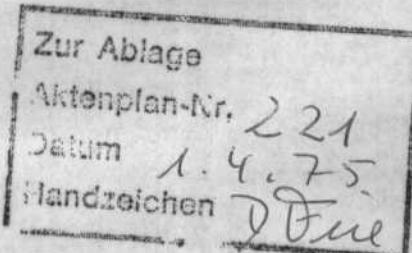
Thank you for your continuing interest and concern for the welfare of the people of Nepal.

Yours sincerely,

  
Norma Kehrberg

cc: Miss H. Asaoka, Superintendent Shanta Bhawan Campus  
School of Nursing

*Hope you have had a  
good time in Africa.*



d. 18.2.75

Frau  
Hedwig Milcke  
c/o Butwal Plywood Factory  
(BPF)  
Butwal  
Ex.Off. Bhairawa  
NEPAL

frie./v.w

Zur Ablage  
Aktenplan-Nr. 221  
Datum 18.2.75  
Handzeichen D. Trü

Liebe Hedwig!

Ehe ich übermorgen abfliege nach Afrika sollst Du wenigstens noch wissen, daß ich all Deine lieben Briefe erhalten habe. Vielen Dank dafür. Ich schaffe es nicht mehr, alles zu beantworten. Bald kommt Ihr ja heim nach Deutschland, dann müssen wir unbedingt mal miteinander reden, sehr ausführlich.

Die Workers Conference liegt hinter Euch. Was mag es da wohl Neues gegeben haben? Leider sind unsere beiden Gossner-Damen diesbezüglich nicht die Mitteil-samsten, obwohl das alles zu wissen, ja auch für uns wichtig ist.

Vor einigen Tagen war Herr Faulenbach hier. Er ist auf Stellensuche und hatte sich beim Berliner Missions-werk beworben, als KED-Referent. Leider, ist er abge-lehnt worden. Es war ganz interessant, mal mit ihm zu reden. Er ist augenblicklich auf Stellensuche. - Hoffentlich findet Ihr schneller was. Ich halte es doch für einigermaßen frustierend, sich an 100 Stel-len bewerben zu müssen. Aber unseren lieben Leuten hier ist die Wirtschaftskriese so in die Knochen gefahren, daß es überall Stellenstops gab. Es heißt, bis zum Frühsommer soll das überwunden sein. Ich wünsche es Euch sehr.

Meine sämtlichen Bilder von Sunils und Bhagwatis Hochzeit sind verloren gegangen in der Entwick-lungsanstalt. Hoffentlich sind Deine gut geworden, daß ich Abzüge haben kann.

Bitte grüße die beiden und Deine Familie sehr herzlich von

Deiner

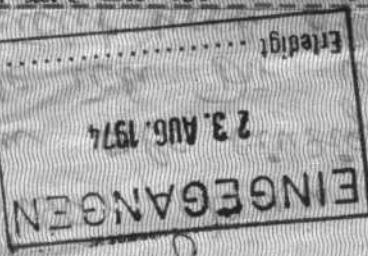
D. Trü

WV

Liebe Dorothea,

Nach meiner Rückkehr von New Delhi, wohin ich Wolfhard zu seinem 5. Schuljahr gebracht hatte, soll mit endlich dieser Brief an Dich "steigen". Zuerst einmal möchte ich darüber berügen, daß ich Dir in keiner Weise böse bin, im Gegenteil: ich hätte nie gedacht, auf so eine (für mich zumindest) einfache Art und Weise zu einer solch schönen und guten neuen Uhr zu kommen !! - Als zweites möchte ich Dir ganz herzlich danken für die Uhr, die Du mir zu einer Uhr gemacht hast, Du hast ja eigentlich mit "troubles", und auch dafür, daß Du mir so prompt eine neue gekauft und geschenkt hast! - Als drittes hätte ich gerne gewußt, a) ob Du wirklich diese teure Uhr von Versicherungsgeldern bezahlen konntest oder ob Du etwas aus eigener Tasche aufbringen mußtest (wenn letzteres zutrifft, bitte lass es mich bald wissen, sodass wir die Rechnung mit Dir beglichen können!), und b) ob bei der Uhr wohl ein Garantieschein dabei war, ~~war~~ ~~da~~ einen solchen habe ich beim Auspacken als einziges vermisst. - Und als letztes möchte ich Dir meine Hoffnung aussprechen, daß Du nicht noch öfters von Diefen heimgesucht wirst und daß Du alle gestohlenen Dinge in voller Höhe und Bälde ersetzt bekommen hast! So, soweit zum Uhr - "business", und nun zu Sunil u. Bhagwati. Wie Dir Sunil vielleicht inzwischen selbst geschrieben hat, ist sein Sohn am 25. 7. durch Zangengeburt zur Welt gekommen, wog  $6\frac{1}{2}$  pounds und ist ein Süßer Kleiner Bursche, zu dem man Dir als "Großmutter" mit von Herzen Gratulieren kann!!

Bei uns hat sich insofern in letzter Zeit einiges getan als die  
Plywood Factory endlich die Production starten konnte, wie  
Du vielleicht schon von anderer Seite erfahren hast!  
Helmut und seine Mitarbeiter haben alle Hände voll zu tun,  
und oft scheint ein 12-Stunden-Tag nicht auszureichen,  
um alles mit halbwegs zu bewältigen. Wie üblich in KHM  
ist der "lack of personnel" und das Interesse der Kathmandu-  
Leute am Project hier wieder sehr deutlich zu spüren, und  
dazu kommen die beiden Rücktritte von Thapa (General  
Manager von BPF bis April 74, jetzt NIDC Kathmandu) und  
Wittke (Business Manager von BPF bis Okt. 74, dann wieder BFM)



Ms. Dorothy Friedenreich  
c/o Grosser Mission  
Handjerystraße 19/20  
1 Berlin 41 (Friedenau)  
W - GERMANY



H. Hiecke  
c/o Budoel Plywood Factory  
(BPF)  
Budoel  
Ex. Off. Bhairava

NEPAL

Bhagwati war 4 Tage vor der Geburt im hierigen Hospital, ohne  
nötige Geburtswehen zu bekommen und ich besuchte sie täglich  
zwei Mal, um ihr die lange Wartezeit zu verkürzen und um  
evtl. zu helfen. Natürlich war die ganze Familie auch ver-  
sammelt (Söhne, -die Eltern, Geschwister, Freunde etc.), und  
so war sie ganz gut versorgt. Nach 1 Woche wurde sie  
dann entlassen und fängt nächste Woche wieder das Ar-  
beiten bei uns an; sie wird das Baby mit zu uns bringen,  
und wir freuen uns schon auf diesen Zuwachs! Das  
(Geld 7250 DH = 1020 Rp) und die Schachtel mit Kleidung  
und Werkzeugen habe ich Ihnen von Kathmandu mitgebracht.

# Economic Development

③

Weitere Trennblätter lieferbar:  
1652 in 6 Druckfarben

# DEVELOPMENT AND CONSULTING SERVICES

BUTWAL - NEPAL

An Economic Development Programme  
of the United Mission to Nepal

Your Ref.:

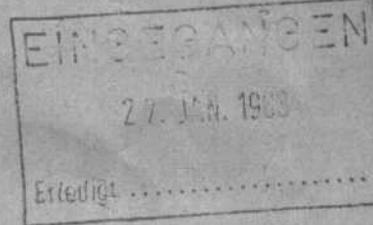
Our Ref.: DJF/GDT

Cable Address :  
UMNEPAL (DCS)

KATHMANDU

Date 12/1/1983

B. Barteczko-Schwedler,  
Gossner Mission,  
1 Berlin 41, (Friedenau)  
Handjery Strasse 19-20,  
West Germany.



Dear Miss Barteczko-Schwedler,

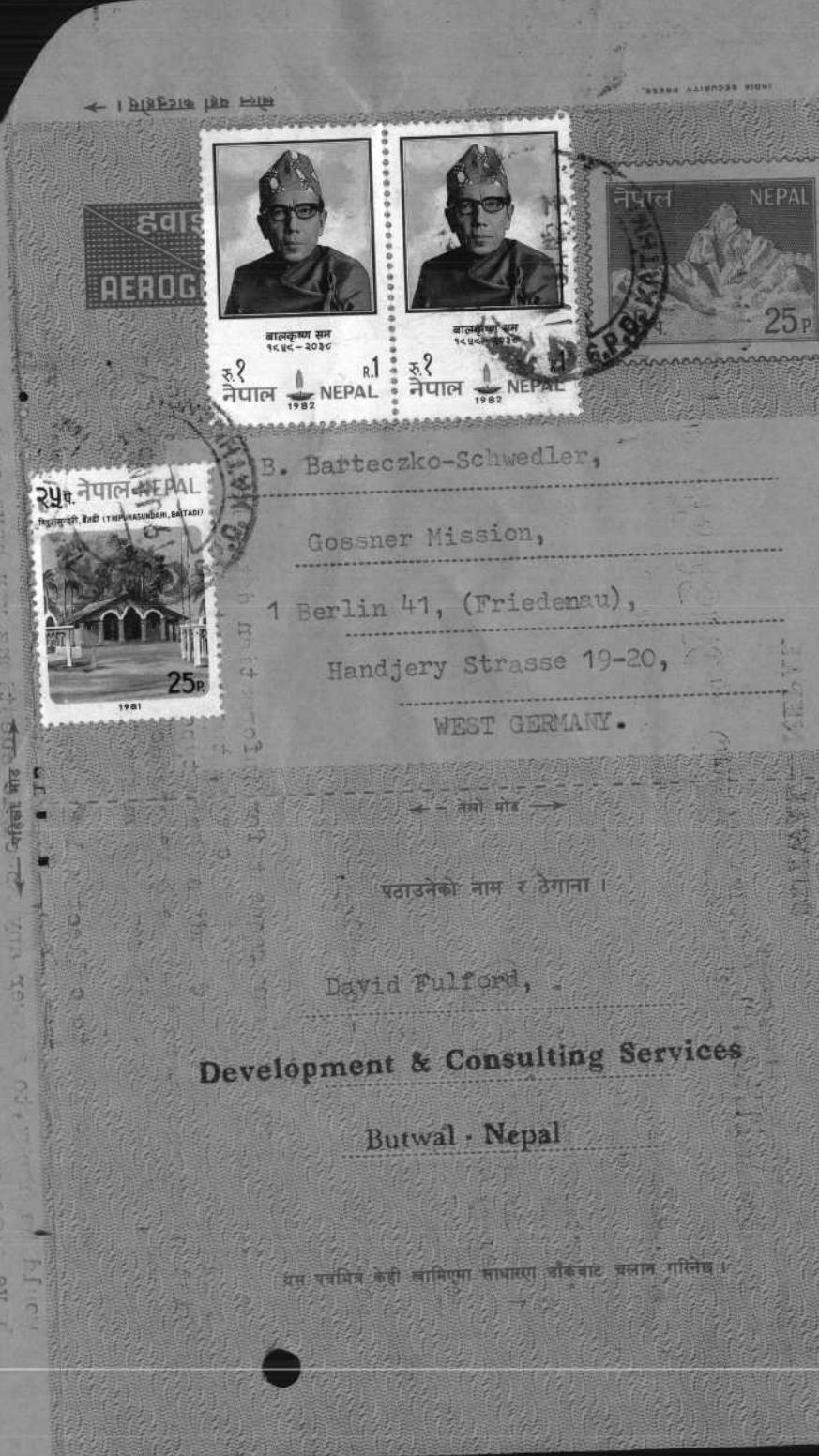
Thank you for your request for information dated December 1st, 1982. We are sending, under separate cover, two reports which give details of the Chinese (Dome type) and Indian (Drum type) of Biogas plants, together with a list of other papers that we have produced. We are sorry that we have not, as yet, produced a similar paper on the Tunnel (New York) design.

We are hoping to collect all the results of the work we have done in Butwal together in book form, but this may take some time to complete. We would be happy to answer any specific questions you have on our work. I have also enclosed our latest annual report giving up to date details.

Yours sincerely,

*J.N.F.*

Mr. David Fulford,  
(Biogas Research Consultant).



16. DEC. 1982

Erledigt .....

Kriebel ✓

Ev.

Baba

MINUTES of the SIC discussion group which met at the EDB Service Office, Kathmandu on the 29th November, 1982.

PRESENT at morning session: Rainer Kruse, Martin Anhorn, Andrew Bulmer, Anders Kammensjo, John Williamson, K.S. Joshi, D.P. Upadhyay, Al Schlorholtz.

PRESENT at Carl Johansson's Office in the afternoon: Rainer Kruse, Martin Anhorn, Carl Johansson, and Al Schlorholtz.

PURPOSE of the meeting: To hear a progress report by Martin Anhorn (assisted by Andrew Bulmer who had visited the Project for 3 weeks to consult and share insights); to question this team about their experiences and observations; to discuss strategies and methodology; to explore the degree of unanimity regarding the project concept and basic philosophy between the donor group and the UMN; to encourage the Anhorns in their work.

TEAM MEMBER EXPANSION: We are thankful to God for the safe arrival of Daniel Anhorn on November 21st and that Inge is well. Two INF Nurses assisted in the delivery who were called by Andrew Bulmer in the early hours of the morning. Since the Anhorns had already booked air flight to Kathmandu for the 24th November, they travelled as per schedule. It is noted that Daniel was born three weeks earlier than expected. "All's well that ends well".

PROGRESS REPORT: The Anhorns are living in a rented upstairs of a Nepali house. Living conditions are simple and demanding. From there Martin and Andrew made three tours of villages to study people's needs and possible location for a suitable area in which to start. More tours will be made in the future to complete this exploratory stage. It was reported that to date the village people expressed priority needs for irrigation and drinking water. On the northern slope of the Bheri River there are a number of small systems working, because there are ample trees on the hills. Across the River there are few trees, few sources of water, and more rain-fed cropping. Work on both sides of the River gave evidence that the local people have been doing a good deal of participation in joint work. There is scope for much work.

Other agencies are at work in the Surkhet Valley, which include Dutch Industrial Estate, K-BIRD, and Volunteer Workers. K-BIRD is finding the area too big for their manpower and supervision, the people's participation theory faulty, the people's and politician's high expectations causing frustrations, the building of the infrastructure and integration into the government's delivery system trying, the planning and projections too idealistic, etc. Some practical work is being done, but relationships are difficult.

HMG has established an Agricultural Farm which has been in operation for five years under a competent Nepali Manager with 15 years experience at the Rampur Research Centre. They are doing seed reproduction, and other related work. The Small Farmers Development Program has organized 20 male and 6 female groups in two general areas. These groups contain from six to 20 families who receive inputs and carry on their group-selected activities. They also cooperatively work on other local needs.

Cont'd.....on 2

and development tasks. The Agricultural Development Bank, Nepal has placed some able managers in the area who are ready to help enable people's participation, credits, and technical assistance. The team is most favourably impressed with the will to change and get into action. The Cottage Industry Department is engaging in the training of people in various vocational skills. This work centers in the Sirkhet Valley with Jirendranagar as the focus point.

STRATEGY AND METHODOLOGY: Martin and Inge are in the process of formulating guidelines regarding how far out to go from Birendranagar, in which areas to begin, how to get acquainted with the people, how to build awareness, how to share in the awareness of the potentials which could fit in with UMN inputs. At present it is felt that the initial work should be started one day's walk from the District headquarters, keeping in mind the problems related to supplies, support, communication, health care, etc. This means answering the questions of Where to start? What to do? What are the priorities in terms of locally-expressed needs and aspirations?

The strategies focus on what the situation demands, not our pre-conceived ideas and inclinations. Since these centre in the people's voiced needs (keeping in mind that we want to help the disadvantaged and needy) and the directive from Cottage Industries Department that we avoid duplication of what they are already doing, it is premature to spell out in detail the methods to be used. However, much scope is seen in the Training areas of public education, motivational, technical, and management skills such as simple accounting, etc. leading toward skilled training later on. It is still too early to formulate a program; the Project Agreement Proposal has been cleared by the Department of Cottage Industries, sent up to the Ministry of Industry, and shared with the Foreign Agreement's cell in the Law Ministry. After scrutiny by the Finance Ministry, it could go to Cabinet for final approval. No one wants to predict how long this will take.

PERSONNEL: We discussed personnel needs and feel that 3-4 people could be added to the Team in due course, taking into consideration the quality, training, attitudes, and community-oriented approach of newcomers. We agreed that there is a tension between calling inexperienced people into such work where it may be too demanding and too many mistakes made --- and calling second-termers in who may be too set in their ways. There is a good deal of agreement on the type of persons needed for such a Project: resourceful, open flexible, people-oriented, cooperative, competent, and hardy.

*Horold?*

CONCLUSION: UMN personnel were appreciative of the intention for the Donor to have patience and understanding that this approach will take time and that Budget allocations may be shifted to needs as they arise. This trust and flexibility helps ensure what we are aiming at. We all feel at this time that it will be slow in the beginning, but once started in the right way toward the right direction, things could move more readily. It is hoped that the Anhorns may be allowed to visit work in India to observe work there of a similar nature of approach and that they may themselves consider and decide to return to SIC after their next home leave.

The EDS wishes to express his gratitude for the time and energy given by Rainer Kruse and members of the Team. It was profitable time of sharing.

Al Schlorholtz, EDS

*S. Kriebel*

ECONOMIC DEVELOPMENT BOARD

Introduction to Long-term Planning

Economic Development work in the United Mission to Nepal had its beginnings in concerns about the basic needs of people and how to practically do something which would lead to improvement of life and environment. With special reference to industrial and rural development needs, UMN worked toward a fuller involvement in Growth Centres of production-cum-training, Energy related projects, Projects in the border areas between engineering/industry and agricultural/rural development. Following a flexible approach in order to meet challenges and opportunities that arose, the economic development work sought to adapt its program and strategies to more realistically enter into national development goals and needs of local people to which it sought to minister.

Today, a multiplicity of economic development efforts are noted in the objectives listed under the various projects and programs of EDB. These reflect the maturing process of producing and applying appropriate technology in Nepal. A large group of qualified Nepalese technicians, tradesmen, managers, and expatriate UMN personnel resourcefully serve in production, training of apprentices, research, development, testing, installation, maintenance, construction, planning, design, consultancy in workshop, site, village, or office. Too often in reports and plans there is only the description of the work done on a prototype machine or on equipment. What is not emphasized is the inter-relationship to farmers and businessmen and the inter-action of shaping the technology to meet specific and community needs. In fact, the improvement of the turbine and accessories, the modification of three models of bio-gas plants, the gains in grain storage methods, the motivation toward locally-owned, locally managed turbine-driven mills, oil expellers, rice hullers, food processors, or toward community-owned and operated bio-gas plants, the installation of safe drinking water systems, and the like -- are only possible with the involvement of people on many levels.

Another aspect to be highlighted is the coordination of agriculturists, development field workers, and rural development engineers in the Community Health Projects, in the Buling/Arkhala and Andhikhola Projects. This work by inter-functional personnel makes possible a more balanced outreach suitable to a wide range of technical, social, economic, and cultural aspects. The Rural Development Division will be working toward meeting the needs in UMN Projects which demand an integration of approach and effort,

The Buling/Arkhala Project continues its rural development work and is planning an expansion into two adjoining Panchayats. The Andhikhola Project will build a power plant with commitment to rural electrification, irrigation, and other rural work. A socio-economic survey has been completed which will give needed data for plans and objectives. The Surkhet Industrial Centre is to be implemented, if at all possible. As all this work is to be carried out and to function, the need for trained technical local people will be greatly felt. A core group has been trained and are working in many areas. These will become the resource persons in small scale industrial enterprise, in giving help in irrigation, construction, supervision of work, installation of mills and bio-gas plants, drinking water systems, group owned and managed mills, marketing, management. These people have learned as apprentices the skills, attitudes, and team work necessary for development work. We feel called to help promote the training of apprentices in workshops, factories, and business as a tried way of training personnel in a self-reliant, self-supporting way.

Al Schlorholtz

March 1982.

ANDHIKHLA PROJECTPlans and Budgets for 19821) ANDHIKHLA HYDEL AND RURAL ELECTRICITYFCATTM program (AHREP)a) Description.

AHREP is a multi-purpose project consisting of three major parts: Hydroelectric power, rural electrification, and irrigation development. These three parts will have direct effects in establishing the necessary infrastructure for rural development of the AP area.

b) Objectives:

1. To contribute towards energy independence for the AP area.
2. To contribute towards full productive employment for all people in the AP area.
3. To enable AHREP workers and families to reach their full productive potential as workers and as members of their community.
4. To relieve the pressure on the soil and water resources of the area.
5. To contribute towards self-sufficiency in food for the AP area.
6. To achieve equity in sharing of the means of production in the area.
7. To insure that at least 25% of the influx of cash to the local area in the form of wages and salaries paid to AHREP workers is invested in productive means in the AP area.
8. To insure that AHREP employment and training benefits are well integrated with all other AP development programs.

c) Activities.

1. AHREP hydel plant preparatory works - such as land purchase, high tension line from Tansen to project site, access road, water supply, shops, offices, and other support facilities - will be 90% completed by the end of 1982. In addition, a start will be made on the tailrace tunnel, entrance shaft, and headrace tunnel. About 10% of these works will be completed in 1982. Purchase and shipment of equipment from Norway, including one of the generating sets, shop equipment and construction equipment, will take place in 1982.
2. A workforce of approximately 100 persons will be recruited for the construction work.
3. An on-the-job training program to improve work performance of AHREP workers, as well as non-formal education as village development workers for AHREP workers, will be established.
4. Work will continue on developing appropriate means for use of electricity for cooking in the AP area. High priority of AHREP employment will be given to landless or marginal farmers around the area.  
Land will be purchased from larger farmers around the construction site to be sold to landless and marginal farmers who are farming land which should be reforested.
5. Further planning for the AHREP headrace irrigation scheme will be carried out.
6. Dialogue with farmers in the AHREP headrace irrigation scheme command area will be carried on in which redistribution of land, or other means of insuring that all members of the community share in the benefits of irrigation, will be discussed.
7. A savings and credit scheme, along with various assistance programs for farm/village improvement, will be established for AHREP workers. Opportunities will be presented for investment in cottage/small scale industries to be developed in the AP area.
8. Priority in employment of AHREP workers will also be given to those people who have qualities to serve as channels through whom rural

development activities may be promoted in their home villages. Wherever possible AHREP workers will be given the opportunity to participate in all other programs of AP.

d) Monitoring.

All AHREP activities will be monitored on the basis of stated objectives by the AP director. Information from the socio-economic baseline survey will aid in this evaluation. Detailed employment records of AHREP contractors, as well as of AHREP workers' participation in other AP programs, will help.

e) Personnel.

Eleven fulltime Nepali staff will be required, together with one fulltime and four part-time expatriates.

## 2) COMMUNITY DRINKING WATER AND SANITATION SYSTEMS

a) Description.

AP will aid local communities in the AP area to plan, build and maintain their own drinking water and sanitation systems. The water systems will be mainly spring improvements and gravity pipelines, and the sanitation improvements will be pit toilets.

b) Objectives.

1. To provide adequate drinking water and initiate basic sanitation practices in every community in the AP area.
2. To decrease the incidence of water-borne diseases and diseases caused by poor personal hygiene related to lack of water in the AP area.
3. To decrease the incidence of diseases caused by fecal contamination of food and water in the AP area.
4. To increase the productivity of village women in the AP area.
5. To encourage water conservation in the AP area.

c) Activities.

1. Drinking water and sanitation systems will be constructed according to AP guidelines in Baire Banjyang, Tulsi Banjyang, Galyang Banjyang, and Jimuwa.
2. Spring improvements to prevent contamination of the village water sources by people or animals will be carried out by means of sealed collection structures and fences.
3. A certain number of pit toilets will be built in every community where a drinking water system is constructed. This will be accompanied by non-formal health teaching on germ theory of disease.
4. Tapstands will be located so as to minimize the time women spend carrying water for household use.
5. Shade trees will be planted at water sources to minimize evaporation losses. Small reservoir tanks will store spring run-off during the night for use during the day. Kitchen gardens irrigated from tapstand waste water will be encouraged.

d) Monitoring.

A community health survey, gathering information on incidence of water and sanitation-related diseases, time spent on carrying water, and per household consumption of water will be done before and after implementation of this program.

e) Personnel.

The program will require one fulltime Nepali worker, and three part-time expatriate staff.

### 3) MICRO HYDRO DEVELOPMENT.

#### a) Description.

This is a research and development program for micro hydro appropriate technology, including: experimentation/demonstration micro hydro plant on the Charte Khola in AP area; development of appropriate electrical transmission and cooking systems for rural Nepal; and research and development of micro hydro-powered craft/cottage industry, agro-based industry, lift irrigation, and drinking water pumping.

#### b) Objectives.

1. To contribute towards full productive employment in the AP area.
2. To promote water and soil conservation in the AP area.
3. To contribute towards self-sufficiency in food for the AP area.
4. To reduce the incidence of nutritional diseases in the AP area.

#### c) Activities.

1. Craft/cottage and small industries using micro hydro power, such as silk culture and weaving, grain driving and milling, food driving and processing, soap making, paper making, etc. will be studied and developed with the idea of creating productive employment.
2. A micro hydro plant on the Charte Khola will be installed as an experimentation/demonstration station for micro hydro, and to provide power for early stages of AHREP construction. Research on an electric storage cooker for practical use in rural Nepal and economical electrical transmission methods will be carried out. Hydraulic rams and turbine driven pumps for pumping drinking water will be developed.
3. Development of lift irrigation based on turbine driven pumps, and agro-based small industry, such as lime grinding and nitrogen fertilizer production, will take place.
4. Improved versions of a rice huller which does not remove all of the bran and brown flour mills will be tested and their products test-marketed in the AP area.

#### d) Monitoring.

The results of this program will be evaluated using baseline survey data once the developed technology has been applied. Until then the research and development work will be evaluated on the basis of local interest in the various areas of work.

#### e) Personnel.

Personnel requirements will be three part-time expatriates and one full-time Nepali staff worker.

### 4) VISITS TO PARALLEL WORK

#### a) Description.

This program will enable members of AP staff, both UMN and Nepali, to visit other integrated rural development projects in Nepal run by HMGN, UMN or other development agencies.

#### b) Objectives.

1. To facilitate the exchange of rural development information, both inter-project and intra-project.
2. To learn from the rural development experiences of other projects.

#### c) Activities.

1. The AP Director will arrange for AP staff to be freed from their project responsibilities for purposes of travel to other projects where activities in the staff person's area of interest or responsibility are taking place. Upon return the AP staff will

report informally on their experience through the AP staff information bulletin. AP staff will be encouraged to maintain personal relationships with staff of other projects.

2. Consideration will be given to application of findings from the visits in AP through the medium of the AP advisory management committee.

d) Monitoring.

The informal reports submitted by AP staff as a result of their visits will form the basis for evaluation of this program. No extra staff are required.

5) SMALL FARMERS GROUPS (SFG)

a) Description.

An SFG, the core group for village agricultural development, is a cooperative organization of small farmers at the village level for discussion of problems and possible solutions using local resources if possible, but also an enabling framework by which the group may obtain access to low-cost credit, training and services.

b) Objectives.

1. To enable AP area farmers to achieve their full potential as agricultural workers.
2. To contribute to achieving self-sufficiency in food for the area.
3. To achieve equal access to the means of production in the AP area.

c) Activities:

1. Upon expressed interest of farmers in a village, a small farmers group will be organised. Regular meetings will be held to discuss problems and ways and means of overcoming these problems. Opportunities for special training in agriculture, animal husbandry, etc. will be promoted.
2. The SFG program will be well-integrated with the other AP agricultural programs, such as Animal Health, AHREP irrigation, and soil and water conservation, with the goal of increased agricultural production.
3. Agricultural inputs credit is available at low cost under the SFG program of the Agricultural Development Bank of Nepal (ADBN). Where capital is the critical constraint, the SFG will be encouraged and helped to make the proper applications with ADBN.

d) Monitoring.

This program will be evaluated in the light of response by local farmers and comparison to economic and agricultural data gathered in the baseline survey. The program requires only one part-time rural development worker.

6) ANIMAL HEALTH PROGRAM

a) Description.

The Animal Health Program is a training and enablement scheme whereby farmers will learn to take better care of the health of their animals themselves through preventative practices and use of simple medicines.

b) Objectives.

1. To achieve self-sufficiency in food for the AP area and reduce the incidence of nutrition related diseases.
2. To achieve equity in the sharing of the means of production in the AP area.

c) Activities.

1. Recognizing that healthy animals produce more meat, dairy products, eggs, etc. for sale and home consumption, village farmers will be encouraged to take advantage of the opportunity to receive animal health training at the UMN Animal Health Center in Pokhara. Farmers with both aptitude and interest would be selected by their villages to go on a two week practical course.
2. AP will finance the initial stock of animal medicine which will be charged for and thus the supply would be self-perpetuating.

d) Monitoring.

Surveys will be taken of animal population and health before and after the training course for evaluation purposes. One parttime worker will be needed for the program.

7) CRAFT/COTTAGE INDUSTRY DEVELOPMENT

a) Description.

Employment and cash income generating activities from craft/cottage industry will be encouraged by introducing cooperative purchasing and marketing for existing producers and conducting research into new cottage industry for the AP area.

b) Objectives.

1. To contribute towards full productive employment in the AP area.
2. To contribute towards equity of access to the means of production in the AP area.
3. To enable craft/cottage industry workers in the AP area to achieve their full potential as productive workers.

c) Activities.

1. Research will be conducted into appropriate products for local production, such as silk culture and weaving, honey production and packaging, and soap making. Primary emphasis will be on products with a Nepali market, but both local and overseas markets will be investigated. There will be close integration of this program with similar studies in the Micro Hydro program.
2. Existing craft/cottage industry producers of cloth shoulder bags and bamboo products will be encouraged to form cooperative purchasing and marketing groups (PG).
3. Opportunities for special training, such as at the women's skills training centers, will be publicized, and local skilled craftsmen encouraged to take on apprentices for training.

d) Monitoring.

The success of this program will be measured in terms of numbers of people trained and employed in craft/cottage industry who were previously under or unemployed in the AP area. Two part-time staff will be needed for the program.

8) RURAL YOUTH TRAINING PROGRAM.

a) Description.

As the Nepali version of the worldwide 4-H club movement, this program seeks to build character and skills of rural youth in Nepal, and to instill pride in the rural vocations. It is a Nepal government program in which AP will make a contribution in training and motivation of club leadership.

b) Objectives.

To enable the rural youth of the AP area to achieve their full potential as agricultural workers and members of their community.

c) Activities.

AP staff will help to establish a local club in coordination with the government District Agricultural Office in Syanja, which oversees this program. The government agricultural Junior Technical Assistant (JTA) assigned to the AP area is responsible for the government program and AP staff will endeavour to aid the JTA by acting as resource people for club projects, providing a revolving loan fund for financing club projects and teaching self-management of this fund, and encouraging members to take advantage of training opportunities in areas of club interest.

d) Monitoring.

Quantitative measurement of character being not easily accomplished, evaluation of this program will be in terms of skills obtained by club members while carrying out club projects and skills acquired on training courses. A part-time worker will be required.

9) SOIL AND WATER CONSERVATION

a) Description.

Although all programs of AP are aimed at soil and water conservation in one way or another, this program concentrates on non-formal teaching of the basic concepts of soil and water conservation to the local people and direct means to alleviate the pressure on these two resources.

b) Objectives.

1. To promote soil and water conservation in the AP area.
2. To achieve self-sufficiency in food for the AP area.

c) Activities.

1. Non-formal education on soil and water conservation will be provided to people involved in all AP programs (AHREP, LDC, SFG, PG, youth club, etc. workers). Land purchased for AHREP too steep for cultivation will be fenced and reseeded as a demonstration. The concept of a community owned fodder forest will be promoted, and after interest is generated transport of seedlings from the nursery will be provided by AP.
2. Incentives for simple structural control of gully erosion will be established through field trips to and conversations with farmers of areas where irreversible gully erosion damage has taken place, and technical advice for check dams and rivetment work to stop gully erosion in the AP area will be given. Incentives for prevention of sheet erosion by terracing of non-terraced fields will be established by field trips to damaged areas and raising expectations of future irrigation development for which fields will have to be terraced.

d) Monitoring.

Evaluation of this program will be in terms of land area protected from gully and sheet erosion, and land area returned to forest or fodder production. Two part-time personnel will take part in the program.

10) COMMUNITY HEALTH.

a) Description.

An enabling and teaching program in which local people learn to meet their own basic health needs, through understanding of preventive health measures and optimum use of the existing government health post.

b) Objectives.

- To help the people in the AP area to become self-sufficient in basic health care.

c) Activities.

1. Work will be done in cooperation with the local government health post to improve the quality of preventive health teaching in local schools through use of audio visual aids. Non-formal education in basic sanitation practice, family planning, child nutrition, and personal hygiene will be provided to village volunteers by AP staff. To ensure that basic medicines are available year-round at the government health post, a local health insurance scheme will be instituted, administered by a local health committee, whereby a small contribution from each household will go into a fund to purchase medicines.

d) Monitoring.

The effect of health teaching will be ascertained by health surveys carried out before and after the program is launched. A parttime worker will be needed.

11) ANDHIKHLA PROJECT ADMINISTRATION.

a) Description.

The administration of the UMN involvement in AP is accomplished through the Andhikhola Project Management Committee (APMC). The APMC normally meets three times a year to decide on policy and review plans and budgets for submission, where necessary, to higher UMN administrative levels. The executive secretary of the APMC is the AP Director, and he is responsible to APMC for day to day execution of plans and policies.

b) Objectives.

To provide for the efficient planning and execution of the AP programs in an integrated way.

c) Activities.

1. Regular meetings of APMC will be held in February, May and Sept.
2. The AP offices will be established and maintained in Galyang Banjyang.
3. The planning, execution and monitoring of all AP programs will be initiated from the AP office.
4. A discretionary fund for low-risk program enablement will be administered by the AP Director.

Note: AP program execution is dependent on a couple of factors which are out of the hands of AP administration: local participation and the availability of needed personnel. Two fulltime and one parttime worker will be needed for the AP office.

12) ANDHIKHLA PROJECT AREA SERVICES.

It is proposed that area services for UMN personnel living at Andhikhola continue to be provided by the Butwal Area Services while the present (two family) situation continues. Additional personnel are expected near the end of 1981, and at that time it would probably be best to begin independent operations, for which a budget is proposed.

SURKHET INDUSTRIAL CENTER

Surkhet Industrial Center will be an Economic Development Program in Surkhet District which is in Far West Nepal with Birendranagar as its biggest town; it is meant to be one of the five Development Centers of Nepal.

Training

On-the-job and in-the-field training will be one emphasis of SIC. In responding to various immediate and long term needs of communities, projects, individuals and others, training will be given in skills of trades such as construction, woodwork, metal work, auto-mechanic and others relating to cottage and small-scale industries, emphasizing practical and useful methods.

Three or four kinds of training are envisaged:

1. Semi-skilled workers with one or two years of on-the-job training.
2. Skilled workers with two years of on-the-job training plus some classroom teaching.
3. Tradesmen, certificate level up to 3 to 4 years. Part of this training may take place in Butwal, since the number of trainees in Surkhet will be small. Also this training would in the beginning be for the assembly of vehicles and the mechanical workshop only, since only in this trade a fixed prescheduled course could be offered, which would guarantee a level of training similar to BTI's courses.

Production

Production will be linked up with training and the promotion of small scale industries and entrepreneurship development. Small scale industries could include for example, soap-making, ferro-cement work, building materials, wire weaving, woodwork, penstock making, Nepali paper, milling, food processing, mechanical accessories, metal structures, bullock carts and other transport facilities.

Production-cum-training industries will partly be in the Center to make optimal use of facilities and personnel as well as to generate income for self support and training, while other units will be in outlying areas in accordance with resources, raw materials and their feasibility.

Outreach Work

This will form an important element in so far as all activities should be responses to immediate and long term needs, which can only be determined through close contact with people and communities.

From outreach work might emerge activities and programs such as turbine-driven agro-based industries, cottage industries, power projects, irrigation and drinking water projects, small farmers equipment and tools implementation, infrastructural services, building materials production and promotion, storage facilities, etc. SIC would thereby be an agent for oriented programs, related to economic development.

Project Objectives

1. Initiate and support economic development efforts in the Far Western Region.
2. In cooperation with other agencies, aim on a multi-dimensional approach to development in accordance with K-BIRD (Karnali Bheri Integrated Rural Development Project) plans.

3. Facilitate small scale industries and cottage industries.
4. Industrial development through production-cum-training.
5. Promote technology appropriate for the hill areas of West Nepal.
6. Provide opportunities for gainful employment.
7. Use local skills and resources as much as possible.

#### Tentative Program for three years

##### First Year

- planning and layout of center, including negotiation of land etc.
- recruiting labor, trainees and staff from area and contact villages
- build water supply
- build small workshop for mechanic, wood, building materials and store
- building of living quarters (6 units) and hostels (2 units)
- training of staff and trainees in various trades and levels
- build road if necessary (depending on location)
- program investigation/social (area, villages, cottage industries, cooperatives etc.)
- program investigation/technical (building materials etc.)
- negotiations, survey and start of an electric power scheme
- monitor achievement

##### Second Year

- plan about 1 to 3 outreach programs, e.g. cooperative small scale industries, village water supply irrigation, loan scheme etc.
- build small mechanical workshop for vehicles and training and production \*
- build guesthouse and living quarters (9 units)
- recruit additional staff and workers and trainees as necessary
- build electric power supply
- monitor first 2 years

##### Third Year

- build living quarters (2 units)
- start about 1 or 3 outreach programs as planned in second year
- start entrepreneurship investigation and training
- continue production and training in workshops
- evaluate SIC towards the end of the third year

\* building of mechanical workshop will be coordinated with  
K=BIRD motor-vehicle needs and program

#### Stage II

##### Outreach and ongoing activities

In Stage II of the development program it is presumed that infrastructural services would have developed and outreach work could be emphasized along with ongoing production and training activities.

For small scale and cottage industries development, by then talented personnel from among villages and trainees should be identified. These people or groups should be motivated and equipped with necessary training, financial and other support and advice through SIC.

Industries should from the beginning be committed to Nepali management. Size, number of employees etc. should only develop as managerial skills for sound business and employment grows.

##### Personnel

A staff of 22 will be required - 16 Nepali and 6 expatriate.

A PROGRAM FOR PROMOTION OF APPRENTICESHIP TRAINING IN NEPAL

UMN has, through BTI, been involved in a program of industrial apprenticeship training for 17 years. The handing over of BTI to HMG, scheduled to take place two years ago, now finally may take place. It is high time for UMN to make an appraisal of its involvement in the BTI type of production-cum-training activity.

BTI has been and still remains the only project in Nepal where industrial apprenticeship training is carried on. Attempts have been made to take up similar production-cum-training projects elsewhere, but they have either fizzled out or turned into technical trade schools (like Balaju).

Why has BTI not been copied elsewhere? The answer can hardly be that the BTI concept does not work. The fact is that BTI has continued to function reasonably well also after most UMN personnel and support was withdrawn several years ago. It is a fact that more than 90% of the tradesmen who have been trained in BTI are working successfully in their trades, a record without any parallel among comparable training programs in Nepal. It is also a fact that a number of these tradesmen have been successful in setting up their own business, sometimes employing a dozen or more people.

HMG has taken note of these results, and has on several occasions and in different ways expressed that BTI should be copied elsewhere in Nepal. The trouble is that only very few Government officials understand the reason why BTI has been a success in this respect. The concept of "production-cum-training" is not understood. People are stuck in their traditional belief that training and education is always something academic which is done in a school. They think that BTI can be copied simply by building an institution similar to BTI and staffing it with good instructors. The importance of carrying out the training within a functioning industrial environment is not easily understood.

Now as BTI is about to be turned over to HMG, one might ask: Is BTI going to be a "one shot" thing, an episode only - likely to fade away in its original concepts and philosophy, when UMN's influence in BTI disappears? Or does UMN now wish to make an effort to make use of these 17 years of experience and actively promote the idea of apprenticeship training at a national level?

There can be no doubt that BTI and UMN have been weak on the promotional side. A Rs.5,000. grant towards printing a simple leaflet about BTI has remained unspent for several years. There is a plan to prepare and publish material for a course on industrial behaviour and ethics for apprentices which is not being implemented. The reason is shortage of personnel who are qualified and motivated to do this type of work, whether UMN workers or Nepali employees.

There is now an opportunity to secure a Nepali person who from years of experience in BTI and in working with Government, and in terms of personal qualifications and motivation, is extremely well suited for this task of promoting apprenticeship training in Nepal. And the direct reason for submitting this project proposal at the present time is the wish to buy up this opportunity which otherwise may be lost forever.

The main objectives of the Project would be:

1. Study and research related to industrial manpower training
2. Preparation of literature
3. Involvement in ongoing UMN activities related to training in industry
4. Liaison with Government and Industry

These objectives are outlined in more detail in the following.

1. Study and research to be carried out as follows:

- a) To survey Nepal's industrial manpower needs, today and in the future.
- b) To study apprenticeship training in other countries, particularly in India, and interpret methods and experience from other countries in context of the Nepal situation.
- c) To study how the BTI pattern of apprenticeship training could be adopted elsewhere in Nepal.

2. Preparation of literature in the following manner:

- a) To prepare suitable literature in Nepali describing the philosophy of BTI as a production-cum-training center for promotion of apprenticeship training in Nepal, and to seek ways of publishing and distributing this, possibly in cooperation with the UMN-EB "Materials Development Project". (Some funds already available for this.)
- b) To continue working on study material for apprenticeship training, for example the development of a "Behaviour and Ethics Course" for industrial apprenticeship training, which has already been drafted in a preliminary way, and seek to have this published, possibly in cooperation with the UMN-EB "Materials Development Project".

3. Involvement in UMN activities as follows:

- a) To advise on apprenticeship training in ongoing or new UMN training activities.
- b) To liaison between BTI and such UMN projects where related kinds of training are carried out.
- c) To be responsible for continuing UMN involvement in industrial foremen's training, to develop the program and expand to new areas and places.

4. Contacts with Government and Industry to be maintained and strengthened as follows:

- a) After the handing over of BTI to HMG, to maintain good contact with the new body set up to manage BTI, and to offer advice and assistance as desired by the BTI management, and to do what is possible to support and strengthen BTI as a production-cum-training center.
- b) To maintain contact with and offer support to concerned officials of HMG who deal with matters related to industrial training in general and apprenticeship training in particular.
- c) To seek to build up a general understanding, both inside and outside Government circles, of importance of introducing apprenticeship training as an integral part of industrial development in Nepal, and of laying this down through legislation in the form of an "Apprenticeship Training Act".
- d) In cooperation with concerned departments of HMG as well as private industrialists to develop suitable ways of introducing apprenticeship training in various industrial centers in Nepal, along those lines indicated in the paper which the BTI director presented to the BTI Board at its meeting.

This Project should be attached to the central office of EDB in Kathmandu because one of its main functions would be to keep in constant touch with Government officers and agencies. One would make use of existing secretarial and other facilities, and the only staff would be the Nepali Project Director working closely together with such UMN personnel within or outside EDB who could be of help in this field.

Funding for the Project should be sought on the basis of program funding over a 5-year period, with a budget as follows:

Salaries (including overhead)	Rs. 44,000. a year	=	Rs. 220,000.
Office services, travel, etc.	10,000. a year	=	50,000.
Printing			<u>80,000.</u>
			350,000.

Proposal for ED3 Meeting

February 18 - 20, 1982

(Abstract of proposal presented at BAP Planning Mtg. Com.)

NAWAL PARASI HILLS DEVELOPMENT PROJECT,

(Expansion of Buling Arkhala Project)

1. Introduction

Buling Arkhala Project is now beginning its third year as a small integrated rural development project. It was originally projected to last through 1982. Many goals have been reached. Each Panchayat has a cooperative owned mill. Most villages have their own drinking water system. "Magar cloth" cottage industry is well under way. Three volunteers are trained in animal health and these persons are helping to cure some animal diseases. Many villages have a greater awareness of their health problems. However, much continued to be done in grain storage, agriculture, reforestation, health, and rural industries.

Over the past two years, UMN staff persons have gained much experience in the Buling Arkhala area. By expanding the project into nearby panchayats, benefits from this experience could be shared with others.

UMN and Nawal Parasi district government officials are negotiating to decide how UMN can expand its Buling Arkhala work into other Panchayats. BAP staff have prepared a detailed proposal which suggests that UMN begin concentrating work in Kotthar and Jaubari Panchayats in 1983. These two Panchayats are located on either side of BAP Work in Kotthar and Jaubari Panchayats would last for two years. This proposal further suggests that every two years, concentration of development work would shift to two new Panchayats until 1990 when, all ten Panchayats of what is formerly known as East Palpa would be covered.

2. Description of Project Location

Kotthar, Jaubari, Buling Ter and Arkhala Panchayats are four of ten Panchayats of an area formerly known as East Palpa. This area is located in the north-east portion of Nawal Parasi District bounded on the north and east by the Kali Gandaki River the south by the Terai, and west by Palpa District. This area is accessible only by walking on long winding footpaths up and down steep hills.

The Nawal Parasi Hills inherits many problems caused by its rough hilly topography: under employment; shortage of food due to a lack of fertile land, and inadequate knowledge of improved agricultural practices; villages without safe, clean drinking water; high rate of illiteracy; inadequate provisions for health care. Long distances to markets and lack of government services. As a result most of the population, the subsistent farmers, live in poverty.

Magars are the main ethnic group living in the ten Panchayats of Nawal Parasi Hills. They are hard-working, straight, honest, and work well together in groups or communities. Other people consider them slow because they do not quickly grasp new opportunities for improving themselves.

3. Project Implementation and Strategies

UMN's proposal to HMG for working in Kotthar and Jaubari Panchayats in 1983 and 1984 is largely based on the experience gained in BAP.

Emphasis will be for local people to be responsible for their development, rather than dependant on the outside. Local people will be encouraged to participate in planning, organizing and implementing their development programmes. Previous experience has shown that Magars work well together in drinking water projects, forming cooperatives to build and operate mills, and in community grain storage. This community spirit will be further encouraged in project activities. Often people lack technical skills, sufficient funds, and initiative in order to carry out development activities. UMN intends to provide training to local people so they can acquire the necessary skills for their own development efforts. Small grants up to 25% for community income-generating or irrigation projects will be given by UMN. In other cases, such as drinking water, all materials purchased from the outside will be provided by UMN, but all labour will be donated by the communities. UMN staff persons will also assist communities by providing advice, encouragement, and motivation.

Project staff will try to strengthen and work through government agencies, in the area. Government workers will be encouraged to participate in project activities.

#### 4. Project Activities

- agriculture
- animal health
- drinking water and sanitation
- education
- grain storage
- health
- irrigation
- reforestation and erosion control
- rural industries and marketing

#### 5. Personnel

Even though the project is expanding into a larger area, it does not intend to add to the present number of UMN staff working in BAP. The project area does not facilities to accomodate large numbers of staff. The project does not have the infrastructure to administer lots of resident staff. Instead, local persons trained in BAP will assist in programmes in Kotthar and Jaubari Panchayats. Also, the project will depend on Rural Development Division for providing resource people in the areas of animal health, reforestation, and marketing.

UMN Staff: Project Director (Part-time)

Rural Industries Developer

Agriculturalist

Agricultural Engineer (Part-time)

Community Health Development worker

Nepali Staff: Auxillary Nurse Midwife (for Bajha Dispensary)  
Assistant Health Worker (for Bajha Dispensary)  
Auxillary Nurse Midwife (for MCH work)  
5 local development workers (temporary)  
Community development technician

#### 6. Timetable and Schedule

1982 : After receiving government permission in Jaubari and Kotthar :

- establish relationships in new areas
- do necessary drinking water surveys
- seek housing

1983 : Begin work in Kotthar and Jaubari  
-Follow-up in Buling Arkhala

1984 : Continue concentrating work in Kotthar and Jaubari  
-Continue follow-up in Buling Tar and Arkhala  
-Have an evaluation done by an independent Nepali organization of UMN work in Buling Tar, Arkhala, Kotthar and Jaubari  
-With HMG, select two new Panchayats within Nowal Parasi Hills to concentrate work in 1985 and 1986. Carry out survey into these Panchayats. Plan and prepare detailed proposal for HMG.

1985-1986: Same pattern as above in new Panchayats

NOTE : Copies of detailed proposal of this project are available from Project Director.

John Williamson  
19/2/1982.

## UMN LONG-TERM PLANNING : STATEMENT OF AIMS FOR ECONOMIC DEVELOPMENT BOARD

PURPOSE: PERSON

Aims : 1. Self-reliant citizens in productive work/development  
 2. Self-sustained families  
 3. Productive citizens contributing to better quality of life  
 4. Motivated persons practising stewardship of natural resources  
 5. Informed persons utilizing energy well  
 6. Gainful employment, job mastery, integrity  
 7. Neediest using resources well  
 8. Help and hope to unserved/handicapped

PURPOSE: COMMUNITY

Aims : 1. Localities participating for/in self-improvement  
 2. Small farmers' inputs/benefits from integrated crop/livestock/horticulture/business  
 3. Management skills  
 4. Training by self-supporting production  
 5. Teaching a wise use of ecological development  
 6. Encourage Community-owned/managed technology  
 7. Facilitate Input-procurement

PURPOSE: NATION

Aims : 1. Pioneering development work; adapting Appropriate Technology  
 2. Contribute to Economic Development of people through industrial growth centres  
 3. Set up models of Economic Development which can be reproduced and promote their replications  
 4. Overcome problems by/in Basic Needs Approach; more employment  
 5. Assist in natural resources development  
 6. Development and distribution of renewable energy resources  
 7. Develop community-strengthening, income-generating enterprises  
 8. Contribute to food sufficiency

PURPOSE: CHURCH

Aims : 1. To seek together with the local church and individual believers for practical ways of participating together as the "Body of Christ" in strengthening the economic base for the building of community.

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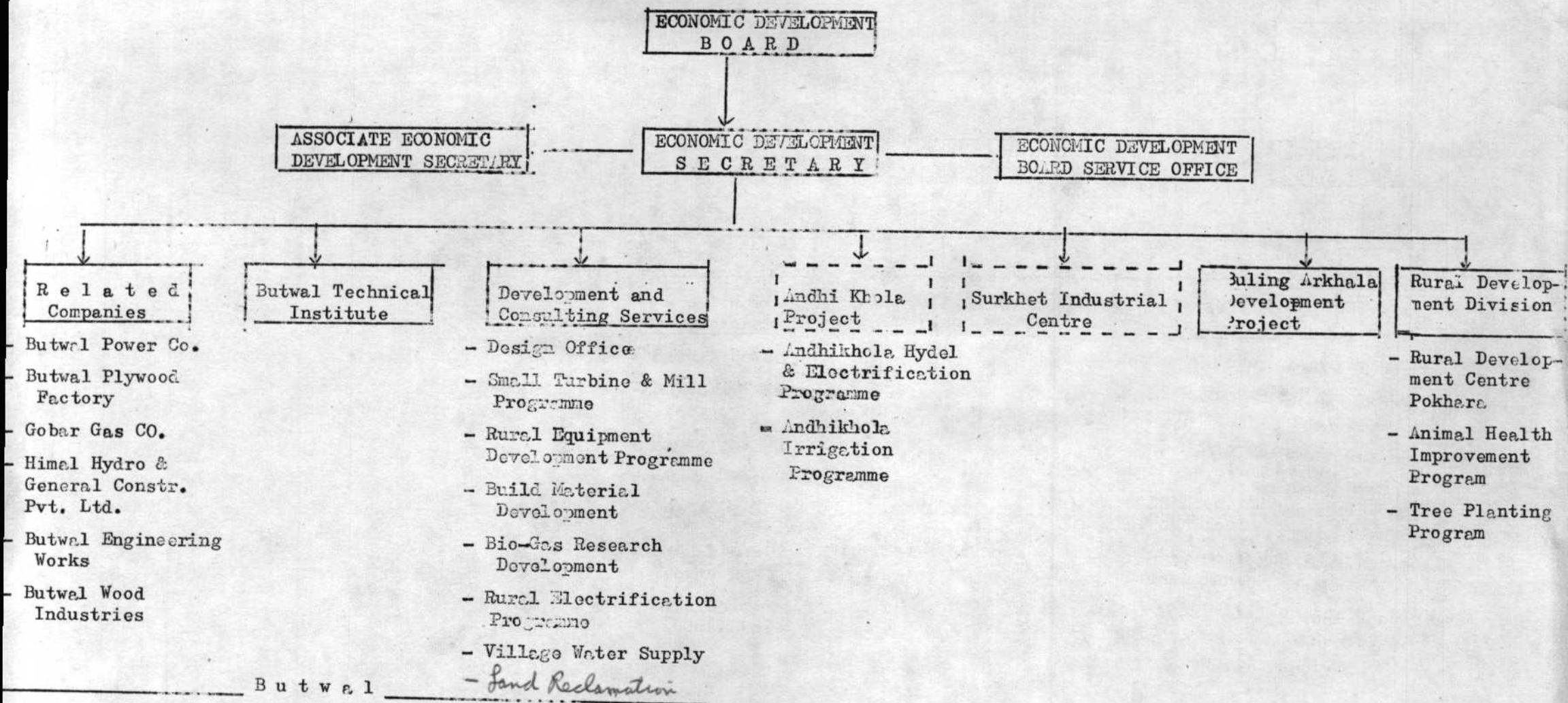
UMN LONG-TERM PLANNING : STATEMENT OF AIMS FOR THE EDUCATION BOARD

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PURPOSE : PERSON, COMMUNITY, NATION, CHURCH

Aims:

1. Formal Education. To work in cooperation with His Majesty's Government of Nepal at national and local levels in primary, lower secondary, secondary, and teacher-training institutions in defined geographical areas; in vocational, technical, special and general education, seeking to provide education that is appropriate to the culture and society, and consistent with the Christian faith, and to establish models which can be an example to other workers and institutions.
2. Non-formal Education. To work in cooperation with HMG/N and other UMN Projects and Programmes in developing resources, attitudes and skills in non-formal education techniques to be used in any UMN activity, seeking to make appropriate education available to adults as well as children, with special concern for those who do not have access to formal education institutions.
3. Material Development. To work in cooperation with HMG/N in preparing teaching and other educational materials for use in both formal and non-formal education work, seeking to make available texts, teachers' guides, and other teaching aids where these are now lacking.
4. Training. To give or make available training for Nepali residents in professional skills and leadership through on-the-job training and formal education.
5. Equipment of, and Facilities for, UMN Personnel. To equip our own UMN workers with tools of language ability and cultural understanding and other facilities in order that they may more effectively fulfil their personal and work goals.



Present Projects/Programs

Future Projects/Programs

June 1981

An Introduction to the Engineering Part of UMN Economic Development

BI 1 The Economic Development/Engineering activities of UMN to a high extent started out 17 years ago with an industrial development/apprenticeship training programme in Butwal at the foot of the hills which means less than 200 m above sea-level. This also means close to tropical climate. Butwal is in the middle West region of the country and about 360 km by road from Kathmandu. In another year a crossroad will reduce the distance to 260 km. Back in 1963 there was no auto-road from Kathmandu. There were only foot-paths through the hills and there was an air-strip in Bhairawa close to the Indian border. From the air-strip there was a dirt-track up to Butwal. From the beginning trainees were taken in, workshops were built, and so were combined family quarters and hostels for eight boys and one family in each. The trainees were in many ways seen as full workers. They were and they are asked to work 48 hours a week, and on top of this they receive 10 hours of class instructions. They are paid enough to be economically independent and there are no fees asked for. As school qualification they had to have 7th grade pass (now 8th grade pass). The aim and purpose of this programme was to make self-supporting units with the training included. This should be an appropriate approach for a country with a rather low economic strength.

By now this programme is mainly in Nepali hands and industrial and economic development has followed. The former workshops of Butwal Technical Institute have become private limited companies and foot-path-suspension bridges, small turbines, tanks, steel structures as well as wooden furniture are produced.

BI 2 In order to provide electricity a hydropower scheme was started and the plans grew along the way so that to day 1000 kW can be generated, and this supplies the local town of 15-20,000 inhabitants as well as supplying areas upto 30-40 km away.

For the power project about 2.5 km of tunnel was excavated with cross-sections of about 2m<sup>2</sup>, and 4m<sup>2</sup> for the tailrace tunnel. The power house is 40 meter into the rock. One started out with hand drilling, but brought in compressors, first driven by diesel engines but later from a first stage turbine. The rock was dug out manually after blasting and transported out partly in wheel barrows, partly in hand-pushed trolleys on rails. Nepali foreman and crews were trained on the job, and supervisors came in after apprenticeship training. People trained in this project are the core in taking on other contracts now later.

One Nepali engineer has been in charge of power generation and parts of construction for 6-8 years. At this stage Nepali Engineers are increasingly coming into the picture. The Butwal Hydro Power Plant was handed over to the government in July, 1980.

BI 3 A plywood Factory was also established and has 150 employees to day. There is a programme for research in and installation of bio-gas plants, and there is a programme for fabrication and installation of "small turbines and mills". Altogether there is towards 500 people employed in the Butwal-based-UMN related activities.

BI 4 We have plans for doing something like Butwal over again in Surkhet about 250 km further West. Still this programme should be different where experience, change of location, and the change of time would say so.

BI 5 One recent private limited company jointly owned by UMN and the Government is the Himal Hydro & General Construction Pvt. Ltd. This outfit takes on contracts in building smaller hydro power schemes out in the hills of Nepal. We do not plan to go into the huge schemes. There is coming up one hydro power scheme in two stages. There would first be installed capacity 5,000 kW.

later, possibly 22,000 kW. This plant includes 6-800 m tunnel through a hill, vertical shaft 250m and a tailrace tunnel about 1200m.

BI 6 Technical people are also asked for to supervise and carry out maintenance in UMN hospitals. Training of Nepali employees would be part of this.

BI 7 At the moment UMN is involved in building a base hospital in Kathmandu and a few engineers are engaged there. Architects, engineers and construction people are also involved in the design and building of a trade school in Jumla up in the North West of Nepal.

BI 8 There is a tendency for UMN technical people to get more involved in rural development as irrigation, rural electrification, village industry, agriculture and community health. This would be in cooperation with other parts of UMN.

We intend to have an inter-change between work at bases or institutions and work in the field.

BI 9 We have about 30 engineers or technically trained UMN expatriates. They range from civil engineering to mechanical, electrical and chemical. Specialities and levels of training would vary with nationality and background. What one does not have of experience when one comes to Nepal, will have to be gained along the way. We try to put the fresh recruits in team with some of the older UMN workers. For people that want to dive in, there is work to be done.

BI 10 UMN work is based on agreements with the government. There is a UMN general agreement, and there are project agreements. UMN has had a high amount of trust in carrying out projects, but there is also an increasing interest from Nepali government and from qualified Nepali individuals wanting to be involved.

BI 11 Contact with local people where one lives is very much up to the individual UMN worker. Nepal is a Hindu Kingdom, and there are limitations to "proselytising". This normally means that we should not preach on street-corners, but witnessing in life, work and by personal contacts can be done. The Nepali Church is independent from UMN but UMN expatriates would share in worshipping.

BI 12 This paper is intended to answer some of the questions that repeatedly come up from new people intending to serve in UMN. It is hard to give detailed job-descriptions for what often comes to be two years ahead in time. We have tried to describe what has been done and what is being done. Together we will have to shape out what each one should do in the total future picture depending on what we have of personnel willing to serve, opportunities to serve the people of Nepal, agreements with His Majesty's Government of Nepal, and funds available.

Tor Mogedal  
Tor Mogedal

Associate Economic Development Secretary

Teachior Wanted

First Draft of the Findings of a Study Seminar called by the UMN Economic Development Secretary and held in Butwal, February 21-22, 1980

## ETHICAL GUIDELINES FOR BUSINESS AND INDUSTRIAL RELATIONS

### INTRODUCTION

Revolutionary changes are taking place in Nepal. This is taking place in the process of development of the country as it moves from a ~~medieval~~ condition to a modern society in the world family of peoples.

Business and industry, among other factors, are contributing to these radical changes. Some of the changes are in the areas of moral values and social structures. In the building of the new society in this transition time it is important to recognize and retain true moral and social values.

From its beginning the UMN related projects in Butwal have been working in the business and industrial sectors of society and have shared in the national changes taking place. Likewise they have always been aware of and concerned about the human, social and ethical factors involved. In this paper certain standards are proposed for guidance in dealing with these factors.

### PREAMBLE

We take as our frame of reference the fact that we are creatures of God, responsible to live within the divine, moral and natural law which is operating in the world. We choose to cooperate with this and seek to define such cooperation in certain guidelines which follow. At the same time we realize that situations can and do arise where ethical values conflict and hard situational choices have to be made.

#### I. IN THE AREA OF BUSINESS AND INDUSTRY

- 1) Keep the rules and regulations of Government concerning business transactions.
- 2) Seek the correction of unhelpful Government regulations.
- 3) Make only legally-required and agreement-made payments.
- 4) Oppose unethical practices in ways that are appropriate.
- 5) Be honest (truthful) in words and deeds.
- 6) Keep your word or promises in so far as humanly possible (for example in relation to customers).
- 7) Be respectful, courteous and appreciative to all people.
- 8) Sell services and products of fidelity (which are dependable and function as described).
- 9) In advertising tell the whole truth.
- 10) Operate business and industry so that they serve the needs of society and the nation, avoiding waste of scarce resources, providing maximum employment opportunities, producing products and services which are needed and useful to society.

## II. IN THE AREA OF INDUSTRIAL RELATIONS

### Preamble

God works, Man, made in the image of God, also works. A basic concern of all people in the earth is that they must work to make a living for themselves and their dependents according to their ability.

Manual labour is honourable and the person who thus works productively is to be respected and appreciated.

*Conflict of interest!!*  
In the work of business and industry it is recognized that employers and employees are inter-dependent partners, sharing a common interest in the efficient and profitable operation of the work in which they are involved together. Mutual appreciation, respect and trust, the one for the other, is basic for the success of their joint undertaking. The following arise out of this frame of understanding.

#### A. FOR THE EMPLOYER

- 1) Manage business in such a way that it is beneficial and profitable to both employees and owner.
- 2) Have worthy needful goals which can be shared by employees.
- 3) Be an example to others of ethical work.
- 4) Be just and fair in treating employees.
- 5) Appreciate the great value and potential of the human individual and treat people accordingly.
- 6) Employ people without discrimination and provide fair terms of employment and remuneration
- 7) Provide safe working conditions and care for workers on the job.
- 8) Define and practice clear steps of discipline and discharge.
- 9) Train and encourage workers to improve their work and increase their job satisfaction.
- 10) Define and practice two-way communication with employees for information, understanding, ideas, complaints, negotiations, etc.
- 11) Be receptive to the needs of employees also outside their working situation.

#### B. FOR THE EMPLOYEE

- 1) Work for useful, needed, worthy ends. Any work is worthy when necessary.
- 2) Fulfill terms of employment with honesty.
- 3) Undertake work with dependability.
- 4) Produce products of fidelity (truth, right, goodness).
- 5) Be helpful and cooperation in relations to fellow-workers.
- 6) Take care of employer's property as you would your own.
- 7) Make good use of the time you are paid for.
- 8) Work for the good of the organization with loyalty, constructive criticism and helpful ideas.
- 9) Seek improved terms of employment and attempt to solve conflicts by consultation and peaceful means.

*is trade unionism } a peaceful means?  
is strike*

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REVIEW OF FIVE YEAR PLAN  
ECONOMIC DEVELOPMENT BOARD

By the end of the second year of the plan period the various projects under the EDB have progressed as follows: (See pages 16 to 30 of the plan).

**A. SERVICE FUNCTIONS.**

- a) EDB Service Office in Kathmandu. Liaison with Government etc. continues. A new consulting service with 4-5 consultants had been added. This is beyond what was envisaged in the Five Year Plan.
- b) DCS Service Office in Butwal and Calcutta. The purchasing, clearing and forwarding services for EDB and UMN projects continues.
- c) DCS Architectural and Engineering Design Office has been set up and offers consulting services to UMN projects in planning and design of buildings etc.

**B. PROJECTS IN BUTWAL TO BE HANDED OVER** in November, 1979. Preparations for handing over to Nepali ownership were completed and agreements made with concerned departments, but final HMG decision could not be made in time. The situation is now as follows for the different projects:

- a) Butwal Technical Institute. Two separate companies, the Butwal Engineering Works Pvt. Ltd. and the Butwal Wood Industries Pvt. Ltd., have taken over the commercial production activities. Two-thirds of shares are held by BFI, and the rest held by UMN will be handed over to a cooperative of employees recently established. The training programme continues to be handled by BFI itself. HMG recognition of apprenticeship training is still pending.
- b) Butwal Power Company Pvt. Ltd. The Tinau Hydro project has been completed and negotiations are going on concerning handing over of the power plant to Nepal Electricity Corporation. The question of whether or not BPC will remain as a corporate body for the purpose of owning joint projects similar to the Tinau power plant is under study.
- c) Butwal Plywood Factory Pvt. Ltd. The last investment from UMN side has been finalized and additional machinery has been installed. The factory is now making profit. The future of UMN-held shares has not yet been decided from HMG's side.

**C. ONGOING ACTIVITIES IN BUTWAL UNDER DCS.**

The new "umbrella" agreement with HMG which will cover the Development and Consulting Service in Butwal as well as other EDB projects in the field of industrial development was negotiated with the concerned Department a long time ago, but no final HMG decision has been made yet. In the meantime DCS has continued its work in the following fields:

- a) Gobar Gas Research and Development. The work has continued with three UMN consultants trying to solve various technical problems and improve the design. The Rs. 1,800,000. grant application for this and other projects related to Gobar Gas is still pending, and lack of funds has been holding up the work. When this comes, a three year programme of R. & D. will begin.
- b) Agricultural Equipment Development. The UMN consultant who has continued to work on the development and testing of prototypes for equipment like simple irrigation pumps, manual ricehuller etc. will terminate his term in the summer 1979, but a replacement is in sight and it is expected that the development work will continue. Additional funding will be needed.
- c) Small Turbines and Mills. The two year pilot project was successfully completed, and the programme is moving ahead on a self-supporting basis. Fifteen projects have been completed and new orders are coming in. The design and manufacture of turbines and other equipment under BEW is quite advanced, but designs are still being improved and new equipment is being developed. A former UMN

engineer is engaged in a turbine governor development programme overseas, and the result of this will be available for use in Nepal.

d) Rural Electrification. This is a new programme which was envisaged in the Five Year Plan, and was started during the past year. Two UMN workers are engaged in design and development of suitable equipment for simple low cost rural electrification. A grant to finance this has been received.

D. COMPANIES IN WHICH UMN CONTINUES TO BE INVOLVED.

a) Gobar Gas and Krishi Yantra Bikash Pvt. Ltd. This Company is, practically speaking, the only agency presently engaged in installation of gobar gas plants in the country. It continues to grow. During the last year the number of sales and service outlets has increased from 8 to 13. The installation programme, mainly financed by loans from Agricultural Development Bank, is going on fairly well, but shortage of cement and steel has been causing difficulties. No UMN worker has been engaged full time in the Company in the past, but new personnel will now join the organization. The prospects and need for continued UMN involvement in this field are tremendous.

b) Himal Hydro and General Construction Pvt. Ltd. The Company has completed its first year of operation, and experience has been gained from carrying out its first contract with HMG at Baglung. This project is now more than half finished, and negotiations are underway concerning new contracts. Lack of UMN personnel has hindered the progress so far, but the situation will change drastically in this respect in the coming year. Also, this Company is the only of its kind in Nepal. Since UMN's partner in Himal Hydro is the Ministry of Power, the prospects for its growth and development should be the best.

E. DHANKUTA TECHNICAL CENTRE. Progress on this project continues to be slow. The agreement is still under process by HMG. From UMN's side preparations for a flying start have been going on. Personnel are ready to start any time, but the application for funding is still under consideration. There is also a possibility that the project may be shifted to another location due to new developments in the Dhankuta area.

F. MISCELLANEOUS PROJECTS INCLUDED IN THE FIVE YEAR PLAN.

a) BfI Foreman Training Project. After a long time of searching for suitable personnel to head up this programme under the BfI, there is now a person in the pipeline who may be able to get the project started from early 1980.

b) UMN Maintenance Programme. This two year programme will come to an end in the summer 1979. Progress has been less than expected because too many other assignments have been given to the supervisor of this programme. However, it appears to have been quite worthwhile.

c) Galvanizing. This large project has been dropped because of lack of interest from the other parties in this joint venture. Some new initiative has just been taken, and a new possibility for funding of a small plant under BEW has appeared.

d) Small Area Development Project. This project has been dropped in its original form. Instead, the new Bulung/Arakhala Community Development Project has come up. Discussions and surveys have been undertaken during the past year, resulting in a recommendation that UMN take up this project in a substantial way as a kind of Integrated Rural Development, involving considerable input from EDB's side in construction of irrigation schemes and establishment of agro-based industries etc. in this very poor and needy area.

e) Andhikhola Hydro Project. Plans have been expanded by adding a rural electrification programme. The total cost of the project is now estimated to be around Rs. 40 million, out of which less than half would come through UMN over a five year period. Interest in this project from HMG's side has, during the past year, been increasing. The recommendation from the EDB is that UMN now accept this project in principle and authorize serious negotiations with HMG and donor agencies.

G. OTHER PROJECTS, such as ropeway development, new industrial centres, projects in the field of agriculture, etc.: No new projects are presently being proposed, except that projects of this nature are expected to form components of diversified or integrated projects like Dhankuta and Buling/Arakhala and Andhikhola.

#### PERSONNEL

During the last year the flow of new personnel for EDB projects has increased considerably. In the last two language terms nearly half of the new people have been listed under EDB. Although several of these are for secondment to projects under other Boards and we are losing personnel who are terminating service, there is a fairly substantial increase as may be seen from the statistics below.

However, the statistics also show that the increase in personnel is not at all up to the expectations of the Five Year Plan. In certain cases this has not mattered so much because new projects like Dhankuta Technical Centre have been coming on so slowly. In other fields where work is going on the shortage of personnel has been severe, and a major restraint in implementing our plans. This applies especially to the hydro power and water resources sector. If all posts envisaged for 1979 in the Five Year Plan were filled, we would have needed more than twice as many workers under EDB as we have at present available. At present 2/7th of all UMN Board Appointees are listed under EDB (including spouses and seconded workers). If EDB could have implemented its plans with regard to personnel, there would have been as many workers under EDB as there are at present under HSB. Planning certainly has been too optimistic, perhaps unrealistic.

Project	Actual Feb. 1976		Forecast for 1979		Actual Feb. 1979		Difference compared with forecast	
	A	F	A	F	A	F	A	F
<u>A = approved post</u>								
<u>F = filled post</u>								
EDB SO + consults	1	1	-	-	7	5½	7	5½
DCS 1)	22	11	17	14	15	9½	-2	-4½
G. G.Co.	6	2	7	6	5	1½	-2	-4½
Himal Hydro	4	2	10.	8	8	3	-2	-5
BTI	4	1	1	1	4	2	+3	+1
Dhankuta	5	0	7	4	0	0	-7	-4
New Prod/Train Proj.	-	-	4	0	-	-	-4	0
SADP	0	0	3	2	0	0	-3	-2
Irrig./ropeway	0	0	2	2	0	0	-2	-2
Agriculture	1	0	5	2	0	0	-5	-2
	43	17	56	39	39	21½	-17	-17½

Project	Actual Feb. 1978	Forecast for 1979	Actual Feb. 1979	Difference as compared with forecast
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A = approved post  
F = filled post

Outside EDB:

DCS builders pool	5	1	3	3	4	1	+1	-2
Maintenance const.	1	1	1	1	1	½	-	-½
Builders	4	2	5	5	4	2	-1	-3
Maintenance workers	4	2	xx)	xx)	4	3	-	-
Agric. workers	3	1	xx)	xx)	4	3	-	-
Seconded outside UMN	2	2	1	1	2	2	+1	+1

	19	9	10	10	18	11½	-	-
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## REVIEW OF FIVE-YEAR PLAN

## HEALTH SERVICES BOARD

This evaluation summary is based on the annual statistics for 1978 plus written and verbal project reports. The goals as stated in the full planning documents are considered in order.

1. Honor our commitments.

This has been the easiest goal to fulfill, and the hospitals, training and Community Health Programs have been able to maintain the present programs with the expected rate of growth.

Because the "Letters of Exchange" have not been signed by His Majesty's Government of Nepal, there has not been the planned progress for establishment of joint boards of management and expected closer integration of program with HMG.

2. Reduction of Mortality, Morbidity and Disability.

The continued demands on our hospital services and the services given have contributed in their own way to meeting this goal, one which is difficult to measure accurately.

Through the maternal and child health clinics in both hospitals and community health work, using preventative, educative and simple curative methods, the impact has been considerable in child and maternal health. In a total of 265,000 patients seen in either hospital or community health work, approximately 50% of the total are patients seen in the maternal and child health category.

In the past year we have helped the completion of 14 village water supply projects, the number being restricted by cement shortages and the delay in the granting of the requisite permission.

The United Mission has continued to have an impact in the field of nutrition in Nepal through practical research and involvement in training programs, and latterly through increasing opportunities for giving advice in agricultural matters.

Hospitals have found ways of avoiding any increases in charges to patients, and in some cases have reduced patient costs by a more careful admission and discharge policy. This stabilizing of prices will be impossible to maintain in the current year due to the increased salary and material costs.

In the absence of a full statistical evaluation of this goal, one can only evaluate in terms of output rather than impact. Bearing in mind the measured evaluation of the community health work in Bojha, we surmise that our impact is significant and growing.

3. Communities will be involved in their own health care.

This goal touches every part of the Health Services Board program and its fulfillment has been badly hampered in the absence of the "Letters of Exchange". Community Health personnel, in working with communities, are finding that the planned targets for demonstration areas are often at variants (time-wise) with "people participation", and the normal planning procedures and machinery of local administration.

4. Training.

Involvement in the Institute of Medicine formal program has been maintained and increased, as well as the upgrading of employed staff through the use of Government and UMN programs.

5. Information.

Due to the lack of time and personnel, there has been little progress towards meeting this goal, apart from some initial work in designing data collection instruments.

In conclusion we would emphasize that this is an evaluation summary, and should be supplemented by a careful reading of the statistics and project reports for 1978.

## REVIEW OF FIVE YEAR PLAN

### EDUCATION BOARD

When the UMN's Five Year Plan began in April 1977 the Mission had evolved out of owning and managing schools. Since 1972, when the National Education System Plan (NESP) began, all schools in the country are owned by local government and supervised by the District Education Offices. Within the frame the UMN's work is assisting in schools in various ways. The Five Year Plan describes 10 ways (projects) of assisting in the System (formal and informal) and 2 internal projects. At this time the important places to watch are Nos. 8 and 9.

1. In Mahendra Bhawan Girls' High School (Kath.) the UMN is carrying on according to plan: no money, 4 seconded staff, aiding students and members on the Advisory Committee of the School.
2. In the Boys Boarding School (GAMV, Pokhara) the UMN is carrying on according to plan: in the building program, provision of UMN staff, development of content and maturation.
3. In Gorkha District Schools the UMN is carrying on according to plan, with secondment of 6 teachers in 3 schools at present.
4. The Scholarship Program, to assist students in post-SLC studies and training for in-service personnel, is working as planned.
5. The Student Financial Assistance Program (SFAP) helps needy students in pre-SLC schooling and is going according to plan.
6. The Materials Development Program is going but not as strongly as planned. Unable to get Nepali staff as desired and UMNers not producing as much as planned, but it is moving.
7. The Rural Youth Training Program is behind schedule. The first program began slowly in Pokhara area in late 1978. The 2nd program for the Kathmandu area has not started. No UMN personnel. Closely linked with Government structure.
8. Boarding School, Far Western Development Region. The hopeful plan to develop a school in the far west region has received continuing discussion, study, planning and survey by UMN and Government. It has evolved by now to concrete plans for a group of 'works' making up the JUMLA PROJECT. This proposes a large undertaking by UMN, partly approved in principle in the Plan and some parts proposed for approval and addition in the Plan. See the separate paper describing the Jumla Project.

9. The Small Area Development Project (SADP). Original ideas about this project have evolved in UMN, due also to Government evolution, shifted first under the Economic Development Board and now has been replaced by Integrated Rural Development under an Advisory Committee. It has received heavy study and surveys and is particularizing with plans in the Buling-Arakhala area of south-central Nepal. See the paper about this development.

10. Secondment of Other Educational Workers to schools and specific jobs in the System has not taken place in these 2 years because UMN has not had the personnel.

11. Language and Orientation Training Program has done well and with improvement in these 2 years, according to plan.

12. Cultural Resource Worker. The person for this post is now in Nepal% and in language study. So the Plan is on schedule.

## REVIEW OF FIVE YEAR PLAN

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PERSONNEL

The first two years of implementation of the UMN Five Year Plan have seen an encouraging increase in the number of personnel working in the United Mission. The flow of direct and unsuitable enquiries has lessened somewhat, and member bodies are responding to the needs and opportunities with many more good and suitable offers of service than in earlier years.

The following tables show the relative numbers of approved posts and available personnel in 1977 and 1979. Refer to pages 57 and 58 of the printed Five Year Plan booklet for comparison.

	<u>1977</u>	<u>1979</u> <u>Estimate</u>	<u>1979</u> <u>Actual</u>
Total approved posts	222	283	244
Expected personnel (60%)	133	170	
Actual personnel (65%)	145		
	(75%)		184
Plus wives not assigned to posts (40%)	59	<u>68</u>	<u>73</u>
		<u>238</u>	<u>257</u>

	<u>Approved posts</u>	<u>Personnel appointed</u>	<u>Percentage</u>
	<u>1977 / 1979</u>	<u>1977 / 1979</u>	<u>1977 / 1979</u>
Headquarters	16 / 19	14 / 18	87 / 95 %
Education Board	35 / 34	15 / 21	43 / 62 %
Economic Development Board	49 / 70	20 / 44	41 / 63 %
Health Services Board	122 / 121	96 / 101	79 / 83 %
	<u>222 / 244</u>	<u>145 / 184</u>	<u>65 / 75 %</u>

It will be seen that the total number of available personnel has risen from 65% to 75%, and the functional boards which have benefitted most are the Education Board and the Economic Development Board. However, a number of those serving under the EDB come into the categories of building and maintenance staff and agriculturalists who are seconded to projects belonging to other functional boards, rather than filling posts in projects directly under the EDB.

It should also be noted that at present there are 244 posts approved, and 184 personnel available to fill these. Some of these persons are covering more than one post, and a number are short term or nearing the end of their service with UMN, so we are still seeking more personnel than are apparently needed for 60 unfilled posts. But even allowing for this, the majority of our people are ongoing, long-term workers, and our great need is for more of the same category who will continue in the country and be able to make a valuable contribution after years of experience in Nepal.

To. UMN, Katharina

Gossner Mission  
Handjerystraße 19/20  
1000 Berlin 41 (Friedenau)

- a) Rev. Siegwart Kriebel, address as above
- b) not yet decided

x  
x

We hope, that two representatives of Gossner Mission can come, but we can decide on the name of the second one in January only. But if you want to send any preparatory material, it may be sent to me in two sets.

The two groups of special interest for us are b and c, provided that integrated village development is part of economic development.

S. Kriebel

28.11.1979

UMN's Economic Development Projects

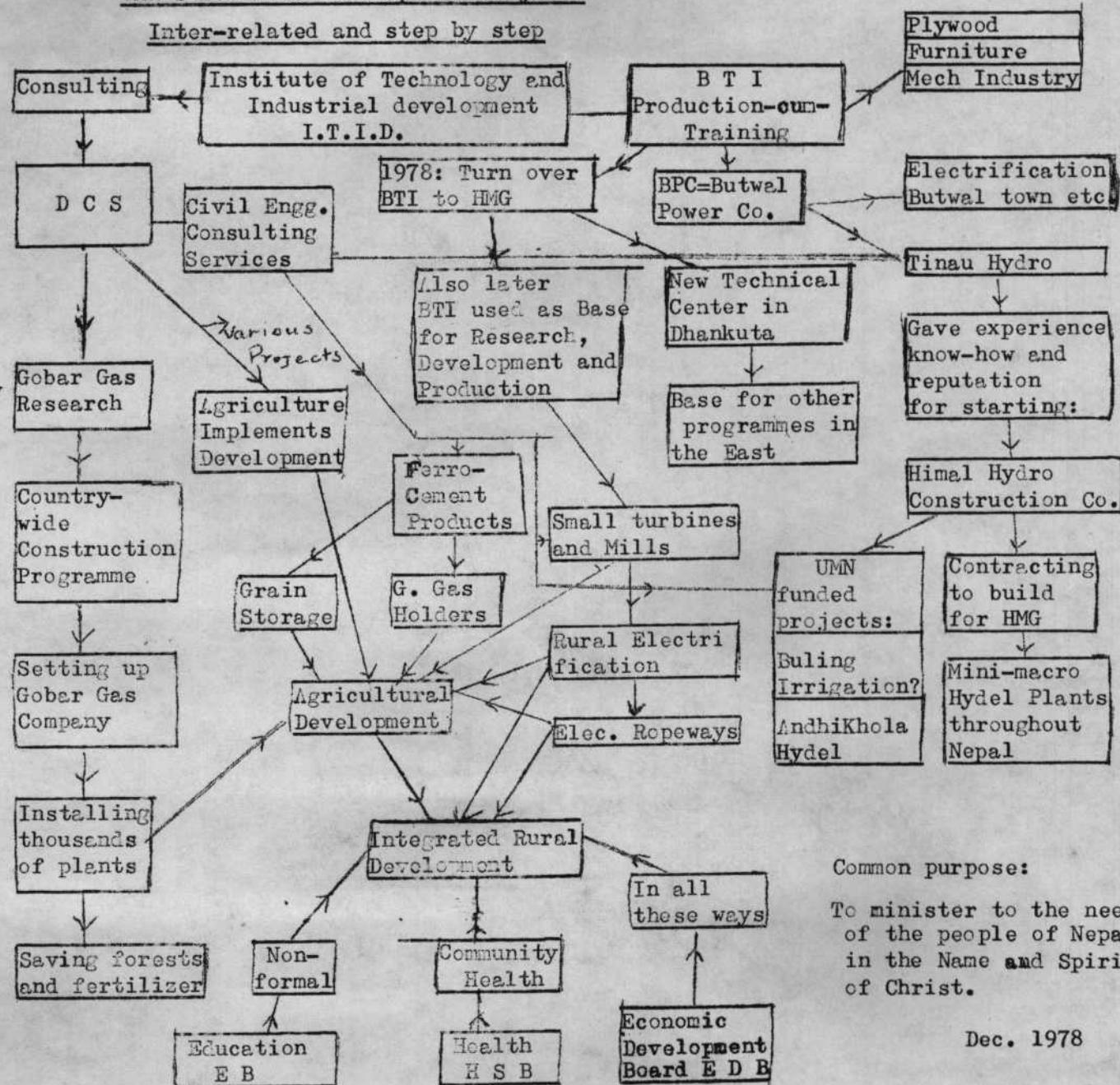
Inter-related and step by step

**Problem:**

1. Lack of skills
2. Unemployment
3. No infrastructure
4. No know-how
5. Inefficient farming
6. Imbalance hill/terai
7. Deforestation, soil erosion
8. Unbalanced development

**Answer:**

- Training - on-the-job
- Industrial Development
- Transport Power
- Appropriate technology
- Agro-industry Better tools
- Planned Regional Development
- New fuel & energy sources
- Integrated community Development



# Rural Development

1 —  
2 —  
3 —  
4 (7)  
5 —  
6 —  
7 —  
8 —  
9 —  
0 —

United Mission to Nepal  
Mr. Duane Poppe  
P.O. Box 126  
Kahmandu / NEPAL

August 19, 1983

Dear Duane!

Greetings to you and your wife. I hope you are well.

The group of students of the Free University of Berlin have just contacted me. In the last months they have studied Nepali and now they are ready to leave for Nepal.

They are very happy about your interest in the research work. Thank you very much for your help and support. I hope you will have a good and interesting time.

Best wishes to you and your wife.

Yours sincerely

Bärbel Barteczko-Schwedler

United Mission to Nepal  
Mr. Al Schlorholz  
P.O. Box 126  
Kathmandu / Nepal

August 19, 1983

Dear Al!

Greetings to you and your wife. I hope you are well.

The group of students of the Free University of Berlin have just contacted me. In the last months they have studied Nepali and now they are ready to leave for Nepal.

Duane Poppe has invited them to come to Andi-Khola and he has asked them to do some special research tasks in which he is interested. I am very happy about this kind cooperation.

The students will arrive at Kathmandu in the first part of September. I think they will try to contact you in this time.

Thank you very much for your kind help in this matter.  
Best wishes to you and your family.

Yours sincerely

Bärbel Barteczko-Schwedler

14.7.83

Stuart Clark  
United Mission to Nepal  
P.O.Box 126  
Kathamndu - Nepal

Dear Stue,

Greetings to you and your family. I hope you are well and that you can stand the hot weather.

You have asked me whether you can use aourdanation for Horticulture/ Agronomy Programme instead for tree planting. I think the main point of this Donation is tostabilize the ecology. As far as I know HAP is aiming at hte same point, so that you can use the money for it.

Family Dietz has just visited us. We have had wonderful days together and Gerhard , our new worker in Nepal, has got the last, but important ~~new~~ information about the work and live in Nepal. He will arrive in Kathmandu the next days.

Best wishes to you and your family

Yours sincerely

*B*

Bärbel



# RURAL DEVELOPMENT CENTRE

The United Mission to Nepal  
Chipledhunga, Mahendrapul, Pokhara



Postal Address : International - P. O. Box 126  
Kathmandu, Nepal.  
Local - P. O. Box 62  
Pokhara, Nepal.

24 June, 1983

Barbel Barteczko - Schwedler,  
Gossner Mission  
Handjery Str. 19-20  
1-BERLIN 41,  
FEDERAL REPUBLIC OF GERMANY.

Dear Barbel,

Greetings to you and Siegward. I trust that it is cooler in Berlin than it is here. We are having very hot weather and in many areas of Nepal there is a serious drought. Food shortages are a certainty in the next few months.

Barbel, I received notice today that Gossner Mission has send DM 4315 for the RDC Tree Planting Programme. Although I am grateful for your support, I do not recall a request for this assistance. Has there been some mix-up? At present our Tree Planting Programme is fully funded. If indeed the money is intended for the RDC, could it be used for the closely-related Horticulture/Agronomy Programme?

Please let me know if this is acceptable. I enclose a copy of the HAP proposal for your information.

Regards,

*C. Stuart Clark*

C. Stuart Clark,  
Director.

cc. Al Schlorholtz,  
Erling Wennemyr.

CSC/ak  
24/6/83

TITLE : HORTICULTURE/AGRONOMY PROGRAMME (HAP)  
of the RURAL DEVELOPMENT CENTER (RDC)  
POKHARA, NEPAL.

ORGANIZATION : THE UNITED MISSION TO NEPAL (UMN)  
P. O. BOX 126,  
KATHMANDU, NEPAL.  
TELEX - 2315 UMNEPA

TIME PERIOD : 1983 - 85

FUND REQUESTED: DM 34/5

PREPARED BY : S. MORI  
C.S. CLARK

DATE : 5 APRIL, 1983

## A. BACK GROUND

The United Mission to Nepal was established in 1954 to assist the people of Nepal in the task of building a modern nation after 100 years of feudal rule. During the first twenty years of its existence the UMN concentrated its efforts on the establishment of hospitals and educational institutions of various types. Increasingly during the 1970's emphasis was placed on more comprehensive project activities in the rural areas surrounding particularly the UMN initiated health institutions. Local people were encouraged to suggest activities which would meet the local needs as they perceived them. This led to requests for a wide range of rural development activities including drinking water supply, animal health, improved seed and cultivation techniques, tree planting and, in the face of rapidly expanding population and declining cultivatable land, income generation from other non-agricultural activities.

The field staff of these UMN rural development projects (currently eight in number located in as many districts) are frequently unable to respond alone to the needs expressed by local people. Although in some cases the government has suitable resources to respond to these needs and the UMN's policy is to utilize these wherever possible, communication and transportation difficulties make it impossible, to bring these resources to the need. In many cases also the needed resources are not available. Nor is it practical or desirable for the staff of every project to be expanded to cover all the organizational, technical and training needs which locally requested activities may require.

Agricultural development activities have been established in all the UMN rural development projects reflecting the importance attached to them by local people and projects staff.

The Government of Nepal too places a high priority on agricultural development but find it difficult to place appropriately qualified people in remoter rural settings. All such activities are also hampered by the difficulty of making the needed inputs available to and appropriate training available for local farmers. Wealthy farmers have the resources to ensure that they obtain what they need, poor farmers are left with little or no access to the means to increase their food production.

Faced with logistical difficulties of providing inputs from outside the local area, UMN project staff are trying to find ways to generate the needed resources locally. Examples of the type of problems seeking such local decentralized solutions are -

### a) Low Soil Fertility

In many areas the organic matter in the soil is depleted or absent, seriously reducing the water holding capacity of these soils. Even where they are available chemical fertilizers have a limited impact. Increasing the local supply of organic matter based fertilizers (compost, azolla, green manure) is a pressing need.

### b) Improved Cereal Seed

Improved varieties of maize, wheat and rice which have better disease and drought resistance and, in some cases, take less time to ripen have been developed in Nepal. However, producing seed of good germination and getting this seed to farmers in remote areas has proven very difficult. Producing such seed locally will avoid difficult transportation problems and enhance the local

capacity for self-sufficiency.

c) Apropiate Varieties of Vegetable Seed

The yield of specific vegetable varieties is highly dependent upon local factors such as temperature, soil type and water availability. There is therefore a substantial benefit to be gained from being able to test and select the best varieties of popular vegetables under local conditions. Simple techniques for doing this, though available, are largely unknown in the project areas. There is a need to teach both local farmers and project staff these techniques.

One way to address these problems is to provide appropriate training for local farmers and project staff. In some cases such training may be available already. In others it must be developed. Such training should ideally be done in the local area with a large component of practical work. As these problems are common throughout the hills of Nepal such training can be used in all UMN field projects and can, when space is available, be offered to other hill communities and projects.

The present agricultural staff of the UMN field projects are unable to establish and maintain contacts with related agricultural work because of the poor communications. Therefore, in addition to locating or providing appropriate training, there is a need to maintain contact with other agricultural development activities, both government and non government, and to provide a broader perspective in the planning of UMN's agricultural development activities. The Horticulture Agronomy-Programme of the Rural Development Centre has been established to meet these needs.

**B. OBJECTIVE**

To strengthen the ability of the agricultural programmes of the eight UMN rural development projects to respond to local agricultural development needs by

- a) Providing technical and planning assistance,
- b) Locating or developing extension aids, training and other inputs,
- c) Promoting the exchange of information and resources with other agricultural development activities in Nepal,
- d) Developing appropriate new technologies suitable for use by small farmers in Nepal.

**C. STRATEGIES**

To achieve its objectives the Horticulture Agronomy Programme has adopted the following strategies.

a) Project Visiting

the 2-4 members of the HAP will visit each of the UMN field projects with agricultural programmes at least once a year. The purpose of these visits will be to discuss local agricultural problems with farmers and project staff and to assist with planning of these programmes. Where new activities are being established

and more technical assistance is required these visits will be more frequent.

**b) Training Programmes/Extension Aids**

In situations where, as mentioned above, there is a need to provide training or extension material to solve a common agricultural problem, HAP will look for resources already available in Nepal. Where appropriate resources are not available these resources will be developed by HAP and taken to the UMN project areas. In the case of training, this will be given in the project areas whenever practical.

**c) Liaison with non UMN Agricultural Development Activities**

The staff of the HAP will maintain contact with non-UNM agricultural development activities in Nepal to avoid duplication of effort in UMN work and to promote fruitful exchanges between UMN projects and these other activities. Such liaison will include the hosting of seminars on subjects of interest to UMN agriculturalists and others working in agricultural development. There are at present no forums in Nepal for this kind of interchange.

**d) On-Farm Research**

For some common agricultural development problems there are no appropriate solutions available. Often there are potential solutions from other countries but there is a need to adapt these to local conditions. The best way to do this adaptive research is in actual farmers fields. Limited on-farm research of the type will be done to develop technologies appropriate for use in the UMN project areas.

**D. PROGRAMME FOR 1983 - 84**

**a) Project Visiting**

During 1983 visits will be made to each of the eight rural development related projects of the UMN to (a) study the local agricultural situation, (b) build working relationships with each project's agricultural staff and (c) assist with the planning for each projects agricultural programmes. In 1984 project visits will be made according to requests from these projects.

**b) Training**

At the end of 1983 a short training course on selected topics for UMN agricultural staff will be given. These topics will include (a) Simple Seed Multiplication Methods (b) Improved Compost Making and (c) Simple Agriculture Experimental Methods. As well as explaining these techniques, visual aids and useful extension techniques will also be covered.

In 1984 HAP staff will study appropriate techniques for improving soil fertility and providing plant protection by natural methods. Intercropping of legumes and cereals be studied as a possible method of improving soil fertility. Because of the difficulty of supplying agricultural chemicals to many parts of Nepal, natural methods of plant protection are becoming increasingly

necessary. If warranted, a training course on these techniques will be given in late 1984.

During 1983-'84 a "vegetable calendar" being developed by one UMN agriculturalist will be verified by small "kitchen garden" programmes in a few UMN projects. After verification the calendar will be printed and circulated to interested agriculturalists in Nepal.

c) Liaison with non UMN Agricultural Development Activities

As time permits, visits will be made to other rural development projects and agricultural research institutions and agricultural training institutions. Priority will be given to obtaining pure seed of improved varieties of cereals and vegetables for use in UMN project areas.

In late 1983 or early 1984 a study tour of interesting non-UMN agricultural development activities will be arranged for all recently arrived UMN agricultural staff. Monthly evening meetings for all agricultural development workers in the Pokhara area will be held at the RDC Library. The purpose of these meetings will be to discuss new agricultural techniques and extension methods and to promote the exchange of experience between organizations.

d) On-Farm Research

In 1983 a priority has been placed upon testing in local farmers fields techniques for improving soil fertility. These techniques include bacterial fertilizers for maize, rice and wheat, azolla cultivation for rice and improved compost making. In 1984 research will centre on natural plant protection techniques based on available information. All useful results will be circulated to UMN agricultural staff and other interested groups. When appropriate, the new techniques will be incorporated into UMN agricultural programmes.

E. MONITORING AND EVALUATION

Evaluation of the direct benefits to small farmers in Nepal of this project will be difficult to monitor because of its nature as a service to other UMN field projects. Indicators of HAP success include..

- a) The success or failure of UMN agriculture programmes to which HAP provides assistance.
- b) The frequency of use of HAP facilities such as agricultural inputs expediting and agricultural information services.
- c) The response to HAP initiated seminars and training courses, both in numbers attending and in-the-field evaluation of their effectiveness.
- c) An annual questionnaire circulated to all UMN agricultural workers to evaluate the relevance and effectiveness of the HAP assistance to project area agricultural problems.

In late 1984 or early 1985 an evaluation team consisting of two or three UMN agriculture staff and a non-UMN agriculturalist will make a study of the RDC Horticulture/Agronomy Programme to decide whether or not it meets its objectives and should be continued.

E. BUDGET AND STAFFINGa. 1983 - 85 Budget (in US dollars \*)

	<u>1983-85</u>	<u>1983</u>	<u>1984</u>	<u>1985</u>
1. PCS**	3600	2000	750	850
2. Salaries/Benefits	12000	3900	3900	4200
3. Office Expenses	3200	1200	1000	1000
4. Farm Expenses	7000	2200	2300	2500
5. Travel/Transport	2300	600	800	900
6. Training	4200	1400	1400	1400
7. Agricultural Inputs	1200	400	400	400
8. Contingency	<u>1650</u>	<u>650</u>	<u>500</u>	<u>500</u>
	<u>25,150</u>	<u>12,350</u>	<u>11,050</u>	<u>11,750</u>
less PCS**	3,600	2,000	750	850
Amount Requested	31,550	10,350	10,300	10,900

\* assumes 1 US\$ = 14 Nepali rupees

\*\* PCS - Personnel Contributed Services, an indication of the UMN's contribution for expatriate staff.

b. Staffing (man months)

	1983		1984		1985	
	Exp	Nep	Exp	Nep	Exp	Nep
1) Agronomist/Section Head	6		6		6	
2) Horticulturalist		12		12		12
3) Agricultural Technician		12		12		12
Total Programme Staff	6	24	6	24	6	24

Note The Horticulture/Agronomy Programme is part of the Rural Development Centre. In addition to the specific programme staff above, the Farm staff (7) and office staff (4) provide assistance to this programme and a portion of their costs are paid by this programme.

United Mission to Nepal  
Mr. Stuart Clark  
P.O. Box 126  
Kathmandu / Nepal

June 28, 1983

Dear Stew,

Family Dietz was just here for some days. We have had short nights but a good time all together. I hope you and your family are well.

Martin told me that there is still a chance to send our new missionary Gerhard Honold to the Nawal-Pamasi-District-Project. I would appreciate it very much. I think for Gerhard as a single it would not be very easy to stay with only a couple in Surkhet - as Al has planned and beside this, I could imagine that Gerhard will be exactly the right person to continue the work of Martin.

I have discussed this point already with Al last April. But, of course, he told me that he is the only one who can decide about the destination of Gerhard, but, nevertheless, perhaps you could help him to make the right decision.

Gerhard will arrive in Nepal at the end of July. Before he will join the language course he will travel through Nepal to visit some UMN-projects (Surkhet, Phokara, perhaps Bojha). I will try to contact you in this time.

Best wishes to you and your family and best greetings from family Dietz.

Yours sincerely

*Bärbel*

Bärbel Barteczko-Schwedler

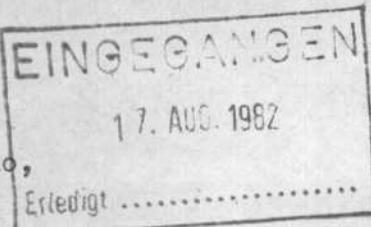


## THE UNITED MISSION TO NEPAL

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

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POST BOX 126,  
KATHMANDU, NEPAL

31 July, 1982



Ms. Barbel Barteczko,  
Gossner Mission  
Handjerystr. 19-20  
1000 BERLIN 41  
West Germany

Dear Barbel,

Please accept my apologies for not responding earlier to your very helpful suggestion regarding possible funding for the Rural Development Division of the UMN. Our plans and Budgets were approved by the Economic Development Board in late May but I had to wait for Coordinating Committee approval before I could go looking for funding. That approval was given in June and I have made some tentative approaches for funding. I believe that a consortium of funding agencies has many advantages and have made contact with four agencies.

(1) Brot fur die Welt	\$24,000
(2) TEAR Fund (UK)	\$24,000
(3) ICCO (Netherlands)	\$24,000
(4) World Concern (US)	\$12,000

Total for 1983 \$84,000

These agencies have all expressed earlier interest in the RDD. However, I think it is likely that not all four will agree to fund. I would like to be able to approach the agency you have in mind in this case. Perhaps you could use the attached information to find out if they are interested to help fund such a proposal. Please advise me of there response. If necessary, I will be contacting them by the end of September.

I am pleased (and not just a little surprised!) that the UMN has accepted the Beyrichs' application. The timing was less than ideal and I feared that the Personnel Secretary might try to delay their entry until January 1983. You did a good job from that end. Sorry that I couldn't be of more direct assistance.

I appreciate your continuing assistance with the work of the Rural Development Division. I hope that we will meet again next spring.

Shalom,

C. Stuart Clark, RDD Director

PROJECT TITLE - Rural Development Centre

TIME PERIOD - 1981 - 1983

FUNCTIONAL BOARD - responsible to the Economic Development Board  
RELATIONSHIP

- relates to all three functional boards of the UMN through their rural development activities.

### 1. BACKGROUND

The UMN has become increasingly involved in coordinated rural development projects during the past five years. This has led to a greatly increased need for personnel skilled in various areas of rural development. These areas include agriculture, forestry and rural industries. To meet this need the Rural Development Division was formed under the Economic Development Board in 1980. Since that time an experienced team of people working in animal health improvement has been developed and seven agriculturalists, one forester and two agricultural engineers have been seconded to rural development work in other UMN projects. There is a need now to put additional effort and resources into consolidating the past five years practical experience and working to develop greater depth in these areas.

### 2. PROJECT DESCRIPTION

The Rural Development Centre is a service to the rural development activities with the UMN project areas. In addition to general assistance with planning, secondment of rural development personnel outside technical liaison and organization of rural development seminars, the Centre seeks to establish small teams of expatriates and Nepalis working in selected subject area. These areas represent key problems in rural development in Nepal where the UMN has or can have a significant contribution to make. These teams will assist the UMN's rural development work through helping develop plans in the specific projects concerned, providing specialist support in the field, developing training and extension aids and maintaining contact with related work in Nepal.

### 3. PROJECT OBJECTIVES

1. To directly support the rural development work of the UMN through
  - a) Assisting with the planning of the projects involved.
  - b) Assisting with the recruiting and orientation of expatriate personnel to serve in these projects.
  - c) Organizing seminars on specific rural development topics for and at the request of the staff of these projects.
  - d) Maintaining contact with other rural development projects in Nepal and promoting the exchange of information and training opportunities.
2. To develop knowledge and experience in selected subject areas (e.g. forestry, animal health, rural industries) to:
  - a) Provide specialist support to the UMN rural development work.
  - b) Identify programme priorities for UMN's work in these areas.
  - c) Locate or, where necessary, provide training in these areas.

The selection of these subject areas will be determined by

- i) The priority of rural development problems as perceived by the UMN rural development staff.

- ii) The aims and objectives of EDB/UMN and the priorities of national development plans.
- iii) The ability of the UMN, given its limited resources and unique experience, to make a significant contribution to the solution of these rural development problems.

3. To encourage the recruitment and training of Nepali staff in all aspects of the Rural Development Centre's activities.

#### 4. STRATEGY/METHODS

The Rural Development Centre (RDC) will establish a physical base in Pokhara. This base will consist of offices, resource centre, training centre and farm. However, a large part of the RDC's activities will be located in field projects of the UMN either through the secondment of personnel on the shorter term assistance of Centre personnel. Centre staff will make frequent visits to the field projects to assist with planning generally and to look for further ways to assist the local efforts of field staff.

The principle impediment to the establishment of the specialist teams described in objective (2) is personnel, both expatriate and Nepali. To make a credible contribution to the solution of Nepali rural development problems calls for both a high level of technical competence and a good understanding of the linkages of Nepal between a particular specialist area and the total rural environment. In some areas personnel with these qualifications exist already within the UMN. In other areas it will be necessary to recruit new people with either the technical qualifications needed or the field experience and give them the opportunity to obtain the other needed skills. This could be done through experience for an orientation period in a field project or further educational opportunities to improve technical skills. This will require time, but the benefit to the people in UMN's project areas will be more than commensurate to the effort.

When one or two people are available in a subject area a team can begin to be formed. Initially these people will be occupied with establishing relationships within and outside the UMN. It is anticipated however that, once qualified experienced people are available, it will be possible to make a significant contribution within the first year of activity. Proposed objectives, first year goals and budgets for the new specialist teams are attached.

#### 5. INTER-RELATIONSHIPS

The Rural Development Centre will be involved through its services and/or the secondment of personnel with all of the rural development work of the UMN. In addition, consistent with the objectives of the RDC, Centre staff will maintain contact with other agencies, governmental and non-governmental working in related areas.

#### 6. COMMUNITY INVOLVEMENT

The communities in the areas served by the UMN's rural development work will be involved with the activities of the RDC indirectly through the UMN rural development field staff. The RDC, as a service to the field projects, will operate one stage removed from the ultimate beneficiaries of its work. This is a weakness and efforts will be made, through continuous evaluation, to maximize the feedback from the communities affected by the RDC's activities.

## 7. RESEARCH AND DEVELOPMENT

Although outside the currently planned activities of the RDC, survey research and technical research carried out by other UMN field staff will be assisted, as appropriate, by RDC staff.

## 8. EVALUATION/ACHIEVEMENT MONITORING

Evaluation of the direct benefits to Nepal of this project will be difficult to monitor because of its nature as a service to other UMN field projects. The success or failure of those components of the field projects receiving RDC assistance will be one measure of the Centre's effectiveness. Because it is a service, the volume of work performed and the number of requests for assistance will be other indicators. In addition to these indirect indicators the following monitoring and evaluation is planned.

- a) At approximately six monthly intervals the RDC Planning and Management Committee will receive a report of progress in achieving annual goals.
- b) After three years of full scale operation the RDC will be evaluated by a UMN evaluation team to see if it is meeting its objectives.

## 9. PERSONNEL/TRAINING

### 9.1 Personnel

<u>Skill/Professional/Title</u>	<u>Expatriate</u>	<u>Nepali</u>
RDC Director	1	
Technical Assistant to RDOD		1 Vacant
Business Manager		1
Clerk/Typist		1 Vacant
Mail Carrier/Peon		1 Vacant
Driver		1 Vacant
Resource Centre in charge	1	
Farm Manager/Agronomist	1	
Assistant Farm Manager		1
Farm chance man		1 Vacant
Farm Staff in Charge		7
AHIP Veterinary	1	
Forestry Consultant	1	
Fruit Tree Specialist	1 Vacant	
Foresters	1 Vacant	
Horticulturalist	1 Vacant	2 Vacant
Agricultural Assistants		2 Vacant
Marketing Consultant	1 Vacant	
Cooperative Operations Consultant	1 Vacant	
Marketing Assistant	1 Vacant	
Rural Industry Technologist		1 Vacant
<b>TOTAL</b>		<b>1 Vacant</b>

10

20

### 9.2 Training

During 1983 staff training will include attendance at rural development seminars and visits to other projects inside and outside the UMN.

10. BUDGET - RECURRING

	<u>Actual 1981 Expenditure</u>	<u>Approved 1982 Budget</u>	<u>Projected 1982 Expenditure</u>	<u>Proposal 1983 Budget</u>
<b>I. Administration</b>				
a) Salaries				
PCS	0	37,500	37,500	37,500
Other	0	57,750	57,750	57,750
b) Office Rental, Improvement, Maint.	3,988	12,300	11,000	15,840
c) Office Supplies	643	1,500	2,500	3,600
d) Travel and Transport	1,354	11,000	11,000	34,800
e) Resource Centre	0	25,000	25,000	30,000
f) Furnishings	3,280	9,000	10,000	10,000
g) Conference, Seminars	0	3,000	3,000	6,000
h) Research Studies	1,286	13,000	13,000	0
i) Training Centre	-	-	-	37,200
j) Contingencies	<u>0</u>	<u>8,500</u>	<u>8,500</u>	<u>23,500</u>
	<u>10,552</u>	<u>125,900</u>	<u>125,600</u>	<u>256,190</u>
<b>II. Animal Health Improvement Program</b>	<b>56,946</b>	<b>102,800</b>	<b>84,965</b>	<b>100,600</b>
<b>III. Farm</b>	<b>64,687</b>	<b>55,400</b>	<b>86,122</b>	<b>102,900</b>
<b>IV. Proposed RDC Tree Planting Program</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>104,500</b>
<b>V. Proposed Agriculture Program</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>81,000</b>
<b>VI. Proposed Rural Industries</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>105,100</b>
	<u>132,185</u>	<u>284,100</u>	<u>296,687</u>	<u>750,290</u>

10.a: BUDGET - CAPITAL

(1) Vehicle\*

4 Wheel Drive Long Wheelbase Jeep  
with trailer

400,000

(2) Dry Copier and Generator for Library\*\*

70,000

(3) Office Equipment

40,000

English and Nepali Typewriters  
Gestetner duplicator  
Safe and Adding Machine

\* A 4 Wheel drive long wheelbase jeep and trailer are required for the operation of the farm, transporting AHIP trainees, providing transportation for field trip to other projects and general conveyance.

\*\* A dry copier and electrical generator are need to give the RDC Resource Centre the facility of copying information for use in training at the Centre and in the projects.

RDC Budget Notes

(1) "Other Salaries"

Office Manager	12 x 1,000
Typist/Clerk	12 x 500
Technical Asst. to RDCD	12 x 1,200
Mailman/Peon	<u>12 x 400</u> <u>37,200</u>

(2) Travel & Transport

Fuel	15,000
Maintenance	15,000
Bus, Taxi, Truck 12x400	<u>4,800</u> <u>34,800</u>

Animal Health Improvement Programme - Annual Plans for 1983**1. Programme Description**

The A.H.I.P. aims to assist farmers to improve their animal husbandry and disease prevention; enable them to treat common animal diseases with medicines available in the country; and to relate to the local government veterinary post (if there is one in the area.)

**2) Programme Objectives**

- a) To train approximately 30 new farmers and give refresher training to the trainees who had their basic course in January or February 1982.
- b) To visit, for advice and encouragement, the trainees and their local supervisors, if any.
- c) To supply medicines unavailable in their locality (but available elsewhere in the country), and to seek to make these available locally through shops and veterinary posts.
- d) To aid people in obtaining improved animals, where relevant and not locally available.

**3) Programme Activities**

January - March 3 two week courses

April - June Visiting new and previous years trainees. One Vet. to spend about one month in Jumla teaching agriculture (J.T.A.) students at Karnali Technical School on similar lines to A.H.I.P. trainees.

July - August Materials development

Sept.- November Visiting trainees

December Training courses recommence.

**4) During visits evaluation of training and needs for the future will be assessed.****5) Personnel**

Two UMN veterinarians are the full time staff of the programme. One will be leaving on furlough about half way through the year. It is hoped that another veterinarian will be available to replace him.

**6) Training**

The whole purpose of the programme is the training of Nepali personnel, but they are volunteers, not programme staff.

**ANIMAL HEALTH IMPROVEMENT PROGRAMME BUDGET 1983**

	PROGRAMME BUDGET	APPROVED BUDGET 1981	ACTUALS BUDGET 1982	ESTIMATE 1982	PROVISIONAL BUDGET 1983	DIFFERENCE 1982-1983
<b>RECEIPTS</b>						
Grants:						
MCC	174,000	58,000	59,250	40,000	-	-10,000
PCF (Peace Crops Fund)	-	-	8,864	-	-	-
Brought forward	-	-	-	28,000	39,965	+ 1,800
P.C.S.	104,400	28,000	28,000	34,000	34,000	+ 6,000
	<b>278,400</b>	<b>86,000</b>	<b>96,914</b>	<b>102,000</b>	<b>114,765</b>	<b>100,600</b>
<b>PAYMENTS</b>						
P.C.S.	104,400	28,000	28,000	34,000	-	+ 6,000
Programme Expenses						
Rent for office & store	174,000	4,000	4,000	6,000	-	- 2,000
Maintenance Repair		400	116	600	- 300	- 200
Furnishings		5,500	1,300	1,000	2,000	- 1,000
Office supplies		1,200	374	600	460	+ 1,200
Teaching materials		3,000	3,199	30,000	940	- 8,000
Village visiting & Training		16,000	3,539	7,000	1,300	- 1,000
Training courses		1,000	4,375	2,500	2,000	+ 4,500
Medicine Stock		20,000	10,436	10,000	4,342	+ 1,000
Opportunity Fund		6,020	2,300	-	2,365	- 1,700
	<b>278,400</b>	<b>86,000</b>	<b>56,949</b>	<b>102,000</b>	<b>64,965</b>	<b>100,600</b>

\* available from M.C.C. on request, not requested to date because of the balance in hand from the balance brought forward.

Plans for 19821. Project Description

The Rural Development Centre Farm is the Rural Development Division Farm of United Mission to Nepal. The farm is serving United Mission Projects, local area farmers and others in educational training, providing agricultural inputs and demonstration of appropriate technology. We will continue to seek and explore new possibilities for development of agriculture so that all Nepali people will benefit.

2. Project Objectives

- To support the training and livestock propagation activities of Animal Health Improvement Program.
- To provide training facilities for the Rural Youth Training Program.
- To provide selected agricultural services to the Lamachaur community.

3. Project Activities

- Improve the quality and health of livestock in Nepal
- Demonstrate the development & use of good compost, gobar gas, silage, unfavourable land to grow firewood, fodder trees, and fodder grasses, and local materials for constructing buildings.
- Selling agricultural inputs
- To assist agricultural teachers in training of students.

4. Project Research & Evaluation

- Varied compost rates and fertilizer rates for corn, wheat, and oats on dry land.
- Research on new legumes and other new appropriate seeds.
- Evaluation on metal grain storage bins built by Gobar Gas Co. in Butwal

5. Personnel

<u>Name</u>	<u>Post</u>
George Sanneman	Farm Manager
Gopal Bahadur Thapa	Animal Supervisor
Parashu Ram K.C.	Office Supervisor
Purna Bahadur Pandey	Maintenance Supervisor
Padam Bahadur Thapa	Store Manager
Teg Bahadur Baniya	Milkman, care of goats and swine
Gyan Bahadur Baniya	Rabbits
Lok Bahadur Baniya	Care of chickens, ducks and large animals
Khadak Sharma	Oxen operator.

RDD FARM

<u>PAYMENTS</u>	<u>Actuals 1981</u>	<u>Approved Budget 1982</u>	<u>Estimate 1982</u>	<u>Provisional Budget 1983</u>
Personnel Contributed				
Service		10,000.-	10,000.-	15,000.-
Oxen		000.-	1,200.-	5,792.-
½ Cross Jersey Bulls		-	3,000.-	3,852.-
Buffalo	1,065.87	2,300.-	3,700.-	3,696.-
Rabbits	11,292.43	10,300.-	10,300.-	11,526.-
Cattle	5,910.34	5,000.-	5,000.-	1,750.-
Goats	11,304.73	3,000.-	10,000.-	10,768.-
Chickens	8,211.40	0,000.-	4,000.-	1,504.50
Ducks	-	-	2,500.-	311.-
Fodder Trees	-	-	2,000.-	2,500.-
Nursery	-	-	-	500.-
Fodder	-	2,000.-	-	-
Crops	6,371.15	3,000.-	-	-
Vegetables	1,216.43	-	-	-
Fruit	16.30	-	-	-
Other Expenses	40,113.50	5,000.-	30,000.-	41,000.-
Rent to School	-	6,000.-	500.-	500.-
Provident Fund	3,222.80	-	3,922.-	4,195.20
<b>TOTAL</b>	<b>89,532.95</b>	<b>55,400.-</b>	<b>86,122.-</b>	<b>102,902.70</b>

RECEIPTS

Budget Allocation	34,300.-	45,400.-	67,122.-	77,742.70
Other Income	21,321.73	-	-	-
Swine	9,065.39	-	9,000.-	10,160.-
Personnel Contributed				
Services	-	10,000.-	10,000.-	15,000.-
	64,687.12	55,400.-	86,122.-	102,902.50

Proposed Tree Planting ProgrammeOBJECTIVES

1. To promote the planting of fruit, fodder, fuel and timber trees within the areas served by the UMN's rural development work.
2. To maintain close contact with other tree planting activities, government and non-government, in Nepal.

1983 GOALS

1. To establish a base for these activities within the Rural Development Centre in Pokhara.
2. To visit projects and institutions engaged in tree planting activities in Nepal and other nearby countries.
3. To develop extension methods for promoting the planting and raising of fruit trees within UMN project areas.
4. To locate or where necessary, promote the establishment of fruit tree nurseries to serve the communities involved in the UMN's rural development work.

1983 BUDGET

## 1. Salaries and Benefits

Nepali Foresters	2 x 12 x 800
PCS - Forester	12 x 800
Fruit Tree	
Horticulturalist	12 x 800
	<b>54,000</b>

## 2. Office Rent, Furnishings Improvements &amp; Maintenance

12 x 300 + 5,000 + 1,000 + 400	10,000
--------------------------------	--------

## 3. Office Supplies and Expenses

12 x 200	2,400
----------	-------

## 4. Transportation 12 x 300

3,600
-------

## 5. Training and Extension Materials

5,000
-------

## 6. Personnel Development (Seminars, Study Tour)

20,000
--------

## 7. Contingency (10%)

9,500
-------

<b>104.500</b>
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Proposed Agriculture ProgrammeOBJECTIVES

1. To provide technical support to the agronomic and horticultural activities within the UMN's rural development work.
2. To develop a core agricultural programme to be used as a basis for agronomic and horticultural work within the UMN.
3. To develop or locate extension aids, training opportunities or other inputs needed to promote the activities of the core programme.

1983 GOALS

1. To establish a base for these activities within the UMN Rural Development Centre in Pokhara.
2. To obtain an orientation to the agricultural work of the UMN through spending a period or several periods of time in present UMN projects.
3. To establish contacts with other government and non-government agencies working in agriculture in Nepal.

1983 BUDGET

## 1. Salaries and Benefits

Agricultural Assistants	2 x 12 x 600	
PCS - Agronomist	12 x 800	
Rural Youth Training Consultant	12 x 800	54,000
2. Office Rent and Furnishings	12 x 300 + 5,000	8,600
3. Office Supplies and Expenses	12 x 200	2,400
4. Transportation	12 x 300	3,600
5. Agricultural Inputs		5,000
6. Contingency (10%)		7,400
		<u>81,000</u>

Proposed Rural Industries ProgrammeOBJECTIVES

1. To support the establishment of non-agriculture income generating activities within the UMN's rural development work.
2. To make available appropriate training opportunities in management, accounting and marketing for those involved in rural industries inside and, where possible, outside UMN project areas.

1983 GOALS

1. To establish a base for these activities within the Rural Development Centre in Pokhara.
2. To investigate and develop the marketing channels for rural industry products currently produced in UMN projects.
3. To establish contacts with related government and non-government projects and institutions.

1983 BUDGET

## 1. Salaries and Benefits

3 staff	2 x 12 x 500	66,000
2. Office Rent & Furnishings	12 x 300 + 5,000	8,600
3. Office Supplies and Expenses	12 x 200	2,400
4. Transportation	12 x 300 +10,000	
	(Study tour)	13,600
5. Promotional Materials Preparation		5,000
6. Contingency (10%)		9,500
		<hr/>
		105,100

# GOSSNER MISSION

Steward Clark  
United Mission to Nepal  
P.O. Box 126  
Kathmandu  
Nepal

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May 10, 1982

Dear Stew,

I hope you and your family are fine.

I am happy to inform you that the Executive Committee of Gossner Mission has accepted Günter's and Gerti's application to work with UMN. From the 1st of June they will have a pre-contract with the Gossner Mission. I just wrote a letter to Carl asking him whether it is possible that Günter and Gerti could join the next language course starting in August.

It would be helpful if you could contact Al and could find out with him a way to speed up the bureaucratic procedure. Günter and Gerti will be back in Nepal about the middle of May. And I have good news for you: Günter and Gerti are parents of a little nepali girl since this month. Please, contact them at your earliest convenience.

I have another urgent request:

Some months ago I sent a request to a private German-Nepal-Friendship-Organisation asking for support of an UMN-project. As we were just thinking about taking Beyrichs under contract, I made the suggestion to the organisation to support these missionaries. But the lady of the organisation did not like to pay for salaries, what I can understand. So I changed my proposal from Beyrichs to the Pokara-project, in which Beyrichs will be engaged. The lady of the organisation seemed to be open minded to this proposal. Concerning this issue I would like to ask for your help.

As far as I remember you said that you will write a project proposal. If available could you please send me one copy? If you do not have such a project-description, could you please a) describe the project in general, b) describe a part of the project (e.g. handicraft-work) for which we could apply the financial support? I feel it could be helpful if this part would be the futural work of Günter and Gerti, for it may be easier for the organisation to support german development work. As I have heart that the husband of the lady has a wood-work-factory it may be good to underline this part of your project. And could you please send me a letter in which you ask urgently for financial help.

At the beginning of July the organisation will have a meeting on which they will make financial decisions.

I enjoyed very much the time and the discussions with you in Bojha.

Best wishes for your family  
yours sincerely

*Bärbel*  
Bärbel

These resolutions of the EDB are related to Rural Development Involvement; they are quoted for reference:

**EDB-73/80 Approaches to Rural Development under RDD**

A paper prepared by the RDD Director was received for information and study. This paper outlines various aspects of UMN involvement in rural development, and indicates ways and approaches for EDB to initiate work in this area through its new Rural Development Division.

Following lengthy discussion it was Resolved to request the RDD Director and the EDS to prepare an outline of possible RDD involvement in rural development, giving details of training and orientation needs for RDD personnel, a possible 'base' for such personnel, and areas of immediate concerns in rural development, with a view to placing such proposal before the next IRDC meeting and submission to the UMN Executive Committee.

**EDB-74/80 Green Pastures Farm, Pokhara**

It was reported that I.N.F. is considering the question of offering its Green Pastures Farm in Pokhara for UMN to take over and use in its rural development work.

Resolved

To continue the conversations with INF concerning the possible taking over of the Green Pastures Farm, Pokhara for UMN to use as a base (orientation and training centre) for RDD workers, and, if a UN take-over proves feasible, to submit a proposal to this effect for the UMN Executive Committee to consider at its April meeting,

**1. Proposed Recommendations**

The EDB in these Minutes notes the urgency for establishing a foundation for UMN involvement in rural development, and the following draft resolutions for consideration are submitted:

In formulating a programme for rural development, covering the use of existing work and facilities as well as initiating new programmes and approaches, recruiting new workers for approved EDB Posts, and training new workers after Language Orientation Programme is completed, there is need of

- a) establishing a physical base for EDB involvement in rural development which can over a period of time provide similar facilities for the Rural Development Division as the Development and Consulting Service has in Butwal for Industrial/Engineering development;
- b) approving in principle the founding of a Rural Development Centre at the INF Green Pastures Farm, Pokhara; and
- c) authorizing the RDD Director to continue negotiations with INF about the use of their Farm as a base for RDD, (or, if this does not work out, to look for an alternate arrangement), presenting budget and plans at the September meeting of the EDB for study and action to be forwarded for further consideration and approval.

## 2. Areas of Immediate concern in Rural Development

This is not an attempt to define the parametres of rural/agricultural development; that must become a process over the next few years as the work goes on. The scope and need for such development work is so broad and complex that one wonders where to begin in the cycle of planting and harvest, watering and weeding, problems and potential, plans and personnel.

May we share a perspective which seeks to focus attention on the rural and agricultural needs of people in Nepal. UMN cannot hope to minister to all the needs of Nepali rural people; almost 90% of the population is rural, gaining its livelihood from agricultural or related activities. But we must help some and help rural people in such a way that change and improvements occur as results of what the people themselves are enabled, and/or able, to do.

Therefore, think,

pray and

participate with us as we share the challenge of rural development involvement.

It is felt that a large part of UMN involvement should be with the people living in the Hills rather than those living in the Terai, because the needs are greater in the Hills. The terai contains two-thirds of the cultivatable land with little more than one-third of the population. There is fertile land well-suited for new technologies and inputs, such as chemical fertilizers, machines, managerial techniques, which would raise the production with adequate irrigation and hard work. By contrast, the farmers living in the Mid-land Hills of Nepal are far from roads, markets, and help. Working fragmented, small terraced plots of land, only subsistent farming is possible. With the added pressures of dense population, lowering soil fertility, erosion, lack of adequate rainfall and irrigation facilities, distant drinking water, fuel, and animal fodder sources, depletion of forest and pasture lands, limitation of manure and composting materials, traditional practices that seem so sacred, being always haunted by the nightmare of starvation in case of crop failure due to drought flood, or some other reason -- it is no small wonder that people migrate to the Terai, or clear marginal land on steep slopes which are so prone to erosion and landslides. We feel led to give more attention to the disadvantaged people in the Hills.

Following is a listing of areas of need, and thus concerns:-

### Areas of Immediate Concern in Rural Development

#### Needs of the people

##### Food Production

- for humans
- for animals

##### Balanced Diets

##### Safe Drinking Water Supplies

##### Animal Keeping

##### Tree Planting and Forestry

- erosion control
- irrigation
- terracing
- alternate energy sources
- grazing lands and pastures

#### Personnel Needs of UMN under Functional Boards

Horticulture Specialist  
Agronomist

Food Technologies  
Nutritionist

Civil Engineer  
General Community Field  
Workers

Livestock Specialist  
Veterinaries

Foresters  
Agriculturalists  
Engineers

Family Care

Community Health Workers  
General Community Field  
Workers

Non-formal Educationists

Rural Equipment Development

Agricultural Engineer  
Agricultural Field Workers

Rural Youth Training

Agriculturalist

Agro-business

Agric. Extension Specialists  
Marketing/Economist  
Food Technologist  
Agriculturalists  
Management/Administrationist

- cropping
- harvesting
- storage
- processing
- marketing
- planning

Employment

- training
- opportunities
- credit

Cottage Industries/Handi-  
craft specialist  
Cooperatives Specialists

Community Motivation

Sociologist  
RDD Director

### 3. Possible Involvement

One could list here the whole of the Hill region of Nepal, plus the projects and programmes of UMN already in action. The needs and concerns are so great and over-powering! Part of the needs are being met in the on-going UMN work, but we are thinking here of branching out and also exploring innovative participation of personnel in whatever locations and situations possible, old or new.

If the preceding list of needs seems too long, it should be noted that the half has not been told. If the list of personnel appears too large, it should be noted that very few are available at present and surely they will not all appear suddenly and all at once! There are, though, many needs, many opportunities, and many people needed.

Regionally, let us picture the immense area in the Western and Far-Western Development Regions of Nepal. Beginning from Pokhara, note Galyang Bhanjyang (the site for the Andhi Khola Project), Buling/Arkhala Panchayats, Baglung, Tansen, Butwal, Surkhet, and Jumla. That is the setting for most of UMN rural development. Other Places, such as Gorkha, South Lalitpur, and Okhaldhunga are engaged in facets of this work through Community Health Projects. That immense area of the Hills, in and around and beyond the places named is the involvement target. Each place has its special needs, but in reality there is a great similarity in life style, conditions, and problems.

Two projects stand out among others because their major emphasis is on Rural Development: Buling/Arkhala Project and Andhi Khola Project. In these projects there is scope for undertaking rural development in a wider and more systematic manner and in a scale larger than in any of the other existing or presently planned projects of UMN. The specific plans for these two projects are under study and will be presented separately.

However, rural development work can be done also in Jumla, Surkhet, Baglung, Amp Pipal, Okhaldhunga, Tansen, Butwal, or from any project of UMN where people have a vision and will to get something started. Such work should not be considered the work of experts and specialists only; anyone with a skill to share a word of encouragement to give, some time to invest with people in need — will discover the challenge of development work. Suggestions by personnel are needed in the planning process, and volunteers are imperative for the implementation.

4. Details of Training and Orientation Needs for RDD Personnel

Eventhough each UMN person brings skills and expertise, forged in a particular background and experience, there is needed a time of Nepalization, a period of training and orientation after completing basic language study. Agriculturalists and rural development workers will require a high level of competence in Nepali, in Nepali farming conditions and practices, and rapport with agricultural/forestry/rural/development agencies and personnel at various levels of participation.

Such a time should include basic farming, visits to HMG Departments, Farms, and Demonstration Plots, visits to UMN Projects, Community Motivation and Non-Formal Education methods and techniques, discussions on Development in Nepal, Study of Cooperatives, Agricultural Development Bank, Small Farmers Development Projects, Sajha Movement, and other things related to one's qualifications, concern, and interests.

But most important would be the actual farm experience through at least one crop cycle, or part of one, care of animals, visits to villages, exposure to tree planting, protection, and use, reading extensively on one's own subject and Nepal in general, and sharing with experienced UMN personnel and Nepalis questions and impressions.

5. A Possible 'Base' for Training, Orientation and Involvement.

Since Pokhara is more centrally located for rural development work than other places (besides being the Zonal Headquarters for Gandaki Zone and Western Development Region), it is hoped that some place in Pokhara can be found as a 'base' for training, orientation, and involvement.

An ideal place would be the INF Farm at Green Pastures, if that could be made available. It has sufficient land for crops, tree planting, and animals. Adequate water is available. Some of the land is still uncultivated, is of relatively low quality, and coarse -- which would be most suitable for training in soil reclamation and crop experimentation. In discussing the matter of the INF Farm at the EDB meeting (EDB-74/80) the idea was expressed that the Green Pastures Farm could perhaps be utilized by UMN as A Rural Development Centre for activities which could not be carried out at G.A.M.V. (Pokhara Boys School).

The EDB requested Larry Asher to consult with Dr. G. Scott Brown of INF, the Boys School, the Rural Youth Training Programme person, and others in Pokhara. He has reported:

"It does seem feasible that UMN could utilize the farm facilities as a Rural Development Centre for the purpose of providing orientation and training to expatriate and Nepali persons along with the functions or research, experimentation and providing stock to various projects and programmes. Such as facility could serve as a base for number of UMN agriculturalists. If the farm had one full time Farm Manager to look after the day to day running of the farm then other UMN agriculturalists based there would be free to go out to other projects and give assistance in the village setting ..... The farm does not have its own facilities for training, however, on the hospital portion of the compound there has been a facility established for the training of leprosy workers. It is possible that this facility is not fully utilized and could possibly be utilized for training of persons done at the farm site..... To utilize the Farm as a RDC as has been talked about this far would probably necessitate building a workshop cum office building where persons could be based. At present there is only a small workshop on the hospital level of the compound and this would not be adequate for the needs of the RDC".

There are other questions regarding terms of cooperation and the extent of responsibility for UMN, official permission, availability of housing outside the hospital compound, the compatibility of additional facilities necessary for UMN RDC work with INF plans and thinking. These constitute the basis for negotiations and possible utilization of this property. At this stage of discussions, the matter has only been explored without any commitments on either side. We are bringing this matter to your attention for guidance and action.

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INTEGRATED RURAL DEVELOPMENT ADVISORY COMMITTEE

The first meeting of the Integrated Rural Development Advisory Committee was held on March 21-23 in the Board Room at UMN HQ. Devotions were led by Dr. S. Mogedal and Mr. P. Spivey.

Roll Call.

Members: Rev. G. Ruff, Executive Secretary (Chairman)  
Mr. O. Hoftun, Econ. Development Secretary  
Mr. J. Lindell, Acting Education Secretary  
Mr. P. Spivey, Acting Health Services Secretary  
Dr. S. Mogedal, HSB elected representative  
Mr. R. Clark, EB elected representative (absent)  
Mr. S. Ruohoniemi, EDB elected representative (absent).

Co-opted for this meeting:

Mr. J. Bertholet  
Miss G. Coventry  
Mr. C. Madrazo  
Mr. A. Pang  
Mr. A. Schlorholtz  
Mr. H. Simrose

Agenda. The agenda was adopted as presented by the Chairman.

Discussion was held on the following subjects:

- a) Function of the Integrated Rural Development Advisory Committee;
- b) The integration concept in UMN work;
- c) UMN involvement in IRD in general, and Buling/Arakhala in particular;
- d) Possibility of cooperation with HMG in Small Farmers Development Project, cooperatives, Agriculture Development Bank.
- e) Irrigation, agricultural economy and secondary benefits.

RESOLUTION. After discussion on the principles of UMN involvement in integrated rural development in general, and Buling/Arakhala in particular, the Integrated Rural Development Advisory Committee RESOLVED to recommend to the Executive Committee the adoption of the following:

- 1) Terms of Reference for the IRD Advisory Committee.
- 2) Buling/Arakhala Project.

BACKGROUND.

The United Mission to Nepal has been interested in rural development since its inception. The proposed BAP started with the Palpa Community Health Program staff inviting the Economic Development Secretary to visit the area. The Community health staff had expanded from primary health care to meeting other basic needs. It was thought that the EDB in particular could help to further improve the economic conditions there.

Buling and Arakhala are two panchayats in the Nawalparasi district in the western region of Nepal, and the people consist largely of one tribe - the Magar tribe.

In early 1978 an EDB team visited the area. The general feeling was that the Buling/Arakhala area is a suitable place in which to engage in other fields of rural development. It is undoubtedly a very needy area. The people have trust and confidence in UMN.

In April 1978 an inter-functional board team undertook a pre-feasibility study of the area. From this survey the needs of the area, as expressed by the people, were established, and the possibilities for development were identified.

In July 1978 a further survey of the area was undertaken. From it the needs and the possibilities for development were further ascertained. Reports of the surveys and internal UMN organisation for this kind of project were discussed at an ad hoc committee meeting in August 1978.

In September 1978 the ad hoc committee met again to discuss a working paper on development philosophy, and recommended UMN involvement in Buling/

Arakhala. The EDB meeting which followed adopted the papers with minor changes, and the Executive Committee in November endorsed the decisions made. (EC(2)-10/78 and Appendix X). The February 1979 EDB meeting approved a budget of Rs.25,000. for "no risk" programs, which has been funded.

RESOLUTION 1: Terms of Reference for IRD Advisory Committee (EDB-153/78).

Projects related to integrated rural development may be undertaken under any of the Functional Boards, depending on where the major emphasis of the work is. The IRD Advisory Committee is set up in order to coordinate the input of Functional Boards into such projects. It will work under the following terms of reference:

- 1) It will be on an inter-Board level (not under EDB), related to the Executive Secretary, and will report to the three Functional Boards.
- 2) Its membership will consist of:
  1. The Executive Secretary (Chairman)
  - 2,3,4. The three Functional Secretaries
  - 5,6,7. One person from among the voting and ex-officio members of each Functional Board, who is elected by that Board.Directors of projects in integrated rural development.  
Other persons may be co-opted by the Chairman for defined purposes.
- 3) It will meet at least three times a year before the meetings of the Functional Boards.
- 4) It will advise the Functional Boards regarding plans and policies related to work in integrated rural development.
- 5) It will assign study or research work to suitable persons or groups of people as may be required, and receive their reports.
- 6) The Agenda of its meetings will be made by the Chairman and the Functional Secretaries from matters referred to it by the Functional Boards, or by others through the Functional Secretaries.
- 7) Minutes of the meetings will be circulated to Committee members, to the members of the Functional Boards, and to persons related to the subjects dealt with.
- 8) A budget amount, held by EDB, has already been approved and funded in the amount of Rs.10,000.

RESOLUTION 2: Buling/Arakhala Project.

On the basis of a socio-economic study, it was found that 76% of the population in these two panchayats are the poor majority who do not have sufficient food to eat without incurring debts. The basic need is for increased food production, and also the provision of a cash income, along with an improvement in their health and educational status. To help people meet their basic needs, we recommend the following:

- 1) Immediate UMN involvement (on-going and/or covered by existing Agreement with Government).
  - A) Education:
    - a) To motivate and assist with an adult literacy program.
    - b) To undertake non-formal functional education in the areas of animal husbandry and composting.
    - c) To assist with vocational agriculture education in the school.
  - B) Health:
    - a) To continue the established and developing primary health care program, presently supervised by Nepali staff.
    - b) To provide the necessary education and facilities for each village to operate its own "under fives" clinic.
    - c) To continue to help villages to construct water supplies as requested (requests from 20 villages now in hand).
  - C) Economic Development:
    - a) To help with the establishment of improved grain storage facilities.
    - b) To provide advice and assistance, if requested, for the silk industry being established by Arakhala village community.
    - c) To extend the animal program to villages where this is desirable.

Each village to elect a volunteer to supervise the program.

d) Re-afforestation with fodder trees or trees which provide some cash income.

2) New Projects requiring further study and/or specific agreement with Governemtn.

A) Irrigation Projects.

a) Deosath Khola. Under this project in response to a specific request from the people. It would provide irrigated land for 251 families, of whom 74% are poor families who do not have enough food to eat without incurring debts. It would increase food production by an estimated 160%. The planning for this project should be in discussion with a committee of involved local people. This planning should also include guidelines for management and maintenance after the construction is completed. Indicators that the people are able to work together to operate and maintain such a scheme are that they have already successfully achieved this with village water projects, MCH clinics and animal programs.

b) Undertake smaller irrigation projects in Buling and Arakhala, subject to satisfactory feasibility studies, from Sadh Khola, Ladi Khola and other places as requested by the people.

B) Agro-industries, etc.

To investigate all aspects of agro-based industries, such as ginger, tumeric, cinnamon and other spices, chiuri (oil seed), cane (rattan), bee-keeping, etc., and if feasible to assist in the development of these resources.

C) Other studies.

a) To study the appropriate structures required to carry out socio-economic projects.

b) To study further the Small Farmers Development Project and to assist representatives from Buling and Arakhala to make an appraisal of the existing SFDP.

c) The IRD Advisory Committee requested the EDB to continue feasibility studies for Buling/Arakhala project.

3) Personnel Requirements.

1. Project Director.
2. Motivator to initiate non-formal education and maintain already established relationships.
3. Agriculture extension agent.
4. Vocational agriculture teacher for Buling High School.
5. Part-time consultants to undertake specific studies.
6. Engineers and builders for irrigation projects when required.

Filling these positions will be dependent on personnel being available .

4) Finance.

a) Immediate:

- i) Water supplies to be undertaken December 1979 - March 1980 have been budgeted under HSB Palpa Project, Comm. Health Program.
- ii) Rs.10,000., budgeted under EDB, can be used for feasibility studies.
- iii) Rs.25,000, budgeted under EDB, for "no risk" programs. These budgets have all been approved and funded.

b) Five year budget: Before implementation, the detailed plans and budgets for new projects will be submitted through the proper channels to the Executive Committee for final approval. A very rough estimate is Rs.3,000,000. over the five year period. The largest item will be the Deosath Khola irrigation project.

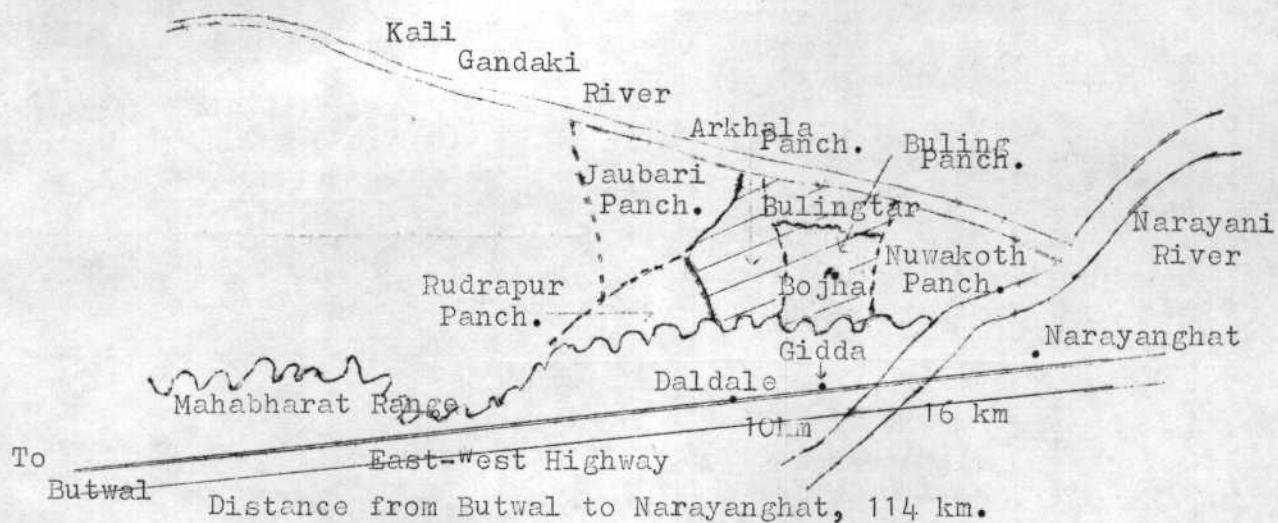
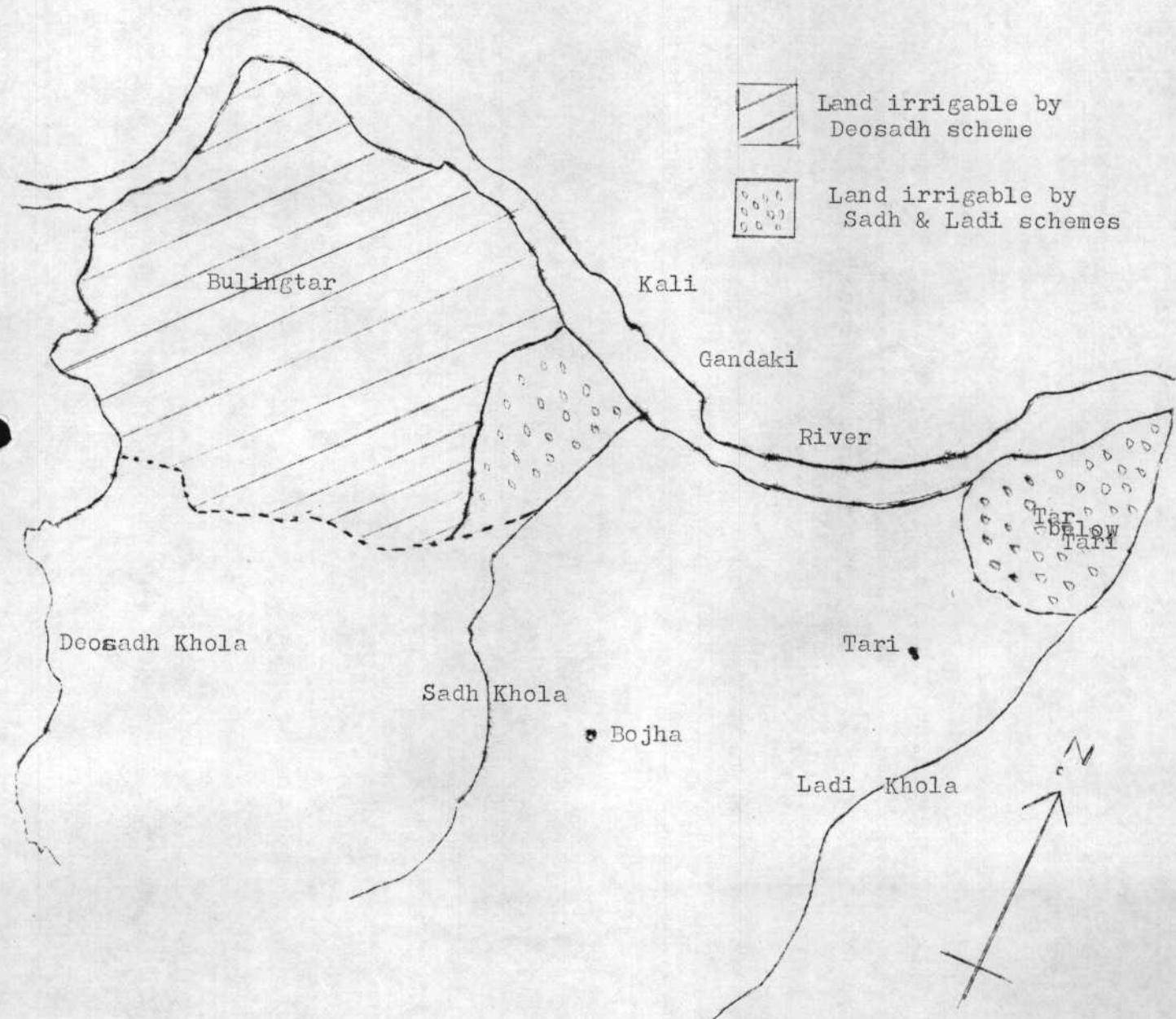
5) Timetable.

During 1979 and 1980, to carry on the items listed under 1) above, to carry out detailed studies and planning for new projects, and to negotiate agreements where necessary with HMG.

During 1981 - 1983: to implement new projects.

6) Government Agreements required.

EDB administration is asked to negotiate with appropriate government departments an agreement for Deosath Khola irrigation project, and for such other economic development projects which prove to be feasible and require an agreement with Government.

Proposed Buling/Arkhala ProjectI The LocationII The Area

# Communication & Information

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United Mission to Nepal  
Mr. Stuart Clark  
P.O. Box 126  
Kathmandu / NEPAL

August 19, 1983

Dear Stue,

Greetings to you and your family. I hope you are well. I just want to give to you the brief information that the group of 4 students of the Free University of Berlin - as you may remember, we have spoken about them in April - will come to Nepal in the first part of September. They are very interested to contact you. Duane Poppe has invited them to come to Andi-Khola to do some special research tasks in which he is interested. The students are very happy about this kind cooperation.

Best wishes to you and your family.

Yours sincerely,

Bärbel Barteczko-Schwedler



## THE UNITED MISSION TO NEPAL

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Mailing address:  
POST BOX 126,  
KATHMANDU, NEPAL

EINGEGANGEN

- 2. JULI 1982

Erledigt .....

17 June 1982

TO: ALL MEMBER BODIES OF U.M.N.

Dear friends

Further to our memo of 10 February 1982 re publicity items, we now enclose herewith copy of "Your Passport to Nepal".

These booklets are being offered for your use, and plenty of stocks are available at the following address. They are free of charge, and all you need to pay is the packing and postage costs.

Can be obtained from:  
Can be obtained from:

1) Mr. Ken Stack  
World Mission Prayer League  
232 Clifton Ave.  
Minneapolis, MN. 55403  
U.S.A.

2) Mr. Juhani Kivela

Norolantie 9  
SF-15270 Kukkila  
Finland

Sincerely in Christ

Miss Gudrun Bonnedal  
Information Officer

United Mission to Nepal  
Miss Gudrun Bonnedal  
P.O. Box 126  
Kathmandu / NEPAL

June 6, 1982

Dear Gudrun,

a friend of Gossner Mission asked me about the work of missionaries in Kashmir, Buthan and Sikkim. For I do not know anything about missionaries in these areas I would be very glad if you could help me in this issue. If you know some details about missionaries working in Kashmir and Sikkim I would appreciate it very much if you could write to me

- a) which mission organisations are working in these countries,
- b) how many missionaries are working there,
- c) what sort of work are they doing?

Thank you very much in advance for your help.

With best regards,

yours sincerely,

in the name of  
Bärbel Barteczko-Schwedler  
(departed after dictation)

G. Lischewsky

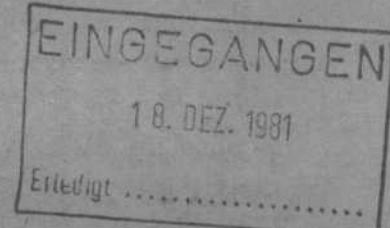


# THE UNITED MISSION TO NEPAL

Executive Director: Mr. C. J. Johansson  
Treasurer: Mr. F. C. Clarkson

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

Kathmandu, Nov. 26th, 1981



Miss Mai Tam Kotte  
c/o Satzinger  
Weddigenweg 64  
1 BERLIN 45  
W.Germany

Dear Miss Kotte,

Thank you for your letter of Nov. 8th, introducing your self and telling us about your interest and concern for Nepal and the development work here. We trust that the Lord will be leading you in regard to all this!

I do not know if this letter will get to you before leaving for Nepal, but I hope so. I also hope that these few lines will not make you too disappointed since, in a way, there is not very much help we can give you.

To start with I am afraid that there is no one who can meet you at the airport. However, it is not difficult to find ones way from there. There are plenty of taxis outside the arrival hall. Just make sure that you ask for a taxi with a meter. You might have to look for one or wait a few minutes before one will come. Due to increase in petrol price there is an additonal charge of 20 % on top of what the meter says on arrival to destination. If you would like to come to UMN HQ you ask for Thapathali (that is the area we are in) and the United Mission. Most taxi drivers know where we are.

Since you have not given us any date when you are arriving we cannot arrange any accommodation for you. We do have our own Guest houses, but they are very full and it might be difficult to fit you in there without an early booking. There are, however, many good and cheap places you can stay at in Kathmandu. Perhaps Kathmandu Guest House would be a good place for you to stay at. The taxi driver would know that place. There is also at the airport a place where you can make hotel reservations and they can advice you further.

As regards the Community Development work in South Lalitpur it is very difficult to get there even for our own workers since it is a remote area. Usually it is not advisable for the sake of the work and the people living there that too many visitors come, and I cannot in any way assure you that you can get out there. That decision has to be made by its director, whom I have not been able to contact before writing you this letter. Knowing the situation a little bit I do not think you should be counting too much on being able to go there. I would think though that it might be ~~possible~~ for you to have some introduction and to the work and an opportunity

for questions and so on. Again, to make an appointment or such an arrangement we would need to know when you are coming. Miss Miriam Krantz is in charge of this work and I will pass on your letter to her.

I trust that you will understand our difficulties in meeting your needs. First of all we have to be very sensitive to the situation we are privileged to work in and South Lalitpur is an area in which we cannot have too many "comings and goings". Because UMN is such a big mission now we also get many, many visitors and therefore there is no way in which we can meet people at the airport, but since it is very easy to get a taxi and people can be trusted it should be no trouble for you to either find your way to a hotel or to us here in Thapathali.

Sincerely yours,

Gudrun Bonnedal

Gudrun Bonnedal.

Cc. Miriam Krantz  
Barbel Barteczko  
Betty Young

← रहिलो गोड →



एरोग्राम  
AEROGRAMME



BARBEL BARTECZKO  
GOSSNER MISSION  
HANJERYSTR. 19/20  
1000 BERLIN 41  
WEST GERMANY

रेता गोड →

राजनेको नाम र ठेगाना ।

UNITED MISSION TO NEPAL

POST BOX 126

KATHMANDU NEPAL

यस अधिकार केही लाग्नेपछा लाप्ति गर्न चाहत चलाउ गरिन्दै ।

Miss  
Gudrun Bonnedal  
c/o United Mission to Nepal  
P.O. Box 126  
Kathmandu, NEPAL

Berlin, December 2nd, 1981

Dear Miss Bonnedal,

I just received a telephone-call from Miss Tam Kotte, whom I introduced to you in a letter a few weeks ago.

Miss Kotte apologizes very much, but she will not be able to come to Nepal this December. She booked a cheap flight to Bangkok which she is not permitted to interrupt in Kathmandu.

I sincerely hope for your understanding.

With best regards,  
yours,

B B  
Bärbel Barteczko  
Nepal-secretary

GOSSNER MISSION  
Handjerystr. 19/20  
1000 Berlin 41

Miss B. Barteczko

Berlin, November 11, 1981

Miss Gudrun Bonnedal  
c/o UMN  
P.O. Box 126  
Kathmandu / Nepal

Dear Miss Bonnedal,

Miss Mai Tam Kotte asked me to introduce her to you. She is planning to come to Nepal this December and as a trained development worker she is very much interested in the development work of the United Mission to Nepal. Especially she would like to visit your project in Lalitpur.

I would be very thankful if you could help her in this matter.

Sincerely yours,

*B.B.*  
Bärbel Barteczko

Miss Bärbel Barteczko, Nepal-Secretary

Miss Gudrun Bonnedal  
c/o United Mission  
Headquarters  
P.O. Box 126  
Kathmandu, Nepal

Berlin, October 29, 1981

Dear Miss Bonnedal,

Many thanks for your letter dated September 15, 1981. I am sorry that I did not answer immediately your request concerning our publicity production on Nepal, but I have just started my work as new Nepal Secretary in the Gossner Mission.

Now to your questions:

I regret not to have the possibility to offer any publications or material about Nepal or UMN to you. We do neither own a printing press nor any machineries for producing publications because our office is really too small for such an equipment.

Usually we use our own private slides of Nepal and informal papers written by our volunteers, who work in Nepal. These papers are of course written in German.

The only English publication we have is the book "Nepal and the Gospel of God", Jonathan Lindell. We even use the film "Living water" in a German version.

I think the development of good information and publications about Nepal and the UMN is very important and I am really interested in a currant exchange in this matter.

We have a particular lack of slides about "Nepal Christian Fellowship". Therefore I would appreciate it very much if you could help us in this subject.

Concerning our possibility in financial support I would be pleased if we could discuss the goals, the subjects etc. of the intended publications about Nepal and UMN in detail when I will come to Kathmandu next March. I plan to participate in the next board meeting of the UMN with my colleague Rev. Siegwart Kriebel, and I would be grateful to become acquainted with you and your office.

Yours sincerely,

B. Bärbel

Bärbel Barteczko

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

15th September, 1981

To Member Bodies of UMN

EINGANGEN  
30. SEP. 1981  
Erlödt

Dear Member Bodies,

Publicity is an area where we feel a great need of improvement and development. This is so that you will be able to share Nepal, its needs and the work of United Mission to Nepal in a better and more realistic way. But we need your help to make this possible!

The UMN does not have any facilities to mass-produce audio-visuals, though we do take a lot of pictures, both black and white and coloured slides. The country does not have a satisfactory printing press. And so it goes on.....

We would very much appreciate it:

- 1) If you would let us know what facilities you have in your mission and to what extent you could let us use your facilities and services. If at all possible could you give us an idea of costs involved: i.e. "production cost", market prices, or if items might sometimes be free of charge.
- 2) If you are using an outside printer and audio/visual studio, etc. which you think does a good job in a reasonable time and without long delays, would you consider becoming our agent to get work done for us? Can you give us some idea of cost, as in 1) above?
- 3) If you have any means of purchasing audio/visual equipment, camera equipment, and film in particular, at a cheaper rate, could we use your help in this area?
- 4) If you are willing to contribute financially toward developing this area of publicity within UMN, for your benefit, please let us know.
- 5) If you have facilities for offset printing, or know of a good press, and would be willing to get an up-dated edition of NEPAL ON THE POTTER'S WHEEL off the press as soon as possible, and as cheaply as possible, please contact us at your earliest convenience.
- 6) If you have produced any publications, audio/visuals or any other material about Nepal and/or UMN, would you kindly send us a copy of everything (if feasible by airmail, otherwise try to send by hand); or at least send a list or description of what is available at your mission, both current literature, etc. and that of historical interest. If we can collect and gather together what is available throughout the world, we can perhaps make it available to each other.
- 7) If you have any ideas to share with us, or any particular needs we can help you with in this area, please don't hesitate to write!

Looking forward to hearing from you,

Yours in His service and for the  
extension of His Kingdom,

Gudrun Bonnedal  
Information Officer, UMN

cc: Carl Johansson

Please complete and return to: Miss Gudrun Bonnedai, P.O. Box 126,  
Kathmandu, Nepal. Responses to points 1 - 7 in accompanying letter:

1)

2)

3)

4)

5)

6)

7)

Member Body: \_\_\_\_\_

Publicity contact person \_\_\_\_\_

On April 1st 1980 Padma Sadan will celebrate TEN YEARS of existence and ministry. Our support has come from the prayers and gifts of interested friends and we would like to assure you of our gratitude and also of our continuing need of your support.

Founded in 1970 by Norma Kehrberg with Paul and Claire Spivey, later to be joined by Prakash and Kusum Rai, Padma Sadan had as its vision the creation of an 'open lounge' where local students could spend their evening leisure hours playing games, reading, making music, watching films, and participating in other activities along with Christians. This vision has been realised and many hundreds of young men have become 'old boys' of the house and have been exposed to the Christian life and message. Some have attended for years, others for a shorter time of only weeks or months.

Over these ten years Dorothea Friederici, Mona Bomgaars, Adrian and Pam Evans, and Alan Pang have all been resident and part of Padma Sadan for differing periods of time. Padma Sadan is the name of the house, a large building of three floors plus roof, which is situated in Bagh Bazaar, one of Kathmandu's busy city centre thoroughfares. There are several University campuses in the area, the nearest being right next door. The majority of the ground floor is given over to the open lounge, and also gives some guest accommodation space. The other two floors provide family size apartments.

What of the future ????? The Advisory Committee met on 23rd January and encouraged the 'team' to make future plans on the basis of the continuing daily attendance of twenty to thirty students each day, and encouraged by this we are writing this report to you. We need people and then we need money. The people needed are a family unit who feel called to be a part of the Padma Sadan ministry, sharing this with Prakash and Kusum Rai. This is likely to be a UMN family. We would like to:

1 Restate our objectives:

- a To provide a Christian presence in the local community;
- b To provide a recreation area for local students where they can
  - (i) meet Nepalis from other social and geographical areas
  - (ii) meet Christians both national and foreign;
- c To encourage and stimulate interaction and thought using a programme of library, films, talks, music and games.

2 Publicise our need for people to live in the house and to join in the daily activities and ministry.

3 Publicise our financial needs for 1980 through a simple budget:

<u>Income</u>		<u>Expenses</u>	
Rent Refund	13,000	Rent	24,400
Gifts	22,000	Wages (gatemanager/cleaner)	4,000
	<hr/>	Utilities	250
	35,000	Programme Expenses	1,200
		*Repairs/Maintenance	5,150
			<hr/>
			35,000

\* Rs 5,000 included for major repairs needed to the house.

UMN WORK, AN INSIDE NEPAL PERSPECTIVE

"But Nepal is different!"

*Fuf.*

Introduction

In the eyes and mind of those involved in the work of the United Mission to Nepal (UMN) from outside (not resident to Nepal) the cry of the insider saying, "but Nepal is different...." may seem to be narrow and uninformed. In actual fact, in many cases it may be very narrow and uninformed, but at the same time every country, every culture and every person has its own uniqueness (difference). If one is to be truly responsive to the situation or person, in addition to understanding the broader perspective it is also necessary to try to understand that uniqueness. What is it that is special and different? At the same time, if the broader perspective is not understood and heeded, serious mistakes can be made or even worse repeated needlessly. Much can be gained by trying to understand both of these perspectives as fully as possible.

This paper is not written as if to present the "inside perspective" as the only right perspective. It would be impossible to claim to do so because this particular view is that of only one person. However, it is hoped that putting these views on paper for others to see will help to sharpen their own views and understanding of the framework for UMN work in Nepal.

Relationship to Government

There are many different things which make the setting for and role of UMN work uniquely different from other Christian mission work throughout the world, but probably the most significant is the relationship that UMN has with Government. UMN is allowed to work in Nepal on the basis of an agreement with His Majesty's Government of Nepal (HMGN). The basis of that permission naturally affects the work which UMN can do. In the General Agreement it is spelled out that UMN can make specific agreements with individual ministries of the Government to enter into specific projects and programs of work within the areas of health, education, agriculture and economic development. If this is the basic term for UMN work in Nepal then there are immediately several constraints or limitations laid down within which the UMN must function that are not normal for mission work in other parts of the world.

First, the work which UMN plans to carry out must necessarily fall into generally accepted types of development which the Government (HMGN) itself is planning or is interested in seeing take place. Even if the work is to be done privately by UMN or in some other fashion not directly associated with Government, in the beginning permission for UMN to enter into that type of work must be granted by one of the ministries of HMGN and therefore the work must be acceptable to them. It must fit into the plans of development and be coordinated with other work because UMN has no freedom to work otherwise. UMN's work does not relate to the planned involvement of a local church. Such a relationship is not allowed.

This limits the scope of what UMN can do and how it can be done because HMGN must approve of both the idea and the way. Ultimately whatever the UMN does in Nepal must serve the needs of the Government even if it is through serving the needs of the people directly. This framework gives a certain perspective with which one must look at the various programs of work of the UMN.

Irregardless of how good or proven an idea may be, unless the Government accepts it, it probably will not succeed. Documented cases of missions, Christian and otherwise, having done something radically different, to have the Government accept it later, are very few and far between. This is quite natural because the perspectives from which they look at and evaluate the program are quite different. The agencies involved in any type of development tend to think in terms of specific projects, areas or small units. The results of their demonstrated work may be good, even excellent, but costs and personnel are usually more intensive. The Government perspective is that it must serve the whole country. When it looks at such a program, no matter how good, it must decide whether it can be implemented on a nation-wide basis along with all of the other services that it is expected to provide, or at least whether it can take on the extra burden of that specific project or program. Quite often because of funds or trained manpower it cannot, but usually the agency overlooks that fact and levels criticism at the Government for not understanding what is best. Programs of outside agencies must be examined and

evaluated very carefully to see that they really can fit into the structure. It is extra important in the areas of social service where UMN is working (health and education), that the work fit in because these are totally controlled and administered by HMGN.

In the Nepal context this does not really limit the opportunity for work as much as it limits the type of work and the way in which that work is to be done. In fact UMN has had to say "no" on many occasions simply because it could not take on all of the work suggested. Within the above framework there is ample opportunity for UMN to work by selecting those programs and ways of working that are closest to UMN's own thinking. Then, in the creative relationship of working together at the task of nation building, UMN can try to bring about change, give guidance, and influence programs from within. This is change which is recognized to be much more permanent than that which is forced or demonstrated from outside anyway. It does demand however that UMN must be willing to sacrifice an element of control and the implementation of its own idea or way of doing it. But for this there is a very strong scriptural basis throughout the New Testament starting in Matt.5.

Saying the above does not imply that the UMN must do anything the Government asks, nor does it mean it must sacrifice principles of honesty, justice, etc. when it comes to its own people and funds. Within the context of its agreement with HMGN the UMN has the right and Christian responsibility to determine what work it will undertake and to see that where its funds and people are used that it is in an honest and just way. To do otherwise would be wrong.

Second, HMGN must not only accept the work of UMN, it must appreciate it. UMN is in Nepal not because it is a Christian agency but in spite of the fact that it is a Christian agency. It is not religious freedom that allows UMN in Nepal, but rather the need for technical assistance - both financial and people. Consequently the work UMN does must not only be accepted and allowed by HMGN, it must be appreciated. If it is not appreciated or if religious pressures become too strong, there is absolutely no reason why UMN should be allowed to remain in the country and propagate its religious beliefs.

When UMN first came into Nepal 25 years ago, Nepal was in desperate need of assistance from any source. Since then technical aid has begun pouring in from many different sources and today Nepal can almost pick and choose its source of assistance for many of its programs. Today Nepal cannot spend all of the assistance that is being offered. In this context the UMN could quite easily become an expendable agency but for two facts. First there are a number of development needs that ideally fit UMN as a Christian agency. These are projects or programs which are people intensive, low in capital (compared to large development programs) and are aimed usually at a small specific area. Large agencies are not interested in these kinds of work and they put their money and people in other areas. UMN does have something special to offer HMGN. Examples of this are community health work, running hospitals, schools, seconded teachers, apprenticeship training in industry, small electric projects, etc.

In addition, over the course of 25 years of history the UMN has gained a great deal of respect as an agency that is concerned for and genuinely trying to help the people and Government. In at least one instance recently this fact has been borne out when it was obvious that HMGN could have gotten much more financial assistance had it gone to another agency. However they chose to request the assistance from UMN knowing it would mean far less financially but a more relevant response to the need.

In all that has been said thus far there exists the basic fact that UMN must work in a subservient relationship with HMGN, but at the same time the UMN and its people command a great deal of respect and quite often is listened to. This is not a wrong relationship from the Christian perspective or otherwise. It is a relationship which must be guarded, preserved and strengthened wherever possible.

The relationship to Government also has much to say to many different issues within the realm of Christian mission when they are applied to the Nepal situation.

#### Institutionalization

Throughout much of the world today, particularly in Christian mission circles, the word "institution" has almost become a dirty word. Anything which suggests the creating of an institution is immediately greeted with suspect because it is not

really being people centered and is basically wrong. In many places throughout the world there is probably strong justification for this because such institutions, created by Christian missions, have placed overwhelming burdens upon national churches and the ultimate cost is a financial millstone around the neck of the national Christians. True Christian social concern and financial solvency are for the most part incompatible in the poverty of the 3rd world. Another factor that usually speaks against institutions is that Government and other agencies have for the most part filled the gap that once existed and the need for church built institutions is not as great as in the past. But before this anti-institution thinking is applied too strongly to the work of the UMN, one should look at the Nepal context.

First, no institution created by the UMN is going to become a financial burden to the national church. The UMN is not allowed by Government to have any organizational connection with the church that would allow it to do this even if it were a desirable thing to do. This particular argument must be discarded immediately.

Second, the real question becomes: Is creating institutions wrong or is creating institutions beyond a certain point wrong? It would be very difficult for anyone in the developed world to argue against creating institutions from the standpoint that they do not fulfill a very basic, essential role in those societies. It is true that they may need change, but they are essential. What society exists today without formal institutions particularly in education and health? However, the second part of the question of how many, may require a different answer. History will show that Christian mission became involved in creating institutions, particularly for health care and education, at a time when governments themselves were incapable or not interested in responding to or meeting this basic need. In much of the developing world this situation has now changed and governments themselves are providing at least minimally these basic services through institutions. Now it becomes a matter of degree, how many and who provides them. Regarding the development of institutions to meet the basic needs of the people, Nepal is not at the same position as most other countries. The development process has been going on for many years in a lot of these countries whereas Nepal entered the picture late (1951). Nepal is still struggling at trying to provide the very basic institutional structures and services needed. Is it fair for Christians and others to say, "no more hospitals" when 2/3 or more of the population of Nepal lives further than 1 days walk from the nearest hospital and in many cases even from the nearest staffed health post, just because the rest of the world has already moved a little further on? Does it ring of justice to say "no more schools" when less than 15% of the school age population have access to a secondary education, something the developed world considers a pre-requisite to technical training or any kind of further education and would not consider disbanding? As UMN works to serve the people of Nepal, certainly one of its functions can still justifiably be assisting the Government in the establishment of its own institutions to help meet the basic needs of its people. As Christians are we justified in saying, "leave it to the Government", if the Government doesn't have the capacity to do it? Later this may not be necessary, but today it seems essential, for other development work depends upon this need being met. Until the Government, and UMN's work is with Government, can provide these basic services, there is little chance for other real lasting development to take place. Where is the base?

"People oriented work" is the modern catch phrase in development, but does it not have meaning in the institutional setting as well as outside of it? "People orientedness" is an attitude of the people doing the work. There is no work that is people oriented on its own accord. One can be as concerned for people when working inside an institution as one can in a non-institutional setting. However, in the latter case one's latitude to respond in a technical fashion may be somewhat greater. It would seem wise for UMN to not let the pendulum swing too far in either direction and to emphasize "people orientedness" wherever the work may be

#### Nationalization

Nationalization of work is another area where it would appear that in Nepal there were at least some differences when compared to other developing countries. It can be stated simply that Nepal does not have adequate numbers of trained manpower to fulfill the basic needs of the country. This is true in all of the areas in which the UMN is working - health, education, agriculture and economic development. Adequate institutional structures have not been created to train sufficient manpower.

One example of this is the need for agriculture extension workers. The need, according to the planned development work for the next five year period, is for 4,000 or more additional agricultural extension workers beyond the presently trained number, and this is without taking into consideration drop-outs and of upward movement of personnel. In Nepal scarcely more than half of the teachers teaching in schools have adequate academic qualifications according to the minimum standards set by Government. This situation can be contrasted with the situation in India and many other countries throughout Asia and the developing world where there is not only an adequate number of trained manpower, but in some cases an excess. People are too highly trained in some countries. However, Nepal still has a tremendous task of education and training in order to be able to utilize the development help that is available, including that of UMN.

In a situation of limited trained manpower, when the Government is looked to as the only source of secure employment (UMN being considered temporary), it creates some difficulty in attracting the right kind of national worker to bring about the Nepalization of the work of UMN. If attractive pay and working conditions (usually above that of Government) are not offered, how can one expect to maintain a strong dedicated national staff that can be relied upon to carry out the work well? If such conditions are offered there still remains two problems. The resources of the UMN are not limitless, and paying large salaries and giving all the benefits given by Government is a burden that would be difficult, but maybe not impossible. However, the real problem in that situation, is how does an inflated pay scale and working conditions fit with the concept that ultimately the work has to fit the Government structure and pay scale, meaning people would have to accept reduced pay? This latter situation would not be highly conducive to maintaining a satisfied staff at the point of turnover. At the same time, if the good national workers are attracted into the work of the UMN, what is the effect on the other work of the Government? Is the UMN's work the most important work for these highly qualified people to be involved in, to anyone besides UMN?

All of this does not mean that Nepalization is something which should not be pressed for with zeal. It must be worked towards, but there are limitations and these limitations must be recognized and accepted. For UMN work, good people will be hard to obtain, particularly at the higher levels, because they will have worked their way up through the Government structure and probably be unwilling to leave that security. Also, amongst whatever national staff UMN does have, there will probably be a fairly large turnover. These things must be accepted, planned for and lived with, in the life and work of UMN.

At the same time, if UMN is to put a heavy emphasis upon the training of Nepali people then quite naturally, in one way or another, it must involve itself in institutions to do so. The Government will not accept non-institutional informal training given by UMN as qualifications for future employment with Government. There is no way in which it can accept such training, no matter how good it is, because it would then have to accept all sorts of other informal training which might be conceived and carried out for various reasons besides the basic one of training.

#### Christian Character of UMN

All of this has been written about relationship with Government and the setting in which UMN works, but what about the Christian setting and the Christian character of UMN? Are these not also important?

As a Christian agency the ultimate purpose of UMN must be to demonstrate and share the love of Jesus Christ. In the context of UMN where the work cannot be directly associated with the Christian church of Nepal, this must be done mainly through the people of UMN. Apart from being associated with the church there are really no projects or programs anywhere in the world which can be said to be specifically Christian in nature because there are no humanitarian actions which are only Christian. That is beyond the one which Christ himself carried out on the cross. Nevertheless there are projects and programs which do allow more action in the areas of meeting human need and seeking justice. As a Christian agency the first call for UMN beyond the call to demonstrate and share the love of Christ should be, wherever possible, to be involved in projects and programs that give maximum opportunity to speak to basic human needs, truth, dignity and justice within the framework in which it is working. In fact it is only in this type of context that the ultimate purpose of demonstrating and sharing the love of Jesus Christ can be carried out.

This does quite naturally direct one towards the rural, the poor, the oppressed, etc., but not to the exclusion of the urban, the rich, the oppressor, etc. The message of Christ is for the whole world and Christ is really the only unique thing UMN or any other Christian agency has to share. It should not be treated as something only for the poor, though that is where the emphasis must lie. How can Christ be known to the rich if as Christians the concern is only for the poor? Christ himself had a deep concern for the rich, a concern for their attitude as well as their spirit. The cry throughout the world that says, "if it doesn't serve the poorest of the poor" must be tempered (not pushed aside), for the Christian agency, with the realization that Christ is for everyone. For secular agencies with only humanitarian concern, it may be right to focus only on the poorest of the poor, but not for the Christian agency. In a non-Christian nation such as Nepal, ways must be sought to make Christ known by word and deed to everyone. The setting for doing this comes in the projects and programs in which UMN chooses to be involved.

The real Christian character of UMN however, is not in the projects and programs chosen, but in the Christian personnel, expatriate and national. In fact, once a project or program is selected there is nothing that can give it Christian character apart from the involvement of Christian people. In Nepal no school, hospital, factory, building program, home or any other work, can emulate a Christian character or concern apart from the Christian people in it, because there is no church with which the work can be associated. The UMN demonstrates and shares Christ with those around when its people enter into a working relationship with those with whom they come in contact. UMN's Christian character is not in its technology for there is no such thing as "Christian technology", only technology influenced by Christianity, meaning influenced by Christian people. UMN's Christian character is demonstrated and shared only in the living out of human relationships in work and leisure. Living suggests speaking as well.

It is easy to concentrate too heavily on the right projects or programs and speak strongly to de-institutionalization, Nepalization, etc., but if these are carried too far the one uniqueness as a Christian agency (conveyors of Christ) becomes lost and UMN is but another aid agency demonstrating humanitarian concerns.

If UMN is concerned about maintaining its Christian character then there are further constraints when it comes to the attempt to nationalize or Nepalize the work. If there are no Christian personnel the work can hardly be said to bear Christian character or to be a Christian witness. This is not to suggest that only Christian missionaries should be used to carry out UMN work or that every national employed must be a Christian, but UMN must be aware of and prepared to accept the fact that as the work is turned into the hands of non-Christian nationals and the expatriate Christian personnel are withdrawn, the Christian character may also be lost. There must be a Christian presence if there is to be Christian character. This presence can be in the form of national Christians, but for the most part that is very difficult. The difficult task of finding trained nationals regardless of religious affiliation has already been pointed out, but to find trained national Christians is even harder given the situation that less than one fiftieth of one percent of the population of Nepal is Christian and of those the percentage of Christians trained to a level of working beyond menial labor is probably less than 10%. This, along with the idea that it is highly questionable as to whether a foreign mission agency should encourage employment of predominantly Christians, creates a tension between Christian character and Nepalization which must be lived with. Going too far in either direction, because of dictates from outside rather than responding to the Nepal situation, can drastically affect the impact and character of the work of UMN in Nepal.

#### UMN Growth

Another point at which there is need for a voice from inside is as it relates to the growth of Christian mission. Throughout the world today, for many different reasons, missionaries and finances are being withdrawn. In contrast, UMN is trying to grow and expand! UMN is running counter to the trends in the rest of the world and therefore it seems reasonable to ask questions. But again, what questions should be asked and what should the answers be evaluated against - world trends or the real Nepal situation?

First, if one looks at the stages of development of the nations in which Christian mission has taken place, Nepal is still in the stage when Christian mission was expanding in other countries because of the need. It is just that Nepal is quite

a few years behind, as pointed out earlier. Does one not expand work to meet need just because the rest of the world may no longer have the same degree of need or is at a different stage of development?

Second, is a large presence of missionaries spread out across the country wrong in a situation where they relate to a powerful Government in their work and not to a weak national church which can easily be overpowered and controlled by people and money? In Nepal there is no way the presence of a large number of Christian missionaries will overwhelm or overpower the Government of Nepal. UMN's place of subservience in relationship to the Government is well defined by agreements and controls. Even the financial contribution of UMN, apart from personnel, is made to look powerless beside the giant aid agencies that pour money into Nepal. In the context of working with a Government is there not grounds for expanding the Christian presence as far as possible? When it does not jeopardize the church or take away from the church's own responsibility, is there some other strong reasoning for UMN to not grow? If the work can be supported, the argument of size does not seem to be a valid one in the Nepal context because the work of the UMN neither places a burden upon the national church nor hinders the church from entering into work wherever it can. However, the growth that does take place in UMN must be carefully planned and directed to maximize benefit. Growth for growth's sake cannot be said to be good either.

There are some real constraints to growth that must be looked at carefully though. Budget is a very big constraint to growth, as is available personnel. As growth takes place, budgets to support the work must be increased. Today, in the Nepal setting, budgets must be greatly increased for training nationals as well as paying them later. Ultimately this has to limit the size beyond which UMN cannot afford to grow. But until then, should not carefully selected opportunities of growth be welcomed with great rejoicing because of the opportunity of sharing Christ even wider, or is it necessary for UMN to follow the world trend?

#### Conclusion

As pointed out in the beginning, this is an inside view of UMN work in Nepal, and that of only one person. It is obviously one-sided in that the writer is inside Nepal and does not have a world experience when statements are made. This paper needs the presentation of UMN work in Nepal as seen from the world perspective, as a counter-balance to what has been said and to enlighten the inside perspective.

EINGEGANGEN

- 9. JULI 1979

Ertedigt .....

COMMUNICATIONS COMMITTEE  
**UNITED MISSION TO NEPAL**

Post Box No. 126  
Kathmandu Nepal

Miss D Friederici  
Gossner Mission  
1 Berlin 41  
Handjerystr 19-21

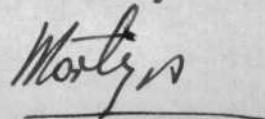
25 June 1979

Dear Miss Friederici

On behalf of the Hymnal Committee I would like to thank you for your gift and interest in the publication of the New Nepali Song Book.

The Hymn Book is well under way and quite a number of pages have been printed. The 425 pages will have a total of 500 hymns of which 150 have never appeared in print before. As well as the hymns some of the Creeds and the Lord's Prayer will be included in the final edition.

Yours sincerely



Martyn Thomas  
Communications Committee Treasurer

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

20.6.1979

Dear friends,

re: recruiting of suitable Asian personnel  
continuity for representatives on Board Meetings

On our Board meeting in April, 1979, we listened with great interest to the report of Mr. Voegeli and Dr Runge who had just returned from Nepal. They were deeply impressed by the anniversary celebrations and by their tour to UMN projects in the country.

In their report they also mentioned the decision of UMN, that 25% of UMN Staff should be Asians, and the request, that member organisations should send the same representatives to Board Meetings for as many years as possible, in order to make work there more effective due to continuity of participants.

Amongst other points, our Board Meeting discussed also these two points and comments on them as follows:

1. Asian personnel

Gossner Mission welcomes and appreciates the decision that UMN should aim at a percentage of 25% Asians among all UMN Staff. In fact, Gossner Mission has tried already in the past, to offer Indians for service in the UMN. Unfortunately, the GELChurch did not succeed yet in recruiting someone from India. But we shall continue to encourage our brothers in the Gossner Church to offer someone for service in UMN. Should these efforts fail, Gossner Mission may even consider to help an Asian member organisation of UMN to offer someone to UMN, if such organisation cannot pay the salary for such a person.

2. Continuity on Board Meetings

Gossner Mission fully agrees that member organisations should not send different representatives every year. In the past, Dorothea Friederici was our representative, in future I shall be the one. This will provide for continuity. However, the second representative of Gossner Mission may then be a different person each time.

Many thanks for the informations in your letter of May 29, 1979. We are praying for the people in Nepal.

Last week Sheela Shah was with us on Kirchentag, the big national church rally, in Nuremberg.

In His fellowship,  
yours

6

Siegwart Kriebel

SOME THOUGHTS ON THE  
FUTURE GROWTH OF THE UNITED MISSION TO NEPAL

At the Workers Conference in March, 1978 there were several small discussion groups on this subject, divided among three sub-topics, namely:

- Should the UMN reduce its involvement in personnel and program?
- Should the UMN consolidate its involvement?
- Should the UMN plan to increase its involvement?

The strong feeling of the Conference was in favour of the third option because of expanding opportunities offered by HMG and the concomitant openings for service and witness in the Name and Spirit of Christ. Strengthening this decision was the knowledge of the desperate needs for development in Nepal, which is included among the ten least developed countries (LDC) in the world.

Today HMG is inviting UMN to consider further participation in the country, particularly in the areas of training health man-power, education, and in rural development. Other openings will undoubtedly come if UMN offers its assistance in areas of its experience and competence.

In reviewing the UMN Five Year Plan, the Co-ordinating Committee found that most of its programs are on target after the first two years, although there have been some additions or deletions or delays, all of which have been brought to the attention of the UMN Executive Committee and Board of Directors. In the area of personnel it was anticipated that by 1979 the approved posts would require 244 persons, of whom prior experience predicted that between 55% and 65% would actually be filled. However, today about 75% of approved posts are filled, 184 people plus 73 wives, indicating the increased interest and support of UMN programs by our Member Bodies.

The number of personnel offered continues to increase. Taking into account the physical facilities of the Kathmandu Headquarters Guest Houses and Annexes, and the capacity of the present language center, the Co-ordinating Committee has placed an arbitrary limit of 30 new students in each of the Language and Orientation Programs that begin February 1st and August 1st. (This number may have slight variations depending upon how many children accompany parents accepted in the L.O.P.)

The present structure and size of Headquarters (which includes the Executive Secretary's Office, Personnel Secretary, three Functional Secretaries and their related personnel, Treasurer's Offices, Central Services Department, Language Center and the two guest houses) is about taxed to the limit of its capacity. In fact some administrative personnel are working quite beyond their normal limits. Our opinion is that without clearly planned expansion of HMG physical facilities and personnel, no further increase in volume of work can be handled.

This situation has arisen previously in the UMN; it is not new. But with the large involvement in the country now, 257 persons in 44 projects, there needs to be some thought given to the desirability of further expansion of personnel and program, and of what nature. At this Board meeting three new Member Bodies will be received. Inquiries have come and there are various stages of correspondence with seven more societies. Increasing numbers of personnel are being offered. HMG Departments and Ministries continue to explore UMN's further participation in the nation's development needs. What should UMN do that is responsible, desirable, faithful to God's purposes and that finds approval of its Board of Directors?

With the exception of the Gorkha Project, and that only temporarily, every UMN Project has its residence accommodations for UMN personnel filled. In some areas adequate rental housing is increasingly difficult to obtain and is becoming more expensive. There is a limit as to how quickly and efficiently the Projects can effectively absorb any sizeable number of new personnel. Fortunately, in every Project there are senior, experienced and competent UMN personnel who have been able to do this with larger numbers of personnel assigned during recent years. Short-term workers, who expect to stay only up to three years, increase administrative burdens in Headquarters and in Projects, but in the absence of career personnel they are essential to the on-going programs. Similarly, Direct Appointees, who are supported by other than Member Bodies, are generally available for short-term, emergency situations from a month to a couple of years. They are invaluable co-workers but add to administrative responsibilities.

All new personnel accepted in the past two years have been urgently needed, some as replacements, some as long-standing but unfilled requests, some as filling newly approved posts such as: two personal counsellors, cultural resource worker, auditor, information advisor, full-time and well qualified language and orientation program supervisor, nutrition advisor, maintenance advisor, etc.

Screening of new offers of personnel has been carefully done; perhaps it ought to be even more selective so as to reduce the numbers being accepted. But even the present number of UMN personnel is well below the projection for 1979 made in the Five Year Plan. Did we plan too optimistically? Did we expect too little from our God? Are we too timid now in facing the limits of our present capacity? Can we improve our UMN administrative structure and procedures to be more efficient? Can we keep the "family" feeling of UMN with larger numbers? Is this a high priority value if opportunities indicate other styles of being in mission to Nepal?

These are some of our thoughts which we share with Executive Committee members and Board members so that together we may seek God's will to responsibly maintain the miracle that is the United Mission to Nepal for the years ahead.

16. 3. 1978  
GM - Fr/K1

Miss  
Conny Sutcliffe  
United Mission to Nepal  
P.O. Box 126

Kathmandu / Nepal

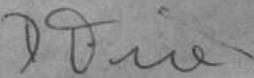
Dear Conny,

with great I learned that you are leaving Nepal so soon. What are your plans for your home-journey? What about comming via Germany. You are very welcome here! I would be very happy if you would come. We could have a German UMN meeting here, with the Mielckes, Monika, Ellen, Hanna and all the others. Please, if at all possible do plan to come this way.

I'll write to you another letter later. This just should give you the inoitation to come.

Lovingly

yours

  
(Dorothea Friederici)

Zur Ablage

Aktenplan-Nr. 221

Datum 14.7.77

Handzeichen

H. O. Kdru

26.5.77

Dear [redacted]

nomads!

I received your letter yesterday about the Kurt Kaiser parcel. I knew I didn't have it in my office, so made inquiries further afield. Francis Damer told me that a while ago a packet had appeared on the scene & no one could make out for whom it was intended. Finally, it was opened & among the items it contained was a notebook of Martha's, so the mystery was solved. I've just wing her to confirm that nothing more was missing; and so all is well.

I hope you had a good trip home & found your mother was better on your arrival.

Thank you again for the Gotschable French cheese and

all  
your other kindnesses. It was  
so good to see you again.  
Dharma has been back with  
us for a few weeks, but  
has to leave again for Hawaii  
this weekend. Gordon is  
on his way to the States, but,  
may be, you'll see him as  
he passed through Germany  
the days (& nights) are beauti-  
ful now. With my love,

Connie.

← पहिला गड़ First fold →  
Thought of you a  
couple of weeks  
ago when many  
of us were out  
in the lonely Kodas  
of India.

गोस्नर मिशन की अधिकारी अमरु राज्य राज्य सरकार  
BY AIR MAIL

AEROGRAMME NO. 2  
हवाई पत्र



PAR AVION

Erftdig

Mr. & Mrs. Friederich

13 Berlin 4

Hansaplatz 17-20

West Germany

← तीसरा गड़ Third fold →

← दोसरा गड़ Second fold →

नाम गड़ Sender's name and address —

C. & M. N.  
P.O. Box 126,

Gossner  
Mission



May 20, 1977  
frie/sz

Registered

Miss  
Conny Sutcliff  
P.O.Box 126

Kathmandu

Nepal

Zur Ablage  
Aktenplan-Nr. 221  
Datum 20.5.77  
Handzeichen Doro

Dear Conny,

Kurt Kaiser told me that a small parcel addressed to him is lying in Head Quarters. If so, please forward this to Mary Karthak or Martha Mukhia as it contains things which belong to them.

I hope you and all other friends are well. I wish you all the best, and remain with many greetings,

yours,

Dorothea H. Friederici

United Mission to Nepal  
Mr. Odd Hoftun  
P.O. Box 126

Kathmandu

Nepal

May 6, 1977 KK/g1

Go to Nepal  
From  
Kurt Kaiser

Dear Mr. Hoftun,

It is very unfortunate that I have to change my plans and to cancel my trip to Örebro.

This means that we can meet in Stuttgart on May 30 more privately and on May 31 with Bread for the World. Please refer to Bread for the World's recent letter to you and let us know your plans. Mrs. Idarous of Bread for the World will be present in Örebro.

Regarding the Butwal film we would very much like to view it in Stuttgart. Can you arrange to have it sent here, say for a week or two? It would enable us to decide on contributing towards its production cost.

Please, do me a favour and get in touch with Mr. Metzler. I had requested him to send papers from Kathmandu which I didn't want to carry for the rest of my trip to India and Sri Lanka. Till today, however, they did not arrive. In case they have to be considered as lost, I would need a new set of all reports presented to the Board.

Hoping that you can help me and with many thanks,

Yours sincerely

*Kurt Kaiser*

Kurt Kaiser  
Head of Section

PS: The first bundle of papers arrived today so that I can hope again to receive the second as well. Mr. Tweedale's paper is safe and will be returned soon.

Dienste in Übersee  
7 STUTTGART 1  
Gerokstraße 17

Örebro-Missionen  
Box 330  
70105 Örebro  
Schweden

May 6, 1977 KK/gl

Gossner Mission  
Bau Frieda

Dear Mr. Berg,

I am extremely sorry to have to inform you that due to unforeseen circumstances I shall not be in a position to attend the UMN consultation for which I had registered earlier.

Unfortunately, there will be no representative from Services Overseas. However, we would like to receive all communications in connection with the consultation.

I regret the inconvenience caused.

With best wishes for the consultation,

Yours sincerely

Kurt Kaiser  
Head of Section

cc: UMN

Dear Gordon,

it's a real pity I can't come. The pressure of work here mounted so that I just can't make it.

Sorry!

liebe Dorothea,

bitte schreibe doch mal an UMN, das ein Packchen, das mit hohen Posto an mich adressiert an Kettwander HQ liegt, an Diane Beurow weitergeleitet werden soll.

Ich hab ja keine Adresse...  
Bei mir liegt noch so ein Zeug... *Not*

Yours sincerely,

Kurt Kaiser

Surf

Zur Ablage
Aktionplan-Nr. 221
Datum 29.11.77
Handzeichen Doro

Mr. Juhani Kivela  
Information Officer  
United Mission to Nepal  
P. O. Box 126

29. 11. 77

Kathmandu/Nepal

Einschreiben/Registered

Dear Juhani,

thank you very much for all the booklets and publications which I received recently. You are really active! What a shame we can not use them as they are, as in Germany - just like in your country - people still don't speak English! - Anyway, I try to use all your publications.

In your last letter you ask us to send you our publications, so that you see what we do. Well, here are some of the last once on Nepal. I don't think you are interested in the Zambia or India once.

Thank you very much for the really good photos of the bible-reading boy and lady. These are good photos and you can be sure, that we will use them in one of our next publications.

By the way, we also have a little magazine, every two months. In this we report on Nepal. And once in a while we also report in our bigger magazine, which also comes every two months. But I don't think that you are interested in them? If you are you surely will be put on our mailing-list. Just let me know.

This much for now. - I wish you all a very blessed Advent-season and a good Christmas. Give my greetings to all friends, but especially to your family.

Best wishes and many greetings,  
yours

*Doro*  
(Dorothea H. Friederici)



THE UNITED MISSION TO NEPAL

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

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

Miss Dorothea Friederici  
Asia Secretary G. M.  
Gossner Haus,  
Handjerystrasse 19/20  
D 1000 Berlin 41  
West Germany

Zur Ablage  
Aktenplan-Nr. 2205  
Datum 3.1.78  
Handzeichen *DJK*

EINGEGANGEN  
5.11.1977

18th. November, 1977,

JK/BW

Dear Miss Friederici:

All the Christians in this country are thrilled about the long-awaited arrival of the new whole Bible in Nepali. Mr. Jonathan Lindell, one of the pioneers of God's Mission here, was also inspired to write the story of the Nepali Bible including an account of the Thanksgiving Service held recently in Kathmandu.

A copy of this article with two accompanying photos is enclosed within this letter for your possible use. Please, feel free to re-edit it if so required by your publication.

Getting to know the missions and their publications that are interested in receiving, every now and then, articles and pictures on the work of the United Mission to Nepal would be a tremendous help to me in my new assignment. Should you like to have them, please let us know about it so as well as the possible subjects you find especially interesting plus the picture size you prefer.

Cordially yours,

*J. Kivelä*  
Juhani Kivelä  
Information Officer

c.c. Gordon M. Ruff

Kathmandu 27.10.76

Liebe Freunde

# EINGEGANGEN

der Besuch der former Freunde

war eine grosse Freude für uns alle. Es war  
nur als ab 15. NOV. 1976 nur  
begreissen kam. Es war wirklich schön,  
wir verbrachten ein paar nette Stunden  
der Gemeinschaft, verbunden mit der  
Zur Ablage  
Präsentationen des H. Q. Ich glaube  
es waren sehr gut. Sie bekamen von mir  
Linen hier durch Dr. Ruff, Larry, Dr. Frerichs  
und andere nach dem Essen, und in Stärke  
Handzeichen. Datum: 15. NOV. 1976  
Handzeichen gab es nicht so much interessantes  
zu sehen.

POST CARD

Thank you so much for the delicious choc. That was a real "sweet" greeting from you and very much appreciated, also by B. Young and Connie. Es kam mir vor wie Weihnachten, als die Lichen alle ihre Geschenke für die verschiedenen Freunde hier aus packten. So schade dass Ellen nicht da war um ihre Sachen im Empfang zu nehmen. Sie wird diese nun erst mit dem nächsten charter flight kriegen später im November. Hoffe es gehe dir so gut wie ich es von mir sagen kann. Keine Langeweile hier ma H.Q. Tausend Lichen Dank again und ganz herzl. Grüsse auch an Pastor Seelberg. Eine Lilly



Zur Ablage

Kathmandu 22.8.76.

Aktenplan-Nr. 221

Datum 27.10.76

Handzeichen

Liebe Dorothea

vielen herzlichen Dank für den lieben

Brief sowie für die gut gebungenen Photos. Kreuze  
mich sehr über Beides.

Gestern waren es 3 Wochen erst, seit ich in Kathmandu  
eingetroffen, aber es kam mir vom ersten Tag an vor, als  
ob ich gar nie gewesen wäre. Es war ~~noch~~ ein zu-  
rückkommen von einem shopping trip only. Der Empfang  
der mir bereit wurde war jedoch fürstlich. Alle die  
sich freuen machen konnten waren am Flugplatz,  
sogar Liddi von der Kirche, und im H. Q. hing ein  
grosses Plakat mit "Welcome home dear Lilly"  
darauf gemalt. Ich war wirklich überwältigt.

Es fiel mir gar nicht schwer das Ruder vom Parkhaus  
wieder in die Hand zu nehmen. Kamte aber überall  
feststellen, dass das Haus sehr vernachlässigt und die  
Helfer in Kirche u. Haushalt ohne Aufsicht waren.  
So waren diese ersten drei Wochen reichlich ausge-  
füllt mit anfrämmen u. Recovieren. Bin noch  
nicht fertig damit, besonders die Kirche wird noch  
viel Arbeit geben.

Alle scheinen so erleichtert u. froh zu sein, dass  
wieder jemand da ist, der nach dem Recken  
sieht. Die neue Gruppe von Langzeit students ist  
noch nicht vollzählig eingetroffen. Es fehlen noch einige  
die Visa Schwierigkeiten haben, doch wir hoffen dass  
sie doch noch kommen werden. Das Haus ist aber  
auch ohne diese Leute immer gut besetzt.

Zu Sept. finden allerlei Treppings + Conferenzen statt  
hier im H. Q., da kommen die Delegierten aus allen  
Stationen. Freue mich auf Ellen, die von Okhaldunga  
kommen wird. Die liebe Ronika erwartete mich  
auf dem Flugplatz. War ich froh, dass sie noch nicht  
abgereist war. Wir lachten noch 3 schöne Tage zu-  
sammen before sie u. Hisa ihre grosse Heim-  
reise antraten. Der Abschied fiel Ronika schwer,  
die Liebe tat mir recht leid. Es war gut für Ronika, dass  
sie nicht straaks nach Hause fuhr, sondern auf langen  
Weg der ihr sicher gut gefallen hat, gab es doch viel  
neues zu sehen und zu erleben. Es war auch nett dass  
sie nicht alleine reisen musste sondern mit Hisa ge-  
samt. Sicher hatten sie eine gute Zeit der Gemeinschaft.  
Habe keine Ahnung wann sie in den Schl. eintreffen werden.

Zur Ablage

Kathmandu 22.8.76.

Aktenplan-Nr. 221

Datum 27.10.76

Handzeichen

Liebe Dorothea,

vielen herzlichen Dank für deinen lieben

Brief sowie für die gut geburgelten Photos. Freue mich sehr über Bescheid.

Gestern waren es 3 Wochen erst, seit ich in Kathmandu eintrat, aber es kam mir vom ersten Tag an vor, als ob ich gar nie gewesen wäre. Es war ~~noch~~ ein zurückkommen von einem shopping trip only. Der Empfang der mir bereitet wurde war jedoch fürstlich. Alle die sich bei machen konnten waren am Flugplatz, sogar Siddi von der Kirche, und im H. Q. hing ein grosses Plakat mit "Welcome home dear Lilly" darauf gemalt. Ich war wirklich überwältigt.

Es fiel mir gar nicht schwer das Ruder vom Fästchen wieder in die Hand zu nehmen. Konnte aber überall feststellen, dass das Haus sehr vernachlässigt und die Helfer in Kirche u. Haushalt ohne Aufsicht waren. So waren diese ersten drei Wochen reichlich ausgefüllt mit anfrämmen u. Renovieren. Bin noch nicht fertig damit, besonders die Kirche wird noch viel Arbeit geben.

Alle scheinen so erleichtert u. froh zu sein, dass wieder jemand da ist, der nach dem Rechten sieht. Die neue Gruppe von Langzeit students ist noch nicht vollständig eingetroffen. Es fehlen noch einige die Visa Schwierigkeiten haben, doch wir hoffen dass sie doch noch kommen werden. Das Haus ist aber auch ohne diese Leute immer gut besetzt.

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BY AIR MAIL  
PAR AVION

Aérogramme

EINGEGANGEN

25. AUG. 1976

Erledigt



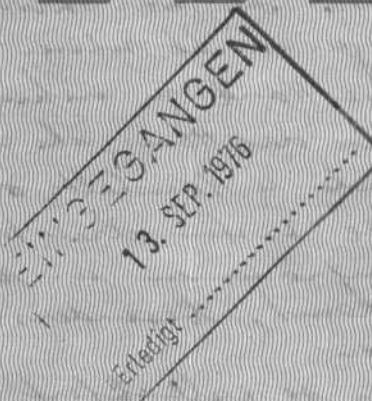
Fräu

D. Friederici

Handjerystrasse 19/20

1000 BERLIN 41

W. Germany



Erledigt

My dear friend and colleague who has been so kind to you all these years. Your presence in our lives has been a great source of comfort and joy. Your wisdom and experience have been a great blessing to us all. Your guidance and support have been invaluable. We are grateful for your continued support and guidance. We hope to see you again soon. Take care and stay safe.

MISSION

Zur Ablage

Aktenplan-Nr. 221

dat. m. 27.10.76

Handzeichen

Kathmandu 22.8.76.

Liebe Dorothea

vielen herzlichen Dank für den lieben  
Brief sowie für die gut geborgenen Photos. Freute  
mich sehr über Beides.

Gestern waren es 3 Wochen erst, seit ich in Kathmandu  
einkauft, aber es kam mir vom ersten Tag an vor, als  
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rück kommen von einem shopping trip only. Der Empfang  
der mir bereit wurde war jedoch fürstlich. Alle die  
sich per machen konnten waren am Flugplatz,  
sogar Siddi von der Kirche, und am H. G. hing ein  
grosses Plakat mit "Welcome home dear Lilly"  
darauf geraut. Ich war wirklich überwältigt.

Es fiel mir gar nicht schwer das Ruder vom Parkhaus  
wieder in die Hand zu nehmen. Könnte aber überall  
feststellen, dass das Haus sehr vernachlässigt und die  
Helfer in Kirche u. Haushalt ohne Aufsicht waren.  
So waren diese ersten drei Wochen reichlich ausge-  
füllt mit anfrämmen u. Konservieren. Bin noch  
nicht fertig damit, besonders die Kirche wird noch  
viel Arbeit geben.

Alle scheinen so erleichtert u. froh zu sein, dass  
wieder jemand da ist, der nach dem Recken  
sieht. Die neue Gruppe von Langzeit students ist  
noch nicht vollzählig eingetrockt. Es fehlen noch einige  
die Visa Schwierigkeiten haben, doch wir hoffen dass  
sie doch noch kommen werden. Das Haus ist aber  
auch ohne diese Leute immer gut besetzt.

Zu Sept. finden allerlei Treffings + Conferenzen statt  
hier im H. G., da kommen die Delegierten aus allen  
Stationen. Freue mich auf Ellen, die von Okhaldunga  
kommen wird. Die liebe Ronika erwartete mich  
auf dem Flugplatz. War ich froh, dass sie noch nicht  
abgereist war. Wir lachten noch 3 schöne Tage zu-  
sammen bevor sie u. Hisa ihre grosse Heim-  
reise antraten. Der Abschied fiel Ronika schwer,  
die Liebe tat mir recht leid. Es war gut für Ronika, dass  
sie nicht straaks nach Hause fuhr, sondern auf langem  
Weg der ihr sicher gut gefallen hat, gab es doch viel  
neues zu sehen und zu erleben. Es war auch nett dass  
sie nicht alleine reisen musste sondern mit Hisa zu-  
sammen. Sicher hatten sie eine gute Zeit des Gemeinschafts.  
Habe keine Ahnung wann sie in den Schl. eintreffen werden.

## Aérogramme

## EINGEGANGEN

25. AUG. 1976

### Erledigt

Fran

V. Friederics

Handjerystrasse 19/20

1000 BERLIN 41



W. February

## Mission



To Member Bodies of the UMN.

THE UNITED MISSION TO NEPAL

*Surf*  
Telephone: 12179  
14580

Telegrams: UMNEPAL  
POST BOX NO. 126  
1/29 THAPATHALI  
KATHMANDU, NEPAL.

President: Mr. M. Roemmele  
Executive Secretary: Mr. F. Wilcox  
Personnel Secretary: Mr. A. Voreland  
Treasurer: Mr. R. Havens

ENCL. GANGA  
9. DEZ. 1975  
Erledigt.....

28th November, 1975

Dear Colleagues in the UMN,

The UMN administration has been requested by the Executive Committee to make a Supplementary Information Form in order to help to strengthen the screening process of new candidates, both long-term and short-term. You will find enclosed a copy of the form which has been drafted in this connection.

This form is in no way an attempt to replace the various existing screening papers and information forms which each of the UMN member bodies is already using. We certainly want these to continue, and that you send your own screening papers, information sheets and medical reports to us as usual. The idea of this new UMN Supplementary Information Form is to help to speed up the screening process, and to ensure that the UMN administration has sufficient information about a prospective candidate, even in the preliminary enquiry stage, to assess the need for such a candidate's service, to find the right job, and to make a recommendation that full screening papers and a firm offer of service be forwarded to the UMN Headquarters office. As soon as the candidate has been offered to and accepted for service by the UMN, this form will also enable us to get in contact with the candidate(s) more directly concerning specific matters in relation to the UMN - the Nepal situation and certain areas of adjustments, etc. In addition to this, we need to strengthen the selection and screening process of Direct Appointee workers applying for service to the UMN, who do not necessarily come through the ordinary channels of a Mission Board.

We hope that this form will prove to be a help in the matter of personnel recruitment, both for the UMN administration, and also for you at the home end. We would, therefore, ask you to please duplicate your own forms according to the copy enclosed, and use these for all prospective UMN candidates, to be filled in by them and sent to us (husband and wife on separate forms).

Thank you for your good cooperation and fellowship in the Lord's service.

Yours sincerely,

Asbjorn Voreland  
Personnel Secretary

Zur Ablage  
Aktenplan-Nr. 221  
Datum 23.2.76  
Handzeichen *D. J. H.*

Tuf.

Zur Ablage
Aktenplan-Nr. 2021
Datum 11.2.75
Handzeichen D. Fried.

February 11, 1975  
frie/sz

Mr. Jim Reane  
Central Services Director  
United Mission to Nepal  
Post Box No. 126

Registered!

Kathmandu / Nepal

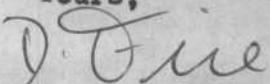
Dear Jim,

thank you very much for your letter of January 24th. You can imagine we are not very happy that things for Rev. Schnarr look so unfortunate. He is a very important person for our Nepal work and if at all possible he should see Nepal. I talked to him on the telephone just now and we agreed that he would try to get a visa for Kathmandu in Calcutta and would also try to get a flight from Calcutta to Kathmandu on February 25th a day after the big day. I have asked Paster Robert if he could accomodate him if he can not, probably somebody of UMN workers would be able to do so. What about the Shanta Bhawan guest house and May Newman's house? Are they all booked out?

As Rev. Schnarr is not able to postpone his visit any further it would be very unfortunate if he could not come to Nepal from February 25th to March 3rd. Therefore I think we should try our best and if he gets the visa and the air ticket he should go to Nepal. What he can see in Nepal while he is there I am not sure. I do hope that somehow he could go to Butwal (and probably from there by train to Delhi?). It also would be good if he would meet Monika. I doubt there is a chance to meet Ellen even though it would be very nice. Could he see Mahendra Bhawan and/or the boy school in Pohkara? I understand very well that this is a very unfortunate time but anyway I think you understand that we would like Rev. Schnarr to get to know UMN.

Thanking you very much for all the help and please excuse me for the trouble I am giving you.

Yours,

  
Dorothea H. Friederici

cc: Rev. Schnarr

11. Februar 1975  
frie/sz

Herrn  
Pfarrer  
Gerhard Schnarr

46 Dortmund-Wickede  
Wickeder Hellweg 89

Lieber Herr Schnarr!

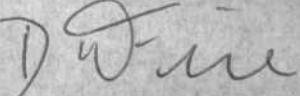
Beiliegend einige Kopien, die Ihren Nepal-Besuch betreffen.  
Wir fügen auch eine Fotokopie des Briefes bei, der Sie in  
Calcutta erwarten wird.

Wenn Sie das Visum für Nepal in Calcutta bekommen (Consulate General) und auch ein Flugticket nach Kathmandu, würde ich an Ihrer Stelle auf jeden Fall fliegen. In Kathmandu angekommen nehmen Sie sich bitte ein Taxi und fahren zur United Mission Girl's High School, Mahendra Bhawan in Gyaneshwar. Dort fragen Sie bitte nach Pastor Robert oder nach dessen Frau Mary. Sie wohnen ganz in der Nähe der Schule und man wird Ihnen den Weg dorthin zeigen. Ich bin sicher, dass die Karthaks Sie nett unterbringen, soweit sie das können. Sollte wider Erwarten der Taxifahrer Schwierigkeiten haben, die Schule zu finden, dann lassen Sie sich zur United Mission nach 1/29 Thapathali bringen und wenn der Taxifahrer sich ganz dumm anstellt, dann zum Shanta Bhawan Hospital. Im Shanta Bhawan nehmen Sie am besten Kontakt auf mit Dr. Liane Nitschke oder Dr. Wolfgang Zeiher, die beide Deutsche von DÜ sind und wenn Sie denen diesen ganzen Schriftverkehr zeigen, werden sie Ihnen garantiert weiterhelfen.

Ich bin ganz sicher, dass Jim Roane von der UMN Ihnen ein weiteres Programm - soweit das während dieser Krönungszeit in Nepal möglich ist - zusammenstellen wird. Sicher ist, dass die United Mission sich sehr nett um Sie kümmern wird, wenn es Ihnen gelingt, während dieser Zeit nach Nepal hereinzukommen, da brauchen Sie keinerlei Angst zu haben. Man kann sich auf die Leute fest verlassen.

Ihnen jetzt mehr von hieraus zu sagen ist wohl schwierig. Wenn Sie noch Fragen haben, rufen Sie doch bitte noch einmal an. Wenn mir noch etwas einfällt, schreibe ich Ihnen nach Calcutta. Ich wünsche Ihnen Gottes Segen für die Reise und viel Kraft beim Aufnehmen und Verarbeiten all' der neuen Eindrücke.

Mit herzlichen Grüßen, auch an Ihre Familie,

I h r e  
  
Dorothea H. Friederici

Anlagen

# THE UNITED MISSION TO NEPAL



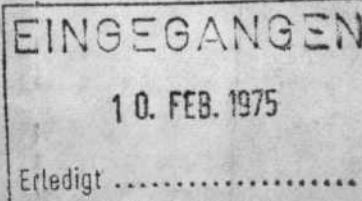
Rev. Gerhard Schnarr,  
C/- Rev. Biswas,  
CUSCON,  
St. Paul's Cathedral,  
CALCUTTA.

President: Rev. G. Ruff  
Executive Secretary: Mr. F. Wilcox  
Personnel Secretary: Mr. A. Voreland  
Treasurer: Mr. R. Havens

Telephone: 12179  
14580

Telegrams: UMNEPAL  
POST BOX NO. 126  
1/29 THAPATHALI  
KATHMANDU, NEPAL.

24th January, 1975.



Dear Reverend Schnarr,

Christian Greetings from Nepal!

Since Mr. Frank Wilcox is extremely busy, in fact out of town at this writing, I have agreed to handle some of his correspondence for him. We are in receipt of a letter from Miss Dorothea Friederici asking us to book an itinerary for you beginning February 24, 1975 and ending on March 3, 1975.

First of all, permit me to say that we are happy to help our friends when possible, but I must in all fairness tell you that February 24th is the exact date of the Coronation of His Majesty, King Birendra of Nepal. It is because of this fact that I would be very hesitant in suggesting that you visit Nepal on these particular dates. Perhaps I should explain.

The airport visa office after February 10th is not issuing the normal routine tourist visas. What would actually happen if a tourist landed at the airport is uncertain, but it would be a risk. Perhaps you have a visa, but now we have the problem of where to house you. All of the hotels are booked, as you can well imagine. Also our U.M.N. Guest House is completely full since we have a rather large number of U.M.N. Language Students now using these facilities. So I would suggest that, unless you have some acquaintance to stay with, this would prove to be another problem. In addition to this, there is "rumor" of travel restrictions during this coronation time.

All of this is rather unfortunate, since I understand you are an excellent photographer and, believe me, Nepal is certainly the place to take lovely pictures.

So, Rev. Schnarr, if at all possible, I would suggest that perhaps you should delay your visit until at least 1 week or so after the coronation.

We will be happy to help you in the future if you decide to visit and it fits into your itinerary, otherwise I would be extremely hesitant to suggest that you arrive during coronation time. Now, the East, being what it is, might prove me wrong if you came, but I doubt it.

Do let us know immediately of your intention, so that we may plan accordingly.

Cordially,

  
Jim Roane  
Central Services Director

हवाई पत्र

AEROGRAMME



Miss Dorothea Friedericci,  
Gössner Mission,  
1 Berlin 41,  
Handjerystraße 19-20.  
West Germany,

— ताता माता —

पटाउनेको नाम र ठेगाना ।

J. Roane,  
United Mission to Nepal,  
P.O. Box 126,  
1/29, Thapathali,  
Kathmandu.  
Nepal.

यस पत्रमित्र केही सामग्रिमा सापारसा दाँकबाट चलान गरिनेछ ।

February 11, 1975  
frie/sz

Mr.  
Robert Karthak  
P.B. 1131

Registered !

Kathmandu / Nepal

Dear Robert-Daju,

I am coming with a rather big request and I very much hope that you can help me.

Here in Germany in one of our industrial cities we have eleven congregations which are very specially interested in the life of christians in Nepal and in the mission work. Rev. Schnarr is the man in charge of this rather big programme and he is very active in finding ways and means to get people interested in Nepal. He has collected quite a bit of money and the money which we send NCF is also through this sources - Rev. Schnarr now got the chance to visit Calcutta and he hopes to visit Kathmandu from there. Unfortunately the time he would be able to come to Nepal is exact the time of the coronation of His Majesty. Now we dont have the slightest idea how to handle all this. Jim Roane wrote on behalf of Frank Wilcox that he would find it rather difficult to help Rev. Schnarr and that hotel accomodation is impossible to get and the UMN guest house is completely full now. What shall I do?

My probably not realistic idea is as follows:

If Rev. Schnarr should be able to get a flight from Calcutta to Kathmandu on February 25th would you be able to accomodate him? Neither you nor Mary would have to go into great trouble because of his accomodation, you can treat him just as any of your brothers. I am sure he would prefer that. I hope that then he would be able to get the chance to go to Butwal, Tansen and Pokhara on February 26th, 27th and 28th and return to Kathmandu on the 1st or 2nd of March. He will have to leave for New Delhi on the 3rd of March. While he is in Kathmandu he should see your congregation, Padma Sadan and whatever UMN can arrange for him. I will ask him to do that and I hope that you and UMN together will be able to fix a programme even during this unfortunate time.

If you could not be able to accomodate Rev. Schnarr could you kindly ask the Sodembas or whoever would be able and willing. I would love to suggest the Prakash Rai family but I am afraid they would not have room enough. It would be a new experience for Rev. Schnarr to live with Nepali brethren and I know he would like that very much.

Just to let you know that a few days ago we transferred some money to Nepal and asked Ray Havens to transfer DM 2.000,-- to NCF. I am sure you need it somewhere somewhere.

Thank you for helping us. Please give my greetings to Mary and the boys. This year I am going to our missionfield in Africa instead of coming to Nepal. It is just one year ago that I visited you all and I hope one day I will come again.

Yours,

*D. Friedericci*  
(Dorothea H. Friedericci)

cc: Rev. Schnarr  
Miss Kehrberg,  
Mr. Jim Roane,  
Sister Monika Schutzka

January 23, 1975  
frie/sz

Mr.  
Frank Wilcox  
United Mission to Nepal  
P.O.Box 126

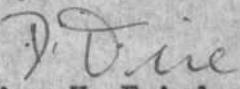
Kathmandu / Nepal

Dear Frank,

with reference to my last letter I just want to mention that Rev. Schnarr will be accompanied by Rev. Siebel when he comes to Kathmandu. This is just because of the booking you have to do. Sorry, I did not mention it earlier but I learned about this only yesterday.

With kind regards, too to all friends,

yours

  
Dorothea H. Friederici

cc: Rev. Schnarr, Dortmund

~~2.1. A.~~

21.1.75

D. Dru

15. Januar 1975  
frie/sz

Schwester Monika Schutzka

und

Schwester Ellen Muxfeldt  
United Mission to Nepal  
P.O.Box 126

Kathmandu / Nepal

Liebe Monika und liebe Ellen!

Wir alle hoffen, dass es Euch beiden besser geht, d.h. dass Ellen ihre unbekannte Krankheit und Monika ihr Magengeschwür überwunden haben. Ich denke täglich an Euch - und nicht nur ich, sondern viele Freunde hier in Deutschland - und wir wünschen Euch so sehr, dass es Euch gut geht!

Vom 24.2. bis 3.3. kommt Pfarrer Schnarr aus Dortmund nach Nepal. Er ist der Obmann der "Aktion Nepal" in Dortmund. Ich schrieb Euch ja schon mal davon, dass dort elf Gemeinden sich intensiv mit der Arbeit in Nepal beschäftigen. Herr Pfarrer Schnarr ist derjenige, der für die Verbreitung aller Informationen sorgt und z.B. auch jeweils meine Gemeindeeinsätze plant. Er ist im Februar von CUSCON nach Calcutta eingeladen und will von dort für sechs Tage nach Nepal kommen.

Ich habe eben an Frank Wilcox geschrieben und ihn gebeten, ein Programm für Pfarrer Schnarr's Besuch vorzubereiten. Wenn ich das von hier aus tue, scheint es ja nicht zu aller Zufriedenheit zu geraten. Hoffe ich aber, dass ich nun keinem auf die Füsse trete. Ich bitte Euch, mit Frank das Programm für Pfarrer Schnarr zu besprechen und ihm dann so weit als möglich zu helfen.

Mit herzlichen Grüßen

Eure  
Dorothea H. Friederici

F.d.R.

Sekretärin

15. Januar 1975  
frie/sz

Schwester Monika Schutzka  
und  
Schwester Ellen Muxfeldt  
United Mission to Nepal  
P.O.Box 126

Kathmandu / Nepal

Liebe Monika und liebe Ellen!

Wir alle hoffen, dass es Euch beiden besser geht, d.h. dass Ellen ihre unbekannte Krankheit und Monika ihr Magengeschwür überwunden haben. Ich denke täglich an Euch - und nicht nur ich, sondern viele Freunde hier in Deutschland - und wir wünschen Euch so sehr, dass es Euch gut geht!

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Mit herzlichen Grüßen

Eure  
Dorothea H. Friederici

F.d.R.

Sekretärin

Evang. Kirchengemeinde  
Dortmund-Wickede  
Gerhard Schnarr, Pfarrer

46 Dortmund-Wickede, den 14. Januar 1975  
Evangelisches Gemeindeamt:  
Wickeder Hellweg 89 · Ruf 211510

Tagebuch Nr.

An die  
Gossner Mission  
z. Hd. Frau Dorothea Friederici  
1 Berlin 41 (Friedenau)  
Handjerystr. 19/20



Liebe Frau Friederici!

Die Informationstagung der Calcuttareisenden am vergangenen Samstag, d. 11.1.1975 im Haus der Vereinigten Kirchenkreise Dortmund hat ergeben, daß mit mir auch noch Herr Pfarrer Siebel (Lünen) mit nach Nepal fliegen wird. Dies ist mir persönlich sehr recht, weil dann auch die Nacharbeitung und Fruchtbarmachung des Nepalbesuches für unsere Dortmunder Gemeinden nicht allein auf mir lastet.

Ich bitte Sie, dies bei der Ausarbeitung Ihrer Pläne zu berücksichtigen. Sicherlich höre ich bald von Ihnen.

Mit herzlichen Grüßen

Ihr

gez. G. Schnarr, Pfr.  
Ev. Kirchengemeinde  
Dortmund-Wickede  
*in W. H. Böker*

14. Januar 1975  
frie/sz

Herrn  
Pfarrer  
Gerhard Schnarr  
  
46 Dortmund-Wickede  
Meylanstr. 77

Lieber Herr Schnarr!

Ihr Brief vom 7.d.M. erreichte mich in Bayern, wo ich im Gemeinde-einsatz bin. Ich will aber schnell von hier aus antworten, damit Sie nicht zu lange warten.

1. Ich werde sofort nach Nepal schreiben wegen eines guten Programms für die sechs Tage (Kopie anliegend).
2. Bitte sorgen Sie gleich zu Anfang Ihres Calcutta-Aufenthaltes für ein Flugticket nach Kathmandu und schicken Sie dann umgehend einen Brief an Mr. Frank Wilcox, P.O.Box 126, Kathmandu/Nepal, in dem Sie ihm Ihre genaue Ankunft mitteilen.
3. In Calcutta gibt es ein nepalesisches Generalkonsulat. Es lohnt sich, dort Ihr Visum für Nepal zu holen, weil Sie es dort für 15 Tage ausgestellt bekommen, am Flugplatz in Kathmandu aber nur für drei Tage. Sie müssten dann zum Immigration Office in Kathmandu gehen, um die Verlängerung zu beantragen. Das würde einen Tag beanspruchen und wäre Zeitvergeudung.
4. In Nepal arbeiten von der Gossner Mission Schwester Monika Schutzka und Schwester Ellen Muxfeldt. Beide sind in der Dorfarbeit tätig. Ich werde beide über Ihr Kommen unterrichten, weiß aber nicht, inwieweit sie sich um Sie kümmern können. Immerhin wird aber irgendwer von der UMN (United Mission to Nepal) sich bestimmt um Sie kümmern.
5. Wenn Sie in Kathmandu ankommen und es sollte wider Erwartung niemand zu Ihrem Empfang am Flugplatz sein, so lassen Sie sich mit einem Taxi zur United Mission, Head Quarters, Thapathali, bringen.

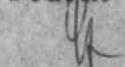
6. Indische Rupien sind in Nepal verboten. Sie können in Kathmandu noch in der Zollhalle am Flugplatz Geld eintauschen. Indische Rupien nimmt man dort aber nicht an.

Soweit für heute. Ich freue mich für Sie über diese Reise und freue mich schon jetzt auf Ihre Meisterphotos.

Herzliche Grüsse, auch an die Familie,

I h r e  
Dorothea H. Friederici

F.d.R.



Sekretärin

Anlage

January 14, 1975  
frie/sz

Mr.  
Frank Wilcox  
United Mission to Nepal  
P.O.Box 126

Kathmandu / Nepal

Dear Frank,

thank you very much for your letter of December 31st. It was kind of you to write to me on the last day of 1974. In the meantime the first month of 1975 is almost gone. Time is so fast.

Thank you for receiving the Schmelters and the Boruttas. I am sure they have had a good time in Nepal. As I told you they are members of our Kuratorium and there are still members who are very sceptical about our membership in UMN. Mind you, I can say they lost a lot of their sceptical views since Monika and Ellen are working in Nepal and since I can tell them the ins and outs of UMN, but still there remain a lot of questions and I very much hope that the stream of visitors you have from Germany will help to answer them.

Nepal is getting more and more known to the different congregations in Germany. Just now I am in Bavaria and every day I meet new people and every day I visit a new congregation to tell them of mission work in Nepal. People are interested and many of them help us with prayers and finances.

In Dortmund, one of the big cities in the Ruhr District, eleven congregations decided to subsidize the Nepal work of Gossner Mission for at least two to three years. I visited most of these congregations two or even three times, and I am very happy about the active interest.

Rev. Gerhard Schnarr is the chairman of this "Nepal Project". He became quite a Nepal Expert and we all, you there in Nepal and we here in Germany can be very happy to have such an interested man to help us. As you will know it so much depends on the pastor if the congregation is mission-minded or not, and he surely helps to activate all the eleven congregations.

Rev. Schnarr now got an invitation to visit Calcutta. He was invited by CUSCON and will be in Calcutta in February. It seems to be natural that he wants to visit Nepal at the same time. He would be able to come to Kathmandu on February 24th and would have to

leave on March 3rd. I asked him to write to you as soon as possible about his exact arrival.

As I understood your letter you were not very much in favour of me drawing up a programme for the German visitors in Nepal. Therefore I will not do anything like this for Rev. Schnarr. You will know what he should see to get a good view of UMN work. He should possibly see projects outside of Kathmandu as well, probably Pokhara and/or Tansen and/or Butwal and/or Amp Pipal, and he should get to know Padma Sadan, the Scholarship Committee and the Public Health Programme. It would be great if he could meet Pastor Robert and/or Prakash Rai to learn from them about NCF.

If you should plan a Pokhara visit for him, it would be good for him to visit the shining hospital as well, even so it is not UMN, but it is a place in Nepal where German missionaries work.

If you want to contact Rev. Schnarr you could write to him

c/o Rev. Biswas,  
CUSCON,  
St. Paul's Cathedral,  
Calcutta.

I should mention that Rev. Schnarr is an excellent photographer. He surely will bring home a number of very good photos and will show them not only to his own congregation.

I do hope that you will be able to receive this visitor from Germany as well. As far as I know this should be the last one for some time. But surely, as more the UMN becomes known in Germany, as more people will come to Nepal.

You mentioned in your letter that Ellen is very ill. I also received letters from Lilly, Monika and Ellen herself, telling the same. We all do hope that she is better by now. What a terrible beginning for her time in Amp Pipal. We pray that she soon may be well enough again to really start with her work.

Many greetings to you and all friends,

yours,  
for Dorothea H. Friederici

secretary

cc: Pfr. Schnarr, Dortmund

Evang. Kirchengemeinde  
Dortmund-Wickede  
Gerhard Schnarr, Pfarrer

Tagebuch Nr.

An die  
Gossner Mission  
z. Hd. Frau Dorothea Friederici

1 Berlin 41 (Friedenau)  
Handjerystr. 19-20

46 Dortmund-Wickede, den 7. Januar 1975  
X Evangelisches Gemeindeamt  
X Wickede/Hellweg 189 X 44161 DORTMUND

Meylandstr. 77  
Tel. 21 14 70



Liebe Frau Friederici!

Ich komme jetzt noch einmal zurück auf Ihren Brief vom 27.12.1974. Ich habe mit dem Referat für Erwachsenenbildung, in Dortmund (Ver-einigte Kirchenkreise) gesprochen zwecks Verlängerung meiner Reise nach Nepal. Dieses Referat (Pfarrer Donner) hat die Organisation der Calcuttareise insgesamt übernommen. Ich habe nun folgendes überlegt:

Ich kann schlecht aus dem geplanten Programm des Calcutta-Projektes aussteigen, da ich auch hier schwerpunktmäßig fotografieren werde. Ich werde separat zurückfliegen, wenn ich mich nach Nepal absetze, und einige Tage meines Tarifurlaubs für eine Verlängerung dieser Nepalreise ansetzen. Sie können also für mich schnellstens einen Plan ausarbeiten für die Zeit vom 24.2. - einschließlich Sonntag 2.3., sodaß ich am 4.3. wieder zurückfliege (ca. 6 Tage zur vollen Verfügung). Hierbei müßte sich einiges machen lassen, vor allem in fotografischer Hinsicht, vorausgesetzt, daß das Programm straff gegliedert ist und durchgeführt werden kann.

Ich wäre Ihnen sehr dankbar, wenn Sie mir schnellstens Ihre Meinung dazu mitteilten. Bis dahin herzliche Grüße

Ihr

*Gerhard Schnarr*

27. Dezember 1974  
frie/sz

Herrn  
Pfarrer  
Gerhard Schnarr

46 Dortmund-Wickede  
Meylantstr. 77

Lieber Herr Pfarrer Schnarr!

Vielen Dank für Ihren Eilbrief vom 19.d.M. Er kam am Sonnabend hier an und ich will ihn gleich beantworten:

1. Ich freue mich sehr, dass Sie schon so bald nach Nepal fahren. Das ist gut, wenn auch augenblicklich eine ganze Reihe deutscher Besucher bei der UMN vorspricht. Trotzdem, es ist gut, dass Sie fahren wollen.
2. Es ist schlecht, dass Sie nur drei Tage Zeit haben und ich bitte sehr, das zu ändern. Sie sollten mindestens fünf, besser sieben Tage Zeit haben! Ich erzählte Ihnen ja schon, dass die Transportbedingungen in Nepal etwas ungewöhnlich sind. Wenn Sie einschliesslich Hin- und Rückflug nur drei Tage haben, bleibt Ihnen eigentlich nur ein Tag für Kathmandu. Die meisten Missionsstationen sind aber ausserhalb der Hauptstadt und Sie könnten kaum etwas von der tatsächlichen Arbeit der United Mission to Nepal (UMN) sehen. Ich bitte Sie darum sehr, sich etwas mehr Zeit zu nehmen.

Grundsätzlich aber bin ich natürlich bereit, Ihre Reise sinnvoll vorzubereiten. Die Zeit Ende Februar ist grossartig vom Klima her. Ich schreibe demnächst ausführlicher, aber bitte schreiben Sie mir erst, ob Sie nicht die Zeit verlängern können. Theoretische Gespräche mit den Herren im Missionsbüro in Kathmandu und ein Besuch beim grössten Krankenhaus des Landes, das auch in Kathmandu ist, vermitteln Ihnen wahrlich keinen echten Einblick in die Arbeit.

Ich schicke Durchschläge dieses Briefes an die Herrn Superintendent Dr.v.Stieglitz und Pfarrer Siebel, damit die beiden Herren auch meine Argumente für eine Verlängerung der Reise hören.

Herzliche Weihnachtsgrüsse sende ich Ihnen und Ihrer Familie. Ich wünsche Ihnen Gottes Segen für Ihre Arbeit im neuen Jahr,

I h r e

Dorothea H. Friederici

F.d.R.   
Sekretärin

Pfr. Gerhard Schmar

A

✓ an Pfr. Siebel, Linen

✗ an Superintendent. Dr. v. Stieglitz, Dortmund

Lieber Herr Pfr. Schmar

vielen Dank für Ihren Rückbrief vom 19.12.. Er kam am Samstag hier an und ich will ihm gleich beantworten:

1. Wir freuen uns sehr, daß Sie schon so bald nach Nepal fahren. Das ist gut, wenn auch augenblicklich eine ganze Reihe deutscher Bemühen bei der UHMN versprechen. Trotzdem, es ist sehr, daß Sie fahren wollen.
2. Es ist schlecht, daß Sie nur <sup>die</sup> ~~3~~ Tage Zeit haben und ich bitte Sie, das zu ändern. Sie sollten mindestens <sup>fünf</sup> ~~5~~, besser zehn Tage Zeit haben! Wir erzählte Ihnen ja schon, daß die Transport-Bedingungen im Nepal etwas ungewöhnlich sind. Wenn Sie einztl. Hin- u. Rückflug nur drei Tage haben, bleibt Ihnen eigentlich nur ein Tag für Kathmandu. Die meisten Missionssationen sind aber auszuhallen der Hauptstadt und Sie könnten dann etwas von der tatsächlichen Arbeit der United Mission to Nepal (UHMN) sehen. Wir bitten Sie darum sehr, mir etwas mehr Zeit zu geben.

Grundsätzlich aber bin ich natürlich bereit, die Reise so sinnvoll wie möglich vorzubereiten. Die Zeit Ende Februar ist propärtig vom Klima her.

Wir schreiben demnächst ausführlicher, aber bitte darüber Sie mir erst, ob Sie mich die Zeit ver-

längen können. Theoretische Gespräche mit den Herren der Missionsschule in Kathmandu und ein Besuch beim größten Krankenhaus des Landes, das auch in Kathmandu ist, vermittelten Ihnen wahrscheinlich einen edleren Einblick in die Arbeit.

Sehr lieber Freigut

Ich würde Rückschläge dieses Briefes an Pfr. Fiedel und an Superintendent Dr. v. Stieglitz, damit die beiden auch meine Argumente für eine Verlängerung der Reise hören.

Herzliche Weihnachtsgrüße sende ich Ihnen und Ihrer Familie. Ich wünsche Ihnen Gottes Segen für Ihre Arbeit im neuen Jahr.

Albe

Evang. Kirchengemeinde  
Dortmund-Wickede

Gerhard Schnarr, Pfarrer

Tagebuch Nr.

An die  
Gossner Mission  
z. Hd. Frau Dorothea Friederici

1 Berlin 41 (Friedenau)  
Handjerystraße 19-20

46 Dortmund-Wickede, den 19. Dezember 1974

Evangelischer Gemeindeamt  
Wickeder Hellweg 87 Ref. 211510

Meylantstr. 77  
Tel. 21 14 70

Liebe Frau Friederici,

nun kommt vor Weihnachten doch noch ein Gruß von mir, und zwar ein ganz eiliger, verbunden mit einer Bitte, die hoffentlich von Ihnen noch erfüllt bzw. unterstützt werden kann.

Der Missionsausschuß und der Geschäftsführende Vorstand der Vereinigten Kirchenkreise Dortmund haben mich beauftragt, im Rahmen einer 14-tägigen Studienfahrt nach Kalkutta 3 Tage nach Nepal zu fliegen, um dort Eindrücke über die wichtigsten missionarischen Dienste der Gossner Mission zu sammeln und auch nach Möglichkeit etwas Bildmaterial mit nach Hause zu bringen zur Weiterförderung des Projektes hier in unseren Gemeinden. Es wird sich voraussichtlich um die Zeit vom 23.2. - 25.2.1975 handeln.

Meine Frage an Sie: Inwieweit ist ein so, kurzfristiger Abstecher sinnvoll, möglich oder auch ertragreich? Kann von Ihrer Seite diesbezüglich die Organisation und Vorbereitung für dieses Vorhaben getroffen werden, in der bis dahin sehr kurzen Zeit? Welchen Plan können Sie mir aufstellen, damit die Zeit wirklich "ausgekauft" werden kann und kein Leerlauf entsteht?

Bitte antworten Sie mir, wenn es geht, sehr bald, und teilen Sie mir Ihre Meinung dazu mit.

Diesen Brief schicke ich wegen der Eile als Eilpost.

Die von Ihnen vorgeschlagene Nepalwoche werde ich im Januar 1975 als Ihr Angebot den Gemeinden anbieten.

Trotz der Eile, in der dieser Brief geschrieben wird, sollte man die Besinnung auf das Wesentliche nicht verlieren, die Geburt des Heilandes zu feiern.

In diesem Sinne grüße ich Sie und Herrn Pastor Seeberg auf das herzlichste

Ihr

*Gerhard Schnarr*